



**WAYNE STATE**  
**Office of the Provost**

**TO:** Deans  
Department Chairs

**FROM:** Keith E. Whitfield, Provost and Senior Vice President for Academic Affairs

**SUBJECT:** Faculty Search Committee Training

**DATE:** August 20, 2019

Consistent with my November 2018 memo requesting that all search committee members be trained by the Office of Equal Opportunity (OEO) on an annual basis prior to participating in a search, the OEO is providing search committee training as set forth on the dates/locations identified below. OEO's trainings provide committee members with the tools to recruit, select, and hire excellent and diverse faculty with the goal of providing an inclusive environment.

Last year, OEO introduced the Ph.D. Pipeline (Pipeline) located at <https://oira.wayne.edu/dashboard/graduate-school/phd-pipeline> to search committees, and discussed how it can be used during the recruitment process. The Ph.D. Pipeline was created by Wayne State's Office of Institutional Research and Analysis (OIRA) to identify Ph.D. graduates and related data from institutions throughout the United States. I am pleased to announce that David Sailer from OIRA will be presenting the Pipeline at OEO's September 9 and October 1 trainings, and will be available for any questions during the session. Please see the locations and times below.

This year's training will continue to focus on best practices for faculty hiring and implicit bias. To provide additional background information regarding implicit bias, I am suggesting that, prior to in-person training, search committee members view the "Implicit Bias Module Series," an on-line module created by The Ohio State University Kirwan Institute. The link associated with this training is <http://kirwaninstitute.osu.edu/implicit-bias-training/>, and can be viewed at each committee member's leisure. The link can also be found on the Office of the Provost website and at [oeo.wayne.edu](http://oeo.wayne.edu) under faculty hiring. Information from the site is neither collected by, nor accessed by Wayne State. Participation in the Kirwan Institute's training is voluntary and confidential. However, I hope that committee members will take the time to participate and understand the various ways that implicit bias impacts our daily thoughts and decisions, which can ultimately impact the faculty hiring process.

Search committee members should contact OEO at (313) 577-2280 to register for one of the training sessions listed below:

<b>DATE</b>	<b>TIME</b>	<b>LOCATION</b>
Sept. 9	2 pm – 4:30 pm	Bernath Auditorium UGL (Includes IR Presentation)
Sept. 12	10 am - 12:00 pm	Bernath Auditorium UGL
Oct. 1	10 am – 12:30 pm	Bernath Auditorium UGL (Includes IR Presentation)
Oct. 9	2 pm – 4 pm	Community Room at 3210 UGL

Nov. 4	2 pm - 4 pm	Community Room at 3210 UGL
Nov. 7	10 am - 12:00 pm	Community Room at 3210 UGL
Dec. 3	10 am - 12:00 pm	Community Room at 3210 UGL
Dec. 4	2 pm - 4 pm	FAB 4339 (Conference Room)

Training dates for the winter semester will be provided at a later date. Thank you for your participation and cooperation.