



WASHINGTON STATE UNIVERSITY
Human Resource Services

TO: Kirk H. Schulz, President

FROM: Theresa Elliot-Cheslek, Vice President and Chief Human Resource Officer

DATE: March 4, 2024

SUBJECT: FY 2023 Exit Survey Summary (July 1, 2022 - June 30, 2023)

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 upon their separation. The survey provides separated employees with a forum to submit anonymous responses regarding their experience with WSU through Workday. The following document is intended to summarize these responses.

Respondents indicated they enjoyed professional development / educational opportunities, benefits package, research opportunities and geographic location of WSU most, while their salary and advancement opportunities within their jobs were enjoyed least. When asked what they enjoyed most about the workplace climate at WSU, the majority of respondents indicated co-workers/colleagues and their job duties/work performed, while they least enjoyed the leadership/management and work/life balance. Most respondents who voluntarily separated from WSU indicated career advancement for themselves and quality of supervision as primary reasons. Fifty-three percent of those who responded indicated they would recommend WSU as an employer to others and Eighty-eight percent of those who separated attended new employee orientation.

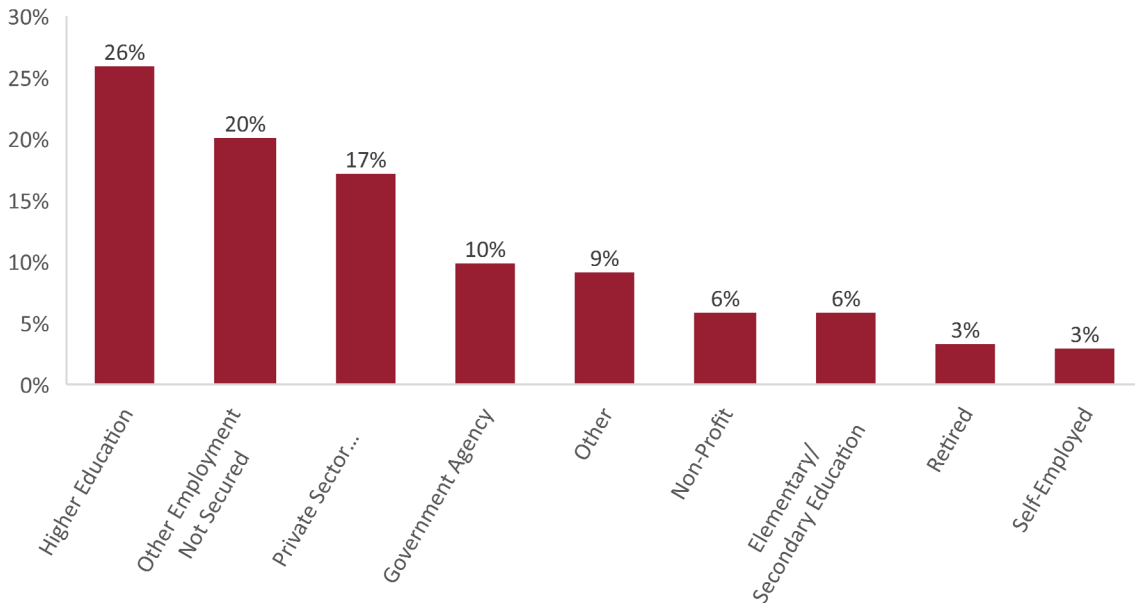
For FY 2024 HRS will continue its efforts to increase the response rate which will include evaluating communication avenues. In addition, HRS will work with individual colleges by sharing area reports, highlighting areas of opportunities and providing recommendations.

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



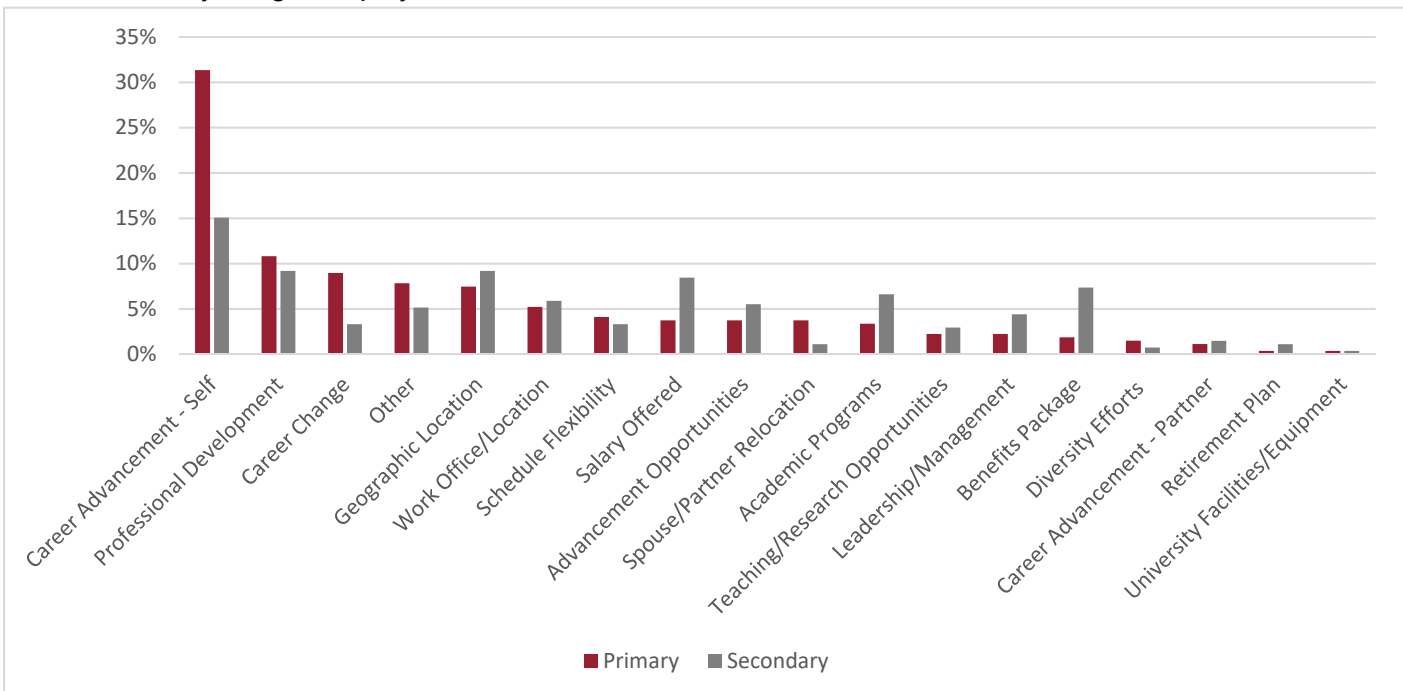
FY 2022-2023 EMPLOYEE RESPONSES:

The following information is based on exit survey data collected from July 1, 2022 through June 30, 2023. Of the Exit Survey invitations sent to employees through Workday to employees who separated from WSU during this time period, HRS received responses from 273 employees for a response return rate of 41.3%.



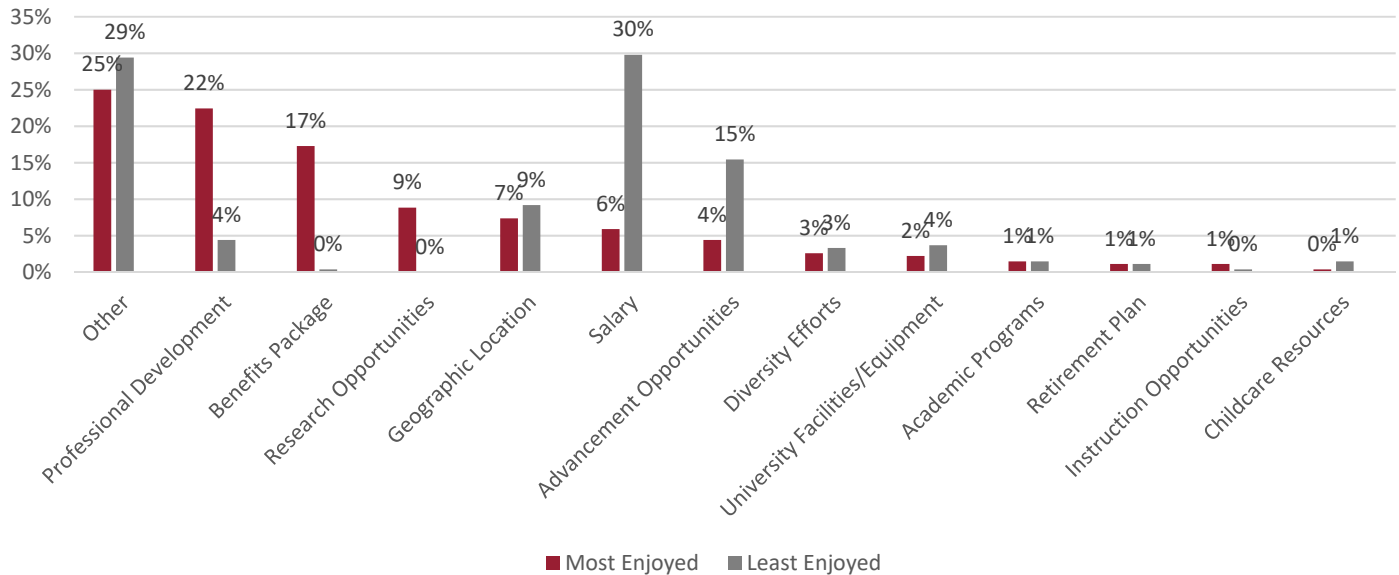
NEW EMPLOYMENT OF SEPARATED EMPLOYEE: Of those who responded, the majority indicated they left WSU to work for other higher education institutions, had not secured other employment or to work in private sector.

REASON FOR SEEKING EMPLOYMENT AT WSU: The majority of respondents indicated the primary reason they sought employment at WSU was for career advancement for themselves. The majority of respondents cited career advancement, professional development, geographic location and salary offered as the secondary reasons they sought employment outside of WSU.

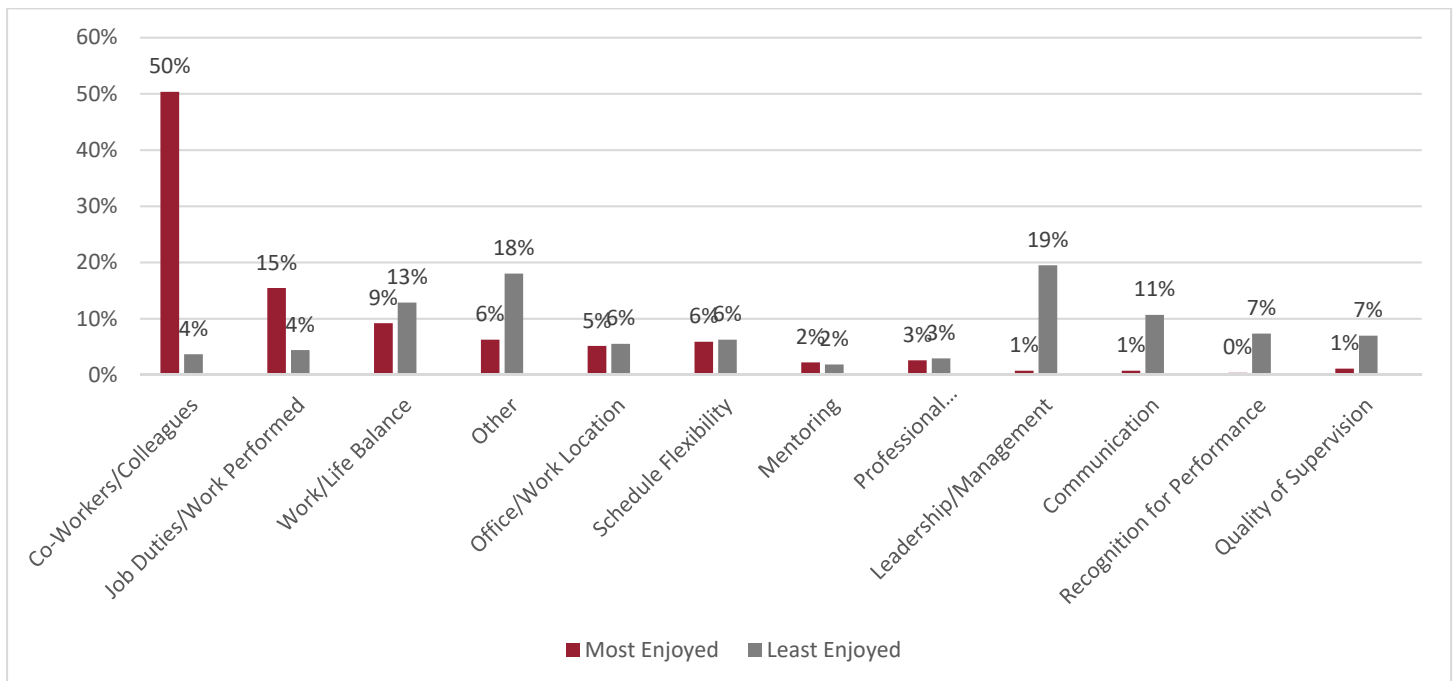




EMPLOYMENT FACTORS: Based on responses received regarding employment and job factors, individuals separating from WSU indicated they most enjoyed other, which many of the responses were about the people: co-workers, colleagues, students and external community members as well as the professional development opportunities and our benefits package, while individuals indicated salary and lack of advancement opportunities were the factor they enjoyed least.



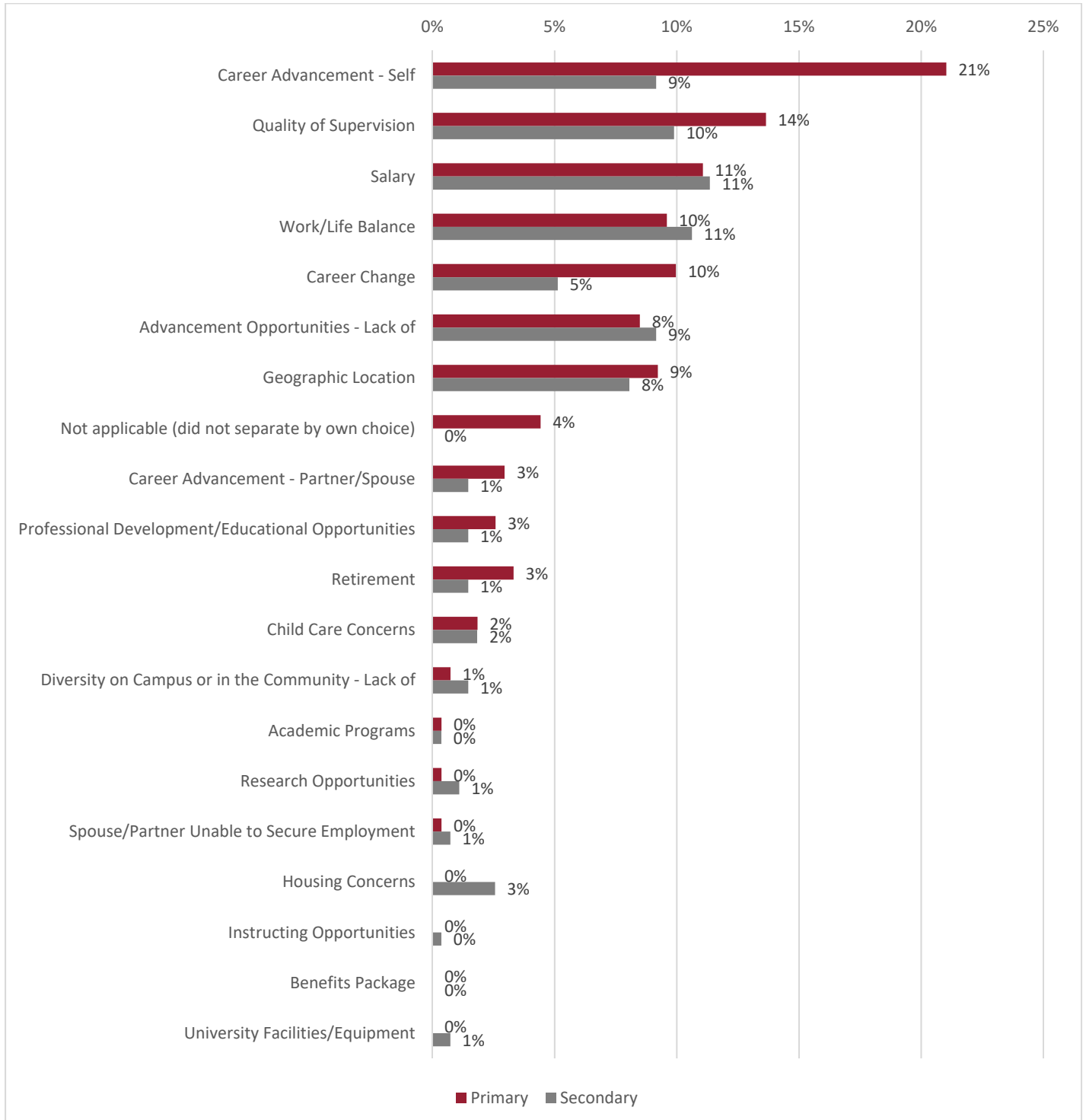
WORKPLACE CLIMATE FACTORS: Based on responses received regarding workplace climate, individuals most enjoyed their co-workers and colleagues and their job duties and work they performed, but least enjoyed leadership and/or management, work/life balance and communication within WSU.





FY 2022-2023 EMPLOYEE RESPONSES CONTINUED:

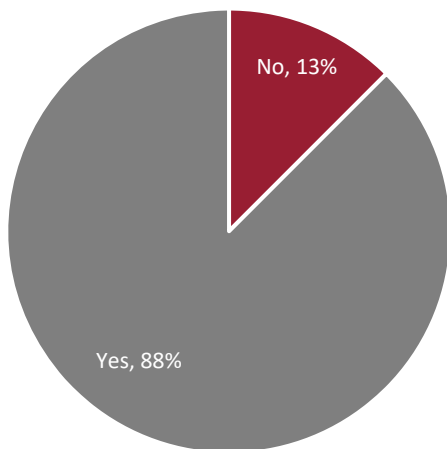
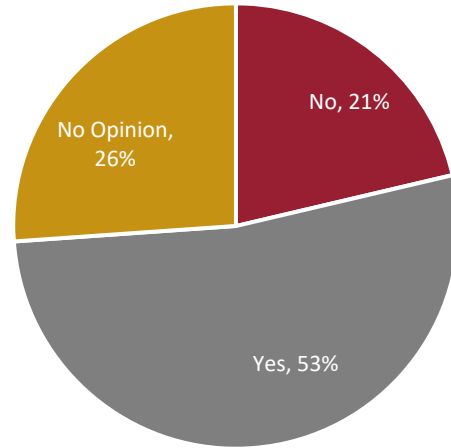
SEPARATION REASON: Respondents indicated the primary reason for leaving WSU was due to the lack of career advancement opportunities, the quality of supervision, salary, and work/life balance.





FY 2022-2023 EMPLOYEE RESPONSES CONTINUED:

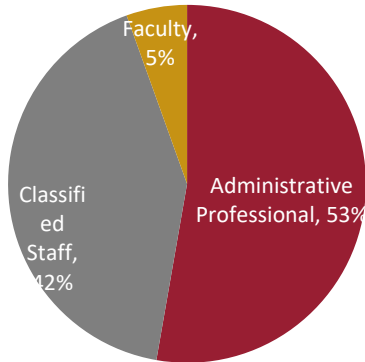
RECOMMEND WSU TO OTHERS: More than half of respondents indicated they would recommend WSU as an employer to others.



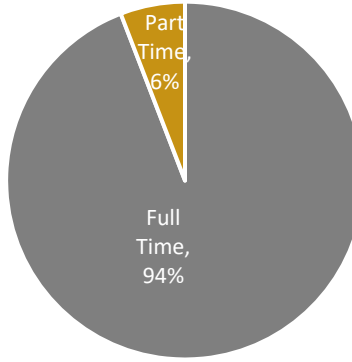
NEW EMPLOYEE ORIENTATION: A majority of the respondents attended new employee orientation upon initial hire.



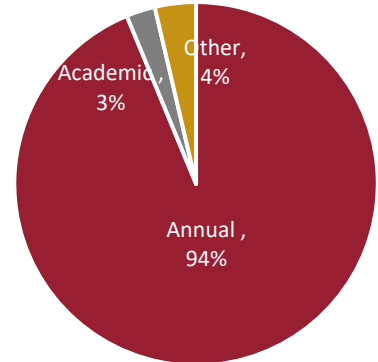
FY 2022-2023 EMPLOYEE DEMOGRAPHICS:



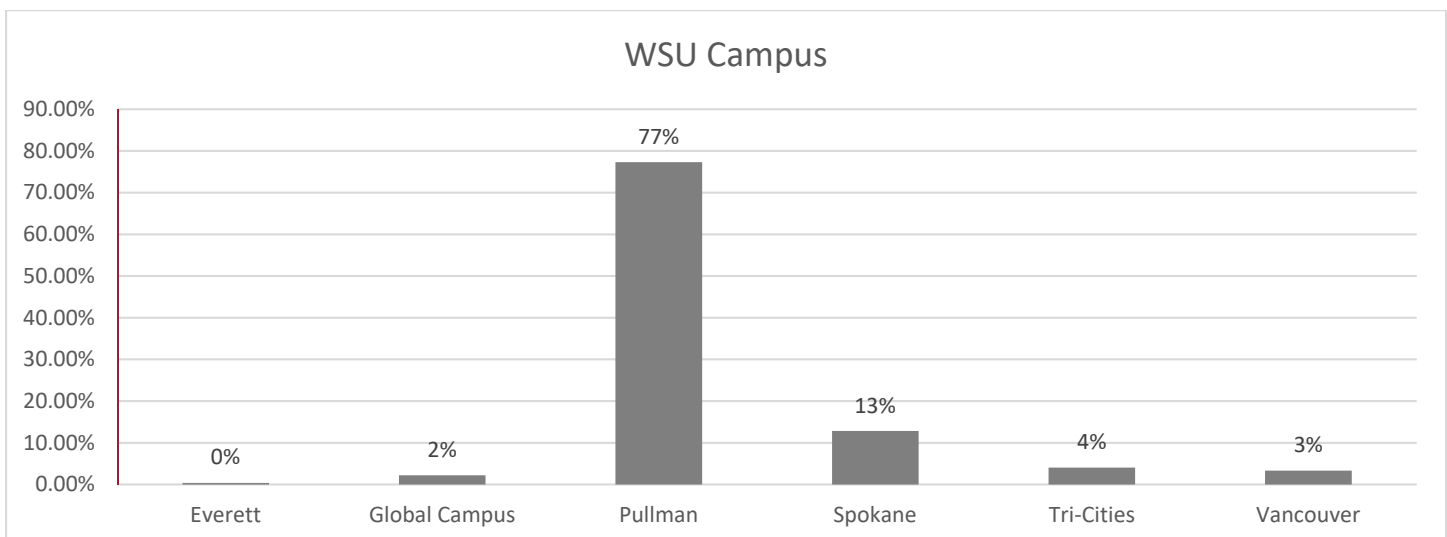
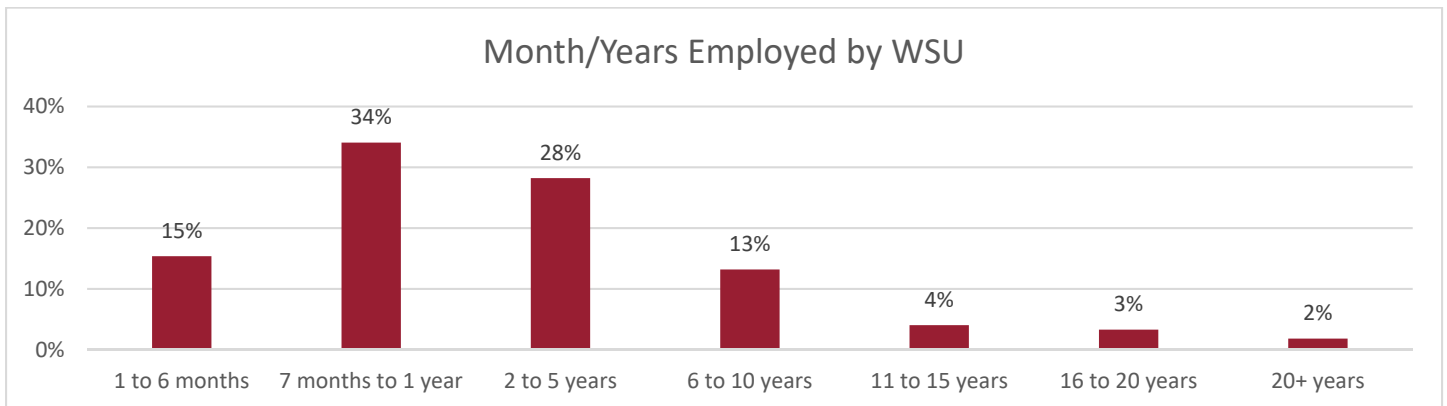
EMPLOYEE CATEGORY



FULL TIME / PART TIME



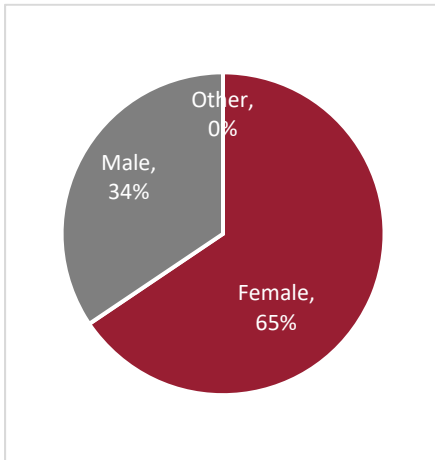
APPOINTMENT TERM



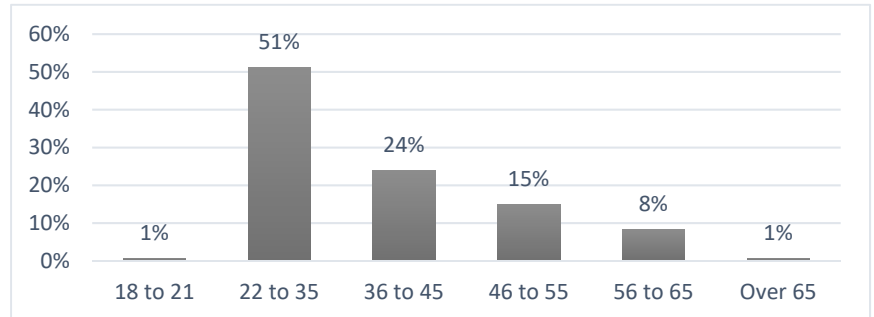


FY 2022 - 2023 EMPLOYEE DEMOGRAPHICS CONTINUED:

GENDER:



AGE:



ETHNIC BACKGROUND:

