



EMPLOYEE DEPARTURE SURVEY

The information in this survey is collected to determine your opinions about your employment with Brock University. Information gathered may be used toward the amendment of policies and procedures.

Employee Information

Name:	Position:
Department:	Faculty/Non-Academic Division:
Manager (first and last name):	Your Bargaining Unit (if appl.):
Hire Date:	Last Day Worked:
Date Survey Completed:	

Upon completion or any questions you may have about this survey should be directed to:

Michelle Maiolo
Executive Assistant
People and Culture
905-688-5550 x3169
mmaiolo@brocku.ca

General Information

What is the one **MAIN** reason why you decided to leave Brock University? (please select **only one**)

- | | | |
|--|--|---|
| <input type="checkbox"/> Promotion | <input type="checkbox"/> Change in careers | <input type="checkbox"/> No room for advancement |
| <input type="checkbox"/> Dislike current job | <input type="checkbox"/> Value issue | <input type="checkbox"/> Workload issues |
| <input type="checkbox"/> Relationships-management | <input type="checkbox"/> Job security | <input type="checkbox"/> Job with better compensation |
| <input type="checkbox"/> Job with better benefits | <input type="checkbox"/> Retirement | <input type="checkbox"/> Health issue |
| <input type="checkbox"/> Family reasons | <input type="checkbox"/> Return to school | <input type="checkbox"/> Job location |
| <input type="checkbox"/> Decrease in cost of living/commuting expenses | | <input type="checkbox"/> Other |

Comments:

What other reason(s) contributed to why you decided to leave Brock University? (select all that apply)

- | | | |
|--|--|---|
| <input type="checkbox"/> Promotion | <input type="checkbox"/> Change in careers | <input type="checkbox"/> No room for advancement |
| <input type="checkbox"/> Dislike current job | <input type="checkbox"/> Value issue | <input type="checkbox"/> Workload issues |
| <input type="checkbox"/> Relationships-management | <input type="checkbox"/> Job security | <input type="checkbox"/> Job with better compensation |
| <input type="checkbox"/> Job with better benefits | <input type="checkbox"/> Retirement | <input type="checkbox"/> Health Issue |
| <input type="checkbox"/> Family reasons | <input type="checkbox"/> Return to school | <input type="checkbox"/> Job location |
| <input type="checkbox"/> Decrease in cost of living/commuting expenses | | <input type="checkbox"/> Other |

Comments:

How satisfied were you with your employment at Brock University?

- | | | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Very Satisfied | Satisfied | Dissatisfied | Very Dissatisfied | N/A |

Comments:

Do you feel you were fairly paid for the duties and responsibilities of your job?

Yes No

Comments:

Did Brock University's Health and Dental Plan adequately meet your needs?

Yes No

Comments:

Do you feel that Brock University's Pension Plan will meet your future retirement needs?

Yes No

Comments:

Were you given the necessary resources to perform your job properly?

Yes No

Comments:

Did you have a positive relationship with your supervisor/manager?

Yes No

Comments:

Did you have the opportunity to set achievable goals and objectives?

Yes No

Comments:

In the last six months were you provided with feedback and recognition regarding your job performance?

Yes No

Comments:

Do you feel Brock provides a good work-life balance?

Yes No

Comments:

If the opportunity presented itself in the future, would you work for Brock University again?

Yes No

Comments:

Would you recommend Brock University as a good place to work?

Yes No

Comments:

Additional Feedback

What suggestions do you have that would make Brock University a better place to work?

Please share any additional comments:

New Employer Information (if applicable)

We are requesting that you consider providing the following information to help us understand some key aspects of your future employer. This information will be extremely valuable in allowing Brock University to further understand departure trends and to benchmark our competitive offering.

Employer Name: _____

New Role: _____

City/Town: _____

Which sector is your new position in?

Government Private Other

Does your new position involve?

Higher Base Pay

Lower Base Pay

Similar Base Pay

What type of retirement savings plan do you have with your new employer?

Defined Benefit Pension Plan

Defined Contribution Pension Plan

Hybrid Pension Plan

Group RRSP

Profit Sharing Plan

Pension Plan not offered

Pension Plan offered, but details unknown

*Please send to Michelle Maiolo,
Executive Assistant, People and Culture at
mmaiolo@brocku.ca*

*Thank you for taking the time to complete this survey.
Brock University wishes you all the best in your future endeavours.*