There were 11 respondents who identified their department within University Advancement & External Affairs (including; Economic Development, Governmental Relations, Office of Commercialization, and Small Business Development Center) with a response average for statements 1-25 of 4.11, which was higher than the WSU average of 3.72. Due to the number of responses, the employee breakdown has not been provided.

**Highest Response Average:**

<table>
<thead>
<tr>
<th>Statements</th>
<th>WSU Average</th>
<th>Area Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>I enjoy being part of my department.</td>
<td>3.96</td>
<td>4.55</td>
</tr>
<tr>
<td>A spirit of cooperation and teamwork exists between me and my co-workers.</td>
<td>3.86</td>
<td>4.64</td>
</tr>
<tr>
<td>I enjoy being part of Washington State University.</td>
<td>4.08</td>
<td>4.64</td>
</tr>
<tr>
<td>Those around me are committed to doing quality work.</td>
<td>4.12</td>
<td>4.82</td>
</tr>
</tbody>
</table>

**Lowest Response Average:**

<table>
<thead>
<tr>
<th>Statements</th>
<th>WSU Average</th>
<th>Area Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>My supervisor gives me ongoing feedback to help improve my performance.</td>
<td>3.29</td>
<td>3.45</td>
</tr>
<tr>
<td>I receive clear information about changes being made within WSU.</td>
<td>3.16</td>
<td>3.55</td>
</tr>
<tr>
<td>I am recognized for doing a good job.</td>
<td>3.42</td>
<td>3.64</td>
</tr>
<tr>
<td>I receive clear information about changes within my college/area.</td>
<td>3.18</td>
<td>3.70</td>
</tr>
<tr>
<td>I am encouraged to develop myself professionally.</td>
<td>3.45</td>
<td>3.73</td>
</tr>
<tr>
<td>I am encouraged to provide input on decisions impacting my work.</td>
<td>3.55</td>
<td>3.73</td>
</tr>
</tbody>
</table>

**Employee Feedback:**

Of those who identified themselves within the area, the only comment provided was positive feedback regarding having a supportive working environment within Government Relations.

**Action Items:**

In reviewing the data for those respondents who identified themselves within a unit reporting through University Advancement & External Affairs, initiatives to improve employee engagement and perceptions of the workplace may include, but are not limited to:

- Improve efforts to promote and encourage professional development of employees
- Provide employees with on-going feedback and recognition
- Evaluate how input is solicited and taken into consideration
- Improve communication efforts regarding changes at the Area and University level
# RESPONSE AVERAGE BREAKDOWN:

<table>
<thead>
<tr>
<th>Section</th>
<th>Question</th>
<th>WSU Average</th>
<th>Advancement Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>Overall response average for statements 1-25</td>
<td>3.72</td>
<td>4.11</td>
</tr>
</tbody>
</table>

## SECTION 1: Do employees know and have what they need to do their job?

1. I know what is expected of me at work. 4.39 4.30
2. I receive the information I need to perform my job. 4.07 4.40
3. I have the resources I need to do my job effectively. 4.00 4.30
4. I have the technology I need to do my job efficiently. 4.16 4.45

## SECTION 2: Do employees feel they are valued?

5. I am recognized for doing a good job. 3.42 3.64
6. My supervisor values me and the work I do. 3.85 3.91
7. My supervisor gives me ongoing feedback to help improve my performance. 3.29 3.45
8. I feel encouraged to have a good balance between work and personal life. 3.42 4.09

## SECTION 3: Do employees feel they provide individual contributions?

9. I am encouraged to develop myself professionally. 3.45 3.73
10. I am encouraged to provide input on decisions impacting my work. 3.55 3.73
11. I am encouraged to come up with better ways of doing things. 3.57 3.82

## SECTION 4: Do employees feel connected to their co-workers?

12. A spirit of cooperation and teamwork exists between me & my co-workers. 3.86 4.64
13. Knowledge & information sharing is practiced between me & my co-workers. 3.81 4.18
14. Those around me are committed to doing quality work. 4.12 4.82

## SECTION 5: Do employees feel connected to their department?

15. Clear reporting structures are established within my department. 3.79 4.09
16. I receive clear information about changes made within my department. 3.33 3.82
17. I know how my department measures success. 3.27 3.82
18. I know how my work contributes to the success of my department. 3.84 4.36
19. My department demonstrates support for a diverse workforce. 4.00 4.10
20. I enjoy being part of my department. 3.96 4.55

## SECTION 6: Do employees feel connected to WSU as a whole?

21. I am encouraged to improve work processes to benefit customers. 3.72 4.33
22. I receive clear information about changes made within my college/area. 3.18 3.70
23. I receive clear information about changes being made within WSU. 3.16 3.55
24. I enjoy being part of Washington State University. 4.08 4.64
25. Overall, I am satisfied at work. 3.84 4.27