

Exit Interview Questionnaire

Texas A&M University-Commerce

Name: _____ Sex: Male Female Age: _____

Department: _____ Job Title: _____

Length of Employment: _____ Full Time Less than Full Time

Race/Ethnicity:

- | | |
|--|---|
| <input type="checkbox"/> Black non-Hispanic | <input type="checkbox"/> Hispanic |
| <input type="checkbox"/> American Indian or Alaskan native | <input type="checkbox"/> White non-Hispanic |
| <input type="checkbox"/> Asian or Pacific Islander | |

Please check any of the following which contributed to your decision to leave your current position:

- | | |
|--|--|
| <input type="checkbox"/> Better job opportunity | <input type="checkbox"/> Family circumstances |
| <input type="checkbox"/> Working conditions | <input type="checkbox"/> Health |
| <input type="checkbox"/> Type of work | <input type="checkbox"/> Return to school |
| <input type="checkbox"/> Rate of pay | <input type="checkbox"/> Military service |
| <input type="checkbox"/> Supervision | <input type="checkbox"/> Self employment |
| <input type="checkbox"/> Commuting distance | <input type="checkbox"/> Moving from area |
| <input type="checkbox"/> Lack of opportunity for advancement | <input type="checkbox"/> Better fringe benefit package |

Other (Explain) _____

What was the most important factor that influenced you to leave?

Please rate the following benefits:

	Excellent	Good	Fair	Poor	No opinion
Your salary	<input type="checkbox"/>				
Paid holidays	<input type="checkbox"/>				
Sick leave	<input type="checkbox"/>				
Vacation leave	<input type="checkbox"/>				
Health insurance	<input type="checkbox"/>				
Life and disability insurance	<input type="checkbox"/>				
Retirement plan	<input type="checkbox"/>				

Please rate the following in your job or department:

	Excellent	Good	Fair	Poor	No opinion
Orientation	<input type="checkbox"/>				
On the job training	<input type="checkbox"/>				
Working conditions	<input type="checkbox"/>				
Equipment provided	<input type="checkbox"/>				

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Please rate your supervisors/managers ability on the following points:

	Excellent	Good	Fair	Poor	No opinion
Demonstrates fair and equal treatment	<input type="checkbox"/>				
Provides appropriate recognition	<input type="checkbox"/>				
Resolves complaints/difficulties in a timely fashion	<input type="checkbox"/>				
Follows policy and procedures (to best of your knowledge)	<input type="checkbox"/>				
Encourages feedback	<input type="checkbox"/>				
Expresses instructions clearly	<input type="checkbox"/>				
Develops cooperation among staff	<input type="checkbox"/>				

Did you receive a current job description for your position when you were employed? Yes No

How satisfied were you with the work you were doing? _____

Is the pay on your new job: More The same Less

Do you have any suggestions for training programs that would be beneficial for TAMU-C employees? _____

Did you experience any of the following while working in your department?

	Yes	No
Favoritism of other employees	<input type="checkbox"/>	<input type="checkbox"/>
Unfair treatment	<input type="checkbox"/>	<input type="checkbox"/>
Threats for filing a grievance	<input type="checkbox"/>	<input type="checkbox"/>

Comments: _____

Are you leaving for any reason which would appear to reflect discrimination on the basis of race, color, gender, religion, national origin, age, or disability?

Yes No If yes, explain: _____

Did you attempt to seek remedy of the situation? Yes No

If yes, whom did you contact? _____ Approximate date? _____

If you were the supervisor/manager of your former department, what changes would you make?

Would you work again for TAMU-C? Yes No

Would you work again in the same department? Yes No

Signature

Date