

The FORWARD Lecture Series Evaluation
Dr. Virginia Valian, Hunter College
Addressing Gender Equity
September 25, 2009

Attendance

67 individuals attended this event and 53 individuals completed an evaluation

- Of those who identified their role at NDSU, 19 individuals identified as faculty, 12 as administrators, 10 as staff, 7 as students, 2 as faculty from another institution, and 1 as a visitor

Suggestions for Improvement/Action Items

- Encourage future lecturers to utilize existing research and back up their suggestions/ideas with research as the research examples used by Dr. Valian appear to be very impactful for our audience and add credibility to her suggestions for changing our climate
- Include concrete examples of small changes that can be implemented at NDSU to alter our climate
- Consider a second lecture on gender schemas
- Explore how to inform the campus community that the lectures and handouts are on the FORWARD webpage – send an email on the faculty listserv? Place an announcement on the FORWARD home page?
- Continue to explore ways to encourage administrators to attend the FORWARD lectures

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	Agree	18	34.0	34.6	34.6
	Strongly Agree	34	64.2	65.4	100.0
	Missing Data	1	1.9		
	Total	53	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	Disagree	1	1.9	2.0	2.0
	Agree	20	37.7	39.2	41.2
	Strongly Agree	30	56.6	58.8	100.0
	Missing Data	2	3.8		
	Total	53	100.0		

I will be able to implement new strategies and knowledge as a result of my participation in this lecture/discussion/training.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	2	3.8	4.0	4.0
	Agree	21	39.6	42.0	46.0
	Strongly Agree	27	50.9	54.0	100.0
	Missing Data	3	5.7		
	Total	53	100.0		

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

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Agree	18	34.0	34.6	34.6
Strongly Agree	34	64.2	65.4	100.0
Missing Data	1	1.9		

I would recommend this lecture series to others

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Agree	14	26.4	26.9	26.9
Strongly Agree	38	71.7	73.1	100.0
Missing Data	1	1.9		
Total	53	100.0		

Rate the overall quality

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Average	2	3.8	3.8	3.8
Above Average	18	34.0	34.0	37.7
Excellent	33	62.3	62.3	100.0
Total	53	100.0	100.0	

Qualitative Results from the Evaluation Form

- What questions do you still have after attending this lecture? Please list any areas that you would like to receive additional information about or that need further clarification.
 - More specific ideas about how to get around gender schemas.
 - For hiring, can screening be sex “blind” and would that help? (e.g., for staff positions)?
 - I would like to see some opportunities for faculty, administrators and staff to try some of the exercises that were used in the research that was discussed.
 - I realize this lecture was geared toward staff and faculty but I would have liked to hear more about studies of undergraduates/children.
 - Dominant cultures/majorities often push back when minorities attempt to step up. -These items of discussion must be life choices of direction → will these changes be successful if they are only available in the workplace?
 - I would like continued support on how we make changes within our NDSU and greater Midwest community to create a culture that supports the advancement of women.
 - What about foreign/international women?
 - None really.
 - Will the suggested ways of addressing gender be implemented by administrators at NDSU?
 - How to get more involved in the lectures?
 - How do we get this information to those who need to hear it?
 - Didn't quite get the answer about our grading of students and how that may play a role in the culture. What do we need to think about as evaluators in that context?
 - I'd like the speaker to respond to the findings in Leonard Sax's book Boys Adrift.
 - I am curious how administration will use this info.
 - Perpetuation of stereotypes. Gender continuum-socialized vs. nature.
 - I see much of the things she talked about at NDSU→ I'd like to know what NDSU will do to make changes to address these issues.
 - None.
 - I think she gave 2 examples of “small things”.
- What do you think were the most helpful or valuable aspects of the lecture you attended today?

- Two specific examples of gender schema.
 - Tremendous knowledge.
 - Experience.
 - Awareness of the effects of gender schemas and incremental advantage.
 - The examples provided.
 - “In the U.S.”
 - Understanding schemas.
 - The research presented was helpful in understanding Dr. Valian’s points.
 - Even small steps will make a difference - anything we choose to do to improve the views of social/gender schemas will assist in the improvement of gender equality in Higher Ed and other fields.
 - Statistics and examples used-very interesting and helpful.
 - I am now more aware of the gender equity in society. And the solutions and experiments that were explained were certainly helpful.
 - That approx ½ of the audience were men to listen to what Dr. Valian had to share. We need men to help support, advocate for, and be allies with to advance women. She spoke and shared in a way that was disarming, engaging, and it was so positive to see the whole audience engaged (especially the men’s body language of leaning in, intense eye contact, taking notes, etc., all of this amazing!
 - Much data. Much evidence.
 - Hearing how very subtle evaluations can greatly affect long-term success. Also, realizing how there are little sex differences in how men and women evaluate situations about men and women.
 - To know gender schema and to know how gender schema would skew our view regarding women and men’s role in their work.
 - The studies and the tips given.
 - Virginia is obviously very intelligent and knows her information and knows how to deliver the information.
 - Useful data. Recognition that exceptions are not the rule and gender inequity is a real issue. Suggestions.
 - Great speaker, great research.
 - This was a terrific talk. What an eye opener about ingrained gender schema!
 - Growing awareness of issues.
 - What can we do points.
 - The examples on the gender roles and, though their impact are miniscule, accumulatively they may lead to big changes.
 - The insights from research and the recommendations for action.
 - Various studies illustrating the climates that show gender inequality. Gender schemas/accumulation of advantage- new terminology.
 - Research examples.
 - Clarification of the issues surrounding women and advancement.
 - Small changes make a large difference eventually.
 - I believe the statistics and examples of like “administrators wear suits, faculty members do not” helped me understand schema’s much better.
 - Affirmation of my goal to facilitate recognition of all faculty contributions in department meeting.
 - How gender differences affect hiring, promotion and evaluation.
3. How could the FORWARD lecture series be improved to be more beneficial to you? What recommendations do you have for future lectures?
- Nothing. excellent.
 - I’d like to see the invitation/expectation of attendance to all on campus to come from Provost or President.
 - Again - how to make this applicable and really imbedded here at NDSU. How do we apply this information shared here and not forget about it and put it on a shelf and not look at it again? How can we get it so that next time the lecture hall has standing room only and this is an active and supported thing here?
 - More like this one. How about more on changing the climate at NDSU?
 - It seems I didn’t get any email or see any poster regarding this lecture. I know the lecture through a staff in the department. She got the email. I do like this lecture a lot so I hope NDSU can try to distribute similar info to as many people as possible in the future. Thanks.
 - Perhaps more about [what] we can do? If possible.
 - How can you get more men in attendance?

- Require department heads, survey administrators about what they gained and how or if they plan to implement change. Share information about searches with HR and search committees.
 - Follow up discussions in departments.
 - It'd be more beneficial if a summary of this lecture were available.
 - Encourage more people to attend. Follow-up research based on discussions.
 - Not sure.
 - Perhaps have it if possible on a Saturday or evening so more people can attend because you were a very good speaker.
 - To be given a summary (written) of the key points that will be presented.
4. Please provide any additional comments you have about today's lecture and/or the FORWARD program in general below or on the back of this page.
- I wish more people had come-super!
 - Thank you!
 - I wish more people had been there.
 - Where is President Chapman? VPRCATT? Their absence sends a message to those here and not here.
 - As a new employee-it is a great disappointment of how few people attended today. I am celebratory of those that did come (especially ½ being men)- but today demonstrates to me the priority that this institution (and those employed here) take on this issue-and the great work that needs to be done here evident by the low attendance. Those that needed to really hear this lecture weren't here. Please let us all keep that in mind as future lecturers, activities, actions, etc are planned so that we can try to get those other individuals (especially top leaders/dept. heads/etc-those that can more easily affect change) to attend and become supports of this initiative.
 - Very good, thank you.
 - I would appreciate some handouts or power point to follow for visual learners.
 - Excellent speaker.
 - Great!
 - Enjoyed lecture very much, looking forward to afternoon sessions.
 - It's too bad more people, esp. those who really need this info don't attend.
 - Very interesting-informative presenter had very researched base to share from-leads to credibility.
 - Wish more people had come! Biggest critique is that we as a campus should have done a better job at holding each other accountable so that these events are packed with amazing attendance. Dr. Valian was amazing.
 - Wow!