



## Faculty and Staff Employee Engagement Survey |2023|

### Executive Summary: Preliminary Results All Washington State University Employees

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.

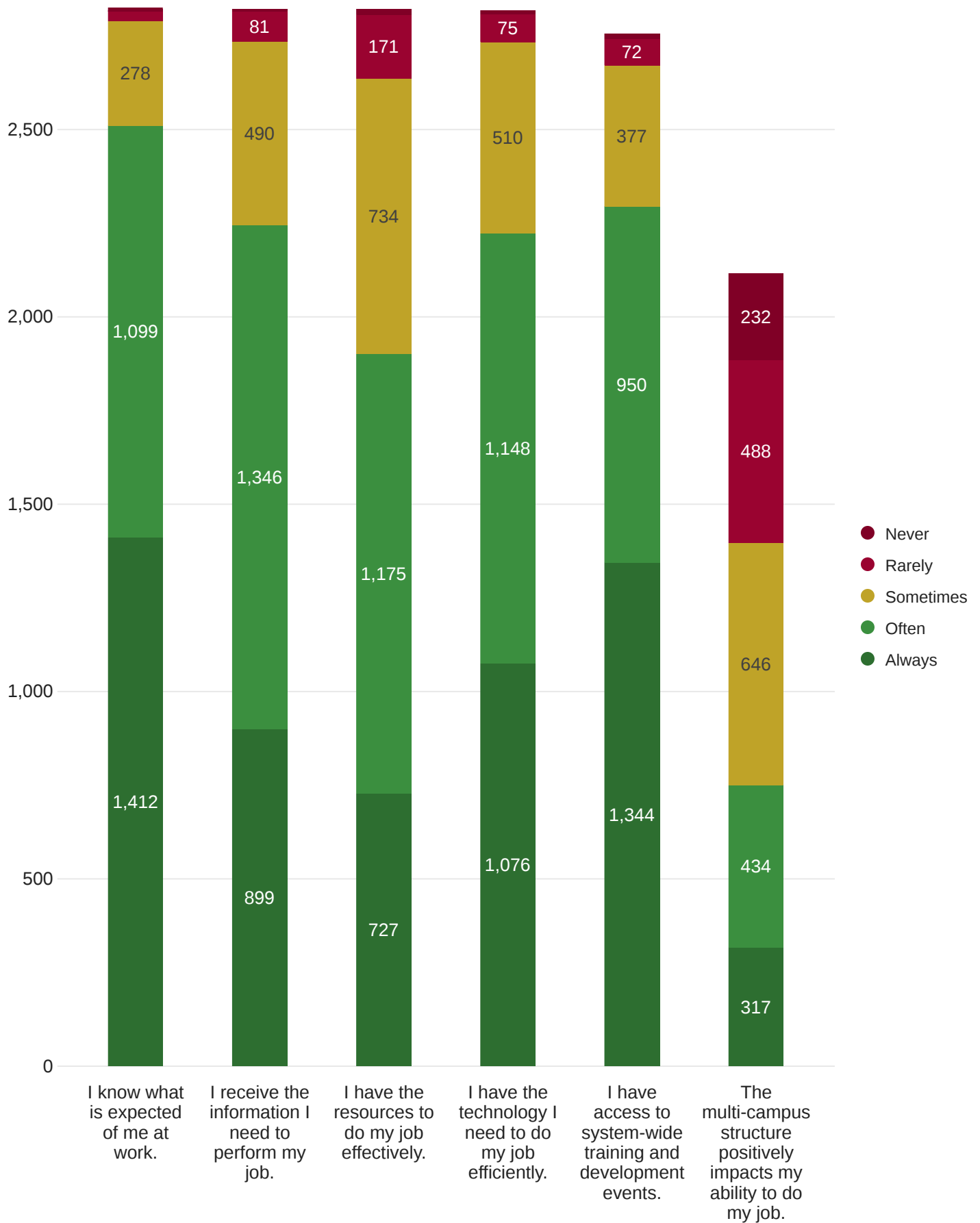
Overall, 62.9% of respondents indicated they are often or always satisfied at work, 22.9% indicated they are sometimes satisfied with work, and 7.7% are rarely or never satisfied with work.

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.

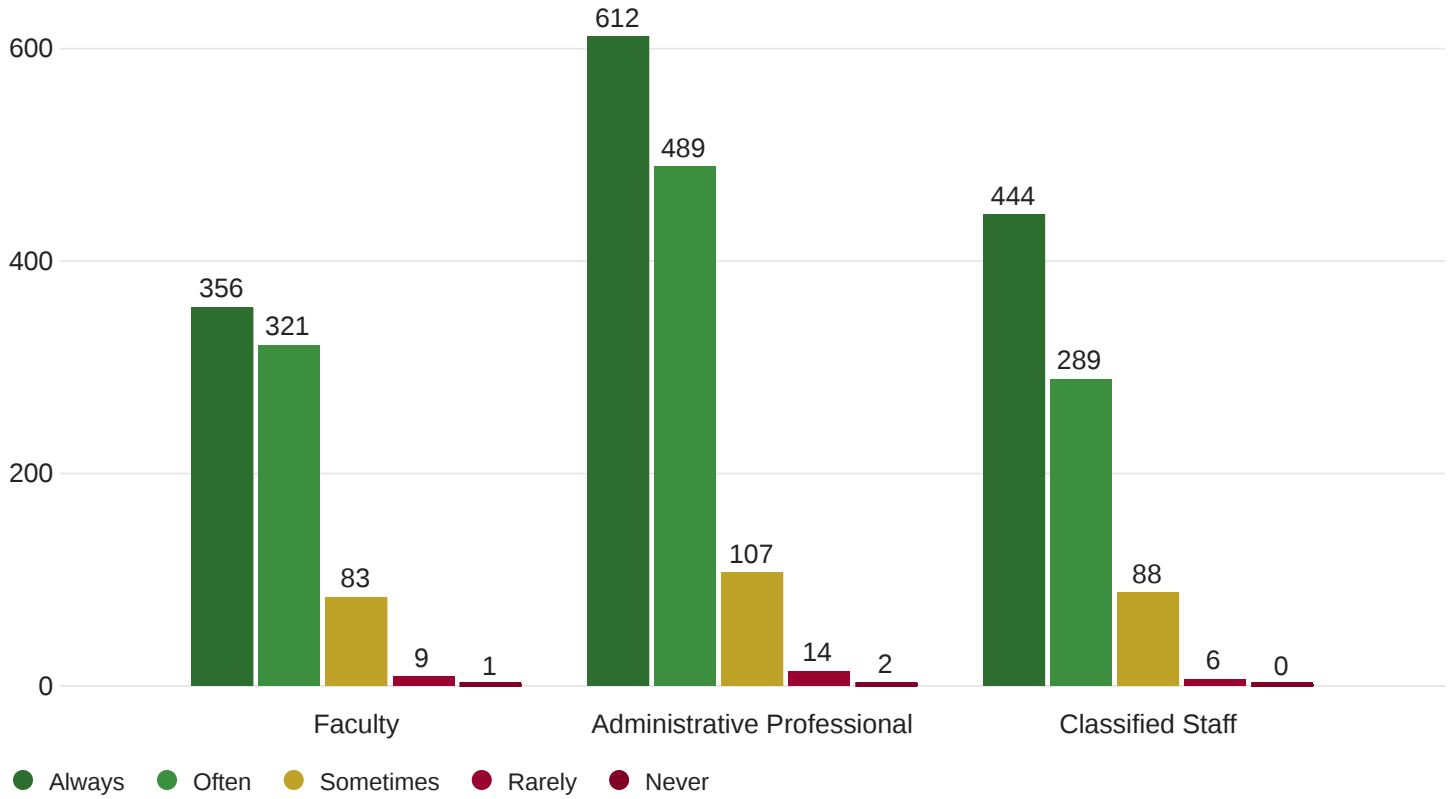
The following major themes are rank ordered based on the frequency the feedback appeared in the open text comments. This rank ordered list is for all of WSU included in open text data are as follows:

1. Increases in workload with a decline in staffing resources. These were noted to be coupled with no recognition for the increased scope of responsibilities, leading to burnout.
2. Concerns regarding system leadership and the increased administrative structure to WSU that has not resulted in identified value for the organization.
3. Inadequate compensation with notation that during communications surrounding the need for budget cuts, senior leadership received healthy increases in compensation.
4. Parking costs and the lack of parking. Many participants specifically noted that lower wage earners are expected to either pay the same for parking as higher wage earners, or park in less safe areas.
5. Concerns that system leadership has prioritized athletics over academics and the overall impact this has on satisfaction as well as the messaging this sends to the students.
6. Concerns regarding the effectiveness and loss of trust in campus leadership.
7. Workloads that do not allow for wellbeing and work life balance resources to be considered, nor do they allow for an ability to engage in professional development activities.
8. Feelings that this survey, in alignment with prior surveys will not have actionable outcomes.
9. The loss of the Cougar Spirit coupled with hopes it can be regained.
10. Requests to allow tuition waivers to be extended to WSU online coursework.

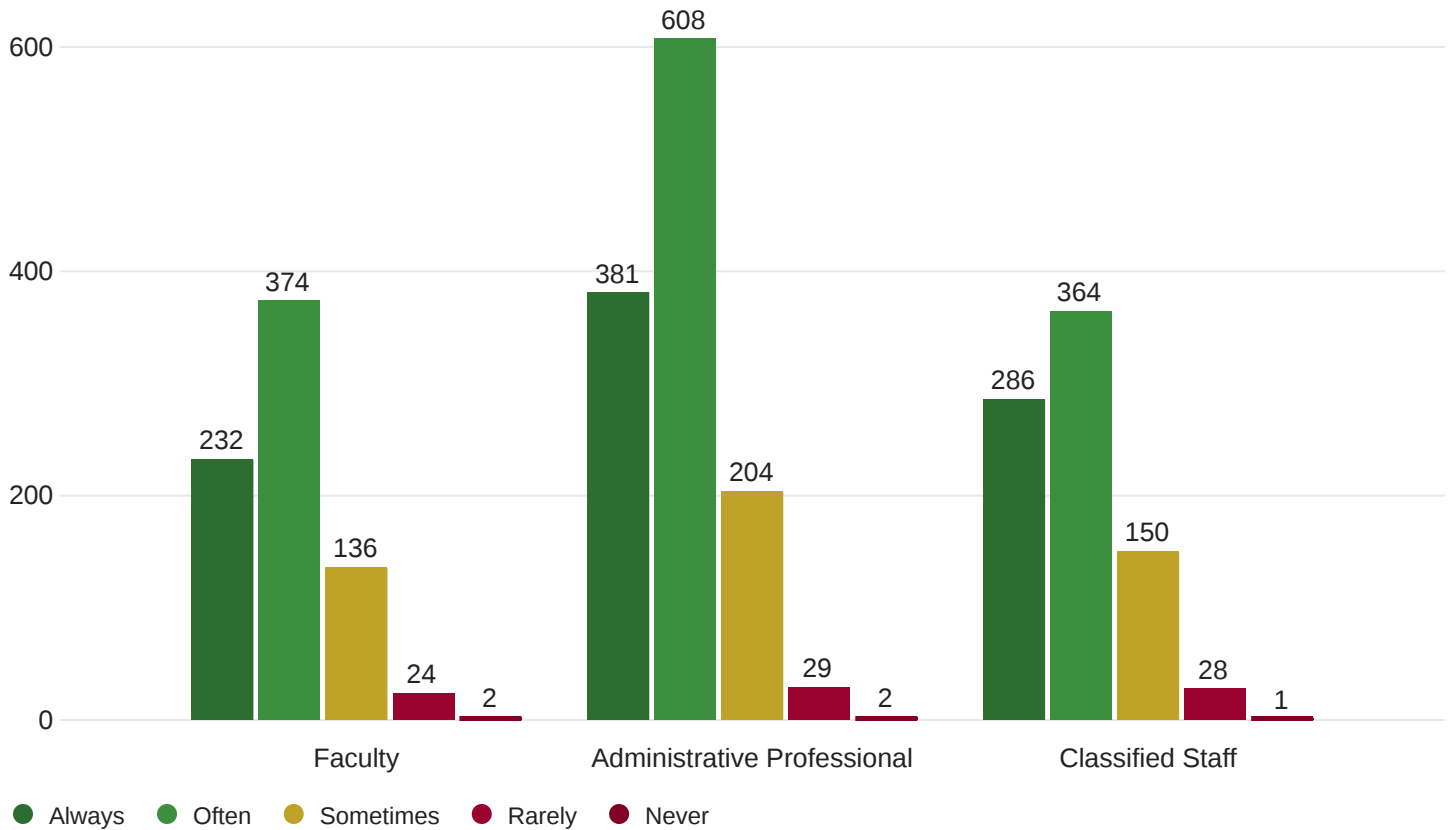
### My Resources and Support



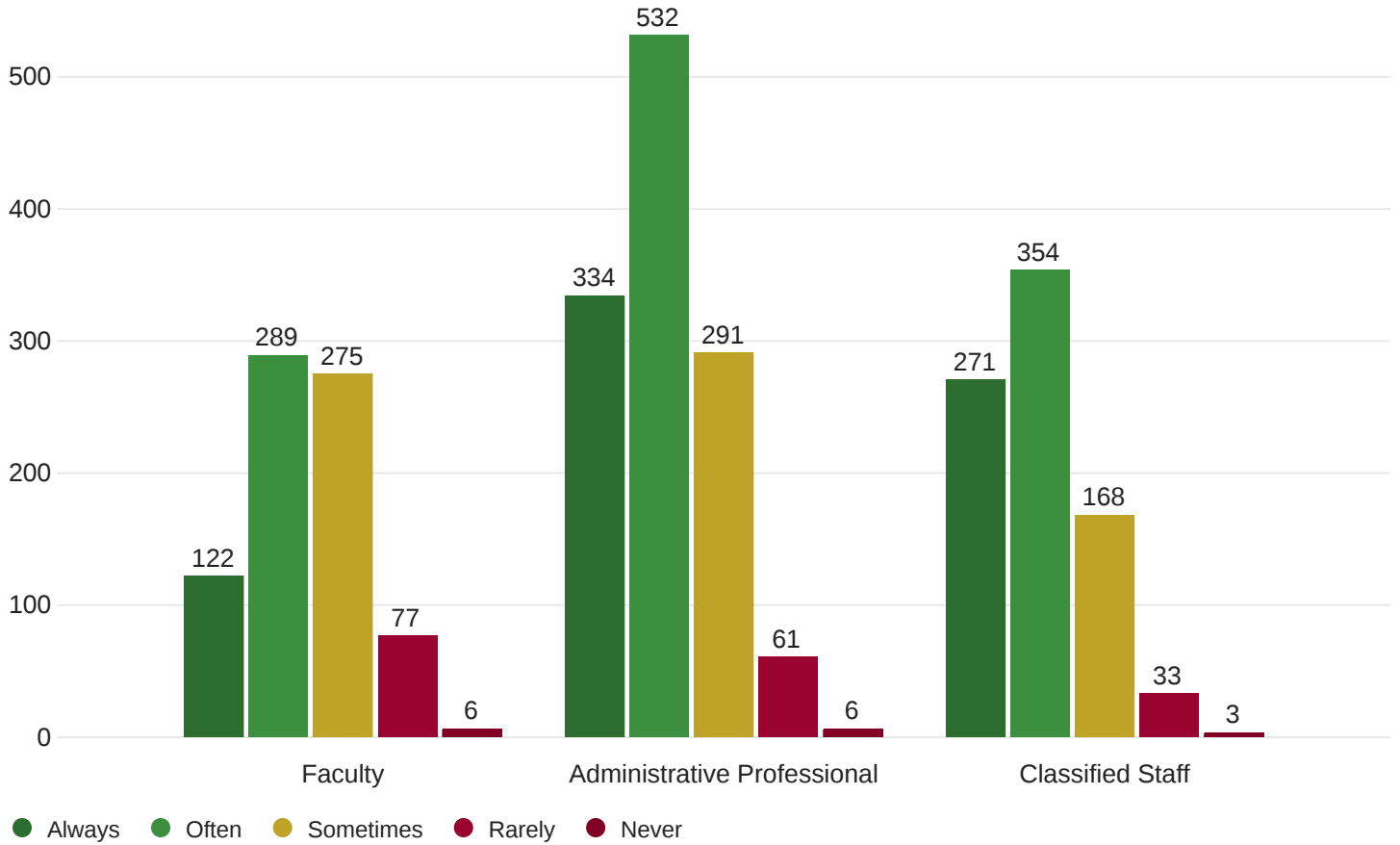
I know what is expected of me at work.



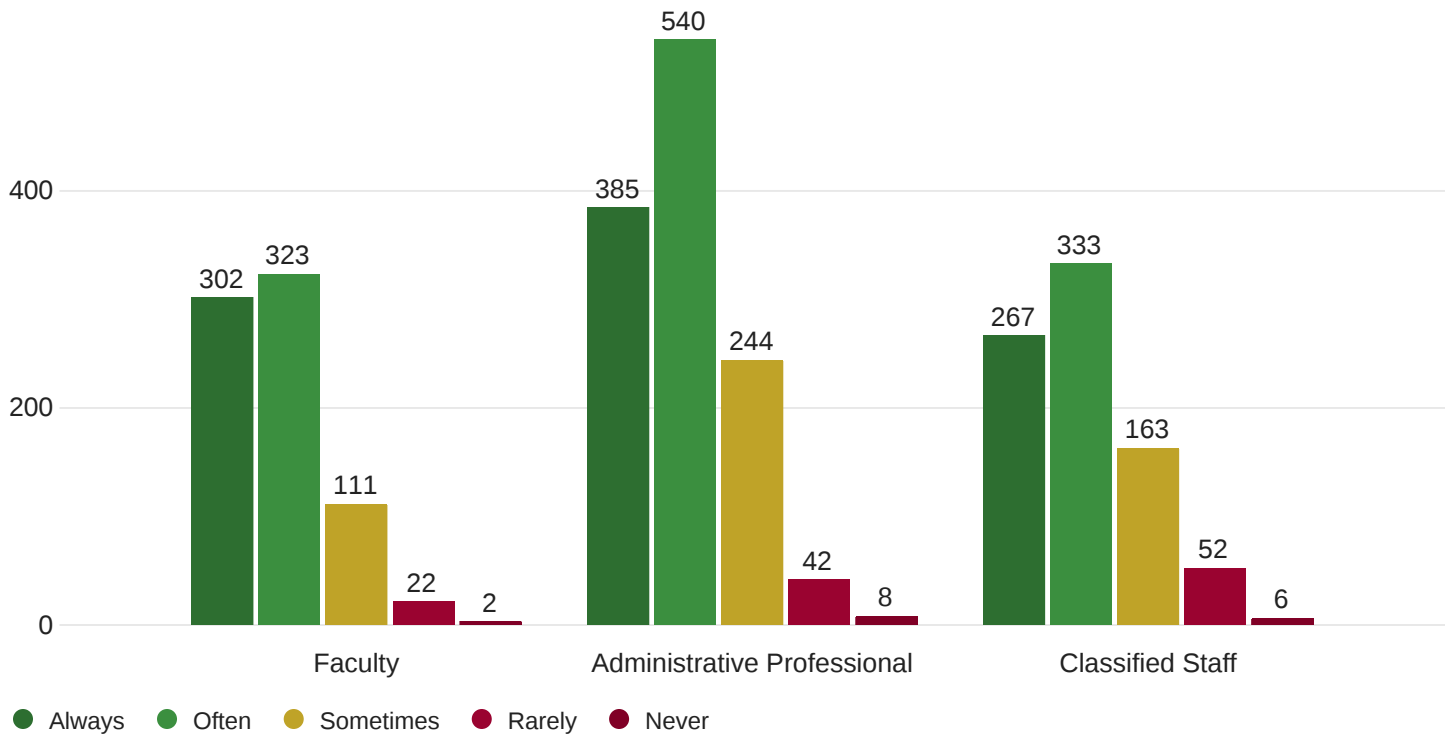
I receive the information I need to perform my job.



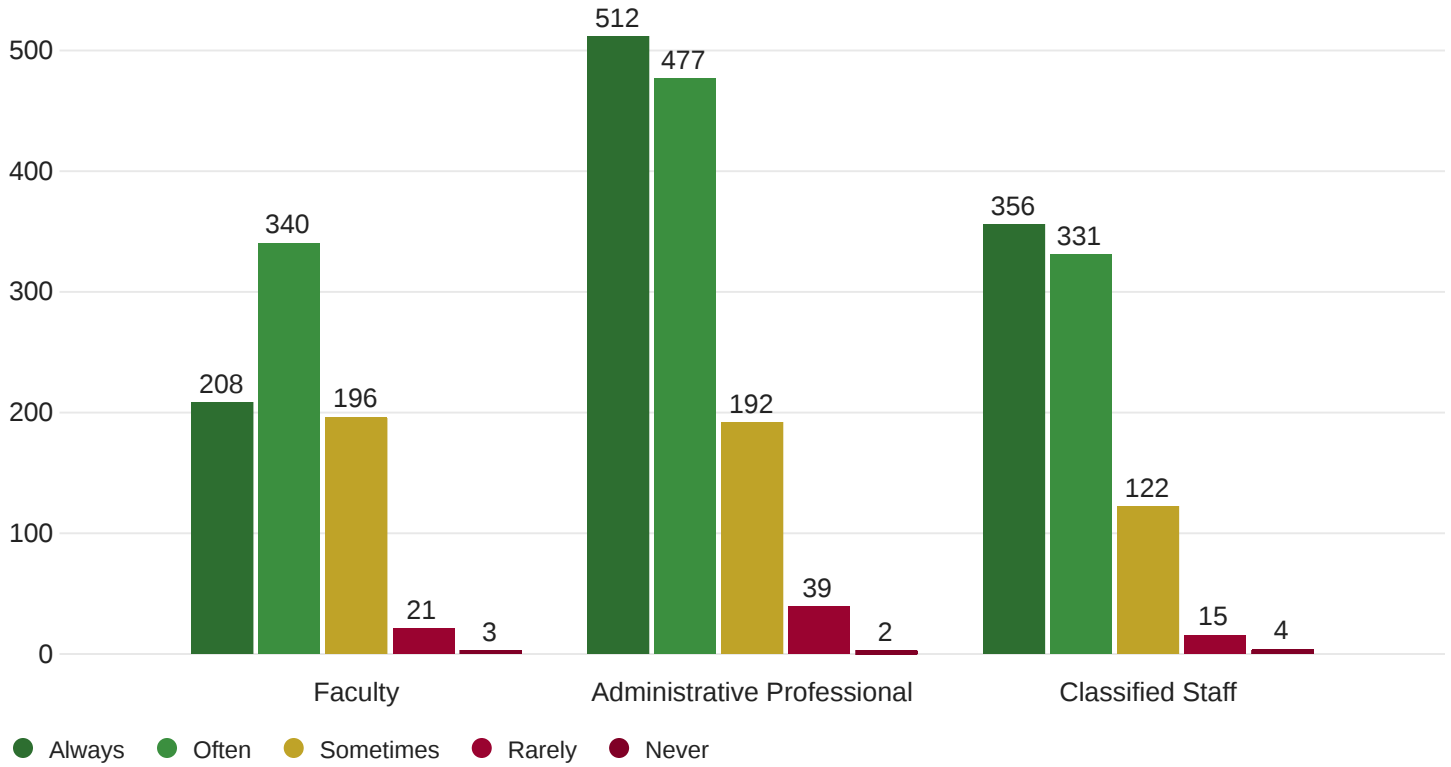
I have the resources to do my job effectively.



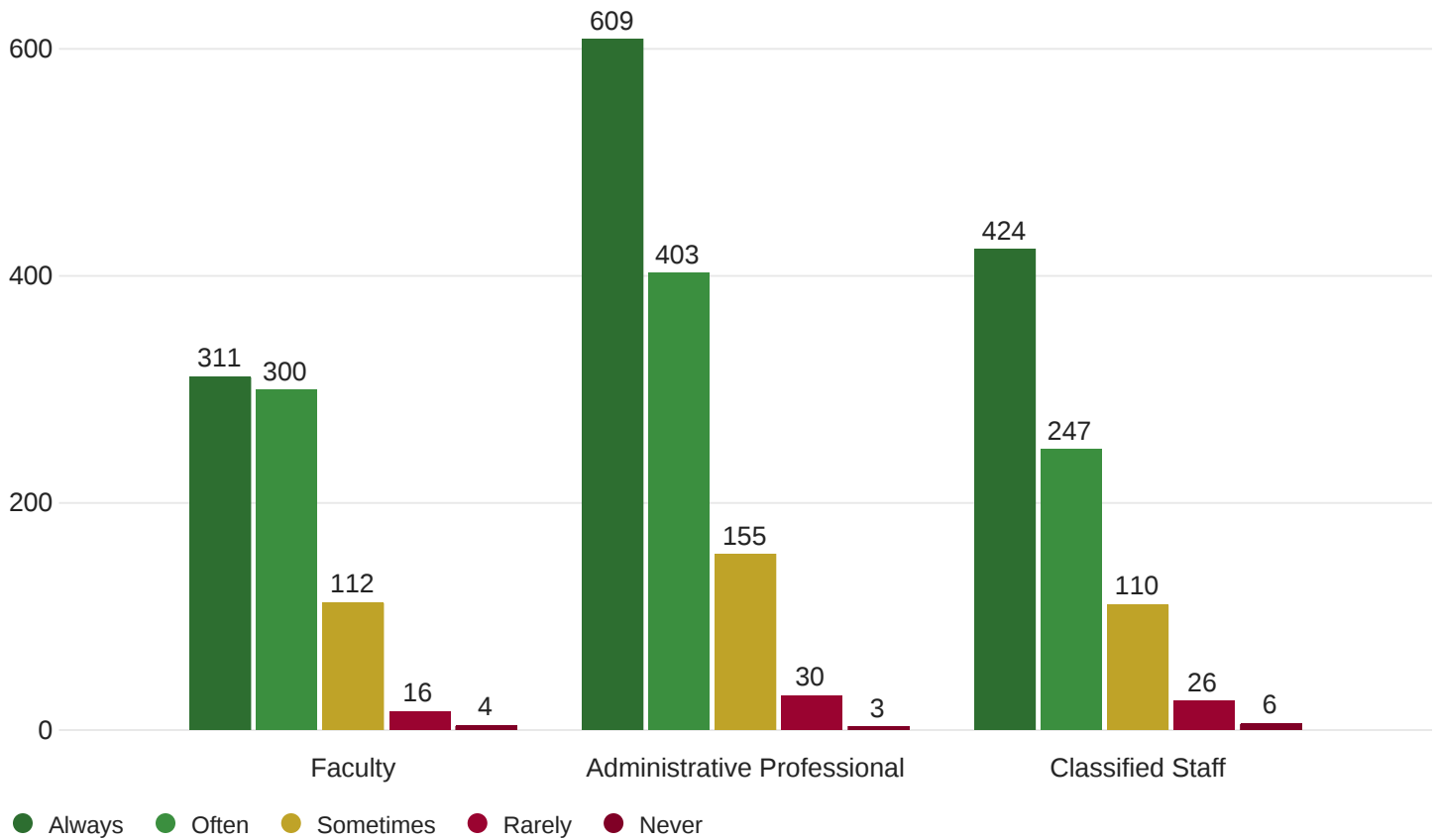
I have the training to do my job effectively.



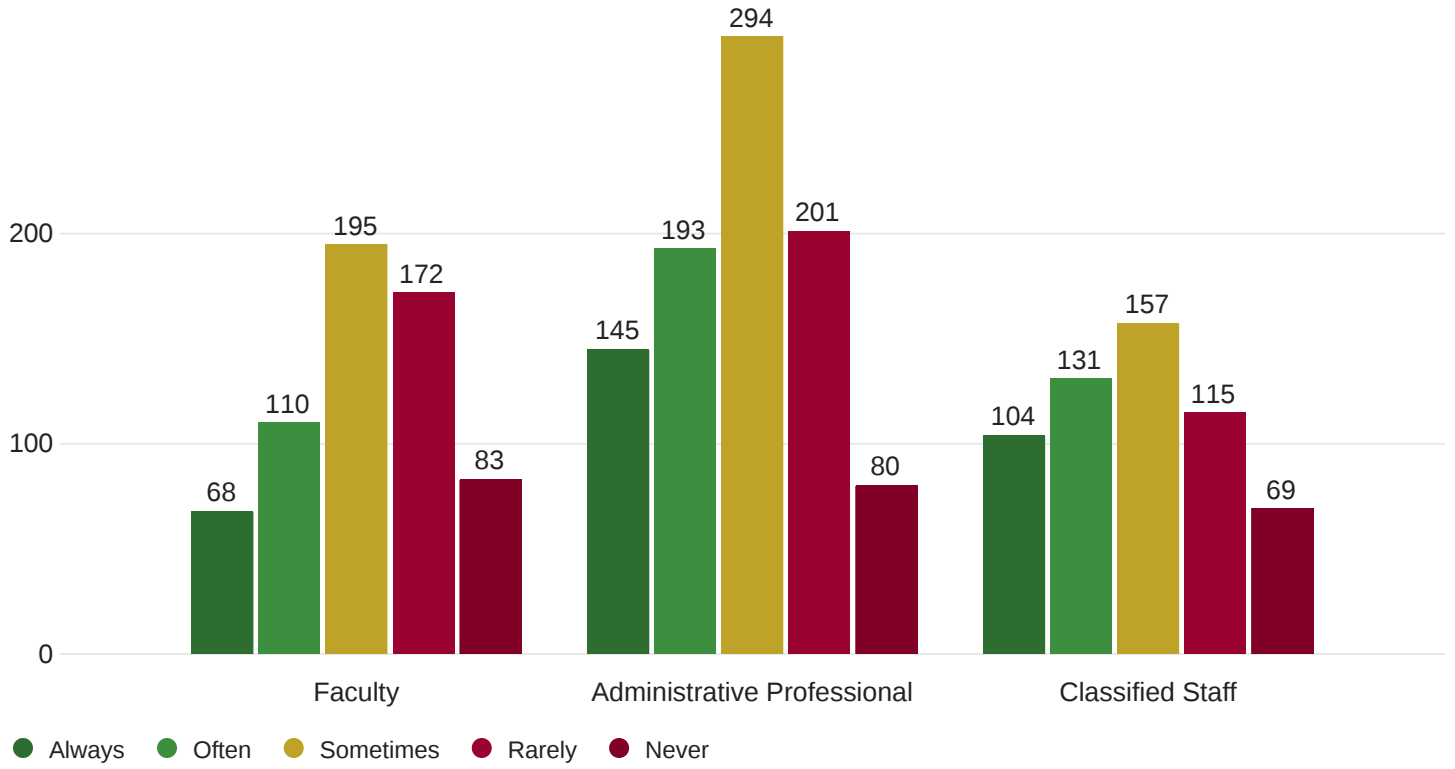
I have the technology I need to do my job efficiently.



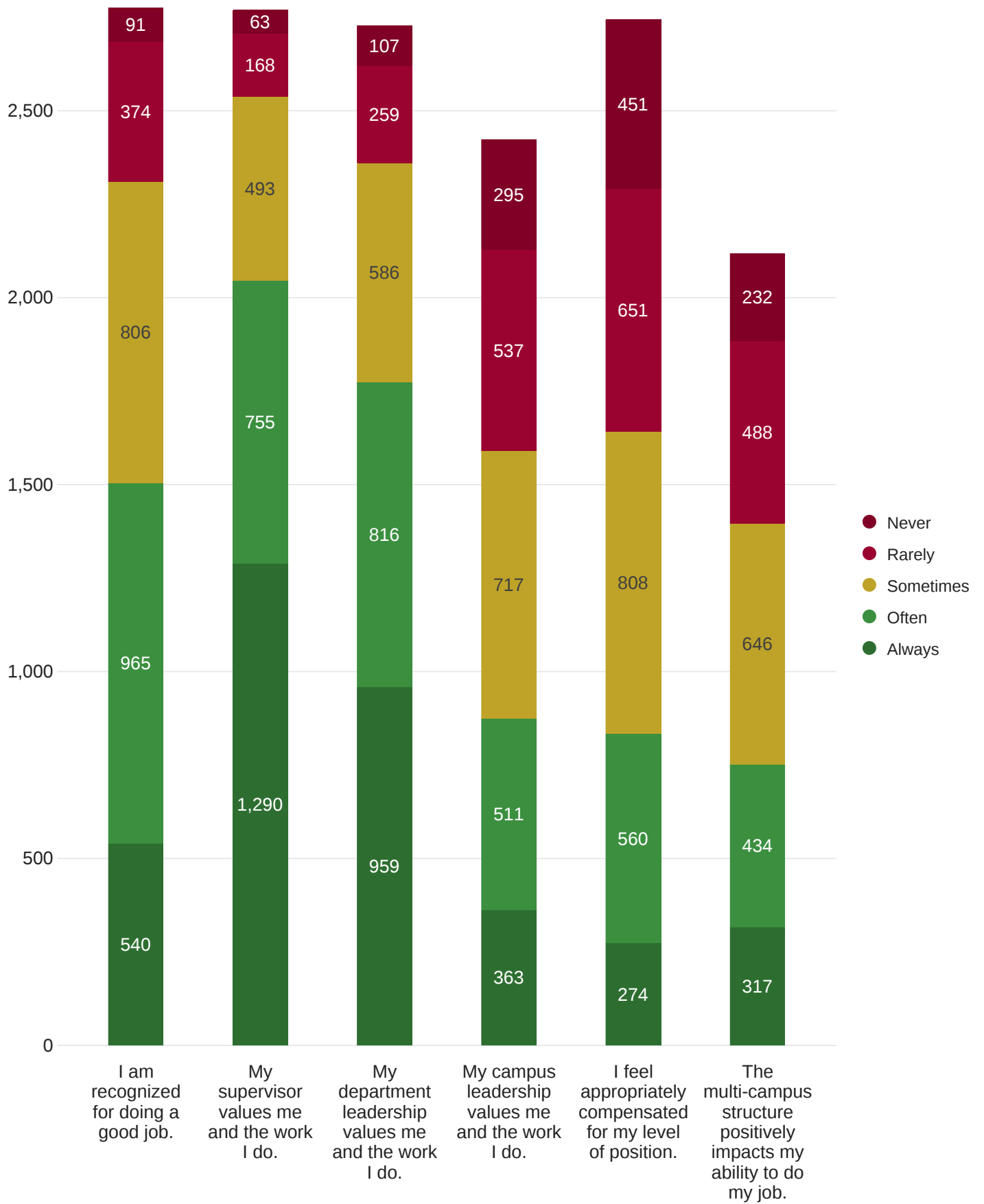
I have access to system-wide training and development events.



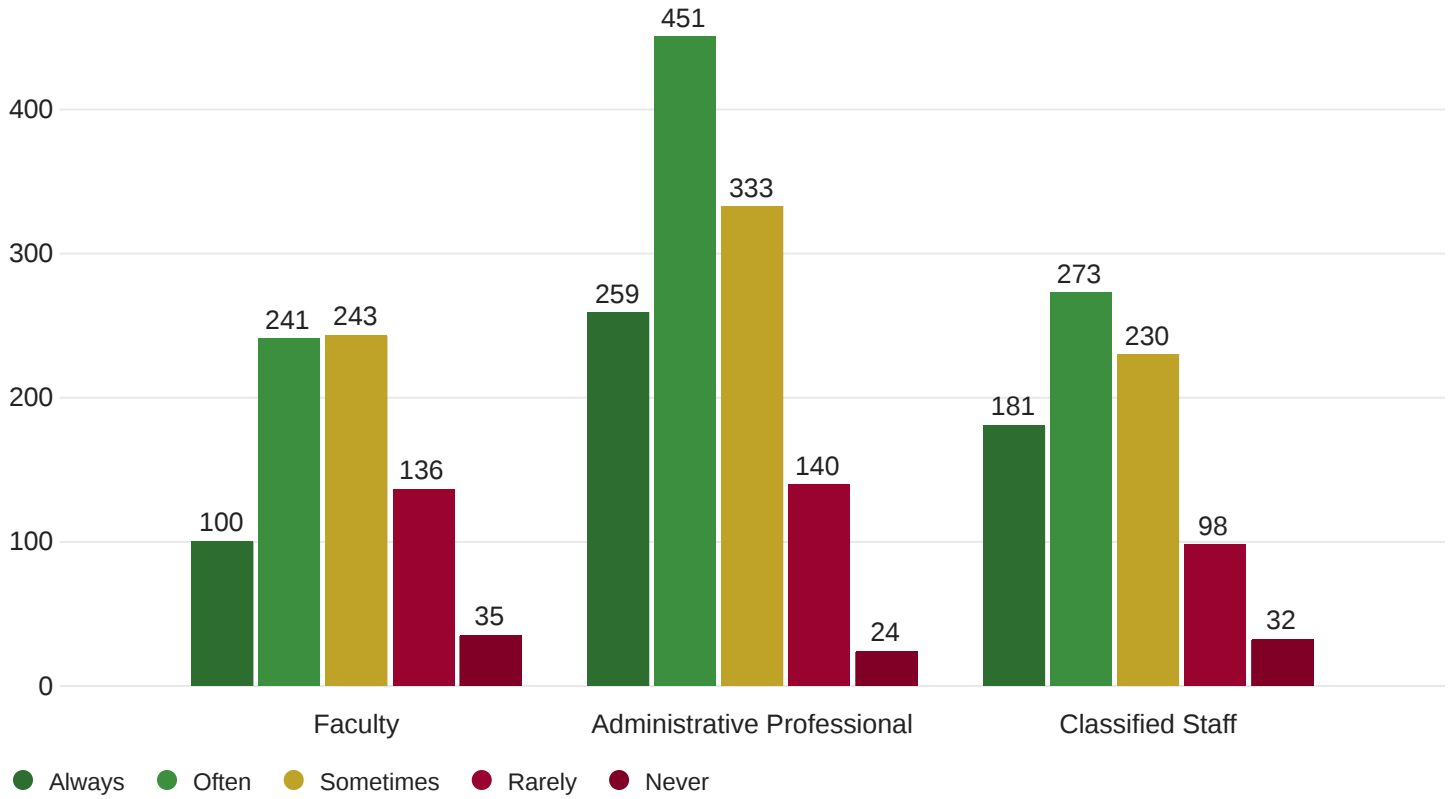
The multi-campus structure positively impacts my ability to do my job.



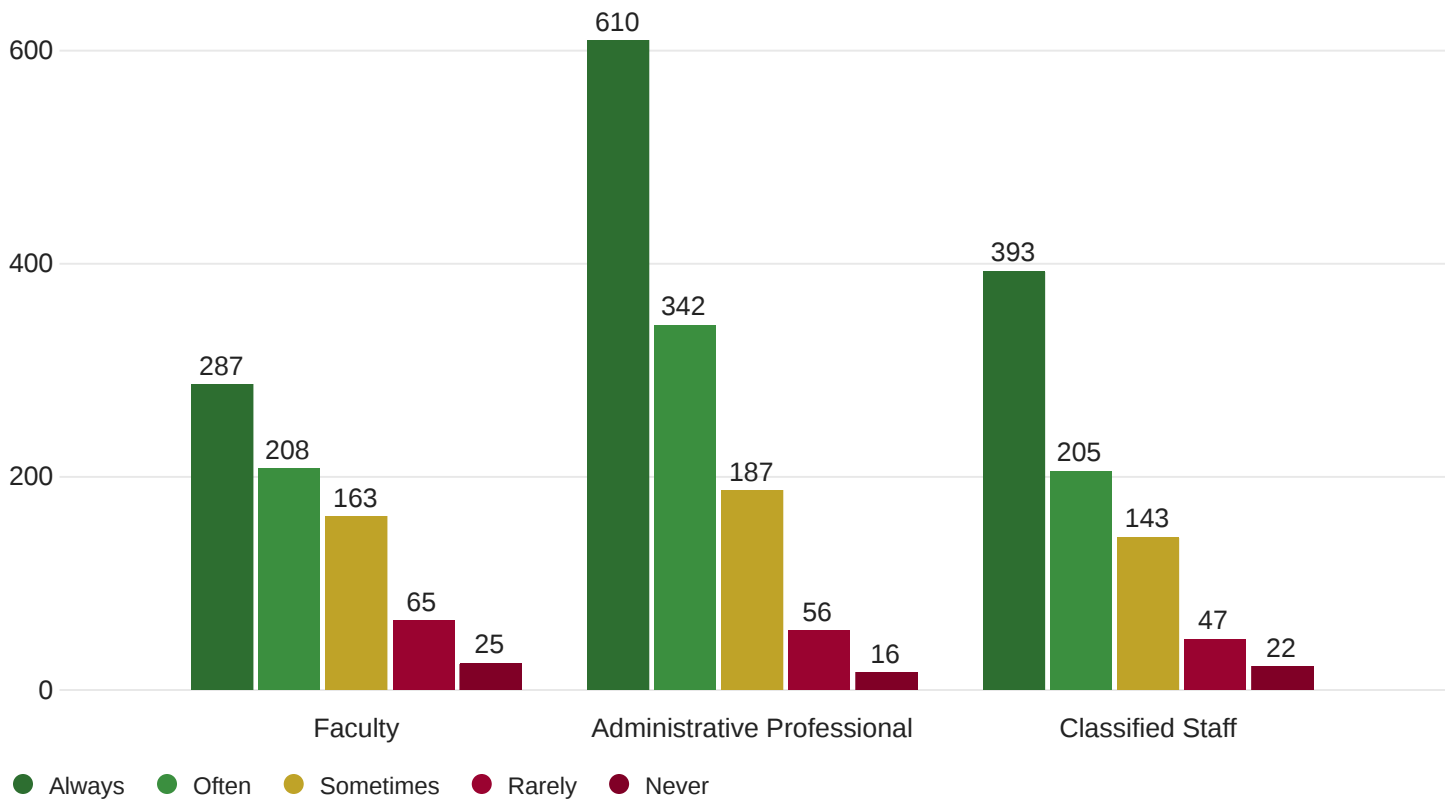
### Value of My Work



I am recognized for doing a good job.

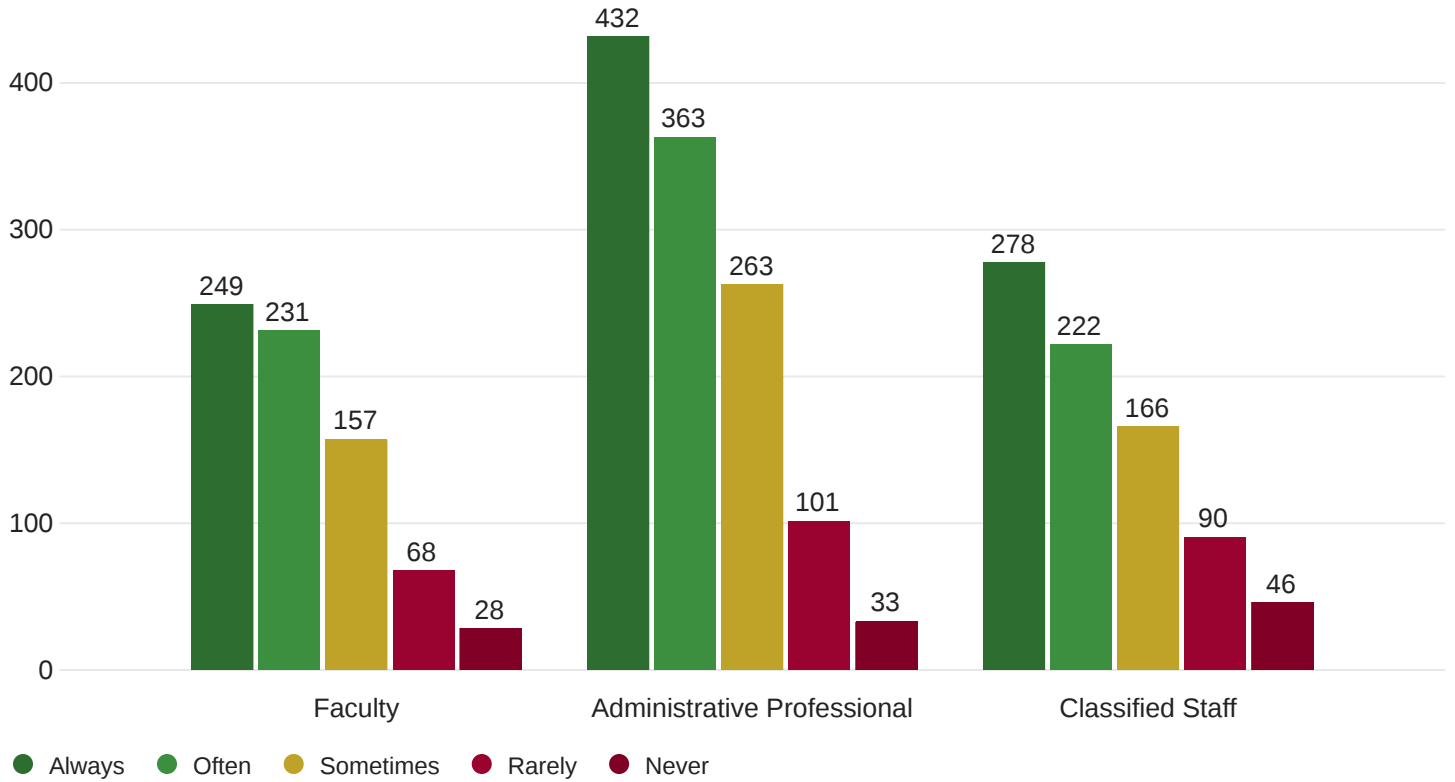


My supervisor values me and the work I do.

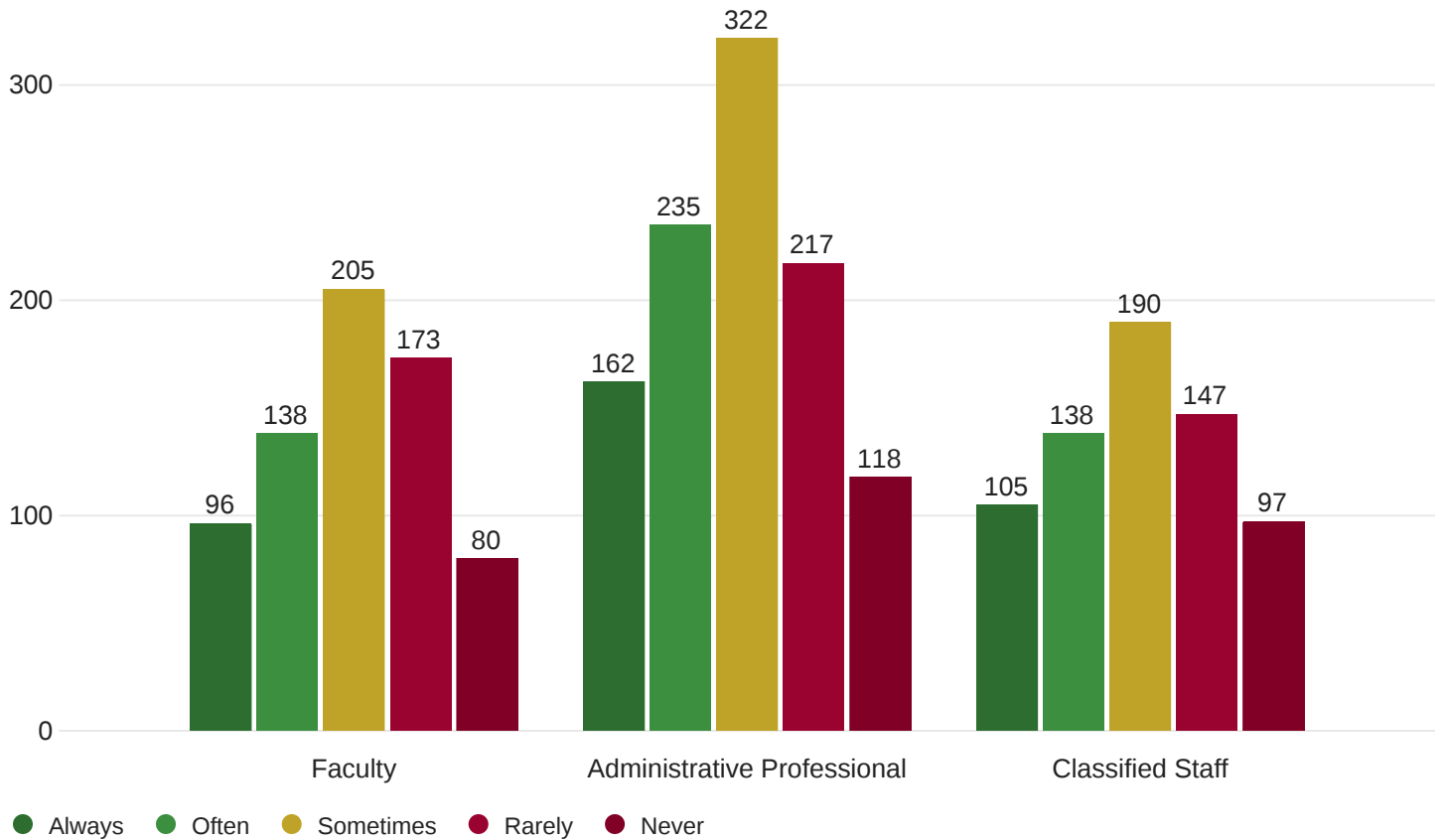




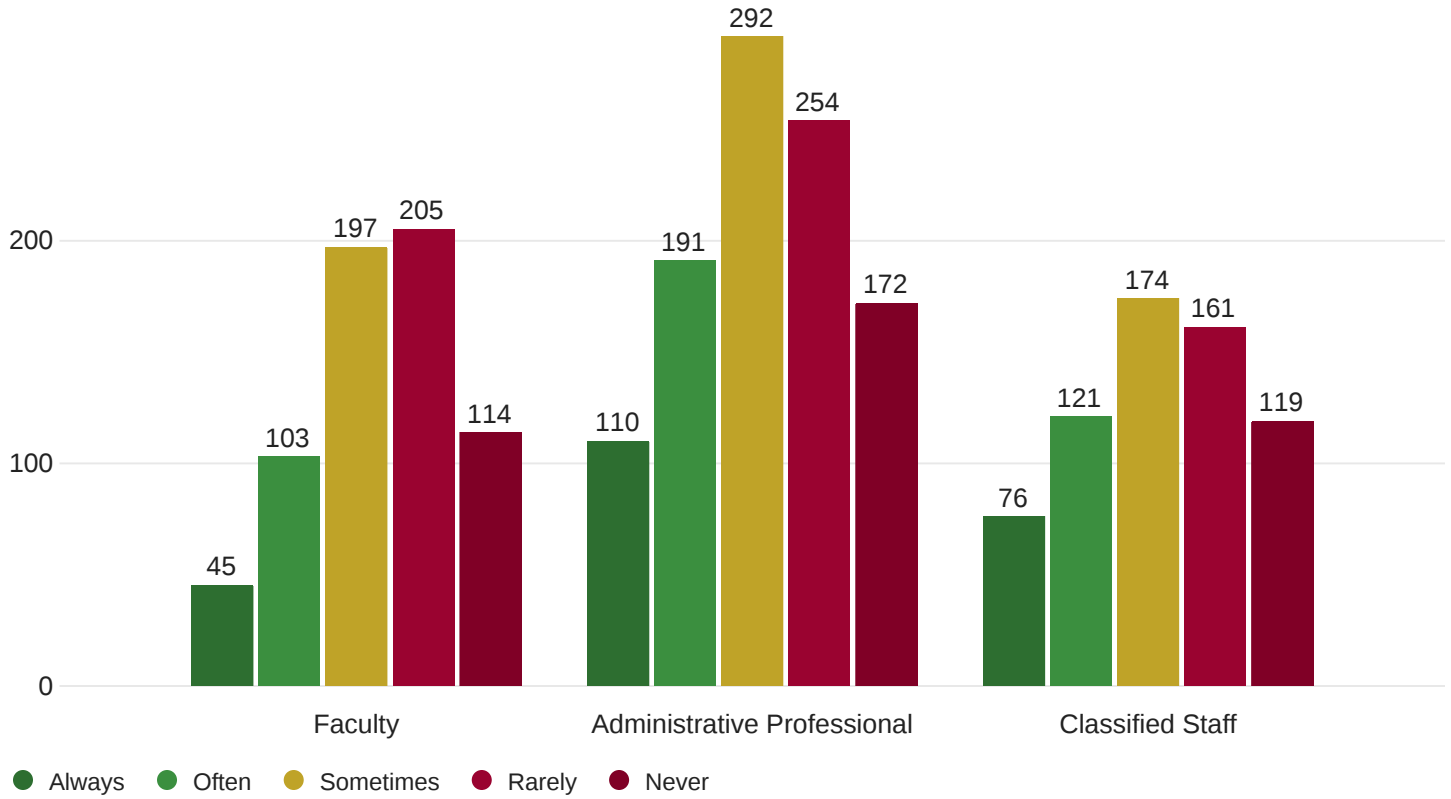
My department leadership values me and the work I do.



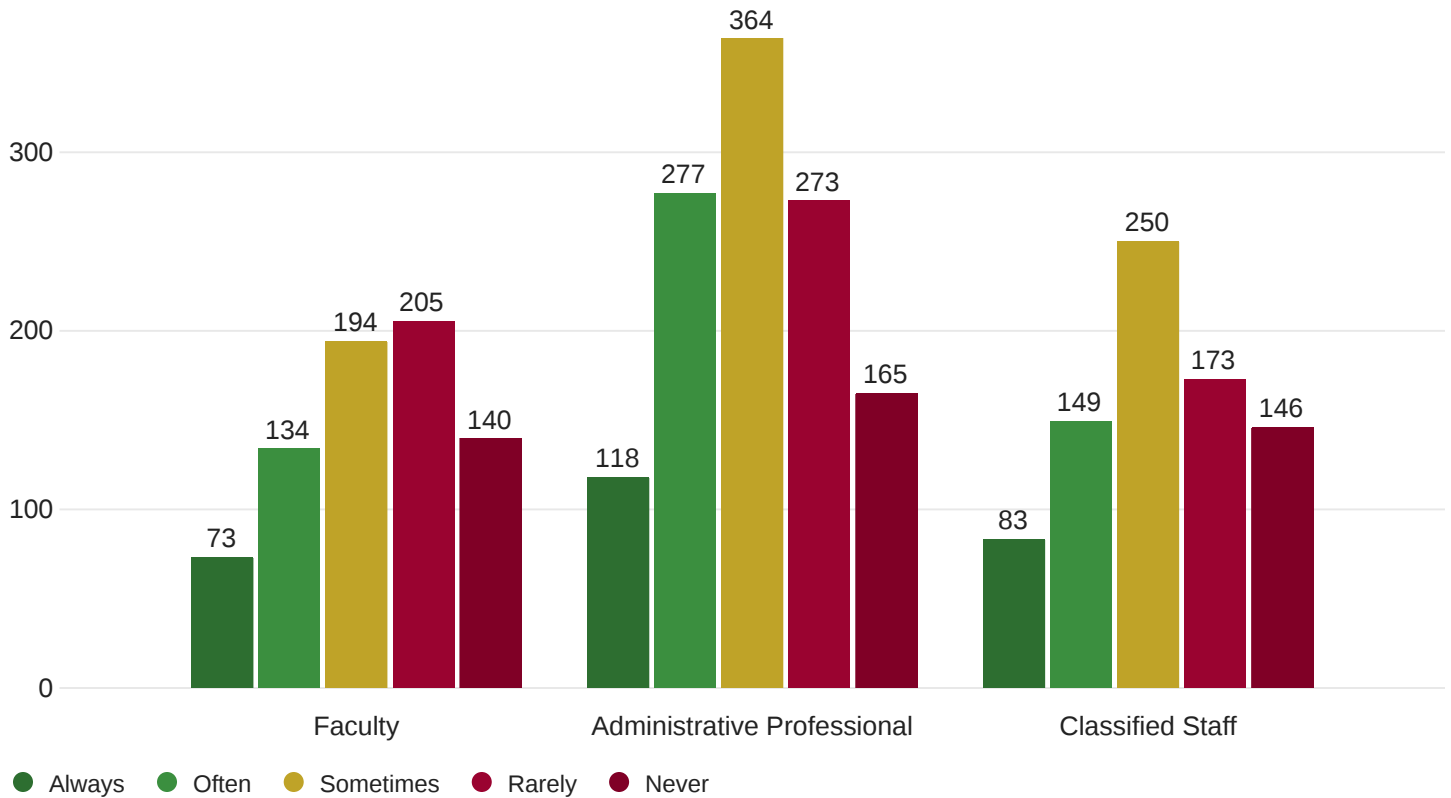
My campus leadership values me and the work I do.



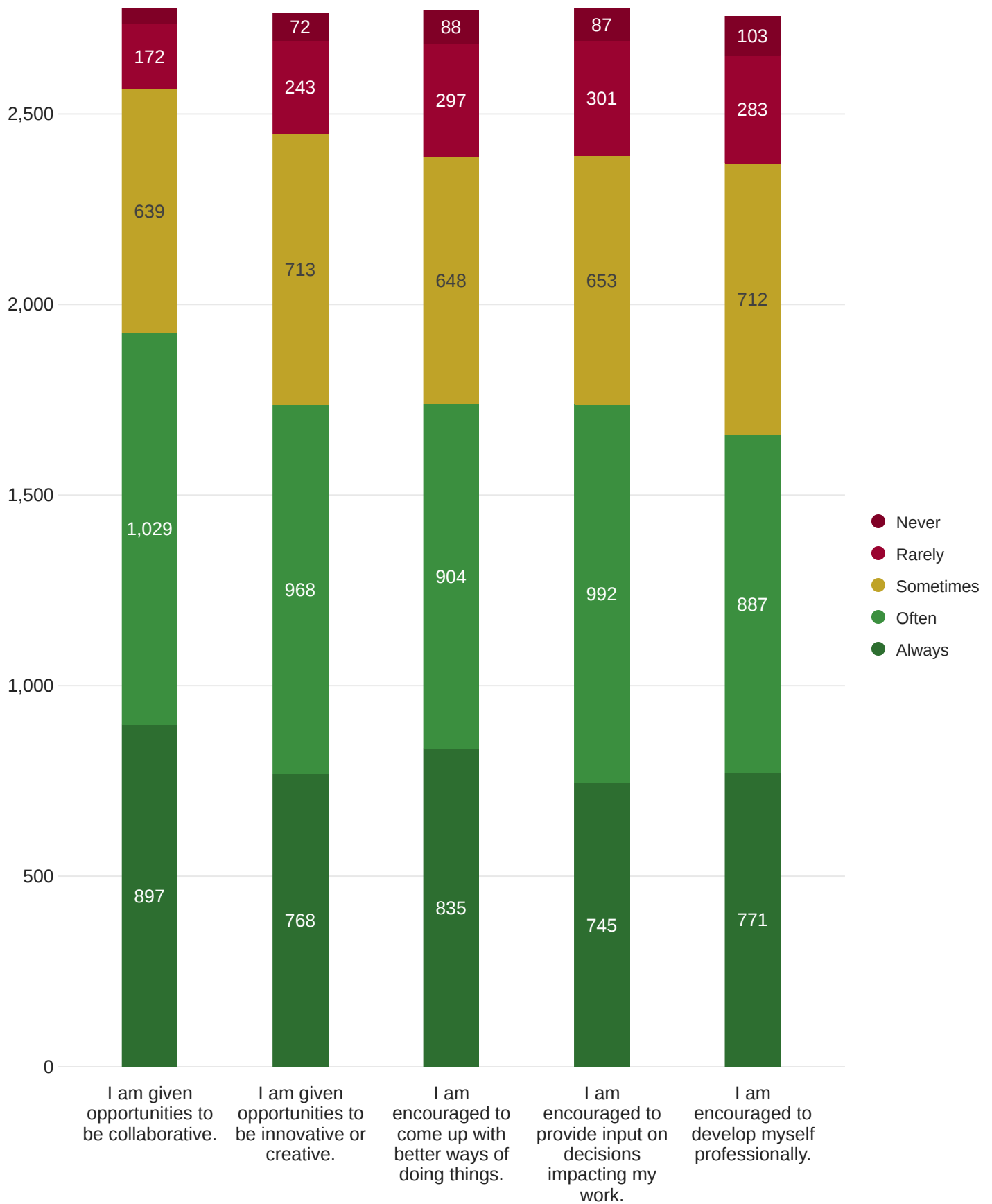
WSU system leadership values me and the work I do.



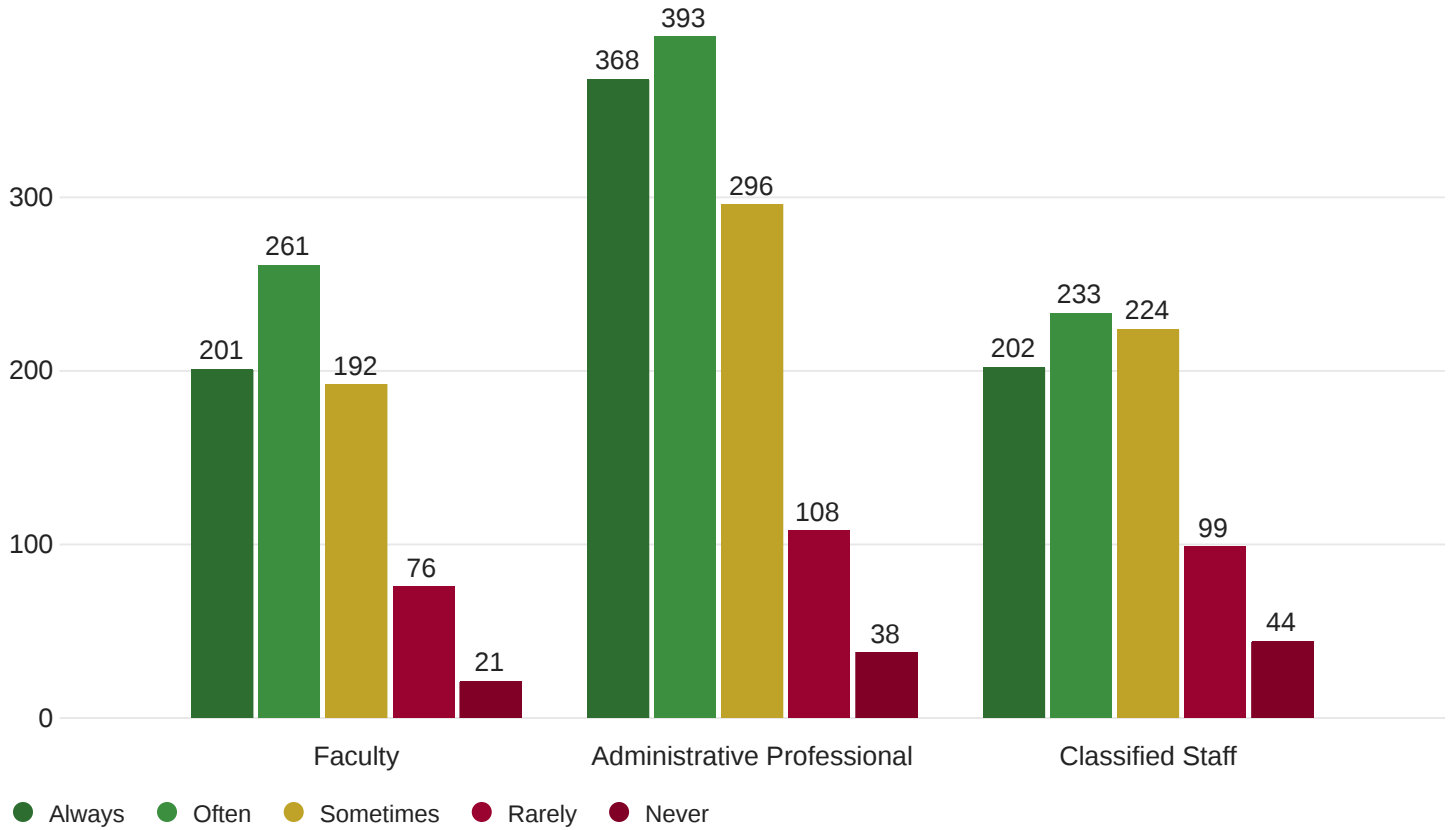
I feel appropriately compensated for my level of position.



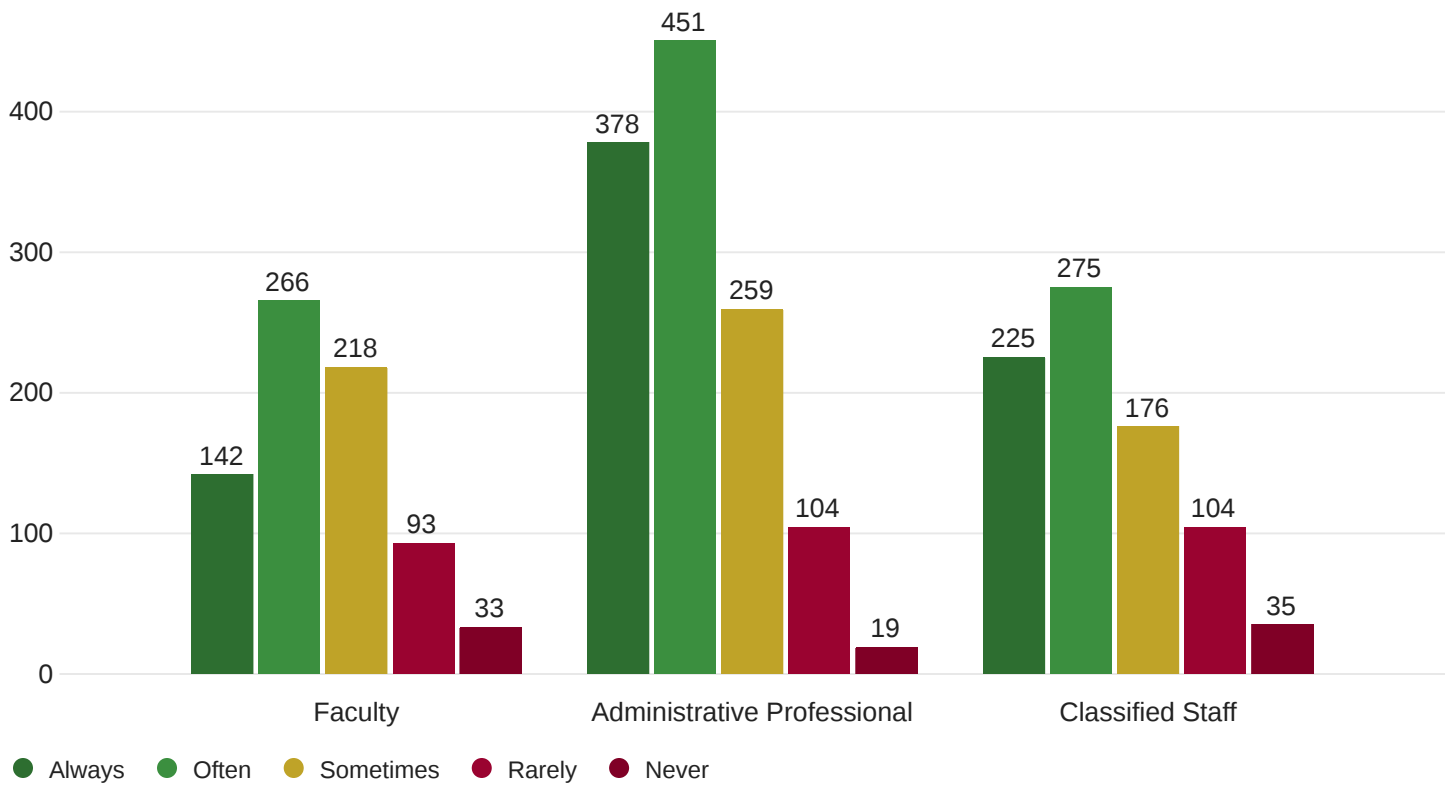
### My Individual Contribution to WSU



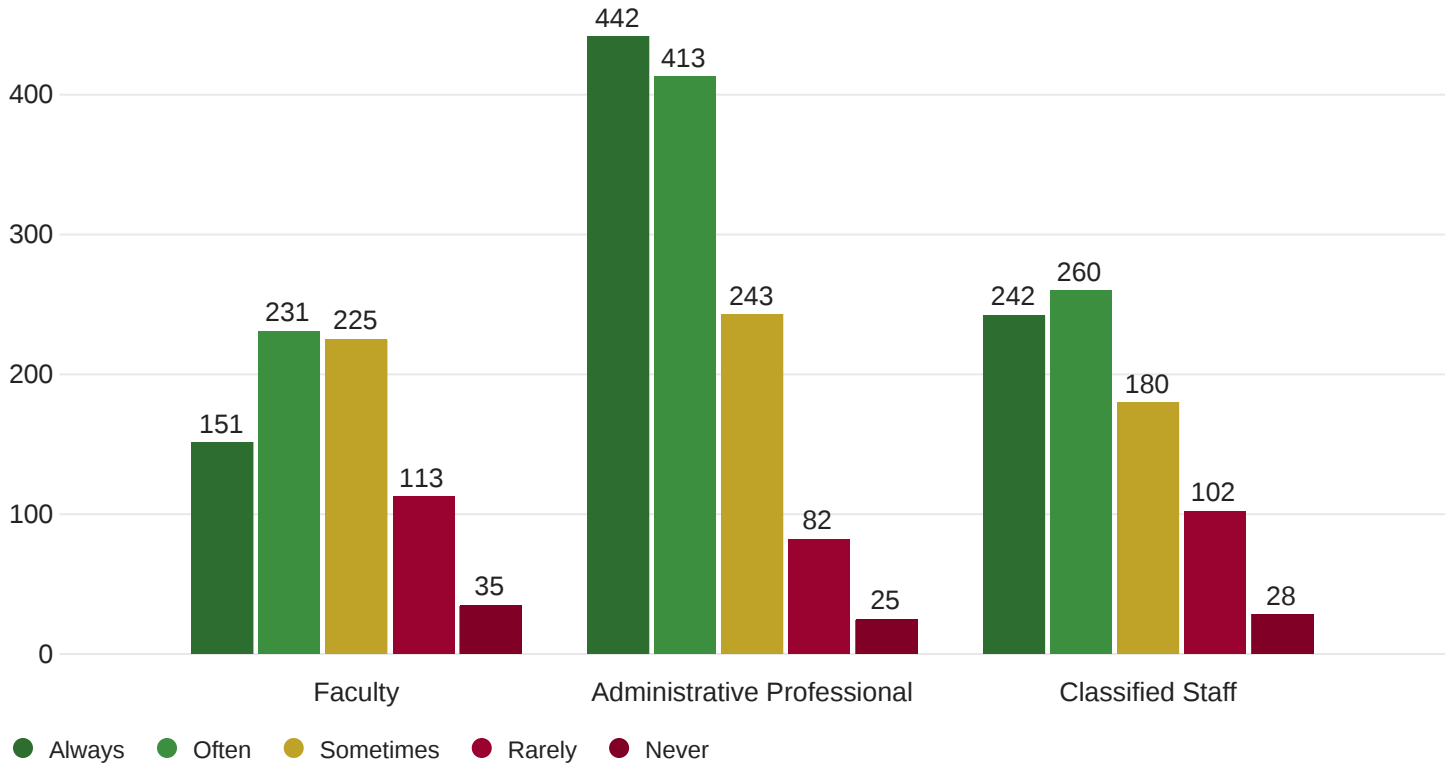
I am encouraged to develop myself professionally.



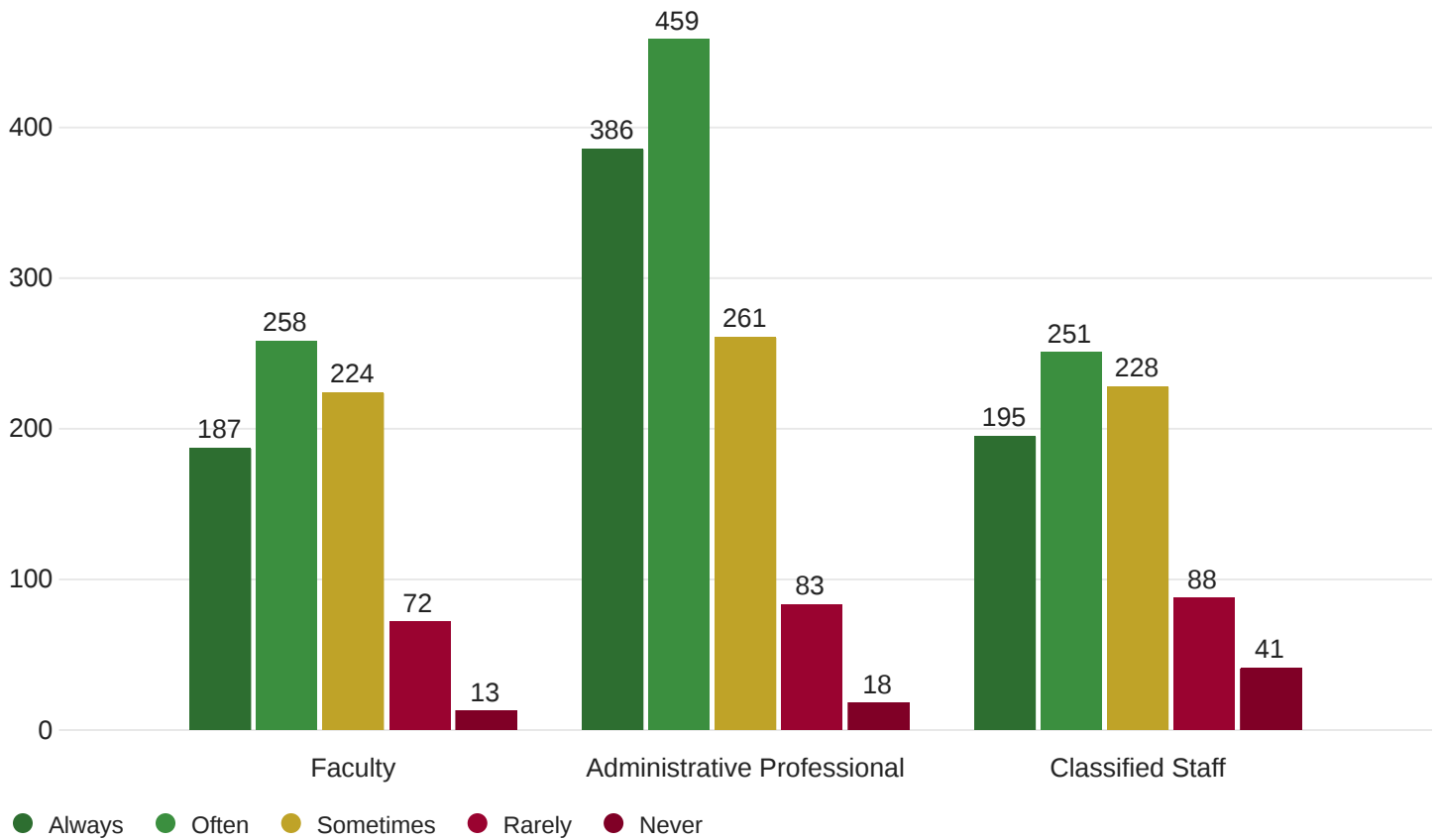
I am encouraged to provide input on decisions impacting my work.



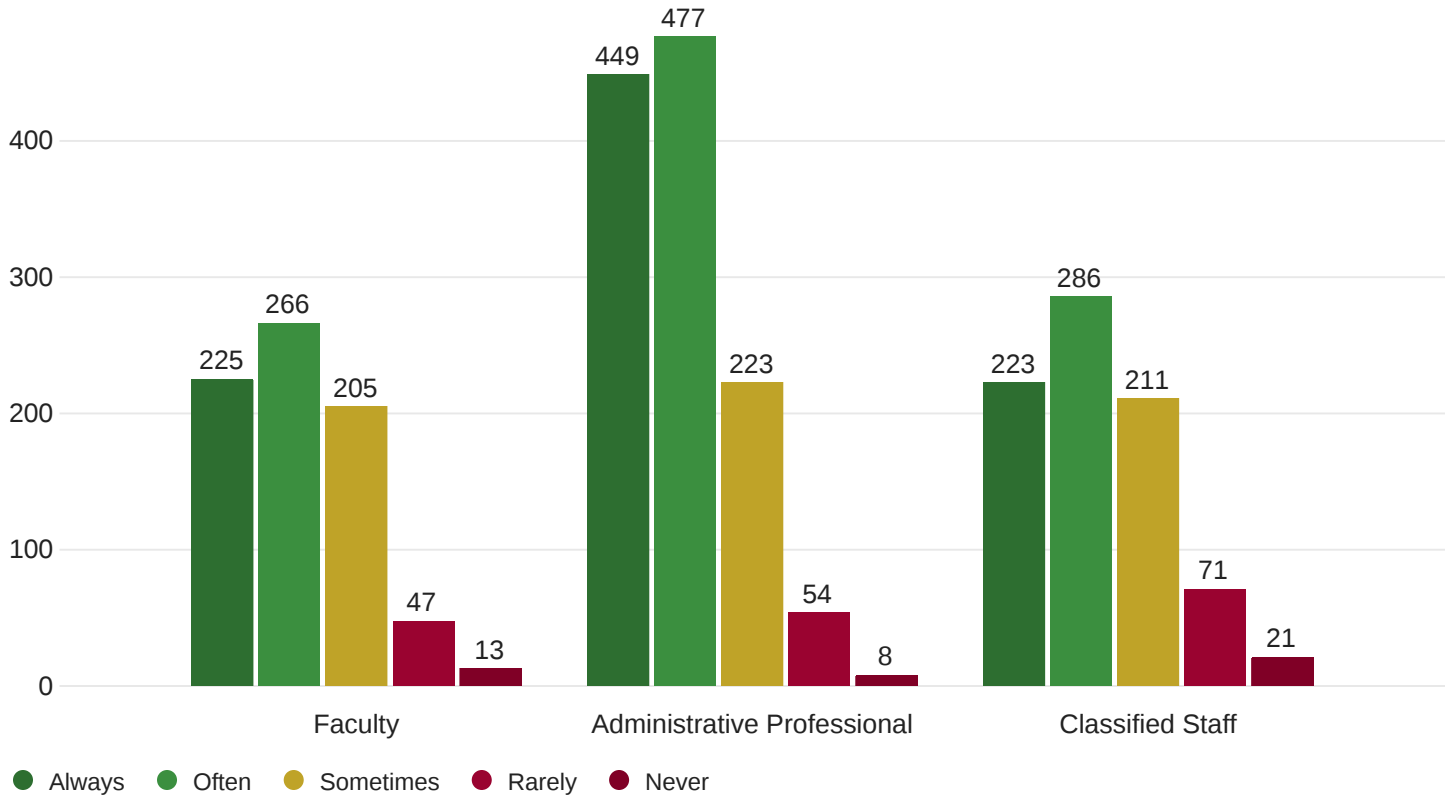
I am encouraged to come up with better ways of doing things.



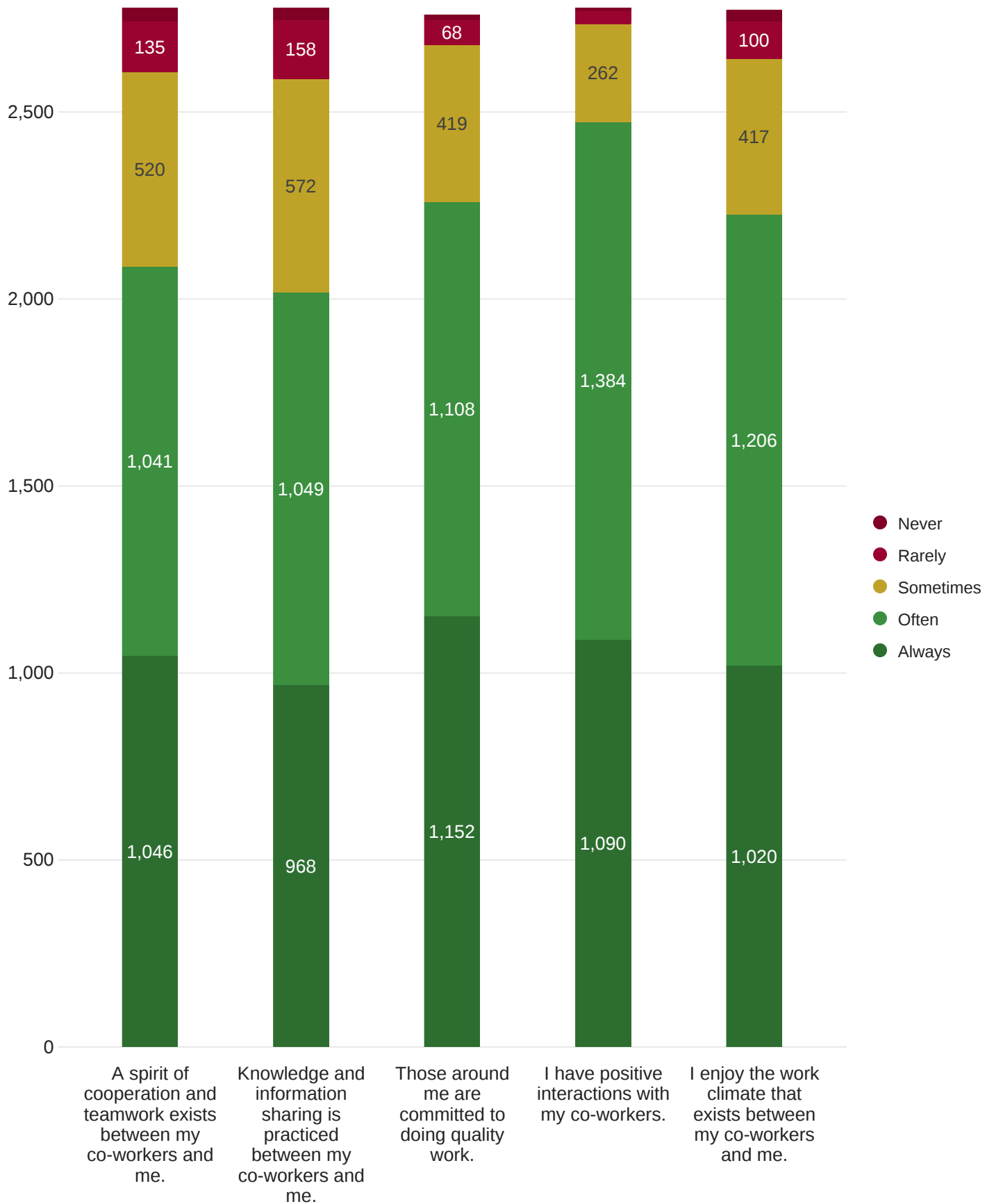
I am given opportunities to be innovative or creative.



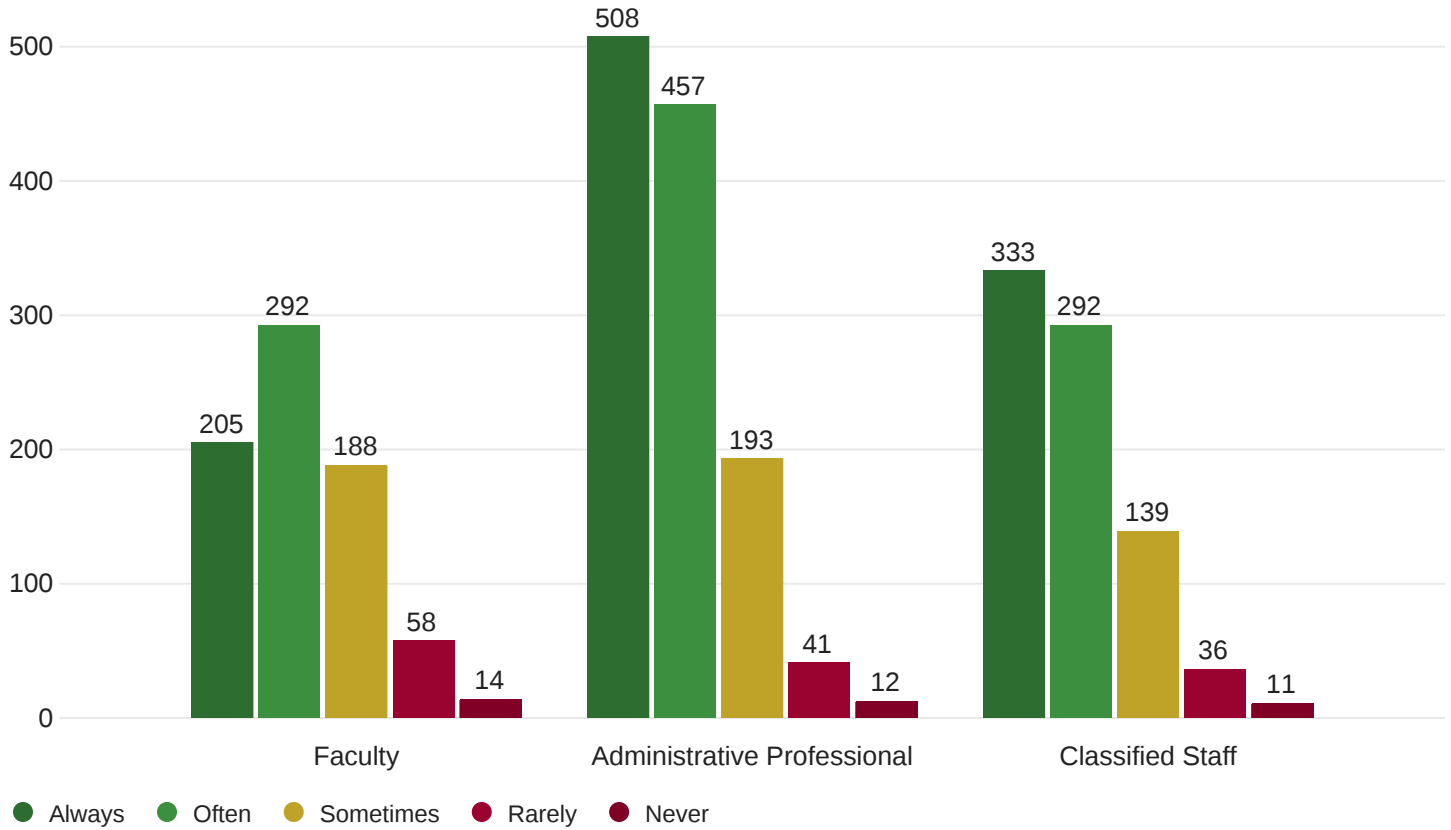
I am given opportunities to be collaborative.



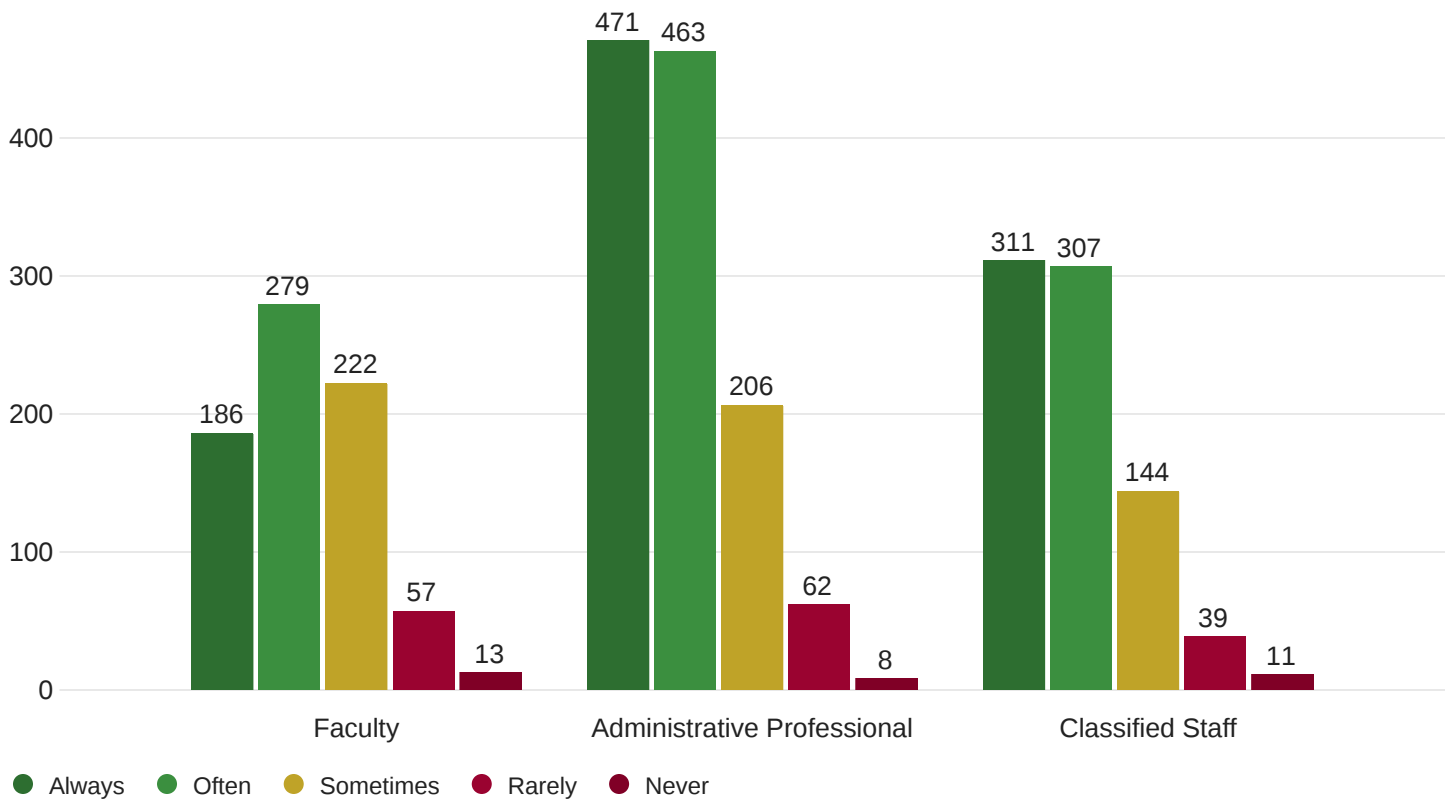
### My Experience with Co-Workers



A spirit of cooperation and teamwork exists between my co-workers and me.

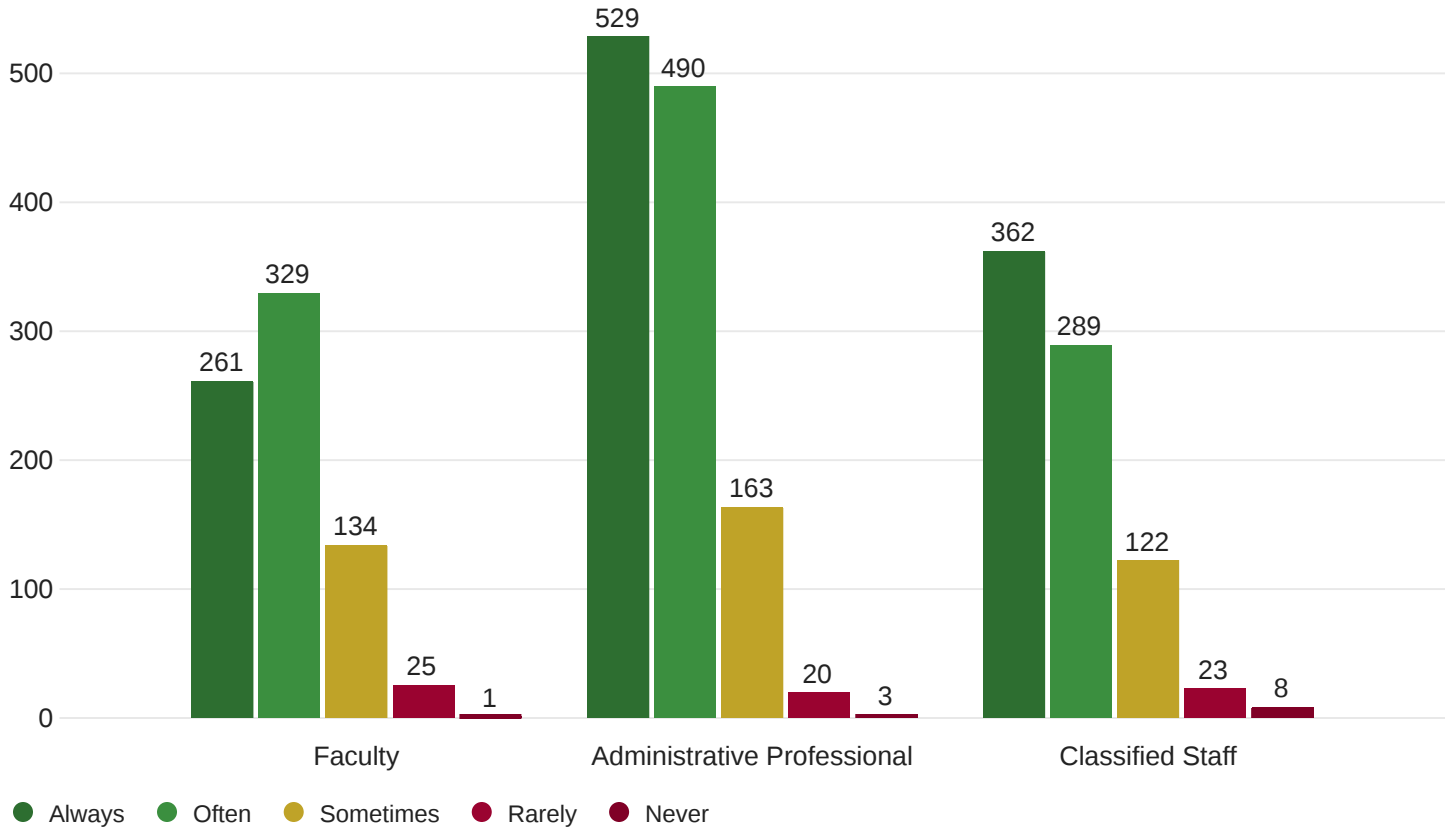


Knowledge and information sharing is practiced between my co-workers and me.

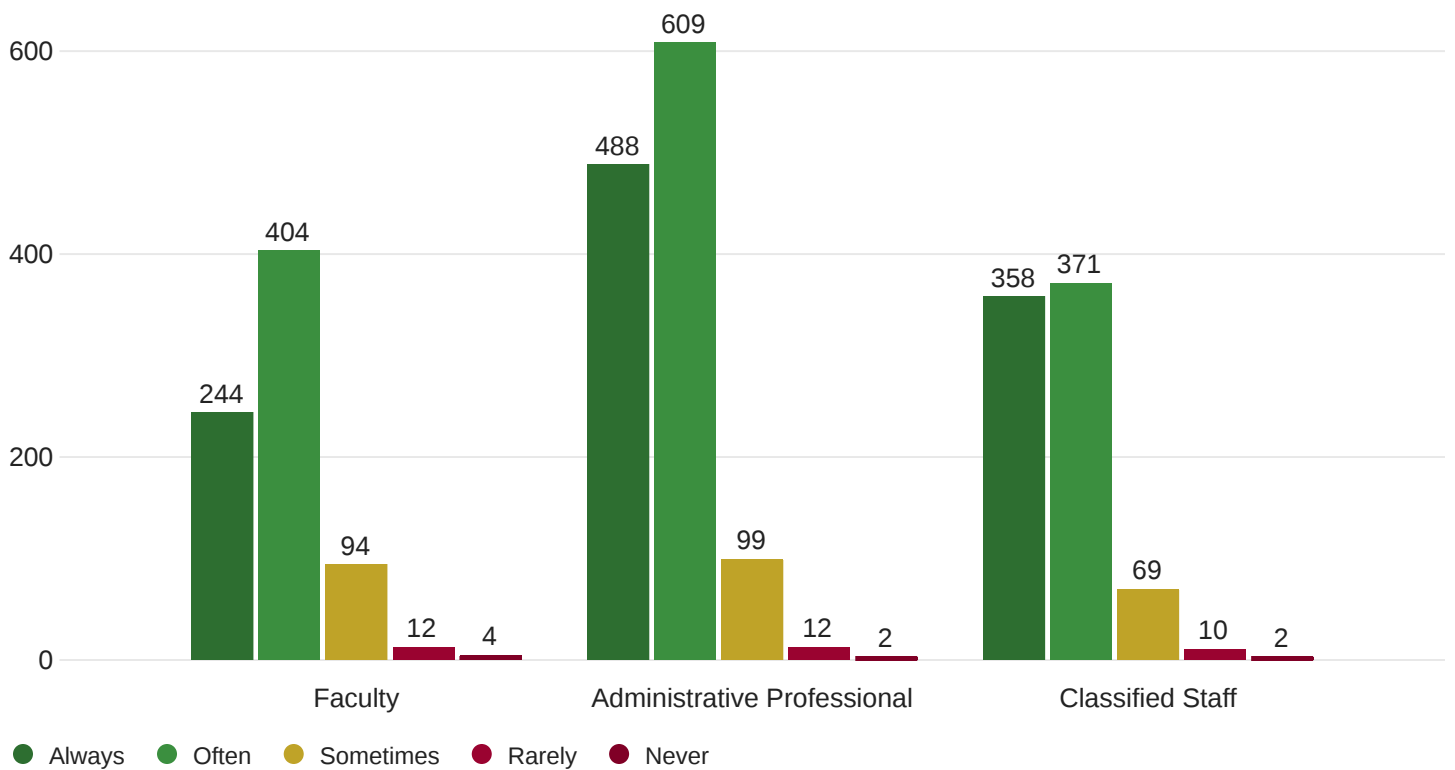




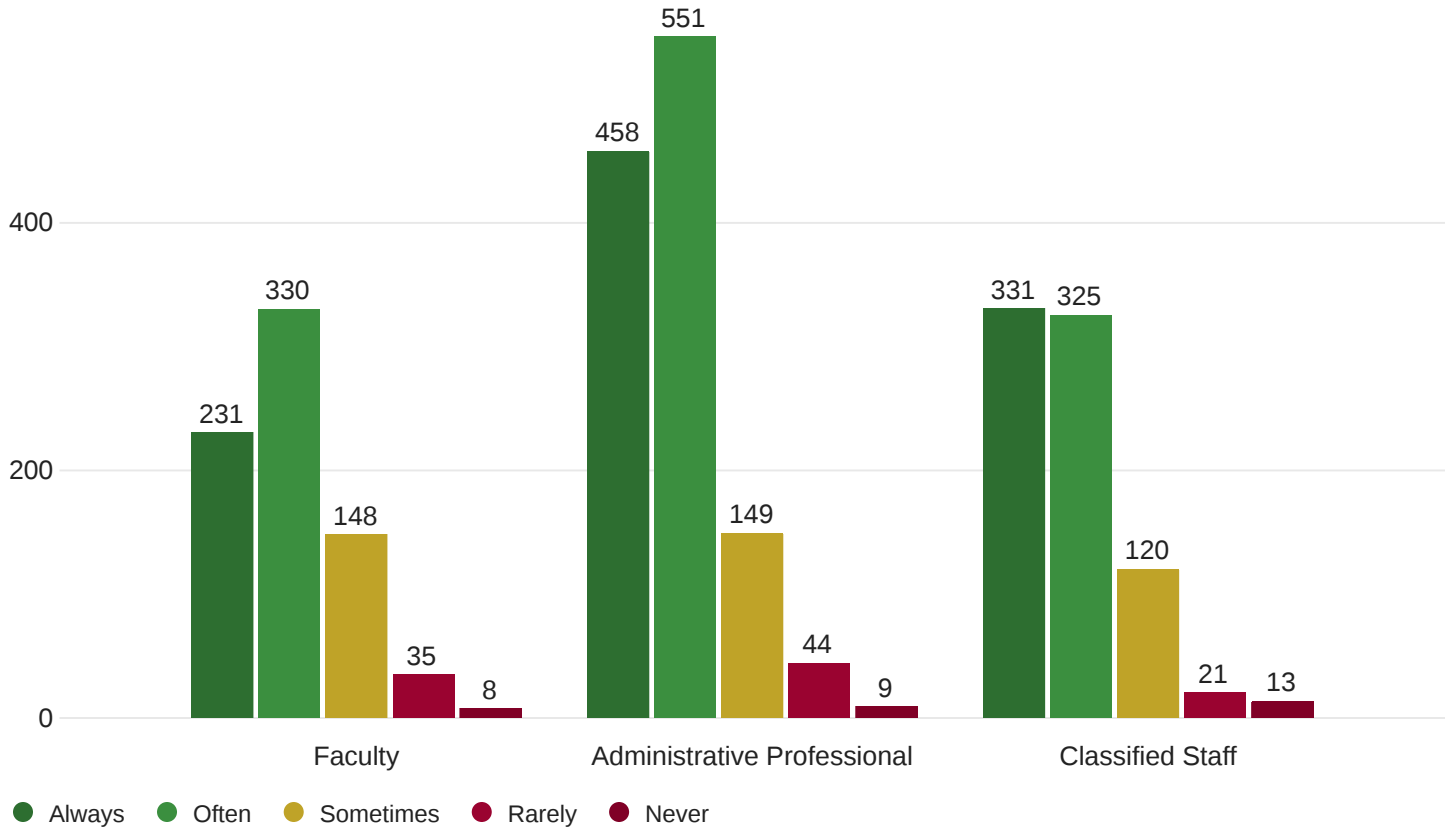
Those around me are committed to doing quality work.



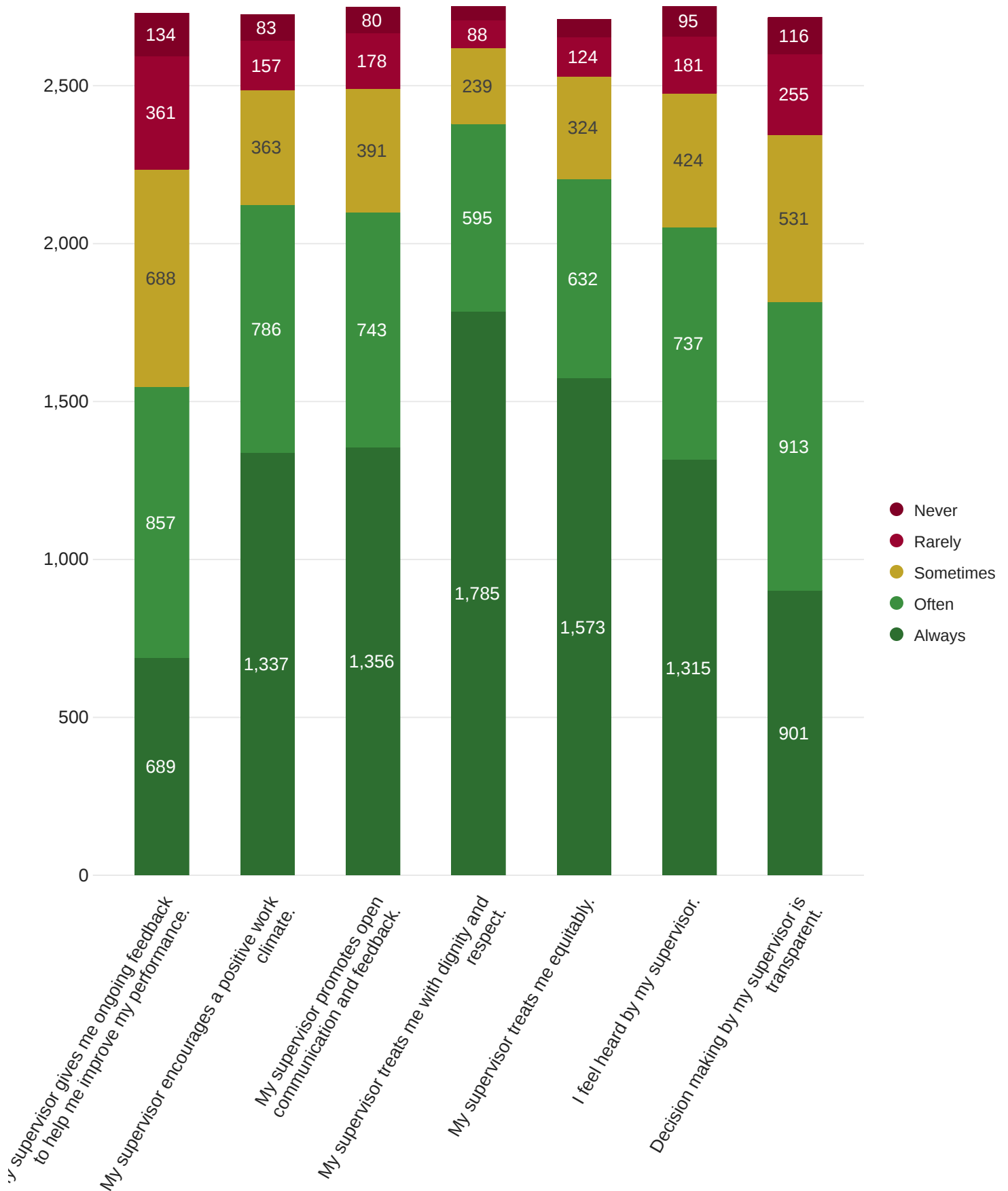
I have positive interactions with my co-workers.



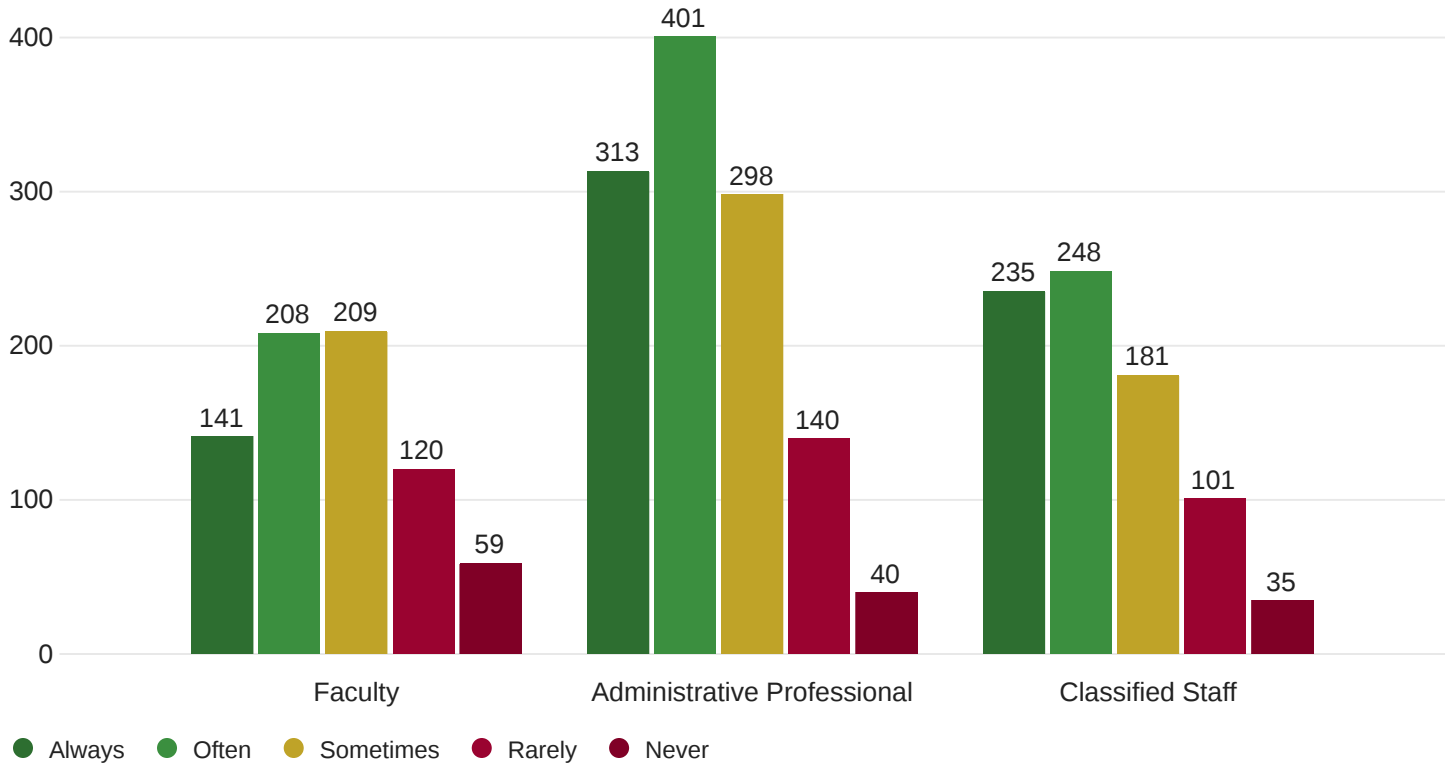
I enjoy the work climate that exists between my co-workers and me.



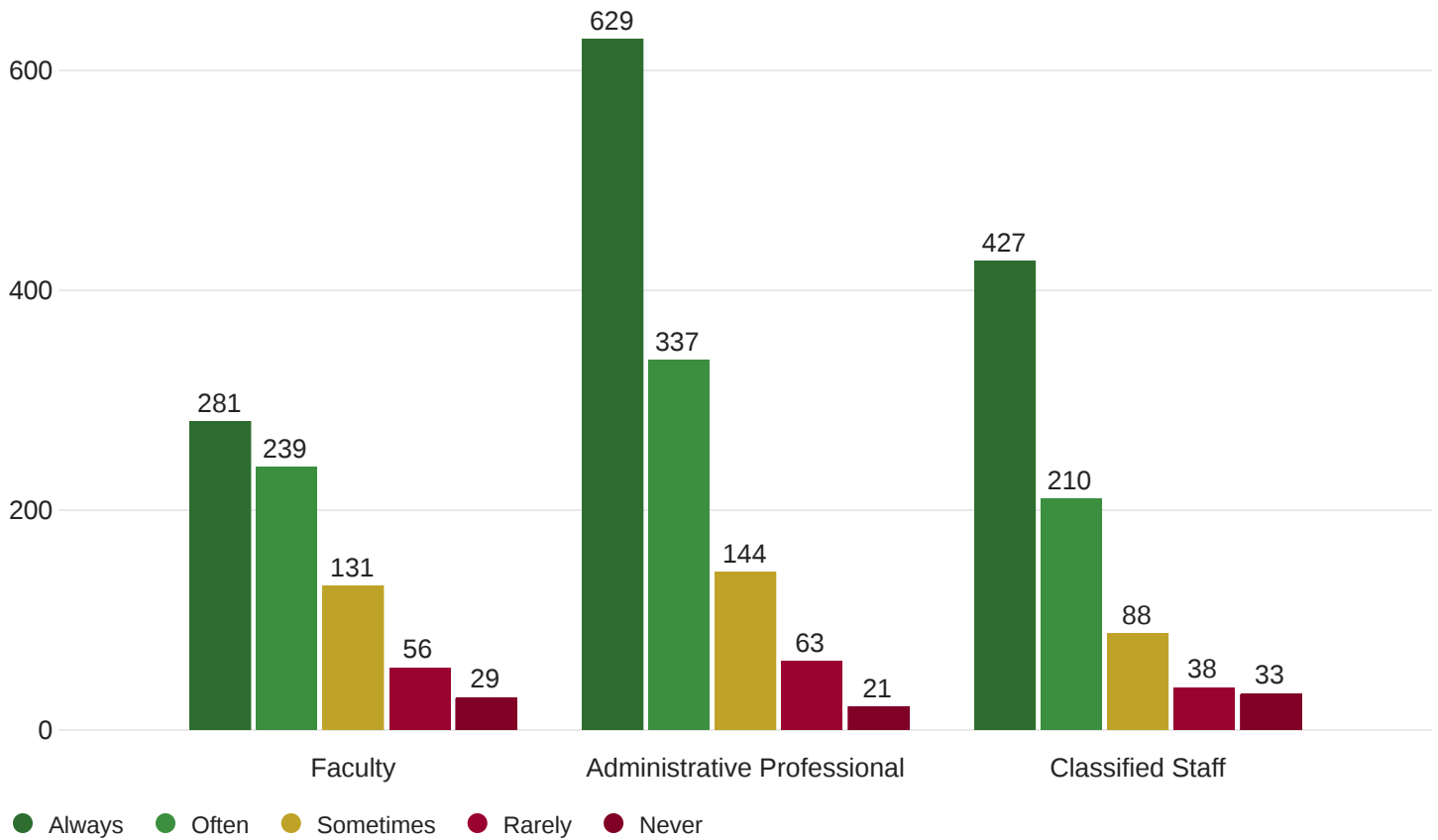
### My Experience with My Supervisor



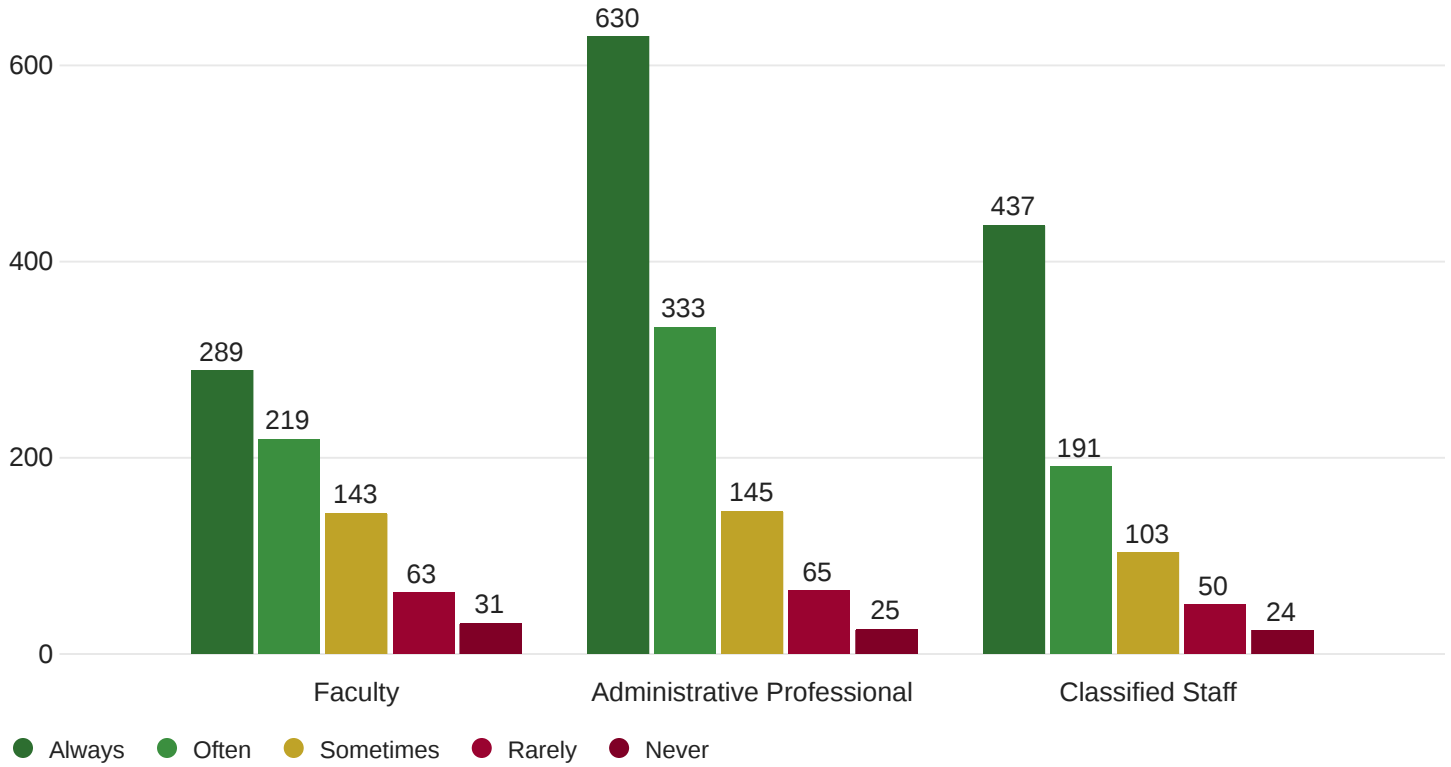
My supervisor gives me ongoing feedback to help me improve my performance.



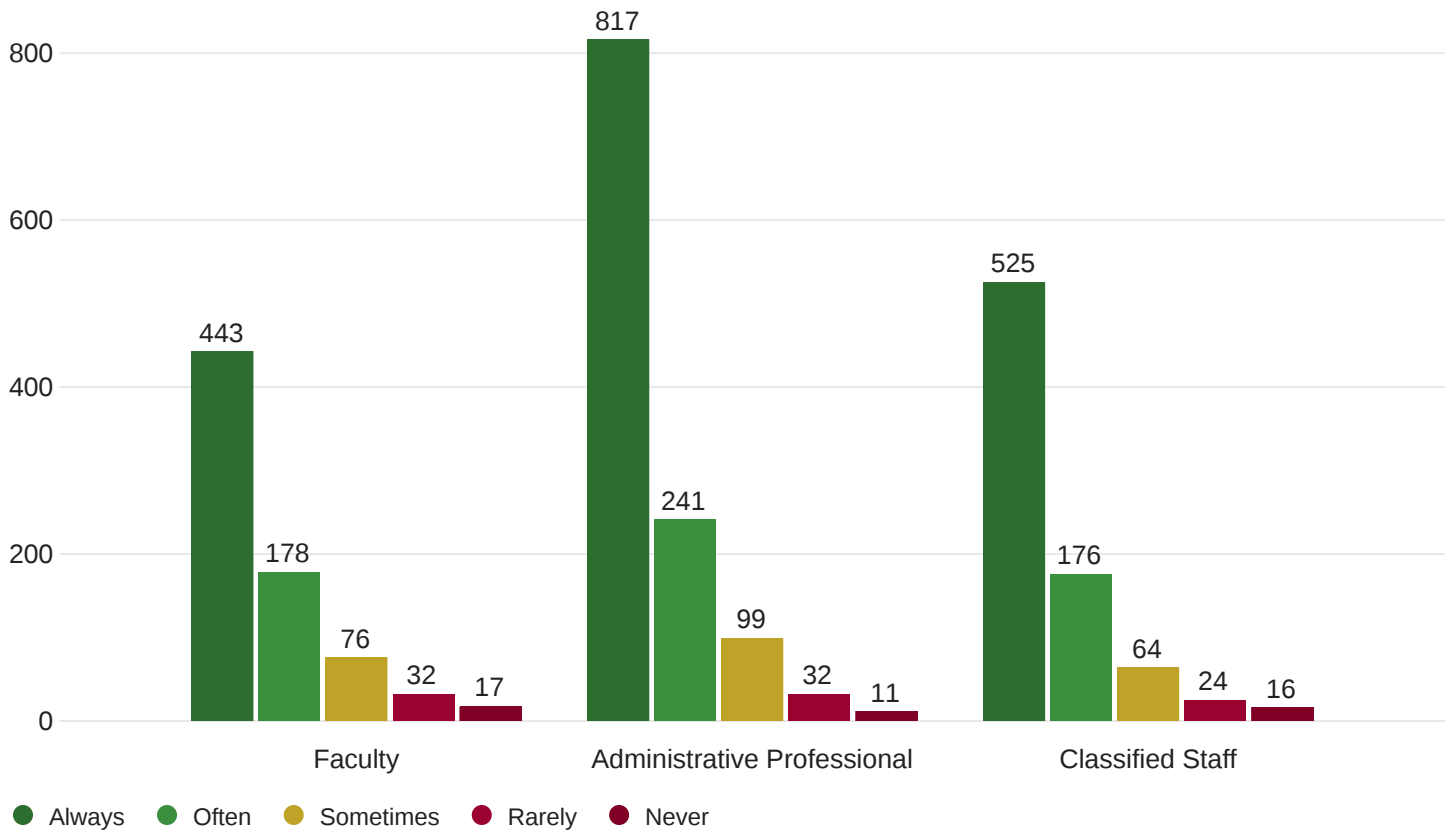
My supervisor encourages a positive work climate.



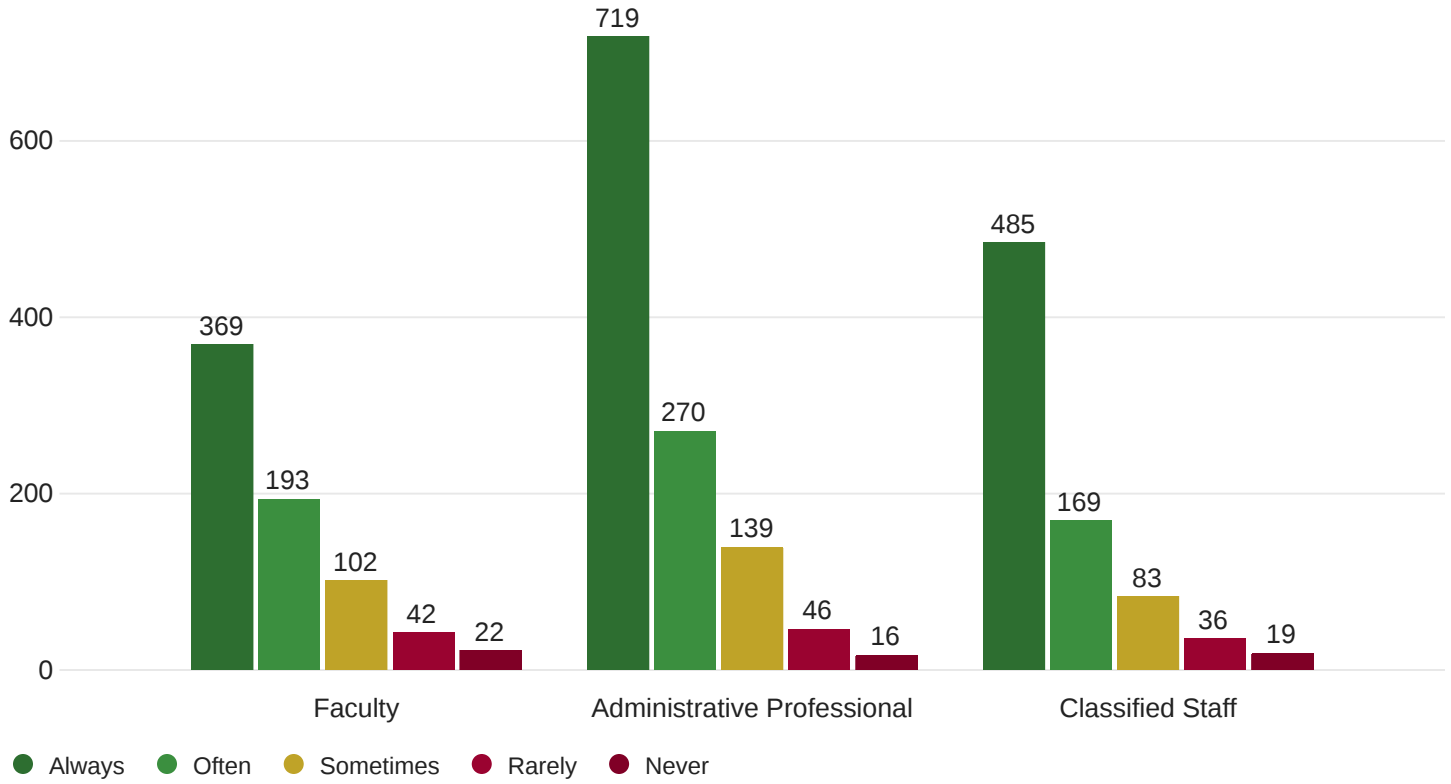
My supervisor promotes open communication and feedback.



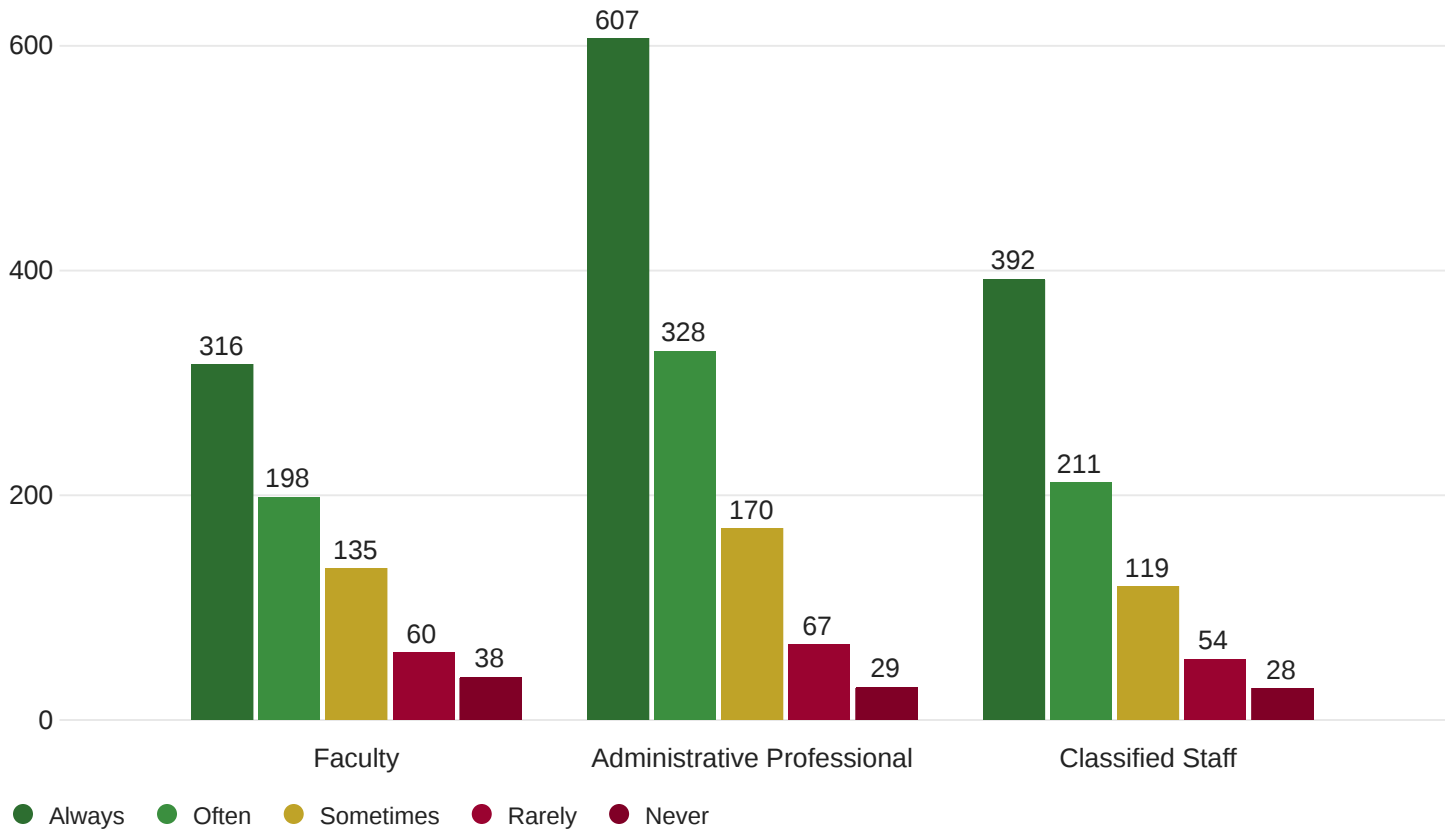
My supervisor treats me with dignity and respect.



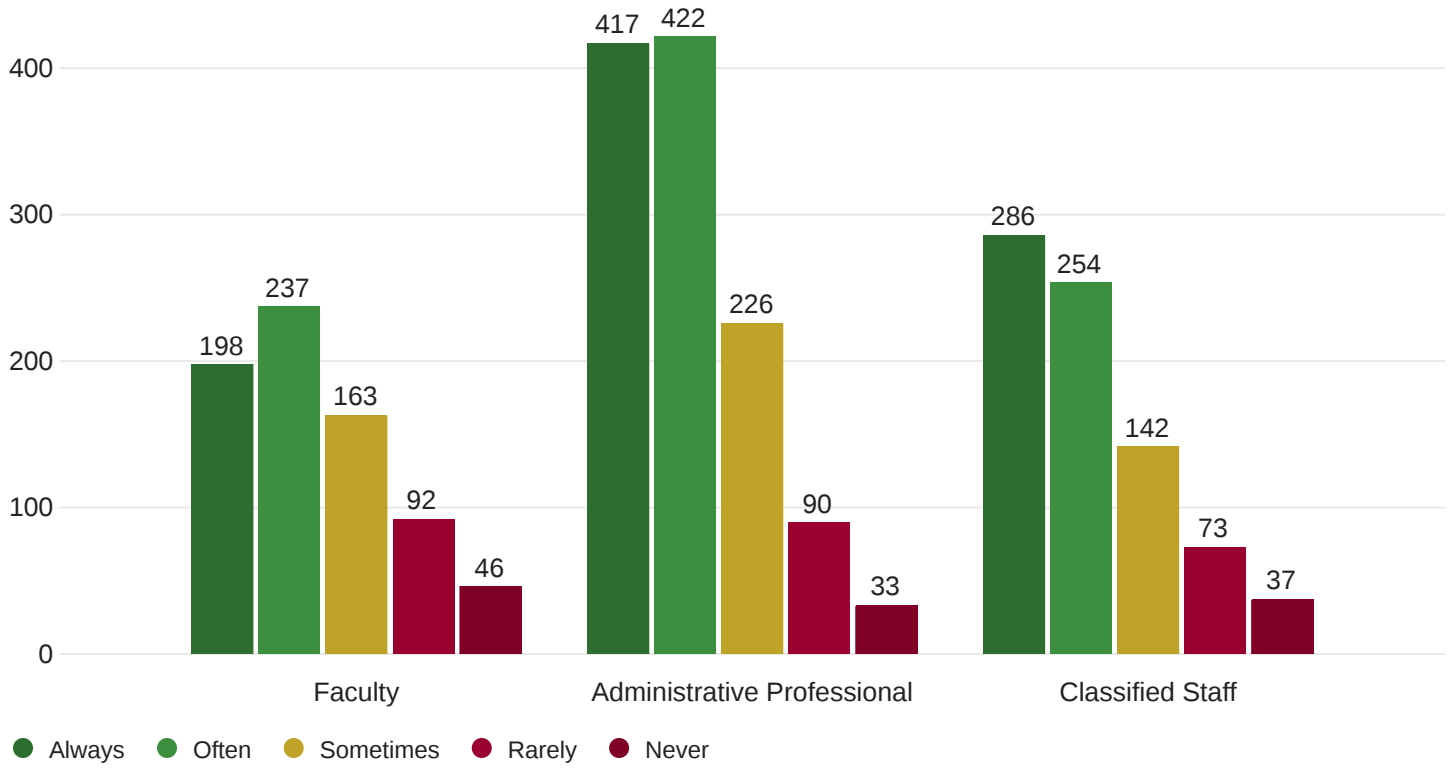
My supervisor treats me equitably.



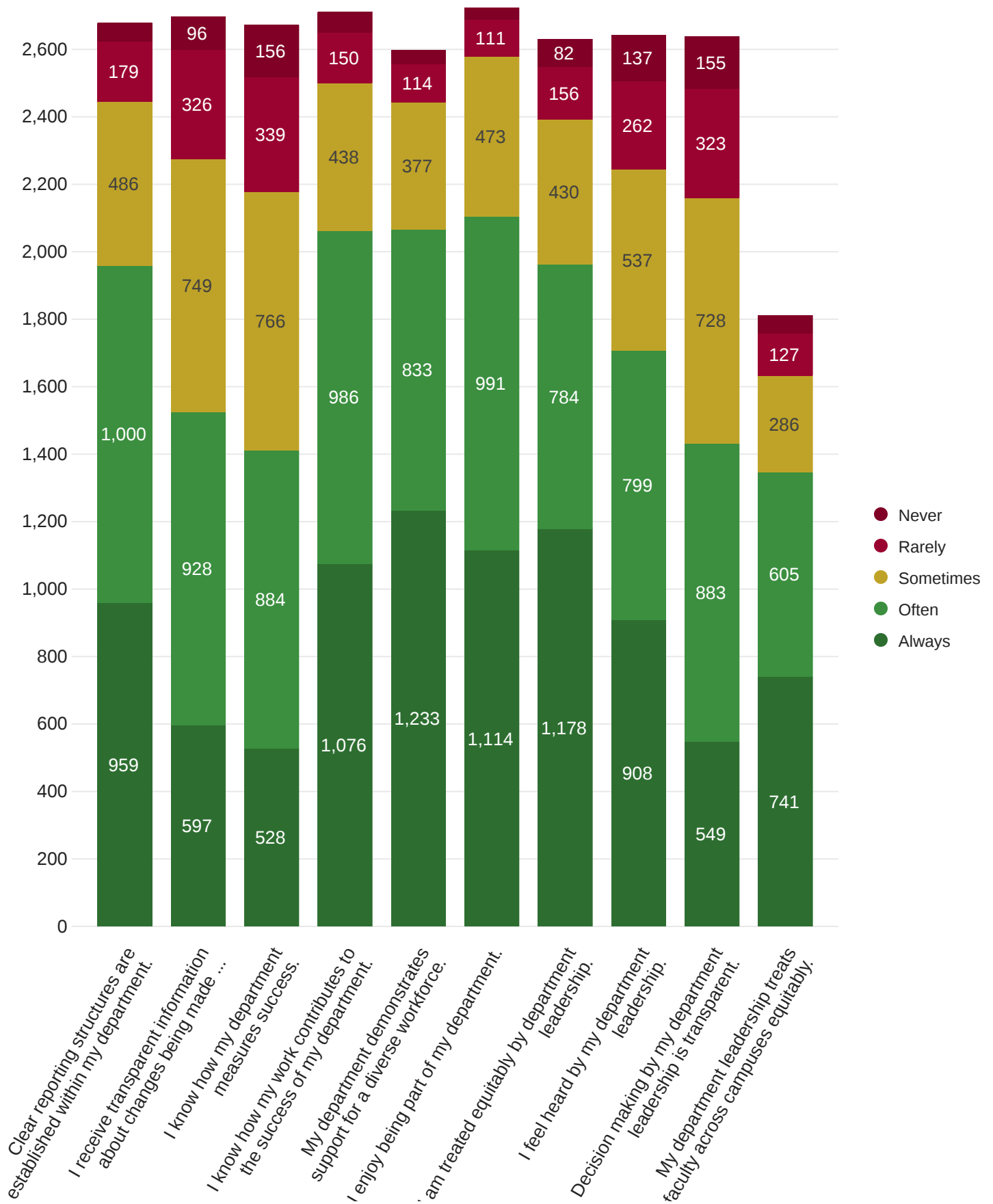
I feel heard by my supervisor.



### Decision making by my supervisor is transparent.

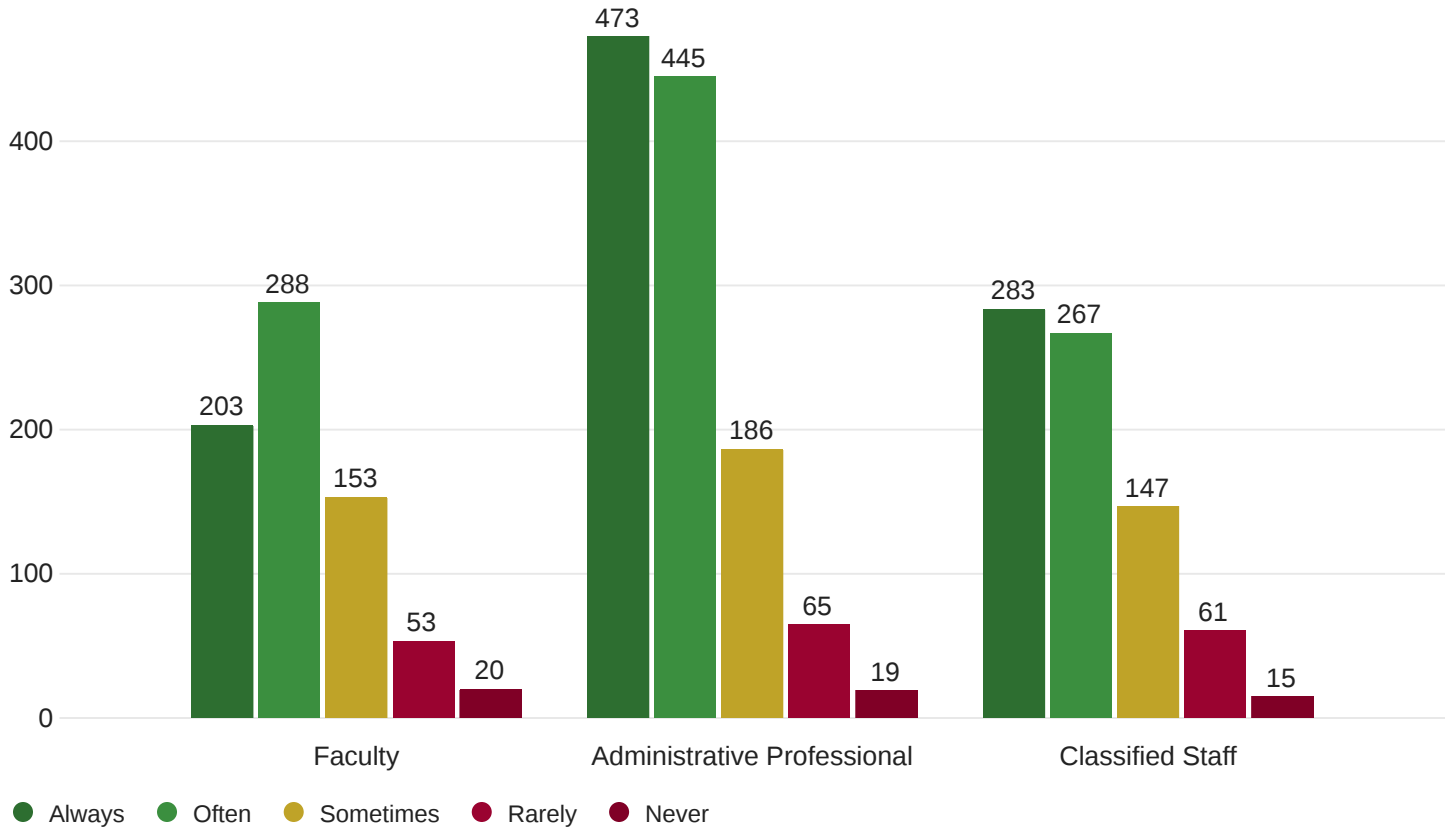


### My Experience in My Department

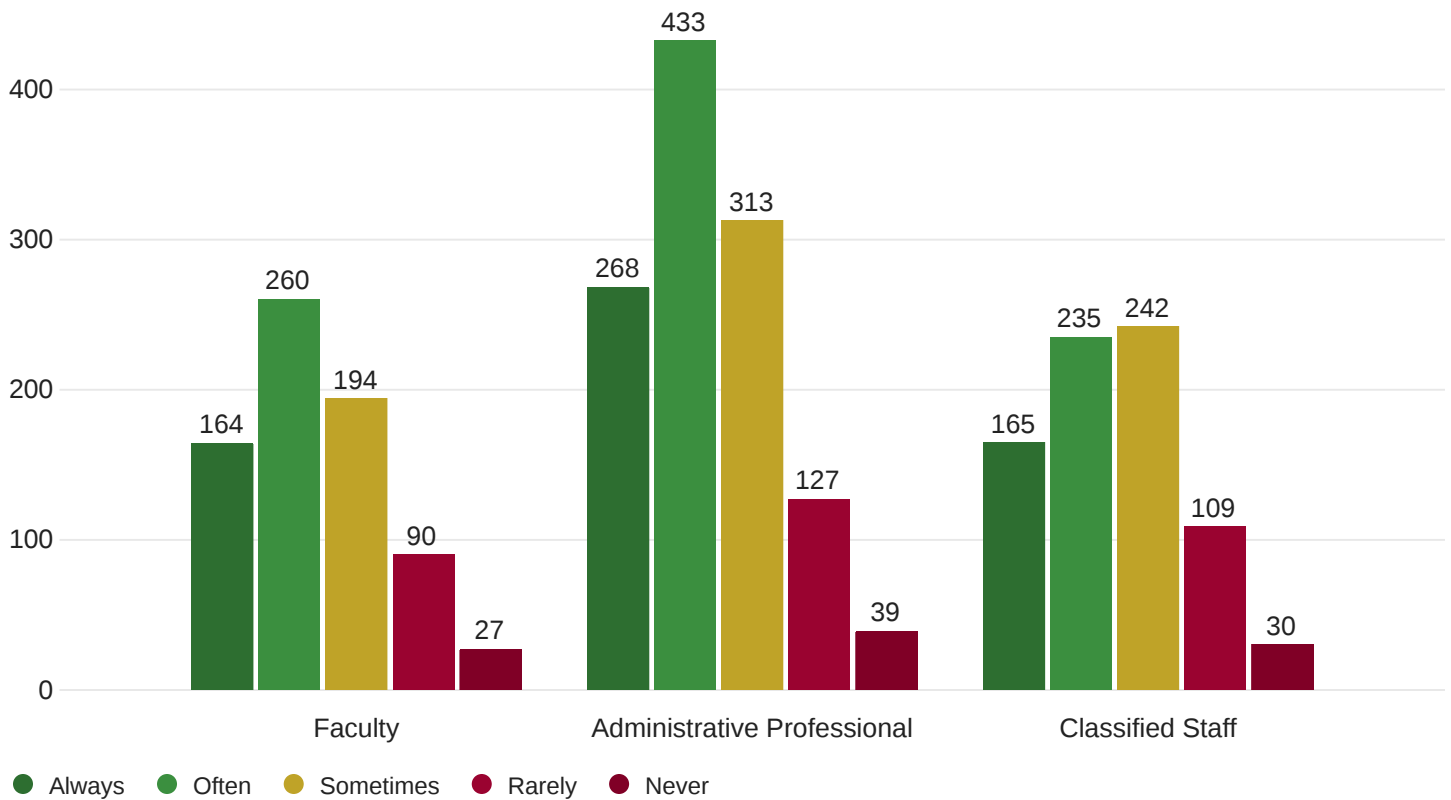




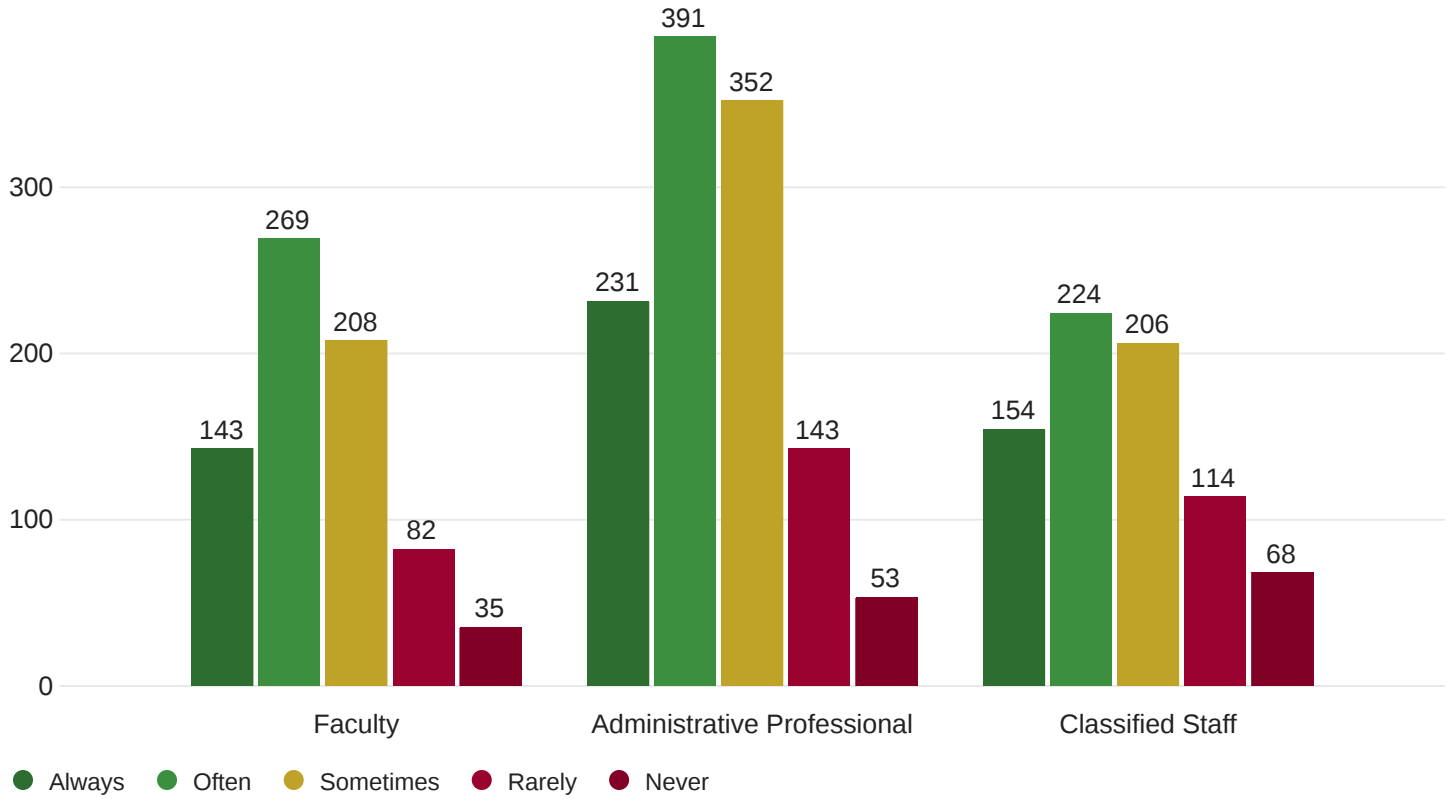
Clear reporting structures are established within my department.



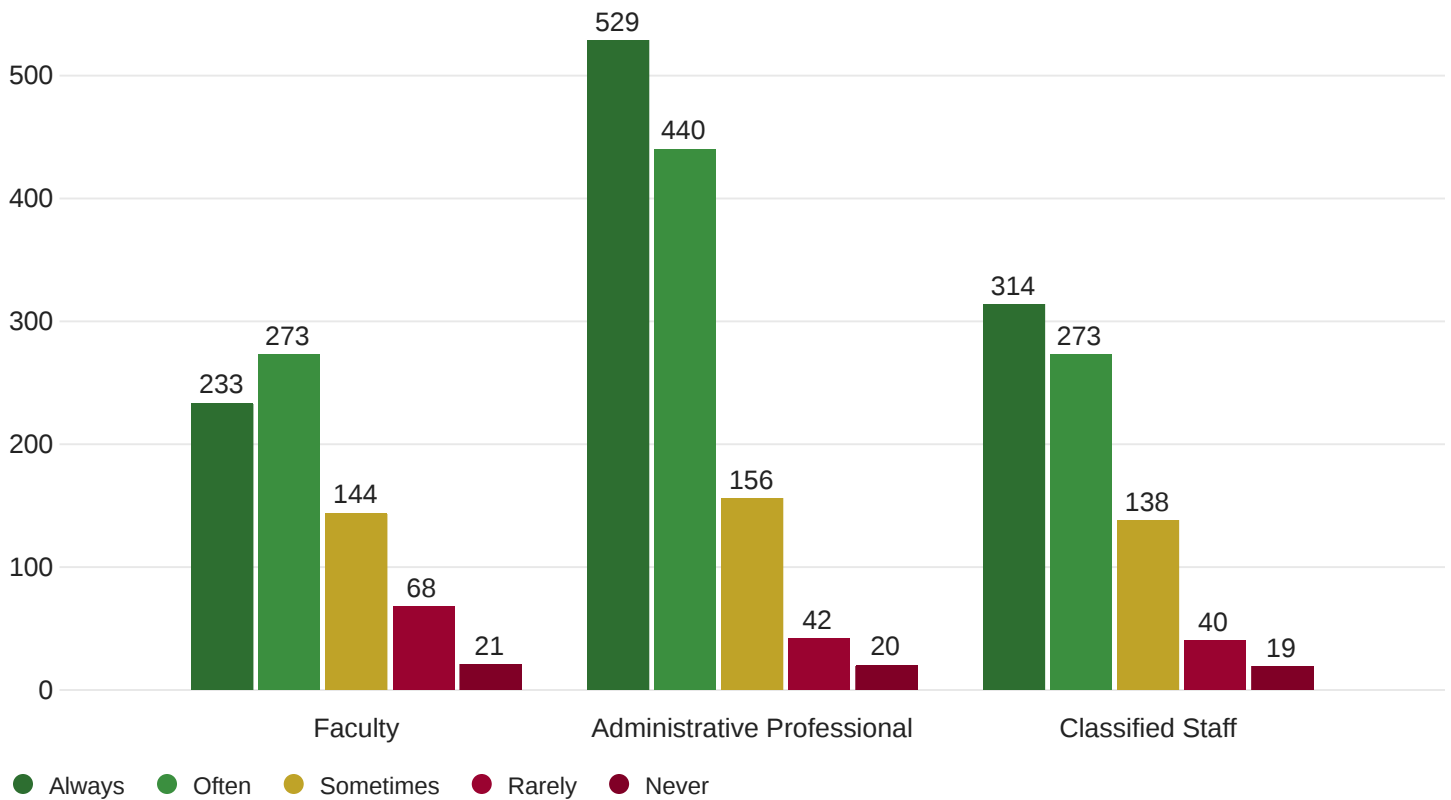
I receive transparent information about changes being made within my department.



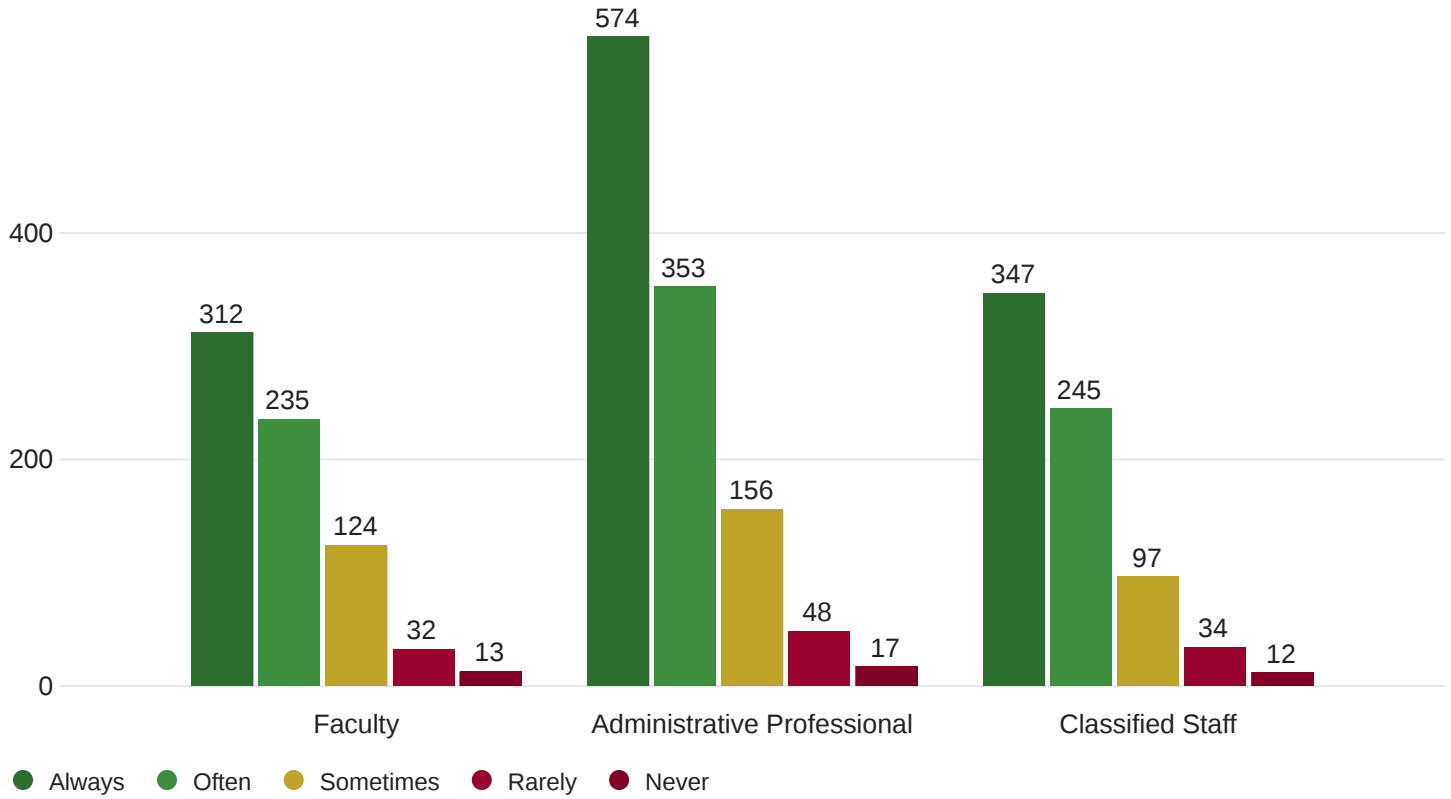
I know how my department measures success.



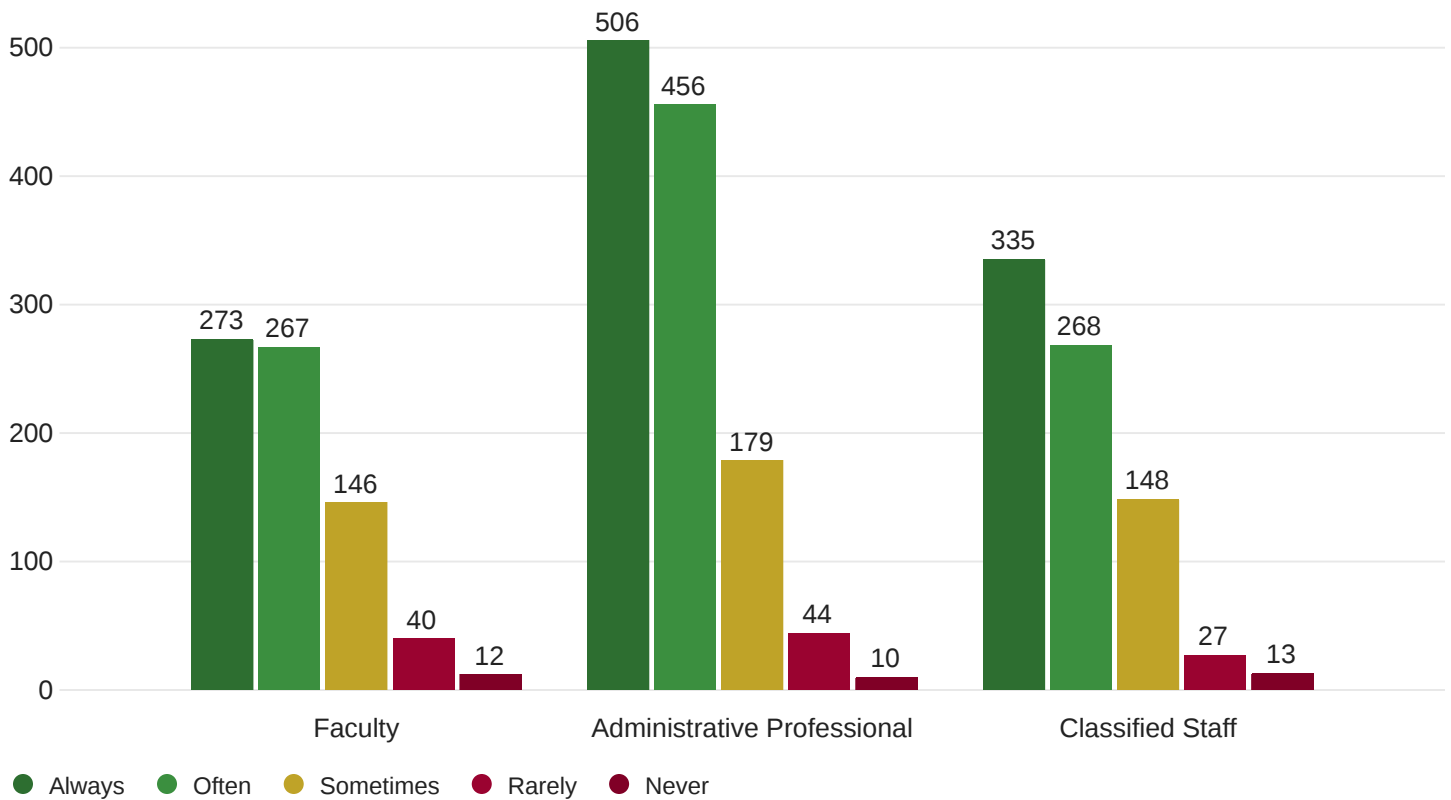
I know how my work contributes to the success of my department.



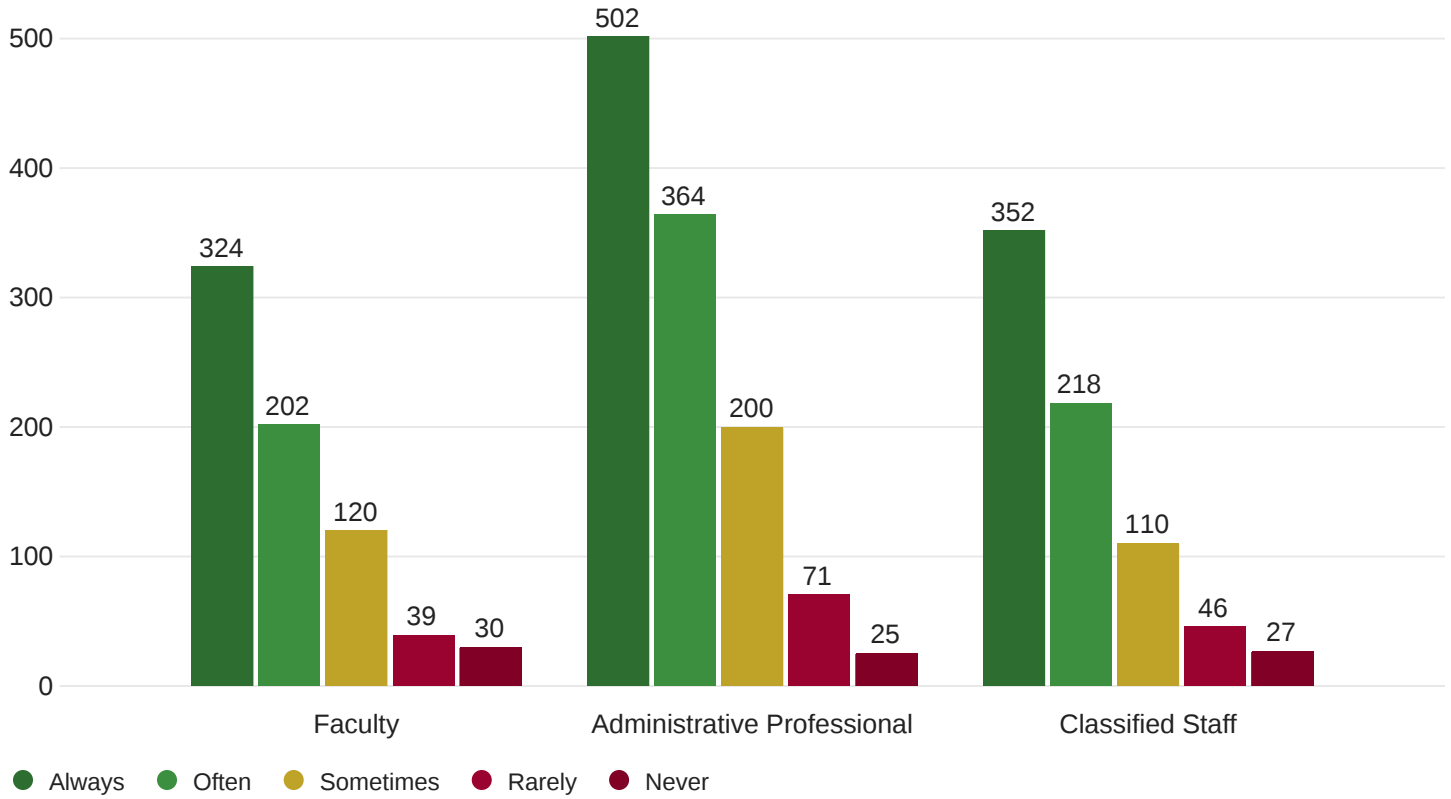
My department demonstrates support for a diverse workforce.



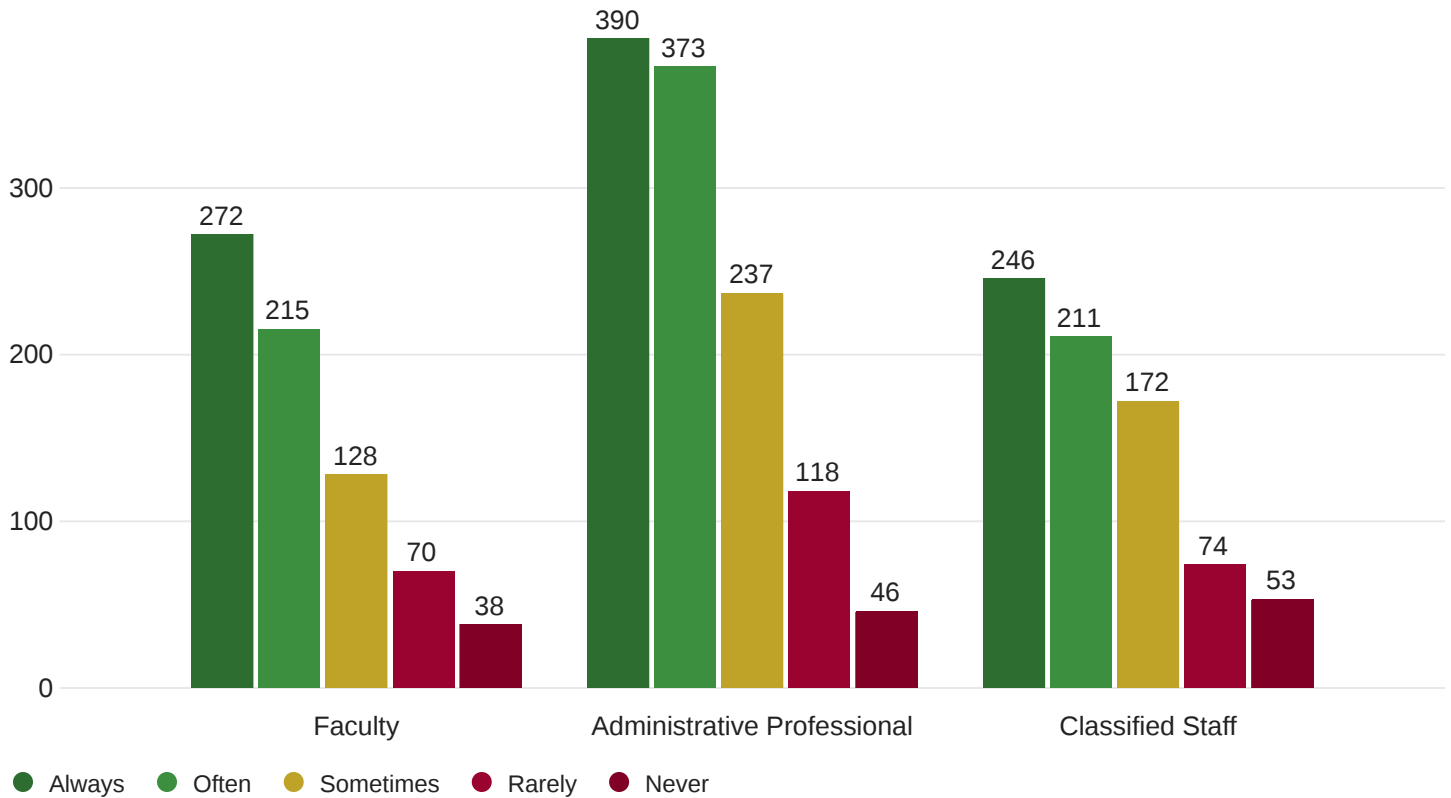
I enjoy being part of my department.



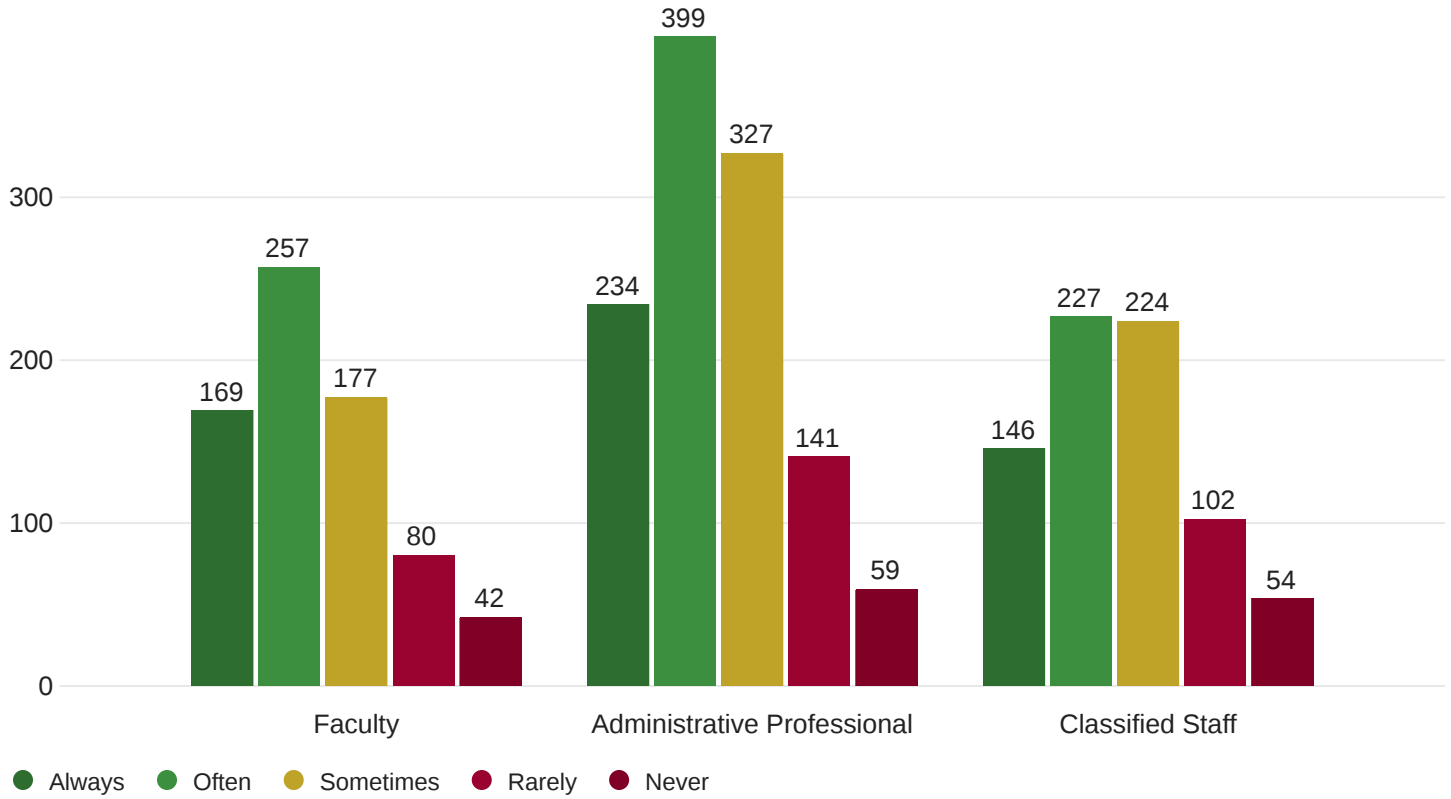
I am treated equitably by department leadership.



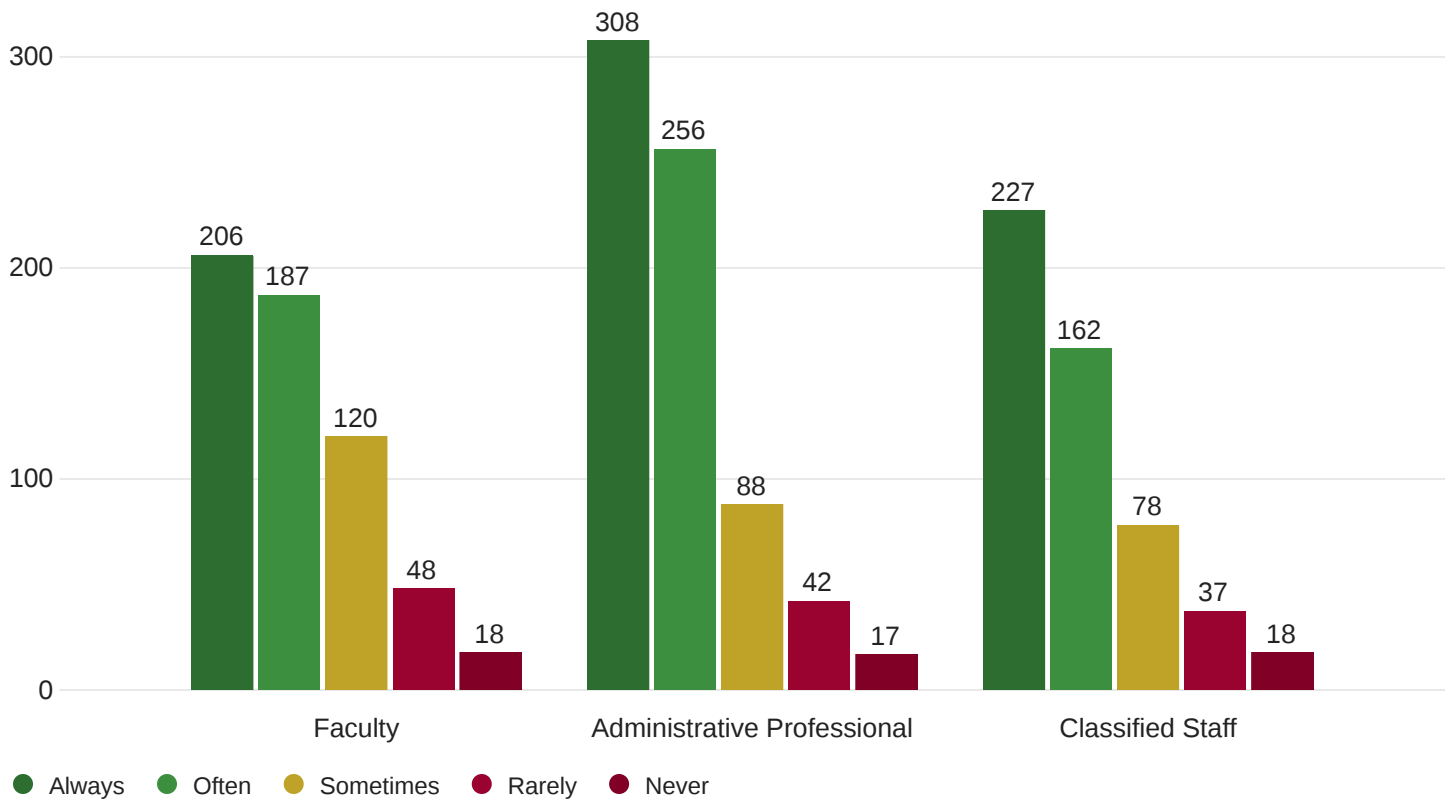
I feel heard by my department leadership.



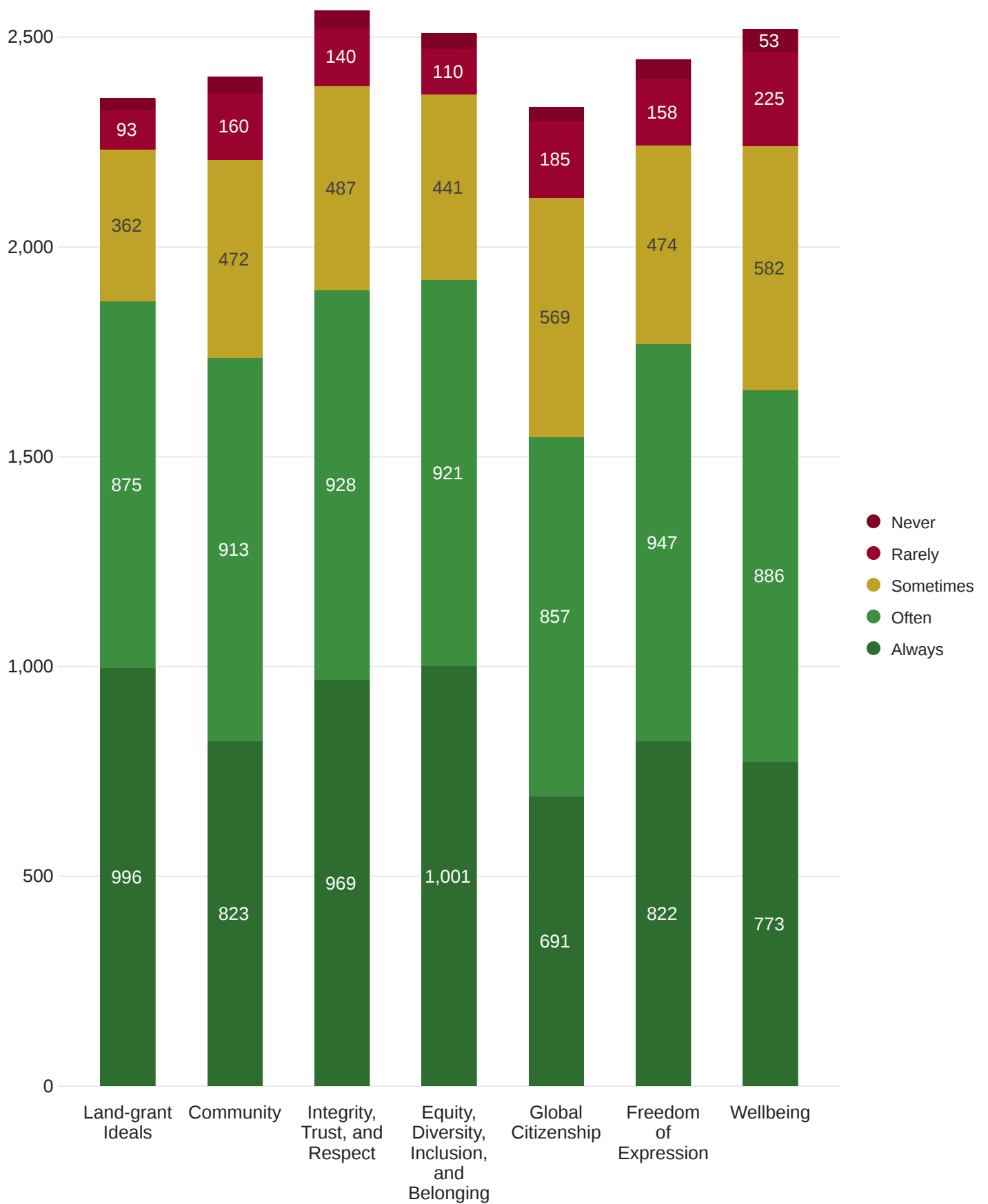
Decision making by my department leadership is transparent.



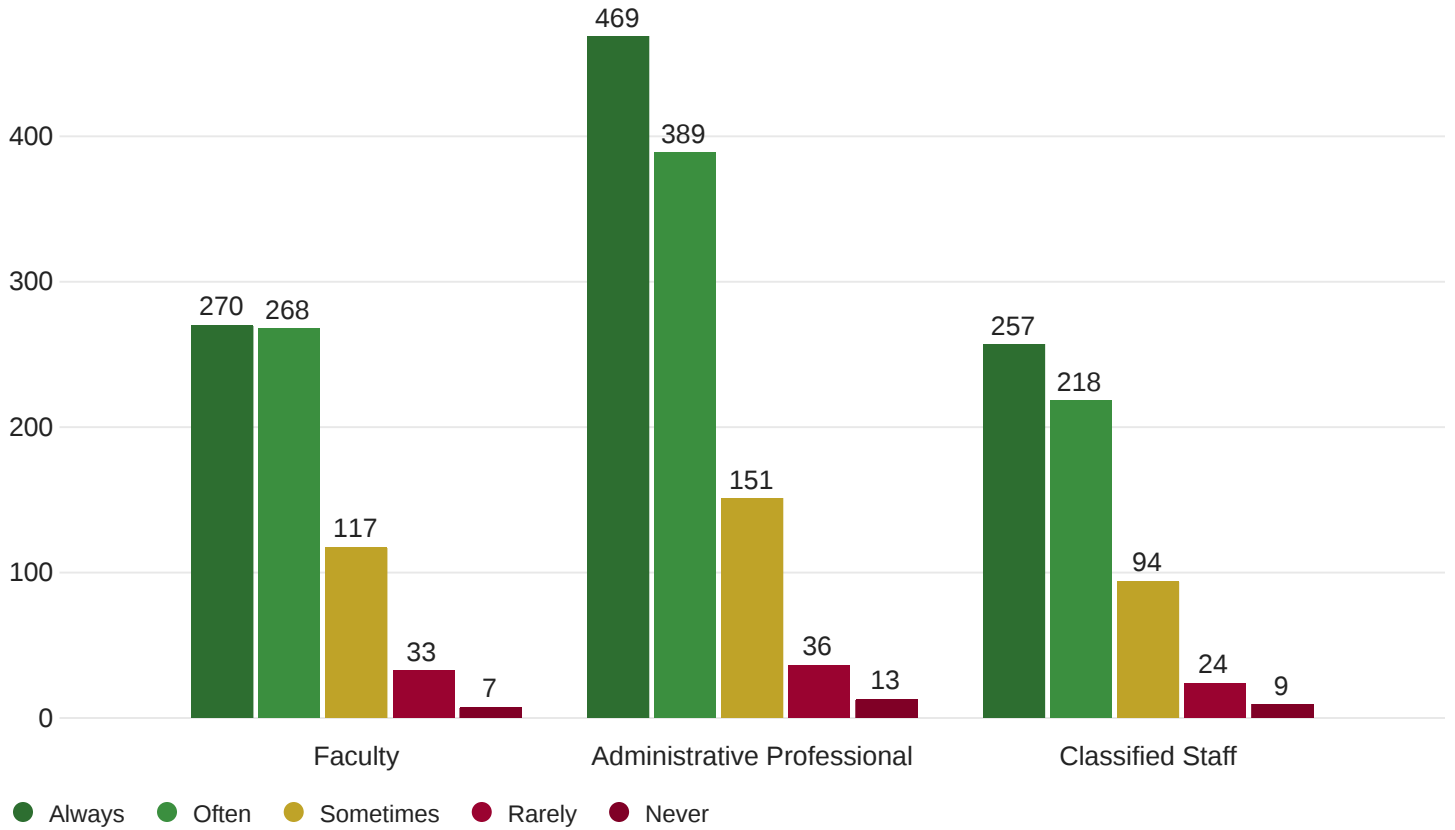
My department leadership treats faculty across campuses equitably.



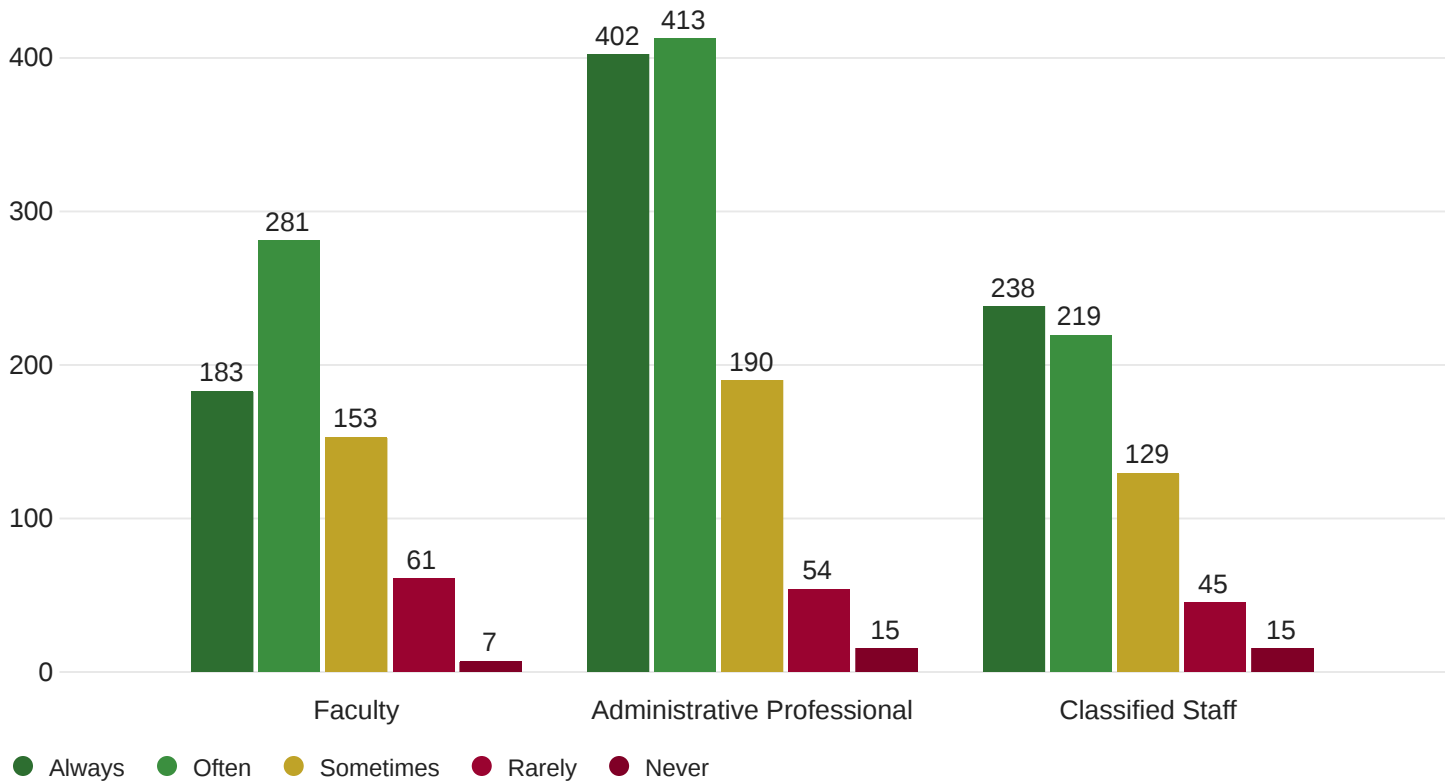
### My Department's Commitment to WSU Values



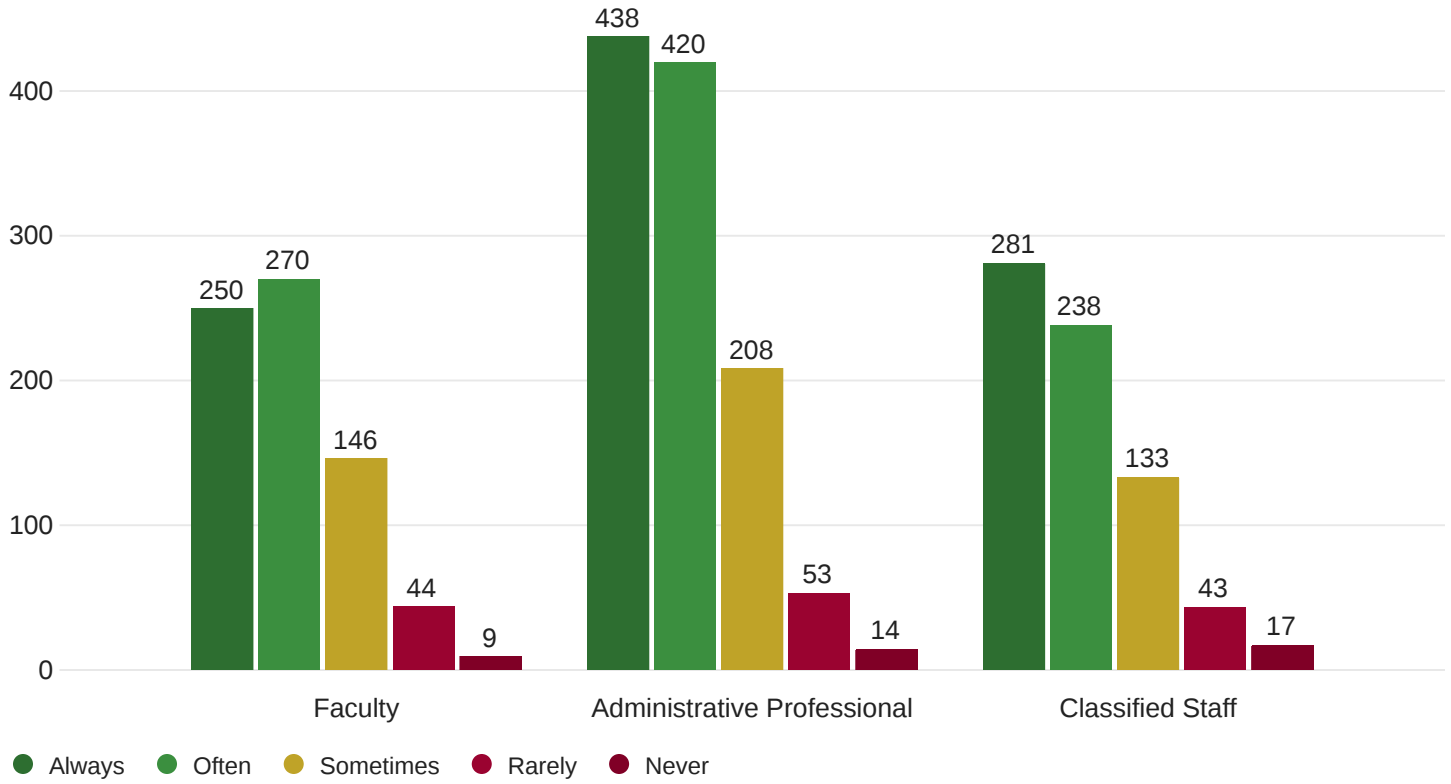
### Land-Grant Ideals



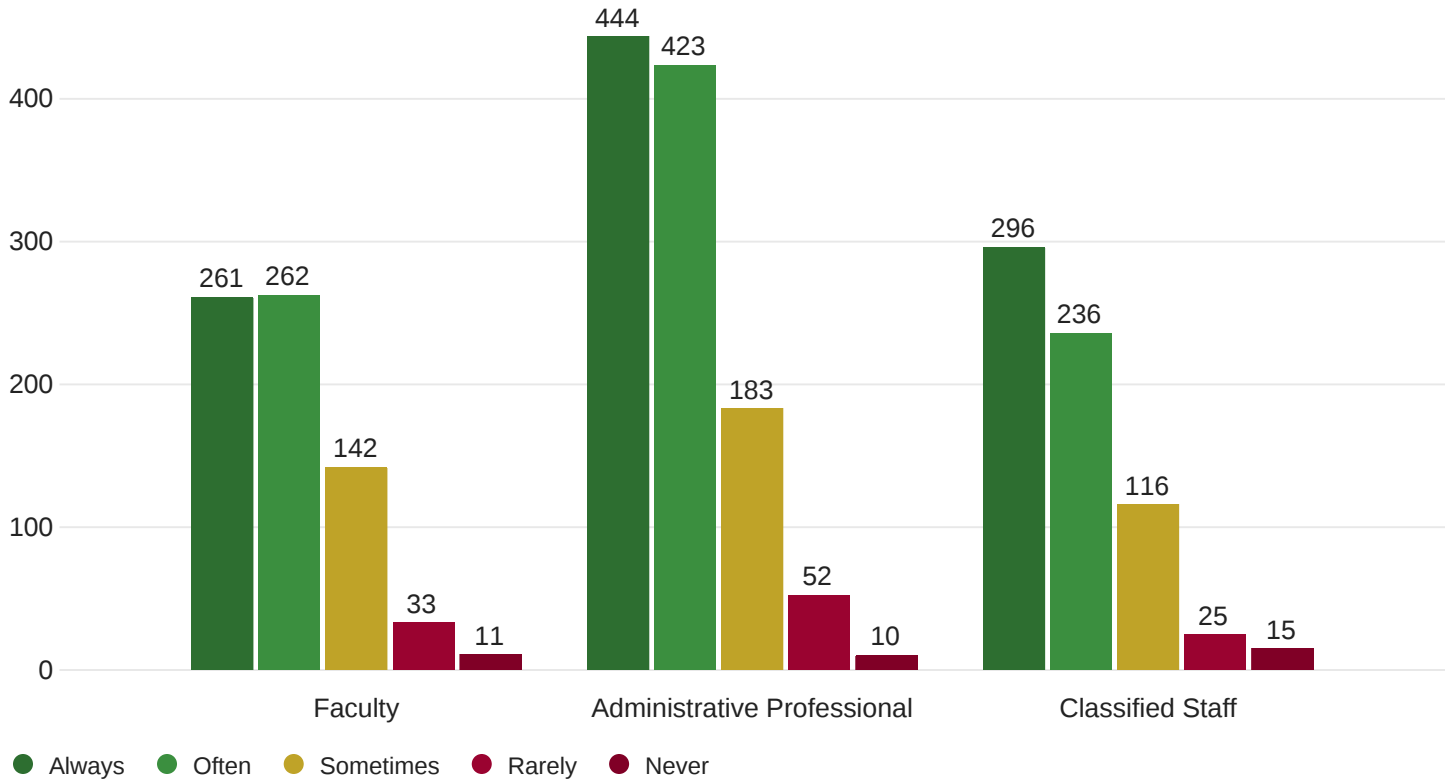
### Community



### Integrity, Trust, and Respect

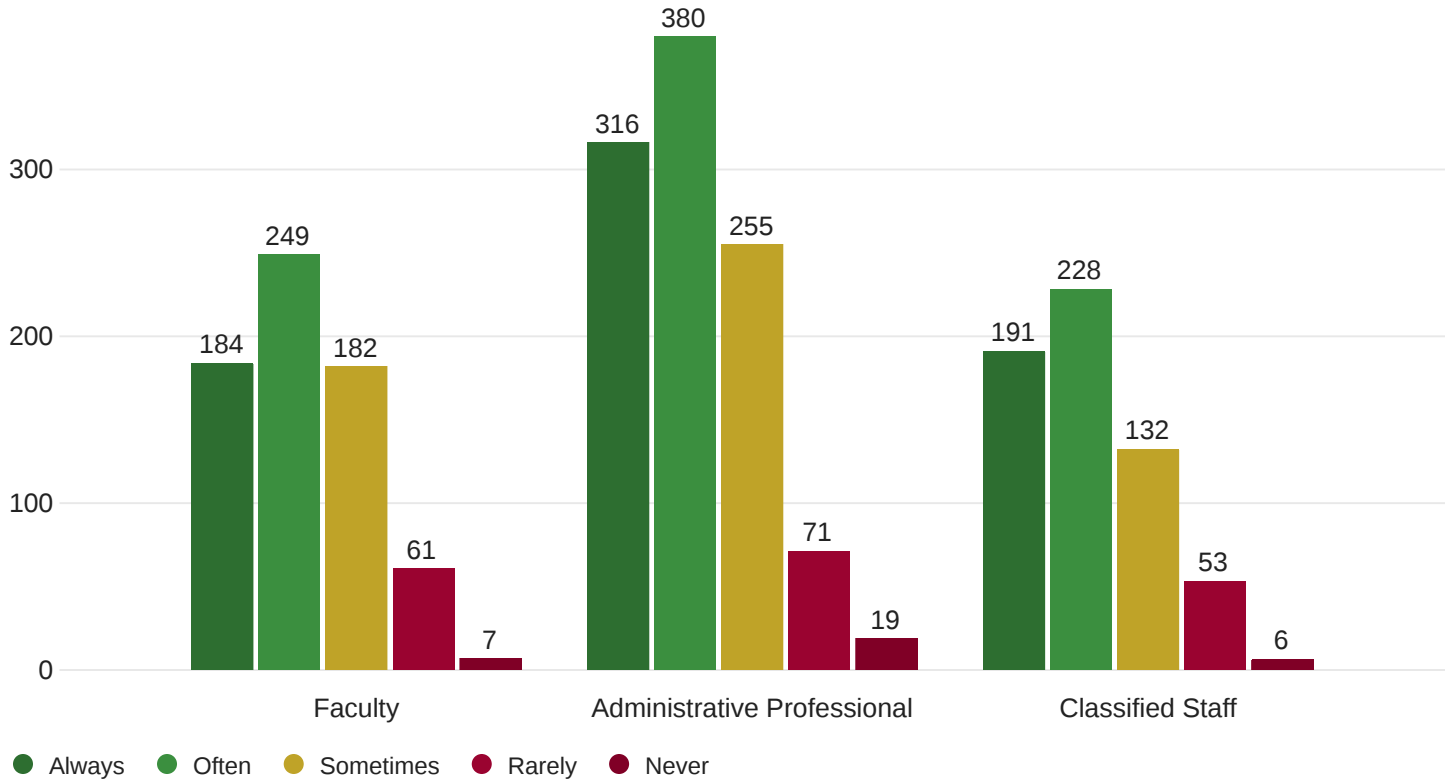


### Equity, Diversity, Inclusion, and Belonging

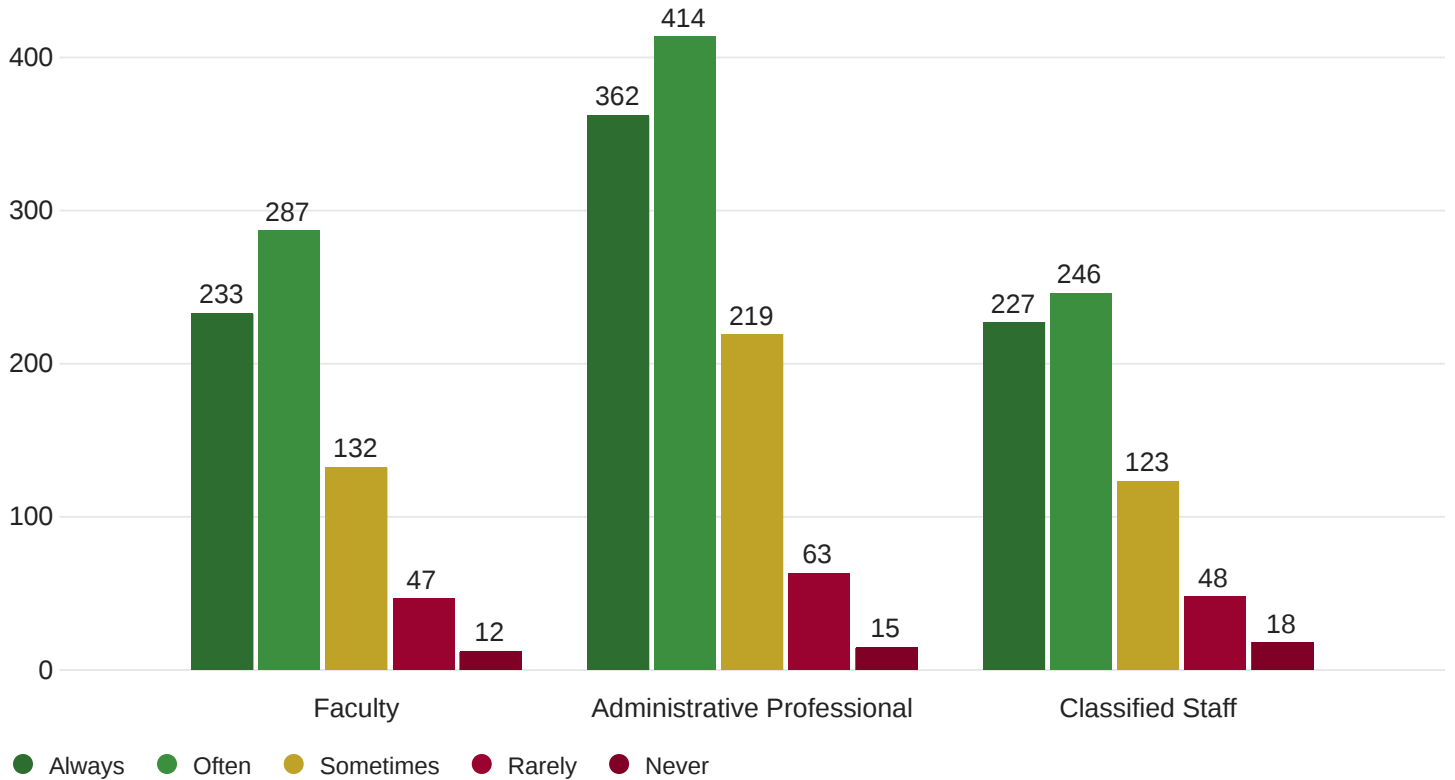


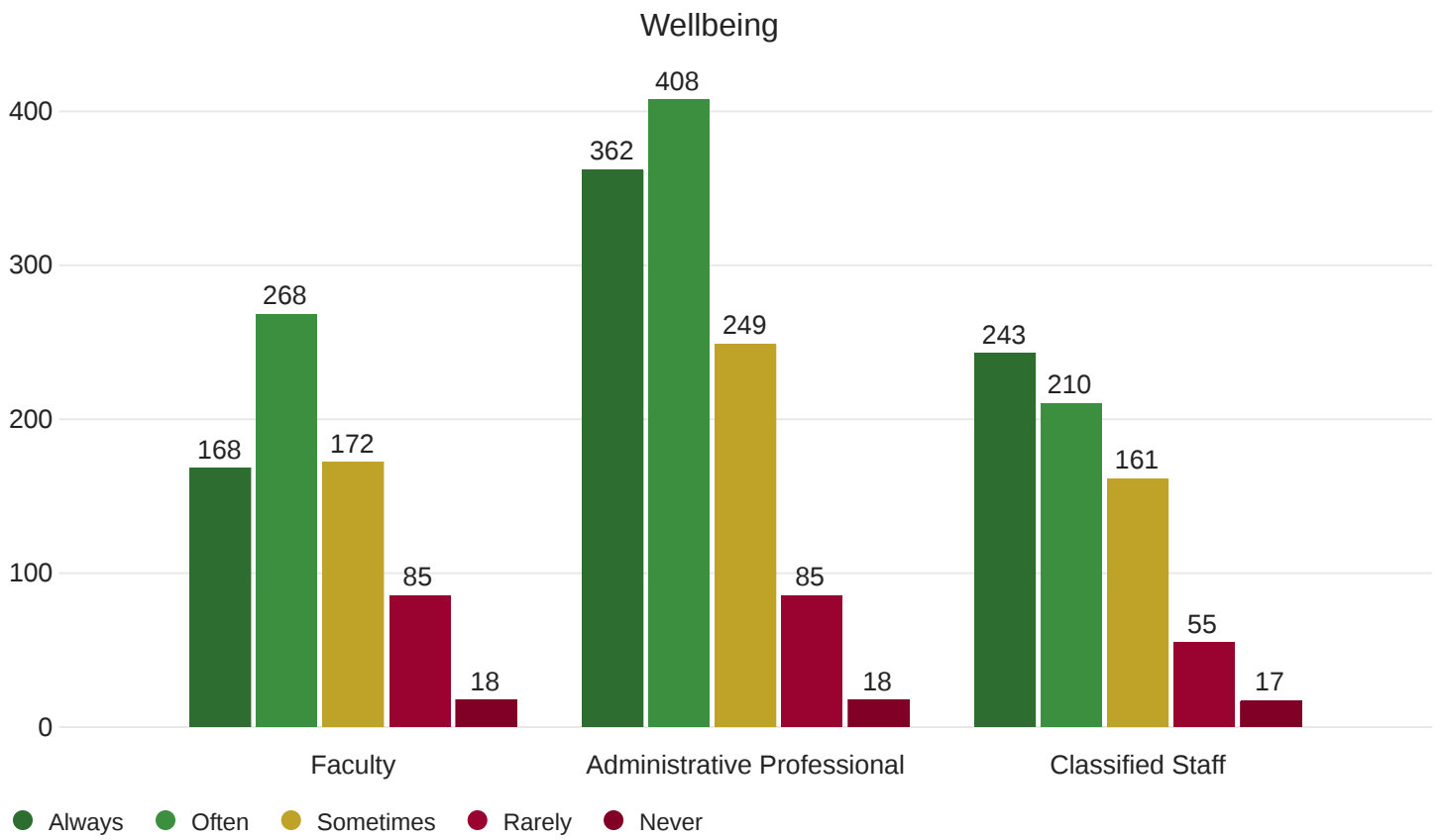


### Global Citizenship

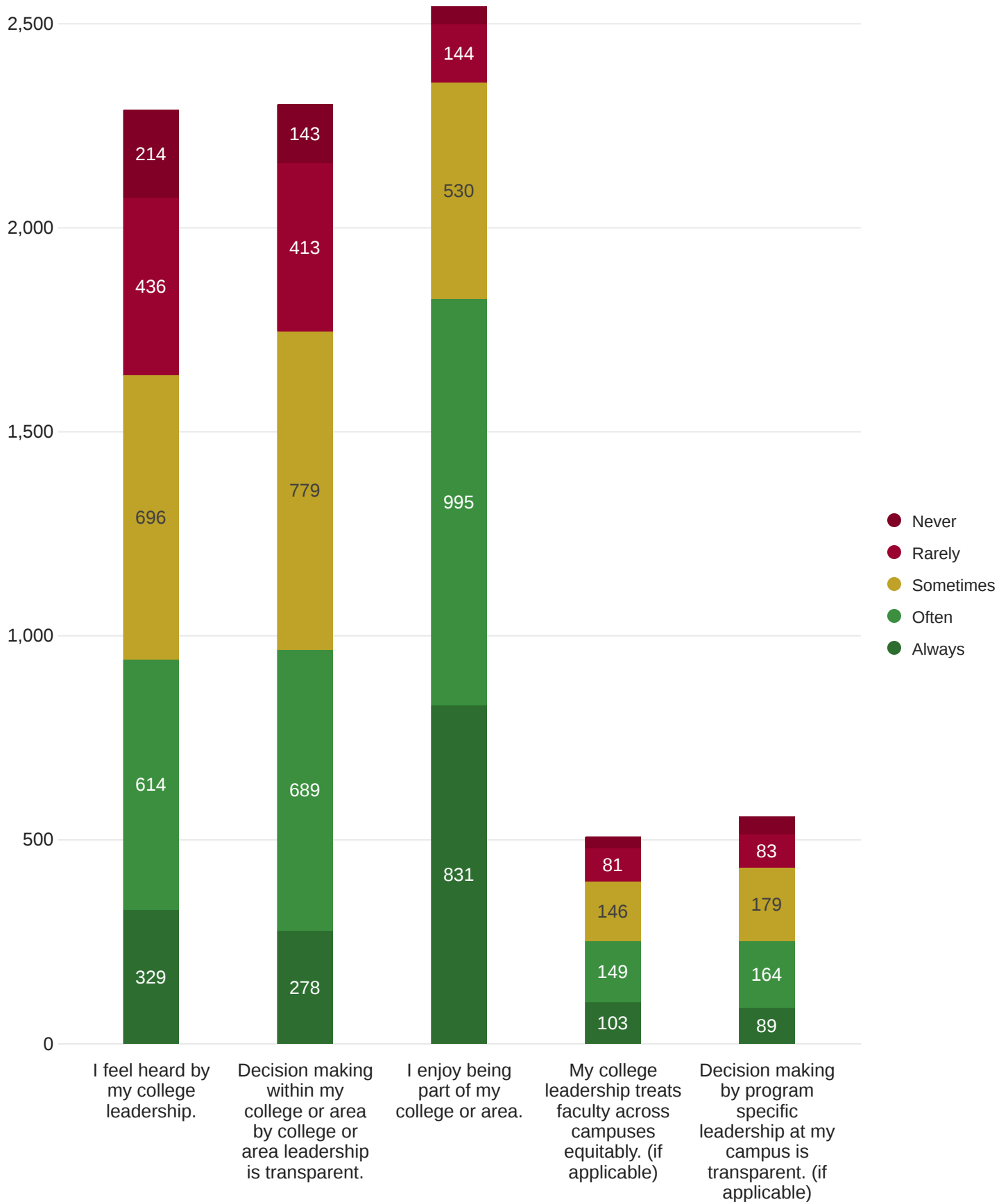


### Freedom of Expression

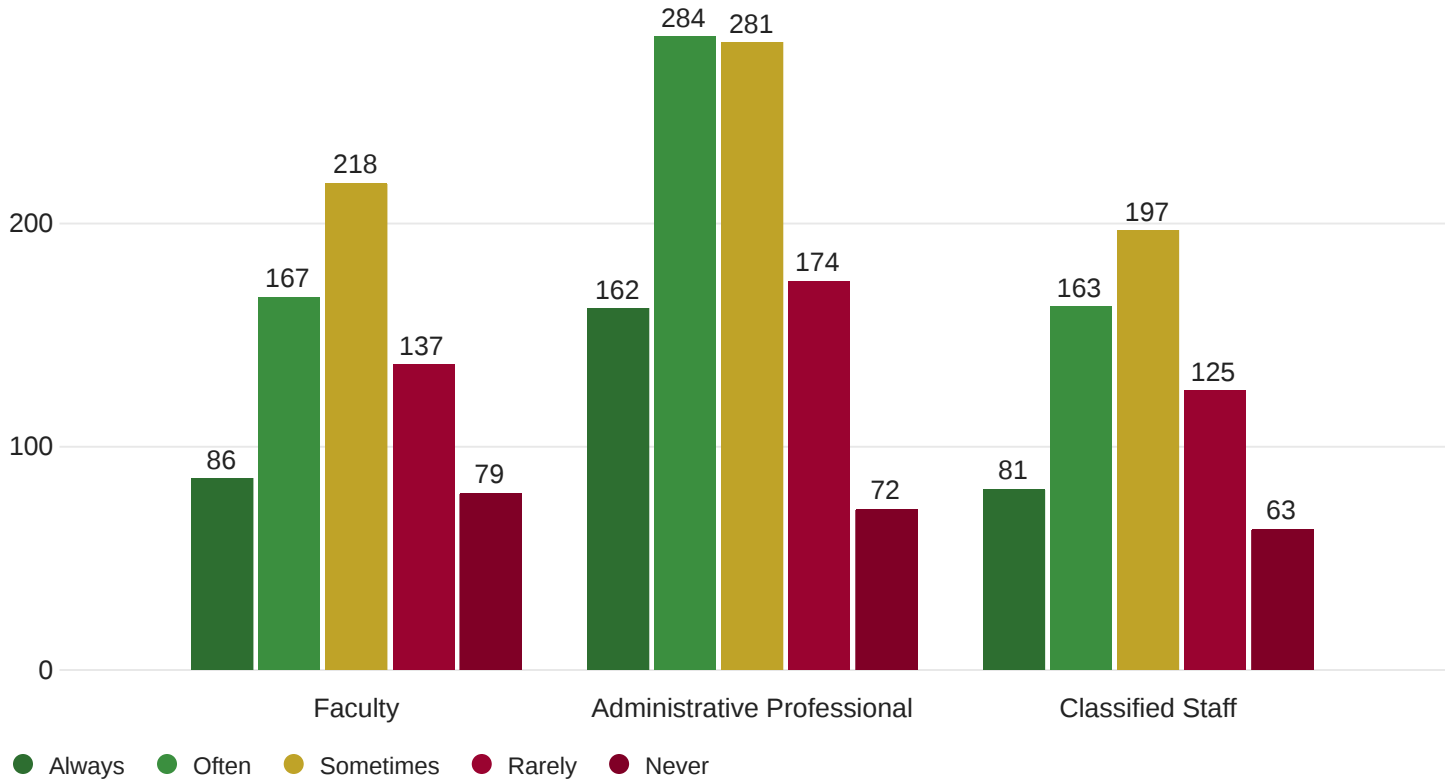




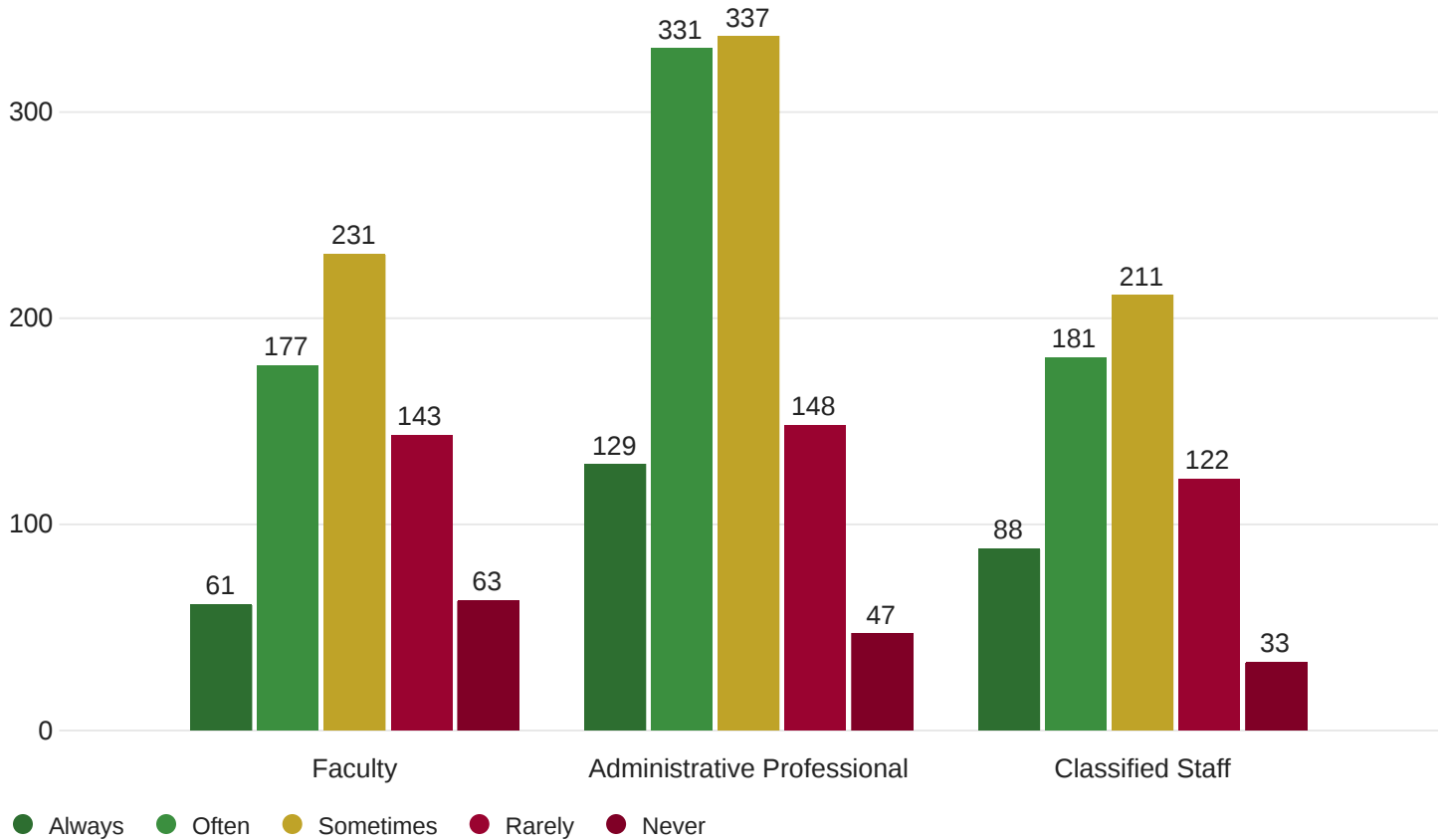
### My Experience at WSU: College/Area Leadership



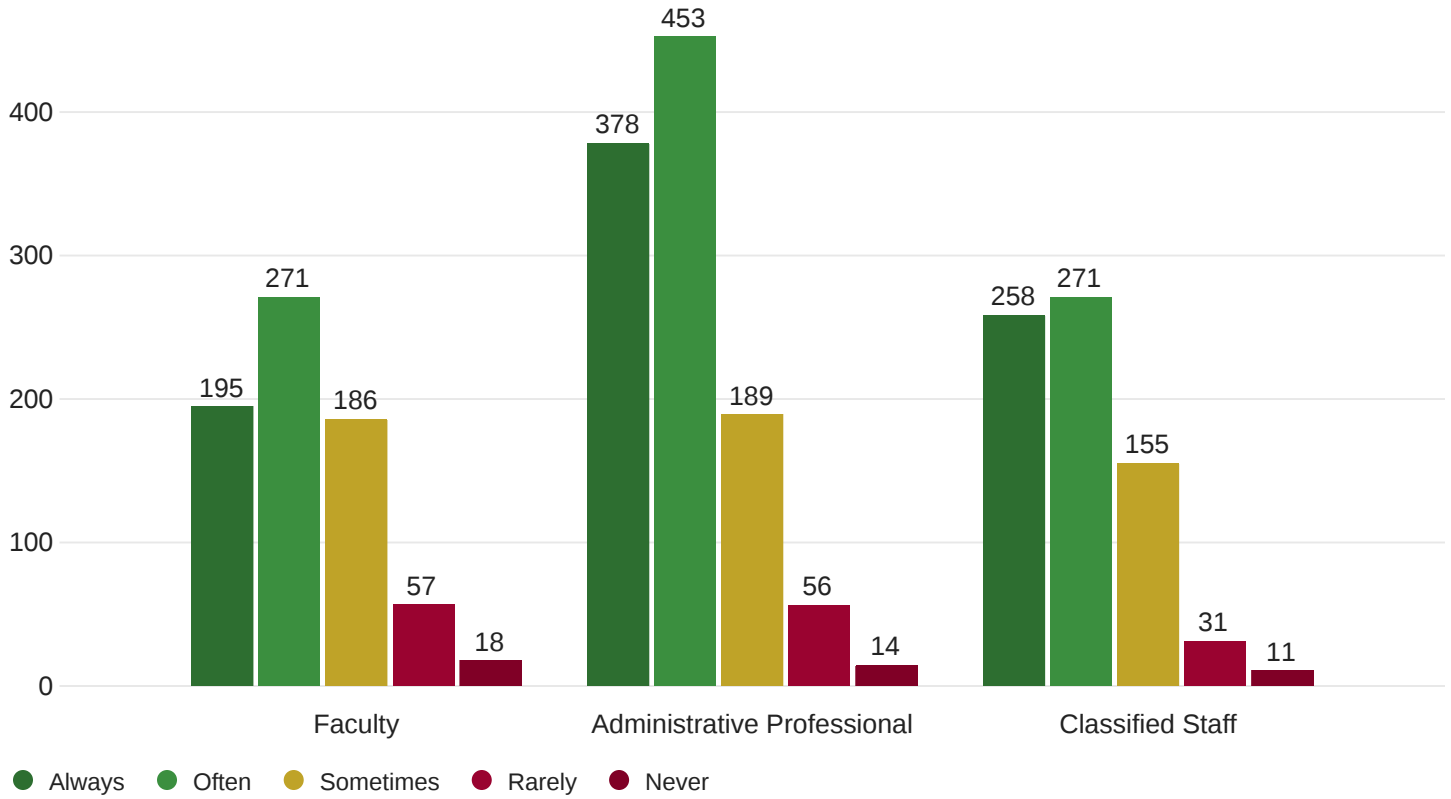
I feel heard by my college or area leadership.



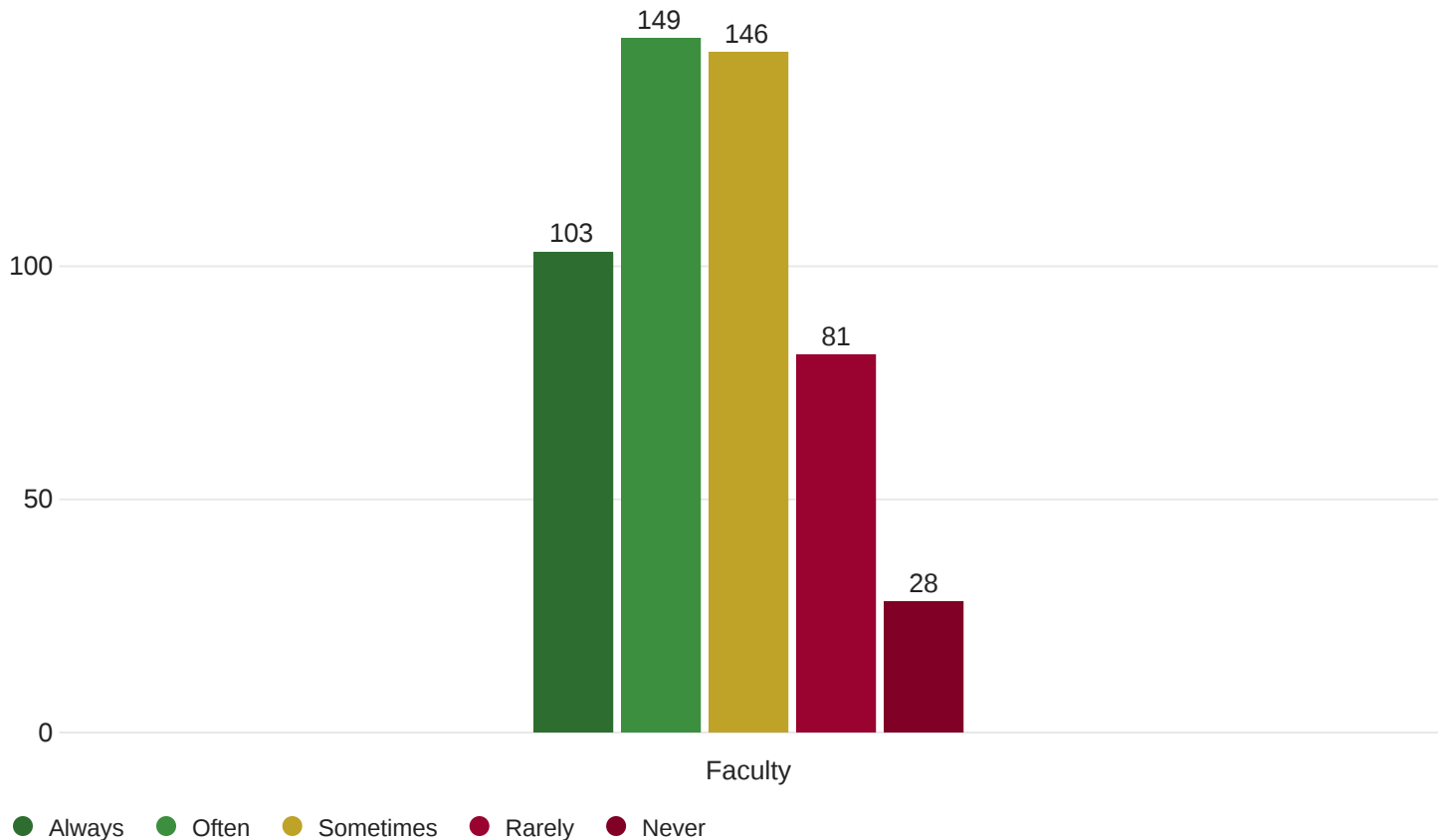
Decision making within my college or area by college or area leadership is transparent.



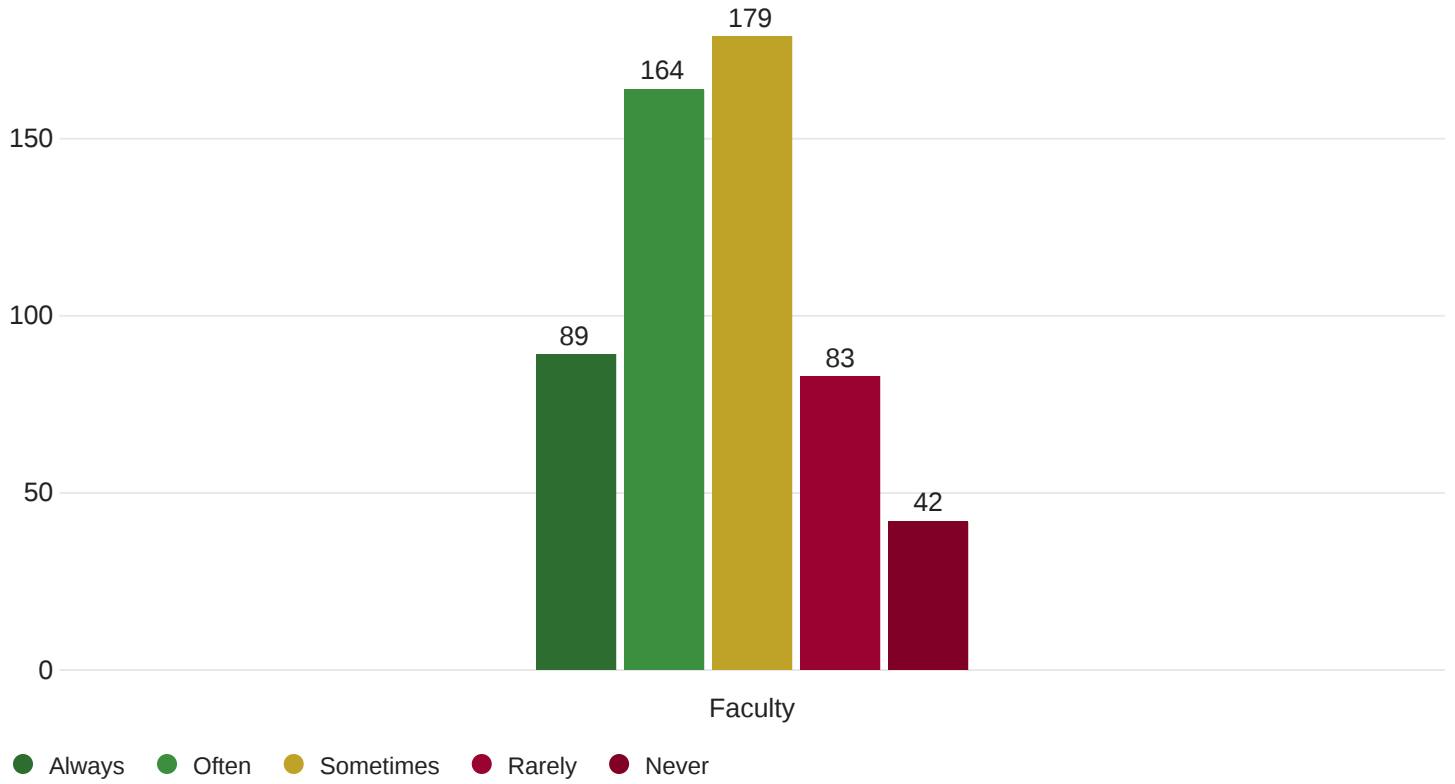
I enjoy being part of my college or area.



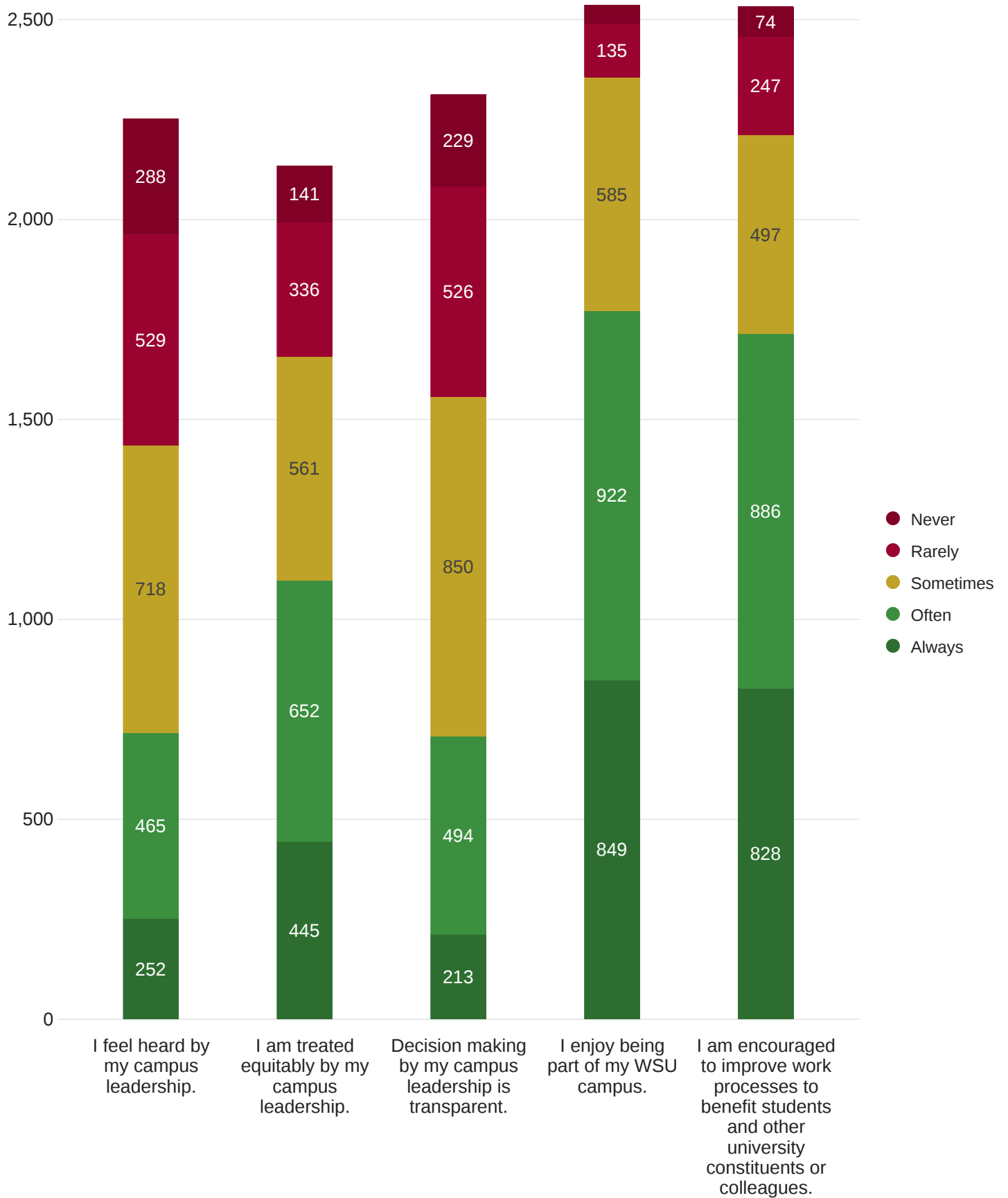
My college leadership treats faculty across campuses equitably. (if applicable)



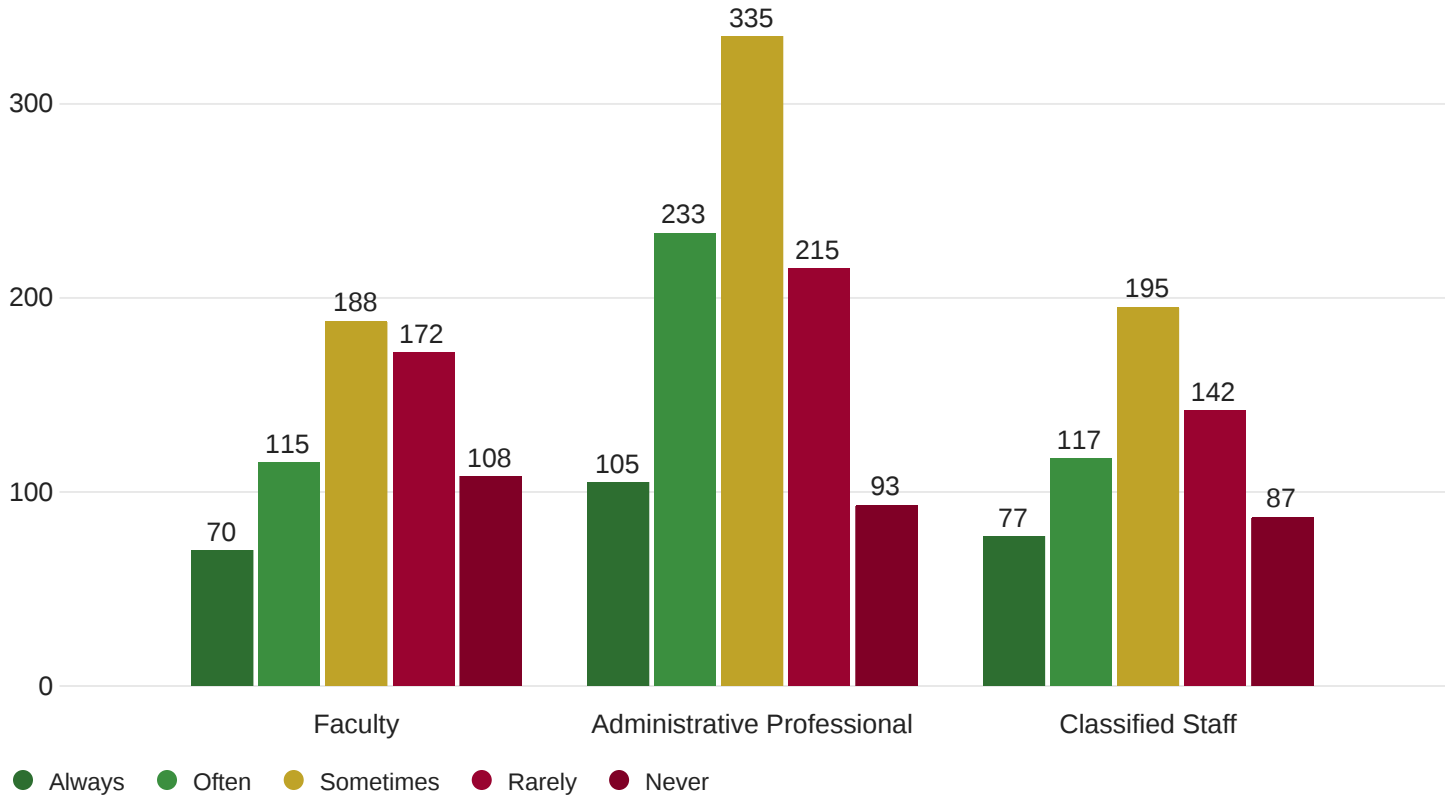
Decision making by program specific leadership at my campus is transparent. (if applicable)



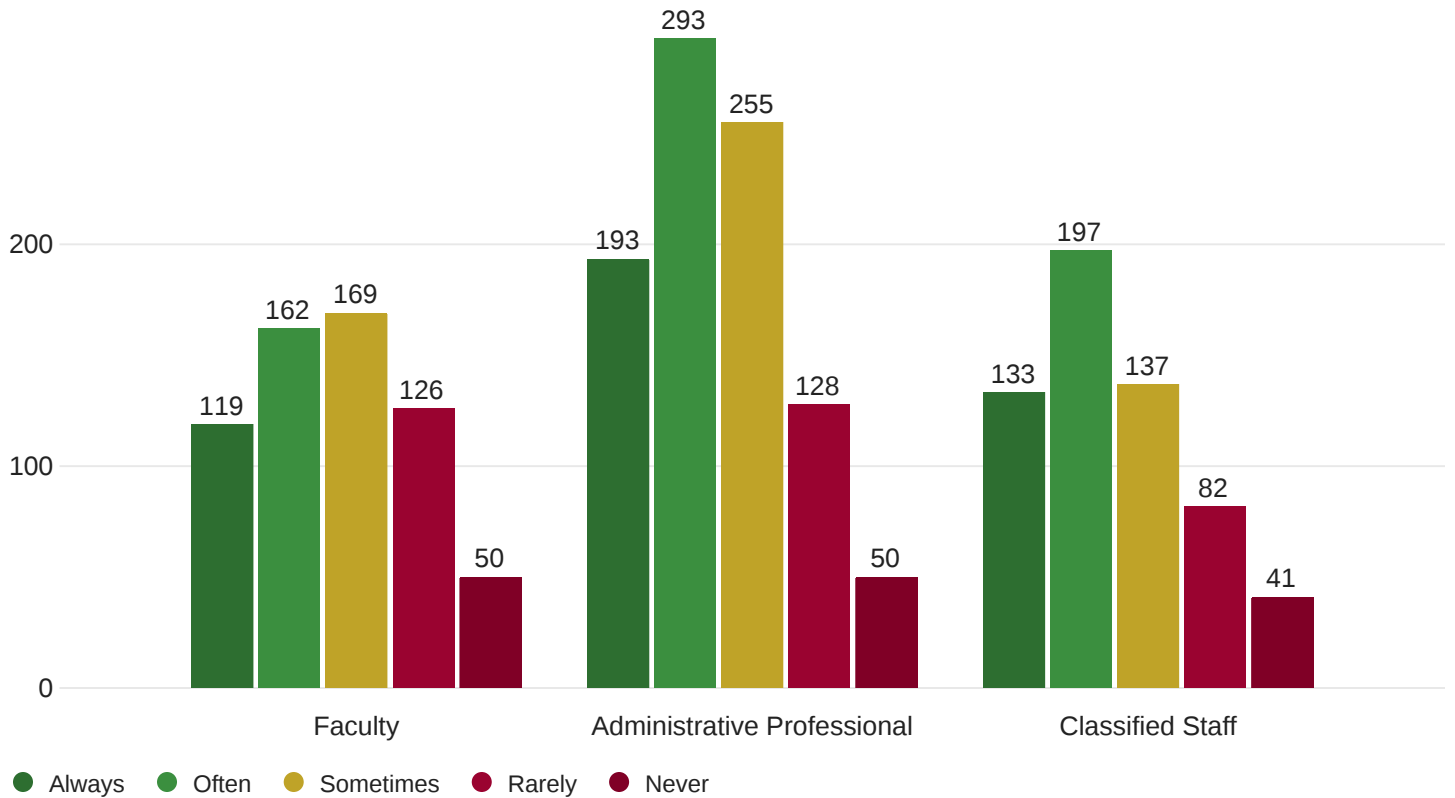
## My Experience at WSU: Campus Leadership



I feel heard by my campus leadership.

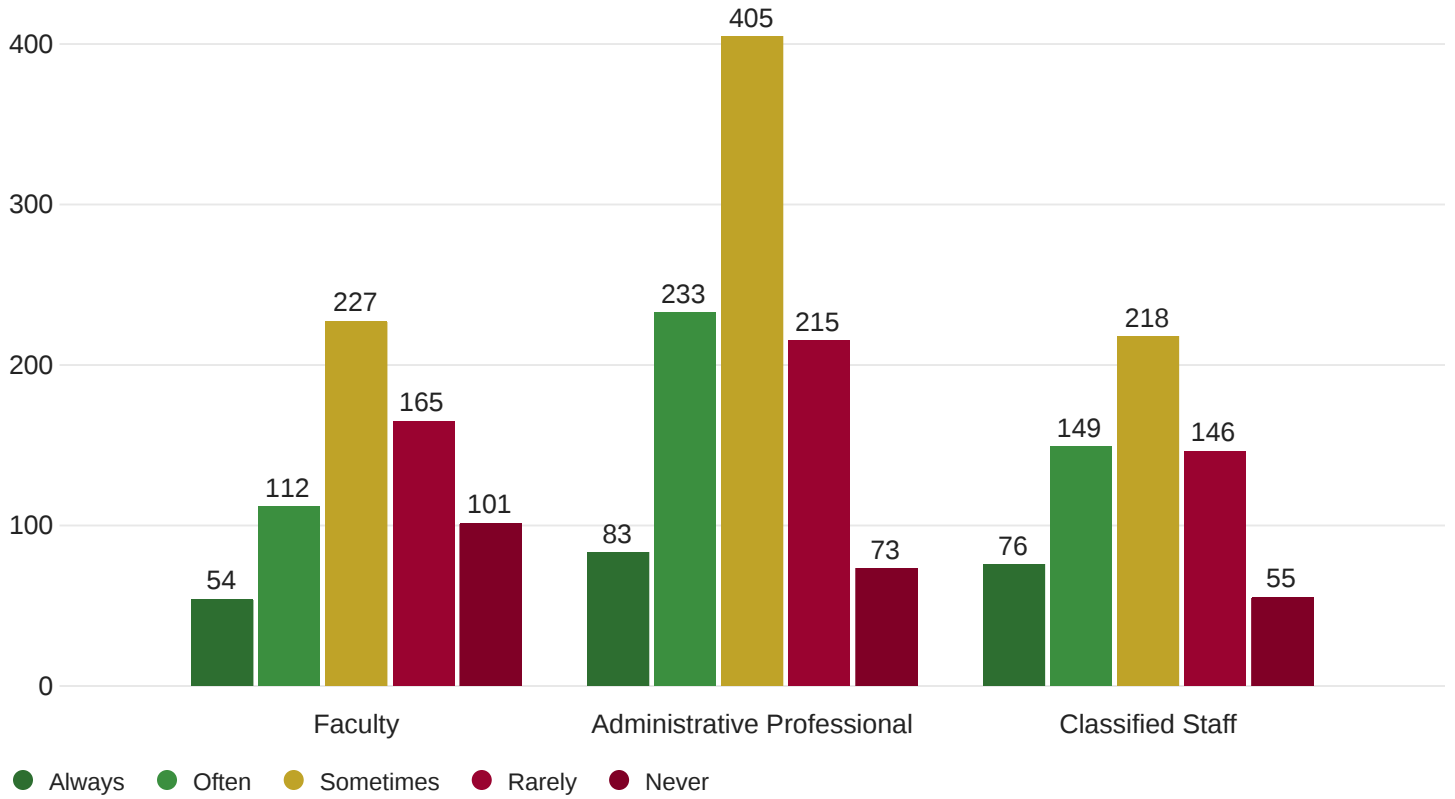


I am treated equitably by my campus leadership.

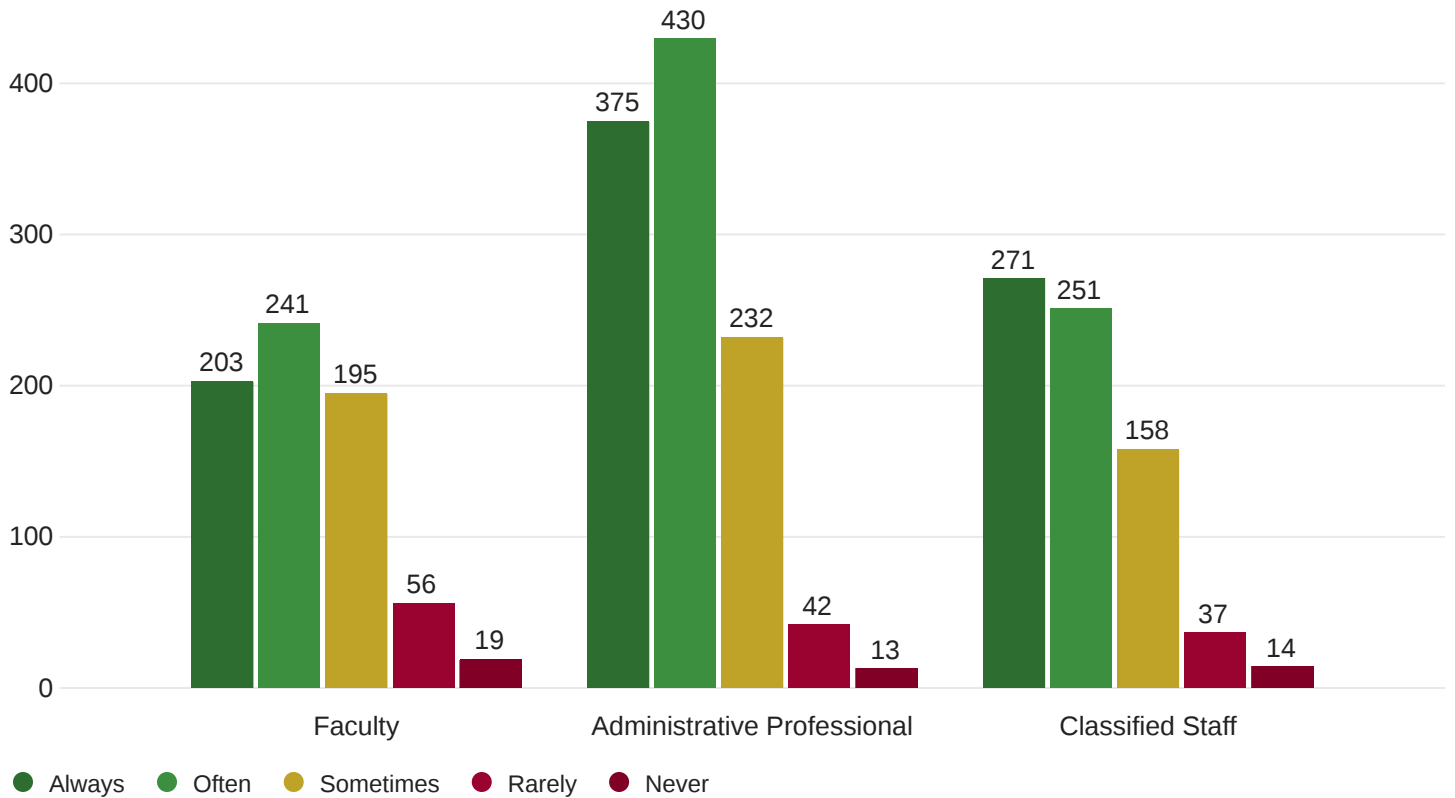




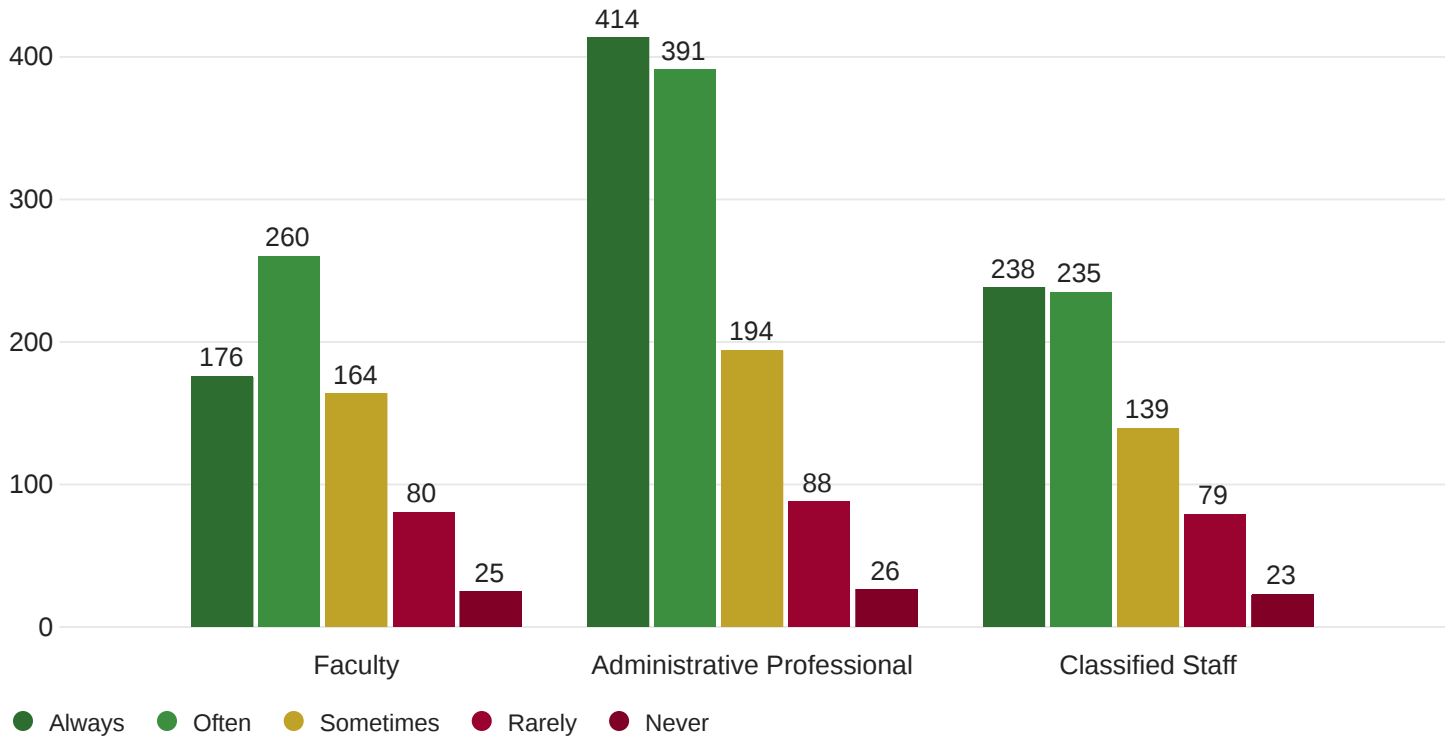
Decision making by my campus leadership is transparent.



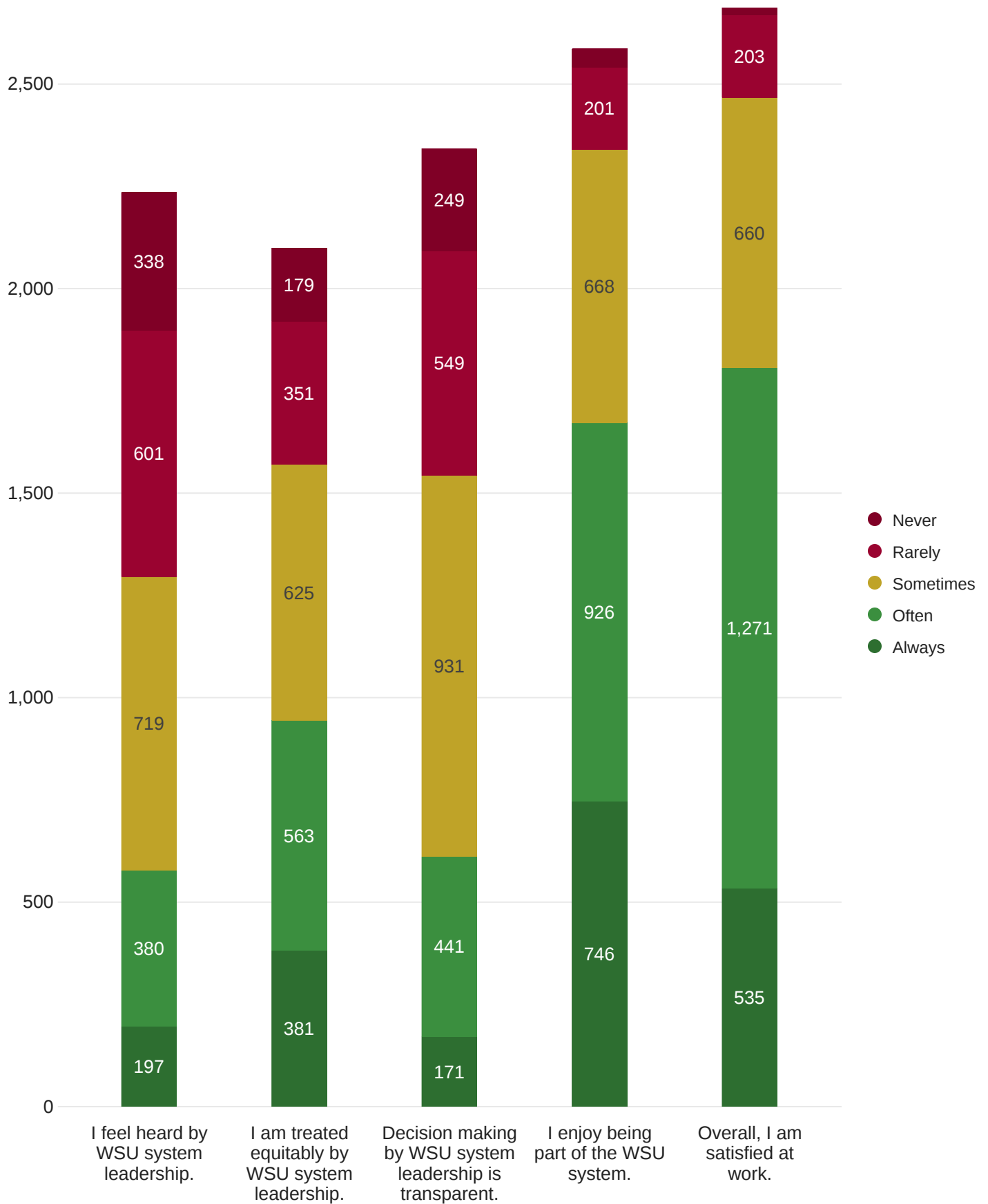
I enjoy being part of my WSU campus.



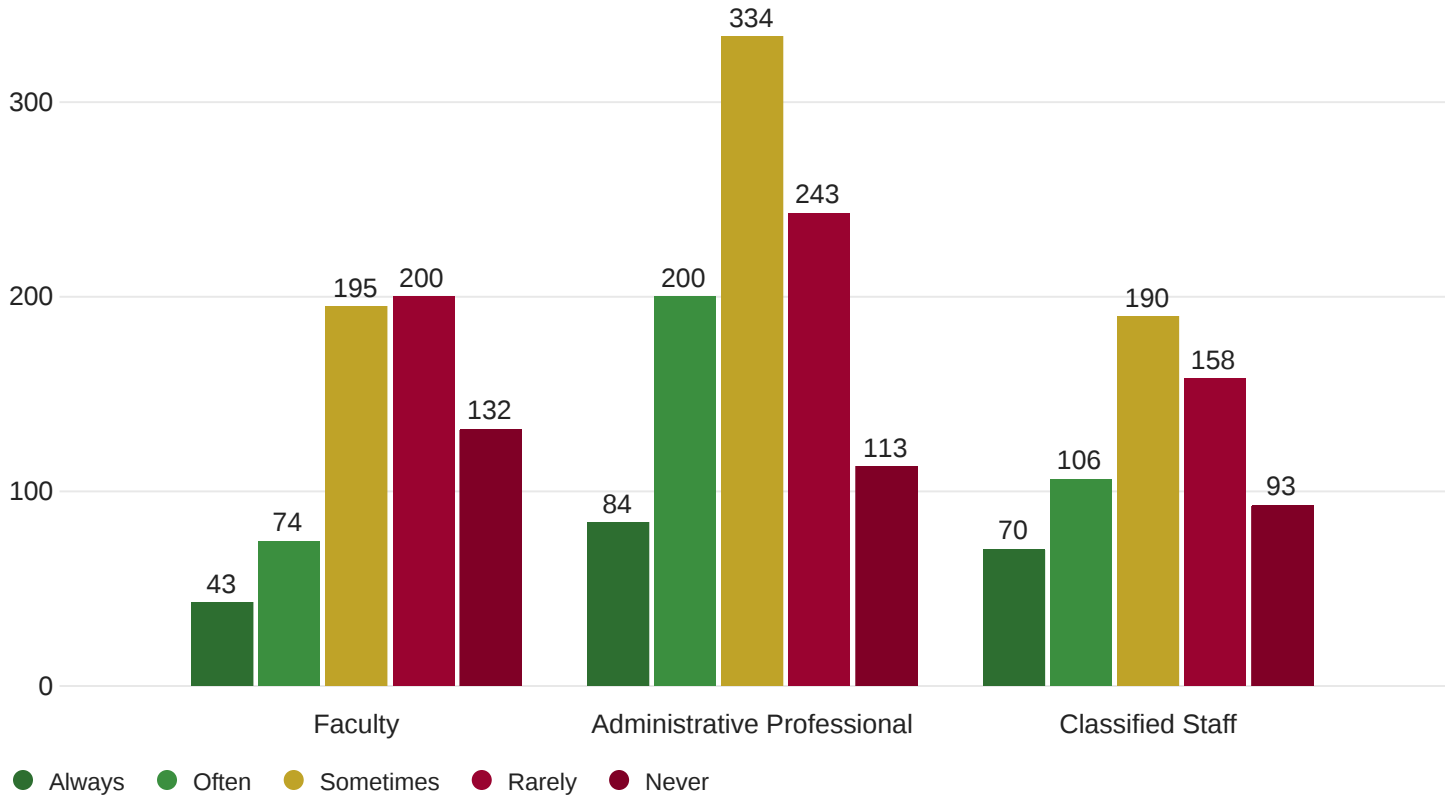
I am encouraged to improve work processes to benefit students and other university constituents or colleagues.



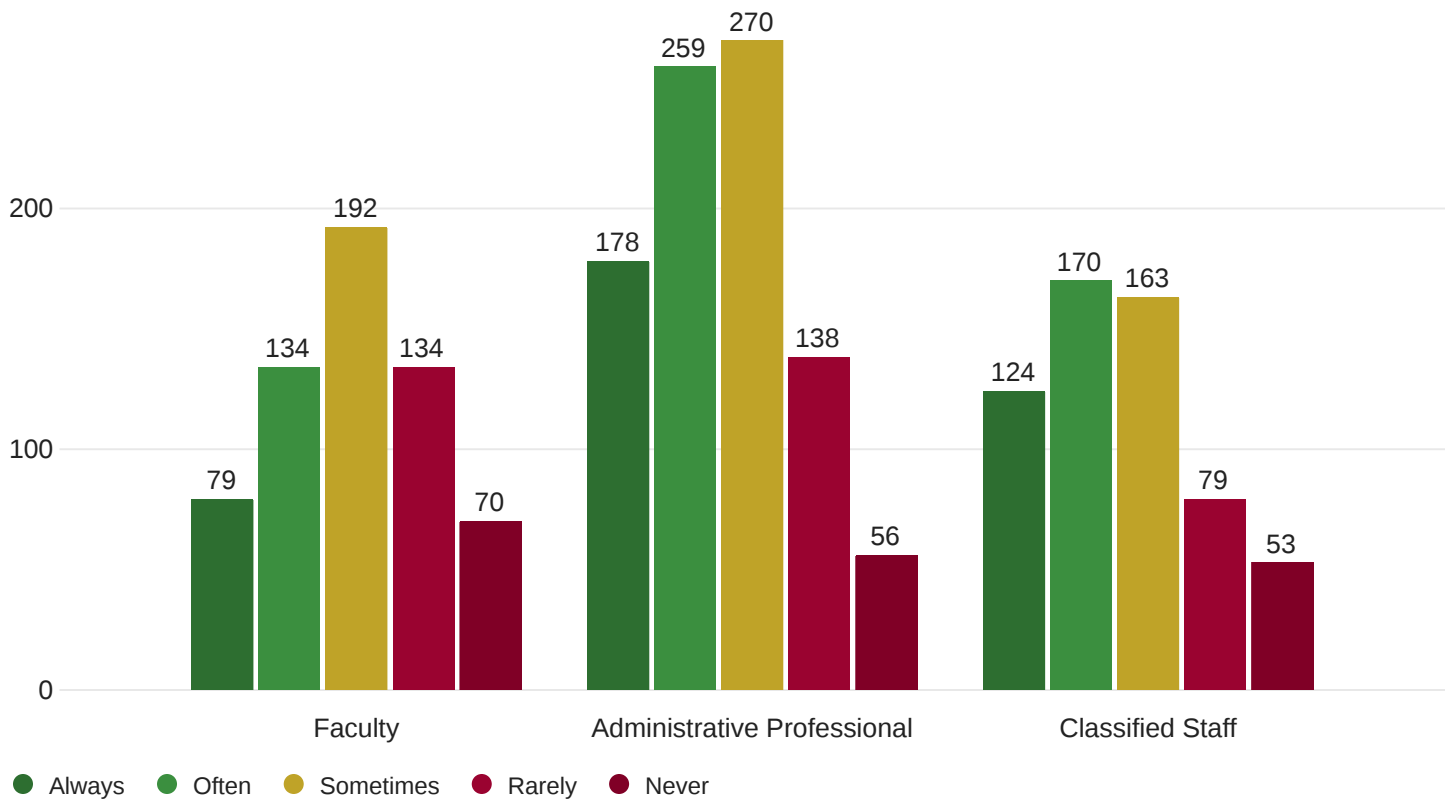
## My Experience at WSU: System Leadership



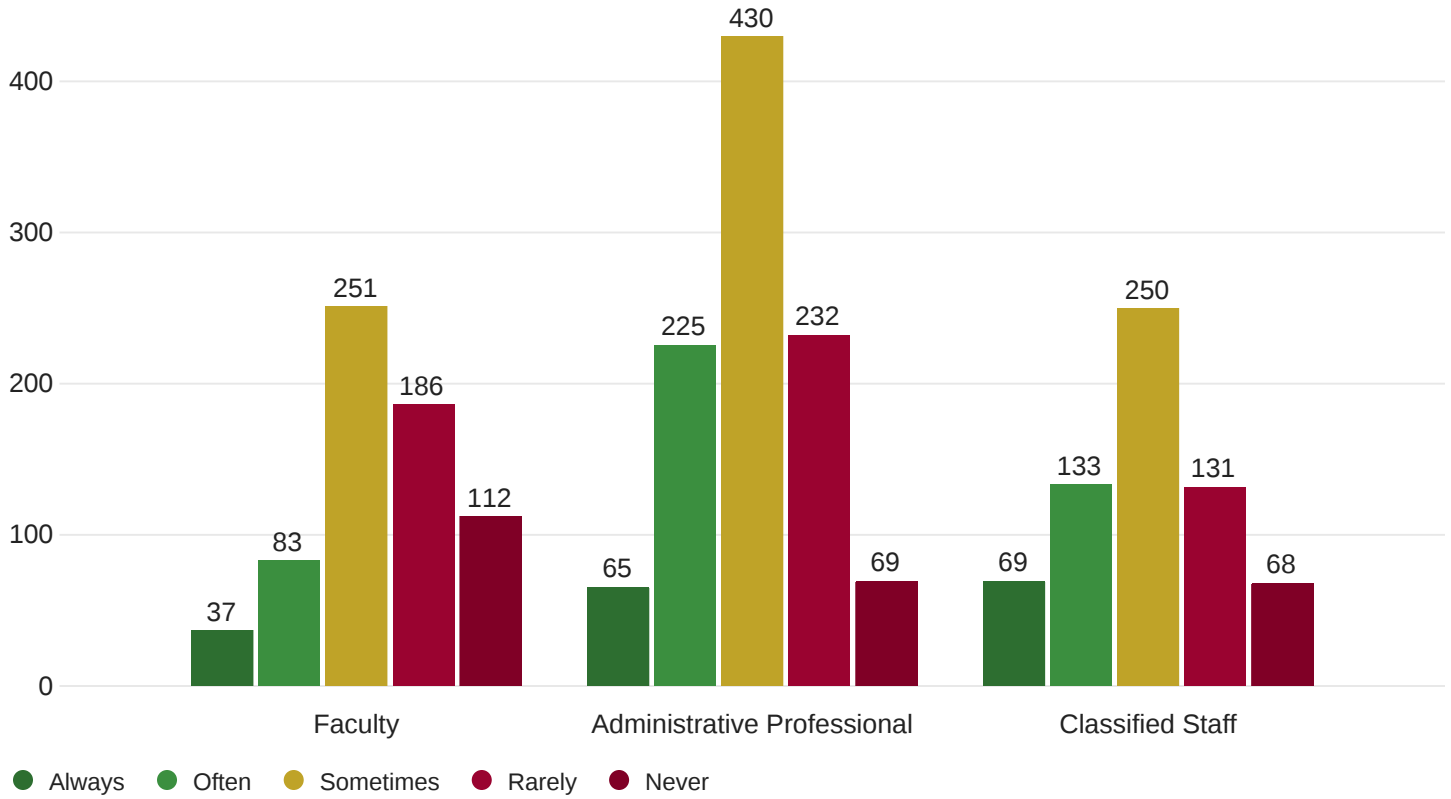
I feel heard by WSU system leadership.



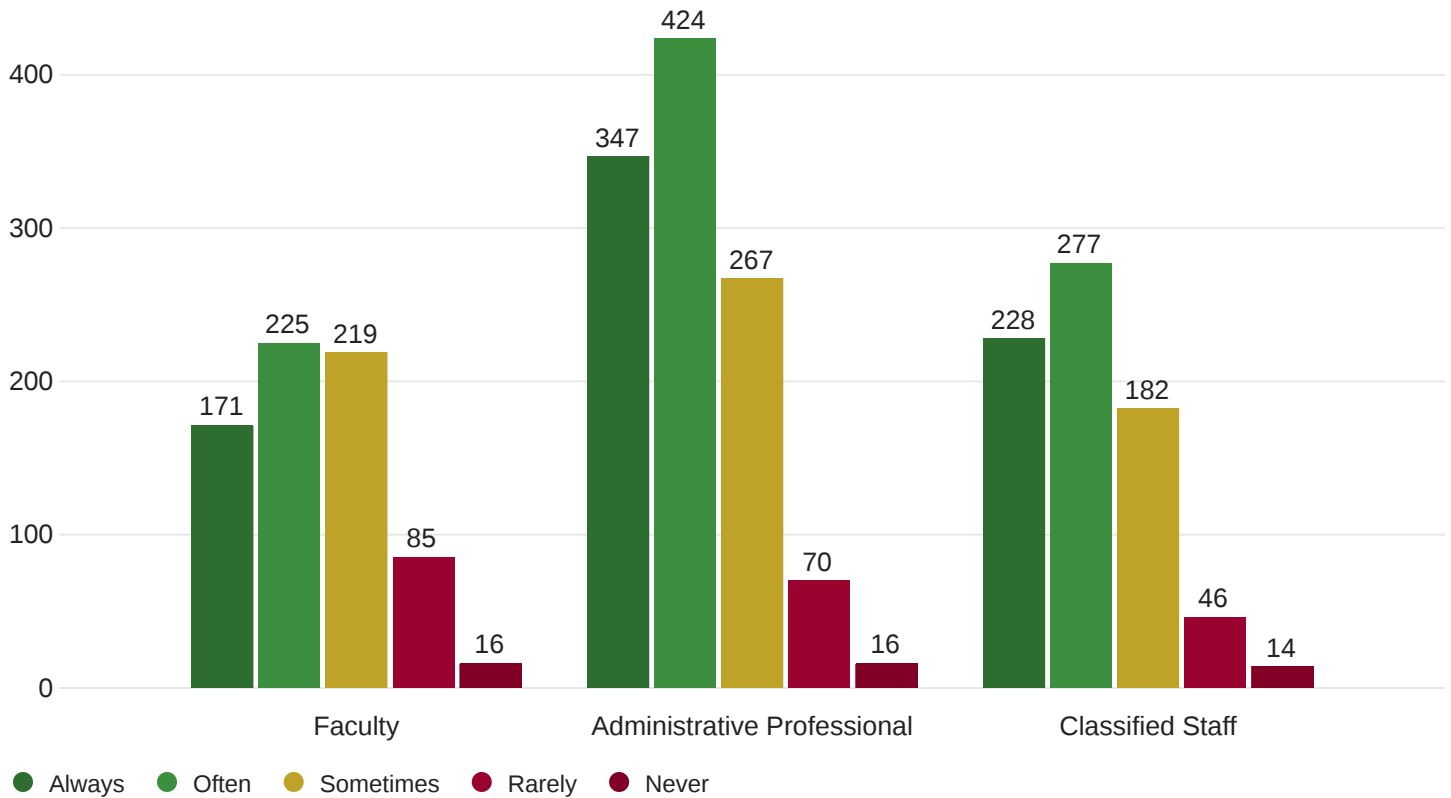
I am treated equitably by WSU system leadership.



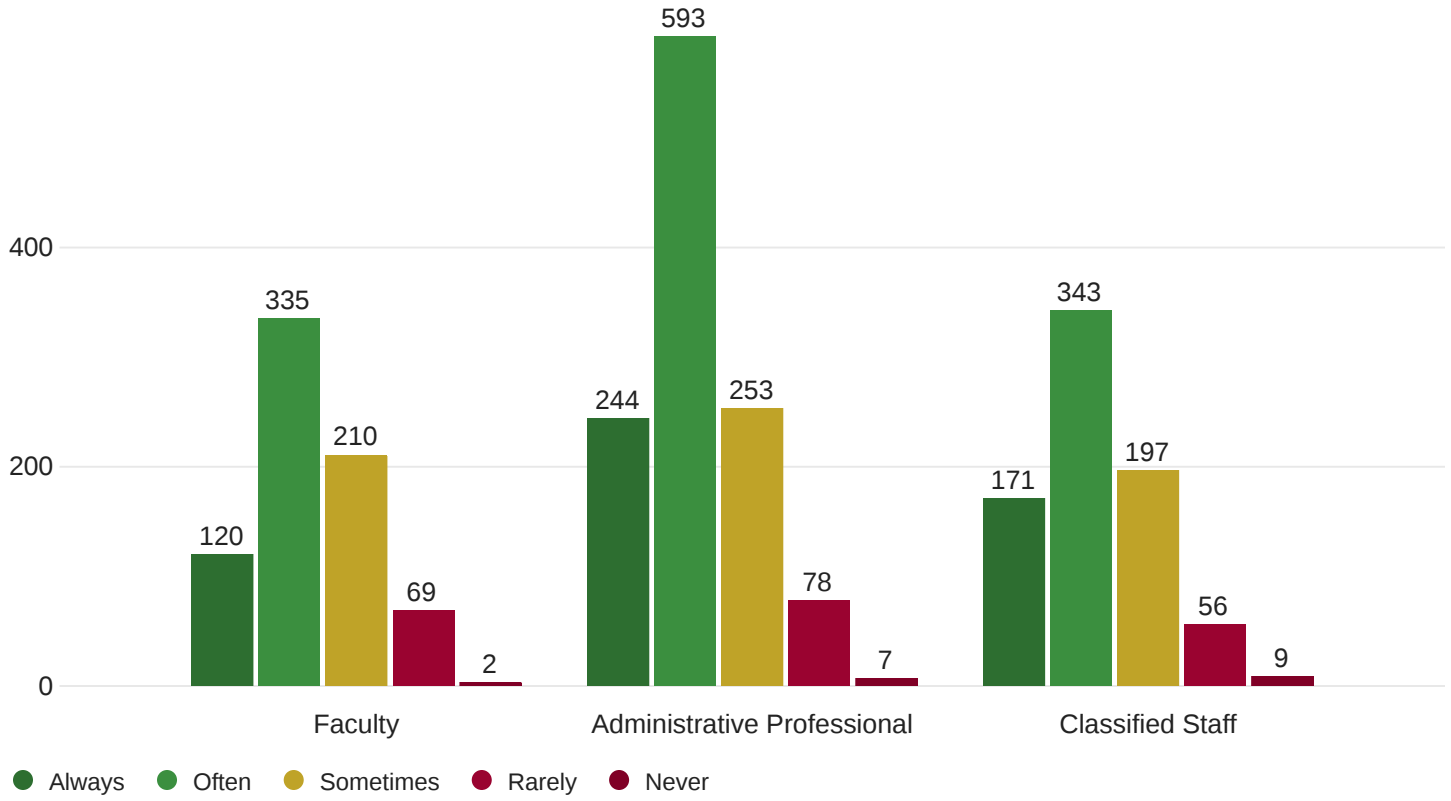
Decision making by WSU system leadership is transparent.



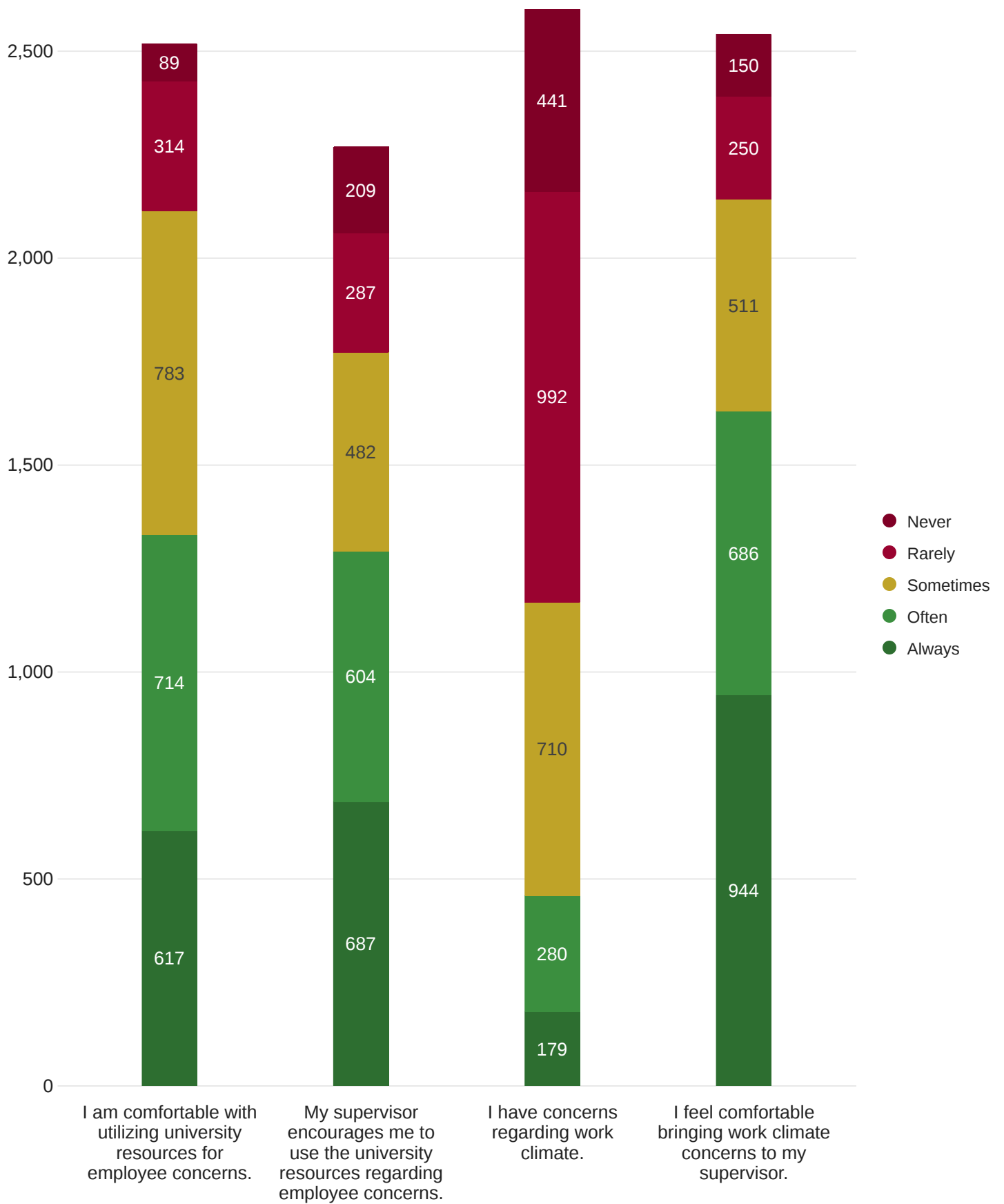
I enjoy being part of the WSU system.



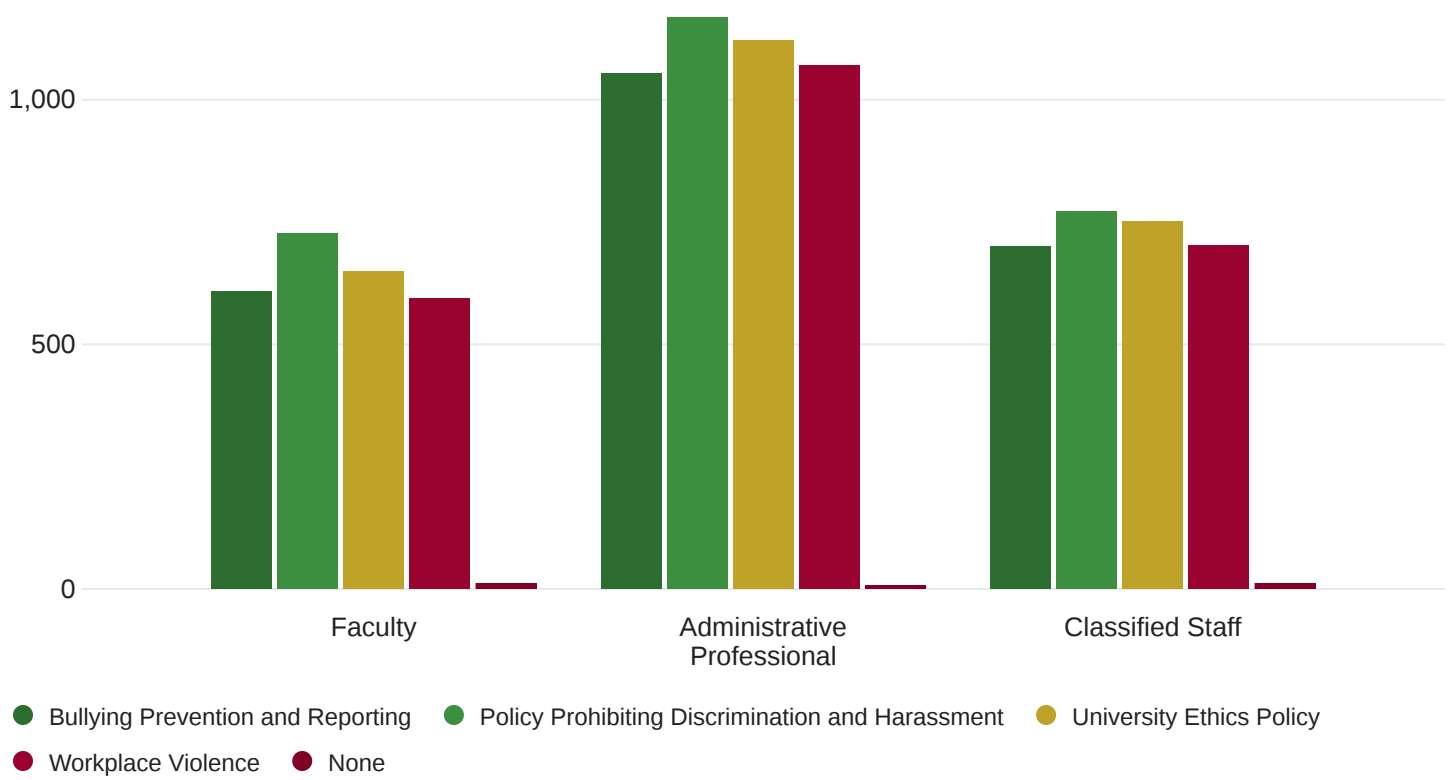
Overall, I am satisfied at work.



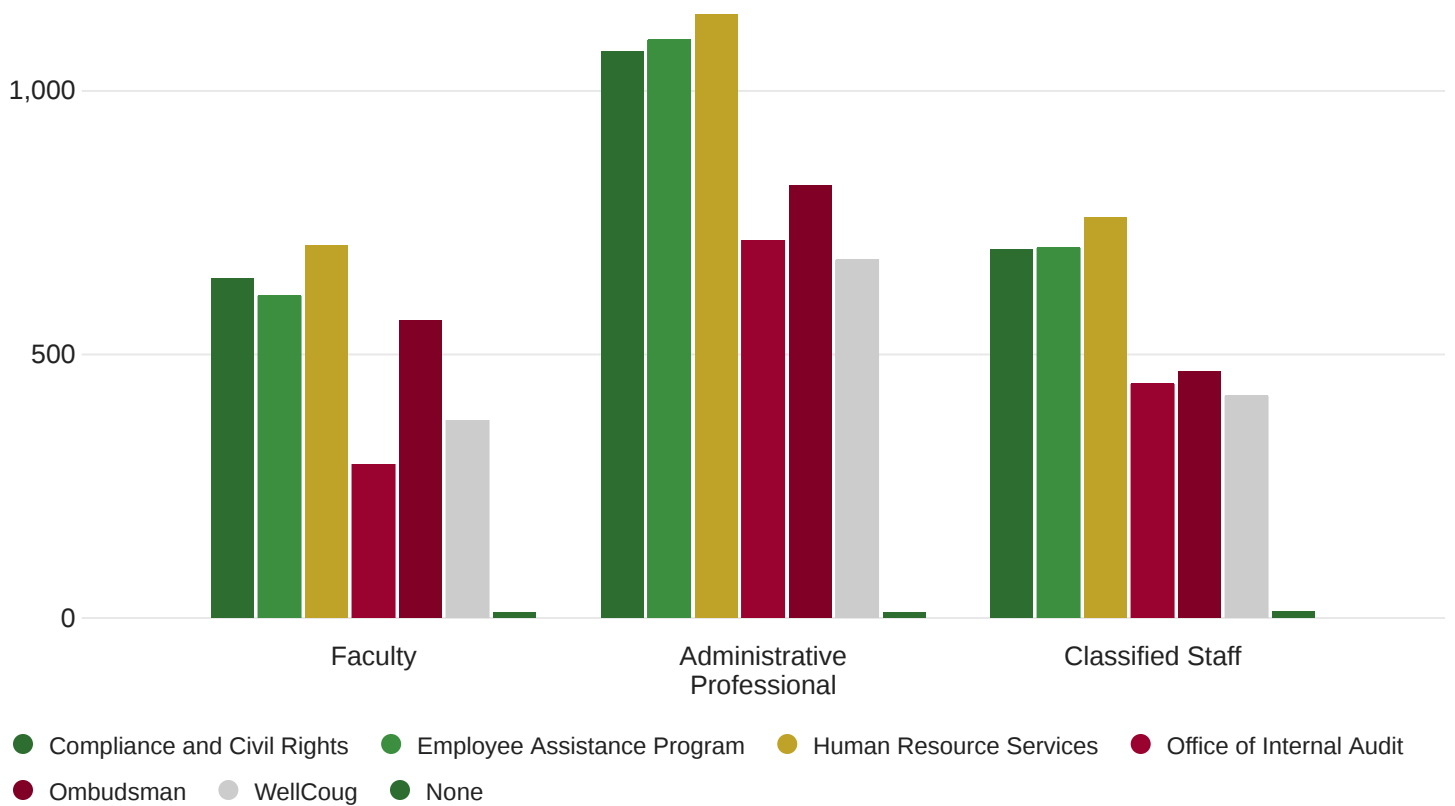
## WSU Resources



I am aware of the following WSU policies.

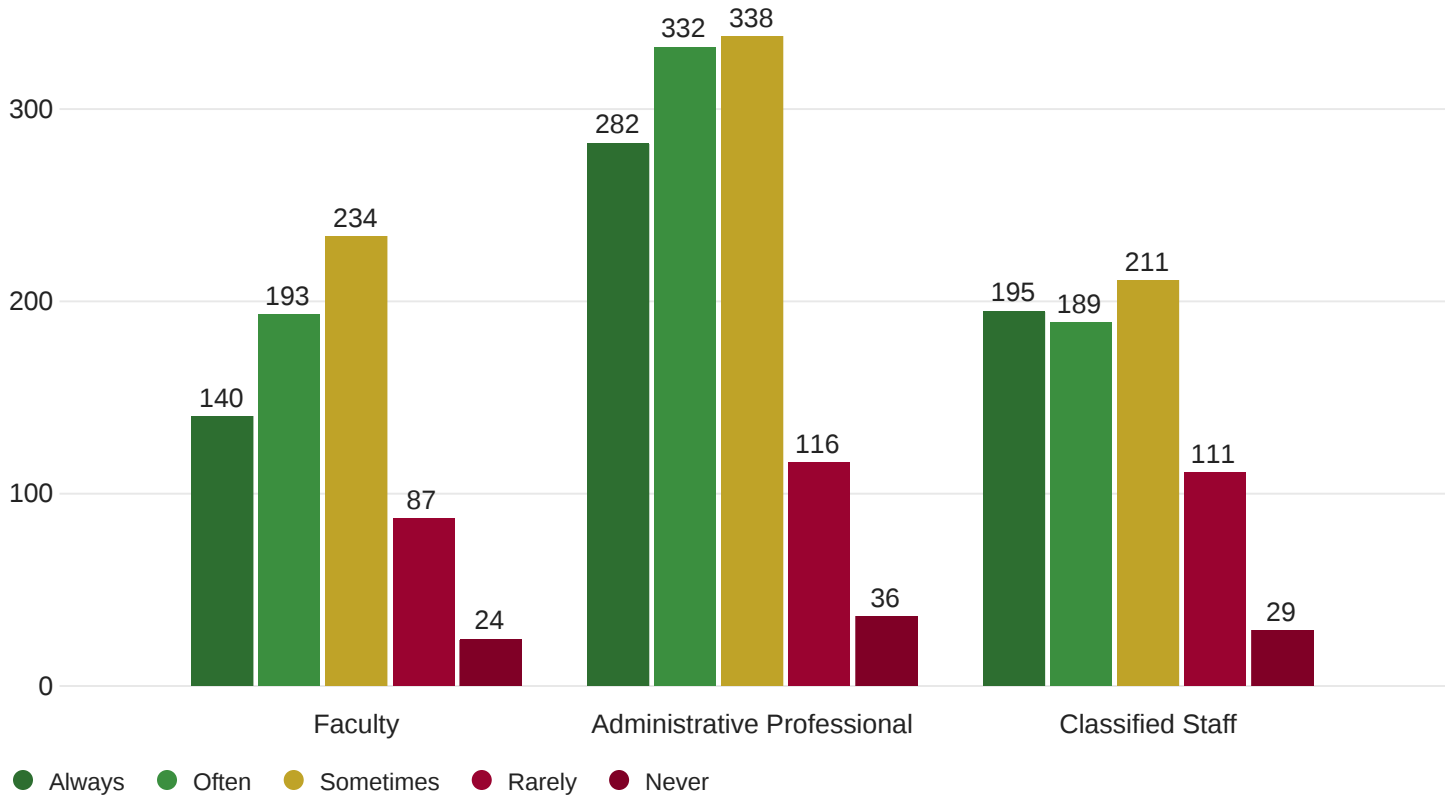


I am aware of the following resources available to employees.

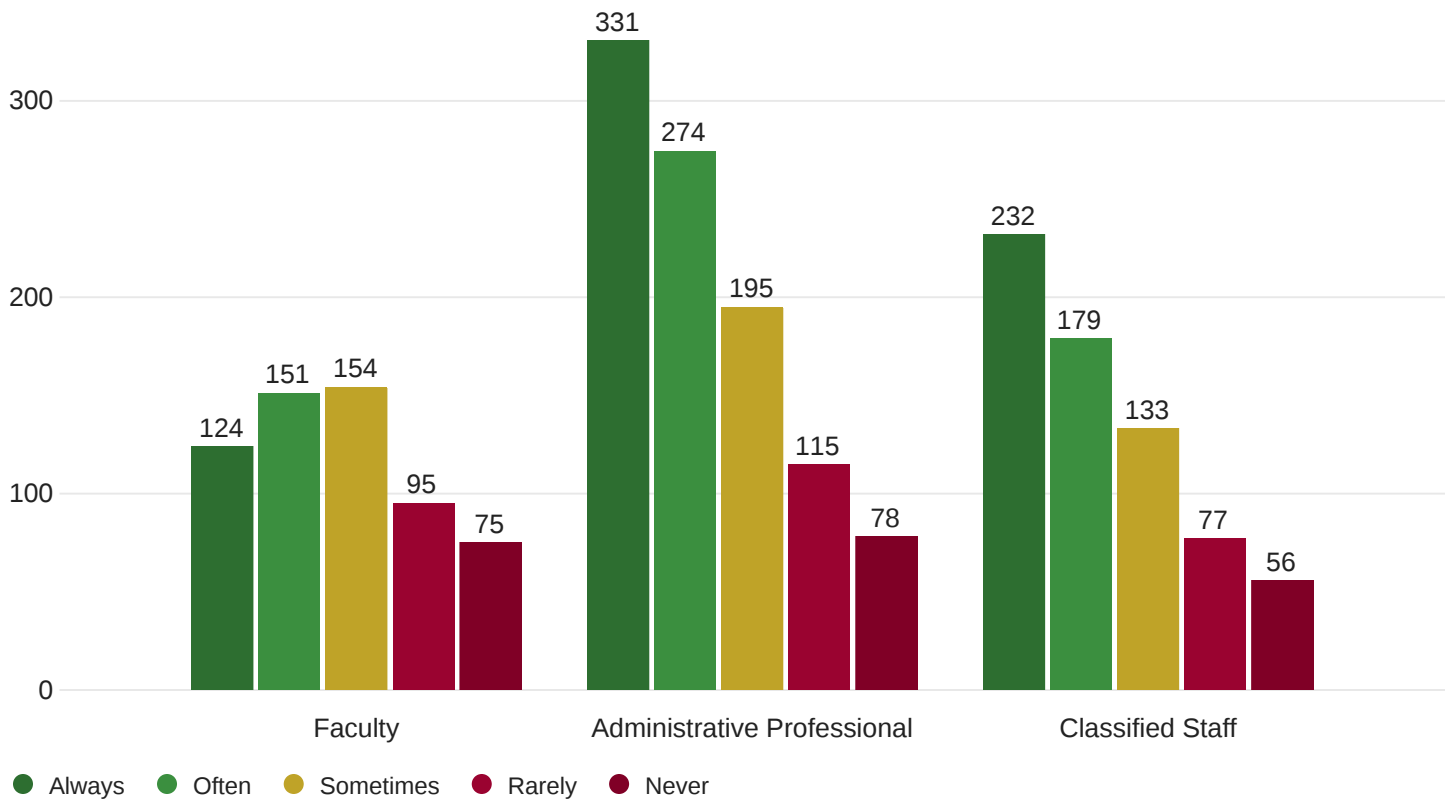




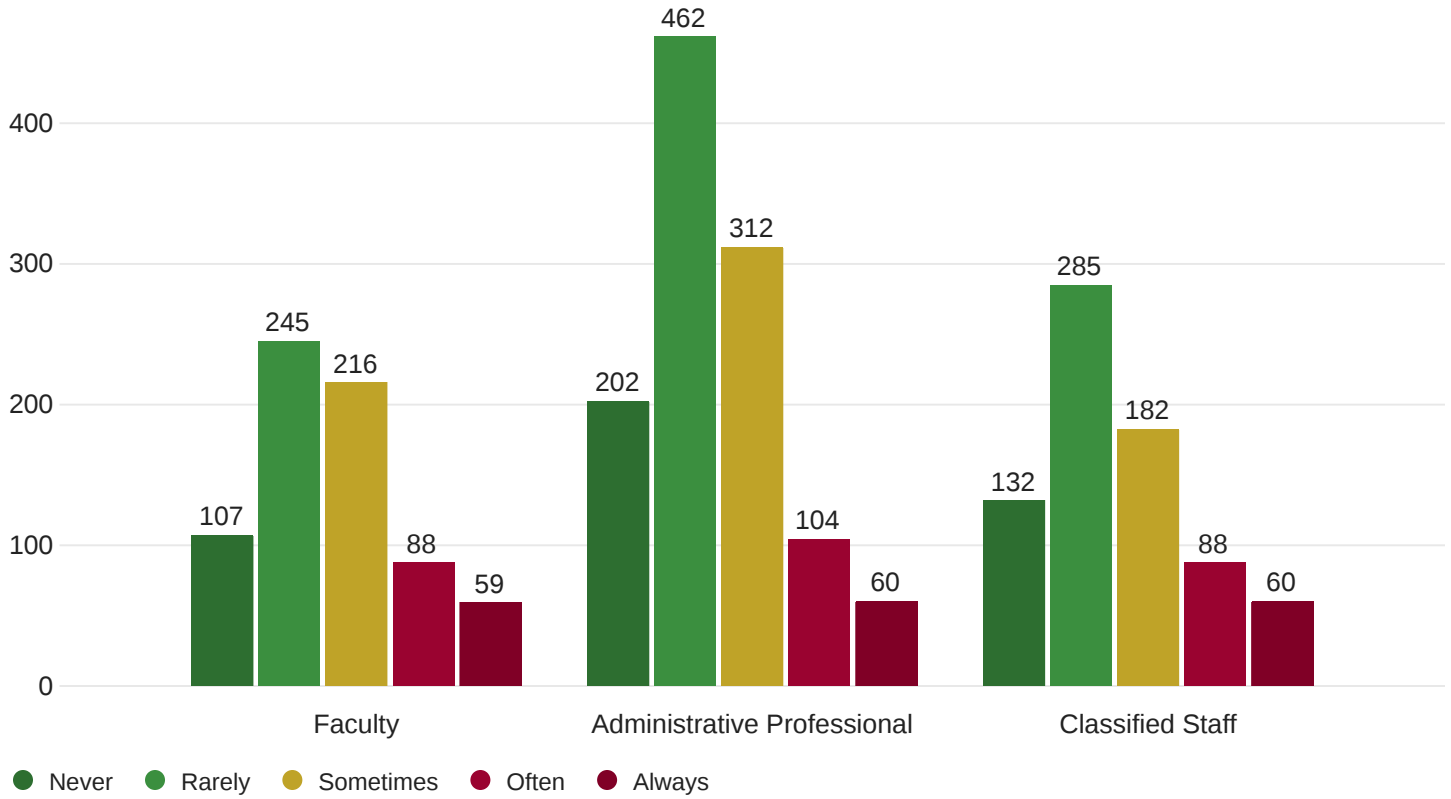
I am comfortable with utilizing university resources for employee concerns.



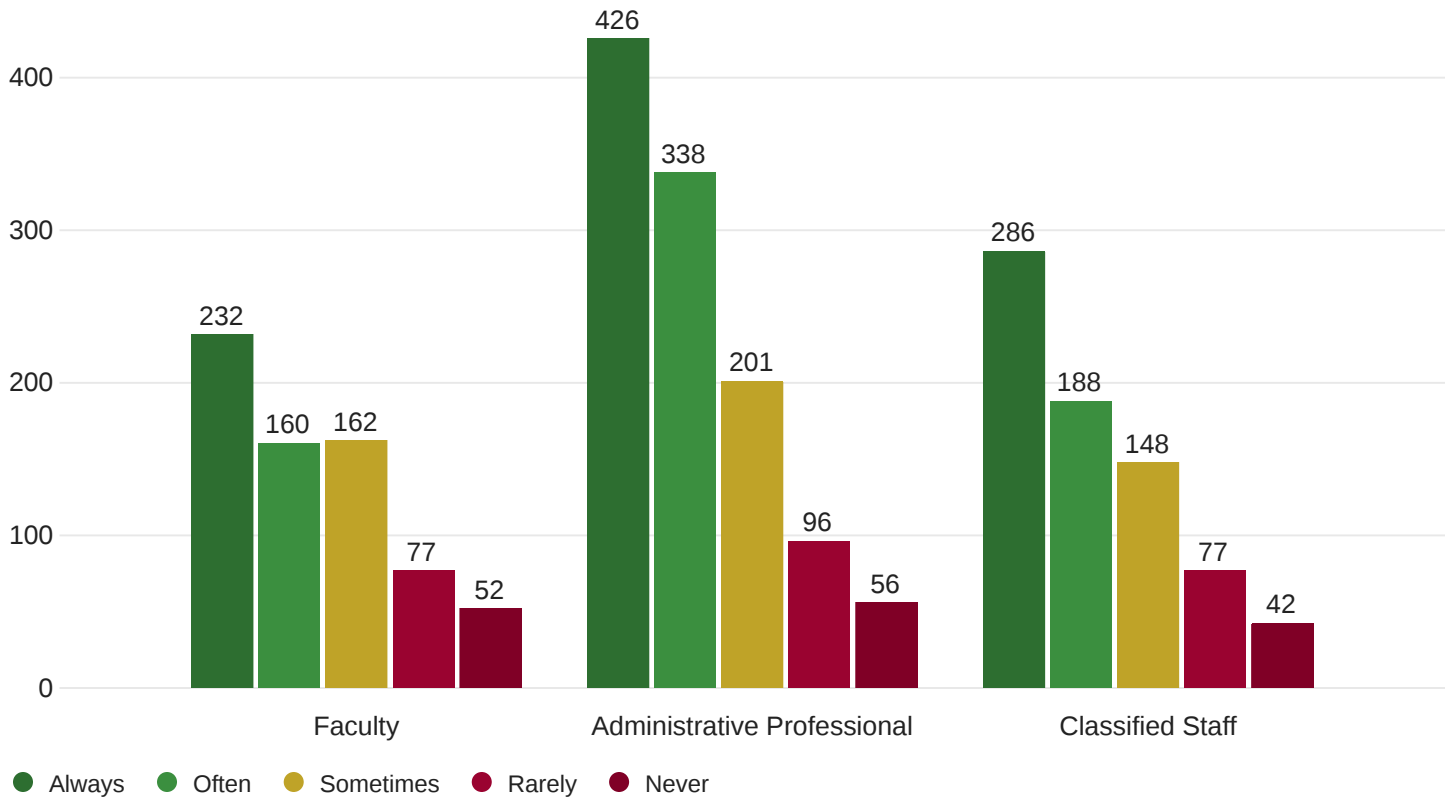
My supervisor encourages me to use the university resources regarding employee concerns.



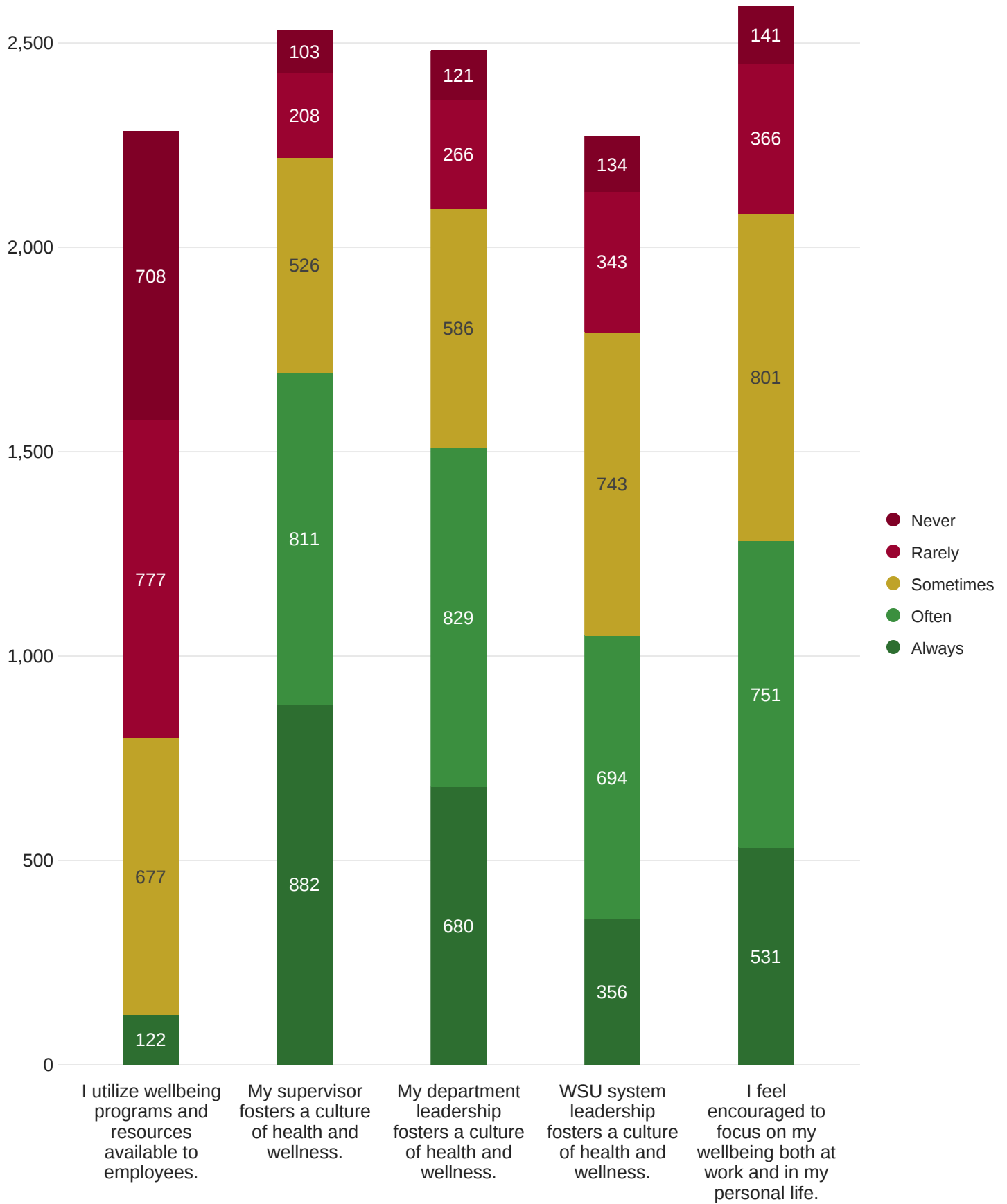
I have concerns regarding work climate.



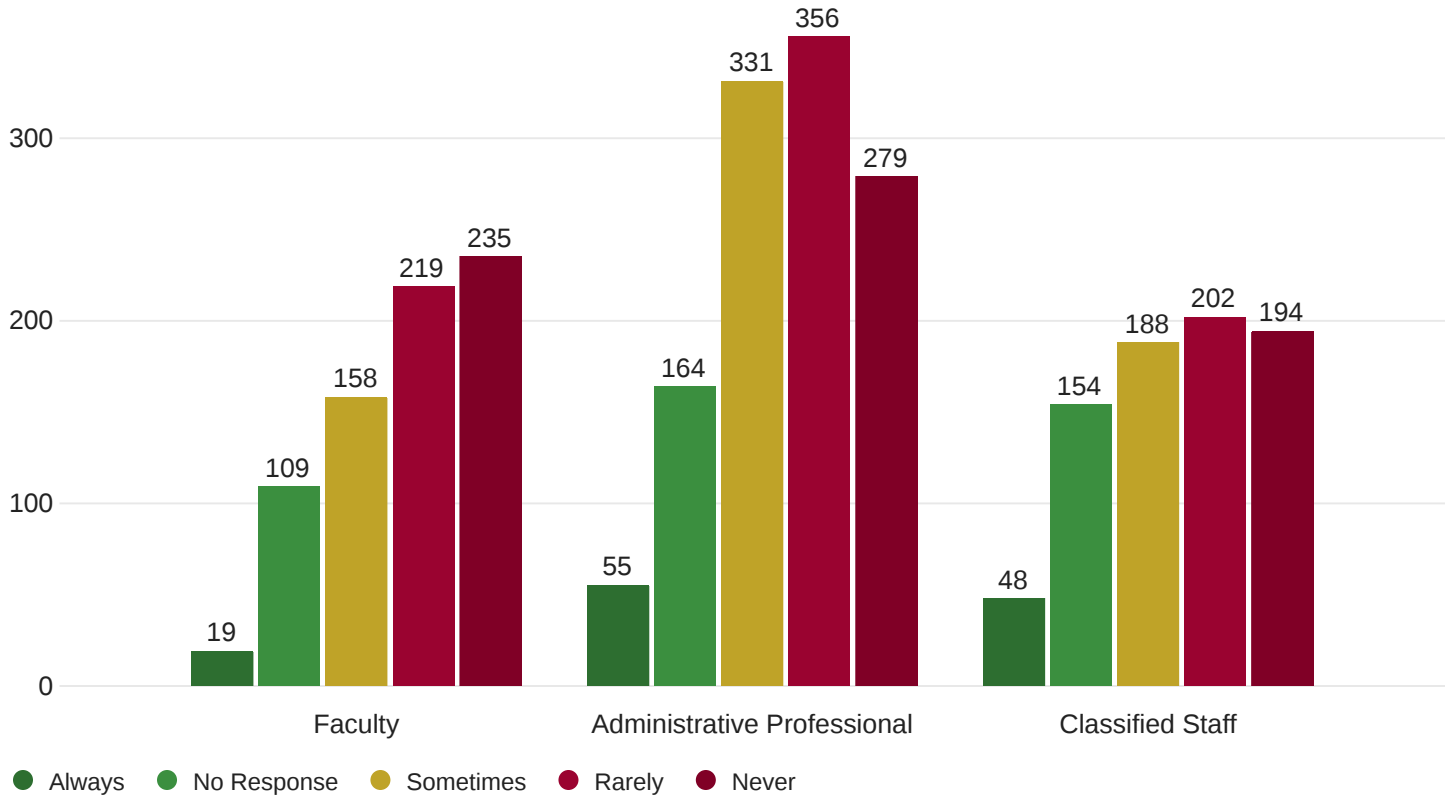
I feel comfortable bringing work climate concerns to my supervisor.



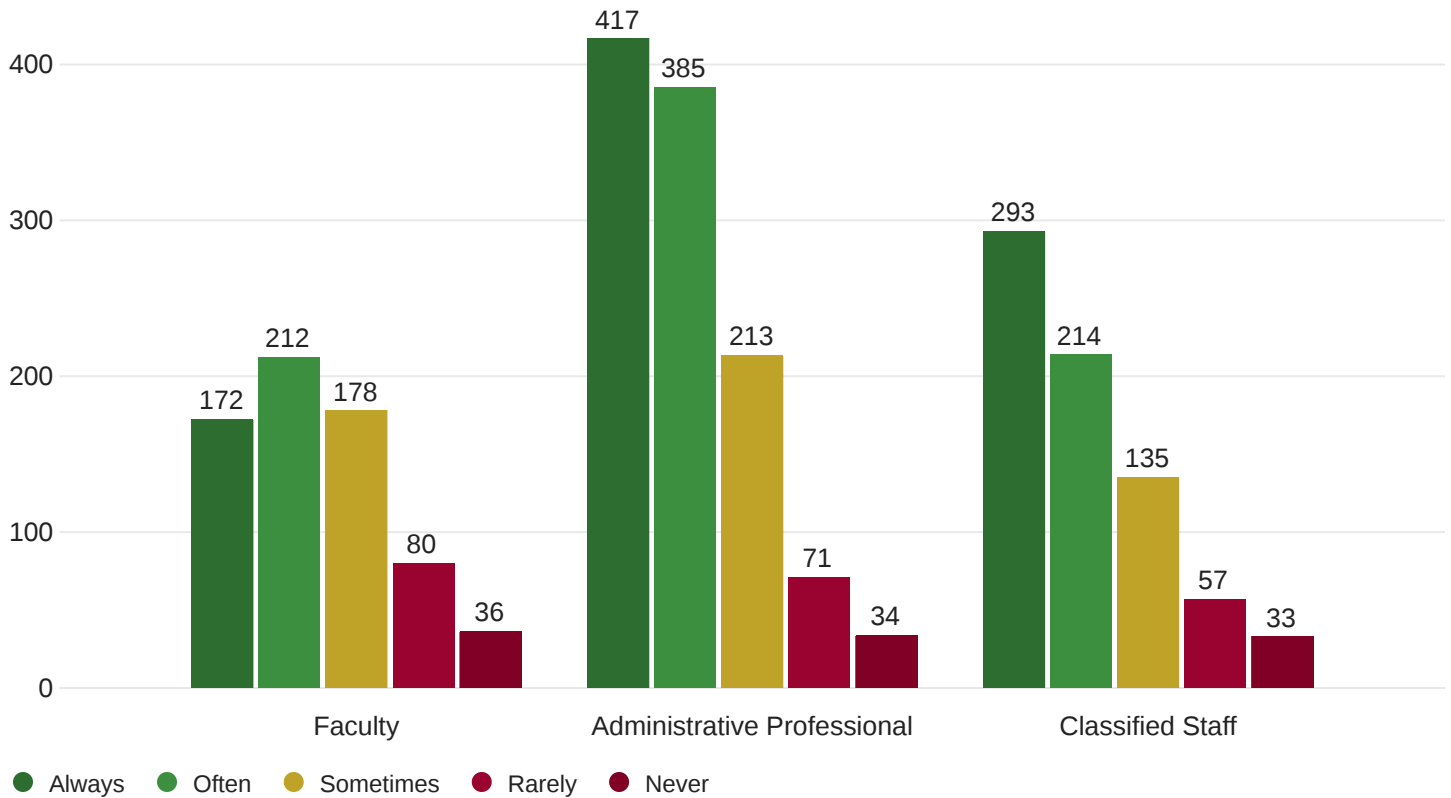
## WSU Wellbeing



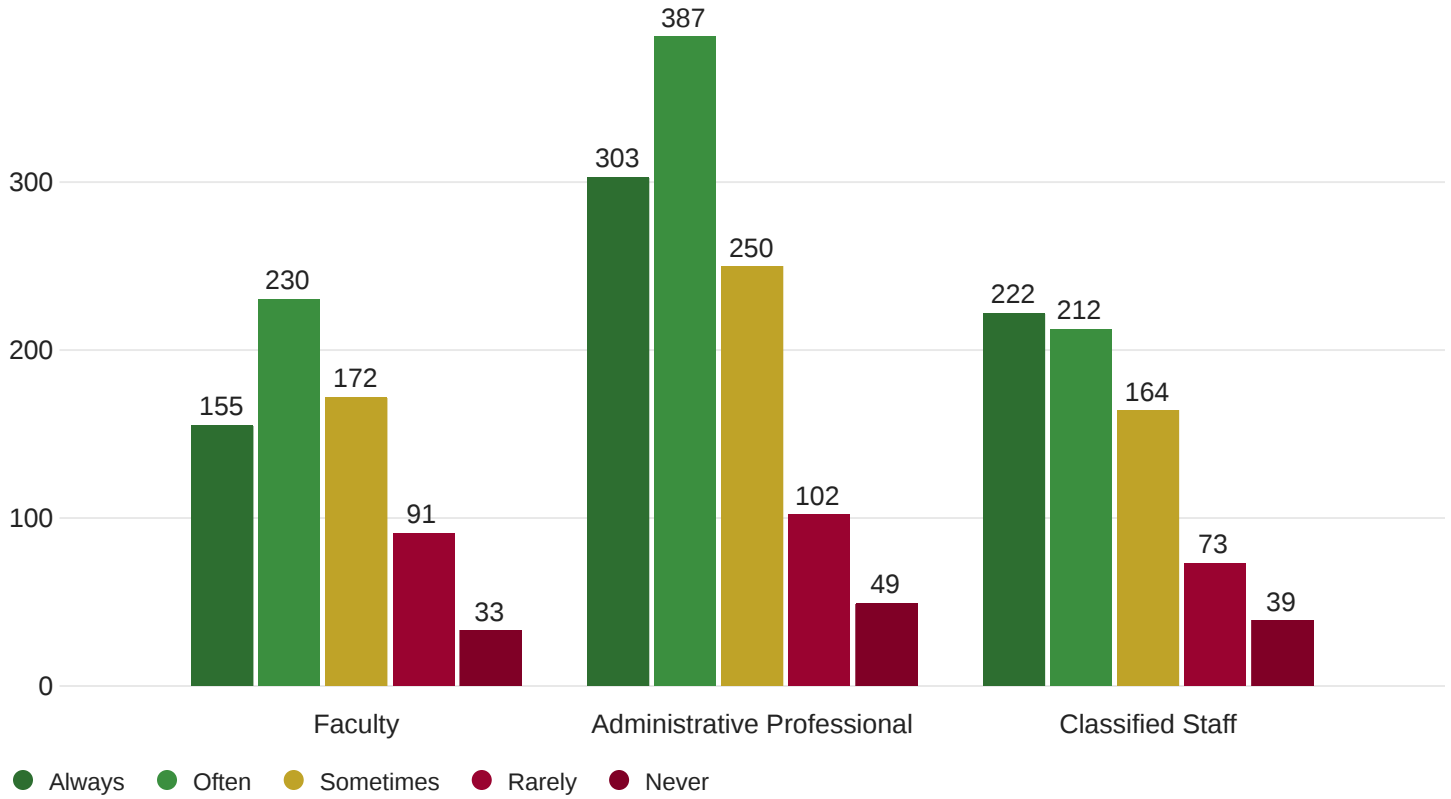
I utilize wellbeing programs and resources available to employees.



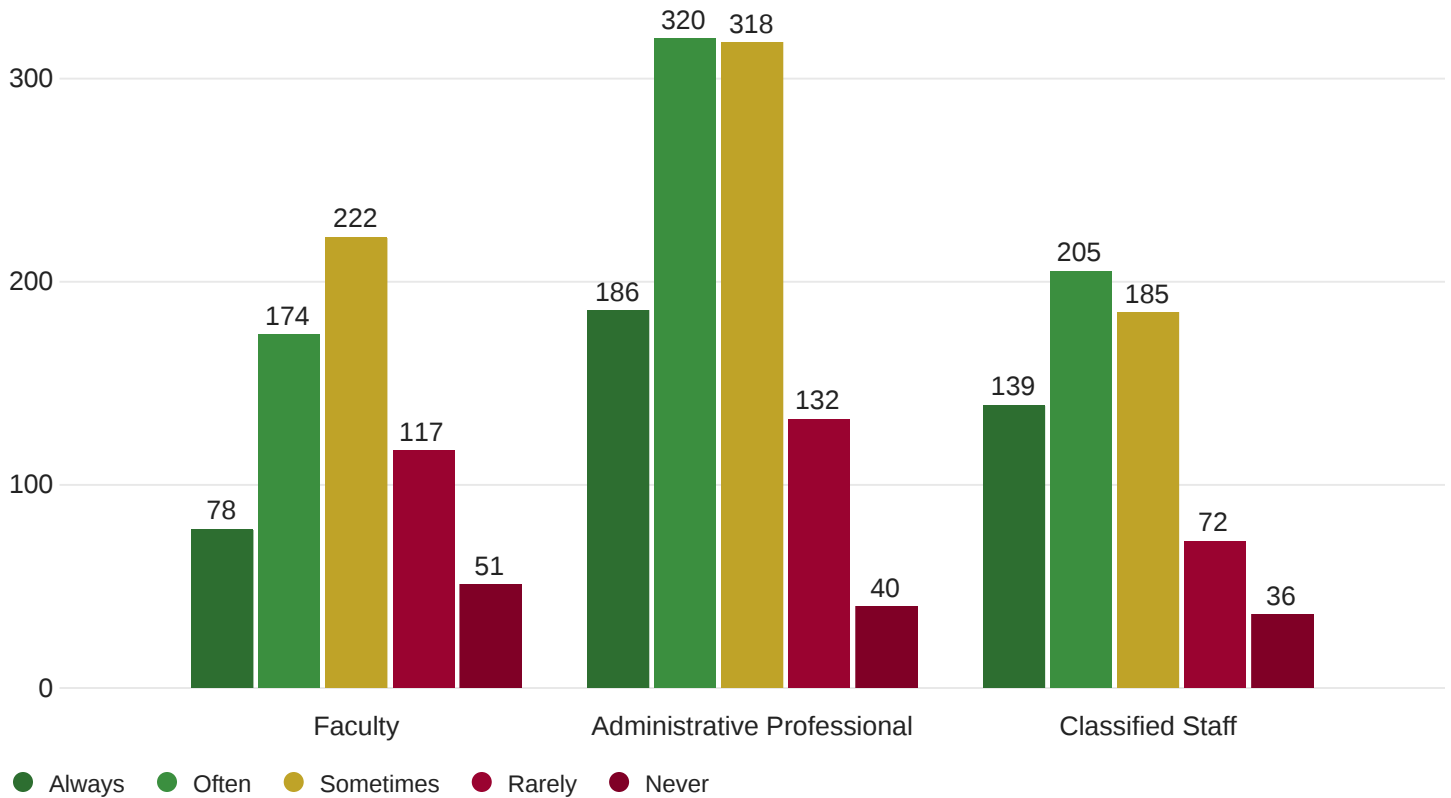
My supervisor fosters a culture of health and wellness.



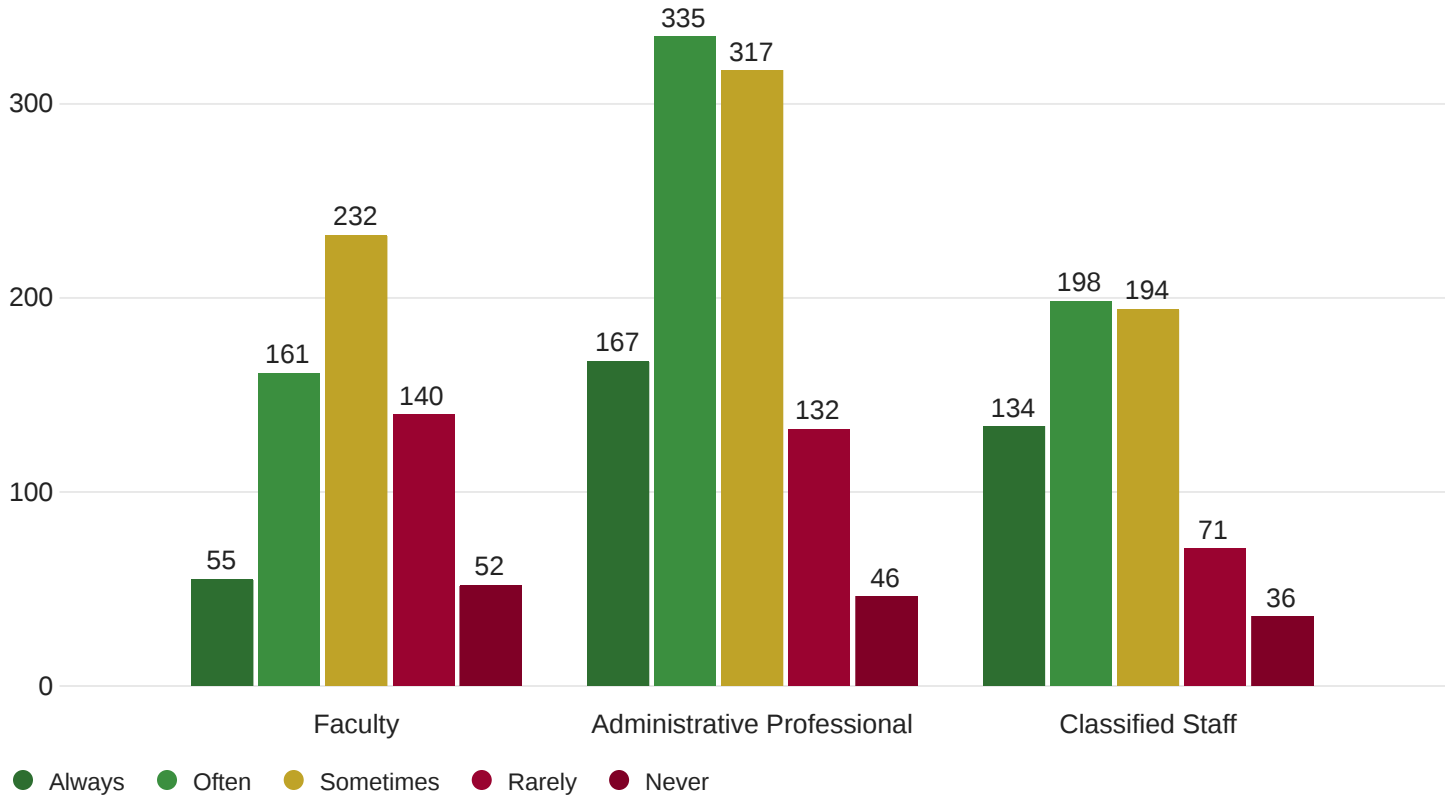
My department leadership fosters a culture of health and wellness.



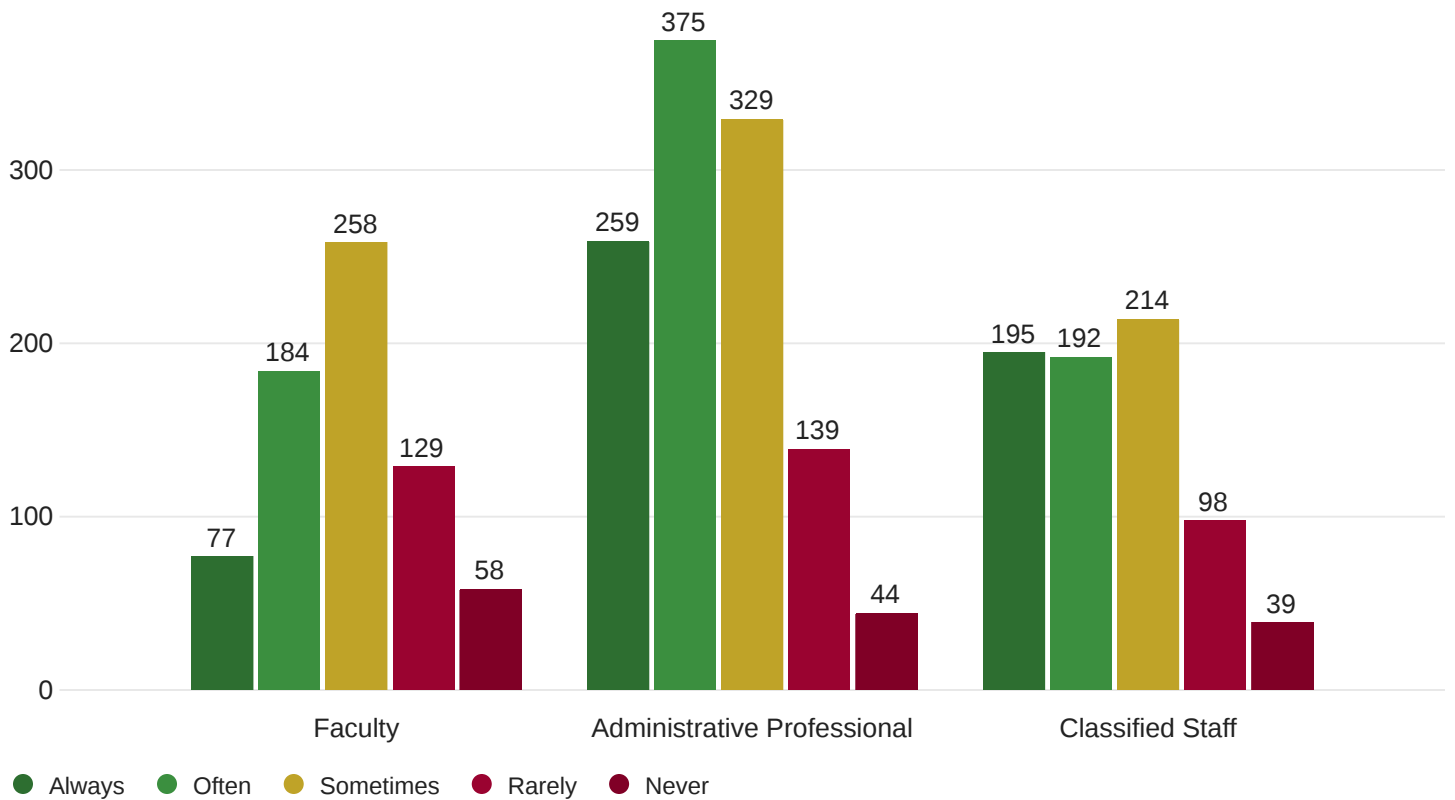
My campus leadership fosters a culture of health and wellness.



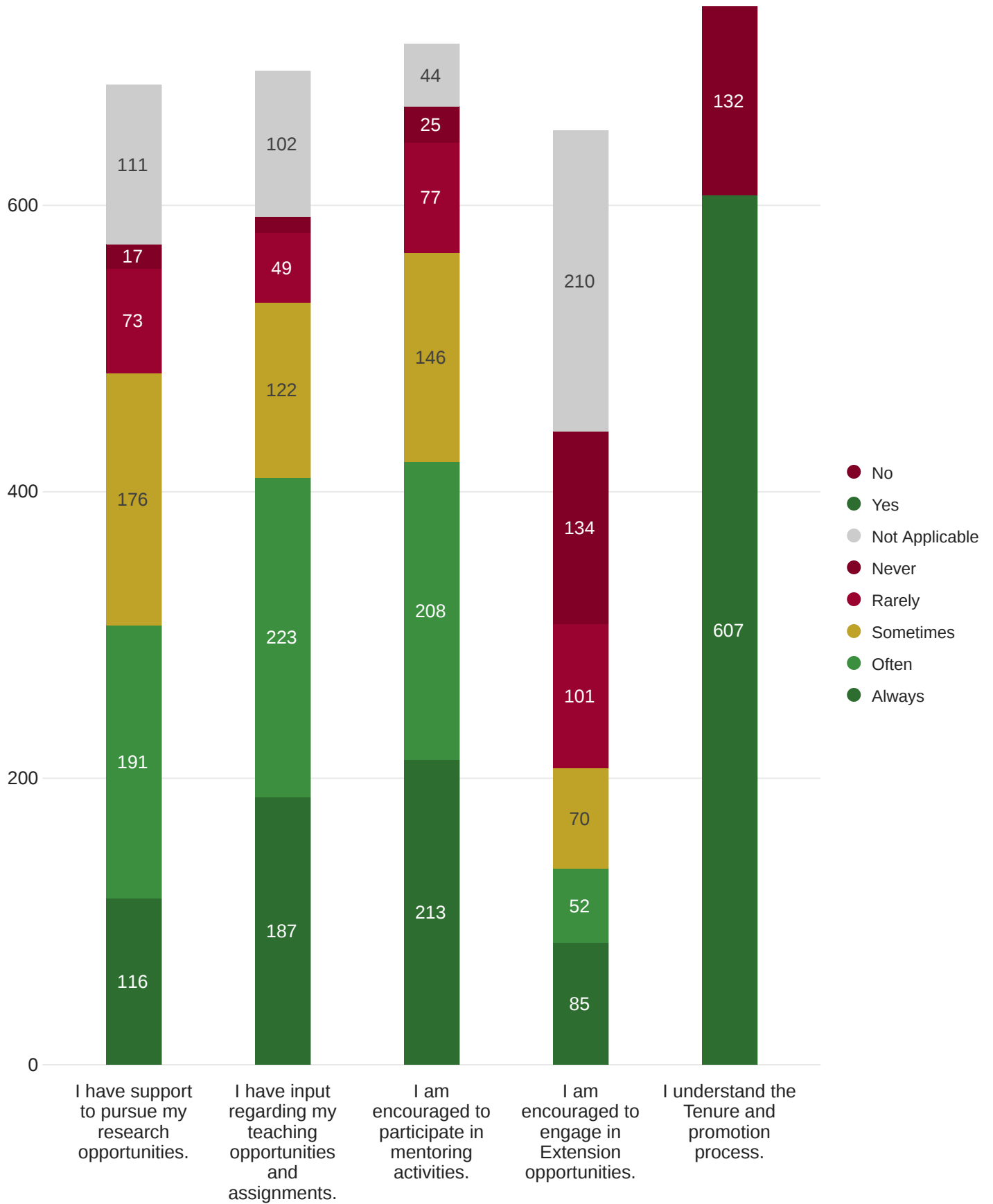
WSU system leadership fosters a culture of health and wellness.



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



## Faculty Feedback



### Open Text Wordcloud

