

# NDSU Climate and Why Faculty Leave: A Workshop for Academic Administrators

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## Attendance

- Fourteen individuals attended the training and 12 completed evaluations.
  - Ten (83.3%) participants identified as administrators, one (8.3%) identified as faculty, and one (8.3%) participant identified as “other.”

## Quantitative Results from the Evaluation Form

### **My understanding of the barriers to retaining faculty members has increased as a result of attending this workshop.**

	Frequency	Percent	Cumulative Percent
Agree	4	33.3	33.3
Strongly Agree	8	66.7	100.0
Total	12	100.0	

### **My understanding of the NDSU climate has increased as a result of attending this workshop.**

	Frequency	Percent	Cumulative Percent
Agree	4	33.3	33.3
Strongly Agree	8	66.7	100.0
Total	12	100.0	

### **I will be able to implement new strategies to assist in retaining faculty members in my unit as a result of my participation in this workshop.**

	Frequency	Percent	Cumulative Percent
Agree	10	83.3	83.3
Strongly Agree	2	16.7	100.0
Total	12	100.0	

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

	Frequency	Percent	Cumulative Percent
Agree	4	33.3	33.3
Valid Strongly Agree	8	66.7	100.0
Total	12	100.0	

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

	Frequency	Percent	Cumulative Percent
Average	1	8.3	8.3
Valid Above Average	6	50.0	58.3
Excellent	5	41.7	100.0
Total	12	100.0	

## Qualitative Results from the Evaluation Form

1. What questions do you still have after attending this workshop? Please list any areas and/or topics that you would like to receive additional information about or that need further clarification.
  - I still need ideas and tips to help create a better climate.
  - How to deal with bullying among faculty.
  - Bullying in academia.
  - Dealing with people who are so passionate about what they do and have built programs who don't realize they come across as bullies to those who are new, are suggesting change, etc. shut down good ideas and won't let others be heard.

2. What do you think were the most helpful or valuable aspects of the workshop you attended today?
  - Message on climate: well presented in generalities.
  - Thinking of ways to curb bullying.
  - Good analysis of data – not relying just on anecdotal evidence.
  - The data shared by the presenter; I also appreciated her engaging style of presentation.
  - Confirmation of need for partner accommodation.
  - “Officially” naming climate as an issue for attrition; brainstorming ideas for dealing with problem people.
  - Ideas on what might help improve climate.
  
3. What is one thing you will do differently as a result of attending this workshop?
  - Involve senior faculty, including possible bullies, in discussions/initiatives aimed at providing solutions.
  - View the importance of climate in faculty retention.
  - Create a group similar to the “Deans Fellows” group that was discussed.
  - Try to identify more resources and ideas for climate improvement.
  - Speak openly about problem people and do thing more [illegible].
  
4. How could this workshop be improved to be more beneficial to you?
  - Several of the slides used fonts/graphics too small for visibility.
  - Offer some more suggestions for improving climate.
  - Some specific recommendations.
  
5. Please provide any additional comments you have about today’s workshop and/or the FORWARD program in general below or on the back of this page.
  - Excellent presentation overall.
  - Interesting...
  - NDSU should make increasing the spousal hire pool a very high priority, since this would significantly help in retaining female STEM faculty.