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Memo

To: Elisa Trimboli
Director of Academic Excellence & Strategic Engagement

From: Mabelle Martin - SPHR, PHR-CA, SHRM-SCP
Vice President, People & Climate

Subject: WSCUS Evidence – Employee Exit Survey

The Office of Human Resources launched an employee exit survey for staff, who voluntarily separate, in May 2022. Individuals have the option to submit information anonymously or share their identify. They also have the option to meet with a Human Resources representative in lieu of the survey or an addition to discuss their feedback in greater detail. The exit survey response rate runs at 47%. The survey consists of 20 questions and covers the themes outlined below:

Survey Question Themes	Measures
Reasons for Leaving	Primary and contributing drivers for turnover
Job Support	Tools, training, defined goals and support to perform effectively
Career Opportunities	Perception of growth, promotion and career opportunities
Leadership & Management	Overall effectiveness, quality of employee-manager relationship
Work Environment	Colleague interactions, teamwork and workplace culture
Compensation & Benefits	Satisfaction with pay, benefits and total rewards
Organizational Reputation	Willingness to recommend organization to others or return
Suggestions & Feedback	Suggestions to prevent turnover and improve the workplace