

Hiring and Retention Best Practices

Raising Awareness of Unconscious Assumptions and Bias

Who Should Attend

Members of a search committee, hiring managers, or evaluators making decisions about hiring or promoting staff.

What You Will Learn

This workshop is intended to aid in the recruitment and selection process to conduct effective searches that will assist in diversifying the applicant pool and attracts the best candidates for available positions at OHSU. In addition, the workshop will unveil cognitive bias and how we make unconscious decisions about others based on what feels safe, likeable, valuable, and competent. Participants will identify and address individual perceptual lenses used to make hiring decisions.

What To Expect

Prior to the workshop, participants will be required to take short online tests that were developed using academic research methods to uncover unconscious biases or preferences. Implicit Association Tests are intended to produce new ways of understanding attitudes, stereotypes and other hidden biases that influence perception, judgment, and action.

About the Facilitator

Dr. Adrienne Thompson, OHSU's Diversity Manager for Faculty Recruitment and Retention, is an expert in the fields of sociology, criminology, multicultural education and educational leadership. Her research expertise is in faculty of color experiences in academia, faculty diversity recruitment and retention, equity and social justice. As a faculty member, she focuses her teaching on transformational leadership, culturally relevant race theory and pedagogy.

RSVP

Contact: Michelle Singer
singerm@ohsu.edu
503-418-2199

REQUEST A WORKSHOP

To inquire about scheduling this workshop for your team, email Dr. Adrienne Thompson:
thompadr@ohsu.edu
503-494-2558

MARQUAM HILL

TUESDAY, AUGUST 12

2-3pm | BICC 429
Library Faculty Assembly

THURSDAY, NOVEMBER 20

3-5pm | School of Nursing

KLAMATH FALLS

FRIDAY, SEPTEMBER 12

1:30-3pm | School of Nursing

MONMOUTH

MONDAY, SEPTEMBER 29

9-11am | School of Nursing