

Rapid Prototype of Elearning Lesson in Faculty Search Committee Training Course

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Responding to Implicit Bias and Cognitive Errors



Note: Character poses and facial expressions will be varied throughout the module to reflect dialogue.

Recap: Implicit Bias in Search Committee Deliberations

- Negative stereotypes
- Groupthink
- Euphemized bias

He's a research star and would be a huge asset to our department. We should just vote and get on with it.



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3 Effective Response Techniques

- a. Use calm, non-accusatory language and tone
- b. Redirect committee to qualifications and job-related criteria
- c. Ask open-ended questions to prompt clarification

Download a reference guide here.



Click  to hear examples.

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3 More Effective Response Techniques

- d. Invite quiet members to share thoughts
- e. Ask the committee for evidence for the opposite conclusion
- f. Encourage building consensus rather than majority rule or voting

Download a reference guide here.



Click  to hear examples.

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Check Your Understanding!

What is an effective way to respond when you notice implicit bias or cognitive error in search committee deliberations? (Check all that are effective.)

- Encourage committee to vote.
- Ask a quiet member to share thoughts.
- Name the bias so others can understand what is happening.
- Ask committee to provide additional evidence to support a biased or erroneous claim.
- Ask closed-ended questions to help create agreement.
- Use non-accusatory tone and language.
- Ask open-ended questions to promote clarification.
- Redirect the committee to the qualifications and job –related criteria in the advertisement.
- Ask the committee for evidence for the opposite conclusion.
- Encourage consensus-building.

Score my answers

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Put the Response Techniques in Action

“Underrated”



“The Star”



The Underrated Candidate

Consider Bob's comment about this candidate. Then click the other 3 committee members to see their responses. Check the box below each committee member who demonstrates an effective response. Then click Score.

My comment will appear later when the learner clicks me.



My comment will appear later when the learner clicks me.



Her research just isn't up to par. She'd never make tenure here.



My comment will appear later when the learner clicks me.



Score my answer

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The “Star” Candidate

Consider Lai’s comment about this candidate. Then click the other 3 committee members to see their responses. Check the box below each committee member who demonstrates an effective response. Then click Score.

He’s a research star!
He’s working on a
hot topic and has so
much potential.

My comment will
appear later when
the learner clicks me.

My comment will
appear later when
the learner clicks me.

My comment will
appear later when
the learner clicks me.



Score my answer

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Responding to Implicit Bias and Cognitive Errors

Congratulations!

Download this handy reference guide for use on your next committee.

