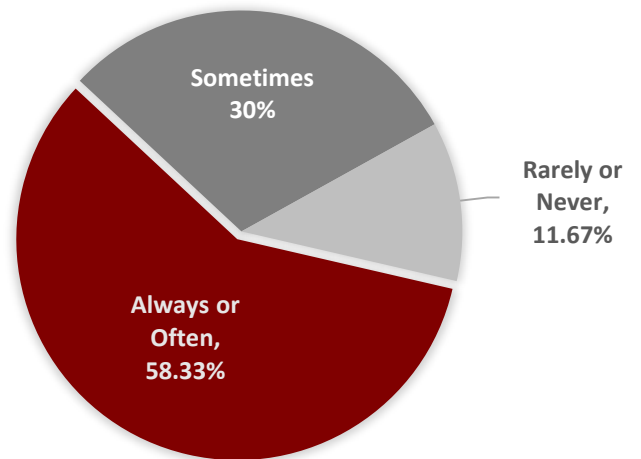


COLLEGE OF ARTS & SCIENCES

For the 2016 Employee Engagement Survey (EES) there were 185 respondents in 2016 compared to 137 respondents in 2014 who identified their department within College of Arts & Sciences. Within College of Arts & Sciences, the response average for statements 1-38 was 3.61, resulting in a 1.98% increase in the overall response average from 2014. Of those who responded, 23.24% were administrative professionals, 25.95% were civil service and 50.81% were faculty.

As explained in the 2016 EES Results Report, responses were measured using a 5-option Likert scale with “Never” equaling 1 and “Always” equaling 5 to determine the frequency in which employees identified with the statements.

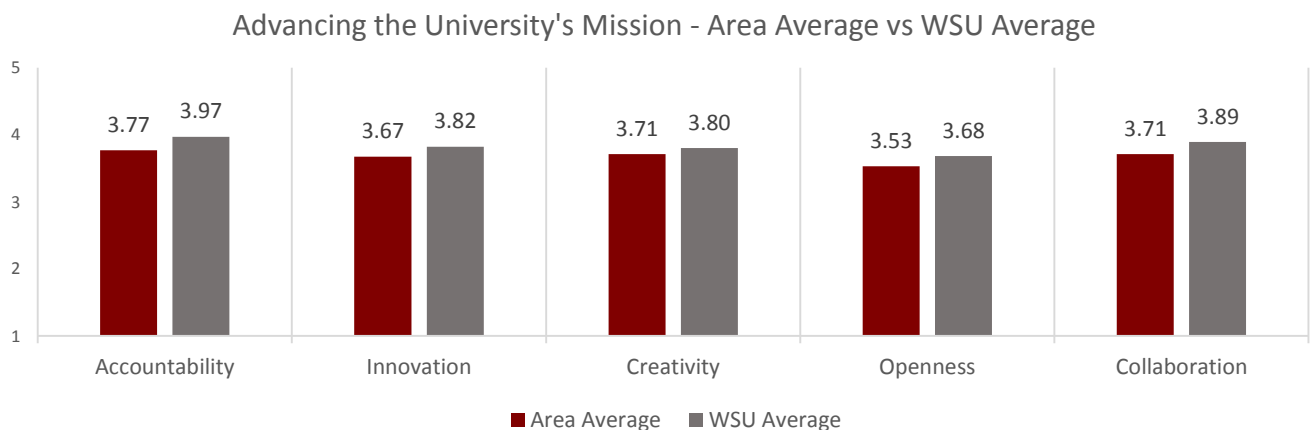
For the 2016 survey, 58.33% of respondents said they always or often enjoy being part of their department (statement 28). However, the overall satisfaction at work (statement 38), decreased from 3.69 in 2014 to 3.58 for 2016. A breakdown of response averages can be found at the end of this report on pages 4-5.



ENJOY BEING PART OF THE DEPARTMENT

ADVANCING THE UNIVERSITY’S MISSION:

For 2016, the survey asked respondents to identify the extent to which their department approached advancement of the University’s mission, specifically as it related to the University goals of accountability, innovation, creativity, openness, and collaboration. This graph demonstrates the response average within College of Arts and Sciences compared to the overall WSU average:



HIGHEST 2016 AREA RESPONSE AVERAGE:

Statements	Area Average	Area Average	2016 WSU Average
	2014	2016	
I know what is expected of me at work.	4.20	4.34	4.37
My supervisor treats me with dignity and respect.**	-	4.21	4.29
I receive the information I need to perform my job.	3.99	3.99	4.03
I have positive interactions with my co-workers.**	-	3.99	4.19
Those around me are committed to doing quality work.	4.21	3.98	4.10

*Updated for 2016; **New for 2016

LOWEST 2016 AREA RESPONSE AVERAGE:

Statements	Area Average	Area Average	2016 WSU Average
	2014	2016	
I feel appropriately compensated for my level of position.**	-	2.72	3.17
I receive clear information about changes being made within my college/area.	3.19	3.06	3.29
I receive clear information about changes being made within WSU.	3.06	3.11	3.33
My supervisor gives me ongoing feedback to help me improve my performance.*	3.03	3.18	3.45

*Updated for 2016; **New for 2016

SIGNIFICANT AREA RESPONSE CHANGE (HIGHEST/LOWEST RESPONSE CHANGES):

Statements	Area Average	Area Average	Change
	2014	2016	
I feel encouraged to have a good balance between work and personal life.	2.70	3.26	+0.56
I have the resources and training to do my job effectively.*	3.51	3.93	+0.42
I am encouraged to improve work processes to benefit students and other University constituents or colleagues.*	3.25	3.60	+0.35
I know how my department measures success.	3.65	3.32	-0.33
I receive clear information about changes being made within my department.	3.63	3.27	-0.36

*Updated for 2016; **New for 2016

UNIVERSITY RESOURCES:

Based on feedback, the 2016 survey added additional statements regarding workplace concerns and employee awareness of WSU resources, specifically those resources related to Workplace Violence, Bullying, State Ethics, Discrimination, Sexual Harassment and Sexual Misconduct. This graph demonstrates the percentage of employees who identified awareness of the following University policies within College of Arts and Sciences:

Policy Prohibiting Discrimination, Sexual Harassment, and Sexual Misconduct	94.59%
Washington State University Ethics, Conflict of Interest, and Technology Transfer	79.46%
Workplace Violence	71.35%
Bullying Prevention and Reporting	61.08%

EMPLOYEE FEEDBACK:

At the end of the survey, employees were given the opportunity to provide feedback regarding subjects not addressed in the survey. The following feedback, specifically related to employee perceptions of the workplace, was provided by respondents who identified themselves within College of Arts and Sciences:

- Collegial atmosphere across the university
- Employees enjoy teaching students
- Leadership is focused on student success and strategic planning
- Work environment is supportive and constructive
- Better work/life balance is needed for employees
- Concerns of inadequate facilities, including building maintenance and classroom sizes, and technology
- Concerns regarding job security and transparency
- Concerns regarding leadership, including employee appreciation, expectations, treatment, and accountability
- Confidentiality concerns
- Culture of fear
- Diversity training is needed for employees
- Inconsistent pay concerns, pay and merit increases needed for employees
- Increased employee collaboration needed
- Improved communication efforts is needed regarding policies and other changes that affect employees
- More engagement needed for adjunct faculty
- Opportunities for professional growth and empowerment are needed
- Policy changes are needed in regards to shared leave for maternity purposes, policies as a whole need to be restructured for readability, and overly complicated policies and procedures need to be reviewed
- Top down management style
- Workplace climate concerns, specifically regarding bullying

ACTION ITEMS:

In reviewing the lowest area response averages and the statements with negative change from 2014 to 2016 in College of Arts and Sciences, initiatives to improve employee engagement and perceptions of the workplace may include, but are not limited to:

- Encourage communication with employees on how success is measured and provide on-going feedback on how to improve performance
- Evaluate work climate and encourage employees to communicate concerns
- Identify positions with inappropriate compensation
- Improve the area's approach to the University's mission of openness
- Improve communication efforts regarding changes at the department, college, and university levels
- Improve communication regarding the WSU policies concerning Bullying Prevention and Reporting, and provide employees with resources as appropriate
- Provide employees with on-going feedback and recognition

RESPONSE AVERAGE BREAKDOWN:

	# of Respondents	Area Average		WSU Average	
		2014	2016	2014	2016
		Overall Average			
SECTION 1: Do employees feel they have what is needed to do their job?					
1	I know what is expected of me at work.	4.20	4.34	4.38	4.37
2	I receive the information I need to perform my job.	3.99	3.99	4.06	4.03
3	I have the resources and training to do my job effectively.*	3.51	3.93	3.99	4.00
4	I have the technology I need to do my job efficiently.	3.64	3.88	4.15	4.09
SECTION 2: Do employees feel they are valued?					
5	I am recognized for doing a good job.	3.28	3.37	3.41	3.50
6	My supervisor values me and the work I do.	3.60	3.83	3.84	3.93
7	I feel encouraged to have a good balance between work and personal life.	2.70	3.26	3.41	3.63
8	I feel appropriately compensated for my level of position. **	-	2.72	-	3.17
SECTION 3: Do employees feel they provide individual contributions?					
9	I am encouraged to develop myself professionally.	3.49	3.39	3.44	3.59
10	I am encouraged to provide input on decisions impacting my work.	3.39	3.37	3.54	3.64
11	I am encouraged to come up with better ways of doing things.	3.21	3.44	3.56	3.72
12	I am given opportunities to be innovative or creative. **	-	3.47	-	3.69
13	I am given opportunities to be collaborative. **	-	3.48	-	3.78
SECTION 4: Do employees feel connected to their co-workers?					
14	A spirit of cooperation and teamwork exists between my co-workers and me.	3.49	3.60	3.85	3.88
15	Knowledge and information sharing is practiced between my co-workers and me.	3.51	3.54	3.80	3.84
16	Those around me are committed to doing quality work.	4.21	3.98	4.12	4.10
17	I have positive interactions with my co-workers. **	-	3.99	-	4.19
18	I enjoy the work climate that exists between my co-workers and me. **	-	3.78	-	4.00
SECTION 5: Do employees feel satisfied with their supervisor? **					
19	My supervisor gives me ongoing feedback to help me improve my performance.*	3.03	3.18	3.29	3.45
20	My supervisor encourages a positive work climate. **	-	3.72	-	3.90
21	My supervisor promotes open communication and feedback. **	-	3.64	-	3.90
22	My supervisor treats me with dignity and respect. **	-	4.21	-	4.29
SECTION 6: Do employees feel connected to their department?					
23	Clear reporting structures are established within my department.	3.69	3.62	3.79	3.87
24	I receive clear information about changes being made within my department.	3.63	3.27	3.32	3.43
25	I know how my department measures success.	3.65	3.32	3.26	3.41
26	I know how my work contributes to the success of my department.	3.77	3.87	3.84	3.92
27	My department demonstrates support for a diverse workforce.	3.86	3.86	4.00	4.08
28	I enjoy being part of my department.	3.80	3.66	3.96	4.00
Rate the extent to which your department approaches the following to advance the University Mission: **					
29	Accountability	-	3.77	-	3.97
30	Innovation	-	3.67	-	3.82
31	Creativity	-	3.71	-	3.80
32	Openness	-	3.53	-	3.68
33	Collaboration	-	3.71	-	3.89
SECTION 7: Do employees feel connected to WSU as a whole?					
34	I am encouraged to improve work processes to benefit students and other University constituents or colleagues.*	3.25	3.60	3.71	3.70
35	I receive clear information about changes being made within my college or area.	3.19	3.06	3.18	3.29
36	I receive clear information about changes being made within WSU.	3.06	3.11	3.16	3.33
37	I enjoy being part of Washington State University.	3.69	3.63	4.07	4.08
38	Overall, I am satisfied at work.	3.69	3.58	3.84	3.86
EMPLOYEE RESOURCES: Are employees aware of WSU resources or do they have concerns in the workplace? **					
	I am comfortable with utilizing University resources. **	-	3.62	-	3.75
	My supervisor encourages me to use the University resources available to me. **	-	3.25	-	3.47
	I have concerns regarding work climate. **	-	3.39	-	3.54
	I feel comfortable bringing work climate concerns to my supervisor. **	-	3.70	-	3.77

*Updated for 2016; **New for 2016

RESPONSE AVERAGE BREAKDOWN, CONTINUED:

	Area Average		WSU Average	
	2014	2016	2014	2016
FACULTY SPECIFIC: Do faculty members feel they provide contributions within their faculty appointment?				
I have support to pursue my research opportunities.	2.67	3.25	3.61	3.63
I have input regarding my teaching opportunities and assignments.	3.57	3.76	3.77	3.86
I am encouraged to participate in mentoring activities.	3.16	3.48	3.50	3.68
I am encouraged to engage in Extension opportunities. **	-	2.16	-	2.96

**Updated for 2016 ; **New for 2016*