Faculty/Professional Staff Recruiting Summary

1. Title of position: Accounting

2. Effective date: August 12, 2009

3. When and how advertised: UWA website

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: Accounting (white)

11. Comments: There were no black applicants for the position.
Faculty/Professional Staff Recruiting Summary

1. Title of position: Admissions Counselor

2. Effective date: June 1, 2009

3. When and how advertised: UWA website

4. Number of applications received: 14 (5 black)

5. Number of applications meeting published minimum requirements: 10

6. Applicants interviewed: 5

7. Black applicants not interviewed: 1 (did not show up for interview)

8. Applicants offered position: 1

9. Black applicants interviewed but not offered position: 3

10. Person employed: Admissions Counselor (black)

11. Comments:
Faculty/Professional Staff Recruiting Summary

1. Title of position: Assistant Professor, Elementary Education

2. Effective date: August, 2009

3. When and how advertised: UWA website (9/5/08 – 3/09); The Chronicle of Higher Education (Sept.); The Chronicle of Higher Education website (Sept.)

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

5. Number of applications meeting published minimum requirements: 5

6. Applicants interviewed: 5

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, Elementary Education (white)

11. Comments: There was one black applicant not interviewed because she withdrew her name from consideration.
Faculty/Professional Staff Recruiting Summary

1. Title of position: Assistant Professor, Online Programs

2. Effective date: January 9, 2009

3. When and how advertised: UWA website; HBCUs; Chronicle for Higher Education

4. Number of applications received: 12 (0 black)

5. Number of applications meeting published minimum requirements: 6

6. Applicants interviewed: 3

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, Online Programs (white)

11. Comments: Applicants that were not interviewed did not meet minimum requirements.
Faculty/Professional Staff Recruiting Summary

1. Title of position: Assistant Professor, Online Programs

2. Effective date: January 9, 2009

3. When and how advertised: UWA website; HBCUs; email; and letters

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: 2

9. Black applicants interviewed but not offered position: 0

10. Person employed: Assistant Professor, Online Programs (white)

11. Comments:
Faculty/Professional Staff Recruiting Summary

1. Title of position: Assistant to the Director of Bands and Percussion Section Director

2. Effective date: August 12, 2009

3. When and how advertised: UWA website

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 to the Director of Bands and Percussion Section Director (white)

11. Comments: There were no black applicants for the position.
Faculty/Professional Staff Recruiting Summary

1. Title of position: Assistant Men’s Basketball Coach

2. Effective date: July 1, 2009

3. When and how advertised: UWA website

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

5. Number of applications meeting published minimum requirements: 2

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 Men’s Basketball Coach (black)

11. Comments:
Faculty/Professional Staff Recruiting Summary

1. Title of position: Director, BEST Grant Program

2. Effective date: August 17, 2009

3. When and how advertised: UWA website

4. Number of applications received: 12 (12 black)

5. Number of applications meeting published minimum requirements: 7

6. Applicants interviewed: 3

7. Black applicants not interviewed: 9

8. Applicants offered position: 1

9. Black applicants interviewed but not offered position: 2

10. Person employed: Director, BEST Grant Program (black)

11. Comments: Person hired had extensive experience working with federal grants.
Faculty/Professional Staff Recruiting Summary

1. Title of position: Center for Business and Economic Services Director

2. Effective date: October 1, 2009

3. When and how advertised: UWA website; Alabama Career Center

4. Number of applications received: 7 (1 black)

5. Number of applications meeting published minimum requirements: 2

6. Applicants interviewed: 2

7. Black applicants not interviewed: 1

8. Applicants offered position: 1

9. Black applicants interviewed but not offered position: 0

10. Person employed: Center for Business and Economic Services Director (white)

11. Comments: Black candidate did not meet minimum requirements for position.
Faculty/Professional Staff Recruiting Summary

1. Title of position: Computer Information Systems

2. Effective date: August, 2009

3. When and how advertised: UWA website (9/5/08 – 3/09); The Chronicle of Higher Education (Sept.); The Chronicle of Higher Education website (Sept)

4. Number of applications received: 14 (0 black)

5. Number of applications meeting published minimum requirements: 8

6. Applicants interviewed: 7 by telephone/1 on campus

7. Black applicants not interviewed: 0

8. Applicants offered position: 1

9. Black applicants interviewed but not offered position: 0

10. Person employed: CIS (white)

11. Comments: There were no black applicants for the position.
Faculty/Professional Staff Recruiting Summary

1. Title of position: Director of Educational Programming for the Center for the Study of the Black Belt

2. Effective date: January 7, 2009

3. When and how advertised: UWA website; American Association of State and Local History job service (Sept); American Museums Association (Sept)

4. Number of applications received: 6 (2 black)

5. Number of applications meeting published minimum requirements: 4

6. Applicants interviewed: 1

7. Black applicants not interviewed: 2

8. Applicants offered position: 1

9. Black applicants interviewed but not offered position: 0

10. Person employed: Director of Educational Programming for the Center for the Study of the Black Belt (white)

11. Comments: The two black applicants who were not interviewed, also did not meet the published minimum requirements. The job announcement required a master’s degree in anthropology, archaeology, history or a related field. Both of these candidate master’s degrees were in guidance and counseling and their bachelor’s degrees were criminal justice and elementary education respectively.
Faculty/Professional Staff Recruiting Summary

1. Title of position: Dean of the College of Natural Sciences and Mathematics

2. Effective date: August 12, 2009

3. When and how advertised: UWA website (9/5/08 – 3/09); The Chronicle of Higher Education (Sept.); The Chronicle of Higher Education website (Sept.)

4. Number of applications received: 5 (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: Dean of the College of Natural Sciences and Mathematics (other)

11. Comments: There were no black applicants for the position.
Faculty/Professional Staff Recruiting Summary

1. Title of position: Assistant Professor of Education, Online Programs

2. Effective date: January 9, 2009

3. When and how advertised: UWA website; Chronicle of Higher Education website (Sept); Chronicle of Higher Education print (Sept)

4. Number of applications received: 22 (0 black)

5. Number of applications meeting published minimum requirements: 22

6. Applicants interviewed: 5 (by telephone) and 3 (on-campus)

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 Education, Online Programs (white)

11. Comments:
Faculty/Professional Staff Recruiting Summary

1. Title of position: Educational Research/Educational Technology

2. Effective date: May 29, 2009

3. When and how advertised: UWA website; Chronicle of Higher Education; HBCUs

4. Number of applications received: 11 (0 black)

5. Number of applications meeting published minimum requirements: 8

6. Applicants interviewed: 1 (on-campus) and 3 (by telephone)

7. Black applicants not interviewed: 0

8. Applicants offered position: 1

9. Black applicants interviewed but not offered position: 0

10. Person employed: Educational Research/Educational Technology (white)

11. Comments:
Faculty/Professional Staff Recruiting Summary

1. Title of position: Assistant Professor, Elementary Education, Online Programs

2. Effective date: August 12, 2009

3. When and how advertised: UWA website; Chronicle of Higher Education website (Sept); Chronicle of Higher Education print (Sept)

4. Number of applications received: 8 (1 black)

5. Number of applications meeting published minimum requirements: 3

6. Applicants interviewed: 3

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, Elementary Education, Online Programs (white)

11. Comments: The black applicant withdrew her name from consideration.
Faculty/Professional Staff Recruiting Summary

1. Title of position: Assistant Professor, Elementary Education, Online Programs Liaison

2. Effective date: 8/12/09

3. When and how advertised: UWA website (Sept, 2008 until filled); The Chronicle of Higher Education (Sept.); The Chronicle of Higher Education website (Sept)

4. Number of applications received: 6

5. Number of applications meeting published minimum requirements: 3

6. Applicants interviewed: 3

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, Elementary Education, Online Programs Liaison (white)

11. Comments: There were no black candidates for this position

(February, 1997)
Faculty/Professional Staff Recruiting Summary

1. Title of position: Assistant Football Coach - Secondary

2. Effective date: February 1, 2009

3. When and how advertised: NCAA news On-Line

4. Number of applications received: 109

5. Number of applications meeting published minimum requirements: 13

6. Applicants interviewed: 1

7. Black applicants not interviewed: 2

8. Applicants offered position: 1

9. Black applicants interviewed but not offered position: 0

10. Person employed: Assistant Football Coach - Secondary (black)

11. Comments:
Faculty/Professional Staff Recruiting Summary

1. Title of position: Grant Specialist

2. Effective date: June 1, 2009

3. When and how advertised: UWA website

4. Number of applications received: 5 (0 black)

5. Number of applications meeting published minimum requirements: 4

6. Applicants interviewed: 5

7. Black applicants not interviewed: 0

8. Applicants offered position: 1

9. Black applicants interviewed but not offered position: 0

10. Person employed: Grant Specialist (white)

11. Comments:
Faculty/Professional Staff Recruiting Summary

1. Title of position: Grant Specialist

2. Effective date: April 1, 2009

3. When and how advertised: UWA website; The Meridian Star; The Tuscaloosa News

4. Number of applications received: 21 (5 black)

5. Number of applications meeting published minimum requirements: 12

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: Grant Specialist (white)

11. Comments: Person hired was the unanimous selection of the Search Committee. His personality and qualifications are well-suited for OSP. His expertise and energy will enhance the goals of the office.
Faculty/Professional Staff Recruiting Summary

1. Title of position: Inorganic Chemistry, Rank Open, Tenure Track

2. Effective date: August 12, 2009

3. When and how advertised: UWA website (9/10/08 – 2/09); The Chronicle of Higher Education (Sept.); The Chronicle of Higher Education website (Sept.); Higheredjob.com (Sept – Nov)

4. Number of applications received: 14 (0 black)

5. Number of applications meeting published minimum requirements: 14

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: Inorganic Chemistry, Rank Open, Tenure Track (white)

11. Comments: There were no black applicants for the position.
Faculty/Professional Staff Recruiting Summary

1. Title of position: Assistant Professor of Library Media

2. Effective date: August, 2009

3. When and how advertised: UWA website (9/5/08 – 3/09); The Chronicle of Higher Education (Sept.); The Chronicle of Higher Education website (Sept); 30 letters to HBCUs

4. Number of applications received: 4 (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 Library Media (white)

11. Comments:
Faculty/Professional Staff Recruiting Summary

1. Title of position: Projects and Policy Coordinator

2. Effective date: October 1, 2009

3. When and how advertised: UWA website; multiple newspapers

4. Number of applications received: 11 (3 black)

5. Number of applications meeting published minimum requirements: 8

6. Applicants interviewed: 1

7. Black applicants not interviewed: 2

8. Applicants offered position: 1

9. Black applicants interviewed but not offered position: 0

10. Person employed: Projects and Policy Coordinator (white)

11. Comments: The top 2 candidates called for interview turned down position because of salary. One black candidate did not have a completed file and the other had taken a position elsewhere when contacted.
Faculty/Professional Staff Recruiting Summary

1. Title of position: Tenure-track position in Sociology (open rank)

2. Effective date: August, 2009

3. When and how advertised: UWA website; *The Chronicle of Higher Education* (March – May 1); *The Chronicle of Higher Education* website; The Affirmative Action Register; Higheredjobs.com

4. Number of applications received: 28 (6 black)

5. Number of applications meeting published minimum requirements: 28

6. Applicants interviewed: 2

7. Black applicants not interviewed: 6

8. Applicants offered position: 1

9. Black applicants interviewed but not offered position: 0

10. Person employed: Tenure-track position in Sociology (open rank) (white)

11. Comments: Black applicants did not meet minimum qualifications.
Faculty/Professional Staff Recruiting Summary

1. Title of position: Assistant Professor, Special Education, Online Programs

2. Effective date: January 9, 2009

3. When and how advertised: UWA website; Chronicle of Higher Education website (Sept); Chronicle of Higher Education print (Sept)

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, Special Education, Online Programs (white)

11. Comments:
Faculty/Professional Staff Recruiting Summary

1. Title of position: Assistant Professor, Special Education, Online Programs (non-tenure)

2. Effective date: August, 2009

3. When and how advertised: UWA website (9/5/08 – 3/09); The Chronicle of Higher Education (Sept.); The Chronicle of Higher Education website (Sept.)

4. Number of applications received: 6 (1 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, Special Education, Online Programs (non-tenure) - (black)

11. Comments:
Faculty/Professional Staff Recruiting Summary

1. **Title of position:** Assistant Professor, Theatre and Speech

2. **Effective date:** August 12, 2009

3. **When and how advertised:** UWA website (9/5/08 – 3/09); *The Chronicle of Higher Education* (Sept.); *The Chronicle of Higher Education* website (Sept.)

4. **Number of applications received:** 19 (0 black)

5. **Number of applications meeting published minimum requirements:** 17

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, Theatre and Speech (white)

11. **Comments:** The candidate’s experience not only in acting and directing but also in stagecraft made him a very fine fit for the position.
Faculty/Professional Staff Recruiting Summary

1. Title of position: Assistant Volleyball Coach

2. Effective date: July 1, 2009

3. When and how advertised: UWA website; NCAA Employment On-Line

4. Number of applications received: 19 (0 black)

5. Number of applications meeting published minimum requirements: 5

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 Volleyball Coach (white)

11. Comments: