

FORWARD
Advancement of Women Faculty at NDSU
September 16th, 2014

Attendance

Sixty-six individuals attended the training and 56 completed evaluations.

- Forty-three (76.8%) participants identified as faculty members, eight (14.3%) as administrators, one (1.8%) as a post-doc, one (1.8%) as an ombudsperson, and three (5.3%) as other but did not specify a role.

Quantitative Results from the Evaluation Form

My understanding of the NDSU climate has increased as a result of attending this lecture.

	Frequency	Percent	Cumulative Percent
Disagree	2	3.6	3.6
Agree	29	51.8	56.4
Strongly Agree	24	42.9	100.0
Missing Data	1	1.8	
Total	56	100.0	

My understanding of ways to improve the climate for women faculty has increased as a result of attending this lecture.

	Frequency	Percent	Cumulative Percent
Disagree	13	23.2	24.5
Agree	31	55.4	83.0
Strongly Agree	9	16.1	100.0
Missing Data	3	5.4	
Total	56	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	2	3.6	3.7
Disagree	17	30.4	35.2
Agree	25	44.6	81.5
Strongly Agree	3	5.4	87.0
N/A	7	12.5	100.0
Missing Data	2	3.6	
Total	56	100.0	

I would recommend this lecture to others.

	Frequency	Percent	Cumulative Percent
Strongly Disagree	1	1.8	1.8
Disagree	2	3.6	5.5
Agree	28	50.0	56.4
Strongly Agree	23	41.1	98.2
N/A	1	1.8	100.0
Missing Data	1	1.8	
Total	56	100.0	

How would you rate the overall quality of this lecture?

	Frequency	Percent	Cumulative Percent
Poor	1	1.8	1.9
Below Average	1	1.8	3.7
Average	13	23.2	27.8
Above Average	23	41.1	70.4
Excellent	16	28.6	100.0
Missing Data	2	3.6	
Total	56	100.0	

Qualitative Results from the Evaluation Form

1. What questions do you still have after attending this lecture? Please list any areas and/or topics that you would like to receive additional information about or that need further clarification.
 - Increased support and mentoring for minority women faculty; more minority faculty. Recruitment and retention must be a part of the strategic plan, hiring process, search committee training, PTE training and support, etc. Need affirmative action plan with goals (measurable) – campus climate/environment should reflect the racial make-up of the state – NDSU has done a good job hiring Native American faculty/staff.
 - None – great job!
 - Missing administrators – 20 percent.
 - How do we determine the difference between improvements that result from FORWARD efforts as opposed to the improvements that result from things that were already in place?
 - Presentation of the data could have been more clear. Why show all those tables? Spend more time on highlighting areas that did or didn't differ between 2010 and 2014, between men and women. Would like to compare results with other universities.
 - I am excited to see more of the faculty work life survey.
 - Is it really necessary to allow people to choose “other” on demographic questions?
 - Why the focus on administrators?
 - I'm curious about how non-tenure track instructional staff are characterized in these results.
 - I'm wondering if the speaker has any suggestions for how to best institutionalize initiatives once FORWARD funding has ended.
 - Do men devalue in-person search committee training or just online?
 - Appears as if NDSU is just putting a Band-Aid on the problem.
 - How are the FORWARD programs at other universities?
 - NDSU policy about maternal leave.
 - I'd like to see the full campus climate survey.
 - Given low sample size, how reliable is administrator survey? Why is there a difference (M/W) for search committee training?
 - How to continue to improve in certain areas?
 - Any number of publications/grants for female vs. male faculty for promotion and tenure – the bars for women are always higher I think!

2. What do you think were the most helpful or valuable aspects of the lecture you attended today?
 - Seeing graphical differences between genders.
 - Comparisons with faculty survey.
 - Institution-specific data; multi-year trend.
 - Overall view of the results from 2010 to 2014 from an outside perspective.
 - Perceptions of faculty at large.
 - Maybe the conclusions.
 - Good summary of current state of affairs.
 - The take-home messages were summarized well. I think the overall picture meets my perceptions.
 - Great discussion.
 - Overall picture which we don't always get.
 - Looking at data.
 - A summary of the (in general) successes of FORWARD. It gives data to back kudos for FORWARD.
 - None.
 - Good explanation of process and interpretation.
 - The conclusion – the interpretations of the data.
 - NDSU is making progress.
 - The comparative data between years, gender, and role.
 - Seeing data.

- Comparisons between how things have changed in four years.
 - Seeing the survey data. However, use of large, complicated tables not advised.
 - Appears we are making positive soon.
 - The commentary that accompanied the charts.
 - Excellent discussion of huge data set.
 - The sense out of all the data.
 - Quantitative difference.
3. What is one thing you will do differently as a result of attending this lecture?
- Keep encouraging search committee training! I think it is important!
 - Understand value of FORWARD.
 - Do more networking.
 - Nothing.
 - Seek more information.
 - This is not really relevant to this lecture.
 - Nothing.
 - The way I talk about the climate here at NDSU will change.
 - Think about how to move forward.
 - Be able to use this information in conversations as an administrator.
 - Respect others.
4. How could the FORWARD lecture series be improved to be more beneficial to you? What recommendations do you have for future lectures?
- Since data is being presented, please share handout of data summary.
 - No suggestions. FORWARD lectures are great.
 - Would like more concrete ideas for how I can advance my career as a woman. What policies should I suggest to implement? What could I do to make myself a more attractive job candidate?
 - A framework of past compared with present – and comparison of NDSU climate with peer institutions would be helpful.
 - All good.
 - Concrete examples for institutional change.
 - This lecture was blah.
 - Strategies for young, female faculty.
 - To hear about future initiatives and initiatives pending.
 - This is my first – great!
 - More hard data rather than surveys.
 - Graphs to see better. The ones that were present I could not see/evaluate.
 - This was informative, but I would have loved to see more data from the survey of faculty rather than administrators. I look forward to seeing those data at a future presentation!
5. Please provide any additional comments you have about today's lecture and/or the FORWARD program in general below or on the back of this page.
- [Comment on quantitative question *I would recommend this lecture to others.*]: More dialogue needed.
 - I think we need to make sure that we continue on efforts to improve climate at NDSU – only 25 women full professors! Better than it was but WTF!
 - Dana always give an excellent presentation.
 - Speaker needs PowerPoint training: print too small, too much white space.
 - Couldn't read slides!
 - Maybe could release data ahead of time, then we could look at particulars before coming to luncheon.

- I would have preferred comparisons suggested above – even if no raw data comparison available – showing NDSU data where appropriate – highlights and not tables upon tables upon tables. I did not learn much about what works vs. what doesn't work.
- Just a quick presentation suggestion: maybe a little less data (i.e., non-significant results and more graphs instead of tables). Graphs were great!
- Very difficult to read slides.
- You got it wrong on people who did not identify for college – they do not think FORWARD worked for their college.
- It was good to hear. It may have been useful to explain “statistical differences” for the non-social scientists.
- More graphs, fewer numbers. More general points, fewer details.
- It would be nice to have NDSU faculty presenting their experiences with climate changes (positive/negative), any changes in particular department.
- I would like to know more about future directions and further improvements! There is still disproportion in percentage of men and women faculty.
- A lot of data and I couldn't read the slides; difficult to follow.
- It would have been helpful to have a printout of the data in front of me because the print was too small on the slides.
- Great job.
- The PowerPoint font size was too small to read. Will you post the PowerPoint to attendees?

6. Questions/comments following the presentation:

- With regard to the need for institutional transformation slide, I notice that the number of those who agree with the need for institutionalization of FORWARD is smaller now than in 2010. I'm confused as to whether that is a good or a bad thing.
- With the percentage of people who did not identify themselves – is that high? It makes me think that people were worried about identifying themselves.
- Data on numbers of full professors – to contextualize that, was there a change in the number of male full professors versus female full professors?
- I remember walking across campus with a two-week old and was asked about it. I said “I get no time off for this guy, but I get four weeks off for military leave.” I am a testimonial to the fact that FORWARD has changed this place institutionally, and I'm very thankful/proud for what they have done behind the scenes to institutionalize this.
- Glass half empty perspective: given that 20 percent of administrators don't think that FORWARD has changed anything, is attrition our answer or how do we get that 20 percent?
- Who got the survey? It would be helpful to see a gender breakdown on table one, women perspectives of men expectations and vice versa.
- Is search committee member training measured separately from search committee chair training?