

# Women's Center Program Evaluation

Program Title: WiSE lunch discussion: Leadership Development

Programming Group: WiSE

Date Held: Sep. 22, 2006 Time: 12:00-1:30PM Place: Women's Center

Lead Programmer: Tong Ren

Other Team Members: Erica Tsai, Heidi Holder, Amy Deonarine, Carrie Ring, Claire Robbins, Heidi Koschwanez

Co-Sponsored with: \_\_\_\_\_

Notes on Attendance: Received 72 RSVP's, allowed 53, and 48 attended

Total Number of People Attending (including presenters and you): 48

Number of People of Color Attending: ~10

Number of Men Attending: 2

Speaker Name: Jo Rae Wright

Speaker Address: Duke University Graduate School

Speaker Phone/E-mail: Jo Rae [j.wright@cellbio.duke.edu]

Expenses (just list copies in log unless done externally):

Advertising: \$30 (post-it-notes, flyers) Space: \_\_\_\_\_ Food: \$477  
(estimated) Honorarium: \_\_\_\_\_ Supplies: \_\_\_\_\_ Other: \$3 (thank  
you card and mailing)

Income from Co-sponsors: \_\_\_\_\_

Checklist (note date done):

22/9 Hand out evaluations 22/9 Clean up after program  
22/9 Return supplies (if used) N/A Turn in receipts  
2/10 Send Thank You note(s)

## Programmer's Feedback

### **What topics or issues were discussed and in what format?**

The programmer welcomed the audience and briefly introduced the speaker. Dean Wright then talked about her career path, her research, and her current position as the new graduate school dean. In the following discussion session, participants were actively involved. The speaker was very honest in answering questions and she gave practical advices. Questions raised include issues regarding work / family balance, maternity leave policy, support for mentoring, career choice, hardship of being a women in science, leadership development, etc..

### **Were your expectations met? Why or why not? What went well? What kind of problems did you have?**

We received a good amount of interest. However, due to the space limitations, we could only accommodate 50 out of 70 who wanted to come. It was not easy to turn people away, especially when they were already at the door. On the other hand, quite a few people RSVP'ed by did not show

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up (and hence wasted the spot). The planning committee has been discussing the possibility of moving to a larger venue.

The talk went well in general. Dean Wright was a good speaker as well as a good listener. However, she was not well prepared for the topic "leadership development". Instead, she talked mostly about her own story.

Food was late for about 15 minutes. To save time for the speaker, most of the introduction part was eliminated.

The projector and screen set up was a bit problematic. The projector was placed on a pile of books and seemed to be very instable. The screen was small and the projected image on the screen was hard to see.

Three participants expressed interest in getting involved in WiSE programming and have been invited to join WiSE planning committee.

### **Suggestions for making the program easier to organize next time?**

Remind the speaker of their topic, multiple times! Be polite and careful when turning people away due to limited space.

### **Any follow-up needed or suggested and date done if by you (thank you note, direct service, information, additional programs)?**

We plan to send the speakers thank-you cards within a week from the event.

### **Who was your target audience? What outreach techniques did you use for trying to achieve the desired and/or a diverse audience (include who you contacted, what lists you posted on, where flyers were posted, etc.)?**

Our targeted audience is female graduate students / postdocs in science and engineering fields and related community members that are interested in leadership development. Email announcements were sent to wise/gradwomen/intlhouse/gradleaders listservs and GPSC news. In addition, we publicized widely through departmental email listservs by asking departmental assistants to forward the announcement.

### **Suggestions for potential co-sponsors or offices to consult if this program is done in the future?**

N/A.

### **Audience Feedback from Program Evaluations:**

#### **Program Ratings:**

28 total number of surveys returned

# 24 Excellent

# 3 Good

# 0 Satisfactory

# 0 Okay

# 1 Poor

### **How did participants hear about this program (how many each way)?**

Email (26)

Flyer (2)

Personal Invitation (1)

### **Why did participants attend?**

- Interested in learning and gaining insight on women's development issue (5)

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- Interested in the speaker, who is a successful woman in science (9)
- Share / exchange opinions with other female scientists
- Looking for stories and advice (2)
- Salient to my concerns
- I love Jo Rae
- I have a lot of respect for the speaker
- Curiosity
- Share a successful leader's experience
- want to improve confidence
- interested in leadership (6)
- want to learn how the dean got to where she is
- my department lacks female leadership and mentors
- get to know female scientists and engineer community
- food

**What were participants' favorite/most educational aspects of the program?**

- Speaker's wonderful personality
- Professional advice
- Great speaker (2)
- All of it (3)
- Candid nature of talk
- Getting unique opportunities to interact with Dean Wright
- Open for any type of discussion
- Speaker's honesty in answering questions (3)
- "Do what you're interested in."
- "Take advantage of every opportunity."
- Q&A – informal discussion (8)
- Speaker's presentation about her career
- Self introduction of Dr. Wright
- Learning how Dr. Wright got to where she is

**How can the program be improved?**

- Keep the speaker well informed of the main topic - Talk was not what was advertised
- Limit the Q&A portion – it ran a little long and got a little redundant by the end

**Recommendations for future programs?**

- Seminars on education / teaching
- Careers outside academia
- Aggressiveness / confidence training
- Alternative careers for PhDs
- How to get more female faculty hired
- Stress management skills training
- Grant writing
- Relaxing activities for female scientists
- Networking skills

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