

**FORWARD Workshop on Enhancing Department Climate
New Faculty Orientation
August 3, 2012**

Attendance

- 44 individuals attended and 43 completed evaluations.
 - 41 attendees were faculty and two identified as administrators.

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
Disagree	3	7.0	7.0
Agree	25	58.1	65.1
Strongly Agree	15	34.9	100.0
Total	43	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
Disagree	4	9.3	9.3
Agree	26	60.5	69.8
Strongly Agree	13	30.2	100.0
Total	43	100.0	

The presentation was clear and well-organized

	Frequency	Percent	Cumulative Percent
Disagree	3	7.0	7.0
Agree	15	34.9	41.9
Strongly Agree	25	58.1	100.0
Total	43	100.0	

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

	Frequency	Percent	Cumulative Percent
Disagree	7	16.3	16.7
Agree	27	62.8	81.0
Strongly Agree	8	18.6	100.0
Missing Data	1	2.3	
Total	43	100.0	

I will be able to implement new strategies to promote a more positive climate at NDSU as a result of my participation in this workshop.

	Frequency	Percent	Cumulative Percent
Disagree	5	11.6	11.9
Agree	24	55.8	69.0
Strongly Agree	13	30.2	100.0
Missing Data	1	2.3	
Total	43	100.0	

I would recommend this workshop to others

	Frequency	Percent	Cumulative Percent
Strongly Disagree	1	2.3	2.4
Disagree	4	9.3	12.2
Agree	21	48.8	63.4
Strongly Agree	15	34.9	100.0
Missing Data	2	4.7	
Total	43	100.0	

Overall quality of the presentation

	Frequency	Percent	Cumulative Percent
Below Average	2	4.7	4.8
Average	13	30.2	35.7
Above Average	18	41.9	78.6
Excellent	9	20.9	100.0
Missing Data	1	2.3	
Total	43	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.

- Where do you go if you have some issues in the dept. besides chair?
- How to get involved in FORWARD as a woman.
- None.
- Current findings of the FORWARD program.
- I'd like more information about the grants available for women researchers. More information about how to become involved with FOWWARD.
- Whether these are short management issues – such as dealing with difficult people, assertive communication, etc.
- What are NDSU's policies for conflict management and mediation around failures of climate?
- Leadership training & grants.
- Can't think of any.
- How was this about women?
- This was very important to discuss, but the content was non-specific & difficult to apply. Issues of important as female
- NDSU's lack of maternity leave & conflicting biological and tenure clocks.
- How to balance a competitive academic environment (regardless of gender issues) with the need to create room for empowering all under-represented groups (minorities, LGBT, women, etc.)?

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

- Small group discussion w/ peers"
- Digging out issues forced by new faculty.
- Discussion.
- Positive climate
- Forge friendships with faculty outside your department
- The tabletop discussion
- Learned new techniques on communicating
- Summarized the barriers and helpful tips to promote a positive working environment
- Discussion times were appreciated and helpful. Ideas for how to create a positive climate
- Group discussion with well formulated questions
- Group discussions
- Discussing barriers and helpful aspects of a positive work environment. Talking about how to create a positive environment
- It was good to brain storm & find others had faced similar issues
- The group discussions created a good sense of common ground among the participants
- The tips
- Just a reminder to be cognizant of climate, gender issues, diversity, etc.
- Group discussions
- Interacting in small groups.
- Information on resources grants travel leadership possibilities.
- Group interactions. Hearing other ideas from a very diverse crowd was very enlightening.
- Group discussion
- Group discussions

- The interaction; I realized everyone thinks more or less the same way.
 - Tips & discussion
 - Involving the audience
 - Different perspectives
 - Small group discussions
 - Resource sheet
 - Discussion at our table was most helpful. Thank you.
 - Everything.
 - Table & group discussions.
 - Refreshing of what helps/what doesn't help and hearing that from other people.
3. How could this training be improved to be more beneficial to you?
- Some solutions to issues faced by new faculty involving dept. chairs, senior administrators.
 - More discussion
 - Instructions for positive climates.
 - I think some role-playing exercises would be very helpful.
 - Give some examples. Not just the bullet statement.
 - Give some brief introduction to the following FORWARD events, since we may not attend all the events.
 - I would love further training on conflict resolution, diversity, and family friendly policies.
 - The birthday aspect of the group activity. Probably better to just let people decide who will write down ideas & share with the larger group.
 - Some statistics, such as they may exist, about the differences in expectations places on different demographics vis a vis tenure, etc. Scientist area data-driven audience.
 - More group interaction
 - Longer time for interactions
 - More concrete discussion of cases/policy.
 - Training is good as it is.
 - Don't single people out by birthdays and make them record.
 - Keep up the good work!
 - More clear on what you want us to do in groups
 - Streamline & refine
 - More detailed explanation about the discussion topics (or guidance).
 - More concrete information & data. Too unstructured – just others opinions.
 - Provide good examples of outline change at NDSU that illustrates the goal of this. It gives hope of promoting culture change (it is a science unto itself)
4. Please provide any additional comments you have about today's training and/or the FORWARD program in general on the back of this page.
- Good speakers!
 - Nice addition to all the info provided.
 - I loved that the topics of childcare and maternity leave were actually discussed! These are HUGE issues for women, myself included. I would love to see further open discussion of family friendly policies.
 - Looking forward to additional sessions.
 - Good goal – I hope eventually we can stop talking about gender because it won't be an issue.
 - Using the “kindergarten” illustration was degrading. It's like patronizing us- “you just don't know any better.” this could be done in a more professional way.