

**FORWARD Workshop on Enhancing Department Climate  
January 7<sup>th</sup>, 2013**

Attendance

- Nine individuals attended and eight completed evaluations.
  - Two attendees were administrators, and the remaining 7 were faculty.

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
Agree	4	50.0	50.0
Strongly Agree	4	50.0	100.0
Total	8	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
Agree	5	62.5	62.5
Strongly Agree	3	37.5	100.0
Total	8	100.0	

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

	Frequency	Percent	Cumulative Percent
Agree	1	12.5	12.5
Strongly Agree	7	87.5	100.0
Total	8	100.0	

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

	Frequency	Percent	Cumulative Percent
Agree	3	37.5	37.5
Strongly Agree	5	62.5	100.0
Total	8	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
Agree	2	25.0	25.0
Strongly Agree	6	75.0	100.0
Total	8	100.0	

**I would recommend this workshop to others**

	Frequency	Percent	Cumulative Percent
Agree	2	25.0	25.0
Strongly Agree	6	75.0	100.0
Total	8	100.0	

**Rate the overall quality**

	Frequency	Percent	Cumulative Percent
Above Average	4	50.0	66.7
Excellent	2	25.0	100.0
Missing Data	2	25.0	
Total	8	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.
  - The workshop was enlightening. I learned about the resources available through FORWARD.
  - I would love to see/hear information about woman to woman interactions. I feel these relationships can be very challenging.

2. What do you think were the most helpful or valuable aspects of the training you attended today?
  - Information about Mentor Travel grants and Leadership Development. Important guidelines on creating a positive climate in my department.
  - Open discussion of climate -> how to improve it!
  - Barriers to climate and helpful tips to overcome.
  - Good quality discussion with other faculty and facilitators.
  - Handout.
  
3. How could this training be improved to be more beneficial to you? What recommendations do you have for future programs?
  - More training on Leadership Development for women faculty.
  - Today was great!
  
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.
  - This training provided an opportunity to discuss positive campus climate with other faculty members.
  - I enjoyed today's training and found it helpful. I plan to attend further FORWARD events.

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As part of this workshop, participants shared barriers and helpful aspects to promoting a positive climate. Below is a summary of what they shared.

**Barriers to a positive department climate:**

- Institutional silos
- Kingdom making – insulation of information
- Geographic (buildings) – having units spread across different buildings which makes it difficult share information and for developing relationships
- Competition
- No social gatherings
- No negative feedback accepted by hierarchy – those at lower level son the hierarchy are not allowed to share concerns
- No work/life balance
- Lack of mentorship – both about specific aspects of being a faculty and in general

**Helpful aspects of promoting a positive department climate:**

- Social gatherings
- Announcing defenses for master's and doctoral students so the whole department knows what is occurring
- Fostering a positive environment by encouraging communication and transparency
- Developing informal mentorship opportunities
- New faculty members attending meetings/colloquiums