Exit Survey Data Summary: By Gender

January 2016 – January 2018

Prepared by Western Washington University Human Resources
Q1 Department

Answered: 96  Skipped: 2
Q2 Division or College

Answered: 82  Skipped: 16
Q3 Employee Group

Answered: 98  Skipped: 0

Q5: Male

- Classified Staff: 13%
- Professional Staff: 45%
- Tenured/Tenure Track Faculty: 42%

Q5: Female

- Classified Staff: 7%
- Professional Staff: 39%
- Tenured/Tenure Track Faculty: 54%
### Q4 Years of Employment at WWU

<table>
<thead>
<tr>
<th>Years of Employment</th>
<th>Male (%)</th>
<th>Female (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 1 year</td>
<td>9%</td>
<td>91%</td>
</tr>
<tr>
<td>2 - 3 years</td>
<td>23%</td>
<td>77%</td>
</tr>
<tr>
<td>4 - 5 years</td>
<td>25%</td>
<td>75%</td>
</tr>
<tr>
<td>6 - 7 years</td>
<td>33%</td>
<td>67%</td>
</tr>
<tr>
<td>8 - 9 years</td>
<td>20%</td>
<td>80%</td>
</tr>
<tr>
<td>10 - 15 years</td>
<td>40%</td>
<td>60%</td>
</tr>
<tr>
<td>16 - 20 years</td>
<td>44%</td>
<td>56%</td>
</tr>
<tr>
<td>21 - 25 years</td>
<td>57%</td>
<td>43%</td>
</tr>
<tr>
<td>26+ years</td>
<td>38%</td>
<td>62%</td>
</tr>
</tbody>
</table>
Q5 Are you:

Answered: 98  Skipped: 0

- Male: 31
- Female: 67
Q6 Please mark below all that apply to how you identify yourself. This question is only used to support Western’s commitment to diversity.

Answered: 98  Skipped: 0

<table>
<thead>
<tr>
<th>Race/Identity</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hispanic/Latino</td>
<td>25%</td>
<td>75%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>American Indian/Alaskan</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Asian</td>
<td>33%</td>
<td>67%</td>
</tr>
<tr>
<td>Native Hawaiian or...</td>
<td>50%</td>
<td>50%</td>
</tr>
<tr>
<td>White</td>
<td>33%</td>
<td>67%</td>
</tr>
<tr>
<td>Other race/identity</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Person with a disability</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Veteran</td>
<td>100%</td>
<td></td>
</tr>
</tbody>
</table>
Q7 Was there a particular incident or time when you began to consider leaving Western or your current department?

Answered: 92  Skipped: 6
Q8 Would you work for WWU or your current department again in the future?

Answered: 97  Skipped: 1

Yes  No

Q5: Male

23%  77%

Q5: Female

33%  67%
Q9 What is your primary reason for leaving WWU or your current department?

Answered: 95  Skipped: 3
Q10 If leaving for another position, what does the company/opportunity offer that Western or your current department may not?

Answered: 46  Skipped: 52
**Q11 Job/Role**

*Answered: 98  Skipped: 0*

1. **My job description matched my current duties and responsibilities**
   - **Strongly Agree**: 58%
   - **Somewhat Agree**: 34%
   - **Neutral**: 7%
   - **Somewhat Disagree**: 6%
   - **Strongly Disagree**: 3%

   ![Graph showing responses by gender](chart1)

2. **My job assignments/expectations were clear**
   - **Strongly Agree**: 52%
   - **Somewhat Agree**: 39%
   - **Neutral**: 15%
   - **Somewhat Disagree**: 3%
   - **Strongly Disagree**: 13%

   ![Graph showing responses by gender](chart2)

3. **I received enough communication to do my job effectively**
   - **Strongly Agree**: 45%
   - **Somewhat Agree**: 35%
   - **Neutral**: 10%
   - **Somewhat Disagree**: 10%
   - **Strongly Disagree**: 9%

   ![Graph showing responses by gender](chart3)
I had the ability to provide input into issues that affected my job

- Strongly Agree: 45%
- Somewhat Agree: 26%
- Neutral: 10%
- Somewhat Disagree: 10%
- Strongly Disagree: 10%

Q5: Male
- Strongly Agree: 45%
- Somewhat Agree: 23%
- Neutral: 14%
- Somewhat Disagree: 15%
- Strongly Disagree: 8%

Q5: Female
- Strongly Agree: 45%
- Somewhat Agree: 45%
- Neutral: 45%
- Somewhat Disagree: 45%
- Strongly Disagree: 45%

The amount of work I was asked to do was reasonable

- Strongly Agree: 39%
- Somewhat Agree: 32%
- Neutral: 13%
- Somewhat Disagree: 13%
- Strongly Disagree: 3%

Q5: Male
- Strongly Agree: 39%
- Somewhat Agree: 34%
- Neutral: 27%
- Somewhat Disagree: 18%
- Strongly Disagree: 13%

Q5: Female
- Strongly Agree: 32%
- Somewhat Agree: 26%
- Neutral: 17%
- Somewhat Disagree: 18%
- Strongly Disagree: 17%

I had opportunities for advancement and development

- Strongly Agree: 35%
- Somewhat Agree: 23%
- Neutral: 19%
- Somewhat Disagree: 13%
- Strongly Disagree: 19%

Q5: Male
- Strongly Agree: 35%
- Somewhat Agree: 26%
- Neutral: 23%
- Somewhat Disagree: 18%
- Strongly Disagree: 17%

Q5: Female
- Strongly Agree: 23%
- Somewhat Agree: 23%
- Neutral: 17%
- Somewhat Disagree: 18%
- Strongly Disagree: 17%
My job was treated as if it had value and made a contribution to the department and U...

Q5: Male

Strongly Agree: 39%
Somewhat Agree: 35%
Neutral: 13%
Somewhat Disagree: 6%
Strongly Disagree: 6%

Q5: Female

Strongly Agree: 33%
Somewhat Agree: 30%
Neutral: 12%
Somewhat Disagree: 15%
Strongly Disagree: 10%
Q12 Workplace Culture

There is a culture of supporting all staff to develop and reach their potential

Strongly Agree
Somewhat Agree
Neutral
Somewhat Disagree
Strongly Disagree

Q5: Male
Q5: Female

There is a culture of respecting individual differences

Strongly Agree
Somewhat Agree
Neutral
Somewhat Disagree
Strongly Disagree

Q5: Male
Q5: Female

There is a culture of providing a workplace free of harassment and bullying

Strongly Agree
Somewhat Agree
Neutral
Somewhat Disagree
Strongly Disagree

Q5: Male
Q5: Female
There is diversity among faculty and staff

- Strongly Agree: 37%
- Somewhat Agree: 30%
- Neutral: 17%
- Somewhat Disagree: 13%
- Strongly Disagree: 3%

There is a sense of ethics and open communication at Western

- Strongly Agree: 39%
- Somewhat Agree: 35%
- Neutral: 13%
- Somewhat Disagree: 10%
- Strongly Disagree: 9%

Western supports and embraces diversity

- Strongly Agree: 53%
- Somewhat Agree: 30%
- Neutral: 7%
- Somewhat Disagree: 3%
- Strongly Disagree: 7%
Q13 Interpersonal Relationships

Answered: 97  Skipped: 1

Teamwork was encouraged and practiced

I respected my manager as a competent professional

Senior managers demonstrate effective leadership skills
I had a good relationship with staff in other business areas

Q5: Male

- Strongly Agree: 77%
- Somewhat Agree: 17%
- Neutral: 3%
- Somewhat Disagree: 3%
- Strongly Disagree: 4%

Q5: Female

- Strongly Agree: 76%
- Somewhat Agree: 19%
- Neutral: 4%
- Somewhat Disagree: 3%
- Strongly Disagree: 4%
Q14 Work Environment

Answered: 97  Skipped: 1

I received feedback on how I was doing

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Somewhat Agree</th>
<th>Neutral</th>
<th>Somewhat Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>39%</td>
<td>35%</td>
<td>10%</td>
<td>16%</td>
<td>5%</td>
</tr>
</tbody>
</table>

Q5: Male
Q5: Female

Environment was generally positive and supportive

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Somewhat Agree</th>
<th>Neutral</th>
<th>Somewhat Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>52%</td>
<td>32%</td>
<td>6%</td>
<td>6%</td>
<td>3%</td>
</tr>
</tbody>
</table>

Q5: Male
Q5: Female

I was able to maintain a work/life balance

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Somewhat Agree</th>
<th>Neutral</th>
<th>Somewhat Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>52%</td>
<td>35%</td>
<td>3%</td>
<td>6%</td>
<td>3%</td>
</tr>
</tbody>
</table>

Q5: Male
Q5: Female
Work was fairly distributed in my department

Q5: Male
- Strongly Agree: 35%
- Somewhat Agree: 10%
- Neutral: 23%
- Somewhat Disagree: 24%
- Strongly Disagree: 23%

Q5: Female
- Strongly Agree: 39%
- Somewhat Agree: 13%
- Neutral: 23%
- Somewhat Disagree: 23%
- Strongly Disagree: 8%

My work space was ergonomic and fit my needs

Q5: Male
- Strongly Agree: 50%
- Somewhat Agree: 33%
- Neutral: 10%
- Somewhat Disagree: 8%
- Strongly Disagree: 3%

Q5: Female
- Strongly Agree: 45%
- Somewhat Agree: 30%
- Neutral: 33%
- Somewhat Disagree: 11%
- Strongly Disagree: 8%

There were a number of University activities outside my normal work routine which I found interesting...

Q5: Male
- Strongly Agree: 32%
- Somewhat Agree: 32%
- Neutral: 29%
- Somewhat Disagree: 3%
- Strongly Disagree: 3%

Q5: Female
- Strongly Agree: 33%
- Somewhat Agree: 33%
- Neutral: 33%
- Somewhat Disagree: 15%
- Strongly Disagree: 12%
Q15 Training & Development

New Employee Orientation was valuable

<table>
<thead>
<tr>
<th>Response</th>
<th>Q5: Male</th>
<th>Q5: Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>23%</td>
<td>42%</td>
</tr>
<tr>
<td>Somewhat Agree</td>
<td>29%</td>
<td>14%</td>
</tr>
<tr>
<td>Neutral</td>
<td>32%</td>
<td>8%</td>
</tr>
<tr>
<td>Somewhat Disagree</td>
<td>3%</td>
<td>13%</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>13%</td>
<td>23%</td>
</tr>
</tbody>
</table>

The training I received as a new hire was effective

<table>
<thead>
<tr>
<th>Response</th>
<th>Q5: Male</th>
<th>Q5: Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>23%</td>
<td>39%</td>
</tr>
<tr>
<td>Somewhat Agree</td>
<td>26%</td>
<td>36%</td>
</tr>
<tr>
<td>Neutral</td>
<td>13%</td>
<td>16%</td>
</tr>
<tr>
<td>Somewhat Disagree</td>
<td>13%</td>
<td>25%</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>11%</td>
<td>13%</td>
</tr>
</tbody>
</table>

I had access and the support to pursue training and development options

<table>
<thead>
<tr>
<th>Response</th>
<th>Q5: Male</th>
<th>Q5: Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>42%</td>
<td>42%</td>
</tr>
<tr>
<td>Somewhat Agree</td>
<td>3%</td>
<td>6%</td>
</tr>
<tr>
<td>Neutral</td>
<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td>Somewhat Disagree</td>
<td>10%</td>
<td>12%</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>3%</td>
<td>3%</td>
</tr>
</tbody>
</table>
WWU internet sites were effective in finding information needed to perform my job, re...

Q5: Male

- Strongly Agree: 48%
- Somewhat Agree: 22%
- Neutral: 18%
- Somewhat Disagree: 8%
- Strongly Disagree: 5%

Q5: Female

- Strongly Agree: 52%
- Somewhat Agree: 16%
- Neutral: 16%
- Somewhat Disagree: 18%
- Strongly Disagree: 5%
Q16 Terms & Conditions

Answered: 97     Skipped: 1

My salary was competitive with other similar positions

- Strongly Agree
- Somewhat Agree
- Neutral
- Somewhat Disagree
- Strongly Disagree

My benefits were comparable to those offered elsewhere

- Strongly Agree
- Somewhat Agree
- Neutral
- Somewhat Disagree
- Strongly Disagree

I understood my benefits plans

- Strongly Agree
- Somewhat Agree
- Neutral
- Somewhat Disagree
- Strongly Disagree
I had access to flexible working arrangements

<table>
<thead>
<tr>
<th></th>
<th>Q5: Male</th>
<th>Q5: Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>55%</td>
<td>41%</td>
</tr>
<tr>
<td>Somewhat Agree</td>
<td>32%</td>
<td>23%</td>
</tr>
<tr>
<td>Neutral</td>
<td>6%</td>
<td>14%</td>
</tr>
<tr>
<td>Somewhat Disagree</td>
<td>3%</td>
<td>12%</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>3%</td>
<td>11%</td>
</tr>
</tbody>
</table>
Q17 Were you aware of the Faculty and Staff Wellness program?

Answered: 96  Skipped: 2

- Yes: 97% (Q5: Male)
- Yes: 95% (Q5: Female)

Yes  No
Q18 Your exit interview is filed confidentially in Human Resources. Collective comments, suggestions and concerns that could be helpful in correcting working conditions may be shared with departments. If there are any legal, policy or procedure issues that are identified through this process, the information will be shared with the appropriate individuals. If you would like to share this information immediately, please provide the name(s) of those with whom you would like this information shared:

Answered: 9   Skipped: 89
Q19 Thank you for your service to Western Washington University. Please provide any additional comments or suggestions you feel would be beneficial to potential new hires or current staff:

Answered: 32  Skipped: 66