

Current Disposition List

Dispositions identify the reason a candidate was not selected to move forward in a hiring review process. To adhere to best practices for OFCCP reporting compliance, the University requires that records must be made and retained to identify the disposition reasoning for every candidate in a regular faculty search. The primary disposition needs to be [identified in Interfolio](#). If a unit would like to use more than one disposition per candidate, then additional documentation can be uploaded to Interfolio to supplement the primary disposition.

Applicant Disposition	Definition	Code
Never Reviewed	The applicant was never considered and no part of an application or its corresponding data was reviewed.	1
Minimum Qualifications Dispositions		
Minimum qualifications— Did not submit required materials for consideration	Applicant did not submit all of the required application materials for a full review of the application.	2
Minimum qualifications— Education	Applicant does not meet the minimum qualifications for the education requirements that were listed in the position description.	3
Minimum qualifications— Teaching	Applicant does not meet the minimum qualifications for teaching experience or proficiency that were listed in the position description.	4
Minimum qualifications— Research, Scholarship and Creative Work	Applicant does not meet the minimum qualifications for research, scholarship, publications, and/or creative work that were listed in the position description.	5
Minimum qualifications— Specialty/Discipline	Applicant was not selected based on their specialty or discipline differing from that listed in position description.	6
Minimum qualifications— Administrative Experience/Skills	Applicant does not meet the minimum qualifications for administrative experience that were listed in the position description.	7
Minimum qualifications— Other Credentials	Applicant does not meet the minimum qualifications for other specified requirements that were listed in the position description.	8
Application Review and Interview Dispositions		
Academic Competitiveness	Applicant was not selected based on overall non-competitive academic record.	0
Education	Applicant was not selected based on their education.	9
Teaching	Applicant was not selected based on their teaching qualifications and/or teaching evaluation scores.	10
Research, Scholarship and Creative Work	Applicant was not selected based on their record of research, scholarship, publications, and/or creative work.	11
Specialty/Discipline	Applicant was not selected based on their specialty or discipline differing from fit for the position.	12
References	Applicant was not selected based on their reference letters or reference interviews.	13
Administrative Experience/Skills	Applicant was not selected based on their administrative experience and/or administrative skills.	14
Mission Fit	Applicant was not selected based on Catholic mission fit.	15
Other Credentials	Applicant was not selected based on their other credentials.	16
Applicant Withdrew	Applicant withdrew their application for any reason.	17
Failed Negotiation	Negotiations with the applicant failed prior to a formal offer being extended.	18
Post Formal Offer Dispositions		
Offer Declined	Applicant declined the formal offer.	19
Offer Rescinded	The formal offer to the applicant was rescinded.	20
Work eligibility or visa requirements not met	Applicant is not able to work for the University due to eligibility or visa requirement issues.	21
Applicant Hired	The applicant was hired.	22