

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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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.

Choices	STEM	non-STEM	Women	Men
a. Did not earn tenure.	15	25	16	24
b. Did not have my contract renewed.	15	25	16	24
c. Feared I would not earn tenure or have my contract	13	23	13	23
d. Partner or spouse did not earn tenure or have his/	14	23	15	22
e. NDSU could not accommodate a partner/spouse with a	14	22	14	22
f. Received an offer for a better job.	4	3	4	3
g. Received an offer for another job and supervisors	7	7	7	7
h. Partner or spouse took a job elsewhere.	13	19	13	19
i. Lack of family leave policy/options.	12	23	13	22
j. Lack of domestic partner benefit options.	14	21	13	22
k. Needed/desired to live closer to family.	9	12	8	13
l. Conflict with my direct supervisor.	14	14	9	19
m. Conflict within my department.	12	13	7	18
n. Unreasonable expectations for service.	11	19	12	18
o. Unreasonable expectations for research.	11	17	9	19
p. Unreasonable or unfair teaching assignments.	11	20	11	20
q. Subtle or overt discrimination.	11	17	9	19
r. Subtle or overt harassment.	11	19	11	19
s. Didn't like the weather or climate.	5	13	8	10
t. Didn't like the community.	10	16	11	15
u. Negative perception of NDSU's prestige as an insti	6	12	8	10
v. Other: Please explain.	1	5	3	3

Text Responses_MEN

1. We loved living in Fargo and I loved my colleagues. Broke my heart to leave.
2. No others
3. Good luck with your survey, although I am afraid my answers may not be too helpful :(

Text Responses_WOMEN

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. 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.
3. 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.