

EXIT INTERVIEW - FACULTY QUESTIONNAIRE

As you leave the School of Medicine (SOM), you have a unique perspective on the strengths and weaknesses of our organization and the challenges we face post Hurricane Katrina. The information you furnish is confidential and is used in a summary form. Your honesty is appreciated, and your opinions are valued. Furthermore, we encourage all departing faculty members to participate in a personal exit interview; you will be asked about this at the end of the questionnaire. Thank you for taking the time to complete the questionnaire.

I. With 1 representing a minor or nonexistent influence on your decision to leave the SOM and 5 representing the major influence on your decision to leave, did or how much did (on scaled responses) each of the following factors influence your decision?

A. Services, Facilities, and Conveniences	1	2	3	4	5	N/A
1. Availability of on-site day care	Y		N			
2. Campus security	Y		N			
3. Parking	Y		N			
4. Computer support	Y		N			
5. Library resources	Y		N			
6. Campus Assistance Program/Employee Assistance Program	Y		N			
7. Human Resources support						
8. Office of Research (including IRB/IACUC)						
9. Grants Management						
10. MCLNO (Medical Ctr of LA in New Orleans, Charity & University)						
11. Other clinical practice sites						
12. Faculty group practice (LSU Health Care Network)						
a.) Billing and collections						
b.) Administration						
c.) Facilities						
B. Family and Community Issues	1	2	3	4	5	N/A
1. Spousal/partner issues						
2. Local educational systems						
3. Local cultural atmosphere						
4. Commute to work						
5. Loss of home or friends/immediate family/colleagues						
6. Concern about crime						
7. Fear of future hurricanes, floods						
8. Local economy						
9. Insurance/tax/utilities concerns						
10. Affordable housing						
11. Condition of city and pace of rebuilding of city						
C. Employment and Organizational Services	1	2	3	4	5	N/A
1. Benefits	Y		N			
a. Health care	Y		N			
b. Retirement plans	Y		N			
c. Leave policies and procedures	Y		N			
2. Career advancement/change	Y		N			
a. Professional challenge	Y		N			
b. Leadership opportunities	Y		N			
c. Personal and professional recognition for accomplishments	Y		N			
d. Adequate mentoring	Y		N			
e. Intra and interdepartmental collaboration opportunities	Y		N			
3. Job security	Y		N			
4. Research infrastructure	Y		N			
a. Lab space/equipment	Y		N			
b. Core facilities	Y		N			
c. Animal facilities	Y		N			
d. Grants office	Y		N			
e. Purchasing and stores	Y		N			

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|--|---|---|
| 5. Specific tasks/assignments/expectations | Y | N |
| a. Teaching responsibilities (undergraduate and graduate) and load | Y | N |
| b. Research/scholarly expectations | Y | N |
| c. Clinical/other service responsibilities (including call) | Y | N |
| d. Administrative responsibilities | Y | N |
| 6. Diversity issues | Y | N |
| 7. Departmental management and supervision issues | | |
| 8. Center of Excellence's management and supervision issues | | |
| 9. School of Medicine's management issues | | |
| 10. LSU Health Sciences Center's management issues | | |
| 11. Salary | | |
| a.) Base compensation | | |
| b.) Additional compensation through research incentive or clinical practice | | |
| 12. Work schedule | | |
| 13. Work related travel to hospitals and/or other teaching sites | | |
| 14. Loss of patient base | | |
| 15. Uncertainty over SOM affiliated hospitals/other services' rebuilding efforts | | |

II. Please rank your direct supervisor (division chief/department head/center director) on the following characteristics on a scale of 1 to 5, with 1 representing poorest evaluation and 5 representing an excellent evaluation.

Supervisor Attributes	1	2	3	4	5	N/A
1. Regular performance feedback, including annual reviews, setting of personal goals and objectives and mentoring						
2. Consistent application of administrative policies and procedures						
3. Respectful and courteous treatment						
4. Truthfulness and integrity						
5. Specific complaint/grievance						
6. Served as a role model						
7. Availability and accessibility for problem solving						
8. Coordination of regular division/department meetings						
9. Effectiveness at timely resolutions of complaints and problems						
10. Identification of professional opportunities within or outside the department						

III. Please indicate if the following working conditions have any influence on your decision to leave.

Working Conditions		
1. Physical work area was appropriate	Y	N
2. Adequate office space was available	Y	N
3. Office atmosphere was clean and environmentally acceptable	Y	N
4. Work Schedule was convenient/acceptable	Y	N
5. After hours demands were reasonable	Y	N
6. Relationship with co-workers was collegial	Y	N
7. Office support staff was acceptable	Y	N
8. Laboratory support staff was acceptable	Y	N
9. Equitable division of labor amongst faculty	Y	N
10. Clinical support staff was acceptable	Y	N
11. Residents or midlevel providers are readily available	Y	N
12. Academic time is protected	Y	N

Please provide narrative comments, including your thoughts on positive and negative aspects of working at LSUHSC – School of Medicine/New Orleans were important in your decision making process. If relevant, reflect back to your expectations and goals at the time you were hired. Conversely, to what extent is your decision based largely on factors external to LSU Health Sciences Center – New Orleans?

If you were offered a position with LSU School of Medicine in the future, what changes or improvements would you suggest have to be made to insure your productivity, maximize your potential, and contribute to your success?

Please provide the following information. All information will be kept confidential.

Name _____ Department _____

Job Title _____

Supervisor's Name _____

Your personal exit interview can be done in one of three manners. Please indicate how you wish your personal exit interview to be conducted.

- With the Dean/Dean's Designee
- With the Dean/Dean's Designee and a Faculty representative
- With a Human Resource Management representative