

ERAU Faculty & Staff Climate Survey Spring 2005 Results by Position

Human Resources
Office of Institutional Research
April 2005

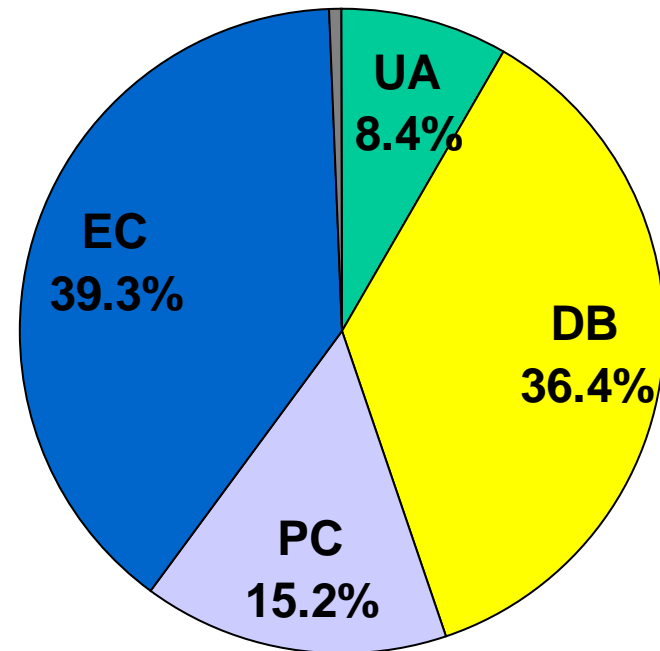
Background

- Web-based instrument:
 - 28 “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 Large Extent to None
- Survey accessible from 02/22/05 – 03/08/05
 - 2 email announcements:
 - Survey has begun, 02/22/05
 - Reminder survey is about to end, 03/04/05
 - 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 10 new questions
 - Deleted 3 questions
 - Reworded/expanded 11 questions
 - Added new section on University Progress. “Indicate extent that progress has been made toward:”
 - Effective marketing and promotion of ERAU
 - Effective communication among campuses
 - Improving overall appearance of facilities
 - Making staff and students safer
 - Hiring more women and members of underrepresented groups
 - Improving pay
 - Improving benefits

Who Responded?

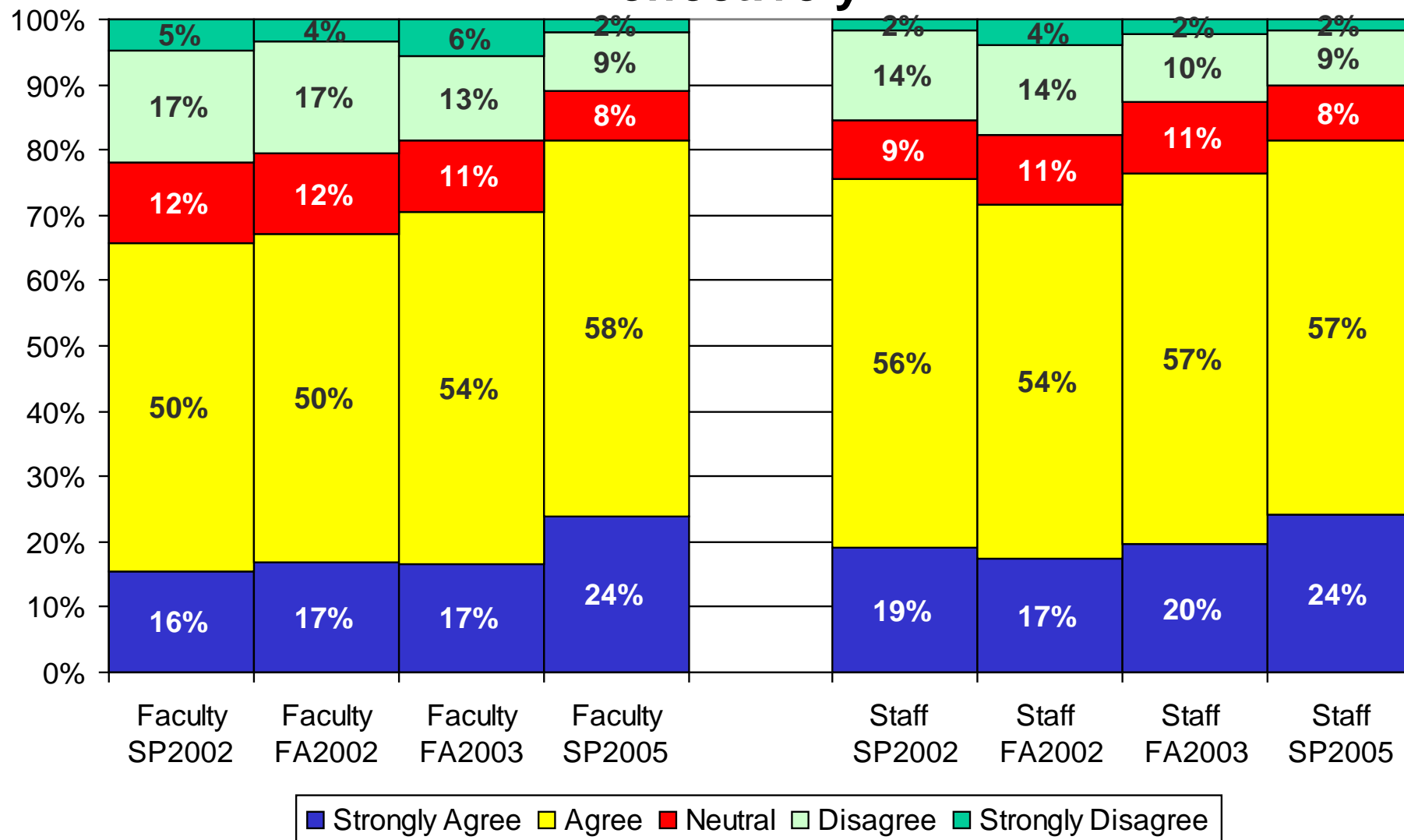
- Grand Total = 1021
 - Highest number yet (this is the 4th administration).
- By Division (with estimated response rates):
 - University Administration: 86 (26% response rate)
 - Daytona Beach Campus: 372 (44% response rate)
 - Prescott Campus: 155 (41% response rate)
 - Extended Campus: 401 (not available)
 - Not Indicated: 7



Trend Results: By Position

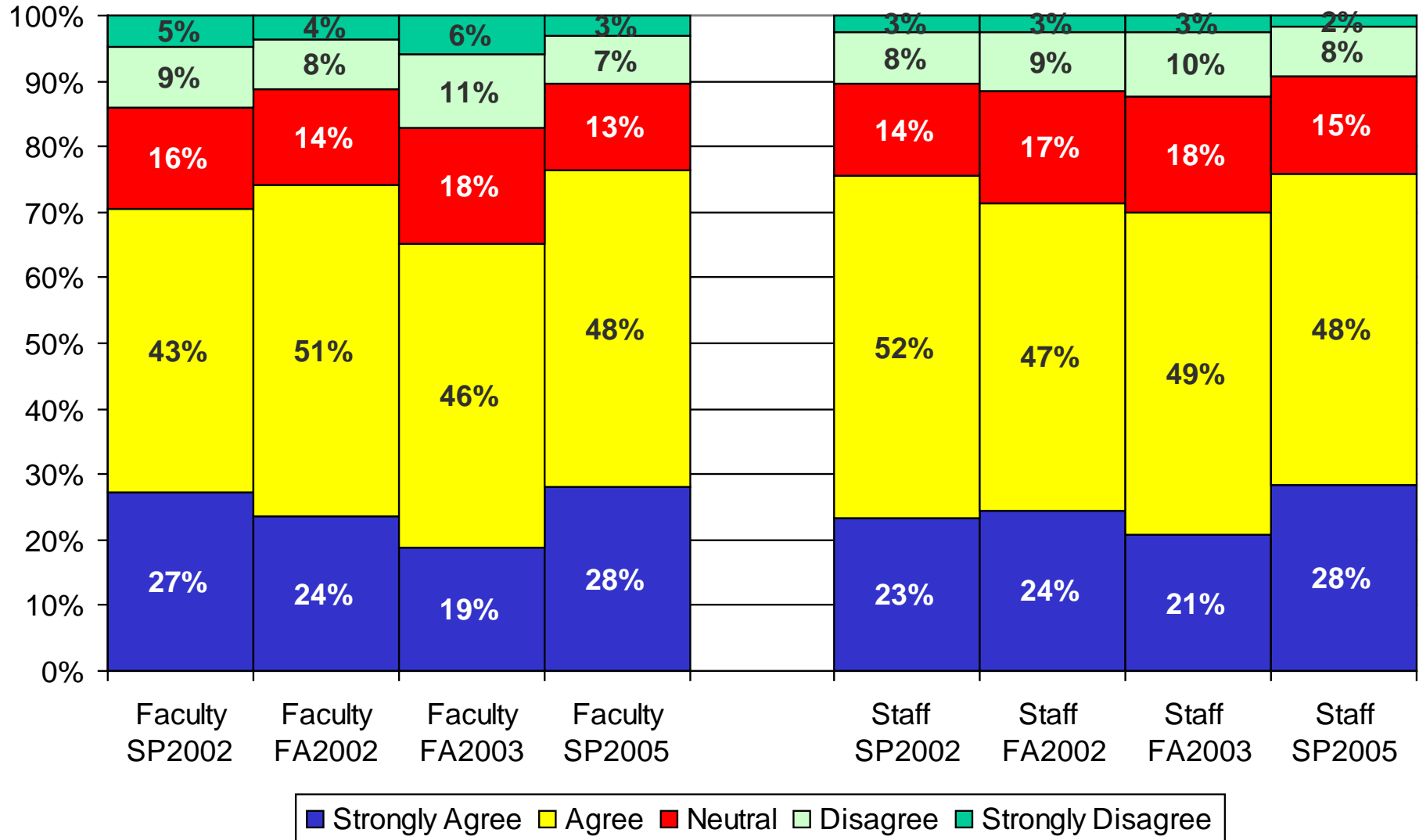
- 35 charts follow (all university divisions combined), one per question, with 20 charts displaying the side-by-side comparisons of Spring 2002, Fall 2002, Fall 2003 and Spring 2005 data (when available) and 15 charts only displaying data from Spring 2005 (new questions).
- Each chart displays the percent response for each category to each of the 35 opinion questions
 - 5-point agreement scale: Strongly Agree to Strongly Disagree
 - 5-point progress scale: Very Large Extent to None
- See data tables for breakouts within campus division

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

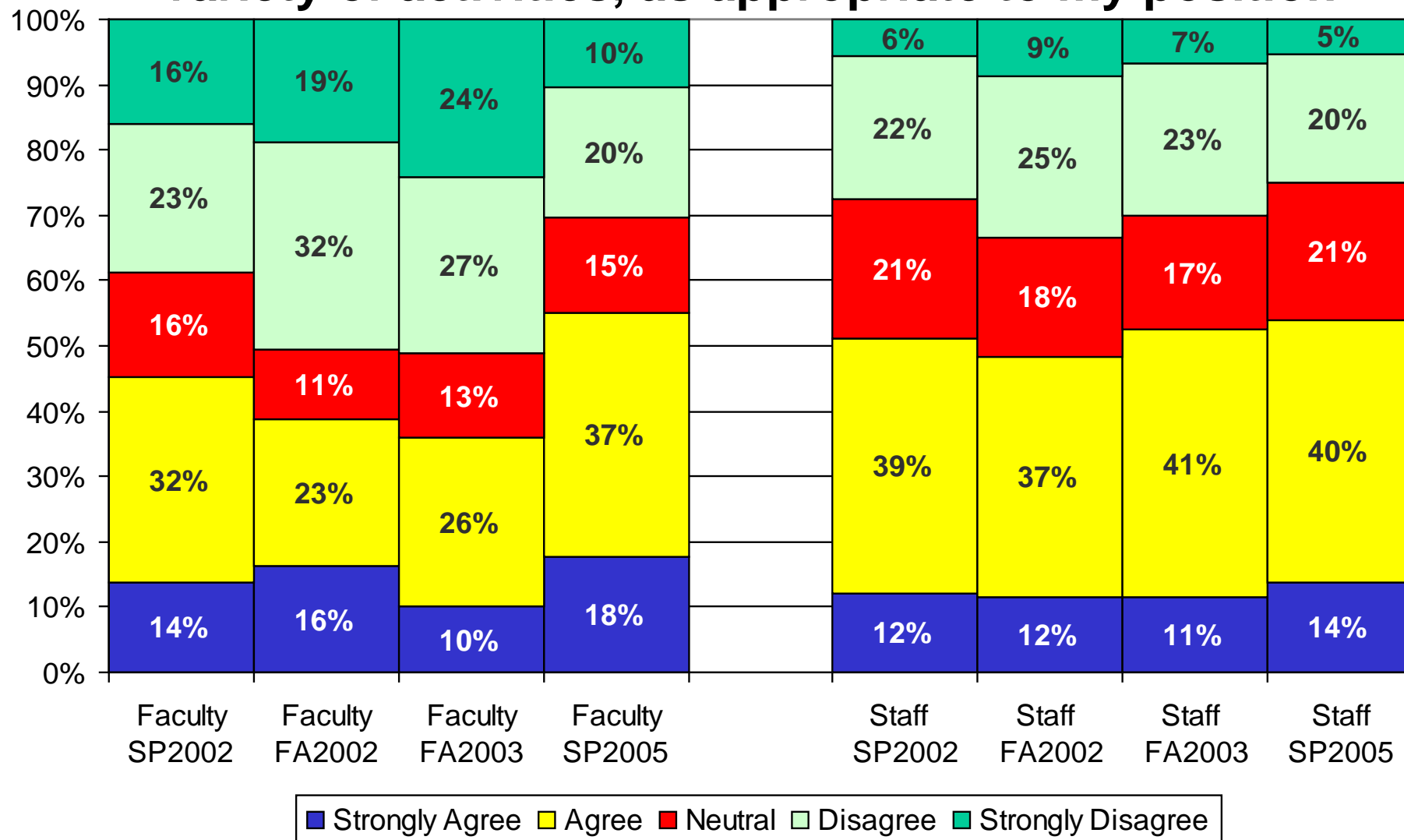


*Question was reworded in FA2003; FA2002 read as "to do my work right".

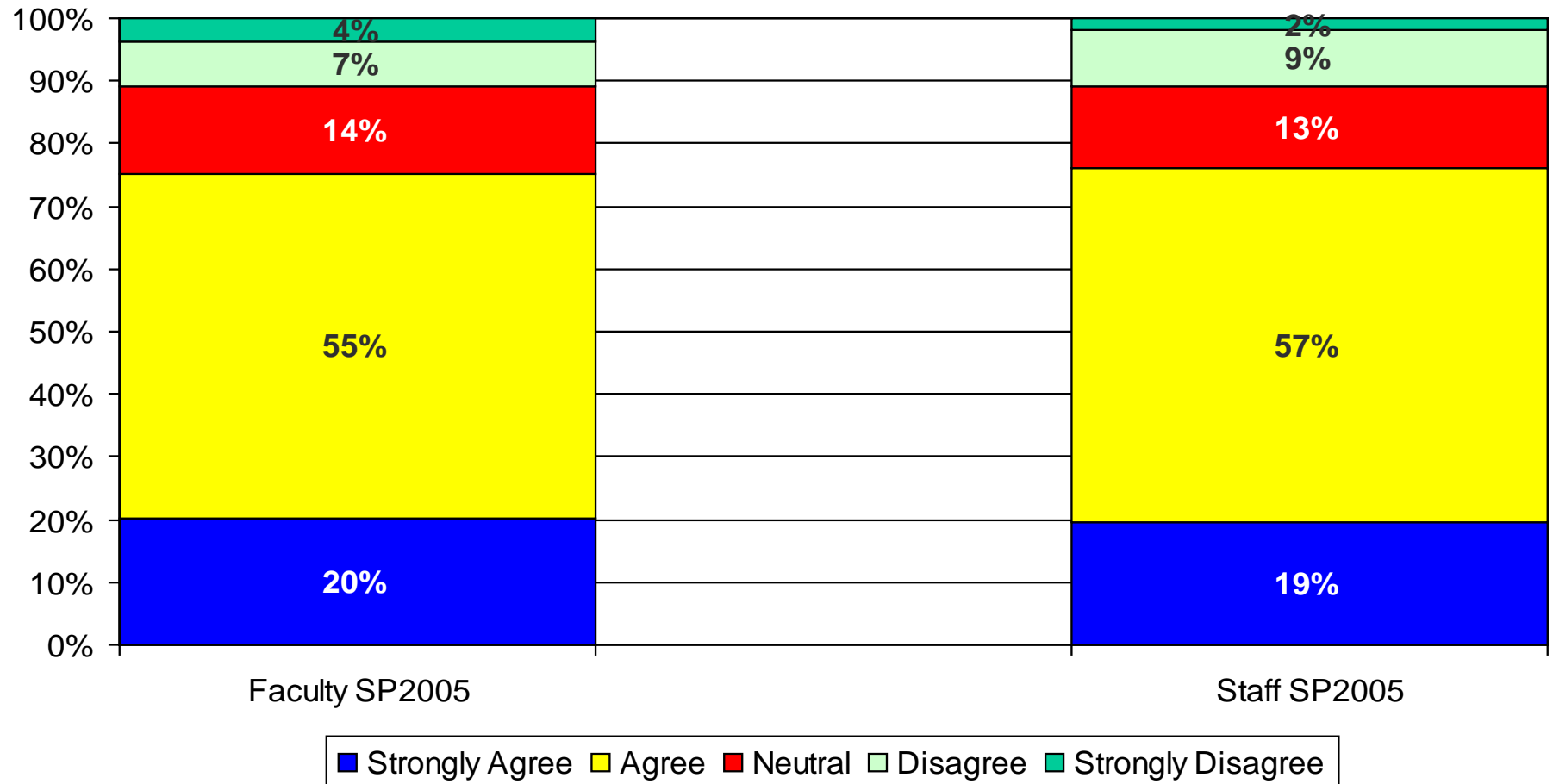
This last year, I have had opportunities to learn and grow either at work or through professional development activities



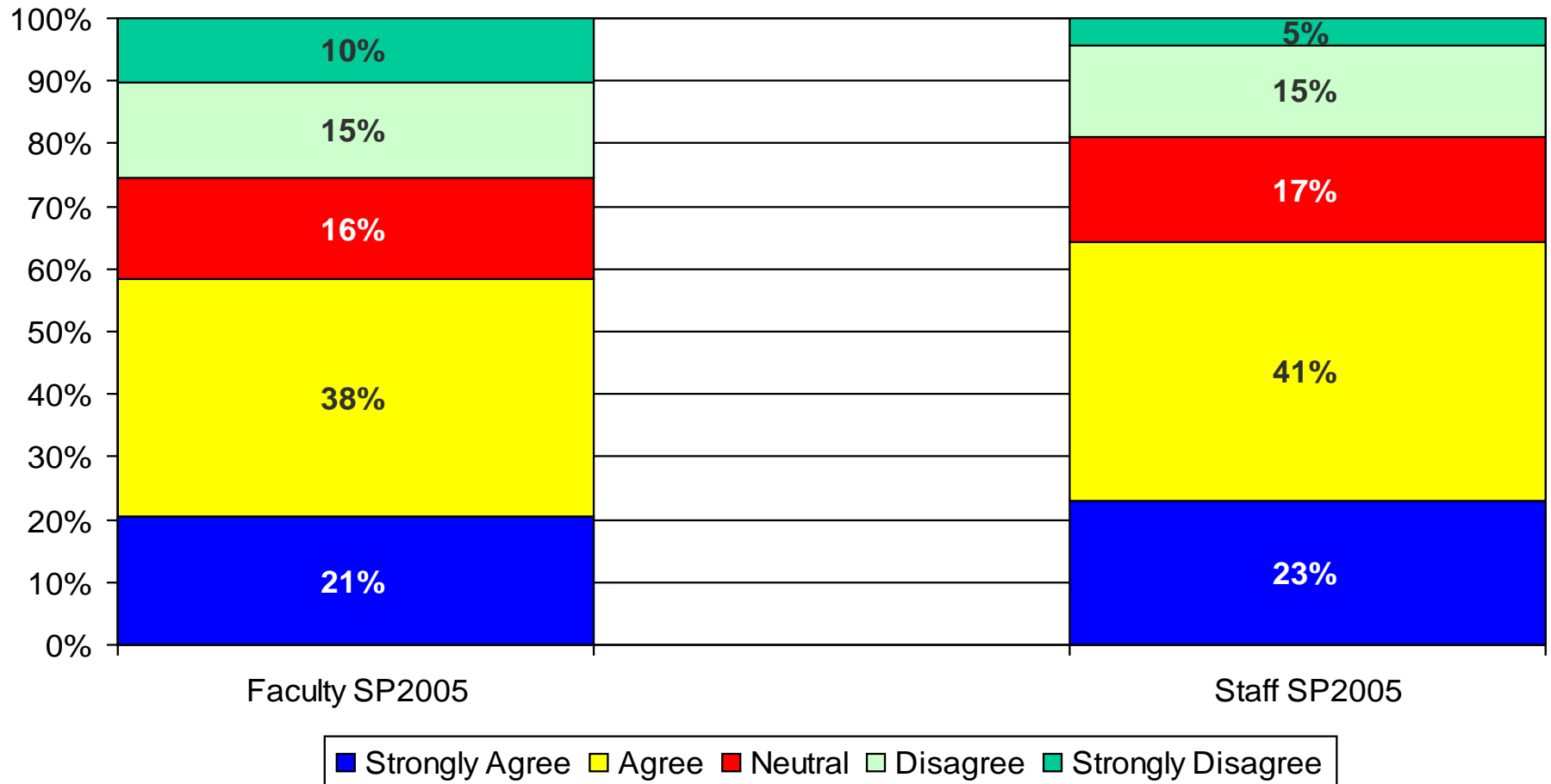
My current workload allows me to engage in a variety of activities, as appropriate to my position



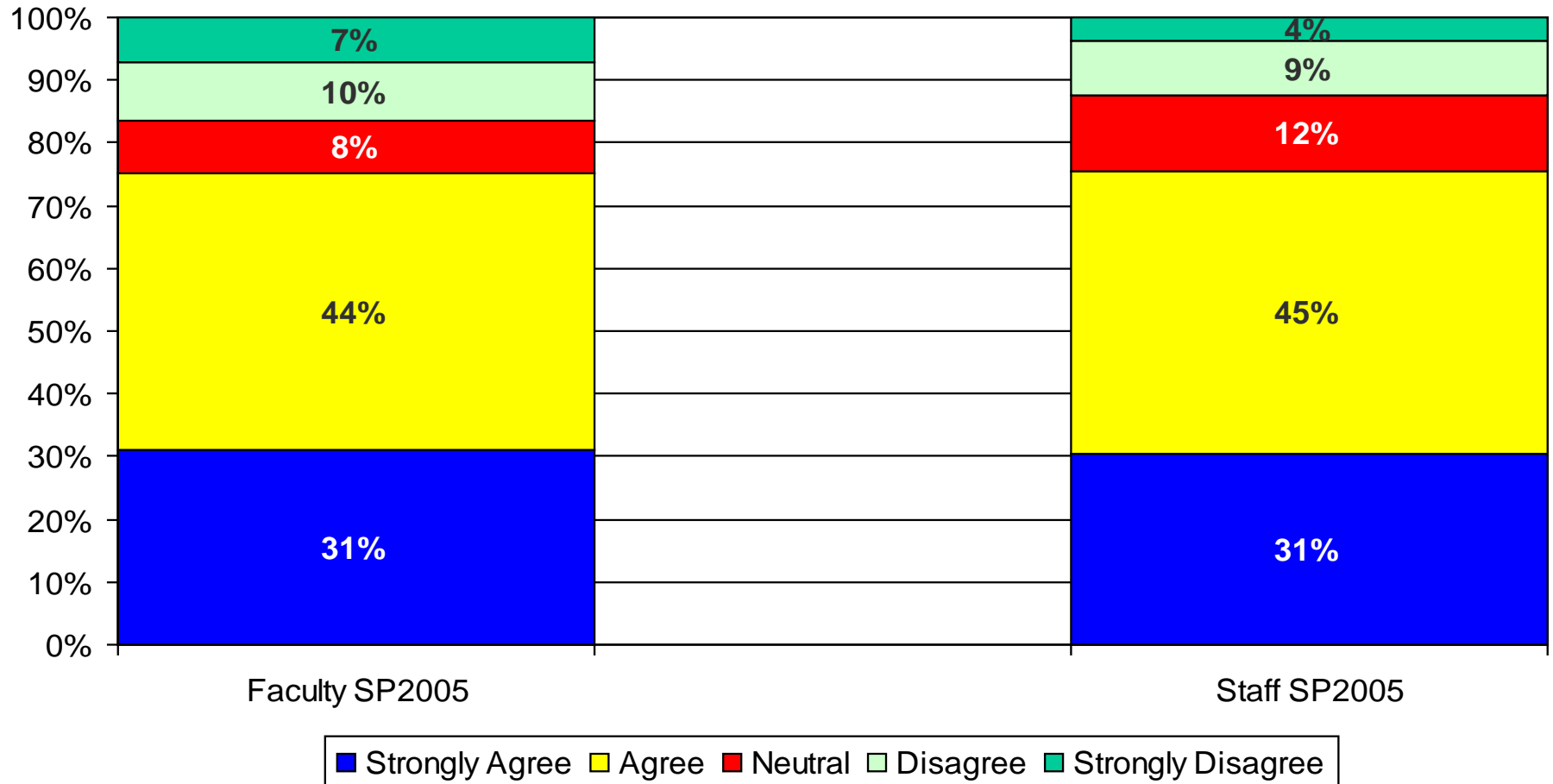
I have access to the information I need to make decisions for my work



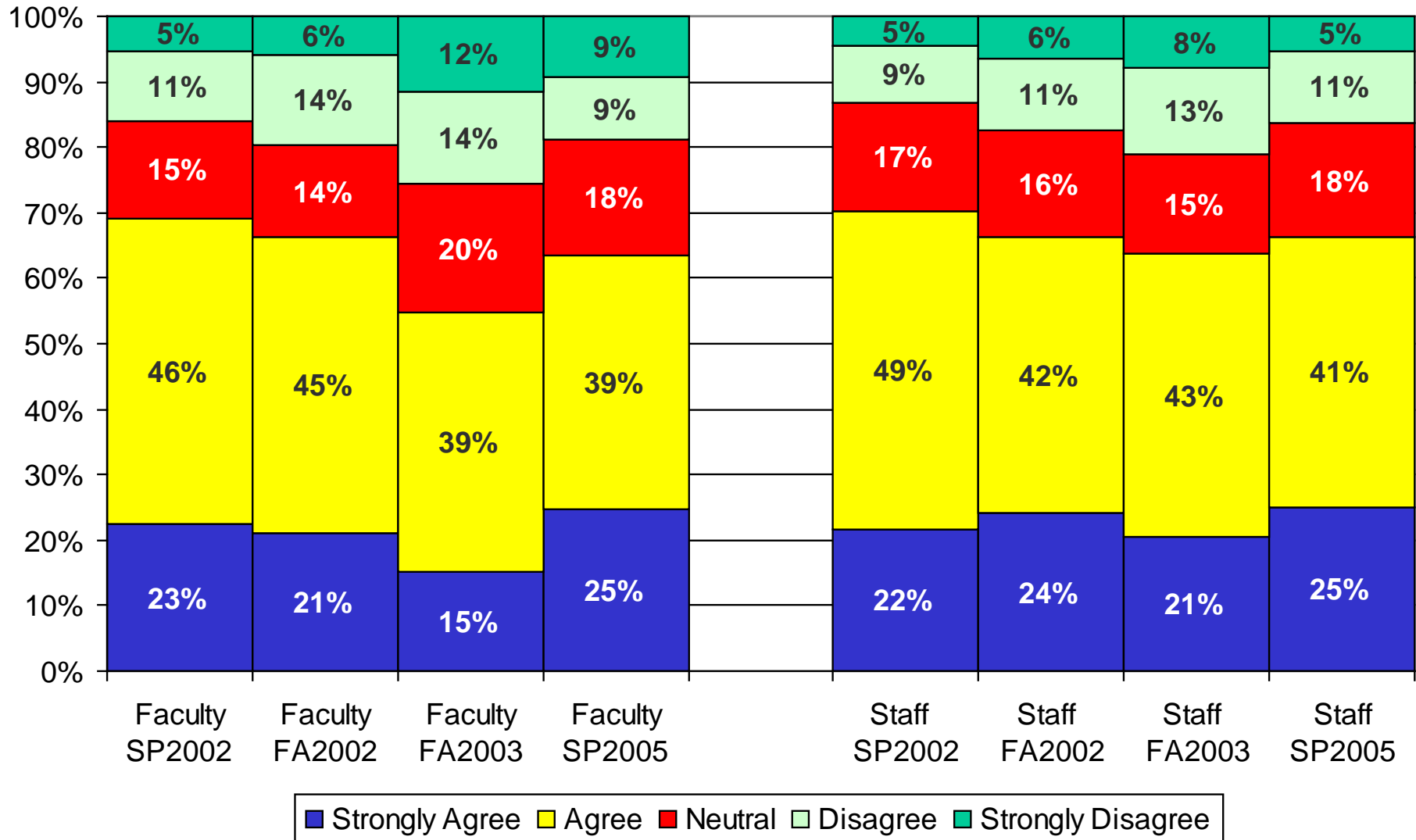
I am asked for my input on decisions that impact my work



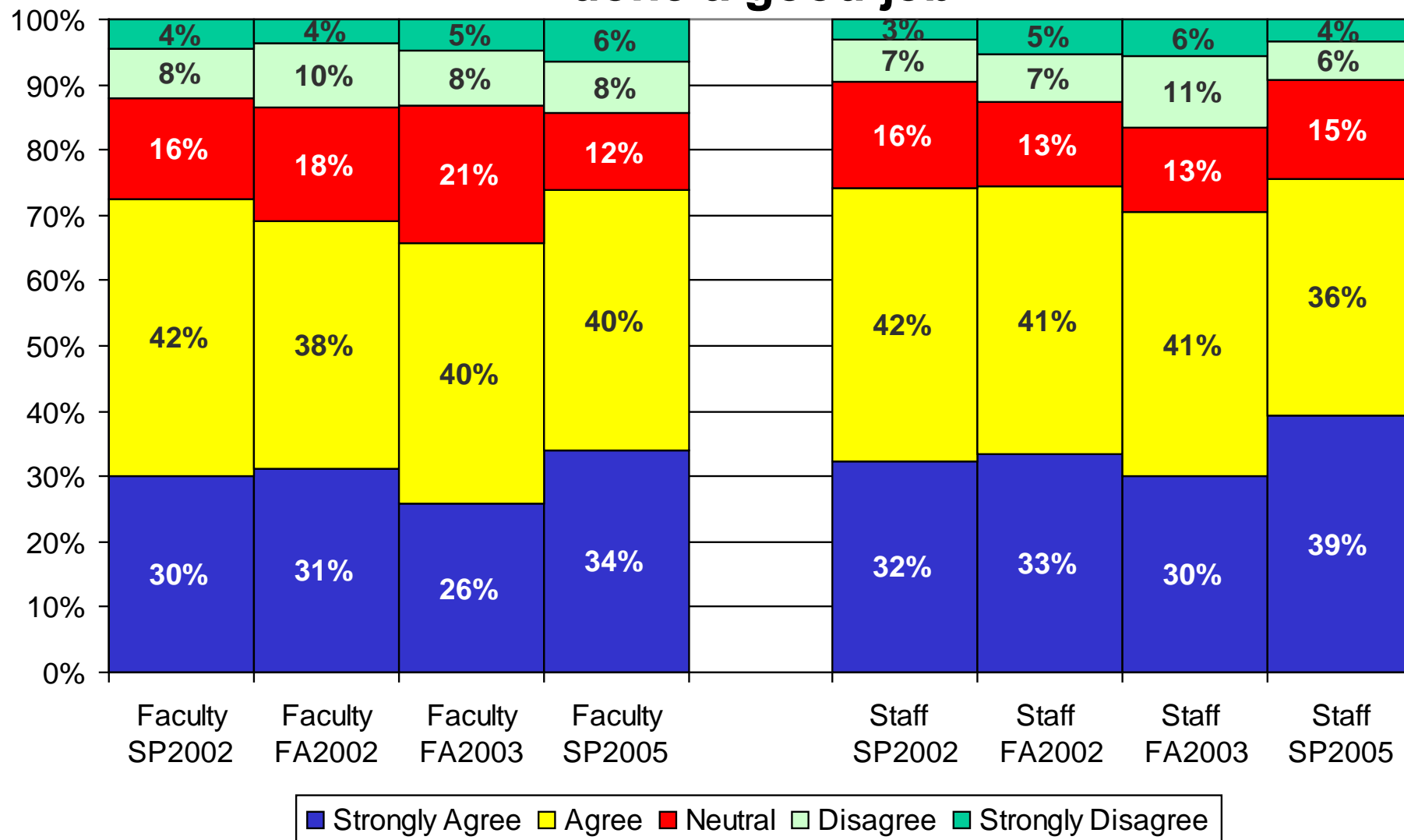
I feel safe in offering suggestions for improvement to the processes in my area



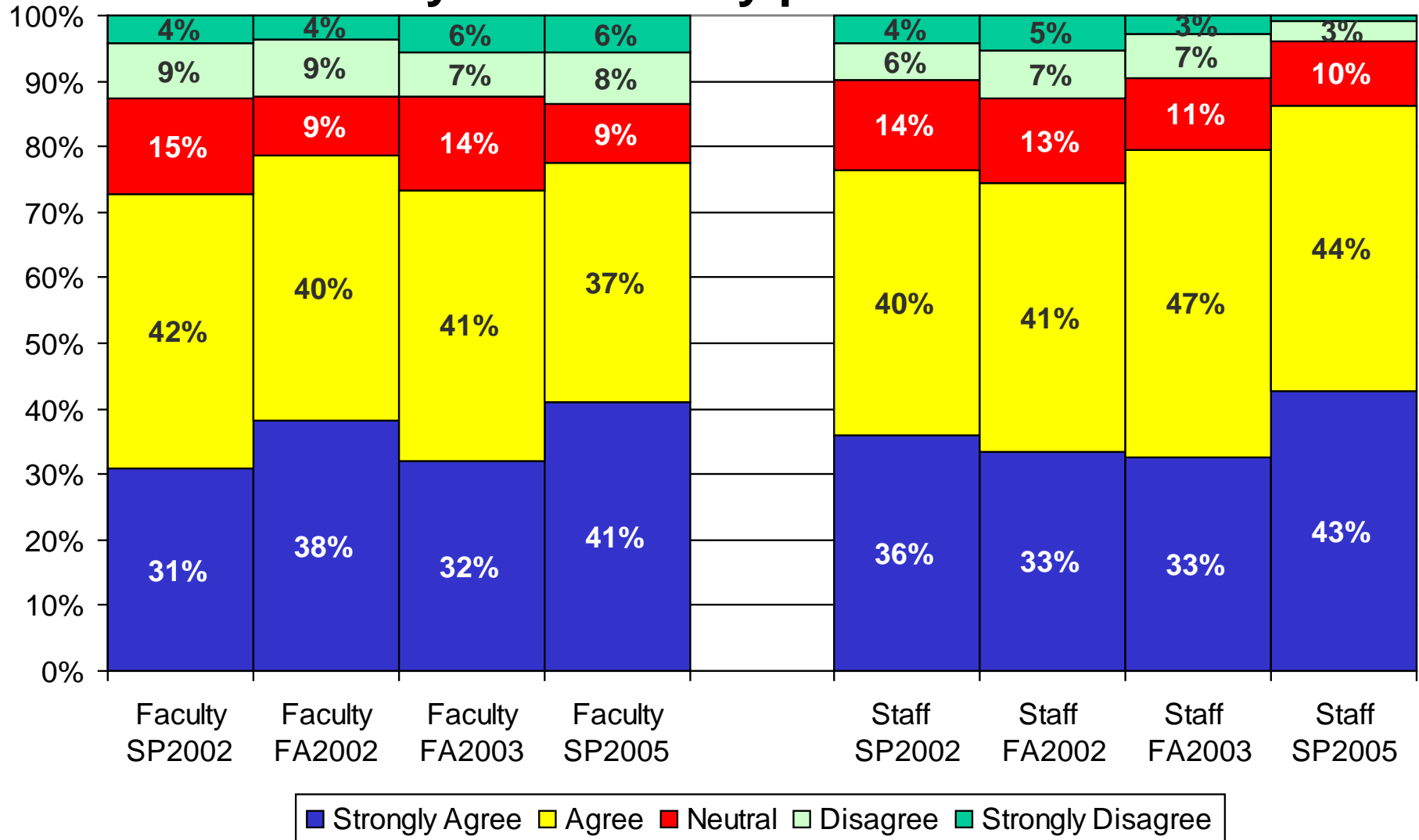
At work, my opinions seem to count



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*

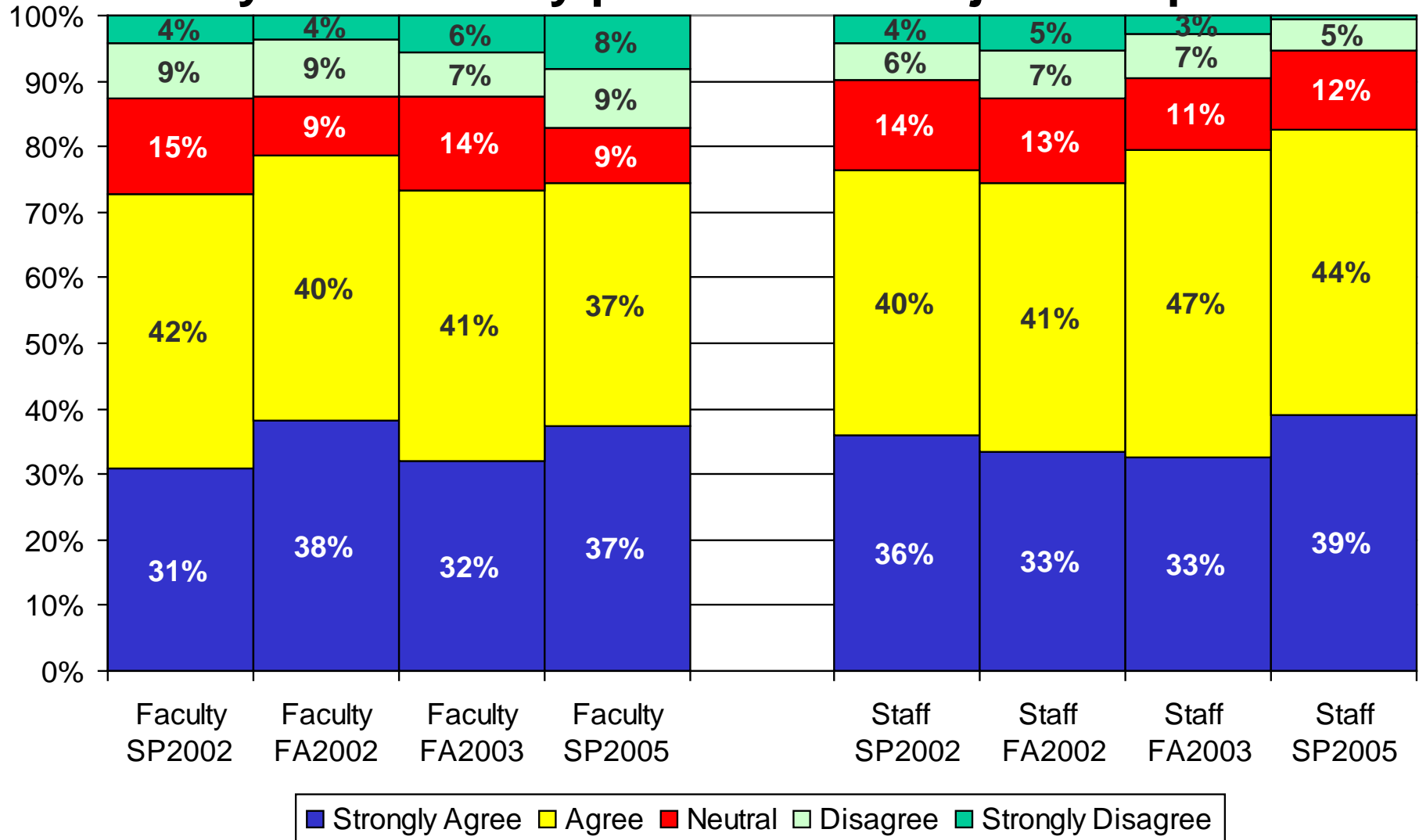


■ Strongly Agree
 ■ Agree
 ■ Neutral
 ■ Disagree
 ■ Strongly Disagree

*Reworded. FA03 version = "My direct supervisor talks with me at least once a year about my performance objectives and progress."

SP02-F02 version = "My direct supervisor talks with me at least once a year about my objectives and progress."

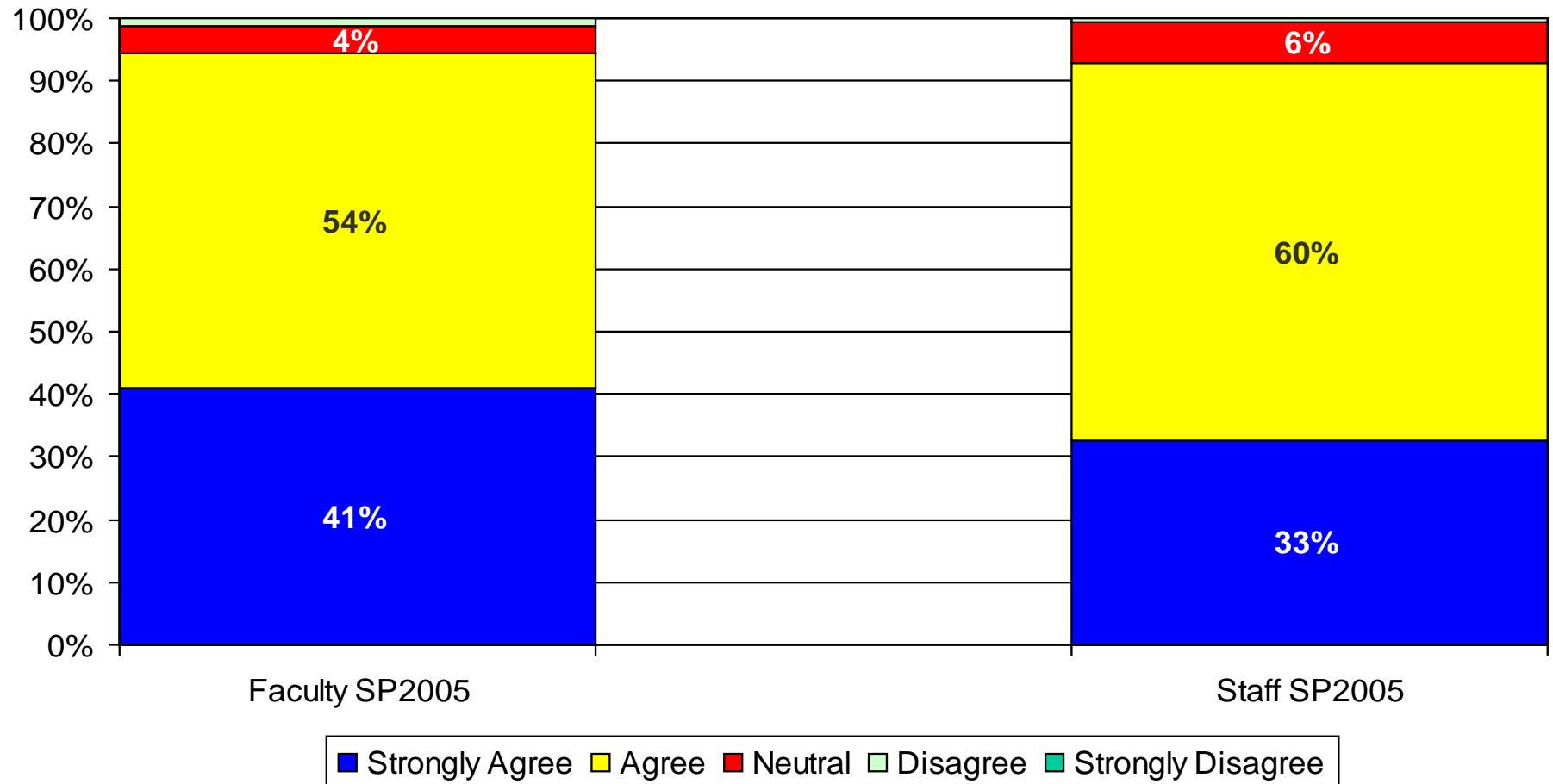
My direct supervisor talks with me at least once a year about my performance objectives/plan*



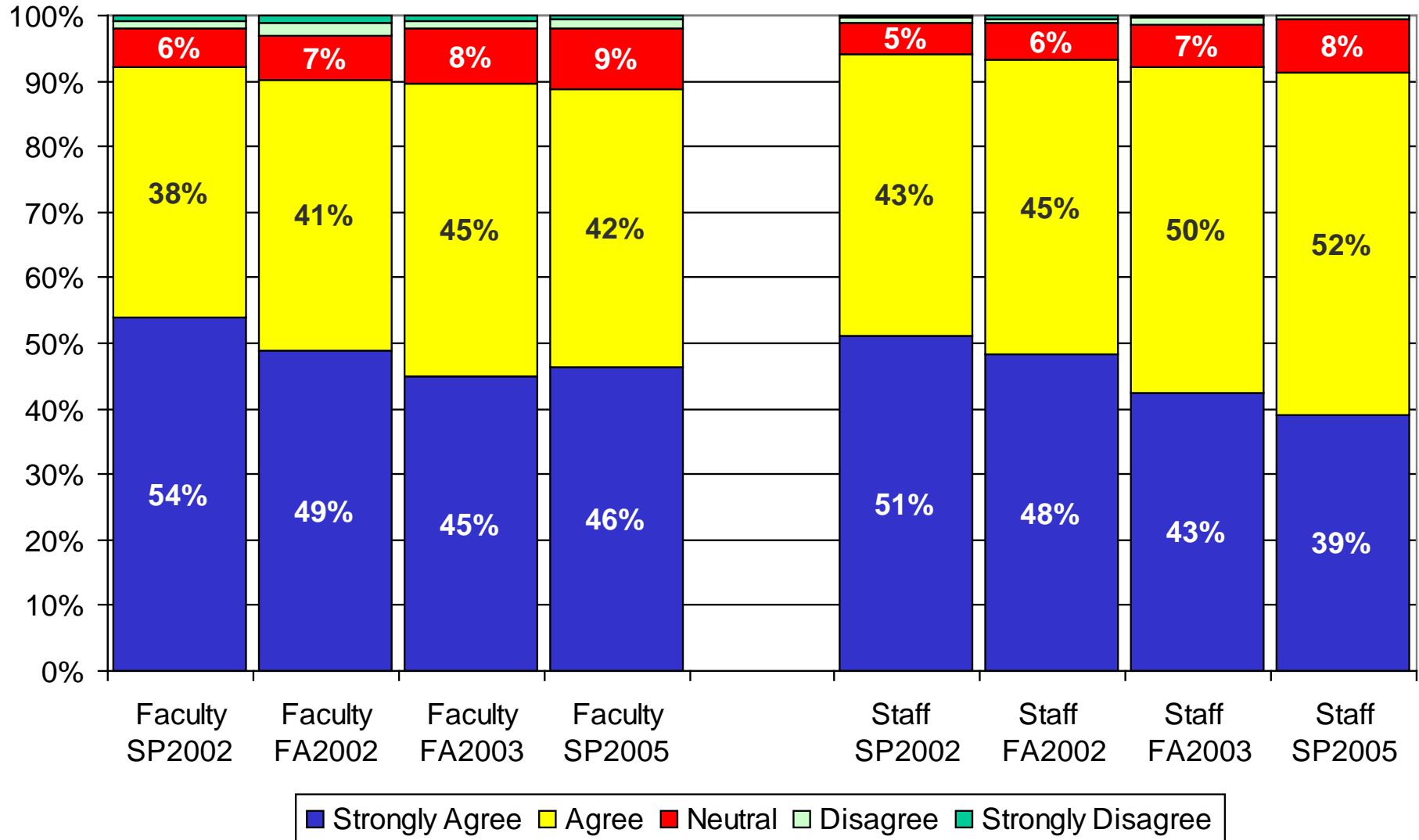
■ Strongly Agree
 ■ Agree
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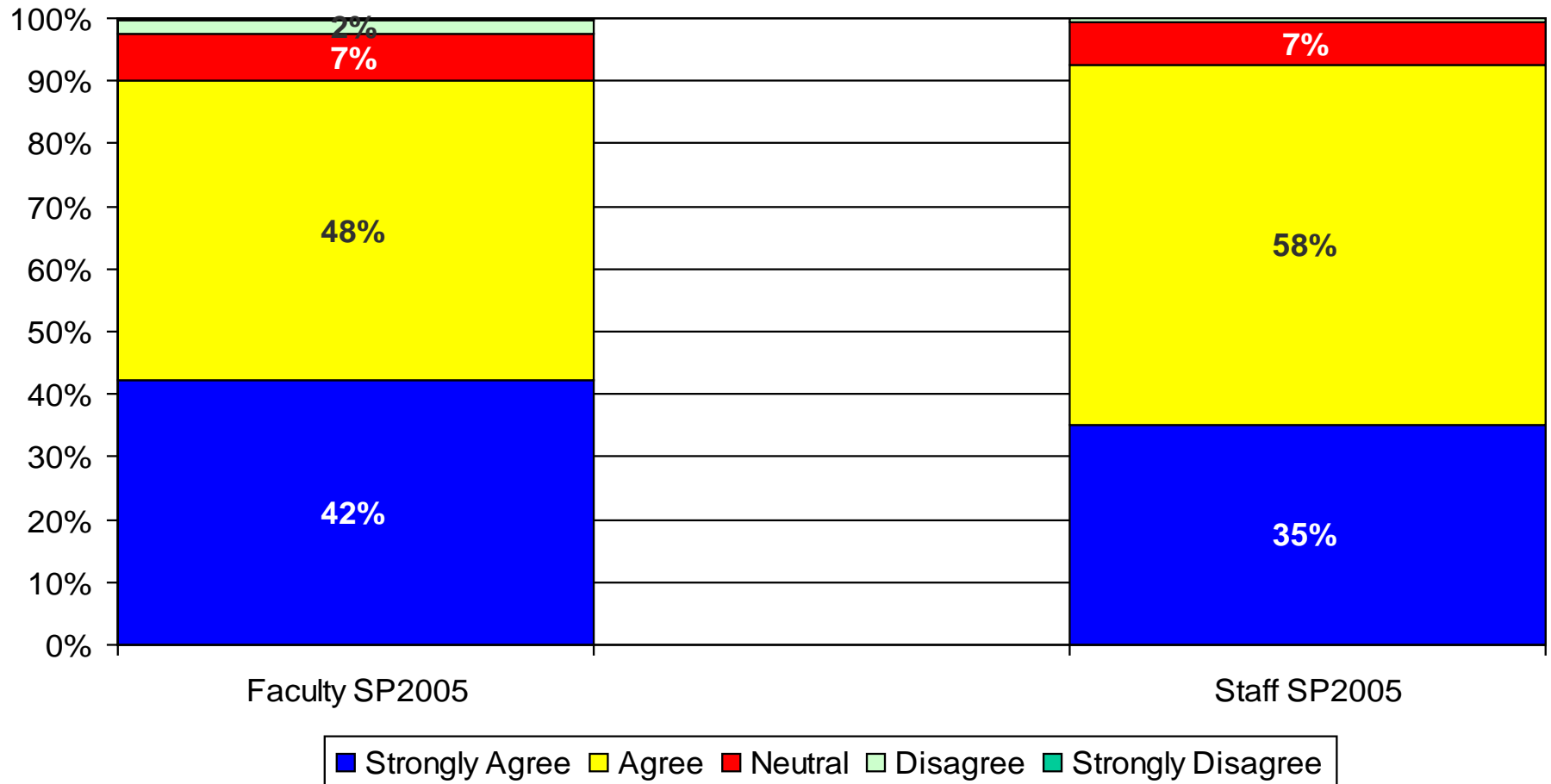
I am familiar with Embry-Riddle's mission, goals, and vision



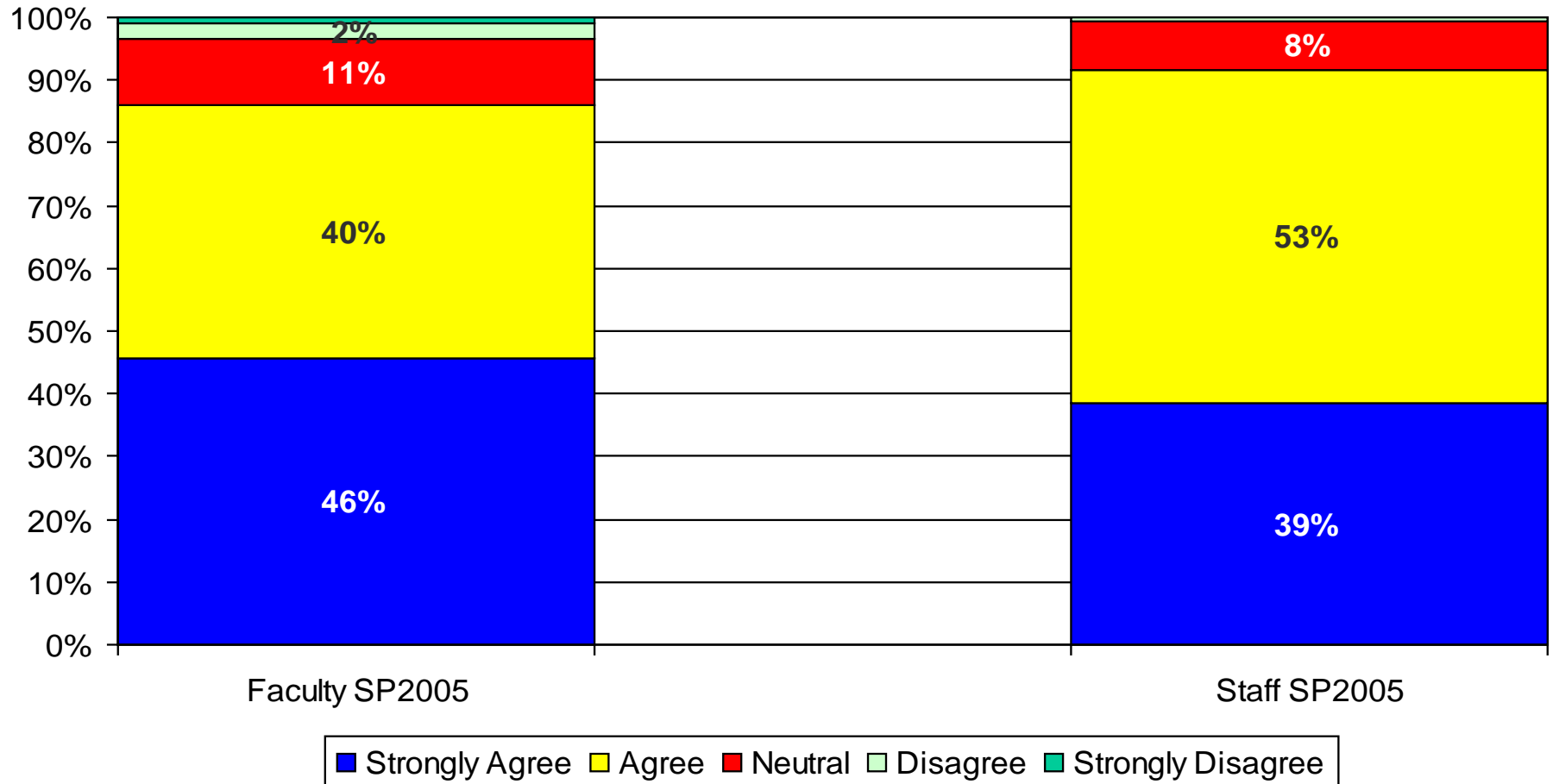
I support Embry-Riddle's missions, goals, and vision



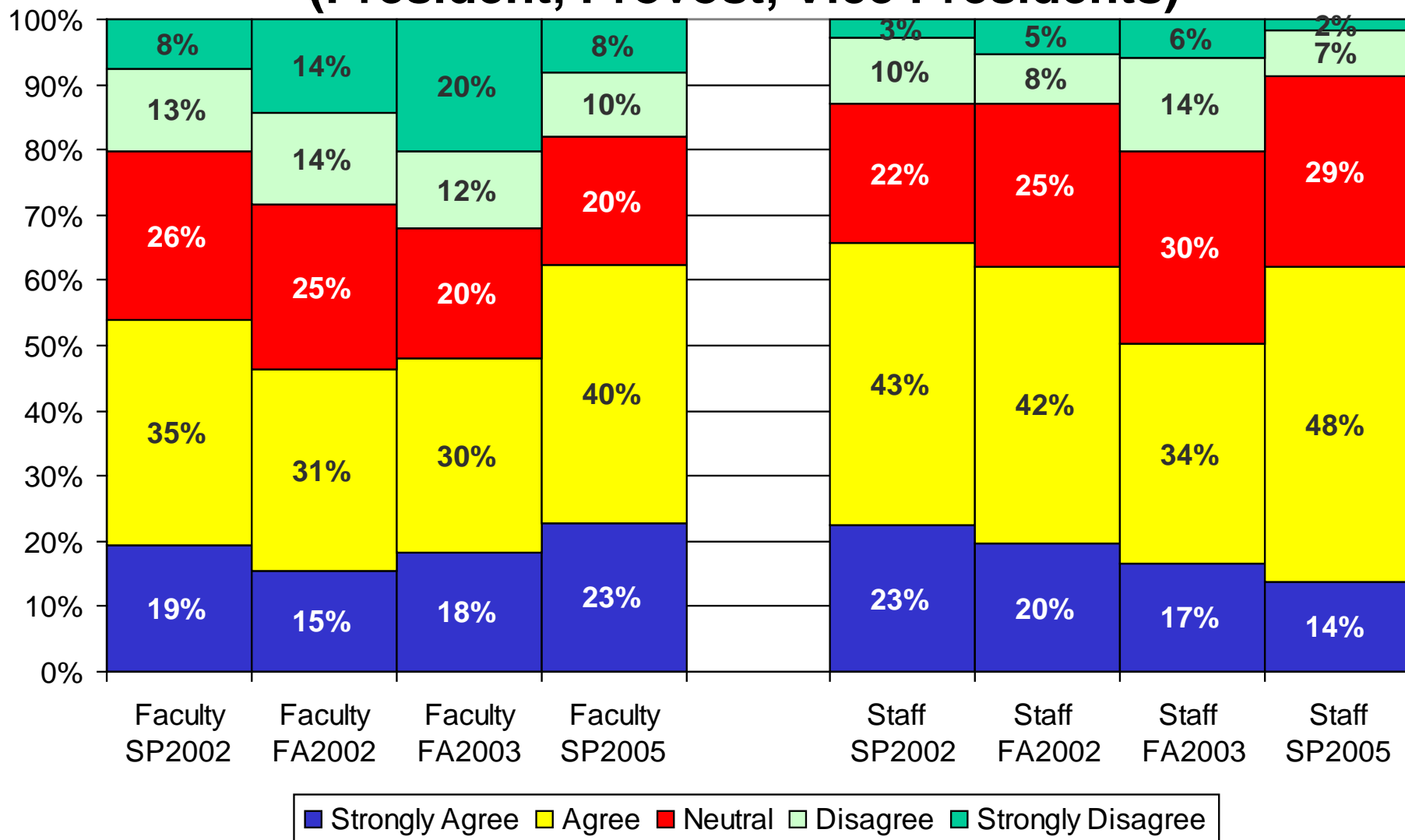
I am familiar with the values of Embry-Riddle



I support the values of Embry-Riddle

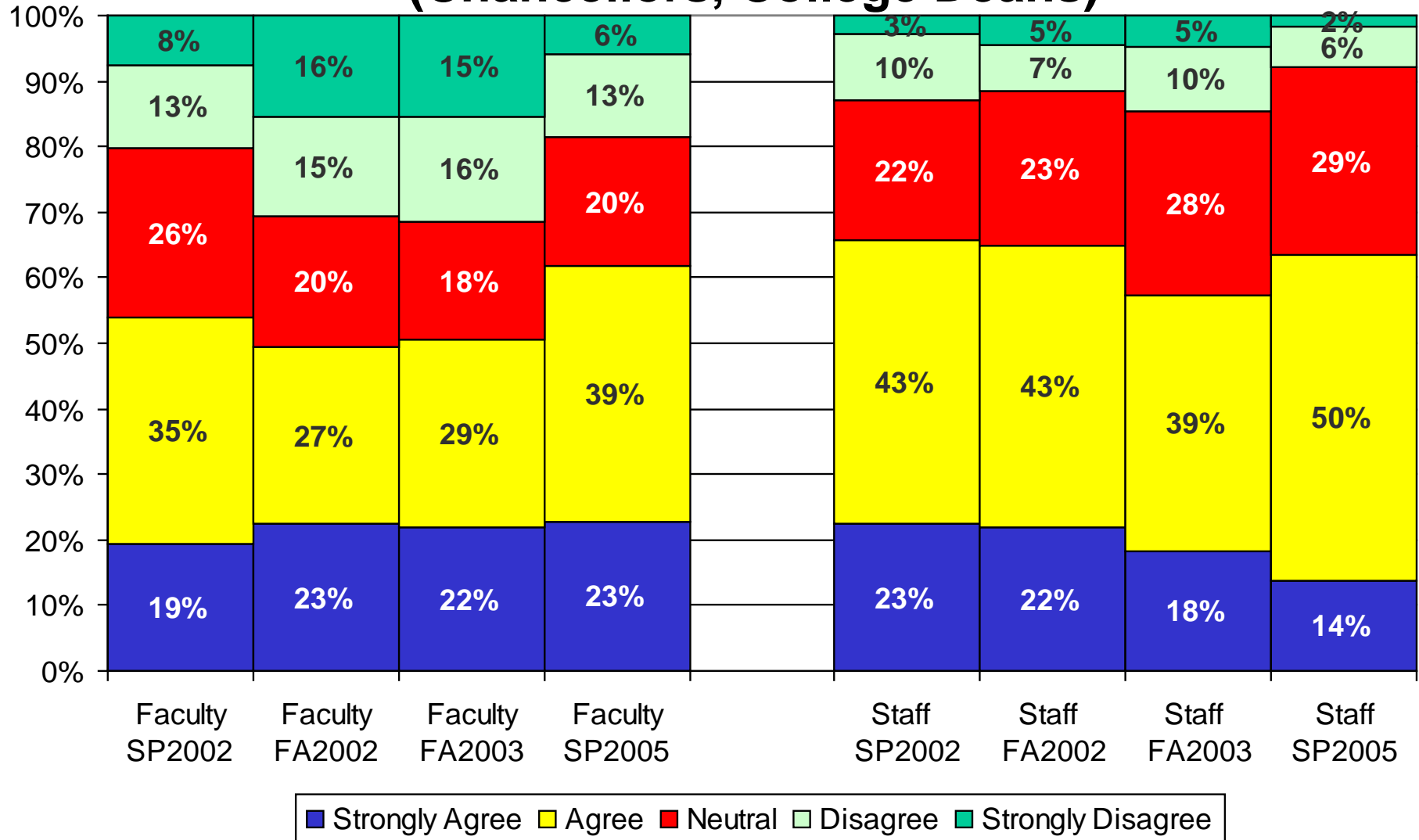


I believe University leadership is making progress toward University mission and goals (President, Provost, Vice Presidents)*



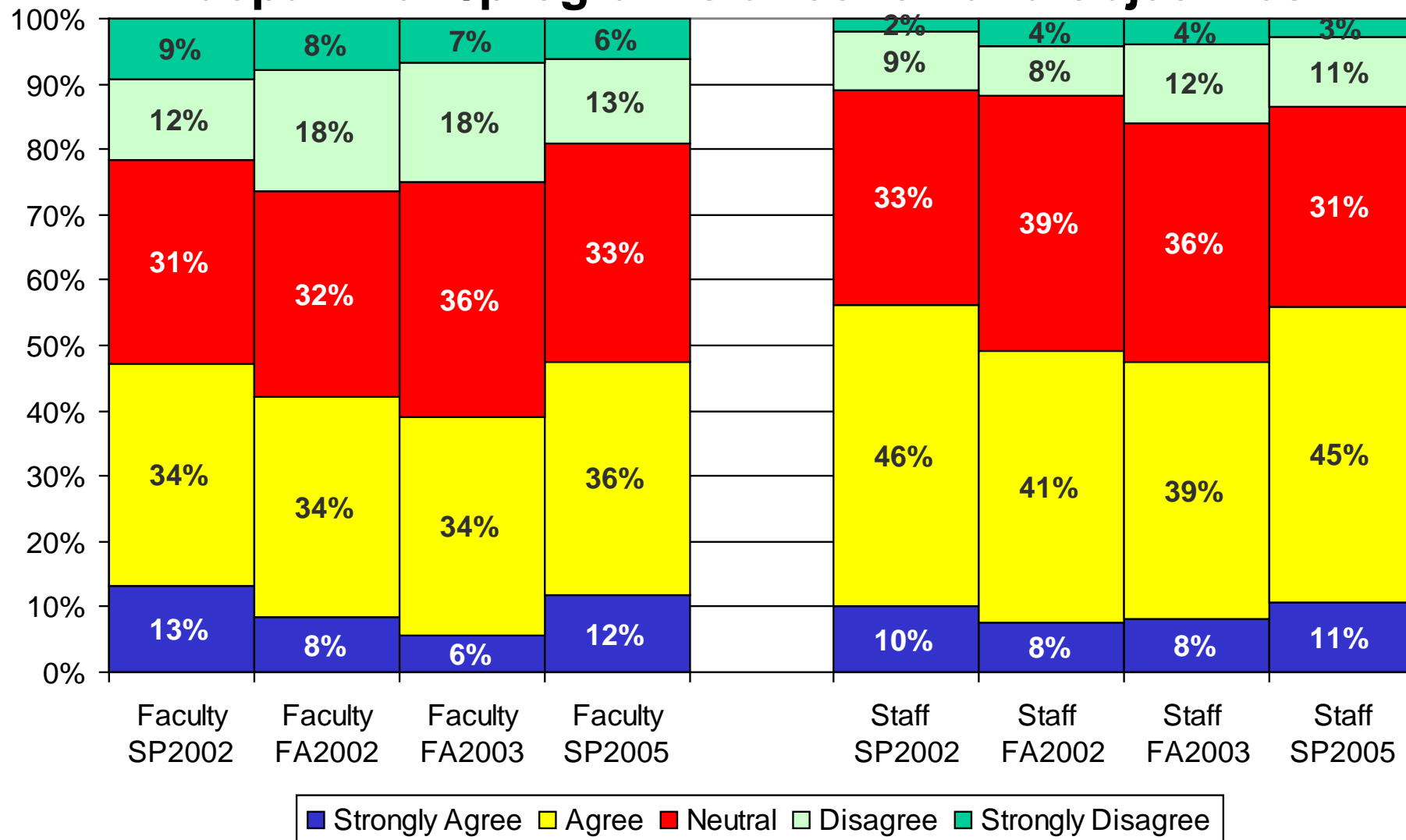
*Reworded. FA02-FA03 version = "I have confidence in the University leadership (President, Vice Presidents)." SP02 version = "I have confidence in the University leadership (President, Vice Presidents, Chancellors)."

I believe campus leadership is making progress toward University mission and goals (Chancellors, College Deans)*

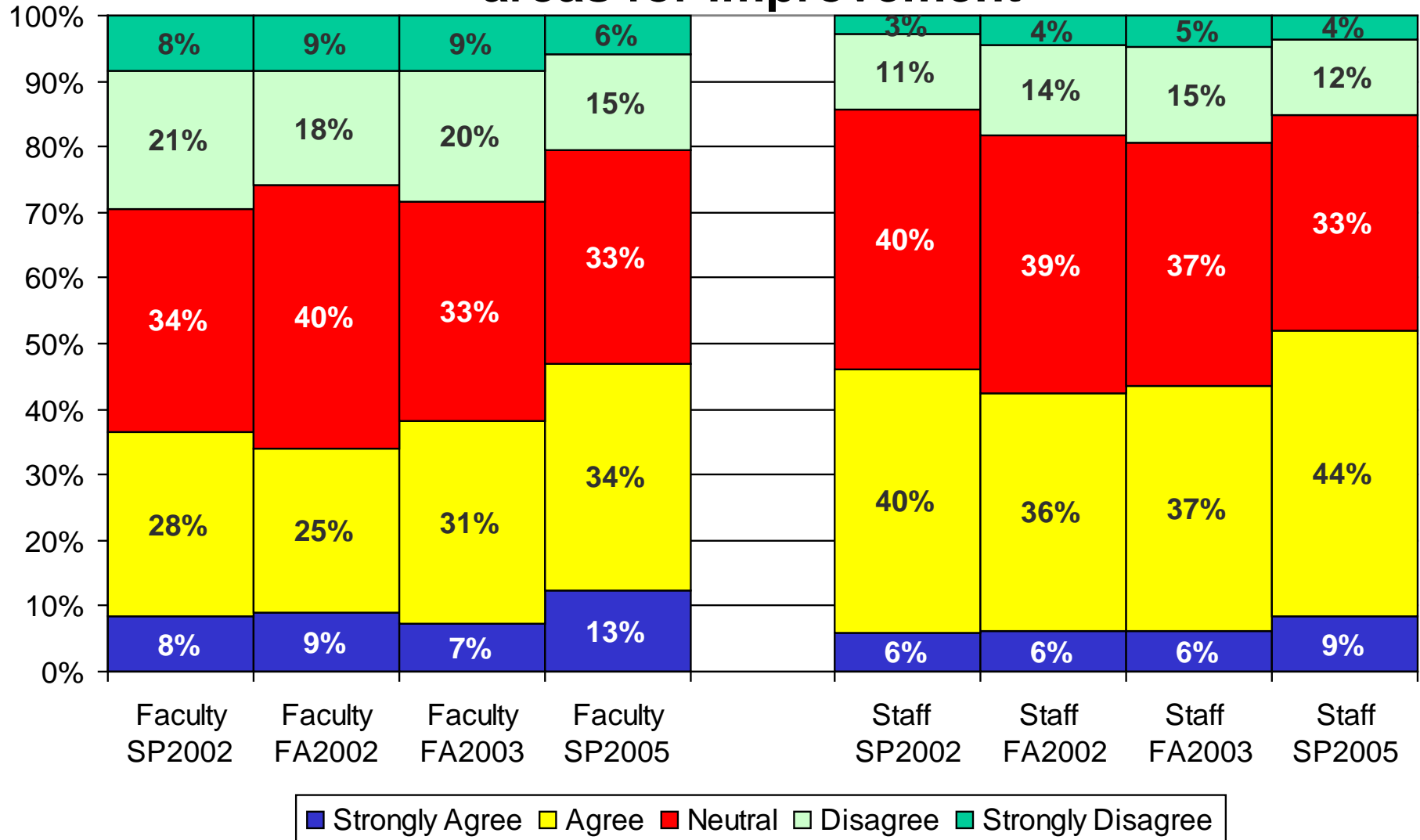


*Reworded. FA02-FA03 version = "I have confidence in the campus leadership (Chancellors, College Deans)." SP02 version = "I have confidence in the University leadership (President, Vice Presidents, Chancellors)."

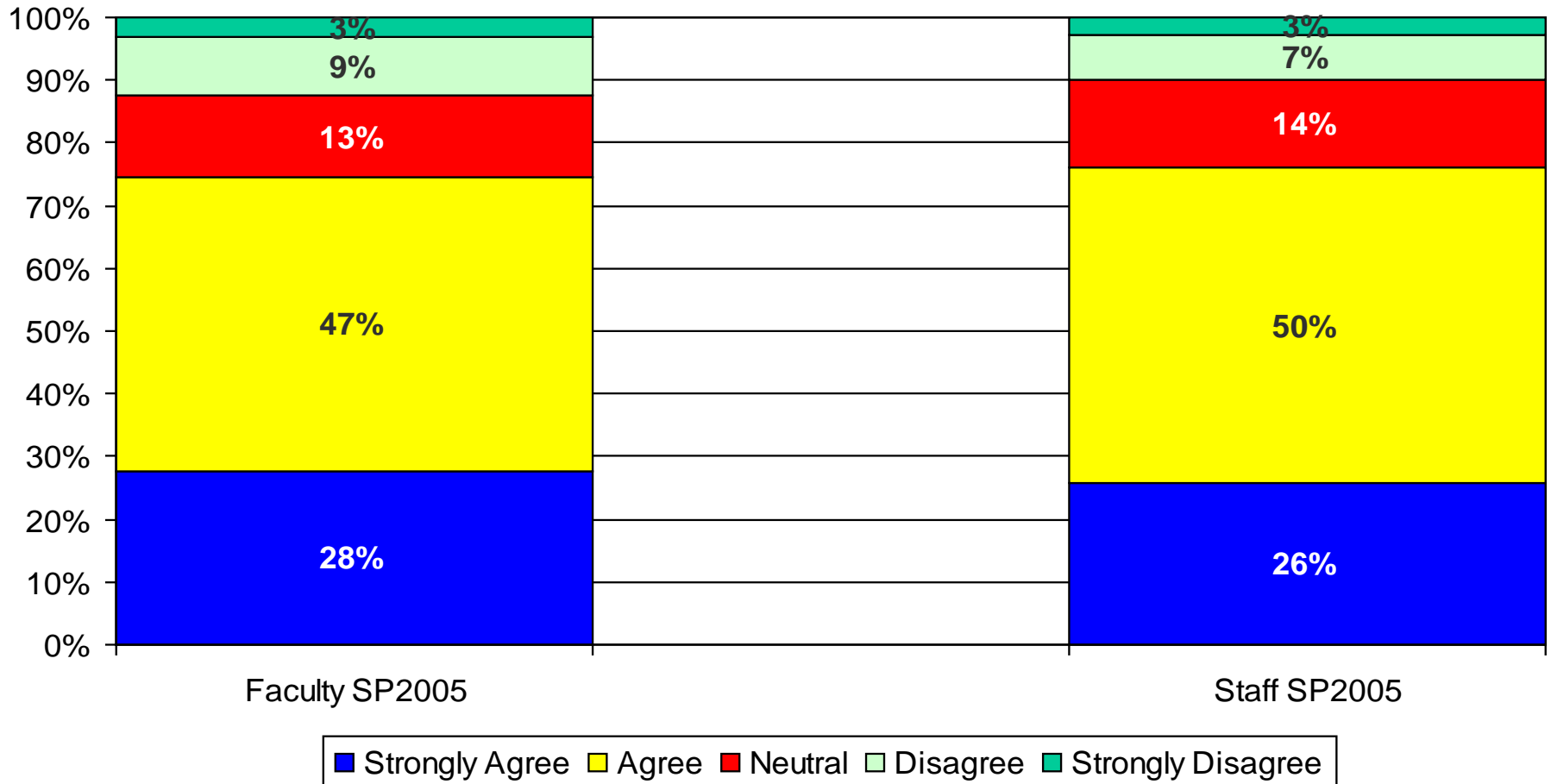
Strategic planning assists in setting my department/program's direction and objectives



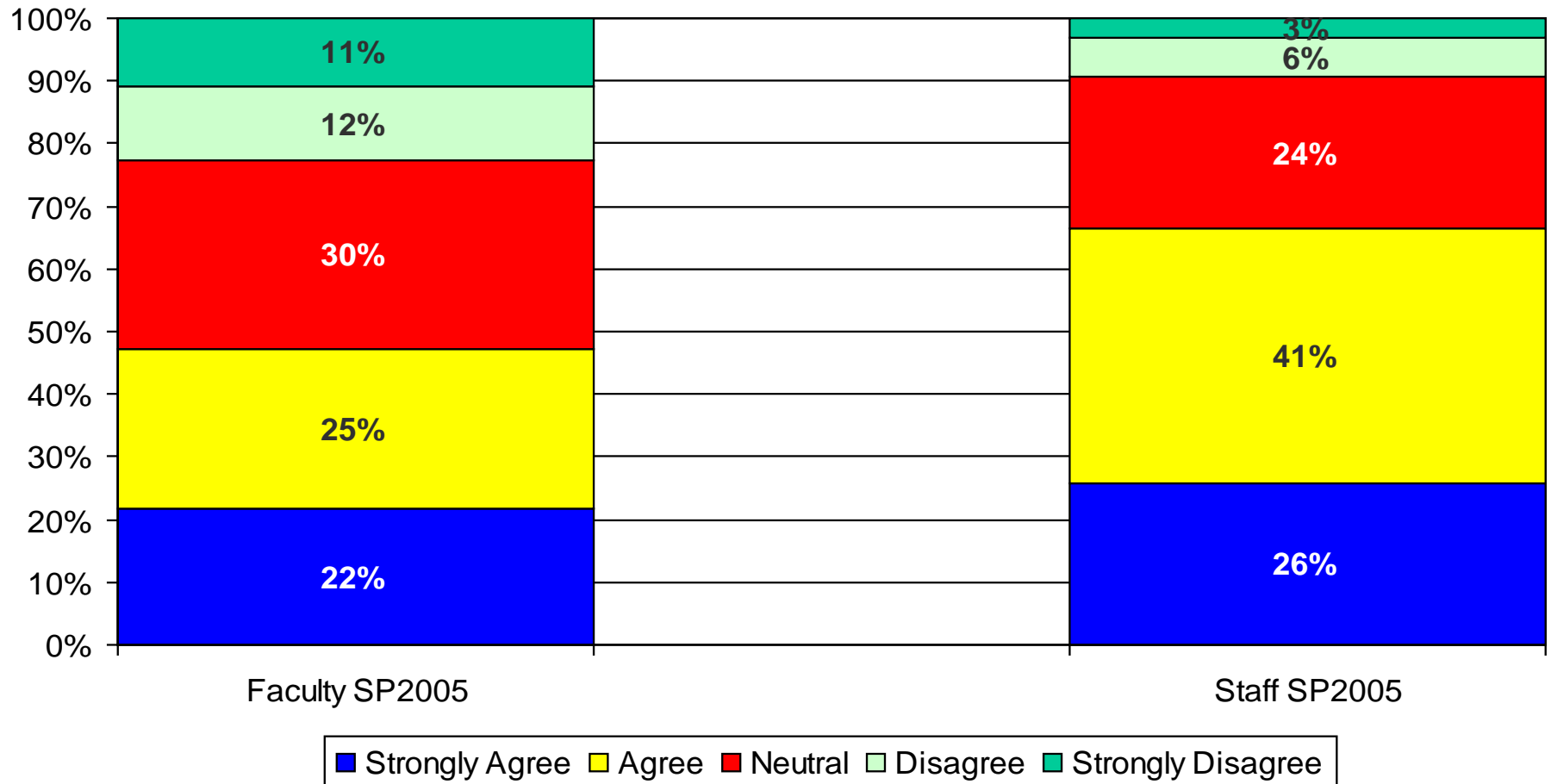
Assessment activities assist my department/program in measuring its success and identifying potential areas for improvement



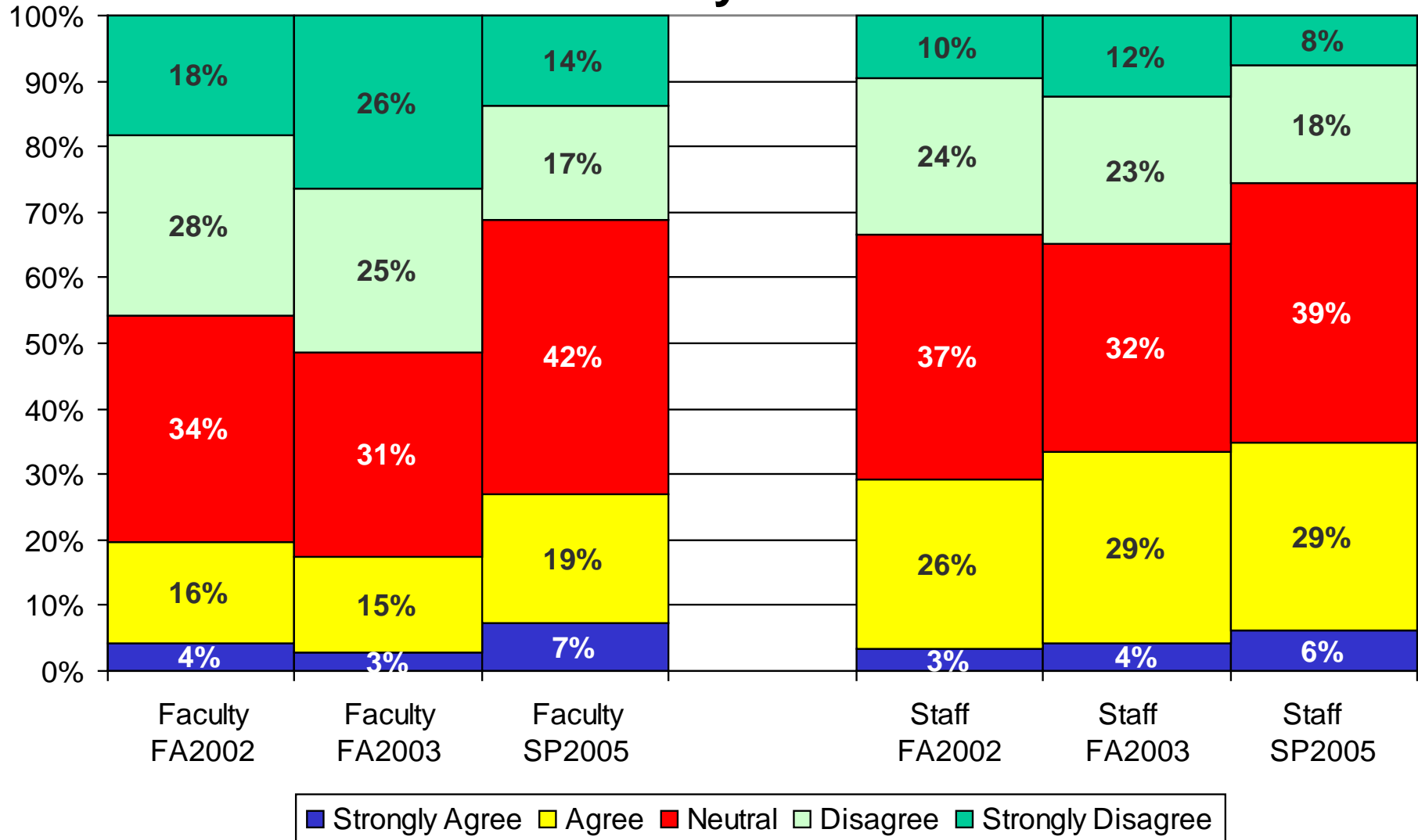
I am familiar with the “One University” concept



I support the “One University” concept

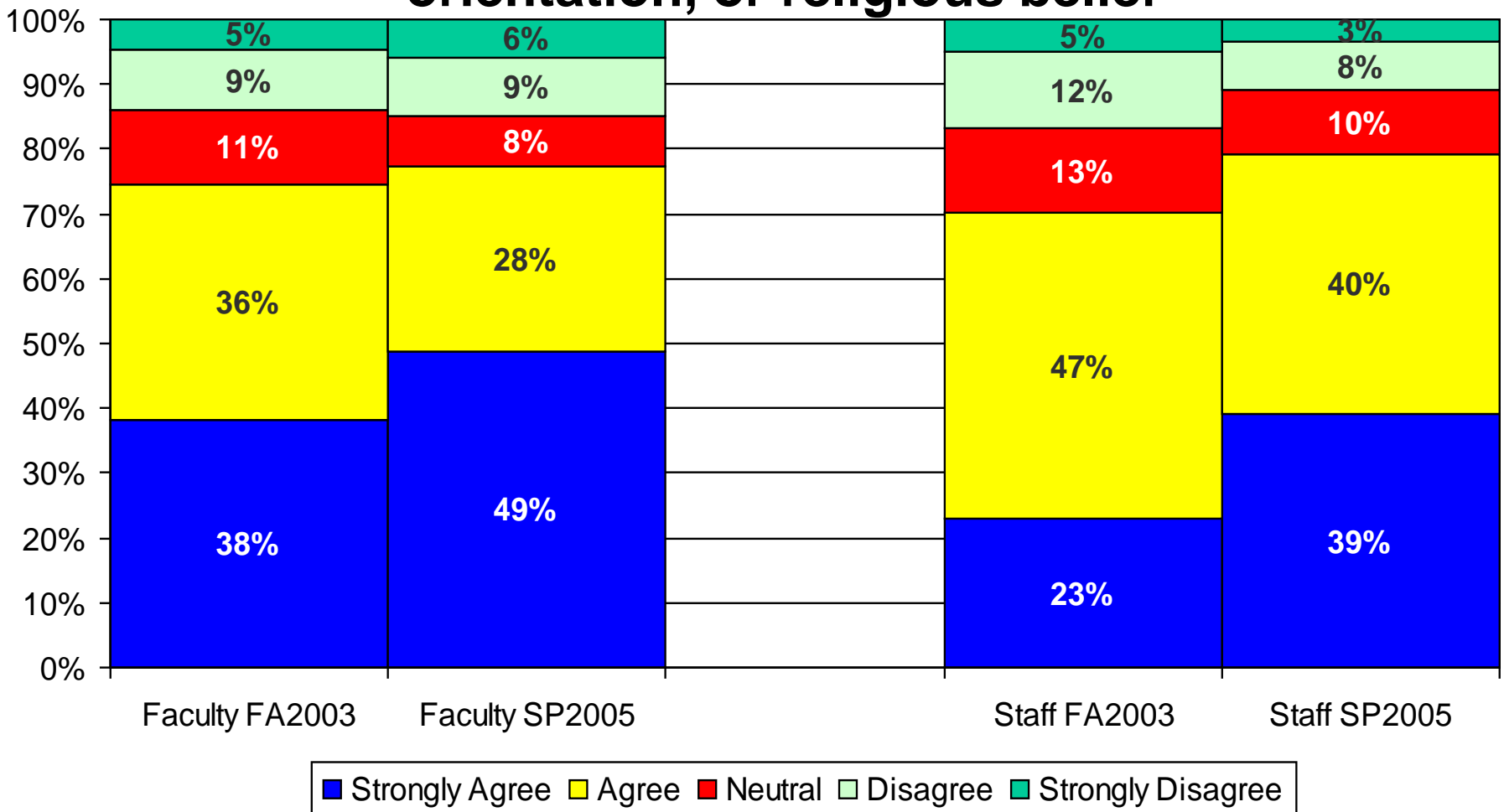


Budget allocations are based on the priorities of the University as a whole*



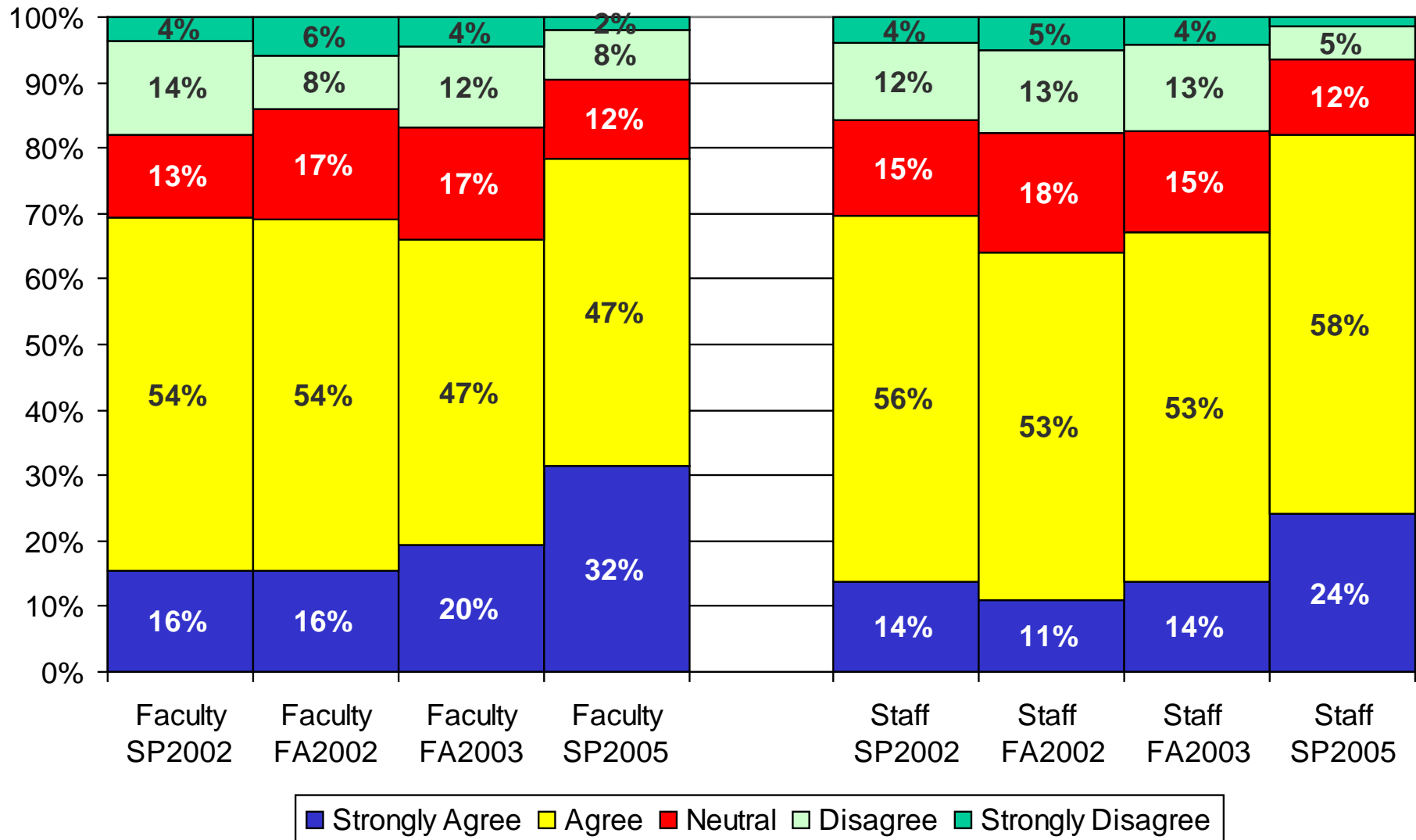
*Reworded. F02-FA03 version = "Budget allocations are based on a reasonable and understandable set of priorities."

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



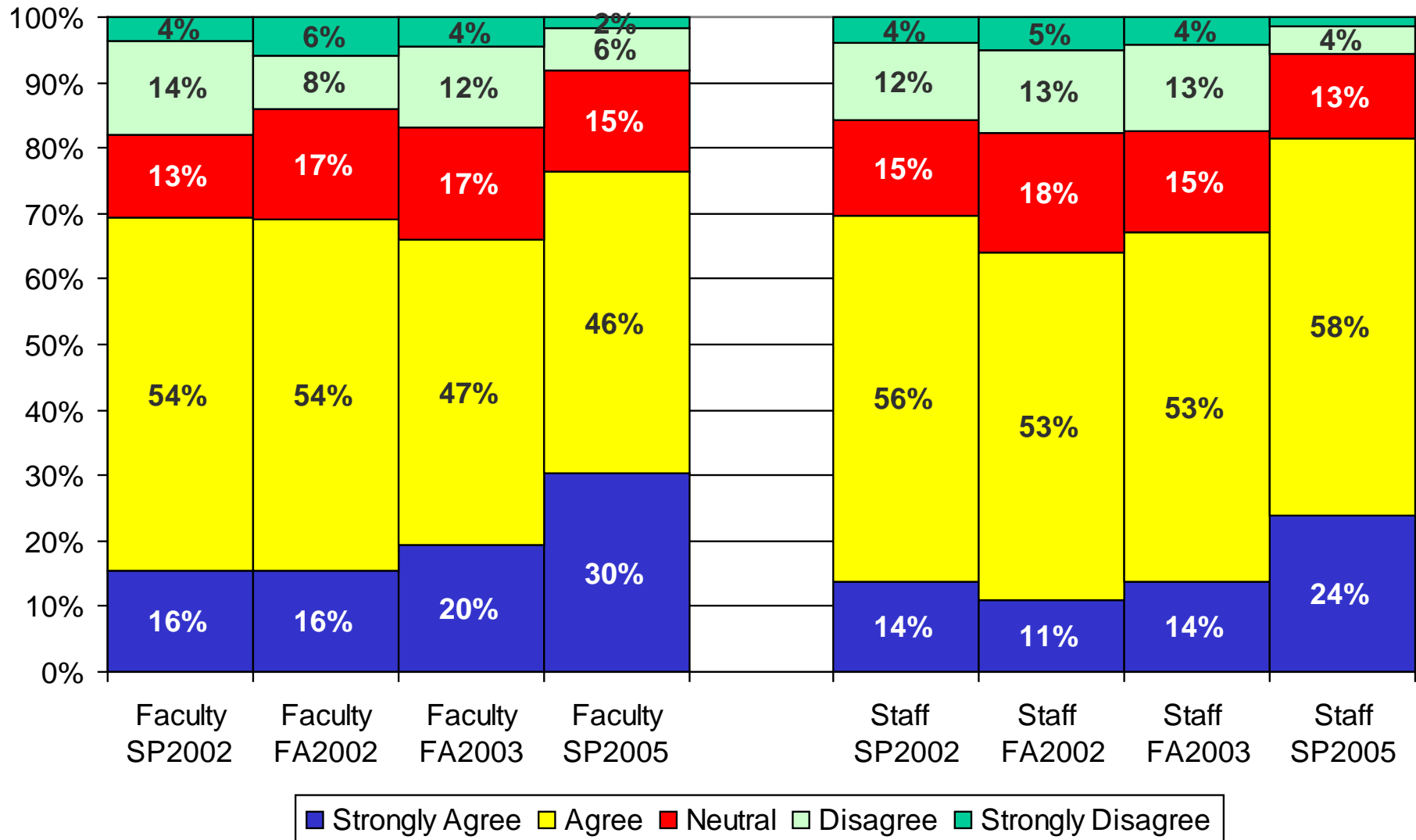
*Reworded. FA03 version = "I have not been treated differently because of my race, gender, sexual orientation, age, or religion."

I am kept informed of University news and activities*



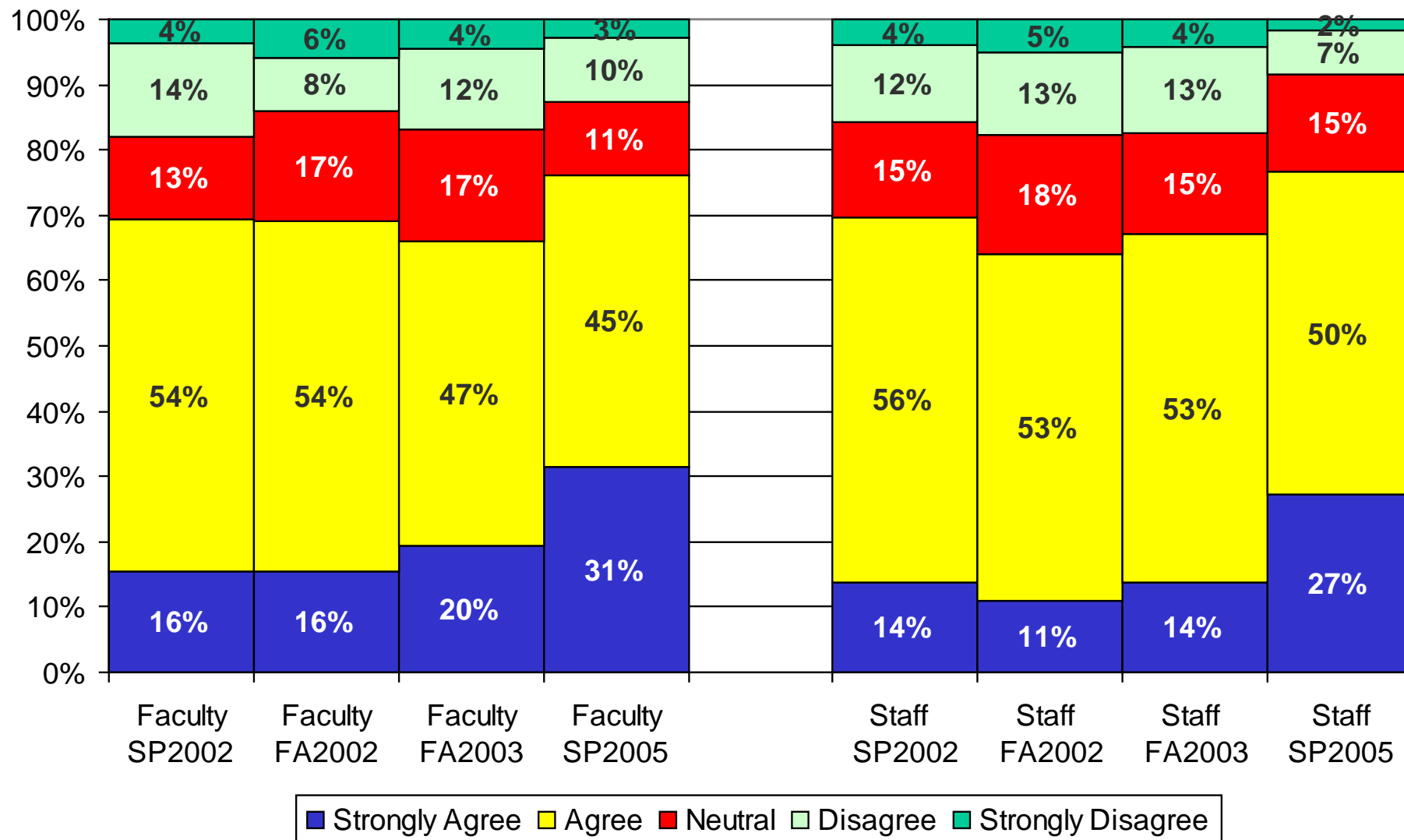
*Reworded. SP02-FA03 version = "I am kept informed of University, campus, and department level news and activities that are pertinent to my work."

I am kept informed of campus news and activities*



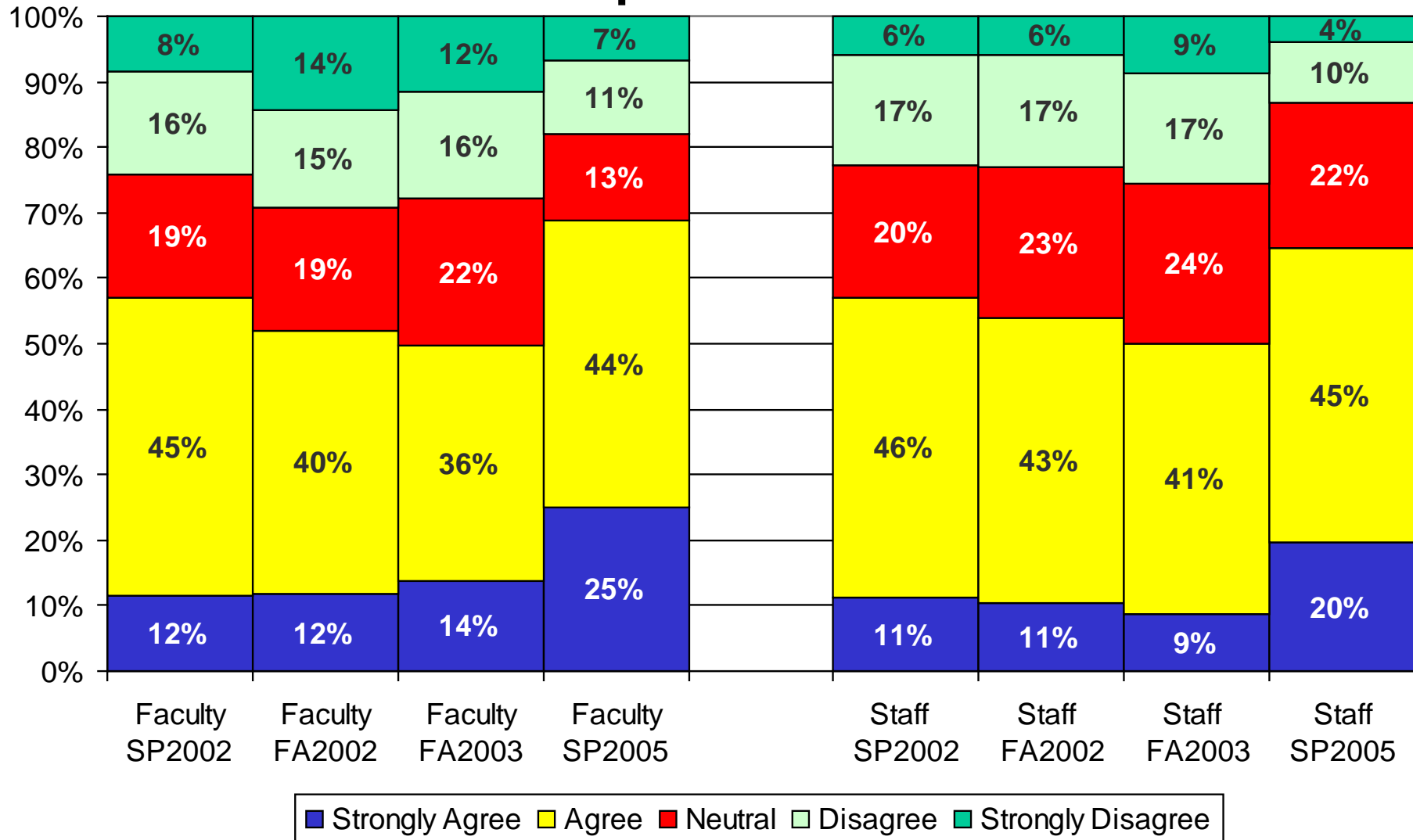
*Reworded. SP02-FA03 version = "I am kept informed of University, campus, and department level news and activities that are pertinent to my work."

I am kept informed of department level news and activities*

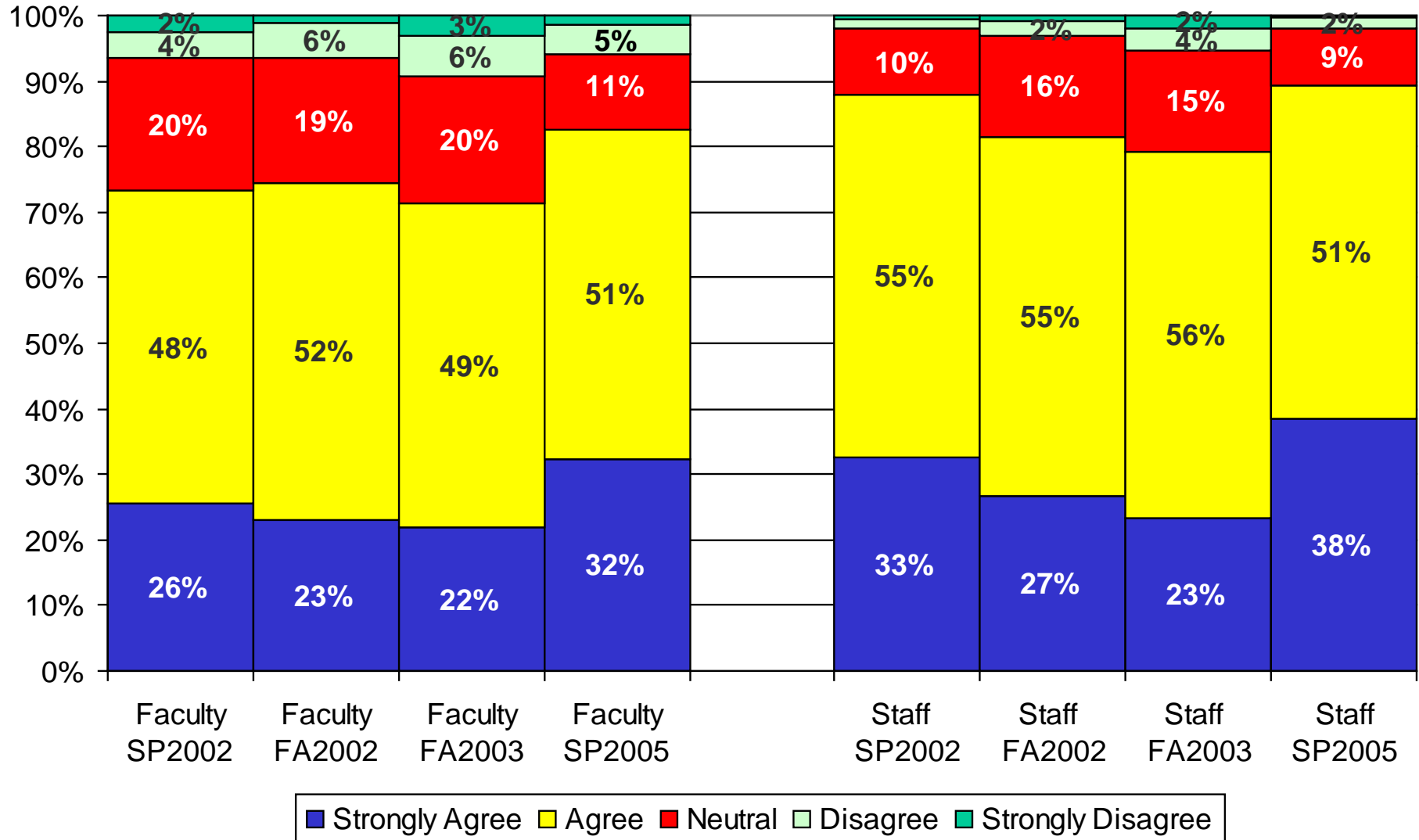


*Reworded. SP02-FA03 version = "I am kept informed of University, campus, and department level news and activities that are pertinent to my work."

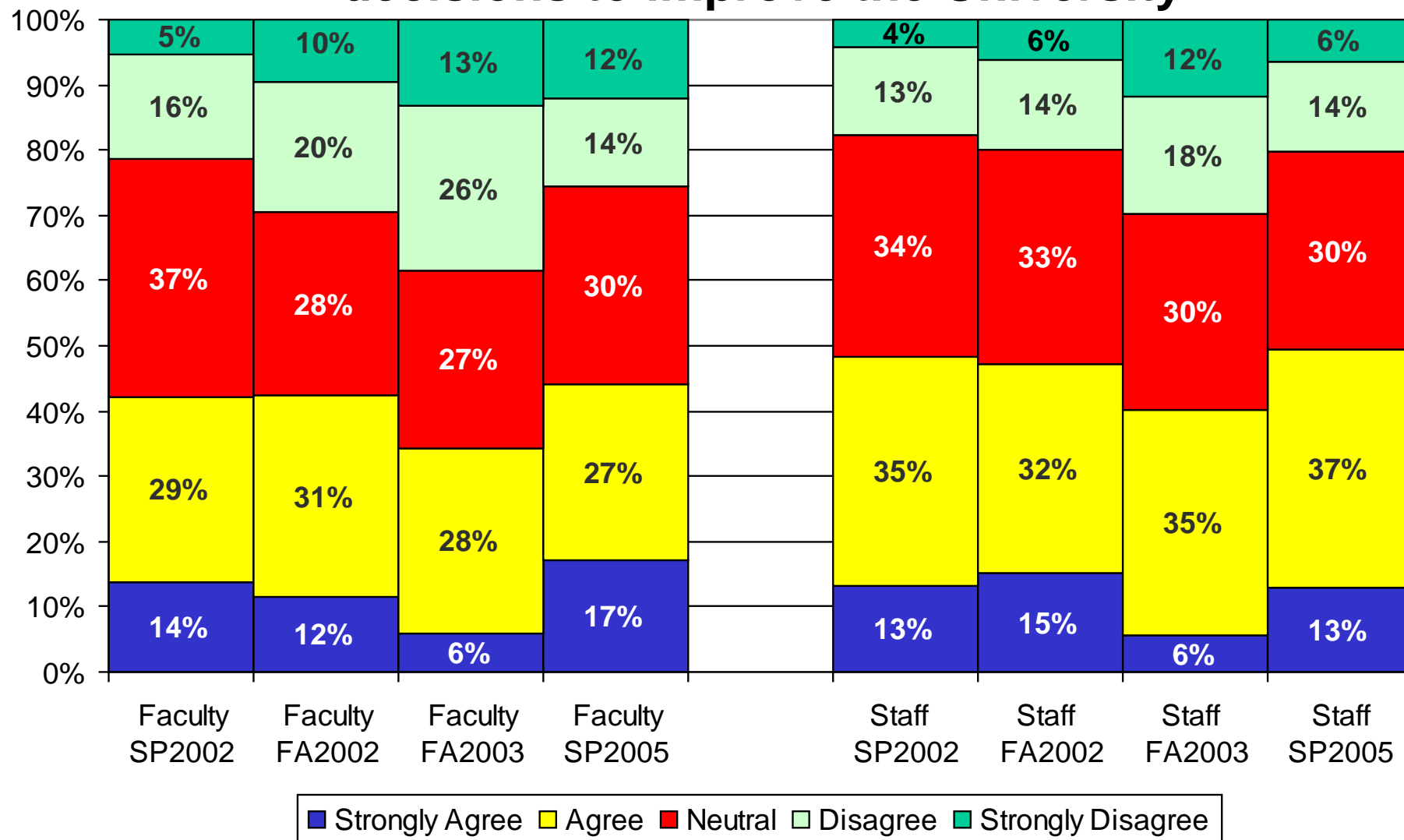
Embry-Riddle has a work environment of mutual respect and trust



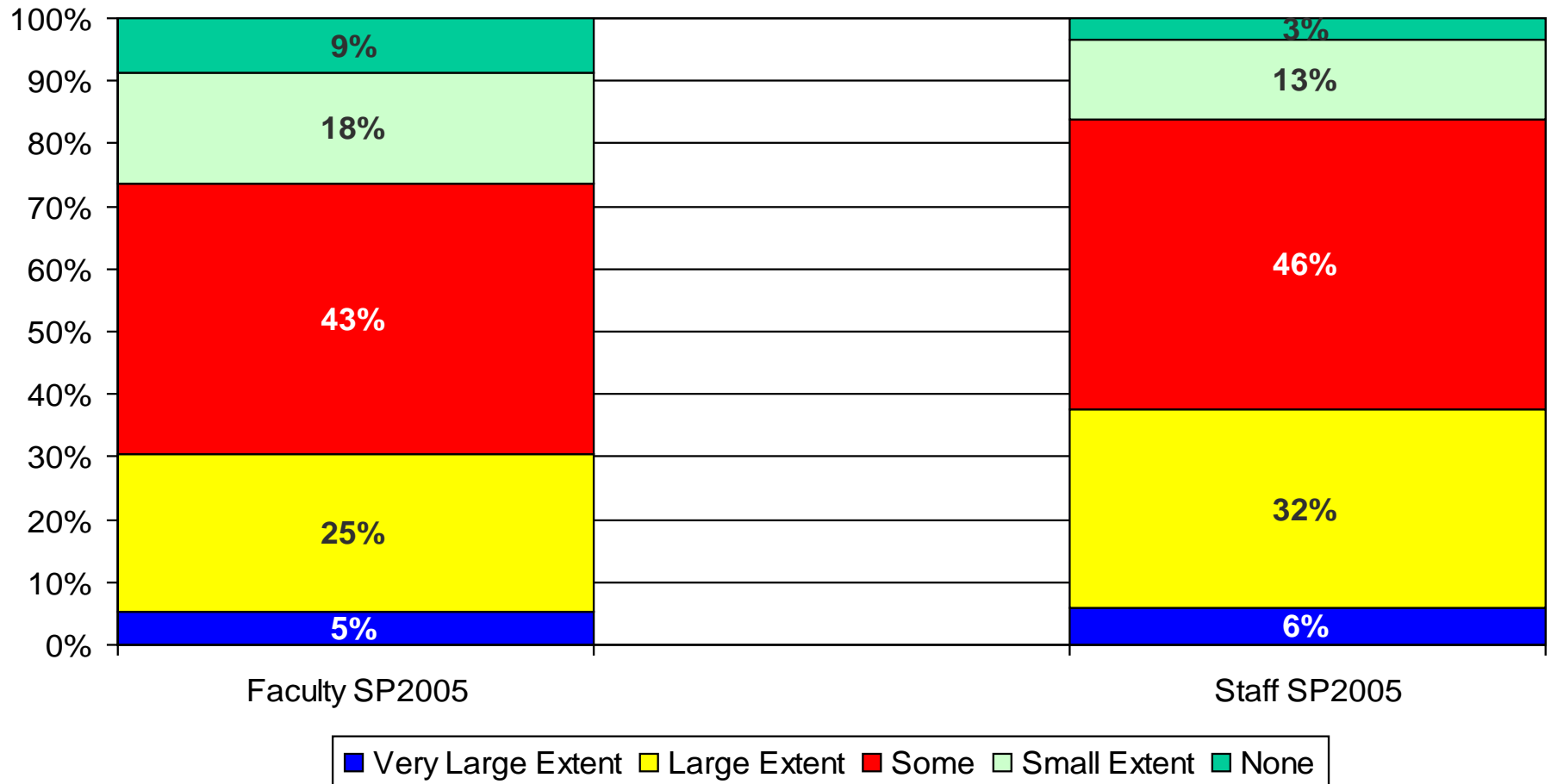
Overall, the University is a good place to work



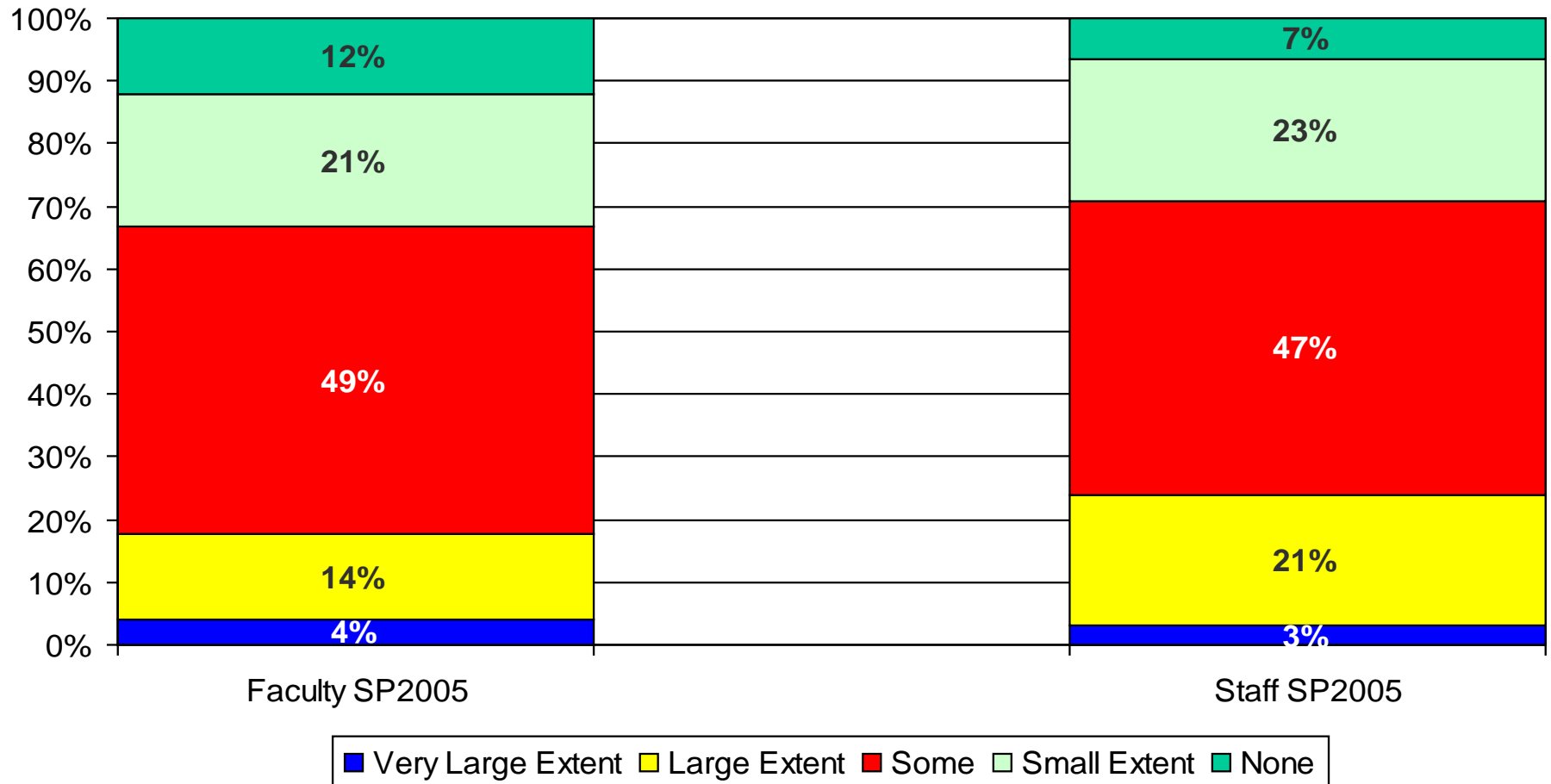
I believe that Climate Survey results will influence decisions to improve the University



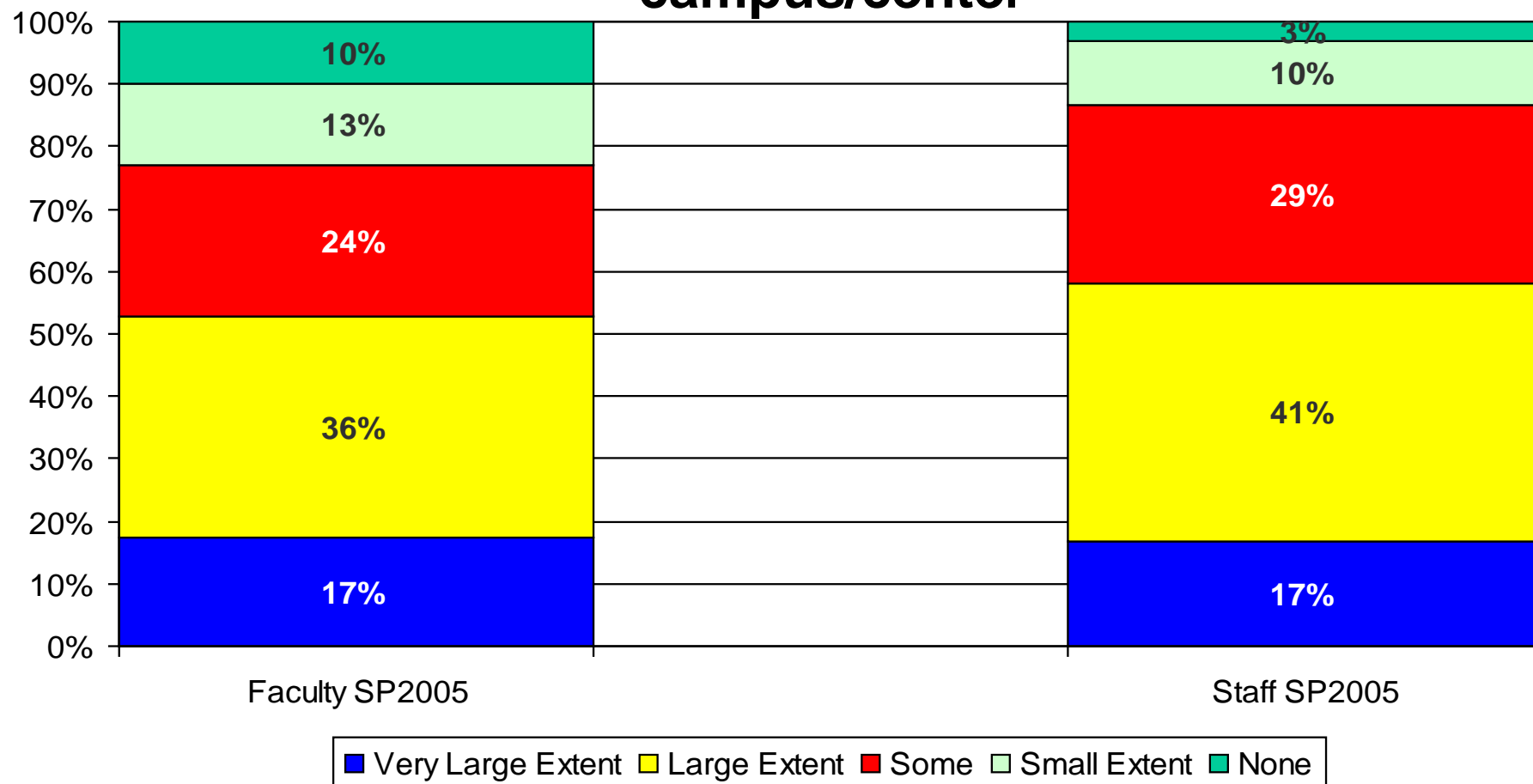
I feel progress has been made toward effective marketing and promotion of Embry-Riddle



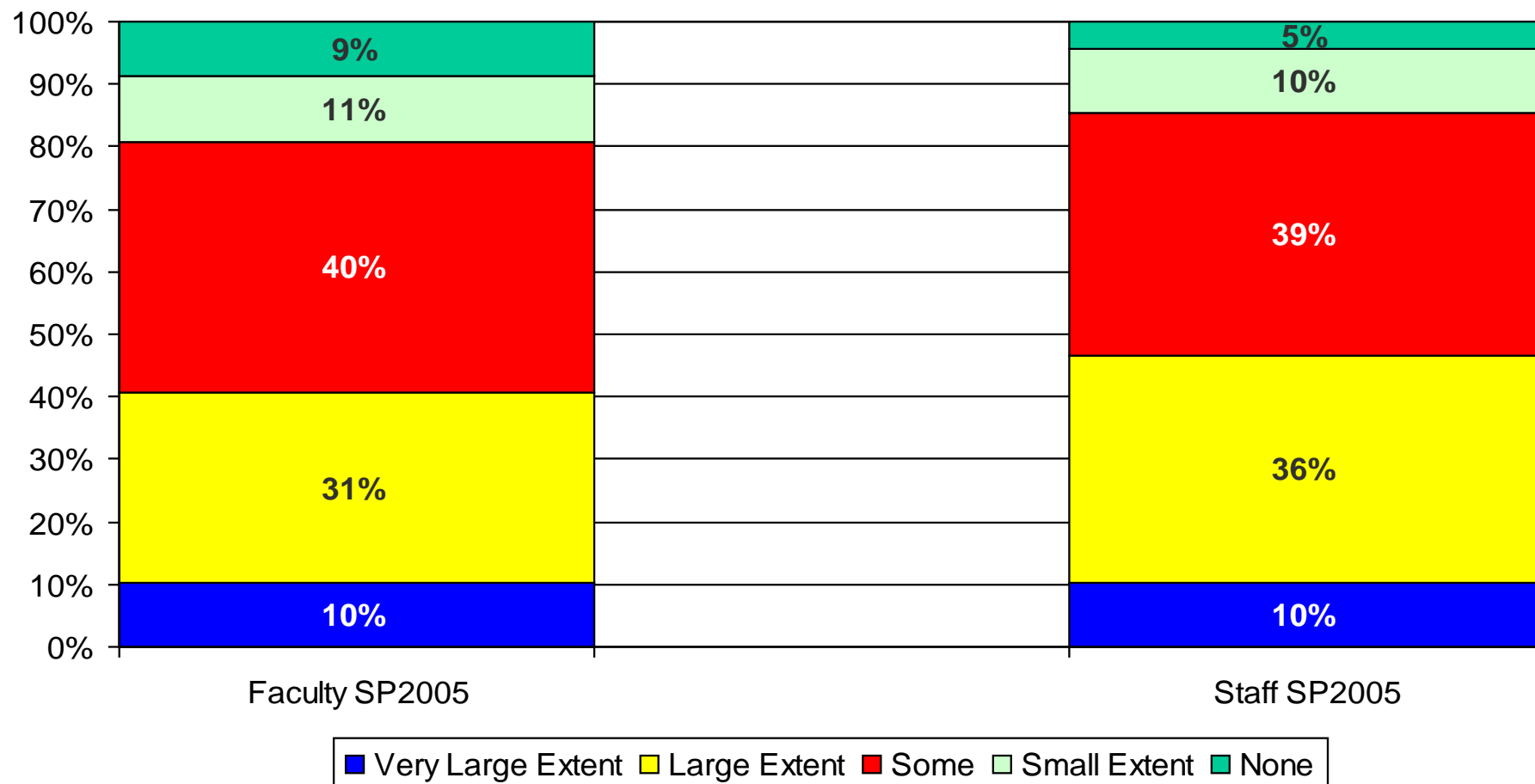
I feel progress has been made toward more effective communication among the campuses



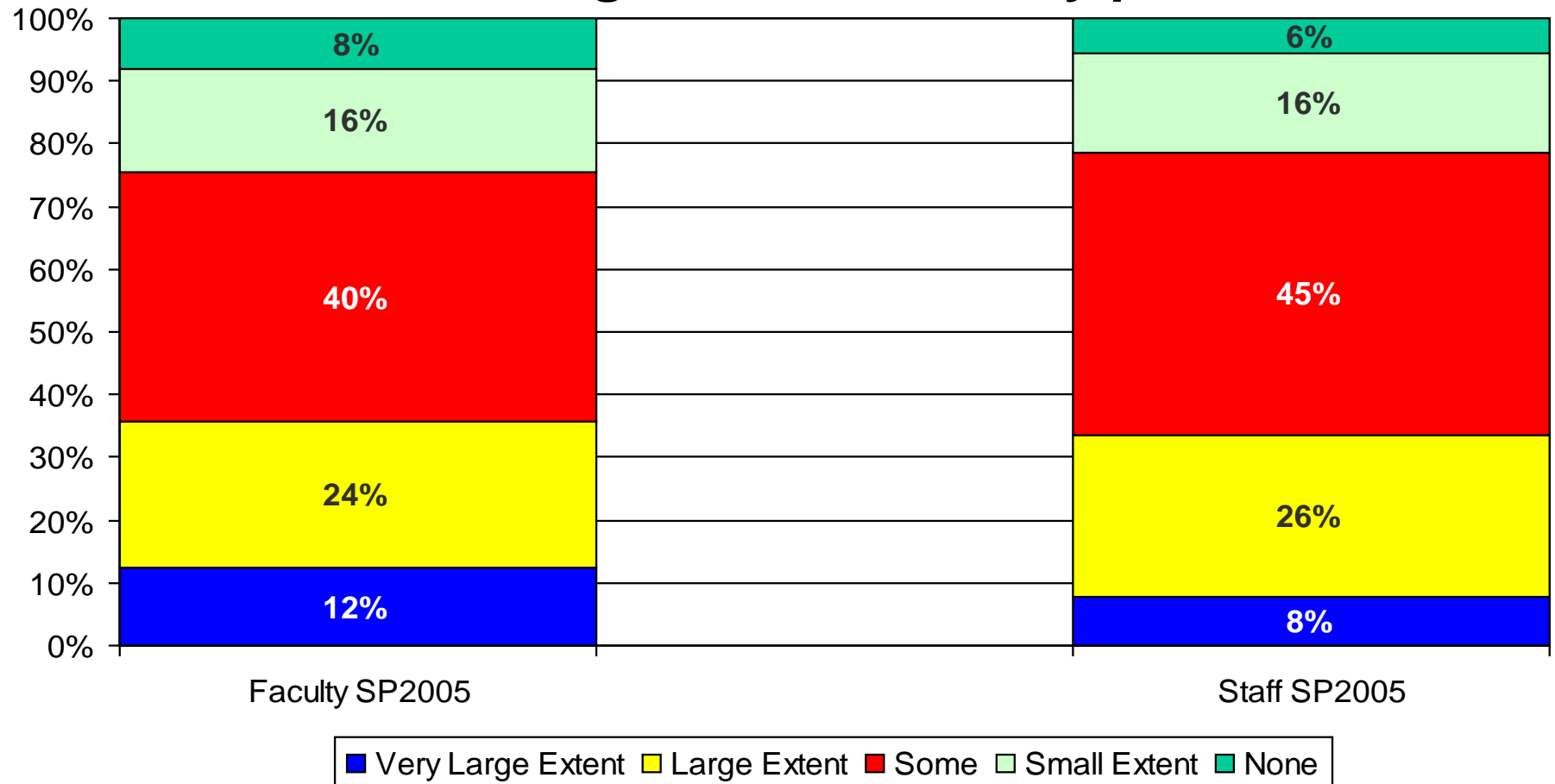
I feel progress has been made toward improving the overall appearance of the physical facilities of my campus/center



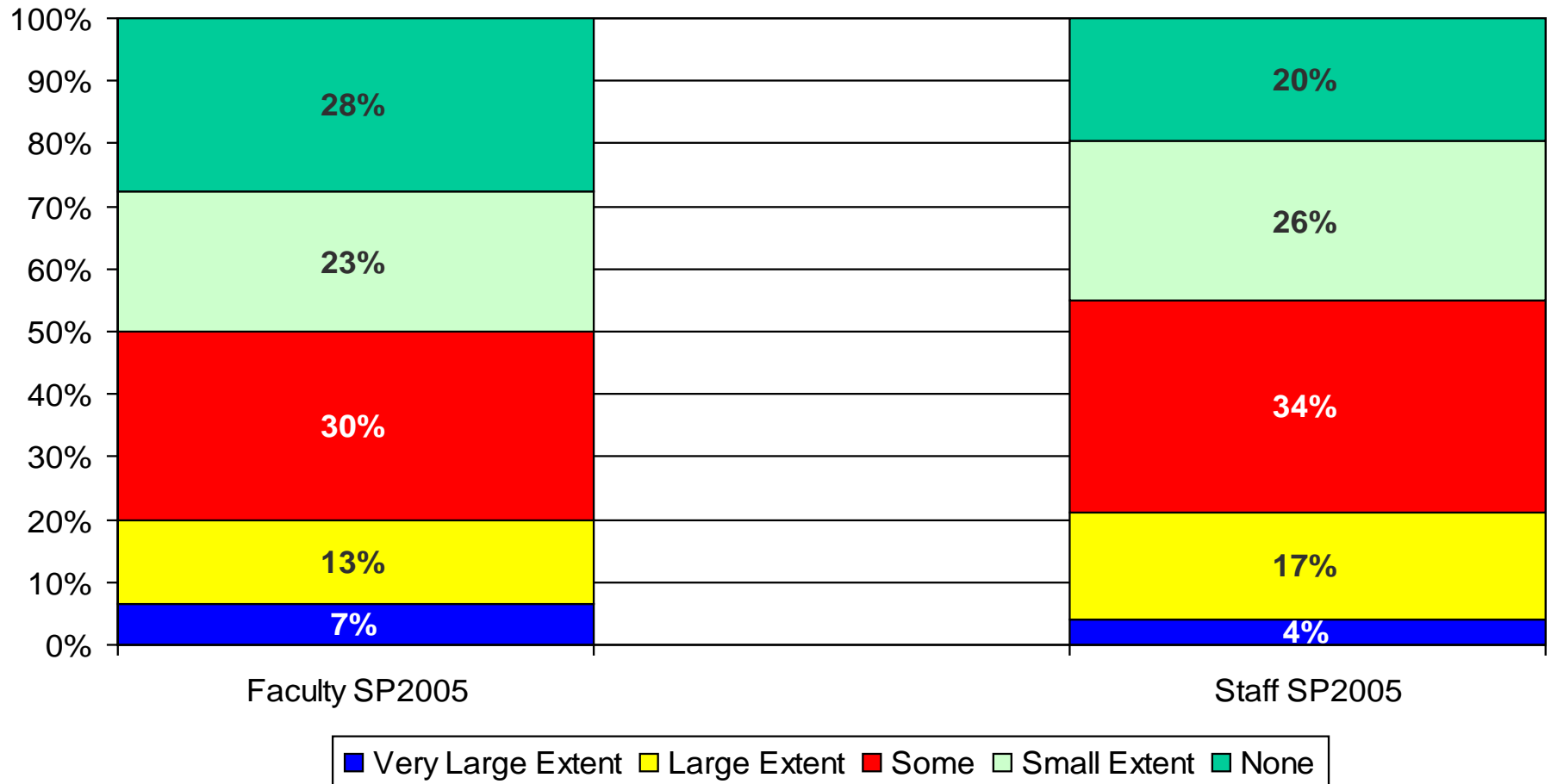
I feel progress has been made toward making the staff and students safer and more secure



I feel progress has been made toward hiring more women and members of underrepresented groups into management and faculty positions



I feel progress has been made toward improving the pay afforded for my work



I feel progress has been made toward improving the benefits available for my needs and those of my family

