

Workflow State	Workflow State Owner	Applicants May Reactivate	Entrance Reasons
Draft	Applicant		None
Review by Search Committee	Search Committee Member		None
Not Referred	Search Committee Member		<p>"Availability: Candidate withdrew application—salary", "Availability: Candidate withdrew application—accepted other employment", "Availability: Candidate withdrew application—other (including No Longer Interested)", "Experience: Applicant has NO related work experience", "Experience: Amount of related experience is less than referred candidates", "Experience: Application shows a lower level/fewer skills than referred candidates", "Experience: Related work experience of referred candidates is more recent", "Experience: Applicant does not possess desired/preferred experience/skills", "Education: Applicant lacks preferred education/training", "Education: Education/training of referred candidates more closely related to position", "Other: Application indicates unstable work history", "Other: Application lists disciplinary issues as reason for leaving previous position; hiring supervisor not interested in interviewing", "Other: Hiring supervisor not interested in interviewing due to poor work performance or disciplinary problems in current/previous Winthrop position", "Other: Unable to determine qualifications from information provided on application (includes not responding to screening questions and/or incomplete application)", "Other: Too many errors on applicatio", "Other: Desired salary outside range", "Other: Applicant lacks proof of legal right to work in United States and/or may require sponsorship to work in the United States", "Pool B"</p>
Virtual Interview	Search Committee Member		"Pool A", "Pool B"
Not Interviewed, Not Hired	Search Committee Member		<p>"Candidate: Withdrew to accept another job", "Candidate: Not available for interview/never returned call", "Candidate: Desired salary outside range", "Candidate: Duplicates or significantly overlaps existing research or teaching expertise in the department", "Candidate: Teaching and research potential is not as significant as referred candidates", "Candidate: Failed to show for scheduled interview" "Candidate: Other (contact HR)", "Qualifications: Education/training of candidates selected for interview more directly related to the position", "Qualifications: Candidate possesses less relevant experience", "Qualifications: Candidate has less/fewer knowledge/skills", "Qualifications: Application contains too many errors", "Qualifications: Answers to supplemental questions show lack of preferred knowledge/skills/experience", "Qualifications: Applicant failed to submit the required materials", "Qualifications: Applicant lacks preferred license/certification(s)/degree", "Qualifications: Other (contact HR)", "Qualifications: Relevant experience of candidates selected for interview is more recent"</p>

Workflow State	Workflow State Owner	Applicants May Reactivate	Entrance Reasons
Interviewed, Not Hired - Email at Filled	Search Committee Member		"Candidate: Withdrew to accept another job", "Candidate: Required higher salary than authorized", "Candidate: Failed to show for scheduled interview", "Candidate: Duplicates or significantly overlaps existing research or teaching expertise in department", "Candidate: Other (contact HR)", "Qualifications: Selected candidate's education more directly related to the posted requirements", "Qualifications: Selected candidate has more relevant training and/or experience", "Qualifications: Selected candidate has more preferred knowledge/skills", "Qualifications: Reference check unsatisfactory", "Qualifications: Other (contact HR)", "Interview: Interview revealed candidate is not interested in position duties", "Interview: Interview revealed candidate was not well-prepared", "Interview: Interview revealed candidate's skills/abilities are not consistent with resume/application information", "Interview: Interview revealed lack of sufficient/directly related knowledge/experience", "Interview: Interview revealed candidate lacks required level of communication skills", "Interview: Teaching demonstration/research presentation showed key deficiencies", "Interview: Other (contact HR)", "Pool B"
Review by Dean - Final Validations	Faculty Hiring Manager		None
Does Not Meet Minimum	Search Committee Member		None
OnCampus Interview	Search Committee Member		None
Interviewed, Recommend for Hire	Search Committee Member		"Candidate possesses more directly related experience.", "Candidate meets all minimum requirements and more of the preferred skills and/or abilities than other candidates.", "Candidate demonstrated better communication skills during the interview and/or understanding of the position requirements.", "Candidate possesses more directly related education and/or certifications.", "Only referred candidate—satisfactory for hire"
Hired	Applicant		None
Withdrawn	Applicant		None
Posting Canceled - Email Now (HR)	Human Resources		None
System Det Does Not Meet Minimum Qualifications	Human Resources		None
Special Handling List	Human Resources		None