

# ERAU Faculty & Staff Climate Survey Spring 2005 Results by University Division

Human Resources  
Office of Institutional Research  
April 2005

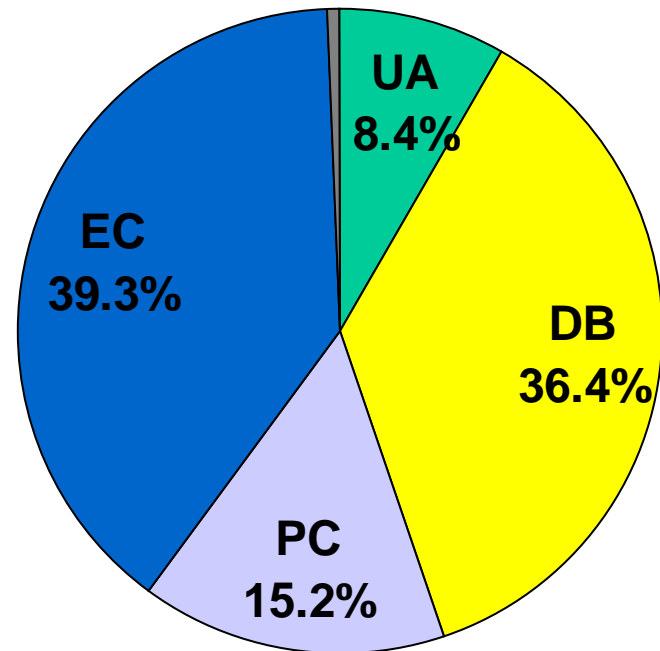
# Background

- Web-based instrument:
  - 28 “agreement” items, 7 “progress” items, 6 demographic items, 5 open-ended comment boxes after each section (Your Job, The ERAU Organization, The ERAU Environment, University Progress, Other)
    - 5-point agreement scale: Strongly Agree to Strongly Disagree
    - 5-point progress scale: Very Large Extent to None
- Survey accessible from 02/22/05 – 03/08/05
  - 2 email announcements:
    - Survey has begun, 02/22/05
    - Reminder survey is about to end, 03/04/05
  - All employees urged to participate (regardless of status, location, etc.)

- Changes to this version:
  - Some questions reworded/added/deleted (as noted on the charts that follow)
    - Added 10 new questions
    - Deleted 3 questions
    - Reworded/expanded 11 questions
  - Added new section on University Progress. “Indicate extent that progress has been made toward:”
    - Effective marketing and promotion of ERAU
    - Effective communication among campuses
    - Improving overall appearance of facilities
    - Making staff and students safer
    - Hiring more women and members of underrepresented groups
    - Improving pay
    - Improving benefits

# Who Responded?

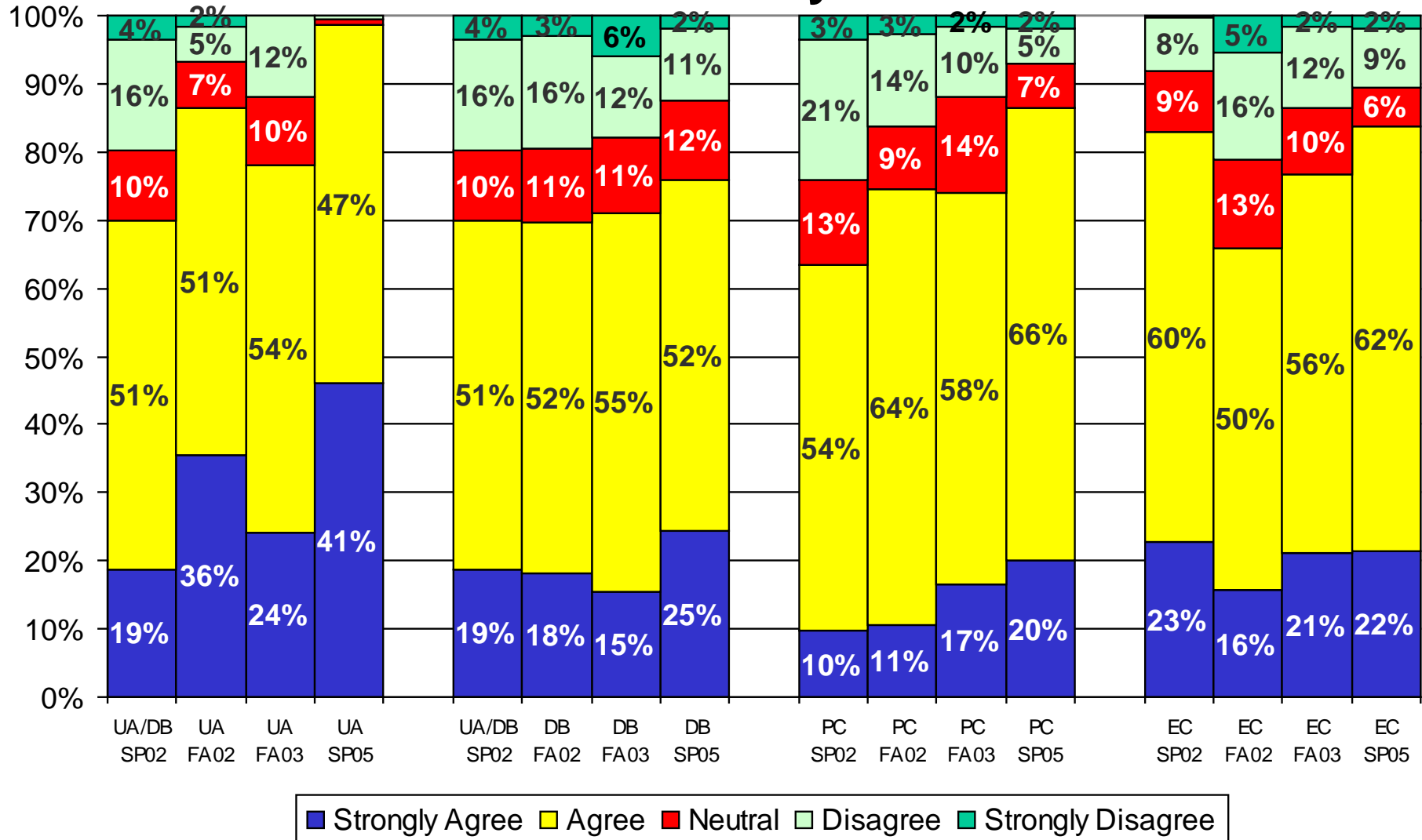
- Grand Total = 1021
  - Highest number yet (this is the 4<sup>th</sup> administration).
- By Division (with estimated response rates):
  - University Administration: 86 (26% response rate)
  - Daytona Beach Campus: 372 (44% response rate)
  - Prescott Campus: 155 (41% response rate)
  - Extended Campus: 401 (not available)
  - Not Indicated: 7



# Trend Results: By Division

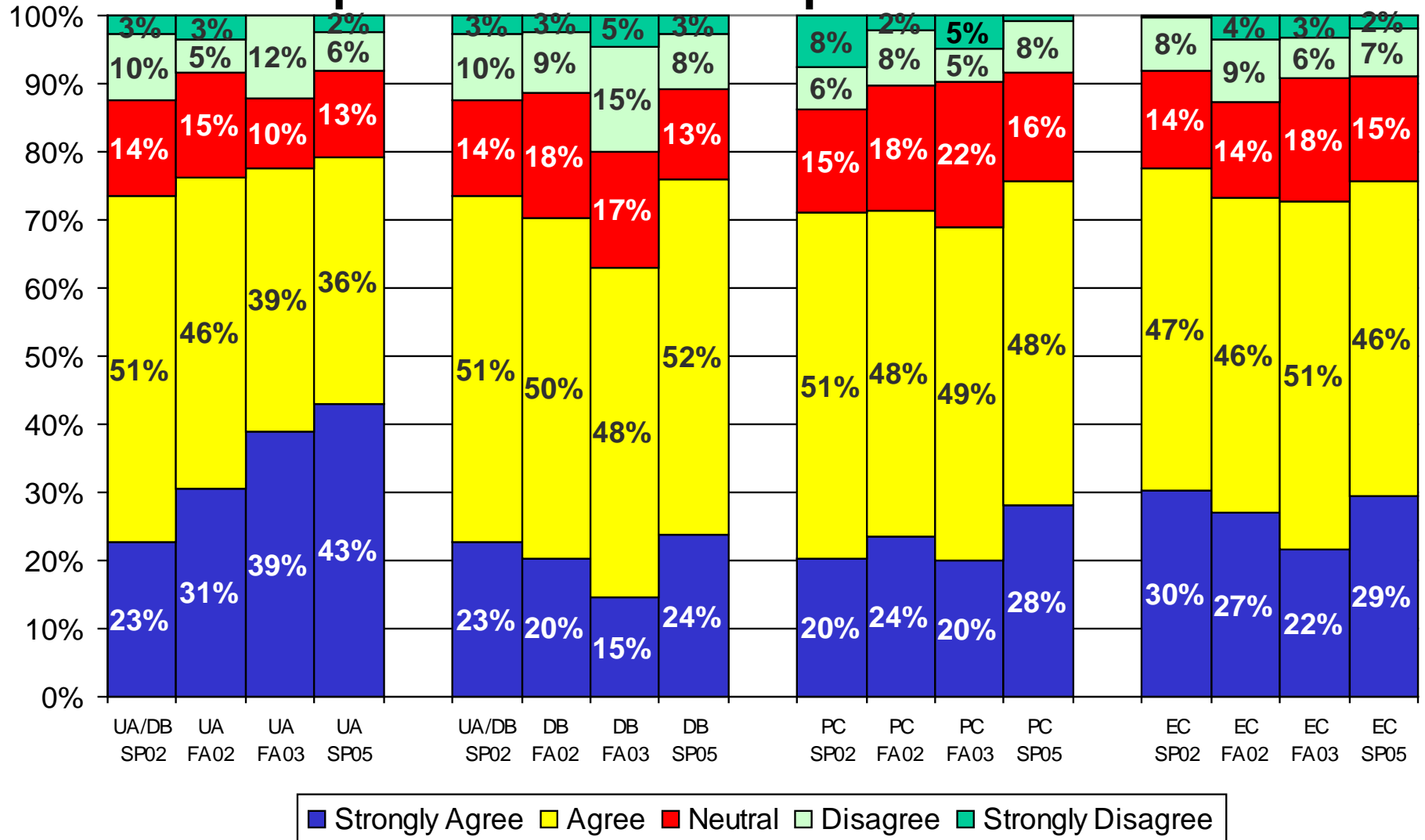
- 35 charts follow, one per question, with 20 charts displaying the side-by-side comparisons of Spring 2002, Fall 2002, Fall 2003 and Spring 2005 data (when available) and 15 charts only displaying data from Spring 2005 (new questions).
- Each chart displays the percent response for each category to each of the 35 opinion questions
  - 5-point agreement scale: Strongly Agree to Strongly Disagree
  - 5-point progress scale: Very Large Extent to None
- See data tables for breakouts within campus division
- Spring 2002 survey did not include a breakout response choice for university administration. Shown on the following charts is UA/DB SP2002 as comparison for UA FA2002, UA FA2003, DB FA2002 and DB FA2003. UA/DB SP2002 is comprised mostly of DB.

# I have the materials and equipment to do my work effectively\*

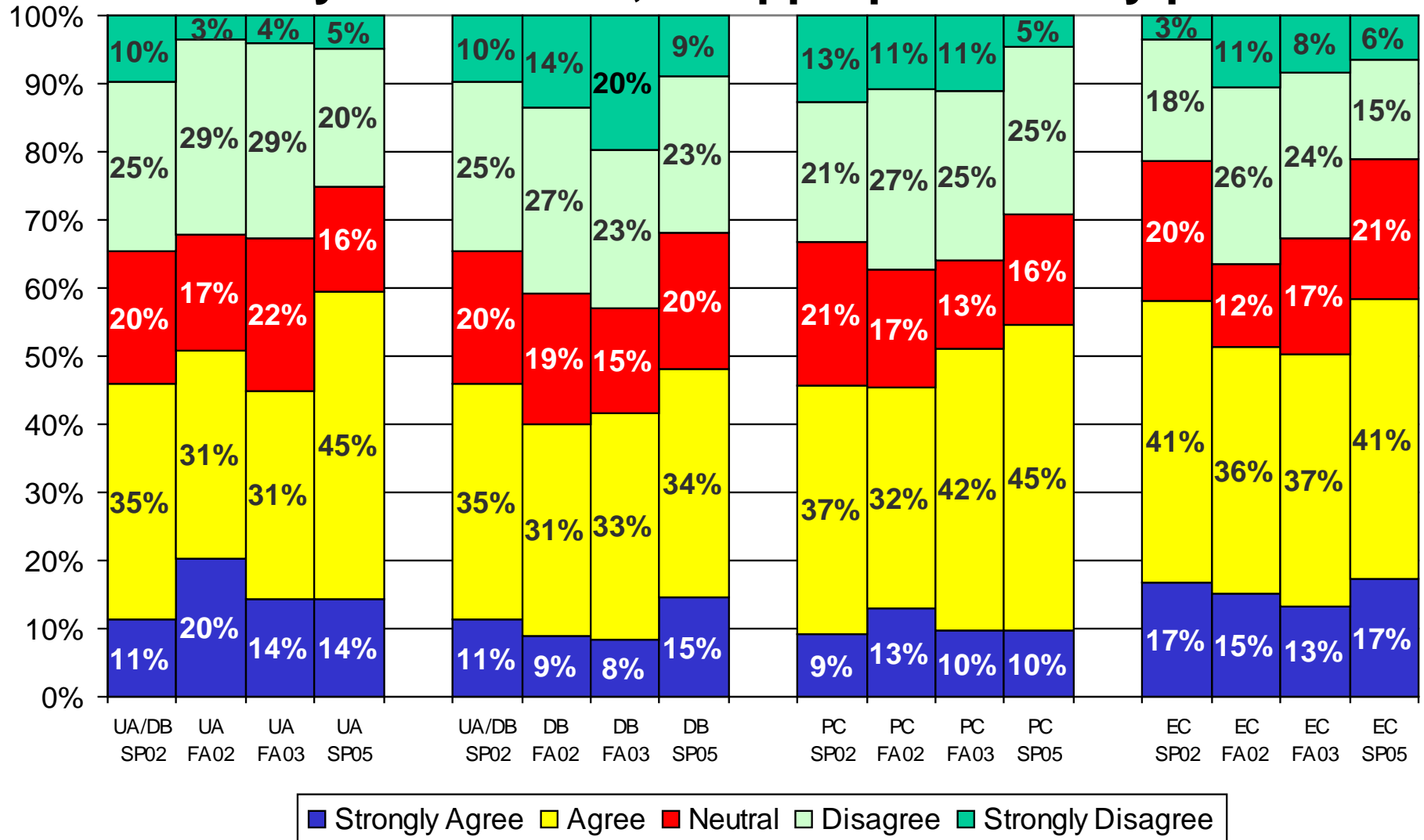


\*Question was reworded in FA2003; FA2002 read as "to do my work right".

# This last year, I have had opportunities to learn and grow either at work or through professional development activities

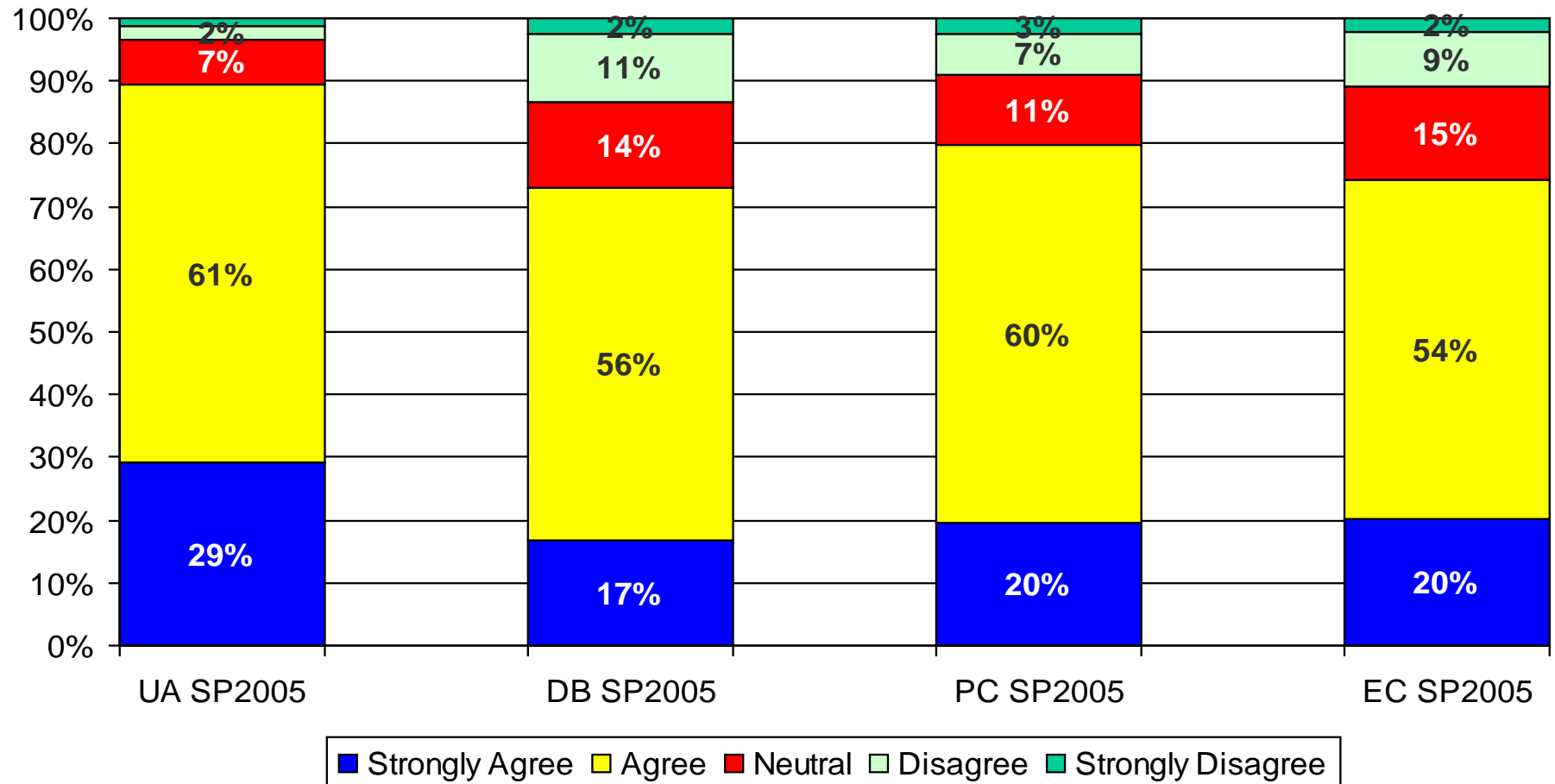


# My current workload allows me to engage in a variety of activities, as appropriate to my position

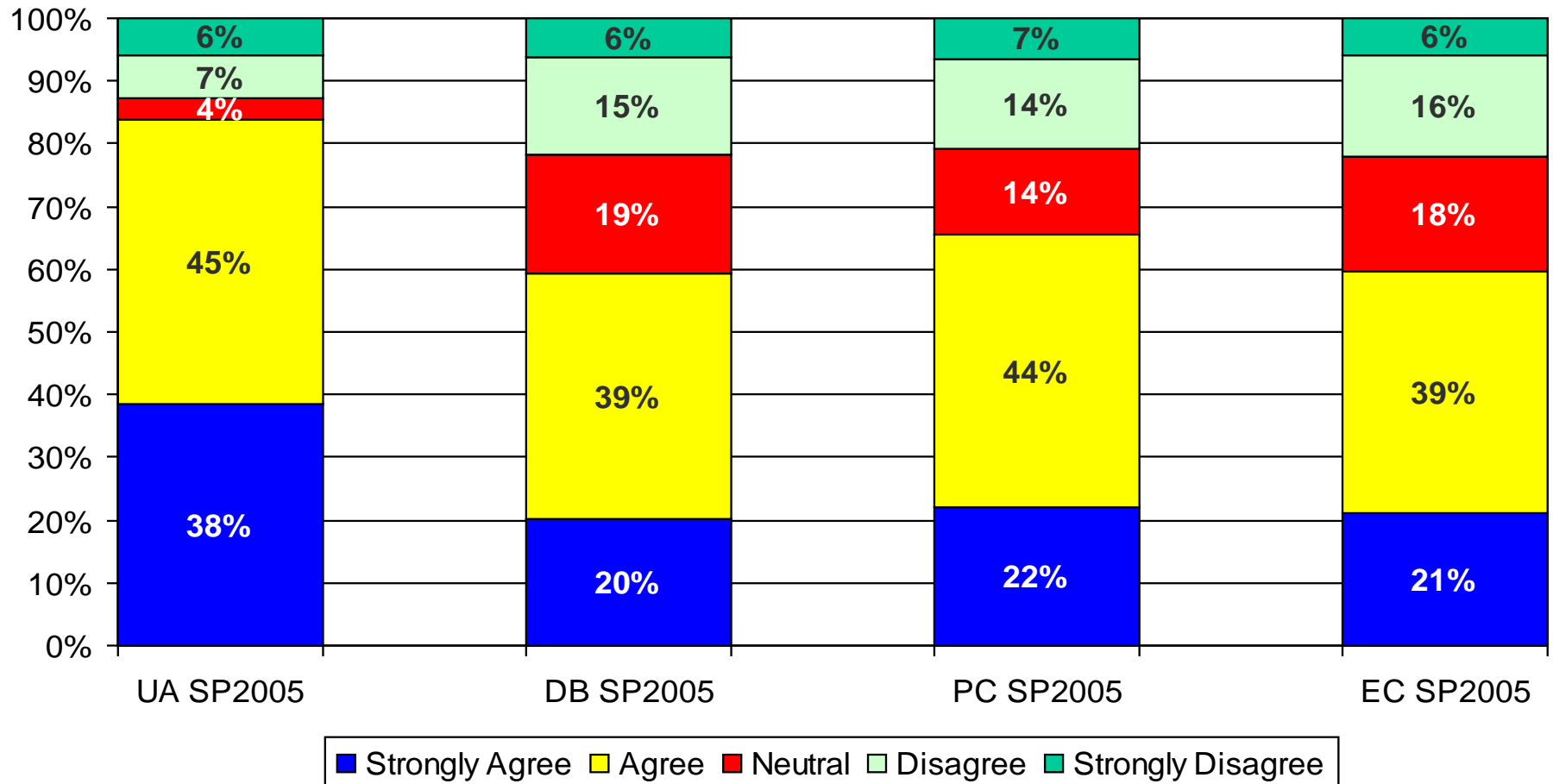




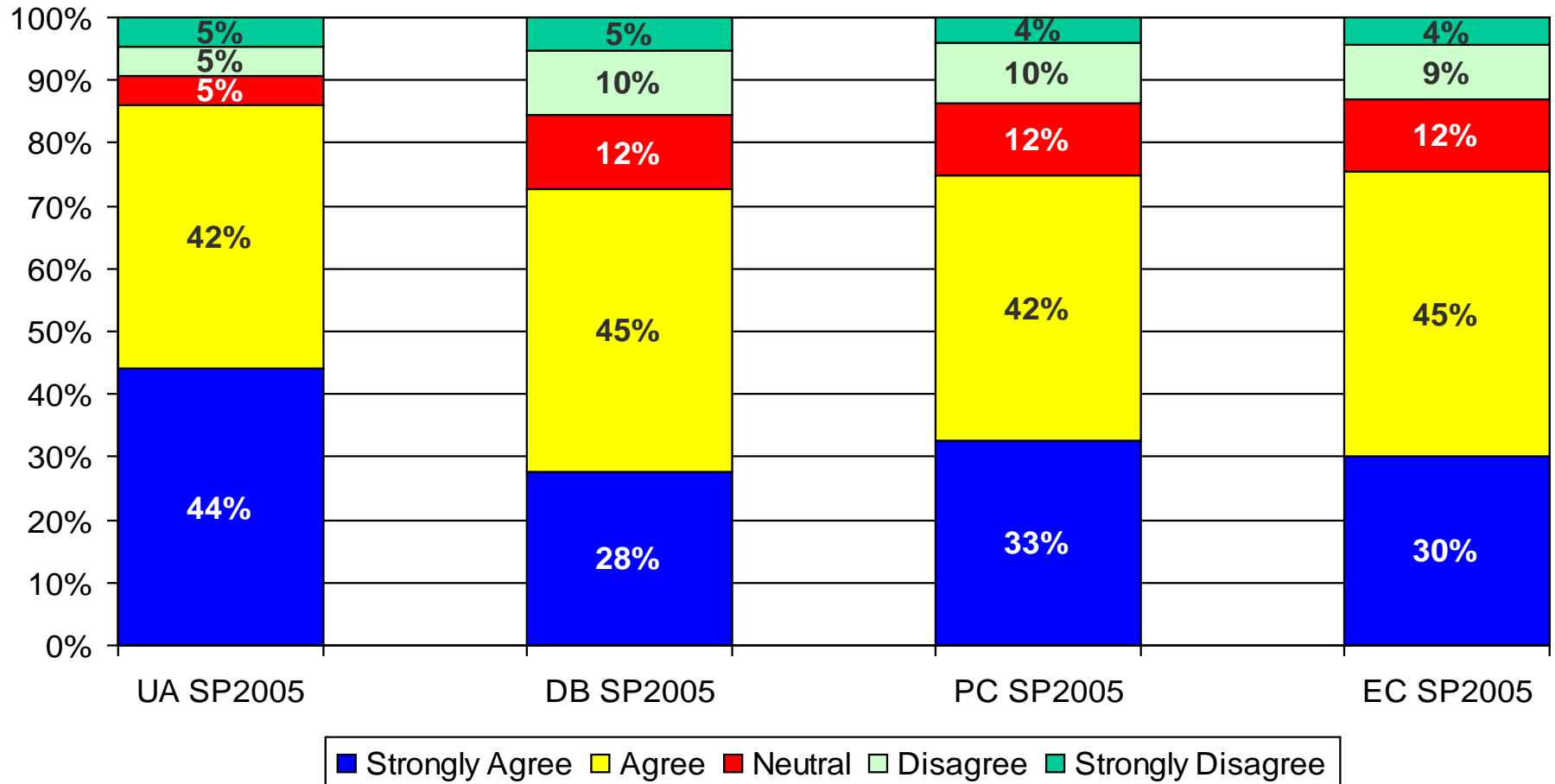
# I have access to the information I need to make decisions for my work



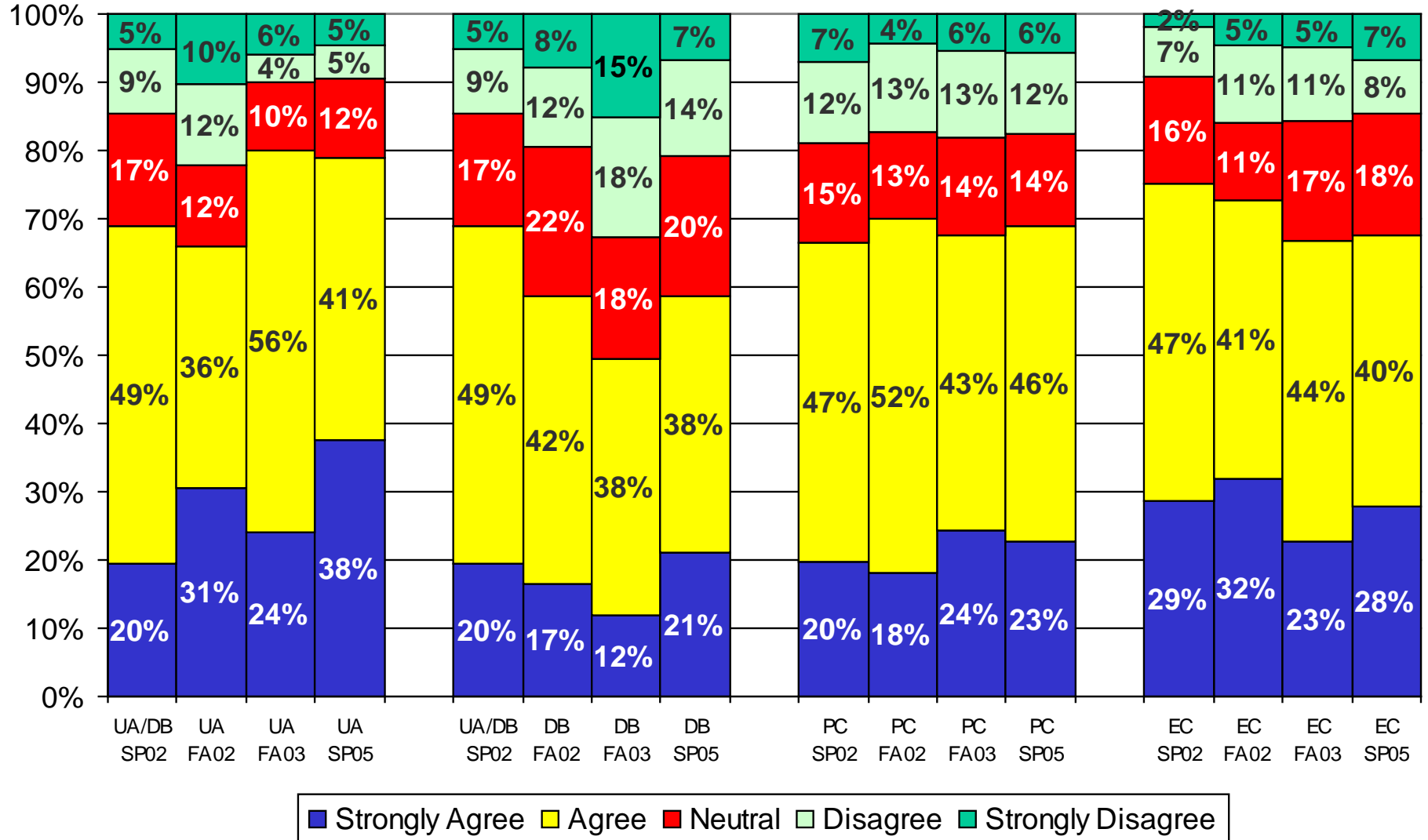
# I am asked for my input on decisions that impact my work



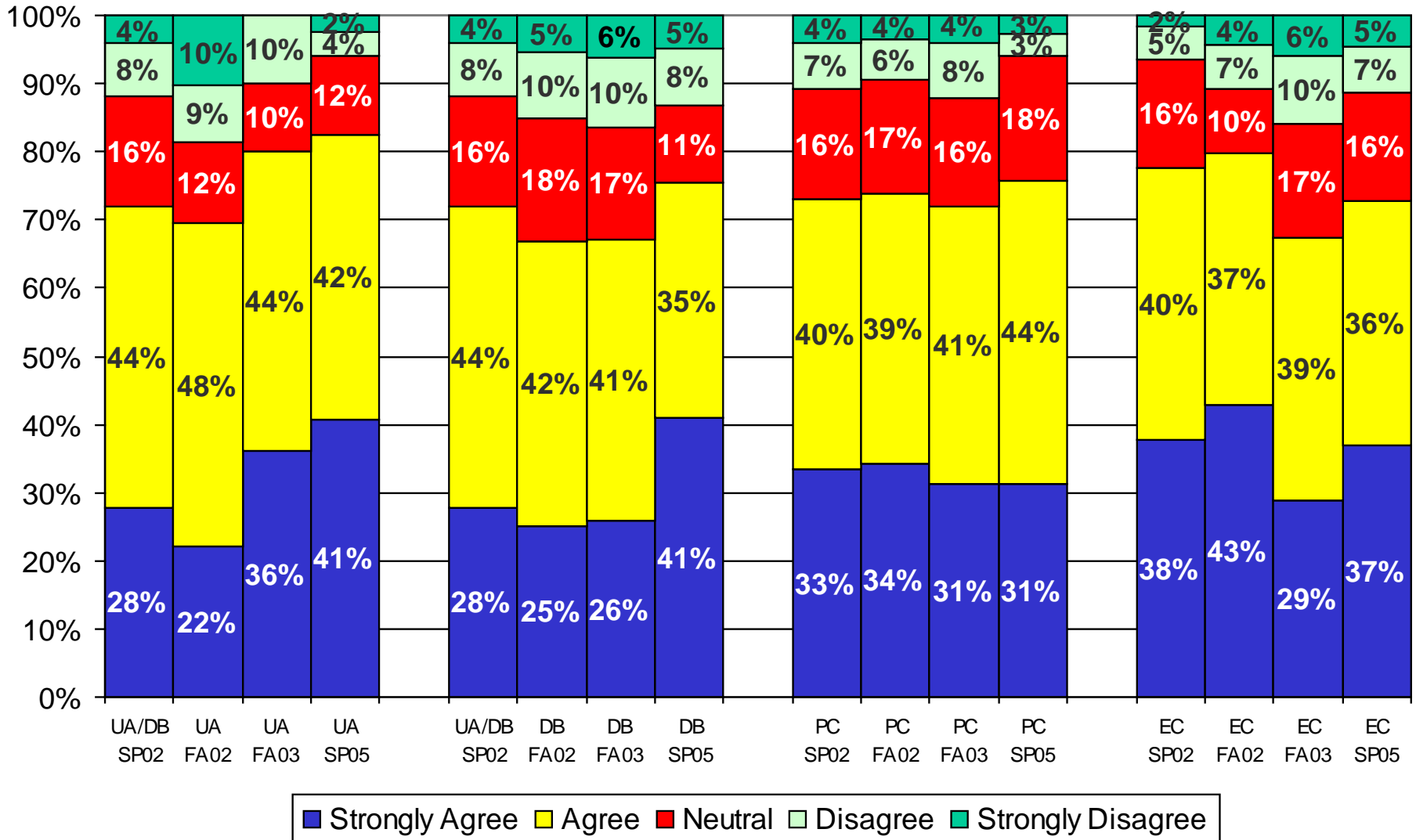
# I feel safe in offering suggestions for improvement to the processes in my area



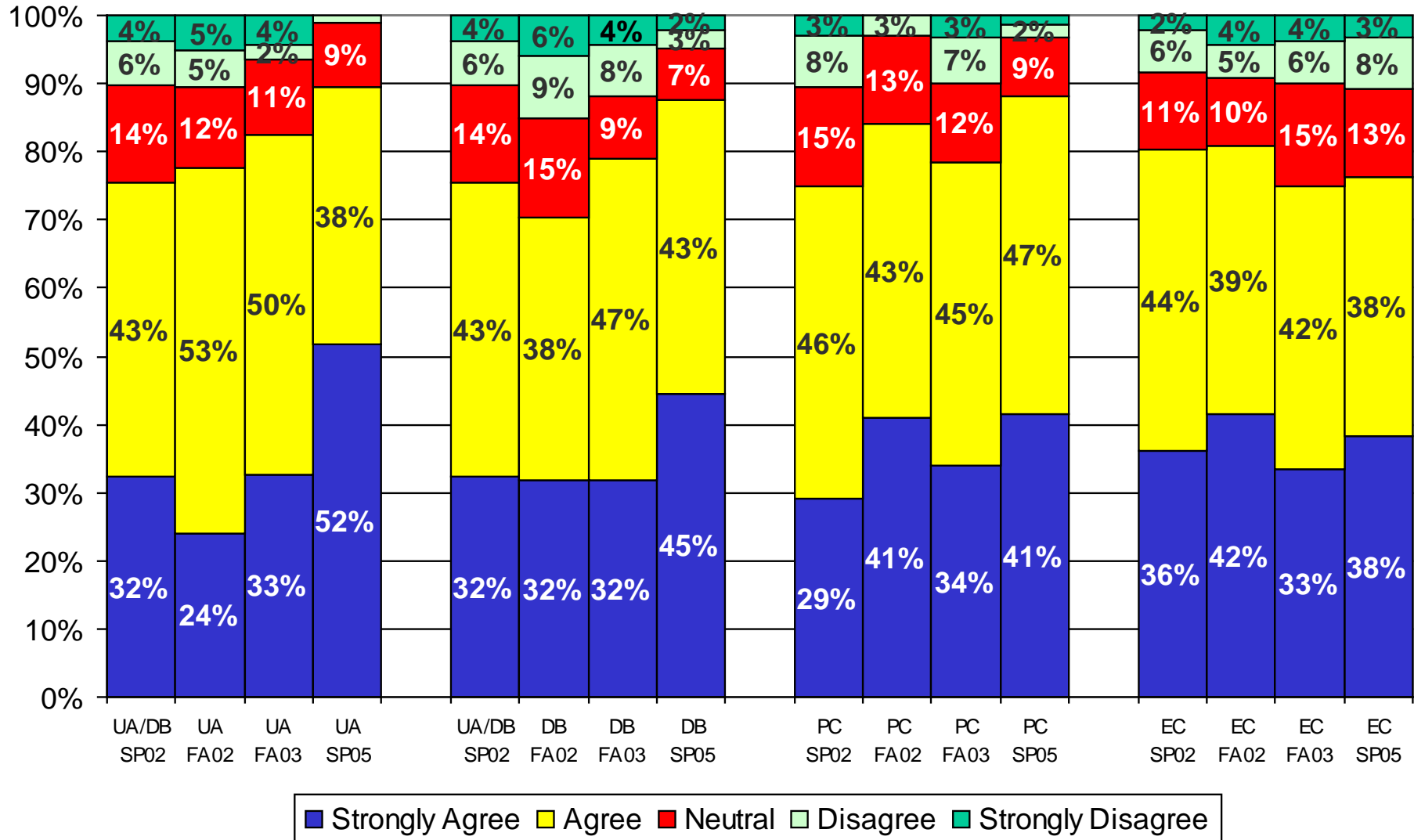
# At work, my opinions seem to count



# My direct supervisor lets me know when I have done a good job



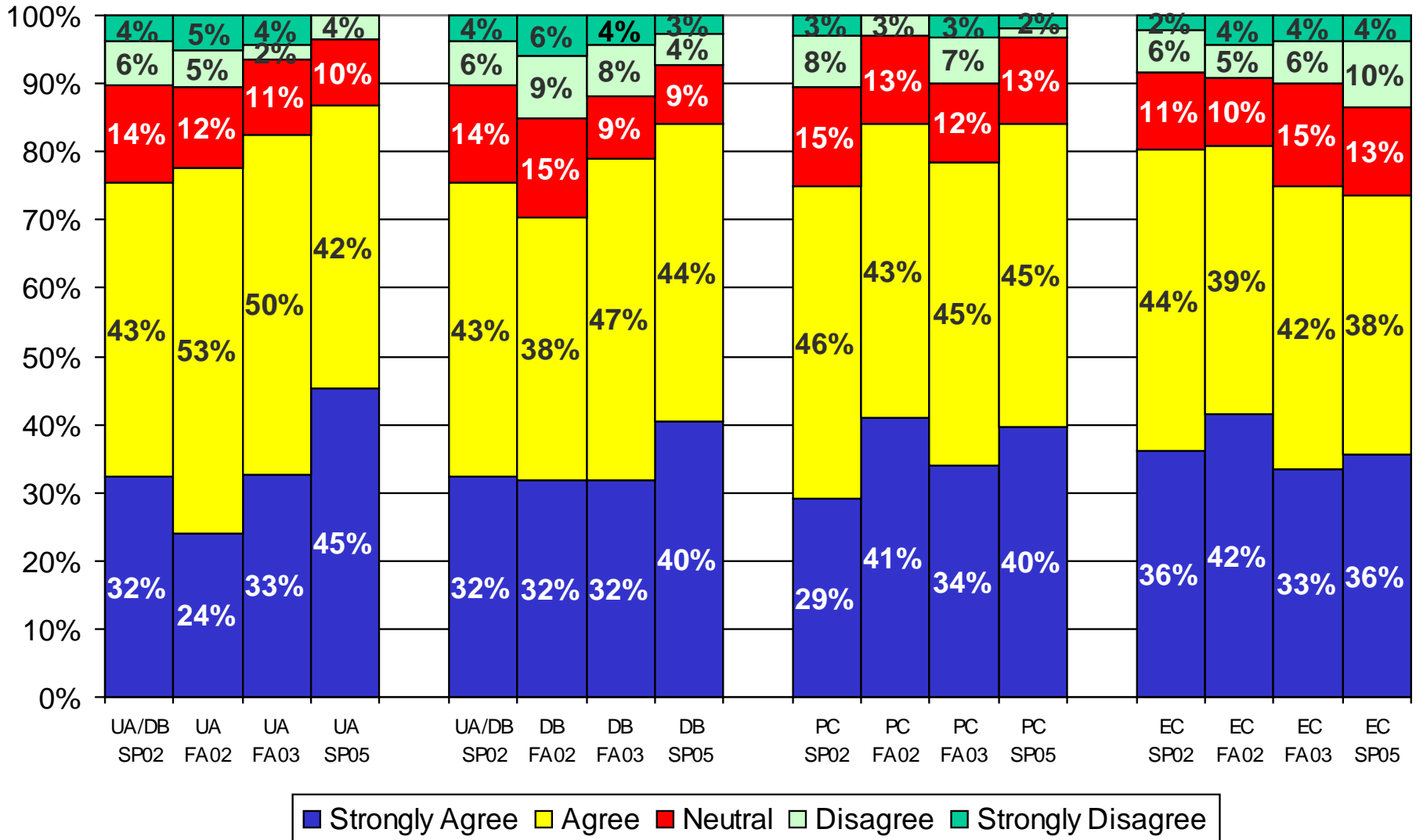
# My direct supervisor talks with me at least once a year about my performance\*



Strongly Agree Agree Neutral Disagree Strongly Disagree

\*Reworded. FA03 version = "My direct supervisor talks with me at least once a year about my performance objectives and progress."  
 SP02-F02 version = "My direct supervisor talks with me at least once a year about my objectives and progress."

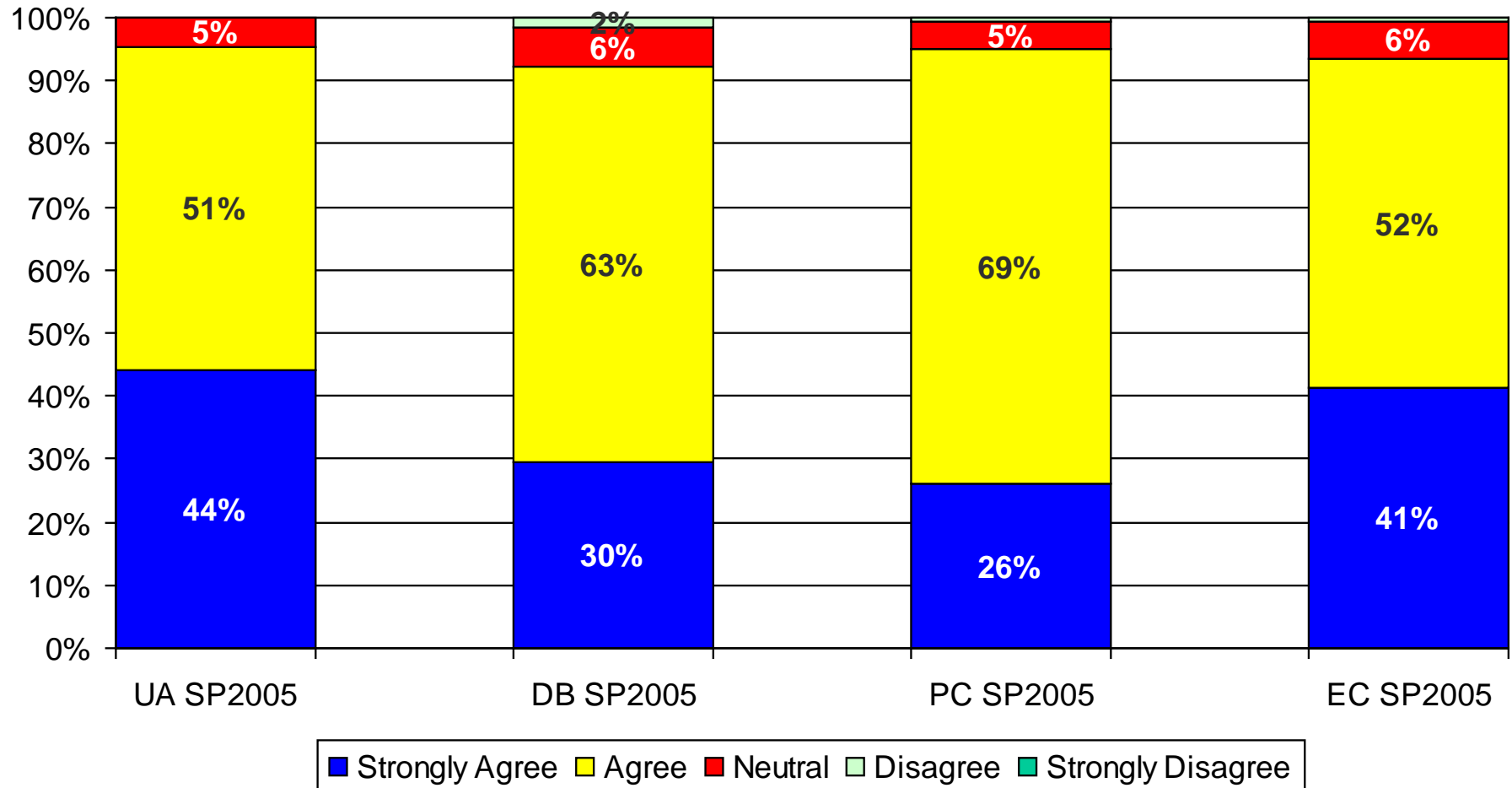
# My direct supervisor talks with me at least once a year about my performance objectives/plan\*



■ Strongly Agree 
 ■ Agree 
 ■ Neutral 
 ■ Disagree 
 ■ Strongly Disagree

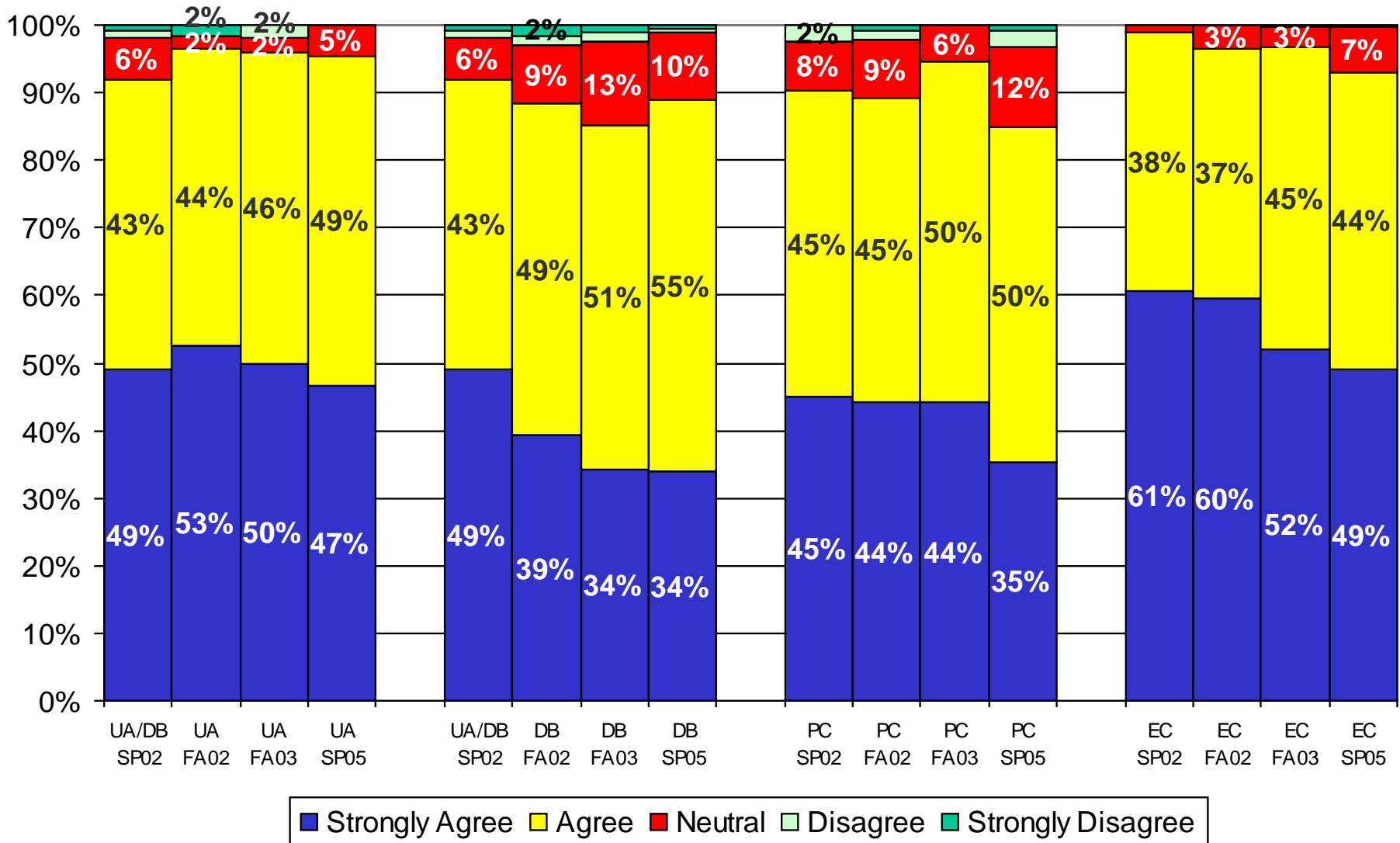
\*Reworded. FA03 version = "My direct supervisor talks with me at least once a year about my performance objectives and progress."  
 SP02-F02 version = "My direct supervisor talks with me at least once a year about my objectives and progress."

# I am familiar with Embry-Riddle's mission, goals, and vision

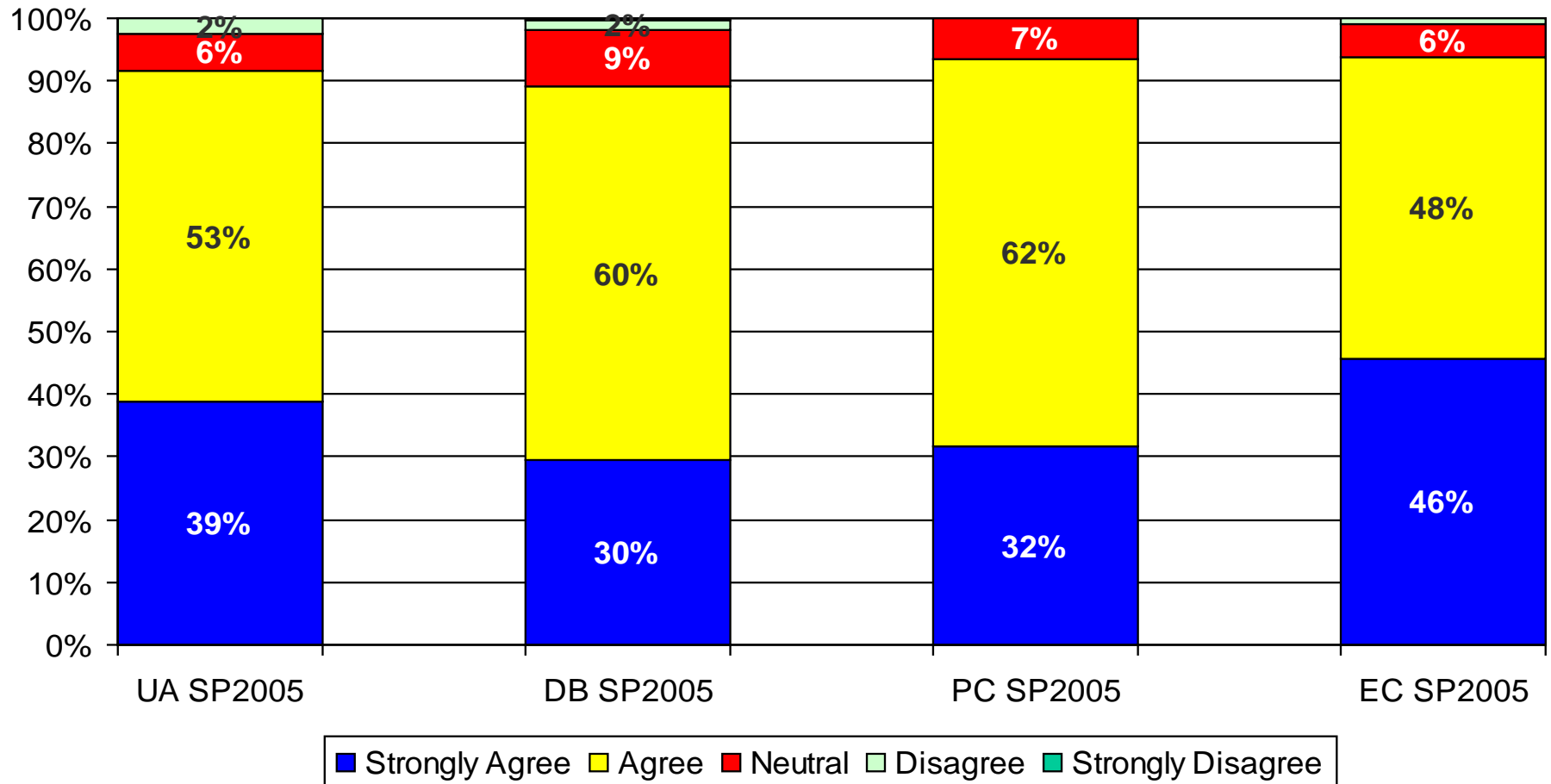




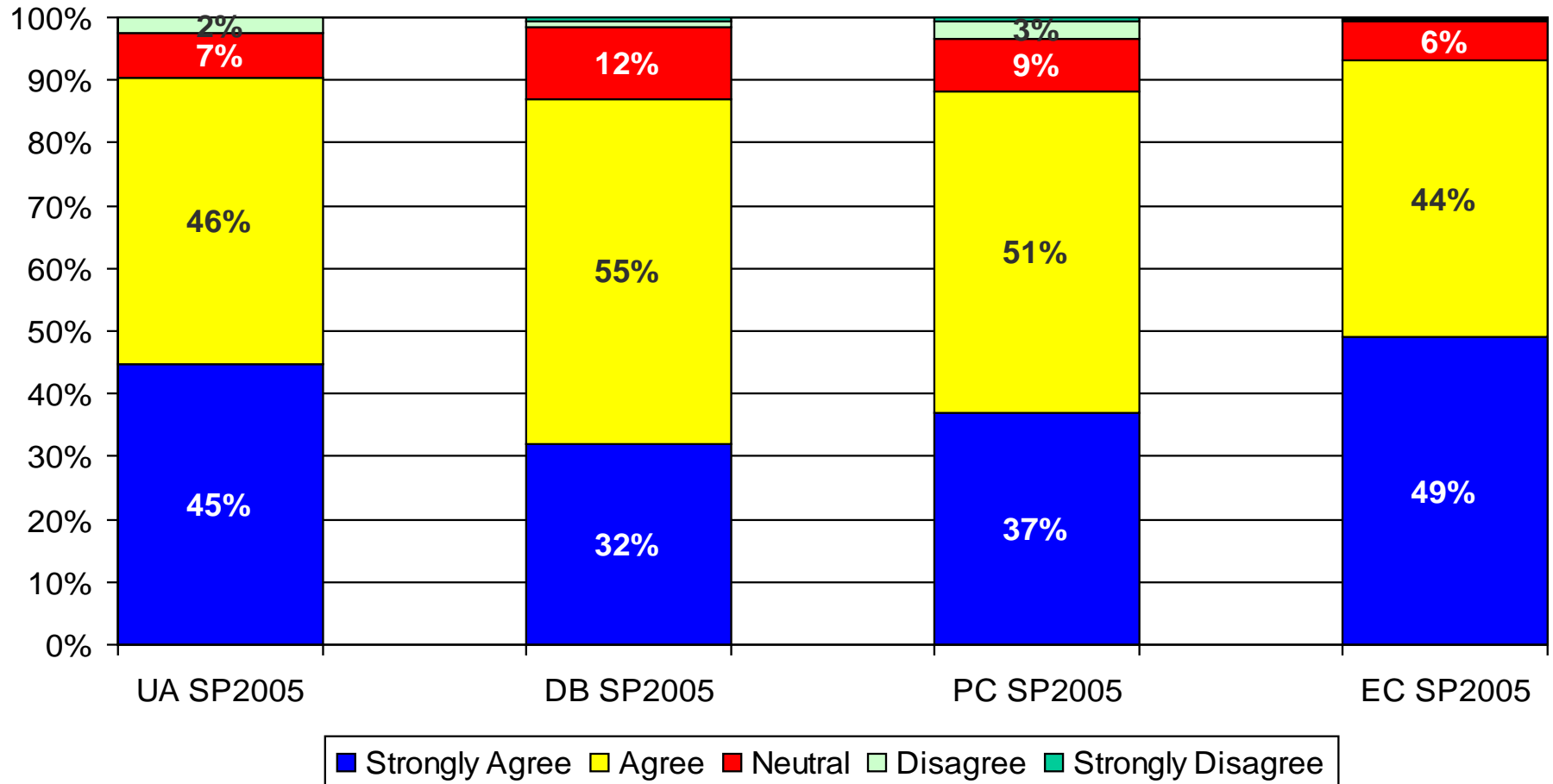
# I support Embry-Riddle's missions, goals, and vision



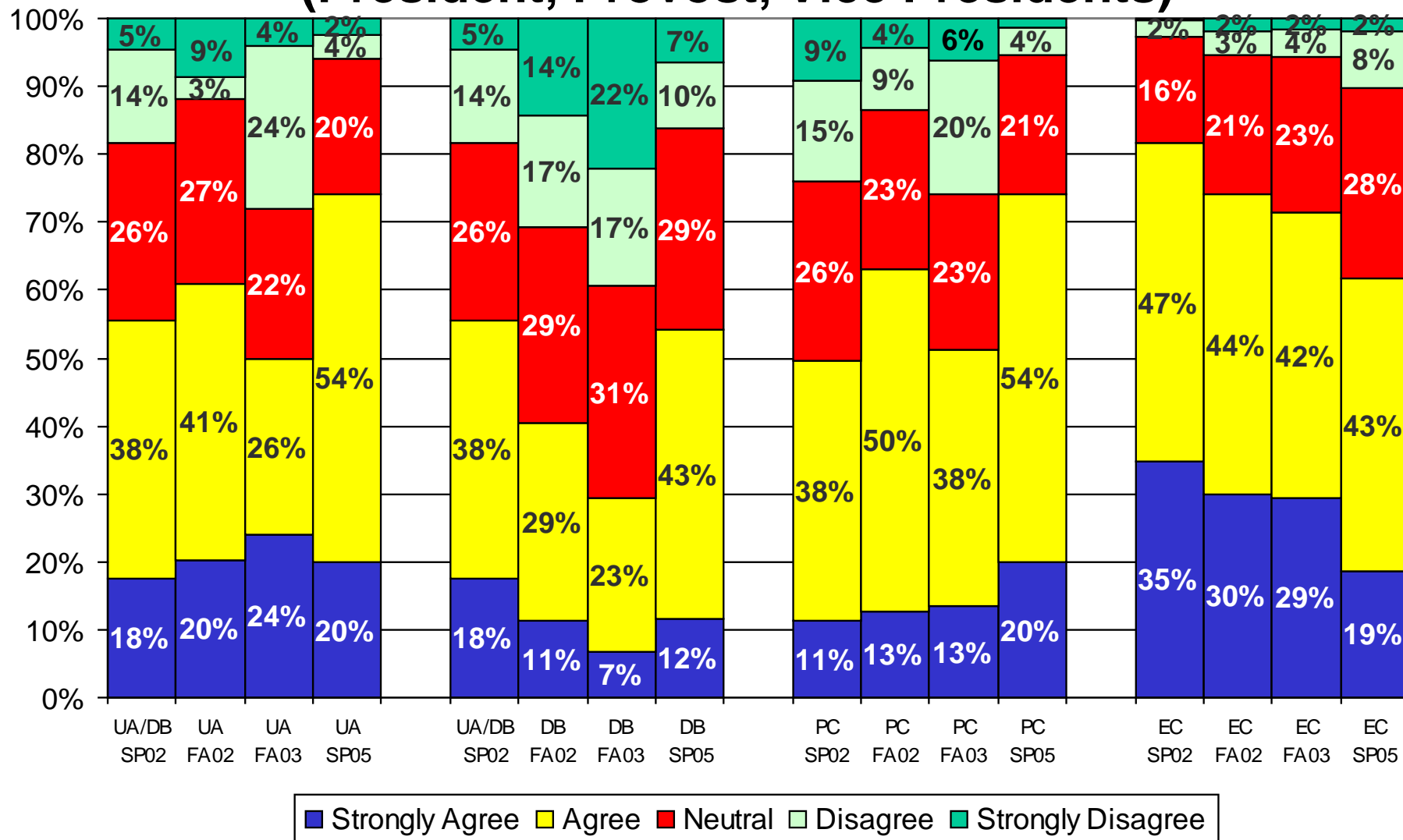
# I am familiar with the values of Embry-Riddle



# I support the values of Embry-Riddle

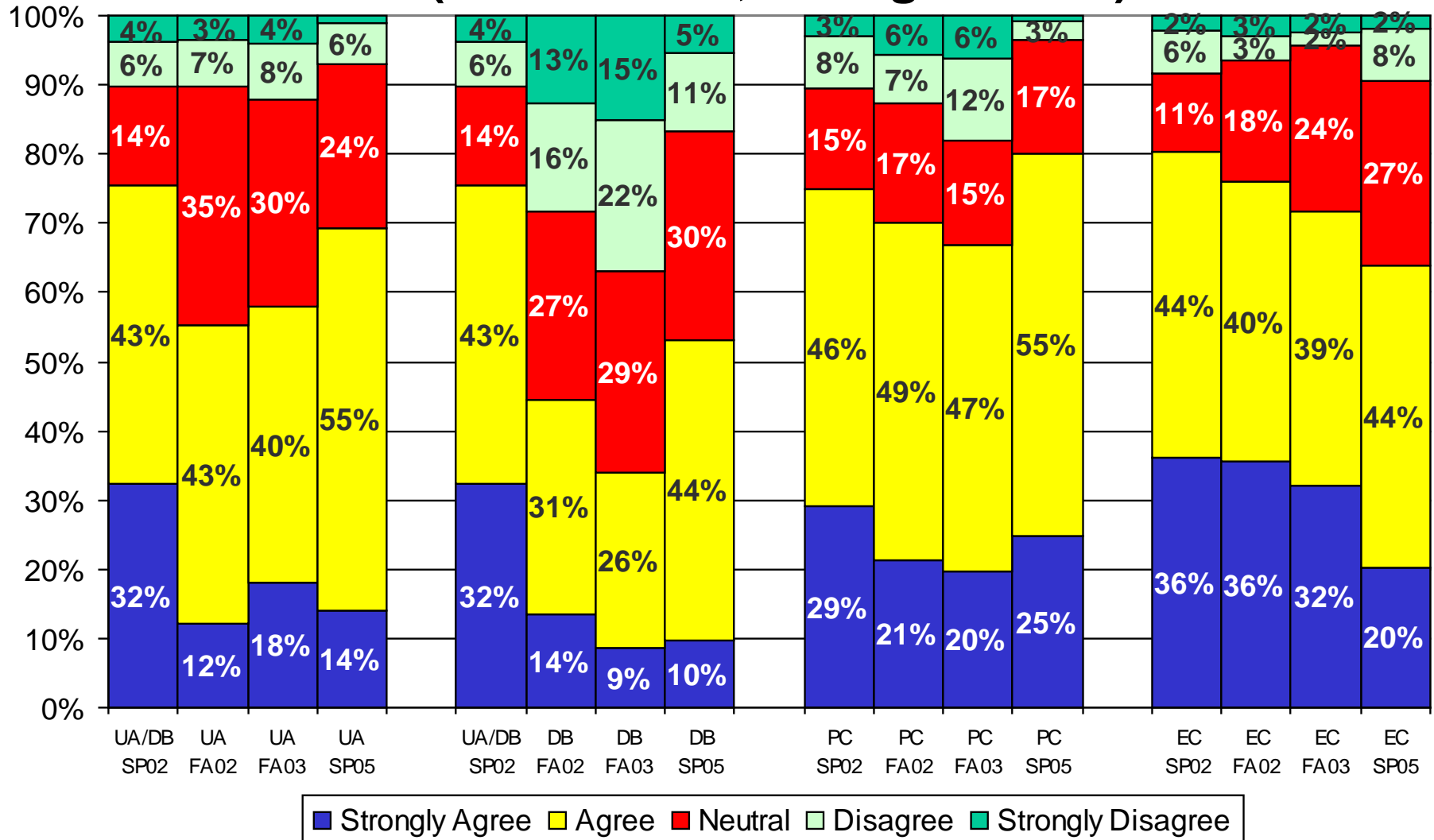


# I believe University leadership is making progress toward University mission and goals (President, Provost, Vice Presidents)\*



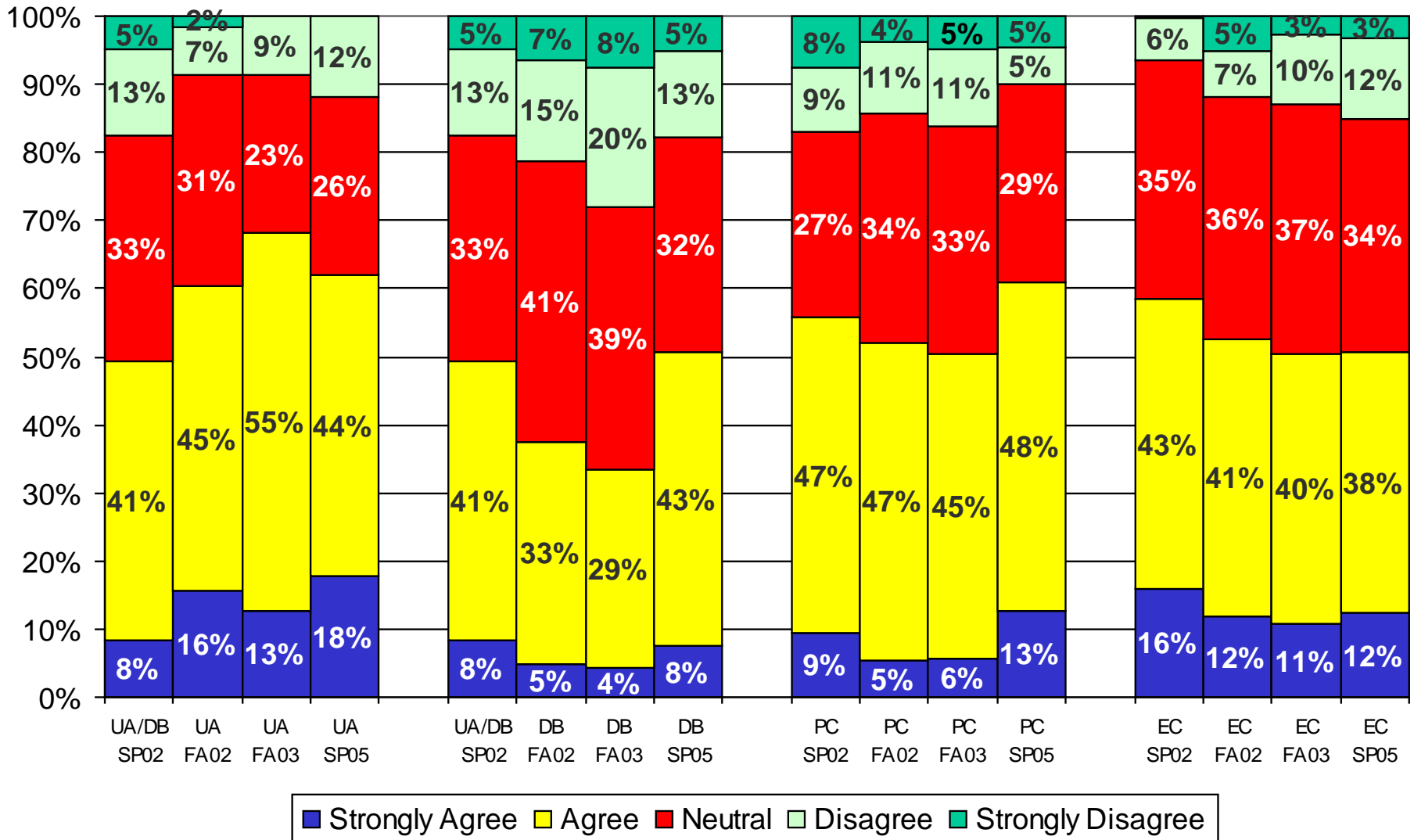
\*Reworded. FA02-FA03 version = "I have confidence in the University leadership (President, Vice Presidents)." SP02 version = "I have confidence in the University leadership (President, Vice Presidents, Chancellors)."

# I believe campus leadership is making progress toward University mission and goals (Chancellors, College Deans)\*

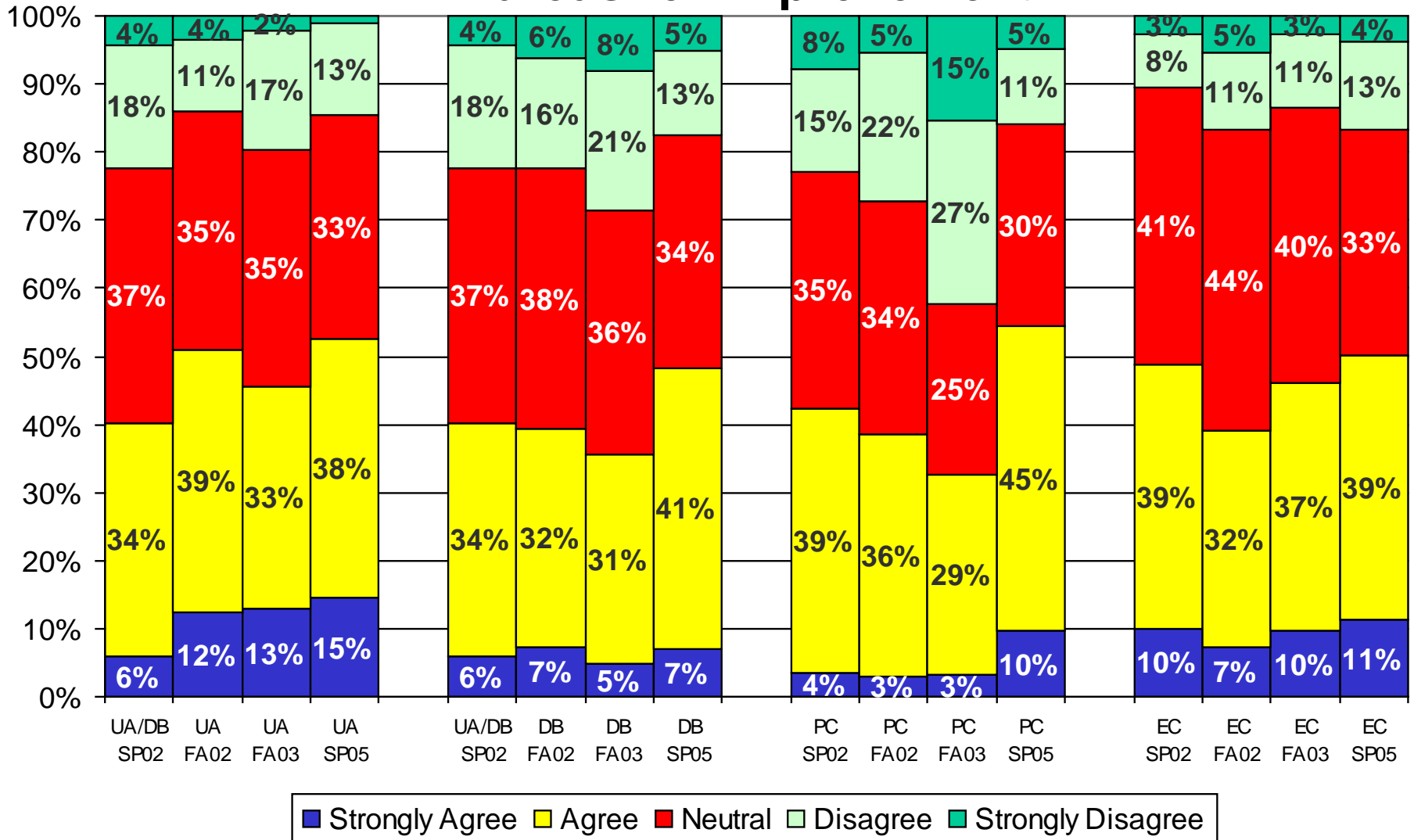


\*Reworded. FA02-FA03 version = "I have confidence in the campus leadership (Chancellors, College Deans)." SP02 version = "I have confidence in the University leadership (President, Vice Presidents, Chancellors)."

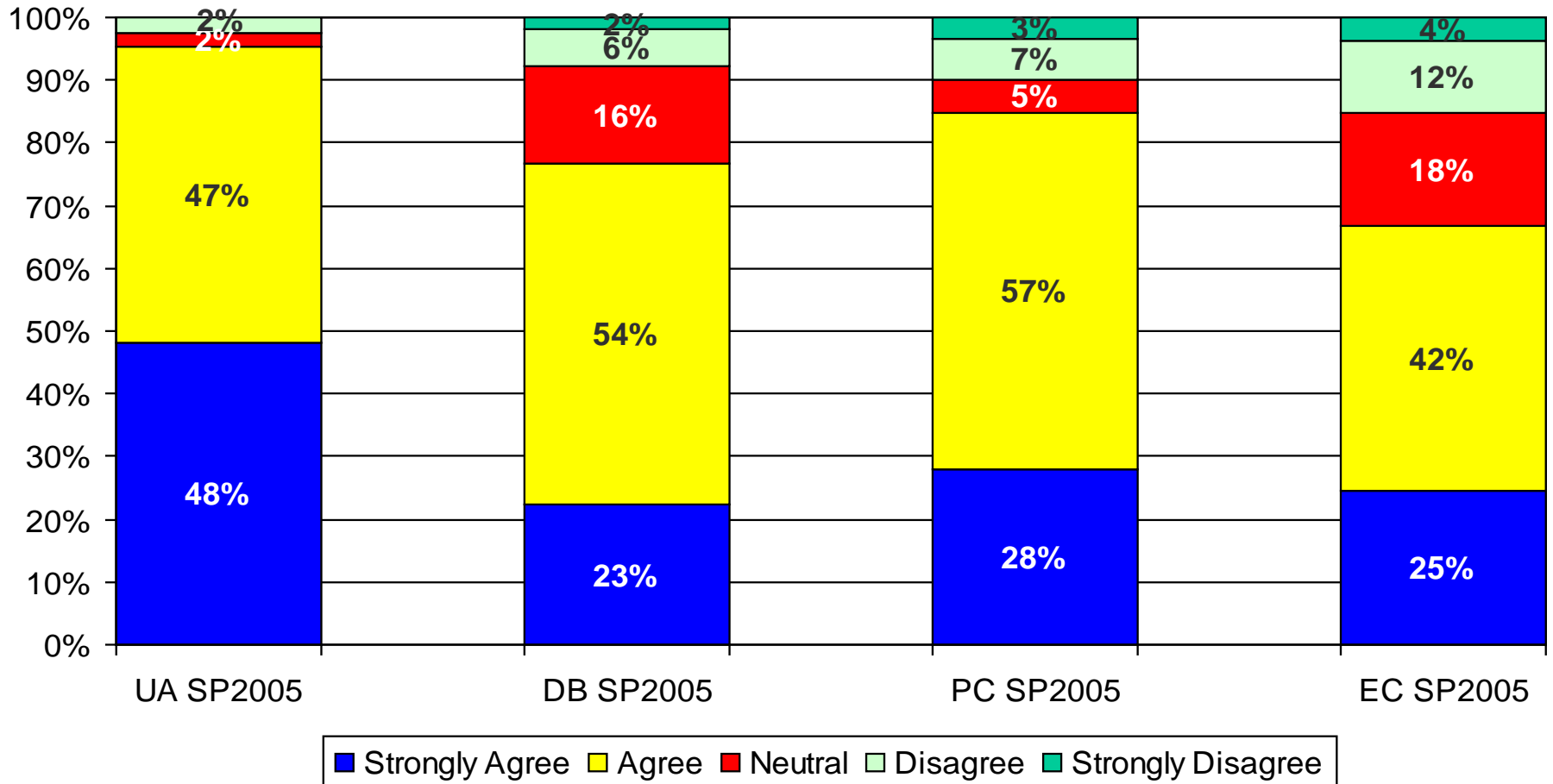
# Strategic planning assists in setting my department/program's direction and objectives



# Assessment activities assist my department/program in measuring its success and identifying potential areas for improvement

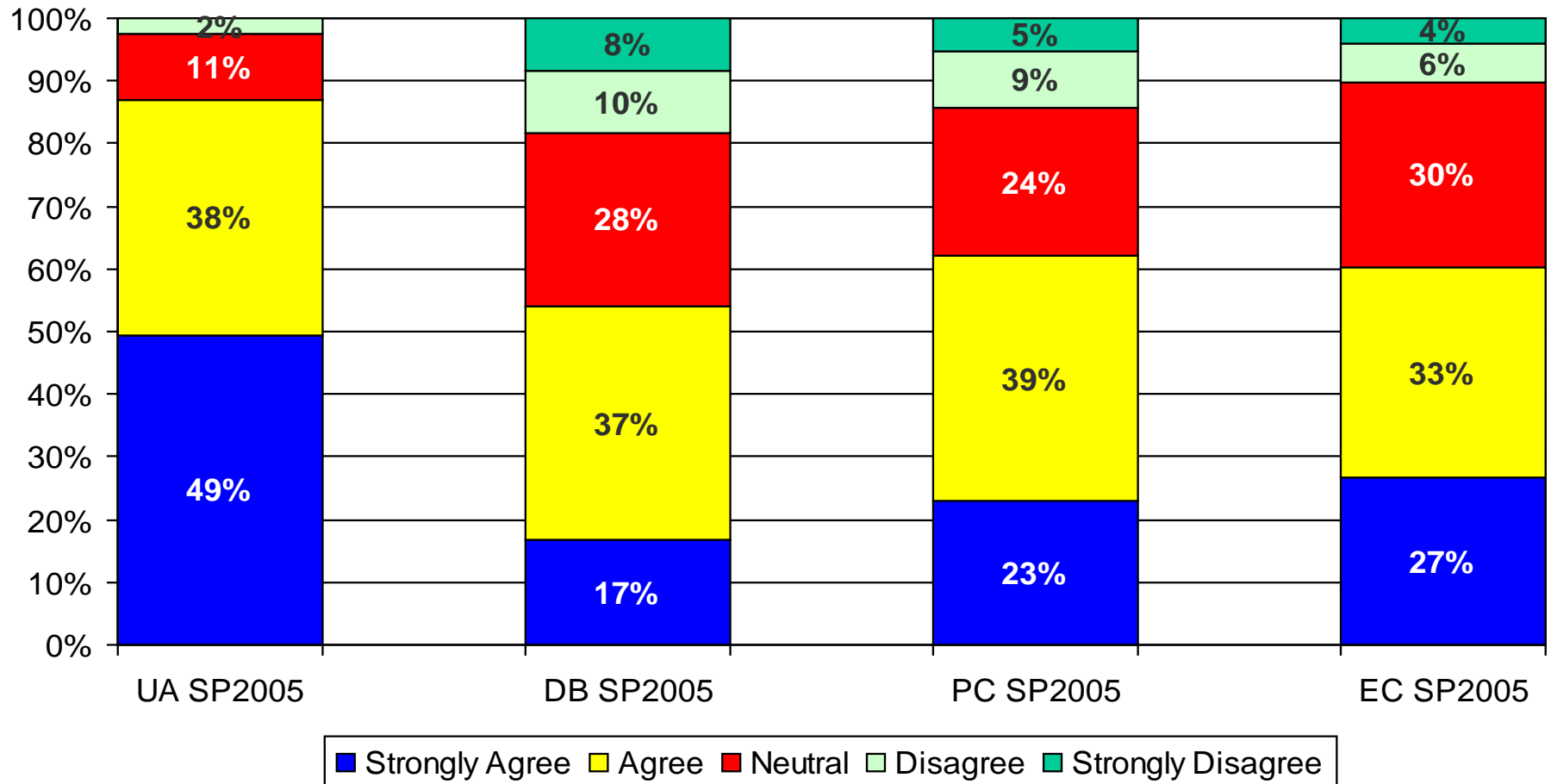


# I am familiar with the “One University” concept

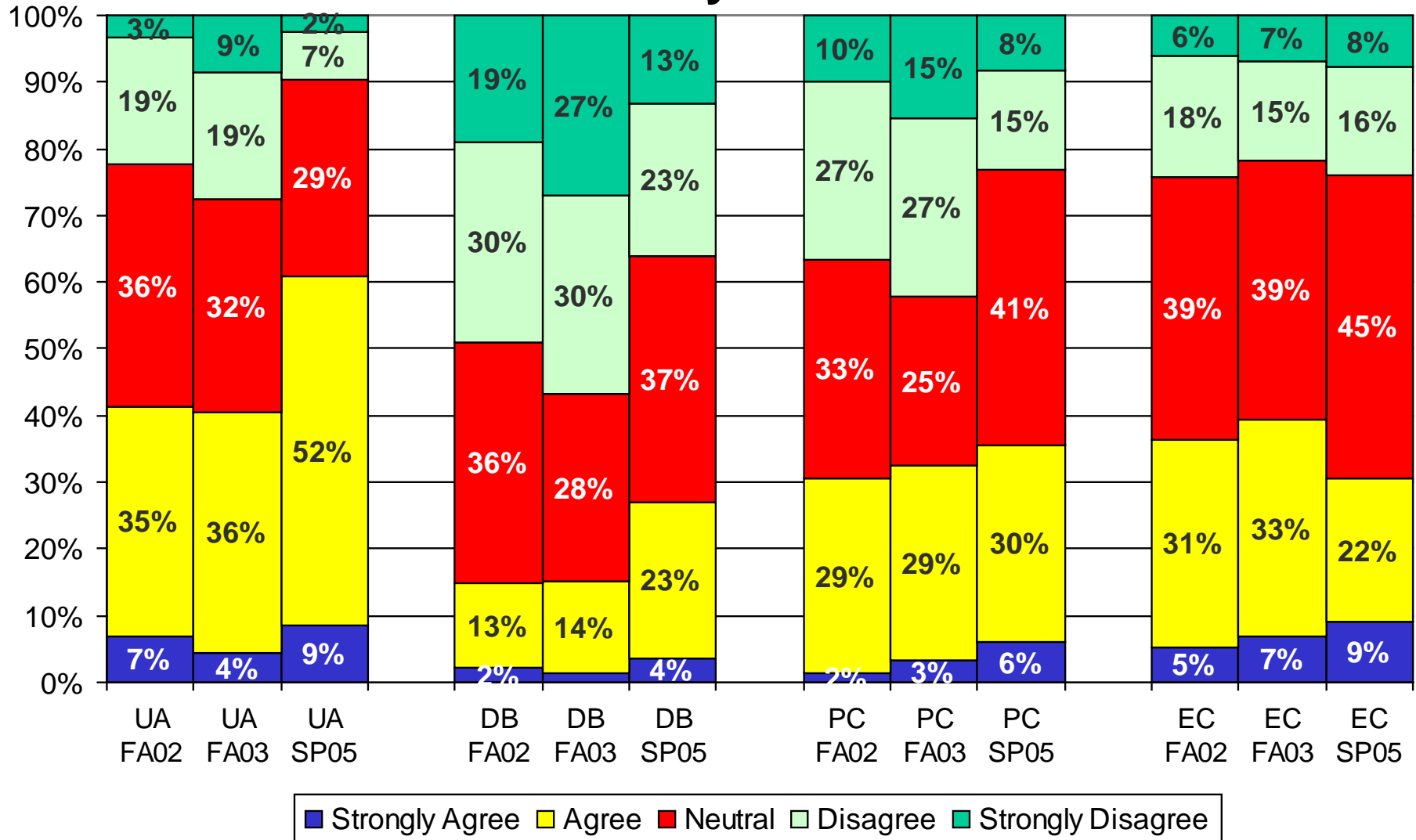




# I support the “One University” concept

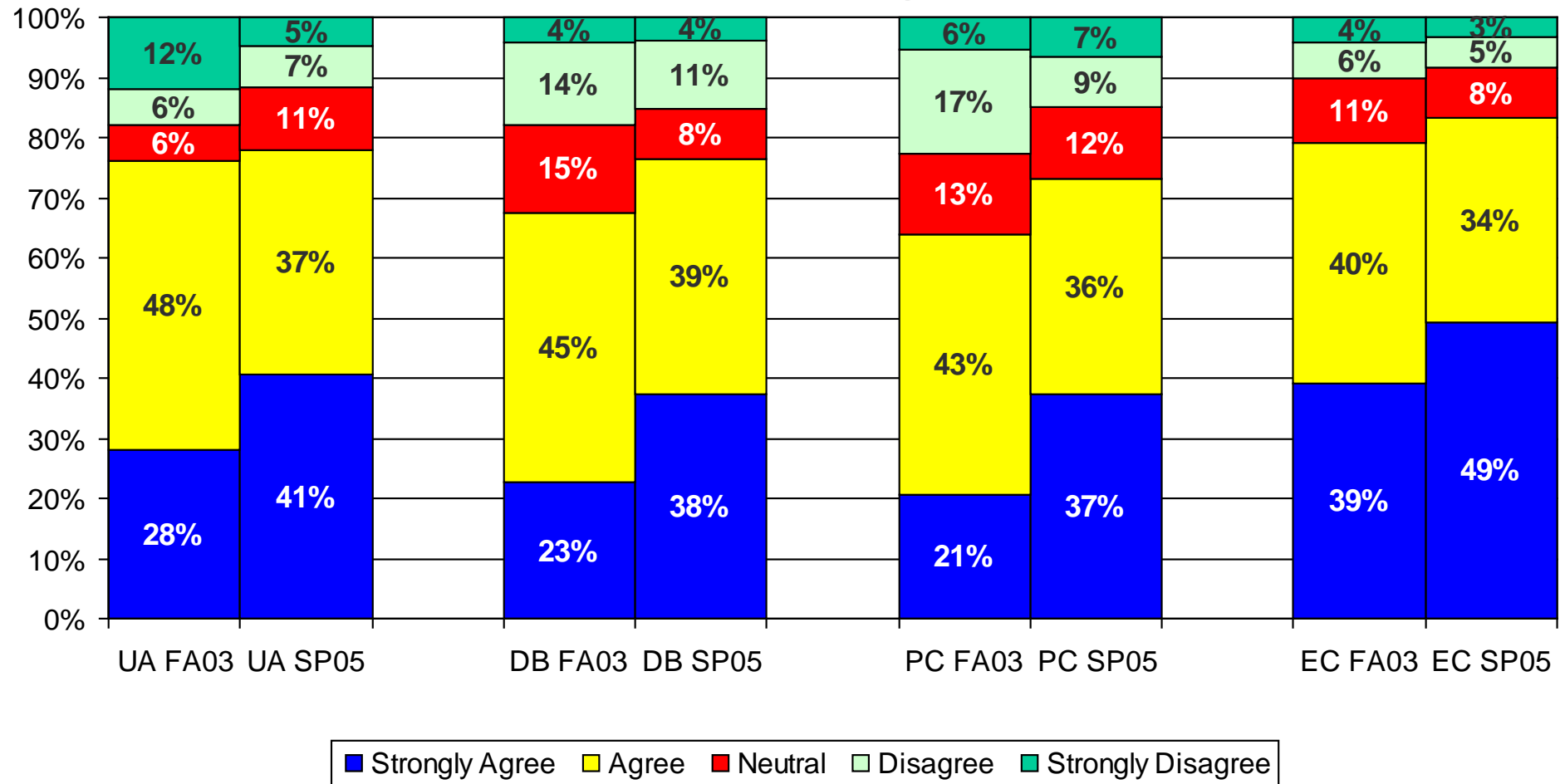


# Budget allocations are based on the priorities of the University as a whole\*



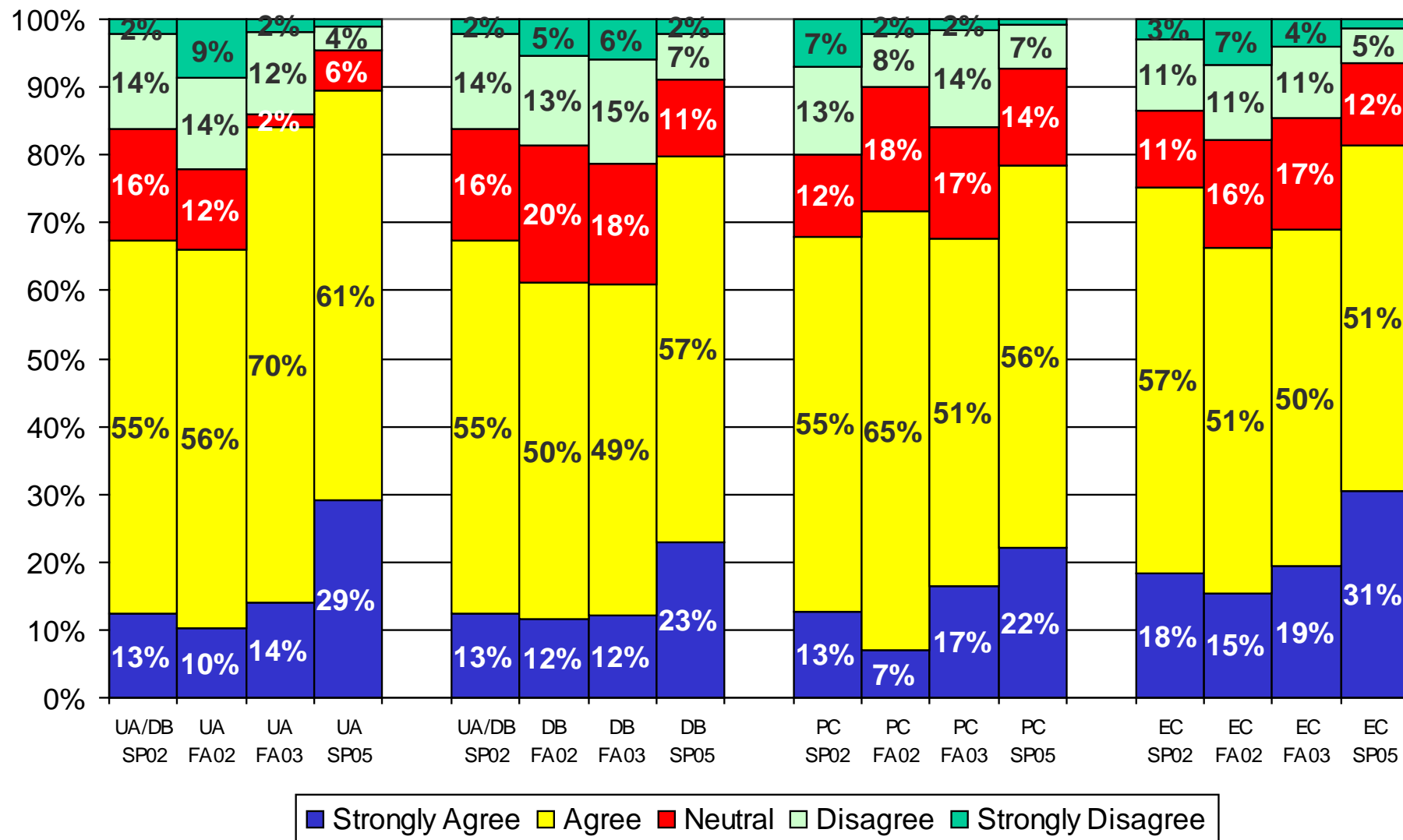
\*Reworded. F02-FA03 version = "Budget allocations are based on a reasonable and understandable set of priorities."

# I have not been treated differently because of my race, ethnicity, national origin, age, physical disability, economic background, sexual orientation, or religious belief\*



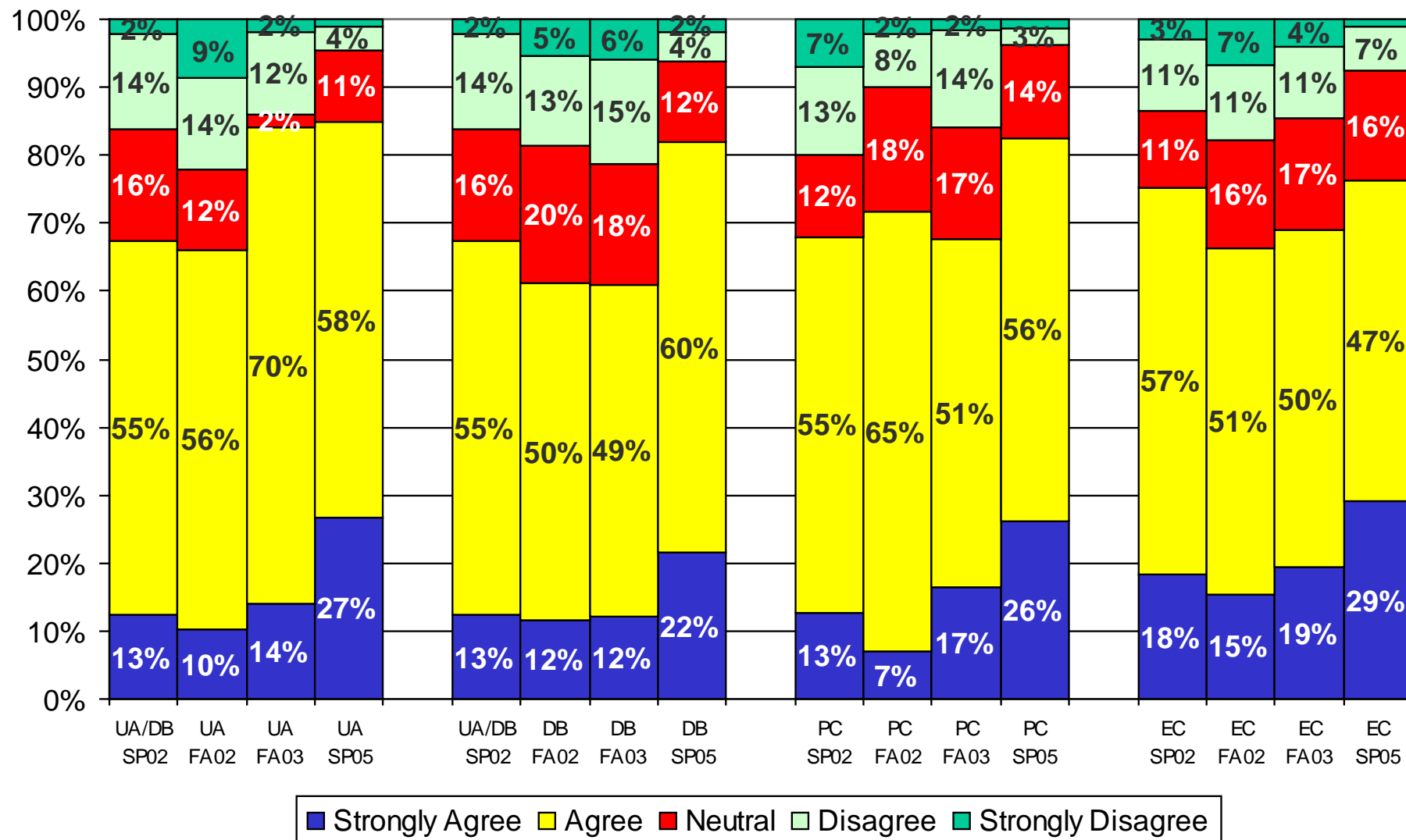
\*Reworded. FA03 version = "I have not been treated differently because of my race, gender, sexual orientation, age, or religion."

# I am kept informed of University news and activities\*



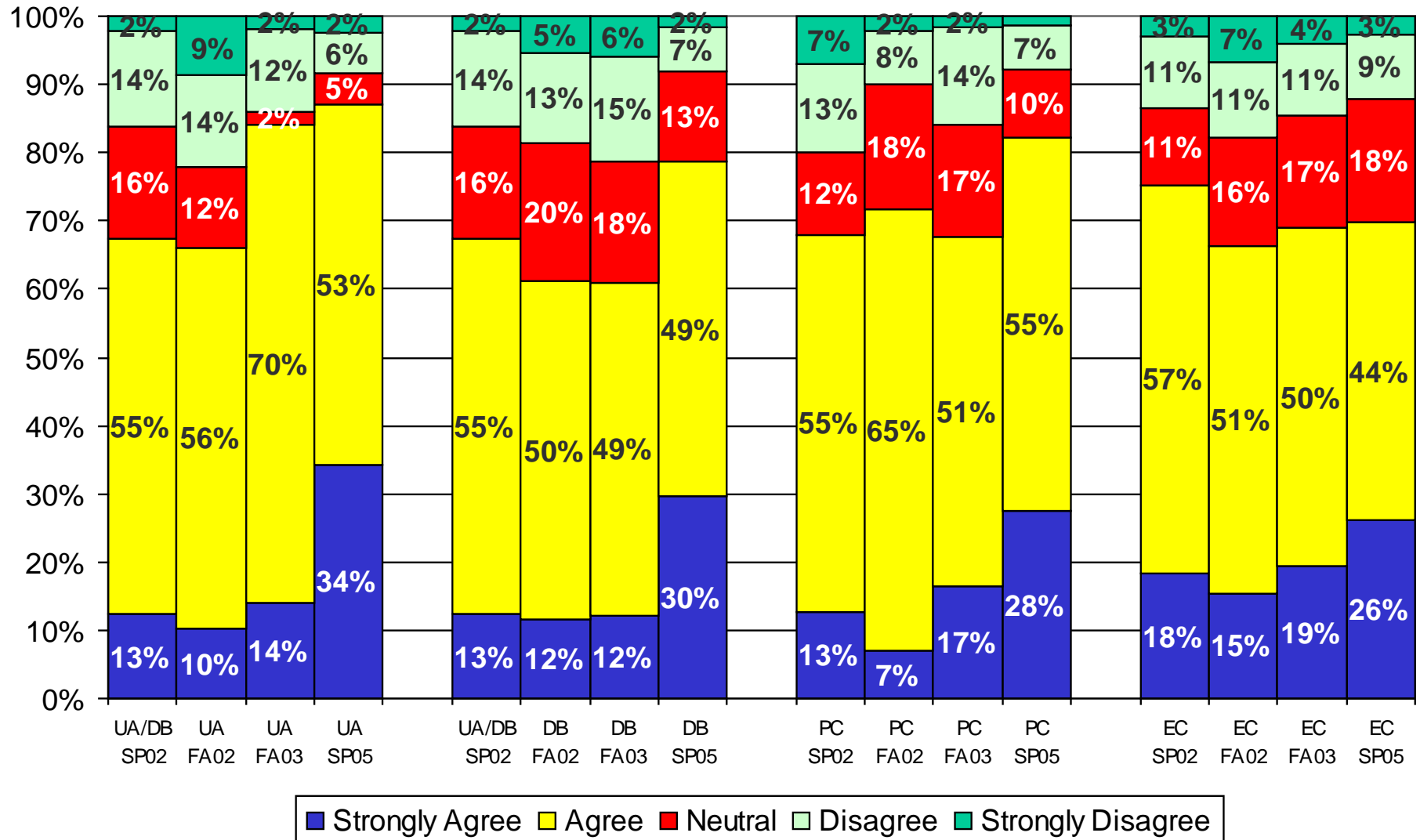
\*Reworded. SP02-FA03 version = "I am kept informed of University, campus, and department level news and activities that are pertinent to my work."

# I am kept informed of campus news and activities\*



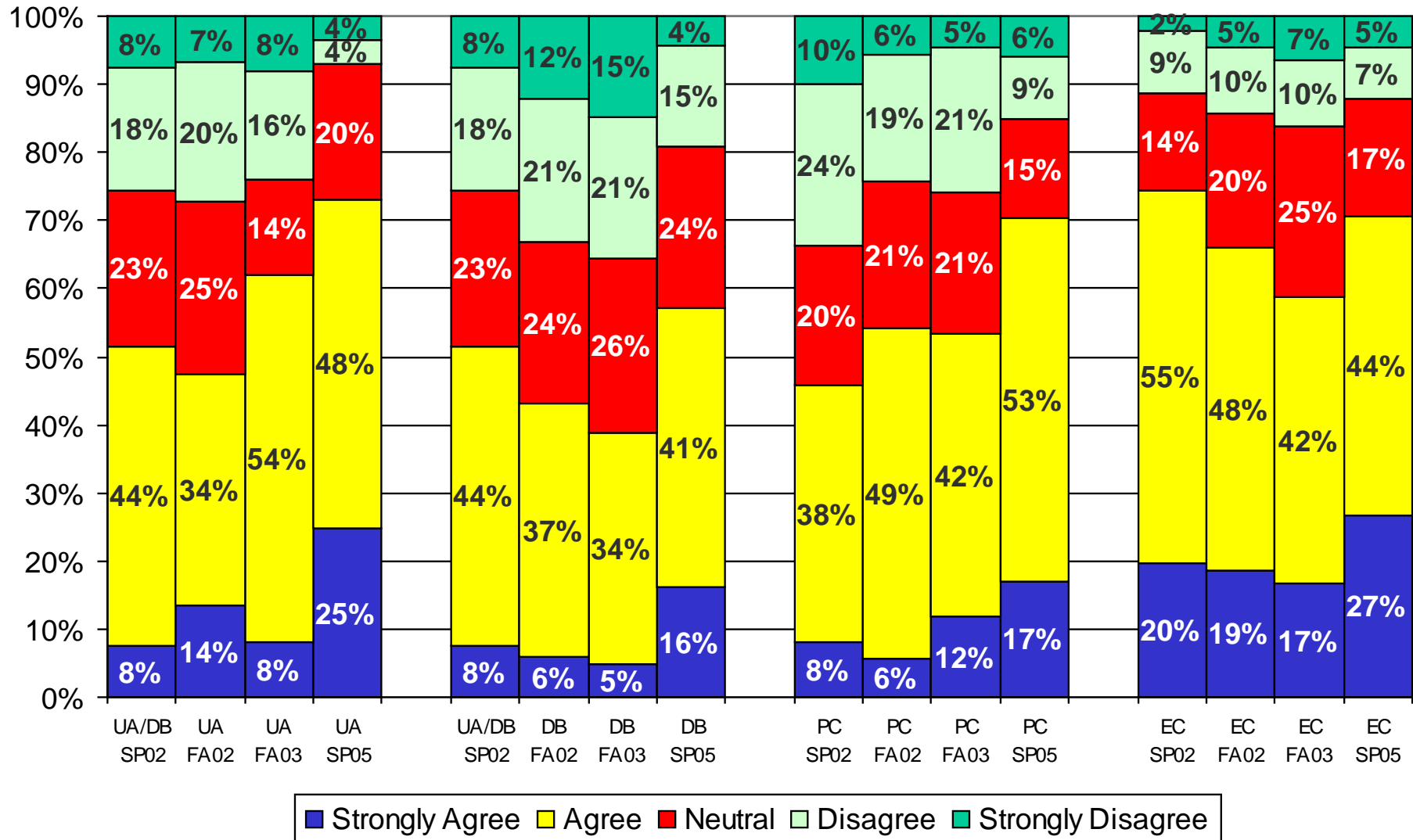
\*Reworded. SP02-FA03 version = "I am kept informed of University, campus, and department level news and activities that are pertinent to my work."

# I am kept informed of department level news and activities\*

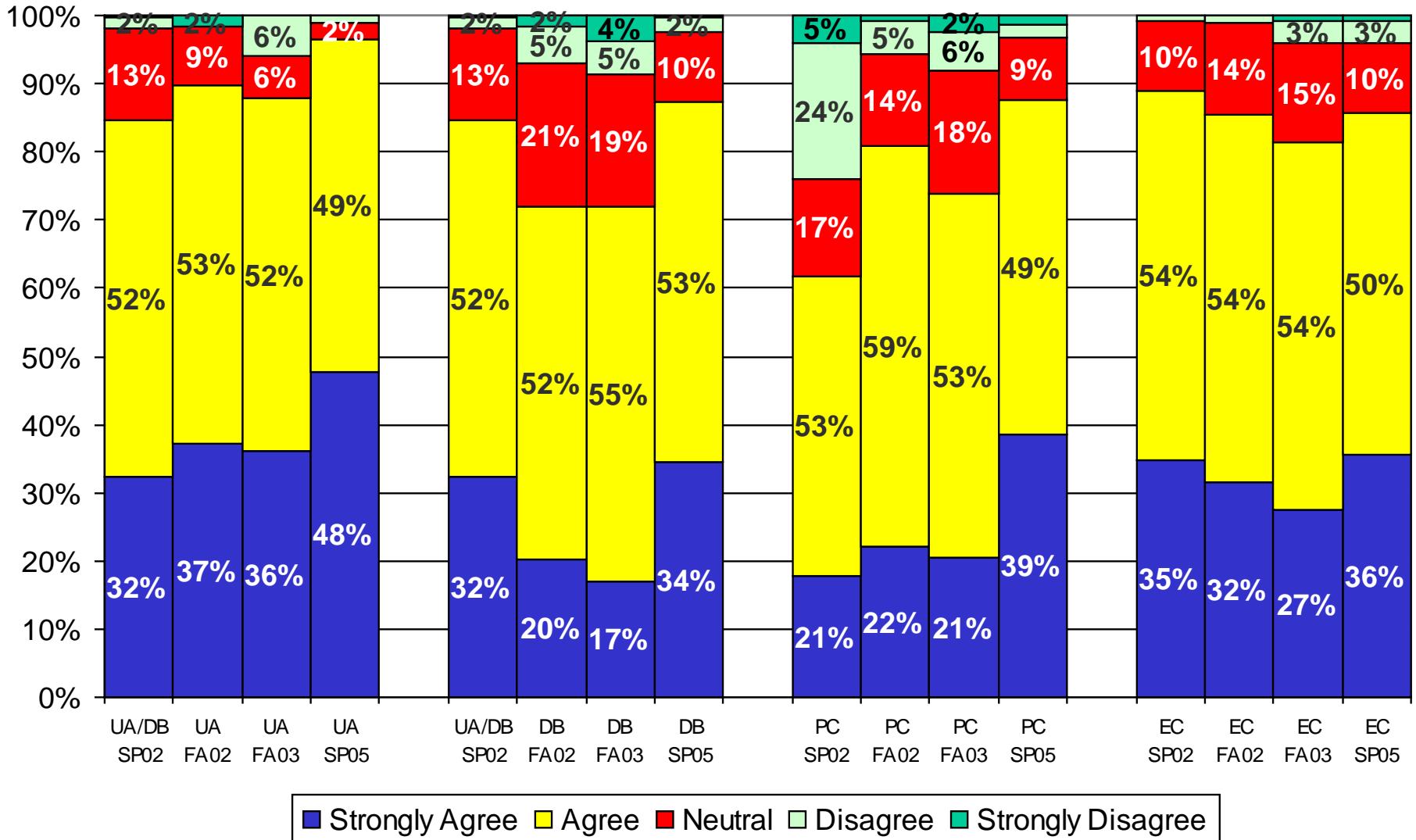


\*Reworded. SP02-FA03 version = "I am kept informed of University, campus, and department level news and activities that are pertinent to my work."

# Embry-Riddle has a work environment of mutual respect and trust

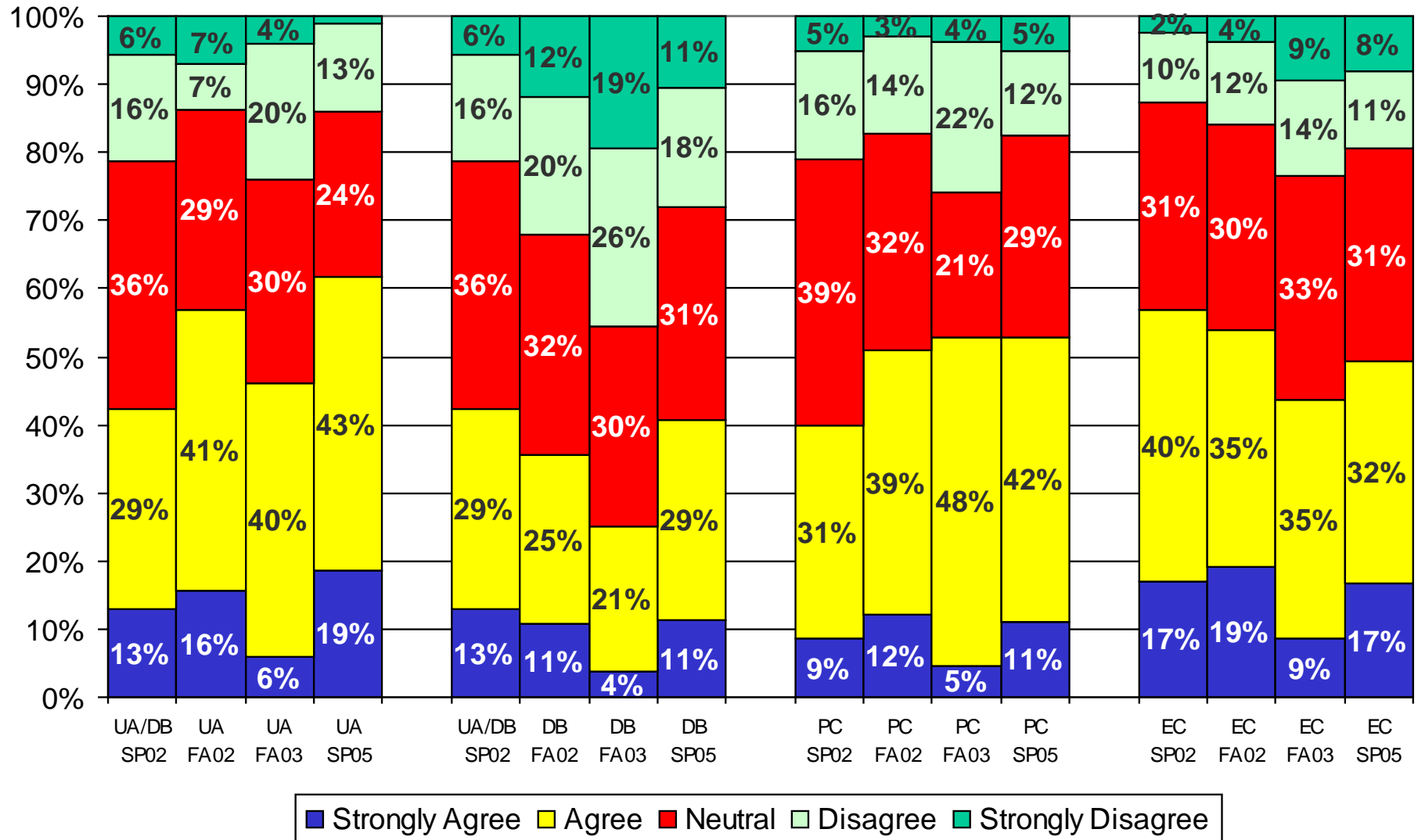


# Overall, the University is a good place to work

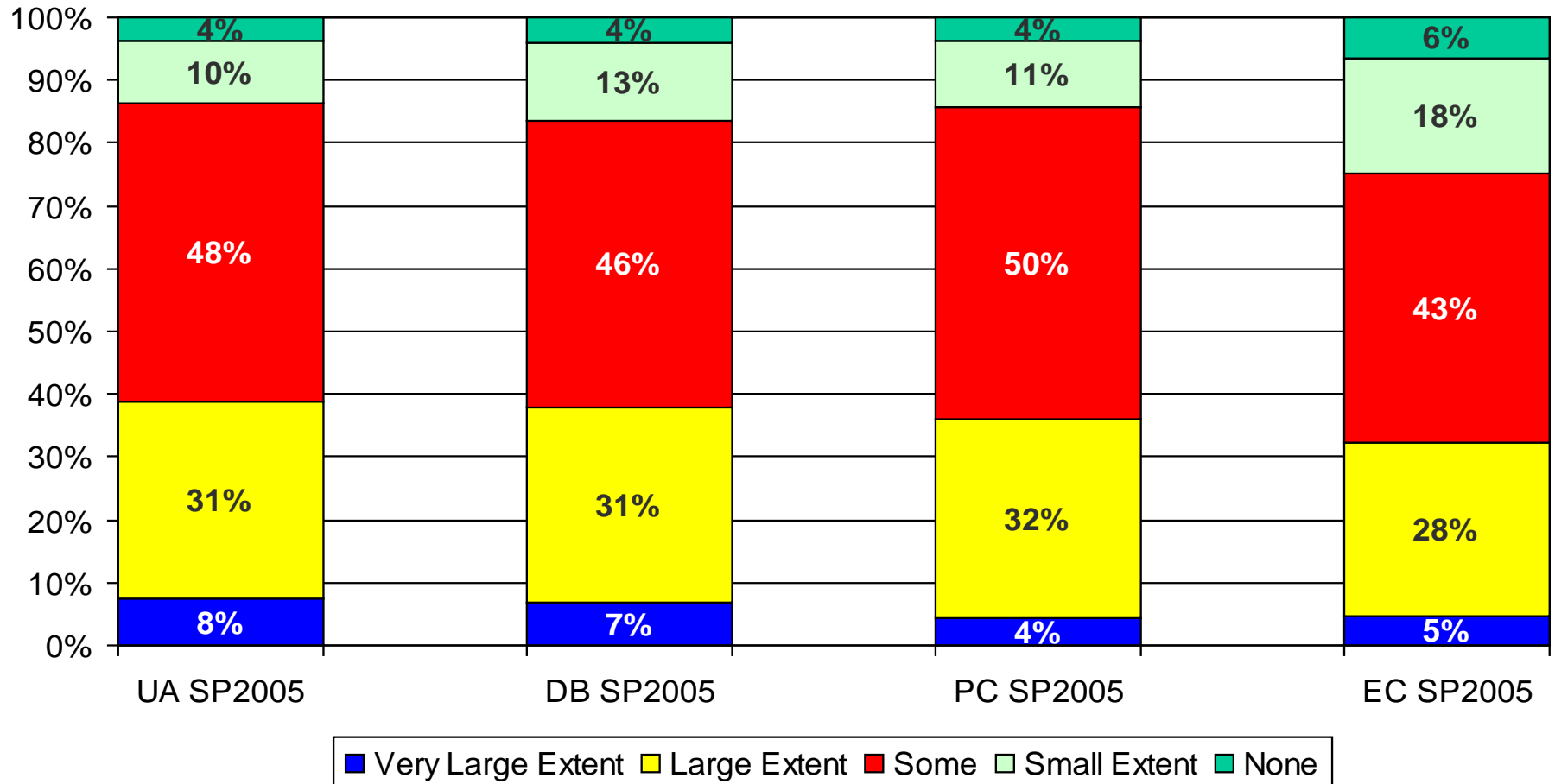




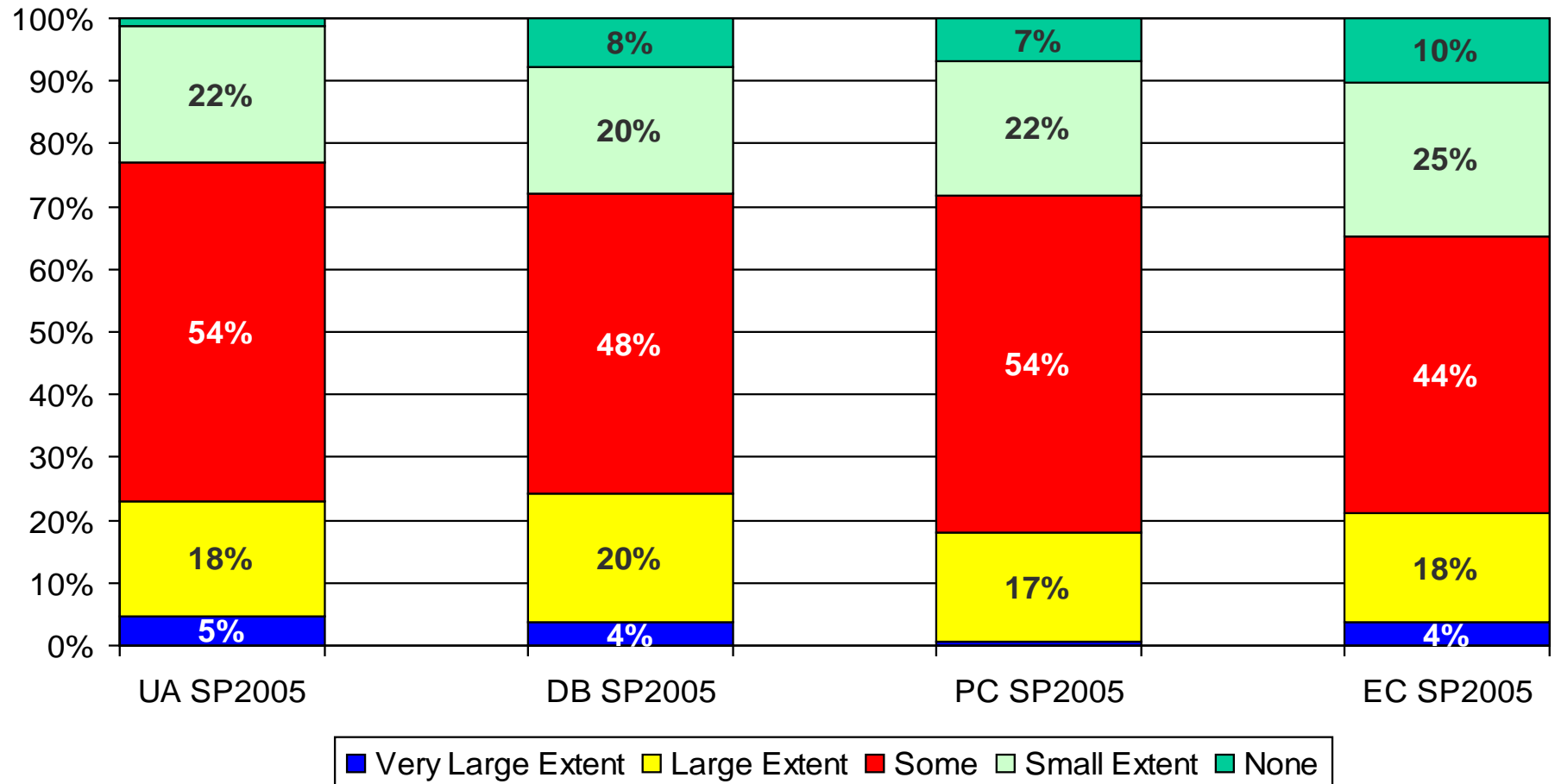
# I believe that Climate Survey results will influence decisions to improve the University



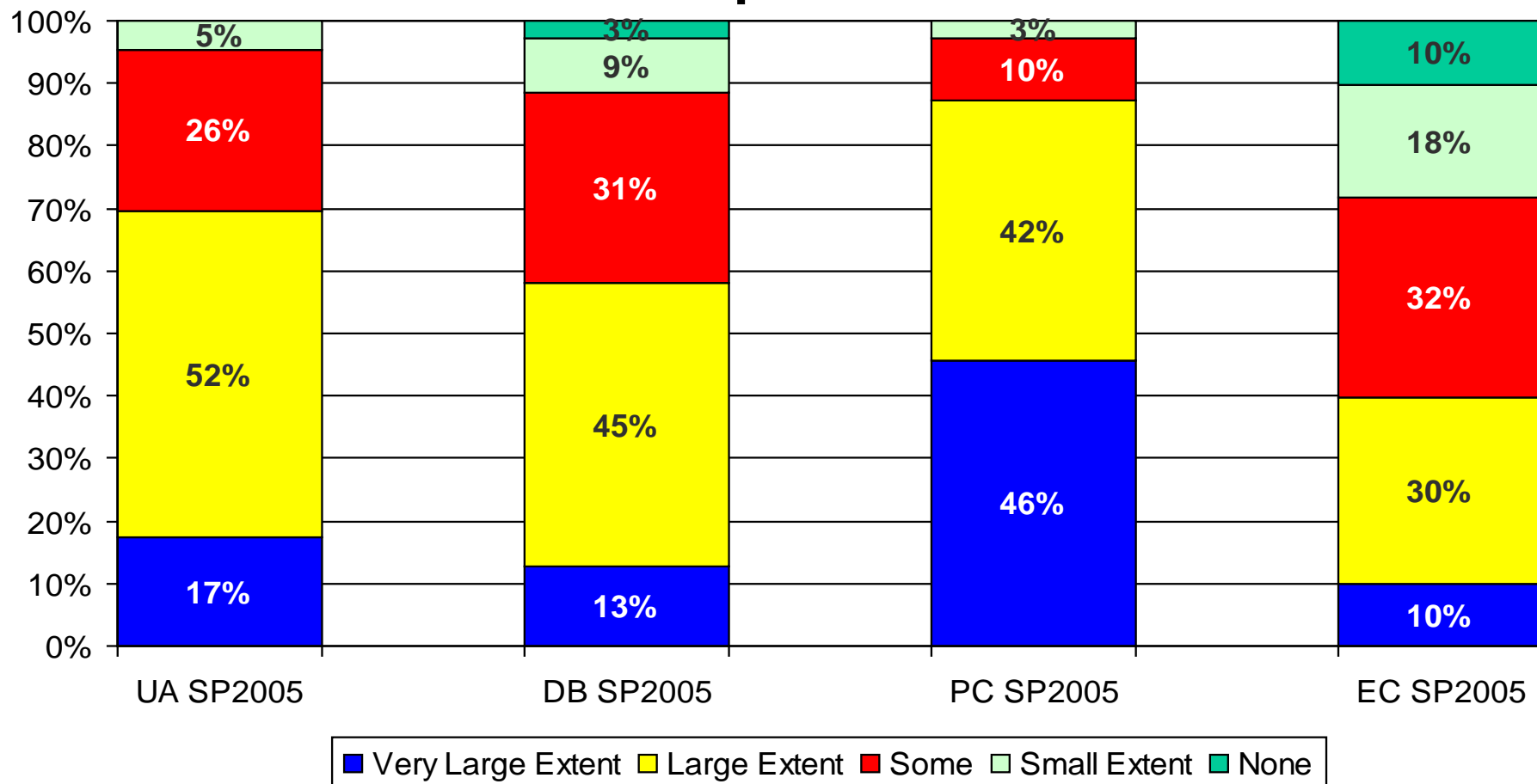
# I feel progress has been made toward effective marketing and promotion of Embry-Riddle



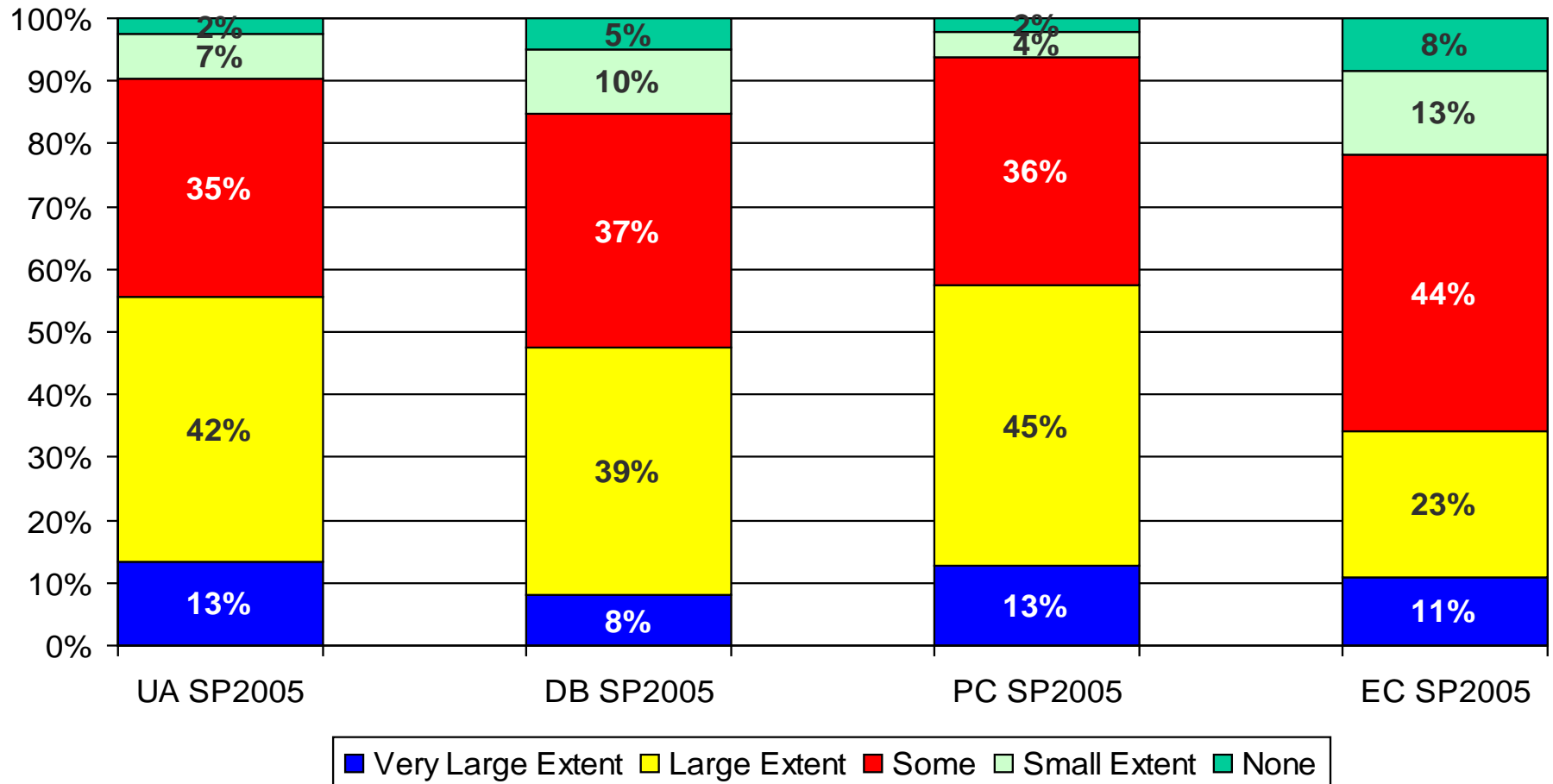
# I feel progress has been made toward more effective communication among the campuses



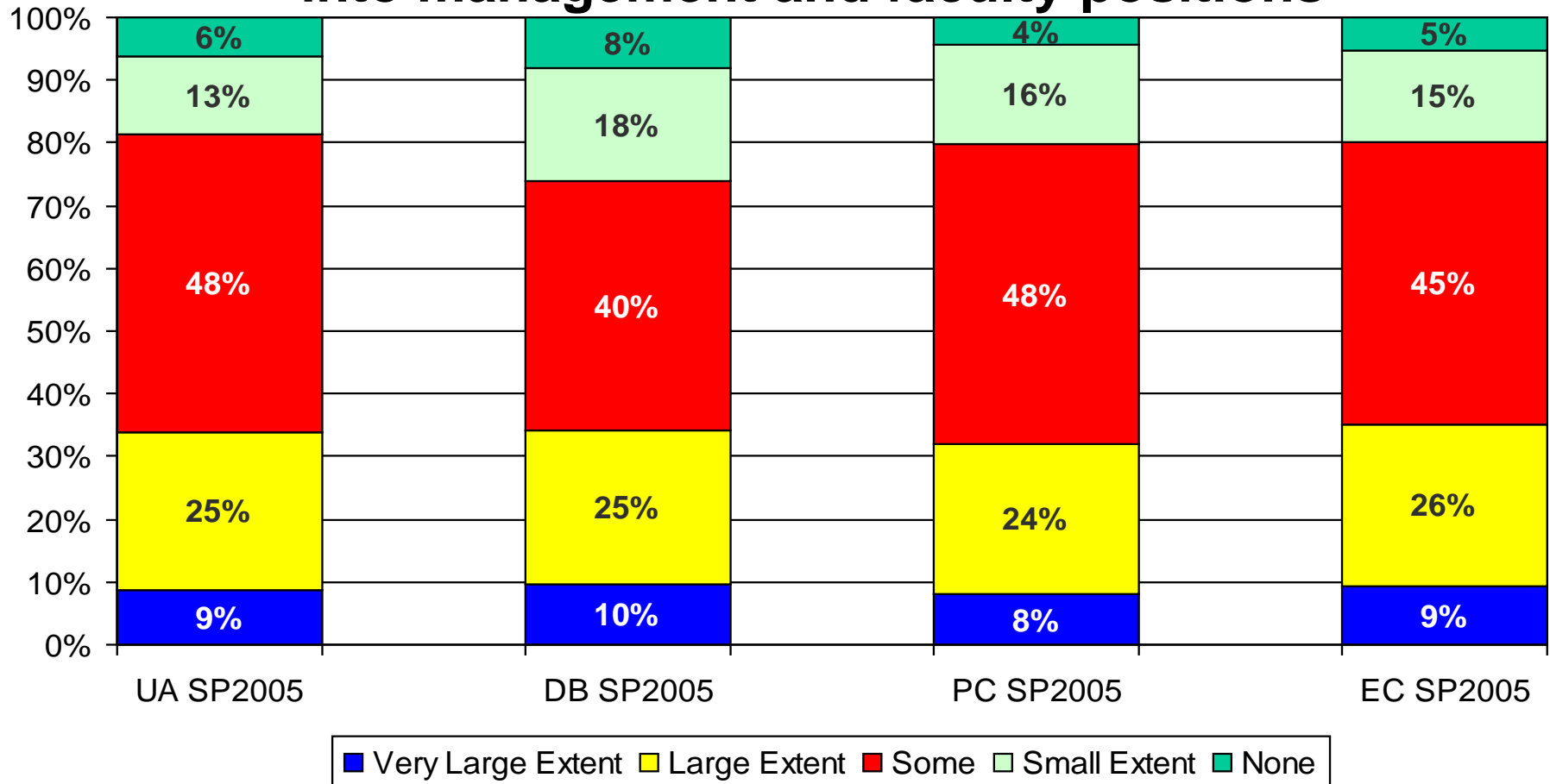
# I feel progress has been made toward improving the overall appearance of the physical facilities of my campus/center



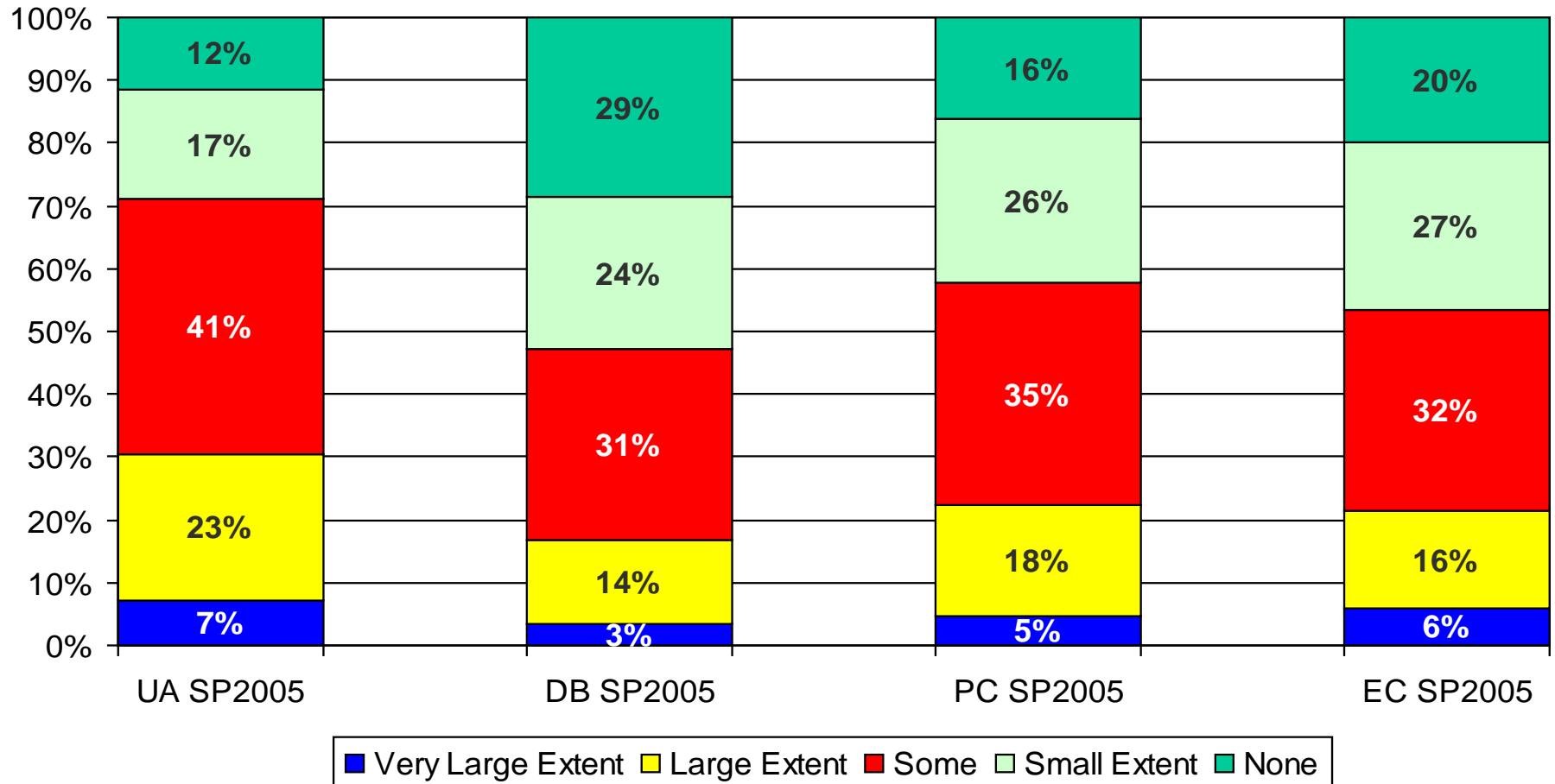
# I feel progress has been made toward making the staff and students safer and more secure



# I feel progress has been made toward hiring more women and members of underrepresented groups into management and faculty positions



# I feel progress has been made toward improving the pay afforded for my work



# I feel progress has been made toward improving the benefits available for my needs and those of my family

