

**FORWARD Search Committee Member Training**  
**Searching for Excellence**  
**November 15<sup>th</sup>, 2013**

Attendance

- Twenty-five individuals attended the training and 13 completed evaluations.
  - Three (23.1%) participant identified as an administrator, and 10 (76.9%) identified as faculty.
  - Of those who are currently on search committees, two (15.4%) participants reported that this was their first time serving on a search committee, while nine (69.2%) reported that this was not their first time, and two (15.4%) participants did not respond.
  - Two (15.4%) participants reported serving as committee chairs, one (7.7%) reported serving as both a committee chair and a committee member, five (38.5%) reported serving as committee members, and five (38.5%) 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	3	23.1	23.1
Strongly Agree	10	76.9	100.0
Total	13	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	6	46.2	46.2
Strongly Agree	7	53.8	100.0
Total	13	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	3	23.1	23.1
Strongly Agree	10	76.9	100.0
Total	13	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	2	15.4	15.4
Strongly Agree	11	84.6	100.0
Total	13	100.0	

**The presentation was clear and well-organized.**

	Frequency	Percent	Cumulative Percent
Disagree	1	7.7	7.7
Agree	2	15.4	23.1
Strongly Agree	10	76.9	100.0
Total	13	100.0	

**I would recommend this training to others.**

	Frequency	Percent	Cumulative Percent
Agree	3	23.1	23.1
Strongly Agree	10	76.9	100.0
Total	13	100.0	

**How would you rate the overall quality of this training?**

	Frequency	Percent	Cumulative Percent
Average	1	7.7	8.3
Above Average	3	23.1	33.3
Excellent	8	61.5	100.0
Missing Data	1	7.7	
Total	13	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.
  - I would like to be part of further discussion regarding the role of “impressions” committee members form of candidates and how/if they can be used effectively in the search.
  
2. What do you think were the most helpful or valuable aspects of the training you attended today?
  - I thought you did an excellent job in facilitating this training! Both the content and process (i.e., discussion and questions) were very helpful.
  - The dialog.
  - Discussion – not enough time though!
  - The strategies for building a more inclusive culture.
  - All of it.
  - The discussion.
  - Nice balance of content/discussion/examples.
  
3. How could this training be improved to be more beneficial to you?
  - Perhaps more time for case study discussions, but I’m glad you provided so much time for questions and discussion.
  - Some video examples.
  - Time management is an issue. There is too much information for the time allowed. Should summarize the basic stuff more to allow enough time for the key material.
  - Continue to have these trainings, utilize the feedback/questions to add valuable content.
  
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.
  - Not currently on a search committee.
  - This was fantastic.
  - I think it should be required of all committee members.
  - There was a good balance of information and discussion.
  - Good presentation.
  - Thank you for doing this work!