

## Summary of results — Faculty

ASU faculty 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 faculty 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 faculty results.

### Survey participation

- **46%** response rate.
- Out of **4,364 faculty** invited to participate, **2,010** responded.
  - Benefits-eligible faculty who had worked at ASU for a minimum of 90 days were invited to participate.

### Affinity

Approximately **92%** of faculty are proud to work at ASU, and **91%** feel their association with ASU has enriched their career.

### Engagement and retention drivers

- Alignment is high; 94% of faculty understand ASU's vision and strategic imperatives.
- Inclusion is strong, with 90% of respondents indicating that their department chair actively promotes diversity and inclusion.
- 87% of faculty believe ASU is taking meaningful steps towards supporting the inclusion of all people.

### Strengths to maintain or enhance

- 92% of faculty respondents feel that staff at ASU treat them with dignity and respect.
- 89% of faculty respondents feel that ASU's policies and practices effectively protect students from harassment and discrimination.
- 85% of faculty respondents feel that ASU policies support a diverse workforce.

### Key opportunities for improvement

- 78% of faculty respondents believe they can achieve their career objectives at ASU.
- 60% of faculty respondents believe work is distributed fairly in their departments.
- 63% of faculty respondents indicated that work demands allowed them to balance work and personal life.

- Being able to get the support needed when work becomes overwhelming is among the opportunities for improvement at 59%, along with being rewarded for contributions in teaching (54%) and service (53%).

## Benchmarks

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

## Themes from comments

**65%** of faculty responded to the question, **“If you could only change two things at ASU, what would they be and how would you change them?”** Respondents highlighted:

1. Development and careers.
2. Pay and bonus.
3. Benefits.
4. Change management.
5. Productivity.

**51%** of faculty responded to the second open-ended question, **“What makes you want to continue working at ASU?”** The main themes were:

1. Development and careers.
2. Organizational strategy.
3. Atmosphere.
4. Loyalty.
5. Benefits.