

TO: Kirk H. Schulz, Ph.D., President

FROM: Theresa Elliot-Cheslek, Associate Vice President & Chief HR Officer

DATE: August 15, 2016

SUBJECT: FY 2016 Exit Survey Summary

In a continued effort to recruit, develop, and retain an outstanding, diverse, and fully engaged workforce, Human Resource Services (HRS) invites separated employees to participate in the Washington State University (WSU) Exit Survey on a monthly basis. The survey provides separated employees with a forum to submit anonymous responses regarding their experience with WSU through an online system. The following document is intended to summarize these responses.

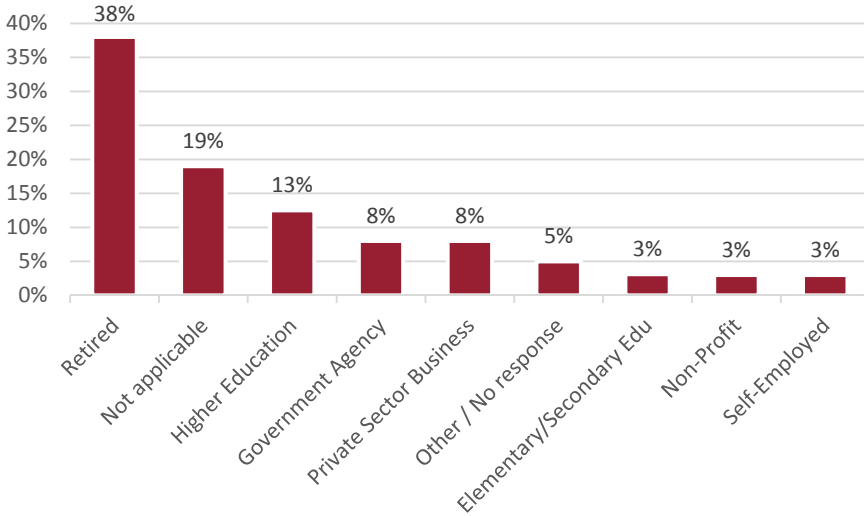
Overall, the responses received were consistent with the responses in FY 2015. Respondents indicated they enjoyed the benefits package and professional development/educational opportunities most, while the salary was enjoyed least. When asked what they enjoyed most about the workplace climate at WSU, the majority of respondents indicated co-workers/colleagues, while they least enjoyed the leadership/management. Most respondents who voluntarily separated from WSU indicated retirement as the primary reason and most would recommend WSU as an employer to others.

Since initiating the online Exit Survey, HRS has been able to identify potential trends. Response data for key survey questions from FY 2012 through FY 2016 have been compiled and showcased on pages 10-11 in the following document.

If you have any questions, please do not hesitate to contact me.

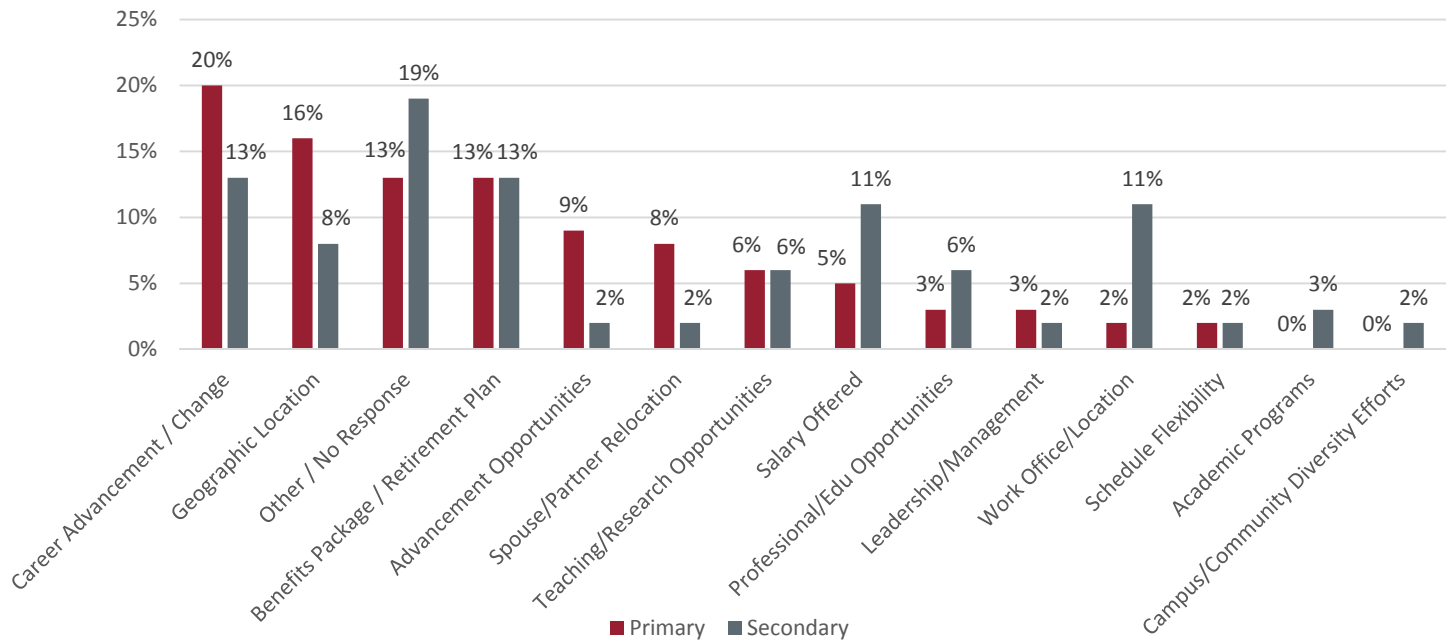
FY 2016 EMPLOYEE RESPONSES:

The following information is based on exit survey data collected from July 1, 2015 through June 30, 2016. Of the 445 Exit Survey invitations mailed to employees who separated from WSU during this time period, HRS received responses from 64 employees (approximately 14%).



NEW EMPLOYMENT OF SEPARATED EMPLOYEE: Of those who responded, the majority indicated they retired from WSU, left WSU prior to securing other employment or left WSU to work for another higher education institution.

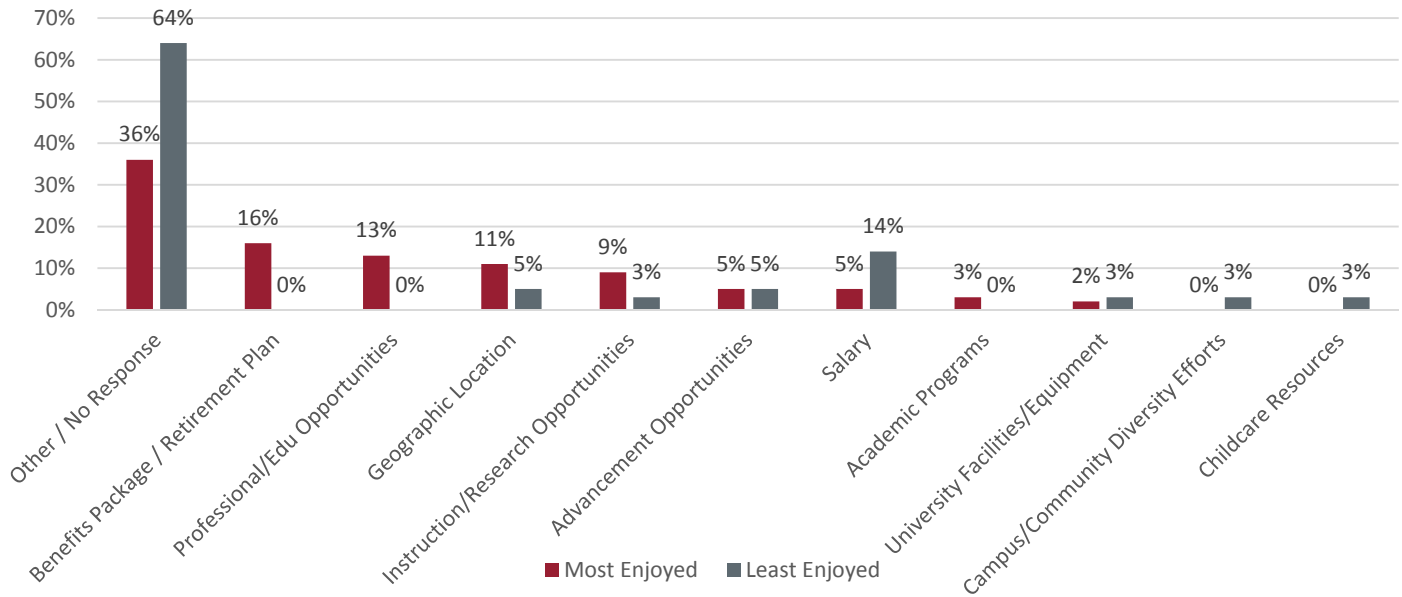
REASON FOR SEEKING EMPLOYMENT AT WSU: The majority of respondents indicated the primary reason they sought employment at WSU was due to career advancement/change. The majority of respondents cited the benefits package/retirement plan and salary offered as the secondary reason.



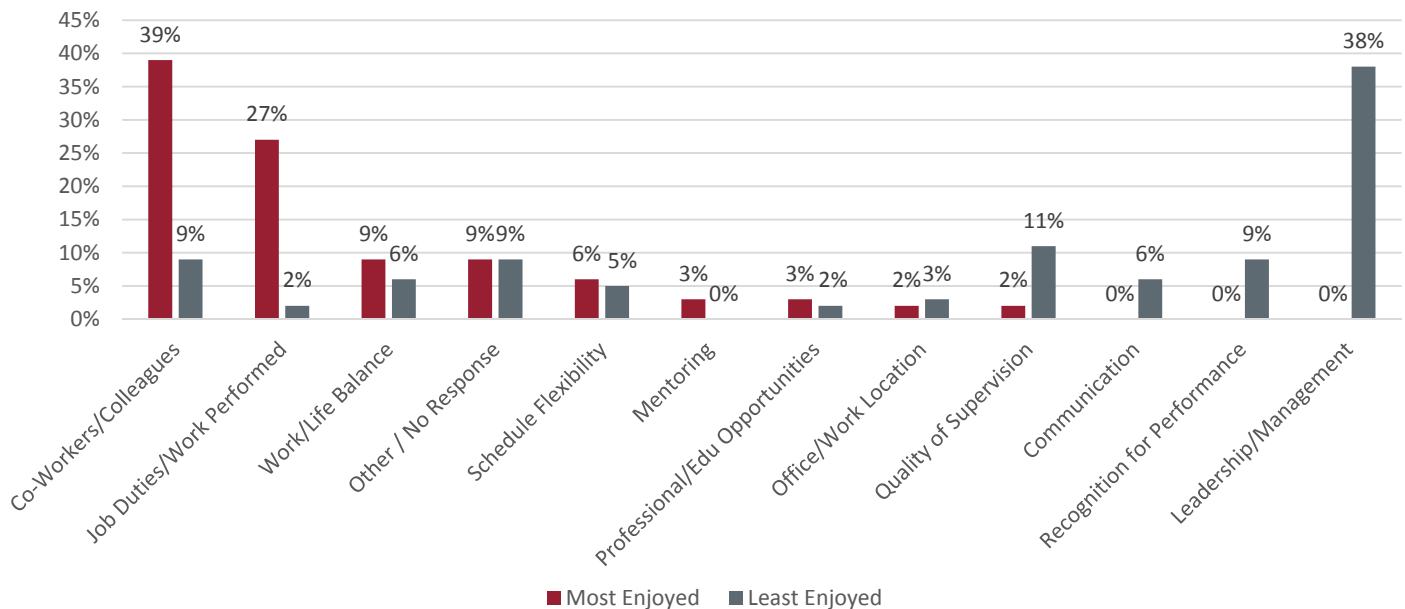
*No respondents indicated University Facilities/Equipment as their primary or secondary reason for seeking employment at WSU.

FY 2016 EMPLOYEE RESPONSES CONTINUED:

EMPLOYMENT FACTORS: Based on responses received regarding employment and job factors, individuals separating from WSU indicated they most enjoyed the benefits package and retirement plans, professional development and educational opportunities, and geographic location. Conversely, individuals indicated salary and lack of advancement opportunities as factors they enjoyed least.

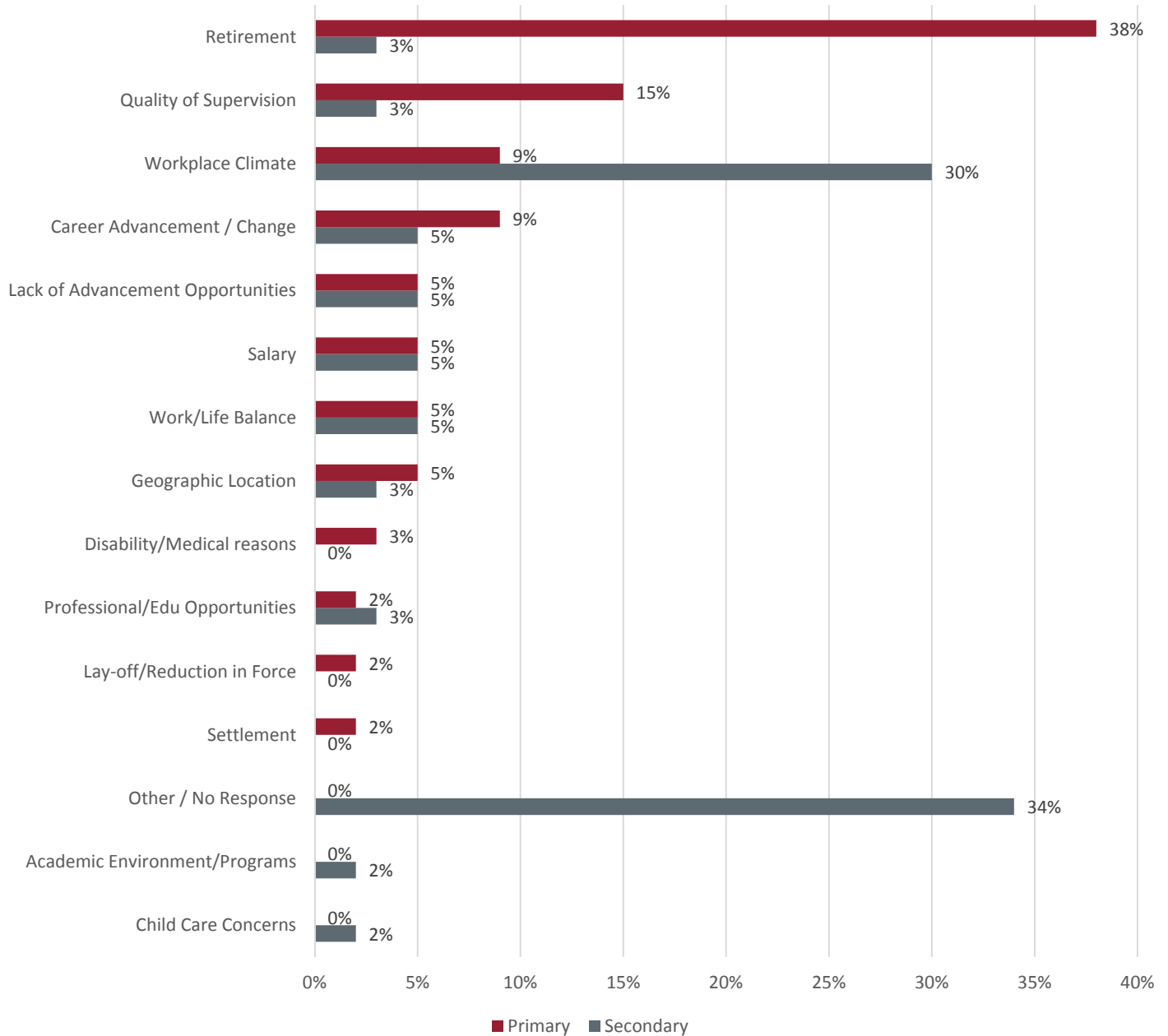


WORKPLACE CLIMATE FACTORS: Based on responses received regarding workplace climate, individuals most enjoyed their co-workers and colleagues and the work they performed, but least enjoyed leadership and/or management and the quality of supervision within WSU.



FY 2016 EMPLOYEE RESPONSES CONTINUED:

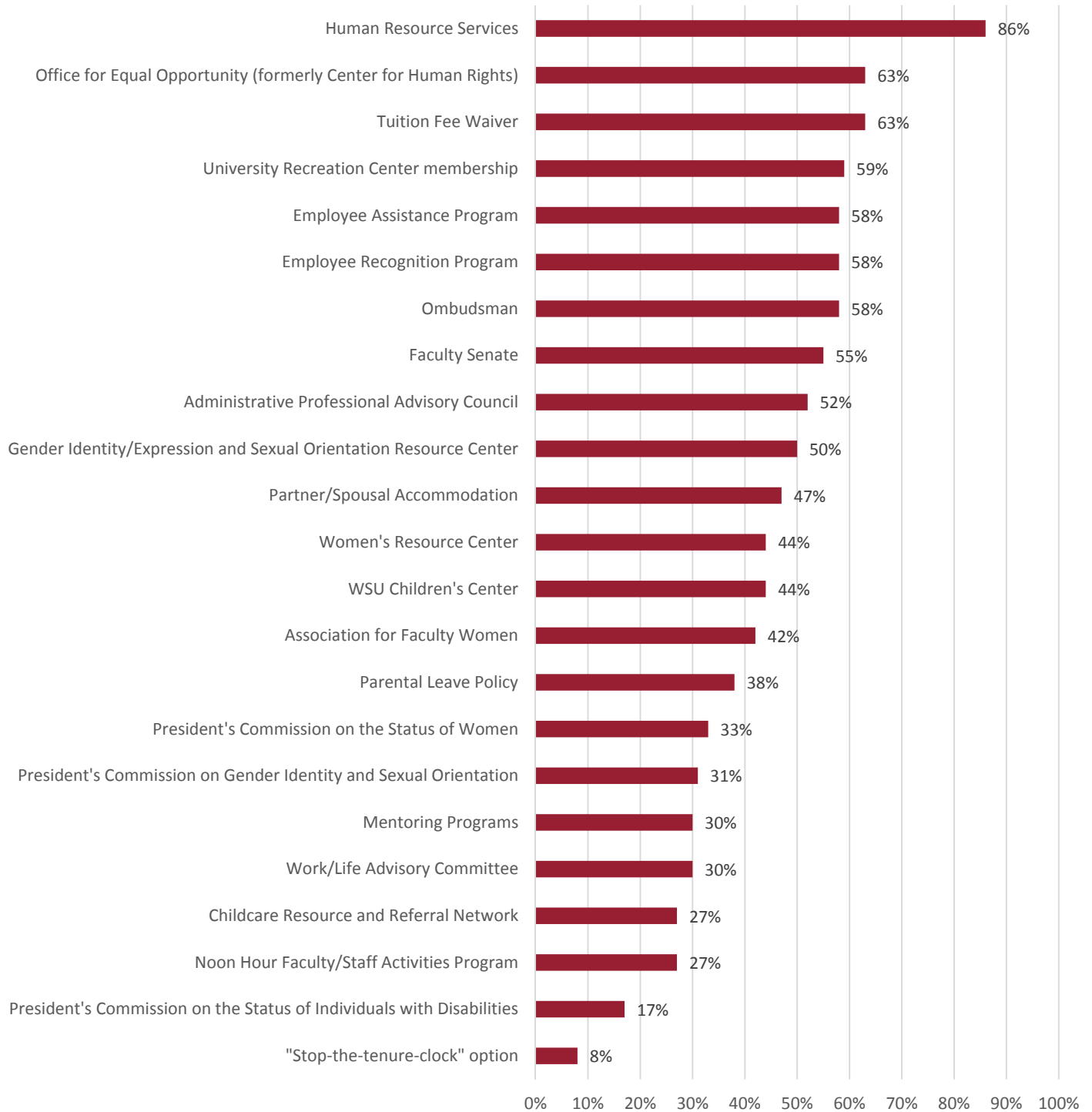
SEPARATION REASON: Aside from retirement, the respondents indicated the primary reason for leaving WSU was due to the quality of supervision and workplace climate.



**No respondents indicated Benefits Package, Discontinued AP Appointment, Lack of Diversity Efforts, Housing Concerns, Non-Renewal of Temporary AP Appointment, Spouse/Partner Unable to Secure Employment, Teaching/Research Opportunities, Termination for Cause, or University Facilities/Equipment as their reason for separating from WSU.*

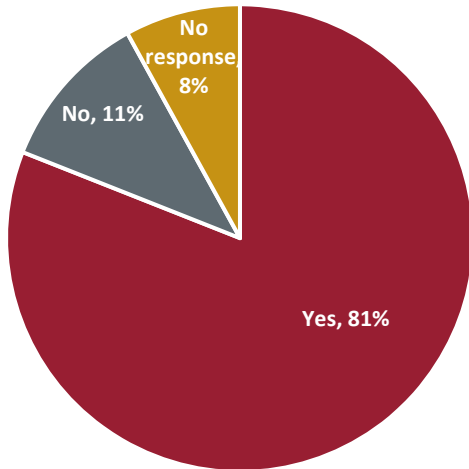
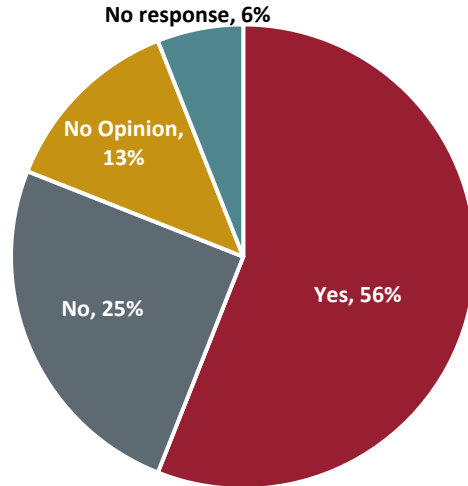
FY 2016 EMPLOYEE RESPONSES CONTINUED:

ORGANIZATION / PROGRAM / COMMITTEE AWARENESS: The following graph illustrates the organizations, programs, and committees respondents were aware of at WSU.



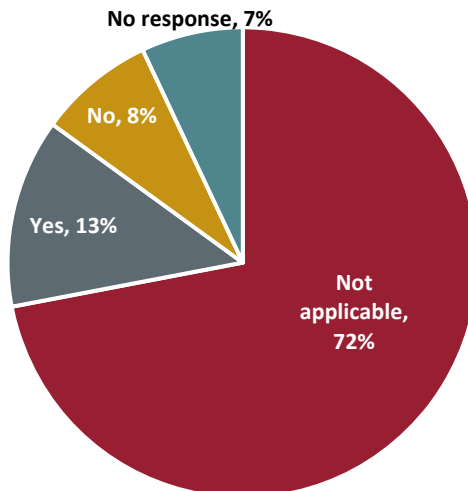
FY 2016 EMPLOYEE RESPONSES CONTINUED:

RECOMMEND WSU TO OTHERS: The majority of respondents indicated they would recommend WSU as an employer to others.



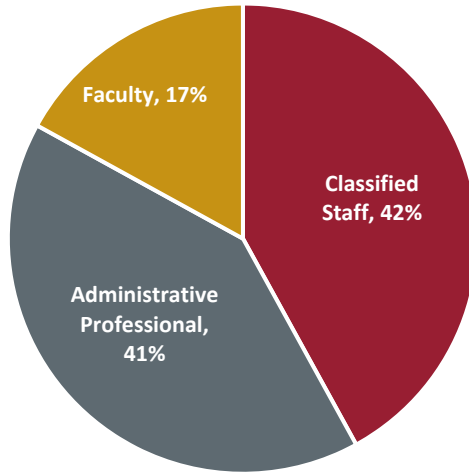
NEW EMPLOYEE ORIENTATION: The majority of respondents attended New Employee Orientation upon initial hire.

FACULTY ORIENTATION: The majority of Faculty respondents attended Faculty Orientation upon initial hire.

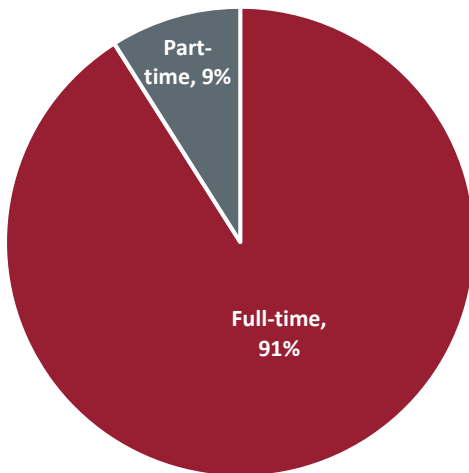


FY 2016 EMPLOYEE DEMOGRAPHICS:

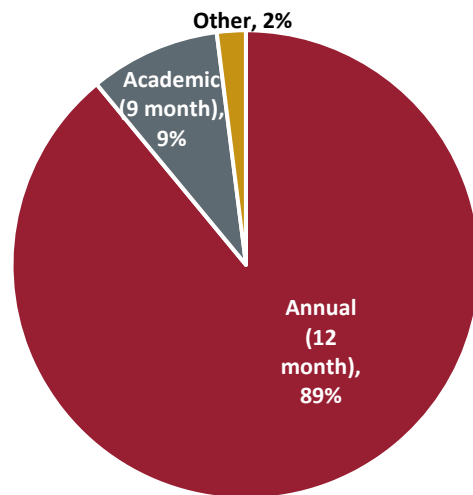
EMPLOYEE CATEGORY:



FULL-TIME OR PART-TIME:

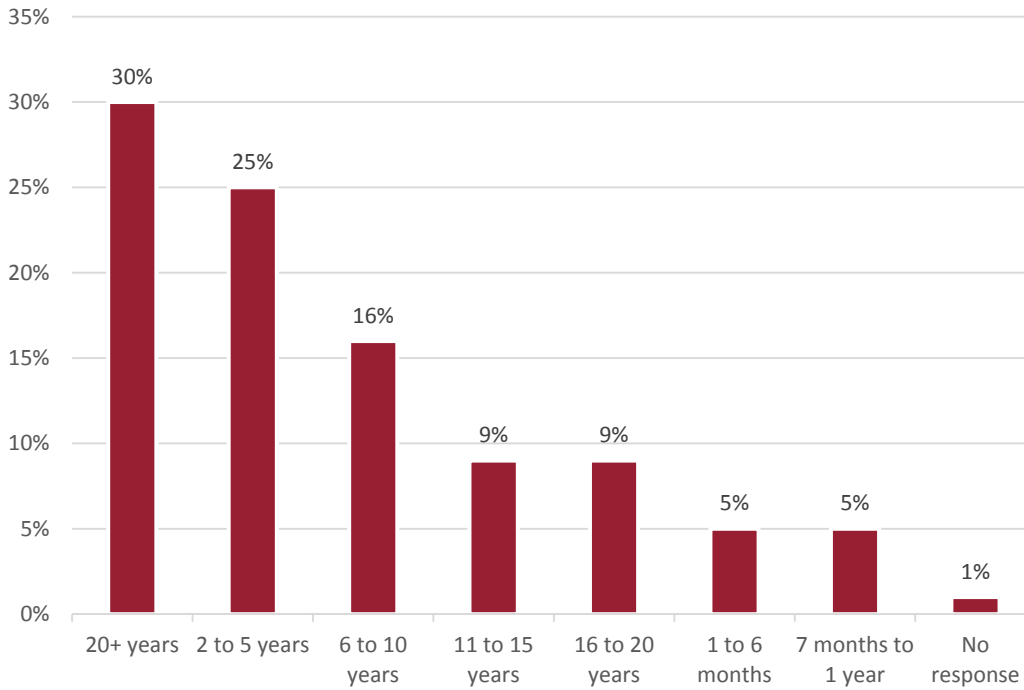


APPOINTMENT TERM:

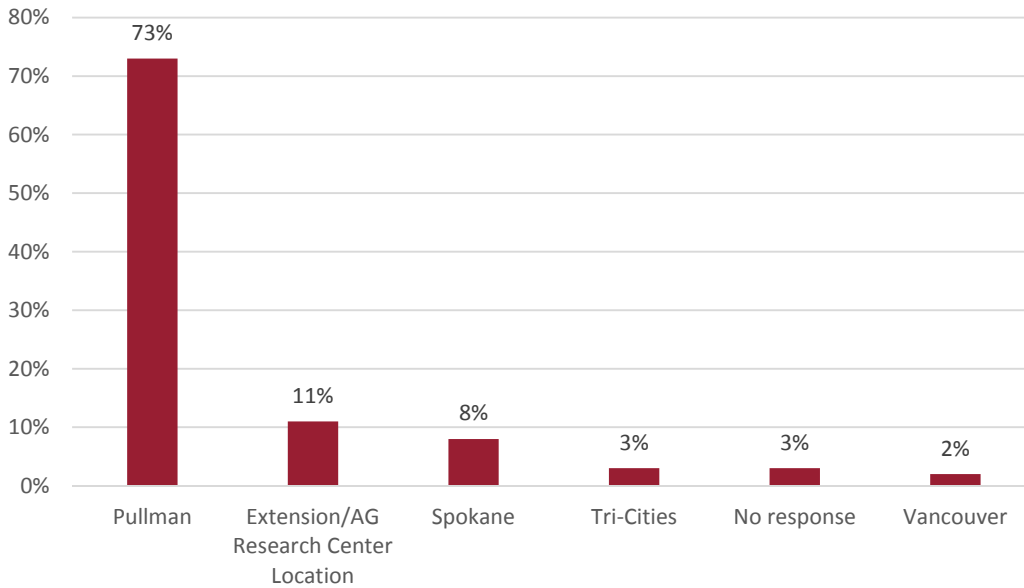


FY 2016 EMPLOYEE DEMOGRAPHICS CONTINUED:

MONTHS/YEARS EMPLOYED BY WSU:



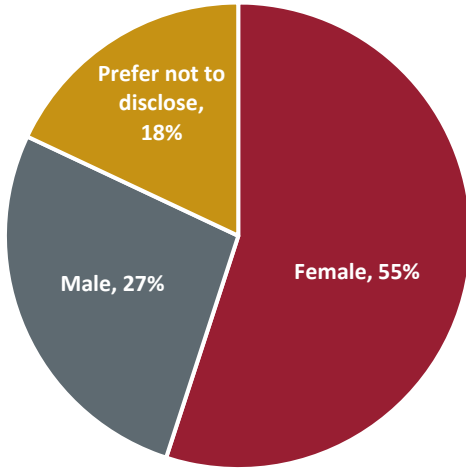
WSU CAMPUS EMPLOYED BY:



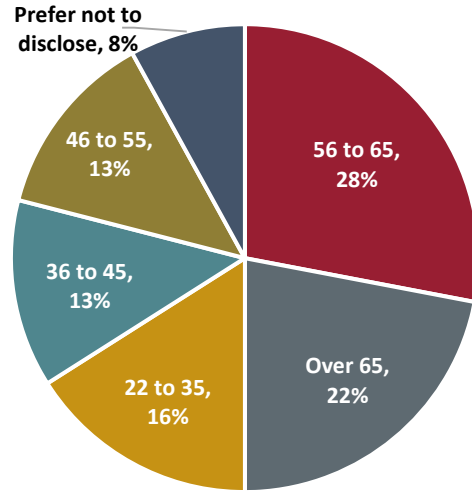
**No respondents indicated Everett or Downtown Seattle as their campus of employment.*

FY 2016 EMPLOYEE DEMOGRAPHICS CONTINUED:

GENDER:

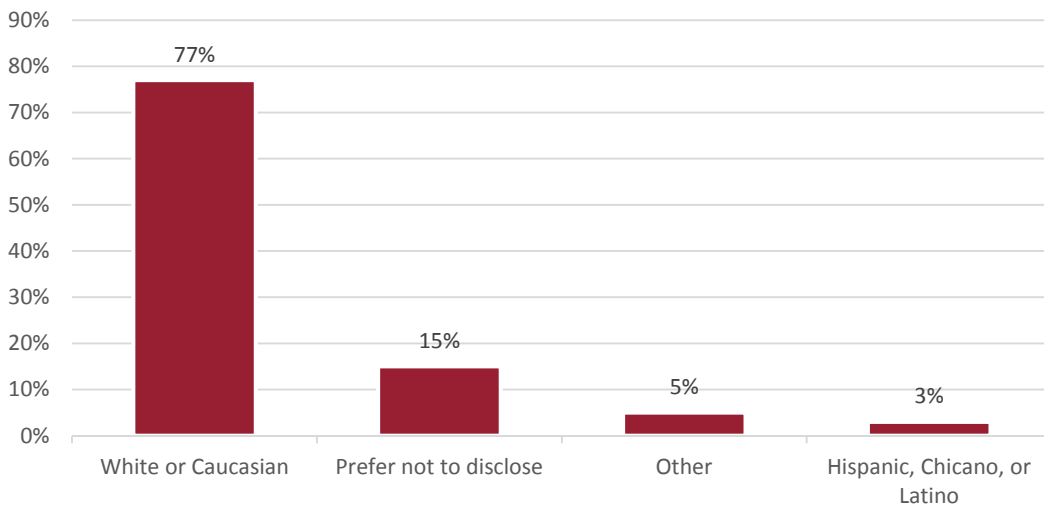


AGE:



**No respondents indicated 18 to 21 as their age.*

ETHNIC BACKGROUND:

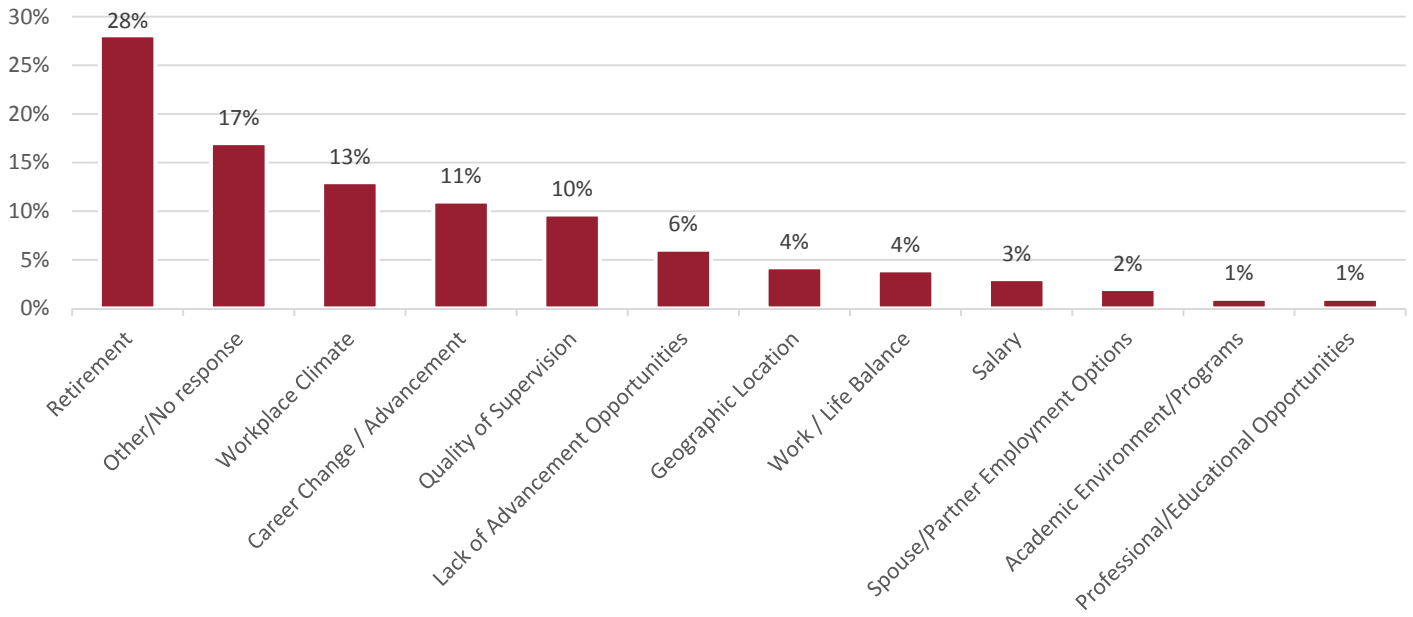


**No respondents indicated American Indian or Alaskan Native, Asian, Black or African American, or Native Hawaiian or Pacific Islander as their ethnic background.*

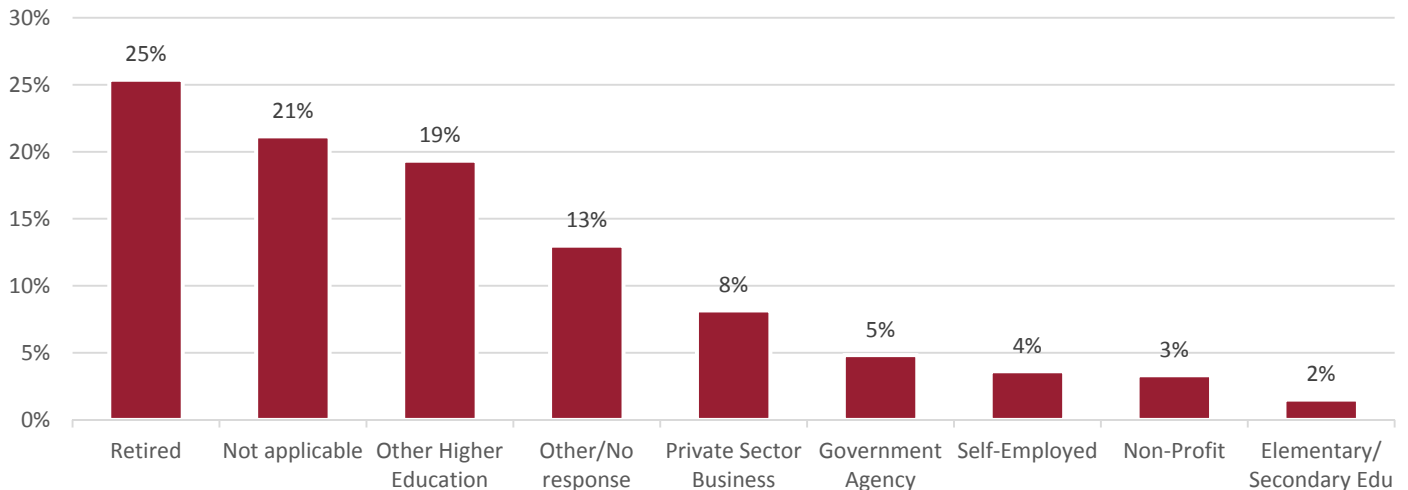
FY 2012 - FY 2016 COMBINED RESPONSES:

The following information is based on exit survey data collected from July 2012 - June 2016. Since July 2012, HRS has sent a total of 2,233 exit survey invitations, with a return rate of just under 15%. Of responses received, 46.5% of respondents indicated they were Administrative Professional, 39.6% Classified Staff, and 13.9% Faculty.

PRIMARY SEPARATION REASON: Since 2012, of those who responded, aside from retirement, the majority of individuals separating by their own choice indicated the primary reason for leaving WSU was due to workplace climate concerns or career changes/advancement for self or spouse/partner.

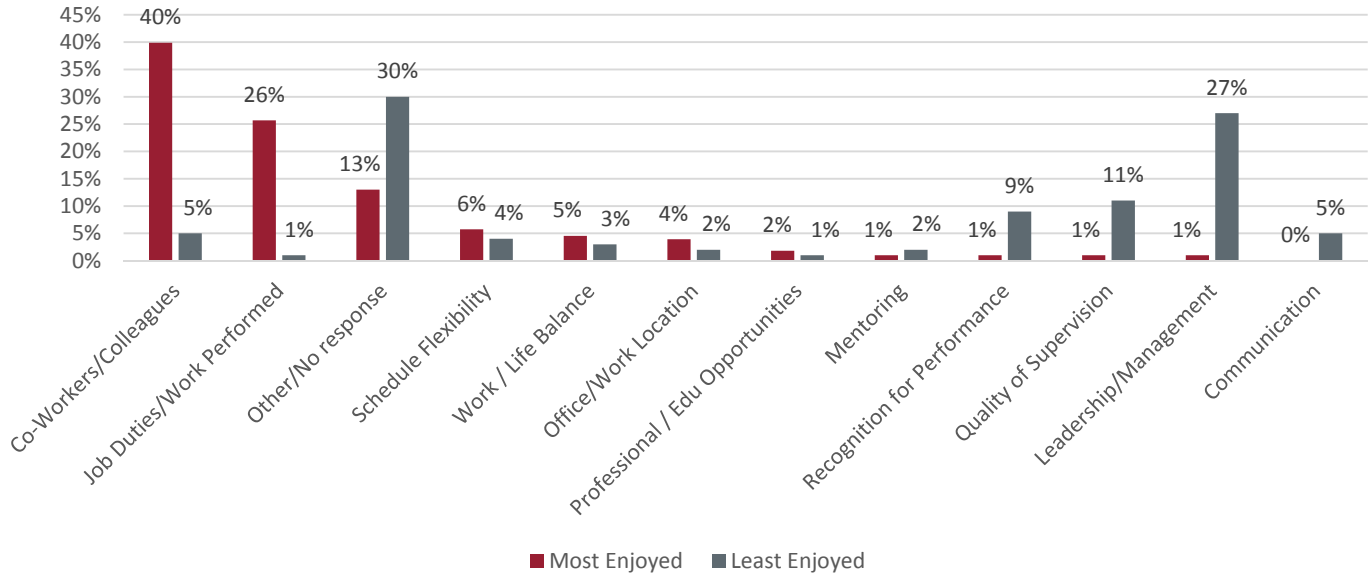


NEW EMPLOYMENT OF SEPARATED EMPLOYEE: Since 2012, of those who responded, the majority indicated they retired, left WSU prior to securing other employment, or left WSU to work for another higher education institution.



FY 2012 - FY 2016 COMBINED RESPONSES CONTINUED:

WORKPLACE CLIMATE FACTORS: Based on responses received over the five year period, within the workplace climate, individuals most enjoyed their co-workers, colleagues and the work they perform, and least enjoyed leadership/management and the quality of supervision within WSU.



EMPLOYMENT FACTORS: Based on responses received over the five year period regarding employment and job factors, individuals separating WSU indicated they enjoyed the geographic location, benefits package and retirement plans, and research and/or instructional opportunities the most. Conversely, individuals indicated lack of advancement opportunities and salary as factors they enjoyed least.

