

New Faculty Orientation Session *FORWARD Workshop on Enhancing Department Climate* August 17, 2010

Attendance

23 individuals attended and 20 completed evaluations

- 19 people identified themselves as faculty, and one individual identified as an administrator

Suggestions for Improvement/Action Items

- Next year, consider providing greater clarification with the small group activity.
- Discuss the role of gender in the presentation – is it part of our focus?
- Consider adding additional about FORWARD programs on the handout so the new faculty have more specific information about the programs they can access.
- Consider adding additional data on the status of women faculty at NDSU.

Barriers to Promoting a Positive Climate (as identified by the participants)

- “Too flexible” for women – assumption women can’t do it.
- “Not being promoted because of = opportunity”.
- Different expectations of men/women.
- “Good Old Boys” club.
- Lack of empathy/understanding.
- Lack of role models.
- Women’s acceptance of other women.
- Isolation.
- Faculty without children/families (don’t fit in with “wives”).
- Cultural barriers (don’t talk about football!).
- Funding climate = more competitive (vs. collaborative).
- Assumption that woman is “trailing spouse”.
- Goals not shared; lack of input on creating goals.
- People set in their ways – “this is the way we’ve always done it”.
- Tone is set at the top.
- Lack of certainty about one’s place; physical barriers.

Helpful Aspect to Promoting a Positive Climate (as identified by the participants)

- Create same expectations for men/women.
- Allocate funding equitably.
- Have seminars for idea exchange.
- Encourage collaboration so people get to know one another.
- University-wide research presentations.
- Create room for people to meet.
- Transparency – where is \$ spent, how are decisions made?
- Rotation of dept chair.
- Centers for research – physical space.
- Strong leadership; taking personal responsibility.

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	Agree	11	55.0	55.0	55.0
	Strongly Agree	9	45.0	45.0	100.0
Total		20	100.0	100.0	

I feel that my knowledge of how to promote a positive climate at NDSU has increased after today's workshop

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

	Frequency	Percent	Valid Percent	Cumulative Percent
Agree	11	55.0	55.0	55.0
Strongly Agree	9	45.0	45.0	100.0
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Agree	14	70.0	70.0	70.0
Strongly Agree	6	30.0	30.0	100.0
Total	20	100.0	100.0	

The presentation was clear and well-organized

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Agree	7	35.0	35.0	35.0
Strongly Agree	13	65.0	65.0	100.0
Total	20	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	1	5.0	5.0	5.0
2.50	1	5.0	5.0	10.0
Agree	15	75.0	75.0	85.0
Strongly Agree	3	15.0	15.0	100.0
Total	20	100.0	100.0	

I will be able to implement new strategies and knowledge as a result of my participation in this workshop

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.50	1	5.0	5.0	5.0
Agree	15	75.0	75.0	80.0
Strongly Agree	4	20.0	20.0	100.0
Total	20	100.0	100.0	

I would recommend this workshop to others

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.50	1	5.0	5.0	5.0
Agree	9	45.0	45.0	50.0
Strongly Agree	10	50.0	50.0	100.0
Total	20	100.0	100.0	

Rate the overall quality

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Average	2	10.0	10.0	10.0
Above Average	13	65.0	65.0	75.0
Excellent	5	25.0	25.0	100.0

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

	Frequency	Percent	Valid Percent	Cumulative Percent
Agree	11	55.0	55.0	55.0
Strongly Agree	9	45.0	45.0	100.0
Total	20	100.0	100.0	

Qualitative Results from the Evaluation Form

1. What questions do you still have after attending this workshop? Please list any areas of the training that you would like to receive additional information about or that need further clarification.
 - I'd like training on improving climate as a non-tenure track faculty member.
 - Exercise was a little vague (maybe purposefully) on direction for specific topic. E.g. was climate supposed to relate directly to gender.
 - I would like more info regarding % of women faculty, associate, hires, etc.
 - More time should be allocated to the session here people have to think about climate of a department—workshop great idea—but should have developed the theme more.
 - What is the institution plan to improve 'climate'?
 - Gender discussion got lost- this is a major issue that always gets lost.
 - If there are ways of 'double blinding' through external review some aspects of promotion and tenure.
 - Overview of groups on campus that are ways to network, ↑community (campus) connection.

2. What do you think were the most helpful or valuable aspects of the training you attended today?
 - Discussion as a whole group.
 - Talking to peers! You're the first folks in 1.5 days to let us think and discuss.
 - Group discussions from people in different departments.
 - Discussion- barriers –help.
 - Hearing other people's experiences.
 - Time to discuss.
 - Conversation... both, small and large group.
 - The break-out session was helpful.
 - Creating awareness of gender balance in working environment.
 - The attempt to promote positive climate.
 - Group discussion.
 - The open discussion between colleagues across disciplines to gain wide perspectives.
 - Different perspectives from other departments.
 - Exert personal impact on the existing climate.
 - To get to know other people experience.

3. How could this training be improved to be more beneficial to you? What recommendations do you have for future programs?
 - Mentor groups- more info needed. It's vague and mysterious right now and I know finding a mentor is important to success.
 - Longer.
 - More time to discuss.
 - More detailed identification of why NDSU's stats are so different.
 - More time on implementation would be helpful.
 - Add a second session for related fields, i.e. research vs. education.
 - List of offices/services available for contact or find help such as family counseling etc.
 - Need more time.

4. Please provide any additional comments you have about today's training and/or the FORWARD program in general on the back of this page.
 - Nice work. Thanks.
 - Nice to end the barrage of info w/ and opportunity to participate/talk.
 - I enjoyed it.
 - Find what's the barrier and how to improve it. I get the idea that I need to be opened from this training section.