



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 [bx1@psu.edu](mailto:bx1@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"/>

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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

25. Campus Location

- |  |   |
|--|---|
| <input type="radio"/> Abington College                               | <input type="radio"/> Abington                |
| <input type="radio"/> College of Agricultural Sciences               | <input type="radio"/> Altoona                 |
| <input type="radio"/> Altoona College                                | <input type="radio"/> Beaver                  |
| <input type="radio"/> College of Arts and Architecture               | <input type="radio"/> Berks                   |
| <input type="radio"/> Berks College                                  | <input type="radio"/> Brandywine              |
| <input type="radio"/> Smeal College of Business                      | <input type="radio"/> Dickinson School of Law |
| <input type="radio"/> Capital College                                | <input type="radio"/> DuBois                  |
| <input type="radio"/> College of Communications                      | <input type="radio"/> Erie                    |
| <input type="radio"/> Dickinson School of Law                        | <input type="radio"/> Fayette                 |
| <input type="radio"/> College of Earth and Mineral Sciences          | <input type="radio"/> Great Valley            |
| <input type="radio"/> College of Education                           | <input type="radio"/> Greater Allegheny       |
| <input type="radio"/> College of Engineering                         | <input type="radio"/> Harrisburg              |
| <input type="radio"/> Erie, The Behrend College                      | <input type="radio"/> Hazleton                |
| <input type="radio"/> School of Graduate Professional Studies        | <input type="radio"/> Hershey Medical Center  |
| <input type="radio"/> College of Health and Human Development        | <input type="radio"/> Lehigh Valley           |
| <input type="radio"/> College of Information Sciences and Technology | <input type="radio"/> Mont Alto               |
| <input type="radio"/> School of International Affairs                | <input type="radio"/> New Kensington          |
| <input type="radio"/> College of the Liberal Arts                    | <input type="radio"/> Schuylkill              |
| <input type="radio"/> College of Medicine                            | <input type="radio"/> Shenango                |
| <input type="radio"/> School of Nursing                              | <input type="radio"/> University Park         |
| <input type="radio"/> Eberly College of Science                      | <input type="radio"/> Wilkes-Barre            |
| <input type="radio"/> University College                             | <input type="radio"/> Worthington Scranton    |
| <input type="radio"/> University Libraries                           | <input type="radio"/> York                    |

26. Rank

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

27. Age \_\_\_\_\_

28. Years at Penn State \_\_\_\_\_

29. Gender

- Female
- Male

30. Veteran

- Yes
- No

31. Disabled

- Yes
- No

32. Ethnicity/Race

Do you consider yourself to be Hispanic/Latino?

- Yes
- No

In addition, select one or more of the following racial categories to describe yourself:

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White

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! \*\*\*