

Summary of results — Staff

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.

Survey participation

- **59%** response rate.
- Out of **8,318 staff** invited to participate, **4,878** responded.
 - Benefits-eligible staff who had worked at ASU for a minimum of 90 days were invited to participate.

Affinity

Approximately **90%** of staff are proud to work at ASU, and **94%** 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 **94%** of respondents feeling that ASU is taking meaningful steps toward supporting the inclusion of all people.

Strengths to maintain or enhance

- 89% of staff respondents feel their contributions are valued by their department.
- 86% of staff respondents feel they received training to do their jobs well.
- 90% of staff respondents feel their ASU benefits meet their needs.

Key opportunities for improvement

- 84% of staff respondents believe they can achieve their career objectives at ASU.
- 76% of staff respondents feel ASU is committed to helping staff achieve a healthy work-life balance.
- 64% of staff respondents feel EDGE Conversations (performance review) are valuable.
- 59% of staff respondents feel they are paid fairly for the work they do.
- 58% feel there is enough staff in departments to do their jobs.

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 staff responded to the question, “**If you could only change two things at ASU, what would they be and how would you change them?**” The top five themes included:

1. Pay and bonus.
2. Benefits.
3. Development and careers.
4. Physical environment.
5. Workload and staffing.

61% of staff responded to the question, “**What makes you want to continue working at ASU?**” Their responses highlighted the following:

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