

FORWARD Search Committee Member Training
Searching for Excellence
October 12th and 13th, 2011

Attendance

- Sixty-three individuals attended and 49 completed evaluations.
 - In terms of who completed the evaluations, 37 were faculty members, two were administration, four graduate students, and six identified as staff.

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	19	38.8	39.6
	Strongly Agree	29	59.2	100.0
	Missing Data	1	2.0	
	Total	49	100.0	

The presentation was clear and well-organized.

		Frequency	Percent	Cumulative Percent
Valid	Agree	15	30.6	30.6
	Strongly Agree	34	69.4	100.0
	Total	49	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	5	10.2	10.2
	Agree	21	42.9	53.1
	Strongly Agree	23	46.9	100.0
	Total	49	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	4	8.2	8.2
	Agree	25	51.0	59.2
	Strongly Agree	20	40.8	100.0
	Total	49	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	3	6.1	6.1
	Agree	26	53.1	59.2
	Strongly Agree	20	40.8	100.0
	Total	49	100.0	

I would recommend this training to others.

		Frequency	Percent	Cumulative Percent
Valid	Disagree	3	6.1	6.3
	Agree	13	26.5	33.3
	Strongly Agree	32	65.3	100.0
	Missing Data	1	2.0	
	Total	49	100.0	

How would you rate the overall quality of this training?

		Frequency	Percent	Cumulative Percent
Valid	Average	9	18.4	19.6
	Above Average	13	26.5	47.8
	4.50	1	2.0	50.0
	Excellent	23	46.9	100.0
	Missing Data	3	6.1	
	Total	49	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.
 - This was good. I wish it were less than 2 hours, but I would not know what to cut.
 - More on specific procedures—reference checking, reporting on those reference contacts, interviewing points.
 - Can you ever just dislike a candidate without being biased? Is it ok to not hire someone because they were unpleasant? How do you quantify that and make sure it's not bias?
 - Can you ever err by being overly 'un-biased?' Choosing someone because a person is a woman yet equally qualified as others.
 - It is very difficult to balance bias and the subjectivity of searches. Some of the issues identified as bias today seem to be things that are important pieces of making a decision (e.g., stepping stone, cold weather, etc.)
 - How does a search committee effectively evaluate a minimum qualification that states 'Evidence of effectively working with others...?'
 - How do we increase diversity?
 - I do not feel that I completely understand what is meant by 'goodness-of-fit.'
 - What can we do for intentional bias?
 - Most of the questions I have about conscious bias.
 - Can you get a self-test that I could take? I'd take one to see (privately) if I have many of them.
 - Where is the boundary between bias and genuinely evaluative, diagnostic information?
 - The BIAS exercise was good!!
 - Exact role/expectations of a student in a search committee.
 - I have none @ moment but now I know where to go when I do!

2. What do you think were the most helpful or valuable aspects of the training you attended today?
 - How to organize search committee meeting.
 - Procedural recommendations for reducing bias.
 - Awareness of personal bias/cognitive errors.
 - Understanding types of bias, reference checking procedures.
 - What are the different types of bias. Noting that it is usually unconscious. How to minimize it.
 - I appreciated all the examples to bring awareness to unconscious bias.
 - The second half that focused on the actual procedures of conducting a search.
 - The questions and follow-up discussions—these were real-world examples from the participants' experiences.
 - Awareness of bias. Seeing where NDSU is as an institution.
 - Having served on numerous search committees, including having chaired such committees, much of this material was not new. There have been earnest efforts to address some of these issues for quite a while. I felt spoken down to at times.
 - Pointing out bias. Details on the search process.
 - Examples were great.
 - Interviewing strategies.
 - Specific tools about each step.
 - Discussions in small groups of topics related to unconscious bias.
 - The presentation was great! Way too much valuable info to list here.

- Interactive nature.
 - Presenters were excellent!
 - Discussion of ways in which unconscious bias could come into play during the search process.
 - Brought things to my attention.
 - The overall info on how NDSU is moving in a positive direction on diversity recruitment!
 - I greatly appreciated the conversation regarding ‘unconscious bias.’ Good conversations—especially regarding how it is unintentional.
 - Information/discussion.
 - Learning additional biases and how to continue to monitor your own unconscious biases.
 - The most helpful part is that how to prepare for an interview process to be fair.
 - Everything.
 - Steps in search process where bias can occur.
3. How could this training be improved to be more beneficial to you?
- More process of hiring.
 - It felt really rushed—speeding through the information. We have copies of the slides, so perhaps highlighting important points. Would have liked more time for questions/discussion.
 - More time for questions. (But do not extend session past 2 hours duration.)
 - It would help to have a better understanding of the official policies on EO/AA at NDSU. I’m unclear on what the expectation is for determining if a candidate pool is diverse enough.
 - Please don’t assume that the audience knows who the presenters are. I’ve never seen either one of them and I have been at NDSU for 5 yrs, and have been very active across campus.
 - Unconscious bias goes both ways. As a White male, I feel that there is unconscious bias directed towards me because of these characteristics. Is this true? Addressing this question would be helpful to me.
 - Provide more examples and suggest ways that would be more appropriate to ask questions from referees and/or candidate.
 - Power Point was too long. We had to rush at the end.
 - The most important individuals who need this training do not come! So there could be a mechanism of suggesting names that ought to get this training.
 - Would like to know how to counteract intentional bias and avoid being bullied as a consequence. Those people would never take this training.
 - If FORWARD and training about equitable searches are all about changing the culture at NDSU, THEN THIS TRAINING MUST EXIST WHEN FORWARD IS DONE—WHO WILL DO THIS??
 - Specific examples.
 - More discussion of what to do when one encounters issues at the level of the search as dept. chair.
 - Fine as is!
 - May be more time/group discussion follow up discussion.
 - Possibly adding an additional hour.
 - Incorporate more graduate students to this training to share their experience and how they may prepare for future interview of job.
 - Make it longer!
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.
- Great for first-time search committee members! Thank you for NOT wasting our time → very efficient presentation.
 - I had already read a great deal about bias and overcoming it before today, which limited how much was new.
 - Presentation was very rushed. Numerous slides skipped.
 - Sandy did a great job. And Mark was good, too.
 - Great training for anyone who hires on campus. I will use much of this for broad banded staff.
 - Great training!
 - ‘The Card’ is very helpful.
 - Best tip—use of B. Steakle’s comments after the informal interview with potential candidates about their interpersonal skills—the idea of ‘not hiring the jerk.’ Excellent!
 - Great!

- Excellent.
- Thank you!!
- The workshop was awesome—Sandy & Mark were excellent. I wish I could have had earlier but I am not far into process yet so all is extremely useful!