

***New Faculty Orientation: Enhancing Department Climate***  
**August 18<sup>th</sup>, 2014**

Attendance

- Forty-one individuals attended the training and 37 completed evaluations.
  - Three (8.1%) participants identified as staff, 31 (83.8%) as faculty members, one (2.7%) as a faculty member and director, and one (2.7%) as a both staff and faculty member.

Quantitative Results from the Evaluation Form

**I will be able to use the information that I learned today in my work at NDSU.**

|                | Frequency | Percent | Cumulative Percent |
|----------------|-----------|---------|--------------------|
| Agree          | 24        | 64.9    | 64.9               |
| Strongly Agree | 13        | 35.1    | 100.0              |
| Total          | 37        | 100.0   |                    |

**I feel that my knowledge of how to promote a positive climate at NDSU has increased after today's workshop.**

|                   | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly Disagree | 1         | 2.7     | 2.7                |
| Disagree          | 1         | 2.7     | 5.4                |
| Agree             | 26        | 70.3    | 75.7               |
| Strongly Agree    | 9         | 24.3    | 100.0              |
| Total             | 37        | 100.0   |                    |

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

|                | Frequency | Percent | Cumulative Percent |
|----------------|-----------|---------|--------------------|
| Disagree       | 1         | 2.7     | 2.7                |
| Agree          | 14        | 37.8    | 40.5               |
| Strongly Agree | 22        | 59.5    | 100.0              |
| Total          | 37        | 100.0   |                    |

**I feel I have acquired new skills, information, or understanding about gender and climate at NDSU.**

|                | Frequency | Percent | Cumulative Percent |
|----------------|-----------|---------|--------------------|
| Disagree       | 3         | 8.1     | 8.1                |
| Agree          | 19        | 51.4    | 59.5               |
| Strongly Agree | 14        | 37.8    | 97.3               |
| Not Applicable | 1         | 2.7     | 100.0              |
| Total          | 37        | 100.0   |                    |

**I will be able to implement new strategies to promote a more positive climate at NDSU as a result of my participation in this workshop.**

|                | Frequency | Percent | Cumulative Percent |
|----------------|-----------|---------|--------------------|
| Disagree       | 4         | 10.8    | 11.1               |
| Agree          | 22        | 59.5    | 72.2               |
| Strongly Agree | 9         | 24.3    | 97.2               |
| Not Applicable | 1         | 2.7     | 100.0              |
| Missing Data   | 1         | 2.7     |                    |
| Total          | 37        | 100.0   |                    |

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

|                | Frequency | Percent | Cumulative Percent |
|----------------|-----------|---------|--------------------|
| Agree          | 17        | 45.9    | 48.6               |
| Strongly Agree | 16        | 43.2    | 94.3               |
| Not Applicable | 2         | 5.4     | 100.0              |
| Missing Data   | 2         | 5.4     |                    |
| Total          | 37        | 100.0   |                    |

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

|               | Frequency | Percent | Cumulative Percent |
|---------------|-----------|---------|--------------------|
| Average       | 6         | 16.2    | 16.7               |
| 3.50          | 1         | 2.7     | 19.4               |
| Above Average | 19        | 51.4    | 72.2               |
| Excellent     | 10        | 27.0    | 100.0              |
| Missing Data  | 1         | 2.7     |                    |
| Total         | 37        | 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 training that you would like to receive additional information about or that need further clarification.
  - What resources does FORWARD offer to individuals facing issues that may require advice/mentorship beyond the department?
  - I haven't received the cohort mentoring email yet.
  - I'm a post-doc; where do I fit in? A lot of these seminars and FORWARD seem like they would be useful for me, but am I allowed to go? If so, it would be nice to be sent the same emails faculty members receive.
  - More clear definition of STEM and the place for interdisciplinary social sciences within the STEM framework.
  - Why wasn't race discussed during this workshop?
  - More questions regarding possible grants for research.
  - How is FORWARD planning on addressing the tension between instructors and professors?
  - Would like to know more about what has been done and what the original problems were.
  - Functions on departmental levels.
  - I'm not tenure-track, but hope to attend the time management workshop and get something out of it.
  - Going through third year review in the first year due to shortened clock.
  - A queered inclusion in conversation regarding gender.
  
2. What do you think were the most helpful or valuable aspects of the workshop you attended today?
  - Understanding we have gender bias in society.
  - Different program availability awareness.
  - Hearing the engineering chair discuss his work on his own inherent biases – inspiring!
  - I was heartened by the fact that NDSU had a FORWARD program.
  - The small group discussion, especially with new faculty from a variety of backgrounds, was really interesting.
  - Discussion barriers and suggestions to improve climate.
  - Hearing how others perceive “climate” and climate issues.
  - Hearing what others said at my table.
  - Multiple presenters to offer perspective. Break out allowed us time to reflect and engage our own thoughts.
  - Information and understanding about gender and climate at NDSU.
  - The resources out there for FORWARD group. Those resources may be useful for me to program at NDSU.
  - Suggestions.
  - The group exercise and discussions.
  - Description of opportunities available due to the grant. Listening to statistical data and gender bias.
  - I benefitted from the practical suggestions in small group.
  - I appreciated the data (statistics), as I was not aware there was such a distinction.
  - Small group activity and ensuing discussion.
  - I appreciated hearing many perspectives on challenges and strategies in improving climates from other faculty in the room.
  - Speaking with other faculty. Thank you for making it interactive!
  - Acknowledging implicit discriminatory behaviors.
  - Learning about initiatives.
  - The function of FORWARD; the potential research grants on this topic; what we should do to create a positive climate as a new faculty.
  - “Creating a positive climate in your department” sheet; background on FORWARD; opportunity to meet new colleagues in discussion.

- The FORWARD program helps a lot regarding improving the climate.
  - Conversations with fellow new faculty.
  - Discussions and feedback.
3. What is one thing you will do differently as a result of attending this workshop?
- Encourage departments to actively discuss climate – as a real thing we can create, support or destroy.
  - Try to be more conscious of my role in gender relations within the department.
  - Seek advice and mentorship.
  - Call out actions that cause a “chilly” climate.
  - Be cognizant of my departmental dialogue and work towards promoting positive language and actions in the department.
  - Have a conversation with my department head.
  - Try to put my opinion out there in the meeting, which I try to hide because of too many male colleagues.
  - Be more aware of mentoring groups.
  - Address problem of attracting young girls to STEM. If numbers aren’t there the percentage of women faculty will remain low.
  - Be more aware of this.
  - I will continually ask myself if I am operating on implicit biases – hopefully by bringing them into the open I will transcend them.
  - Making a connection with FORWARD representatives.
  - To be mindful.
  - Look at FORWARD website.
  - Seek out outside department mentors (I haven’t been put in a cohort).
  - Attend FORWARD events.
4. How could this workshop be improved to be more beneficial to you? What recommendations do you have for future programs?
- Include “how to have the climate conversation.”
  - Not that people want it to be longer, but I’m sure there is a lot more that could have been covered.
  - Widen it to the general university community.
  - Maybe try to allow for more discussion/small group time – I know we were on a time crunch but it was really valuable!
  - More time to chat about barriers, etc.
  - More time. Not much you could do about that today.
  - Dedicate more time. We had sessions that did not use their time. This topic could have used 15 minutes more time.
  - More structured one to present the thoughts.
  - Show some survey results and deliberate more on what issues were found and how they are being resolved during the program.
  - Allow people to opt out of the small group discussion.
  - Spend more time on promoting positive culture.
  - Were the focus groups meant to focus on climate in regards to gender – or just department climate in general?
  - More interaction!
  - I just finished graduate school, and it would be nice to address equality issues amongst graduate students as I move into professorship roles.
  - More time for the group discussion – it was hard to get everyone’s opinion in our group. We ran out of time.
  - The slides be provided.
  - Had to decide. I feel that I am aware of many of these issues (hence the “2”s above), but workshop was pretty good. One suggestion, focus quickly on why the session exists, don’t eat up time talking about grant details first.
  - More group conversations.

5. Please provide any additional comments you have about today's training and/or the FORWARD program in general below or on the back of this page.
- I'm really glad that NDSU has FORWARD – it made it a more attractive job offer.
  - Women have inherent biases too! Is there available training for men and women?
  - Please don't call yourself a crazy lady when you are trying to insist! Persistence isn't crazy!
  - This is a broader topic than female employee promotion/retention.
  - In mathematics, instructors are often women, and seeing the flip flop of gender balance (or lack thereof) is likely problematic.
  - The climate should also be based on the percentage of women students.
  - A more active inclusion of Arts opportunities moving forward.
  - *I feel that my knowledge about how to promote a positive climate at NDSU has increased after today's workshop.*  
[Disagree] Needed/wanted more info!

Thoughts provided during small group discussions:

What were the barriers in your previous department to a positive climate?

- Traditional gender roles – fields dominated by one gender
- Tolerating negative behaviors
- Lip service – words without action
- Generational concerns – lack of turnover
- Larger power systems – societal, local, political
- Poor family leave policies
- Lack of organizational theory – few resources and lack of knowledge/awareness regarding resources
- Language systems – gender stereotypes

What was helpful in promoting a positive climate?

- Understanding/accommodating leaders
- Strong mentorship support
- Queering definitions – moving away from binary language
- Organizational structure