

CALS Evaluation – Spring 2011
Searching for Excellence and Diversity: A Workshop for Search Committees

CMPribbenow, March 16, 2011

A link to a web-based survey was sent to twelve email addresses of participants in WISEL's *Searching for Excellence and Diversity: A Workshop for Search Committees*. These faculty and staff members, all of whom are located in the College of Agricultural and Life Sciences, attended a workshop on February 23, 2011. Nine respondents completed the survey for a response rate of 75%.

The following reports both the closed, as well as the open-ended comments provided by the survey participants.

- **Your title or role on campus:**

Asst/Assoc/Full Professor	3
Asst/Assoc Dean	1
Asst/Mgr in Human Resources	5
	9 100%

- **Your role on the search committee or in the search process:**

Support/Administrative	2
Committee Member	2
Committee Chair	0
Other	3
	7 100%

- **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:**

- 1. Recognizing unconscious bias
- 2. Setting criteria before reviewing candidates
- 3. Use who stays in rather than elimination process.
- Knowledge of what is shared with search committees through this training opportunity. Reminder of those things that influence our unconscious

assumptions and biases. Reminder of the importance of promoting equity and diversity in our search efforts.

- Importance of constituting a diverse search committee - importance of establishing a series of values by which the candidate selection will be conducted. Importance of dedicating time to reviewing applications and discussing where the committee differ vs. where the committee and why
 - Don't shy away from expressing my opinions. Extremely reasonable and factual responses to common excuses for not using diversity in the search process. Hidden clues to identify biases that people may not even be aware of.
 - Excellent handouts; good exposure for people who don't think certain things happen on this campus.
 - How bias works unconsciously. Mitigating bias by having enough time to review applicants. The importance of creating review criteria for the position before reviewing applicants.
 - To be very conscious of potential biases. To establish selection criteria at the beginning. To make everyone involved in the interview process and of the types of questions that can and cannot be asked.
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- **Please provide us with ideas or suggestions that would have improved your experience in this workshop:**
 - I thought the workshop was overall very useful.
 - A longer meeting time would have given the opportunity to learn more.
 - Liked the questions from the search committee and real life experiences.
 - I thought the presentations mixed with group participation were helpful.
 - I was happy with the workshop and do not have any suggestions.
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- **What topics did you hope would be covered in this workshop, yet were not?**
 - Nothing stands out as being missed.
 - It covered my expectations quite well.
 - None.
 - Everything was covered.
 - None.
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- **How did you hear about this workshop?**
 - I have heard about it from various sources over time. The chair of the committee arranged this particular meeting.

- Through the WISELI web site, through a visit Dr Carnes did to our department last year and through the suggestion of our committee chair.
 - The search committee for the new CALS Dean.
 - Department.
 - Invited by Chair of search committee.
 - The chair of the search committee. I had also previously participated in a related WISELI workshop on search committee.
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- **Any other comments?**
 - Bravo - Excellent!!
 - Thank you for running these workshops and raising the consciousness of search committees on, among other things, women and diversity issues.