

# ERAU Faculty & Staff Climate Survey Spring 2008 Results by University Division

Human Resources  
Office of Institutional Research  
March 2008

*ERAU Climate Survey, Spring 2008*

## Background

- Web-based instrument:
  - 31 “agreement” items, 8 “rating” items, 6 demographic items, 3 open-ended comment boxes
    - 5-point agreement scale: Strongly Agree to Strongly Disagree
    - 5-point rating scale: Very Good to Very Poor
- Survey accessible from 02/07/07 – 02/21/07
  - 2 email announcements:
    - Survey has begun, 02/07/07
    - Reminder survey is about to end, 02/15/07
  - All employees urged to participate (regardless of status, location, etc.)

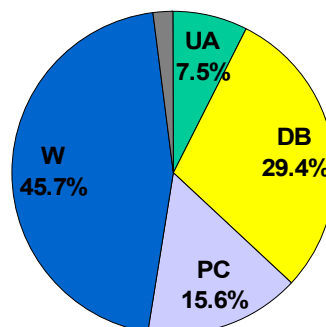
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- Changes to this version:
  - Some questions reworded/added/deleted (as noted on the charts that follow)
    - Added 4 new questions
    - Reworded 8 questions

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## Who Responded?

- Grand Total = 1035
- By Division (with estimated response rates):
  - University Administration:  
78 (35% response rate)
  - Daytona Beach Campus:  
304 (34% response rate)
  - Prescott Campus:  
161 (42% response rate)
  - Worldwide Campus:  
473 (76% response rate)
  - Not Indicated: 19



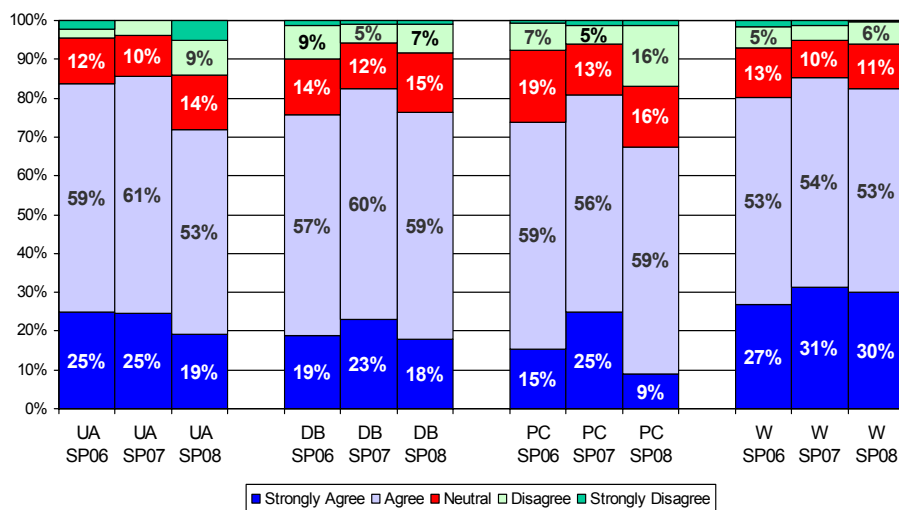
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## Trend Results: By Division

- 39 charts follow, one per question, with 35 charts displaying the side-by-side comparisons of Fall 2003, Spring 2005, Spring 2006, Spring 2007, and Spring 2008 data (when available) and 4 chart only displaying data from Spring 2008 (new question).
- Each chart displays the percent response for each category to each of the 39 opinion questions
  - 5-point agreement scale: Strongly Agree to Strongly Disagree
  - 5-point rating scale: Very Good to Very Poor
- See data tables for breakouts within campus division

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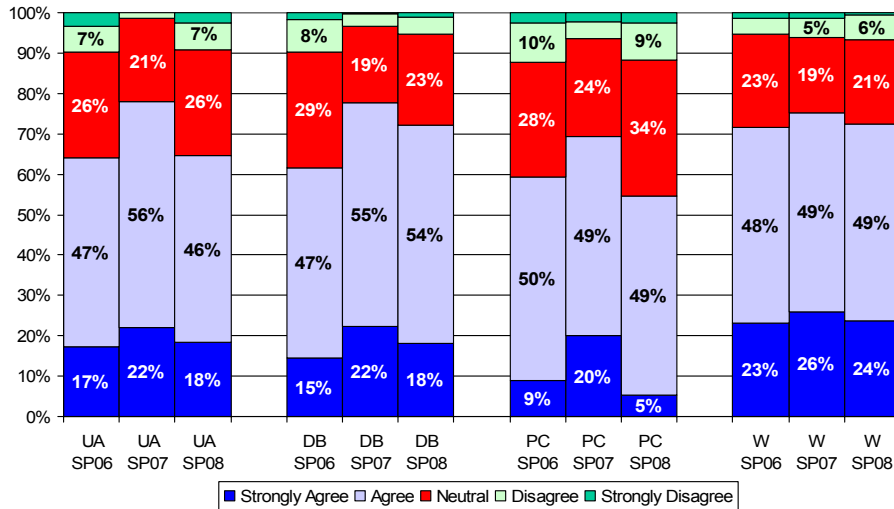
### Embry-Riddle's major goals and directions have been clearly communicated to me\*



\*Reworded. SP07 version = "Embry-Riddle's mission, goals, and vision have been clearly communicated to me".

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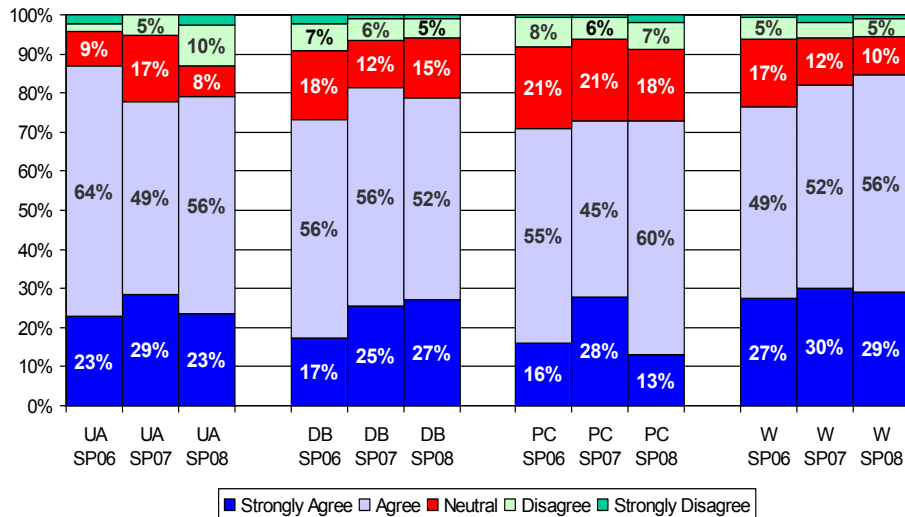
## I believe Embry-Riddle's major goals and directions are the right ones for the organization at the current time\*



\*Reworded. SP07 version = "I believe Embry-Riddle's mission, goals, and vision are the right ones for the organization at the current time".

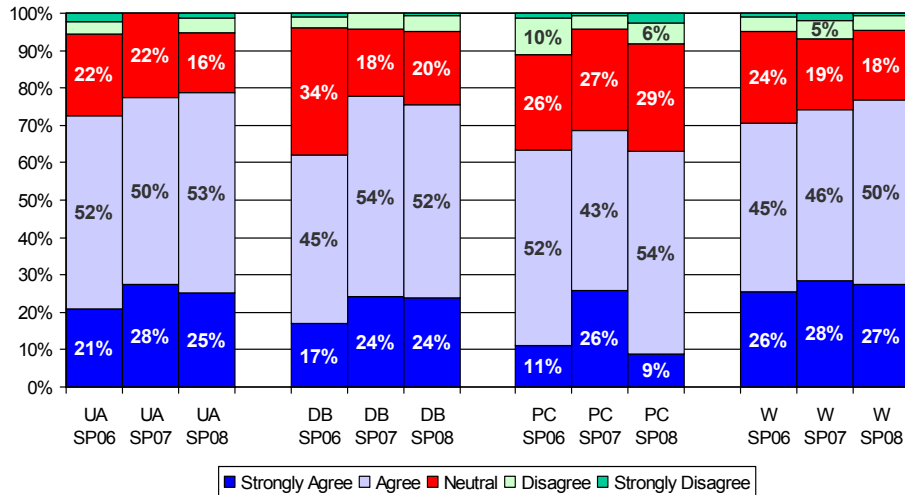
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## Embry-Riddle's values have been clearly communicated to me



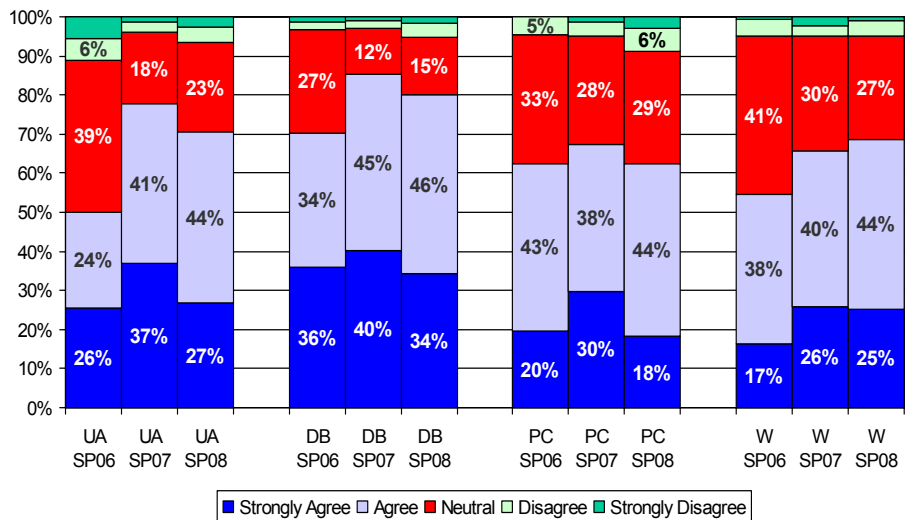
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## I believe Embry-Riddle's values are the right ones for the organization at the current time



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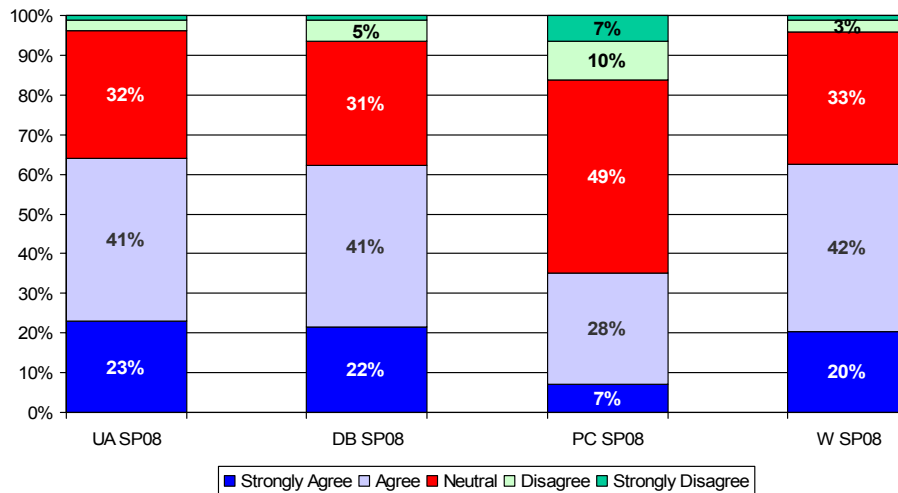
## I believe the President is doing a good job\*



\*Reworded. SP06 version = "I believe the Interim President is making progress toward the University mission and goals".

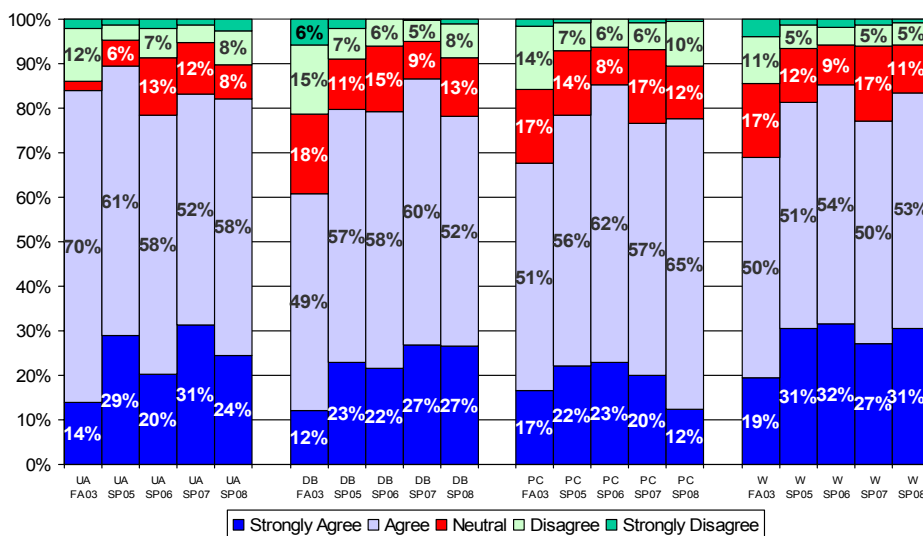
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## I believe the Provost is doing a good job



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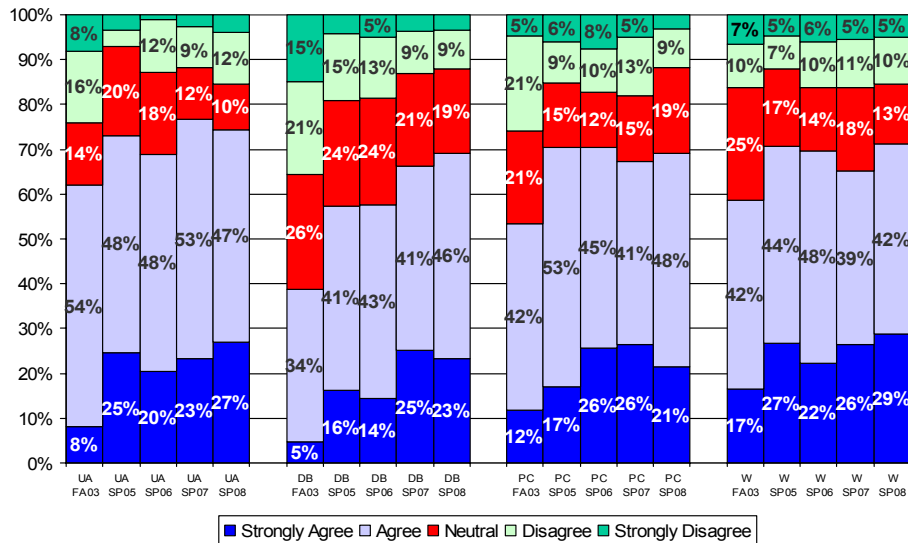
## I am kept informed of University news and activities\*



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

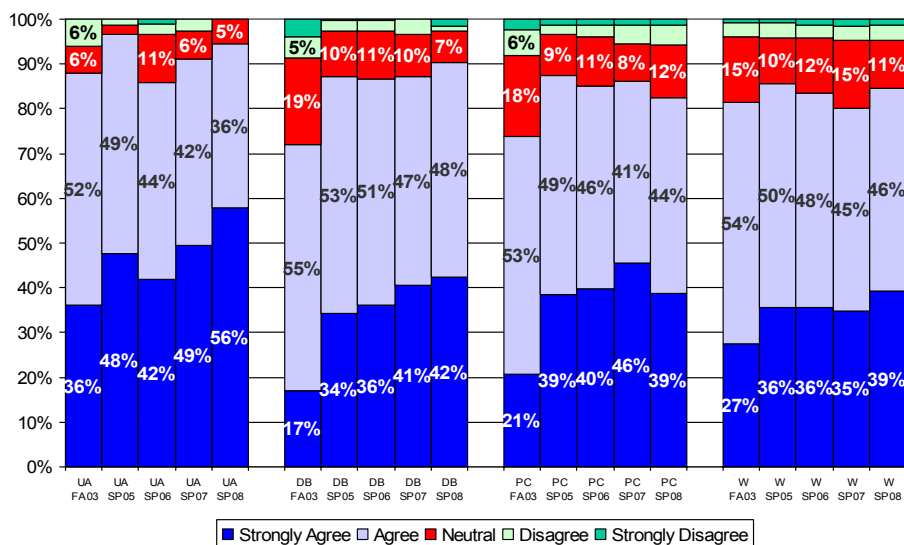
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## Embry-Riddle has a work environment of mutual respect and trust



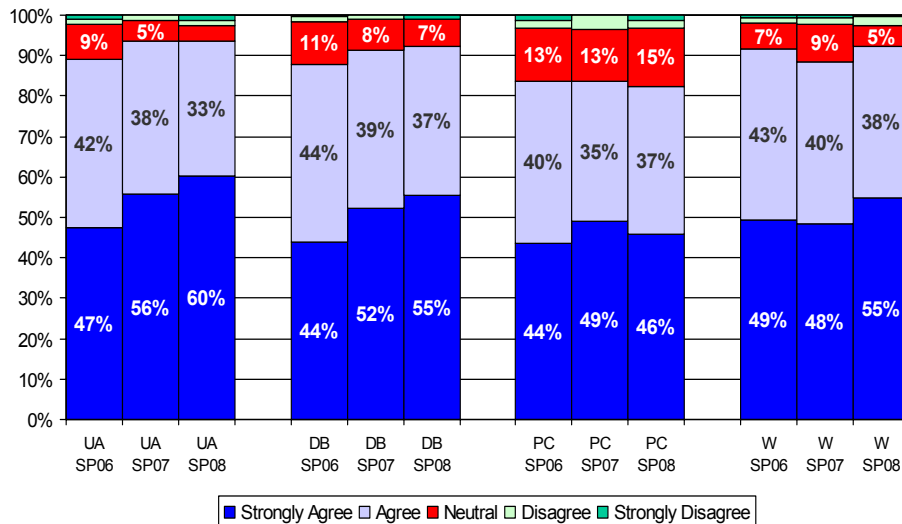
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## Overall, the University is a good place to work



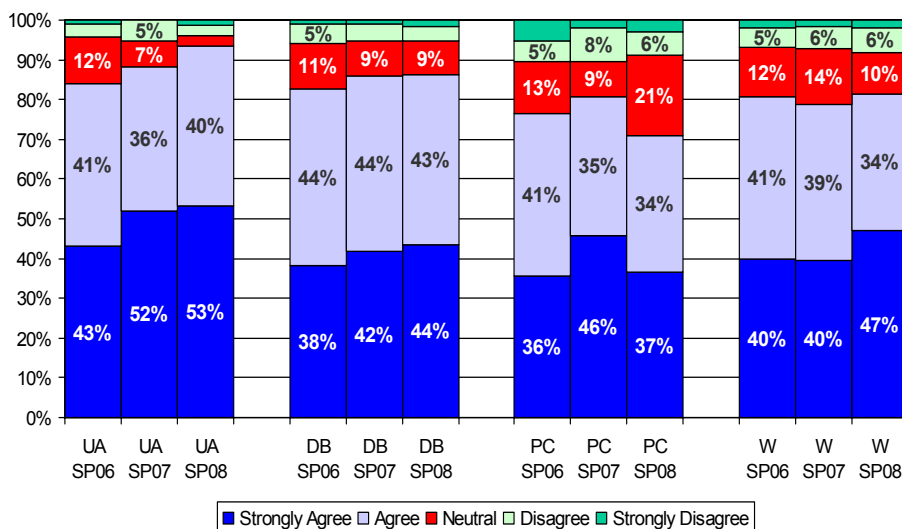
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## I am proud to be associated with the University



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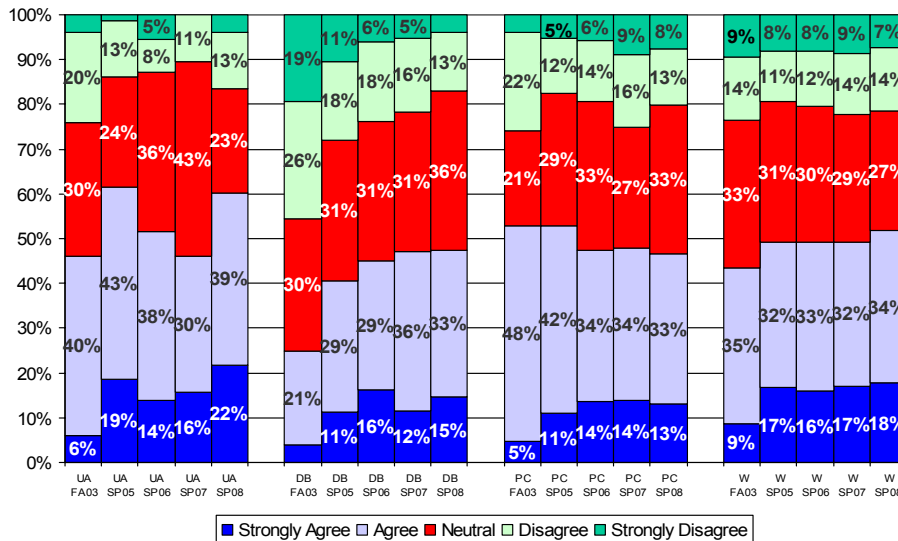
## I would recommend the University to family and friends as a place to work



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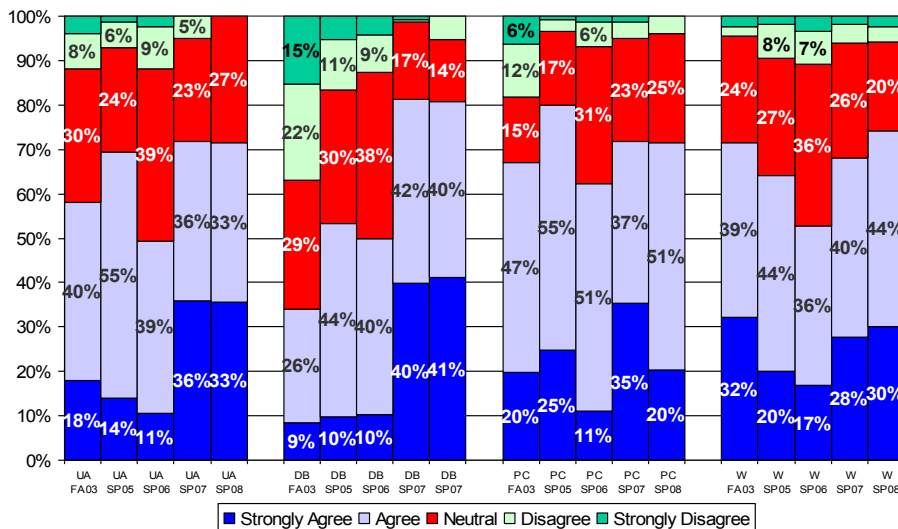


## I believe that Climate Survey results will influence decisions to improve the University



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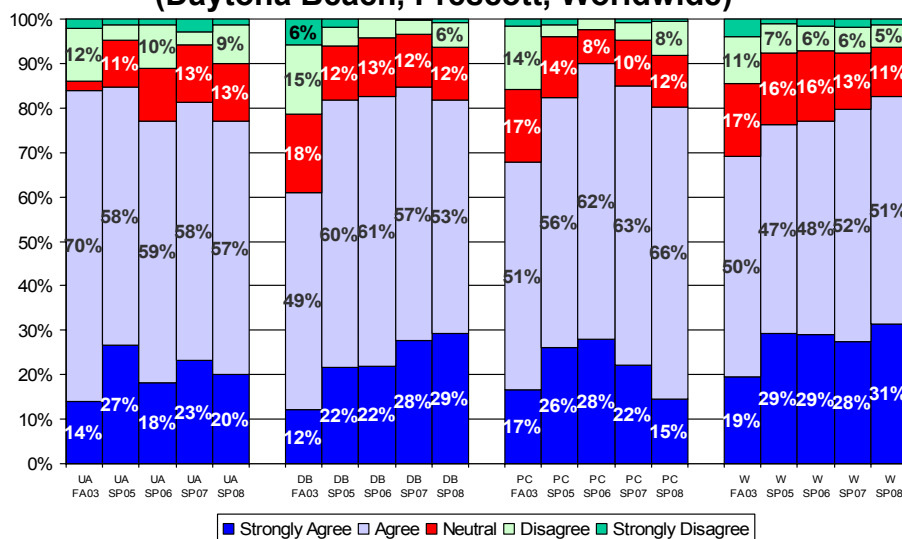
## I believe my Chancellor is doing a good job \*



\*Reworded. SP06 version = "I believe campus leadership is making progress toward the 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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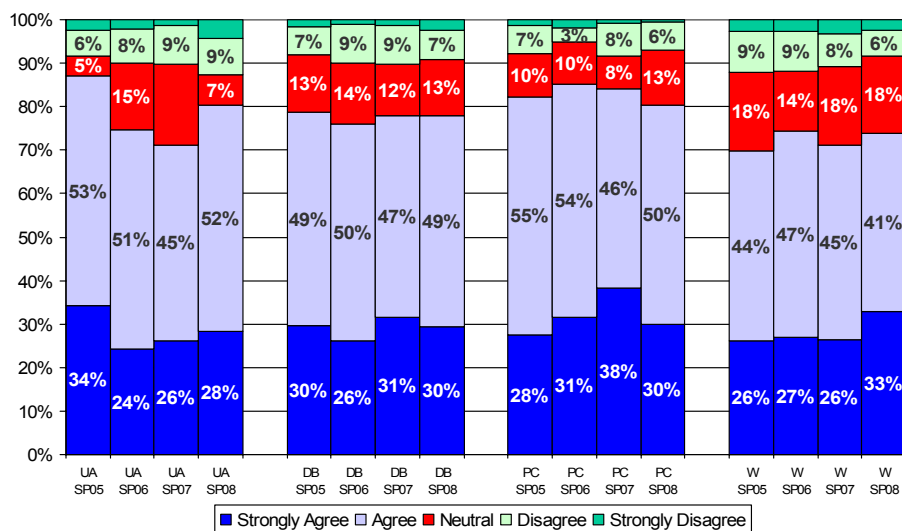
## I am kept informed of news and activities at my campus (Daytona Beach, Prescott, Worldwide)\*



\*Reworded. SP 07 version = "I am kept informed of campus news and activities". 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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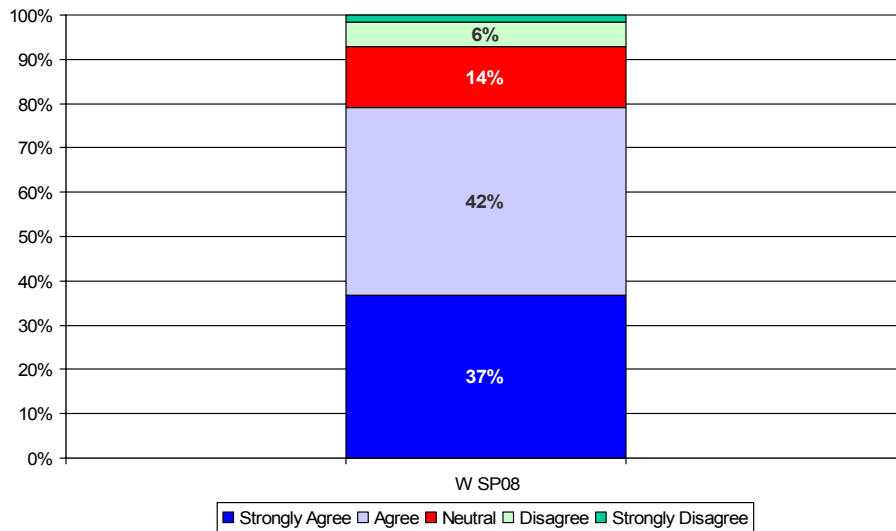
## I am kept informed of department level news and activities (Worldwide field personnel: skip this question)\*



\*Reworded. SP07 version = "I am kept informed of department level news and activities".

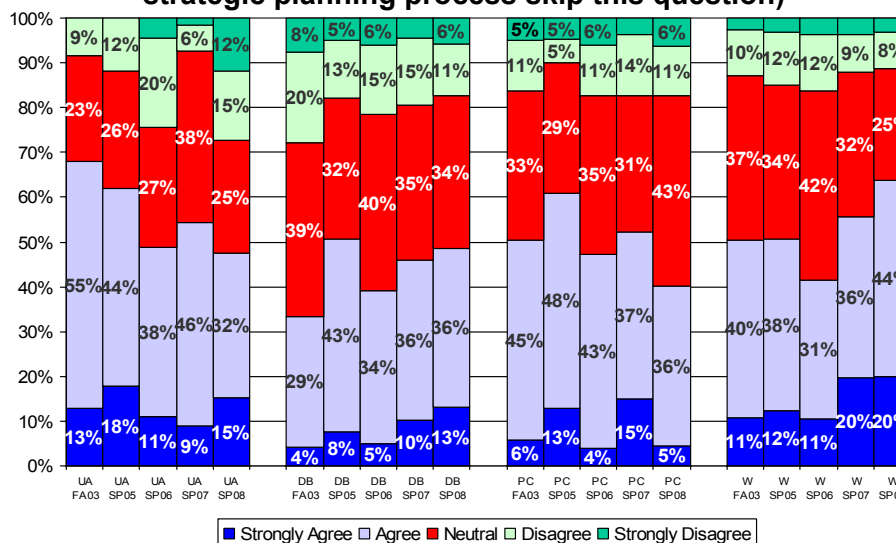
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### I am kept informed of news and activities at my campus location (Worldwide field personnel only)



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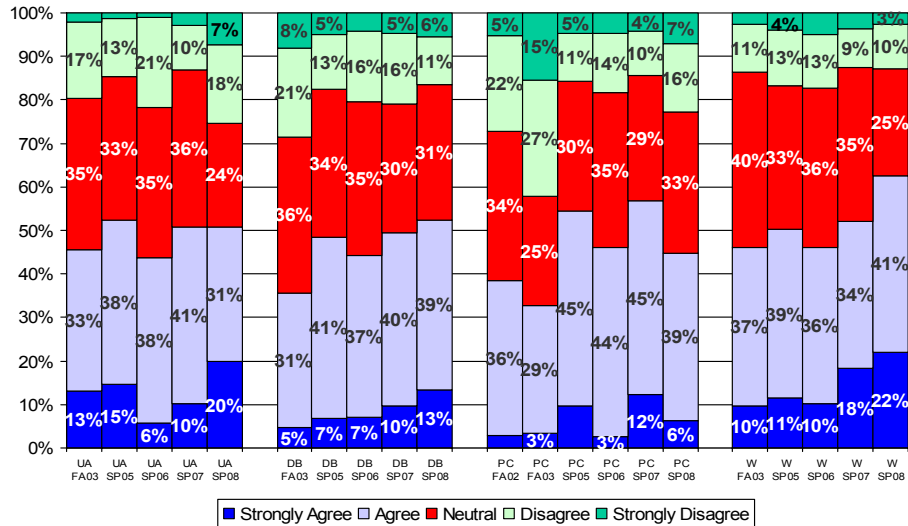
### Strategic planning assists in setting my department/program's direction and objectives (If you are unaware of ERAU's strategic planning process skip this question)\*



\*Reworded. SP07 version = "Strategic planning assists in setting my department/program's direction and objectives".

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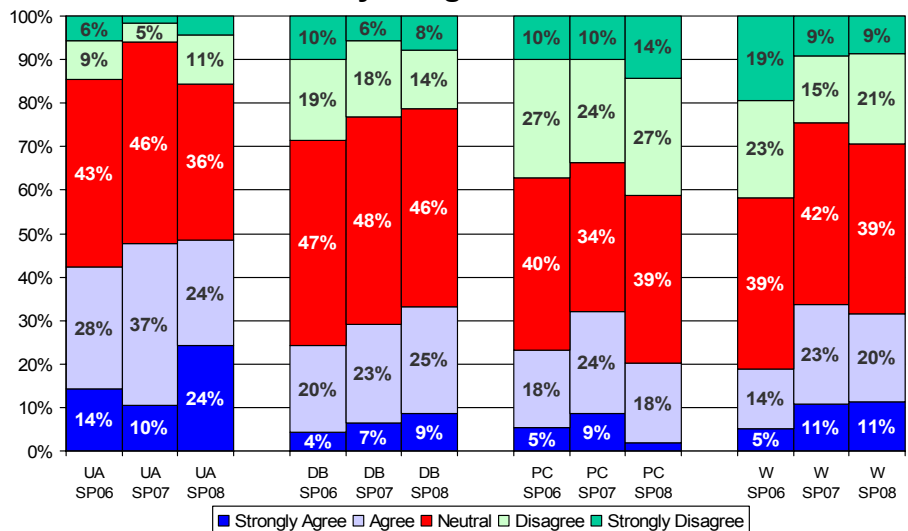
**Assessment assists in measuring/improving my department (If you are unaware of ERAU's strategic planning process skip this question)\***



\*Reworded. SP07 version = "Assessment activities assist my department/program in measuring its success and identifying potential areas for improvement".

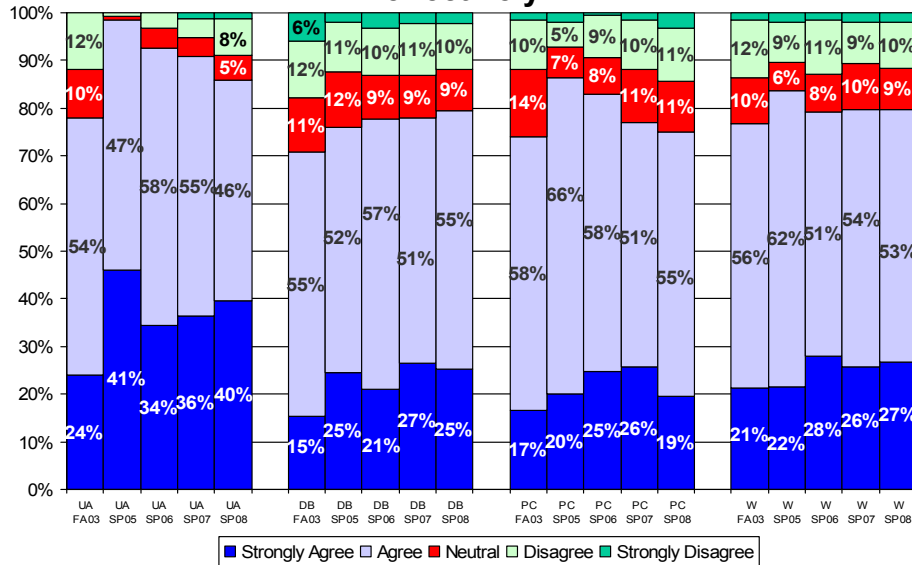
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**Appropriate consideration is given to all campuses when University budget allocations are made**



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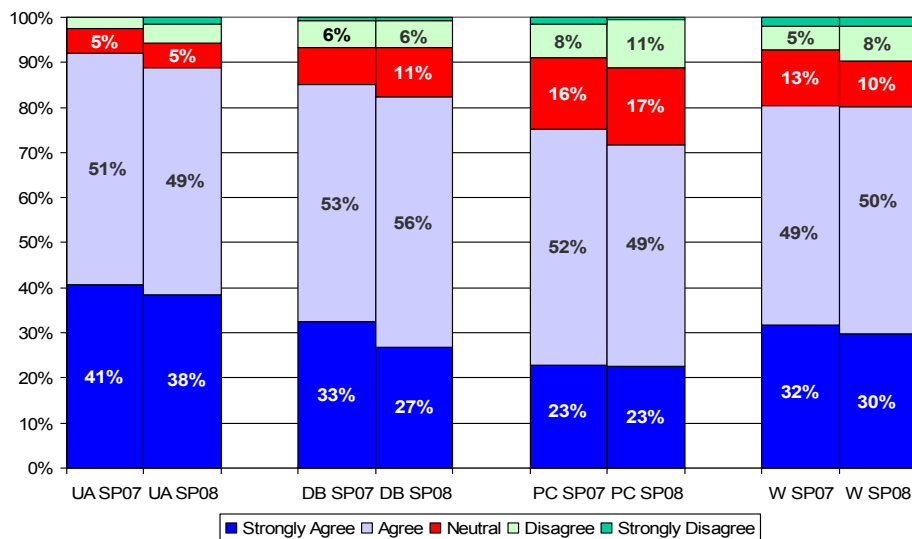
## I have the materials and equipment to do my work effectively\*



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

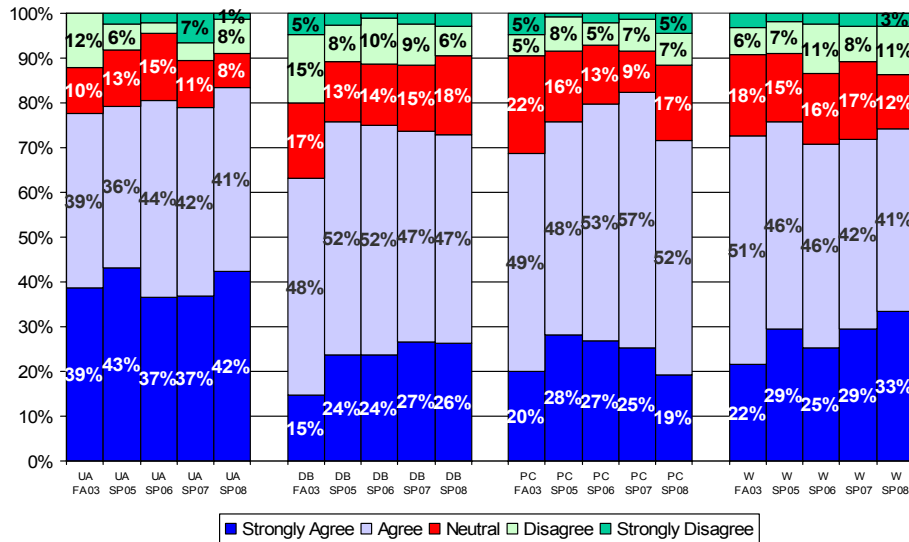
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## The technology services provided by the University effectively assist me in the completion of my job



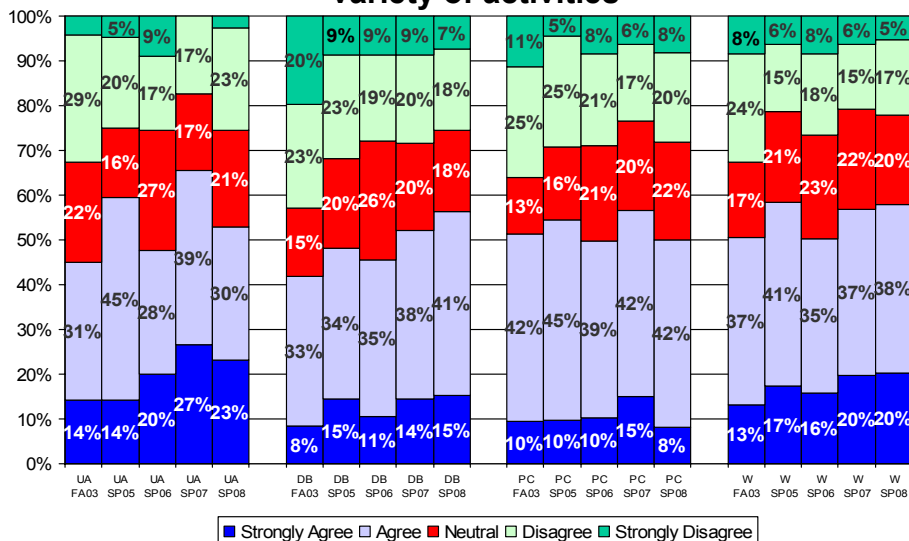
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### This last year, I have had opportunities to learn and grow either at work or through professional development activities



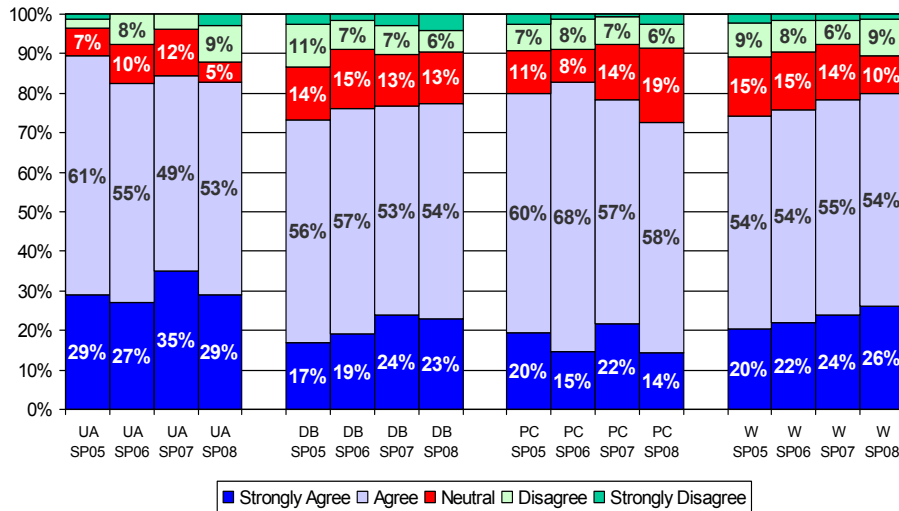
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### My current workload allows me to engage in a variety of activities\*



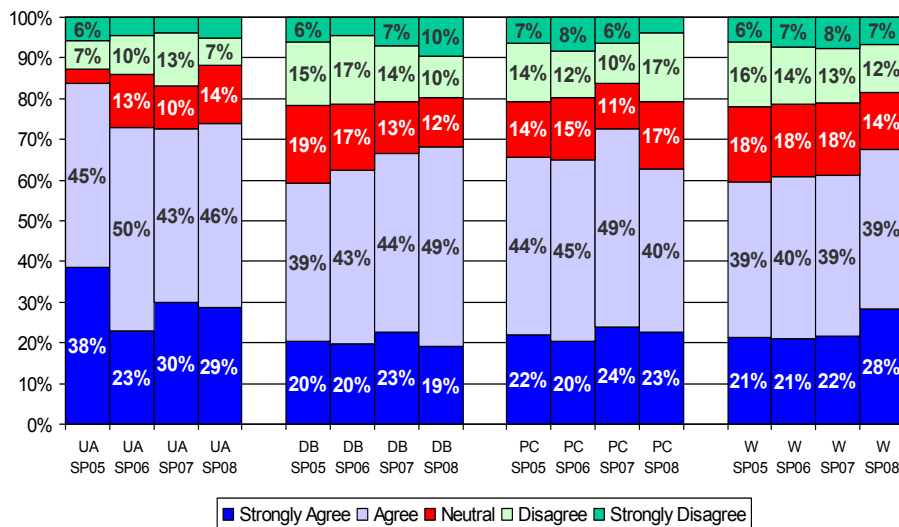
\*Question was reworded in SP2006; SP2005 read as "...activities, as appropriate to my position" ERAU Climate Survey, Spring 2008

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



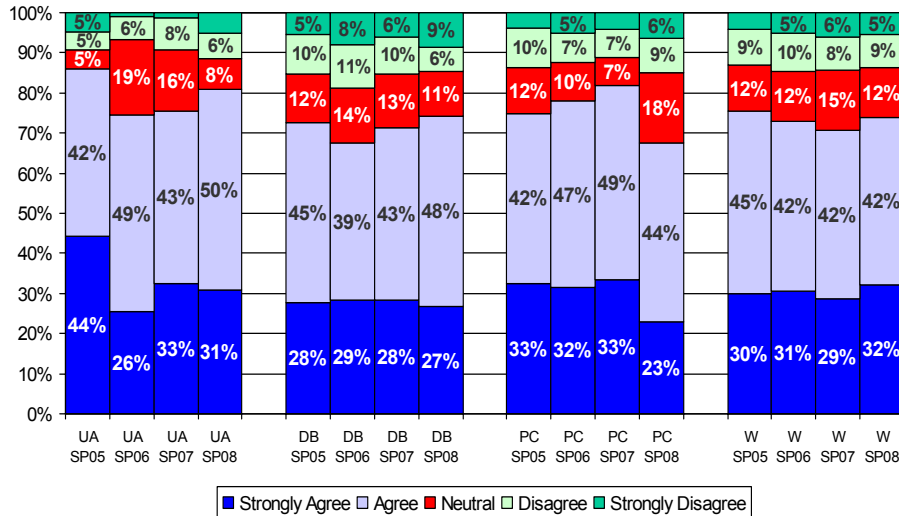
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## I am asked for my input on decisions that impact my work



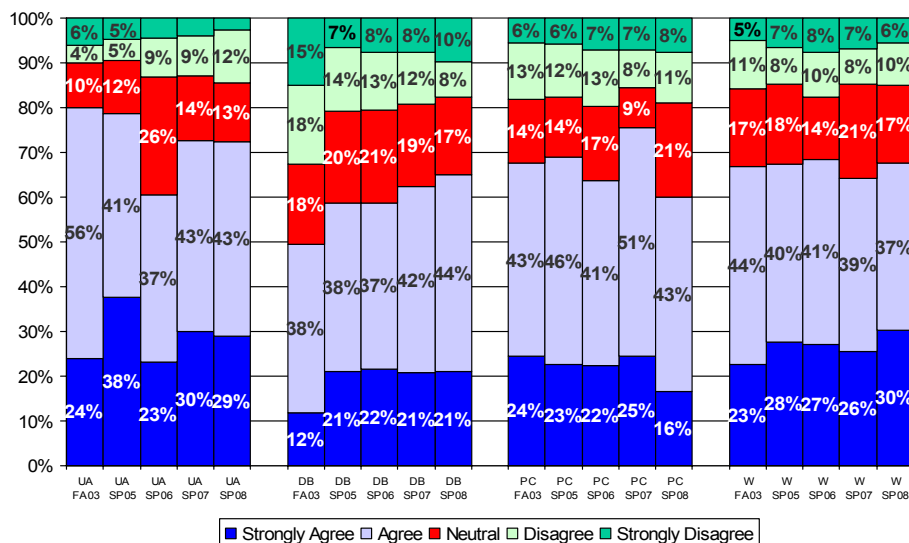
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## I feel safe in offering suggestions for improvement to the processes in my area



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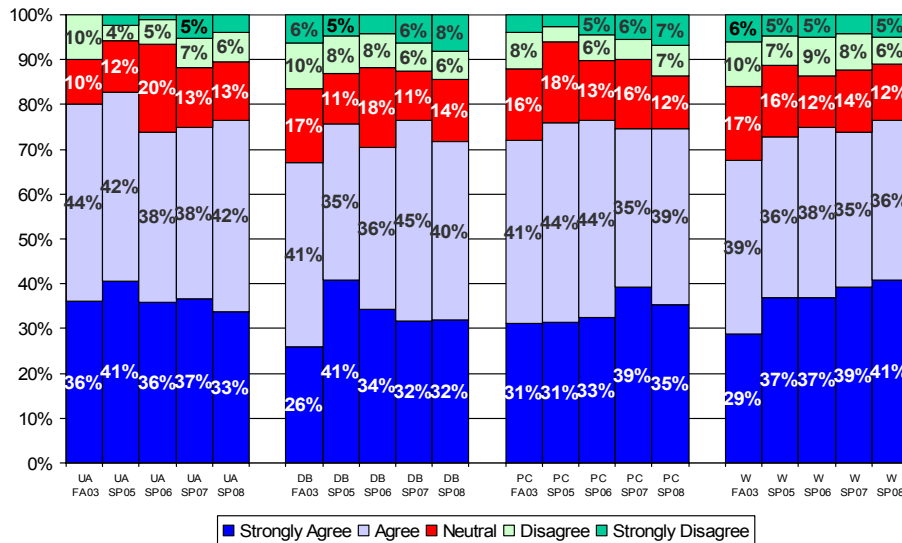
## At work, my opinions seem to count



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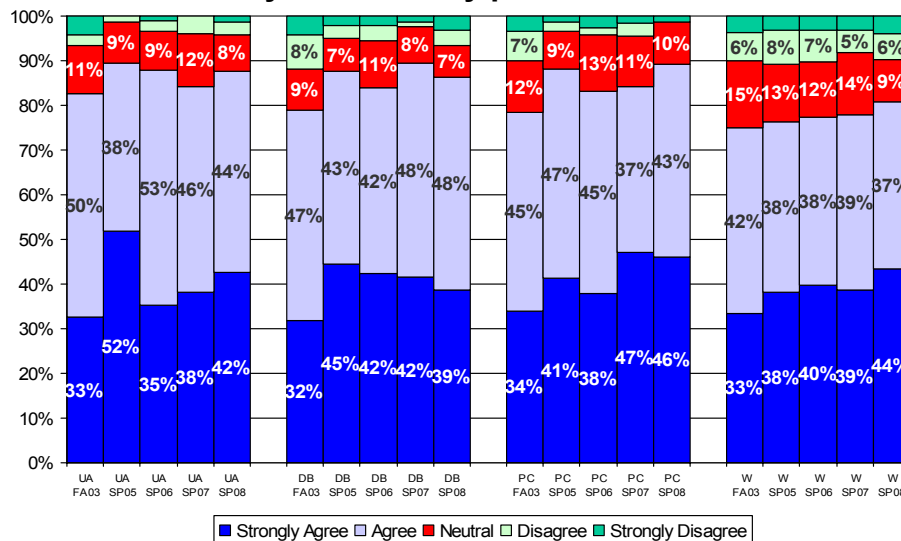


## My direct supervisor lets me know when I have done a good job



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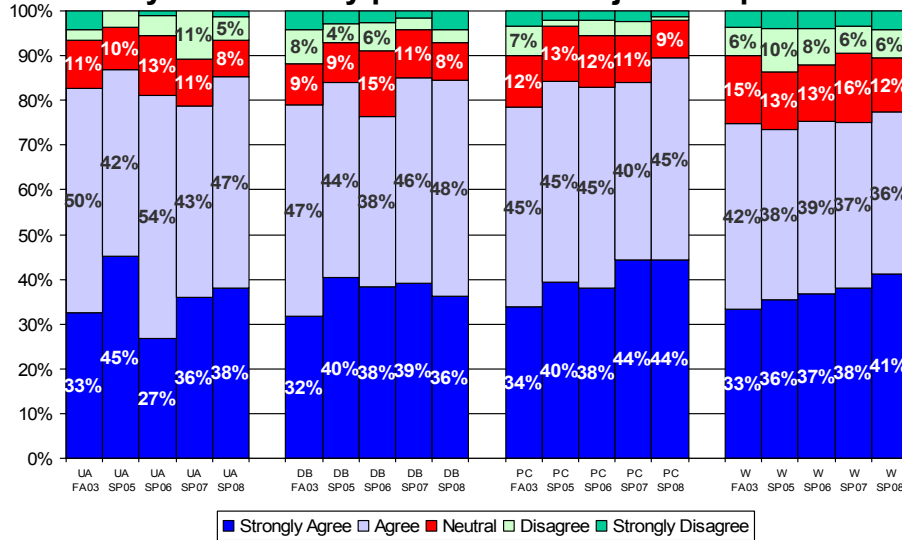
## My direct supervisor talks with me at least once a year about my performance\*



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

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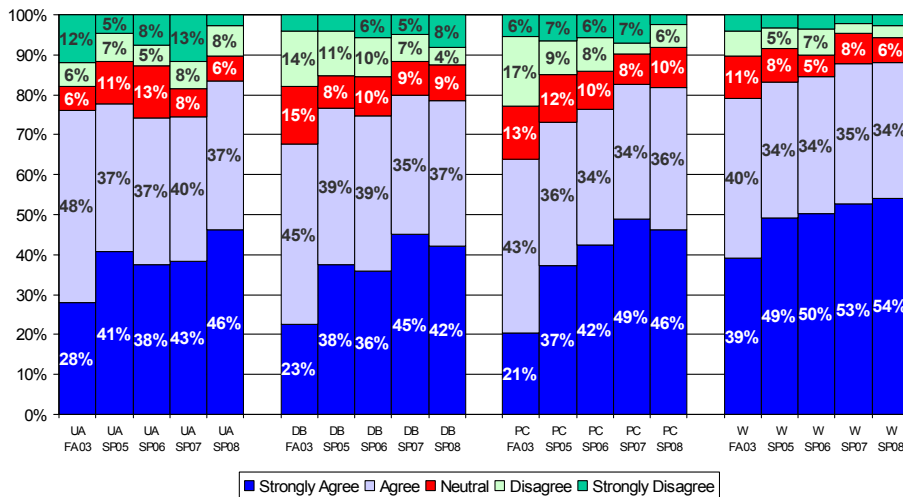
## My direct supervisor talks with me at least once a year about my performance objectives/plan\*



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

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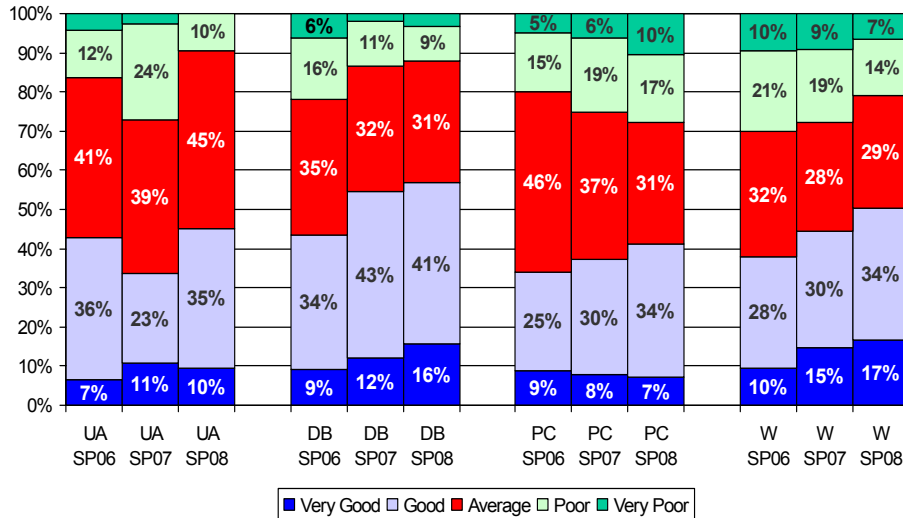
## I have not been treated differently because of my race, ethnicity, national origin, age, physical disability, economic background, sexual orientation, or religious belief\*



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

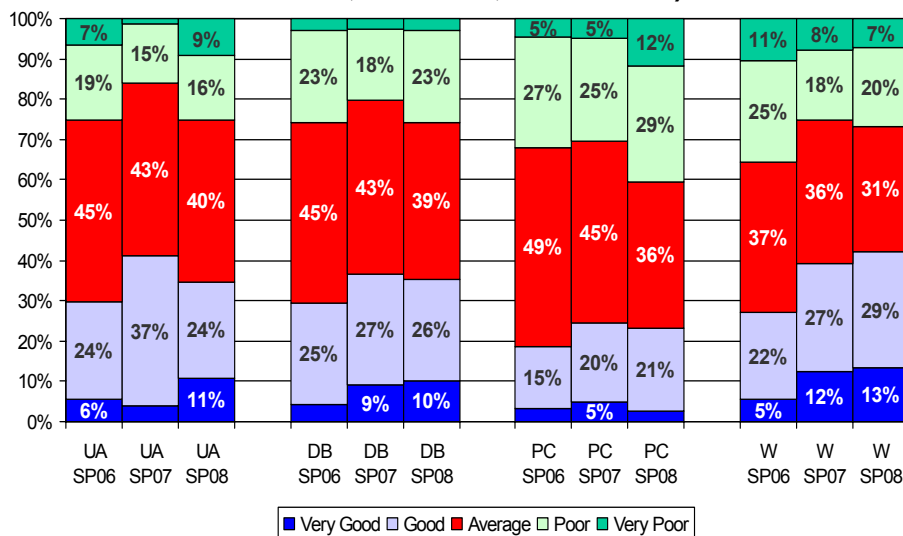
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## Marketing and promotion of Embry-Riddle



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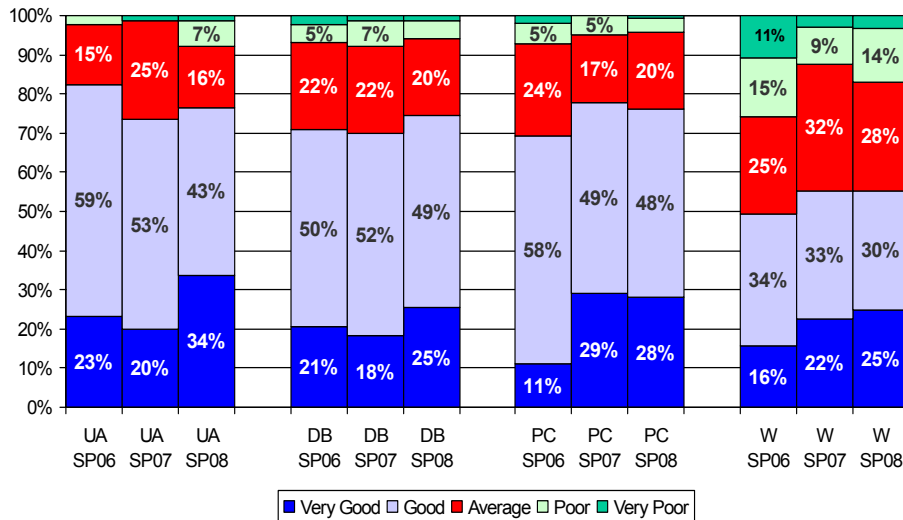
## Communication among the campuses (Daytona Beach, Prescott, Worldwide)\*



\*Reworded. SP07 version = "Communication among the campuses".

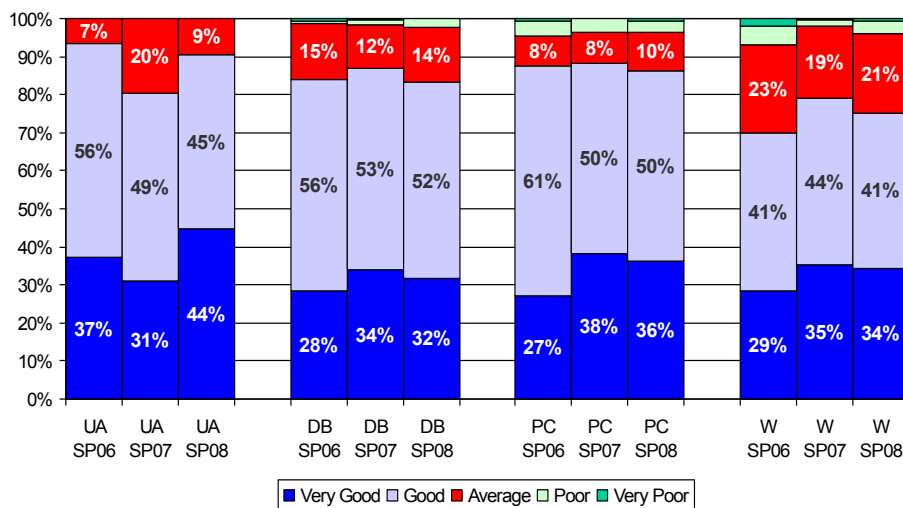
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## Overall appearance of the physical facilities of my campus/center



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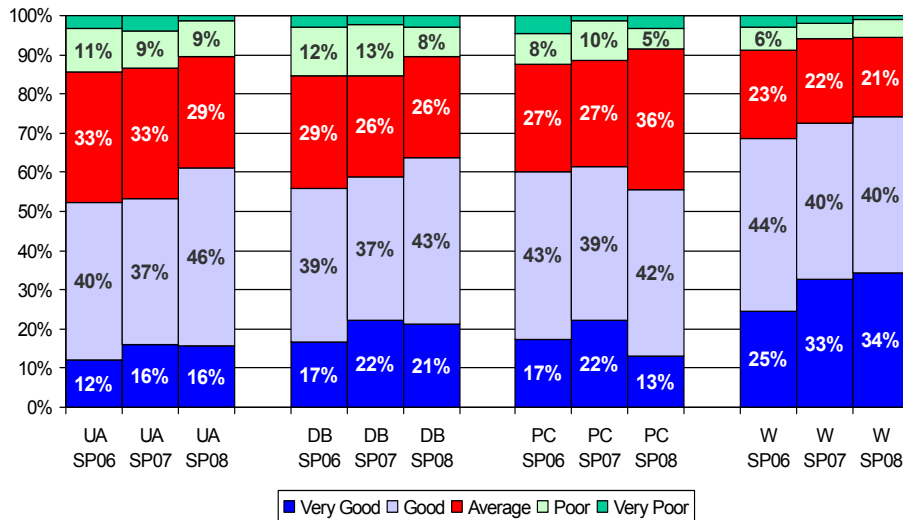
## Providing a safe and secure environment for faculty, staff, and students\*



\*Reworded. SP07 version = "Providing a safe and secure environment for staff and students".

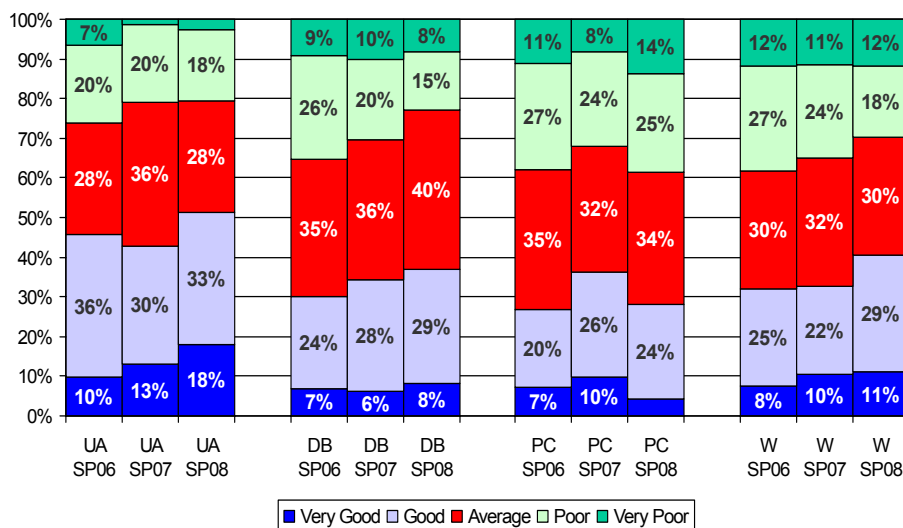
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## Hiring women and other members of underrepresented groups into management and faculty positions



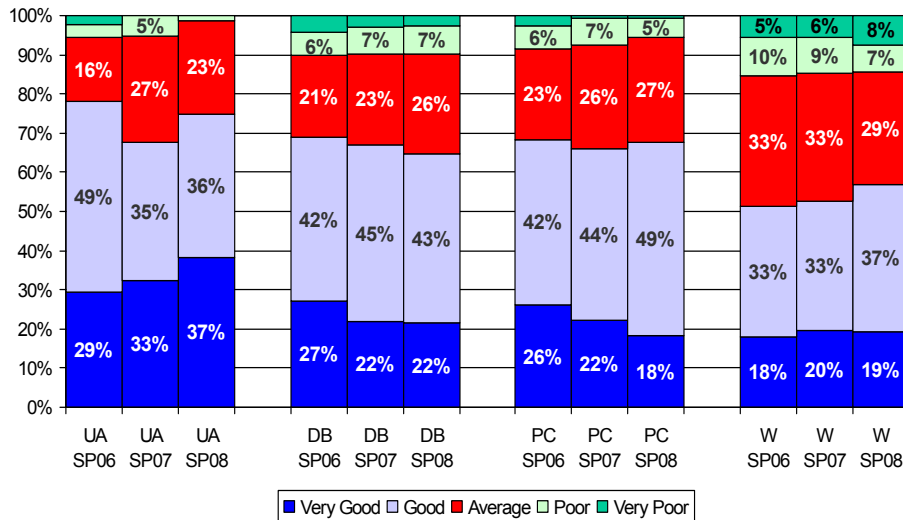
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## The pay afforded me for my work



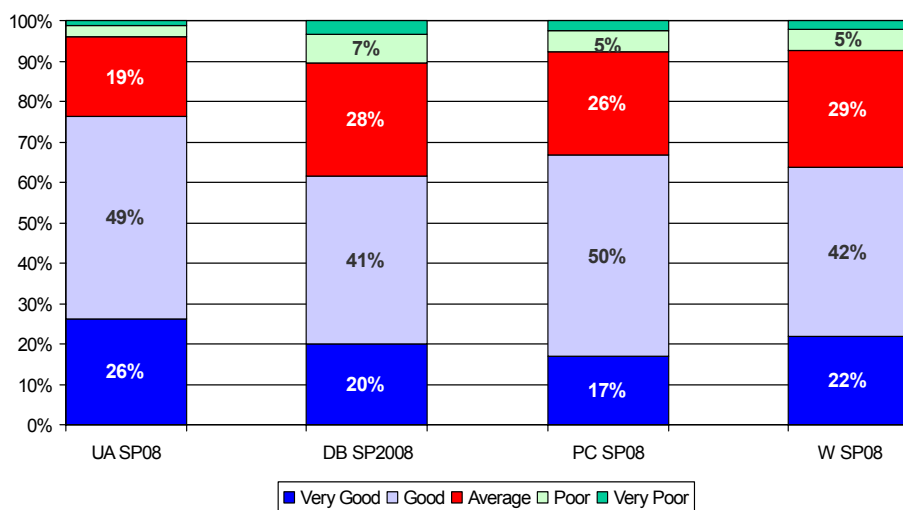
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## The benefits available for my needs and those of my family



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## The overall services provided by Human Resources



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