

<b>Route this form to:</b>	<b>U Wide Form</b> UM 1553
See Instructions below.	11/01

# Exit Interview

The University of Minnesota wants to better understand what U of M employees value most in their workplace, and why they leave. We would appreciate your honest responses to all of the questions on this form, but you may choose to respond to only some if you wish. You are not legally required to provide any of this information, and it does not affect your benefits in any way. Your gender and race are requested in order to help us assess the experiences of different employee groups. The information will be summarized by the Office of Human Resources, and used by Human Resources and the Office of Equal Opportunity and Affirmative Action to better understand issues arising in the workplace. We will share summaries of the information with appropriate University of Minnesota administrators. We are not asking for your name on this form, but if you wish to speak with someone in person regarding your work experience, please contact Karen Linquist at 612-624-9817. Please send completed forms to Karen Linquist, Office of Human Resources, University of Minnesota, 120 Morrill Hall, 100 Church St SE, Minneapolis, MN 55455. Thank you for your assistance and your service to the University of Minnesota.

## I. GENERAL BACKGROUND INFORMATION

<b>Campus</b>	<input type="checkbox"/> Twin Cities	<input type="checkbox"/> Duluth	<input type="checkbox"/> Crookston	<input type="checkbox"/> Morris
	<input type="checkbox"/> Rochester	<input type="checkbox"/> Minnesota Extension	<input type="checkbox"/> Research Outreach Center	

<b>Employee Group</b>	<input type="checkbox"/> Civil Service Staff	<input type="checkbox"/> Faculty
	<input type="checkbox"/> Represented Bargaining Unit (Nonacademic)	<input type="checkbox"/> Administrative/Professional Staff (P/A)

<b>Positions at University of Minnesota</b>	Title	Department	Length of Time (Yrs/Mos)
	1. (Current)		
	2. (Prior)		
	Last date (year/ month) worked:		

<b>Racial/Ethnic Group</b>	<input type="checkbox"/> African American/Black	<input type="checkbox"/> Asian/Pacific Islander	<input type="checkbox"/> Hispanic/Latino
	<input type="checkbox"/> Native American	<input type="checkbox"/> White	
	<input type="checkbox"/> If you wish to describe yourself in different terms, please do so:		

<b>Gender</b>	<input type="checkbox"/> Female	<input type="checkbox"/> Male	<input type="checkbox"/> Transgender
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<b>Age</b>	<input type="checkbox"/> Under 30	<input type="checkbox"/> 30-39	<input type="checkbox"/> 40-49
	<input type="checkbox"/> 50-59	<input type="checkbox"/> 60+	

<b>Disabled/Veteran</b>	<input type="checkbox"/> Disabled	<input type="checkbox"/> Disabled Veteran	<input type="checkbox"/> Vietnam Era Veteran	<input type="checkbox"/> Other Eligible Veteran
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## II. WOULD YOU RECOMMEND EMPLOYMENT AT THE UNIVERSITY OF MINNESOTA?

Would you recommend employment here to a friend or colleague?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Undecided
Would you return to the same position?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Undecided
Would you return to a different position at the U of M?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Undecided
Would you return to the same department?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Undecided
Would you return to a different department at the U of M?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Undecided

**III. EVALUATION OF YOUR EMPLOYMENT**

	Satisfied			Dissatisfied			Was this a factor in your departure?	
	Very	Moderately	Slightly	Slightly	Moderately	Very	Yes	No
<b>Compensation/Benefits</b>								
Salary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health Benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Retirement Benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vacation/Holidays	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tuition Benefits for myself	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leaves	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work schedule	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Understanding Job**

Job Duties	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Explanation of requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Initial training/orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performance evaluations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Development/Recognition**

Professional development opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recognition of your contributions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Opportunity for advancement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sense of connection to University community(ies)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Environment**

Problem resolution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical working conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Equitable treatment from coworkers/colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Equitable treatment from supervisors/administration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sense of connection to non-university community(ies)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**IV. FACTORS AFFECTING YOUR DEPARTURE – Did any of these additional factors affect your departure?**

Job Location	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Continuing your education	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Relocating	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Job change/career advancement	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Family circumstances/personal reasons	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Retirement	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Layoff/nonrenewal	<input type="checkbox"/> Yes	<input type="checkbox"/> No

**V. ANYTHING ELSE YOU WISH TO TELL US?**