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**Re: candidate evaluations for FSAAD**

1 message

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**Sean Edmund Rogers** <rogers@uri.edu>  
To: Earl Smith III <esmithiii@uri.edu>  
Cc: Christopher Hunter <cdhunter@uri.edu>, Louis Fosu <loufosu@uri.edu>

Wed, Nov 27, 2019 at 10:32 PM

Agreed!

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**Sean Edmund Rogers, Ph.D., SPHR, SHRM-SCP**  
Spachman Professor of HR & Labor Relations  
College of Business  
University of Rhode Island  
[www.seanedmundrogers.com](http://www.seanedmundrogers.com)

*Sent from my iPhone. Please pardon any typos.*

On Nov 27, 2019, at 21:07, Earl Smith III <esmithiii@uri.edu> wrote:

Ok. Well we have a tremendous history of lowballing potential talented faculty and staff. Maybe we represent one the last vestiges prison industries that he wants to dismantle and expose. He made it clear to mention prison industries in the Rhode Island and Providence plantations. Not too many people have the courage and conviction to mention that in an interview.

Sent from my iPhone

On Nov 27, 2019, at 7:54 PM, Sean Edmund Rogers <rogers@uri.edu> wrote:

Very good to hear fellas! Sounds like a missed a treat of a presentation.

I suspect (or at least hope) we'll have no trouble selecting him and extending him an offer. The challenge will be matching his salary expectations. He already knows the anticipated range which is well below where he's at now (about half). I thought he would balk and pull out of the running once he learned our range, but he decided to visit URI anyway - so perhaps there is hope for us!

Sean

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On Nov 27, 2019, at 19:27, Christopher Hunter <cdhunter@uri.edu> wrote:

Brother Rogers,

Simply, it was one of the most impressive presentations I thought I had ever seen in the way he structured the issues, understood issues, shared his different levels of work in this area, and envisioned how this position could be transformative. He linked into the URI pillars, our existing percentages of people vs state at student and faculty levels. He left no stone unturned. He, without any doubt, is a person we need at URI to move our office of Community, Equity, & Diversity. He has the temperament, the breadth and depth of knowledge, existing networks, collaborative nature, and vision to help move us forward.

The search has yielded a champion, not a "he's ok". Move quickly with your search committee to get him an offer.

Brother Hunter

On Wed, Nov 27, 2019, 6:53 PM Sean Edmund Rogers <[rogers@uri.edu](mailto:rogers@uri.edu)> wrote:

Gentlemen, I look forward to hearing feedback about Harry Alston's presentation. Unfortunately I was unable to make it to campus this morning - I had too much work to do before a 2pm flight out of PVD. But I did meet with him yesterday in a small-group meeting.

Have a nice break!

Sean

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On Nov 26, 2019, at 05:40, Louis Fosu <[loufosu@uri.edu](mailto:loufosu@uri.edu)> wrote:

Good morning Sean, hope all is well. Could you please check with Mary so she is sure to email candidate evaluations to all our FSAAD group members who attend the Affinity group meeting with Harry Alston.

Chris did not receive an evaluation email after he met with Jay.

They need to hear from us to avoid repeating this: <https://web.uri.edu/ccj/people/>

I will be at the 1.40pm open session today and the 11am presentation tomorrow. Peace, Lou

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