

ERAU Faculty & Staff Climate Survey Fall 2003 Results by Campus Location

Office of the President
Office of Institutional Research
December 2003

Background

- **Web-based instrument:**
 - 25 questions, 5 demographic items, four open-ended comments boxes after each section (Your Job, The ERAU Organization, The ERAU Environment, The Climate Survey) .
 - 5-point scale: Strongly Agree to Strongly Disagree.
 - Questions developed by Institutional Research in consultation with The President's Office, Chancellors, Faculty Senate leaders, WEQC.
- Survey accessible from 10/20/03-11/07/03.
 - 2 email announcements:
 - Announcement that survey administration has begun, 10/20/03
 - Reminder that survey administration is about to end, 10/28/03
 - All employees urged to participate (regardless of status, location, etc.).
- Changes to this version:
 - Some questions reworded/added/deleted:
 - Added item about benefits
 - Added item about adequate compensation
 - Added item about treatment towards minorities (race,gender,age,religion,sexual orientation)
 - Minor rewording of a couple of items
 - Deleted item about survey administration cycle
 - Deleted item about web-based survey administration comfort

Who Responded?

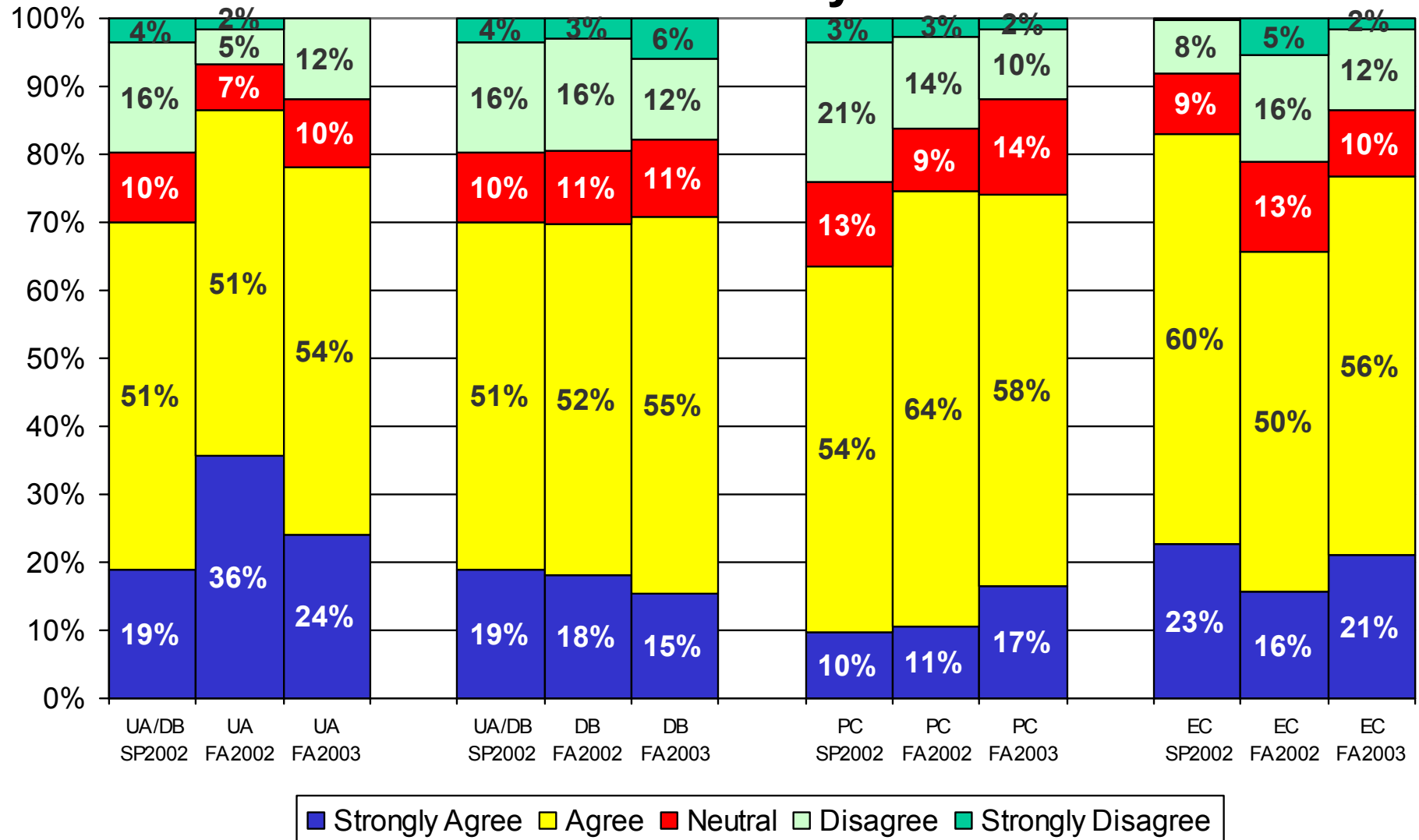
(Number of completed surveys & estimated response rates)

- **Grand Total: 730 (35%) (compared to 799, 39%, in Fall 2002). Other response rates:**
 - **By Location:**
 - University Administration: 50 (28%)
 - Daytona Beach: 290 (33%)
 - Prescott: 127 (33%)
 - Extended Campus: 250 (50%)
 - **By Position:**
 - Faculty: 254 (52%)
 - Staff: 464 (29%)
 - **By Employment Status:**
 - Full-time: 635 (34%)
 - Part-time: 86 (38%)
 - **By Gender:**
 - Female: 348 (40%)
 - Male: 360 (29%)
 - **By Level** (comparison to actual population not available) :
 - Management: 227
 - Non-Management: 453
- **Overall, the profile of survey respondents was fairly representative of that of the actual population of all employees (see next slide). However, note that there were higher proportions of faculty, females and EC employees, in the survey respondent pool.**

Trend Results: By Location

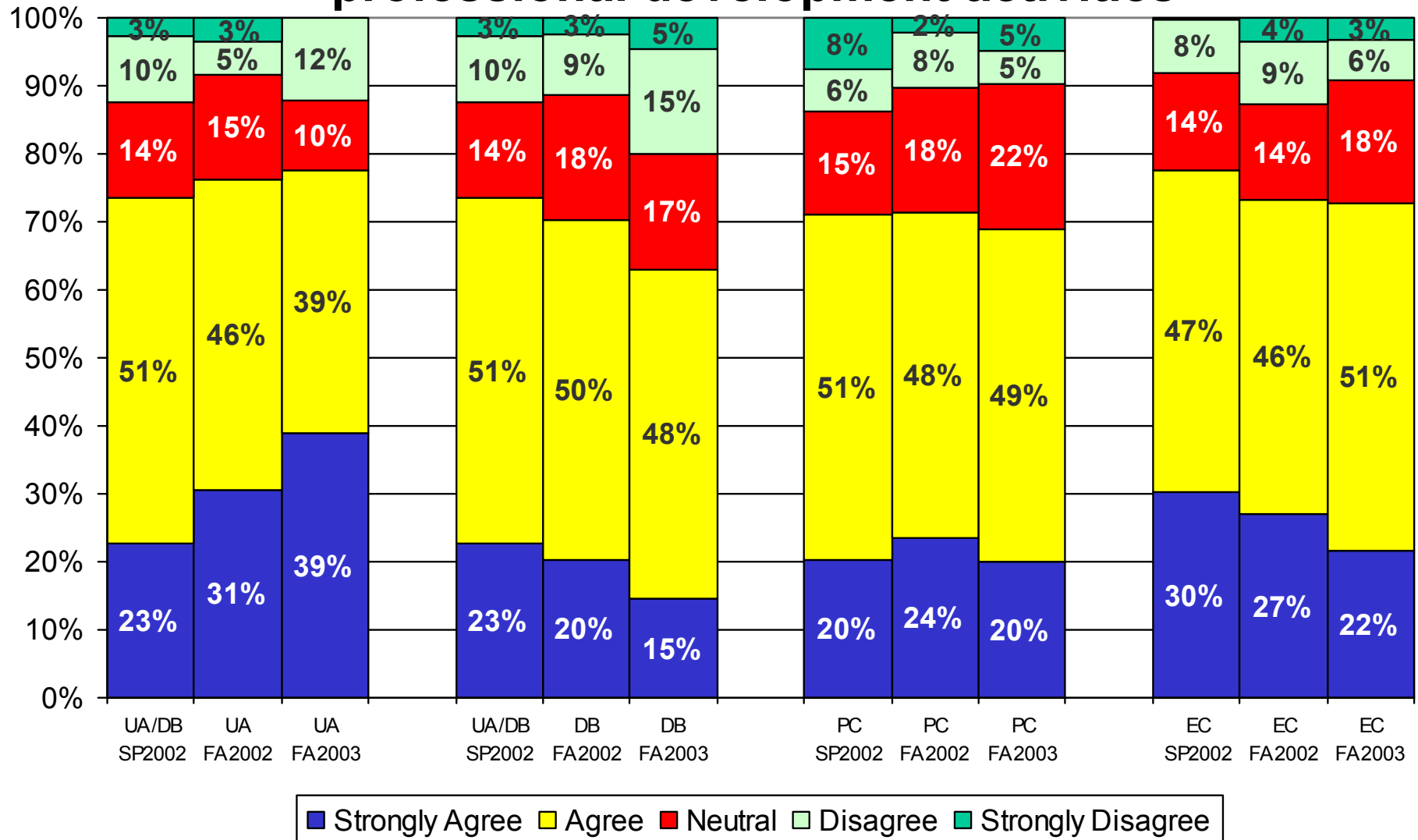
- 25 charts follow, one per question, each displaying the side-by-side comparisons of Spring 2002, Fall 2002 and Fall 2003 data (when available).
- Each chart displays the percent response for each category (“Strongly Agree”, “Agree”, “Neutral”, “Disagree”, or “Strongly Disagree”) to each of the 25 opinion questions, sorted in order of those items which received the most agreement to the least agreement.
- See data tables for breakouts with campus location
- Spring 2002 survey did not include a breakout response choice for university administration. Shown on the following charts is UA/DB SP2002 as comparison for UA FA2002, UA FA2003, DB FA2002 and DB FA2003. UA/DB SP2002 is comprised mostly of DB.

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

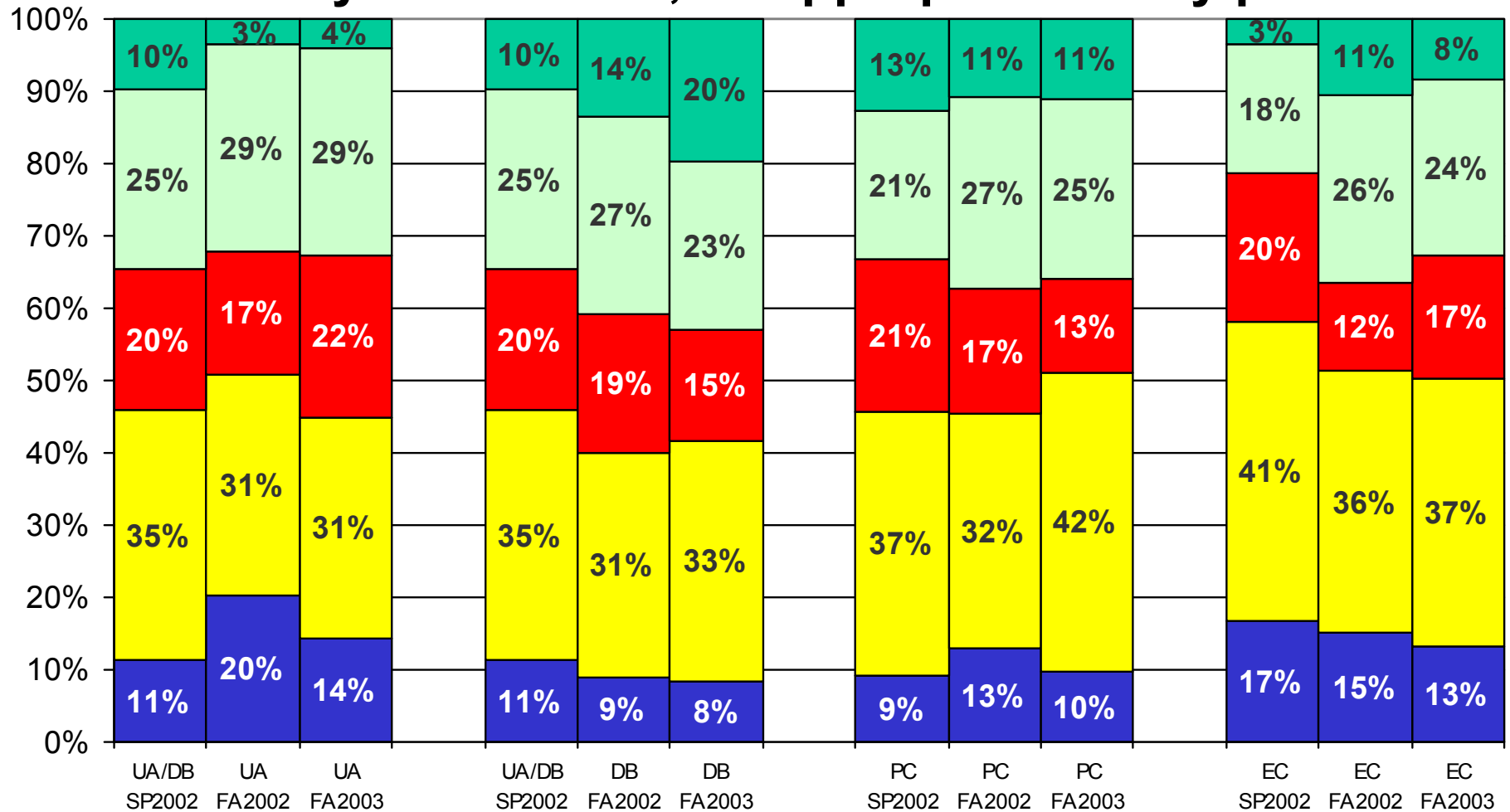


*Question was reworded in FA2003; FA2002 read as "to do my work right".

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

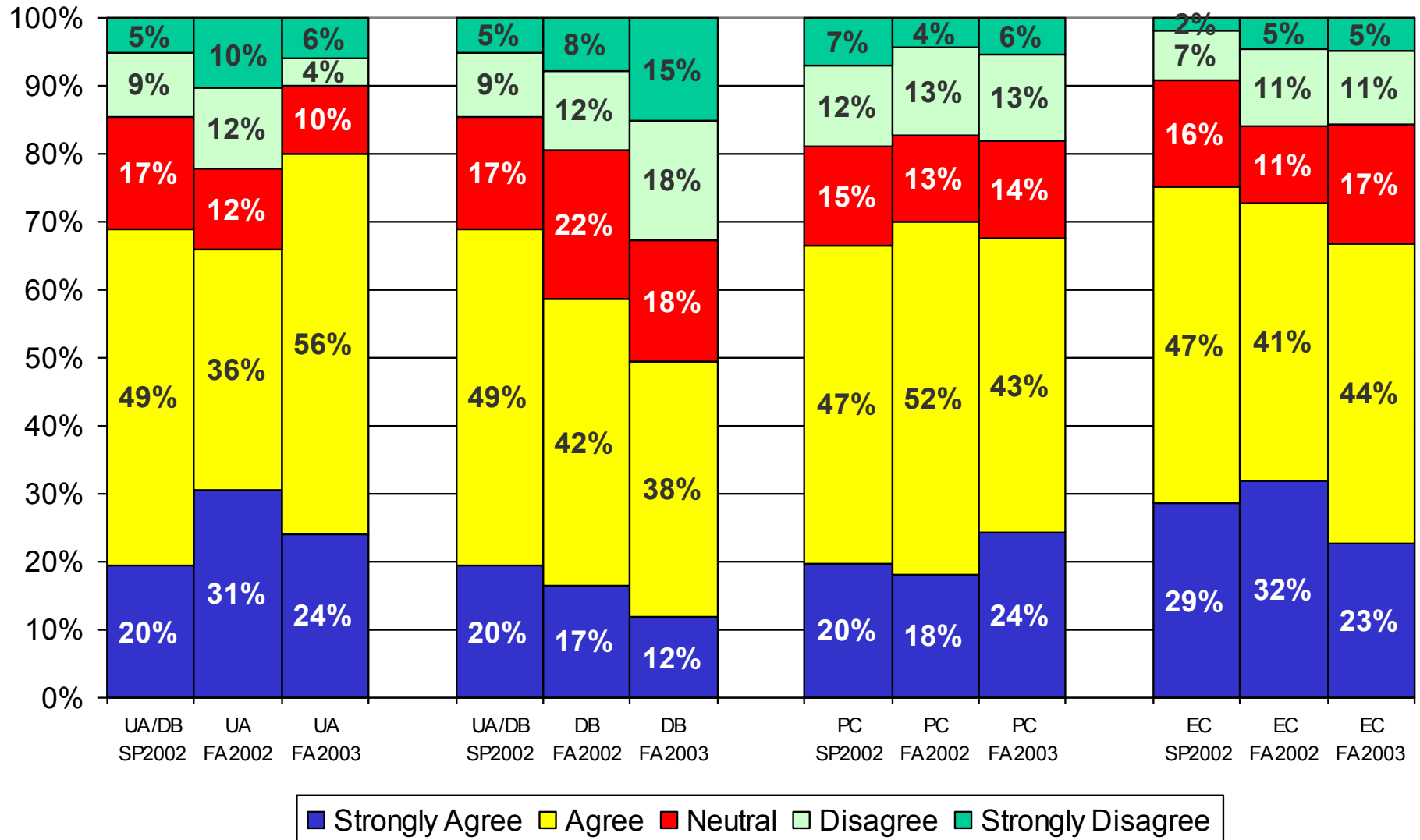


My current workload allows me to engage in a variety of activities, as appropriate to my position

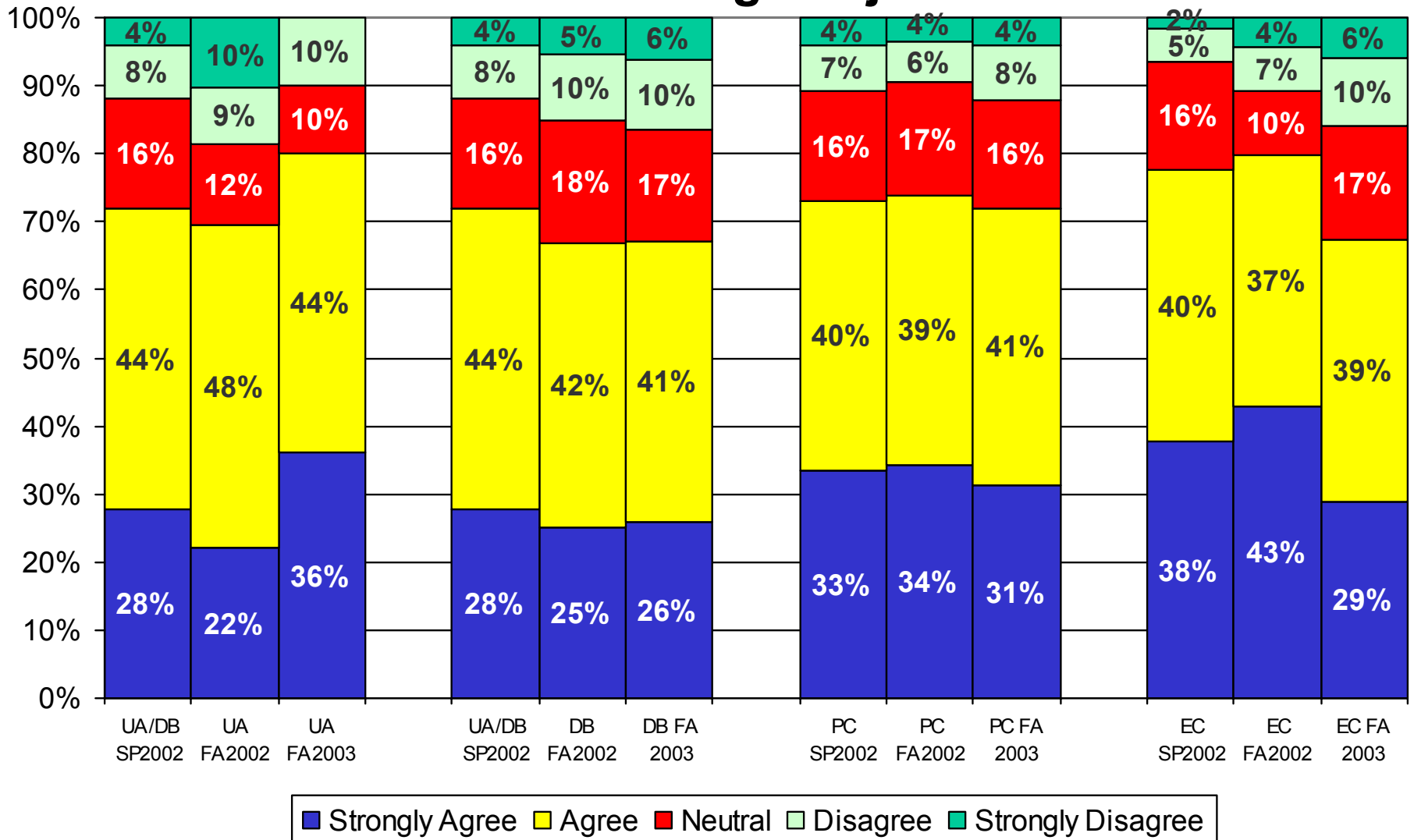


■ Strongly Agree
 ■ Agree
 ■ Neutral
 ■ Disagree
 ■ Strongly Disagree

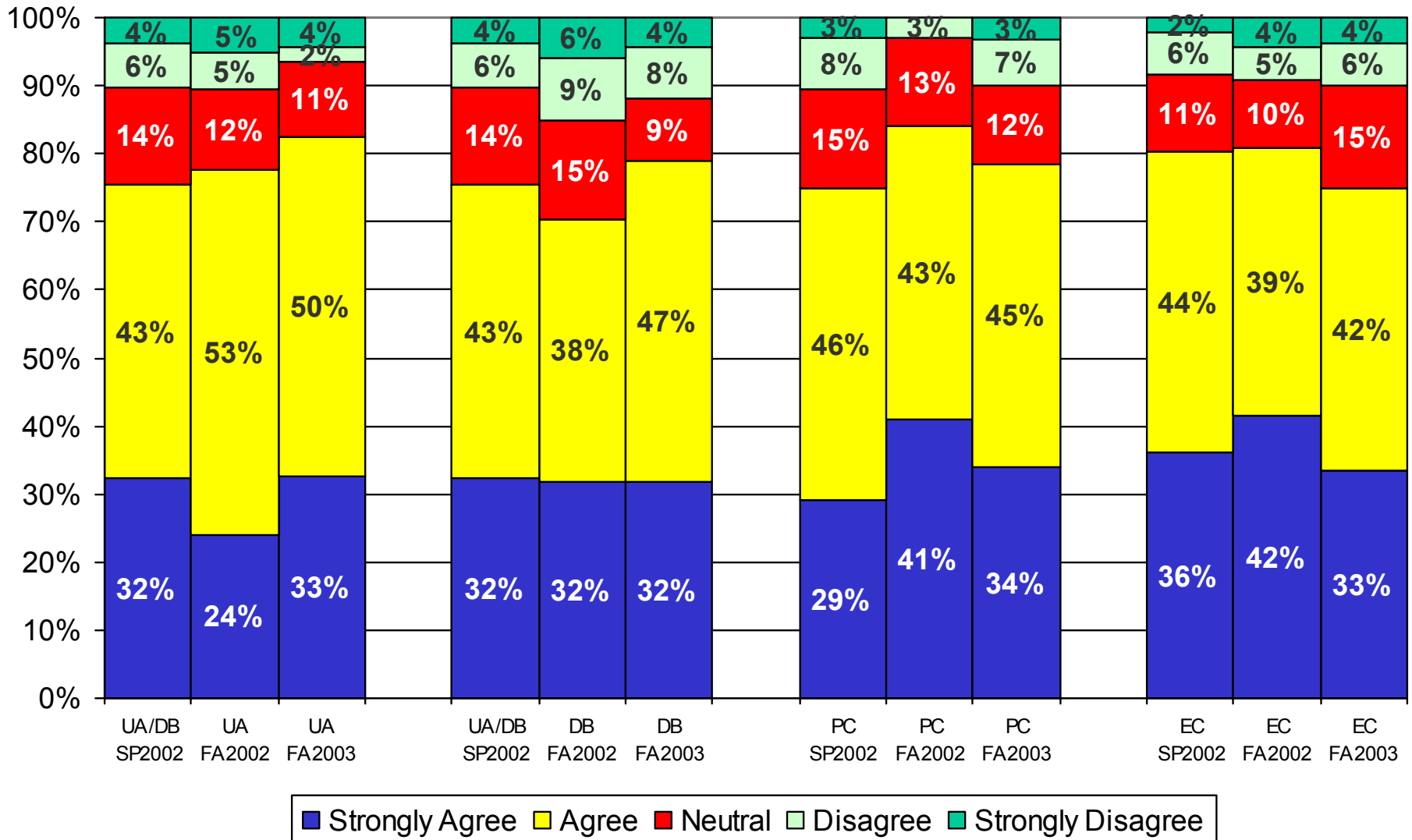
At work, my opinions seem to count



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

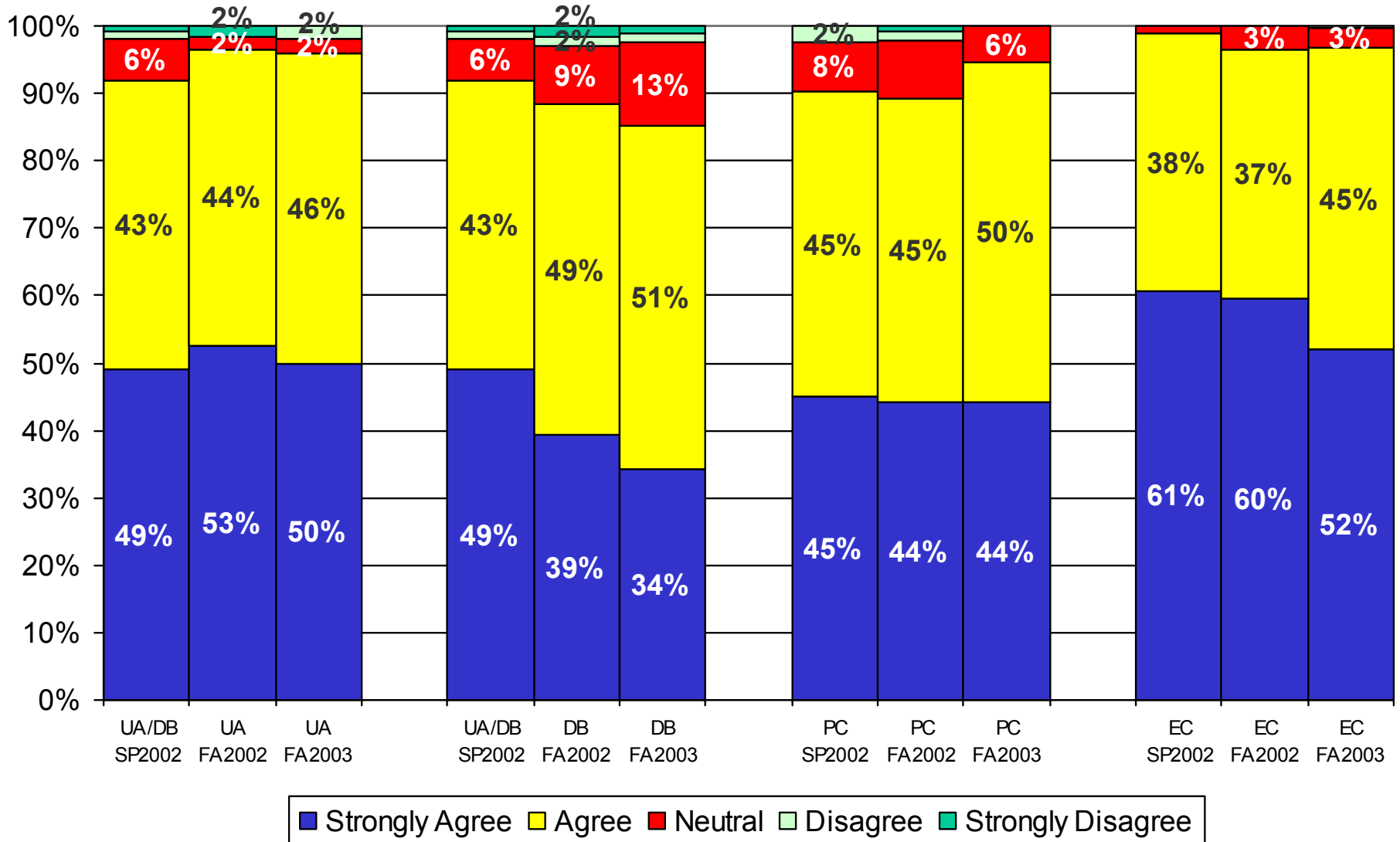


My direct supervisor talks with me at least once a year about my performance objectives and progress*

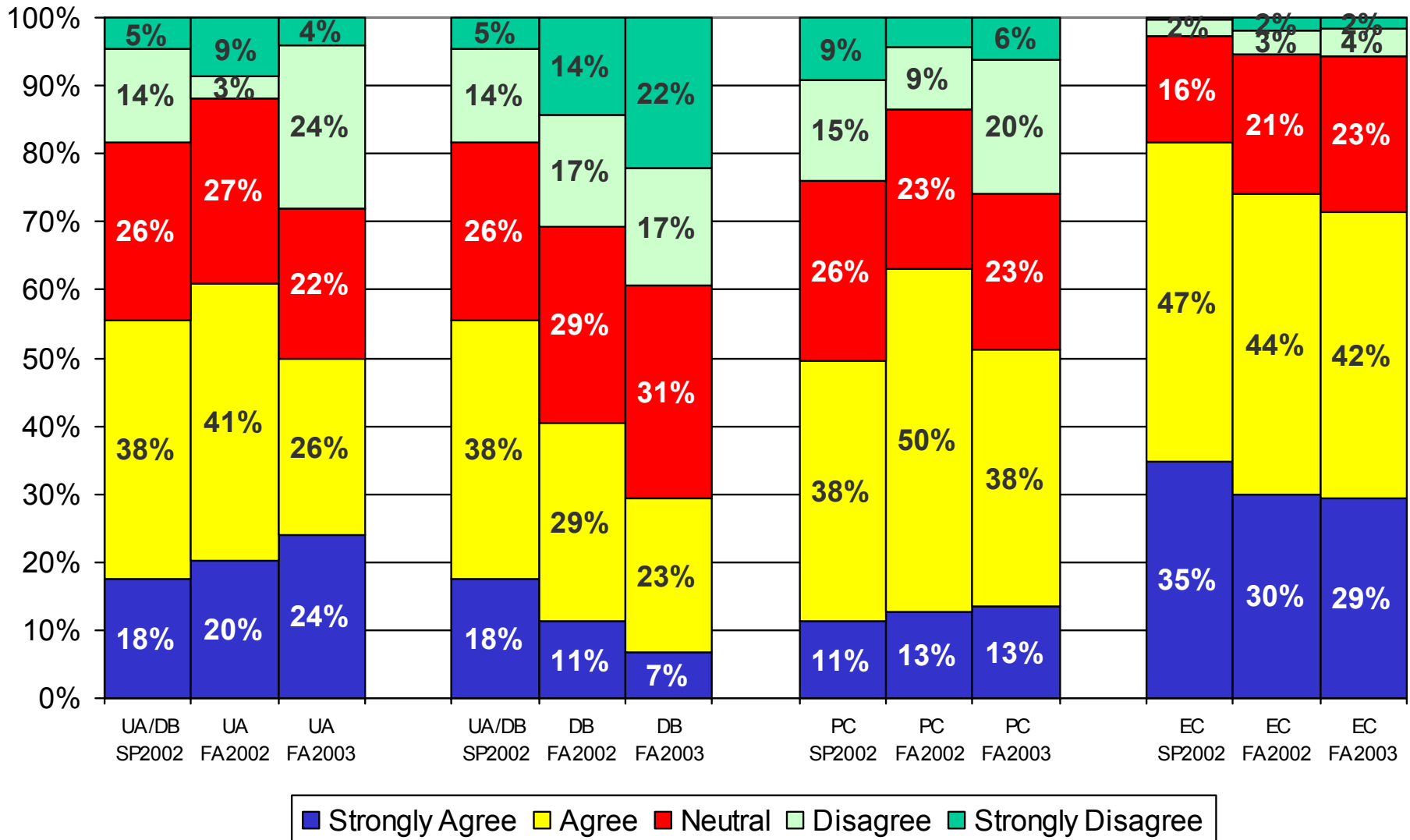


*Question was reworded in FA2003; FA2002 read as "about my objectives and progress".

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

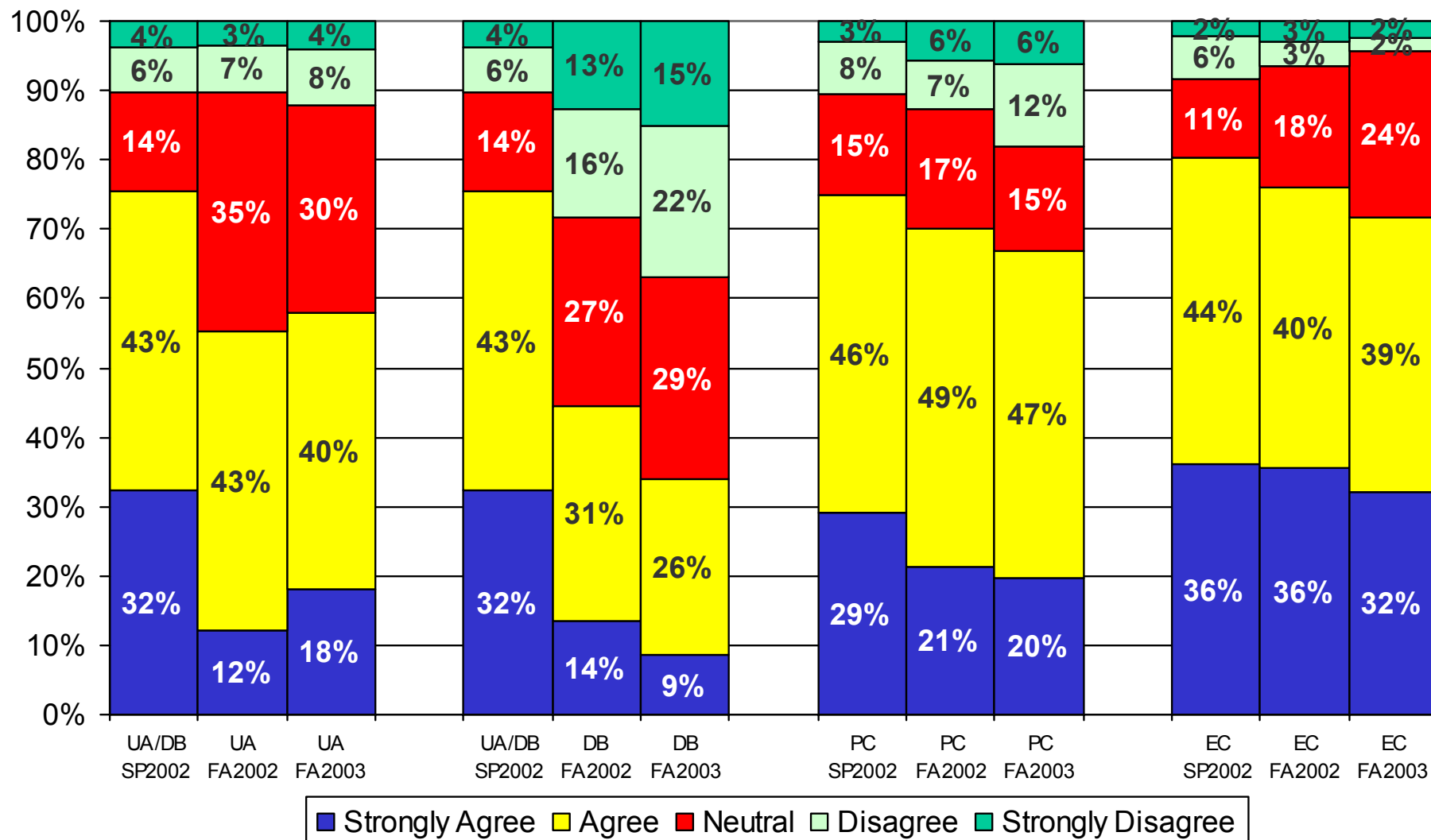


I have confidence in the University leadership (President, Vice Presidents)*



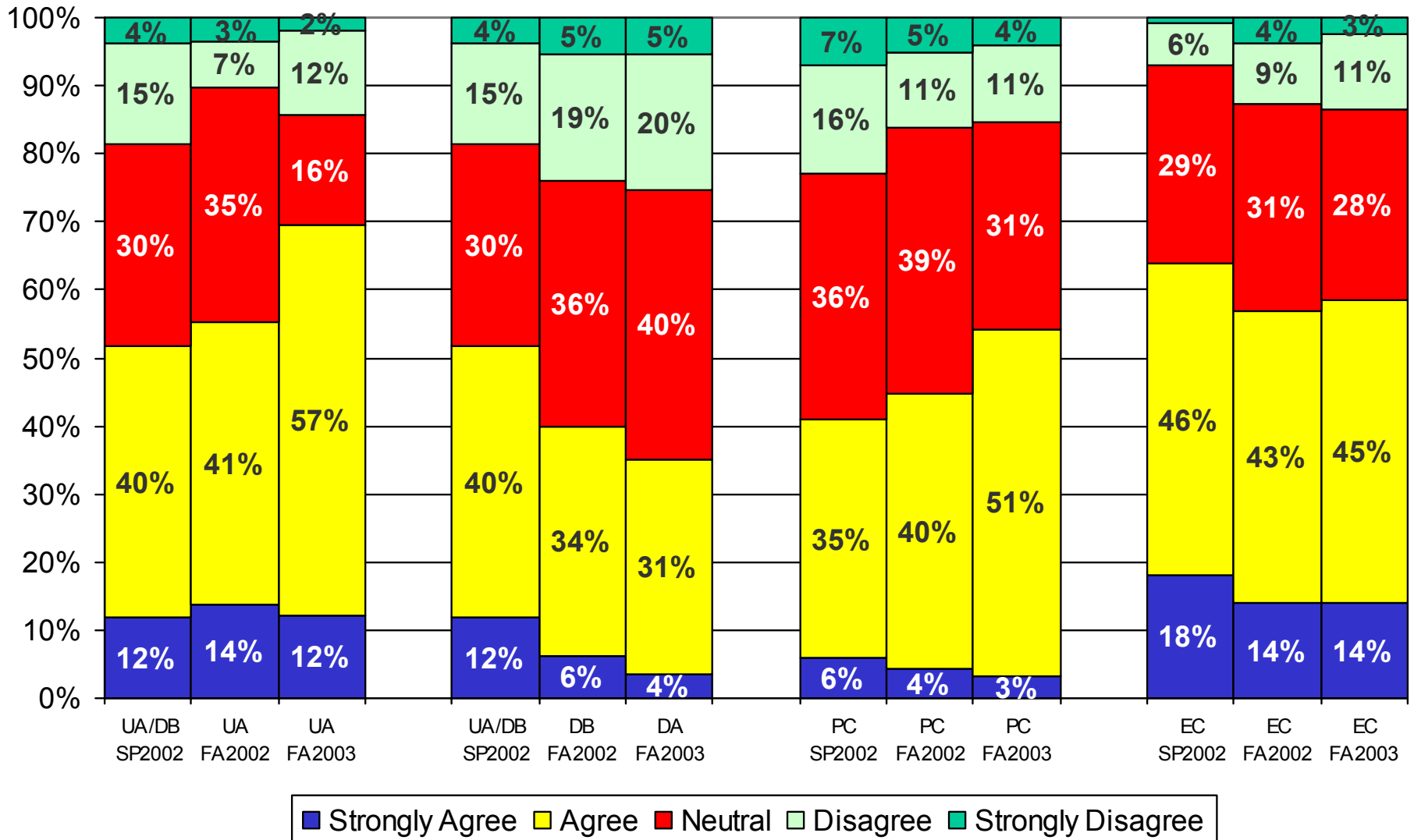
*Question was reworded in FA2002; SP2002 version included "Chancellors".

I have confidence in the campus leadership (Chancellors, College Deans)*

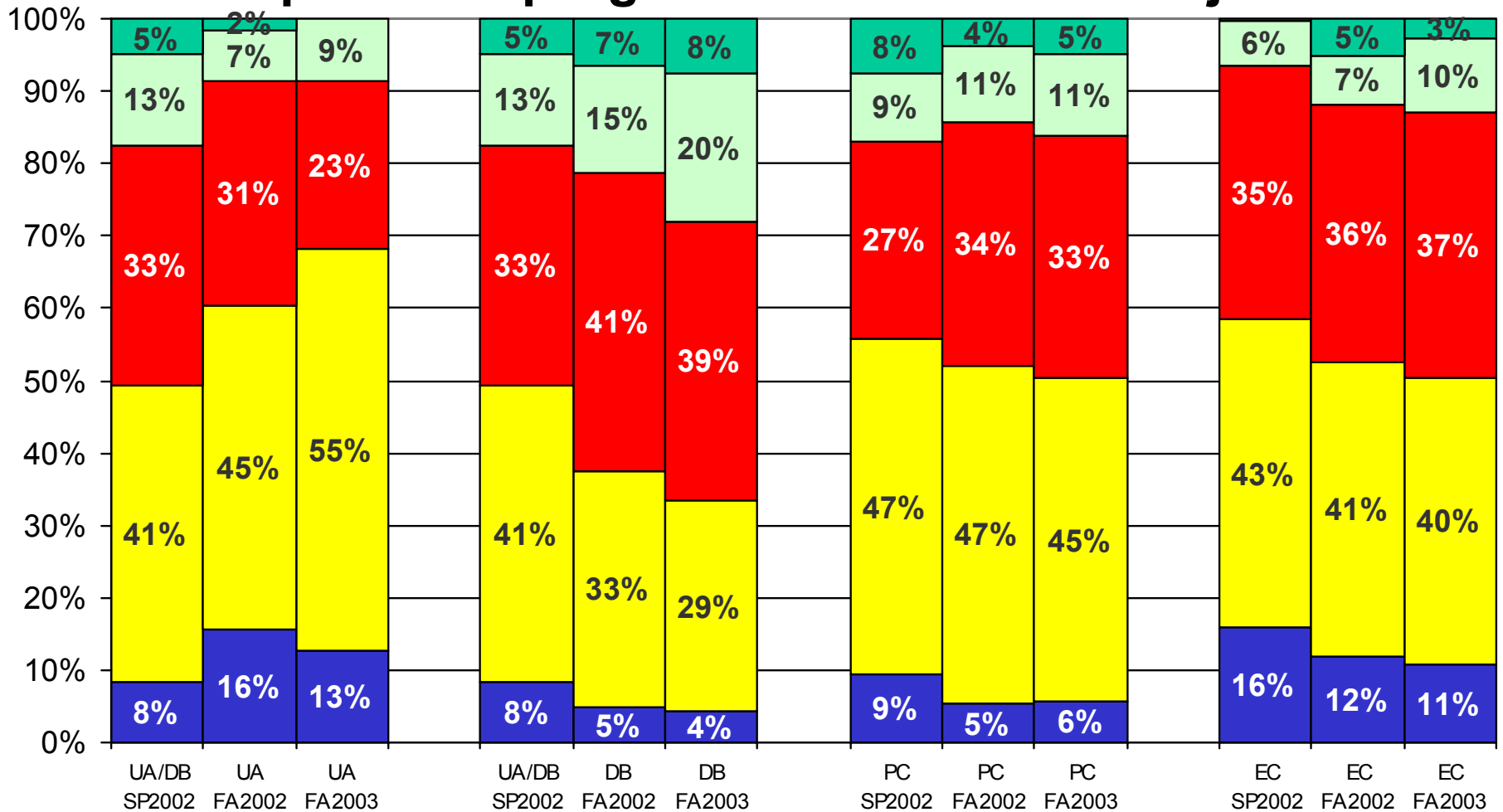


*Question was added in FA2002; SP2002 version read as "I have confidence in University Leadership (President, Vice Presidents, Chancellors).

The strategic planning process is clear and well defined

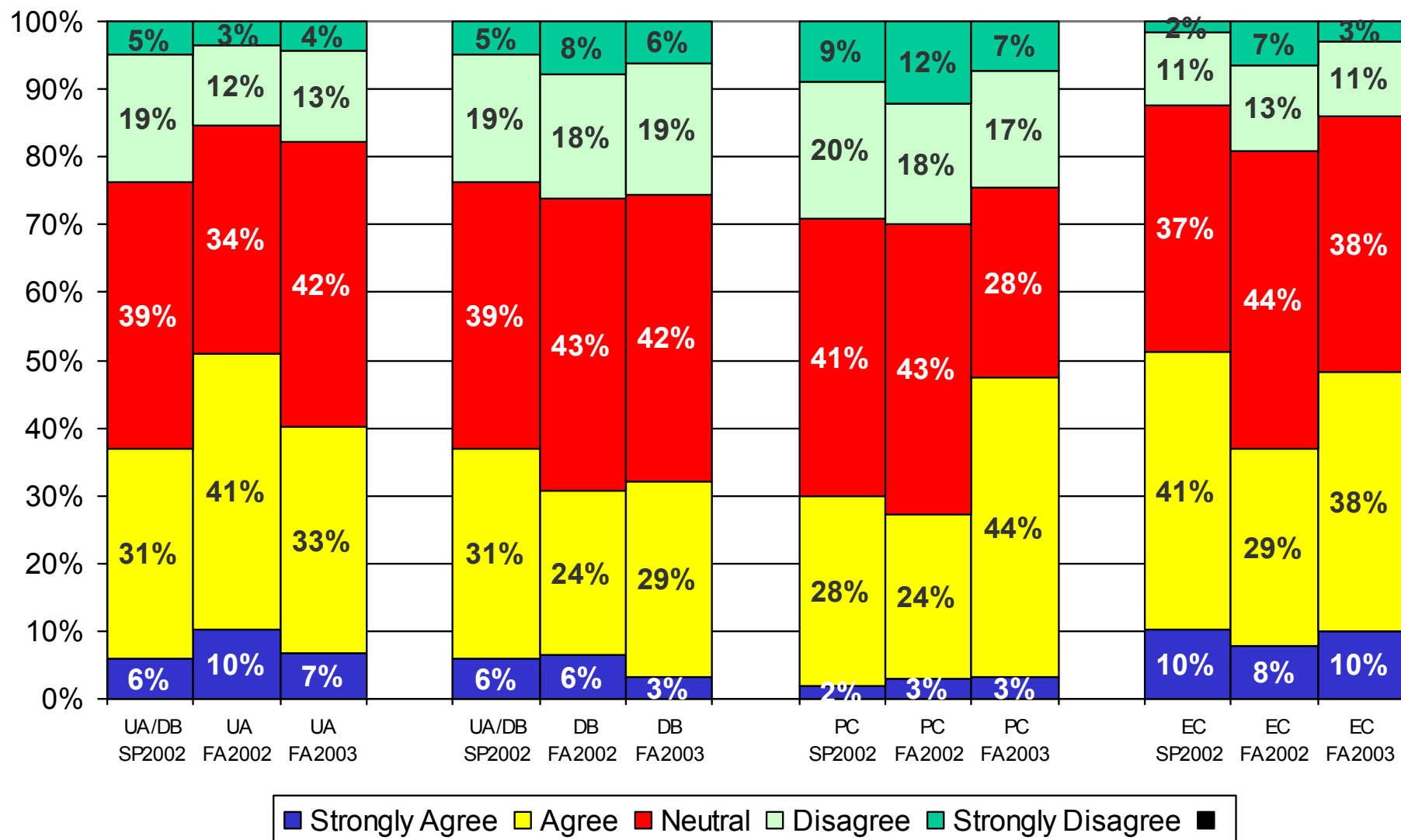


Strategic planning assists in setting my department/program's direction and objectives



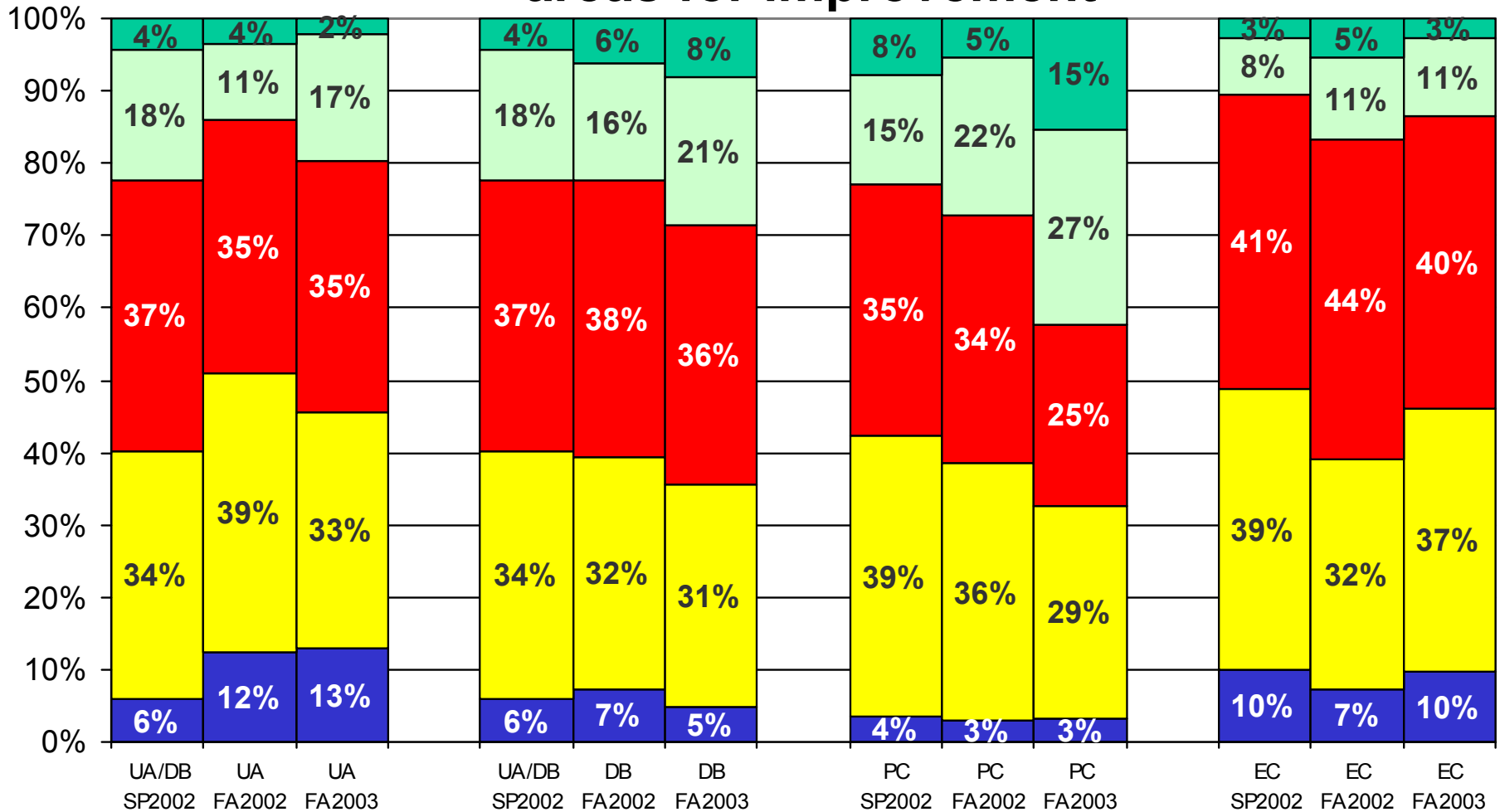
■ Strongly Agree
 ■ Agree
 ■ Neutral
 ■ Disagree
 ■ Strongly Disagree

The 5-step assessment process is clear and well defined*



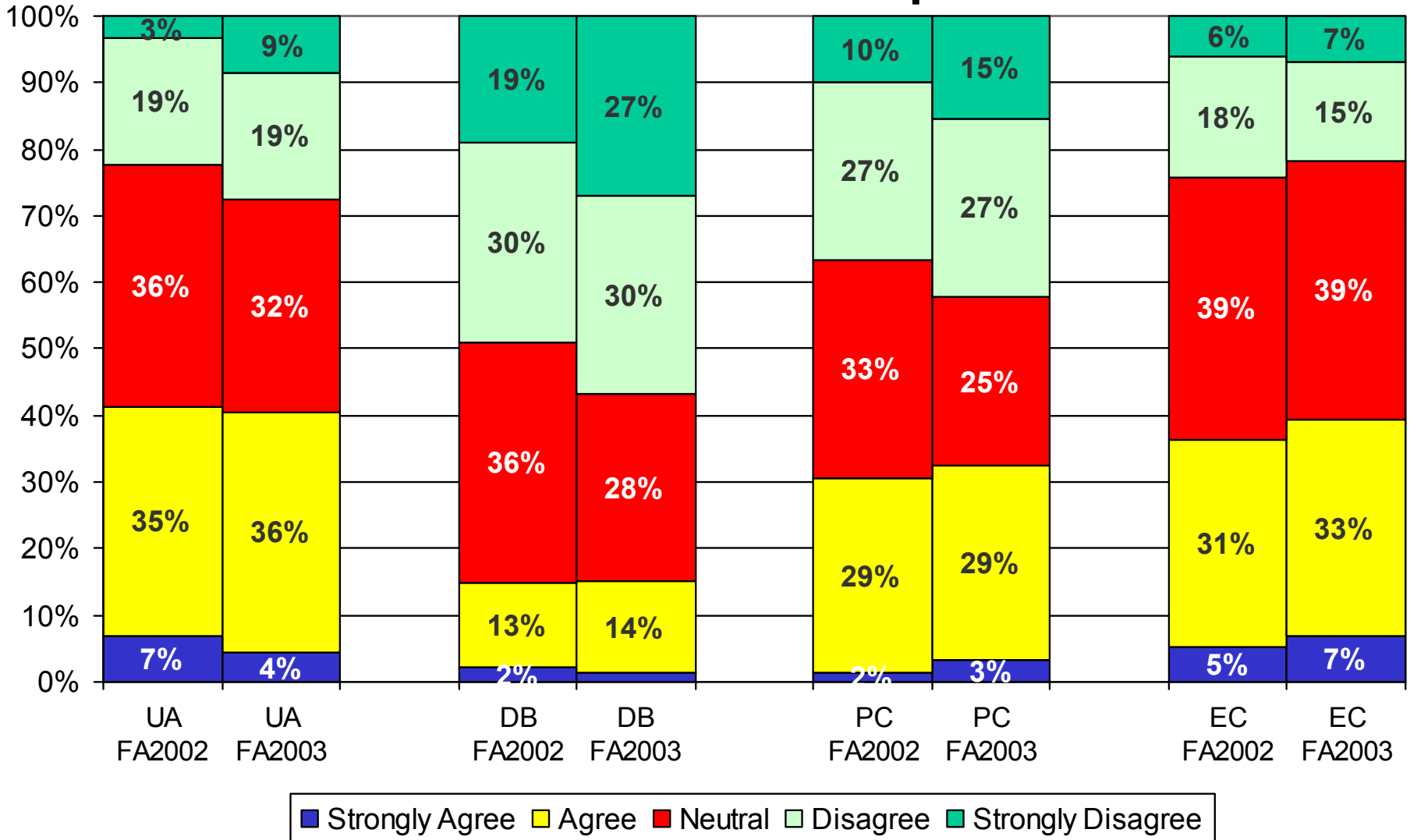
*Question was reworded in FA2002; SP2002 version read as "assessment planning process".

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

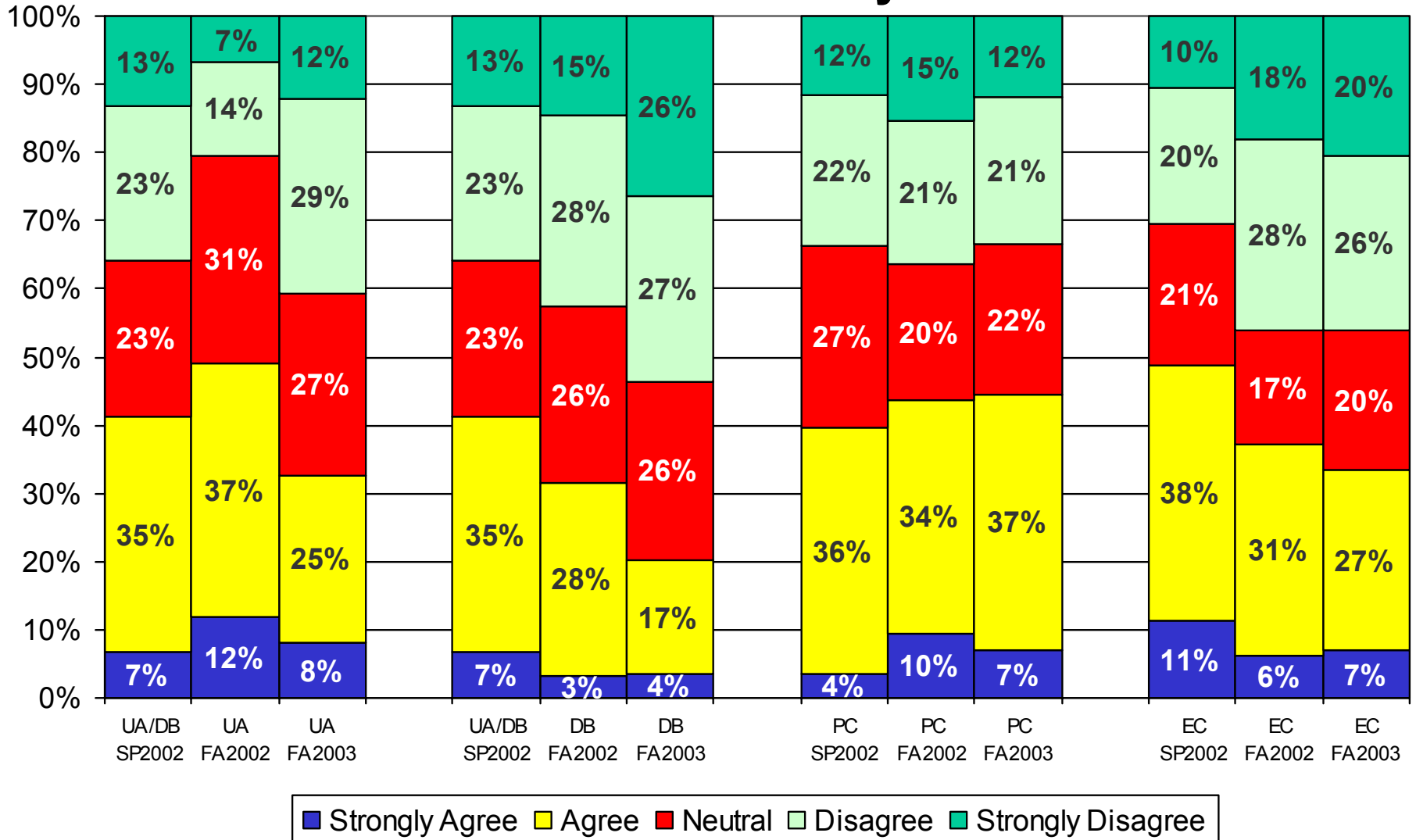


■ Strongly Agree
 ■ Agree
 ■ Neutral
 ■ Disagree
 ■ Strongly Disagree
 ■

Budget allocations are based on a reasonable and understandable set of priorities

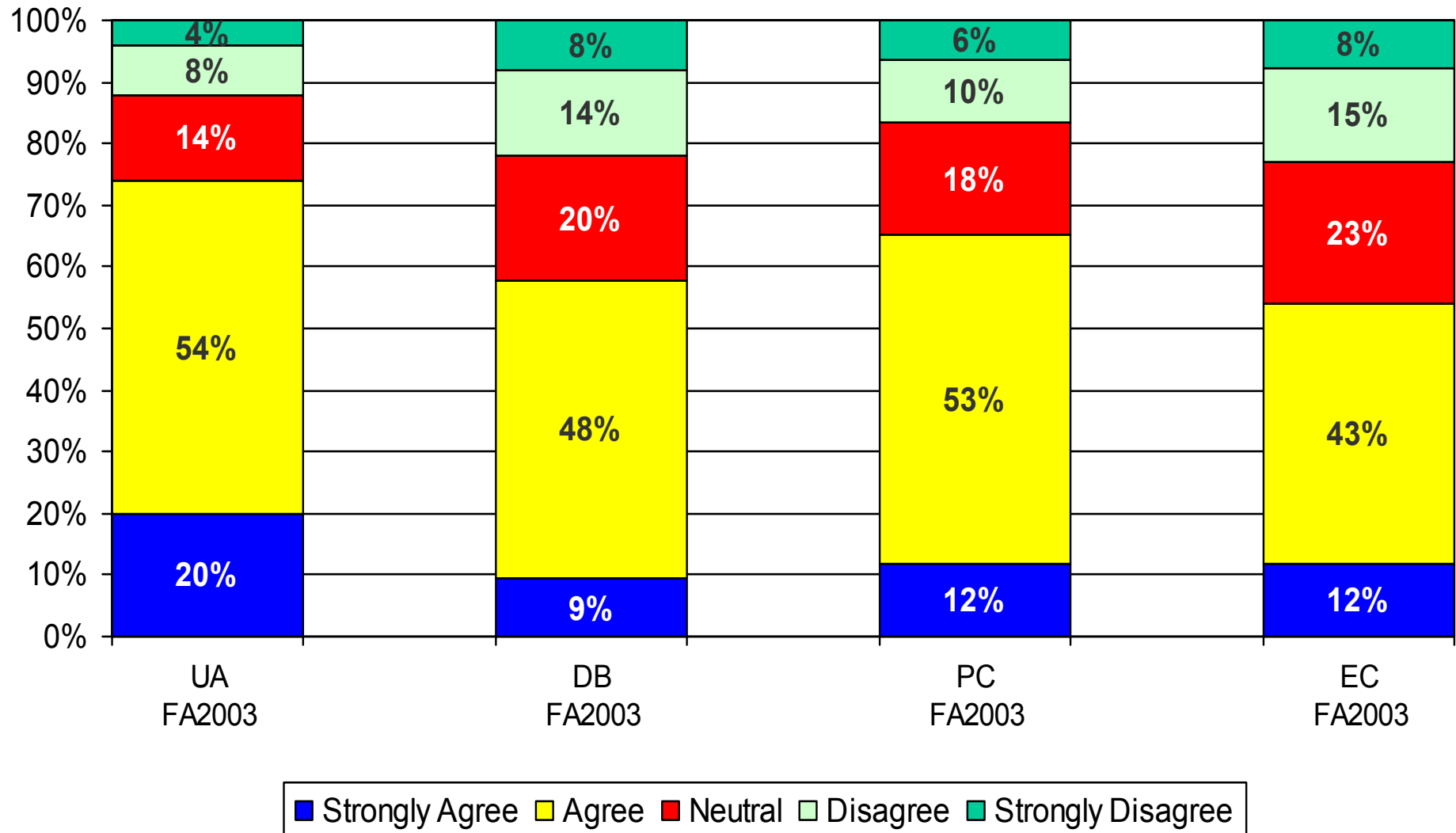


I have seen progress toward improving the pay afforded me for my work*

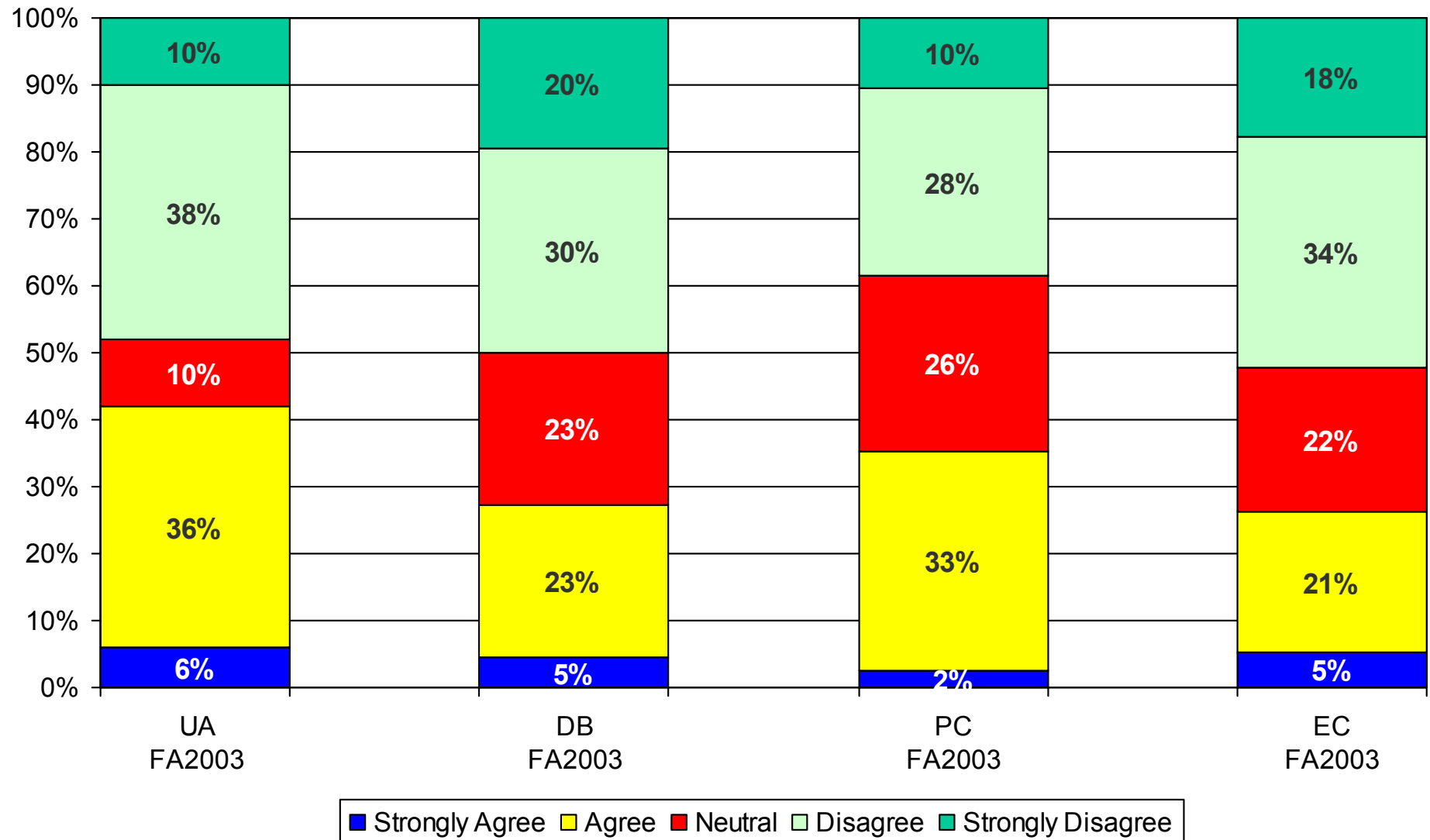


*Question was reworded in FA2003; FA2002 read as "improving the pay and benefits".

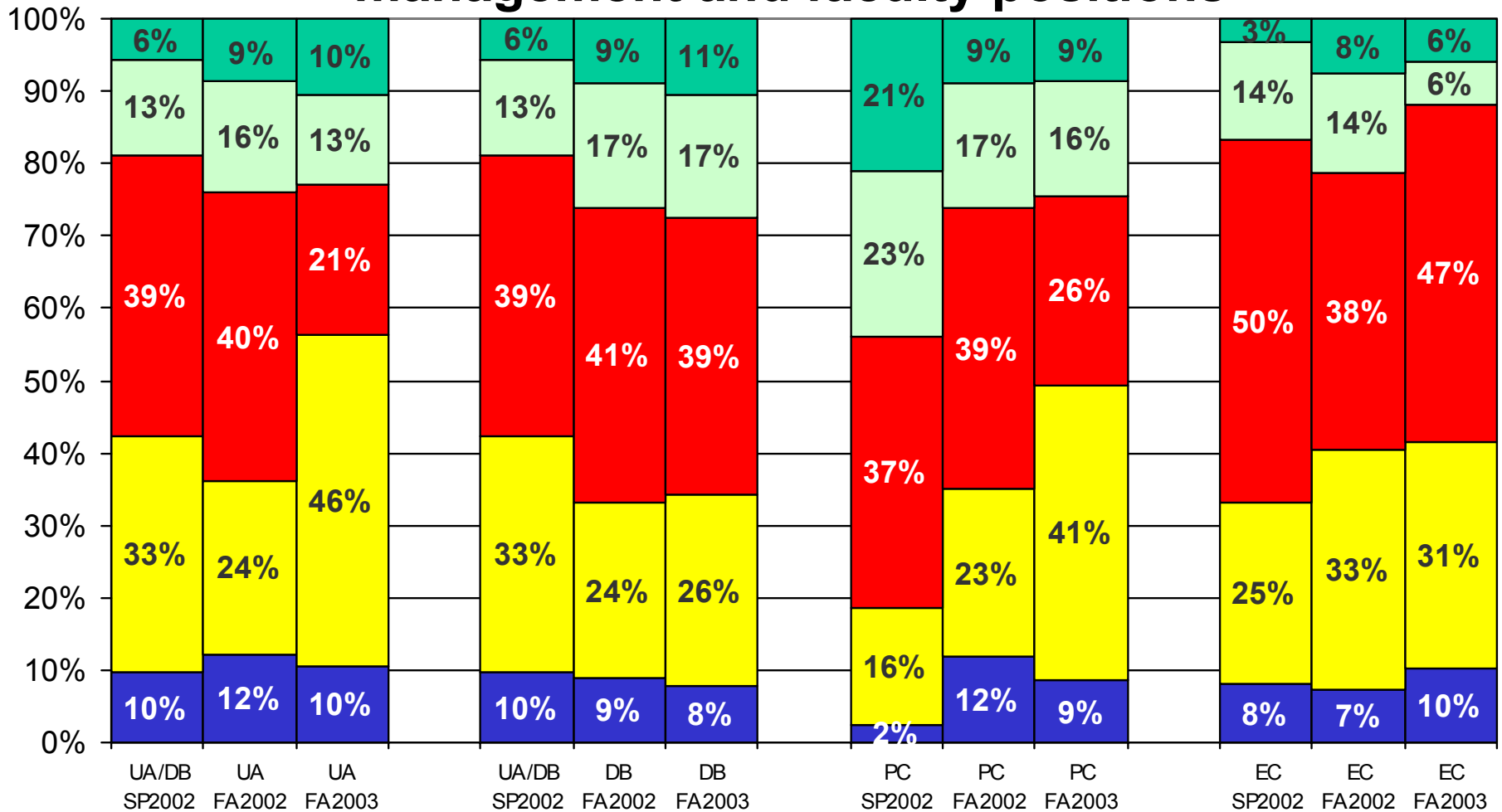
Benefits available are appropriate for my needs and those of my family



I am adequately compensated for my work at ERAU

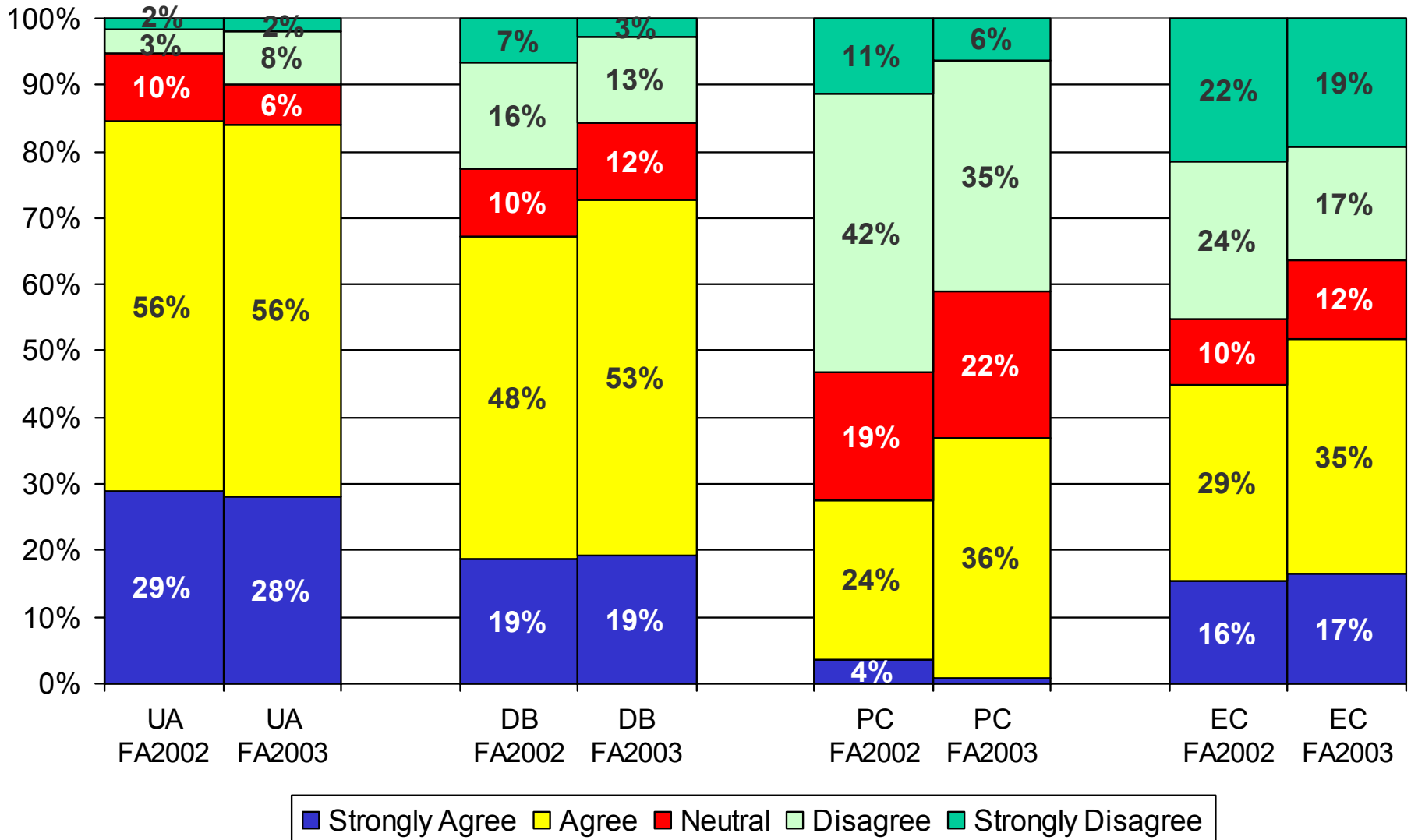


I have seen progress toward hiring more women and members of underrepresented groups into management and faculty positions

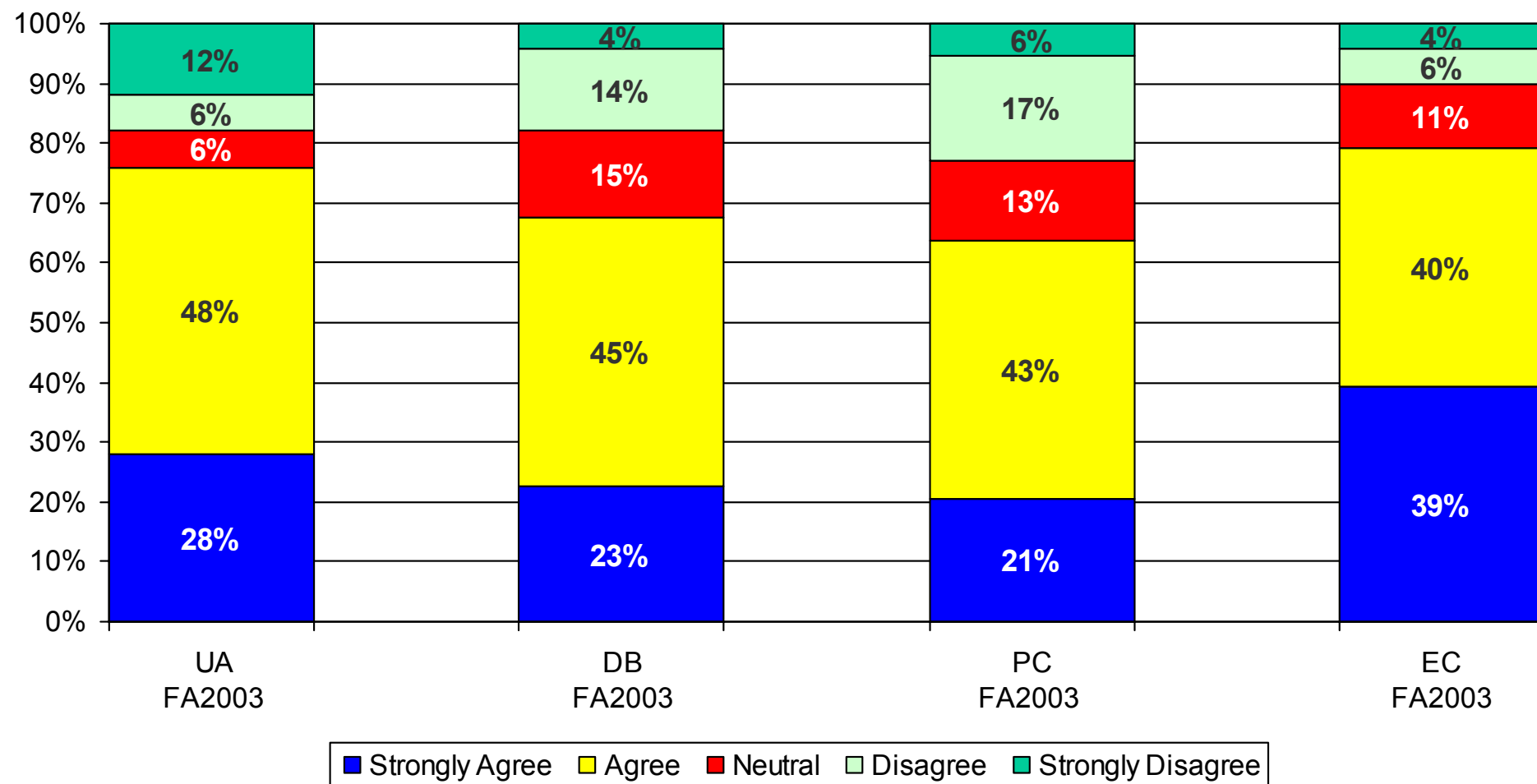


■ Strongly Agree
 ■ Agree
 ■ Neutral
 ■ Disagree
 ■ Strongly Disagree
 ■

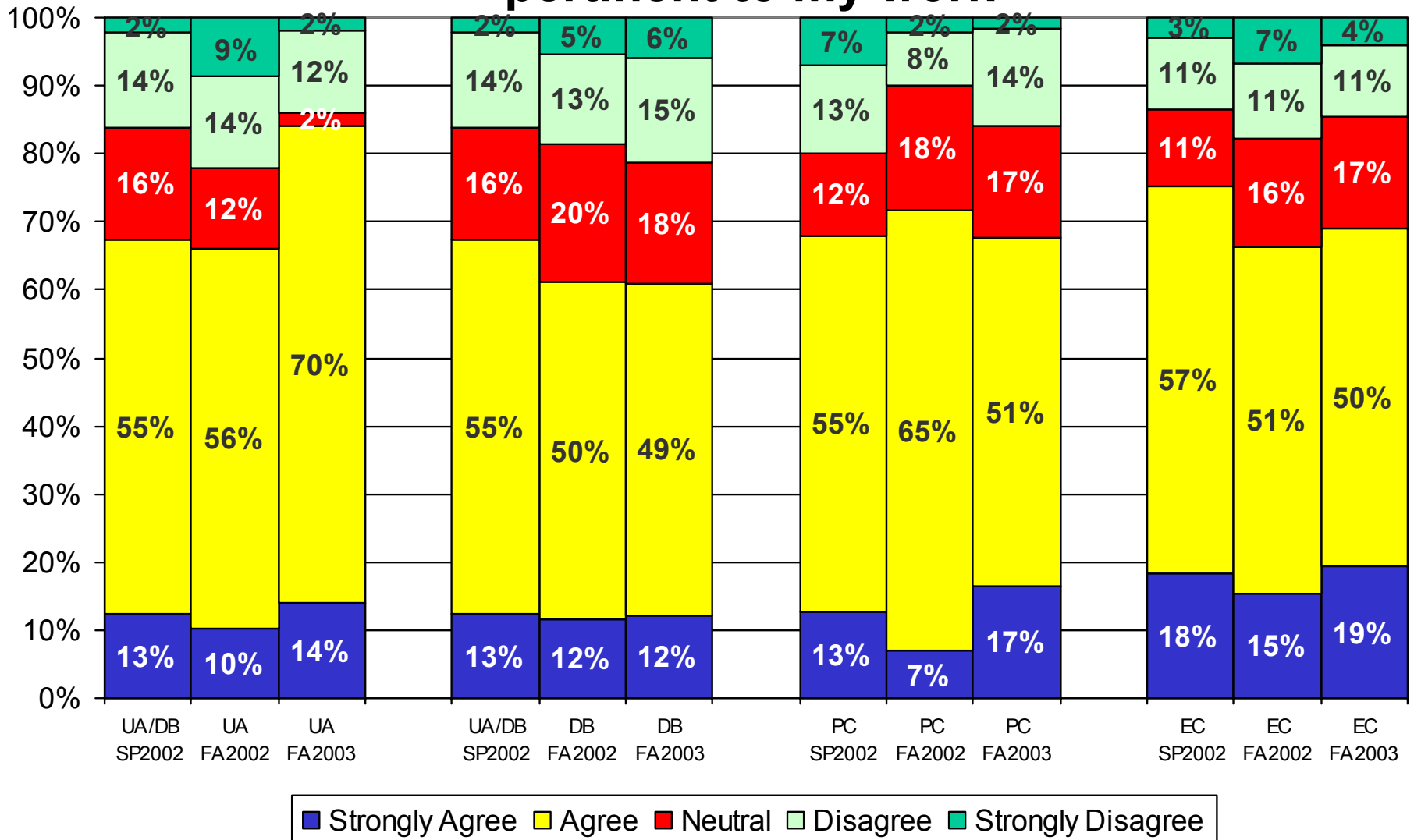
I am satisfied with the physical facilities and overall appearance of my campus/center



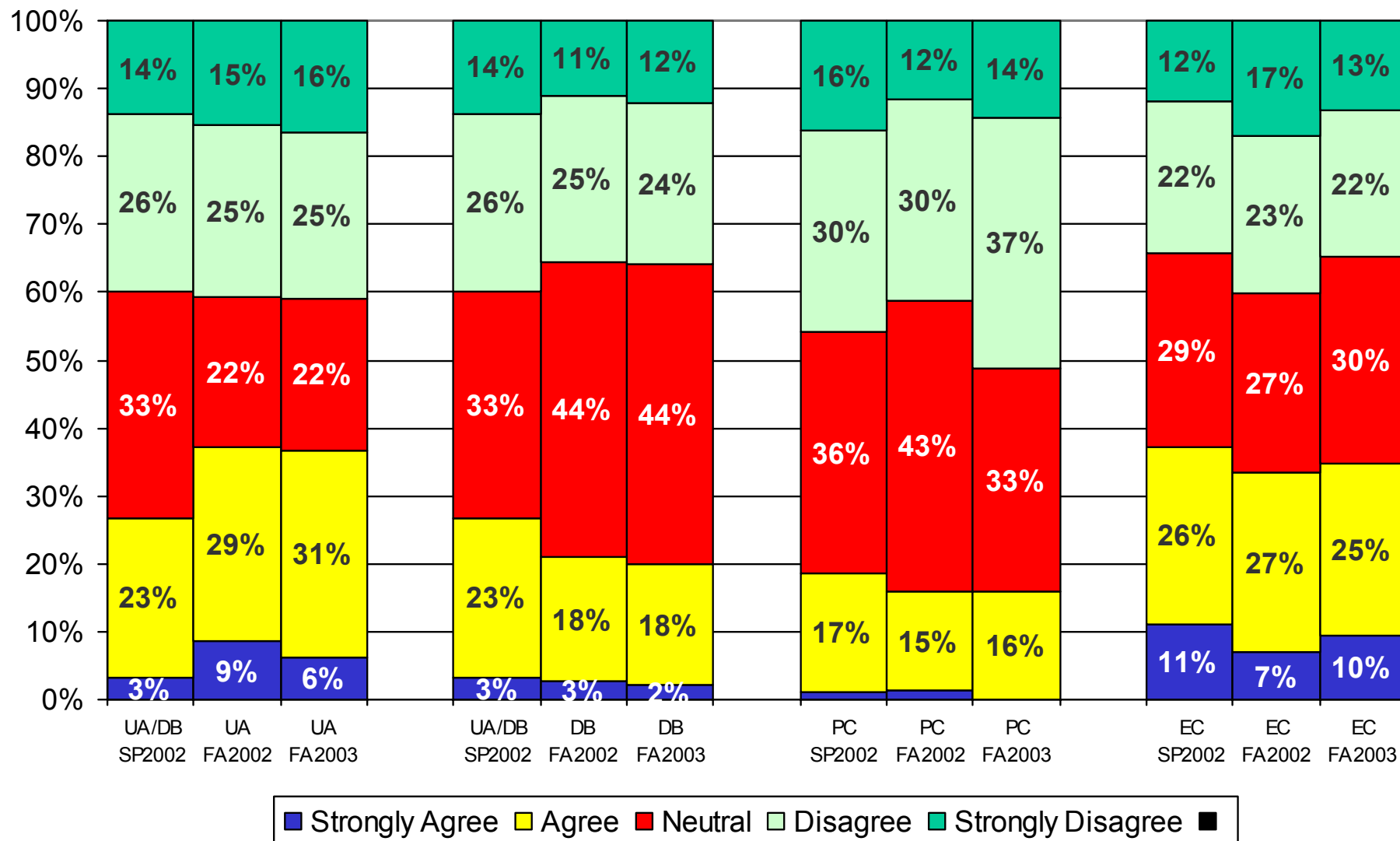
I have not been treated differently because of my race, gender, sexual orientation, age, or religion



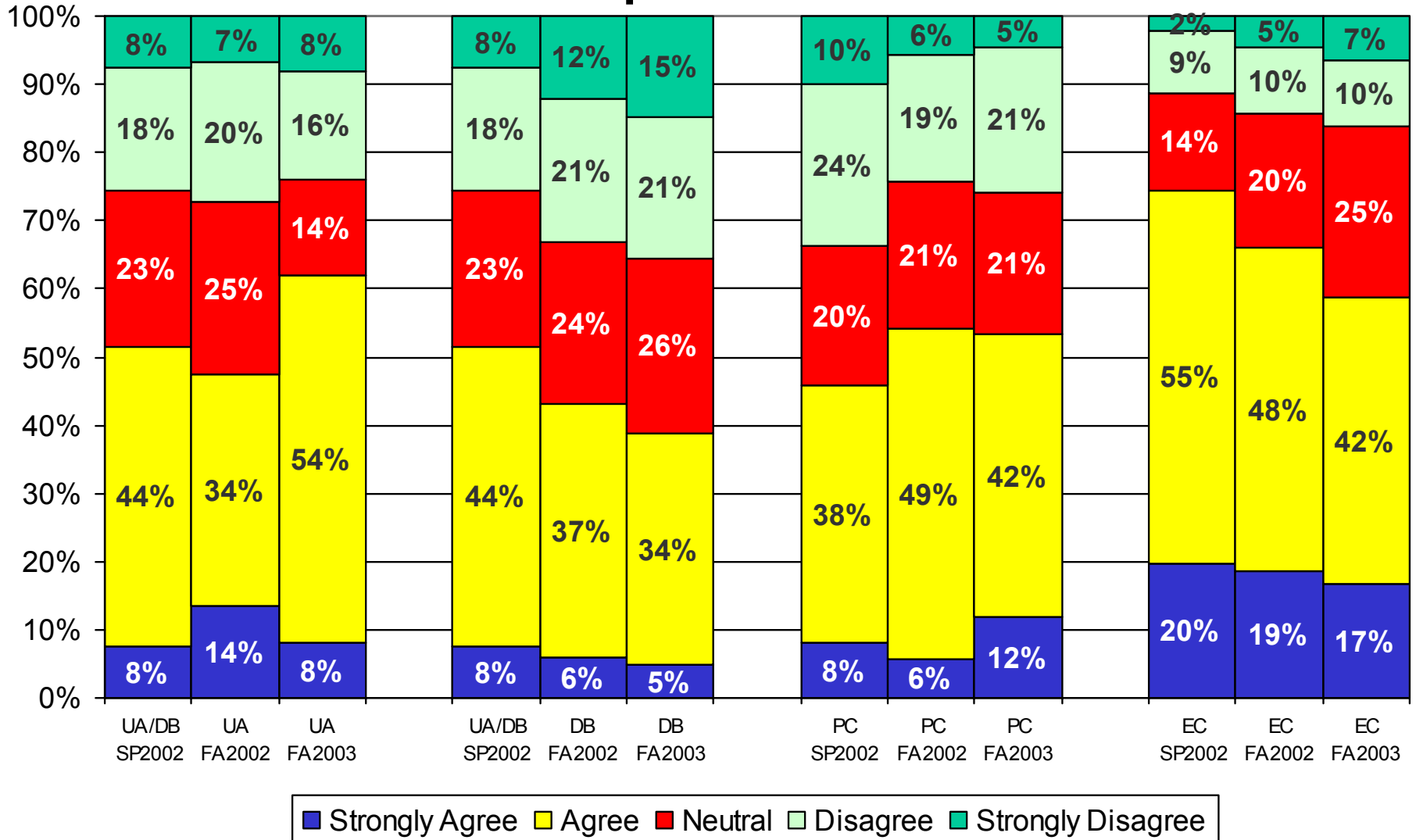
I am kept informed of University, campus, and department level news and activities that are pertinent to my work



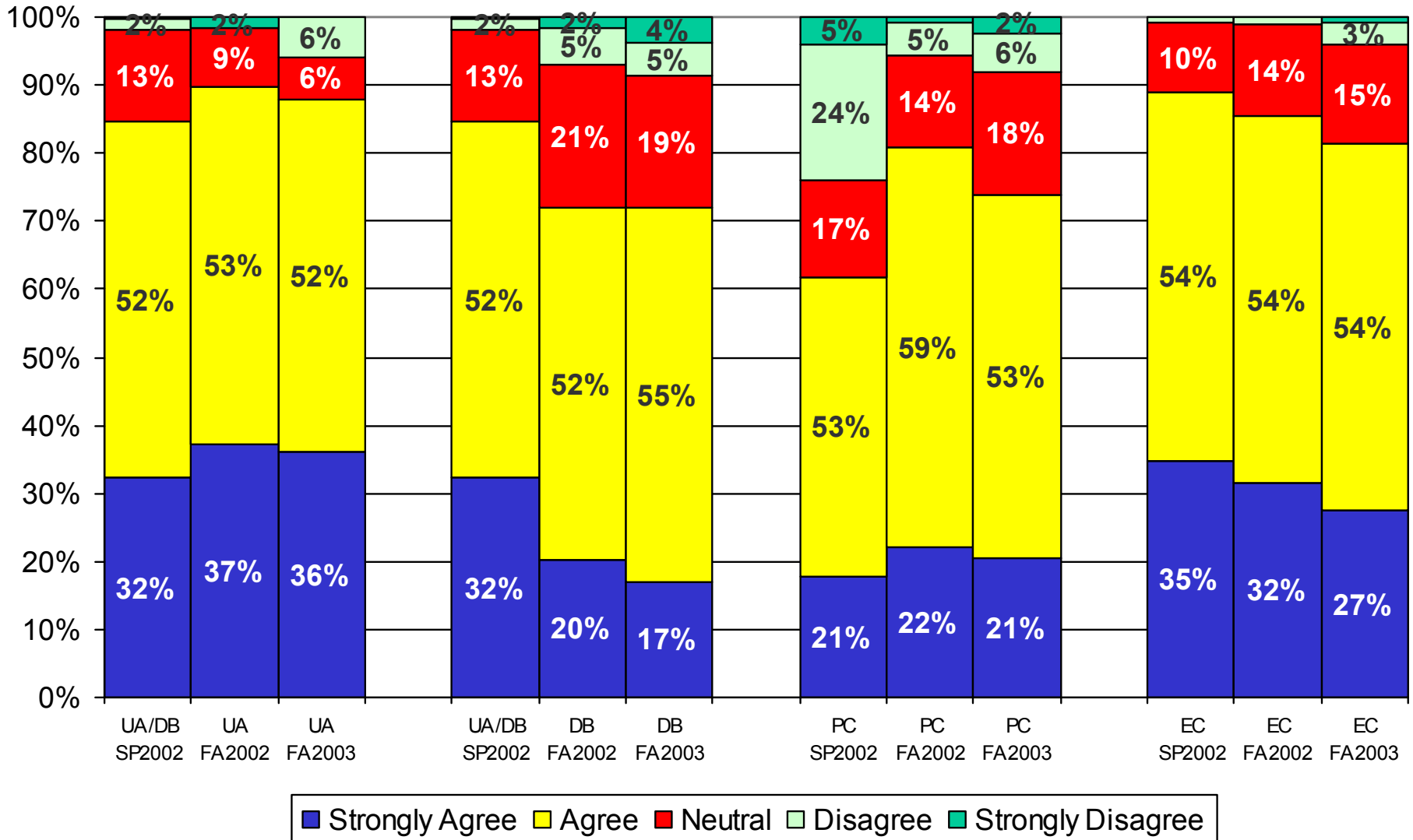
There is effective communication between the campuses



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

