

Faculty Exit Survey: Key Questions and Answers

1. [What is the objective of the faculty exit survey?](#)

Faculty turnover is expensive in terms of time and resources. The faculty exit survey will enable us to identify issues that contribute to turnover, and provide exiting faculty an opportunity to convey their thoughts, make suggestions, and identify trends and patterns that will inform retention strategies. The information provided will be voluntary and confidential. All survey data will be aggregated, and every effort will be made to protect the identity of the respondents.

2. [How was the faculty exit survey developed?](#)

The faculty exit survey was developed by an advisory committee (Faculty Forward: The Committee on Faculty Success and Advancement) that works closely with the Interim Assistant Provost for Faculty Affairs (Sonja Feist-Price) to address issues that impact faculty success and advancement. This seven-person committee includes faculty members from diverse disciplines and at different ranks. The committee also has a representative from the EEOC and from HR. For this process, we examined best practices at benchmark universities. This committee refined multiple drafts of the survey until it reached its current form.

3. [How will you administer the faculty exit survey?](#)

The faculty exit survey will be disseminated electronically to exiting full-time faculty (all title series) once their notice of separation is entered into the faculty database. Colleges will be asked to enter information into the faculty database as soon as the notice of separation is provided. An e-mail will be sent to separating faculty full-time faculty to request their participation. A second and final follow-up e-mail request will be sent in one week if the survey is not completed.

4. [What is the expected return rate?](#)

It is expected that this process will yield a response rate of 50% or higher.

5. [When will OFAIE begin disseminating the faculty exit survey?](#)

Once the faculty exit survey has been approved by all key stakeholders, we will begin sending electronic faculty exit surveys to full-time faculty members, including all title series, separating from the University.

6. [How will the survey information be used?](#)

The survey information will be aggregated annually and a report will be developed based on the findings. Such information will be provided to the Provost and the Senate Council. OFAIE, in consultation with the Provost and the Senate Council, will develop a brief action statement indicating any intended changes or improvement strategies based on the findings from the exit survey data. Information will be shared with each college; however, every effort will be made to protect the identity of the survey participants.

7. [Who can we contact for additional information regarding the faculty exit survey?](#)

For additional information about the faculty exit survey, please contact Sonja Feist-Price, Interim Assistant Provost for Faculty Affairs.