

New Faculty Orientation: Enhancing Department Climate
August 17th, 2015

Attendance

Fifty three individuals attended the training and 49 completed evaluations.

- All 49 (100%) reported their role 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	23	46.9	46.9
Strongly Agree	26	53.1	100.0
Total	49	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
Disagree	2	4.1	4.1
Agree	19	38.8	42.9
Strongly Agree	28	57.1	100.0
Total	49	100.0	

The presentation was clear and well-organized.

	Frequency	Percent	Cumulative Percent
Agree	13	26.5	26.5
Strongly Agree	36	73.5	100.0
Total	49	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	3	6.1	6.1
Agree	25	51.0	57.1
Strongly Agree	20	40.8	98.0
Not Applicable	1	2.0	100.0
Total	49	100.0	

I would recommend this workshop to others.

	Frequency	Percent	Cumulative Percent
Disagree	1	2.0	2.0
Agree	17	34.7	36.7
Strongly Agree	31	63.3	100.0
Total	49	100.0	

How would you rate the overall quality of the workshop?

	Frequency	Percent	Cumulative Percent
Average	6	12.2	13.3
Above Average	23	46.9	64.4
Excellent	16	32.7	100.0
Missing Data	4	8.2	
Total	49	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.
 - Very good.
 - Perhaps information on gender identity and sexual orientation issues – still an area of barriers at times.
 - Recruitment of diverse faculty and students.
 - Will follow the trail to join a mentoring group ☺
 - I look forward to the announcement of the cohort mentoring dates. I wonder when those will take place.
 - More scheduling for FORWARD Ally Training.
 - More specifics. Where to go for university policies about “climate.”
 - How to foster open communication.
 - What resources are available to women from FORWARD?
 - The PTE process.
 - Can you require FORWARD training for all men faculty?
 - Specific “do” (if possible) for having/fostering a positive department climate.

2. What do you think were the most helpful or valuable aspects of the workshop you attended today?
 - Service, research, and positive learning.
 - Reflection on past positions and climate and what expectations/hopes for positive climate here at NDSU.
 - Barriers to positive climate/facilitating positive climates – post small group discussion.
 - Group discussion related to affecting climate.
 - The table discussion was revealing.
 - Small group discussion.
 - Positive and negative aspects of previous work climates. Getting to know people during the small group exercise.
 - Small group discussion.
 - It helped us connect and discuss ways to create a positive climate.
 - Group discussion and sharing experiences.
 - I appreciate the attention to these issues! I also really enjoyed the opportunity to speak to others at my table about their experiences.
 - Opportunity to interact in small groups at tables. I appreciated the “birthday” strategy to mix up the facilitators and recorders, as well as the informal “consent” to not be obligated to use it.
 - Promotion of positive climate itself.
 - Group work.
 - Learning about resources at NDSU to foster inclusivity.
 - The basic reminders of how to cultivate positive atmosphere in departments – they are things we all know in theory, but bullet points are a good reminder.
 - The table conversation, it’s always nice to compare good vs. bad experiences in academia.
 - Presentation of resources available throughout the semester. Passing mention of unknown ways that negative climates develop.
 - The discussion with other tables was very helpful because we got to hear of other’s experiences.
 - The fact that it is a topic at all is a good sign.
 - It was interactive.
 - Table discussion.
 - Small group session – good networking.
 - Hearing about the focus on FORWARD’s goal and mission.
 - Group discussion.
 - Information of opportunities such as search committee training. Group discussion of department climate.
 - Group discussion.
 - Group discussions.
 - The group discussion.
 - The group discussion was helpful.
 - The green (handout of) practical points.
 - Discussion with faculty from other fields of study.

3. What is one thing you will do differently as a result of attending this workshop?
- Nothing.
 - More in tune with my environment.
 - Define what all of the different programs are/entail.
 - Keep an open office door whenever possible.
 - Improve communication and collaborations.
 - Attending mentoring group.
 - More effort to get to know people inside and outside department.
 - Interact outside department.
 - I will explore some of the possibilities. I will also try to establish relationships with the people in my department.
 - Make more of a point to invite someone to coffee or lunch.
 - Watch for emails announcing opportunities for additional mentoring/training.
 - Reach out to other faculty more often.
 - Be aware of inequalities.
 - Reach out more outside the department.
 - Make sure I ask the folks in my department who I don't know out to coffee/lunch.
 - Consult proper resources that I didn't know existed.
 - Be more aware of the climate and how I am contributing.
 - More aware of changing climate.
 - Getting to know people outside my department.
 - Open communication/conflict resolution.
 - Be more mindful of the diversity within the department.
 - Forge connections more actively.
 - Be on the lookout for behaviors/activities that have positive/negative impact on department climate.
4. How could this workshop be improved to be more beneficial to you? What recommendations do you have for future programs?
- None.
 - A little longer/try to mix departments.
 - Longer time period and digitalize the materials.
 - Less time in small group – more structure.
 - More time, I don't think one hour is enough.
 - Question and answer sections available for attendees after the session.
 - Specifics/examples/real-life situations.
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.
- Good stuff!
 - I am eager to attend FORWARD endorsed programs.
 - I am impressed that NDSU has this program and values and prioritizes it.
 - Thanks!
 - Thank you!
 - I appreciated the positive tone, support, and warmth of the presenters.
 - Keep up great work!
 - As I student I didn't realize what this program was – very informational! I am glad this is a priority to NDSU 😊
 - Department level trainings.