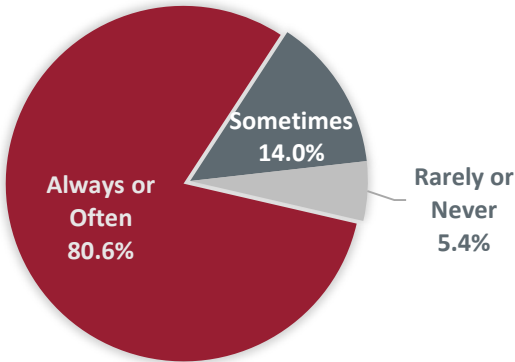


For the 2018 Employee Engagement Survey (EES) there were 94 respondents in 2018 compared to 49 respondents in 2016 who identified their department within WSU Vancouver. For 2018, the survey was sent to 456 active employees within WSU Vancouver resulting in a 20.6% response rate. The response average for statements 1-39 was 3.91 for 2018 compared to 3.92 in 2016 resulting in a decrease in the overall response average from 2016. For 2018 29.8% identified themselves as Faculty, 34.0% identified themselves as Civil Service and 36.2% identified themselves 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.

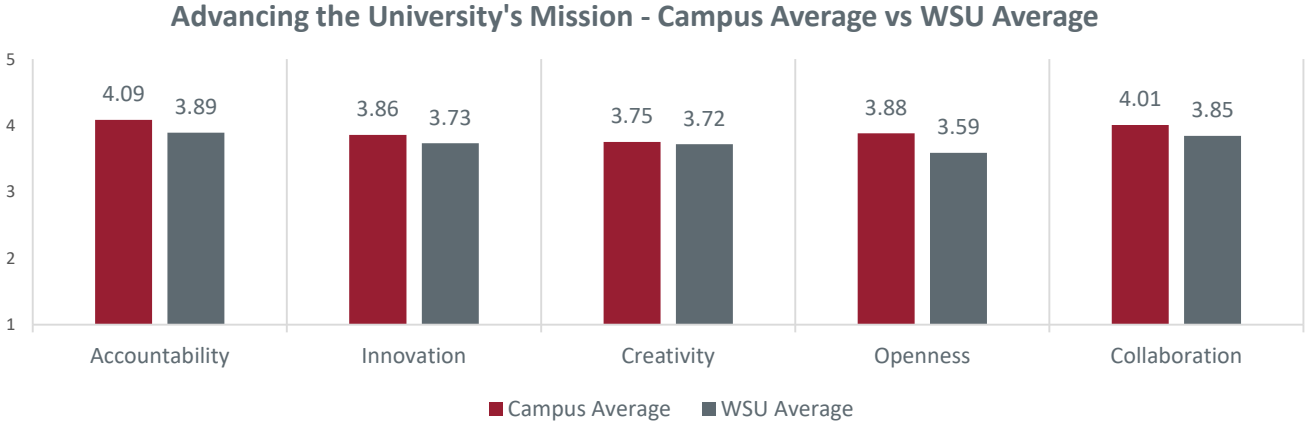
For the 2018 survey, 80.6% of respondents said they always or often enjoy being part of their department (statement 28). Additionally, the response average for overall satisfaction at work (statement 39), decreased to 3.81 from 3.86 for 2016. A breakdown of response averages can be found at the end of 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 WSU Vancouver compared to the overall WSU average:



### HIGHEST 2018 RESPONSE AVERAGE:

Statements	Campus Average 2014	Campus Average 2016	Campus Average 2018	WSU Average 2018
My supervisor treats me with dignity and respect.	-	4.51	4.43	4.27
I know what is expected of me at work.	4.63	4.21	4.34	4.35
I have positive interactions with my co-workers.	-	4.14	4.23	4.17
Those around me are committed to doing quality work.	4.23	4.25	4.20	4.10

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

### LOWEST 2018 RESPONSE AVERAGE:

Statements	Campus Average 2014	Campus Average 2016	Campus Average 2018	WSU Average 2018
I utilize wellbeing programs and resources available to employees.	-	-	2.68	2.49
I feel appropriately compensated for my level of position.	-	2.98	2.99	3.05
My department fosters a culture of health and wellness.	-	-	3.09	3.27
I feel encouraged to focus on my wellbeing both at work and in my personal life.	-	-	3.23	3.28

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

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

Statements	Campus Average 2014	Campus Average 2016	Campus Average 2018	Change
My supervisor gives me ongoing feedback to help me improve my performance.	3.73	3.47	3.72	0.25
I know how my work contributes to the success of my department.	4.33	3.94	4.16	0.22
My department demonstrates support for a diverse workforce.	4.67	4.40	4.11	-0.29
I feel comfortable bringing work climate concerns to my supervisor.	-	4.02	3.74	-0.29
I have the technology I need to do my job efficiently.	4.23	4.18	3.99	-0.19
I am encouraged to provide input on decisions impacting my work.	3.77	3.96	3.77	-0.18

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

### ACTION ITEMS:

In reviewing the lowest campus response averages and the statements with negative change from 2016 to 2018 in WSU Vancouver, 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.*
- *Identify ways to encourage work/life balance for employees.*
- *Identify ways to support a diversified workforce.*
- *Evaluate how input is solicited and taken into consideration.*
- *Evaluate technology options for employees.*

## 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 WSU Vancouver:

- *The chancellor and senior leadership have really fostered an environment of transparency and accountability.*
- *I feel fortunate to be in a well-functioning department with competent leadership.*
- *I love working at WSU Vancouver and feel supported by my department;*
- *WSU Vancouver is a very, very bad place to work if you are not WHITE!*
- *Employees are the number 1 resource of any organization. However, often rather than hiring or helping to promote internally, TEMPS or non-WSU employees are hired. There is also resistance to upgrading a position when additional work is given to an existing employee; to the point of being told they'd rather hire someone new.*
- *Efforts of inclusiveness have had the opposite effect.*
- *Work/life balance: It is harder to attend events due to too much work and not enough time to finish it. Growth of the campus creates a lack of time for attending events and information events; balance between work and personal life is not given much attention for faculty.*
- *Some areas or people have a different set of rules that they follow compared to everyone else.*
- *It's tough to be at a campus that doesn't make all the rules.*
- *Compensation:*
  - *I feel that civil service/classified staff are not paid as well as they should be.*
  - *Compared to other local colleges, positions of similarity are often compensated at a higher value.*
  - *There is an unfair wage gap between high level administrators and common workers. Give us the raises chancellors and public safety get.*
  - *Salary compression and disparities is a major problem on all campuses.*
  - *New hires are coming in at the same salary as tenured faculty of 10+ years.*
  - *Pay inequities -- across campuses and within departments*
- *There should be a 360 evaluation for any supervisor responsible for someone's review.*
- *Admin. Mngrs need to inquire what career goals the individuals they supervise would like to pursue which will allow them to learn skills so they can move into other positions.*
- *As the Vancouver campus has grown, it has become more difficult to engage with other departments.*
- *Budget cuts have left me with few professional development opportunities. How does the University expect us to continuously improve when there aren't any funds?*
- *Our closed T & P process leaves faculty hanging for months while their cases are considered.*

RESPONSE AVERAGE BREAKDOWN:

	# of Respondents	Campus Average			WSU Average
		2014	2016	2018	2018
<b>Statement 1-39 Overall Average</b>		<b>30</b>	<b>49</b>	<b>94</b>	<b>3012</b>
		<b>3.98</b>	<b>3.92</b>	<b>3.91</b>	<b>3.76</b>
1	I know what is expected of me at work.	4.63	4.21	4.34	4.35
2	I receive the information I need to perform my job.	4.20	4.00	4.08	4.02
3	I have the training to do my job effectively.*	3.97	4.12	4.01	4.10
4	I have the resources I need to do my job efficiently.*	-	-	3.76	3.75
5	I have the technology I need to do my job efficiently.	4.23	4.18	3.99	3.96
6	I am recognized for doing a good job.	3.50	3.55	3.69	3.45
7	My supervisor values me and the work I do.	4.23	4.08	4.11	3.91
8	I feel encouraged to have a good balance between work and personal life.	3.77	3.78	3.78	3.59
9	I feel appropriately compensated for my level of position.	-	2.98	2.99	3.05
10	I am encouraged to develop myself professionally.	3.60	3.78	3.67	3.58
11	I am encouraged to provide input on decisions impacting my work.	3.77	3.96	3.77	3.61
12	I am encouraged to come up with better ways of doing things.	3.57	3.83	3.77	3.66
13	I am given opportunities to be innovative or creative.	-	3.76	3.78	3.66
14	I am given opportunities to be collaborative.	-	3.83	3.92	3.77
15	A spirit of cooperation and teamwork exists between my co-workers and me.	3.97	3.86	3.94	3.83
16	Knowledge and information sharing is practiced between my co-workers and me.	3.97	3.80	3.90	3.79
17	Those around me are committed to doing quality work.	4.23	4.25	4.20	4.10
18	I have positive interactions with my co-workers.	-	4.14	4.23	4.17
19	I enjoy the work climate that exists between my co-workers and me.	-	4.08	4.13	3.97
20	My supervisor gives me ongoing feedback to help me improve my performance.	3.73	3.47	3.72	3.43
21	My supervisor encourages a positive work climate.	-	4.18	4.15	3.88
22	My supervisor promotes open communication and feedback.	-	4.16	4.01	3.83
23	My supervisor treats me with dignity and respect.	-	4.51	4.43	4.27
24	Clear reporting structures are established within my department.	4.23	3.89	4.08	3.80
25	I receive clear information about changes being made within my department.	3.87	3.74	3.76	3.37
26	I know how my department measures success.	3.73	3.51	3.69	3.35
27	I know how my work contributes to the success of my department.	4.33	3.94	4.16	3.87
28	My department demonstrates support for a diverse workforce.	4.67	4.40	4.11	4.00
29	I enjoy being part of my department.	4.27	4.08	4.05	3.96
<b>Rate the extent to which your department approached the following to advance the University Mission:</b>					
30	Accountability	-	4.02	4.09	3.89
31	Innovation	-	3.85	3.86	3.73
32	Creativity	-	3.83	3.75	3.72
33	Openness	-	4.02	3.88	3.59
34	Collaboration	-	4.08	4.01	3.85
35	I am encouraged to improve work processes to benefit students and other University constituents or colleagues.	4.03	3.79	3.78	3.65
36	I receive clear information about changes being made within my college or area.	3.63	3.61	3.63	3.22
37	I receive clear information about changes being made within WSU.	3.30	3.61	3.52	3.22
38	I enjoy being part of Washington State University.	4.23	4.10	3.99	3.93
39	Overall, I am satisfied at work.	3.83	3.86	3.81	3.76
	I am comfortable with utilizing University resources.	-	3.53	3.53	3.62
	My supervisor encourages me to use the University resources available to me.	-	3.37	3.33	3.67
	I have concerns regarding work climate.	-	3.73	3.57	3.46
	I feel comfortable bringing work climate concerns to my supervisor.	-	4.02	3.74	3.73
	I utilize wellbeing programs and resources available to employees.**	-	-	2.68	2.49
	My department fosters a culture of health and wellness.**	-	-	3.09	3.27
	I feel encouraged to focus on my wellbeing both at work and in my personal life.**	-	-	3.23	3.28

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