

SEARCHING FOR EXCELLENCE AND DIVERSITY:
EVALUATION OF WORKSHOP SESSION FOR THE
COLLEGE OF LETTERS AND SCIENCE
PRESENTED SEPTEMBER 21, 2012 AND
NOVEMBER 30, 2012

Submitted to:

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Table of Contents

I. DEMOGRAPHICS OF SURVEY RESPONDENTS	1
II. RATINGS AND COMMENTS ON WORKSHOP CONTENT	2
III. OUTCOMES: GAINED KNOWLEDGE AND RESOURCES THAT PARTICIPANTS WILL APPLY IN THEIR ROLE ON A SEARCH COMMITTEE.....	4
IV. SUGGESTIONS AND RECOMMENDATIONS GIVEN BY SURVEY RESPONDENTS.....	6
A. IMPROVING THE WORKSHOP EXPERIENCE	6
B. TOPICS THAT PARTICIPANTS HOPED WOULD BE COVERED IN THE WORKSHOP, YET WERE NOT	6
C. WOULD YOU RECOMMEND THIS WORKSHOP TO OTHERS?	6
V. GENERAL COMMENTS.....	6
APPENDIX I. SURVEY INSTRUMENT	7

I. DEMOGRAPHICS OF SURVEY RESPONDENTS

Out of 25 invitees, 8 people responded to this survey for a response rate of 32.0%.

Title/Role on campus	% (N)
Assistant, Associate, or Full Professor	37.5% (3)
Administrator, Administrative Professional	50.0% (4)
Community Organization Executive	12.5% (1)

Role on Search Committee	% (N)
Member of Search Committee	37.5% (3)
Search Committee Chair or Co-Chair	37.5% (3)
Administrative, Human Resources, or Technical Support	25.0% (2)

The source that informed them of the workshop offering	% (N)
Attendance Required	66.7% (4)
Email Message	16.7% (1)
Search Committee Chair	16.7% (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	50.0% (4)	2.50
Somewhat Useful	50.0% (4)	--
Not at all Useful	0.0% (0)	--

Workshop Component	Not at all Valuable	Somewhat Valuable	Very Valuable	NA	Rating Average
Session 1: Introduction (Fine)	0.0% (0)	62.5% (5)	37.5% (3)	0.0% (0)	2.38
Session 1: Run an Effective and Efficient Search Committee (Fine)	0.0% (0)	62.5% (5)	37.5% (3)	0.0% (0)	2.38
Session 1: Actively Recruit an Excellent and Diverse Pool of Candidates (Stern, Fine)	0.0% (0)	37.5% (3)	62.5% (5)	0.0% (0)	2.63
Session 1: Evaluating the Pool of Applicants (Martin)	0.0% (0)	50.0% (4)	50.0% (4)	0.0% (0)	2.50
Session 1: Ensure a Fair and Thorough Review of Candidates (Fine)	0.0% (0)	50.0% (4)	50.0% (4)	0.0% (0)	2.50
Session 2: Discussion of recruitment efforts	12.5% (1)	50.0% (4)	37.5% (3)	0.0% (0)	2.25
Session 2: Discussion of evaluation of applicants	12.5% (1)	25.0% (2)	62.5% (5)	0.0% (0)	2.50
Session 2: Develop and Implement an Effective Interview Process (Piñero)	12.5% (1)	25.0% (2)	62.5% (5)	0.0% (0)	2.50
Session 2: Dual-Career Hiring (Mayberry)	0.0% (0)	37.5% (3)	50.0% (4)	12.5% (1)	2.57
Session 2: Closing the Deal (Fine)	0.0% (0)	37.5% (3)	25.0% (2)	37.5% (3)	2.40

Five respondents provided comments about the workshop's components. These included:

- This was useful.
- The mix of small group discussions with info presentations was very effective.
- I enjoyed having representatives from the office of diversity and provost office presenting to the group. It shows how important the hiring process is the administrators.

- Before the workshop started, I wondered how much of what I heard would be relative to my position. I found that everything I heard and learned was extremely interesting and eye-opening.
- Workshop seemed designed for people who have never thought about issues of gender and racial diversity in hiring, when some of us have spent our professional lifetimes engaged with these issues. Most issues were treated in too elementary a fashion, and much discussion was geared toward the kinds of problems in searches that were more common a decade or two ago, instead of the more subtle problems search committees often encounter at present.

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

Knowledge, Action, or Resource	Have Done (%/N)	Plan to Do (%/N)	Response Count
Considered the membership of the search committee and adjusted accordingly.	66.7% (2)	33.3% (1)	3
Consulted with the workshop presenters or others on campus about conducting an effective search process.	66.7% (2)	33.3% (1)	3
Discussed and/or established ground rules for the search committee (e.g., about decision-making, attendance, expectations).	75.0% (3)	25.0% (1)	4
Publicized the position in different venues (compared to previous searches).	75.0% (3)	25.0% (1)	4
Used networking and other means to recruit a diverse pool of candidates.	100.0% (5)	0.0% (0)	5
Used "Recruiting Resources" on WISELI's website.	66.7% (2)	33.3% (1)	3
Used resources in the HR Recruitment Toolkit.	75.0% (3)	50.0% (2)	4
Used resources provided by the Provost's Faculty Diversity Initiative (Strategic Pipeline and Recruitment Fund).	0.0% (0)	100.0% (5)	5
Distributed the brochure, "Reviewing Applicants: Research on Bias and Assumptions."	50.0% (2)	50.0% (2)	4
Shared information about biases and assumptions.	80.0% (4)	20.0% (1)	5
Developed and prioritized specific criteria for evaluation of candidates.	80.0% (4)	20.0% (1)	5
Spent more time reviewing applications.	100.0% (2)	0.0% (0)	2
Shared information about inappropriate questions for on-campus interviews and events.	16.7% (1)	83.3% (5)	6
Considered needs and comfort of candidates when planning on-campus interviews.	25.0% (1)	100.0% (4)	4
Relied on advice/resources in WISELI's Guidebook for Search Committees.	75.0% (3)	50.0% (2)	4
Referred another person to this workshop.	50.0% (2)	50.0% (2)	4

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

- I will encourage more people to take this training in the future.
- Other search committee members have attended this training so we had already incorporated most of the strategies presented in the workshop.
- The workshop gave me the confidence to keep pushing the committee members to establish criteria for evaluating difference dimensions of the PVL.

- I have consulted information about open meetings rules and about appropriate and inappropriate questions in interviewing.
- I will be sure to consider the comments I heard from everyone regarding choices made when we are ready to bring applicants to campus for interviews.

IV. SUGGESTIONS AND RECOMMENDATIONS GIVEN BY SURVEY RESPONDENTS

A. Improving the workshop experience (3 responses)

- It would be good if more people knew about this training. My sense is that some do not know.
- Make it a requirement for all search and screen members attend the training.
- The workshop seemed geared more toward addressing gender discrimination than discrimination along the lines of race/ethnicity/nationality, class background, or sexual orientation/identity.

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

- It would be great to have a third workshop that focuses on how to develop ways to assess the more intangible aspects of the job hire. It would also be good to have more open acknowledgement and discussion of how to manage the different values of different members of the committee. (The skit in the first session was great but we really should have spent time analyzing it--however this is more effective when you have all members of the committee in the room -- perhaps this could be offered to committees for a third "private" session post the two sessions of this workshop.
- Generally, topics were raised at a moment when it was too late to make any changes in the search process.
- Process instructions and tools.
- The administrator's role if not included on the search committee.

C. Would you recommend this workshop to others?

Five of eight (83.3 percent) evaluation respondents reported they would recommend the workshop to others. Two comments were provided about this question:

- Very important to reflect on these matters prior to reviewing applications.
- I would recommend the workshop mostly to those who haven't spent much time thinking about equity and diversity in higher education.

V. GENERAL COMMENTS

Three general comments were provided about the workshop.

- Make it a requirement for all search and screen members attend the training.
- It would be helpful if more of the organizers had experience with racial/ethnic discrimination and how it works in *today's* job market. The workshops seemed dated and focused disproportionately on the typical concerns of white women in academia.
- It was the best workshop I have taken on campus. I think it should be required of everyone.

Searching for Excellence and Diversity: A Workshop for Search Committees



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

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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 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
Session 1: Introduction (Fine)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Session 1: Run an Effective and Efficient Search Committee (Fine)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Session 1: Actively Recruit an Excellent and Diverse Pool of Candidates (Stern, Fine)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Session 1: Evaluating the Pool of Applicants (Martin)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Session 1: Ensure a Fair and Thorough Review of Candidates (Fine)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Session 2: Discussion of recruitment efforts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Session 2: Discussion of evaluation of applicants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Session 2: Develop and Implement an Effective Interview Process (Piñero)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Session 2: Dual-Career Hiring (Mayberry)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Session 2: Closing the Deal (Fine)	<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:

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5. Which of the following have you done (or plan to do) because of attending this workshop? (Check either or both.)

	Have done	Plan to do
Considered the membership of the search committee and adjusted accordingly.	<input type="checkbox"/>	<input type="checkbox"/>
Consulted with the workshop presenters or others on campus about conducting an effective search process.	<input type="checkbox"/>	<input type="checkbox"/>
Discussed and/or established ground rules for the search committee (e.g., about decision-making, attendance, expectations).	<input type="checkbox"/>	<input type="checkbox"/>
Publicized the position in different venues (compared to previous searches).	<input type="checkbox"/>	<input type="checkbox"/>
Used networking and other means to recruit a diverse pool of candidates.	<input type="checkbox"/>	<input type="checkbox"/>
Used "Recruiting Resources" on WISELI's website.	<input type="checkbox"/>	<input type="checkbox"/>
Used resources in the HR Recruitment Toolkit.	<input type="checkbox"/>	<input type="checkbox"/>
Used resources provided by the Provost's Faculty Diversity Initiative (Strategic Pipeline and Recruitment Fund).	<input type="checkbox"/>	<input type="checkbox"/>
Distributed the brochure, "Reviewing Applicants: Research on Bias and Assumptions."	<input type="checkbox"/>	<input type="checkbox"/>
Shared information about biases and assumptions.	<input type="checkbox"/>	<input type="checkbox"/>
Developed and prioritized specific criteria for evaluation of candidates.	<input type="checkbox"/>	<input type="checkbox"/>
Spent more time reviewing applications.	<input type="checkbox"/>	<input type="checkbox"/>
Shared information about inappropriate questions for on-campus interviews and events.	<input type="checkbox"/>	<input type="checkbox"/>
Considered needs and comfort of candidates when planning on-campus	<input type="checkbox"/>	<input type="checkbox"/>

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interviews.

Relied on advice/resources
in WISELI's Guidebook for
Search Committees.

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

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!