

The FORWARD Evaluation
Workshop on Enhancing Department Climate
August 19th, 2013

Attendance

- Thirty-seven individuals attended the workshop and 29 individuals completed evaluations.
 - Of these individuals, 29 identified as faculty members and one was an administrator.

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	18	62.1	62.1
Strongly Agree	11	37.9	100.0
Total	29	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	1	3.4	3.6
Agree	21	72.4	78.6
Strongly Agree	6	20.7	100.0
Missing Data	1	3.4	
Total	29	100.0	

The presentation was clear and well-organized.

	Frequency	Percent	Cumulative Percent
Agree	13	44.8	44.8
Strongly Agree	16	55.2	100.0
Total	29	100.0	

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

	Frequency	Percent	Cumulative Percent
Disagree	3	10.3	10.3
Agree	18	62.1	72.4
Strongly Agree	8	27.6	100.0
Total	29	100.0	

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

	Frequency	Percent	Cumulative Percent
Agree	21	72.4	75.0
Strongly Agree	7	24.1	100.0
Missing Data	1	3.4	
Total	29	100.0	

I would recommend this workshop to others.

	Frequency	Percent	Cumulative Percent
Agree	16	55.2	57.1
Strongly Agree	11	37.9	96.4
Not Applicable	1	3.4	100.0
Missing Data	1	3.4	
Total	29	100.0	

How would you rate the overall quality of the workshop?

	Frequency	Percent	Cumulative Percent
Average	8	27.6	29.6
Above Average	16	55.2	88.9
Excellent	3	10.3	100.0
Missing Data	2	6.9	
Total	29	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.
 - What are you doing for queer and trans folks? Improving the role of women is great and important, but the nature of gendered inequality is more complex.
 - Question: How can I help promote this program? Training: How to support others?
 - Personally, an area that I will need to concentrate on this year is learning to strike the right family/work balance.
 - How has FORWARD impacted the P & T process?
 - What does the university do to actively promote the rights/equality of LGBT/transgender persons?
 - How/when can I get into a FORWARD mentoring group?

2. What do you think were the most helpful or valuable aspects of the training you attended today?
 - Small group discussions/large group discussions.
 - Having the discussion.
 - Strategies to create a positive climate.
 - Learning about NDSU policies.
 - Steps one can take to improve atmosphere.
 - The history of pre-“forward” climate. The group discussion.
 - The short answer brainstorming session.
 - Tips on creating a positive climate.
 - Knowing that the climate is changing.
 - Group discussion.
 - Small/large group discussion.
 - Real life experiences/stories, good or bad.
 - Small group discussion.
 - Handout on tips for creating a positive climate.
 - Small group session.
 - Know other faculty.

3. How could this training be improved to be more beneficial to you? What recommendations do you have for future programs?
 - Don't have white males do most of the talking.
 - More time. Provide handout of Powerpoint presentation.
 - Move beyond Female/Male.
 - Consider addressing what to do about bullies.
 - Perhaps some strategies for incoming faculty for best balancing competing demands.
 - I feel like it was presented to Assistant professors more than any other type of faculty. Maybe include other positions as you speak (lecturers). However, I understand most people here today are Assistant professors.
 - I wanted to hear more about work life balance.
 - Needed more time in groups to get through the questions and introductions.
 - Nothing specific.
 - Understand FORWARD.

4. Please provide any additional comments you have about today's training and/or the FORWARD program in general below or on the back of this page.
- I was very impressed by this program. I thought it was well done and much needed.
 - I disagree with the statement made by a fellow participant that STEM recruitment is primarily a supply issue.

Participants were asked about barriers and things that promote a positive climate in their previous department:

Barriers identified by participants:

- Communication, including not listening to feedback from students, being afraid to step on people's toes, not challenging offensive comments, miscommunication
- Lack of support from administration, including no follow-through
- Isolation, specifically within the department
- Success leading to resentment
- Recruitment pool for women in STEM fields

Things that promote a positive climate:

- Intentionally trying to recruit diverse faculty, specifically women for administrative positions, advocacy, seeing possibilities
- Open communication, including willingness to talk about problem and climate/gender issues, intentional conversations
- Support from department leadership