# Non-Selection Reasons Codes

## Candidate's Choice
- **A-1** Applicant withdrew from search.
- **A-2** Applicant did not complete application process.
- **A-3** See attached explanation.

## Degree
- **B-1** Applicant did not possess a terminal degree.
- **B-2** Candidate did not possess the degree(s) specified in the Job description or the degree in a field not compatible with the needs of the department.
- **B-3** See attached explanation.

## Teaching/Seminar
- **C-1** Area of specialization of interest does not fit with the needs of the department.
- **C-2** Area of secondary competence not compatible with the needs of the department.
- **C-3** Insufficient teaching experience.
- **C-4** Did not have sufficient technical competence in the primary area.
- **C-5** Seminar/lecture failed to demonstrate scholarly substance.
- **C-6** See attached explanation.

## Research, Scholarship and Publications
- **D-1** Insufficient publication (or composition or exhibition record).
- **D-2** Creative artwork (or musical composition) judged inadequate by the search committee on the basis of submitted slides.
- **D-3** Research/publications not related to position as advertised.
- **D-4** Research does not support teaching assignment.
- **D-5** See attached explanation.

## Service
- **E-1** Candidate's contributions in the service area were insufficient. (Includes lack of participation in state or national organizations as well as lack of participation in department or University committees.)
- **E-2** See attached explanation.

## Miscellaneous
- **F-1** Did not meet minimum qualifications in one or more areas. (Specify which area(s).)
- **F-2** Candidate did not possess the requisite licensure specified in the job qualifications.
- **F-3** Candidate's experience was outside the primary responsibilities of the position advertised.
- **F-4** Candidate not interested in the teaching component of the position.
- **F-5** Candidate well qualified for the position and would be considered for the position if the first-choice candidate declines. (Should be used for the top 3-5 candidates.)
- **F-6** Candidate did not have a demonstrated record of obtaining external funding. (Use only when the person selected had such a record and when it is specifically mentioned as a job responsibility.)
- **F-7** Offered the position, but declined.
- **F-8** Candidate requires a higher salary than authorized.
- **F-9** Candidate did not possess experience working with a culturally diverse population.
- **F-10** See attached explanation.