Presentation of the SEEDS Interactive Theatre for CAS Chairs and Directors April 13, 2009

Questions about the sketch and interactions (n = 12 responding) | % agreeing | male: female
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Overall, the sketch and interactions were effective | 100% | 100%: 100%
The issues raised in the sketch were important | 100% | 100% : 100%
The performance made me think about some familiar interactions and situations in new ways | 83% | 100% : 75%
The issues raised reflected issues I have observed at UM | 67% | 43% : 100%
The audience/actor interactive discussion enhanced my understanding of the issues | 100% | 100% : 100%

What was the most significant thing you learned from the performance?

- That other departments have similar issues to mine
- Exposure to the technique and the power of learning about issues in this way
- Chairs need training on effective communication during reviews and during discussions with candidate
- Problem in general, continuous improvement needed
- Importance of communication
- I was not aware of how dysfunctional the PRT panels can be
- We have made a little progress over the years but not nearly enough
- Not to assume anything, perhaps especially that newly tenured faculty know “the process” their first time through on the tenured side.
- Blurring of issues—scenario/ collegiality, evaluation of outcomes vs. input (“she’s not here”)

Do you have advice about how this presentation might be used in the future, particularly settings where it might be usefully presented?

- Could be useful at a promotion & tenure workshop or at a CAS Meeting
- In small settings like today, for chairs & tenured faculty
- Should be included in tenure workshops
- As suggested, to larger groups of faculty Faculty, especially junior will benefit
- All tenured faculty should see this presentation.
- More time afterwards scheduled for discussion (at least 60-90 min)
- For workshops, for deans & chairs, maybe even at meetings of large departments