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:

(February, 1997)
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: Physical Education – Non-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
   UWA Website – October 1, 2005 until filled

4. Number of applications received:
   11 (1 black)

5. Number of applications meeting published minimum requirements:
   8 (1 black)

6. Applicants interviewed:
   3 (1 black)

7. Black applicants not interviewed:
   0

8. Applicants offered position:
   1 White
   1 Black

9. Black applicants interviewed but not offered position:
   0

10. Person employed:
    Assistant Professor of Physical Education & Athletic Training  Black
    Instructor of Physical Education & Athletic Training  White

11. Comments:

(Feb ruary, 1997)
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

   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: