

WVU Culture and Engagement Survey

“Employee Engagement is a catalyst for success and sustainability that cannot be ignored.”

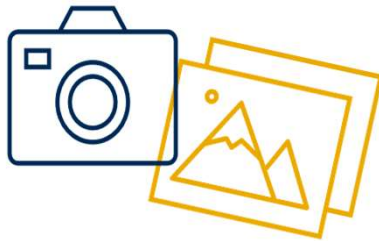
- Irene Becker, Executive Coach & Chief Success Officer, Just Coach It-The 3Q Edge (IQ-EQ-SQ)

Agenda

- / New Survey Platform Overview
- / 2023 Survey Timeline & Milestones
- / WVU Culture and Engagement Survey Webpage
- / #1 Key Factor for Positive Change at WVU
- / Comments & Questions



/ New Survey Platform Overview



Key Features

- Short Survey < 5 minutes
- Crowdsourced voting
- Dialogue protects your anonymity
- Access 24/7 on any mobile device
- You can skip questions



WVU Culture and Engagement Survey

Spring
2023

Survey
Launch



Mar-Apr

March 21 - April 4

Release Results to
People Leaders

Campus
Conversation



Apr

Release Results to
All Faculty & Staff

Team
Conversation



Sep-Nov

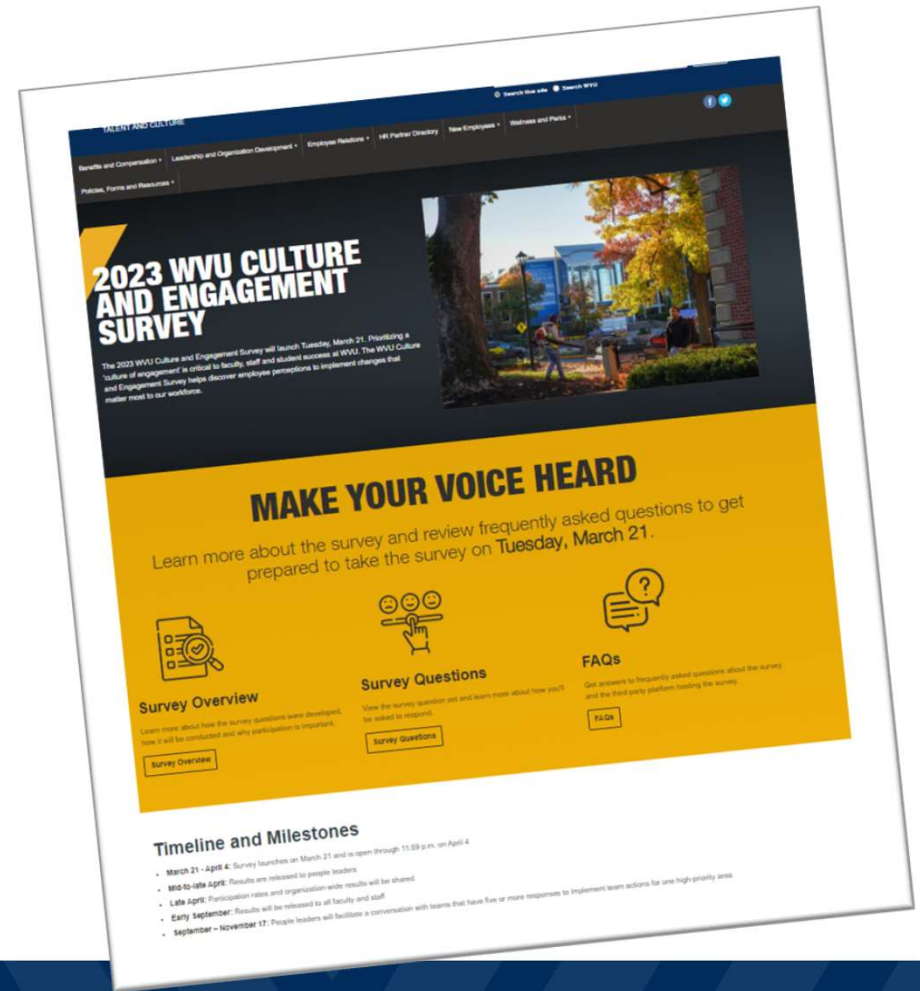
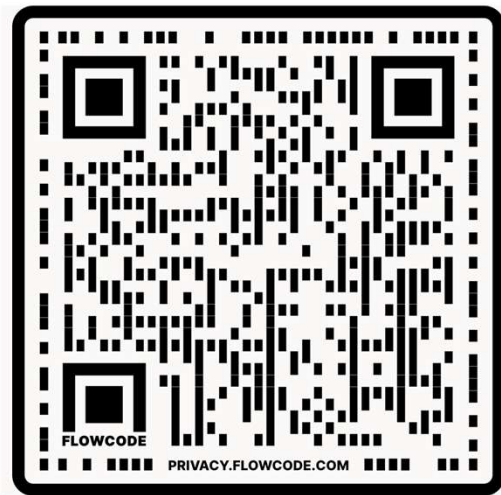
REPEAT*



**Spring 2024 for
18-Month Cycle then
Annual Fall Cycle*

Baseline 12-Month Cycle

WVU Engagement and Culture Webpage



/ #1 Key Factor for Positive Change at WVU



Comments / Questions

thank you!


Survey Modifications from Campus-wide Feedback



2021 Focus Groups



2022 Sneak Peek Survey



Let Your Mountaineer Voice Be Heard
WVU Culture Survey Experience Focus Group
West Virginia University
lud@mail.wvu.edu

Mountaineer Voice Focus Group Sneak Peek Survey

Last activity: 5 days ago

345 Participants 342 Respondents 358 Answers 3,031 Votes



72% Positive

189 Participants 117 Respondents

Start: APR 19 2022 End: APR 29 2022

Survey Modifications Summary



Original Survey	Revised Survey
15 total questions	23 total questions
No DEI	Added DEI
No VP/Dean level	Added VP/Dean level
3 Supervisor level	9 Supervisor level
	Other: <ul style="list-style-type: none">• Addressed question structure/language• Addressed platform concerns with vendor (i.e., ADA color contrast, voting tab, etc.)• Open-ended last question: To be selected by WVU Values Coin Recipients

Revised Survey Questions



- | | |
|----------------------|--|
| Opening | 1. I am proud to work at WVU. |
| | 2. I see a clear connection between my work and our WVU land-grant mission [WVU Mission Defined]. |
| | 3. WVU is committed to diversity and inclusion in the workplace. |
| Senior Leaders | 4. My vice president/dean models our WVU Values of Service, Curiosity, Respect, Accountability, and Appreciation. |
| | 5. My vice president/dean communicates a clear vision for the future. |
| | 6. My vice president/dean communicates the reasons for college/division decisions. |
| Immediate Supervisor | 7. The person I report to models our WVU Values of Service, Curiosity, Respect, Accountability, and Appreciation). |
| | 8. The person I report to does a good job managing people. |
| | 9. The person I report to communicates what is expected of me. |
| | 10. The person I report to provides useful feedback on my performance. |
| | 11. I am comfortable discussing concerns with the person I report to. |
| | 12. The person I report to treats me fairly. |
| | 13. The person I report to treats everyone with respect regardless of their position/role. |
| | 14. I have confidence in the leadership ability of the person I report to. |
| Individual | 15. I know what is expected of me at work. |
| | 16. I am appropriately involved in decisions that affect my work. |
| | 17. I am willing to put the extra effort to help the University reach its goals. |
| Work Environment | 18. People in my team take personal ownership of their work responsibilities. |
| | 19. My co-workers treat everyone with respect regardless of their position/role. |
| | 20. There is effective cooperation across departments. |
| | 21. Employees of WVU adapt to new ways of doing things. |
| Closing | 22. I believe feedback from this survey will be used to make improvements. |
| | 23. Open-ended Question for Crowdsourced Voting |