

Faculty/Professional Staff Recruiting Summary

1. **Title of position: Dean, College of Liberal Arts**
2. **Effective date: 8/15/08**
3. **When and how advertised: UWA webpage (4/16/08 – 6/16/08); *The Chronicle of Higher Education* (August 10 & 17, 2008); individual letters to selected HBCUs (Dee Ann Andrews has list)**
4. **Number of applications received: 10 (2 black)**
5. **Number of applications meeting published minimum requirements: 9**
6. **Applicants interviewed: 2**
7. **Black applicants not interviewed: 1**
8. **Applicants offered position: 0**
9. **Black applicants interviewed but not offered position: 0**
10. **Person employed: Current Interim Dean retained - white**
11. **Comments: Dr. Emmanuel Egar, a Nigerian, never completed his application and was thus not interviewed. The second black candidate, Dr. Larry LeFlore, declined an invitation to come to campus for an interview. Two other candidates interviewed, both Caucasian, accepted other positions, as did Drs. Heimmerman and Vaughan, who were not interviewed.**