

**For faculty who left (Survey)**

**Survey Results**

1 filter(s) defined

Total Number of Respondents (N): 29 of 46

**Filter- Male**

**1. Sex:**

**A) Ballot**

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

**B) Results Spread**

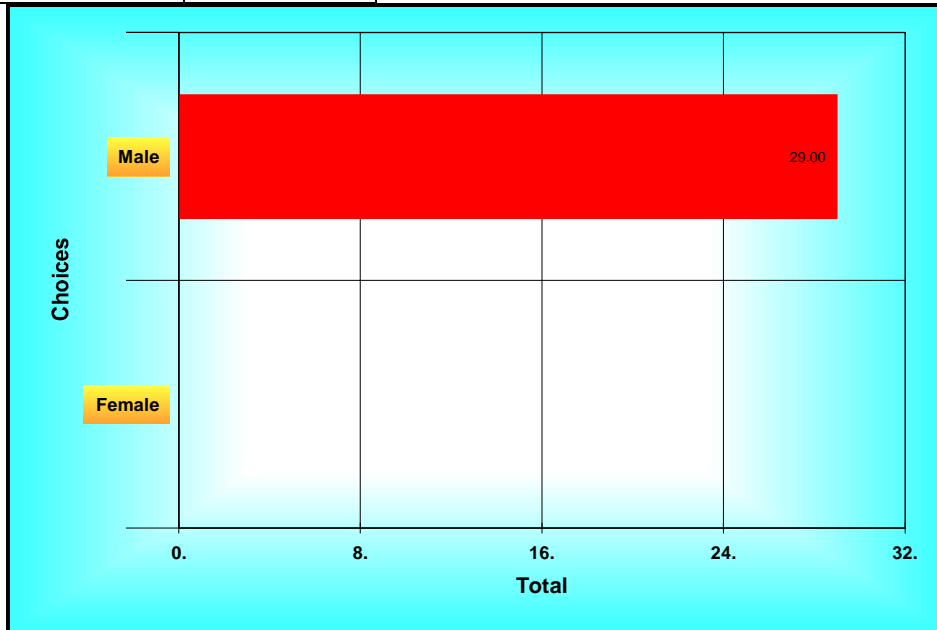
*Statistics*

Total 1.00

N 29

*Table Sorted By Total*

Choices	Total
Male	29
Female	0



**Results Chart (1. Sex:)**

**2. Rank upon leaving NDSU:**

**A) Ballot**

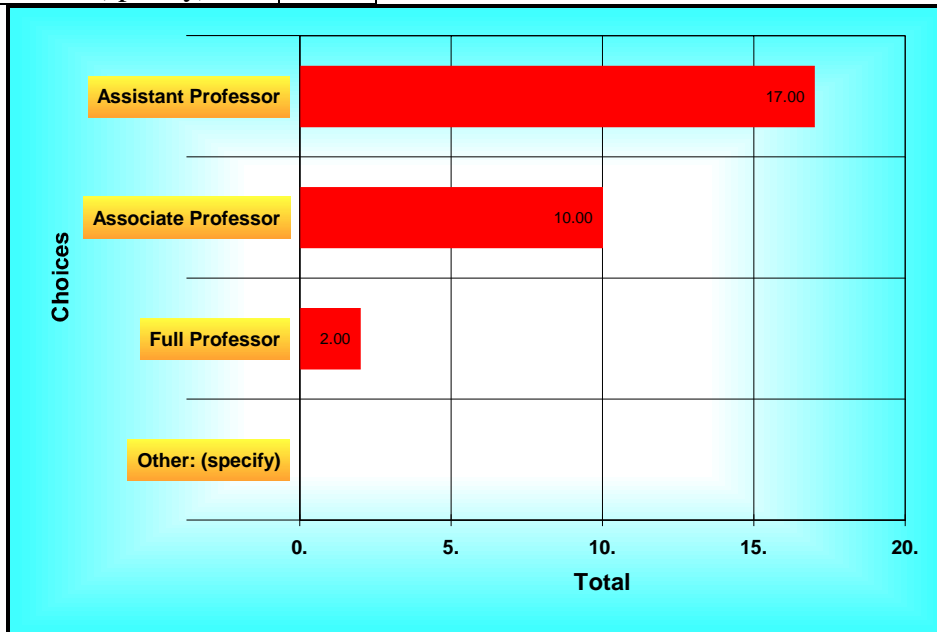
Method: Multiple Selection  
 Options: Allow Bypass  
 Enter Text for Last Choice  
 Maximum Selections: [1]  
 Descriptions: Please choose one  
 Number of Choices: 4

**B) Results Spread**

*Statistics*  
 Total 3.00  
 N 29  
 Table Sorted By Total

**C) Text Responses**

Choices	Total
Assistant Professor	17
Associate Professor	10
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**

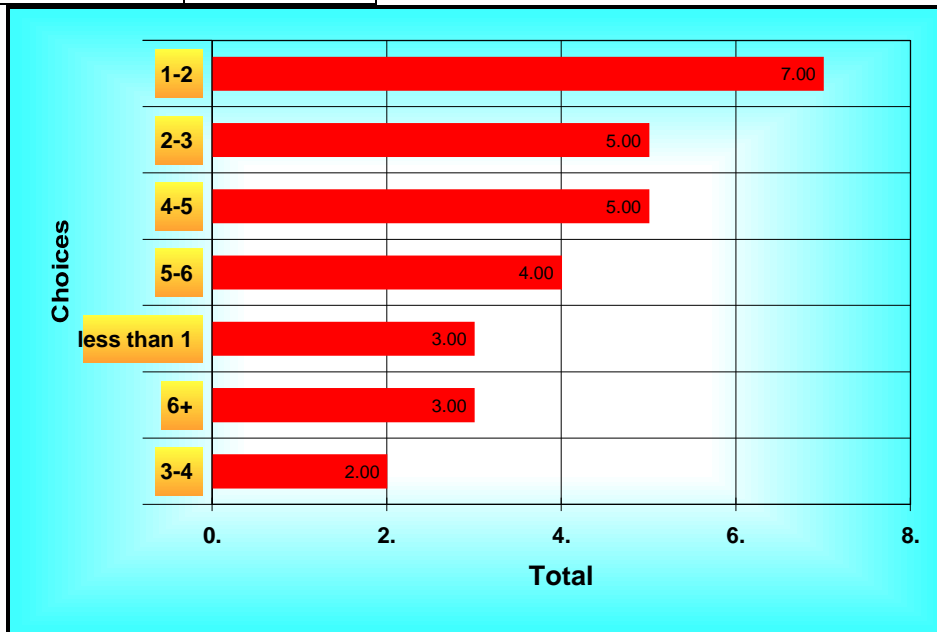
*Statistics*

Total 7.00

N 29

*Table Sorted By Total*

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



**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**

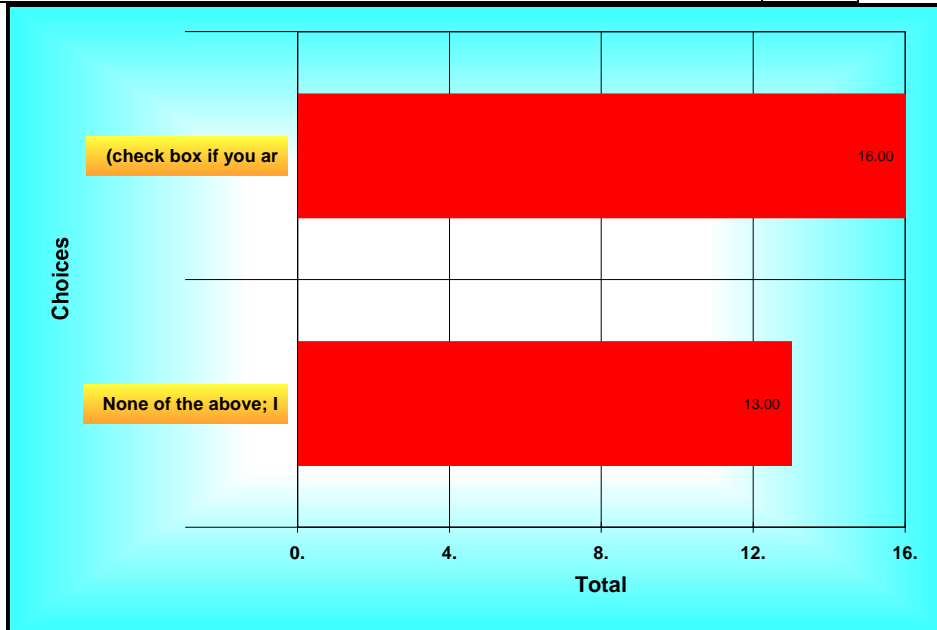
*Statistics*

Total 2.00

N 29

*Table Sorted By Total*

Choices	Total
(check box if you are in a Science, Math, Engineer	16
None of the above; I was not in Science, Math, Eng	13



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

**5. Relationship status when arriving at NDSU:**

**A) Ballot**

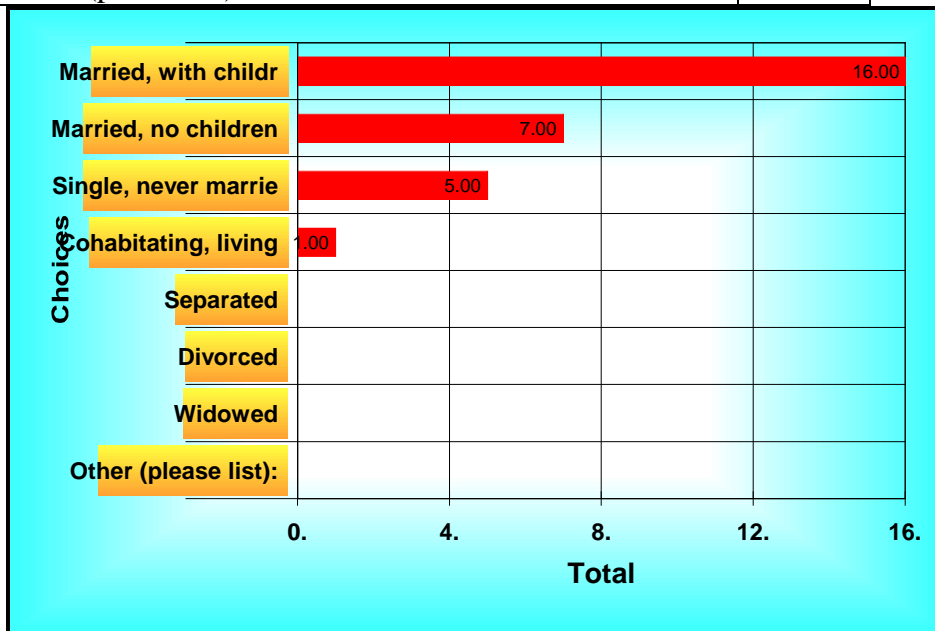
Method: Multiple Selection  
 Options: Allow Bypass  
           Enter Text for Last Choice  
           Maximum Selections: [1]  
 Descriptions: Please choose one  
 Number of Choices: 8

**B) Results Spread**

*Statistics*  
 Total 4.00  
 N 29  
 Table Sorted By Total

**C) Text Responses**

Choices	Total
Married, with children	16
Married, no children	7
Single, never married	5
Cohabiting, living with your partner in an intim	1
Separated	0
Divorced	0
Widowed	0
Other (please list):	0



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

**6. The tenure process was clear.**

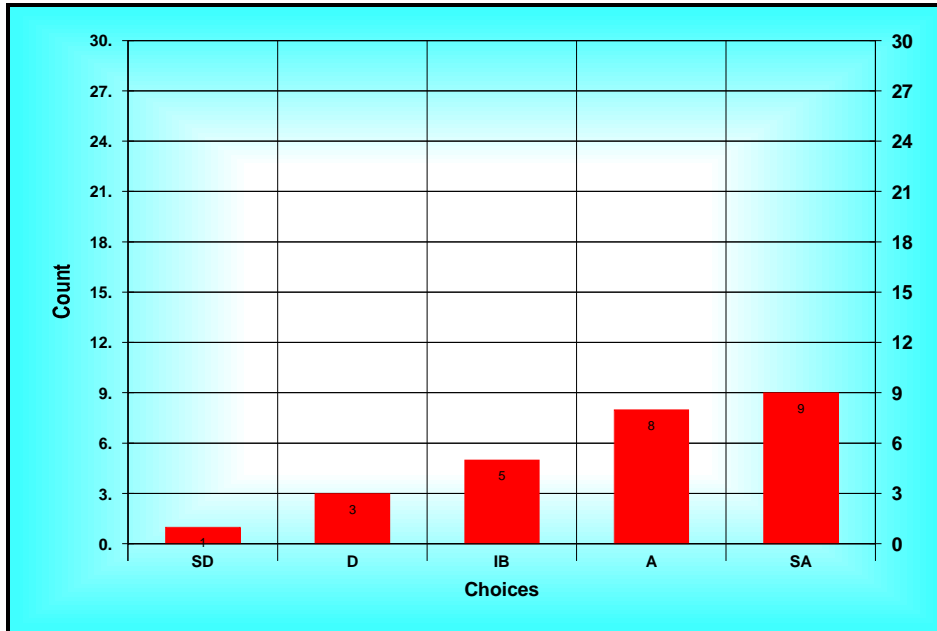
**A) Ballot**

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

**B) Results Spread**

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

*Statistics*  
 Total 99  
 Mean A(3.81)  
 Mode SA  
 High SA  
 Low SD  
 STD 1.17  
 N 29  
 n 26



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

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

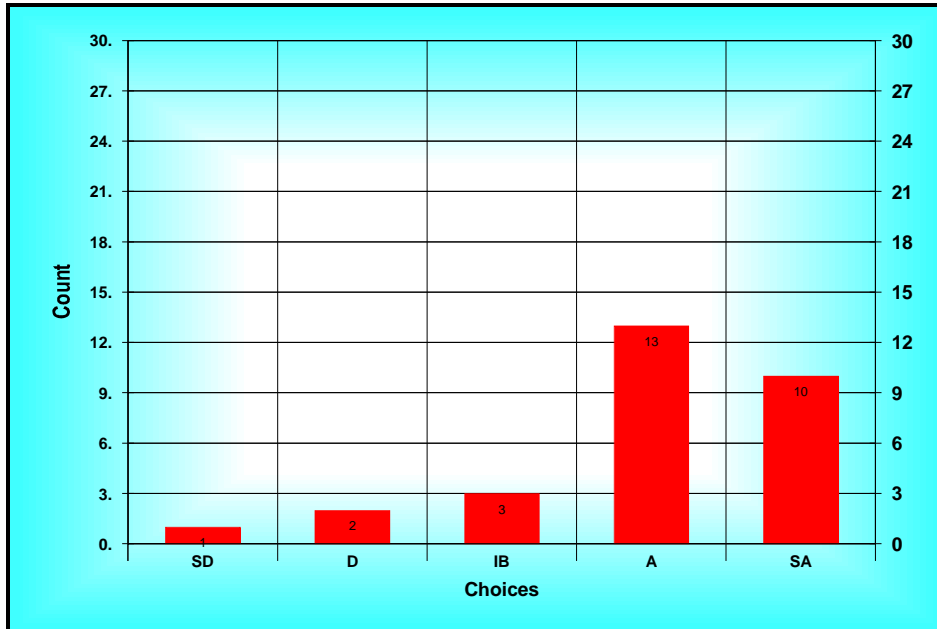
**A) Ballot**

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>2</i>
<i>IB(3)</i>	<i>3</i>
<i>A(4)</i>	<i>13</i>
<i>SA(5)</i>	<i>10</i>

*Statistics*  
 Total 116  
 Mean A(4.00)  
 Mode A  
 High SA  
 Low SD  
 STD 1.04  
 N 29  
 n 29



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



**8. Communication within my department was not effective.**

**A) Ballot**

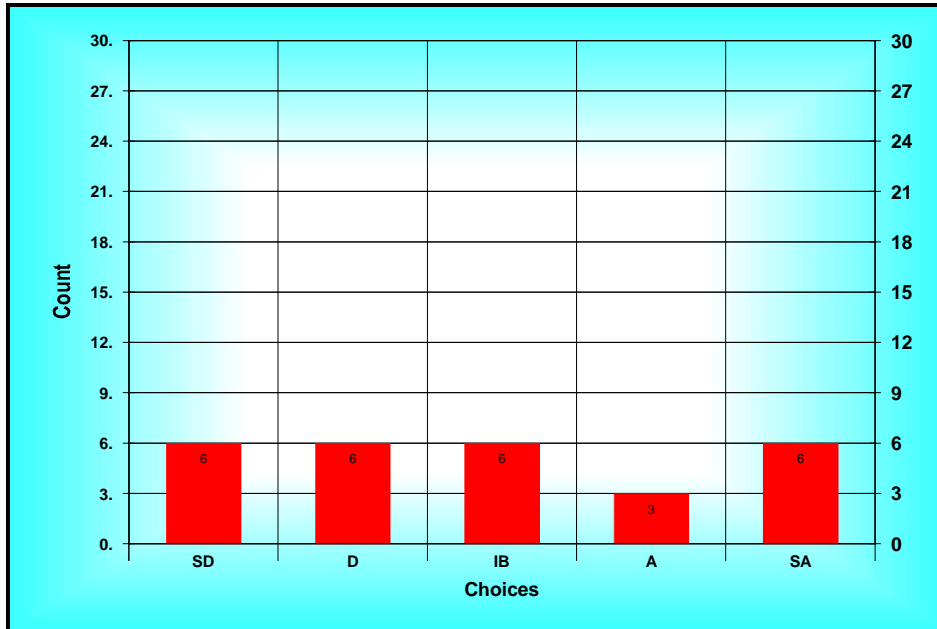
Method: Custom Method  
 Options: Allow Bypass  
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

**B) Results Spread**

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

*Statistics*

Total 78  
 Mean IB(2.89)  
 Mode ??  
 High SA  
 Low SD  
 STD 1.48  
 N 29  
 n 27



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

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

**A) Ballot**

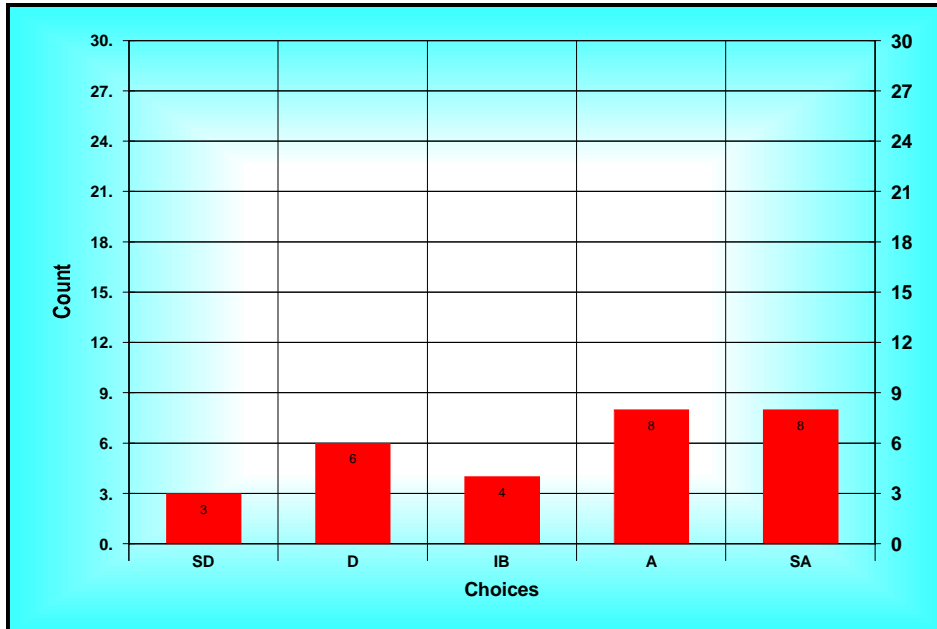
Method: Custom Method  
 Options: Allow Bypass  
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

**B) Results Spread**

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

*Statistics*

Total 99  
 Mean IB(3.41)  
 Mode ??  
 High SA  
 Low SD  
 STD 1.38  
 N 29  
 n 29



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

**10. The informal mentoring was effective.**

**A) Ballot**

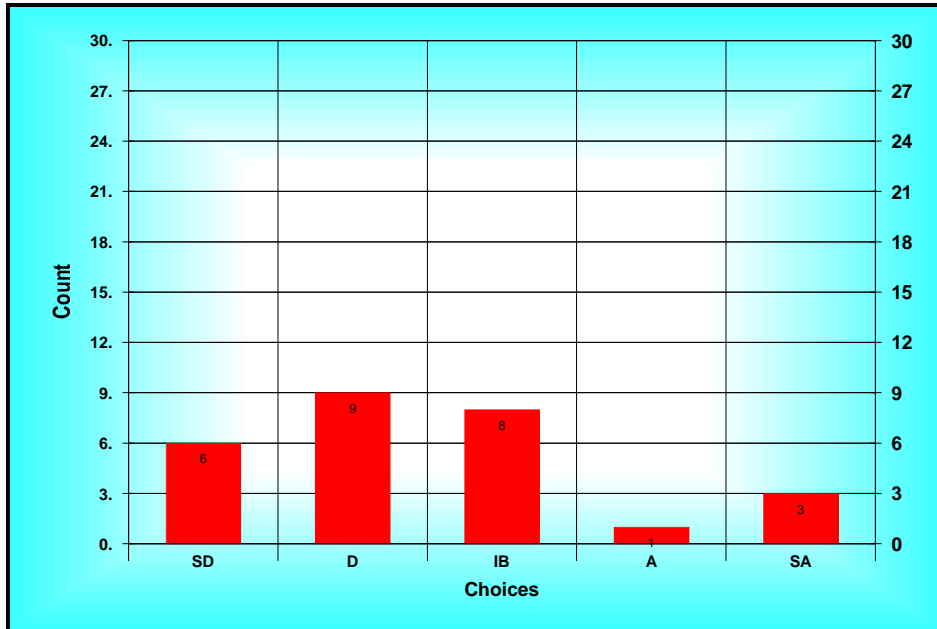
Method: Custom Method  
 Options: Allow Bypass  
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

**B) Results Spread**

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	6
<i>D(2)</i>	9
<i>IB(3)</i>	8
<i>A(4)</i>	1
<i>SA(5)</i>	3

*Statistics*

Total 67  
 Mean D(2.48)  
 Mode D  
 High SA  
 Low SD  
 STD 1.22  
 N 29  
 n 27



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

**11. The criteria for tenure were clear.**

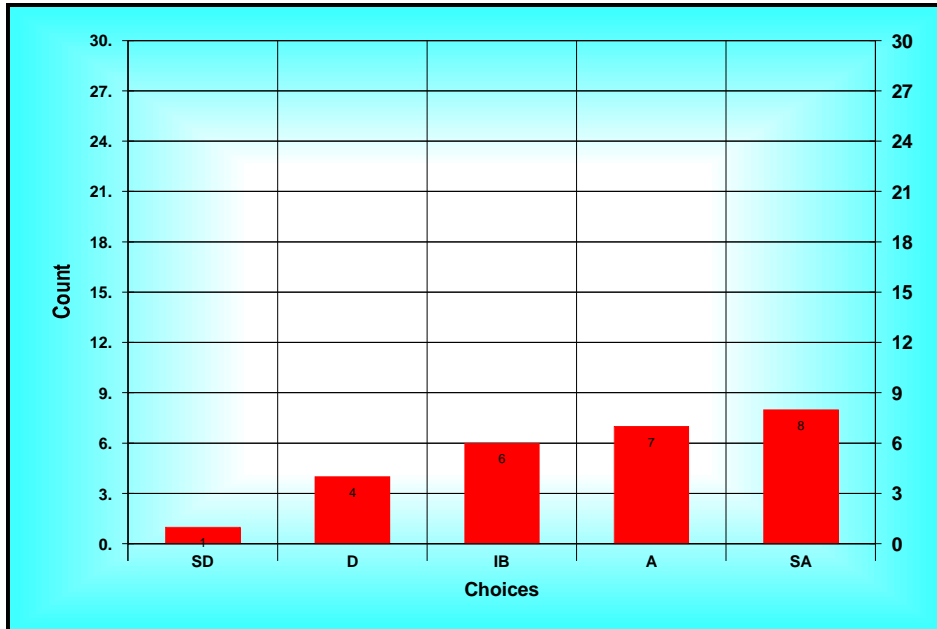
**A) Ballot**

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>1</i>
<i>D(2)</i>	<i>4</i>
<i>IB(3)</i>	<i>6</i>
<i>A(4)</i>	<i>7</i>
<i>SA(5)</i>	<i>8</i>

*Statistics*  
 Total 95  
 Mean A(3.65)  
 Mode SA  
 High SA  
 Low SD  
 STD 1.20  
 N 29  
 n 26



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

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

**A) Ballot**

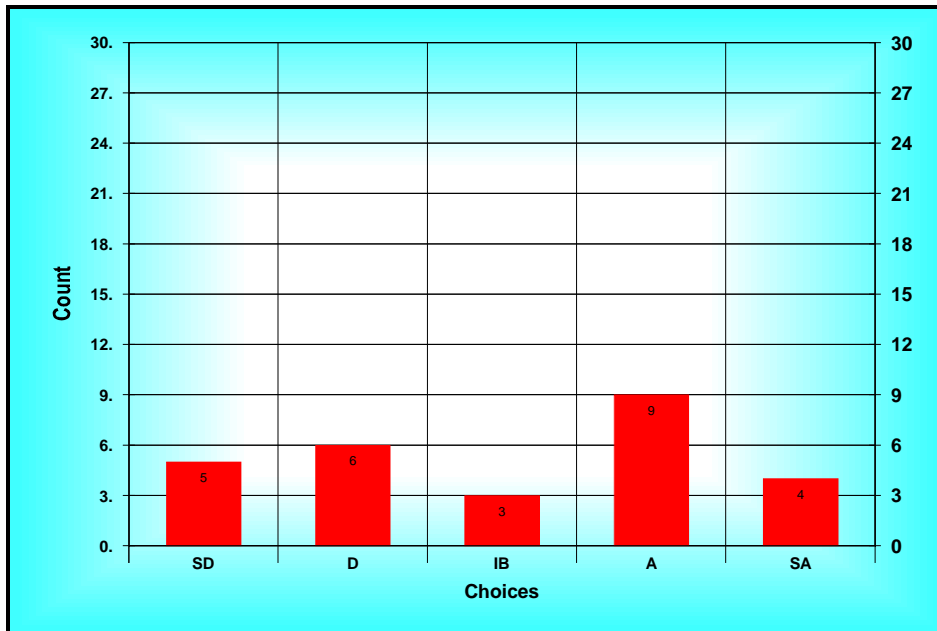
Method: Custom Method  
 Options: Allow Bypass  
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

**B) Results Spread**

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

*Statistics*

Total 82  
 Mean IB(3.04)  
 Mode A  
 High SA  
 Low SD  
 STD 1.40  
 N 29  
 n 27



**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**

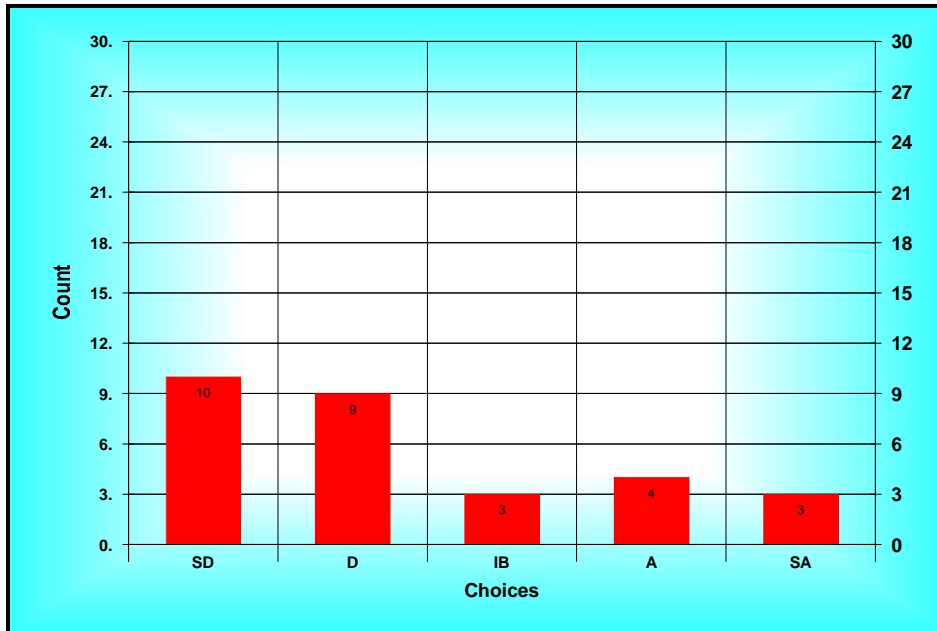
Method: Custom Method  
 Options: Allow Bypass  
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

**B) Results Spread**

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>10</i>
<i>D(2)</i>	<i>9</i>
<i>IB(3)</i>	<i>3</i>
<i>A(4)</i>	<i>4</i>
<i>SA(5)</i>	<i>3</i>

*Statistics*

*Total* 68  
*Mean* D(2.34)  
*Mode* SD  
*High* SA  
*Low* SD  
*STD* 1.37  
*N* 29  
*n* 29



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

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

**A) Ballot**

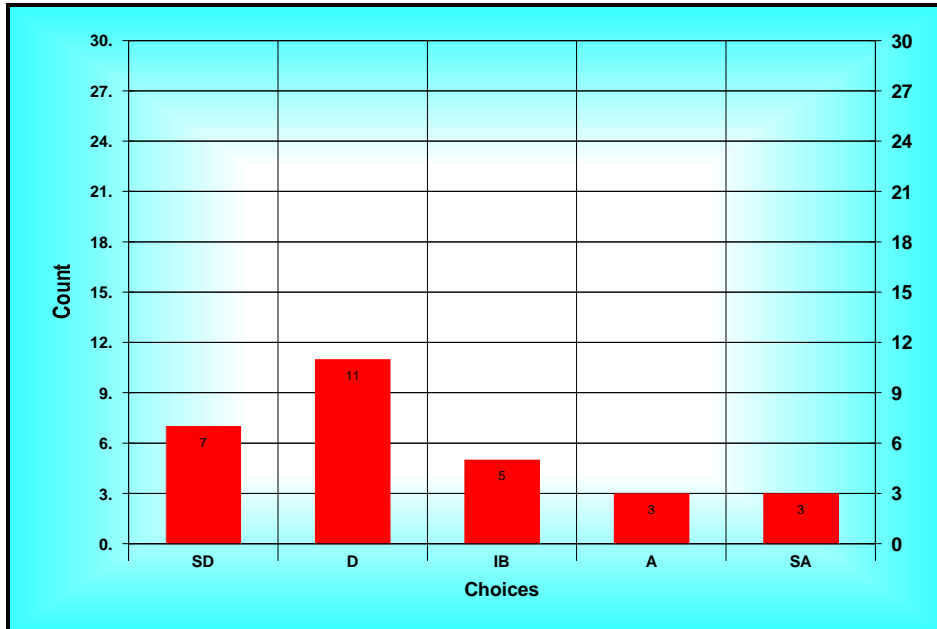
Method: Custom Method  
 Options: Allow Bypass  
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

**B) Results Spread**

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

*Statistics*

*Total 71*  
*Mean D(2.45)*  
*Mode D*  
*High SA*  
*Low SD*  
*STD 1.27*  
*N 29*  
*n 29*



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

**15. Communication between my chair and me was effective.**

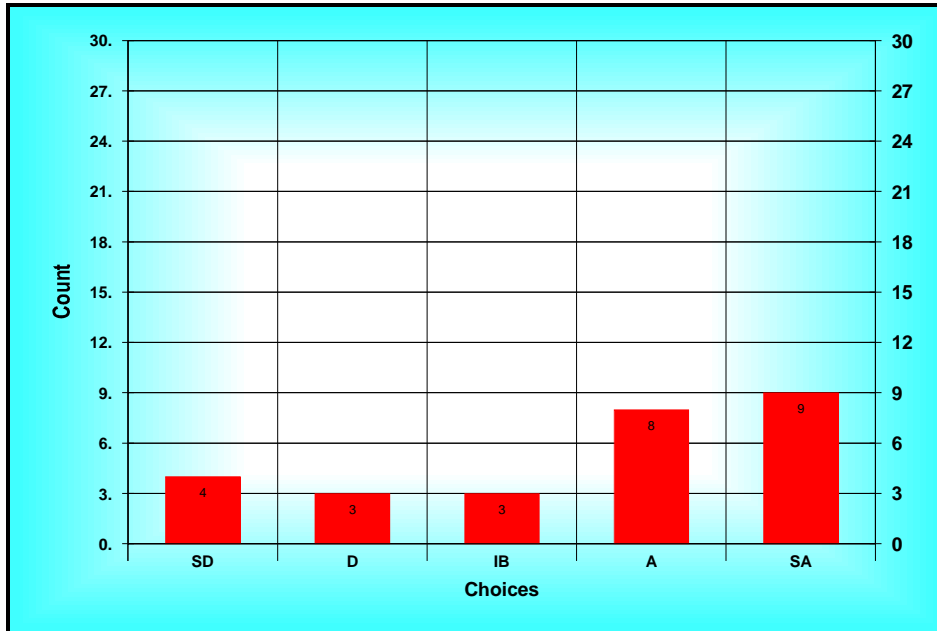
**A) Ballot**

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>	<i>4</i>
<i>D(2)</i>	<i>3</i>
<i>IB(3)</i>	<i>3</i>
<i>A(4)</i>	<i>8</i>
<i>SA(5)</i>	<i>9</i>

*Statistics*  
 Total 96  
 Mean A(3.56)  
 Mode SA  
 High SA  
 Low SD  
 STD 1.45  
 N 29  
 n 27



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



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

**A) Ballot**

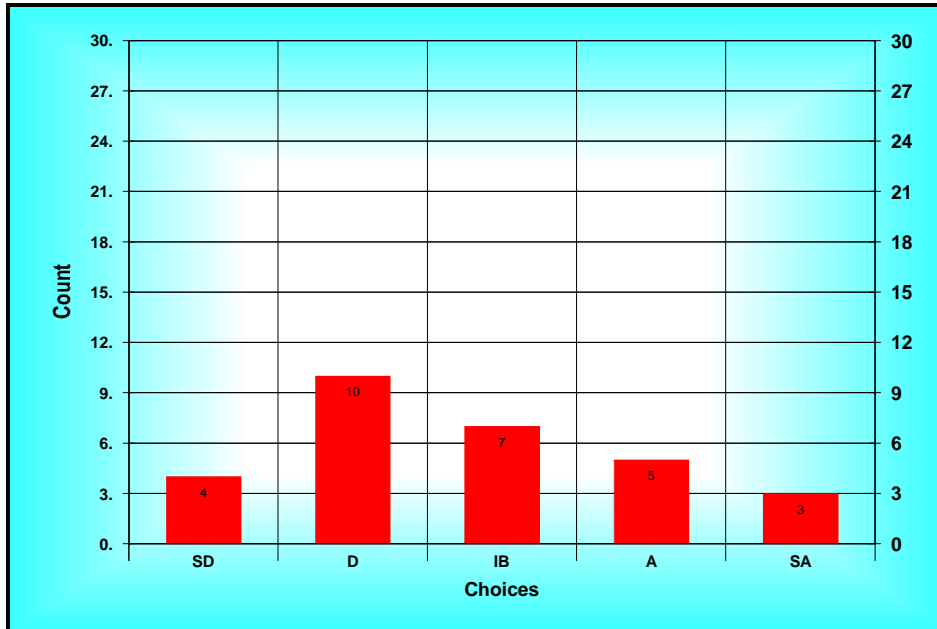
Method: Custom Method  
 Options: Allow Bypass  
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

**B) Results Spread**

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

*Statistics*

*Total* 80  
*Mean* IB(2.76)  
*Mode* D  
*High* SA  
*Low* SD  
*STD* 1.21  
*N* 29  
*n* 29



**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**

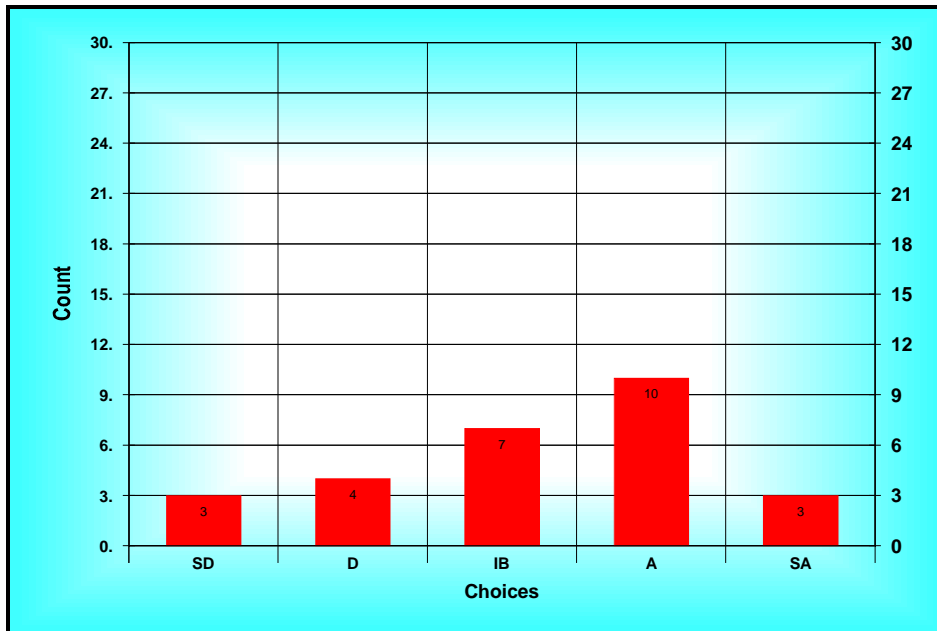
Method: Custom Method  
 Options: Allow Bypass  
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

**B) Results Spread**

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

*Statistics*

*Total* 87  
*Mean* IB(3.22)  
*Mode* A  
*High* SA  
*Low* SD  
*STD* 1.19  
*N* 29  
*n* 27



**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**

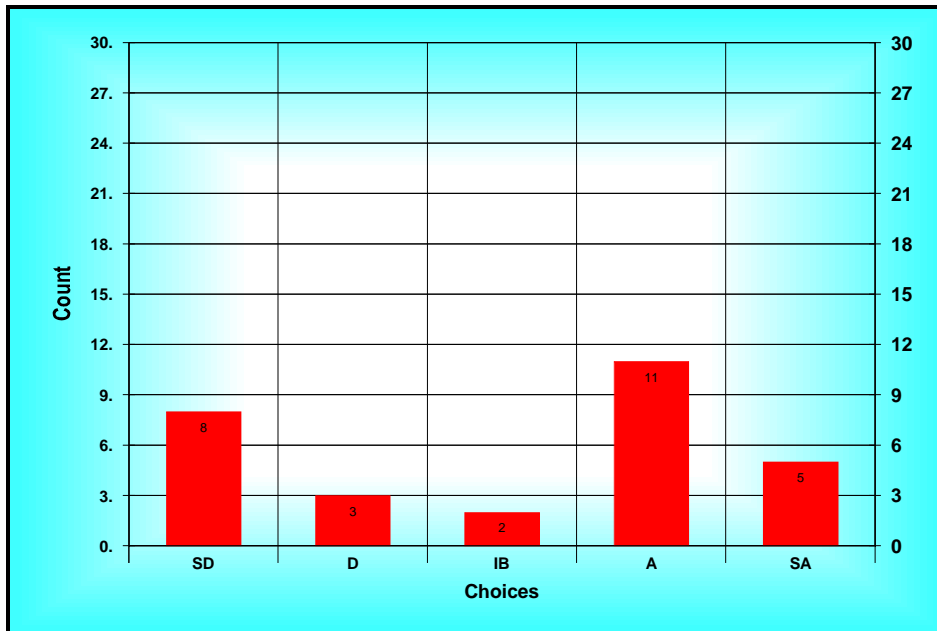
Method: Custom Method  
 Options: Allow Bypass  
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

**B) Results Spread**

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

*Statistics*

Total 89  
 Mean IB(3.07)  
 Mode A  
 High SA  
 Low SD  
 STD 1.53  
 N 29  
 n 29



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

**19. The formal mentoring program was effective.**

**A) Ballot**

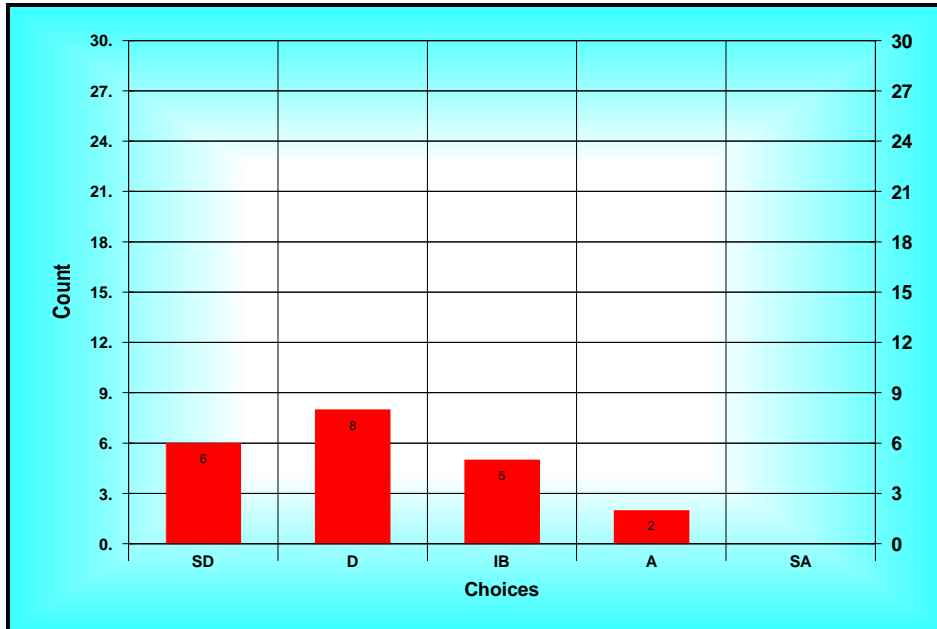
Method: Custom Method  
 Options: Allow Bypass  
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

**B) Results Spread**

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	6
<i>D(2)</i>	8
<i>IB(3)</i>	5
<i>A(4)</i>	2
<i>SA(5)</i>	0

*Statistics*

Total 45  
 Mean D(2.14)  
 Mode D  
 High A  
 Low SD  
 STD 0.96  
 N 29  
 n 21



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

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

**A) Ballot**

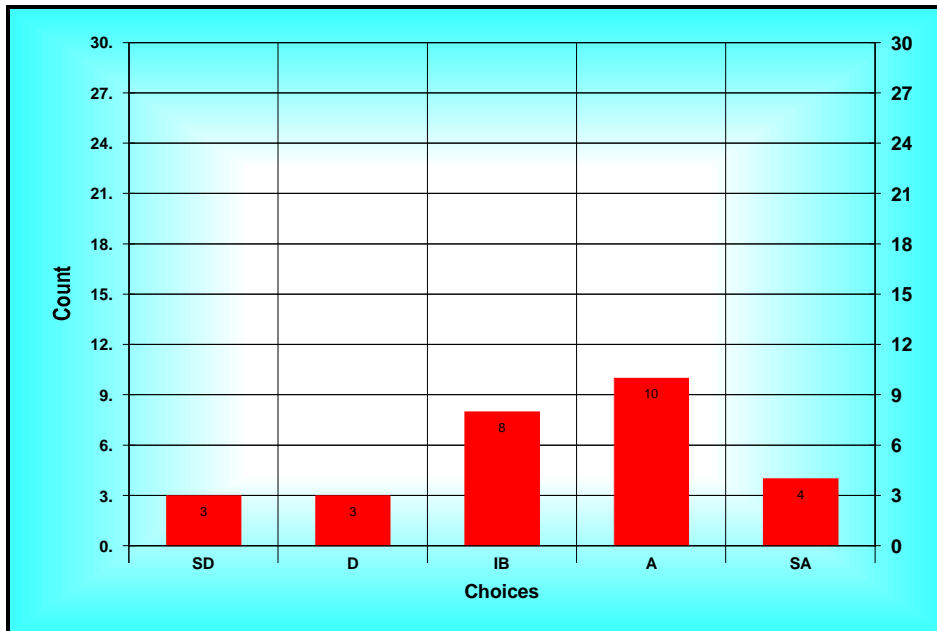
Method: Custom Method  
 Options: Allow Bypass  
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

**B) Results Spread**

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

*Statistics*

*Total* 93  
*Mean* IB(3.32)  
*Mode* A  
*High* SA  
*Low* SD  
*STD* 1.19  
*N* 29  
*n* 28



**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**

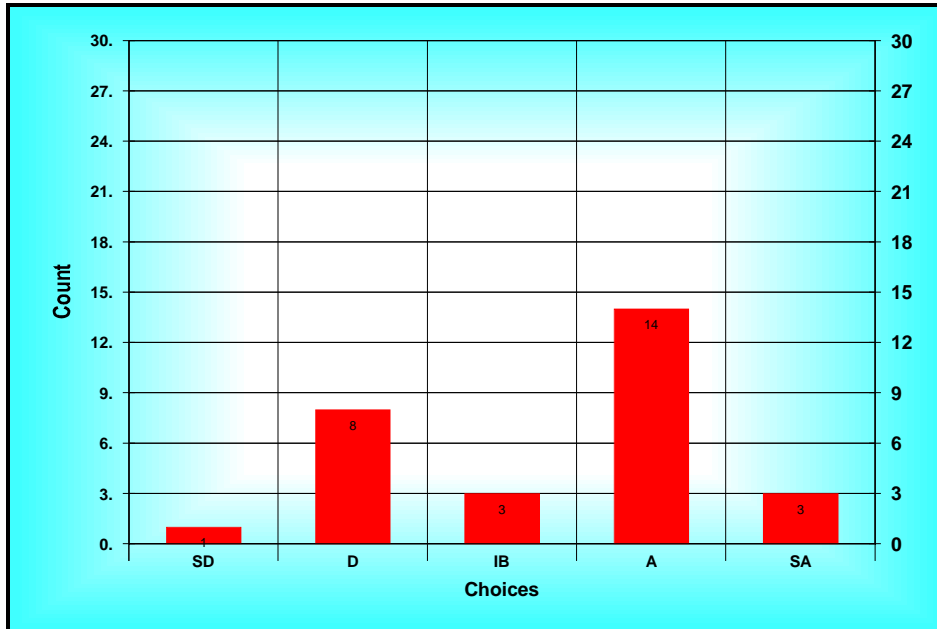
Method: Custom Method  
 Options: Allow Bypass  
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

**B) Results Spread**

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

*Statistics*

*Total* 97  
*Mean* IB(3.34)  
*Mode* A  
*High* SA  
*Low* SD  
*STD* 1.11  
*N* 29  
*n* 29



**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**

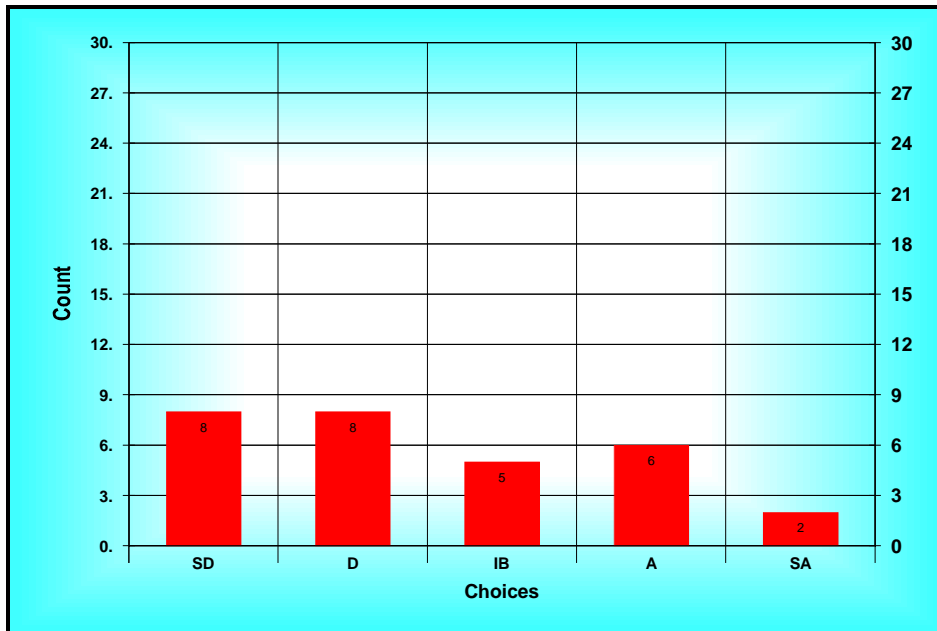
Method: Custom Method  
 Options: Allow Bypass  
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

**B) Results Spread**

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

*Statistics*

Total 73  
 Mean IB(2.52)  
 Mode ??  
 High SA  
 Low SD  
 STD 1.30  
 N 29  
 n 29



**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**

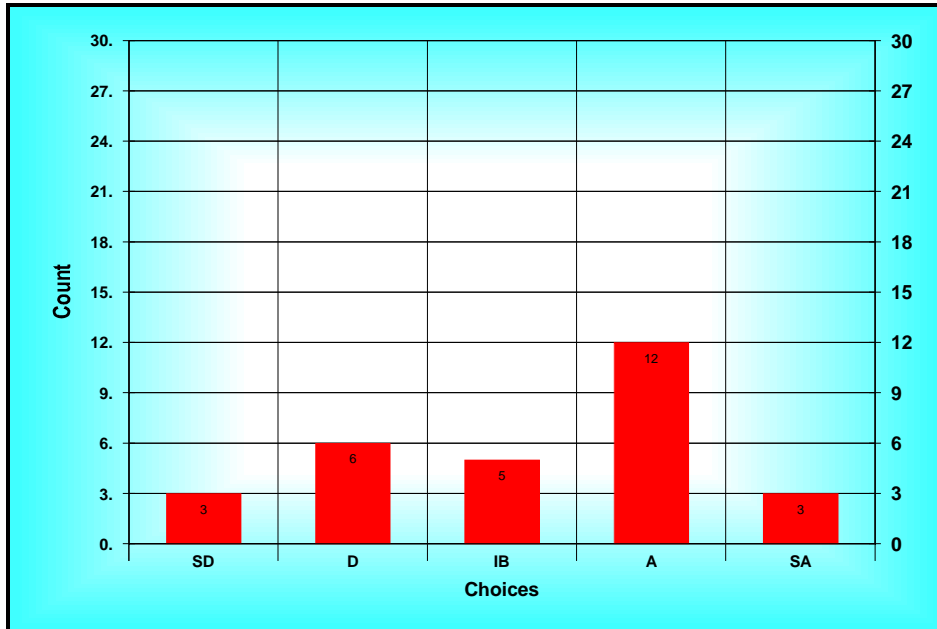
Method: Custom Method  
 Options: Allow Bypass  
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

**B) Results Spread**

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

*Statistics*

*Total* 93  
*Mean* IB(3.21)  
*Mode* A  
*High* SA  
*Low* SD  
*STD* 1.21  
*N* 29  
*n* 29



**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**

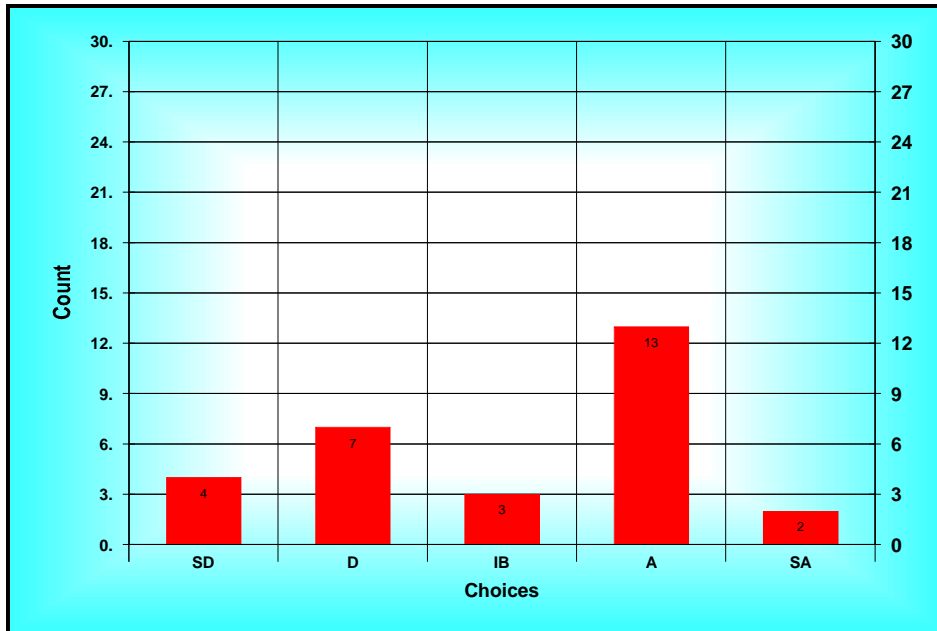
Method: Custom Method  
 Options: Allow Bypass  
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

**B) Results Spread**

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

*Statistics*

*Total* 89  
*Mean* IB(3.07)  
*Mode* A  
*High* SA  
*Low* SD  
*STD* 1.25  
*N* 29  
*n* 29



**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.**

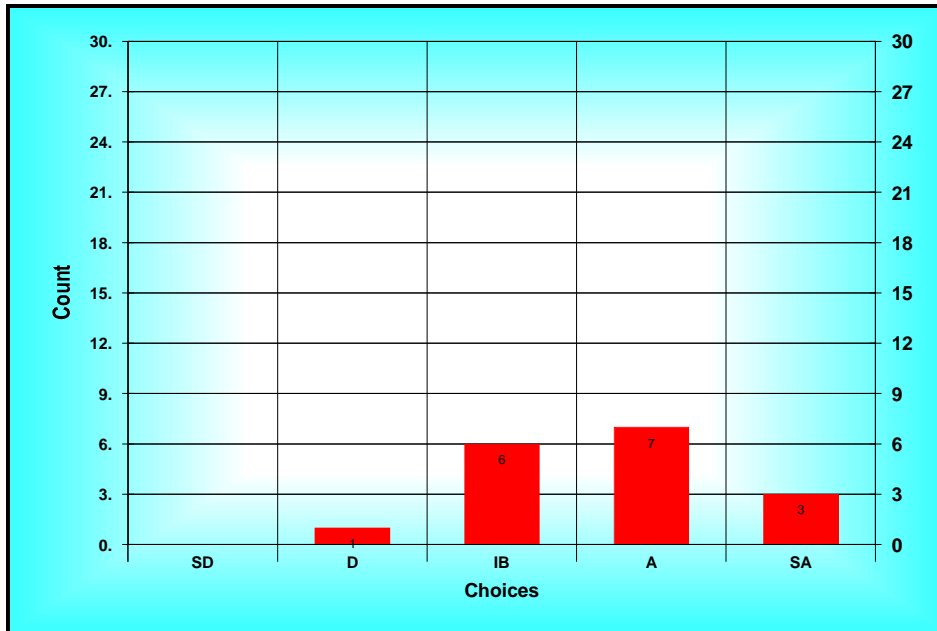
**A) Ballot**

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>	<i>0</i>
<i>D(2)</i>	<i>1</i>
<i>IB(3)</i>	<i>6</i>
<i>A(4)</i>	<i>7</i>
<i>SA(5)</i>	<i>3</i>

*Statistics*  
 Total 63  
 Mean A(3.71)  
 Mode A  
 High SA  
 Low D  
 STD 0.85  
 N 29  
 n 17



**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**

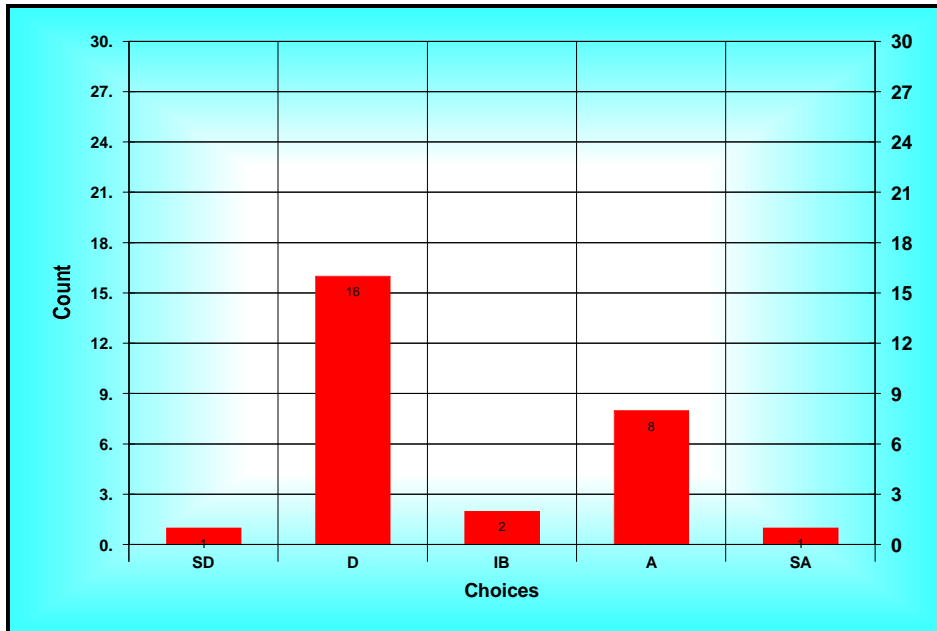
Method: Custom Method  
 Options: Allow Bypass  
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

**B) Results Spread**

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

*Statistics*

*Total* 76  
*Mean* IB(2.71)  
*Mode* D  
*High* SA  
*Low* SD  
*STD* 1.05  
*N* 29  
*n* 28



**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**

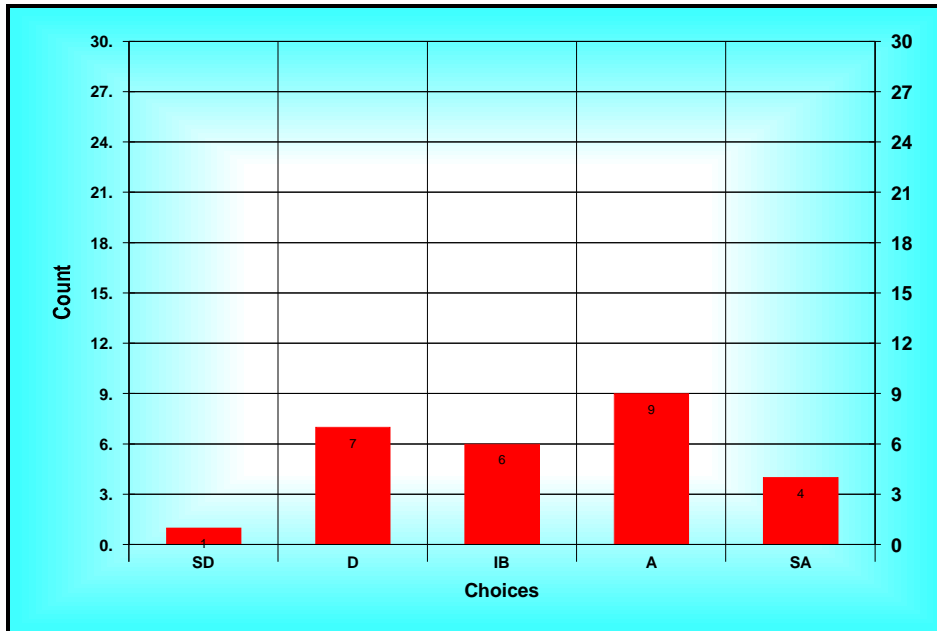
Method: Custom Method  
 Options: Allow Bypass  
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

**B) Results Spread**

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>1</i>
<i>D(2)</i>	<i>7</i>
<i>IB(3)</i>	<i>6</i>
<i>A(4)</i>	<i>9</i>
<i>SA(5)</i>	<i>4</i>

*Statistics*

*Total 89*  
*Mean IB(3.30)*  
*Mode A*  
*High SA*  
*Low SD*  
*STD 1.14*  
*N 29*  
*n 27*



**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**

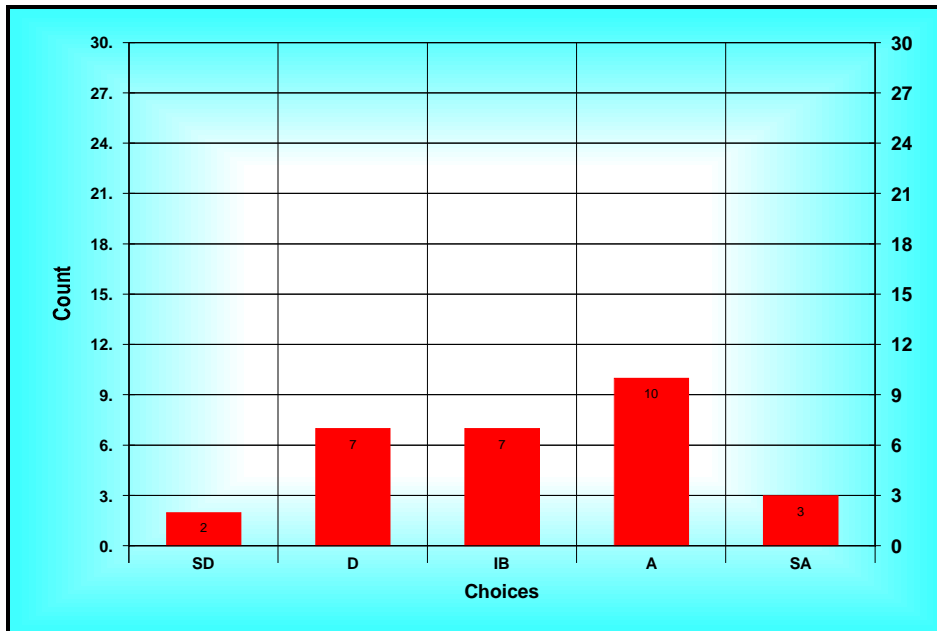
Method: Custom Method  
 Options: Allow Bypass  
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

**B) Results Spread**

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

*Statistics*

Total 92  
 Mean IB(3.17)  
 Mode A  
 High SA  
 Low SD  
 STD 1.14  
 N 29  
 n 29



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

**29. I did not like the Fargo community.**

**A) Ballot**

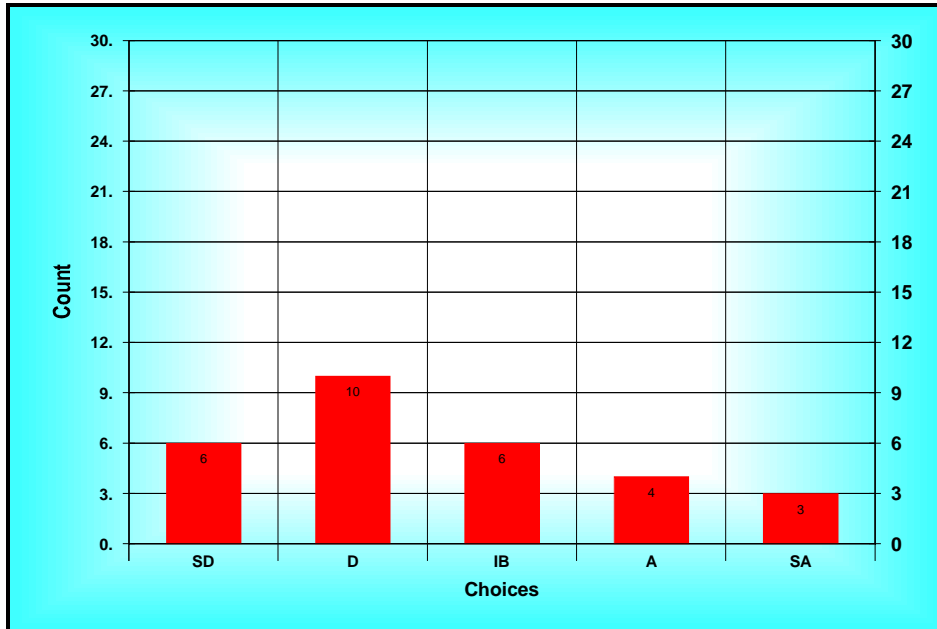
Method: Custom Method  
 Options: Allow Bypass  
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

**B) Results Spread**

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

*Statistics*

*Total* 75  
*Mean* IB(2.59)  
*Mode* D  
*High* SA  
*Low* SD  
*STD* 1.27  
*N* 29  
*n* 29



**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**

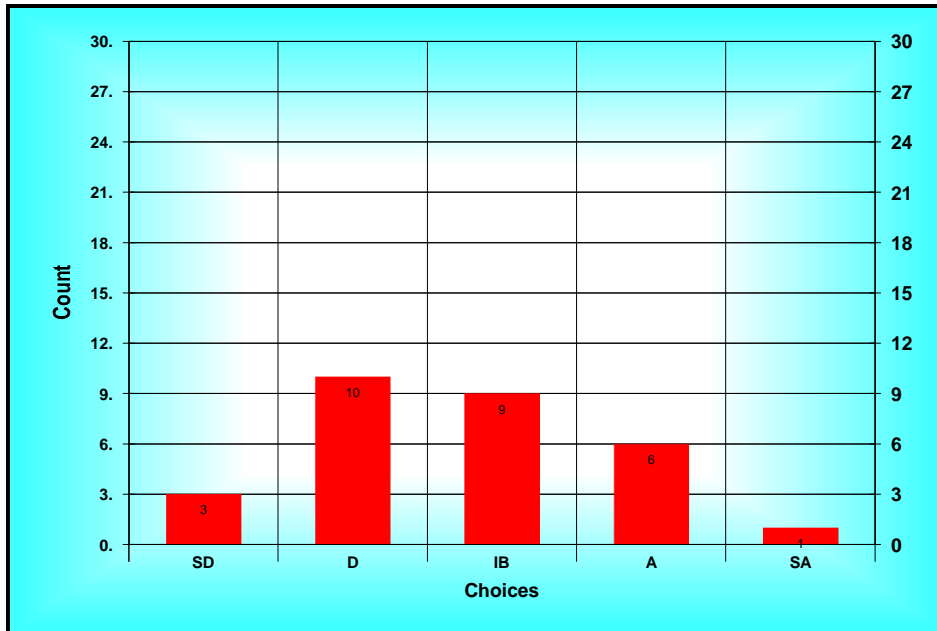
Method: Custom Method  
 Options: Allow Bypass  
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

**B) Results Spread**

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>3</i>
<i>D(2)</i>	<i>10</i>
<i>IB(3)</i>	<i>9</i>
<i>A(4)</i>	<i>6</i>
<i>SA(5)</i>	<i>1</i>

*Statistics*

*Total 79*  
*Mean IB(2.72)*  
*Mode D*  
*High SA*  
*Low SD*  
*STD 1.03*  
*N 29*  
*n 29*



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

**31. I was satisfied with my salary at NDSU.**

**A) Ballot**

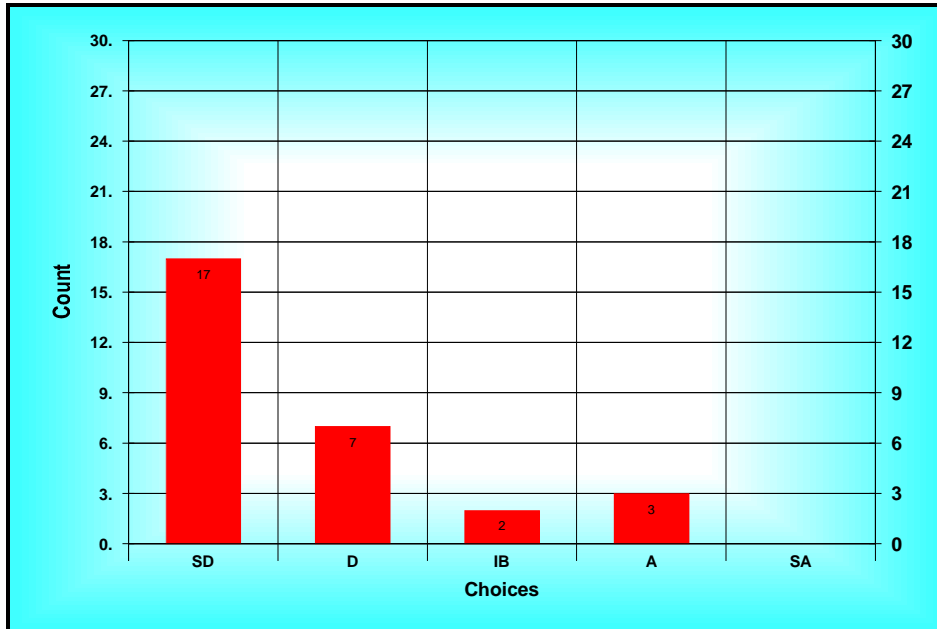
Method: Custom Method  
 Options: Allow Bypass  
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

**B) Results Spread**

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>17</i>
<i>D(2)</i>	<i>7</i>
<i>IB(3)</i>	<i>2</i>
<i>A(4)</i>	<i>3</i>
<i>SA(5)</i>	<i>0</i>

*Statistics*

Total 49  
 Mean D(1.69)  
 Mode SD  
 High A  
 Low SD  
 STD 1.00  
 N 29  
 n 29



**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**

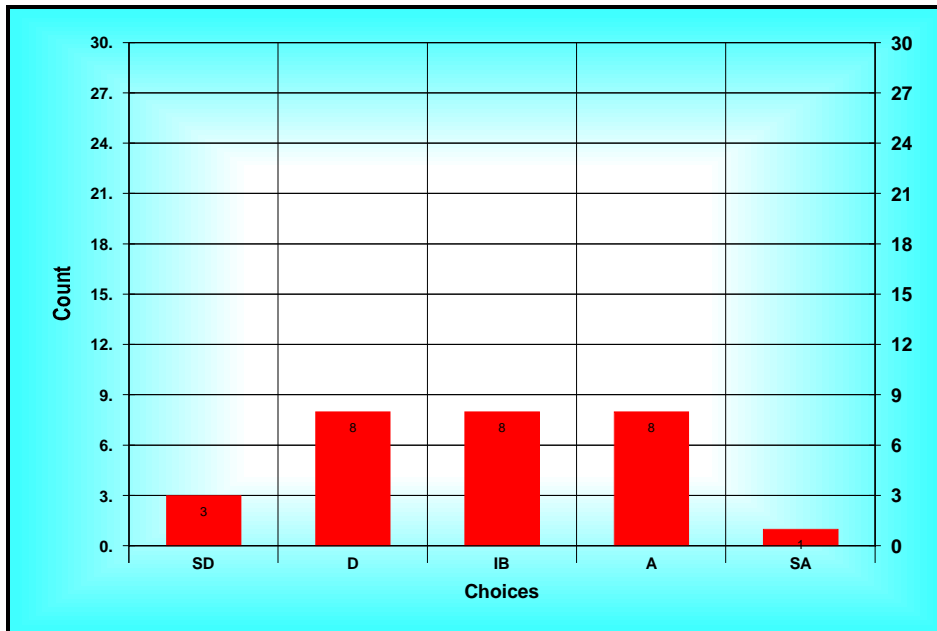
Method: Custom Method  
 Options: Allow Bypass  
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

**B) Results Spread**

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

*Statistics*

*Total* 80  
*Mean* IB(2.86)  
*Mode* ??  
*High* SA  
*Low* SD  
*STD* 1.08  
*N* 29  
*n* 28



**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**

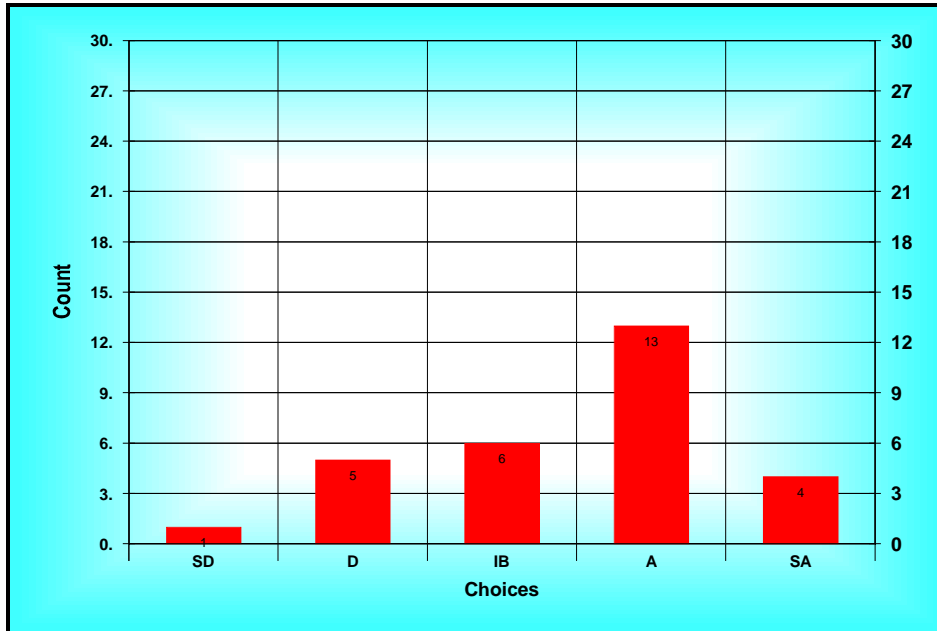
Method: Custom Method  
 Options: Allow Bypass  
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

**B) Results Spread**

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

*Statistics*

*Total 101*  
*Mean IB(3.48)*  
*Mode A*  
*High SA*  
*Low SD*  
*STD 1.06*  
*N 29*  
*n 29*



**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**

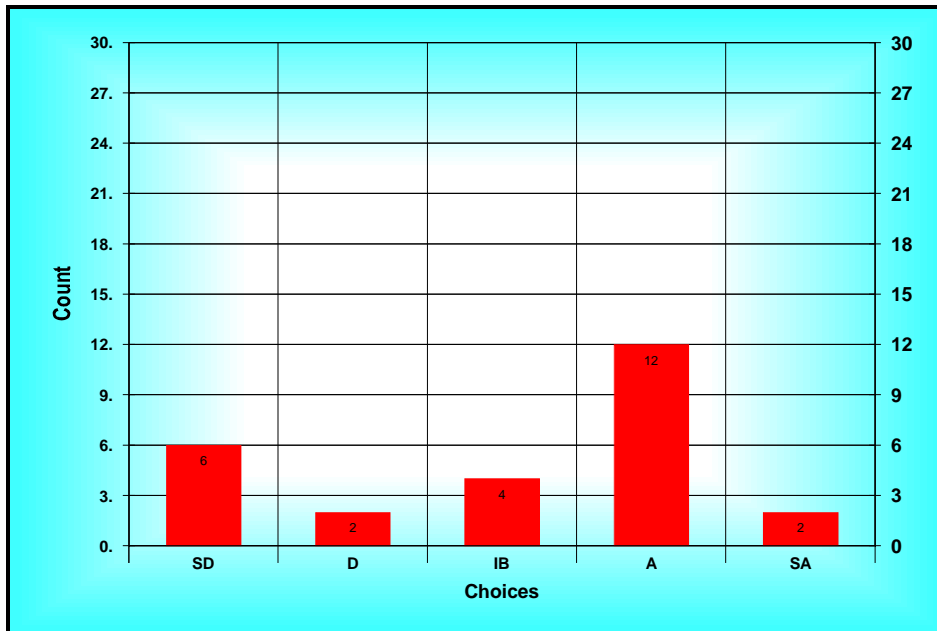
Method: Custom Method  
 Options: Allow Bypass  
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

**B) Results Spread**

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

*Statistics*

*Total* 80  
*Mean* IB(3.08)  
*Mode* A  
*High* SA  
*Low* SD  
*STD* 1.35  
*N* 29  
*n* 26



**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**

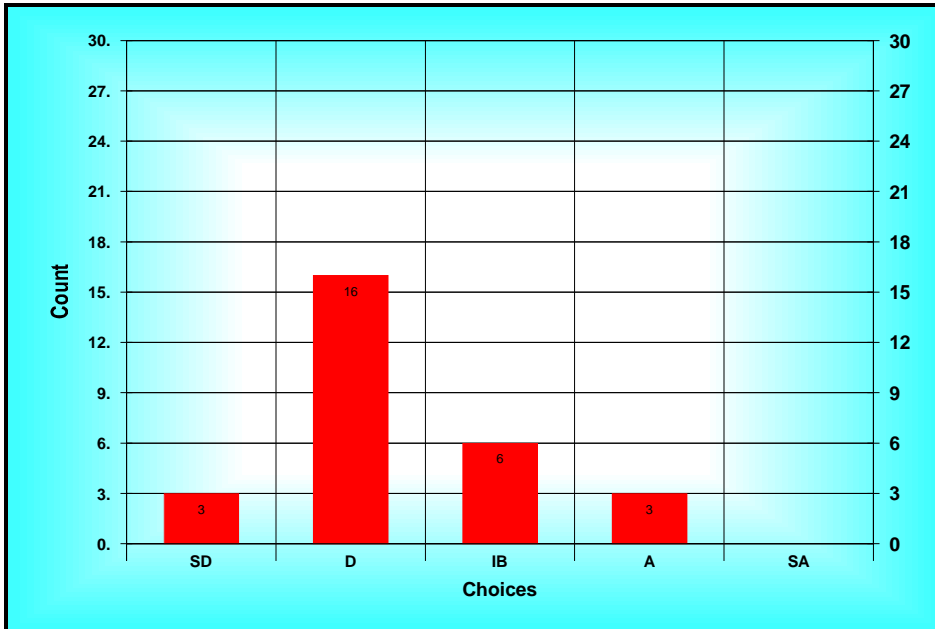
Method: Custom Method  
 Options: Allow Bypass  
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

**B) Results Spread**

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>3</i>
<i>D(2)</i>	<i>16</i>
<i>IB(3)</i>	<i>6</i>
<i>A(4)</i>	<i>3</i>
<i>SA(5)</i>	<i>0</i>

*Statistics*

Total 65  
 Mean D(2.32)  
 Mode D  
 High A  
 Low SD  
 STD 0.82  
 N 29  
 n 28



**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 19.00*

*N 29*

*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. 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 extrememly 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:

-- 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.

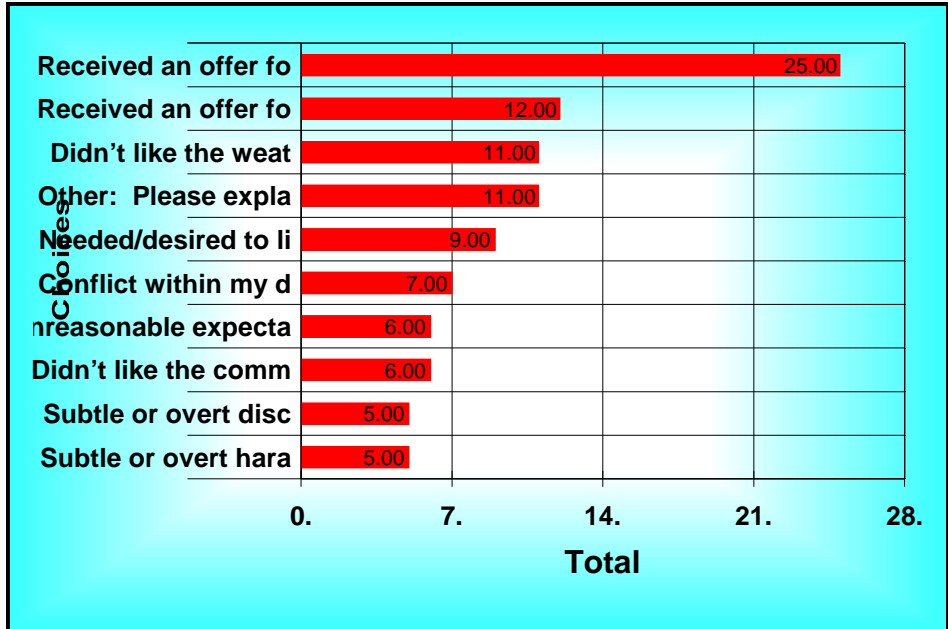
-- The above includes salary considerations. The "fat cats" rhetoric is pretty rich coming from those who maintain NDUS salaries well below national norms, even in comparison to cost of living.

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.

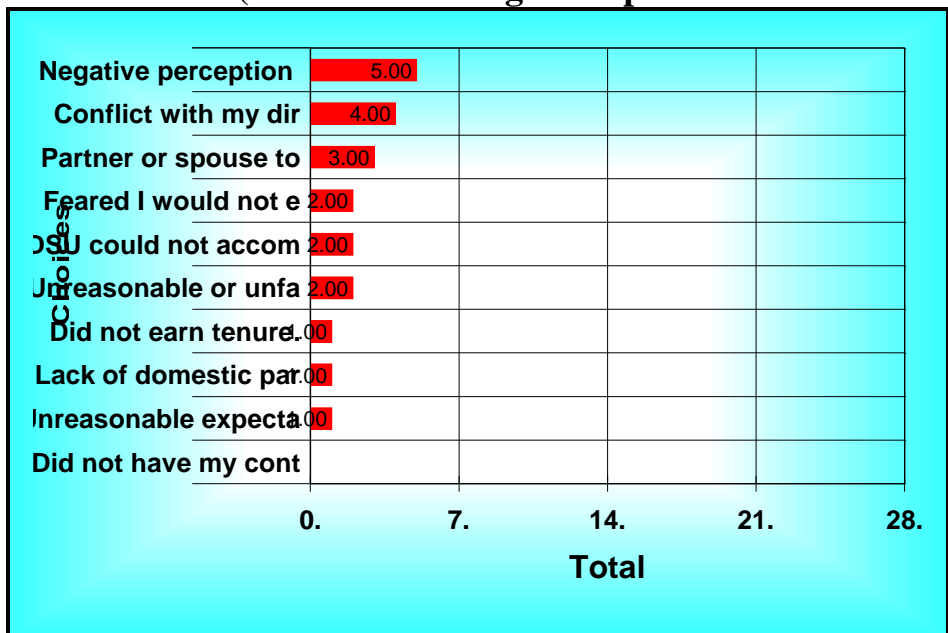
11. I loved NDSU, it was very difficult to leave. NDSU was great to me and my career, I hope I did as much for it.

But financial matters won out, so I left.

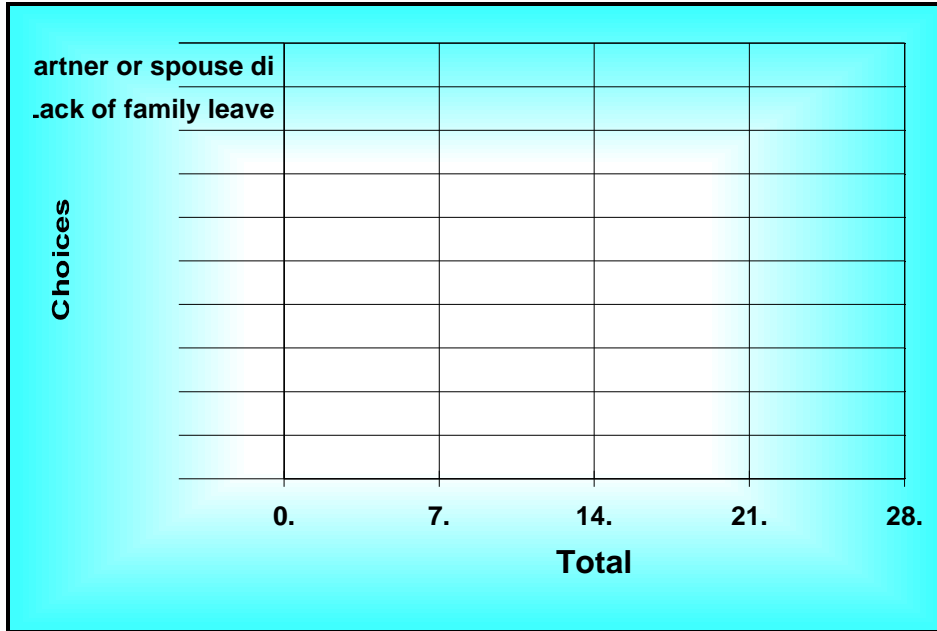
Choices	Total
Received an offer for a better job.	25
Received an offer for another job and supervisors	12
Didn't like the weather or climate.	11
Other: Please explain.	11
Needed/desired to live closer to family.	9
Conflict within my department.	7
Unreasonable expectations for service.	6
Didn't like the community.	6
Subtle or overt discrimination.	5
Subtle or overt harassment.	5
Negative perception of NDSU's prestige as an insti	5
Conflict with my direct supervisor.	4
Partner or spouse took a job elsewhere.	3
Feared I would not earn tenure or have my contract	2
NDSU could not accommodate a partner/spouse with a	2
Unreasonable or unfair teaching assignments.	2
Did not earn tenure.	1
Lack of domestic partner benefit options.	1
Unreasonable expectations for research.	1
Did not have my contract renewed.	0
Partner or spouse did not earn tenure or have his/	0
Lack of family leave policy/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 29  
 Table Sorted By Total

**C) Text Responses**

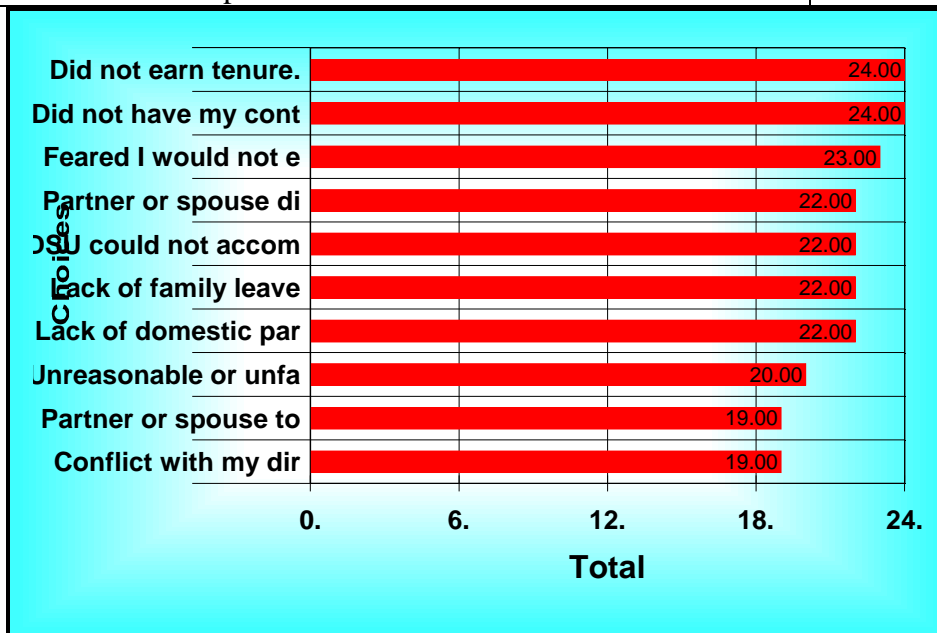
1. We loved living in Fargo and I loved my colleagues. Broke my heart to leave.
2. No others
3. Good luck with your survey, although I am afraid my

answers may not be too helpful :(

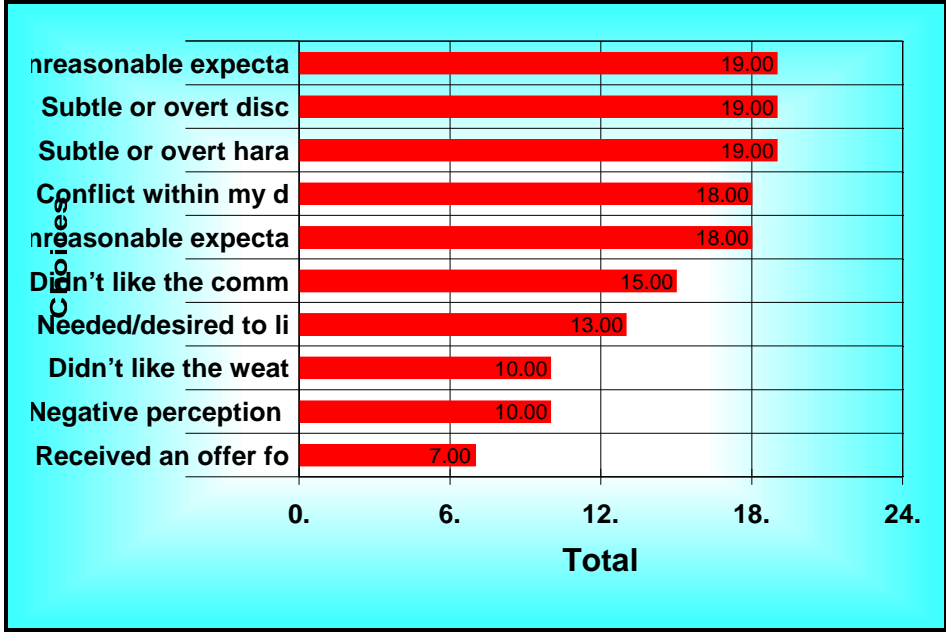
Choices	Total
Did not earn tenure.	24
Did not have my contract renewed.	24
Feared I would not earn tenure or have my contract	23
Partner or spouse did not earn tenure or have his/	22
NDSU could not accommodate a partner/spouse with a	22



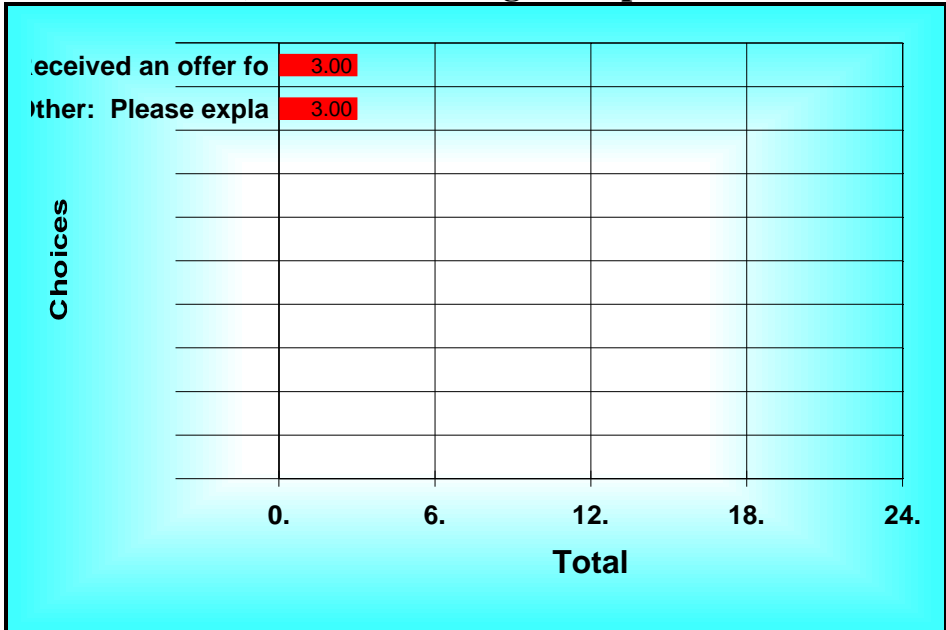
Lack of family leave policy/options.	22
Lack of domestic partner benefit options.	22
Unreasonable or unfair teaching assignments.	20
Partner or spouse took a job elsewhere.	19
Conflict with my direct supervisor.	19
Unreasonable expectations for research.	19
Subtle or overt discrimination.	19
Subtle or overt harassment.	19
Conflict within my department.	18
Unreasonable expectations for service.	18
Didn't like the community.	15
Needed/desired to live closer to family.	13
Didn't like the weather or climate.	10
Negative perception of NDSU's prestige as an insti	10
Received an offer for another job and supervisors	7
Received an offer for a better job.	3
Other: Please explain.	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)



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