



TO: Kirk H. Schulz, President

FROM: Jennifer Klein, Interim Vice President and Chief Human Resource Officer

DATE: January 6, 2025

SUBJECT: FY 2024 Exit Survey Summary (July 1, 2023 – June 30, 2024)

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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 presents and summarizes key findings from recently departed employee experiences highlighting major themes regarding reasons for departure, areas of satisfaction and dissatisfaction with WSU including, but not limited to culture, compensation, career development opportunities, and management practices.

#### **Positive Aspects of Employment**

- Respondents indicated they enjoyed professional development / educational opportunities available to them, their benefits package, and geographic location of WSU most
- When asked what they enjoyed most about the workplace climate at WSU, the majority of respondents indicated they enjoyed working with their co-workers/colleagues, work/life balance opportunities and their job duties and the work they performed
- Eighty-two percent of those who separated attended the new employee orientation

#### **Top Reasons for Leaving / Dissatisfaction**

- Most respondents who voluntarily separated from WSU indicated lack of career advancement for themselves and low salary as primary reasons
- When asked about their job, respondents indicated they least enjoyed leadership and/or management

#### **Areas for Improvement**

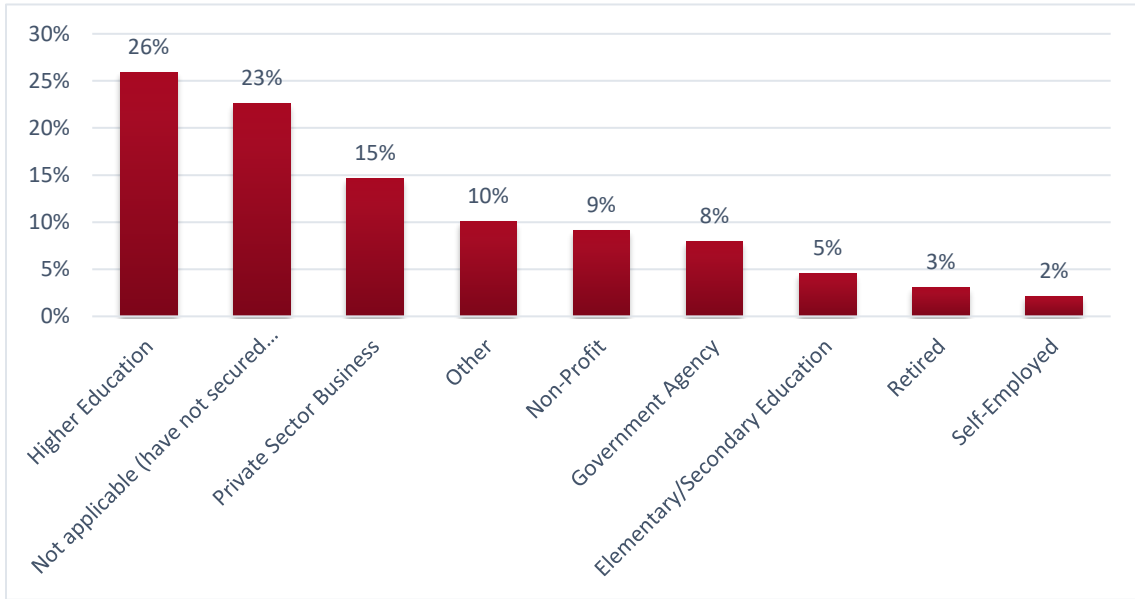
- HRS will continue its efforts to increase the response rate which will include evaluating communication avenues.
- HRS will work with individual colleges by sharing area reports, highlighting areas of opportunities and providing recommendations for improvement based on the survey results.

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



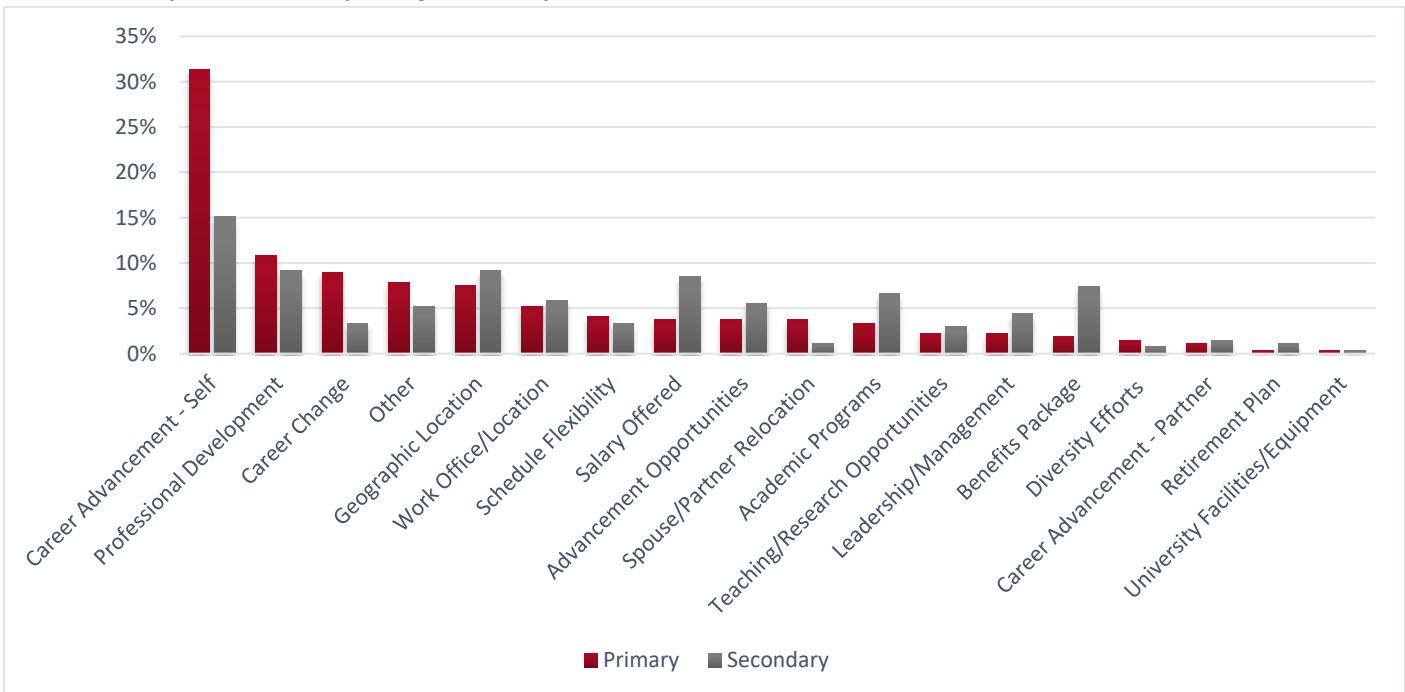
**FY 2023-2024 EMPLOYEE RESPONSES:**

The following information is based on exit survey data collected from July 1, 2023, through June 30, 2024. Of the Exit Survey invitations sent to employees through Workday to employees who separated from WSU during this time period, HRS received responses from 328 employees for a response return rate of 36%.



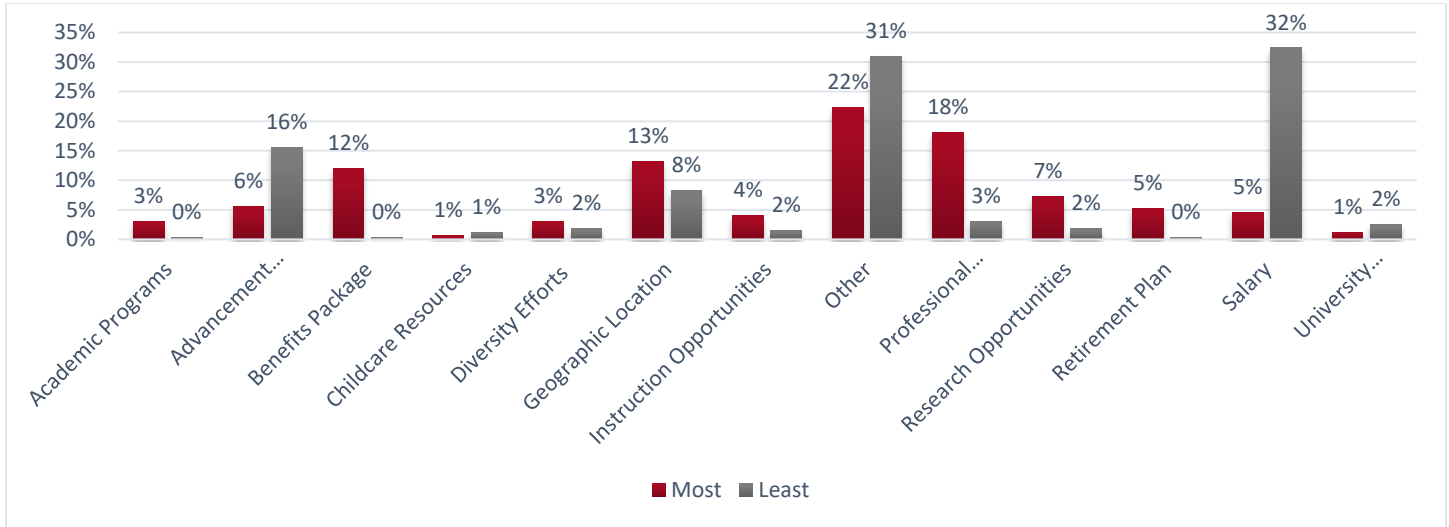
**NEW EMPLOYMENT OF SEPARATED EMPLOYEE:** Of those who responded, the majority indicated they left WSU to work for other higher education institutions, had not secured other employment or to work in private sector.

**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, geographic location, benefits package and academic environment / programs as the secondary reasons they sought employment at WSU.

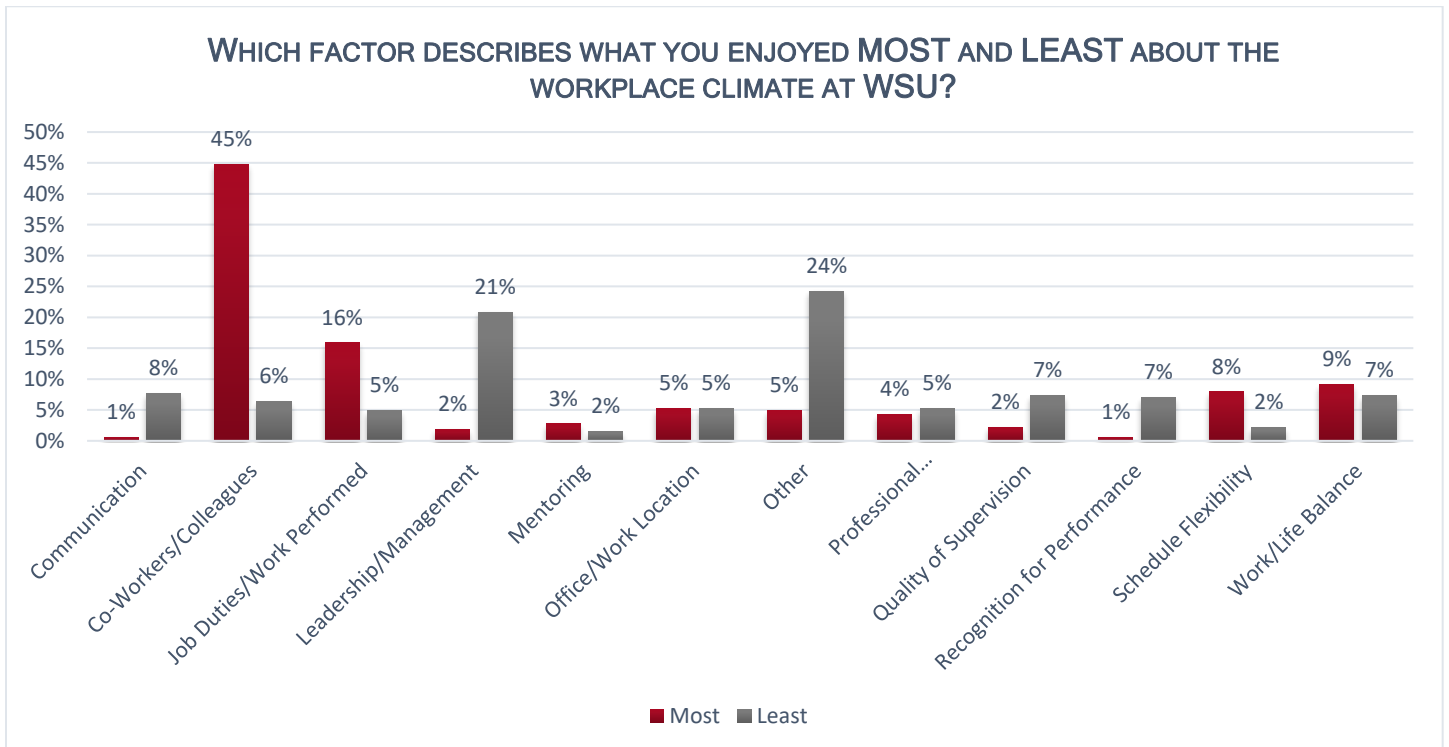




**EMPLOYMENT FACTORS:** Based on responses received regarding employment and job factors, individuals separating from WSU indicated they most enjoyed other, which many of the responses were about the people: co-workers, colleagues, students and external community members as well as the professional development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



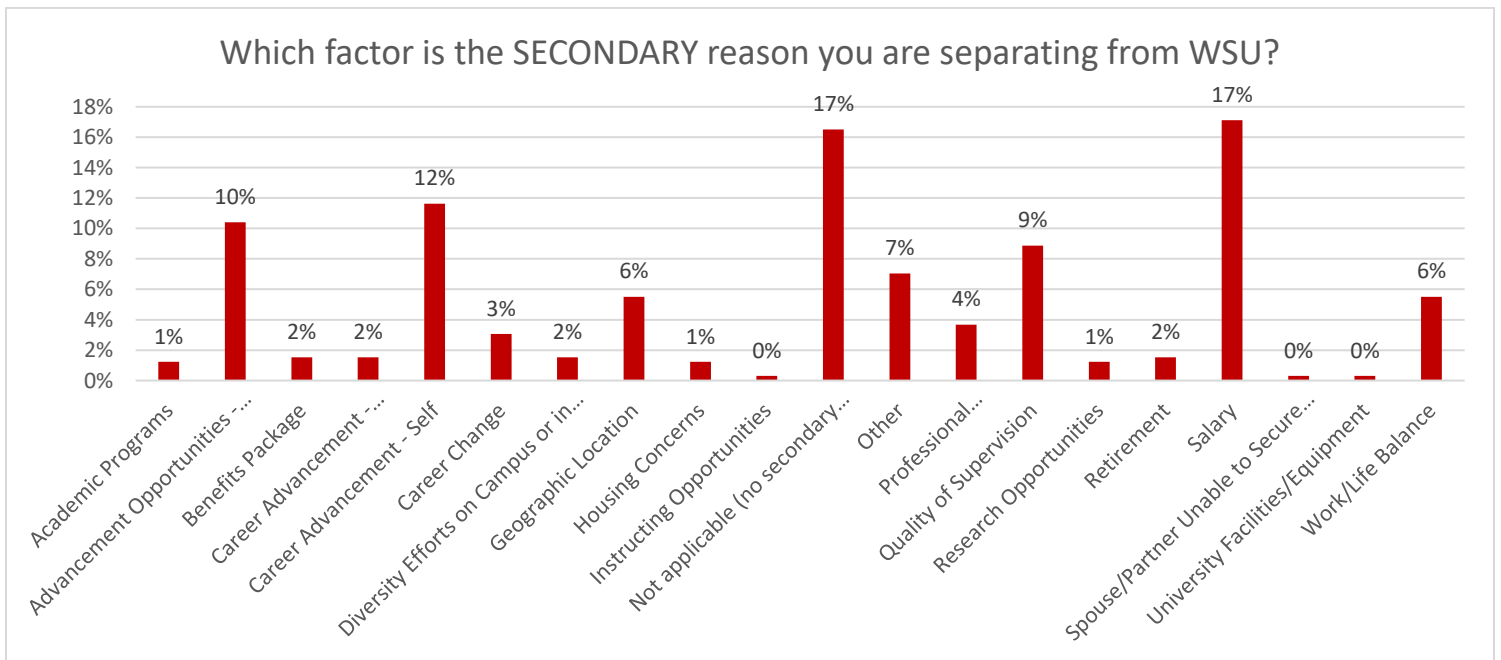
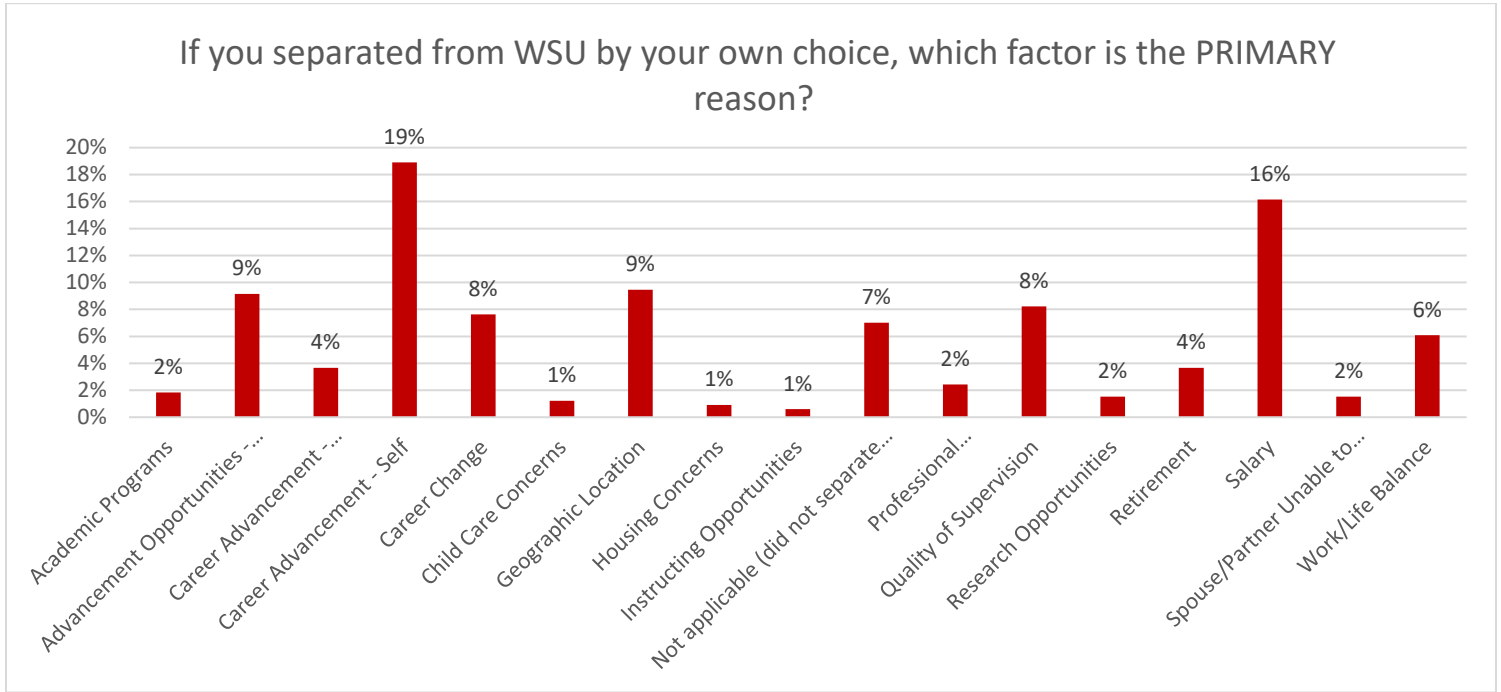
**WORKPLACE CLIMATE FACTORS:** Based on responses received regarding workplace climate, individuals most enjoyed their co-workers and colleagues and their job duties and work they performed, but least enjoyed leadership and/or management, communication, quality of supervision and recognition of performance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





FY 2023-2024 EMPLOYEE RESPONSES CONTINUED:

SEPARATION REASON: Respondents indicated the primary and secondary reasons for leaving WSU were due to the lack of career advancement opportunities, salary, geographic location and the quality of supervision.

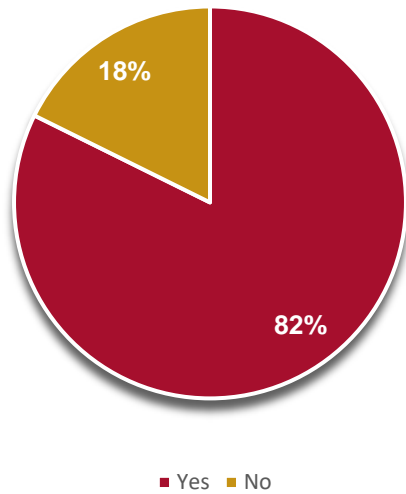
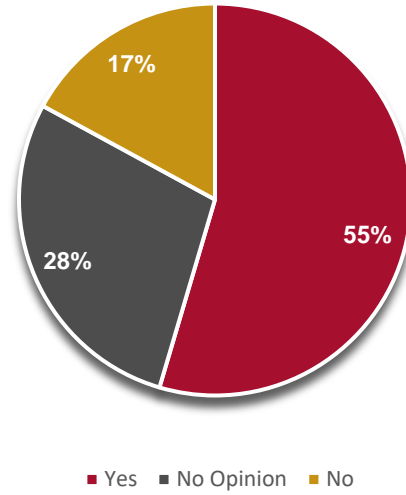




FY 2023-2024 EMPLOYEE RESPONSES CONTINUED:

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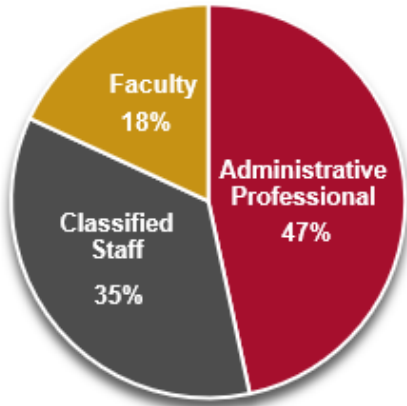
**WOULD YOU RECOMMEND WSU AS AN EMPLOYER TO OTHERS?:** More than half of respondents indicated they would recommend WSU as an employer to others.



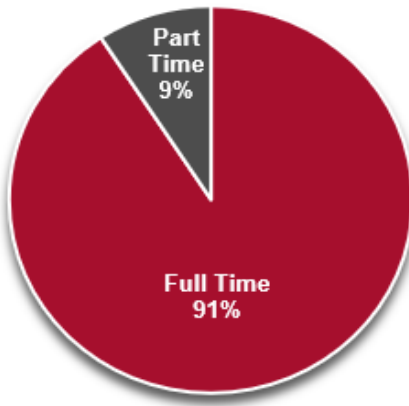
**WHEN INITIALLY HIRED, DID YOU ATTEND NEW EMPLOYEE ORIENTATION:** A majority of the respondents attended new employee orientation upon initial hire.



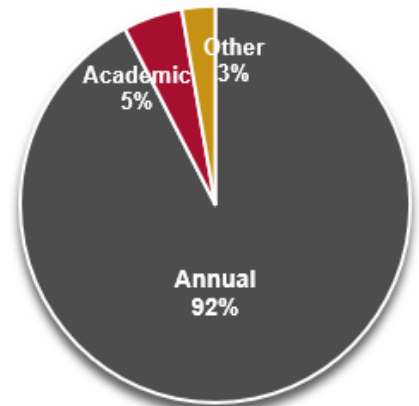
FY 2023-2024 EMPLOYEE DEMOGRAPHICS:



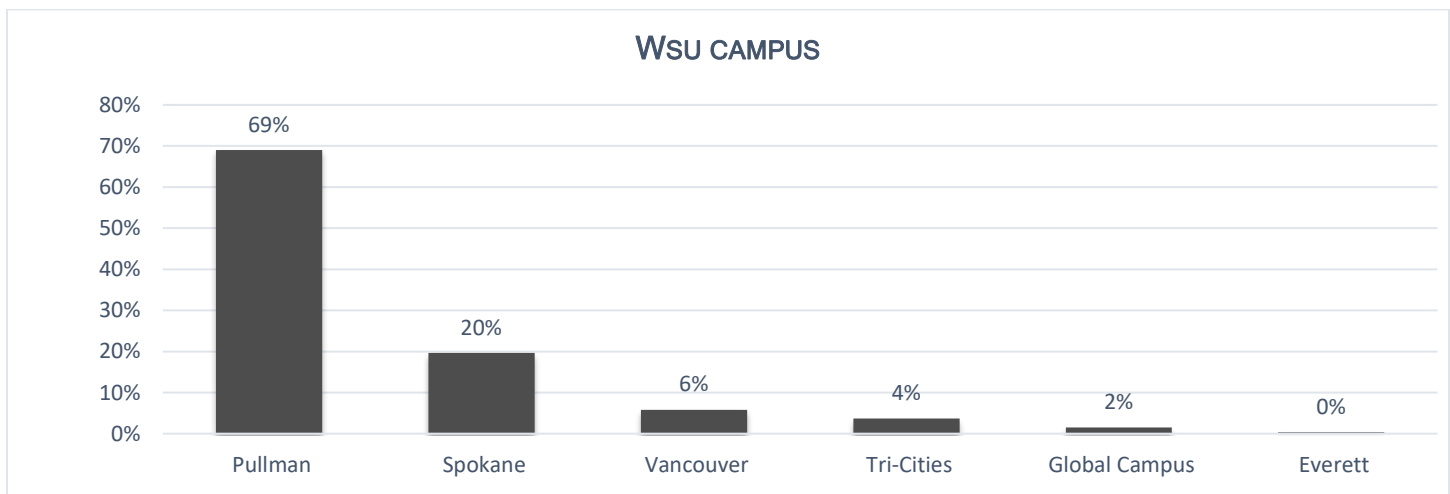
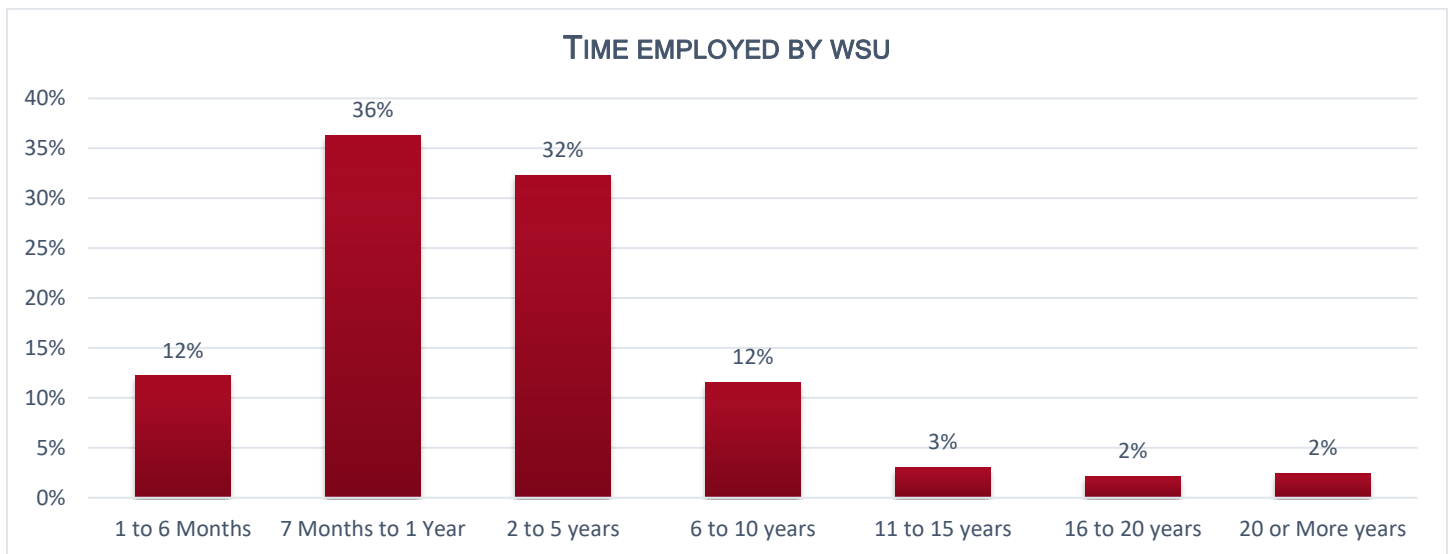
EMPLOYEE CATEGORY



FULL TIME / PART TIME



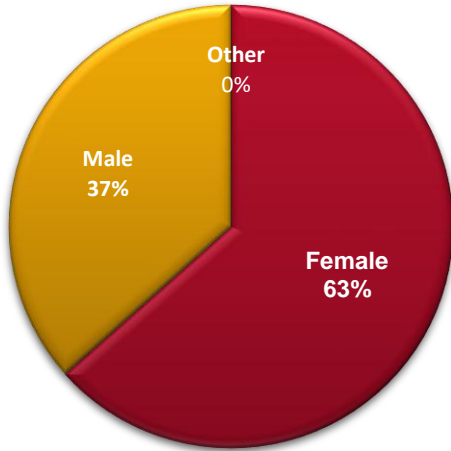
APPOINTMENT TERM



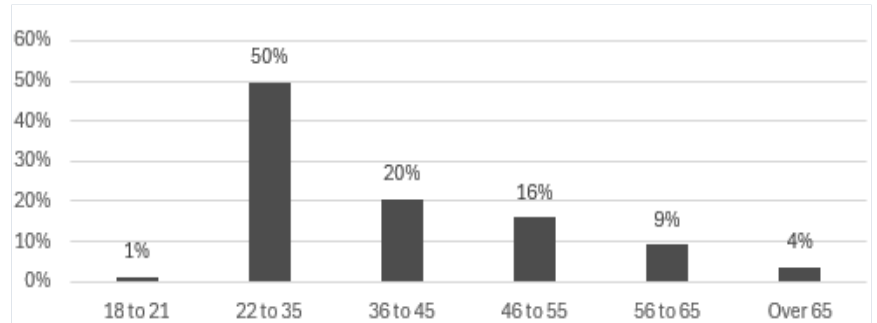


**FY 2023 - 2024 EMPLOYEE DEMOGRAPHICS CONTINUED:**

**GENDER:**



**AGE:**



**ETHNIC BACKGROUND:**

