

Search Committee Member Training: Searching for Excellence
November 12th, 2014

Attendance

Twenty-one individuals attended the training and 16 completed evaluations.

- Twelve (75.0%) participants identified as faculty members, three (18.8%) identified as students, and one (6.2%) did not respond.
- Seven (43.8%) participants reported that this was the first time they have served on a search committee, six (37.5%) reported that it was not, and three (18.8%) did not respond.
- Twelve (75.0%) participants identified as committee members and four (5.0%) participants did not respond to the question.

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 | 50.0 | 50.0 |
| Strongly Agree | 8 | 50.0 | 100.0 |
| Total | 16 | 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 | 4 | 25.0 | 25.0 |
| Strongly Agree | 11 | 68.8 | 93.8 |
| N/A | 1 | 6.3 | 100.0 |
| Total | 16 | 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 | 6 | 37.5 | 37.5 |
| Strongly Agree | 9 | 56.3 | 93.8 |
| N/A | 1 | 6.3 | 100.0 |
| Total | 16 | 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 | 31.3 | 31.3 |
| Strongly Agree | 11 | 68.8 | 100.0 |
| Total | 16 | 100.0 | |

The training was clear and well-organized.

| | Frequency | Percent | Cumulative Percent |
|----------------|-----------|---------|--------------------|
| Agree | 4 | 25.0 | 25.0 |
| Strongly Agree | 12 | 75.0 | 100.0 |
| Total | 16 | 100.0 | |

I would recommend this training to others.

| | Frequency | Percent | Cumulative Percent |
|----------------|-----------|---------|--------------------|
| Agree | 5 | 31.3 | 31.3 |
| Strongly Agree | 11 | 68.8 | 100.0 |
| Total | 16 | 100.0 | |

How would you rate the overall quality of this training?

| | Frequency | Percent | Cumulative Percent |
|---------------|-----------|---------|--------------------|
| Average | 3 | 18.8 | 21.4 |
| Above Average | 8 | 50.0 | 78.6 |
| Excellent | 3 | 18.8 | 100.0 |
| Missing Data | 2 | 12.5 | |
| Total | 16 | 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.
 - What do you do when a candidate does or brings up something inappropriate?
 - Is it ever ok to privilege underrepresented applicants?

2. What do you think were the most helpful or valuable aspects of the training you attended today?
 - Handouts and lecture were good!
 - Open discussion.
 - Folder of resources and print out of presentation.
 - What techniques would be best for interviews, reference checks, etc.
 - The group discussion on cognitive error worksheet.
 - Open conversation alone is very helpful!

3. How could this training be improved to be more beneficial to you?
 - Do case study.
 - I felt there was enough time spent on techniques.
 - The time could be shortened to 1½ hours.

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.
 - Too long.