

**Open March 29 – April 12, 2023**



WASHINGTON STATE UNIVERSITY  
**Human Resource Services**

# **WSU FACULTY & STAFF EMPLOYEE ENGAGEMENT SURVEY**

**Check your WSU  
Email for Your  
Employee  
Engagement Survey  
Invitation**

More information at:  
[www.hrs.wsu.edu](http://www.hrs.wsu.edu)  
(509)335-4521



*Let your voice be  
heard.  
Your experience  
matters.*

# THE FOLLOWING QUESTIONS ARE DESIGNED TO IDENTIFY IF YOU FEEL YOU HAVE WHAT IS NEEDED TO DO YOUR JOB.

- I know what is expected of me at work.
- I receive the information I need to perform my job.
- I have the resources to do my job effectively.
- I have the training to do my job effectively.
- I have the technology I need to do my job efficiently.
- I have access to system-wide training and development events.
- The multi-campus structure positively impacts my ability to do my job.



# THE FOLLOWING QUESTIONS ARE DESIGNED TO IDENTIFY IF YOU FEEL YOU ARE VALUED.

- I am recognized for doing a good job.
- My supervisor values me and the work I do.
- My department leadership values me and the work I do.
- My campus leadership values me and the work I do.
- WSU system leadership values me and the work I do.
- I feel appropriately compensated for my level of position.



# THE FOLLOWING QUESTIONS ARE DESIGNED TO IDENTIFY IF YOU FEEL YOU PROVIDE INDIVIDUAL CONTRIBUTIONS.

- I am encouraged to develop myself professionally.
- I am encouraged to provide input on decisions impacting my work.
- I am encouraged to come up with better ways of doing things.
- I am given opportunities to be innovative or creative.
- I am given opportunities to be collaborative.



# THE FOLLOWING QUESTIONS ARE DESIGNED TO IDENTIFY IF YOU FEEL CONNECTED TO YOUR CO-WORKERS.

- A spirit of cooperation and teamwork exists between my co-workers and me.
- Knowledge and information sharing is practiced between my co-workers and me.
- Those around me are committed to doing quality work.
- I have positive interactions with my co-workers.
- I enjoy the work climate that exists between my co-workers and me.



# THE FOLLOWING QUESTIONS ARE DESIGNED TO IDENTIFY IF YOU FEEL SATISFIED WITH YOUR SUPERVISOR.

- My supervisor gives me ongoing feedback to improve my performance.
- My supervisor encourages a positive work climate.
- My supervisor promotes open communication and feedback.
- My supervisor treats me with dignity and respect.
- My supervisor treats me equitably.
- I feel heard by my supervisor.
- Decision making by my supervisor is transparent.



# THE FOLLOWING QUESTIONS ARE DESIGNED TO IDENTIFY IF YOU FEEL CONNECTED TO YOUR DEPARTMENT.

**NOTE:** DEPARTMENT MAY BE DEFINED AS A SCHOOL, DIVISION, OR FUNCTION UNIT WITHIN AN AREA OR COLLEGE.

- Clear reporting structures are established within my department.
- I receive transparent information about changes being made within my department.
- I know how my department measures success.
- I know how my work contributes to the success of my department.
- My department demonstrates support for a diverse workforce.
- I enjoy being part of department.
- I am treated equitably within my department.
- I am treated equitably by my department leadership
- I feel heard by my department leadership.
- Decision making by my department leadership is transparent.



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# PLEASE RATE THE EXTENT TO WHICH YOUR DEPARTMENT EMBRACES THE FOLLOWING UNIVERSITY VALUES:

- **Land-grant Ideals:** Land-grant ideals of access to practical education for all regardless of background, the teaching of skills and knowledge necessary to be an engaged community member, scholarly inquiry for the betterment of society, and the sharing of institutional expertise with state residents.
- **Community:** A “Cougar Spirit” in WSU graduates that emphasizes community - both the community in which university faculty, staff, and students live and in the one made up of the family of Cougs worldwide.
- **Integrity, Trust, and Respect:** Trust and respect for all persons in an environment that cultivates individual and institutional integrity in all that the university does.
- **Equity, Diversity, Inclusion, and Belonging:** Promotion of an ethical and socially just society through an intentional commitment to equity, diversity, and inclusion.
- **Global Citizenship:** Stewardship of the planet’s resources to ensure its vitality, as well as actions focused on social responsibility and cultural empathy in the context of an interconnected world.
- **Freedom of Expression:** Free exchange of ideas in a constructive and civil environment, including the canons of academic freedom in teaching, research, and outreach.
- **Wellbeing:** Whole-person wellness for all members of the institution and a belief it is WSU’s responsibility to contribute to the overall wellness of our communities and the broader society in which individuals reside.



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**Human Resource Services**





# THE FOLLOWING QUESTIONS ARE DESIGNED TO IDENTIFY IF YOU FEEL CONNECTED TO YOUR COLLEGE OR AREA

- I feel heard by my college leadership.
- I am treated equitably by my college leadership.
- I am treated equitably by college leadership with other faculty in my college as those on different campuses. (if applicable)
- Decision making within my college or area by college or area leadership is transparent.
- Decision making by program specific leadership at my campus is transparent. (if applicable)
- I enjoy being part of my College/Area.



# THE FOLLOWING QUESTIONS ARE DESIGNED TO IDENTIFY IF YOU FEEL CONNECTED TO YOUR CAMPUS.

- I feel heard by my campus leadership.
- I am treated equitably by my campus leadership.
- Decision making by my campus leadership is transparent.
- I enjoy being part of my WSU campus.



WASHINGTON STATE UNIVERSITY  
**Human Resource Services**



# THE FOLLOWING QUESTIONS ARE DESIGNED TO IDENTIFY IF YOU FEEL CONNECTED TO WSU AS A WHOLE.

- I am encouraged to improve work processes to benefit students and other University constituents or colleagues.
- I feel heard by WSU system leadership.
- I am treated equitably by WSU system leadership.
- Decision making by WSU system leadership is transparent.
- I enjoy being part of the WSU system.
- Overall, I am satisfied at work.



WASHINGTON STATE UNIVERSITY  
**Human Resource Services**



# THE FOLLOWING QUESTIONS ARE DESIGNED TO IDENTIFY IF YOU ARE AWARE OF WSU RESOURCES OR HAVE CONCERNS IN THE WORKPLACE.

- I am aware of the following WSU policies (select all that apply).
- I am aware of the following resources available to employees (select all that apply).
- I am comfortable with utilizing University resources for employee concerns.
- My supervisor encourages me to use the University resources regarding employee concerns.
- I have concerns regarding work climate.
- I feel comfortable bringing work climate concerns to my supervisor.
- I utilize wellbeing programs and resources available to employees.
- My supervisor fosters a culture of health and wellness.
- My department leadership fosters a culture of health and wellness.
- My campus leadership fosters a climate of health and wellness.
- WSU system leadership fosters a climate of health and wellness.
- I feel encouraged to focus on my wellbeing both at work and in my personal life.



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# THE FOLLOWING QUESTIONS ARE DESIGNED TO IDENTIFY IF , AS A FACULTY MEMBER, YOU FEEL YOU PROVIDE CONTRIBUTIONS WITHIN YOUR FACULTY APPOINTMENT.

- I have support to pursue my research opportunities.
- I have input regarding my teaching opportunities and assignments.
- I am encouraged to participate in mentoring activities.
- I am encouraged to engage in Extension opportunities.
- I understand the Tenure and promotion process.

