For faculty who left (Survey)
Survey Results
1 filter(s) defined
Total Number of Respondents (N): 26 of 46

1. Sex:
A) Ballot

Method: Multiple Selection
Options: Allow Bypass
        Maximum Selections: [1]
Descriptions: Please choose one
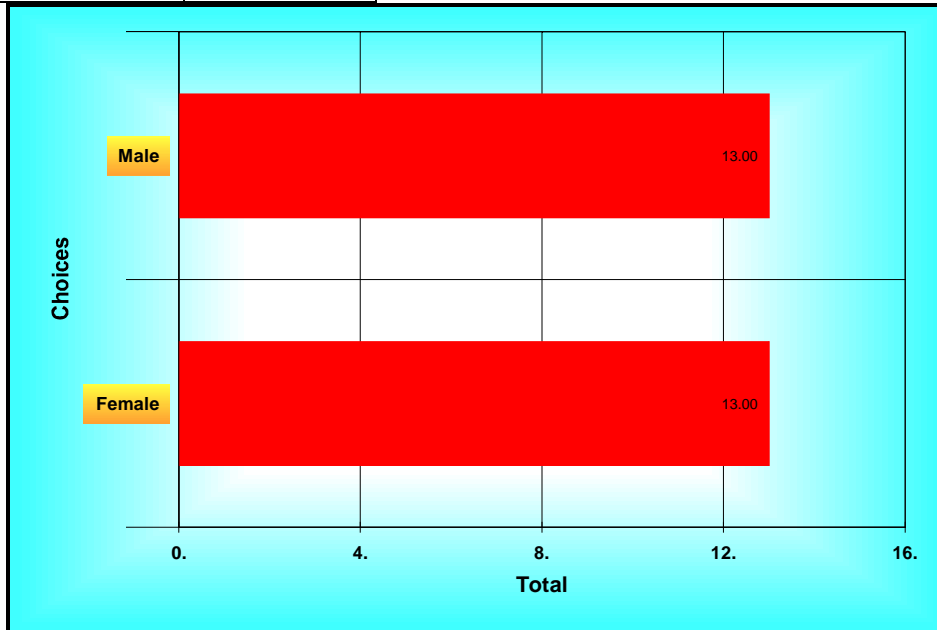Number of Choices: 2

B) Results Spread

Statistics
Total   2.00
N   26
Table Sorted By Total

Choices	Total
Male	13
Female	13

Results Chart (1. Sex:)

2. Rank upon leaving NDSU:
A) Ballot
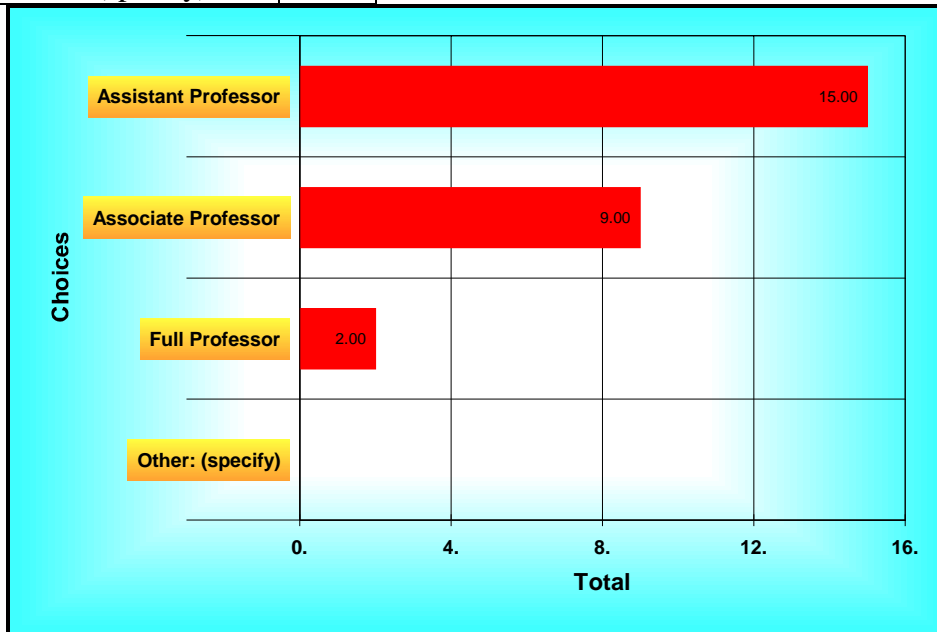
        Method: Multiple Selection
        Options: Allow Bypass
                Enter Text for Last Choice
                Maximum Selections: [1]
        Descriptions: Pleaase choose one
        Number of Choices: 4

B) Results Spread

        Statistics
        Total   3.00
        N   26
        Table Sorted By Total

C) Text Responses

Choices	Total
Assistant Professor	15
Associate Professor	9
Full Professor	2
Other: (specify)	0

Results Chart (2. Rank upon leaving NDSU:)

3. Number of years at that rank:
A) Ballot

Method:	Multiple Selection
Options:	Allow Bypass
Maximum Selections:	[1]
Descriptions:	Please choose one
Number of Choices:	7

B) Results Spread

Statistics
Total   7.00
N   26
Table Sorted By Total

Choices	Total
1-2	6
2-3	6
3-4	4
4-5	3
5-6	3
6+	3
less than 1	1
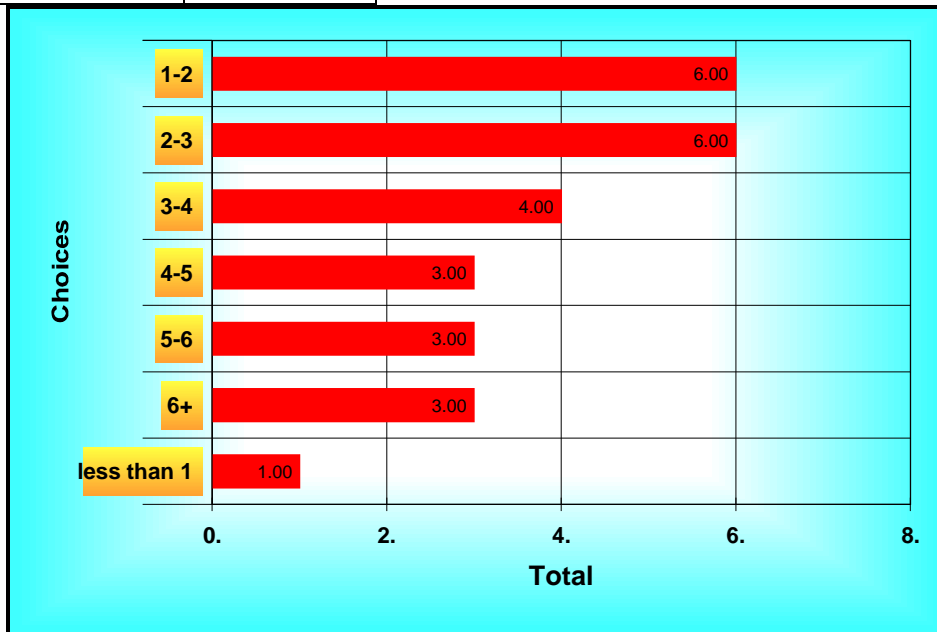
Results Chart (3. Number of years at that rank:)

Filter- None of the above; I was not in Science, Math, ...
4. In what area was your appointment?
A) Ballot

Method:	Multiple Selection	
Options:	Allow Bypass	
	Maximum Selections: [1]	
Descriptions:	Please choose one	
Number of Choices:	2	

B) Results Spread

Statistics
Total   1.00
N   26
Table Sorted By Total

Choices	Total
None of the above; I was not in Science, Math, Eng	26
(check box if you are in a Science, Math, Engineer	0

Results Chart (4. In what area was your appointment?)

5. Relationship status when arriving at NDSU:
A) Ballot
        Method: Multiple Selection
        Options: Allow Bypass
                Enter Text for Last Choice
                Maximum Selections: [1]
        Descriptions: Please choose one
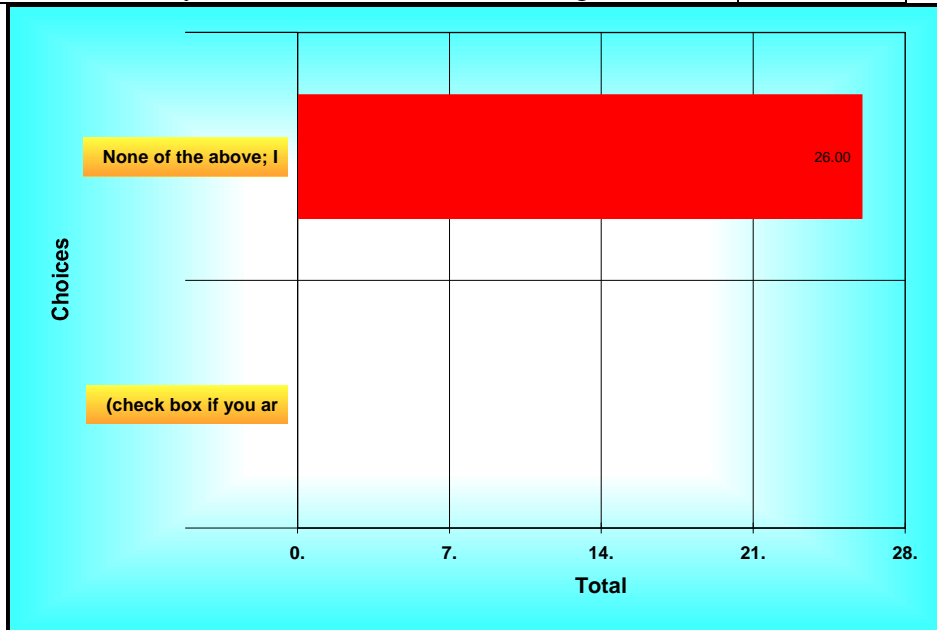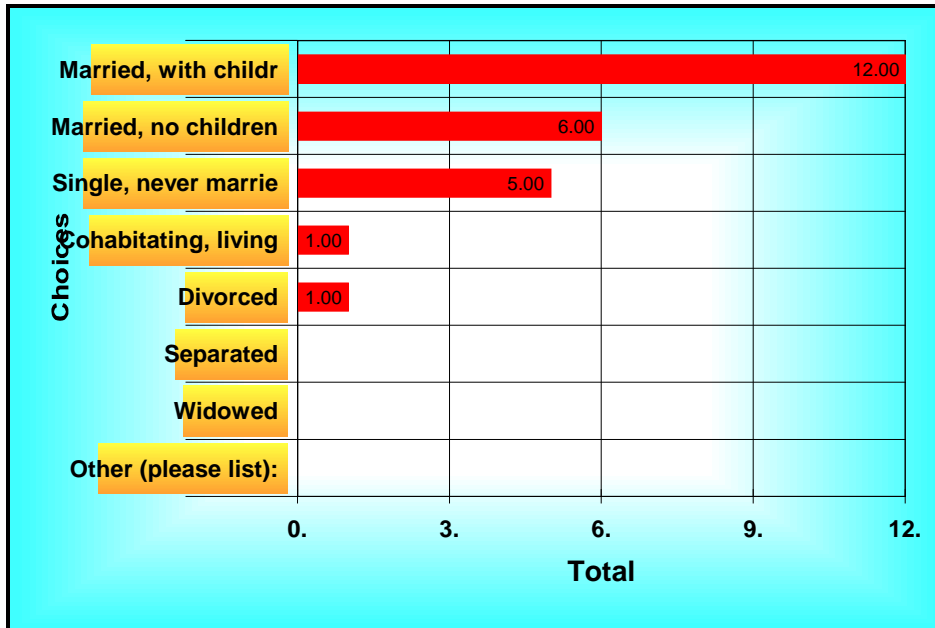   Number of Choices: 8
B) Results Spread
        Statistics
        Total   5.00
        N   26
        Table Sorted By Total
C) Text Responses

Choices	Total
Married, with children	12
Married, no children	6
Single, never married	5
Cohabitating, living with your partner in an intim	1
Divorced	1
Separated	0
Widowed	0
Other (please list):	0

Results Chart (5. Relationship status when arriving at NDSU:)

6. The tenure process was clear.
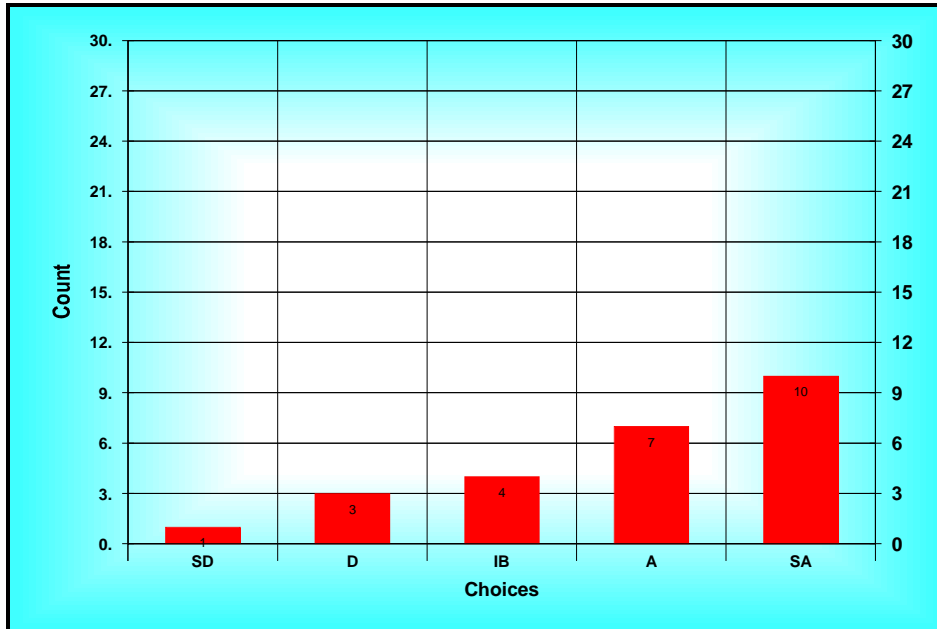**A) Ballot**
      Method: Custom Method
      Options: Allow Bypass
      Descriptions: SD = Strongly Disagree   D = Disagree   IB = In Between   A = Agree   SA = Strongly Agree

B) Results Spread

Choices	Count
SD(1)	1
D(2)	3
IB(3)	4
A(4)	7
SA(5)	10

Statistics
Total   97
Mean   A(3.88)
Mode   SA
High   SA
Low   SD
STD   1.20
N   26
n   25

Results Chart (6. The tenure process was clear.)

7. I was satisfied with the number of courses I taught.
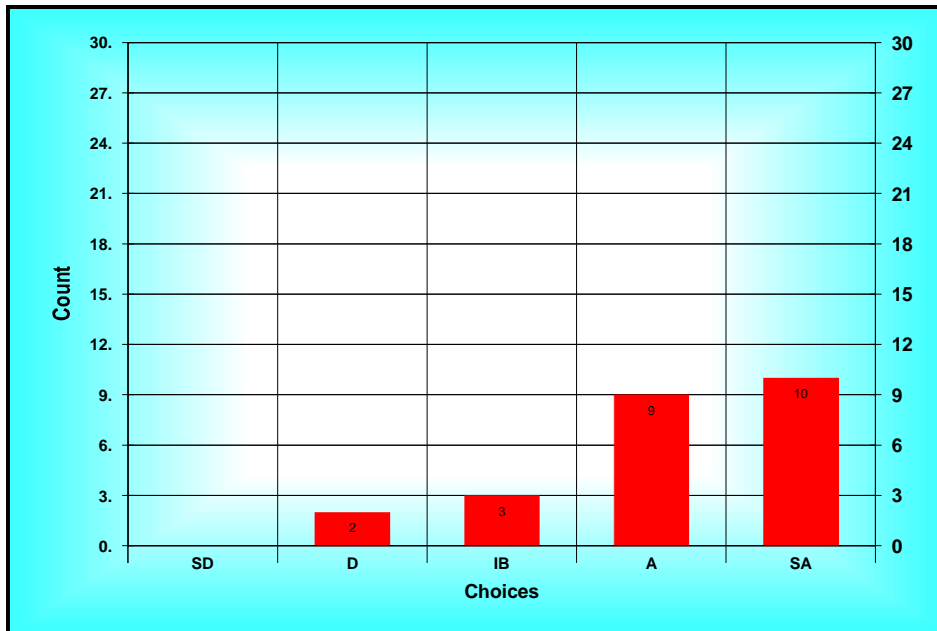
A) Ballot

Method:	Custom Method
Options:	Allow Bypass
Descriptions:	SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

Choices	Count
SD(1)	0
D(2)	2
IB(3)	3
A(4)	9
SA(5)	10

Statistics

Total	99
Mean	A(4.13)
Mode	SA
High	SA
Low	D
STD	0.95
N	26
n	24

Results Chart (7. I was satisfied with the number of courses I...)

8. Communication within my department was not effective.
A) Ballot
Method:	Custom Method
Options:	Allow Bypass
Descriptions:	SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

Choices	Count
SD(1)	4
D(2)	5
IB(3)	4
A(4)	5
SA(5)	6

Statistics
Total	76
Mean	IB(3.17)
Mode	SA
High	SA
Low	SD
STD	1.46
N	26
n	24

Results Chart (8. Communication within my department was not...)

9. The expectations for performance as a department colleague were clear.
A) Ballot
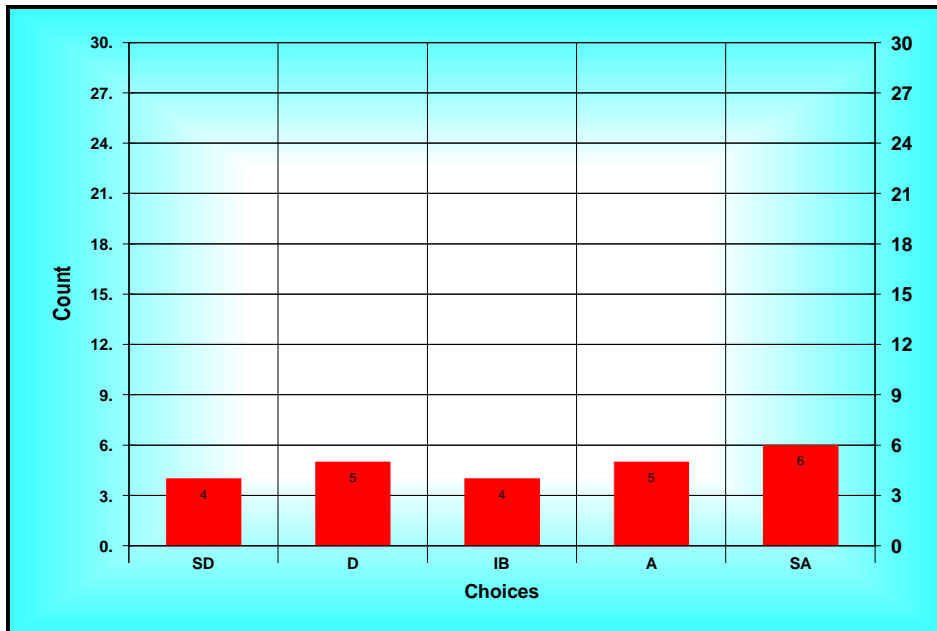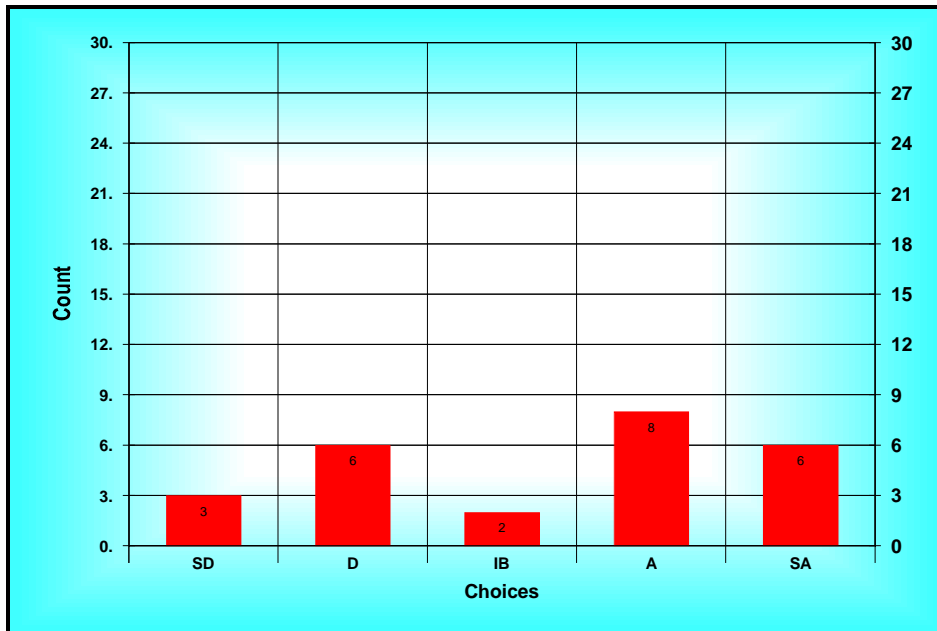   Method: Custom Method
        Options: Allow Bypass
        Descriptions: SD = Strongly Disagree   D = Disagree   IB = In Between   A = Agree   SA = Strongly Agree
B) Results Spread

Choices	Count
SD(1)	3
D(2)	6
IB(3)	2
A(4)	8
SA(5)	6

Statistics
Total *83*
Mean *IB(3.32)*
Mode *A*
High *SA*
Low *SD*
STD *1.41*
N *26*
n *25*

Results Chart (9. The expectations for performance as a department...)

10. The informal mentoring was effective.
A) Ballot
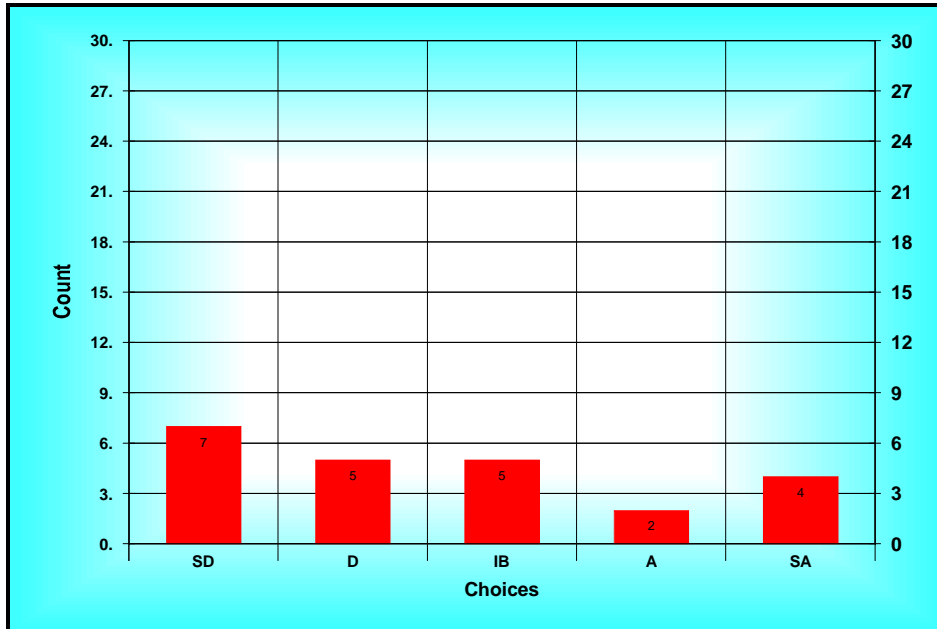
      Method: Custom Method

      Options: Allow Bypass

      Descriptions: SD = Strongly Disagree   D = Disagree   IB = In Between   A = Agree   SA = Strongly Agree

B) Results Spread

Choices	Count
SD(1)	7
D(2)	5
IB(3)	5
A(4)	2
SA(5)	4

Statistics

Total   *60*

Mean   *IB(2.61)*

Mode   *SD*

High   *SA*

Low   *SD*

STD   *1.47*

N   *26*

n   *23*

Results Chart (10. The informal mentoring was effective.)

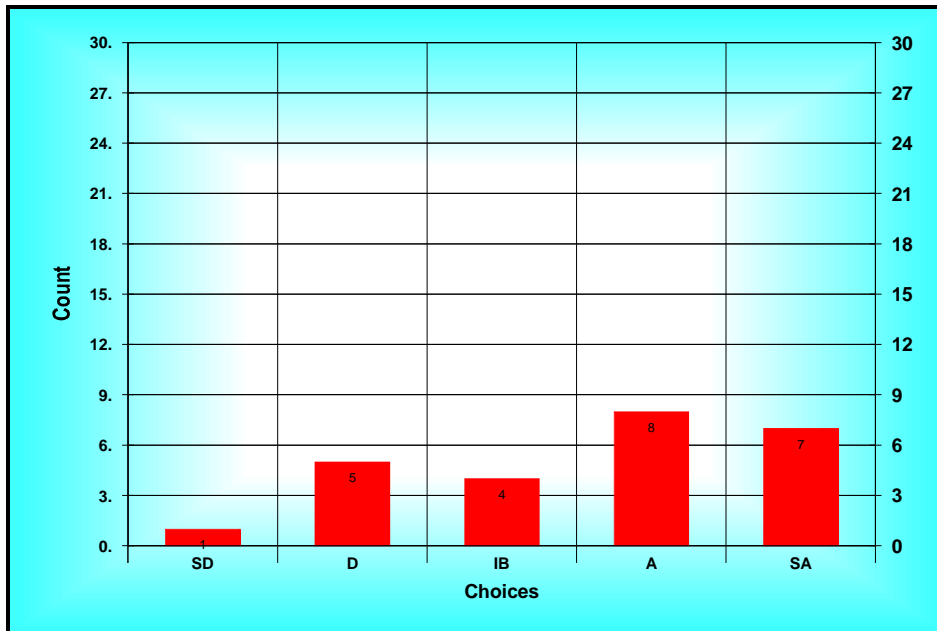## 11. The criteria for tenure were clear.

A) Ballot

Method: Custom Method

Options: Allow Bypass

Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

Choices	Count
SD(1)	1
D(2)	5
IB(3)	4
A(4)	8
SA(5)	7

Statistics

Total   90

Mean   A(3.60)

Mode   A

High   SA

Low   SD

STD   1.22

N   26

n   25

Results Chart (11. The criteria for tenure were clear.)

12. There were faculty similar to me in my department.
A) Ballot
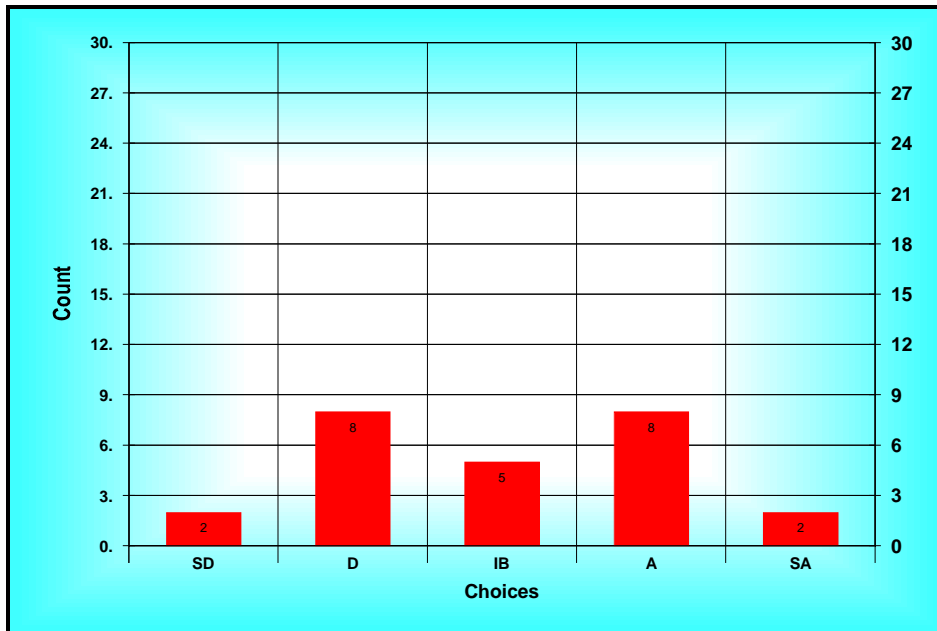>Method: Custom Method
>Options: Allow Bypass
>Descriptions: SD = Strongly Disagree   D = Disagree   IB = In Between   A = Agree   SA = Strongly Agree

B) Results Spread

Choices	Count
SD(1)	2
D(2)	8
IB(3)	5
A(4)	8
SA(5)	2

Statistics
Total   75
Mean   IB(3.00)
Mode   ??
High   SA
Low   SD
STD   1.15
N   26
n   25

Results Chart (12. There were faculty similar to me in my department.)

13. I was dissatisfied with the fairness of my immediate supervisor's evaluation of my work.

A) Ballot
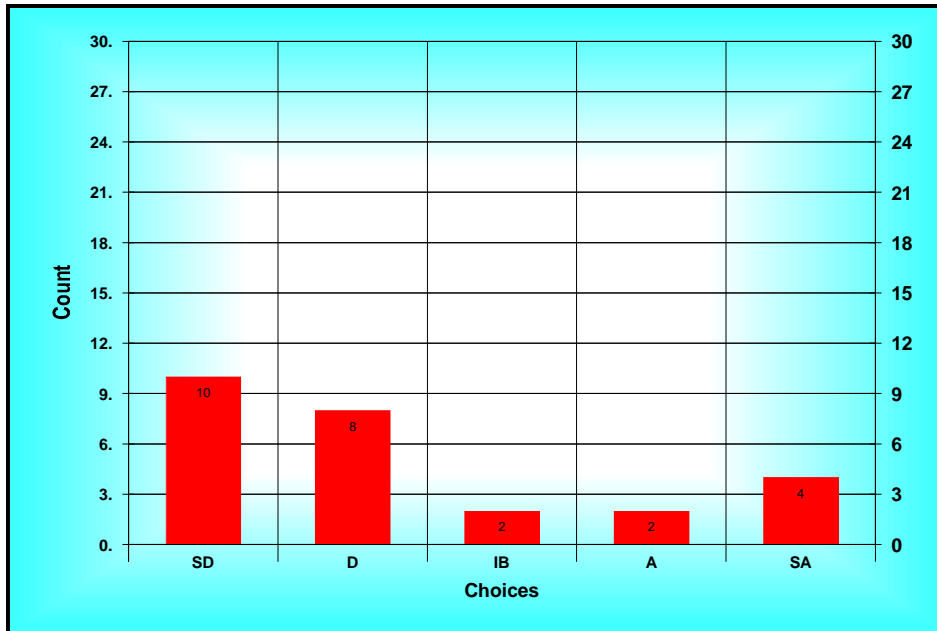
    Method: Custom Method
    Options: Allow Bypass
    Descriptions: SD = Strongly Disagree   D = Disagree   IB = In Between   A = Agree   SA = Strongly Agree

B) Results Spread

Choices	Count
SD(1)	10
D(2)	8
IB(3)	2
A(4)	2
SA(5)	4

Statistics
Total   60
Mean   D(2.31)
Mode   SD
High   SA
Low   SD
STD   1.46
N   26
n   26

Results Chart (13. I was dissatisfied with the fairness of my...)

14. I was dissatisfied with the quality of computer services.
A) Ballot

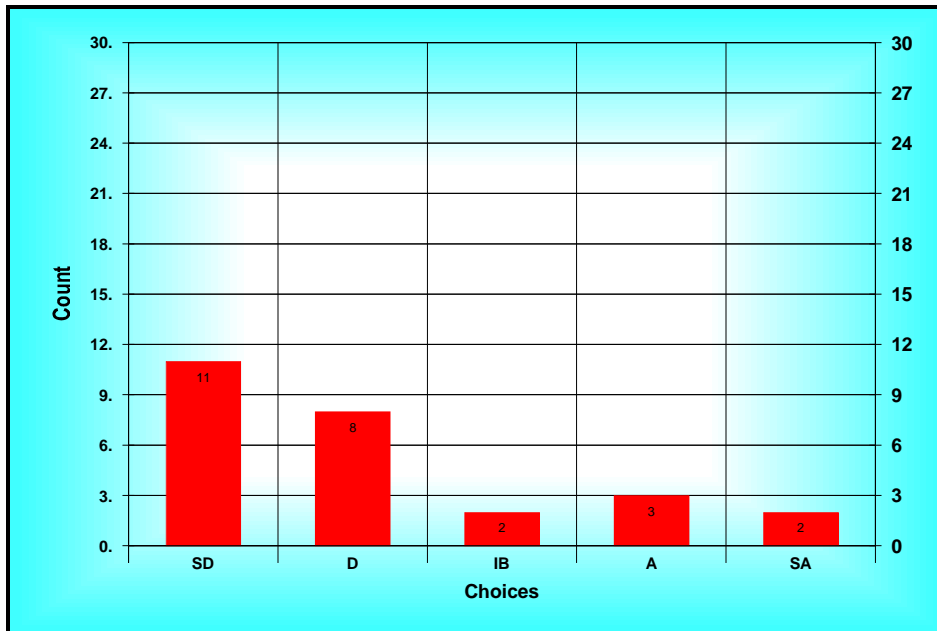   Method: Custom Method

        Options: Allow Bypass

        Descriptions: SD = Strongly Disagree   D = Disagree   IB = In Between   A = Agree   SA = Strongly Agree

B) Results Spread

Choices	Count
SD(1)	11
D(2)	8
IB(3)	2
A(4)	3
SA(5)	2

Statistics

Total	55
Mean	D(2.12)
Mode	SD
High	SA
Low	SD
STD	1.31
N	26
n	26

Results Chart (14. I was dissatisfied with the quality of computer...)

15. Communication between my chair and me was effective.
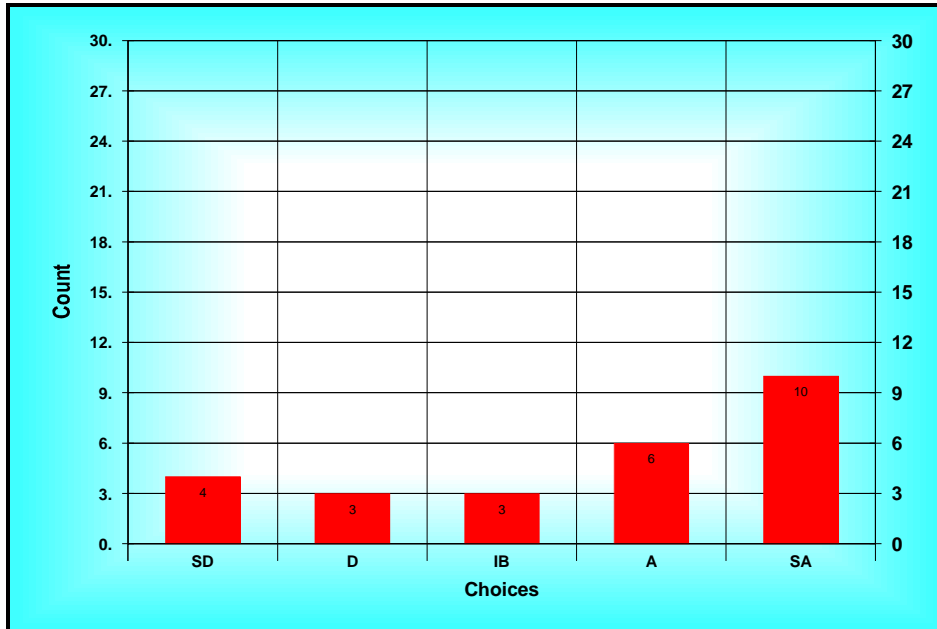**A) Ballot**

Method: Custom Method
Options: Allow Bypass
Descriptions: SD = Strongly Disagree   D = Disagree   IB = In Between   A =
Agree   SA = Strongly Agree

B) Results Spread

Choices	Count
SD(1)	4
D(2)	3
IB(3)	3
A(4)	6
SA(5)	10

Statistics
Total   93
Mean   A(3.58)
Mode   SA
High   SA
Low   SD
STD   1.50
N   26
n   26

Results Chart (15. Communication between my chair and me was...)

16. NDSU was not a good place in which to work.

A) Ballot
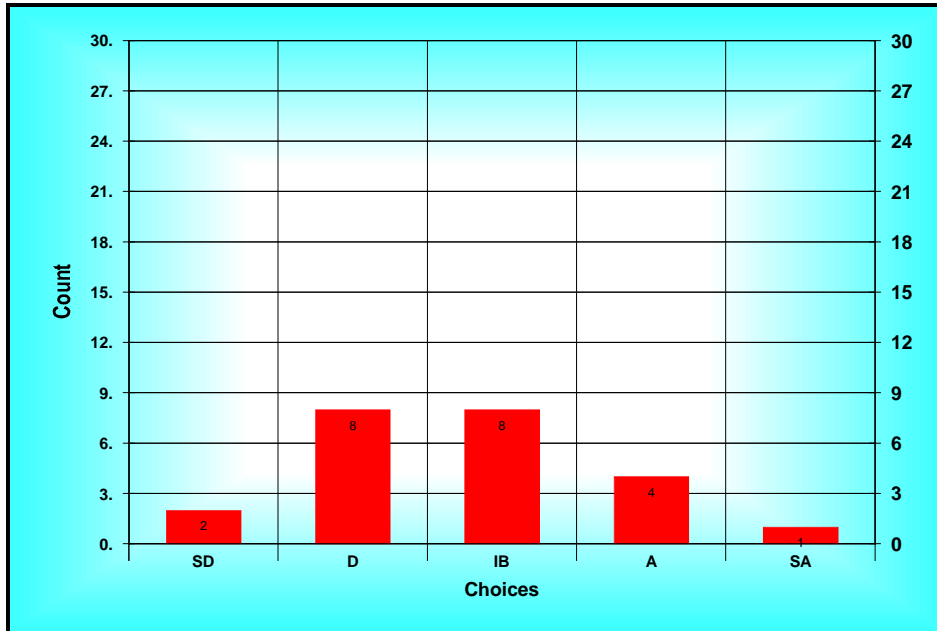
      Method: Custom Method

      Options: Allow Bypass

      Descriptions: SD = Strongly Disagree   D = Disagree   IB = In Between   A = Agree   SA = Strongly Agree

B) Results Spread

Choices	Count
SD(1)	2
D(2)	8
IB(3)	8
A(4)	4
SA(5)	1

Statistics
Total   *63*
Mean *IB(2.74)*
Mode *??*
High   *SA*
Low   *SD*
STD   *1.01*
N   *26*
n   *23*

Results Chart (16. NDSU was not a good place in which to work.)

17. If I wanted to advance to a leadership role on campus, I could have done so.
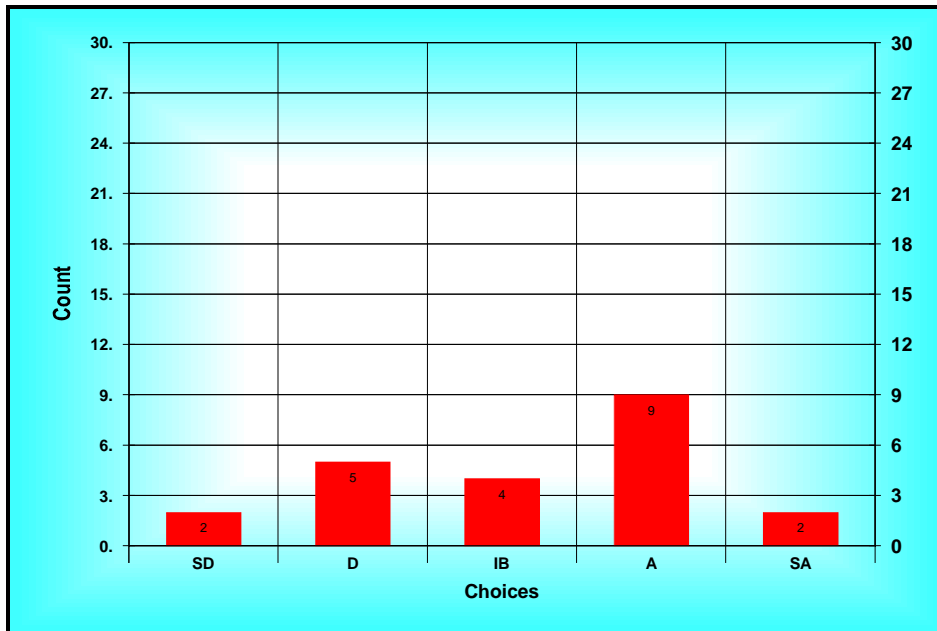**A) Ballot**

Method:	Custom Method
Options:	Allow Bypass
Descriptions:	SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

Choices	Count
SD(1)	2
D(2)	5
IB(3)	4
A(4)	9
SA(5)	2

Statistics
Total	70
Mean	IB(3.18)
Mode	A
High	SA
Low	SD
STD	1.18
N	26
n	22

Results Chart (17. If I wanted to advance to a leadership role on...)

18. I did not feel a sense of unity and cohesion among the faculty in my department.
A) Ballot

Method:	Custom Method
Options:	Allow Bypass
Descriptions:	SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

Choices	Count
SD(1)	4
D(2)	7
IB(3)	2
A(4)	8
SA(5)	5

Statistics
Total   81
Mean   IB(3.12)
Mode   A
High   SA
Low   SD
STD   1.42
N   26
n   26

Results Chart (18. I did not feel a sense of unity and cohesion...)

19. The formal mentoring program was effective.
A) Ballot
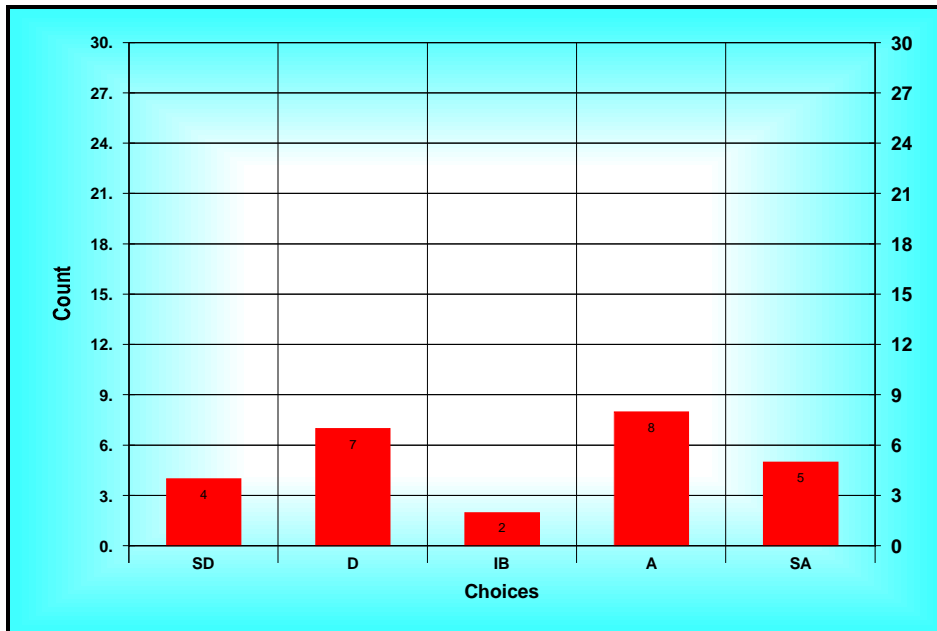
Method: Custom Method
Options: Allow Bypass
Descriptions: SD = Strongly Disagree   D = Disagree   IB = In Between   A = Agree   SA = Strongly Agree

B) Results Spread

Choices	Count
SD(1)	7
D(2)	9
IB(3)	1
A(4)	3
SA(5)	0

Statistics
Total   40
Mean   D(2.00)
Mode   D
High   A
Low   SD
STD   1.03
N   26
n   20

Results Chart (19. The formal mentoring program was effective.)

20. My department was a good place in which to work.

A) Ballot
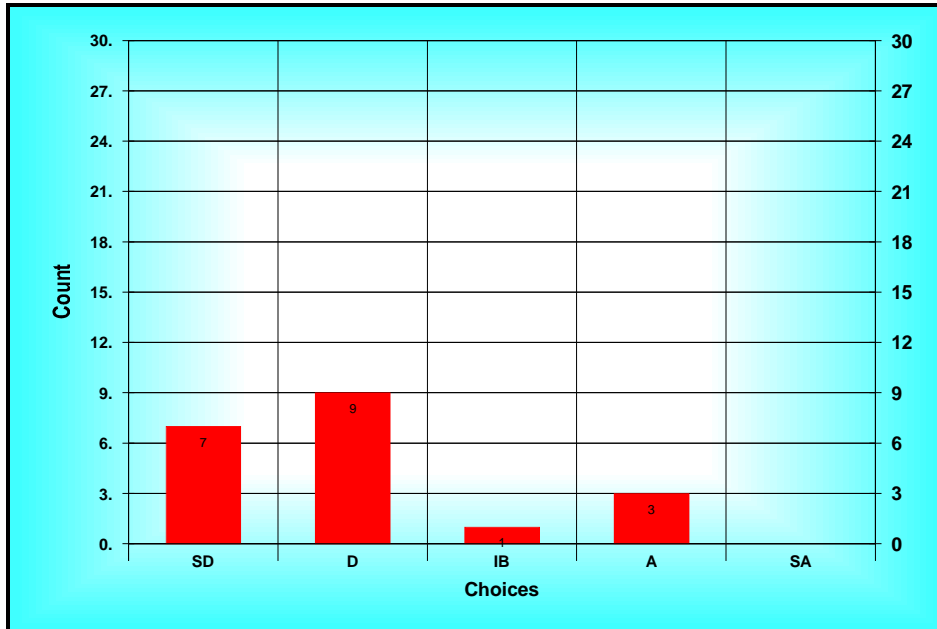
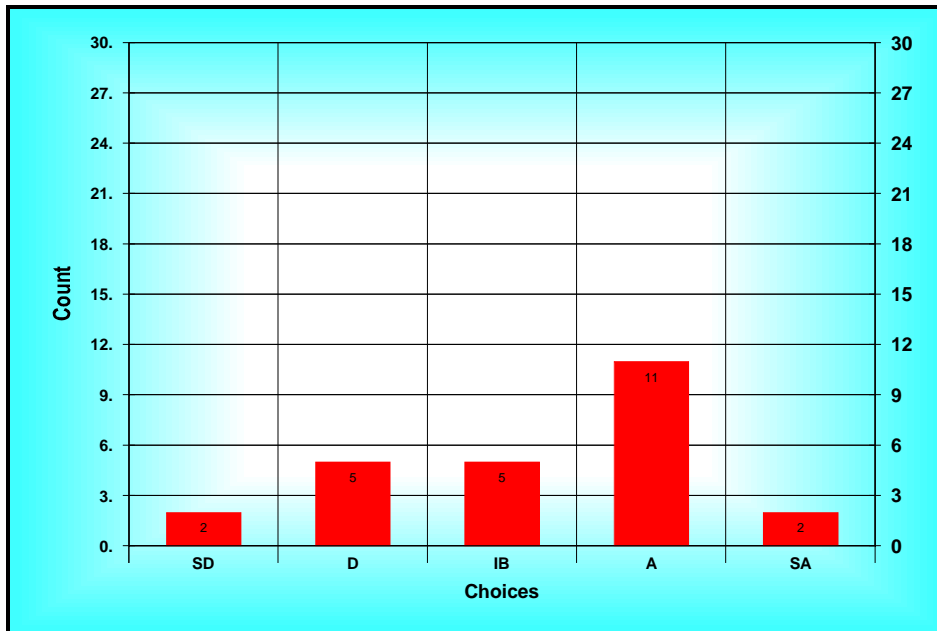   Method: Custom Method

        Options: Allow Bypass

        Descriptions: SD = Strongly Disagree   D = Disagree   IB = In Between   A = Agree   SA = Strongly Agree

B) Results Spread

Choices	Count
SD(1)	2
D(2)	5
IB(3)	5
A(4)	11
SA(5)	2

Statistics

Total	81
Mean	IB(3.24)
Mode	A
High	SA
Low	SD
STD	1.13
N	26
n	25

Results Chart (20. My department was a good place in which to work.)

21. I was satisfied with what was expected of me as a researcher.
A) Ballot

Method:	Custom Method
Options:	Allow Bypass
Descriptions:	SD = Strongly Disagree D = Disagree IB = In Between A =

Agree   SA = Strongly Agree

B) Results Spread

Choices	Count
SD(1)	2
D(2)	7
IB(3)	2
A(4)	11
SA(5)	2

Statistics
Total   76
Mean   IB(3.17)
Mode   A
High   SA
Low   SD
STD   1.20
N   26
n   24

Results Chart (21. I was satisfied with what was expected of me as a...)

22. I felt a sense of unity and cohesion among the faculty in my College.
A) Ballot
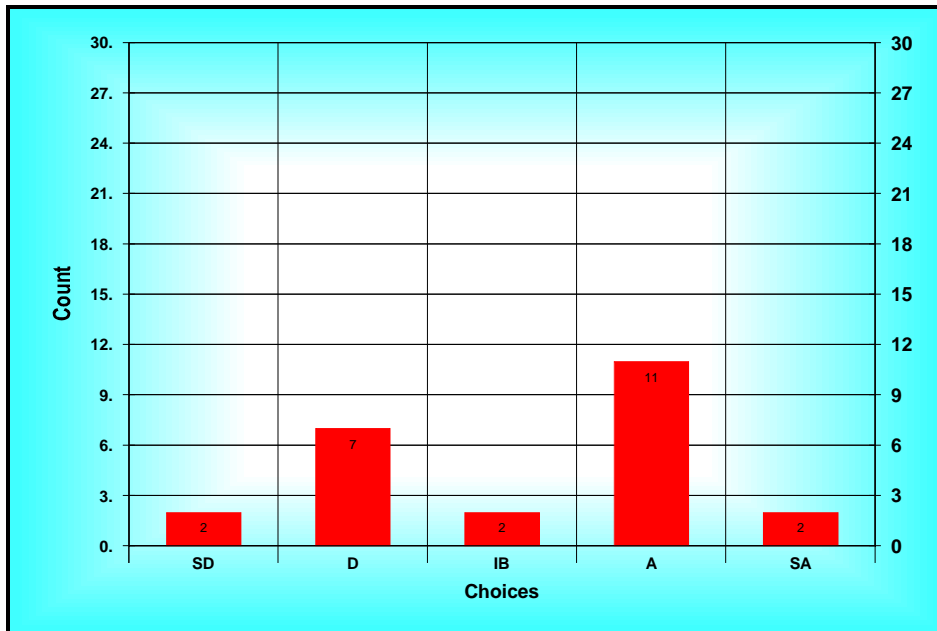 Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree   D = Disagree   IB = In Between   A = Agree   SA = Strongly Agree

B) Results Spread

Choices	Count
SD(1)	7
D(2)	8
IB(3)	5
A(4)	3
SA(5)	2

Statistics
Total   60
Mean   D(2.40)
Mode   D
High   SA
Low   SD
STD   1.26
N   26
n   25

Results Chart (22. I felt a sense of unity and cohesion among the...)

23. I was satisfied with the amount of time I had to conduct research.
A) Ballot
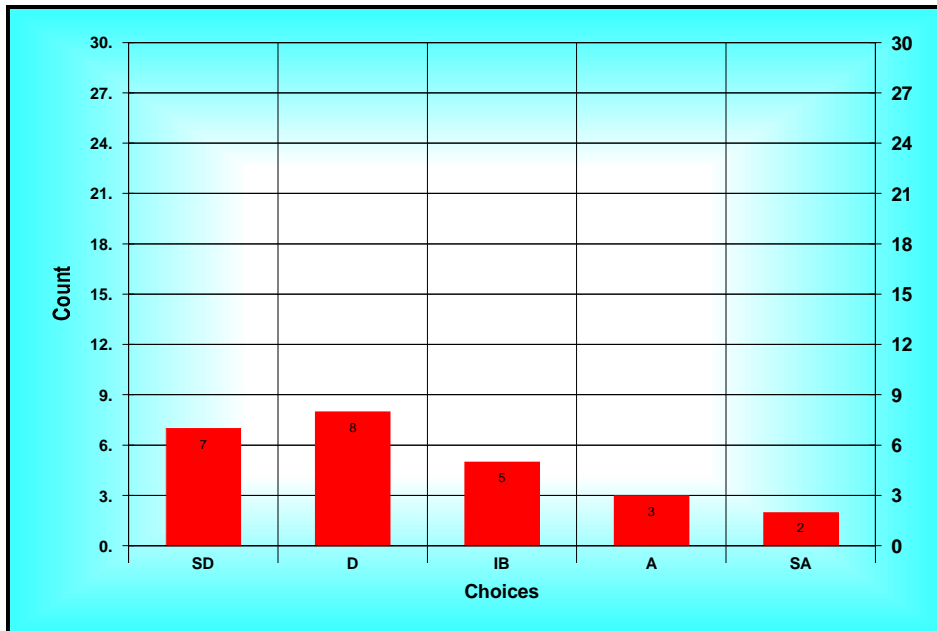
Method: Custom Method
Options: Allow Bypass
Descriptions: SD = Strongly Disagree   D = Disagree   IB = In Between   A = Agree   SA = Strongly Agree

B) Results Spread

Choices	Count
SD(1)	4
D(2)	5
IB(3)	3
A(4)	9
SA(5)	2

Statistics
Total   69
Mean   IB(3.00)
Mode   A
High   SA
Low   SD
STD   1.31
N   26
n   23

Results Chart (23. I was satisfied with the amount of time I had to...)

24. I was satisfied with the financial support (travel, equpment, etc) my department gave me.

A) Ballot

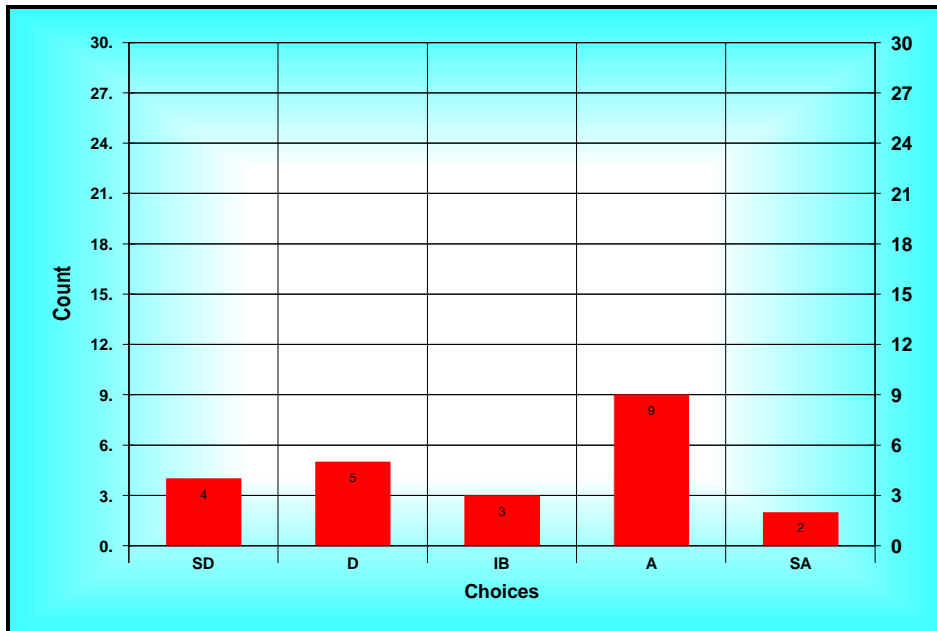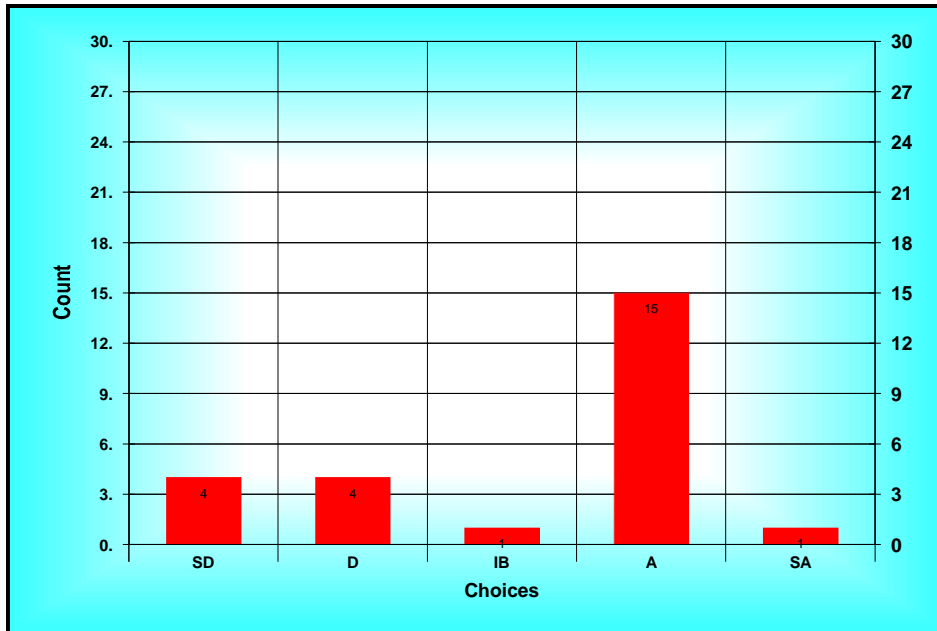Method: Custom Method

Options: Allow Bypass

Descriptions: SD = Strongly Disagree   D = Disagree   IB = In Between   A = Agree   SA = Strongly Agree

B) Results Spread

Choices	Count
SD(1)	4
D(2)	4
IB(3)	1
A(4)	15
SA(5)	1

Statistics

Total	*80*
Mean	*IB(3.20)*
Mode	*A*
High	*SA*
Low	*SD*
STD	*1.26*
N	*26*
n	*25*

Results Chart (24. I was satisfied with the financial support...)

25. Departmental (Chair and colleagues) did what they could to make any family leave situation and the tenure-track compatible.

A) Ballot

Method:	Custom Method
Options:	Allow Bypass
Descriptions:	SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

Choices	Count
SD(1)	2
D(2)	1
IB(3)	3
A(4)	7
SA(5)	2

Statistics
Total   *51*
Mean   *IB(3.40)*
Mode   *A*
High   *SA*
Low   *SD*
STD   *1.24*
N   *26*
n   *15*

Results Chart (25. Departmental (Chair and colleagues) did what they...)

26. I was dissatisfied with the balance I was able to strike between professional time and personal/family time.

A) Ballot

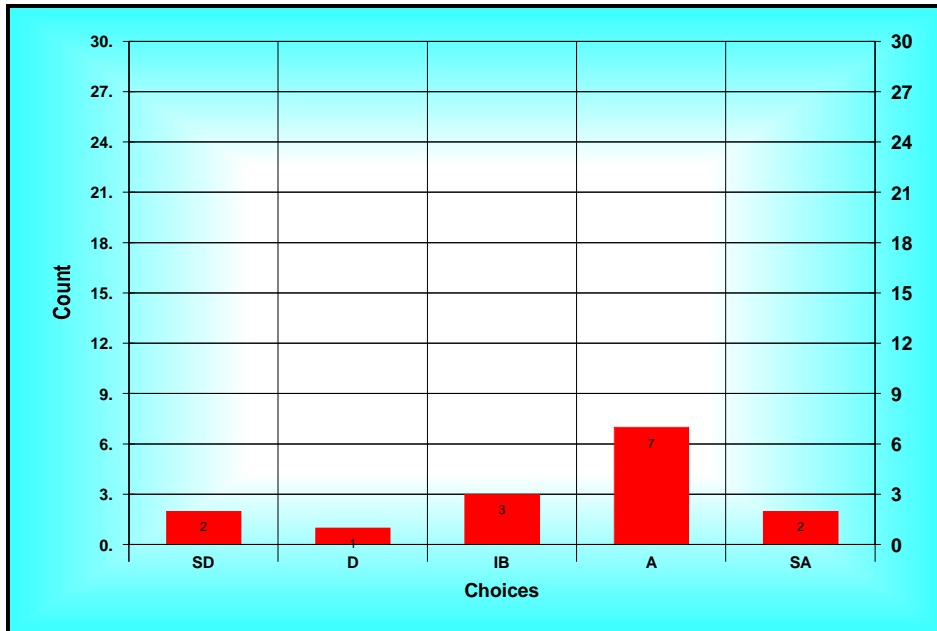   Method: Custom Method
    Options: Allow Bypass
    Descriptions: SD = Strongly Disagree   D = Disagree   IB = In Between   A = Agree   SA = Strongly Agree

B) Results Spread

Choices	Count
SD(1)	2
D(2)	12
IB(3)	1
A(4)	7
SA(5)	2

Statistics
Total   67
Mean   IB(2.79)
Mode   D
High   SA
Low   SD
STD   1.22
N   26
n   24

Results Chart (26. I was dissatisfied with the balance I was able to...)

27. There were faculty similar to me in my college.
A) Ballot
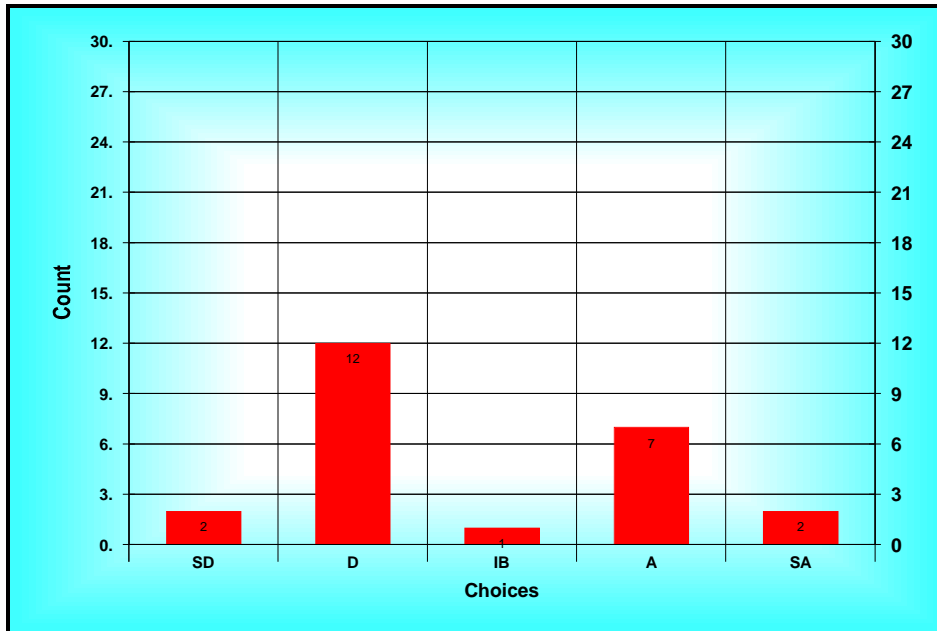   Method: Custom Method
      Options: Allow Bypass
      Descriptions: SD = Strongly Disagree D = Disagree IB = In Between   A = Agree   SA = Strongly Agree
B) Results Spread

Choices	Count
SD(1)	3
D(2)	4
IB(3)	5
A(4)	10
SA(5)	4

Statistics
Total   *86*
Mean   *IB(3.31)*
Mode   *A*
High   *SA*
Low   *SD*
STD   *1.26*
N   *26*
n   *26*

Results Chart (27. There were faculty similar to me in my college.)

28. I was satisfied with the professional/collegial support my department gave me.
A) Ballot
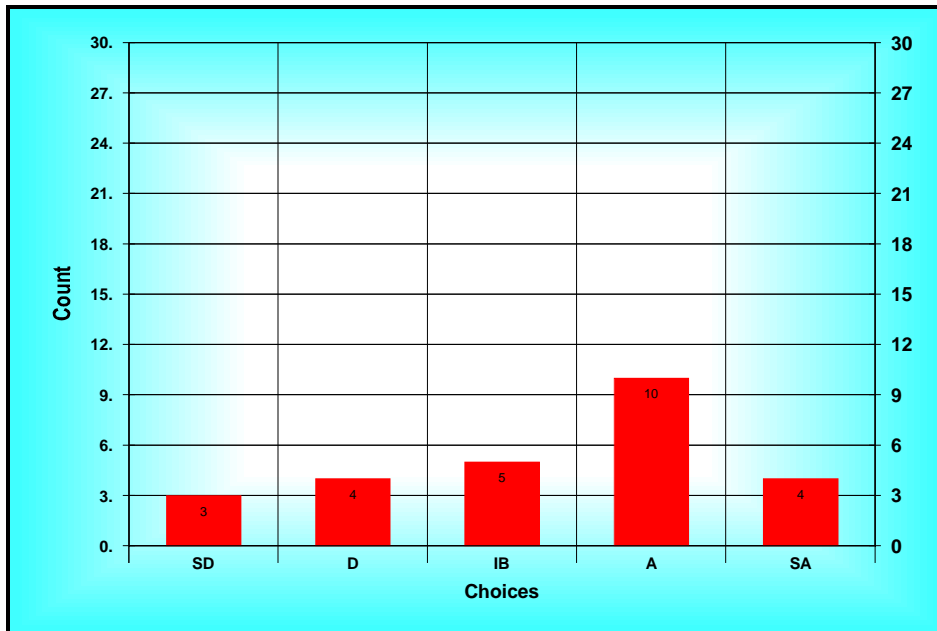   Method: Custom Method
    Options: Allow Bypass
    Descriptions: SD = Strongly Disagree   D = Disagree   IB = In Between   A = Agree   SA = Strongly Agree
B) Results Spread

Choices	Count
SD(1)	2
D(2)	5
IB(3)	7
A(4)	10
SA(5)	1

Statistics
Total   78
Mean   IB(3.12)
Mode   A
High   SA
Low   SD
STD   1.05
N   26
n   25

Results Chart (28. I was satisfied with the professional/collegial...)

29. I did not like the Fargo community.
A) Ballot
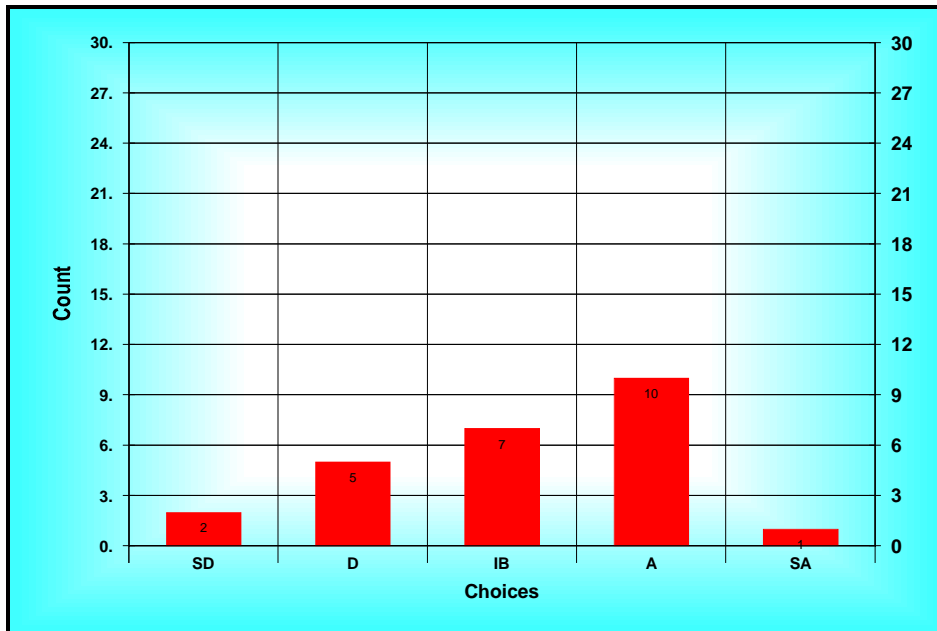
Method: Custom Method
Options: Allow Bypass
Descriptions: SD = Strongly Disagree   D = Disagree   IB = In Between   A =
Agree   SA = Strongly Agree

B) Results Spread

Choices	Count
SD(1)	9
D(2)	9
IB(3)	3
A(4)	3
SA(5)	2

Statistics
Total   58
Mean   D(2.23)
Mode   ??
High   SA
Low   SD
STD   1.27
N   26
n   26

Results Chart (29. I did not like the Fargo community.)

30. There were sufficient opportunities to collaborate on research with other faculty at NDSU.

A) Ballot
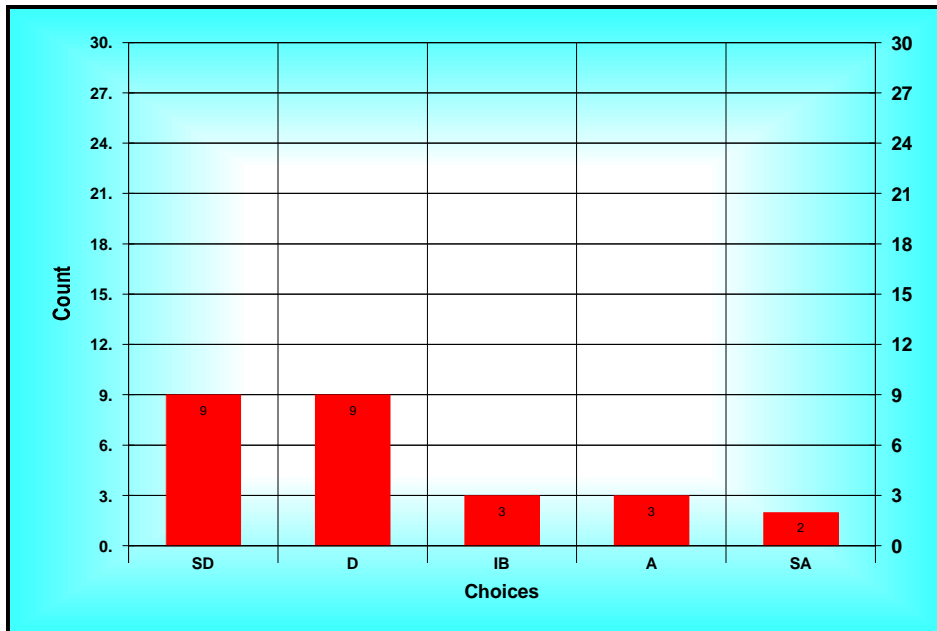
       Method: Custom Method

       Options: Allow Bypass

       Descriptions: SD = Strongly Disagree   D = Disagree   IB = In Between   A = Agree   SA = Strongly Agree

B) Results Spread

Choices	Count
SD(1)	5
D(2)	5
IB(3)	10
A(4)	4
SA(5)	0

Statistics
Total   61
Mean   IB(2.54)
Mode   IB
High   A
Low   SD
STD   1.02
N   26
n   24

Results Chart (30. There were sufficient opportunities to...)

31. I was satisfied with my salary at NDSU.
A) Ballot
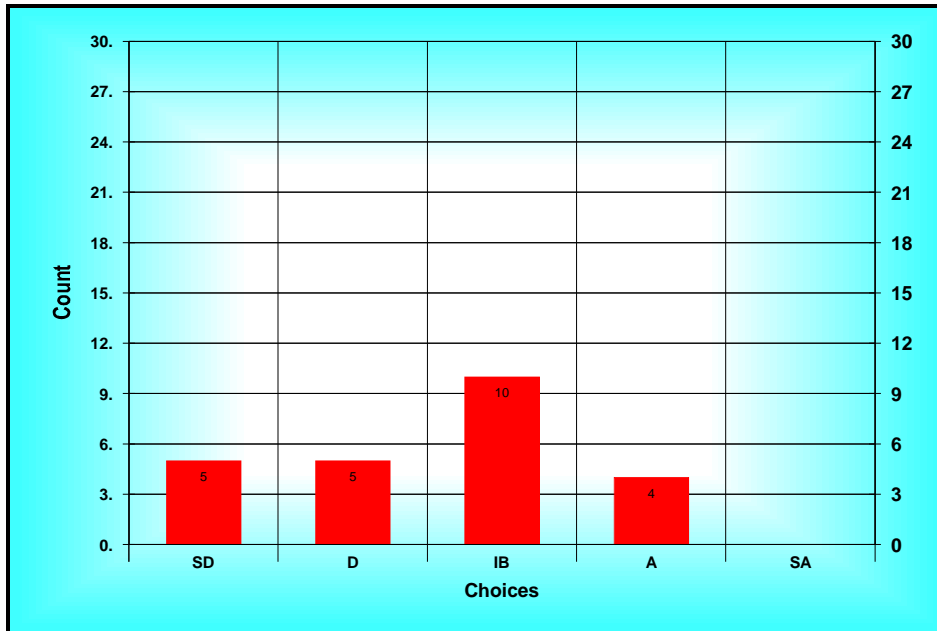   Method: Custom Method
        Options: Allow Bypass
        Descriptions: SD = Strongly Disagree   D = Disagree   IB = In Between   A = Agree   SA = Strongly Agree
B) Results Spread

Choices	Count
SD(1)	11
D(2)	9
IB(3)	3
A(4)	2
SA(5)	1

Statistics
Total   51
Mean   D(1.96)
Mode   SD
High   SA
Low   SD
STD   1.11
N   26
n   26

Results Chart (31. I was satisfied with my salary at NDSU.)

32. I was satisfied with the quality of NDSU's graduate students.
A) Ballot
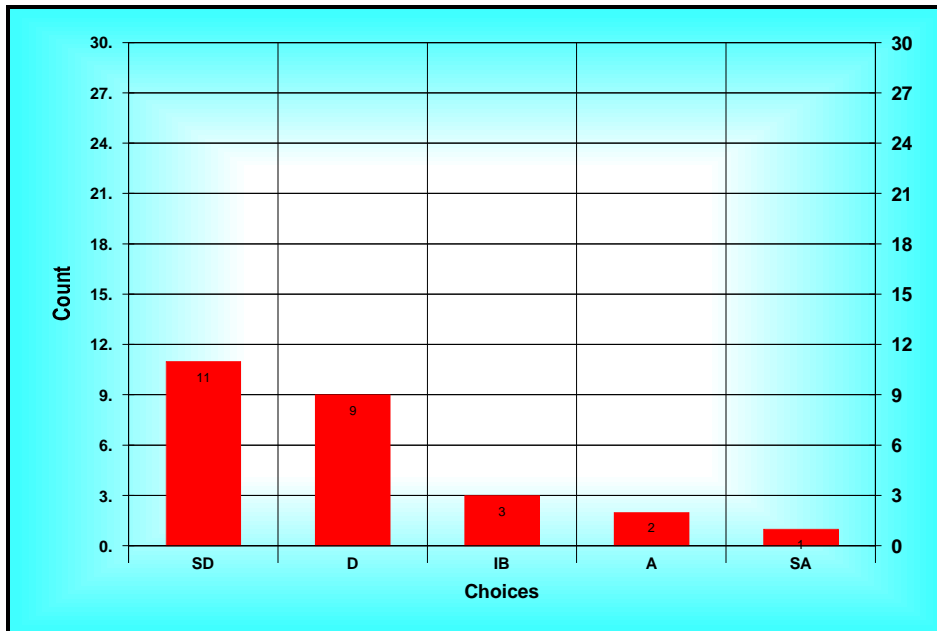   Method: Custom Method
        Options: Allow Bypass
        Descriptions: SD = Strongly Disagree   D = Disagree   IB = In Between   A = Agree   SA = Strongly Agree
B) Results Spread

Choices	Count
SD(1)	1
D(2)	6
IB(3)	9
A(4)	5
SA(5)	1

Statistics
Total   65
Mean   IB(2.95)
Mode   IB
High   SA
Low   SD
STD   0.95
N   26
n   22

Results Chart (32. I was satisfied with the quality of NDSU's...)

33. I was satisfied with the quality of NDSU's undergraduate students.
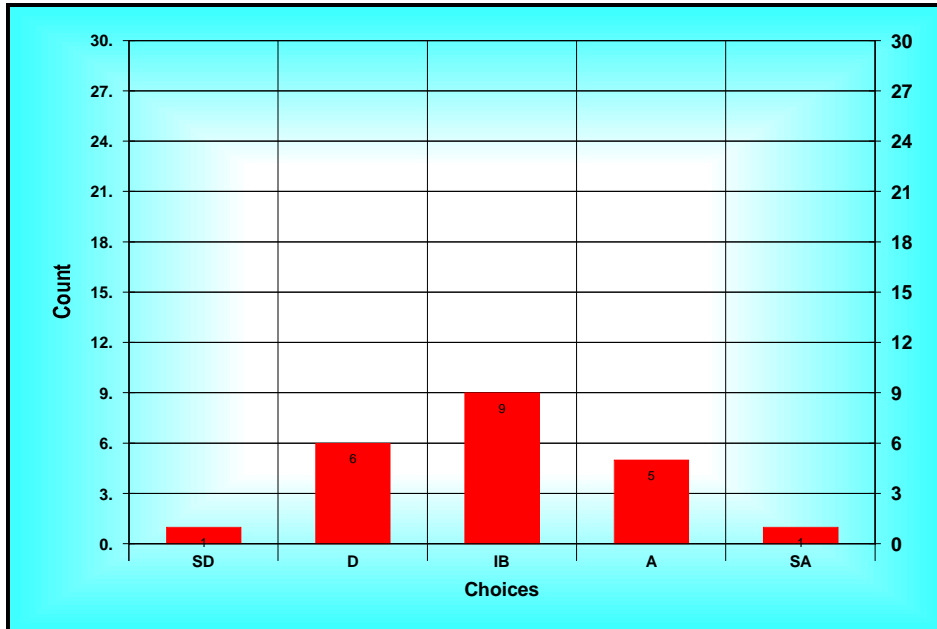**A) Ballot**

Method: Custom Method
Options: Allow Bypass
Descriptions: SD = Strongly Disagree   D = Disagree   IB = In Between   A = Agree   SA = Strongly Agree

B) Results Spread

Choices	Count
SD(1)	1
D(2)	4
IB(3)	2
A(4)	12
SA(5)	4

Statistics
Total 83
Mean A(3.61)
Mode A
High SA
Low SD
STD 1.12
N 26
n 23

Results Chart (33. I was satisfied with the quality of NDSU's...)

34. I was satisfied with the quality of NDSU's library support and services.
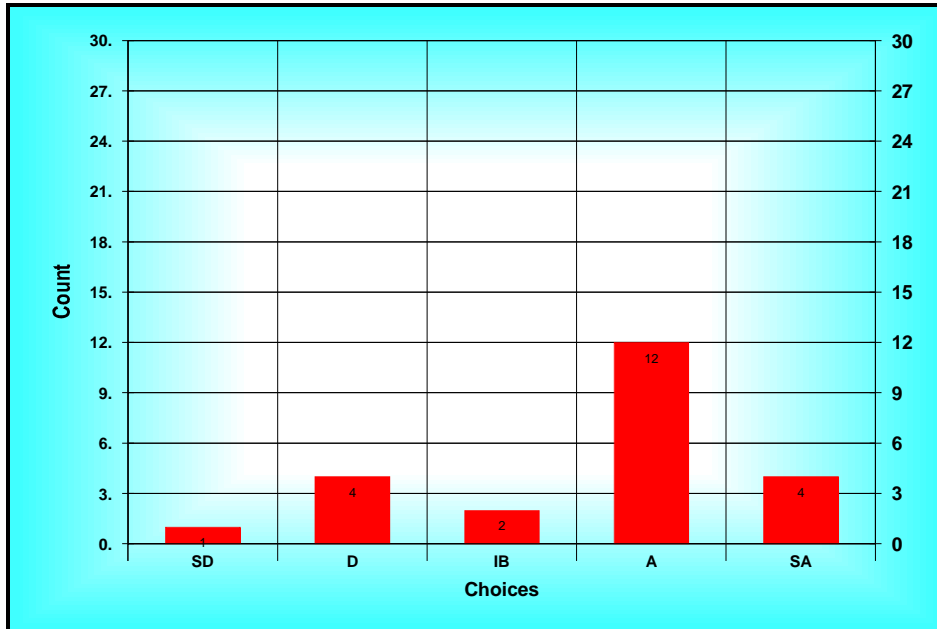**A) Ballot**

Method: Custom Method
Options: Allow Bypass
Descriptions: SD = Strongly Disagree   D = Disagree   IB = In Between   A = Agree   SA = Strongly Agree

B) Results Spread

Choices	Count
SD(1)	8
D(2)	3
IB(3)	4
A(4)	9
SA(5)	0

Statistics
Total   *62*
Mean   *IB(2.58)*
Mode   *A*
High   *A*
Low   *SD*
STD   *1.32*
N   *26*
n   *24*

Results Chart (34. I was satisfied with the quality of NDSU's ...)

35. My job at NDSU was stressful due to the difficulty in balancing work and family.
A) Ballot

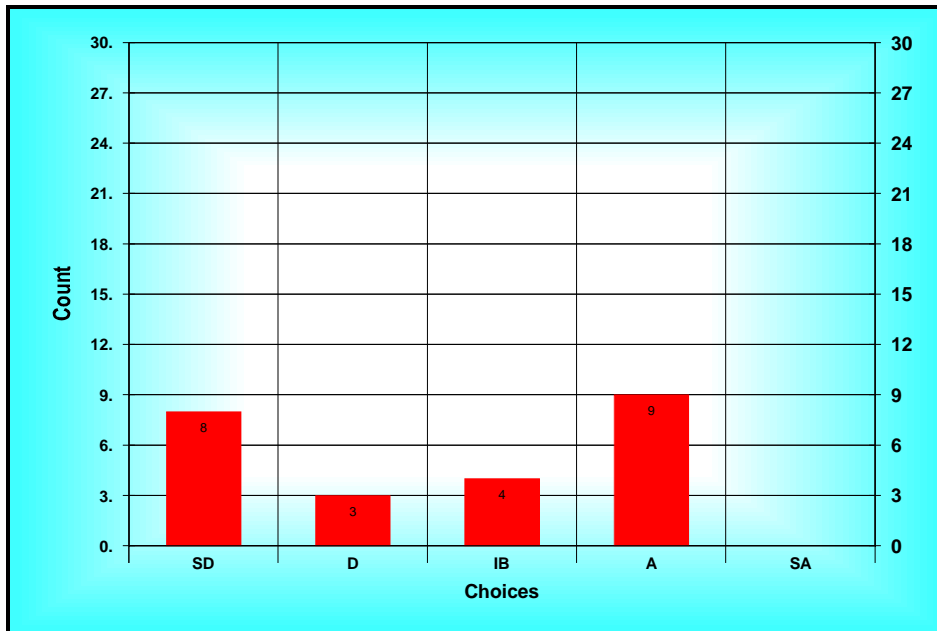Method: Custom Method
Options: Allow Bypass
Descriptions: SD = Strongly Disagree   D = Disagree   IB = In Between   A = Agree   SA = Strongly Agree

B) Results Spread

Choices	Count
SD(1)	2
D(2)	12
IB(3)	6
A(4)	4
SA(5)	0

Statistics
Total   60
Mean   IB(2.50)
Mode   D
High   A
Low   SD
STD   0.88
N   26
n   24
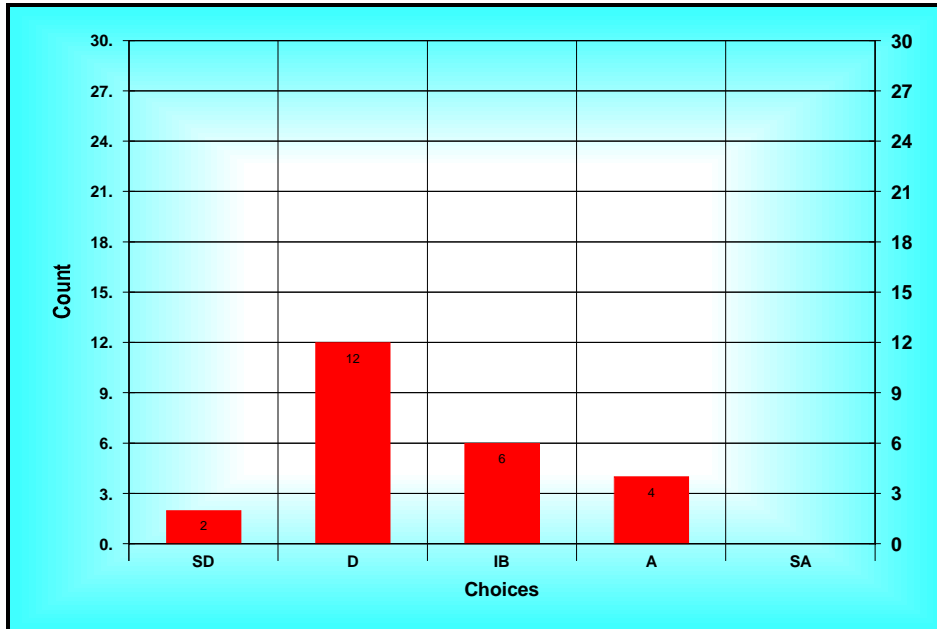
Results Chart (35. My job at NDSU was stressful due to the...)

36. The following list represents some of the reasons faculty might leave employment at a university. Please choose up to five things that MOST INFLUENCED your decision to leave NDSU.

A) Ballot
         Method: Multiple Selection
         Options: Allow Bypass
               Enter Text for Last Choice
               Maximum Selections: [5]
         Descriptions: Please choose up to 5 things that MOST INFLUENCED
         Number of Choices: 22

B) Results Spread
Statistics
Total   18.00
N   26
Table Sorted By Total

C) Text Responses
    1. My Dean lied to me. He promise me a raise and did not give it to me.
    2. I came from a research institution and was under the impression that although NDSU lacked the prestige of a research institution, they valued research and were developing a climate of valuing research. I think that the top administration and my chair had that view, but it was not the view held by my colleagues.
    3. Lack of support for the College of Business from administration and community.

    Ineffective Dean.
    4. Department (chair) was unwilling to support my going after large grants - I did so on top of all my other duties. However, the department was willing to devote numerous faculty meetings solely to haggling over what share of _potential_ indirect costs they might get. It became apparent that my goals for significant research would never come to be in that environment.
    5. lack of support for my dept from the college of AHSS...left without a counter offer from dept.
    6. you are not asking all the right questions. The problem with NDSU is it is VERY clannish and VERY paternalistic. It is a very welcoming place, IF you are just like them. If you EVER disagree or dissent, it's over. There are a lot of "collegial" bullies at NDSU, and they run the show. The good old boys club thrives at NDSU. Groupthink is rampant, but of course, they can't see it in themselves, even when you point it out to them. And if you DO point it out, it is over for you.
    7. Salary was extrememly low both individually and as a department.
    8. no support in department for my area of teaching, in spite of the fact that it represented the majority of undergraduate students.
    9. Didn't feel the Fargo community offered the cultural environment in which I could experience a rewarding work and family life.
    10. The poor salary was a particular problem. In the humanities it was worse. I found it difficult to sit in committee meetings with faculty whose salaries were twice mine and had been at NDSU the same number of years. What was worse was knowing that in

some departments adjunct faculty were paid more than I was. The ultimate insult was the administration's unwillingness to address the issue. If the job market were not so competitive in the humanities, I doubt NDSU would be able to attract faculty.
11. Although I did not check box G above, I would like to explain. Because I was so unhappy and isolated and broke at NDSU, I looked for another position. I found one that paid more money and also allowed me to go up for tenure a year early based on my publication history. Early tenure was something I had asked about at NDSU and was told that it was not allowed. Although I did not like the Fargo community, if I had made more money that would have allowed me to travel more and if I had been allowed to go up for early tenure based on my research and publications, I might not have looked around in the first place. After I signed a contact elsewhere and turned in my resignation I was offered more money and early tenure, but that is like closing the barn door after the horse has already gotten out. If someone merits tenure before the 6 year probation period and if NDSU could offer better salaries, some of the drawbacks that led me to search for another position might have been ameliorated. Fargo is in the middle of nowhere and travel is outrageously expensive. Add the high cost of staying warm and one can see that the assistant professor salary offered at NDSU did not go very far.

I also want to add that I felt very supported by my specific program, department head, and dean. But I did not feel supported by the univeristy as a whole. As an example, I applied for the NDSU Seed Grant money that was available each year and each year I was denied. None of money went to support programs in my field. My first year at my new institution I was awarded a summer research fellowship of close to $9,000 that allowed me to complete a book which is currently in review. Agriculture is critical in the Fargo area, BUT it is not the only area of scholarship that merits support.

12. The salary for assistant professors in the Arts was extremely--embarrasingly low. I accepted my position at NDSU in the Fall of 1997 at the salary of $33,000 with a $1,000 increase every year I was there. I accepted a job four years later that paid me $48,000. This dicrepancy in salary is pitiful.   In the new position, I have brought in two massive large-scale federal grants worth over 3 million dollars. Additionally, I am a recepient of a minority faculty scholarship in the tune of $20,000 for equipment and travel. The long and short of this is that there is no more of an incentive for faculty to stay in a place than due and equitable compensation--what their peers are getting elsewhere. I would say the primary reason for my leaving was the low salary in a place which has a relatively high standard of living. If the insitution intends on excellence, it needs to match this vision with due compensation for its faculty especially in the humanities where faculty dangle at the bottom of the salary chain. Also, sensitivity training particularly of staff in the library as well as university administrative staff is highly recommended. I sensed a great deal of close-mindedness and covert prejudice which was very uncomfortable.

Choices	Total
Received an offer for a better job.	18
Received an offer for another job and supervisors	14
Other: Please explain.	12
Conflict within my department.	9
Subtle or overt discrimination.	9
Needed/desired to live closer to family.	7
Didn't like the weather or climate.	7
Conflict with my direct supervisor.	5
Unreasonable expectations for service.	5
Negative perception of NDSU's prestige as an insti	5
Unreasonable expectations for research.	3
Didn't like the community.	3
NDSU could not accommodate a partner/spouse with a	2
Partner or spouse took a job elsewhere.	2
Unreasonable or unfair teaching assignments.	2
Subtle or overt harassment.	2
Feared I would not earn tenure or have my contract	1
Lack of family leave policy/options.	1
Did not earn tenure.	0
Did not have my contract renewed.	0
Partner or spouse did not earn tenure or have his/	0
Lack of domestic partner benefit options.	0
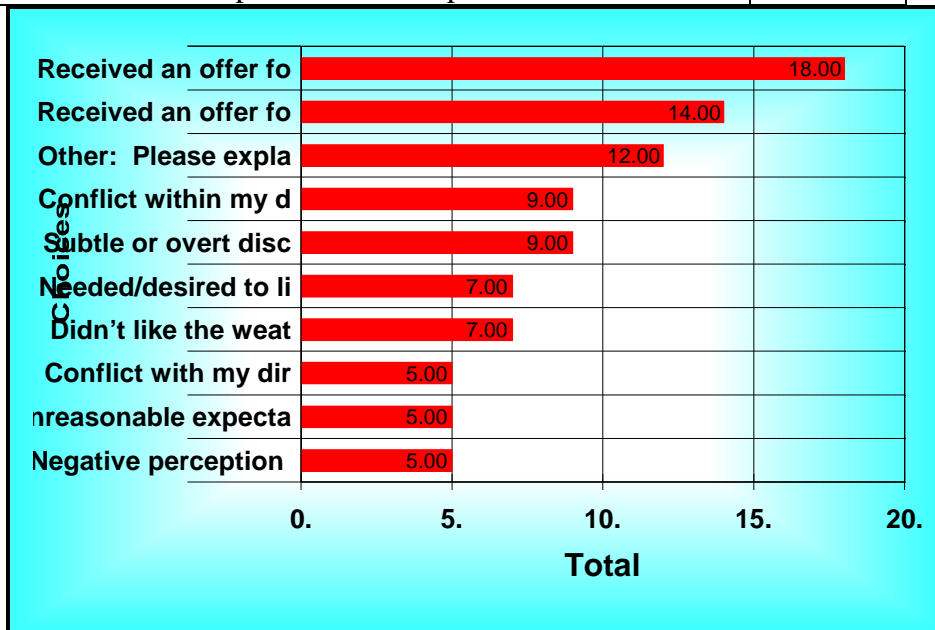
Results Chart (36. The following list represents some of the reasons...) (1 of 3
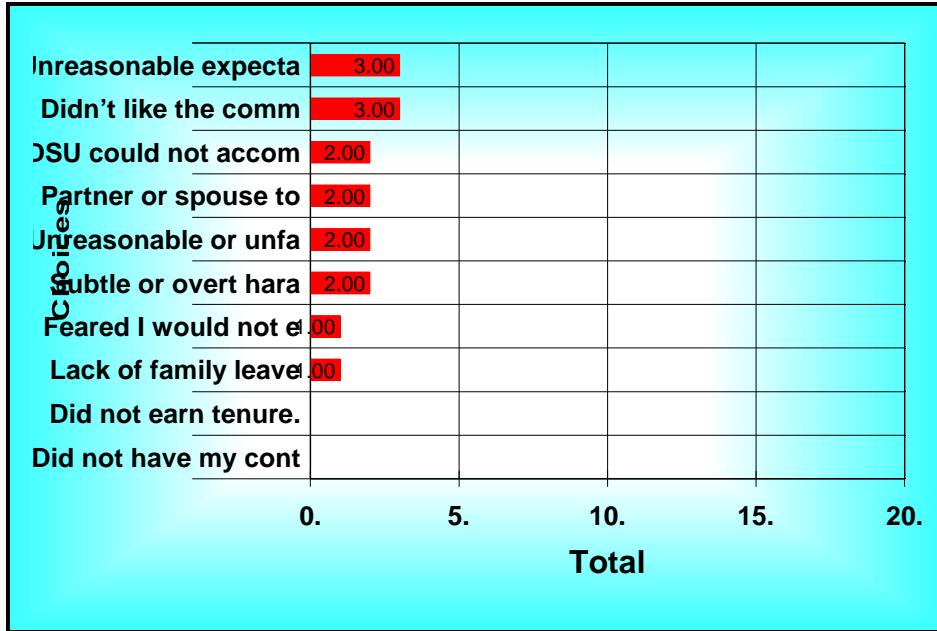
Results Chart (36. The following list represents some of the reasons...) (2 of 3
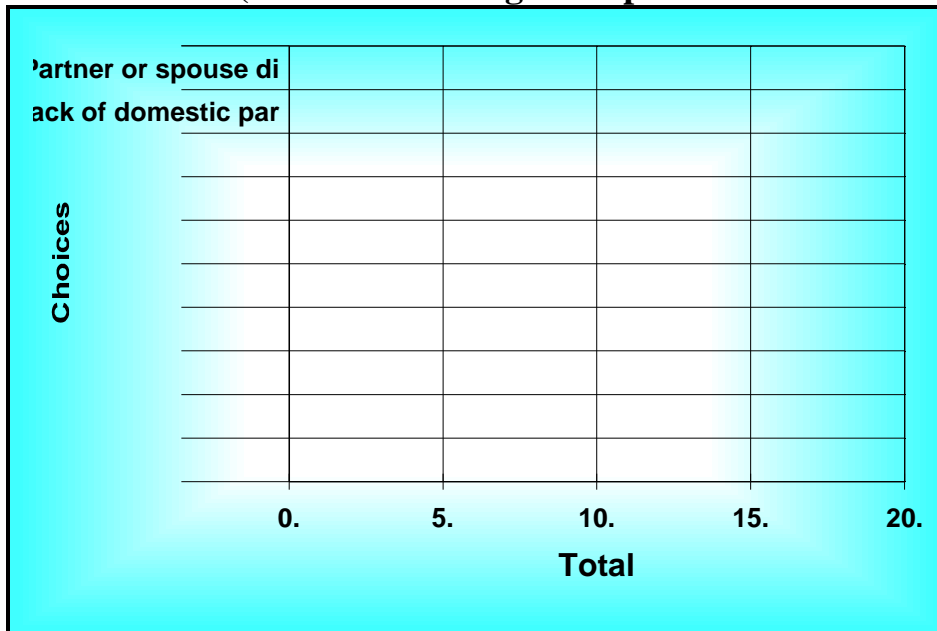
Results Chart (36. The following list represents some of the reasons...) (3 of 3

37. The following list represents some of the reasons faculty might leave employment at a university. Please check any and all the items that had NO BEARING on your decision to leave NDSU.

A) Ballot

    Method: Multiple Selection
    Options: Allow Bypass
          Enter Text for Last Choice
          Maximum Selections: [22]
    Descriptions: Please choose all that apply for NO BEARING
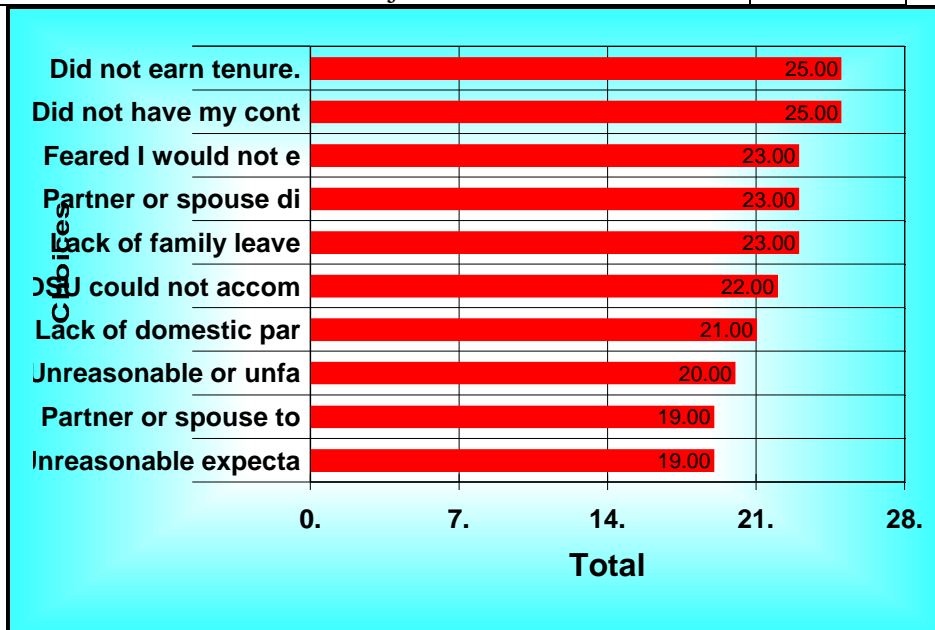   Number of Choices: 22

B) Results Spread

    Statistics
    Total   22.00
    N   26
    Table Sorted By Total

C) Text Responses

    1. Fargo is a fine place and NDSU has the potential to be a fine institution. However, it is experiencing some growing pains. Change is hard, especially for an institution with as much history as NDSU.
    2. We loved living in Fargo and I loved my colleagues. Broke my heart to leave.
    3. No others
    4. I think NDSU would benefit from educating the local community about what it is like for someone to come to Fargo from outside the area. There was little offered in the way of a support system. Although I did not check boxes that indicate discrimination, I do feel that I was discriminated against in very subtle ways for being an outsider. For example, at one university-based gathering a few months after coming to Fargo, I made a comment about being very happy to have finally found a store that carried bottled mineral water. It was something I liked and missed having. One faculty member told me that "everyone was tired of pretentious people coming to Fargo and claiming they can't get what they need here. If Fargo doesn't have it, then you don't need it." Needless to say, I didn't attend any more gatherings with that paticular group. Fargo is a cold, isolated place by its very nature both geographically and by climate. NDSU would benefit by trying to find ways to make the university community appear more warm and friendly.
    5. Now that it has been six years, I must say, I was most impressed with the Dean of my school--he was such a scholar and visionary, and have not encountered a Dean like him. Also, I miss my colleagues in the department who were so kind and wonderful, and treated me as an equal, a time in my life I shall always cherish.
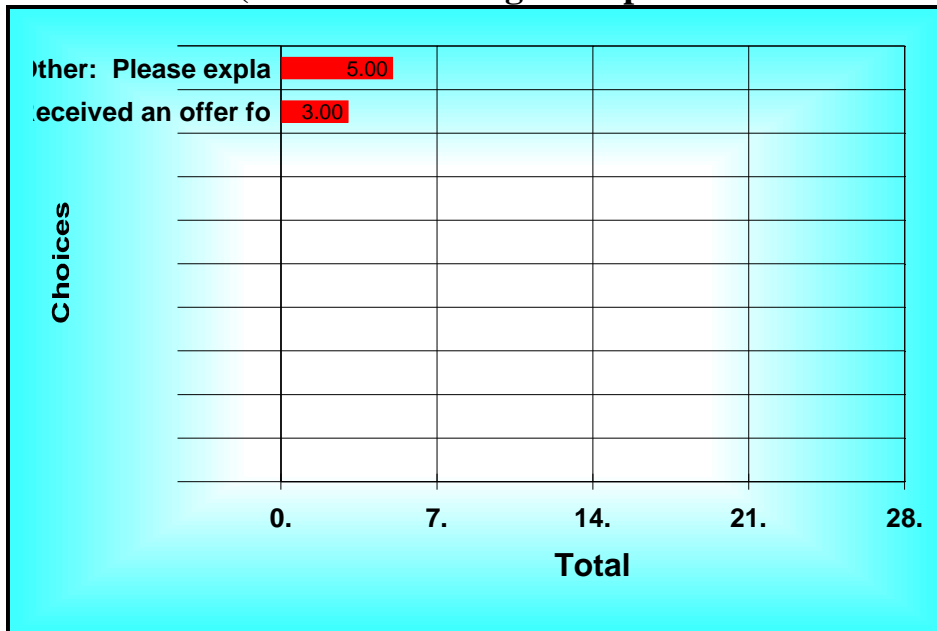
Choices	Total
Did not earn tenure.	25
Did not have my contract renewed.	25
Feared I would not earn tenure or have my contract	23
Partner or spouse did not earn tenure or have his/	23
Lack of family leave policy/options.	23
NDSU could not accommodate a partner/spouse with a	22
Lack of domestic partner benefit options.	21
Unreasonable or unfair teaching assignments.	20
Partner or spouse took a job elsewhere.	19
Unreasonable expectations for service.	19
Subtle or overt harassment.	19
Unreasonable expectations for research.	17
Subtle or overt discrimination.	17
Didn't like the community.	16
Conflict with my direct supervisor.	14
Conflict within my department.	13
Didn't like the weather or climate.	13
Needed/desired to live closer to family.	12
Negative perception of NDSU's prestige as an insti	12
Received an offer for another job and supervisors	7
Other: Please explain.	5
Received an offer for a better job.	3

Results Chart (37. The following list represents some of the reasons...) (1 of 3

Results Chart (37. The following list represents some of the reasons...) (2 of 3

Chart data:
- Subtle or overt hara: 19.00
- Unreasonable expecta: 17.00
- Subtle or overt disc: 17.00
- Didn't like the comm: 16.00
- Conflict with my dir: 14.00
- Conflict within my d: 13.00
- Didn't like the weat: 13.00
- Needed/desired to li: 12.00
- Negative perception: 12.00
- Received an offer fo: 7.00

X-axis: Total (0. 7. 14. 21. 28.)
Y-axis: Choices

Results Chart (37. The following list represents some of the reasons...) (3 of 3

Chart data:
- Other: Please expla: 5.00
- Received an offer fo: 3.00

X-axis: Total (0. 7. 14. 21. 28.)
Y-axis: Choices