

Department of Geography
University of Alabama
Hiring Plan
September 17, 2013

Preface: This hiring plan is designed to detail the processes and the timeframes within which actions will be taken to hire two assistant professor positions in physical geography in the 2013-2014 academic year. The hiring process will occur in three phases each of which will involve documentation of proactive efforts to include quality candidates from underrepresented groups and efforts to maintain fairness in screening, selecting, and evaluating all applicants.

Phase 1: Posting Process	Timeline
Create Job Descriptions	Early September (completed)
Prepare Vacancy Announcement ¹	Early-September (completed)
Form Search Committee ²	Mid-September
Obtain Approval to Post Announcement	Mid- September
Develop and Implement Recruitment Plan ³	Mid- September
Post Vacancy Announcement	Early October
Phase 2: Pre-Selection	
Screen Applicants to Develop Groups 1-3	First Week of November
Request Letters of Reference from Groups 1 and 2	First Week of November
Schedule On-Campus Interviews for Group 1	Second Week of November
Convene Interview Panel ²	Second Week of November
Develop Interview Questions and Rating Process	Second Week of November
Phase 3: Selection	
Conduct On-Campus Interviews for position 1	December 2-11
Get Approval to Make Offer for position 1	December 12-17
Make Offer to Candidate for position 1	December 18-20
Conduct On-Campus Interviews for position 2	January 13-17
Get Approval to Make Offer for position 2	January 21-24
Make Offer to Candidate for position 2	January 27-31
Documentation	
Recruitment Outreach Log	Late February
Memo Explaining Selection Reasons and Process Followed	Late February
Affirmative Action Forms	Late February
All C.V.s	Late February
Summary of Interview Questions and Rating Process	Late February
Summary of On-Campus Interviews	Late February
Reference Documentation	Late February
Completed Employment Application Form	Late February

1. Draft Vacancy Announcement (approved by faculty 9/17)

ALABAMA, TUSCALOOSA 35487-0322. The University of Alabama, Department of Geography invites applications for **two** tenure-track (9-month) faculty positions in **physical geography** at the rank of **Assistant Professor**, start date August 16, 2014. These new positions will support the expansion of our Department including our recent initiative to develop a Ph.D. program specializing in Physical Geography. Successful candidates will demonstrate excellence in teaching and research, as well as potential for developing robust, externally-funded research programs that complement one or more of the department's broader research foci including: coupled human-environment systems, environmental management and change, and human impacts on the environment (see geography.ua.edu). A Ph.D. in Geography or closely related discipline at time of appointment is required.

The University of Alabama is rapidly growing (approximately 35,000 students) and provides excellent faculty support and many opportunities to collaborate with scientists on the Tuscaloosa campus including the new NOAA National Water Center www.nws.noaa.gov/oh/nwc/. Formal Review of applications will begin November 4, 2013, and will continue until the positions are filled. Apply online at <http://facultyjobs.ua.edu>. Applicants should be prepared to attach a cover letter, CV (including contact information for at least three references), and statements of research and teaching interests.

The University of Alabama is an Equal Opportunity/Affirmative Action employer, and actively seeks ethnic, gender, and racial diversity among its employees. We strongly encourage applications from individuals with a variety of backgrounds and perspectives. For additional information, contact the Search Committee Chair, Matthew Therrell (mdtherrell@ua.edu).

2. Search Committee

The Search Committee for this hire will consist of ten tenure/tenure track faculty members, including Matthew Therrell (Search Committee Chair), Seth Appiah-Opoku, Hobson Bryan, Sagy Cohen, Lisa Davis, Justin Hart, Jeff Richetto, Jason Senkbeil, Doug Sherman, and Joe Weber. This committee is gender, racially, and culturally diverse, having Caucasian, African, Mexican-American, and Jewish ethnicities and both male and female members.

In addition to the Search Committee, an Interview Panel will be formed in Phase 2 to aid in maintaining fairness in the selection and evaluation of applicants. The Interview Panel will be charged with developing a standard set of questions and evaluation criteria that they will use with finalists during their on-campus interview. Qualifications, expectations, and duties listed in the vacancy announcement will be used by the Search Committee, in the Pre-Selection Phase to identify the best applicants (Group 1).

3. Recruitment Plan

The Search Committee will be proactive in identifying and securing the best possible applicants, including quality applicants from underrepresented groups, by following the "Active Recruiting Continuum" recommended by Human Resources at UA. Details of the Committee's Recruitment efforts are summarized in Table 1. As described in Table 1, the Committee will solicit

applications from universities outside of the U.S. and advertise in outlets that will reach applicants in related natural science disciplines. Additionally committee members will personally contact grad directors and other faculty at PhD granting Geography programs with large pools of minority graduates, to discuss the positions (Table 2). These strategies are being employed because of the low number of minorities (ethnic and gender-based) with Ph.D.s in the discipline of Geography. According to data collected and supplied by the Association of American Geographers (AAG) only 34.40% of Geographers with a Ph.D. in 2010 were female. This statistic includes Ph.D. students that were ABD at the time of reporting and makes no differentiation between human and physical geography sub-specialties. The number of *physical geographers* that are women with Ph.D.s is likely to be much lower than 34.40%. Also few Ethnic minorities earned Ph.D.s in Geography in 2010 (e.g., African American (3%), Asian (11%), Hispanic (3%), Native Alaskan (0.03%), Native American (0.53%), and Pacific Islander (0.18%)).

Table 1. Active Recruiting Continuum for Physical Geography Hire 2013-2014

*indicates effort to increase number of minority applicants

Plans for Advertising	Plans for Directed Mailings - will use the following to identify people for directed mailings:	Plans for Direct Contact
Association of American Geographers (AAG) – Jobs in Geography; Department Chair’s ListServ; AAG Specialty Group ListSers: climelist, geomorphlist, water resources, women in geography*	AAG Guide to Programs Society for Women Geographers (Pruitt Minority Fellowship Winners)	Calls to colleagues at other universities to identify potential candidates (See following table)*
American Geophysical Union (AGU) - newsletter (EOS); Gilbert Club ListServ	Colorado University’s Worldwide Directory to Geography Programs*	Meet with potential applicants at conferences: SEDAAG and GSA
Association for Women Geoscientists* website and newsletter	Referrals from Colleagues at other institutions*	Invite potential applicants identified for direct mailing to present in Department Colloquium to generate interest in applying*
National Association of Black Geologists and Geophysicists*	Websites for Geography/Geoscience Departments located at HBCUs*	/
Minority Faculty Applicant Database – Jimmy Williams*	Applicant pool from 2012-2013 search	
UA Hiring Page	Southern Regional Education Board (SREB) Online Doctoral Scholars Directory*	
	Schedule of presentations for AGU, Geological Society of America (GSA), and Southeastern Division of the Association of American Geographers (SEDAAG) meetings	

Table 2. Graduate Programs with large minority component to be called by search committee members.

Institution	Caller	Grad Director Contact
1. ARIZONA STATE UNIVERSITY	Senkbeil	
2. FLORIDA STATE UNIVERSITY	Davis	NAMES IN THIS COLUMN DELETED
3. INDIANA UNIVERSITY	Therrell	
4. KANSAS STATE UNIVERSITY	Senkbeil	
5. LOUISIANA STATE UNIV	Hart	
6. MONTANA STATE UNIVERSITY	Hart	
7. OHIO STATE UNIVERSITY	Cohen	
8. PENNSYLVANIA STATE UNIVERSITY	Hart	
9. SAN DIEGO STATE UNIVERSITY	Cohen	
10. TEXAS A & M UNIVERSITY	Sherman	
11. UNIVERSITY OF ARIZONA	Senkbeil	
12. UCLA	Therrell	
13. UC, SANTA BARBARA	Cohen	
14. UNIVERSITY OF COLORADO	Cohen	
15. UNIVERSITY OF CONNECTICUT	Hart	
16. UNIVERSITY OF FLORIDA	Davis	
17. UNIVERSITY OF GEORGIA	Davis	
18. UNIVERSITY OF KANSAS	Sherman	
19. UNIVERSITY OF MARYLAND-CP	Therrell	
20. UNIVERSITY OF MINNESOTA	Therrell	
21. UNIVERSITY OF OREGON	Davis	
22. UNIVERSITY OF TEXAS	Sherman	