

ERAU Faculty & Staff Climate Survey Spring 2008 Results by Gender

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.)

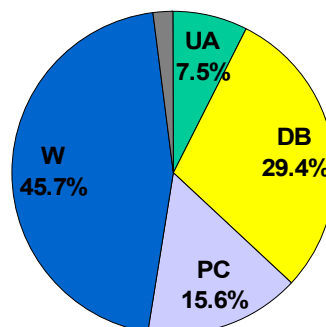
ERAU Climate Survey, Spring 2008

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

ERAU Climate Survey, Spring 2008

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



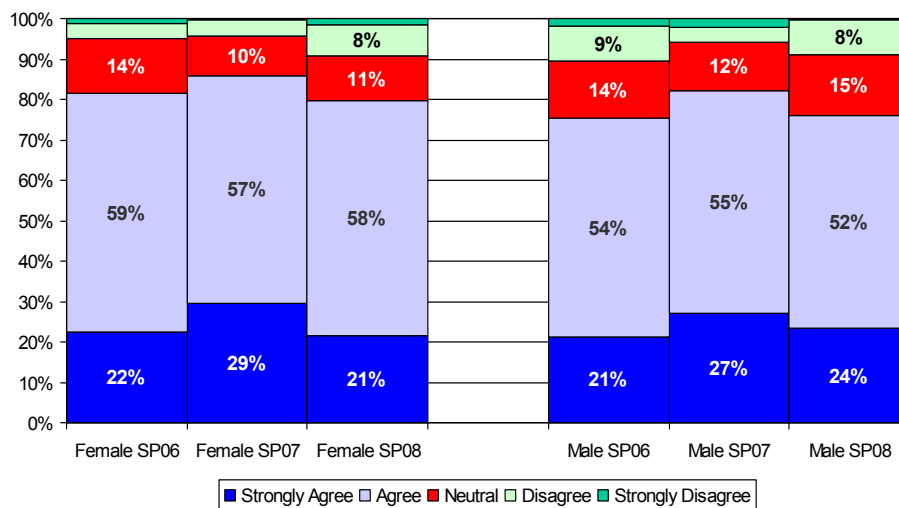
ERAU Climate Survey, Spring 2008

Trend Results: By Gender

- 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

ERAU Climate Survey, Spring 2008

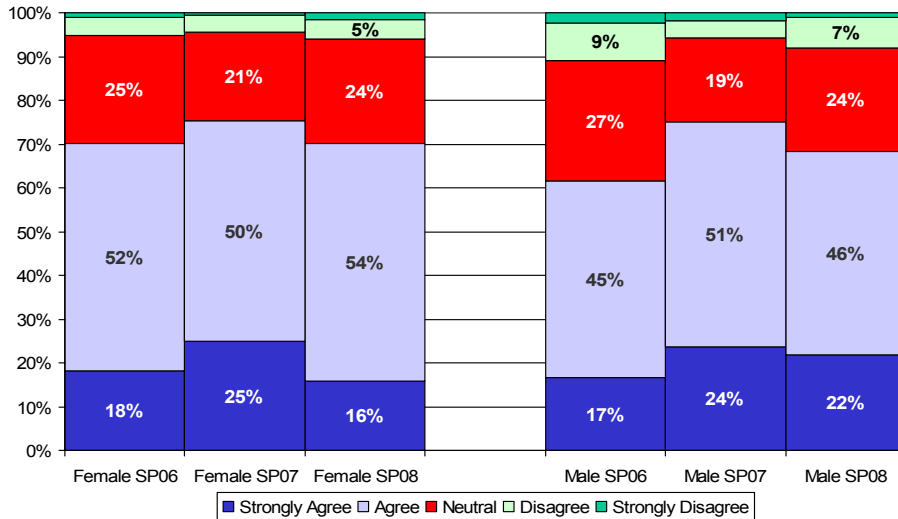
Embry-Riddle's major goals and directions have been clearly communicated to me*



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

ERAU Climate Survey, Spring 2008

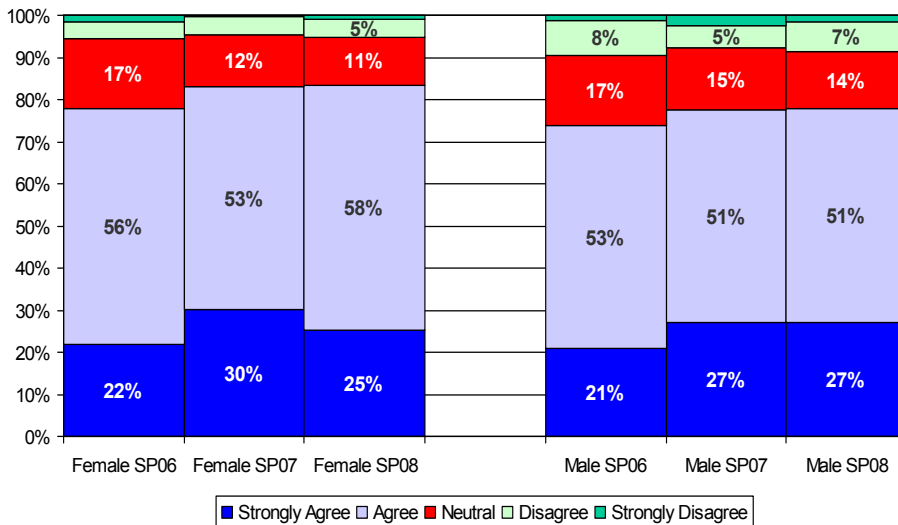
I believe Embry-Riddle's major goals and directions are the right ones for the organization at the current time*



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

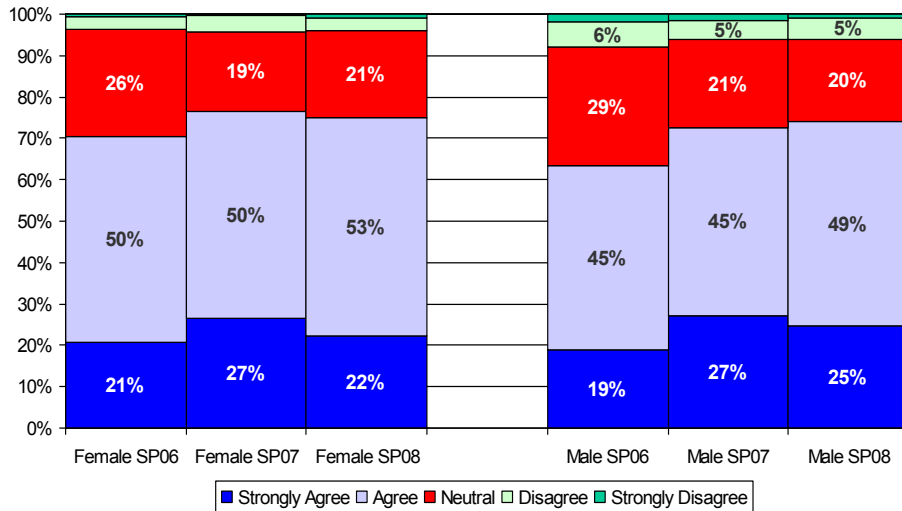
ERAU Climate Survey, Spring 2008

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



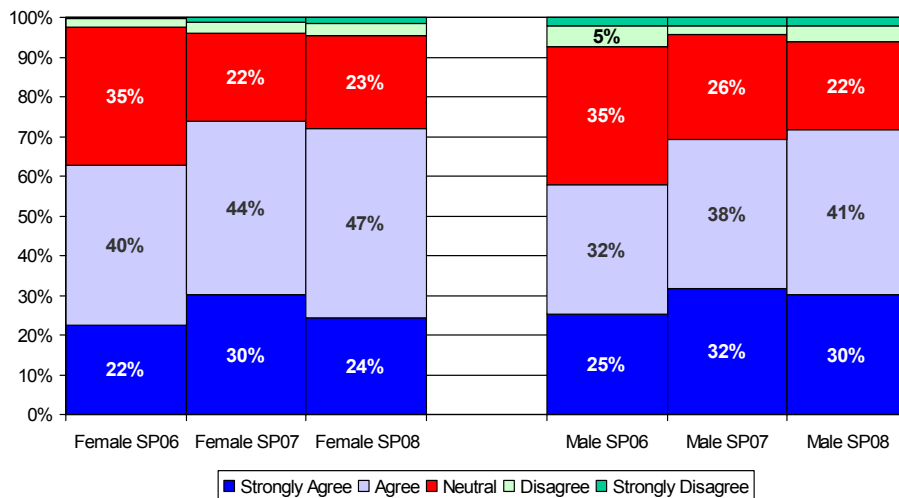
ERAU Climate Survey, Spring 2008

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



ERAU Climate Survey, Spring 2008

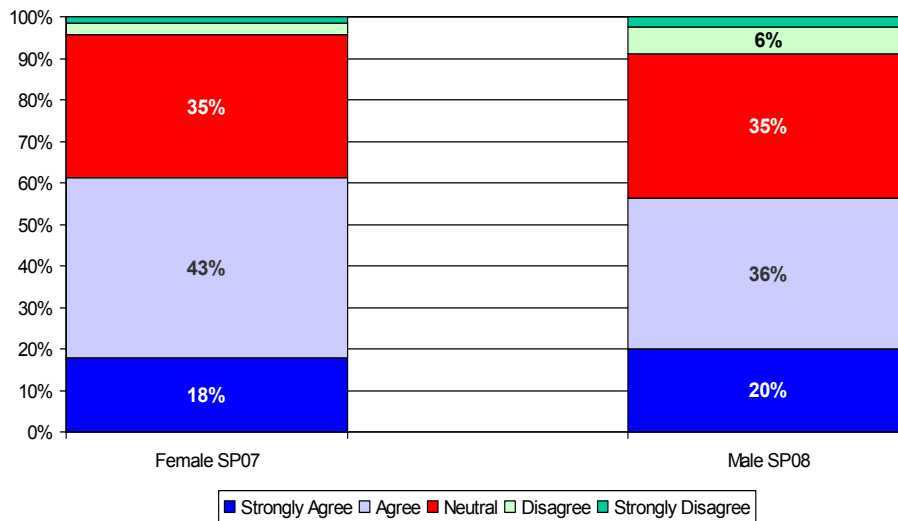
I believe the President is doing a good job*



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

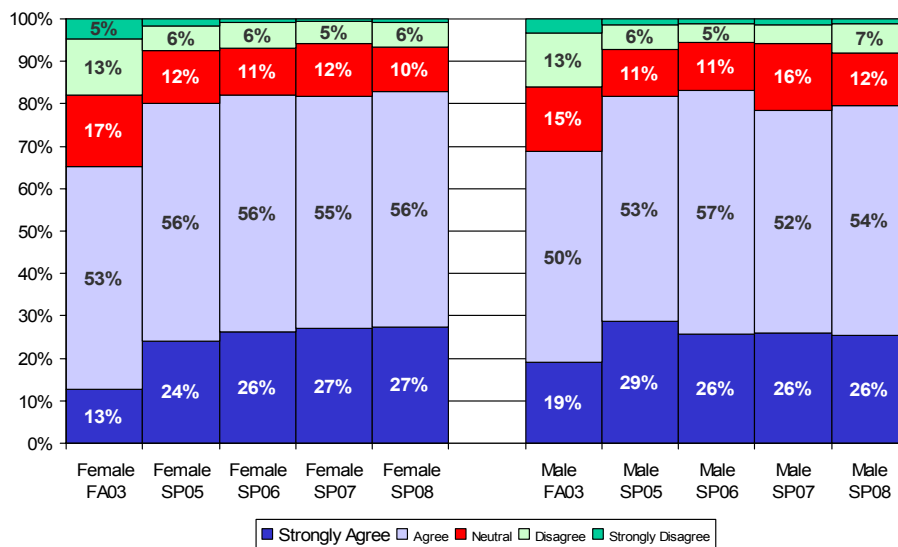
ERAU Climate Survey, Spring 2008

I believe the Provost is doing a good job



ERAU Climate Survey, Spring 2008

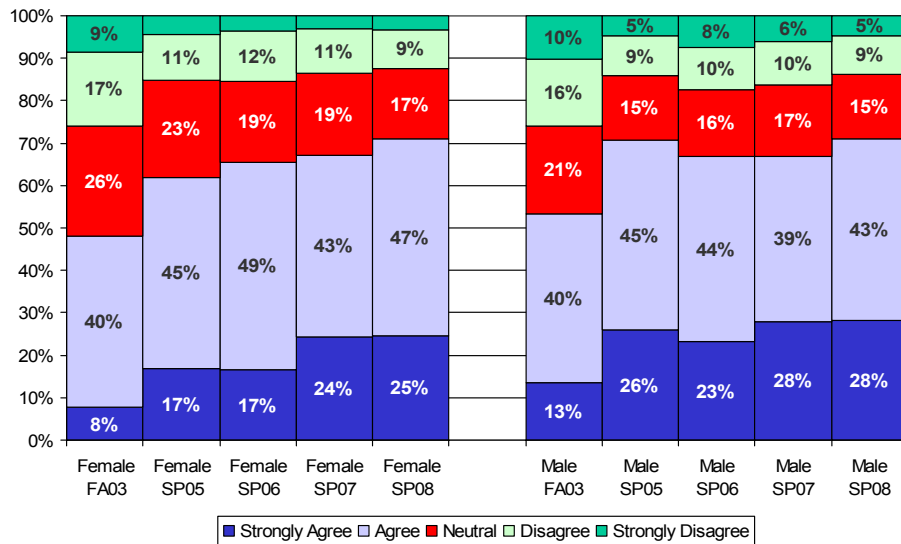
I am kept informed of University news and activities*



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

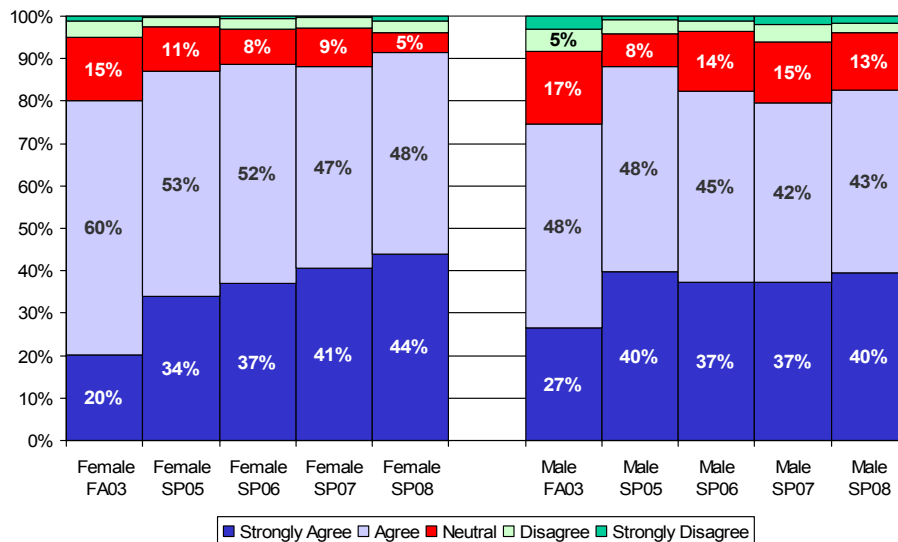
ERAU Climate Survey, Spring 2008

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



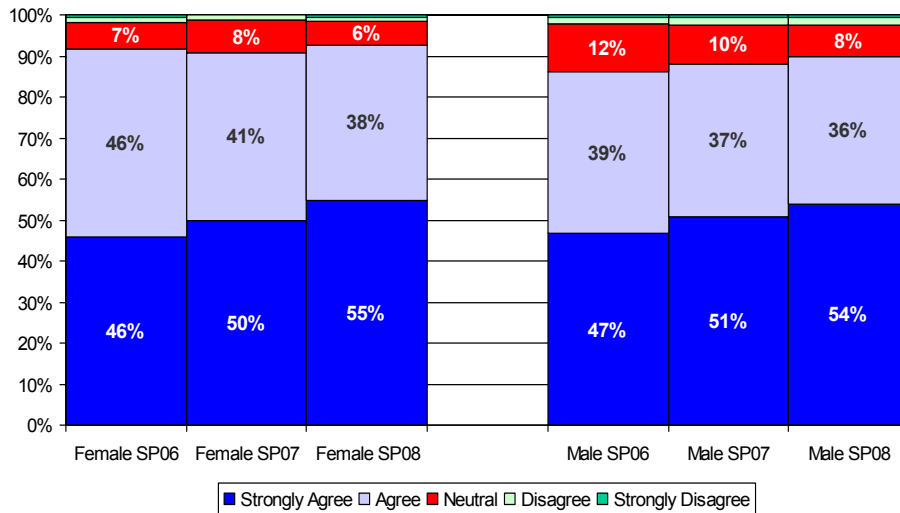
ERAU Climate Survey, Spring 2008

Overall, the University is a good place to work



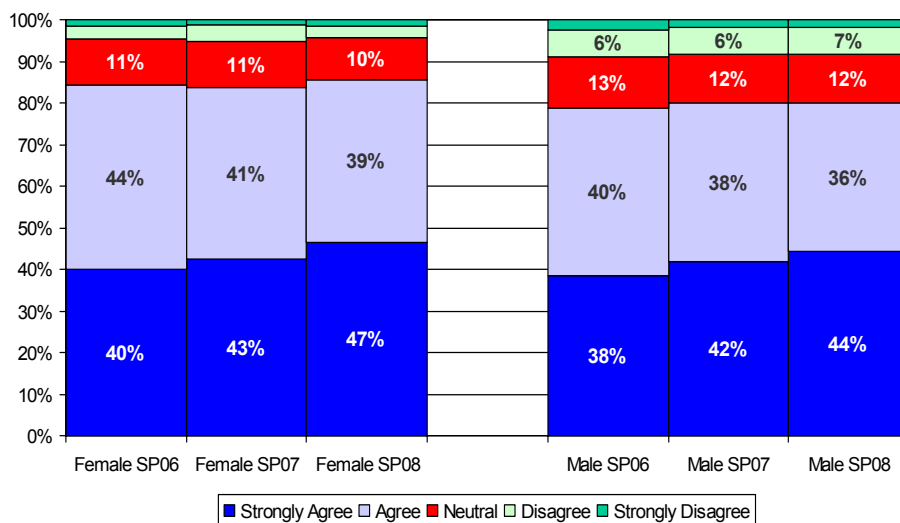
ERAU Climate Survey, Spring 2008

I am proud to be associated with the University



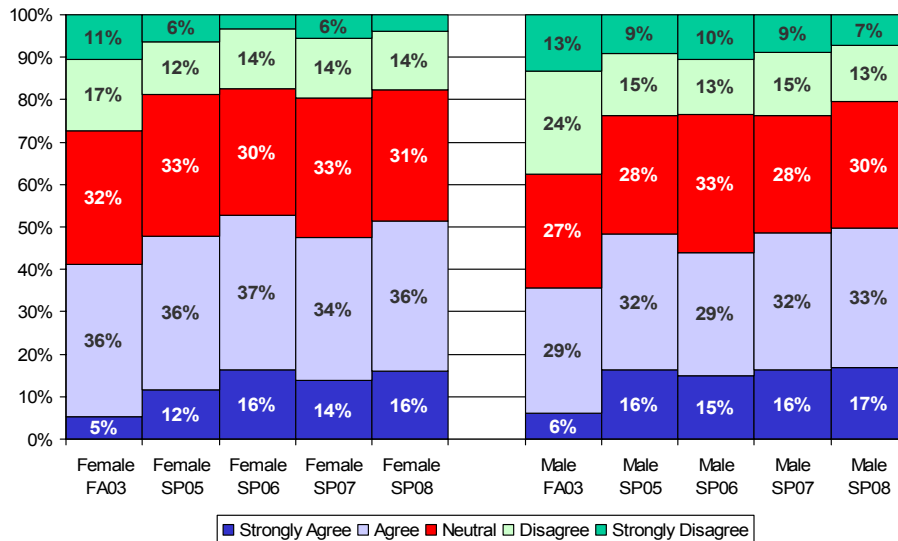
ERAU Climate Survey, Spring 2008

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



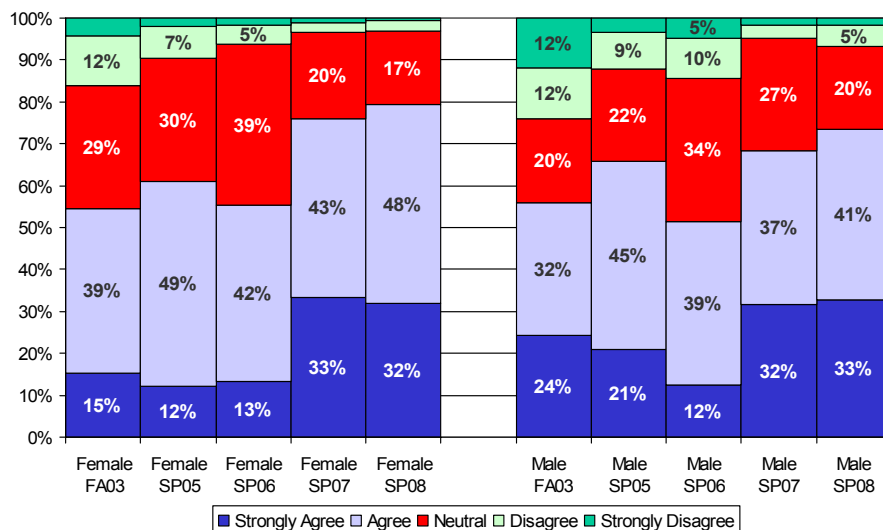
ERAU Climate Survey, Spring 2008

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



ERAU Climate Survey, Spring 2008

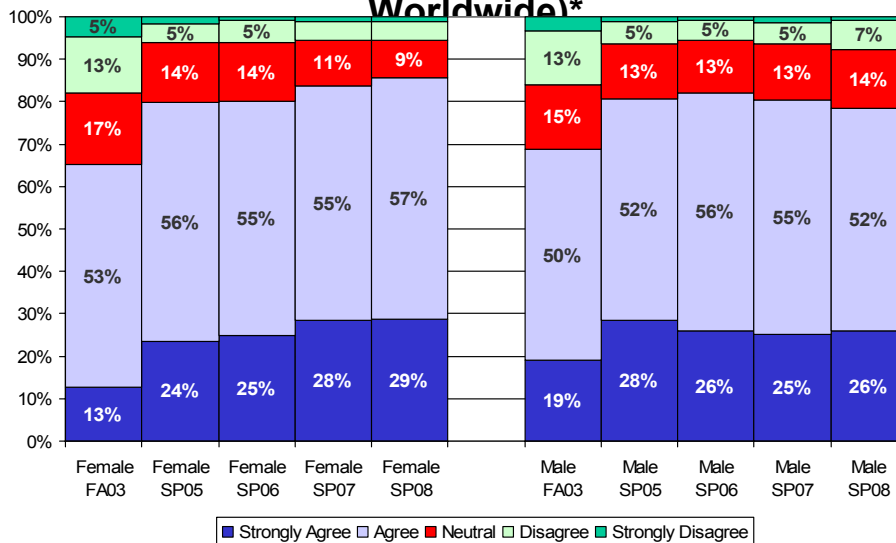
I believe my Chancellor is doing a good job*



*Reworded. SP06 version = "I believe campus leadership is making progress toward University mission and goals (EC and PC: Chancellors, College Deans) (DB: College Deans only)". 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)".

ERAU Climate Survey, Spring 2008

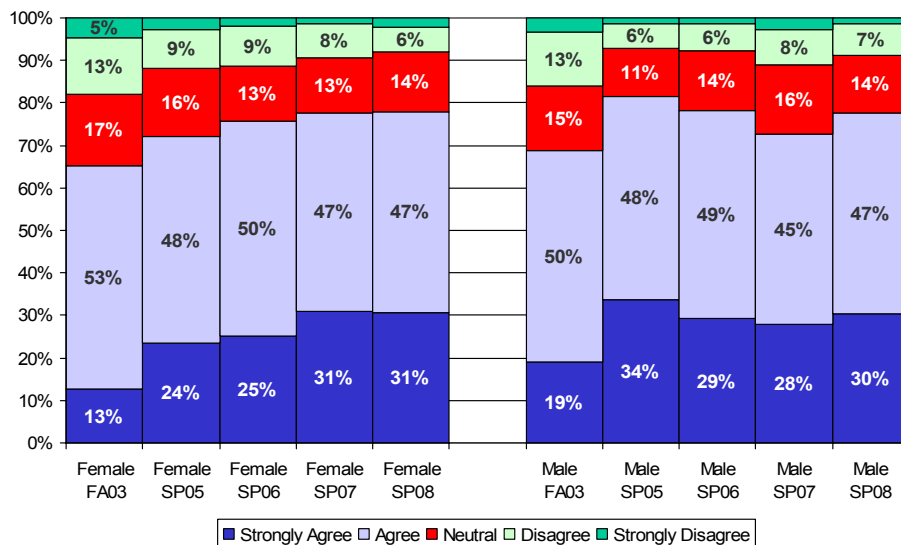
I am kept informed of news and activities at my campus (Daytona Beach, Prescott, Worldwide)*



*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".

ERAU Climate Survey, Spring 2008

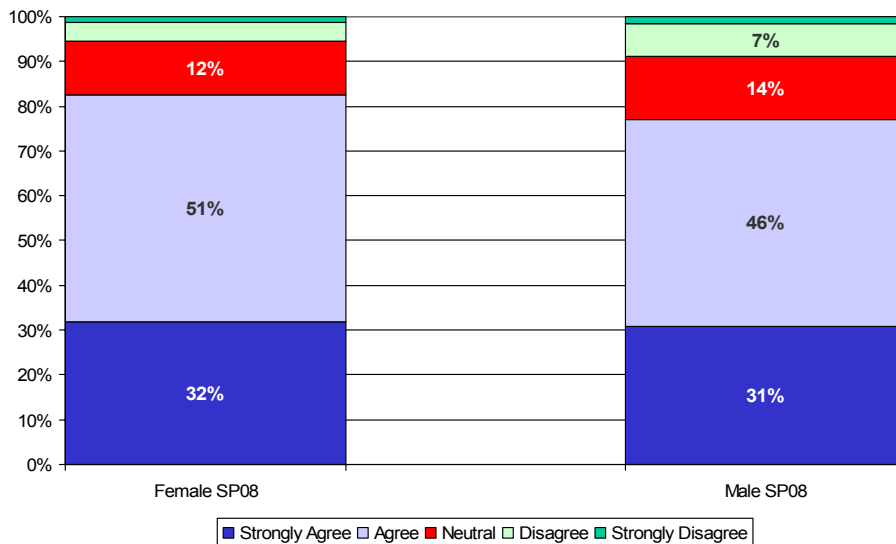
I am kept informed of department level news and activities (Worldwide field personnel: skip this question)*



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

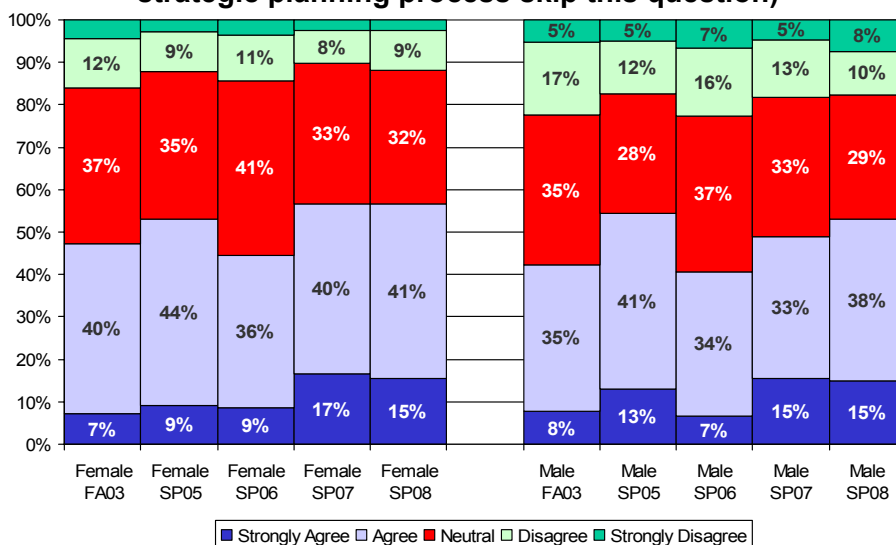
ERAU Climate Survey, Spring 2008

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



ERAU Climate Survey, Spring 2008

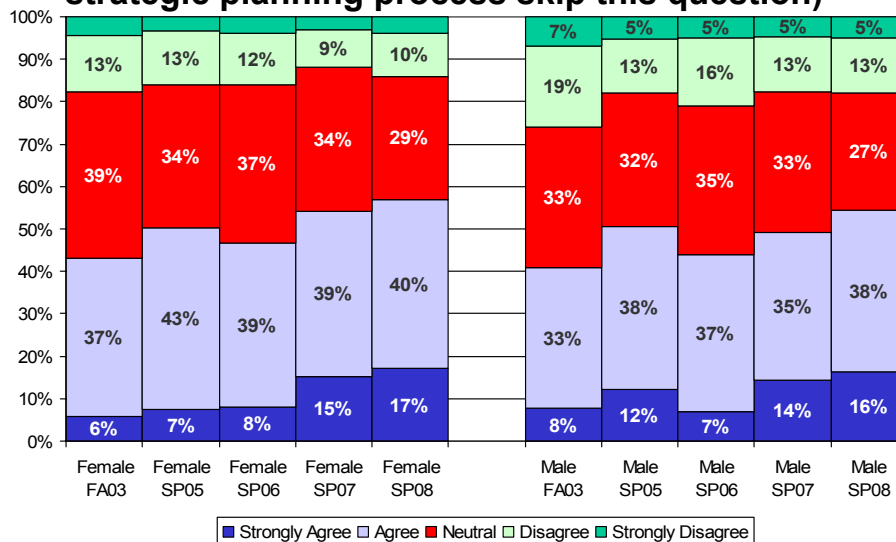
Strategic planning assists in setting my department/program's direction and objectives (If you are unaware of ERAU's strategic planning process skip this question)*



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

ERAU Climate Survey, Spring 2008

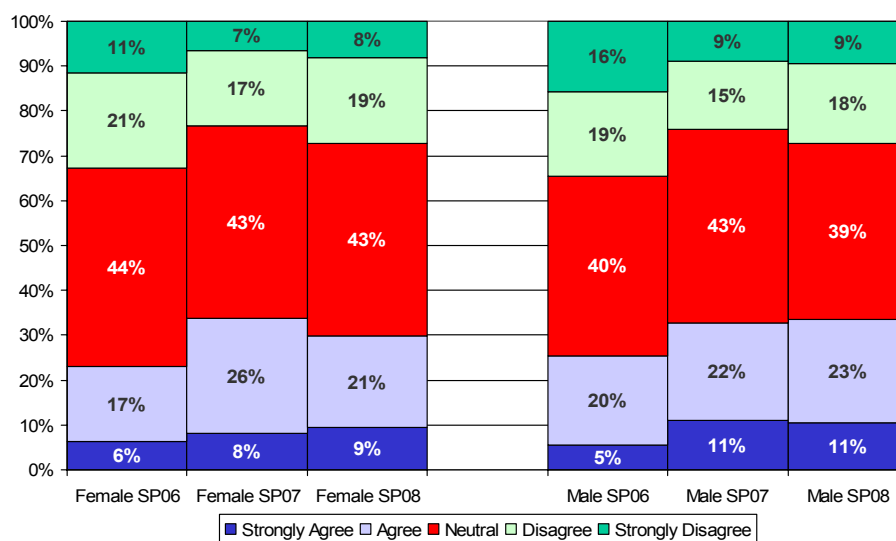
Assessment assists in measuring/improving my department (If you are unaware of ERAU's strategic planning process skip this question)*



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

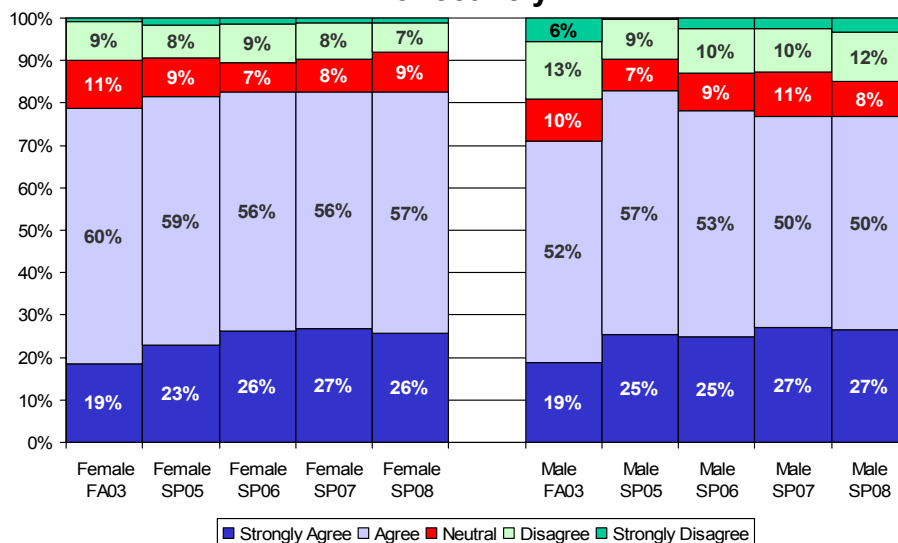
ERAU Climate Survey, Spring 2008

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



ERAU Climate Survey, Spring 2008

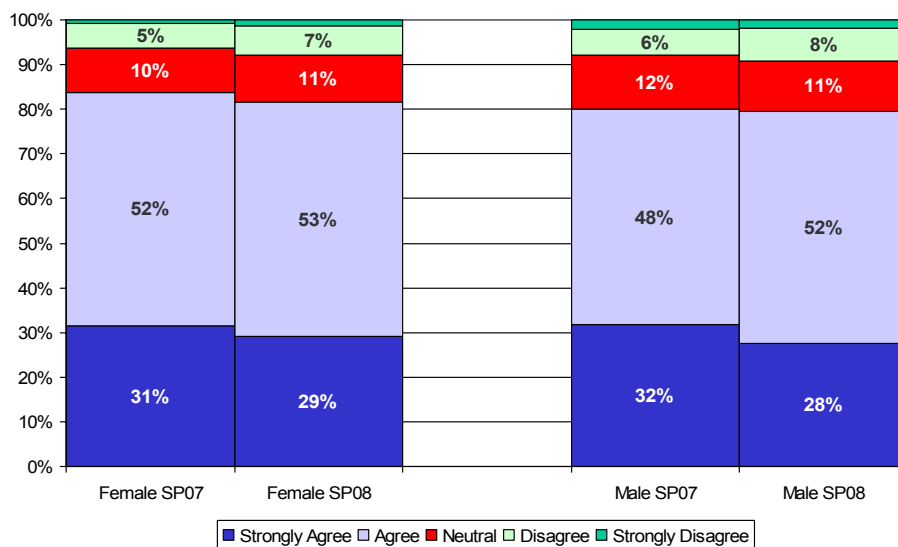
I have the materials and equipment to do my work effectively*



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

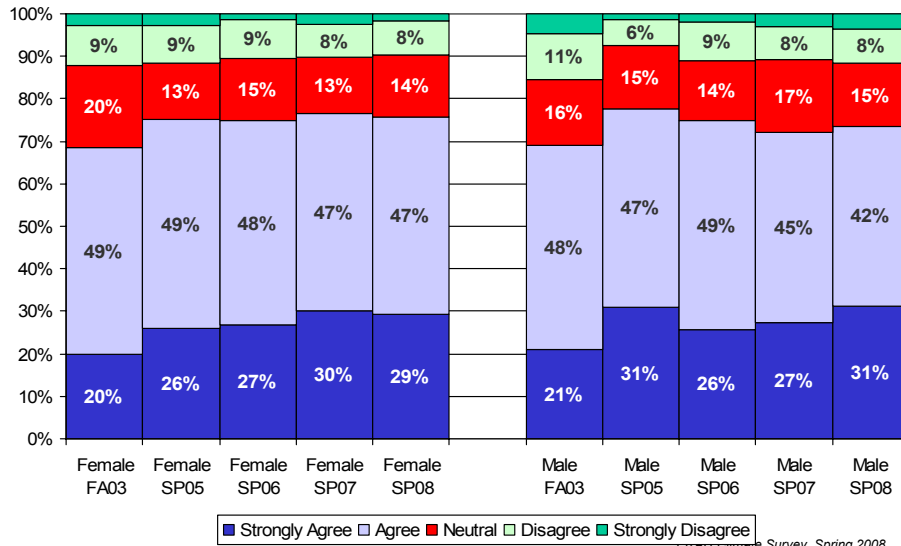
ERAU Climate Survey, Spring 2008

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

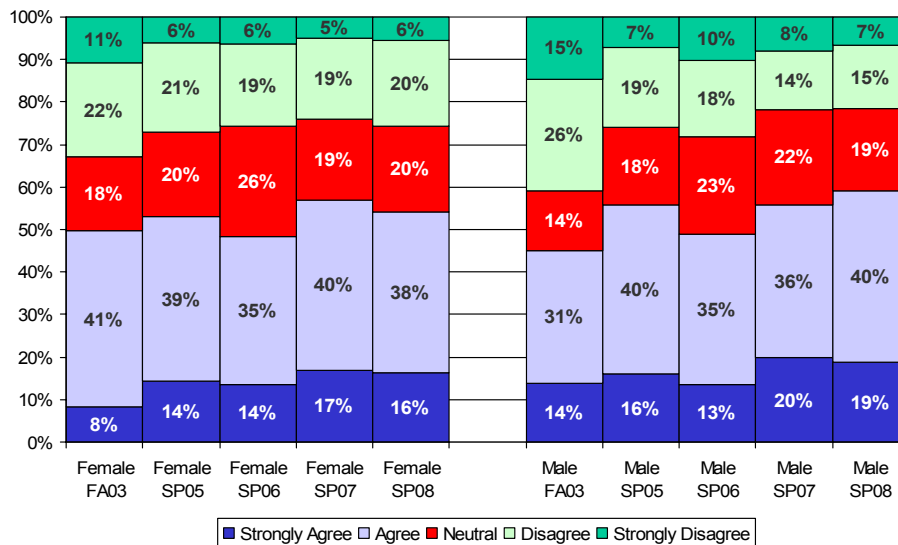


ERAU Climate Survey, Spring 2008

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

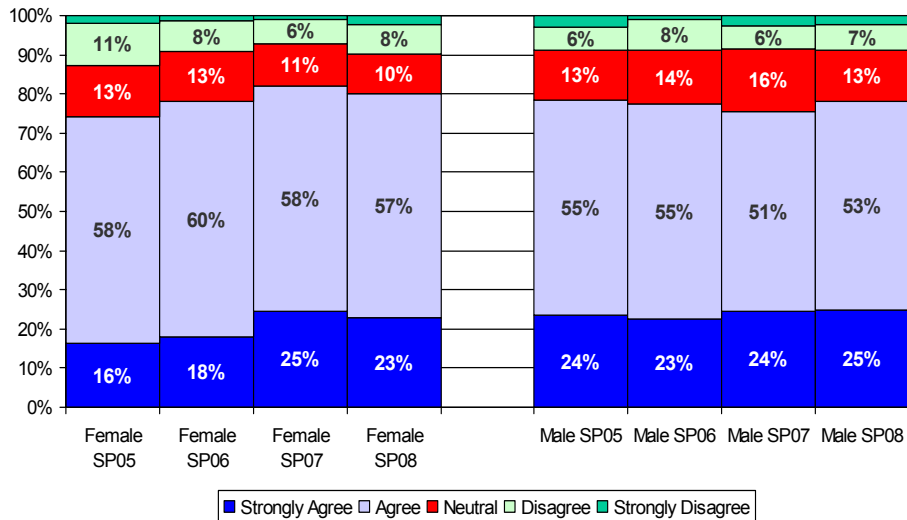


My current workload allows me to engage in a variety of activities*



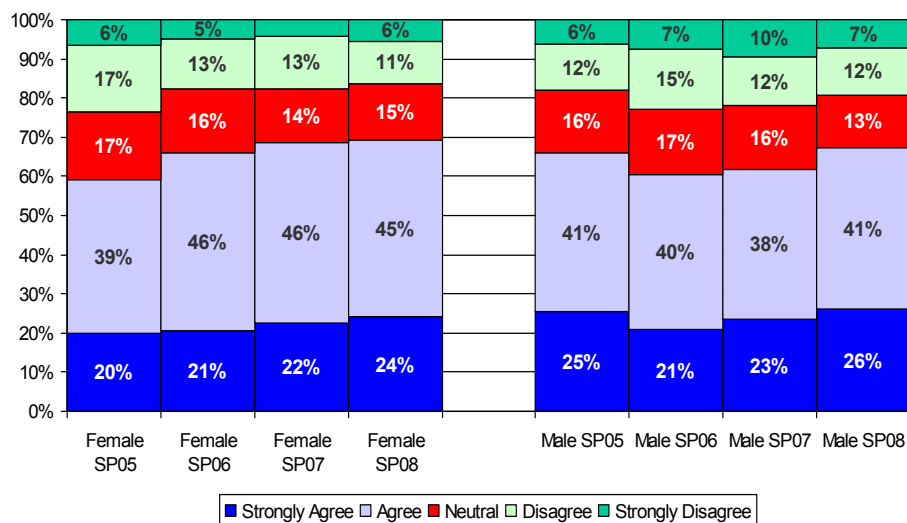
*Question was reworded in SP2006; SP2005 read as "...activities, as appropriate to my position".

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



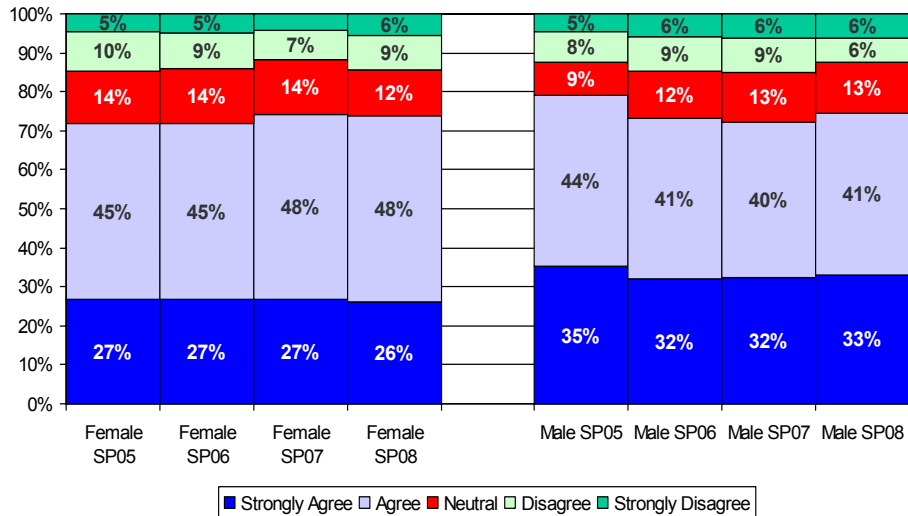
ERAU Climate Survey, Spring 2008

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



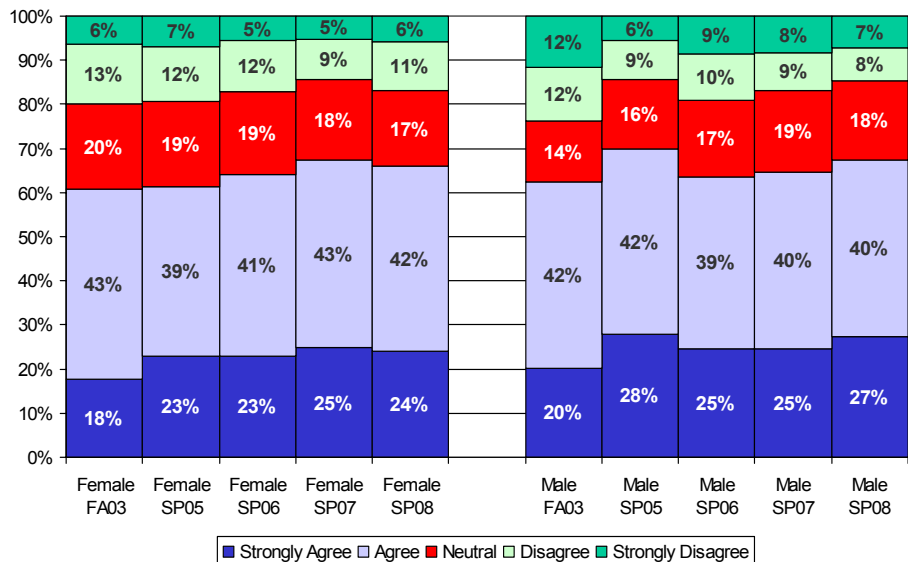
ERAU Climate Survey, Spring 2008

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



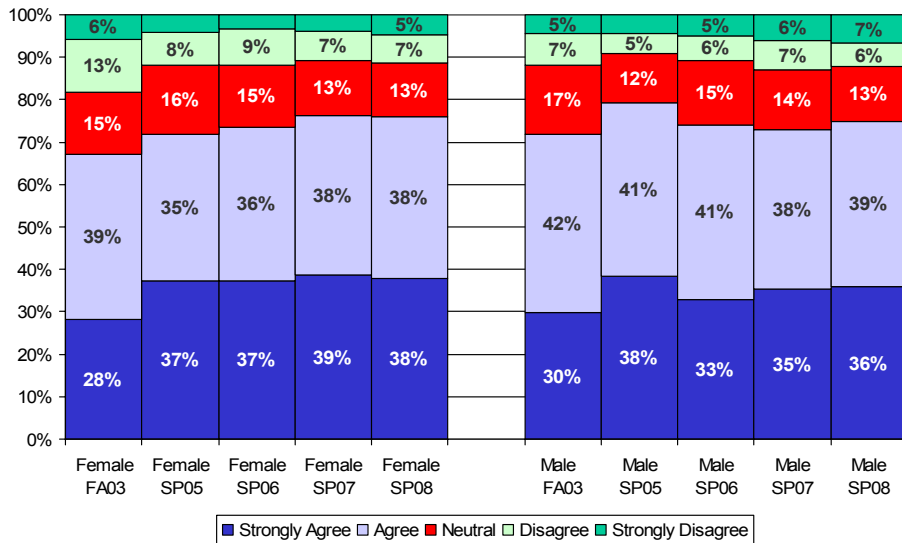
ERAU Climate Survey, Spring 2008

At work, my opinions seem to count



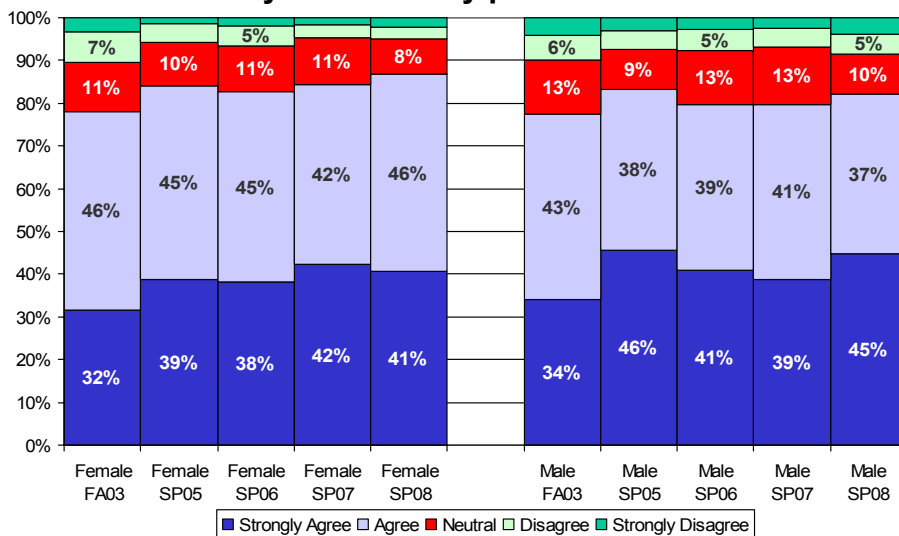
ERAU Climate Survey, Spring 2008

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



ERAU Climate Survey, Spring 2008

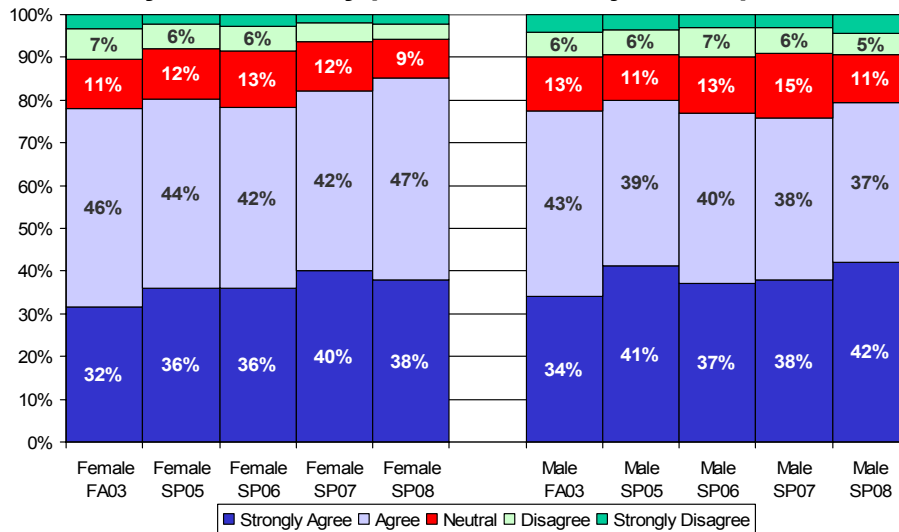
My direct supervisor talks with me at least once a year about my performance*



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

ERAU Climate Survey, Spring 2008

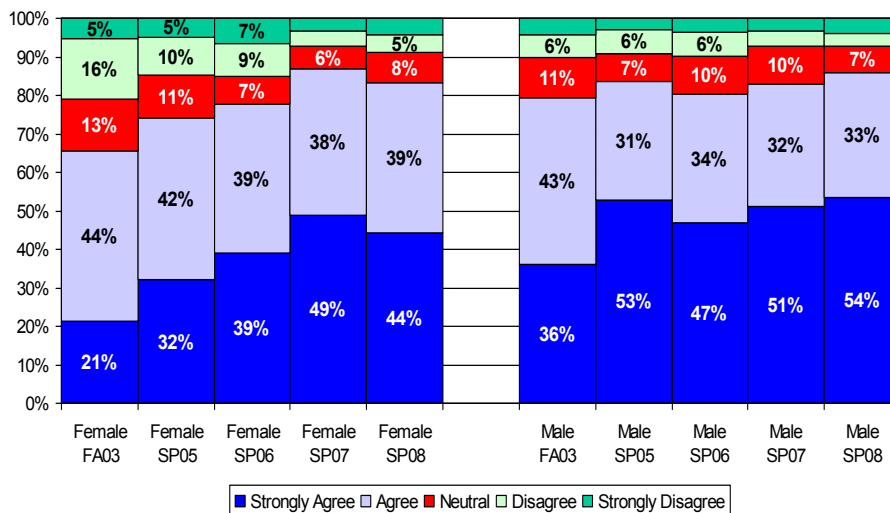
My direct supervisor talks with me at least once a year about my performance objectives/plan*



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

ERAU Climate Survey, Spring 2008

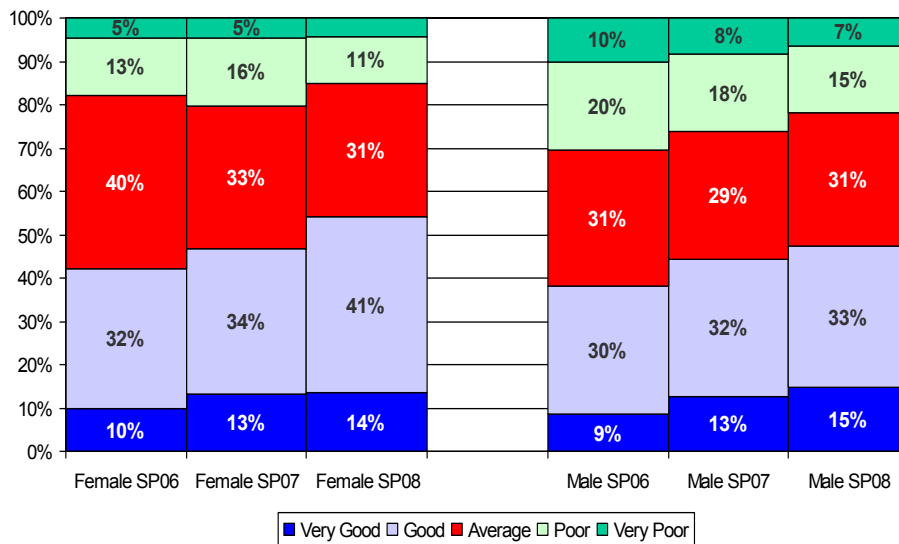
I have not been treated differently because of my race, ethnicity, national origin, age, physical disability, economic background, sexual orientation, or religious belief*



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

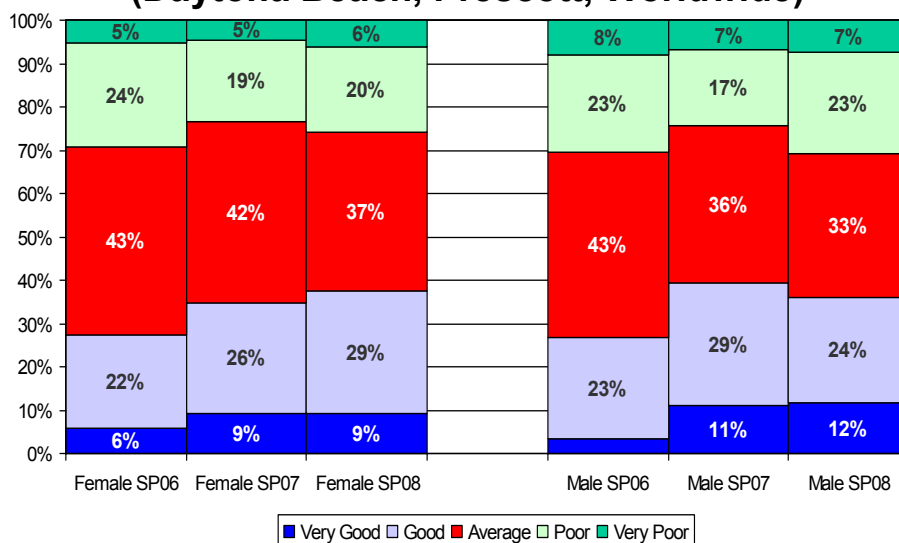
ERAU Climate Survey, Spring 2008

Marketing and promotion of Embry-Riddle



ERAU Climate Survey, Spring 2008

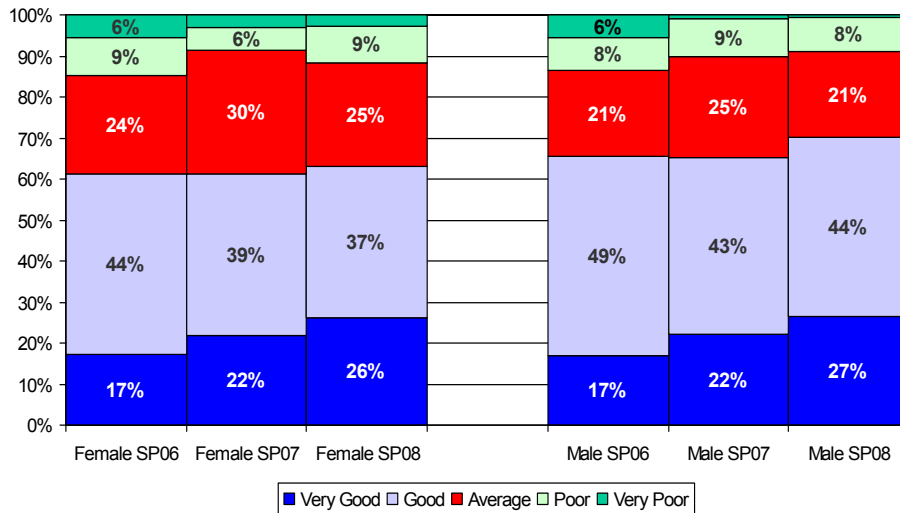
Communication among the campuses (Daytona Beach, Prescott, Worldwide)*



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

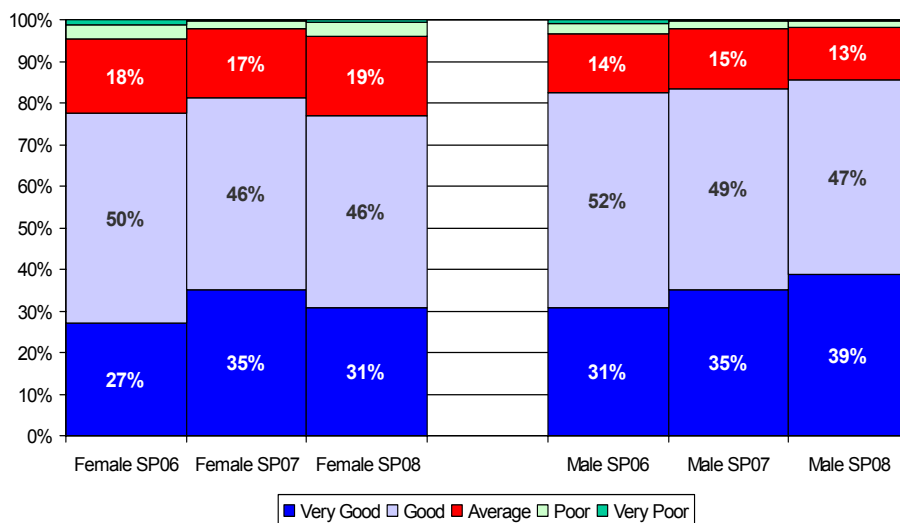
ERAU Climate Survey, Spring 2008

Overall appearance of the physical facilities of my campus/center



ERAU Climate Survey, Spring 2008

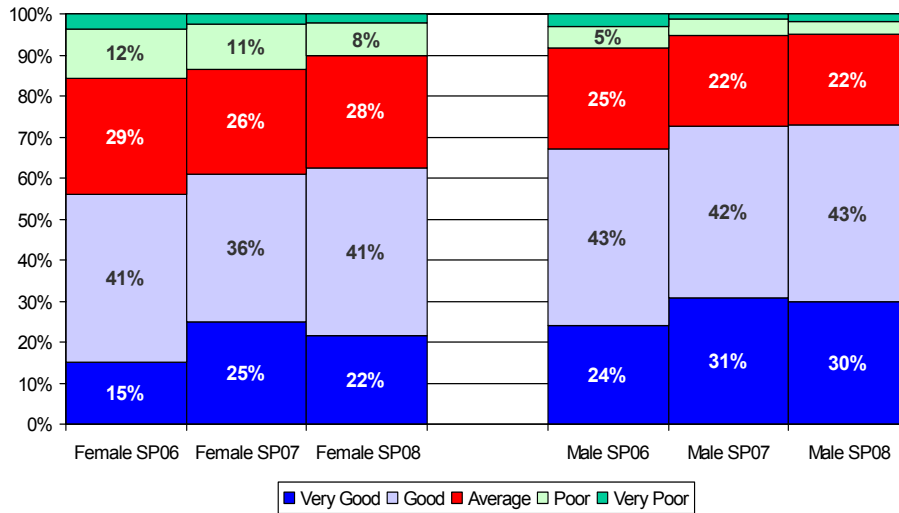
Providing a safe and secure environment for faculty, staff and students*



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

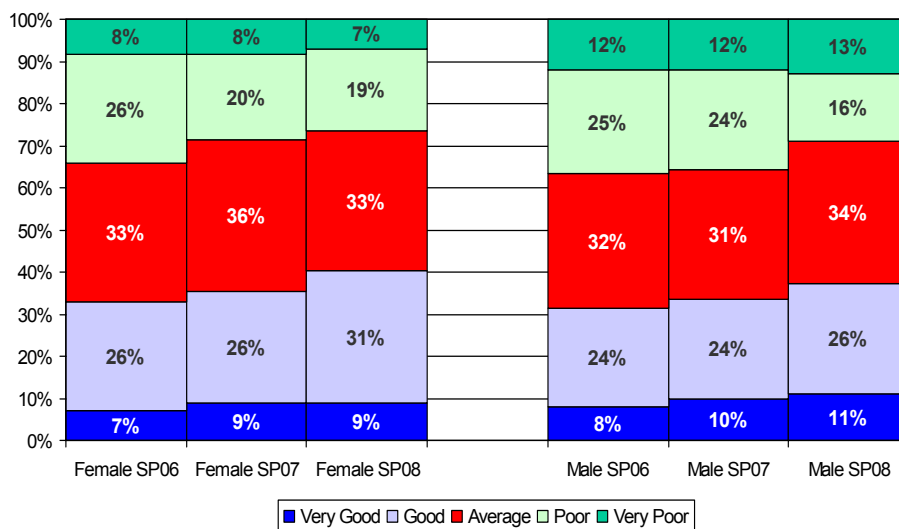
ERAU Climate Survey, Spring 2008

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



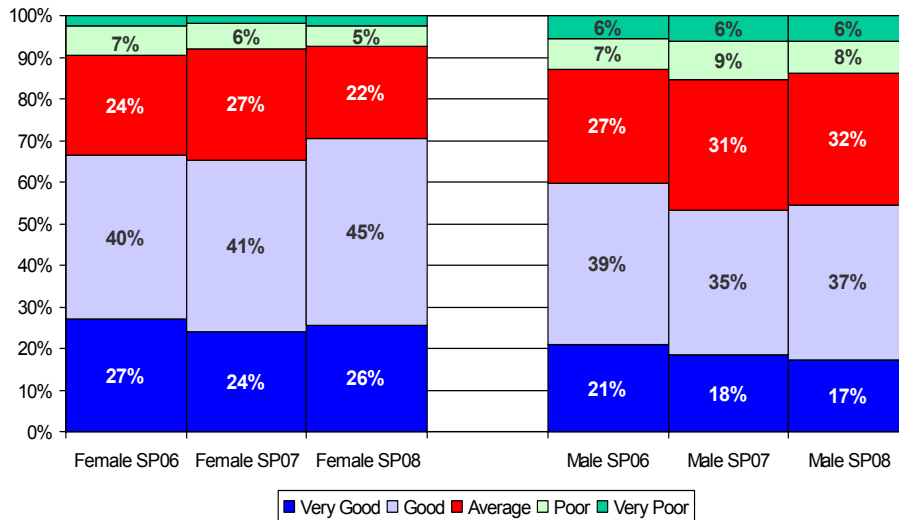
ERAU Climate Survey, Spring 2008

The pay afforded me for my work



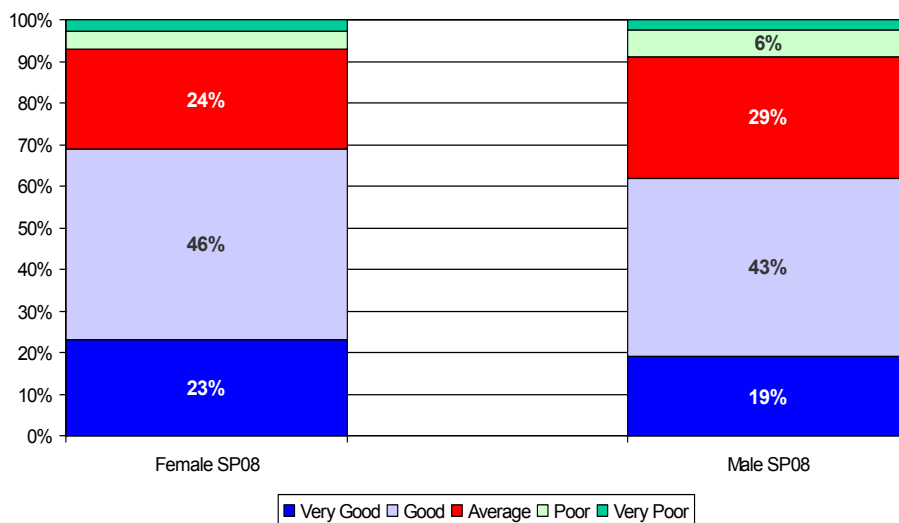
ERAU Climate Survey, Spring 2008

The benefits available for my needs and those of my family



ERAU Climate Survey, Spring 2008

The overall services provided by Human Resources



ERAU Climate Survey, Spring 2008