**User Types**
- Supervisor/Manager: Personal Scope
- Second Level Supervisor/Manager: Department Scope
- Approving Authority: Department Scope
- Executive Authority: Department Scope
- State Approver: College Scope
- Budget: College Scope
- President: College Scope
- HR: College Scope, Begin Action

**Update Staff Position**
- Supervisor/Manager (Can Create)
- Second Level Supervisor/Manager (Can Create)
- HR Initial Review
- Approving Authority *Can Create*
- HR Final Review
- Update Position Approved
- State Approval

**Update Staff Position & Post**
- Supervisor/Manager (Can Create)
- Second Level Supervisor/Manager (Can Create)
- HR Initial Review
- Approving Authority *Can Create*
- HR Final Review
- Update Position Approved
- State Approval

**New Staff Positions**
- HR Creates
- Supervisor/Manager
- Second Level Supervisor/Manager
- Approving Authority
- Executive Authority
- HR Initial Review
- Budget
- President
- HR Final Review
- New Position Approved
- State Approval
Staff Create Posting from PD, Position Type, Class Title

Temporary Positions: create from class title

User Types
- Supervisor/Manager: Personal Scope, Begin Action/Posting/HP
- Approving Authority: School/Department Scope, Begin Action/Posting/HP
- Executive Authority: Division Scope, Begin Action/Posting/HP
- State Approver: College Scope
- Budget: College Scope
- President: College Scope
- EEO: College Scope
- HR: College Scope, Begin Action/Posting/HP
**User Types**

- **Applicant Manager:** Personal Scope, ONLY user can change the applicant status, besides EEO & HR
- **Human Resources:** All Access
  
  EEO Role has **Manage** rights to all applicant statuses like HR
College of Charleston Workflow
7/13/2013

User Types:
- Supervisor/Manager: Personal Scope, Begin Action/Posting/HP
- Approving Authority: School/Department Scope, Begin Action/Posting/HP
- Executive Authority: Division Scope, Begin Action/Posting/HP
- State Approver: College Scope
- HR: College Scope

**Hiring Proposal**

Applicant Manager (Creates) → Approving Authority → Executive Authority → HR → State Approval → Offer Accepted (HR) → Hiring Proposal Approved (Moves them to hired)

Offer Declined (HR)

EEO → President

**Temporary Hiring Proposal**

Applicant Manager (Creates) → Approving Authority → Executive Authority → HR → Budget → President → Offer Accepted (HR) → Hiring Proposal Approved (Moves them to hired)

Offer Declined (HR)

Note: Temporary HR form is different, as well as the fact the Temporary hiring proposals don't seed an underlying position (there are no temporary positions in the system).

Hiring Proposal Accepted

Offer Declined (HR)