

## FORWARD PTE Training for Faculty September 17<sup>th</sup>, 2013

### Attendance

- Eighteen people attended the training and seventeen completed evaluations.
  - 16 (94.1%) identified as faculty members, and one (5.9%) identified as an administrator.
  - 12 (70.6%) identified as PTE committee members, two (11.8%) identified as PTE committee chairs, and two (11.8%) identified as being both committee members and chairs.

### 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
Agree	8	47.1	50.0
Strongly Agree	8	47.1	100.0
Missing Data	1	5.9	
Total	17	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
Agree	7	41.2	43.8
Strongly Agree	9	52.9	100.0
Missing Data	1	5.9	
Total	17	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
Agree	8	47.1	50.0
Strongly Agree	7	41.2	93.8
N/A	1	5.9	100.0
Missing Data	1	5.9	
Total	17	100.0	

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

	Frequency	Percent	Cumulative Percent
Disagree	1	5.9	6.3
Agree	7	41.2	50.0
Strongly Agree	8	47.1	100.0
Missing Data	1	5.9	
Total	17	100.0	

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

	Frequency	Percent	Cumulative Percent
Agree	8	47.1	50.0
Strongly Agree	8	47.1	100.0
Missing Data	1	5.9	
Total	17	100.0	

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

	Frequency	Percent	Cumulative Percent
Average	3	17.6	18.8
3.5	1	5.9	25.0
Above Average	8	47.1	75.0
Excellent	4	23.5	100.0
Missing Data	1	5.9	
Total	17	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 in order for you to be an effective PTE committee member.
  - I was in the same workshop before.
  - Why don't we start long before candidates apply for promotion?
  - Why are we not more consistent on department expectations?
  - Guidance on setting up specific guidelines for faculty. For example, does "collegiality" still have some use? It was referred to in a UND case recently in the newspaper.
  - How to address collegiality without bias? Is it even possible?
2. What do you think were the most helpful or valuable aspects of the workshop you attended today?
  - Rubrics.
  - Discussions. Questions/answer.
  - Explanations of the case study.
  - Letter of law vs. spirit of law.
  - Hearing different perspectives.
  - Confidentiality emphasis.
  - Reasonability of presenters. I felt comfortable sharing my views. Thanks!
  - Case study. Ability to hear from others.
3. What is one thing you will do differently when on a PTE committee as a result of attending this workshop today?
  - Focus on bias of other members (and my own).
  - Establish ground rules.
  - Watch out for implicit bias.
  - Read more carefully.
  - More explicit discussion about ground rules.
  - Declare conflict of interest.
4. How could this workshop be improved to be more beneficial to you?
  - Very good as it is. Actual NDSU case studies.
  - More time.
  - A bit less open to questions so we can work through the material.
  - Distribute handouts ahead of time so more time is available to discuss.
  - Plan for two hours.
5. Please share any best practices for PTE committees that you think would be helpful to add to this workshop
  - Actual NDSU case studies from different departments.
  - Avoid "group-think."
  - Use an informal conversation with candidates before formal submission to encourage transparency.
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.
  - Good to have the President in attendance.
  - Thanks.