

Questions used in Individual Interviews:

1. "Where do you find a sense of belonging or community at KU?"
2. "How do you teach most effectively? Do you have a preference on class size or style of teaching?"
3. "Discuss your experience with promotion."
 - a. Potential follow ups if participant does not address:
 - i. "Have you applied for promotion? What was the process like?"
 - ii. "Were you successful in attaining promotion?"
 - iii. "Do you plan to apply for promotion again in the future? If not, what makes you reluctant to apply? Alternatively, is there anything that would make you more likely to reapply?" (if person is not already at full)
4. "What motivates you to pursue professional development opportunities at KU?"
 - a. If examples of professional development are needed: CEL workshops, assessment grants.
5. "Are you satisfied with your current work/life balance?"
 - a. If not: What kind of change would help you most right now in terms of work/life balance?
6. "What are your interactions with students like? This includes both in and out of the classroom."
7. **"Discuss the distribution of service in your department. How is your service recognized by your department, college, or the university?"**
8. "How would you describe the relationships among faculty members? This can include your own department as well as the larger university."
 - a. Follow up question: Do you feel your voice is heard by others in department or committee meetings?
9. "Is there anything else you'd like to share related to any of the topics we've been discussing?"