

For faculty who left (Survey)

Survey Results

1 filter(s) defined

Total Number of Respondents (N): 20 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

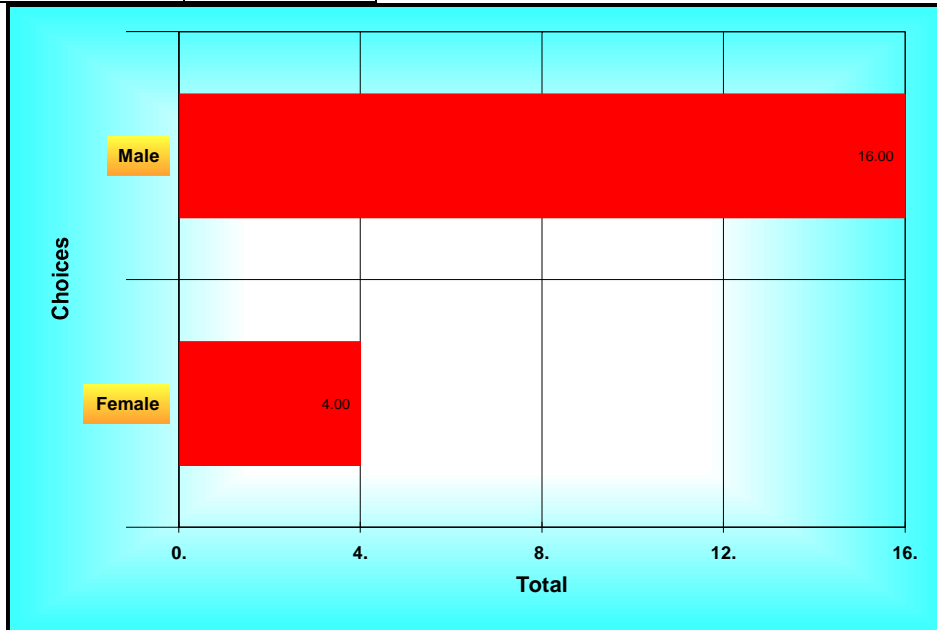
Statistics

Total 2.00

N 20

Table Sorted By Total

Choices	Total
Male	16
Female	4



Results Chart (1. Sex:)

2. Rank upon leaving NDSU:

A) Ballot

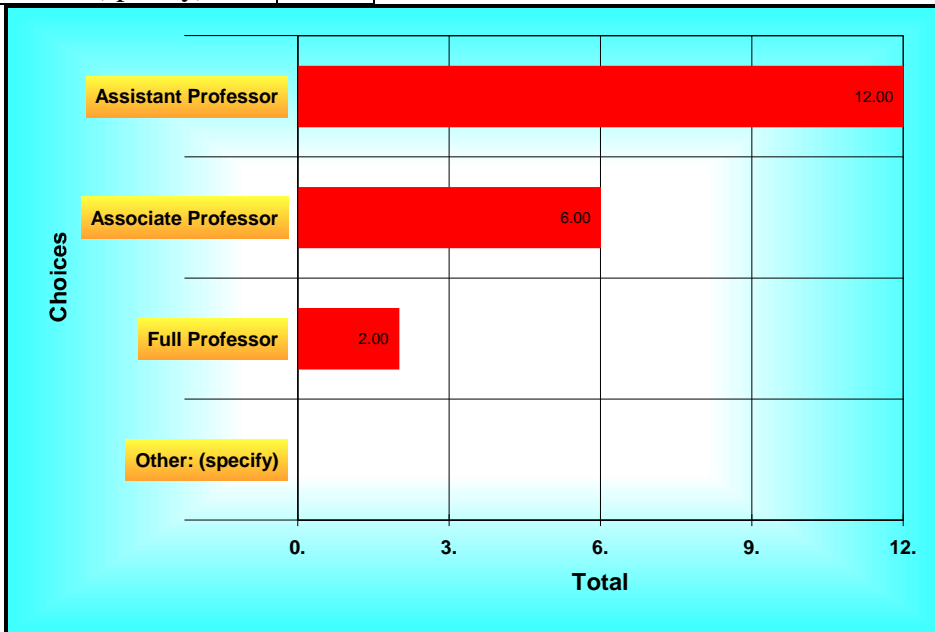
Method: Multiple Selection
 Options: Allow Bypass
 Enter Text for Last Choice
 Maximum Selections: [1]
 Descriptions: Please choose one
 Number of Choices: 4

B) Results Spread

Statistics
 Total 3.00
 N 20
 Table Sorted By Total

C) Text Responses

Choices	Total
Assistant Professor	12
Associate Professor	6
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

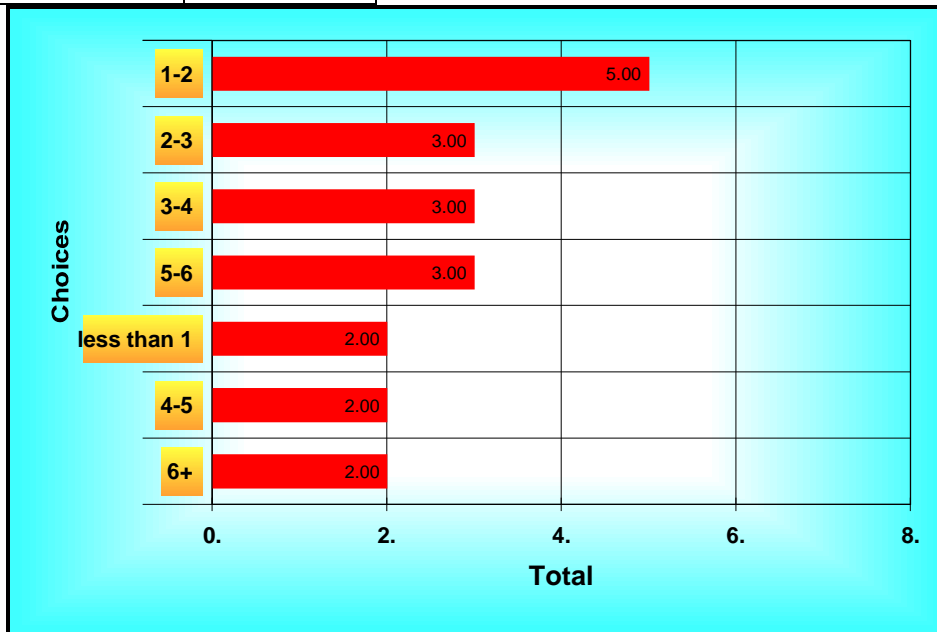
Statistics

Total 7.00

N 20

Table Sorted By Total

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



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

Filter- (check box if you are in a Science, Math, Engin...

4. In what area was your appointment?

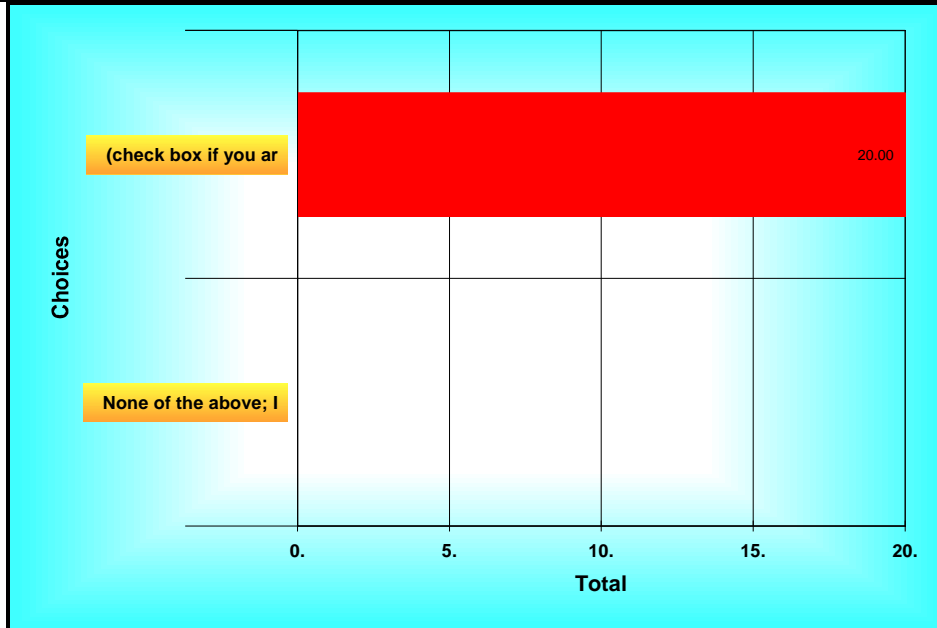
A) Ballot

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 20
 Table Sorted By Total

Choices	Total
(check box if you are in a Science, Math, Engineer	20
None of the above; I was not in Science, Math, Eng	0



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

5. Relationship status when arriving at NDSU:

A) Ballot

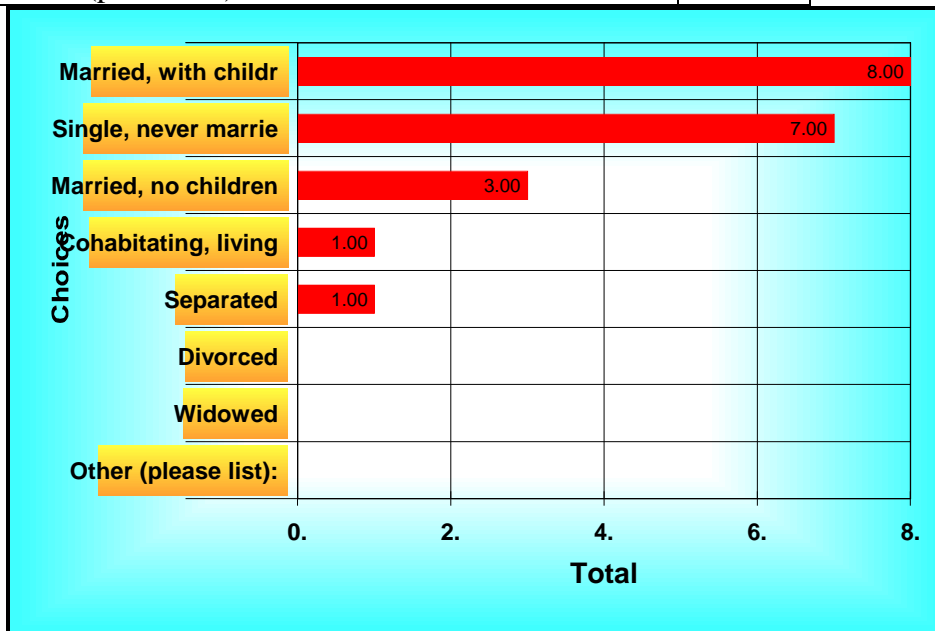
Method: Multiple Selection
 Options: Allow Bypass
 Enter Text for Last Choice
 Maximum Selections: [1]
 Descriptions: Please choose one
 Number of Choices: 8

B) Results Spread

Statistics
 Total 5.00
 N 20
 Table Sorted By Total

C) Text Responses

Choices	Total
Married, with children	8
Single, never married	7
Married, no children	3
Cohabiting, living with your partner in an intim	1
Separated	1
Divorced	0
Widowed	0
Other (please list):	0



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

6. The tenure process was clear.

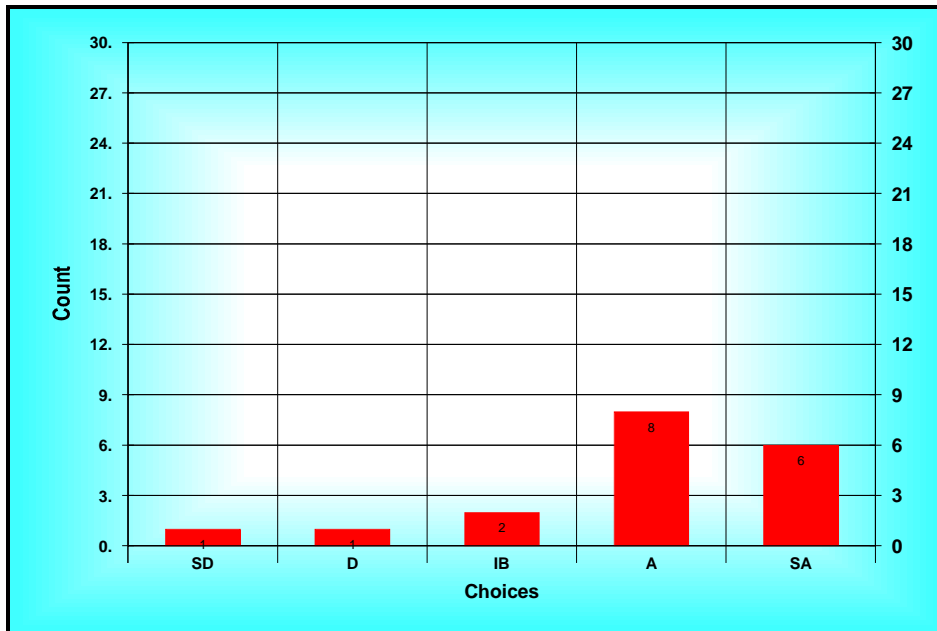
A) Ballot

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

Statistics
 Total 71
 Mean A(3.94)
 Mode A
 High SA
 Low SD
 STD 1.11
 N 20
 n 18



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

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

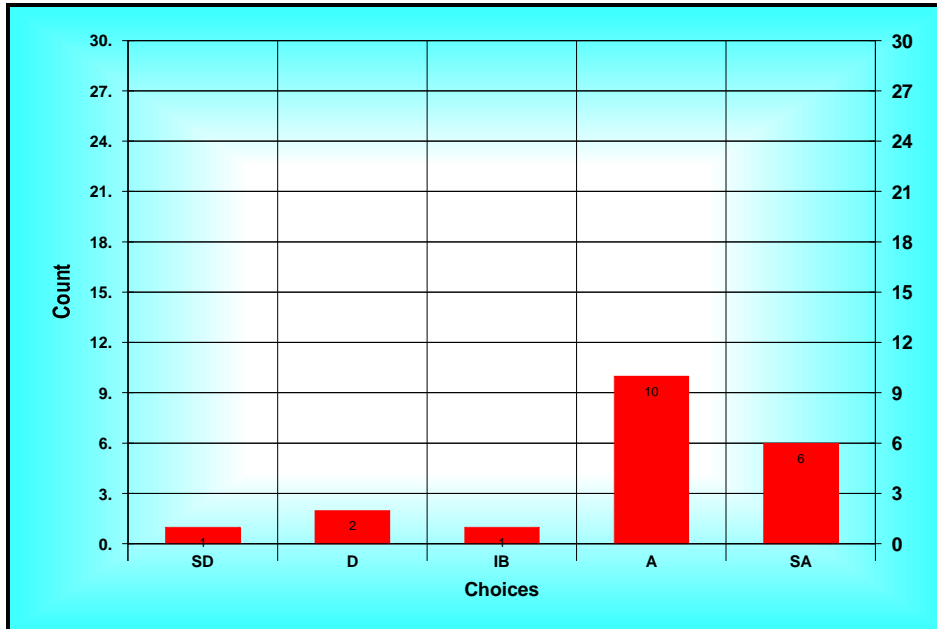
A) Ballot

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>1</i>
<i>A(4)</i>	<i>10</i>
<i>SA(5)</i>	<i>6</i>

Statistics
 Total 78
 Mean A(3.90)
 Mode A
 High SA
 Low SD
 STD 1.12
 N 20
 n 20



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

8. Communication within my department was not effective.

A) Ballot

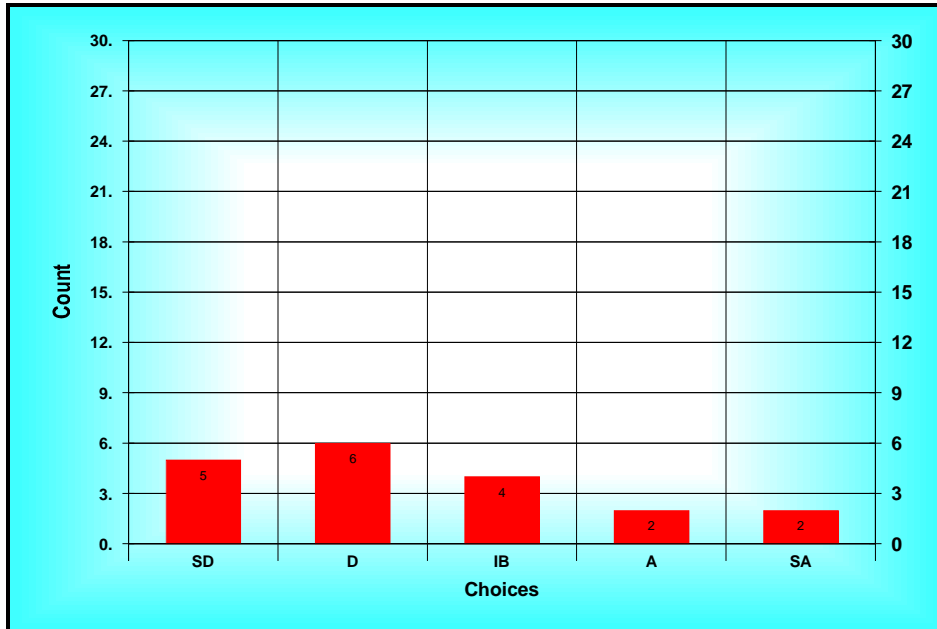
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

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

Statistics

Total 47
 Mean D(2.47)
 Mode D
 High SA
 Low SD
 STD 1.31
 N 20
 n 19



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

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

A) Ballot

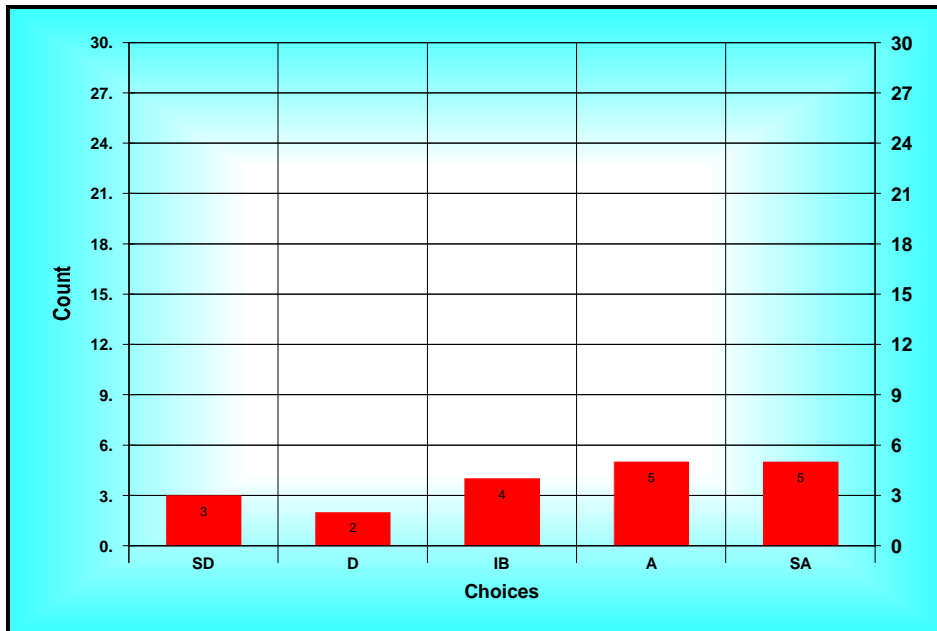
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

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

Statistics

Total 64
 Mean IB(3.37)
 Mode ??
 High SA
 Low SD
 STD 1.42
 N 20
 n 19



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

10. The informal mentoring was effective.

A) Ballot

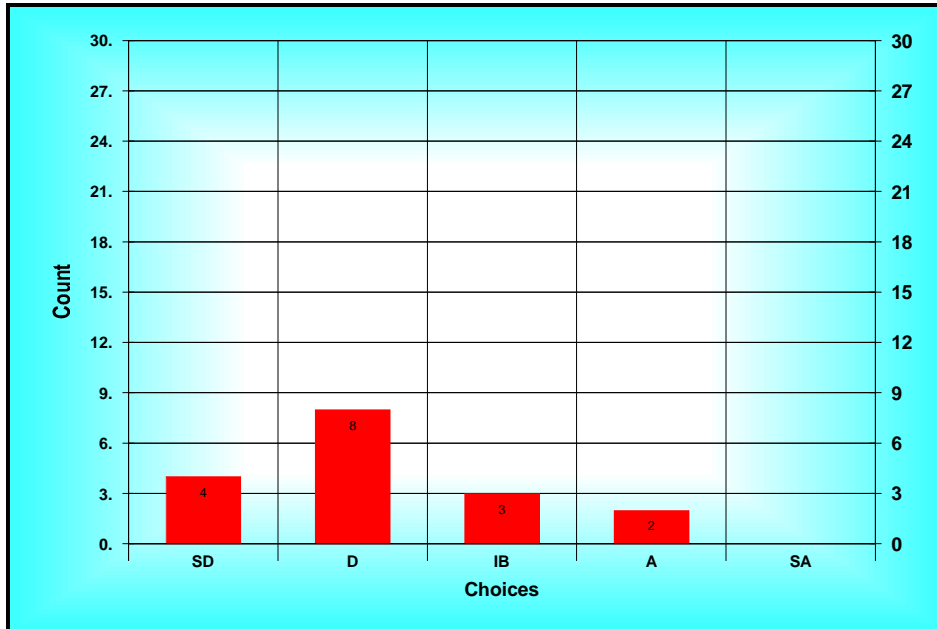
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

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

Statistics

Total 37
Mean D(2.18)
Mode D
High A
Low SD
STD 0.95
N 20
n 17



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

11. The criteria for tenure were clear.

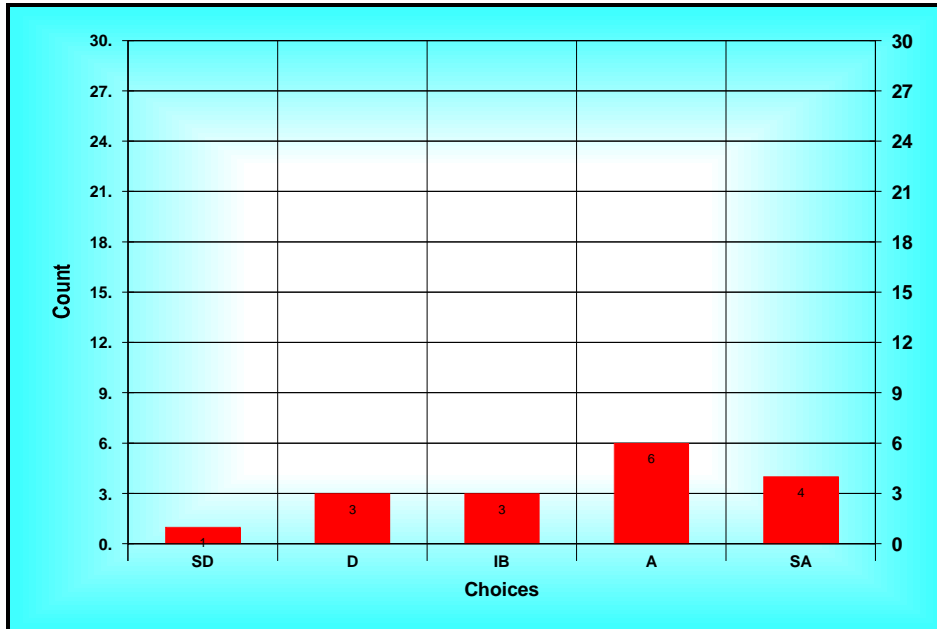
A) Ballot

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>3</i>
<i>IB(3)</i>	<i>3</i>
<i>A(4)</i>	<i>6</i>
<i>SA(5)</i>	<i>4</i>

Statistics
 Total 60
 Mean A(3.53)
 Mode A
 High SA
 Low SD
 STD 1.23
 N 20
 n 17



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

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

A) Ballot

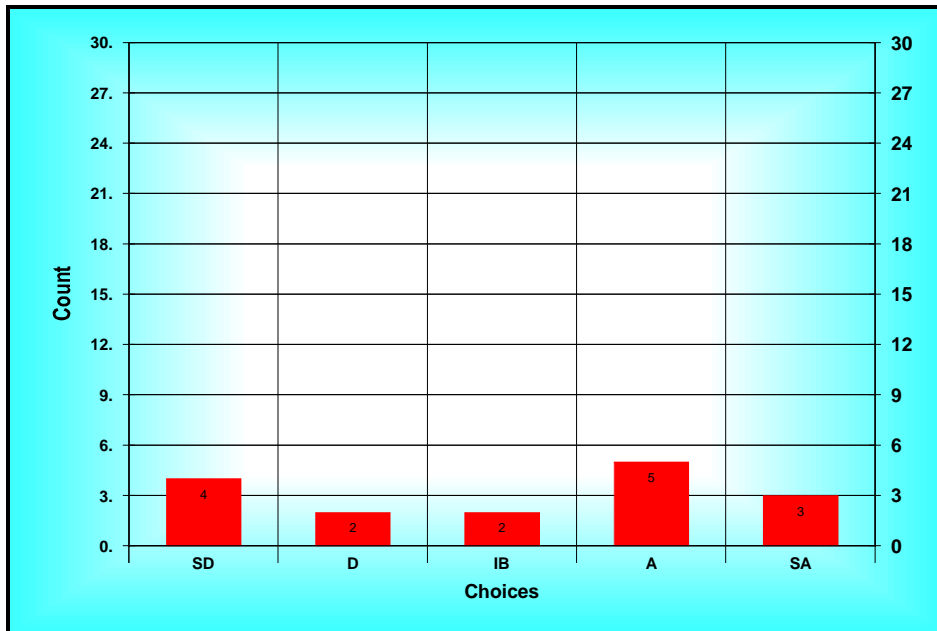
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

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

Statistics

Total 49
 Mean IB(3.06)
 Mode A
 High SA
 Low SD
 STD 1.53
 N 20
 n 16



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

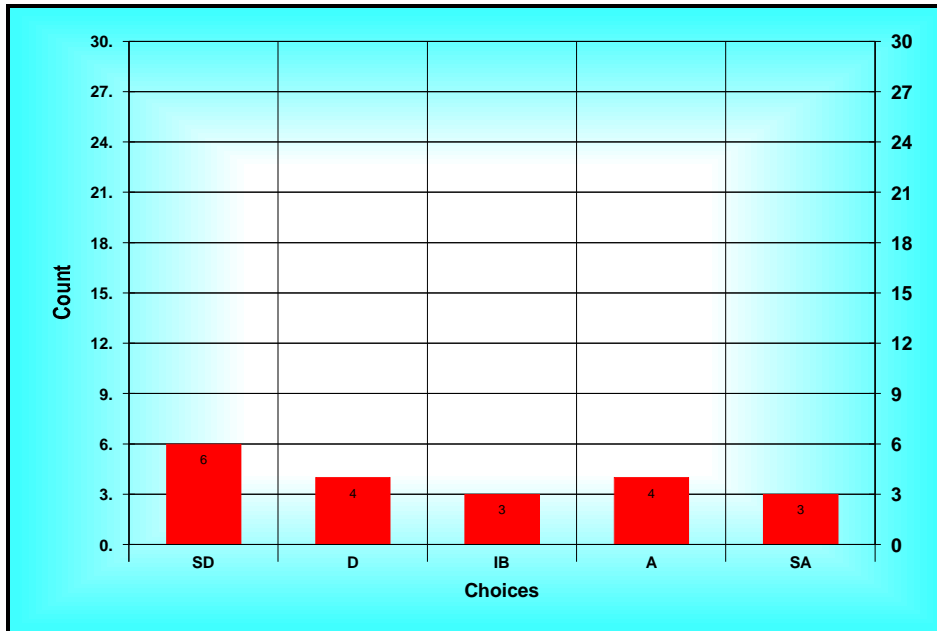
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

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

Statistics

Total 54
 Mean IB(2.70)
 Mode SD
 High SA
 Low SD
 STD 1.49
 N 20
 n 20



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

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

A) Ballot

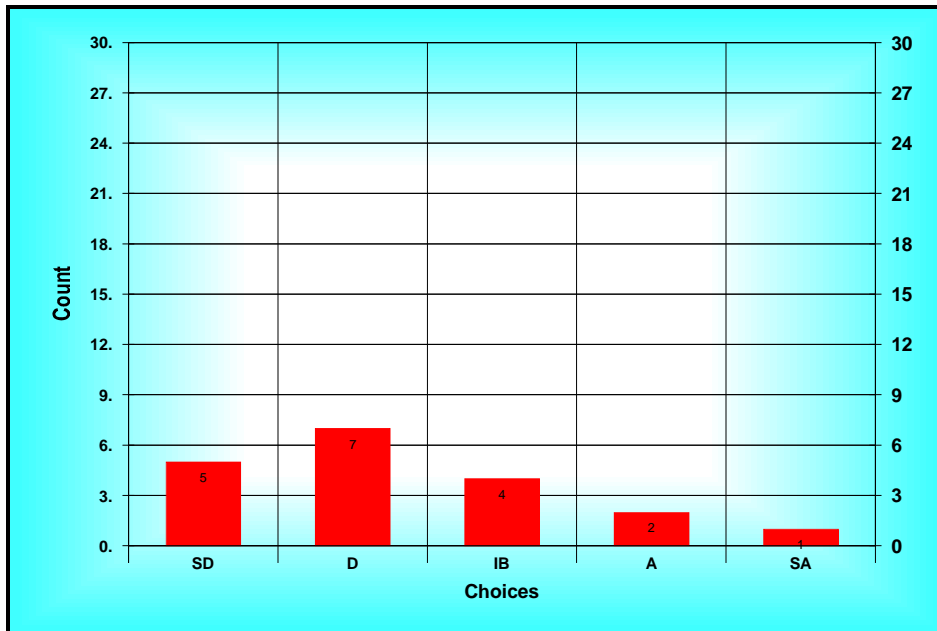
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

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

Statistics

Total 44
 Mean D(2.32)
 Mode D
 High SA
 Low SD
 STD 1.16
 N 20
 n 19



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

15. Communication between my chair and me was effective.

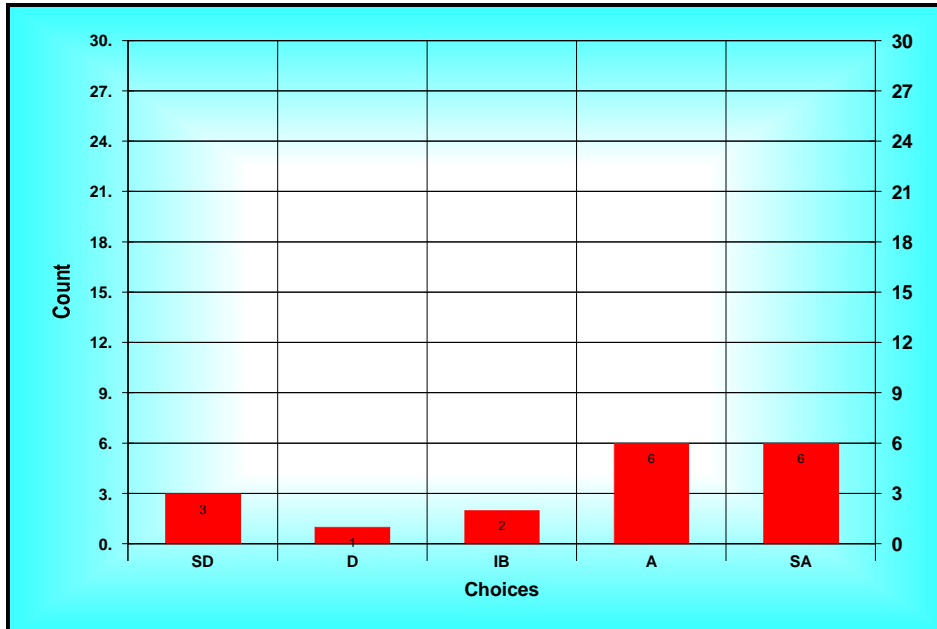
A) Ballot

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

Statistics
 Total 65
 Mean A(3.61)
 Mode ??
 High SA
 Low SD
 STD 1.46
 N 20
 n 18



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

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

A) Ballot

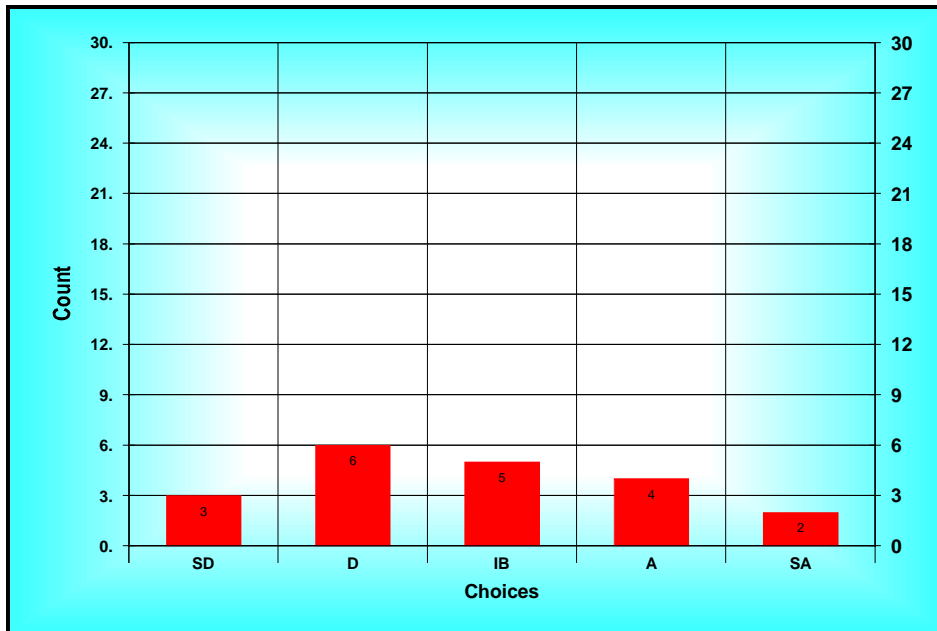
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

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

Statistics

Total 56
Mean IB(2.80)
Mode D
High SA
Low SD
STD 1.24
N 20
n 20



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

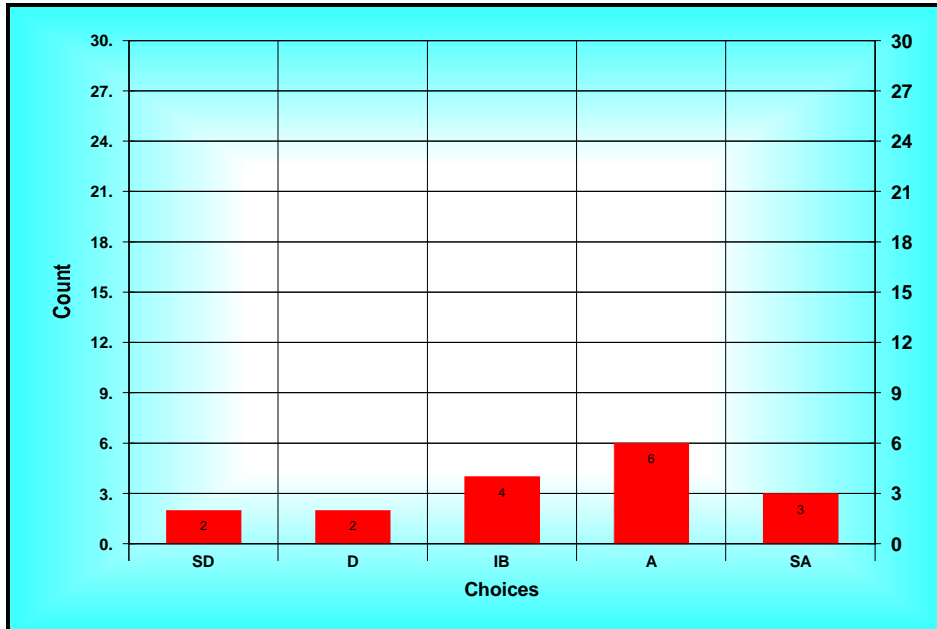
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

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

Statistics

Total 57
 Mean IB(3.35)
 Mode A
 High SA
 Low SD
 STD 1.27
 N 20
 n 17



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

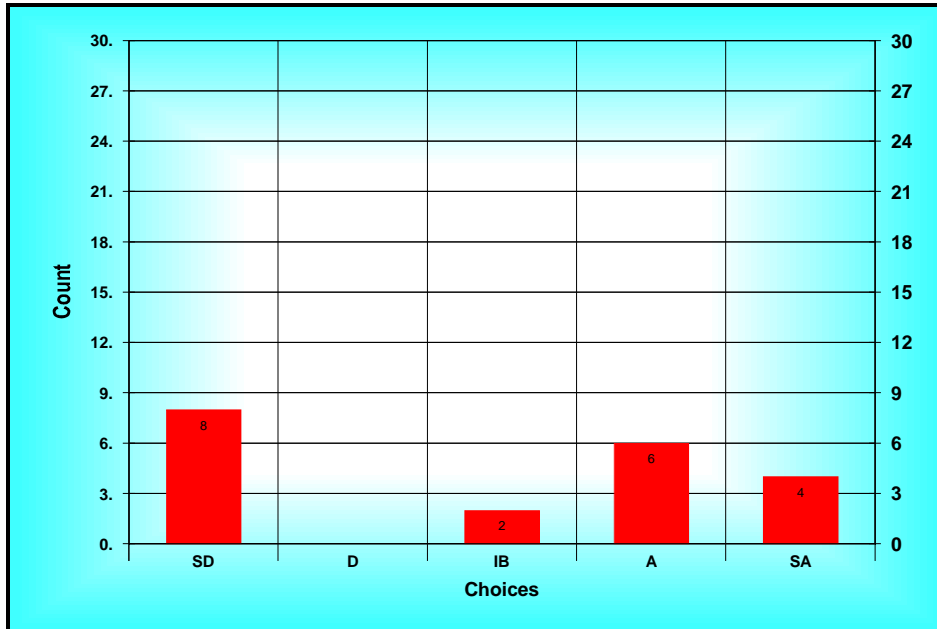
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

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

Statistics

Total 58
Mean IB(2.90)
Mode SD
High SA
Low SD
STD 1.68
N 20
n 20



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

19. The formal mentoring program was effective.

A) Ballot

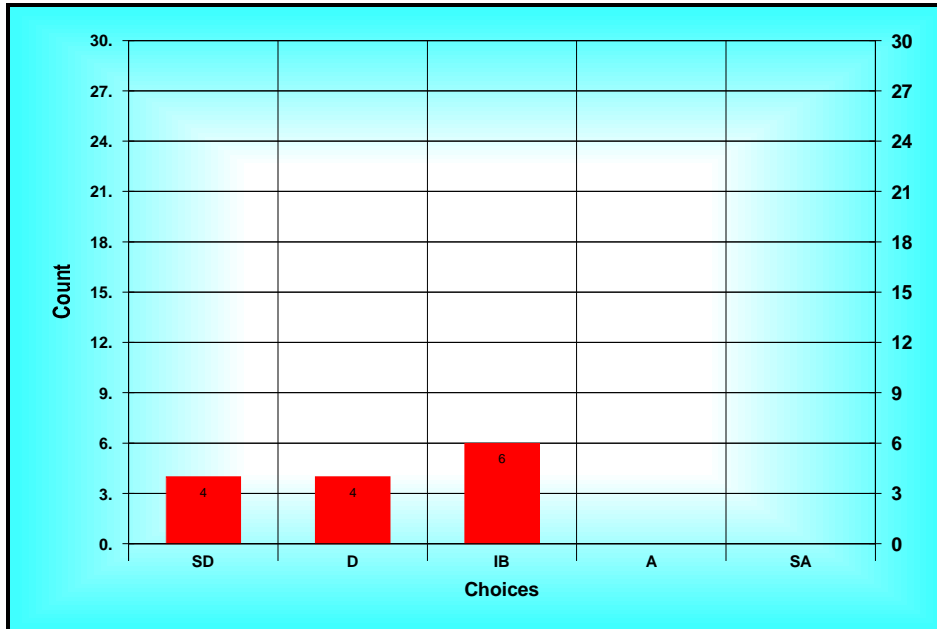
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

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

Statistics

Total 30
Mean D(2.14)
Mode IB
High IB
Low SD
STD 0.86
N 20
n 14



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

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

A) Ballot

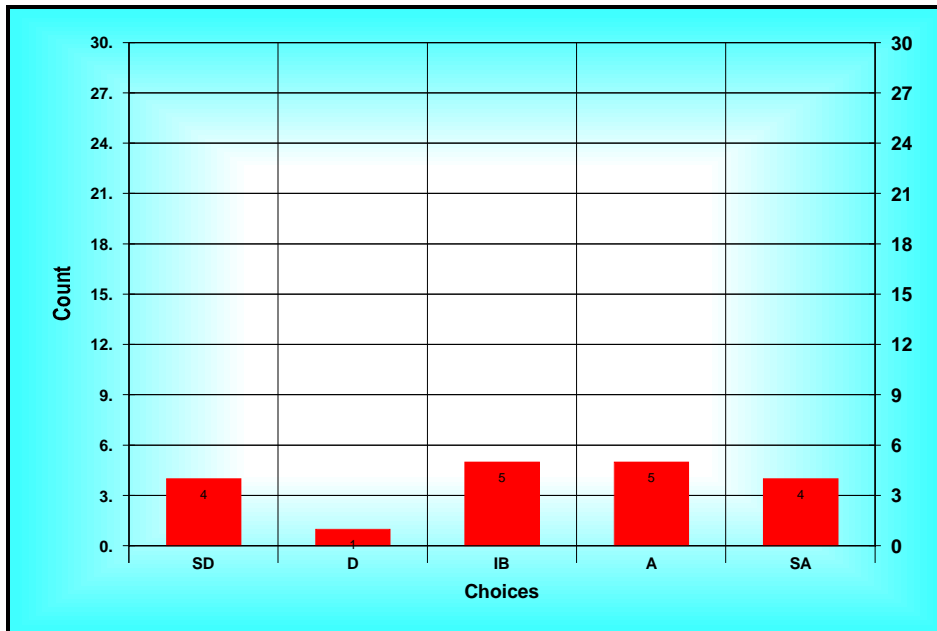
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

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

Statistics

Total 61
Mean IB(3.21)
Mode ??
High SA
Low SD
STD 1.44
N 20
n 19



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

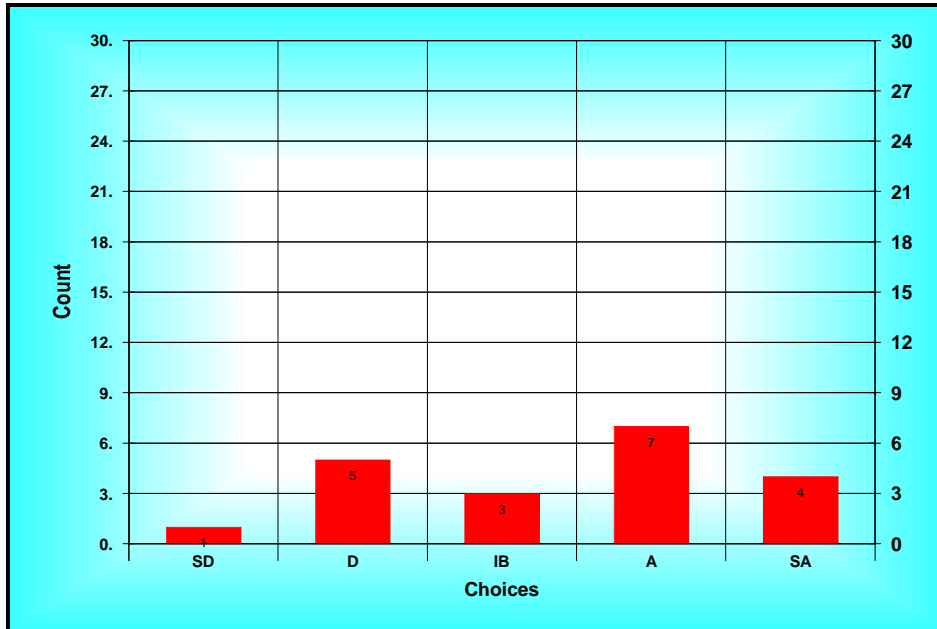
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

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

Statistics

Total 68
Mean IB(3.40)
Mode A
High SA
Low SD
STD 1.23
N 20
n 20



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

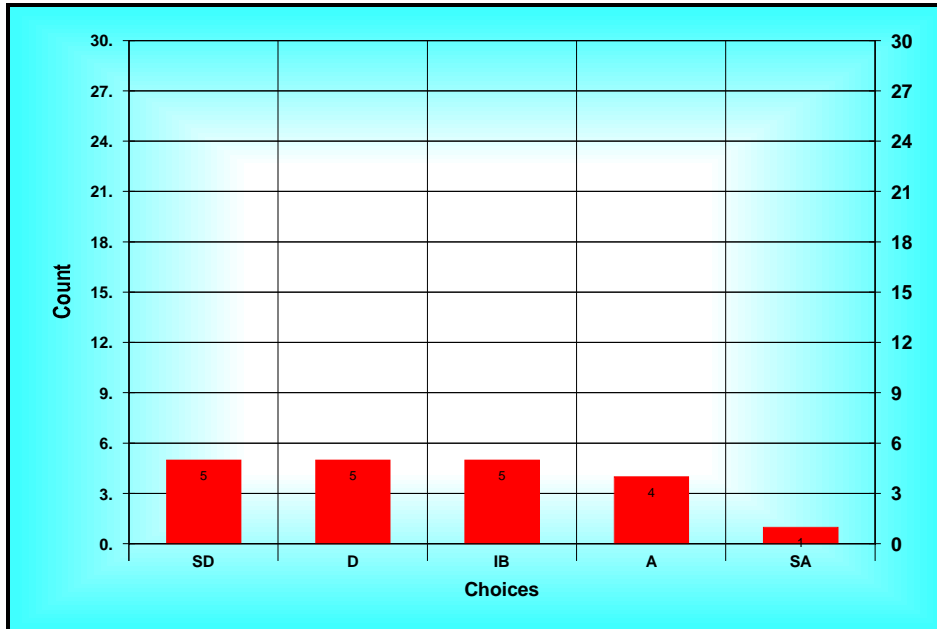
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

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

Statistics

Total 51
 Mean IB(2.55)
 Mode ??
 High SA
 Low SD
 STD 1.23
 N 20
 n 20



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

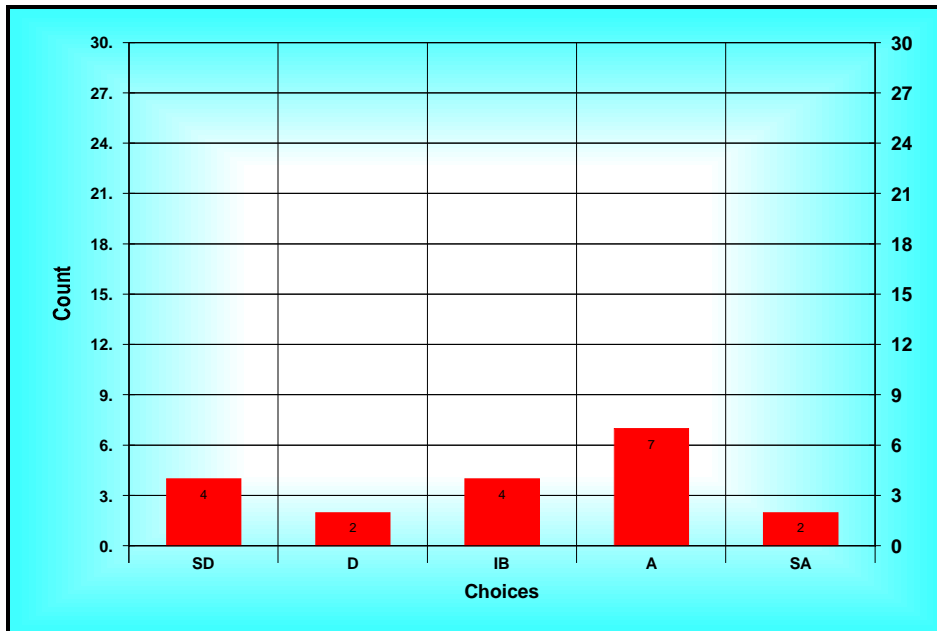
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

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

Statistics

Total 58
Mean IB(3.05)
Mode A
High SA
Low SD
STD 1.35
N 20
n 19



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

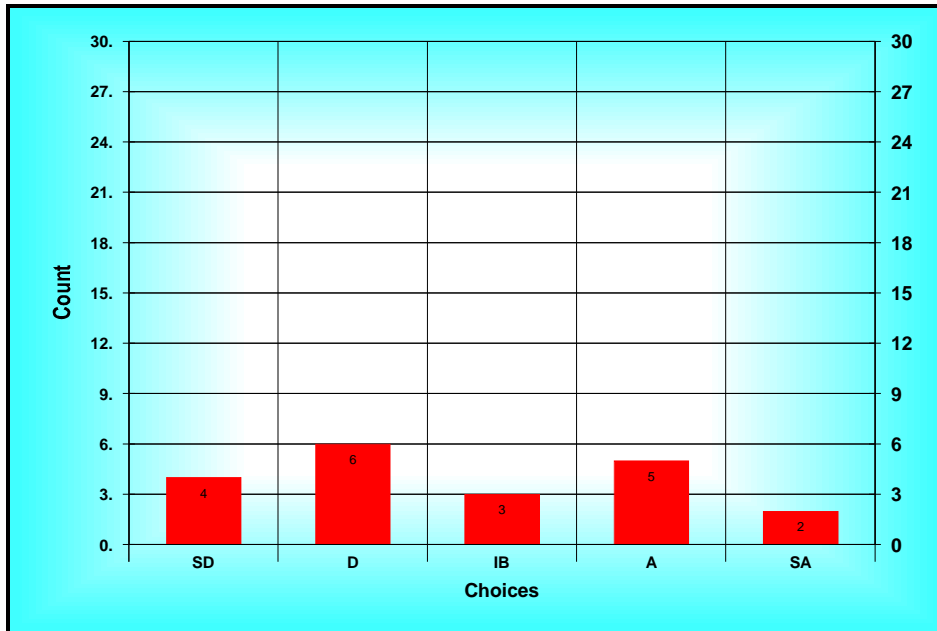
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

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

Statistics

Total 55
Mean IB(2.75)
Mode D
High SA
Low SD
STD 1.33
N 20
n 20



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

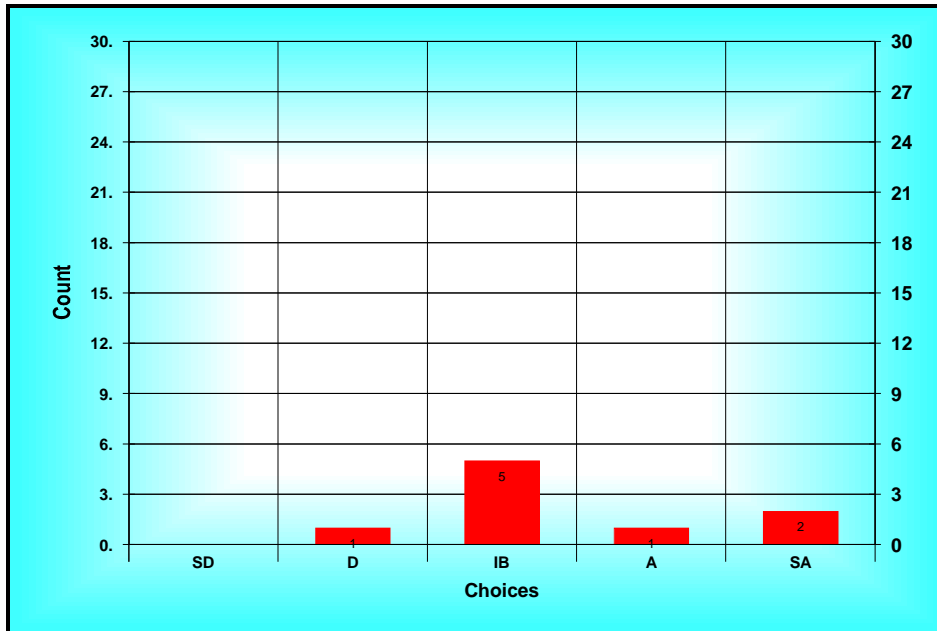
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

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>5</i>
<i>A(4)</i>	<i>1</i>
<i>SA(5)</i>	<i>2</i>

Statistics

Total 31
Mean IB(3.44)
Mode IB
High SA
Low D
STD 1.01
N 20
n 9



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

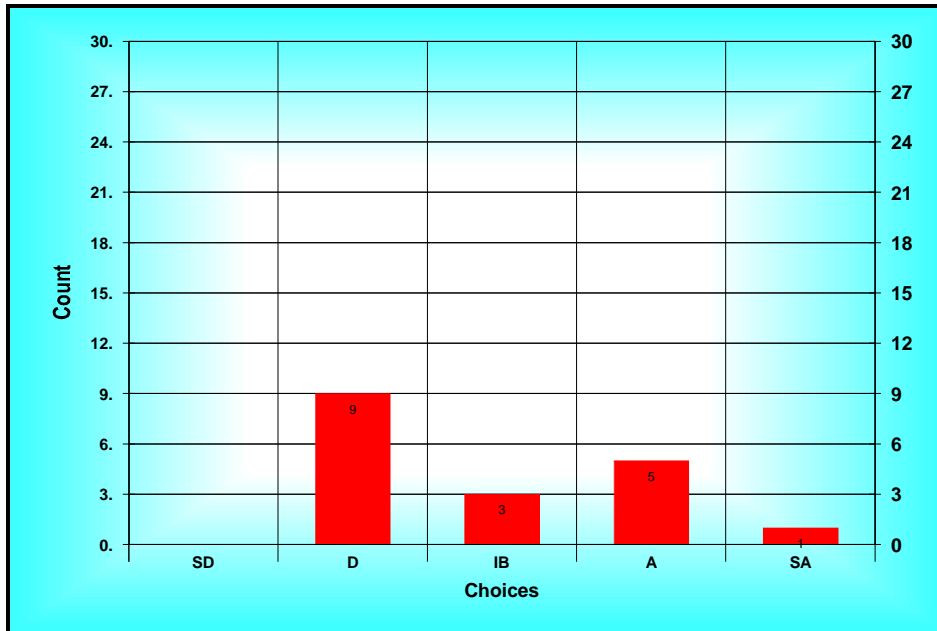
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

<i>Choices</i>	<i>Count</i>
<i>SD(1)</i>	<i>0</i>
<i>D(2)</i>	<i>9</i>
<i>IB(3)</i>	<i>3</i>
<i>A(4)</i>	<i>5</i>
<i>SA(5)</i>	<i>1</i>

Statistics

Total 52
Mean IB(2.89)
Mode D
High SA
Low D
STD 1.02
N 20
n 18



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

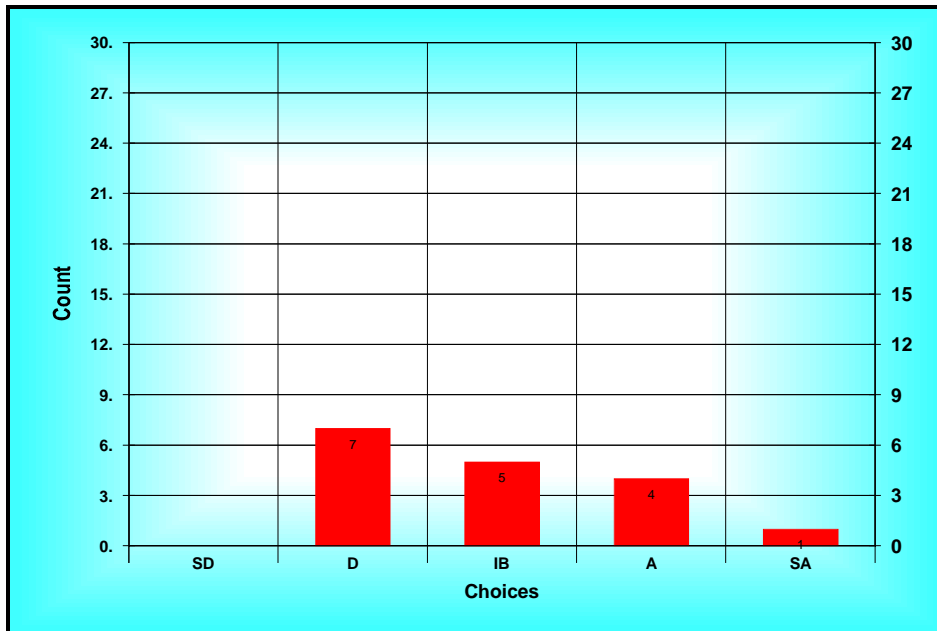
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

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

Statistics

Total 50
Mean IB(2.94)
Mode D
High SA
Low D
STD 0.97
N 20
n 17



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

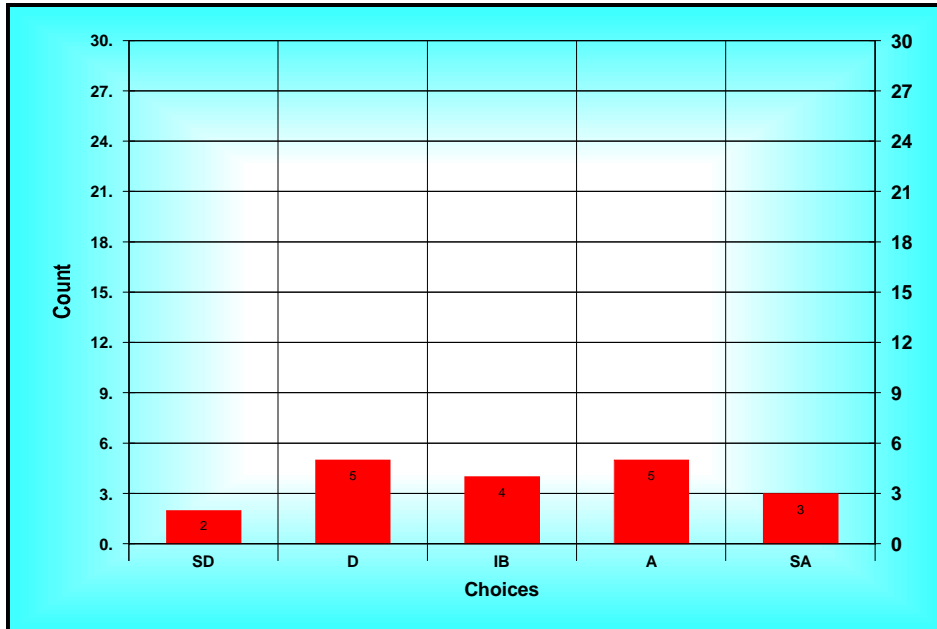
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

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

Statistics

Total 59
 Mean IB(3.11)
 Mode ??
 High SA
 Low SD
 STD 1.29
 N 20
 n 19



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

29. I did not like the Fargo community.

A) Ballot

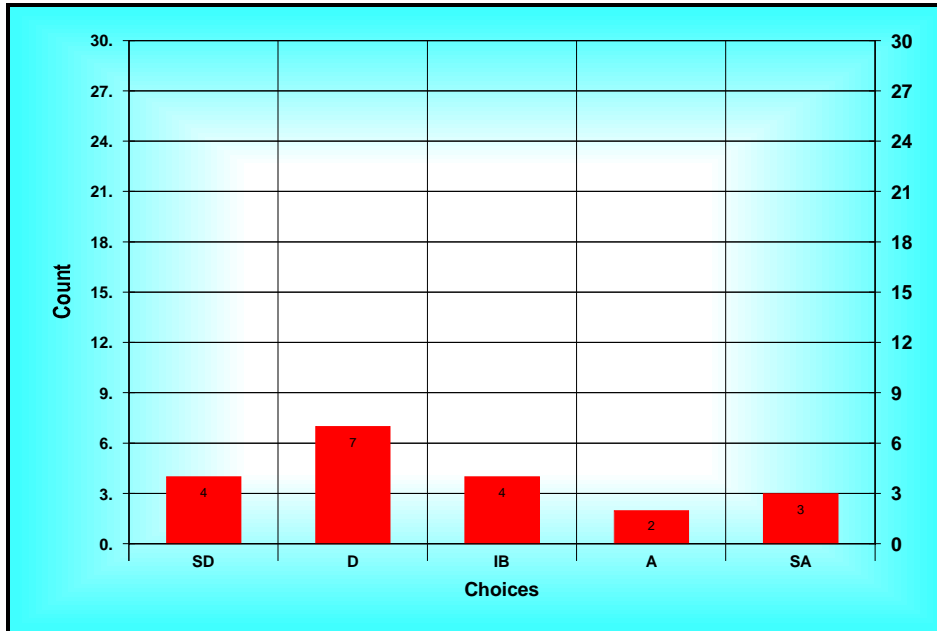
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

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

Statistics

Total 53
 Mean IB(2.65)
 Mode D
 High SA
 Low SD
 STD 1.35
 N 20
 n 20



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

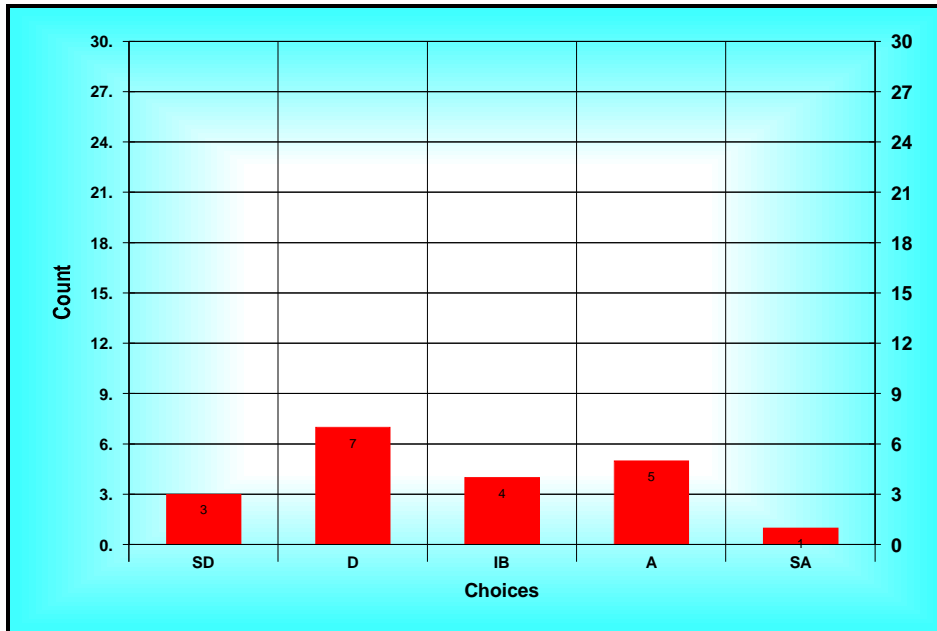
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

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

Statistics

Total 54
Mean IB(2.70)
Mode D
High SA
Low SD
STD 1.17
N 20
n 20



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

31. I was satisfied with my salary at NDSU.

A) Ballot

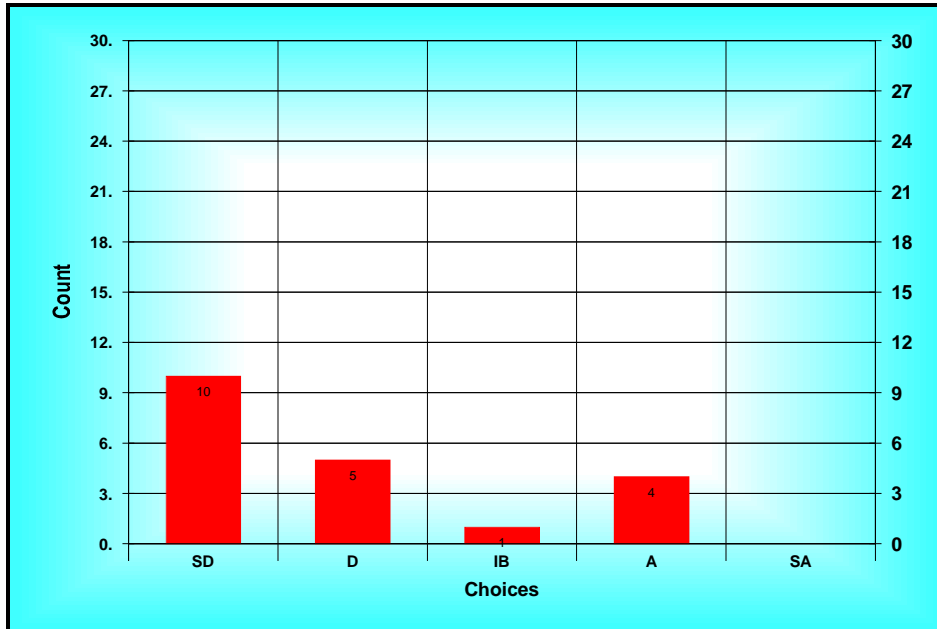
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

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

Statistics

Total 39
 Mean D(1.95)
 Mode SD
 High A
 Low SD
 STD 1.19
 N 20
 n 20



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

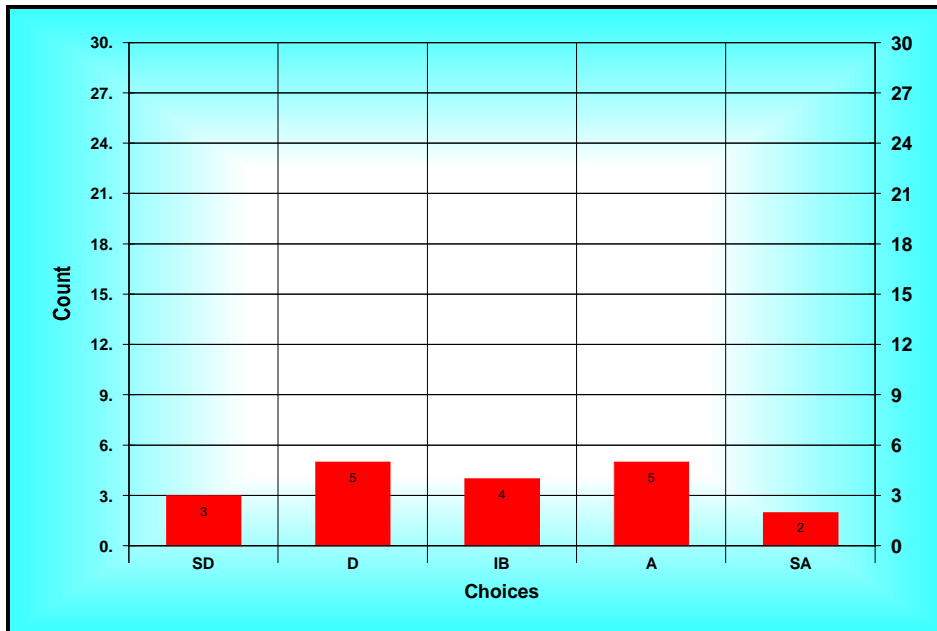
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

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

Statistics

Total 55
 Mean IB(2.89)
 Mode ??
 High SA
 Low SD
 STD 1.29
 N 20
 n 19



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

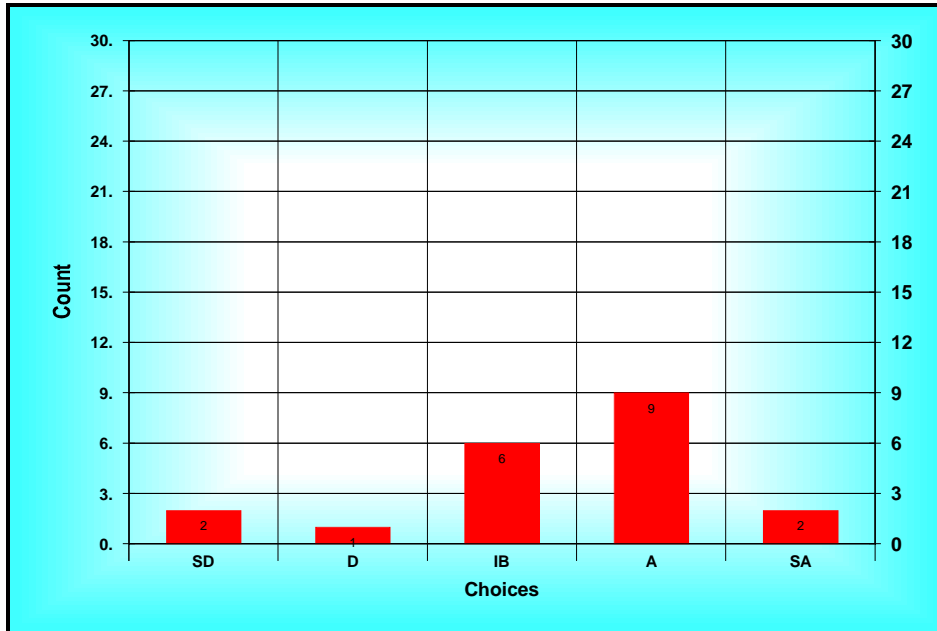
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

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

Statistics

Total 68
Mean IB(3.40)
Mode A
High SA
Low SD
STD 1.10
N 20
n 20



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.

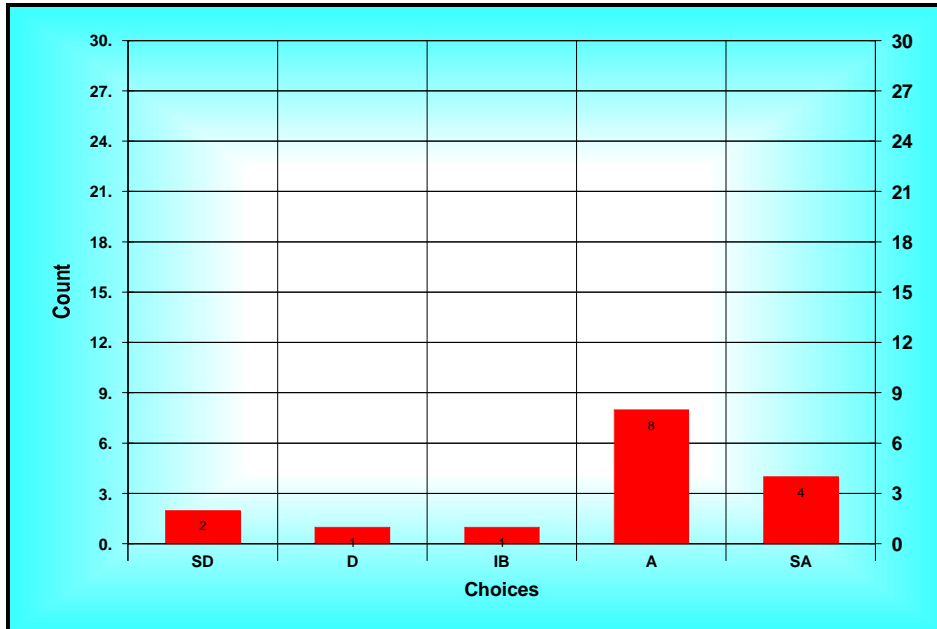
A) Ballot

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

Statistics
 Total 59
 Mean A(3.69)
 Mode A
 High SA
 Low SD
 STD 1.30
 N 20
 n 16



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

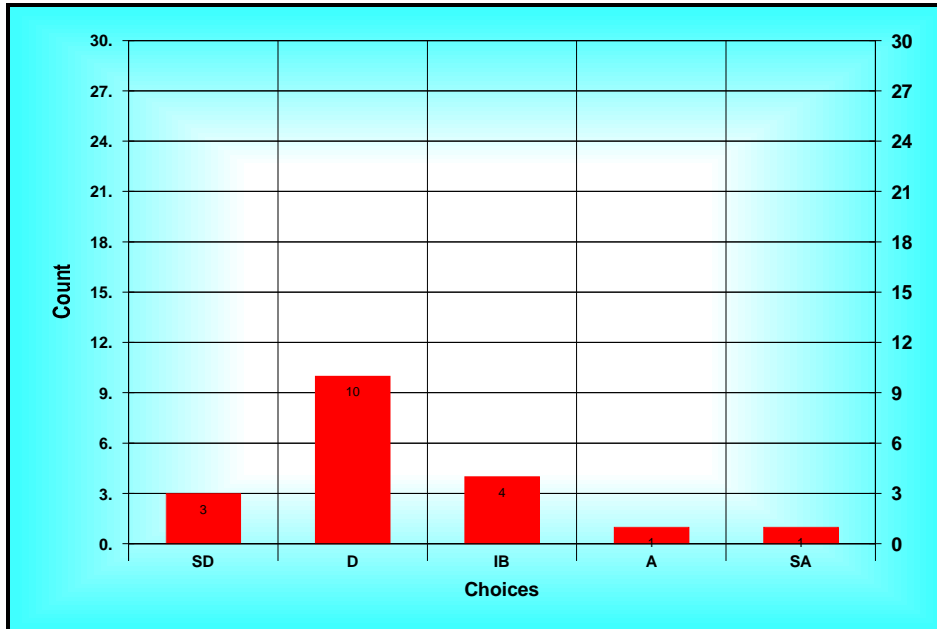
Method: Custom Method
 Options: Allow Bypass
 Descriptions: SD = Strongly Disagree D = Disagree IB = In Between A = Agree SA = Strongly Agree

B) Results Spread

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

Statistics

Total 44
 Mean D(2.32)
 Mode D
 High SA
 Low SD
 STD 1.00
 N 20
 n 19



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 20
Table Sorted By Total

C) Text Responses

1. 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.

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

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

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

5. -- 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.

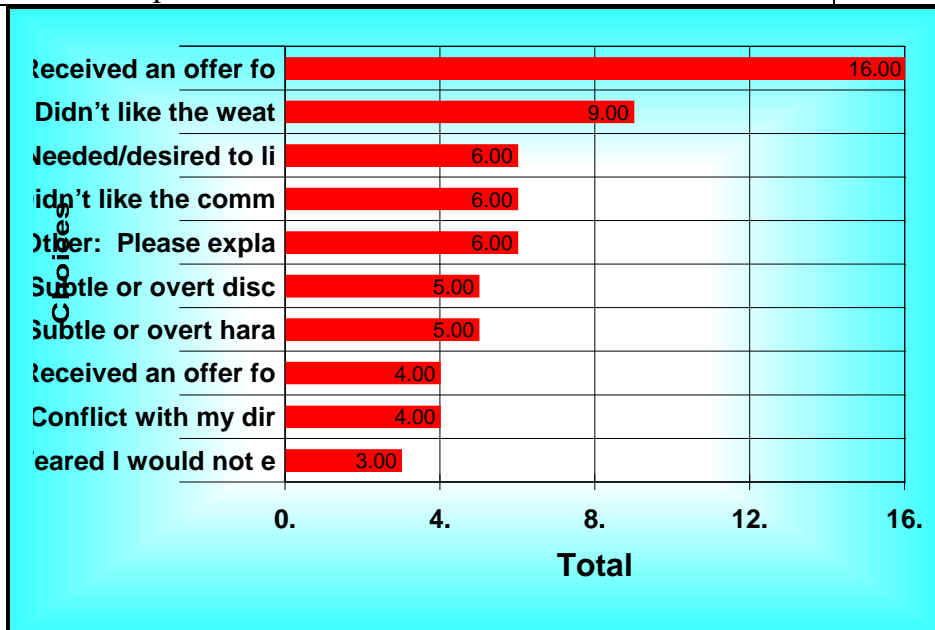
-- The above includes salary considerations. The "fat cats" rhetoric is pretty rich coming from those who maintain NDUS salaries well below national norms, even in comparison to cost of living.

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.

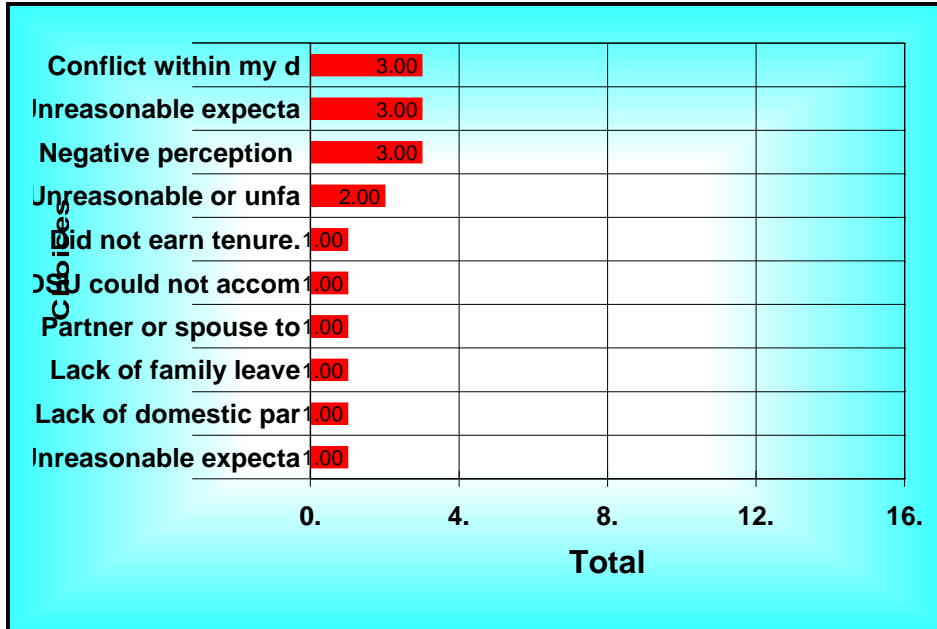
6. I loved NDSU, it was very difficult to leave. NDSU was great to me and my career, I hope I did as much for it.

But financial matters won out, so I left.

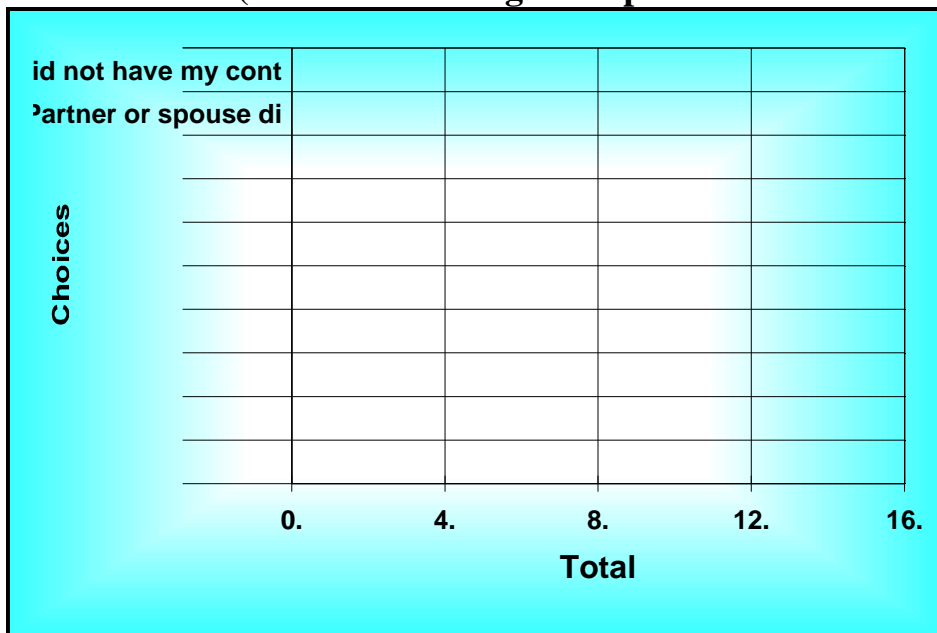
Choices	Total
Received an offer for a better job.	16
Didn't like the weather or climate.	9
Needed/desired to live closer to family.	6
Didn't like the community.	6
Other: Please explain.	6
Subtle or overt discrimination.	5
Subtle or overt harassment.	5
Received an offer for another job and supervisors	4
Conflict with my direct supervisor.	4
Feared I would not earn tenure or have my contract	3
Conflict within my department.	3
Unreasonable expectations for service.	3
Negative perception of NDSU's prestige as an insti	3
Unreasonable or unfair teaching assignments.	2
Did not earn tenure.	1
NDSU could not accommodate a partner/spouse with a	1
Partner or spouse took a job elsewhere.	1
Lack of family leave policy/options.	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



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

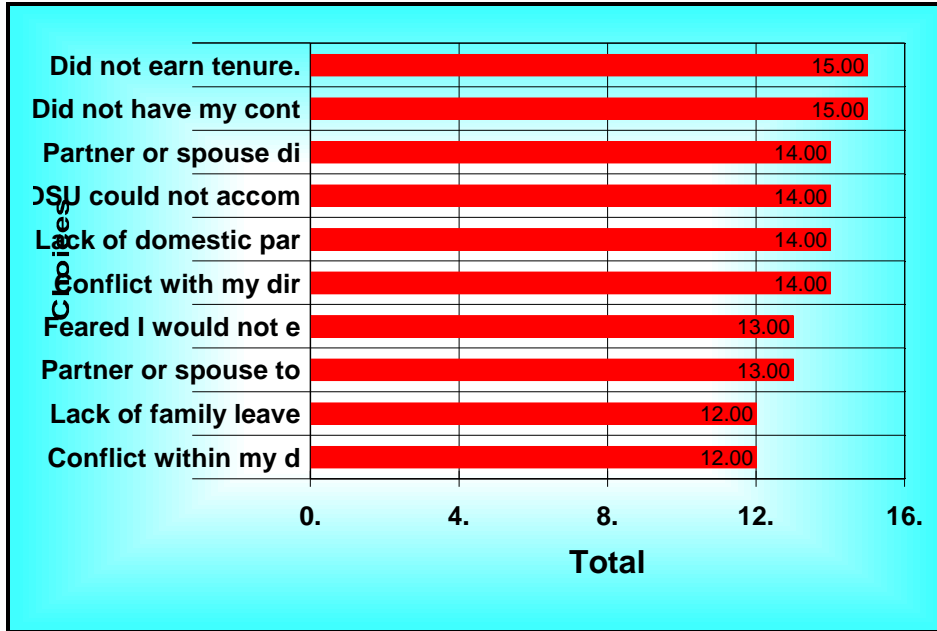
B) Results Spread

Statistics
 Total 22.00
 N 20
 Table Sorted By Total

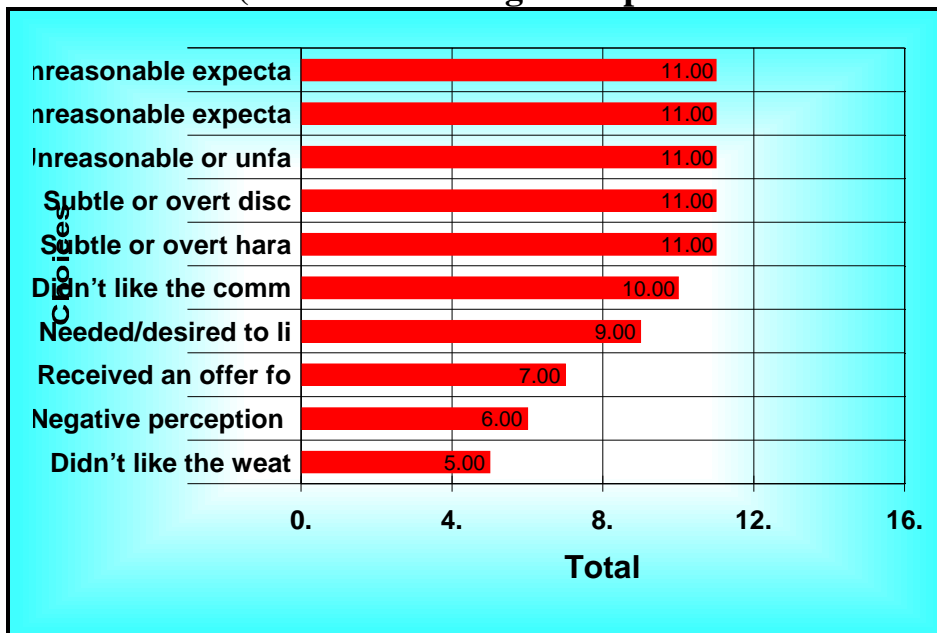
C) Text Responses

1. Good luck with your survey, although I am afraid my answers may not be too helpful :(

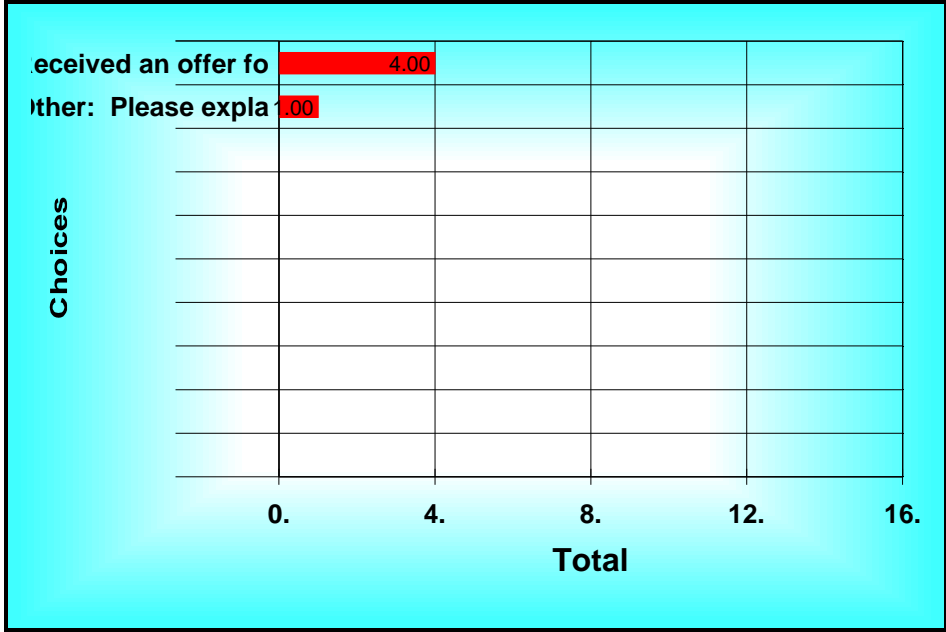
Choices	Total
Did not earn tenure.	15
Did not have my contract renewed.	15
Partner or spouse did not earn tenure or have his/	14
NDSU could not accommodate a partner/spouse with a	14
Lack of domestic partner benefit options.	14
Conflict with my direct supervisor.	14
Feared I would not earn tenure or have my contract	13
Partner or spouse took a job elsewhere.	13
Lack of family leave policy/options.	12
Conflict within my department.	12
Unreasonable expectations for service.	11
Unreasonable expectations for research.	11
Unreasonable or unfair teaching assignments.	11
Subtle or overt discrimination.	11
Subtle or overt harassment.	11
Didn't like the community.	10
Needed/desired to live closer to family.	9
Received an offer for another job and supervisors	7
Negative perception of NDSU's prestige as an insti	6
Didn't like the weather or climate.	5
Received an offer for a better job.	4
Other: Please explain.	1



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)