

New Faculty Orientation: Enhancing Department Climate
January 12th, 2015

Attendance

Six individuals attended the training and all six (100%) completed evaluations.

- All six (100%) identified as faculty members.

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	2	33.3	33.3
Strongly Agree	4	66.7	100.0
Total	6	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
Agree	2	33.3	33.3
Strongly Agree	4	66.7	100.0
Total	6	100.0	

The presentation was clear and well-organized.

	Frequency	Percent	Cumulative Percent
Strongly Agree	6	100.0	100.0

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

	Frequency	Percent	Cumulative Percent
Agree	1	16.7	16.7
Strongly Agree	5	83.3	100.0
Total	6	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
Agree	2	33.3	33.3
Strongly Agree	4	66.7	100.0
Total	6	100.0	

I would recommend this workshop to others.

	Frequency	Percent	Cumulative Percent
Agree	2	33.3	33.3
Strongly Agree	4	66.7	100.0
Total	6	100.0	

How would you rate the overall quality of the workshop?

	Frequency	Percent	Cumulative Percent
Above Average	2	33.3	33.3
Excellent	4	66.7	100.0
Total	6	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.
 - Communicating when barriers exist, examples: behavior, bullying.
 - Pros or cons of moving into administrative roles before full professor.

2. What do you think were the most helpful or valuable aspects of the workshop you attended today?
 - Open conversation.
 - Group discussion.
 - Small group promoted discussion.

3. What is one thing you will do differently as a result of attending this workshop?
 - Nothing.
 - Pursue communication class.
 - Try to meet with other faculty more frequently.

4. How could this workshop be improved to be more beneficial to you? What recommendations do you have for future programs?
 - Skill building.
 - Small group better.

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.
 - Address child care responsibilities.

Barriers to a positive climate as listed by participants:

- Personality clashes, intimidation, favoritism
- Close-mindedness to new ideas
- When leader is silenced others are hesitant to speak
- Maintaining the status quo
- Poor behavior being tolerated
- Perception rather than actual skill being valued
- Size of group, scarcity of resources

Helpful aspects of creating a positive climate as listed by participants:

- Addressing/dismissing hierarchy when applicable
- Being intentional about community-building
- Increasing inclusion, kindness
- Promoting positive climate
- Assistive processes, structural changes
- Recognizing useful areas of hierarchy while also noticing harmful aspects
- Incentives for good behavior/productivity
- Recognition for accomplishments, making it personal
- Reporting of accomplishments
- Building community, communal thinking/planning