

### GEORGE MASON UNIVERSITY: EXIT SURVEY

Thank you for participating in the George Mason University Exit Survey. The data you share with us will be kept confidential and only accessible by a small team within HR & Payroll. All reports will combine data so that no one individual can be identified. We appreciate you being open and honest about your experiences at Mason so that we can better understand and focus on areas to improve.

1. **Name (optional):** \_\_\_\_\_ 2. **G# (optional):** \_\_\_\_\_

3. **Position Title (optional):** \_\_\_\_\_

4. **Employment period (optional):** Start Date: \_\_\_\_\_ End Date: \_\_\_\_\_

5. **Mark Unit/School:**

- |  |  |   |
|--|--|---|
| <input type="radio"/> Academic Innovations and New Ventures    | <input type="radio"/> College of Science                   | <input type="radio"/> Office of the President                                 |
| <input type="radio"/> Antonin Scalia Law School                | <input type="radio"/> College of Visual & Performing Arts  | <input type="radio"/> Research  |
| <input type="radio"/> Compliance, Diversity and Ethics         | <input type="radio"/> Enrollment Management                | <input type="radio"/> School of Business                                      |
| <input type="radio"/> College of Education & Human Development | <input type="radio"/> Facilities                           | <input type="radio"/> School for Conflict Analysis & Resolution               |
| <input type="radio"/> College of Health & Human Services       | <input type="radio"/> Government and Community Relations   | <input type="radio"/> School of Policy, Government, and International Affairs |
| <input type="radio"/> College of Humanities & Social Sciences  | <input type="radio"/> Human Resources & Payroll            | <input type="radio"/> University Advancement & Alumni Relations               |
|  | <input type="radio"/> Information Technology Services      | <input type="radio"/> University Life   |
|  | <input type="radio"/> Intercollegiate Athletics            | <input type="radio"/> Volgenau School of IT & Engineering                     |
|  | <input type="radio"/> Office of Communications & Marketing |   |
|  | <input type="radio"/> Office of the Provost                |   |
|  | <input type="radio"/> Office of the Senior Vice President  |   |

6. **Direct Supervisor/Chair (optional):** \_\_\_\_\_

7. **How would you define your primary position with Mason?**

- |  |  |  |
|--|--|--|
| <input type="radio"/> Administrative/ Professional Faculty | <input type="radio"/> Instructional/Research Faculty | <input type="radio"/> Non-Student Wage |
| <input type="radio"/> Adjunct Faculty                      | <input type="radio"/> Tenured                        | <input type="radio"/> Post Doc         |
| <input type="radio"/> Classified Staff                     | <input type="radio"/> Tenure-Track                   | <input type="radio"/> Student Wage     |
|  | <input type="radio"/> Term                           |  |

8. **Please rate your level of agreement for each of the following statements about your job at Mason (optional).**

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Do Not Know/ Does Not Apply
I had a mentor at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt my contributions were valued at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I heard and understood Mason's mission and goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I heard and understood how my unit fit in with the mission and goals of Mason	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe my work directly contributed to meeting my unit's mission and goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I got updates from leaders on my unit's performance in relation to our goals or mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt I had a say in decisions at work when my position was impacted/involved	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was encouraged to try new ideas at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was trusted at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had friends at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Different perspectives were valued in my team/unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt that I fit in with the work style of my team/unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I learned new skills and abilities at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The campus environment is supportive and inclusive for women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The campus environment is supportive and inclusive for people of color	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The campus environment is supportive and inclusive for those that identify as LGBTQ	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. **My separation from Mason is:**

- Voluntary - I chose to resign my position – **please continue to the next question**
- Involuntary - I was terminated/asked to resign/not renewed/not awarded tenure - **please skip to question 16**

10. Please rank the TOP THREE (3) factors that influenced your decision to leave Mason (1, 2, and 3) (optional):

- |   |   |
|---|---|
| <input type="checkbox"/> Retirement   | <input type="checkbox"/> Team or work group culture                                     |
| <input type="checkbox"/> Compensation   | <input type="checkbox"/> Work policies/procedures                                       |
| <input type="checkbox"/> Benefits (health plan, insurance, leave, holidays, etc.) | <input type="checkbox"/> Work schedule/flexible work arrangements                       |
| <input type="checkbox"/> Opportunities for career advancement                     | <input type="checkbox"/> Work physical environment                                      |
| <input type="checkbox"/> Access to training or professional development           | <input type="checkbox"/> Work resources (equipment, technology, staff, lab space, etc.) |
| <input type="checkbox"/> Organization leadership style                            | <input type="checkbox"/> Work assignments   |
| <input type="checkbox"/> Direct supervisor/chair leadership style                 | <input type="checkbox"/> Life/Work fit/balance  |

11. What, if any, other factor(s) added to your decision to leave Mason (optional, mark all that apply)?

- |  |   |
|--|---|
| <input type="checkbox"/> Family reasons (childcare, eldercare, etc.)                 | <input type="checkbox"/> Long commute                 |
| <input type="checkbox"/> Returning to school   | <input type="checkbox"/> Medical/health reasons       |
| <input type="checkbox"/> Relocating (for spouse's job, to be closer to family, etc.) | <input type="checkbox"/> Military commitments         |
|  | <input type="checkbox"/> Other, please specify: _____ |

12. What was your primary motivation for initiating a job search (optional)?

- To use an offer as leverage to renegotiate the terms of my employment at Mason
- To leave Mason
- I was actively recruited from outside Mason

13. Approximately how long before you resigned from Mason did you start thinking about leaving (optional)?

- |   |  |
|---|--|
| <input type="checkbox"/> Within the last 30 days  | <input type="checkbox"/> Within the last year      |
| <input type="checkbox"/> Within the last 90 days  | <input type="checkbox"/> Within the last 1-2 years |
| <input type="checkbox"/> Within the last 6 months | <input type="checkbox"/> Within the last 2-5 years |

14. Did you leave for a new job (optional, circle one): YES / NO

15. My new job is in the following sector (optional):

- |   |   |
|---|---|
| <input type="checkbox"/> Another public institution of higher education | <input type="checkbox"/> Local government             |
| <input type="checkbox"/> A private institution of higher education      | <input type="checkbox"/> Private industry             |
| <input type="checkbox"/> Another Commonwealth of Virginia state agency  | <input type="checkbox"/> Non-profit                   |
| <input type="checkbox"/> Federal government                             | <input type="checkbox"/> Other, please specify: _____ |

16. On a scale of 1 – 10, how likely is it that you would recommend George Mason University as a place to work to a friend or colleague (optional)? \_\_\_\_\_

17. During your employment, did you experience any discrimination on the basis of race, age, gender, religion, national origin, sexual orientation, or disability (optional, circle one): YES / NO

18. During your employment, did you utilize flexible work options (e.g. telework, compressed work schedule, etc.) (optional, circle one): YES / NO

19. How do you identify your race/ethnicity (optional, mark all that apply):

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

20. How do you identify your gender(optional, circle one): Female Male Transgender Non-binary

21. Was there anything that Mason could have done differently or offered you to keep you at Mason (optional)?

22. Please provide any other comments or feedback that you think would help us understand your decision to leave Mason (optional):