

***FORWARD Search Committee Member Training for NDSU Chairs/Heads:  
Searching for Excellence  
August 18<sup>th</sup>, 2015***

Attendance

Fourteen individuals attended the training and 12 completed evaluations.

- Of those who completed evaluations, ten (83.3%) identified as administrators and two (16.7%) as faculty members.
- One (8.3%) participant reported that this was her/his first time serving on a search committee, while 10 (83.3%) reported that this was not their first time serving and one (8.3%) did not respond to the question.
- Three (25.0%) participants reported serving as committee members, one (8.3%) as a committee chair, and eight (66.7%) 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	6	50.0	50.0
Strongly Agree	6	50.0	100.0
Total	12	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	1	8.3	8.3
Agree	4	33.3	41.7
Strongly Agree	7	58.3	100.0
Total	12	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	50.0	50.0
Strongly Agree	6	50.0	100.0
Total	12	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	41.7	41.7
Strongly Agree	7	58.3	100.0
Total	12	100.0	

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

	Frequency	Percent	Cumulative Percent
Agree	2	16.7	16.7
Strongly Agree	10	83.3	100.0
Total	12	100.0	

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

	Frequency	Percent	Cumulative Percent
Agree	3	25.0	25.0
Strongly Agree	9	75.0	100.0
Total	12	100.0	

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

	Frequency	Percent	Cumulative Percent
Average	3	25.0	25.0
Above Average	2	16.7	41.7
Excellent	7	58.3	100.0
Total	12	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.
  - Clarification on objectively important, but unadvertised, consideration criteria. For example, we don't hire our own Ph.D.'s but that's not in our announcements.
  - I have heard the presentation on unconscious bias so many times I know it by heart.
  
2. What do you think were the most helpful or valuable aspects of the training you attended today?
  - Keep search criteria clear.
  - Importance of head/chairs role in recruiting. We undersell NDSU and the community.
  - Question and answers.
  - General information, dos/don'ts about search process.
  - The administration and faculty search committee checklists.
  - Genial pace. Good examples.
  
3. How could this training be improved to be more beneficial to you?
  - More time for case studies.
  - Got a little rushed at the end.
  - More case studies applying the information.
  - Underscore at the beginning that this training is about diversity issues, not human resources.
  
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.
  - This training must be required by all to serve on a search committee – make it a policy!
  - Besides upholding the rules of the road, a search committee chair should encourage talk, talk, talk to help members self-correct.