

**FORWARD Workshop on Enhancing Department Climate  
New Faculty Orientation  
August 16, 2011**

Attendance

- 25 individuals attended and 24 completed evaluations.
  - 23 attendees were faculty and one identified as a staff member.

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	12	50.0	50.0
	Strongly Agree	12	50.0	100.0
	Total	24	100.0	

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

		Frequency	Percent	Cumulative Percent
Valid	Disagree	1	4.2	4.2
	Agree	11	45.8	50.0
	Strongly Agree	12	50.0	100.0
	Total	24	100.0	

**The presentation was clear and well-organized**

		Frequency	Percent	Cumulative Percent
Valid	Agree	4	16.7	16.7
	Strongly Agree	20	83.3	100.0
	Total	24	100.0	

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

		Frequency	Percent	Cumulative Percent
Valid	Disagree	1	4.2	4.2
	2.50	1	4.2	8.3
	Agree	13	54.2	62.5
	Strongly Agree	9	37.5	100.0
	Total	24	100.0	

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

		Frequency	Percent	Cumulative Percent
Valid	Disagree	2	8.3	8.7
	Agree	14	58.3	69.6
	Strongly Agree	7	29.2	100.0
	Missing Data	1	4.2	
	Total	24	100.0	

**I would recommend this lecture series to others**

		Frequency	Percent	Cumulative Percent
Valid	Agree	9	37.5	37.5
	Strongly Agree	15	62.5	100.0
	Total	24	100.0	

**Overall quality of the workshop**

		Frequency	Percent	Cumulative Percent
Valid	Average	3	12.5	13.6
	Above Average	10	41.7	59.1
	Excellent	9	37.5	100.0
	Missing Data	2	8.3	
Total		24	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.

- Are bias – inevitable – to every group regardless of color, sex, gender
- What to do in the event of conflicts, or concerns about inequity
- Conflict Mediation skills
- Great work. Need to push and implement them
- More information about funding opportunities associated with FORWARD may have been nice
- I will have more questions as I continue at NDSU
- I love training so am open
- More information about faculty mentoring

1. What do you think were the most helpful or valuable aspects of the training you attended today?

- Group discussion
- Talking openly about one experience
- Discussion w/ other faculty
- Frank discussion, just raising the issue
- Listening to others' points of views and issues
- Sharing with colleagues
- Promote positive attitude and good climate
- It would be nice if there was a section that mentioned gender relevant policies that are in place
- Discussion was interesting and engaging
- Finding out new positives
- The roundtable and large group discussions
- Discussion time in groups
- Excellent facilitator
- Training sessions
- Getting input from others in both small and large group
- The breakout session
- Learned new ways to get connected to people and find the best way to improve the classroom climate

2. How could this training be improved to be more beneficial to you?

- Realize that power issue – from the beginning are at work in the most
- More info about support for women faculty
- Make sure small groups are more diverse for discussion
- More discussion of how climates are formed
- Increase my communication skill/ promote the interaction with colleagues
- Discussion
- More specific information. Less group discussion. Maybe also focus on other issues besides gender
- A talk or visit by personnel who had undergone discrimination and survived after bringing all that to the NDSU officials
- Keep doing what you are doing. Perhaps consider bringing in past attendees to speak of their experiences
- Can't think right now

- Perhaps a question regarding our previous knowledge competence in promoting a positive department climate as I came in feeling competent
  - I can't really think of anything...it was well done!
3. Please provide any additional comments you have about today's training and/or the FORWARD program in general on the back of this page.
- Impressive
  - It all good
  - Awesome