

**Faculty Search Committee Training**  
**February 14<sup>th</sup> and 16<sup>th</sup> 2012**

Attendance

- 20 individuals attended and 18 completed evaluations.
  - Eleven individuals attended on February 14<sup>th</sup>; nine individuals attended on February 16<sup>th</sup>.
  - One attendee was a staff, twelve were faculty, two were administrators, two were graduate students, and one individual did not specify her/his role.

Quantitative Results from the Evaluation Form

**I will be able to use the information that I learned today in my role on search committees.**

	Frequency	Percent	Cumulative Percent
Valid Agree	6	33.3	33.3
Strongly Agree	12	66.7	100.0
Total	18	100.0	

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

	Frequency	Percent	Cumulative Percent
Valid Disagree	1	5.6	5.6
Agree	6	33.3	38.9
Strongly Agree	11	61.1	100.0
Total	18	100.0	

**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
Valid Disagree	1	5.6	5.9
Agree	10	55.6	64.7
Strongly Agree	6	33.3	100.0
Missing Data	1	5.6	
Total	18	100.0	

**I feel I have acquired new information or understanding about how to address gender inequity during the faculty search process.**

	Frequency	Percent	Cumulative Percent
Valid Disagree	1	5.6	5.6
Agree	9	50.0	55.6
Strongly Agree	8	44.4	100.0
Total	18	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
Valid Disagree	1	5.6	5.6
Agree	6	33.3	38.9
Strongly Agree	11	61.1	100.0
Total	18	100.0	

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

	Frequency	Percent	Cumulative Percent
Valid Strongly Disagree	1	5.6	5.6
Agree	5	27.8	33.3
Strongly Agree	12	66.7	100.0
Total	18	100.0	

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

	Frequency	Percent	Cumulative Percent
Valid Below Average	1	5.6	5.6
Average	3	16.7	22.2
Above Average	4	22.2	44.4
Excellent	10	55.6	100.0
Total	18	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 for you to be an effective search committee member.
  - Is it more likely to be a factor in initial screening or final ranking? I understand it can affect both, but seems more likely to impact final decisions.
  - It is still a bit fuzzy – but I’ll have to think more about this.
  
2. What do you think were the most helpful or valuable aspects of the training you attended today?
  - Being aware of biases – different forms. Tailored letters & phone reference guidelines/ideas.
  - Materials & discussion were very helpful – a great review. I wish all committee members would be at this training.
  - Conversations/discussion.
  - Cognitive bias worksheet = card really helps. The V list (purple sheet) & green sheet.
  - Liked seeing & knowing the data about distribution of gender & ethnicity within degree.
  - Examples.
  - Discussion of unconscious bias.
  - Examples provided. Material on unconscious bias.
  - Different steps you need to follow while hiring an individual.
  - Answering questions and learning from others experiences. ☺
  
3. How could this training be improved to be more beneficial to you?
  - Might be more helpful to recognize the problems with certain common biases rather than identify biases that ‘fit’ in each category – too much overlap. Limited time – stick to discussions specifically relevant to biases.
  - The presenters blatantly ignored that previous feedback indicated they rushed through their material leaving little time for interaction. In fact, one presenter even said ‘you can put down that we went too fast, but we already know that, so too bad!’ Absolutely no opportunity for Q & A, and the ‘assignment’ was a complete joke.
  - More time-☺
  - Very good.
  - Online training/recorded to access at different times.
  - Provide examples of good & bad selection criteria.
  - Have a 5 minute time or so to review and speak as a group. Some time was allotted but more would be better.
  
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.
  - Thanks – I hope there is good attendance on Thursday.
  - Great Job! Keep it up. New department heads should be required to attend.
  - Very helpful! Thanks!
  - I love positive speakers!