

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.