

## **University Women's Professional Advancement Exit Interview**

The UWPA exit interview is conducted with Faculty, A/P Staff and Civil Service women who have left (or are leaving) SIU Carbondale. Through these exit interviews it is our intention to improve the quality of our campus climate, and especially in regards to those aspects of the campus working environment that intersect with issues of empowerment, professional development, gender, diversity and job satisfaction.

The purpose of this interview is to identify both positive and negative aspects of the SIU Carbondale work environment and professional experience. Summary information learned from these exit interviews will be shared with UWPA. Your personal information and all other information provided will be kept strictly confidential.

Please consider and share actions SIU Carbondale can take towards improving and correcting our working environments. You may submit this interview printed out and sent in an envelope without your name, or you may simply fill it out, and attach as a document to return via email. Again, all interviews are kept completely confidential and are used in the process of improving SIU Carbondale for those staff and students. Also, if you know of a Faculty, A/P or Civil Service woman who is leaving SIU Carbondale, please have her contact:

UWPA Coordinator  
Phone 453-1366  
Email [uwpa@siu.edu](mailto:uwpa@siu.edu).

### **Interview Questions**

- 1. What is your primary reason for leaving?** (e.g. family or partner concerns, retirement, negative experiences, chilly climate, discrimination, all of the above)
- 2. If there were concerns beyond your personal and family responsibilities, how did you deal with these concerns?**
- 3. How satisfied were you with the support you received at SIU Carbondale?**
  - a. mentoring and supervisory support?**
  - b. financial: internal grants, salary, benefits?**
  - c. acknowledgement of your contribution to the university?**
  - d. reasonable workload expectations?**
  - e. equitable support for research, tenure and leadership opportunities?**
- 4. Could SIU Carbondale have done something to encourage you to stay?**
- 5. What can SIU Carbondale do to become a more welcoming and supportive place for women Faculty, A/P staff and Civil Service staff?**