***Search Advocate Training Workshop Pilot***

**What:** The Division of Equity and Inclusion and Undergraduate Studies are piloting Search Advocate Trainings at the UO. Anne Gillies, Search Advocate Program Director, Oregon State University will lead two search advocate training workshops for a range of UO staff and faculty members. This training is relevant for both staff and faculty searches. Each workshop will be comprised of approximately 30 participants, providing UO with a corps of ~60 trained Search Advocates.

**Where:** University of Oregon campus,

**When:** Workshop 1**\***: **February 7, 8 2019** (2 days, 8am-3:30pm) Prince Lucian Campbell (PLC) Hall, Room 72

Workshop 2: **April 18, 19 2019** (2 days, 8am-3:30pm) Location to be confirmed.

**Purpose of Workshops:** This training curriculum prepares faculty and staff to serve as advocates on search committees. Each Search Advocate is a consultant/participant who advances inclusive excellence by asking questions to help committee members test their thinking, identifying and promoting practices that advance diversity and social justice, and minimizing the impacts of cognitive and structural biases.  As external committee members, advocates are able to explore assumptions, norms, and practices that an internal member might not question.  The search advocate plays a vital role in position development, recruitment, screening, interviews, references, evaluation, and integration of the new faculty or staff member into the institution.  In partnership with the search chair, search committee members, and hiring official, the search advocate affirms UO’s commitment to inclusive excellence.

**Pilot Initiative:** This is a pilot initiative as we work to determine the interest at UO for these workshops and for the broader goals of the program. To be most effective, we will create a standing Search Advocate Program at UO. This program would be a hub and support a robust and innovative community of practice made up of those who have been trained as search advocates. Among other goals, the program will provide ongoing professional development as individuals serve on searches and bring their learning and questions back to the group for reflection and advice.

**How to Sign Up:** Workshop 2 will be accessed via MyTrack. A message will go out in February once this has been included on MyTrack. A majority of the spots for Workshop 1 have been taken by Undergraduate Studies staff as they are preparing to hire a number of new advising positions.

**Further Background on Search Advocate Program:**

How to do a Better Job of Searching for Diversity, The Chronicle of Higher Education: <https://www.chronicle.com/article/How-to-Do-a-Better-Job-of/237750>

Search Advocates-Promoting Diversity and Mitigating Bias on University Search Committees <https://vimeo.com/218043456>

\*Please contact Charlotte Moats-Gallagher at [cmoatsga@uoregon.edu](mailto:cmoatsga@uoregon.edu) if you are interested and available for the February 7, 8 session as there may be a few openings. Otherwise, please sign-up for the April Workshop, once it is listed on MyTrack.