

## Summary of results — The College – Social Sciences

ASU staff participated in a university-wide survey conducted from Dec. 5, 2022, through Jan. 3, 2023. This survey's purpose was to gather feedback confidentially and allow ASU staff to share their thoughts about what the university does well, how it can improve and where it can invest in the future. Following is a summary of the staff results for the Social Sciences division of The College.

### Survey participation

- **59%** response rate.
  - Benefits-eligible staff who had worked at ASU for a minimum of 90 days were invited to participate.

### Affinity

Approximately **94%** of staff are proud to work at ASU, and **93%** understand how their work supports the ASU Charter.

### Engagement and retention drivers

- **98%** of staff are willing to give their best efforts to help ASU be successful.
- Inclusion is strong, with **97%** of respondents feeling that ASU is taking meaningful steps toward supporting the inclusion of all people.

### Strengths to maintain or enhance

- **96%** of staff respondents feel their ASU co-workers support the inclusion of all people.
- **87%** of staff respondents feel they have opportunities to participate in decisions that affect their work.
- **86%** of staff respondents feel their department leader is responsive to input from staff.

### Key opportunities for improvement

- **75%** of staff respondents feel employees at ASU are encouraged to take risks and try new approaches.
- **72%** of staff respondents feel ASU is committed to helping staff achieve a healthy work-life balance.
- **82%** feel people in their department communicate well with each other.

### Benchmarks

This engagement survey was the first one conducted by ASU. Future surveys will be calibrated to the baselines established by this survey.