



Colorado State University

CSU Talent Management System User Guide – EO Coordinator

How to Review and Approve Applicant Interview and
Hire Requests

Approving Applicant Requests in the TMS as an EO Coordinator

Equal Opportunity Coordinators (EOC or EO Coordinators) work closely with the Office of Equal Opportunity to make sure that all searches are conducted in a fair and equitable manner. EOC's also review and approve rationale in the TMS for why applicants and candidates will or will not be progressing in a search.

The following guide will show EOC's how to log in to the system to review proposed candidates for interviews and the candidate(s) who is/are recommended for hire (EOC's will also review and approve the 'Faculty Review' workflow state for Faculty searches).

The following slide illustrates how the candidate rationale should increase as the search progresses.



Note: As the search progresses and the applicant pool decreases, the detail in the rationale should increase, reflecting the committee's decision making process throughout the search.

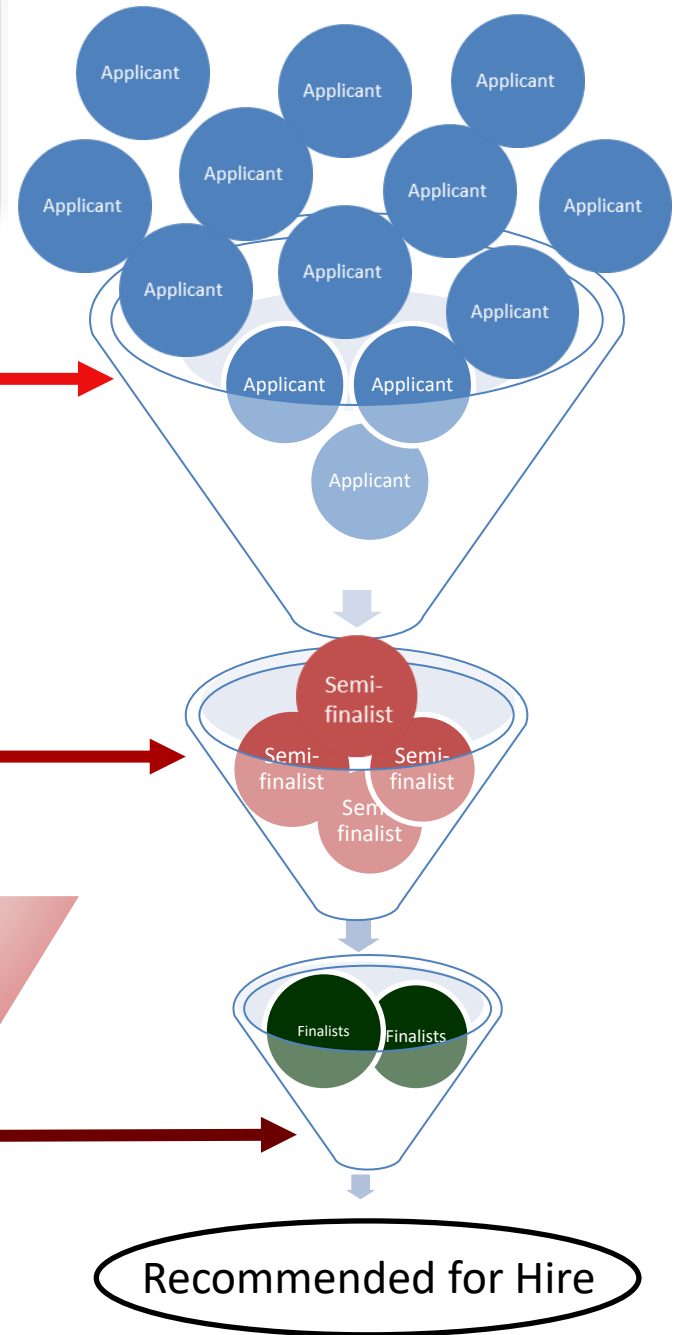
1. The rationale at this point can be very general. You may use the options from the drop down menu to explain why an applicant has or has not moved forward.

2. Rationale must be more descriptive at this stage. Must identify why candidates rose above the rest to progress to an interview as well as why the other applicants are either on hold or are no longer under consideration.

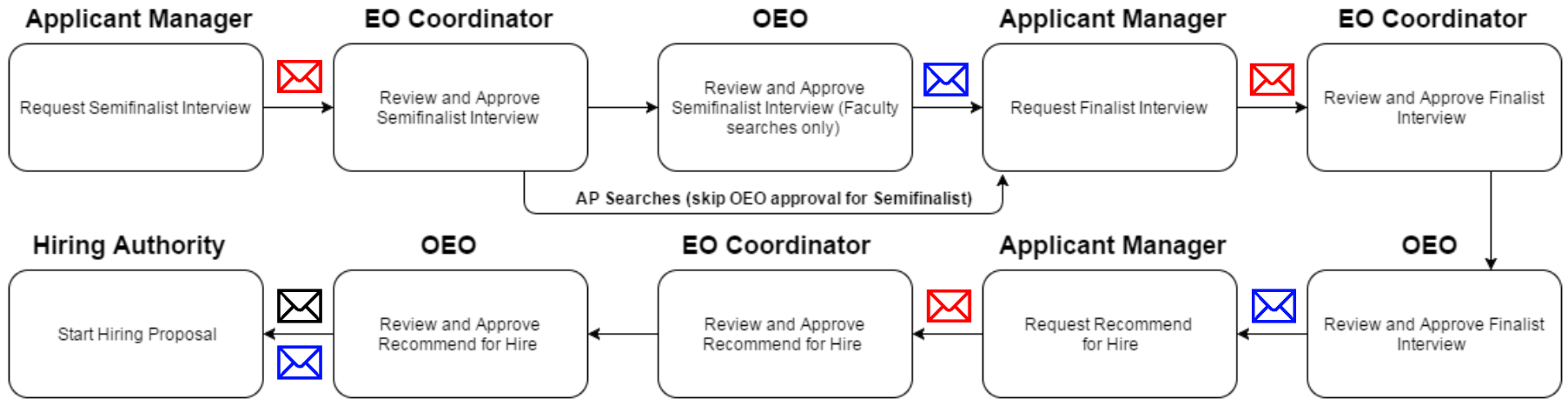
3. Must clearly demonstrate the decision making process for top candidate choice(s). Why is each candidate either offered a position, on hold, or no longer under consideration?

I
N
C
R
E
A
S
E
D

Rationale




Approving Applicants as an EOC Flowchart



 Email trigger sent to the EO Coordinator

 Email trigger sent to the Applicant Manager

 Email trigger sent to the Hiring Authority

Example of system email sent to EO Coordinators when an action is awaiting their approval



Colorado State University

Hello Test User,

Cho Chang has been placed in the Request Semifinalist Interview - EOC status for the Assistant / Associate Professor position.

Please follow the link below and click on the 'Applicants' tab to review

<http://colostate-sb.peopleadmin.com/hr/postings/57158>

Be sure you are logged in under the correct user group so that the direct link will work

Note: Each email will provide a direct link to the posting where the EO Coordinator can then select the 'Applicants' tab from the top of the page to be taken straight to the applicant pool.

committee placed this candidate in the Request Semifinalist Interview - EOC workflow state.

Coordinator training guide for located [here](#)

Note: Each email will also include a link to this training guide.

JOB TITLE: Assistant / Associate Professor

Position #: 010003.0001

Posting #: 201800129F

Department: College of TMS Training

Thank you,

Office of Equal Opportunity

oeo@colostate.edu

970-491-5836

1. Every time an applicant is moved into a workflow state ending in 'EOC', the EO Coordinator will receive an email from the system alerting them that an applicant has now been placed in their 'ownership' and they must log in to the system to complete the review and approval or send it back to the Applicant Manager if not enough rationale for the progression was provided.

The EO Coordinator will receive a separate email for each individual moved. i.e. if the Applicant Manager moves five applicants into an EO Coordinator owned workflow state, the EO Coordinator will receive five separate emails.



Logging into the TMS as the EO Coordinator

The screenshot shows the Applicant Tracking System (TMS) interface. The top navigation bar includes the text "Applicant Tracking System" and "Welcome, Test User" with links for "My Profile", "Help", "logout", and "Walkthrough". The left sidebar contains menu items: "Applicant Tracking System", "Position Management", "Employee Records", and "OTHER TOOLS" with "Colorado State University Employee Portal". The main content area has tabs for "Postings", "Position Requests", "Onboarding Tasks", and "Special Handling Lists". A "Filters" button is visible. A large "0" is displayed in the center, with a legend below it for "Evaluated Applicants" (blue) and "Unevaluated Applicants" (purple). At the bottom right, a section titled "4 Committees Served By Department last 365 Days" is partially visible with a blue arc.

1. To review and approve interview/hire requests, log in to the Talent Management System (TMS) at <https://jobs.colostate.edu/hr>.

2. Ensure you are in the Applicant Tracking module. To change system modules, click on the three dots in the top left corner and select your desired option.

User Group:
Employee
Employee
EO Coordinator
Search Committee Member

3. Select the EO Coordinator user role from the User Group drop-down menu.



Locating the Posting (search) in TMS

... Hire Welcome, Test User My Profile Help logout Walkthrough

Colorado State University

User Group: EO Coordinator

Home Postings Shortcuts

Welcome to

Admin Professional/ Research Professional Faculty

Inbox Postings Position Requests Onboarding Tasks Special Handling Lists

SEARCH Filters

There are no results to be displayed.

Watch List Postings Position Requests 1

SEARCH Unwatch Postings

there are no results to be displayed.

0 Active Applicants

0

Evaluated Applicants
Unevaluated Applicants

4 Committees Served By Department last 365 Days

Locating the Posting



User Group:
EO Coordinator

Postings / Faculty

Faculty Postings

Note: To quickly find the correct posting, type the posting number into the search bar then click the Search button.

201800129F Search More Search Options

Faculty Postings

"Faculty Postings" 1 Selected records 0 Clear selection?

Actions

	Working Title	Posting Number	Position Number	Department	Active Applications	Workflow State	Last Status Update	(Actions)
<input type="checkbox"/>	Assistant / Associate Professor	201800129F	010003.0001	College of TMS Training (0000)	10	Closed	September 13, 2018 at 11:14 AM	Actions GENERAL View Posting View Applicants TRACKING Watch

1. Locate and select the posting (search) by clicking on the working title.

Shortcut: Hover over Actions and select View Applicants from the drop-down menu to be taken directly to the Applicants tab within the posting.

Navigating to the Applicants tab within a posting

... Hire

Welcome, Test User [My Profile](#) [Help](#) [logout](#)

Colorado State University

User Group: EO Coordinator

Home Postings Shortcuts

Postings / Faculty / Assistant Associate Professor (Closed) / Summary

Note: If you clicked on the working title, you will be taken to the posting's Summary tab.

Posting: Assistant Associate Professor (Faculty)

Current Status: Closed

Position Type: Faculty Created by: [redacted]

Department: [redacted]

Training (0000)

1. To review applicants, click on the Applicants tab.

★ See how Posting looks to Applicant

Print Preview (Applicant View)

Print Preview

Add to Watch List

Summary History Applicants Reports Associated Position Description

Please review the details of the posting carefully before continuing.

To take move the posting, select the appropriate **Workflow** by hovering over the orange "Take Action on this Posting" button. You may add a Comment to the posting and also add this posting to your **Watch List**. in the popup box that appears. When you are ready to submit your posting, click on the **Submit** button on the popup box.

To edit the posting, click on the **Edit** link next to the **Section Tab** in the **Summary Section**. This will take you directly to the **Posting Page to Edit**. If a section has an orange icon with an exclamation point, you will need to review this section and make necessary corrections before moving to the next step in the workflow.

For additional help filling out an **AP** posting, please see the [AP Posting training guide](#) located here

For additional help filling out a **Faculty** posting, please see the [Faculty Posting training guide](#) located here

✔ Posting Details

Classification Information

Reviewing All Rationales Before Approving Requests

Hire

Welcome, Test User [My Profile](#) [Help](#) [logout](#)



User Group:
EO Coordinator

Shortcuts

Note: When you first navigate to the Applicants tab, the system automatically defaults to display Active Applicants. To review all applicants and their rationales entered in by the applicant manager, you will need to utilize a Saved Search.

Posting: Assistant / Associate Professor (Faculty)

Current Status: Closed

1. Once on the Applicants tab, hover over Saved Searches and select (Group) – EOC Applicant Spreadsheet.

- ★ See how Posting looks to Applicant
- 🖨 Print Preview (Applicant View)
- 🖨 Print Preview
- 🔖 Add to Watch List

Summary | History | Applicants | Reports | Associated Position Description

Saved Searches

- (Global) - Active Applicants
- (Group) - Bulk Move Option Missing (for EO Coordinators)
- (Group) - EOC Applicant Spreadsheet
- (Global) - All Applicants

Search

More Search Options

Actions

(Actions)

<input type="checkbox"/>	First Name	Last Name	Posting Number	Workflow State (Internal)	Application Date	(Actions)
<input type="checkbox"/>	Parvati	Patil	201800129F	Application Review, Hold	July 25, 2018 at 03:45 PM	Actions



Reviewing All Rationales Before Approving Requests

Active Applicants

EOC Applicant Spreadsheet ✕

"EOC Applicant Spreadsheets" 20 Selected records 0 ✕ Clear selection?

Note: This column shows which workflow state an applicant is currently in.

Workflow State (Internal)	Job Title	Workflow State Entrance Reason
Application Review, Hold	Assistant / Associate Professor - Defense Against the Dark Arts	Other applicants had more directly relevant experience: Parvati was a middle tier scoring applicant based on the rating sheet. She received a unanimous 'Pending' outcome of the Semifinalist Interviews.
Application Review, Hold	Assistant / Associate Professor - Defense Against the Dark Arts	Other applicants had more directly relevant experience: Fleur was a middle tier scoring applicant based on the rating sheet. She received a unanimous 'Maybe' from the committee. Hold pending outcome of the Semifinalist Interviews.
Application Review, Not Selected	Assistant / Associate Professor - Defense Against the Dark Arts	Ranked lower in numerical evaluation : Seamus was one of the lower scoring applicants based on the rating sheet. He received a unanimous 'No' from the committee.
Application Review, Not Selected	Assistant / Associate Professor - Defense Against the Dark Arts	Ranked lower in numerical evaluation : Dean was one of the lower scoring applicants based on the rating sheet. He received a unanimous 'No' from the committee.
Application Review, Not Selected	Assistant / Associate Professor - Defense Against the Dark Arts	Ranked lower in numerical evaluation : Lavender was one of the lower scoring applicants based off the rating sheet. She received a unanimous 'No' from the committee.
Determined Did Not Meet Min Quals	Assistant / Associate Professor - Defense Against the Dark Arts	
Determined Did Not Meet Min Quals	Assistant / Associate Professor - Defense Against the Dark Arts	
Incomplete	Assistant / Associate Professor - Defense Against the Dark Arts	
Incomplete	Assistant / Associate Professor - Defense Against the Dark Arts	
Request Semifinalist Interview - EOC	Assistant / Associate Professor - Defense Against the Dark Arts	Other: This applicant was a top scoring applicant based on the rating sheet. They received an unanimous 'Yes' from the committee. Request to move forward to faculty for review.

Note: This column shows the rationale for each applicant.

Note: The workflow states Determined did not meet min quals, Incomplete and Late applicant not currently under review do not require rationales. Because of this, the Workflow State Entrance Reason for these applicants will be blank.

1. The EOC Applicant Spreadsheet saved search is an extremely useful tool. It allows the EOC to quickly review rationales for those who are and are not moving forward in the search process. It pulls in both 'active' and 'inactive' applicants, displays their rationales in the column titled 'Workflow State Entrance Reason', and groups together workflow states for an easier and quicker review. Please ensure that all rationales are appropriate and provide enough information.

Approving All Interview Requests in 'Bulk'

Posting: Assistant / Associate Professor (Faculty)

Current Status: Closed

1. After you have reviewed the rationale for all applicants, including those moving forward and not moving forward in the search process, and are ready to approve the interview requests, hover over Saved Searches and select Bulk Move Option Missing (for EO Coordinators).

- ★ See how Posting looks to Applicant
- 🖨️ Print Preview (Applicant View)
- 🖨️ Print Preview
- 🔖 Add to Watch List

Saved Searches ▾

(VISIBILITY) - SAVED SEARCH NAME

(Global) - Active Applicants

(Group) - Bulk Move Option Missing (for EO Coordinators)

(Group) - EOC Applicant Spreadsheet

(Global) - All Applicants

Note: By utilizing the Bulk Move Option Missing (for EO Coordinators) saved search, only applicants in EO Coordinator 'owned' workflow states will appear in the list below. Narrowing down the applicant list to only those in EO Coordinator owned workflow states will allow you to approve the requests in 'Bulk'.

<input type="checkbox"/>	First Name	Last Name	Posting Number	Workflow State (Internal)	Application Date	(Actions)
<input type="checkbox"/>	Draco	Malfoy	201800129F	Request Semifinalist Interview - EOC	July 25, 2018 at 03:46 PM	Actions ▾
<input type="checkbox"/>	Cho	Chang	201800129F	Request Semifinalist Interview - EOC	July 25, 2018 at 03:47 PM	Actions ▾
<input type="checkbox"/>	Luna	Lovegood	201800129F	Request Semifinalist Interview - EOC	July 25, 2018 at 03:47 PM	Actions ▾
<input type="checkbox"/>	Neville	Longbottom	201800129F	Request Semifinalist Interview - EOC	July 25, 2018 at 03:48 PM	Actions ▾
<input type="checkbox"/>	Ginny	Weasley	201800129F	Request Semifinalist Interview - EOC	July 25, 2018 at 03:49 PM	Actions ▾
<input type="checkbox"/>	Ron	Weasley	201800129F	Request Semifinalist Interview - EOC	July 25, 2018 at 03:49 PM	Actions ▾
<input type="checkbox"/>	Hemione	Granger	201800129F	Request Semifinalist Interview - EOC	July 25, 2018 at 03:50 PM	Actions ▾



Approving All Interview Requests in 'Bulk'



Posting: Assistant / Associate Professor (Faculty)

Current Status: Closed

Position Type: Faculty
Department: College of TMS
Training (0000)

Created by: [World, Giovanni](#)
Owner: OEO

- ★ See how Posting looks to Applicant
- 🖨️ Print Preview (Applicant View)
- 🖨️ Print Preview
- 🔖 Add to Watch List

Summary | History | Applicants | Reports | Associated Position Description

Saved Searches ▾

Search

More Search Options ▾

Active Applicants

Bulk Move Option Missing (f... ✕)

EOC Applicant Spreadsheet

1. To approve all interview requests in 'Bulk' (at the same time), check the top box to select all applicants on the page.

Clear selection?

Actions ▾



First Name

Last Name

Posting Number

Workflow State (Internal)

Application Date



Draco

Malfoy

201800129F

Request Semifinalist Interview - EOC

July 25, 2018 at 03:46



Cho

Chang

201800129F

Request Semifinalist Interview - EOC

July 25, 2018 at 03:47



Luna

Lovegood

201800129F

Request Semifinalist Interview - EOC

July 25, 2018 at 03:47



Neville

Longbottom

201800129F

Request Semifinalist Interview - EOC

July 25, 2018 at 03:48



Ginny

Weasley

201800129F

Request Semifinalist Interview - EOC

July 25, 2018 at 03:49



Ron

Weasley

201800129F

Request Semifinalist Interview - EOC

July 25, 2018 at 03:49

2. Hover your cursor over the orange Actions button and select Move in Workflow from the Bulk submenu.

GENERAL

Review Screening

Question Answers

Download Screening

Question Answers

Export results

BULK

Move in Workflow

Email Applicants

Download Applications as

PDF



Approving All Interview Requests in 'Bulk'

Change for all applicants Request Semifinalist Interview - OEO

1. To approve all requests at once (moving everyone into the same workflow state), select a workflow state transition option from the **top** drop-down menu. Selecting from the top drop-down menu will subsequently update the drop-down menus next to each name below.

Applicant

Current State

New State

Request Semifinalist Interview - EOC

Request Semifinalist Interview - OEO

Request Semifinalist Interview - EOC

EOC Returned to Applicant Manager

Additional Rationale Requested

Explanation:

Request Semifinalist Interview - EOC

Request Semifinalist Interview - OEO

Request Semifinalist Interview - EOC

Request Semifinalist Interview - OEO

Request Semifinalist Interview - EOC

Request Semifinalist Interview - OEO

Request Semifinalist Interview - EOC

Request Semifinalist Interview - OEO

Request Semifinalist Interview - EOC

Request Semifinalist Interview - OEO

Request Semifinalist Interview - EOC

Request Semifinalist Interview - OEO

Note: You can also update candidate workflow states individually by selecting a workflow state transition option next to an individual's name. You may need to do this if you are sending a candidate back to the applicant manager to request more rationale. Ensure you select a 'Reason' from the right side drop-down menu and also provide a brief 'Explanation'. If you return a candidate to the applicant manager they will receive an email notification from the system asking them to make an update which includes your 'explanation'.

2. When ready, select Save Changes.

Save changes

Cancel



Approving All Interview Requests in 'Bulk'

Started the process to transition these 8 applicants. This may take several minutes.

Hire

Welcome, Test User [My Profile](#) [Help](#) [logout](#)

Colorado State University

User Group: EO Coordinator

Home Postings Shortcuts

Postings / Faculty / Assistant / Associate Professor (Closed) / Applicant Review

Note: Once the interview requests have been approved, the Applicant Manager will receive an email from the system. The search committee can then begin scheduling interviews with the approved candidates. For now, there are no further actions required by the EO Coordinator.

Position Type: Faculty
Department: College of TMS Training (0000)
Created by:
Owner: OEO

- ★ See how Posting looks to Applicant
- Print Preview (Applicant View)
- Print Preview
- Add to Watch List

Summary | History | Applicants | Reports | Associated Position Description

Saved Searches [Search] More Search Options

Active Applicants Bulk Move Option Missing (f...) EOC Applicant Spreadsheet

"Active Applicants" 10 Selected records 0 Clear selection? Actions

	First Name	Last Name	Posting Number	Workflow State (Internal)	Application Date	(Actions)
--	------------	-----------	----------------	---------------------------	------------------	-----------

Reviewing All Rationales Before Approving Hire Requests

Hire

Welcome, Test User [My Profile](#) [Help](#) [logout](#)



Note: After all interviews have been conducted and the committee has received the final hiring decision from the hiring authority, the applicant manager will move the selected candidate into the workflow state 'Recommend for Hire- EOC'. At this point, the system will send an email to the EOC prompting you to log back into the posting to review and approve the request.

User Group:

EO Coordinator

Home

Postings

Shortcuts

Postings / Faculty / Assistant /

Posting: Assistant / Associate Professor (Faculty)

1. Navigate to the Applicants tab in the posting and select (Group) - EOC Applicant Spreadsheet from the Saved Searches drop-down menu.

- ★ See how Posting looks to Applicant
- 🖨 Print Preview (Applicant View)
- 🖨 Print Preview
- 🔖 Add to Watch List

Summary | History | Applicants | Reports | Associated Position Description

Saved Searches

- (Global) - Active Applicants
- (Group) - Bulk Move Option Missing (for EO Coordinators)
- (Group) - EOC Applicant Spreadsheet
- (Global) - All Applicants

Search

More Search Options

Actions

(Actions)

<input type="checkbox"/>	First Name	Last Name	Posting Number	Workflow State (Internal)	Application Date	(Actions)
<input type="checkbox"/>	Parvati	Patil	201800129F	Application Review, Hold	July 25, 2018 at 03:45 PM	Actions



Reviewing All Rationales Before Approving Hire Request

Saved Searches ▾

Active Applicants

EOC Applicant Spreadsheet ✕

"EOC Applicant Spreadsheet" 20 Selected records 0 ✕ Clear selection?

Actions ▾

	Full Name	Posting Number	Workflow State (Internal)	Job Title	Workflow State Entrance Reason	
<input type="checkbox"/>	Malfoy, Draco	201800129F	Semifinalist Interviewed, Not Selected	Assistant / Associate Professor - Defense Against the Dark Arts	Other: While Draco has an interesting background in dark arts and dark magic, he is lacking in scholarly research and the ability to publish in peer reviewed journals compared to other candidates. He was extremely rude during his telephone interview. The committee called one minute late due to technical difficulties and he answered the phone with "Wow, about time". The committee does not feel that Draco meets the preferred qualifications of 'Interest in or experience with interdisciplinary, collaborative and engaged research'. When asked why he was interested in the position he scoffed and said he had only applied to appease his father.	Actions ▾
<input type="checkbox"/>	Lovegood, Luna	201800129F	Semifinalist Interviewed, Hold	Assistant / Associate Professor - Defense Against the Dark Arts	Other : While Luna seemed genuinely interested in this position, she was not organized and tended to go off topic when answering questions. The committee had to constantly 'reign' her back in in an attempt to keep the interview on track and within a reasonable time frame. This led the committee to question her ability to lead a classroom and keep students on track. While she has many publications, most are in non-vetted, non-peer reviewed journals (ex Quibbler). This led the committee to question the validity of her work. Committee wishes to hold pending outcome of Faculty Review and Finalist Interviews.	Actions ▾
<input type="checkbox"/>	Granger, Hermione	201800129F	Recommend for Hire - EOC	Assistant / Associate Professor - Defense Against the Dark Arts	Other: After the finalist interview it was clear that Hermione was the top candidate. Her impressive work as the Chief Auror for the Ministry of Magic gave her a significant advantage over the other finalists. Hermione's background with the dark arts, his history with Voldemort and Hogwarts, and her research focus and PhD make her the perfect individual to fill this role.	Actions ▾
<input type="checkbox"/>	Weasley, Ron	201800129F	Finalist Interviewed, Not Selected	Assistant / Associate Professor - Defense Against the Dark Arts	Other: Though Ron's background is relevant to this position, he failed to prepare for his on-site interview which caused him to fall short compared to the other finalists. His use of humor seemed to irritate attendees at the open forum where some stated that due to comments Ron said they didn't feel like Ron would be able to be professional if tasked with a serious situation i.e. students with family/mental health/general health concerns. Ron also fell short when it came to academic publications compared to the other candidates. As such, the committee does not feel that Ron would succeed in this position.	Actions ▾

Note: The EOC Applicant Spreadsheet saved search pulls in both 'active' and 'inactive' applicants, displays their rationales in the column titled 'Workflow State Entrance Reason', and groups together workflow states for easier and quicker review.

1. Review all rationales for candidates who are and are not moving forward in the search process.



Approving the Hire Request

Posting: Assistant / Associate Professor (Faculty)

Current Status: Closed

- ★ See how Posting looks to Applicant
- 🖨️ Print Preview (Applicant View)
- 🖨️ Print Preview
- 🔖 Add to Watch List

1. After you have reviewed the rationale for all applicants, both those moving forward and not moving forward in the search process, and are ready to approve the hire request, hover over Saved Searches and select (Group) - Bulk Move Option Missing (for EO Coordinators).

Saved Searches ▾

(VISIBILITY) - SAVED SEARCH NAME

(Global) - Active Applicants

(Group) - Bulk Move Option Missing (for EO Coordinators)

(Group) - EOC Applicant Spreadsheet

(Global) - All Applicants

Note: By utilizing the Bulk Move Option Missing (for EO Coordinators) saved search, only applicants in EO Coordinator 'owned' workflow states will appear in the list below.

<input type="checkbox"/>	First Name	Last Name	Posting Number	Workflow State (Internal)	Application Date	(Actions)
<input type="checkbox"/>	Hemione	Granger	201800129F	Recommend for Hire - EOC	July 25, 2018 at 03:50 PM	Actions ▾

2. After utilizing the Saved Search, click on the candidates first name to approve the request.



Approving the Hire Request

...

Welcome, Test User [My Profile](#) [Help](#) [logout](#)



User Group:
EO Coordinator

Home **Postings**

Shortcuts

Postings / ... / Assistant / Associate Professor - Defense Against the Dark Arts (Closed) / Applicant Review / Hemione Granger Recommend for Hire - EOC



Job application: Hemione Granger (Faculty)

Current Status: Recommend for Hire - EOC

1. Once in the job application, hover over the Take Action On Job Application button and select Recommend for Hire (move to Recommend for Hire – OEO).

Full name: Hemione Granger Created by: Hemione Granger

Address: Owner: EO Coordinator

123 Main St.
London, NA 80525
United Kingdom (Great Britain)
Username: hgranger
Email: hgranger@gmail.com
Phone (Primary):
Phone (Secondary):
Position Type: Faculty
Department: College of TMS Training (0000)

Take Action On Job Application

- Keep working on this job application
- WORKFLOW ACTIONS
- Recommend for Hire (move to Recommend for Hire - OEO)
- EOC Returned to Applicant Manager (move to EOC Returned to Applicant Manager)

Take Action

Recommend for Hire (move to Recommend for Hire - OEO)

Submit Cancel

2. In the pop-up box, select Submit.

Summary Documents Recommendations (3 of 3) History Reports

Personal Information




Approving the Hire Request

Application was successfully transitioned

Hire

Welcome, Test User [My Profile](#) [Help](#) [logout](#)

Colorado State University 

User Group: EO Coordinator

Home Postings Shortcuts

Postings / Assistant / Associate Professor - Defense Against the Dark Arts (Closed) / Applicant Review / Hemione Granger Recommend for Hire - OEO

Note: The system has now sent the hire request forward to OEO. At this time, there are no more actions required in the TMS for the EO Coordinator.

Job application: Hemione Granger (Faculty)

Current Status: Recommend for Hire - OEO
Application form: Faculty Application

- ★ View Posting Applied To
- ★ Preview Application

Full name: Hemione Granger	Created by: Hemione Granger
Address: 123 Main St. London, NA 80525 United Kingdom (Great Britain)	Owner: OEO
Username: hgranger	
Email: hgranger@gmail.com	
Phone (Primary):	
Phone (Secondary):	
Position Type: Faculty	
Department: College of TMS Training (0000)	

Summary Documents Recommendations (3 of 3) History Reports



Need further help?

Please visit the OEO website for more resources on the CSU Talent Management System (TMS) at:

www.oeo.colostate.edu/talent-management-system-tms

For additional help, contact the Office of Equal Opportunity at:
(970) 491-5836

or

email OEO at oeo@colostate.edu

