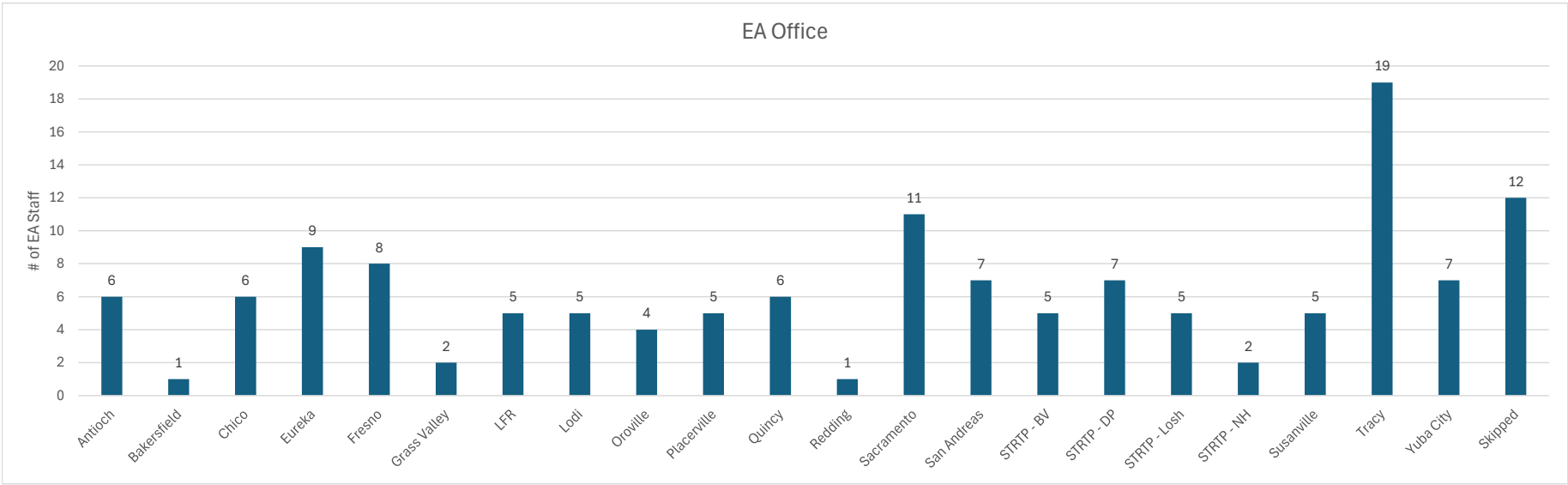
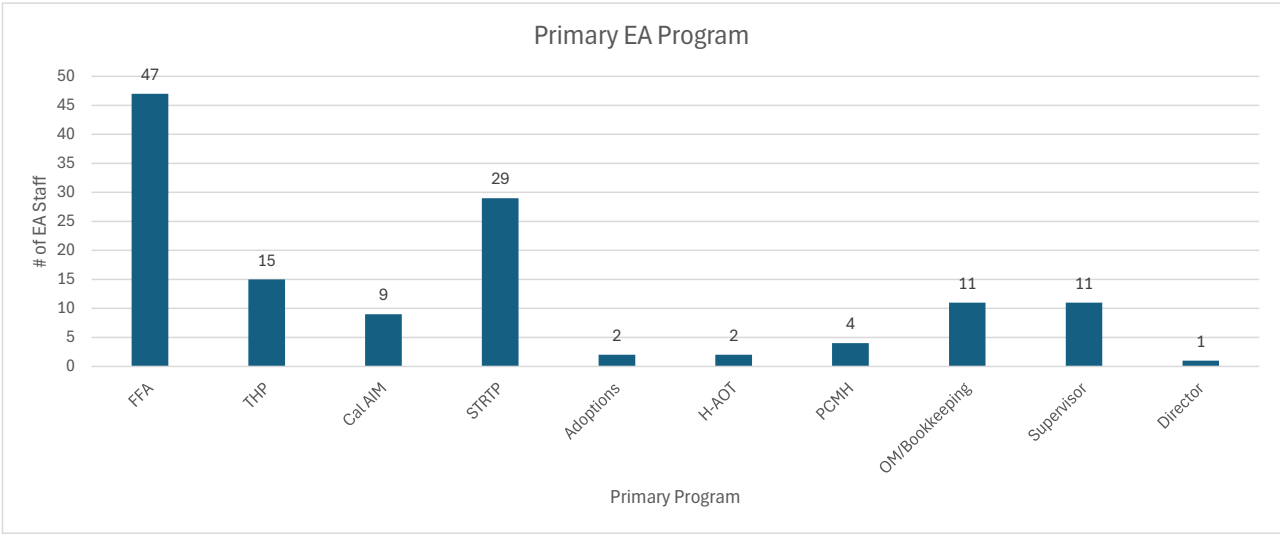
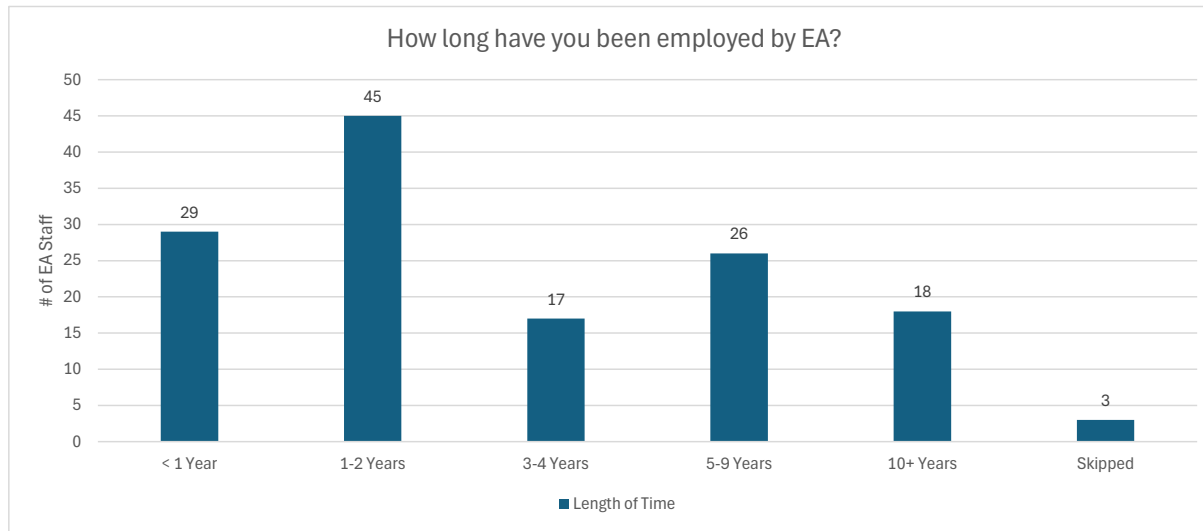


Employee Satisfaction Survey 2024

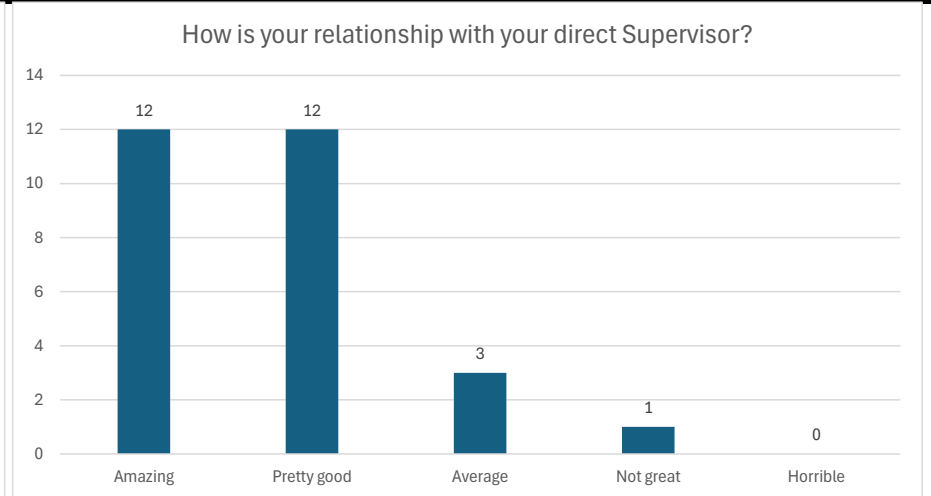
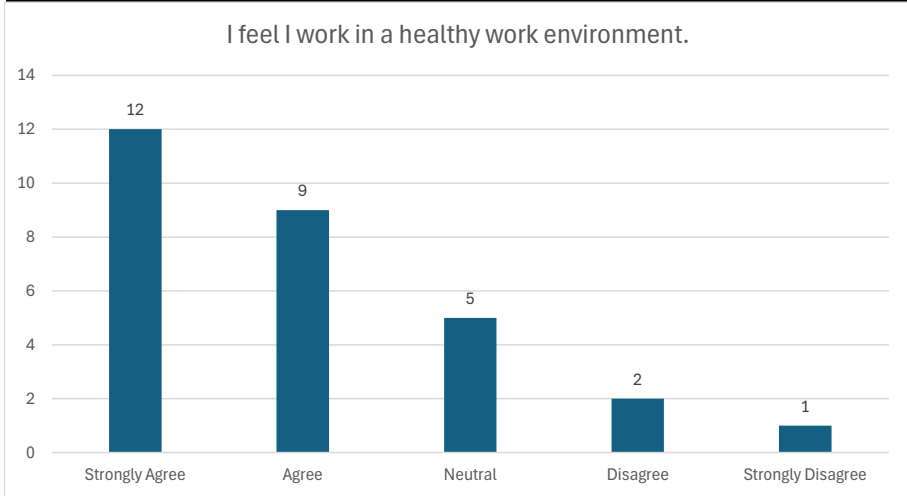


This survey is comprised of 20 items, 11 of which are assessed on a 5-point Likert scale. One item ("I have been acknowledged for my work contributions") is assessed on a 3-point Likert scale. The total sample size (*n*) of this survey administration was 138, up from 104 in 2023. This survey is administered bi-annually in January and July.



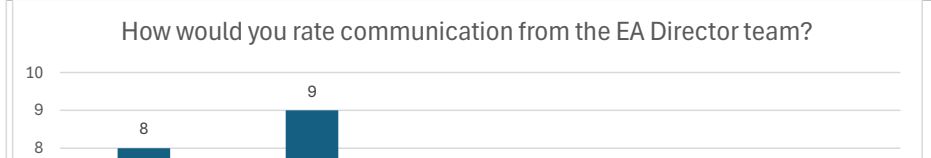
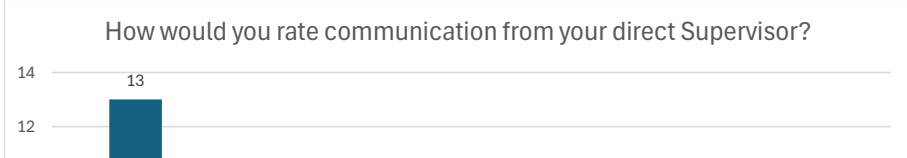


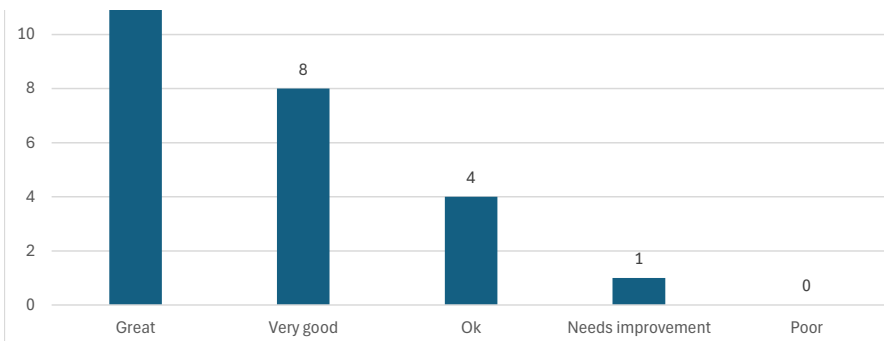
Responses from staff at EA less than 1 year (*n* = 29)



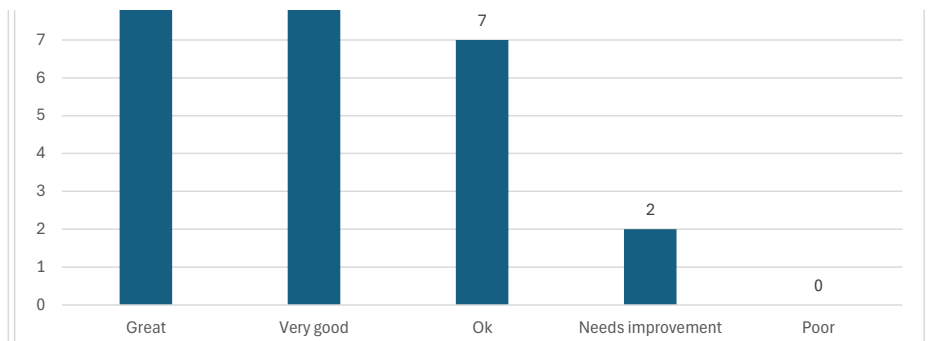
Item Mean = 4.0

Item Mean = 4.25

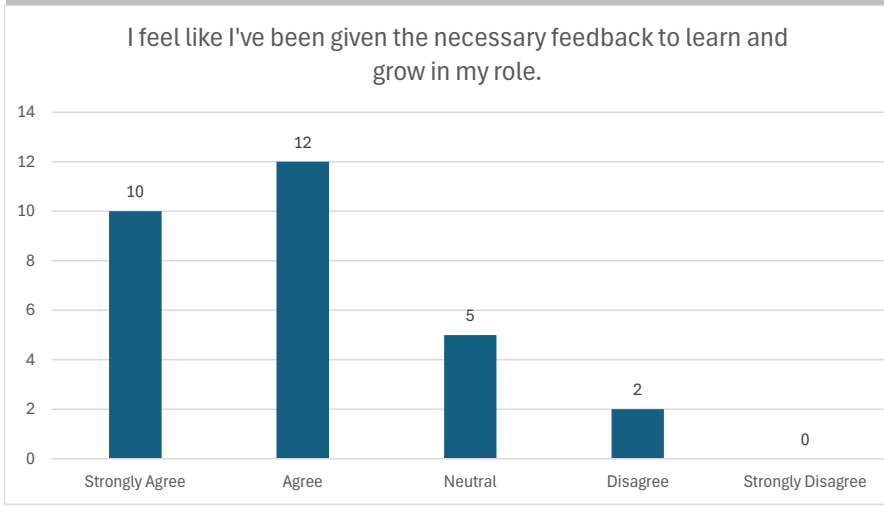




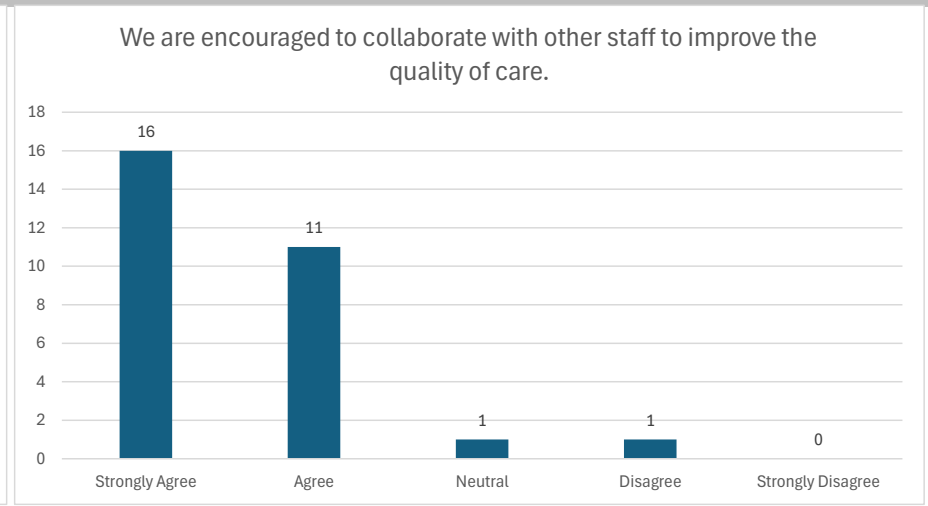
Item Mean = 4.27



Item Mean = 3.88

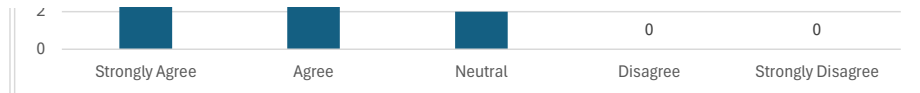
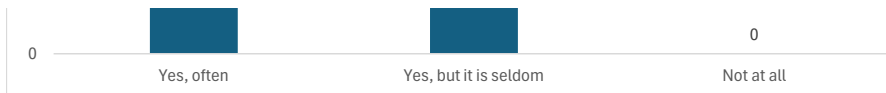


Item Mean = 4.03



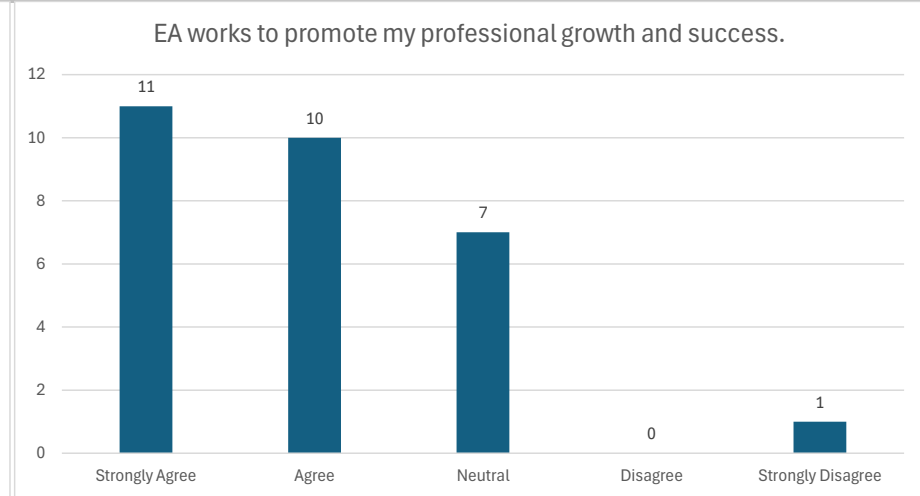
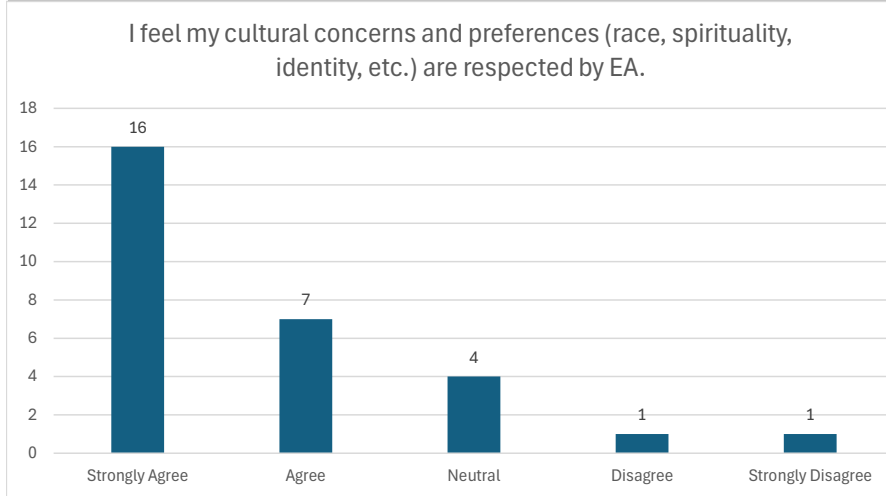
Item Mean = 4.45





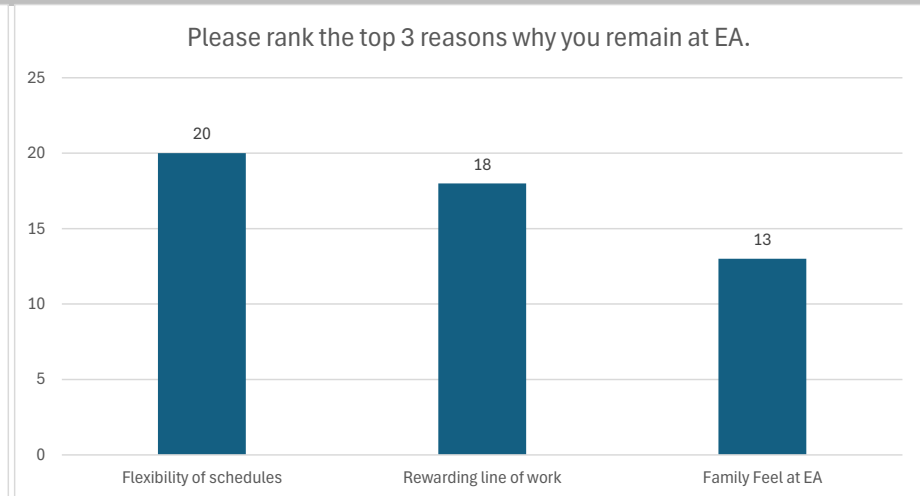
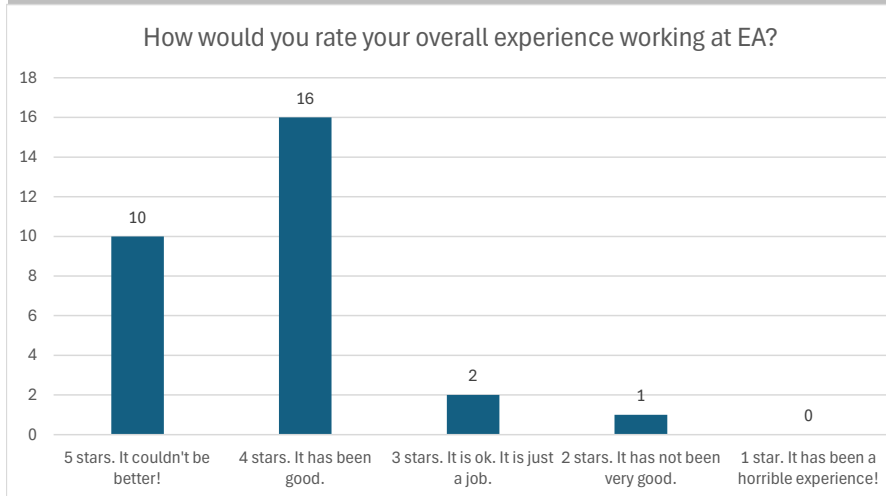
Item Mean = 2.79 **3-point Likert scale**

Item Mean = 4.57



Item Mean = 4.24

Item Mean = 4.03



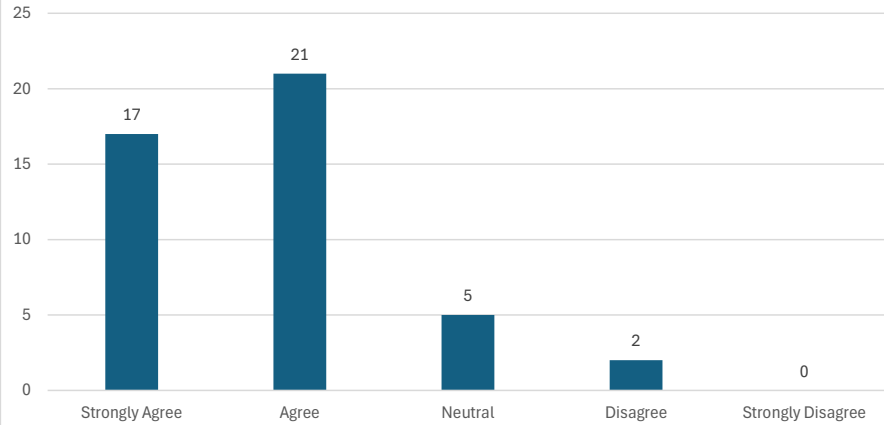
Item Mean = 4.21

Ratings scored if an employee ranked an option as 1st, 2nd, or 3rd

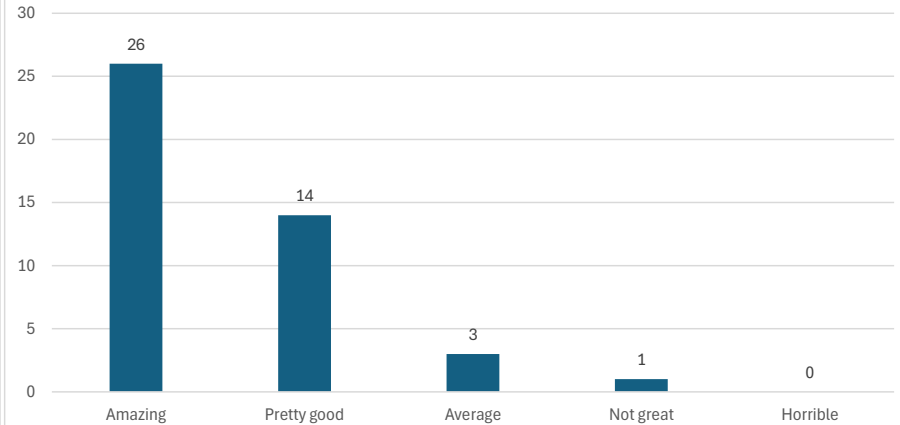
2024 Lowest Item Mean	3.88	How would you rate your communication from the EA Director team?
2024 Highest Item Mean	4.57	I am satisfied with the workplace flexibility offered by EA.

Responses from staff at EA 1 - 2 years (n = 45)

I feel I work in a healthy work environment.



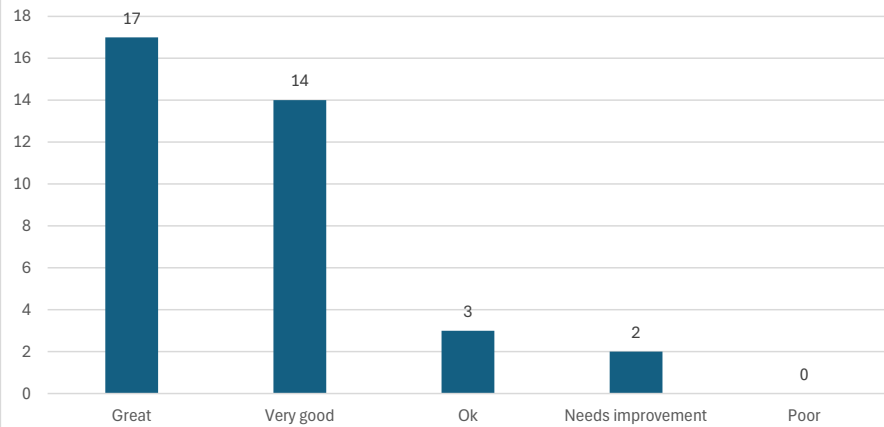
How is your relationship with your direct Supervisor?



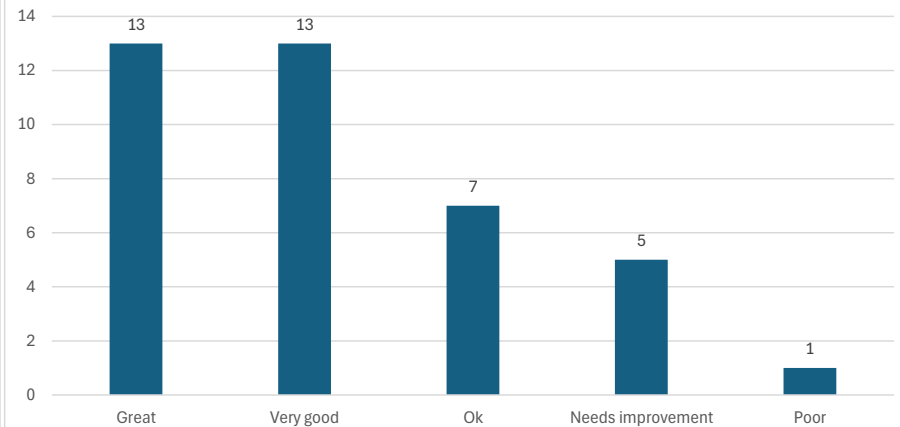
Item Mean = 4.18

Item Mean = 4.48

How would you rate communication from your direct Supervisor?



How would you rate communication from the EA Director team?



Item Mean = 4.28

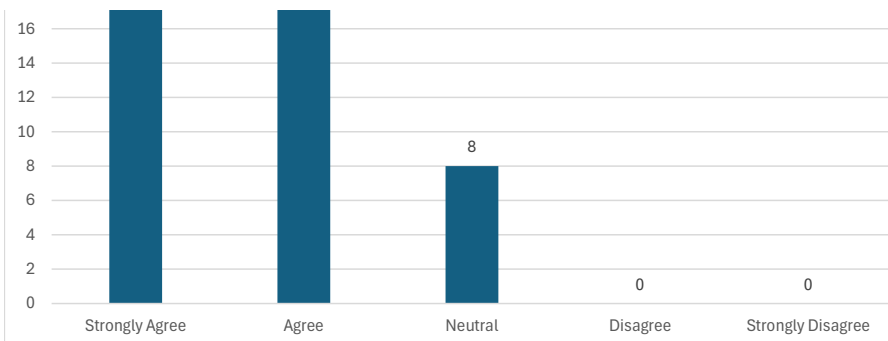
Item Mean = 3.82

I feel like I've been given the necessary feedback to learn and grow in my role.

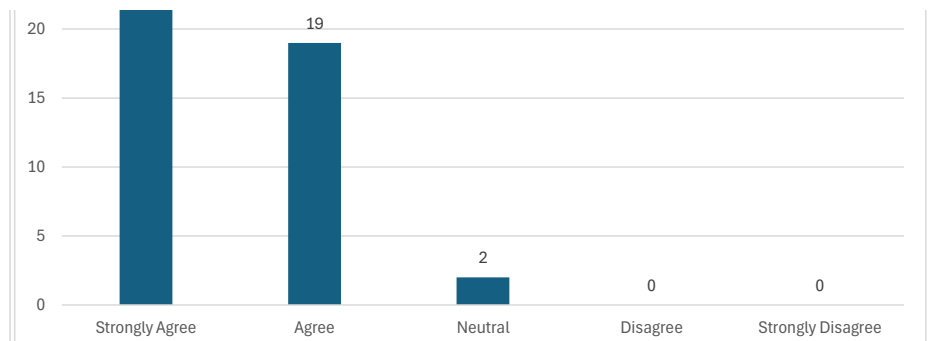


We are encouraged to collaborate with other staff to improve quality of care.

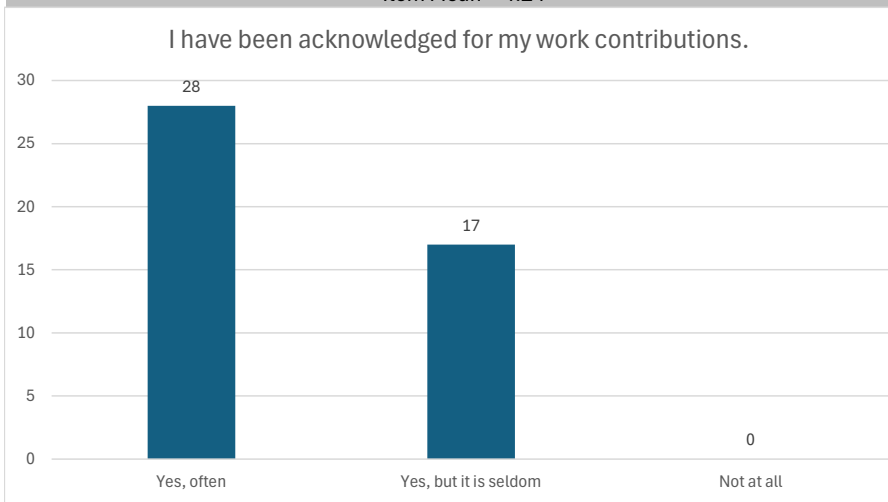




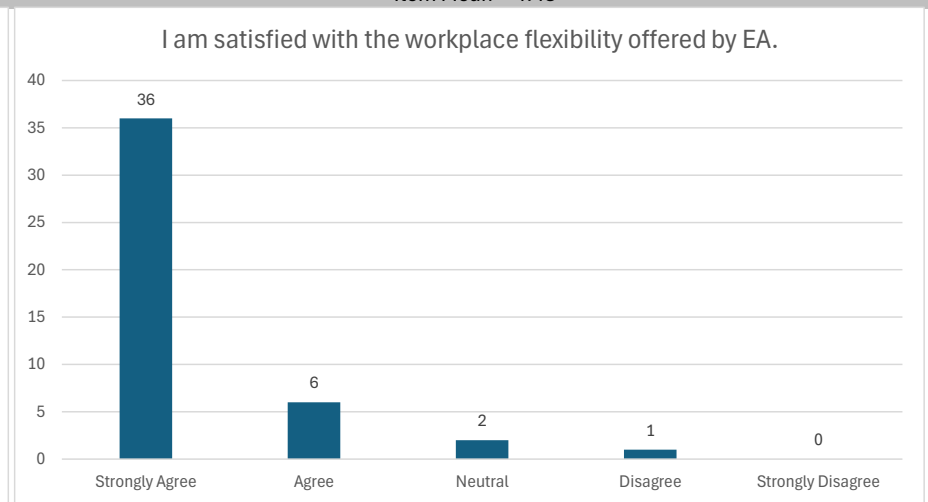
Item Mean = 4.24



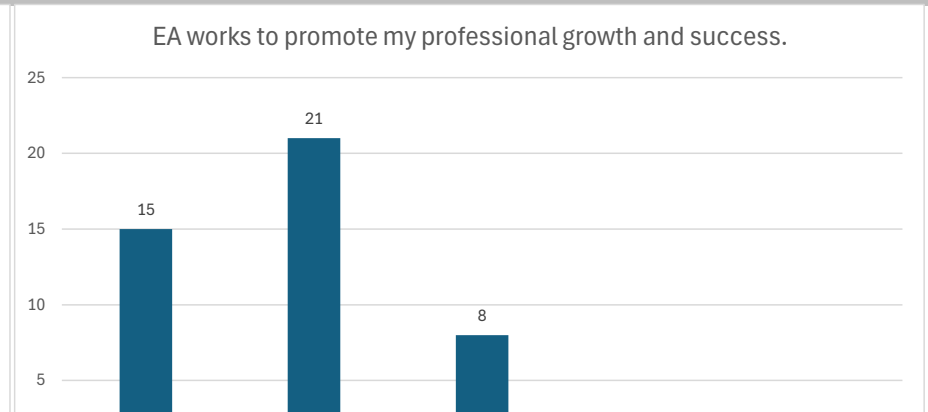
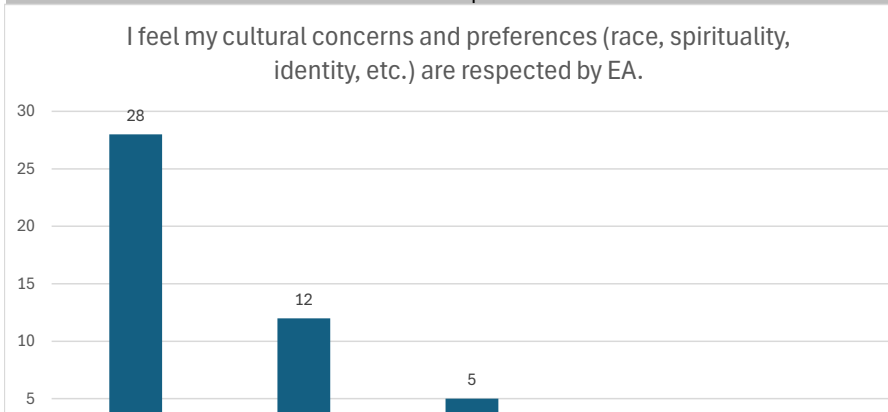
Item Mean = 4.48

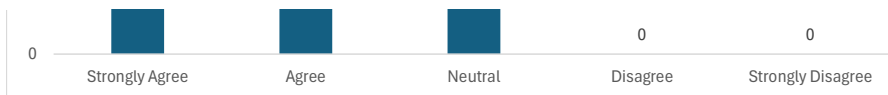


Item Mean = 2.62 **3-point Likert scale**

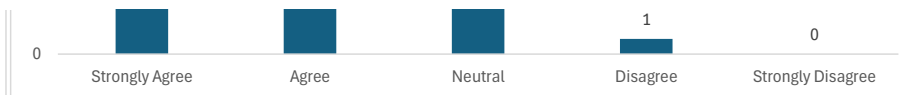


Item Mean = 4.71

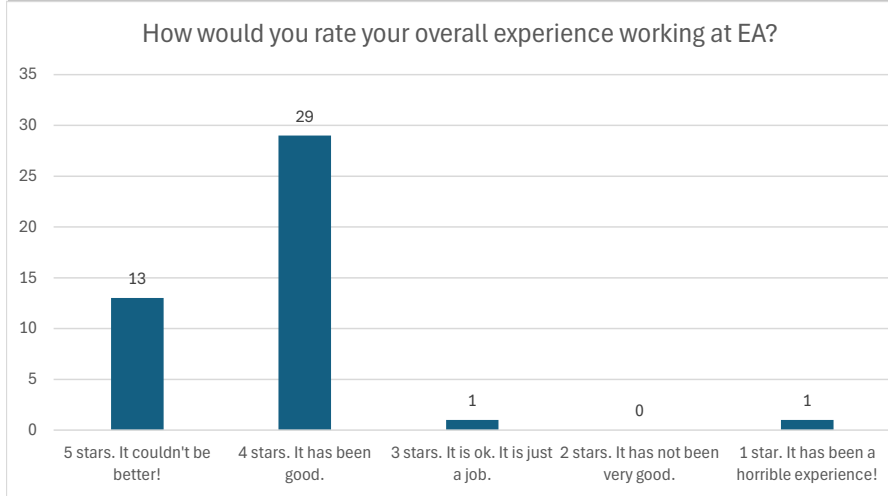




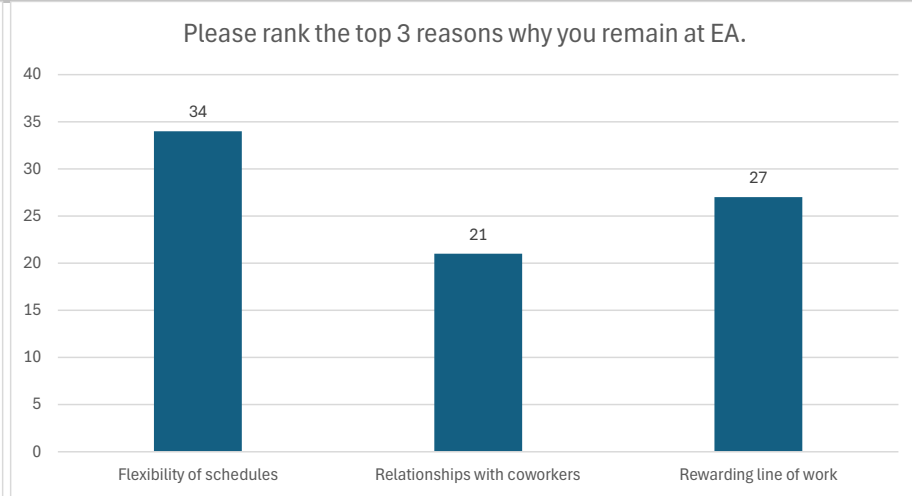
Item Mean = 4.51



Item Mean = 4.11

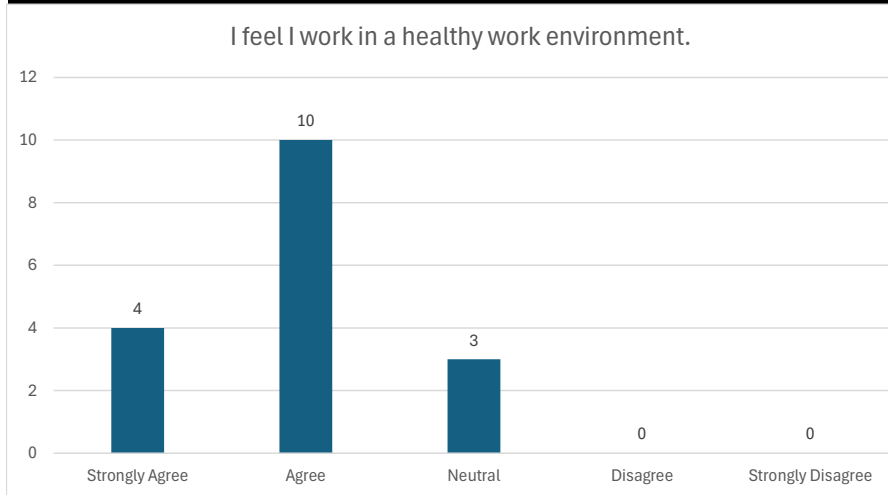


Item Mean = 4.21

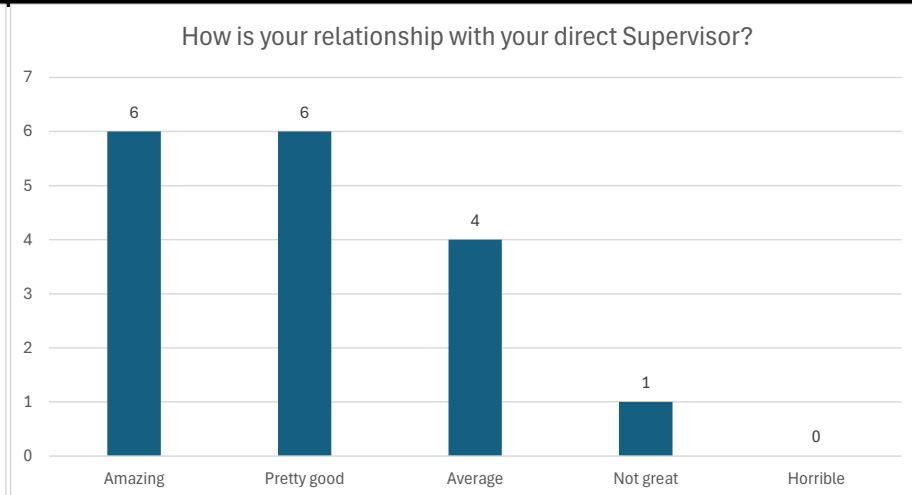


Ratings scored if an employee ranked an option as 1st, 2nd, or 3rd

Responses from staff at EA 3-4 years (n = 17)



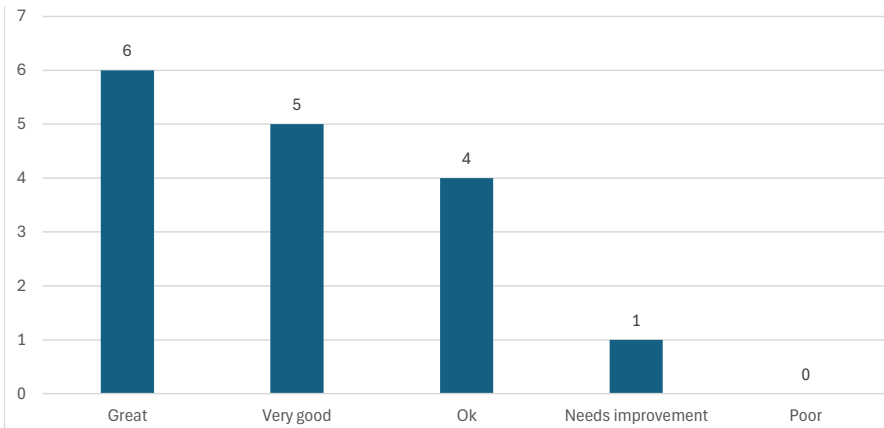
Item Mean = 4.06



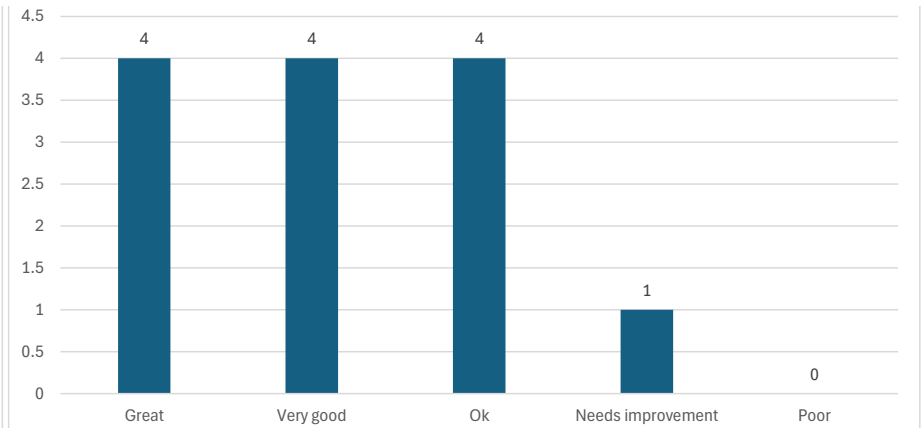
Item Mean = 4.0

How would you rate communication from your direct Supervisor?

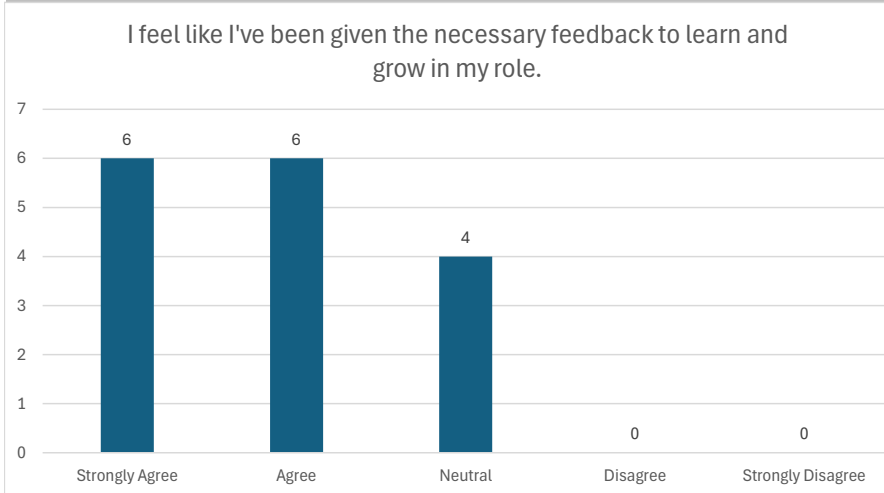
How would you rate communication from the EA Director team?



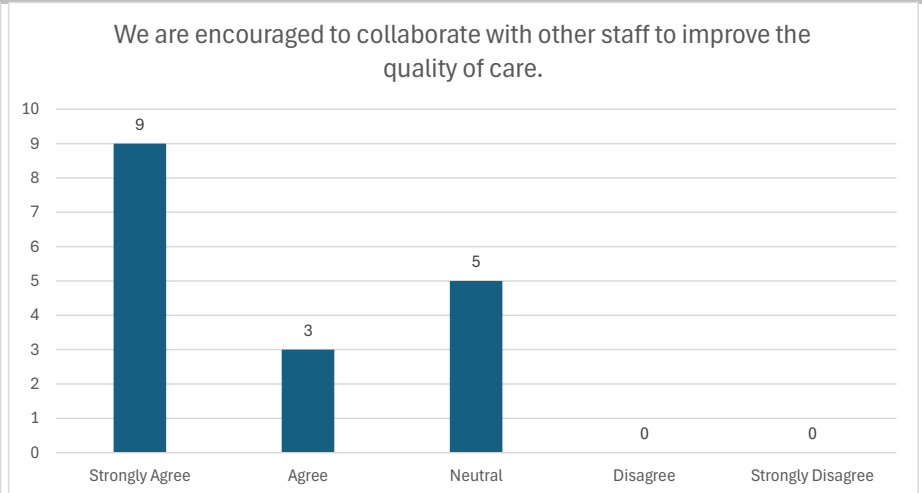
Item Mean = 4.0



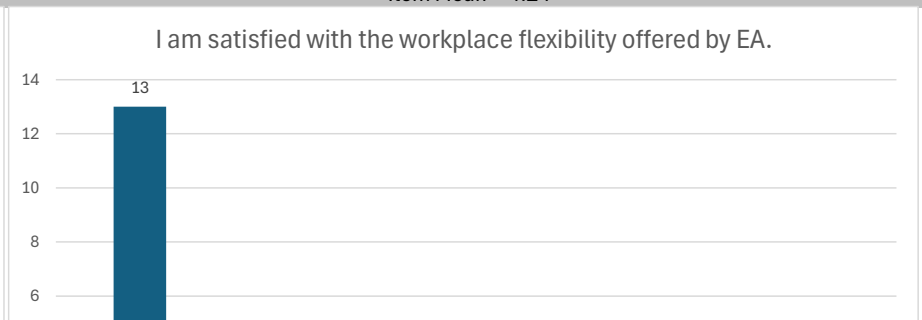
Item Mean = 3.85

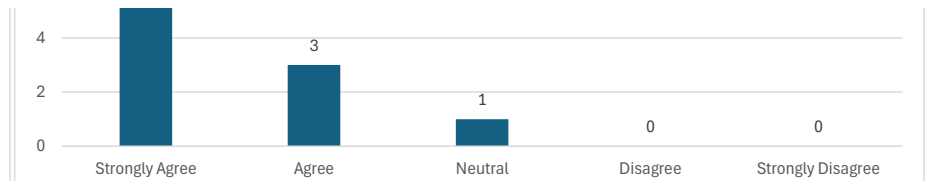
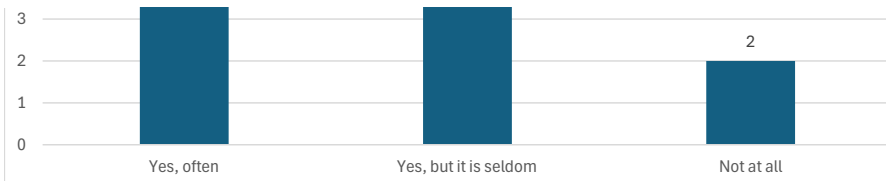


Item Mean = 4.13



Item Mean = 4.24



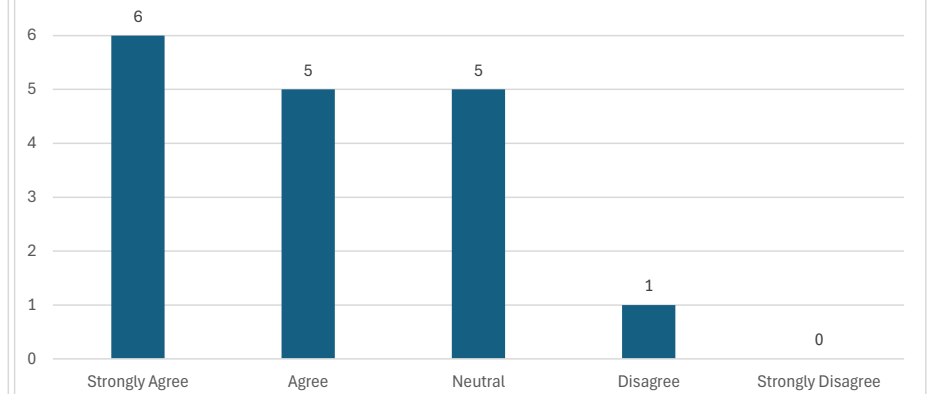
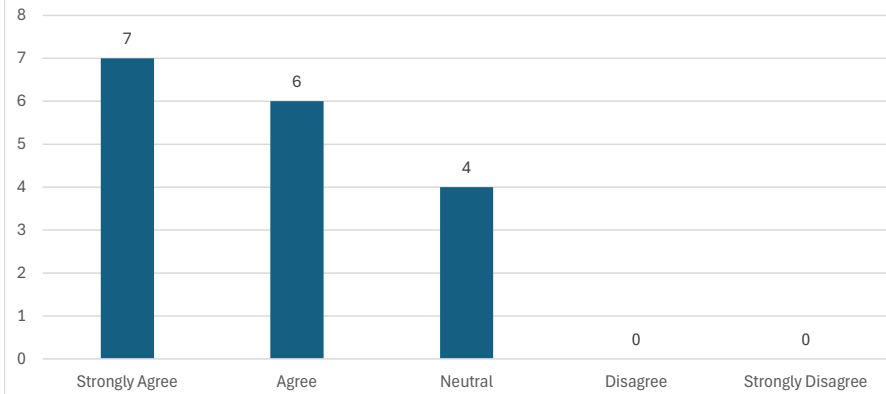


Item Mean = 2.35 **3-point Likert scale**

Item Mean = 4.71

I feel my cultural concerns and preferences (race, spirituality, identity, etc.) are respected by EA.

EA works to promote my professional growth and success.

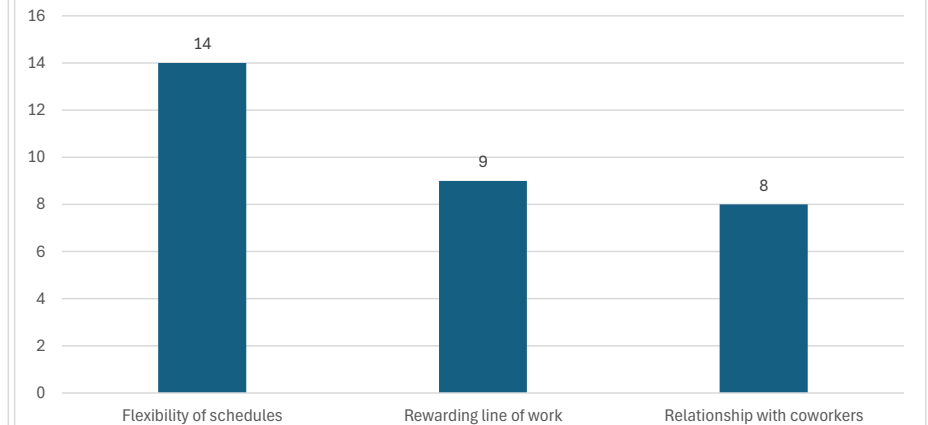
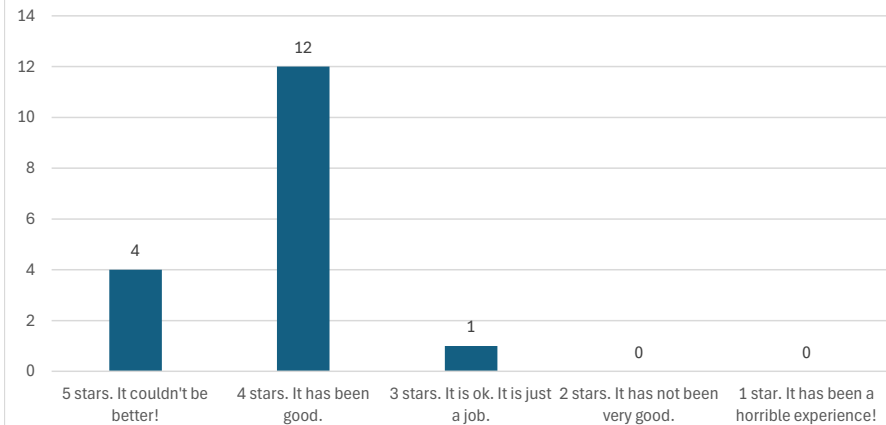


Item Mean = 4.18

Item Mean = 3.94

How would you rate your overall experience working at EA?

Please rank the top 3 reasons why you remain at EA.



Item Mean = 4.18

Ratings scored if an employee ranked an option as 1st, 2nd, or 3rd

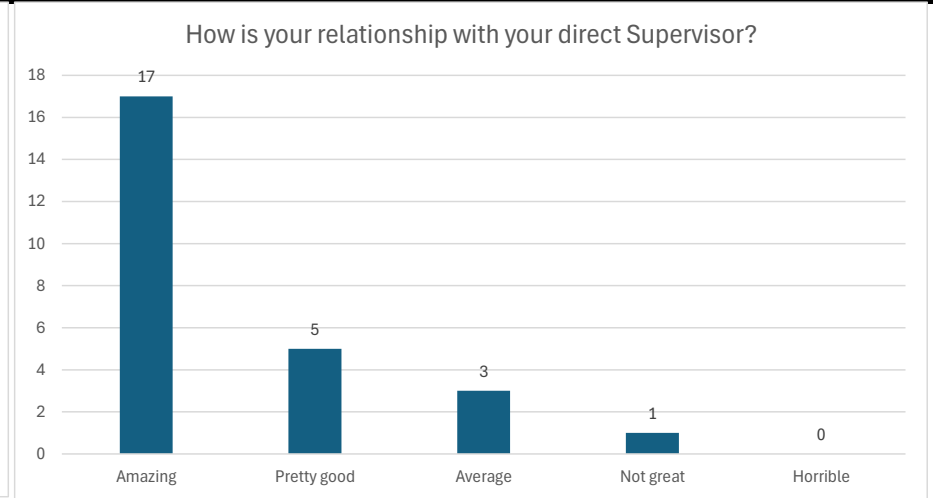
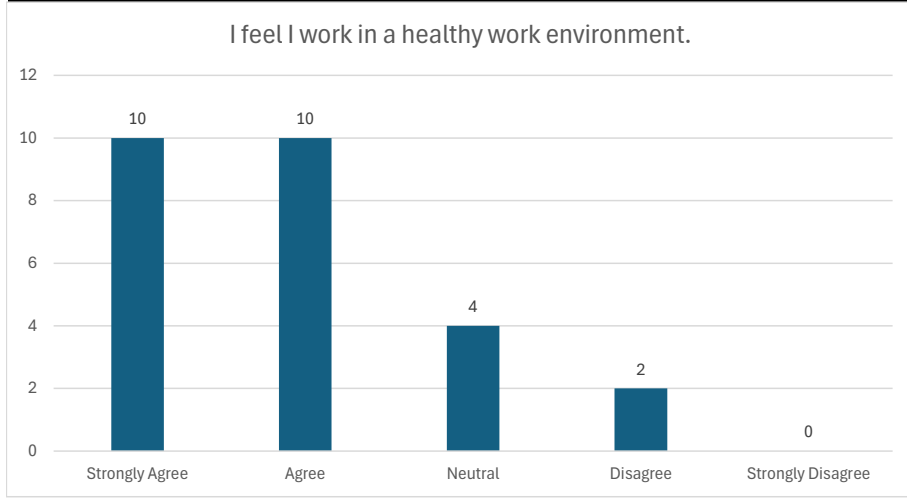
2024 Lowest Item Mean

3.85

How would you rate your communication from the EA Director team?

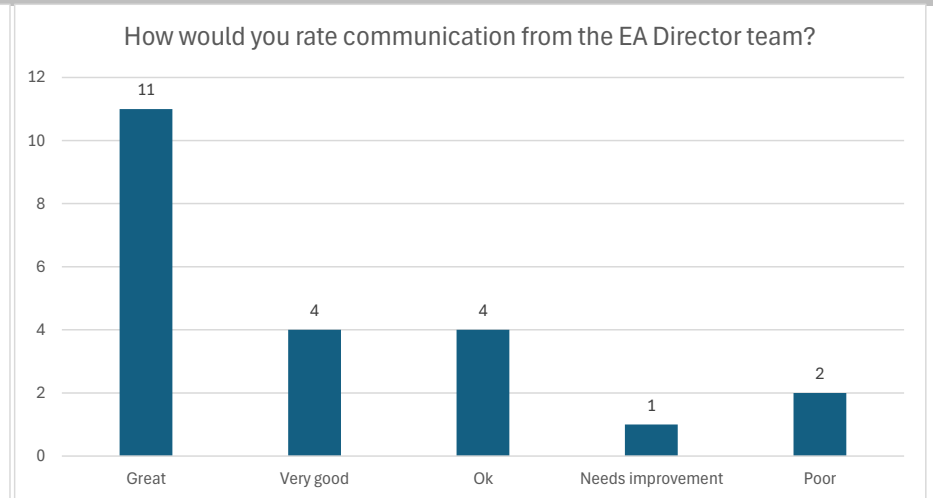
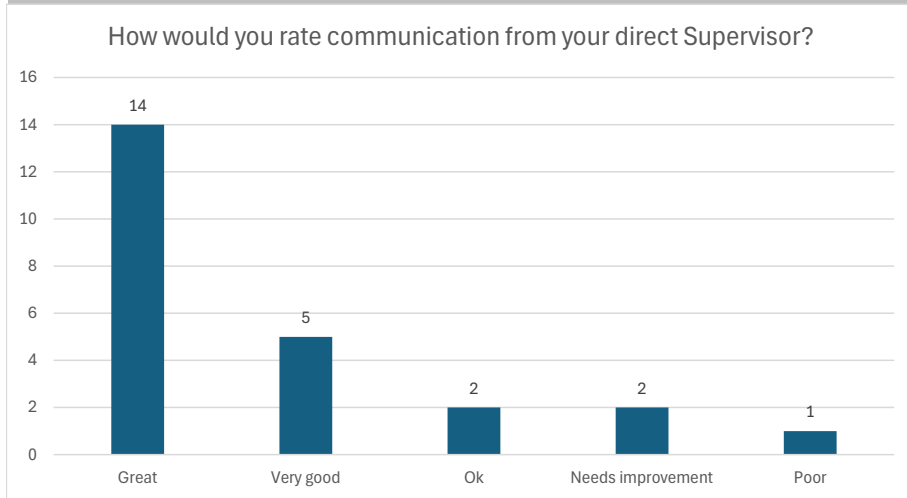
2024 Lowest Item Mean	3.69	How would you rate your communication from the EA Director team?
2024 Highest Item Mean	4.71	I am satisfied with the workplace flexibility offered by EA.

Responses from staff at EA 5-9 years (n = 26)



Item Mean = 4.08

Item Mean = 4.46

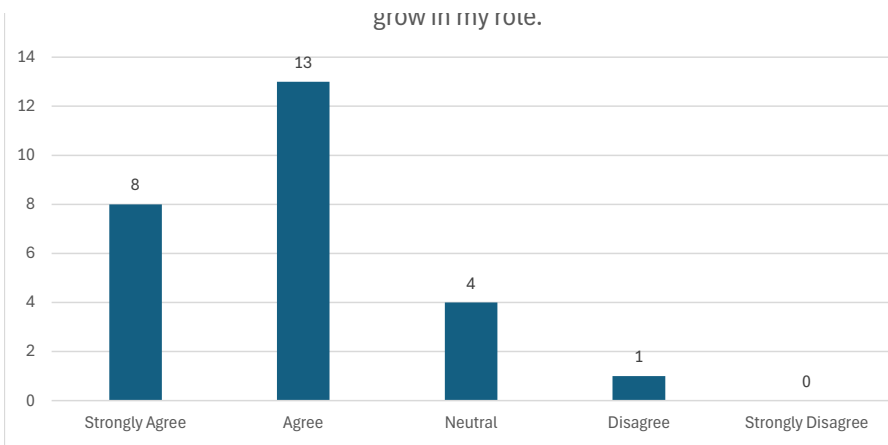


Item Mean = 4.21

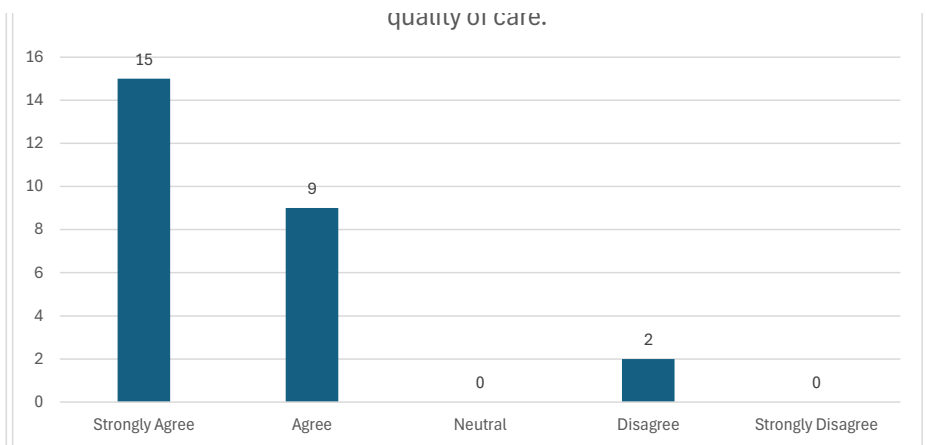
Item Mean = 3.95

I feel like I've been given the necessary feedback to learn and grow in my role.

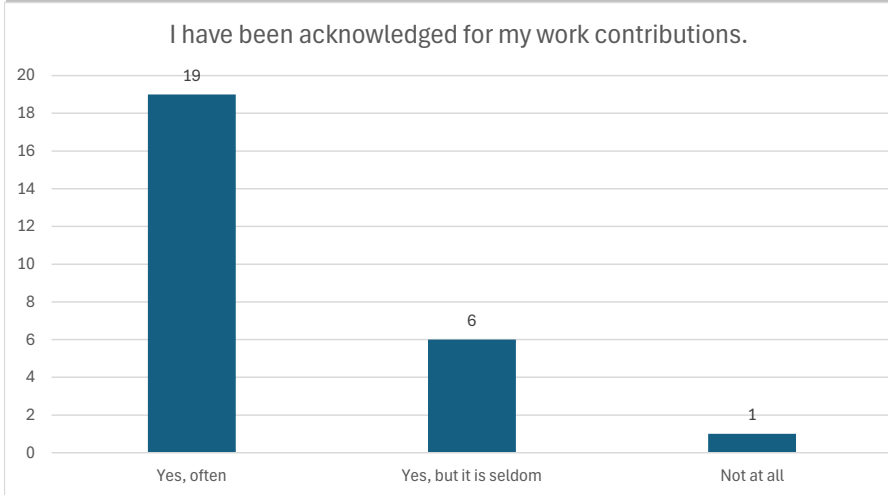
We are encouraged to collaborate with other staff to improve the quality of care.



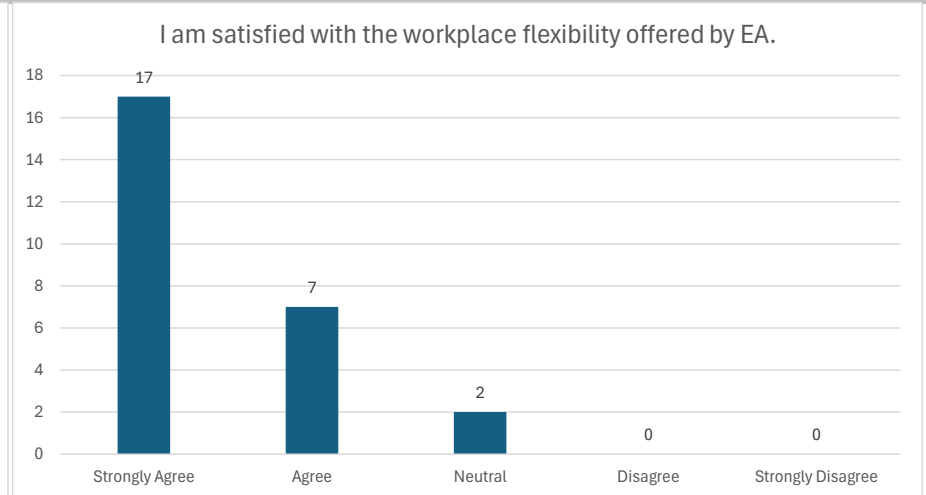
Item Mean = 4.08



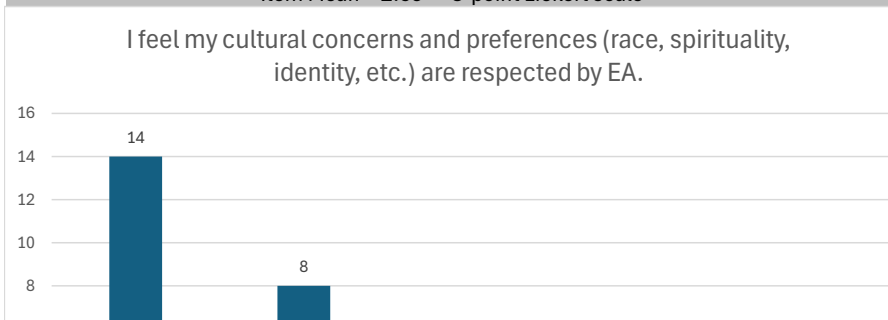
Item Mean = 4.42

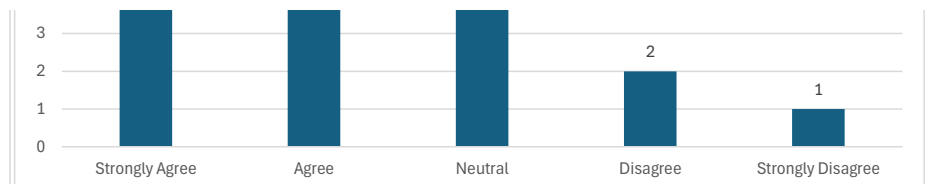
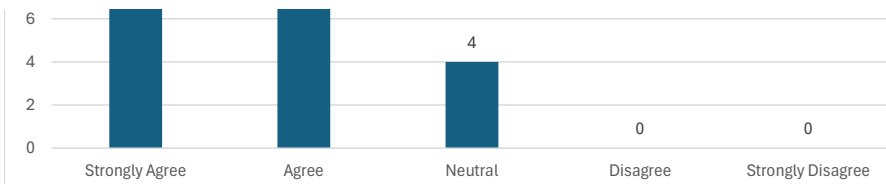


Item Mean = 2.69 **3-point Likert scale**



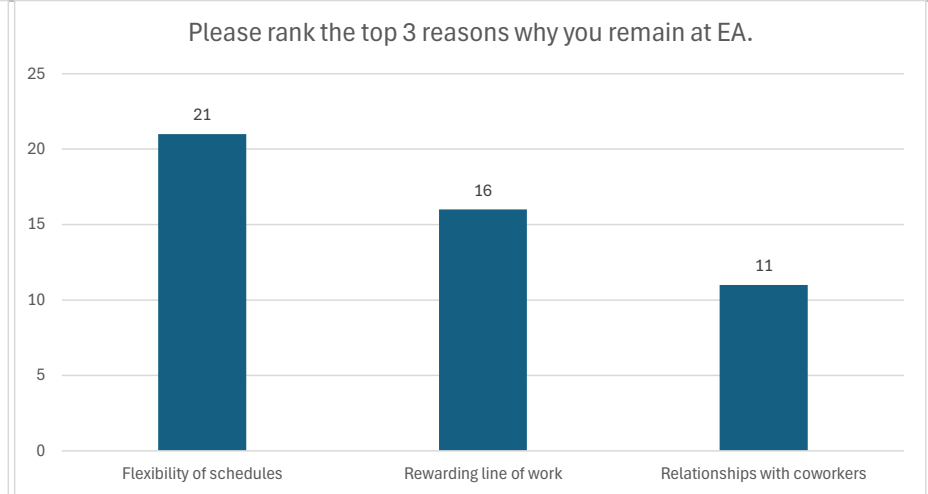
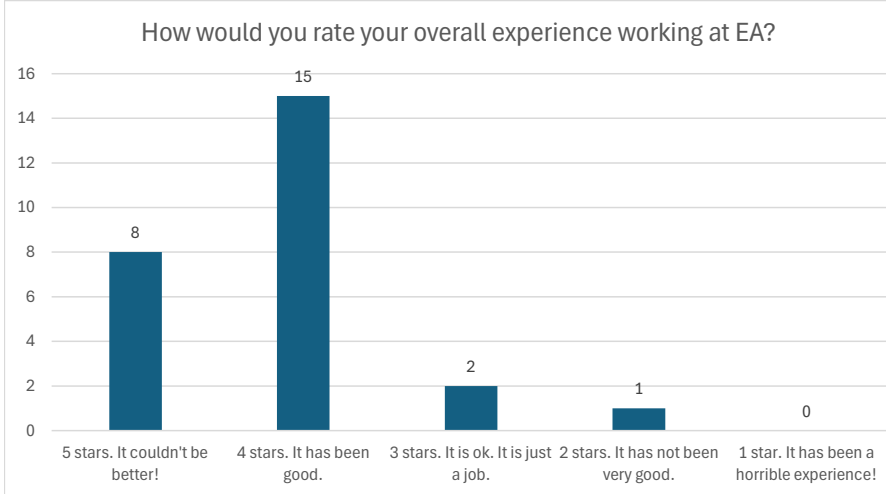
Item Mean = 4.58





Item Mean = 4.38

Item Mean = 3.81

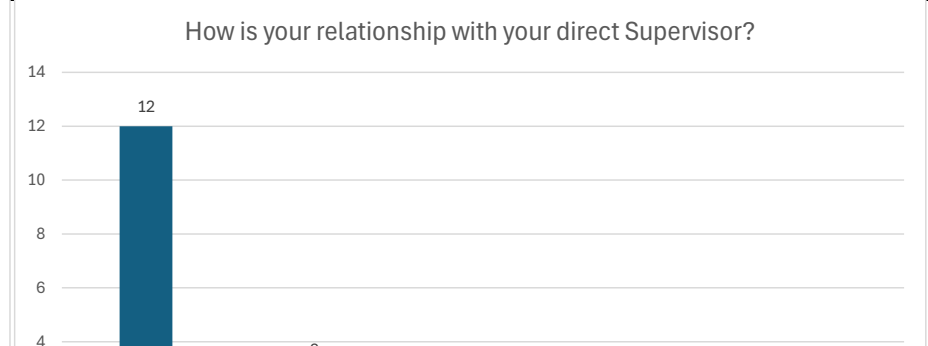


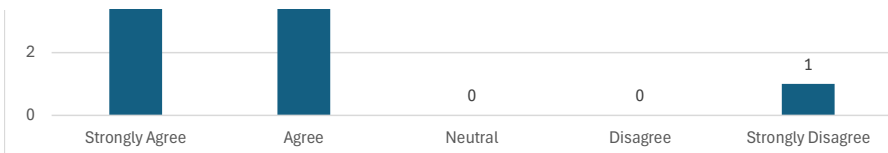
Item Mean = 4.15

Ratings scored if an employee ranked an option as 1st, 2nd, or 3rd

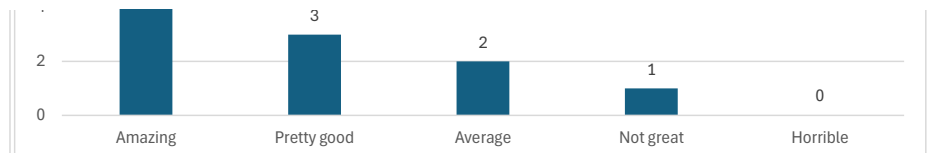
2024 Lowest Item Mean	3.81	EA works to promote my professional growth and success.
2024 Highest Item Mean	4.58	I am satisfied with the workplace flexibility offered by EA.

Responses from staff at EA 10 or more years (n = 18)

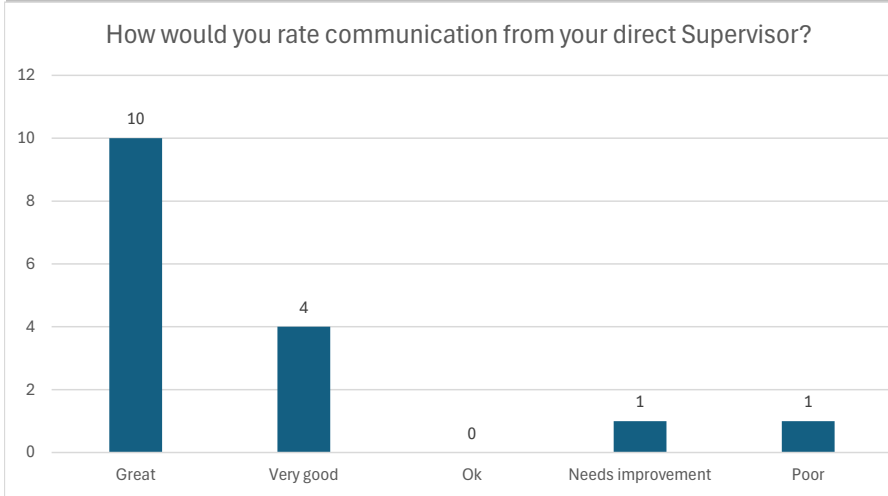




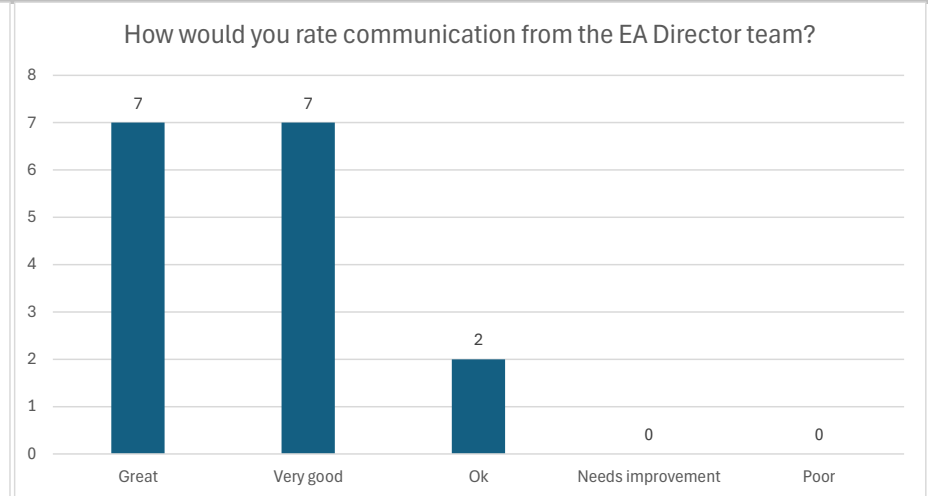
Item Mean = 4.39



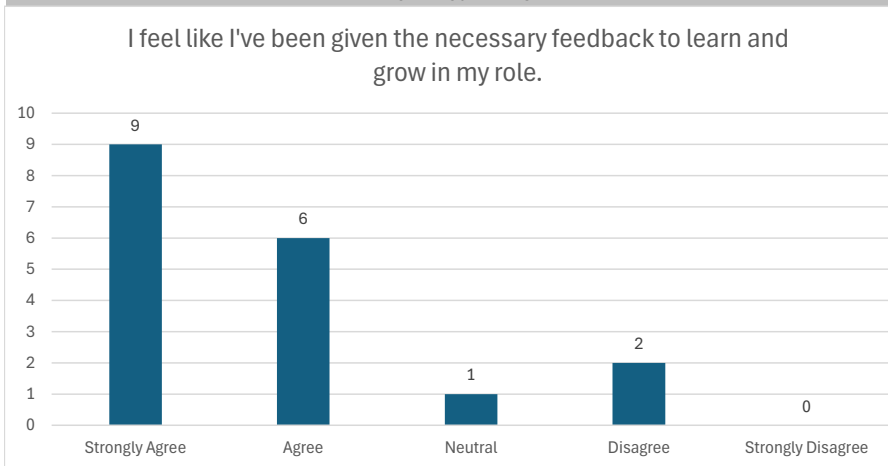
Item Mean = 4.44



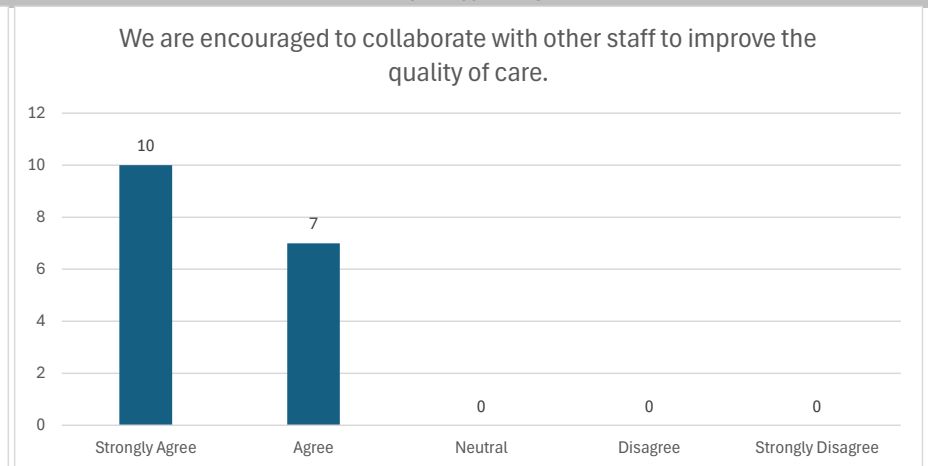
Item Mean = 4.31



Item Mean = 4.31



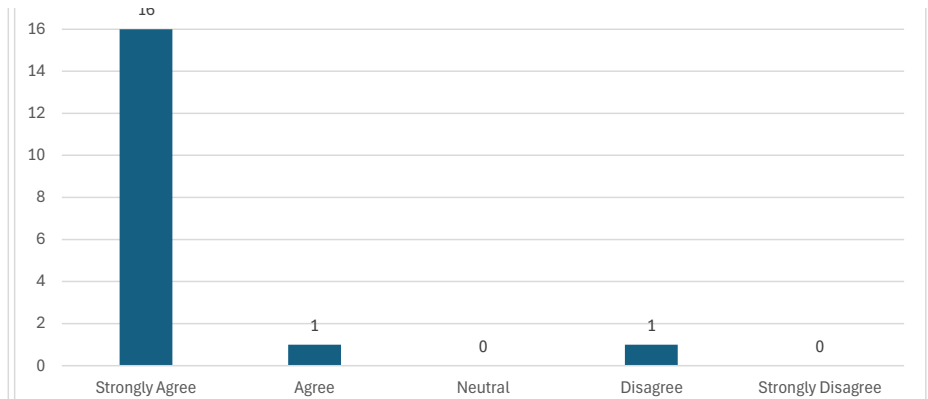
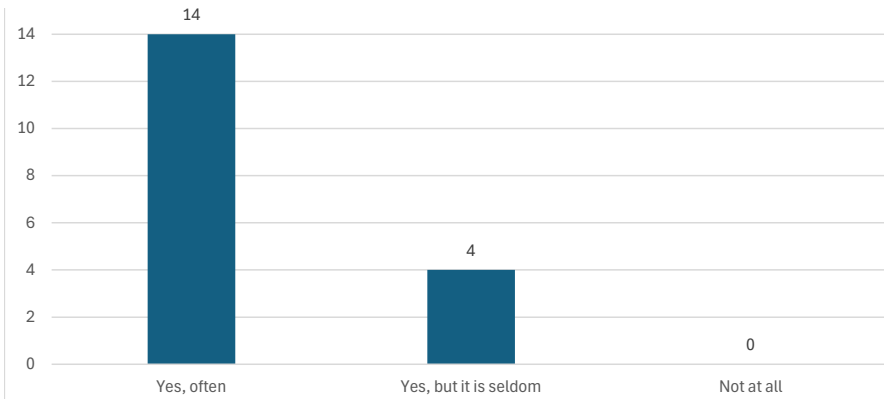
Item Mean = 4.22



Item Mean = 4.59

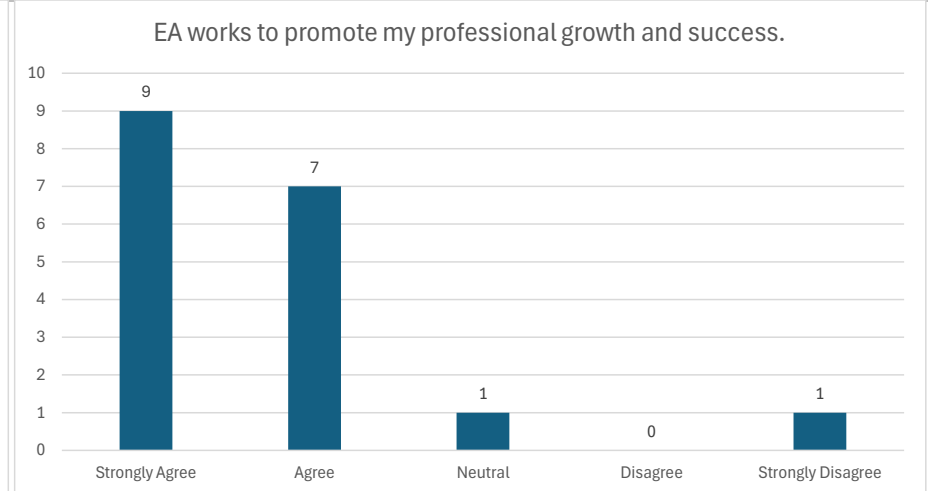
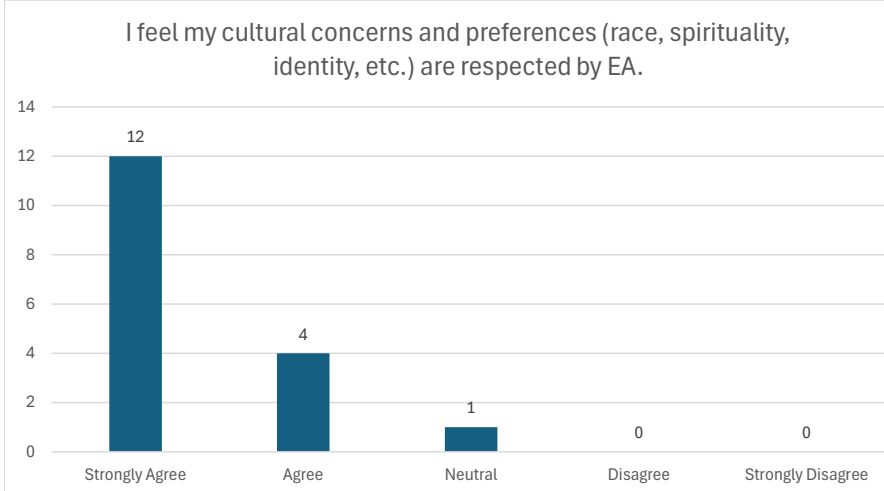
I have been acknowledged for my work contributions.

I am satisfied with the workplace flexibility offered by EA.



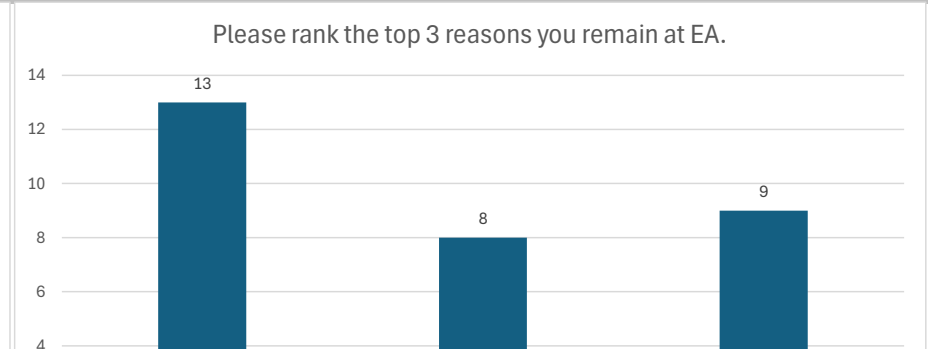
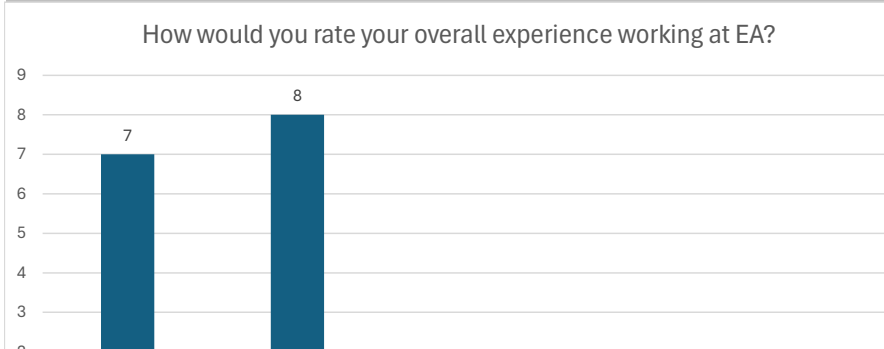
Item Mean = 2.78 **3-point Likert scale**

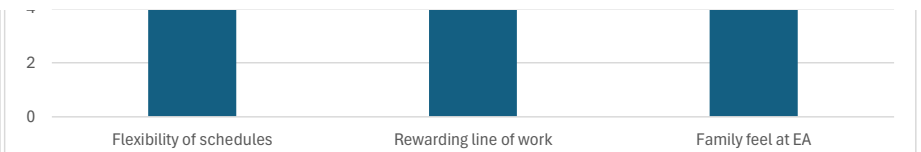
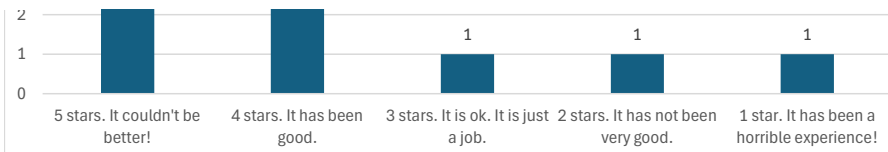
Item Mean = 4.78



Item Mean = 4.65

Item Mean = 4.28



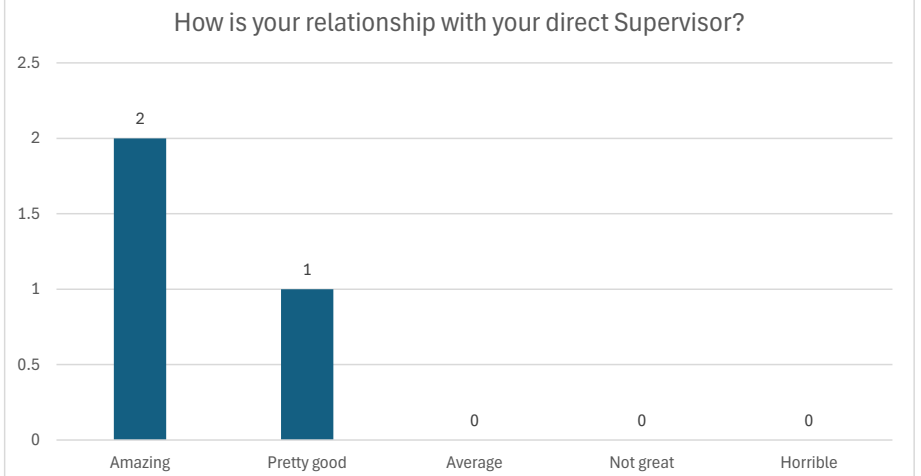
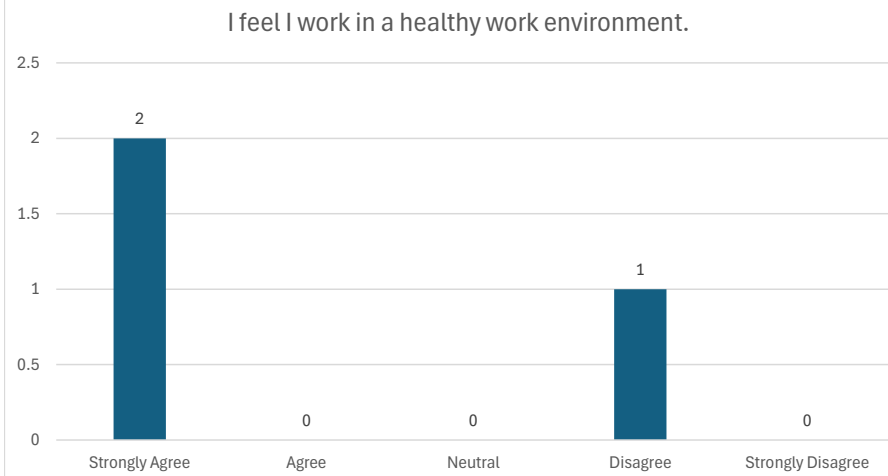


Item Mean = 4.06

Ratings scored if an employee ranked an option as 1st, 2nd, or 3rd

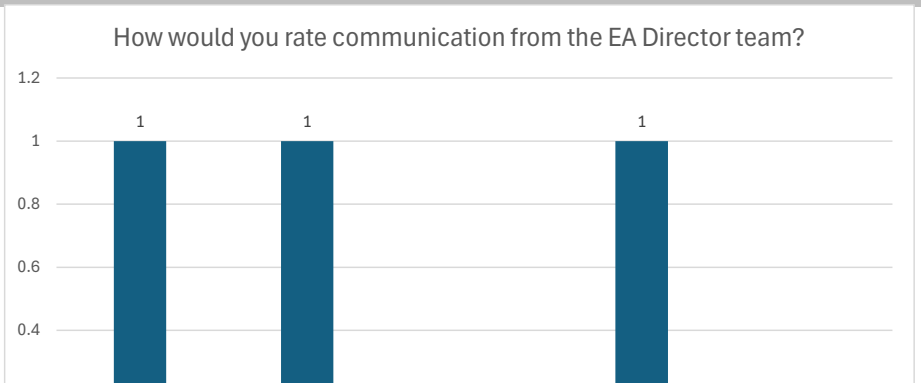
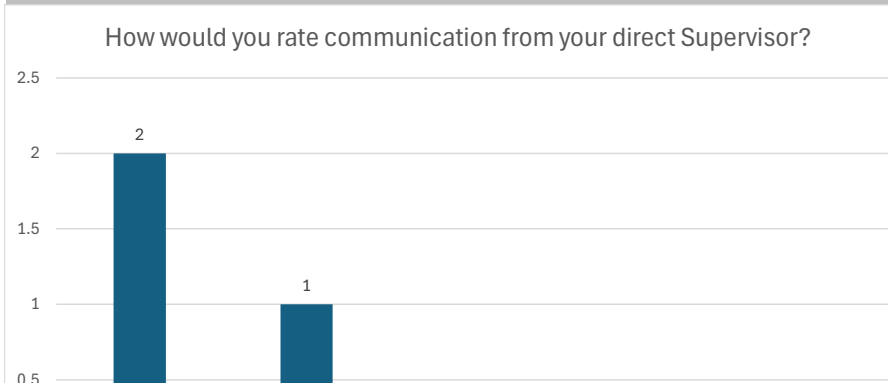
2024 Lowest Item Mean	4.06	How would you rate your overall experience working at EA?
2024 Highest Item Mean	4.78	I am satisfied with the workplace flexibility offered by EA.

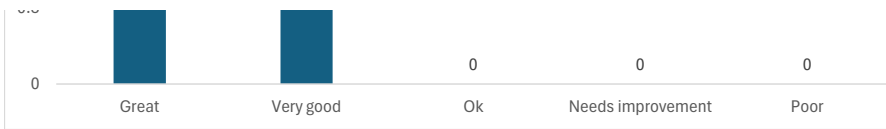
Responses from staff at EA who skipped the length of employment item (n = 3)



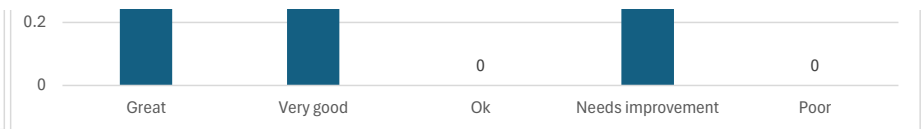
Item Mean = 3.67

Item Mean = 3.67

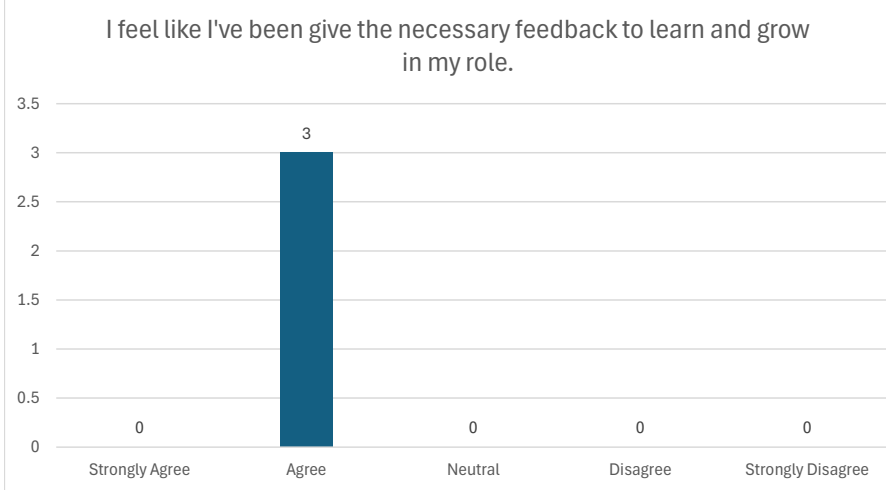




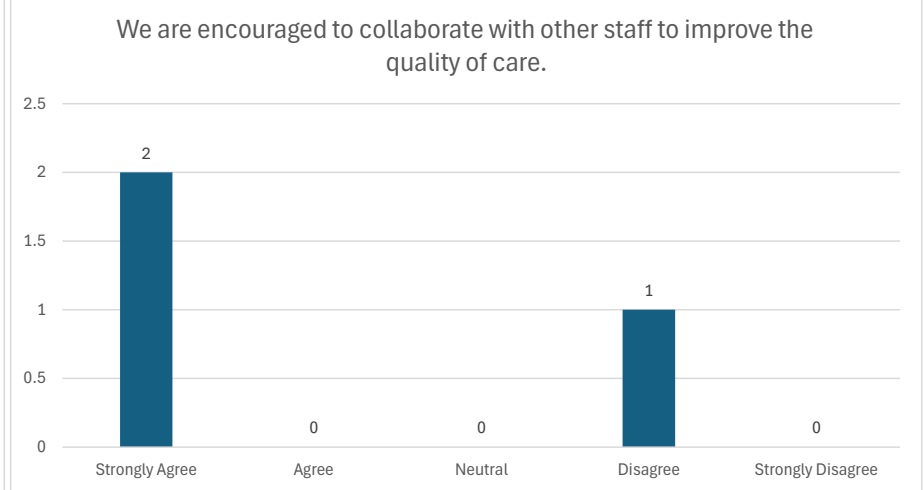
Item Mean = 3.67



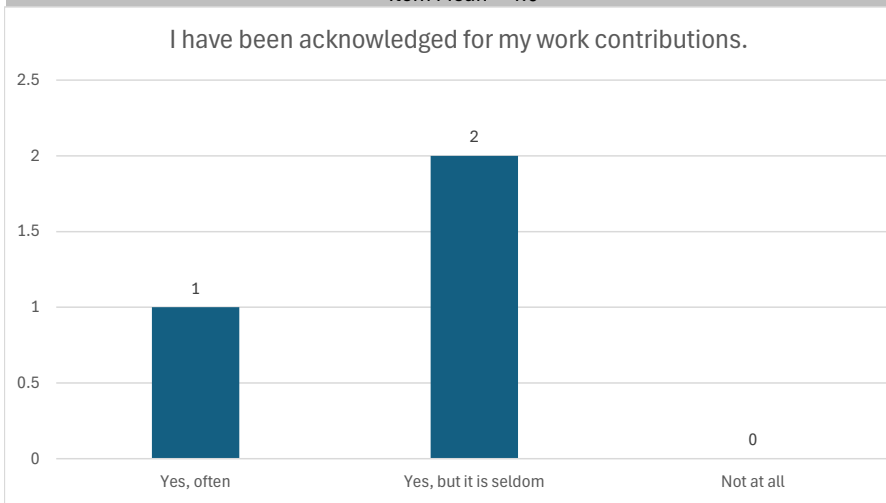
Item Mean = 3.33



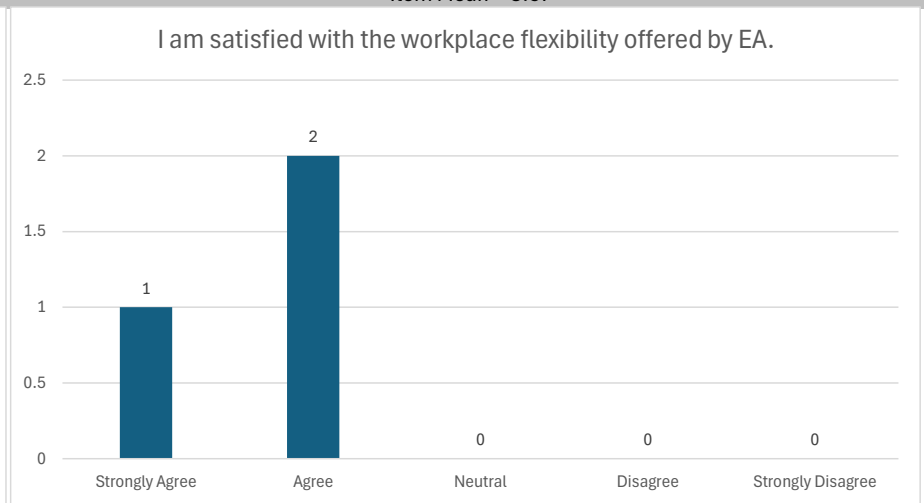
Item Mean = 4.0



Item Mean = 3.67



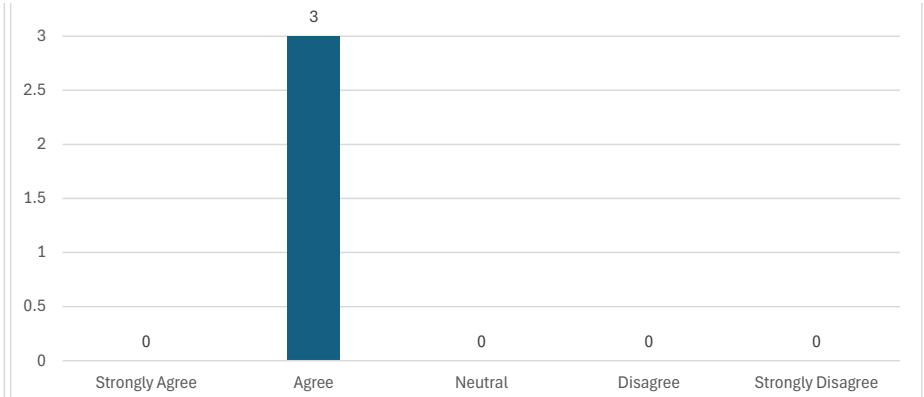
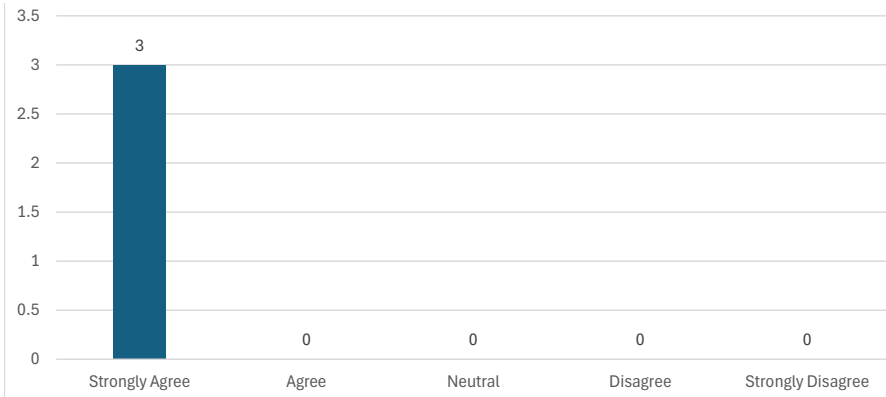
Item Mean = 2.33 **3-point Likert scale**



Item Mean = 4.33

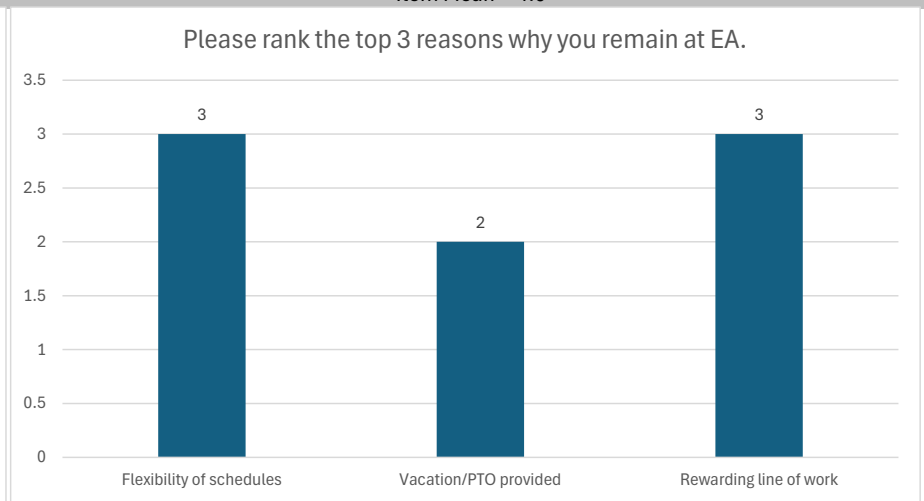
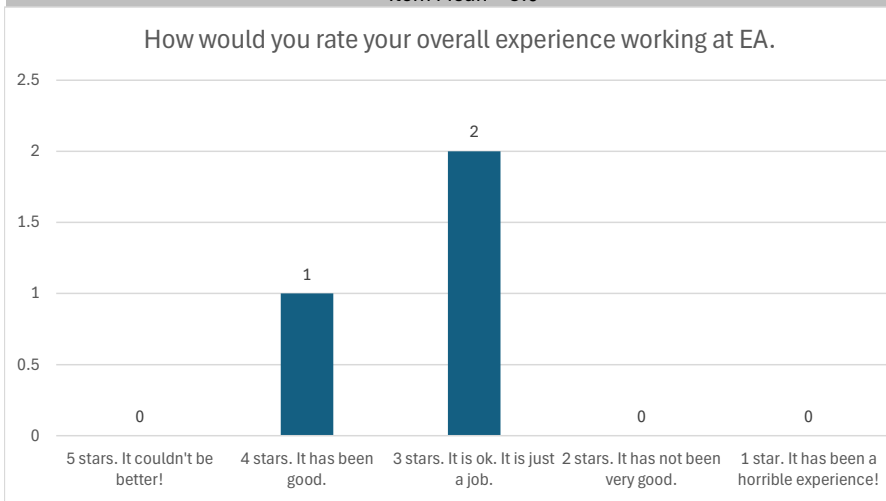
I feel my cultural concerns and preferences (race, spirituality, identity, etc.) are respected by EA.

EA works to promote my professional growth and success.



Item Mean = 5.0

Item Mean = 4.0



Item Mean = 3.33

Ratings scored if an employee ranked an option as 1st, 2nd, or 3rd

2024 Lowest Item Mean	3.33	2-way tie: How would you rate communication from the EA Director team? & How would you rate your overall experience working at EA?
2024 Highest Item Mean	5	I feel my cultural concerns and preferences (race, spirituality, identity, etc.) are respected by EA.