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## Default Question Block

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Thank you for agreeing to participate in this survey. Your input will help us better understand the experiences of associate professors at UTK. We greatly appreciate you taking time from your busy schedule to help us identify ways to strengthen the support provided to mid-career faculty members.

Sincerely,

Carole Myers, Bonnie Ownley, Andy Kramer, & Jeff Fairbrother

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## Demographic Information

Results will be reported in aggregate to preserve anonymity of respondents.

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Please indicate your gender.

- Male
  - Female
  - Other
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Please indicate your race/ethnicity (check all that apply).

- Hispanic
  - American Indian or Alaska Native
  - Asian or Pacific Islander
  - Black or African American
  - White
  - Other
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Which of the following best describes your employment history at UT?

- I was hired as a tenure-track assistant professor at UT and subsequently received tenure and promotion to associate professor.
- I was hired as a tenured/tenure-track associate professor at UT.

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In which year did your tenure and promotion to associate professor first become effective?

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In which year did your appointment begin?

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In which year did you receive tenure?

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### **Your History - Assistant to Associate**

The following two questions focus on your previous advancement from the rank of assistant professor to your current rank of associate professor. Please provide as much detail as you can to ensure a clear understanding of your response.

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What factors do you feel most helped you in your advancement from assistant to associate professor?

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What factors do you feel most hindered you in your advancement from assistant to associate professor?

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## Your Experience as an Associate

The following two questions focus on your experiences as an associate professor. Please provide as much detail as you can to ensure a clear understanding of your response.

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What factors do you feel are most helpful to you in your advancement from associate to full professor?

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What factors do you feel are most hindering to you in your advancement from associate to full professor?

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Thank you for your participation!