

FORWARD Search Committee Member Training
Searching for Excellence
February 9th or 10th, 2011

Attendance

Thirty individuals attended and 28 completed evaluations.

- Twenty individuals identified as faculty and three identified as staff, three identified as administrators and two identified as other.

Quantitative Results from the Evaluation Form

I will be able to use the information that I learned today in my role on search committees.

		Frequency	Percent	Cumulative Percent
Valid	Agree	7	25.0	25.0
	Strongly Agree	21	75.0	100.0
	Total	28	100.0	

The presentation was clear and well-organized

		Frequency	Percent	Cumulative Percent
Valid	Agree	8	28.6	28.6
	3.50	1	3.6	32.1
	Strongly Agree	19	67.9	100.0
	Total	28	100.0	

I feel that my knowledge of how to identify and recruit a diverse pool of applicants has increased after today's training

		Frequency	Percent	Cumulative Percent
Valid	Disagree	2	7.1	7.1
	Agree	13	46.4	53.6
	Strongly Agree	13	46.4	100.0
	Total	28	100.0	

I feel I have acquired new information or understanding about how to address gender inequity during the faculty search process.

		Frequency	Percent	Cumulative Percent
Valid	Disagree	1	3.6	3.6
	Agree	15	53.6	57.1
	Strongly Agree	12	42.9	100.0
	Total	28	100.0	

I will be able to implement new strategies to address unconscious bias during the faculty search process as a result of my participation in this training

		Frequency	Percent	Cumulative Percent
Valid	Disagree	1	3.6	3.6
	Agree	11	39.3	42.9
	Strongly Agree	16	57.1	100.0
	Total	28	100.0	

I would recommend this training to others

		Frequency	Percent	Cumulative Percent
Valid	Agree	6	21.4	22.2
	Strongly Agree	21	75.0	100.0
	Missing Data	1	3.6	
	Total	28	100.0	

How would you rate the overall quality of this training

	Frequency	Percent	Cumulative Percent
Valid Average	3	10.7	11.1
Above Average	7	25.0	37.0
4.50	1	3.6	40.7
Excellent	16	57.1	100.0
Missing Data	1	3.6	
Total	28	100.0	

Qualitative Results from the Evaluation Form

1. What questions about unconscious bias do you still have after attending this training? Please list any areas of the training that you would like to receive additional information about or that need further clarification for you to be an effective search committee member.
 - I understand qualified candidates and diversified pool of candidates are not mutually exclusive yet I'm still unclear on balance of these. If we have two equally strong candidates—are we expected to hire the one from an underrepresented background? What if this one is the next most qualified, but still strong... what is the threshold and expectation?
 - Criteria for selection of search committee to ensure that the group is diverse.
 - Many—but so helpful!
 - There needs to be more concrete strategies (nuts and bolts) about developing interview questions without bias.
 - Bias in annual evaluation by the administrative.
 - Strategies to communicate the new-found knowledge to my colleagues.

2. What do you think were the most helpful or valuable aspects of the training you attended today?
 - The handouts- I can keep them with me as I work through the selection process.
 - Being consistent with the applicants and asking open ended, positive questions.
 - It was very beneficial to be reminded of how decisions are made and be careful of how a person is making theirs.
 - Unconscious bias hints and discussion.
 - Unconscious bias.
 - Sandy was excellent.
 - Mark and Sandy both did a great job.
 - Questions and answers.
 - The specific examples, often from experiences, illustrate how to apply the guidelines.
 - Examples of things that I can do to overcome bias.
 - Interaction and exchange of ideas. Experience of presenters.
 - Good suggestions for practice.
 - How to ask phone questions and be cognizant of unconscious bias.
 - Specific strategies to implement.
 - Identifying subconscious bias.
 - List of unconscious bias.

3. How could this training be improved to be more beneficial to you?
 - This was the first training I attended so everything seemed new and helpful.
 - Active discussion in groups- case studies and examples.
 - More time for discussion and questions.
 - Make it more broad.
 - Don't read a slide to me.
 - Too fast—needs to be at least 2 hours.
 - It was somewhat rushed—maybe plan for 2 hours.
 - More specific examples; I thought the ones you had were definitely beneficial. It did run by fast... perhaps we need a bit more time.
 - A version slightly longer with more discussion (I can't believe I'm saying this) ☺
 - It's great. Keep as is.

- Less time needs to be spent on the first half. I feel the 2nd half was really rushed through although this should have been a bigger focus with more in-depth strategies.
 - Examples of a search which should be recommendable and one process/procedure which would be discouraged.
 - Make a training program on NDSU web site to check at later time.
 - Timing was listed (I believe) as a 1-hour training.
 - Good as is!
 - More time for new personnel on a search committee.
4. Please provide any additional comments you have about today's training and/or the FORWARD program in general on the back of this page.
- I learned a lot and didn't feel talked down to—thank you!
 - It's a great effort to prepare search groups.
 - Good job.
 - Wow. Great job!
 - Require this training to all search committee members.