

Search Committee Member Training: Searching for Excellence
April 11, 2016

Attendance

Ten attended the training and nine completed evaluations.

- Of those who completed evaluations, two (22.2%) participants identified as staff members, one (11.1%) as a student, and six (66.7%) as faculty members.
- Four (44.4%) participants reported that it was the first time serving on a search committee and five (55.6%) reported that it was not the first time.
- Five (55.6%) participants reported serving as committee member, one (11.1%) as a both a committee member and committee chair, one (11.1%) as a recorder, and two (22.2%) 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	3	33.3	33.3
Strongly Agree	6	66.7	100.0
Total	9	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	2	22.2	22.2
Strongly Agree	7	77.8	100.0
Total	9	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	2	22.2	22.2
Strongly Agree	6	66.7	88.9
N/A	1	11.1	100.0
Total	9	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	1	11.1	11.1
Strongly Agree	8	88.9	100.0
Total	9	100.0	

The training was clear and well-organized.

	Frequency	Percent	Cumulative Percent
Agree	3	33.3	33.3
Strongly Agree	6	66.7	100.0
Total	9	100.0	

I would recommend this training to others.

	Frequency	Percent	Cumulative Percent
Agree	3	33.3	33.3
Strongly Agree	6	66.7	100.0
Total	9	100.0	

How would you rate the overall quality of this training?

	Frequency	Percent	Cumulative Percent
Average	1	11.1	12.5
Above Average	3	33.3	50.0
Excellent	4	44.4	100.0
Missing Data	1	11.1	
Total	9	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 questions - just hard to be aware of our bias.
 - I believe specific questions should be developed for use in search committees – to make very clear what unconscious bias involves in regard to the area’s minority groups.

2. What do you think were the most helpful or valuable aspects of the training you attended today?
 - It brought up things I had never thought of.
 - Process and interesting that calls are now more important than letters.
 - Knew all the resources.

3. How could this training be improved to be more beneficial to you?
 - I feel that it could be condensed into a smaller amount of time. It was great information but somewhat repetitive at times.
 - Nothing – all good!
 - Talk about leveling the playing field for underrepresented groups.
 - Less focus on gender to more evenly include ethnic/racial diversity. Angela should formally speak not just answer questions.