



SEARCHING FOR EXCELLENCE AND DIVERSITY: A Workshop Series for L&S Search Committees

GOALS: This workshop series aims to help search committee chairs run effective and efficient search committees, recruit excellent and diverse applicants, conduct fair and thorough reviews of candidates, and successfully hire selected candidates for available positions.

DESCRIPTION: In collaboration with L&S Office of the Dean, WISELI offers a two-session workshop series for chairs and members of search committees. Both workshops are based on concepts of active learning and encourage small groups of search committee chairs to learn from each other's experiences. The sessions are described below:

Session 1: We will share strategies for running an effective and efficient search, discussing diversity with search committee members, actively recruiting a diverse and highly qualified pool of candidates, and increasing awareness of unconscious assumptions and their influence on the evaluation of candidates.

Session 2: Participants will report on how they recruited applicants, how satisfied they are with the diversity and excellence of the applicant pool they attracted, and how they shared research on bias and assumptions with their committees. This session will also focus on how to run fair and effective interviews and on-campus visits for final candidates, revisit issues related to the evaluation of these candidates, and discuss strategies for successfully hiring selected candidates.

WHO SHOULD ATTEND: Search Committee Chairs; Search Committee Members; Department Chairs; Administrators assisting search committees.

At minimum, each search committee should send one member (preferably the committee chair) to attend both Session 1 and Session 2. If the chair of any particular search committee cannot attend or has already attended this workshop series, another faculty member serving on the committee should attend. It is preferable to have the same individual attend both sessions. If this is not possible, a different member of the search committee can attend the second session if they have been briefed by the person attending the first session.

WHEN:

Session 1: Friday, October 16, 9:30-11:30am; 8417 Social Sciences

Session 2: Friday, December 18, 9:30-11:30am; 8417 Social Sciences

NOTE: Please register for **BOTH** sessions. If you cannot attend either or both L&S sessions, please register for the corresponding [campus-wide session/s](#). Dates and registration information for the campus-wide sessions is available at: http://wiseli.engr.wisc.edu/hiring/Campus_2009.pdf.

REGISTRATION – Registration is required. Please register by sending an email to efine@wisc.edu indicating which sessions you will attend (either L&S or campus-wide sessions)

QUESTIONS: Please contact Eve Fine (efine@wisc.edu or 263-1196).