

February 10th, 2005
Leaders' Forum Evaluation
“Choosing Western: Attracting, Recruiting and Retaining New Faculty Members & Leaders”

1. **To what degree was the session a GOOD USE of your time?**
 - A bit fragmented
2. **To what degree was the information presented USEFUL to you in your ROLE?**
 - Interesting ideas on the range of possibilities for orientation
3. **How EFFECTIVE were the presentations , overall:**
 - Wonderful group of presenters!
 - Really enjoyed their varied insights.
4. **How EFFECTIVE was the small group brainstorming of orientation ideas?**
5. **How EFFECTIVE was the organization of today's session?**
 - A bit too much review of previously discussed issues i.e. Rae Review
 - Excellent organization.
 - Not as much packed in at the table/contributed to greater dialogue.
6. **One key learning from the session was...**
 - Many admin staff and faculty want more info on what is available at UWO and opportunities to connect
 - How each of us are ambassadors for the University
 - Focus on “quality” people – communications including expectation and support, introductions and culture
 - The key role of mentoring for faculty, chairs and staff colleagues
 - There is concern across the campus that we are not knowledgeable about our responsibilities as managers, chairs, deans vis-à-vis the human element
 - the need to incorporate staff from all over campus in faculty member orientation
 - personnel presentations and introduced us to 3 interesting new colleagues
 - the OFRR activities
 - consistency in need for more timely information
 - that I can participate more effectively in orienting new people by simply recognizing the knowledge I have!
 - How faculty were recruited
 - Individual faculty perspective on recruiting
 - That Western cares about its employees
 - Spouse requirements
 - Mentoring needs at the informal, human level
 - Need for appropriate orientation
 - We are all recruiters!

- How orientation for Faculty members could be blended into Leader/Manager Training
- Tell faculty that there is a 10 minutes break between classes
- Important role every unit on campus plays in the “face of Western”
- Things have improved here in the area of R&R, which is great.
- Faculty orientation handbook exists
- We need to do more for both staff and faculty for orientation
- Shared negative thoughts at orientation to physical space.
- Differences in the faculty and staff recruitment procedures.
- Enjoyed meeting new people at my table.
- Learning about the office for faculty R&R
- Similar concerns
- Ideas on retention

7. I'd appreciate more information on....

- How to support staff recruitment and retention
- The Administration staff initiatives to keep them and develop their profiles
- Outcome of this forum

8. Other comments.

- Great session!
- Excellent, best yet!
- I needed a break ½ way through speeches.
- Thanks!