OHIO UNIVERSITY
EMPLOYMENT EXIT INTERVIEW QUESTIONNAIRE

GENERAL INFORMATION

(Please check all that apply)

1. Your most recent Ohio University employment status was:
   Full-time ____  Part-time____  Athens Campus____  Regional Campus____

2. You were employed as:
   Civil Service_____  Civil Service Bargaining Unit____
   Faculty_____  Administrative____

3. How long were you employed at Ohio University?  ____Years____Months

4. Are you:  Female____  Male____

5. Are you a member of a racial minority?  Yes____     No____

6. Are you 40 years of age or older?  Yes____    No____

7. Do you have a physical or mental disability?  Yes_____     No____

8. What was the primary reason you left/ are leaving employment at Ohio University?
   A. ____  To accept another position
   B. ____ Family relocation
   C. ____ Position was visiting/temporary appointment
   D. ____ Personal (i.e., medical) or family reasons
   E. ____ Child care responsibilities
   F.  Retirement:
      ____ Regular
      ____ Occupational disability
      ____ Non-occupational disability
      ____ Other, please explain:  ____________________________________________
   G. ____ Low salary
   H. ____ Unethical conduct occurring in the workplace
      ____ Race
      ____ Sex
      ____ Age
      ____ National Origin
      ____ Religion
      ____ Sexual Harassment
      ____ Disabling Condition
   I. ____ Sexual Preference
   J. ____ Job Stress
   K. ____ Lack of opportunity for advancement
   L. ____ Athens/rural Ohio (regional limitations)
   M. ____ Other (please describe)  ____________________________________________

If appropriate, please elaborate your reason:
___________________________________________________________________________
___________________________________________________________________________
___________________________________________________________________________
___________________________________________________________________________
9. Do you feel that your termination was:
   Voluntary____  Involuntary____  By Mutual Agreement____

10. If you have accepted a new position elsewhere, please check the primary reason(s) that you took the new position in order of priority.
   A. _____ Promotion or professional advancement
   B. _____ Better salary
   C. _____ Better fringe benefits
   D. _____ Better working conditions/environment
   E. _____ More professional opportunities
   F. _____ Better geographical location
   G. _____ Career change
   H. _____ Other (please describe): ________________________________
       ____________________________________________________________________

DEPARTMENTAL INFORMATION

11. Were you given adequate training or orientation to do your specific job responsibilities?
    Yes____  No____
    If no, what could have been done to improve your orientation to your specific job responsibilities?
    ______________________________________________________________________
    ______________________________________________________________________

12. How well were you kept informed of relevant policies, procedures and information?
    Very well____  Adequately____  Not very well____

13. How challenging was your job?
    Very challenging____  Somewhat challenging____  Not very challenging____

14. In general, how fair did you feel your ideas and opinions were in your department?
    Very fair____  Somewhat fair____  Almost never____

15. If you had suggestions or complaints, did you feel free to discuss them with your supervisor?
    Almost always____  Sometimes____  Almost never____

16. How valued did you feel your ideas and opinions were in your department?
    Highly valued____  Somewhat valued____  Not valued____

17. How much support did you feel you received from your colleagues and co-workers in your position?
    A great deal____  Some____  Very little____

18. If you were on the faculty (in the tenure track), do you feel the promotion and tenure system was applied fairly in your case?
    Yes____  No____
    If no, please explain____________________________________________________
    ______________________________________________________________________

19. How satisfied were you with your overall working conditions in your department?
    Very satisfied____  Somewhat satisfied____  Not very satisfied____
20. How well were you kept informed on current university policies?
   Very well____  Adequately____  Not very well____

21. Do you feel the University provided opportunities for advancement?   Yes____  No____
   If so, were these opportunities made available to you?   Yes____  No____  Not Necessary____

22. How satisfied were you with your overall working conditions within the University as a whole?
   Very satisfied____  Somewhat satisfied____  Not very satisfied____

23. Do you feel that you were paid fairly for the job you performed:
   Compared to others in your department?   Yes____  No____
   Compared to comparable positions at the University?   Yes____  No____
   Compared to others in your profession?   Yes____  No____
   If no, please explain:  _______________________________________________________
   ___________________________________________________________________________
   ___________________________________________________________________________

24. How would you rate the University’s healthcare benefits program?
   Excellent____  Fair____  Poor____
   What changes would you recommend?  _____________________________________________
   ___________________________________________________________________________
   ___________________________________________________________________________
   ___________________________________________________________________________

25. How would you rate the University’s educational benefits program?
   Excellent____  Fair____  Poor____
   What changes would you recommend?  _____________________________________________
   ___________________________________________________________________________
   ___________________________________________________________________________
   ___________________________________________________________________________

26. Did you take advantage of the educational benefits?   Yes____  No____
   If no, why not?  ______________________________________________________________
   ___________________________________________________________________________
   ___________________________________________________________________________

27. How would you rate the University overall as a place to work?
   Excellent____  Fair____  Poor____

28. What were the least satisfying aspects of working with Ohio University?
   ___________________________________________________________________________
   ___________________________________________________________________________
   ___________________________________________________________________________

29. How could your working conditions have been improved?  _______________________________
30. What were the **most** satisfying aspects of working with Ohio University? ___________________
_______________________________________________________________________________

31. Would you consider working again at Ohio University in the future?
Yes____  No____

32. Would you recommend Ohio University to your friends or colleagues as a place of employment?
Yes____  No____

33. Any additional written comments would be welcomed.
_______________________________________________________________________________
_______________________________________________________________________________
_______________________________________________________________________________
_______________________________________________________________________________
_______________________________________________________________________________
_______________________________________________________________________________
_______________________________________________________________________________

If you wish to share additional comments through a confidential interview, please contact University Human Resources at 593-1636 to arrange a meeting with the Assistant Vice President of Human Resources or one of his/her constituents.

This questionnaire is being used to obtain information about your experiences at Ohio University. Please be open and honest so that we may better serve our employees in the future.

**Please return this questionnaire to:**

Ohio University  
University Human Resources  
Human Resources & Training Center  
169 W. Union St.  
Athens, OH 45701

**Thank you for your time and cooperation!**