The following user types can initiate actions:
- Initiator
- Department HR Contact
- College/Division HR Contact.

1. Go to the Applicant Tracking Module, using one of the above user types.

2. Click on the Postings tab and choose “Adjunct/Temporary.”

3. Click “Create New Posting” in the upper right-hand corner.
4. A pop up will appear asking, “What would you like to use to create this new posting?” Click on “Create from Position Description.”

5. Choose the position description (PD) by clicking on the “Position Number” or “Internal Title” that is in BLUE, or enter the data in the search field and click search.

6. Select “Create Posting from this Position Description” in the upper right-hand corner.
7. The following information circled should default based upon the position description chosen. Select the correct type of application based on whether the rehire is adjunct faculty or temporary staff.

8. Click “Create New Posting” in the bottom right-hand corner.

Note: The URL for your school is optional and not required for Quick Hires.

9. Complete the Posting Summary. Items with RED asterisk are required.
Complete the **Position Description section**. The “Advertised Job Summary” and the “Qualifications” sections don’t have to be elaborate in nature. If adjunct faculty, list courses that will be taught. If temporary staff, list a short description of what they will be doing.

Enter the actual number of vacancies or the verbiage “multiple vacancies” in the vacancy field, if more than one candidate will be hired from the quick hire. Once all vacancies have been filled, please contact the Office of Talent Acquisition so that the position can be moved to the workflow status of “filled.”
PeopleAdmin Quick Reference Guide
First Time Using Quick Hire Process for Rehires
Adjunct Faculty/Temporary Staff (With PD)
Primarily used for Exempt Temporary Staff

➢ Enter the name(s) of whomever will move the applicant to “Recommend for Hire” as an Applicant Reviewer.
➢ Enter the name(s) of whomever will need access to the position description in the Initiator field.

10. Click either “Next” at the bottom or top of the Posting Details Screen to save your data and route to the Position Attributes Screen.

11. If the position is essential during hazardous weather, select “Essential.” If not, select “Non-essential.”

12. If the position is a safety/security sensitive position or requires a CDL, select “Yes.” If not, select “No.”

13. Click either “Next” at the bottom or top of the Position Attributes Screen to save your data.
14. After saving your data, you may select the Summary tab. Since this is a quick hire, the other tabs may be skipped.

15. If the user is the Initiator in creating the quick hire posting, please follow your internal business process for routing further and submit it for approval. The College/Division HR Contact or the Department HR Contact can take action on the posting and submit the posting to “Application Link (move to Quick Hire).”
16. Once the posting has been moved to Quick Hire, a message will appear at the top of the screen:

Posting: OSP Student Retention Specialist (Adjunct/Temporary)
Current Status: Quick Hire
This posting is not available to applicants via search results but may be accessed directly at [http://sc-sb.peopleadmin.com/postings/19719](http://sc-sb.peopleadmin.com/postings/19719)

17. Copy and paste the internal posting link into an email and send it to the applicant so they may access the posting and apply. This position is not posted externally for all to see. Only applicants who are sent the internal link can apply to the position.

See circled link above.

18. The applicant will click on the link in the email and complete the application for the posting. The applicant may email you when they have completed the application, or you can access the posting in PeopleAdmin to see if he/she has applied.

19. Log back in or change role to “Applicant Reviewer.” Only Applicant Reviewer role can move the applicant to Recommend for Hire. Click on “Adjunct/Temporary” under the Postings Section of the Applicant Tracking Module.

20. Choose the applicable posting that you are completing the Quick Hire for Rehire. The Applicant Reviewer may choose to search by the Posting Number or by choosing the Classification or Internal Tile that is shown in BLUE.
21. A new screen will appear showing the posting.

   Posting: OSP Student Retention Specialist (Adjunct/Temporary)
   Current Status: Quick Hire
   This posting is not available to applicants via search results but may be accessed directly at http://sc-stb.peopleadmin.com/postings/19719

   Position Type: Adjunct/Temporary
   Department: USC Salkehatchie - Palmetto College (17860)
   Created by: Belinda Ogorek
   Owner: HR Recruitment

   Summary  History  Applicants  Reports  Associated Position Description

22. The Applicant Reviewer will click on the Applicants tab.

   Posting: OSP Student Retention Specialist (Adjunct/Temporary)
   Current Status: Quick Hire
   This posting is not available to applicants via search results but may be accessed directly at http://sc-stb.peopleadmin.com/postings/19719

   Position Type: Adjunct/Temporary
   Department: USC Salkehatchie - Palmetto College (17860)
   Created by: Belinda Ogorek
   Owner: HR Recruitment

   Summary  History  Applicants  Reports  Associated Position Description

23. A list of the applicant(s) will appear. Choose the applicant’s name in **BLUE** that you wish to hire for the Quick Hire - Rehire.

<table>
<thead>
<tr>
<th>Full Name</th>
<th>Posting Number</th>
<th>Application Form</th>
<th>Workflow State (External)</th>
<th>Documents</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Brady, Tom</strong></td>
<td>TMP00353PO17</td>
<td>USC Temporary Application</td>
<td>Under Review by Department</td>
<td></td>
</tr>
</tbody>
</table>

24. The job application for the person you are rehiring will appear.

   Job application: Tom Brady (Adjunct/Temporary)
   Status: Under Review by Department
   Application form: USC Temporary Application
   Name: Tom Brady
   Created by: Tom Brady
   Owner: Applicant Reviewer

Rev. 11/03/2017
25. As the Applicant Reviewer, you will choose “Take Action On Job Application” and choose “Quick Hire (Move to Recommend for Hire)” and click “Submit.”

26. To begin the Hiring Proposal, the user must be logged in as either the
   - Initiator
   - Department HR Contact
   - College Division

27. Since this position does have a position description, choose “Start Adjunct/Temp Hiring Proposal (Seated Position Description).”
28. A new screen will appear. Your position will be listed under the Selected Position Description section.
   - The selection will default to the Position Description from which this posting was created.

Selected Position Description

This Hiring Proposal is currently connected to the following Position Description:
- OSG Student Retention Specialist

To change the Position Description connected to this Hiring Proposal, please select an alternative Position Description using the Search below.

- An applicant CAN be hired into another approved PD (with a different position number), if you are hiring multiple candidates from the posting. Select the appropriate position description, if different than the associated position description. Select the appropriate position description by clicking in the radio button and then “Select Position Description” in the lower left hand corner of the screen.

29. A message will appear. There can only be one person in a position. Select “OK.”

30. The Hiring Proposal will appear. Scroll down and complete the USC ID field in the Candidate Information Screen. Since this is a rehire, you should already know the USCID.
31. Click either “Next” at the bottom or top of the Candidate Information Screen to save your data and route it to the Position to be Filled Screen.

32. In the Position to be Filled Screen, data will be transferred over from the posting and position. Verify the data and make the necessary edits as needed. Select the correct home department from the home department dropdown field.

33. The funding information will transfer over. Make any necessary edits. Click the “Add Funding Information Entry” button should you need to add additional funding.
34. Click either “Next” at the bottom or top of the Position to be Filled Screen to save your data and route it to the Job Offer Information Screen.

35. In the Job Offer Information Screen, complete the following fields shown. Items with RED asterisks are required. Definitions have been added to clarify the difference between new hires and rehires. For the Action Type, since this is a Rehire, you will select Rehire (Less than 1 Year) or Rehire (Greater than or Equal to 1 Year) based on the employee’s length of separation from USC.

- If as the Initiator you do not know the supervisor’s social security number, you may enter N/A in the supervisor’s social security number field. The College/Division HR Contact will be expected to enter the supervisor’s social security number at the time of his/her review.
- If the Initiator or Department HR Contact is not aware of the check distribution or timecard distribution number, then each college/division may need to create a job aid to assist in completing these fields.
36. Click either “Next” at the bottom or top of the Job Offer Information Screen to save your data and route it to the Non U.S. Citizens Screen.

37. The Prospective Non U.S. Citizen Screen is to be utilized and completed ONLY if an international applicant has been recommended for hire as an adjunct faculty or temporary post-doctoral fellow. If rehiring an international, you are to continue to work in conjunction with the International Support for Faculty and Staff Office. Please select whether the appointment at the time of hire will have access to USC Insurance, if this is applicable.

- Required Information

Prospective Non U.S. Citizen

United States Citizen

Yes

Requires employer sponsorship to work in the United States

No

Does this appointment include access to USC Insurance?

[ ] Yes

This field is required.

If no, will department purchase alternate coverage for appointee?

[ ] Yes

What is the expected length of employment or stay at USC?

Please select

Prospective Non U.S. Citizen (For Adjunct Faculty Only)

United States Citizen

Yes

Requires employer sponsorship to work in the United States

No

Does this appointment include access to USC Insurance?

[ ] Yes

If no, will department purchase alternate coverage for appointee?

[ ] Yes

What is the expected length of employment or stay at USC?

Please select

- If the appointment is not an international faculty, please select “No” for the required question.
- If the appointment is a temporary staff, please select “No” for the required question.
38. Click either “Next” at the bottom or top of the Prospective Non U.S. Citizen Screen to save your data and route it to the Hiring Proposal Documents Screen.

39. In the Hiring Proposal Documents Screen, you may attach various documents that are applicable to the adjunct faculty/temporary staff position type.

   The Offer/Acceptance Letter can be found in the Reports Tab of the Hiring Proposal Summary. Choose the correct Offer/Acceptance Letter.
The ACA Calculation Worksheet can be found in the HR Toolbox under PeopleAdmin Upgrade.

Documents can be attached by choosing the correlating Actions link and choosing “Upload New.” Documents can be removed by choosing “Unassign.”

40. Click either next at the bottom or top of the Hiring Proposal Documents Screen to save your data and route it to the Hiring Proposal Summary Screen.

41. At the top right, hover over the “Take Action on Hiring Proposal” button and submit it to the appropriate approver based on your internal business process.
42. Once the Hiring Proposal is transitioned to “Offer Accepted/Create Onboarding,” this will transition the Hiring Proposal to HR Operations.

*If the verbal offer is not accepted, you will select “Offer Declined,” or if the Hiring Proposal is canceled, select “Cancel.”

43. HR Operations will review the Hiring Proposal.

- If approved, you will receive an email notification that the Hiring Proposal is at the status of Hire Approved.
- If rejected, you will receive an email notification with comments to take action on the Hiring Proposal. Comments may also be viewed in the History tab of the Hiring Proposal. The College/Division HR Contact will need to transition the Hiring Proposal to Offer Accepted/Create Onboarding for HR Operations to review the edits.
- Once the applicant has been successfully transitioned, no Onboarding will be created if the separation from USC has been less than a year. HR Operations will be responsible for any onboarding for rehires less than a year.
- If the separation has been greater than one year, the rehire is treated like a new hire for purposes of Onboarding. Please refer to the Quick Reference Guide – New Hire Greater than One Year Matrix for more information.

44. The candidate will automatically be seated in the respective position upon the Hiring Proposal being approved.