

The FORWARD Lecture Series Evaluation

Dr. Susan Carlson, Iowa State University

An Architecture for Institutional Transformation at ISU: People and Policy, Data and Dissemination

August 28, 2009

Attendance

69 individuals registered for the lecture and 54 individuals signed in on the day of the lecture

- 40 evaluations were completed by 32 faculty members, 7 administrators, and one individual who selected other, but did not specify her/his role

Suggestions for Improvement/Action Items

- Continue to focus lectures on providing actions or solutions that can be tried at NDSU
 - For example, there interest expressed in evaluations about doing trainings in the departments as a way to engage individuals who might not choose to attend a FORWARD event
- Consider a session focused on family friendly or work life balance policy that currently exist at NDSU.
- It appears that the similarities between the lectures and having the lectures held back to back was helpful to some, but not helpful to others. We need to consider when having events within close proximity that the topics being discussed differ or vary from each other in some significant way.

Quantitative Results from the Evaluation Form

I will be able to use the information that I learned today in my work at NDSU

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	4	10.0	10.8	10.8
	Agree	22	55.0	59.5	70.3
	Strongly Agree	11	27.5	29.7	100.0
	Missing Data	3	7.5		
	Total	40	100.0		

The lecture/presentation was clear and well-organized

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	18	45.0	45.0	45.0
	Strongly Agree	22	55.0	55.0	100.0
	Total	40	100.0	100.0	

I feel I have acquired new skills, information, or understanding about gender and climate at NDSU

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	10	25.0	27.8	27.8
	Agree	18	45.0	50.0	77.8
	Strongly Agree	8	20.0	22.2	100.0
	Missing Data	4	10.0		
	Total	40	100.0		

I will be able to implement new strategies and knowledge as a result of my participation in this lecture/discussion/training.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Disagree	7	17.5	18.9	18.9
Agree	24	60.0	64.9	83.8
Strongly Agree	6	15.0	16.2	100.0
Missing Data	3	7.5		
Total	40	100.0		

I would recommend this lecture series to others

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Disagree	2	5.0	5.0	5.0
Agree	17	42.5	42.5	47.5
Strongly Agree	21	52.5	52.5	100.0
Total	40	100.0	100.0	

Rate the overall quality

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Average	9	22.5	22.5	22.5
Above Average	23	57.5	57.5	80.0
Excellent	8	20.0	20.0	100.0
Total	40	100.0	100.0	

Qualitative Results from the Evaluation Form

- What questions do you still have after attending this lecture? Please list any areas that you would like to receive additional information about or that need further clarification.
 - More explanation of the slides.
 - More about NDSU's program.
 - What success did the program at ISU actually have? Chart didn't show much improvement.
 - What faculty count as "people of color"? Are they only the governments "protected classes?" Or does NDSU count the many professors from the Indian subcontinents?
 - You can change/improve the policy but how can you change what people are thinking?
 - More details about their new policies and how they were "sold" to various levels of campus.
 - Modified work-loads.
 - Please get the word to science and math PTE committee.
 - How do you motivate female graduate students to go for academics? And female undergraduates too?
 - What was the overall strategy? What did you do with the data? Closing the loop?
 - How do we get our data into useable form? How do we know what and how to assess to measure outcomes if we don't know (as a university) where we're starting?
- What do you think were the most helpful or valuable aspects of the lecture you attended today?
 - Learning that issues we face are not unique and that many of the practices at ISU are translatable to NDSU.
 - Use of data and working down to the department level seemed useful to those working on FORWARD.
 - Highlight the cost of replacing faculty who leave. I hope that NDSU will pay attention to Dean Riley's comments about staff maintaining old ways, contributing to a hostile department. Department heads and the process of department chair and leadership is a critical issue to improving campus climate.
 - How were results interpreted?
 - Learn what other places are doing.

- Too much duplication from the Thursday lecture. Good to see what a similar school does, but not perhaps twice in a row.
 - Faculty with color has more difficult to succeed.
 - Link to their website.
 - Successful practices.
 - To see examples of ways other institutions approach institutional change.
 - The references to web based information that was available from ISU was helpful.
 - 1. Use of the data in instrumenting change; 2. Q and A time.
 - Data on women.
 - Hearing what worked elsewhere and problems that they have.
 - Data gathering and useful insights.
 - To see how other universities and have done/are doing this.
3. How could the FORWARD lecture series be improved to be more beneficial to you? What recommendations do you have for future lectures?
- Keep bringing these speakers to campus to raise awareness.
 - The lectures series seems to be offers to provide information, but at this time I see lecturing and fliers from FORWARD at times the same way I see Fargo activities and information in the Forum. It seems interesting but I don't see clearly how it affects me; why, as a member of NDSU I should have a vested interest; and what I should do.
 - How to use the data in everyday practice? How to engage deans, heads and chairs with the realness of the data?
 - More is better.
 - More info on family friendly policies.
 - Work-life balance for brand new female tenure track faculty who are choosing not to have children "at this time" but would really like to.
 - How about some actual strategies to use at this university? Better provide a helper for the technology -- a problem both days (for a university noted for technology).
 - More specifics and fewer generalities.
 - Presenters could repeat questions from the audience.
 - More time on the interdisciplinary guidelines was interesting and may be helpful.
 - Implement departmental training especially for senior faculty.
 - Having more knowledgeable hands on individuals on campus like this individual.
 - I strongly feel that we need to identify our specific problems to address how best to tackle them and teach strategies and change policies. I feel like were a bit in the dark about our issues right now (as a campus).
4. Please provide any additional comments you have about today's lecture and/or the FORWARD program in general below or on the back of this page.
- I really liked Dr. Carlson's discussion of going into departments. Due to what I wrote above, I feel that the FORWARD activities I'm aware of bypass some key people who need information and direction but wouldn't voluntarily seek it. Going into departments might get them.
 - I would like FORWARD events to be held at times during the semester when more faculty and admin can attend. The first week of classes was difficult as was late in the spring semester.
 - The two luncheon speakers were largely redundant.
 - When will we do something about the problem? Non-STEM programs better but go pretty much ignored by this approach.
 - Maybe more on or off-campus activities would be helpful for us to bond together.
 - Overlap with yesterday's was nice.
 - Overlap with yesterday's seminar.
 - Have orientation/motivational meetings for female graduate and undergraduate students.
 - Didn't learn anything new.