

SEARCHING FOR EXCELLENCE AND DIVERSITY:
EVALUATION OF WORKSHOP SESSION FOR THE
SCHOOL OF MEDICINE AND PUBLIC HEALTH
PRESENTED OCTOBER 25, 2012

Submitted to:

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I. DEMOGRAPHICS OF SURVEY RESPONDENTS

Out of 10 invitees, 10 people responded to this survey for a response rate of 100%.

Title/Role on campus	% (N)
Associate Professor	30.0% (3)
Professor	10.0% (1)
Administrator, Administrative Asst.	30.0% (3)
Researcher/Scientist or Graduate Student	30.0% (3)

Role on Search Committee	% (N)
Member of Search Committee	40.0% (4)
Search Committee Chair	10.0% (1)
Human Resources or Technical Support	30.0% (3)
No Current Search, Not Part of Committee	20.0% (2)

The source that informed them of the workshop offering	% (N)
Attendance Required	10.0% (1)
Email Message	80.0% (8)
Colleague Attended Previous Workshop	10.0% (1)

II. RATINGS AND COMMENTS ON WORKSHOP CONTENT

(Note: Written comments in this document are verbatim responses from workshop participants, altered in some cases to remove identifying information.)

Overall rating of workshop	% (N)	Rating Average
Very Useful	100.0% (10)	3.00
Somewhat Useful	0.0% (0)	--
Not at all Useful	0.0% (0)	--

Workshop Component	Not at all Valuable	Somewhat Valuable	Very Valuable	NA	Rating Average
Introduction (Kokotailo, Carnes)	0.0% (0)	11.1% (1)	88.9% (8)	0.0% (0)	2.89
Run an Effective and Efficient Search Committee (Fine)	0.0% (0)	0.0% (0)	100.0% (9)	0.0% (0)	3.00
Actively Recruit an Excellent and Diverse Pool of Candidates (Stern, Bolt)	0.0% (0)	0.0% (0)	100.0% (9)	0.0% (0)	3.00
Evaluating the Pool of Applicants (Carnes)	0.0% (0)	0.0% (0)	100.0% (9)	0.0% (0)	3.00
Ensure a Fair and Thorough Review of Candidates (Fine)	0.0% (0)	0.0% (0)	100.0% (9)	0.0% (0)	3.00
Develop and Implement an Effective Interview Process (Piñero)	0.0% (0)	0.0% (0)	100.0% (9)	0.0% (0)	3.00
Conclusion (Carnes)	0.0% (0)	0.0% (0)	100.0% (9)	0.0% (0)	3.00

Three respondents provided comments about the workshop's components.

- Very helpful information.
- Very interesting and informative. Much more than I thought it would be, based on description.
- Wish folks were required to do this. While geared to faculty/staff searches, we need this in our residency program selection process.

III. OUTCOMES: GAINED KNOWLEDGE, ACTIONS PLANNED OR TAKEN, AND RESOURCES APPLIED ON PARTICIPANTS' SEARCH COMMITTEES

Knowledge, Action, or Resource	% (N)
Create a diverse search committee.	50.0% (5)
Consult with the presenters or others on campus about conducting an effective search process.	40.0% (4)
Discuss and/or establish ground rules for the committee (e.g., about decision-making, attendance, expectations).	90.0% (9)
Publicize the position in different venues (compared to previous searches).	30.0% (3)
Use networking and other means to recruit a diverse pool of candidates.	40.0% (4)
Use "Recruiting Resources" on WISELI's website.	90.0% (9)
Use resources in the HR Recruitment Toolkit.	90.0% (9)
Use resources provided by the Provost's Faculty Diversity Initiative (Strategic Pipeline and Recruitment Fund).	80.0% (8)
Share/distribute the brochure, "Reviewing Applicants: Research on Bias and Assumptions."	30.0% (3)
Share information about biases and assumptions.	80.0% (8)
Develop and prioritize specific criteria for evaluation of candidates.	70.0% (7)
Spend more time reviewing applications.	50.0% (5)
Share information about inappropriate questions for on-campus interviews and events.	80.0% (8)
Consider needs and comfort of candidates when planning on-campus interviews.	60.0% (6)
Rely on advice/resources in the Guidebook.	80.0% (8)
Refer another person to this workshop.	90.0% (9)

Four respondents shared additional activities that they had done or planned to do. They included:

- Keep myself in check by increasing awareness of any bias I may have.
- Include information at one of our Department's HR brown bags.
- Discuss value of workshop at department meeting.
- Speak up more on committees I am part of.

One respondent shared a comment about the activities that we asked about, but did not provide information about additional actions. This comment was:

- All activities above are important. Most of them committees that I have participated have done.

IV. SUGGESTIONS AND RECOMMENDATIONS GIVEN BY SURVEY RESPONDENTS

A. Improving the workshop experience (5 responses)

- None.
- Excellent.
- An agenda or schedule would have been helpful at the beginning of the workshop.
- Use cases were interesting. Perhaps negative cases could be presented for discussion. For instance, what to do when a search does not yield positive results.
- Bathroom break! :)

B. Topics that participants hoped would be covered in the workshop, yet were not (4 responses)

- N/A
- None
- More discussion of how to draft a PVL that attracts an excellent, diverse pool of applicants. Discussion just touched the surface. Would be interesting to critique real UW PVLs.
- Overall search committee processes in general.

C. Would you recommend this workshop to others?

100% percent of survey respondents reported they would recommend the workshop to others. No comments were provided about this question.

V. GENERAL COMMENTS

Two general comments were provided about the workshop.

- Thank you for holding the workshop on this side of campus.
- Wish I would have known about this before being named chair of the committee, recruiting committee members and drafting PVLs.



W I S E L I

*Women in Science & Engineering Leadership Institute
University of Wisconsin-Madison*

Thank you!

As part of the workshop, you signed a consent form to participate in the evaluation of this series. Please take a few minutes to click on the button below and complete a survey. Results from you and your colleagues are reported in aggregate and are used to improve the workshop and to identify any outcomes from your participation. Thank you, in advance, for the time it takes you to complete this and for your candid feedback. Any questions? Please contact: Christine Pribbenow, (608) 263-4256; cmpribbenow@wisc.edu

1. Your title or role on campus:

2. Your role on the search committee or in the search process:

3. Please rate the value of each of the aspects of the workshop using the scale below (Not at all valuable, Somewhat valuable, Very valuable). Also, feel free to include additional comments in Question 4.

	Not at all valuable	Somewhat valuable	Very valuable	N/A
Introduction (Kokotailo, Carnes)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Run an Effective and Efficient Search Committee (Fine)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Actively Recruit an Excellent and Diverse Pool of Candidates (Stern, Bolt)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evaluating the Pool of Applicants (Carnes)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensure a Fair and Thorough Review of Candidates (Fine)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Develop and Implement an Effective Interview Process (Pinero)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conclusion (Carnes)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Please use this space for comments about any of the workshop's components:

5. Which of the following do you plan to do because of attending this workshop? Please check all that apply.

- Create a diverse search committee.
- Consult with the presenters or others on campus about conducting an effective search process.
- Discuss and/or establish ground rules for the committee (e.g., about decision-making, attendance, expectations).
- Publicize the position in different venues (compared to previous searches).
- Use networking and other means to recruit a diverse pool of candidates.
- Use "Recruiting Resources" on WISELI's website.
- Use resources in the HR Recruitment Toolkit.
- Use resources provided by the Provost's Faculty Diversity Initiative (Strategic Pipeline and Recruitment Fund).
- Share/distribute the brochure, "Reviewing Applicants: Research on Bias and Assumptions."
- Share information about biases and assumptions.
- Develop and prioritize specific criteria for evaluation of candidates.
- Spend more time reviewing applications.
- Share information about inappropriate questions for on-campus interviews and events.
- Consider needs and comfort of candidates when planning on-campus interviews.
- Rely on advice/resources in the Guidebook.
- Refer another person to this workshop.

6. Please describe other activities you plan to do because of this workshop:

7. Please provide us with ideas or suggestions that would have improved your experience in this workshop:

8. What topics did you hope would be covered in this workshop, yet were not?

9. Please provide an overall rating for this session.

Not at all useful

Somewhat useful

Very useful

10. How did you hear about this workshop?

11. Would you recommend this workshop to others?

- Yes
- No
- Why or why not?

12. Any other comments?

Please click on the SUBMIT button below. You will know that your results have been recorded if you see WISELI's website about Searching for Excellence & Diversity. Feel free to browse through these resources. Thank you for completing this survey!