

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

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:**