

EXIT INTERVIEW
VOLUNTARY RESIGNATIONS OF REGULAR-RANKS FACULTY
UNIVERSITY OF CALIFORNIA, IRVINE
(Telephone Interviews Conducted under the Auspices of the UCI ADVANCE Program)

[NOTE: THIS INTRODUCTION APPLIES TO FORMER FACULTY MEMBERS WHO INDICATED IN A PRIOR E-MAIL EXCHANGE THAT THEY WOULD PARTICIPATE IN THIS INTERVIEW. E-MAIL EXCHANGE IS ON FILE.]

Hello, am I speaking to [NAME]? Thank you. This is Priscilla Kehoe, Director of the UCI ADVANCE Program at UCI. I greatly appreciate your willingness to help us learn about your experiences at UCI, as part of our effort to identify ways that UCI can improve upon its efforts to retain faculty. Is this still a convenient time for us to talk? [IF NO, RESCHEDULE THE INTERVIEW.] [IF YES] Thank you. As I indicated in my e-mail message, the information we discuss will be kept strictly confidential and will be used only in generalized, non-identifiable ways. Do you have any questions before we begin?

<p>IF INTERVIEW COULD NOT BE COMPLETED, RECORD REASON:</p> <p>_____ Could not reach the individual (record information) →</p> <p>_____ Individual prefers to be called back at a different time (Time and Date to call back: _____)</p> <p>_____ Individual declined to participate</p> <p>_____ Individual requested a self-administered survey</p> <p>_____ Other (Fill in reason: _____)</p>	<p><u>Record Date and Time for up to 8 Call Attempts</u></p> <p>0 = left message on machine 1 = left message with another person 2 = did not leave message</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; text-align: center; padding: 5px;">1. Date: _____ Time: _____</td> <td style="width: 50%; text-align: center; padding: 5px;">5. Date: _____ Time: _____</td> </tr> <tr> <td style="text-align: center; padding: 5px;">2. Date: _____ Time: _____</td> <td style="text-align: center; padding: 5px;">6. Date: _____ Time: _____</td> </tr> <tr> <td style="text-align: center; padding: 5px;">3. Date: _____ Time: _____</td> <td style="text-align: center; padding: 5px;">7. Date: _____ Time: _____</td> </tr> <tr> <td style="text-align: center; padding: 5px;">4. Date: _____ Time: _____</td> <td style="text-align: center; padding: 5px;">8. Date: _____ Time: _____</td> </tr> </table>	1. Date: _____ Time: _____	5. Date: _____ Time: _____	2. Date: _____ Time: _____	6. Date: _____ Time: _____	3. Date: _____ Time: _____	7. Date: _____ Time: _____	4. Date: _____ Time: _____	8. Date: _____ Time: _____
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2. Date: _____ Time: _____	6. Date: _____ Time: _____								
3. Date: _____ Time: _____	7. Date: _____ Time: _____								
4. Date: _____ Time: _____	8. Date: _____ Time: _____								

Interview Date: _____ Start Time: _____ A.M. / P.M.

REFERENCE INFORMATION (DO NOT ASK) – SHOULD BE FILLED IN BEFORE THE INTERVIEW	
1. Period of Employment at UCI:	
2. Rank/step at time of initial hire at UCI:	
3. Rank/step at time of departure from UCI:	
4. Department/academic unit at UCI:	
5. Gender	<input type="checkbox"/> Male <input type="checkbox"/> Female
6. Ethnicity (if available)	<input type="checkbox"/> American Indian <input type="checkbox"/> Asian <input type="checkbox"/> Black/African-American <input type="checkbox"/> Hispanic/Latino <input type="checkbox"/> White <input type="checkbox"/> Other (_____)

INTERVIEW WARM-UP: At UCI you worked in the Dept. of [REFER DEPT. INDICATED IN REFERENCE INFO], is that correct? And you left in REFER TO DATE INDICATED IN REFERENCE INFO]? Can you tell me a little bit about your *current* position?

FILL IN DETAILS OFFERED ABOUT THE CURRENT POSITION: (e.g., employer, type of position)

I. EVALUATION OF YOUR EMPLOYMENT AT UCI

Thank you. I would like to begin by finding out how you felt about various aspects of your employment at UCI. For each area that we discuss, please let me know whether you felt *generally satisfied, only somewhat satisfied, or generally dissatisfied*. If I mention something that did not apply to you when you were at UCI, please let me know.

Let's begin with compensation and benefits. How did you feel about your [salary] at UCI? – would you say you were *generally satisfied, only somewhat satisfied, or generally dissatisfied*. [USE THIS QUESTION TEMPLATE FOR OTHER ASPECTS]

Interviewer: Do not read these; record Not applicable or Don't know/refused if mentioned.

Compensation/Benefits

Salary	<input type="checkbox"/> Generally sat.	<input type="checkbox"/> Somewhat sat.	<input type="checkbox"/> Generally dissat.	<input type="checkbox"/> NA <input type="checkbox"/> Don't know/refused
Benefits (health care, retirement benefits, etc.)	<input type="checkbox"/> Generally sat.	<input type="checkbox"/> Somewhat sat.	<input type="checkbox"/> Generally dissat.	<input type="checkbox"/> NA <input type="checkbox"/> Don't know/refused

(Record additional comments as needed):

Departmental/School Atmosphere

Physical working conditions	<input type="checkbox"/> Generally sat.	<input type="checkbox"/> Somewhat sat.	<input type="checkbox"/> Generally dissat.	<input type="checkbox"/> NA <input type="checkbox"/> Don't know/reused
Performance of your Chair	<input type="checkbox"/> Generally sat.	<input type="checkbox"/> Somewhat sat.	<input type="checkbox"/> Generally dissat.	<input type="checkbox"/> NA <input type="checkbox"/> Don't know/refused
Performance of your Dean	<input type="checkbox"/> Generally sat.	<input type="checkbox"/> Somewhat sat.	<input type="checkbox"/> Generally dissat.	<input type="checkbox"/> NA <input type="checkbox"/> Don't know/refused
Interactions with your co-workers	<input type="checkbox"/> Generally sat.	<input type="checkbox"/> Somewhat sat.	<input type="checkbox"/> Generally dissat.	<input type="checkbox"/> NA <input type="checkbox"/> Don't know/refused
Opportunities for collaboration	<input type="checkbox"/> Generally sat.	<input type="checkbox"/> Somewhat sat.	<input type="checkbox"/> Generally dissat.	<input type="checkbox"/> NA <input type="checkbox"/> Don't know/refused
Clarity of expectations/feedback about your performance	<input type="checkbox"/> Generally sat.	<input type="checkbox"/> Somewhat sat.	<input type="checkbox"/> Generally dissat.	<input type="checkbox"/> NA <input type="checkbox"/> Don't know/refused
Support for promotion and tenure	<input type="checkbox"/> Generally sat.	<input type="checkbox"/> Somewhat sat.	<input type="checkbox"/> Generally dissat.	<input type="checkbox"/> NA <input type="checkbox"/> Don't know/refused
Nature/amount of service you were asked to provide	<input type="checkbox"/> Generally sat.	<input type="checkbox"/> Somewhat sat.	<input type="checkbox"/> Generally dissat.	<input type="checkbox"/> NA <input type="checkbox"/> Don't know/refused
Adequacy of faculty mentoring/development	<input type="checkbox"/> Generally sat.	<input type="checkbox"/> Somewhat sat.	<input type="checkbox"/> Generally dissat.	<input type="checkbox"/> NA <input type="checkbox"/> Don't know/refused

(Mentoring –cont'd)	[IF ONLY SOMEWHAT SAT. OR GENERALLY DISSAT. WITH MENTORING] What was unsatisfying about the faculty mentoring in your department? <input type="checkbox"/> Not available <input type="checkbox"/> Not high quality <input type="checkbox"/> Other (Fill in: _____)
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(Record additional comments as needed):

Teaching

Your teaching load	<input type="checkbox"/> Generally sat.	<input type="checkbox"/> Somewhat sat.	<input type="checkbox"/> Generally dissat.	<input type="checkbox"/> NA <input type="checkbox"/> Don't know/refused
Quality of undergraduates	<input type="checkbox"/> Generally sat.	<input type="checkbox"/> Somewhat sat.	<input type="checkbox"/> Generally dissat.	<input type="checkbox"/> NA <input type="checkbox"/> Don't know/refused
Quality/availability of graduate students in your research area	<input type="checkbox"/> Generally sat.	<input type="checkbox"/> Somewhat sat.	<input type="checkbox"/> Generally dissat.	<input type="checkbox"/> NA <input type="checkbox"/> Don't know/refused

(Record additional comments as needed):

Research Support

Your research space/facilities	<input type="checkbox"/> Generally sat.	<input type="checkbox"/> Somewhat sat.	<input type="checkbox"/> Generally dissat.	<input type="checkbox"/> NA <input type="checkbox"/> Don't know/refused
Research support services (e.g., lab, computing support services)	<input type="checkbox"/> Generally sat.	<input type="checkbox"/> Somewhat sat.	<input type="checkbox"/> Generally dissat.	<input type="checkbox"/> NA <input type="checkbox"/> Don't know/refused
Financial support for research	<input type="checkbox"/> Generally sat.	<input type="checkbox"/> Somewhat sat.	<input type="checkbox"/> Generally dissat.	<input type="checkbox"/> NA <input type="checkbox"/> Don't know/refused
Departmental commitment to (or appreciation of) your area of research	<input type="checkbox"/> Generally sat.	<input type="checkbox"/> Somewhat sat.	<input type="checkbox"/> Generally dissat.	<input type="checkbox"/> NA <input type="checkbox"/> Don't know/refused

(Record additional comments as needed):

General atmosphere at UCI and surrounding community

Geographic location	<input type="checkbox"/> Generally sat.	<input type="checkbox"/> Somewhat sat.	<input type="checkbox"/> Generally dissat.	<input type="checkbox"/> NA <input type="checkbox"/> Don't know/refused
Housing	<input type="checkbox"/> Generally sat.	<input type="checkbox"/> Somewhat sat.	<input type="checkbox"/> Generally dissat.	<input type="checkbox"/> NA <input type="checkbox"/> Don't know/refused
Social, recreational, and cultural opportunities	<input type="checkbox"/> Generally sat.	<input type="checkbox"/> Somewhat sat.	<input type="checkbox"/> Generally dissat.	<input type="checkbox"/> NA <input type="checkbox"/> Don't know/refused
Cultural and ethnic diversity	<input type="checkbox"/> Generally sat.	<input type="checkbox"/> Somewhat sat.	<input type="checkbox"/> Generally dissat.	<input type="checkbox"/> NA <input type="checkbox"/> Don't know/refused
Local school system	<input type="checkbox"/> Generally sat.	<input type="checkbox"/> Somewhat sat.	<input type="checkbox"/> Generally dissat.	<input type="checkbox"/> NA <input type="checkbox"/> Don't know/refused
Child care	<input type="checkbox"/> Generally sat.	<input type="checkbox"/> Somewhat sat.	<input type="checkbox"/> Generally dissat.	<input type="checkbox"/> NA <input type="checkbox"/> Don't know/refused

(Record additional comments as needed):

II. YOUR DECISION TO LEAVE UCI

Thank you. Now, I would like to make sure that I understand the key factors that influenced your decision to leave UCI. [IF OBVIOUS FROM PRECEDING DISCUSSION, OFFER A RECAP, AND CHECK BELOW THOSE FACTORS THAT APPLY.] [IF NOT OBVIOUS: As you look back on your decision, what would you say were the key factors that influenced your decision?]

(Interviewer: Prompt if needed. Check <u>all</u> factors that apply. Record additional details, as needed.)	
<input type="checkbox"/> Attractive job offer (indicate kind): _____ faculty position at another university → _____ non-faculty position <input type="checkbox"/> Change of career direction <input type="checkbox"/> Unfavorable pre-tenure personnel review/anticipated negative tenure decision <input type="checkbox"/> Non-competitive salary at UCI <input type="checkbox"/> Negative aspects of departmental/school atmosphere <input type="checkbox"/> Academic interests incompatible with UCI position <input type="checkbox"/> Insufficient time for research at UCI <input type="checkbox"/> Too many clinical or service demands at UCI <input type="checkbox"/> Insufficient career opportunities for spouse/partner → <input type="checkbox"/> High cost of housing <input type="checkbox"/> Insufficient social/recreational/cultural opportunities <input type="checkbox"/> Parental or other familial responsibilities <input type="checkbox"/> Other (fill in): _____	If so, which elements of the competitive offer were most appealing? (check all that apply) Salary: _____ Teaching load: _____ Promotion: _____ Start-up package: _____ Research resources: _____ University/Department reputation: _____ Other (fill in): _____ Did UCI make a counter offer to retain you? <input type="checkbox"/> YES <input type="checkbox"/> NO {IF YES} How did you feel about the counter offer? <input type="checkbox"/> Generally sat. <input type="checkbox"/> Somewhat sat. <input type="checkbox"/> Generally disat. <i>(Record additional comments as needed):</i> <hr/> <hr/> <hr/> <hr/> <hr/> <input type="checkbox"/> Attractive offer/opportunity for him/her in new location
<i>(Record additional comments as needed):</i> <hr/> <hr/> <hr/> <hr/> <hr/>	

III. CONCLUDING QUESTIONS

I have just two final questions before we conclude.

1. Is there anything else about your experience at UCI that would be important for us to know? What advice do you have for UCI to become a better institution?

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and extend across the width of the page. There are no margins, text, or other markings on the paper.

2. Do you have any feedback about this interview process, so that we can improve upon it in the future? (For example, who do you think should conduct these interviews in the future, after the ADVANCE program, which is funded by a grant from the National Science Foundation, concludes? [PROMPT IF NEEDED – SOMEONE FROM THE DEPARTMENT? FROM A DIFFERENT DEPARTMENT? SOMEONE FROM HUMAN RESOURCES? FROM ACADEMIC PERSONNEL?]) Would you recommend that we continue to conduct interviews, or would you have preferred to receive a survey that you could complete on your own?)

[illegible]

**THANK YOU VERY MUCH FOR YOUR TIME.
YOUR COMMENTS HAVE BEEN VERY VALUABLE, AND I GREATLY APPRECIATE YOUR
WILLINGNESS TO TALK WITH ME ABOUT YOUR EXPERIENCES AT UCL.**

Interview Stop Time: A.M. / P.M.