Faculty and Staff Employee Engagement Survey | 2023

Executive Summary: Preliminary Results
All WSU Employees on the Pullman Campus

The 2023 WSU Faculty and Staff Employee Engagement survey was sent on March 29, 2023, to all active faculty, administrative professional and classified staff. The survey response period ran from March 29, 2023 through April 12, 2023. The survey was sent to 7,015 employees, 2,870 employees responded resulting in a response rate of 40.9%. Of responses received in 2023, 27.4% came from faculty, 43.2% from administrative professional, and 29.4% from classified staff.

Overall, 62.9% of respondents indicated they are often or always satisfied at work, 22.9% indicated they are sometimes satisfied with work, and 7.7% are rarely or never satisfied with work.

The following results are preliminary results. The full survey report with comparisons from prior years will be available once all the information has been analyzed.
My Resources and Support

I know what is expected of me at work. 866
I receive the information I need to perform my job. 561
I have the resources to do my job effectively. 456
I have the technology I need to do my job efficiently. 618
I have access to system-wide training and development events. 826
The multi-campus structure positively impacts my ability to do my job. 220

- Never
- Rarely
- Sometimes
- Often
- Always

Legend:
- 153
- 250
- 394
- 299
- 190
- 597
- 775
- 675
- 658
- 533
- 170
- 227
I know what is expected of me at work.

- Faculty:
  - Always: 175
  - Often: 145
  - Sometimes: 43
  - Rarely: 3
  - Never: 0

- Administrative Professional:
  - Always: 408
  - Often: 281
  - Sometimes: 60
  - Rarely: 9
  - Never: 2

- Classified Staff:
  - Always: 283
  - Often: 171
  - Sometimes: 50
  - Rarely: 0
  - Never: 0

I receive the information I need to perform my job.

- Faculty:
  - Always: 124
  - Often: 173
  - Sometimes: 56
  - Rarely: 12
  - Never: 1

- Administrative Professional:
  - Always: 377
  - Often: 253
  - Sometimes: 112
  - Rarely: 16
  - Never: 2

- Classified Staff:
  - Always: 184
  - Often: 82
  - Sometimes: 14
  - Rarely: 1
  - Never: 0
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.
**Value of My Work**

- 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.
- I feel appropriately compensated for my level of position.
- The multi-campus structure positively impacts my ability to do my job.

<table>
<thead>
<tr>
<th>Category</th>
<th>Never</th>
<th>Rarely</th>
<th>Sometimes</th>
<th>Often</th>
<th>Always</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am recognized for doing a good job.</td>
<td>56</td>
<td>217</td>
<td>470</td>
<td>554</td>
<td>318</td>
</tr>
<tr>
<td>My supervisor values me and the work I do.</td>
<td>36</td>
<td>98</td>
<td>278</td>
<td>454</td>
<td>741</td>
</tr>
<tr>
<td>My department leadership values me and the work I do.</td>
<td>67</td>
<td>156</td>
<td>339</td>
<td>474</td>
<td>553</td>
</tr>
<tr>
<td>My campus leadership values me and the work I do.</td>
<td></td>
<td>190</td>
<td>335</td>
<td>435</td>
<td>292</td>
</tr>
<tr>
<td>I feel appropriately compensated for my level of position.</td>
<td>249</td>
<td>360</td>
<td>474</td>
<td>474</td>
<td>341</td>
</tr>
<tr>
<td>The multi-campus structure positively impacts my ability to do my job.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>327</td>
</tr>
</tbody>
</table>

Legend:
- Never
- Rarely
- Sometimes
- Often
- Always
I am recognized for doing a good job.

- Faculty:
  - Always: 43
  - Often: 116
  - Sometimes: 119
  - Rarely: 21
  - Never: 21

- Administrative Professional:
  - Always: 278
  - Often: 162
  - Sometimes: 207
  - Rarely: 15
  - Never: 91

- Classified Staff:
  - Always: 113
  - Often: 160
  - Sometimes: 144
  - Rarely: 63
  - Never: 20

My supervisor values me and the work I do.

- Faculty:
  - Always: 134
  - Often: 106
  - Sometimes: 73
  - Rarely: 14
  - Never: 14

- Administrative Professional:
  - Always: 368
  - Often: 213
  - Sometimes: 123
  - Rarely: 38
  - Never: 12

- Classified Staff:
  - Always: 239
  - Often: 135
  - Sometimes: 82
  - Rarely: 29
  - Never: 10
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.
**My Individual Contribution to WSU**

- **I am given opportunities to be collaborative.**
  - Never: 95
  - Rarely: 45
  - Sometimes: 53
  - Often: 47
  - Always: 60

- **I am given opportunities to be innovative or creative.**
  - Never: 400
  - Rarely: 430
  - Sometimes: 356
  - Often: 386
  - Always: 403

- **I am encouraged to come up with better ways of doing things.**
  - Never: 574
  - Rarely: 530
  - Sometimes: 516
  - Often: 571
  - Always: 520

- **I am encouraged to provide input on decisions impacting my work.**
  - Never: 525
  - Rarely: 463
  - Sometimes: 511
  - Often: 443
  - Always: 450

- **I am encouraged to develop myself professionally.**
  - Never: 550
  - Rarely: 480
  - Sometimes: 500
  - Often: 460
  - Always: 490
I am encouraged to develop myself professionally.

- Faculty:
  - Always: 86
  - Often: 125
  - Sometimes: 96
  - Rarely: 11
  - Never: 11

- Administrative Professional:
  - Always: 236
  - Often: 244
  - Sometimes: 177
  - Rarely: 26
  - Never: 26

- Classified Staff:
  - Always: 128
  - Often: 151
  - Sometimes: 130
  - Rarely: 23
  - Never: 23

I am encouraged to provide input on decisions impacting my work.

- Faculty:
  - Always: 65
  - Often: 126
  - Sometimes: 109
  - Rarely: 12
  - Never: 12

- Administrative Professional:
  - Always: 236
  - Often: 276
  - Sometimes: 173
  - Rarely: 14
  - Never: 14

- Classified Staff:
  - Always: 142
  - Often: 169
  - Sometimes: 104
  - Rarely: 67
  - Never: 21
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.
My Experience with 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.
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.

<table>
<thead>
<tr>
<th>Category</th>
<th>Always</th>
<th>Often</th>
<th>Sometimes</th>
<th>Rarely</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>105</td>
<td>148</td>
<td>78</td>
<td>25</td>
<td>5</td>
</tr>
<tr>
<td>Administrative</td>
<td>334</td>
<td>287</td>
<td>102</td>
<td>30</td>
<td>6</td>
</tr>
<tr>
<td>Professional</td>
<td></td>
<td></td>
<td>207</td>
<td>205</td>
<td></td>
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<tr>
<td>Classified Staff</td>
<td></td>
<td></td>
<td>74</td>
<td>14</td>
<td>3</td>
</tr>
</tbody>
</table>

Legend:
- Always
- Often
- Sometimes
- Rarely
- Never
My Experience with My Supervisor

- My supervisor gives me ongoing feedback to help me improve my performance: 215 Never, 79 Rarely, 45 Sometimes, 44 Often, 101 Always.
- My supervisor encourages a positive work climate: 525 Never, 457 Rarely, 438 Sometimes, 354 Often, 457 Always.
- My supervisor promotes open communication and feedback: 799 Never, 804 Rarely, 223 Sometimes, 370 Often, 547 Always.
- My supervisor treats me with dignity and respect: 1,045 Never, 1,045 Rarely, 1,045 Sometimes, 917 Often, 517 Always.
- My supervisor treats me equitably: 804 Never, 767 Rarely, 767 Sometimes, 767 Often, 767 Always.
- Decision making by my supervisor is transparent: 395 Never, 447 Rarely, 447 Sometimes, 447 Often, 517 Always.
My supervisor gives me ongoing feedback to help me 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.

- **Faculty**
  - Always: 93
  - Often: 114
  - Sometimes: 49
  - Rarely: 23
  - Never: 21

- **Administrative Professional**
  - Always: 246
  - Often: 271
  - Sometimes: 147
  - Rarely: 60
  - Never: 22

- ** Classified Staff**
  - Always: 178
  - Often: 162
  - Sometimes: 95
  - Rarely: 42
  - Never: 21

Legend:
- Always
- Often
- Sometimes
- Rarely
- Never
Clear reporting structures are established within my...  601
I receive transparent information about changes being made...  365
I know how my department measures success...  321
My department demonstrates support for a diverse workforce...  659
I enjoy being part of my...  753
I am treated equitably by my...  647
I feel heard by my...  686
Decision making by my...  535
My department leadership treats faculty across campuses...  319
My experience in my department...  474

- Never
- Rarely
- Sometimes
- Often
- Always
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 my department.
I am treated equitably by department leadership.

<table>
<thead>
<tr>
<th>Department</th>
<th>Always</th>
<th>Often</th>
<th>Sometimes</th>
<th>Rarely</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>163</td>
<td>93</td>
<td>62</td>
<td>18</td>
<td>14</td>
</tr>
<tr>
<td>Administrative Professional</td>
<td>311</td>
<td>227</td>
<td>133</td>
<td>49</td>
<td>18</td>
</tr>
<tr>
<td>Classified Staff</td>
<td>212</td>
<td>144</td>
<td>76</td>
<td>25</td>
<td>20</td>
</tr>
</tbody>
</table>

I feel heard by my department leadership.

<table>
<thead>
<tr>
<th>Department</th>
<th>Always</th>
<th>Often</th>
<th>Sometimes</th>
<th>Rarely</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>141</td>
<td>100</td>
<td>57</td>
<td>37</td>
<td>18</td>
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<tr>
<td>Administrative Professional</td>
<td>240</td>
<td>243</td>
<td>150</td>
<td>73</td>
<td>32</td>
</tr>
<tr>
<td>Classified Staff</td>
<td>154</td>
<td>128</td>
<td>49</td>
<td>33</td>
<td>33</td>
</tr>
</tbody>
</table>
Decision making by my department leadership is transparent.

My department leadership treats faculty across campuses equitably.
My Department’s Commitment to WSU Values

- **Land-grant Ideals**: 569
- **Community**: 518
- **Integrity, Trust, and Respect**: 571
- **Equity, Diversity, Inclusion, and Belonging**: 600
- **Global Citizenship**: 484
- **Freedom of Expression**: 463
- **Wellbeing**: 407

Colors indicate frequency:
- **Maroon**: Never
- **Red**: Rarely
- **Orange**: Sometimes
- **Green**: Often
- **Blue**: Always

Numbers represent the count of employees who indicated their level of commitment for each value.
Integrity, Trust, and Respect

<table>
<thead>
<tr>
<th></th>
<th>Always</th>
<th>Often</th>
<th>Sometimes</th>
<th>Rarely</th>
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</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>123</td>
<td>136</td>
<td>71</td>
<td>26</td>
<td>3</td>
</tr>
<tr>
<td>Administrative Professional</td>
<td>276</td>
<td>276</td>
<td>130</td>
<td>39</td>
<td>10</td>
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<tr>
<td>Classified Staff</td>
<td>172</td>
<td>155</td>
<td>87</td>
<td>31</td>
<td>13</td>
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Equity, Diversity, Inclusion, and Belonging

<table>
<thead>
<tr>
<th></th>
<th>Always</th>
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<th>Rarely</th>
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<tbody>
<tr>
<td>Faculty</td>
<td>130</td>
<td>119</td>
<td>76</td>
<td>20</td>
<td>7</td>
</tr>
<tr>
<td>Administrative Professional</td>
<td>285</td>
<td>268</td>
<td>125</td>
<td>30</td>
<td>7</td>
</tr>
<tr>
<td>Classified Staff</td>
<td>185</td>
<td>149</td>
<td>77</td>
<td>17</td>
<td>11</td>
</tr>
</tbody>
</table>
My Experience at WSU: College/Area Leadership

- I feel heard by my college leadership.
- Decision making within my college or area by college or area leadership is transparent.
- I enjoy being part of my college or area.
- My college leadership treats faculty across campuses equitably. (if applicable)
- Decision making by program specific leadership at my campus is transparent. (if applicable)
I feel heard by my college or area leadership.

Decision making within my college or area by college or area leadership is transparent.
I enjoy being part of my college or area.

- **Faculty**
  - Always: 85
  - Often: 117
  - Sometimes: 113
  - Rarely: 29
  - Never: 14

- **Administrative Professional**
  - Always: 238
  - Often: 290
  - Sometimes: 128
  - Rarely: 36
  - Never: 11

- **Classified Staff**
  - Always: 154
  - Often: 178
  - Sometimes: 104
  - Rarely: 25
  - Never: 5

My college leadership treats faculty across campuses equitably. (if applicable)

- **Faculty**
  - Always: 48
  - Often: 72
  - Sometimes: 67
  - Rarely: 29
  - Never: 10
Decision making by program specific leadership at my campus is transparent. (if applicable)
My Experience at WSU: Campus Leadership

- I feel heard by my campus leadership: 190 (Never), 364 (Rarely), 443 (Sometimes), 253 (Often), 125 (Always)
- I am treated equitably by my campus leadership: 94 (Never), 211 (Rarely), 378 (Sometimes), 237 (Often), 110 (Always)
- Decision making by my campus leadership is transparent: 159 (Never), 334 (Rarely), 550 (Sometimes), 267 (Often), 110 (Always)
- I enjoy being part of my WSU campus: 84 (Never), 383 (Rarely), 580 (Sometimes), 492 (Often), 495 (Always)
- I am encouraged to improve work processes to benefit students and other university constituents or colleagues: 48 (Never), 139 (Rarely), 556 (Sometimes), 495 (Often), 492 (Always)
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.
I am encouraged to improve work processes to benefit students and other university constituents or colleagues.
**My Experience at WSU: System Leadership**

- I feel heard by WSU system leadership: 222 (Never), 384 (Rarely), 418 (Sometimes), 225 (Often), 116 (Always)
- I am treated equitably by WSU system leadership: 118 (Never), 214 (Rarely), 367 (Sometimes), 348 (Often), 233 (Always)
- Decision making by WSU system leadership is transparent: 168 (Never), 365 (Rarely), 553 (Sometimes), 420 (Often), 443 (Always)
- I enjoy being part of the WSU system: 126 (Never), 420 (Rarely), 545 (Sometimes), 545 (Often), 420 (Always)
- Overall, I am satisfied at work: 130 (Never), 398 (Rarely), 765 (Sometimes), 765 (Often), 310 (Always)
I feel heard by WSU system leadership.

- Faculty:
  - Always: 22
  - Often: 23
  - Sometimes: 85
  - Rarely: 109
  - Never: 83

- Administrative Professional:
  - Always: 52
  - Often: 135
  - Sometimes: 215
  - Rarely: 73
  - Never: 163

- Classified Staff:
  - Always: 42
  - Often: 118
  - Sometimes: 112
  - Rarely: 67
  - Never: 66

I am treated equitably by WSU system leadership.

- Faculty:
  - Always: 40
  - Often: 57
  - Sometimes: 91
  - Rarely: 70
  - Never: 39

- Administrative Professional:
  - Always: 110
  - Often: 182
  - Sometimes: 173
  - Rarely: 92
  - Never: 40

- Classified Staff:
  - Always: 83
  - Often: 109
  - Sometimes: 103
  - Rarely: 52
  - Never: 40
Decision making by WSU system leadership is transparent.

I enjoy being part of the WSU system.
Overall, I am satisfied at work.
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.

Never
Rarely
Sometimes
Often
Always

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Rarely</th>
<th>Sometimes</th>
<th>Often</th>
<th>Always</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am comfortable with utilizing university resources for employee concerns.</td>
<td>56</td>
<td>196</td>
<td>459</td>
<td>437</td>
<td>375</td>
</tr>
<tr>
<td>My supervisor encourages me to use the university resources regarding employee concerns.</td>
<td>118</td>
<td>169</td>
<td>274</td>
<td>377</td>
<td>436</td>
</tr>
<tr>
<td>I have concerns regarding work climate.</td>
<td>252</td>
<td>144</td>
<td>301</td>
<td>412</td>
<td>578</td>
</tr>
<tr>
<td>I feel comfortable bringing work climate concerns to my supervisor.</td>
<td>91</td>
<td>144</td>
<td>301</td>
<td>431</td>
<td>578</td>
</tr>
</tbody>
</table>
I am aware of the following WSU policies.

- Bullying Prevention and Reporting
- Policy Prohibiting Discrimination and Harassment
- University Ethics Policy
- Workplace Violence
- None

I am aware of the following resources available to employees.

- Compliance and Civil Rights
- Employee Assistance Program
- Human Resource Services
- Office of Internal Audit
- Ombudsman
- WellCoug
- None
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.

- Faculty:
  - Never: 56
  - Rarely: 123
  - Sometimes: 97
  - Often: 27
  - Always: 2

- Administrative Professional:
  - Never: 308
  - Rarely: 200
  - Sometimes: 70
  - Often: 41
  - Always: 1

- Classified Staff:
  - Never: 194
  - Rarely: 115
  - Sometimes: 62
  - Often: 35
  - Always: 0

I feel comfortable bringing work climate concerns to my supervisor.

- Faculty:
  - Always: 122
  - Often: 82
  - Sometimes: 68
  - Rarely: 36
  - Never: 28

- Administrative Professional:
  - Always: 264
  - Often: 228
  - Sometimes: 132
  - Rarely: 64
  - Never: 38

- Classified Staff:
  - Always: 192
  - Often: 121
  - Sometimes: 101
  - Rarely: 44
  - Never: 25
I utilize wellbeing programs and resources available to employees.

- Never: 70
- Rarely: 402
- Sometimes: 477
- Often: 516
- Always: 439

My supervisor fosters a culture of health and wellness.

- Never: 59
- Rarely: 297
- Sometimes: 516
- Often: 504
- Always: 477

My department leadership fosters a culture of health and wellness.

- Never: 59
- Rarely: 349
- Sometimes: 504
- Often: 409
- Always: 439

WSU system leadership fosters a culture of health and wellness.

- Never: 73
- Rarely: 174
- Sometimes: 504
- Often: 409
- Always: 439

I feel encouraged to focus on my wellbeing both at work and in my personal life.

- Never: 82
- Rarely: 216
- Sometimes: 416
- Often: 416
- Always: 450
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.

- Faculty:
  - Always: 80
  - Often: 115
  - Sometimes: 77
  - Rarely: 45
  - Never: 20

- Administrative Professional:
  - Always: 185
  - Often: 257
  - Sometimes: 164
  - Rarely: 31
  - Never: 74

- Classified Staff:
  - Always: 144
  - Often: 132
  - Sometimes: 108
  - Rarely: 55
  - Never: 22

My campus leadership fosters a culture of health and wellness.

- Faculty:
  - Always: 32
  - Often: 81
  - Sometimes: 69
  - Rarely: 23
  - Never: 20

- Administrative Professional:
  - Always: 109
  - Often: 210
  - Sometimes: 93
  - Rarely: 26
  - Never: 26

- Classified Staff:
  - Always: 127
  - Often: 122
  - Sometimes: 56
  - Rarely: 24
  - Never: 24
WSU system leadership fosters a culture of health and wellness.

I feel encouraged to focus on my well-being both at work and in my personal life.
Faculty Feedback

- 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.

Options:
- No
- Yes
- Not Applicable
- Never
- Rarely
- Sometimes
- Often
- Always