

Faculty/Professional Staff Recruiting Summary

1. **Title of position:** Accounting
2. **Effective date:** August 15, 2007
3. **When and how advertised:** UWA Web Site – 9-18-06 until filled
Chronicle of Higher Education 9-21-07
Chronicle Website – 9-17-07 – 10-17-07
ACBSP – 10-31-07 Fall Update
4. **Number of applications received:** 4 (1 black)
5. **Number of applications meeting published minimum requirements:** 4 (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
10. **Person employed:** Lecturer – Non-Tenure-Track - White
11. **Comments:**

FACULTY/PROFESSIONAL STAFF RECRUITING SUMMARY

1. Title of position: Instructor of Chemistry

2. Effective date: August 15, 2007

3. When and how advertised: UWA Website – 9-14-2006 until filled
Chronicle of Higher Education – 9-21-07
Chronicle Website – 9-17-07 thru 10-17-07

4. Number of applications received: 2 (0 black)

5. Number of applications meeting published minimum requirements: 2

6. Applicants interviewed: 2

7. Black applicants not interviewed: 0

8. Applicants offered position: 1

9. Black applicants interviewed but not offered position: 0

10. Person employed: Instructor - White

11. Comments: Difficult to hire a MS candidate in this field and we did not receive any black
candidates during this search.

(February, 1997)

Faculty/Professional Staff Recruiting Summary

1. Title of position: Dean- College of Business
2. Effective date: August 15, 2007
3. When and how advertised: UWA Web Site – 10-3-2006 until filled
Chronicle of Higher Education – 9-21-2007
Chronicle Website – 9-17-2007 thru 10-17-2007
ACBSP – 10-31-2006 Fall Update
Letters to historically black institutions and other
Ph.D. institutions in the South
4. Number of applications received: 12 (1 black)
5. Number of applications meeting published minimum requirements: 10 (1 black)
6. Applicants interviewed: 5 (1 black)
7. Black applicants not interviewed: 0
8. Applicants offered position: 1
9. Black applicants interviewed but not offered position: 1
10. Person employed: Dean, Professor of Business - White
11. Comments: The only black applicant, Dr. Ira Bates, had no academic administration experience. The position is, of course, primarily an administrative position and thus applicants with such experience were deemed better qualified.

Faculty/Professional Staff Recruiting Summary

1. **Title of position:** Director, Regional Center for Community and Economic Development
2. **Effective date:** August 15, 2007
3. **When and how advertised:** UWA Web Site –
Chronicle of Higher Education
Chronicle Website
Meridian Star – June 2007
Demopolis Times – June 2007
Thomasville Times – June 28, 2007
4. **Number of applications received:** 6 (1 black)
5. **Number of applications meeting published minimum requirements:** 6
6. **Applicants interviewed:** 4 (1 black)
7. **Black applicants not interviewed:** 0
8. **Applicants offered position:** 1
9. **Black applicants interviewed but not offered position:** 1
10. **Person employed:** Director - White
11. **Comments:**

Faculty/Professional Staff Recruiting Summary

1. **Title of position:** Assistant Professor – Elementary Education
2. **Effective date:** January 3, 2008
3. **When and how advertised:** UWA Web Site – 9-7-2007 until filled
Chronicle of Higher Education
Letters to historically black colleges and universities
Emails
4. **Number of applications received:** 4 (0 black)
5. **Number of applications meeting published minimum requirements:** 4
6. **Applicants interviewed:** 2
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 - White
11. **Comments:**

Faculty/Professional Staff Recruiting Summary

1. **Title of position:** Assistant Professor of History
2. **Effective date:** August 15, 2007
3. **When and how advertised:** UWA Web Site – 5-30-2007 until filled
Chronicle of Higher Education – 6-15-2007
Chronicle Website – 6-11-2007 thru 7-11-2007
Chronicle of Higher Education – 7 – 20-2007
Chronicle Website – 7-16-2007 thru 8-16-2007
4. **Number of applications received:** 16 (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:** R. Volney Riser
11. **Comments:** Only one applicant fit requirements

Faculty/Professional Staff Recruiting Summary

1. **Title of position:** Management
2. **Effective date:** August 15, 2007
3. **When and how advertised:** UWA Web Site – April 10, 2007 until filled
Chronicle of Higher Education – April 27, 2007
Chronicle Website – April 23, 2007 thru May 23, 2007
4. **Number of applications received:** 15 (2 black)
5. **Number of applications meeting published minimum requirements:** 7 (1 black)
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:** Associate Professor - White
11. **Comments:**

Faculty/Professional Staff Recruiting Summary

1. **Title of position:** **Marketing**
2. **Effective date:** **August 15, 2007**
3. **When and how advertised:** **UWA Web Site – 9-14-2006 until filled**
 Chronicle of Higher Education – 9-21-2007
 Chronicle Website – 9-17-2007 thru 10-17-2007
 AMA Website – 9-22-2007 thru 10-22-2007
 ACBSP – 10-31-2006 Fall Update
4. **Number of applications received:** **6 (0 black)**
5. **Number of applications meeting published minimum requirements:** **5**
6. **Applicants interviewed:** **2**
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 - White**
11. **Comments:**

FACULTY/PROFESSIONAL STAFF RECRUITING SUMMARY

- 1. Title of position: Assistant Professor of Nursing

- 2. Effective date: January 1, 2008

- 3. When and how advertised: UWA Website – 9-25-2007 until filled
Tuscaloosa News – 10-7-2007 and 10-10-2007
Meridian Star – 10-7-2007 and 10-10-2007
Birmingham News – 10-6-2007 and 20-7-2007
Chronicle of Higher Education – 9-21-2007
Chronicle Website – 9-17-2007 thru 10-17-2007
Nursing jobs Website – 10-1-2207 thru 11-1-2007

- 4. Number of applications received: 2 (0 black)

- 5. Number of applications meeting published minimum requirements: 2

- 6. Applicants interviewed: 2

- 7. Black applicants not interviewed: No applicants

- 8. Applicants offered position: 1

- 9. Black applicants interviewed but not offered position: none

- 10. Person employed: Deborah Carlisle

- 11. Comments: One applicant withdrew her application after interview

Faculty/Professional Staff Recruiting Summary

1. **Title of position:** Assistant Professor of Biology (Plant Ecology and Ecological Restoration)
2. **Effective date:** August 15, 2007
3. **When and how advertised:** UWA Web Site – 4- 5-2007, 2007 until filled
Chronicle of Higher Education – 5-18-2007
Chronicle of Higher Education webpage – 5-18-2007 to 6-16-2007
4. **Number of applications received:** 9 (1 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:** Assistant Professor - White

Comments: Part of this position involves establishment and management of the Black Belt Conservation Research Institution at UWA. Dr. Stanton was the only applicant with the required knowledge of Black Belt Ecology.

Faculty/Professional Staff Recruiting Summary

1. **Title of position:** Assistant professor, Research, Statistics & Educational Technology
2. **Effective date:** August 15, 2007
3. **When and how advertised:** UWA web site – 3-12-07 until filled
Letters sent to historically Black Colleges along with emails
Chronicle of Higher Education – 3-23-2007
Chronicle Website – 3-19-2007 – 4-20-2007
EdJobs.com Website – 3-12-2007 – 5-13-2007
4. **Number of applications received:** 20 (1 black)
5. **Number of applications meeting published minimum requirements:** 8 (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
10. **Person employed:** Assistant Professor - White
11. **Comments:**

Faculty/Professional Staff Recruiting Summary

1. **Title of position:** Assistant Professor – Special Education – 2 positions
2. **Effective date:** August 15, 2007
3. **When and how advertised:** UWA Web Site – 3-12-2007 until filled
Letters sent to historically black colleges along with emails
Chronicle of Higher Education – 3-23-2007
Chronicle Website – 3-19-2007 thru 4-19-2007
EdJobs.com Website – 3-12-2007 thru 5-12-2007
4. **Number of applications received:** 10 (1 black)
5. **Number of applications meeting published minimum requirements:** 4 (1 black)
6. **Applicants interviewed:** 2 (1 black)
7. **Black applicants not interviewed:** 0
8. **Applicants offered position:** 2
9. **Black applicants interviewed but not offered position:** 0
10. **Person employed:** Assistant Professor – Black
Associate Professor - White
11. **Comments:**