

SEARCHING FOR EXCELLENCE AND DIVERSITY:
EVALUATION OF WORKSHOP
INDIVIDUAL AND MAKE-UP SESSIONS
SEPTEMBER 15, 2011 AND NOVEMBER 22, 2011

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I. DEMOGRAPHICS OF SURVEY RESPONDENTS

Out of 13 invitees, 4 people responded to this survey for a response rate of 31%.

Title/Role on campus	%
Associate Professor	1 (25%)
Professor	1 (25%)
Other	2 (50%)

Role on Search Committee	%
Member of Search Committee	1 (25%)
Search Committee Chair	1 (25%)
Other	2 (50%)

The source that informed them of the workshop offering	%
Department Chair	1 (25%)
Search Committee Chair	1 (25%)
Attendance Required	2 (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	0 (00%)
Somewhat Useful	4 (100%)
Not at all Useful	0 (0%)

Workshop Component	Not at all Valuable	Somewhat Valuable	Very Valuable	NA
Session I: Introduction (Fine)	0 (0%)	4 (100%)	0 (0%)	0 (0%)
Session I: Running an Effective and Efficient Search Committee (Fine)	0 (0%)	4 (100%)	0 (0%)	0 (0%)
Session I: Actively Recruiting an Excellent and Diverse Pool of Candidates (Fine)	0 (0%)	3 (75%)	1 (25%)	0 (0%)
Session I: Evaluating the Pool of Applicants: Raising Awareness of Unconscious Assumptions and Their Influence (Fine)	0 (0%)	3 (75%)	1 (25%)	0 (0%)
Session I: Ensuring a Fair and Thorough Review of Candidates (Fine)	0 (0%)	4 (100%)	0 (0%)	0 (0%)
Session II: Small Group Discussion of Your Efforts to Recruit an Excellent and Diverse Pool of Candidates	1 (25%)	3 (75%)	0 (0%)	0 (0%)
Session II: Small Group Discussion of Your Evaluation of Candidates	0 (0%)	4 (100%)	0 (0%)	0 (0%)
Session II: Developing and Implementing an Effective Interview Process (Pinerio)	0 (0%)	4 (100%)	0 (0%)	0 (0%)
Session II: Questions and Answers about Dual Career Couples Program and Other Aspects of Interviewing Finalists (Mayberry)	0 (0%)	3 (75%)	1 (25%)	0 (0%)

Three comments were provided about the workshop's components.

- Information provided was good food for thought, but 2, 2 hour sessions is not needed to convey material. Also, breakout groups did not seem effective.
- The value of these sessions is difficult for me to estimate since our search was in its very early stages at the time I participated in the workshop. That is likely why I found session 1 "Actively Recruit an Excellent and Diverse Pool of Candidates" particularly valuable.
- I think the most interesting part of the sessions was research presented on bias in hiring. I found the results fascinating (although not totally surprising).

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 (25%)
Consulted with the presenters or others on campus about conducting an effective search process.	0 (0%)
Discussed and/or established ground rules for the committee (e.g., about decision-making, attendance, expectations).	2 (50%)
Publicized the position in different venues (compared to previous searches).	1 (25%)
Used networking and other means to recruit a diverse pool of candidates.	3 (75%)
Used "Recruiting Resources" on WISELI's website.	1 (25%)
Used resources in the HR Recruitment Toolkit.	1 (25%)
Used resources provided by the Provost's Faculty Diversity Initiative (Strategic Pipeline and Recruitment Fund).	1 (25%)
Shared/distributed the brochure, "Reviewing Applicants: Research on Bias and Assumptions."	1 (25%)
Shared information about biases and assumptions.	3 (75%)
Developed and prioritized specific criteria for evaluation.	2 (50%)
Spent more time reviewing applications.	1 (25%)
Shared information about inappropriate questions for on-campus interviews and events.	3 (75%)
Considered needs and comfort of candidates when planning on-campus interviews.	1 (25%)
Relied on advice/resources in the Guidebook.	2 (50%)
Referred another person to this workshop.	2 (50%)

No participants commented on additional actions that they completed or planned to do.

IV. SUGGESTIONS AND RECOMMENDATIONS GIVEN BY SURVEY RESPONDENTS

A. Improving the workshop experience (0 responses)

No comments were provided for this question.

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

No comments were provided for this question.

C. Would you recommend this workshop to others?

100% percent of survey respondents reported they would recommend the workshop to others.
One comment was provided about this question.

- [I]t is good to be made aware of resources for [a] fair search and hiring.

V. GENERAL COMMENTS

One general comment was provided about the workshop.

- [S]treamline to one 2-3 hour session instead of two sessions.

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 (Fine)	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> N/A
Session 1: Run an Effective and Efficient Search Committee (Fine)	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> N/A
Session 1: Actively Recruit an Excellent and Diverse Pool of Candidates (Fine)	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> N/A
Session 1: Evaluating the Pool of Applicants (Fine)	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> N/A
Session 1: Ensure a Fair and Thorough Review of Candidates (Fine)	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> N/A
Session 2: Discussion of recruitment efforts	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> N/A

Session 2:
Discussion of
evaluation of
applicants

<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> N/A
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Session 2:
Develop and
Implement an
Effective
Interview Process
(Pintero)

<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> N/A
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Session 2:
Dual-Career
Hiring (Mayberry)

<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> N/A
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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!