

FORWARD Search Committee Member Training
Searching for Excellence
October 10th and 11th, 2012

Attendance

- Thirty-seven individuals attended and 27 completed evaluations.
 - Twenty-two attendees were faculty, three were administrators, one was a student, and one did not specify a role.
 - Of those who were currently on a faculty or administrator search committee, nine reported that it was their first time serving on a search committee, while 13 reported that they had previously served on search committees.
 - Of those who were currently on a faculty or administrator search committee, eleven reported currently holding the role of a committee member, four reported being committee chairs, one reported being both a member and a chair, one reported being an alternate, and another reported being a graduate student representative.

Quantitative Results from the Evaluation Form

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
Disagree	1	3.7	3.7
2.5	1	3.7	7.4
Agree	15	55.6	63.0
Strongly Agree	8	36.4	100.0
Total	27	100.0	

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

	Frequency	Percent	Cumulative Percent
2.5	1	3.7	3.7
Agree	12	44.4	48.1
Strongly Agree	14	51.9	100.0
Total	27	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
Disagree	1	3.7	3.7
Agree	13	48.1	51.9
Strongly Agree	13	48.1	100.0
Total	27	100.0	

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

	Frequency	Percent	Cumulative Percent
Agree	9	33.3	36.0
Strongly Agree	16	59.3	100.0
Missing Data	2	7.4	
Total	27	100.0	

The presentation was clear and well-organized.

	Frequency	Percent	Cumulative Percent
Disagree	1	3.7	3.8
Agree	8	29.6	34.6
Strongly Agree	17	63.0	100.0
Missing Data	1	3.7	
Total	27	100.0	

I would recommend this training to others.

	Frequency	Percent	Cumulative Percent
Agree	8	29.6	30.8
Strongly Agree	18	66.7	100.0
Missing Data	1	3.7	
Total	27	100.0	

Rate the overall quality of this training.

	Frequency	Percent	Cumulative Percent
Average	6	22.2	23.1
Above Average	11	40.7	65.4
Excellent	9	33.3	100.0
Missing Data	1	3.7	
Total	27	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.
 - Training was thorough.
 - A checklist of legal requirements.
 - Calling unnamed references

2. What do you think were the most helpful or valuable aspects of the training you attended today?
 - Very well-organized, thoughtful presentation. Thanks to the presenters!
 - Learn to check myself!
 - The table discussions.
 - Case studies and discussion.
 - Unconscious bias and possible solutions.
 - Case study was great.
 - Bringing to light some cognitive errors.
 - I liked the case study.
 - Case study

3. How could this training be improved to be more beneficial to you?
 - Emphasize the research basis behind the cognitive errors – maybe sample studies.
 - It would have helped more to have the training in spring before the Ad was generated for a new position.
 - More case studies

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.
 - Case study →reverse ♂/♀