

SEARCHING FOR EXCELLENCE AND DIVERSITY:  
EVALUATION OF THE WORKSHOPS PRESENTED TO  
THE COLLEGE OF LETTERS & SCIENCE  
FALL 2008

*Submitted to:*

Eve Fine  
Researcher and Workshop Coordinator, WISELI

*Submitted by:*

Jessica Winchell  
Evaluator, WISELI

March 11, 2009

Preparation of this document was made possible by grants from the National Science Foundation (NSF #0619979). Any opinions, findings, and conclusions or recommendations expressed in this material are those of the author(s) and do not necessarily reflect the views of the National Science Foundation.

## Table of Contents

<b>I. DEMOGRAPHICS OF SURVEY RESPONDENTS .....</b>	<b>1</b>
<b>II. RATINGS AND COMMENTS ON WORKSHOP CONTENT .....</b>	<b>1</b>
<b>III. OUTCOMES: GAINED KNOWLEDGE AND RESOURCES THAT PARTICIPANTS WILL APPLY IN THEIR ROLE ON A SEARCH COMMITTEE .....</b>	<b>2</b>
<b>IV. SUGGESTIONS AND RECOMMENDATIONS GIVEN BY SURVEY RESPONDENTS.....</b>	<b>3</b>
A. IMPROVING THE WORKSHOP EXPERIENCE .....	3
B. TOPICS THAT PARTICIPANTS HOPED WOULD BE COVERED IN THE WORKSHOP, YET WERE NOT .....	4
C. WOULD YOU RECOMMEND THIS WORKSHOP TO OTHERS?.....	4
<b>V. GENERAL COMMENTS.....</b>	<b>4</b>
<b>APPENDIX I. SURVEY INSTRUMENT.....</b>	<b>5</b>

## I. DEMOGRAPHICS OF SURVEY RESPONDENTS

Out of 19 invitees, 12 people responded to this survey for a response rate of 63%.

Title/Role on campus	%
Faculty	83%
Other	17%

Role on Search Committee	%
Committee Member	33%
Committee Chair/Head	33%
Administrative	17%
Other	17%

The source that informed them of the workshop offering	%
Department/ Department Chair	20%
Search Committee Chair	10%
Email/Invitation	50%
WISELI	20%

## 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 Valuable	0%
Somewhat Valuable	73%
Very Valuable	27%

Workshop Component	Not at all Valuable	Somewhat Valuable	Very Valuable	Didn't Attend
Session I: Introduction	0 (0%)	7 (58%)	2 (17%)	3 (25%)

- This was good review of things I already knew.

Workshop Component	Not at all Valuable	Somewhat Valuable	Very Valuable	Didn't Attend
Session I: Running an Effective and Efficient Search Committee	0 (0%)	5 (42%)	4 (33%)	3 (25%)

- This had some level of detail that I wanted, including info in the handbook about open meeting laws, etc. Nuts and bolts.

Workshop Component	Not at all Valuable	Somewhat Valuable	Very Valuable	Didn't Attend
Session I: Actively Recruiting an Excellent and Diverse Pool of Applicants	0 (0%)	5 (42%)	4 (33%)	3 (25%)

- A good review of things I knew.

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%)	5 (42%)	4 (33%)	3 (25%)

- A good reminder of issues that different people have, and it gave me ideas of how to bring this up with the committee--reminded me to explore our hidden assumptions

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%)	5 (42%)	3 (25%)	4 (33%)

- I don't remember this part. Sorry. [Respondent indicated "didn't attend"]

Workshop Component	Not at all Valuable	Somewhat Valuable	Very Valuable	Didn't Attend
Session II: Introduction	0 (0%)	8 (67%)	3 (25%)	1 (8%)

- It was good to not have included too much here and to move quickly to the groups.

Workshop Component	Not at all Valuable	Somewhat Valuable	Very Valuable	Didn't Attend
Session II: Small Group Discussion of Your Efforts to Recruit an Excellent and Diverse Pool of Candidates	2 (17%)	2 (17%)	7 (58%)	1 (8%)

- Not terribly useful for my field, since there are much larger pipeline issues in terms of minorities & gender balance is if anything skewed feminine, but probably helpful in fields with more "normal" distributions.
- Interesting discussion--helps give a big picture of what's going on across the university.

Workshop Component	Not at all Valuable	Somewhat Valuable	Very Valuable	Didn't Attend
Session II: Small Group Discussion of Your Evaluation of Candidates	1 (8%)	6 (50%)	4 (33%)	1 (8%)

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%)	6 (50%)	4 (33%)	2 (17%)

- I had no idea applicants still faced such discrimination (gender & racial) in other fields! Made me more sensitive to related concerns/experiences of applicants generally.

Workshop Component	Not at all Valuable	Somewhat Valuable	Very Valuable	Didn't Attend
Session II: Question and Answer About Dual Career Couples Program and Other Aspects of Interviewing Finalists	1 (8.3%)	2 (17%)	6 (50%)	3 (25%)

- This is the part where there should be more information to all search committees.
- Very valuable. A huge issue in my field (and for retention within my department).

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

- [1] Awareness.
- [1] More understanding of university policy and resources. [2] Familiarity with how other departments and fields run their searches to see how we might improve ours.
- [1] Plan carefully all stages of search both for the search committee and for participants of formal and informal gatherings. [2] Awareness that all job applicants should form a favorable impression of UW.
- [1] Discussing the research on biases. [2] Discussing the Dual Career Program. [3] Sharing tips with other faculty.
- [1] One important lesson was that how the position is defined (in particular, broadly vs. narrowly) can have implications for the diversity of candidates who apply and are invited for interviews.
- [1] I wouldn't have thought to have our search committee explicitly discuss our assumptions and explore potential hidden biases. [2] I wouldn't have known how to follow the open meeting laws.
- [1] Differences in recruitment practices between the sciences and the humanities. [2] Better understanding of spousal hiring. [3] Allowing candidate to talk to Dean alone.
- [1] The importance of building consensus among all, including junior faculty members and graduate students.

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

#### ***A. Improving the workshop experience (6 responses)***

- Seems OK, discussions were the best part.
- Would be good to cover everything in a day/two days at the start of the semester since many of us were already done searching by the second workshop.
- At session 1, the attendees were about 80% [non-white male], and still the standard speech about "diversity is not the responsibility of the diverse" was given to us! The time could have been more appropriately spent to discuss why it is that the men aren't actually attending these sessions – there were at least a half dozen male no-shows. Much of the [first] session felt geared to the folks not in the room. Distribution was better in session 2.
- Include a dean/assistant/associate in each workshop. Their experience may be useful to the participants, just as participation is beneficial to deans.
- The workshops came too late. The first one came after we already had our ads out, and I might have done it differently. The second workshop came on a day when we already had a candidate in. So it was too late for making some different plans.
- More information about Target of Opportunity hiring.

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

- N/A
- See #5 [Response to #5: More information about Target of Opportunity hiring.]

C. Would you recommend this workshop to others?

92% percent (11 of 12) of survey respondents reported they would recommend the workshop to others. Their comments as to why or why not follow:

- We don't have a choice, and I did learn some things...
- If offered earlier in the semester. Good for networking generally, although that's not the main intent.
- Even for people who think a lot about these issues, there is always more to learn. And many people don't think about these issues much or at all.
- First time search committee members or chairs would benefit from the information and the book you receive
- I was attending on behalf of the faculty, however, they should have attended to better internalize the concepts.

The remaining survey respondent (8%) indicated that their decision to recommend the workshop would be contingent on the experience level of the person to whom the recommendation is being made.

- Yes or No. This is my third time in a search committee. Many of us are already familiar with the process. For those who are new, this is certainly recommended.

**V. GENERAL COMMENTS**

- I attended this workshop a number of years ago and see that with experience and research into diversity issues, it is getting better all the time. Glad I attended.
- It would be more popular if it was only one session instead of two – especially at the end of the semester when everyone is so busy trying to close-out the semester.

APPENDIX I. SURVEY INSTRUMENT

**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 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** (With remarks from Molly Carnes)

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 Molly Carnes and Eve Fine)

Comments:

**Session 1: Evaluating the Pool of Applicants: Raising Awareness of Unconscious Assumptions and their Influence** (Presented by Molly Carnes)

Comments:

**Session 1: Ensuring a Fair and Thorough Review of Candidates** (Presented by Molly Carnes)

Comments:

**Session 2: Introduction** (With remarks from Eve Fine)

Comments:

**Session 2: Small Group Discussion of Your Efforts to Recruit an Excellent and Diverse Pool of Candidates**

**1**                      **2**                      **3**                     

Comments:

**Session 2: Small Group Discussion of Your Evaluation of Candidates**

**1**                      **2**                      **3**                     

Comments:

**Session 2: Developing and Implementing an Effective Interview Process** (Presented by Luis Piñero)

**1**                      **2**                      **3**                     

Comments:

**Session 2: Questions and Answers about Dual Career Couples Program and Other Aspects of Interviewing Finalists** (Presented by Laurie Mayberry)

**1**                      **2**                      **3**                     

Comments:

4

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:

5

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

6

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

7

Please provide an overall rating for this session.

Not at all Useful

Somewhat Useful

Very Useful

1

2

3

8

How did you hear about this workshop?

9

Would you recommend this workshop to others?

YES

NO

Why or why not?

10

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!

