ADMINISTRATIVE PROFESSIONAL ADVISORY COUNCIL

STRATEGIC PLANNING REPORT

2021 - 2022

WASHINGTON STATE UNIVERSITY
Administrative Professional Advisory Council (APAC)
WSU EMPLOYS NEARLY 2100 ADMINISTRATIVE PROFESSIONALS SYSTEM WIDE. WE RECEIVED RESPONSES FROM JUST OVER 20% OF WSU’s AP CONSTITUENTS.
SURVEY RESPONDENTS BY CAMPUS LOCATION

*AP'S THAT REPORTED WORKING AT AN "OTHER" CAMPUS LOCATION INCLUDE TEAM MEMBERS FROM: WSU EXTENSION CLALLAM COUNTY, PIERCE COUNTY EXTENSION, KITSAP COUNTY EXTENSION, WHATCOM EXTENSION, MOUNT VERNON EXTENSION, KALISPEL TRIBAL RESERVATION, MOUNT VERNON, WSU SEATTLE, WSU ENERGY PROGRAM, REMOTE TELEWORK, BREMERTON GLOBAL

UNDERSTANDING SURVEY CONSTITUENTS BY THE NUMBER OF YEARS THEY'VE BEEN EMPLOYED AT WSU

NUMBER OF YEARS EMPLOYED AT WSU

- 1-3: 80
- 3-5: 43
- 5-8: 51
- 8+: 183
IDENTIFIED AREAS OF CRITICAL CONCERN FOR WSU AP’S

- Equitable Pay (267)
- Working Outside of Job Duties Without Compensation (195)
- Flexible Work Schedules (181)
- Career Advancement Challenges (161)
TOP 3 OTHER AREAS OF CRITICAL CONCERN FROM THE 436 WSU AP SURVEY RESPONSES RECEIVED BY THE 11.15.2021 DEADLINE

1. COMPENSATION & PAY EQUITY
2. RECRUITMENT & RETENTION IMPACTS ON MORALE
3. SYSTEM-WIDE ONEWSU INCLUSIVITY & UNDERSTANDING UNIQUE EMPLOYEE CIRCUMSTANCES

33 TOTAL OTHER AREA OF CONCERN COMMENTS
RANKED AVERAGES OF PROFESSIONAL DEVELOPMENT AREAS OF INTEREST BY LEVEL OF IMPORTANCE (0-100)

*AVERAGE RANKING BASED ON THE 436 TOTAL SURVEY RESPONSES

<table>
<thead>
<tr>
<th>Area</th>
<th>Average Ranking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Access to professional</td>
<td>59.35</td>
</tr>
<tr>
<td>Development conferences</td>
<td></td>
</tr>
<tr>
<td>Online Trainings</td>
<td>58.89</td>
</tr>
<tr>
<td>Access to tuition waivers</td>
<td>54.41</td>
</tr>
<tr>
<td>Mentorship Programming</td>
<td>43.33</td>
</tr>
<tr>
<td>Guest Speakers</td>
<td>42.62</td>
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</table>
TOP 3 OTHER AREAS OF PROFESSIONAL DEVELOPMENT INTEREST FROM THE 436 WSU AP RESPONSES RECEIVED BY 11.15.21

1. REQUESTS FOR INCREASED ACCESS TO PROFESSIONAL DEVELOPMENT TRAININGS / CERTIFICATION PROGRAMS / CONFERENCES & WORKSHOPS

2. ACCESS TO PROFESSIONAL COHORT COLLABORATION GROUPS. (WORKING PARENT RESOURCE SUPPORT GROUPS FOR EXAMPLE)

3. TIME RELATED CONCERNS

22 TOTAL OTHER PROFESSIONAL DEVELOPMENT COMMENTS
RANKED AVERAGES OF WORKPLACE ENVIRONMENT VALUES BY LEVEL OF IMPORTANCE (0-100)

*Average ranking based on the 436 total survey responses

- Staffing levels: 78.69
- Workplace Culture & Collegiality: 73.39
- Administrative Support: 72.4
- Access to Resources: 70.43
- Diversity, Equity, & Inclusion: 66.82
- Psychological Safety: 62.35
TOP 3 OTHER THEMES OF WORKPLACE ENVIRONMENT CONCERNS FROM THE 436 WSU AP RESPONSES RECEIVED BY 11.15.21

1. Workplace comfort, conditions, access to resources, physical health & safety as it relates the current environment and the global pandemic

2. Employer expectations and flexibility

3. Campus culture, recognition, gratitude, retention & supervisory support

55 Total other workplace environment concern comments
59 other unity related concerns were shared at the conclusion of this survey report, please see the concluding common themes.
Thank you for your consideration of this feedback from WSU Administrative Professionals.