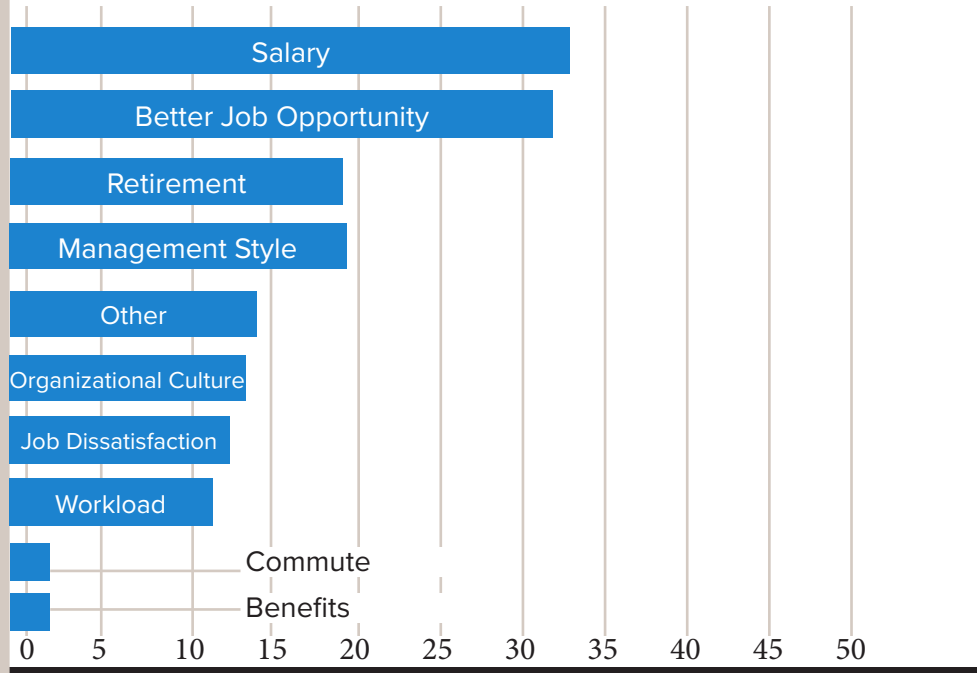


# HR By The Numbers

Whenever a staff member leaves us voluntarily at Lehigh, we invite them to have a conversation with a Human Resources representative. These “exit interviews” help us assess how well the University is doing in providing a challenging yet supportive work environment that offers opportunities for growth and development.

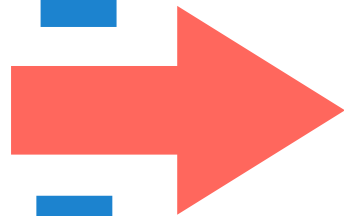
The following data is taken from exit interviews during the 2017-2018 fiscal year.

**REASON FOR LEAVING**  
(in percentages, multiple responses permitted)



My Manager...	Yes	Sometimes	No	No Answer
Clearly communicated priorities and expectations	46	3	9	2
Demonstrated fair and equal treatment	40	3	14	3
Provided recognition on the job	40	4	13	3
Developed cooperation and teamwork	38	4	12	6
Encouraged and listened to suggestions	40	8	9	3
Resolved complaints and problems	37	8	11	4
Followed policies and practices	40	5	8	7

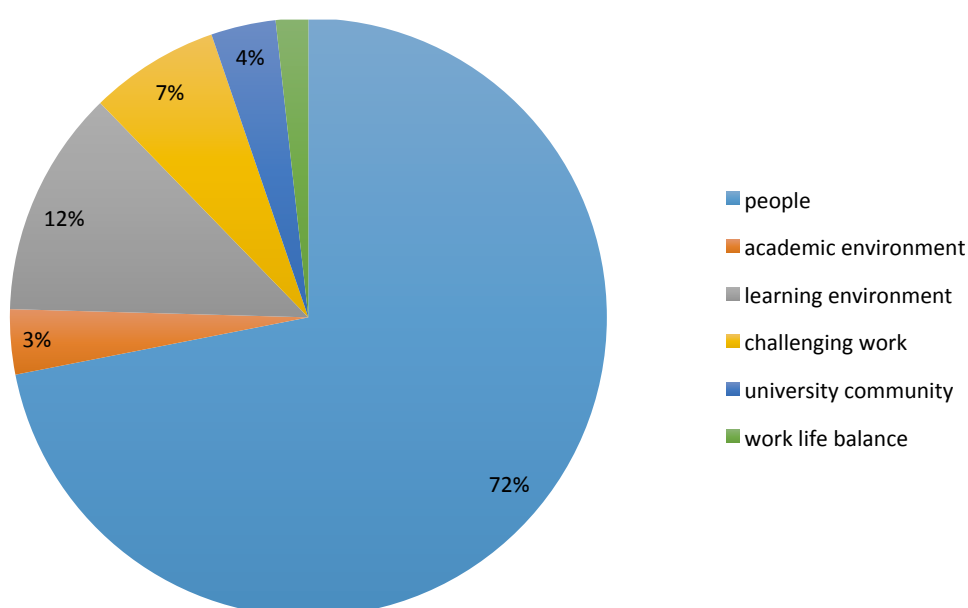
**EXIT**



**89%**  
of exit interview  
respondents would  
recommend Lehigh  
as an employer.

**64%**  
of voluntarily departing  
employees participated  
in exit interviews.

## The Best Part of Working at Lehigh is . . .



## Year-to-Year Comparison

Because we asked the same questions last year, we can take a look at any change in the results between 2016/17 and 2017/18. Here's what we learned.

### Participation Down Slightly:

64% of Lehigh staff who left the university voluntarily answered the survey in 2017/18. Last year, that figure was 69%.

### Salary Overtakes Better Job Opportunity:

In our “reason for leaving” question this year, **salary** and **better job opportunity** switched positions. We also saw an uptick in **management style** as a reason given.

### Satisfaction with Managers Up, Mostly:

More employees answered “yes” to the “My Manager” questions this year than last year.

### Lower “Would Recommend” Rating:

The percentage of respondents answering “yes” when asked if they would recommend Lehigh as an employer went from 95% to 89%.