Alternative Appointment Request (AAR) postings are created from position descriptions to request a direct appointment for Admin Professional/Research Professional position.

Admin Professional/Research Professional Alternative Appointment Requests may only be created by Initiators using approved position descriptions.

Please reach out to OEO before initiating an AAR posting to ensure that the correct process is followed.

Below are the steps in the creation and approvals of the Alternative Appointment Request.

The following slide helps illustrate when an AAR is and is not required/allowed.
**When is an Alternative Appointment Request (AAR) required?**

**Required**
- Change in Classification (e.g. Prof/Indiv Contrib I to a Prof/Indiv Contrib II)
- Change to Employment Category (moving to or from Regular)
- Change in Employee Group from Admin Professional to Faculty or vice versa (State Classified Conversions not included)
- Employee moving to completely new position
- Employee Reappointment/Reinstatement
- Promotion Research Associate series - RA I to RA IV to Senior
- Promotion Research Scientist/Scholar - RS II to RS III to Senior
- Promotion Research Associate and Research Scientist/Scholar skipping levels

**Not Required**
- Change in Working Title only (e.g. Assistant Director to Assistant Director of Community Development)
- Change to Employment Category (Special to Temporary or vice versa)
- Change to salary only
- Promotion Research Associate series - RA I to RA II to RA III
- Promotion Research Scientist/Scholar - RS I to RS II
- Change to duties and/or responsibilities only
- Position placed in AP Framework

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*If any of these changes result in a new position version number (e.g. .0001 to .0002), this will require an Oracle action to finalize the change.*

If you have any questions, please contact the Office of Equal Opportunity at oeo@colostate.edu or (970)491-5836
Initiating an Admin Professional/Research Professional AAR

1. Select the Applicant Tracking module by clicking the three dots in the top-left corner of the screen.

2. Select Initiator from the User Group drop-down menu.
1. Click on Postings in the menu across the top then select Admin Professional/Research Professional from the drop-down menu.
1. From the Postings page, click on the Create New Posting button and the 'Create New' box will appear.
Create AAR posting from approved Position Description

1. Select Create from Position Description.

Note: Create from Position Type is only used when creating **NEW** Open Pools. See the Open Pools training guide for details.

Note: Create from Posting is only used when creating Open Pools from a **PREVIOUSLY POSTED** Open Pool. Selecting this option will clone and pull over all the information entered from a preexisting open pool posting. See the Open Pools training guide for details.
Selecting a Position to Create an AAR posting (from)

1. Choose your approved position description by selecting it from the list below, or click the More Search Options button then type in the first 6 numbers of the position number into the Position Number field to search for the position description you wish to create the posting from.

2. To start the posting, click on the working title of the position description.

Shortcut: Hover over Actions and select Create From to start the posting from the selected position description.
Selecting a Position to Create an AAR posting (from)

1. Review the approved position description then click the Create Posting from this Position Description button in the top right corner of the screen.
AAR – New Posting page

1. Fill out the New Posting (Settings) page.

- **Required Information**
  - **Working Title**: Research Scientist II

- **Organizational Unit**
  - **Division**: Provost/Executive Vice President (1001DV)
  - **Academic/Reporting Area**: College of Natural Sciences (1801CG)
  - **Department**: Chemistry (1872)

**Note:** The Working Title will pull over from the approved position description.

**Note:** These fields will auto populate with information from the position description and may or may not be editable by you depending on your TMS access. Ensure that the correct division, reporting area and department are selected.
Note: Interest Cards, also known as Job Categories are not required for AAR postings. You may skip this section.
Note: Leave the Applicant Workflow as Under Review by Dept/Committee.

Note: The Reference section on the New Posting page allows you to set up Reference Letter collection. You do not need to change/select anything under this section when creating an AAR posting.

When an application is submitted for this job, it should move to which state in the Candidate Process workflow?

Reference Notification
Request References to submit Recommendations when candidate reaches selected workflow state?

Recommendation Workflow
When all Recommendations have been provided, move to selected workflow state?

Recommendation Document Type
Allow a document upload when a reference provider submits a Recommendation?

Online Applications
Accept online applications?
Special offline application instructions

References

1. Continue to fill out the New Posting page. Ensure that the Accept online applications? box is checked.

Note: You may leave the Special Offline application instructions field as is.

2. Check Alternative Appointment Request Application

   - Alternative Appointment Request Application
   - Administrative Professional Application - Standard Application Materials
   - Administrative Professional Application - With Work Experience Form

3. Click the Create New Posting button to continue to the Posting Details page.
Note: On the Posting Details page you will enter information about your posting (FTE, Supervisor information, etc.). Some fields will not be editable by you or will have been copied over from the position description.
1. Begin filling out the Posting Details page.

Note: Be sure to fill out all required fields highlighted in red. The same Hiring Authority listed on the Position Description will need to be added to the Posting. If they weren’t listed on the Position Description, the Hiring Authority will not be able to complete the Hiring Proposal later on in the process.

Please contact HR Classification and Compensation if you need to have the Hiring Authority added to the Position Description.

2. Select No from the Accelerated Search Process Qualified drop-down menu.

Note: The Proposed Annual Salary Range field will pull over from the approved position description. Please do not alter this amount.

3. Enter the location of the position. Fort Collins, CO will autofill in this field. Please update if needed.

Note: The Description of Work Unit will pull over from the Position Description. If this field is empty, ensure you are using an approved, completed Position Description to create the AAR Posting.

4. Select a Hiring Authority. Multiple Hiring Authorities may be added.
1. Enter the position's supervisor and their working title.

Note: These fields will pull over from the position description. If they are empty, ensure you are using an approved, completed position description to create the posting.

If you need to make a change to the Required or Preferred Job Qualifications, please reach out to HR Classification and Compensation before making any edits.

<table>
<thead>
<tr>
<th>Position Summary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carry out the assigned research projects satisfactorily in the area of the monomer, polymer, and catalyst synthesis as well as their characterizations; write research progress reports and drafts of manuscripts for publication in reputable journals; share group job responsibilities in instrument maintenance and other routine group jobs;</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Position Supervises</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-1 graduate or undergraduate students (Class/Working Title, Position #)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Decision Making</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Conditions of Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre-employment Criminal Background Check (required for new hires)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Required Job Qualifications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Candidate must have a Ph.D. degree in chemistry, engineering or related areas at the time of appointment, specializing in polymer, catalytic, synthetic, or materials chemistry. A minimum of three years of postdoctoral research experiences in polymer chemistry, synthesis (organic, polymer and catalyst synthesis), polymerization catalysis, as well</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Preferred Job Qualifications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Established strong publication record</td>
</tr>
</tbody>
</table>
Note: For AAR’s, these fields may be left blank.

1. Select Yes or No from the Is this an Hourly position? drop-down menu.

2. Select Yes or No from the Research Professional drop-down menu.

Posting Details

Working Title

If this is a Research Professional position, select ‘Yes’. Otherwise, select ‘No’.

Posting Number

Number of Vacancies

Desired Start Date

Position End Date (if temporary)

Open Posting Date

To ensure full consideration, applications must be received by 11:59pm (MT) on
1. Replace the auto populated text in the Recruitment Plan field with “AAR”.

Note: For AAR’s, you do not need to edit these fields.
AAR – Posting Details Page

Thank you for your interest in this position. The screening and selection process is currently underway and will continue until a successful candidate is chosen. Should review of your qualifications result in a decision to pursue your candidacy, you will be contacted.

Thank you for your interest in this position. Based on your responses to the questions on the employment application, you do not meet the minimum qualifications for this position. Please do not let this discourage you from applying for other positions at CSU that interest you.

CSU is an EO/EA/AA employer and conducts background checks on all final candidates.

AP/Faculty Short Posting

Add the short posting to this field for other advertising and recruitment venues. You MUST include the below quick link in this field.

Quick Link for Internal Postings

http://colostate-sb.peopleadmin.com/postings/57050

Colorado State University (CSU) strives to provide a safe study, work, and living environment for its faculty, staff, volunteers and students. To support this environment and comply with applicable laws and regulations, CSU conducts background checks. The type of background check conducted varies by position and can include, but is not limited to, criminal (felony and misdemeanor) history, sex offender registry, motor vehicle history, financial history, and/or education verification. Background checks will be conducted when required by law or contract and when, in the discretion of the university, it is reasonable and prudent to do so.

Colorado State University is committed to providing an environment that is free from discrimination and harassment based on race, age, creed, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity or expression, or pregnancy and will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. Colorado State University is an equal opportunity/equal access/affirmative action employer fully committed to achieving a diverse workforce and complies with all Federal and Colorado State laws, regulations, and executive orders regarding non-discrimination and affirmative action. The Office of Equal Opportunity is located in 101 Student Services.

The Title IX Coordinator is the Executive Director of the Office of Support and Safety Assessment, 123 Student Services Building, Fort Collins, CO 80523-2026, (970) 491-7407.
1. Copy and paste one of the five bulleted Diversity Statements into the required Diversity Statement field.

2. Enter a name and email address into the required Search Contact field.

3. You must select at least one EO Coordinator and one Applicant Manager.

4. When complete, click Save.
1. Once you are back at the top of the Posting Details page, click on Alternative Appointment Request from the left side menu.

Note: For AAR postings, you may skip these two sections.
AAR – Alternative Appointment Request Page

Note: Utilization of the Alternative Appointment Request page assumes that a candidate has already been identified for the position and you wish to seek approval to associate the appointment with the job posting. This page is required for AAR’s and will need to be filled out completely, with great detail, before the request is reviewed by OEO.

1. Select Yes from the Alternative Appointment Requested? drop-down menu.

2. Enter the name of the proposed individual.

3. Select the Nature of Appointment and Type of Appointment from the two drop-down menus.

Note: If the Nature of the Appointment is a Title or Status change/expanded duties then you MUST attach a copy of the old Position Description while on the Posting Documents page.
AAR - Alternative Appointment Request Page

Note: Please fill in the boxes with as much detail as possible to avoid having the request sent back asking for more information/rationale.

Items OEO looks for:
- Why is it necessary to hire this individual through the AAR process as opposed to a national or internal search?
- Why is this individual being proposed for this position?
- Would anyone else be interested in this opportunity?
- Were other individuals considered for this position?

1. Enter detailed rationale for why the alternative appointment is being requested. Why should this person be hired outside of the standard search process?

2. Enter information regarding how this individual was identified.

3. Answer/fill in the fields pertaining to how the department plans to fill the newly vacated position (if applicable).

4. Select Yes or No from the Is a salary adjustment requested? drop-down menu.

5. When complete, click Save.

If you are this is not a direct hire, then complete an Individual Salary Adjustment Form.
Note: These sections may be skipped when creating an AAR posting request.

1. Once you have filled in the Alternative Appointment Request page, click on Posting Documents from the left side menu.
To upload a resume, hover over the Actions button and select Upload New.

Note: Use the Posting Documents page to upload the required resume of the individual you are seeking to hire through the AAR process. Please ensure that the resume clearly demonstrates that the individual meets all the required job qualifications of the position. If the proposed individual does not meet the required qualifications of the position, they cannot be hired.

If you are requesting a Title or Status change/expanded duties AAR, you will need to attach a copy of the old position description in the 'Other' slot.
1. To upload a document, click Choose File.

2. Locate the file on your computer then click Open.

3. Click Submit.
1. When ready, click Next.

Note: The system automatically converts all uploaded documents into PDFs.
1. Once you have sufficiently reviewed the posting and are ready to move it to the EO Coordinator for review, hover over the Take Action on Posting button and select EO Coordinator Review (move to EO Coordinator Review).

2. You may add relevant comments for the EO Coordinator in the optional Comments box. When ready, click Submit.
AAR – Move in Workflow (from EO Coordinator to Hiring Authority)

1. Once the EO Coordinator has sufficiently reviewed the posting and is ready to move it forward to the Hiring Authority for review and approval, they will hover over the Take Action on Posting button and select Alternative Appointment Request (move to Hiring Authority Alternative Appointment Approval).

2. The EO Coordinator may add any relevant comments in the optional Comments box. When ready, they will click Submit.
AAR - Move in Workflow (from Hiring Authority to Signature Authority)

1. Once the Hiring Authority has reviewed the posting, they will hover over the Take Action on Posting button and select Alternative Appointment Approved (move to Signature Authority Alternative Appointment Approval).

2. The Hiring Authority may add any relevant comments for the Signature Authority. When ready, they will click Submit.
1. Once the Signature Authority has reviewed the posting, they will hover over the Take Action on Posting button and select Alternative Appointment Approved (move to OEO Review and Approval).

2. The Signature Authority may add any relevant comments for OEO. When ready, they will click Submit.
1. Once OEO has sufficiently reviewed the Alternative Appointment Request, they will hover over the Take Action on Posting button and select Alternative Appointment Approved (move to Alternative Appointment Approved).
Note: Once the Alternative Appointment Request has been approved, a link will appear at the top of the Summary page. Since AAR postings are not advertised on the main CSU Jobs website, the proposed individual will need to be sent this link so they can 'apply' to the AAR posting in order to be associated with this position. Individuals hired via the AAR process do not compete.
Hello,

The following position, Research Scientist II, has been placed into the status of “Alternative Appointment Approved.” As the hiring authority or applicant manager, you will need to email the incumbent the direct posting link so they can “apply” to this position. Please communicate to the incumbent that they do not need to upload any application documents (cover letter, resume etc.) to apply. They are only required to create a CSU jobs application account and “apply” to the position through the direct link. By selecting apply, they are linking their name to the approved Alternative Appointment Request posting within the TMS.

Direct posting link: http://colostate-bb.peopleadmin.com/postings/57050

Once the incumbent has linked their name to this position, the applicant manager will need to move the incumbent to the workflow state “Recommend for Hire - EOC” from the Applicant tab on the posting.

Once the hire request has been approved by CEO, the hiring authority may start the hiring proposal to finalize the AAR.

Job Title: Research Scientist II
Position #: 023892.0001
Posting #: 201800490AP
Department: Chemistry
Status: Alternative Appointment Approved

Thank you,

Office of Equal Opportunity
oeo@colostate.edu
970-491-5836

If you have any questions or need further assistance, please see our training website at http://oeo.colostate.edu/talent-management-system-tms or email OEO at oeo@colostate.edu
Note: The incumbent will apply to the AAR posting through the link sent to them by the Hiring Authority or Applicant Manager.
Note: Once the incumbent has applied to the position, the Applicant Manager will need to move them into the workflow state ‘Recommend for Hire - EOC’.

1. Navigate to the AAR posting and select the Applicants tab.

2. Click on the applicants first name.
1. Once in their Job Application, hover over the orange Take Actions on Job Application button and select Recommend for Hire - EOC (move to Recommend for Hire - EOC) near the bottom of the menu.

2. In the pop up Take Action box, select Other from the Reason drop-down menu then enter “Alternative Appointment Request” or “AAR” in the Explanation box. Then click Submit.
Note: The EO Coordinator will review the hire request then move it forward to OEO for final review and approval.
Note: OEO will review the hire request then move the applicant into the workflow state Approved Recommend for Hire.
Hello Test User

Emily Rogers has been placed in the Approved Recommend for Hire status for the Research Scientist II position.

As the Hiring Authority you will need to start the Hiring Proposal for Emily Rogers.

For instructions on how to start the Hiring Proposal please see the How to Initiate and Complete the Hiring Proposal training guide: https://oeo.colostate.edu/media/sites/144/2017/05/CSU-How-to-Initiate-and-Complete-the-AP-Hiring-Proposal.pdf

For help drafting an Offer Letter, please view the templates listed on the Provost’s website located here (Note: The templates are located halfway down the page under the header ‘Offer Letter Templates’): http://provost.colostate.edu/faculty-administrative-professionals/

Job Title: Research Scientist II

Position #: 023892.0001

Posting #: 201800490AP

Department: Chemistry

Thank you,

Office of Equal Opportunity
oeo@colostate.edu
970-491-5836

If you have an issue or questions please see our training website at http://oeo.colostate.edu/talent-management-system-tms or email OEO at oeo@colostate.edu

Note: The Hiring Authority will receive an email stating that the incumbent has been approved for hire in the system and that the Hiring Proposal may now be initiated.
Note: The Hiring Authority will now be able to go into the incumbent’s job application to start the AP Hiring Proposal.

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
e-mail OEO at oeo@colostate.edu