

SEARCHING FOR EXCELLENCE AND DIVERSITY:
EVALUATION OF WORKSHOP SESSION 1A
PRESENTED OCTOBER 13, 2011

Submitted to:

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I. DEMOGRAPHICS OF SURVEY RESPONDENTS

Out of 18 invitees, 5 people responded to this survey for a response rate of 28%.

Title/Role on campus	%
Assistant Professor	1 (20%)
Associate Professor	1 (20%)
Professor	2 (40%)
Clinical Associate Professor	1 (20%)

Role on Search Committee	%
Member of Search Committee	3 (60%)
Search Committee Chair	1 (20%)
Other	1 (20%)

The source that informed them of the workshop offering	%
Department Chair	1 (20%)
Department Secretary	1 (20%)
Attendance Required	2 (40%)
Email	1 (20%)

II. RATINGS AND COMMENTS ON WORKSHOP CONTENT

(Note: Written comments in this document are verbatim responses from workshop participants, altered in some cases to remove identifying information.)

Overall rating of workshop	%
Very Useful	3 (60%)
Somewhat Useful	2 (40%)
Not at all Useful	0 (0%)

Workshop Component	Not at all Valuable	Somewhat Valuable	Very Valuable	NA
Session I: Introduction (Wendt)	0 (0%)	1 (25%)	3 (75%)	0 (0%)
Session I: Running an Effective and Efficient Search Committee (Fine)	0 (0%)	2 (40%)	3 (60%)	0 (0%)
Session I: Actively Recruiting an Excellent and Diverse Pool of Candidates (Stern and Fine)	0 (0%)	2 (40%)	3 (60%)	0 (0%)
Session I: Evaluating the Pool of Applicants: Raising Awareness of Unconscious Assumptions and Their Influence (Wendt)	1 (20%)	2 (40%)	2 (40%)	0 (0%)
Session I: Ensuring a Fair and Thorough Review of Candidates (Fine)	0 (0%)	3 (60%)	2 (40%)	0 (0%)
Session II: Small Group Discussion of Your Efforts to Recruit an Excellent and Diverse Pool of Candidates	1 (20%)	0 (0%)	4 (80%)	0 (0%)
Session II: Small Group Discussion of Your Evaluation of Candidates	1 (20%)	2 (40%)	2 (40%)	0 (0%)
Session II: Developing and Implementing an Effective Interview Process (Pinero)	0 (0%)	3 (60%)	2 (40%)	0 (0%)
Session II: Questions and Answers about Dual Career Couples Program and Other Aspects of Interviewing Finalists (Mayberry)	0 (0%)	3 (60%)	2 (40%)	0 (0%)

No comments were provided about any of the workshop's components.

III. OUTCOMES: GAINED KNOWLEDGE, ACTIONS PLANNED OR TAKEN, AND RESOURCES APPLIED ON PARTICIPANTS' SEARCH COMMITTEES

Knowledge, Action, or Resource	%
Created a diverse search committee.	1 (20%)
Consulted with the presenters or others on campus about conducting an effective search process.	1 (20%)
Discussed and/or established ground rules for the committee (e.g., about decision-making, attendance, expectations).	5 (100%)
Publicized the position in different venues (compared to previous searches).	1 (20%)
Used networking and other means to recruit a diverse pool of candidates.	4 (80%)
Used "Recruiting Resources" on WISELI's website.	1 (20%)
Used resources in the HR Recruitment Toolkit.	1 (20%)
Used resources provided by the Provost's Faculty Diversity Initiative (Strategic Pipeline and Recruitment Fund).	1 (20%)
Shared/distributed the brochure, "Reviewing Applicants: Research on Bias and Assumptions."	1 (20%)
Shared information about biases and assumptions.	4 (80%)
Developed and prioritized specific criteria for evaluation.	3 (60%)
Spent more time reviewing applications.	1 (20%)
Shared information about inappropriate questions for on-campus interviews and events.	2 (40%)
Considered needs and comfort of candidates when planning on-campus interviews.	4 (80%)
Relied on advice/resources in the Guidebook.	1 (20%)
Referred another person to this workshop.	1 (50%)

Additional comments about what participants did, or planned to do, are shown below. (2 responses)

- Prep the pool of interviewers about expectations in gather[ing] information and what are inappropriate questions.
- I became aware of the importance of planning of the committee procedures before the search.

IV. SUGGESTIONS AND RECOMMENDATIONS GIVEN BY SURVEY RESPONDENTS

A. Improving the workshop experience (3 responses)

- Compare and contrast different methods used by departments and colleges. Try to justify or condemn those methods.
- I think that the approach was effective.
- Made aware of the type of questions to ask and how to ask them without offending the applicant.

B. Topics that participants hoped would be covered in the workshop, yet were not (2 responses)

- More statistics on demographics of the university, targets, and challenges to the university by applicants on hiring decisions.
- I do not like the interview process, followed by all departments, that quantizes the process in half hour sessions, sometimes spread over several days. Is there an alternative?

C. Would you recommend this workshop to others?

100% percent of survey respondents reported they would recommend the workshop to others. No comments were provided about this question.

V. GENERAL COMMENTS

No general comments were provided about the workshop.

APPENDIX I. SURVEY INSTRUMENT

Evaluation of *Searching for Excellence and Diversity: A Workshop for Search Committees*

1. Your title or role on campus:

2. Your role on the search committee or in the search process:

3. Please rate the value of each of the aspects of the workshop (both Session 1 and Session 2) using the scale from 1-3. Also, feel free to include additional comments in Question 4.

	Not at all Valuable	Somewhat Valuable	Very Valuable	N/A
Session 1: Introduction (Wendt)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> N/A
Session 1: Run an Effective and Efficient Search Committee (Fine)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> N/A
Session 1: Actively Recruit an Excellent and Diverse Pool of Candidates (Stern and Fine)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> N/A
Session 1: Evaluating the Pool of Applicants (Wendt)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> N/A
Session 1: Ensure a Fair and Thorough Review of Candidates (Fine)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> N/A

Session 2:
Discussion of recruitment efforts

1 2 3 N/A

Session 2:
Discussion of evaluation of applicants

1 2 3 N/A

Session 2:
Develop and Implement an Effective Interview Process (Pinerio)

1 2 3 N/A

Session 2:
Dual-Career Hiring (Mayberry)

1 2 3 N/A

4. Please use this space for comments about any of the workshop's components:

5. Which of the following have you done (or plan to do) because of attending this workshop? Please check all that apply.

- Created a diverse search committee.
- Consulted with the presenters or others on campus about conducting an effective search process.
- Discussed and/or established ground rules for the committee (e.g., about decision-making, attendance, expectations).
- Publicized the position in different venues (compared to previous searches).
- Used networking and other means to recruit a diverse pool of candidates.
- Used "Recruiting Resources" on WISELI's website.
- Used resources in the HR Recruitment Toolkit.
- Used resources provided by the Provost's Faculty Diversity Initiative (Strategic Pipeline and Recruitment Fund).
- Shared/distributed the brochure, "Reviewing Applicants:

Research on Bias and Assumptions."

- Shared information about biases and assumptions.
- Developed and prioritized specific criteria for evaluation.
- Spent more time reviewing applications.
- Shared information about inappropriate questions for on-campus interviews and events.
- Considered needs and comfort of candidates when planning on-campus interviews.
- Relied on advice/resources in the Guidebook.
- Referred another person to this workshop.

6. Please describe other activities you have done, or plan to do, because of this workshop:



7. Please provide us with ideas or suggestions that would have improved your experience in this workshop:



8. What topics did you hope would be covered in this workshop, yet were not?



9. Please provide an overall rating for this session.

Not at all Useful Somewhat Useful Very Useful

- 1 2 3
-

10. How did you hear about this workshop?



11. Would you recommend this workshop to others?

- Yes
- No
- Why or why not?

12. Any other comments?

Please click on the SUBMIT button below. You will know that your results have been recorded if you see WISELI's website about Searching for Excellence & Diversity. Feel free to browse through these resources. Thank you for completing this survey!