

***Search Committee Member Training: Searching for Excellence***  
**February 5<sup>th</sup>, 2014**

Attendance

Twelve individuals attended the training and nine completed evaluations.

- Of those who complete evaluations, seven (77.8%) identified as faculty, one (11.1%) identified as a student, and one (11.1%) did not respond to the question.
- Of those who complete evaluations, three (33.3%) reported that this was the first time they have served on a search committee, while four (44.4%) reported that it was not, and two (22.2%) did not respond to the question.
- Six (85.7%) of the faculty who completed the evaluation and the one student (100%) reported currently being on a search committee.

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	66.7	66.7
Strongly Agree	3	33.3	100.0
Total	9	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	5	55.6	55.6
Strongly Agree	4	44.4	100.0
Total	9	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	5	55.6	55.6
Strongly Agree	4	44.4	100.0
Total	9	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	5	55.6	55.6
Strongly Agree	4	44.4	100.0
Total	9	100.0	

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

	Frequency	Percent	Cumulative Percent
Agree	3	33.3	33.3
Strongly Agree	6	66.7	100.0
Total	9	100.0	

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

	Frequency	Percent	Cumulative Percent
Agree	3	33.3	33.3
Strongly Agree	6	66.7	100.0
Total	9	100.0	

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

	Frequency	Percent	Cumulative Percent
Average	2	22.2	22.2
Above Average	1	11.1	33.3
Excellent	6	66.7	100.0
Total	9	100.0	

### Qualitative Results from the Evaluation Form

1. What do you think were the most helpful or valuable aspects of the training you attended today?
  - Developing interview questions.
  - Process of the initial screening.
  - Subtle ways to get back to the data. 😊
  
2. How could this training be improved to be more beneficial to you?
  - Need more time! Very useful info and input!
  - This is a really bad time of day for teaching faculty.
  - It was a lot of information in a short amount of time. Maybe a longer session.
  - It's great!
  
3. Please provide any additional comments you have about today's training and/or the FORWARD program in general on the back of this page.
  - Really informative. Thank you!
  - Mark repeatedly interrupted Sandy or talked "over" here. A very bad example of good communication practices. Watch the video.
  - Great info!