

Faculty Exit Survey

University of North Texas

Demographic Information

To perform university trend analysis, UNT uses demographic information.

Date _____

Name _____

Position/Rank (check one)

- Lecturer/Librarian I
- Assistant Professor/Librarian II
- Associate Professor/Librarian III
- Professor/Librarian IV
- Other Non-Tenure Track Position

Department _____

Date of Termination _____

Length of Service at UNT (check one)

- < 5 years
- 6-10 years
- 11-15 years
- > 15 years

Gender _____

Age _____

Race/Ethnicity (check one)

- Black, non-Hispanic
- American Indian/Alaskan Native
- Asian/Pacific Islander
- Race/ethnicity unknown
- Hispanic
- White, non-Hispanic
- Multiracial
- Other _____

What is the chief reason you are leaving your employment at UNT?

To what degree did the following factors influence your decisions to leave UNT? Please check the appropriate location on the scale:

1. Did not receive promotion

<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
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2. Did not receive tenure

<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
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3.	Did not believe my service was adequately rewarded				
<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
4.	Did not believe my teaching was adequately rewarded				
<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
5.	Did not believe my research was adequately rewarded				
<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
6.	Inadequate Summer funding for research				
<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
7.	Inadequate leadership in the department				
<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
8.	Inadequate leadership in the college				
<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
9.	Inadequate leadership in the university				
<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
10.	Dissatisfaction with pay/benefits				
<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
11.	Dissatisfaction with the retirement options				
<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
12.	Unpleasant relationship with colleagues				
<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>

13.	Inadequate work resources (e.g., equipment, financial resources)				
<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
14.	Poor working conditions/environment (e.g., safety, work-related stress; office temperature; physical layout)				
<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
15.	Location/transportation problems (commuting distance/time, parking problems, limited public transportation)				
<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
16.	Dissatisfaction with university policies or resources for child care				
<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
17.	Dissatisfaction with university policies or resources for elder care				
<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
18.	Personal or family health problems				
<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
19.	Desire to become self-employed				
<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
20.	Decision to relocate				
<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
21.	Discrimination based upon race				
<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>

22. Discrimination based upon religion

<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
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23. Discrimination based upon national origin

<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
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24. Discrimination based upon gender

<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
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25. Discrimination based upon age

<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
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26. Inadequate support in using new technologies

<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
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27. Excessive work load

<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
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28. Rigid work schedule

<i>Not applicable</i>	<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
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29. Another factor that influenced your decision to leave UNT?

To what extent did this issue impact your decision?

<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
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Any other factors?

To what extent did this issue impact your decision?

<i>Very little extent</i>	<i>Little extent</i>	<i>Some extent</i>	<i>Great extent</i>	<i>Very great extent</i>
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30. Would you consider working for UNT again in the future?

Yes
 No

31. Where are you going? (select one)

Taking a faculty position at another Texas college or University
 Taking a faculty position outside Texas
 Taking a job with a governmental organization
 Taking a job with the private sector
 Unsure - leaving the University and seeking other employment
 Retiring, and I do not plan to return to work
 Retiring, and I will seek other employment
 Leaving and not planning to work
 Becoming self-employed
 Other: _____

32. If you are taking another position, what is the annual salary of your new job, compared to your current annual salary?

I will be making more money (How much more? _____)
 I will be making less money (How much less? _____)
 I will be making about the same
 N/A

What city and state will you be working in? _____

33. What areas would you like to see changed at UNT? (select all that apply)

Compensation/Benefits
 Promotion Policies
 Tenure Policies
 University Leadership
 College/School Leadership
 Mentoring
 Resources (i.e., equipment, tools, materials, technology)
 Other: _____

34. Use the space below for comments or suggestions about any of the issues in question 33.

35. If you have more information you would like to share, would you consent to an exit interview in person or by phone, conducted by a professional staff member from the Division of Equity and Diversity? Information from this interview would be kept confidential; your comments would be tabulated with those from other interviews and used to improve the working conditions at UNT. No personally-identifiable information from your interview would ever be released.

Yes
 No

If yes, what is the best way to contact you? Please provide email, phone, or relocation address, as appropriate.
