



University of Southern Maine Exit Interview

As a recently separated University employee, you are a valuable source of information regarding work conditions during your employment. We hope that you will be candid with your answers so we may gain from your experience with the University. Thank you very much for your time and support.

Name: _____ Date: _____

Hire date: _____ End date: _____

Most recent Department: _____ Job title: _____

Supervisor: _____

- Classified Professional Faculty Part-time Full-time

Please indicate your primary reason for joining USM:

- Benefits Career Advancement Unemployed and needed a job Salary Tuition Waiver Reputation as a good place to work Other

Please read each of the following questions and respond according to your personal experiences at USM. Below each question is space to explain any items.

1. USM's benefits program met my needs:

- Strongly Agree Agree Neutral Disagree Strongly Disagree

Comments: _____

2. My salary was competitive:

- Strongly Agree Agree Neutral Disagree Strongly Disagree

Comments: _____

3. I was satisfied with my performance management process:

- Strongly Agree Agree Neutral Disagree Strongly Disagree

Comments: _____

4. The quality of my supervision was adequate and appropriate:

- Strongly Agree Agree Neutral Disagree Strongly Disagree

Comments: _____

5. I enjoyed the type of work:

- Strongly Agree Agree Neutral Disagree Strongly Disagree

Comments: _____

6. I was provided sufficient opportunity for professional development/advancement:

- Strongly Agree Agree Neutral Disagree Strongly Disagree

Comments: _____

7. I was satisfied with the quality of training upon hire:

- Strongly Agree Agree Neutral Disagree Strongly Disagree

Comments: _____

8. My work hours were reasonable:

- Strongly Agree Agree Neutral Disagree Strongly Disagree

Comments: _____

9. My workload was reasonable:

- Strongly Agree Agree Neutral Disagree Strongly Disagree

Comments: _____

10. I had positive relationships with my co-workers:

- Strongly Agree Agree Neutral Disagree Strongly Disagree

Comments: _____

11. I was provided sufficient resources to perform my job:

- Strongly Agree Agree Neutral Disagree Strongly Disagree

Comments: _____

12. My working conditions were satisfactory:

- Strongly Agree Agree Neutral Disagree Strongly Disagree

Comments: _____

13. The position for which I was hired was accurately represented at the interview:

- Strongly Agree Agree Neutral Disagree Strongly Disagree

Comments: _____

14. I was well aware of the University's mission statement:

- Strongly Agree Agree Neutral Disagree Strongly Disagree

Comments: _____

15. I felt that USM provided a welcoming, safe and supportive environment for its employees:

- Strongly Agree Agree Neutral Disagree Strongly Disagree

Comments: _____

16. Please indicate your primary reasons for leaving USM. If you have more than one reason, please indicate the order of importance for each item selected, #1 being the primary reason for leaving.

- | | | | |
|--|---|---|---|
| <input type="checkbox"/> Better Benefits | <input type="checkbox"/> Difficulty with Supervisor | <input type="checkbox"/> Involuntary Termination | <input type="checkbox"/> Return to school |
| <input type="checkbox"/> Better Job opportunity | <input type="checkbox"/> Family Circumstances | <input type="checkbox"/> No advancement opportunities | <input type="checkbox"/> Retirement |
| <input type="checkbox"/> Better working conditions | <input type="checkbox"/> Funding Ended | <input type="checkbox"/> Rate of pay | <input type="checkbox"/> Self-employment |
| <input type="checkbox"/> Commuting Distance | <input type="checkbox"/> Illness | <input type="checkbox"/> Relocation | <input type="checkbox"/> Other _____ |

17. Please indicate your overall job satisfaction at USM: Satisfied Dissatisfied

18. Is there anything that could have been done to prevent your leaving?

19. Would you recommend USM as a place of employment? Yes No

Why or why not?

If there is anything you would like us to know that we haven't asked, please indicate below:

20. Demographics:

This section requests specific information about you. Your response to this is **voluntary**. Please check the following that apply:

- | | | |
|---|--------------------------------------|---------------------------------|
| <input type="checkbox"/> White, not of Hispanic origin | <input type="checkbox"/> Hispanic | <input type="checkbox"/> Male |
| <input type="checkbox"/> Black, not of Hispanic origin | <input type="checkbox"/> Disabled | <input type="checkbox"/> Female |
| <input type="checkbox"/> American Indian/Alaskan Native | <input type="checkbox"/> Veteran | |
| <input type="checkbox"/> Asian/Pacific Islander | <input type="checkbox"/> Other _____ | |