Dr. Robert Cipriano  
*Fostering a Collegial Department*  
November 6th, 2013

**Attendance**
- Fourteen individuals attended the training and 11 completed evaluations.
  - When asked about their roles at NDSU, ten participants (90.9%) said faculty, one (9.1%) said administrator, and one (2.4%) said he or she was a lecturer with a yearly contract.

**Quantitative Results from the Evaluation Form**

1. **My understanding of what collegiality is and is not has increased as a result of attending this workshop.**

<table>
<thead>
<tr>
<th></th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>7</td>
<td>63.6</td>
<td>63.6</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>4</td>
<td>36.4</td>
<td>100.0</td>
</tr>
<tr>
<td>Total</td>
<td>11</td>
<td>100.0</td>
<td></td>
</tr>
</tbody>
</table>

2. **My understanding of hiring and tenure-granting processes that promote collegiality has increased as a result of attending this workshop.**

<table>
<thead>
<tr>
<th></th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>6</td>
<td>54.5</td>
<td>54.5</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>5</td>
<td>45.5</td>
<td>100.0</td>
</tr>
<tr>
<td>Total</td>
<td>11</td>
<td>100.0</td>
<td></td>
</tr>
</tbody>
</table>

3. **I will be able to implement new strategies to positively contribute to the collegiality in my unit as a result of my participation in this workshop.**

<table>
<thead>
<tr>
<th></th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disagree</td>
<td>1</td>
<td>9.1</td>
<td>9.1</td>
</tr>
<tr>
<td>2.50</td>
<td>1</td>
<td>9.1</td>
<td>18.2</td>
</tr>
<tr>
<td>Agree</td>
<td>6</td>
<td>54.5</td>
<td>72.7</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>3</td>
<td>27.3</td>
<td>100.0</td>
</tr>
<tr>
<td>Total</td>
<td>11</td>
<td>100.0</td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>6</td>
<td>54.5</td>
<td>54.5</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>5</td>
<td>45.5</td>
<td>100.0</td>
</tr>
<tr>
<td>Total</td>
<td>11</td>
<td>100.0</td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Frequency</th>
<th>Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average</td>
<td>4</td>
<td>36.4</td>
<td>36.4</td>
</tr>
<tr>
<td>Above Average</td>
<td>4</td>
<td>36.4</td>
<td>72.7</td>
</tr>
<tr>
<td>Excellent</td>
<td>3</td>
<td>27.3</td>
<td>100.0</td>
</tr>
<tr>
<td>Total</td>
<td>11</td>
<td>100.0</td>
<td></td>
</tr>
</tbody>
</table>

**Qualitative Results from the Evaluation Form**

1. What questions about collegiality do you still have after attending this workshop? Please list any areas and/or topics that you would like to receive additional information about or that need further clarification.
   - Great info.
   - Would have liked more discussion of gray areas, the slightly disagreeable faculty member rather than the asshole.
   - Discussion of the effects of collegiality between tenure track and yearly contracted instructors.
   - Conflict resolution? Reforming non-collegial colleagues?
   - How to deal with covert hostility.
   - What is the instrument? Not presented.
• What should faculty do when problem is chair or dean or provost?
• Some things I can do as tenure-track faculty…what can I do to get things started.
• How we get from here to collegial is still vague – there were concrete steps, but is still isn’t wholly clear here.

2. What do you think were the most helpful or valuable aspects of the workshop you attended today?
• The affirmation of what I already knew about collegiality.
• Maybe CAM-SAM if we buy it.
• Definitions of collegiality.
• Knowledge that collegiality can (maybe) be tested.
• Emphasis on shared governance.
• The discussion portion was great. More workshop things.
• Specific methods to start working on this issue.

3. What is one thing you will do differently as a result of attending this workshop?
• More positive attitude.
• Try to help others in our department better understand collegiality. Add the collegiality question to interviews.
• Open up discussions in department.
• Offer two shorter sessions.
• Ask questions of candidates!
• Nothing.
• Discuss collegiality with colleagues.
• I will…be more proactive with stressing importance of collegiality.
• Insist on addressing this issue.

4. How could this workshop be improved to be more beneficial to you?
• I found this to be an excellent workshop. Dr. Cipriano was an excellent presenter and the information was timely. Too bad more people didn’t attend.
• More interaction.
• Discuss effects of collegiality on yearly contracted instructors.
• Jokes were nice, but 3 hours is long. Could be shortened with fewer jokes.
• More interaction. Move it more briskly.
• More doing, less listening.
• A little more focused upon critical issues and concrete interventions.

5. 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.
• Please remind FORWARD sponsored speakers to not make disparaging jokes about their wives.
• Enjoyed the open and friendly and honest tone.
• Entertaining humor, yet sometimes deprecating.