



Appointing Graduate Assistants via GA Express

Key Information:

Required Roles: **FSU_ERS_ADD_EXPRESS** and **FSU_SS_MANAGER**

[OPS Hiring Checklist](#)

[Graduate Assistant Modifiers and Class Codes](#)

[OPS Appointment Information](#)

[Payroll Deadlines - Smart Onboarding Actions](#)

[The Graduate School](#)

Understanding the Process:

This guide will detail the steps to appoint Graduate Assistants via GA Express in OMNI HR.

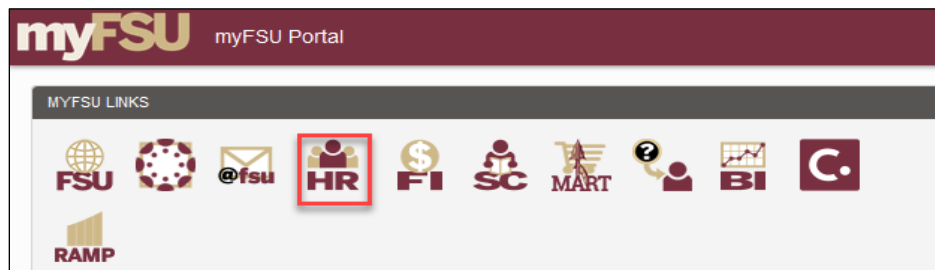
Similar to the OPS Express process, each semester the Office of Human Resources creates a job opening called the GA Express for departments to hire graduate assistants. The GA Express job opening will display for departments in the Recruiting > Search Job Openings list, but it is not advertised for applicants to apply. The department creates the appointment record and links the record to the current GA Express job opening.

The hiring department must ensure that the candidate qualifies, is interviewed, and [pre-employment checks](#) are completed; however, with regard to system coding, the department does not have to request applicants to be routed, create interview evaluations, record disposition codes, or complete the pre-employment checklist in OMNI.

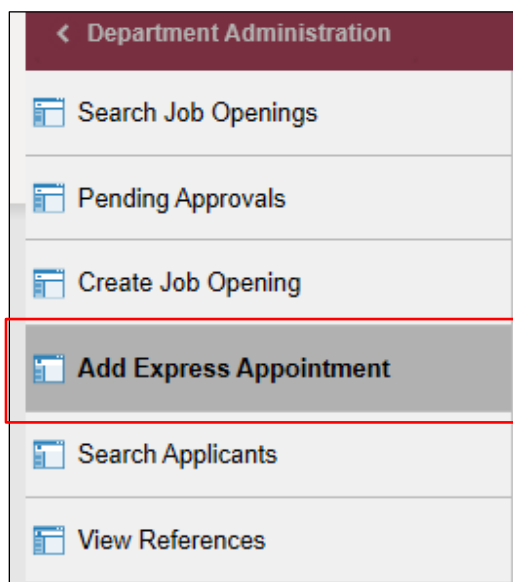
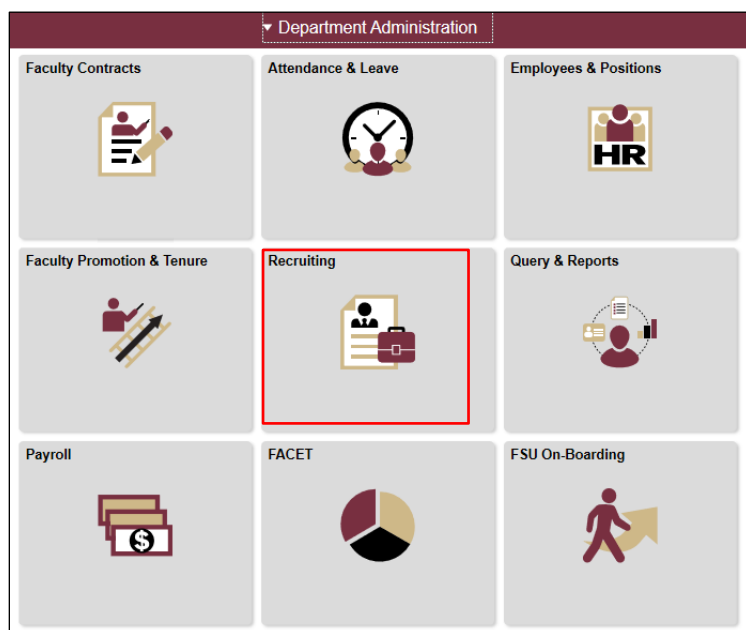
Once the department has discussed the anticipated start date, stipend, and appointment details with the candidate, they may proceed with creating the express appointment and entering the job offer in OMNI as detailed below.

Step	Action: <i>Obtaining Key Appointment Information</i>
1.	<ul style="list-style-type: none"> • Ask the candidate to provide you with their Student ID/EMPLID and FSUID for the purpose of the department creating the appointment record. <ul style="list-style-type: none"> ○ The candidate can find this information by logging into the myFSU portal and referring to the section under “Welcome” in the upper right of the page. ○ <i>Never ask for a candidate’s password.</i> ○ Obtain a valid email address from the candidate.

Step	Action: <i>Logging in to Get Started</i>
2.	Log into myFSU > click on the HR icon.



Step	Action: <i>Creating the GA Express Appointment Record</i>
3.	From the Department Administration page or the Navigator > click Recruiting > Add Express Appointment .



Action: Adding the Student's Information

IMPORTANT! Completing the steps below will sync the onboarding invitation with the candidate's myFSU account; therefore, it is very important that you have confirmed their information before starting this process.

On the **Express Appt** page:

- a. Choose **Employee** from the **Applicant Type** drop-down menu > click **Search**.

Express Appt

Save Save and Create Another | Recruiting Home

Applicant

*Applicant Type **Employee** Employee ID/Student ID
Preferred Contact Not Specified **Search** Clear

Applicant Status

*Status Code Active Status Reason
Status Date 06/24/2020

Name

Name Format English
Name Prefix
*First Name
Middle Name
*Last Name
Name Suffix

Email Addresses

*No Email Addresses have been added for this applicant.
Add Email Address

Phone Numbers

No Phone Numbers have been added for this applicant.
Add Phone Number

- b. On the search page, enter the **Empl ID/Student ID** and FSUID **IN ALL CAPS** in the **User ID** field > click **Search**.
- c. When you have confirmed a match, click **Select** to continue adding the record.

search

*Empl ID/Student ID
*User ID
Search Clear

Return

Search Results

1-1 of 1 View All

Select	Empl ID	User ID	First Name	Middle Name	Last Name
Select	000000000	TEST	Testing	A	Record

Return

- d. The candidate's name and last known email address will populate on the page. Update the primary email address as needed.
- e. Click **Save** or **Save and Create Another** to add additional express appointments.
- f. Note the **Applicant ID** that generates.

Notes:

- *The email address provided is where the Smart Onboarding invitation will be sent later in the process.*
- *The Empl ID/Student ID will carry over to the job offer. When the Onboarding invitation is launched, the candidate will be directed to login at the myFSU portal to complete onboarding.*
- *Creating the record as an employee applicant type allows some existing data from the student database to prepopulate into the onboarding session, making it a faster process for the candidate.*

Save Save and Create Another Recruiting Home Manage Applicant

Name Testing Record Applicant ID 000000

Personal Information Applications

Applicant

*Applicant Type Employee Employee ID/Student ID 000000000 Preferred Contact Not Specified Search Clear

Applicant Status

*Status Code Active Status Reason Status Date 06/24/2020

Name

Name Format English Name Prefix First Name Testing Middle Name Last Name Record

Email Addresses

Primary	*Email Type	Email Address
<input checked="" type="checkbox"/>	Home	testing@fsu.edu

Add Email Address

Step	Action: Searching for the Record
4.	Navigate to Recruiting > Search Applicants > enter the applicant ID in the Applicant ID field > click Search .

Recruiting Home

Quick Search Keyword Search Advanced Search

Search Criteria

Search My Applicants

First Name Last Name Alternate Character Name Applicant Status Applied Within Applied Between And Job Opening ID Applicant ID Search Clear

Step	Action: <i>Linking the Record to the GA Express Pool</i>
5.	Across from the candidate's name, use the Actions drop-down menu to select Link Applicant to Job .

Search Results ?

1-1 of 1 | View All

Select	Applicant ^	Applicant ID	Type	Status	Phone	Email Address	Date Applied ^	Jobs Applied	Actions
<input type="checkbox"/>	Testing Record	682021	Employee	010 Active		testing@fsu.edu	06/26/2020	0	<div style="border: 1px solid red; padding: 2px;"> Link Applicant to Job Send Correspondence </div>

Select All Deselect All ▼ Group Actions

Step	Action
6.	Enter the appropriate GA Express job ID in the Job Opening ID field or use the magnifying glass icon to select the GA Express pool corresponding to the employee's begin date > click Link .

Link Applicant to Job Opening ✕

Applicants to be Linked

Applicant	Name	Status	Email Address	
<input type="text" value="000000"/> ✕ 🔍	Testing Record	010 Active	testing@fsu.edu	🗑

Add Applicant

Job Openings

Job Opening ID	Posting Title	Job Posted	Questionnaire	
<div style="border: 1px solid red; padding: 2px;"><input type="text"/> 🔍</div>				🗑

Add Job Opening

Disposition Information

*Disposition Linked ▼

Reason ▼

Date 06/26/2020

Link
Cancel

Applicants to be Linked

Applicant	Name	Status	Email Address
<input type="text" value="000000"/>	Testing Record	010 Active	testing@fsu.edu

[Add Applicant](#)

Job Openings

Job Opening ID	Posting Title	Job Posted	Questionnaire		
<input type="text" value="47380"/>	GA Express - Fall 2020	No	No		

[Add Job Opening](#)

Disposition Information

*Disposition

Reason

Date 06/26/2020

[Link](#)

[Cancel](#)

You have successfully linked this Applicant to the selected Job Opening(s). (18177,77)

[OK](#)

Process Tip:

If you created multiple GA express appointment records in step 3 and need to link them all to the same job opening, you may do so in mass from the **Search Applicants** page.

On this page, set the **Applied Within** drop-down menu to **010-Today** > **Search** > ensure you only check the boxes next to the records *you* created > use the **Group Actions** drop-down menu at the bottom > **Link Applicant to Job** > enter the job ID > click **Link**.

Navigate directly to the Job Opening via **Recruiting** > **Search Job Openings** and prepare each job offer following the steps below.

Step	Action: <i>Preparing the Job Offer</i>
7.	After the applicant record has been successfully linked, click on the candidate's name.

Select	Applicant*	Applicant ID	Type	Status	Phone	Email Address	Date Applied	Jobs Applied	Actions
<input type="checkbox"/>	Testing Record	682021	Employee	010 Active		testing@fsu.edu	06/26/2020	0	▼ Actions

Step	Action
8.	Across from the Job Opening, click on Other Actions > Recruiting Actions > Prepare/View Job Offer .

Name Testing Record
Applicant ID 682021
Applicant Type Employee
Status 010 Active

Preferred Contact Not Specified
Phone
Email testing@fsu.edu
Address

Applicant Activity | Notes | Applicant Data | Interested Parties

Current Status | Interview Evaluation | Expenses | History

Applicant Activity ⓘ

Select	Job Opening	Job Opening ID	Disposition	Application	Resume	Route	Print	Actions
<input type="checkbox"/>	GA Express - Fall 2020	47380	Linked					<ul style="list-style-type: none"> ▼ Other Actions Recruiting Actions > Applicant Actions > <ul style="list-style-type: none"> Prepare / View Job Offer View / Edit Application Details RECRUITER ONLY - Edit Disposition

Select All Deselect All ▼ Group Actions

Step	Action
9.	Begin on the Offer Details tab.

Offer Details

Step	Action
10.	<p>On the Offer Details tab, complete the required fields, ensuring that:</p> <ul style="list-style-type: none"> • Offer Amount is entered at an annualized rate ($annualized\ rate = hourly\ rate \times standard\ weekly\ hours \times 2 \times frequency$) and is at/above the minimum required salary for a GA • Frequency is 26.1 • Appropriate Job Code is used (<i>do not leave as OPSX</i>) • Begin Date is at least <u>2 - 3 weeks</u> out to allow time for approvals, Smart Onboarding completion, and background check completion (<i>if applicable</i>). Reference Payroll Deadlines for Smart Onboarding Actions. • Plus sign is clicked to add multiple funding sources. The total Percent of Distribution must equal 100%. • Combo Code contains an "O" • Job offer has a Funding End Date • Calc Period Amt button is clicked • In the Comments box, it is indicated whether the candidate is a new hire, rehire, or additional appointment <p>Notes:</p> <ul style="list-style-type: none"> -If you are unsure of the candidate's citizenship status select "Yes", as the candidate will specify this in the onboarding portal. -The appropriate Empl Class will populate based on the selected job code. -The Pre-Mgr Approver field is optional.

The screenshot displays the 'Offer Details' web application interface. At the top, there are three tabs: 'Offer Details' (highlighted with a red box), 'Background Check', and 'Outside Recruiting'. Below the tabs, the main content area is divided into several sections:

- Job Offer Information:** Includes fields for Job Opening (47380), Position Number, Recruiter, Status (006 Pending Approval), Business Unit (FSU01), Offer Date (06/26/2020), Applicant Type (Employee), and Preferred Contact (Not Specified).
- Job Offer Components:** A table with columns for Component, Offer Amount, Currency, and Frequency. Below the table is an 'Add Offer Component' button.
- Offer Attachments:** A section with a text box stating 'No attachments have been added to this offer.' and an 'Approval Attachments' button.
- Salary Market Analysis:** A section with a 'Comments' box and an 'Add Another Comment' button.
- FSU Offer - Additional Info:** A section with various fields including Employee Id (00000000), Testing Record, Job Code, Location Code, Department, Supervisor ID, Mail Code, Weekly Std Hours, U.S. Citizen?, Empl Class, Pre-Mgr Approver (Optional), and Originator Telephone (850/644-0855).
- FSU Funding:** A table with columns for Begin Date, Percent of Distribution, Combination Code, Funding End Date, and Total Budget Amount. Below the table is a 'Calc Period Amt' button.

Step	Action
11.	<p>Click the Background Check tab.</p> <p>Background Check</p> <p>Enter a <i>detailed</i> Description of Duties for the appointment. Enter comments as needed. Confirm the Budget Manager and Budget Manager Email is correct. Enter or look up a valid Purchase Order # or enter a valid Foundation Fund # to pay for the background check. The Line # will generate based on purchase order selected.</p>

Offer Details ?

Offer Details **Background Check** Outside Recruiting

Budget Manager

Budget Manager Email

Background Check Funding (Required)

Purchase Order # Line #

Foundation Fund #

Description of Duties/Comments

Step	Action
12.	<p>Answer each question on the Background Check Questionnaire; No or Yes as applicable. <u>Obtain these answers from the hiring supervisor prior to entering them.</u></p> <p>Once the questions are answered, the background level will generate at the bottom of the questionnaire.</p> <p>The background check level will be reviewed by Human Resources Background Check staff prior to approving the job offer.</p> <p>Note: For more information on background checks as it relates to Graduate Assistant appointments, click here.</p>

Sample:

Part 1. Outside Documents to replace/satisfy FSU Background Check:

1	Is this job/role located in the FSU Childcare Center?	NO	▼
2	Does this job/role require a specific background check to be performed for which approved external agencies complete screenings? (e.g., DRS positions, positions in the K-12 school system, etc.)	NO	▼
3	If the hiring department for this job/role has been granted approval by the Office of Human Resources to perform a specific background check for all employees, select the appropriate level. If not applicable, select "NO."	NO	▼
4	Will this person be working or volunteering with a University Sponsored Summer Camp held between May and September?	NO	▼

Part 2. Level 2 Background Check Required Duties:

1	Will this person be providing care, treatment, education, training, instruction, supervision, or recreation to vulnerable populations such as minors, the elderly, or those with disabilities?	NO	▼
2	Is the position classified as Vice President level or above by job code/administrative code?	NO	▼
3	Is the position with the FSU Public Safety or Panama City Campus Public Safety? If yes, submit a copy of the fingerprint report obtained by FSUPD; HR will conduct the Standard portion of the Criminal History Background Check	NO	▼
4	Is fingerprinting a requirement by granting agencies for grants and contracts?	NO	▼
5	Will this person be working or volunteering with regulated materials regardless of quantity [DHS Chemicals of Interest, DEA controlled substances, NRC Radioactive Material], or is the position located in a facility covered by a DOT Security Plan, or has unescorted access to said materials?	NO	▼

Part 3. Standard Background Check Required Duties:

1	Will this person perform fiscal duties to include budgeting, accounting, or having direct access to cash (except petty cash), checks, and/or credit/debit cards to include making and/or receiving payments?	NO	▼
2	Will this person possess system access that provides the ability to process payments, print or distribute checks, process corrections, or generate, update, or approve financial transactions that will result in the disbursement of University funds?	NO	▼
3	Will this person have control over University-wide operational processes through functional roles or system security access?	NO	▼
4	Will this person have access to sensitive, secure, and/or confidential personal information on individuals, such as students, faculty, staff, or alumni (e.g., social security numbers, dates of birth, etc.)?	NO	▼
5	Will this person possess access to surplus property inventory; or possess a grand master or building master key and/or cards for building access?	NO	▼

Part 4:

1	Will this candidate/position be required to drive a University-owned motor vehicle (including golf carts and other utility vehicles) as part of their regular duties? See University Policy OP-C-7-G8 for driver's license check requirements.	NO	▼
2	By selecting "Yes," I confirm that the above duties have been reviewed by the position supervisor and are accurate.	YES	▼

Background Check Level Code: BG00

BGC Questionnaire Results: BG00, Background Check is not required.

Last revised: 7/16/21

Step	Action
13.	<p>Click the Outside Recruiting tab.</p> <div style="border: 1px solid gray; padding: 2px; display: inline-block; margin-bottom: 10px;">Outside Recruiting</div> <p>Answer Questions 1 and 2. If “Yes” to question 1, list the external advertising sources in the box, and keep a copy of those ads in department’s recruitment records.</p> <p>For Question 2, answer "Not Applicable" for GA job offers.</p>

1. Was the vacancy/position advertised outside of OMNI?

NO

If Yes, what were the external advertisement sources?

254 characters remaining

If Yes, the department must retain a copy in their records.

2. For salaried positions, were applications, CV's, or resumes received outside of OMNI?

Not Applicable

If Yes, ensure EEO solicitation has been completed and upload an Applicant Flow Log for all candidates on the Activities & Attachments tab of the job opening in OMNI.

Step	Action
14.	Click Save as Draft to save or Submit for Approval to submit the job offer. Click the OK button.

Posting Title GA Express - Fall 2020

Job Opening Status 010 Open

Job Title OPS Express Hire

Applicant Name Testing Record

Job Opening ID 47380

Business Unit FSU Business Unit

Position Number

Applicant ID 682021

Offer Details ?

Offer Details

Background Check

Outside Recruiting

1. Was the vacancy/position advertised outside of OMNI?

NO

If Yes, what were the external advertisement sources?

254 characters remaining

If Yes, the department must retain a copy in their records.

2. For salaried positions, were applications, CV's, or resumes received outside of OMNI?

Not Applicable

If Yes, ensure EEO solicitation has been completed and upload an Applicant Flow Log for all candidates on the Activities & Attachments tab of the job opening in OMNI.

You have successfully submitted Testing Testing's job offer. (0,0)

OK

Step	Action
15.	<p>Navigate to the Approvals tab to review the status of the job offer in the workflow.</p> <p>To insert an additional approver, click the plus sign at the desired point, ensuring that the Job Offer Express Approver is listed last.</p> <p>Next Steps: Once the job offer is final approved, HR will launch the Smart Onboarding invitation to the candidate. The candidate will receive an email with the link to complete the Onboarding process. The candidate will utilize their myFSU credentials to log in.</p> <p>The job offer initiator and Department Representative will also receive an email indicating that onboarding has been launched, what type of Onboarding package the candidate will be completing, and tips for success.</p> <p>Notes:</p> <p>To check the status of a job offer: go to Recruiting > Search Job Openings > across from the candidate's name, click Other Actions > Recruiting Actions > Prepare/View Job Offer > Approvals tab.</p> <p>To make edits: the originator must click Edit Offer and make the changes > Calc Period Amount > Submit for Approval.</p>

Offer Details Background Check Outside Recruiting **Approvals**

FSU Job Offer Workflow

Job Offer: Pending

FSU Job Offer Workflow

Pending → Pending

FSU Job Opening Dept. Mgr. → Multiple Approvers Job Offer Express Approver

Submit

Status: Select...

Comments:

	Tips for Success:
•	As a security measure, students will be prompted to go through two-factor authentication (2FA) via Duo once logged into their onboarding account. For more information and troubleshooting tips to share with candidates, click here .
•	Link appointments to the correct express pool (GA Express), and under the corresponding pool for the start date.
•	Enter a valid email address when creating the record (verify with candidate or supervisor). Do not use email type <i>Campus</i> or <i>Business</i> for personal email addresses.
•	Do not create your own GA Express opening—HR creates these pools each semester.
•	Do not link appointment records to non-express pools (applicants must apply for advertised openings).
•	Do not enter a job offer when an e-PAF can be used [e.g., funding changes, transfers to a compatible job code (such as, GA to GA), department changes, FTE changes, and reappointments/extensions].

Congratulations! You have completed the topic.

Questions on this procedure? Contact your [assigned Employment Recruiter](#).