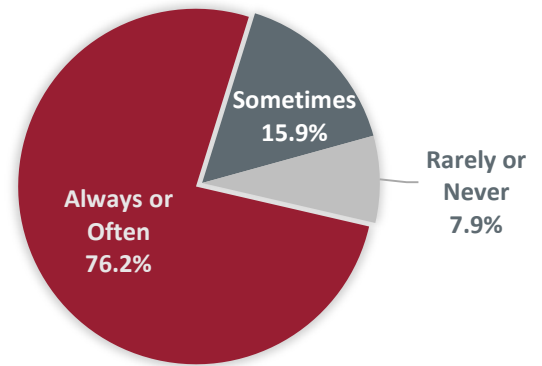


For the 2018 Employee Engagement Survey (EES) there were 63 respondents in 2018 compared to 32 respondents in 2016 who identified their department within College of Pharmacy. For 2018, the survey was sent to 122 active employees within College of Pharmacy resulting in a 51.6% response rate. The response average for statements 1-39 was 3.87 for 2018 compared to 3.97 in 2016 resulting in a decrease in the overall response average from 2016. For 2018 47.6% identified themselves as Faculty, 41.3% identified themselves as Civil Service and 11.1% identified as Administrative Professional.

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.

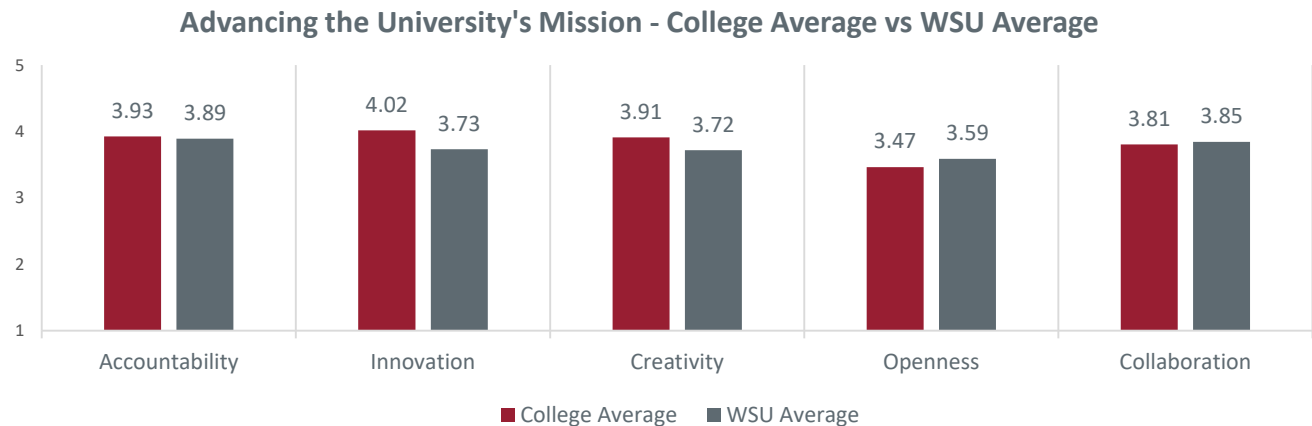
For the 2018 survey, 76.2% of respondents said they always or often enjoy being part of their department (statement 28). Additionally, the response average for overall satisfaction at work (statement 39), decreased to 4.02 from 4.13 for 2016. A breakdown of response averages can be found at the end of 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 College of Pharmacy 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.	4.42	4.44	4.47	4.35
My supervisor treats me with dignity and respect.	-	4.65	4.39	4.27
I have positive interactions with my co-workers.	-	4.34	4.29	4.17
My supervisor values me and the work I do.	3.91	4.26	4.24	3.91

**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.	-	-	2.34	2.49
My department fosters a culture of health and wellness.	-	-	3.05	3.27
I receive clear information about changes being made within my college/area.	3.36	3.19	3.15	3.22
My supervisor encourages me to use the University resources available to me.	-	3.79	3.18	3.67

**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 am encouraged to develop myself professionally.	3.59	3.66	4.00	0.34
I feel appropriately compensated for my level of position.	-	3.07	3.33	0.26
I am comfortable with utilizing University resources.	-	4.17	3.45	-0.72
My supervisor encourages me to use the University resources available to me.	-	3.79	3.18	-0.61
I feel comfortable bringing work climate concerns to my supervisor.	-	3.97	3.42	-0.54
I have concerns regarding work climate.	-	3.90	3.39	-0.52
Knowledge and information sharing is practiced between me and my co-workers.	3.97	4.16	3.75	-0.41

**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 College of Pharmacy, 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.
- Provide employees with internal and external resources for workplace climate concerns and encourage the reporting of concerns.
- Improve communication efforts regarding changes at the college level.
- Encourage knowledge and information sharing within the work unit.

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 College of Pharmacy:

- *I love WSU*
- *Compensation: The pay for civil serves employees in higher education leaves something to be desired; Faculty have not been receiving raises and compensation equal to our value.*
- *It would be great if WSU can establish a health & wellness program within the Spokane College.*
- *I do not feel there is support to reclassify positions. I have been trying to get this done for two years, and keep getting answers like, there is no classification that fits or there is not any budget to support a change.*
- *Workplace Concerns:*
 - *The policies and procedures to address work climate (i.e. bullying, discrimination, harassment) are paper tigers and have no teeth. There is no protection for those who speak out in a collegiate way without getting a target placed on their back and bullied;*
 - *Bullying and shaming should not be an accepted part of WSU;*
 - *We have a continued detrimental hostile work environment throughout WSU. It's time to remove the bullies from their administrative stronghold and replace them with more compassionate, respectful, inclusive, and transparent leaders who can restore the environment and improve productivity;*
 - *WSU needs to do a better job on these issues related to workplace climate.*

RESPONSE AVERAGE BREAKDOWN:

	# of Respondents	College Average			WSU Average
		2014	2016	2018	2018
Statement 1-39 Overall Average		3.88	3.97	3.87	3.76
1	I know what is expected of me at work.	4.42	4.44	4.47	4.35
2	I receive the information I need to perform my job.	3.91	4.25	4.19	4.02
3	I have the training to do my job effectively.*	3.91	4.10	4.19	4.10
4	I have the resources I need to do my job efficiently.*	-	-	3.89	3.75
5	I have the technology I need to do my job efficiently.	4.18	4.28	4.17	3.96
6	I am recognized for doing a good job.	3.74	3.88	3.81	3.45
7	My supervisor values me and the work I do.	3.91	4.26	4.24	3.91
8	I feel encouraged to have a good balance between work and personal life.	3.48	3.81	3.74	3.59
9	I feel appropriately compensated for my level of position.	-	3.07	3.33	3.05
10	I am encouraged to develop myself professionally.	3.59	3.66	4.00	3.58
11	I am encouraged to provide input on decisions impacting my work.	3.67	3.94	3.66	3.61
12	I am encouraged to come up with better ways of doing things.	3.91	3.94	3.77	3.66
13	I am given opportunities to be innovative or creative.	-	4.03	3.84	3.66
14	I am given opportunities to be collaborative.	-	3.97	3.92	3.77
15	A spirit of cooperation and teamwork exists between my co-workers and me.	3.97	4.03	3.83	3.83
16	Knowledge and information sharing is practiced between my co-workers and me.	3.97	4.16	3.75	3.79
17	Those around me are committed to doing quality work.	4.33	4.22	4.19	4.10
18	I have positive interactions with my co-workers.	-	4.34	4.29	4.17
19	I enjoy the work climate that exists between my co-workers and me.	-	4.19	3.97	3.97
20	My supervisor gives me ongoing feedback to help me improve my performance.	3.55	3.81	3.83	3.43
21	My supervisor encourages a positive work climate.	-	4.10	4.03	3.88
22	My supervisor promotes open communication and feedback.	-	4.23	3.97	3.83
23	My supervisor treats me with dignity and respect.	-	4.65	4.39	4.27
24	Clear reporting structures are established within my department.	3.84	3.93	3.90	3.80
25	I receive clear information about changes being made within my department.	3.33	3.47	3.21	3.37
26	I know how my department measures success.	3.55	3.48	3.25	3.35
27	I know how my work contributes to the success of my department.	4.15	4.07	3.87	3.87
28	My department demonstrates support for a diverse workforce.	4.13	4.00	3.68	4.00
29	I enjoy being part of my department.	4.21	4.21	4.08	3.96
Rate the extent to which your department approached the following to advance the University Mission:					
30	Accountability	-	4.00	3.93	3.89
31	Innovation	-	4.11	4.02	3.73
32	Creativity	-	4.00	3.91	3.72
33	Openness	-	3.74	3.47	3.59
34	Collaboration	-	3.86	3.81	3.85
35	I am encouraged to improve work processes to benefit students and other University constituents or colleagues.	3.94	3.77	3.66	3.65
36	I receive clear information about changes being made within my college or area.	3.36	3.19	3.15	3.22
37	I receive clear information about changes being made within WSU.	3.44	3.35	3.32	3.22
38	I enjoy being part of Washington State University.	4.36	4.25	4.16	3.93
39	Overall, I am satisfied at work.	4.06	4.13	4.02	3.76
	I am comfortable with utilizing University resources.	-	4.17	3.45	3.62
	My supervisor encourages me to use the University resources available to me.	-	3.79	3.18	3.67
	I have concerns regarding work climate.	-	3.90	3.39	3.46
	I feel comfortable bringing work climate concerns to my supervisor.	-	3.97	3.42	3.73
	I utilize wellbeing programs and resources available to employees.**	-	-	2.34	2.49
	My department fosters a culture of health and wellness.**	-	-	3.05	3.27
	I feel encouraged to focus on my wellbeing both at work and in my personal life.**	-	-	3.24	3.28

*Updated for 2018; **New for 2018