**Exit Interview for Faculty Member   
Leaving due to Tenure Denial or Being Advised Out**

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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** | | |

Interview Protocol effective date is July 1, 2017. Exit interviews conducted with faculty members separating from the University on or after July 1, 2017 should follow this protocol.

**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 you are able 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 Faculty Affairs, analysts in the Office of Planning and Assessment and, with the interviewee’s permission, their dean/chancellor.

1. **Why do you think you were denied tenure or advised out? Are there things that could have been done differently to help you be successful?**

1. **Did you receive any mentoring? If so, what types of mentoring and how effective were they? Did you take full advantage of the mentoring that was offered to you? Do you wish that you had received more mentoring than you did?**
2. **Did you do everything you could have done to bring concerns or difficulties you were having to the attention of those who might have been able to help you address them? If teaching was a concern, did you seek help from your colleagues, or from the Schreyer Institute for Teaching Excellence? If publication was an issue, did you seek advice from others in your field, and if so, were they helpful in giving it?**
3. **What advice would you have for other faculty members beginning on the tenure track?**

1. **Were the expectations for a positive tenure decision made clear to you and were they the basis for final evaluation?**

1. **Did you meet your own expectations for yourself, and if not, why not? Do you feel we expected too much from you, and if so, in what areas?**
2. **How would you compare the level and number of assignments given to you in your time at Penn State—in such areas as service, teaching, and advising—to those of your department colleagues on the tenure track? To those of your colleagues already tenured?**
3. **How would you compare the level of support and opportunities given to you—e.g., in mentoring, research support, and collaborative opportunities—to those of your colleagues in your department and in your college on the tenure track? To those of your colleagues already tenured?**
4. **In your experience, is the Penn State community inclusive and welcoming to all? Why or why not?**

1. **Overall, did you feel Penn State treated you fairly? If not, what should have been done differently?**
2. **What advice do you have that may enable Penn State to attract and retain high-quality faculty members?**
3. **What advice do you have that may enable Penn State to be a better institution?**
4. **Is there anything else that you would like to share about your time at Penn State?**
5. **My summary of our conversation, with as much or as little of your personal information as you want to provide, will be shared with the University’s Executive Vice President and Provost, the Vice Provost for Faculty Affairs, and with staff in the Office of Planning and Assessment who prepares the annual Faculty Exit Report. In addition, would you like it shared with your dean or chancellor?**