

Facilitator's Guide for Video 2



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

https://www.youtube.com/watch?v=xbC4Yd_aljo&feature=youtu.be
<https://www.youtube.com/watch?v=4Ed6y3MJDX0&feature=youtu.be>
<https://www.youtube.com/watch?v=bpub-LBG72I&feature=youtu.be>
<https://www.youtube.com/watch?v=NAL-dBO4iS0&feature=youtu.be>

Many 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.

After the video has been shown, use the following questions to guide your table discussion. The comments printed in **red** are points that you should make sure are identified during your discussion.

- a) What flaws did you observe in the review process?
 - Over-reliance on numerical scores from students and faculty.
 - With the exception of Elena, the committee did not recognize that bias could be a factor.
 - Preferences expressed in question 4 were apparently not related to the criteria: research, teaching, and research.
 - We learn that diversity is a university goal. But, the criteria do not reflect this goal.
- b) What biases did you observe?
 - Possible gender and race bias among respondents. A pattern was observed.
 - Discuss literature about bias. Often men and women will rate a white male candidate higher than a woman or URM candidate.
- c) How could the current situation be corrected?
 - Refocus the discussion on the criteria. Consider ignoring question 4.
 - Consider other information if available, such as letters of recommendation.
- d) How could you modify the process to avoid this situation in the future?
 - Employ criteria that better capture the ideal qualities and skills being sought.

After the table discussion, the workshop leader will ask each table to report highlights from the discussion. It is suggested that you ask one or two of the participants at your table to be prepared to comment.

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