Thank you for your service to the University of Louisville (UofL). The following survey was developed to provide you an opportunity to share your experience while employed at UofL and for the university to better understand your reasons for leaving. Your participation is voluntary and you may decline to answer any question. Your responses are confidential and will only be included in quarterly summaries for review by a university-wide committee.

Data from these surveys will be used to make recommendations to university administration to enhance the work climate of all UofL employees. We appreciate your participation!

If you experience any problems while completing this survey, please contact the Office of Institutional Research & Planning at 502-852-6169 or e-mail irsurvey@louisville.edu. When you complete the survey, please mail it to the University of Louisville, Office of Institutional Research & Planning, 305 Miller Information Technology Center, Louisville, KY 40292 or you may fax it to 502-852-2344.

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It's F					

		Mar	king Instru	ctions:
It's Happening Here.		Exampl	e: Correct M	1ark 🗌 🗵
Please write the percentage of time you spent annually on the following the follo	owing (sl	hould equ	Research, Cli	
% written work assignment (should equal 100%)	•••••	Teaching	creative	rvice or Service or actice
% of time actually spent in each area (should equal 100%)				
% of time you would have preferred (should equal 100%)	•••••	🔲		
About Teaching at UofL				
2. Indicate your agreement with the following statements about teac	hing at U	ofL		
2. Indicate your agreement with the following statements about teach	Ctronoli	ofL  Neith Disag isagree nor Agre	ree Agree Stror	ngly Not ee Applicable
2. Indicate your agreement with the following statements about teaching load was clearly explained to me	Strongly D	Neith Disag isagree noi	ree Agree Stror	
	Strongly D	Neith Disag isagree noi	ree Agree Stror	
My teaching load was clearly explained to me	Strongly D	Neith Disag isagree noi	ree Agree Stror	
My teaching load was clearly explained to me  I had adequate resources for instructional purposes	Strongly D	Neith Disag isagree noi	ree Agree Stror	
My teaching load was clearly explained to me  I had adequate resources for instructional purposes	Strongly D	Neith Disag isagree noi	ree Agree Stror	
My teaching load was clearly explained to me  I had adequate resources for instructional purposes  I had adequate administrative support  I had adequate technical support	Strongly D	Neith Disag isagree noi	ree Agree Stror	
My teaching load was clearly explained to me  I had adequate resources for instructional purposes  I had adequate administrative support  I had adequate technical support  My teaching load was reasonable	Strongly D	Neith Disag isagree noi	ree Agree Stror	



4. Indicate your agreement with the following statements about rese	arch, s	cholars	ship a	nd cre	eative	activity
	Strongly	Disagree	Neither Disagree	Agree	Strongly	
	Disagree	Disagree	nor Agree	, igi ee	Agree	Applicable
I had adequate protected time for research						
I had quality laboratory space						
I had quality research equipment						
I had adequate research resources						
I received support for research process (grant submission, compliance, and post award) .						
I experienced insecurity about my position because it was funded by a renewable contract						
I experienced pressure to obtain external funding						
My research/scholarly activity expectations were reasonable						
Did your position involve clinical service or practice? (If no, pleas	e skin 1	o anes	stion #	ŧ 7\		
Yes	J JAN	.5 quoc		-,		
□ No						
oout Clinical Service or Practice						
Indicate your agreement with the following statements about clini	cal ser	vice or	practi	ice		
	Strongly		Neither Disagree	2	Strongly	/ Not
	Disagree	Disagree	1101	Agree	Agree	
My patient care/clinic work was clearly explained to me	Disagree	Disagree	nor Agree	Agree		
My patient care/clinic work was clearly explained to me	Disagree	Disagree	1101	Agree		
	Disagree	Disagree	1101	Agree		
I experienced team work between the physicians & clinical staff	Disagree	Disagree	1101	Agree		
I experienced team work between the physicians & clinical staff  I had adequate administrative support	Disagree	Disagree	1101	Agree	Agree	Applicable
I experienced team work between the physicians & clinical staff I had adequate administrative support I had adequate technical support	Disagree	Disagree	1101	Agree	Agree	Applicable
I experienced team work between the physicians & clinical staff I had adequate administrative support. I had adequate technical support.  My clinical load was reasonable.	Disagree	Disagree	1101	Agree	Agree	Applicable
I experienced team work between the physicians & clinical staff I had adequate administrative support I had adequate technical support  My clinical load was reasonable  My service was valued and financially rewarded	Disagree	Disagree	1101	Agree	Agree	Applicable
I experienced team work between the physicians & clinical staff  I had adequate administrative support.  I had adequate technical support.  My clinical load was reasonable.  My service was valued and financially rewarded  My service was adequately assessed	Disagree	Disagree	1101	Agree	Agree	Applicable
I experienced team work between the physicians & clinical staff  I had adequate administrative support.  I had adequate technical support.  My clinical load was reasonable.  My service was valued and financially rewarded		Disagree	1101	Agree	Agree	Applicable
I experienced team work between the physicians & clinical staff  I had adequate administrative support.  I had adequate technical support.  My clinical load was reasonable.  My service was valued and financially rewarded  My service was adequately assessed.	cice		Agree		Agree	Applicable
I experienced team work between the physicians & clinical staff  I had adequate administrative support.  I had adequate technical support.  My clinical load was reasonable.  My service was valued and financially rewarded  My service was adequately assessed.	cice	Discorroo	Agree		Agree	Applicable
I experienced team work between the physicians & clinical staff  I had adequate administrative support.  I had adequate technical support.  My clinical load was reasonable.  My service was valued and financially rewarded  My service was adequately assessed.	rice	Discorroo	Agree		Agree	Applicable
I experienced team work between the physicians & clinical staff	rice	Discorroo	Agree		Agree	Applicable
I experienced team work between the physicians & clinical staff I had adequate administrative support I had adequate technical support My clinical load was reasonable My service was valued and financially rewarded My service was adequately assessed  Dout Service Indicate your agreement with the following statements about service and the control of t	rice	Discorroo	Agree		Agree	Applicable
I experienced team work between the physicians & clinical staff  I had adequate administrative support  I had adequate technical support  My clinical load was reasonable  My service was valued and financially rewarded  My service was adequately assessed  Dout Service  I Indicate your agreement with the following statements about service and adequate time to perform my service responsibilities  I had adequate time to perform my service responsibilities	rice	Discorroo	Agree		Agree	Applicable



About Overall Governance						
8. Indicate your agreement with the following statements about gov	ernance	9				
	Strongly	Disagree	Neither Disagree	Agree	Strongly	Not
	Disagree	Dioagree	nor Agree	7 igi o c	Agree	Applicable
The overall university was managed well						
My campus was managed well						
My college/school was managed well						
My department was managed well						
My division/center was managed well						
My college/school/department chair was accessible						
My opinions were solicited in my department						
I was encouraged to participate in governance process (advisory groups, committees) $\boldsymbol{\ldots}$						
The faculty grievance process was effective						
About My College/School/Department						
9. Indicate your agreement with the following statements about you	r colleg	e/scho	_	artme	nt	
	Strongly	Disagree	Neither Disagree	Agree	Strongly	Not
	Disagree	,	nor Agree		Agree	Applicable
The dean performed well overall						
The department chair performed well overall						
The division chief performed well overall (do not answer if not applicable)						
My accomplishments were recognized (valued)						
There was positive interaction with co-workers						
There were opportunities for interdisciplinary collaboration						
I received adequate feedback on my performance						
I received support for promotion and/or tenure process						
I received formal mentoring						
My college/school/department had adequate administrative support						
My college/school/department is a good place to work						
The university is a good place to work						
10. Please rate how each of the following affected your decision to I			-		Vory	Not
	Important	Important	Neither	Importan	t Importar	Not nt Applicable
Better opportunities elsewhere						
More money/resources elsewhere						
More job security through tenure and/or tenure possibility						
Better job benefits elsewhere						
Change in career direction						
Termination or expected termination						
Academic interests incompatible with college/school						
Discrimination						



	Not	Somewhat Important	Neither	Important	Very	Not t Applicable
Child care availability	П	П	П	П	П	П
Work environment/climate	П	П		П		П
Health reasons	П					
Family responsibilities					$\overline{\Box}$	
Better career opportunities for spouse/partner.						
I felt overwhelmed by my job responsibilities						
Lack of opportunity for promotion						
Other						
out.	Ш	Ш	Ш	Ш	ш	Ш
11. If you answered "other" to the previous question, please explain	:					
bout the University's Benefits						
12. Please rate the following university benefits						
	F	oor Fair	Average	Good E	Excellent	Not Applicable
Salary/compensation	[					
Health, dental and vision	[					
Retirement	[					
Insurance	[					
Disability	[					
Tuition remission	[					
Flexible spending	[					
Leaves (sabbatical, medical, etc)	[	$\neg  \Box$				П
	•		_	_		_
oout Your Future Plans						
			Va	. No	Llaavaa	Not
13. Please answer the following about your future plans			Yes	s No	Unsure /	Not Applicable
Please answer the following about your future plans     accepted a position at another academic institution			Yes	s No	Unsure ,	Not Applicable
3. Please answer the following about your future plans  I accepted a position at another academic institution	•••••	•••••	Yes	s No	Unsure ,	Not Applicable
Please answer the following about your future plans     I accepted a position at another academic institution	•••••	•••••	Yes	No No	Unsure ,	Not Applicable
Please answer the following about your future plans     I accepted a position at another academic institution  I will receive a promotion in rank			Yes	s No	Unsure ,	Not Applicable
I accepted a position at another academic institution  I will receive a promotion in rank  I will have the opportunity to be on tenure track or be tenured in a new position			Yes	s No	Unsure ,	Not Applicable
I accepted a position at another academic institution  I will receive a promotion in rank  I will have the opportunity to be on tenure track or be tenured in a new position  I accepted a position outside academia			Yes	s No	Unsure ,	Not Applicable
I accepted a position at another academic institution  I will receive a promotion in rank  I will have the opportunity to be on tenure track or be tenured in a new position  I accepted a position outside academia  I will be going into private practice			Yes	s No	Unsure ,	Not Applicable



	Yes	No	Unsure /	Applicable
Would you consider returning to the university?	<del></del>			
Would you consider returning to your college/school?				
Would you consider returning to your department?				
Would you recommend the university as a good place to work?				
Would you like to meet with a faculty affairs representative in your unit?	. 🗆			
Would you like to meet with an ombuds person?	. 🗆			
May we share this survey with your dean and/or department chair?	. 🗆			
4. If you answered "other" to the previous question, please explain				
5. Additional Comments				
dditional Questions (OPTIONAL)				
6. In which unit was your primary work assignment?				
☐ Arts & Sciences				
Business				
Dentistry				
Education & Human Development				
School of Interdisciplinary and Graduate Studies				
Kent School of Social Work				
☐ Brandeis School of Law				
☐ Medicine				
☐ Music				
☐ Nursing				
Public Health & Information Sciences				
J.B. Speed School of Engineering				
University Libraries				



17. If you answered "other" to the previous question, please explain in the space provided bel	ow	
18. Please list the department in which you were assigned (if applicable)		
19. What is your most recent faculty rank? (Select one)		
	Full- Time	Part- Time (.50- .99 FTE)
Professor		
Associate Professor		
Assistant Professor	П	
Instructor		
Lecturer		
20. What rank were you when you came to UofL? (Select one)		
	Full-	Part- Time
	Time	(.50- .99 FTE)
Professor		
Associate Professor		
Assistant Professor	П	
Instructor	П	
Lecturer		
21. Are you tenured or on tenure track?		
Yes		
□ No		
☐ Not Sure		
22. Do you have a term appointment?		
Yes		
∐ No		
∐ Not Sure		
23. What is your citizenship status?		
US Citizen (Native or Naturalized)		
Permanent Resident		
Non-resident Alien		

24. What is your race/ethnicity?
☐ Black, Non-Hispanic
American Indian or Alaskan Native
Asian or Pacific Islander
☐ Hispanic
White, Non-Hispanic
Decline to Answer
25. What is your gender?
☐ Male
Female
Other
26. How many total years were you employed at UofL? (select one based on your anniversary date)
Less than 5
☐ 6-10
☐ 11-15
☐ 16-20
21+
27. What is your highest education level?
Bachelor
☐ Masters
Doctorate
Professional
M.D./Ph.D
☐ Other
28. If you answered "other" to the previous question, please explain in the space provided below
The university maintains a fair and responsive method for reporting and addressing complaints of
discriminatory harassment. Questions or concerns should be directed to the Affirmative Action/Employee

discriminatory harassment. Questions or concerns should be directed to the Affirmative Action/Employee Relations Office at 502-852-6688 or 502-852-6536. The policy may be viewed at : http://louisville.edu/hr/PER110.html

Thank you for your participation!

