

# Embry-Riddle Faculty & Staff Climate Survey

## Spring 2009

### Directions:

**Please note that once the survey is open, you must submit it within 15 minutes or the responses will reset.**

- \* The intention of this survey is to take a snapshot of the overall health of the organization. It is meant to be concise and user-friendly.
- \* This survey will take 5-10 minutes to complete.
- \* All questions can be answered by both faculty and staff, unless otherwise noted.
- \* Respond to each question by clicking on the appropriate bubble. If you make a mistake and wish to start over, click the "Clear Form" button at the bottom of the page.
- \* Please relate each question to your personal experiences at Embry-Riddle. We want **your** observations, not what others may experience overall.
- \* There is no "N/A" option. **Skip the question** if you feel that it does not directly apply to you.
- \* **Please take advantage of the comment box.** You may wish to elaborate on why you responded as you did to a particular question, or address additional issues.
- \* When finished with the survey, click "Submit Form" at the bottom of the page. All responses will remain anonymous.

## The Embry-Riddle Organization

\* There is no "N/A" option. Skip the question if you feel that it does not directly apply to you.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Embry-Riddle's major goals and directions have been clearly communicated to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe Embry-Riddle's major goals and directions are the right ones for the organization at the current time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Embry-Riddle's values have been clearly communicated to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe Embry-Riddle's values are the right ones for the organization at the current time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe the President is doing a good job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe the University leadership is doing a good job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am kept informed of University news and activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Embry-Riddle has a work environment of mutual respect and trust.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, the University is a good place to work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am proud to be associated with the University.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend the University to family and friends as a work place.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe that the Climate Survey results will influence decisions to improve the University.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## **Your Campus/Division**

\* There is no "N/A" option. Skip the question if you feel that it does not directly apply to you.

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
I believe my campus leadership is doing a good job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am kept informed of news and activities at my campus (Daytona Beach, Prescott, Worldwide).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am kept informed of department level news and activities. (Worldwide field personnel: skip this question)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am kept informed of news and activities at my campus location. (Worldwide field personnel only)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strategic planning assists my department/program in setting its direction and objectives. (If you are unaware of ERAU's strategic planning process skip this question)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assessment assists in measuring/improving my department. (If you are unaware of ERAU's annual assessment process skip this question)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Appropriate consideration is given to all campuses (Daytona Beach, Prescott, Worldwide) when University budget allocations are made.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## **Your Job**

\* There is no "N/A" option. Skip the question if you feel that it does not directly apply to you.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I have the materials and equipment I need to do my work effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The technology services provided by the University effectively assist me in the completion of my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This last year, I have had opportunities to learn and grow, either at work or through professional development activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My current workload allows me to engage in a variety of activities (professional development, committee work, administrative duties, teaching, research).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive the appropriate communication to do my job effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have access to the information I need to make decisions for my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am asked for my input on decisions that impact my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel safe in offering suggestions for improvement to the processes in my area.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At work, my opinions seem to count.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My direct supervisor lets me know when I have done a good job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My direct supervisor talks with me at least once a year about my performance. (flight instructors: skip this question)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My direct supervisor talks with me at least once a year about my performance objectives/plan. (flight instructors: skip this question)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have not been treated differently because of my gender, race, ethnicity, national origin, age, physical disability, economic background, sexual orientation, or religious beliefs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

\* There is no "N/A" option. Skip the question if you feel that it does not directly apply to you.

	Very Good	Good	Average	Poor	Very Poor
Marketing and promotion of Embry-Riddle.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall appearance of the physical facilities of my campus/center.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing a safe and secure environment for faculty, staff and students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hiring women and other underrepresented groups into management and faculty positions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The pay afforded me for my work in comparison to other organizations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The benefits available for my needs and those of my family compared to other organizations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The overall services provided by Human Resources.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please elaborate on any POSITIVELY rated items.

**Please elaborate on any NEGATIVELY rated items.**

**Additional Comments:**

## **About You**

**Division:**

- ☐ University Administration
- ☐ Daytona Beach Campus
- ☐ Prescott Campus
- ☐ Worldwide Campus

**Physical Location:**

- ☐ Daytona Beach (including Worldwide Headquarters)
- ☐ Prescott
- ☐ Worldwide Field
- ☐ FAA-CMEL

**Position:**

- ☐ Faculty
- ☐ Staff (includes flight instructors)

**Management Level:**

- ☐ Supervisory
- ☐ Non-supervisory

**Employment Status:**

- ☐ Full-time
- ☐ Part-time

**Gender:**

- ☐ Female
- ☐ Male

**Thank You for Your Time and Assistance!**