

Dr. Harriette McCaul
Promotion to Professor: Work/Life Balance
January 17th, 2011

Attendance

- 46 individuals attended and 34 completed evaluations.
 - Thirty two attendees were faculty, one was an administrator, and one did not specify their role.

Quantitative Results from the Evaluation Form

I feel that my understanding of how to balance work and life commitments has improved after today's panel.

	Frequency	Percent	Cumulative Percent
Valid Disagree	3	8.8	8.8
Strongly Agree	13	38.2	100.0
Total	34	100.0	

I feel I have acquired new skills and/or information about how to successfully balance work and life commitments while still making positive progress toward promotion to full professor.

	Frequency	Percent	Cumulative Percent
Valid Disagree	3	8.8	9.1
Agree	21	61.8	72.7
Strongly Agree	9	26.5	100.0
Missing Data	1	2.9	
Total	34	100.0	

As a result of my participation in this session, I will be able to implement new strategies in my own process of balancing work and life commitments.

	Frequency	Percent	Cumulative Percent
Valid Disagree	3	8.8	8.8
Agree	18	52.9	61.8
Strongly Agree	13	38.2	100.0
Total	34	100.0	

I would recommend this session to others.

	Frequency	Percent	Cumulative Percent
Valid Disagree	2	5.9	5.9
Agree	14	41.2	47.1
Strongly Agree	18	52.9	100.0
Total	34	100.0	

How would you rate the overall quality of this session?

	Frequency	Percent	Cumulative Percent
Valid Below Average	2	5.9	6.1
Average	7	20.6	27.3
Above Average	14	41.2	69.7
Excellent	10	29.4	100.0
Missing Data	1	2.9	
Total	34	100.0	

Qualitative Results from the Evaluation Form

1. What questions do you still have after attending this session on work/life balance?
 - Hear more success stories of balance.
 - What steps can we take to implement some of these ideas?
 - I still don't know how to balance—we have too many expectations of us at work and are made to feel guilty if want to have a life.
 - How does one deal with confusing expectations at times (that are not clearly communicated by administrators)?
 - I have so many! I would like to have a more in-depth discussion on a variety of specific areas.
 - How to deal with guilt – or is that something one must accept & deal with?

2. What do you think were the most helpful or valuable aspects of the session you attended today?
 - I appreciated hearing more about strategies and examples of success or (trouble).
 - Small group discussions and sharing discussion with group.
 - Networking with others.
 - Discussion.
 - Sharing ideas and suggestions with others.
 - The academic culture moves slowly, if at all. As individuals we have to keep pushing to achieve w-l balance.
 - Discussions with colleagues at my table.
 - Visiting with people with similar issues yet different.
 - The conversation amongst tables.
 - Hearing & learning from other colleagues how they find balance in work & life.
 - Management by objective.
 - I appreciate small group work – it was great to meet people who had wonderful ideas.
 - Having at least one person at the table that almost served as a mentor.
 - The connection to others sharing the same concerns. The conversation with more experienced faculty!!
 - Allowing us to talk, to let the table discussions emerge, organically.
 - Networking of colleagues!

3. How could this session be improved to be more beneficial to you?
 - More follow-up on strategies tried or planning strategies.
 - Similar session within own college.
 - More sessions on this topic.
 - Maybe the moderator(s) could provide some ideas that have worked for them.
 - Follow up- i.e. build upon these conversation to implementation- it seems like we restart at each session.
 - No suggestions here. This was interesting and useful: just to hear opinions and thoughts from other colleagues who have been here longer. Perhaps do this more often!
 - Most beneficial thus far.
 - I've never said this before, but longer – more time to share and get specific with more issues.
 - Include expert research and not just our own ideas.
 - The continuity of instruction idea (good or bad) – more like this what & how are departments dealing with these issues & struggles.

4. Please provide any additional comments you have about today's session discussion and/or the FORWARD program in general below or on the back of this page.
 - Very good session.
 - Discussion could have been more useful and productive if some existing knowledge or theory could have been shared after a short initial discussion.
 - Great start – would love more!