

Dr. Robert Cipriano
Fostering a Collegial Department
November 6th, 2013

Attendance

- Fourteen individuals attended the training and 11 completed evaluations.
 - When asked about their roles at NDSU, ten participants (90.9%) said faculty, one (9.1%) said administrator, and one (2.4%) said he or she was a lecturer with a yearly contract.

Quantitative Results from the Evaluation Form

My understanding of what collegiality is and is not has increased as a result of attending this workshop.

	Frequency	Percent	Cumulative Percent
Agree	7	63.6	63.6
Strongly Agree	4	36.4	100.0
Total	11	100.0	

My understanding of hiring and tenure-granting processes that promote collegiality has increased as a result of attending this workshop.

	Frequency	Percent	Cumulative Percent
Agree	6	54.5	54.5
Strongly Agree	5	45.5	100.0
Total	11	100.0	

I will be able to implement new strategies to positively contribute to the collegiality in my unit as a result of my participation in this workshop.

	Frequency	Percent	Cumulative Percent
Disagree	1	9.1	9.1
2.50	1	9.1	18.2
Agree	6	54.5	72.7
Strongly Agree	3	27.3	100.0
Total	11	100.0	

I would recommend this workshop to others

	Frequency	Percent	Cumulative Percent
Agree	6	54.5	54.5
Strongly Agree	5	45.5	100.0
Total	11	100.0	

How would you rate the overall quality of this workshop?

	Frequency	Percent	Cumulative Percent
Average	4	36.4	36.4
Above Average	4	36.4	72.7
Excellent	3	27.3	100.0
Total	11	100.0	

Qualitative Results from the Evaluation Form

1. What questions about collegiality 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.
 - Great info.
 - Would have liked more discussion of gray areas, the slightly disagreeable faculty member rather than the asshole.
 - Discussion of the effects of collegiality between tenure track and yearly contracted instructors.
 - Conflict resolution? Reforming non-collegial colleagues?
 - How to deal with covert hostility.
 - What is the instrument? Not presented.

- What should faculty do when problem is chair or dean or provost?
 - Some things I can do as tenure-track faculty...what can I do to get things started.
 - How we get from here to collegial is still vague – there were concrete steps, but is still isn't wholly clear here.
2. What do you think were the most helpful or valuable aspects of the workshop you attended today?
- The affirmation of what I already knew about collegiality.
 - Maybe CAM-SAM if we buy it.
 - Definitions of collegiality.
 - Knowledge that collegiality can (maybe) be tested.
 - Emphasis on shared governance.
 - The discussion portion was great. More workshop things.
 - Specific methods to start working on this issue.
3. What is one thing you will do differently as a result of attending this workshop?
- More positive attitude.
 - Try to help others in our department better understand collegiality. Add the collegiality question to interviews.
 - Open up discussions in department.
 - Offer two shorter sessions.
 - Ask questions of candidates!
 - Nothing.
 - Discuss collegiality with colleagues.
 - I will...be more proactive with stressing importance of collegiality.
 - Insist on addressing this issue.
4. How could this workshop be improved to be more beneficial to you?
- I found this to be an excellent workshop. Dr. Cipriano was an excellent presenter and the information was timely. Too bad more people didn't attend.
 - More interaction.
 - Discuss effects of collegiality on yearly contracted instructors.
 - Jokes were nice, but 3 hours is long. Could be shortened with fewer jokes.
 - More interaction. Move it more briskly.
 - More doing, less listening.
 - A little more focused upon critical issues and concrete interventions.
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.
- Please remind FORWARD sponsored speakers to not make disparaging jokes about their wives.
 - Enjoyed the open and friendly and honest tone.
 - Entertaining humor, yet sometimes deprecating.