

ERAU Faculty & Staff Climate Survey Spring 2007 Results by Position

Human Resources
Office of Institutional Research
March 2007

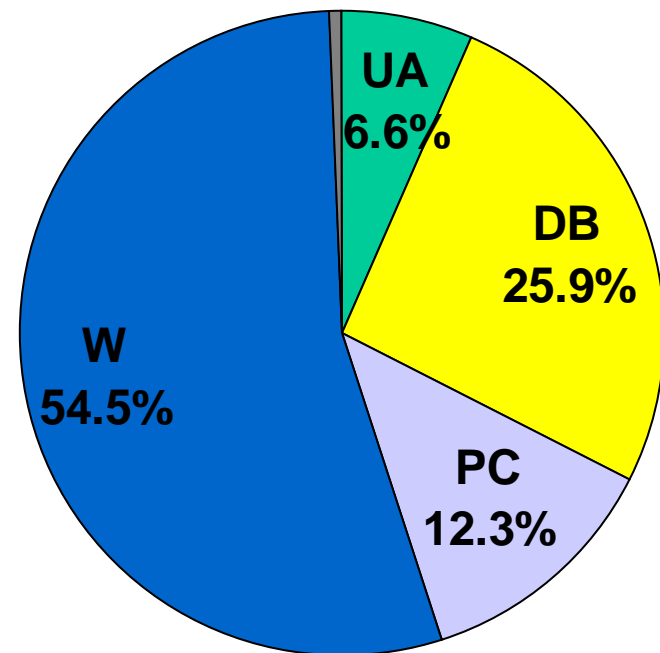
Background

- Web-based instrument:
 - 29 “agreement” items, 7 “rating” items, 6 demographic items, 1 open-ended comment box
 - 5-point agreement scale: Strongly Agree to Strongly Disagree
 - 5-point rating scale: Very Good to Very Poor
- Survey accessible from 02/06/07 – 02/20/07
 - 2 email announcements:
 - Survey has begun, 02/06/07
 - Reminder survey is about to end, 02/13/07
 - 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 1 new question
 - Deleted 3 questions
 - Reworded 2 questions

Who Responded?

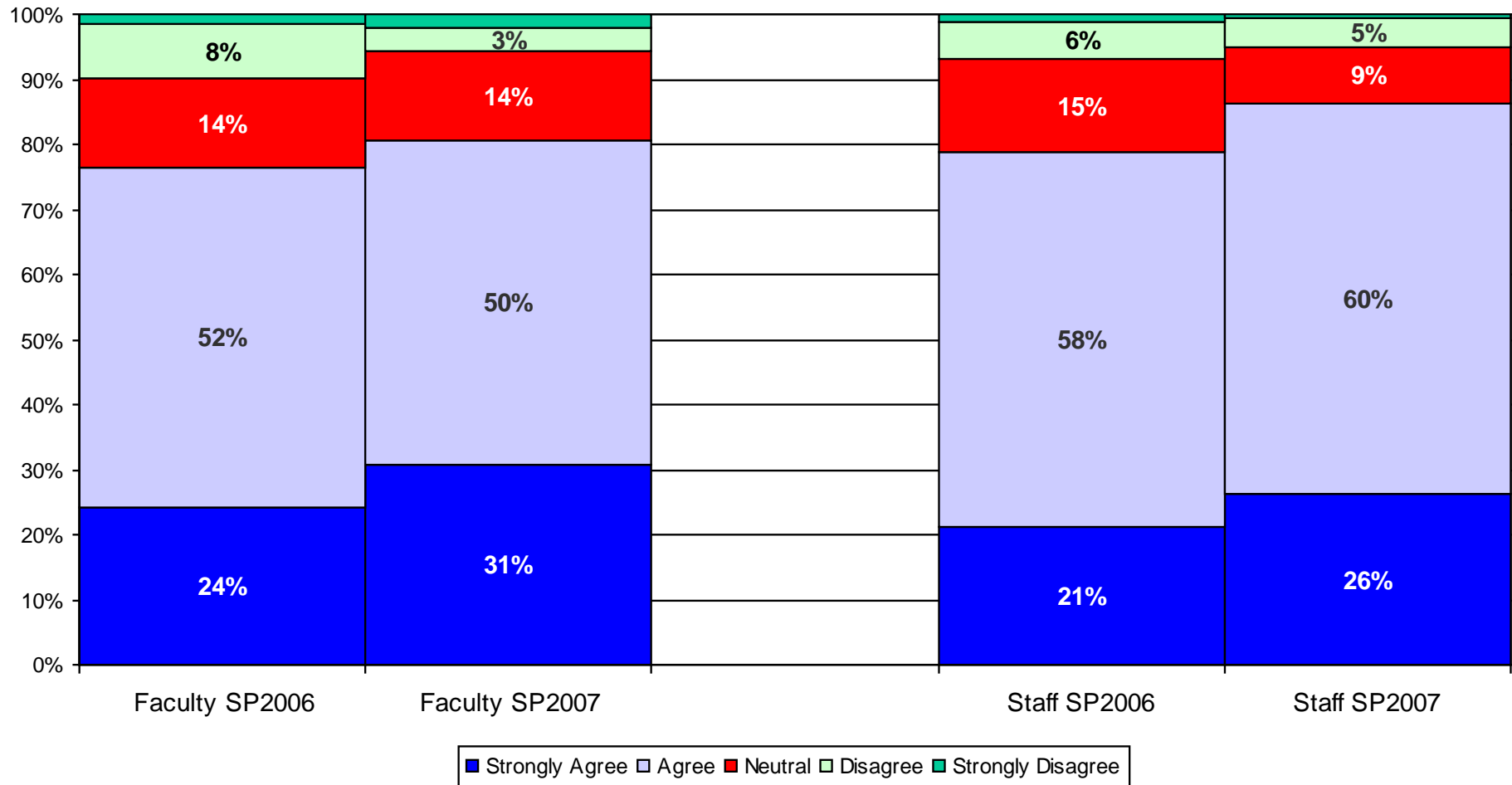
- Grand Total = 1176
- By Division (with estimated response rates):
 - University Administration:
78 (28% response rate)
 - Daytona Beach Campus:
305 (34% response rate)
 - Prescott Campus:
145 (37% response rate)
 - Worldwide Campus:
641 (65% response rate)
 - Not Indicated: 7



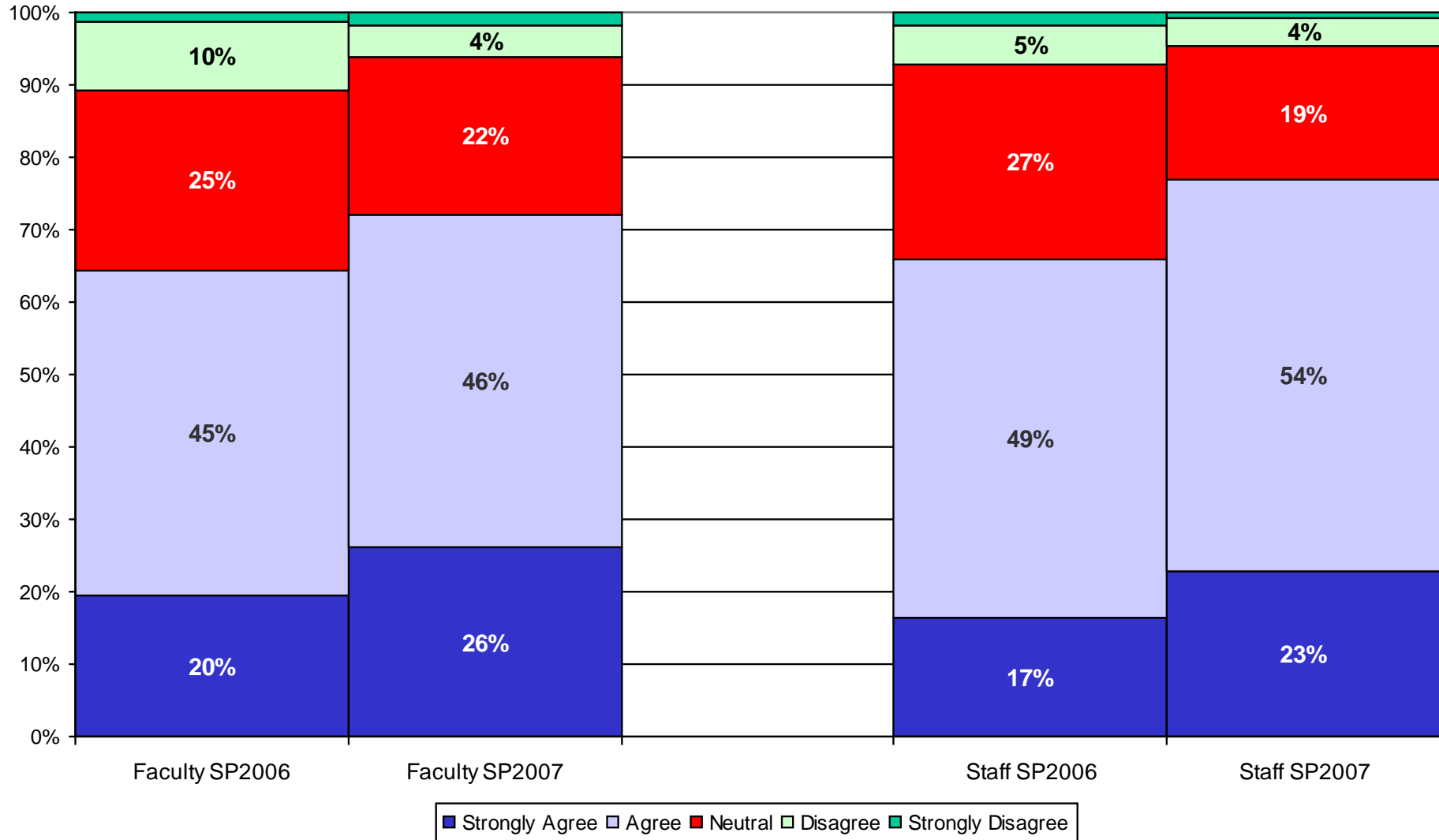
Trend Results: By Position

- 36 charts follow, one per question, with 35 charts displaying the side-by-side comparisons of Fall 2002, Fall 2003, Spring 2005, Spring 2006 and Spring 2007 data (when available) and 1 chart only displaying data from Spring 2007 (new question).
- Each chart displays the percent response for each category to each of the 36 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

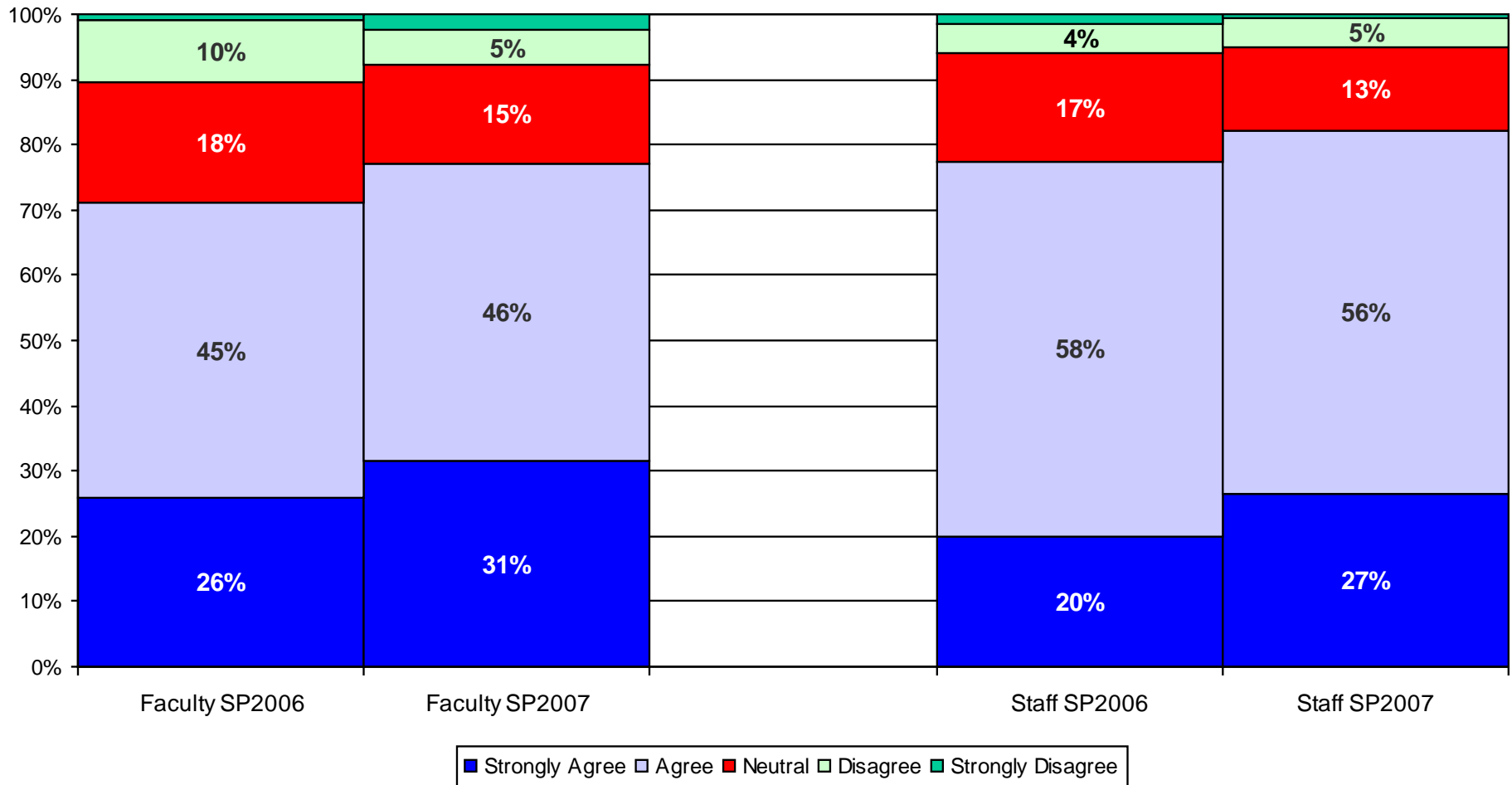
Embry-Riddle's mission, goals, and vision have been clearly communicated to me



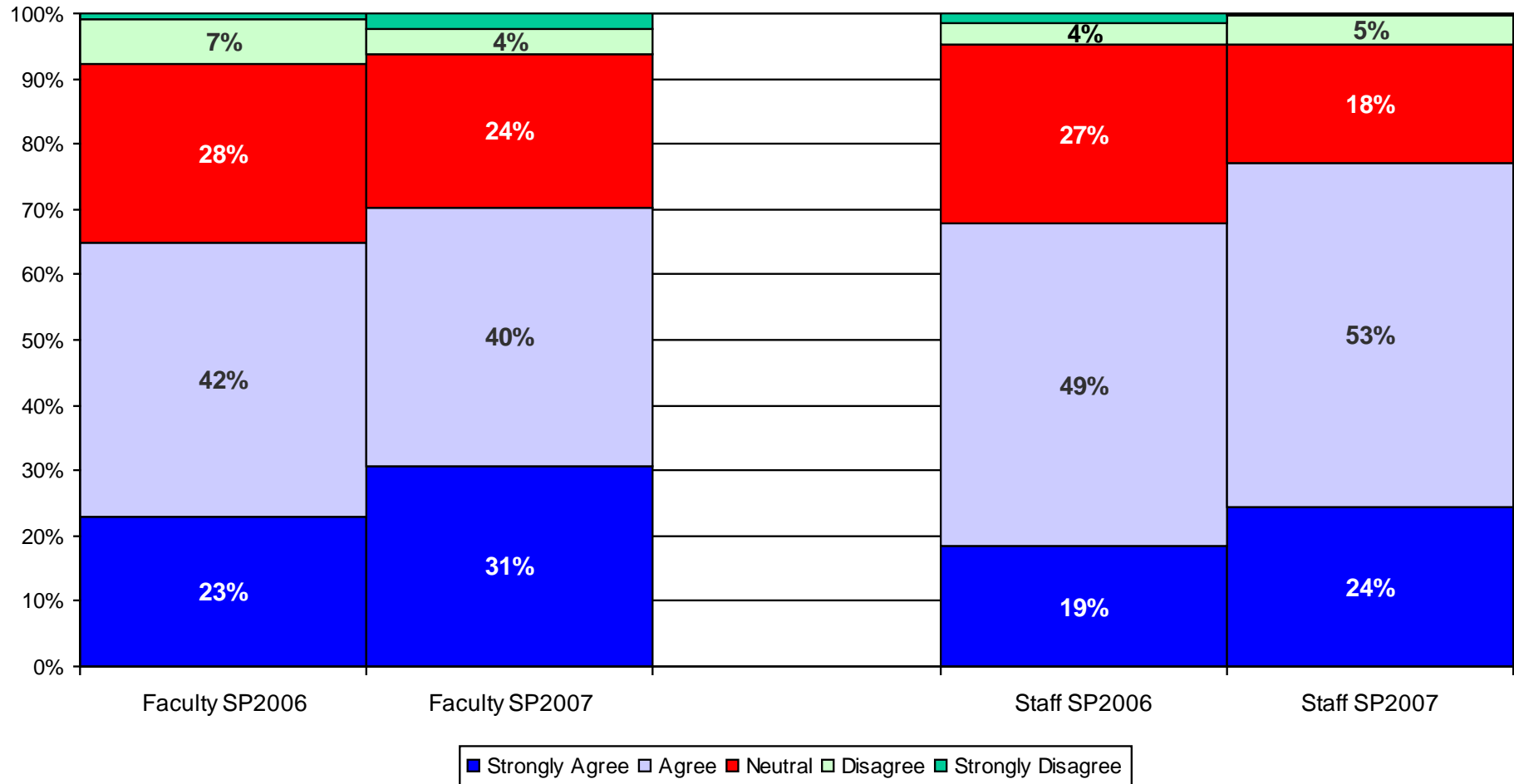
I believe Embry-Riddle's mission, goals, and vision are the right ones for the organization at the current time



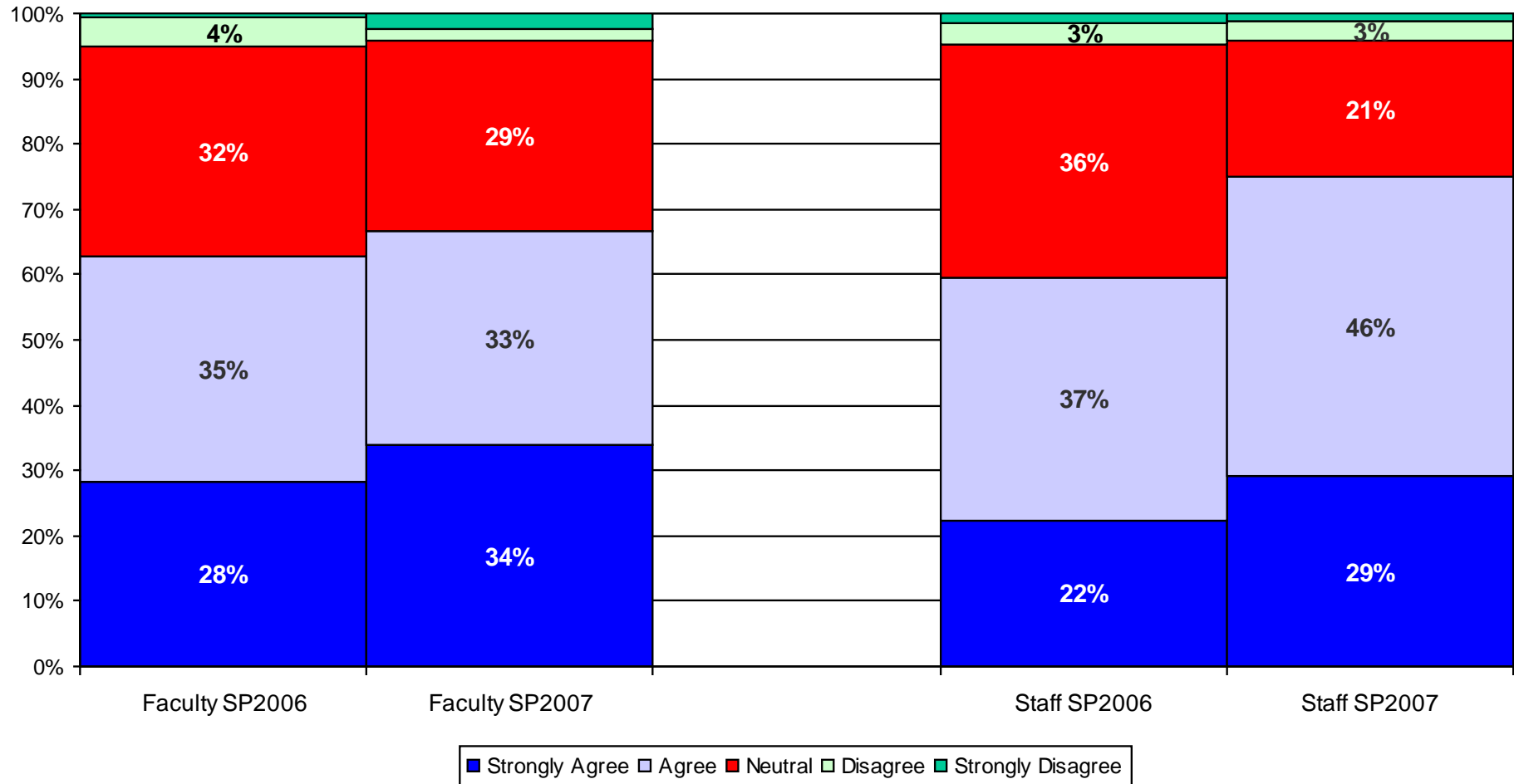
Embry-Riddle's values have been clearly communicated to me



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

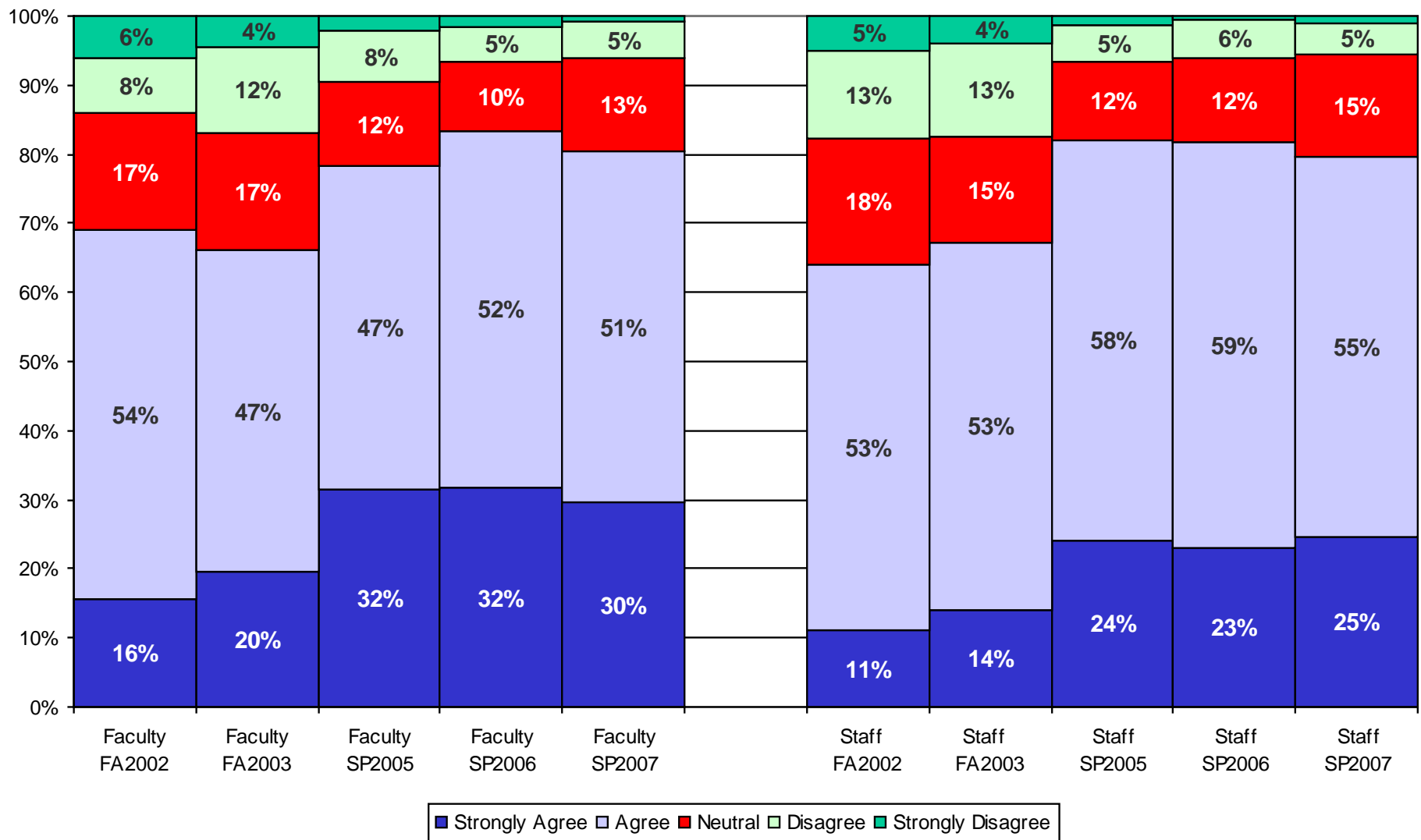


I believe the President is doing a good job.



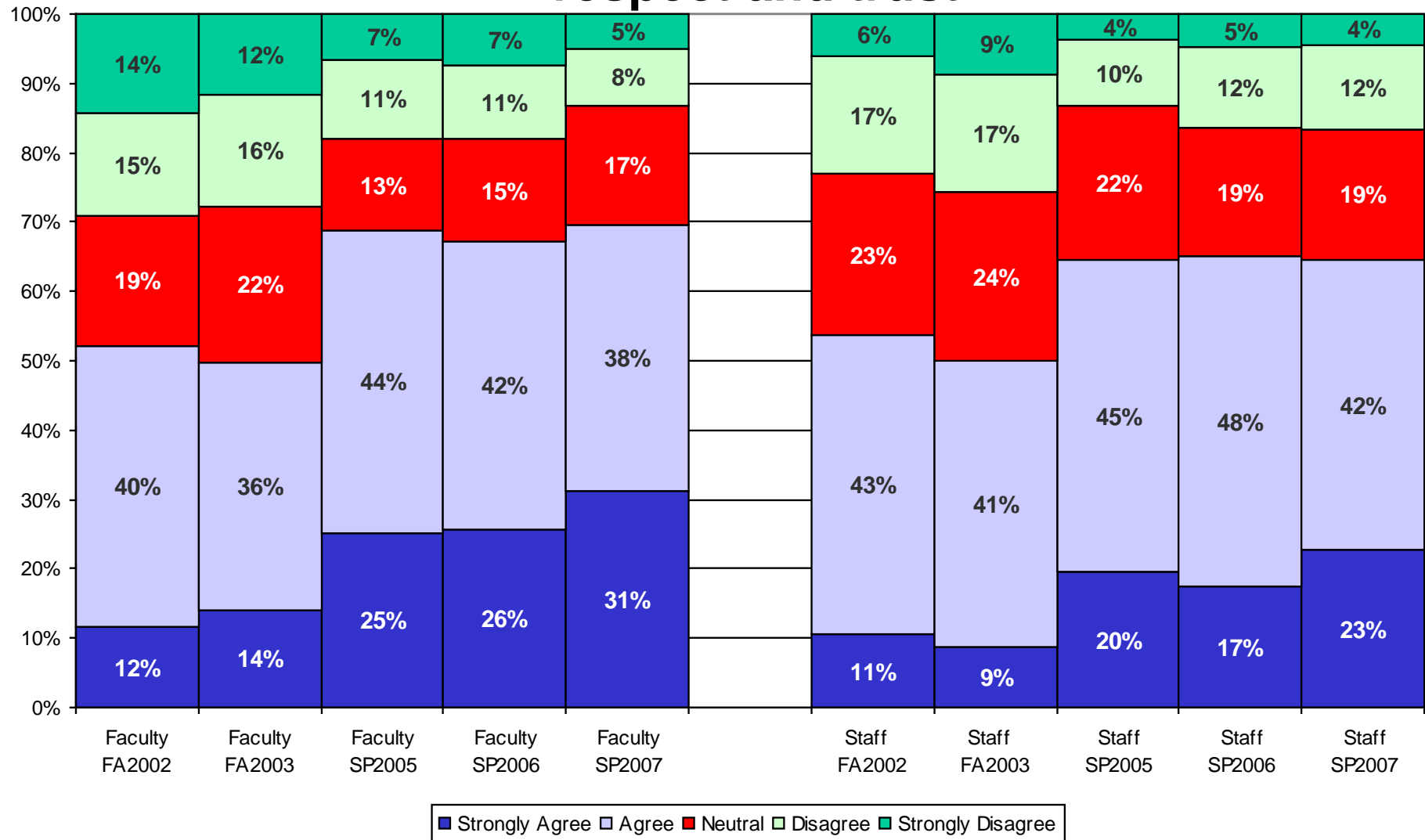
*Reworded. SP06 version = "I believe the Interim President is making progress toward the University mission and goals".

I am kept informed of University news and activities*

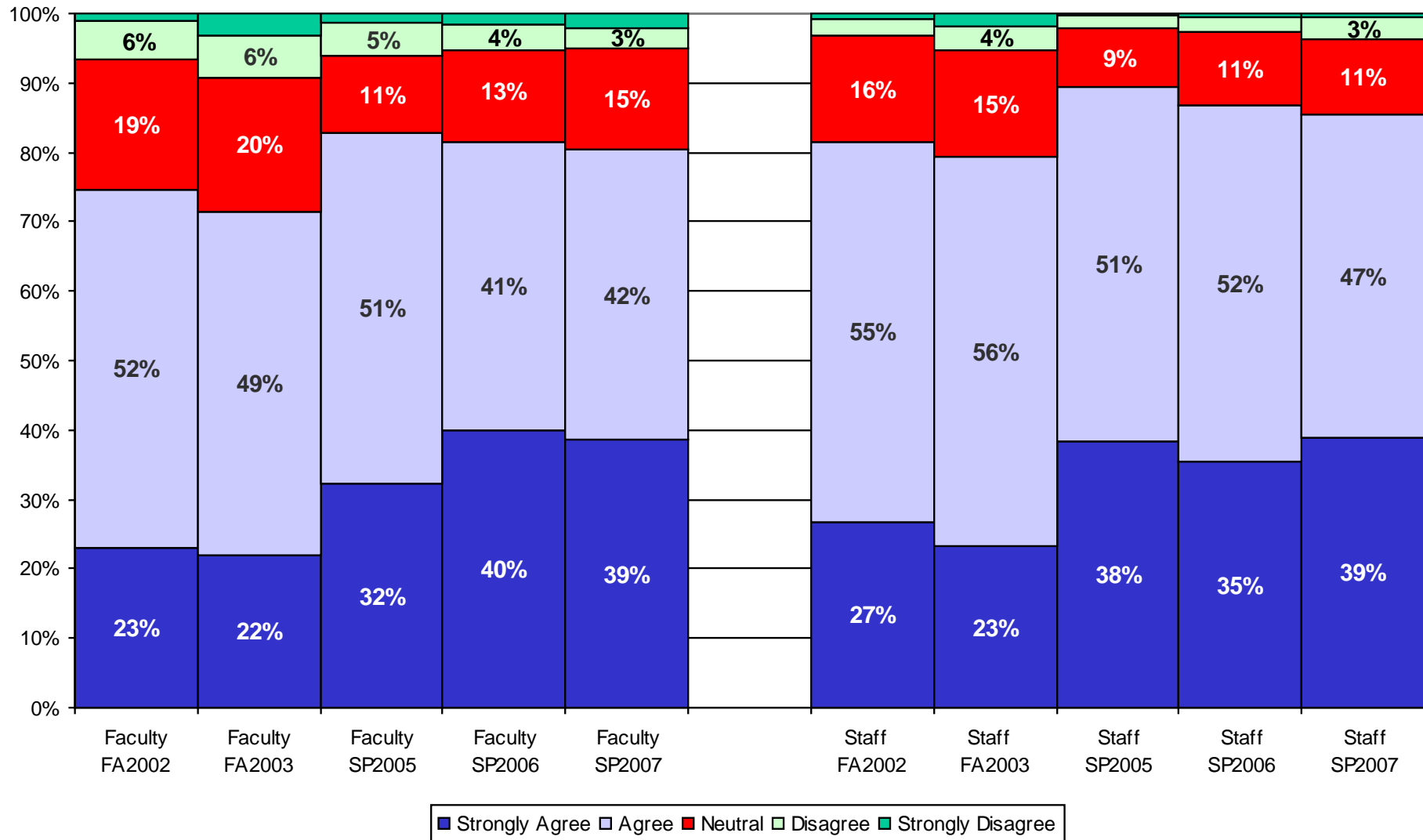


*Reworded. SP02-FA03 version = "I am kept informed of University, campus, and department level news and activities that are pertinent to my work".

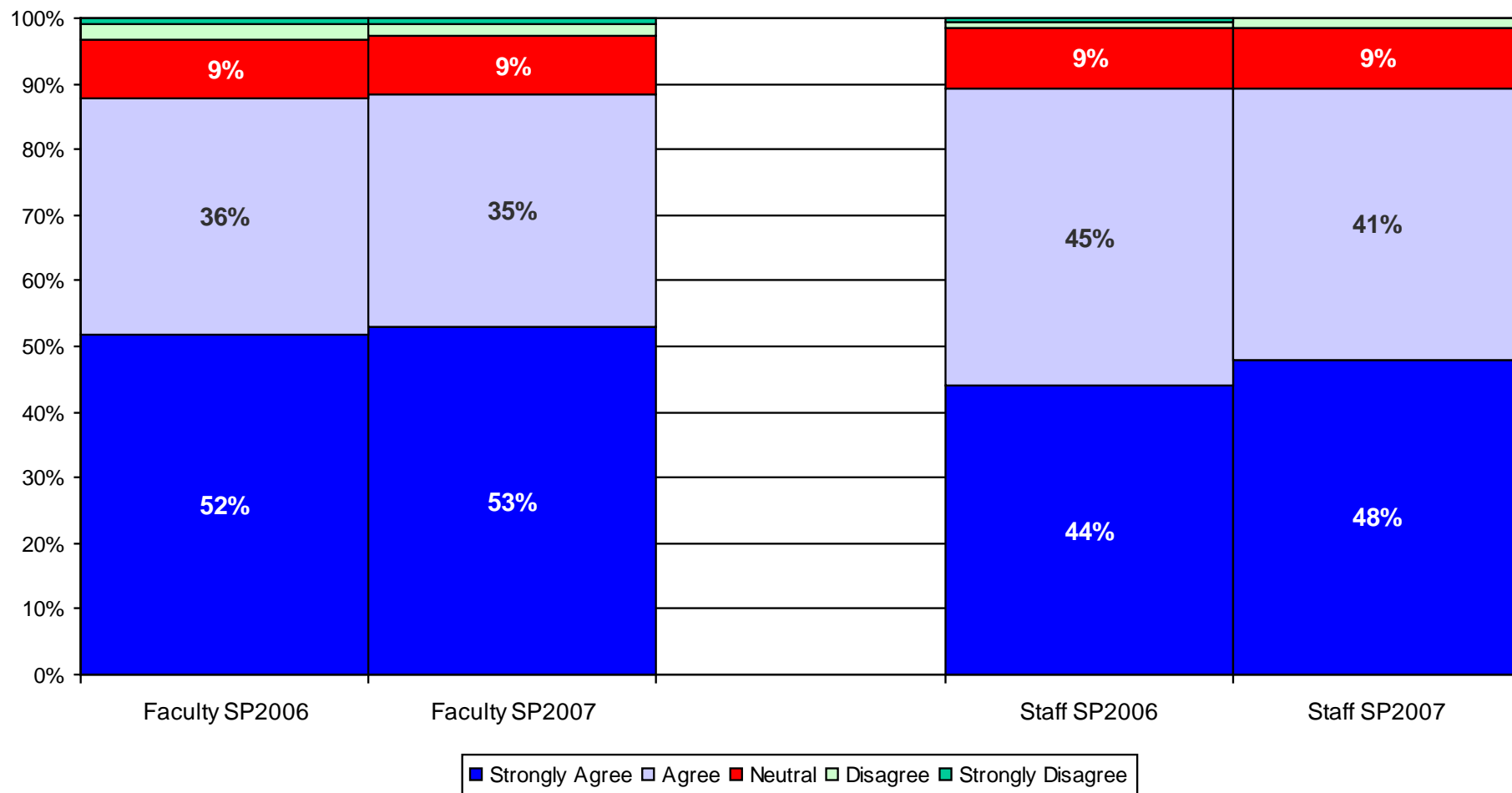
Embry-Riddle has a work environment of mutual respect and trust



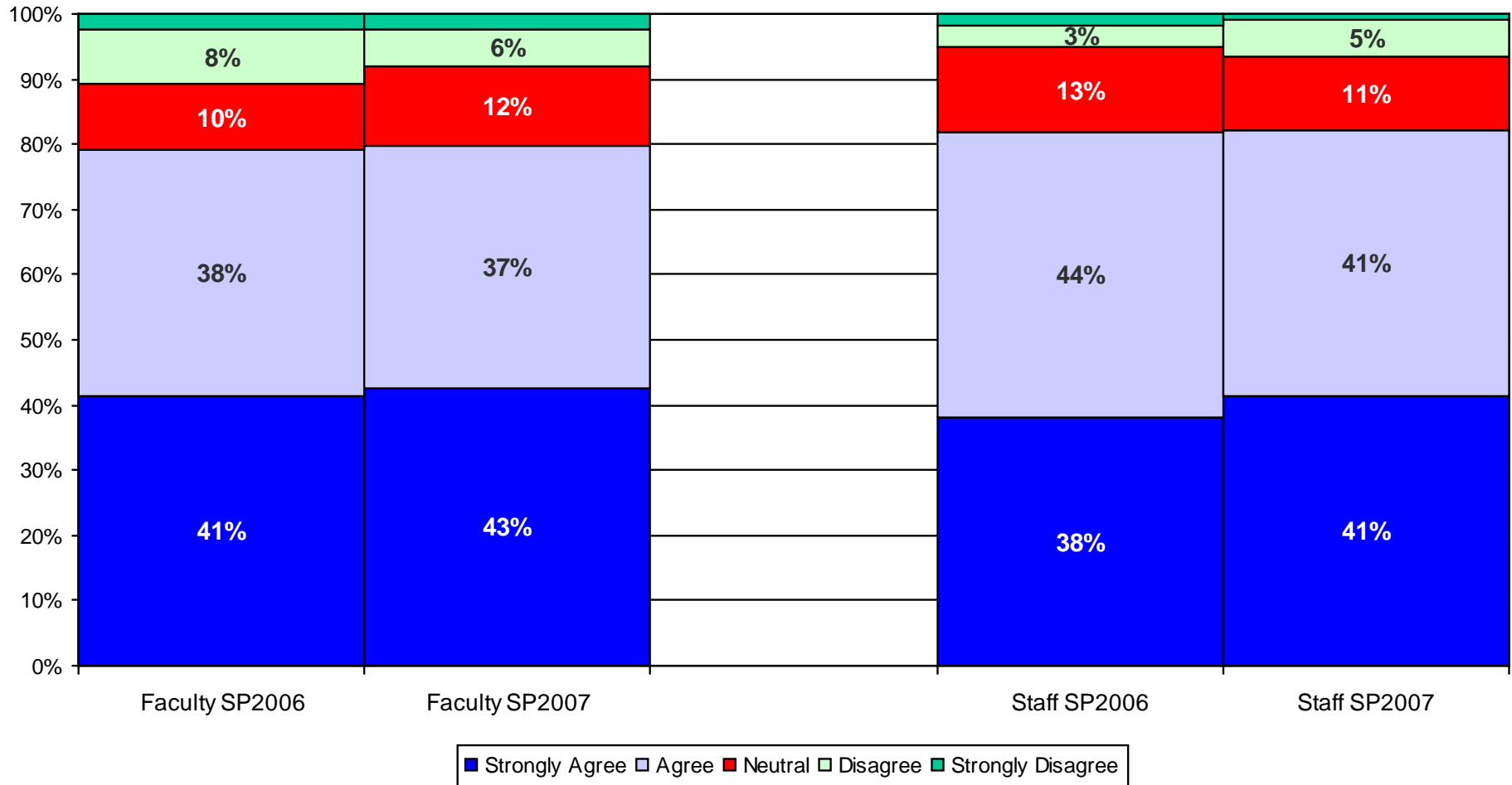
Overall, the University is a good place to work



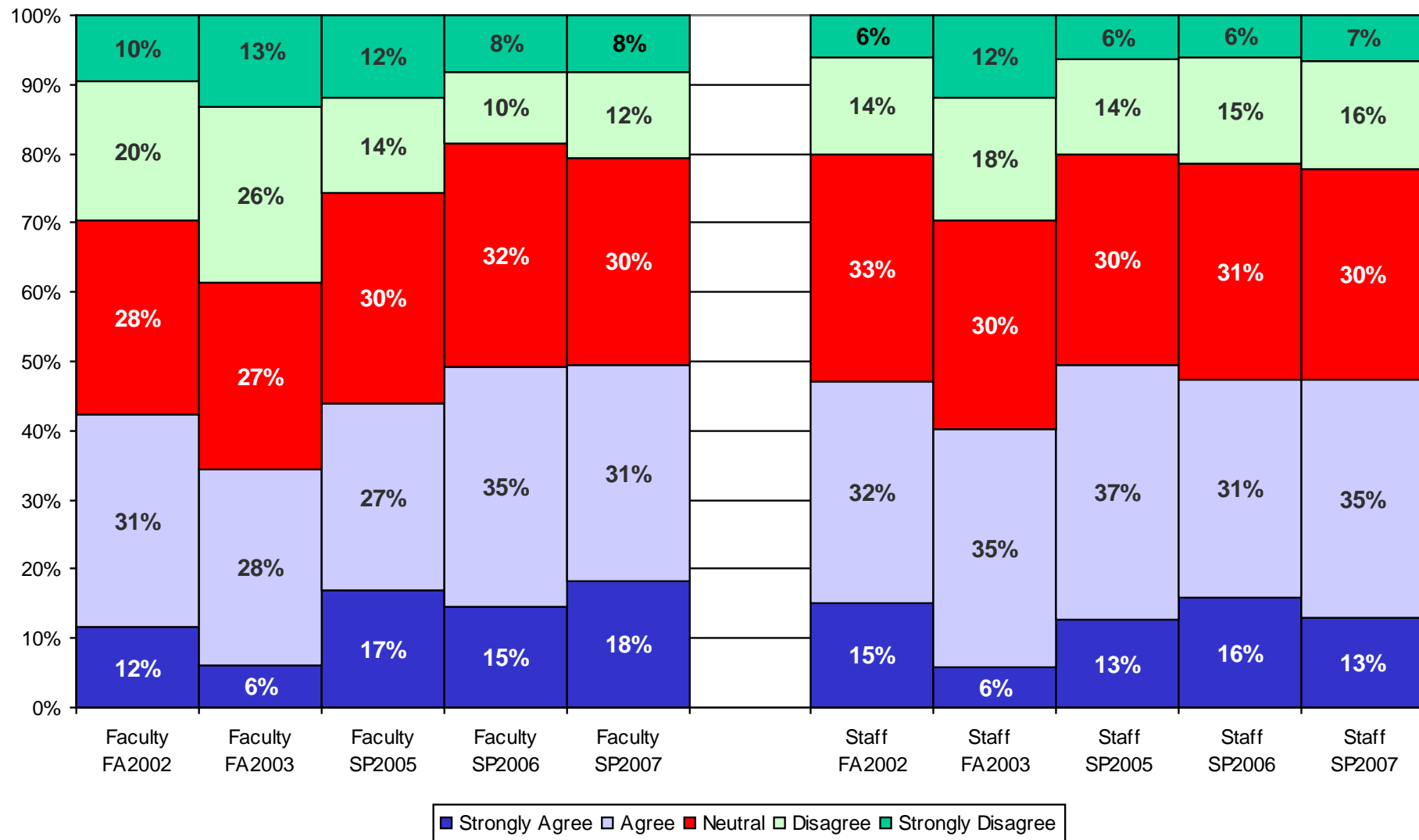
I am proud to be associated with the University



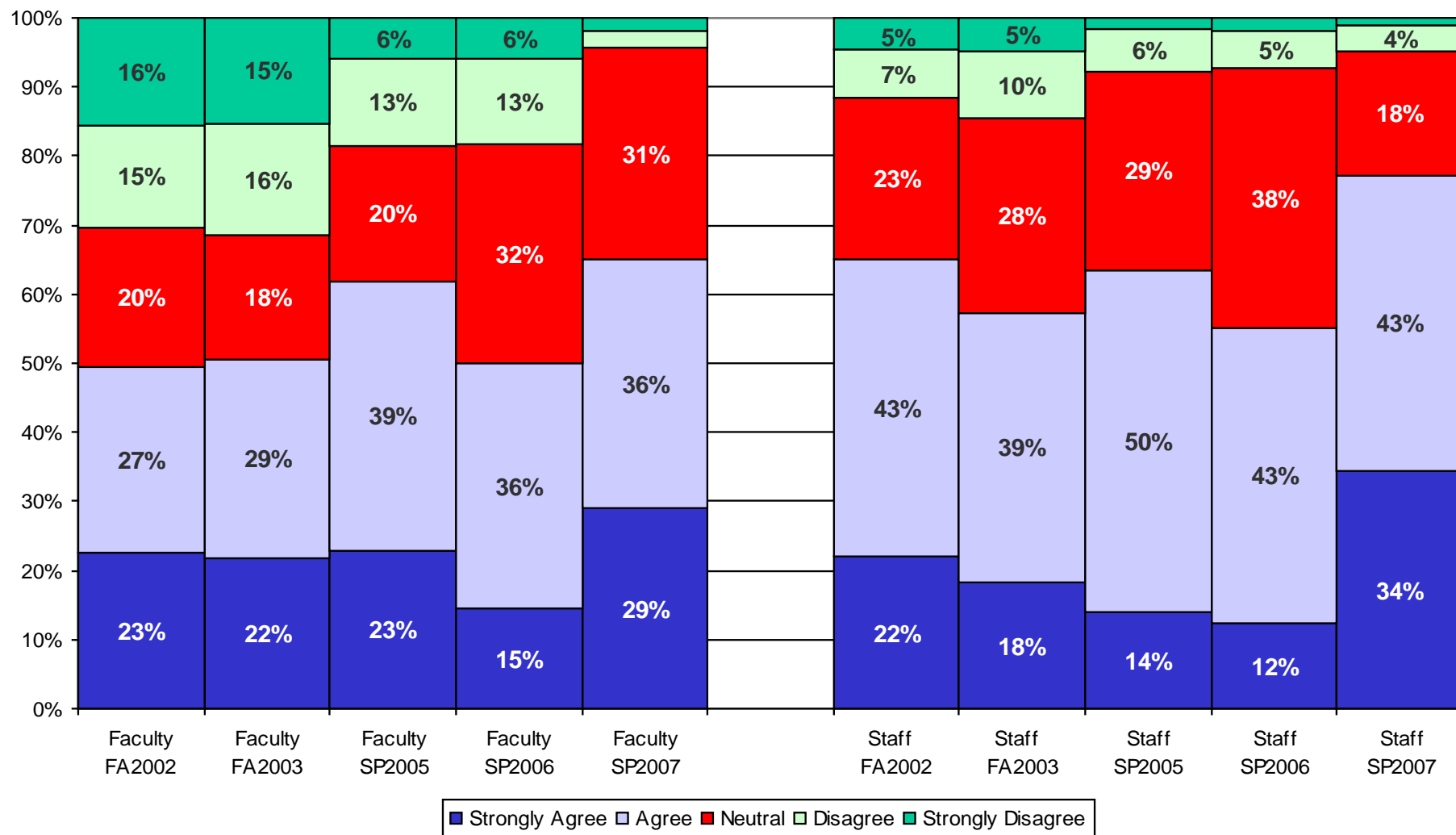
I would recommend the University to family and friends as a place to work



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

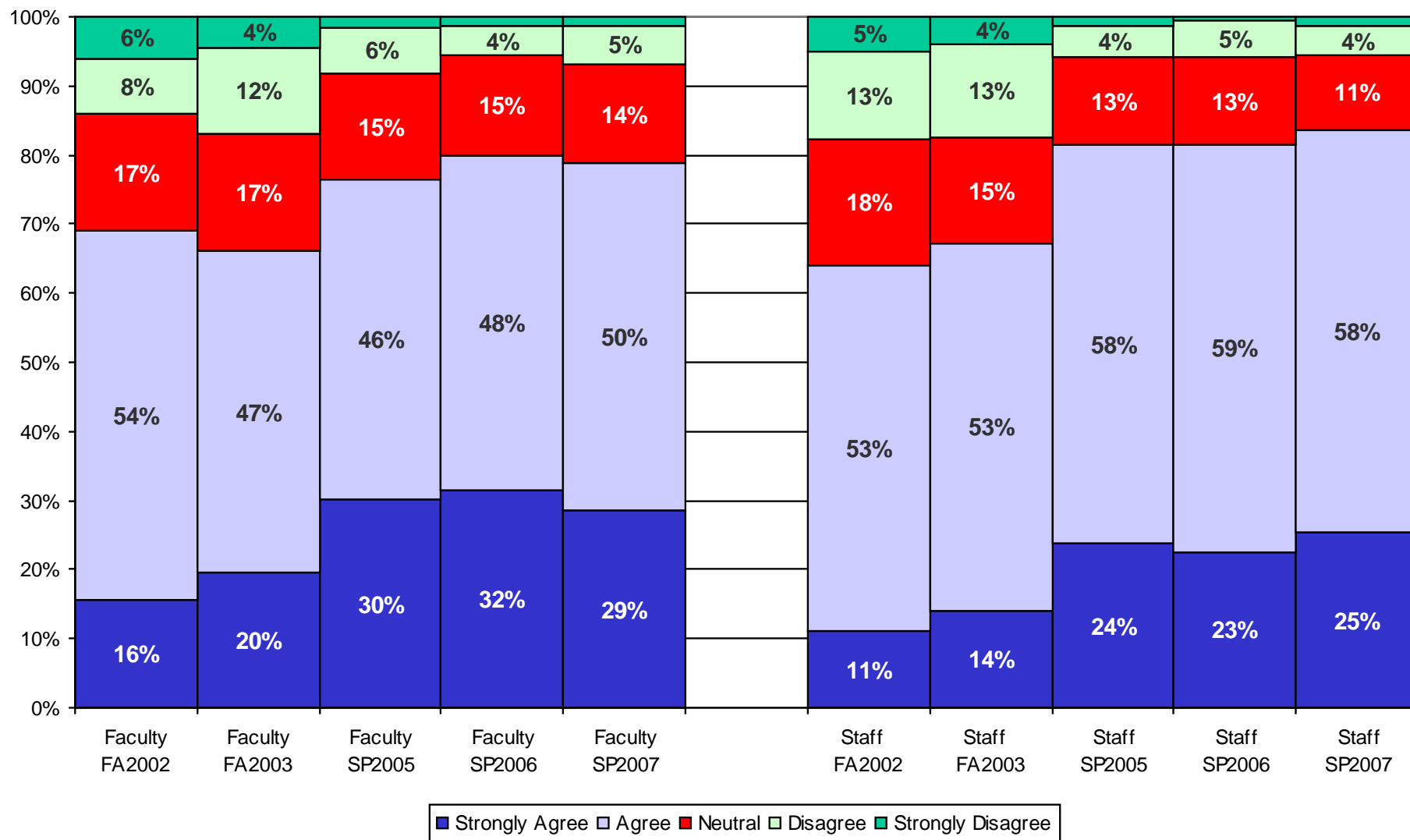


I believe my Chancellor is doing a good job



*Reworded. SP05 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)".

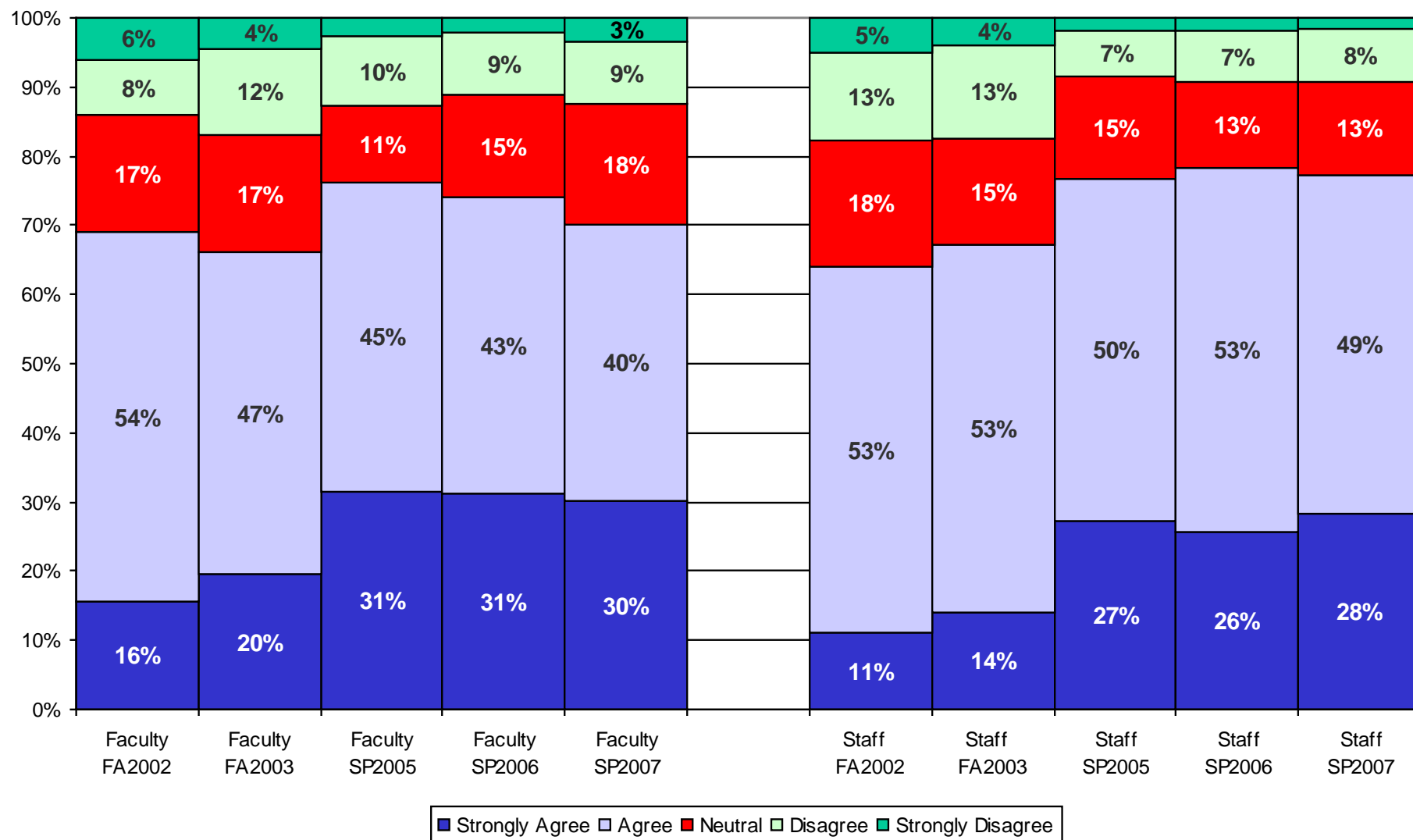
I am kept informed of campus news and activities*



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

ERAU Climate Survey, Spring 2007

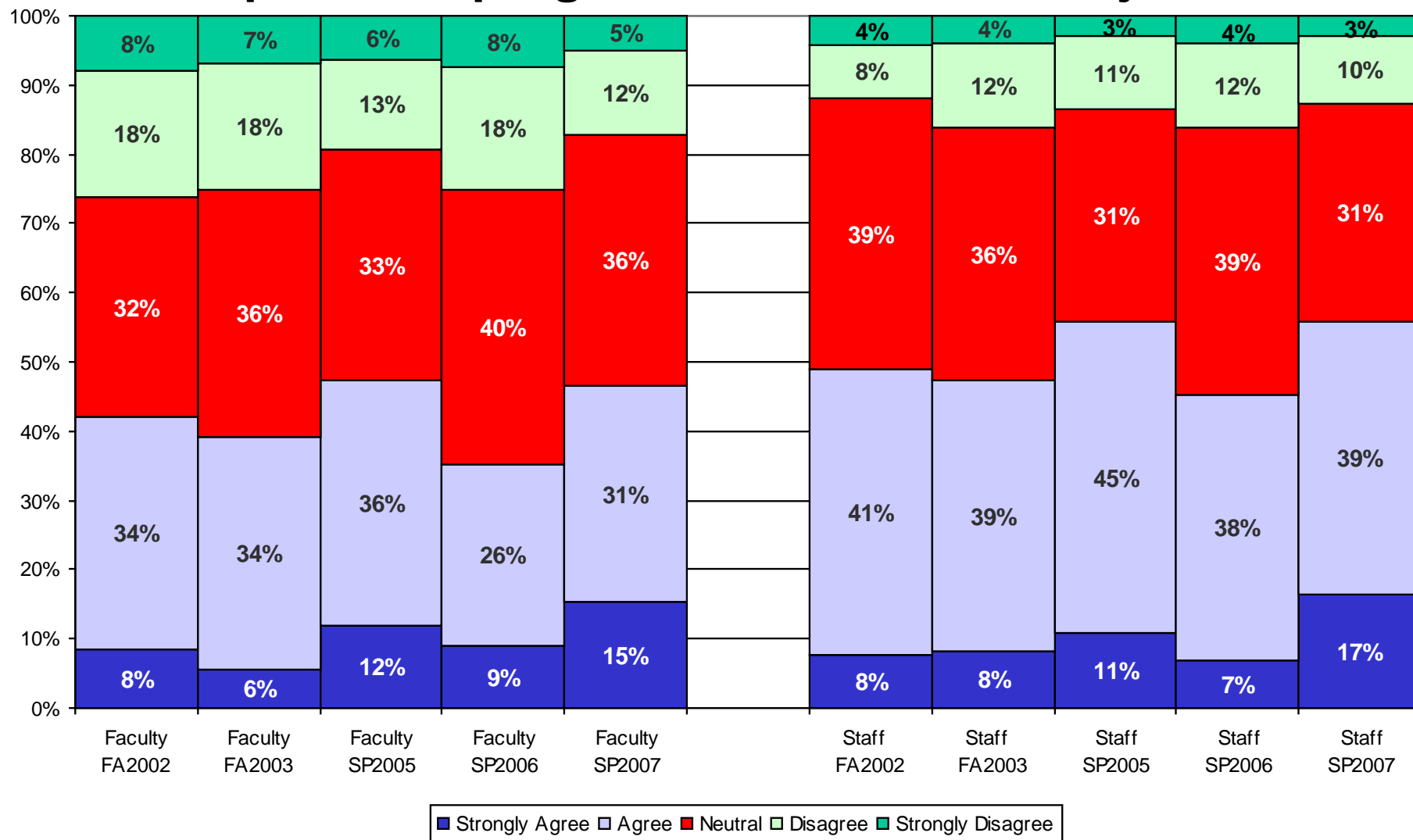
I am kept informed of department level news and activities*



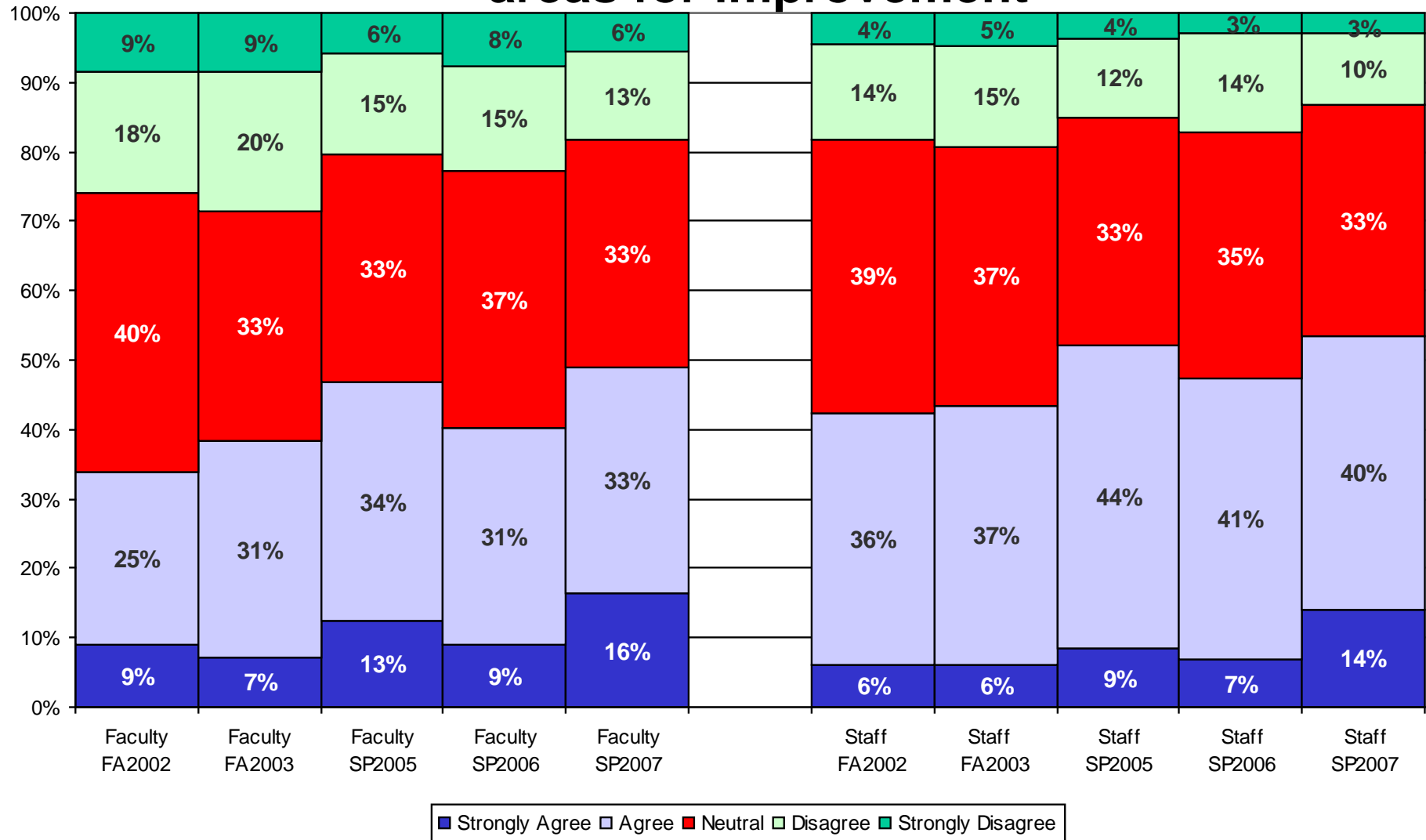
*Reworded. SP02-FA03 version = "I am kept informed of University, campus, and department level news and activities that are pertinent to my work".

ERAU Climate Survey, Spring 2007

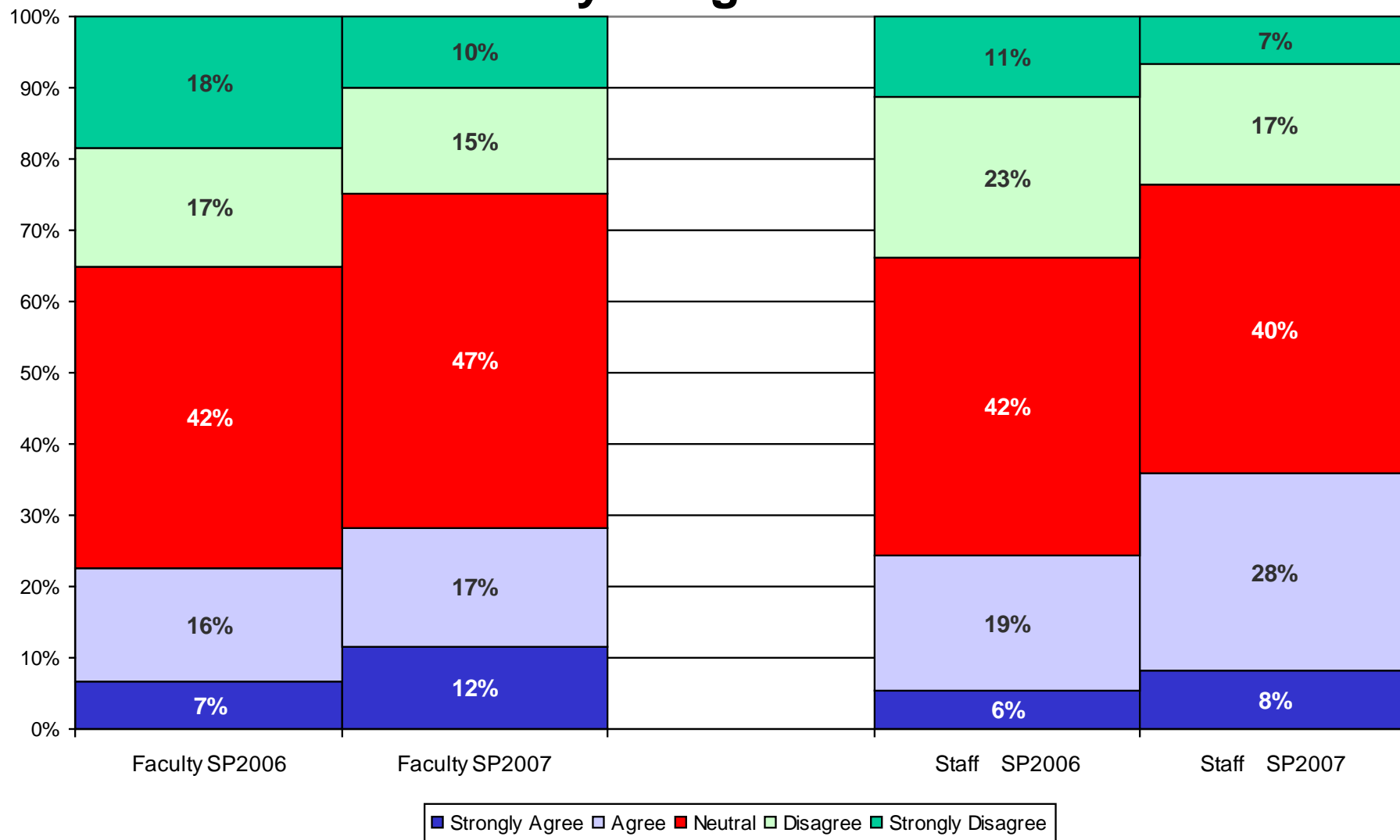
Strategic planning assists in setting my department/program's direction and objectives



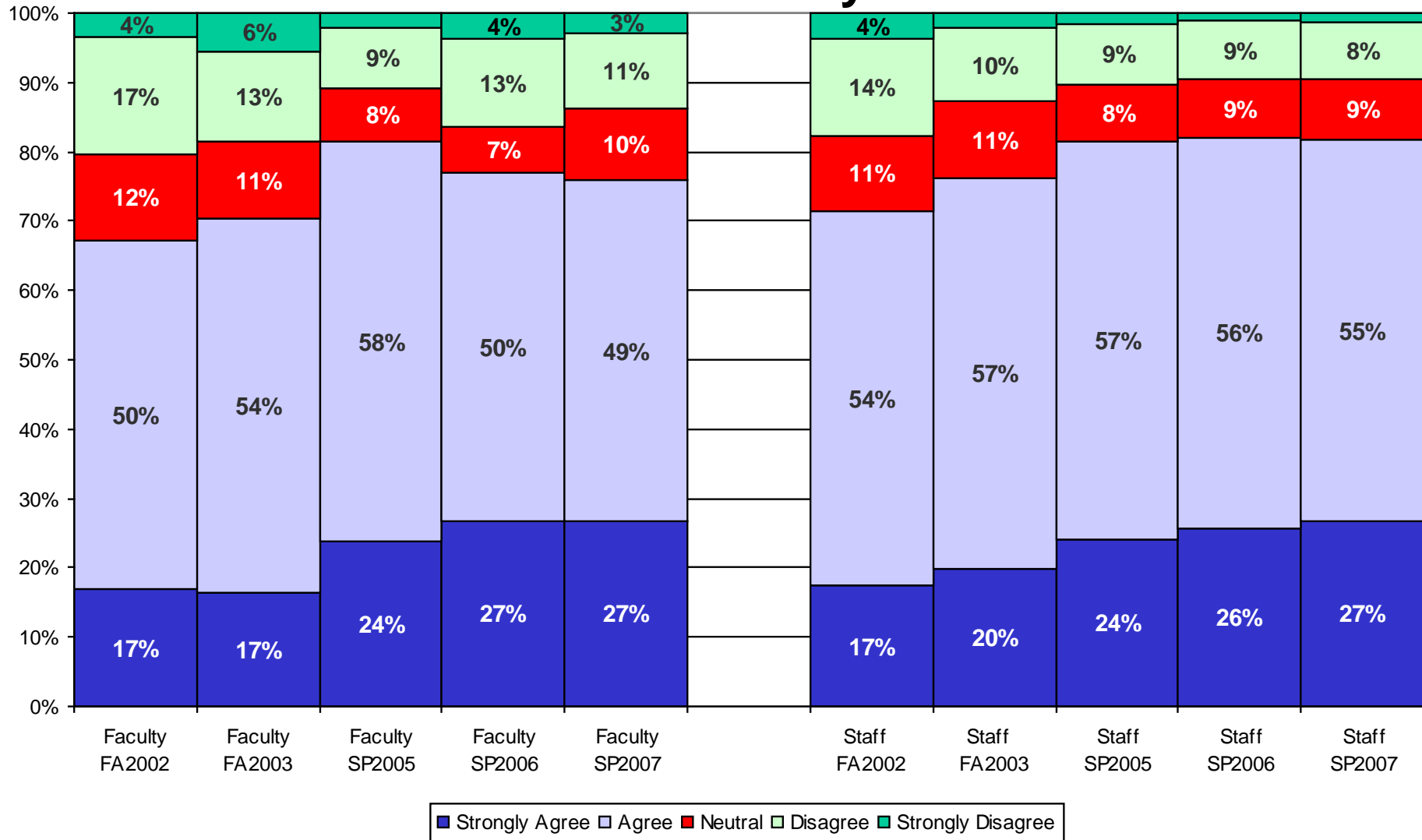
Assessment activities assist my department/program in measuring its success and identifying potential areas for improvement



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

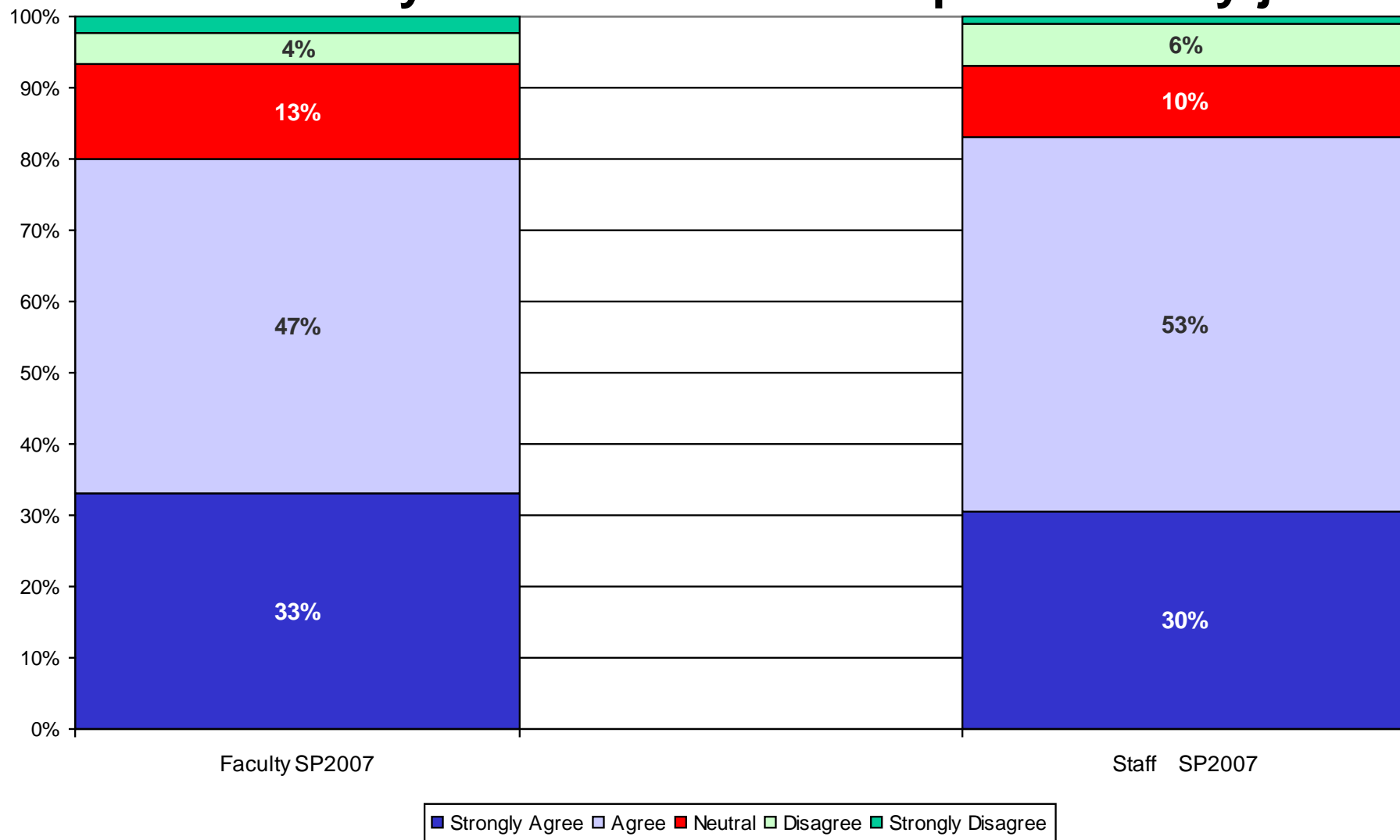


I have the materials and equipment to do my work effectively*

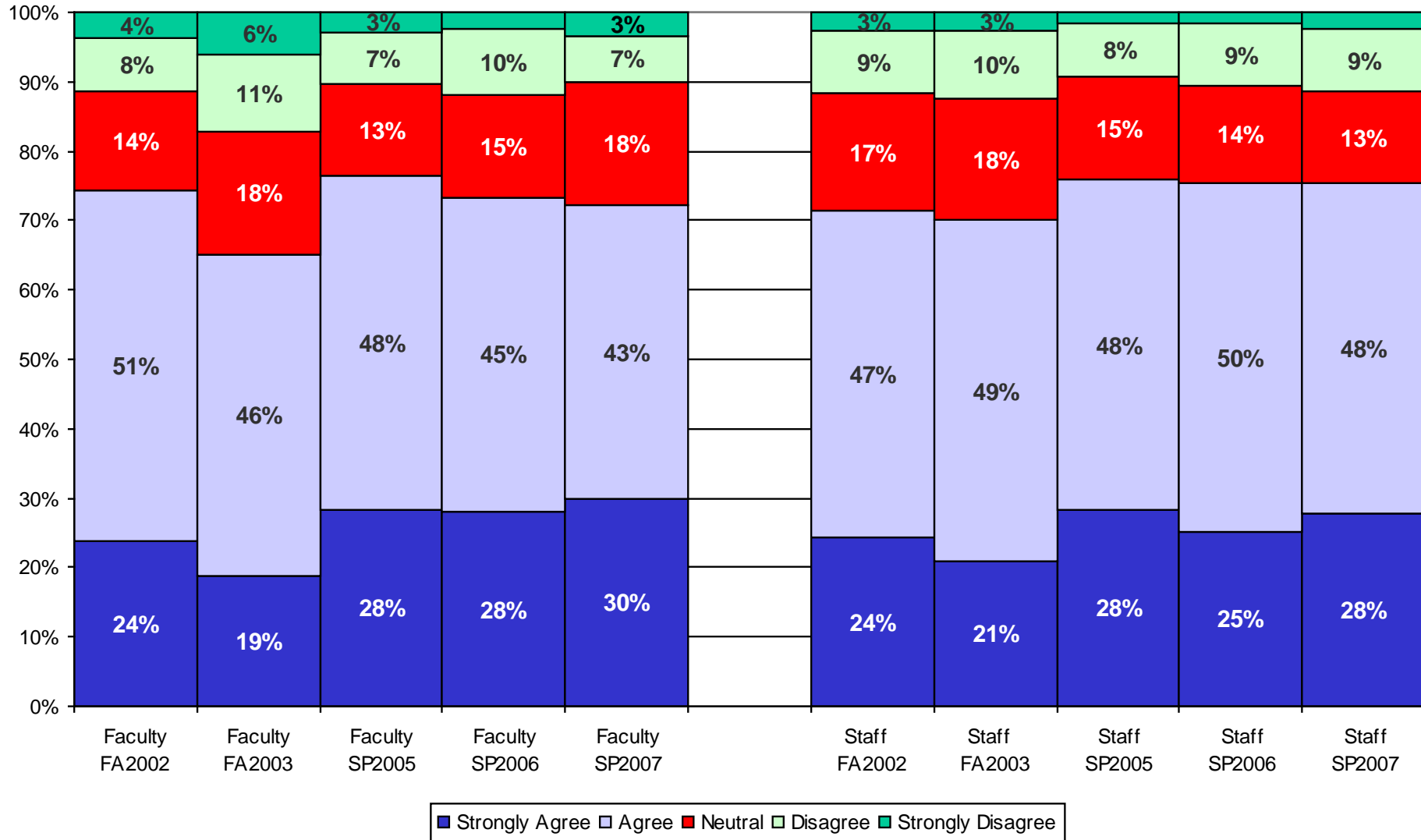


*Question was reworded in FA2003; FA2002 read as "...equipment to do my work right".

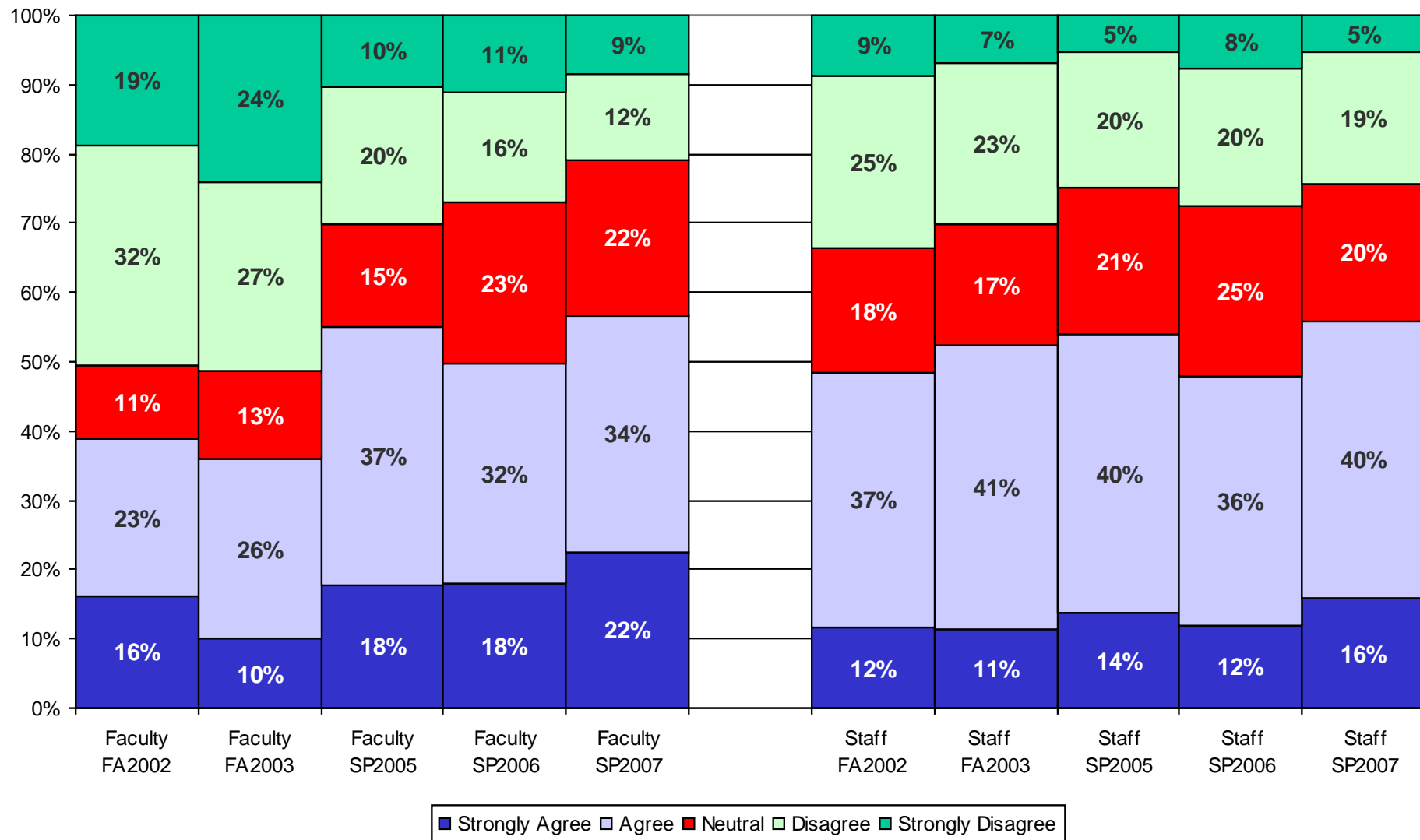
The Technology services provided by the University effectively assist me in the completion of my job



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



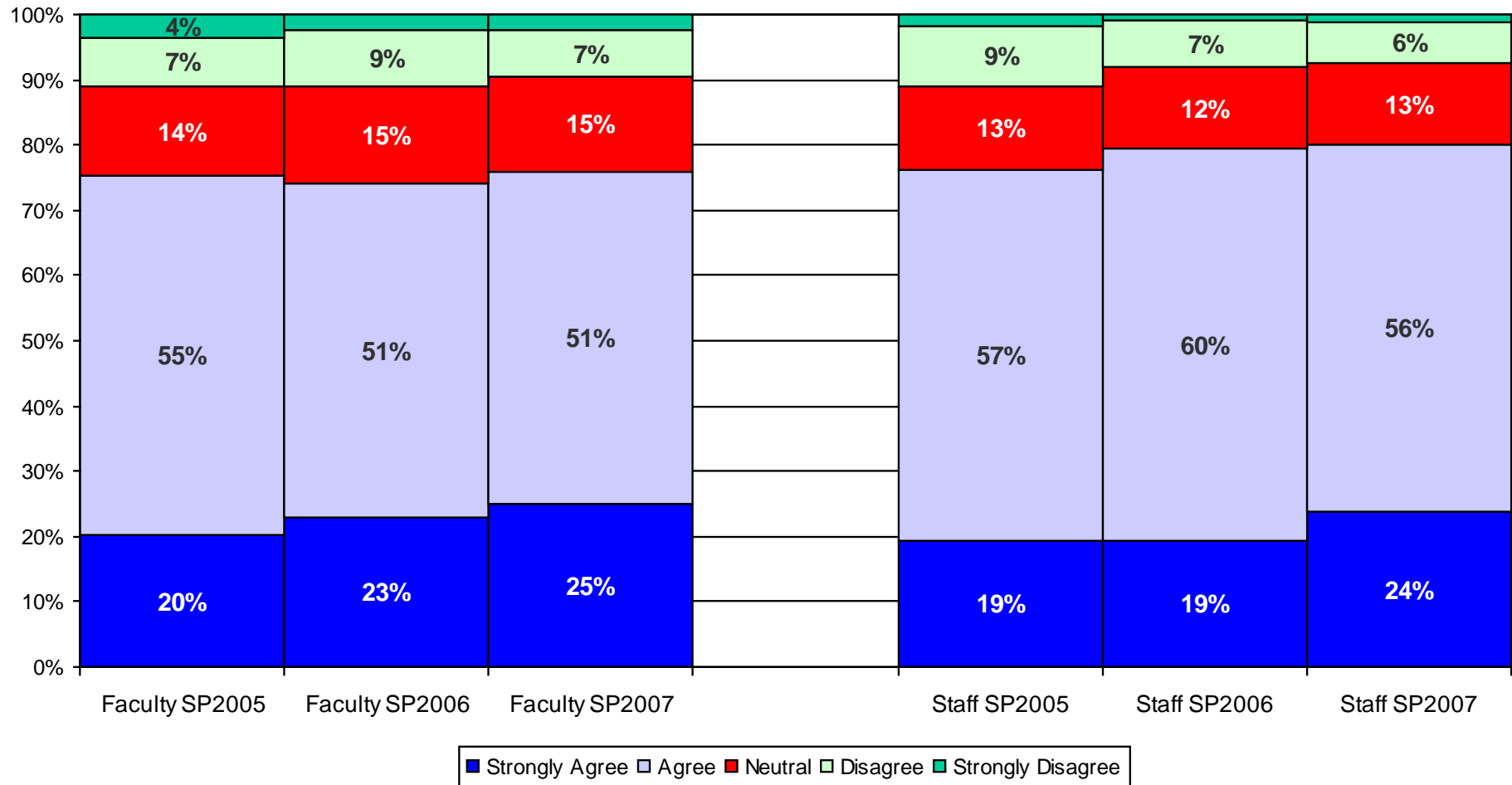
My current workload allows me to engage in a variety of activities*



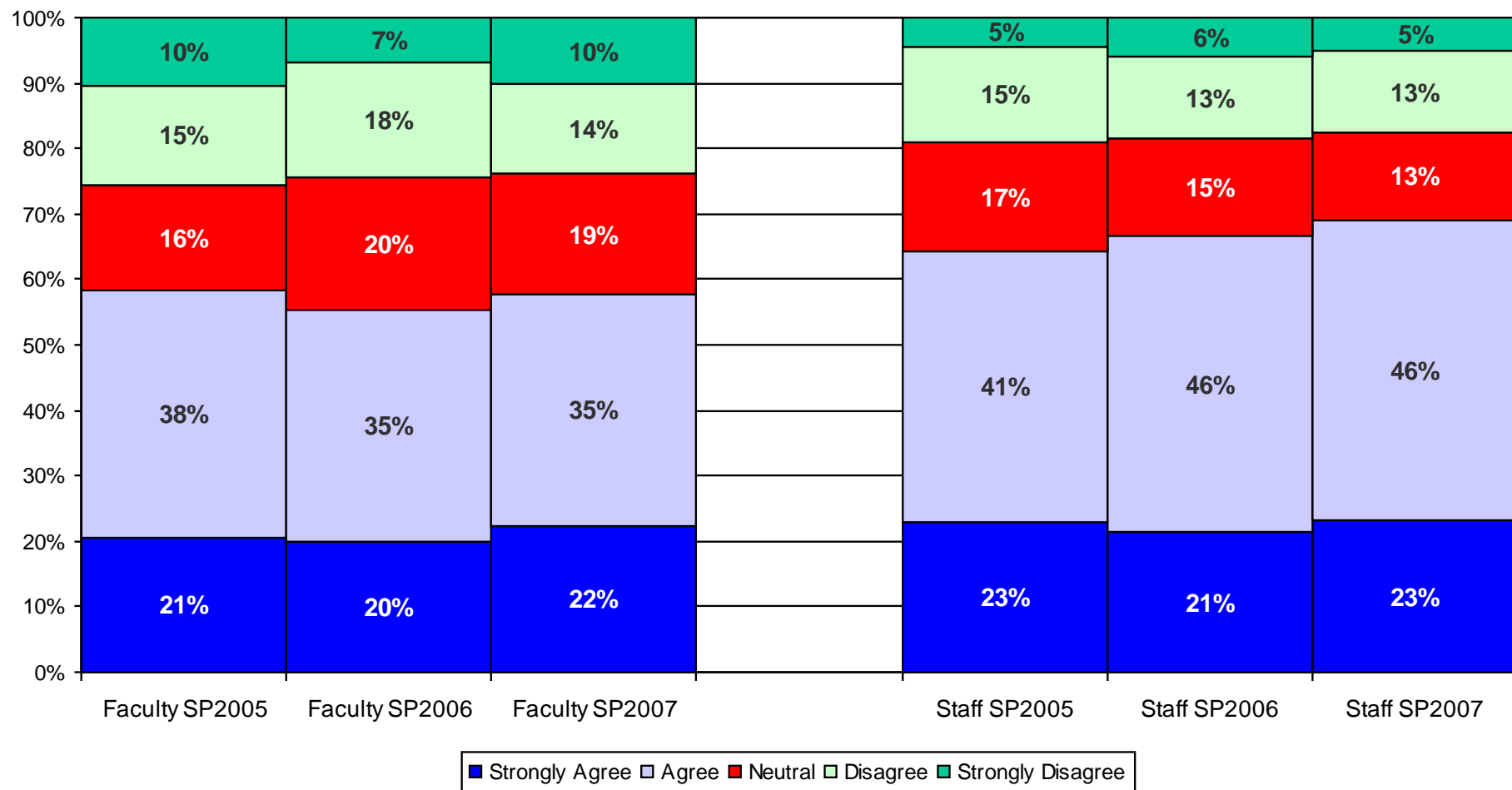
*Question was reworded in SP2006; SP2005 read as "...activities, as appropriate to my position".

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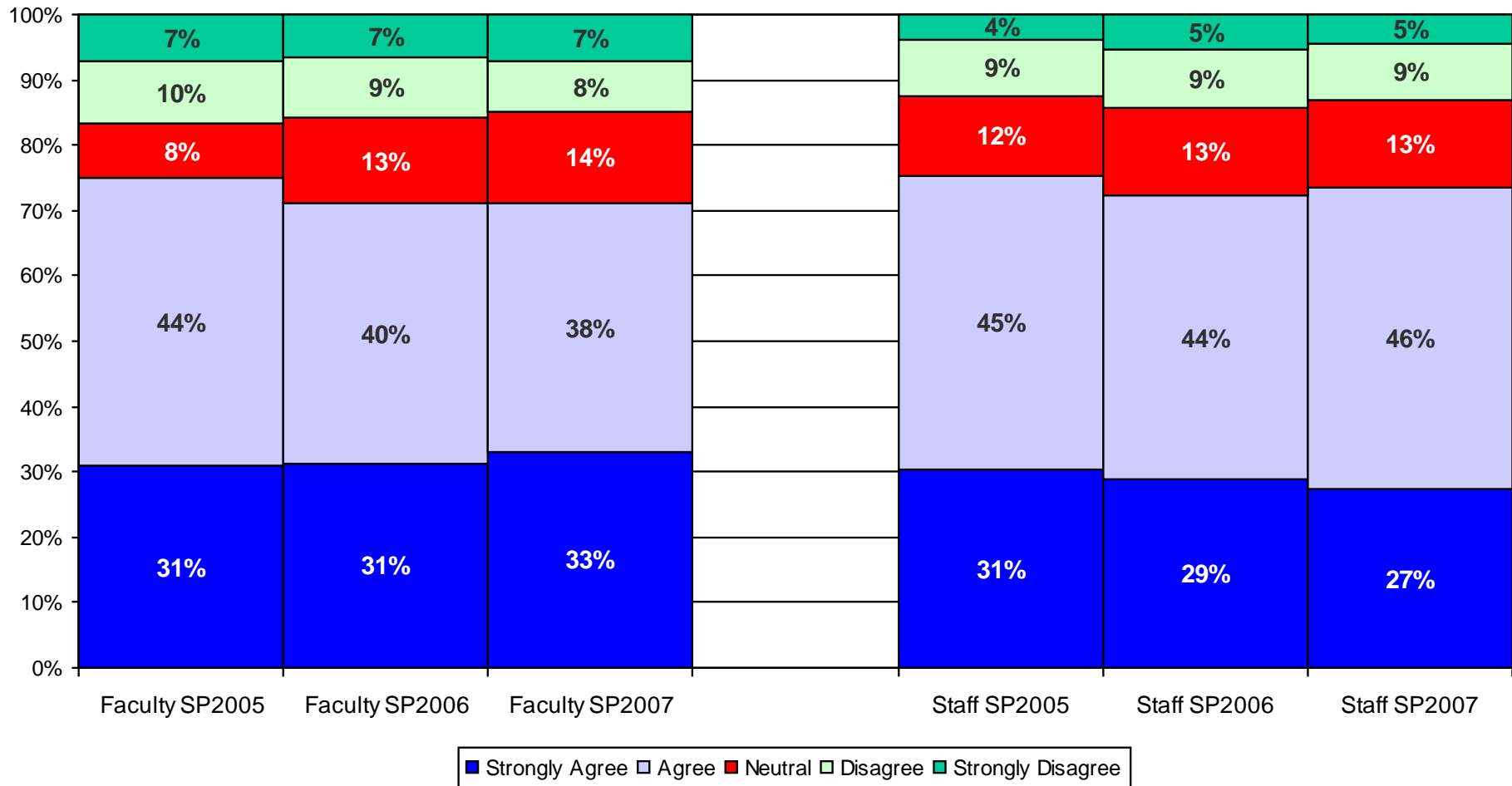
I have access to the information I need to make decisions for my work



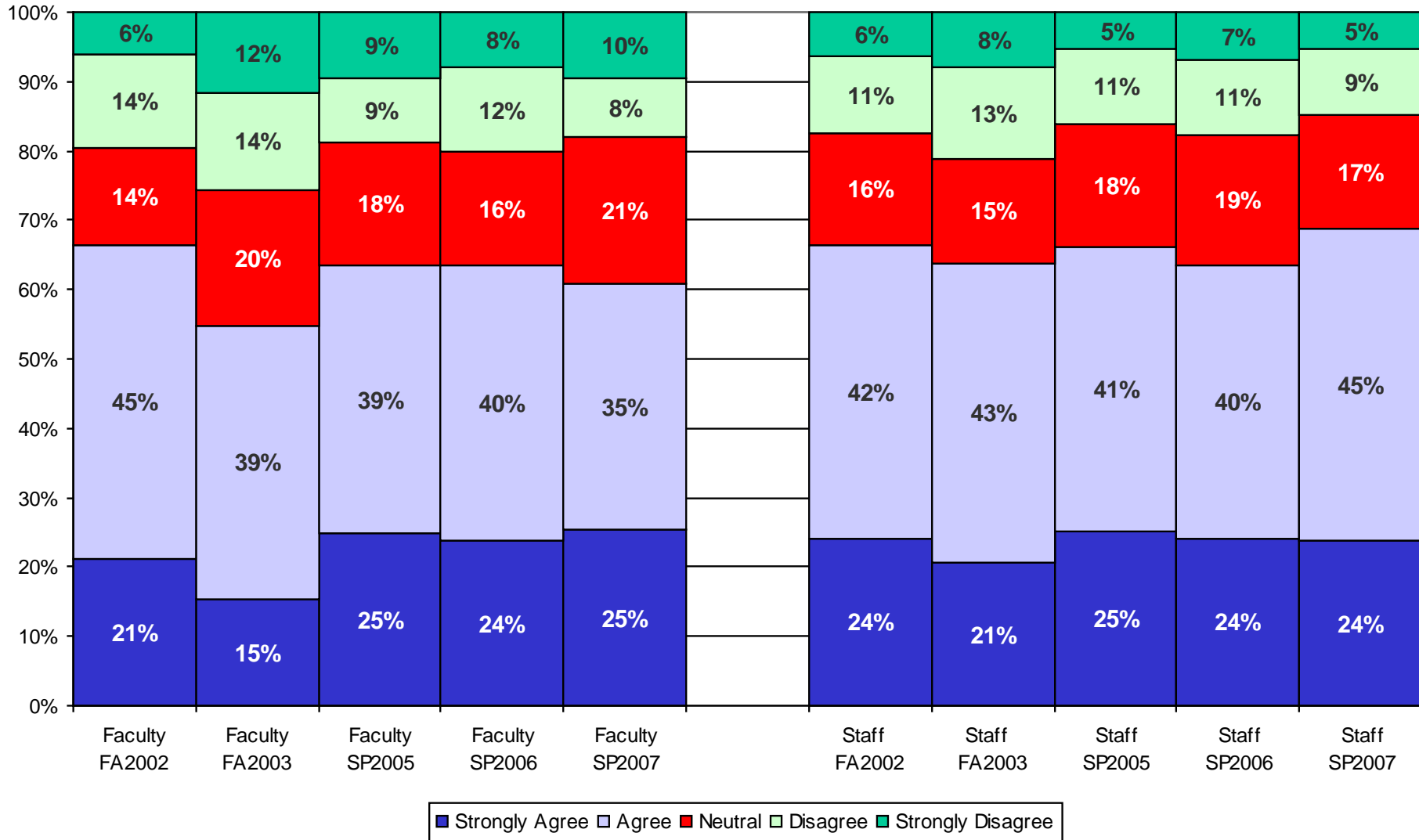
I am asked for my input on decisions that impact my work



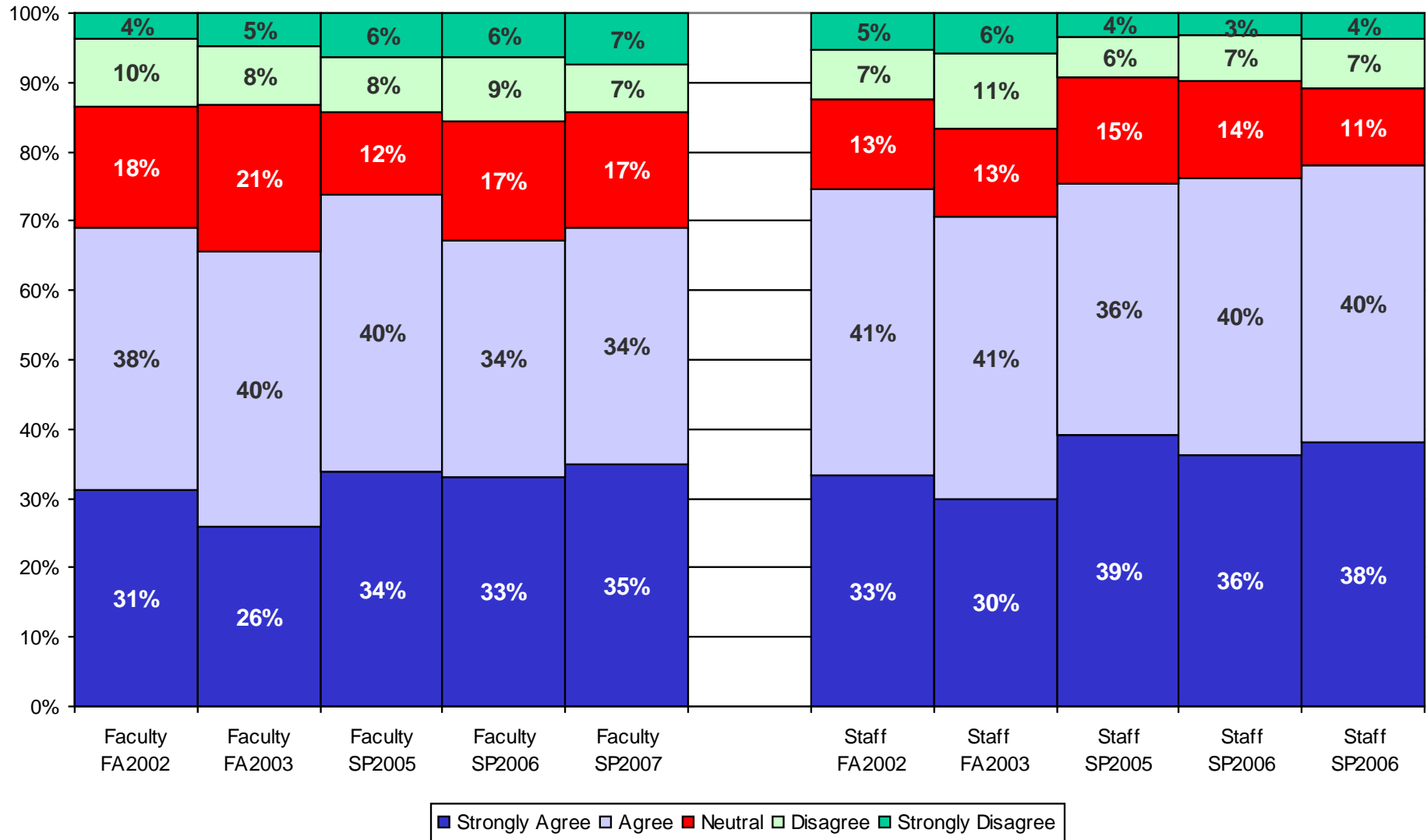
I feel safe in offering suggestions for improvement to the processes in my area



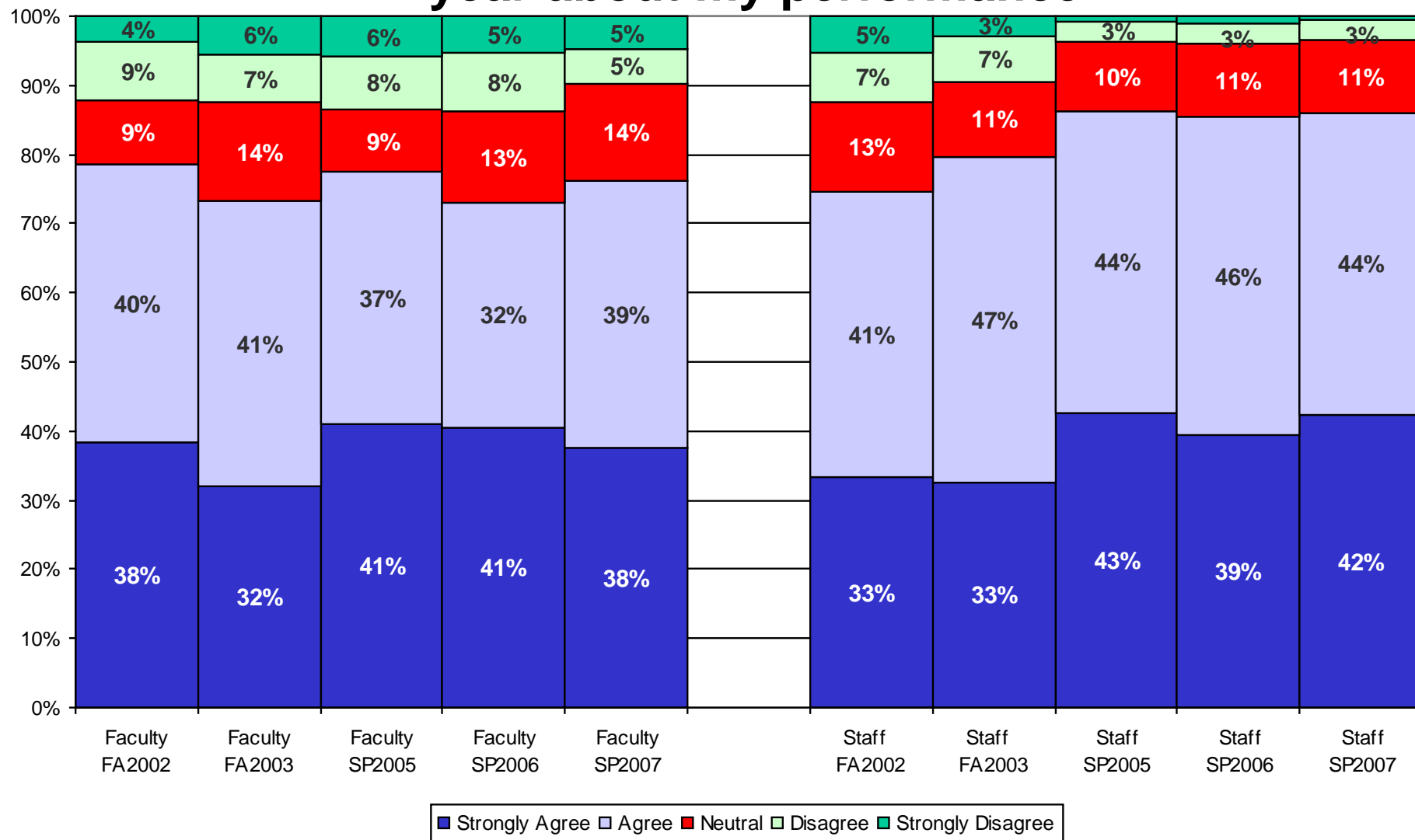
At work, my opinions seem to count



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



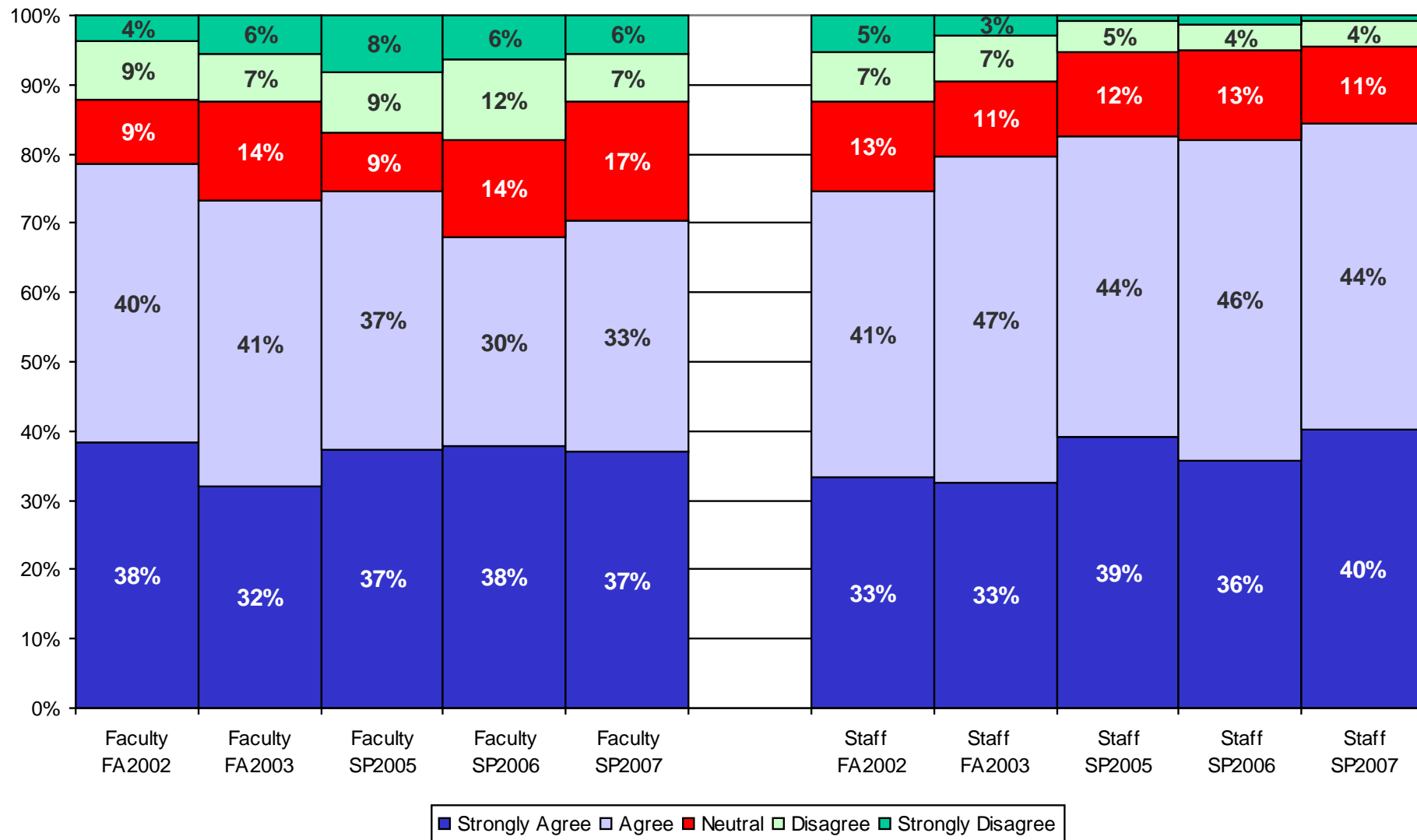
My direct supervisor talks with me at least once a year about my performance*



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

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

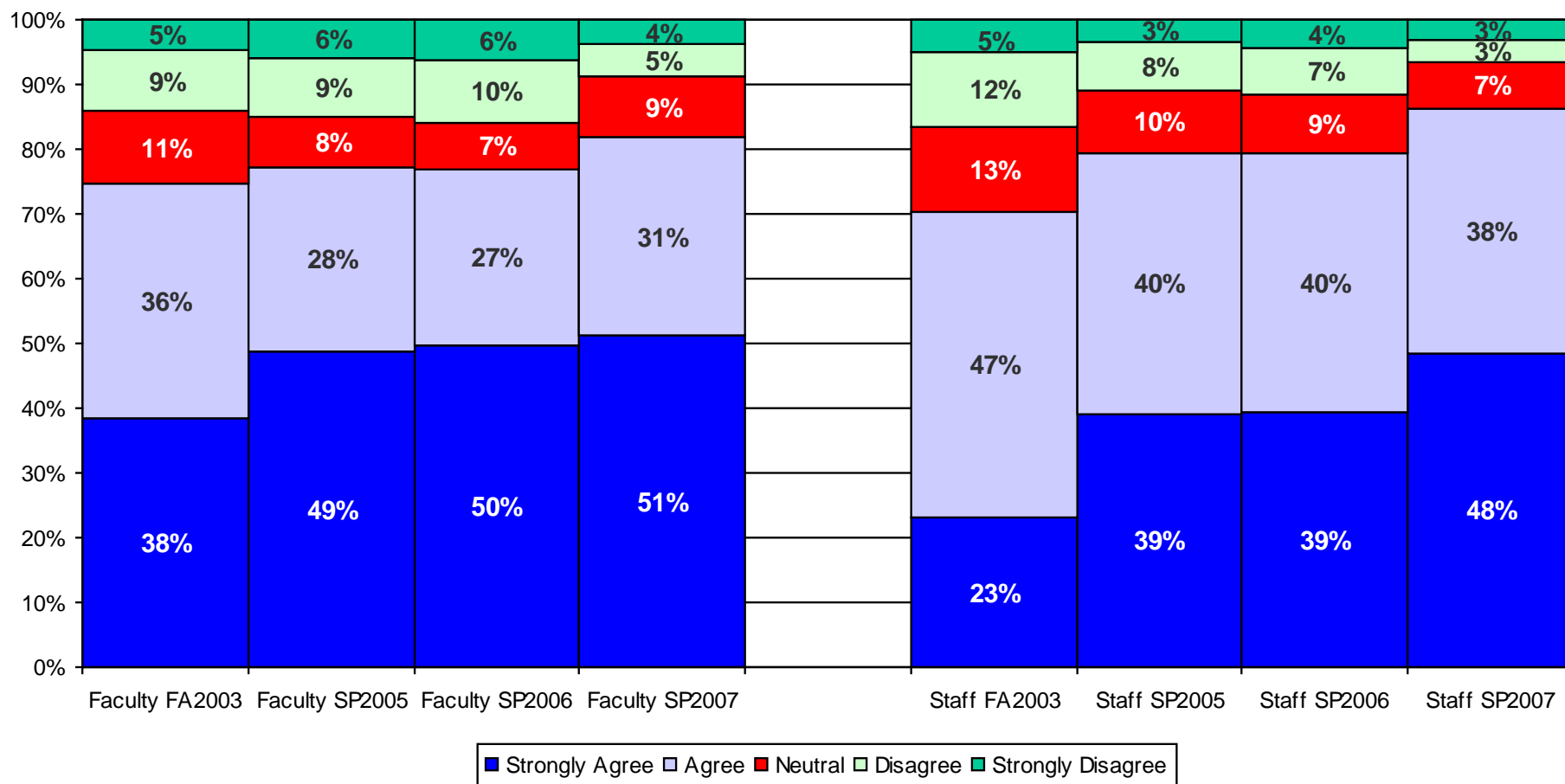
My direct supervisor talks with me at least once a year about my performance objectives/plan*



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

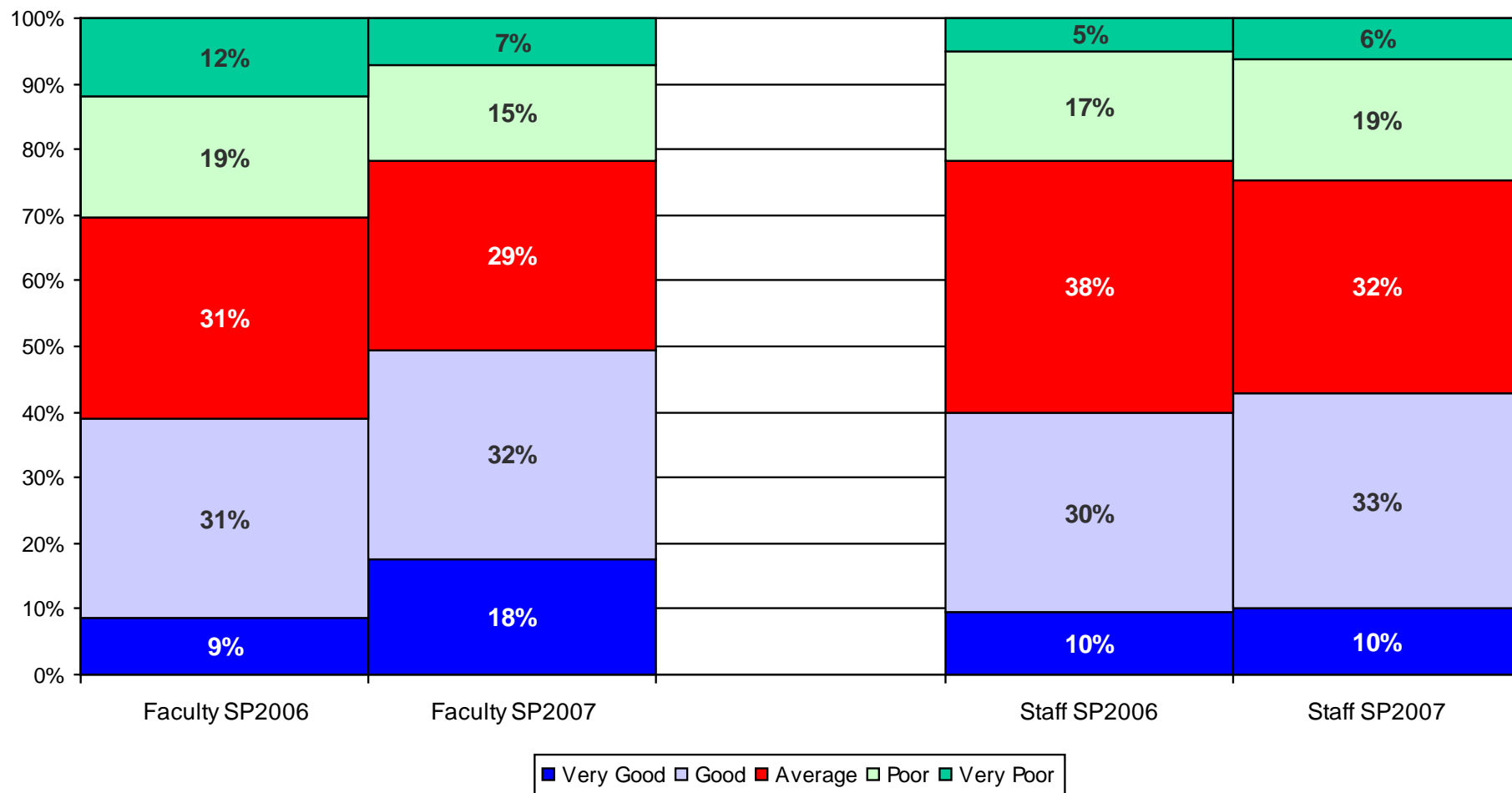
ERAU Climate Survey, Spring 2007

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

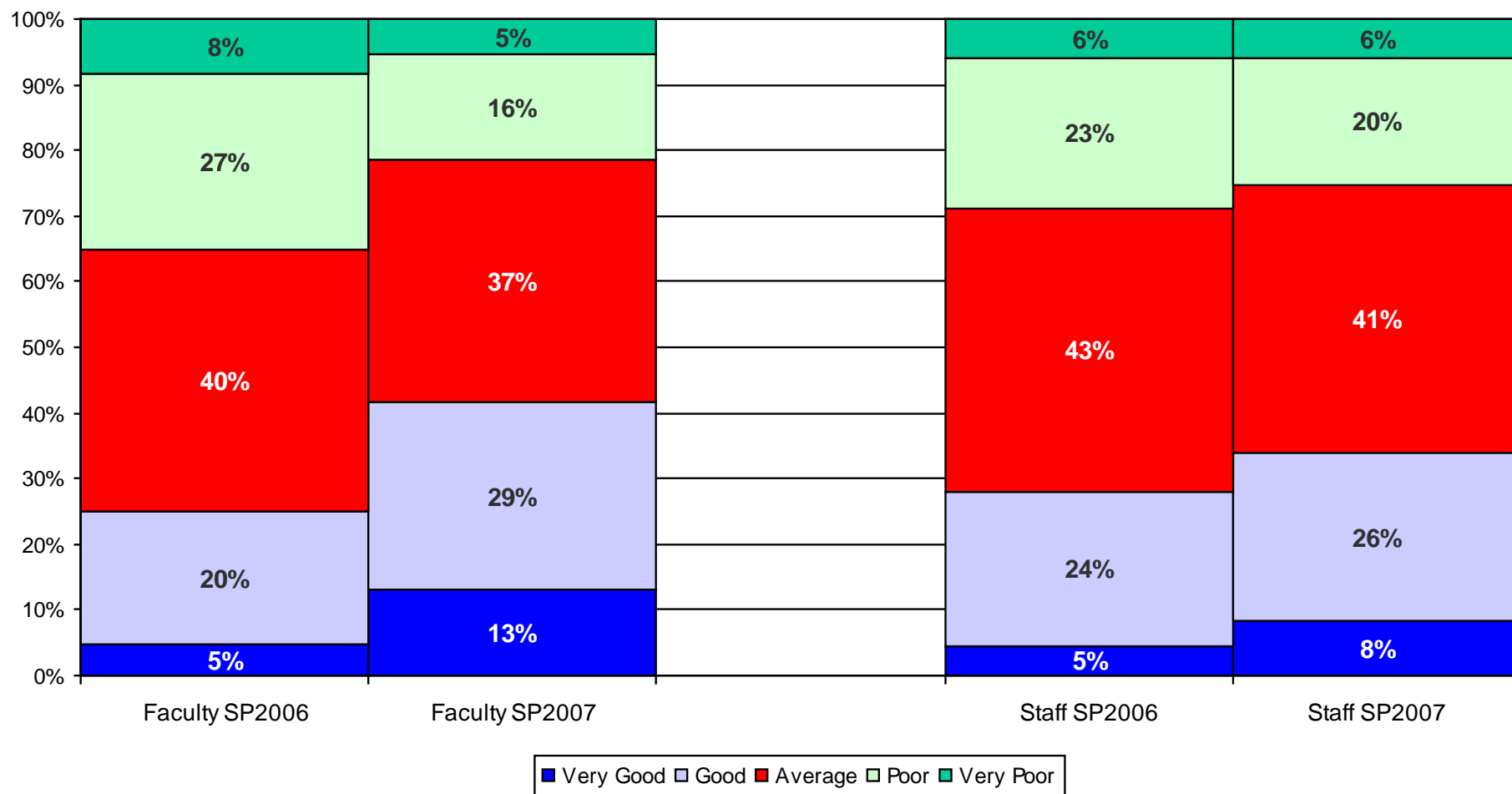


*Reworded. FA03 version = "I have not been treated differently because of my race, gender, sexual orientation, age, or religion".

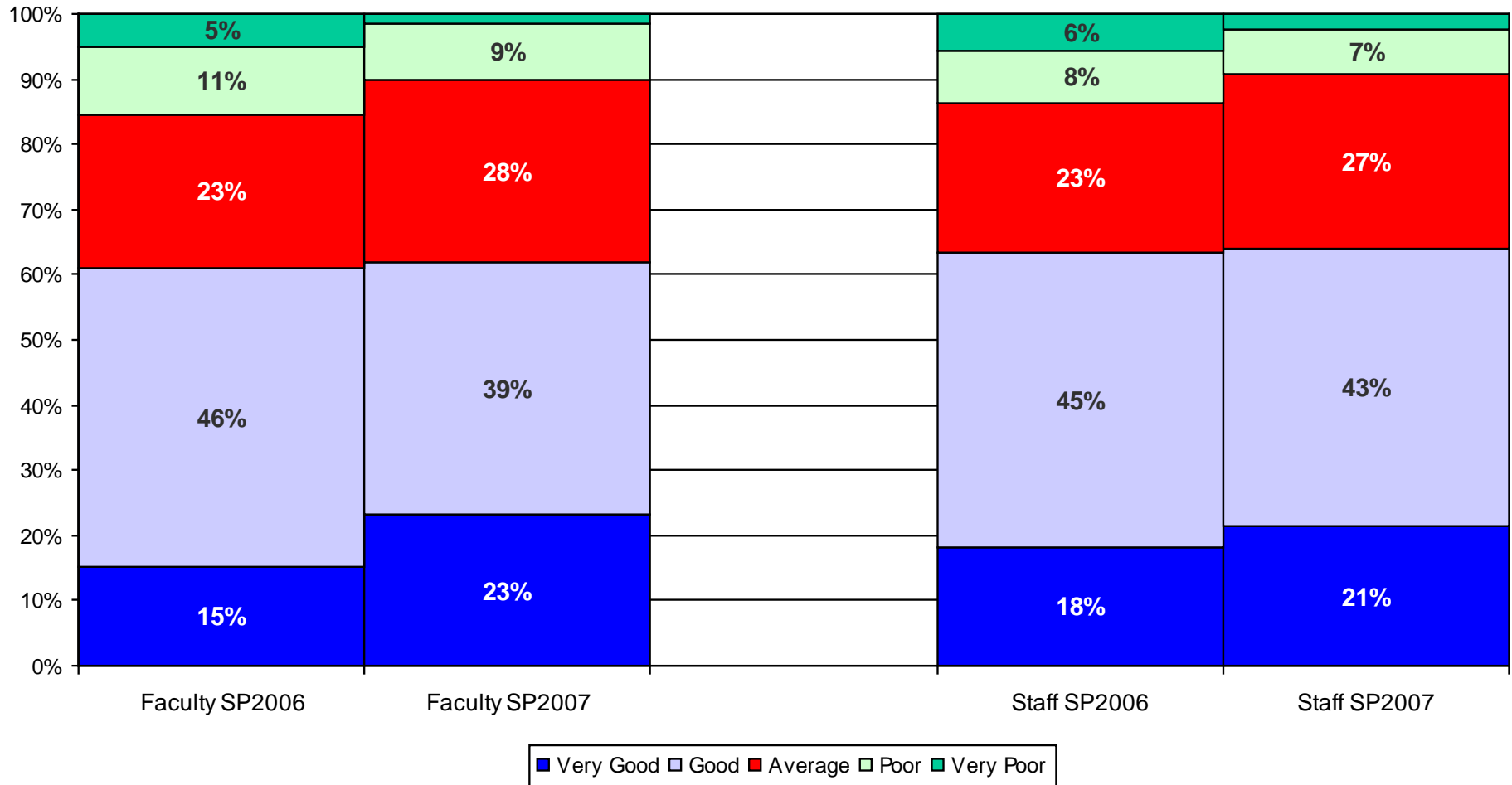
Marketing and promotion of Embry-Riddle



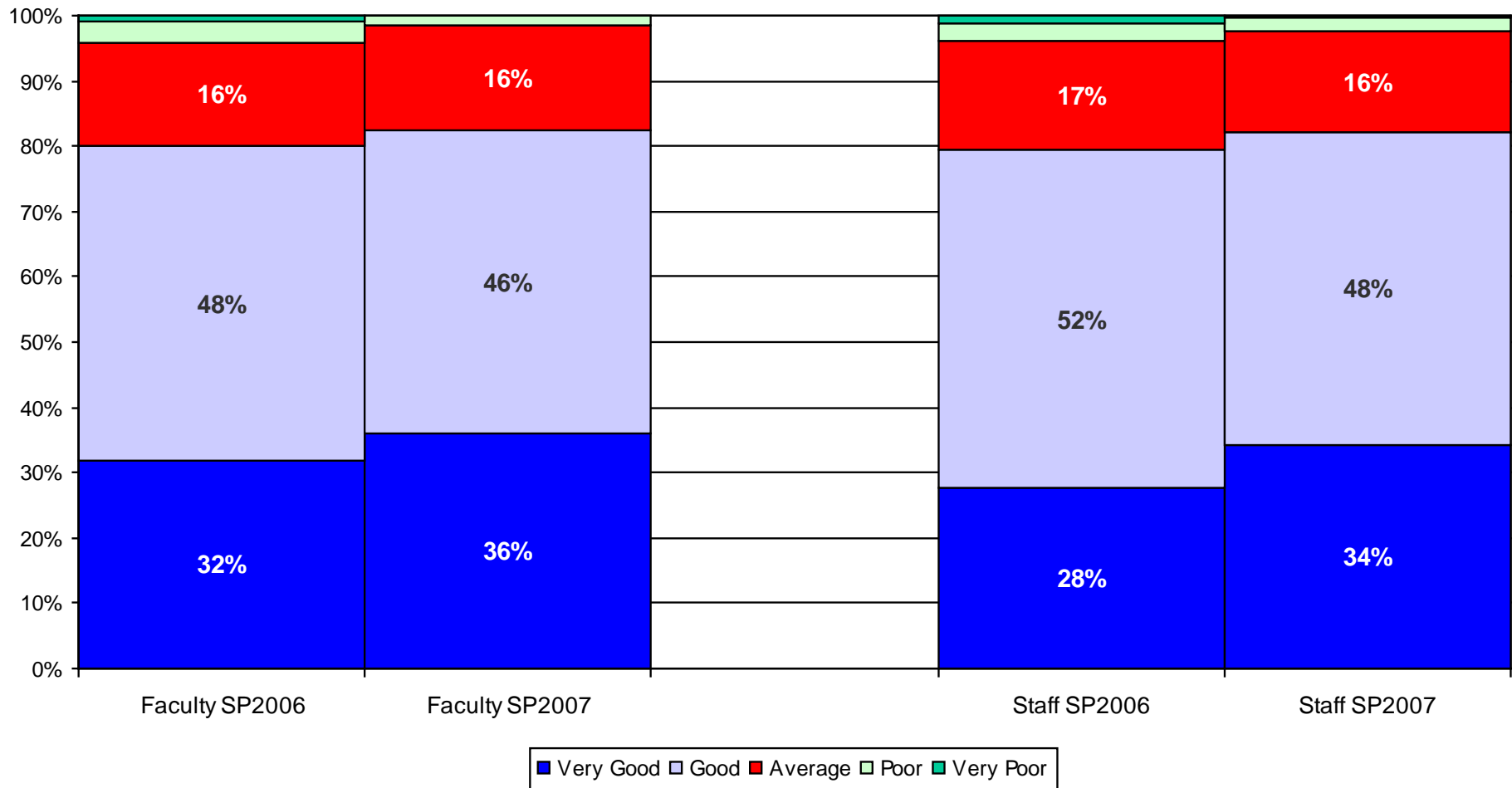
Communication among the campuses



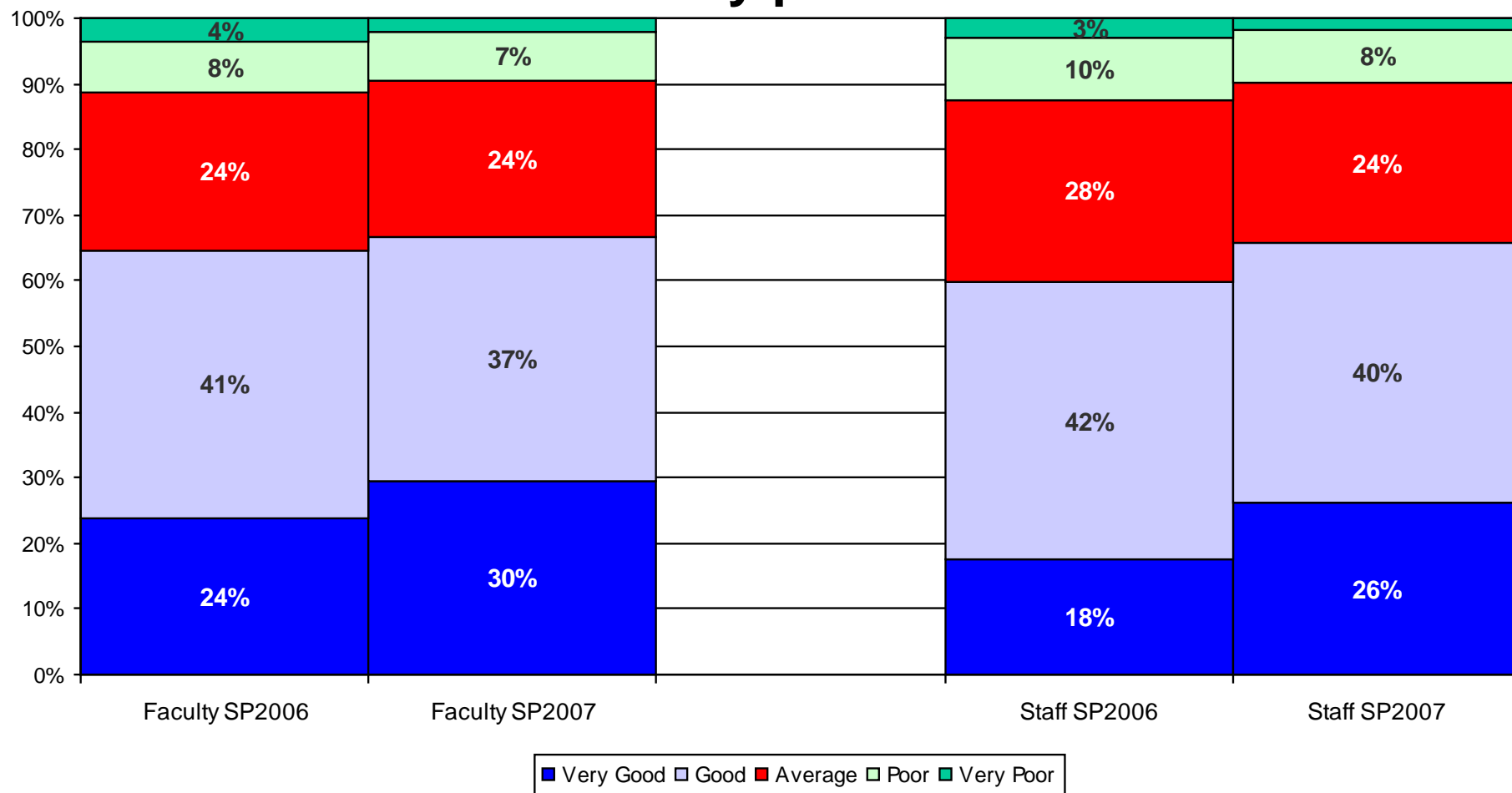
Overall appearance of the physical facilities of my campus/center



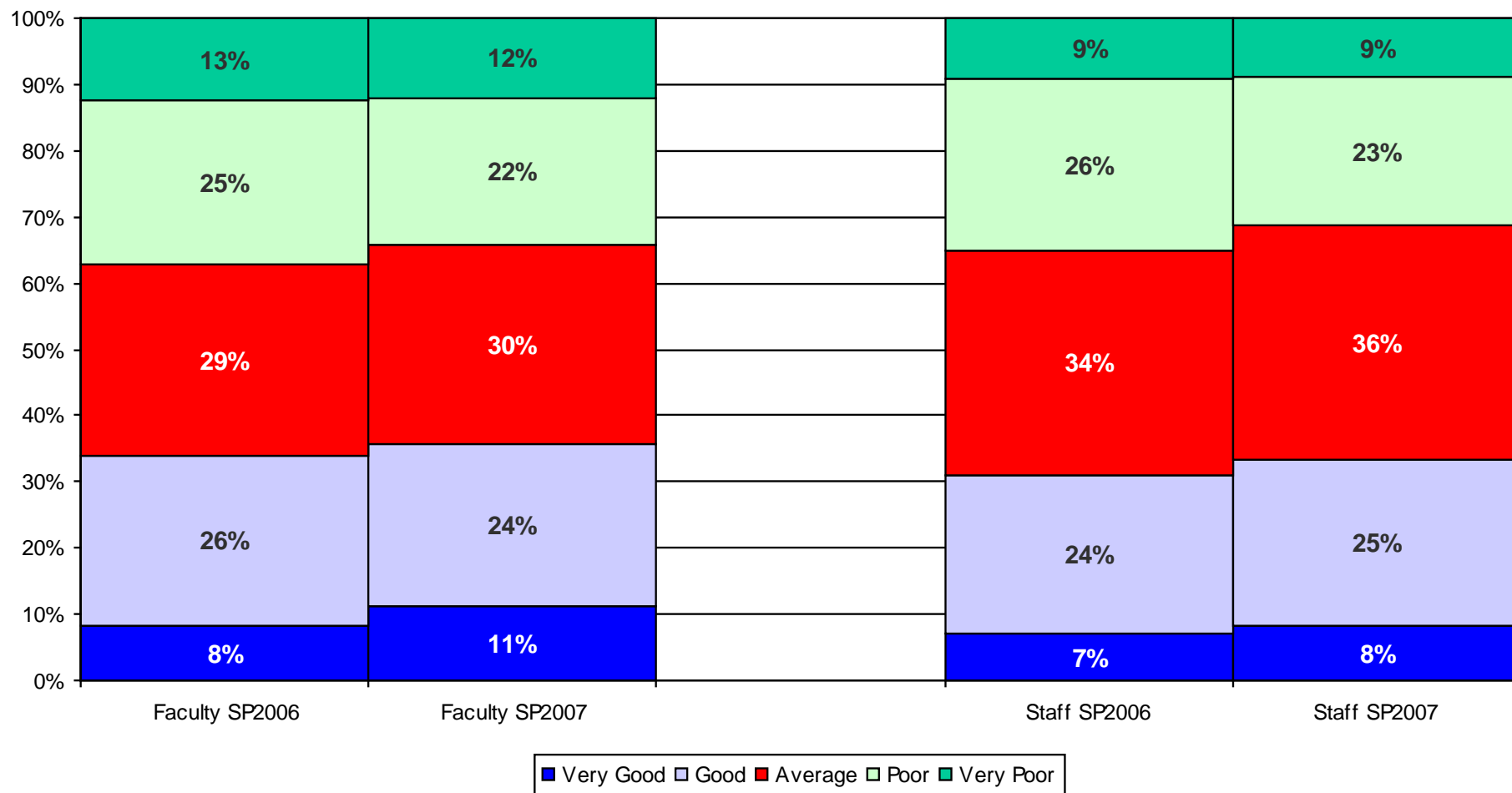
Providing a safe and secure environment for staff and students



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

