

The NC State Exit Survey provides departing employees with the opportunity to provide feedback about their experience at the University. Your input is valuable to us, and we appreciate the contribution of your thoughts and suggestions. Exit interviews are forwarded to the appropriate administrator (Vice Chancellor or Dean) 30 days after separation, for the administrator's information and to help them understand the factors that may contribute to employee satisfaction and turnover.

SECTION A: EMPLOYEE INFORMATION

First Name	_____	Job Title	_____
Last Name	_____	Department	_____
Employee ID	_____	College/Division	_____

For which of the following reasons are you leaving NC State? (mark all that apply)

- Retirement
- Voluntary resignation
- SPA reduction in force (RIF)
- EHRA discontinuation of position
- Involuntary separation
- Separation for other reason

Please briefly explain

Which of the following would you say are significant reasons you are voluntarily leaving NC State? (Mark all that apply)

- | | |
|---|--|
| <input type="checkbox"/> Taking a higher-level job somewhere else | <input type="checkbox"/> Not receiving the essential training to do my job |
| <input type="checkbox"/> Taking a similar-level job, but with better pay and benefits | <input type="checkbox"/> Limited opportunity for professional growth |
| <input type="checkbox"/> Taking a job with better career potential | <input type="checkbox"/> Quality of interactions with my boss |
| <input type="checkbox"/> Taking a job that is a better match for my skills and interests | <input type="checkbox"/> Quality of interactions with my coworkers |
| <input type="checkbox"/> Taking a job closer to home | <input type="checkbox"/> Quality of interactions with my customers |
| <input type="checkbox"/> Spouse/Partner taking a job out of the area | <input type="checkbox"/> My physical work environment |
| <input type="checkbox"/> Changing careers and going in a different direction | <input type="checkbox"/> Language barriers |
| <input type="checkbox"/> Going back to school | <input type="checkbox"/> Other |
| <input type="checkbox"/> Leaving the workforce to care for a family member | |
| <input type="checkbox"/> Not having the tools, equipment or resources needed to do my job | |

If other,
please briefly
explain

SECTION B: WORKLOAD

To what extent did the actual tasks or assignments you performed on a day-to-day basis match what was outlined in the job description or work plan for your position?

- Very closely
- Fairly closely
- Not very closely
- Not at all

To what extent did the amount of work you were asked to perform match what you expected based on the job description or work plan for your position?

- There was a lot more work than I expected
- There was somewhat more work than I expected
- The amount of work was about what I expected
- There was somewhat less work than I expected
- There was a lot less work than I expected

Do you think your work unit had the right number of qualified people to do the work expected of it?

- No, we needed additional qualified people
- Yes, there was the right number of qualified people
- No, there were more people than needed for the work

SECTION C: SALARY AND BENEFITS

To what extent do you agree or disagree with the following statements about your salary and benefits?

My salary was reasonably competitive when compared with employees doing the same or similar work...

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
In my own department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In other departments around campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At other Raleigh-area employers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At other universities nationally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

My healthcare benefits (e.g. medical, dental, vision, medical flex spending) provided through the State of North Carolina, were reasonably competitive with other employers for whom I could work.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

The retirement contributions provided through the State of North Carolina for State employees were reasonably competitive with other employers for whom I could work.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

In general, I was satisfied with my compensation (salary + benefits) at NC State University.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

SECTION D: DEPARTMENT/UNIT ADMINISTRATION, SUPERVISORS, AND COMMUNICATION

In general, how successful do you think your department is in meeting its goals?

- Very successful
- Somewhat successful
- Not very successful
- Not at all successful
- Don't know what my department's goals are

Overall, how would you rate the quality of the working relationships between the following?

	Excellent	Good	Fair	Poor	Don't know
Staff in your work unit and your work unit's immediate supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff in your department and upper administration in your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In your opinion, how well did your immediate supervisor do the following?

	Excellent	Good	Fair	Poor	Don't know
Listen to ideas and concerns from staff in your work unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Meet regularly with the work unit to keep employees informed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Give a straight answer when asked a reasonable question	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Treat all members of the work unit consistently (i.e., does not show favoritism)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Address internal conflicts in your work unit quickly and effectively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promote and support diversity and inclusion within your work unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide work-related training and development opportunities for employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Have an annual performance appraisal discussion with you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support you in difficult situations with customers you serve	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Over the past 12 months, about how often did your supervisor acknowledge or express appreciation for the work you had done?

- Frequently
- Sometimes
- Occasionally
- Seldom/Never

How would you rate communication between each of the following?

	Excellent	Good	Fair	Poor	Don't know	Not applicable
You and your co-workers in your work unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff in your immediate work unit and other staff in the rest of your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff in your department and upper administration in your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You and the staff who reported to you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

SECTION E: YOUR OVERALL EXPERIENCE

To what extent do you agree or disagree with the following statements about your experiences at NC State?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
In general, I liked the people with whom I worked most closely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt the work I did was important	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt my work contributions were valued	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In general, I looked forward to coming to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How often in the past year did you voluntarily put in effort beyond what was really expected of your job simply because you enjoyed the work you do?

- Never
- Less than once a month
- Once a month
- 2-3 times a month
- Once a week
- 2-3 times a week
- Almost every day or daily

How often in the past year did you take a day off simply because you did not want to come to work?

- Never
- Once or twice
- 3-5 times
- 6 or more times

In thinking about each of the following, would you say you did or did not...

	Yes, I did	No, I did not
Have the basic tools, equipment, and resources needed to do your job	<input type="radio"/>	<input type="radio"/>
Receive basic training to do your job	<input type="radio"/>	<input type="radio"/>
Receive opportunities to expand your skills in your position	<input type="radio"/>	<input type="radio"/>
Have opportunities for job growth with pay increases	<input type="radio"/>	<input type="radio"/>
Have a physical work environment that allowed you to work safely and comfortable	<input type="radio"/>	<input type="radio"/>

SECTION F: FUTURE PLANS

Have you already accepted a position for employment elsewhere?

- Yes
- No

In what type of organization will you be working?

- Another college or university
- The private sector (e.g., business, industry)
- A governmental organization
- A not-for-profit organization
- Self employment
- Other

If other, please specify:

Name of new organization:

SECTION G: YOUR FINAL COMMENTS AND RECOMMENDATIONS

In general, would you say NC State University is heading in the right direction, or is it heading down the wrong track?

- Right direction
- Wrong track
- Don't know

Would you recommend employment in your department at NC State to a friend or colleague?

- Definitely yes
- Probably yes
- Maybe
- Probably not
- Definitely not

Would you recommend employment in other departments at NC State to a friend or colleague?

- Definitely yes
- Probably yes
- Maybe
- Probably not
- Definitely not

When you think about your experiences at NC State University, what would you say were the most positive aspects of being an employee here?

When you think about your experiences at NC State University, what were the most serious barriers or concerns that you had in being an employee here?

What do you think are the most significant changes that your department could make to be a better place to work?

What do you think are the most significant changes that NC State University could make to be a better place to work?

The information you have provided above will be forwarded to the appropriate administrator (Vice Chancellor or Dean) 30 days after separation to help them understand the factors that may contribute to employee satisfaction and turnover. With your permission, we can attach your name to the record or your responses--that is, the college/division administrator will know who has provided this feedback--it will not be anonymous. Would you like your name to be associated with your responses?

- Yes - you have my permission to attach my name to my responses when you share them with my former college/divisions administrator
- No - do not include my name along with my response

Please mail the form to NCSU Employee Relations, Campus Box 7210, Raleigh NC 27527
Or save the document and email the attachment to employeerelations@ncsu.edu