



Maricopa County

Exit Interview

Employee: Dollett White Title: Medical Examiner Hire Date: Last Day

Worked:

Date of Exit Interview: Completed By: Enter Name

Exit Interviews are voluntary interviews performed with the employee leaving the Department. Questions are asked with the intention of bringing positive change to the Department. All information provided will not be shared with management until the employee is no longer with the Department. All questions can be answered or skipped at the discretion of the employee.

1. What factors contributed to your decision to leave your position?

After 7 years in this field, I have skills and experiences that I would like to put to good use. There was a communication sent to me and policy changes that I do not agree with; therefore, I decided that it was in my best professional interest to look elsewhere and accept the new opportunity offered to me.

2. Did you communicate your concerns to anyone prior to deciding to leave?
Yes.

3. What does the new opportunity offer that encouraged you to accept the position and leave the OME?

The office philosophy, practice, and expectations are more in line with how I was taught to practice forensic pathology, how I do practice forensic pathology, and how I wish to continue practicing forensic pathology.

4. What did you like the most about working here?

In my over 2 years of working here, I have found personally that all the law enforcement agencies that I have contacted have been exceedingly helpful in the overwhelming majority of the times that I have needed to contact them. They made my job easier and I am thankful.

5. What did you like the least about working here?

The organization structure.

6. How do you feel about the quality of the training provided to you, both when you started in your role and throughout your employment?

I think the county orientation was very good as it focused on providing service to **all** the people of county. That needs to be something that is emphasized at the OME. As a professional, the training I received afterward involved attending meetings that I feel are best for my professional advancement and knowledge as I see fit.

7. Were you happy with your pay? Benefits?

I don't have any issues with either.

8. How do you feel about the quality of the supervision you received?

With my experience I do know how to handle most situations that I come across at work. It was a rare occasion that I asked something of my supervisor but I tried my best to seek advice from people who are best able to advise me.

9. Were you provided with clear goals and adequate feedback about your performance achieving these?

No. Statements and conclusions were made that he was unable to provide examples of, unable to fully explain, and unable to provide suggestions for improvement. Neither could the HR representative who I was told had input into it.

10. How do you feel about the quality of the leadership at the OME?



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There is a leadership committee and the majority of the members are non-physician staff.

11. How do you feel about the quality of communication within the Department?
Oral and written communication needs to be improved and it could be started by using a dictionary to make sure the appropriate words are being used to communicate thoughts without any room for differential interpretation especially when written in a public forum.
12. What changes or improvements would you make to your position or the Department?
I use the same process as a medical examiner no matter where I work. I feel the department needs to be reorganized to address efficiency and quality.
13. Would you consider working here again in the future?
I loved living in Phoenix and met some great people while living here but it is very unlikely that I would return here to work.
14. Would you recommend our office to a friend as a place to work?
I assume that a friend would probably be another medical examiner and I would not hesitate to discuss my experience with them but the decision whether or not to work here would be their prerogative.