

## FORWARD PTE Workshop for Committee Members September 5<sup>th</sup>, 2012

### Attendance

- Forty-four individuals attended and 28 completed evaluations.
  - Twenty-seven attendees were faculty, and one was an administrator.
  - Twenty-one attendees were PTE committee members, four were committee chairs, one was a CSWF member, one was a department head, and one did not specify whether s/he was on a PTE committee.

### Quantitative Results from the Evaluation Form

#### **I will be able to use the information that I learned today in my role on a department or college PTE committee.**

	Frequency	Percent	Cumulative Percent
Disagree	1	3.6	3.6
Agree	16	57.1	60.7
Strongly Agree	11	39.3	100.0
Total	28	100.0	

#### **I feel I have acquired new information or understanding about how to arrive at a more equitable PTE process.**

	Frequency	Percent	Cumulative Percent
Disagree	1	3.6	3.6
Agree	17	60.7	64.3
Strongly Agree	10	35.7	100.0
Total	28	100.0	

#### **I will be able to implement new strategies to address unconscious bias during the PTE process as a result of my participation in this workshop.**

	Frequency	Percent	Cumulative Percent
Disagree	4	14.3	14.8
Agree	16	57.1	74.1
Strongly Agree	7	25.0	100.0
Missing Data	1	3.6	
Total	28	100.0	

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

	Frequency	Percent	Cumulative Percent
Disagree	1	3.6	3.6
2.5	1	3.6	7.1
Agree	11	39.3	46.4
3.5	1	3.6	50.0
Strongly Agree	14	50.0	100.0
Total	28	100.0	

#### **I would recommend this workshop to others.**

	Frequency	Percent	Cumulative Percent
Disagree	2	7.1	7.1
Agree	12	42.9	50.0
Strongly Agree	14	50.0	100.0
Total	28	100.0	

**How would you rate the overall quality of this workshop?**

	Frequency	Percent	Cumulative Percent
Average	5	17.9	18.5
3.5	1	3.6	22.2
Above Average	12	42.9	66.7
Excellent	9	32.1	100.0
Missing Data	1	3.6	
Total	28	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 workshop that you would like to receive additional information about or that need further clarification for you to be an effective PTE committee member.
  - Collegiality!
  - Actual NDSU PTE (Policy 352) with copies of the policy so that everyone has read it.
  - More examples of information not to include. What happens when department document does not meet some requirements of college & NDSU?
  - No discussion/mention of 'impact factor.'
  - What level of minutes or records are needed from department committee?
  - More case discussion.
  - How do we obtain additional copies of the handouts?
  - Interesting process.
  
2. What do you think were the most helpful or valuable aspects of the workshop you attended today?
  - Case studies.
  - Case studies. Helpful to talk about abstract concepts in specific cases.
  - Discussions about how to handle particular issues.
  - Take away handout good.
  - Discussions about bias and col.
  - Case studies. Common principles to remember.
  - The case study.
  - Case studies.
  - Case studies.
  - Importance of work agreement.
  - The discussion.
  
3. What is one thing you will do differently when on a PTE committee as a result of attending this workshop today?
  - Remind others of unconscious bias? Set group rules. Speak up when inappropriate comments made.
  - Possible conflict of interest to discuss with chair.
  - Make sure candidates have an opportunity to address additional information the committee is considering.
  - State ground rules.
  - Ground rules.
  - Be more careful.
  - Use appointment percentage
  - Think about using a rubric.
  - Use the rubric to write letters.
  
4. How could this workshop be improved to be more beneficial to you?
  - Ineke seemed to ramble or wander, not great in answering questions.
  - Clarify legal concerns – especially about statement re 'discuss & resolve potential conflicts of interest.' More specific discussion of evaluating research – significant contribution to field, etc.
  - More sessions I & II (as we get closer to discussions).
  - More time for case studies.

- I am concerned that the notion that committee members could bring new information (information not in packet) was not more seriously challenged – I think this reflects the current problem we have at NDSU – we operate on word of mouth and not what is in the packet, because the PTE committees “know better.” PTE committees need to make decisions based on the packet.
- More time to discuss more detail.
- It was helpful.
- One case study for all is more transparent.
- More time for case studies, less general information.

5. Please share any best practices for PTE committees that you think would be helpful to add to this workshop

No responses

6. Please provide any additional comments you have about today’s workshop and/or the FORWARD program in general on the back of this page.

No responses