

## Attrition Study Interview Protocol - 2009

1. Describe your experience in your former department/center/institute. Best things, worst things.
2. Describe your experience at UW-Madison, overall. Best things, worst things.
3. 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. Balance 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:

4. Why did you leave the UW? What are the primary reasons? Secondary reasons?
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? For example,

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. If I were to ask someone in your department about why you left, what would s/he say?