EXIT INTERVIEW QUESTIONNAIRE –
FACULTY AND STAFF

Missouri University of Science and Technology values your opinion. We want to understand what our employees value most in their workplace, and why they leave. Please respond to each of the following questions with honesty and candor. You are not legally required to provide any of this information, and it does not affect your benefits in any way. Your gender and race are requested in order to help us assess the experiences of different employee groups. The information will be summarized by the Human Resources Department. We will share summaries of the information with appropriate S&T administrators. If you wish to speak with someone in person regarding your work experience, please contact Human Resources at 341-4241. Please forward completed form to your Human Resources Strategic Partner 113 Centennial Hall, 300 W. 12th Street, Rolla, Mo. 65409. Thank you for your assistance and service to Missouri University of Science and Technology. Your feedback is greatly appreciated!

Name (optional) ___________________________ Date ________________

1. Department________________________________________
2. College/Division______________________________________
3. Current Rank/Title______________________________________
   □ Full-time □ Part-time □ Staff □ Faculty □ Administrator
   □ Other
4. Date of Separation _____/____/______
5. Length of Service _____Years _____Months

6. Gender □ Female □ Male
7. Race □ White □ African American □ Asian/Pacific Islander □ Hispanic
   □ American Indian/Alaskan Native □ Other _____________________________

8. Which factors attracted you to Missouri S&T: (check all that apply)
   □ Interesting position □ Academic environment □ Pay
   □ Opportunities for training, advancement, career growth □ Benefits
   Other _____________________________

9. What did you enjoy most about your job at Missouri S&T: (check all that apply)
   □ Opportunities for advancement □ Benefits □ Pay
   □ Communications □ Meaningful work □ Recognition of work
   □ Coworkers □ Quality of supervision □ Work environment
   □ Convenient location □ Educational opportunities □ Parking
   Other _____________________________

10. What did you enjoy least about your job at Missouri S&T: (check all that apply)
    □ Opportunities for advancement □ Benefits □ Pay
    □ Communications □ Meaningful work □ Recognition of work
    □ Coworkers □ Quality of supervision □ Work environment
    □ Convenient location □ Educational opportunities □ Parking
    Other _____________________________
11. Primary reasons for leaving Missouri S&T: (check all that apply)

☐ Change in career ☐ Family or personal needs ☐ Retirement
☐ Health issues ☐ Moving from area ☐ Pay dissatisfaction
☐ Lack of recognition for work ☐ Work environment ☐ Quality of supervision
☐ Lack of advancement opportunities ☐ To further education ☐ Workload or work hours
☐ Laid off (RIF) ☐ Discontinuation of funding ☐ Anticipated/Denial of tenure
☐ Non-renewal of contract or position ☐ Benefits dissatisfaction ☐ Relocation

Other ____________________________________________________________

12. Which factor was most important in your decision to leave? Please list only one.

__________________________________________________________________________

13. Would you recommend employment in your department or at Missouri S&T to a friend or colleague?

☐ Yes ☐ No Please explain. ________________________________________________

14. What most helped you achieve your goals at Missouri S&T?

__________________________________________________________________________

15. What was least helpful to you?

__________________________________________________________________________

__________________________________________________________________________

16. What constructive suggestions do you have for improving employment at Missouri S&T?

__________________________________________________________________________

__________________________________________________________________________

17. Future Employer

☐ Private employment (e.g., business, industry) ☐ Government ☐ Local ☐ State ☐ Federal

☐ Self employment ☐ Other University/College __________________________

Which college/University?___________________________________________

Other ____________________________________________________________

18. What makes your future employer/position more attractive than your current position?

__________________________________________________________________________

__________________________________________________________________________

19. Have you completed the Exiting Employee Checklist?

☐ Yes ☐ No Comments____________________________________________________

20. Any further comments you would like to add...

__________________________________________________________________________

__________________________________________________________________________

Thank you for your employment at Missouri S&T and for completing this questionnaire.