SUGGESTED SEARCH COMMITTEE MEMBERS TRAINING

Workshop Outcomes:

Participants will increase their understanding of the biases, myths, assumptions, and cognitive errors that create barriers to increasing faculty diversity, AND

Become more skilled at diffusing counter-productive discussions.

Participants:

Participants are faculty and staff who would like to be more qualified, strengthen their alliances, and be safe and confident in engaging in difficult conversations around diversity and inclusion.

Pre-workshop preparation:

Assignments will have to do with: reviewing cognitive errors; reflecting on how we have engaged/not engaged bias and cognitive errors, or increasing faculty diversity; reflecting on why participants are involved in this work. Much of this work is based on Faculty Diversity: Removing the Barriers by Joann Moody. 2nd edition. 2012: Routledge.

Small groups will follow simple round-table discussion rules including:

- Provide roughly equal time for all participants to speak at the table.
- Avoid speaking twice before everyone has spoken once.
- Respect different “wait time” for speakers to think prior to speaking.
- Listen respectfully and openly.

COGNITIVE ERRORS DISCUSSION: Working with Joann Moody’s book Faculty Diversity, Removing the Barriers

1. What’s the problem with this idea? Is it an “error” in your experience? What else do we need to know?

2. Can you recall a time you or someone else made an “error” such as the one listed? What happened?

3. What can we do we do about this particular problem or, if it is an error, this “error”?

4. How do we check ourselves? What have you said or done that was helpful when confronted with this problem or “error”? 
MYTHS AND ASSUMPTIONS DISCUSSION

1. What’s the problem with this thinking?

2. How might we address comments or thoughts such as this one?

3. What else do we need to know?

ADVOCACY ROLES AND NEXT STEPS DISCUSSION

1. What role do you want to take, or could you take, to increase diversity through the search process?

2. What other supports and alliances do you think are needed at ASU?

3. What could make our search process better generally?

4. What next steps do you think need to be taken?

LOOKING FORWARD

1. Research faculty diversity resources nationwide.
2. Listen.
3. Practice debunking, disarming, and disrupting cognitive errors and myths.
4. Debunk and disarm cognitive errors and myths.
5. Encourage dialogue.
6. Insert yourself into the procedures and processes of your department searches; offer your support to committees outside of your department. The VPAA appoints search committees; let him/her know of your interest.
7. Join the AC subcommittee for increasing faculty diversity through the recruitment process.
8. Participate in future workshops (spring 2014, keep an eye out for the schedule).
9. Create alliances.
10. Participate in CIELO working group and join the CIELO listserve by contacting mattnehring@adams.edu.
11. Participate in future search processes and trainings.