

Q1 What topics or issues do you think Faculty Development regarding diversity & inclusion should address?

Answered: 8 Skipped: 2

#	Responses	Date
1	Understanding how diversity/inclusion help relationships.	9/1/2015 11:02 AM
2	How to recruit and retain faculty.	9/1/2015 10:47 AM
3	Better understanding of the problems and concerns facing our diverse student population. How we can better address those concerns to ensure student success.	8/31/2015 7:54 AM
4	Refer to Gai Bien committee activities from SONHS. They did a great job with creative and relevant and "diverse" presentations for the school. Many types.	8/30/2015 7:51 PM
5	How learning differs by different groups in some disciplines	8/28/2015 3:27 PM
6	Identify key skills for engaging students/colleagues in difficult dialogues; learn how to identify and reduce unconscious bias and be able to pass those skills onto students	8/25/2015 3:21 PM
7	how to be respectful but not fearful	8/24/2015 5:40 PM
8	Real efforts made in recruitment of diverse faculty and students	8/24/2015 4:59 PM

Q2 If your professional/academic environment magically became perfect overnight...

Answered: 8 Skipped: 2

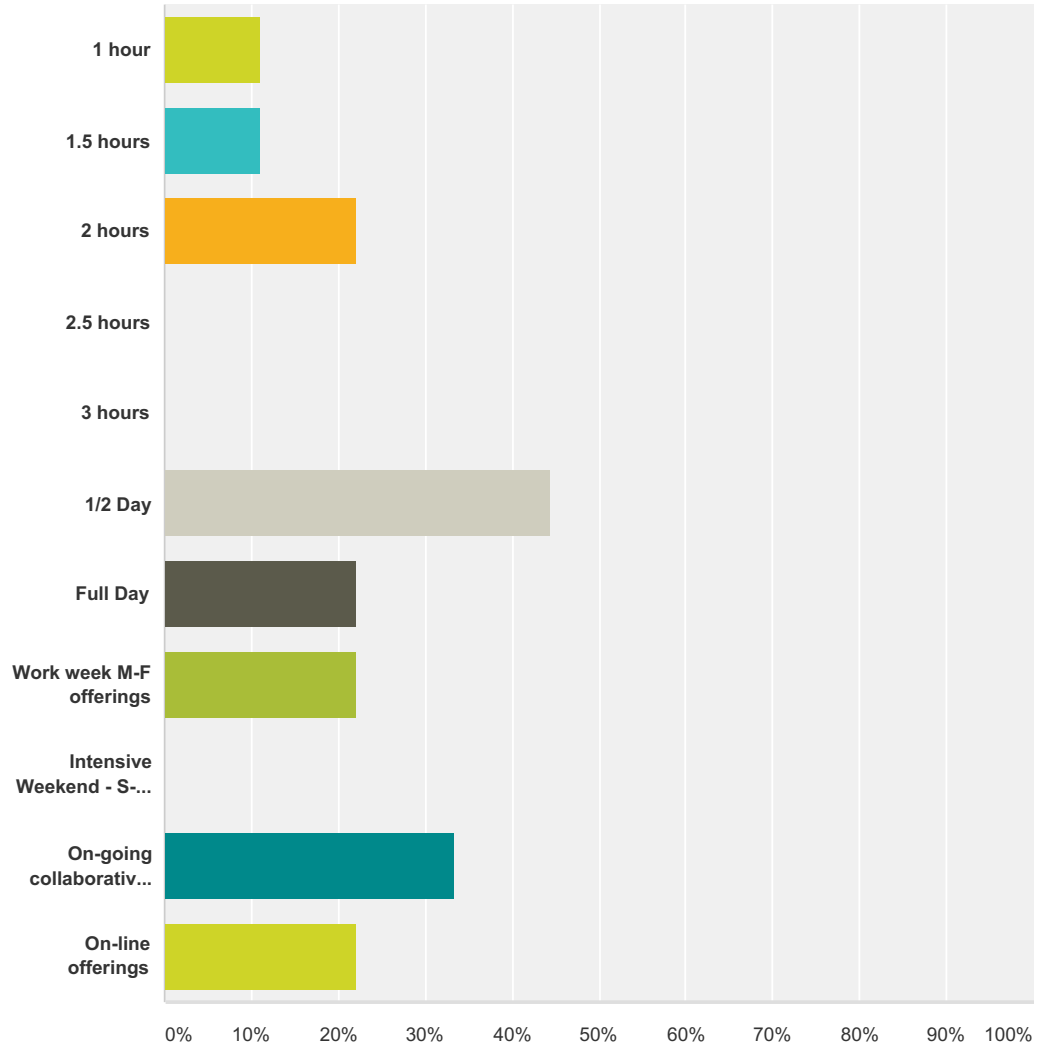
Answer Choices	Responses	
What changes in colleague/student behavior would be evidence of the transformation?	100.00%	8
What other evidence of the transformation would be present?	62.50%	5

#	What changes in colleague/student behavior would be evidence of the transformation?	Date
1	Caring and safe environment to discuss "undiscussables."	9/1/2015 11:02 AM
2	Empathy and compassion! Seeing that team work is the way for success! Above all appreciation for the work that I do	9/1/2015 10:47 AM
3	Too many minority students are fearful or feel intimidated to meet with faculty to seek help with their problems and concerns. If the academic environment became perfect overnight these barriers to discourse would cease to exist and a more trusting relationship would emerge between faculty and students.	8/31/2015 7:54 AM
4	More focus on learning, discovery, content vs. politics.	8/30/2015 7:51 PM
5	higher retention of under-represented groups	8/28/2015 3:27 PM
6	Defensive attitudes would disappear.	8/28/2015 10:59 AM
7	higher number of underrepresented students enroll at UMKC, higher number of underrepresented alumni keep in touch/stay active with UMKC	8/25/2015 3:21 PM
8	Diverse faculty and diverse student body	8/24/2015 4:59 PM

#	What other evidence of the transformation would be present?	Date
1	Healthy dialogues.	9/1/2015 11:02 AM
2	Greater teacher-student dialogue. Greater minority student retention and graduation rates.	8/31/2015 7:54 AM
3	More trust, enthusiasm growing from learning communities.	8/30/2015 7:51 PM
4	Faculty who do not normally attend diversity events would finally see the light!	8/28/2015 3:27 PM
5	information from focus groups taken before and after the development initiatives are put into place show that there is change	8/25/2015 3:21 PM

Q3 What is your idea of the ideal time duration/structure for Faculty Development (Check all that apply)

Answered: 9 Skipped: 1



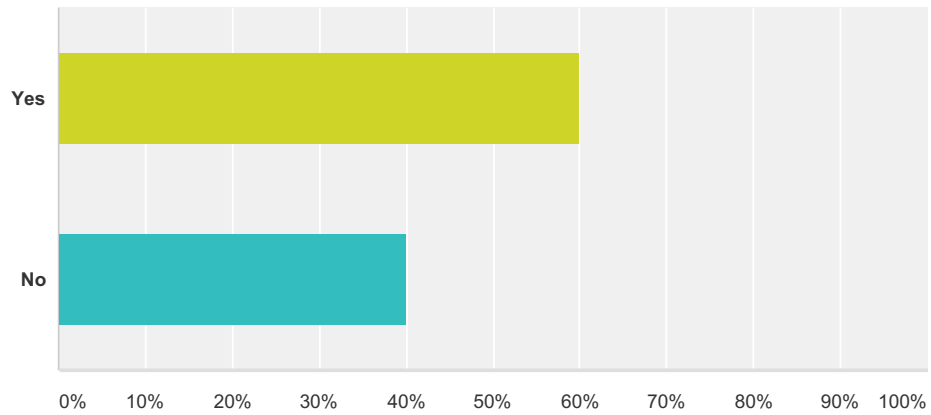
Answer Choices	Responses
1 hour	11.11% 1
1.5 hours	11.11% 1
2 hours	22.22% 2
2.5 hours	0.00% 0
3 hours	0.00% 0
1/2 Day	44.44% 4
Full Day	22.22% 2
Work week M-F offerings	22.22% 2

Intensive Weekend - S-S offerings	0.00%	0
On-going collaborative with monthly meetings	33.33%	3
On-line offerings	22.22%	2
Total Respondents: 9		

#	Other (please specify)	Date
1	All can be relevant depending on the topic, resources (time) and audience.	8/30/2015 7:51 PM
2	Faculty will not come for more than 1 to 2 hours. Provide food and they will come	8/28/2015 3:27 PM
3	Depending on the amount of material to cover more than 2 hrs may be needed but, I notice that people wear out after 4 hrs.	8/28/2015 10:59 AM
4	I wasn't sure if I should answer this question as to what I would consider ideal vs what I think other faculty would consider ideal.	8/25/2015 3:21 PM

Q4 Would you be interested in earning a Diversity & Inclusion Certificate for participating in several trainings?

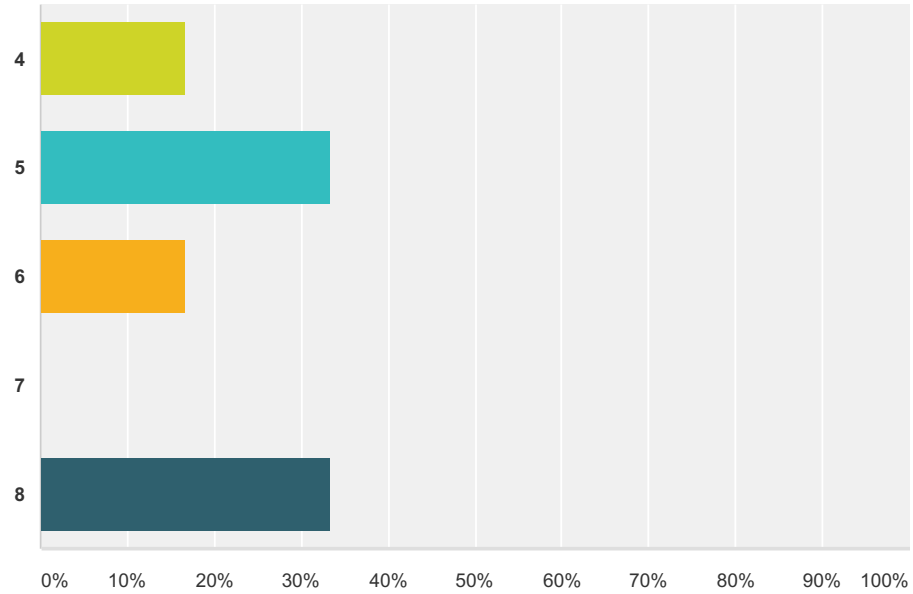
Answered: 10 Skipped: 0



Answer Choices	Responses	
Yes	60.00%	6
No	40.00%	4
Total		10

Q5 If yes, how many trainings would you be willing to participate in to earn the Diversity & Inclusion Certificate?

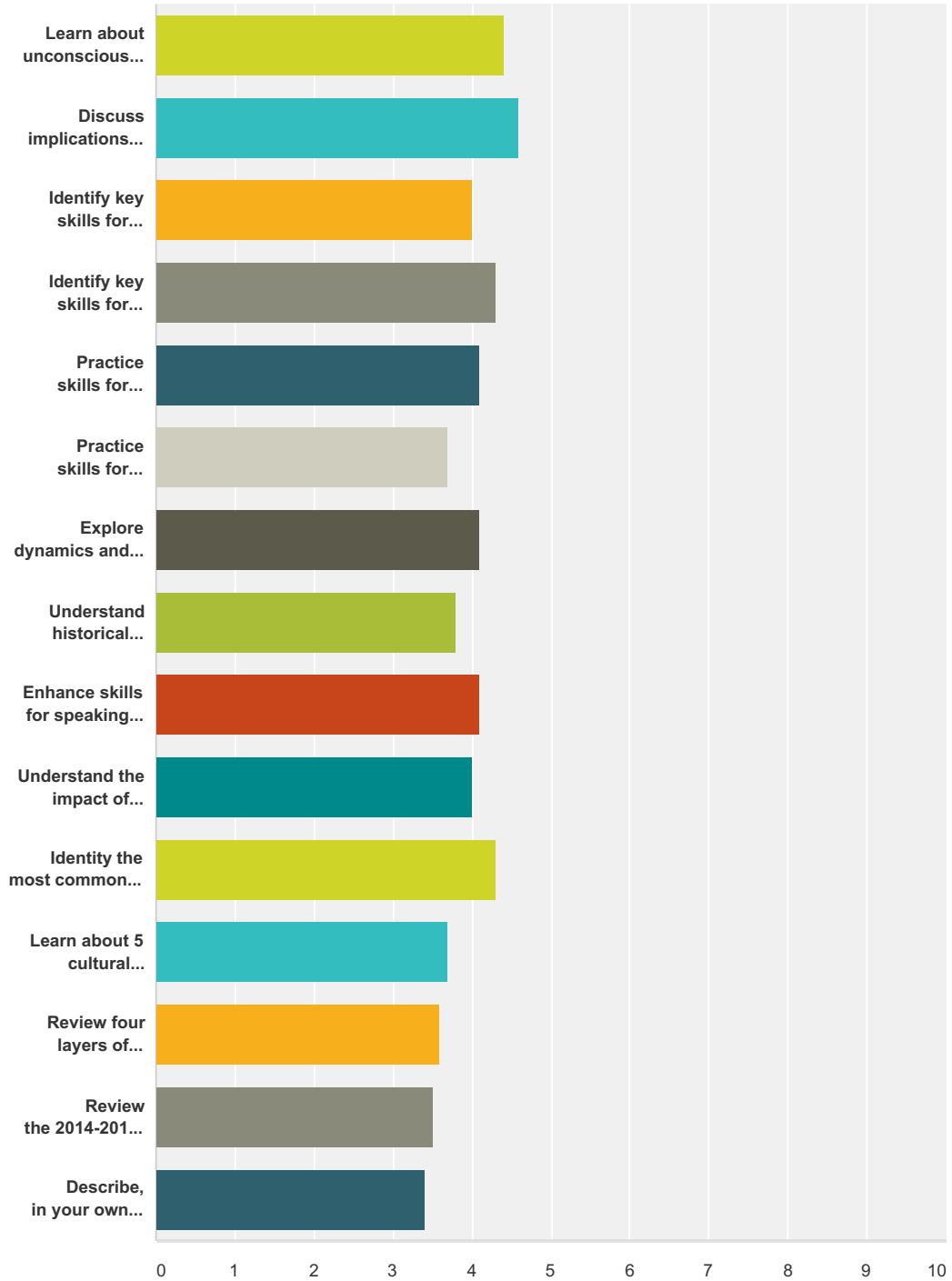
Answered: 6 Skipped: 4



Answer Choices	Responses
4	16.67% 1
5	33.33% 2
6	16.67% 1
7	0.00% 0
8	33.33% 2
Total	6

Q6 How interested are you in achieving the following drafted objectives? 1=no interest; 5=super interested

Answered: 10 Skipped: 0



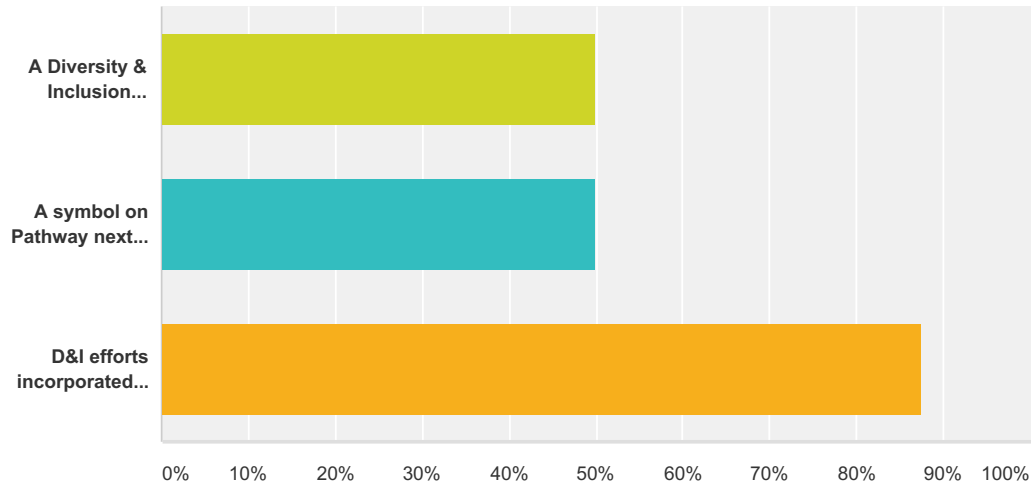
	1	2	3	4	5	Total	Weighted Average

Learn about unconscious bias, as well as, how to identify and reduce unconscious bias as it relates to faculty roles.	0.00%	0.00%	20.00%	20.00%	60.00%	10	4.40
Discuss implications of unconscious bias on professional judgement and the professional environment for faculty.	0.00%	0.00%	10.00%	20.00%	70.00%	10	4.60
Identify key skills for engaging students into difficult dialogues across different perspectives in the classroom.	0.00%	20.00%	10.00%	20.00%	50.00%	10	4.00
Identify key skills for engaging in difficult dialogues with colleagues across different perspectives with the goal of increased civility.	0.00%	10.00%	10.00%	20.00%	60.00%	10	4.30
Practice skills for effective dialogue in the classroom.	0.00%	0.00%	30.00%	30.00%	40.00%	10	4.10
Practice skills for effective dialogue with colleagues.	0.00%	20.00%	30.00%	10.00%	40.00%	10	3.70
Explore dynamics and examples of institutionalized oppression and privilege to build a more just and equitable campus/society.	10.00%	0.00%	10.00%	30.00%	50.00%	10	4.10
Understand historical origins and common, yet false assumptions regarding "race".	0.00%	10.00%	30.00%	30.00%	30.00%	10	3.80
Enhance skills for speaking up against bias and stereotypes without blame or guilt.	0.00%	10.00%	10.00%	40.00%	40.00%	10	4.10
Understand the impact of stereotypes and bias statements, even when casually said.	0.00%	0.00%	40.00%	20.00%	40.00%	10	4.00
Identify the most common reasons people sit silent in the face of bias and stereotypes.	0.00%	0.00%	10.00%	50.00%	40.00%	10	4.30
Learn about 5 cultural competency models (Managing Diversity, Multicultural Organizational Development, Social Justice, Social Identity Development, Cultural Studies) and engage in brief activities/discussions to sample each.	10.00%	10.00%	10.00%	40.00%	30.00%	10	3.70
Review four layers of diversity dimensions that shape/impact both individuals and our organization.	0.00%	20.00%	30.00%	20.00%	30.00%	10	3.60
Review the 2014-2018 UMKC Diversity Strategic Plan with examples of actions in each of the 5 diversity dimensions.	10.00%	10.00%	30.00%	20.00%	30.00%	10	3.50
Describe, in your own words, diversity dimensions that create your unique cultural identity.	10.00%	20.00%	20.00%	20.00%	30.00%	10	3.40

#	Other (please specify) training objectives you are interested in achieving:	Date
1	I think the most successful development programs will be ones that have employees/employers from different backgrounds working together on multiple occasions (i.e. allowing people to make more personal connections with someone who is not like them).	8/25/2015 3:21 PM

Q7 What incentives would encourage wide-participation in Faculty Development for Diversity & Inclusion? (Check all that apply.)

Answered: 8 Skipped: 2



Answer Choices	Responses
A Diversity & Inclusion Certificate.	50.00% 4
A symbol on Pathway next to class options/Faculty names denoting completion for D&I development or certificate.	50.00% 4
D&I efforts incorporated in tenure & promotion reviews.	87.50% 7
Total Respondents: 8	

#	Other (please specify additional incentives or specify further suggests regarding ideas above.)	Date
1	FOOD!!!!!!	8/28/2015 3:27 PM
2	I would like to see us do a better job of analyzing the environment at UMKC for those with different cultural backgrounds. I don't think the traditional methods of assessing how we are doing with diversity (i.e. looking at numbers) completely captures how well we are doing. Perhaps more qualitative data is needed.	8/25/2015 3:21 PM