



**General Information** *Please check all that apply.*

1. Your most recent Ohio University employment status was:  
 Full-time     Part-time     Athens Campus     Regional Campus
2. You were employed as:  
 Civil Service     Civil Service Bargaining Unit     Faculty     Administrative
3. How long were you employed at Ohio University? Years \_\_\_\_\_ Months \_\_\_\_\_
4. Are you:  Female     Male
5. Are you a member of a racial minority?  Yes     No
6. Are you 40 years of age or older?  Yes     No
7. Do you have a physical or mental disability?  Yes     No
8. What was the primary reason you left/are leaving employment at Ohio University? *Check one.*
  - a.  To accept another position
  - b.  Family relocation
  - c.  Position was visiting/temporary appointment
  - d.  Personal (i.e., medical) or family reasons
  - e.  Child care responsibilities
  - f.  Retirement
    - Regular
    - Occupational disability
    - Non-occupational disability
    - Other, please explain: \_\_\_\_\_
  - g.  Low salary
  - h.  Unethical conduct occurring in the workplace
  - i.  Sexual preferences
  - j.  Job stress
  - k.  Lack of opportunity for advancement
  - l.  Athens/rural Ohio (regional limitations)
  - m.  Other (please describe): \_\_\_\_\_
9. Do you feel that your termination was: \_\_\_\_\_  
 Voluntary     Involuntary     By Mutual Agreement
10. If you have accepted a new position elsewhere, please check the primary reason(s) that you took the new  
 Position in order of priority.  
 Promotion or professional advancement  
 Better salary  
 Better fringe benefits  
 Better working conditions/environment  
 More professional opportunities  
 Better geographical location  
 Career change

## Departmental Information

11. Were you given adequate training or orientation to do your specific job responsibility?  
 Yes  No  
If no, what could have been done to improve your orientation to your specific job responsibilities?  
\_\_\_\_\_
12. How well were you kept informed of relevant policies, procedures and information  
 Very well  Adequately  Not very well
13. How challenged was your job?  
 Very challenging  Somewhat challenging  Not very challenging
14. In general, how fair did you feel your ideas and opinions were in your department  
 Very fair  Somewhat fair  Almost never
15. If you had suggestions or complaints, did you feel free to discuss them with your supervisor?  
 Almost always  Sometimes  Almost Never
16. How valued did you feel your ideas and opinions were in your department?  
 Highly valued  Somewhat valued  Not valued
17. How much support did you feel you received from your colleagues and co-workers in your position?  
 A great deal  Some  Very little
18. If you were on the faculty (in the tenure track), do you feel the promotion and tenure system was applied fairly in your case?  
 Yes  No  
If no, please explain: \_\_\_\_\_
19. How satisfied were you with your overall working conditions in your department?  
 Very satisfied  Somewhat satisfied  Not very satisfied

## University-wide Information

20. How well were you kept informed on current university policies?  
 Very well  Adequately  Not very well
21. Do you feel the University provide opportunities for advancement?  
 Yes  No  
If so, were these opportunities made available to you?  Yes  No  Not Necessary
22. How satisfied were you with your overall working conditions within the University as a whole?  
 Very satisfied  Somewhat satisfied  Not very satisfied
23. Do you feel that you were paid fairly for the job you performed:  
Compared to others in your department?  Yes  No  
Compared to comparable positions at the University?  Yes  No  
Compared to others in your profession?  Yes  No  
If no please explain: \_\_\_\_\_
24. How would you rate the University's healthcare benefits program?  
 Excellent  Fair  Poor
25. How would you rate the University's educational benefits?  
 Yes  No
26. Did you take advantage of the educational benefits  
 Yes  No  
If no, why not? \_\_\_\_\_
27. How would you rate the University overall as a place to work?  
 Excellent  Fair  Poor
28. What were the **least** satisfying aspects of working with Ohio University?  
\_\_\_\_\_  
\_\_\_\_\_

29. How could your working conditions have been improved?

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30. What were the **most** satisfying aspects of working with Ohio University?

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31. Would you consider working again at Ohio University in the future?

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32. Would you recommended Ohio University to your friends or colleagues as a place of employment?

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33. Any additional written comments would be welcomed.

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If you wish to share additional comments through a confidential interview, please contact University Human Resources at (740) 593-1636 to arrange a meeting.

This questionnaire is being used to obtain information about y our experiences at Ohio University. Please be open and honest so that we may better serve our employees in the future.

Please return this questionnaire to:  
Ohio University Human Resources  
Human Resources & Training Center  
169 W. Union St. Athens, OH 45701

**Thank you for your time and cooperation!**