

**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)

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

- | | | | | |
|--|---|--------------------------------|--------------------------------|----------------------------------|
| <input type="checkbox"/> Private employment (e.g., business, industry) | <input type="checkbox"/> Government | <input type="checkbox"/> Local | <input type="checkbox"/> State | <input type="checkbox"/> Federal |
| <input type="checkbox"/> Self employment | <input type="checkbox"/> 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.