

FORWARD Search Committee Member Training: Searching for Excellence
April 15th, 2015

Attendance

Fifteen participants attended the training and 14 completed evaluations.

- Of those who completed evaluations, 10 (71.4%) as faculty, two (14.3%) identified as administrators, and two (14.3%) identified as students.
- Three participants (21.4%) reported that this was their first time serving on a search committee, while nine (64.3%) reported that this was not their first time serving, and two (14.3%) did not respond to the question.
- Four participants (28.6%) reported serving as committee members, two (14.3%) as a committee chair, one (7.1%) as both a committee member and chair, and six (42.9%) 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	5	35.7	35.7
Strongly Agree	9	64.3	100.0
Total	14	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	35.7	35.7
Strongly Agree	9	64.3	100.0
Total	14	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	21.4	21.4
Strongly Agree	11	78.6	100.0
Total	14	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	3	21.4	21.4
Strongly Agree	11	78.6	100.0
Total	14	100.0	

The training was clear and well-organized.

	Frequency	Percent	Cumulative Percent
Agree	4	28.6	28.6
Strongly Agree	10	71.4	100.0
Total	14	100.0	

I would recommend this training to others.

	Frequency	Percent	Cumulative Percent
Agree	3	21.4	21.4
Strongly Agree	11	78.6	100.0
Total	14	100.0	

How would you rate the overall quality of this training?

	Frequency	Percent	Cumulative Percent
Average	1	7.1	7.1
Above Average	4	28.6	35.7
Excellent	9	64.3	100.0
Total	14	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.
 - Hard to address what is unaware...no?
 - There were many questions posed, but we didn't get a lot of answers. I am aware now of the dangers of unconscious bias, but are there any subjective elements that could legitimately be used?

2. What do you think were the most helpful or valuable aspects of the training you attended today?
 - Structure for interview/hiring process and policy.
 - Table discussion, examples.
 - State evidence of ability to work with a diverse group in the application letter. (Give an example), keep consistency, past record.
 - Unconscious bias; interview process.
 - Great concrete examples.
 - Cognitive errors worksheet and discussion.

3. How could this training be improved to be more beneficial to you?
 - Less on statistics, more on question and answer time (beginning).
 - Was good as is!
 - Speed up.
 - More discussion among people attending; additional case studies.

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.
 - Looking forward to attending additional training.
 - The guy leading with Miriam interrupted her often. They are co-presenters but she didn't interrupt him like he interrupted her.