

**EMPLOYEE DEPARTURE SURVEY**

*The information in this survey is collected to determine your opinions about your employment with Brock University. We may use the information gathered toward the amendment of policies and procedures as they relate to Human Resources issues.*

**Employee Information**

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

*Questions you may have about this survey should be directed to:*

Neil Culp  
Director, Organizational  
Development & Effectiveness  
Human Resources  
Brock University  
Niagara Region  
1812 Sir Isaac Brock Way  
St.Catharines, ON L2S 3A1

905-688-5550 x4711

[nculp@brocku.ca](mailto:nculp@brocku.ca)

## General Information

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

- |  |  |   |
|--|--|---|
| <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"/> Unsafe workplace             |
| <input type="checkbox"/> Relationships-management                      | <input type="checkbox"/> Relationships-co-worker | <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:

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

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|--|--|---|
| <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"/> Unsafe workplace             |
| <input type="checkbox"/> Relationships-management                      | <input type="checkbox"/> Relationships-co-worker | <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:

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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:

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

Yes       No

Comments:

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

Yes       No

Comments:

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

Yes       No

Comments:

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

Yes       No

Comments:

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

Yes       No

Comments:

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

Yes       No

Comments:

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

Yes       No

Comments:

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

Yes       No

Comments:

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

Yes       No

Comments:

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### Additional Feedback

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

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Please share any additional comments:

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## 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 print and send to Neil Culp, Associate Director,  
Organizational Development & Effectiveness (see first page)*

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