NSF ADVANCE at the University of Wisconsin-Madison: Searching for Excellence and Diversity

“The search process plays a critical role in shaping our faculty and staff for years to come and provides the best opportunity for diversifying our workforce.”

What workshop participants are saying

Before Training Passive Recruiting

After Training Active Recruiting

Before Training Unaware of Unconscious Bias

After Training Aware of Potential Biases

“I was much better informed on how to do a search. In the past, we were told to search, but there was never a guideline to follow. This is the first time in my [more than two decades] here where I actually received some education in the process of chairing a search.”

“When assumptions “that cultural, racial, ethnic, and gender biases are simply nonexistent [in] screening and evaluation processes, there is grave danger that minority and female candidates will be rejected.”

Caroline Sotollo Viernes Turner

Essential Elements of a Successful Search

- Run an effective and efficient search committee
- Actively recruit a diverse and excellent pool of candidates
- Raise awareness of unconscious assumptions and their influence on evaluation of candidates
- Ensure a fair and thorough review of candidates
- Develop and implement an effective interview process
- Successfully close the deal

Implementing Training for Search Committees on your campus

WISELI will offer a one-day “Train the Trainers” workshop on your campus.

Relying on the principles of active learning, this workshop will:

- Introduce participants to the materials and techniques we use in our workshops
- Describe a variety of formats for offering the workshops
- Present and discuss research and advice literature relevant to the search process
- Share and discuss challenges and strategies for recruiting and hiring diverse and excellent faculty members
- Offer advice for implementing workshops on your campus

Available on our website:
http://wiseli.engr.wisc.edu/products.htm

Copies can be ordered from
wiseli@engr.wisc.edu

Impact on Hiring

Percent Female, New Assistant Professors Biological & Physical Sciences

New Hires’ Satisfaction* With the Hiring Process Biological & Physical Sciences

Resources

http://wiseli.engr.wisc.edu/initiatives/hiring/ImplementingTraining.htm