

# ERAU Faculty & Staff Climate Survey Spring 2006 Results by Position

Human Resources  
Office of Institutional Research  
April 2006

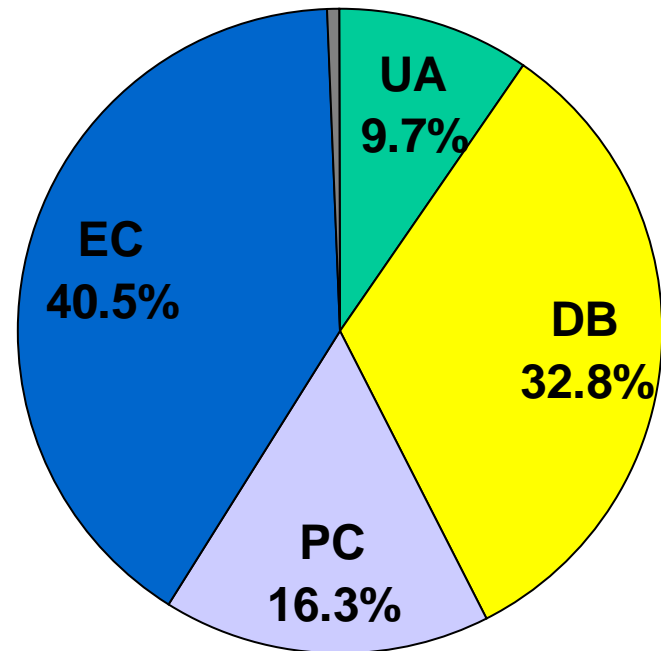
# Background

- Web-based instrument:
  - 31 “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 Good to Very Poor
- Survey accessible from 02/21/06 – 03/07/06
  - 2 email announcements:
    - Survey has begun, 02/21/06
    - Reminder survey is about to end, 02/28/06
  - 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 17 new questions
    - Deleted 7 questions
    - Reworded/expanded 2 questions

# Who Responded?

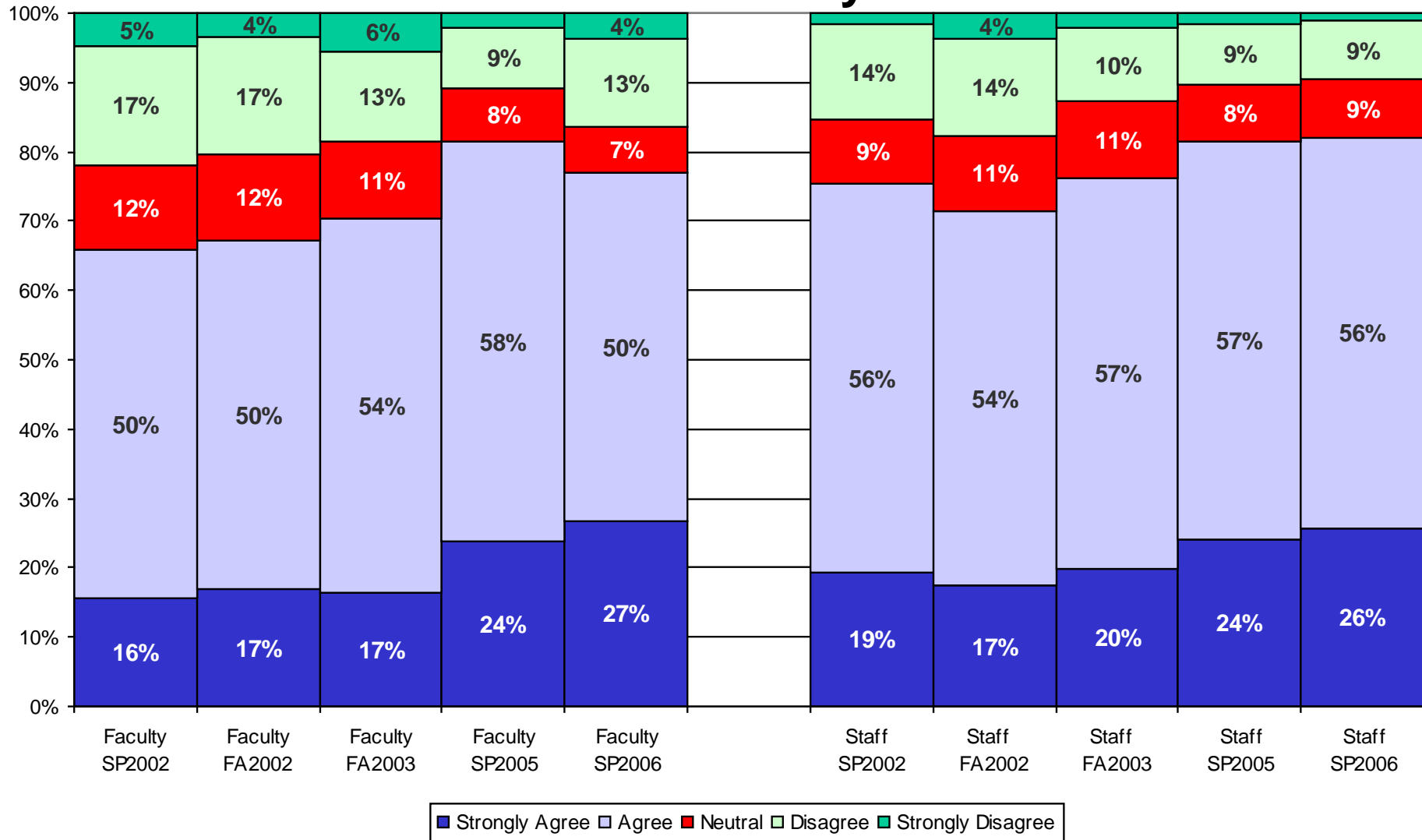
- Grand Total = 962
- By Division (with estimated response rates):
  - University Administration: 93 (30% response rate)
  - Daytona Beach Campus: 316 (38% response rate)
  - Prescott Campus: 157 (44% response rate)
  - Extended Campus: 390 (31% response rate)
  - Not Indicated: 6



# Trend Results: By Position

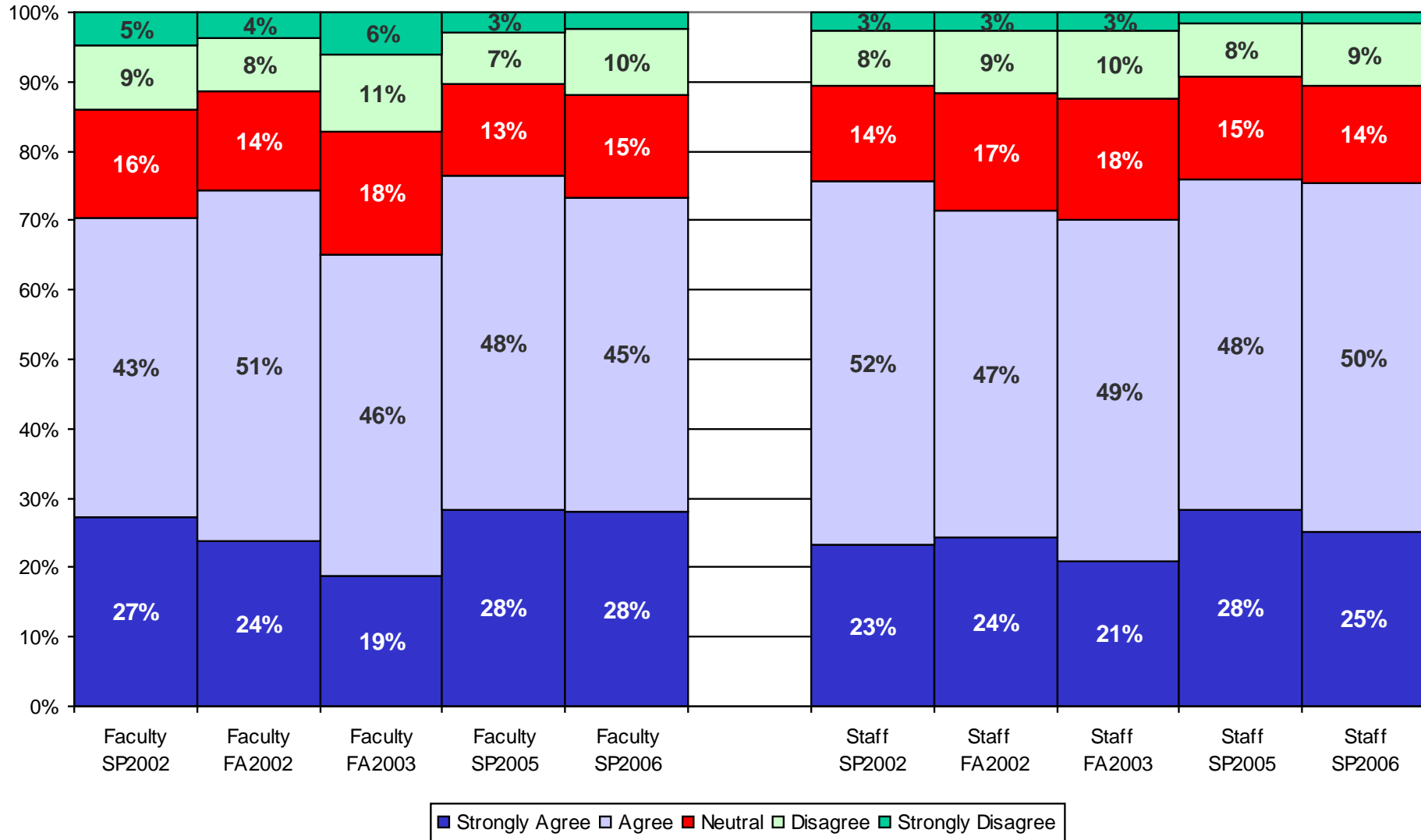
- 38 charts follow, one per question, with 21 charts displaying the side-by-side comparisons of Spring 2002, Fall 2002, Fall 2003, Spring 2005 and Spring 2006 data (when available) and 17 charts only displaying data from Spring 2006 (new questions).
- Each chart displays the percent response for each category to each of the 38 opinion questions
  - 5-point agreement scale: Strongly Agree to Strongly Disagree
  - 5-point progress scale: Very Good to Very Poor
- 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\*

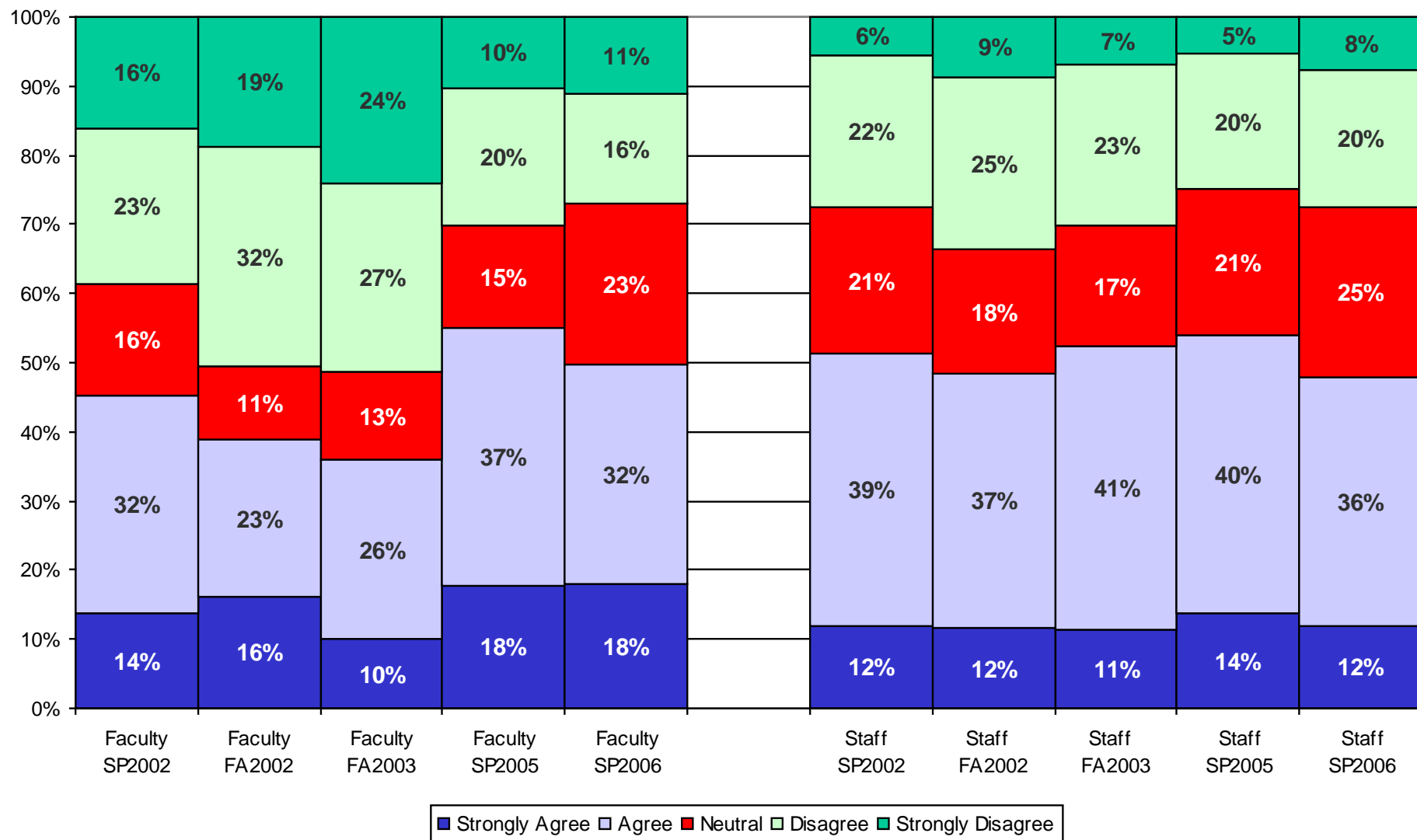


\*Question was reworded in FA2003; FA2002 read as "...equipment to do my work right".

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



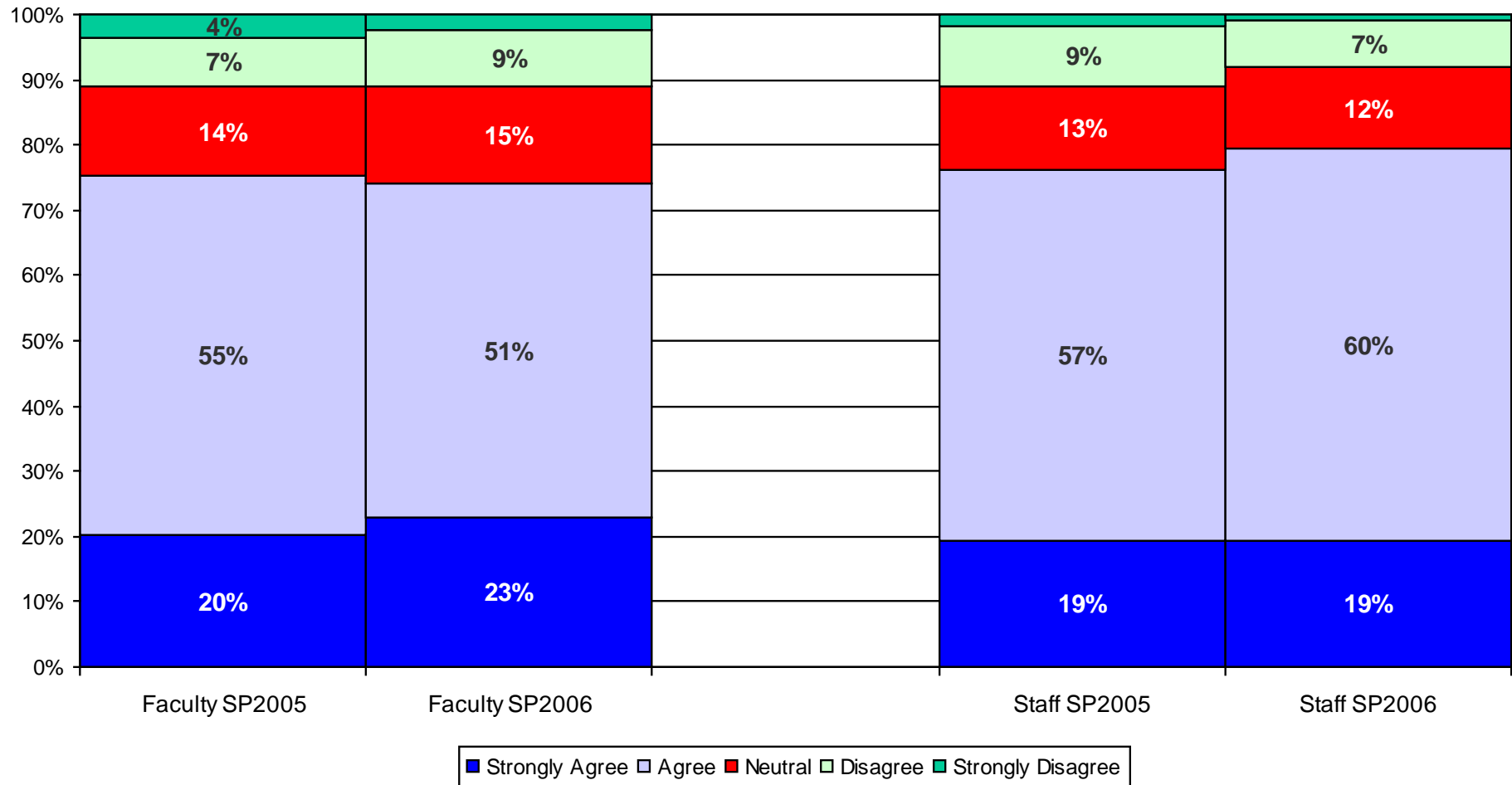
# My current workload allows me to engage in a variety of activities\*



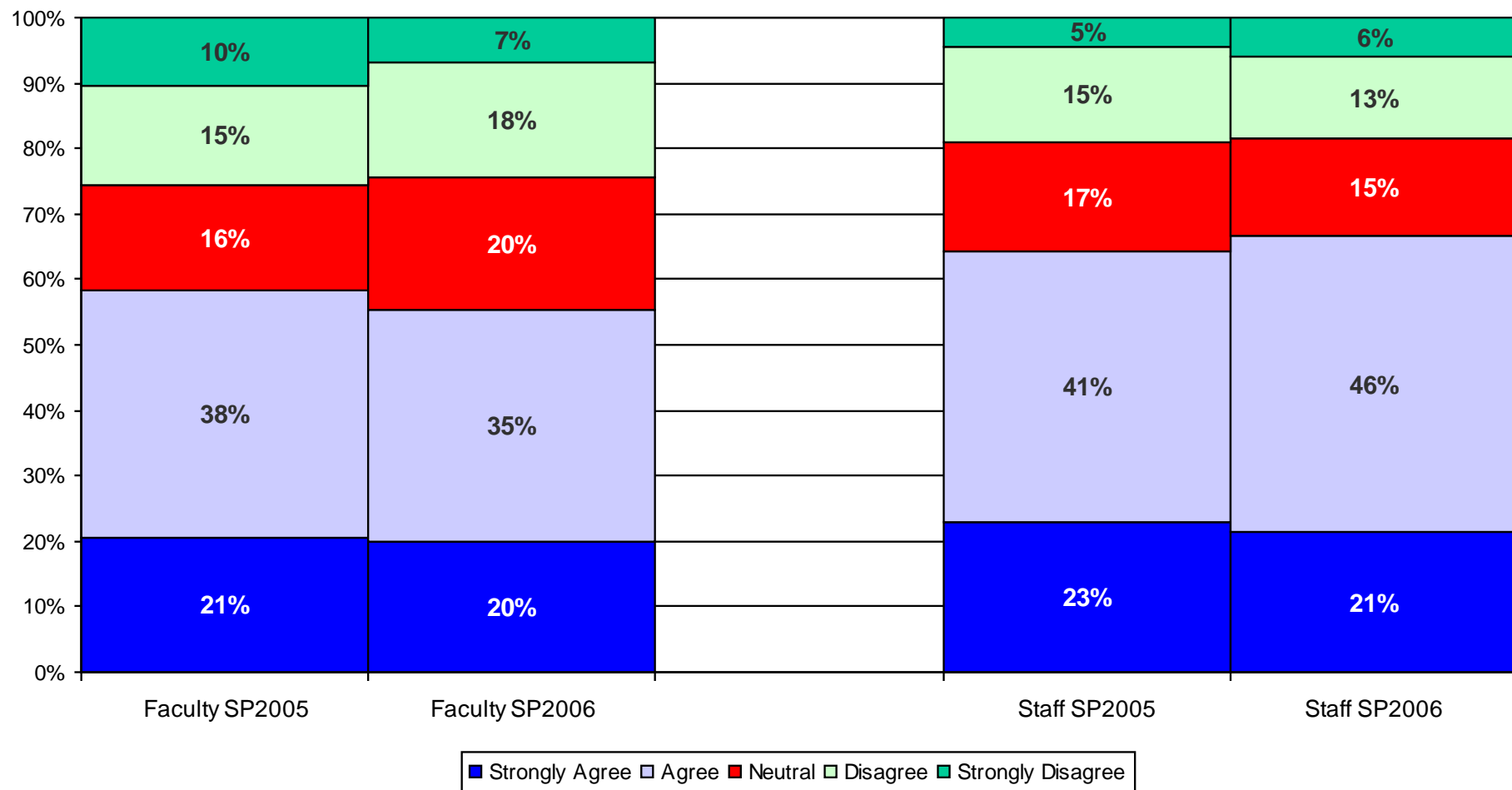
\*Question was reworded in SP2006; SP2005 read as "...activities, as appropriate to my position".



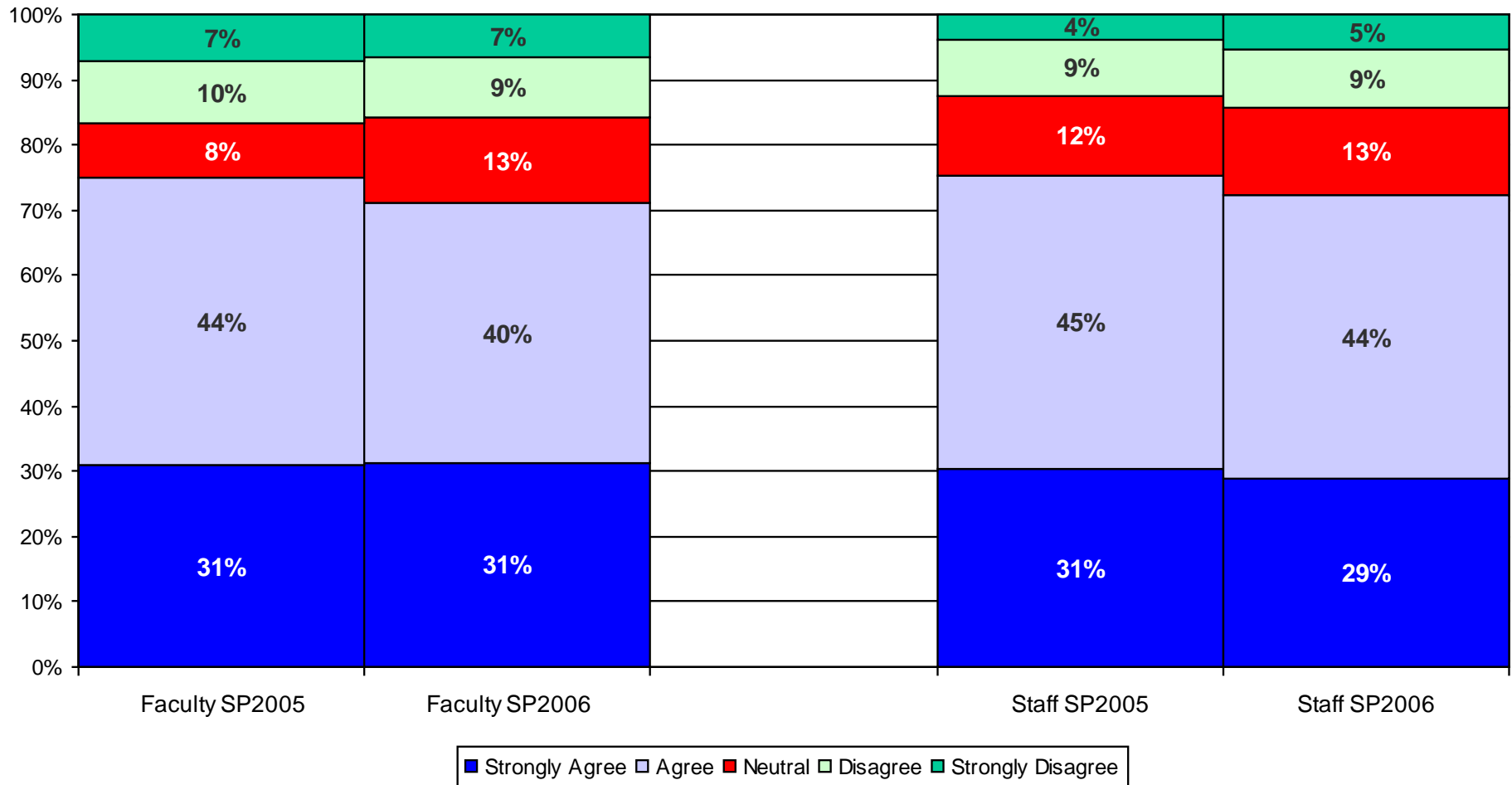
# I have access to the information I need to make decisions for my work



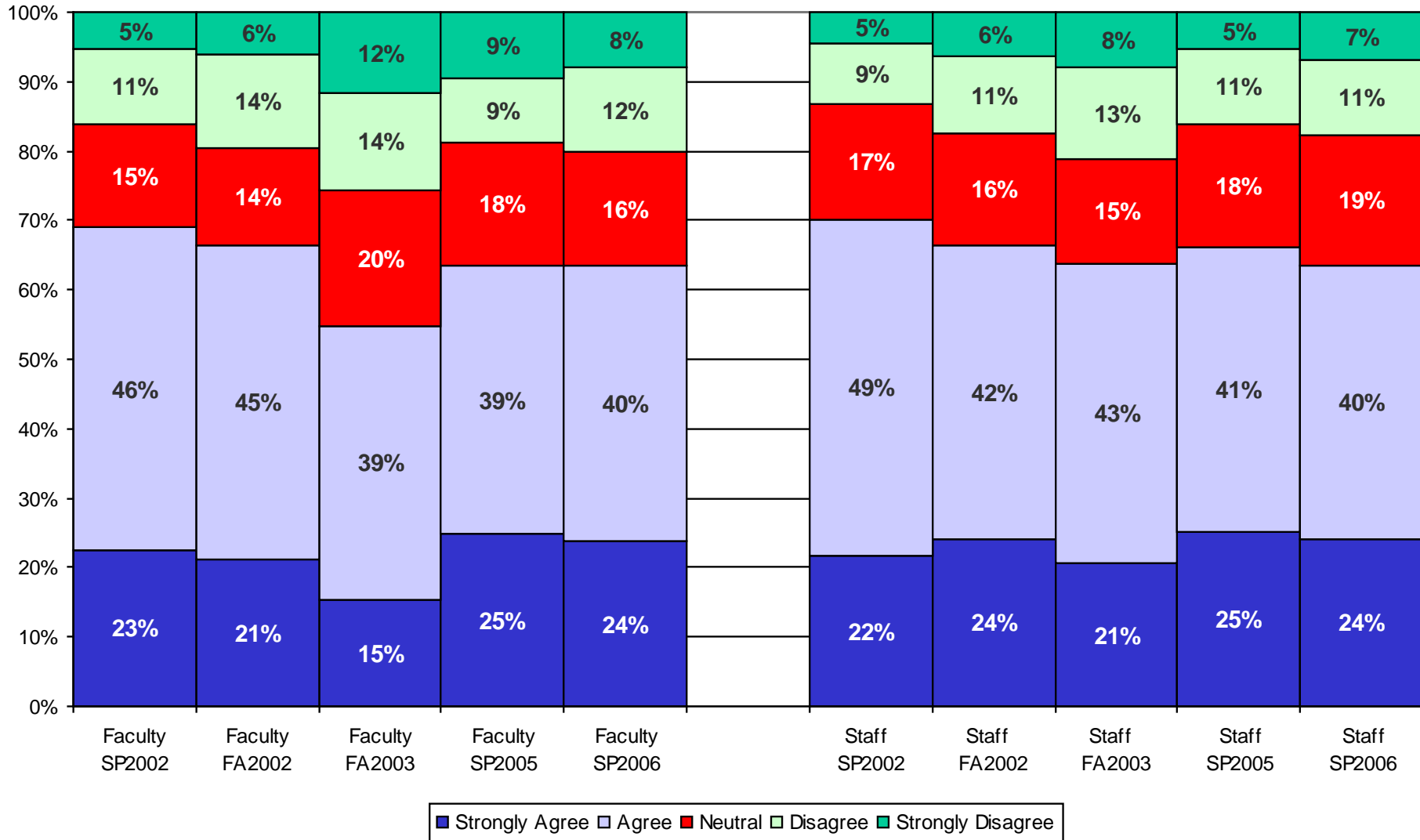
# I am asked for my input on decisions that impact my work



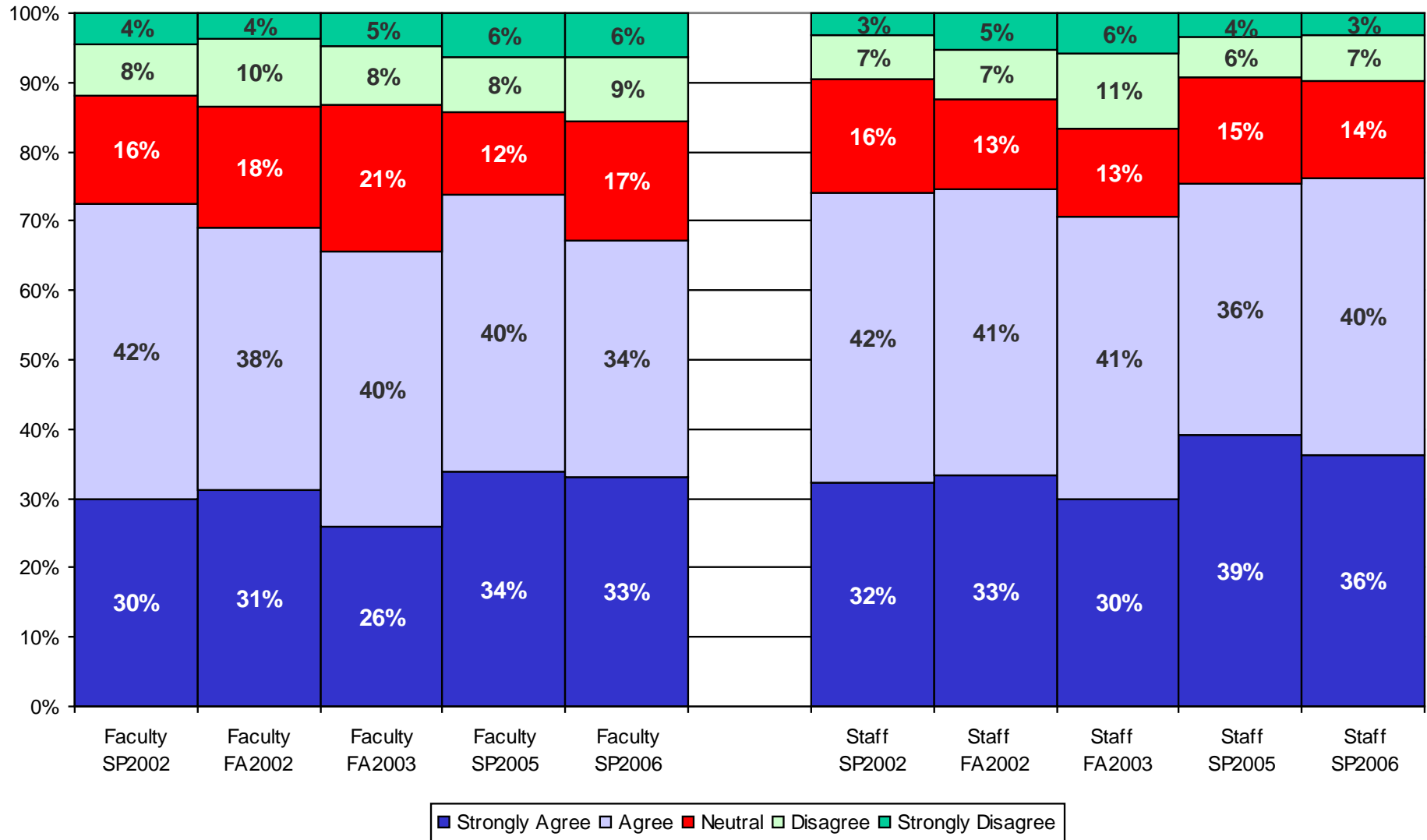
# I feel safe in offering suggestions for improvement to the processes in my area



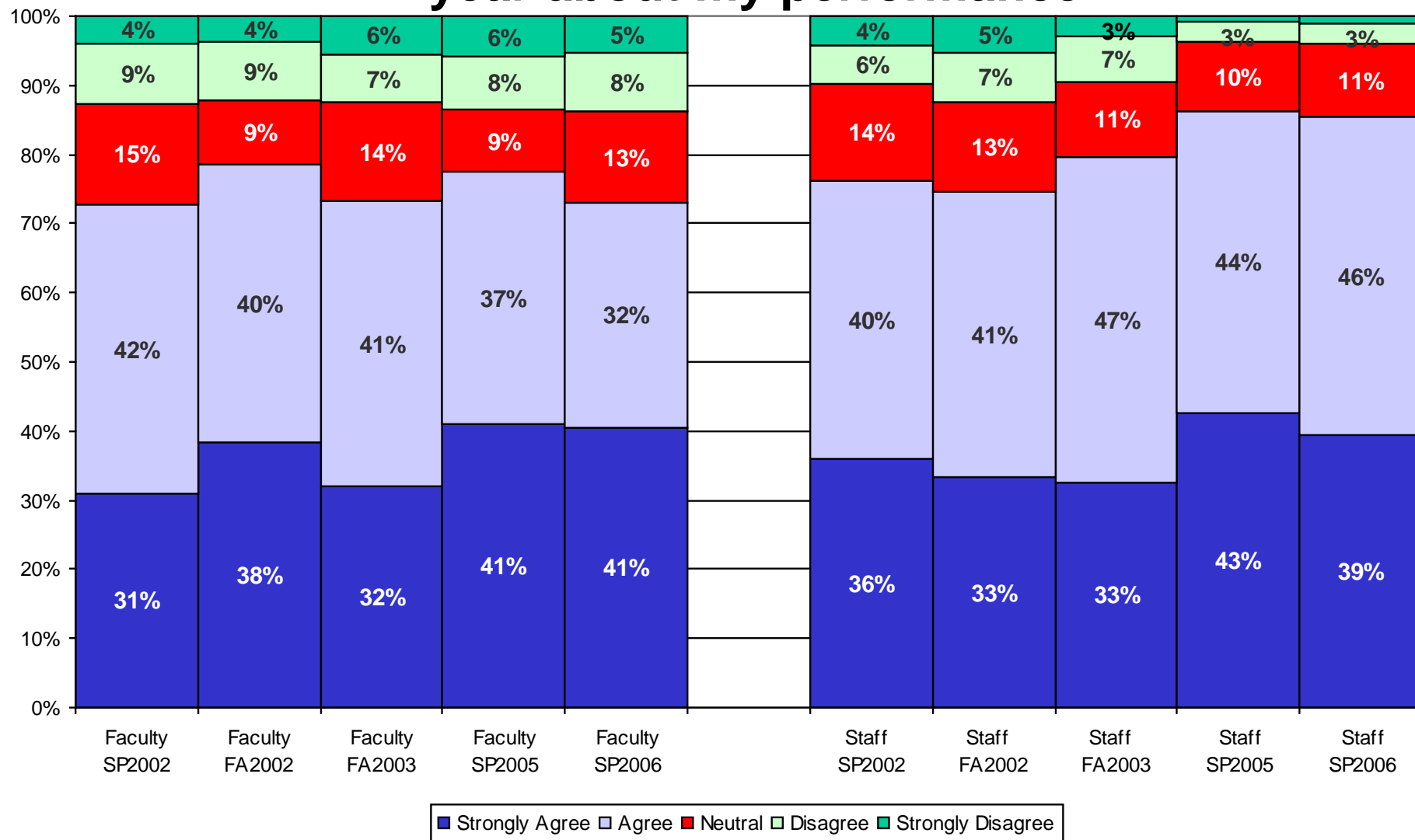
# At work, my opinions seem to count



# 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\*

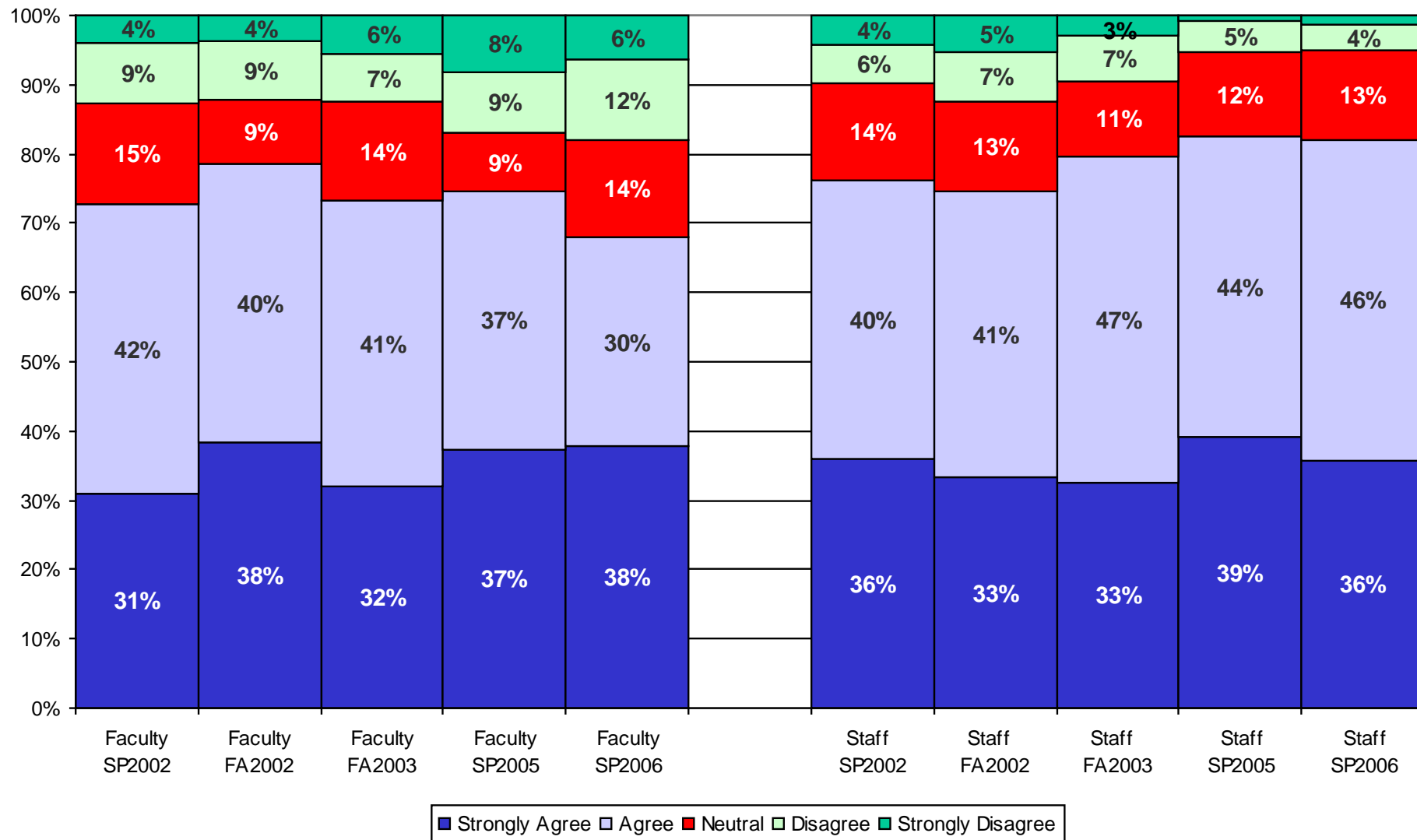


\*Reworded. FA03 version = "...year about my performance objectives and progress".

SP02-F02 version = "...year about my objectives and progress".

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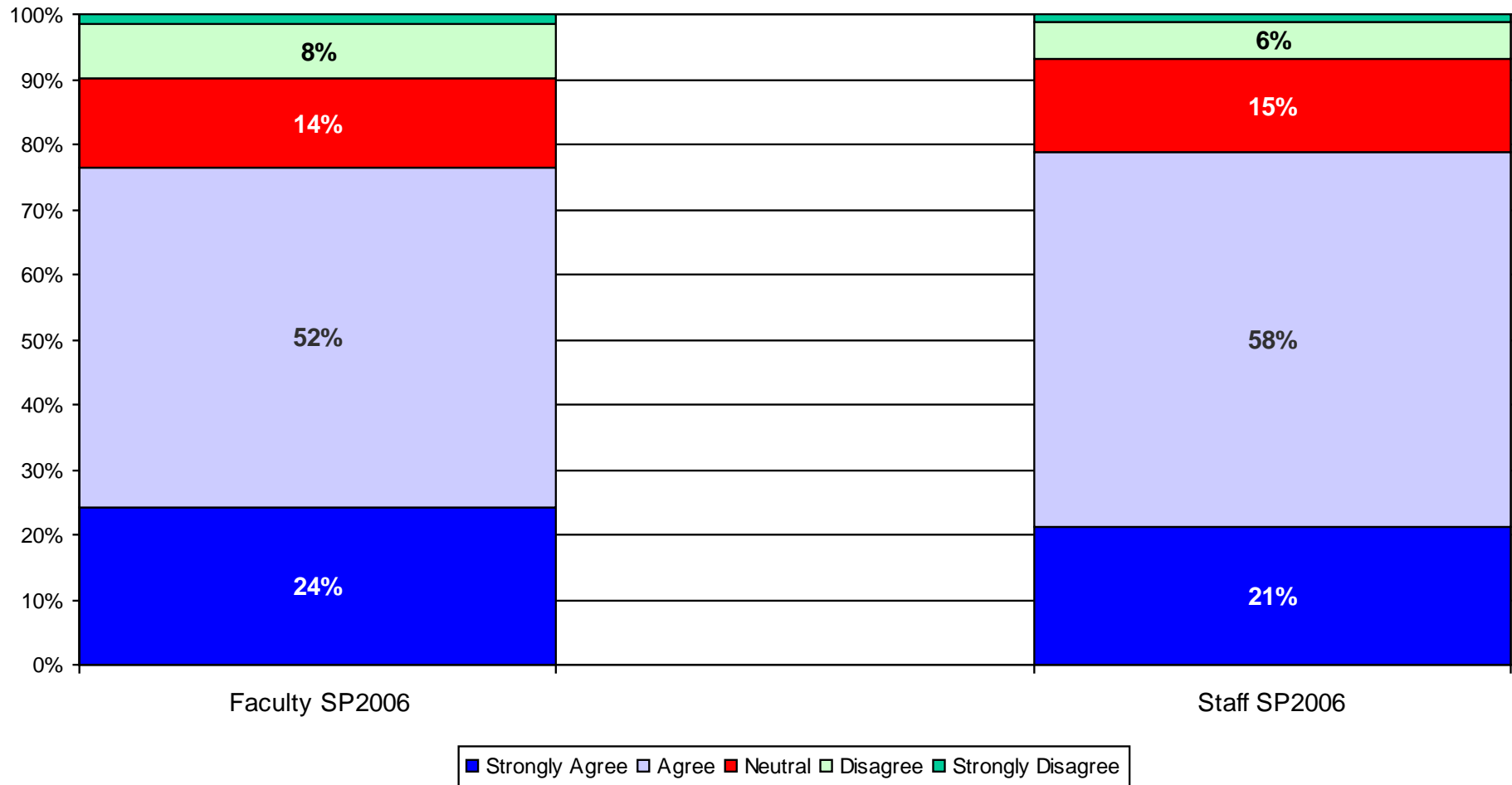
# My direct supervisor talks with me at least once a year about my performance objectives/plan\*



\*Reworded. FA03 version = "...year about my performance objectives and progress".  
 SP02-F02 version = "...year about my objectives and progress".

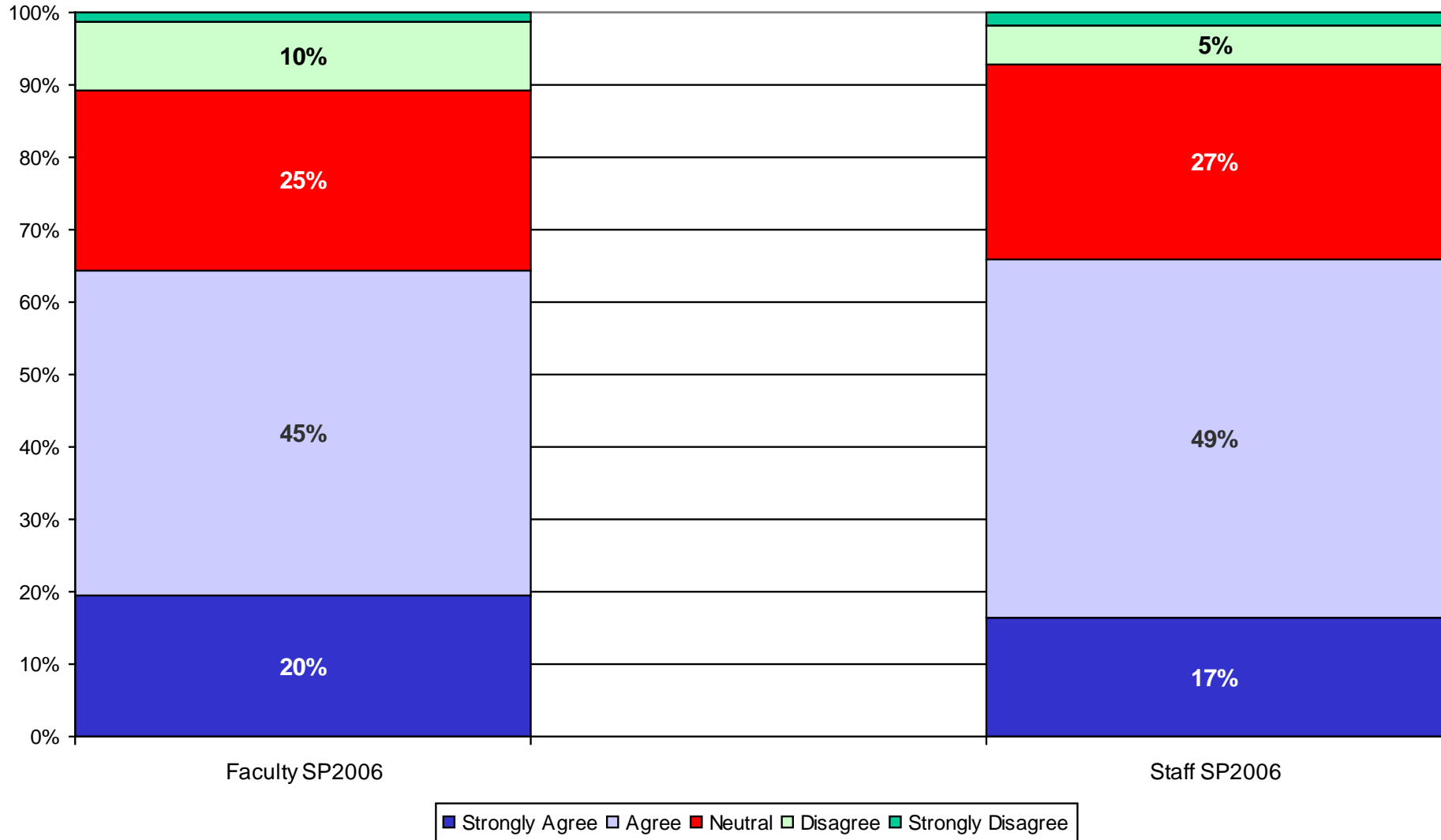
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# Embry-Riddle's mission, goals, and vision have been clearly communicated to me

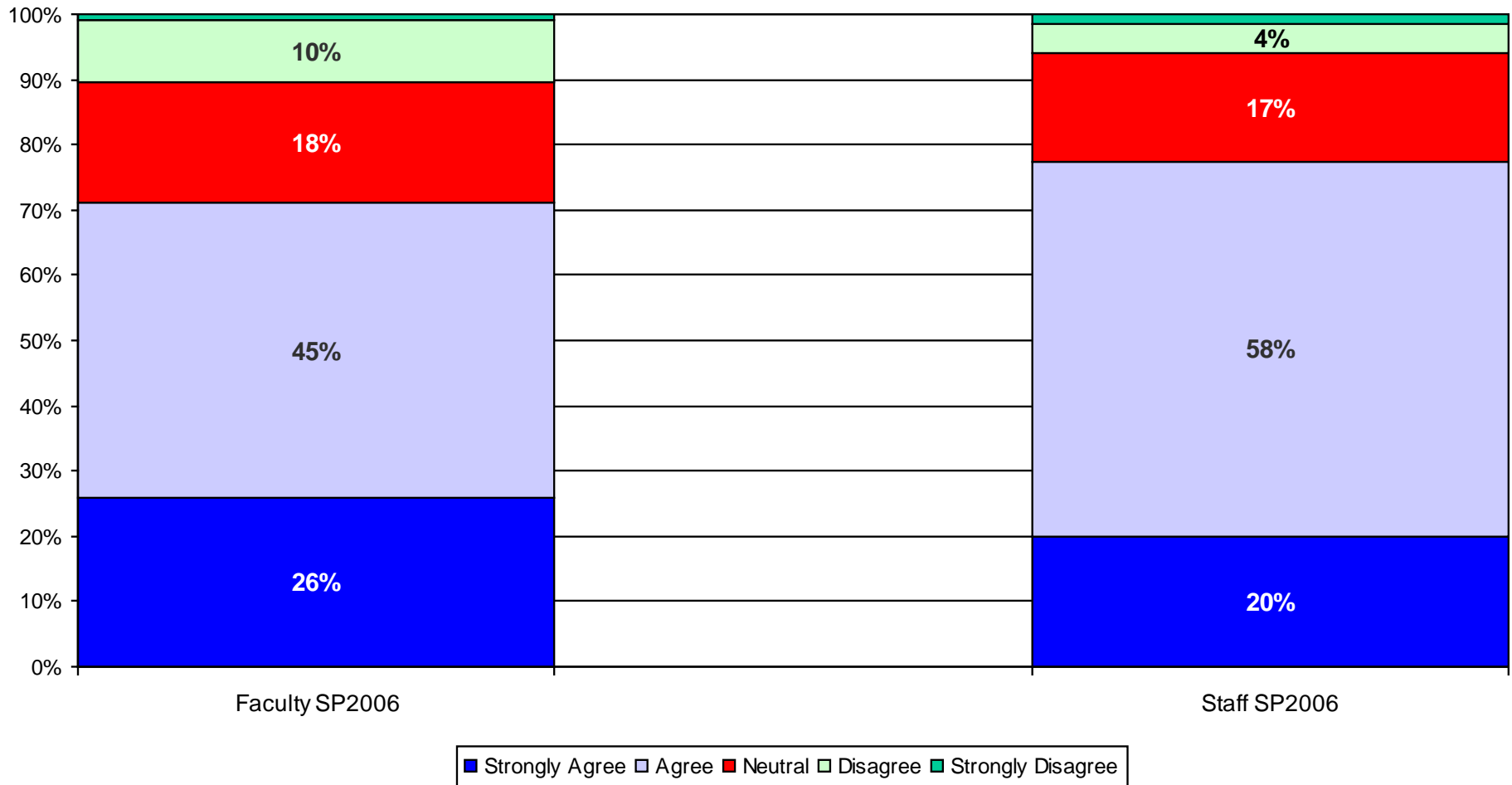




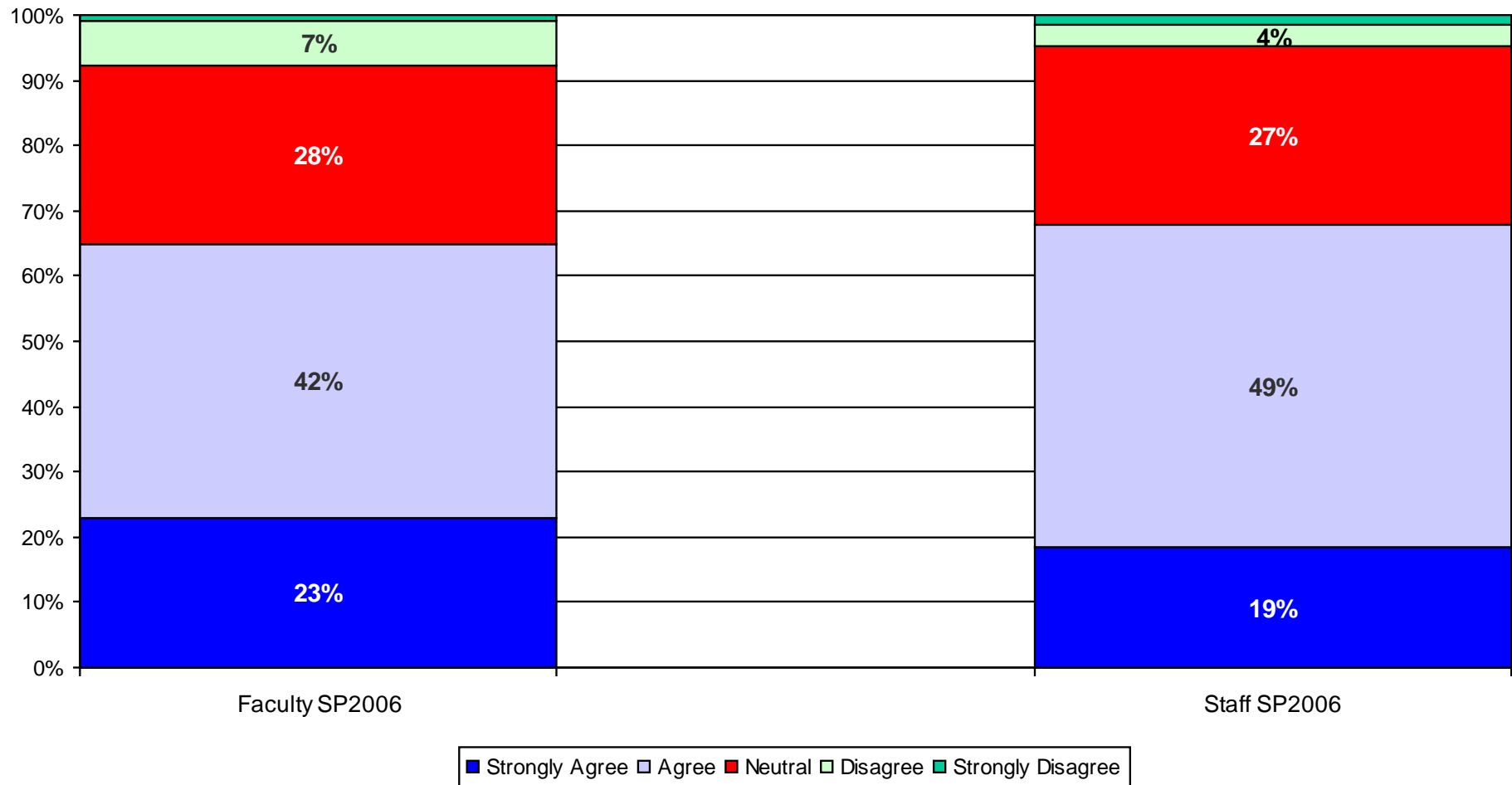
# I believe Embry-Riddle's mission, goals, and vision are the right ones for the organization at the current time



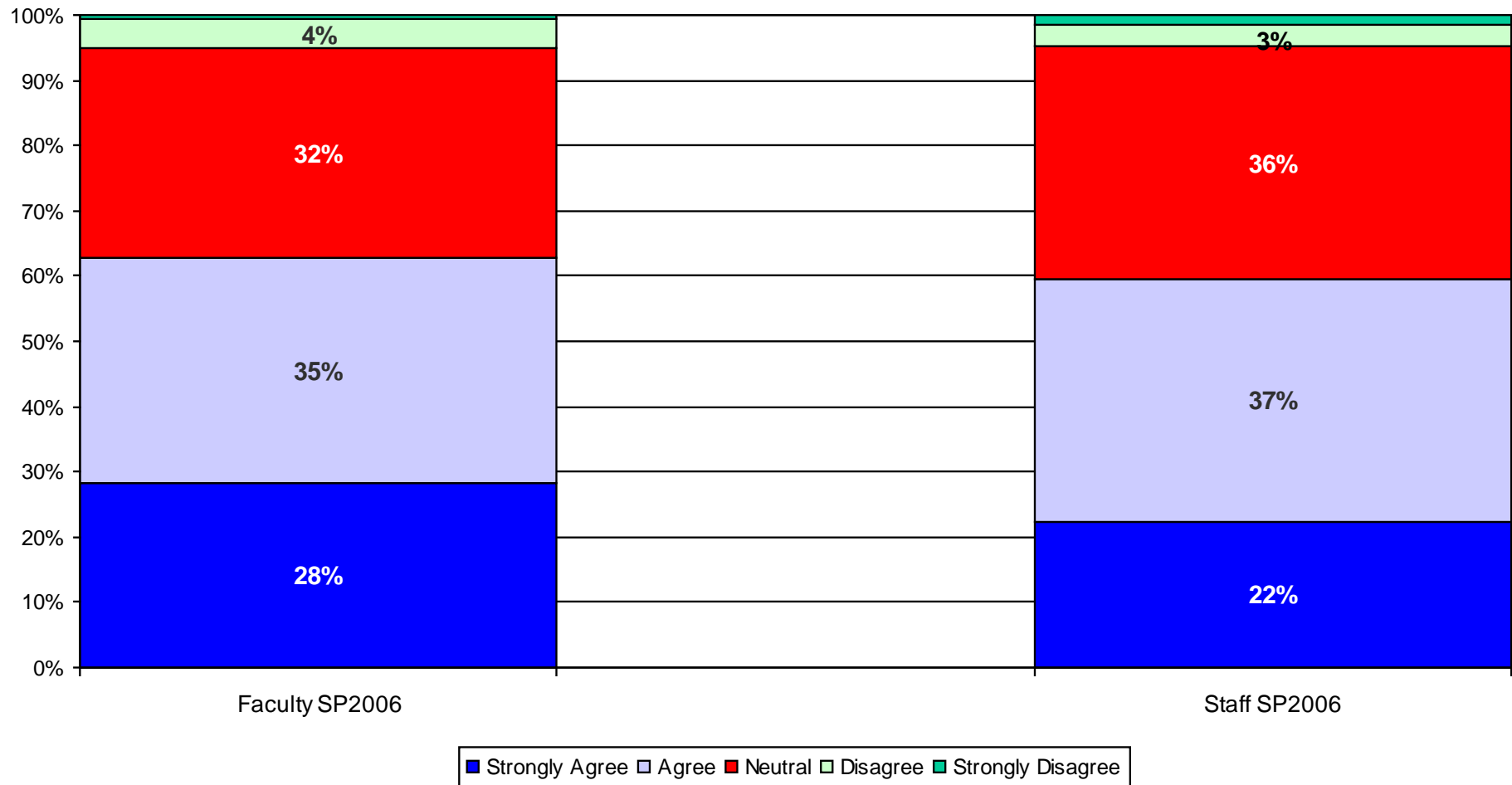
# Embry-Riddle's values have been clearly communicated to me



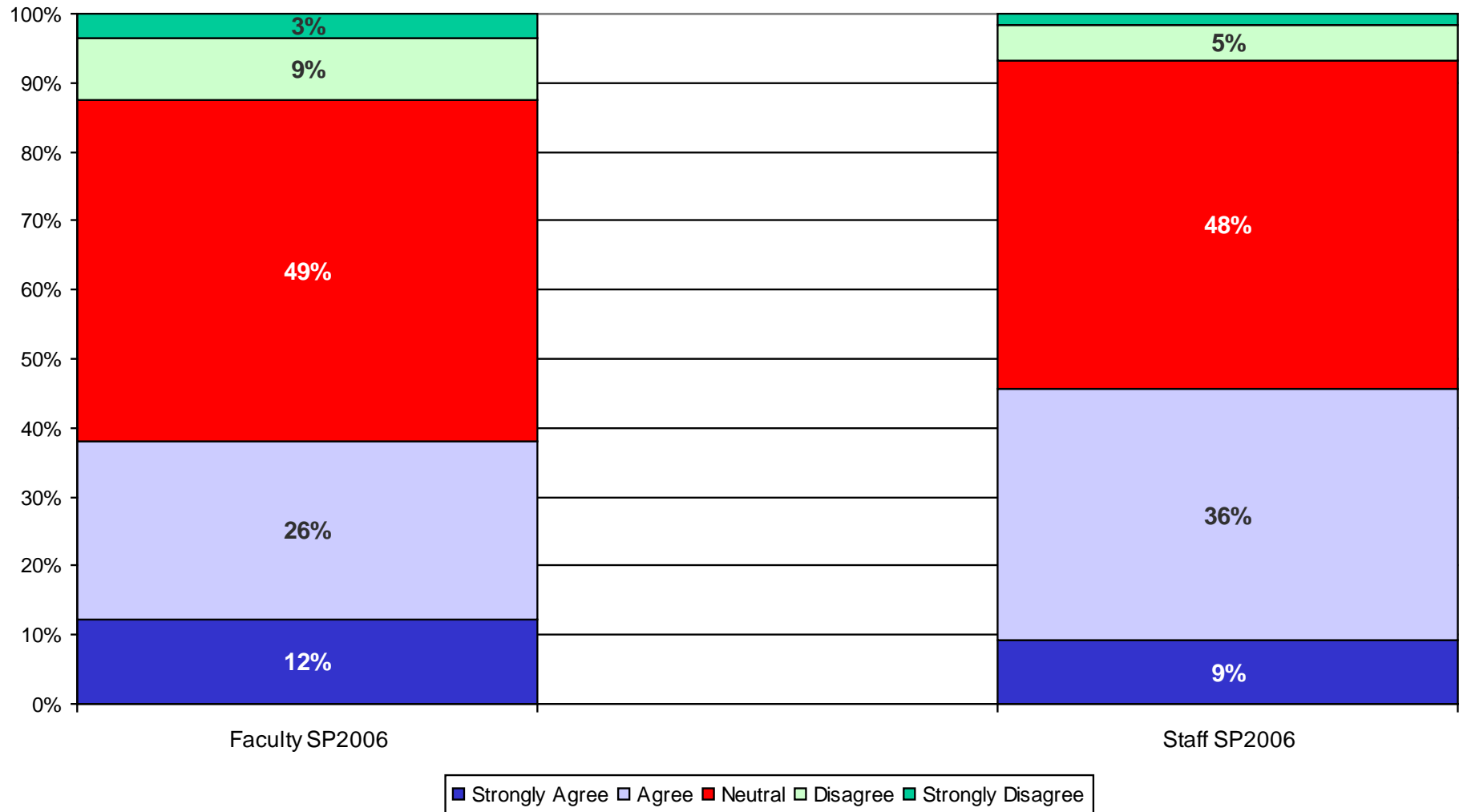
# I believe Embry-Riddle's values are the right ones for the organization at the current time



# I believe the Interim President is making progress toward the University mission and goals

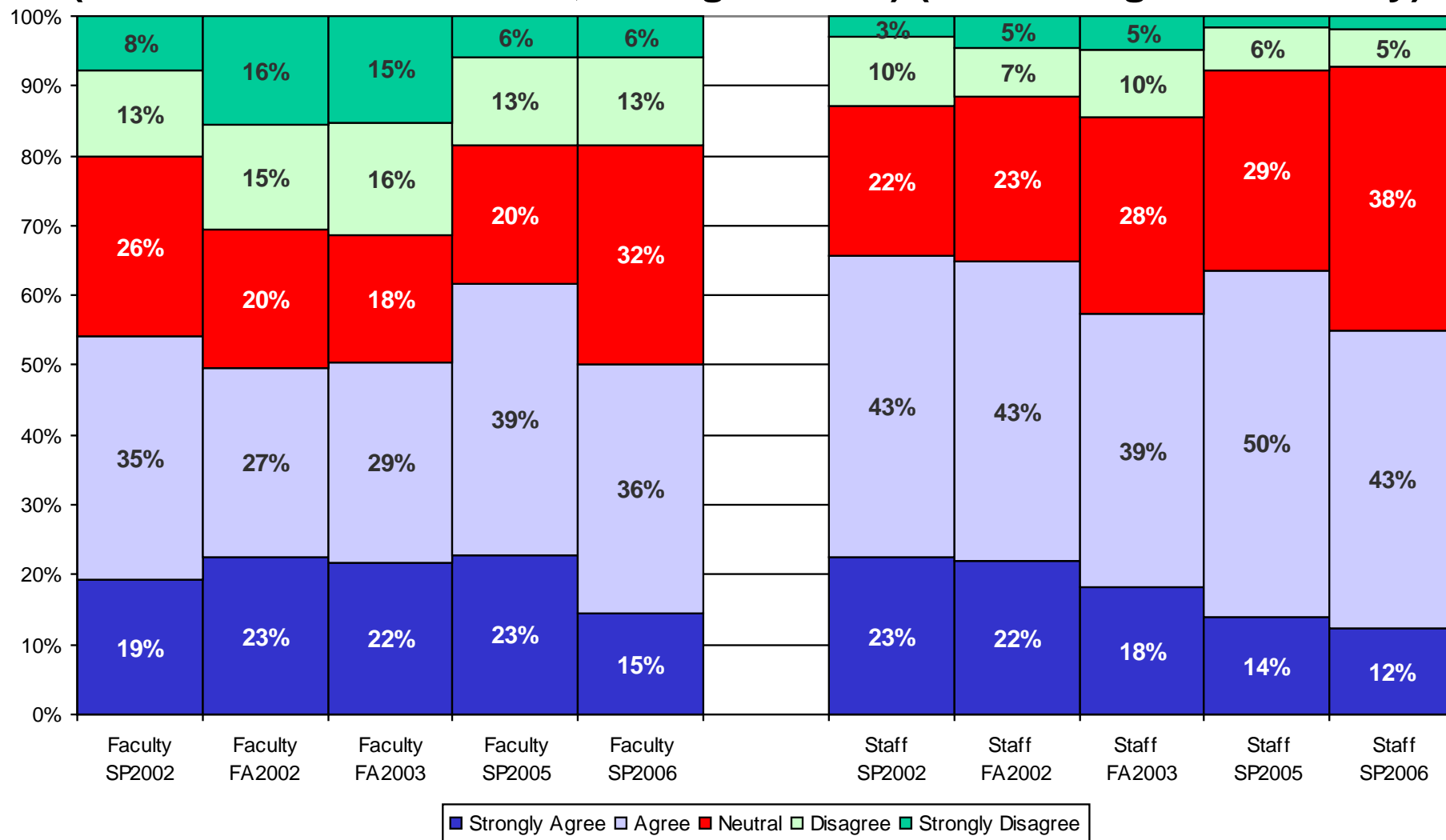


# I believe the Vice Presidents are making progress toward the University mission and goals



# I believe campus leadership is making progress toward University mission and goals

(EC and PC: Chancellors, College Deans) (DB: College Deans only)\*



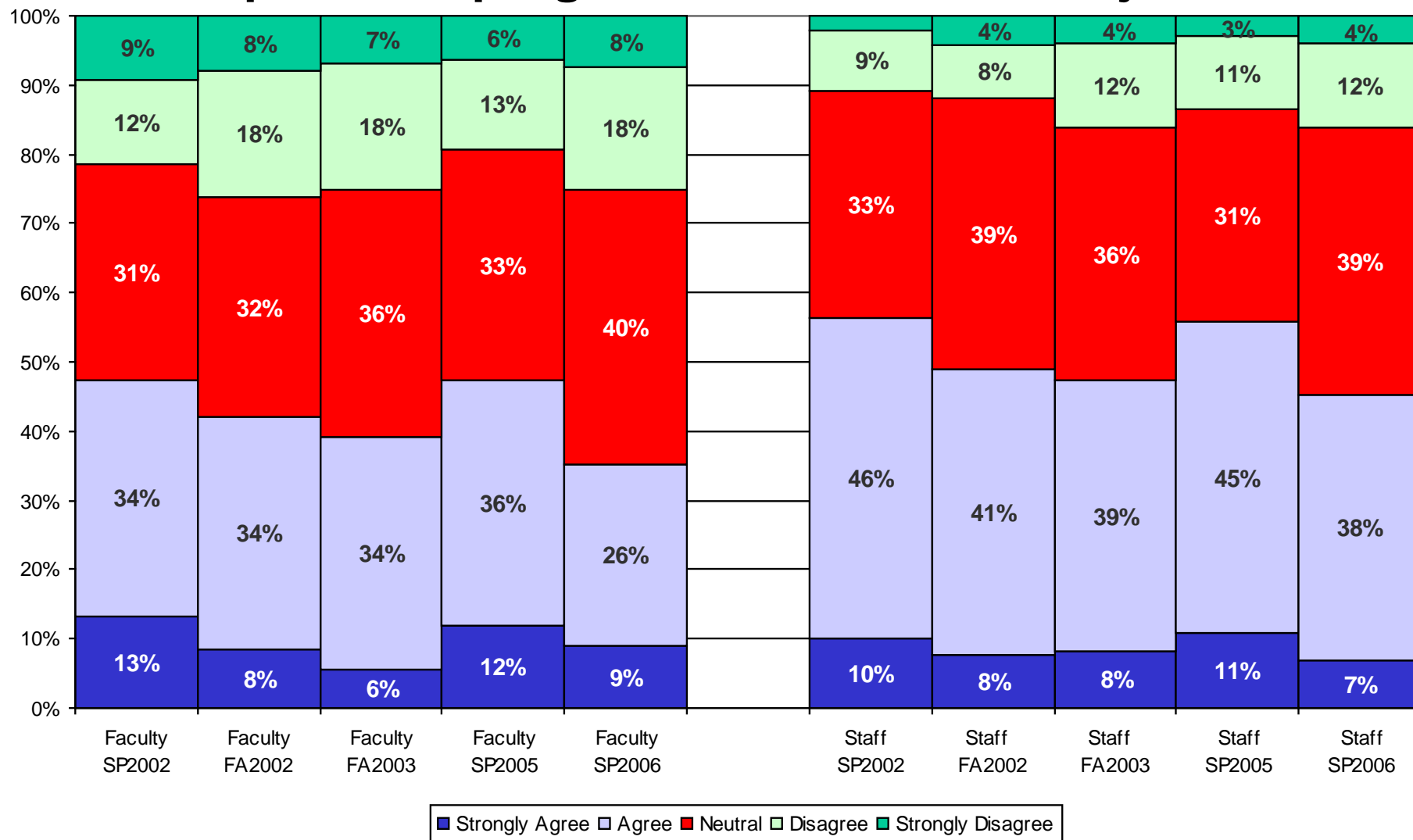
\*Reworded. SP05 version = "...University mission and goals (Chancellors, College Deans)".

FA02-FA03 version = "I have confidence in the campus leadership (Chancellors, College Deans)".

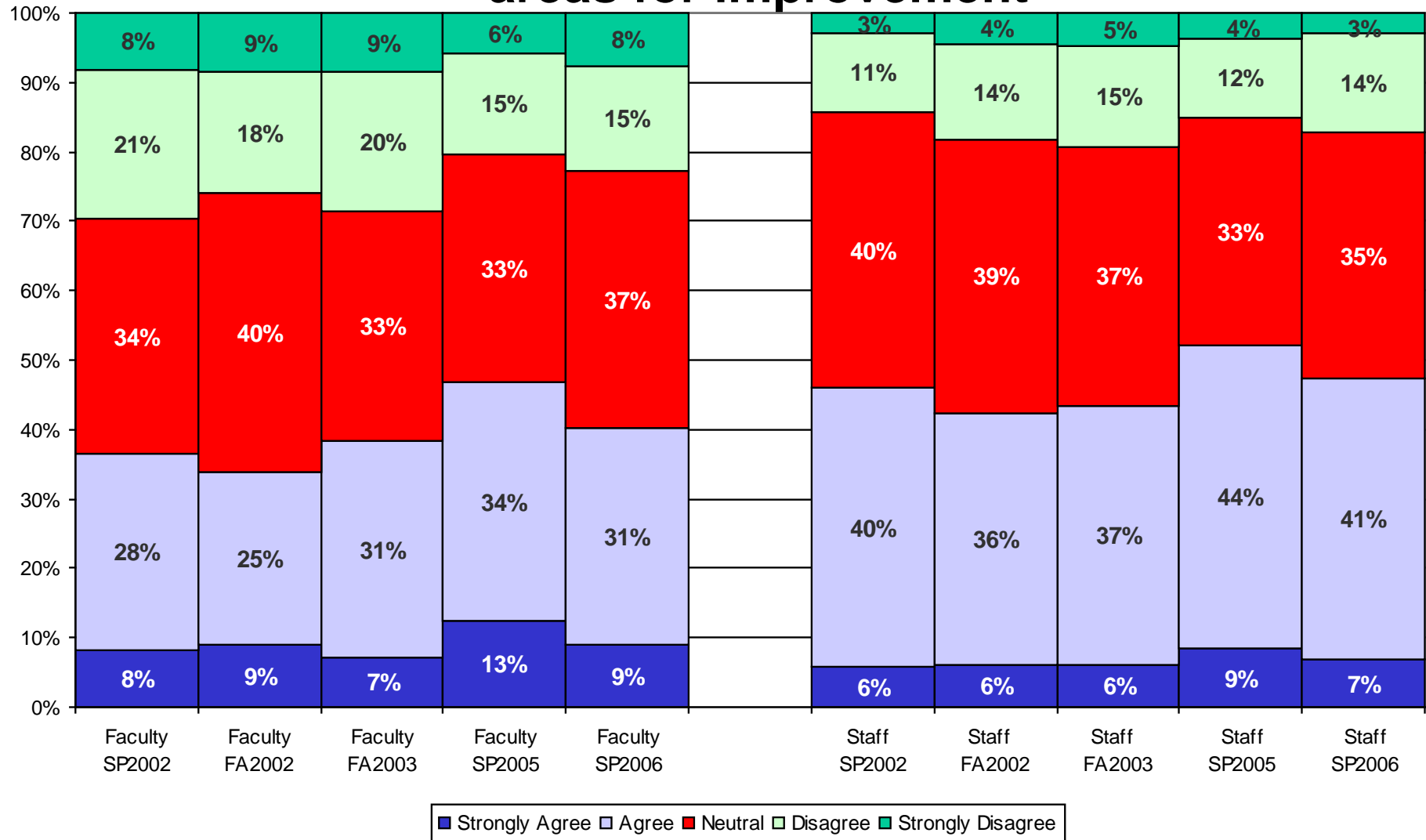
SP02 version = "I have confidence in the University leadership (President, Vice Presidents, Chancellors)".

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

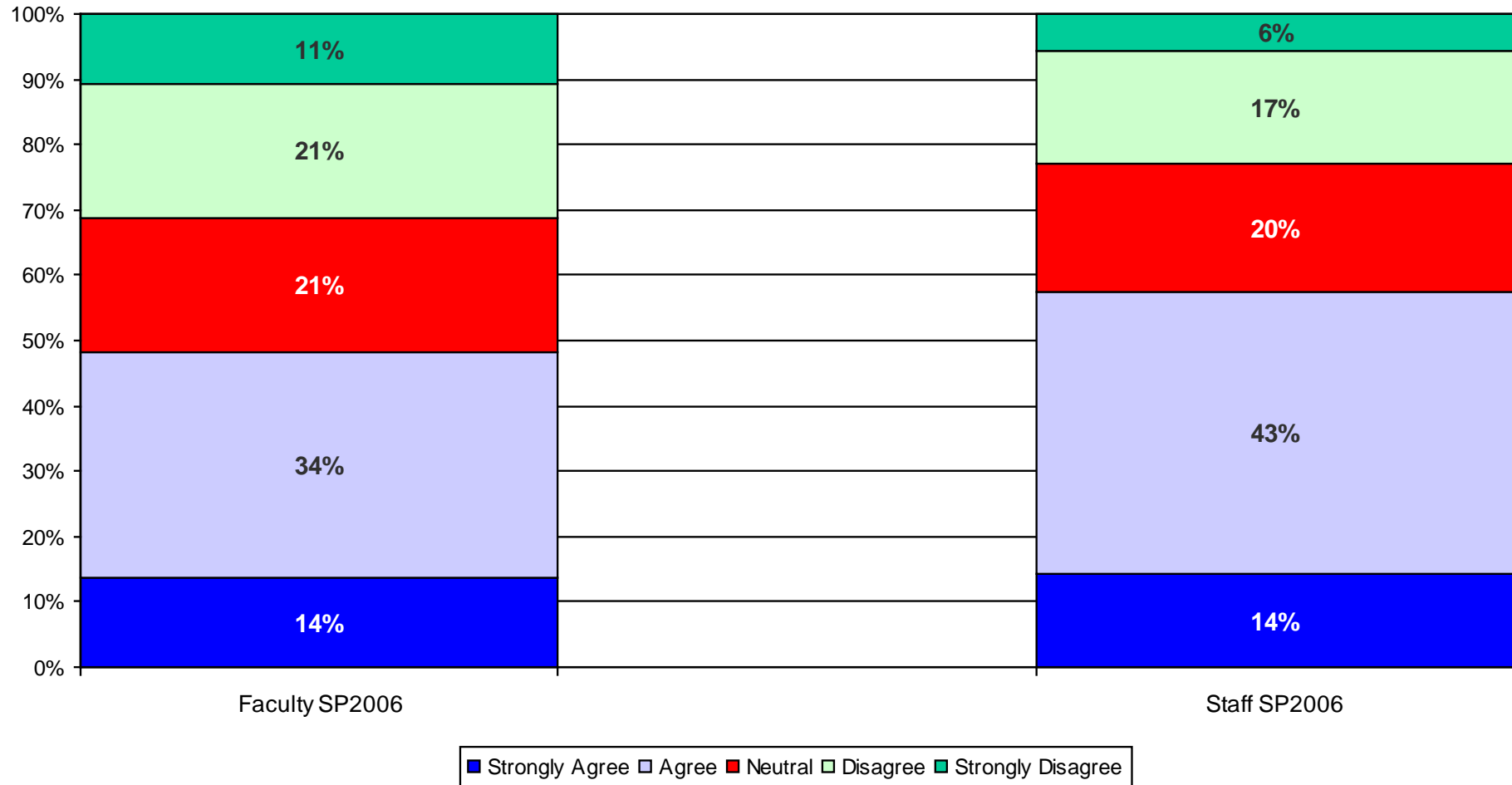


# Assessment activities assist my department/program in measuring its success and identifying potential areas for improvement

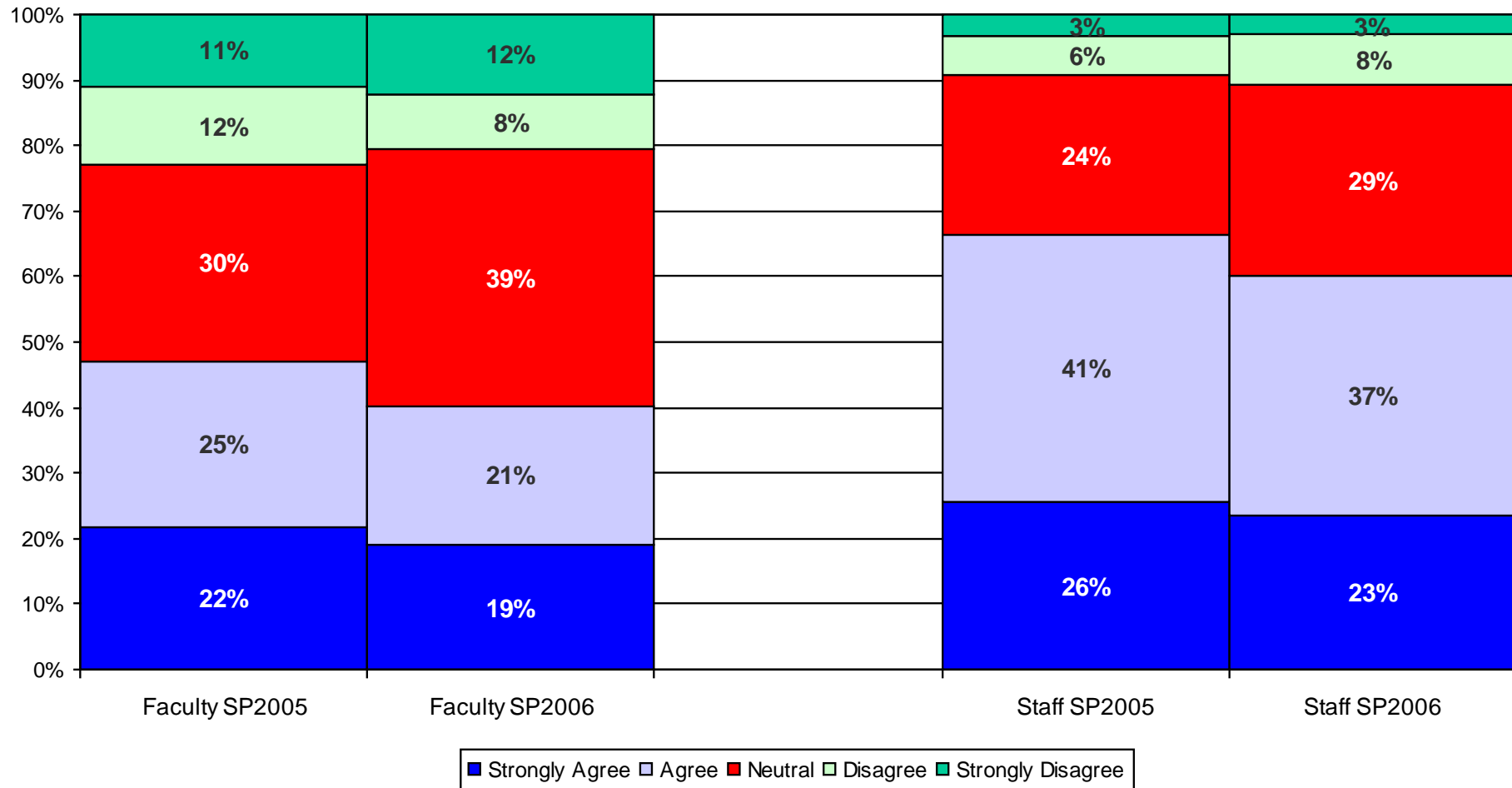




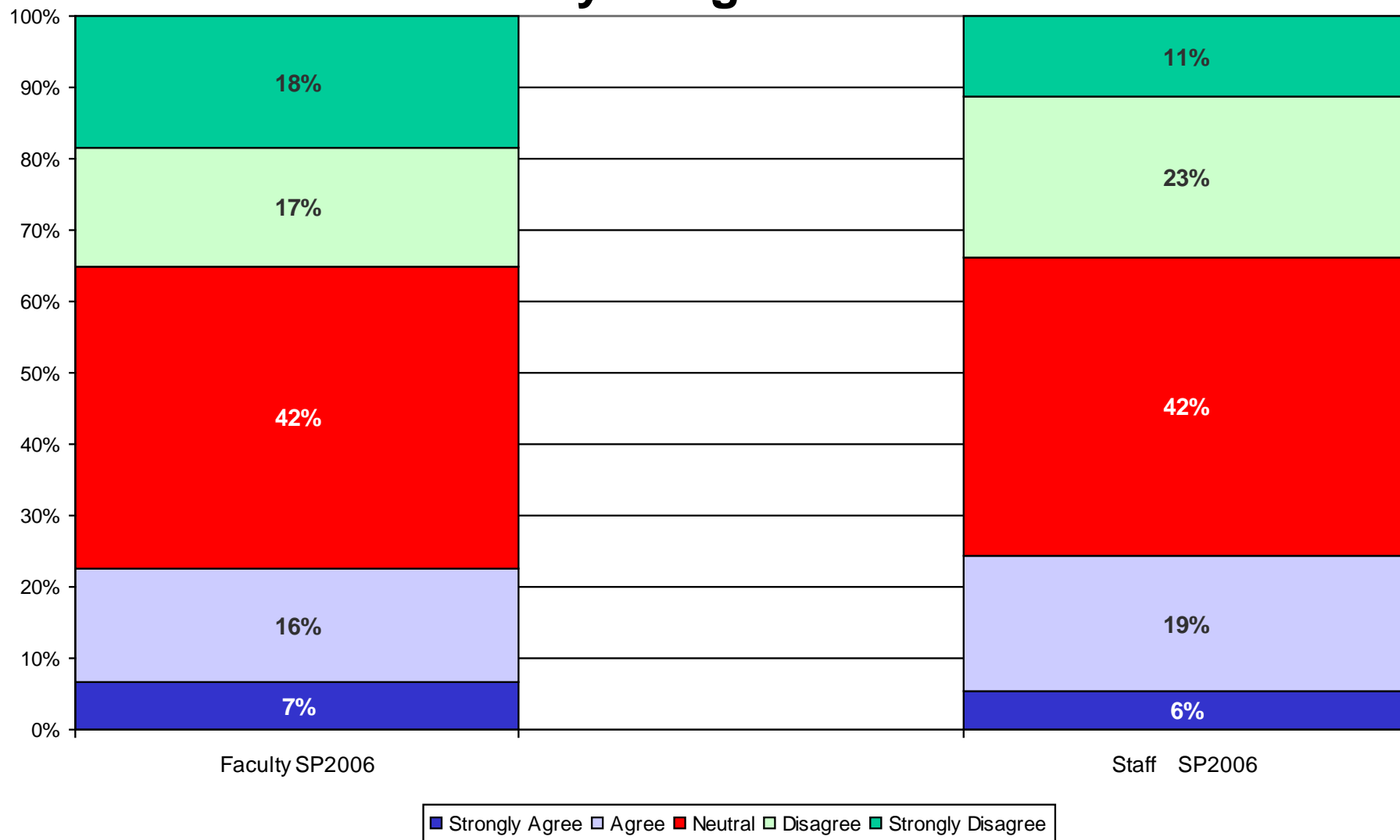
# The “One University” concept has been clearly communicated to me



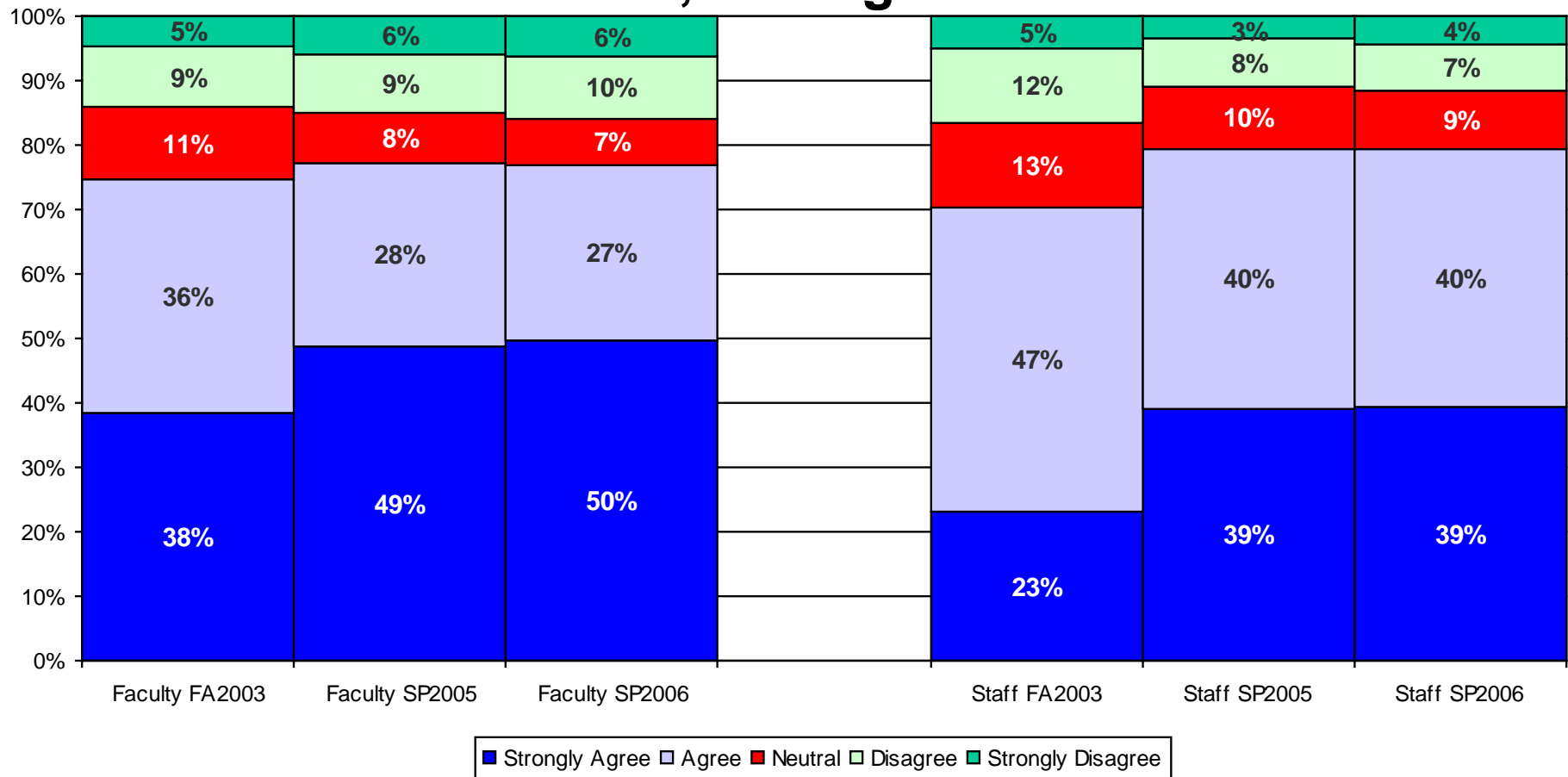
# I support the “One University” concept



# Appropriate consideration is given to all campuses when University budget allocations are made

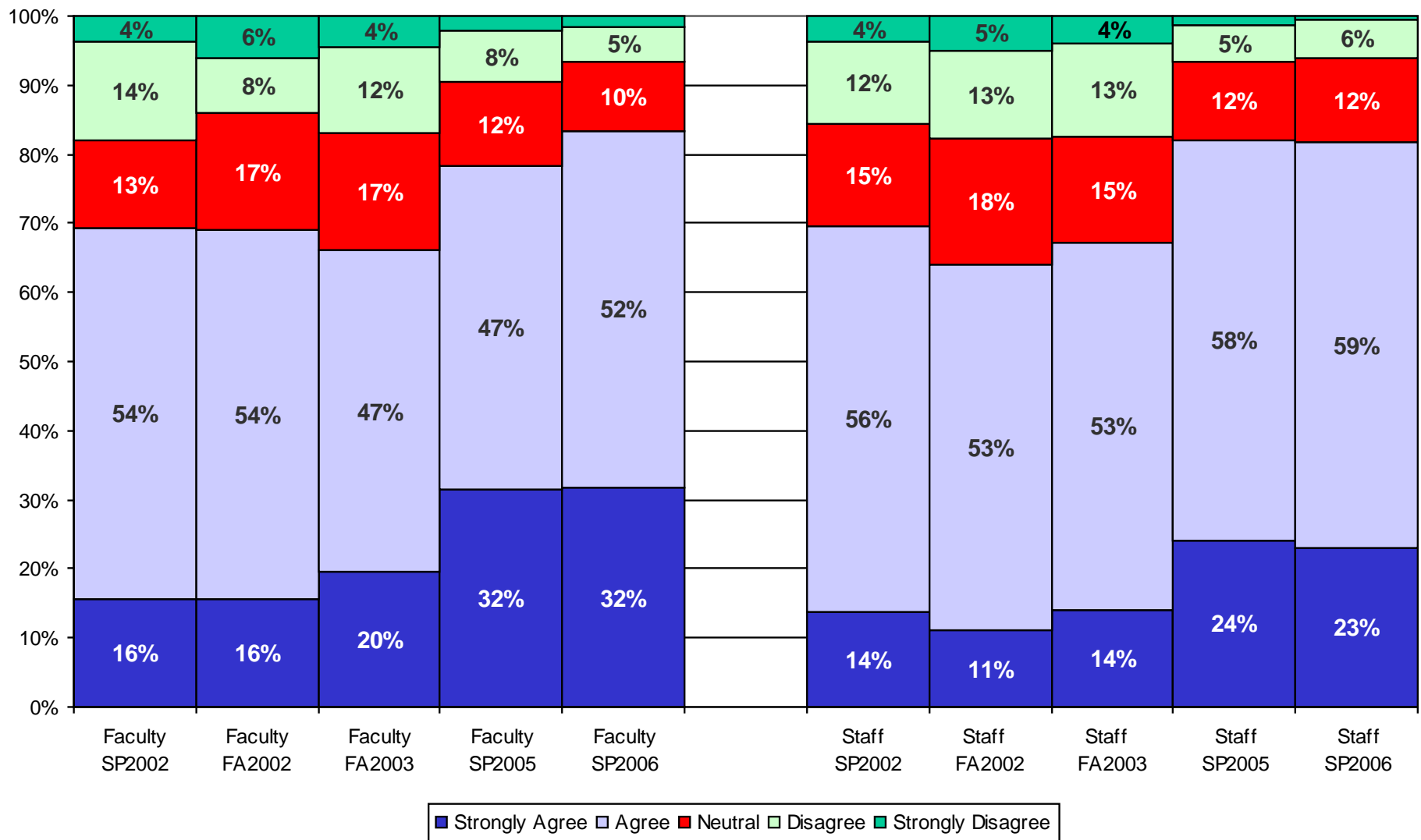


# I have not been treated differently because of my race, ethnicity, national origin, age, physical disability, economic background, sexual orientation, or religious belief\*



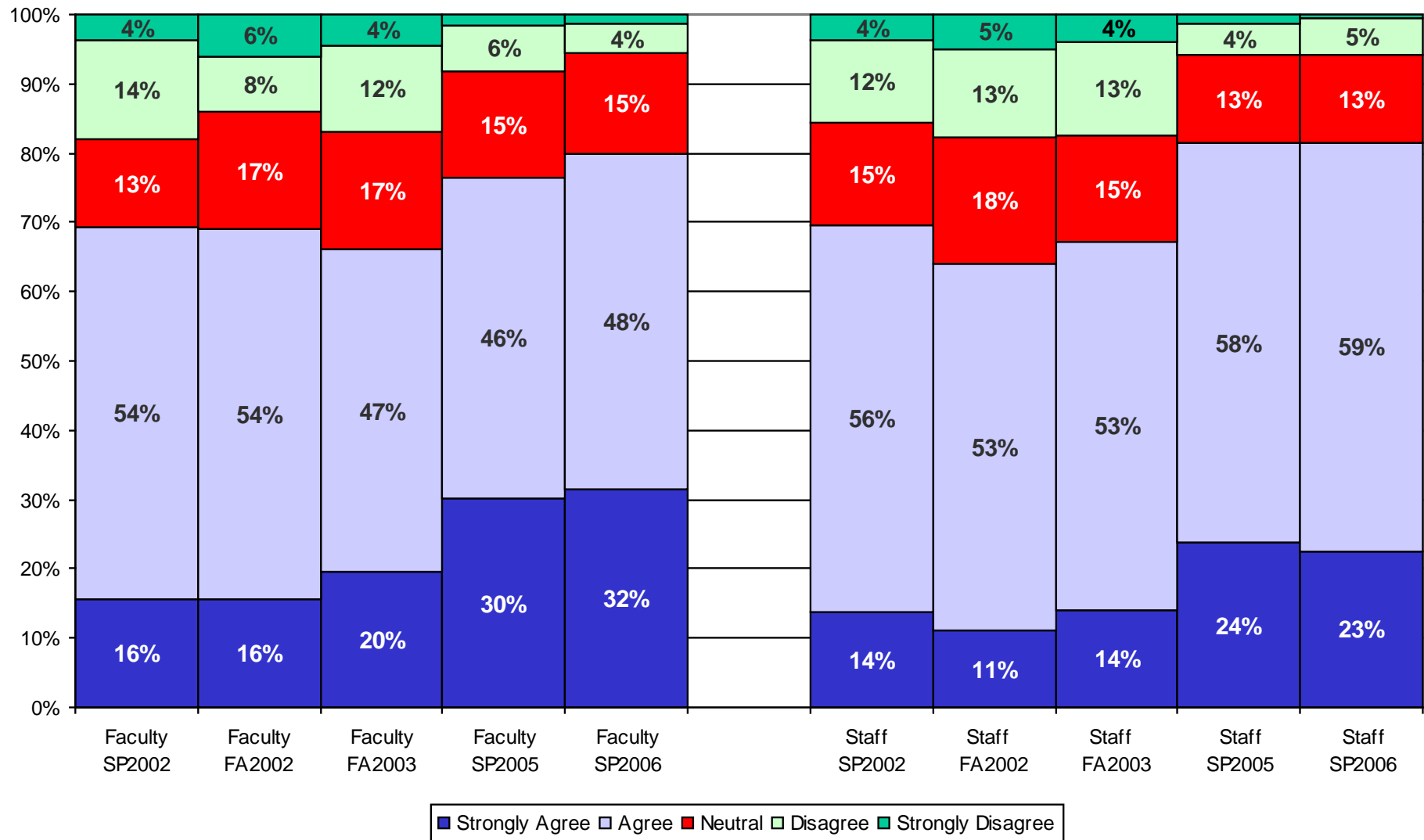
\*Reworded. FA03 version = "I have not been treated differently because of my race, gender, sexual orientation, age, or religion".

# 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".

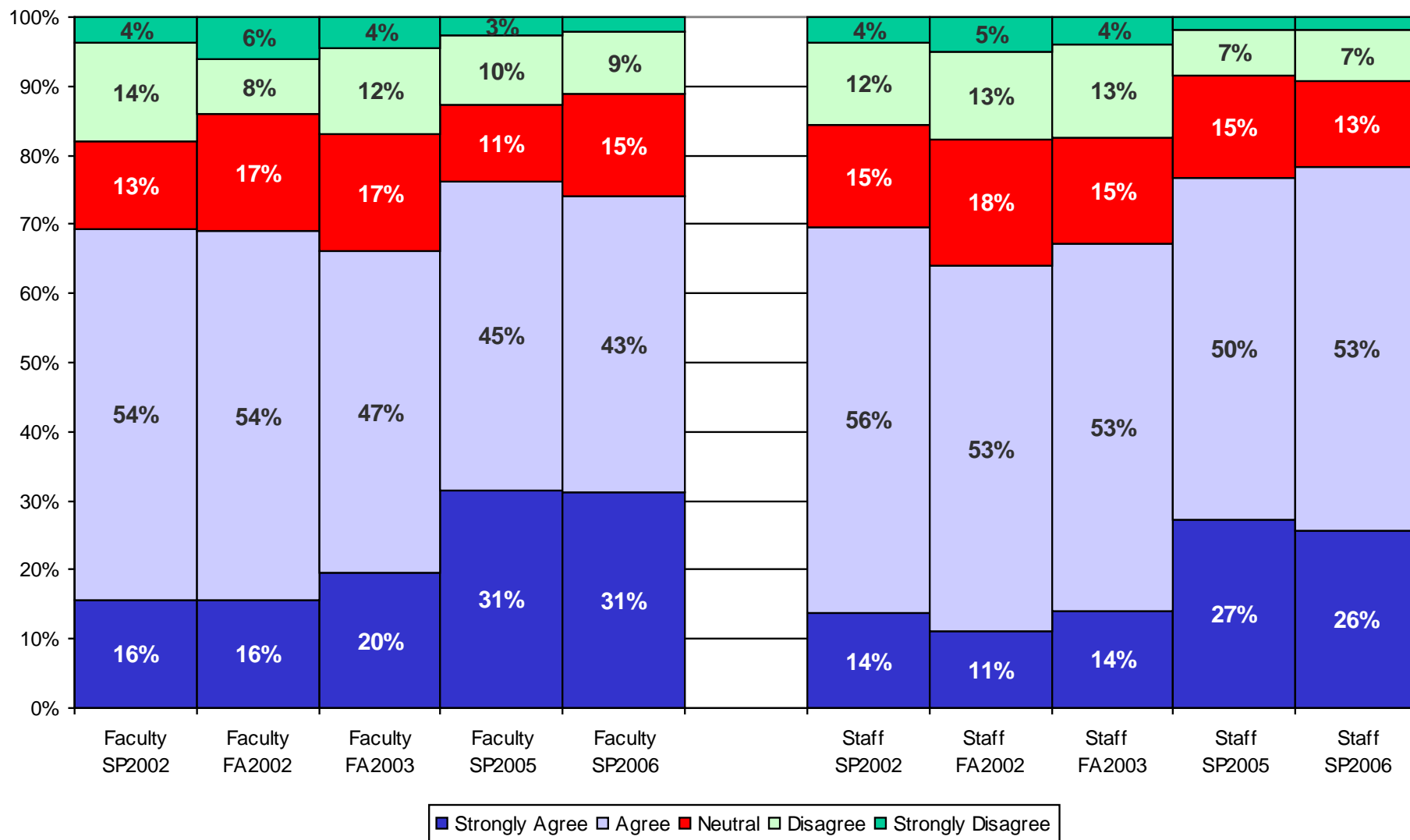
# I am kept informed of campus news and activities\*



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

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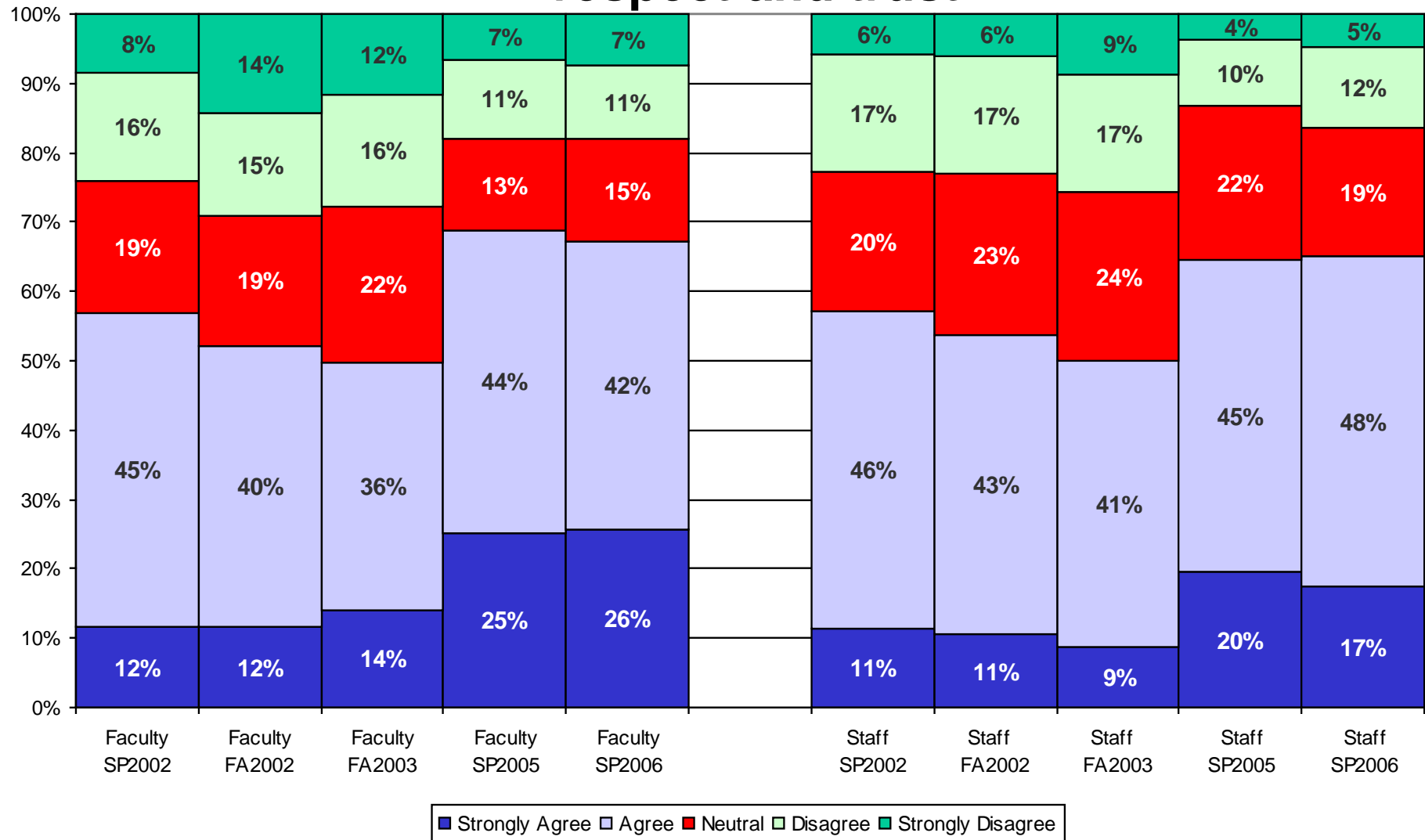
# I am kept informed of department level news and activities\*



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

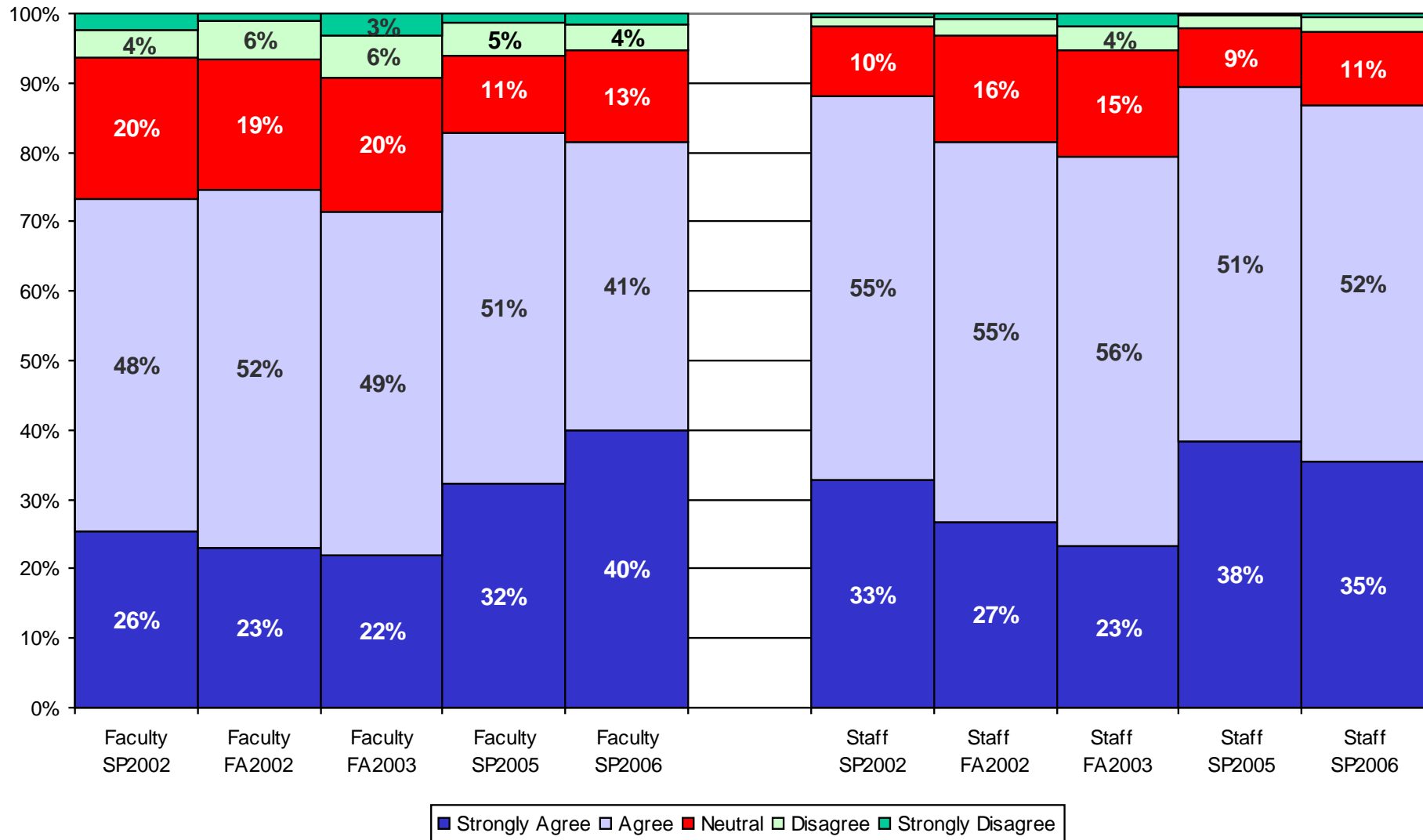
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# Embry-Riddle has a work environment of mutual respect and trust

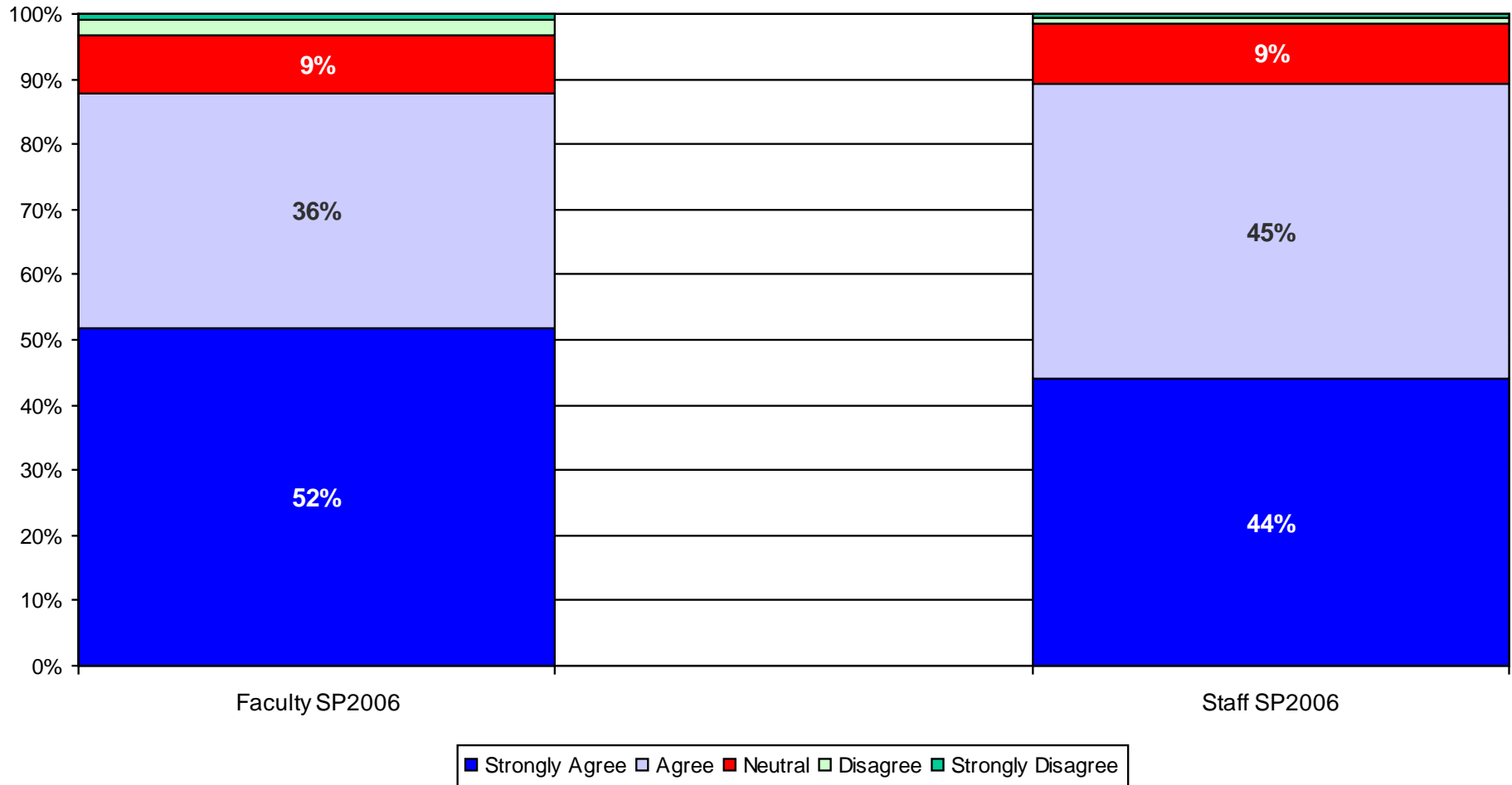




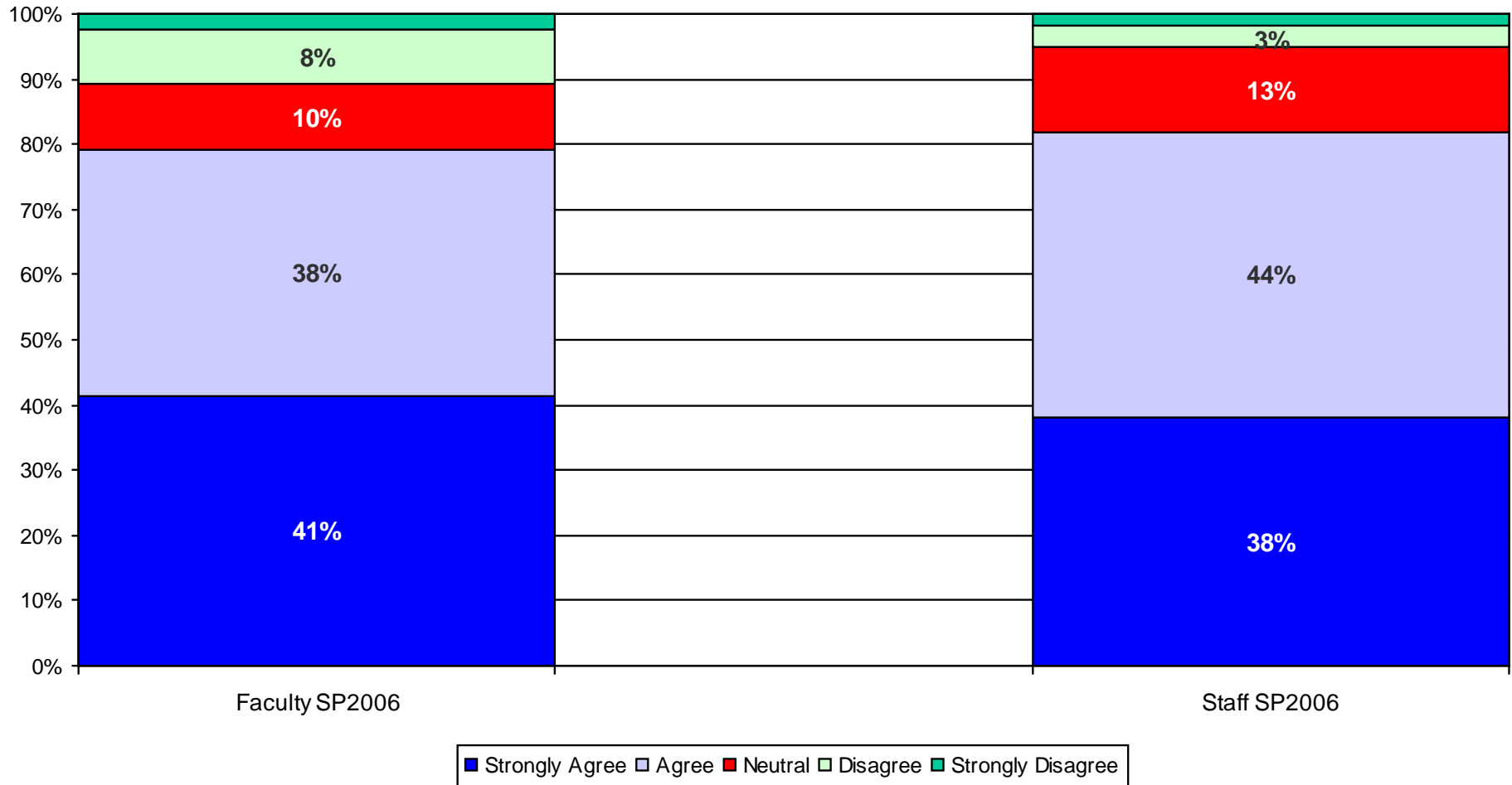
# Overall, the University is a good place to work



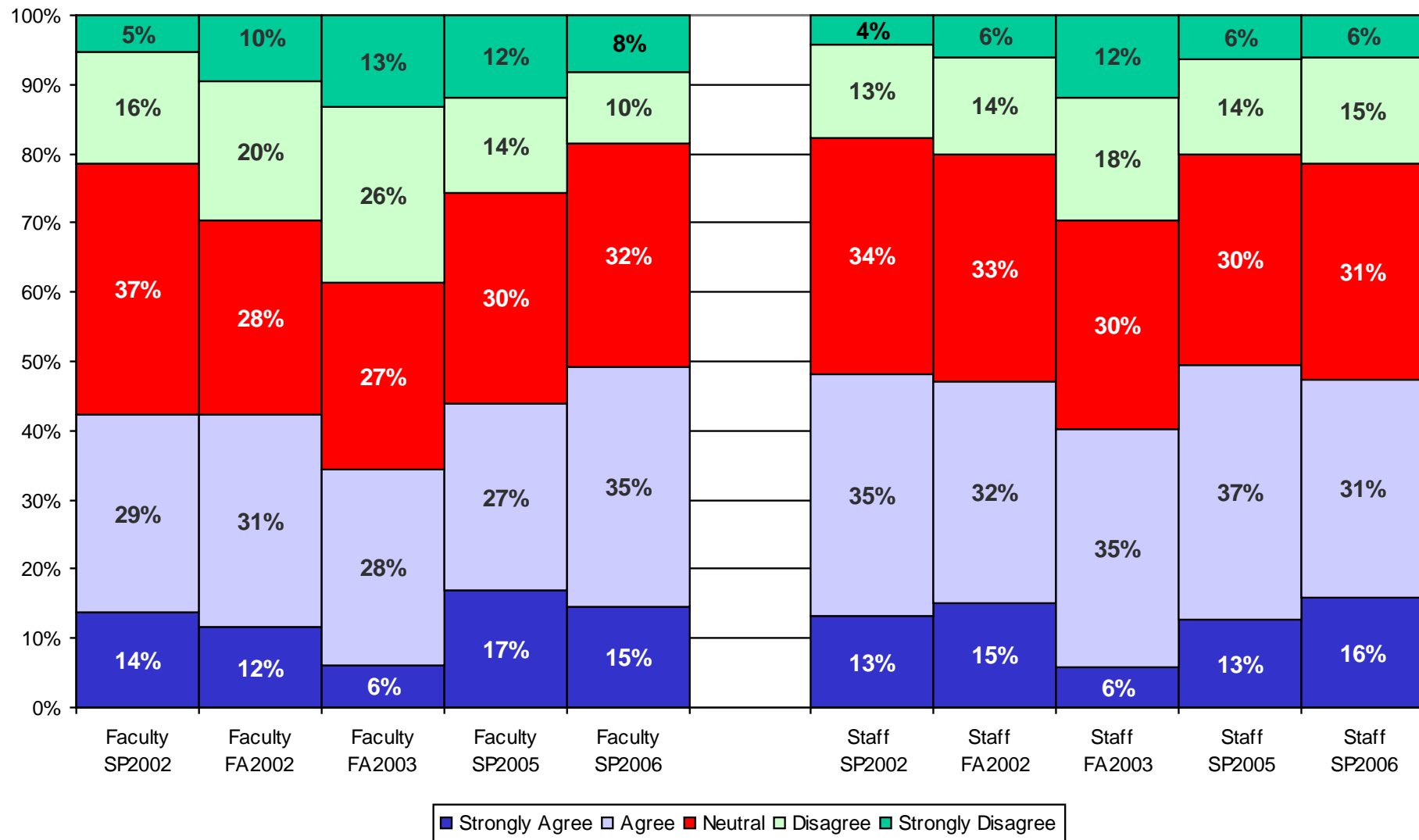
# I am proud to be associated with the University



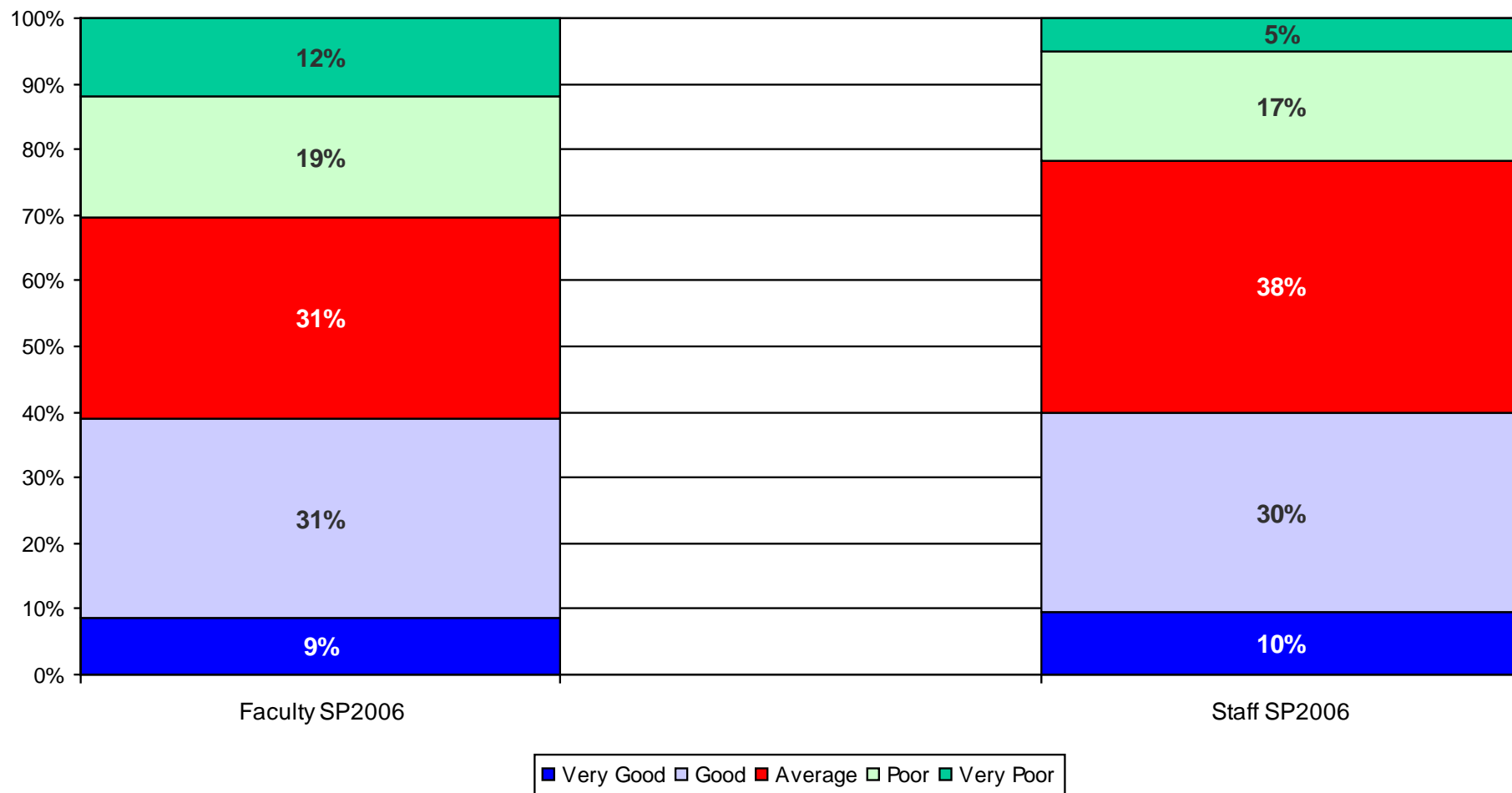
# I would recommend the University to family and friends as a place to work



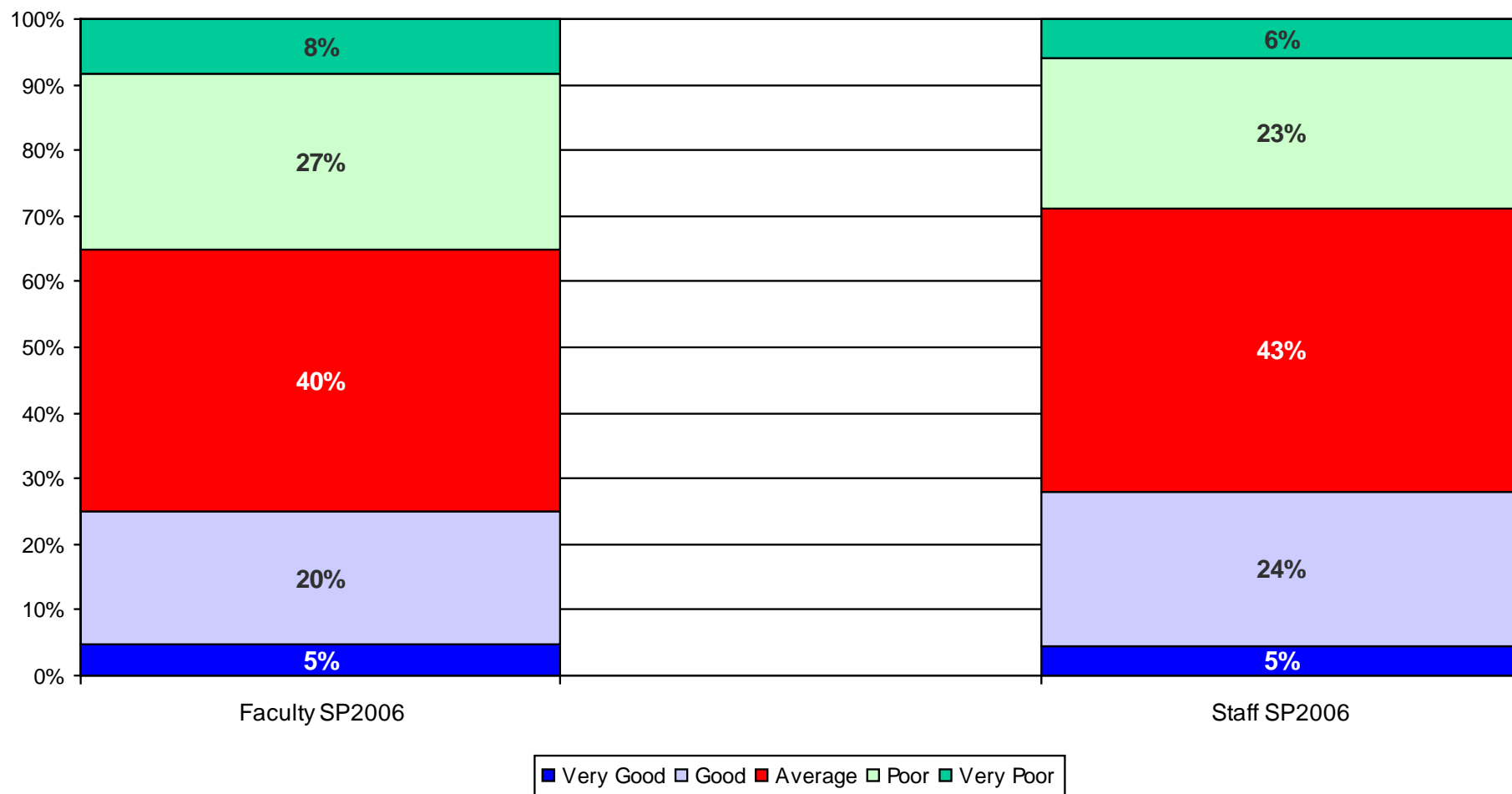
# I believe that Climate Survey results will influence decisions to improve the University



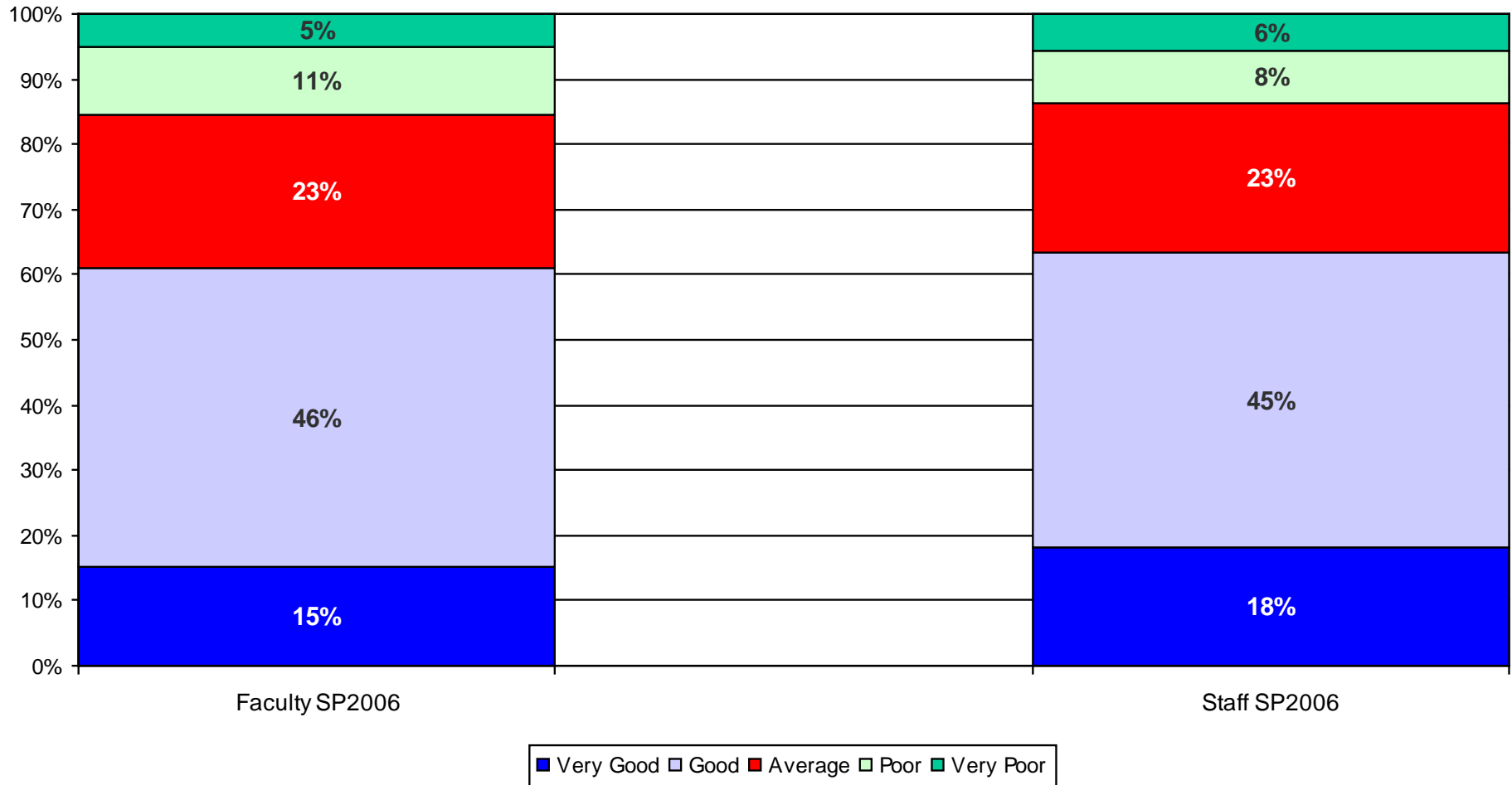
# Marketing and promotion of Embry-Riddle



# Communication among the campuses



# Overall appearance of the physical facilities of my campus/center

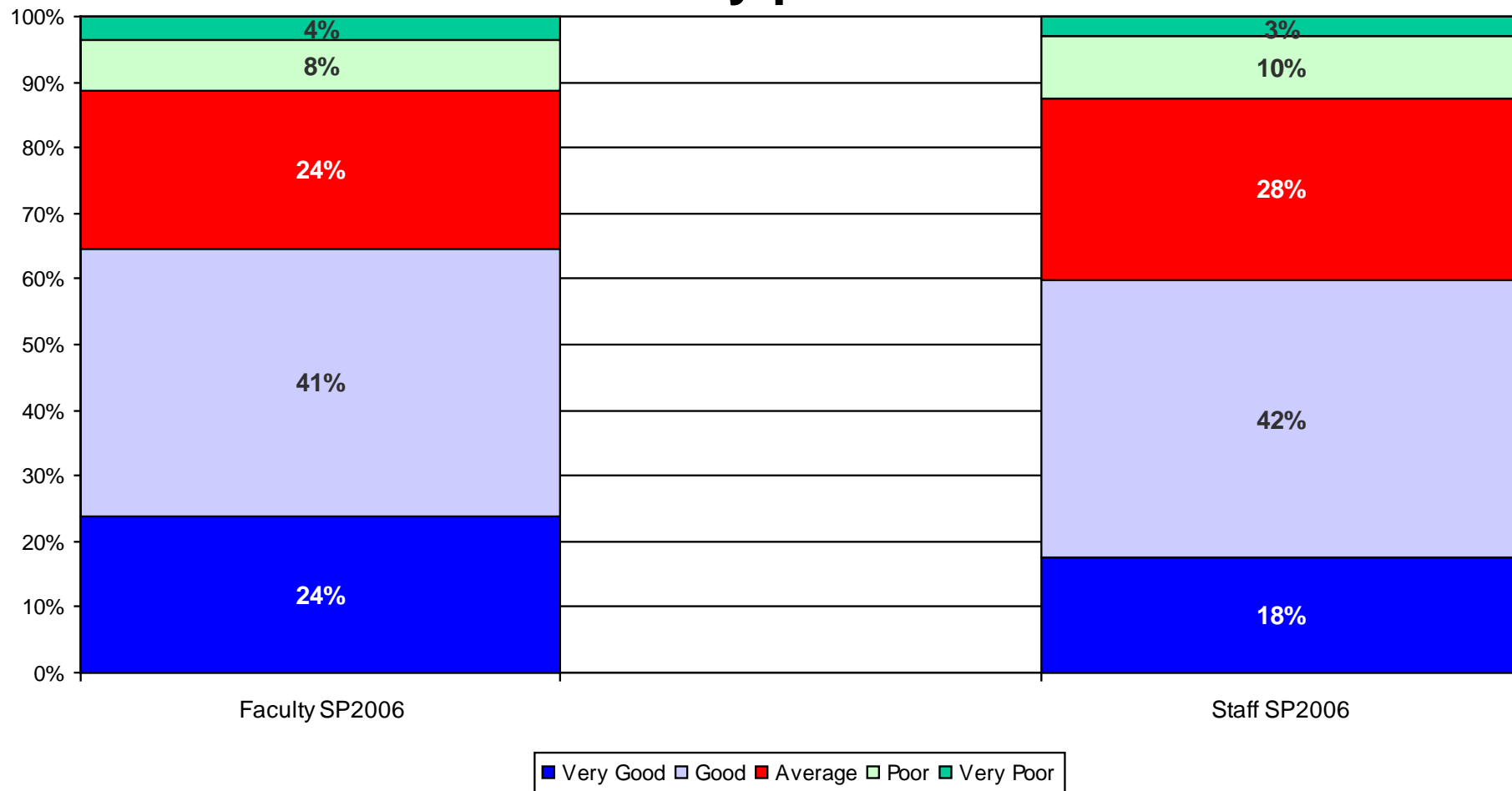


# Providing a safe and secure environment for staff and students

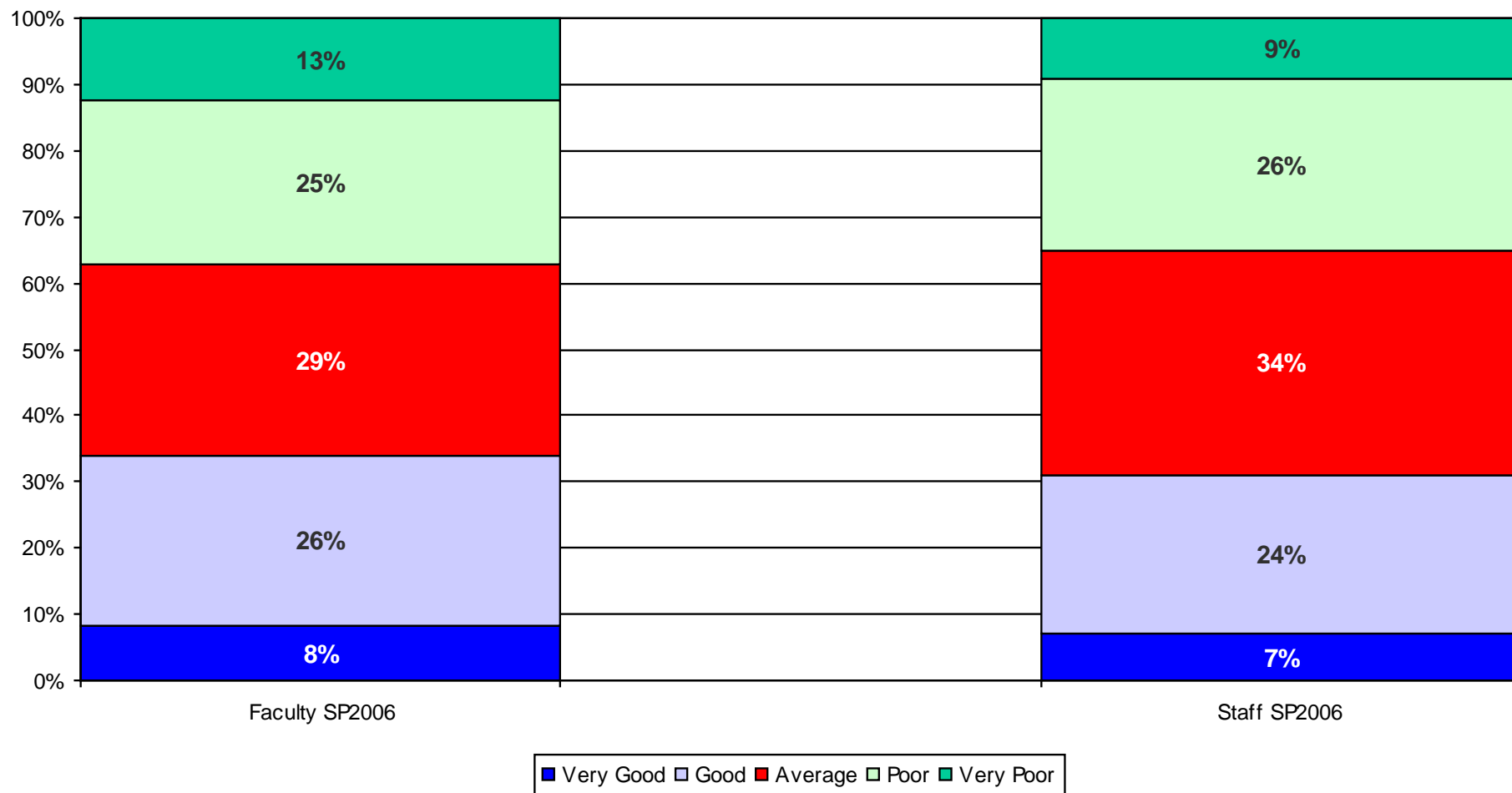




# Hiring women and other members of underrepresented groups into management and faculty positions



# The pay afforded me for my work



# The benefits available for my needs and those of my family

