

THE FOLLOWING QUESTIONS ARE DESIGNED TO IDENTIFY IF YOU FEEL CONNECTED TO YOUR DEPARTMENT.

NOTE: DEPARTMENT MAY BE DEFINED AS A SCHOOL, DIVISION, OR FUNCTION UNIT WITHIN AN AREA OR COLLEGE.

- Clear reporting structures are established within my department.
- I receive transparent information about changes being made within my department.
- I know how my department measures success.
- I know how my work contributes to the success of my department.
- My department demonstrates support for a diverse workforce.
- I enjoy being part of department.
- I am treated equitably within my department.
- I feel heard by my department leadership.
- Decision making by my department leadership is transparent.



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PLEASE RATE THE EXTENT TO WHICH YOUR DEPARTMENT EMBRACES THE FOLLOWING UNIVERSITY VALUES:

- **Land-grant Ideals:** Land-grant ideals of access to practical education for all regardless of background, the teaching of skills and knowledge necessary to be an engaged community member, scholarly inquiry for the betterment of society, and the sharing of institutional expertise with state residents.
- **Community:** A “Cougar Spirit” in WSU graduates that emphasizes community - both the community in which university faculty, staff, and students live and in the one made up of the family of Cougs worldwide.
- **Integrity, Trust, and Respect:** Trust and respect for all persons in an environment that cultivates individual and institutional integrity in all that the university does.
- **Equity, Diversity, Inclusion, and Belonging:** Promotion of an ethical and socially just society through an intentional commitment to equity, diversity, and inclusion.
- **Global Citizenship:** Stewardship of the planet’s resources to ensure its vitality, as well as actions focused on social responsibility and cultural empathy in the context of an interconnected world.
- **Freedom of Expression:** Free exchange of ideas in a constructive and civil environment, including the canons of academic freedom in teaching, research, and outreach.
- **Wellbeing:** Whole-person wellness for all members of the institution and a belief it is WSU’s responsibility to contribute to the overall wellness of our communities and the broader society in which individuals reside.



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