



W I S E L I

*Women in Science & Engineering Leadership Institute
University of Wisconsin-Madison*

Searching for Excellence & Diversity®

Workshops for faculty search committees

Eve Fine, Ph.D.



About WISELI

WISELI – Women in Science and Engineering Leadership Institute

- Research institute at the University of Wisconsin-Madison
- Mission: Advancing and promoting women in academic Science, Technology, Mathematics and Medicine (STEMM) – focus on faculty
- Broader goals – fostering a diverse faculty body
- Funding: NSF ADVANCE, NIH, Campus support



Why provide education for search committees?

- Faculty members receive little education about the search process
- A faculty search is costly (time and money)
- Provides an opportunity to achieve campus goals of diversifying the faculty



Searching for Excellence & Diversity®: Workshops for Search Committee

Guiding Principles

- Research Based
- Peer Training
- Active Learning
- Practical Information
- Accountability

Content

1. Run an effective and efficient search committee
2. Actively recruit an excellent and diverse applicant pool
3. Raise awareness of unconscious bias and assumptions and their influence on evaluation of candidates
4. Ensure a fair and thorough review of candidates
5. Develop and implement an effective interview process
6. Close the deal – successfully hire selected candidate.



Searching for Excellence & Diversity®: Workshops for Search Committee

Formats

1. Short presentations, small group discussion, large group Q&A
2. Series of two 2-hour workshops
3. One 2.5 to 4 hour workshop
4. Multi-department/multi-college workshops
5. Workshops for one department or one search committee
6. Participation required in some colleges, voluntary in others

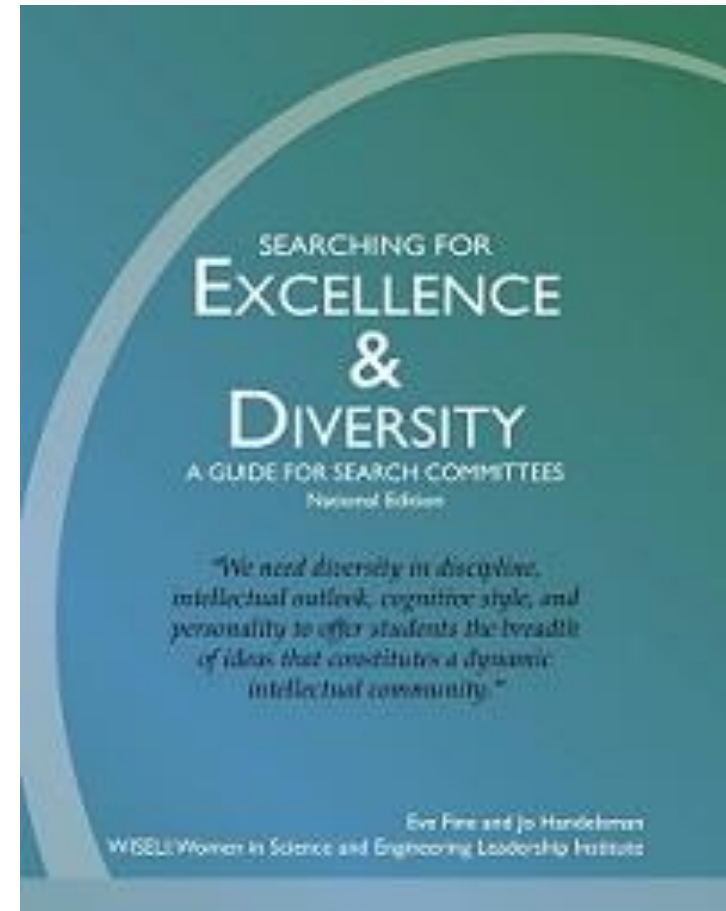


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Does it work?



http://wiseli.engr.wisc.edu/docs/BiasBrochure_3rdEd.pdf



http://wiseli.engr.wisc.edu/docs/SearchBook_US.pdf



Relevant Publications

- Eve Fine et al. 2014. “Minimizing the Influence of Gender Bias on the Faculty Search Process.” *Advances in Gender Research*, 19 (forthcoming).
- Eve Fine and Jo Handelsman. 2012. *Searching for Excellence and Diversity: A Guide for Search Committee Chairs, National Edition*. University of Wisconsin-Madison.
- Sheridan, Jennifer; Eve Fine; Christine Maidl Pribbenow; Jo Handelsman; Molly Carnes. 2010. “[Searching for Excellence & Diversity: Increasing the Hiring of Women Faculty at One Academic Medical Center.](#)” *Academic Medicine*. 85(6):999-1007.
- Isaac, Carol; Barbara Lee; and Molly Carnes. 2009. “[Interventions that Affect Gender Bias in Hiring: A Systematic Review.](#)” *Academic Medicine*. 84(10):1440-1446.
- Sheridan, Jennifer; Eve Fine; Jessica Winchell; Christine Maidl Pribbenow; Molly Carnes; and Jo Handelsman. 2007. “[Searching for Excellence & Diversity: Does Training Faculty Search Committees Improve Hiring of Women?](#)” *American Society for Engineering Education (ASEE) 2007 Conference Proceedings*. June 2007.