

SEARCHING FOR EXCELLENCE AND DIVERSITY:  
EVALUATION OF THE WORKSHOP PRESENTED TO  
THE SCHOOL OF MEDICINE AND PUBLIC HEALTH  
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## I. DEMOGRAPHICS OF SURVEY RESPONDENTS

Out of 21 invitees, 10 people responded to this survey for a response rate of 48%.  
*(Note: Percentages may not sum to 100% because of rounding error.)*

| Title/Role on campus | %   |
|----------------------|-----|
| Faculty              | 10% |
| Staff                | 90% |

| Role on Search Committee     | %   |
|------------------------------|-----|
| Member of a Search Committee | 50% |
| Supports Search Committee    | 30% |
| Other/No response            | 20% |

| The source that informed them of the workshop offering | %   |
|--|-----|
| Administrator/HR                                       | 38% |
| Email  | 50% |
| Dean's Office  | 13% |

## 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          | 1 (11%) |
| Somewhat Useful            | 2 (22%) |
| Very Useful                | 6 (67%) |

| Workshop Component | Not at all Valuable | Somewhat Valuable | Very Valuable | Didn't Attend |
|--------------------|---------------------|-------------------|---------------|---------------|
| Introduction       | 1 (10%)             | 4 (40%)           | 5 (50%)       | 0 (0%)        |

No comments.

| Workshop Component                                  | Not at all Valuable | Somewhat Valuable | Very Valuable | Didn't Attend |
|---|---------------------|-------------------|---------------|---------------|
| Running an Effective and Efficient Search Committee | 1 (10%)             | 1 (10%)           | 8 (80%)       | 0 (0%)        |

No comments.

| Workshop Component  | Not at all Valuable | Somewhat Valuable | Very Valuable | Didn't Attend |
|---|---------------------|-------------------|---------------|---------------|
| Actively Recruiting an Excellent and Diverse Pool of Candidates | 1 (10%)             | 2 (20%)           | 7 (70%)       | 0 (0%)        |

No comments.

| Workshop Component                | Not at all Valuable | Somewhat Valuable | Very Valuable | Didn't Attend |
|-----------------------------------|---------------------|-------------------|---------------|---------------|
| Evaluating the Pool of Applicants | 1 (10%)             | 1 (10%)           | 8 (80%)       | 0 (0%)        |

No comments.

| Workshop Component                                | Not at all Valuable | Somewhat Valuable | Very Valuable | Didn't Attend |
|---|---------------------|-------------------|---------------|---------------|
| Ensuring a Fair and Thorough Review of Candidates | 1 (10%)             | 1 (10%)           | 8 (80%)       | 0 (0%)        |

No comments.

| Workshop Component   | Not at all Valuable | Somewhat Valuable | Very Valuable | Didn't Attend |
|--|---------------------|-------------------|---------------|---------------|
| Developing and Implementing an Effective Interview Process | 1 (11%)             | 1 (11%)           | 7 (78%)       | 0 (0%)        |

- I thought this section was very well presented. Luis did a good job of stating the relevancy of process and how it relates to perceptions of the University.

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

- [1] Who to recruit a diverse pool; [2] how to assess pool w/ [out] bias.
- [1] Try to be non-biased.
- [1] The workshop was a good resource for learning about new initiatives for faculty recruitment.
- 1) Strategy for setting committee workload and goal. 2) The need to push for objectivity even with reasonable people. 3) Importance of perception in hiring practices.
- [1] Diversity dinners. [2] Always be recruiting. [3] Decide on what your role is and what is expected of you before interviewing. Make sure everyone is on the same page of what they want the outcome to be.
- 1. Search committee processes. 2. Info to legally be contained in the search process. 3. Posting requirements.
- 1. Resources available to me including the handouts. 2. Explanation/discussion of relevant research. 3. Importance of identifying ground rules ahead of time.

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

#### A. Improving the workshop experience (3 responses)

- I think it was a good workshop – maybe more time for interaction within the small groups.
- I thought that the workshop was well organized and moved a very quick pace. You had enough time to gather ideas and information, but not enough time to get bored.
- Perhaps more information on how we can target minority recruits (proven resources, etc.).

#### B. Topics that participants hoped would be covered in the workshop, yet were not (5 responses)

- What to do with questions from the search committee members with applicant questions related to their visa status. This is quite common.
- I came to the workshop with an open mind, without specific expectations. I found the workshop to be informative and interesting.

- I had not expectations of what I wanted covered and felt that I came away with a lot of knowledge.
- See above.
- Take the full 3 hours listed on the agenda. The presentation and discussions were excellent!

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:

- Provides some good foundation information about recruiting and evaluation.
- I think it is an eye-opener and would be good for everyone to attend. I especially liked to hear suggestions from people that were there on their recruitment efforts.
- See above.
- Feel it is a necessity for leading a search committee and helpful for participants.

**V. GENERAL COMMENTS**

- Need to get more MDs to attend.
- Thanks for making the workshop available.
- Excellent workshop!

Note: One respondent to the survey selected 1 “not at all valuable” for all workshop components and for the session overall while reporting that *would* recommend the workshop to others.

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

**Introduction** (with remarks by Dean Golden and Molly Carnes)

1                       2                       3                     

Comments:

**Running an Effective and Efficient Search Committee** (Presented by Eve Fine)

1                       2                       3                     

Comments:

**Actively Recruiting an Excellent and Diverse Pool of Candidates** (Presented by Elizabeth Bolt)

1

2

3

Comments:

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

1

2

3

Comments:

**Ensuring a Fair and Thorough Review of Candidates** (Presented by Eve Fine)

1

2

3

Comments:

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

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?

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!

