Faculty Exit Survey

I. Employment with the University of Kentucky

1. **How did you first learn about your position at UK?**
   - Through an advertisement
   - Through a colleague
   - Recruited by the hiring institution
   - Other:

2. **What were your primary reasons for coming to UK?** *Choose up to 5.*

_____Academic environment (teaching, research, and service)
_____Geographic location
_____Colleagues
_____Opportunity to serve the public
_____Opportunity to be a part of a particular department's mission & activities
_____Interesting and challenging work
_____Promotion and mobility opportunities
_____Opportunities for training & development
_____Salary
_____Benefits
_____Flexibility in establishing work schedule, priorities, research/teaching interests, etc.
_____Workload (amount of work assigned to you, time given to complete it, fairness of work distribution)
_____Resources committed during the hiring process
_____Leadership at the departmental or college level
_____Start-up package/Support of work
_____Collegiality among faculty, staff, and students
_____Outstanding work is recognized and rewarded
_____Family in the area
_____ Dual career opportunity
_____Other (please specify) _____

3. **What did you like most about working at UK?** *Choose up to 5.*

_____Academic environment (teaching, research, and service)
_____Geographic location
_____Colleagues
_____Opportunity to serve the public
_____Opportunity to be a part of a particular department's mission & activities
_____Interesting and challenging work
_____Promotion and mobility opportunities
_____Opportunities for training & development
_____Salary
_____Benefits
_____Flexibility in establishing work schedule, priorities, research/teaching interests, etc.
_____Workload (amount of work assigned to you, time given to complete it, fairness of work distribution)

1

_____Resources committed during the hiring process
_____ Office/laboratory space
_____Leadership at the departmental or college level
_____Start-up package/Support of work
_____Collegiality among faculty, staff, and students
_____Outstanding work is recognized and rewarded
_____Family in the area
_____ Dual career opportunities
_____Other (please specify) _____

4. ***Professionally*, what are the most important reasons that you are leaving or have left UK?** *Mark all that apply.*
   - o Accepted a position in a private university
   - o Accepted a position in a public university
   - o Anticipated non-reappointment/tenure denial
   - o Temporary appointment ended
   - o Contract expired/tenure denied
   - o Change in direction of career
   - o Inability to balance work & family demands
   - o Inadequate compensation
   - o Difficult working conditions
   - o Lack of opportunities for advancement
   - o Lack of professional collegiality
   - o Loss of funding
   - o Gender inequalities
   - o Racial/ethnic inequalities
   - o Lack of racial diversity
   - o Lack of affordable housing
   - o Too much administrative work/lack of administrative support
   - o Inability to support salary through research
   - o Offered a better position elsewhere
   - o Retirement
   - o Insufficient mentoring
   - o Interpersonal conflict
   - o Inequalities due to sexual orientation, gender identity or gender expression

5. ***Personally*, what are the most important reasons that you are leaving or have left UK?** *Mark all that apply.*
   - o Family need to relocate
   - o Health issues
   - o Lack of good local public K-12 education
   - o Personal or family issues
   - o Spouse/partner could not find a job
   - o Other, please specify

6. **What is your overall <u>satisfaction</u> with UK?**
   - o Extremely Satisfied
   - o Satisfied
   - o Neither Satisfied nor Not Satisfied
   - o Not Satisfied
   - o Not At All Satisfied
   - o Not Applicable/Not Sure

7. **After hearing of your resignation or retirement, did your department encourage you to reconsider?** *This question is only appropriate for separating associate or full professors with tenure.*
   - o Yes
   - o No

8. **Did you have an <u>exit interview</u> with your department chair or division chief?**
   - o Yes
   - o No

9. **What could UK have done to keep you from leaving?** *This question is only appropriate for separating associate or full professors with tenure.*

II. Job Satisfaction

10. **Using the scale below, indicate your level of satisfaction with each of the following aspects of your employment: (check one choice in each row)**

Job Satisfaction Scale
4. Satisfied
3. Somewhat Satisfied
2. Somewhat Dissatisfied
1. Dissatisfied
0. Not applicable

_____ Teaching activities
_____ Research activities
_____ Clinical activities
_____ Workload
_____ Mentoring
_____ Opportunity for advancement and promotion
_____ Performance review or evaluation
_____ Compensation

        Benefits (insurance, retirement, tuition remission, vacation & sick leave, etc.)

        Physical work environment

        Relationships with colleagues

        The department/unit you are leaving

11. Would you recommend the University of Kentucky as a good place to work?

- o Yes, definitely
- o Yes, probably
- o No, probably not
- o No, definitely not

III. My Suggestions...

Use the space below to enter specific comments regarding each question. Please be concise.

12. What would make a faculty position at UK more attractive? _____

13. How could the *division/department* you left attract and retain valuable faculty?

14. What suggestions do you have to improve this survey?

15. Is there any additional information you would like to add?

16. If you would like to discuss any of the issues raised in this survey or any other issues related to your separation from UK with a member of the Office of Faculty Advancement, please provide your name and contact information below.

Name: **Email:**

Thank You for Your Time and Feedback!

NOTE: The following variables will pre-populate or post-populate the survey of each participant:

- o Time since they worked at UK
- o College and department
- o Length of employment
- o Title series
- o Rank
- o Tenure status
- o Promotion after receiving tenure
- o Age
- o Gender
- o Race/Ethnicity