Remedies for Cognitive Errors and Dysfunctional Practices

From JoAnn Moody (2007):
Rising Above Cognitive Errors
http://www.diversityoncampus.com/
Remedies

- Incorporate accountability (search process reviewed by department, college administrators)
- Provide training sessions and take-away reminders
- Establish ground rules and checklists for search committees
Remedies

• Diversify the search committee composition
• Name a process person for quality control (may be outside, nonvoting member)
• Use an evaluation matrix (requires evidence of how criteria are met)
Remedies

- Slow down the search process (time for anticipation, discussion)
- Provide secretarial/administrative support to committee
- Excuse search committee members from other duties
Remedies

- Lengthen interviews to allow complete gathering of information from candidates
- Avoid numerical rankings (and thus shortcuts to judgment)
- Avoid solo situations for women, minorities (such “tokens” are often stereotyped)
Remedies

- Enhance personal relationships to diminish social distance between diverse groups
- Debrief committees to improve process and learn from experience
- Practice constant awareness and self-correction by both individuals and committees