

# COLUMBIA UNIVERSITY

IN THE CITY OF NEW YORK

OFFICE OF EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

## **Disposition Codes**

### Academic Search and Recruiting

1. Application materials indicate poor writing or communication skills
2. Candidate declined job offer
3. Candidate withdrew application
4. Candidate's qualifications for the position insufficient relative to other candidates
5. Does not meet minimum qualifications
6. Failed to show for interview
7. Interview revealed lack of interest and/or enthusiasm for the job
8. Interview showed a lack of understanding of the duties required by the position
9. Job opening canceled
10. Lack of external funding
11. Less competitive based education or training
12. Less competitive based on work history or experience
13. Not best match relative to finalist
14. Poor communication or interpersonal skills
15. Research expertise or area not a match
16. Unsuccessful job talk / presentation
17. Unverifiable references

*Please ensure that you are updating disposition codes and statuses on applicants as you progress through your search.*

*Updated 02/20/2024*