

SEARCHING FOR EXCELLENCE AND DIVERSITY:
EVALUATION OF THE WORKSHOP PRESENTED
ACROSS THE UW-MADISON SCHOOLS AND COLLEGES
FALL 2008

Submitted to:

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I. DEMOGRAPHICS OF SURVEY RESPONDENTS

Out of 7 invitees, 3 people responded to this survey for a response rate of 43%.

Title/Role on campus	%
Faculty	67%
Other	33%

Role on Search Committee	%
Member of Search Committee	67%
Supports Search Committee	33%

First Session Attendance	%
Thursday, October 2, 2008	0%
Friday, October 17, 2008	100%
Didn't Attend First Session	0%

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	%
Not at all Useful	0 (0%)
Somewhat Useful	0 (0%)
Very Useful	3 (100%)

Workshop Component	Not at all Valuable	Somewhat Valuable	Very Valuable	Didn't Attend
Session I: Introduction	0 (0%)	1 (33%)	2 (67%)	0 (0%)

No comments.

Workshop Component	Not at all Valuable	Somewhat Valuable	Very Valuable	Didn't Attend
Session I: Running an Effective and Efficient Search Committee	0 (0%)	1 (33%)	2 (67%)	0 (0%)

No comments.

Workshop Component	Not at all Valuable	Somewhat Valuable	Very Valuable	Didn't Attend
Session I: Actively Recruiting an Excellent and Diverse Pool of Candidates	0 (0%)	2 (67%)	1 (33%)	0 (0%)

No comments.

Workshop Component	Not at all Valuable	Somewhat Valuable	Very Valuable	Didn't Attend
Session I: Evaluating the Pool of Applicants: Raising Awareness of Unconscious Assumptions and Their Influence	0 (0%)	0 (0%)	3 (100%)	0 (0%)

No comments.

Workshop Component	Not at all Valuable	Somewhat Valuable	Very Valuable	Didn't Attend
Session I: Ensuring a Fair and Thorough Review of Candidates	0 (0%)	0 (0%)	3 (100%)	0 (0%)

No comments.

Workshop Component	Not at all Valuable	Somewhat Valuable	Very Valuable	Didn't Attend
Session II: Discussing/Reviewing Your Efforts to Recruit an Excellent and Diverse Pool of Candidates	0 (0%)	2 (67%)	1 (33%)	0 (0%)

No comments.

Workshop Component	Not at all Valuable	Somewhat Valuable	Very Valuable	Didn't Attend
Session II: Discussing Your Committee's Evaluation of Candidates	0 (0%)	2 (67%)	1 (33%)	0 (0%)

No comments.

Workshop Component	Not at all Valuable	Somewhat Valuable	Very Valuable	Didn't Attend
Session II: Developing and Implementing an Effective Interview Process	0 (0%)	0 (0%)	3 (100%)	0 (0%)

No comments.

Workshop Component	Not at all Valuable	Somewhat Valuable	Very Valuable	Didn't Attend
Session II: Questions and Answers About the Dual Career Couples Program	0 (0%)	0 (0%)	3 (100%)	0 (0%)

No comments.

III. OUTCOMES: GAINED KNOWLEDGE AND RESOURCES THAT PARTICIPANTS WILL APPLY IN THEIR ROLE ON A SEARCH COMMITTEE

- Try to institute policies of evaluation that are subjective and free of bias

IV. SUGGESTIONS AND RECOMMENDATIONS GIVEN BY SURVEY RESPONDENTS

A. Improving the workshop experience (2 responses)

- More attendees = better discussion
- The only thing I can think of is the "impossible" ...i.e., to improve the budgets so that hiring is a more common possibility, and to increase the pool of women and minority PhDs in my particular engineering discipline who are interested in an academic career. Other than that...we'll just keep trying!

B. Topics that participants hoped would be covered in the workshop, yet were not (2 responses)

- None.
- Didn't come with any preconceived expectations.

C. Would you recommend this workshop to others?

100 percent of survey respondents reported they would recommend the workshop to others. Their comments regarding this question follow:

- The helpful resources and the helpful way one gains of looking at issues of diversity and built-in biases.
- [1] The handbook and its hints/suggestions; [2] The info re: dual couples resources by Laurie Mayberry; [3] The suggestion by Naomi Chesler to generally support women and minorities at technical conferences, even if not specifically targeted at recruiting to UW.

V. GENERAL COMMENTS

- Thank you.

APPENDIX I. SURVEY INSTRUMENT

Searching for Excellence and Diversity: A Workshop for Search Committees



1

I attended the first session on:

- Thursday, October 2
- Friday, October 17
- Didn't attend a first session



2

Your title or role on campus:



3

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



4

Please rate the value of each of the following aspects of the workshop using the scale from 1-3. Also, feel free to include additional comments about the presentation or small-group discussions:

1 2 3 Didn't Attend
Not at all Valuable Somewhat Valuable Very Valuable

Session 1: Introduction (remarks from Amy Wendt)

1 2 3

Comments:

Session 1: Running an effective and efficient search committee
(presented by Eve Fine)

- 1
- 2
- 3
-

Comments:

Session 1: Actively recruiting an excellent and diverse pool of candidates
(presented by Eve Fine)

- 1
- 2
- 3
-

Comments:

Session 1: Evaluating the pool of applicants: Raising awareness of unconscious assumptions and their influence
(presented by Amy Wendt)

- 1
- 2
- 3
-

Comments:

Session 1: Ensuring a fair and thorough review of candidates
(presented by Eve Fine)

- 1
- 2
- 3
-

Comments:

Session 2: Discussing/reviewing your efforts to recruit an excellent and diverse pool of candidates (discussion led by Eve Fine)

1 **2** **3**

Comments:

Session 2: Discussing your committee's evaluation of candidates (discussion led by Eve Fine)

1 **2** **3**

Comments:

Session 2: Developing and implementing an effective interview process (presented by Eve Fine)

1 **2** **3**

Comments:

Session 2: Questions and answers about Dual Career Couples program (presented by Laurie Mayberry)

1 **2** **3**

Comments:

5

Please identify up to three things that you gained at this workshop and will apply in your role as Chair or as a member of a search committee:

6

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

7

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

8

Please comment on the workshop format. Specifically, was it beneficial to attend two workshop sessions as opposed to a single session? Why or why not?

9

Please provide an overall rating for this session.

Not at all Useful	Somewhat Useful	Very Useful
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1	2	3

10

Would you recommend this workshop to others?

YES NO

Why or why not?

11

Any other comments?

Please click on the "SUBMIT" arrow below. You will know that your results have been recorded if you see WISELI's website on *Training for Hiring Committees*. Feel free to browse through these resources. Thank you for completing this survey!

