This questionnaire is part of UW-Superior’s continuing efforts to improve and maintain a working climate that enhances job satisfaction for all University employees. The University is especially interested in identifying ways in which equal employment opportunities and affirmative action concerns may have affected an individual’s employment and/or reason for leaving.

Please return the questionnaire to the Human Resources Office, Old Main 201. All responses will be confidential and will only be used in summary form.

If you have any questions or wish to discuss this further, please call the Director of Human Resources at 715.394.8365.

Department:______________________________

1. Last date of employment: ______/______/______

2. Why are you leaving your employment? (Please check “√” all that apply.)

   [ ] Anticipated nonrenewal   [ ] Appointment not renewed
   [ ] Anticipated tenure denial  [ ] Did not attain tenure
   [ ] Position eliminated       [ ] Dismissal for cause
   [ ] End of appointment term  [ ] Layoff
   [ ] Retirement               [ ] Other (specify) ________________
   [ ] Voluntary termination

3. Factors that influenced your decision to leave UW-Superior: (Check “√” all that apply. Double check (“√√” the one or two reasons that were most important. Mark “0” if the factor had no influence.)

   [ ] Absence of collegial environment [ ] Inadequate research facilities/support
   [ ] Better geographic location [ ] Inadequate professional development
   [ ] Dissatisfaction with department or [ ] opportunities/budget
     unit administration
   [ ] Dissatisfaction with salary [ ] Lack of congeniality in the community
   [ ] Family, personal matters [ ] Lack of congeniality in the work unit/
     department
   [ ] Found a job with a higher salary [ ] Non-supportive environment
   [ ] Found a job with better fringe benefits [ ] Pursued by another employer
   [ ] Found a job with greater career [ ] Relocation of spouse/partner
     potential
   [ ] Further education or training [ ] Retirement
   [ ] Health reasons

4. How satisfied overall were you with your experience at the university?
   [ ] Very satisfied        [ ] Satisfied        [ ] Unsatisfied
5. Percentage of Appointment
   [ ] Full time
   [ ] Half time
   [ ] More than half time but less than full time

6. How many years were you employed in the UW System ________ years ________ months

7. Your age:
   [ ] 20-24
   [ ] 25-29
   [ ] 30-34
   [ ] 35-39
   [ ] 40-44
   [ ] 45-49
   [ ] 50-54
   [ ] 55-59
   [ ] 60-64
   [ ] 65-69
   [ ] 70 or older

8. What kind of position have you taken, or are seeking, upon leaving the UW System? Check "√" all that apply.
   [ ] Not seeking another position
   [ ] Institution similar to UW-Superior
   [ ] Position with greater research opportunities
   [ ] Position with greater teaching opportunities
   [ ] Position with greater public service opportunities
   [ ] Government
   [ ] Business
   [ ] Private non-profit (foundation, executive/staff position in national organization, etc.)
   [ ] Consulting or other enterprise of your own (including writing artistic endeavors, etc.)
   [ ] Have not yet found a position

9. What is your employment category? Check ("√") all that apply.
   [ ] Instructor
   [ ] Assistant Professor
   [ ] Associate Professor
   [ ] Professor
   [ ] Tenured
   [ ] Nontenured
   [ ] Instructional Academic Staff
   [ ] Noninstructional Academic Staff
   [ ] Administrator with academic rank
   [ ] Indefinite appointment
   [ ] Fixed Term appointment
   [ ] Limited appointment
   [ ] Other (please describe) _____________________________________________________

10. Your gender:
    [ ] Female
    [ ] Male

11. Racial/Ethnic group with which you identify (check only one)
    [ ] American Indian or Alaskan Native
    [ ] Asian or Pacific Islander
    [ ] Afro-American/Black
    [ ] Hispanic/Latino
    [ ] White, Non-Hispanic

12. Have you been affiliated with another UW System institution? [ ] Yes [ ] No
    If yes, which one? ____________________________________________________________

13. How long were you employed at the former institution? ______ years ______ months

14. What has (have) been your most satisfying/enjoyable experience(s) at UW-Superior?

15. What was (were) your least satisfying/enjoyable experience(s) at UW-Superior?
16. Could the University have done anything differently that would have influenced you to stay?

_____Yes  _____No  If yes, please explain:

17. Do you believe you were evaluated fairly and accurately?  ___Yes  ___No  (If no, why not?)

18. What changes do you think UW-Superior should be considering?  Programmatic? Development? Support?

19. Is there anything else you would like to say or think we should know in order to retain faculty and/or staff and contribute to their development or generally improve the climate at UW-Superior?

20. Additional comments (use reverse side, if necessary):