Dr. JoAnn Moody
Good and Bad Departmental Practices: Job Searches and Tenure Review Processes
A Workshop for Department Chairs/Heads
September 21st, 2010

Attendance

      Thirty-seven individuals attended and 31 completed evaluations.

- Four individuals reported being faculty members and 24 reported being administrators, two reported being "other." One did not report their role at NDSU.

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	Strongly Disagree	3	9.7	9.7
	Disagree	2	6.5	16.1
	Agree	11	35.5	51.6
	Strongly Agree	15	48.4	100.0
	Total	31	100.0	

I feel I have acquired new skills, information or understanding about good departmental practices related to hiring new faculty

		Frequency	Percent	Cumulative Percent
Valid	Strongly Disagree	3	9.7	9.7
	Disagree	3	9.7	19.4
	Agree	15	48.4	67.7
	Strongly Agree	10	32.3	100.0
	Total	31	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	Disagree	4	12.9	13.3
	Agree	20	64.5	80.0
	Strongly Agree	6	19.4	100.0
	Missing Data	1	3.2	
	Total	31	100.0	

I feel that my knowledge of how to improve the tenure review process has increased after today's workshop

		Frequency	Percent	Cumulative Percent
Valid	Strongly Disagree	2	6.5	8.0
	Disagree	8	25.8	40.0
	Agree'	9	29.0	76.0
	Strongly Agree	6	19.4	100.0
	Missing Data	6	19.4	
	Total	31	100.0	

I would recommend this workshop to others

		Frequency	Percent	Cumulative Percent
Valid	Strongly Disagree	1	3.2	3.3
	Disagree	3	9.7	13.3
	Agree	13	41.9	56.7
	Strongly Agree	13	41.9	100.0
	Missing Data	1	3.2	
	Total	31	100.0	

How would you rate the overall quality of this workshop?

		Frequency	Percent	Cumulative Percent
Valid	Average	9	29.0	32.1
	3.50	1	3.2	35.7
	Above Average	14	45.2	85.7
	Excellent	4	12.9	100.0
	Missing Data	3	9.7	
	Total	31	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.
   - Additional mentoring for new chairs.
   - Dealing with dysfunctional senior (tenured) faculty.
   - Other issues chairs might deal with.
   - Chair training, chair support, keep letting chairs talk to each other; not at them.
   - Want to hear from minority faculty about how they succeeded.
   - What makes a good mentor—how to match mentor with person, training for mentors, how is the role figured into workload.
   - Assumptions linked with academic credentials, pedigree annoyance.
   - Needs more work in transferring the context from 'a search process' to the other areas.

2. What do you think were the most helpful or valuable aspects of the workshop you attended today?
   - The scenario discussion- brought to light a number of things to avoid.
   - Cognitive errors.
   - Group interaction.
   - Examples of strategies.
   - Discussed realistic scenarios.
   - Hearing how other chairs/heads have handled somewhat similar situations length of time for the meeting was good.
   - Hearing from other chairs.
   - Using the search committee as new faculty mentors is a great idea.
   - Great discussion at our table.
   - Don't be negative with new hire.
   - Meeting other chairs.
   - Checklists very good.
   - Discussions at table.
   - Good examples and discussion/great case "studies."
   - Learning about cognitive errors, learning about problems of 'solo' faculty members.
   - The 2nd half.

3. How could this workshop be improved to be more beneficial to you?
   - More time on the last couple of handouts.
   - Should be given to search committee chairs not only to Department chairs/heads.
   - More of them.
   - Less tiring.
   - Should be done every year!
   - I think it was fine as is.
   - Scenario used was same as for mentors—wish it'd been different.
   - Title said job searches + tenure review, but scenario didn't deal with these issues.
   - Scenario went a little long. Additional materials a little rushed.
   - Talking while we're reading is distracting.
   - Actually we get a bit jaded from so many workshops.
   - Use of a wide range of case studies.
   - Smaller groups- run the workshop- more interactions- more sharing of experiences.
   - Have scenarios with less issues so a deeper discussion could take place.
   - 90 minutes instead of 120, please.
   - Summary compiled.
   - A more focused session on the tenure review process could be added—this was missing!
   - The second half was far more informative than the round-table discussion at the beginning.

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.
   - I have been an interim chair/chair for over 10 years so have seen/dealt with nearly every personnel/hiring issue imaginable.
   - Too much covered in time. Not enough detail.
   - Might want to consider some departments are overloaded with women—not men.
   - Good jobs.
   - J. Moody is great!
   - Well done!
   - Please bring more of these to NDSU. Thank you!