

FORWARD Search Committee Member Training: Searching for Excellence
August 6th, 2015

Attendance

Twenty individuals attended the training and 19 completed surveys.

- Of those who completed evaluations, three (15.8%) reported their role to be staff, 11 (57.9%) faculty, and four (21.1%) administrators. One (5.3%) participant did not respond to the question about their role at NDSU.
- Two participants (10.5%) reported that this was their first time serving on a search committee, while 12 (63.2%) reported that this was not their first time serving, and five (26.3%) did not respond to the question.
- Seven participants (36.8%) reported serving as committee members, one (5.3%) as a committee chair, two (10.5%) as both a committee member and chair, one (5.3%) said administrative secretary, and eight (42.1%) 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	2	10.5	10.5
2.50	1	5.3	15.8
Agree	7	36.8	52.6
Strongly Agree	9	47.4	100.0
Total	19	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
2.50	1	5.3	5.3
Agree	10	52.6	57.9
Strongly Agree	8	42.1	100.0
Total	19	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
2.50	1	5.3	5.3
Agree	10	52.6	57.9
Strongly Agree	8	42.1	100.0
Total	19	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	7	36.8	36.8
Strongly Agree	12	63.2	100.0
Total	19	100.0	

The training was clear and well-organized.

	Frequency	Percent	Cumulative Percent
Agree	7	36.8	36.8
3.50	1	5.3	42.1
Strongly Agree	11	57.9	100.0
Total	19	100.0	

I would recommend this training to others.

	Frequency	Percent	Cumulative Percent
Agree	6	31.6	31.6
Strongly Agree	13	68.4	100.0
Total	19	100.0	

How would you rate the overall quality of this training?

	Frequency	Percent	Cumulative Percent
Average	4	21.1	21.1
Above Average	7	36.8	57.9
Excellent	8	42.1	100.0
Total	19	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 if you get a negative response to a reference or someone refuses?
 - Additional examples of creating concrete position descriptions would assist in reducing bias to focus the committee on qualifications.
 - Clarify the difference between “sorting” candidates by whether or not they meet minimum expectations and “ranking” candidates prematurely.
 - I’d recommend that all chairs/heads be required to attend training on eliminating bias in writing position descriptions.

2. What do you think were the most helpful or valuable aspects of the training you attended today?
 - I think the overall presentation was a wonderful way to get into the mindset before going into the specifics of the search.
 - I like having a copy of the PowerPoint slides as a reference for future search experiences.
 - Learning about where we are on diversity.
 - A policy – university wide: Mandating this (not online) search committee training as a requirement to be on committee.

3. How could this training be improved to be more beneficial to you?
 - Move case discussion.
 - Should/could there be different sessions for first time search committee members and those who have been on multiple committees and need a refresher. I felt I had already been introduced to the general topics we discussed. I was more interested in the practical applications.
 - I am glad I was here and see where there are issues to be addressed. I don’t think I learned many things that experience has not already taught me.
 - A follow-up FORWARD-sponsored lecture: Writing Position Descriptions without Unconscious Bias!

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.
 - Complete list of references supporting claims.