

## Exit Interview Questions:

The following is a list of interview question. Some additional question may be asked that are specific to the reasons why the faculty member is leaving.

1. Did you get an accurate sense of the university and what it would be like to work here before you took the job?
2. What factors contributed to your decision not to continue to teach here?
3. Is there anything that we could have done that would have persuaded you to stay?
4. Was the interaction with your colleagues helpful/positive?
5. What support did you get with your job? Mentoring, etc.?
6. What support do you wish you had received?
7. Were you generally satisfied with your experience at Adams State? If not, did you express the areas of dissatisfaction with your chair or the administration?
8. Did anything in particular trigger your decision to leave?
9. What should we do differently to help the person that will take your place?
10. If you are leaving because of spousal/partner dissatisfaction with professional opportunities or quality of life issue in Alamosa, is there more that Adams State could have done to address these issues?
11. How satisfied were you with the pay, benefits, and working conditions?
12. What would you improve to make the working place better?
13. What is your opinion of the supervision/guidance you received?
14. What does your new position offer that our position does not?
15. How would you compare the level and number of assignments given to you in such areas as service, teaching, and advising, to those of your colleagues?
16. Did you either experience or observe any discrimination including sexual harassment while employed at Adams State?
17. What changes do you perceive are occurring in the direction of Adams State and your department?
18. What advice do you have for us to enable us to become a better institution?
19. Any other comments?

Thank you!