

ERAU FACULTY & STAFF CLIMATE SURVEY SPRING 2008 – OVERALL RESULTS

(Produced by the offices of Human Resources and Institutional Research, March 2008)

Administration

In preparation for the seventh administration of the Climate Survey in Spring 2008, the previous year's survey instrument was reviewed by Human Resources, Institutional Research, and the Cabinet. As a result, 4 items were added, and 8 were reworded. The survey remained a web-based instrument, with 31 "agreement" items (5-point scale: Strongly Agree to Strongly Disagree), 8 "rating" items (revised 5-point scale: Very Good to Very Poor), 6 demographic items, and 3 open-ended comment boxes.

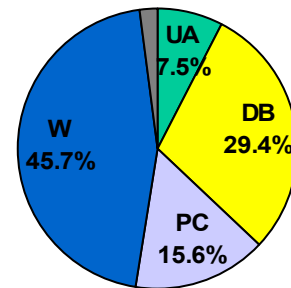
The survey was conducted from February 7, 2008 through February 21, 2008. An email invitation to participate was sent on February 7 from Human Resources to all ERAU employees, and a reminder message was sent on February 15. All employees were urged to participate, regardless of status, location, etc.

Response Rates

There were a total of 1035 responses. This equates to an estimated 48% response rate. Responses by division were as follows:

- University Administration = 78 (35% response rate)
- Daytona Beach Campus = 304 (34% response rate)
- Prescott Campus = 161 (42% response rate)
- Worldwide = 473 (76% response rate)
- Not Indicated = 19

Responses, by Division



Results

The four charts that follow display the overall results from all divisions combined: one chart for the 31 "agreement" items, one chart for the 8 "rating" items, and 2 charts comparing the results from this survey to the last (as applicable).

In summary, participants responded most positively (91%) to -- "I am proud to be associated with the University". Furthermore, 19 additional items garnered at least 75% "approval", to include items reflecting technology, communication, performance feedback and planning, having the materials needed to do the job, attention to diversity issues, and the overall perception that Embry-Riddle is a "good place to work". 17 items were still rated positively by a majority of respondents, between 50% and 75%. Only three items received less than 50% approval: communication among the campuses, pay, and budget allocation decision-making.

When compared to last year's results 21 items were more positive, including items regarding pay, overall appearance of the campuses, hiring women and underrepresented groups, and available benefits. Eight of the responses were similar to last year, and the remaining 7 were less positive. Items in this category showed between a 0.6% and 6.2% decrease in agreement, the

largest of which were the items regarding ERAU's major goals and directions, budget allocations and communication among the campuses.

The full report includes breakouts and trends by division (University Administration, Daytona Beach, Prescott, Worldwide Campus), gender, and position (faculty, staff). The full report will be posted on the Institutional Research website. The posted report does not include a listing of the open-ended comments; however, comments will be delivered to select Cabinet members for review and feedback to individuals and/or departments, as appropriate.

Chart 1: Spring 2008 Overall Results: "Agreement" Items

All Divisions Combined

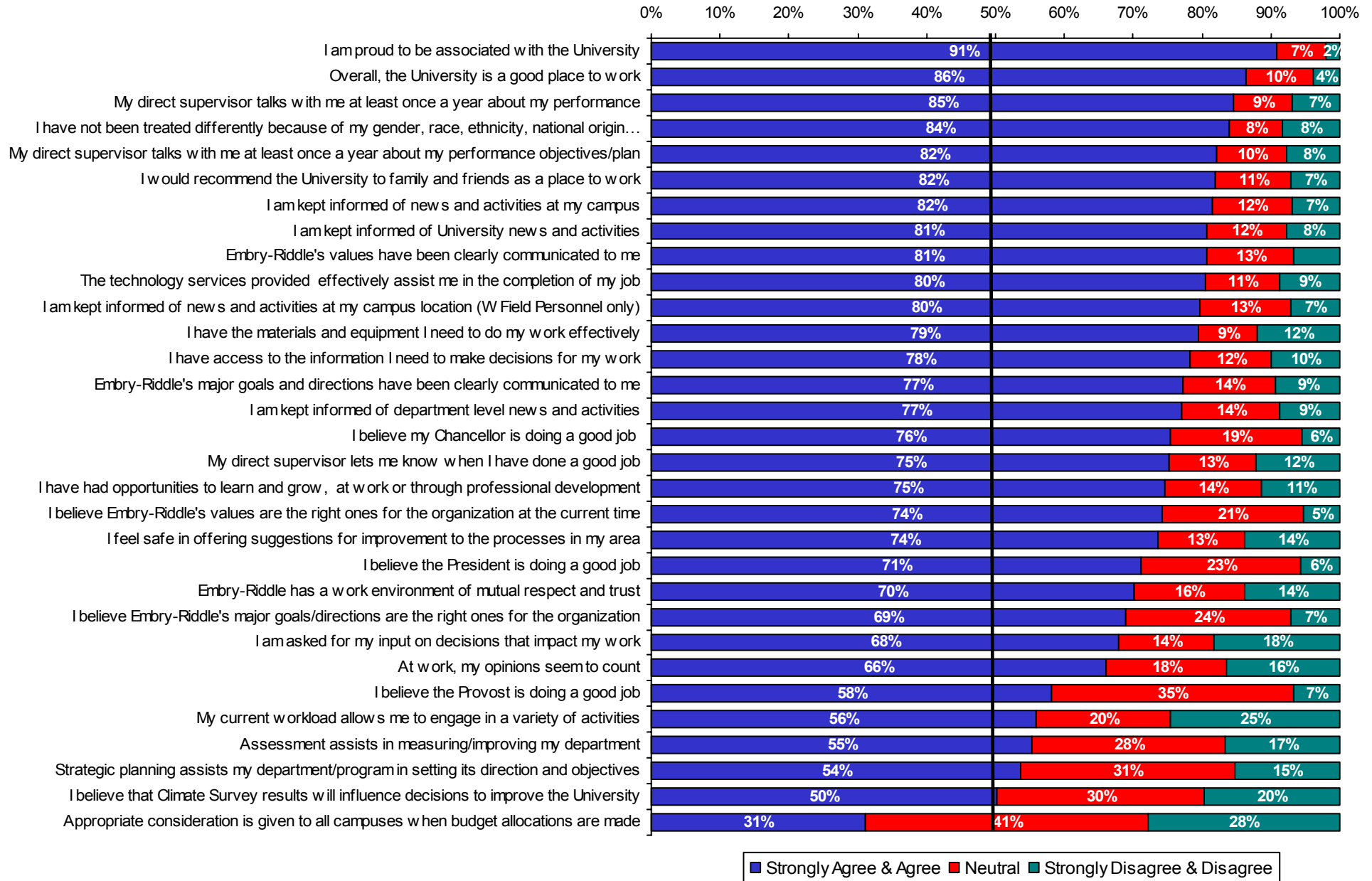


Chart 2: Spring 2008 Overall Results: “Rating” Items

All Divisions Combined

“How would you rate the University on each of the following?”

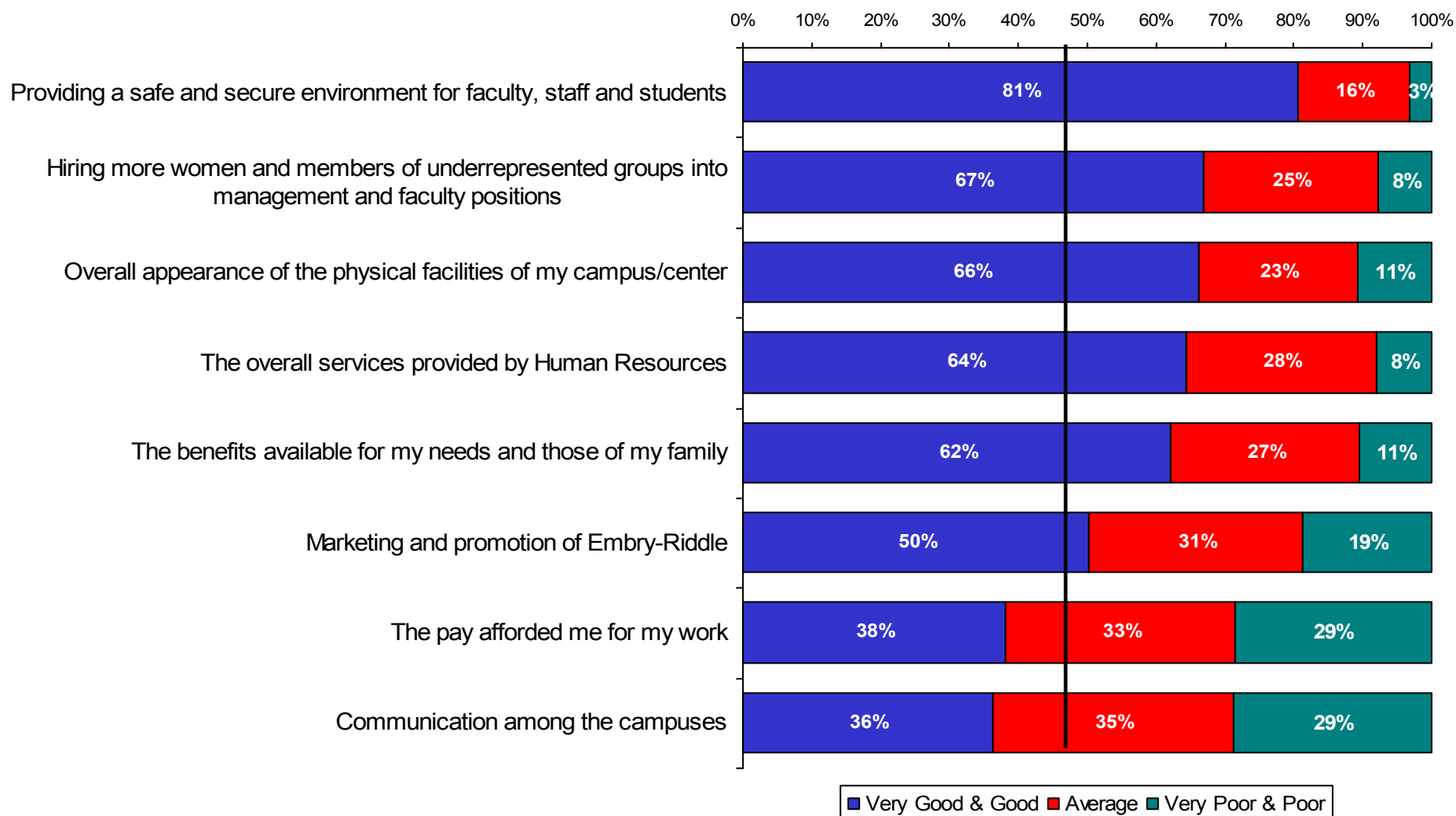
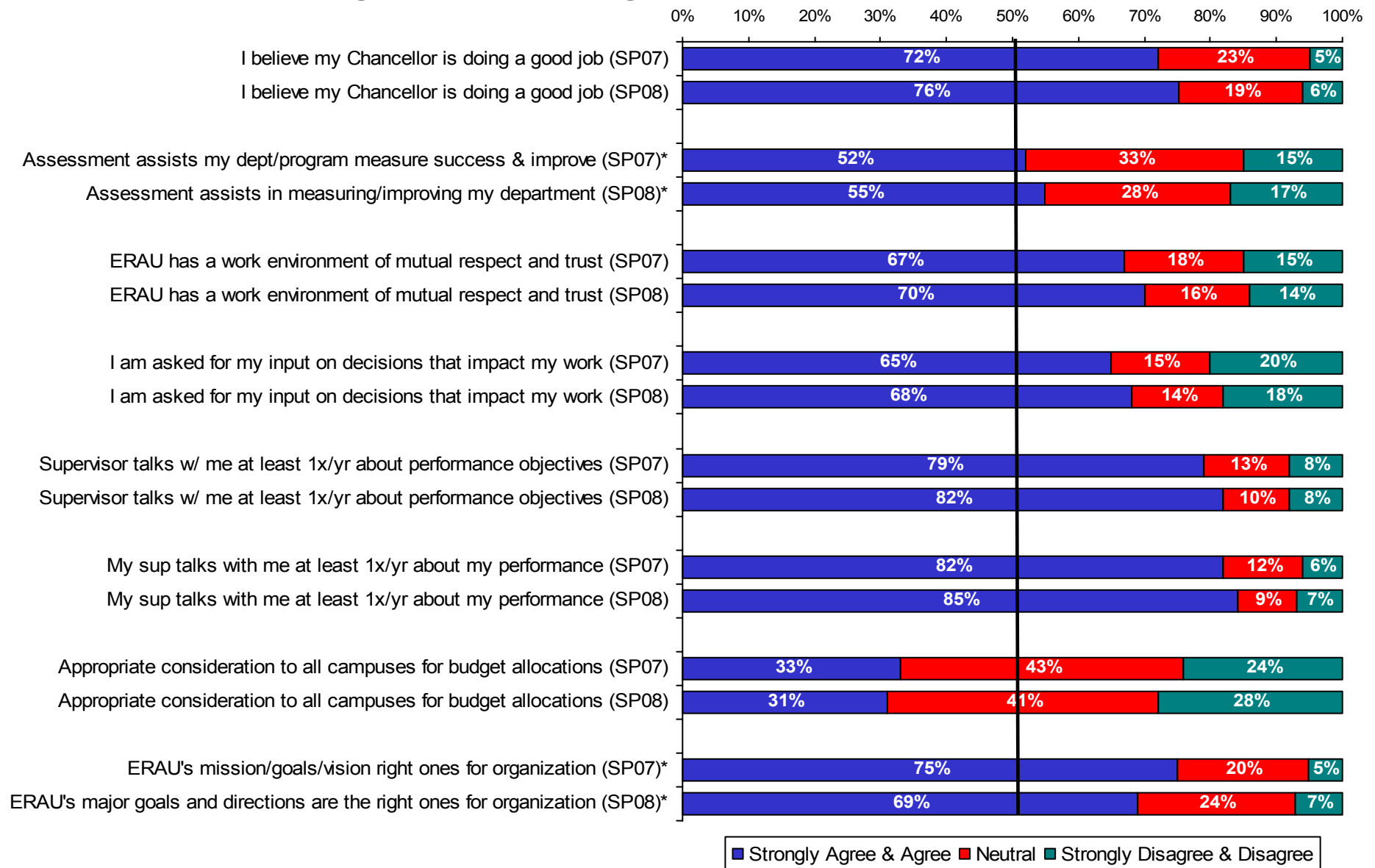


Chart 3: Largest Change in Agreement Areas Spring 2007 vs. Spring 2008 All Divisions Combined

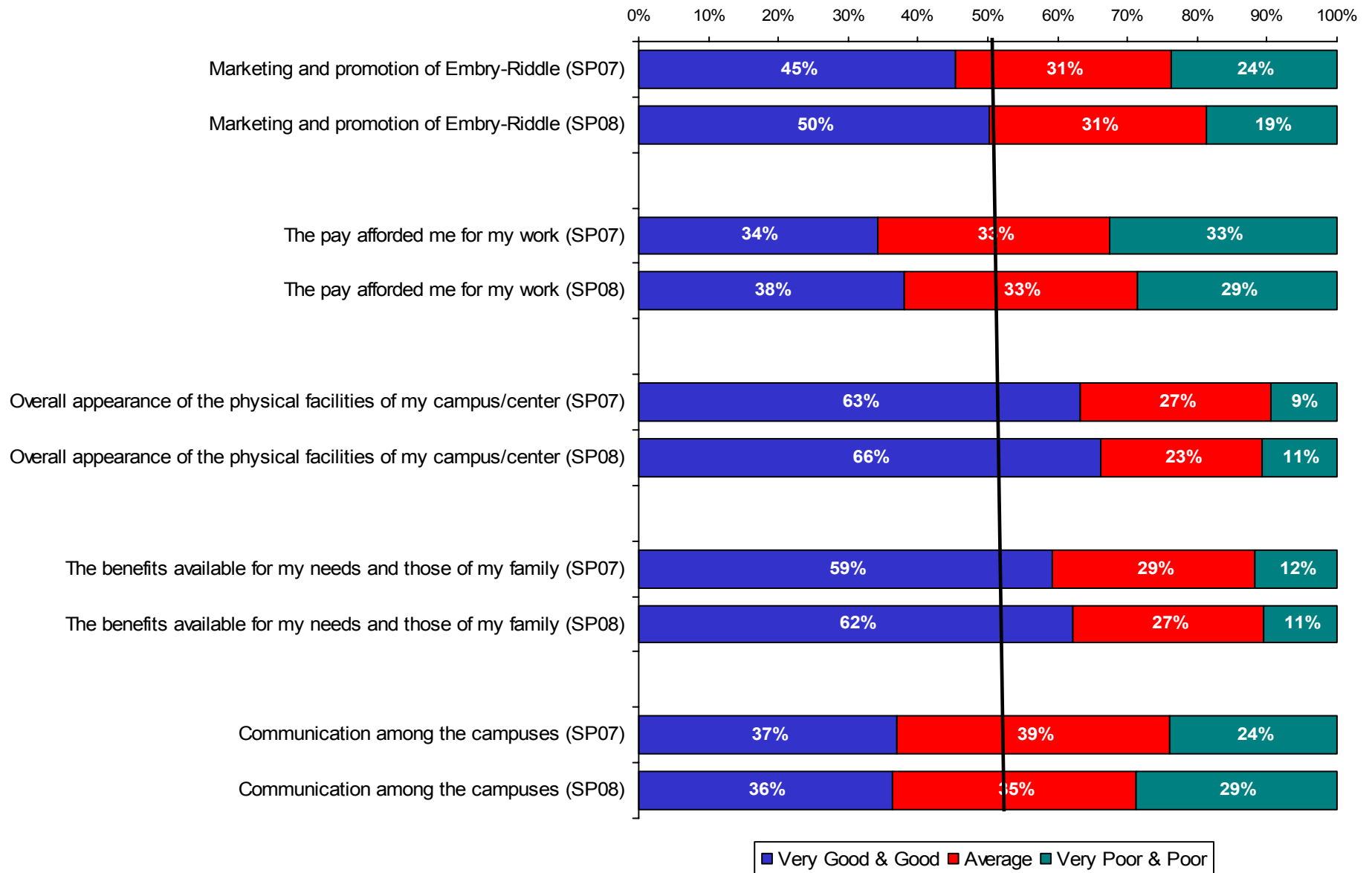


Note: Sorted by difference in SA+A % between SP06 and SP07 (largest to smallest)

*Question reworded for SP08

ERAU Climate Survey, Spring 2008

Chart 4: Largest Change in Rated Areas Spring 2007 vs. Spring 2008 All Divisions Combined



Note: Sorted by difference in VG+G % between SP07 and SP08 (largest to smallest)

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