

**Exit Interview for Faculty Member Leaving for Other Position or Reasons**

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| **Interviewee:** | | **Date of interview:** |
| **Rank:** | **Tenure unit:** | **Campus:** |
| **Gender:** | **Departure fiscal year:** | **Interviewer:** |
| **Reason for leaving:** | | |
| **Permission to share with dean or chancellor: YES NO** | | |

**Instructions:**

* Please provide as much of the interviewee information in the table above as that person is comfortable sharing (i.e., not knowing the tenure unit does not make the interview meaningless, but it does make it difficult to determine if there are systemic problems in a particular area that need to be addressed).
* Please include as much detail as possible in your summaries and indicate direct quotes with quotation marks.
* The interviews are confidential, but will be shared with the Provost, the Vice Provost for Academic Affairs, analysts in the Department of Planning and Institutional Research, and, with the interviewee’s permission, his or her dean/chancellor.

1. **If you are leaving for another position, did you seek that position or were you approached first?**

1. **Were you generally satisfied with your experience at Penn State? If not, did you identify any areas of dissatisfaction to your administrative supervisors before seeking other opportunities or deciding to leave?**
2. **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?**
3. **How would you compare the level of support and opportunities given to you--e.g., mentoring, research support, collaborative opportunities--to those of your colleagues?**

1. **Is there anything Penn State could have done that would have persuaded you to stay?**

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1. **If you are leaving because of spousal dissatisfaction with professional opportunities or local quality of life, is there more that Penn State could have done to address those issues?**
2. **What changes do you perceive are occurring in terms of the directions of your college, your department/division, and Penn State overall?**
3. **How competitive is Penn State, especially in your discipline?**
4. **What advice do you have that may enable Penn State to be a better institution?**