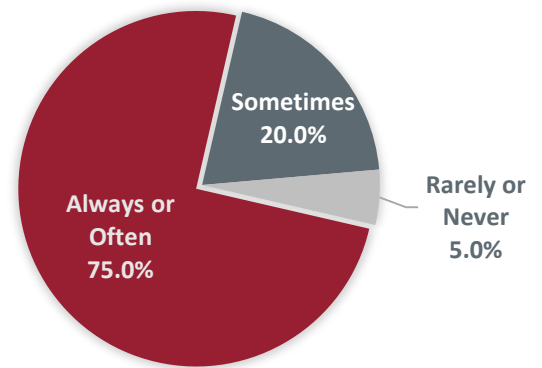


For the 2018 Employee Engagement Survey (EES) there were 20 respondents in 2018 compared to 11 respondents in 2016 who identified their department within the Graduate School. For 2018, the survey was sent to 20 active employees within Graduate School resulting in a 100% response rate. The response average for statements 1-39 was 3.87 for 2018 compared to 4.26 in 2016 resulting in a decrease in the overall response average from 2016. For 2018 65% identified as Administrative Professional, 20% identified themselves as Civil Service and 15% identified themselves as Faculty.

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.

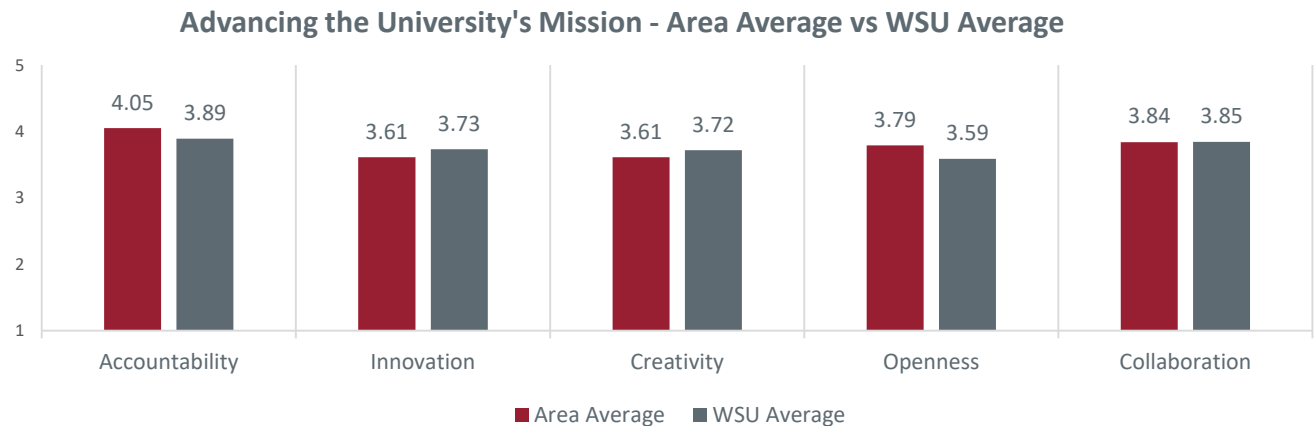
For the 2018 survey, 75.0% of respondents said they always or often enjoy being part of their department (statement 28). Additionally, the response average for overall satisfaction at work (statement 39), decreased to 3.85 from 4.27 for 2016. A breakdown of response averages can be found at the end of 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 Graduate School compared to the overall WSU average:



HIGHEST 2018 RESPONSE AVERAGE:

Statements	Area Average 2014	Area Average 2016	Area Average 2018	WSU Average 2018
Those around me are committed to doing quality work.	4.33	4.09	4.42	4.10
My supervisor treats me with dignity and respect.	-	4.64	4.32	4.27
I know what is expected of me at work.	4.78	5.00	4.30	4.35
I have the training to do my job effectively.*	4.56	4.64	4.25	4.10
I have the technology I need to do my job efficiently.	4.78	4.55	4.25	3.96

*Updated for 2018; **New for 2018

LOWEST 2018 RESPONSE AVERAGE:

Statements	Area Average 2014	Area Average 2016	Area Average 2018	WSU Average 2018
My department fosters a culture of health and wellness.	-	-	2.89	3.27
I utilize wellbeing programs and resources available to employees.	-	-	2.89	2.49
I feel appropriately compensated for my level of position.	-	3.64	2.95	3.05
I have concerns regarding work climate.	-	4.10	3.17	3.46
I know how my department measures success.	3.78	4.09	3.26	3.35

*Updated for 2018; **New for 2018

SIGNIFICANT RESPONSE CHANGE (HIGHEST/LOWEST RESPONSE CHANGES):

Statements	Area Average 2014	Area Average 2016	Area Average 2018	Change
Those around me are committed to doing quality work.	4.33	4.09	4.42	0.33
I feel encouraged to have a good balance between work and personal life.	3.89	4.10	4.11	0.01
I feel comfortable bringing work climate concerns to my supervisor.	-	4.60	3.33	-1.27
I have concerns regarding work climate.	-	4.10	3.17	-0.93
I receive clear information about changes being made within my department.	4.44	4.36	3.45	-0.91
I receive clear information about changes being made within my college/area.	3.89	4.36	3.47	-0.89
I know how my department measures success.	3.78	4.09	3.26	-0.83

*Updated for 2018; **New for 2018

ACTION ITEMS:

In reviewing the lowest area response averages and the statements with negative change from 2016 to 2018 in the Graduate School, 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.
- Improve communication efforts regarding changes at the department and area level.

ACTION ITEMS (CONTINUED):

- *Provide employees with internal and external resources for workplace climate concerns and encourage the reporting of concerns.*
- *Encourage communication with employees on how success is measured and provide on-going feedback on how to improve performance.*

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 Graduate School:

- *The current Interim Dean excels in creating an open work environment and tackles any staff issues head on. She is fair with her decision making and has created an environment where you know what her expectations are.*
- *The work culture and atmosphere of the Graduate School is fantastic. I feel valued, supported, and appreciated.*
- *Compensation:*
 - *Compensation issues stem more directly from a state/university level issue, not from my unit.*
 - *I don't feel I am compensated for my loyalty and extra hours to the unit. However, I am more concerned about my team not being compensated for their hard work.*
- *Career advancement, both in this specific unit and the university as a whole, is almost non-existent.*
- *Strong office division that is increasingly worse.*
- *Need to take a good look at what is going on in the office and take the time to talk to staff members, they may hear of dissatisfaction.*

RESPONSE AVERAGE BREAKDOWN:

	# of Respondents	Area Average			WSU Average
		2014	2016	2018	2018
	Statement 1-39 Overall Average	4.23	4.26	3.87	3.76
1	I know what is expected of me at work.	4.78	5.00	4.30	4.35
2	I receive the information I need to perform my job.	4.67	4.45	4.10	4.02
3	I have the training to do my job effectively.*	4.56	4.64	4.25	4.10
4	I have the resources I need to do my job efficiently.*	-	-	4.16	3.75
5	I have the technology I need to do my job efficiently.	4.78	4.55	4.25	3.96
6	I am recognized for doing a good job.	3.78	3.91	3.35	3.45
7	My supervisor values me and the work I do.	3.89	4.36	3.95	3.91
8	I feel encouraged to have a good balance between work and personal life.	3.89	4.10	4.11	3.59
9	I feel appropriately compensated for my level of position.	-	3.64	2.95	3.05
10	I am encouraged to develop myself professionally.	3.78	4.00	3.68	3.58
11	I am encouraged to provide input on decisions impacting my work.	4.22	4.09	3.85	3.61
12	I am encouraged to come up with better ways of doing things.	4.22	4.09	3.65	3.66
13	I am given opportunities to be innovative or creative.	-	4.18	3.72	3.66
14	I am given opportunities to be collaborative.	-	3.90	3.89	3.77
15	A spirit of cooperation and teamwork exists between my co-workers and me.	4.33	4.18	3.80	3.83
16	Knowledge and information sharing is practiced between my co-workers and me.	4.22	4.09	3.70	3.79
17	Those around me are committed to doing quality work.	4.33	4.09	4.42	4.10
18	I have positive interactions with my co-workers.	-	4.36	4.10	4.17
19	I enjoy the work climate that exists between my co-workers and me.	-	4.27	3.95	3.97
20	My supervisor gives me ongoing feedback to help me improve my performance.	3.89	4.00	3.74	3.43
21	My supervisor encourages a positive work climate.	-	4.27	4.11	3.88
22	My supervisor promotes open communication and feedback.	-	4.55	3.84	3.83
23	My supervisor treats me with dignity and respect.	-	4.64	4.32	4.27
24	Clear reporting structures are established within my department.	4.56	4.55	4.00	3.80
25	I receive clear information about changes being made within my department.	4.44	4.36	3.45	3.37
26	I know how my department measures success.	3.78	4.09	3.26	3.35
27	I know how my work contributes to the success of my department.	4.44	4.45	4.00	3.87
28	My department demonstrates support for a diverse workforce.	4.75	4.64	4.21	4.00
29	I enjoy being part of my department.	4.11	4.36	4.00	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	-	4.09	3.61	3.73
32	Creativity	-	4.09	3.61	3.72
33	Openness	-	4.18	3.79	3.59
34	Collaboration	-	4.18	3.84	3.85
35	I am encouraged to improve work processes to benefit students and other University constituents or colleagues.	4.11	4.55	3.89	3.65
36	I receive clear information about changes being made within my college or area.	3.89	4.36	3.47	3.22
37	I receive clear information about changes being made within WSU.	3.67	3.64	3.63	3.22
38	I enjoy being part of Washington State University.	4.56	4.36	4.05	3.93
39	Overall, I am satisfied at work.	4.11	4.27	3.85	3.76
	I am comfortable with utilizing University resources.	-	4.09	3.81	3.62
	My supervisor encourages me to use the University resources available to me.	-	3.75	3.31	3.67
	I have concerns regarding work climate.	-	4.10	3.17	3.46
	I feel comfortable bringing work climate concerns to my supervisor.	-	4.60	3.33	3.73
	I utilize wellbeing programs and resources available to employees.**	-	-	2.89	2.49
	My department fosters a culture of health and wellness.**	-	-	2.89	3.27
	I feel encouraged to focus on my wellbeing both at work and in my personal life.**	-	-	3.44	3.28

*Updated for 2018; **New for 2018