

FORWARD Evaluation
Academic Leadership Workshop for Current and Future Academic Administrators
May 18th, 2011

Attendance

Fifty-six individuals attended and 46 completed evaluations.

- Thirty-five attendees identified as faculty and eight identified as administrators. Two identified as other and one did not specify her or his role.

Quantitative Results from the Evaluation Form

I feel I have a better understanding of the principles of Elusive leadership as a result of my participation in this session

	Frequency	Percent	Cumulative Percent
Valid Disagree	1	2.2	2.2
Agree	18	39.1	41.3
Strongly Agree	27	58.7	100.0
Total	46	100.0	

I feel better equipped to continue with my current leadership role or pursue a new leadership role here at NDSU after participating in this workshop

	Frequency	Percent	Cumulative Percent
Valid Disagree	1	2.2	2.2
Agree	22	47.8	50.0
Strongly Agree	23	50.0	100.0
Total	46	100.0	

This workshop was a positive networking experience for me

	Frequency	Percent	Cumulative Percent
Valid Disagree	1	2.2	2.2
Agree	12	26.1	28.9
Strongly Agree	32	69.6	100.0
Missing Data	1	2.2	
Total	46	100.0	

I would recommend this workshop to others

	Frequency	Percent	Cumulative Percent
Valid Strongly Disagree	1	2.2	2.2
Disagree	2	4.3	6.5
Agree	16	34.8	41.3
Strongly Agree	27	58.7	100.0
Total	46	100.0	

How would you rate the overall quality of this workshop?

	Frequency	Percent	Cumulative Percent
Valid Average	5	10.9	11.6
Above Average	23	50.0	65.1
Excellent	15	32.6	100.0
Missing Data	3	6.5	
Total	46	100.0	

Qualitative Results from the Evaluation Form

1. What questions do you still have after attending this workshop? Please list any topics related to leadership that you would like to receive additional information about or ideas that need further clarification.
 - Slides
 - I would encourage Mitch to think about using less gendered language and examples in which women—including his wife aren't the "bad" guys. Learned a lot though.
 - How to help others focus away from grudges or grievances (even more than already addressed).
 - How does this really apply?
 - How do we get people to agree to shared goals? How do we get people to feel safe in the broader institution?
 - Conflict resolution.
 - The model he presented.
 - Crucial conversations, authentic dialogue, positions vs. interests.
 - How does one advance into administration? What is the career path?
 - Time management.
 - What if people tell the truth?
 - This is a topic that could be discussed and discussed—how do you deal with people who don't "own" their problems?
 - Why don't managers take such a course at NDSU?
 - More intensive one-on-one with the skill sets.

2. What do you think were the most helpful or valuable aspects of this workshop?
 - Interesting things.
 - Meeting colleagues from other disciplines (thanks for force mixing us!) Asking about leadership crossroads but let us discuss more. Thinking about others' strength in what I might typically perceive to be weaknesses.
 - Mixture of "lecture" group sharing and activities.
 - Interactive activities.
 - Interactive activities.
 - Got to know myself and creativity.
 - Meeting new people.
 - The activities.
 - Make a person think about the aspects of a leader. Trust, curious wouldn't have thought of these aspects.
 - The questions to ask clients.
 - Great facilitation.
 - Team building. Good examples. Great Guy.
 - Conversations we had—couldn't just "watch" which so many workshops have become.
 - Examples of application, opportunity to network.
 - Exercises with people at my table.
 - Discussion of trust—outstanding! And good communication.
 - The exercises.
 - How to have difficult conversations.
 - Clear, very participatory.
 - Role play & conversation.
 - Interactivity of sessions; group work.
 - The networking and a chance to "practice" principles.
 - Communication skills, building community.
 - Approaches to difficult conversations.
 - The underlying character needed to be an effective leader.
 - Interaction with other participants.
 - Seeing things from a different perspective. Networking.
 - Right balance of lecture and role play. Excellent workshop leader.

3. How could this workshop be improved to be more beneficial to you?

- Color slides (bigger as well).
- The facilitator did make a lot of masculine gendered references or “lady” and “Mrs.” References that were distracting and a bit insensitive.
- Case Studies -> focus on department scenarios.
- Move through some sections more quickly concise
- Could probably be condensed and shortened.
- Aim more to academe—this is once again treating academe like big business.
- A little less info- focus on a smaller portion of it with a few more activities, or more time per activity. More scenarios specific to an academic environment.
- Less info and more time. Some things were covered too quickly.
- Great!
- University invests in multiple day endeavors.
- Dealing with collegial relationships respect, civility contributing to the organization -> suggestion for more.
- Less about “curiosity” it seemed overly long for the content. Also, less gendered language. It’s a FORWARD event. A picture of a kid looking up a woman’s skirt seems inappropriate.
- I thought the 1st part was useful (e.g., on trust) and the last part on managing conflict was good. The part on creativity could be eliminated.
- Do more like this.
- A little thin at points.
- Please share with the presenter that he needs to repair common errors in his powerpoint such as your/you’re and their/there. Also consistent punctuation and capitalization—ugh—these small errors drive a faculty member who has just graded a stack of papers crazy!
- It was a full day. Perhaps two mornings?

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.

- Some remarks came across as discriminatory. He did clarify, but someone had to ask and push for it.
- Don’t keep the room so cold—it was freezing.
- Great program.