

**Dr. Scott E. Page**  
***Leveraging Diversity: How We Can Use Our Differences to Improve Our World***  
**Lecture to the NDSU Campus Community**  
**February 23<sup>rd</sup>, 2012**

Attendance

- 93 individuals attended and 76 completed evaluations.
  - Thirteen attendees were staff, eleven were faculty, five were administrators, thirty-six were students, eight were community members, two were Tri-College employees, and one identified as “other” without specifying a role.
  - Forty attendees learned about the event through an email announcement, three learned from the FORWARD website, eleven learned from a colleague, one learned from It’s Happening, one learned from the Forum, three learned from Facebook, and seventeen identified “other.” Several of the attendees who responded “other” were students who learned about the event from their professor.

Quantitative Results from the Evaluation Form

**I feel that my understanding of how the power of diversity can benefit institutions and our world has improved after today’s lecture.**

		Frequency	Percent	Cumulative Percent
Valid	Disagree	1	1.3	1.3
	Agree	24	31.6	33.3
	3.50	1	1.3	34.7
	Strongly Agree	49	64.5	100.0
	Missing Data	1	1.3	
	Total	76	100.0	

**As a result of my participation in this lecture, I have a better understanding of how differences lead to more innovative and productive institutions.**

		Frequency	Percent	Cumulative Percent
Valid	Disagree	1	1.3	1.3
	Agree	28	36.8	38.7
	Strongly Agree	46	60.5	100.0
	Missing Data	1	1.3	
	Total	76	100.0	

**I will be able to use the information that I learned today in my work and/or studies.**

		Frequency	Percent	Cumulative Percent
Valid	Disagree	4	5.3	5.3
	Agree	36	47.4	53.3
	Strongly Agree	35	46.1	100.0
	Missing Data	1	1.3	
	Total	76	100.0	

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

		Frequency	Percent	Cumulative Percent
Valid	Disagree	1	1.3	1.3
	Agree	24	31.6	33.3
	Strongly Agree	50	65.8	100.0
	Missing Data	1	1.3	
	Total	76	100.0	

**Rate the overall quality.**

		Frequency	Percent	Cumulative Percent
Valid	Average	3	3.9	4.3
	3.50	1	1.3	5.7
	Above Average	24	31.6	40.0
	Excellent	42	55.3	100.0
	Missing Data	6	7.9	
	Total	76	100.0	

Qualitative Results from the Evaluation Form

1. What questions do you still have after attending this lecture? Please list any areas and/or topics that you would like to receive additional information about or that need further clarification.
  - How is this info applied to institutions? In a practical sense.
  - Everything was very clear and well explained. I feel he did a wonderful job making things understandable.
  - What are some examples of diverse successes.
  - Can the academy change to reward & recognize these FACTS?
  - Talk about more applications to specific problems.
  - What is the simplest way to make this point to others?
  - Leading discussions that bring out diversity.
  - I want his book of examples of effective change or improvement in community projects that followed application of theories.
  - More ways to apply this practical application.
  - More on statistics.
  - With the important of diversity, what is leading to great inequality?
  - What do I do with this info? Fargo is a near mono culture.
  - How will it influence society's change over time?
  - Is diversity ever going to be enhanced in some institutions that is characteristically composed of people who think they are superior race? I think Race is more important in diversity these days and that was not addressed well to expectation.
  - Focus more on actual people not necessary number but numbers make sense because Dr. Page is an economist.
  - What are barriers to diversity? How can someone increase their diversity? What is diversity?
  - Wish he would have acknowledged systems of power, privilege & oppression about why the homogeneous group is confident, perceived to be effective, & not challenged.
  
2. What do you think were the most helpful or valuable aspects of the lecture you attended today?
  - The demonstration/examples – very persuasive.
  - Dept. chairs and deans attend lecture.
  - I really liked the idea of the toolbox. I will definitely use this.
  - Logical approach to diversity
  - That diversity – helps solve most types of problem.
  - I liked that he used examples pertaining to the diversity of the crowd. I also thought his section on how diverse groups can perform better than those without was very interesting.
  - About how working with diverse groups gives better results.
  - A different way to think about diversity relative to my organization & our goals
  - Looked at diversity differently.
  - To be informed of the issue of diversity and what is happening in the world today.
  - I liked how the information was grounded in sound research.
  - The idea of combined diversity as an improvement method.
  - Examples.
  - Seeing how diversity helps improve results.
  - Crowd.
  - Structure of googles operation.
  - Showing how group work beats individual & diverse beats smarts.
  - Diversity & ability are equally important.

- A different way of thinking.
  - Real-world examples help solidify concepts & ideas.
  - Knowing no one mind can see the whole picture all depends on the tools one has.
  - I liked the examples & variety of examples.
  - I appreciated the new and innovative approach to diversity.
  - The formula for the crowd.
  - Real life examples of the concepts.
  - Examples presented were easily relatable.
  - Discussion on how diverse groups perform better.
  - It was fun to learn about diversity from the perspective of how people think & not just identity.
  - Toolbox idea; It all might be useful at job interviews.
  - Connection between math and culture and its influence.
  - It was a good general insight.
  - Helping us to see Diversity & its positivity.
  - Using different methods to prove the power of diversity.
  - Understanding diversity in different perspective.
  - Really appreciated hearing how tools of math & economics applied to diversity & the power of diversity.
  - He did a great job at explaining diversity & he did it in a number of ways.
  - Methods of sociological research.
  - Math and economics was an introducing diversity from a different perspective was interesting.
  - Team of diverse people comes with a better soln.
  - The visuals.
  - Facts & examples were provided to provide visual representation of idea/theory.
  - The graphs showing the changes in equality & diversity.
  - Wisdom of crowds concept tools versus numbers construct.
3. How could the FORWARD lecture series be improved to be more beneficial to you? What recommendations do you have for future lectures?
- Give a little more time for people to look at graphs.
  - I have no recommendations, everything was good.
  - How to choose the best diverse group.
  - Extend the length of the lecture.
  - Help implementing.
  - Include socioeconomic differences to bring a point to differences in backgrounds.
  - This is my 1<sup>st</sup> lecture – glad I came.
  - Graphs better explained.
  - Such complicated topics were discussed. I feel so ignorant. I would have appreciated if some of them were explained more.
  - Shorter introduction before the lecture.
  - Racism and how to deal with or take or react to racial abuse in an institutional setting.
  - Diverse groups are better than non diverse groups this is a view many people don't realize including myself before this presentation.
  - Having regular lectures that are more impacting on research.
  - No real suggestions. Thanks.
  - Shorter introduction before the lecture.
  - The speaker was going through the slides very fast.
  - Panel of women leaders on campus, including faculty, staff, and students and their path to lead – challenges supports, successes, bureaucracy.
4. Please provide any additional comments you have about today's lecture and/or the FORWARD program in general below or on the back of this page.
- Very informative and eye-opening.
  - It was great! Thank you.
  - Keep up the good work.
  - Educational, informative, & inspiring.
  - Support for application in broad business of community composition of efficacy.
  - It would've been easier to relate if examples were from science rather than math/econ.

- More practical application examples.
- I think it touched on some aspects of diversity, however in this day and age you cannot talk about diversity with addressing race and racism.
- Dr. Page is a great speaker knew what he was talking about, engaging audience more but he took a unique view of this topic a new perspective.
- This lecture applies to ALL!