

Disposition Guidance	Do Not Use	Instead Consider....	Or Consider...
Dispositions comments cannot be a comparison of candidates. Each candidate must be evaluated within the parameters of the recruitment selection plan.	Dr. Duckwing's research in environmental legal perspectives was not as strong as the candidates moving forward.	Dr. Duckwing's research in environmental legal perspectives publication record shows some deficiencies.	Dr. Duckwing's research in environmental legal perspectives is extensive
An applicant's tenure in one institution is not a sufficient reason not to move forward.	Dr. Duckwing's has tenure at current institution and this position is for an assistant professor position	Dr. Duckwing duplicates or significantly overlaps existing area of strength in department/school/college	Dr. Duckwing's research in environmental legal perspectives is extensive and their teaching experience matches the the needs of the department
Avoid vague terms that are subjective and not quantifiable	Dr. Duckwing has great potential as a researcher and promise as an instructor in environmental legal perspectives	Dr. Duckwing's 2 research publications in environmental legal perspectives is insufficient.	Dr. Duckwing's 15 research publications demonstrate strong methodological approaches
Demographic information and protected classes cannot be a justification for selection or justification for dispositioning of an applicant. If the candidate's area of research is in a critical theoretical discipline, please clarify their statement of research and avoid using terms that can be interpreted as their demographic information which has no bearing on their qualifications.	Considering the current turmoil with Atlantis and the US, we decided not to move forward with this candidate/ Candidate received PhD from Atlantis and we decided not to move forward with this candidate	Candidates area of research is in corporate legal perspectives and not environmental legal perspectives.	Candidates area of research in environmental legal perspectives is extensive with publications in 'Legal Ecosystems' and 'EcoJustice'
Additional Guidance			
Disposition reasons should be concise and grounded in the specifics of the candidate's deficits based on the matrices of the selection criteria of the recruitment and qualifications.			
Do not use the same disposition reason for every candidate. Each candidate will not have the same exact deficits, and dispositions should be reflective of good faith efforts to consider candidates fairly.			
Listing alternatives in the disposition comments are only for the search report, not at the shortlist phase of the recruitment.			

Last Updated March 23, 2023