

Search Committee Member Training February 6-7, 2013

Attendance

- Twenty five individuals attended and 19 completed evaluations.
 - Two (10.5%) reported being staff, 14 (73.7%) faculty, one (5.3%) as other, and two (10.5%) as students.
 - Eight (42.1%) individuals reported that this was first time they are serving on a search committee.
 - Thirteen (68.4%) identified as being a committee member and three (15.8%) as a committee chair.

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
Agree	8	42.1	42.1
Strongly Agree	11	57.9	100.0
Total	19	100.0	

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

	Frequency	Percent	Cumulative Percent
Agree	9	47.4	47.4
Strongly Agree	10	52.6	100.0
Total	19	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
Agree	10	52.6	52.6
Strongly Agree	9	47.4	100.0
Total	19	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	7	36.8	36.8
Strongly Agree	12	63.2	100.0
Total	19	100.0	

The presentation was clear and well-organized

	Frequency	Percent	Cumulative Percent
Agree	8	42.1	42.1
Strongly Agree	11	57.9	100.0
Total	19	100.0	

I would recommend this training to others

	Frequency	Percent	Cumulative Percent
Agree	6	31.6	33.3
Strongly Agree	12	63.2	100.0
Missing Data	1	5.3	
Total	19	100.0	

How would you rate the overall quality of this training?

	Frequency	Percent	Cumulative Percent
Average	2	10.5	10.5
Above Average	11	57.9	68.4
Excellent	6	31.6	100.0
Total	19	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 in order for you to be an effective search committee member.
 - Age, experience.
 - Language skills of some of the foreign candidates.
 - The discussion of the case study of Department XX was useful.
 - Asian origin candidate with ESL cannot be a good teacher.

2. What do you think were the most helpful or valuable aspects of the training you attended today?
 - Raising the bar.
 - Overall just quite good.
 - Understanding the process and also wording of questions/approaches.
 - All of it – data and statistics.
 - Being aware of some of this information is very useful.
 - Discussion.
 - Help examine own premises and biases.
 - Providing examples of context.
 - Great people.
 - Ground rules.

3. How could this training be improved to be more beneficial to you?
 - Clear most of the doubt.
 - More discussion regarding spousal hire. More discussion of legal do's and don'ts.
 - Being a student – having more focused towards students.
 - Open ideas.
 - An actual video of interview process.

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 like this training.
 - Thanks.