



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
<input type="radio"/>	<input type="radio"/>	Opportunities to participate in University governance	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	Opportunities to participate in college governance	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	Validity of Penn State's faculty performance evaluation methods	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	Clarity of performance review processes (for P&T, salary)	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	Rewards for research at the University	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	Rewards for teaching at the University	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	Rewards for outreach at the University	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	The University's commitment to your field of study	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	Formal recognition (such as University and college awards)	<input type="radio"/>	<input type="radio"/>

2. DEPARTMENTAL LIFE

IMPORTANCE

Low..... High

- Opportunities to participate in departmental governance
- Balanced overall workload assignments in the department
- Mentoring of junior faculty
- An academically strong department (re: disciplinary peers)
- Sufficient support for high quality graduate students
- Adequate performance feedback
- Opportunities to communicate with department leadership
- Healthy social climate within the department
- Informal recognition by colleagues for good work

SATISFACTION

Low.....High

3. INDIVIDUAL CONSIDERATIONS

IMPORTANCE

Low..... High

- Your course teaching assignments
- Your advising assignments
- Your internal service assignments
- Professional autonomy (courses, research projects, service...)
- Internal money to initiate research activities
- Flexibility to engage in consulting
- Salary increases that relate fairly to performance
- Level of annual salary
- Employee benefits
- Equity (ethnic, gender, age, disability, sexual orientation...)

SATISFACTION

Low High

4. SUPPORT SERVICES AND RESOURCES

IMPORTANCE

Low..... High

- Professional development support (such as funds for conferences)
- University services to support instructional development
- University services to support grants and contracts
- Adequate time for research
- Quality of library facilities
- Quality of laboratory facilities
- Quality of computing facilities
- Quality of other facilities (parking, offices, classrooms...)

SATISFACTION

Low High

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
- ☐ School of International Affairs
- ☐ College of the Liberal Arts
- ☐ College of Medicine
- ☐ School of Nursing
- ☐ 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 _____

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!** ***