



July 3, 2007

TO: Deans and Department Chairs

FROM: Patrick Farrell, Provost

RE: Faculty Exit Interview Procedures Revised

Approximately three percent of our faculty members retire each year and two percent depart for other reasons (e.g., a competitive offer from elsewhere, failure to get tenure, personal or family circumstances, etc.). These departure rates are similar to or lower than those at our peer institutions.

In spring 2004, the campus began offering faculty who leave UW-Madison an opportunity to discuss their UW-Madison experience in an exit interview. The outcomes of the process provided some insight into what we can do to improve the faculty experience and what we can do to improve faculty retention, although a more systematic study will provide us with more useful information.

This spring, researchers from the Women in Science and Engineering Leadership Institute (WISELI) will begin a faculty attrition study, which will replace the requirement for schools and colleges to annually report to the Provost's Office results of the exit interviews conducted for faculty who leave the university. The WISELI researchers will invite all male and female faculty who have left UW-Madison (for reasons other than retirement) to participate in an interview. The interview is voluntary, and all information will remain confidential. It is expected that approximately 50 to 75 individuals will agree to participate each year. The researchers will follow a scripted interview protocol (attached) to ensure standardized collection of data. Results from these data will be reported yearly and will include descriptive analyses, as well as the identification of broad, overarching themes.

This ongoing research study is intended to complement the exit interview processes you wish to keep in place at both the departmental and school/college levels. The goal is to provide the campus community with information that can be used to improve our rates of retention and make the UW-Madison a welcoming place for all.

If you have any questions, please contact Christine Maidl Pribbenow or Jennifer Sheridan at wiseli@engr.wisc.edu or 263-1445.

Attachment

xc: John Wiley, Chancellor
Laurie Beth Clark, Vice Provost for Faculty and Staff
Laurie Mayberry, Assistant to the Provost
Campus Ombudspersons
Rosa Garner, Ombudsperson, School of Medicine and Public Health
Carla Raatz, Director, Office of Human Resources
Luis Pinero, Director, Office for Equity and Diversity
Jennifer Sheridan, WISELI
Christine Maidl Pribbenow, WISELI

Faculty Attrition Study Interview Protocol

CMPribbenow 6.6.07

1. Why did you leave the UW? What are the primary reasons? Secondary reasons?
2. Describe your experience in the [NAME] department/center/institute. Best things, worst things.
3. Describe your experience at UW-Madison, overall. Best things, worst things.
4. How satisfied were you with the following aspects of UW-Madison?

	Very Satisfied	Somewhat satisfied	Not at all satisfied*	Doesn't Apply
a. Orientation to the UW	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Orientation to your department	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Tenure & promotion mentoring committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Evaluations from mentoring committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Collegiality of others in department	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Your department chair	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Salary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Treatment of you (fairly, equitably)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Support of your research interests/field	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Informal mentoring and guidance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Resources to perform your job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Connectedness to others (isolated?)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Balanced between work and home	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Opportunities for spouse/partner	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

*Responses of "Not at all satisfied" require further explanation:

5. In your opinion, is there anything about you personally, that may have been a factor in your experience at or decision to leave the UW?

Personal Attributes:	Yes	No	Explanation
a. Age	<input type="checkbox"/>	<input type="checkbox"/>	
b. Gender	<input type="checkbox"/>	<input type="checkbox"/>	
c. Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	
d. Marital status	<input type="checkbox"/>	<input type="checkbox"/>	
e. Family status/responsibilities	<input type="checkbox"/>	<input type="checkbox"/>	
f. Race	<input type="checkbox"/>	<input type="checkbox"/>	
g. Ethnicity	<input type="checkbox"/>	<input type="checkbox"/>	
h. Disability	<input type="checkbox"/>	<input type="checkbox"/>	
i. Religion	<input type="checkbox"/>	<input type="checkbox"/>	
Other:	<input type="checkbox"/>	<input type="checkbox"/>	

6. At what point did you know that you were unhappy or wanted to leave?
7. Were you encouraged to leave by someone at the UW? Did another institution or company approach you and encourage you to apply for a different position? Please explain.
8. Did you talk to anyone about your desire or decision to leave? What was his/her response?
9. Did you have any concerns when you originally accepted the position at UW? If yes, what were they? Were these concerns realized?
10. What types of things could the UW have done to improve your experience? What could your department have done?
11. Would you recommend others to apply to or accept a job at the UW? In your department? Why or why not?
12. What are you currently doing? Where are you currently working?
13. What is different in your current job as compared to the one you had at UW?
14. Anything else you'd like to share that I didn't ask you about?