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 Shenethia Manuel Human Resource Services & Affirmative Action, 113 Centennial Hall, 300 W. 12th Street, Rolla, Mo. 65409 or manuels@mst.edu. 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 □ Opportunities for training, advancement, career growth
   □ Academic environment □ Benefits □ Other _____________________________
   □ Pay

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...

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____________________________________________________________________________________

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