



Voluntary Exit Interview Survey

University of Delaware
Human Resources

Thank you for taking the time to complete this survey. The information you furnish will be used to identify patterns or trends in the work environment in your college/department. Your honesty is appreciated and your opinions are highly valued. Please contact Human Resources at 831-2171 if you have any questions about the Exit Interview process. We wish you success in your future pursuits.

Send completed survey to **Employee Relations, 550 S. College Ave., Suite 201.**

Name (optional):

Department (optional):

Supervisor (optional):

Years worked at UD:

Check any statement below (you may choose more than one) that strongly influenced your decision to leave your current position.

- Better Job/Pay
- Better Benefits
- Career Advancement
- Dissatisfied with Type of Work
- Dissatisfied with Supervisor
- Unreasonable Workload
- Dissatisfied with Organizational Culture
- Work Environment in Department
- Health
- Personal/Family Reasons
- Relocation
- Retirement
- Return to School
- Training/Professional Development
- Other - please explain: _____



Please rate the following statements:	Agree Strongly	Agree Somewhat	Neutral	Disagree Somewhat	Disagree Strongly
My pay for this job was competitive with similar positions at other employers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The University of Delaware's benefits and retirement programs are competitive with most employers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I received regular performance reviews, which sufficiently evaluated my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The University provided opportunities for advancement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The University supports the growth and development of its employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication from senior leadership to University employees was good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The University provided adequate institutional orientation (e.g. culture, policies, benefits and pay practices).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department did a good job of orienting me and training me to do my job effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please rate communication within your department:

- Excellent
- Good
- Fair
- Poor

My workload was:

- Too much
- Too little
- About right



Please rate the following statements:	Agree Strongly	Agree Somewhat	Neutral	Disagree Somewhat	Disagree Strongly
My department did a good job of orienting me and training me to do my job effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Morale in my department was high.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor was fair in his/her dealings with staff members and follows the University's Policies & Procedures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor gave me clear directions and assistance when needed and provided for necessary training.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor adequately resolved issues and complaints that arose.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor did a good job of developing cooperation among staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor gave me regular feedback on my work performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor did a good job of delegating responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Additional comments concerning your department and/or supervisor:

Constructive comments to make the University a better workplace:

Send completed survey to **Employee Relations**, 550 S. College Ave., Suite 201, Newark, DE 19713

Thank you for your candid feedback and your service to the University of Delaware!