



SAN DIEGO COMMUNITY COLLEGE DISTRICT

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EMPLOYEE EXIT SURVEY

OPTIONAL INFORMATION

The following information is voluntary. Specific answers which may specifically identify you will not be shared with any manager or supervisor. Only the scores and general answers will be used by the District to identify areas for consideration of improvement by managers and within the organization.

PLEASE COMPLETE AND RETURN YOUR SURVEY TO:
The Office of the Vice Chancellor of Human Resources
SDCCD, 3375 Camino del Rio South, Suite #330, San Diego, CA 92108.

Employees who are exiting from Human Resources may return their survey to the Office of the Chancellor
SDCCD, 3375 Camino del Rio South, Suite #300, San Diego, CA 92108

This page 1 will not be shared with anyone in the employee's reporting path.

Date Submitted:	Survey Submitted To:
Your Name:	Your Supervisor's Name:
Your last position with the SDCCD: _____ <input type="checkbox"/> Contract Academic _____ <input type="checkbox"/> Contract Classified _____ <input type="checkbox"/> Adjunct _____ <input type="checkbox"/> NANCE/Hourly _____	The month and year of your exit: <input type="checkbox"/> Resigned _____ <input type="checkbox"/> Retired _____
Length of Employment <input type="checkbox"/> 6 months or less <input type="checkbox"/> 7 months -11 months <input type="checkbox"/> 1 year - 5 years <input type="checkbox"/> 6 years - 10 years <input type="checkbox"/> 11 years - 15 years <input type="checkbox"/> 16 years - 20 years <input type="checkbox"/> 21 years - 25 years <input type="checkbox"/> 26 years - 30 years <input type="checkbox"/> 31 years - 35 years <input type="checkbox"/> 36 years - 40 years <input type="checkbox"/> Over 40 years	Campus/Division <input type="checkbox"/> City College <input type="checkbox"/> Mesa College <input type="checkbox"/> Miramar College <input type="checkbox"/> Continuing Education <input type="checkbox"/> District Office <input type="checkbox"/> District Service Center General Area <input type="checkbox"/> Business & Information Technology <input type="checkbox"/> Facilities Management <input type="checkbox"/> Human Resources <input type="checkbox"/> Administrative Services <input type="checkbox"/> Facilities Services / College Police <input type="checkbox"/> Instructional Services <input type="checkbox"/> Student Services Or, Specific Department <input type="checkbox"/> _____ <input type="checkbox"/> _____



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<p>1. What prompted you to leave SDCCD? (Please check all that apply)</p>	<ul style="list-style-type: none"><input type="checkbox"/> Another employment opportunity<input type="checkbox"/> Moving out of the area<input type="checkbox"/> Change in career<input type="checkbox"/> Returning to school<input type="checkbox"/> Retiring or to stop working<input type="checkbox"/> Dissatisfied with job<input type="checkbox"/> Dissatisfied with SDCCD<input type="checkbox"/> Dissatisfied with management/supervision<input type="checkbox"/> Other (please explain): <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<p>2. Tell us about your new job/company, if applicable:</p>	<p>The new position as compared to my last position at SDCCD is (please check all that apply):</p> <ul style="list-style-type: none"><input type="checkbox"/> Similar position and level of responsibility<input type="checkbox"/> Similar position, increased level of responsibility<input type="checkbox"/> Similar position, increased salary<input type="checkbox"/> Similar position, increase in benefits<input type="checkbox"/> Different position <p>The new company/position offers: (please check all that apply)</p> <ul style="list-style-type: none"><input type="checkbox"/> Better salary<input type="checkbox"/> Better employee benefits<input type="checkbox"/> Opportunity for bonuses, merit pay increases<input type="checkbox"/> Better opportunity for growth/advancement<input type="checkbox"/> Better work environment<input type="checkbox"/> Better supervision or management<input type="checkbox"/> Different position not available at SDCCD<input type="checkbox"/> Closer to home<input type="checkbox"/> Other (please explain): <hr/> <hr/> <hr/> <hr/>
<p>3. What about your work experience and your job at SDCCD gave you the greatest satisfaction?</p>	
<p>4. What about your work experience and your job at SDCCD was the greatest source of your frustration?</p>	



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5. Please rate your level of agreement with each of the following statements about your work experience at SDCCD:	Strongly Agree				Strongly Disagree
	5	4	3	2	1
A. My job was challenging to the degree that it held my interest.					
B. I received orientation to my job duties, responsibilities and the expectations of performance standards.					
C. I received the necessary training to perform my job effectively.					
D. I received periodic performance feedback, as needed, to help me improve in my job.					
E. I had the opportunity for continuous learning in my job.					
F. I received timely formal performance evaluations.					
G. My supervisor adhered to District policies, procedures, and collective bargaining agreement/meet & confer handbook provisions.					
H. I consider my supervisor to be a good mentor for me, in terms of mutually respectful conduct, and actions that appeared to be applied in a consistently fair manner.					
I. My co-workers and I worked well together.					
J. My supervisor encouraged professional cooperation and teamwork both among the office staff and when interacting with other departments.					
K. My supervisor demonstrated fairness when alerted to interpersonal conflicts, as exhibited by listening to all parties and formulating a resolution.					
L. My supervisor considered methods to improve work processes.					
M. My supervisor encouraged staff to embrace new technology and associated changes in work processes.					
N. Communication with other District departments was effective.					
O. The reasons for procedural changes or priorities were communicated by my supervisor / other managers, as appropriate.					
P. My salary compensation was fair for my position.					
Q. I was satisfied with the employee benefits package.					
R. My supervisor encouraged professional growth and advancement among the staff.					
S. I felt that my contributions to the organization were appreciated by my administration.					
T. Overall, the District provides a positive working environment.					
U. I would recommend this employer to others seeking a job.					



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6. Please explain or expand on any statements you DISAGREED with in Question 5.

7. Do you have any suggestions for improvements in the department or the District?

8. If you have additional comments about your employment/employer that was not addressed in previous questions, please feel free to enter the information below:

Thank you for taking the time to complete this survey. Our goal is retain best practices and to continually improve on areas which may need additional attention.

Please return this form prior to, or within one week of, your last date of employment

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We wish you the very best in your future
personal and professional pursuits,

San Diego Community College District