

Washington State University
Human Resource Services

TO: Elson S. Floyd, President
Warwick Bayly, Provost and Executive Vice President

FROM: Theresa Elliot-Cheslek, Director *TEC*
Human Resource Services

DATE: August 13, 2012

SUBJECT: Exit Survey Summary

In a continued effort to improve WSU's work environment, Human Resource Services (HRS) utilizes an Exit Survey to obtain candid feedback from former employees. All responses to the survey are anonymous.

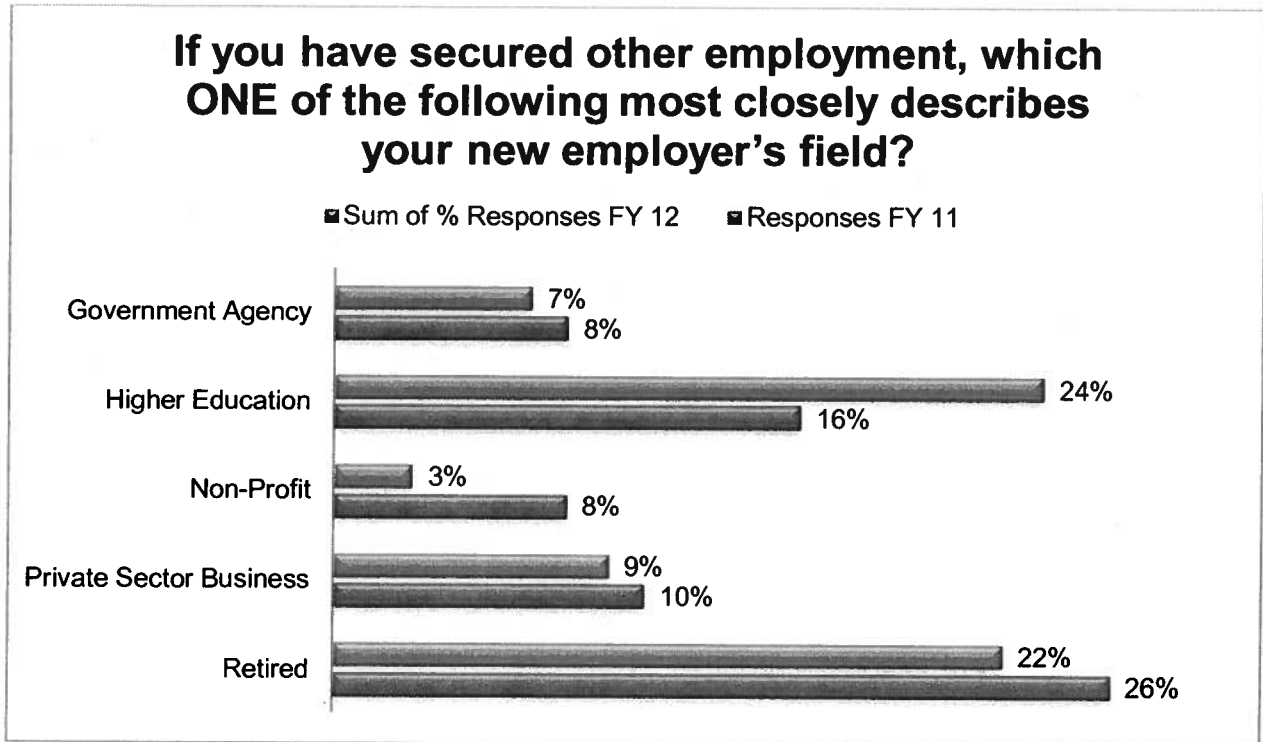
For the time period of June 1, 2011 to May 31, 2012, 490 employees were asked to complete the Exit Survey. HRS received responses from 76 former employees, approximately 16% of the surveyed pool. Of the respondents, 32 were Administrative Professional, 31 were Civil Service or Bargaining Unit and 13 were Faculty.

The majority of respondents were full-time employees with annual (12 month) appointments who worked on the Pullman campus. The respondents fell primarily into two length of service categories, those employed for approximately 2 to 5 years or 20+ years.

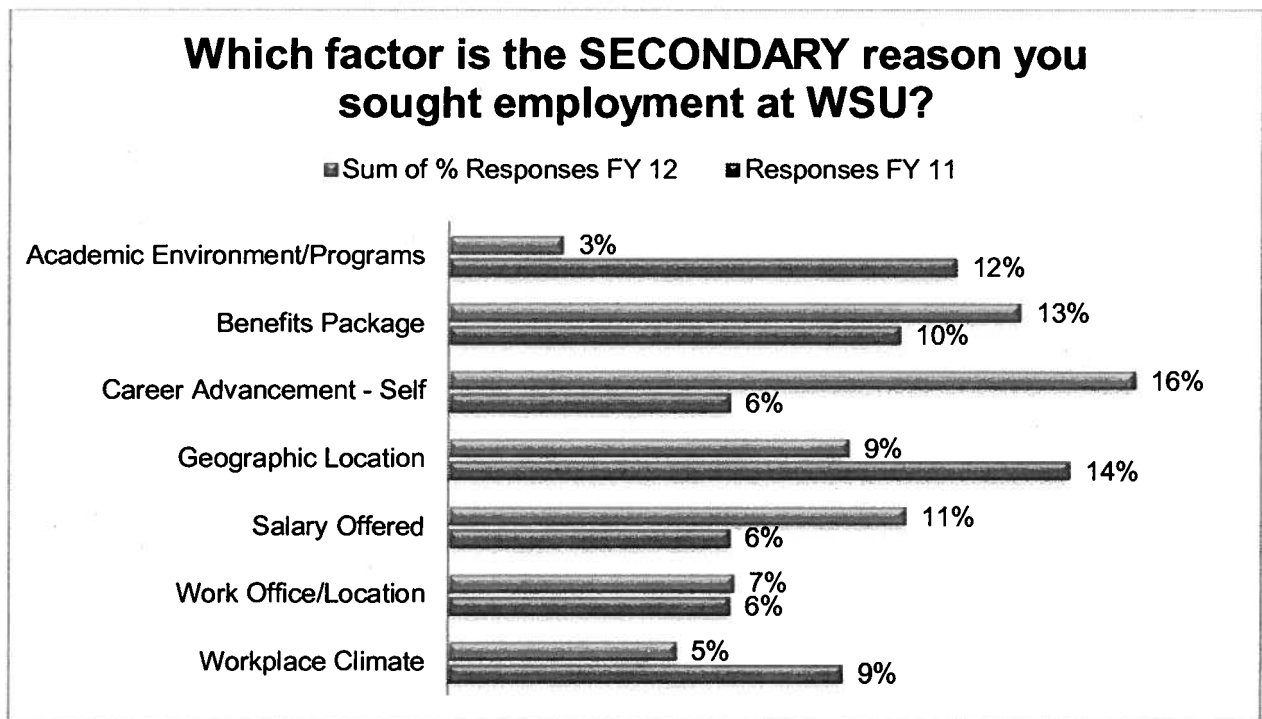
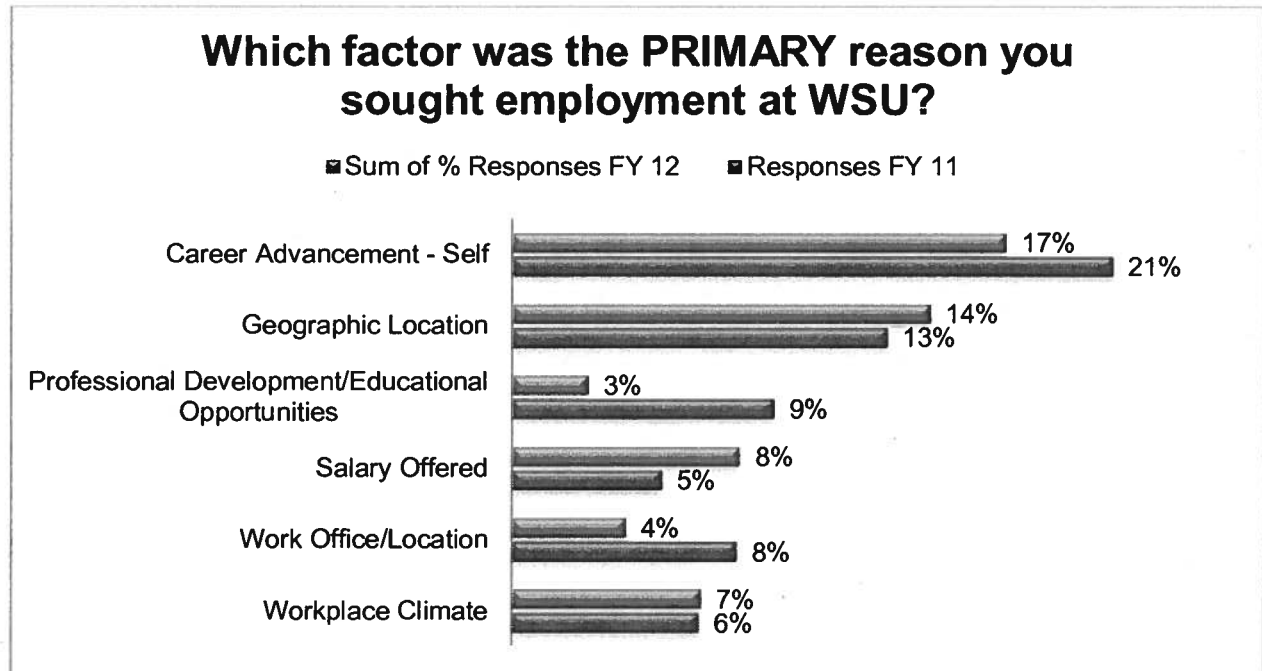
Voluntary demographic data was also obtained. The majority of respondents identified themselves as White/Caucasian between the ages of either 22 to 35 or 46 to 65. There was only a slight variance between the gender of the respondents, with 44% being female, 40% being male, and the remaining 16% unidentified.

Survey results

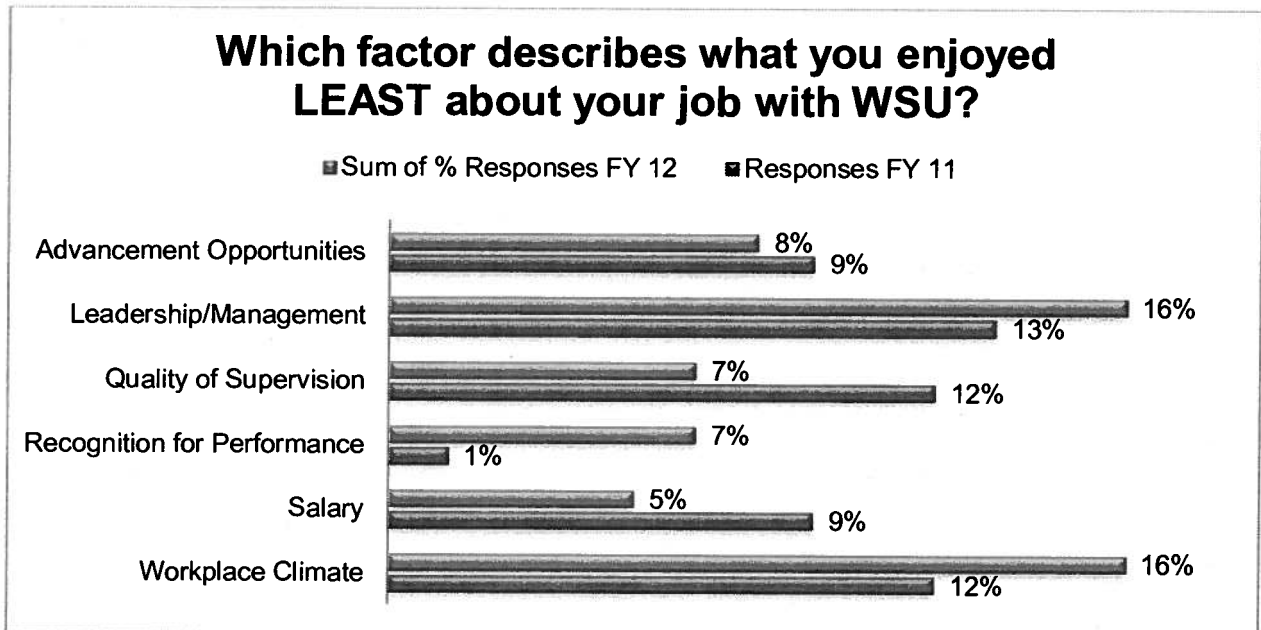
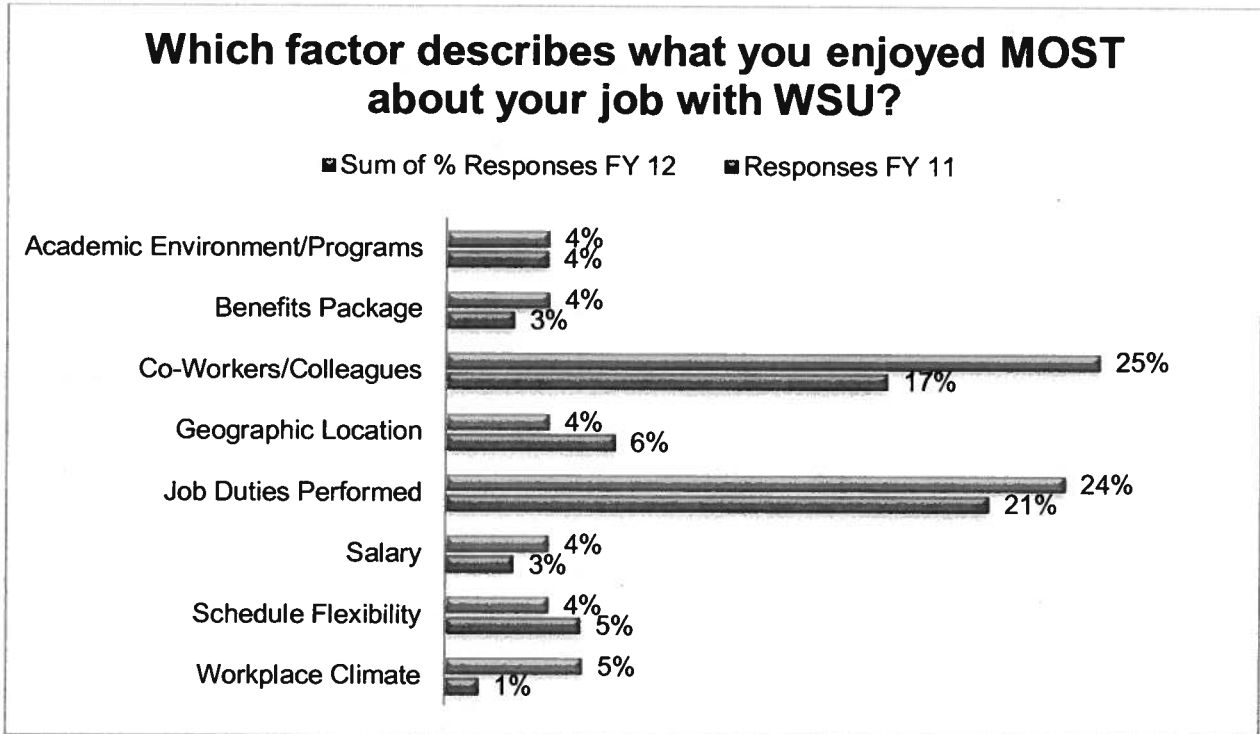
While most of the respondents retired from WSU, as seen in the chart below, the majority of separated individuals who did not retire secured other employment in the higher education field.



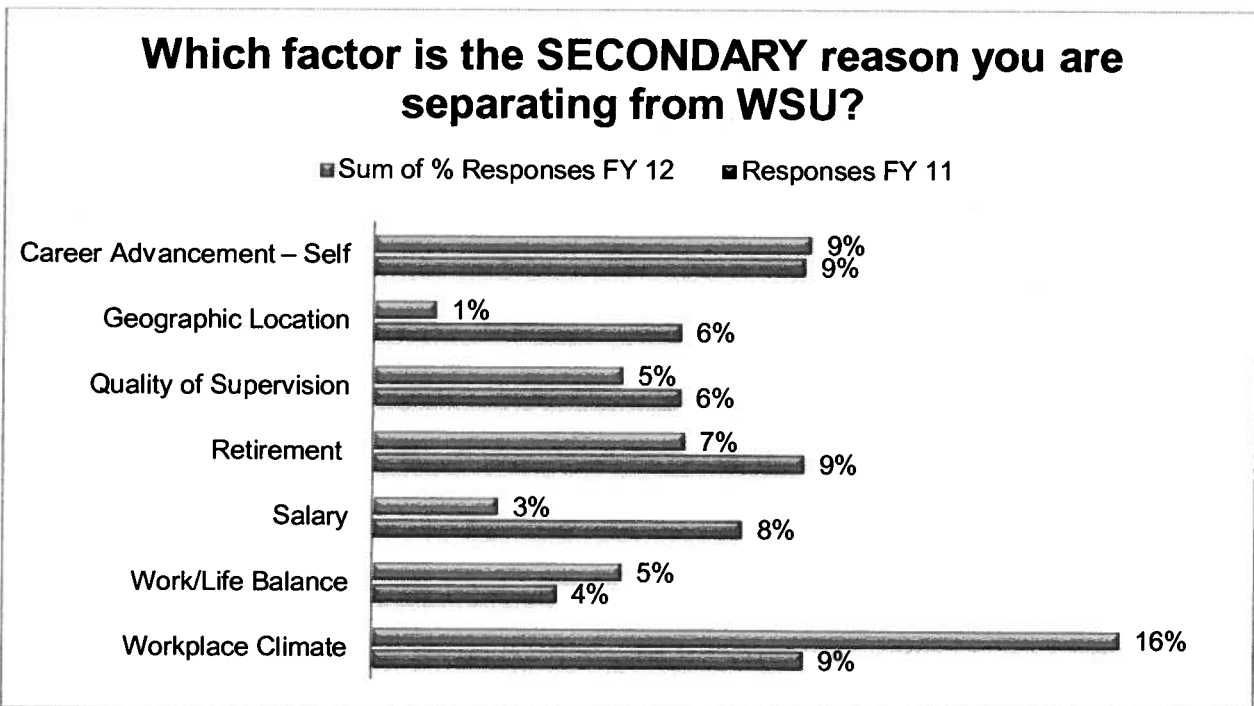
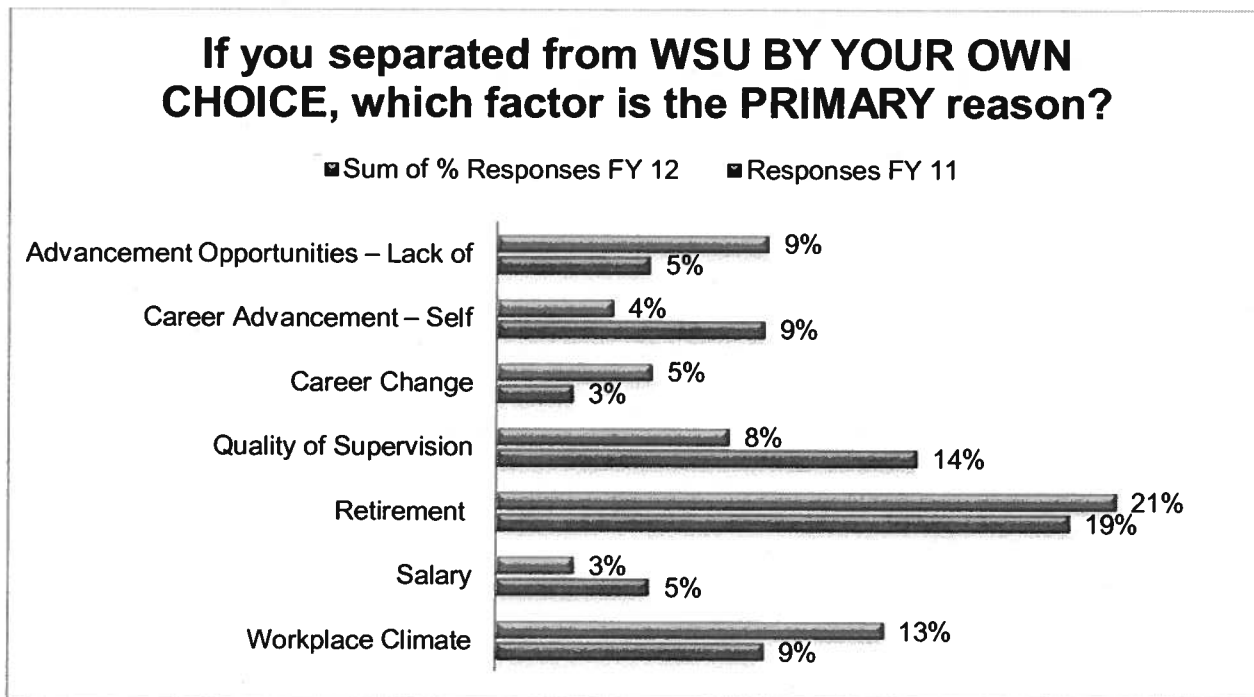
Most respondents indicated the primary reason they sought employment at WSU was for career advancement. Secondary reasons were benefits packages and salary offered. This differs from the responses in FY 11, which were geographic location and academic environment/programs.



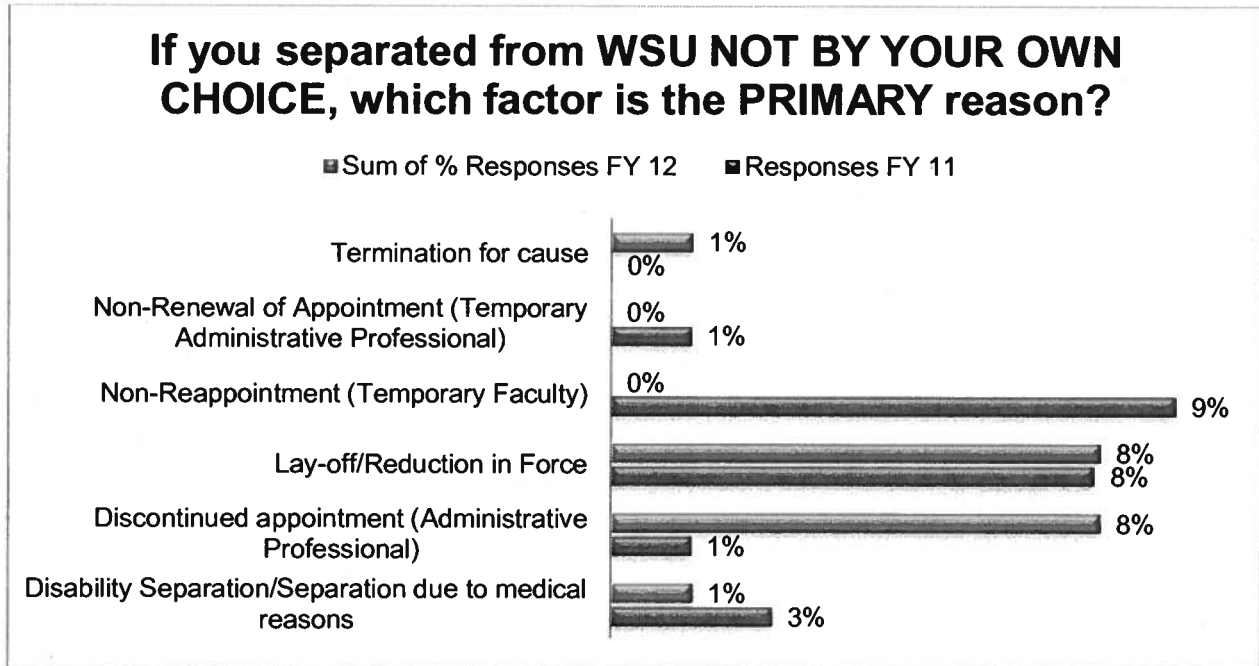
When asked what they enjoyed most about their job with WSU, the majority of respondents indicated the job duties they performed and their co-workers/colleagues. The factors respondents enjoyed least were leadership/management and workplace climate.



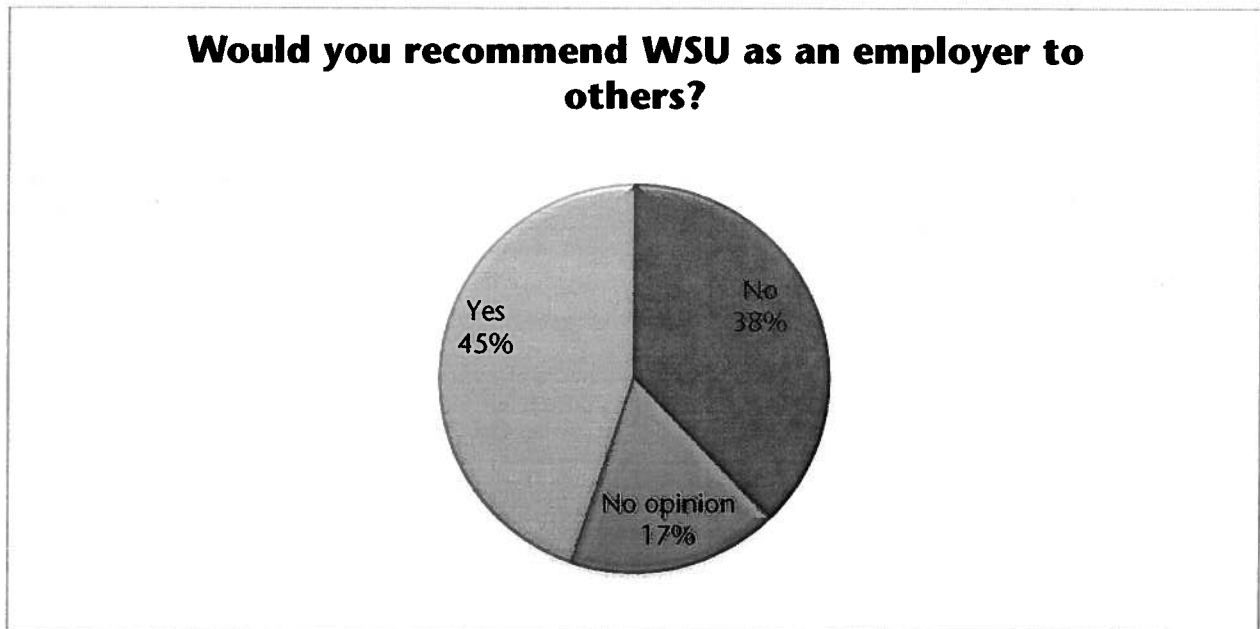
Most respondents who voluntarily separated from WSU indicated retirement was the primary reason. The secondary reason individuals separated from WSU was due to workplace climate.



The majority of individuals who did not separate by their own choice indicated their appointment had been discontinued or they were part of a lay-off/reduction in force situation.

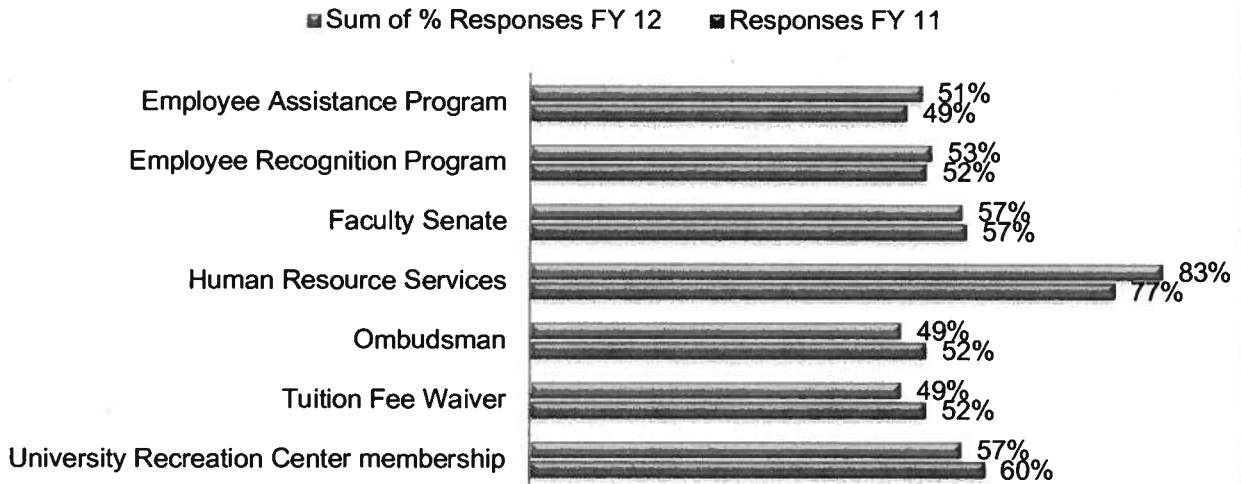


When asked if respondents would recommend WSU as an employer to others, the majority of respondents indicated they would.

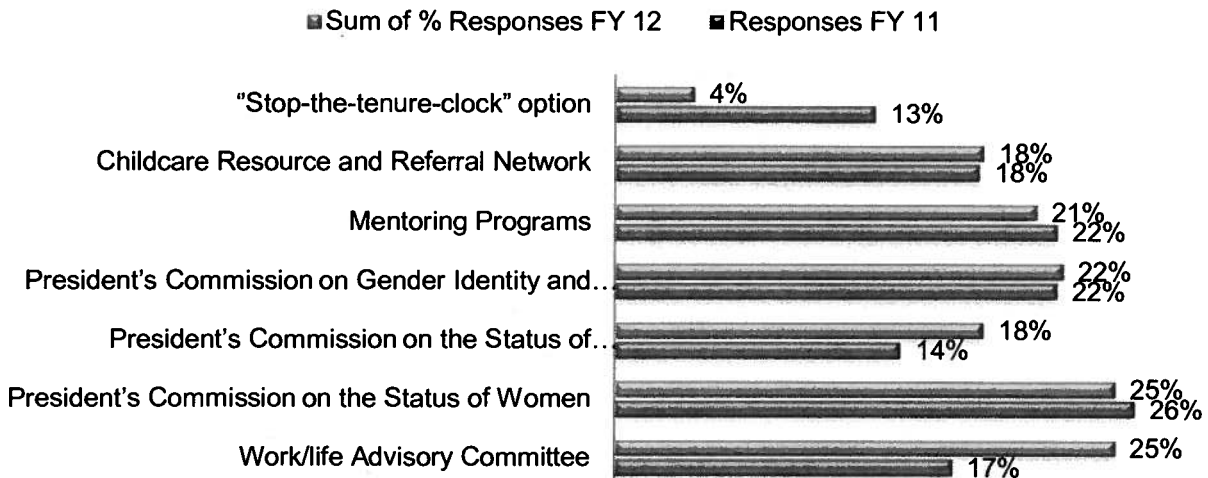


Many respondents indicated they were aware of organizations, programs, and/or committees such as Human Resource Services, the Faculty Senate, and a University Recreation Center membership, however, it appears many respondents were not aware of the "Stop-the-tenure-clock" option or the President's Commission on the Status of Individuals with Disabilities.

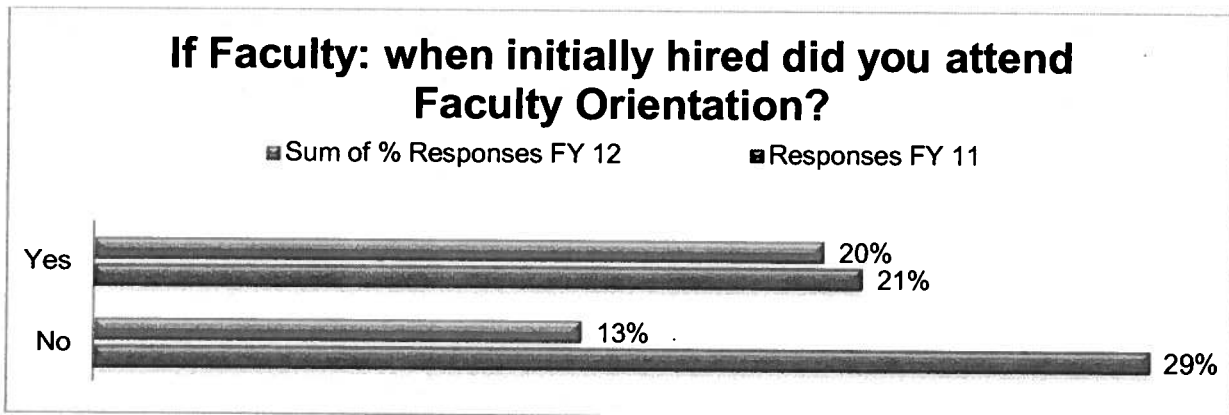
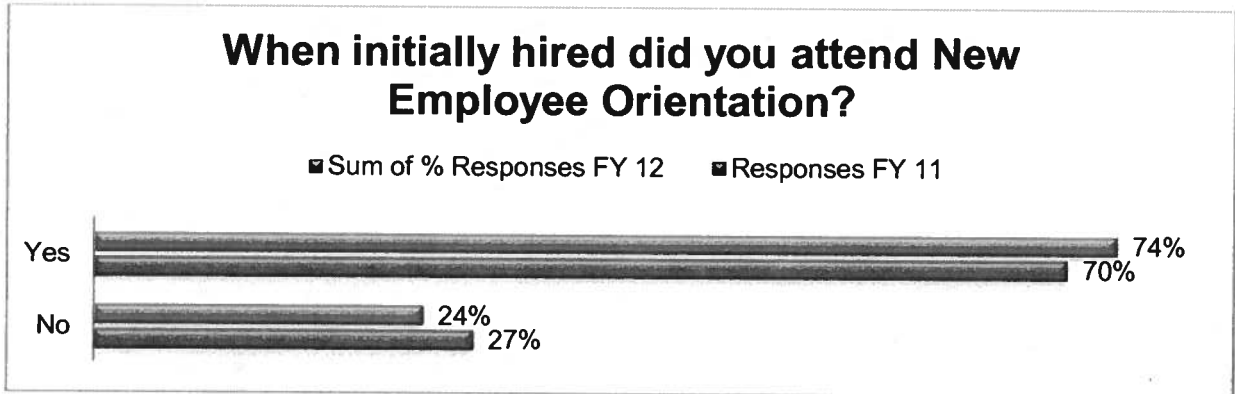
While employed at WSU please indicate all the organizations, programs, and/or committees of which you were aware.- Highest Recognition



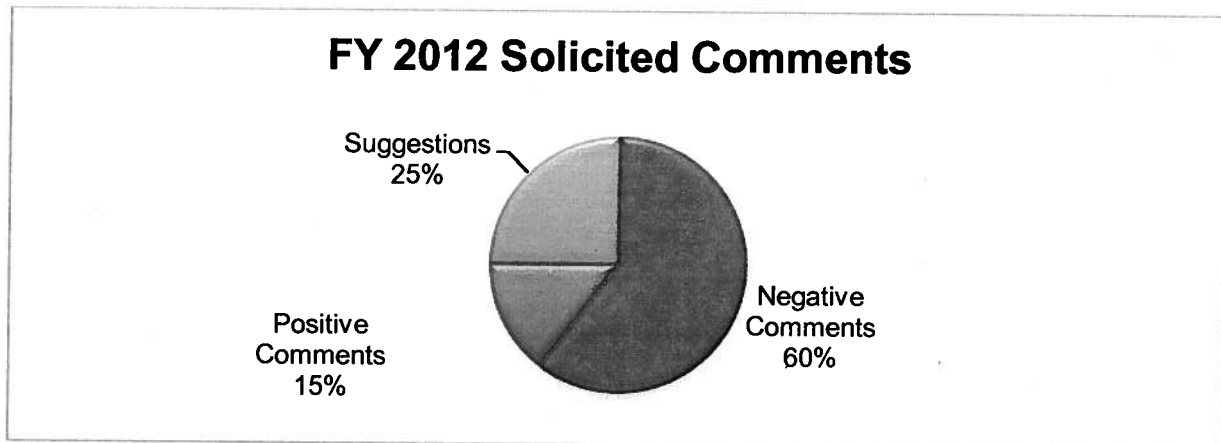
While employed at WSU please indicate all the organizations, programs, and/or committees of which you were aware.- Lowest Recognition



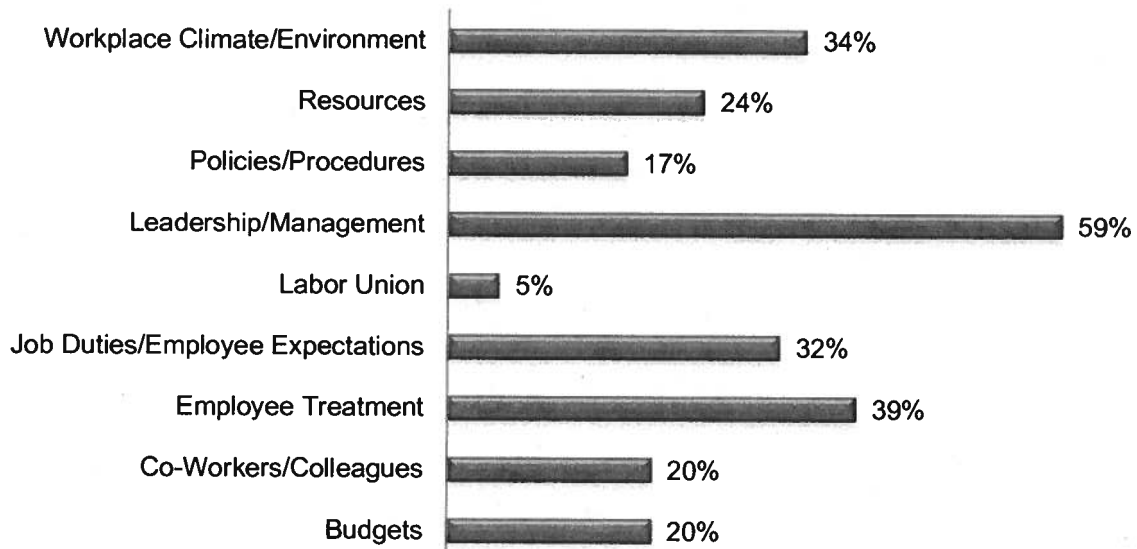
While the majority of respondents attended New Employee Orientation, most Faculty did not attend Faculty Orientation.



The majority of solicited comments were negative regarding leadership/management within WSU. Of those providing positive comments, most were in regards to co-workers/colleagues. Data is not available for FY 2011 regarding underlining themes within the comments.



FY 2012 Negative Themed Comments



FY 2012 Positive Themed Comments

