

Enhancing Climate at the Department Level: Practical Suggestions and Tips for Chairs/Heads
September 15th, 2011

Attendance

- 48 individuals attended and 33 completed evaluations.
 - 11 attendees were faculty, 19 were chairs/heads and three were deans.

Quantitative Results from the Evaluation Form

I will be able to implement new strategies to positively enhance my department's climate as a result of attending this presentation.

	Frequency	Percent	Cumulative Percent
Valid Disagree	3	9.1	10.0
Agree	21	63.6	80.0
Strongly Agree	6	18.2	100.0
Missing Data	3	9.1	
Total	33	100.0	

I will be able to implement new strategies to directly address challenges that interfere with my creating a more positive climate in my department as a result of my attendance at this presentation.

	Frequency	Percent	Cumulative Percent
Valid Disagree	3	9.1	11.1
2.50	1	3.0	14.8
Agree	17	51.5	77.8
Strongly Agree	6	18.2	100.0
Missing Data	6	18.2	
Total	33	100.0	

I would recommend this presentation to others.

	Frequency	Percent	Cumulative Percent
Valid Disagree	9	27.3	30.0
2.50	1	3.0	33.3
Agree	12	36.4	73.3
Strongly Agree	8	24.2	100.0
Missing Data	3	9.1	
Total	33	100.0	

How would you rate the overall quality of this presentation?

	Frequency	Percent	Cumulative Percent
Valid Below Average	3	9.1	9.7
Average	19	57.6	71.0
Above Average	6	18.2	90.3
Excellent	3	9.1	100.0
Missing Data	2	6.1	
Total	33	100.0	

Qualitative Results from the Evaluation Form

1. What additional FORWARD programming for chairs/heads would you like us to offer to support your efforts in creating a department climate of equity and excellence for your faculty? Please list any topics that you would like to receive additional information about or that need further clarification.

- Something on mentoring Junior faculty by other faculty members"
- Good topic – more shared data
- More tools/ways to combat difficult climate issues
- Diversity
- Small group discussion – mentoring new chairs by more experienced chairs
- Value of diversity

- Programming on how to engage junior faculty into preparatory administration roles. Instead of preparing future faculty – maybe programming on preparing future administrators
 - Research Help to junior faculty
 - How to recruit racial minorities such as African Americans and Native Americans more effectively
 - It would have been nice if the “tip” sheet and some resources would have been good to have something to take away and use
 - How to deal with climate issues that are precipitated because you are the chair, even though they do not have anything to do with your performance
 - Teaching and research boundaries for faculty
2. What do you think were the most helpful or valuable aspects of the presentation you attended today?
- Certain topics got me thinking
 - Prioritization
 - Liked her presentation style – very few power points! Good tips
 - Tips at end
 - To focus on people with most potential – use triage
 - I really thought the info on micro-inequalities was very significant. In fact, the realist at NDSU is plausibly the accumulation of micro-inequalities, particularly in academic affairs
 - Illuminating anecdotes
 - Good general insights
 - Speaker was great! Funny and practical
 - Change department climate
 - Tips for making positive changes
 - The table discussions and ideas
 - She has good points, they were just lost in the monologue- many appeared tuned out early on and continuous
 - The notion of ‘reverse mentoring’
 - Some tips were thought provoking
 - Sharing ideas
 - Stories
 - Small group/ table discussion
3. How could this presentation be improved to be more beneficial to you?
- More participation by group
 - Room with better acoustics
 - More example
 - Don’t invite upper levels (deans/Provost) – difficult to be open and honest
 - Show us how your matrix looks
 - I also was impressed with the practical tip related to triage – it reinforced how I proceeding as chair. Basically, this workshop reinforced and legitimized me that what I’m trying to do as chair is not entirely wrong
 - More discussion, could have been condensed
 - Already good
 - More slides/visual aids
 - Maybe it was the time of day, but the speaker had no energy or enthusiasm for what she was doing- she had some good points but did not do a lot to create climate
 - As a workshop, not a lecture
 - Strange speaking style – didn’t seem organized
 - Deal with real, complex cases, maybe drawn from the audience
 - Smaller table groups/ more discussion
 - Organized, hands out, and focused items
 - Better acoustics in the room
 - Less presentation, more workshop

4. Please provide any additional comments you have about today's presentation and/or the FORWARD program in general.
- Could this have been shorter in length and still effective? I think so.
 - When will the administration pick up the ball and run with it? –Univ.-wide maternity/paternity leave policy; extra money for expanded finalist pools for campus visits; Spousal hiring policy with money for new positioning (retaining department with veto)
 - Thank you!
 - Please make more interactive
 - NDSU has faculty with the knowledge and ability to do such presentations –use it. Get NDSU out on the road boasting our expertise – don't continue to think outside is always best
 - Thanks