

**Dr. Robert Cipriano**  
***Fostering a Collegial Department: A Workshop for Academic Administrators***  
**November 6<sup>th</sup>, 2013**

Attendance

- Thirty nine individuals attended the training and 30 completed evaluations.
  - When asked about their roles at NDSU, two participants (6.7%) said staff, six (20%) said faculty, 22 (73.3%) said administrator, and two (6.7%) said other but didn't specify their role.

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
Disagree	1	3.3	3.3
Agree	19	63.3	66.7
Strongly Agree	10	33.3	100.0
Total	30	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
Disagree	2	6.7	6.7
Agree	21	70.0	76.7
Strongly Agree	7	23.3	100.0
Total	30	100.0	

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

	Frequency	Percent	Cumulative Percent
Disagree	1	3.3	3.4
2.50	1	3.3	6.9
Agree	15	50.0	58.6
Strongly Agree	11	36.7	96.6
N/A	1	3.3	100.0
Missing Data	1	3.3	
Total	30	100.0	

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

	Frequency	Percent	Cumulative Percent
Disagree	1	3.3	3.4
2.50	1	3.3	6.9
Agree	12	40.0	48.3
Strongly Agree	15	50.0	100.0
Missing Data	1	3.3	
Total	30	100.0	

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

	Frequency	Percent	Cumulative Percent
Below Average	1	3.3	3.3
Average	7	23.3	26.7
Above Average	16	53.3	80.0
Excellent	6	20.0	100.0
Total	30	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.
  - I'd like to learn strategies for the retreatment of an a-hole administrator back to the faculty.
  - I could still use additional techniques to handle non-collegial faculty.
  - Would like more best practices or actual suggestions for how to deal with collegiality issues. The workshop was mostly descriptive rather than offering practical ways to deal with these issues.
  - What are these objectively validated collegial behaviors?
  - Specific ideas of collegial behavior.
  - Still not well defined for me.
  - How to promote and inspire collegiality?
  - Like to see CAM & SAM. Is this a sales pitch?
  
2. What do you think were the most helpful or valuable aspects of the workshop you attended today?
  - Examples
  - Awareness of the importance of collegiality.
  - Handouts and table discussion.
  - Raise awareness of importance of collegiality.
  - The new ideas that can be used with faculty and staff.
  - The idea that these are metrics that can be used.
  - It was all good.
  
3. What is one thing you will do differently as a result of attending this workshop?
  - Celebrate collegiality.
  - Stress collegiality among new hires.
  - Look into the CAM & SAM.
  - Not much.
  - More discussion as department.
  - Could start conversation with department – but not sure I feel well prepared to do so.
  - Discuss with department.
  - Immediately begin discussions with faculty about collegiality.
  - Department code of ethics. Being transparent as to expectations.
  
4. How could this workshop be improved to be more beneficial to you?
  - Couldn't he have shown us the instrument? (Grrrr).
  - Too long for information presented.
  - More content – strategies for intervention.
  - A little disorganized; seemed poorly trained on issues of gender and diversity.
  
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.
  - I think he was more invested in selling his tests than providing useful content.