

For faculty who left (Survey) Survey Results

1. Sex:

A) Ballot

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

B) Results Spread

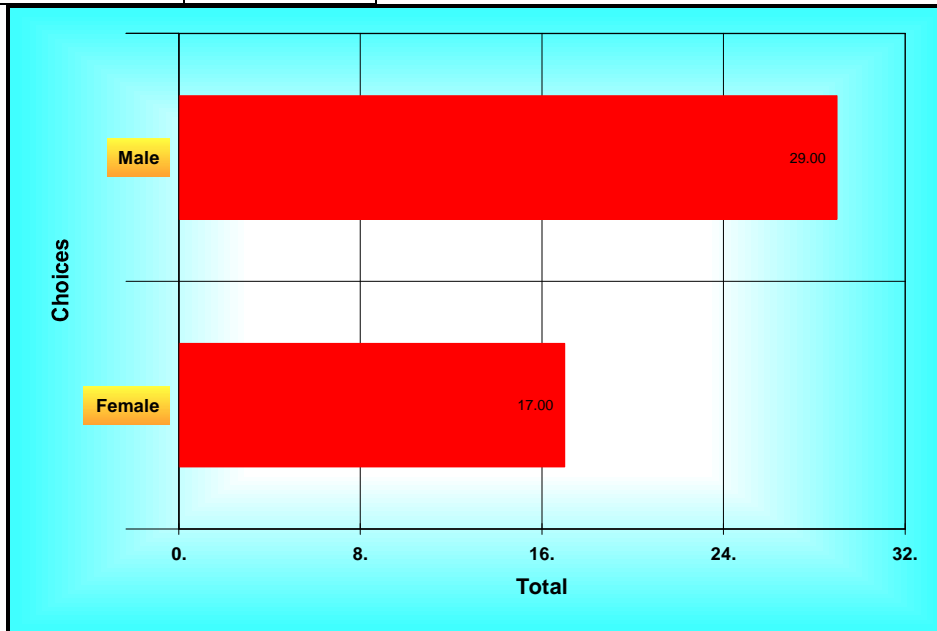
Statistics

Total 2.00

N 46

Table Sorted By Total

Choices	Total
Male	29
Female	17



Results Chart (1. Sex:)

2. Rank upon leaving NDSU:

A) Ballot

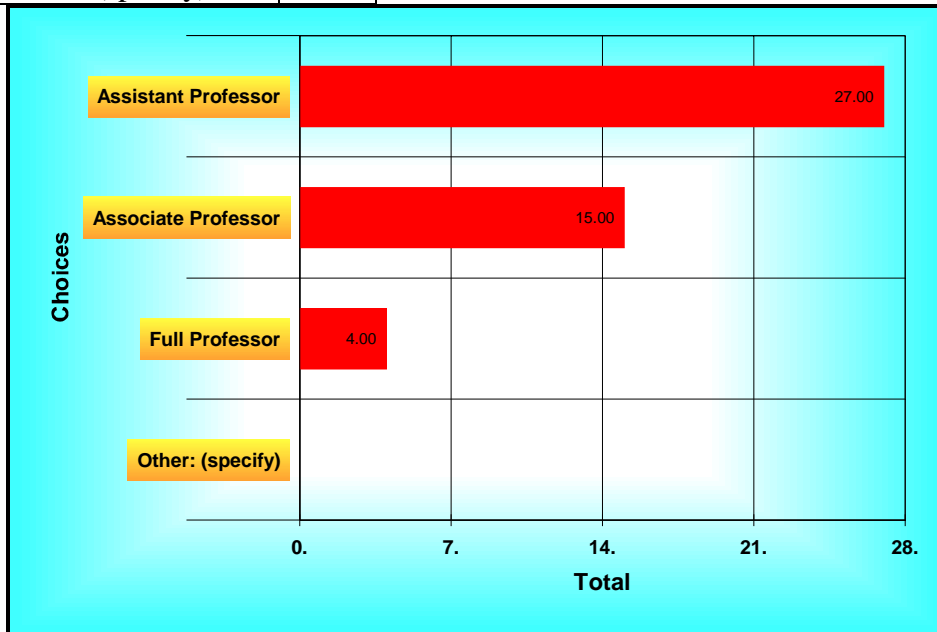
Method: Multiple Selection
Options: Allow Bypass
Enter Text for Last Choice
Maximum Selections: [1]
Descriptions: Please choose one
Number of Choices: 4

B) Results Spread

Statistics
Total 3.00
N 46
Table Sorted By Total

C) Text Responses

Choices	Total
Assistant Professor	27
Associate Professor	15
Full Professor	4
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

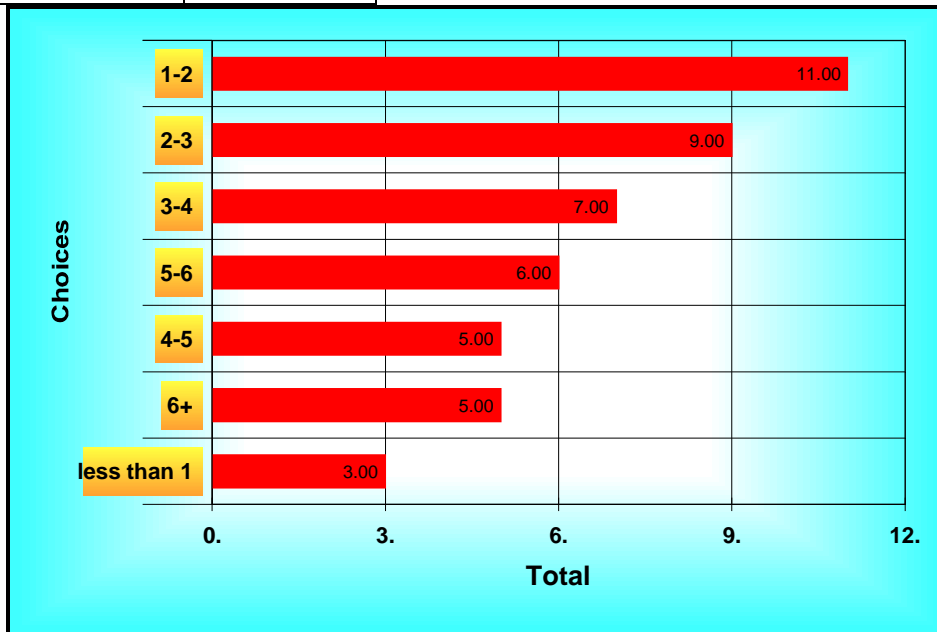
Statistics

Total 7.00

N 46

Table Sorted By Total

Choices	Total
1-2	11
2-3	9
3-4	7
5-6	6
4-5	5
6+	5
less than 1	3



Results Chart (3. Number of years at that rank:)

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

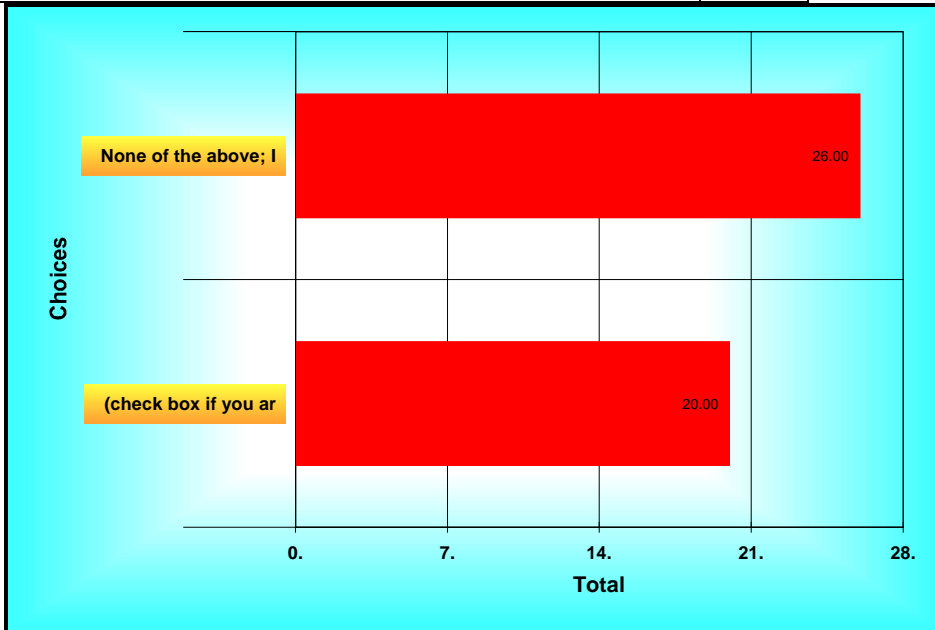
Statistics

Total 2.00

N 46

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	20



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

5. Relationship status when arriving at NDSU:

A) Ballot

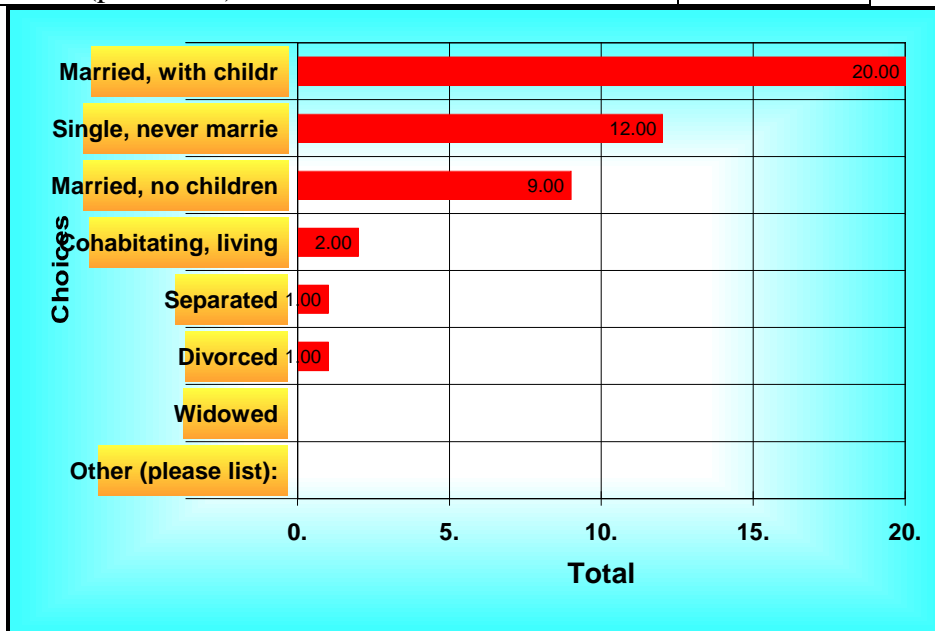
Method: Multiple Selection
 Options: Allow Bypass
 Enter Text for Last Choice
 Maximum Selections: [1]
 Descriptions: Please choose one
 Number of Choices: 8

B) Results Spread

Statistics
 Total 6.00
 N 46
 Table Sorted By Total

C) Text Responses

Choices	Total
Married, with children	20
Single, never married	12
Married, no children	9
Cohabiting, living with your partner in an intim	2
Separated	1
Divorced	1
Widowed	0
Other (please list):	0



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

6. The tenure process was clear.

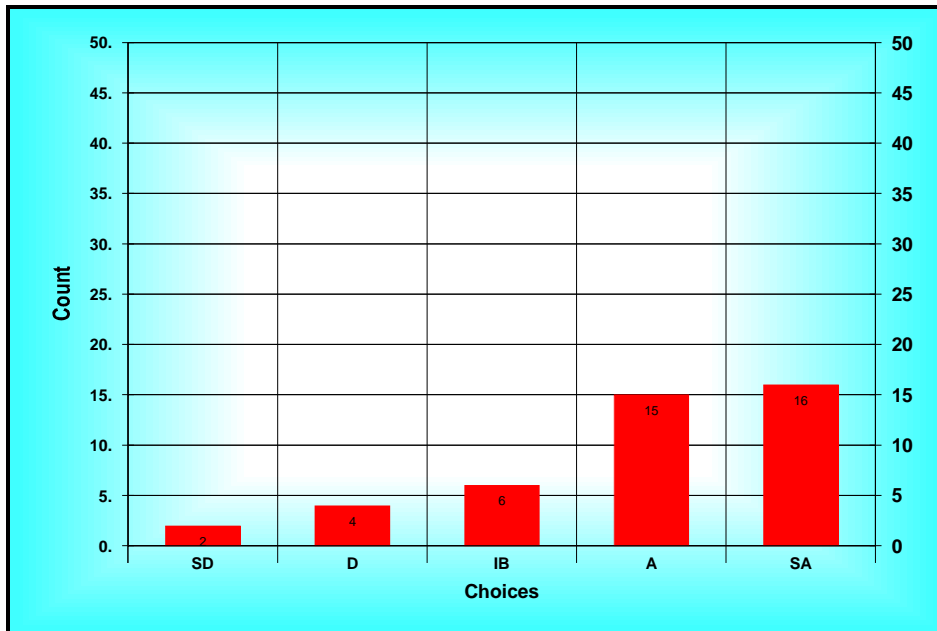
A) Ballot

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

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	2
<i>D(2)</i>	4
<i>IB(3)</i>	6
<i>A(4)</i>	15
<i>SA(5)</i>	16

Statistics
 Total 168
 Mean A(3.91)
 Mode SA
 High SA
 Low SD
 STD 1.15
 N 46
 n 43



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

7. I was satisfied with the number of courses I taught.

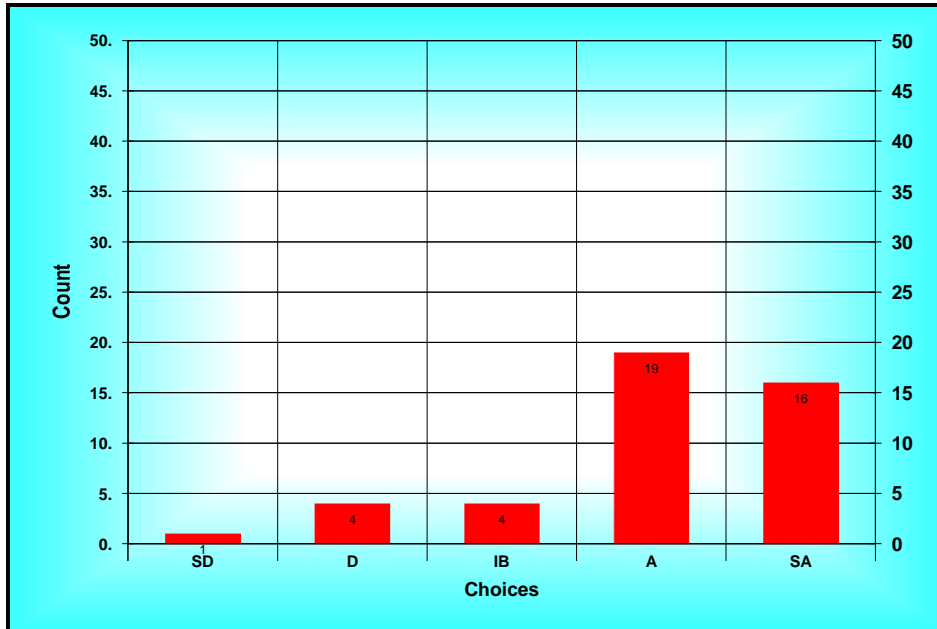
A) Ballot

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

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>1</i>
<i>D(2)</i>	<i>4</i>
<i>IB(3)</i>	<i>4</i>
<i>A(4)</i>	<i>19</i>
<i>SA(5)</i>	<i>16</i>

Statistics
 Total 177
 Mean A(4.02)
 Mode A
 High SA
 Low SD
 STD 1.02
 N 46
 n 44



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

8. Communication within my department was not effective.

A) Ballot

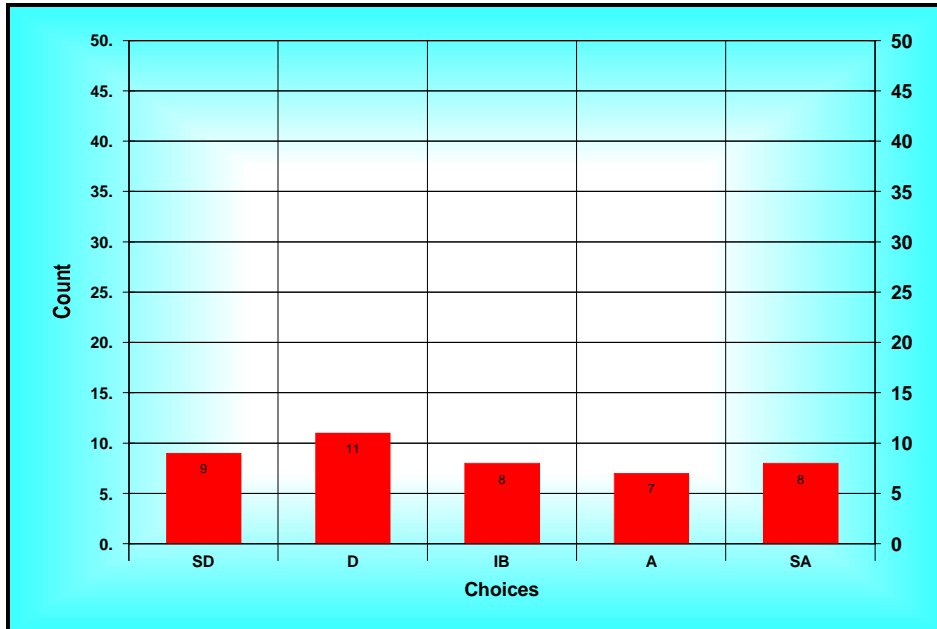
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>9</i>
<i>D(2)</i>	<i>11</i>
<i>IB(3)</i>	<i>8</i>
<i>A(4)</i>	<i>7</i>
<i>SA(5)</i>	<i>8</i>

Statistics

Total 123
Mean IB(2.86)
Mode D
High SA
Low SD
STD 1.42
N 46
n 43



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

9. The expectations for performance as a department colleague were clear.

A) Ballot

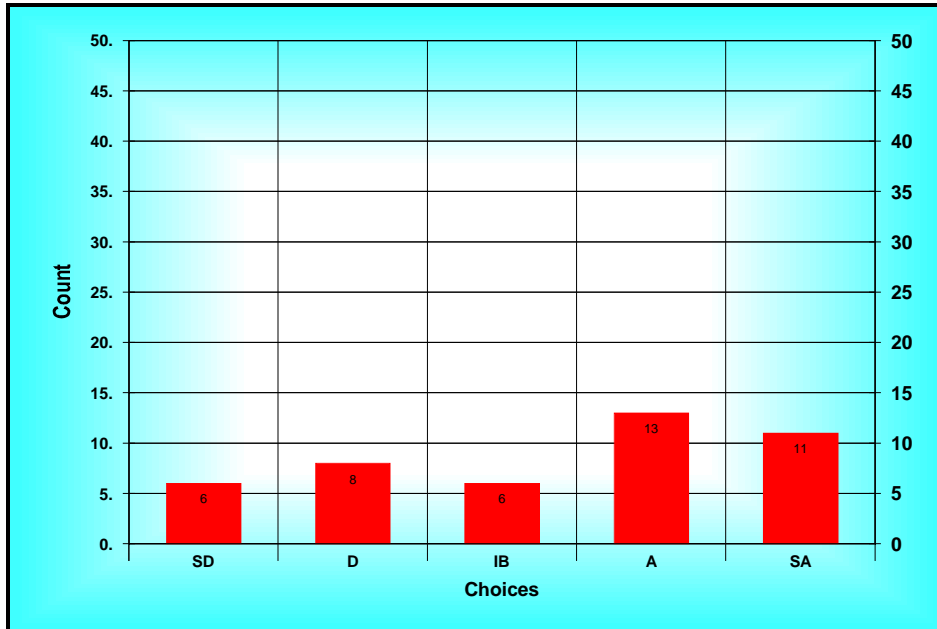
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>6</i>
<i>D(2)</i>	<i>8</i>
<i>IB(3)</i>	<i>6</i>
<i>A(4)</i>	<i>13</i>
<i>SA(5)</i>	<i>11</i>

Statistics

Total 147
Mean IB(3.34)
Mode A
High SA
Low SD
STD 1.40
N 46
n 44



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

10. The informal mentoring was effective.

A) Ballot

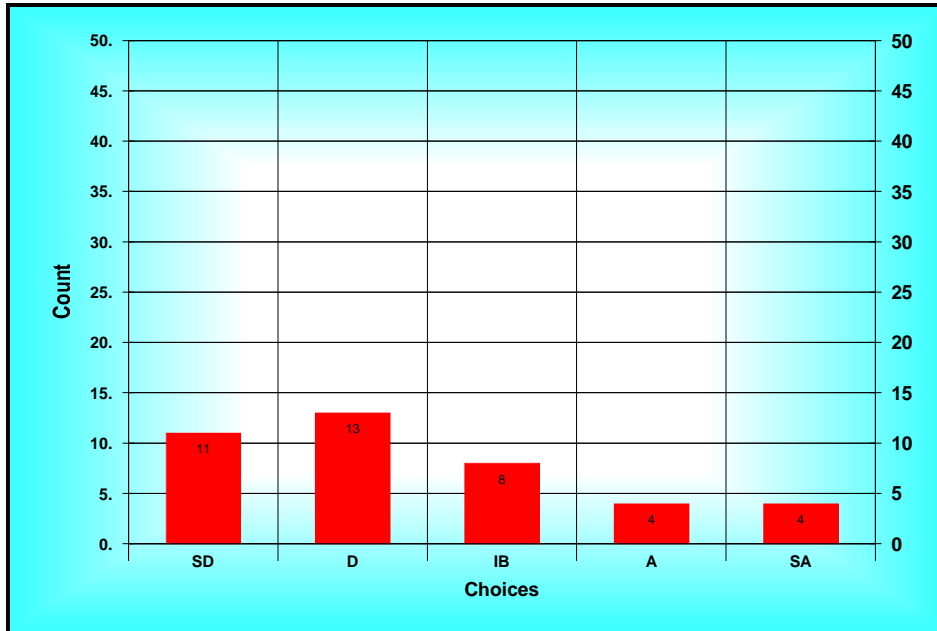
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>11</i>
<i>D(2)</i>	<i>13</i>
<i>IB(3)</i>	<i>8</i>
<i>A(4)</i>	<i>4</i>
<i>SA(5)</i>	<i>4</i>

Statistics

Total 97
Mean D(2.43)
Mode D
High SA
Low SD
STD 1.28
N 46
n 40



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

11. The criteria for tenure were clear.

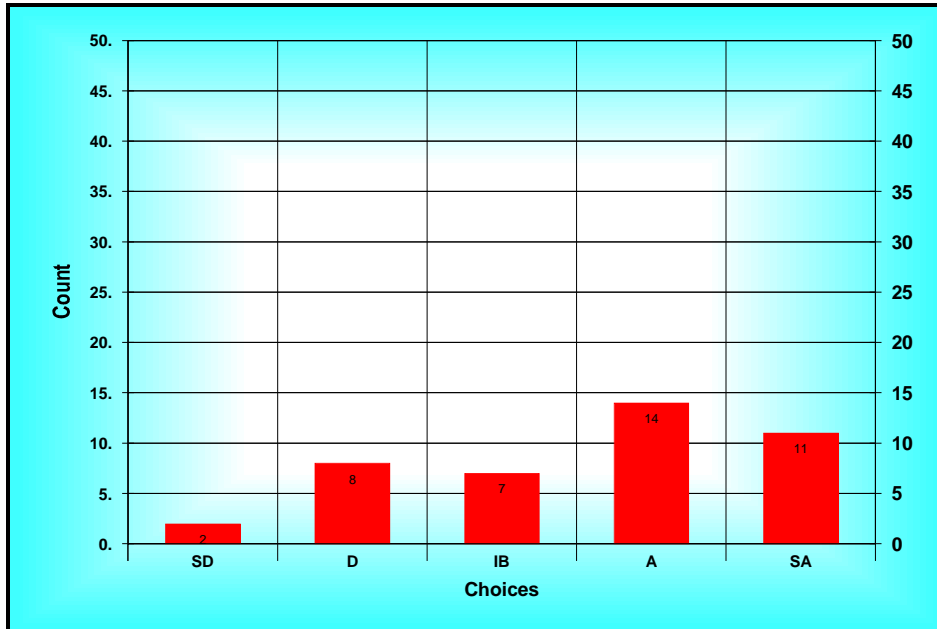
A) Ballot

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

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>2</i>
<i>D(2)</i>	<i>8</i>
<i>IB(3)</i>	<i>7</i>
<i>A(4)</i>	<i>14</i>
<i>SA(5)</i>	<i>11</i>

Statistics
 Total 150
 Mean A(3.57)
 Mode A
 High SA
 Low SD
 STD 1.21
 N 46
 n 42



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

12. There were faculty similar to me in my department.

A) Ballot

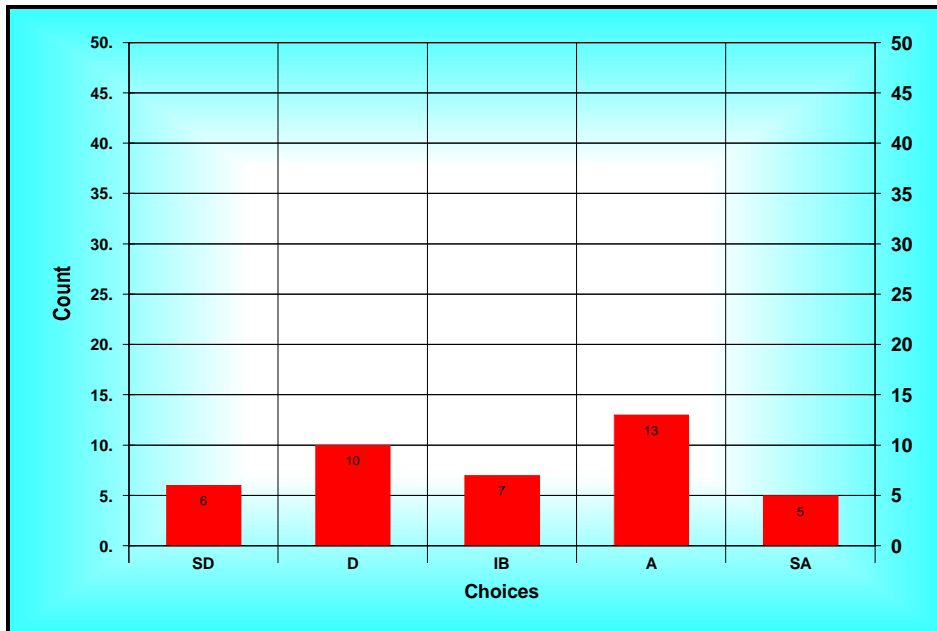
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>6</i>
<i>D(2)</i>	<i>10</i>
<i>IB(3)</i>	<i>7</i>
<i>A(4)</i>	<i>13</i>
<i>SA(5)</i>	<i>5</i>

Statistics

Total 124
Mean IB(3.02)
Mode A
High SA
Low SD
STD 1.29
N 46
n 41



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.

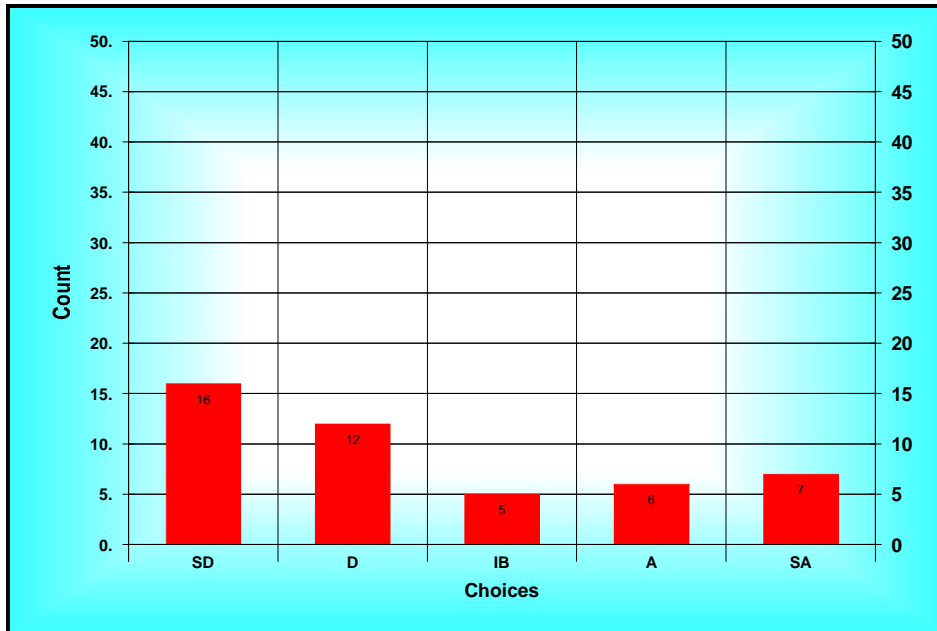
A) Ballot

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

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>16</i>
<i>D(2)</i>	<i>12</i>
<i>IB(3)</i>	<i>5</i>
<i>A(4)</i>	<i>6</i>
<i>SA(5)</i>	<i>7</i>

Statistics
 Total 114
 Mean D(2.48)
 Mode SD
 High SA
 Low SD
 STD 1.47
 N 46
 n 46



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

14. I was dissatisfied with the quality of computer services.

A) Ballot

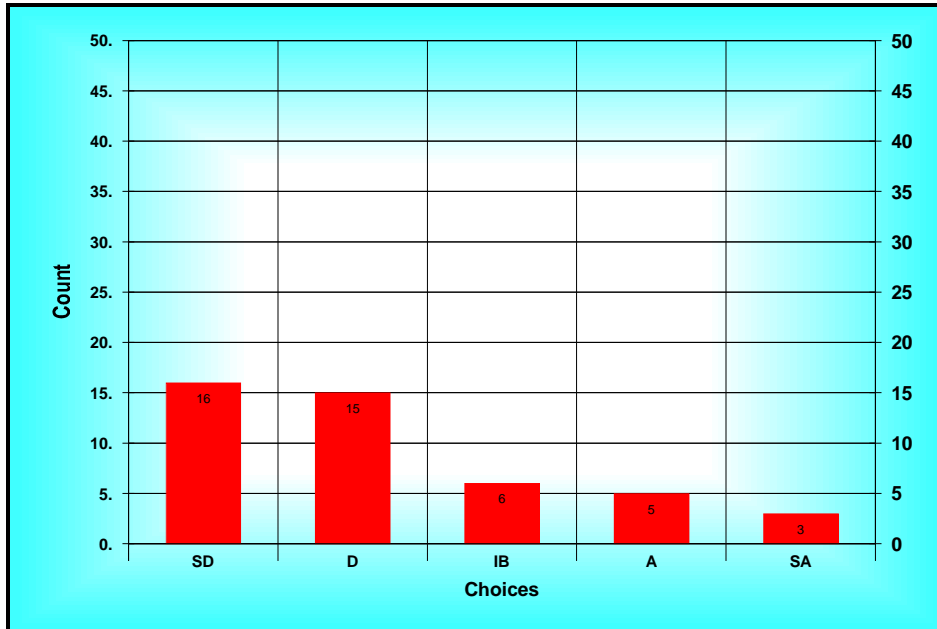
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>16</i>
<i>D(2)</i>	<i>15</i>
<i>IB(3)</i>	<i>6</i>
<i>A(4)</i>	<i>5</i>
<i>SA(5)</i>	<i>3</i>

Statistics

Total 99
Mean D(2.20)
Mode SD
High SA
Low SD
STD 1.24
N 46
n 45



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

15. Communication between my chair and me was effective.

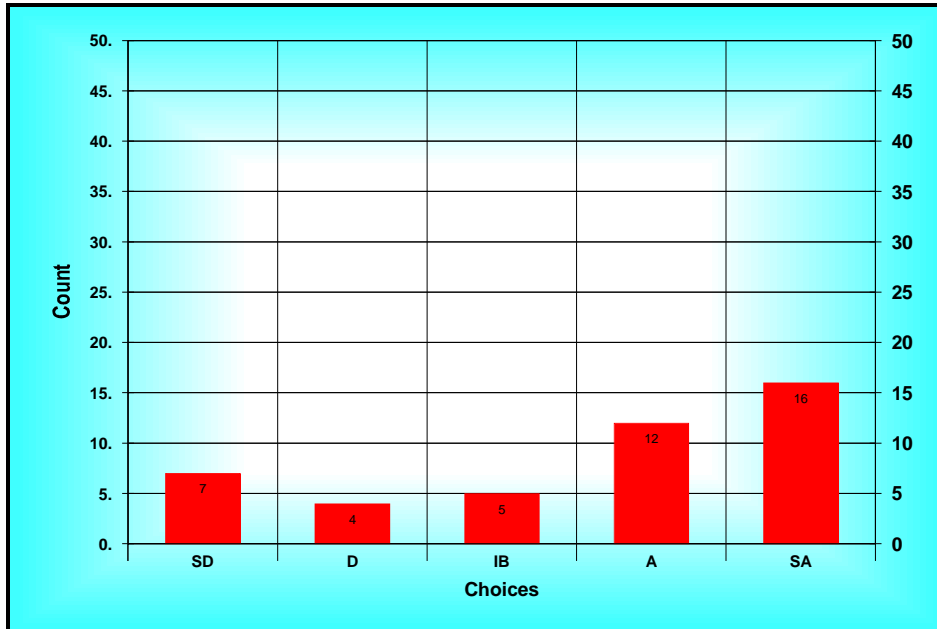
A) Ballot

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

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	7
<i>D(2)</i>	4
<i>IB(3)</i>	5
<i>A(4)</i>	12
<i>SA(5)</i>	16

Statistics
 Total 158
 Mean A(3.59)
 Mode SA
 High SA
 Low SD
 STD 1.47
 N 46
 n 44



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

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

A) Ballot

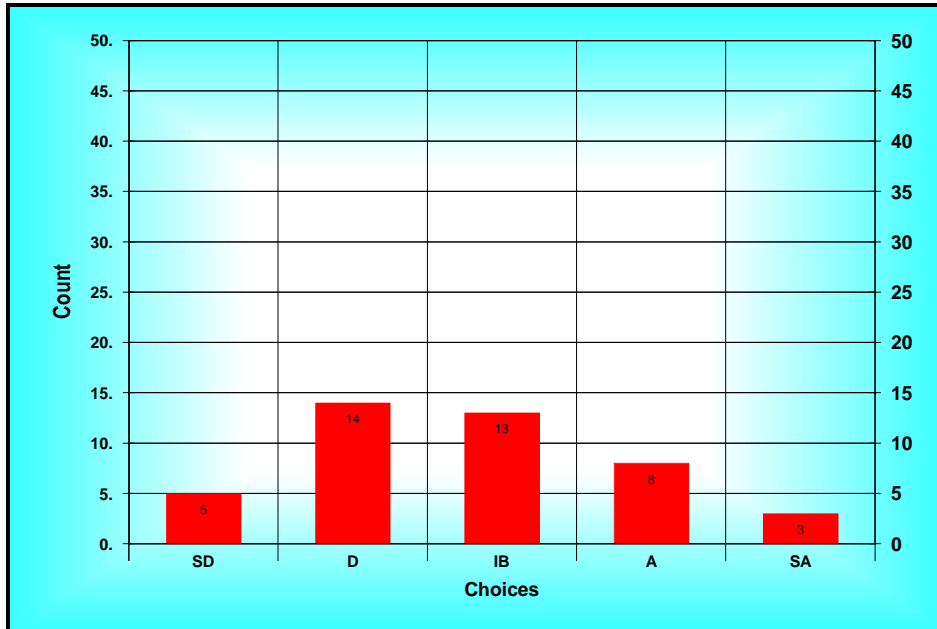
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>5</i>
<i>D(2)</i>	<i>14</i>
<i>IB(3)</i>	<i>13</i>
<i>A(4)</i>	<i>8</i>
<i>SA(5)</i>	<i>3</i>

Statistics

Total 119
Mean IB(2.77)
Mode D
High SA
Low SD
STD 1.11
N 46
n 43



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

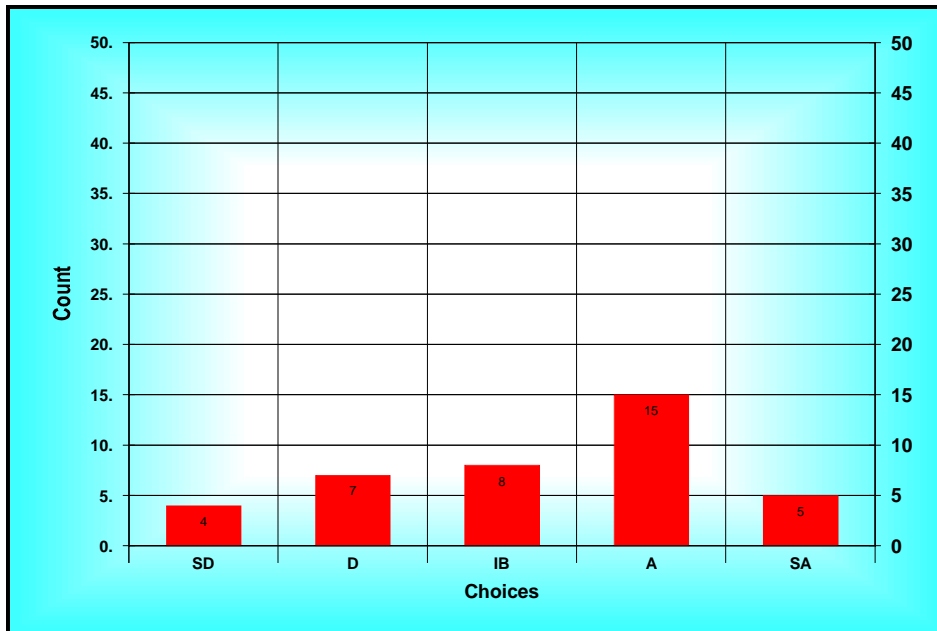
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>4</i>
<i>D(2)</i>	<i>7</i>
<i>IB(3)</i>	<i>8</i>
<i>A(4)</i>	<i>15</i>
<i>SA(5)</i>	<i>5</i>

Statistics

Total 127
Mean IB(3.26)
Mode A
High SA
Low SD
STD 1.21
N 46
n 39



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

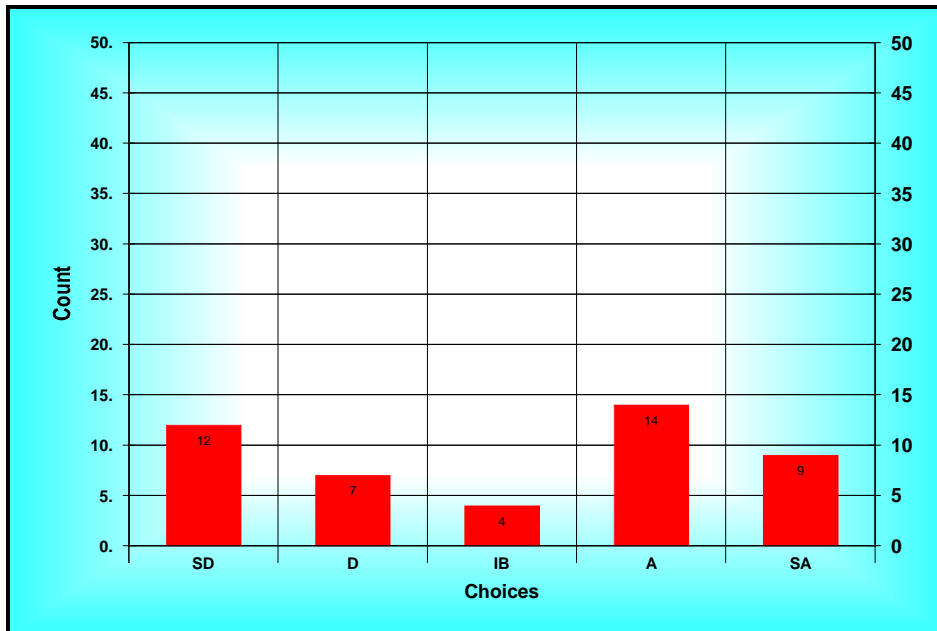
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>12</i>
<i>D(2)</i>	<i>7</i>
<i>IB(3)</i>	<i>4</i>
<i>A(4)</i>	<i>14</i>
<i>SA(5)</i>	<i>9</i>

Statistics

Total 139
Mean IB(3.02)
Mode A
High SA
Low SD
STD 1.53
N 46
n 46



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

19. The formal mentoring program was effective.

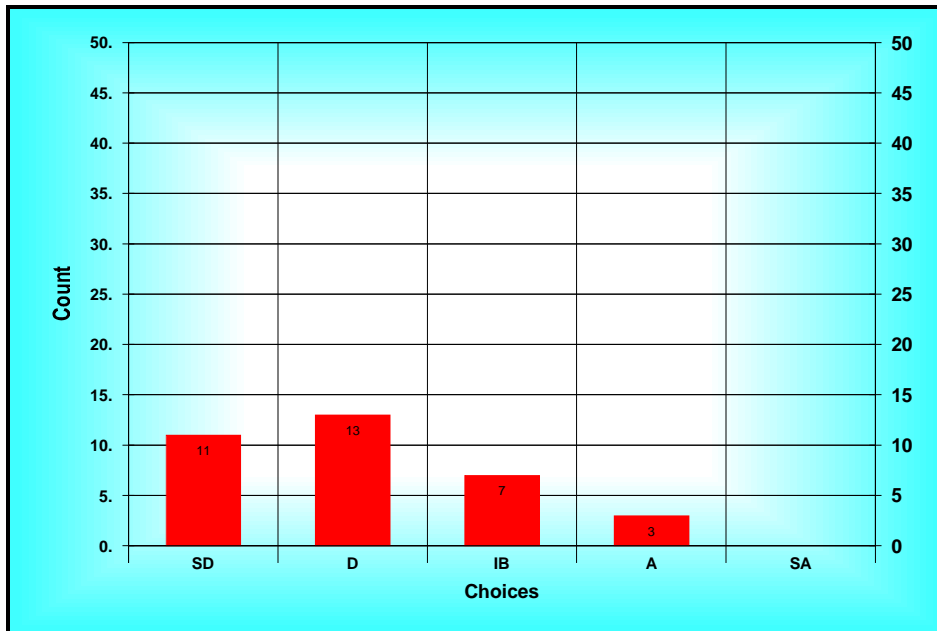
A) Ballot

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

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>11</i>
<i>D(2)</i>	<i>13</i>
<i>IB(3)</i>	<i>7</i>
<i>A(4)</i>	<i>3</i>
<i>SA(5)</i>	<i>0</i>

Statistics
 Total 70
 Mean D(2.06)
 Mode D
 High A
 Low SD
 STD 0.95
 N 46
 n 34



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

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

A) Ballot

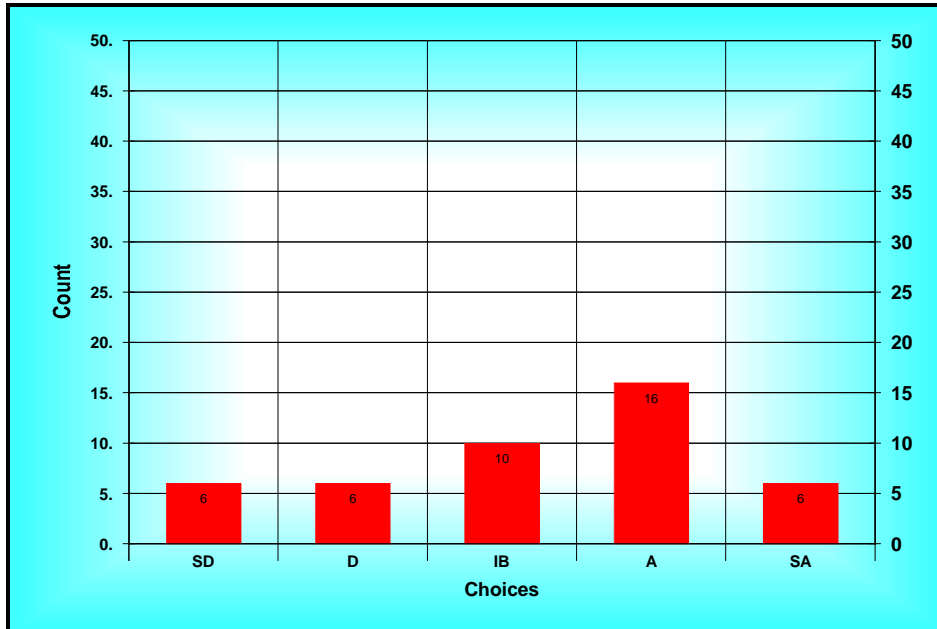
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>6</i>
<i>D(2)</i>	<i>6</i>
<i>IB(3)</i>	<i>10</i>
<i>A(4)</i>	<i>16</i>
<i>SA(5)</i>	<i>6</i>

Statistics

Total 142
Mean IB(3.23)
Mode A
High SA
Low SD
STD 1.26
N 46
n 44



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

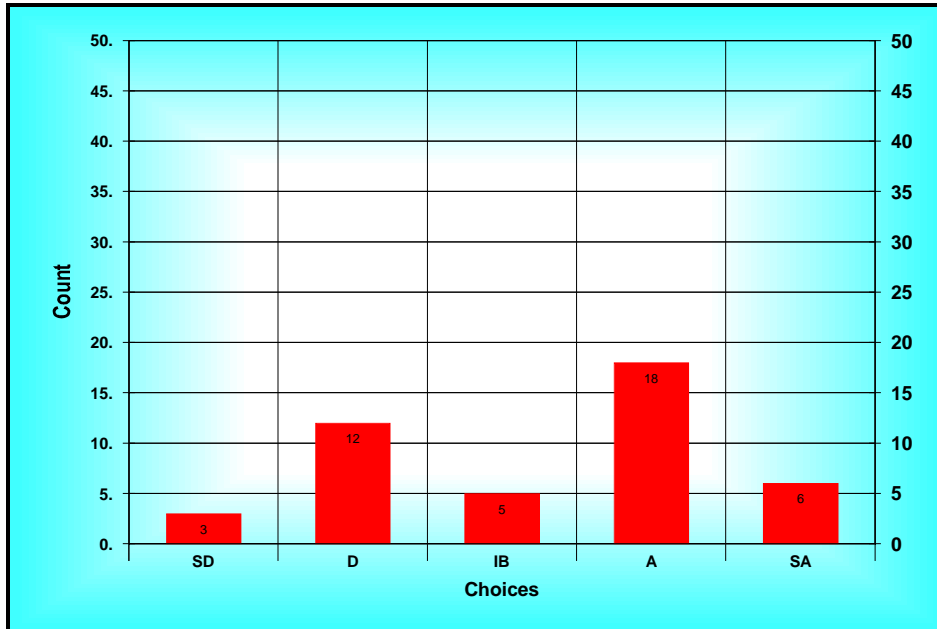
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>3</i>
<i>D(2)</i>	<i>12</i>
<i>IB(3)</i>	<i>5</i>
<i>A(4)</i>	<i>18</i>
<i>SA(5)</i>	<i>6</i>

Statistics

Total 144
Mean IB(3.27)
Mode A
High SA
Low SD
STD 1.21
N 46
n 44



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.

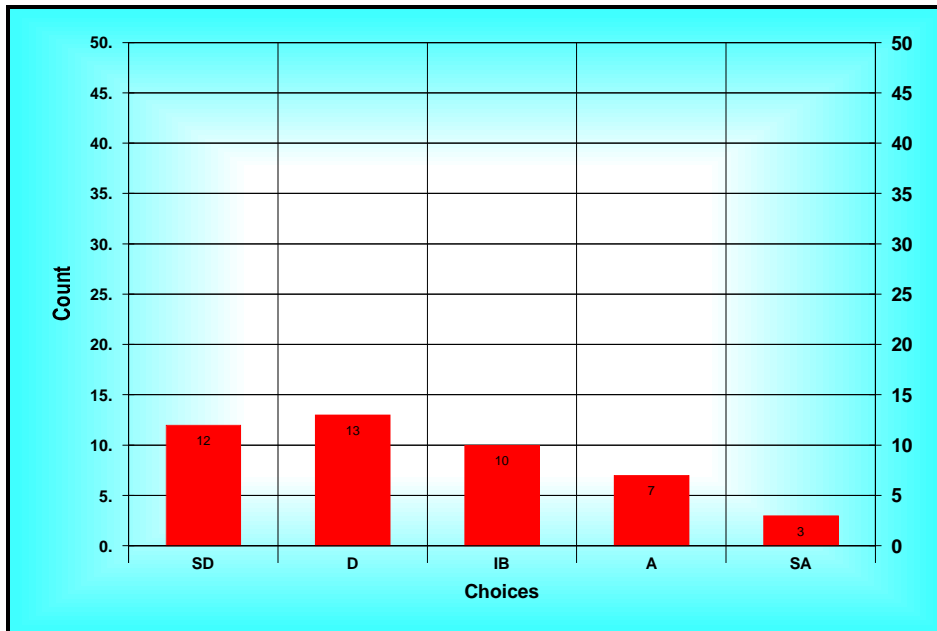
A) Ballot

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

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>12</i>
<i>D(2)</i>	<i>13</i>
<i>IB(3)</i>	<i>10</i>
<i>A(4)</i>	<i>7</i>
<i>SA(5)</i>	<i>3</i>

Statistics
 Total 111
 Mean D(2.47)
 Mode D
 High SA
 Low SD
 STD 1.24
 N 46
 n 45



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

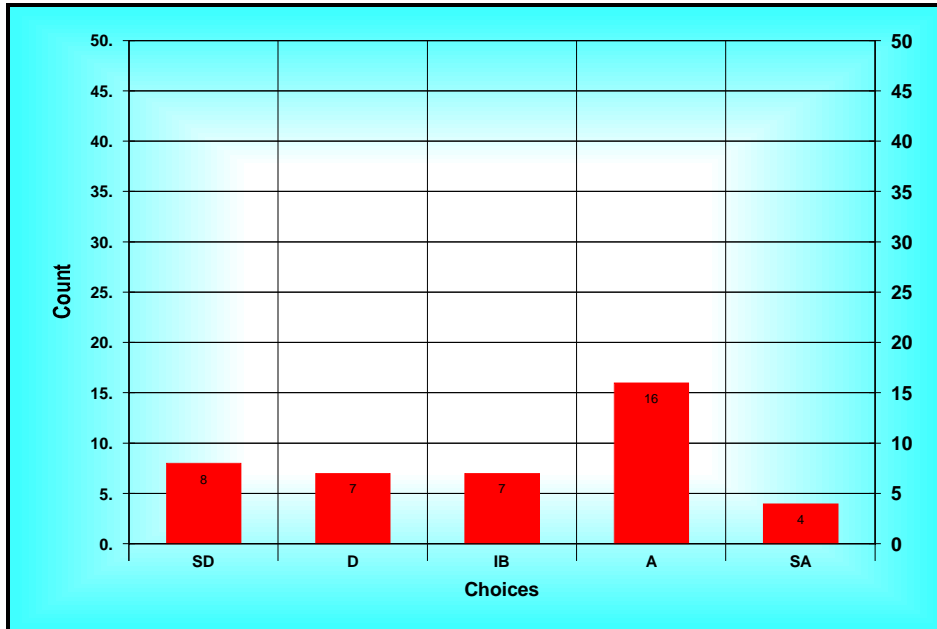
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	8
<i>D(2)</i>	7
<i>IB(3)</i>	7
<i>A(4)</i>	16
<i>SA(5)</i>	4

Statistics

Total 127
 Mean IB(3.02)
 Mode A
 High SA
 Low SD
 STD 1.32
 N 46
 n 42



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

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

A) Ballot

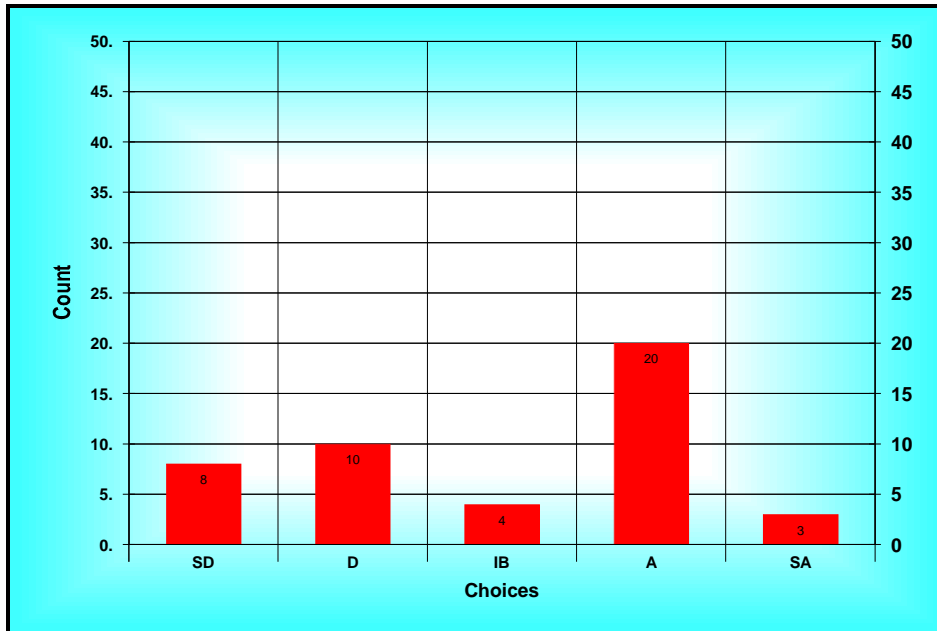
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	8
<i>D(2)</i>	10
<i>IB(3)</i>	4
<i>A(4)</i>	20
<i>SA(5)</i>	3

Statistics

Total 135
 Mean IB(3.00)
 Mode A
 High SA
 Low SD
 STD 1.30
 N 46
 n 45



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

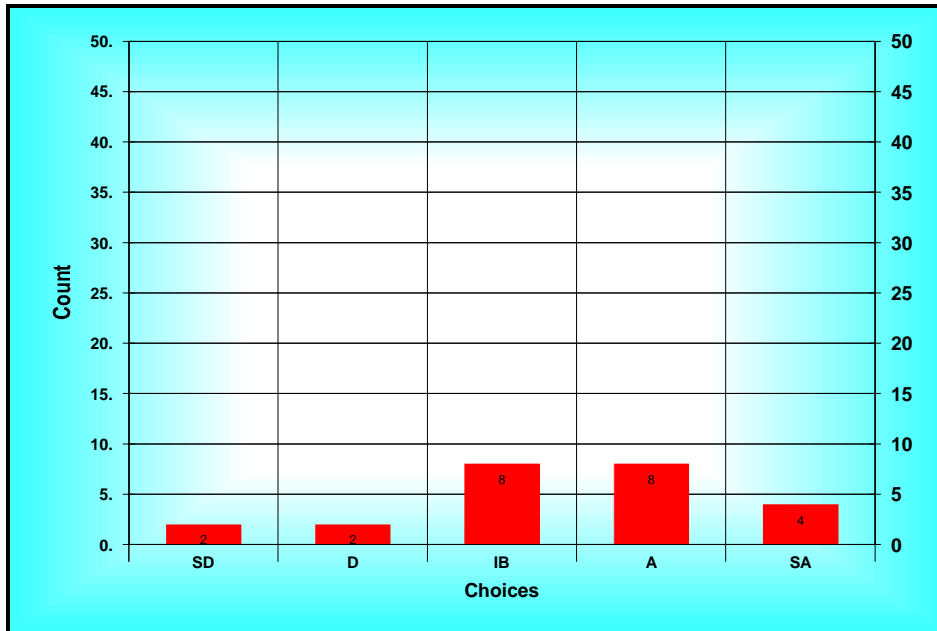
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	2
<i>D(2)</i>	2
<i>IB(3)</i>	8
<i>A(4)</i>	8
<i>SA(5)</i>	4

Statistics

Total 82
Mean IB(3.42)
Mode ??
High SA
Low SD
STD 1.14
N 46
n 24



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

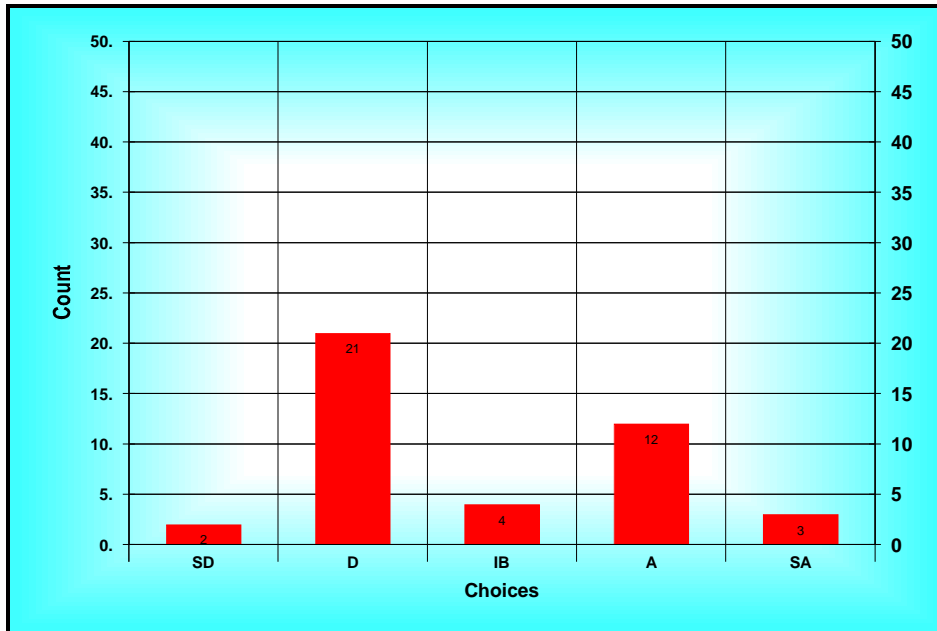
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>2</i>
<i>D(2)</i>	<i>21</i>
<i>IB(3)</i>	<i>4</i>
<i>A(4)</i>	<i>12</i>
<i>SA(5)</i>	<i>3</i>

Statistics

Total 119
Mean IB(2.83)
Mode D
High SA
Low SD
STD 1.12
N 46
n 42



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

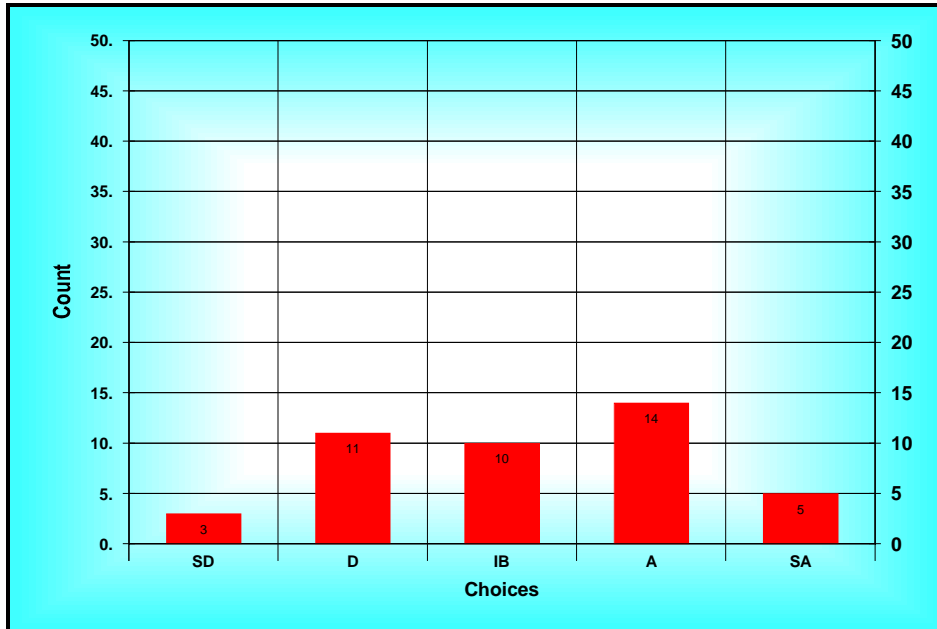
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>3</i>
<i>D(2)</i>	<i>11</i>
<i>IB(3)</i>	<i>10</i>
<i>A(4)</i>	<i>14</i>
<i>SA(5)</i>	<i>5</i>

Statistics

Total 136
Mean IB(3.16)
Mode A
High SA
Low SD
STD 1.15
N 46
n 43



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

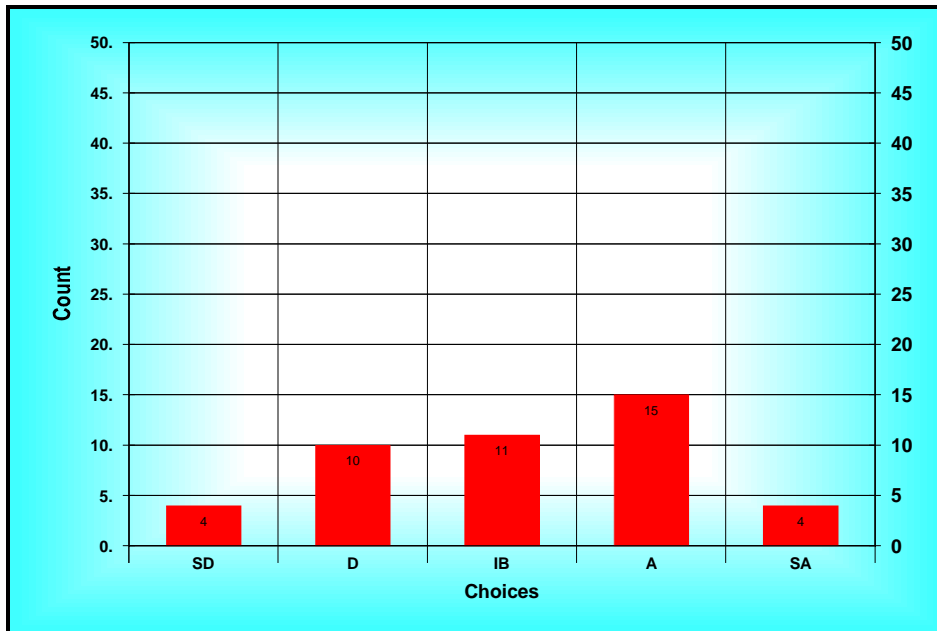
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>4</i>
<i>D(2)</i>	<i>10</i>
<i>IB(3)</i>	<i>11</i>
<i>A(4)</i>	<i>15</i>
<i>SA(5)</i>	<i>4</i>

Statistics

Total 137
Mean IB(3.11)
Mode A
High SA
Low SD
STD 1.15
N 46
n 44



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

29. I did not like the Fargo community.

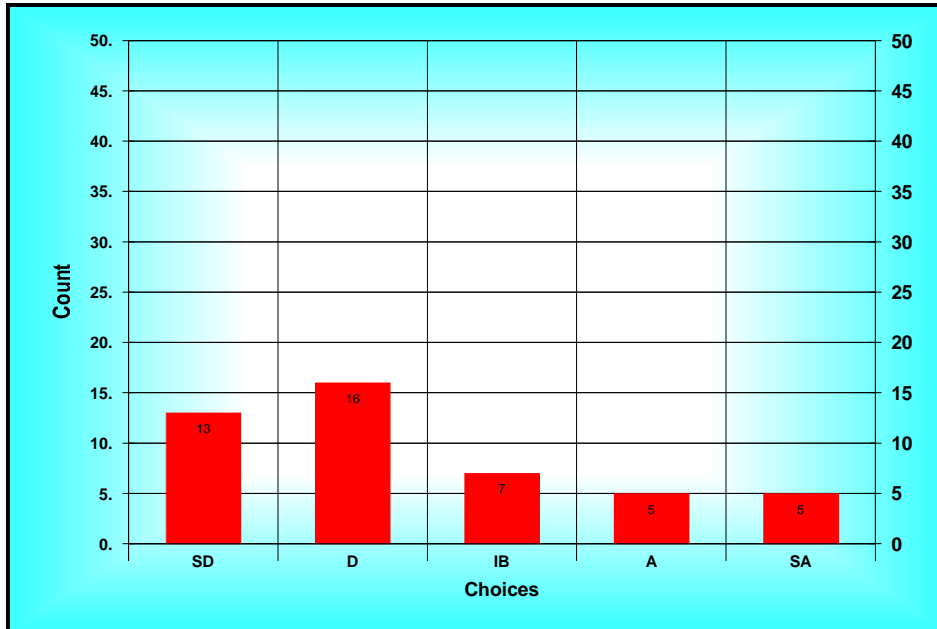
A) Ballot

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

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>13</i>
<i>D(2)</i>	<i>16</i>
<i>IB(3)</i>	<i>7</i>
<i>A(4)</i>	<i>5</i>
<i>SA(5)</i>	<i>5</i>

Statistics
 Total 111
 Mean D(2.41)
 Mode D
 High SA
 Low SD
 STD 1.31
 N 46
 n 46



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

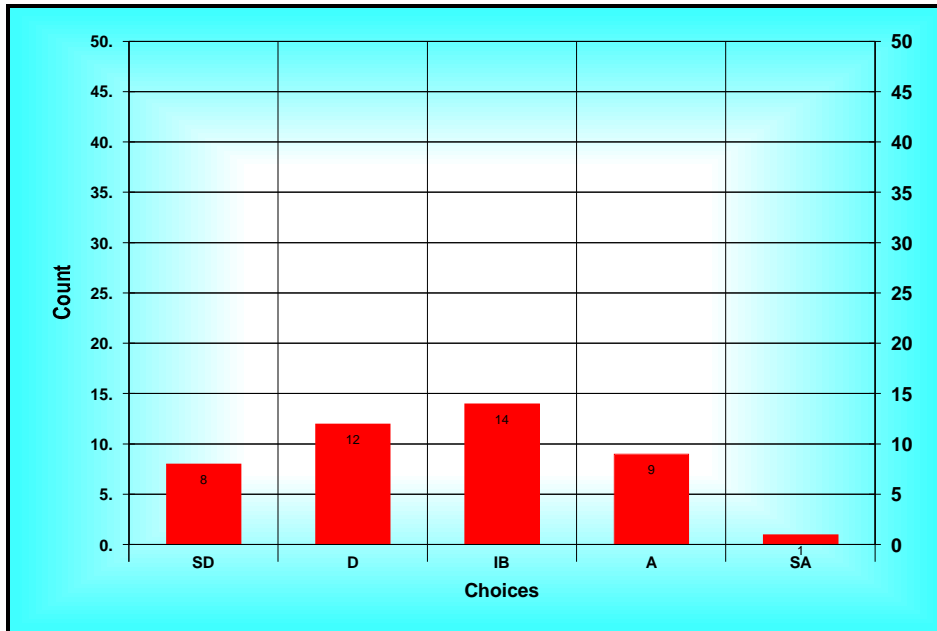
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>8</i>
<i>D(2)</i>	<i>12</i>
<i>IB(3)</i>	<i>14</i>
<i>A(4)</i>	<i>9</i>
<i>SA(5)</i>	<i>1</i>

Statistics

Total 115
Mean IB(2.61)
Mode IB
High SA
Low SD
STD 1.08
N 46
n 44



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

31. I was satisfied with my salary at NDSU.

A) Ballot

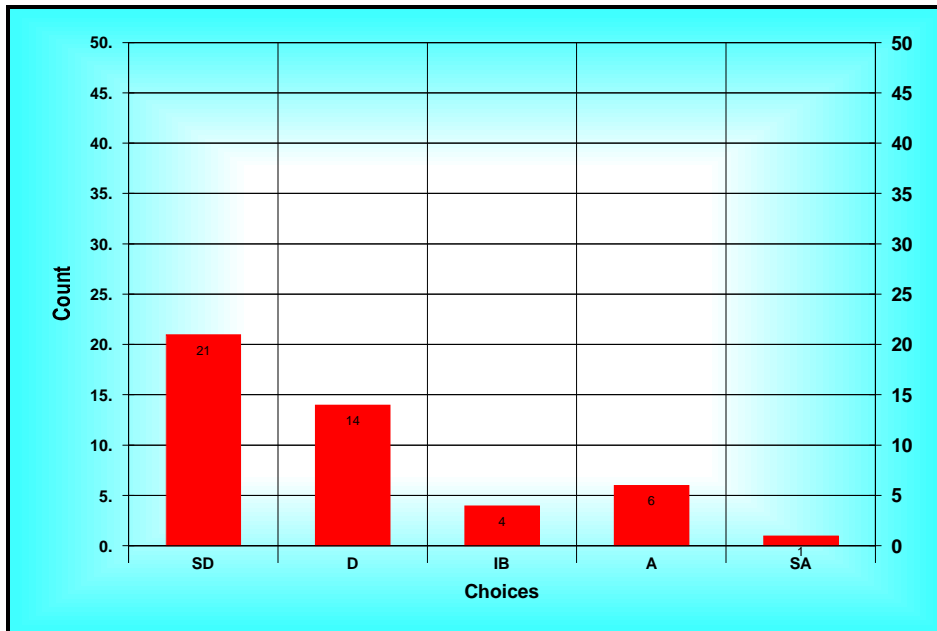
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>21</i>
<i>D(2)</i>	<i>14</i>
<i>IB(3)</i>	<i>4</i>
<i>A(4)</i>	<i>6</i>
<i>SA(5)</i>	<i>1</i>

Statistics

Total 90
Mean D(1.96)
Mode SD
High SA
Low SD
STD 1.13
N 46
n 46



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

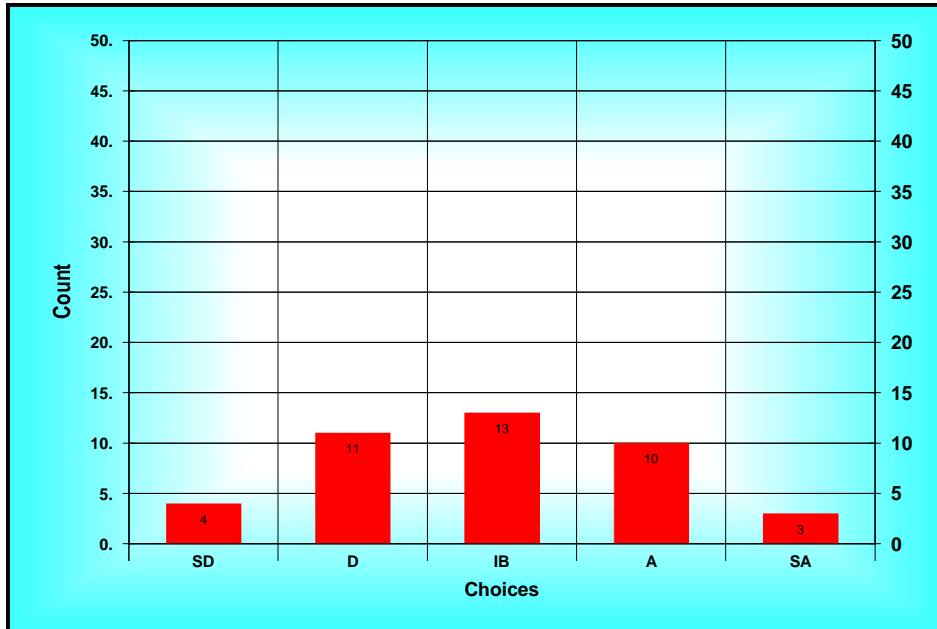
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>4</i>
<i>D(2)</i>	<i>11</i>
<i>IB(3)</i>	<i>13</i>
<i>A(4)</i>	<i>10</i>
<i>SA(5)</i>	<i>3</i>

Statistics

Total 120
Mean IB(2.93)
Mode IB
High SA
Low SD
STD 1.10
N 46
n 41



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

33. I was satisfied with the quality of NDSU's undergraduate students.

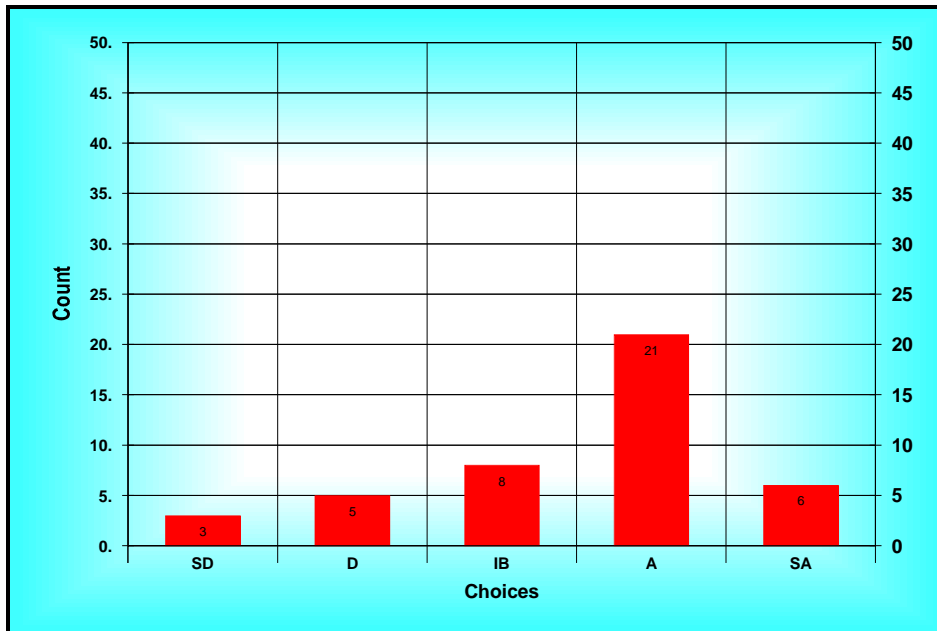
A) Ballot

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

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>3</i>
<i>D(2)</i>	<i>5</i>
<i>IB(3)</i>	<i>8</i>
<i>A(4)</i>	<i>21</i>
<i>SA(5)</i>	<i>6</i>

Statistics
 Total 151
 Mean A(3.51)
 Mode A
 High SA
 Low SD
 STD 1.10
 N 46
 n 43



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

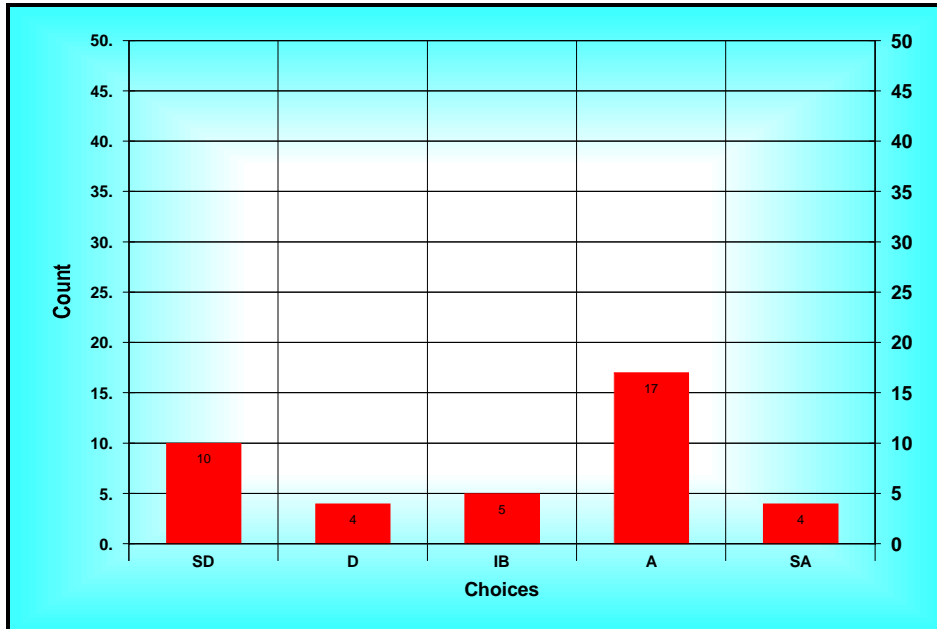
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>10</i>
<i>D(2)</i>	<i>4</i>
<i>IB(3)</i>	<i>5</i>
<i>A(4)</i>	<i>17</i>
<i>SA(5)</i>	<i>4</i>

Statistics

Total 121
Mean IB(3.03)
Mode A
High SA
Low SD
STD 1.40
N 46
n 40



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.

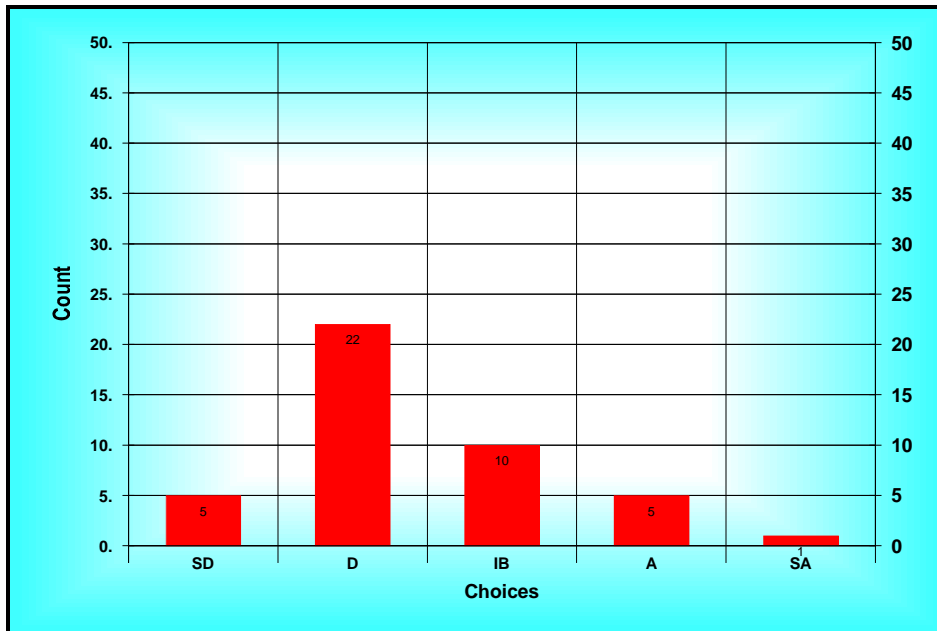
A) Ballot

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

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>5</i>
<i>D(2)</i>	<i>22</i>
<i>IB(3)</i>	<i>10</i>
<i>A(4)</i>	<i>5</i>
<i>SA(5)</i>	<i>1</i>

Statistics
 Total 104
 Mean D(2.42)
 Mode D
 High SA
 Low SD
 STD 0.93
 N 46
 n 43



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 20.00
N 46
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. 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.

5. No enough lab space; no enough research facilities; no surpport for collaboration with industry partners; it is not fair on promotion issue.
6. 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.
7. lack of support for my dept from the college of AHSS...left without a counter offer from dept.
8. Wanted to live back in Canada rather than in USA.
9. 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.

10. Salary was extremely low both individually and as a department.

11. no support in department for my area of teaching, in spite of the fact that it represented the majority of undergraduate students.

12. Great faculty and students but incompetent leadership at the Dean's level and above, particular the VPAA.

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

14. 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.

15. 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.

16. -- 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:

-- 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.

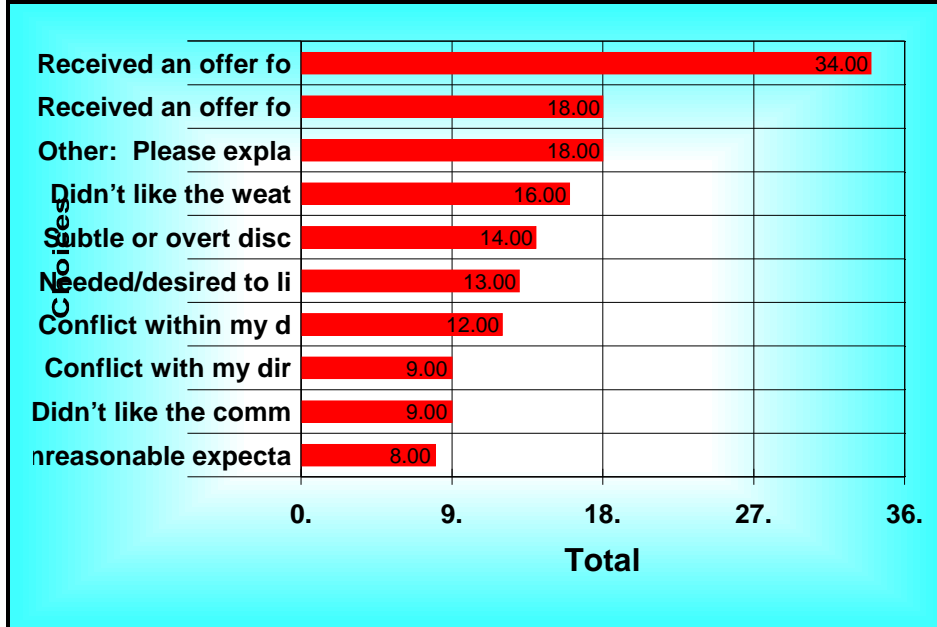
17. I loved NDSU, it was very difficult to leave. NDSU was great to me and my career, I hope I did as much for it.

But financial matters won out, so I left.

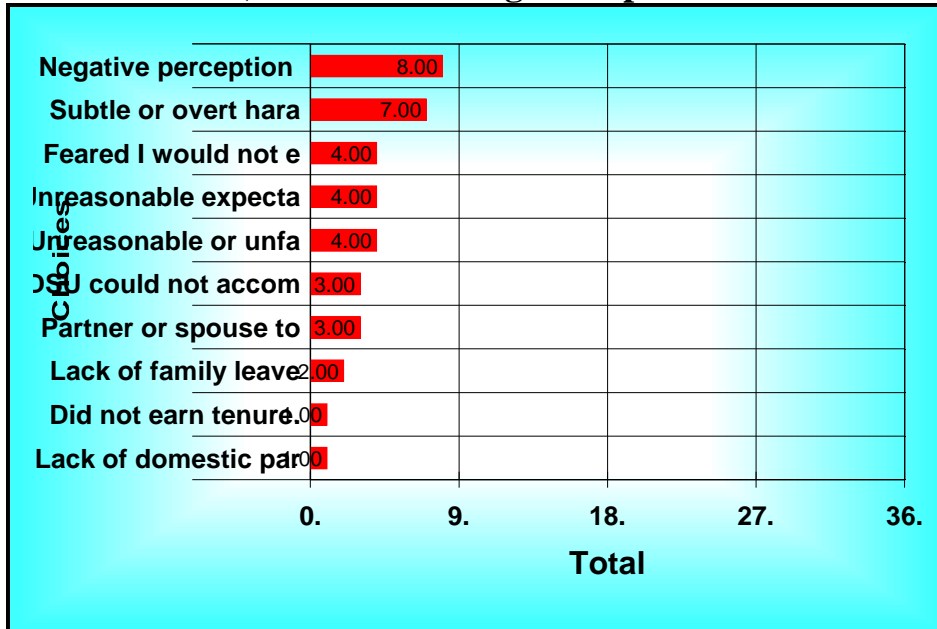
18. The salary for assistant professors in the Arts was extremely--embarrassingly low. I accepted my position at NDSU in the Fall of 1997 at the salary of \$33,000 with a \$1,000 increase every year I was there. I accepted a job four years later that paid me \$48,000. This discrepancy in salary is pitiful. 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 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, sensitivy 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.	34
Received an offer for another job and supervisors	18
Other: Please explain.	18
Didn't like the weather or climate.	16
Subtle or overt discrimination.	14
Needed/desired to live closer to family.	13
Conflict within my department.	12
Conflict with my direct supervisor.	9
Didn't like the community.	9
Unreasonable expectations for service.	8
Negative perception of NDSU's prestige as an insti	8
Subtle or overt harassment.	7
Feared I would not earn tenure or have my contract	4
Unreasonable expectations for research.	4
Unreasonable or unfair teaching assignments.	4
NDSU could not accommodate a partner/spouse with a	3
Partner or spouse took a job elsewhere.	3

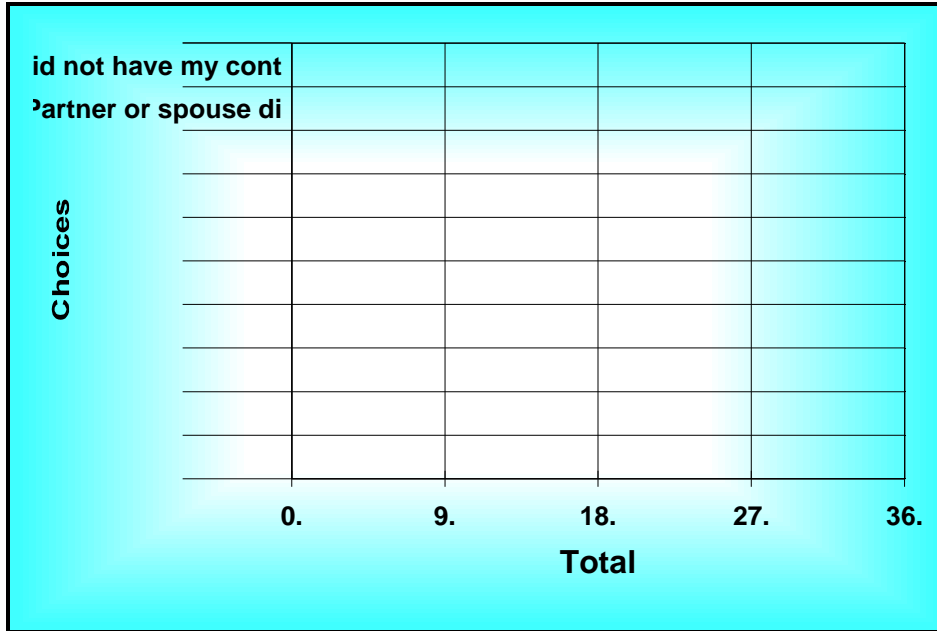
Lack of family leave policy/options.	2
Did not earn tenure.	1
Lack of domestic partner benefit options.	1
Did not have my contract renewed.	0
Partner or spouse did not earn tenure or have his/	0



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 46
 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

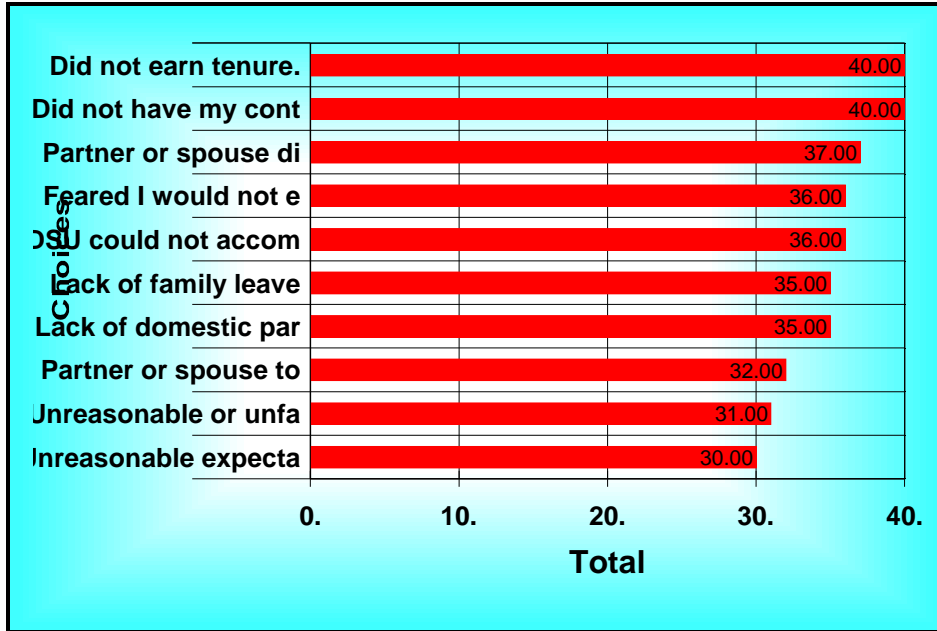
was something I liked and missed having. One faculty member told me that "everyone was tired of pretentious people coming to Fargo and claiming they can't get what they need here. If Fargo doesn't have it, then you don't need it." Needless to say, I didn't attend any more gatherings with that particular 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. Good luck with your survey, although I am afraid my

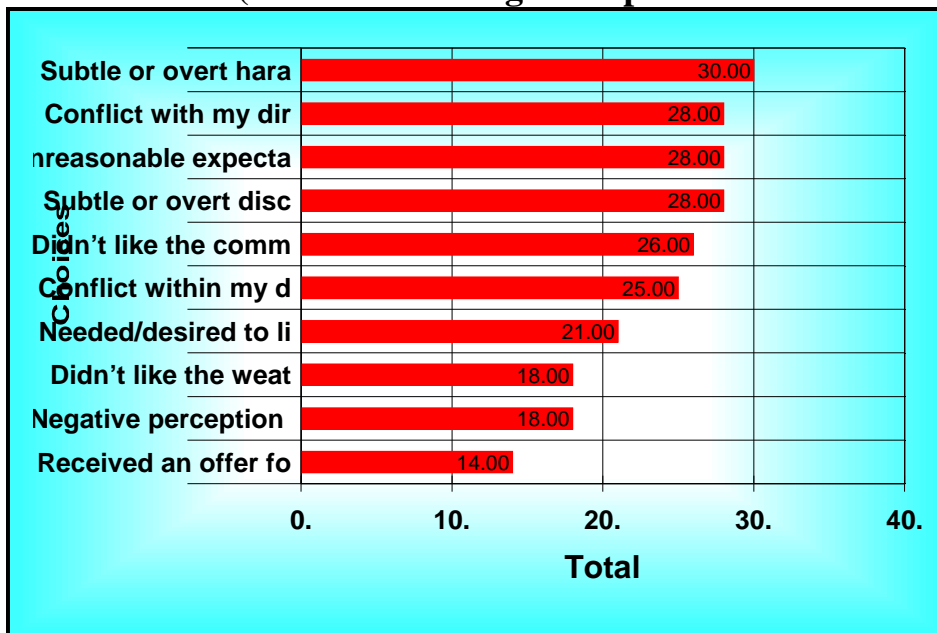
answers may not be too helpful :(

6. 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.

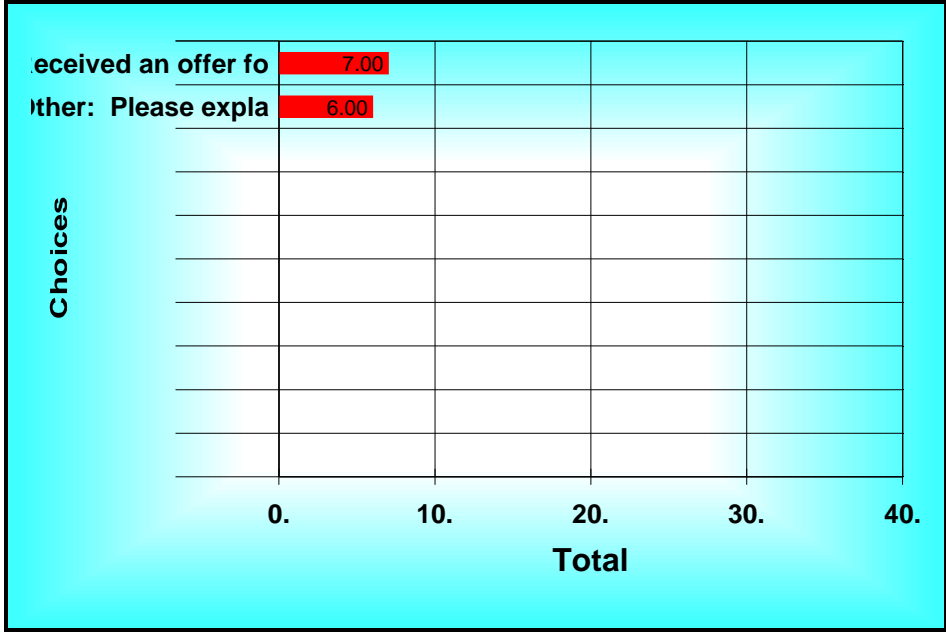
Choices	Total
Did not earn tenure.	40
Did not have my contract renewed.	40
Partner or spouse did not earn tenure or have his/	37
Feared I would not earn tenure or have my contract	36
NDSU could not accommodate a partner/spouse with a	36
Lack of family leave policy/options.	35
Lack of domestic partner benefit options.	35
Partner or spouse took a job elsewhere.	32
Unreasonable or unfair teaching assignments.	31
Unreasonable expectations for service.	30
Subtle or overt harassment.	30
Conflict with my direct supervisor.	28
Unreasonable expectations for research.	28
Subtle or overt discrimination.	28
Didn't like the community.	26
Conflict within my department.	25
Needed/desired to live closer to family.	21
Didn't like the weather or climate.	18
Negative perception of NDSU's prestige as an insti	18
Received an offer for another job and supervisors	14
Received an offer for a better job.	7
Other: Please explain.	6



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)



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