

Department Head and Chair Training
Positive Departmental Climate: Strategies and Effective Practices
March 9, 2011

Attendance

Thirty individuals attended and 20 completed evaluations.

Quantitative Results from the Evaluation Form

I will be able to implement new strategies to create a more positive departmental climate as a result of attending this panel presentation.

		Frequency	Percent	Cumulative Percent
Valid	Strongly Disagree	1	5.0	5.3
	Disagree	1	5.0	10.5
	Agree	11	55.0	68.4
	Strongly Agree	6	30.0	100.0
	Missing Data	1	5.0	
	Total	20	100.0	

As a result of today's panel discussion, I am more aware of the challenges that interfere with a positive departmental climate

		Frequency	Percent	Cumulative Percent
Valid	Strongly Disagree	1	5.0	5.0
	Disagree	1	5.0	10.0
	Agree	10	50.0	60.0
	Strongly Agree	8	40.0	100.0
	Total	20	100.0	

I will be able to implement new strategies to directly address challenges that interfere with creating a more positive climate in my department as a result of my participation in today's panel discussion.

		Frequency	Percent	Cumulative Percent
Valid	Strongly Disagree	1	5.0	5.3
	Disagree	2	10.0	15.8
	Agree	10	50.0	68.4
	Strongly Agree	6	30.0	100.0
	Missing Data	1	5.0	
	Total	20	100.0	

The presentation was clear and well-organized

		Frequency	Percent	Cumulative Percent
Valid	Strongly Disagree	1	5.0	5.0
	Agree	7	35.0	40.0
	Strongly Agree	12	60.0	100.0
	Total	20	100.0	

I would recommend this panel presentation to others

		Frequency	Percent	Cumulative Percent
Valid	Strongly Disagree	1	5.0	5.0
	Disagree	1	5.0	10.0
	Agree	7	35.0	45.0
	Strongly Agree	11	55.0	100.0
	Total	20	100.0	

Rate the overall quality of this panel presentation

	Frequency	Percent	Cumulative Percent
Valid Below Average	2	10.0	10.0
Average	2	10.0	20.0
Above Average	11	55.0	75.0
Excellent	5	25.0	100.0
Total	20	100.0	

Qualitative Results from the Evaluation Form

1. What questions do you still have about fostering a positive climate in your department? Also, please list any topics that you would like to receive additional information about or that need further clarification.
 - I felt these were department specific and don't really relate to my department. Therefore I found it not very useful -- not things that apply, or that I can apply.
 - How do you deal with an unreasonable and hostile faculty? Whose positions are untenable.
 - This was one of the best sessions we've had. Very practical.
 - Setting expectations for collegiality and professionalism in a department.

2. What do you think were the most helpful or valuable aspects of the panel you attended today?
 - Having a wide range of experiences and length of service.
 - Diversity of views.
 - Good panel members/ open discussion.
 - Experienced panel members.
 - Great ideas. Very innovative. Good insights.
 - General idea of panel discussion was great and could be used more.
 - Hearing about challenges in recruiting & retention.
 - Excellent contrast of faculty and heads. Great choice of panelists.
 - The various insights and perspectives.
 - I can apply many things I learned in today's session.
 - "Culture of mutual respect." Understanding conflicting agendas.

3. How could this panel presentation be improved to be more beneficial to you?
 - More general—especially the chairs seemed to use this as a "here's my department, aren't we great!" Selling their department rather than really helpful suggestions.
 - Do more.
 - More examples of varying values.
 - More junior faculty.
 - Include recent hires on a panel.
 - Please address really difficult issues of department climate. These are the ones that matter.
 - Notes from the presenter would be helpful.

4. Please provide any additional comments you have about today's panel presentation and/or the FORWARD program in general.
 - I am tired of having a lot (majority) of men especially if we count Dr. Schnell, tell me how to improve campus climate—especially on a day when it is announced that daycare is being eliminated.
 - FORWARD program is a great program.
 - Discuss real case studies.