

**Leadership Development Program Panel**  
**January 23<sup>rd</sup>, 2014**

Attendance

- Forty-three individuals attended the panel, five of whom were presenters and a moderator, and 33 individuals completed evaluations.
  - Of those who completed evaluations, eight (24.2%) identified as administrators, four (12.1%) as full professors, eight (24.2%) as associate professors, 12 (36.4%) as assistant professors, and one (3.0) identified as a post-doc.

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	Cumulative Percent
Disagree	3	9.1	9.1
Agree	19	57.6	66.7
Strongly Agree	11	33.3	100.0
Total	33	100.0	

**I feel I have acquired new information about leadership trainings that could be beneficial to my career.**

	Frequency	Percent	Cumulative Percent
Disagree	5	15.2	15.2
Agree	21	63.6	78.8
Strongly Agree	7	21.2	100.0
Total	33	100.0	

**I feel I have a better understanding of the FORWARD resources available to help me attend leadership workshops as a result of my participation in this session.**

	Frequency	Percent	Cumulative Percent
Disagree	4	12.1	12.5
Agree	20	60.6	75.0
Strongly Agree	7	21.2	96.9
N/A	1	3.0	100.0
Missing	1	3.0	
Total	33	100.0	

**I would recommend this panel discussion to others.**

	Frequency	Percent	Cumulative Percent
Disagree	2	6.1	6.3
Agree	19	57.6	65.6
Strongly Agree	10	30.3	96.9
N/A	1	3.0	100.0
Missing	1	3.0	
Total	33	100.0	

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

	Frequency	Percent	Cumulative Percent
2.50	1	3.0	3.4
Average	10	30.3	37.9
Above Average	15	45.5	89.7
Excellent	3	9.1	100.0
Missing	4	12.1	
Total	33	100.0	

### Qualitative Results from the Evaluation Form

1. What questions do you still have after attending this session? Please list any topics related to leadership development opportunities that you would like to receive additional information about.
  - How to be a better leader as an assistant professor, mentor of students, researcher, etc.
  - Whether gender is an issue in leadership development.
  - Leadership seemed geared towards those in “upper level” positions such as department heads, etc. I would be interested in general leadership programs for those early on in their careers.
  - What leadership opportunities NDSU offers for mid-career faculty.
  - How can we signal our desire for leadership if we are in a politically difficult situation?
  - Obviously there aren’t many opportunities to gain leadership skills.
  - More about FORWARD resources.
  - How the leadership differentiate between constructive and destructive criticism and how they cope with the latter (i.e., as a leader, you can’t please everyone and are a convenient scapegoat)?
  - How to work with groups.
  
2. What do you think were the most helpful or valuable aspects of the session you attended today?
  - Characteristics of effective leaders. Variety of training opportunities available.
  - Descriptions of personal experience, advice. Importance of taking a look at the big picture.
  - Skills that a good leader has.
  - Information on various sources for leadership development.
  - How different people learn leadership qualities.
  - Having a diversity of perspectives. More!
  - Networking.
  - Personal insights from various professional fields!
  - Learning about the leadership and leadership training experiences of a broad spectrum of colleagues.
  - Hearing real-life experiences and the tips.
  - Really bright people on the panel.
  - The panelists were excellent!
  - Learning from the individual panel member experiences.
  
3. What is one tip or strategy you learned today that you will be able to implement to improve your leadership skills?
  - Tell someone to keep you in mind for opportunities.
  - Ask for what you need, but accept that you may not get it.
  - Providing opportunities for others to work toward their leadership strengths.
  - To listen.
  - Look for opportunities where you can lead.
  - Look for ACE training. Implement leadership techniques every day.
  - Look at upcoming leadership opportunities.
  - Listen/look for opportunities. Decide what you will like to do!
  - Listen and don’t take it personally.
  - Ask questions.
  - None.
  - Less free for all.
  
4. How could the panel be improved to be more beneficial to you?
  - More specifics about opportunities available to us.
  - To see the planned questions ahead of time so we could provide potential questions from the audience – did go to audience. Maybe table tents of the FORWARD opportunities instead of display on projector.
  - Information on leadership for those early on in their careers.
  - Keep cycling more people through.
  - Involve panelists at dean’s level or above for those of us who are already beyond the department chair, associate dean, director level.
  - Discussing different types of leadership roles in academia. Sharing more about personal motivation for getting involved in leadership positions (i.e., more pre-discussion context).

- This was about development into positions and roles, but it wasn't enough about "leadership." Focused too much on formal and didn't highlight INFORMAL.
  - Have tangible take home.
  - Try to use more people from outside NDSU.
5. Please provide any additional comments you have about today's panel discussion and/or the FORWARD program in general below or on the back of this page.
- [How would you rate the overall quality of this panel?] Only one had any real experience and that was only 4.5 years.

Questions from audience:

- How do you stay dispassionate when someone approaches you with a loaded attitude? How do you prevent being cold when trying to stay dispassionate?
- What are traits in mentors you have admired?
- How do you bring out leadership skills in those that work under you or around you?
- What do you see as the differences between a well-skilled administrator and a leader?