

# ERAU Faculty & Staff Climate Survey Fall 2003 Overall Results

Office of the President  
Office of Institutional Research  
December 2003

# Background

- **Web-based instrument:**
  - 25 questions, 5 demographic items, four open-ended comments boxes after each section (Your Job, The ERAU Organization, The ERAU Environment, The Climate Survey) .
  - 5-point scale: Strongly Agree to Strongly Disagree.
  - Questions developed by Institutional Research in consultation with The President's Office, Chancellors, Faculty Senate leaders, WEQC.
- Survey accessible from 10/20/03-11/07/03.
  - 2 email announcements:
    - Announcement that survey administration has begun, 10/20/03
    - Reminder that survey administration is about to end, 10/28/03
  - All employees urged to participate (regardless of status, location, etc.).
- Changes to this version:
  - Some questions reworded/added/deleted:
    - Added item about benefits
    - Added item about adequate compensation
    - Added item about treatment towards minorities (race,gender,age,religion,sexual orientation)
    - Minor rewording of a couple of items
    - Deleted item about survey administration cycle
    - Deleted item about web-based survey administration comfort

# Who Responded?

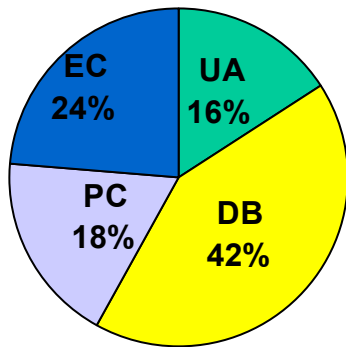
(Number of completed surveys & estimated response rates)

- **Grand Total: 730 (35%) (compared to 799, 39%, in Fall 2002). Other response rates:**
  - **By Location:**
    - University Administration: 50 (28%)
    - Daytona Beach: 290 (33%)
    - Prescott: 127 (33%)
    - Extended Campus: 250 (50%)
  - **By Position:**
    - Faculty: 254 (52%)
    - Staff: 464 (29%)
  - **By Employment Status:**
    - Full-time: 635 (34%)
    - Part-time: 86 (38%)
  - **By Gender:**
    - Female: 348 (40%)
    - Male: 360 (29%)
  - **By Level** (comparison to actual population not available) :
    - Management: 227
    - Non-Management: 453
- **Overall, the profile of survey respondents was fairly representative of that of the actual population of all employees (see next slide). However, note that there were higher proportions of faculty, females and EC employees, in the survey respondent pool.**

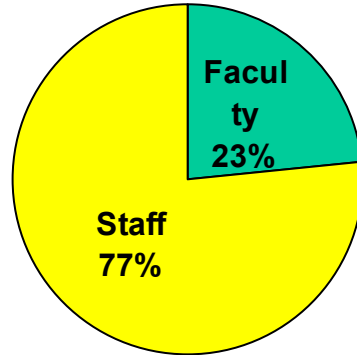
# Demographics – Actual vs. Survey Respondents

## Actual Population (based on Oct 2003 payroll)

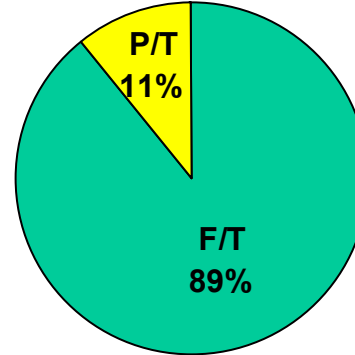
Location



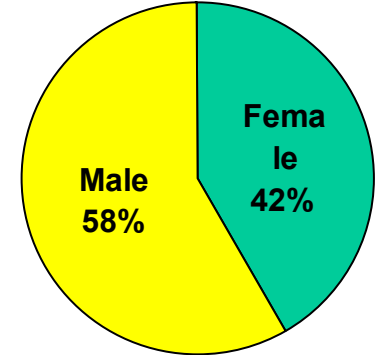
Position



Status

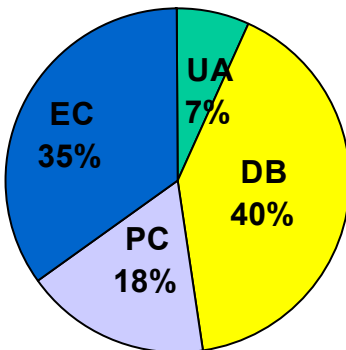


Gender

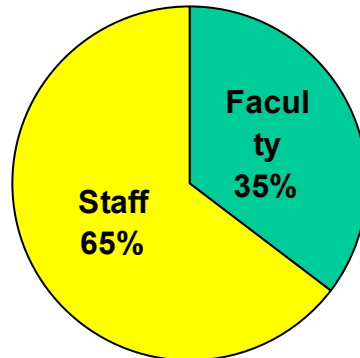


## Survey Respondents

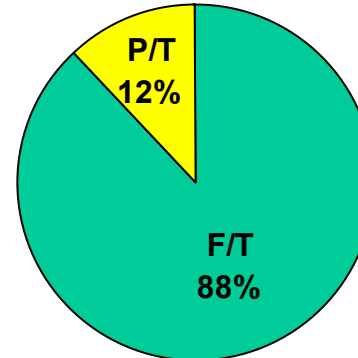
Location



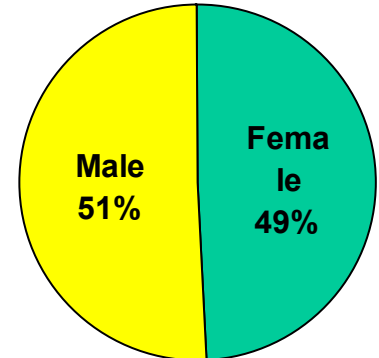
Position



Status



Gender

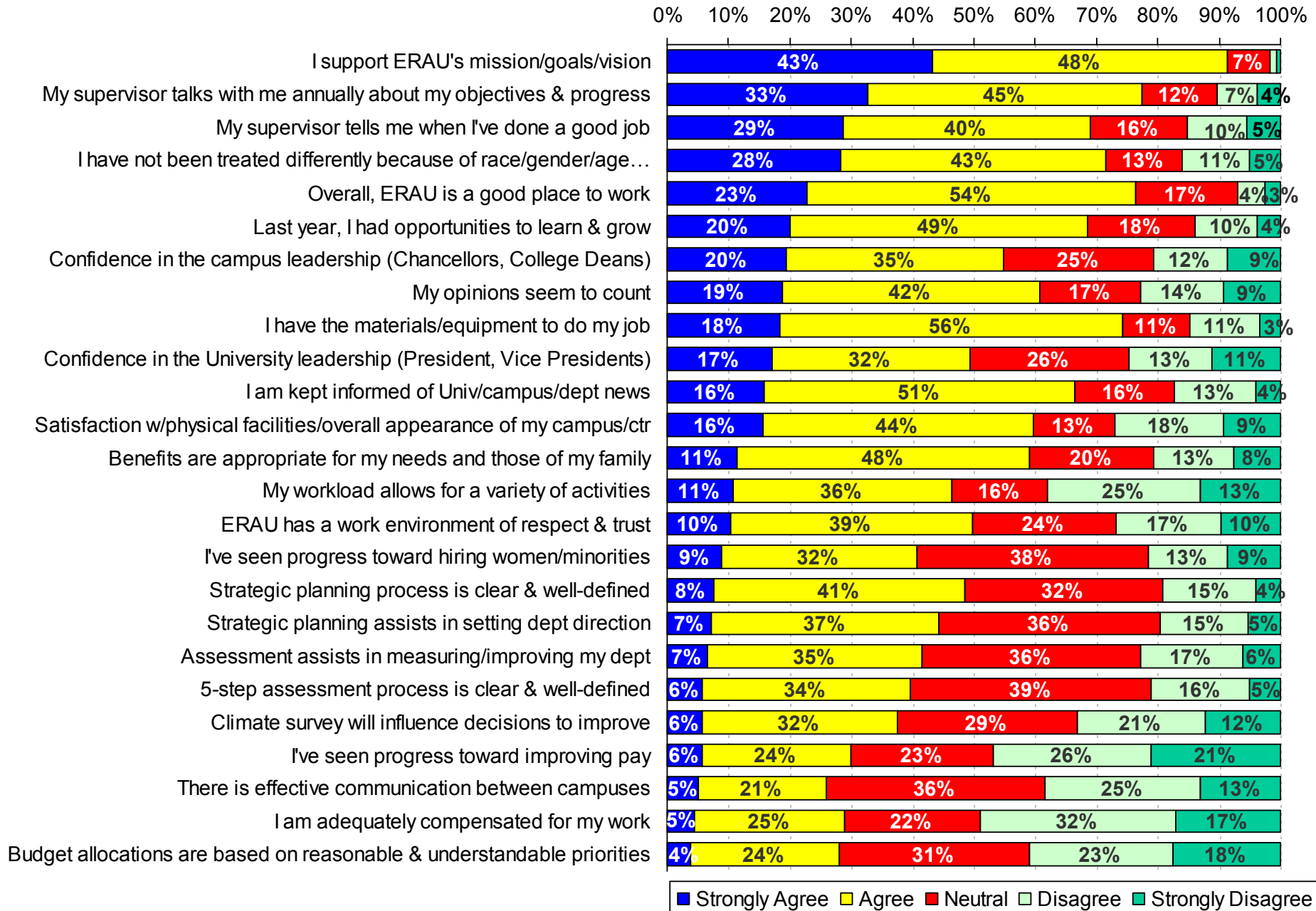


# Overall Results: “The Big Picture”

- Five charts follow:
  - Overall, all respondents combined
  - University Administration
  - Daytona Beach
  - Prescott
  - Extended Campus
- Each chart displays the percent response for each category (“Strongly Agree”, “Agree”, “Neutral”, “Disagree”, or “Strongly Disagree”) to each of the 25 opinion questions, sorted in order of those items which received the most agreement to the least agreement.
- Fall 2003 results for all campuses combined, plus each campus separately, are shown on the following slides.

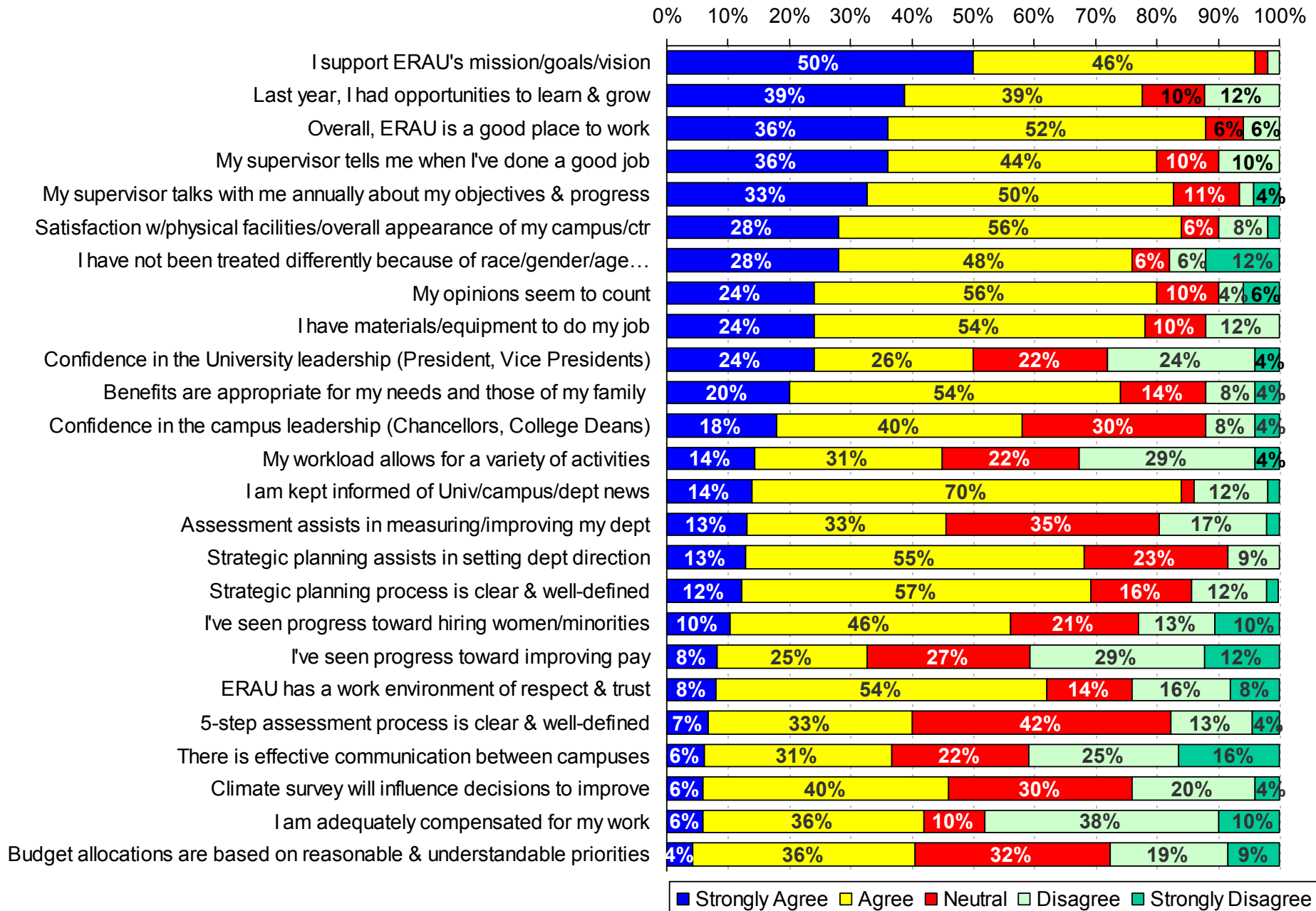
# Overall Results, All Campuses Combined

(n=730)



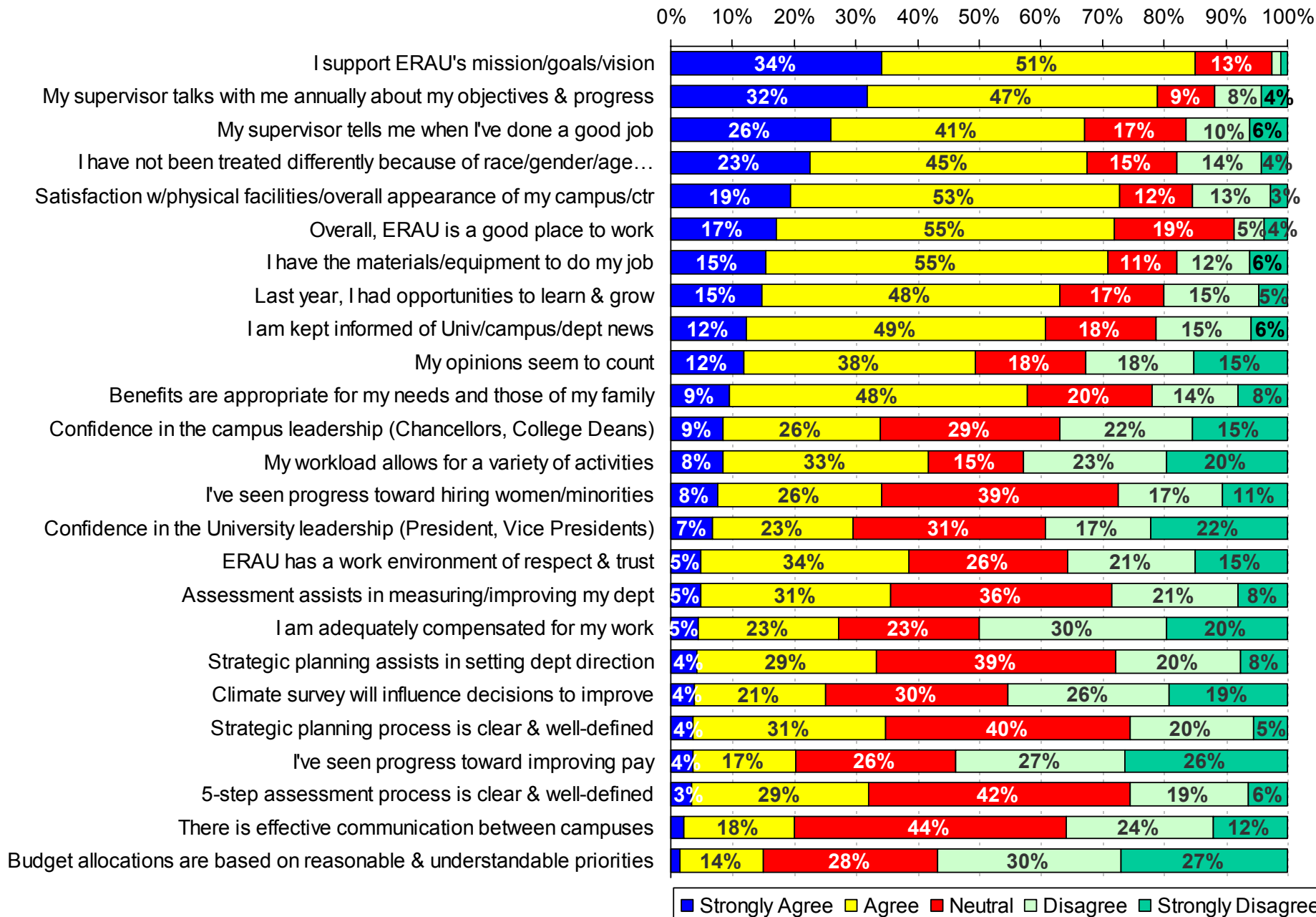
# Overall Results, University Administration

(n=50)



# Overall Results, Daytona Beach Campus

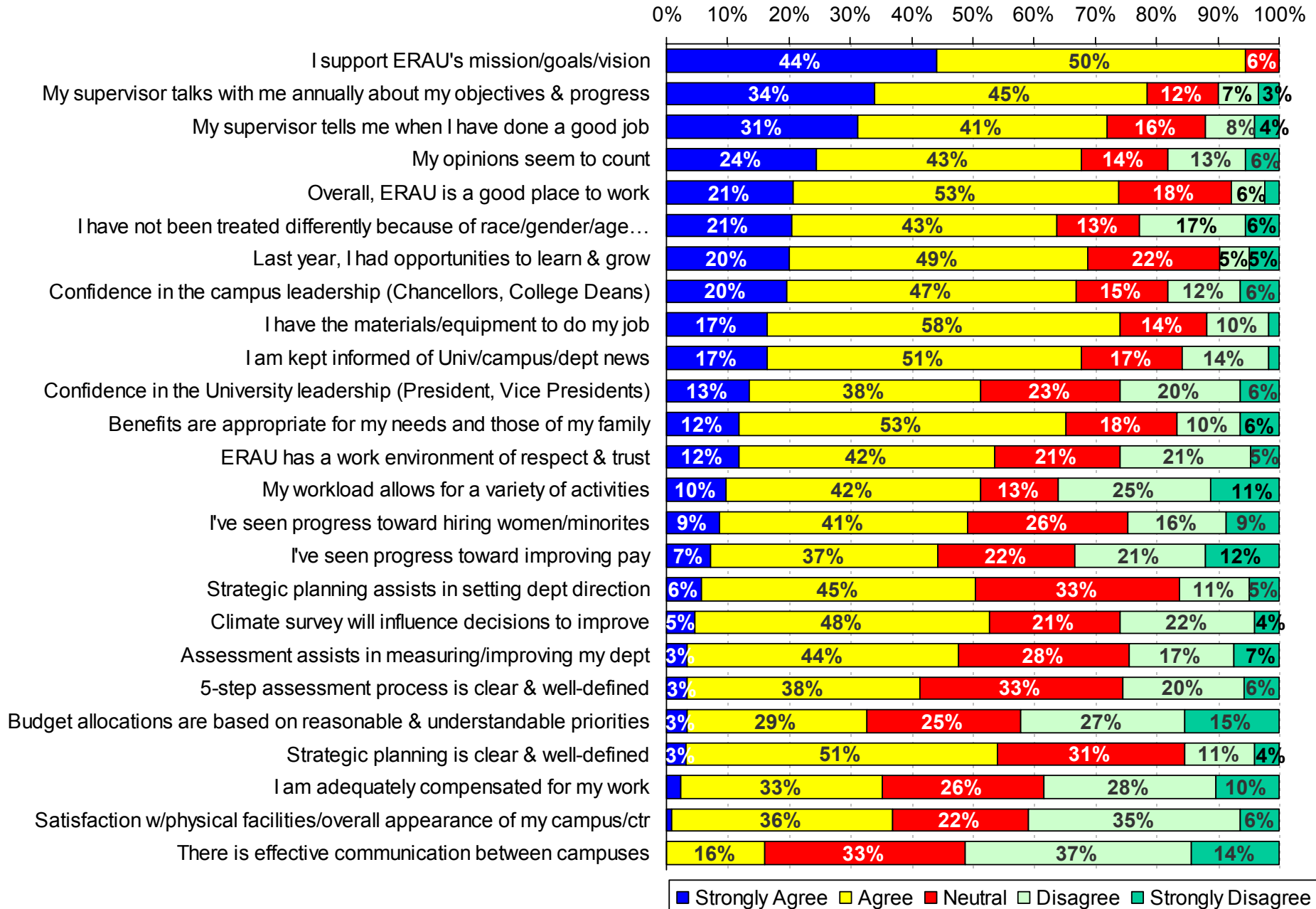
(n=290)





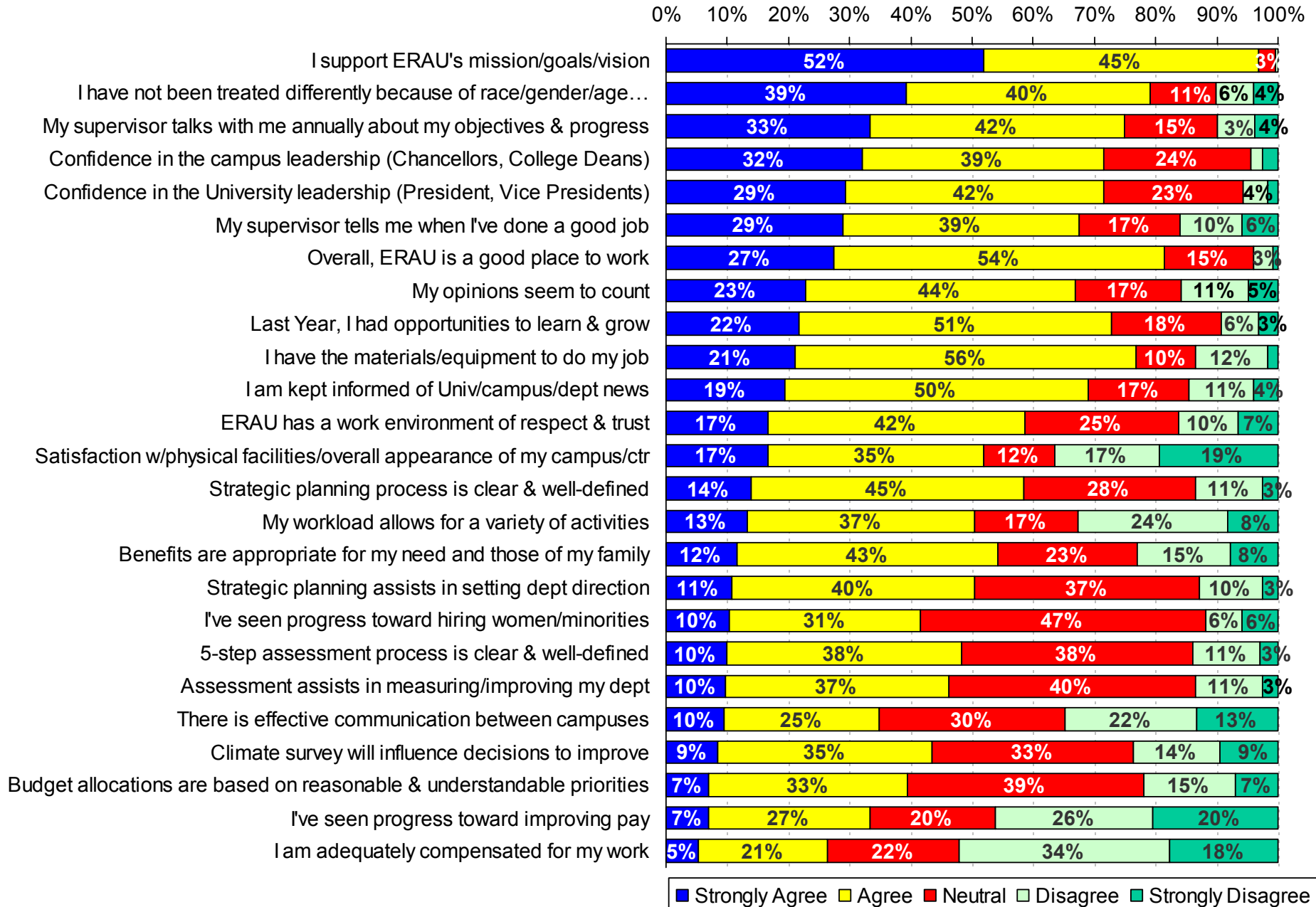
# Overall Results, Prescott Campus

(n=127)



# Overall Results, Extended Campus

(n=250)



# What differences have arisen between the Fall 2002 and Fall 2003 results?

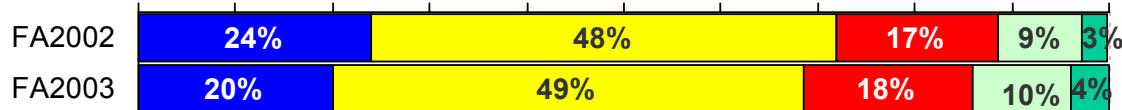
- The following five slides (one for all campuses combined, the others for UA, DB, PC, and EC) display only those items for which a statistically significant difference exists in the responses between the two administrations.
- The difference could be in either direction: more positive responses, more neutral responses, or more negative responses. The slides display all response options to allow for interpretation of where the differences occur.

# Fall 2002 vs. Fall 2003: Items that Differed Significantly

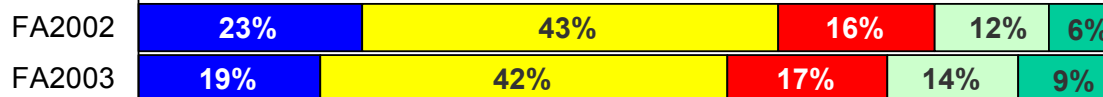
## All Campuses Combined

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

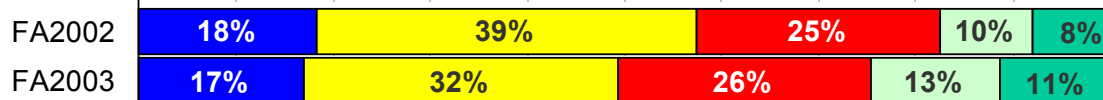
This last year, I have had opportunities to learn and grow



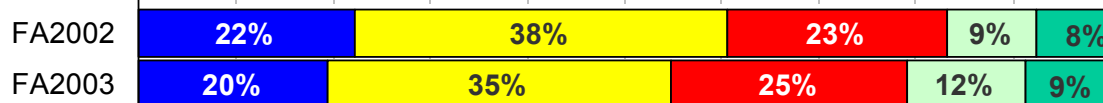
My opinions seem to count



Confidence in the University leadership (President, Vice Presidents)



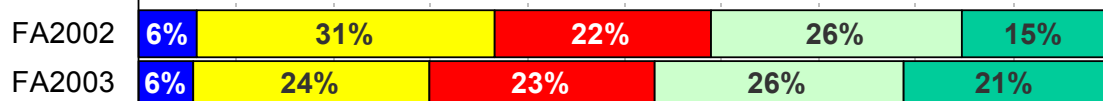
Confidence in the campus leadership (Chancellors, College Deans)



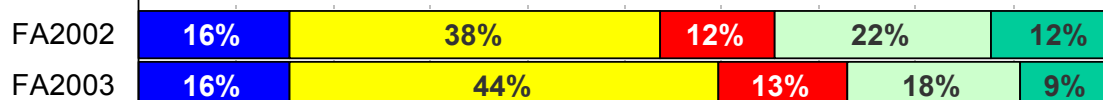
5-step assessment process is clear and well-defined



I've seen progress toward improving pay\*



I am satisfied with the physical facilities and overall appearance of my campus/center



Climate survey results will influence decisions to improve



Strongly Agree Agree Neutral Disagree Strongly Disagree

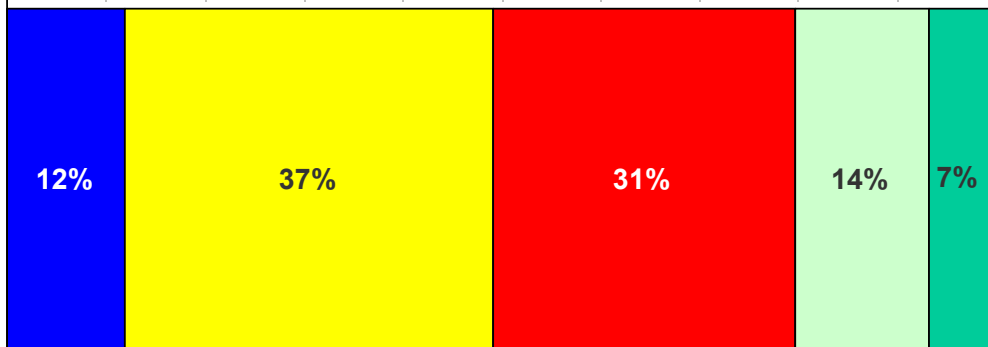
\*Question was reworded in FA2003; FA2002 version read as "improving the pay and benefits".

# Fall 2002 vs. Fall 2003: Items that Differed Significantly

## University Administration

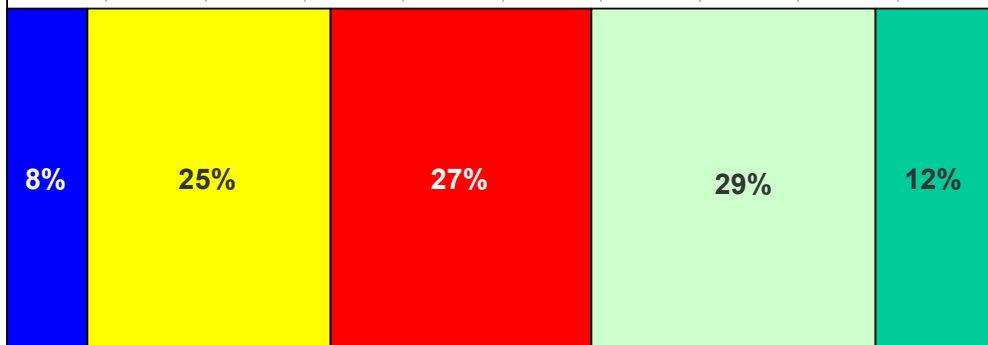
0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

FA2002



I have seen progress toward improving pay\*

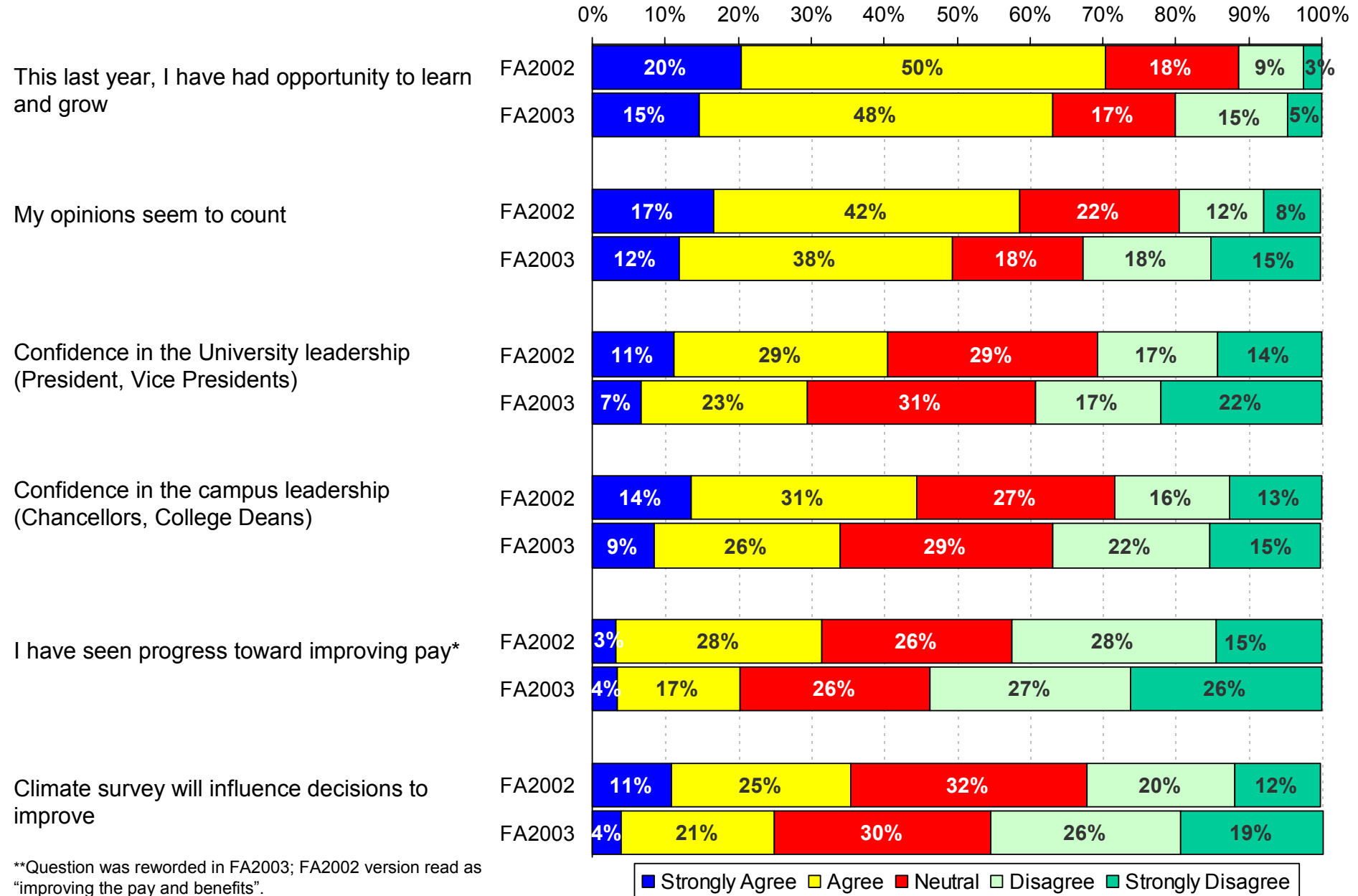
FA2003



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

\*\*Question was reworded in FA2003; FA2002 version read as "improving the pay and benefits".

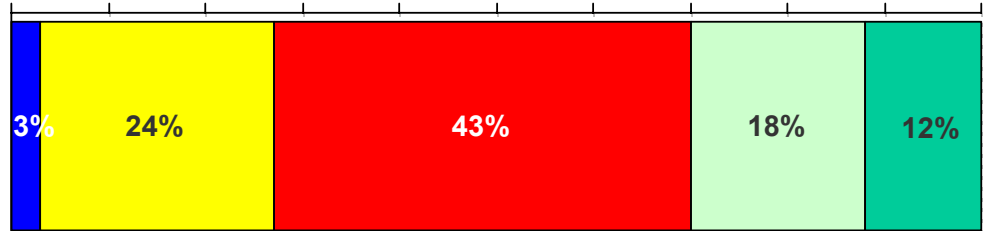
# Fall 2002 vs. Fall 2003: Items that Differed Significantly Daytona Beach Campus



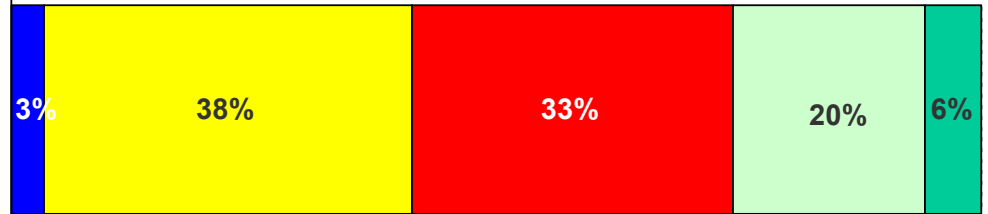
# Fall 2002 vs. Fall 2003: Items that Differed Significantly Prescott Campus

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

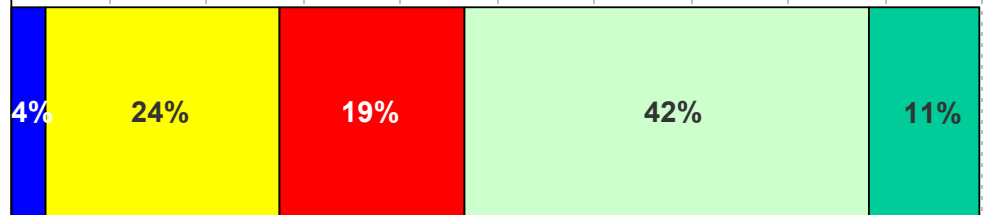
FA2002



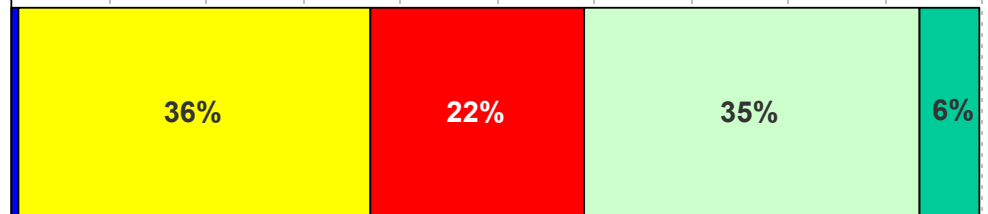
FA2003



FA2002



FA2003



Strongly Agree Agree Neutral Disagree Strongly Disagree

5-step assessment process is clear and well-defined

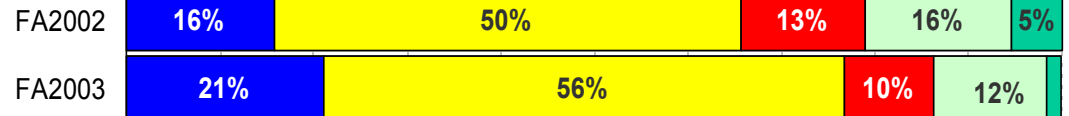
I am satisfied with the physical facilities and overall appearance of my campus/center

# Fall 2002 vs. Fall 2003: Items that Differed Significantly

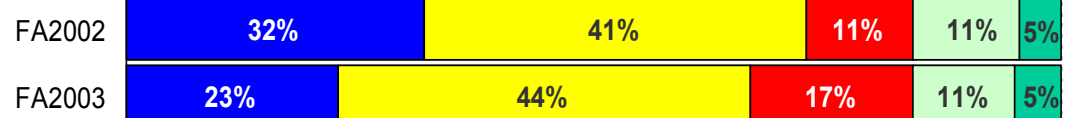
## Extended Campus

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

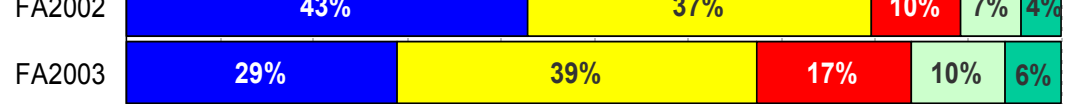
I have the materials/equipment to do my work effectively\*



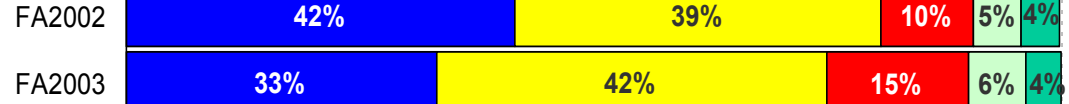
My opinions seem to count



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



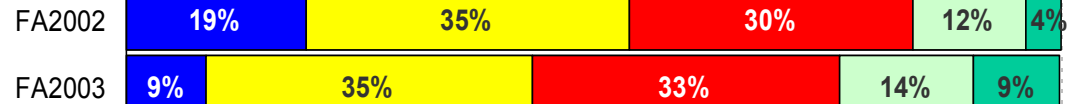
My supervisor talks with me at least once a year about my performance objectives and progress\*\*



5-step assessment process is clear and well-defined



Climate survey results will influence decisions to improve



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

\*\*Question was reworded in FA2003; FA2002 version read as "about my objectives and progress".

Strongly Agree Agree Neutral Disagree Strongly Disagree



# **Additional Breakouts Available in Separate Addenda**

- **Charts displaying each question broken out by respondent characteristics (faculty/staff, full-time/part-time, female/male, etc.). Comparisons to the Spring 2002 and Fall 2002 results are included.**
- **Data tables**
- **Comments by campus**