

Search Committee Member Training: Searching for Excellence
November 9th, 2015

Attendance

Twenty-six individuals attended the training and 14 completed evaluations.

- Of those who completed evaluations, three (21.4%) participants identified as staff members, one (7.1%) as a student, nine (64.3%) as faculty members, and one (7.1%) as an administrator.
- Three (21.4%) participants reported that it was the first time serving on a search committee, eight (57.1%) reported that it was not the first time, and three (21.4%) did not respond.
- Seven (50.0%) participants reported serving as committee member, three (21.4%) as a committee chair, one (7.1%) as an ex-officio, and three (21.4%) did not respond.

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 | 9 | 64.3 | 64.3 |
| Strongly Agree | 5 | 35.7 | 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 | 7 | 50.0 | 50.0 |
| Strongly Agree | 7 | 50.0 | 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 | 6 | 42.9 | 46.2 |
| Strongly Agree | 7 | 50.0 | 100.0 |
| Missing Data | 1 | 7.1 | |
| 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 | 4 | 28.6 | 28.6 |
| Strongly Agree | 10 | 71.4 | 100.0 |
| Total | 14 | 100.0 | |

The training was clear and well-organized.

| | Frequency | Percent | Cumulative Percent |
|----------------|-----------|---------|--------------------|
| Agree | 7 | 50.0 | 50.0 |
| Strongly Agree | 7 | 50.0 | 100.0 |
| Total | 14 | 100.0 | |

I would recommend this training to others.

| | Frequency | Percent | Cumulative Percent |
|----------------|-----------|---------|--------------------|
| Agree | 7 | 50.0 | 50.0 |
| Strongly Agree | 7 | 50.0 | 100.0 |
| Total | 14 | 100.0 | |

How would you rate the overall quality of this training?

| | Frequency | Percent | Cumulative Percent |
|---------------|-----------|---------|--------------------|
| Average | 3 | 21.4 | 21.4 |
| Above Average | 7 | 50.0 | 71.4 |
| Excellent | 4 | 28.6 | 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.
 - No current questions, just hope I can do a good job!
 - We learned what to look for in committee members and ourselves, but how to carefully yet openly challenge it. Especially hard in committees with power imbalances.

2. What do you think were the most helpful or valuable aspects of the training you attended today?
 - Great examples.
 - The actions to take to help address unconscious bias.
 - How to ask open-ended questions.
 - Unconscious bias.
 - General introduction useful, also tips on recruitment. The “Reviewing Applicants” brochure was very helpful – I didn’t realize it existed!!

3. How could this training be improved to be more beneficial to you?
 - Shorten.
 - No suggestions.
 - Maybe multiple sessions to allow for more questions and not have to sacrifice content.
 - Streamline the presentation.
 - Specialized trainings for search support people.
 - Expand to 2 ½ hours. If there isn’t already a special training in place for search chairs, consider it. They have additional critical responsibilities and need to be able to keep the committee open and healthy. Especially need to provide space for staff and students on committees. Also, perhaps other special “training” for already-formed search committees to describe pro-active recruitment suggestions and guidelines on what’s ok/not okay to do (related to recruitment).