

## NDSU Climate and Why Faculty Leave

Dr. Dana Britton

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### Attendance

- Thirty-two individuals attended the training and 27 completed evaluations.
  - Six (22.2%) participants identified as administrators, 20 (74.1%) identified as faculty, and one (3.7%) participant did not identify her or his role.

### 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
Disagree	3	11.1	11.5
Agree	9	33.3	46.2
Strongly Agree	14	51.9	100.0
Missing Data	1	3.7	
Total	27	100.0	

#### **My understanding of ways to retain faculty members has increased as a result of attending this lecture.**

	Frequency	Percent	Cumulative Percent
Disagree	4	14.8	16.0
Agree	14	51.9	72.0
Strongly Agree	6	22.2	96.0
N/A	1	3.7	100.0
Missing Data	2	7.4	
Total	27	100.0	

#### **I will be able to implement new strategies to improve the climate here at NDSU as a result of my participation in this lecture.**

	Frequency	Percent	Cumulative Percent
Strongly Disagree	1	3.7	4.0
Disagree	1	3.7	8.0
Agree	15	55.6	68.0
Strongly Agree	6	22.2	92.0
N/A	2	7.4	100.0
Missing Data	2	7.4	
Total	27	100.0	

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

	Frequency	Percent	Cumulative Percent
Disagree	1	3.7	3.8
Agree	11	40.7	46.2
Strongly Agree	14	51.9	100.0
Missing Data	1	3.7	
Total	27	100.0	

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

	Frequency	Percent	Cumulative Percent
Average	2	7.4	7.7
Above Average	16	59.3	69.2
Excellent	8	29.6	100.0
Missing Data	1	3.7	
Total	27	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.
  - Although I am in favor of improving climate, I'm not sure I understand if NDSU has a big or small problem.
  - I really desire specific, concrete strategies and perhaps case study problem solving. Though I'm not a chair, I think many of us could use the kind of training a chair might need.
  - We still struggle with university-wide (non-departmental) issues.
  - More specific interventions to deal with ongoing climate issues.
  - Implementation with department heads and chairs and deans.
  - Specific things I can do to help improve climate.
  
2. What do you think were the most helpful or valuable aspects of the workshop you attended today?
  - The presentation was very insightful, well done!
  - Discussions were interesting/useful!
  - Telling people that child-care center was not primary reason for leaving.
  - NDSU-specific data; Dr. Britton is great!
  - The Case Western resources.
  - The actual data on the interviews.
  - Overview of climate issues at NDSU and elsewhere.
  - Address problems with the way child care center, NIH grant, and equity issues handled by upper administration.
  - Lots of great information!
  
3. What is one thing you will do differently as a result of attending this workshop?
  - No more eye-rolling.
  - Keep in mind importance of climate – particularly at department level.
  - Try to be consistent when interacting with colleagues.
  - View things with a new perspective.
  - Talk more in faculty meetings.
  - Explicit marching orders.
  
4. How could this workshop be improved to be more beneficial to you?
  - Could conflict of interest and collegiality be addressed together?
  - Address real issues.
  
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.
  - An ombudsperson will be good as long as that person has some influence or power, not just the ability to listen/hold hands.
  - Good session.
  - This was a really good start. I think that it raised more questions (which is good) and encouraged us to start thinking about solutions.
  - Data were useful – great information – this gave me ideas but wasn't focused on retaining.
  - Dana Britton is my hero!
  - Dr. Britton is an engaging presenter. Interesting information regarding FORWARD. Leadership is quite defensive when input is offered.