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.

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%.