

FORWARD FALL 2007 CURRENT AND RESIGNED RANKED FACULTY SURVEY

Total current faculty:				Survey response rate:					
STEM:	282	Women:	107	STEM:	116	0.41	Women:	93	0.87
Non-STEM:	167	Men:	342	Non-STEM:	95	0.57	Men:	120	0.35
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Total resigned faculty:				Survey response rate:					
STEM:	66	Women:	37	STEM:	20	0.30	Women:	17	0.46
Non-STEM:	66	Men:	95	Non-STEM:	26	0.39	Men:	29	0.31

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Faculty who left additional questions:

**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.**

Choices	STEM	non-STEM	Women	Men
a. Did not earn tenure.	1	0	0	1
b. Did not have my contract renewed.	0	0	0	0
c. Feared I would not earn tenure or have my contract	3	1	2	2
d. Partner or spouse did not earn tenure or have his/	0	0	0	0
e. NDSU could not accommodate a partner/spouse with a	1	2	1	2
f. Received an offer for a better job.	16	18	9	25
g. Received an offer for another job and supervisors	4	14	6	12
h. Partner or spouse took a job elsewhere.	1	2	0	3
i. Lack of family leave policy/options.	1	1	2	0
j. Lack of domestic partner benefit options.	1	0	0	1
<b>k. Needed/desired to live closer to family.</b>	6	7	4	9
<b>l. Conflict with my direct supervisor.</b>	4	5	5	4
<b>m. Conflict within my department.</b>	3	9	5	7
<b>n. Unreasonable expectations for service.</b>	3	5	2	6
o. Unreasonable expectations for research.	1	3	3	1
p. Unreasonable or unfair teaching assignments.	2	2	2	2
<b>q. Subtle or overt discrimination.</b>	5	9	9	5
<b>r. Subtle or overt harassment.</b>	5	2	2	5
<b>s. Didn't like the weather or climate.</b>	9	7	5	11
<b>t. Didn't like the community.</b>	6	3	3	6
u. Negative perception of NDSU's prestige as an insti	3	5	3	5
v. Other: Please explain.	6	12	7	11

**Text Responses\_MEN**

1. My Dean lied to me. He promised me a raise and did not give it to me.
2. Lack of support for the College of Business from administration and community.

Ineffective Dean.

3. 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.
4. lack of support for my dept from the college of AHSS...left without a counter offer from dept.
5. 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.
6. Salary was extremely low both individually and as a department.
7. no support in department for my area of teaching, in spite of the fact that it represented the majority of undergraduate students.
8. Great faculty and students but incompetent leadership at the Dean's level and above, particular the VPAA.
9. 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.
10. -- I got very tired of hearing legislators score political points by bad-mouthing the University system and faculty in particular, i.e. the "fat cats in Fargo" line, especially when:

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-- I felt that the state government was making it as difficult as possible for NDSU and the people in it to succeed, while NDSU was doing its very best to make it possible for us to succeed despite the state's hindrance.

-- The above includes salary considerations. The "fat cats" rhetoric is pretty rich coming from those who maintain NDUS salaries well below national norms, even in comparison to cost of living.

Regarding item (t), I would have to say that there were things I really liked about living in Fargo-Moorhead, and there were things that I really disliked. On balance, that probably was a factor in my decision to leave.

11. I loved NDSU, it was very difficult to leave. NDSU was great to me and my career, I hope I did as much for it.

But financial matters won out, so I left.

### **Text Responses\_WOMEN**

1. 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.

2. Did not have the research opportunities for which I had hoped.

Also, I was already experiencing salary inversion in my department. That was extremely demoralizing, especially since it was clear that the department (and perhaps even the college and university as a whole) was pretty much unable to bring senior faculty salaries up to par.

3. No enough lab space; no enough research facilities; no support for collaboration with industry partners; it is not fair on promotion issue.

4. Wanted to live back in Canada rather than in USA.

5. Didn't feel the Fargo community offered the cultural environment in which I could experience a rewarding work and family life.

6. 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 contract 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 university 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.

7. The salary for assistant professors in the Arts was extremely--embarrassingly 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 discrepancy 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 recipient 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 institution 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.