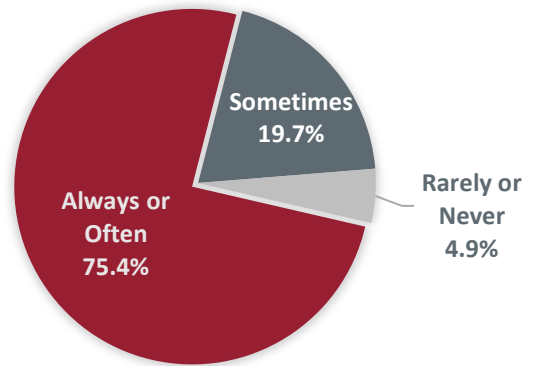


For the 2018 Employee Engagement Survey (EES) there were 62 respondents in 2018 compared to 45 respondents in 2016 who identified their department within the College of Education. For 2018, the survey was sent to 105 active employees within the College of Education resulting in a 59.0% response rate. The response average for statements 1-39 was 3.96 for 2018 compared to 3.96 in 2016 resulting in a decrease in the overall response average from 2016. For 2018 66.1% identified themselves as Faculty, 22.6% identified as Administrative Professional and 11.3% identified themselves as Civil Service.

As explained in the 2018 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.

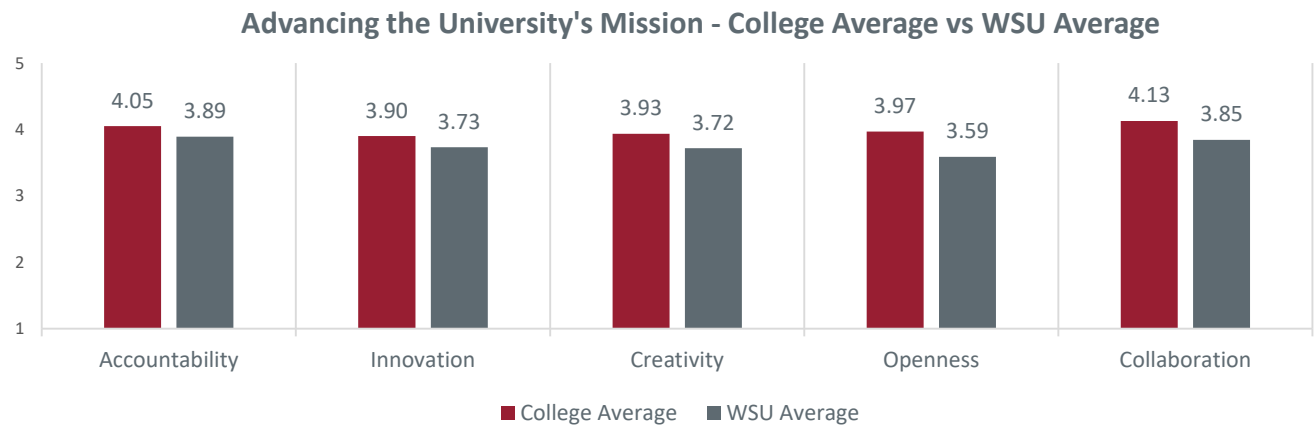
For the 2018 survey, 75.4% of respondents said they always or often enjoy being part of their department (statement 28). Additionally, the response average for overall satisfaction at work (statement 39), decreased to 4.03 from 4.09 for 2016. A breakdown of response averages can be found at the end of this report on page 4.



ENJOY BEING PART OF THEIR DEPARTMENT

ADVANCING THE UNIVERSITY’S MISSION:

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 the College of Education compared to the overall WSU average:



HIGHEST 2018 RESPONSE AVERAGE:

Statements	College Average 2014	College Average 2016	College Average 2018	WSU Average 2018
I know what is expected of me at work.	4.35	4.55	4.56	4.35
I have the training to do my job effectively.*	3.94	4.16	4.34	4.10
I receive the information I need to perform my job.	4.06	4.27	4.32	4.02
My supervisor treats me with dignity and respect.	-	4.36	4.31	4.27

**Updated for 2018; **New for 2018*

LOWEST 2018 RESPONSE AVERAGE:

Statements	College Average 2014	College Average 2016	College Average 2018	WSU Average 2018
I utilize wellbeing programs and resources available to employees.	-	-	2.63	2.49
My supervisor encourages me to use the University resources available to me.	-	3.59	3.13	3.67
I feel encouraged to focus on my wellbeing both at work and in my personal life.	-	-	3.14	3.28
I feel appropriately compensated for my level of position.	-	3.24	3.15	3.05
My department fosters a culture of health and wellness.	-	-	3.21	3.27

**Updated for 2018; **New for 2018*

SIGNIFICANT RESPONSE CHANGE (HIGHEST/LOWEST RESPONSE CHANGES):

Statements	College Average 2014	College Average 2016	College Average 2018	Change
I have the training to do my job effectively.*	3.94	4.16	4.34	0.18
I feel encouraged to have a good balance between work and personal life.	3.36	3.38	3.55	0.17
I am encouraged to improve work processes to benefit students and other University constituents or colleagues.	3.89	3.77	3.90	0.13
I am given opportunities to be innovative or creative.	-	3.77	3.87	0.10
My supervisor encourages me to use the University resources available to me.	-	3.59	3.13	-0.46
I am comfortable with utilizing University resources.	-	4.05	3.63	-0.41
Clear reporting structures are established within my department.	3.74	4.23	3.87	-0.36
I receive clear information about changes being made within WSU.	3.27	3.77	3.47	-0.30
My supervisor gives me ongoing feedback to help me improve my performance.	3.61	3.77	3.50	-0.27
I have the technology I need to do my job efficiently.	3.96	4.43	4.16	-0.27

**Updated for 2018; **New for 2018*

ACTION ITEMS:

In reviewing the lowest college response averages and the statements with negative change from 2016 to 2018 in the College of Education, initiatives to improve employee engagement and perceptions of the workplace may include, but are not limited to:

- *Provide employees with resources regarding employee wellness and encourage the use of WSU employee wellness programs.*
- *Ensure supervisors are familiar with resources and provide employees with resources as appropriate and encourage the use of University resources.*
- *Identify positions with inappropriate compensation.*

ACTION ITEMS (CONTINUED):

- *Improve communication efforts regarding changes within WSU.*
- *Provide employees with internal and external resources for workplace climate concerns and encourage the reporting of concerns.*
- *Provide employees with on-going feedback and recognition.*
- *Evaluate technology options for employees.*
- *Improve communication efforts regarding department reporting structures.*

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, is a synopsis of comments provided by respondents who identified themselves within the College of Education:

- *I love this place!!!; I love what I do.*
- *Compensation:*
 - *Wish had full salary for 12 months instead of 9;*
 - *Salary for Clinical Faculty, students graduating with a BS degree make more money than we do as Clinical Faculty.*
- *I have worked in two units at WSU and I feel that outward acknowledgement or appreciation of a job well done or for going above and beyond is scarce.*
- *Adjunct faculty members are often not included in most communications, activities, information, or appreciation.*
- *Lack of accountability on so many levels. The chairs and deans have plenty of info from student evals with regard to the quality (or lack thereof) of instruction.*
- *The Christmas holiday (December "closure") is a major problem and shouldn't be mandatory.*
- *Transparency and fairness between employees and the university.*
- *There is a big difference in the climate in my college on our WSU Vancouver campus and the statewide college. There is deep trust and commitment with our colleagues here in Vancouver, while I feel very disconnected from the Pullman campus, which tends to feel very insular and disengaged from us.*
- *The career ladder is not really accessible at WSU. Many employees stick around WSU until retirement and typically, there is only one position available to move into.*
- *WSU is so behind the times with technology.*
- *There are several in our department who are not present, and when they are, I feel the environment is hostile, unwelcoming, and non-collaborative.*
- *The professional relationship and cooperation between colleagues in sport management is reasonably good. Currently the department lacks clarity and leadership: goals and outcomes are ambiguous and a discernible split in decision making about our purpose and direction does not help.*

RESPONSE AVERAGE BREAKDOWN:

	# of Respondents	College Average			WSU Average
		2014	2016	2018	2018
Statement 1-39 Overall Average		3.83	3.96	3.93	3.76
1	I know what is expected of me at work.	4.35	4.55	4.56	4.35
2	I receive the information I need to perform my job.	4.06	4.27	4.32	4.02
3	I have the training to do my job effectively.*	3.94	4.16	4.34	4.10
4	I have the resources I need to do my job efficiently.*	-	-	4.00	3.75
5	I have the technology I need to do my job efficiently.	3.96	4.43	4.16	3.96
6	I am recognized for doing a good job.	3.73	3.69	3.76	3.45
7	My supervisor values me and the work I do.	4.02	4.11	3.98	3.91
8	I feel encouraged to have a good balance between work and personal life.	3.36	3.38	3.55	3.59
9	I feel appropriately compensated for my level of position.	-	3.24	3.15	3.05
10	I am encouraged to develop myself professionally.	3.73	3.73	3.74	3.58
11	I am encouraged to provide input on decisions impacting my work.	3.78	3.82	3.72	3.61
12	I am encouraged to come up with better ways of doing things.	3.61	3.78	3.75	3.66
13	I am given opportunities to be innovative or creative.	-	3.77	3.87	3.66
14	I am given opportunities to be collaborative.	-	4.00	3.97	3.77
15	A spirit of cooperation and teamwork exists between my co-workers and me.	3.92	3.71	3.71	3.83
16	Knowledge and information sharing is practiced between my co-workers and me.	3.76	3.71	3.69	3.79
17	Those around me are committed to doing quality work.	4.24	4.16	4.07	4.10
18	I have positive interactions with my co-workers.	-	4.22	4.20	4.17
19	I enjoy the work climate that exists between my co-workers and me.	-	4.02	4.00	3.97
20	My supervisor gives me ongoing feedback to help me improve my performance.	3.61	3.77	3.50	3.43
21	My supervisor encourages a positive work climate.	-	3.93	3.93	3.88
22	My supervisor promotes open communication and feedback.	-	4.05	3.97	3.83
23	My supervisor treats me with dignity and respect.	-	4.36	4.31	4.27
24	Clear reporting structures are established within my department.	3.74	4.23	3.87	3.80
25	I receive clear information about changes being made within my department.	3.64	3.75	3.77	3.37
26	I know how my department measures success.	3.45	3.60	3.67	3.35
27	I know how my work contributes to the success of my department.	3.82	3.98	4.03	3.87
28	My department demonstrates support for a diverse workforce.	4.10	4.19	4.14	4.00
29	I enjoy being part of my department.	4.04	4.18	4.15	3.96
Rate the extent to which your department approached the following to advance the University Mission:					
30	Accountability	-	4.18	4.05	3.89
31	Innovation	-	4.03	3.90	3.73
32	Creativity	-	3.92	3.93	3.72
33	Openness	-	3.90	3.97	3.59
34	Collaboration	-	4.08	4.13	3.85
35	I am encouraged to improve work processes to benefit students and other University constituents or colleagues.	3.89	3.77	3.90	3.65
36	I receive clear information about changes being made within my college or area.	3.47	3.69	3.76	3.22
37	I receive clear information about changes being made within WSU.	3.27	3.77	3.47	3.22
38	I enjoy being part of Washington State University.	4.06	4.20	4.08	3.93
39	Overall, I am satisfied at work.	4.08	4.09	4.03	3.76
	I am comfortable with utilizing University resources.	-	4.05	3.63	3.62
	My supervisor encourages me to use the University resources available to me.	-	3.59	3.13	3.67
	I have concerns regarding work climate.	-	3.52	3.49	3.46
	I feel comfortable bringing work climate concerns to my supervisor.	-	3.83	3.79	3.73
	I utilize wellbeing programs and resources available to employees.**	-	-	2.63	2.49
	My department fosters a culture of health and wellness.**	-	-	3.21	3.27
	I feel encouraged to focus on my wellbeing both at work and in my personal life.**	-	-	3.14	3.28

*Updated for 2018; **New for 2018