

2016 PRELIMINARY EMPLOYEE ENGAGEMENT SURVEY RESULTS:

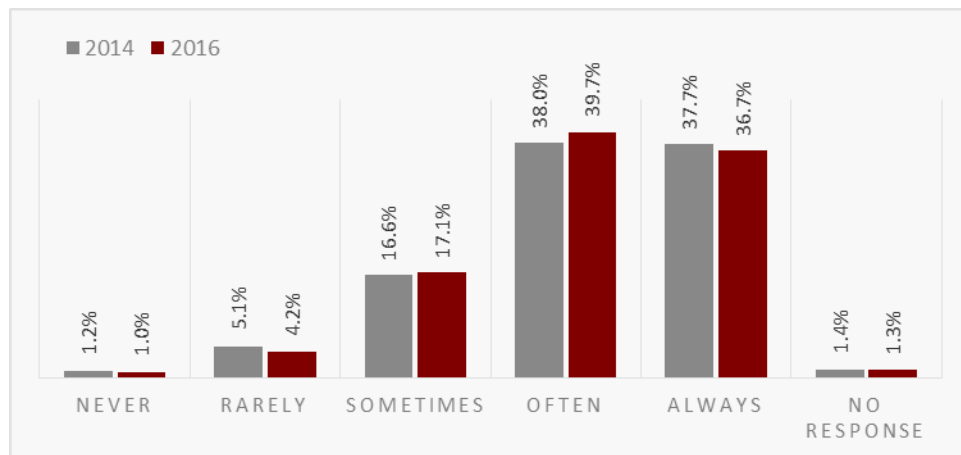
RESULTS OVERVIEW:

The survey was sent on Monday, March 28, 2016 to all active faculty, administrative professional and classified staff. The survey response period was from March 28, 2016 to April 08, 2016. The survey was completed online by 1,958 employees resulting in a response rate of 28.7% which is slightly less than the response rate of 30.2% for the 2014 Employee Engagement Survey. Of responses received in 2016, 24% came from faculty, 40% from administrative professional, and 36% from classified staff.

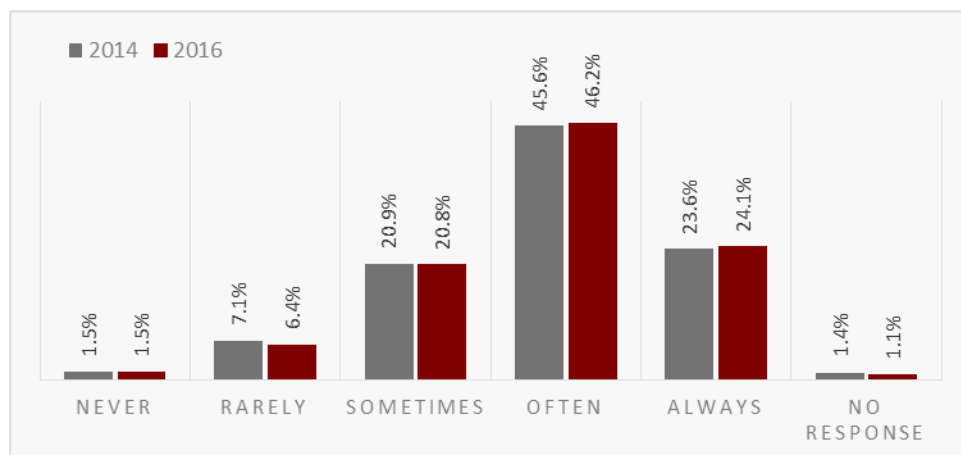
Overall, 70% of respondents indicated they are often or always satisfied at work, 21% indicated they are sometimes satisfied with work, and 9% are rarely or never satisfied with work.

The following results are preliminary results with a comparison of responses for 2014 and 2016. The full survey report will be available once all information has been analyzed.

I enjoy being part of WSU.



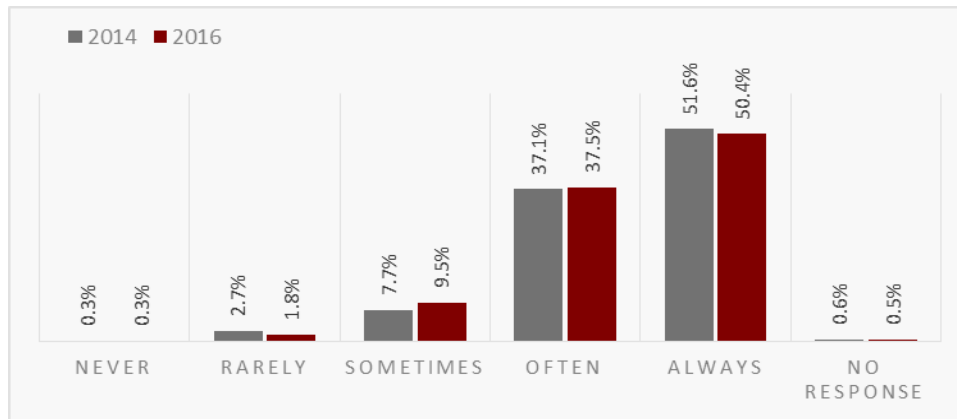
Overall, I am satisfied at work.



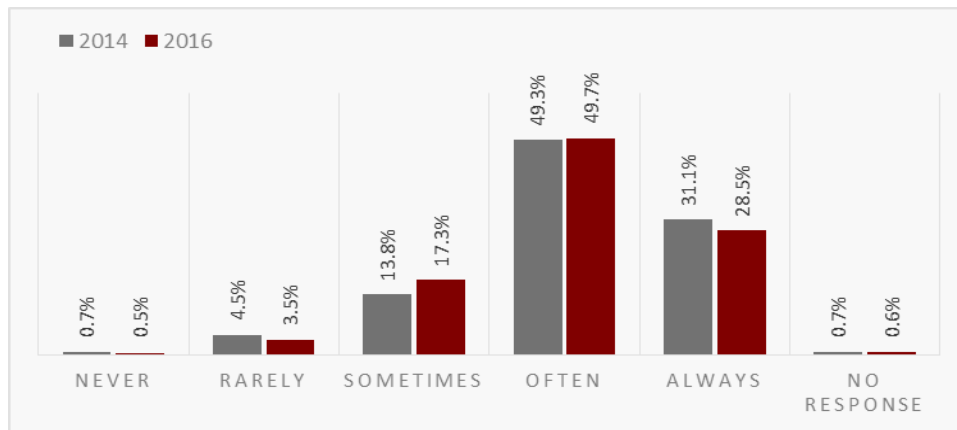
PRELIMINARY RESULTS:

Section 1: The following questions are designed to identify if you feel you have what is needed to do your job.

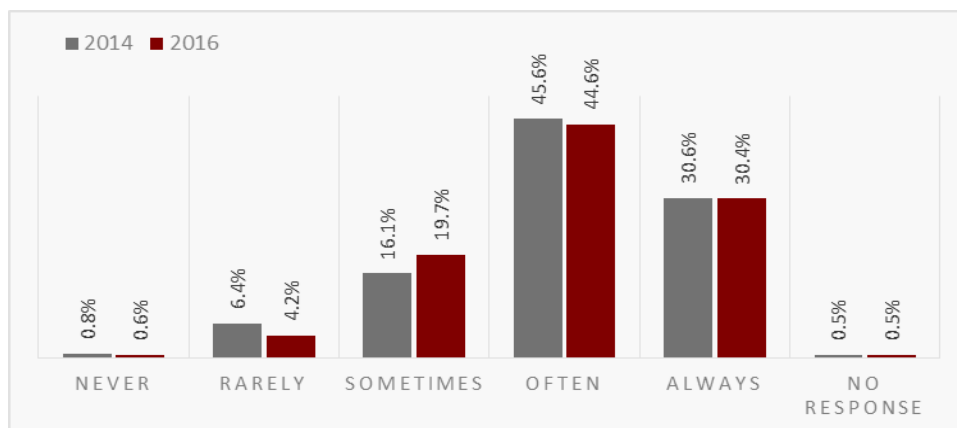
I know what is expected of me at work.



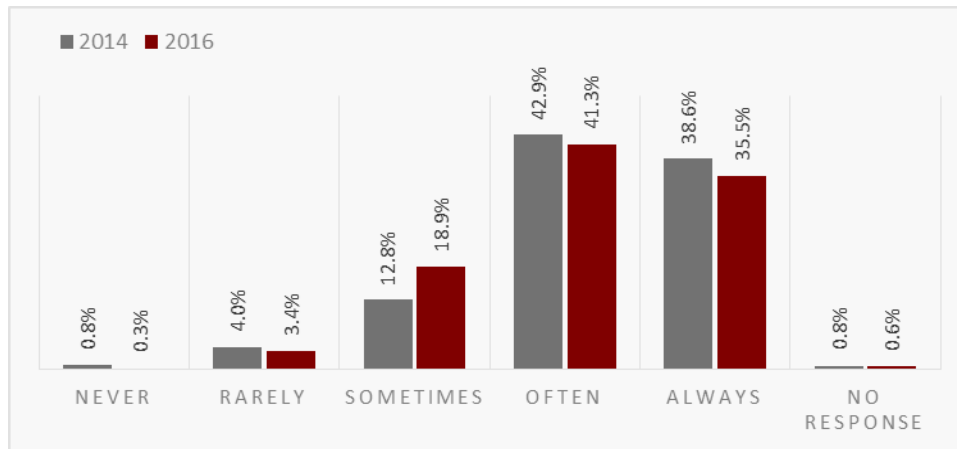
I receive the information I need to perform my job.



I have the resources and training to do my job effectively.*

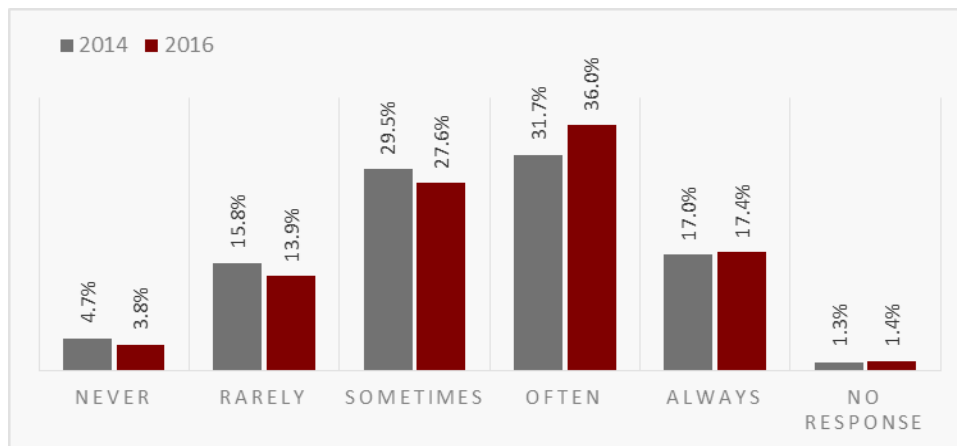


I have the technology I need to do my job efficiently.

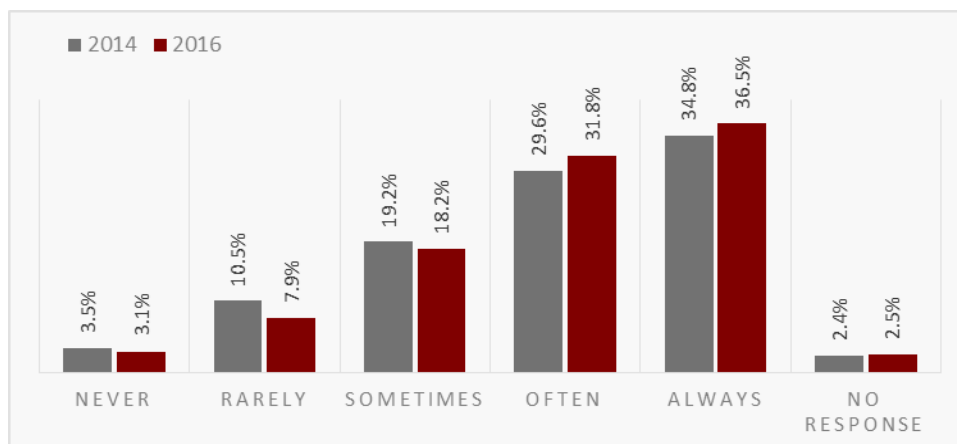


Section 2: The following questions are designed to identify if you feel you are valued.

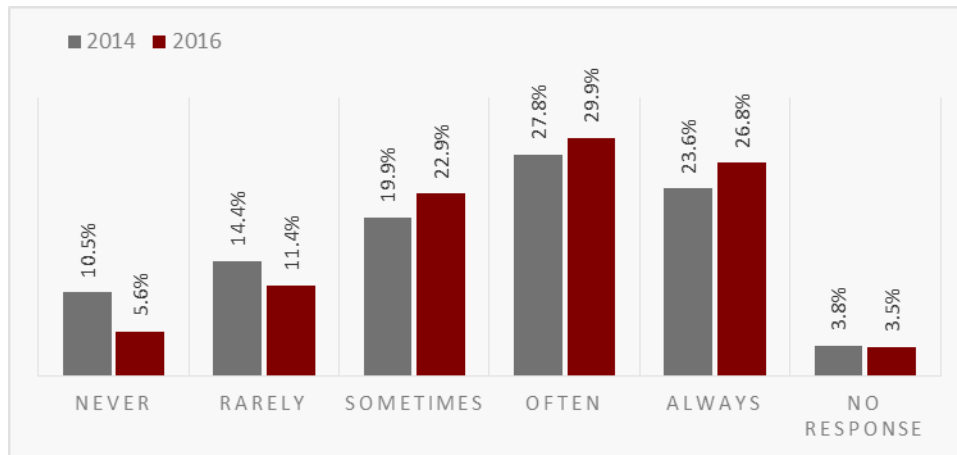
I am recognized for doing a good job.



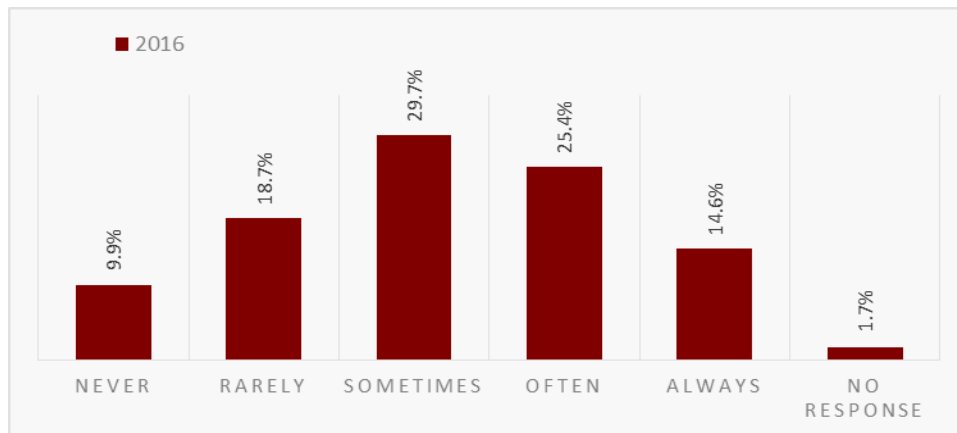
My supervisor values me and the work I do.



I feel encouraged to have a good balance between work and personal life.

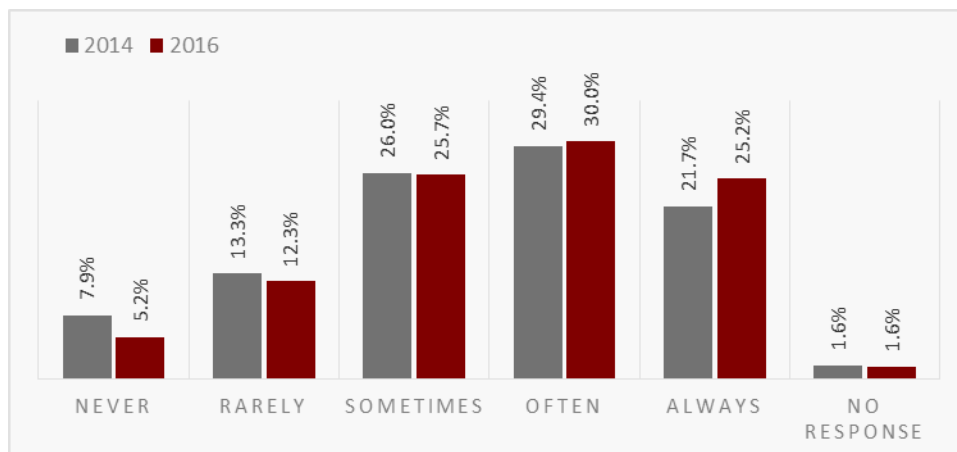


I feel appropriately compensated for my level of position.**

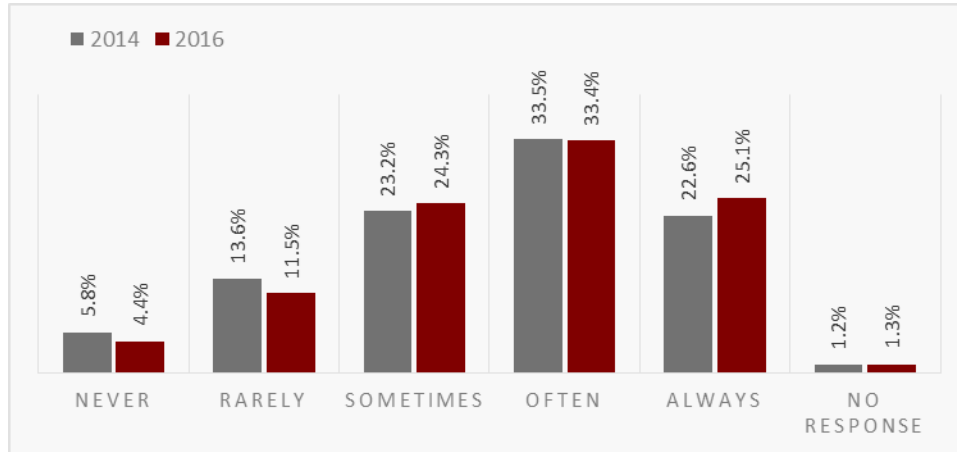


Section 3: The following questions are designed to identify if you feel you provide individual contributions.

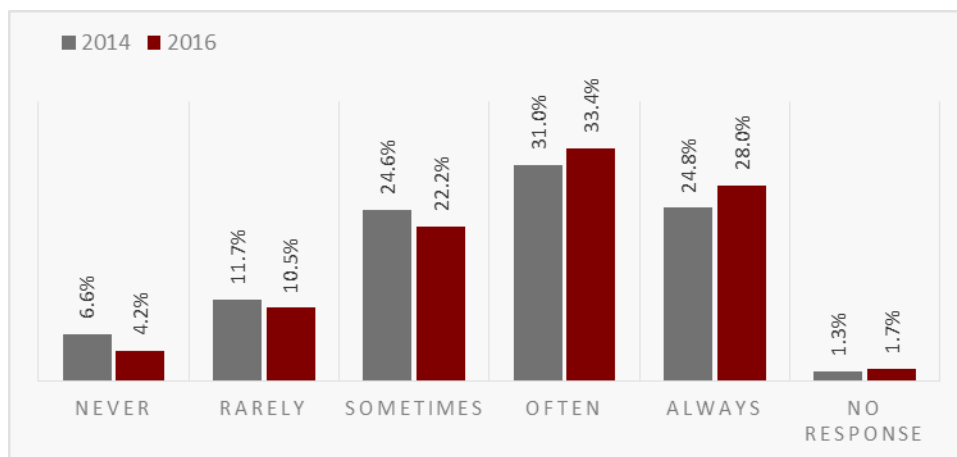
I am encouraged to develop myself professionally.



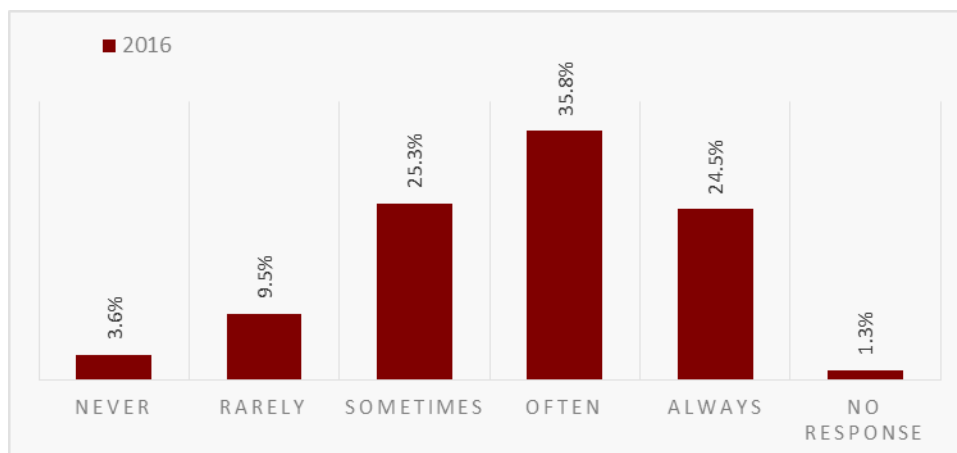
I am encouraged to provide input on decisions impacting my work.



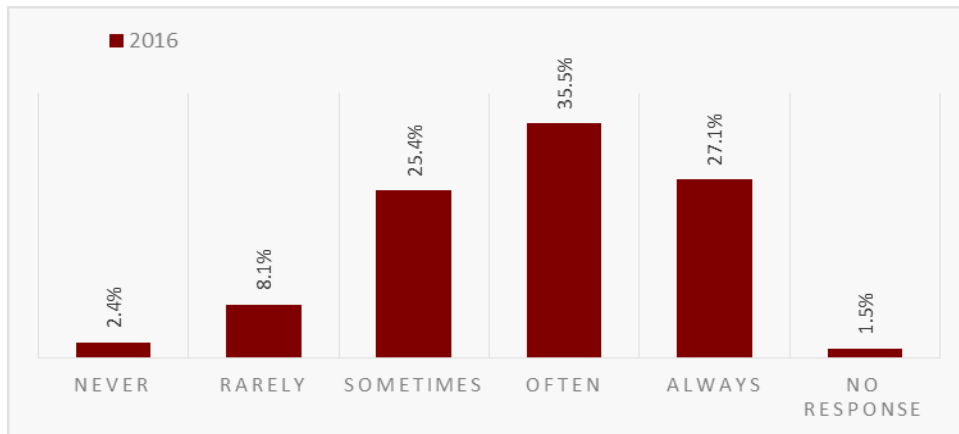
I am encouraged to come up with better ways of doing things.



I am given opportunities to be innovative or creative.**

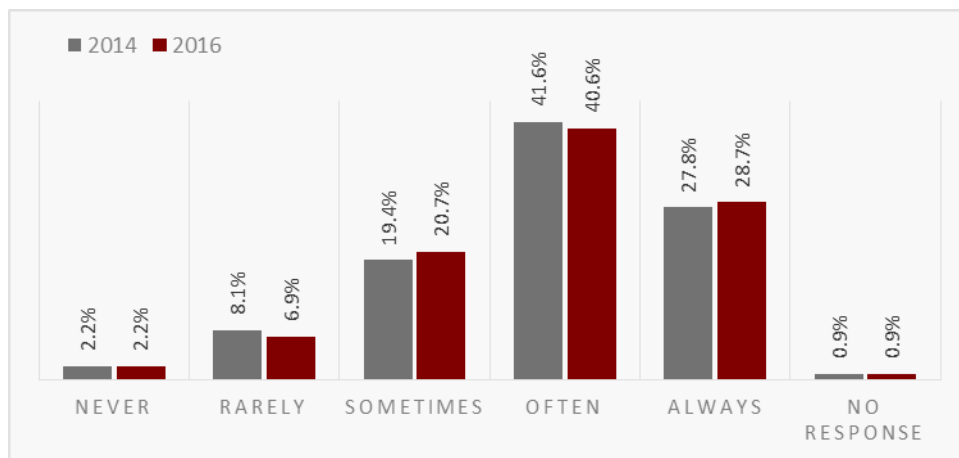


I am given opportunities to be collaborative.**

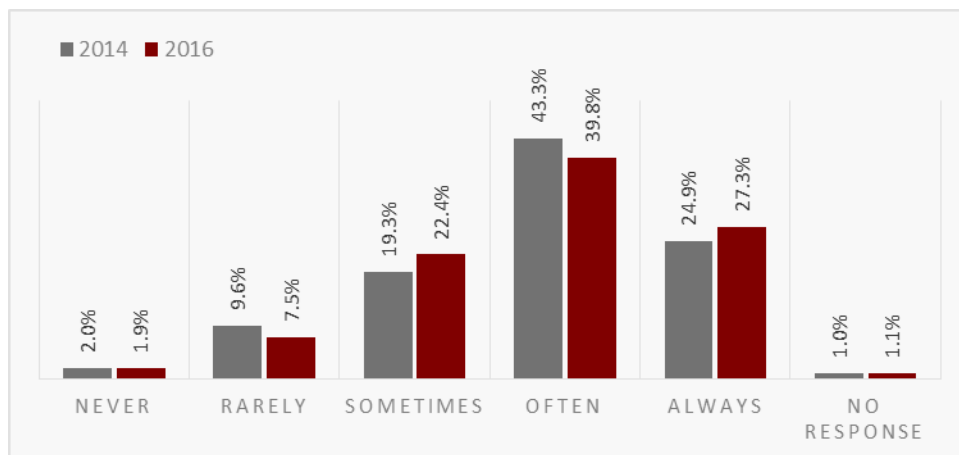


Section 4: The following questions are designed to identify if you feel connected to your co-workers.

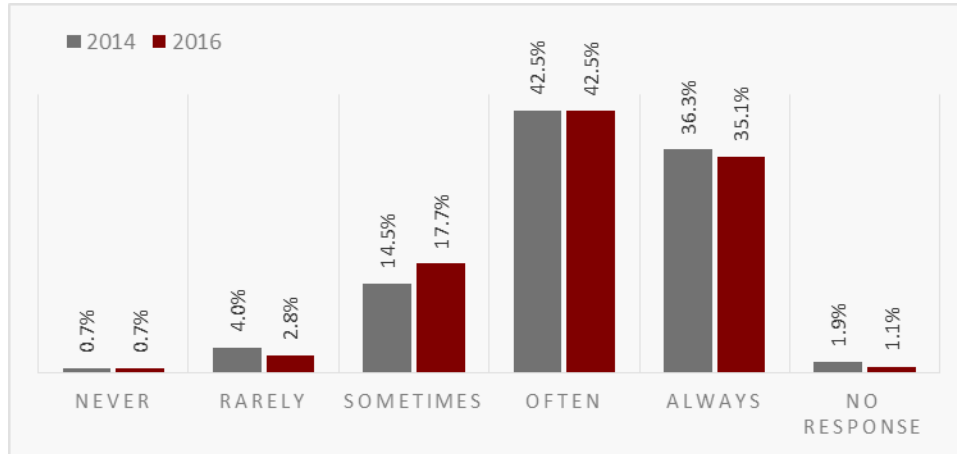
A spirit of cooperation and teamwork exists between my co-workers and me.



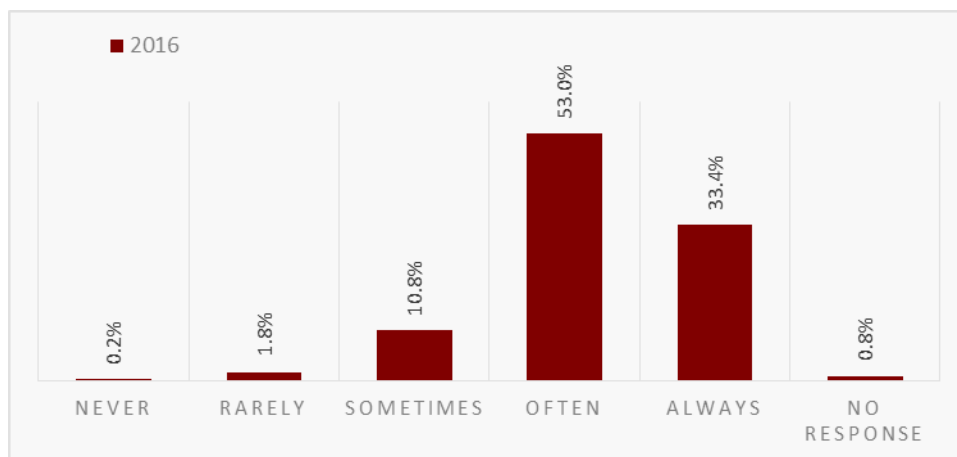
Knowledge and information sharing is practiced between my co-workers and me.



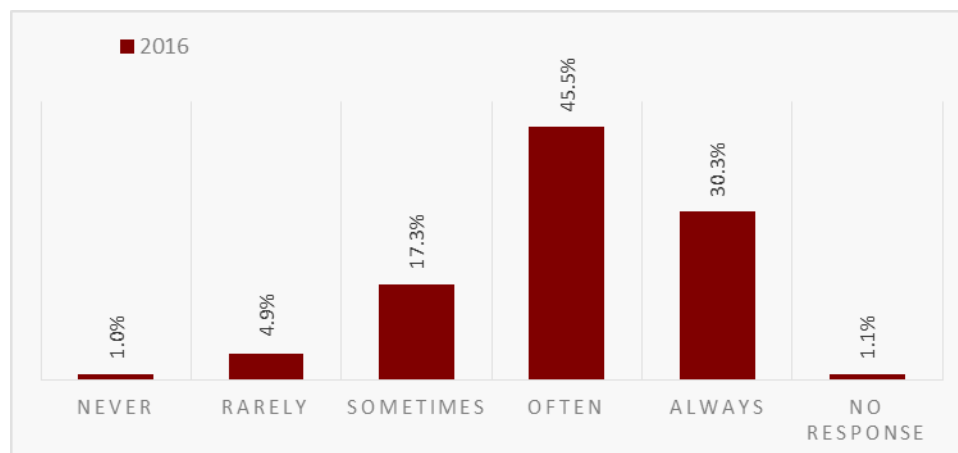
Those around me are committed to doing quality work.



I have positive interactions with my co-workers.**

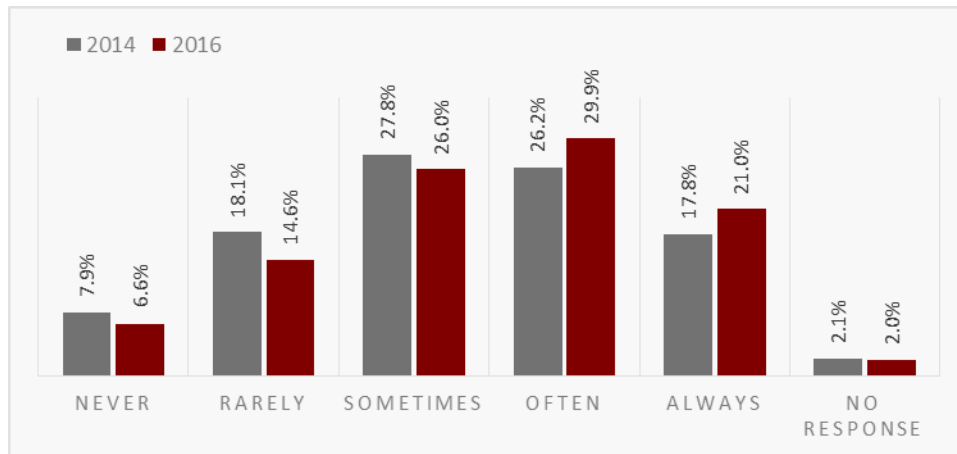


I enjoy the work climate that exists between my co-workers and me**

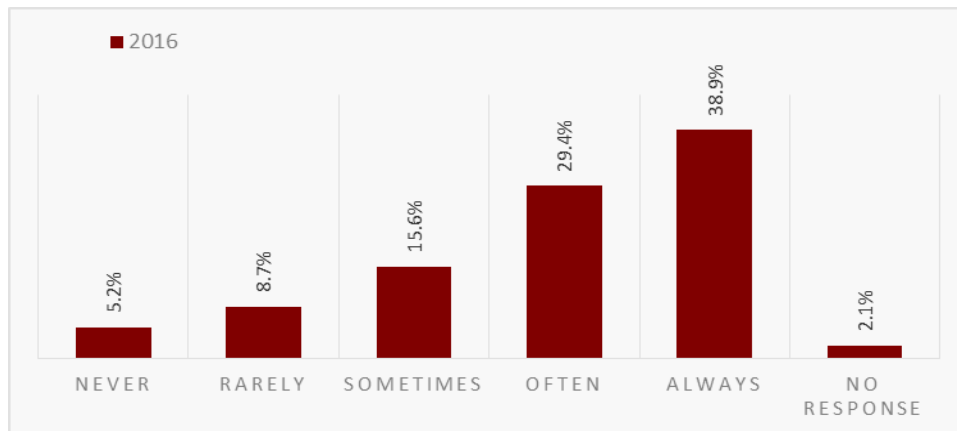


Section 5: The following questions are designed to identify if you feel satisfied with your supervisor.**

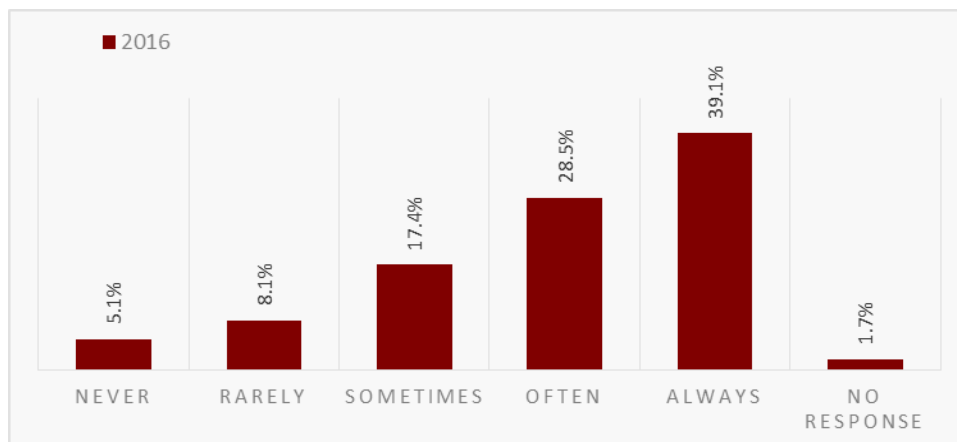
My supervisor gives me ongoing feedback to help me improve my performance.*



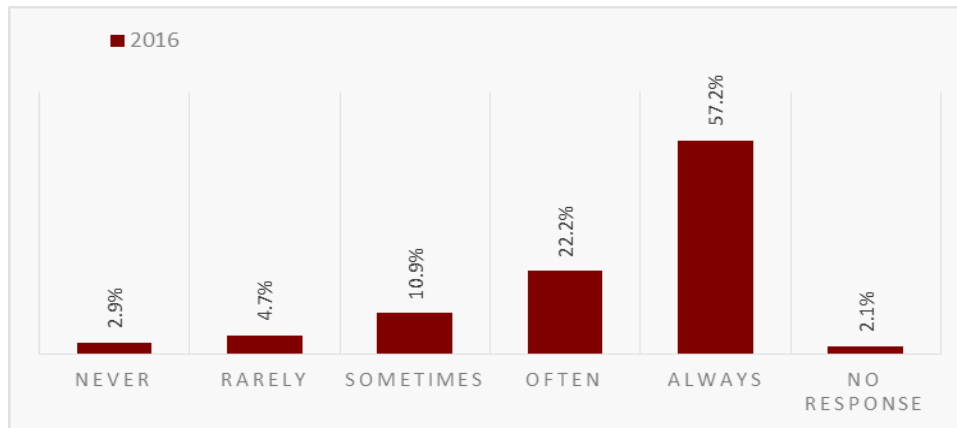
My supervisor encourages a positive work climate.**



My supervisor promotes open communication and feedback.**

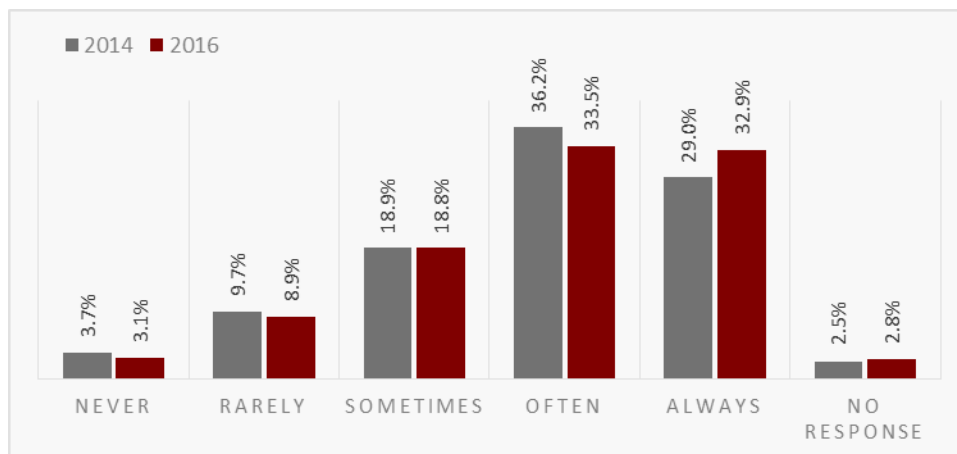


My supervisor treats me with dignity and respect.**

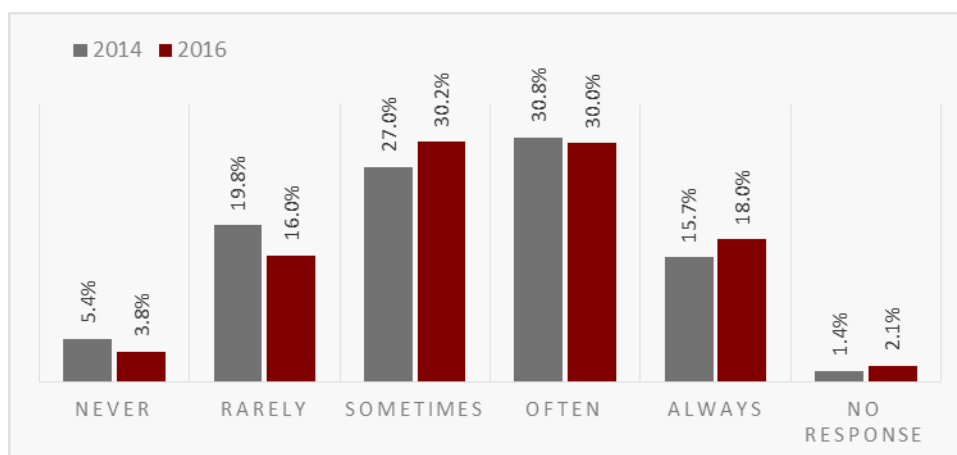


Section 6: The following questions are designed to identify if you feel connected to your department.

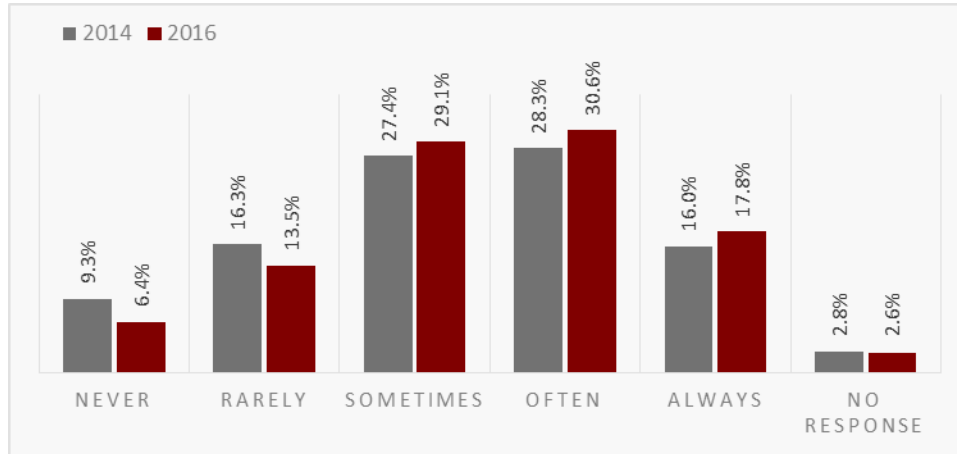
Clear reporting structures are established within my department.



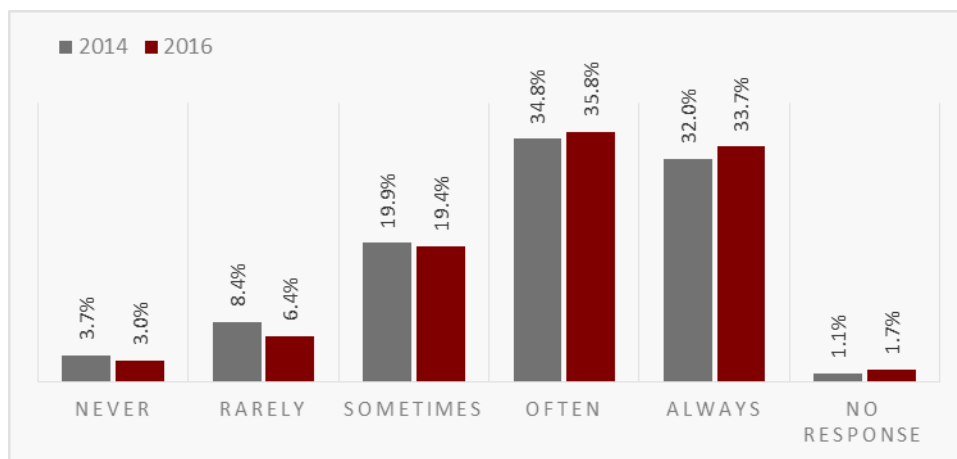
I receive clear information about changes being made within my department.



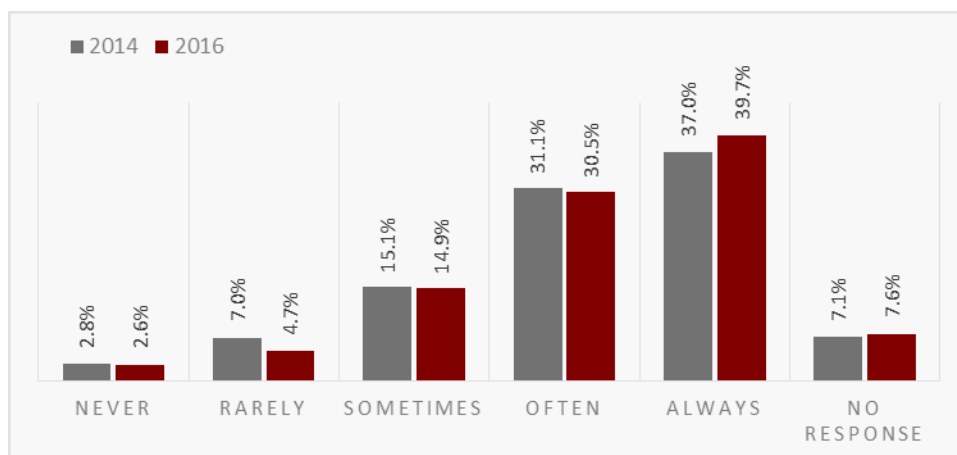
I know how my department measures success.



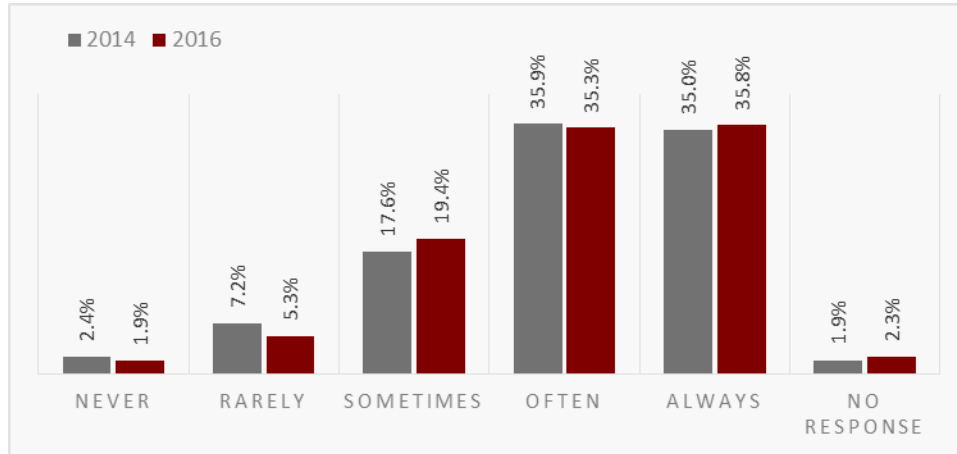
I know how my work contributes to the success of my department.



My department demonstrates support for a diverse workforce.

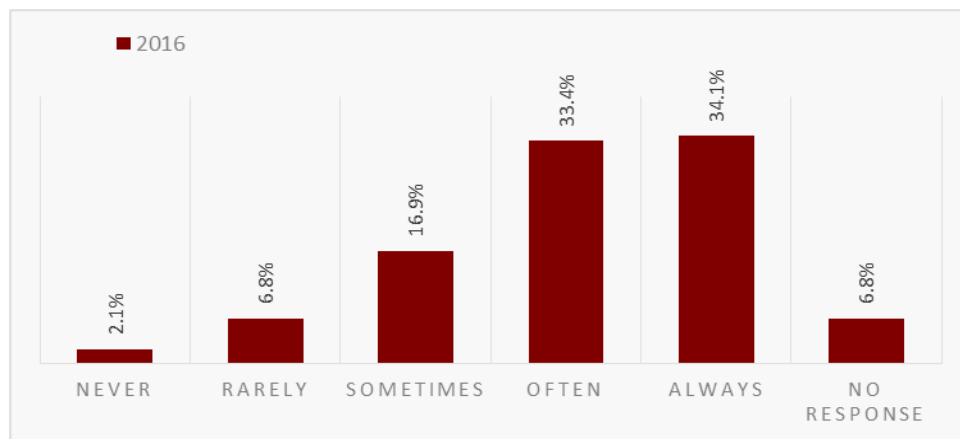


I enjoy being part of my department.

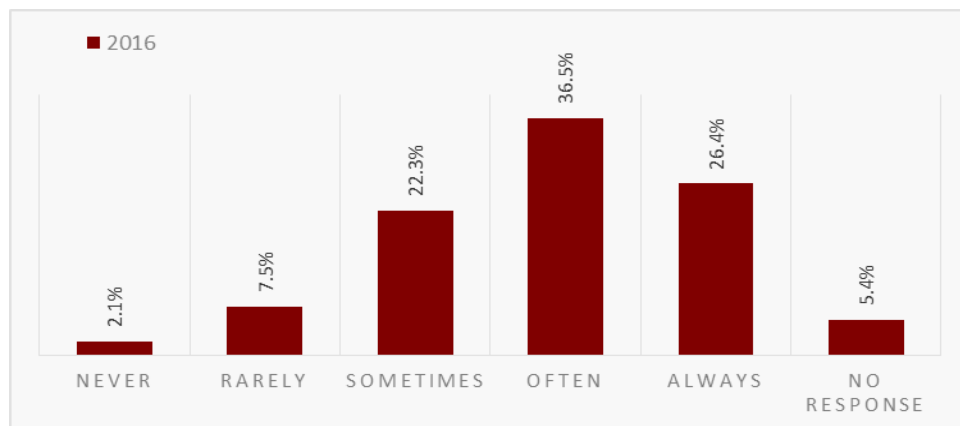


Please rate the extent to which your department approaches the following to advance the University's mission:**

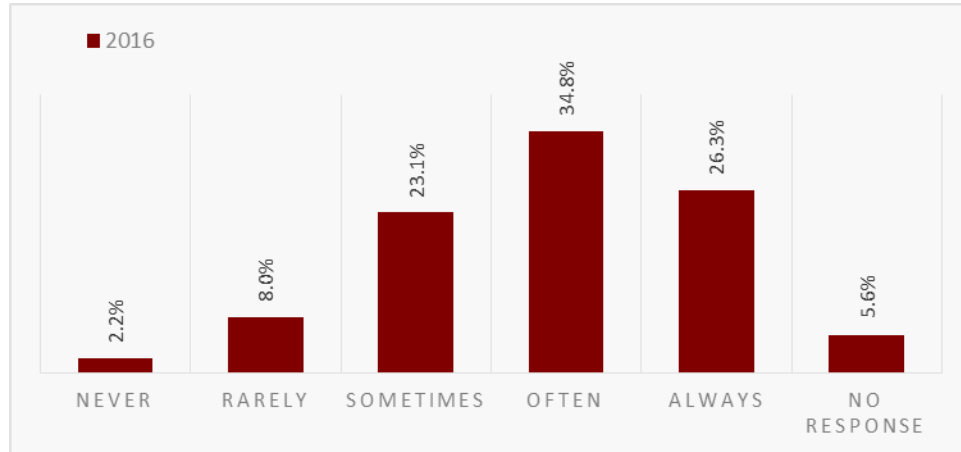
Accountability



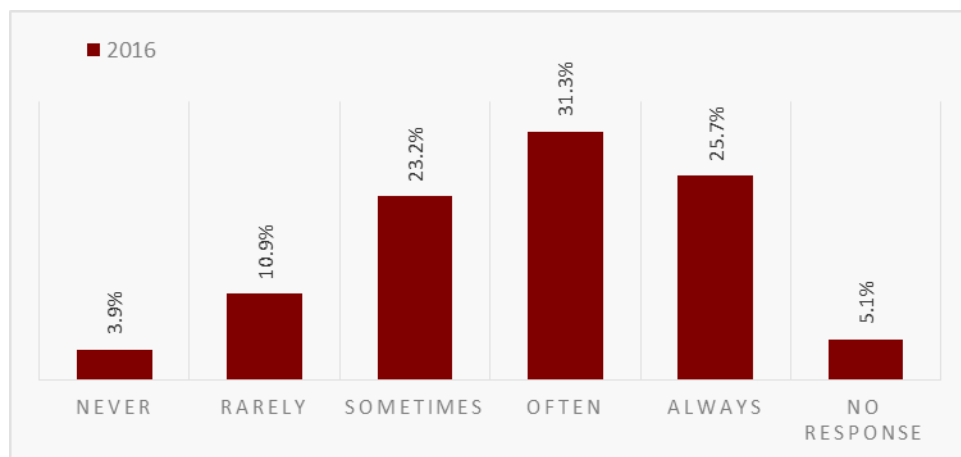
Innovation



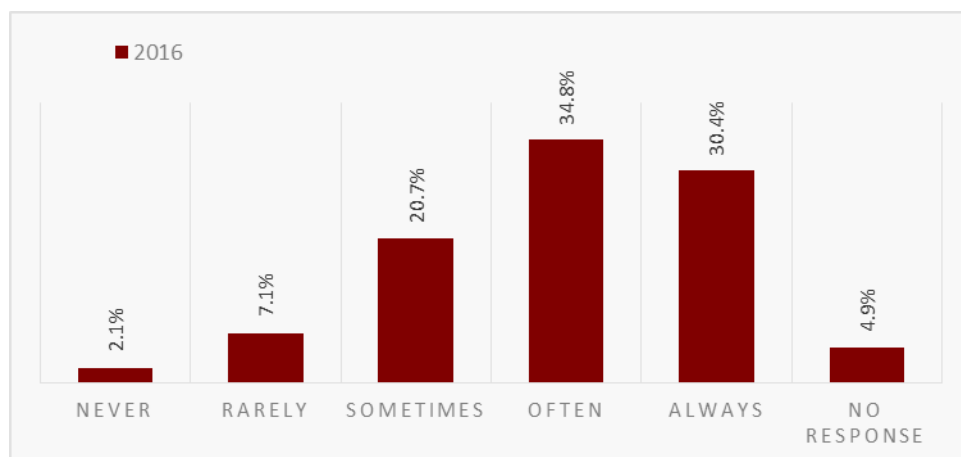
Creativity



Openness

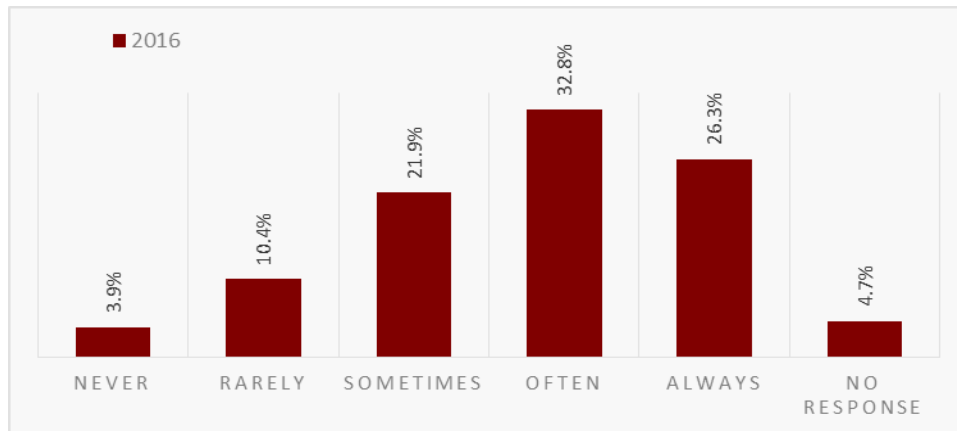


Collaboration

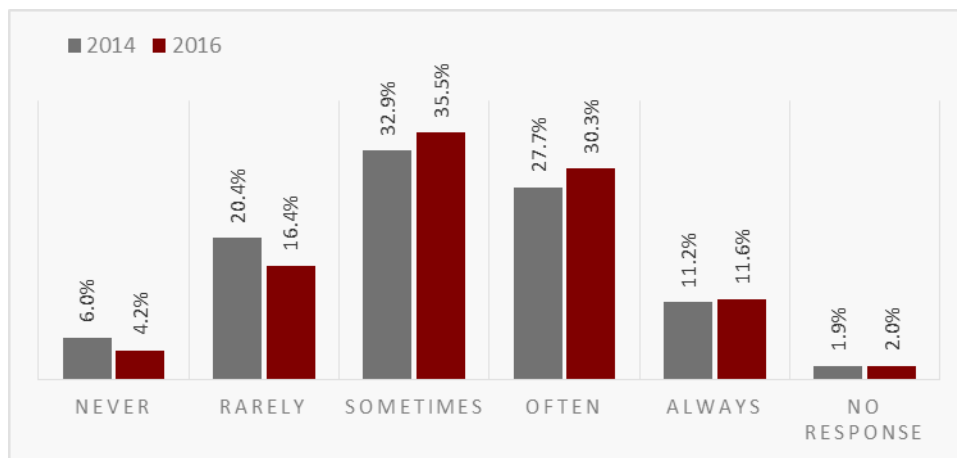


Section 7: The following questions are designed to identify if you feel connected to WSU as a whole.

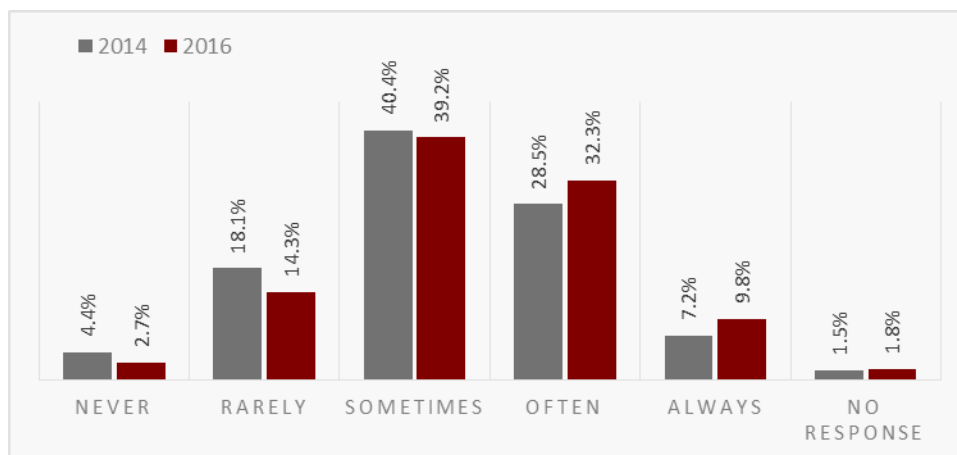
I am encouraged to improve work processes to benefit students and other University constituents or colleagues.*



I receive clear information about changes being made within my college or area.

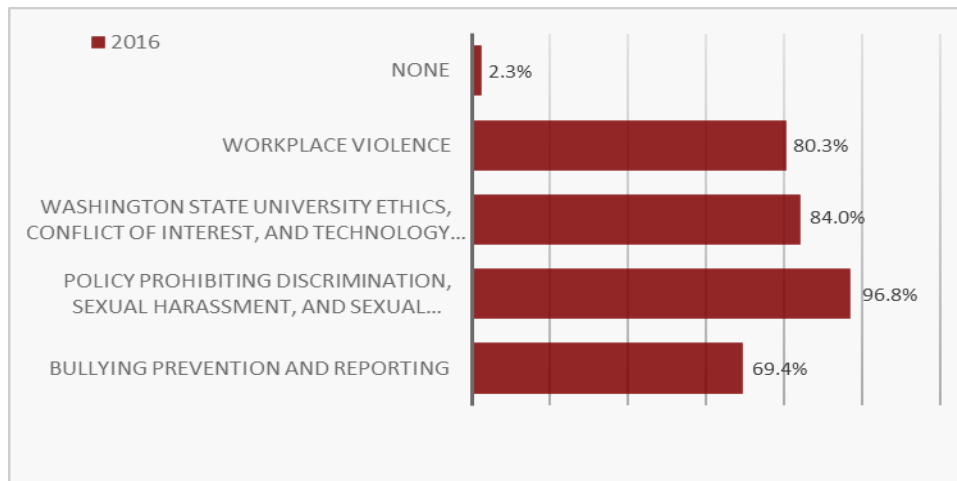


I receive clear information about changes being made within WSU.

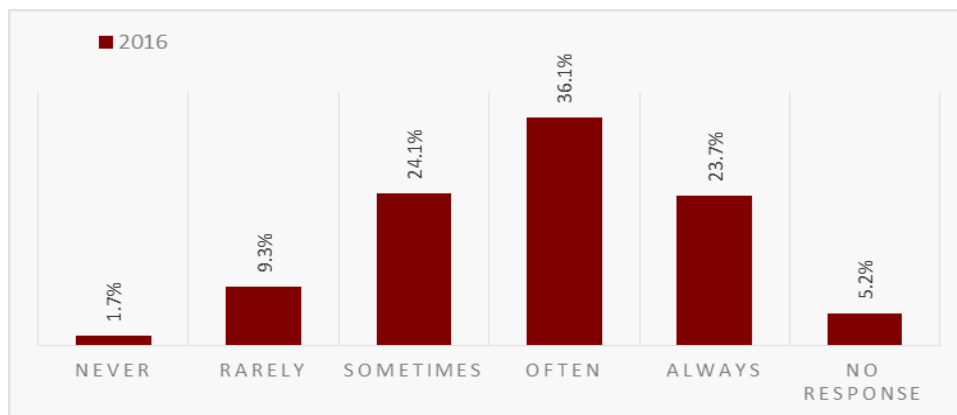


Section 8: The following questions are designed to identify if you are aware of WSU resources or have concerns in the workplace.**

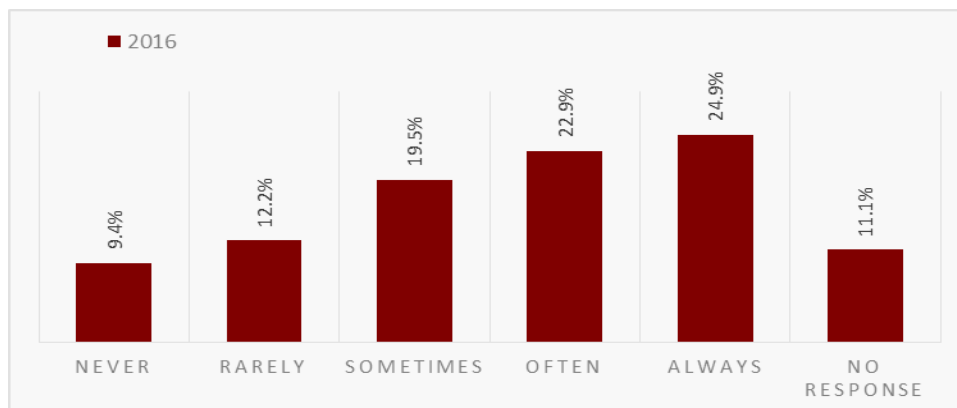
I am aware of the following WSU policies (select all that apply):**



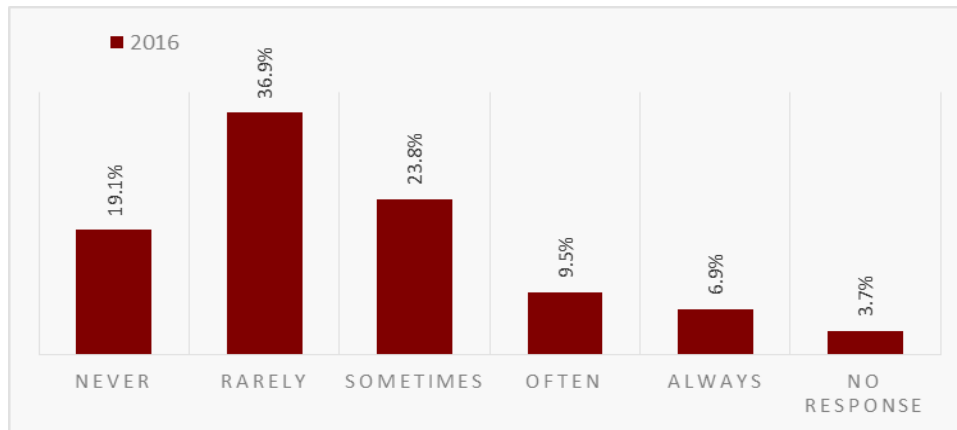
I am comfortable with utilizing University resources.**



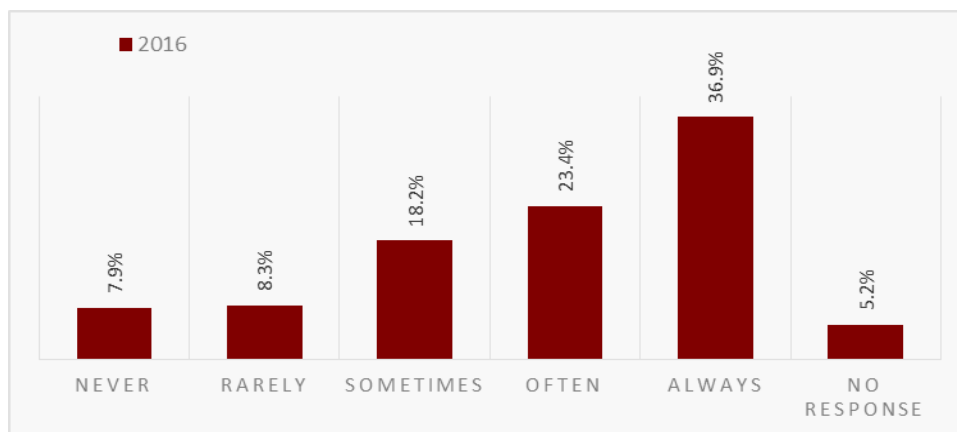
My supervisor encourages me to use the University resources available to me. **



I have concerns regarding work climate.**

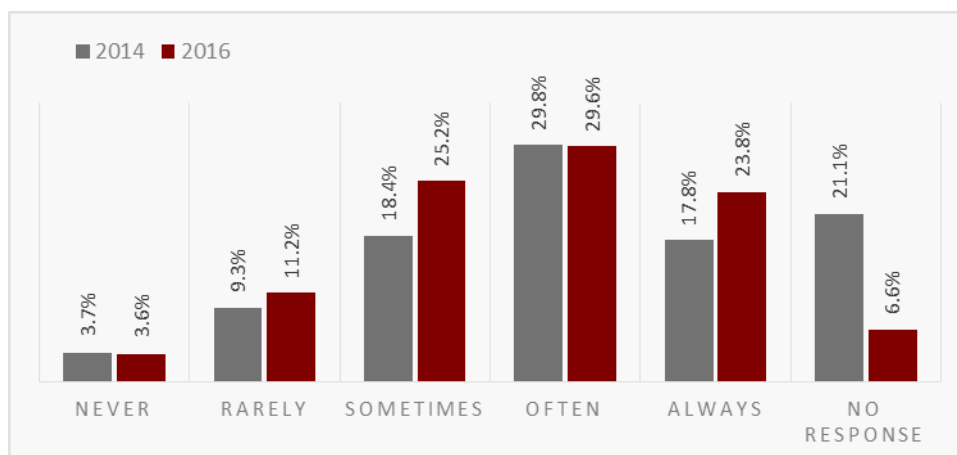


I feel comfortable bringing work climate concerns to my supervisor.**

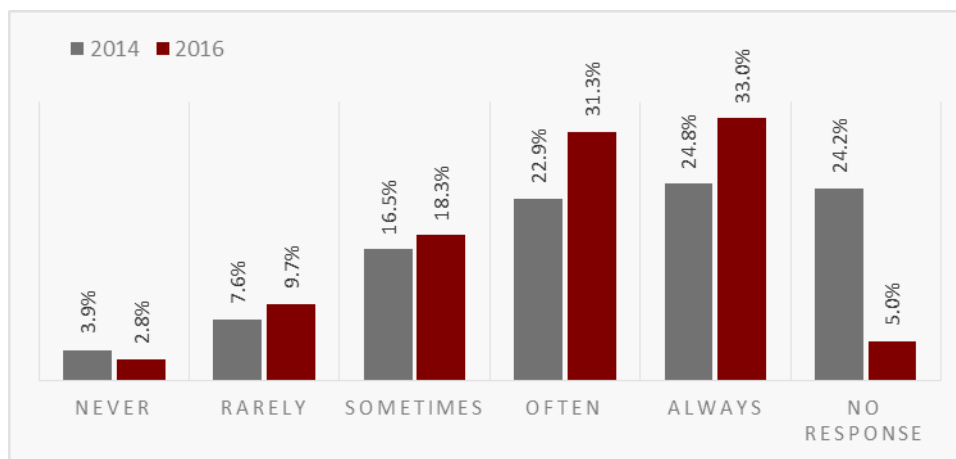


Faculty Specific: The following questions are designed to identify if, as a faculty member, you feel you provide contributions within your faculty appointment:

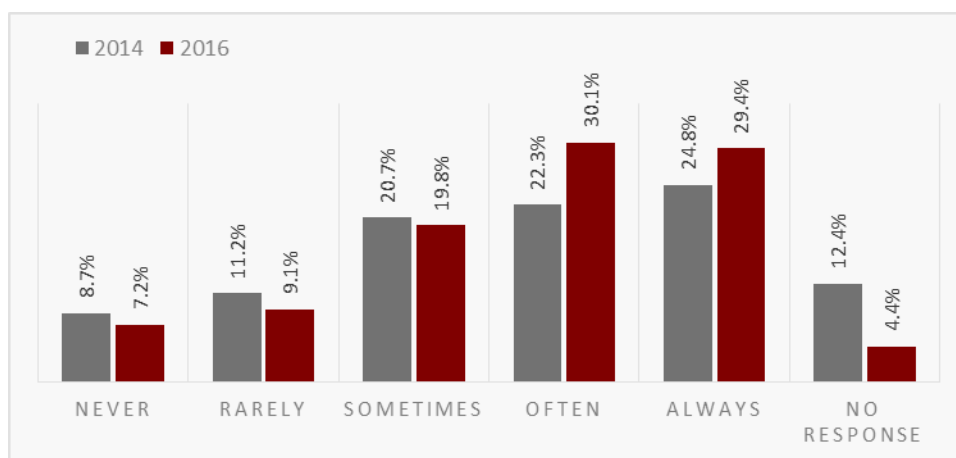
I have support to pursue my research opportunities.



I have input regarding my teaching opportunities and assignments.



I am encouraged to participate in mentoring activities.



I am encouraged to engage in extension opportunities.**

