ENGAGEMENT OVERVIEW:

For the 2023 Employee Engagement Survey (EES) there were 52 respondents in 2023 compared to 49 respondents in 2018 who identified their department within University Marketing and Communications. For 2023, the survey was sent to 65 active employees within University Marketing and Communications resulting in a 80% response rate. The response average for 70 Likert scaled statements was 3.82 for 2023 compared to 3.61 in 2018 resulting in an increase in the overall response average from 2018. For 2023 31% identified themselves as Civil Services, and 69% identified themselves as Administrative Professional.

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, 44% 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.

<table>
<thead>
<tr>
<th>Area Vs. WSU System Averages and Participation</th>
</tr>
</thead>
<tbody>
<tr>
<td># of Respondents</td>
</tr>
<tr>
<td>Likert Overall Average</td>
</tr>
<tr>
<td>WSU Average</td>
</tr>
</tbody>
</table>
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 University Marketing and Communications compared to the overall WSU average:

**HIGHEST 2023 RESPONSE AVERAGE:**

<table>
<thead>
<tr>
<th>STATEMENTS</th>
<th>AREA AVERAGE 2014</th>
<th>AREA AVERAGE 2016</th>
<th>AREA AVERAGE 2018</th>
<th>AREA AVERAGE 2023</th>
<th>WSU AVERAGE 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>My supervisor treats me with dignity and respect.</td>
<td>-</td>
<td>4.14</td>
<td>4.42</td>
<td>4.65</td>
<td>4.45</td>
</tr>
<tr>
<td>My supervisor treats me equitably. **</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>4.56</td>
<td>4.31</td>
</tr>
<tr>
<td>I know what is expected of me at work.</td>
<td>4.33</td>
<td>4.25</td>
<td>4.22</td>
<td>4.54</td>
<td>4.38</td>
</tr>
<tr>
<td>My department leadership treats faculty across campuses equitably. **</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>4.45</td>
<td>4.02</td>
</tr>
</tbody>
</table>

CHANGE FROM 2018 SURVEY = * NEW SURVEY QUESTION = **
## Lowest 2023 Response Average:

<table>
<thead>
<tr>
<th>Statements</th>
<th>Area Average 2014</th>
<th>Area Average 2016</th>
<th>Area Average 2018</th>
<th>Area Average 2023</th>
<th>WSU Average 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>WSU system leadership values me and the work I do. **</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>2.85</td>
<td>2.76</td>
</tr>
<tr>
<td>I feel heard by WSU system leadership. **</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>2.82</td>
<td>2.77</td>
</tr>
<tr>
<td>My campus leadership values me and the work I do. **</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>2.80</td>
<td>3.05</td>
</tr>
<tr>
<td>I utilize wellbeing programs and resources available to employees.</td>
<td>-</td>
<td>-</td>
<td>2.92</td>
<td>2.38</td>
<td>2.44</td>
</tr>
</tbody>
</table>

## Significant Response Change (Response Changes 0.33 or Higher):

<table>
<thead>
<tr>
<th>Statements</th>
<th>Area Average 2014</th>
<th>Area Average 2016</th>
<th>Area Average 2018</th>
<th>Area Average 2023</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>My department leadership fosters a culture of health and wellness.</td>
<td>-</td>
<td>-</td>
<td>2.78</td>
<td>3.61</td>
<td>0.83</td>
</tr>
<tr>
<td>I know how my department measures success.</td>
<td>3.11</td>
<td>3.11</td>
<td>2.92</td>
<td>3.58</td>
<td>0.66</td>
</tr>
<tr>
<td>I am encouraged to provide input on decisions impacting my work.</td>
<td>3.78</td>
<td>3.36</td>
<td>3.33</td>
<td>3.96</td>
<td>0.63</td>
</tr>
<tr>
<td>My supervisor encourages me to use the university resources regarding</td>
<td>-</td>
<td>3.56</td>
<td>3.12</td>
<td>3.73</td>
<td>0.61</td>
</tr>
<tr>
<td>employee concerns. *</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I know how my work contributes to the success of my department.</td>
<td>3.89</td>
<td>3.92</td>
<td>3.59</td>
<td>4.19</td>
<td>0.60</td>
</tr>
<tr>
<td>I receive transparent information about changes being made within my</td>
<td>3.33</td>
<td>3.42</td>
<td>3.20</td>
<td>3.78</td>
<td>0.58</td>
</tr>
<tr>
<td>department.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My supervisor encourages a positive work climate.</td>
<td>-</td>
<td>3.77</td>
<td>3.81</td>
<td>4.35</td>
<td>0.54</td>
</tr>
<tr>
<td>I am encouraged to develop myself professionally.</td>
<td>3.33</td>
<td>3.08</td>
<td>3.18</td>
<td>3.71</td>
<td>0.53</td>
</tr>
<tr>
<td>I enjoy being part of my department.</td>
<td>4.06</td>
<td>3.74</td>
<td>3.63</td>
<td>4.15</td>
<td>0.52</td>
</tr>
<tr>
<td>I am encouraged to come up with better ways of doing things.</td>
<td>3.67</td>
<td>3.50</td>
<td>3.38</td>
<td>3.88</td>
<td>0.50</td>
</tr>
<tr>
<td>I have the technology I need to do my job efficiently.</td>
<td>4.31</td>
<td>4.11</td>
<td>3.73</td>
<td>4.23</td>
<td>0.50</td>
</tr>
<tr>
<td>My supervisor gives me ongoing feedback to help me improve my</td>
<td>3.33</td>
<td>3.31</td>
<td>3.35</td>
<td>3.84</td>
<td>0.49</td>
</tr>
<tr>
<td>performance.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Statement</td>
<td>2018 Mean</td>
<td>2019 Mean</td>
<td>2020 Mean</td>
<td>2021 Mean</td>
<td>Change from 2018</td>
</tr>
<tr>
<td>-------------------------------------------------------------------------</td>
<td>-----------</td>
<td>-----------</td>
<td>-----------</td>
<td>-----------</td>
<td>-----------------</td>
</tr>
<tr>
<td>I have the resources to do my job effectively.</td>
<td>-</td>
<td>-</td>
<td>3.53</td>
<td>4.02</td>
<td>0.49</td>
</tr>
<tr>
<td>I have the training to do my job effectively.</td>
<td>4.03</td>
<td>3.89</td>
<td>3.90</td>
<td>4.38</td>
<td>0.48</td>
</tr>
<tr>
<td>I have concerns regarding work climate.</td>
<td>-</td>
<td>3.40</td>
<td>3.14</td>
<td>3.62</td>
<td>0.48</td>
</tr>
<tr>
<td>My supervisor promotes open communication and feedback.</td>
<td>-</td>
<td>3.66</td>
<td>3.92</td>
<td>4.39</td>
<td>0.47</td>
</tr>
<tr>
<td>My supervisor values me and the work I do.</td>
<td>4.06</td>
<td>3.80</td>
<td>3.80</td>
<td>4.27</td>
<td>0.47</td>
</tr>
<tr>
<td>Clear reporting structures are established within my department.</td>
<td>3.58</td>
<td>3.77</td>
<td>3.82</td>
<td>4.29</td>
<td>0.47</td>
</tr>
<tr>
<td>I feel encouraged to focus on my wellbeing both at work and in my personal life.</td>
<td>-</td>
<td>-</td>
<td>3.00</td>
<td>3.46</td>
<td>0.46</td>
</tr>
<tr>
<td>I am encouraged to improve work processes to benefit students and other university constituents or colleagues.</td>
<td>3.64</td>
<td>3.38</td>
<td>3.42</td>
<td>3.86</td>
<td>0.44</td>
</tr>
<tr>
<td>I am given opportunities to be collaborative.</td>
<td>-</td>
<td>3.81</td>
<td>3.51</td>
<td>3.94</td>
<td>0.43</td>
</tr>
<tr>
<td>I am given opportunities to be innovative or creative.</td>
<td>-</td>
<td>3.50</td>
<td>3.55</td>
<td>3.96</td>
<td>0.41</td>
</tr>
<tr>
<td>A spirit of cooperation and teamwork exists between my co-workers and me.</td>
<td>3.94</td>
<td>3.83</td>
<td>3.76</td>
<td>4.12</td>
<td>0.36</td>
</tr>
<tr>
<td>Knowledge and information sharing is practiced between my co-workers and me.</td>
<td>3.78</td>
<td>3.67</td>
<td>3.67</td>
<td>4.02</td>
<td>0.35</td>
</tr>
<tr>
<td>I receive the information I need to perform my job.</td>
<td>4.03</td>
<td>3.97</td>
<td>3.82</td>
<td>4.15</td>
<td>0.33</td>
</tr>
<tr>
<td>I utilize wellbeing programs and resources available to employees.</td>
<td>-</td>
<td>-</td>
<td>2.92</td>
<td>2.38</td>
<td>-0.54</td>
</tr>
</tbody>
</table>
**UNIVERSITY MARKETING AND COMMUNICATIONS | 2023**

### You have what is needed to do your job

<table>
<thead>
<tr>
<th></th>
<th>Area Average</th>
<th>WSU Average</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2014</td>
<td>2016</td>
</tr>
<tr>
<td>I know what is expected of me at work.</td>
<td>4.33</td>
<td>4.25</td>
</tr>
<tr>
<td>I receive the information I need to perform my job.</td>
<td>4.03</td>
<td>3.97</td>
</tr>
<tr>
<td>I have the resources to do my job effectively.</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>I have the training to do my job effectively.</td>
<td>4.03</td>
<td>3.89</td>
</tr>
<tr>
<td>I have the technology I need to do my job efficiently.</td>
<td>4.31</td>
<td>4.11</td>
</tr>
<tr>
<td><strong>I have access to system-wide training and development events.</strong></td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>The multi-campus structure positively impacts my ability to do my job.</strong></td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

---

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

2023 Employee Engagement Survey   7
### You are valued

<table>
<thead>
<tr>
<th>Item</th>
<th>Area 2014</th>
<th>Area 2016</th>
<th>Area 2018</th>
<th>Area 2023</th>
<th>WSU 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am recognized for doing a good job.</td>
<td>3.50</td>
<td>3.29</td>
<td>3.41</td>
<td>3.54</td>
<td>3.54</td>
</tr>
<tr>
<td>My supervisor values me and the work I do.</td>
<td>4.06</td>
<td>3.80</td>
<td>3.80</td>
<td>4.27</td>
<td><strong>4.10</strong></td>
</tr>
<tr>
<td><strong>My department leadership values me and the work I do.</strong></td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>3.80</td>
<td><strong>3.83</strong></td>
</tr>
<tr>
<td><strong>My campus leadership values me and the work I do.</strong></td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>2.80</td>
<td><strong>3.05</strong></td>
</tr>
<tr>
<td><strong>WSU system leadership values me and the work I do.</strong></td>
<td>-</td>
<td>-</td>
<td>2.98</td>
<td>2.85</td>
<td><strong>2.76</strong></td>
</tr>
<tr>
<td>I feel appropriately compensated for my level of position.</td>
<td>-</td>
<td>3.25</td>
<td>3.10</td>
<td>3.10</td>
<td><strong>2.84</strong></td>
</tr>
</tbody>
</table>

**CHANGE FROM 2018 SURVEY = *  **NEW SURVEY QUESTION = ****
You provide individual contributions

<table>
<thead>
<tr>
<th>Area</th>
<th>2014</th>
<th>2016</th>
<th>2018</th>
<th>2023</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am encouraged to develop myself professionally.</td>
<td>3.33</td>
<td>3.08</td>
<td>3.18</td>
<td>3.71</td>
<td>3.70</td>
</tr>
<tr>
<td>I am encouraged to provide input on decisions impacting my work.</td>
<td>3.78</td>
<td>3.36</td>
<td>3.33</td>
<td>3.96</td>
<td>3.72</td>
</tr>
<tr>
<td>I am encouraged to come up with better ways of doing things.</td>
<td>3.67</td>
<td>3.50</td>
<td>3.38</td>
<td>3.88</td>
<td>3.76</td>
</tr>
<tr>
<td>I am given opportunities to be innovative or creative.</td>
<td>-</td>
<td>3.50</td>
<td>3.55</td>
<td>3.96</td>
<td>3.77</td>
</tr>
<tr>
<td>I am given opportunities to be collaborative.</td>
<td>-</td>
<td>3.81</td>
<td>3.51</td>
<td>3.94</td>
<td>3.92</td>
</tr>
</tbody>
</table>

CHANGE FROM 2018 SURVEY = *
NEW SURVEY QUESTION = **
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></th>
<th>Area 2014</th>
<th>Area 2016</th>
<th>Area 2018</th>
<th>Area 2023</th>
<th>WSU 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>A spirit of cooperation</td>
<td>3.94</td>
<td>3.83</td>
<td>3.76</td>
<td>4.12</td>
<td>4.05</td>
</tr>
<tr>
<td>and teamwork exists</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>between my co-workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>and me.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Knowledge</td>
<td>3.78</td>
<td>3.67</td>
<td>3.67</td>
<td>4.02</td>
<td>3.99</td>
</tr>
<tr>
<td>and information</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>sharing is practiced</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>between my co-workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>and me.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Those around me</td>
<td>4.11</td>
<td>4.08</td>
<td>4.14</td>
<td>4.25</td>
<td>4.20</td>
</tr>
<tr>
<td>are committed to doing</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>quality work.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have positive</td>
<td>-</td>
<td>4.08</td>
<td>4.10</td>
<td>4.25</td>
<td>4.26</td>
</tr>
<tr>
<td>interactions with my</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>co-workers.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I enjoy the work</td>
<td>-</td>
<td>3.78</td>
<td>3.92</td>
<td>4.06</td>
<td>4.11</td>
</tr>
<tr>
<td>climate that exists</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>between my co-workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>and me.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Change from 2018 Survey = *

New Survey Question = **
### You feel satisfied with your supervisor

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Area Average</th>
<th>WSU Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>3.33</td>
<td></td>
</tr>
<tr>
<td>2016</td>
<td>3.31</td>
<td></td>
</tr>
<tr>
<td>2018</td>
<td>3.35</td>
<td></td>
</tr>
<tr>
<td>2023</td>
<td>3.84</td>
<td>3.59</td>
</tr>
<tr>
<td><strong>2023</strong></td>
<td><strong>3.59</strong></td>
<td></td>
</tr>
</tbody>
</table>

**My supervisor encourages a positive work climate.**

<table>
<thead>
<tr>
<th>Year</th>
<th>Area Average</th>
<th>WSU Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>3.81</td>
<td></td>
</tr>
<tr>
<td>2023</td>
<td>4.35</td>
<td>4.15</td>
</tr>
</tbody>
</table>

**My supervisor promotes open communication and feedback.**

<table>
<thead>
<tr>
<th>Year</th>
<th>Area Average</th>
<th>WSU Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>3.92</td>
<td></td>
</tr>
<tr>
<td>2023</td>
<td>4.39</td>
<td>4.13</td>
</tr>
</tbody>
</table>

**My supervisor treats me with dignity and respect.**

<table>
<thead>
<tr>
<th>Year</th>
<th>Area Average</th>
<th>WSU Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>4.42</td>
<td></td>
</tr>
<tr>
<td>2023</td>
<td>4.65</td>
<td>4.45</td>
</tr>
</tbody>
</table>

**My supervisor treats me equitably.**

<table>
<thead>
<tr>
<th>Year</th>
<th>Area Average</th>
<th>WSU Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
<td>4.56</td>
<td>4.31</td>
</tr>
</tbody>
</table>

**I feel heard by my supervisor.**

<table>
<thead>
<tr>
<th>Year</th>
<th>Area Average</th>
<th>WSU Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
<td>4.31</td>
<td>4.09</td>
</tr>
</tbody>
</table>

**Decision making by my supervisor is transparent.**

<table>
<thead>
<tr>
<th>Year</th>
<th>Area Average</th>
<th>WSU Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
<td>3.92</td>
<td>3.82</td>
</tr>
</tbody>
</table>

---

*CHANGE FROM 2018 SURVEY = *  **NEW SURVEY QUESTION = **
### 2023 Employee Engagement Survey

#### Area Average

<table>
<thead>
<tr>
<th>Clear reporting structures are established within my department.</th>
<th>I receive transparent information about changes being made within my department.</th>
<th>I know how my department measures success.</th>
<th>I know how my work contributes to the success of my department.</th>
<th>My department demonstrates support for a diverse workforce.</th>
<th>I enjoy being part of my department.</th>
<th>I am treated equitably by department leadership.</th>
<th>Decision making by my department leadership is transparent.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2014</strong></td>
<td><strong>2016</strong></td>
<td><strong>2018</strong></td>
<td><strong>2023</strong></td>
<td><strong>2023</strong></td>
<td><strong>2023</strong></td>
<td><strong>2023</strong></td>
<td><strong>2023</strong></td>
</tr>
<tr>
<td>Clear reporting structures are established within my department.</td>
<td>Clear reporting structures are established within my department.</td>
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<td>Clear reporting structures are established within my department.</td>
<td>Clear reporting structures are established within my department.</td>
<td>Clear reporting structures are established within my department.</td>
<td>Clear reporting structures are established within my department.</td>
<td>Clear reporting structures are established within my department.</td>
</tr>
<tr>
<td>I receive transparent information about changes being made within my department.</td>
<td>I receive transparent information about changes being made within my department.</td>
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<td>I receive transparent information about changes being made within my department.</td>
<td>I receive transparent information about changes being made within my department.</td>
</tr>
<tr>
<td>I know how my department measures success.</td>
<td>I know how my department measures success.</td>
<td>I know how my department measures success.</td>
<td>I know how my department measures success.</td>
<td>I know how my department measures success.</td>
<td>I know how my department measures success.</td>
<td>I know how my department measures success.</td>
<td>I know how my department measures success.</td>
</tr>
<tr>
<td>I know how my work contributes to the success of my department.</td>
<td>I know how my work contributes to the success of my department.</td>
<td>I know how my work contributes to the success of my department.</td>
<td>I know how my work contributes to the success of my department.</td>
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<td>I know how my work contributes to the success of my department.</td>
<td>I know how my work contributes to the success of my department.</td>
</tr>
<tr>
<td>I enjoy being part of my department.</td>
<td>I enjoy being part of my department.</td>
<td>I enjoy being part of my department.</td>
<td>I enjoy being part of my department.</td>
<td>I enjoy being part of my department.</td>
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<td>I enjoy being part of my department.</td>
<td>I enjoy being part of my department.</td>
</tr>
<tr>
<td>I am treated equitably by department leadership.</td>
<td>I am treated equitably by department leadership.</td>
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<td>I am treated equitably by department leadership.</td>
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<td>I am treated equitably by department leadership.</td>
<td>I am treated equitably by department leadership.</td>
</tr>
<tr>
<td>Decision making by my department leadership is transparent.</td>
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<td>Decision making by my department leadership is transparent.</td>
<td>Decision making by my department leadership is transparent.</td>
</tr>
</tbody>
</table>

*CHANGE FROM 2018 SURVEY = *  NEW SURVEY QUESTION = **
Your department embraces the University values

**| **Land Grant Ideals | **Community | **Integrity, Trust, and Respect | **Equity, Diversity, Inclusion, and Belonging | **Global Citizenship | **Freedom of Expression | **Wellbeing |
<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Area Average</strong></td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>2014</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>2016</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>2018</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>2023</td>
<td>4.15</td>
<td>4.06</td>
<td>4.04</td>
<td>4.21</td>
<td>3.85</td>
<td>4.18</td>
</tr>
</tbody>
</table>

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

CHANGE FROM 2018 SURVEY = *  NEW SURVEY QUESTION = **
** I feel heard by my college leadership.

** My department leadership treats faculty across campuses equitably.

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

** I enjoy being part of my college or area.

### Area Average

<table>
<thead>
<tr>
<th></th>
<th>Area 2014</th>
<th>Area 2016</th>
<th>Area 2018</th>
<th>Area 2023</th>
<th>WSU Average 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>I feel heard by my college leadership.</strong></td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>3.33</td>
<td>3.18</td>
</tr>
<tr>
<td><strong>My department leadership treats faculty across campuses equitably.</strong></td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>4.45</td>
<td>4.02</td>
</tr>
<tr>
<td><em>Decision making within my college or area by college or area leadership is transparent.</em></td>
<td>3.28</td>
<td>3.36</td>
<td>3.1</td>
<td>3.37</td>
<td>3.24</td>
</tr>
<tr>
<td><strong>I enjoy being part of my college or area.</strong></td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>3.89</td>
<td>3.95</td>
</tr>
</tbody>
</table>

** Change from 2018 Survey = * ** New Survey Question = **
You feel connected to your WSU Campus

<table>
<thead>
<tr>
<th>Area Average</th>
<th>WSU Average</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>I feel heard by my campus leadership.</strong></td>
<td>2.85</td>
</tr>
<tr>
<td><strong>I am treated equitably by my campus leadership.</strong></td>
<td>3.38</td>
</tr>
<tr>
<td><strong>Decision making by my campus leadership is transparent.</strong></td>
<td>2.98</td>
</tr>
<tr>
<td><strong>I enjoy being part of my WSU campus.</strong></td>
<td>3.85</td>
</tr>
</tbody>
</table>

CHANGE FROM 2018 SURVEY = *  NEW SURVEY QUESTION = **
**Employee Engagement Survey 2023**

**You feel connected to WSU as a whole**

<table>
<thead>
<tr>
<th></th>
<th>Area Average</th>
<th>WSU Average</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2014</td>
<td>2016</td>
</tr>
<tr>
<td>I am encouraged to improve work processes to benefit students and other university constituents or colleagues.</td>
<td>3.64</td>
<td>3.38</td>
</tr>
<tr>
<td>I feel heard by WSU system leadership. **</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>I am treated equitably by WSU system leadership. **</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Decision making by WSU system leadership is transparent. *</td>
<td>3.11</td>
<td>3.42</td>
</tr>
<tr>
<td>I enjoy being part of the WSU system. *</td>
<td>3.86</td>
<td>4.06</td>
</tr>
<tr>
<td>Overall, I am satisfied at work.</td>
<td>3.83</td>
<td>3.67</td>
</tr>
</tbody>
</table>

**Change from 2018 Survey = *  New Survey Question = **

2023 Employee Engagement Survey

16
You are aware of WSU resources or have concerns in the workplace

<table>
<thead>
<tr>
<th>Area 2014</th>
<th>Area 2016</th>
<th>Area 2018</th>
<th>Area 2023</th>
<th>WSU 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>2016</td>
<td>2018</td>
<td>2023</td>
<td>2023</td>
</tr>
<tr>
<td>* I am comfortable with utilizing university resources for employee concerns.</td>
<td>-</td>
<td>3.79</td>
<td>3.43</td>
<td>3.56</td>
</tr>
<tr>
<td>* My supervisor encourages me to use the university resources regarding employee concerns.</td>
<td>-</td>
<td>3.56</td>
<td>3.12</td>
<td>3.73</td>
</tr>
<tr>
<td>I have concerns regarding work climate.</td>
<td>-</td>
<td>3.40</td>
<td>3.14</td>
<td>3.62</td>
</tr>
<tr>
<td>I feel comfortable bringing work climate concerns to my supervisor.</td>
<td>-</td>
<td>3.66</td>
<td>3.72</td>
<td>3.96</td>
</tr>
<tr>
<td>I utilize wellbeing programs and resources available to employees.</td>
<td>-</td>
<td>-</td>
<td>2.92</td>
<td>2.38</td>
</tr>
<tr>
<td>** My supervisor fosters a culture of health and wellness.</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>3.96</td>
</tr>
<tr>
<td>My department leadership fosters a culture of health and wellness.</td>
<td>-</td>
<td>-</td>
<td>2.78</td>
<td>3.61</td>
</tr>
<tr>
<td>** My campus leadership fosters a culture of health and wellness.</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>3.39</td>
</tr>
<tr>
<td>** WSU system leadership fosters a culture of health and wellness.</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>3.38</td>
</tr>
<tr>
<td>I feel encouraged to focus on my wellbeing both at work and in my personal life.</td>
<td>-</td>
<td>-</td>
<td>3.00</td>
<td>3.46</td>
</tr>
</tbody>
</table>

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