

Facilitator's Guide for Video 3



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Note to table discussion facilitator: Review the video in advance of the workshop. There are two different versions available (with closed captioning). Use the links below to view the version that will be shown during your hiring workshop.

<https://youtu.be/EmWOtUwGKag>

https://youtu.be/aGO_SqE9r5w

Some of the points and issues addressed in the video are subtle and can be missed on the first viewing.

Prior to showing the video during the workshop, an introduction will be given to set the stage. The introduction slides are attached for your review. This video contains three parts—each separated by a pause in the video. After parts 1 and 2, participants should pause the video for a brief table discussion.

Discussion questions for part 1. The comments printed in **red** are points that you should make sure are identified during your discussion.

- a) What did you observe?
 - The Chair probably did not allow enough time for the committee to complete its task. The committee members were tired – they had obviously been working for a long time.
 - The committee was inclined to bypass discussion in order to expedite the process.
 - The committee did not think carefully about its evaluation criteria before crafting the announcement.
 - We learn that diversity is a university goal. But the criteria do not reflect this goal.

- b) It should be evident that the committee needs to discuss the evaluation criteria. If you were one of the members on the committee, what would you say to re-energize the group and start the discussion about evaluation criteria.

- c) Excluding the chair, who do you think would be the most effective person on the committee to re-energize the group and start the discussion about the criteria. Who would be least effective?

In the next part of the video, one of the committee members makes the case for continuing the discussion. Play part 2 of the video.

Discussion questions for part 2.

- a) What did you observe in this part of the video?
- Confusion between the university Affirmative Action statement and including diversity as part of the evaluation criteria.
 - Diversity is in conflict with excellence. Focus on research and teaching, not diversity. Focus on rankings.
- b) Often committee members will make comments like the ones you heard: We need to focus on excellence, on research, and on teaching, not on diversity. As a diversity champion, how might you respond?

In the last part of the video, we hear a couple of commentaries from two of the committee members in support of including diversity as part of the evaluation criteria.

In video 3a, this message is given by a minority and a majority faculty member.

In video 3b, the message is given by two minority faculty members. Discuss the importance of having diversity articulated from the majority community.

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