

## Faculty/Professional Staff Recruiting Summary

1. **Title of position: Assistant Athletic Trainer/Instructor**
2. **Effective date: 7/16/08**
3. **When and how advertised: UWA webpage (4/16/08 – 6/16/08); NATA Career Center (4/16/08 – 6/16/08)**
4. **Number of applications received: 5 (0 black)**
5. **Number of applications meeting published minimum requirements: 4**
6. **Applicants interviewed: 3**
7. **Black applicants not interviewed: 0**
8. **Applicants offered position: 2**
9. **Black applicants interviewed but not offered position: 0**
10. **Person employed: Assistant Athletic Trainer/Instructor - white**
11. **Comments: One candidate withdrew to accept another position. Another candidate was offered the position, but subsequently did not accept due to logistical concerns regarding spouse's employment and commuting distance.**

**Faculty/Professional Staff Recruiting Summary**

1. **Title of position: Assistant Professor of Nursing**
2. **Effective date: 8/13/08**
3. **When and how advertised: UWA webpage; *The Chronicle of Higher Education*; *The Meridian Star*; *The Tuscaloosa News***
4. **Number of applications received: 1 (0 black)**
5. **Number of applications meeting published minimum requirements: 1**
6. **Applicants interviewed: 1**
7. **Black applicants not interviewed: 0**
8. **Applicants offered position: 1**
9. **Black applicants interviewed but not offered position: 0**
10. **Person employed: Assistant Professor of Nursing - white**
11. **Comments:**

## Faculty/Professional Staff Recruiting Summary

1. **Title of position: Assistant Professor of Mathematics (tenure track)**
2. **Effective date: 8/13/08**
3. **When and how advertised: UWA website (Jan. 7, 2008 – June 24, 2008); *The Chronicle of Higher Education* (January, 2008)**
4. **Number of applications received: 18 (0 black)**
5. **Number of applications meeting published minimum requirements: 4**
6. **Applicants interviewed: 4 telephone; 1 on campus from the 4 telephone interviews**
7. **Black applicants not interviewed: 0**
8. **Applicants offered position: 1**
9. **Black applicants interviewed but not offered position: 0**
10. **Person employed: Assistant Professor of Mathematics (tenure track) - other**
11. **Comments: Five applicants met the minimum criteria, but one of those removed his name from the applicant pool before the telephone interviews because he received and accepted another offer.**

## Faculty/Professional Staff Recruiting Summary

1. **Title of position: Assistant Professor of Sociology**
2. **Effective date: August, 2008**
3. **When and how advertised: UWA website; *The Chronicle of Higher Education* (November)**
4. **Number of applications received: 10 (1 black)**
5. **Number of applications meeting published minimum requirements: 10**
6. **Applicants interviewed: 2**
7. **Black applicants not interviewed: 0**
8. **Applicants offered position: 2**
9. **Black applicants interviewed but not offered position: 1**
10. **Person employed: Assistant Professor of Sociology - Other**
11. **Comments:**

## Faculty/Professional Staff Recruiting Summary

1. **Title of position: Biology (Cell and Molecular Biology)**
2. **Effective date: 8/13/08**
3. **When and how advertised: UWA website (Sept, 2007 until filled); *The Chronicle of Higher Education* (Sept.); *The Chronicle of Higher Education* website (Sept)**
4. **Number of applications received: 9 (1 black)**
5. **Number of applications meeting published minimum requirements: 3**
6. **Applicants interviewed: 0**
7. **Black applicants not interviewed: 0**
8. **Applicants offered position: 1**
9. **Black applicants interviewed but not offered position: 0**
10. **Person employed: Biology (Cell and Molecular Biology) - black**
11. **Comments: The applicant was offered the biology position based on the strength of his application package and his performance in his role of adjunct professor and more recently visiting assistant professor at The University of West Alabama.**

## Faculty/Professional Staff Recruiting Summary

1. **Title of position: UWA Campus School Kindergarten Teacher (2 positions)**
2. **Effective date: 10/1/08**
3. **When and how advertised: UWA webpage; emailed notice to all historically black colleges and universities**
4. **Number of applications received: 3 (0 black)**
5. **Number of applications meeting published minimum requirements: 3**
6. **Applicants interviewed: 3**
7. **Black applicants not interviewed: 0**
8. **Applicants offered position: 2**
9. **Black applicants interviewed but not offered position: 0**
10. **Person employed: UWA Campus School Kindergarten Teachers – white (both positions)**
11. **Comments:**

**Faculty/Professional Staff Recruiting Summary**

1. **Title of position: Director of Campus Security and Safety**
2. **Effective date: June 1, 2008**
3. **When and how advertised: UWA webpage; *The Meridian Star***
4. **Number of applications received: 5 (2 black)**
5. **Number of applications meeting published minimum requirements: 1**
6. **Applicants interviewed: 1**
7. **Black applicants not interviewed: 1**
8. **Applicants offered position: 1**
9. **Black applicants interviewed but not offered position: 0**
10. **Person employed: Director of Campus Security and Safety - black**
11. **Comments:**

## Faculty/Professional Staff Recruiting Summary

1. Title of position: **Computer Information Systems**
2. Effective date: **8/15/08**
3. When and how advertised: **UWA webpage (Oct, 2007 – present)**
4. Number of applications received: **17 (1 black)**
5. Number of applications meeting published minimum requirements: **4**
6. Applicants interviewed: **4**
7. Black applicants not interviewed: **0**
8. Applicants offered position: **1**
9. Black applicants interviewed but not offered position: **1**
10. Person employed: **Computer Information Systems - Other**
11. Comments:



## Faculty/Professional Staff Recruiting Summary

1. **Title of position: Dean, College of Liberal Arts**
2. **Effective date: 8/15/08**
3. **When and how advertised: UWA webpage (4/16/08 – 6/16/08); *The Chronicle of Higher Education* (August 10 & 17, 2008); individual letters to selected HBCUs (Dee Ann Andrews has list)**
4. **Number of applications received: 10 (2 black)**
5. **Number of applications meeting published minimum requirements: 9**
6. **Applicants interviewed: 2**
7. **Black applicants not interviewed: 1**
8. **Applicants offered position: 0**
9. **Black applicants interviewed but not offered position: 0**
10. **Person employed: Current Interim Dean retained - white**
11. **Comments: Dr. Emmanuel Egar, a Nigerian, never completed his application and was thus not interviewed. The second black candidate, Dr. Larry LeFlore, declined an invitation to come to campus for an interview. Two other candidates interviewed, both Caucasian, accepted other positions, as did Drs. Heimmerman and Vaughan, who were not interviewed.**

## Faculty/Professional Staff Recruiting Summary

1. **Title of position:** Assistant Professor of history and Director for the Center for the Study of the Black Belt
2. **Effective date:** 8/15/08
3. **When and how advertised:** *Chronicle of Higher Education*; UWA webpage; calls to other university history departments
4. **Number of applications received:** 4 (1 black)
5. **Number of applications meeting published minimum requirements:** 3 (Black applicant's file was missing transcripts)
6. **Applicants interviewed:** 1
7. **Black applicants not interviewed:** 0
8. **Applicants offered position:** 1
9. **Black applicants interviewed but not offered position:** 0
10. **Person employed:** Assistant Professor of history and Director for the Center for the Study of the Black Belt - white
11. **Comments:** This candidate was deemed the strongest candidate because of both teaching experience and hands-on experience in the Black Belt Region, along with experience working with a board/state agency.

## Faculty/Professional Staff Recruiting Summary

1. **Title of position: Assistant Professor of Educational Leadership (2 positions)**
2. **Effective date: Summer, 2008**
3. **When and how advertised: *The Chronicle of Higher Education* (Summer, 2007); UWA website; Emails and letters to HBCUs**
4. **Number of applications received: 13 (0 black)**
5. **Number of applications meeting published minimum requirements: 8**
6. **Applicants interviewed: 5**
7. **Black applicants not interviewed: 0**
8. **Applicants offered position: 3**
9. **Black applicants interviewed but not offered position: N/A**
10. **Person employed: Assistant Professor of Educational Leadership – white (both positions)**
11. **Comments:**

## Faculty/Professional Staff Recruiting Summary

1. **Title of position: Lecturer in English (2 positions)**
2. **Effective date: 8/13/08**
3. **When and how advertised: UWA website (4/13/08 until filled)**
4. **Number of applications received: 10 (applicant race could not be determined before interviews)**
5. **Number of applications meeting published minimum requirements: 10**
6. **Applicants interviewed: 5**
7. **Black applicants not interviewed: 0 (that could be determined)**
8. **Applicants offered position: 2**
9. **Black applicants interviewed but not offered position: 0**
10. **Person employed: Lecturer in English (2 positions) – white (both positions)**
11. **Comments: One position was filled by an applicant that brings to us 15 years of experience in college-level composition teaching and was judged by the committee to be a highly qualified candidate. The other position was filled by an applicant whose recommendations from UAB were absolutely stellar and was clearly the best qualified candidate from among the applicants.**

## Faculty/Professional Staff Recruiting Summary

1. **Title of position: Help Desk Technician**
2. **Effective date: 8/25/08**
3. **When and how advertised: UWA website; *The Meridian Star*; Monster.com**
4. **Number of applications received: 11 (5 black)**
5. **Number of applications meeting published minimum requirements: 9**
6. **Applicants interviewed: 5**
7. **Black applicants not interviewed: 2**
8. **Applicants offered position: 1**
9. **Black applicants interviewed but not offered position: 3**
10. **Person employed: Help Desk Technician - black**
11. **Comments:**

## Faculty/Professional Staff Recruiting Summary

1. **Title of position: Director of honors Program/Specialist in American Literature (rank open)**
2. **Effective date: 8/13/08**
3. **When and how advertised: UWA website; *The Chronicle of Higher Education* (March 7, 2008) and on *Chronicle* website (March 3, 2008 for 30 days)**
4. **Number of applications received: 10 (0 black)**
5. **Number of applications meeting published minimum requirements: 4**
6. **Applicants interviewed: 1**
7. **Black applicants not interviewed: 0**
8. **Applicants offered position: 1**
9. **Black applicants interviewed but not offered position: 0**
10. **Person employed: Director of honors Program/Specialist in American Literature - white**
11. **Comments: The position was filled by a candidate with honors program experience both at UWA and UA. Her publications and teaching experience in the specific fields advertised made this candidate far and away the most qualified to fill the position.**

## Faculty/Professional Staff Recruiting Summary

1. **Title of position: Chairperson, Mathematics**
2. **Effective date: 8/13/08**
3. **When and how advertised: UWA website (Jan., 2008); *The Chronicle of Higher Education* (1/18/08); *The Chronicle of Higher Education* website (Jan. 12 – Feb. 12, 2008)**
4. **Number of applications received: 8 (1 black)**
5. **Number of applications meeting published minimum requirements: 5**
6. **Applicants interviewed: None**
7. **Black applicants not interviewed: 1 (did not meet published minimum requirements)**
8. **Applicants offered position: 1**
9. **Black applicants interviewed but not offered position: 0**
10. **Person employed: Chairperson, Mathematics - white**
11. **Comments: The applicant has performed well as interim department chair and has a genuine interest in serving as chairperson. He came highly recommended by members of his department not serving on the committee so it appears that the department will support him in this position.**

## Faculty/Professional Staff Recruiting Summary

1. **Title of position: Chairperson, Division of Nursing**
2. **Effective date: 9/1/08**
3. **When and how advertised: UWA webpage; *The Chronicle of Higher Education*; *The Meridian Star*; *The Tuscaloosa News***
4. **Number of applications received: 1 (0 black)**
5. **Number of applications meeting published minimum requirements: 1**
6. **Applicants interviewed: 1**
7. **Black applicants not interviewed: 0**
8. **Applicants offered position: 1**
9. **Black applicants interviewed but not offered position: 0**
10. **Person employed: Chairperson, Division of Nursing - white**
11. **Comments:**



**Faculty/Professional Staff Recruiting Summary**

1. **Title of position: PC Technician**
2. **Effective date: 8/27/08**
3. **When and how advertised: UWA website; *The Meridian Star*; Monster.com**
4. **Number of applications received: 11 (5 black)**
5. **Number of applications meeting published minimum requirements: 4**
6. **Applicants interviewed: 4**
7. **Black applicants not interviewed: 3**
8. **Applicants offered position: 1**
9. **Black applicants interviewed but not offered position: 1**
10. **Person employed: PC Technician - black**
11. **Comments:**

## Faculty/Professional Staff Recruiting Summary

1. **Title of position: Student Support Services Counselor**
2. **Effective date: 8/25/08**
3. **When and how advertised: UWA webpage; *The Meridian Star***
4. **Number of applications received: 6 (5 black)**
5. **Number of applications meeting published minimum requirements: 1**
6. **Applicants interviewed: 1**
7. **Black applicants not interviewed: 5**
8. **Applicants offered position: 1**
9. **Black applicants interviewed but not offered position: 0**
10. **Person employed: Student Support Services Counselor - white**
11. **Comments: 3 applications were received after the offer was made and accepted; therefore, these applicants were not considered.**

## Faculty/Professional Staff Recruiting Summary

1. **Title of position: Visiting Professor of Sociology**
2. **Effective date: August 13, 2008**
3. **When and how advertised: UWA website; announcement emailed and mailed to Sociology departments in the region; HigherEdJobs.com**
4. **Number of applications received: 10 (1 black)**
5. **Number of applications meeting published minimum requirements: 4**
6. **Applicants interviewed: 4**
7. **Black applicants not interviewed: 0**
8. **Applicants offered position: 2**
9. **Black applicants interviewed but not offered position: 0**
10. **Person employed: Visiting Professor of Sociology - Black**
11. **Comments:**