Screenshot Guide

APPLICANT STATUS (SELECTING FOR INTERVIEW)

ACCESSING PEOPLEADMIN

- HTTP://jobs.cofc.edu/hr/sso or my.cofc.edu/employee tab/quicklinks and select PeopleAdmin
- Sign-In with your computer user name and your regular computer password
- Log in as Applicant Manager and refresh
- Select Applicant Tracking Module

OVERVIEW

1. Review all applicants
2. Select the qualified applicants to interview (generally 3-5) and send through workflow to EEO
3. EEO will send an email when interviews are approved (DO NOT SCHEDULE INTERVIEWS UNTIL YOU RECEIVE THIS EMAIL)
4. Indicate reason for not interviewing all other applicants

IMPORTANT REMINDERS

- Select the appropriate module – Applicant Tracking
- Select the appropriate role – Applicant Manager and refresh
- Take action and send along workflow/cancel/etc. with orange Take Action Button on the right
- Actions are confirmed with a green bar at the very top of the form
- If something doesn’t work, look for orange exclamation points in the menu or a red error bar at top of the screen
- You may schedule interviews ONLY after receiving an email from EEO that your interview candidates have been approved! It is best practice to select all of your “select for interview” candidates at the same time so that emails are received by EEO at the same time, and EEO will know that you have completed your selections
- Send a copy of your interview schedule to Employment Manager

QUICK STEPS

1) Change Module to Applicant Tracking and Role to Applicant Manager
2) Hover on Posting Tab and Select Staff or Temporary
3) Click on Position Internal Title
4) Select Applicant Tab
5) Review Individual Applicants
6) Change the Applicants' Workflow State (example: select for interview)
7) Receive EEO E-Mail Approving Interviews
8) Schedule Interviews
9) E-Mail Employment Manager the Interview Schedule
► STEP 1 – MAKE SURE YOU ARE IN THE RIGHT PLACE

Module - Applicant Tracking
Role - Applicant Manager
(refresh if changing roles)

► STEP 2 – SELECT STAFF OR TEMPORARY POSITION

Postings - Hover over the Posting Tab and click on either staff or temporary
STEP 3 – SELECT POSTED POSITION

- Postings: Select Posting Tab and click on either staff or temporary.
- Position: Click on the Name of the Posted Position.

STEP 4 – ACCESS APPLICANTS

- Applicants: Select Applicants Tab.
STEP 5 – REVIEW INDIVIDUAL APPLICANTS

Note: Use Breadcrumbs to return to Applicant Review or the back button will also work.

STEP 6A – MOVE APPLICANTS TO APPROPRIATE STATE

Workflow State-
Click on the Orange Action Button and select appropriate state to “move” applicant to (see best practices)

If you “select for interview” you will get a “submit” confirmation box and a system generated e-mail will be sent to EEO
BEST PRACTICES: REVIEWING APPLICANTS

1. Look at each applicant and make an initial decision (you can always go back to change the status – see Special Instructions 1 at end of this document.) This will save you time! Your choices are:

   ![Workflow Actions]

   - **Take Action On Job Application**
     - Keep working on this Job application
     - Under Consideration for Interview (move to Under Consideration for Interview)
     - Not Interviewed, Not Selected (move to Not Interviewed, Not Selected)
     - Not Interviewed, Not Selected - Meets Minimum (move to Not Interviewed, Not Selected - Meets Minimum)
     - Selected for Interview - Meets Minimum Training/Experience (move to Selected for Interview - Meets Minimum Training/Experience)

   Use “under consideration” if you are not sure and would like to keep them in active applications to review more thoroughly.

   Select “Not Interviewed, Not Selected” when you know you do NOT want to interview the applicant. You will need to select a reason why you are not interviewing.

   Select “Not Interviewed-Meets Minimum” when the applicant meets your minimum requirements but is NOT in your top candidates. You will need to select a reason why you are not interviewing.

   Select “Selected for Interview” when the candidate meets your requirements, and you would like to submit their name to EEO for approval.

2. For EEO approval purposes, it is best to move all “selected for interview” at the same time so EEO will receive an email for all of the candidates at the same time and know you have completed your selection process.

3. When you have moved all applicants to a workflow “state”, only the active applicants “selected for interview” and “under consideration for interview” will remain in the list of applicants. You will not have to go back through all the applicants and can concentrate on only your best candidates.

STEP 6B – SELECT REASON FOR “NOT SELECTING FOR INTERVIEW”

Reason - Select the reason that you are not interviewing the applicant.

Selecting “Other” will prompt for an explanation.

Note: see Special Instructions 1 – Changing the States of Multiple Applicants
STEP 7 – LOOK AT WORKFLOW STATE TO SEE SELECTED CANDIDATES

*Note: see Special Instructions 2 – Viewing both Active and Inactive Applicants

SPECIAL INSTRUCTIONS 1 – CHANGING STATES OF MULTIPLE APPLICANTS

STEP 1 (OF 3) - CHANGING STATES

Sort-
Hover on the right side of “workflow State” and click on little sort arrow

Notice-
only *active applicants are visible

Names-Select checkboxes next to names to move (all must be in the same state)
STEP 2 (OF 3) – CHANGING STATES

**Action**
Select “Move in Workflow”

STEP 3 (OF 3) – CHANGING STATES

**States**
Select to change all applicants listed to the same state

**Or**
Change individual applicants
SPECIAL INSTRUCTIONS 2 – VIEWING INACTIVE AND ACTIVE APPLICANTS

Search - Select “More Search Options”

Hold down Control Key and click on Inactive and Active (the one that is not high-lighted)

AND

CLICK “SEARCH”