

## Faculty Exit Survey

[Exit this survey](#)
**UAMS ACADEMIC SENATE: UAMS FACULTY EXIT SURVEY**

PLEASE RESPOND TO ALL THE QUESTIONS; THANK YOU FOR YOUR TIME AND EFFORT IN COMPLETING THIS SURVEY!

**\* 1. PROFESSIONAL RELATIONSHIPS**

	strongly agree	agree	no opinion	disagree	strongly disagree	not applicable
1. I got along well with colleagues from my college and department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I got along well with the chair of my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. I was satisfied with the sense of cooperation and collaboration among my college faculty in terms of: Research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Clinical Duties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**2. COMMENTS:**

**\* 3. PROFESSIONAL STATUS**

	strongly agree	agree	no opinion	disagree	strongly disagree	not applicable
7. I am well respected within the community of UAMS.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. As a whole, faculty at UAMS are respected in the local community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. UAMS has a positive national reputation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**4. COMMENTS:**

**\* 5. PROFESSIONAL ADVANCEMENT**

	strongly agree	agree	no opinion	disagree	strongly disagree	not applicable
10. I understood the requirements and tracks for promotion and tenure at UAMS.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. I was provided with departmental and/or college support to advance in promotion and tenure.
12. I was provided the resources outlined in my offer letter, eg. space, time allocation, startup funds, etc.

**6. COMMENTS:**

**\* 7. COMPENSATION**

- |  | strongly<br>agree     | agree                 | no opinion            | disagree              | strongly<br>disagree  | not<br>applicable     |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 13. My UAMS salary and benefits package were comparable to that of colleagues at institutions similar to UAMS. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 14. Compensation was distributed fairly within my department.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 15. For clinical faculty only, compensation was distributed equitably within my clinical division.             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 16. Compensation was NOT a major reason for my departing UAMS.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**8. COMMENTS:**

**\* 9. INSTITUTIONAL GOVERNANCE**

- |   | strongly<br>agree     | agree                 | no opinion            | disagree              | strongly<br>disagree  | not<br>applicable     |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 17. I had sufficient opportunities for input into my college's policy development.        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 18. The UAMS administration is responsive to faculty concerns within my college           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 19. My college's administration is responsive to the faculty's concern.                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 20. Faculty concerns are considered before my college adopts new policies and procedures. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**\* 10. DEPARTMENTAL GOVERNANCE**

- |   | strongly<br>agree     | agree                 | no opinion            | disagree              | strongly<br>disagree  | not<br>applicable     |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 21. I had sufficient input into departmental decision-making. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 22. The department chair responded to faculty concerns.       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

- 23. The department chair distributed resources equitably. eg. space, staff support, discretionary funds, protected time etc.
- 24. The department chair distributed responsibilities equitably. eg. committee work, teaching, clinical work.
- 25. The department chair treated me as a colleague.

**\* 11. UNIT/DIVISION GOVERNANCE (FOR CLINICAL FACULTY ONLY)**

- |  | strongly agree        | agree                 | no opinion            | disagree              | strongly disagree     | not applicable        |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 26. I had sufficient opportunities for input into unit/division decision-making.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 27. The division chief responded to faculty concerns.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 28. The division chief distributed resources equitably. , e.g., space, staff support, discretionary funds, protected time. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 29. The division chief distributed responsibilities equitably. , e.g., committee work, teaching, clinical work; equitably. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**12. COMMENTS:**

**\* 13. CLINICAL RESOURCES AND ACTIVITIES (FOR CLINICAL FACULTY ONLY)**

- |   | strongly agree        | agree                 | no opinion            | disagree              | strongly disagree     | not applicable        |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 30. The clerical/administrative staff of my department and division effectively managed our operations. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 31. I received the help I needed from other clinical staff (e.g., nursing, PT, etc.)                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 32. Billings and collections were managed effectively.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 33. I had access to required equipment and supplies in the clinic.                                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 34. I had enough time to provide my patients with quality care.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 35. Colleagues in other specialties were readily accessible to help me manage my patients.              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 36. My "on call" duties were reasonable.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 37. I had sufficient opportunities to update or develop new clinical knowledge/skills.                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 38. My "Distribution of Effort" accurately reflected my clinical workload.                              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 39. The patient/physician ratio in my clinical division is reasonable.                                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

40. Taxation on clinical revenue is fair and equitable.

**14. COMMENTS:**

**\* 15. TEACHING ACTIVITIES**

	strongly agree	agree	no opinion	disagree	strongly disagree	not applicable
41. My "Distribution of Effort" accurately reflected my teaching workload.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
42. I had the opportunity to develop my teaching skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
43. I enjoy teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
44. I was rewarded appropriately for my teaching activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
45. My teaching activities interfered with other work assignments that are more highly rewarded.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**16. COMMENTS:**

**\* 17. SERVICE TO PROFESSION AND COMMUNITY**

	strongly agree	agree	no opinion	disagree	strongly disagree	not applicable
46. My "Distribution of Effort" accurately reflected my service workload.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
47. The effort that I put forth on university, college and departmental committees was reasonable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
48. I was an officer in a national professional society(s) or organization(s).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
49. Clinical outreach was encouraged.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**\* 18. RESEARCH ACTIVITIES**

	strongly agree	agree	no opinion	disagree	strongly disagree	not applicable
50. My "Distribution of Effort" accurately reflected my research time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
51. I had enough time to do my scholarly work, eg. data collection, grants, publications.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- 52. I had the opportunity to develop my research skills.
- 53. I had the opportunity to supplement salary based on my ability to obtain grant funding.
- 54. Research was appropriately respected at UAMS.

**19. COMMENTS:**

**\* 20. INFRASTRUCTURE ISSUES**

- |   | strongly agree        | agree                 | no opinion            | disagree              | strongly disagree     | not applicable        |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 55. I had research space equivalent to colleagues at comparable institutions.                               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 56. Research equipment and maintenance were given adequate priority at UAMS.                                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 57. Hospital equipment and maintenance was given adequate priority at UAMS.                                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 58. Clinical equipment and maintenance was given adequate priority at UAMS.                                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 59. The patient care environment met the standards for quality patient care in the clinic and the hospital. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**21. COMMENTS:**

**\* 22. COMMUNITY**

- |   | strongly agree        | agree                 | no opinion            | disagree              | strongly disagree     | not applicable        |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 60. The lack of an on campus day care facility for my children did not matter or influence my decision to leave | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 61. Schools in the Little Rock community were satisfactory in educating my children                             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 62. My children attended the public school closest to my home district  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**23. COMMENTS:**

DEMOGRAPHICS:

**\* 24. College:**

- Health-Related Professions     Medicine     Nursing     Pharmacy     Public Health

**\* 25. Gender:**

- Male     Female

**26. Race:**

- African American  
 Asian American/Pacific Islander  
 Latino/Latina  
 Native American/Alaskan Native  
 Caucasian (non-Latino/a)

**27. Marital Status**

- Married     Single     Divorced     Separated     Widowed

**28. Children in home:**

- Yes     No

**\* 29. Department Type:**

- Basic Science     Clinical

**\* 30. Academic Rank:**

- Instructor     Asst Professor     Assoc Professor     Full Professor

**\* 31. Number of years at rank:**

**32. Promotion category:**

**33. Department:**

**34. Unit (if applicable):**

**35. Degrees**

- MD
                         
  PhD
                         
  PharmD
                         
  DVM

Other (please specify)

## FURTHER INDIVIDUAL INFORMATION

**36. Can you cite one overriding reason for leaving UAMS?**

- Yes
                         
  No

**37. If yes, what is it?**

**38. Are you leaving for an academic institution?**

- Yes
                         
  No

**39. If no, what type of position are you taking?**

**40. Do any of the following issues figure in your decision to leave UAMS?**

	Yes	No
Family issues	<input type="radio"/>	<input type="radio"/>
Gender issues	<input type="radio"/>	<input type="radio"/>
Racial issues	<input type="radio"/>	<input type="radio"/>
Illness/Disability	<input type="radio"/>	<input type="radio"/>

Other (please specify)

**41. Do you currently have extramural funding?**

- Yes
                         
  No

**42. If yes, what is the funding source?**

**43. How many peer-reviewed publications have you had in the past 3 years?**

- None
                         
  1-3
                         
  4-10
                         
  11-15
                         
  >15

**44. Do you have a partial administrative appointment?**

- Yes
                         
  No

**45. If yes, what per cent effort is administrative?**

**46. After receiving your offer, did you seek a counter-offer from UAMS?**

- Yes
                         
  No

**47. Is there a single over-riding item that could have been done to prevent your leaving UAMS?****48. If yes, please state what could have been done**

Yes

No

**49. Are you retiring?**

Yes

No

**50. COMMENTS SECTION: Are there comments you wish to make overall, or regarding this survey?**

Done

Powered by **SurveyMonkey**  
Create your own [free online survey](#) now!