



HARVARD
GRADUATE SCHOOL OF EDUCATION



UNIVERSITY of CALIFORNIA
Office of the President



HARVARD
GRADUATE SCHOOL OF EDUCATION
The Collaborative on Academic Careers in Higher Education

Survey

Browser Meta Info

This question will not be displayed to the recipient.

Browser: **Chrome**

Version: **53.0.2785.143**

Operating System: **Windows NT 6.1**

Screen Resolution: **1920x1200**

Flash Version: **23.0.0**

Java Support: **0**

User Agent: **Mozilla/5.0 (Windows NT 6.1; WOW64) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/53.0.2785.143 Safari/537.36**

Informed Consent

Study Title: The Collaborative on Academic Careers in Higher Education:
UC Faculty Retention and Exit Survey

Researcher: Kiernan R. Mathews, Ed.D.

IRB Submission #: 11858

Welcome, and thank you for considering participation in this research effort designed to evaluate work satisfaction among faculty. We know that your time is valuable; we would greatly appreciate your assistance with this project.

Participation is voluntary

It is your choice whether or not to participate in this research. If you choose to participate, you may change your mind and leave the study at any time. Refusal to participate or stopping your participation will involve no penalty.

What is the purpose of this research?

The purpose of this research is to understand the reasons and costs of postsecondary faculty retention and departure. This study extends and improves upon over 10 years of faculty job satisfaction survey data collected by the COACHE project.

What can I expect if I take part in this research?

Your participation will involve your completion of this online questionnaire, which most people complete in less than 25 minutes. Some participants may be invited to complete the questionnaire by phone.

What are the risks and possible discomforts?

There are no foreseen risks associated with participation in this study.

Are there any benefits or compensation from being in this research study?

We cannot promise any benefits to you or others from your taking part in this research. However, the researchers will be using the results to work with institutional partners (faculty and administrators) to improve the effectiveness of faculty recruitment, development, and retention activities.

At the conclusion of this study, COACHE researchers will use the random number generator function in the SPSS statistical package to identify one individual from among all survey completers. If permitted by state law and campus policy, this participant will be contacted to receive an Apple Watch Sport courtesy of COACHE. Odds of being selected vary depending upon the number of completed surveys; estimates at this time suggest the odds will be better than 1 in 1,000. The name will be identified by August 31 of the current year.

If I take part in this research, how will my privacy be protected? What happens to the information you collect?

We take your privacy seriously. The information with your name on it will be analyzed by the researchers and may be reviewed by people at Harvard responsible for ensuring that this research is done properly. Your privacy will be maintained in all published and written data resulting from the survey. We will not use your name or email address for any other purposes without your consent.

Some data will be put to use by researchers affiliated with this project for the purposes of scholarly publication. Some aggregated, de-identified reports and presentations will be

shared with institutional administrators and faculty groups seeking to improve their academic workplaces.

The UC campus engaging COACHE in this study has designated an analyst at the University of California Office of Academic Personnel and Programs (at the UC Office of the President in Oakland, California) to be the “honest broker” of a de-identified and redacted version of the resulting data. This means that s/he will receive survey responses with information that may *indirectly* identify some respondents. This “honest broker” has signed an agreement stating that only aggregate data with no cells of fewer than five respondents will be shared beyond his/her office, and that no individuals in a position to make or influence individual faculty personnel decisions will have access to the data. There will be no department-level reporting of results unless we realize this critical mass of respondents. All campus-level requests for access to these data must be approved by the broker and processed through a modification to the institutional review board of record.

If you wish to receive further information about privacy for the data at your institution, click here [coache_exit@gse.harvard.edu] to send an email message to COACHE. Any communication with COACHE is kept strictly confidential.

If I have any questions, concerns or complaints about this research study, who can I talk to?

The researcher for this study is *Dr. Kiernan Mathews*, who can be reached at (617) 495-5285; 8 Story Street, Cambridge, MA 02138; or coache_exit@gse.harvard.edu if you would like to talk to the research team, you think the research has harmed you, or you wish to withdraw from the study.

This research has been reviewed by the Committee on the Use of Human Subjects in Research at Harvard University. They can be reached at 617-496-2847; 1414 Massachusetts Avenue, Second Floor, Cambridge, MA 02138; or cuhs@fas.harvard.edu if your questions, concerns, or complaints are not being answered by the research team; if you cannot reach the research team; if you want to talk to someone besides the research team; or if you have questions about your rights as a research participant.

Please print, take a screenshot, or otherwise save a copy of this consent page for your

records.

I have read and understand my rights as an informed participant. I wish to continue.

Yes, I would like to begin the questionnaire now.

Yes, I would like to request a questionnaire by mail or email.

Yes, I would like to request administration by telephone with a COACHE researcher.

No, I would like to refuse participation.

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No, I would like to refuse participation.

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If you are willing, please describe your reasons for declining to participate. Your response will be used only to help us improve our study methods.

If you would like to change your mind and complete the survey online, please click “the back button” below and then select "Yes, I would like to begin the questionnaire now."

You indicated that you would like to complete a printed version of the questionnaire.

Please provide your preferred email address below and we will send you a digital (PDF) version of the survey to complete and return to COACHE. (You may either mail the completed survey or scan and return the survey via email.)

If you would like to change your mind and complete the survey online, please click “the back button” below and then select "Yes, I would like to begin the questionnaire now."

Preferred Email Address:

Thank you for your willingness to participate in the COACHE-UC Faculty Retention and Exit Survey.

We have received your request for a print version of the survey. A COACHE staff member will contact you within the next two business days with instructions for completing the questionnaire and returning it to COACHE.

If you have any questions in the meantime, please contact
coache_exit@gse.harvard.edu.

Best wishes,

Kiernan R. Matthews, Ed.D.

Director and Principal Investigator

Collaborative on Academic Careers in Higher Education

Harvard Graduate School of Education

You indicated that you wish to complete the questionnaire by telephone with a COACHE researcher. Please provide your preferred email address and telephone number below and COACHE will contact you to arrange a convenient time to administer the questionnaire. When you're finished, please click the "EXIT" button below.

If you would like to change your mind and complete the survey online, please click "the back button" below and then select "Yes, I would like to begin the questionnaire now."

Preferred Email Address:

Preferred Phone Number:

Thank you for your willingness to participate in the COACHE-UC Faculty Retention and Exit Survey.

A COACHE staff member will contact you within the next two business days to arrange a

convenient time to take the survey by phone. If you have any questions in the meantime, please contact coache_exit@gse.harvard.edu.

We look forward to speaking with you soon.

Best wishes,

Kiernan R. Matthews, Ed.D.
Director and Principal Investigator
Collaborative on Academic Careers in Higher Education
Harvard Graduate School of Education

Which of the following statements most accurately describes the circumstances of your departure from \${e://Field/institution_nick}?

I resigned to accept a position elsewhere.

I retired from \${e://Field/institution_nick} to continue my career elsewhere.

I retired and did not continue my career elsewhere.

I separated from \${e://Field/institution_nick} involuntarily.

Other (please explain)

This survey instrument is designed for faculty who have left their institutions under different circumstances. However, our research may soon expand to include faculty experiences like yours.

Please use the space below to tell us about your experience leaving \${e://Field/institution_nick} so that your perspective will inform this and future studies. (Your comments will de-identified by aggregation or redaction in any written materials produced by the researchers.)

Your institution's records indicate that the nature of your work or terms of employment (e.g. salary, job description, etc.) changed during the \${e://Field/academic_year} academic year. Is this accurate?

Yes

No

Please accept our apologies. It appears that \${e://Field/institution_nick} included your name in this study in error. This survey instrument is designed for faculty who have experienced some change in their employment during the past academic year. If you think that your experiences are salient to the study and would like to continue participation, please contact coache_exit@gse.harvard.edu.

Thank you for your willingness to take part in this survey!

In the \${e://Field/academic-year} academic year, did you receive an external job offer?

Yes

No

Which of the following statements describe the changes made to your work or employment at \${e://Field/institution_nick} in the \${e://Field/academic_year} academic year? Mark all that apply.

Base Salary

Other compensation (e.g., summer salary)

Job description or responsibilities

Academic rank or series

Research space

Research support (e.g. equipment, infrastructure))

Graduate student or postdoc support

Teaching responsibilities

Work hours

Proportion of salary from institutional funding (i.e. non-grant or "hard money")

Change in supervisors

Assistance with personal/family issues

An employment offer for your spouse/partner at [Institution A]

Assistance with spouse/partner employment search

Other changes (please specify):

I decline to answer

How, if at all, have the recent change(s) to your work or employment influenced your plans to remain at this institution?

Please provide any additional details you wish to share about changes to your work or employment in the \${e://Field/academic_year} academic year.

Please choose the option below that most closely describes the external opportunity you were considering in your decision to stay at or leave \${e://Field/institution_nick}:

Faculty or administrative appointment at another academic institution

Position in an established industry or private sector organization

Position in government, NGO or policy institute

Entrepreneurial venture (e.g., starting your own business)

Private practice (i.e., in a health profession)

Research outside of the academy

An education, training or professional development program

Leaving the workforce temporarily

Other opportunity (please specify):

I decline to answer

This survey is primarily designed for faculty who received an external offer to work elsewhere. Did you receive a formal offer to work at another organization?

Yes

No

Even though much of this survey is designed for faculty who received formal offers, COACHE researchers can learn from your experience to improve our study.

Using the space below, please describe the other opportunity and the factors that weighed most heavily in your decision to stay at or leave \${e://Field/institution_nick}.

Please tell us about the organization where you are now employed. You may leave any of these fields blank, if you prefer not to respond.

Institution/Organization:

School/College/Division:

Department/Office:

Title(s)/Roles(s):

Please tell us about the organization whose offer you were most seriously considering. You may leave any of these fields blank, if you prefer not to respond.

Institution/Organization:

School/College/Division:

Department/Office:

Title(s)/Roles(s):

Think back to the time you received the external offer, but before any counter-offer was (or was not) made. At that time, what factors were weighing most heavily on your consideration of whether to stay at \${e://Field/institution_nick} or accept the external offer?

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Now we are going to ask you to answer two questions based upon the response that you have just written. The first concerns factors compelling you to stay at \${e://Field/institution_nick} and the second concerns factors compelling you to accept the external offer.

First: **From the list below, please rank the top factors that you described were compelling you to stay at \${e://Field/institution_nick}.**

We have grouped the factors into categories to make them easier for you to find.

You may rank up to 5 factors across all categories by typing a 1, 2, 3, 4, and/or 5, where **1 is the most compelling factor**. If there were no factors compelling you to stay at \${e://Field/institution_nick}, please type "1" next to "There were no compelling factors" at the bottom of the list.

You will have the opportunity to rank factors compelling you to accept the external offer on the next page.

Compensation & Institutional Factors

Salary

☐ Benefits (retirement, health care, etc.)

☐ Quality of colleagues

☐ Quality of academic leadership

☐ Department or institution reputation

Location & Family

☐ Proximity to family

☐ Employment opportunity for my spouse/partner in the region

☐ Institutional policies in support of families (e.g. institutional childcare, family leave, stop the clock policies, etc.)

☐ Quality of schools for children

☐ Cost of living

☐ Quality of housing options

☐ Availability of cultural, social, or recreational activities

☐ Tuition for dependents

☐ Social and political climate of the region/state

Faculty Career

☐ Prospects for receiving tenure or contract renewal

☐ My desire to leave higher education

☐ Security of funding for my appointment

Work Environment

☐ Potential for work-life balance

- ☐ Division of my time between research, teaching, and service
- ☐ Presence of others like me on campus
- ☐ Campus environment for women
- ☐ Campus environment for faculty of color
- ☐ Campus environment for LGBTQ faculty
- ☐ Quality and availability of mentoring in the department
- ☐ Collegiality within the department
- ☐ Potential for professional growth and intellectual stimulation

Nature of the Work

- ☐ Quality of graduate students
- ☐ Quality or quantity of research infrastructure (computing, lab, library facilities)
- ☐ Opportunity to collaborate with colleagues
- ☐ Assistance for grant proposals or development
- ☐ Support to improve my teaching
- ☐ Alignment of institutional values with my personal values

Other

- ☐ Other, please specify:
- ☐ There were no compelling factors

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Now we would like you to consider compelling factors to accept the external offer.

From the list below, please rank the top factors that you described were compelling you to **accept the external offer**. We have grouped the factors into categories to make them easier for you to find.

You may rank up to 5 factors across all categories by typing a 1, 2, 3, 4, and/or 5, where **1 is the most compelling factor**. If there were no compelling factors to accept the external offer, please type "1" next to "There were no compelling factors" at the bottom of the list.

Compensation & Institutional Factors

- Salary
- Benefits (retirement, health care, etc.)
- Quality of colleagues
- Quality of academic leadership
- Department or institution reputation

Location & Family

- Proximity to family
- Employment opportunity for my spouse/partner in the region
- Institutional policies in support of families (e.g. institutional childcare, family leave, stop the clock policies, etc.)
- Quality of schools for children
- Cost of living
- Quality of housing options
- Availability of cultural, social, or recreational activities

- ☐ Tuition for dependents
- ☐ Social and political climate of the region/state

Faculty Career

- ☐ Prospects for receiving tenure or contract renewal
- ☐ My desire to leave higher education
- ☐ Security of funding for my appointment

Work Environment

- ☐ Potential for work-life balance
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- ☐ Opportunity to collaborate with colleagues

- ☐ Assistance for grant proposals or development
- ☐ Support to improve my teaching
- ☐ Alignment of institutional values with my personal values

Other

- ☐ Other, please specify:
- ☐ There were no compelling factors

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Below are the factors that you identified as compelling in your decision to stay at \${e://Field/institution_nick} or accept the external offer. Please now sort these reasons into primary and secondary factors in your overall decision-making process.

Click and drag each factor into the appropriate category. The order of the factors within each category does not matter.

Items

- Presence of others like me on campus
- Quality of colleagues
- Prospects for receiving tenure or contract renewal
- Security of funding for my appointment
- Quality and availability of mentoring in the department

Primary Consideration(s) in Your Decision

Secondary Consideration(s) in Your Decision

Institutional policies in support of families (e.g. childcare, family leave, stop the clock, etc.)

Potential for professional growth and intellectual stimulation

#{q://QID109/ChoiceTextEntryValue/33}

Salary

Potential for work-life balance

Campus environment for women

Availability of cultural, social, or recreational activities

Proximity to family

Tuition for dependents

Cost of living

Quality of graduate students

Assistance for grant proposals or development

#{q://QID100/ChoiceTextEntryValue/33}

Opportunity to collaborate with colleagues

My desire to leave higher education

Division of my time between research, teaching, and service

Quality of housing options

Quality of academic leadership

Quality or quantity of research infrastructure (computing, lab, library facilities)

Collegiality within the
department

Social and political
climate of the region/state

Alignment of institutional
values with my personal
values

Campus environment for
faculty of color

Employment opportunity
for my spouse/partner in
the region

Benefits (retirement,
health care, etc.)

Department or institution
reputation

Campus environment for
LGBTQ faculty

Quality of schools for
children

Support to improve my
teaching

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Prior to your receiving the offer/opportunity to work elsewhere, for approximately how long were you considering leaving \${e://Field/institution_nick}?

Less than 6 months

6-12 months

1-2 years

More than 2 years

I never considered leaving \${e://Field/institution_nick}

I decline to answer

Prior to your receiving the offer/opportunity to work elsewhere, for approximately how long were you actively searching for a new position (e.g. submitting applications, talking to potential employers, formally interviewing, etc.)?

Less than 6 months

6-12 months

1-2 years

More than 2 years

I never actively searched for a new position

I decline to answer

What was your primary motivation for initiating a search for a job offer?

To use an offer as leverage to renegotiate the terms of my employment at \${e://Field/institution_nick}.

To leave \${e://Field/institution_nick}.

I did not initiate a search for a job offer.

I decline to answer

While at \${e://Field/institution_nick}, to how many external positions did you apply in the three years beginning July 2012 to June 2015 (including positions for which you were invited to apply)?

How many external job offers did you receive during the 2014-2015 academic year at \${e://Field/institution_nick}? In the last three academic years?

External offers received in academic year 2014-2015:

External offers received in the last three academic years:

Concerning the most recent job offer you received, how was communication first initiated between you and a representative from *that* institution?

A person from the institution contacted me to submit an application to an unadvertised position.

A person from the institution contacted me to submit an application to an advertised position.

I submitted an unsolicited application to an advertised job position.

A person from the institution contacted me to ask if I would be receptive to a potential offer.

A person from the institution contacted me and immediately presented either a verbal or formal offer.

Other first contact (Please explain):

I decline to answer

What was your marital status at the time you received your external job offer?

Single, never married/partnered

Married or in a civil union

Unmarried, living with a partner

Divorced or separated

Widowed

I decline to answer

Which of the following most closely describes how your partner's or spouse's career was related to your external offer?

My partner's/spouse's career was unrelated to my search for a new position.

I received an offer first, then my partner/spouse searched for a job to move with me.

My partner/spouse secured a job elsewhere first, then I searched for a new position.

My partner/spouse and I received simultaneous offers (i.e. "dual-hire offers").

Other partner/spouse circumstances (Please explain):

I decline to answer

What was your spouse's/partner's **employment status** when you received the offer?
(Mark all that apply)

Employed in the same institution as you

Employed elsewhere

Self-employed

Enrolled as a student

Not employed and not seeking employment

Not employed and seeking employment

Retired

Other (Please explain)

I decline to answer

What **type of position** did your spouse/partner have when you received the offer?

Please mark all that apply:

A faculty member within an academic institution

An administrator within an academic institution

A postdoctoral fellow within an academic institution

A student within an academic institution

A role outside of higher education

Other (Please explain)

I decline to answer

What academic rank was offered to you in the external offer you received? (Please mark all that apply)

Assistant, pre-tenure

Assistant, non-tenure-track

Associate, pre-tenure

Associate, non-tenure-track

Associate, tenured

Full Professor, non-tenure-track

Full Professor, tenured

Endowed Chair Professor

Other academic rank (please specify):

I decline to answer

Which of the following administrative titles, if any, were included in the external offer?

I was not offered an administrative title

Department Chair/Head, Associate or Assistant Chair/Head

Center or Program Director

Dean, Associate Dean, Assistant Dean, Vice Dean, Division Chief, etc.

Provost, Associate Provost, Assistant Provost, Vice Provost, etc.

Other administrative title (please specify):

I decline to answer

How many months were included in your base salary at \${e://Field/institution_nick} at the time you received an external offer? (mark one):

Fewer than 9 months

9 or 10 month appointment (for the academic year)

11 or 12 month appointment (for the fiscal year)

I decline to answer

What was your total compensation at \${e://Field/institution_nick} at the time you received the external offer?

Base Salary

Other compensation from
\${e://Field/institution_nick} (e.g. summer
compensation, administrative stipends, additional
negotiated/incentive compensation, etc.)

Income from other sources (e.g. independent
consulting, speaker fees, etc.)

What was the total value of your employment or startup package, excluding salary, when you were hired at \${e://Field/institution_nick}? (Enter "0" for none.)

How many months were included in the base salary of the external offer you received? (mark one). If you received multiple external offers, please describe the “best” in your opinion.

Fewer than 9 months

9 or 10 month appointment (for the academic year)

11 or 12 month appointment (for the fiscal year)

I decline to answer

What compensation was included in the external offer you received? If you received multiple external offers, please describe the “best” in your opinion.

Base salary

Other compensation from primary employer (e.g. summer compensation, administrative stipends, additional negotiated/incentive compensation, etc.)

Expected income from other sources (e.g. independent consulting, speaker fees, etc.)

Did the offer include a start-up package?

Yes

No

Please provide details about the startup package included in your external offer.

Total dollar value of startup package, excluding salary (Enter "0" for none.)

From the list below, please **click and drag** permissible uses of startup funds into the box on the right.

Rank order them according to uses that were most important to you, where #1 corresponds to the most important use of startup funds.

Items

Research equipment

Research software

Computing equipment

Conference travel

Course reductions

Graduate student support
or research stipends

Summer salary support

Post-doc support

Moving expenses

Other (please specify
below)

**Permissible Uses for Startup Funds
in the External Offer
(Ranked from Most Important to
Least Important to You)**

How did \${e://Field/institution_nick} first learn about your job offer?

I informed my chair or head about the offer.

I informed my dean about the offer.

I informed a colleague about my offer, and they informed the chair/head or senior administrator.

I accepted the offer before speaking with anyone at \${e://Field/institution_nick}.

Other means of notification (please specify):

I decline to answer

Prior to receiving any counteroffer (if made) from \${e://Field/institution_nick}, how seriously were you considering accepting the job offer you received?

Not at all seriously

Slightly seriously

Moderately seriously

Quite seriously

Extremely seriously

I decline to answer

Which of the following is the most accurate statement about counter-offers from \${e://Field/institution_nick}?

I did not seek a counter-offer; none was made.

I did not seek a counter-offer; a counter-offer was made.

I sought a counter-offer; none was made

I sought a counter-offer; a counter-offer was made.

Other circumstances (please explain):

I decline to answer

Approximately how many days transpired from the day \${e://Field/institution_nick} learned of your external offer to the day that you learned that you would not receive an official counter-offer? (Enter "0" if you learned immediately.)

Why do you suspect you did not receive a counter-offer from \${e://Field/institution_nick}?

Once you learned that you would not receive a counteroffer from \${e://Field/institution_nick}, how seriously were you considering accepting the job offer you received?

Not at all seriously

Slightly seriously

Moderately seriously

Quite seriously

Extremely seriously

I decline to answer

Approximately how many days transpired from the day \${e://Field/institution_nick} learned of your external offer to the day that you received an official (e.g. written) counter-offer? (Enter “0” if you received one immediately.)

Please mark all of the proposed changes included in the counteroffer from \${e://Field/institution_nick} :

Base salary

Other compensation (e.g., summer salary)

Job description or responsibilities

Academic rank or series

Research space

Research support (e.g. equipment, infrastructure))

Graduate student or postdoc support

Teaching responsibilities

Work hours

Proportion of salary from institutional funding (i.e. non-grant or “hard money”)

Change in supervisors

Assistance with personal/family issues

An employment offer for your spouse/partner at \${e://Field/institution_nick}

Assistance with spouse/partner employment search

Other changes (please specify):

I decline to answer

All things considered, to what extent did the compensation and resources provided in the counteroffer you received match your external offer?

Not at all

Somewhat

Mostly

Completely

Exceeded the external offer

I decline to answer

Please provide any additional details about how the counteroffer compared to your external offer.

Please share any comments about the way that your counteroffer (or lack thereof) was handled:

What could \${e://Field/institution_nick} have changed to convince you to stay? Perhaps there were many things, but please select your top choice below.

Higher base or supplemental salary

Lower teaching load (e.g., course release)

Tenure timeline

Promotion timeline

Additional leadership opportunities

Research or lab support

Assistance in finding employment for spouse/partner

Sabbatical or other leave time

Climate of the department

Changes to departmental or divisional leadership

More recognition for my performance

I could not have been convinced to remain at \${e://Field/institution_nick}.

Other change (Please specify)

I decline to answer

Please rate your level of satisfaction or dissatisfaction with efforts made by {e://Field/institution_nick} to retain you at the time those efforts were possible.

Very satisfied

Satisfied

Neither satisfied or dissatisfied

Dissatisfied

Very dissatisfied

I decline to answer

If a candidate for a faculty position asked you about your department at `{e://Field/institution_nick}` as a place to work, would you...

Strongly recommend your department as a place to work

Recommend your department with reservations

Not recommend your department as a place to work

I decline to answer

Use the space below to provide any additional comments related to your decision to stay at `{e://Field/institution_nick}` or to accept an external offer.

How were you treated by the following people at \${e://Field/institution_nick} after your decision to accept the external offer (compared to how you were treated beforehand)?

[illegible]

	Much worse	Somewhat worse	About the same	Somewhat better	Much better	Not Applicable	I decline to answer
Staff and administrative support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In what ways, if any, was $\{e://Field/institution_nick\}$ supportive of you during your transition?

How could $\{e://Field/institution_nick\}$ have better supported you, if at all, during your transition?

Prior to your decision to stay or leave $\{e://Field/institution_nick\}$, did you personally experience discrimination or a hostile work environment you perceived to be based upon any of the following factors?

Please mark "Yes," "No," "Not applicable," or "I decline to answer" for each of the factors below.

	YES	NO	Not applicable	I decline to answer
Race or ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender or gender identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marital status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	YES	NO	Not applicable	I decline to answer
Religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (Please explain)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="text"/>				

To whom, if anyone, did you report this experience of discrimination? Please mark all that apply.

- ☐ To my dean or department chair.
- ☐ To a colleague.
- ☐ To Human Resources (or equivalent).
- ☐ To someone else within $\{e://Field/institution_nick\}$.
- ☐ To someone else outside $\{e://Field/institution_nick\}$.
- ☐ I did not report my experience with discrimination.
- ☐ I decline to answer

Why did you choose not to report your experience(s)?

Please rate your level of satisfaction or dissatisfaction with the overall response to your report(s) of an experience of discrimination.

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied or dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied
- ☐ I decline to answer

What is your gender/gender identity?

☐ Man

Woman

Transgender

Other (Please specify)

I decline to answer

What is your race and/or ethnic identity? Please mark all that apply

American Indian or Alaskan Native

Asian or Asian American

Pacific Islander

Black or African American

Hispanic or Latino

Middle Eastern, Southwest Asian, or North African

White or Caucasian

Other, please specify:

I decline to answer

In what year were you born?

What is your citizenship status in the U.S.? (Mark all that apply)

U.S. citizen

Permanent resident

A visa holder (F-1, J-1, H1-B, A, L, G, E, and TN)

Other status (please explain):

I decline to answer

Which term best describes your sexual orientation?

Straight or Heterosexual

Lesbian or Gay

Bisexual

Other, please specify:

I decline to answer

In what year did you earn your terminal degree? Please type "NA" if you have not earned a terminal degree.

What was your academic title when you *started* working for \${e://Field/institution_nick}?

Ladder (or Professorial Series)

Adjunct

Clinical X

Health Science Clinical

In Residence

Lecturer (e.g. with security of employment)

Other (please specify):

I decline to answer

What was your faculty rank when you started working for \${e://Field/institution_nick}?

Professor

Associate Professor

Assistant Professor

I held a rank not listed here (Please explain):

I decline to answer

During which year were you appointed to each rank at \${e://Field/institution_nick}? If you were not appointed to a rank while at \${e://Field/institution_nick}, please leave that text box blank.

Assistant Professor

Associate Professor

Professor

What was your academic title at the time you *left* \${e://Field/institution_nick}?

Ladder (or Professorial Series)

Adjunct

Clinical X

Health Science Clinical

In Residence

Lecturer (e.g. with security of employment)

Other (please specify):

I decline to answer

What was your faculty rank at the time you *left* \${e://Field/institution_nick}?

Professor

Associate Professor

Assistant Professor

I held a rank not listed here. Please explain:.

I decline to answer

For how long in total were you employed at \${e://Field/institution_nick}?

Years

Months (in addition to years)

What is your current academic title at \${e://Field/institution_nick}?

Ladder (or Professorial Series)

Adjunct

Clinical X

Health Science Clinical

In Residence

Lecturer (e.g. with security of employment)

Other (please specify):

I decline to answer

What is your current faculty rank at \${e://Field/institution_nick}?

Professor

Associate Professor

Assistant Professor

I held a rank not listed here. Please explain:

I decline to answer

What is your current tenure status?

Tenured

Non tenured but on tenure track

Not on tenure track

I decline to answer

You may use the space below to comment on the survey instrument you have just completed. Tell us, for example, if we missed any important aspects of your exit/retention experience. What suggestions do you have to improve this survey or the invitations to participate?

Final Question

As part of COACHE's mission to improve the academic workplace, we occasionally invite faculty to participate in follow-up studies. Your responses during any studies, like your responses to this survey, would remain confidential. As with all of COACHE's research, participation is completely voluntary and you may choose to withdraw from a study at any time.

May we keep your contact information on file for a possible follow-up interview?

Yes

No