

***FORWARD Search Committee Member Training: Searching for Excellence***  
**February 12<sup>th</sup>, 2015**

Attendance

Twenty-five participants attended the training, and 18 completed evaluations.

- Of those who completed evaluations, two (11.1%) identified as administrators, 11 (61.1%) as faculty, two (11.1%) as staff, and three (16.7%) identified as students.
- Six (33.3%) reported that this was their first time serving on a search committee, while 11 (61.1%) reported that this was not their first time serving, and one (5.6%) did not respond to the question.
- Eleven (61.1%) reported serving as committee members, one (5.6%) as a committee chair, two (11.1%) as both committee members and chairs, two (11.1%) as “other,” and two (11.1%) 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
Disagree	1	5.6	5.6
Agree	11	61.1	66.7
Strongly Agree	6	33.3	100.0
Total	18	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
Disagree	2	11.1	11.8
Agree	5	27.8	41.2
Strongly Agree	10	55.6	100.0
Missing Data	1	5.6	
Total	18	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
Disagree	2	11.1	11.1
Agree	7	38.9	50.0
Strongly Agree	9	50.0	100.0
Total	18	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	9	50.0	50.0
Strongly Agree	9	50.0	100.0
Total	18	100.0	

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

	Frequency	Percent	Cumulative Percent
Disagree	1	5.6	5.6
Agree	6	33.3	38.9
Strongly Agree	11	61.1	100.0
Total	18	100.0	

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

	Frequency	Percent	Cumulative Percent
Disagree	2	11.1	11.1
Agree	6	33.3	44.4
Strongly Agree	10	55.6	100.0
Total	18	100.0	

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

	Frequency	Percent	Cumulative Percent
Below Average	1	5.6	5.9
Average	3	16.7	23.5
Above Average	10	55.6	82.4
Excellent	3	16.7	100.0
Missing Data	1	5.6	
Total	18	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.
  - How can you talk to others on the committee if they are showing signs of bias?
  - What about disciplines where males are diverse?
  - I wish there'd been more time to talk about how to explain why outside (off list) references are contacted. I've had committee members and on-list advisors protest quite strongly.
  - I'm worried/concerned about who I am working with and how to get past the stereotypical image that others wish to have for this position. People are scared of change and diversity may not be perceived well across the entire committee.
  
2. What do you think were the most helpful or valuable aspects of the training you attended today?
  - Talking through the slides.
  - Examples, talking at table.
  - The second part on the search process.
  - Minimizing potential bias.
  - Details of step-by-step process. Examples of implicit bias – the “card.”
  - How to overcome unconscious bias.
  - Giving ideas on how to approach situations that may occur throughout the search process. I think it was well addressed on how to counter bias, as well as examining how to approach the search process.
  - The effective and efficient search practices benefitted me as I am new to holding a position on a search committee. This information was all new to me and it was summarized in a way that was easy to follow.
  - It is very useful to have the different forms of unconscious bias spelled out, since it makes it easier to identify them if they come up during a search process.
  - References discussion.
  
3. How could this training be improved to be more beneficial to you?
  - Got belabored in second half – keep moving along.
  - A lot of repetition. Much of this could be condensed to an hour, maybe an hour and a half. I think as well there could be more focus on minorities. Lots of talk about women discrimination, can come off as unintentionally bias for women, and against qualified men and minorities. I agree more women are needed, but perhaps approach this a little better. A lot of the presentation was just read to us. We could have gotten all, if not most of the information with just the handouts.
  - Some of these descriptions were too long-winded and didn't allow for enough time at the end for those slides. This is all important information but I have a busy schedule and wish the final topics wouldn't have been rushed. I will now have to go through and critically think about this on my own which is a bit inconvenient.
  - It is a bit too long; from a certain point onward, the information becomes difficult to internalize. Some of the points that were addressed appear to be discipline specific, e.g., phone reference checks.
  
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.
  - Thank you!