

Joan Williams, JD, Distinguished Professor of Law
It's Cheaper to Keep Her: How Losing Women Faculty Weakens a Department
Session for Administrators
January 20th, 2012

Attendance

- 24 individuals attended and 18 completed evaluations.
 - Three were faculty, eleven were administrators, one identified as both a faculty and staff, and three did not specify their role.

Quantitative Results from the Evaluation Form

I feel I have acquired information or understanding about why it is important to retain faculty, especially women faculty.

	Frequency	Percent	Cumulative Percent
Valid Disagree	1	5.6	5.9
Agree	7	38.9	47.1
Strongly Agree	9	50.0	100.0
Missing Data	1	5.6	
Total	18	100.0	

I will be able to implement new strategies as a result of my participation in this workshop in an effort to retain the women faculty members in my unit.

	Frequency	Percent	Cumulative Percent
Valid Strongly Disagree	1	5.6	5.9
Disagree	3	16.7	23.5
2.50	1	5.6	29.4
Agree	6	33.3	64.7
Strongly Agree	6	33.3	100.0
Missing Data	1	5.6	
Total	18	100.0	

I will be able to use the information that I learned today in my work at NDSU.

	Frequency	Percent	Cumulative Percent
Valid Strongly Disagree	1	5.6	5.9
2.50	1	5.6	11.8
Agree	8	44.4	58.8
Strongly Agree	7	38.9	100.0
Missing Data	1	5.6	
Total	18	100.0	

I would recommend this workshop to others.

	Frequency	Percent	Cumulative Percent
Valid 2.50	1	5.6	6.3
Agree	5	27.8	37.5
Strongly Agree	10	55.6	100.0
Missing Data	2	11.1	
Total	18	100.0	

How would you rate the overall quality of this workshop?

		Frequency	Percent	Cumulative Percent
Valid	Average	6	33.3	35.3
	Above Average	7	38.9	76.5
	Excellent	4	22.2	100.0
	Missing Data	1	5.6	
	Total	18	100.0	

Qualitative Results from the Evaluation Form

1. What questions do you still have about retaining women faculty after attending this workshop? Please list any areas that you would like to receive additional information about or that need further clarification.
 - Gender bias in Liberal Arts vs. STEM.
 - Some questions about family medical leave act.

2. What do you think were the most helpful or valuable aspects of the workshop you attended today?
 - Good legal perspectives based on analysis of scientific studies.
 - Information about gender bias.
 - Examples.
 - The discussion of patterns of gender bias.
 - Practical examples.
 - Delineating how to avoid problems, giving concrete examples.
 - Room full of dept. heads & deans ☺!

3. How could this workshop be improved to be more beneficial to you?
 - “I has gone a little too far” grammar error on slide.
 - Case studies.
 - Perhaps a bit more time for discussion.
 - Share with all departmental members – not just Admin.

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.
 - The data presented is compelling – testimonials in support of data is effective. Testimonials on their own are weak and suspicious evidence.
 - I was amazed (and appalled) by how FEW male chairs/heads attended. I was just at a meeting of Chairs/heads with the Provost where women were a distinct minority yet here it was about 50/50 hmmm...and then we wonder why this is such a problem here???
 - Hope that this will be posted on FORWARD website.