

SEARCHING FOR EXCELLENCE AND DIVERSITY:
EVALUATION OF WORKSHOP SESSION
FOR CROSS-COLLEGES
PRESENTED OCTOBER 4, 2012 AND
DECEMBER 6, 2012

Submitted to:

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I. DEMOGRAPHICS OF SURVEY RESPONDENTS

Out of 10 invitees, 3 people responded to this survey for a response rate of 30%.

Title/Role on campus	% (N)
Associate Professor	33% (1)
Professor	33% (1)
Human Resources Professional	33% (1)

Role on Search Committee	% (N)
Member of Search Committee	33% (1)
Search Committee Chair	33% (1)
Human Resources or Technical Support	33% (1)

The source that informed them of the workshop offering	% (N)
Human Resources Office	100% (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% (3)	3.0
Somewhat Useful	0% (0)	--
Not at all Useful	0% (0)	--

Workshop Component	Not at all Valuable	Somewhat Valuable	Very Valuable	NA	Rating Average
Session 1: Introduction (Fine)	0% (0)	0% (0)	100% (3)	0% (0)	3.0
Session 1: Run an Effective and Efficient Search Committee (Fine)	0% (0)	0% (0)	100% (3)	0% (0)	3.0
Session 1: Actively Recruit an Excellent and Diverse Pool of Candidates (Stern, Fine)	0% (0)	0% (0)	100% (3)	0% (0)	3.0
Session 1: Evaluating the Pool of Applicants (Carnes)	0% (0)	0% (0)	100% (3)	0% (0)	3.0
Session 1: Ensure a Fair and Thorough Review of Candidates (Fine)	0% (0)	0% (0)	100% (3)	0% (0)	3.0
Session 2: Discussion of recruitment efforts	0% (0)	0% (0)	67% (2)	33% (1)	3.0
Session 2: Discussion of evaluation of applicants	0% (0)	0% (0)	67% (2)	33% (1)	3.0
Session 2: Develop and Implement an Effective Interview Process (Piñero)	0% (0)	0% (0)	67% (2)	33% (1)	3.0
Session 2: Dual-Career Hiring (Mayberry)	0% (0)	0% (0)	67% (2)	33% (1)	3.0

Two respondents provided comments about the workshop's components.

- Establishing required qualifications and evaluation criteria prior to the position posting should be enforced a little bit more rather than recommending it.
- This should all be done earlier if you want to impact pending or ongoing searches... it is all too late in the fall to impact many searches.

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.	100% (1)	0% (0)	1
Consulted with the workshop presenters or others on campus about conducting an effective search process.	0% (0)	100% (2)	2
Discussed and/or established ground rules for the search committee (e.g., about decision-making, attendance, expectations).	67% (2)	33% (1)	3
Publicized the position in different venues (compared to previous searches).	100% (1)	0% (0)	1
Used networking and other means to recruit a diverse pool of candidates.	100% (2)	0% (0)	2
Used "Recruiting Resources" on WISELI's website.	0% (0)	100% (1)	1
Used resources in the HR Recruitment Toolkit.	100% (1)	0% (0)	1
Used resources provided by the Provost's Faculty Diversity Initiative (Strategic Pipeline and Recruitment Fund).	0% (0)	100% (2)	2
Distributed the brochure, "Reviewing Applicants: Research on Bias and Assumptions."	50% (1)	50% (1)	2
Shared information about biases and assumptions.	67% (2)	67% (2)	3
Developed and prioritized specific criteria for evaluation of candidates.	100% (1)	0% (0)	1
Spent more time reviewing applications.	100% (1)	100% (1)	1
Shared information about inappropriate questions for on-campus interviews and events.	50% (1)	50% (1)	2
Considered needs and comfort of candidates when planning on-campus interviews.	50% (1)	50% (1)	2
Relied on advice/resources in WISELI's Guidebook for Search Committees.	0% (0)	100% (1)	1
Referred another person to this workshop.	50% (1)	50% (1)	2

One respondent shared additional activities that they had done or planned to do. This included:

- I plan to develop more specific and consistent Search Committee procedures.

IV. SUGGESTIONS AND RECOMMENDATIONS GIVEN BY SURVEY RESPONDENTS

A. Improving the workshop experience (2 responses)

- Discussions among ourselves were good, but I was expecting the presenters to go over the specific processes of how to do certain things.
- Do it earlier in the fall semester or even summer to impact future searches.

B. Topics that participants hoped would be covered in the workshop, yet were not (1 response)

- Developing announcement that provides more specific information about the application/evaluation procedures other than just asking applicants to submit a cover letter and CV. If the announcement does not tell applicants what the Hiring Unit is looking for, they may not provide all the information that would make them qualified candidates.

C. Would you recommend this workshop to others?

Three of three (100 percent) evaluation respondents reported they would recommend the workshop to others. No reasons for the recommendation were provided.

V. GENERAL COMMENTS

One general comment was provided about the workshop.

- This workshop should be mandatory or highly recommended to managers, supervisors, Dept Admins, HR reps, or anyone involved in the recruitment and selection process.

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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 (Carnes)	<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"/>

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!