

FORWARD Workshop for Department Chairs and Heads August 18, 2009

Attendance

46 Chairs/Heads Attended (however, one chair left prior to the evaluation)

- 33 chairs completed the evaluation

Suggestions for Improvement/Action Items

- Continue to have opportunities for the heads/chairs to talk to each other
- Provide Department Heads/Chairs with actions or strategies or resources that they could leave the workshop and implement in their own units
- Hold more frequent meeting with smaller groups of chairs/head that have common concerns or challenges
- Consider the differences between STEM and Non-STEM disciplines when presenting information

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	Valid Percent	Cumulative Percent
Valid Strongly Disagree	1	3.0	3.0	3.0
Disagree	3	9.1	9.1	12.1
2.50	1	3.0	3.0	15.2
Agree	24	72.7	72.7	87.9
Strongly Agree	4	12.1	12.1	100.0
Total	33	100.0	100.0	

I feel that my knowledge of how to address or change the climate in my unit has increased after today's workshop

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	1	3.0	3.1	3.1
Disagree	7	21.2	21.9	25.0
2.50	1	3.0	3.1	28.1
Agree	22	66.7	68.8	96.9
Strongly Agree	1	3.0	3.1	100.0
Missing Data	1	3.0		
Total	33	100.0		

The presentation was clear and well-organized

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Agree	19	57.6	59.4	59.4
Strongly Agree	13	39.4	40.6	100.0
Missing Data	1	3.0		
Total	33	100.0		

The workshop was structured in a way that provided a good learning environment for me

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	1	3.0	3.1	3.1
Disagree	4	12.1	12.5	15.6
Agree	19	57.6	59.4	75.0
3.50	1	3.0	3.1	78.1
Strongly Agree	7	21.2	21.9	100.0
Missing Data	1	3.0		
Total	33	100.0		

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

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	2	6.1	6.1	6.1
Disagree	7	21.2	21.2	27.3
2.50	1	3.0	3.0	30.3
Agree	21	63.6	63.6	93.9
Strongly Agree	2	6.1	6.1	100.0
Total	33	100.0	100.0	

I will be able to implement new strategies and knowledge as a result of my participation in this workshop

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	1	3.0	3.1	3.1
Disagree	8	24.2	25.0	28.1
2.50	1	3.0	3.1	31.3
Agree	19	57.6	59.4	90.6
Strongly Agree	3	9.1	9.4	100.0
Missing Data	1	3.0		
Total	33	100.0		

I would recommend this workshop to others

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	1	3.0	3.2	3.2
Disagree	4	12.1	12.9	16.1
2.50	3	9.1	9.7	25.8
Agree	19	57.6	61.3	87.1
Strongly Agree	4	12.1	12.9	100.0
Missing Data	2	6.1		
Total	33	100.0		

Rate the overall quality of this workshop

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Poor	1	3.0	3.3	3.3
	Below Average	1	3.0	3.3	6.7
	Average	15	45.5	50.0	56.7
	Above Average	13	39.4	43.3	100.0
	Total	30	90.9	100.0	
	Missing Data	3	9.1		
	Total	33	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.
 - The list generated by the whole group is a good place to start.
 - Talk of senior faculty to mentor Jr. faculty.
 - Attracting more women applicants.
 - What strategies for attracting female faculty work?
 - Good ideas for future training developed and presented during this workshop. Participation interesting. Effective leadership.
 - Action items would be helpful. Often these kinds of workshops provide opportunities to talk but no results.
 - How will these ideas become reality?
 - How to mentor new female faculty in a department where there are no other female faculty? How to encourage senior faculty to be more receptive of the female faculty concerns?
 - Targeting specific groups for recruitment. Is it really just a matter of sub-organizations with in our main professional group?
 - How to recruit female in a field with few female PhD grads.
 - This workshop was a complete waste of time. Workshops should be structured and focused on problems. We know what the problems are at NDSU.
 - More female in pools.

2. What do you think were the most helpful or valuable aspects of the training you attended today?
 - Learning about best practices.
 - Good discussion among the group members.
 - Hearing what the chairs are doing.
 - Table discussions were better than lecture.
 - Good to visit with other chairs to learn of policies and problems and procedures elsewhere on campus.
 - Idea exchange.
 - Suggest training topics.
 - Networking.
 - Free discussion of issues.
 - Networking and meeting department heads/chairs.
 - Communication among the chairs.
 - Discussion at two different tables with different perspectives.
 - The chance for input or future workshops.
 - Discussion on mentoring.
 - Learning the challenges faced by other chairs.
 - Interaction with other chairs.
 - Brainstorming.
 - It appears that this task was undertaken to write reports for the grant. Too short sighted.
 - Discussing common problems and challenges with other chairs.
 - Peer interaction.

3. What other groups on campus do you think might benefit from this training?
 - Women faculty members.

- Faculty.
 - Women associate professors who are potentially interested in leadership roles. (3)
 - Bring to dept. level.
 - Deans.
 - Senior faculty.
 - Full professors.
 - Faculty.
 - Faculty.
 - Departments.
 - Female faculty.
 - Full professors.
 - All faculty.
 - Full professors.
 - All faculty.
 - PTE (committee members.)
 - Other senior faculty members.
4. How could this training be improved to be more beneficial to you? What recommendations do you have for future programs?
- A longer retreat like format.
 - More formal training.
 - We hear a lot about diversity but not much happens. Especially with marginalized groups.
 - Intense programs/workshops targeted at special subjects.
 - Present action items.
 - Less emphasis on STEM –as non-stem faculty, this really doesn't meet my needs.
 - There should be more frequent meeting of chairs but they should be between chairs/heads who have common situations.
 - My discipline is possibly a bit unique. Many points that were addressed were rather clear. Other major challenges are clear but have no short-term solution.
 - Follow up workshops discussed today.
 - None. I look forward to the specialized workshop and to signs that upper administration will put money where their mouth is.
 - More substance.
 - It would be useful to have deans discuss what has been valuable within their colleges and also how they have or can facilitate different efforts.
 - Recognize that we got asked the same questions every 3-4 years. We ask for resources to address them, get few, then start the next round...Resources are the key.
 - Need to look at making all of campus be involved - not just STEM - perception is have's vs. have nots - not a good way to get climate change.
5. Please provide any additional comments you have about today's training and/or the FORWARD program in general on the back of this page.
- Good information.
 - A sexual harassment policy without confidentiality is a disaster waiting to happen.
 - FORWARD: Keep up the good work.
 - Become serious about the issues facing female faculty.
 - Useful information-but not a training to get discussion going.