

***Search Committee Member Training: Searching for Excellence***  
**September 19<sup>th</sup>, 2014**

Attendance

Six individuals attended the training and five completed evaluations.

- Four (80.0%) participants identified as faculty members and one (20.0%) participant identified as a student.
- Two (40.0%) participants reported that this was the first time they have served on a search committee and three (60.0%) reported that it was not.
- Four (80.0%) participants identified as committee members and one (20.0%) participant identified 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	2	40.0	40.0
Strongly Agree	3	60.0	100.0
Total	5	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	2	40.0	40.0
Strongly Agree	3	60.0	100.0
Total	5	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	4	80.0	80.0
Strongly Agree	1	20.0	100.0
Total	5	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	40.0	40.0
Strongly Agree	3	60.0	100.0
Total	5	100.0	

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

	Frequency	Percent	Cumulative Percent
Agree	1	20.0	20.0
Strongly Agree	4	80.0	100.0
Total	5	100.0	

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

	Frequency	Percent	Cumulative Percent
Agree	1	20.0	20.0
Strongly Agree	4	80.0	100.0
Total	5	100.0	

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

	Frequency	Percent	Cumulative Percent
Above Average	2	40.0	40.0
Excellent	3	60.0	100.0
Total	5	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.
  - None for now.
  - I would have liked to learn more about other biases that may occur based on race, ethnicity, etc.
2. What do you think were the most helpful or valuable aspects of the training you attended today?
  - Types of unconscious bias and how to combat them.
  - Organization of search committee strategy.
  - The specific steps of a hiring process.
  - It think it was really helpful to learn strategies for effective hiring.
3. How could this training be improved to be more beneficial to you?
  - A few more discussions about internal searches as I'm involved.