Department of

Dedman College

SEARCH SUMMARY FOR PROFESSOR OF

Tenured/Tenure Track Position

Search Committee Members:

Chair of Committee: Karen Smith (Professor, white female)

Thomas Garcia (Associate Professor, Hispanic male) Daniel Thomas (Professor, black male)

Xan Ye (Associate Professor, Asian female)

Recruitment Plan

The position was posted on the following websites (please list where you have posted ads): Hispanic Outlook in Higher Education

Chronicle of Higher Education

Journal of Blacks in Higher Education

Trade journal for department (fill in if applicable)

Dedman College website

Additionally, the job announcement was directly emailed around the country to individuals and/or department chairs at universities with strong reputations and programs in these respective areas. A total of email solicitations were sent.

This solicitation yielded applicants.

Applicants:

Letters of application were received from females and males. Each applicant received

an email acknowledgment of their application that included the Applicant Data Request form link for the applicant to fill out online for the Office of Institutional Access and Equity.

Applicants contacted by telephone (3 females, 3 males):

John Smith (male) Betsy White (female) Tommy Jones (male) Sarah Black (female) Irene Payne (female) Paul Johnson (male)

Applicants chosen for campus interviews (2 males; 1 female) and keeping the other candidates as alternatives

John Smith (male) Betsy White (female) Tommy Jones (male)

Selection Process: **Phone Interviews:**

To arrive at the list of candidates for the phone interviews, each member of the committee read through the dossiers of material provide by the job candidates. Those files included a letter of application, letters of recommendation, cv's, transcripts, etc. Applicants' strengths were assessed in terms of their research - its scope and sophistication — and their research and professional accomplishments thus far. The committee identified the (number of phone

interviews) we perceived as the strongest scholars in the field of . This
judgment was based on the committee's evaluation of the written materials they sent, what their recommenders said about the expected contribution of their dissertation to the field. We also evaluated their experience and interests as teachers. We subsequently arranged for telephone

interviews with all candidates to discuss their research and teaching and give them
preliminary information about SMU.

**On Campus Interviews:**

The applicants for on campus interviews were selected by the committee in terms of the sophistication of their responses to requests about their research. The committee was especially interested in how the candidates were able to place their work in dialogue with some of the most recent and central issues of their disciplines. The three selected are doing work which engages the most important issues in their fields. Their recommenders see them as among the very most promising of their students. All of the telephone candidates discussed the kinds of courses they would like to develop for our department.

John Smith (Ph.D., UT Austin 2004) is currently an Assistant Professor at UCLA. Dr. Smith was chosen for an on campus interview based on (list 2 or three facts why he was specifically chosen)

Betsy White (Ph.D., UNT 2004) is currently an Assistant Professor at Ohio State University. Dr. White was chosen for an on campus interview based on (list 2 or three
facts why she was specifically chosen)

Tommy Jones (Ph.D., UTD 2005) is currently an Assistant Professor at Penn State. Dr. White was chosen for an on campus interview based on (list 2 or three facts why
he was specifically chosen)

Attachments:

Complete application files on short list and on campus candidates