

FORWARD Search Committee Member Training October 1st, 2013

Attendance

- Twenty participants attended the training and 11 completed evaluations.
 - Ten (90.9%) participants identified as faculty members, and one (9.1%) identified as an administrator.
 - Four (36.4%) participants reported being search committee members, one (9.1%) participants reported being a committee chair, one (9.1%) reported being both a committee member and a chair, and five (45.5%) participants did not respond.
 - Three (27.3%) reported that this was their first time serving on a committee, five (45.5%) reported that this was not their first time serving on a committee, and three (27.3%) did not respond.

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	6	54.5	54.5
Strongly Agree	5	45.5	100.0
Total	11	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
Agree	6	54.5	54.5
Strongly Agree	5	45.5	100.0
Total	11	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	7	63.6	63.6
Strongly Agree	4	36.4	100.0
Total	11	100.0	

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

	Frequency	Percent	Cumulative Percent
Valid Agree	4	36.4	36.4
Valid Strongly Agree	7	63.6	100.0
Total	11	100.0	

The training was clear and well-organized.

	Frequency	Percent	Cumulative Percent
Valid Agree	2	18.2	18.2
Valid Strongly Agree	9	81.8	100.0
Total	11	100.0	

I would recommend this training to others.

	Frequency	Percent	Cumulative Percent
Valid Agree	4	36.4	36.4
Valid Strongly Agree	7	63.6	100.0
Total	11	100.0	

How would you rate the overall quality of this training?

	Frequency	Percent	Cumulative Percent
Average	2	18.2	18.2
Above Average	3	27.3	45.5
Excellent	6	54.5	100.0
Total	11	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.
 - Need more info and I need to get the concepts into practice with consistence.
 - Unconscious bias in relation to race/ethnicity.
2. What do you think were the most helpful or valuable aspects of the training you attended today?
 - Unconscious bias.
 - Discussion about the questions from the Cognitive Error Worksheet.
 - Concrete suggestions for pro-active recruitment.
3. How could this training be improved to be more beneficial to you?
 - Require all NDSU persons on search committees to attend at least once!
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 had already attended before.
 - Handouts are very helpful. Thanks!