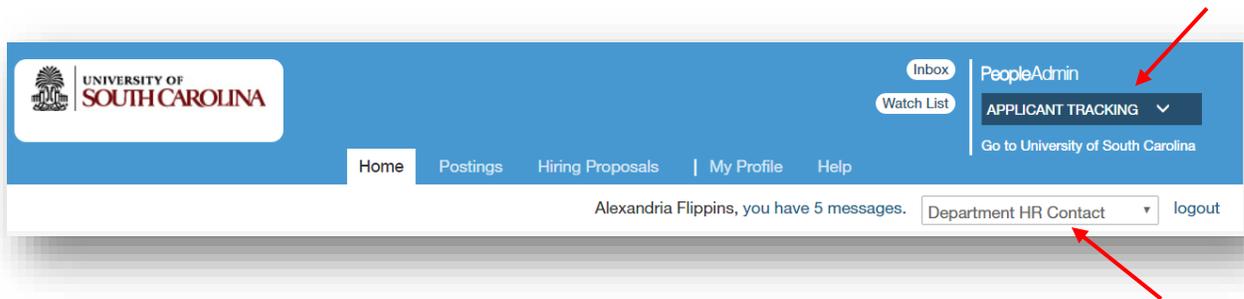


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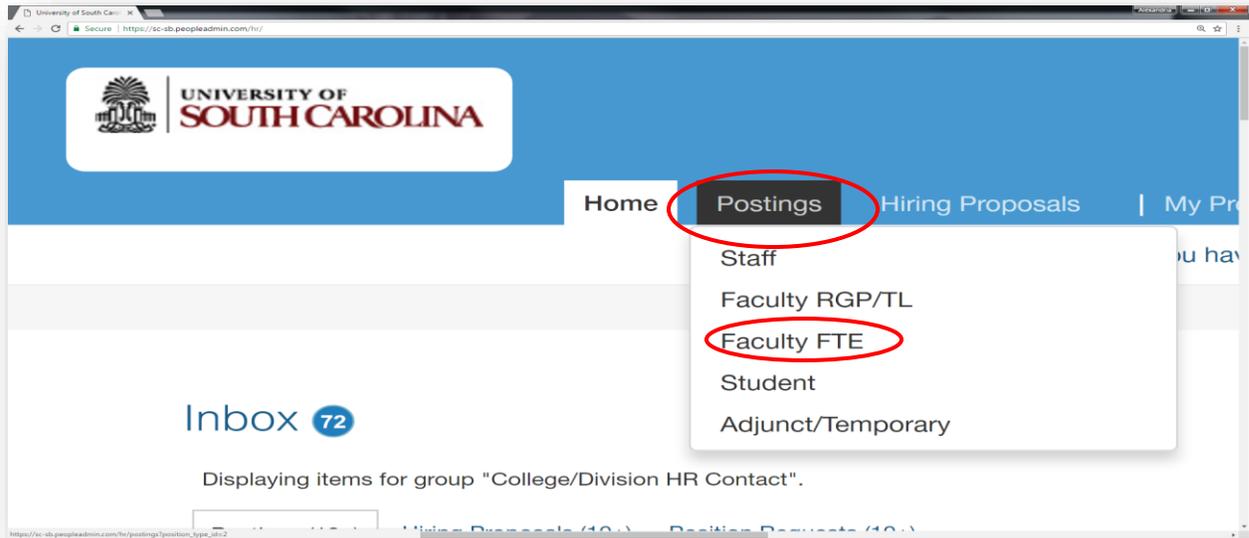
The following user types can create a posting:

- Initiator
- Department HR Contact
- College Division HR Contact

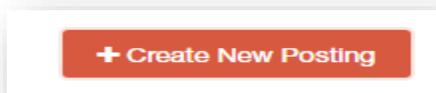
1. Make sure you are in the Applicant Tracking Module and log in as the appropriate user type to create the posting.



2. Hover over the Posting tab and select the Faculty FTE position type.

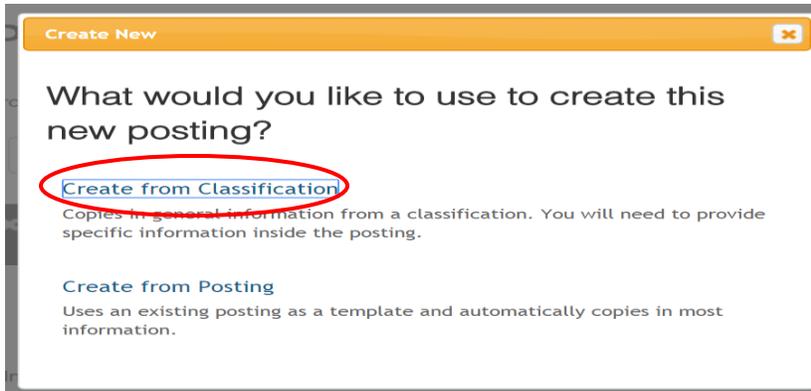


3. Select Create New Posting.



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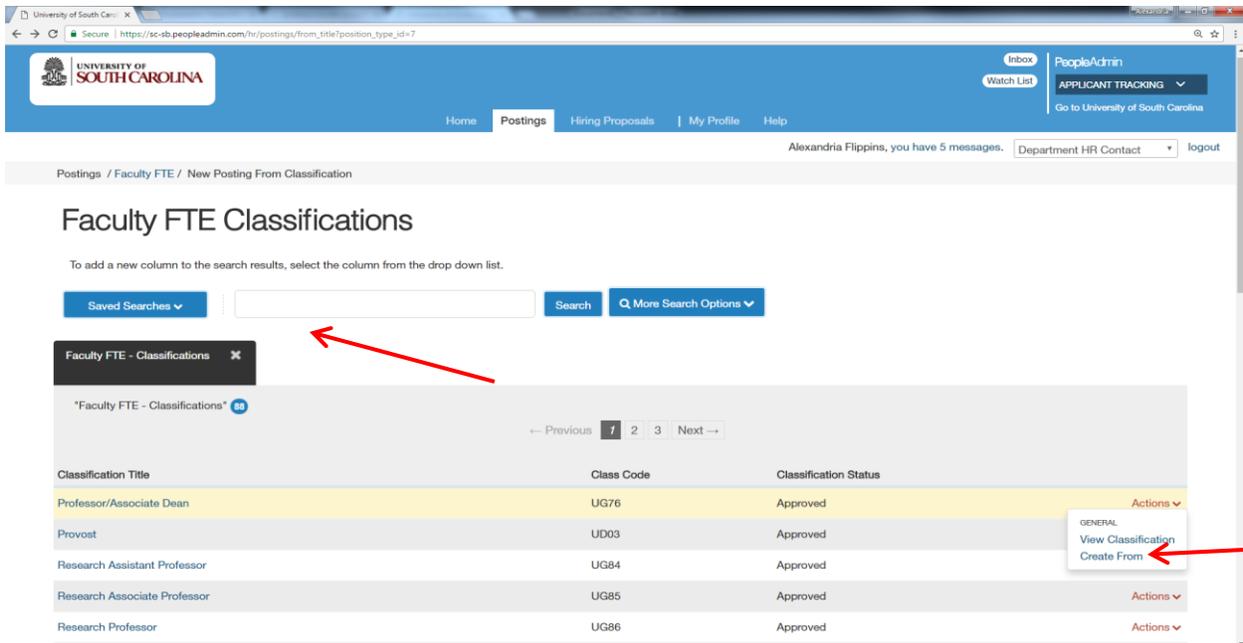
- Select the option you would like to create the posting from. Faculty FTE positions will need to be created from the classification.
 - If there is a posting that was created that is identical to the posting that needs to be created, you can use the Create from Posting Option.



- Locate the classification you would like to advertise for by entering the title in the Keyword search area, or scroll down the page to locate the position.

- If advertising an Open Rank Position, select the lowest classification title to create from.

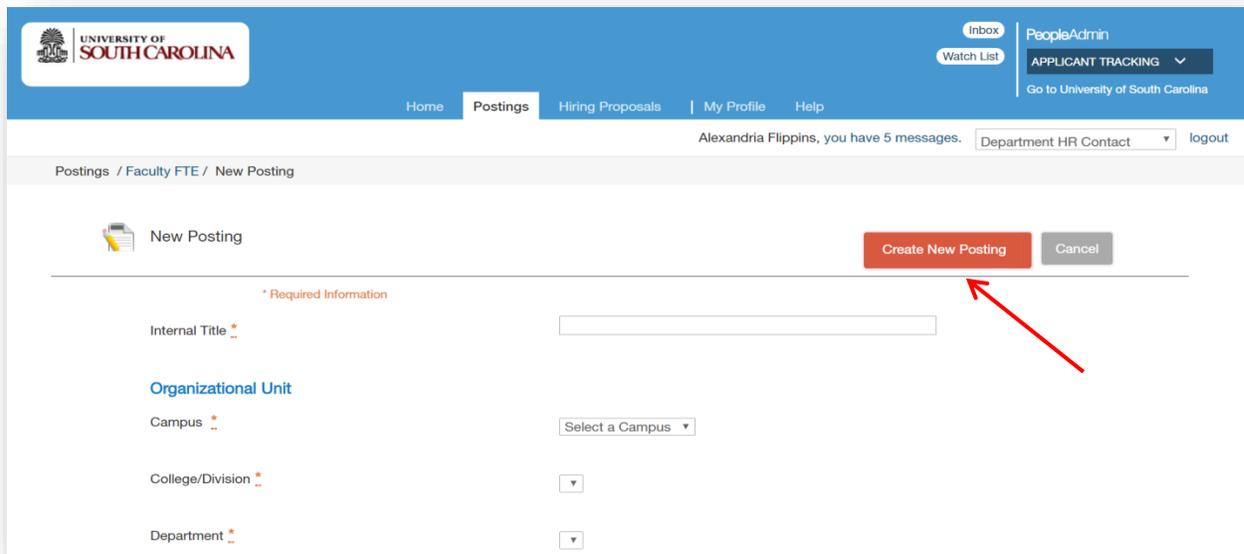
- Hover over the action button to the right side of the position chosen and select Create From.



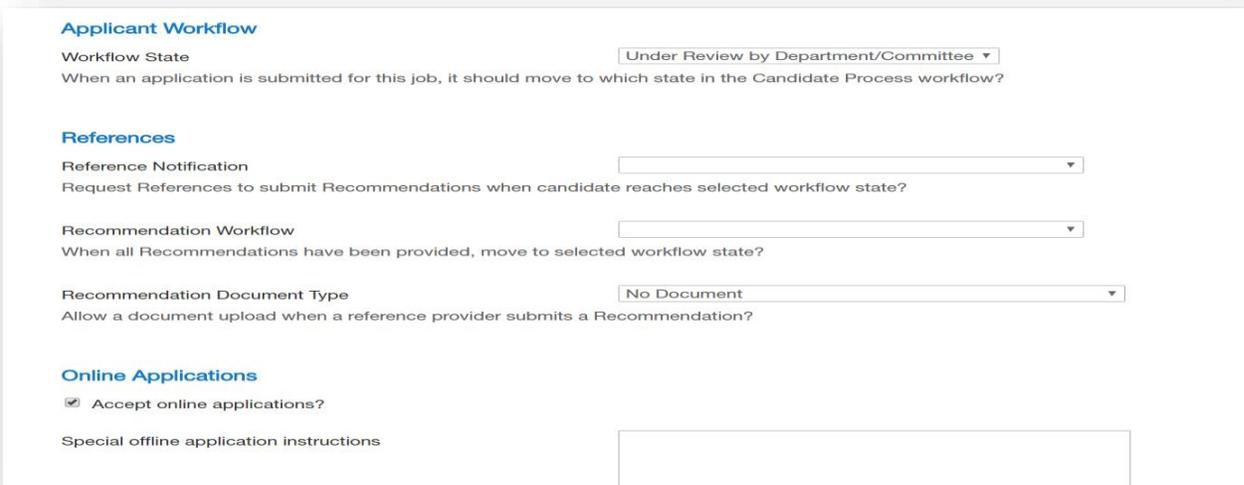
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7. The system will generate a posting settings page for New Posting. You will need to input all information that is required. In this section, you can also select the feature that notifies reference providers to submit recommendation letters electronically, if desired.

- If advertising an open rank position, use the Internal Title field to reflect all positions being advertised.
- If the classification selected does not include the secondary title, input the secondary title in the internal title field.



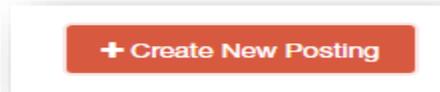
The screenshot shows the 'New Posting' form in the PeopleAdmin system. At the top, there is a navigation bar with 'Home', 'Postings', 'Hiring Proposals', 'My Profile', and 'Help'. Below the navigation bar, there is a message: 'Alexandria Flippins, you have 5 messages.' and a dropdown menu for 'Department HR Contact'. The main content area is titled 'New Posting' and contains a red 'Create New Posting' button and a grey 'Cancel' button. Below the buttons, there is a section for 'Required Information' with the following fields: 'Internal Title' (text input), 'Organizational Unit' (with sub-fields for 'Campus', 'College/Division', and 'Department', each with a dropdown menu), and a 'Create New Posting' button highlighted with a red arrow.



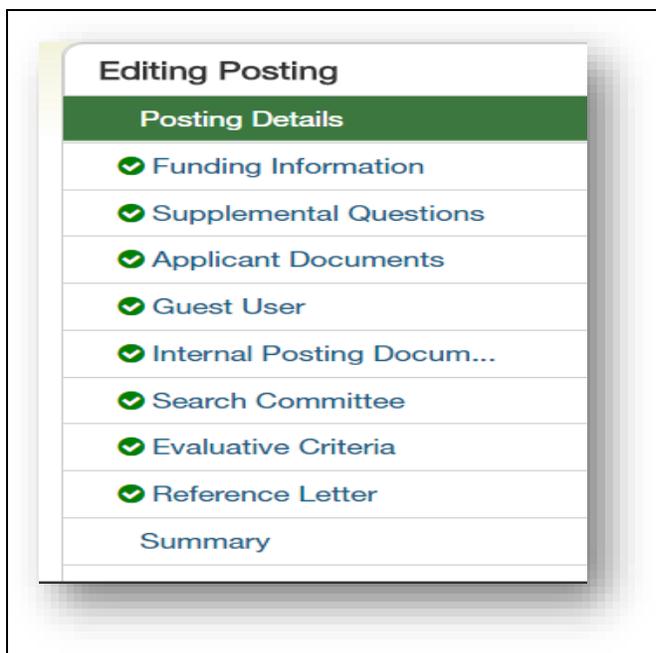
The screenshot shows the 'Applicant Workflow' and 'References' sections of the form. The 'Applicant Workflow' section includes a 'Workflow State' dropdown menu with the value 'Under Review by Department/Committee'. Below this, there is a question: 'When an application is submitted for this job, it should move to which state in the Candidate Process workflow?'. The 'References' section includes three dropdown menus: 'Reference Notification', 'Recommendation Workflow', and 'Recommendation Document Type'. Below these, there is a question: 'Request References to submit Recommendations when candidate reaches selected workflow state?'. The 'Online Applications' section includes a checkbox for 'Accept online applications?' which is checked, and a text area for 'Special offline application instructions'.

Creating a Posting Faculty FTE

8. Once the information is completed on the posting settings page, select Create New Posting to move forward.



9. Complete the tabs and required fields on the posting. All fields marked with an asterisk are required.



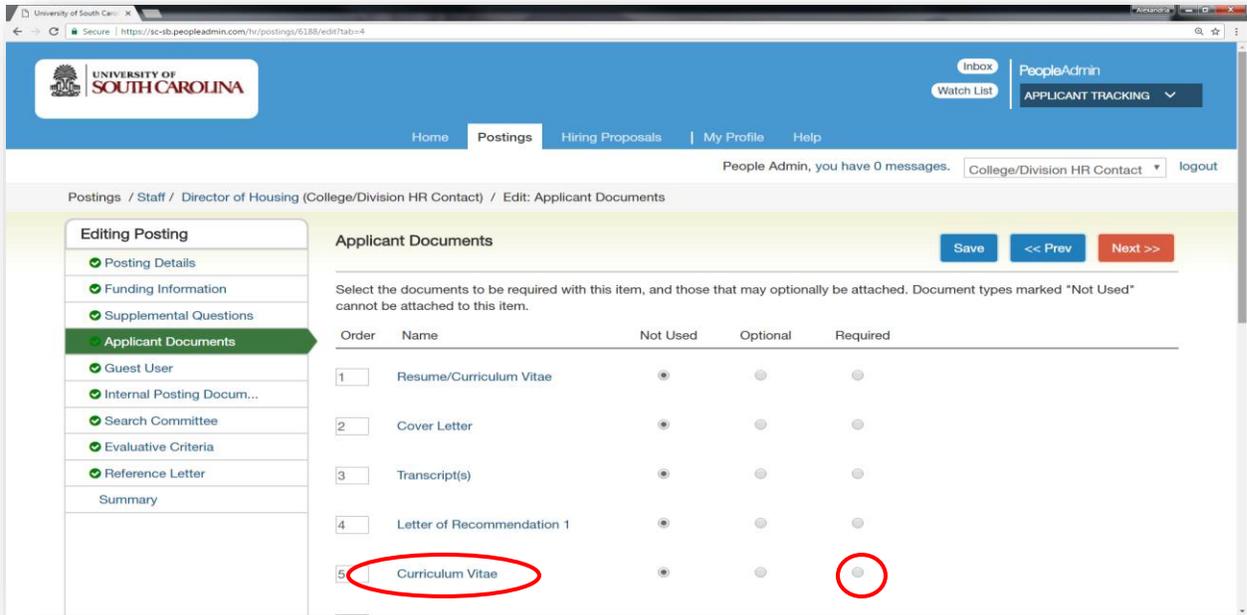
- The Advertised Salary Range field will accept alpha and numeric characters. If a numeric character is entered, a dollar sign will need to be added.
- In the Applicant Reviewer field, the person who will be moving the applicants through the dispositions or applicant statuses must be added. More than one applicant reviewer can be added.
- In the Funding Information Section, you must click the Add USC Funding Details Entry tab in order to add the funding information.

10. Supplemental Questions: The system will allow you to add qualifying questions for applicants to complete. Refer to our **Quick Reference Guide Adding Supplemental Questions**.

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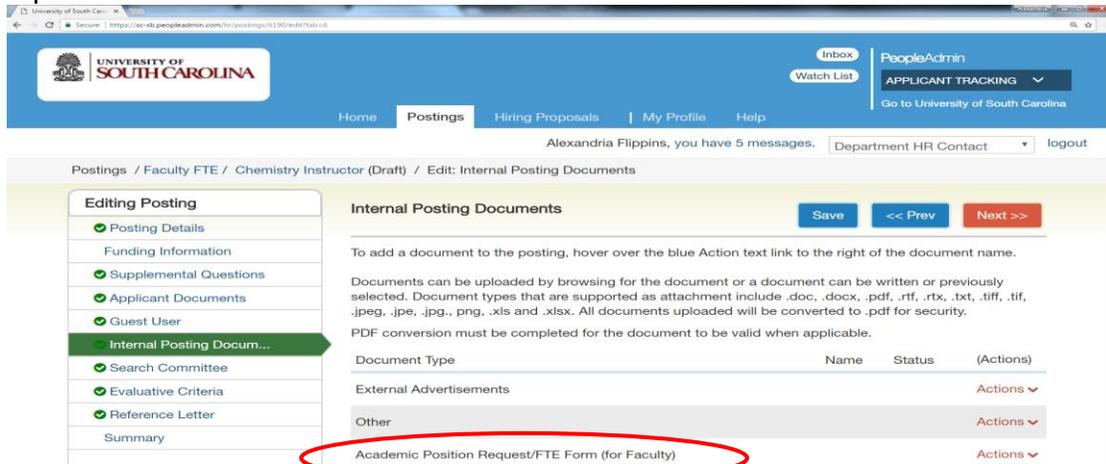
11. Applicant Documents: You can select document types that you would like applicants to upload along with their application. (i.e. cover letter, resume, cv, etc.)

- The cv will need to be listed as a **required** document for all faculty positions. The faculty application does not include an area to include employment or education experience.



12. Guest users can be added to the system to review applications. This functionality is for individuals outside of the university serving on interview panels.

13. Internal Posting Documents: The Academic Position Request/FTE Form must be uploaded at this step.

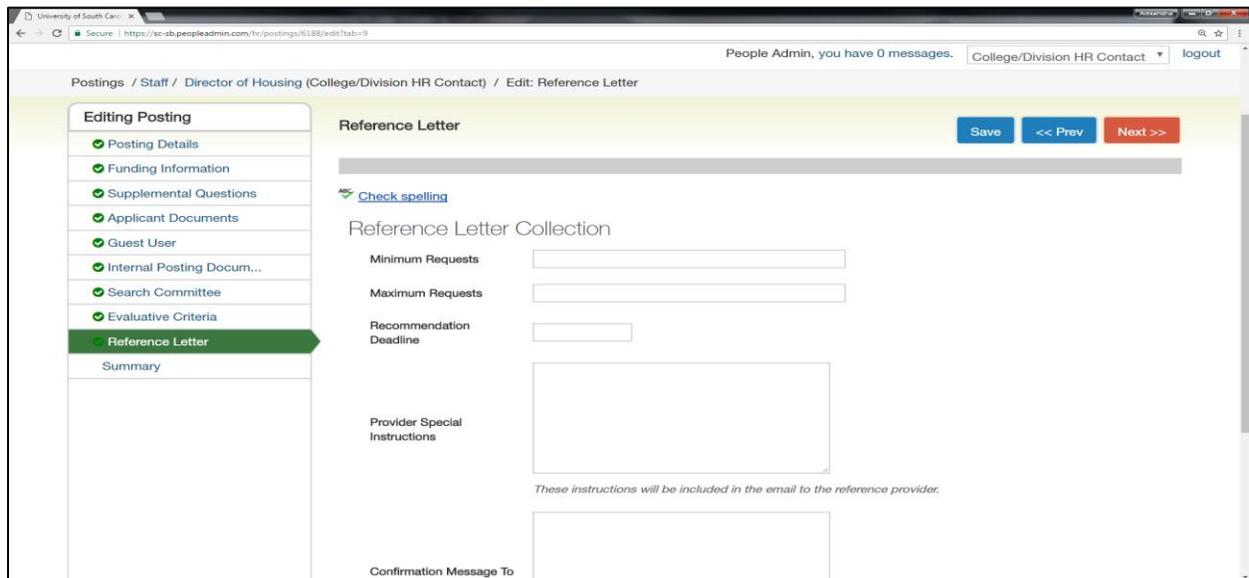


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14. Adding Search Committee: You can now identify and invite members of your search committee to review and evaluate applicants through the system. Click on Add Existing User, this will bring you to a screen where you can select an existing user. You can search by name or department. Locate the member you want to add and click on Add Member. Refer to our **Quick Reference Guide Adding Search Committee Members and Evaluative Criteria**.

15. Adding Evaluative Criteria: You can add criteria that you would like your search committee members to use to assess each candidate. This works similar to supplemental questions. Click on Add a Criterion - Select Category – select the questions you want the committee to assess the applicant on, and click submit. Refer to our **Quick Reference Guide Adding Search Committee Members and Evaluative Criteria**.

16. Reference Letter: You can enter the minimum number of reference letter request you would like to receive electronically and or the maximum number of reference letter requests you would like to receive. A recommendation deadline can also be created as well as any special instructions or messages you would like to send to the reference letter providers.

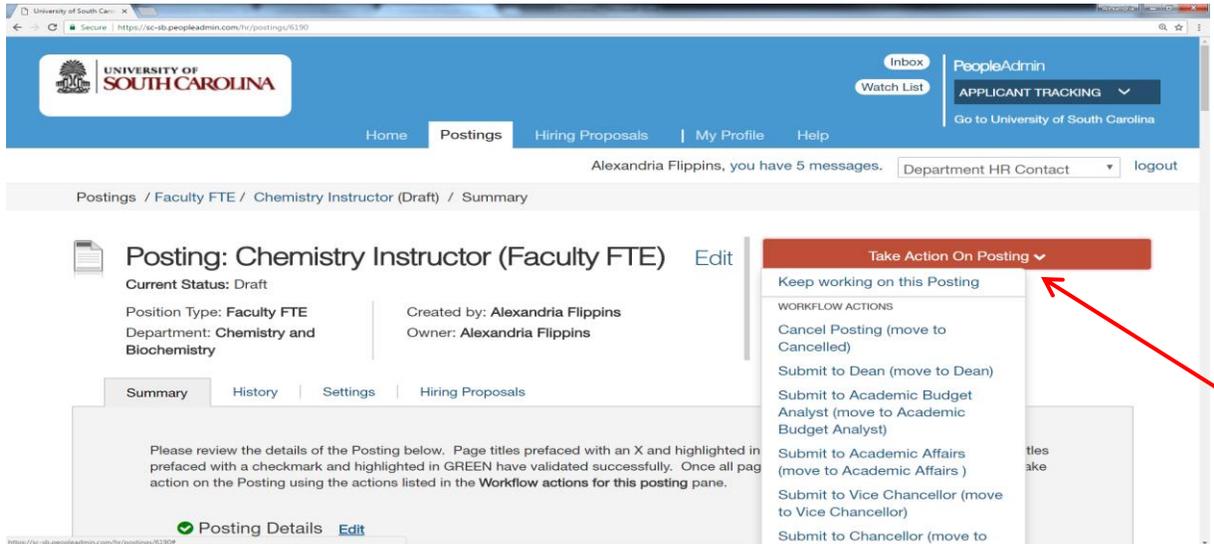


The screenshot shows the 'Reference Letter' editing page in the PeopleAdmin system. The left sidebar contains a navigation menu with the following items: Editing Posting, Posting Details, Funding Information, Supplemental Questions, Applicant Documents, Guest User, Internal Posting Docum..., Search Committee, Evaluative Criteria, Reference Letter (highlighted), and Summary. The main content area is titled 'Reference Letter' and includes a 'Save' button, '<< Prev' button, and 'Next >>' button. Below these are a 'Check spelling' link and a 'Reference Letter Collection' section. This section contains input fields for 'Minimum Requests', 'Maximum Requests', and 'Recommendation Deadline'. There is a large text area for 'Provider Special Instructions' with a note below it: 'These instructions will be included in the email to the reference provider.' At the bottom, there is a 'Confirmation Message To' field.

17. Review all your information. When you reach the Summary Tab, any tab that has an orange exclamation point (!) next to it indicates required information is missing and must be completed before moving forward.

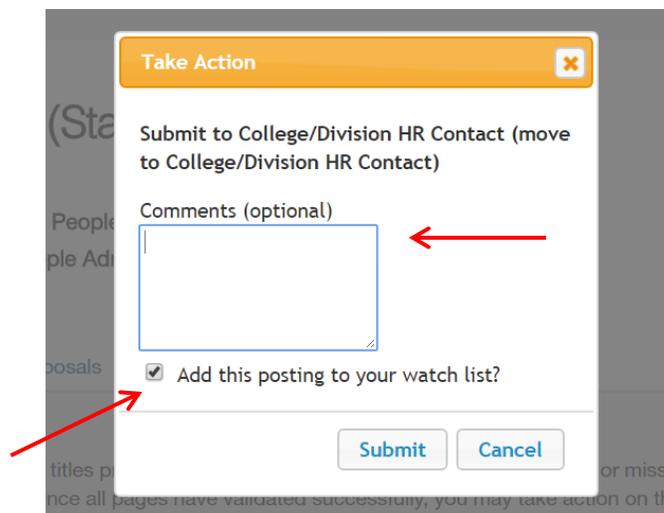
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18. Hover over the Take Action on Posting tab and select the appropriate next workflow state depending upon your departmental approval structure.



19. You can add comments in the Comment Box. Keep in mind these comments appear in the message sent to the next approver in the workflow, and also become a **permanent part of the recruitment record and cannot be removed.**

- If you would like to add this posting to your watch list, it can be selected at this time.



20. Once the action is complete, you will receive a message that explains the posting was successfully transitioned.