Michigan Technological University
Faculty Exit Interview

The goals for implementing a faculty exit interview are to increase faculty retention and improve working conditions at Michigan Technological University. You can contribute to this goal by providing us with your honest opinions about working for Michigan Tech.

Your responses are confidential and anonymous if you choose to not include your name. If you choose to disclose your identity, this information will not become part of your personnel file and will not affect future employment opportunities. The aggregate data will be shared with the President annually.

We hope that you will take a moment to complete the exit interview survey. The exit interview is also available as a fillable PDF- http://www.mtu.edu/equity/equal-opportunity/exit-interviews/. Your opinions are important to us.

Termination Date (retirement, accepting employment elsewhere, etc)

Years at MTU

Race/Ethnicity

Gender

Department/Unit

Position

Primary Reasons for leaving Michigan Tech University: (check all that apply). There is room for comments at the end of this section.

- ☐ Retirement
- ☐ Promotion denial
- ☐ Health Reasons
- ☐ Improved Career Opportunities/advancement
- ☐ Family/Partner (for example: partner career move/moving closer to family/partner attending school)
- ☐ Negative Climate
- ☐ Lack of Recognition
- ☐ Dissatisfied with Benefits
- ☐ Quality of Supervision
- ☐ Work Load or Work Hours
- ☐ Discontinuation of Funding
- ☐ Laid Off
- ☐ Lack of Advancement Opportunities
- ☐ Management Practices
- ☐ Dissatisfied with Local Community
- ☐ Pay Dissatisfaction
- ☐ Conflict with Other Employees
- ☐ Other

Was there a specific event or issue that prompted your resignation?

- ◯ Yes
- ◯ No

If you answered "Yes" to the previous question, please explain

If you are taking another position elsewhere, what has your new employer offered you that is more attractive than your present job?

What improvements could the University have made to influence you to stay?

Did you suggest these improvements to your dean/chair?

- ◯ Yes
- ◯ No

If retiring, did you retire earlier than planned?

- ◯ Yes
- ◯ No

If you answered "Yes" to the previous question, please explain why you retired earlier than planned.

Additional Comments for leaving MTU:

Please rate your current dean/chair with regard to the following:

	Always	Usually	Occasionally	Rarely	Never
Demonstrated fair and equal treatment	○	○	○	○	○
Provided recognition of my accomplishments	○	○	○	○	○
Developed cooperation and teamwork	○	○	○	○	○
Followed policies and practices	○	○	○	○	○
Listened to employee's suggestions and feedback	○	○	○	○	○
Resolved complaints and concerns in a timely manner	○	○	○	○	○
Was available when I needed assistance	○	○	○	○	○
Had a knowledge and understanding of my responsibilities	○	○	○	○	○
Supported work-life balance	○	○	○	○	○
Showed me appreciation	○	○	○	○	○
Showed support of research interests/field	○	○	○	○	○
Had a good relationship with the Dean and/or Provost	○	○	○	○	○

Did you have any challenges with your dean/chair?

○ Yes

○ No

Were the challenges resolved?

○ Yes

○ No

If you answered "Yes" to the previous question, please explain how challenges were resolved.

If you answered "No" to the previous question, please explain why challenges were not resolved.

Comments on your current dean/chair:

How would you rate the following in relation to your job and work environment?

	Always	Usually	Occasionally	Rarely	Never	Not Applicable
Morale was good in my department	○	○	○	○	○	○
I had the resources and training/education needed to perform my job	○	○	○	○	○	○
The volume of work expected of me was reasonable	○	○	○	○	○	○
I had career advancement opportunities	○	○	○	○	○	○
In a typical week, I felt overly stressed at work by the workload	○	○	○	○	○	○
I had support for my research interests/field	○	○	○	○	○	○
The tenure/promotion process was explicit and fair	○	○	○	○	○	○
I had a good balance between teaching, research and service	○	○	○	○	○	○
I had adequate lab space	○	○	○	○	○	○
Good communication with other departments assisted my performance	○	○	○	○	○	○

I was treated with respect from those within the campus community.

- ◯ Yes
- ◯ No

If you answered "No" to the previous question, please explain

Did you witness what might be considered harassing or discriminatory behavior?

- ◯ Yes
- ◯ No

If you answered "Yes" to the previous question, please explain

If you witnessed what could be considered harassing or discriminatory behavior, did you report it?

- ◯ Yes
- ◯ No

If you answered "No" to the previous question, please explain

If you witnessed what might be considered harassing or discriminatory behavior, was the situation remedied?

- ◯ Yes
- ◯ No

If you answered "No" to the previous question, please explain

Comments on your work environment:

Management Practices

	Always	Usually	Occasionally	Rarely	Never
Did your senior leadership model professional behavior and lead by example?	○	○	○	○	○
Did your senior leadership communicate clearly?	○	○	○	○	○
Did your senior leadership treat you and others fairly?	○	○	○	○	○

Comments on Management:

Pay and Benefits

	Excellent	Good	Poor
How did you feel about pay for your job?	○	○	○
How did you feel about your benefits package?	○	○	○

Comments on pay and benefits:

Would you consider returning to the University to work?

○ Yes

○ No

If you answered "No" to the previous question, please explain

Would you recommend others to work at Michigan Tech?

○ Yes

○ No

If you answered "No" to the previous question, please explain

Is there anything else that you would like us to know about your employment experience at Michigan Tech?

Do you give permission to share this exit interview with your Chair? Yes ☐ No ☐

Do you give permission to share this exit interview with the Dean? Yes ☐ No ☐

Do you give permission to share this exit interview with the Provost? Yes ☐ No ☐

What is your name (optional)

Thank you for your feedback.

Please email completed form to: equity@mtu.edu
or return to:
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