This guide provides school- and department-level Search Administrators with detailed instructions to administer a faculty search within Northwestern’s Faculty Recruiting System (FRS) and to leverage the functionality of the FRS module. Quick troubleshooting tips are available in the FAQ section beginning on page 25. For assistance with the faculty search process or related policies, contact the Office of the Provost (facultyrecords@northwestern.edu). For technical assistance with FRS, contact the NUIT Help Desk at 847-491-HELP or consultant@northwestern.edu.

The Search Administrator is usually a staff member in the school or department who provides administrative support to the search process, to the search committee, and/or to the search committee chairperson. The Faculty Recruiting System (FRS) will automatically grant the role of Search Administrator to whomever created the Job Opening in myHR. If needed, this individual can then log in to FRS and delegate the Search Administrator role to a different individual, and/or give the permissions associated with this role to the Search Committee Chair. This role can also be delegated in eRecruit. For instructions on how to perform this delegation, see pages 5 and/or 31 of this guide.

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**Search Configuration Options – ** *must choose and set these options before search can be opened for applications*

Before a search can be set to Active status and begin receiving applications, some configurable options need to be set up in FRS. This is a list of these options that a search committee or Search Administrator will need to decide on. **Check first with your school’s Dean’s Office** to ensure that the options you select match the school’s recruitment structure; decisions regarding some of these options may be made by the Dean’s Office.

1. **Search Structure**
   - What should the contact e-mail address be if applicants wish to contact the department (will be listed at the bottom of the application form). Must list at least one; may have a separate contact for reference questions.

   ***Set this option in the Search Contacts portion of the Settings section; see pg. 5***

   - Edit the text of the Search Description, a brief paragraph that will appear at the top of the application form. Can be used for descriptive or instructional text.

   - What should the minimum (i.e., required) and maximum number of references be for each application?

   - Until what date should reference letters be accepted (need a date in this field even if position is open until filled)?

   - Should applicants list only their highest degree earned, or other degrees too? Should listing these other degrees be required, or optional?

   - Should references be automatically sent an e-mail requesting that they submit letters as soon as the applicant applies?

   - Should applicants receive an automatic e-mail informing them when reference letters have been submitted on their behalf?

   ***Set these options by clicking the pencil icon in the Search Details portion of the Settings section; see pg. 6***

2. **Search Committee**
   - All search committee members, including the Chair, must have permissions set to define their level of access (view, edit, or no access) to applicant data, applicant materials, review scores, disposition codes, and other features.

   ***Set these permissions on the Search Committee tab of the Settings Section; see pgs. 7-8***

3. **Applicant and Reference Interface**
   - What reference types (e.g., Current Postdoc Advisor, Academic Colleague, etc.) should an applicant be able to select from?

   - What application documents (e.g., CV, Research Statement) should an applicant be allowed to submit? Which should be required?

   - Which degree types (e.g., PhD, MD) should an applicant have the option to select from?

   - Optional: Which ad sources (i.e., “how did you hear about this opening?”) should an applicant to be able to select from?

   ***Set these options on the Search Options tab of the Settings section; see pg. 11***

   - Do you wish to edit the text of the e-mail that references will receive requesting that they submit letters on behalf of an applicant?

   - Do you wish to edit the text of the auto-confirmation e-mail that applicants will receive when they apply?

   ***Set these options in the Email Templates portion of the Search Options tab in the Settings section; see pg. 12***
To log in to the Faculty Recruiting System (FRS), navigate your browser to https://facultyrecruiting.northwestern.edu. Log in using your NetID and password. FRS uses Multi-Factor Authentication and Single Sign-On, consistent with other Northwestern systems. NOTE: If you are not a Search Administrator for any searches within the system, you will not have access.

Upon logging in, you will land on the Dashboard screen shown below.

The Dashboard is your main landing page, and shows you the searches to which you have access. Toggle between search statuses using these tabs.

Customize your display, or see searches across other schools in which you are participating, using the “Optional Fields” and “Academic Groups” dropdowns. After selecting these options, click “Set”.

To drill into any searches, click on the search title. See next page.

Export or print the data on your screen in a variety of formats.
Counter gives instant data on applications; or, jump to recent materials or reviews here.

Jump to search committee information or search configuration. See pages 5 and 7.

View high-level search details, recent administrative notes, and key individuals and contact points associated with the search. See next page to edit these fields.
Configuring a Search – Basic Settings

Navigate the components of a search that can be configured using these tabs; detailed instructions on pages 7 – 12

Key details of the search structure can be adjusted here; See pg 6

The “Search Contact”, for basic search questions, is required. A separate contact for references, the “Reference Contact”, is optional.

Edit/Add Search Administrators and Search Contacts;

REMINDER: FRS will grant the Search Administrator role to the individual who created the Job Opening in myHR. If this role needs to be delegated to a different individual instead, add that person’s information here. A Search Committee Chair’s information could also be added here if the chair will administer the search themselves. Also see pg. 31 for instructions on how to pre-designate the Search Administrator role within myHR.
Configuring a Search – Basic Settings, cont’d.

Set search to “Active” status to begin accepting applications (only a school’s Data Coordinator may do this)

Can include dept website here if posting additional information about the position there – will appear at top of application form with the text “Click here to view the job announcement”.

Should candidates be able to list a second degree earned, or just their highest degree? Should this be required?

Mix/Max number of references accepted for each applicant

Auto-email applicants’ references asking for letter of reference (yes/no);

Send applicants confirmation emails when letters are uploaded on their behalf (yes/no)
Configuring a Search – Search Committee Permissions

The MyHR Search Committee will pre-populate using the info entered into MyHR and approved by the Office of the Provost for this search.

If desired, change the phases which a committee member can review (“review phase”) or view (“show phases”). Can also allow committee member to only view applicants in certain disposition codes (i.e., only those who have reached “interview” status).

Adjust a search committee member’s permissions directly from this screen by clicking this icon; see details on next page.

Other individuals affiliated with the search but not part of the search committee can be added to the search using the “Users” or “Groups” boxes (see pg 9).

Remove individual from search by clicking on trash can icon.

The MyHR Search Committee will pre-populate using the info entered into MyHR and approved by the Office of the Provost for this search.
Configuring a Search – Search Committee Permissions, cont’d.

As shown on previous page, click the pencil icon to set permissions for a search committee member. The graphic below details the purposes of each permission, and provides recommendations based on role.

**Application:** Allows user to view applicants’ applications, or to view and edit information within these applications.

**Documents:** Allows user to view applicants’ submitted documents, or to view and remove/replace documents.

**References:** Allows user to view the reference letters submitted on an applicant’s behalf, or to view and remove/replace these letters.

**Notes:** Allows user to view administrative notes in an applicant’s file, or to view and create/edit these notes.

*Recommended setting for all four of the above items: View/Edit for Search Administrators, View Only for Search Committee Members*

**Review:** Allows users to enter their review (score and comments) of an applicant’s candidacy. May also be set to no access, which will prevent a user from leaving a review.

*Recommended setting: View/Edit for Search Administrators and Search Committee Members*

**All-Reviews:** Allows users to view the reviews entered by other Search Committee Members. Can be sent to No Access if these reviews should remain private. *Recommended setting: View Only for Search Administrators and Search Committee Chair; schools’ discretion for Search Committee Members*

**Communications:** Allows users to view system communications sent to applicants, to edit and send these communications, or to have no access to these communications. *Recommended setting: View/Edit for Search Administrators, View Only for Search Committee Members*

**Disposition:** Allows users to view the disposition codes assigned to applicants, to assign these codes, or to have no access to this information. *Recommended setting: Schools’ discretion based on who will be entering this data.*
To add individuals to the search who are not part of the myHR search committee, start by selecting the users whom you wish to add. If a user does not appear, add them on the “System Users” tab.

Once you’ve selected the User(s) you wish to add to the search, view their existing permissions in “User Permissions”, and make changes by clicking the type of permission in “Permission Options” to toggle through the various options. Click “Add User(s) Permissions” to add the User to your search.
Groups allow you to set and save permissions for a group of specific individuals for use on multiple searches.

*First*, add a new group.

*Second*, select title of this group from dropdown menu.

*Third*, select the individuals to be in the group and click “Save Group Users”. If individual is not in this list of potential group members, add them as a System User on “System Users” tab.

Then, back on the Search Committee tab, select the group from the dropdown menu and click “Select Group”. Set the permissions for the group by using “Permission Options” to toggle through various Group User Permissions. Click “Add Group User Permissions” when completed.
When a faculty applicant completes the application form for your search, s/he will select from dropdown menus for these four fields. Customize the content of these dropdown menus here.

The e-mail templates that the system sends to applicants can also be adjusted from this screen – *see next page*
Configuring a Search – Customizing Email Templates

FRS is pre-populated with e-mail templates that will be sent to applicants in various circumstances. These are customizable; to edit a template, click on the name of the template below, and then click the pencil icon. Be sure not to edit or remove the bracketed {email tokens}, as these will be auto-populated with data when the e-mails are sent.

NOTE: Should only be used in rare cases where a candidate is unable to apply through the online system. Do not re-send this e-mail to candidates who have already applied through FRS unless they request to change their Self-ID disclosures.

Sent to applicants after application is submitted

Sent to applicant’s references; can be auto-sent after application is submitted, or sent manually (see pg. 6 to adjust this setting)
Applications – Reviewing Applications

View candidates by phase, if applicable. Phases can be added. The Phase 1 tab will always show all applicants, including those who have been advanced to later phases or to the Finalists tab.

Click column headers to sort. Add additional columns using “Optional Fields”, or “Export” data to a variety of formats.

Click applicant’s last name to open their application and access their materials.

Advance a candidate to the next review phase, or to the finalist stage.

Assign a disposition code to a candidate – see guide on Pgs. 17 - 18
Applications - Editing Applications/Materials on behalf of a candidate

View applicant information and materials, leave administrative notes for the search committee, and manage documents on applicant’s behalf if needed.

Search committee members conduct their review here, and can view colleagues’ reviews if permissions allow. Can also move applicants to next phase or finalist phase from this screen, if permissions allow.

“Download All Documents” will concatenate all applicant documents into a single PDF (in the order in which they were displayed on the application form), and will also include any reference letters that have been received.

Edit information on the applicant’s behalf, if needed.

(see image continued on next page)
Applications - Editing Applications/Materials on behalf of a candidate, cont’d.

NOTE: Should only be used in rare cases where a candidate is unable to apply through the online system. Do not re-send this e-mail to candidates who have already applied through FRS unless they request to change their Self-ID disclosures.

Can edit a candidate’s disposition code directly from this screen (see Pgs. 17-18)

View an applicant’s materials, or download all of the applicant’s files for printing or saving

Click + sign to expand reference detail. Can re-send reference letter request from this area.

Add administrative notes under the “Administrative Notes” tab (see next page)
Leave administrative notes for search committee

Manage documents on an applicant's behalf, if needed
Applications – Guide to using Disposition Codes

Disposition codes serve two purposes – to define the stages of the application review process, and to allow search committees to define the reason that a candidate was rejected from consideration (or withdrew themselves from consideration). These purposes will be outlined below.

Application Review Stages

- **Job Seeker**: Applicants will auto-populate into Faculty Recruiting System with this status.
- **Reviewed**: Candidates who meet advertised minimum qualifications should be updated to “Reviewed” status.
- **Interview**: Candidates invited to campus or otherwise interviewed should be updated to “Interview” status.
- **Offer**: Candidate(s) selected for offer should be updated to “Offer” status.

In the Applications section of FRS, use the Disposition dropdown menu to move candidates through the Job Seeker, Reviewed, Interview, and Offer stages of application review.

Candidates can be rejected from consideration at any stage of this process. They might also contact the search administrator to withdraw their application, or may refuse an offer. See next page for instructions on using the “Reject” and “Refused Offer/Withdrawn App” disposition codes.
Applications – Guide to using Disposition Codes, cont’d.

If a candidate is rejected from consideration at any stage of the application review process, select “Reject” from the Disposition code dropdown menu. If a candidate requests to withdraw from consideration, select “Refused Offer/Withdrawn App”. A Disposition Code Reason box will open; select the reason for rejection (or withdrawal) from the dropdown menu. Descriptions of each rejection/withdrawal reason, and guidance on proper usage, appear below.

<table>
<thead>
<tr>
<th>Disposition Code Reason</th>
<th>Description/Usage Guidance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Min Qualifications Not Met</td>
<td>Candidate did not meet advertised minimum qualifications</td>
</tr>
<tr>
<td>Pref. Qualifications Not Met</td>
<td>Candidate did not meet advertised preferred qualifications</td>
</tr>
<tr>
<td>Resch/expertise not a match</td>
<td>Content or direction of candidate’s research or expertise not a match for the department</td>
</tr>
<tr>
<td>Unsuccessful Job Talk/Presentation</td>
<td>Candidate performed poorly in on-campus talk or presentation</td>
</tr>
<tr>
<td>Rsch/tchng lower than finalist</td>
<td>Quality of candidate’s research or teaching is lower than the selected candidate</td>
</tr>
<tr>
<td>Lack of external funding</td>
<td>Candidate has not demonstrated success in securing external funding</td>
</tr>
<tr>
<td>Less qualified than select app</td>
<td>Candidate is not as qualified as the selected candidate</td>
</tr>
<tr>
<td>Other Candidate Preferred</td>
<td>Other candidate preferred, no other reason listed here applies</td>
</tr>
<tr>
<td>Unsuccessful Reference</td>
<td>Letters of recommendation, or in-person/phone reference check, raised concerns</td>
</tr>
<tr>
<td>Falsification of Information</td>
<td>Candidate falsified application materials or information</td>
</tr>
<tr>
<td>No work authorization</td>
<td>Candidate lacks the proper work authorization</td>
</tr>
<tr>
<td>Job Seeker Not Considered</td>
<td>Candidate applied after deadline and was not reviewed/considered</td>
</tr>
<tr>
<td>Job Opening Cancelled</td>
<td>Search cancelled; all remaining applicants should receive this code at time of cancellation</td>
</tr>
</tbody>
</table>

Withdrawn Application (should also be used for candidates who refuse an offer, but this will be done in the myHR eOffer module)

<table>
<thead>
<tr>
<th>Disposition Code Reason</th>
<th>Description/Usage Guidance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary insufficient</td>
<td>Salary offered to candidate was insufficient</td>
</tr>
<tr>
<td>Startup pkg insufficient</td>
<td>Start-up package offered to candidate was insufficient</td>
</tr>
<tr>
<td>Dual-career</td>
<td>Unable to find a position for candidate’s partner or spouse</td>
</tr>
<tr>
<td>Not willing/able to relocate</td>
<td>Candidate decided not to relocate</td>
</tr>
<tr>
<td>Lost counteroffer</td>
<td>Candidate actively retained by home institution</td>
</tr>
<tr>
<td>Decided to stay in current job</td>
<td>Candidate decided to stay at home institution</td>
</tr>
<tr>
<td>Accepted another position</td>
<td>Candidate accepted a different position (not at NU); detailed reason as to why is unknown</td>
</tr>
<tr>
<td>No reason given/other</td>
<td>Candidate withdraws their candidacy, or refuses an offer, without providing a reason</td>
</tr>
</tbody>
</table>
Exporting Reports

Four standard reports are available, showing Application Information as well as Review Scores. Customize the fields appearing in these reports using “Optional Fields”, and export to a variety of formats.
Sending Emails to Applicants or Other Recipients via Faculty Recruiting System

Send e-mails to individual recipients or to multiple recipients. Select recipients to e-mail using checkboxes or dropdown filters. Compose custom e-mails, or use existing templates.

Emails can be set to come from the Search Contact, or from the user sending the e-mail.

See records of all past communications (auto-generated and individually-sent) for all recipients.

Select recipient type; can send communications to Applicants, Search Committee Members, or References.
Faculty Recruiting System – Frequently Asked Questions

I have finished configuring a search, and have set up all the options noted on Page 2 of this guide. What do I do now?

Contact your school’s Data Coordinator (the individual in your school’s Deans Office or Faculty Affairs Office who is responsible for overseeing faculty searches within your school – if you are unsure whom to contact, reach out to facultyrecords@northwestern.edu), who can review the configurations you’ve set and change the search status to Active.

Why can’t I change the search status to “Active”?

Only your school’s Data Coordinator can change a search’s status.

A member of the search committee for my search can’t see __________________; what do I do?

All permissions for committee members can be adjusted from the Search Committee tab within the Settings section. Click the pencil icon, and toggle permissions for the appropriate setting within the “Permissions Option” box. See pages 7-8.

Can a candidate update their application after it has been submitted?

No. The candidate should send updated materials or information to the contact e-mail address for your search. These can then be added to the candidate’s file manually (see next question).

A candidate e-mailed my office with additional or new materials/information regarding their application. How can I update their application?

Navigate to the candidate’s application within the Applications section. Edit their contact or academic information using the pencil icon next to the appropriate section. Add documents within the Manage Documents tab. It may be valuable to leave an Administrative Note for the search committee informing them of changes; this can be done within the Administrative Notes tab. See pages 14-16.

What file types can an applicant submit with their application?

Only PDFs can be submitted with FRS applications.

How do I add or change a search committee member? How do I give someone permission to review candidate materials if they are not part of the formal search committee (e.g., a Senior Associate Dean)?

If a change needs to be made to the formal search committee for your search, contact facultyrecords@northwestern.edu; this change must be made administratively in myHR, and will then populate into FRS. To give access to a non-committee-member, add that individual under “Additional Search Committee Members/Administrators” on the Search Committee tab of the Settings section. See pages 9-10.
FAQs, cont’d.

Is it possible to print out all of a candidate’s documents so a faculty member can review them on paper?

Yes, click the “Download All” button in the Application Documents section of the candidate’s application. This will prepare a concatenated version of all of the candidate’s submitted documents, including any reference letters that have been received, which can then be printed. These documents will concatenate in the order in which they are displayed on the application form. See pages 14-15.

Does a disposition code need to be assigned for every applicant?

Yes, all candidates not selected for offer must be assigned the “Reject” (or, if appropriate, a “Withdrawn App” or “Accepted Another Posn at NU) disposition code, with an appropriate rejection or withdrawal reason selected, before an offer can be made to the finalist candidate. See pages 17-18.

Can I leave notes for search committee members in the system?

Yes, Administrative Notes can be attached to a candidate’s application using the Administrative Notes tab. See page 16.

Will the system contact an applicant’s references to request that they submit reference letters, or do I need to do this?

You may set up your search in either way. This setting is made from the Search Overview tab of the Settings section. Click the pencil icon next to Search Details, and set “Auto Email Reference” to yes or no, depending on whether you want the system to automatically send these e-mails or not. If you select yes, the system will send the Reference Letter Request e-mail template to applicants’ references as soon as the applicant submits their application. To view or adjust the content of this template, see page 12. From this same screen, you can also decide whether you want the system to advise applicants when reference letters are uploaded on their behalf.

When applicants are rejected from consideration (i.e., when they are assigned the “Reject” disposition code), will the system send them a rejection e-mail?

No. If your committee desires to send a rejection e-mail, you could create and save a templated rejection e-mail in the Manage Templates tab of the Communications section and then send this to applicants using the Communications tool as you reject them from consideration (see next question for further details regarding this tool). See page 20.

I need to send an applicant an e-mail; can I do this through the system? What if I need to send the same e-mail to several applicants?

Yes, you can use the Communications section of FRS to compose e-mails to one or multiple applicants, create and save templated e-mails for use throughout the search process, and view records of all past communications sent to applicants, including those automatically sent by the system. This tool can also be used to send communications to Search Committee Members or to References. See page 20.
FAQs, cont’d.

What are “phases”? Does my search committee have to use them?

FRS provides the functionality to break a search up into multiple phases and to move candidates on to the next phase of review or to reject them from consideration. This is an optional feature. If you wish to add review phases to your search, click the “Add Phase” button on the Applications screen. To advance a candidate forward to the next phase, use the “+” sign found next to their name on the Applications Summary screen, or at the top of their application information within the candidate’s application. The “−” sign will move a candidate backwards by one phase. See page 13. NOTE: If you wish to have your search committee, or a subgroup from your search committee, perform a second review on candidates who have been moved to a second phase, you will need to adjust the Review Phase for these committee members after you have moved the candidates to the second phase. See page 7.

My department wants to post the job announcement, and a link to the application, on our departmental website. Where do I find the URL for the application form?

This can be found under Search Details within the Overview tab, labeled as “Application URL”. See page 4.

A configurable option which I was able to edit when setting up my search is now greyed out, and I can’t make any changes to it. What should I do?

Contact your school’s Data Coordinator, and ask them to change the search status back to Pre-Active. This should allow you to make changes, and then the search can be changed to Active again. NOTE: Be mindful when making changes, that they will only impact applicant’s from that point forward. If you make a substantial change to the application itself (e.g., including another required document), you should reach out to any candidate’s who have already applied to give them the opportunity to submit this document to your office.

A candidate contacted my office and said that their application isn’t going through when they hit “Submit Application”. How can I help them?

Nearly always, this is caused by the applicant failing to complete a particular field properly. The border of the incorrect field will turn red to indicate that it has not been completed properly. Ask them to look for this after they try to hit “Submit Application”, and have them correct the information as needed.
A candidate contacted my office and said that due to technical issues on their end, they are unable to submit an application. We’ve tried troubleshooting these issues, and they still can get the application in. Can I fill one out on their behalf?

Although this is technically possible, extreme caution should be used. The applicant should be encouraged to find a different computer on which to apply. Under no circumstances should a Search Administrator enter Self-Identification (e.g., race, gender) information for a candidate. The “Resend Self-ID” e-mail button (see page 12) can be used to send the Self-ID questions to a candidate, but this should never be sent to a candidate who has successfully applied, it should only be sent to candidates who, after exhausting all options, are unable to apply through FRS.

My search committee has finished its work, and has identified that candidate to whom they wish to make an offer. What do I need to do?

Follow the established procedure in your school to notify all relevant parties (e.g., your department chair, the school Dean’s Office) that the committee has identified its candidate of choice. Additionally, ensure that all of the following steps have been completed in FRS (these items will need to be complete before your school’s Data Coordinator can submit the candidate of choice to the Office of the Provost for final review):

- Ensure that your candidate of choice has a complete mailing address entered on their application, and has also noted their Highest Degree Granting Institution (most likely this information was entered when they submitted their application). Use the candidate’s CV to enter this information on their behalf it was not entered at the time of application. See page 14 for instructions on how to edit a candidate’s application.
- Ensure that all non-selected candidates have a disposition code of Reject, Refused Offer/Withdrawn App, or Accepted Other Posn at NU, as appropriate. Work with your Search Committee to identify the proper disposition code, and rejection (or withdrawal) reason, for all non-selected candidates.
- Ensure that all candidates who advanced to the finalist stage of the review process have been moved to the Finalists tab of the Applications screen.

I have a question which isn’t listed here, and I can’t find the answer in this guide.

Contact facultyrecords@northwestern.edu.
Sample Application Form

To add institutions to this list, contact facultyrecords@northwestern.edu

To edit, see pg. 11

To edit, see pg. 6
Sample Application Form, cont’d.

List of References

First Name:               Last Name:               Rank/Title:               Institution:               Email:               Reference Type:               

Application Documents (files must be in Adobe PDF format)

Cover Letter * (Max size: 8MB) Browse

Why are you being asked to complete this form?

Because we do business with the government, we must reach out to hire, and provide equal opportunity to qualified people with disabilities. To help us measure how well we are doing, we are asking you to tell us if you have a disability or if you ever had a disability. Completing this form is voluntary, but we hope that you will choose to fill it out. If you are applying for a job, any answer you give will be kept private and will not be used against you in any way.

If you already work for us, your answer will not be used against you in any way. Because a person may become disabled at any time, we are required to ask all of our employees to update their information every five years. You may voluntarily self-identify as having a disability on this form without fear of any punishment because you did not identify as having a disability earlier.

Self Identification - Disability

How do I know if I have a disability?

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition.

Disabilities include, but are not limited to:

- Blindness
- Deafness
- Cancer
- Diabetes
- Epilepsy
- Autism
- Cerebral palsy
- HIV/AIDS
- Schizophrenia
- Bipolar disorder
- Major depression
- Multiple sclerosis (MS)
- Missing limbs or partially missing limbs
- Post-traumatic stress disorder (PTSD)
- Obsessive compulsive disorder
- Impairments requiring the use of a wheelchair
- Intellectual disability (previously called mental retardation)

☐ YES, I have a disability (or previously had a disability)
☐ NO, I don’t have a disability
☐ I decline to provide my disability information

Reasonable Accommodation Notice

Federal law requires employers to provide reasonable accommodation to qualified individuals with disabilities. Please tell us if you require a reasonable accommodation to apply for a job or to perform your job. Examples of reasonable accommodation include making a change to the application process, work procedures, providing documents in an alternate format, using a sign language interpreter, or using specialized equipment.

1Section 503 of the Rehabilitation Act of 1973, as amended. For more information about this form or the equal employment obligations of Federal contractors, visit the U.S. Department of Labor’s Office of Federal Contract Compliance Programs (OFCCP) website at www.dol.gov/ofccp.

PUBLIC BURDEN STATEMENT: According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. This survey should take about 5 minutes to complete.
Sample Application Form, cont’d.

Self Identification - Veteran Status

Definitions

This employer is a Government contractor subject to the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. 4212 (VEVRAA), which requires Government contractors to take affirmative action to employ and advance in employment, (1) disabled veterans; (2) recently separated veterans; (3) active duty wartime or campaign badge veterans; and (4) Armed Forces service medal veterans. These classifications are defined as follows:

- A “disabled veteran” is one of the following:
  - A veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or
  - A person who was discharged or released from active duty because of a service-connected disability.

- A “recently separated veteran” means any veteran during the three-year period beginning on the date of such veteran’s discharge or release from active duty in the U.S. military, ground, naval, or air service.

- An “active duty wartime or campaign badge veteran” means a veteran who served on active duty in the U.S. military, ground, naval or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.

- An “Armed forces service medal veteran” means a veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12186.

Protected veterans may have additional rights under USERRA—Uniformed Services Employment and Reemployment Rights Act. In particular, if you were absent from employment in order to perform service in the uniformed service, you may be entitled to be reemployed by your employer in the position you would have obtained with reasonable certainty if not for the absence due to service. For more information, call the U.S. Department of Labor’s Veterans Employment and Training Service (VETS), toll-free, at 1-866-4-USDAOL.

Self Identification

If you believe you belong to any of the classifications of protected veterans listed above, please indicate by selecting the appropriate option below. As a Government contractor subject to VEVRAA, we request this information in order to measure the effectiveness of the outreach and positive recruitment efforts we undertake pursuant to VEVRAA.

- I identify as one or more of the classifications of protected veteran listed
  - [ ] Disabled Veteran
  - [ ]Recently Separated Veterans
  - [ ]Active Duty Wartime or Campaign Badge Veteran
  - [ ]Armed Forces Service Medal Veteran

- I am a protected veteran, but I choose not to self-identify the classification to which I belong.
- I am a veteran, but not a protected veteran as defined above.
- I am not a veteran.
- I don’t wish to answer.

Military Discharge Date

Reasonable Accommodation Notice

If you are a disabled veteran it would assist us if you tell us whether there are accommodations we could make that would enable you to perform the essential functions of the job, including special equipment, changes in the physical layout of the job, changes in the way the job is customarily performed, provision of personal assistance services or other accommodations. This information will assist us in making reasonable accommodations for your disability. Applicants and employees may request a reasonable accommodation by contacting Northwestern’s Office of Equal Opportunity and Access at 847-491-7408 or via email at EO@northeastern.edu.

Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information provided will be used only in ways that are not inconsistent with the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended.

The information you submit will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of disabled veterans, and regarding necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if you have a condition that might require emergency treatment; and (iii) Government officials engaged in enforcing laws administered by the Office of Federal Contract Compliance Programs, or enforcing the Americans with Disabilities Act, may be informed.
Sample Application Form, cont’d.

Self Identification - Diversity

Northwestern University is subject to certain governmental record-keeping and reporting requirements for the administration of civil rights laws and regulations. To comply with these laws, Northwestern University invites applicants to voluntarily self-identify race/ethnicity, gender, and veteran status. Submission of this information is voluntary, and refusal to provide it will not subject you to any adverse treatment. The information is kept confidential and is only used in accordance with the provisions of applicable laws, executive orders and regulations, including those that require the information to be summarized and reported to the federal government for civil rights enforcement. When reported, data will not identify any specific individual.

If you do not wish to provide this information, please check the box to the left of “I don't wish to answer.”

<table>
<thead>
<tr>
<th>Gender Identification</th>
<th>Ethnicity Identification</th>
<th>Race Identification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>Are you Hispanic or Latino?</td>
<td>What is your race?</td>
</tr>
<tr>
<td>Female</td>
<td>A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.</td>
<td>American Indian or Alaska Native</td>
</tr>
<tr>
<td>I don’t wish to answer</td>
<td>Yes, I am Hispanic or Latino</td>
<td>A person having origins in any of the original peoples of North or South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment.</td>
</tr>
<tr>
<td></td>
<td>No, I am not Hispanic or Latino</td>
<td>Asian</td>
</tr>
<tr>
<td></td>
<td>I don’t wish to answer</td>
<td>A person having origins in any of the original peoples of the Far East, Southeast Asia or the Indian Subcontinent, including, for example, Cambodia, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, Vietnam.</td>
</tr>
</tbody>
</table>

Questions?
Contact BME Search Committee at research@bme.northwestern.edu or call 000-000-0000.

To change contact information, see pg. 5
Appendix – eRecruit Instructions and eRecruit → FRS Interface

Before a faculty search can be opened with the Faculty Recruiting System, a new position must be created for review by the Office of the Provost, and the job advertisement text and search committee membership must be submitted for review by the Office of the Provost. The steps below demonstrate these processes. The individual completing the Job Opening step of this process will be assigned the Search Administrator role in FRS. If needed, this individual can then log into FRS and delegate this role.

Login to MyHR (http://www.northwestern.edu/myhr/) using NetID and Password.

Select “Manager Self Service” from Self Service dropdown.

Select “Recruiting” tile
Click “Create Faculty Position” to begin the process of initiating a faculty search.

Complete position information based on approved hiring plan or proposed search details. Items marked in red are required fields.
Once your position request is approved, you will receive an approval e-mail with a position number. Select Create Job Opening from the Recruiting Home menu, enter the position number and other information, and click “Continue”.

On the next screen, complete all pertinent information on the Job Information tab.

See following pages for instructions to complete Search Committee and Job Posting tabs.

**NOTE:** The individual completing these three tabs will be assigned the Search Administrator role when this search populates into the Faculty Recruiting System (FRS). They can log into FRS once the search has been created and delegate the Search Administrator role to another individual if needed, or they may pre-assign this role by entering the individual’s Empl ID in the “Created By” field.
Click “Add Provost Office Authorizer Team” and select the “Provost Authorizer” team. All members of this team will auto-populate; ensure that Alex Rot is selected as the Primary authorizer.

Enter all search committee members, making sure to denote the Search Chair and Equity Representative.

Enter the individuals who will review and the job opening information at the department and school levels.
Next, navigate to the “Job Posting” tab and click the link with the job title. The screen shown below will open.

Adjust posting title if desired.

In the Job Description section shown at left, enter the text of the job advertisement. Basic instructional text preparing an applicant to apply through FRS will prepopulate. Minor editing is allowed, but the \texttt{\langle\langle\texttt{hyperlink}\rangle\rangle} token must not be altered or the URL will not post properly. The University's EEO statement will also pre-populate, and should not be edited.

Internal posting date will automatically delay until search status is made “Active” in FRS. External posting can be delayed as desired. 

\textbf{NOTE:} If the job advertisement text contains a hyperlink within the body of the advertisement, additional steps are necessary – see next page.
If the body of the job advertisement contains a URL or website address, the following steps must be taken to ensure this URL is functional for an applicant reading the job posting.

1. Click on the hyperlink icon marked in red below.
2. On the “Link Info” tab, enter or paste the text of the URL.
3. On the “Target” tab, select “New Window (_blank)” from the dropdown options.
4. Click OK.
Click “OK” to return to the Job Posting tab (can also click “Preview” to see the posting formatted for the Careers page on Northwestern’s website), and click “Save and Submit” to submit posting to the Department Authorizer for review. Click “Save as Draft” if you wish to return and complete the process later. These two options are also available from the Job Information and Search Committee tabs.
Once a job opening has been submitted to the first level of approval (Department Authorizer), an Approvals tab will populate to show what phase of approval the opening is in.

When the opening has been fully approved all authorizers including the Office of the Provost, a notification e-mail will generate.

Once the search is ready for configuration in FRS, a second notification e-mail (including the link into the search’s FRS page) will generate.

Once the search is configured in FRS and is flipped to “Active” status, it will also post on the Northwestern Careers page, and a third e-mail will generate to notify you that this has occurred. These three e-mails are shown below as a reference.
E-mail #1: Search committee and job advertisement text have been approved by the Office of the Provost. Stand by to receive notification from FRS that search is ready for configuration.

E-mail #2: Search is ready for configuration within FRS. Click link to access the search page within FRS and begin setting up configurable options.

E-mail #3: Once search has been flipped to “Active” status by your school’s Data Coordinator, the job advertisement will post to the University’s Careers page, and you will receive this e-mail as confirmation.