

**Exit Interview Report**  
**School of Arts and Sciences Ombudscommittee**  
**2003/2004 Academic Year**

The Ombudscommittee is charged with conducting exit interviews with faculty who leave the school, and for making recommendations as a result of those interviews. During the 2003/2004 academic year one tenure-track faculty member left the School of Arts and Sciences, and two tenured faculty members retired. The Ombudscommittee members (Pat Ashton, Elaine Blakemore and Linda Fox) were able to interview all three who were leaving or retiring. Of note is the fact that among those interviewed there was consensus – as there has been repeatedly in past years- that our students are not the reason for leaving, that teaching our students has been the best part of the job at IPFW.

From our interviews, it appears that Arts and Sciences would benefit from additional resources dealing with faculty issues, not withstanding the relative financial position of the university at present:

1. There is a perceived lack of ability (financial and otherwise) on the part of the university to adequately reward faculty for exemplary performance.
2. The administration – chairs, school, university –needs to provide more assistance and incentives to help senior faculty adjust to new policies, standards and conditions in the university. More opportunities for renewal among long-standing faculty and more mentoring are needed.
3. In terms of spousal hires, extra steps need to be taken for academic couples so that the best person for the open position is not lost as a candidate because that person's spouse is unable to find a position.

**Recommendations**

1. We recommend that mentoring occur with regard to senior faculty about renewal opportunities open to them, and that new initiatives that are relatively low-cost be found to encourage such renewal. The School has been making great strides in mentoring junior faculty in recent years. The time has come to put greater effort into opportunities for renewal for senior faculty, especially in revitalizing their scholarship and teaching.

Although it is not limited to senior faculty, one such avenue has been proposed by this committee (2002/2003) and has been refined by the A&S Faculty Affairs Committee: the interdisciplinary faculty study / colloquium. We would like to urge implementation of this initiative (see attached).

2. The Ombudscommittee recommends additional efforts be made to reward faculty adequately for excellent performance.
3. The Ombudscommittee recommends that creative ways to deal with spousal hires be found to solve the problems a number of departments have had in recent years.