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 going forward.

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.

All full-time and part-time permanent and temporary employees separating from the university are covered under the program and may complete the questionnaire. This includes SHRA, EHRA-NF, and Faculty employees. Employees transferring to another division/department within the university are also encouraged to complete the questionnaire.

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.

**Completion of the Exit Interview Questionnaire is highly encouraged but not mandatory. Exiting employees who prefer to offer feedback in a confidential conversational setting are strongly encouraged to schedule an in-person Exit Interview.** To schedule a face-to-face exit interview for SHRA or EHRA-NF, contact Employee and Management Relations at (919) 843-3444 or [emr@unc.edu](mailto:emr@unc.edu). To schedule a face-to-face exit interview for Faculty, contact the Office of Faculty Affairs at (919) 962-1091 or [facultyaffairs@unc.edu](mailto:facultyaffairs@unc.edu).

**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. Division 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. Current Job Title/Department at UNC-Chapel Hill: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q10: Current Position Type at UNC-Chapel Hill:

⭘ SHRA

⭘ EHRA NF

⭘ Faculty

**SECTION B: YOUR OVERALL EXPERIENCE**

Q11. Why are you leaving UNC-Chapel Hill? (**Select all that apply**)

* Retirement
* Voluntary Resignation
* Involuntary Separation/Termination
* SHRA Reduction in Force (RIF)
* Tenure Denial
* EHRA Discontinuation
* Lack of Remote Work/Flexibility
* Other

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

Q12. Did you enjoy your job?

⭘ Yes

⭘ No

Q13. If so, what were the reasons? If not, what were the reasons? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q14. Would you recommend UNC as an employer of choice?

⭘ Yes

⭘ No

Q15. If so, what are the reasons? If not, what are the reasons?

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

**SECTION C: SALARY AND BENEFITS**

Q16. In general, were you satisfied with your salary at UNC-Chapel Hill?

* Strongly Agree
* Agree
* Somewhat Agree
* Neither Agree or Disagree
* Strongly Disagree
* Disagree
* Somewhat Disagree

Q17. In general, were you satisfied with your benefits at UNC-Chapel Hill?

* Strongly Agree
* Agree
* Somewhat Agree
* Neither Agree or Disagree
* Strongly Disagree
* Disagree
* Somewhat Disagree

**SECTION D: COMMENTS AND RECOMMENDATIONS**

Q18. Were there sufficient programs and support provided by UNC-Chapel Hill in promoting your overall wellbeing?

* Strongly Agree
* Agree
* Somewhat Agree
* Neither Agree or Disagree
* Strongly Disagree
* Disagree
* Somewhat Disagree

Q19. When you think about your experiences at UNC-Chapel Hill, what would you say were the most positive aspects?

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

Q20. When you think about your experiences at UNC-Chapel Hill, what were some of the concerns that you had in being an employee here?

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Q21. What do you think are the most significant changes UNC-CH could make to this a better place to work?

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

Q22. Is there anything that UNC-Chapel Hill could have done to prevent you from pursuing alternative employment or that would have persuaded you to stay?

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

Thank you for taking the time to provide your feedback. The Employee and Management Relations team in the Office of Human Resources appreciates your willingness to share your experience with us. If you have any questions regarding the UNC Exit Interview Program, you can contact us at emr@unc.edu or 919-843-3444.

**Please print and mail the questionnaire to: UNC Employee and Management Relations, 104 Airport Drive, Campus Box 1045, Chapel Hill, NC 27599-1045.**