

ERAU FACULTY & STAFF CLIMATE SURVEY SPRING 2011 – OVERALL RESULTS

(Produced by the offices of Human Resources and Institutional Research, February 2011)

Administration

In preparation for the ninth administration of the Climate Survey in Spring 2011, the 2009 survey instrument was reviewed by Human Resources, Institutional Research, and the Cabinet. The survey remained a web-based instrument, with 31 “agreement” items (5-point scale: Strongly Agree to Strongly Disagree), 7 “rating” items (revised 5-point scale: Very Good to Very Poor), 6 demographic items, and 3 open-ended comment boxes.

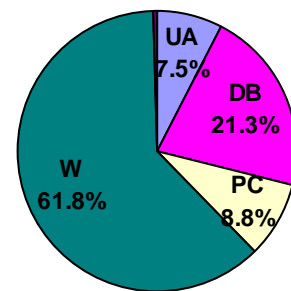
The survey was conducted from January 18, 2011 through February 3, 2011. An email invitation to participate was sent on January 18 from Human Resources to all ERAU employees, and a reminder message was sent on January 27. All employees were urged to participate, regardless of status, location, etc.

Response Rates

There were a total of 1,224 responses. This equates to an estimated 43% response rate. Responses by division were as follows:

- University Administration = 91 (42% response rate)
- Daytona Beach Campus = 259 (28% response rate)
- Prescott Campus = 107 (35% response rate)
- Worldwide = 750 (54% response rate)
- Not Indicated = 7

Responses, by Division



Results

The four charts that follow display the overall results from all divisions combined: one chart for the 32 “agreement” items, one chart for the 7 “rating” items, and 2 charts comparing the results from this survey to the last (as applicable).

In summary, participants responded most positively (93%) to -- “I am proud to be associated with the University”. Furthermore, 20 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”. The remaining 11 items were rated positively by a majority of respondents, between 50% and 75%. No items received less than 50% approval.

When compared to last year’s results 23 items were more positive, including items regarding budget allocations, technology, strategic planning, assessment, Human Resources, overall appearance of the campuses, and hiring women and underrepresented groups. The remaining 8 items were less positive. Items in this category showed between a 0.78% and 4.68% decrease in agreement, the largest of which were the technology services and discussions with supervisors regarding performance and performance evaluations.

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 2011 Overall Results: “Agreement” Items

All Divisions Combined



Chart 2: Spring 2011 Overall Results: “Rating” Items

All Divisions Combined

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

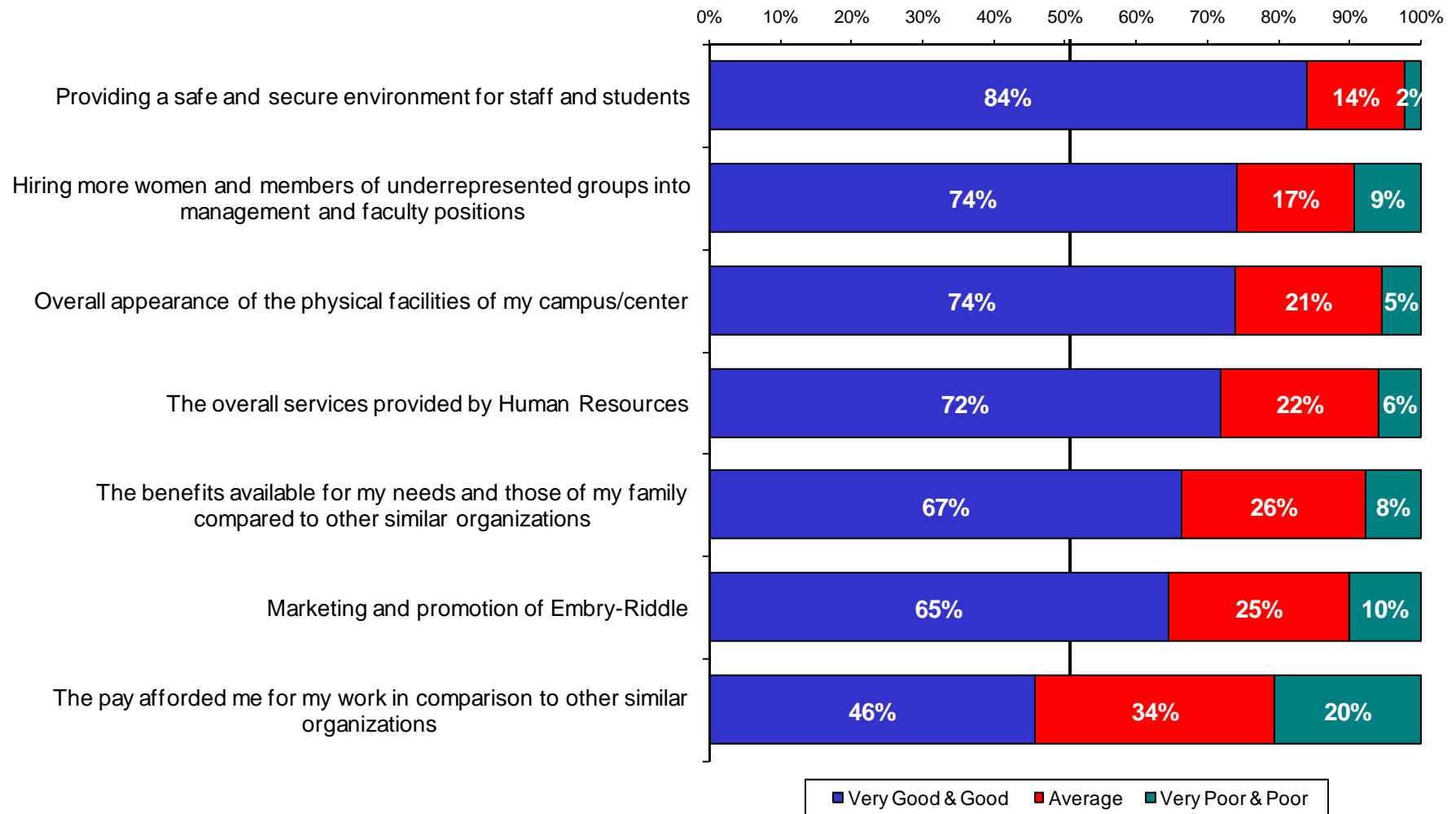
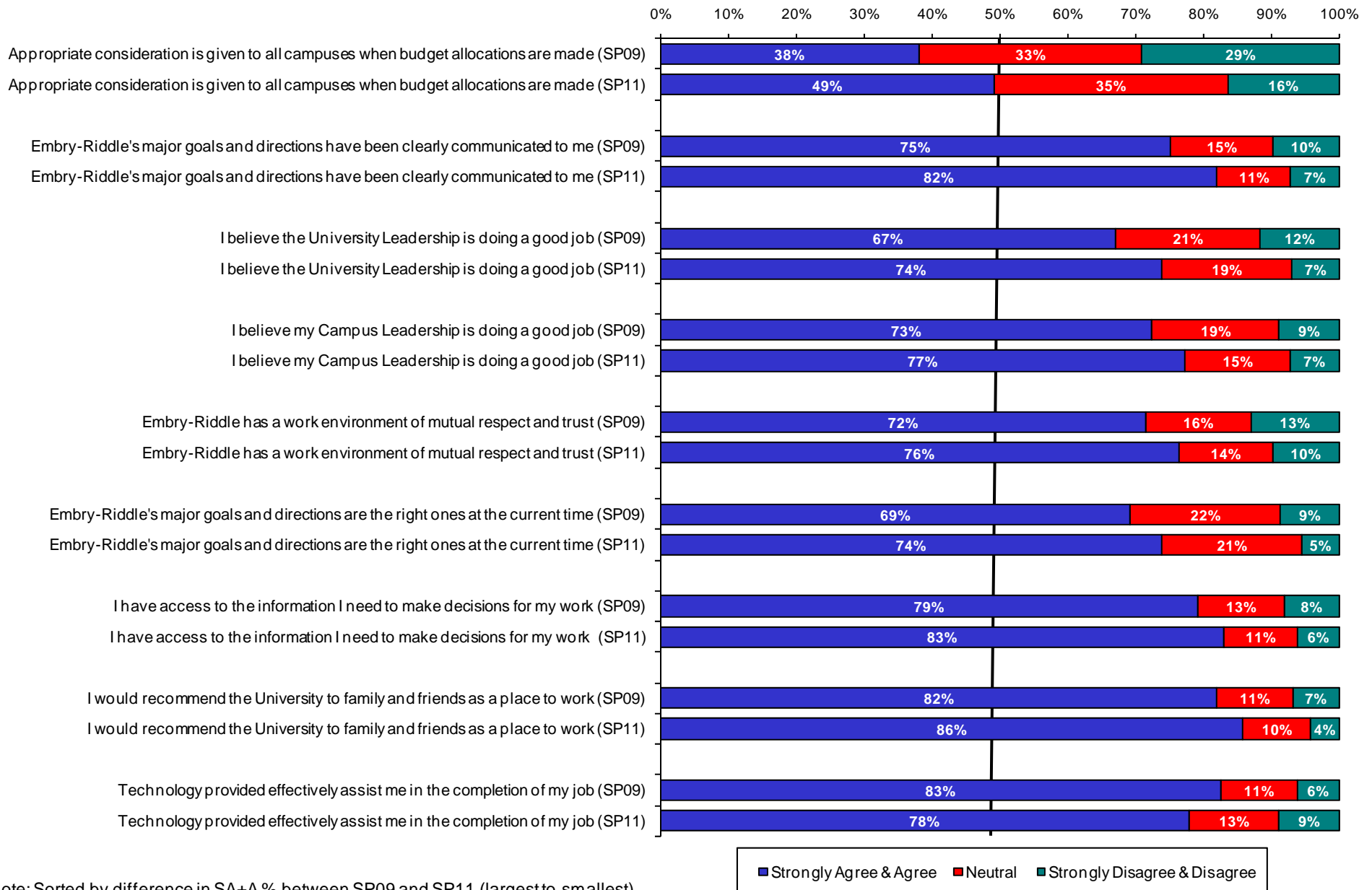
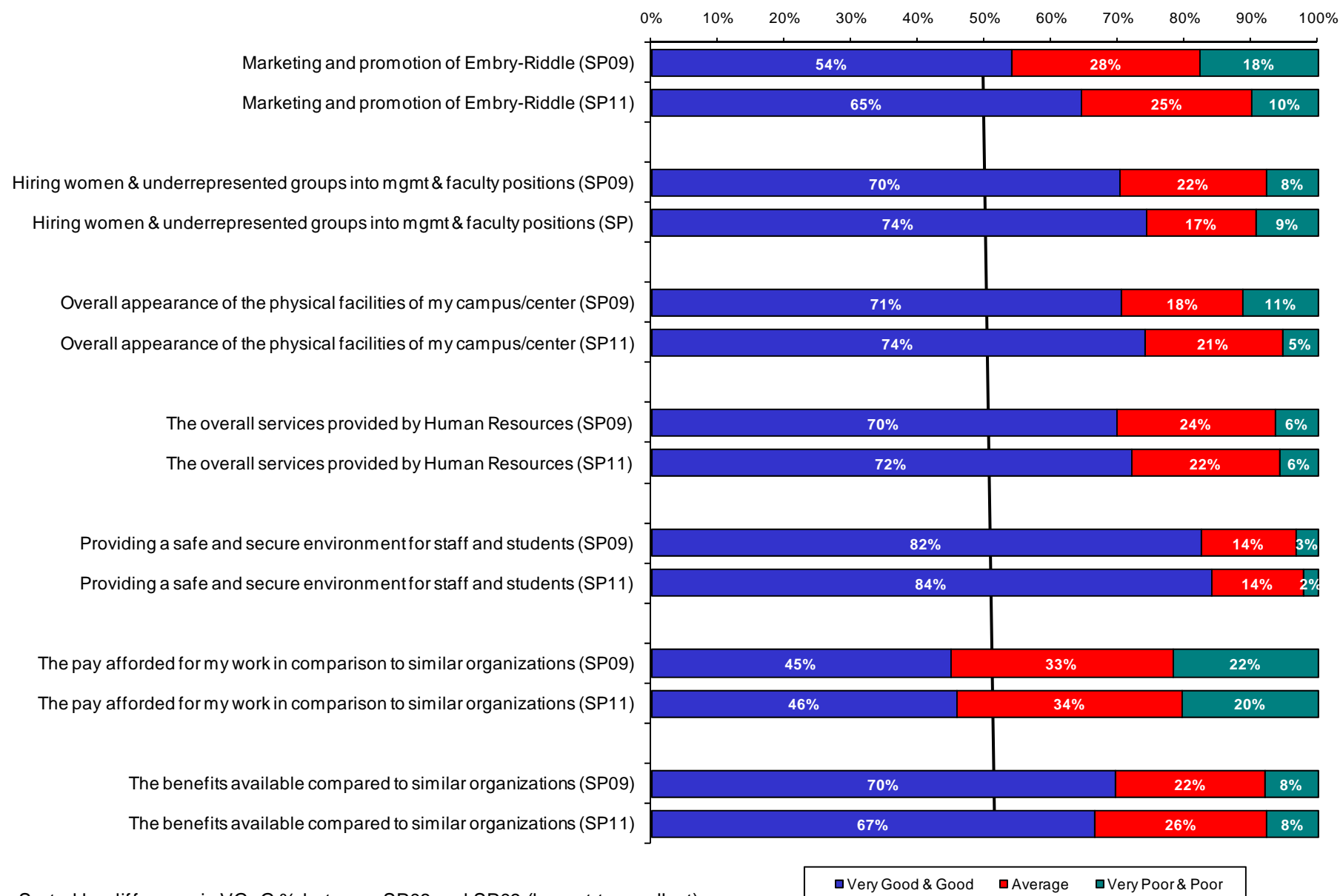


Chart 3: Largest Change in Agreement Areas Spring 2009 vs. Spring 2011 All Divisions Combined



Note: Sorted by difference in SA+A % between SP09 and SP11 (largest to smallest)

Chart 4: Change in Rated Areas Spring 2009 vs. Spring 2011 All Divisions Combined



Note: Sorted by difference in VG+G % between SP08 and SP09 (largest to smallest)