

**Joan Williams, JD, Distinguished Professor of Law**  
***Four Patterns of Gender Bias and How to Make Sure It Does Not Derail Your Career***  
**Session for Women Faculty**  
**January 20<sup>th</sup>, 2012**

Attendance

- 47 individuals attended and 38 completed evaluations.
  - Thirty-one attendees were faculty, four were administrators, and three did not specify their role.

Quantitative Results from the Evaluation Form

**I feel I have acquired new skills, information or understanding about successfully managing my academic career as a woman.**

	Frequency	Percent	Cumulative Percent
Valid Agree	11	28.9	28.9
Strongly Agree	27	71.1	100.0
Total	38	100.0	

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

	Frequency	Percent	Cumulative Percent
Valid Agree	11	28.9	28.9
Strongly Agree	27	71.1	100.0
Total	38	100.0	

**I will be able to use the information that I learned today in my work at NDSU.**

	Frequency	Percent	Cumulative Percent
Valid Agree	8	21.1	21.1
Strongly Agree	30	78.9	100.0
Total	38	100.0	

**This was a positive networking experience with other women faculty.**

	Frequency	Percent	Cumulative Percent
Valid Agree	13	34.2	36.1
3.50	1	2.6	38.9
Strongly Agree	22	57.9	100.0
Missing Data	2	5.3	
Total	38	100.0	

**I would recommend this workshop to others.**

	Frequency	Percent	Cumulative Percent
Valid Agree	6	15.8	15.8
Strongly Agree	32	84.2	100.0
Total	38	100.0	

**How would you rate the overall quality of this workshop?**

	Frequency	Percent	Cumulative Percent
Valid Above Average	10	26.3	27.0
4.50	1	2.6	29.7
Excellent	26	68.4	100.0
Missing Data	1	2.6	
Total	38	100.0	

### Qualitative Results from the Evaluation Form

1. What questions do you still have after attending this workshop? Please list any areas or topics that you would like to receive additional information about or that need further clarification.
  - It would be great to have access to the slides.
  - None. Presenter was very thorough. Good mix of research and concrete strategies.
  - All kinds! Mostly regarding my own personal experiences.
  - Will presenter's slides be available?
  - Gender + race → foreign born women faculty are on the bottom of.
  
2. What do you think were the most helpful or valuable aspects of the workshop you attended today?
  - The review of the overall problem & approaches.
  - The speaker's honesty.
  - Applicable for survival in the academy.
  - The examples that were provided – very useful.
  - How to show anger in a situation where it is not accepted in a way that will be beneficial.
  - To learn that collegial coverage for maternity leave is a very bad idea. When colleagues (are asked to) cover for the mother, it sets up a situation that can lead to resentment.
  - Strategies for dealing with gender bias or hostility from female colleagues.
  - Very good.
  - Hearing that my challenges are not unique!
  - Realization that solutions to gender bias will be slow in coming but we can all come up with strategies to cope with it and strategies did not equal solutions.
  - Strategies to address gender bias.
  - Examples.
  - Thinking about controlling anger.
  - Learning others points of view.
  - Luck + survive + network +support.
  
3. How could this workshop be improved to be more beneficial to you?
  - How to create systemic change?
  - Hopefully there will be training for men – unfortunately the ones who need it will not be there.
  - Sandwich bar? ☺
  - More time – small group.
  - May be good to have ways for attendees to reconnect after – continue the conversations – highlight the ways FORWARD is facilitating this – maybe follow up emails to registered attendees?
  - It would be great if FORWARD had Dr. Williams speak to male faculty about what they can do to address gender bias – we as women are only a small part of the solution – the men have a lot of power to solve this.
  
4. Please provide any additional comments you have about today's workshop and/or the FORWARD program in general below or on the back of this page.
  - Excellent speaker! How or what is being done to create change? Where is the provost?
  - This was an excellent session – thanks!
  - This was very informational.
  - Are there policies to make sure all undergraduate teaching is not responsibility for only few faculty = women at NDSU?
  - Good job. Sorry I don't have more suggestions.