



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.

- Better Benefits, Difficulty with Supervisor, Involuntary Termination, Return to school, Better Job opportunity, Family Circumstances, No advancement opportunities, Retirement, Better working conditions, Funding Ended, Rate of pay, Self-employment, Commuting Distance, Illness, Relocation, 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?

20. Do you give permission to share this information with your supervisor? Yes, No

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

21. Demographics:

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

- White, not of Hispanic origin, Hispanic, Male, Black, not of Hispanic origin, Disabled, Female, American Indian/Alaskan Native, Veteran, Asian/Pacific Islander, Other

Please mail the completed Exit Survey to:

University of Southern Maine
McLellan House
Gorham, Maine 04038.

Attn: Claire Hassler

Thank you for taking the time to complete this survey.