

## University of California Exit Survey

Overall, how satisfied were you with your employment experience?

What is your primary reason for leaving the University of California?

- There are no additional reasons
- I am dissatisfied with my work experience
- I am satisfied with my work experience but have received a better job offer at another organization
- I want to change careers
- I want to change industries
- I am relocating
- I am retiring
- Family reasons require me to take time off from work
- My spouse/partner has a new job
- I am going back to school
- I am taking a break from working
- My fixed-term contract ended
- The decision to leave was involuntary
- Other (Please Specify)

Please provide any additional comments regarding your decision to leave the University of California.

Before resigning from your position with the University of California, had you accepted a job offer at another organization?

Out of the organizational/job characteristics listed below, please select the top five that, if we were to improve them, may have prevented you from leaving the University of California. If you've already left the University of California, are retiring, or leaving involuntarily, please select the five areas you were most dissatisfied with during your employment:

- Respect
- Recognition
- Location
- Growth Rate
- Market Position
- 'Great Employer' Recognition
- Stability
- Industry Desirability
- Product or Service Quality
- Technology Level
- People Management
- Senior Leadership Reputation
- Manager Quality
- Coworker Quality
- Compensation
- Health Benefits
- Retirement Benefits

- Development Opportunity
- Future Career Opportunity
- Meritocracy
- Inclusion/Diversity
- Environmental Responsibility
- Social Responsibility
- Ethics/Integrity
- Work-Life Balance
- Business Travel
- Innovative Work
- Empowerment
- Level of Impact
- Risk Taking
- Formality of Work Environment
- Customer Prestige
- Job-Interests Alignment
- Collegial Work Environment
- Camaraderie
- Well Known Product Brand
- Organization Size
- Vacation

Please provide any comments about what you thought the University of California did well or delivered effectively with respect to the attributes above.

After first starting in the position you're leaving (or have left), how effective was the University of California at delivering on the promised day-to-day experiences of the job?

After first starting the position you're leaving (or have left), how effective was the University of California at providing early feedback to you about your performance on the job?

How likely is it that you would recommend the University of California to a friend or colleague as a great place to work?

How likely would you be to return to the University of California in the future?

If you've accepted another job offer, or are currently employed with another organization, what is your expected/actual change in base compensation (salary)?

Did anyone in this organization discriminate against you, harass you, or cause hostile working conditions? If yes, please explain.

Were you aware of anyone in the organization that may have been or is currently engaged in any fraudulent activities, misuse or misappropriation of University resources, or improper government activities?

How satisfied are you (or were you) with the quality of your relationship with your direct manager or supervisor?

Did your manager take action to enhance your engagement while you were employed and to retain you prior to leaving?

For the demographic questions below, please select the answer choice that fits best at your time of departure. Note your individual responses will not be shared with the organization.

- Average Hours Worked Per Week
- Number of Direct Reports
- Number of Indirect Reports
- Age
- Gender
- Tenure at Organization
- Last Date of Employment
- Ethnicity
- Tenure at exiting position
- Employment Status
- Location
- Function
- Level

Would you be Interested in hearing about future career opportunities at the University of California?

Would you like to be Interviewed about your responses to this survey or have someone from the organization contact you for additional detail?