# OVERVIEW

Thank you for your service to Illinois. Before you leave, we would appreciate your feedback about your work experience. This exit survey is part of a series of surveys to measure the employee experience. It will ask you about your reason for departure, the work environment, the pros and cons of your position and unit/department, and how we could have enhanced your employment experience.

We encourage you to be candid in your survey responses. Your responses will help us understand where we are doing well and where we need to improve. Responses will be confidentially collected and stored with our Strategic Programs and Partnerships unit in Illinois Human Resources. Aggregated reports will be shared with college/major administrative unit leadership in a format that highlights trends while keeping identifying information confidential.

There may be times when information needs to be shared immediately and could be identifiable, such as:

- Any references to potential violations of ethics or policy, including but not limited to discrimination, harassment, domestic violence, or sexual misconduct, will be reported to the appropriate office(s).
- High volume of departures from the same department/unit will be reported to the college/major administrative unit leadership to explore concerning trends.
- Recurring early departures from a department/unit within a short amount of time will be reported to the college/major administrative unit leadership to explore concerning trends.

This survey is estimated to take between 10-15 minutes to complete.

Please select the name of your College or MAU:

Please select the name of your department (Optional):

## REASON FOR LEAVING

1. Please indicate your primary reason for leaving:

- ◯ Better opportunity
- ◯ Changing careers/going back to school
- ◯ Compensation
- ◯ Inadequate recognition or appreciation
- ◯ Lack of professional development
- ◯ Limited career advancement/promotion opportunities
- ◯ Organizational culture and/or climate
- ◯ Personal circumstances (such as family needs or relocating or other similar situations)
- ◯ Physical demands
- ◯ Quality of supervision
- ◯ University benefits
- ◯ Work conditions/environment
- ◯ Work tasks/responsibilities
- ◯ Eligible to retire
- ◯ Involuntary departure
- ◯ Other

2. Please indicate all secondary reason(s) for leaving:

- [ ] Better opportunity
- [ ] Changing careers/going back to school
- [ ] Compensation
- [ ] Inadequate recognition or appreciation
- [ ] Lack of professional development
- [ ] Limited career advancement/promotion opportunities
- [ ] Organizational culture and/or climate
- [ ] Personal circumstances (such as family needs or relocating or other similar situations)
- [ ] Physical demands
- [ ] Quality of supervision
- [ ] University benefits
- [ ] Work conditions/environment
- [ ] Work tasks/responsibilities
- [ ] Eligible to retire
- [ ] Involuntary departure
- [ ] Other

## BELONGING

3. How comfortable are you being yourself in the unit/department?

- ◯ Extremely Comfortable
- ◯ Very Comfortable
- ◯ Moderately Comfortable
- ◯ Not Very Comfortable
- ◯ Not At All Comfortable

4. Thinking of your experience in the unit/department, how valued were your...

| | Extremely Valued | Very Valued | Moderately Valued | Not Very Valued | Not At All Valued |
|---|---|---|---|---|---|
| ...contributions? | ◯ | ◯ | ◯ | ◯ | ◯ |
| ...efforts? | ◯ | ◯ | ◯ | ◯ | ◯ |
| ...ideas? | ◯ | ◯ | ◯ | ◯ | ◯ |
| ...opinions? | ◯ | ◯ | ◯ | ◯ | ◯ |

5. How well did your unit/department treat you as a person and not just as an employee?

- ◯ Extremely Well
- ◯ Very Well
- ◯ Moderately Well
- ◯ Not Very Well
- ◯ Not At All Well

6. Rate your unit/department in terms of advancing diversity, equity, and inclusion.

- ○ Extremely
- ○ Good
- ○ Fair
- ○ Poor
- ○ Very Poor

7. Rate your unit/department in terms of cooperation and collaboration.

- ○ Extremely
- ○ Good
- ○ Fair
- ○ Poor
- ○ Very Poor

## ENVIRONMENT

8. How would you evaluate your current supervisor's overall effectiveness in their role?

- ○ Extremely Effective
- ○ Very Effective
- ○ Moderately Effective
- ○ Not Very Effective
- ○ Not At All Effective

Which of the following considerations led you to choose Extremely Effective or Very Effective in response to "How effective was your supervisor?" Select all that apply.

- ☐ My supervisor and I had regularly scheduled check-ins.
- ☐ My supervisor took an interest in my personal/professional development.
- ☐ My supervisor provided feedback that helped me do my job better.
- ☐ My supervisor provided clear performance standards/objectives for my role.
- ☐ My supervisor provided enough mentoring/coaching.
- ☐ My supervisor communicated with me effectively/appropriately.
- ☐ My supervisor demonstrated fairness in managing and rewarding employees.
- ☐ My supervisor trusted me to get the job done.
- ☐ I felt my supervisor was approachable.
- ☐ I felt comfortable discussing concerns with my supervisor.
- ☐ My supervisor was not too busy to speak with me.
- ☐ My supervisor seemed to care about me as a person.
- ☐ Other

10. How well did your unit/department encourage the use of campus well-being resources?

- ◯ Extremely Well
- ◯ Very Well
- ◯ Moderately Well
- ◯ Not Very Well
- ◯ Not At All Well

11. Please rate your unit/department in terms of promoting a healthy work-life balance.

- ◯ Excellent
- ◯ Good
- ◯ Fair
- ◯ Poor
- ◯ Very Poor

12. Please rate your unit/department in terms of creating equitable workloads.

- ◯ Excellent
- ◯ Good
- ◯ Fair
- ◯ Poor
- ◯ Very Poor

13. Please rate your unit/department in terms of providing an environment that is free of intimidation.

- ◯ Excellent
- ◯ Good
- ◯ Fair
- ◯ Poor
- ◯ Very Poor

## PERSONAL/PROFESSIONAL DEVELOPMENT

14. Thinking about being successful in your role, how well did your unit/department equip you with the needed...

| | Extremely Well | Very Well | Moderately Well | Not Very Well | Not At All Well |
|---|---|---|---|---|---|
| ...communication flow? | ◯ | ◯ | ◯ | ◯ | ◯ |
| ...resources? | ◯ | ◯ | ◯ | ◯ | ◯ |
| ...training? | ◯ | ◯ | ◯ | ◯ | ◯ |

15. How well did your unit/department meet your professional development needs and/or interests?

- ◯ Extremely Well
- ◯ Very Well
- ◯ Moderately Well
- ◯ Not Very Well
- ◯ Not At All Well

Which of the following considerations led you to choose Not Very Well or Not At All Well in response to "How well did your department meet your development needs and/or interests?" Select all that apply.

- [ ] The available professional development opportunities and/or career paths in the organization were unclear.
- [ ] I understood the professional development opportunities and/or career paths available but there were few available options/openings.
- [ ] I understood the professional development opportunities and/or career paths available but there were few non-management/supervisory paths available.
- [ ] I understood the professional development opportunities and/or career paths available but they were not a good fit for me.
- [ ] I did not receive professional development opportunities and/or advancement opportunities in a timely manner.
- [ ] I was passed over for professional development opportunities and/or advancement opportunities when I felt I should have been selected.
- [ ] Other

## OTHER

16. How likely would you recommend this unit/department to a friend or colleague as a great place to work?

- ○ Extremely Likely
- ○ Very Likely
- ○ Moderately Likely
- ○ Not Very Likely
- ○ Not At All Likely

17. Please rate your unit/department in terms of pay.

- ◯ Excellent
- ◯ Good
- ◯ Fair
- ◯ Poor
- ◯ Very Poor

Which of the following considerations led you to choose Poor or Very Poor in response to "Please rate your unit/department in terms of pay."? Select all that apply.

- ☐ I was not fairly compensated for my work.
- ☐ I did not understand the process by which my total pay was determined.
- ☐ I do not believe my current pay is comparable to what other units/departments offer.
- ☐ I do not believe my current pay is comparable to what other organizations/universities offer.
- ☐ I do not believe my total pay is competitive in the location where I live.
- ☐ There was a reduction in my total pay.
- ☐ Other

## GENERAL

18. Please provide any additional details about your experience within and/or departure from your unit/department that you believe would be helpful.

19. Are you interested in having a follow up exit interview with a member of the Campus Data Review Group? (This group includes representatives from the Office of the Vice Chancellor for Diversity, Equity & Inclusion and Illinois Human Resources' Culture, Learning & Engagement and Strategic Programs & Partnerships units.)

- ○ Yes
- ○ No
- ○ I have completed or plan to complete an exit interview with my unit/department.

20. Data used in the aggregated reports will be formatted to highlight trends while keeping identifying information confidential. At times, sharing specific comments may amplify a point of view. How may we use your comments?

- ○ Keep my comments confidential as possible.
- ○ You may share my comments anonymously.
- ○ You may share my comments, including selected pieces of information that could be identifiable.

**We thank you for your time spent taking this survey.**
**Your response has been recorded.**