

Human Resources

Exit Interview

Northern Arizona University strives to provide a meaningful work experience for its employees. Your participation in this 5- minute survey can provide us with valuable information that can assist us in meeting the expectations of NAU employees. While your participation in this survey is optional, we hope that you will take the opportunity to share your feedback.

Your specific answers will be confidential to the Human Resources Department, and this feedback will not become a part of your personnel files and will not affect your re-employment with NAU. Thank you for your participation.

1. Are you retiring from NAU? Yes No
If Yes, skip to question #3. If no, continue to question #2.

2. If No, what prompted you to seek alternative employment? Please select and rank up to your **top 3 reasons**.

Select	Rank	Reasons for Leaving
<input type="checkbox"/>		Career advancement opportunity
<input type="checkbox"/>		Department culture
<input type="checkbox"/>		Relationship with supervisor
<input type="checkbox"/>		Compensation
<input type="checkbox"/>		Lack of recognition
<input type="checkbox"/>		Type of work
<input type="checkbox"/>		Undervalued in my role
<input type="checkbox"/>		Working conditions
<input type="checkbox"/>		Lack of remote/flexible work schedule
<input type="checkbox"/>		Returning to school
<input type="checkbox"/>		Inability to find affordable housing near my work location
<input type="checkbox"/>		Lack of satisfactory employment for my partner/spouse
<input type="checkbox"/>		Family or other personal needs

3. Please rate your **supervisor** below. Please select one response for each statement.

Demonstrated fair and equal treatment.

- Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree

Provided recognition on the job.

- Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree

Developed cooperation and teamwork.

- Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree

Encouraged/listened to suggestions.

- Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree

Resolved complaints and problems.

- Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree

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Followed policies and practices.

Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree

Communicated well.

Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree

Provided training, tools, and resources.

Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree

Created a positive work environment.

Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree

Assigned workload.

Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree

4. Please rate your **employment with NAU** below. Please select one response for each statement.

Cooperation within your department.

Highly dissatisfied Somewhat dissatisfied Neither satisfied nor dissatisfied Somewhat satisfied Highly satisfied

Cooperation with other departments.

Highly dissatisfied Somewhat dissatisfied Neither satisfied nor dissatisfied Somewhat satisfied Highly satisfied

Communication within NAU as a whole.

Highly dissatisfied Somewhat dissatisfied Neither satisfied nor dissatisfied Somewhat satisfied Highly satisfied

Communication within your department.

Highly dissatisfied Somewhat dissatisfied Neither satisfied nor dissatisfied Somewhat satisfied Highly satisfied

Training opportunities provided.

Highly dissatisfied Somewhat dissatisfied Neither satisfied nor dissatisfied Somewhat satisfied Highly satisfied

Morale in your department.

Highly dissatisfied Somewhat dissatisfied Neither satisfied nor dissatisfied Somewhat satisfied Highly satisfied

Advancement opportunities.

Highly dissatisfied Somewhat dissatisfied Neither satisfied nor dissatisfied Somewhat satisfied Highly satisfied

Opportunity for a flexible/remote schedule.

Highly dissatisfied Somewhat dissatisfied Neither satisfied nor dissatisfied Somewhat satisfied Highly satisfied

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5. What would you describe as the best part of working with NAU? Check all that apply.

- Career/Growth Opportunities
- Compensation
- Benefits
- Remote/Hybrid schedule
- Meaningful work
- Educational benefits
- Supervisor(s)
- Other

6. Is there anything else you would like us to know?

Demographic Information

Reminder: This information is confidential to the Human Resources department. Your answers to the following questions will assist us in analyzing information from across the University. Some statistical reporting, including cumulative data, graphs, and charts, may be reported from collected responses, but your specific information will not be shared without your permission.

1. How long were you employed at NAU?

- Less than 1 year
- 1 – 3 years
- 4 – 6 years
- 7 – 9 years
- 10 – 14 years
- 15+ years

2. What is your sex?

- Male Female

3. What is your ethnicity?

- | | |
|---|---|
| <input type="checkbox"/> American Indian/Alaskan Native | <input type="checkbox"/> Native Hawaiian/Pacific Islander |
| <input type="checkbox"/> Asian | <input type="checkbox"/> White/Caucasian |
| <input type="checkbox"/> Black/African-American | <input type="checkbox"/> Other: _____ |
| <input type="checkbox"/> Hispanic/Latino | |

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4. What was your employee type?

- | | |
|---|---|
| <input type="checkbox"/> Classified Staff | <input type="checkbox"/> Faculty – non-tenure track |
| <input type="checkbox"/> Service Professional | <input type="checkbox"/> Administrative Faculty |
| <input type="checkbox"/> Academic Professional | <input type="checkbox"/> Administrator |
| <input type="checkbox"/> Faculty – tenured/tenure track | |

5. What was your primary work location?

- | | |
|--|--|
| <input type="checkbox"/> Flagstaff Mountain Campus | <input type="checkbox"/> Tucson-Metro Area Campus |
| <input type="checkbox"/> Phoenix-Metro Area Campus | <input type="checkbox"/> Remote/Hybrid |
| <input type="checkbox"/> NAU-Yavapai | <input type="checkbox"/> Other NAU Location: _____ |
| <input type="checkbox"/> NAU-Yuma | |

6. Please provide the VP Area or College in which you worked. _____

7. Please provide the following information:

Most recent department: _____

Most recent supervisor: _____

We appreciate you taking the time to share your valuable experience and feedback with us.