**UC San Diego Exit Interview Survey Questions:**

The purpose of this survey is to help UC San Diego understand and address the reasons faculty leave the University. The survey results will aid in the development of programs and policies to enhance the experience of UC San Diego faculty. **Your identity will not be disclosed; all answers will remain completely confidential**. Thank you for taking the time to complete this very important survey.

**1. Which one of the following best describes your new position?**

* Accepted a faculty position at another institution
* Accepted a position in industry/private sector
* Entered additional education/training
* Left work force temporarily
* Made a career change (please specify in "other" below):
* Retirement
* Other (please specify):\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**2. If you are joining the faculty at a new institution, what is your new status?**

* Assistant Professor
* Associate Professor
* Full Professor
* Administrator (please specify in "other" below):
* Other (please specify):\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**3. Please check all the factors that contributed to your decision to accept this new position**

* Better benefits package
* Career opportunity for spouse/partner
* Family reasons
* Higher compensation
* Improved working environment and administrative support (e.g. space, assistance, facilities)
* Leadership position
* Livability/affordability of new location
* More academic freedom
* More manageable work load
* New position structured more specifically toward your teaching and/or research interests and goals
* Opportunities to collaborate with other faculty
* Promotion
* Tuition assistance for your children
* Denied tenure at UC San Diego
* Terminated
* Other reasons (please specify):\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**4. How did you learn about your new position?**

* I was looking for a new appointment.
* I was not looking, but a colleague recommended the position to me.
* I was recruited by the institution.
* Other (specify):\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**5. Did UCSD make you a counteroffer?**

* Yes
* No
* I indicated I would not consider a counteroffer

**6. Did the counteroffer include proposed changes to any of the following?**

* Academic rank and series
* Assistance with personal/family issues
* Change in supervisors
* Responsibilities
* Teaching Load
* Service Load
* Contributions to Diversity load
* Research space
* Salary and benefits
* Other (please specify):\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**7. If you have any comments about the way UCSD’s counteroffer was handled, please provide them here:**

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**8. If you have any comments about not receiving a counteroffer from UCSD, please provide them here:**

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**9. Please check up to five reasons that contributed to your decision to leave UCSD.**

* Excessive teaching workload
* Excessive service workload
* Excessive research workload
* I felt I was assigned an excessive workload due to my gender
* I felt I was assigned an excessive workload due to my race/ethnicity
* I felt I was assigned an excessive workload due to my sexual orientation
* Health issues
* High cost of living
* I felt I was treated unfairly due to my disability
* I felt I was treated unfairly due to my gender
* I felt I was treated unfairly due to my race/ethnicity
* I felt I was treated unfairly due to my sexual orientation
* I felt like I did not belong
* Inadequate retirement/benefits package
* Insufficient salary
* UCSD did not meet my expectations
* Lack of access to graduate students
* Lack of access to quality public K-12 education
* Lack of administrative support
* Personal or family issues
* Problems with tenure process
* Retirement
* Anticipated denial of promotion
* Other (please describe):\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**10. Please elaborate on any of the reasons selected above.**

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**11. Were you given an opportunity to discuss your reason(s) for leaving with your department chair or your dean prior to leaving the University?**

* Yes
* No
* N/A

Comments:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**12. Did you raise the concerns that contributed to your decision to leave UCSD, and was there any attempt to address them?**

* Yes
* No
* N/A

Comments:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**13. Please rate your agreement with each of the statements below.**

1 = strongly disagree; 2 = somewhat disagree; 3 = neither agree nor disagree; 4 = somewhat agree; 5 = strongly agree.

1 2 3 4 5 N/A

* I was valued for my teaching and mentoring contributions.
* I was valued for my research activities.
* I was valued for my service-related activities.
* I was valued for my contributions to diversity.

If you have comments about any of the statements above, please provide them here.

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**14. Please rate your agreement with each of the statements below.**

1 = strongly disagree; 2 = somewhat disagree; 3 = neither agree nor disagree; 4 = somewhat agree; 5 = strongly agree.

1 2 3 4 5 N/A

* I had adequate institutional resources such as laboratory space and administrative assistance to support my research activities.
* I had adequate resources to support my administrative/service duties.
* I had adequate institutional resources such as tutors and graduate TA’s to support my teaching activities.

If you have comments about any of the statements above, please provide them here.

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**15. Please rate your agreement with each of the statements below.**

1 = strongly disagree; 2 = somewhat disagree; 3 = neither agree nor disagree; 4 = somewhat agree; 5 = strongly agree.

1 2 3 4 5 N/A

* I received helpful mentoring on campus.
* I received helpful mentoring outside campus.
* Criteria for advancement were made clear to me by my department.
* I received regular feedback from my Department Chair about my performance.
* I was treated fairly by my Division and Department leadership.
* I enjoyed a positive and productive working relationship with my colleagues.

If you have comments about any of the statements above, please provide them here.

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**16. Please rate your agreement with each of the statements below.**

1 = strongly disagree; 2 = somewhat disagree; 3 = neither agree nor disagree; 4 = somewhat agree; 5 = strongly agree.

1 2 3 4 5 N/A

* I was satisfied with my compensation package at UCSD.
* I was satisfied with the benefits package offered at UCSD.
* I was satisfied with the retirement package offered at UCSD.
* Overall, my appointment at UCSD was rewarding.

If you have comments about any of the statements above, please provide them here.

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**17. Please rate your agreement with each of the statements below.**

1 = strongly disagree; 2 = somewhat disagree; 3 = neither agree nor disagree; 4 = somewhat agree; 5 = strongly agree.

1 2 3 4 5 Don't Know

* My Division was run in a fair and equitable manner.
* My Department was run in a fair and equitable manner.
* The academic environment at UCSD was ethical.
* There is a strong sense of community at UCSD.
* The UCSD Principles of Community were understood and practiced.

**18. Please rate your agreement with each of the statements below.**

1 = strongly disagree; 2 = somewhat disagree; 3 = neither agree nor disagree; 4 = somewhat agree; 5 = strongly agree.

1 2 3 4 5 Don't Know

* UCSD treats everyone equally regardless of gender.
* UCSD treats everyone equally regardless of race or ethnicity.
* UCSD treats everyone equally regardless of sexual orientation.
* UCSD treats everyone equally regardless of disability.

If you have comments about any of the statements above, please provide them here.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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**19. What did you like most about your appointment at UCSD?**

**20. What did you like least about your appointment at UCSD?**

**21. What could UCSD have done to retain you on its faculty?**

**22.** **Please provide comments on any issues not previously addressed above**

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**23. Gender**: Male Female

**24. Academic Title**

**Professor, Ladder Rank (Tenured/Tenure track)**

**Please indicate Rank:**

* Assistant Professor
* Associate Professor
* Professor

**Please indicate Step:**

 **1 2 3 4 5 6 7 8 9 Above Scale**

**Professor In Residence**

**Please indicate Rank:**

* Assistant Professor
* Associate Professor
* Professor

**Please indicate Step:**

 **1 2 3 4 5 6 7 8 9 Above Scale**

**LPSOE/LSOE**

Please indicate level?

* Lecturer with Potential for Security of Employment
* Lecturer with Security of Employment
* Senior Lecturer with Security of Employment

**25. How many years did you serve on the faculty at UCSD? \_\_\_\_\_\_\_\_\_\_\_\_**

**26. How could this survey be improved?**

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**27. If you would like to discuss any of the issues raised in this survey or any other issue related to your appointment at UCSD, please provide your name and contact information below. A staff member from the Office for Academic Diversity and Equal Opportunity at UC San Diego will contact you. Your responses to this survey will remain confidential and your identity will not be linked with the data provided in the survey.**

 **Name:**

**Email:**

**Phone:**

**Please select the ethnic categories (one or more) that are applicable to you.**

* American Indian or Alaska Native
* Hispanic, Latino or other Spanish origin
* Asian
* Black/African American
* Native Hawaiian or Other Pacific Islander
* White

**Please identify the best single option that identifies your race/ethnicity**

American Indian or Alaska Native – A person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment.

Chinese/Chinese American - A person having origins in any of the original peoples of China.

Filipino/Pilipino – A person having origins in any of the original peoples of the Philippine Islands.

Japanese/Japanese American – A person having origins in any of the original peoples of Japan.

Native Hawaiian or Other Pacific Islander – A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Island.

Pakistani/East Indian – A person having origins in any of the original peoples of the Indian subcontinent (e.g., India and Pakistan).

Other Asian – A person having origins in any of the original peoples of the Far East or South East Asia (including Cambodia, Korea, Malaysia, Thailand, and Vietnam).

Black/African American – A person having origins in any of the Black racial groups of Africa. (Not of Hispanic origin)

Mexican/Mexican American/Chicano – A person of Mexican culture or origin regardless of race.

Latin American/Latino - A person of Latin American (e.g. Central American, South American, Cuban, Puerto Rican) culture or origin regardless of race.

Other Spanish/Spanish American – A person of Spanish culture or origin, not included in any of the Hispanic categories listed above.

White (not of Hispanic origin) – A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

**Are you an individual with a disability? \_\_\_\_\_\_\_\_\_\_\_\_**

An individual with a disability is a person who has a physical or mental impairment which substantially limits one or more of such person’s major life activities, or who has a record of such impairment.

 **Do you identify as LGBT (Lesbian, Gay, Bisexual, or Transgender)? \_\_\_\_\_\_\_\_\_\_\_\_\_**