

The FORWARD Lecture Series Evaluation

Dr. Dana Britton, Kansas State University

Engendering the University through Policy and Practice: Barriers to Promotion to Full Professor for Faculty in the STEM Disciplines

November 5, 2009

Attendance

55 individuals attended and 46 completed evaluations

- 36 people identified themselves as faculty, 5 individuals identified as administrators, and 5 as a staff member.
- 45 individuals reported learning about the lecture from an email announcement, 3 from a colleague, and one from the FORWARD website. Some participants identified learning about the lecture from more than one source.

Suggestions for Improvement/Action Items

- Continue to encourage future lecturers to include concrete and specific examples of small changes that can be implemented at NDSU to alter our climate
- Continue to encourage future lecturers to provide data driven talks as our campus appears to respond well to data based lectures and suggestions
- Ask future lecturers to provide references and suggest readings if faculty and administrators would like more information about one of the lecture topics
 - Contact Dr. Britton and ask her for a reference list that we could place on the FORWARD website
- Encourage lecturers to provide positive examples of success stories from other universities that we could learn from (e.g., female full professors who have been successful – what are their secrets)

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 2.50	1	2.2	2.2	2.2
Agree	19	41.3	41.3	43.5
Strongly Agree	26	56.5	56.5	100.0
Total	46	100.0	100.0	

The lecture/presentation was clear and well-organized

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Agree	6	13.0	13.0	13.0
Strongly Agree	40	87.0	87.0	100.0
Total	46	100.0	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 Strongly Disagree	1	2.2	2.2	2.2
Disagree	6	13.0	13.3	15.6
Agree	19	41.3	42.2	57.8
Strongly Agree	19	41.3	42.2	100.0
Missing Data	1	2.2		
Total	46	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 Strongly Disagree	1	2.2	2.2	2.2
Disagree	7	15.2	15.6	17.8
2.50	1	2.2	2.2	20.0
Agree	23	50.0	51.1	71.1
Strongly Agree	13	28.3	28.9	100.0
Missing Data	1	2.2		
Total	46	100.0		

I would recommend this lecture series to others

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Agree	13	28.3	28.3	28.3
Strongly Agree	33	71.7	71.7	100.0
Total	46	100.0	100.0	

Rate the overall quality

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Average	4	8.7	8.9	8.9
3.50	1	2.2	2.2	11.1
Above Average	9	19.6	20.0	31.1
Excellent	31	67.4	68.9	100.0
Missing Data	1	2.2		
Total	46	100.0		

Qualitative Results from the Evaluation Form

1. 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 strategies for improvement.
 - It would have been nice to have had an “advice for your campus” section after having looked at STEM does at SU.
 - If she could possibly provide reference to her materials so that we could look for further into the content.
 - Why don't we do some of these things? Ombuds, post-tenure review, etc.
 - Differences b/t men and women in concern for transparency.

- Do campuses respond positively to “soft solutions” like improve transparency?”
 - Solutions.
 - Why can’t NDSU appoint/hire/support an Ombudsman? How will we remove road blocks for women at NDSU? We have brilliant speakers but I don’t get the sense that administration will support these efforts/changes at NDSU.
 - Are there success stories from women who have earned full professor?
2. What do you think were the most helpful or valuable aspects of the lecture you attended today?
- Enjoyed the interview quotes.
 - Focus on less-looked-at topic (Going associate to full).
 - Thinking about where I will be in the future - I really see myself as the woman where “children are first” which may leave me out of many opportunities.
 - The data.
 - Stating w/ stats what we already know.
 - Examples. Clarity. The presenter’s style.
 - Appointing an Ombudsman to P&T proceedings.
 - Actually, as a new faculty, I learned more about how “successful” professors can still have challenges even after obtaining tenure. Also, I got a lot of tips on giving a great lecture as a bonus ☺.
 - Wonderful information/great delivery.
 - Provoked thoughts and issues about the influence of policy and climate.
 - Specific examples from her research.
 - Climate issues are universal.
 - Data on experiences.
 - The actual #s were interesting and certainly made the point.
 - The presentation of actual instances and data.
 - Reminding me, as an associate woman to ask for feedback on progress and to ask for some clarity re: promotion guidelines.
 - Hearing real stories.
 - Specific examples.
 - Tons of info-scholarly based.
 - Confirmation of the issues.
 - Having “hard” data first to explain that the problem is real was helpful. I enjoyed the qualitative info very much.
 - Dr. Britton’s statement “men as scientists, women as image”. Excellent talk-presented powerful data.
3. How could the FORWARD lecture series be improved to be more beneficial to you? What recommendations do you have for future lectures?
- Solutions.
 - Outstanding!
 - All good.
 - Provide (perhaps) some readings prior to lectures.
 - PTE ombudsperson! →Lecture→ training. This would be a great topic.
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.
- Dr. Britton is an engaging speaker. I enjoyed her talk!
 - Written next to the question #4 above - I will be able to implement new strategies and knowledge as a result of my participation in this lecture: Probably not, unfortunately. That would be like fighting city hall.
 - Written next to question #5 above – I would recommend this lecture series to others: Who have little previous info on this topic.