

Faculty/Administrative Staff Recruiting Summary

1. **Title of position:** American Literature – Tenure-Track
2. **Effective date:** August 16, 2006
3. **When and how advertised:** Chronicle of Higher Education – October 7, 2005
Affirmative Action Register – October 15, 2005
Six Historically Black Universities
UWA Website – October 1 until filled
4. **Number of applications received:**
45 (2 black)
5. **Number of applications meeting published minimum requirements:**
39 (0 black)
6. **Applicants interviewed:**
7
7. **Black applicants not interviewed:**
0
8. **Applicants offered position:**
1
9. **Black applicants interviewed but not offered position:**
0
10. **Person employed:**
Associate Professor of English - white
11. **Comments:**

Faculty/Administrative Staff Recruiting Summary

1. **Title of position:** **Biology – Tenure-Track**

2. **Effective date:** **August 16, 2006**

3. **When and how advertised:** **Chronicle of Higher Education – October 7, 2005**
 Affirmative Action Register – October 15, 2005
 Several HBCU and other Universities in the Southeast
 UWA Website – October 1, 2005 until filled

4. **Number of applications received:**

 12 (1 black)

5. **Number of applications meeting published minimum requirements:**

 8

6. **Applicants interviewed:**

 3

7. **Black applicants not interviewed:**

 1 Application not complete

8. **Applicants offered position:**

 3

9. **Black applicants interviewed but not offered position:**

 0

10. **Person employed:**

 Visiting Assistant Professor India

11. **Comments:**

Faculty/Administrative Staff Recruiting Summary

1. **Title of position:** **British Literature – Tenure-Track**

2. **Effective date:** **August 16, 2006**

3. **When and how advertised:** **Chronicle of Higher Education – October 7, 2005**
 Affirmative Action Register – October 15, 2005
 Six Historically Black Universities
 UWA Website – October 1, 2005 until filled

4. **Number of applications received:**

 37 (0 black)

5. **Number of applications meeting published minimum requirements:**

 35

6. **Applicants interviewed:**

 6

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 English - white

11. **Comments:**

Faculty/Administrative Staff Recruiting Summary

1. **Title of position:** **Communications – Tenure-Track**

2. **Effective date:** **August 16, 2006**

3. **When and how advertised:** **Chronicle of Higher Education – October 7, 2005**
 Affirmative Action Register – October 15, 2005
 National Communication Association
 May 12-June 12, 2006
 UWA Website – October 1, 2005 until filled

4. **Number of applications received:** **1**

5. **Number of applications meeting published minimum requirements:**

 1

6. **Applicants interviewed:**

 0

7. **Black applicants not interviewed:**

 1

8. **Applicants offered position:**

 0

9. **Black applicants interviewed but not offered position:**

 0

10. **Person employed:**

 None

11. **Comments:**

Since only one application was submitted, it was decided to hold this position until the next academic year.

(February, 1997)

Faculty/Administrative Staff Recruiting Summary

1. **Title of position:** Educational Psychology and Counseling – Tenure-Track
(2 positions)
2. **Effective date:** August 16, 2006
3. **When and how advertised:** Chronicle of Higher Education – October 7, 2005
Affirmative Action Register – October 15, 2005
15 Historically Black Universities
Emails to over 100 Universities
UWA Website – October 1, 2005 until filled
4. **Number of applications received:**
14 (2 black)
5. **Number of applications meeting published minimum requirements:**
6 (2 black)
6. **Applicants interviewed:**
2
7. **Black applicants not interviewed:**
2 One applicant withdrew her application
One applicant submitted application after recommendation had been
made to hire another candidate
8. **Applicants offered position:**
2
9. **Black applicants interviewed but not offered position:**
0
10. **Person employed:**
Assistant Professor of Education Psychology & School Counseling – White
Assistant Professor of Education Psychology & School Counseling - White
11. **Comments:**

Faculty/Administrative Staff Recruiting Summary

1. **Title of position:** Elementary/Early Childhood Education
2. **Effective date:** August 16, 2006
3. **When and how advertised:** Chronicle of Higher Education – October 7, 2005
Affirmative Action Register – October 15, 2005
15 Historically Black Universities
Emails to over 100 Universities
UWA Website – October 1, 2005 until filled
4. **Number of applications received:** 4 (1 black)
5. **Number of applications meeting published minimum requirements:**
4 (1 black)
6. **Applicants interviewed:**
3 (1 black)
7. **Black applicants not interviewed:**
0
8. **Applicants offered position:**
2 (1 black)
9. **Black applicants interviewed but not offered position:**
0
10. **Person employed:**
Assistant Professor of Elementary Education - White
Assistant Professor of Elementary Education - Black
11. **Comments:**

Faculty/Administrative Staff Recruiting Summary

1. **Title of position:** Environmental Geology/Paleontology
2. **Effective date:** August 16, 2006
3. **When and how advertised:** Chronicle of Higher Education – October 7, 2005
Affirmative Action Register – October 15, 2005
Science Headquarters – May 26 – July 26, 2006
UWA Website – October 1, 2005 until filled
4. **Number of applications received:** 7 (1 black)
5. **Number of applications meeting published minimum requirements:**
4
6. **Applicants interviewed:**
2
7. **Black applicants not interviewed:**
1 Did not send completed application
8. **Applicants offered position:**
1
9. **Black applicants interviewed but not offered position:**
0
10. **Person employed:**
Assistant Professor of Geology/Environmental Science - White
11. **Comments:**

Faculty/Administrative Staff Recruiting Summary

1. **Title of position:** **Marketing – Tenure-Track**

2. **Effective date:** **August 16, 2006**

3. **When and how advertised:** **Chronicle of Higher Education – October 7, 2005**
 Affirmative Action Register – October 15, 2005
 American Marketing Association
 May 31 – June 30, 2006
 UWA Website – October 1, 2005 until filled

4. **Number of applications received:** **6 (1 black)**

5. **Number of applications meeting published minimum requirements:**

 6 (1 black)

6. **Applicants interviewed:**

 0

7. **Black applicants not interviewed:**

 1

8. **Applicants offered position:**

 0

9. **Black applicants interviewed but not offered position:**

 0

10. **Person employed:**

 None

11. **Comments:**

**None of the qualified applicants were available for the 2006-07 academic year.
It was decided to put the position on hold until the next academic year.**

Faculty/Administrative Staff Recruiting Summary

1. **Title of position:** **Sociology – Tenure-Track**

2. **Effective date:** **August 16, 2006**

3. **When and how advertised:** **Chronicle of Higher Education – October 7, 2005**
 Affirmative Action Register – October 15, 2005
 American Sociological Association Employment
 Bulletin – December 1, 2005
 Six Historically Black Universities
 UWA Website – October 1, 2005 until filled

4. **Number of applications received:**

 12 (1 black)

5. **Number of applications meeting published minimum requirements:**

 11 (1 black)

6. **Applicants interviewed:**

 9

7. **Black applicants not interviewed:**

 1 Attempted to interview; Applicant had already secured another
 position

8. **Applicants offered position:**

 3

9. **Black applicants interviewed but not offered position:**

 0

10. **Person employed:**

 Assistant Professor of Sociology - Japanese

11. **Comments:**

Faculty/Administrative Staff Recruiting Summary

1. **Title of position:** Chemistry – Tenure-Track
2. **Effective date:** August 16, 2006
3. **When and how advertised:** Chronicle of Higher Education – October 7, 2005
Affirmative Action Register – October 15, 2005
Chemical and Engineering News – May 29, 2006
UWA Website – October 1, 2005 until filled
4. **Number of applications received:**
20 (1 black)
5. **Number of applications meeting published minimum requirements:**
19 (1 black)
6. **Applicants interviewed:**
2 (1 black)
7. **Black applicants not interviewed:**
0
8. **Applicants offered position:**
1
9. **Black applicants interviewed but not offered position:**
1 Another candidate was judged more qualified
10. **Person employed:**
Assistant Professor of Chemistry - Korian
11. **Comments:**

Faculty/Administrative Staff Recruiting Summary

1. **Title of position:** Director of Counseling
2. **Effective date:** August 16, 2006
3. **When and how advertised:** Chronicle of Higher Education – October 15 2005 Issue
Affirmative Action Register – October 15, 2005
Counseling Today – February 2006 Issue
Monitor on Psychology – February 2006 Issue
UWA Website – October 1, 2005 until filled
4. **Number of applications received:** 11 (4 black)
5. **Number of applications meeting published minimum requirements:**
11 (4 black)
6. **Applicants interviewed:**
3 (3 black)
7. **Black applicants not interviewed:**
1 – applicant turned information in late
8. **Applicants offered position:**
1 black
9. **Black applicants interviewed but not offered position:**
2 – other black candidate was more qualified
10. **Person employed:**
Director of Counseling/Instructor Black
11. **Comments:**