

Thank you for your service to the University of Louisville (UofL). The following survey was developed to provide you an opportunity to share your experience while employed at UofL and for the university to better understand your reasons for leaving. Your participation is voluntary and you may decline to answer any question. Your responses are confidential and will only be included in guarterly summaries for review by a university-wide committee.

Data from these surveys will be used to make recommendations to university administration to enhance the work climate of all UofL employees. We appreciate your participation!

If you experience any technical problems while completing this survey, please contact the Office of Institutional Research & Planning at 502-852-6169 or e-mail irsurvey@louisville.edu. When you complete the survey, please mail it to the University of Louisville, Office of Institutional Research & Planning, 305 MITC, Louisville, KY 40292 or you may fax it to 502-852-2344.



Marking Instructions: Example: Correct Mark

Neither

#### About My Job

#### 1. Indicate your agreement with the following

	Strongly Disagree	Disagree	Disagree nor Agree	Agree	Strongly Agree
Information was effectively shared with me in a timely manner	🗌				
Morale was good in my department	🗌				
My department offered sufficient training to perform my job					
I had the opportunity for professional development					
There was opportunity for promotion at UofL					
I was treated with respect by my supervisor					
I was treated with respect by my co-workers					
I had the necessary equipment and resources to perform my job	🗌				
I felt over/under utilized in my position					
Overall I liked my job					

2. Please provide any additional comments you may have about your job



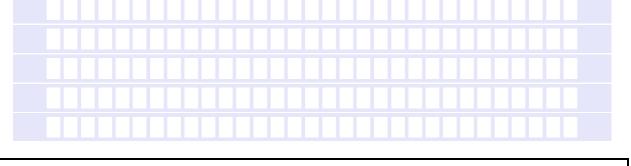


#### **About My Supervisor**

#### 3. Indicate your agreement with the following

	Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree
My supervisor demonstrated and practiced good supervisory skills					
My supervisor was accessible and open to suggestions					
My supervisor acknowledged when I went "above and beyond"					
My supervisor addressed interpersonal conflicts					
My supervisor was fair in his/her assessment of me					
My supervisor allowed me the opportunity to participate in university events					
My supervisor created an environment where I felt comfortable raising concerns					
My supervisor treated individuals with respect					
My supervisor understood the role/responsibilities of my position					

#### 4. Please provide any additional comments you may have about your supervisor



#### About My Position

#### 5. Indicate your agreement with the following

	Strongly Disagree	Disagree	Disagree nor Agree
I had a thorough understanding of the duties and responsibilities of my job			
I understood the performance standards I was expected to meet			
I received adequate feedback on my performance in a timely manner			
My job was classified appropriate to my responsibilities			
I was paid appropriate to my job responsibilities			
I was paid appropriate to my performance			

# 6. Please provide any additional comments you may have about your position

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Neither

Strongly

Agree

Agree

About University Gov	/ernance
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#### 7. Indicate your agreement with the following

	Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree
My views and opinions were heard/considered by my Staff Senate representative					
I was provided opportunities to serve on university-wide or departmental committees					
The Staff Senate was beneficial					
The Staff Grievance process was effective					

# **About University Benefits**

8. Please rate the following university benefits						
	Poor	Fair	Average	Good	Excellent	Not Applicable
Salary						
Health, dental and vision benefits						
Retirement						
Life insurance						
Disability						
Tuition remission						
Flexible spending account						
Leave (vacation, sick, sabbatical, etc.)						

# **Reasons for Leaving the University**

9. Please rate how the following affected your decision to leave the university													
	Not Important	Somewhat Important	Neither	Important	Very Important	Not Applicable							
My skills and abilities did not match the task(s) I was asked to complete													
Better pay elsewhere													
My work schedule was unsatisfactory													
Work conditions were inadequate (physical work environment, tools, resources)													
Health reasons													
Family responsibilities													
Conflict with other employee(s)													
Conflict with supervisor													
Discrimination													
Retirement													
Pursuing additional education/training													
Accepted another position													
Work load volume was too heavy													
Childcare availability													
Termination or expected termination													
Relocation													



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	Not Important	Somewhat Important	Neither	Important	Very Important	Not Applicable
Visa Issues						
Contract Ended						
Other (please specify in the comment box below)						

#### 10. If you chose "other" for your reason for leaving the university, please specify the reason below

#### 11. What might have influenced you to stay at the university?

About Your Future				
12. Please answer the following questions about your future relationship with the univers	ity			
	Yes	No	Undecided	
Would you consider returning to employment at the University of Louisville?				
Would you recommend UofL to friends and family as a good place to work?				

# Additional Questions (OPTIONAL)

13. In which unit did you primarily work?	
College of Arts & Sciences	
College of Business	
School of Dentistry	
College of Education and Human Development	
Raymond A. Kent School for Social Work	
Louis D. Brandeis School of Law	
University Libraries	
School of Medicine	
School of Music	
School of Nursing	
School of Public Health and Information Sciences	
J.B. Speed School of Engineering	
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VP Athletics
VP Business Affairs
VP Community Engagement
VP Finance
EVP Health Affairs
EVP Research
VP Human Resources
VP Information Technology
School of Interdisciplinary and Graduate Studies
Office of the President
Office of the EVP and University Provost
VP Student Affairs
VP University Advancement
Other

#### 14. In which department did you primarily work?



## 15. Were you salaried or paid hourly ?

- Salaried
- Hourly

## 16. What is your citizenship status?

- US Citizen (Native or Naturalized)
- Permanent Resident
- Non-resident Alien

## 17. What is your race/ethnicity (except non-resident aliens)?

#### Black, Non-Hispanic

American Indian or Alaskan Native

Asian or Pacific Islander

Hispanic

White, Non-Hispanic

Decline to Answer

#### 18. What is your gender?

Male

Female

Other

#### 19. How many total years were you employed at the university (select one based on your anniversary date)?

- Less than 5
- 6-10
- 11-15
- 16-20
- 21+





#### 20. What is your highest education level?

- High School or Equivalent
- Some College
- Associate Degree
- Bachelor Degree
- Masters Degree
- Doctorate Degree
- Other

#### 21. May we share this survey with your supervisor?

- 🗌 Yes
- 🗌 No

22. If you answered yes to the previous question, please provide your supervisor's name in the space below

23. Would you like to meet with an employee relations representative?

- Yes
- 🗌 No

24. If you would like to meet with an employee relations representative, please provide your contact information below



The university maintains a fair and responsive method for reporting and addressing complaints of discriminatory harassment. Questions or concerns should be directed to the Affirmative Action/Employee Relations Office at 502-852-6688 or 502-852-6536. The policy may be viewed at : http://louisville.edu/hr/PER110.html

