



In an effort to better understand the experience of faculty members at Penn State, and to respond to faculty concerns, we need your help. Could you please fill out this survey and return it in the envelope provided within the next two weeks? The Provost's Office will share the results with college deans or campus chancellors and also with the Faculty Affairs Committee of the Faculty Senate.

We will compile these data in summary form only. Individual responses will be held in confidence. Naturally, your participation is voluntary, and you may choose to answer all or only part of the survey. You should feel free to make a copy of this instrument, or contact my office and request a copy.

If you would like to discuss this survey, please contact me at bxb1@psu.edu. I truly appreciate your help.

Sincerely,

Blannie E. Bowen
Vice Provost for Academic Affairs

The literature on academic work suggests a number of influences on faculty careers. How important have the following factors been to you as a faculty member at Penn State? How satisfied have you been with each of these?

Answer Selection: Correct = ● Incorrect = ✕ ☒ ⊖

1. UNIVERSITY AND COLLEGE PRACTICES

IMPORTANCE			SATISFACTION	
Low.....	High		Low	High
○ ○ ○ ○ ○		Opportunities to participate in University governance	○ ○ ○ ○ ○	
○ ○ ○ ○ ○		Opportunities to participate in college governance	○ ○ ○ ○ ○	
○ ○ ○ ○ ○		Validity of Penn State's faculty performance evaluation methods	○ ○ ○ ○ ○	
○ ○ ○ ○ ○		Clarity of performance review processes (for P&T, salary)	○ ○ ○ ○ ○	
○ ○ ○ ○ ○		Rewards for research at the University	○ ○ ○ ○ ○	
○ ○ ○ ○ ○		Rewards for teaching at the University	○ ○ ○ ○ ○	
○ ○ ○ ○ ○		Rewards for outreach at the University	○ ○ ○ ○ ○	
○ ○ ○ ○ ○		The University's commitment to your field of study	○ ○ ○ ○ ○	
○ ○ ○ ○ ○		Formal recognition (such as University and college awards)	○ ○ ○ ○ ○	

5. LOCAL COMMUNITY LIFE

IMPORTANCE						SATISFACTION				
Low	High				Low	High		
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Social opportunities in the local community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Availability of cultural events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Quality of the local school system	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Recreational opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Availability of child care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Health care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	A diverse population	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Tolerance of ethnic and cultural diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Employment opportunities for spouse or partner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. Did you experience difficulties related to equity issues (e.g., discrimination or harassment)?

- Yes (please explain)
- No

7. Have you made use, or tried to make use, of procedures for staying provisional tenure?

- Yes (please explain)
- No

8. Are you leaving **because** you have received another position (as opposed, for example, to being counseled out)?

- Yes
- No (skip to 10)

9. Which of the following is most accurate statement about counter-offers from Penn State?

- I did not seek a counter-offer; none was made
- I did not seek a counter-offer; one was made
- I sought a counter-offer; none was made
- I sought a counter-offer; the one I last received was unsatisfactory
- Other (please explain)

10. Are you leaving because you were encouraged to do so?

- Yes
- No (skip to 12)

11. Which of the following is most accurate about how you were encouraged to leave?

- I received formal notification (e.g., tenure denial or notice of non-renewal)
- I received an informal but explicit request
- I received subtle signals
- Other (please explain)

12. Have you ever felt that Penn State significantly blocked your opportunities to move ahead professionally in your career?

- Yes (please explain)
- No

13. Are you leaving Penn State after 10 or more years of service?

- Yes
- No (skip to 16)

14. In what ways has faculty satisfaction **increased** most, compared to 10 years ago?

15. In what ways has faculty satisfaction **declined** most, compared to 10 years ago?

16. Did the Penn State benefits program have any impact on your decision to leave? (please explain)

- Yes
- No

17. What would have been needed to keep you at Penn State?

18. Are you satisfied with the University's efforts on behalf of racial/ethnic and gender diversity?
(please explain)

- Yes
- No

19. Overall, did you feel you were treated fairly by the University, college, and/or department? If not, what if anything should have been done differently?

- Yes
- No

20. If you have any other comments, please make them here.

As noted, you may choose to answer all or only part of the survey, and individual responses will be held in confidence. We would appreciate as much of the following demographic information as you choose to provide.

21. Name _____

22. Date _____ / _____ / _____

23. Department _____

24. Locus of Tenure

- Abington College
- College of Agricultural Sciences
- Altoona College
- College of Arts and Architecture
- Berks College
- Smeal College of Business
- Capital College
- College of Communications
- Dickinson School of Law
- College of Earth and Mineral Sciences
- College of Education
- College of Engineering
- Erie, The Behrend College
- School of Graduate Professional Studies
- College of Health and Human Development
- College of Information Sciences and Technology
- College of the Liberal Arts
- College of Medicine
- Eberly College of Science
- University College
- University Libraries

25. Campus Location

- Abington
- Altoona
- Beaver
- Berks
- Brandywine
- Dickinson School of Law
- DuBois
- Erie
- Fayette
- Great Valley
- Greater Allegheny
- Harrisburg
- Hazleton
- Hershey Medical Center
- Lehigh Valley
- Mont Alto
- New Kensington
- Schuylkill
- Shenango
- University Park
- Wilkes-Barre
- Worthington Scranton
- York

26. Rank

- Professor / Librarian / Senior Scientist
- Associate Professor / Associate Librarian / Research Associate
- Assistant Professor / Assistant Librarian / Research Assistant

27. Age _____

31. Ethnicity

28. Years at Penn State _____

- Asian or Pacific Islander
- Black
- Caucasian
- Hispanic
- Native American
- Other

29. Gender

- Female
- Male

30. Veteran

- Yes
- No

32. Disabled

- Yes
- No

33. Please indicate your primary reason for leaving Penn State:

- Retirement
- Tenure denial
- Counseled out
- More attractive position elsewhere
- Other (please explain)

Please return the survey to:

Faculty Exit Survey
502 Rider Building
University Park, PA 16802-4819

***** THANK YOU AGAIN! *****