

# Comprehensive Tenure Track Search Job Aid

#### **Creating Tenure Track Requisitions in PageUp**

Requisition

Record Keeper inserts relevant tenure-track position information and upload ISG questionaire.

#### **Approval path**

- College Level Approval
- Provost's office (hiring plan)
- ISG (ISG Interview requirement)
- Talent Management

(Review of requisition information and advertising plan)

#### **Changes**

One requisition (Page Up) instead of two.
ISG & college level approvers interacting with Page Up instead of APWS.

# Short-List & Finalists

(APWS)

Record Keeper initiates Phase II submission, uploads approved Page Up requisition and candidate information (CVs).

#### Approval Path (No Change)

- Talent Management (short-list approval)
- Provost Office
- ISG (if required)

#### **Changes**

 Record Keeper needs to data input certain requisition information

# Offer Card

(Page Up)

Record Keeper initiates offer card with relevant candidate information, draft offer letter & start-up spreadsheet.

#### **Approval path**

 ISG (start-up & facilities)
 Provost Office (draft offer letter)

#### **Changes**

- Offer card replaces email to Academic Personnel for offer letter approval.



#### My Dashboard

Welcome Test, this is your Dashboard where you will see all your tasks organized in various stages.



Select the correct	1. Team link
	A190500-Chemistry
position	A Job template will supply you with default advertising text and summary for a job depending on what has been setup. Please select your campus name and look for a template that is appropriate for your job in box #4. If you do not see one click next at the bottom.
	Select 'No Template' if there is no suitable template available
	2. Campus
Click Univ of Mass Amherst	Univ of Mass Boston Univ of Mass Central Admin. Univ of Mass Amherst Univ of Mass Lowell Univ of Mass Dartmouth
	3. Template
Click Tenure Track	Non Tenure Track Post Doc Research Fellow Senior Research Fellow Tenure Track
	Preview
Skip this box and click the Next button to move to a blank Req.	About UMass Amherst UMass Amherst, the Commonwealth's flagship campus, is a nationally ranked public research university offering a full range of undergraduate, graduate and professional degrees. The University sits on nearly 1,450-acres in the scenic Pioneer Valley of Western
	Next > Cancel

## (494577) New Requisition

Position info Notes Posting Documents Enter previous req. number from Approved PD Number OR Previous Req. No.: prior search otherwise leave blank For Staff Positions add PD No. Tenure Track add Prev. Req. No. **REQUISITION INFORMATION** Requisition Number: Leave blank to automatically create a requisition number Position number: Q 🖉 Enter TT position number if known No position selected. otherwise email TalentManagement for Dept ID MBU\_College new number College of Education A404500 Univ of Mass Amherst Campus:\* ٠ A447200 College of Info & Computer Sci College of Natural Sciences Division: A432100 A404200 College of Nursing **Input your Division** No Division selected. A404700 Engineering Humanities & Fine Arts A403900 Select A404800 Department: ٠ Management A404400 Public Health/ Health Sciences Social & Behavioral Sciences A404100 Select the department the TT position resides in

#### NUMBER OF POSITIONS



#### POSITION DETAILS

Position/Classifica	tion Type:*	Select	•	Select Facu	Ilty Full Time
Date opened:	Skip Date opened and	10 Apr 2019	<b></b>		
Date filled:	Date filled		<b>m</b>		
FLSA Status:		Select			Select Exempt
Hours Per Week:	Skip this field				
Weeks per year:		Select		*	]
Shift and Daily Wo 5pm):	ork Schedule (ie M-F 8:30am -				Select Faculty - Academic Yr. or Faculty - Calendar Yr.
	Skip this field				



#### FUNDING INFORMATION



joint appointments

**Complete this ISG Smart Form** and attach it to the requisition in PageUp on the Documents Tab. Instructions on how to attach document are on next slide.

# **UMassAmherst**

	Qu	Infrastructu estionnaire	re Suppor for Tenure	t Grou e-Trac	up (ISG) k positio	ns			
PAGE UP R	EQUISITION NUMBE	R:							
1. Proposed o	ffice (bldg & room n	o.)							
2. Will the pro	posed office be vaca	ant on hire d	late?	$\bigcirc$	Yes	$\bigcirc$	No		
3. If not vacar	it on hire date, ident	ify swing spa	ace (bldg 8	k roon	n no.)				
4. Will a lab/s	tudio be needed?	O Yes	0	No					
5. Proposed la	ab/studio, if applicab	le (bldg & ro	oom no.)						
6. Current cor	ndition of the lab/stu	idio is:	) Fair	$\bigcirc$	Good	C	) Poor		
7. Will the pro	oposed lab/studio be	vacant on h	nire date?	0	Yes		$\bigcirc$	No	
8. If not vacar	nt on hire date, ident	ify swing spa	ace (bldg 8	k roon	n no.)				
9. Comments	by dean/departmen	t on facilitie	s plan.						
10. Is it possib	le the person hired	for this posit	tion will do	) resea	arch requ	iring a	any of t	he follo	wing?
• Ve	rtebrate animals			0	Yes	$\bigcirc$	No	$\bigcirc$	May
• Hu	man subjects			0	Yes	$\bigcirc$	No	$\bigcirc$	May
• Cle	an room facilities			0	Yes	$\bigcirc$	No	$\bigcirc$	May
• Ce	Il or tissue samples			$\bigcirc$	Yes	$\bigcirc$	No	$\bigcirc$	May
• Ch ma	emical, biological, or aterials	r radioactive		0	Yes	0	No	$\bigcirc$	May
• Hig lar	gh-speed, performan ge-volume computir	ice, or		$\bigcirc$	Yes	$\bigcirc$	No	$\bigcirc$	Mayi

Maybe

Maybe Maybe

Maybe

Maybe

Maybe

# (494577) New Requisition

Position info Notes Posting	Documents			
Select Select Document from a file Document from library	Click "Document from a file" to attach a document to the req.	Size	Category	
Click Upload file to find document on your computer				
◆ Upload a new document - PageUp - Google Chrome — □ ×				
https://umass.dc4.pageuppeople.com/FileUpload?sData=UFUtVjMty8xiPrr6I6nviy%				
File:*     Upload file     Image: Dropbox       Document category:*     Amberst - Other	Save a draft Submit Submit & exit Cancel			
Title: Select Amherst – Other as the	Click Save a draft to save the			
Document category	req. without submitting it			
Save and add another Submit and close Close Click Save and add another to attach multiple documents otherwise click the Submit and close button to attach your document	for approvals otherwise click either Submit buttons to route the req. through your approval process if you have completed filling out the required fields on the "Position info" tab			



#### **POSTING DETAILS**

Speed Type for Advertising:

If you plan to advertise externally indicate the advertising sources:

Please list any other advertising sources:

Posting location:\*

Campus location:

Posting summary:

### Enter Speed Type that funds Ads here

<ul> <li>HigherEd Jobs</li> <li>External careers site</li> <li>The Chronicle of Higher Education</li> <li>Diversity Publications/Websites (please specify)</li> <li>Other (please specify)</li> </ul>	<ul> <li>LinkedIn</li> <li>Intranet</li> <li>Trade Publications/Journals (please specify)</li> <li>Lowell Sun</li> <li>Carringfield Depublican</li> </ul>	Check the a boxes, Page post to the is to inform advertising
Other (please specify)	Springfield Republican	

## List each advertisement source(s) here i.e. websites, journals, periodicals etc.

UMass Amherst

Skip this field

Q

No Site name selected.

Enter brief summary of position i.e. Dept. of X seeks applicants for a TT appointment in Physics Check the applicable boxes, PageUp will not post to these sites, this is to inform HR of your advertising plan Posting text:

Complete the Posting text section. See next slide for example.

	В	Ι	<u>⊻</u> <del>S</del>	-	Ξ-		Formats -	A	- A -	P	<b>A</b> *	হ	-	<u></u> ×	$\diamond$	?
Describe the TT position	Abo UMa und Mas the ene <b>Job</b>	out L ass A lergra sach Five rgy o <b>Des</b>	JMass A aduate, aduates, college of the re scriptio	Amher , the Co gradua and off es (inclu egion.	<u>st</u> ommor ate and fers a r uding A	wealth profes ich cult mherst	's flagship o sional degre ural enviror College, Ha	ampu ees. T hmen amps	us, is a The Univ t in a bu hire Col	nation ersity Icolic lege,	nally y sits setti Mour	rank on r ng cl nt Ho	ed pub nearly : lose to olyoke	olic n 1,45 o maj Colle	esearch university offerin 0-acres in the scenic Pion jor urban centers. In addi ege, and Smith College), y	g a full range of eer Valley of Western tion, the University is part of which adds to the intellectual
List the minimum requirements Specify priority	Rec Ado	<u>quire</u> ditio	ements nal Inf	<u>:</u> ormati	on:											
deadlines etc.	Apr	olica	tion In	struct	ions:											
List required documen	ts															
and materials for a completed application	UMa age part Univ bari cove con	ass A , sex ticipa versi riers ered cerni	Amherst cual orie ation in ty. To i and to veterar ing equa	is com entation acaden fulfill th increas ns. It is al oppo	mitted n, natio nic pro <u>o</u> at polic e oppo s the po rtunity	to a po nal orig grams, cy, UMa rtunitie olicy of and af	licy of equa in, ancestry activities, a ass Amherst s for the re the UMass firmative ac	al opp y, dis nd se is fu cruitr Amhe tion.	ortunity ability, i ervices, orther co ment an erst to c	with milita and t mmit d adv ompl	out n ry sta the se tted t ance y with	egar atus, electi o a µ men h the	rd to ra , or gei ion of v prograi t of qu e applic	ace, o netic vend m of ialifie cable	color, religion, gender, ge information in employme lors who provide services affirmative action to elim ed minorities, women, per e federal and state statute	nder identity or expression, ent, admission to and or products to the ninate or mitigate artificial rsons with disabilities, and es, rules, and regulations
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Posting text:

### Example of Completed Posting Text

 $\mathsf{B} \ I \ \sqcup \ \mathfrak{S} \ \equiv \ \cdot \ \equiv \ \cdot \ \equiv \ \mathfrak{I} \ \mathsf{Formats} \ \cdot \ \underline{\mathsf{A}} \ \ \cdot \ \underline{\mathsf{A}} \ \ \cdot \ \underline{\mathsf{A}} \ \ \mathscr{P} \ \underline{\mathsf{I}} \ \ \mathfrak{K} \$ 

#### About UMass Amherst

UMass Amherst, the Commonwealth's flagship campus, is a nationally ranked public research university offering a full range of undergraduate, graduate and professional degrees. The University sits on nearly 1,450-acres in the scenic Pioneer Valley of Western Massachusetts, and offers a rich cultural environment in a bucolic setting close to major urban centers. In addition, the University is part of the Five Colleges (including Amherst College, Hampshire College, Mount Holyoke College, and Smith College), which adds to the intellectual energy of the region.

3

#### Job Description:

The Department of Communication at the University of Massachusetts Amherst seeks a communication scholar whose research and teaching focus on urban communication, environmental communication, and/or civics and governance in 'smart cities'. We seek theoretical and methodological innovation in researching the constitutive role of communication and information infrastructures in people's experience of the built environment. We seek a colleague whose work complements and extends the traditions in the department, which include digital media and public participation, cultural production and social inequality, and <u>postcoloniality</u>.

Additionally, the Department is interested in candidates who have demonstrated ability to contribute to the inclusive excellence and diversity mission of the department, college and university in research, teaching, and/or outreach. The rank will be at the Assistant Professor level. The position will begin Sept. 1, 2019 and will include responsibilities for teaching and supervision at the undergraduate and graduate levels. The ability to collaborate on and eventually lead interdisciplinary, grant-funded projects is desirable.

#### Requirements:

A completed PhD in Communication or closely allied field is required by the start of the appointment.

#### Additional Information:

Review of applications will begin on October 15, 2018 and will continue until the position is filled.

#### Application Instructions:

Applications should include a letter of interest, a CV, evidence of teaching effectiveness, and one article-length example of research, and names and contact information for three references.

UMass Amherst is committed to a policy of equal opportunity without regard to race, color, religion, gender, gender identity or expression, age, sexual orientation, national origin, ancestry, disability, military status, or genetic information in employment, admission to and participation in academic programs, activities, and services, and the selection of vendors who provide services or products to the University. To fulfill that policy, UMass Amherst is further committed to a program of affirmative action to eliminate or mitigate artificial barriers and to increase opportunities for the recruitment and advancement of qualified minorities, women, persons with disabilities, and covered veterans. It is the policy of the UMass Amherst to comply with the applicable federal and state statutes, rules, and regulations concerning equal opportunity and affirmative action.



# **Example of New Tenure Track Approval Paths**

Name:	*	Amherst TT - CNS		
Step	Approval position	Levels above position	Default user	Ent
1	Dept Appro	Select 🔻	▲ ▲ ②	App
			No User selected	app
2	Dean	Select 🔻	Tricia Serio 🏦 🧟	
			E-mail: tserio@umass.edu 🗸	
3	Provost Off	Select 🔻	ProvostOffice Faculty 🏦 🧟	
			E-mail: Provost-HR@umass.edu 🗸 🗸 🗸	
4	ISG	Select 🔻	Pamela Rooney 🏦 🥥	
			E-mail: prooney@facil.umass.edu 🛛 🗸	
5	Human Re:	Select 🔻	Talent Management 🛛 😤 🥥	
			E- × mail: talentmanagement@umass.edu	

Enter your Dept Approver's name then leave the remaining approvers as is.

#### (494577) New Requisition



# Posting Your TT Position After The Req. Has Been Approved

(494577) New Requisition

Position info Notes Posting Documents				
Add accelerations				
Add posting sites				
Source Opening date	Closing date			
Click "Add posting sites"	" to			
open Source Channels p	op-up			
window				
Notes:	Sourcin	ng channels: Amherst		Ð
	Syste	m Career		Apply job template
	Z Amhe	Opening date: *	at 9 T : 00 T AM T Eastern Standard Time	- Appry job complate
L	Get more j	Closing date:	at 3 • : 15 • PM • Eastern Standard Time	
	boards	Working Title/ Posting Title: *	Assistant Desformer Figures	Locations: 中UMass Amherst
		Summarv: *		☑ UMass Amherst �UMass Boston
		,	for an assistant professor position.	∲UMass Dartmouth ∲UMass Lowell
		Design template:		&UMass President's Office
Add note		Text to appear in lob Ad: *	Derault	Ungrouped Select all
Next page 🕽		· · · · · · · · · · · · · · · · · · ·	B I U S ≣ · ⊞ · ⊡ ⊡ Formats · A · A · A · A · A · A · A · A · A ·	Accounting/Finance
			About UMass Amherst	Advancement
Save a draft Submit Submit	hit & exit Cancel		UMass Amherst, the Commonwealth's flagship campus, is a nationally ranked public research university offering a full range of undergraduate, graduate and professional degrees. The University sits on nearly 1,450-acres in the scenic Pioneer Valley of Western Massachusetts, and offers a rich cultural environment in a bucolic setting close to major urban centers. In addition, the University is part of the Five Colleges (including Amherst College, Hampshire College, Mount Holyoke College, and Smith College), which adds to the intellectual energy of the region.	College of Nursing Computer & Information Technology
			Job Description:	Counseling/Health/Wellness Custodial
			The Finance Department of the Isenberg School is seeking talented applicants qualified for an assistant professor position. Under exceptional circumstances, highly qualified candidates at other ranks may receive consideration. The position requires candidates to teach undergraduate 19895	Facilities/Grounds/Skilled  Trades  Faculty
				Food Service/Hospitality Human Resources
		Include video:	□ Yes <sup>®</sup> No <b>∂</b>	Librarians Police, Public Safety, Security
		Application form: *	Amherst Faculty   Preview Customize for job	Public Relations, Marketing,     Communications     Recearch
		Hidden job (only visible whe	en searched for by job number)	Skilled Labor
				Tochnical

# Posting Your TT Position After The Req. Has Been Approved

Sourcing channels: Amb	herst				8
System Career Page Ope	ening date: * sing date:	at 9 • : 00 • AM • Eastern Standard Time	1.	Click the word Amherst to refresh the source channel page. Amherst should be highlighted blue, when done correctly.	S Apply job template
6	orking Title/ Posting Title: *	Assistant Professor-Finance	2. 3.	Click " + Ungrouped" then select the "Faculty" check box under the Search Categories section.	Locations: ■UMass Amherst ☑ UMass Amherst ⊕UMass Boston
Sun	mmary: *	The Finance Department of the Isenberg School is seeking talented applicants qualified for an assistant professor position.	4. 5.	Select Amherst Faculty as the "Application form" Check the Posting Text to ensure	•UMass Doston             •UMass Dartmouth         •UMass Lowell         •UMass President's Office         Search categories: *
Des	sign template: xt to appear in Job Ad: *	Default $\checkmark$ B       I       U       S       S       I <t< td=""><td>6. 7.</td><td>the correct priority deadline etc. is listed. Click the check box next to Amherst Click the "Submit" button</td><td>Search categories. *  Ungrouped  Select all  Accounting/Finance  Administrative/Office Support</td></t<>	6. 7.	the correct priority deadline etc. is listed. Click the check box next to Amherst Click the "Submit" button	Search categories. *  Ungrouped  Select all  Accounting/Finance  Administrative/Office Support
	-	About UMass Amherst       5         UMass Amherst, the Commonwealth's flagship campus, is a nationally ranked public resear graduate and professional degrees. The University sits on nearly 1,450-acres in the scenic rich cultural environment in a bucolic setting close to major urban centers. In addition, th Amherst College, Hampshire College, Mount Holyoke College, and Smith College), which a Job Description:         The Finance Department of the Isenberg School is seeking talented applicants qualified fc circumstances, highly qualified candidates at other ranks may receive consideration. The	arch u ic Pion he Univ adds t or an a positio	university offering a full range of undergraduate, leer Valley of Western Massachusetts, and offers a versity is part of the Five Colleges (including to the intellectual energy of the region. assistant professor position. Under exceptional on requires candidates to teach undergraduate	<ul> <li>Advancement</li> <li>Athletics</li> <li>College of Nursing</li> <li>Computer &amp; Information Technology</li> <li>Counseling/Health/Wellness</li> <li>Custodial</li> <li>Facilities/Grounds/Skilled Trades</li> </ul>
Inclu	ude video:	⊇Yes ● No ❷		19093 🦼	<ul> <li>Faculty</li> <li>Food Service/Hospitality</li> <li>Human Resources</li> <li>Librarians</li> <li>Police, Public Safety, Security</li> </ul>
Арр	blication form: *	Amherst Faculty			<ul> <li>Public Relations, Marketing,</li> <li>Communications</li> <li>Research</li> </ul>
- H	Hidden job (only visible wher	n searched for by job number) <b>7</b>			Skilled Labor Springfield
		Submit Cancel			

#### Posting Your TT Position After The Req. Has Been Approved



### **Dispositioning Applicants**

#### My Dashboard

Welcome Test, this is your Dashboard where you will see all your tasks organized in various stages.





#### New Requisition Select a bulk action 🔻



#### Show other search criteria

Job No.	Date created 🔺	User	Title	Department	Status	Applications	Opening date	Closing date	Hiring manager	Posted
495776	21 Sep 2018	HU	Assistant Professor in Mechanical and Industrial Engineeri	Mech & Industrial Er	Offer	119	4 Oct 2018		Sundar Krishnamurty	×
495455	31 Aug 2018	AF	Assistant Professor in Early American History	History	Finalist	138	21 Sep 2018	22 Mar 2019	Brian Ogilvie	×
495384	28 Aug 2018	DO	Assistant Professor in Biostatistics	Biostatistics & Epide	Offer	79	28 Aug 2018		Deborah Osowski	1
495235	21 Aug 2018	SPHHS	Assistant Professor in Epidemiology	Biostatistics & Epide	Offer	67	24 Aug 2018	21 Feb 2019	Deborah Osowski	×
495053	15 Aug 2018	ST	Assistant Professor in Environmental Health Sciences	Environmental Healt	Reference checking	72	21 Aug 2018		Suzanne Tromara	×

Click on the title of the job you wish to view



(501101) Test Tenure Track For	Training View applications
Position info Notes Posting Documen	nts Reports
Approved PD Number OR Previous Req. No.:	For Staff Positions add PD No. Tenure Track add Prev. Req. No. Click View application
	REQUISITION INFORMATION
Requisition Number:	501101 Leave blank to automatically create a requisition number
Position number:	Visiting Assistant Professor UMAMH90T86 Visiting Assistant Professor Campus: Univ of Mass Amherst Department ID: Department: Position Reports To: Job Code: 90T86 Pay Grade: No Pay Grade Union Code: A50MTA/NEA MSP Faculty IPEDS Code: Instruction (Rsrch/PubSrvc) EEO-1 Category: Professionals EEO-6 Category: Faculty SOC: 25-1000-PostsecondaryTeachers FLSA: X-No FLSA Required Job Group: 22
Campus:*	Univ of Mass Amherst
Division:	A432100
Department:	Veterinary & Animal Sciences
	NUMBER OF POSITIONS



### **1** Test Tenure Track For Training (501101)

✓ Submitted Status ▼	Pref Name First name Last name Phone Cell Pho	one Email	Country State	City	Ref. Score Dup Undisclo	sed? Employee Source	Sub-source Flags
6 Jun 2019 New	John Doe 123-456-	marie.mcnamara@pageupped	o <sub>l</sub> United Sti Massa	chuse SC	🤭 True	Interne	ei ItA 📀
6 Jun 2019 New	Reggie <b>Reggie Miller</b> 1	dannygranger33@yahoo.com	United Sti Indian	a Indy	🥮 True	Interne	ei ItA
6 Jun 2019 New	Michael Michael Jordan 2	mj123@yahoo.com 🔤	United Sti Arkan	as MJ	👻 True	Interne	ei ItA
		Mr Billy Madison - PageUp - Google Chrome					-
f1   🥕 💱	Clicking an applicant's	Mr Billy M View profile Vie	ladison ew references				Actions Y
	name will launch their	Address	1 Test St Amherst, Mass 01003, United	achusetts States	E-mail	fonsecar@yopmail.com	
	applicant card.	e-Zines comms	hold No		Original source	Diversity Jobs	
		Applications	History CRM F	esume			
		<b>(</b> ) 50179	8 - Background Check Te	sting Requisition			•••
		Date submit 15 Jul 2019	ted A	pplled via nvite to apply	Status changed 15 Jul 2019 Background Check Cleared	Offer No offer	
		Resume View	F	orm liew	Add flags		
		<b>()</b> 50096	3 - HR TT Test Job				•••
		Date submit 03 Jun 201	ted A 9 C	pplied via Viversity Jobs	Status changed 03 Jun 2019 Hired	Offer Offer accepted	
		Resume View	F	orm /iew	Add flags		

# **New Disposition Process**

٩	Change application status - PageUp People - Google Chrome —	>	×
	https://umass.dc4.pageuppeople.com/beta/v5.3/provider/manageApplicants/ChangeStatus.aspx?sData=UFUtVjM	Л	Ð
С	hange application status	e	•
	Marca		
	New Mosts Minimum Qualifications		
	Eaculty Letters of Recommendation		
	Screened - No Longer Under Consideration		
	Pending Additional Documents		
	Preliminary Interviews (Skype/Zoom/Phone)		
	Preliminary Interview - No Longer Under Consideration		
	Campus Interview (Shortlist)		
	Declined Campus Interview Invite		
	Campus Interview - No Longer Under Consideration		
	Finalist		
	Finalist - Not Selected for Hire		
	Approved for Offer		
	Recommended For Hire		
	Offer Made		
	Offer Accepted		
	Offer Declined		
	Background Check in Progress ( Do not use)		
	Background Check Cleared		
	Hired		
	Mithdrawa		
	withurawit		
		-	r
	Submit Next > Cancel		



#### **1** Test Tenure Track For Training (501101)

Submitted Status 🔻												
	Pref Name	First name	Last name	Phone Cell Phone	Email	Country State	City Re	f. Score Dup	Undisclosed?	Employee	Source Sub-source	Flags 💌
6 Jun 2019 New	John	John	Doe	123-456-	marie.mcnamara@pageuppeo	United Sti Massachuse	e SC 🛛 🥶		True		Internel ItA	0
6 Jun 2019 New	Reggie	Reggie	Miller	1	dannygranger33@yahoo.com	United Sti Indiana	Indy 🤗		True		Internel ItA	
6 Jun 2019 New	Michael	Michael	Jordan	2	mj123@yahoo.com 🔤	United Sti Arkansas	MJ 🤗		True		Internei ItA	
					<ul> <li>Change application status - PageUp Pec</li> <li>https://umass.dc4.pageuppeople</li> </ul>	ople - Google Chrome e.com/beta/v5.3/provider/ma	nageApplicants/	ChangeStatus.aspx	- D	×		
Page Lot I   A 2					Change application status	;				Ð		
tatus to open a pop-up <i>i</i> indow with additional tatuses you may place nem into.	Selec to pla then butto	t the sace the click t	status e appl he "N	you wish licant into ext"	New Meets Minimum Qualification Faculty Letters of Recomment Screened - No Longer Under Pending Additional Docume Preliminary Interviews (Skyp Preliminary Interview - No Lo Campus Interview - No Long Finalist Finalist - Not Selected for Hire Approved for Offer Recommended For Hire Offer Made Offer Accepted Offer Accepted Offer Declined Background Check In Progree Background Check Cleared Hired Ineligible Withdrawn	ons ndation r Consideration nts be/Zoom/Phone) onger Under Considerati ) Invite ger Under Consideration re	on			*		

When placing applicants into any status that doesn't have an automatic email template your next pop-up window should be similar to this screenshot.



Review to confirm you are moving your applicant to the correct status.

Do not update any of the fields, simply click the "Move now" button to place your applicant into your specified status.

## Your pop-up screen should resemble the screen below, when placing your applicant into a status that has an automatic email or a \*Final Status.

Confirm status change - Microso	oft Edge		-			dispositio
A https://umass.dc4.pageu	ppeople.com/beta/v5.3	/provider/manageApplicar	nts/changeStatus.asp?sData=UF	UtVjMtLREA2		See next
Confirm status change				Ð		acceptab
You are about to move	e Reggie Miller to a differe	ent status:		^		
	From status: New			4		Confirm status change
	To status: Screer	ned - No Longer Under Consi	deration			A https://umass.d
Communication templa	te: No template		~			Confirm status chan
E-mail: Applicant: •	Yes 🔘 No					L
From:* talentr	nanagement@umass.edu	I				Delay e-m
Subject:* UMass	Amherst application upd	ate.				
Message:			Merge fields			Additional us
BI⊻ᢒ		Formats - <u>A</u> - d	₽ ⊞- <u>I</u> × ↔ ⑦			
Dear Reggie,		· · · · · · · · · · · · · · · · · · ·	·			Please indic
Thank you for su Track For Trainin	bmitting your applicat a with the Veterinary	ion for consideration for t & Animal Sciences depart	he position of Test Tenure			Select
We were pleased	to review your qualificati	cations, however we have	e decided to move forward			- Note
requirements.		ond are better anglied with				The followir
Thank you again	for your interest in en	nployment with UMass An	nherst and we encourage	~ (( D. 4		
	Mo	ove now Cancel	Click the	iviove	now" button	
			after sele	cting t	he appropriate	
			dispositio	on code	2.	Update job s

When using a Final Status, make sure you scroll to the bottom of the window to disposition your applicant(s). See next 2 pages for acceptable disposition codes.

Confirm status change - Microsoft Edge —	
A https://umass.dc4.pageuppeople.com/beta/v5.3/provider/manageApplicants/changeStatus.asp?sData=U	UtVjMtLREA2
Confirm status change	₽
	^
Delay e-mail by:* No delay $\checkmark$	
Additional users from Job: Ves No	
Screened - No Longer Under Consideration reason	
Please indicate the reason for selecting the screened - no longer under consideration status:*	
Select	
- Note	
The following will be added to the applicant notes for administrators to view:	
Update job status from Approved to Screening: • Yes • No	
	~
Move now Cancel	

People

Reports

#### **1** Test Tenure Track For Training (501101)

Search Resul	ts											
Submi	itted Status 🔻	Pref Name	First name	Last name	Phone Cell Phone	e Email	Country State	City	Ref. Score Dup	Undisclosed? Employee	Source Sub-source	Flags 💌
0 0 Jun 201	9 New	John	John	Doe	123-456-	marie.mcnamara@pageuppeo	United Sti Massachus	e SC	۲	True	Internei ItA	0
0 0 Jun 201	9 New	Michael	Michael	Jordan	2	mj123@yahoo.com 🖂	United Sti Arkansas	MJ	<b>e</b>	True	Internel ItA	
🗌 🔲 6 Jun 201	9 Screened - No Longer Under Consideration	Reggie	Reggie	Miller	1	dannygranger33@yahoo.com	United Sti Indiana	Indy	۲	True	Internel ItA	
				C	onfirm status change - Mi	icrosoft Edge			- 0	×		
Page 1 of 1   涛 🛔	ł	$\mathbf{i}$		ć	https://umass.dc4.pa	ageuppeople.com/beta/v5.3/provide	er/manageApplicants/cha	angeStatus	.asp?sData=UFUtVj1	MtLREA2		
Page 1 of 1   > 1 After clicking the "Move now" button your applicant's status should be updated to the status indicated on the prior pop-up window.					You are about to You are about to Communication te E-mail: Applicant From:* ta Subject:* U Message: B I U Dear Reggie Thank you fo Track For Tr We were ple with other ci requirement Thank you a	move Reggie Miller to a different status From status: New To status: Screened - No emplate: No template t • Yes • No alentmanagement@umass.edu Mass Amherst application update. •	S: Longer Under Consideration Longer Under Consideration A - A - A - P F Consideration for the po al Sciences department. however we have decide better aligned with the ent with UMass Amherst Cancel	on ✓ sition of Te ded to mov position t and we en	Merge fields est Tenure ve forward ncourage			

# Run EEO Report (Under the following Statuses)

- 1. New = Applicants appear on the "All Applications" tab within the EEO report. This is the first tab in the report that reflects the demographic data of your entire applicant pool.
- 2. Meets Minimum Qualifications = Applicants in this status appear on the 2<sup>nd</sup> tab labeled "Minimally Qualified" within the EEO report. This shows you the demographic makeup of your minimally qualified pool.
- 3. Preliminary Interviews (Skype/Zoom/Phone) = Applicants in this status appear on the 3<sup>rd</sup> tab labeled "Preliminary Interview" within the EEO report. This shows you the demographic makeup of your preliminary interview pool.
- 4. \* Campus Interview (Shortlist) = Applicants in this status appear on the 4<sup>th</sup> tab labeled "Campus Interview" within the EEO report. This shows you the demographic makeup of your campus interview pool.
- 5. \*Finalist = Applicants in this status appear on the 5<sup>th</sup> tab labeled "Finalist Interview" within the EEO report. This shows you the demographic makeup of your finalist pool.
- 6. Offer Accepted = Applicants in this status appear on the 6<sup>th</sup> tab labeled "Offer Accepted" within the EEO report. This shows you the demographic makeup of your final candidate.

# Run EEO Report (Example)



#### **Begin APWS Process Now**

Requisition

Record Keeper inserts relevant tenure-track position information and upload ISG questionaire.

#### **Approval path**

- College Level Approval
- Provost's office (hiring plan)
- ISG (ISG Interview requirement)
- Talent Management

(Review of requisition information and advertising plan)

#### **Changes**

One requisition (Page Up) instead of two.
ISG & college level approvers interacting with Page Up instead of APWS.

Short-List & Finalists

(APWS)

Record Keeper initiates Phase II submission, uploads approved Page Up requisition and candidate information (CVs).

#### Approval Path (No Change)

- Talent Management (short-list approval)
- Provost Office
- ISG (if required)

#### **Changes**

 Record Keeper needs to data input certain requisition information

# Offer Card

(Page Up)

Record Keeper initiates offer card with relevant candidate information, draft offer letter & start-up spreadsheet.

#### **Approval path**

ISG (start-up & facilities)
Provost Office
(draft offer letter)

#### **Changes**

- Offer card replaces email to Academic Personnel for offer letter approval.

# **Short-List (Campus Interviews) Approvals**

# UMass Academic Personnel Workflow System

UMassAmherst

Jocelyn Tedisky's Account Support Page Log Out

https://cps.provost.umass.edu/umaerpt/auth/login

#### Log In

Please enter your NetID (IT Account user name) and password below to enter the system.

Your NetID and password are what you use to sign into systems such as UMail, SPIRE and UDrive, as well as many other IT systems.

NetID: Log-In with your NetID and Password: Sign In

If your NetID works in UMail, SPIRE or UDrive - but not here - send email to Tech Support 🖂

Don't have a NetID username, or can't remember your password? Contact UMass IT Support Center or call 545-TECH (8324)

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Dashboard Create New Submission My Submissions Review Others' Submissions Staff Reports System Admin

## **Choose Your Employment Type**

I am a Faculty Member or I am Creating a Submission Related to Faculty

If you are a faculty member (instructor, assistant professor, associate professor, professor; or a person with any rank in these titles: lecturer, clinical, extension, research), click on the link above to begin a new submission for a personnel action (reappointment, promotion, tenure, AFR, sabbatical applications, etc.).

#### I am a Librarian or I am Creating a Submission Related to Library Staff

If you are a librarian at any rank, click on the link above to begin a new submission for a personnel action (reappointment, promotion, continuing appointment, AREL, sabbatical applications, etc.).

Dashboard	Create New Submission	My Submissions	<b>Review Others' Submissions</b>	Staff	Reports	System Admin				
Choose Submission Type										
Faculty Hi	ring interviews for faculty searches	>								





## Confirmation Required: Do you want to create this draft submission for **Tenured Faculty Interviews** ?

Requisition Number:123456Working Title:Assistant ProfessorPrimary Hiring Authority:School: College of Humanities & Fine Arts Dept: History

#### I WANT TO CREATE THIS SUBMISSION

Create Draft

After creating the draft submission you will then be able to edit it and submit it for review and approval. You can still add material after you submit, but you

#### I WANT TO CANCEL THIS ACTION

Cancel



	Search Personnel (#18973)
	Be sure to press the Save button every 3 hours at least to avoid being logged out and losing your work.
	Any items marked with a * are <i>REQUIRED</i> Any items marked with a <b>()</b> are required and have not yet been answered.
	Save/Upload and Return Cancel
	Requisition Information
	*Working Title
Confirm this information is correct	
	*Specialization
	Enter a brief (6 words or so) description of position's specialization
	UMass Historian
	*Upload a PDF of the approved Page Up requisition
	Upload file
	Add to File Uploads

# Enter in the record keeper. Be consistent with what you entered in Page Up.

Enter in the search committee chair. Be consistent with what you \_\_\_\_\_ entered in Page Up.

If ISG indicated on the Page Up requisition that ISG interviews are \_\_\_\_\_\_ required, Select Yes.

If yes, upload the ISG questinnaire.

#### **Involved People**

Image and the second second

v

Ψ.

Type last name

\*Please enter the name of the the search committee chair:

Type last name

#### Facilities

\*Did ISG indicate on the requisition that ISG interviews were required?

No 🔻

# IMPORTANT: This field will determine workflow!

If yes, upload the completed ISG questionnaire:

Upload file

Add to File Uploads

Save/Upload and Return Cancel







	E Save
	Title:     Proposed Campus Interview List       Creation Date:     07/15/2019       Last Update Date:
Upload Search Committee Memo	Last Editor: Search Committee Memo Enter your memo describing how you determined this list. * Add to File Uploads
	Candidate List You can enter this information in any order. Candidate #1 (click to hide)
	First Name     Last Name     Email       CV     CV     CV
Insert Candidate information	Add to File Uploads Research Statement
	Add to File Uploads Other
	Add to File Uploads   Candidate #2 (click to hide)

R123456 UMa	s Historian	Provost (	(ref #18973)
-------------	-------------	-----------	--------------

Instructions	View Submission Contents	5 View Re	commendation History	Complete Your Recommendation	on Withdraw
			/		
Enter Sh	ort List				
Forms To comple	te your processing of this submis	sion, the follow	ving forms must be complete	ed.	
Action	Form Name	Last Updated	Status		
Edit	Proposed Campus Interview List	07/15/2019			
You have the otherwise st step so that <i>Campus Inte</i> One. If you hav seen by th	e authority to take action for your ated beside the option you pick, t committee or person level of revi erview List. Move to next step re any comments you want to make, he person who created this submission	committee/de his will move t ew can start it you can enter th on and by all oth	epartment/etc, level of review this submission from this ste ts work. The next step is <i>Coll</i> hem below. These <i>WILL</i> be her reviewers.	w below. Unless p to the next ege Approval of	
Save De	cision				

#### Process R123456 UMass Historian -- Provost

#### Proxy

You have proxy privilege to manage submissions on behalf of **Hiring Search Committee Chair (R123456)**. You can process on behalf of **Jocelyn Tedisky** 

#### Do you want to proceed ?



# R123456 UMass Historian -- Provost (ref #18973)

I	nstructions	View Submission Contents	View Recon	nmendation H	istory	Withd	raw				
	Step			Done By	Done By S		Date	Forms			
	Enter Short List	(head: Jocelyn J Tedisky 🖂)		<u>Jocelyn J</u> <u>Tedisky</u>		processed	07/15/2019	Proposed Campus Interview List			
	Step			Possible Appro	vers			Forms			
ł		Procellage Approval of Compute Internet	aur Liat								
	CORRENT STEP	conege Approval of Campus Intervi	ew List	Possible Approvers.							
	Provost Approva Michael J Eage	I of Campus Interview List (head: <u>n</u> 🖂)		Possible Approvers: Michael J Eagen (chair), John J McCarthy, Jessica L Sadowski, Ann M Williams							
$\langle$	ISG Post-intervi	ew Comments ()ead: Christine A Ro	<u>gers</u> ⊠)	Possible Approvers: Christine A Rogers (chair), Kelly N Smiaroski, Tilman Wolf							
	Committee Asse Jocelyn J Tedis	essment and Ranking of Candidate (he sky 🖂)	ad:	Possible Approvers: Jocelyn J Tedisky							
	Dean Preferred	Rankings		Possible Approvers:							
$\langle$	Vice Provost of F	Facilities Approva (head: Deborah M	<u>Gould</u> ⊠)	Possible Approvers: Deborah M Gould (chair), Ann M Williams							
	Provost Review	Rankings (head: John J McCarthy 🖂	])	Possible Approvers: Michael J Eagen, John J McCarthy (chair), Ann M Williams							

## **Begin Offer Card Stage**

# Requisition

Record Keeper inserts relevant tenure-track position information and upload ISG questionaire.

#### **Approval path**

- College Level Approval
- Provost's office (hiring plan)
- ISG (ISG Interview requirement)
- Talent Management

(Review of requisition information and advertising plan)

#### **Changes**

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# Short-List & Finalists

Record Keeper initiates Phase II submission, uploads approved Page Up requisition and candidate information (CVs).

#### Approval Path (No Change)

- Talent Management (short-list approval)
- Provost Office
- ISG (if required)

#### **Changes**

Record Keeper needs to data input certain requisition information

# Offer Card

(Page Up)

Record Keeper initiates offer card with relevant candidate information, draft offer letter & start-up spreadsheet.

#### Approval path

 ISG (start-up & facilities)
 Provost Office (draft offer letter)

#### **Changes**

- Offer card replaces email to Academic Personnel for offer letter approval. New applicant | Search by answers to questions | Merge applicants | Select a bulk action

## **Completing the Offer Card**

**1** Offer Card Training Session 01-11-19 (497430)

Search	Results	Click an app	olicant's	statu	IS									
Page 💌	Submitted	Status	Pref Name	First name	Last name	Phone Cell Phone	Email	Country State	City	Ref. Score Dup	Undisclosed?	Employee	Source Sub-source	<b>Q</b> •
<b>9</b>	Jan 2019	New	Clark	Clark	Kent	123	123@gmail.com 🔤	United Sta California	SA	<del>``</del>	False		Internet ItA	0
<b>•••</b> 9J	Jan 2019	New	Rick	Rick	Grimes	951-318-	rsaun001@gmail.com	United Sta Georgia	Atlanta	<del>"</del>	False	<del>4</del>	Internet ItA	
<b>9 9 1</b>	Jan 2019	New	Peter	Peter	Parker	951-318- 951-318-645	saundersonllc@gmail.com	United Sta Massachuse	Sunderla	1 🥗	False	<del>2</del>	Internet ItA	
<b>•••</b> 9J	Jan 2019	USA/MTA Review	Rachel	Rachel	FonsecaTES	123-456-	rfonseca@yopmail.com	United Sta Massachuse	Ludlow	<del>"</del>	False		Internet ItA	
<b>9</b>	Jan 2019	USA/MTA Review	Union	Gabrielle	e Union	951-318- 951-318-645	dannygranger33@ymail.com	United Sta Florida	Miami	<del></del>	False	<del>2</del>	Internet ItA	٢
<b>•••</b> 9J	Jan 2019	AFSCME Review	LL	Larry	Legend	123-123	janedoe123@ymail.com 🔤	United Sta California	San Fran	<b>e</b>	False	<del>3</del>	Internet ItA	
<b>9</b>	Jan 2019	AFSCME Review	Mr. Anderson	Thomas	Anderson	122	123@ymail.com 🔤	United Sta California	LA	<b>e</b>	False	٩	Internet ItA	

Page 1 of 1 | 🄈 🛃





# Offer Card Process

#### Offer details

Please fill in all mandatory fields marked with an asterisk (\*).

UMAMHBLDG0118 - Amherst

## Mr Reggie Miller (Reggie)

Site:

	Personal details						
	Address:	123 3 Pointer Lane Indy, Indiana 0000001, United States					
		E-mail:	dannygranger33@yahoo.com				
	Applicant number: 45626						
Ensure this is the	View profile						
correct applicant							
requisition	Job details						
	Working Title/ Posting Title:	🕄 Tenure Track Example for HRCN July 17.					
	Employment type:	Faculty Full Time					
	Campus:	Univ of Mass Amherst					
	Department:						

\*

Offer details			
Approval status:	Pending		
Date entered:	10 Jan 2019, 8:35 am		
Application source:	Internet - Invite to apply Edit		
Positions:			
Position no		Туре:	Applicant Application status
Assoc Profe UMAMH90 Assoc Profe Campus: U Departmen Position Re Job Code: S Pay Grade: Union Cod IPEDS Code EEO-1 Cate EEO-6 Cate SOC: 25-10 FLSA: X-No Job Group:	essor A U of M 029 essor A U of M Iniv of Mass Amherst nt ID: nt: eports To: 00029 04 e: A50MTA/NEA MSP Faculty e: Instruction (Rsrch/PubSrvc) egory: Professionals egory: Faculty 00-PostsecondaryTeachers FLSA Required 21	New	
POSITION DETAIL	S		
Start date:*	Enter start date 🛛 🛗	]	
End date if applicable:	i	FLSA stat	us should be Exempt
FLSA status:	Exempt	×	۲
Hours per week:	Skip this field		
Weeks per year:	Select S	kip this field	¥

**Tenure Track** 

positions skip

these fields

JALART

	JALART						
	Annual Salary:	Exempt Positions enter Annual Salary					
	Bi-Weekly Salary:						
	Hourly Pay rate (if applicable):						
	Pay Step:						
Tenure Track Dositions skip hese fields	Salary Justification:						
	Salary Justification (HR Only):						
	Relocation/Moving Expenses:						
	Stipend:						
Only Pre-Tenure	Summer Salary:	Use this field for all Fall/Spring Pre-TT appointments Enter full stipend amount/title/percentage of time					
these fields	Pre TT Appointment Start Date:	Enter start date of Pre-TT appointment					

	OFFER CONTING	TINGENCIES/PRE-EMPLOYMENT CHECKS					
	Standard Background Verification: Physical Exam: Psychological Exam:	Yes ● No     Yes ● No     Yes ● No     Yes ● No	nswer Yes if applicant has ever worked on campus before r their last hire date was eyond one year.				
	Additional Checks/Reference Checks:	Enter Reference's Name, Title & Date contacted					
	ONBOARDING	Please list Name, Title and Date of refere	ence contacted				
	Reports to manager:	No user selected.	Enter position's reports to manager				
	OFFER PROGRES	<b>5S</b>	undated by the cystem				
	Offer accepted:	<ul> <li>Yes          <ul> <li>No</li> </ul> </li> </ul>	updated by the system				
Skip this section -	Date offer accepted:	i i i i i i i i i i i i i i i i i i i					
	Offer declined:	◯ Yes 🔍 No					
	Date offer declined:						



- 1. Follow steps outlined on slides/pages 21-24 to get to the Applicant Pool screen as shown below.
- 2. Click on the applicant's first name to launch their applicant card.
- 3. Click on the link that appears under "Offer" this will launch the Offer Card.
- 4. Scroll to the bottom to view the approval path.

# 

New applicant | Search by answers to questions | Merge applicants | Select a bulk action

#### **1** Offer Card Training Session 01-11-19 (497430)

Search Results												
Submitted	Status 🔻	Pref Name	First name	Last name		Phone	Cell Phone	Email	Country	State	City	
9 Jan 2019	Interviewed - Not Selected for Hire	Union	Gabrielle	Union		951-318-6451	951-318-6451	dannygranger33@ymail.com 🖂	United States	Florida	Miami	
🗌 🔲 9 Jan 2019	Recommended For Hire	Rick	Rick	Grimes		951-318-6451		rsaun001@gmail.com	United States	Georgia	Atlanta	
<b>13 Mar 2019</b>	Recommended For Hire	Reggie	Reggie	Miller		1		dannygranger33@yahoo.com	United States	Indiana	Indy	
🗌 🔲 9 Jan 2019	Reference Check	LL	• Larry	Mr Billy Madison - PageUp - Google Chrome     Mr Billy Madison - PageUp - Google Chrome     Main - Google Chrome     Main - PageUp - Goog								□ × jW9b64n @
🗌 🔲 9 Jan 2019	Screened - No Longer Under Consideration	Peter	Peter	Р	Mr Billy Mad	lison ●				Ac	tions Y	í
🗌 🔲 9 Jan 2019	Screened - No Longer Under Consideration	Clark	Clark	К	View profile View references 🔇 Add							
9 Jan 2019	Screened - No Longer Under Consideration	Rachel	Rachel	F	Address	1 Test St		E-mail	fonsecar@yopmail.com			
🗌 🔲 9 Jan 2019	Screened - No Longer Under Consideration	Mr. Anderson	Thomas	A		Amherst, Massachusetts 01003, United States						
					Number	58284		Original source	Diversity Jobs			
					e-Zines comms hold	d No						
Page 1 of 1   🄑 💱						History CRM	Resume					
*If you complete the steps above			▶ 501798 -	Background Check T	esting Requisition							
contact Ta	lent Management.				Date submitted 15 Jul 2019 Resume View		Applied via Invite to apply Form View	Status changed 15 Jul 2019 Background Check Cleared Add flags	Offer No offer			

## How To Check An Offer Card's Approval Status



\*For Pre-TT offer modifications please see next slide

## Modifying a Pre-TT Offer After Approval



3. Scroll up to the "Salary" section in the Offer Card. 4. Use the "Summer Salary" field to enter all Fall/Spring Pre-TT appointments and full stipend amount/title/percentage of time. 5. Enter the Pre-TT appointment start date in the identified field.

6. Upload signed offer letter to the "Offer Document" section, see slide 12 for reference.

- 7. Submit for approval:
  - 1. ProvostOffice Faculty
  - 2. Talent Management

Summer Salary:

Use this field for all Fall/Spring Pre-TT appointments Enter full stipend amount/title/percentage of time

Pre TT Date:

Appointment Start Enter start date of Pre-TT appt.