

NDSU NORTH DAKOTA
STATE UNIVERSITY

Faculty Survey
May 2008 – August 2010

STUDENT FOCUSED • LAND GRANT • RESEARCH UNIVERSITY

Welcome

Faculty Survey

Professors, Associate Professors,
and Assistant Professors who have
left NDSU

May 2008 – August 2010

Presenter Biography

Vice President, Equity, Diversity & Global Outreach

- Executive Director Chief Diversity Officer, NDSU 2007-2008
- Associate Director, Equal Opportunity & Diversity Office, Iowa State University for 10 years
- Originally from Sioux City, IA.
- B.S. from ISU, J.D. from University of Iowa College of Law



Faculty Survey Process

- Check termination records monthly for faculty leaving the university
- Survey termed Professors, Associate Professors, and Assistant Professors
- Email the individuals for feedback and providing a link to the survey

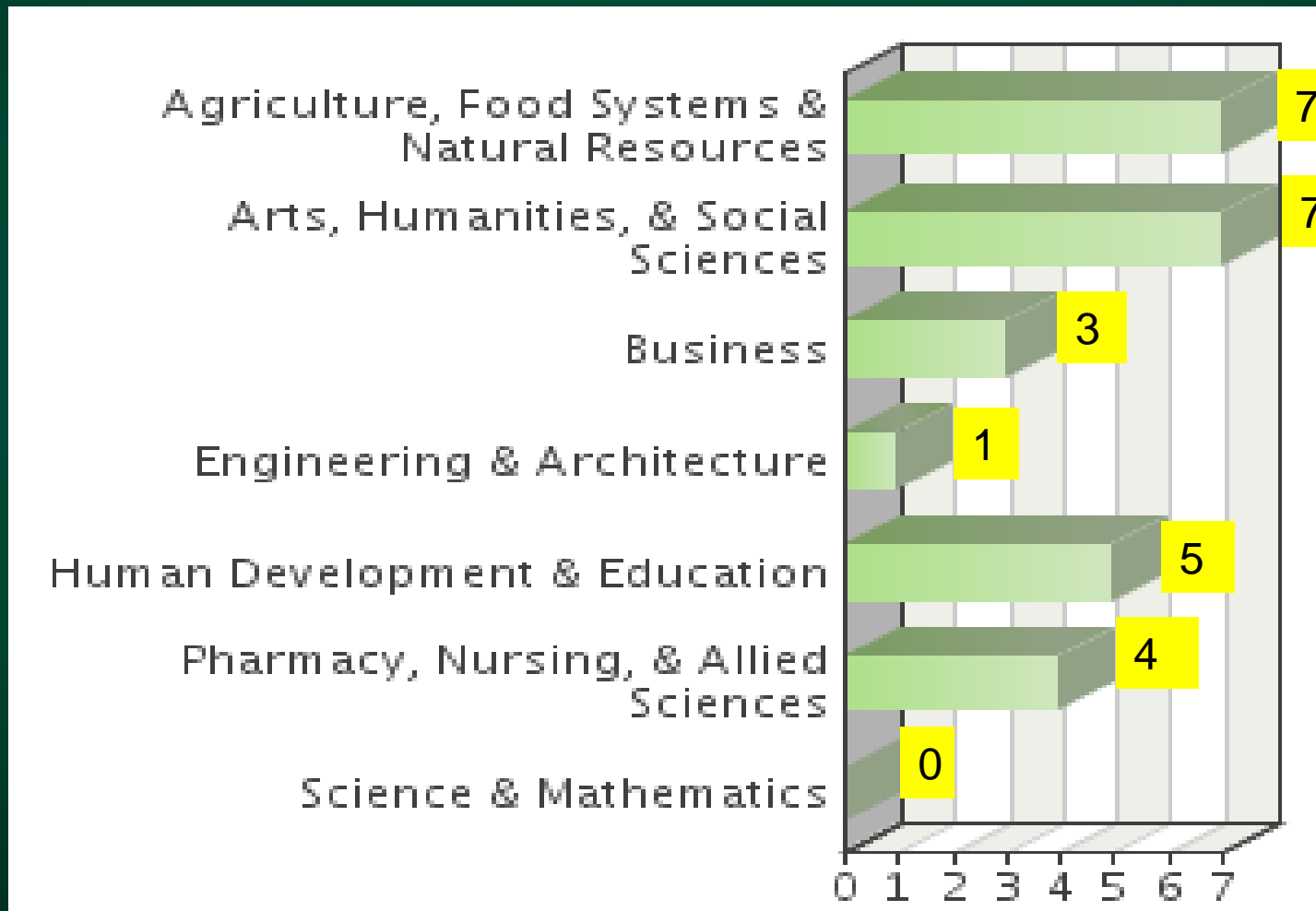
Faculty Survey Process

continued

- Feedback is used to identify important faculty issues and assist in strengthening overall faculty retention
- No names are associated with responses

Question 1

Your College at NDSU:



Question 2

Your NDSU Department:

Apparel, Design, Facility & Hospitality Mgmt	3
Management, Marketing and Finance	3
Nursing	1
Communication	2
Plant Science	3
Ag Business and Applied Economics	2
Entomology	1
Sociology, Anthropology, and Emergency Management	1
Animal Science	1
Music	1
Department of Pharmaceutical Sciences	2
Theatre	1
Construction Management	1
Sociology	1
Education and HNES	1

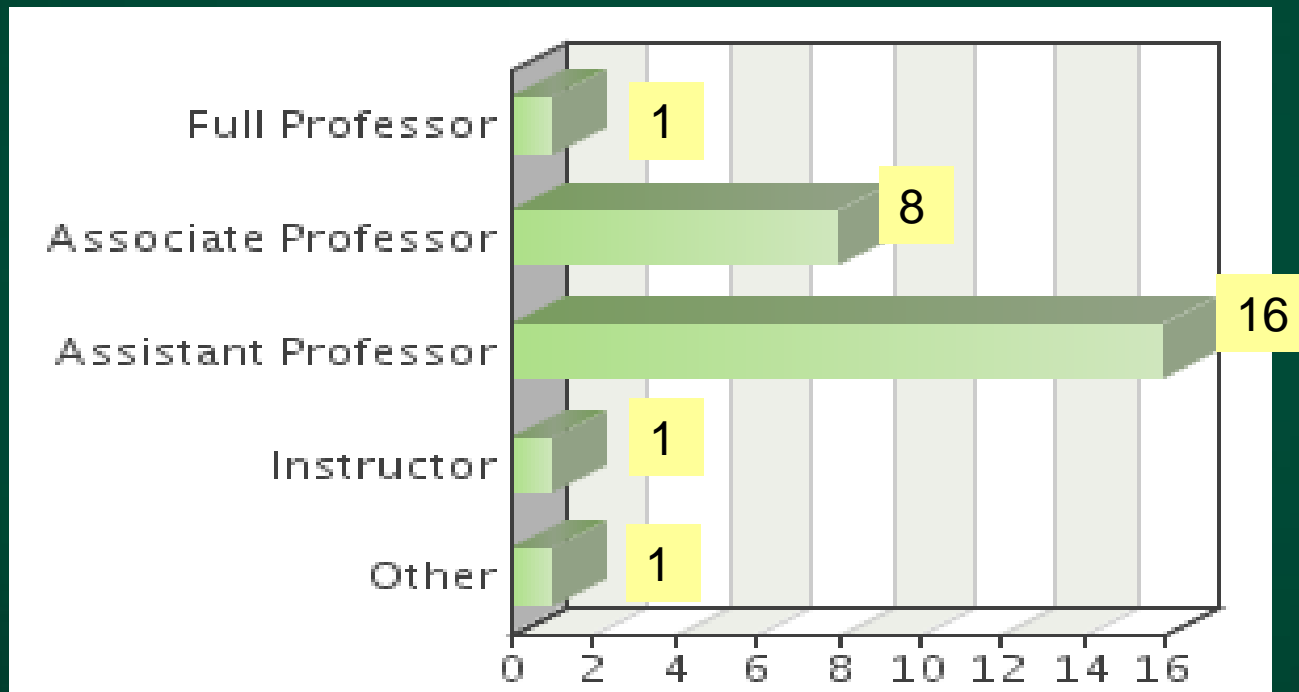
Question 3

NDSU programs, center, or institutes with which you were affiliated:

Intensive English Language Program
Environmental Conservation Services Program
Natural Resources Management
Native American Pharmacy Program
Center for Protease Research
Theatre & Music
Counselor Education Program
Materials and Nanotechnology PhD program

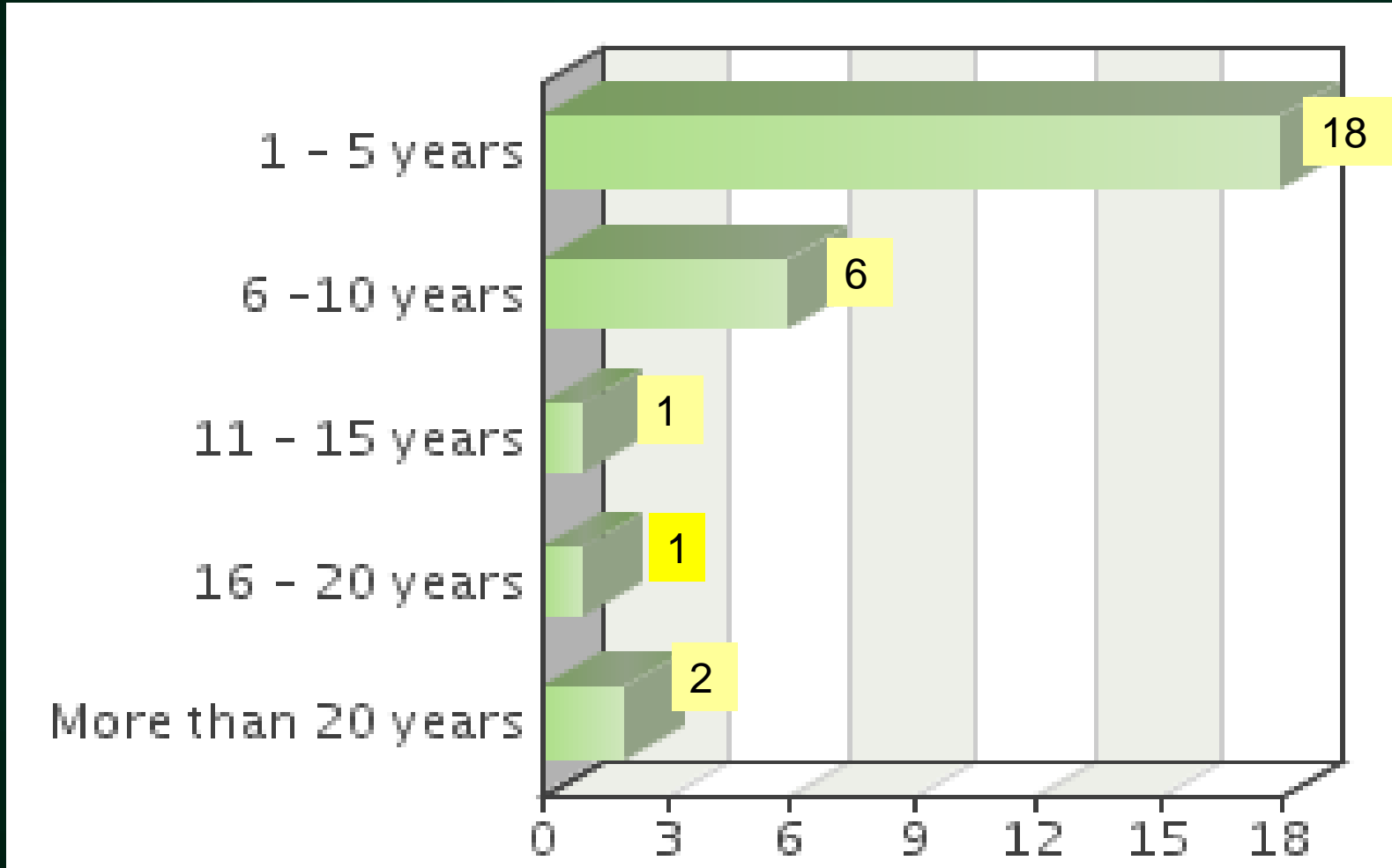
Question 4

What was your position title at NDSU:



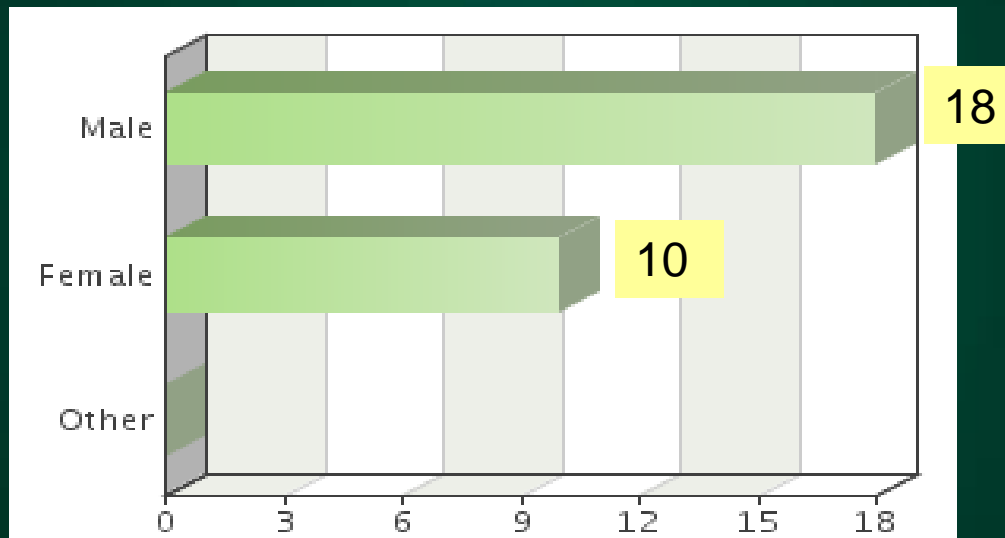
Question 5

How many years were you a faculty member at NDSU?



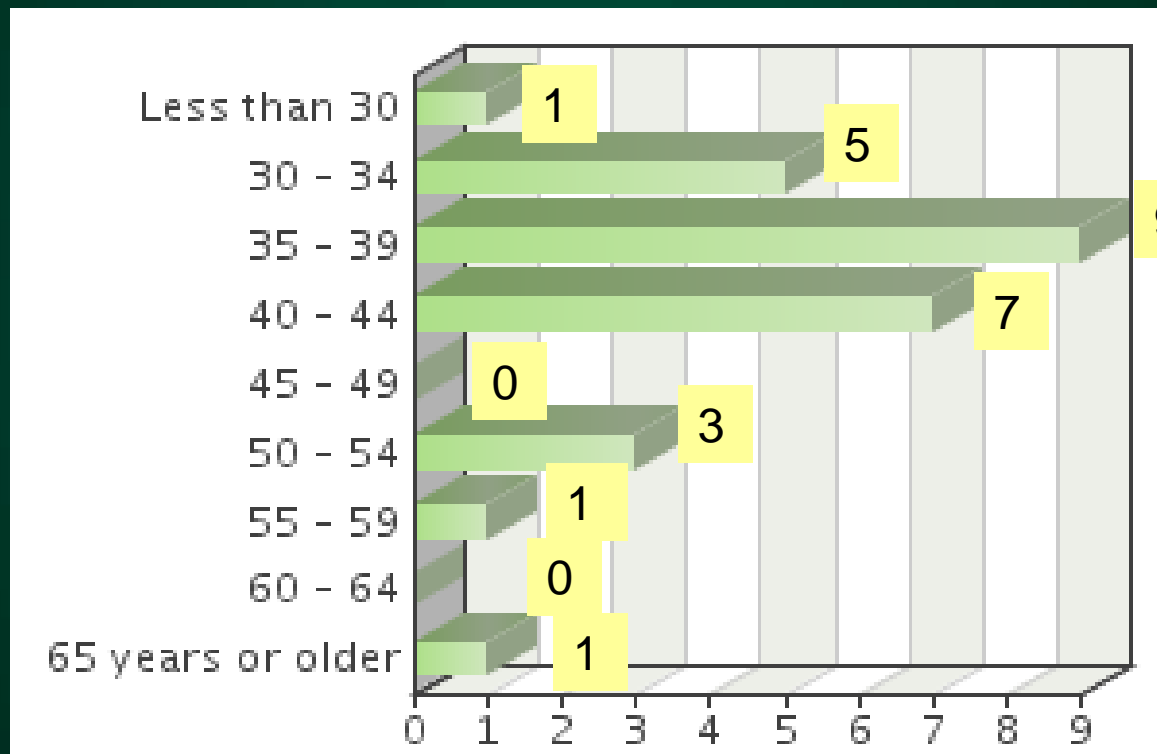
Question 6

Please record your gender.



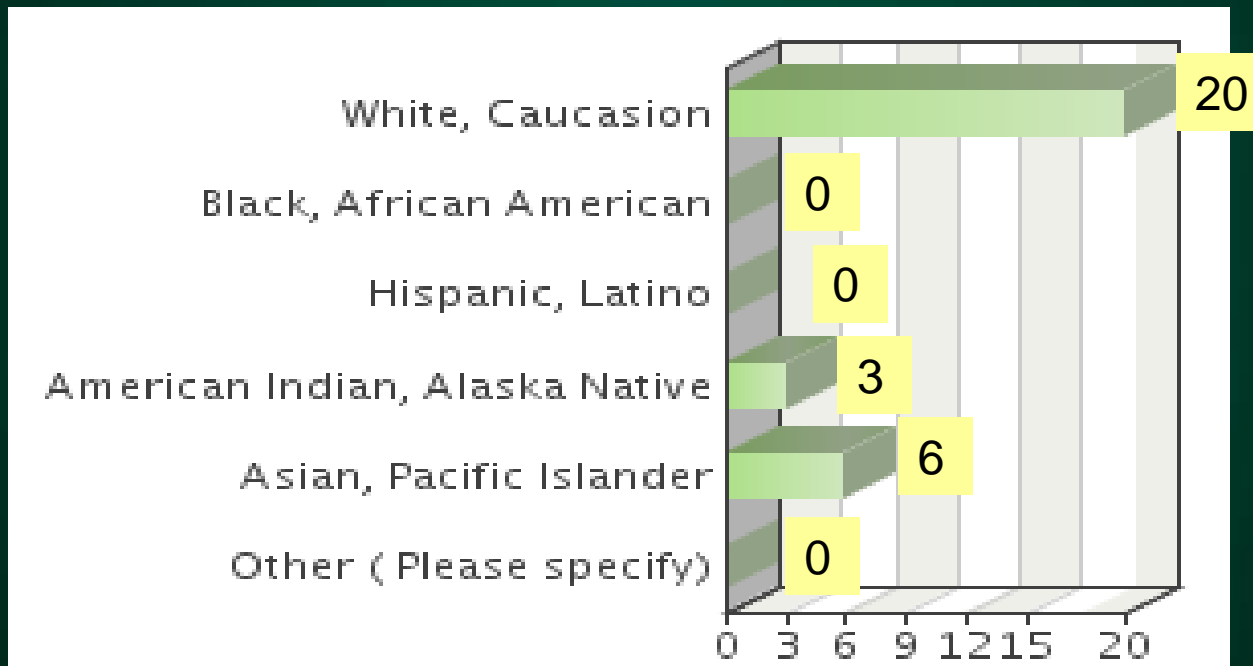
Question 7

Please record your age.



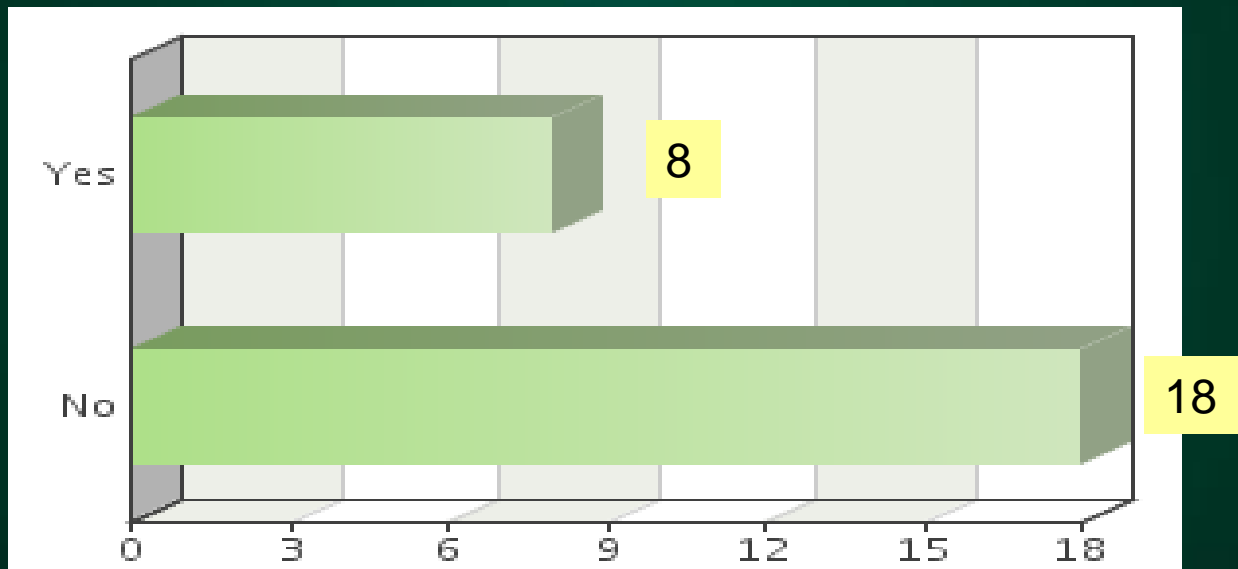
Question 8

Please record your race or ethnic group.



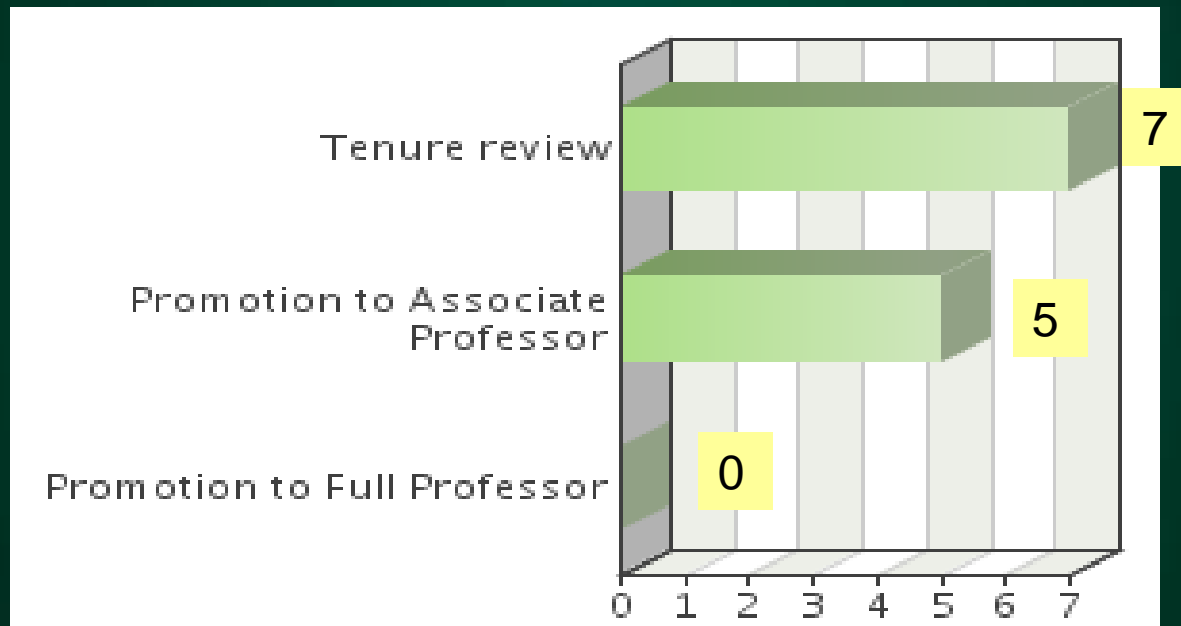
Question 9

Have you been reviewed for tenure or promotion within the past 5 years?



Question 10

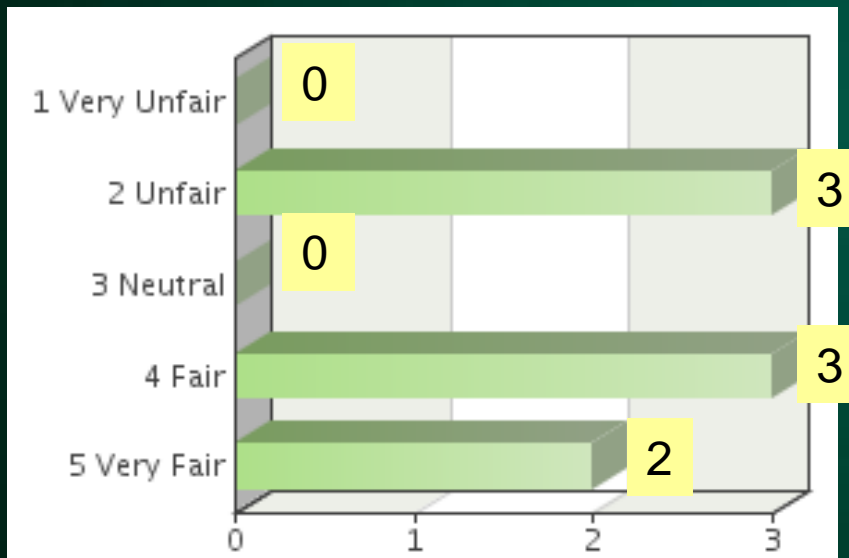
What type of review?



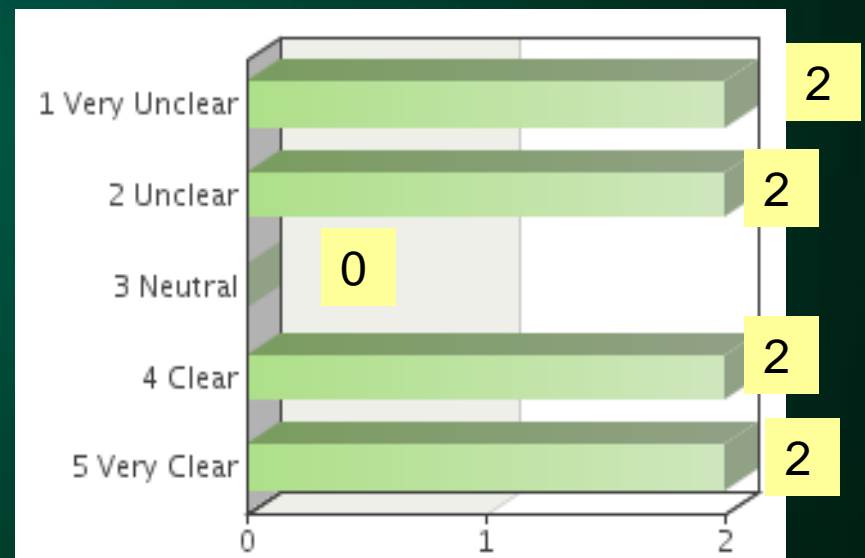
Question 11

Please rate your **most recent experience** with the promotion/tenure

Fair/Unfair



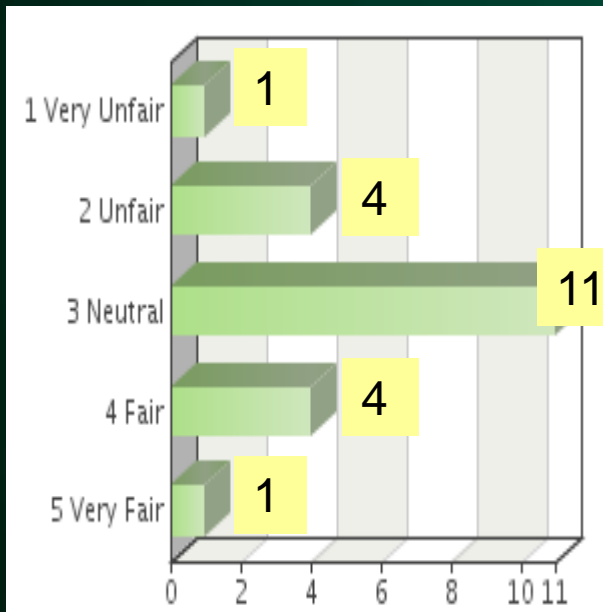
Clear/Unclear



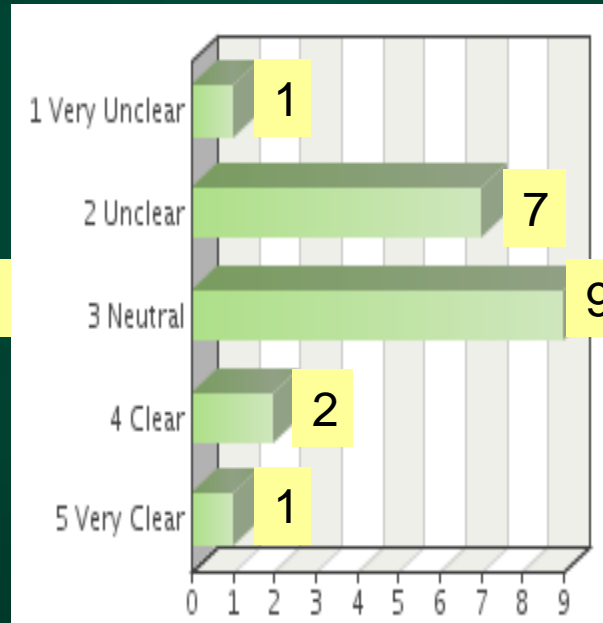
Question 12

Please rate the promotion/tenure review **process in general** at NDSU.

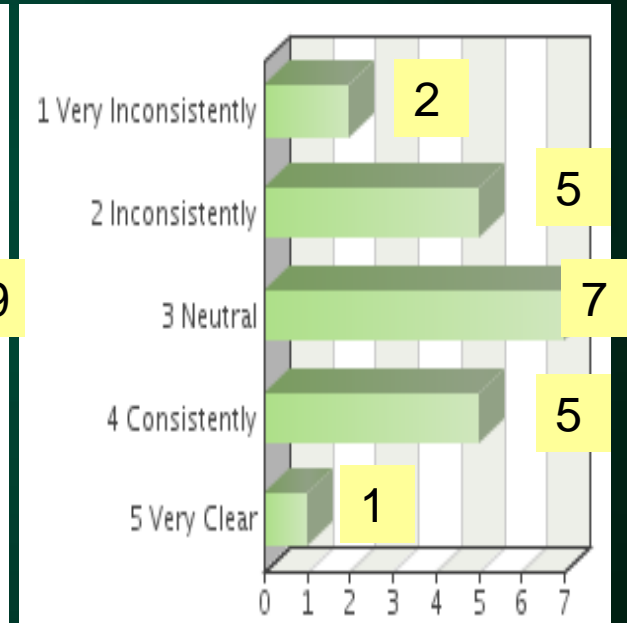
Fair/Unfair



Clear/Unclear



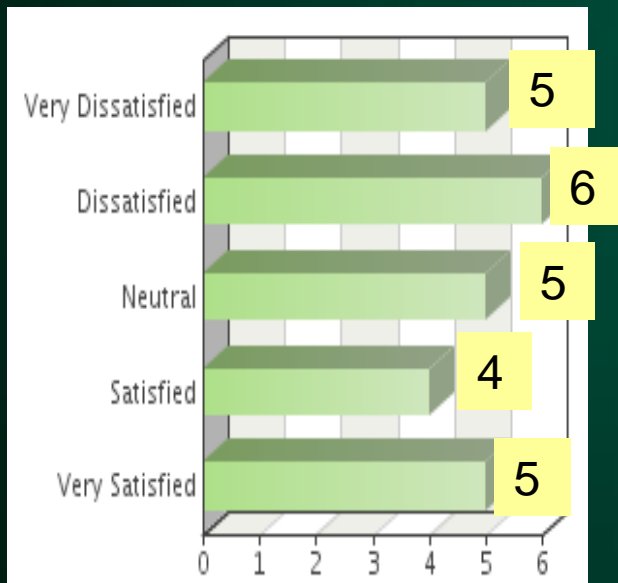
Consistent/Inconsistent



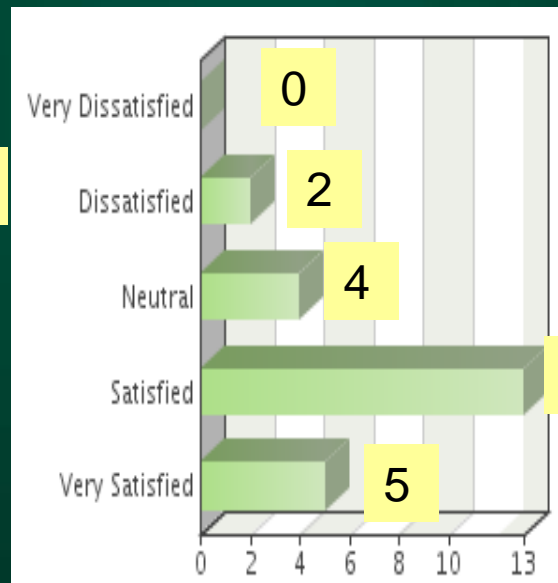
Question 13

Please rate your level of satisfaction with each of the following items on the scale.

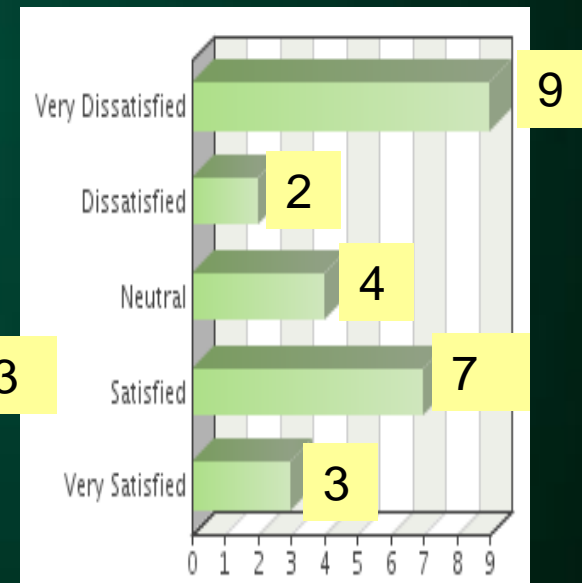
Satisfaction with Your Pay at NDSU?



Satisfaction with Benefit package?



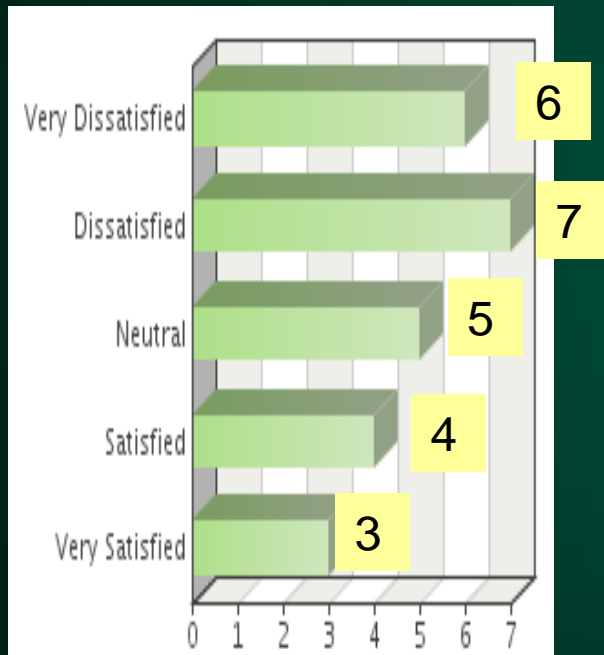
Satisfaction with Department Chair/Head



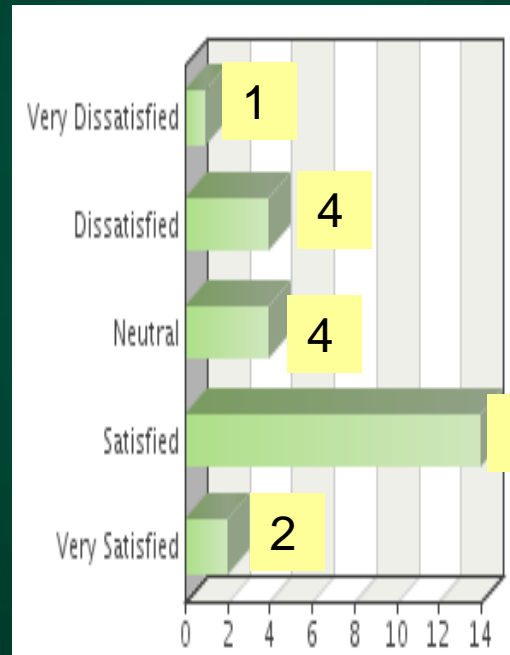
Question 13 - Continued

Please rate your level of satisfaction with each of the following items on the scale.

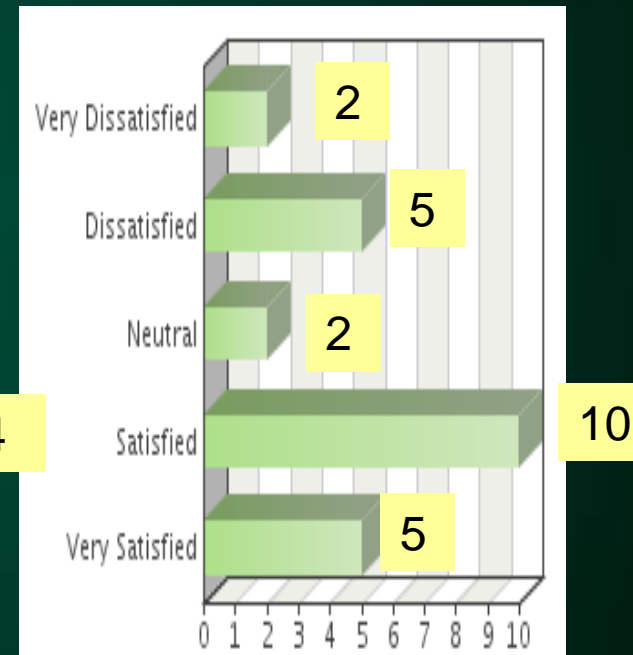
Satisfaction with Dean?



Satisfaction with Faculty Colleagues?



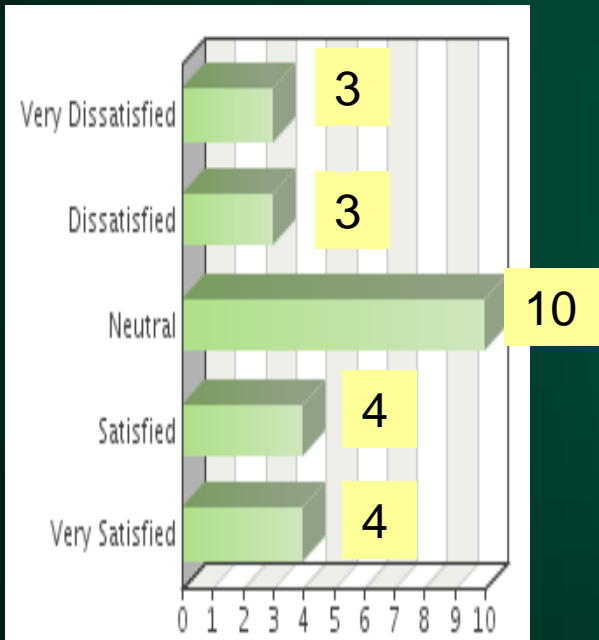
Satisfaction with Office Facilities?



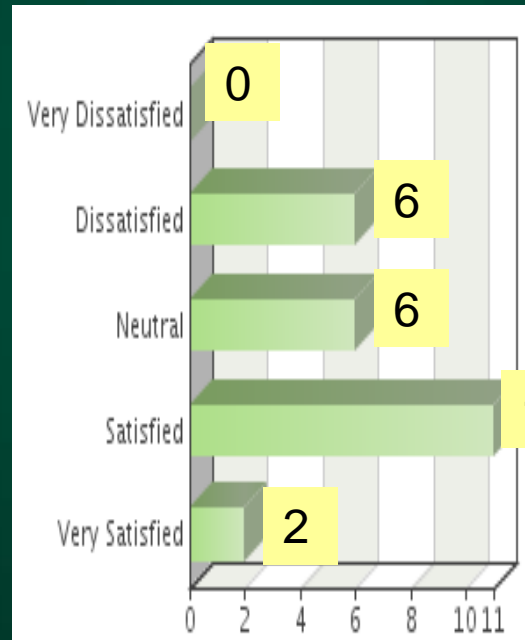
Question 13 - Continued

Please rate your level of satisfaction with each of the following items on the scale.

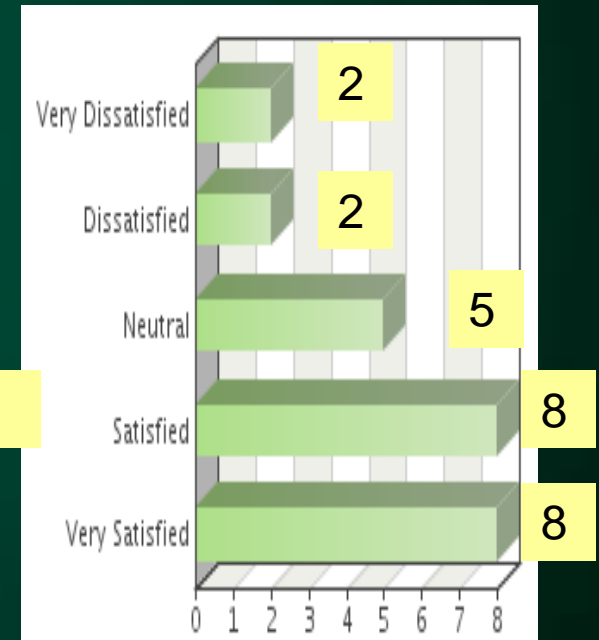
Satisfaction with other facilities you utilized (lab, equipment, etc.,)?



Satisfaction with Workload?



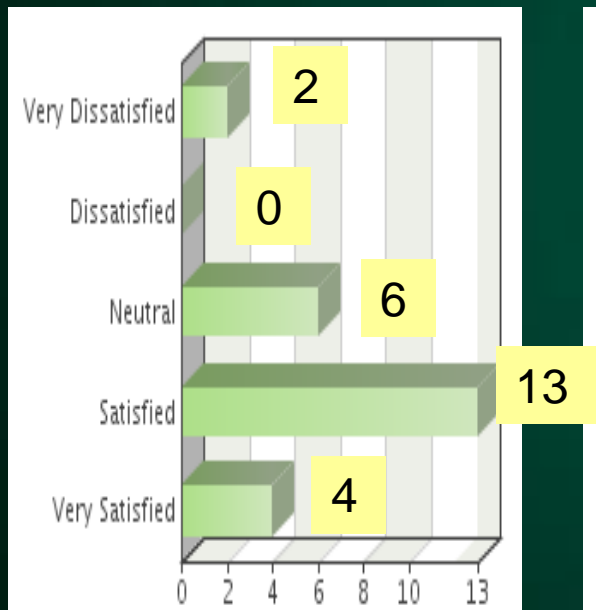
Satisfaction with the levels of Teaching/advising responsibilities?



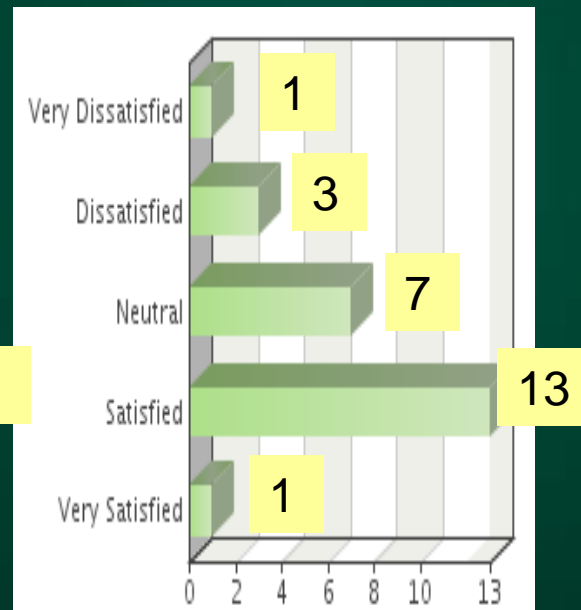
Question 13 - Continued

Please rate your level of satisfaction with each of the following items on the scale.

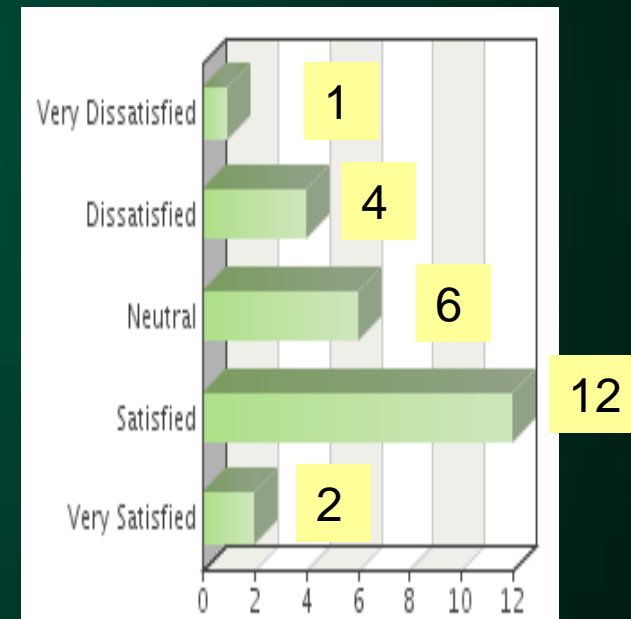
Satisfaction with the responsibilities in professional practice and extension?



Satisfaction with Institutional expectations for research?



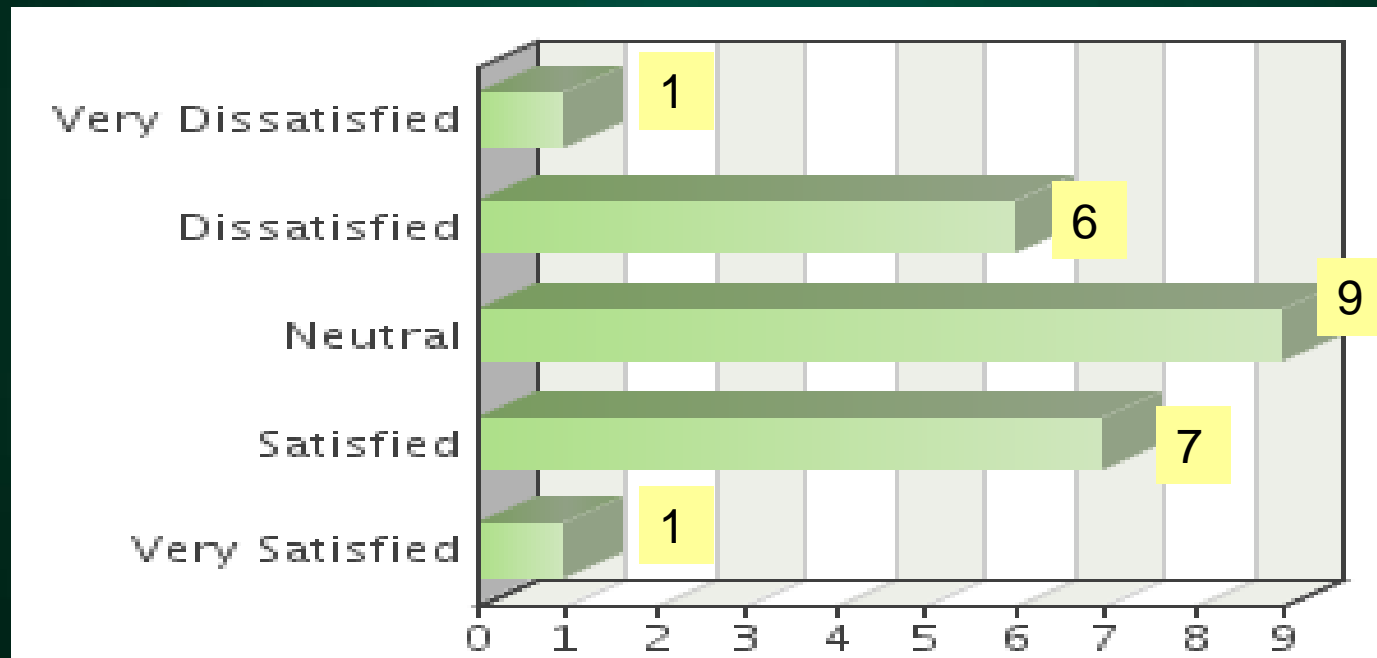
Satisfaction with expectations for institutional service?



Question 13 - Continued

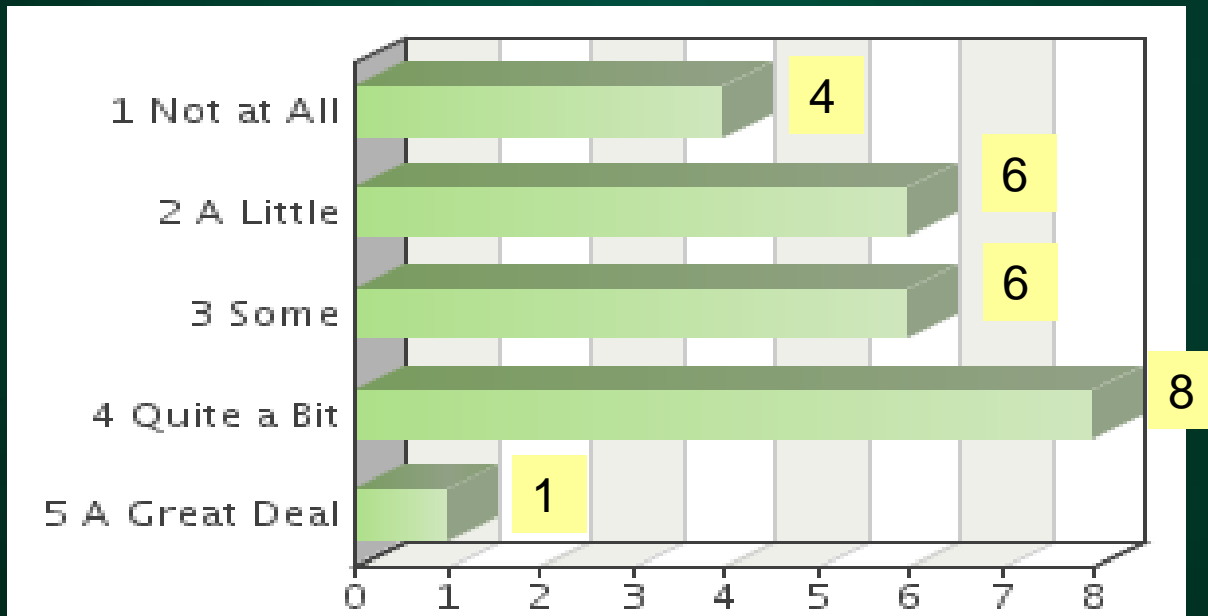
Please rate your level of satisfaction with each of the following items on the scale.

Satisfaction with your faculty position in general?



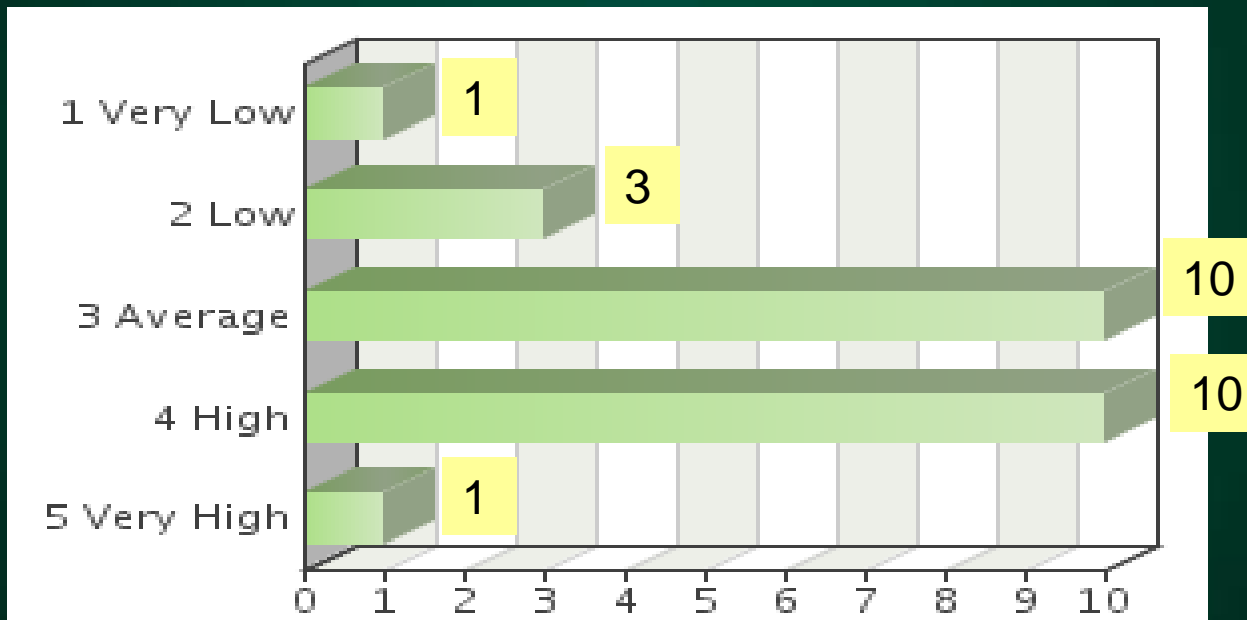
Question 14

Overall how much did work demands at NDSU interfere with your personal life?



Question 15

How would you rate the overall level or work-related stress that you experienced during your employment at NDSU?



Question 16

What was the most positive aspect of your faculty position at NDSU?

- Colleagues in the department
- Relationships with professional colleagues from across disciplines
- Interacting with fellow faculty members and having time for intellectual activity
- The friends I made among colleagues
- Encouragement and support from senior faculty

Question 17

What was the most negative aspect of your faculty position at NDSU?

- Location and hard winter
- Low Pay and Faculty do not do any research but they have more power than other faculty do excellent research. Many faculty do not want faculty do good research at NDSU. To be a good University, NDSU must emphasize more research and give more pressure to faculty for research.
- The lack of research resources.
- Low pay
- Unfair work practices
- I got little help with research and essentially no mentoring.
- Faculty in-fighting; I was not involved but most professors were hostile toward one another
- Micromanagement of my research project at the department level and low pay
- Student ratings

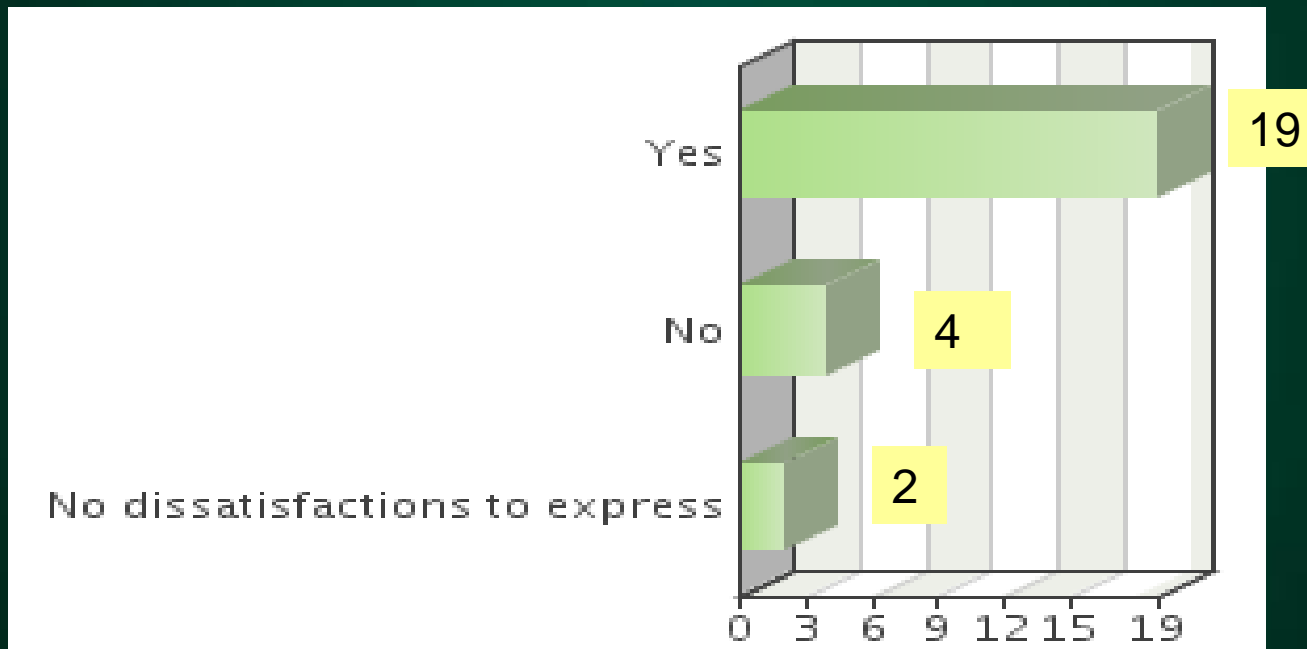
Question 17 - continued

What was the most negative aspect of your faculty position at NDSU?

- The engrained way of "doing business" at NDSU
- Limited opportunity for advancement
- Lack of common sense and negativity from Faculty colleagues in Dept. and a general
- Negative atmosphere in the Department from students as well
- Work in an unorganized and unprofessional Department
- Junior faculty's distrust in senior faculty
- The straw that broke the camel's back (why I started looking for other jobs) was my pay--there were two new male faculty members hired- one was fresh out of his Ph.D. program that was making almost \$13,000 more than I was. I had just completed my Ph.D. too, so I was hoping for a bump in pay, but I got a "normal" yearly bump--no where near what he was making. The other new hire was making almost \$10,000 and he hadn't completed his degree yet.

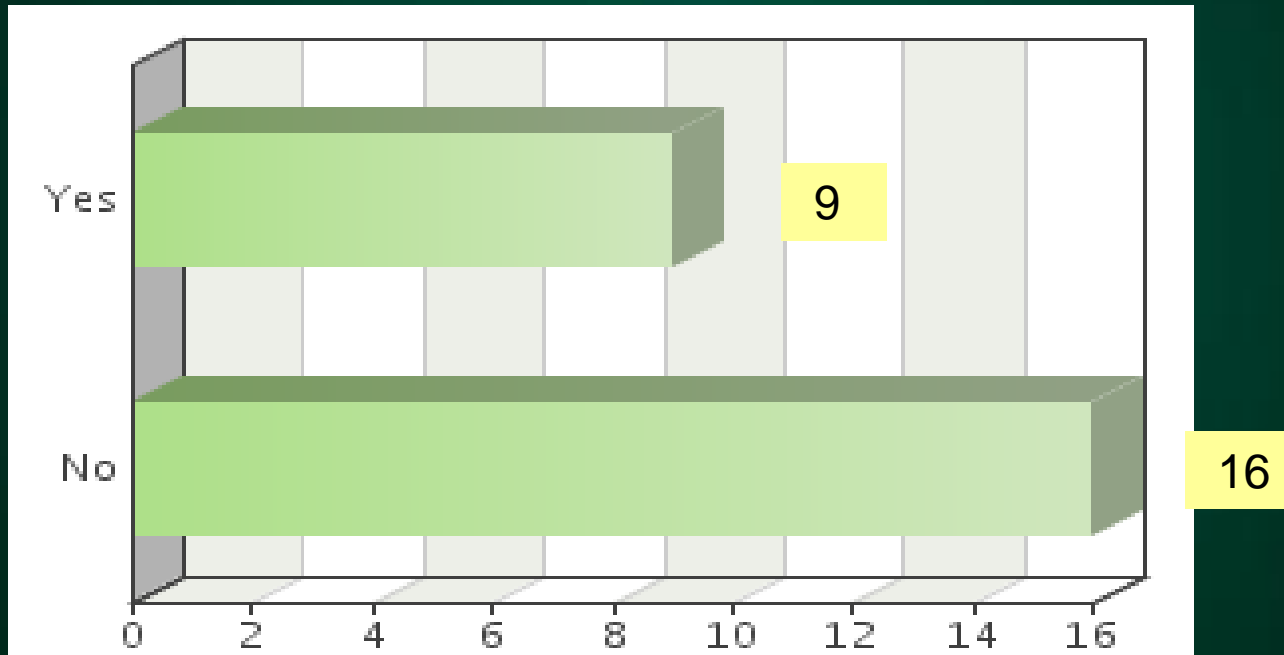
Question 18

Did you ever express dissatisfaction about aspects of your position at NDSU to a committee, departmental officer, or university administrator?



Question 19

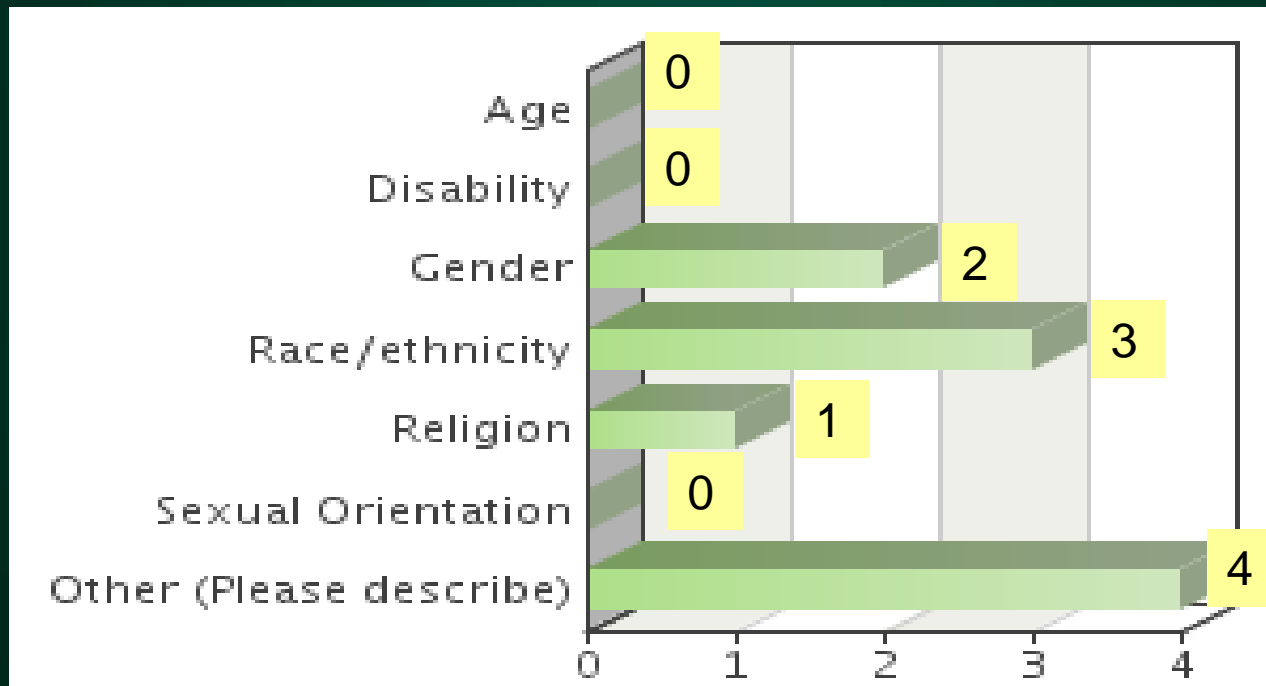
Did you ever experience any harassment or discrimination from a student, colleague, administrator, or other NDSU employee within the past 5 years?



Question 20

IF YES: What type(s) of harassment or discrimination did you experience?

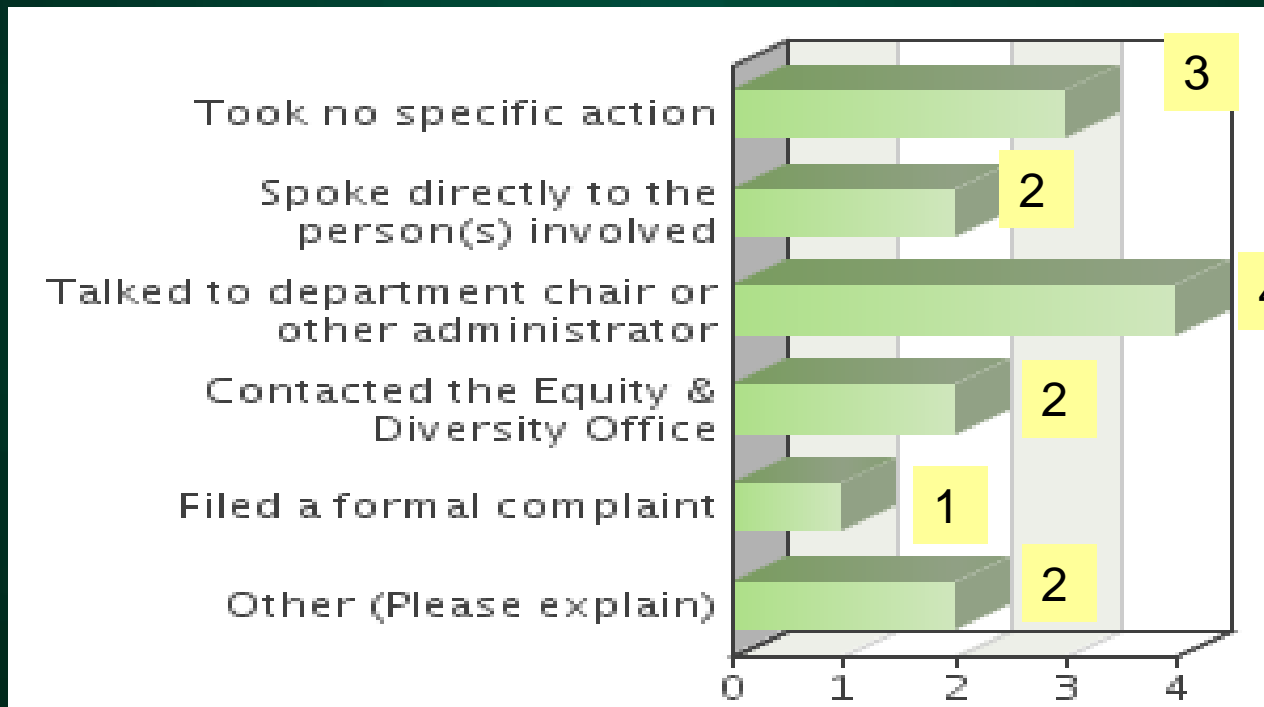
Other: Supervisor bullying, personal bias against me, hostile comments, union activity and speaking out against the administration



Question 21

IF YES: What did you do about the problem(s)?

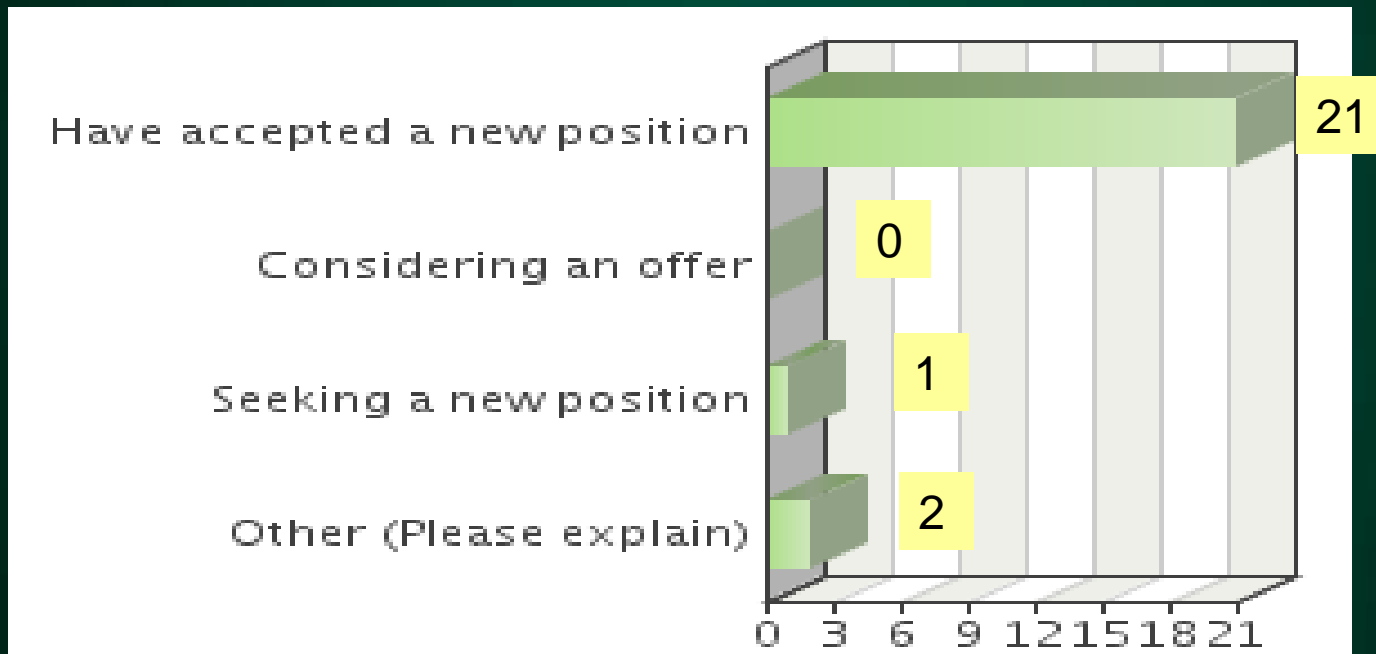
Other: Looked for another job, helped to get other faculty and staff to join the union and speak out.



Question 22

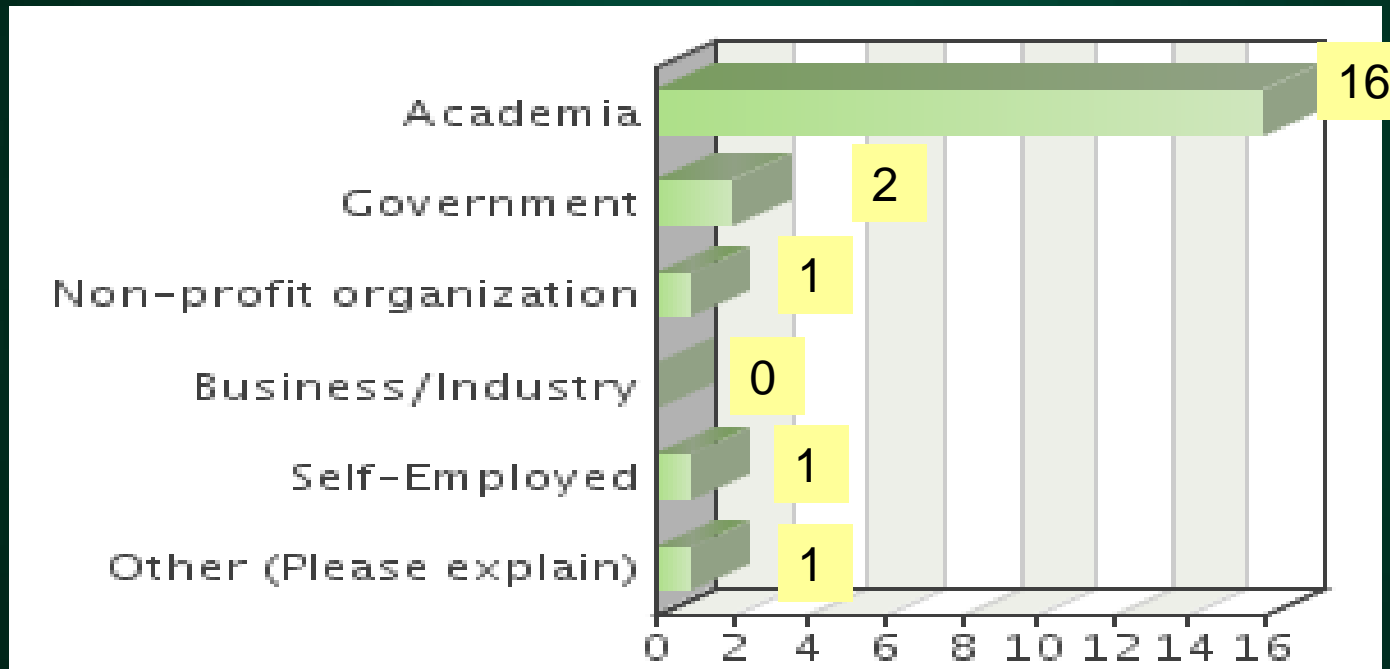
What is the status of your post-NDSU employment situation?

Other: Pursuing doctorate at another university, considering career change



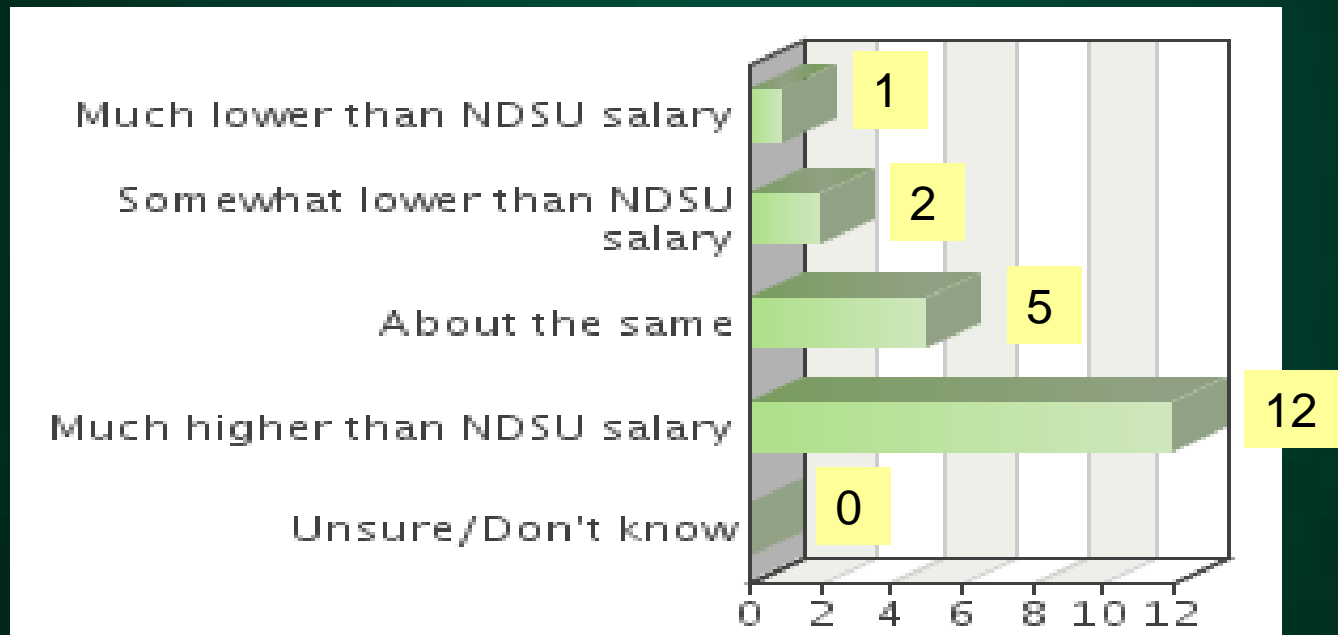
Question 23

Which of the following best describes your new position?



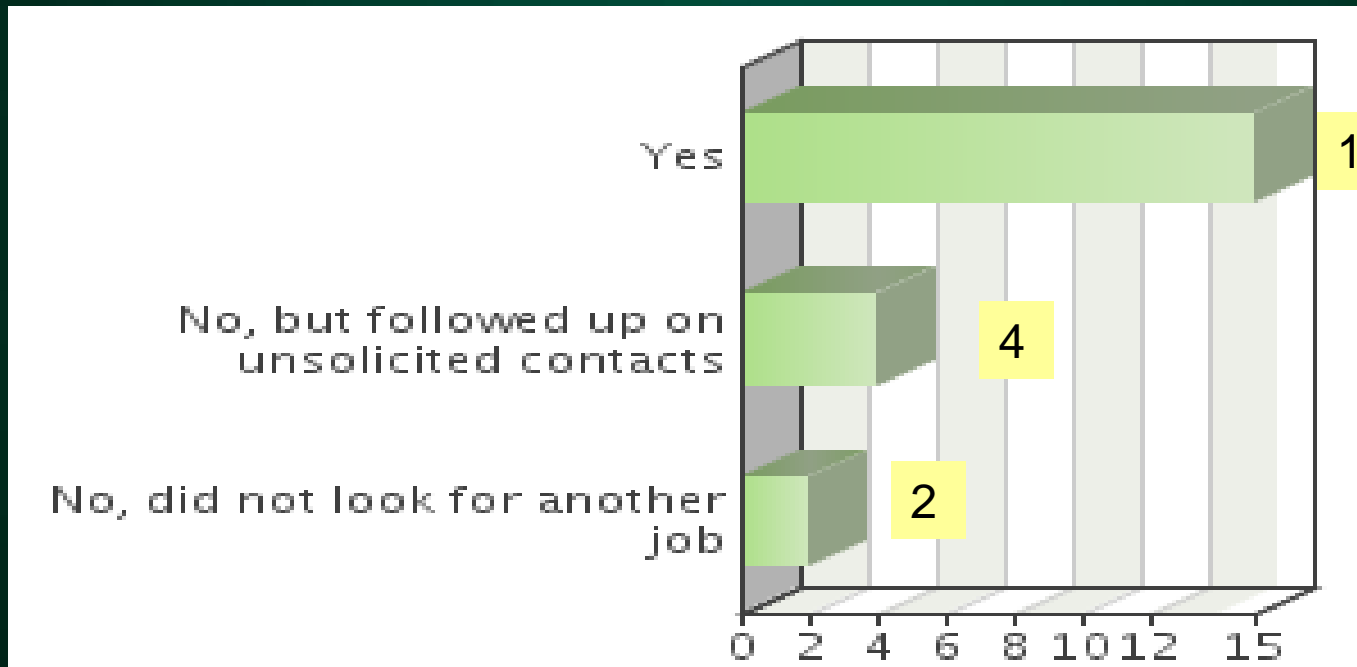
Question 24

How does your salary at your new position compare to your NDSU salary?



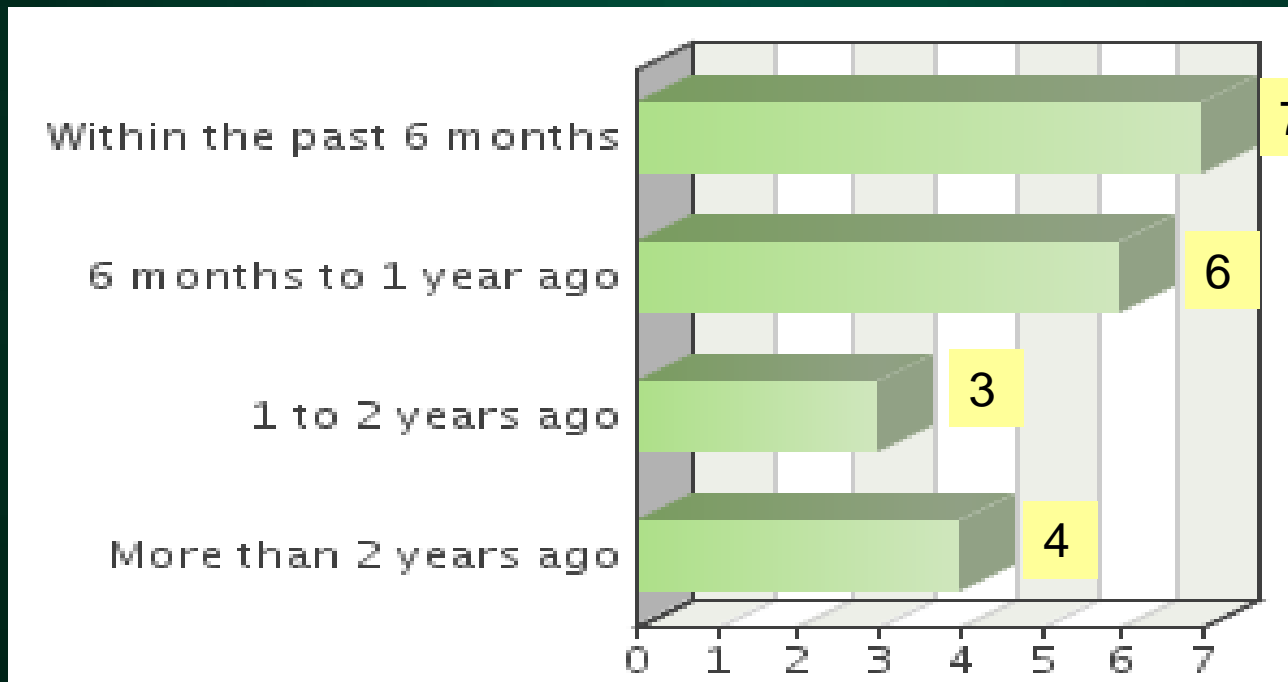
Question 25

Did you actively look for another position while you were a faculty member at NDSU?



Question 26

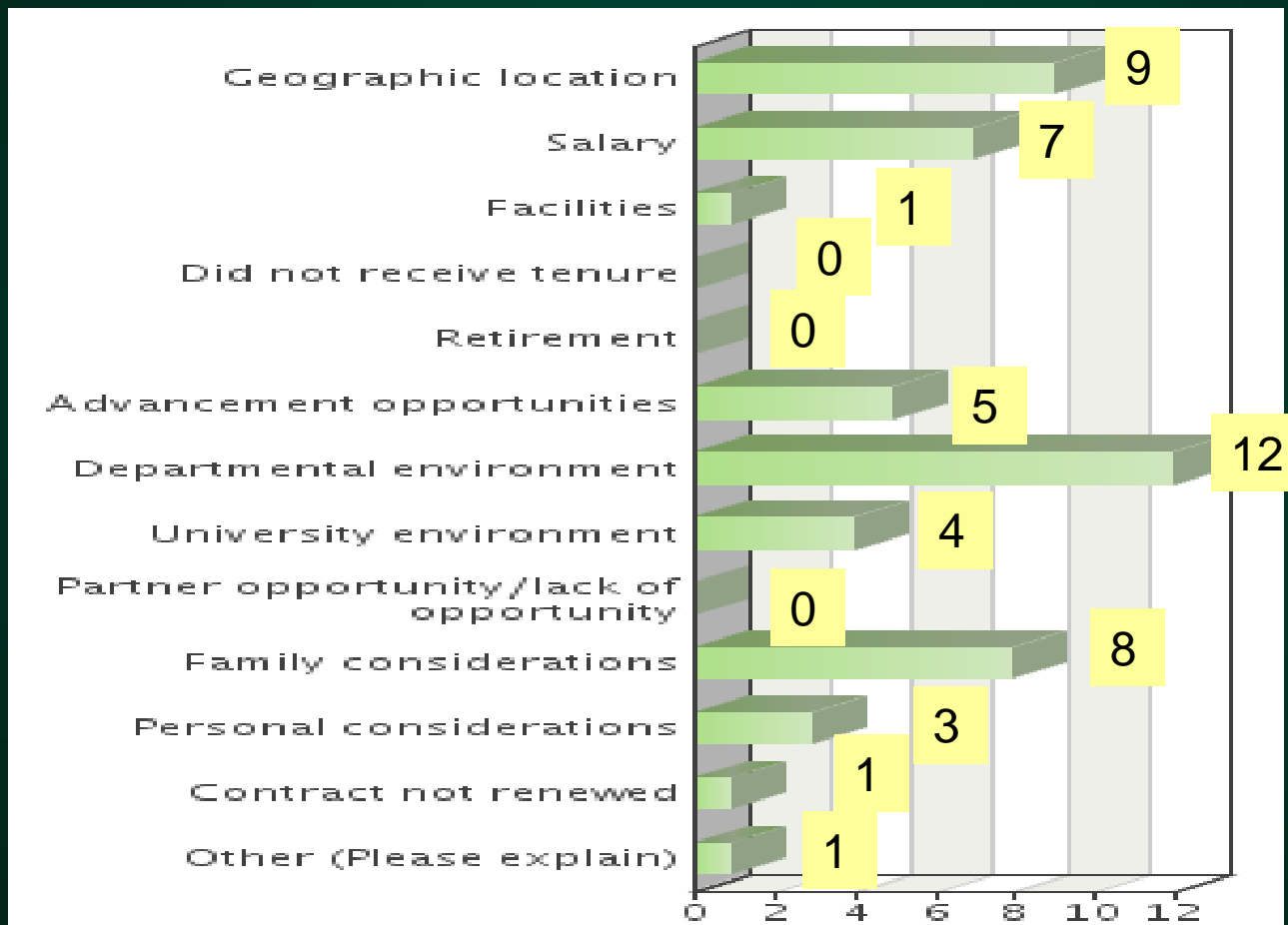
When did you begin to seriously consider resigning from your position at NDSU?



Question 27

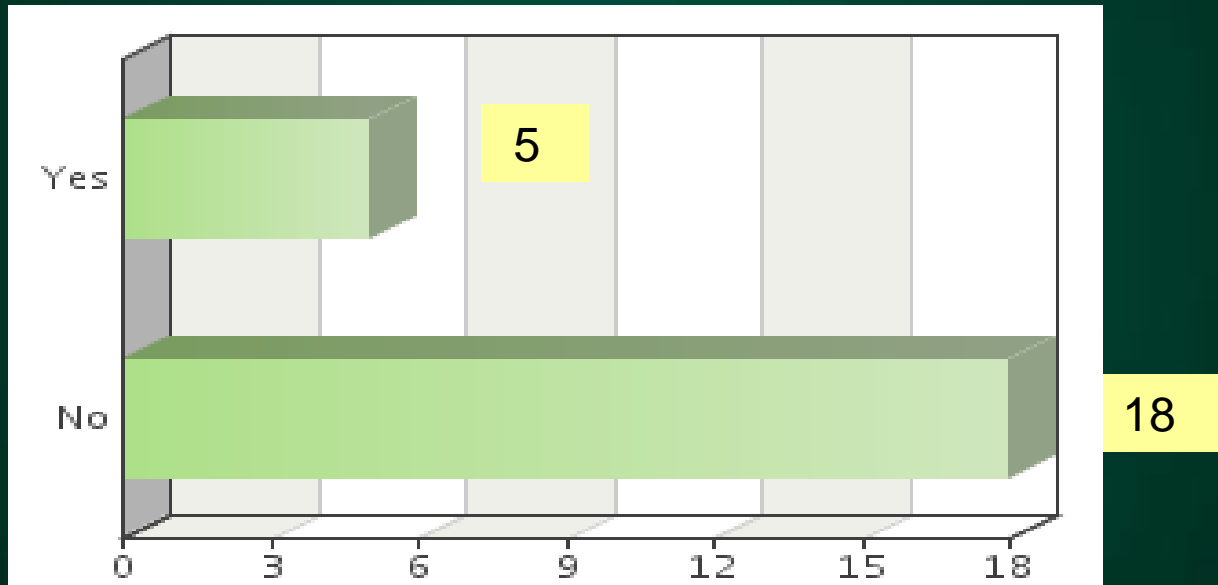
What were the primary reasons that you resigned from NDSU?

One Other Comment: "My 3rd year review was probably going to be negative and I left instead of taking a terminal contract."



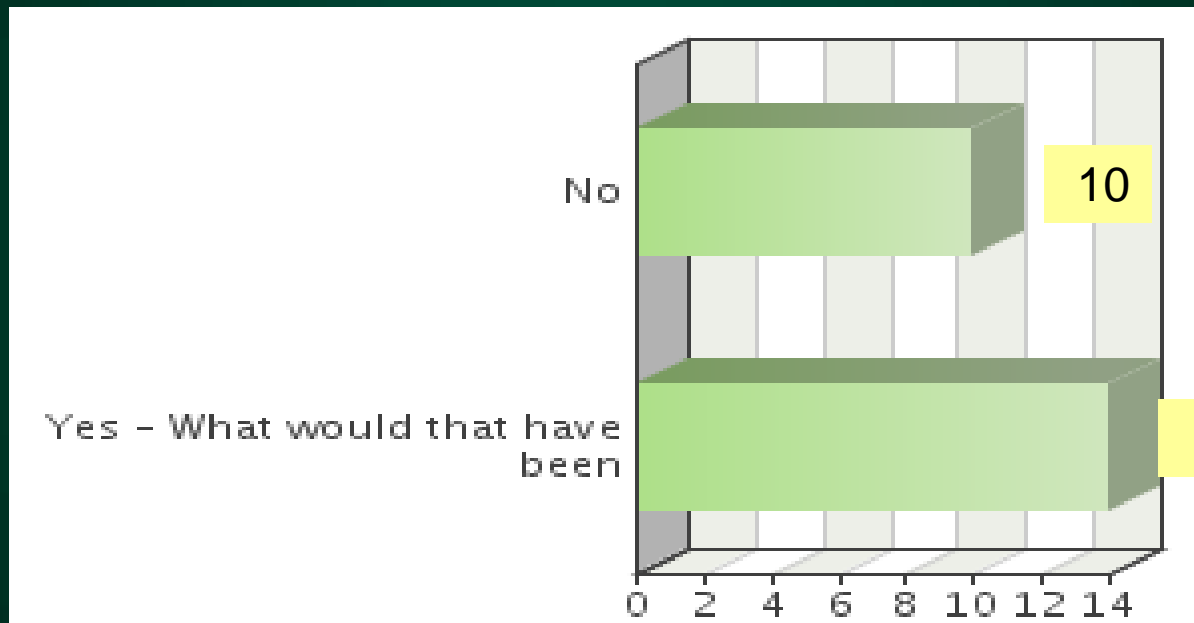
Question 28

Did your department chair or any other NDSU administrator ever ask you if there was anything that could be done to retain you?



Question 29

Is there anything that might have been done to encourage you to stay at NDSU?



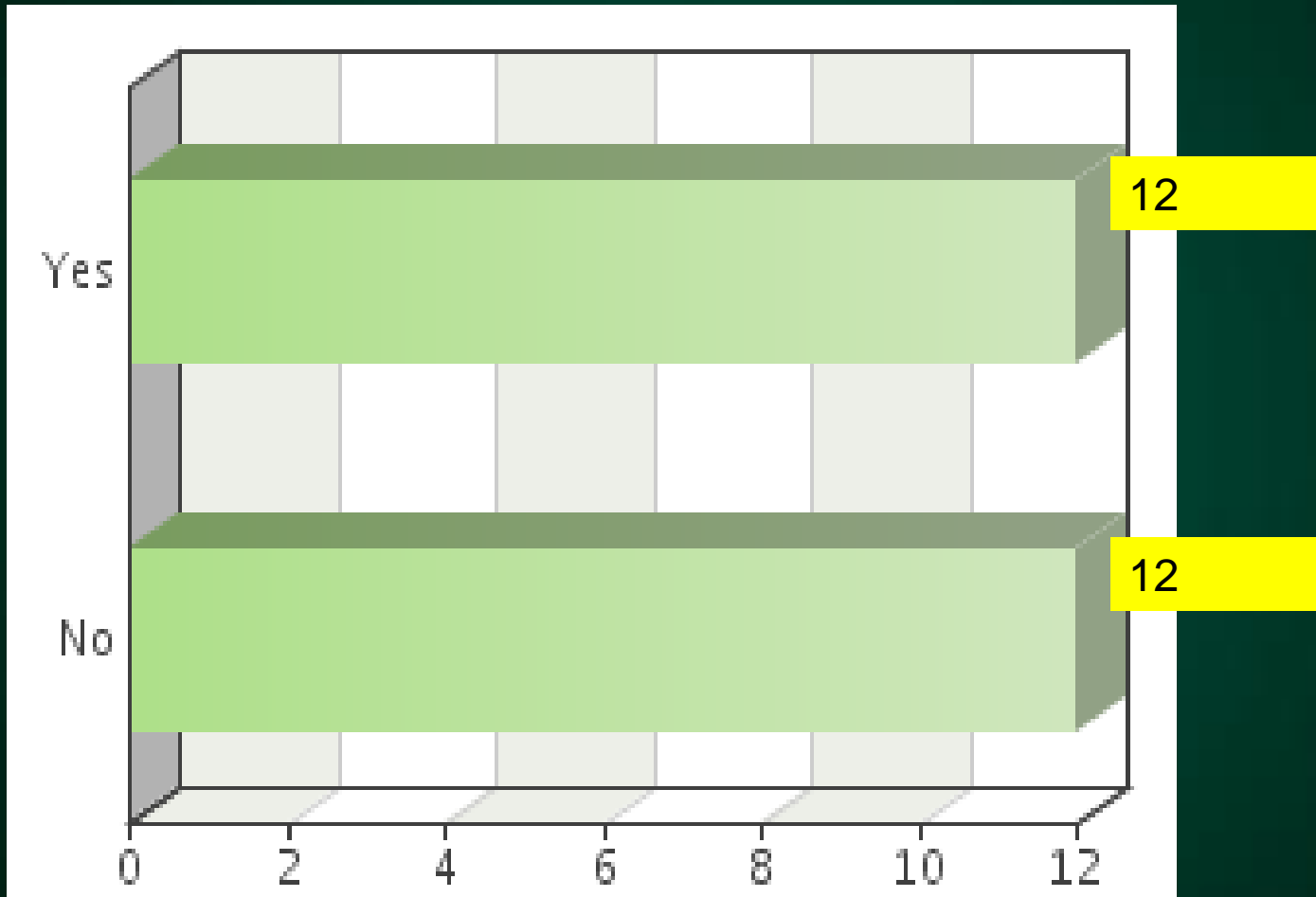
Question 29 - Continued

What would have encouraged you to stay at NDSU?

- Higher Salary
- Allowance of "reasonable" time to complete degree; not pressuring me to make a decision
- Both financial and non-financial research resources, including recruiting faculty in similar areas of research to seek critical mass in area.
- Good faith effort to resolve my complaints
- As my department review committee suggested, my appointment could have been switched to 100% teaching. I was willing to teach more classes in return for a reduced research expectation.
- Increase salary and support research at administrative levels
- Fire the entire administration
- To send me for improvements of my teaching skills.
- Retract some very bad previous decisions.
- Promotion to increased administrative duties
- More support
- Cleanup the Department

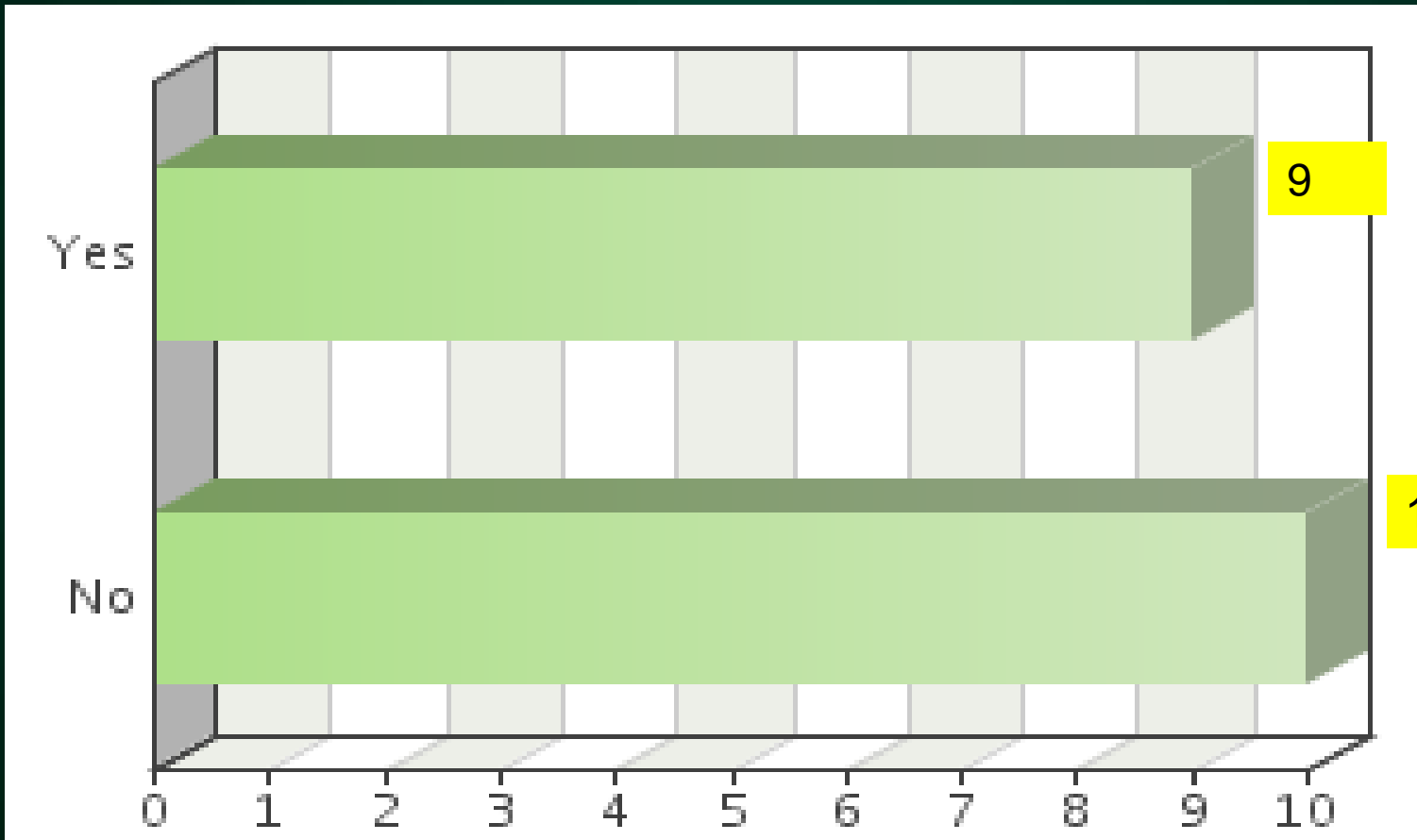
Question 30

Did you feel that you were encouraged to leave NDSU?



Question 31

Would you recommend NDSU to others as a good place to be a faculty member?



Question 32

What changes, if any, need to be made to assist retaining faculty at NDSU?

- Change strategy to retain faculty
- Library resources
- Department heads must be held accountable for their actions, performance reviews of department heads and deans (now infrequent and perfunctory) need to be strengthened to at least the level of reviews of faculty. University policy concerning faculty complaints must be revised to provide for non-administrative review of faculty complaints against administrators
- Respect faculty governance
- Encourage diversity of the student body.
- Greater communication with senior department faculty members would have been helpful (e.g., the chair). I didn't know if my progress was sufficient for attaining tenure.
- Promotion and tenure need to be based on merit
- Investigate productivity, collegiality, and attitudes of spousal hires in order to determine their impact on departments and fully recruited faculty members

Question 33

Please record any other comments or observations that might be helpful to the NDSU administration.

- Top administrators' decisions are not well communicated with other people
- More active involvement of higher Administration to clear up negative energy in departments

THANK YOU!

NDSU equity diversity
global outreach

