Thank you for your time with us. The University of North Carolina at Chapel Hill (UNC-Chapel Hill) would like to learn more about your time here as part of our ongoing efforts to enhance employee experiences.

The Exit Interview Questionnaire offers 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 Questionnaires are forwarded to Employee and Management Relations in the Office of Human Resources. The information you provide will be kept in a confidential file and used only in generalized, non-identifiable ways to help us understand the factors that may contribute to employee satisfaction and turnover.

If you prefer not to complete this questionnaire but would be willing to discuss your reasons for leaving and your experiences as a University employee, please contact Employee and Management Relations at (919) 843-3444 or emr@unc.edu to schedule an in-person interview.

**SECTION A: EMPLOYEE INFORMATION**

Q1. Name (optional): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q2. Email Address (optional): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

|  |  |
| --- | --- |
| Q3. Gender:* Female
* Male
* Non-binary/third gender
* Prefer to self-describe

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_* Prefer not to say
 | Q4. Age:* Under 30 years old
* 30-39 years old
* 40-49 years old
* 50 – 59 years old
* 60+ years old
* Prefer not to say
 |
| Q5. Race (**Select all that apply**): * American Indian/Alaskan Native
* Asian
* Black/African-American
* Hispanic/Latino
* Native Hawaiian/Pacific Islander
* White
* Other:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Prefer not to say
 | Q6. Length of Service with UNC-Chapel Hill:* Less than 5 years
* 5-9 years
* 10-14 years
* 15-19 years
* 20-24 years
* 25-29 years
* 30+ years
 |

Q7. Last date you worked at UNC-Chapel Hill (mm/dd/yyyy):

Q8. School/Division/Department Name:

|  |  |
| --- | --- |
| ⭘ Adams School of Dentistry⭘ Admissions, University Registrar, Office of Scholarship and Student Aides⭘ Alumni Association Office⭘ Athletics⭘ Auxiliary Services⭘ College of Arts and Sciences⭘ Environmental Safety and Sustainability⭘ Facility Services⭘ Graduate School⭘ Information Technology Services⭘ Internal Audit⭘ Kenan-Flagler Business School⭘ Office of the Chancellor⭘ Office of the Provost⭘ School of Education⭘ School of Government⭘ School of Information and Library Science⭘ School of Law⭘ Hussman School of Media and Journalism⭘ School of Medicine | ⭘ School of Nursing⭘ School of Pharmacy⭘ School of Public Health⭘ School of Social Work⭘ Transportation and Parking⭘ University Communications⭘ University Counsel⭘ University Development Office⭘ University Library⭘ University of North Carolina Police Department⭘ University Ombuds Office⭘ Vice Chancellor for Finance and Operations⭘ Vice Chancellor for Public Affairs⭘ Vice Chancellor for Research⭘ Vice Chancellor Innovation, Entrepreneurship and Economic Development⭘ Vice Chancellor Student Affairs⭘ Human Resources and Equal Opportunity and Compliance ⭘ WUNC-FM⭘ Prefer Not to Say |

Q9. Faculty Rank:

Q10. Faculty Type (choose one):

* Fixed term
* Tenured
* Tenure track

Q11. What initially attracted you to working at UNC-Chapel Hill? **(Check all that apply):**

* Being at UNC-Chapel Hill
* Career/Promotional Opportunity
* Competitive Salary
* Benefits Programs
* Retirement Programs
* Research Interest
* Work Environment
* Other (Please Specify):

Q12. For which of the following reasons are you leaving UNC-Chapel Hill? **(Check all that apply):**

* Retirement
* Voluntary resignation
* Tenure denial
* EHRA Discontinuation of position
* Involuntary separation
* Lack of Remote Work/Flexible Work Options
* Separation for other reason (Please Specify):

Q13. If **Voluntary resignation** selected above, which of the following would you say are significant reasons you are voluntarily leaving UNC-Chapel Hill? **(Check all that apply):**

|  |  |
| --- | --- |
| * Taking a higher level job somewhere else
* Taking a similar-level job, but with better pay and benefits
* Taking a job with better career potential
* Taking a job that is a better match for my skills and interests
* Taking a job closer to home
* Spouse/Partner taking a job out of the area
* Changing careers and going in a different direction
* Going back to school
* Leaving the workforce to care for a family member
 | * Not having the tools, equipment or resources needed to do my job
* Limited opportunity for professional growth
* Quality of interactions with my chair or dean
* Quality of interactions with my colleagues
* My physical work environment
* Language barriers
* Not applicable
* Others (Please briefly explain)
 |

**SECTION B: MENTORING AND DEVELOPMENT**

Q14. Were the expectations for your appointment made clear to you? Please explain.

Q15. Did you meet your own goals for yourself during your time at UNC-Chapel Hill? Please explain.

Q16. Did you receive any mentoring?

* Yes
* No

Q17. If yes, what types of mentoring and how effective were they?

Q18. Are there things that could have been done differently to make you more successful at UNC-Chapel Hill?

Q19. How would you compare the level of support and opportunities given to you—e.g., in mentoring, research support, and collaborative opportunities—to those of your colleagues in your department?

**SECTION C: SALARY AND BENEFITS**

**Q20. 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 | Somewhat Agree | Neither agree nor disagree | Somewhat disagree | Disagree | StronglyDisagree |
| * In my own department
 | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| * In other departments around campus
 | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| * At other Chapel Hill area employers
 | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| * At other universities
 | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |

Q21. My healthcare benefits (e.g. medical, dental, vision, medical flex spending), provided through the State of North Carolina, were reasonably competitive with other employers**.**

* Strongly Agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly Disagree

Q22. The retirement contributions provided through the State of North Carolina for State employees were reasonably competitive with other employers.

* Strongly Agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly Disagree

Q23. In general, I was satisfied with **my salary** at UNC-Chapel Hill.

* Strongly Agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly Disagree

Q24. In general, I was satisfied with **my benefits** at UNC-Chapel Hill.

* Strongly Agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly Disagree

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

Q25. 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

**Q26. Overall, how would you rate the quality of the working relationships between the following?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Excellent | Good | Fair | Poor | Don’t Know |
| * Faculty in your department and your chair
 | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| * Faculty in your department and upper administration in your department (dean, vice dean, associate dean)
 | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |

**Q27. In your opinion, how well did your chair do the following?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Excellent | Good | Fair | Poor | Don’t Know |
| * Listen to ideas and concerns from faculty in your department
 | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| * Meet regularly with the faculty to keep employees informed
 | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| * Treat all members of the faculty consistently (i.e., does not show favoritism)
 | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| * Address internal conflict in your department quickly and effectively
 | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| * Promote and support diversity and inclusion within your department
 | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| * Provide mentoring and development opportunities for faculty
 | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| * Have annual performance discussions with you
 | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |

**Q28. How would you rate communication between each of the following?**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Excellent | Good | Fair | Poor | Don’t Know | Not Applicable |
| * You and your colleagues in your department
 | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| * Faculty in your department and upper administration in your department (dean, vice dean, associate dean) in your department
 | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |

**SECTION E: YOUR OVERALL EXPERIENCE**

**Q29. To what extent do you agree or disagree with the following statements regarding your overall work experience?**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly Agree | Agree | Somewhat Agree | Neither agree nor disagree | Somewhat disagree | Disagree | Strongly disagree |
| In general, I worked well with the people on my immediate team | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| I felt the work I did was important | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| I felt my work contributions were valued | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| In general, I looked forward to coming to work | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |

**SECTION F: FUTURE PLANS**

Q30. Have you already accepted a position for employment elsewhere?

* Yes
* No

Q31. If **Yes**, 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 (Please Specify):

Q32. Name of new organization (Optional):

 \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**SECTION G: YOUR FINAL COMMENTS AND RECOMMENDATIONS**

Q33. Would you recommend employment **in your department** at UNC-Chapel Hill to a friend or colleague?

* Definitely yes
* Probably yes
* Maybe
* Probably not
* Definitely not

Q34. Would you recommend employment **in other departments** at UNC-Chapel Hill to a friend or colleague?

* Definitely yes
* Probably yes
* Maybe
* Probably not
* Definitely not

Q35. When you think about your experiences at UNC-Chapel Hill, what would you say were **the most**

**positive aspects** of being an employee here?

Q36. When you think about your experiences at UNC-Chapel Hill, what were **some concerns** that you

had in being an employee here?

Q37. How would you rate your overall experience at UNC-Chapel Hill on a scale of 1-5? (1 = lowest; 5 =

highest)

Q38. Is there anything that UNC-Chapel Hill could have done that would have kept you from seeking

other employment or that would have persuaded you to stay?

Q39. What advice do you have that may enable UNC-Chapel Hill to attract and retain high-quality faculty

members?

Thank you for taking the time to provide your feedback. The Academic Personnel team in the Office of the Executive Vice Chancellor & Provost appreciates your willingness to share your experience with us.

**Please print and mail the questionnaire to: Academic Personnel, Campus Box 8000, 218 South Building, Chapel Hill, NC 27599.**

**Questions about this form? Contact Academic Personnel at 919-962-1091.**