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 Coug 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.
  - Never: 278
  - Rarely: 81
  - Sometimes: 171
  - Often: 510
  - Always: 377

- I receive the information I need to perform my job.
  - Never: 1,099
  - Rarely: 1,346
  - Sometimes: 1,175
  - Often: 1,148
  - Always: 950

- I have the resources to do my job effectively.
  - Never: 1,412
  - Rarely: 899
  - Sometimes: 727
  - Often: 1,076
  - Always: 1,344

- I have the technology I need to do my job efficiently.
  - Never: 1,412
  - Rarely: 899
  - Sometimes: 727
  - Often: 1,076
  - Always: 1,344

- I have access to system-wide training and development events.
  - Never: 1,412
  - Rarely: 899
  - Sometimes: 727
  - Often: 1,076
  - Always: 1,344

- The multi-campus structure positively impacts my ability to do my job.
  - Never: 1,412
  - Rarely: 899
  - Sometimes: 727
  - Often: 1,076
  - Always: 1,344
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.

<table>
<thead>
<tr>
<th></th>
<th>Always</th>
<th>Often</th>
<th>Sometimes</th>
<th>Rarely</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Faculty</strong></td>
<td>122</td>
<td>289</td>
<td>275</td>
<td>289</td>
<td>275</td>
</tr>
<tr>
<td><strong>Administrative</strong></td>
<td>334</td>
<td>532</td>
<td>291</td>
<td>61</td>
<td>61</td>
</tr>
<tr>
<td><strong>Professional Staff</strong></td>
<td>271</td>
<td>354</td>
<td>168</td>
<td>33</td>
<td>33</td>
</tr>
</tbody>
</table>

I have the training to do my job effectively.

<table>
<thead>
<tr>
<th></th>
<th>Always</th>
<th>Often</th>
<th>Sometimes</th>
<th>Rarely</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Faculty</strong></td>
<td>302</td>
<td>323</td>
<td>385</td>
<td>42</td>
<td>2</td>
</tr>
<tr>
<td><strong>Administrative</strong></td>
<td>244</td>
<td>540</td>
<td>22</td>
<td>8</td>
<td>6</td>
</tr>
<tr>
<td><strong>Professional Staff</strong></td>
<td>267</td>
<td>333</td>
<td>163</td>
<td>52</td>
<td>6</td>
</tr>
</tbody>
</table>
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.

Never: Red
Rarely: Maroon
Sometimes: Orange
Often: Green
Always: Dark Green
I am recognized for doing a good job.

- Faculty:
  - Always: 100
  - Often: 241
  - Sometimes: 243
  - Rarely: 35
  - Never: 136

- Administrative Professional:
  - Always: 259
  - Often: 451
  - Sometimes: 333
  - Rarely: 140
  - Never: 24

- Classified Staff:
  - Always: 181
  - Often: 273
  - Sometimes: 230
  - Rarely: 98
  - Never: 32

My supervisor values me and the work I do.

- Faculty:
  - Always: 287
  - Often: 208
  - Sometimes: 163
  - Rarely: 65
  - Never: 25

- Administrative Professional:
  - Always: 342
  - Often: 393
  - Sometimes: 187
  - Rarely: 56
  - Never: 16

- Classified Staff:
  - Always: 205
  - Often: 143
  - Sometimes: 47
  - Rarely: 22
  - Never: 22
My department leadership values me and the work I do.

- **Faculty**
  - Always: 249
  - Often: 231
  - Sometimes: 157
  - Rarely: 68
  - Never: 28

- **Administrative Professional**
  - Always: 432
  - Often: 363
  - Sometimes: 263
  - Rarely: 101
  - Never: 33

- **Classified Staff**
  - Always: 222
  - Often: 166
  - Sometimes: 90
  - Rarely: 46

My campus leadership values me and the work I do.

- **Faculty**
  - Always: 96
  - Often: 138
  - Sometimes: 173
  - Rarely: 80
  - Never: 162

- **Administrative Professional**
  - Always: 205
  - Often: 322
  - Sometimes: 235
  - Rarely: 118
  - Never: 217

- **Classified Staff**
  - Always: 96
  - Often: 138
  - Sometimes: 190
  - Rarely: 147
  - Never: 97
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: 897 (Never), 768 (Rarely), 835 (Sometimes), 745 (Often), 771 (Always)
- I am given opportunities to be innovative or creative: 897 (Never), 768 (Rarely), 835 (Sometimes), 745 (Often), 771 (Always)
- I am encouraged to come up with better ways of doing things: 639 (Never), 713 (Rarely), 648 (Sometimes), 653 (Often), 712 (Always)
- I am encouraged to provide input on decisions impacting my work: 1,029 (Never), 968 (Rarely), 904 (Sometimes), 992 (Often), 887 (Always)
- I am encouraged to develop myself professionally: 172 (Never), 243 (Rarely), 297 (Sometimes), 301 (Often), 283 (Always)
I am encouraged to develop myself professionally.

- Faculty: Always 201, Often 261, Sometimes 76, Rarely 21, Never 192
- Administrative Professional: Always 368, Often 393, Sometimes 296, Rarely 108, Never 99
- Classified Staff: Always 202, Often 233, Sometimes 224, Rarely 99, Never 44

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

- Faculty: Always 142, Often 218, Sometimes 93, Rarely 33, Never 19
- Administrative Professional: Always 259, Often 451, Sometimes 104, Rarely 104, Never 35
- Classified Staff: Always 225, Often 176, Sometimes 104, Rarely 104, Never 35
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.

- Faculty: 225 Always, 266 Often, 205 Sometimes, 47 Rarely, 13 Never
- Administrative Professional: 449 Always, 477 Often, 223 Sometimes, 54 Rarely, 8 Never
- Classified Staff: 223 Always, 286 Often, 211 Sometimes, 71 Rarely, 21 Never
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.

- Never
- Rarely
- Sometimes
- Often
- Always
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. (0-2,500)
- My supervisor encourages a positive work climate. (0-2,500)
- My supervisor promotes open communication and feedback. (0-2,500)
- My supervisor treats me with dignity and respect. (0-2,500)
- My supervisor treats me equitably. (0-2,500)
- I feel heard by my supervisor. (0-2,500)
- Decision making by my supervisor is transparent. (0-2,500)
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: 198
  - Often: 237
  - Sometimes: 163
  - Rarely: 92
  - Never: 46

- **Administrative Professional**
  - Always: 417
  - Often: 422
  - Sometimes: 226
  - Rarely: 90
  - Never: 33

- **Classified Staff**
  - Always: 286
  - Often: 254
  - Sometimes: 142
  - Rarely: 73
  - Never: 37
My Experience in My Department

- Clear reporting structures are established within my department.
- I receive transparent information about changes being made.
- 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...
- My department leadership treats faculty across campuses...
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.

- Faculty:
  - Always: 233
  - Often: 273
  - Sometimes: 144
  - Rarely: 68
  - Never: 21

- Administrative Professional:
  - Always: 529
  - Often: 440
  - Sometimes: 156
  - Rarely: 42
  - Never: 20

- Classified Staff:
  - Always: 314
  - Often: 273
  - Sometimes: 138
  - Rarely: 40
  - Never: 19

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

- Faculty:
  - Always: 269
  - Often: 208
  - Sometimes: 82
  - Rarely: 35
  - Never: 0

- Administrative Professional:
  - Always: 391
  - Often: 352
  - Sometimes: 143
  - Rarely: 53
  - Never: 0

- Classified Staff:
  - Always: 224
  - Often: 206
  - Sometimes: 114
  - Rarely: 68
  - Never: 0
My department demonstrates support for a diverse workforce.

<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>312</td>
<td>235</td>
<td>124</td>
<td>32</td>
<td>13</td>
</tr>
<tr>
<td>Administrative Professional</td>
<td>574</td>
<td>353</td>
<td>156</td>
<td>48</td>
<td>17</td>
</tr>
<tr>
<td>Classified Staff</td>
<td>347</td>
<td>245</td>
<td>124</td>
<td>34</td>
<td>12</td>
</tr>
</tbody>
</table>

I enjoy being part of my department.

<table>
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<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>273</td>
<td>267</td>
<td>146</td>
<td>40</td>
<td>12</td>
</tr>
<tr>
<td>Administrative Professional</td>
<td>506</td>
<td>456</td>
<td>179</td>
<td>44</td>
<td>10</td>
</tr>
<tr>
<td>Classified Staff</td>
<td>335</td>
<td>268</td>
<td>148</td>
<td>27</td>
<td>13</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**: Land-grant ideals of access to practical education for all graduates, regardless of background, emphasizing a community in which knowledge is shared.

- **Community**: A Cougar Spirit in WSU graduates that emphasizes community - both the community in which we live and the world beyond.

- **Integrity**: Trust and respect for all persons in an environment that cultivates individual and collective integrity.

- **Equity, Diversity, Inclusion, and Belonging**: Promotion of an ethical and socially just society through an intentional effort to create a diverse, inclusive, and welcoming environment.

- **Global Citizenship**: Stewardship of the planet's resources to ensure its vitality, as well as actions focused on social responsibility.

- **Freedom of Expression**: Free exchange of ideas in a constructive and civil environment, including the canons of scholarship and academic freedom.

- **Wellbeing**: Whole-person wellness for all members of the institution and a belief it is WSU’s responsibility to contribute to their health and development.
Wellbeing

- **Faculty**
  - Always: 168
  - Often: 268
  - Sometimes: 172
  - Rarely: 85
  - Never: 18

- **Administrative Professional**
  - Always: 408
  - Often: 362
  - Sometimes: 249
  - Rarely: 85
  - Never: 18

- **Classified Staff**
  - Always: 243
  - Often: 210
  - Sometimes: 161
  - Rarely: 55
  - Never: 17

Legend:
- **Always**
- **Often**
- **Sometimes**
- **Rarely**
- **Never**
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.
My college leadership treats faculty across campuses equitably. (if applicable)

- Always: 149
- Often: 146
- Sometimes: 146
- Rarely: 81
- Never: 28

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

- Always: 164
- Often: 179
- Sometimes: 179
- Rarely: 83
- Never: 42
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.

Bar chart showing responses to these statements.
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: 338 Never, 179 Rarely, 563 Sometimes, 625 Often, 719 Always
- I am treated equitably by WSU system leadership: 197 Never, 380 Rarely, 441 Sometimes, 563 Often, 719 Always
- Decision making by WSU system leadership is transparent: 249 Never, 549 Rarely, 931 Sometimes, 1,271 Often, 2,031 Always
- I enjoy being part of the WSU system: 201 Never, 668 Rarely, 926 Sometimes, 1,469 Often, 2,031 Always
- Overall, I am satisfied at work: 203 Never, 660 Rarely, 1,271 Sometimes, 2,031 Often, 2,500 Always
I feel heard by WSU system leadership.

I am treated equitably by WSU system leadership.
Decision making by WSU system leadership is transparent.

- Faculty:
  - Always: 37
  - Often: 83
  - Sometimes: 251
  - Rarely: 186
  - Never: 112

- Administrative Professional:
  - Always: 65
  - Often: 225
  - Sometimes: 232
  - Rarely: 69
  - Never: 69

- Classified Staff:
  - Always: 250
  - Often: 133
  - Sometimes: 131
  - Rarely: 68
  - Never: 68

I enjoy being part of the WSU system.

- Faculty:
  - Always: 171
  - Often: 225
  - Sometimes: 219
  - Rarely: 85
  - Never: 16

- Administrative Professional:
  - Always: 424
  - Often: 347
  - Sometimes: 267
  - Rarely: 70
  - Never: 16

- Classified Staff:
  - Always: 228
  - Often: 182
  - Sometimes: 46
  - Rarely: 14
  - Never: 0
Overall, I am satisfied at work.
WSU Resources

- **I am comfortable with utilizing university resources for employee concerns.**
  - Never: 89
  - Rarely: 314
  - Sometimes: 783
  - Often: 714
  - Always: 617

- **My supervisor encourages me to use the university resources regarding employee concerns.**
  - Never: 209
  - Rarely: 287
  - Sometimes: 604
  - Often: 687
  - Always: 687

- **I have concerns regarding work climate.**
  - Never: 441
  - Rarely: 992
  - Sometimes: 710
  - Often: 710
  - Always: 944

- **I feel comfortable bringing work climate concerns to my supervisor.**
  - Never: 150
  - Rarely: 511
  - Sometimes: 686
  - Often: 944
  - Always: 250
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.

![Bar chart showing concerns by work category and frequency.]

I feel comfortable bringing work climate concerns to my supervisor.

![Bar chart showing comfort levels by work category and frequency.]
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.

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.
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: 303
- Often: 230
- Sometimes: 172
- Rarely: 91
- Never: 72

Administrative Professional:
- Always: 387
- Often: 303
- Sometimes: 250
- Rarely: 102
- Never: 49

Classified Staff:
- Always: 222
- Often: 212
- Sometimes: 164
- Rarely: 73
- Never: 39

My campus leadership fosters a culture of health and wellness.

Faculty:
- Always: 155
- Often: 230
- Sometimes: 172
- Rarely: 91
- Never: 72

Administrative Professional:
- Always: 320
- Often: 318
- Sometimes: 186
- Rarely: 132
- Never: 40

Classified Staff:
- Always: 205
- Often: 185
- Sometimes: 139
- Rarely: 72
- Never: 36
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

- **I have support to pursue my research opportunities.**
  - No: 117
  - Yes: 176
  - Sometimes: 191
  - Often: 116
  - Always: 0

- **I have input regarding my teaching opportunities and assignments.**
  - No: 49
  - Yes: 223
  - Sometimes: 187
  - Often: 185
  - Always: 0

- **I am encouraged to participate in mentoring activities.**
  - No: 25
  - Yes: 208
  - Sometimes: 213
  - Often: 52
  - Always: 85

- **I am encouraged to engage in Extension opportunities.**
  - No: 77
  - Yes: 134
  - Sometimes: 101
  - Often: 70
  - Always: 0

- **I understand the Tenure and promotion process.**
  - No: 44
  - Yes: 607
  - Sometimes: 132
  - Often: 134
  - Always: 0

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