



Participation Data

Division	# People Trained	# Depts Trained	% Depts Trained
Physical Sciences	35	18	94.7%
Biological Sciences	86	29	58.0%
Total	121	47	68.1%

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

“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



“We just cast out our nets and see who swims in.”

Before Training
Unaware of Unconscious Bias

“We always hire the best candidate, regardless of gender, race, and ethnicity.”

After Training
Active Recruiting



“There are very few women in [this discipline], and even less in [this subfield] . . . so we contacted all of them and asked them to apply. We were fishing for a guppy and might have caught a barracuda.”

After Training
Aware of Potential Biases

“This workshop made me more aware of the biases which exist . . . I kept this concept in mind when reviewing the applications and interviewing the candidates.”

“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.”

Implementing Training for Search Committees on your campus

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

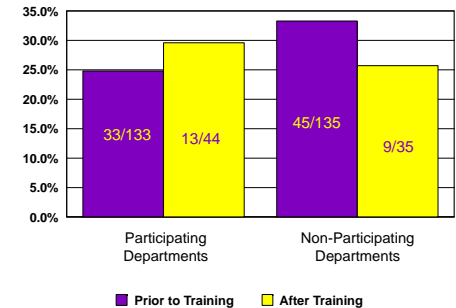
Relying on the principles of active learning, this workshop will:

- ▶ 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

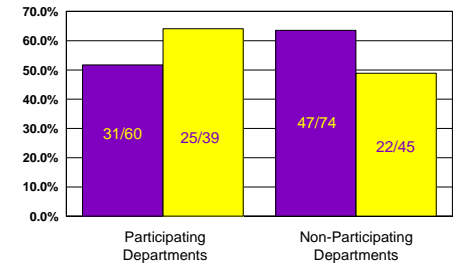
<http://wiseli.engr.wisc.edu/initiatives/hiring/ImplementingTraining.htm>

Impact on Hiring

Percent Female, New Assistant Professors Biological & Physical Sciences

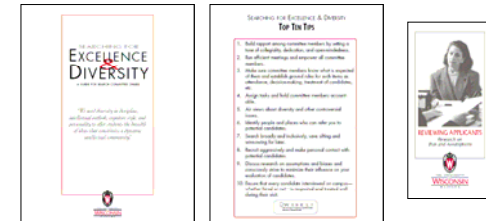


New Hires' Satisfaction* With the Hiring Process Biological & Physical Sciences



* Agree Strongly to the item "I was satisfied with the hiring process overall."

Resources



Available on our website:
<http://wiseli.engr.wisc.edu/products.htm>
Copies can be ordered from
wiseli@engr.wisc.edu