

**Dr. JoAnn Moody**  
*Department Climate/Gender Diversity Workshop:*  
*A Workshop for the Department of Biological Sciences*  
**September 21<sup>st</sup>, 2010**

Attendance

Fourteen individuals attended and ten completed evaluations.

- Nine identified as faculty members and one identified as an administrator

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	Cumulative Percent
Valid Agree	5	50.0	50.0
Strongly Agree	5	50.0	100.0
Total	10	100.0	

**I feel I have acquired new skills, information or understanding about different department cultures.**

	Frequency	Percent	Cumulative Percent
Valid Agree	7	70.0	70.0
Strongly Agree	3	30.0	100.0
Total	10	100.0	

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

	Frequency	Percent	Cumulative Percent
Valid Agree	9	90.0	90.0
Strongly Agree	1	10.0	100.0
Total	10	100.0	

**I would recommend this workshop to other departments**

	Frequency	Percent	Cumulative Percent
Valid Agree	3	30.0	30.0
Strongly Agree	7	70.0	100.0
Total	10	100.0	

**How would you rate the overall quality of this workshop?**

	Frequency	Percent	Cumulative Percent
Valid Average	3	30.0	30.0
Above Average	4	40.0	70.0
Excellent	3	30.0	100.0
Total	10	100.0	

Qualitative Results from the Evaluation Form

1. What questions do you still have after attending this workshop? Please list any areas that you would like to receive additional information about or that need further clarification.

- What should we expect from others in our department after our group of female tenure-track hires has grown to greater than critical mass?
- I am new here. There were many things that were alluded to that I would like to/need to know more about. Hopefully this workshop will help that happen.

- Would like to learn more about the “checklists” for helping new hires and about the training of mentors.
  - Checklists should be available to departments as REQUIRED reading.
  - How to affect change across campus in other not so ‘happy’ departments?
  - How to get away from SROIS and use better metrics of teaching.
  - Mentoring checklist.
2. What do you think were the most helpful or valuable aspects of the workshop you attended today?
- Issues related to developing memos/questions/points to start mentorship or conversations re: progress.
  - Hearing tenured members talk.
  - Dr. Moody made it very evident that we need to do more formal support for new hires. I think that hearing this from an outside expert will be very helpful.
  - Group discussion!
  - Hearing about what goes on in the years leading up to tenure.
  - Nothing particular, just the overall discussion.
  - Develop checklists and formalize mentoring.
3. How could this workshop be improved to be more beneficial to you?
- Excellent discussion.
  - Can’t think of anything in particular, it was great.
  - Perhaps distribute scenarios prior to meeting.
4. Please provide any additional comments you have about today’s workshop and/or the FORWARD program in general below or on the back of this page.
- Thanks!
  - Give this type of program to department of Chemistry/Biochem.
  - Thank you for having our department here!