EHRA Exit Interview Questionnaire

East Carolina University is committed to maintaining a positive work environment for its employees. This Exit Interview Questionnaire provides a valuable source of information to measure our success in reaching this goal. The data obtained from this questionnaire will be used to enhance our faculty recruitment and retention efforts. The feedback will also enable us to assess the overall quality of life at East Carolina University. Your identity on the questionnaire is welcomed but not mandatory. The Department of Human Resources is more interested in getting your honest and objective feedback. Employee Relations representatives in the Department of Human Resources will summarize the data collected from the questionnaires. The Department of Human Resources will share the summarized data with the academic leadership of the institution so that identified strengths can be maximized and weaknesses can be addressed.

While the University does not require you to provide any of the following information, your assistance will help East Carolina University in its continuing effort to provide the best possible work environment for its employees. Please take a few minutes to complete the questionnaire below and bring it with you when you meet with your benefits counselor to discuss benefits and separation. Or, if you prefer, you can drop it in campus mail to Human Resources Employee Relations.

Thank you for your assistance and good luck in your future endeavors.

GENERAL INFORMATION:

Today’s Date:

Name (optional): First: ___________ Last: ________________

Current Position(s):

Division (optional): ________________ Department (optional): ____  Title/Rank: ____

Division (optional): ________________ Department (optional): ____  Title/Rank: ____

Division (optional): ________________ Department (optional): ____  Title/Rank: ____

Date of Separation (mm/dd/yyyy): ______

Gender (optional):  □ Female  □ Male

Total Length of Service:

□ Less than one year  □ One but less than two years
□ Two but less than five years  □ Five but less than ten years  □ Ten or more years

Racial or Ethnic Group:

□ White, not of Hispanic Origin  □ Black, not of Hispanic Origin
□ American Indian or Alaskan Native  □ Asian or Pacific Islander  □ Hispanic

EHRA Classification:

□ Tenured/Tenure Track Faculty  □ Administrator
□ Non-Tenure Track Faculty  □ Instructor  □ EHRA Professional
**QUESTIONNAIRE:**

1. Which factors attracted you to East Carolina University (check all that apply)

- [ ] Interesting Position
- [ ] Academic Reputation
- [ ] Campus Size
- [ ] Location (Greenville)
- [ ] Compensation/Benefits
- [ ] Research Opportunities
- [ ] Support for On-Going Development
- [ ] Other:

2. What did you enjoy most about your job at East Carolina University: (check all that apply)

- [ ] Pay
- [ ] Communications
- [ ] Co-workers
- [ ] Convenient Location
- [ ] Benefits
- [ ] Parking
- [ ] Meaningful Work
- [ ] Quality of Supervision
- [ ] Opportunities for Advancement
- [ ] Recognition of Work
- [ ] Research Opportunities
- [ ] Work Environment
- [ ] Training/Educational Opportunities
- [ ] Teaching
- [ ] Other

3. What did you enjoy least about your job at East Carolina University: (check all that apply)

- [ ] Pay
- [ ] Communications
- [ ] Co-workers
- [ ] Convenient Location
- [ ] Benefits
- [ ] Parking
- [ ] Meaningful Work
- [ ] Quality of Supervision
- [ ] Opportunities for Advancement
- [ ] Recognition of Work
- [ ] Research Opportunities
- [ ] Work Environment
- [ ] Training/Educational Opportunities
- [ ] Teaching
- [ ] Other

4. What were your primary reasons for leaving East Carolina University: (check all that apply)

- [ ] Change in career
- [ ] Family or personal needs
- [ ] Retirement
- [ ] Health issues
- [ ] Moving from area
- [ ] Quality of supervision
- [ ] Lack of recognition for work
- [ ] Work environment
- [ ] Pay dissatisfaction
- [ ] Lack of advancement opportunities
- [ ] To further education
- [ ] Workload or work hours
- [ ] Anticipated/Denial of tenure
- [ ] Discontinuation of funding
- [ ] Benefits dissatisfaction
- [ ] Non-renewal of contract or position
- [ ] Other

5. Please check the most appropriate response to the following questions.

<table>
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<tr>
<th>A- What was your perception of the University’s overall communication with employees?</th>
<th>Very Negative</th>
<th>Negative</th>
<th>Neutral</th>
<th>Positive</th>
<th>Very Positive</th>
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<th>B- How was your perception of your department’s ability to deal fairly with staff?</th>
<th>Very Negative</th>
<th>Negative</th>
<th>Neutral</th>
<th>Positive</th>
<th>Very Positive</th>
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<th>C- How did you feel about the level of participation you had in making decisions that affected your job?</th>
<th>Very Negative</th>
<th>Negative</th>
<th>Neutral</th>
<th>Positive</th>
<th>Very Positive</th>
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<th>D- How would you feel about working for East Carolina University again in the future?</th>
<th>Very Negative</th>
<th>Negative</th>
<th>Neutral</th>
<th>Positive</th>
<th>Very Positive</th>
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6. What suggestions can you offer for improvement in both the department and the position?
7. What, if anything, did your management do to help you succeed in your position?

8. What recommendations do you have for improving employment at East Carolina University?

9. Would recommend employment at East Carolina University?  □ Yes  □ No  Why or why not?

10. What are your plans for future employment?