

# Faculty Exit Interview



The DePaul Faculty Exit Interview process is designed to collect climate and other qualitative data from exiting faculty to identify environment issues that contribute to turnover, to provide exiting faculty an opportunity to voice concerns and make suggestions, and to identify trends and patterns that will assist in the creation of retention strategies. This information is voluntary and strictly confidential.

## Employee Information

Name (optional): \_\_\_\_\_

Department: \_\_\_\_\_ Separation Date: \_\_\_\_\_

Do you have a new position?                      YES                      NO

### If YES

Title \_\_\_\_\_

### How were you recruited for this Position?

- \_\_\_ Through an advertisement
- \_\_\_ Through a colleague
- \_\_\_ Recruited by the hiring institution

\_\_\_ Other \_\_\_\_\_

### Using the following scale, please rate the following regarding the position you are leaving at DePaul:

1= poor                      2 = fair                      3 = average                      4 = very good                      5 = outstanding

Your compensation relative to the current market value of your discipline	1	2	3	4	5
Administration of your department/school	1	2	3	4	5
Professional development opportunities	1	2	3	4	5
Working conditions	1	2	3	4	5
Shared governance structure	1	2	3	4	5
Overall impression of DePaul	1	2	3	4	5
Overall satisfaction	1	2	3	4	5
<i>How would you rate your department chair/program director/dean's guidance and support in...</i>					
<input type="radio"/> Helping you understand and meet your expectations	1	2	3	4	5
<input type="radio"/> Providing mentoring and professional development opportunities	1	2	3	4	5
<input type="radio"/> Evaluating your performance with constructive feedback	1	2	3	4	5
<input type="radio"/> Recognizing your contributions to the department/program	1	2	3	4	5
<input type="radio"/> Fostering a collegial environment	1	2	3	4	5

### What were the primary and secondary reasons for your leaving DePaul University?

Primary (choose one)	Secondary (check all that apply)
Accepted position in a private university	
Accepted a position in a public university	
Anticipated non-reappointment/tenure denial	
Contract expired/tenure denied	
Compensation	
Change in direction of career	
Inability to balance work & family personal demands	
Lack of opportunity for advancement	
Returned to school	
Health reasons	
Relocation of spouse/partner	
Retirement	
Temporary appointment ended	
Working conditions	
Other (please elaborate):	

Gender:	Race:	Length of Service:
<input type="checkbox"/> Female	<input type="checkbox"/> American Indian or Alaska Native	<input type="checkbox"/> Less than 3 years
<input type="checkbox"/> Male	<input type="checkbox"/> Asian	<input type="checkbox"/> 3-6 years
<input type="checkbox"/> I do not wish to disclose	<input type="checkbox"/> Black or African American	<input type="checkbox"/> 7-10 years
	<input type="checkbox"/> Hispanic or Latino/a	<input type="checkbox"/> More than 10 years
	<input type="checkbox"/> Native Hawaiian or Other Pacific Islander	
	<input type="checkbox"/> White	<b>Tenure Status:</b>
<b>Rank:</b>	<input type="checkbox"/> I do not wish to disclose	<input type="checkbox"/> Tenure-Track
<input type="checkbox"/> Assistant		<input type="checkbox"/> Tenured
<input type="checkbox"/> Associate		<input type="checkbox"/> Untenured, No Track
<input type="checkbox"/> Full Professor		

Would you like an in-person exit interview?                      YES                      NO

If yes, please provide a preferred contact method, and date/time for someone to contact you.

Contact Information (optional): \_\_\_\_\_

Preferred contact method: \_\_\_\_\_

Preferred date: \_\_\_\_\_                      Time: \_\_\_\_\_

**Interviewer Information**

**Name:** \_\_\_\_\_ **Contact Information:** \_\_\_\_\_

**Department:** \_\_\_\_\_ **Position Title:** \_\_\_\_\_

**What were your expectations when you came to DePaul?**

**Please explain if your expectations were or were not met and how?**

**What incentives would have encouraged you to stay?**

**What did you like most about your experiences as a faculty member in the department, school, or college?**

**What did you like least about your experiences as a faculty member in the department, school, or college?**

**Were there any barriers that impeded your success as a faculty member?**

**As a faculty member, did demands in your work make it difficult for you to balance work and family or personal responsibilities (please explain)?**

**Please provide any suggestions about what might be done differently to improve the working and climate of your department, college, or school?**

**Would you recommend DePaul University to a colleague (please explain)?**

**What advice would you give a colleague considering a faculty appointment at DePaul University?**