

CEBC / Academic Staff – Promotional Title Survey

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1. What is your school, college, or division of affiliation? [drop down box w/ selections]
2. What is your official payroll title series? [drop down box w/ titles, don't know, limited / manager will have skip logic to bypass Question 3]  
[This question will be preceded by a description of what a Payroll Title series is, clicking don't know will prompt them to search for themselves in the UW Directory]
  - a. What is your current prefix? [drop down box w/ titles, don't know, which will again take them to the UW Directory]
3. How satisfied are you with the present promotional title options available to you within your current payroll title series?  
[Yes or No] – Question preceded by explanation of “promotional title”
4. How long have you been at your current payroll title? [drop down box w/ 0-2, 2-4, 5-10, 11-15, 16+ years]
5. How clearly would you say you understand the path of progression to the next title in your promotional series? [slider ranging from not at all at 1 to very well at 5]
  - a. How did you learn about the path of progression to the next title in your promotional series? [select all that apply: supervisor, HR personnel, colleague, divisional / departmental procedure documents, ASPP, other]  
  
*[A and B are only asked of people who rate their understanding of progression at a 3 or higher]*
    - b. What are the bases for promotion in your unit?  
[Select all that apply: merit, time in position, performance of duties, rank in order of importance, don't know]
    - c. Do you feel you have had access to sufficient professional development opportunities and/or career training to reach the next step in your career?  
[Slider ranging from 1 is not at all, 5 is Completely, don't know]
6. Have you ever been told you were unable to progress to the next promotional step within your series?  
[Yes or No]  
  
*[A is only asked of people who have been denied promotion]*
  - a. How were you informed of this? [select all that apply, supervisor, HR, dean/director's office, other]
  - b. Were you informed that the denial of promotion was related to a budgetary restriction? [Yes or No]

7. If you have been promoted within a title series at UW Madison, how long were you in your previous title? [drop down box w/ 0-2, 2-4, 5-10, 11-15, 16+, Have Not Yet Been Promoted]
8. Are you familiar with your title's salary range (minima and maxima)? [Yes, No, N/A]
9. Have you ever left a campus position voluntarily to take another at UW-Madison? [Yes, No]  
[9a is asked if Yes is selected]
- a. Focusing on the most recent time you voluntarily left a position at UW-Madison, which of the following contributed to your decision to do so? [Select all that apply]

I had reason to believe my former position would be eliminated.

I was concerned that I might be fired from my former position (without the position being eliminated).

There was a poor work environment in my former position due to my coworkers.

There was a poor work environment in my former position due to my supervisor or others above me.

I was unsatisfied with the work I was doing in my former position.

I did not have opportunities for advancement in my former position.

My former position did not give me enough flexibility.

My new position takes fuller advantage of my training, knowledge, and skills.

My new position pays more.

Other (please explain)

None of the above.

10. Are you thinking of leaving your current campus position? [Yes, No, Decline to Answer]  
[10a is asked if Yes is selected]
- a. What are the current reasons for your consideration to leave your current position?  
[Select all that apply]

My position may be / will be eliminated in the near future.

I am concerned that I might be fired from my former position (without the position being eliminated).

I am in a poor work environment in my former position due to my coworkers.

I am in a poor work environment in my former position due to my supervisor or others above me.

I am unsatisfied with the work I am current engaged in.

I do not have opportunities for advancement in my current position.

My current position did not give me enough flexibility.

I'm looking for a new position that takes fuller advantage of my training, knowledge, and skills.

I am looking for a new position that pays more.

Other (please explain)

None of the above.

11. To what degree is (or was if you are at the senior level) your desire to be promoted to the next promotional step in your title series financially driven? [slider ranging from 1 at not at all to 5 at Completely]

12. To what degree does your current title align with your current duties?  
[slider ranging from 1 at not at all to 5 at Completely]

13. How significantly does your title and ability to be promoted within that title series factor into your decision to remain employed with UW Madison? [slider with 1 at Not At All to 5 at Completely]

a. How important to you is your title prefix? (Associate, No Prefix, Senior, Distinguished)  
[slider ranging from 1 at Not at All to 5 at Completely]

b. How important to you is your salary compensation?  
[slider ranging from 1 at Not at All to 5 at Completely]

14. How significantly does your title prefix factor into your decision to remain employed within your current division / college / school?  
[Slider with 1 at Not At All to 5 at Completely]

15. How significantly does your title prefix factor into your decision to remain employed within your current role? [Slider with 1 at Not At All to 5 at Completely]

*[Question 16 will only be asked of people at the highest title in a title range]*

16. Are you at or very near (within 5%) to the salary cap (pay maxima) for your current title? [Yes or No, Don't Know, N/A]

*[Question 16A will only be asked of people at their pay maxima]*

a. If so, how long have you been at the pay maxima? [drop down with 0-2, 2-4, 5-10, 11-15, 16+, N/A]

b. If you are at your title's salary cap are you concerned you will not be eligible for campus raise exercises (such as the Critical Compensation Fund exercises enacted in 2012 and 2013)? [Yes, No, N/A]

c. If you are not at your salary cap, are you concerned about hitting your title's salary cap within the next 5 years? [Yes, No, N/A]

17. Would you recommend to others that they should work at UW Madison? [Slider with 1 at Definitely Not to 5 at Definitely, option to add text]

Demographic Questions Asked On Final Page

Age [Range / Skip]

Gender [M/F]

Ethnicity [Drop Box / Skip]

Years at UW Madison in CP [Range]

Years in Current Profession [Range]

[Remind as well that this is a completely anonymous survey]