

# ERAU Faculty & Staff Climate Survey, Spring 2006

## Number of Respondents: by Division, Position, Employment Status, Gender, and Level by Location

		Physical Location								Total	
		Daytona Beach		Prescott		Extended Campus Field		CAPT/FAA-CMD		#	%
		#	%	#	%	#	%	#	%		
Division	University Administration	67	15.2%	8	4.9%	0	.0%	18	100.0%	93	9.9%
	Daytona Beach Campus	314	71.0%	0	.0%	0	.0%	0	.0%	314	33.3%
	Prescott Campus	0	.0%	155	95.1%	0	.0%	0	.0%	155	16.5%
	Extended Campus	61	13.8%	0	.0%	319	100.0%	0	.0%	380	40.3%
Total		442	100.0%	163	100.0%	319	100.0%	18	100.0%	942	100.0%
Position	Faculty	93	21.3%	48	29.6%	159	49.8%	2	11.8%	302	32.3%
	Staff	344	78.7%	114	70.4%	160	50.2%	15	88.2%	633	67.7%
Total		437	100.0%	162	100.0%	319	100.0%	17	100.0%	935	100.0%
Employment Status	Full-time	428	97.1%	159	97.5%	196	62.0%	15	83.3%	798	85.1%
	Part-time	13	2.9%	4	2.5%	120	38.0%	3	16.7%	140	14.9%
Total		441	100.0%	163	100.0%	316	100.0%	18	100.0%	938	100.0%
Gender	Female	228	52.5%	70	44.3%	156	50.0%	7	38.9%	461	50.0%
	Male	206	47.5%	88	55.7%	156	50.0%	11	61.1%	461	50.0%
Total		434	100.0%	158	100.0%	312	100.0%	18	100.0%	922	100.0%
Level	Supervisory	151	35.6%	54	35.3%	108	36.1%	7	41.2%	320	35.8%
	Non-supervisory	273	64.4%	99	64.7%	191	63.9%	10	58.8%	573	64.2%
Total		424	100.0%	153	100.0%	299	100.0%	17	100.0%	893	100.0%

# ERAU Faculty & Staff Climate Survey, Spring 2006

## Responses to questions 1-31: All locations combined

	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
I have the materials and equipment I need to do my work effectively	247	25.7%	525	54.7%	77	8.0%	93	9.7%	18	1.9%	960	100.0%
This last year, I have had opportunities to learn and grow, either at work or through professional development activities	247	25.9%	463	48.6%	139	14.6%	85	8.9%	18	1.9%	952	100.0%
My current workload allows me to engage in a variety of activities (professional development, committee work, administrative duties, teaching, research)	128	13.6%	329	34.9%	228	24.2%	177	18.8%	82	8.7%	944	100.0%
I have access to the information I need to make decisions for my work	194	20.3%	546	57.2%	127	13.3%	74	7.8%	13	1.4%	954	100.0%
I am asked for my input on decisions that impact my work	196	20.6%	406	42.6%	158	16.6%	134	14.1%	59	6.2%	953	100.0%
I feel safe in offering suggestions for improvement to the processes in my area	282	29.5%	405	42.4%	127	13.3%	87	9.1%	54	5.7%	955	100.0%
At work, my opinions seem to count	228	24.0%	375	39.4%	172	18.1%	108	11.4%	68	7.2%	951	100.0%
My direct supervisor lets me know when I have done a good job	333	34.9%	367	38.5%	142	14.9%	71	7.5%	40	4.2%	953	100.0%
My direct supervisor talks with me at least once a year about my performance	368	39.7%	386	41.6%	107	11.5%	43	4.6%	23	2.5%	927	100.0%
My direct supervisor talks with me at least once a year about my performance objectives/plan	337	36.5%	379	41.0%	121	13.1%	60	6.5%	27	2.9%	924	100.0%
Embry-Riddle's mission, goals, and vision have been clearly communicated to me	212	22.2%	534	55.9%	135	14.1%	61	6.4%	13	1.4%	955	100.0%
I believe Embry-Riddle's mission, goals, and vision are the right ones for the organization at the current time	166	17.5%	456	48.0%	248	26.1%	63	6.6%	17	1.8%	950	100.0%
Embry-Riddle's values have been clearly communicated to me	208	21.8%	514	53.8%	164	17.2%	57	6.0%	13	1.4%	956	100.0%
I believe Embry-Riddle's values are the right ones for the organization at the current time	189	20.0%	444	46.9%	259	27.4%	42	4.4%	12	1.3%	946	100.0%
I believe the Interim President is making progress toward the University mission and goals	226	24.2%	338	36.3%	322	34.5%	34	3.6%	12	1.3%	932	100.0%
I believe the Vice Presidents are making progress toward the University mission and goals	93	10.1%	303	32.9%	445	48.4%	59	6.4%	20	2.2%	920	100.0%
I believe campus leadership* is making progress toward the University mission and goals (*Extended Campus and Prescott: Chancellors, College Deans) (*Daytona Beach campus: College Deans only)	117	13.1%	358	40.0%	322	36.0%	68	7.6%	29	3.2%	894	100.0%
Strategic planning assists my department/program in setting its direction and objectives	70	7.6%	317	34.6%	356	38.9%	127	13.9%	46	5.0%	916	100.0%
Assessment activities assist my department/program in measuring its success and identifying potential areas for improvement	68	7.5%	341	37.6%	327	36.0%	132	14.5%	40	4.4%	908	100.0%
The "One University" concept has been clearly communicated to me	132	14.0%	381	40.5%	187	19.9%	172	18.3%	69	7.3%	941	100.0%
I support the "One University" concept	205	21.9%	299	31.9%	305	32.5%	75	8.0%	54	5.8%	938	100.0%
Appropriate consideration is given to all campuses when University budget allocations are made	53	5.8%	163	17.8%	387	42.2%	189	20.6%	125	13.6%	917	100.0%
I have not been treated differently because of my gender, race, ethnicity, national origin, age, physical disability, economic background, sexual orientation, or religious belief	409	42.8%	344	36.0%	80	8.4%	75	7.9%	47	4.9%	955	100.0%
I am kept informed of University news and activities	246	25.7%	544	56.7%	109	11.4%	50	5.2%	10	1.0%	959	100.0%
I am kept informed of campus news and activities	240	25.3%	528	55.6%	126	13.3%	47	5.0%	8	.8%	949	100.0%
I am kept informed of department level news and activities	256	27.0%	470	49.6%	129	13.6%	75	7.9%	18	1.9%	948	100.0%
Embry-Riddle has a work environment of mutual respect and trust	190	20.0%	433	45.5%	167	17.6%	107	11.3%	54	5.7%	951	100.0%
Overall, the University is a good place to work	354	36.9%	461	48.1%	110	11.5%	25	2.6%	9	.9%	959	100.0%
I am proud to be associated with the University	440	46.2%	405	42.5%	88	9.2%	13	1.4%	6	.6%	952	100.0%
I would recommend the University to family and friends as a place to work	371	38.9%	402	42.1%	114	11.9%	47	4.9%	20	2.1%	954	100.0%
I believe that Climate Survey results will influence decisions to improve the University	147	15.5%	307	32.4%	298	31.4%	131	13.8%	65	6.9%	948	100.0%

# ERAU Faculty & Staff Climate Survey, Spring 2006

## Responses to questions 32-38: All locations combined

	Very Good		Good		Average		Poor		Very Poor		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Marketing and promotion of Embry-Riddle	85	9.1%	284	30.5%	334	35.9%	160	17.2%	68	7.3%	931	100.0%
Communication among the campuses (Daytona Beach, Prescott, Extended Campus)	42	4.6%	201	22.2%	384	42.4%	217	24.0%	61	6.7%	905	100.0%
Overall appearance of the physical facilities of my campus/center	163	17.4%	428	45.6%	215	22.9%	81	8.6%	52	5.5%	939	100.0%
Providing a safe and secure environment for staff and students	274	29.1%	476	50.5%	155	16.4%	27	2.9%	11	1.2%	943	100.0%
Hiring more women and members of underrepresented groups into management and faculty positions	182	19.6%	388	41.8%	246	26.5%	82	8.8%	30	3.2%	928	100.0%
The pay afforded me for my work	70	7.4%	233	24.5%	307	32.3%	244	25.7%	97	10.2%	951	100.0%
The benefits available for my needs and those of my family	218	23.5%	364	39.2%	240	25.9%	67	7.2%	39	4.2%	928	100.0%

# ERAU Faculty & Staff Climate Survey, Spring 2006

## Response s to questions 1-31: By division

Division University Administration

	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
I have the materials and equipment I need to do my work effectively	32	34.4%	54	58.1%	4	4.3%	3	3.2%	0	.0%	93	100.0%
This last year, I have had opportunities to learn and grow, either at work or through professional development activities	34	36.6%	41	44.1%	14	15.1%	2	2.2%	2	2.2%	93	100.0%
My current workload allows me to engage in a variety of activities (professional development, committee work, administrative duties, teaching, research)	18	20.0%	25	27.8%	24	26.7%	15	16.7%	8	8.9%	90	100.0%
I have access to the information I need to make decisions for my work	25	27.2%	51	55.4%	9	9.8%	7	7.6%	0	.0%	92	100.0%
I am asked for my input on decisions that impact my work	21	22.8%	46	50.0%	12	13.0%	9	9.8%	4	4.3%	92	100.0%
I feel safe in offering suggestions for improvement to the processes in my area	23	25.6%	44	48.9%	17	18.9%	5	5.6%	1	1.1%	90	100.0%
At work, my opinions seem to count	21	23.1%	34	37.4%	24	26.4%	8	8.8%	4	4.4%	91	100.0%
My direct supervisor lets me know when I have done a good job	33	35.9%	35	38.0%	18	19.6%	5	5.4%	1	1.1%	92	100.0%
My direct supervisor talks with me at least once a year about my performance	32	35.2%	48	52.7%	8	8.8%	2	2.2%	1	1.1%	91	100.0%
My direct supervisor talks with me at least once a year about my performance objectives/plan	24	26.7%	49	54.4%	12	13.3%	4	4.4%	1	1.1%	90	100.0%
Embry-Riddle's mission, goals, and vision have been clearly communicated to me	23	25.0%	54	58.7%	11	12.0%	2	2.2%	2	2.2%	92	100.0%
I believe Embry-Riddle's mission, goals, and vision are the right ones for the organization at the current time	16	17.4%	43	46.7%	24	26.1%	6	6.5%	3	3.3%	92	100.0%
Embry-Riddle's values have been clearly communicated to me	21	22.8%	59	64.1%	8	8.7%	2	2.2%	2	2.2%	92	100.0%
I believe Embry-Riddle's values are the right ones for the organization at the current time	19	20.9%	47	51.6%	20	22.0%	3	3.3%	2	2.2%	91	100.0%
I believe the Interim President is making progress toward the University mission and goals	23	25.6%	22	24.4%	35	38.9%	5	5.6%	5	5.6%	90	100.0%
I believe the Vice Presidents are making progress toward the University mission and goals	14	15.4%	34	37.4%	33	36.3%	8	8.8%	2	2.2%	91	100.0%
I believe campus leadership* is making progress toward the University mission and goals (*Extended Campus and Prescott: Chancellors, College Deans) (*Daytona Beach campus: College Deans only)	9	10.6%	33	38.8%	33	38.8%	8	9.4%	2	2.4%	85	100.0%
Strategic planning assists my department/program in setting its direction and objectives	10	11.1%	34	37.8%	24	26.7%	18	20.0%	4	4.4%	90	100.0%
Assessment activities assist my department/program in measuring its success and identifying potential areas for improvement	5	5.7%	33	37.9%	30	34.5%	18	20.7%	1	1.1%	87	100.0%
The "One University" concept has been clearly communicated to me	21	23.6%	50	56.2%	10	11.2%	4	4.5%	4	4.5%	89	100.0%
I support the "One University" concept	38	41.8%	31	34.1%	18	19.8%	3	3.3%	1	1.1%	91	100.0%
Appropriate consideration is given to all campuses when University budget allocations are made	13	14.4%	25	27.8%	39	43.3%	8	8.9%	5	5.6%	90	100.0%
I have not been treated differently because of my gender, race, ethnicity, national origin, age, physical disability, economic background, sexual orientation, or religious belief	35	37.6%	34	36.6%	12	12.9%	5	5.4%	7	7.5%	93	100.0%
I am kept informed of University news and activities	19	20.4%	54	58.1%	12	12.9%	6	6.5%	2	2.2%	93	100.0%
I am kept informed of campus news and activities	17	18.3%	55	59.1%	11	11.8%	9	9.7%	1	1.1%	93	100.0%
I am kept informed of department level news and activities	22	24.2%	46	50.5%	14	15.4%	7	7.7%	2	2.2%	91	100.0%
Embry-Riddle has a work environment of mutual respect and trust	19	20.4%	45	48.4%	17	18.3%	11	11.8%	1	1.1%	93	100.0%
Overall, the University is a good place to work	39	41.9%	41	44.1%	10	10.8%	2	2.2%	1	1.1%	93	100.0%
I am proud to be associated with the University	44	47.3%	39	41.9%	8	8.6%	1	1.1%	1	1.1%	93	100.0%
I would recommend the University to family and friends as a place to work	40	43.0%	38	40.9%	11	11.8%	3	3.2%	1	1.1%	93	100.0%
I believe that Climate Survey results will influence decisions improve the University	13	14.0%	35	37.6%	33	35.5%	7	7.5%	5	5.4%	93	100.0%

# ERAU Faculty & Staff Climate Survey, Spring 2006

## Responses to questions 32-38: By division

Division University Administration

	Very Good		Good		Average		Poor		Very Poor		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Marketing and promotion of Embry-Riddle	6	6.6%	33	36.3%	37	40.7%	11	12.1%	4	4.4%	91	100.0%
Communication among the campuses (Daytona Beach, Prescott, Extended Campus)	5	5.5%	22	24.2%	41	45.1%	17	18.7%	6	6.6%	91	100.0%
Overall appearance of the physical facilities of my campus/center	21	23.1%	54	59.3%	14	15.4%	2	2.2%	0	.0%	91	100.0%
Providing a safe and secure environment for staff and students	34	37.4%	51	56.0%	6	6.6%	0	.0%	0	.0%	91	100.0%
Hiring more women and members of underrepresented groups into management and faculty positions	11	12.2%	36	40.0%	30	33.3%	10	11.1%	3	3.3%	90	100.0%
The pay afforded me for my work	9	9.8%	33	35.9%	26	28.3%	18	19.6%	6	6.5%	92	100.0%
The benefits available for my needs and those of my family	27	29.3%	45	48.9%	15	16.3%	3	3.3%	2	2.2%	92	100.0%

# ERAU Faculty & Staff Climate Survey, Spring 2006

## Responses to questions 1-31: By division

Division Daytona Beach Campus

	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
I have the materials and equipment I need to do my work effectively	66	21.0%	179	56.8%	29	9.2%	31	9.8%	10	3.2%	315	100.0%
This last year, I have had opportunities to learn and grow, either at work or through professional development activities	74	23.6%	162	51.6%	43	13.7%	32	10.2%	3	1.0%	314	100.0%
My current workload allows me to engage in a variety of activities (professional development, committee work, administrative duties, teaching, research)	33	10.6%	109	35.0%	82	26.4%	60	19.3%	27	8.7%	311	100.0%
I have access to the information I need to make decisions for my work	60	19.0%	180	57.1%	47	14.9%	23	7.3%	5	1.6%	315	100.0%
I am asked for my input on decisions that impact my work	62	19.6%	135	42.7%	52	16.5%	53	16.8%	14	4.4%	316	100.0%
I feel safe in offering suggestions for improvement to the processes in my area	90	28.5%	123	38.9%	44	13.9%	34	10.8%	25	7.9%	316	100.0%
At work, my opinions seem to count	68	21.6%	117	37.1%	65	20.6%	41	13.0%	24	7.6%	315	100.0%
My direct supervisor lets me know when I have done a good job	107	34.2%	114	36.4%	55	17.6%	24	7.7%	13	4.2%	313	100.0%
My direct supervisor talks with me at least once a year about my performance	129	42.3%	127	41.6%	32	10.5%	11	3.6%	6	2.0%	305	100.0%
My direct supervisor talks with me at least once a year about my performance objectives/plan	117	38.4%	116	38.0%	45	14.8%	19	6.2%	8	2.6%	305	100.0%
Embry-Riddle's mission, goals, and vision have been clearly communicated to me	59	18.9%	177	56.7%	45	14.4%	27	8.7%	4	1.3%	312	100.0%
I believe Embry-Riddle's mission, goals, and vision are the right ones for the organization at the current time	45	14.6%	145	46.9%	89	28.8%	25	8.1%	5	1.6%	309	100.0%
Embry-Riddle's values have been clearly communicated to me	54	17.2%	176	56.1%	55	17.5%	22	7.0%	7	2.2%	314	100.0%
I believe Embry-Riddle's values are the right ones for the organization at the current time	52	16.9%	139	45.1%	105	34.1%	9	2.9%	3	1.0%	308	100.0%
I believe the Interim President is making progress toward the University mission and goals	111	36.0%	105	34.1%	82	26.6%	6	1.9%	4	1.3%	308	100.0%
I believe the Vice Presidents are making progress toward the University mission and goals	28	9.2%	98	32.0%	141	46.1%	26	8.5%	13	4.2%	306	100.0%
I believe campus leadership* is making progress toward the University mission and goals (*Extended Campus and Prescott: Chancellors, College Deans) (*Daytona Beach campus: College Deans only)	30	10.3%	115	39.5%	109	37.5%	25	8.6%	12	4.1%	291	100.0%
Strategic planning assists my department/program in setting its direction and objectives	15	5.0%	102	34.1%	118	39.5%	46	15.4%	18	6.0%	299	100.0%
Assessment activities assist my department/program in measuring its success and identifying potential areas for improvement	21	7.0%	112	37.3%	106	35.3%	48	16.0%	13	4.3%	300	100.0%
The "One University" concept has been clearly communicated to me	42	13.5%	131	42.0%	64	20.5%	58	18.6%	17	5.4%	312	100.0%
I support the "One University" concept	46	14.8%	98	31.5%	111	35.7%	28	9.0%	28	9.0%	311	100.0%
Appropriate consideration is given to all campuses when University budget allocations are made	13	4.4%	59	19.9%	139	47.0%	55	18.6%	30	10.1%	296	100.0%
I have not been treated differently because of my gender, race, ethnicity, national origin, age, physical disability, economic background, sexual orientation, or religious belief	112	35.8%	122	39.0%	31	9.9%	30	9.6%	18	5.8%	313	100.0%
I am kept informed of University news and activities	68	21.6%	181	57.5%	47	14.9%	19	6.0%	0	.0%	315	100.0%
I am kept informed of campus news and activities	69	22.0%	190	60.7%	41	13.1%	13	4.2%	0	.0%	313	100.0%
I am kept informed of department level news and activities	82	26.2%	156	49.8%	44	14.1%	28	8.9%	3	1.0%	313	100.0%
Embry-Riddle has a work environment of mutual respect and trust	45	14.4%	135	43.1%	75	24.0%	42	13.4%	16	5.1%	313	100.0%
Overall, the University is a good place to work	114	36.1%	160	50.6%	34	10.8%	7	2.2%	1	.3%	316	100.0%
I am proud to be associated with the University	137	43.8%	138	44.1%	33	10.5%	4	1.3%	1	.3%	313	100.0%
I would recommend the University to family and friends as a place to work	121	38.3%	140	44.3%	36	11.4%	16	5.1%	3	.9%	316	100.0%
I believe that Climate Survey results will influence decisions to improve the University	51	16.2%	90	28.7%	98	31.2%	56	17.8%	19	6.1%	314	100.0%

# ERAU Faculty & Staff Climate Survey, Spring 2006

## Responses to questions 32-38: By division

Division Daytona Beach Campus

	Very Good		Good		Average		Poor		Very Poor		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Marketing and promotion of Embry-Riddle	28	9.2%	104	34.2%	106	34.9%	47	15.5%	19	6.3%	304	100.0%
Communication among the campuses (Daytona Beach, Prescott, Extended Campus)	12	4.1%	74	25.4%	130	44.7%	66	22.7%	9	3.1%	291	100.0%
Overall appearance of the physical facilities of my campus/center	64	20.5%	157	50.3%	70	22.4%	14	4.5%	7	2.2%	312	100.0%
Providing a safe and secure environment for staff and students	89	28.4%	174	55.6%	46	14.7%	2	.6%	2	.6%	313	100.0%
Hiring more women and members of underrepresented groups into management and faculty positions	51	16.6%	121	39.3%	89	28.9%	38	12.3%	9	2.9%	308	100.0%
The pay afforded me for my work	21	6.7%	74	23.5%	109	34.6%	82	26.0%	29	9.2%	315	100.0%
The benefits available for my needs and those of my family	84	27.2%	129	41.7%	65	21.0%	18	5.8%	13	4.2%	309	100.0%

# ERAU Faculty & Staff Climate Survey, Spring 2006

## Responses to questions 1-31: By division

Division Prescott Campus

	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
I have the materials and equipment I need to do my work effectively	39	24.8%	91	58.0%	12	7.6%	14	8.9%	1	.6%	157	100.0%
This last year, I have had opportunities to learn and grow, either at work or through professional development activities	41	26.8%	81	52.9%	20	13.1%	8	5.2%	3	2.0%	153	100.0%
My current workload allows me to engage in a variety of activities (professional development, committee work, administrative duties, teaching, research)	16	10.3%	61	39.4%	33	21.3%	32	20.6%	13	8.4%	155	100.0%
I have access to the information I need to make decisions for my work	23	14.7%	106	67.9%	13	8.3%	12	7.7%	2	1.3%	156	100.0%
I am asked for my input on decisions that impact my work	32	20.4%	70	44.6%	24	15.3%	18	11.5%	13	8.3%	157	100.0%
I feel safe in offering suggestions for improvement to the processes in my area	49	31.6%	72	46.5%	15	9.7%	11	7.1%	8	5.2%	155	100.0%
At work, my opinions seem to count	35	22.3%	65	41.4%	26	16.6%	20	12.7%	11	7.0%	157	100.0%
My direct supervisor lets me know when I have done a good job	51	32.5%	69	43.9%	21	13.4%	9	5.7%	7	4.5%	157	100.0%
My direct supervisor talks with me at least once a year about my performance	56	37.8%	67	45.3%	19	12.8%	2	1.4%	4	2.7%	148	100.0%
My direct supervisor talks with me at least once a year about my performance objectives/plan	56	38.1%	66	44.9%	17	11.6%	5	3.4%	3	2.0%	147	100.0%
Embry-Riddle's mission, goals, and vision have been clearly communicated to me	24	15.3%	92	58.6%	29	18.5%	11	7.0%	1	.6%	157	100.0%
I believe Embry-Riddle's mission, goals, and vision are the right ones for the organization at the current time	14	9.0%	78	50.3%	44	28.4%	15	9.7%	4	2.6%	155	100.0%
Embry-Riddle's values have been clearly communicated to me	25	15.9%	86	54.8%	33	21.0%	12	7.6%	1	.6%	157	100.0%
I believe Embry-Riddle's values are the right ones for the organization at the current time	17	11.0%	81	52.3%	40	25.8%	15	9.7%	2	1.3%	155	100.0%
I believe the Interim President is making progress toward the University mission and goals	30	19.7%	65	42.8%	50	32.9%	7	4.6%	0	.0%	152	100.0%
I believe the Vice Presidents are making progress toward the University mission and goals	7	4.8%	45	30.8%	85	58.2%	9	6.2%	0	.0%	146	100.0%
I believe campus leadership* is making progress toward the University mission and goals (*Extended Campus and Prescott: Chancellors, College Deans) (*Daytona Beach campus: College Deans only)	16	11.0%	75	51.4%	45	30.8%	8	5.5%	2	1.4%	146	100.0%
Strategic planning assists my department/program in setting its direction and objectives	6	4.0%	65	43.3%	53	35.3%	17	11.3%	9	6.0%	150	100.0%
Assessment activities assist my department/program in measuring its success and identifying potential areas for improvement	4	2.7%	64	43.5%	52	35.4%	20	13.6%	7	4.8%	147	100.0%
The "One University" concept has been clearly communicated to me	17	11.0%	68	44.2%	28	18.2%	30	19.5%	11	7.1%	154	100.0%
I support the "One University" concept	20	13.0%	44	28.6%	49	31.8%	27	17.5%	14	9.1%	154	100.0%
Appropriate consideration is given to all campuses when University budget allocations are made	8	5.3%	27	17.9%	60	39.7%	41	27.2%	15	9.9%	151	100.0%
I have not been treated differently because of my gender, race, ethnicity, national origin, age, physical disability, economic background, sexual orientation, or religious belief	66	42.3%	53	34.0%	15	9.6%	13	8.3%	9	5.8%	156	100.0%
I am kept informed of University news and activities	36	22.9%	98	62.4%	13	8.3%	10	6.4%	0	.0%	157	100.0%
I am kept informed of campus news and activities	44	28.0%	97	61.8%	12	7.6%	4	2.5%	0	.0%	157	100.0%
I am kept informed of department level news and activities	49	31.4%	84	53.8%	15	9.6%	5	3.2%	3	1.9%	156	100.0%
Embry-Riddle has a work environment of mutual respect and trust	40	25.6%	70	44.9%	19	12.2%	15	9.6%	12	7.7%	156	100.0%
Overall, the University is a good place to work	62	39.7%	71	45.5%	17	10.9%	4	2.6%	2	1.3%	156	100.0%
I am proud to be associated with the University	67	43.5%	62	40.3%	20	13.0%	3	1.9%	2	1.3%	154	100.0%
I would recommend the University to family and friends as a place to work	55	35.7%	63	40.9%	20	13.0%	8	5.2%	8	5.2%	154	100.0%
I believe that Climate Survey results will influence decisions to improve the University	21	13.6%	52	33.8%	51	33.1%	21	13.6%	9	5.8%	154	100.0%



# ERAU Faculty & Staff Climate Survey, Spring 2006

## Responses to questions 32-38: By division

### Division Prescott Campus

	Very Good		Good		Average		Poor		Very Poor		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Marketing and promotion of Embry-Riddle	13	8.8%	37	25.2%	68	46.3%	22	15.0%	7	4.8%	147	100.0%
Communication among the campuses (Daytona Beach, Prescott, Extended Campus)	5	3.3%	23	15.3%	74	49.3%	41	27.3%	7	4.7%	150	100.0%
Overall appearance of the physical facilities of my campus/center	17	11.1%	89	58.2%	36	23.5%	8	5.2%	3	2.0%	153	100.0%
Providing a safe and secure environment for staff and students	41	27.0%	92	60.5%	12	7.9%	6	3.9%	1	.7%	152	100.0%
Hiring more women and members of underrepresented groups into management and faculty positions	26	17.2%	65	43.0%	41	27.2%	12	7.9%	7	4.6%	151	100.0%
The pay afforded me for my work	11	7.2%	30	19.6%	54	35.3%	41	26.8%	17	11.1%	153	100.0%
The benefits available for my needs and those of my family	40	26.0%	65	42.2%	36	23.4%	9	5.8%	4	2.6%	154	100.0%

# ERAU Faculty & Staff Climate Survey, Spring 2006

## Response s to questions 1-31: By division

Division Extended Campus

	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
I have the materials and equipment I need to do my work effectively	109	28.0%	199	51.2%	31	8.0%	44	11.3%	6	1.5%	389	100.0%
This last year, I have had opportunities to learn and grow, either at work or through professional development activities	98	25.3%	176	45.5%	61	15.8%	43	11.1%	9	2.3%	387	100.0%
My current workload allows me to engage in a variety of activities (professional development, committee work, administrative duties, teaching, research)	60	15.7%	132	34.6%	89	23.3%	69	18.1%	32	8.4%	382	100.0%
I have access to the information I need to make decisions for my work	85	22.1%	207	53.8%	56	14.5%	31	8.1%	6	1.6%	385	100.0%
I am asked for my input on decisions that impact my work	80	20.9%	152	39.8%	68	17.8%	54	14.1%	28	7.3%	382	100.0%
I feel safe in offering suggestions for improvement to the processes in my area	119	30.7%	164	42.3%	48	12.4%	37	9.5%	20	5.2%	388	100.0%
At work, my opinions seem to count	104	27.2%	157	41.1%	54	14.1%	38	9.9%	29	7.6%	382	100.0%
My direct supervisor lets me know when I have done a good job	142	36.9%	146	37.9%	45	11.7%	33	8.6%	19	4.9%	385	100.0%
My direct supervisor talks with me at least once a year about my performance	150	39.7%	142	37.6%	47	12.4%	27	7.1%	12	3.2%	378	100.0%
My direct supervisor talks with me at least once a year about my performance objectives/plan	139	36.9%	145	38.5%	47	12.5%	31	8.2%	15	4.0%	377	100.0%
Embry-Riddle's mission, goals, and vision have been clearly communicated to me	104	26.8%	207	53.4%	50	12.9%	21	5.4%	6	1.5%	388	100.0%
I believe Embry-Riddle's mission, goals, and vision are the right ones for the organization at the current time	90	23.1%	188	48.3%	90	23.1%	16	4.1%	5	1.3%	389	100.0%
Embry-Riddle's values have been clearly communicated to me	106	27.4%	190	49.1%	67	17.3%	21	5.4%	3	.8%	387	100.0%
I believe Embry-Riddle's values are the right ones for the organization at the current time	99	25.6%	174	45.1%	94	24.4%	15	3.9%	4	1.0%	386	100.0%
I believe the Interim President is making progress toward the University mission and goals	62	16.5%	143	38.0%	153	40.7%	16	4.3%	2	.5%	376	100.0%
I believe the Vice Presidents are making progress toward the University mission and goals	44	11.9%	124	33.4%	184	49.6%	15	4.0%	4	1.1%	371	100.0%
I believe campus leadership* is making progress toward the University mission and goals (*Extended Campus and Prescott: Chancellors, College Deans) (*Daytona Beach campus: College Deans only)	62	16.9%	132	36.0%	133	36.2%	27	7.4%	13	3.5%	367	100.0%
Strategic planning assists my department/program in setting its direction and objectives	39	10.5%	115	31.0%	157	42.3%	46	12.4%	14	3.8%	371	100.0%
Assessment activities assist my department/program in measuring its success and identifying potential areas for improvement	38	10.3%	132	35.9%	134	36.4%	46	12.5%	18	4.9%	368	100.0%
The "One University" concept has been clearly communicated to me	52	13.7%	128	33.7%	84	22.1%	80	21.1%	36	9.5%	380	100.0%
I support the "One University" concept	100	26.6%	123	32.7%	126	33.5%	16	4.3%	11	2.9%	376	100.0%
Appropriate consideration is given to all campuses when University budget allocations are made	19	5.1%	52	13.9%	147	39.3%	84	22.5%	72	19.3%	374	100.0%
I have not been treated differently because of my gender, race, ethnicity, national origin, age, physical disability, economic background, sexual orientation, or religious belief	195	50.4%	132	34.1%	21	5.4%	26	6.7%	13	3.4%	387	100.0%
I am kept informed of University news and activities	123	31.7%	208	53.6%	35	9.0%	15	3.9%	7	1.8%	388	100.0%
I am kept informed of campus news and activities	110	28.9%	183	48.2%	60	15.8%	21	5.5%	6	1.6%	380	100.0%
I am kept informed of department level news and activities	103	27.0%	181	47.4%	53	13.9%	35	9.2%	10	2.6%	382	100.0%
Embry-Riddle has a work environment of mutual respect and trust	85	22.2%	182	47.5%	54	14.1%	39	10.2%	23	6.0%	383	100.0%
Overall, the University is a good place to work	138	35.6%	186	47.9%	48	12.4%	11	2.8%	5	1.3%	388	100.0%
I am proud to be associated with the University	190	49.2%	164	42.5%	25	6.5%	5	1.3%	2	.5%	386	100.0%
I would recommend the University to family and friends as a place to work	154	39.9%	158	40.9%	47	12.2%	19	4.9%	8	2.1%	386	100.0%
I believe that Climate Survey results will influence decisions to improve the University	61	15.9%	128	33.4%	116	30.3%	47	12.3%	31	8.1%	383	100.0%

# ERAU Faculty & Staff Climate Survey, Spring 2006

## Responses to questions 32-38: By division

Division Extended Campus

	Very Good		Good		Average		Poor		Very Poor		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Marketing and promotion of Embry-Riddle	37	9.6%	109	28.4%	122	31.8%	79	20.6%	37	9.6%	384	100.0%
Communication among the campuses (Daytona Beach, Prescott, Extended Campus)	20	5.4%	80	21.7%	137	37.2%	92	25.0%	39	10.6%	368	100.0%
Overall appearance of the physical facilities of my campus/center	59	15.6%	127	33.6%	94	24.9%	57	15.1%	41	10.8%	378	100.0%
Providing a safe and secure environment for staff and students	109	28.5%	158	41.4%	89	23.3%	18	4.7%	8	2.1%	382	100.0%
Hiring more women and members of underrepresented groups into management and faculty positions	92	24.6%	165	44.1%	84	22.5%	22	5.9%	11	2.9%	374	100.0%
The pay afforded me for my work	29	7.5%	95	24.5%	115	29.7%	103	26.6%	45	11.6%	387	100.0%
The benefits available for my needs and those of my family	66	17.9%	123	33.4%	123	33.4%	36	9.8%	20	5.4%	368	100.0%