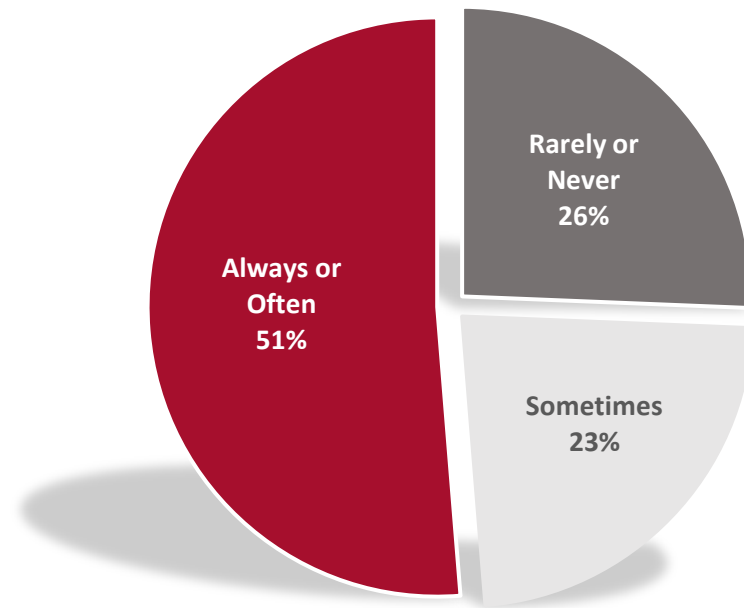


ENGAGEMENT OVERVIEW:

For the 2023 Employee Engagement Survey (EES) there were 42 respondents in 2023 compared to 47 respondents in 2018 who identified their department within Libraries. For 2023, the survey was sent to 61 active employees within Libraries resulting in a 69% response rate. The response average for 70 Likert scaled statements was 3.94 for 2023 compared to 3.95 in 2018 resulting in a slight decrease in the overall response average from 2018. For 2023 40% identified themselves as Civil Services, 10% identified themselves as Administrative Professional, and 50% identified themselves as Faculty.

As explained in the 2023 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 2023 survey, 51% of respondents said they always or often enjoy being part of their College/Area. A breakdown of scoring response averages can be found at the end of this report beginning on page 5.



Enjoy Being Part of Their College/Area

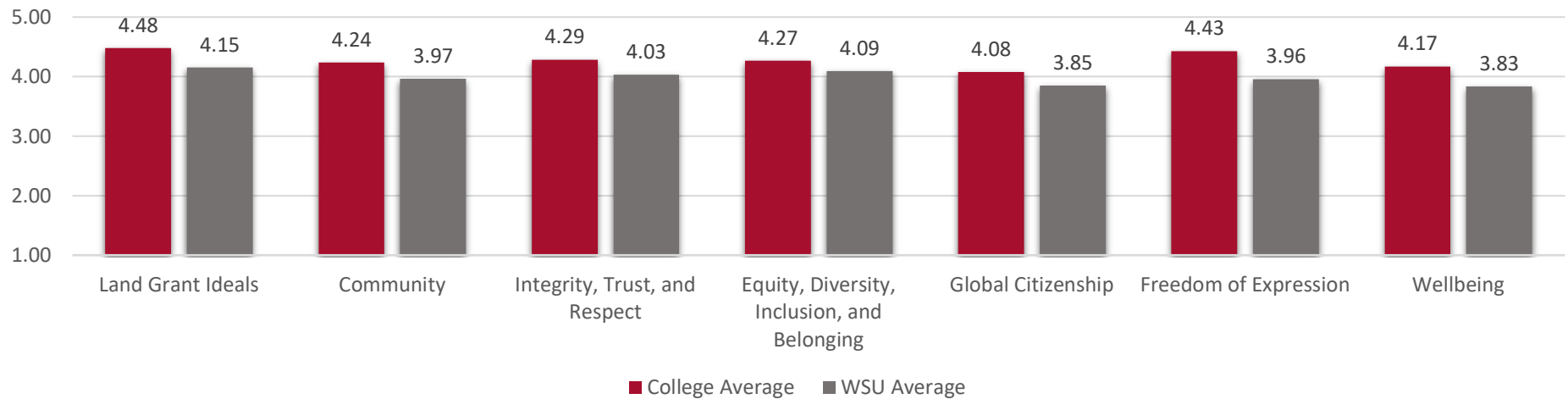
AREA VS. WSU SYSTEM AVERAGES AND PARTICIPATION

| | Area Average | | | | WSU Average |
|------------------------|--------------|------|------|------|-------------|
| | 2014 | 2016 | 2018 | 2023 | 2023 |
| # of Respondents | 42 | 40 | 47 | 42 | 2791 |
| Likert Overall Average | 3.71 | 4.04 | 3.95 | 3.94 | 3.73 |

ADVANCING THE UNIVERSITY'S VALUES:

The survey asked respondents to identify the extent to which their department embraces the University's values, specifically as it related to Land-grant ideals, Community, Integrity Trust and Respect, Equity Diversity Inclusion and Belonging, Global citizenship, Freedom of expression, and Wellbeing. This graph demonstrates the response average within Libraries compared to the overall WSU average:

Advancing the University's Values - Libraries Average vs. WSU Average



HIGHEST 2023 RESPONSE AVERAGE:

| STATEMENTS | AREA AVERAGE 2014 | AREA AVERAGE 2016 | AREA AVERAGE 2018 | AREA AVERAGE 2023 | WSU AVERAGE 2023 |
|--|-------------------|-------------------|-------------------|-------------------|------------------|
| I have access to system-wide training and development events. ** | - | - | - | 4.50 | 4.28 |
| My supervisor treats me with dignity and respect. | - | 4.61 | 4.43 | 4.49 | 4.45 |
| Land Grant Ideals ** | - | - | - | 4.48 | 4.15 |
| Freedom of Expression ** | - | - | - | 4.43 | 3.96 |

CHANGE FROM 2018 SURVEY = * NEW SURVEY QUESTION = **

LOWEST 2023 RESPONSE AVERAGE:

| STATEMENTS | AREA AVERAGE 2014 | AREA AVERAGE 2016 | AREA AVERAGE 2018 | AREA AVERAGE 2023 | WSU AVERAGE 2023 |
|--|-------------------------|-------------------------|-------------------------|-------------------------|------------------------|
| Decision making by WSU system leadership is transparent. * | 3.33 | 3.30 | 3.37 | 3.34 | 2.89 |
| I feel heard by WSU system leadership. ** | - | - | - | 3.32 | 2.77 |
| WSU system leadership values me and the work I do. ** | - | - | - | 3.21 | 2.76 |
| I utilize wellbeing programs and resources available to employees. | - | - | 3.02 | 2.62 | 2.44 |

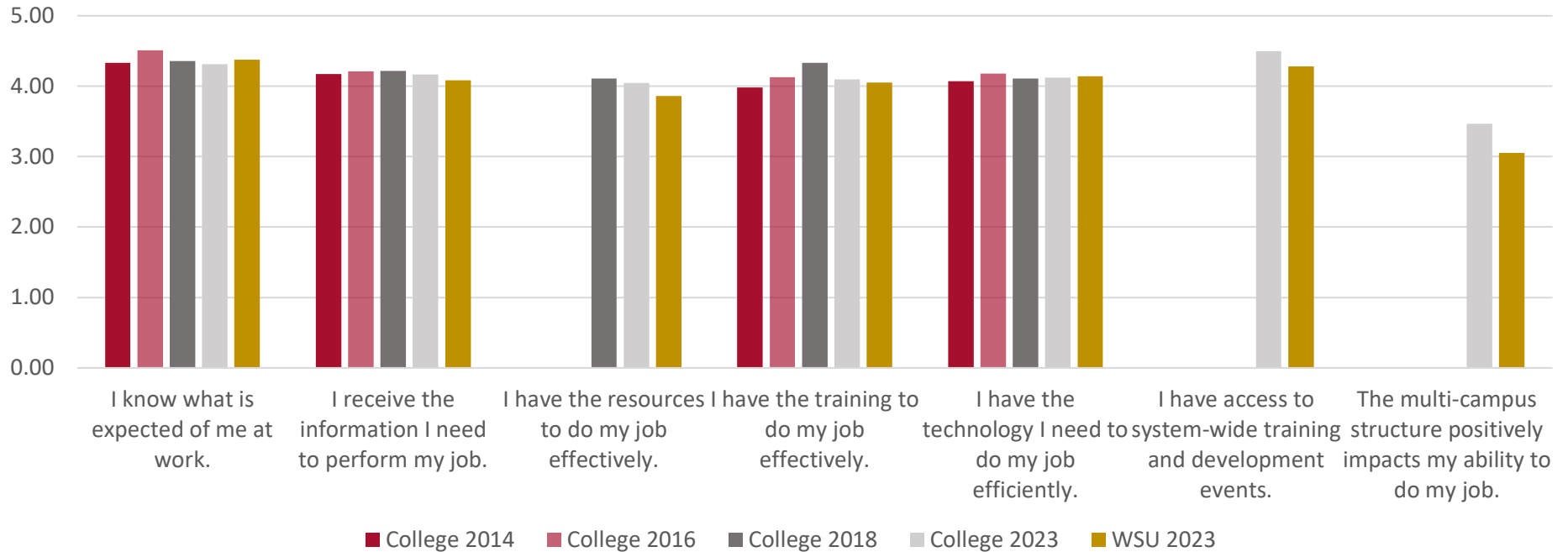
CHANGE FROM 2018 SURVEY = * NEW SURVEY QUESTION = **

SIGNIFICANT RESPONSE CHANGE (RESPONSE CHANGES 0.33 OR HIGHER):

| STATEMENTS | AREA AVERAGE 2014 | AREA AVERAGE 2016 | AREA AVERAGE 2018 | AREA AVERAGE 2023 | CHANGE |
|--|-------------------------|-------------------------|-------------------------|-------------------------|--------|
| My department leadership fosters a culture of health and wellness. | - | - | 3.02 | 3.83 | 0.81 |
| My supervisor encourages me to use the university resources regarding employee concerns. * | - | 4.00 | 3.27 | 3.94 | 0.67 |
| I receive transparent information about changes being made within my department. | 3.51 | 3.69 | 3.59 | 4.05 | 0.46 |
| I feel encouraged to focus on my wellbeing both at work and in my personal life. | - | - | 3.30 | 3.75 | 0.45 |
| I utilize wellbeing programs and resources available to employees. | - | - | 3.02 | 2.62 | -0.40 |

CHANGE FROM 2018 SURVEY = * NEW SURVEY QUESTION = **

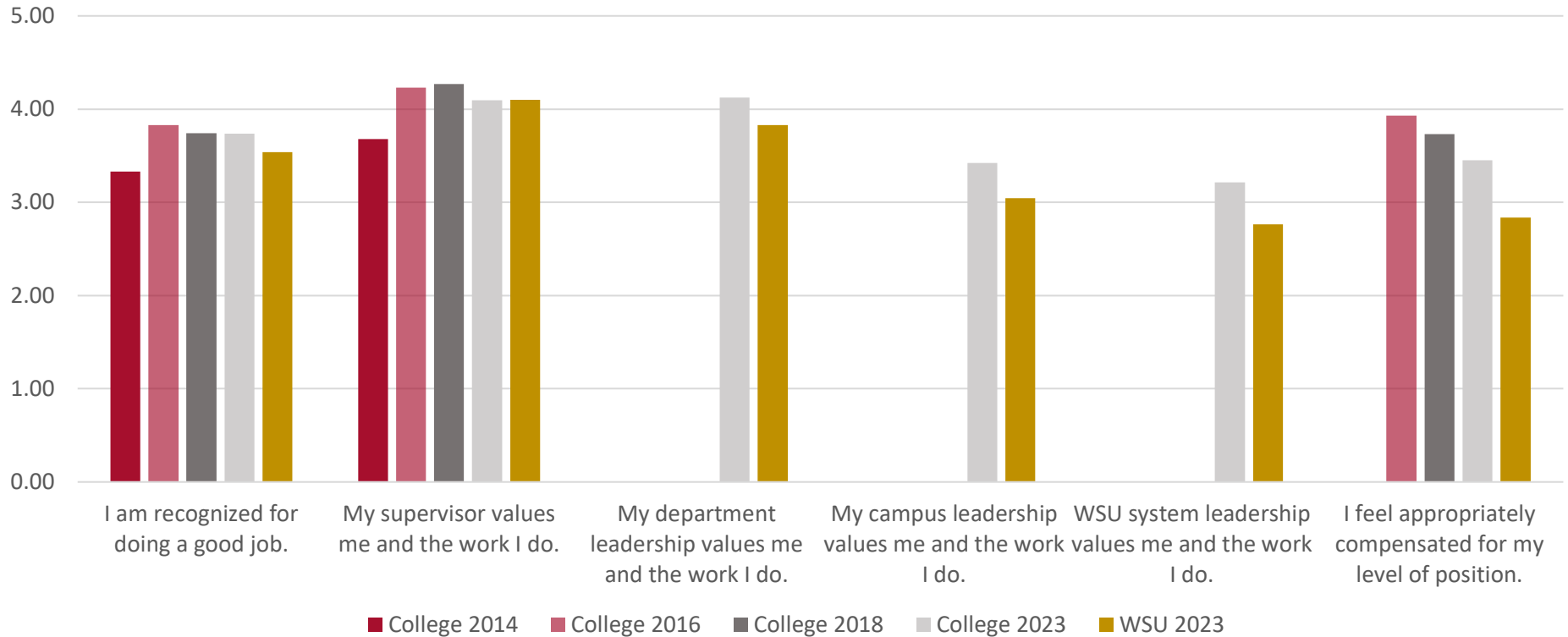
You have what is needed to do your job



| | Area Average | | | | WSU Average |
|---|--------------|------|------|------|-------------|
| | 2014 | 2016 | 2018 | 2023 | 2023 |
| I know what is expected of me at work. | 4.33 | 4.51 | 4.36 | 4.31 | 4.38 |
| I receive the information I need to perform my job. | 4.17 | 4.21 | 4.22 | 4.17 | 4.08 |
| I have the resources to do my job effectively. | - | - | 4.11 | 4.05 | 3.86 |
| I have the training to do my job effectively. | 3.98 | 4.13 | 4.33 | 4.10 | 4.05 |
| I have the technology I need to do my job efficiently. | 4.07 | 4.18 | 4.11 | 4.12 | 4.14 |
| ** I have access to system-wide training and development events. | - | - | - | 4.50 | 4.28 |
| ** The multi-campus structure positively impacts my ability to do my job. | - | - | - | 3.47 | 3.05 |

CHANGE FROM 2018 SURVEY = * NEW SURVEY QUESTION = **

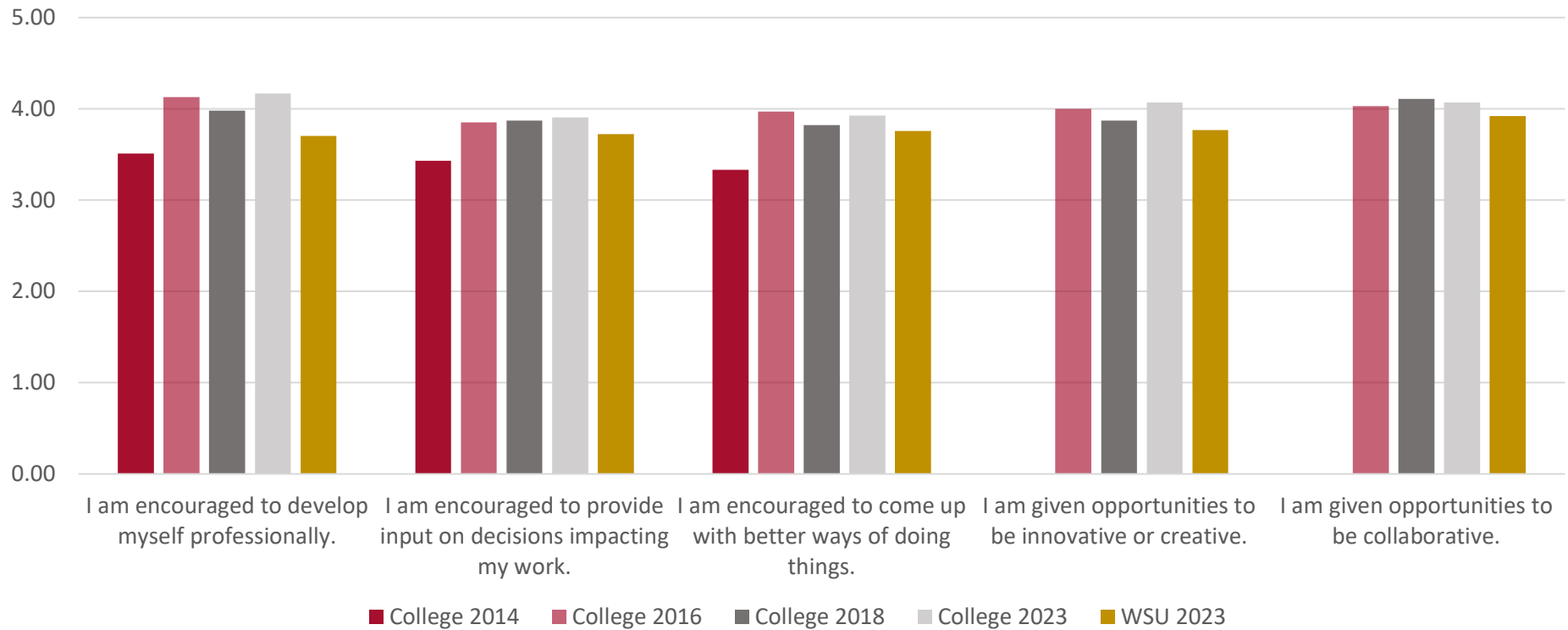
You are valued



| | Area Average | | | | WSU Average |
|--|--------------|------|------|------|-------------|
| | 2014 | 2016 | 2018 | 2023 | 2023 |
| I am recognized for doing a good job. | 3.33 | 3.83 | 3.74 | 3.74 | 3.54 |
| My supervisor values me and the work I do. | 3.68 | 4.23 | 4.27 | 4.10 | 4.10 |
| ** My department leadership values me and the work I do. | - | - | - | 4.13 | 3.83 |
| ** My campus leadership values me and the work I do. | - | - | - | 3.42 | 3.05 |
| ** WSU system leadership values me and the work I do. | - | - | - | 3.21 | 2.76 |
| I feel appropriately compensated for my level of position. | - | 3.93 | 3.73 | 3.45 | 2.84 |

CHANGE FROM 2018 SURVEY = * NEW SURVEY QUESTION = **

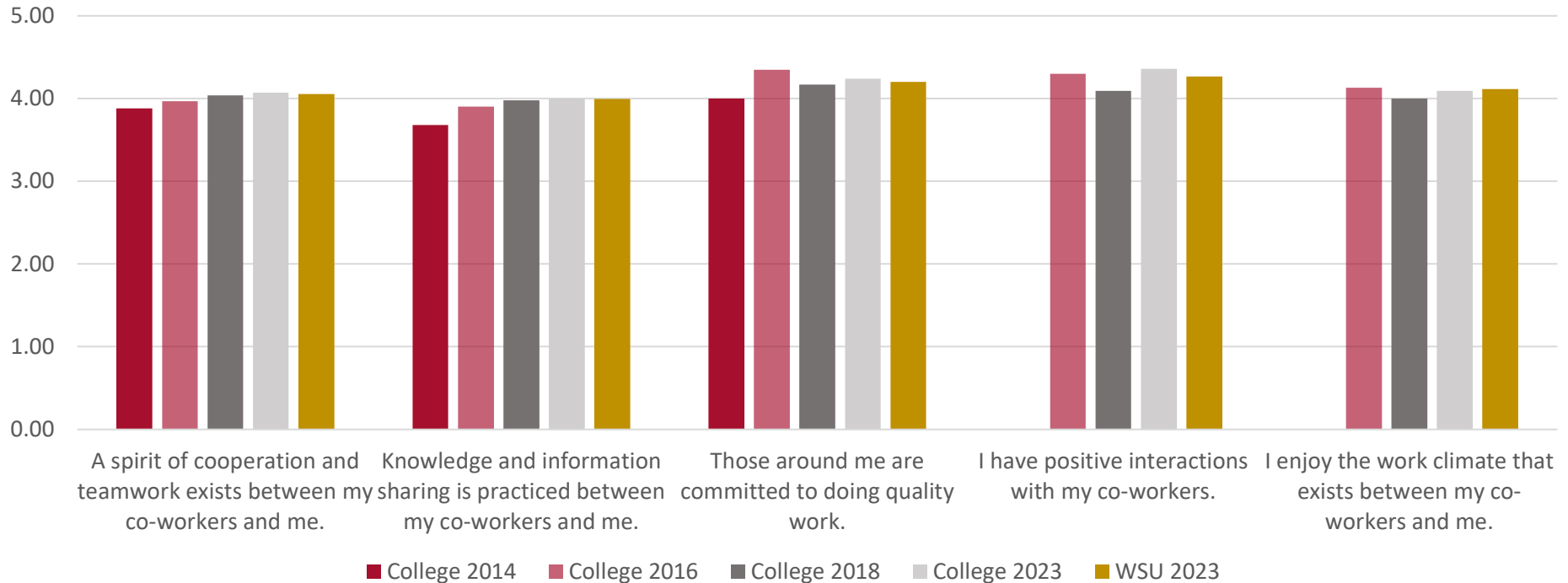
You provide individual contributions



| | Area Average | | | | WSU Average |
|--|--------------|------|------|------|-------------|
| | 2014 | 2016 | 2018 | 2023 | 2023 |
| I am encouraged to develop myself professionally. | 3.51 | 4.13 | 3.98 | 4.17 | 3.70 |
| I am encouraged to provide input on decisions impacting my work. | 3.43 | 3.85 | 3.87 | 3.90 | 3.72 |
| I am encouraged to come up with better ways of doing things. | 3.33 | 3.97 | 3.82 | 3.93 | 3.76 |
| I am given opportunities to be innovative or creative. | - | 4.00 | 3.87 | 4.07 | 3.77 |
| I am given opportunities to be collaborative. | - | 4.03 | 4.11 | 4.07 | 3.92 |

CHANGE FROM 2018 SURVEY = * NEW SURVEY QUESTION = **

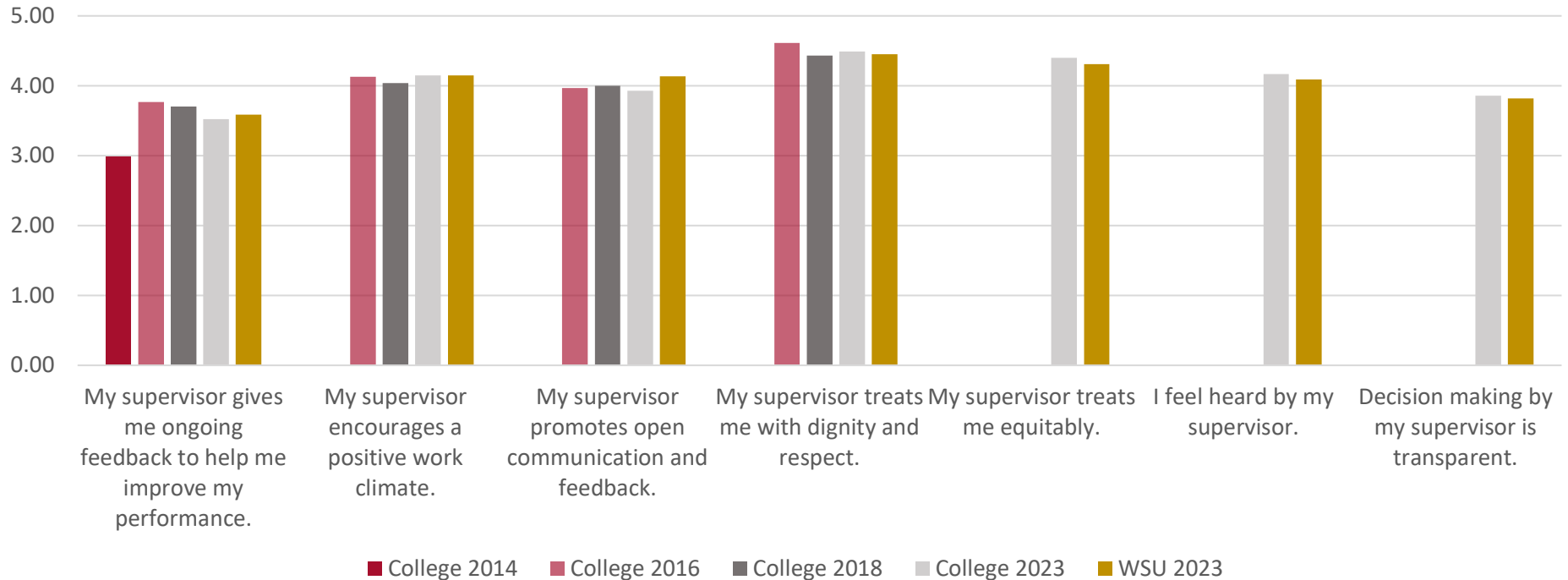
You enjoy the work climate that exists between you and your co-workers



| | Area Average | | | | WSU Average |
|--|--------------|------|------|------|-------------|
| | 2014 | 2016 | 2018 | 2023 | 2023 |
| A spirit of cooperation and teamwork exists between my co-workers and me. | 3.88 | 3.97 | 4.04 | 4.07 | 4.05 |
| Knowledge and information sharing is practiced between my co-workers and me. | 3.68 | 3.90 | 3.98 | 4.00 | 3.99 |
| Those around me are committed to doing quality work. | 4.00 | 4.35 | 4.17 | 4.24 | 4.20 |
| I have positive interactions with my co-workers. | - | 4.30 | 4.09 | 4.36 | 4.26 |
| I enjoy the work climate that exists between my co-workers and me. | - | 4.13 | 4.00 | 4.10 | 4.11 |

CHANGE FROM 2018 SURVEY = * NEW SURVEY QUESTION = **

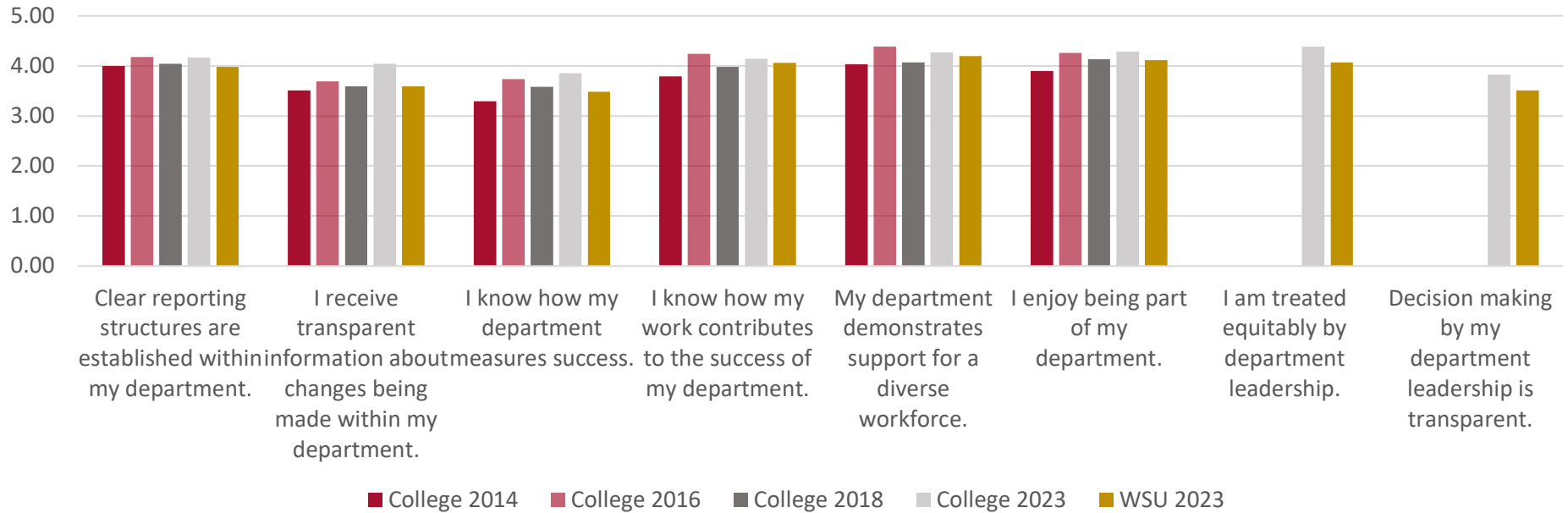
You feel satisfied with your supervisor



| | Area Average | | | | WSU Average |
|--|--------------|------|------|------|-------------|
| | 2014 | 2016 | 2018 | 2023 | 2023 |
| My supervisor gives me ongoing feedback to help me improve my performance. | 2.98 | 3.77 | 3.70 | 3.52 | 3.59 |
| My supervisor encourages a positive work climate. | - | 4.13 | 4.04 | 4.15 | 4.15 |
| My supervisor promotes open communication and feedback. | - | 3.97 | 4.00 | 3.93 | 4.13 |
| My supervisor treats me with dignity and respect. | - | 4.61 | 4.43 | 4.49 | 4.45 |
| ** My supervisor treats me equitably. | - | - | - | 4.40 | 4.31 |
| ** I feel heard by my supervisor. | - | - | - | 4.17 | 4.09 |
| ** Decision making by my supervisor is transparent. | - | - | - | 3.86 | 3.82 |

CHANGE FROM 2018 SURVEY = * NEW SURVEY QUESTION = **

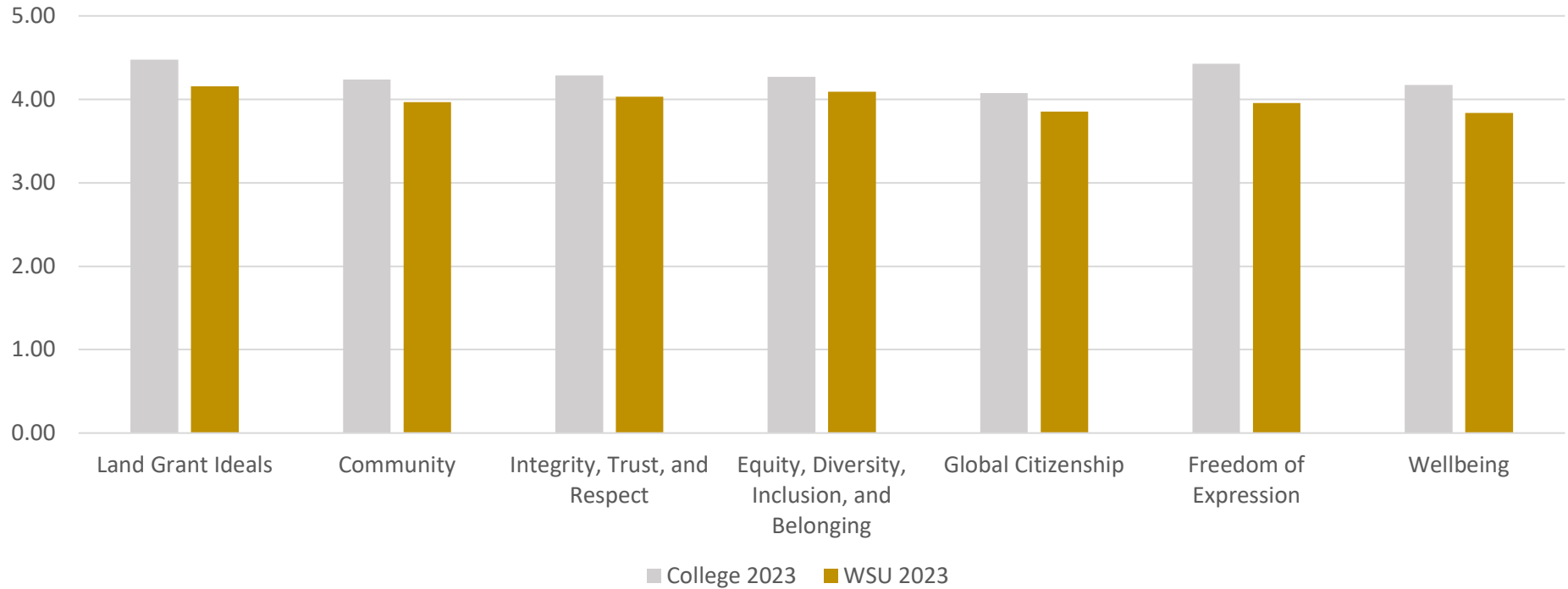
You feel connected to your department



| | Area Average | | | | WSU Average |
|--|--------------|------|------|------|-------------|
| | 2014 | 2016 | 2018 | 2023 | 2023 |
| Clear reporting structures are established within my department. | 4.00 | 4.18 | 4.04 | 4.17 | 3.98 |
| I receive transparent information about changes being made within my department. | 3.51 | 3.69 | 3.59 | 4.05 | 3.59 |
| I know how my department measures success. | 3.29 | 3.74 | 3.58 | 3.85 | 3.48 |
| I know how my work contributes to the success of my department. | 3.79 | 4.24 | 3.98 | 4.14 | 4.06 |
| My department demonstrates support for a diverse workforce. | 4.03 | 4.39 | 4.07 | 4.27 | 4.19 |
| I enjoy being part of my department. | 3.90 | 4.26 | 4.13 | 4.29 | 4.12 |
| ** I am treated equitably by department leadership. | - | - | - | 4.39 | 4.07 |
| ** Decision making by my department leadership is transparent. | - | - | - | 3.83 | 3.51 |

CHANGE FROM 2018 SURVEY = * NEW SURVEY QUESTION = **

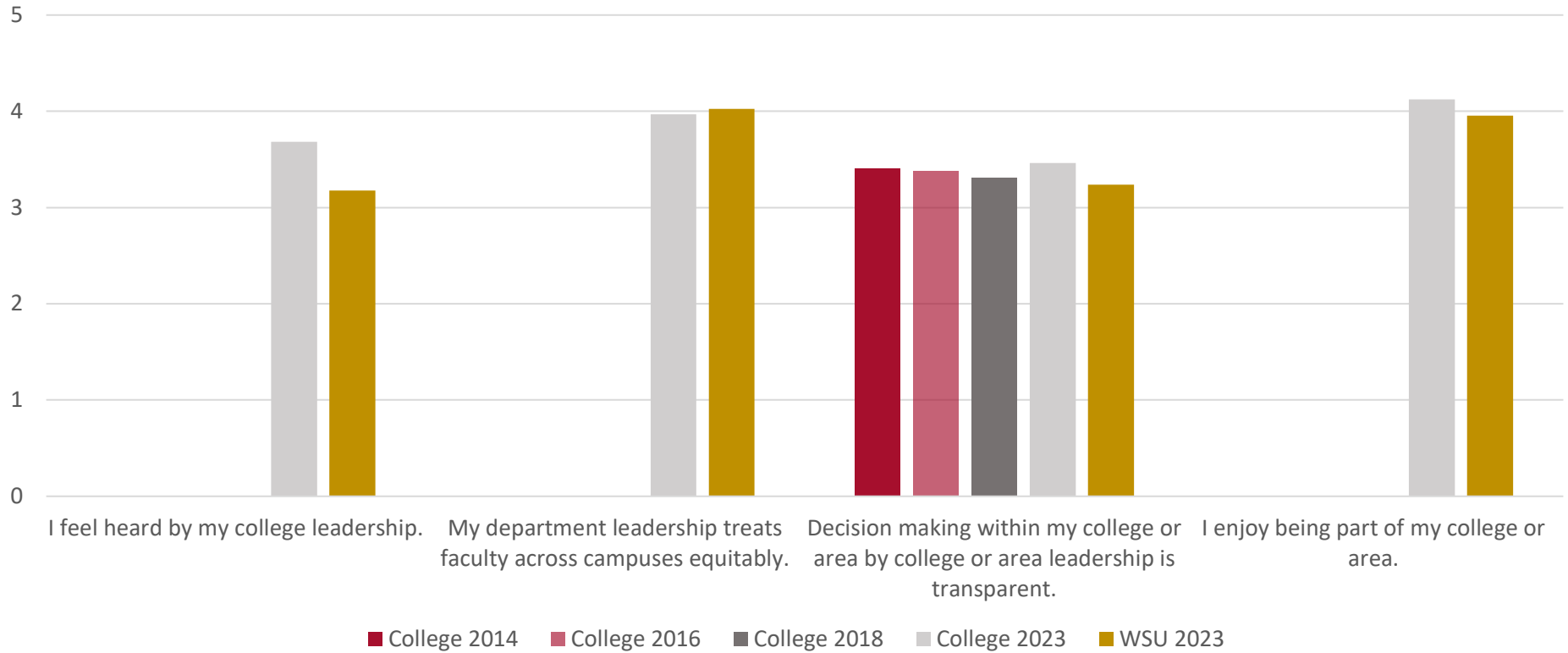
Your department embraces the University values



| | Area Average | | | | WSU Average |
|--|--------------|------|------|------|-------------|
| | 2014 | 2016 | 2018 | 2023 | 2023 |
| ** Land Grant Ideals | - | - | - | 4.48 | 4.15 |
| ** Community | - | - | - | 4.24 | 3.97 |
| ** Integrity, Trust, and Respect | - | - | - | 4.29 | 4.03 |
| ** Equity, Diversity, Inclusion, and Belonging | - | - | - | 4.27 | 4.09 |
| ** Global Citizenship | - | - | - | 4.08 | 3.85 |
| ** Freedom of Expression | - | - | - | 4.43 | 3.96 |
| ** Wellbeing | - | - | - | 4.17 | 3.83 |

CHANGE FROM 2018 SURVEY = * NEW SURVEY QUESTION = **

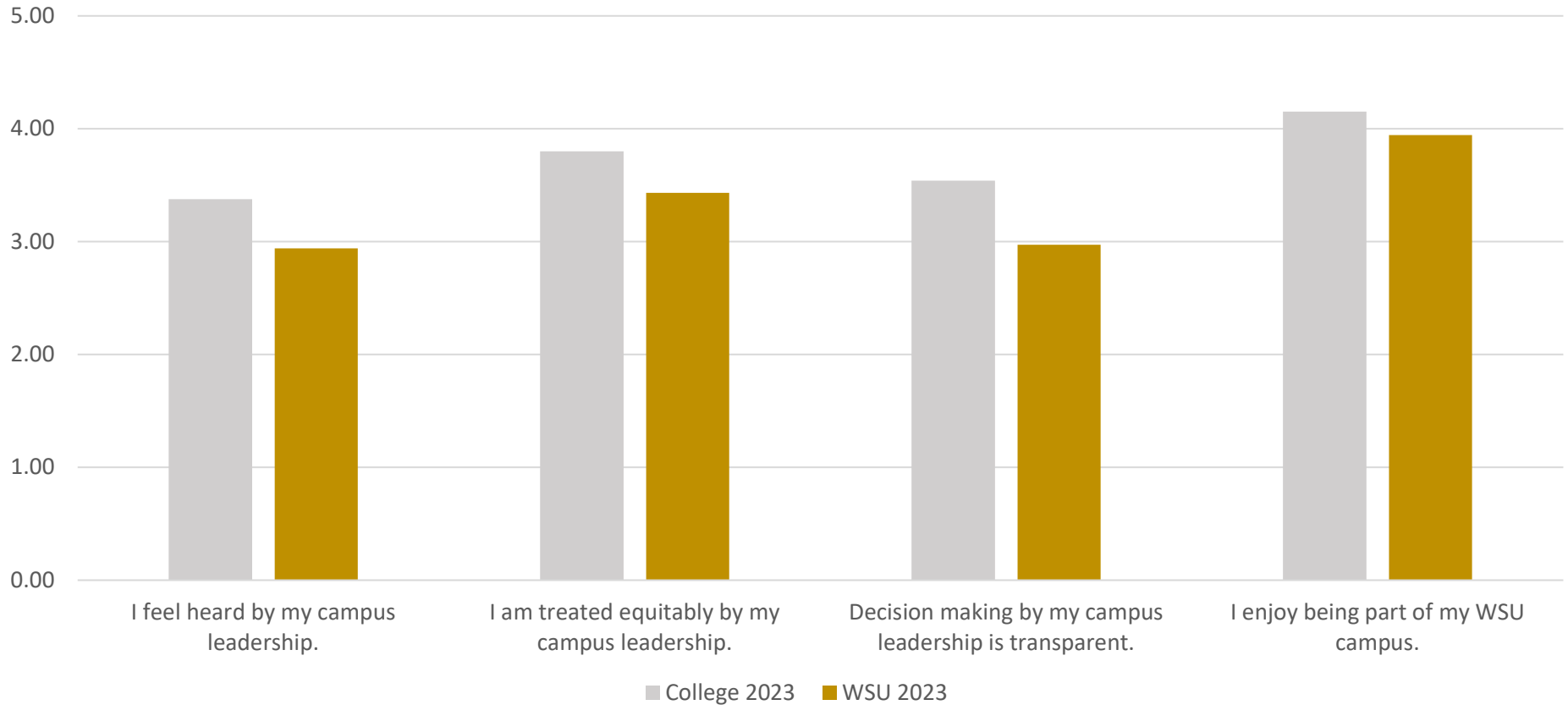
You feel connected to your college or area



| | Area Average | | | | WSU Average |
|---|--------------|------|------|------|-------------|
| | 2014 | 2016 | 2018 | 2023 | 2023 |
| ** I feel heard by my college leadership. | - | - | - | 3.68 | 3.18 |
| ** My department leadership treats faculty across campuses equitably. | - | - | - | 3.97 | 4.02 |
| * Decision making within my college or area by college or area leadership is transparent. | 3.4 | 3.38 | 3.31 | 3.46 | 3.24 |
| ** I enjoy being part of my college or area. | - | - | - | 4.12 | 3.95 |

CHANGE FROM 2018 SURVEY = * NEW SURVEY QUESTION = **

You feel connected to your WSU Campus

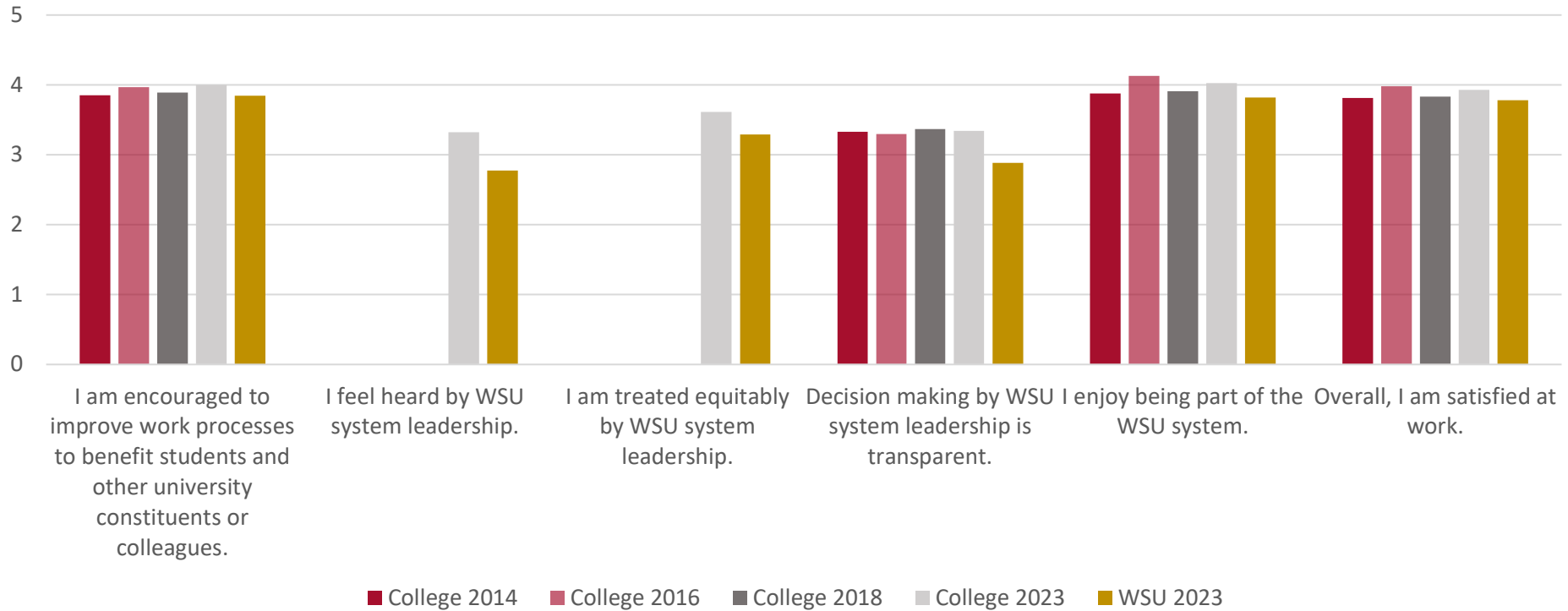


- ** I feel heard by my campus leadership.
- ** I am treated equitably by my campus leadership.
- ** Decision making by my campus leadership is transparent.
- ** I enjoy being part of my WSU campus.

| Area Average | | | | WSU Average |
|--------------|------|------|------|-------------|
| 2014 | 2016 | 2018 | 2023 | 2023 |
| - | - | - | 3.38 | 2.94 |
| - | - | - | 3.80 | 3.43 |
| - | - | - | 3.54 | 2.97 |
| - | - | - | 4.15 | 3.94 |

CHANGE FROM 2018 SURVEY = * NEW SURVEY QUESTION = **

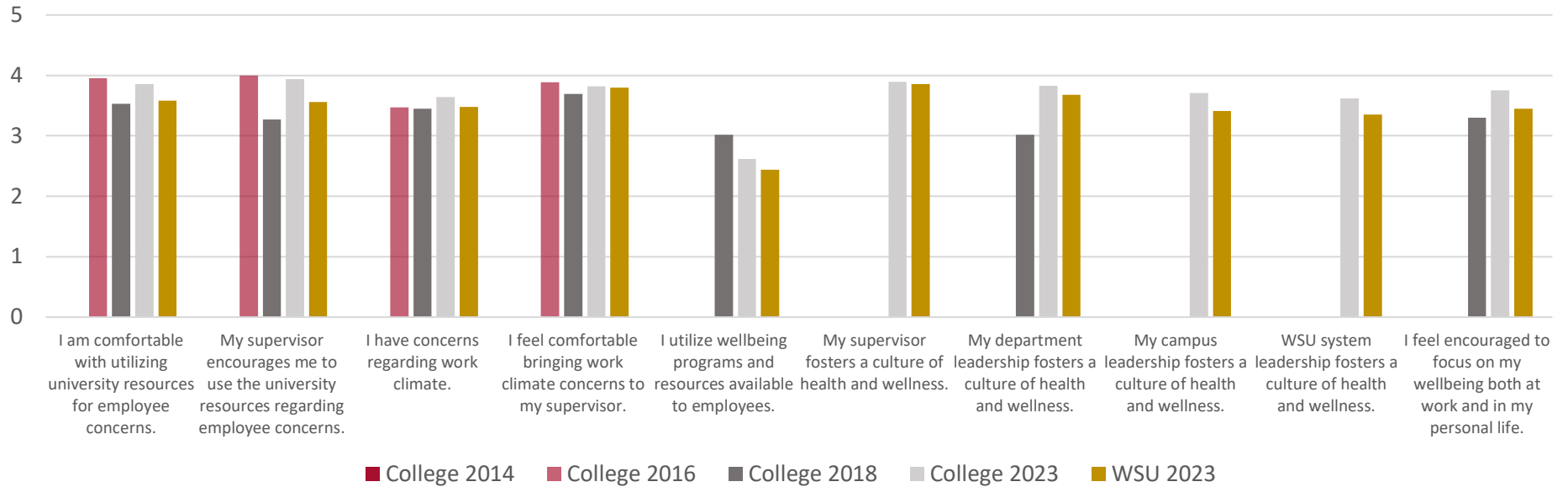
You feel connected to WSU as a whole



| | Area Average | | | | WSU Average |
|--|--------------|------|------|------|-------------|
| | 2014 | 2016 | 2018 | 2023 | 2023 |
| I am encouraged to improve work processes to benefit students and other university constituents or colleagues. | 3.85 | 3.97 | 3.89 | 4.00 | 3.85 |
| ** I feel heard by WSU system leadership. | - | - | - | 3.32 | 2.77 |
| ** I am treated equitably by WSU system leadership. | - | - | - | 3.61 | 3.29 |
| * Decision making by WSU system leadership is transparent. | 3.33 | 3.3 | 3.37 | 3.34 | 2.89 |
| * I enjoy being part of the WSU system. | 3.88 | 4.13 | 3.91 | 4.03 | 3.82 |
| Overall, I am satisfied at work. | 3.81 | 3.98 | 3.83 | 3.93 | 3.78 |

CHANGE FROM 2018 SURVEY = * NEW SURVEY QUESTION = **

You are aware of WSU resources or have concerns in the workplace



| | Area Average | | | | WSU Average |
|--|--------------|------|------|------|-------------|
| | 2014 | 2016 | 2018 | 2023 | 2023 |
| * I am comfortable with utilizing university resources for employee concerns. | - | 3.95 | 3.53 | 3.85 | 3.58 |
| * My supervisor encourages me to use the university resources regarding employee concerns. | - | 4.00 | 3.27 | 3.94 | 3.56 |
| I have concerns regarding work climate. | - | 3.47 | 3.45 | 3.64 | 3.48 |
| I feel comfortable bringing work climate concerns to my supervisor. | - | 3.89 | 3.69 | 3.82 | 3.80 |
| I utilize wellbeing programs and resources available to employees. | - | - | 3.02 | 2.62 | 2.44 |
| ** My supervisor fosters a culture of health and wellness. | - | - | - | 3.90 | 3.85 |
| My department leadership fosters a culture of health and wellness. | - | - | 3.02 | 3.83 | 3.68 |
| ** My campus leadership fosters a culture of health and wellness. | - | - | - | 3.71 | 3.41 |
| ** WSU system leadership fosters a culture of health and wellness. | - | - | - | 3.62 | 3.35 |
| I feel encouraged to focus on my wellbeing both at work and in my personal life. | - | - | 3.30 | 3.75 | 3.45 |

CHANGE FROM 2018 SURVEY = * NEW SURVEY QUESTION = **