



# Exit Interview Summary Data

October 1, 2012 to July 31, 2013

## 13 Total Interviewees (Int.)

Units Represented	
Unit	# Int.
College of Agricultural Sciences	2
College of Engineering	1
College of Veterinary Medicine and Biomedical Sciences	3
Libraries	1
External Relations	1
Engagement	1
Provost and Executive Vice President	2
Student Affairs	1
University Operations	1

Influences on Decision to Leave CSU	
Influence	# Int.
Better opportunity	1
Dissatisfaction with position	4
Health	1
Insufficient Salary/Hours	2
Lack of advancement/promotion opportunities	4
Lack of recognition	5
Lack of resources to perform the job	1
Supervision	11

Reasons for Separation	
Reason	# Int.
Accepted another position: actively sought	4
Contract/funding/postdoc ended	2
Left prior to securing new position	4
Retirement	3

Supervisor Effectiveness (# Int.)				
Aspect of Supervision	Poor	Fair	Good	Excellent
Gave fair treatment to all dept. members	8	0	0	0
Gave positive feedback and recognition	8	1	0	0
Addressed concerns	8	0	1	0
Fostered cooperation and collegiality	7	0	0	0
Knew dept. and univ. policies/procedures	4	1	0	0
Communicated effectively	9	1	0	0
Supported career progress	8	0	1	0
Encouraged training/professional dev.	5	0	0	0
Provided constructive feedback	8	0	0	0
Encouraged work/life balance	6	0	1	0

	Poor	Fair	Good	Excellent
Colleague Relationships	2	1	7	1



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### Areas of Greatest Reward

Area	# Int.
Ability to contribute	6
Access to university facilities/events	2
Autonomy	1
Benefits	3
Diversity of work	1
Education Opportunities	1
Enjoyed work	7
Equipment	1
Found job rewarding	3
Freedom/flexibility	2
Gained experience/professional knowledge	3
Location	1
Professional growth opportunities	2
Professionalism	1
Relationship with coworkers	8
Research environment	2
Training	1
Travel	1
Work environment	1
Work/personal life balance	1
Working with faculty/other departments	2
Working with students	2



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## Areas of Greatest Frustration

Area	# Int.	Area	# Int.
Benefits too expensive	1	Lack of support from the university	3
Budgeting issues	1	Management too secretive	1
Bureaucracy	1	Micromanagement	2
Commute too lengthy	1	No opportunity for raises	1
Conflicts with coworker(s)	4	No recognition	3
Conflicts with management or administration	7	Non-cohesive work environment	3
Conflicts with other campus offices	1	Not enough personnel	1
Departmental politics	1	Poor communication	3
Difficulties for off-campus staff	1	Schedule inflexibility/instability	1
Excessive work hours	1	Too few advancement opportunities	4
Excessive work load	1	Too few professional development opportunities	3
High stress	2	Undercapitalization	1
Hiring process issues	3	Unethical business practices	1
Hostile work environment	5	Unfair treatment	6
Inadequate equipment/technology	1	Unrealistic goals/expectations	1
Inconsistency of leadership	3	Work/personal life imbalance	1
Ineffective conflict resolution	3		
Ineffective leadership	4		
Ineffective teamwork	1		
Insufficient salary	3		
Internal inequity regarding salary	1		
Lack of departmental support	3		
Lack of managerial support	8		
Lack of professionalism	2		