

Search Committee Member Training: Searching for Excellence
September 29, 2015

Attendance

Twenty-four individuals attending the training and 19 (79.2%) completed the evaluations.

- Of those who completed evaluations, seven (36.8%) participants identified as staff members, four (21.1%) as faculty members, five (26.3%) as administrators, two (10.5%) as students and one (5.3%) as an extension specialist.
- Seven (36.8%) participants reported that it was their first time serving on a search committee and 12 (63.2%) said it was not their first time serving.
- Fourteen (73.7%) participants reported serving as committee members, three (15.8%) as a committee chair, two (10.5%) as both committee member and committee chair, and one (5.3%) as administrator.

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	10	52.6	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
Agree	12	63.2	63.2
Strongly Agree	7	36.8	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
Agree	9	47.4	50.0
3.50	1	5.3	55.6
Strongly Agree	8	42.1	100.0
Missing Data	1	5.3	
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	8	42.1	42.1
Strongly Agree	11	57.9	100.0
Total	19	100.0	

The training was clear and well-organized.

	Frequency	Percent	Cumulative Percent
Agree	7	36.8	36.8
Strongly Agree	12	63.2	100.0
Total	19	100.0	

I would recommend this training to others.

	Frequency	Percent	Cumulative Percent
Agree	7	36.8	36.8
Strongly Agree	12	63.2	100.0
Total	19	100.0	

How would you rate the overall quality of this training?

	Frequency	Percent	Cumulative Percent
Average	1	5.3	5.9
3.50	1	5.3	11.8
Above Average	11	57.9	76.5
Excellent	4	21.1	100.0
Missing Data	2	10.5	
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.
 - None they covered everything.
 - Screening using numbers versus ranking.
 - It might be helpful to get some more scenarios and how to adapt each problem area into a better question.
 - Age discrimination.
 - Am anxious to learn more about this.
 - None.

2. What do you think were the most helpful or valuable aspects of the training you attended today?
 - Good refresher.
 - The cognitive error worksheet and discussion.
 - The discussion of cognitive errors.
 - Going over multiple forms of bias.
 - Discussion of unconscious bias.
 - The entire presentation was very useful. Materials are appreciated too!
 - Resources in handouts.
 - “Unconscious bias.” “Gender bias.”
 - Case study. Resource sharing.
 - Resources available on campus.
 - Be aware of all the unconscious biases.

3. How could this training be improved to be more beneficial to you?
 - Stress the role students may play in a hiring process since students speak for the whole student body in a department.
 - Tighten up so two hours is enough.
 - This should be required university-wide and resources provided to do that.
 - We could get the presentation online and get more information about hiring details.
 - More time for case study.
 - Not sure – this is helpful.
 - “Time management.”
 - Practice and role-play.

If you are currently on a faculty or administrator search committee, is this the first time you have served on a search committee?

- No, but first time at NDSU.