

SEARCHING FOR EXCELLENCE AND DIVERSITY:  
EVALUATION OF WORKSHOP SESSION 1B  
PRESENTED OCTOBER 4, 2011

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## I. DEMOGRAPHICS OF SURVEY RESPONDENTS

Out of 18 invitees, 6 people responded to this survey for a response rate of 33%.

Title/Role on campus	%
Associate Professor	3 (50%)
Professor	2 (33%)
Short Course Instructor	1 (17%)

Role on Search Committee	%
Member of Search Committee	4 (66%)
Search Committee Chair	1 (17%)
Other	1 (17%)

The source that informed them of the workshop offering	%
Search Committee Chair	1 (50%)
Attendance Required	1 (50%)

## 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	%
Very Useful	4 (67%)
Somewhat Useful	2 (33%)
Not at all Useful	0 (0%)

Workshop Component	Not at all Valuable	Somewhat Valuable	Very Valuable	NA
Session I: Introduction (Wendt)	0 (0%)	4 (67%)	2 (33%)	0 (0%)
Session I: Running an Effective and Efficient Search Committee (Fine)	0 (0%)	2 (33%)	4 (67%)	0 (0%)
Session I: Actively Recruiting an Excellent and Diverse Pool of Candidates (Stern, Palau, and Fine)	0 (0%)	2 (33%)	4 (67%)	0 (0%)
Session I: Evaluating the Pool of Applicants: Raising Awareness of Unconscious Assumptions and Their Influence (Wendt)	0 (0%)	1 (17%)	5 (83%)	0 (0%)
Session I: Ensuring a Fair and Thorough Review of Candidates (Fine)	0 (0%)	1 (17%)	5 (83%)	0 (0%)
Session II: Small Group Discussion of Your Efforts to Recruit an Excellent and Diverse Pool of Candidates	0 (0%)	2 (33%)	4 (67%)	0 (0%)
Session II: Small Group Discussion of Your Evaluation of Candidates	0 (0%)	1 (17%)	5 (83%)	0 (0%)
Session II: Developing and Implementing an Effective Interview Process (Pintero)	0 (0%)	0 (0%)	6 (100%)	0 (0%)
Session II: Questions and Answers about Dual Career Couples Program and Other Aspects of Interviewing Finalists (Mayberry)	0 (0%)	1 (17%)	5 (83%)	0 (0%)

Only one comment was provided about the workshop's components.

- I thought the components were equally valuable.

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

Knowledge, Action, or Resource	%
Created a diverse search committee.	1 (17%)
Consulted with the presenters or others on campus about conducting an effective search process.	3 (50%)
Discussed and/or established ground rules for the committee (e.g., about decision-making, attendance, expectations).	5 (83%)
Publicized the position in different venues (compared to previous searches).	1 (17%)
Used networking and other means to recruit a diverse pool of candidates.	1 (17%)
Used "Recruiting Resources" on WISELI's website.	0 (0%)
Used resources in the HR Recruitment Toolkit.	1 (17%)
Used resources provided by the Provost's Faculty Diversity Initiative (Strategic Pipeline and Recruitment Fund).	1 (17%)
Shared/distributed the brochure, "Reviewing Applicants: Research on Bias and Assumptions."	1 (17%)
Shared information about biases and assumptions.	2 (33%)
Developed and prioritized specific criteria for evaluation.	3 (50%)
Spent more time reviewing applications.	3 (50%)
Shared information about inappropriate questions for on-campus interviews and events.	2 (33%)
Considered needs and comfort of candidates when planning on-campus interviews.	4 (67%)
Relied on advice/resources in the Guidebook.	1 (17%)
Referred another person to this workshop.	0 (0%)

No additional comments were provided about what participants did or planned to do.

**IV. SUGGESTIONS AND RECOMMENDATIONS GIVEN BY SURVEY RESPONDENTS**

*A. Improving the workshop experience (1 response)*

- Simply shorten it.

*B. Topics that participants hoped would be covered in the workshop, yet were not (0 responses)*

No comments were provided for this section.

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**

Only one general comment was provided about the workshop.

- Thanks!

**APPENDIX I. SURVEY INSTRUMENT**

Evaluation of *Searching for Excellence and Diversity: A Workshop for Search Committees*

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 (both Session 1 and Session 2) using the scale from 1-3. Also, feel free to include additional comments in Question 4.

	Not at all Valuable	Somewhat Valuable	Very Valuable	N/A
Session 1: Introduction (Wendt)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> N/A
Session 1: Run an Effective and Efficient Search Committee (Fine)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> N/A
Session 1: Actively Recruit an Excellent and Diverse Pool of Candidates (Stern, Palau, and Fine)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> N/A
Session 1: Evaluating the Pool of Applicants (Wendt)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> N/A
Session 1: Ensure a Fair and Thorough Review of Candidates (Fine)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> N/A

Session 2: Discussion of recruitment efforts	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> N/A
Session 2: Discussion of evaluation of applicants	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> N/A
Session 2: Develop and Implement an Effective Interview Process (Pintero)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> N/A
Session 2: Dual-Career Hiring (Mayberry)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> N/A

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

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

- Created a diverse search committee.
- Consulted with the presenters or others on campus about conducting an effective search process.
- Discussed and/or established ground rules for the committee (e.g., about decision-making, attendance, expectations).
- Publicized the position in different venues (compared to previous searches).
- Used networking and other means to recruit a diverse pool of candidates.
- Used "Recruiting Resources" on WISELI's website.
- Used resources in the HR Recruitment Toolkit.
- Used resources provided by the Provost's Faculty Diversity Initiative (Strategic Pipeline and Recruitment Fund).

- Shared/distributed the brochure, "Reviewing Applicants: Research on Bias and Assumptions."
- Shared information about biases and assumptions.
- Developed and prioritized specific criteria for evaluation.
- Spent more time reviewing applications.
- Shared information about inappropriate questions for on-campus interviews and events.
- Considered needs and comfort of candidates when planning on-campus interviews.
- Relied on advice/resources in the Guidebook.
- Referred another person to this workshop.

6. Please describe other activities you have done, or 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

1                      2                      3

                                          

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!