

ADVANCE EXIT INTERVIEW PROTOCOL

Introduction:

- This is _____. I'm calling about the U-M study about faculty decisions to leave U-M. Is this still a good time?
- Before we start, may I confirm if you had an opportunity to review the consent form sent via email?
 - [If **yes**:] May I confirm that you agree to participate in the study? May I also confirm that you agree to be audio recorded as part of the study?
 - [If **no**:] Read through consent form, and then ask: May I confirm that you agree to participate in the study? May I also confirm that you agree to be audio recorded as part of the study?
- I want to reiterate that anything you tell me is confidential and will not be repeated to anyone outside the ADVANCE Program.
- You are also free not to answer any question you don't want to. The report from this study will only summarize findings across all faculty participants; no individual participants will be identifiable.
- Would you like to receive a copy of the final report? *[Note: The report will be sent via email once completed.]*
- Do you have any questions for me before we start? *[If anyone asks a questions you can't answer, simply say you don't know but will be happy to have someone contact him/her with the answer afterwards.]*

Q1: Arrive

- What year did you come to the University of Michigan on the tenure track?
- Department?
- Rank?

Q2: Depart

- What year did you leave the University?
- Department?
- Rank?

Q3: Decision

- How did it come about that you decided to leave U-M?
- Did you approach your current institution or did they initiate contact with you?
 - If the latter, how did it happen?
- How long had you been thinking about leaving **before** you made the decision to leave?
- At what point did you know that you wanted to leave or were unhappy?

Q4: Factors

- What factors concerning your position at UM did you consider in your decision to leave?
- **Allow time for response (to above), then follow-up with probes below:**
 - **For junior faculty (assistant professors) probe the following issues:**
 - Setting expectations for you
 - Mentoring your professional development
 - Evaluating your performance
 - Recognizing your contributions in the department
 - Fostering a collegial environment
 - Did you have a reappointment review (aka third-year review) and / or were you reviewed for tenure?
 - If yes, which kind of review?
 - If yes, did you find the feedback helpful / not helpful?
 - If yes, what role, if any, did the review play in you deciding to leave U-M?
 - Was there anything about the tenure process overall that was relevant to your decision to leave U-M?
 - **For senior faculty (associate and full professors) probe the following issues:**
 - Opportunities for leadership
 - Opportunities to have an impact, voice, or “say” in decisions
 - Recognizing your contributions in the department
 - Fostering a collegial environment
 - **If left as an associate professor,**
 - Were you reviewed for promotion to full professor?
 - If yes, did you find the feedback helpful / not helpful?
 - If yes, what role, if any, did the review play in you deciding to leave U-M?
 - Was there anything about the tenure or promotion process overall that was relevant to your decision to leave U-M?
- Overall, what 1-2 factors were most influential in your decision to leave? Why?

Q5: Advice

- Did you talk to anyone within or outside the University of Michigan who helped you make a decision?
 - Who? (interested in categories of people, not proper names)
 - What kind of advice/response did you receive?
 - Was the advice/response helpful? Why/why not?

Q6: Counter Offer

- Did you speak with anyone at U-M about the offer (itself) from your current institution?
 - If yes, at what point in the process did you do so?
 - What was the response?
- Did the University make a counter offer?
 - **If yes,**
 - Who was involved in developing the counter offer?
 - What did the counter offer include?
 - Why didn't you accept it?
 - Could the counter offer have been improved in some way to have retained you?
 - Was the counter offer developed in a timely manner?
 - Do you have suggestions of ways to improve the counter offer process at U-M?
 - **If no,**
 - Would a counter offer have encouraged you to stay? Why/why not?
 - If yes, what would the counter offer have needed to include?
- Overall, do you feel that your department and/or the University made an effort to retain you? Why/why not?

Q7: Stay

- What else, if anything, might have encouraged you to stay?

Q8: Satisfaction

- How satisfied were you with each of the following aspects of UM—we ask you to rate each aspect on a three-point scale (not at all satisfied, somewhat satisfied, very satisfied); if it's not relevant you can just say doesn't apply

	not at all satisfied [requires further explanation]	somewhat satisfied	very satisfied	doesn't apply
<i>Research</i>				
your research space/facilities				
research support services				
funding, including start-up package				
departmental commitment to or appreciation of your area of research				
opportunities for collaboration				
<i>Teaching</i>				
your teaching load				
kinds of courses you were asked to teach				
quality of undergraduate students				
quality of graduate students				
<i>Service</i>				
nature/amount of service you were asked to provide				
<i>Mentoring</i>				
formal mentoring				
informal mentoring				
clarity of expectations/feedback about your performance				
<i>Department climate and collegiality</i>				
treatment of you by department members (fairly / equitably)				
<i>Leadership</i>				
performance of your chair				
performance of your dean				
<i>Additional aspects</i>				
salary and benefits				
support for balancing work life and personal life				
if applicable, opportunities for spouse/partner				
location (economy, amenities, diversity)				
if applicable, support for taking modified duties				
if applicable, support for tenure clock extensions				
if applicable, support received from U-M dual career services				
If applicable, experience securing child care on campus and/or in the area				

[Once through this list, give interviewee a chance to talk about any aspects of particular interest to them.]

Q9: Best/ Worst Things

- Thinking about your experience in your former U-M department/center/institute...
 - What were the best things about your former department?
 - What were the worst things about your former department?

Q10: Concerns

- Did you have any **specific** concerns when you originally accepted the position at U-M?
 - If yes, what were the concerns?
 - If yes, were these concerns realized?

Q11: UMhelp

- During your time at Michigan...
 - How did UM help you develop/thrive as a scholar?
 - How could UM have done better?

Q12: Policies

- Based on your experiences, are there any particular university or departmental practices or policies that you think should be changed or implemented to improve the situation for faculty at U-M? Please describe.

Q13: Recommend

- Would you recommend others apply to or accept a job...
 - At U-M in general? Why or why not?
 - What about in your former U-M department? Why or why not?

Q14: Current position

- What are you doing now?
 - Do you hold an administrative position?
- Thinking about how your current situation compares to your experience at U-M...
 - What about your current situation is better?
 - What about your current situation is worse?

Q14: Retrospect

- In retrospect:
 - Do you think the move was good for you professionally? Why / why not?
 - Do you think the move was good for you personally? Why / why not?

Q15: Additional comments

- Is there anything else you think would be helpful for us to know?