

ERAU Faculty & Staff Climate Survey Spring 2002

Office of the Senior Vice President & Chief
Academic Officer

Office of Institutional Research

March 1, 2002

Background

- Web-based instrument:
 - 22 questions, 4 demographic items, one box for open-ended comments.
 - 5-point scale: Strongly Agree to Strongly Disagree.
 - Questions developed by Institutional Research in consultation with CAO, Faculty Senate leaders, WEQC.
- Survey accessible through the CAO website from 2/5/02-2/19/02.
 - 3 email announcements:
 - “Teaser” sent 1/29/02
 - Announcement that survey administration has begun, 2/5/02
 - Reminder that survey administration is about to end, 2/13/02
 - Physical Plant & Flight were contacted directly to encourage participation.
 - All employees urged to participate (regardless of status, location, etc.).

Who Responded?

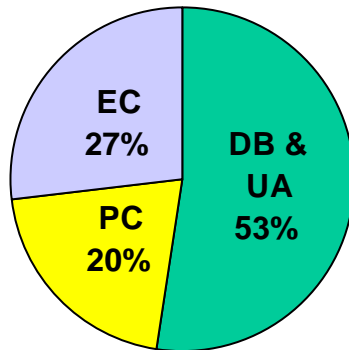
(Number of completed surveys & estimated response rates)

- Grand Total: 847 (40%)
- By Location:
 - Daytona Beach (incl. Univ Admin): 417 (38%)
 - Prescott: 175 (41%)
 - Extended Campus, Headquarters: 48 (50%)
 - Extended Campus, Field: 200 (43%)
- By Position:
 - Faculty: 252 (45%)
 - Staff: 586 (38%)
- By Employment Status:
 - Full-time: 758 (42%)
 - Part-time: 84 (29%)
- By Gender:
 - Male: 434 (35%)
 - Female: 392 (47%)
- In terms of demographics, survey respondents were fairly representative of the actual population (see chart on next page).

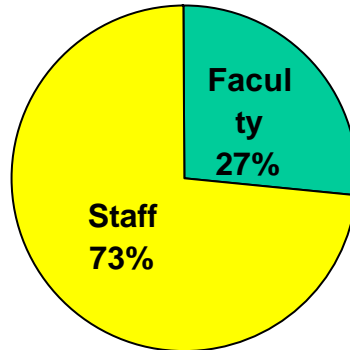
Demographics – Actual vs. Survey Respondents

Actual Population (based on Oct 2001 payroll)

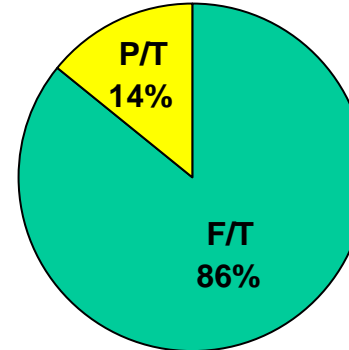
Location



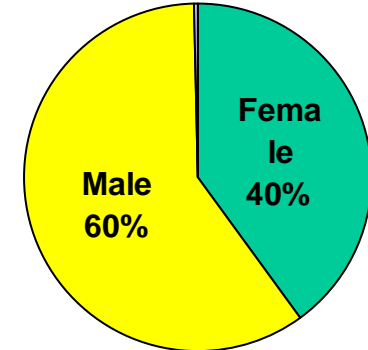
Position



Status

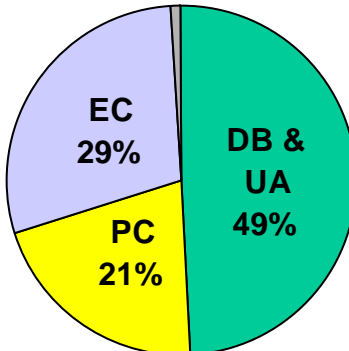


Gender

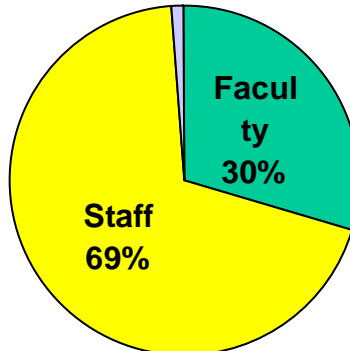


Survey Respondents

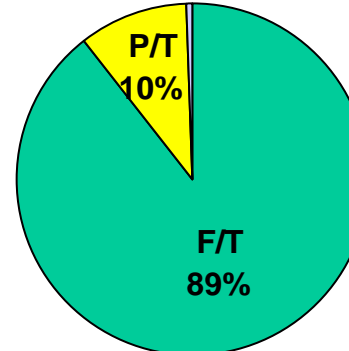
Location



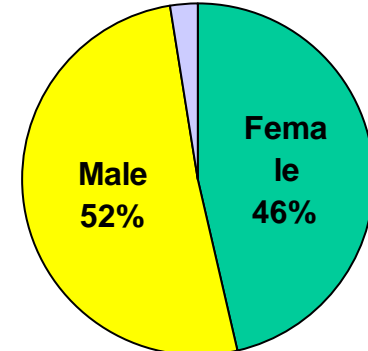
Position



Status



Gender

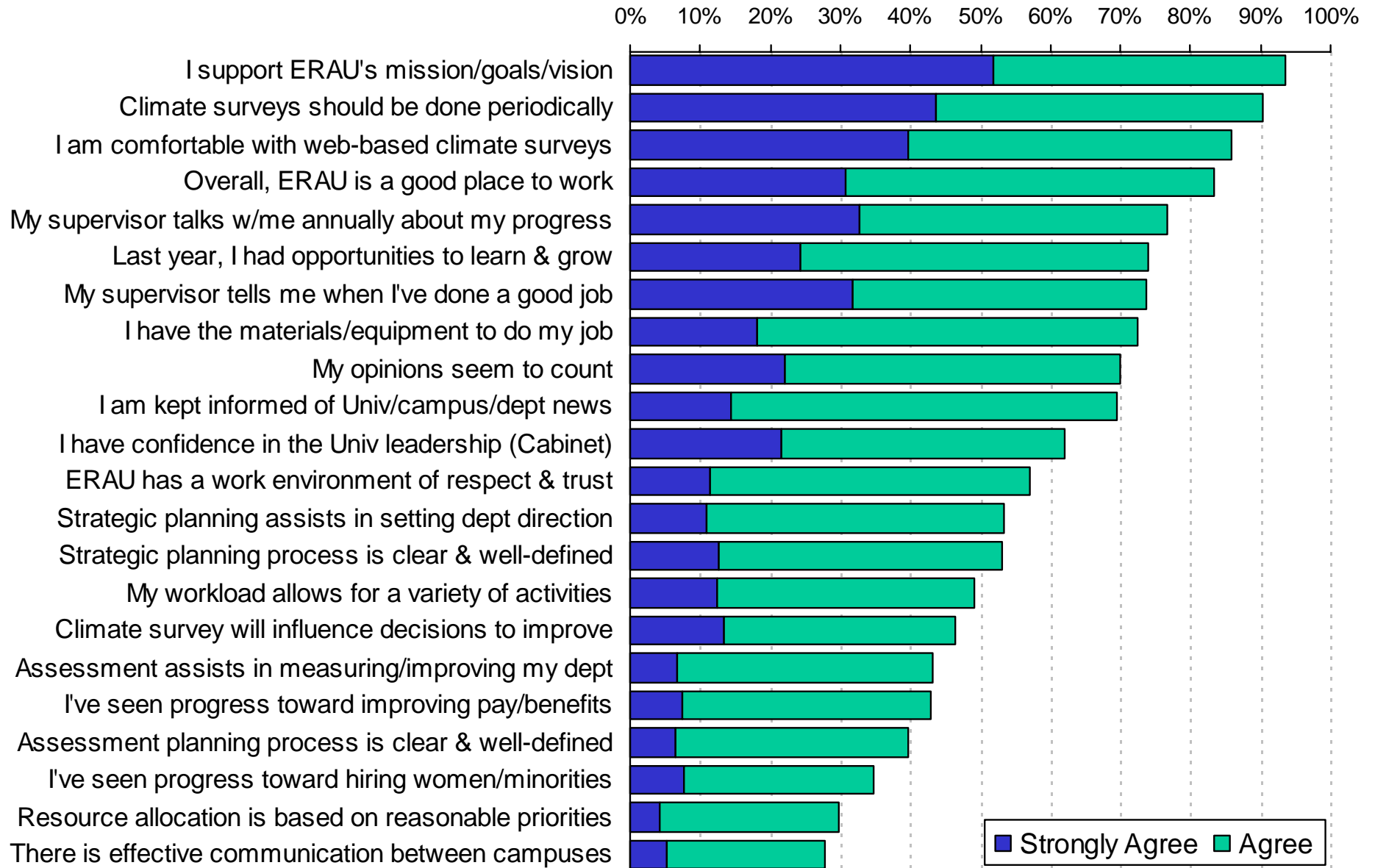


Overall Results: “The Big Picture”

- Five charts follow:
 - Overall, all respondents combined
 - Daytona Beach and University Administration
 - Prescott
 - Extended Campus, Headquarters
 - Extended Campus, Field
- Each chart displays the percent responding either “Strongly Agree” or “Agree” to each of the 22 opinion questions, sorted in order of those items which received the most agreement to the least agreement.
- A range of error margins is also provided (based on a 95% confidence level). Error margins vary by question because they depend on how many people were in the actual population, how many people answered the question, and the proportion who responded as indicated.

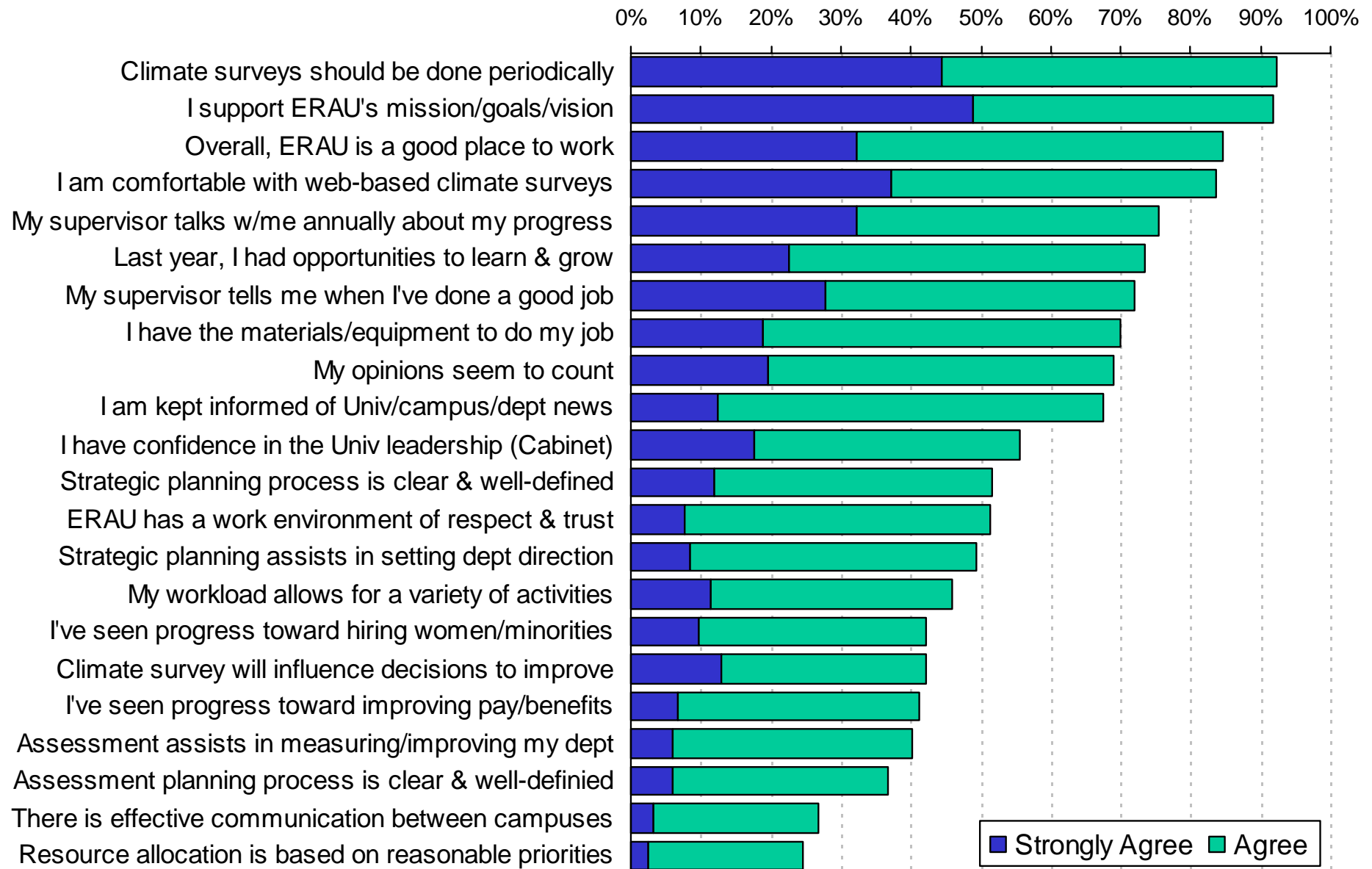
Overall Results, All Respondents Combined

(n=847, error margins range from +/- 1.2% to +/- 2.6%)



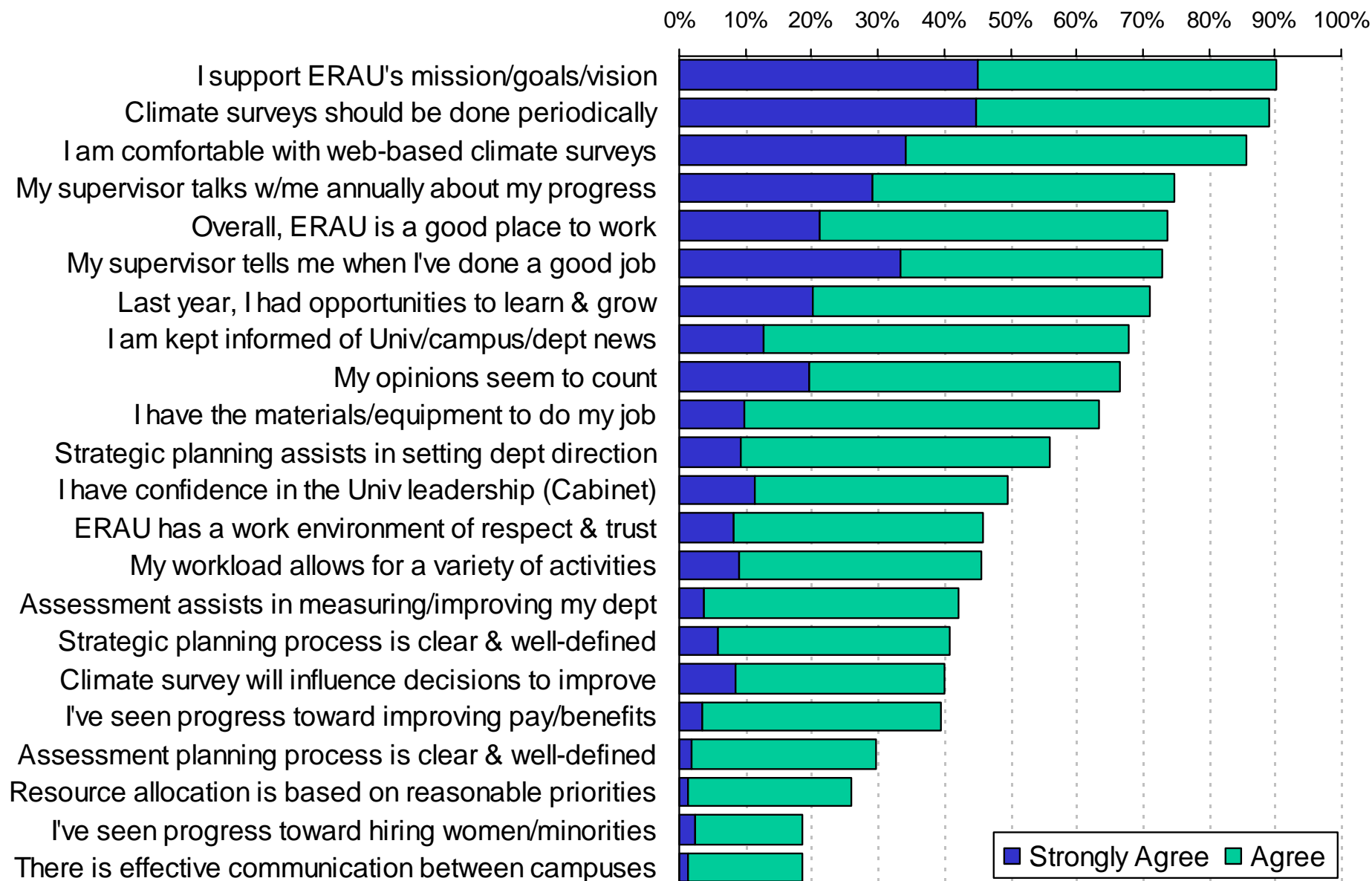
Overall Results, Daytona & Univ Admin

(n=417, error margins range from +/- 2.1% to +/- 3.8%)



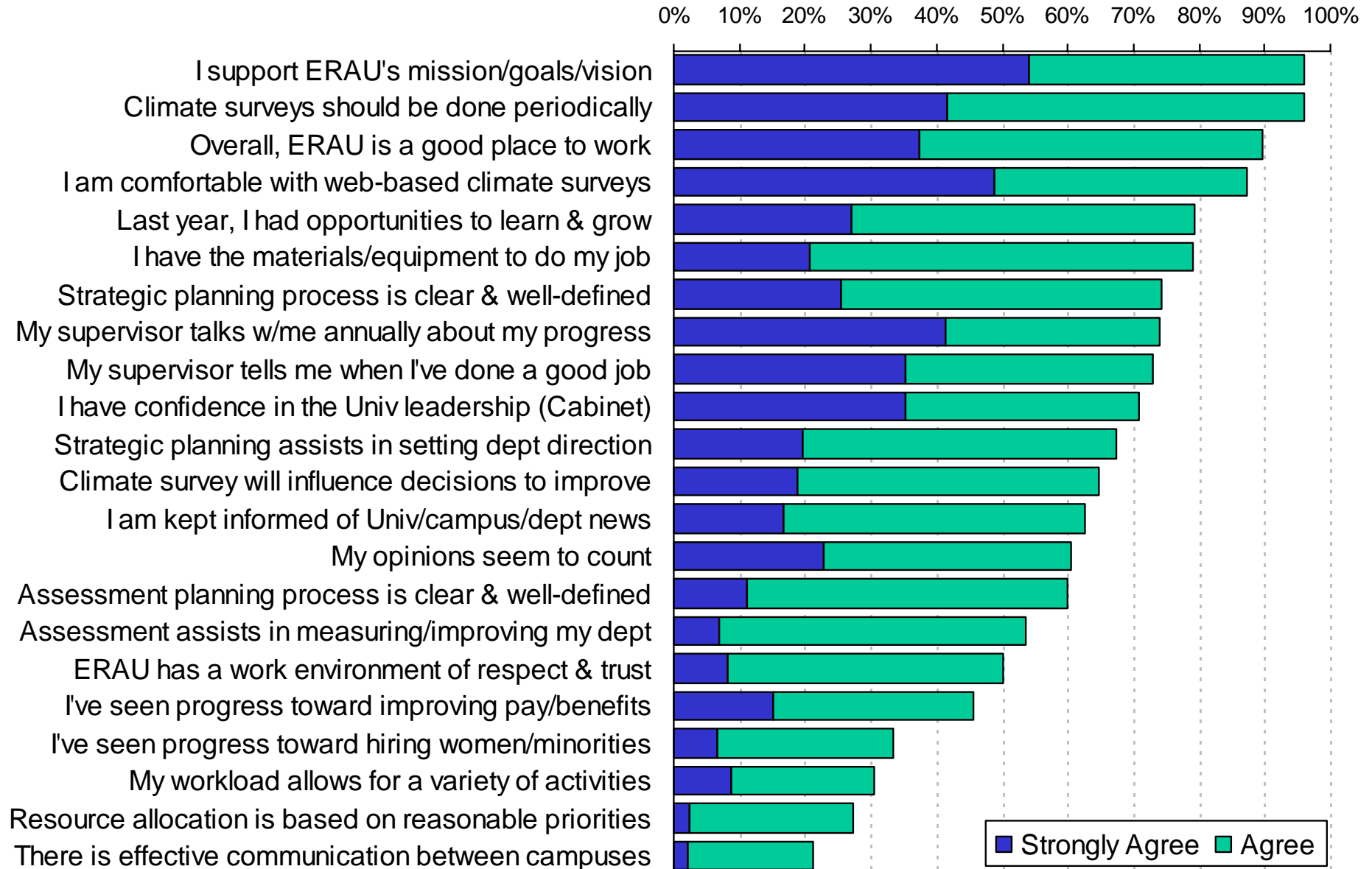
Overall Results, Prescott Campus

(n=175, error margins range from +/- 3.4% to +/- 5.7%)



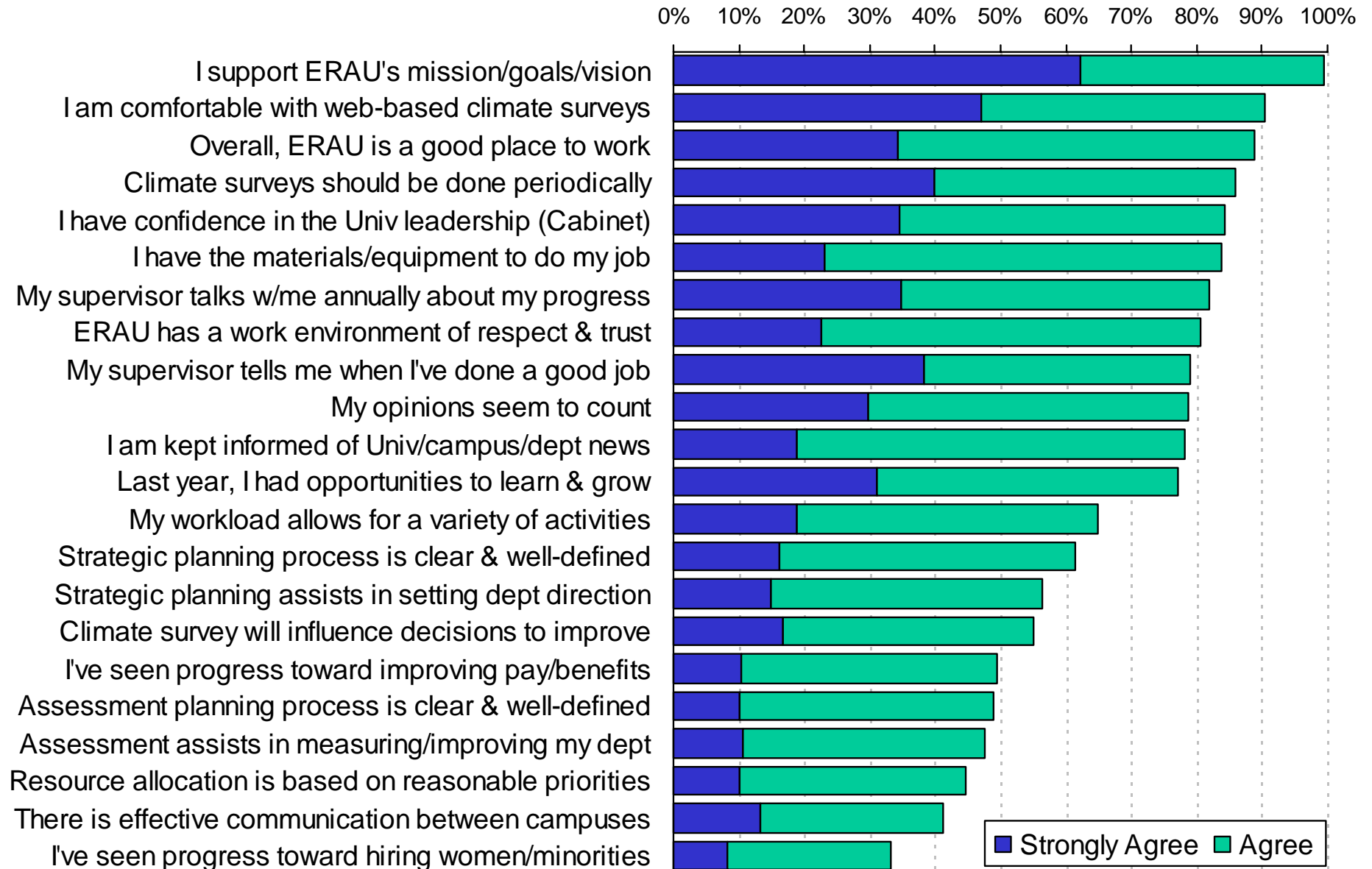
Overall Results, Extended Campus – HQ

(n=48, error margins range from +/- 4.0% to +/- 10.1%)



Overall Results, Extended Campus – Field

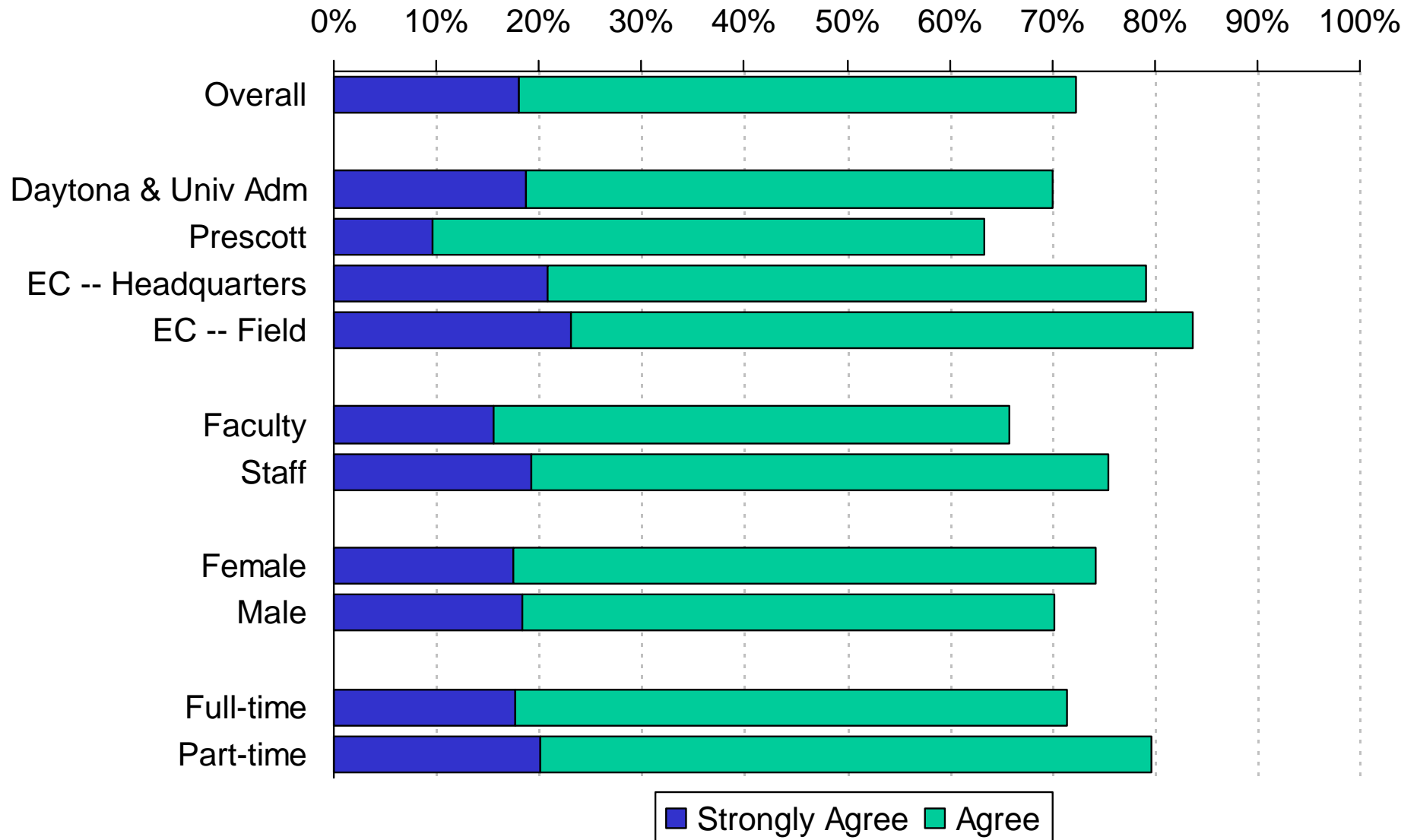
(n=200, error margins range from +/- 1.0% to +/- 5.2%)



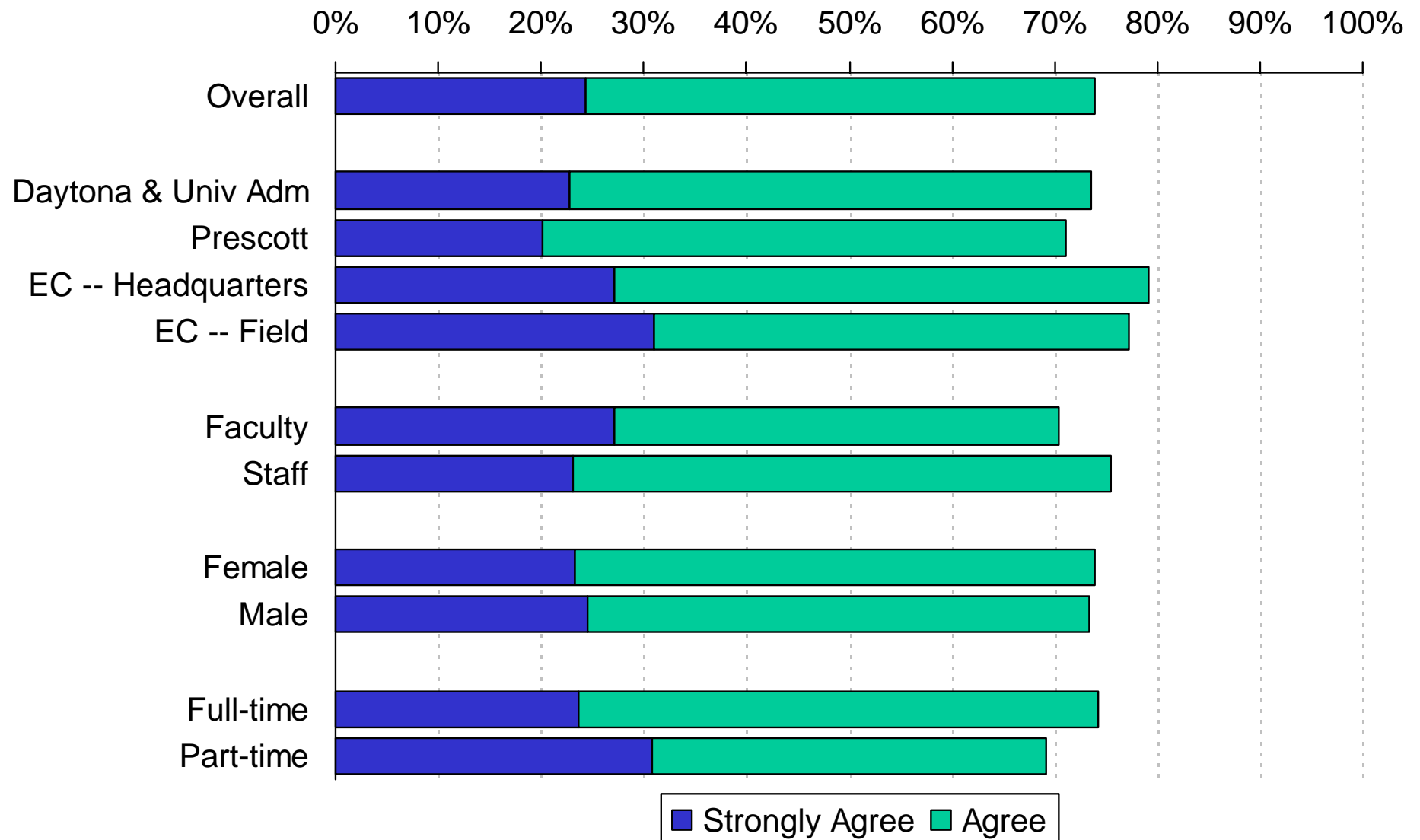
Results: By Question

- 22 charts follow, one per question, each displaying the following breakout groups:
 - Overall, all respondents combined
 - By Location
 - By Position
 - By Gender
 - By Employment Status
- Each chart displays the percent responding either “Strongly Agree” or “Agree” to that question, by breakout group.
- The following error margins apply to each of the breakout groups:
 - Overall & By Location: see “The Big Picture” charts
 - By Position: +/-2.5% to +/-4.6% (Faculty), +/-1.5% to +/-3.2% (Staff)
 - By Gender: +/-1.6% to +/-3.6% (Females), +/-2.1% to +/-3.8% (Males)
 - By Status: +/-1.3% to +/-2.7% (Full-time), +/-4.3% to +/-9.1% (Part-time)

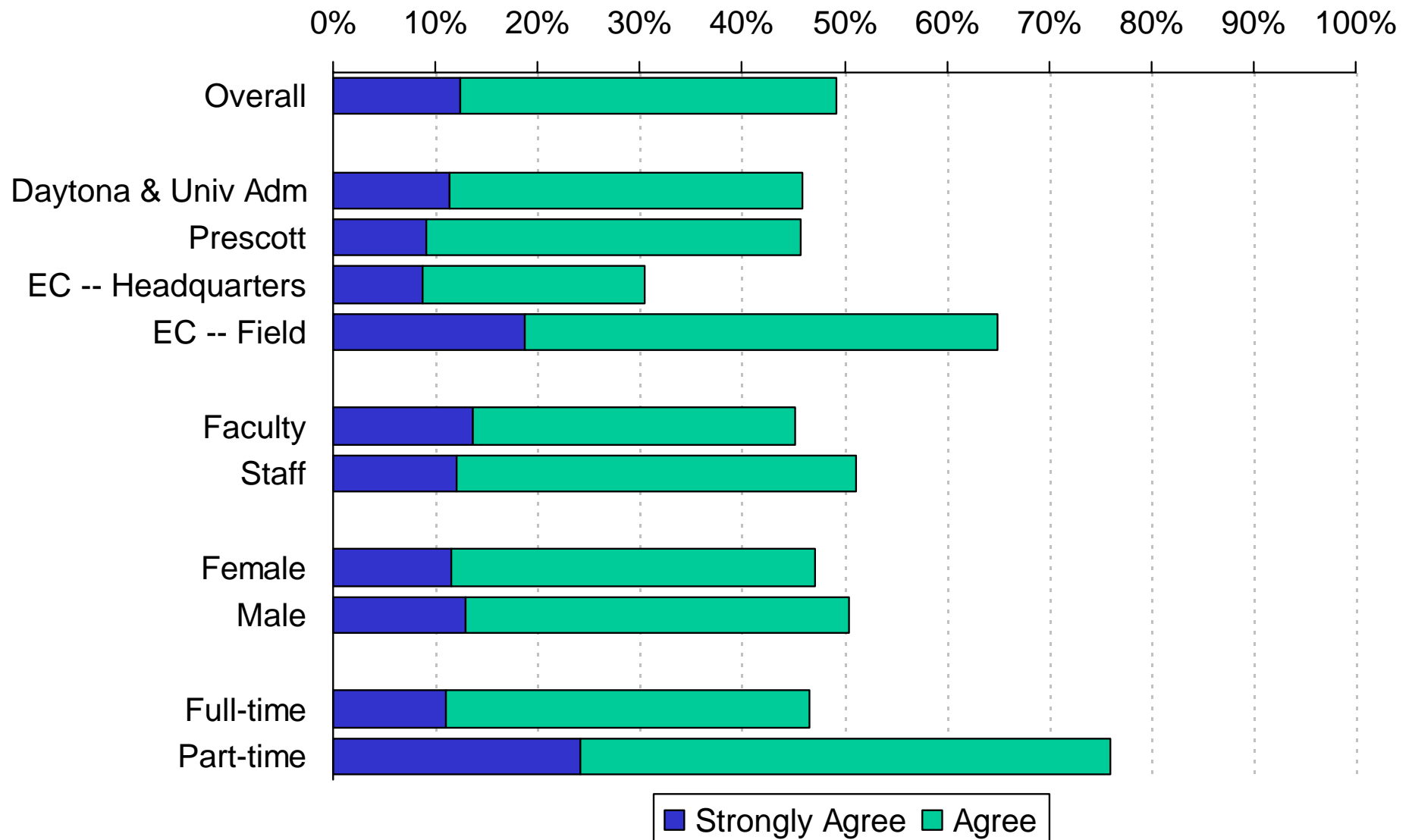
I have the materials & equipment to do my work right



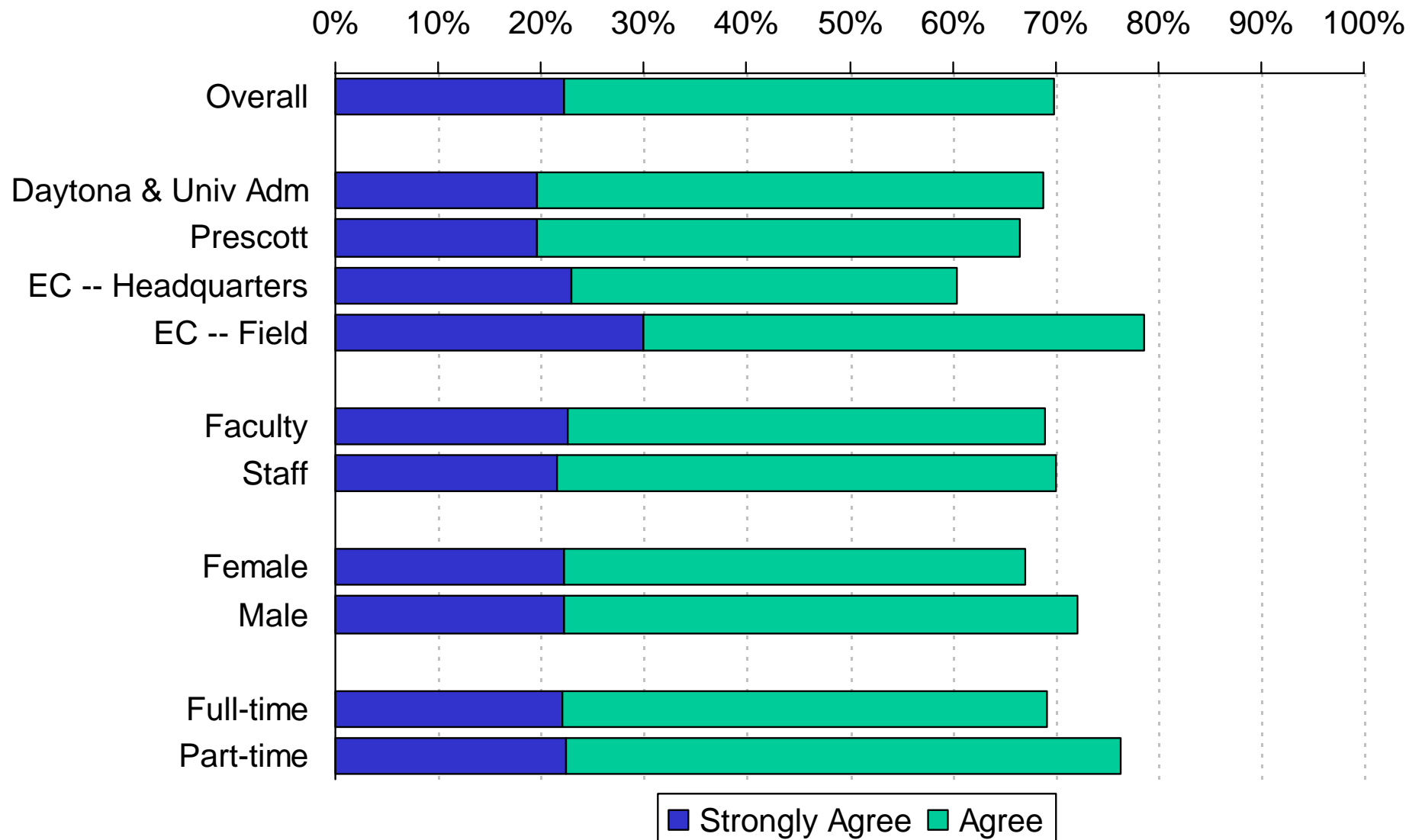
Last year, I had opportunities to learn & grow, either at work or through professional development



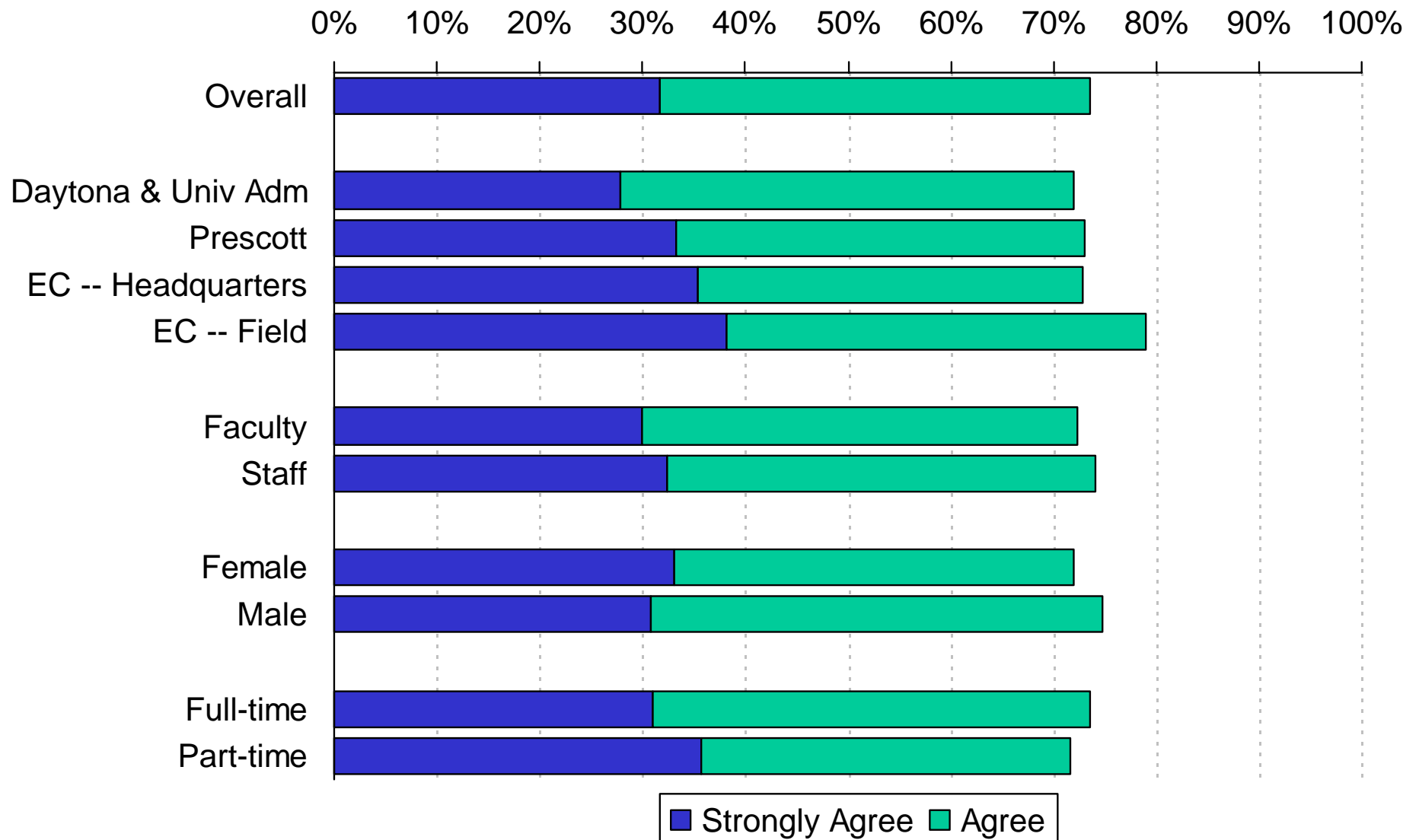
My current workload allows me to engage in a variety of activities, as appropriate



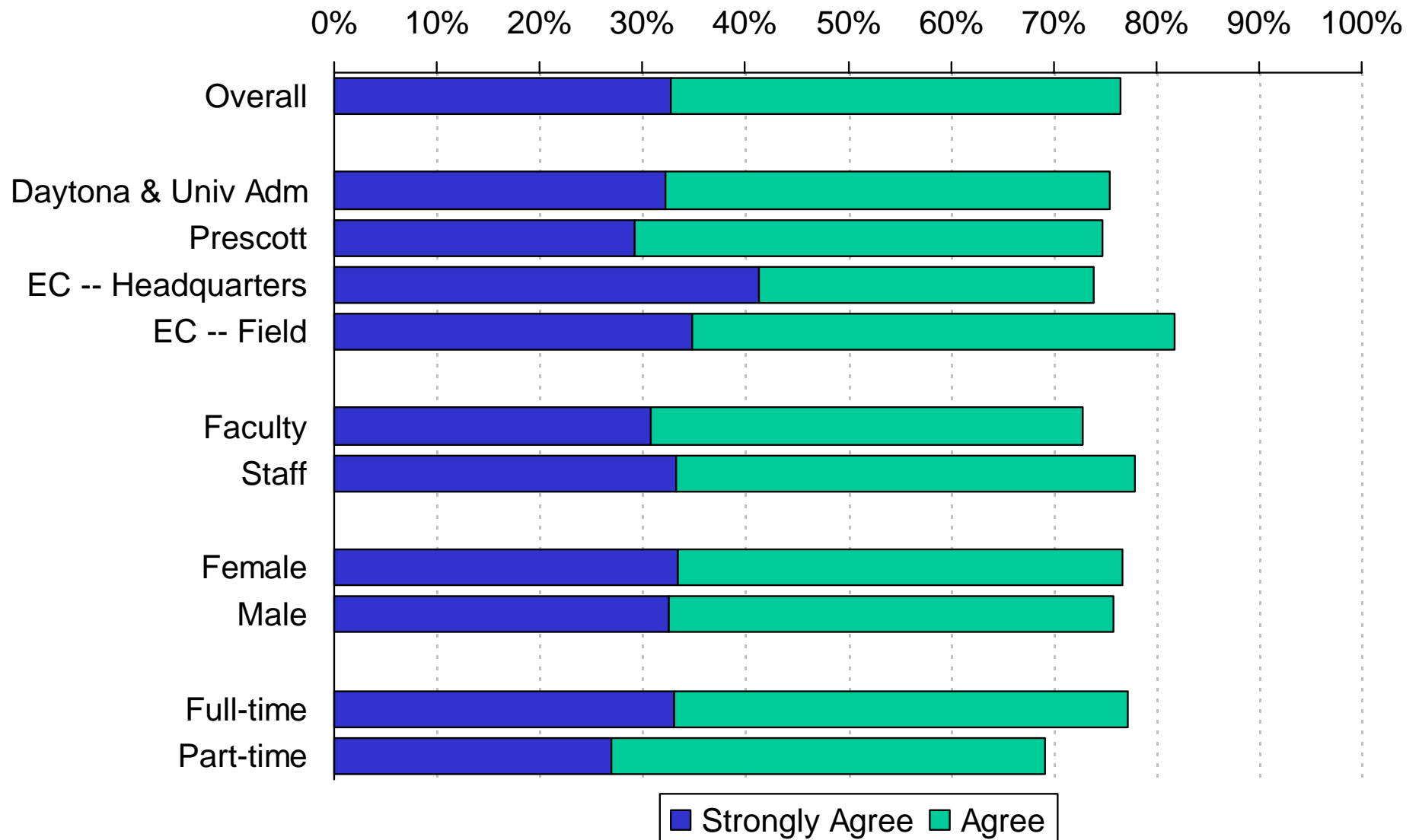
At work, my opinions seem to count



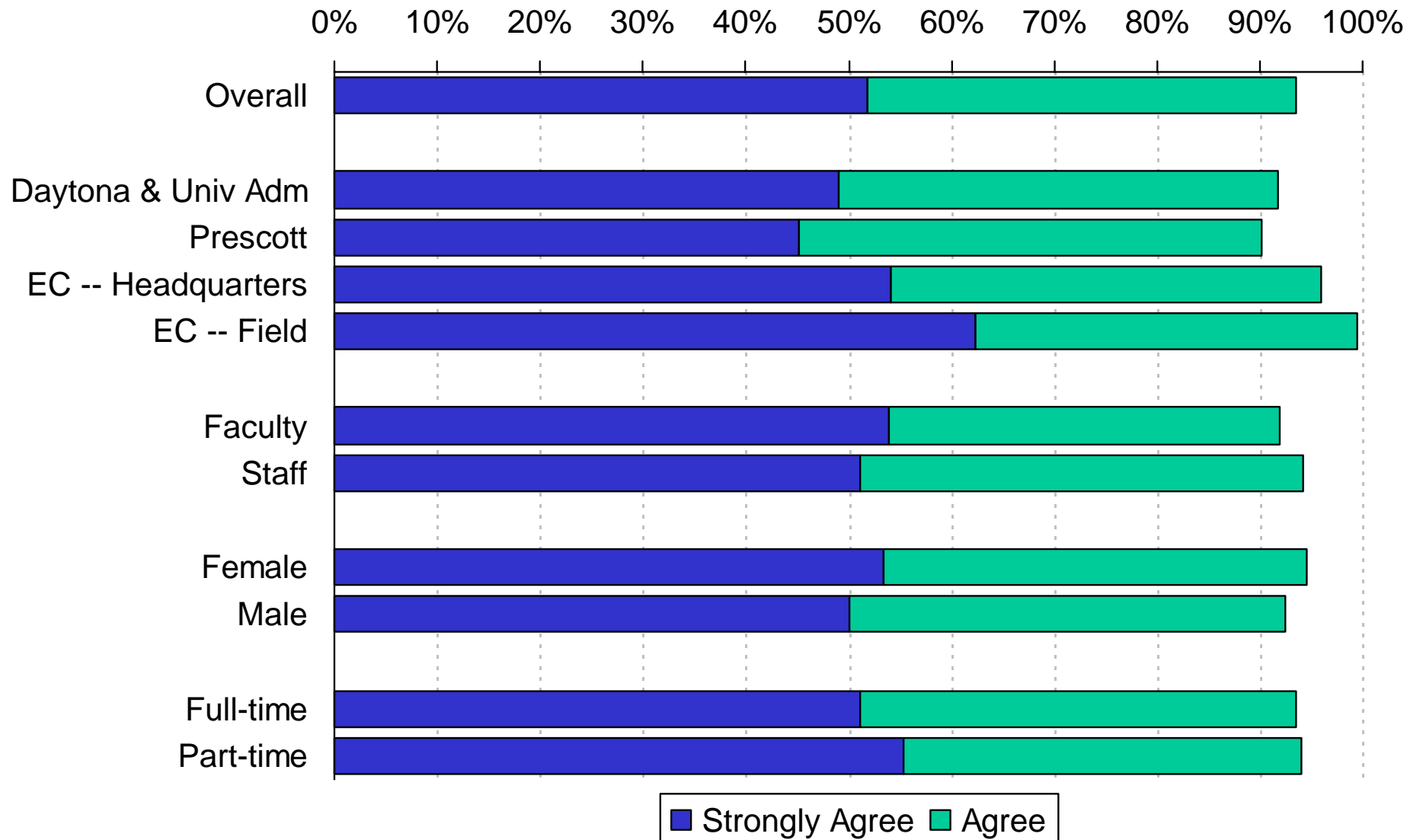
My direct supervisor lets me know when I have done a good job



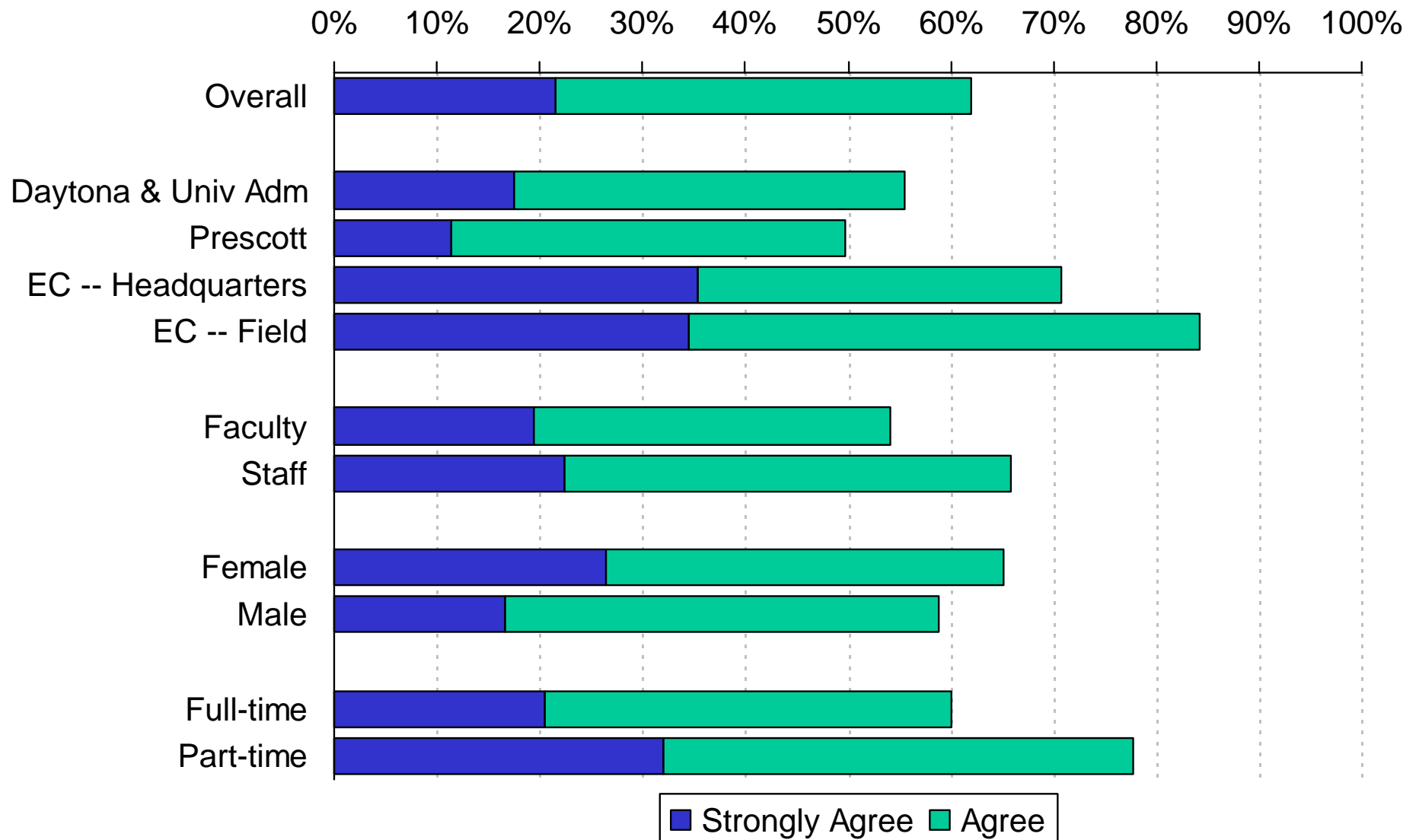
My direct supervisor talks with me at least once a year about my objectives & progress



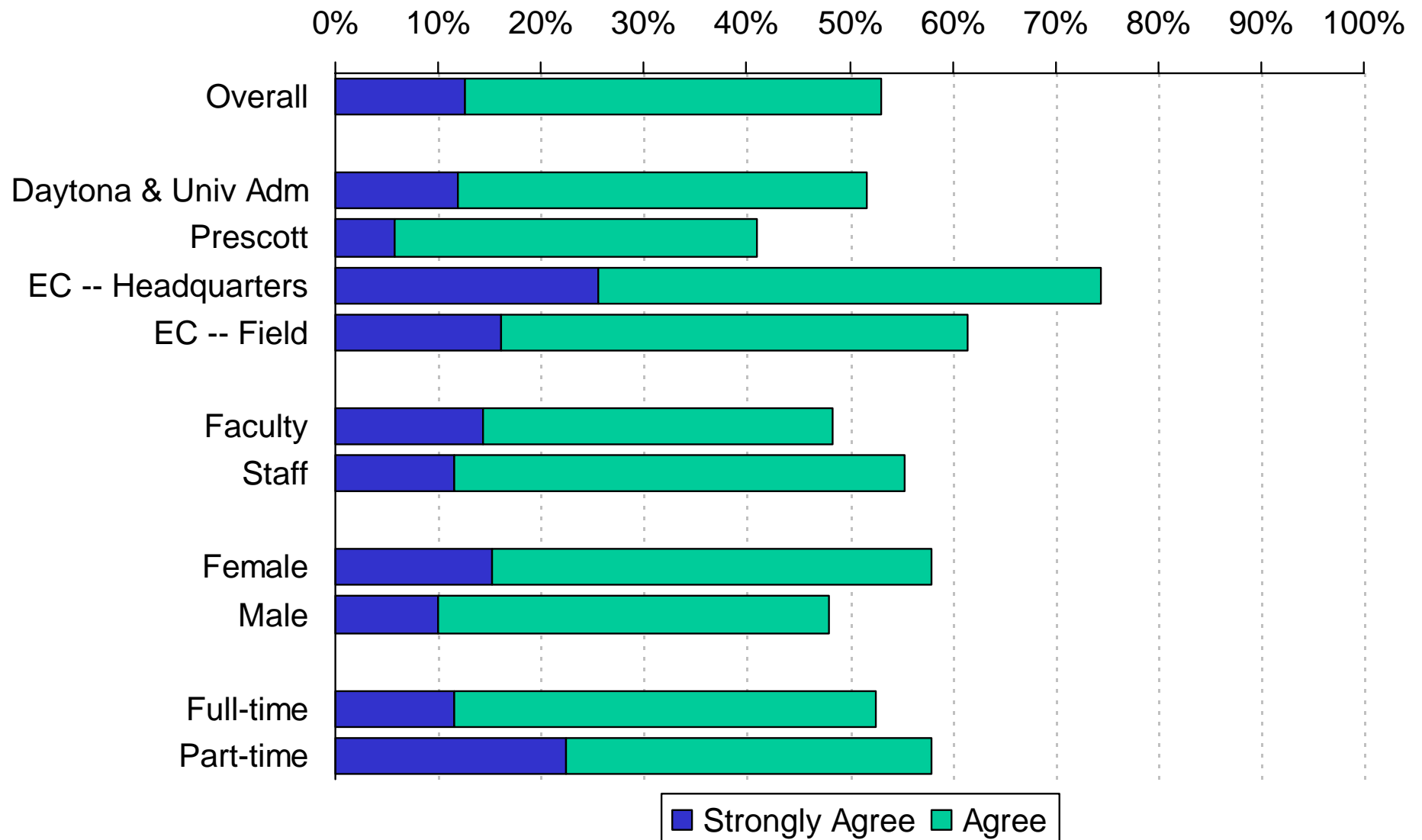
I support ERAU's mission, goals, and vision



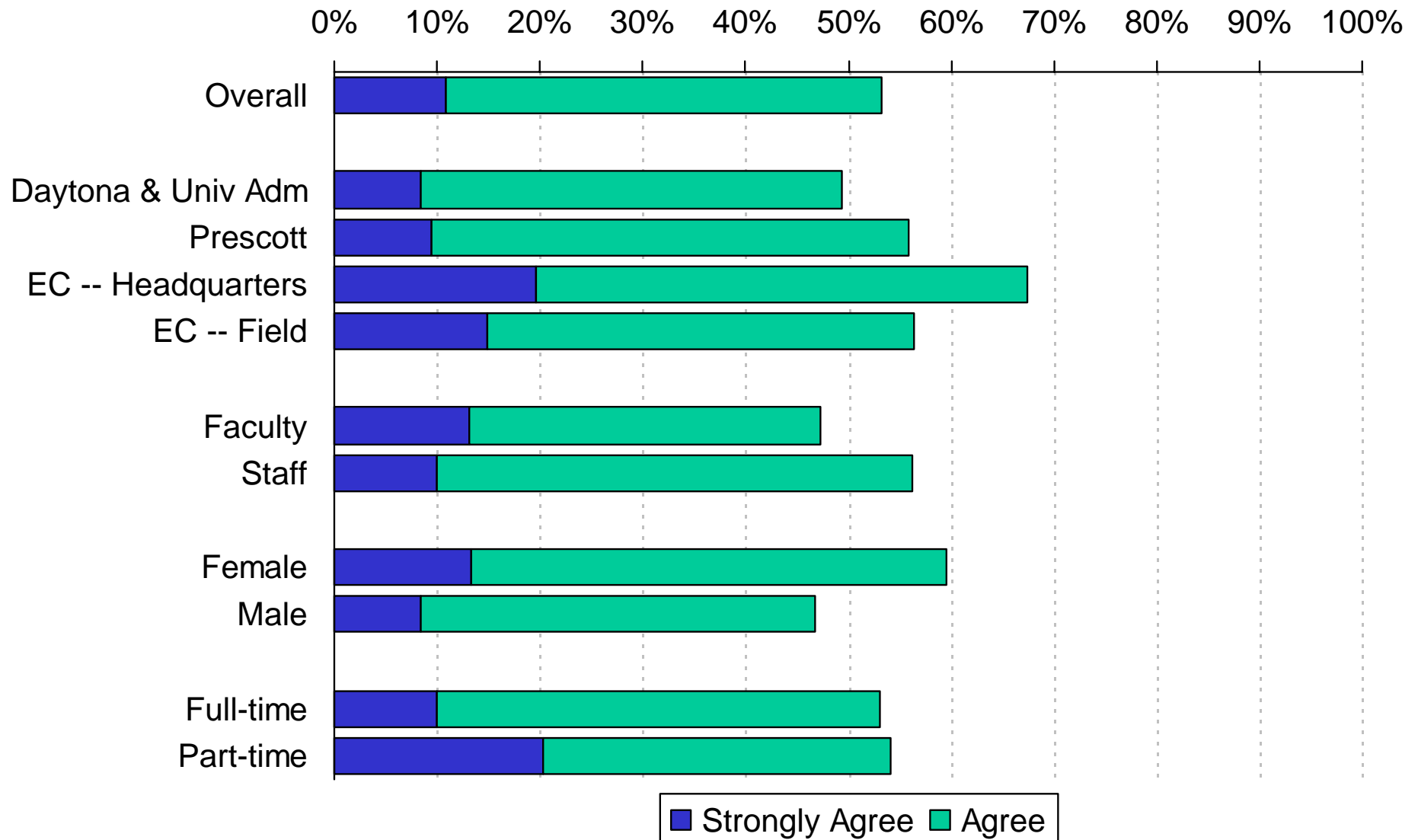
I have confidence in the University leadership (President, VP's, Chancellors)



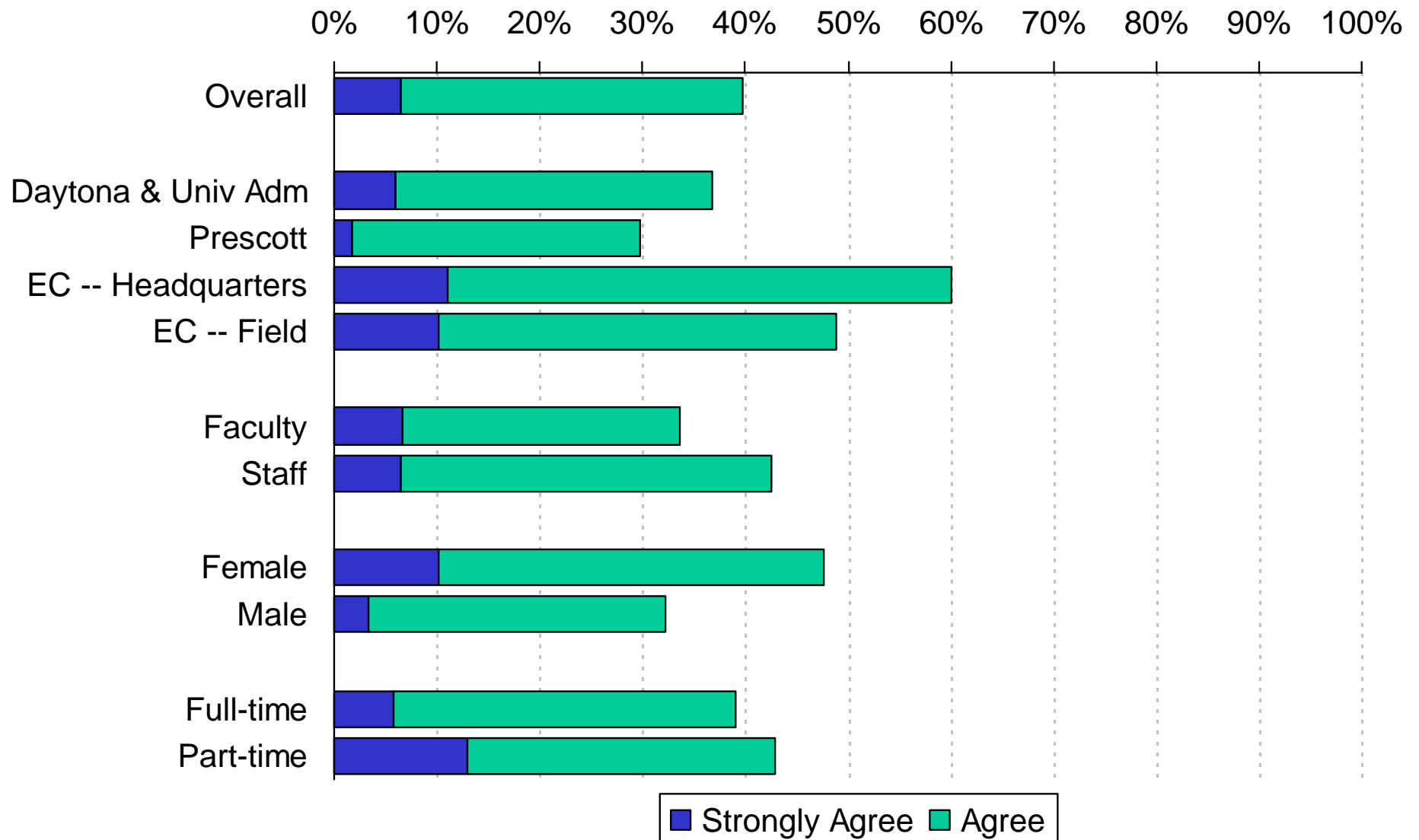
The strategic planning process is clear & well-defined



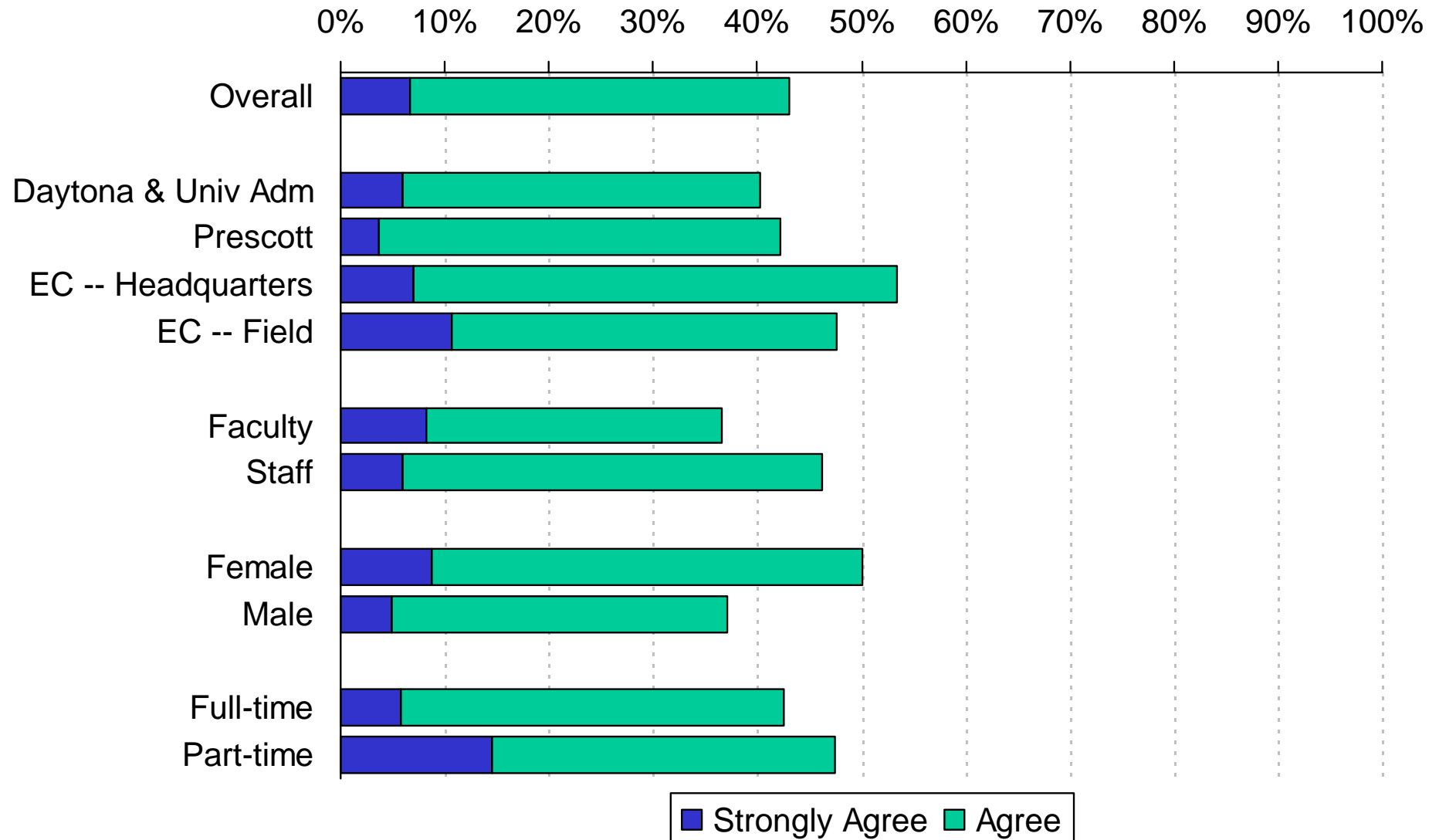
Strategic planning assists in setting my department/program's direction & objectives



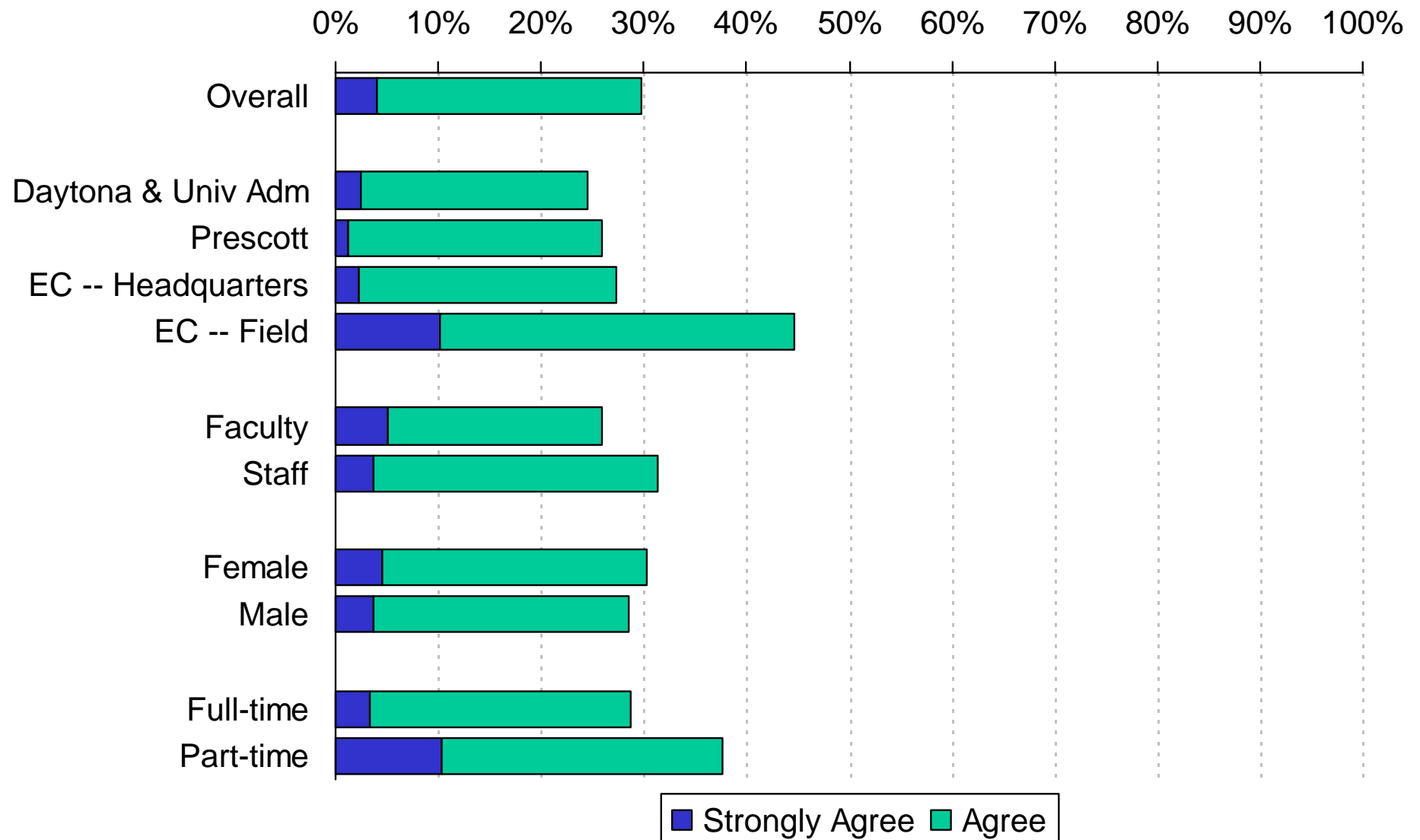
The assessment planning process is clear & well-defined



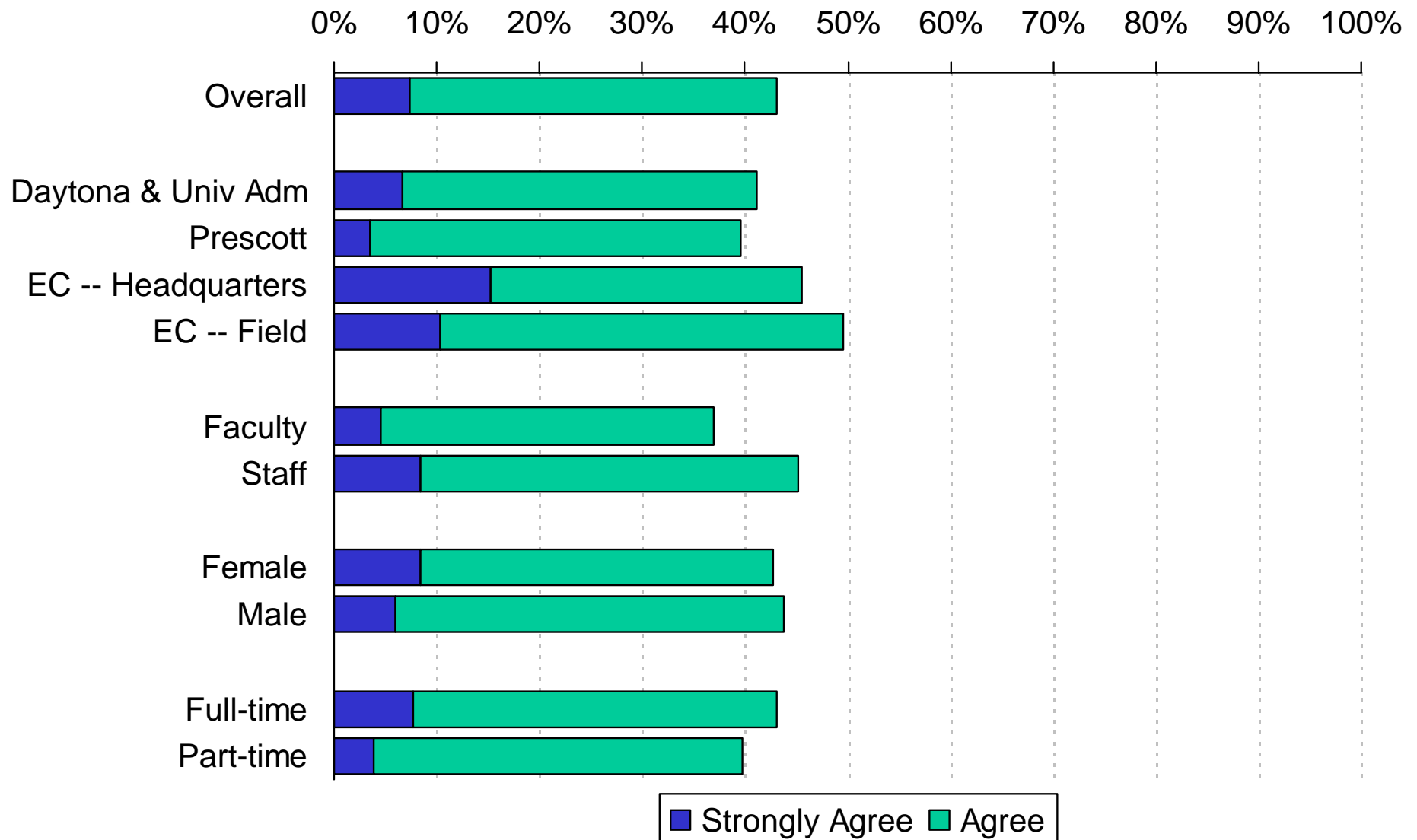
Assessment activities assist my department/program in measuring its success & identifying potential areas for improvement



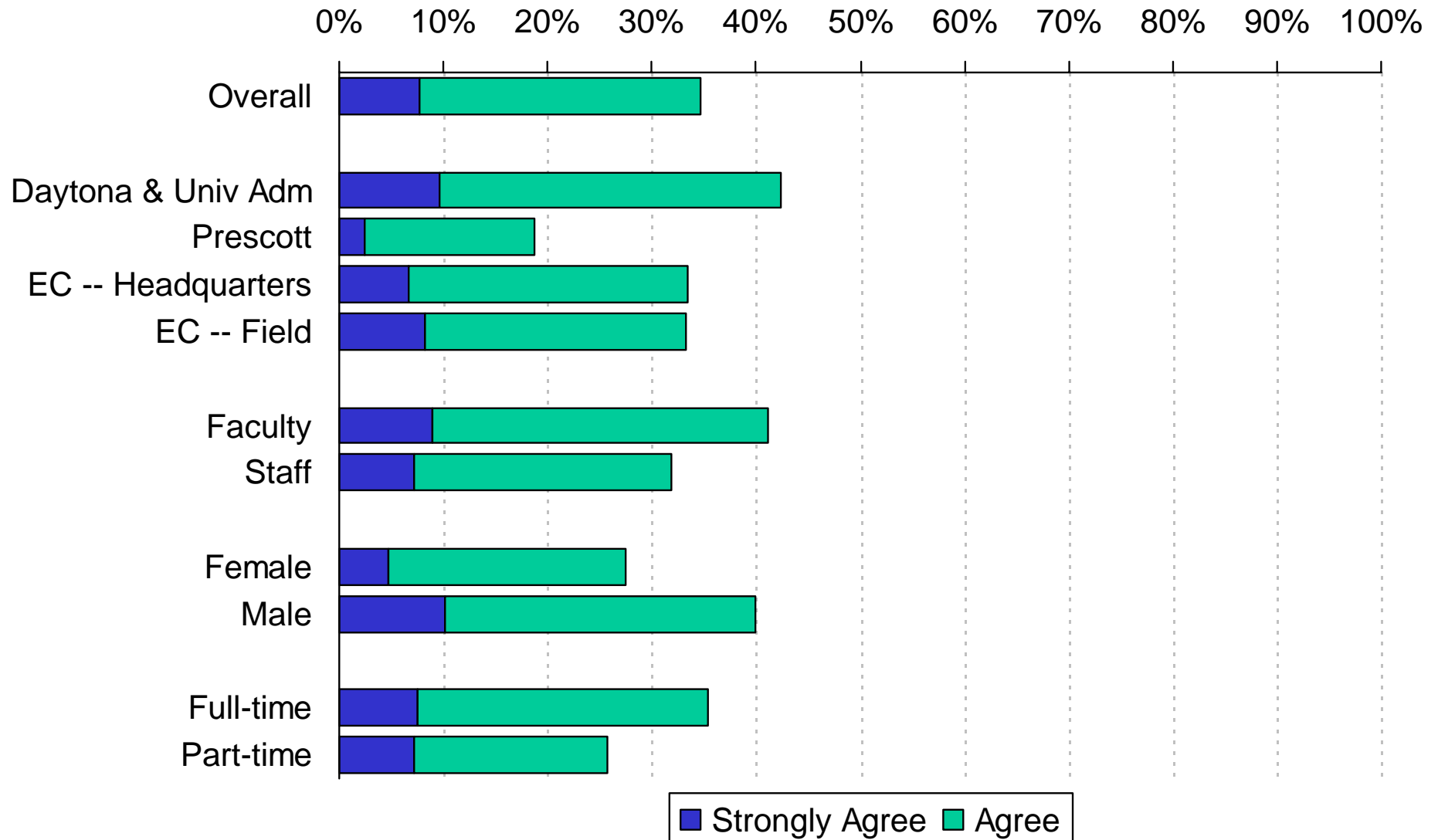
Allocation of resources are based on a reasonable & understandable set of priorities



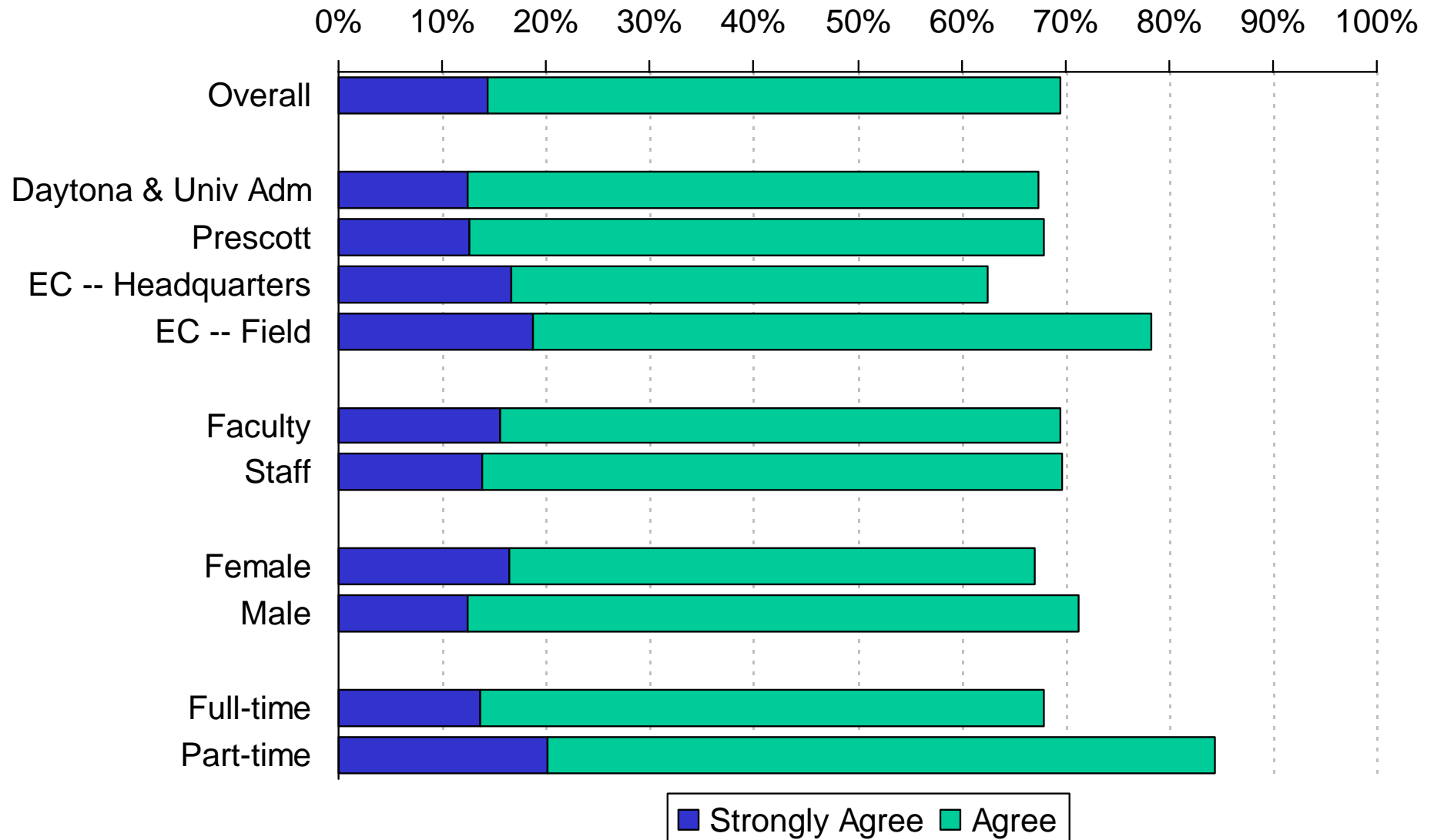
I have seen progress toward improving the pay & benefits afforded me for my work



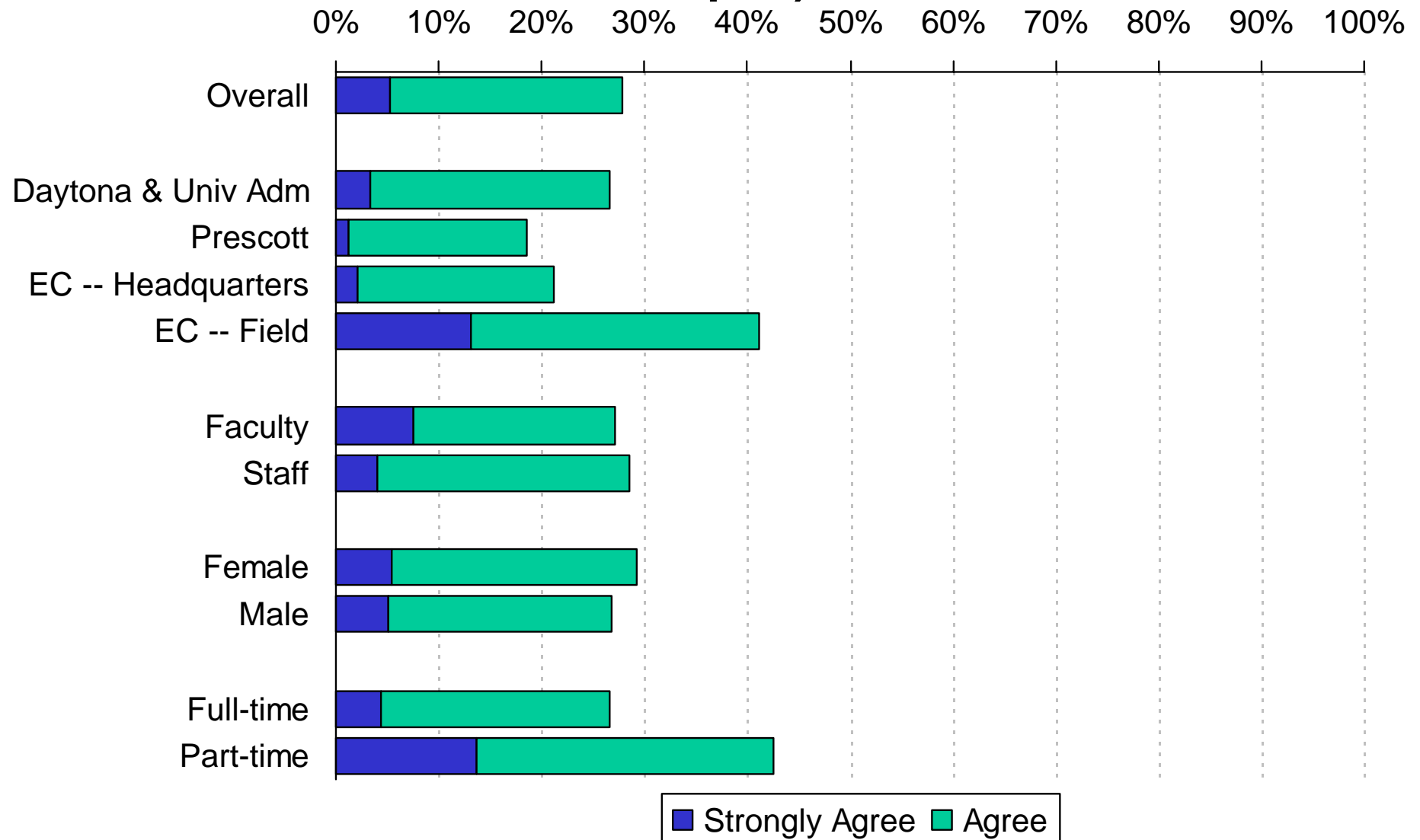
I have seen progress toward hiring more women & members of underrepresented groups into management & faculty positions



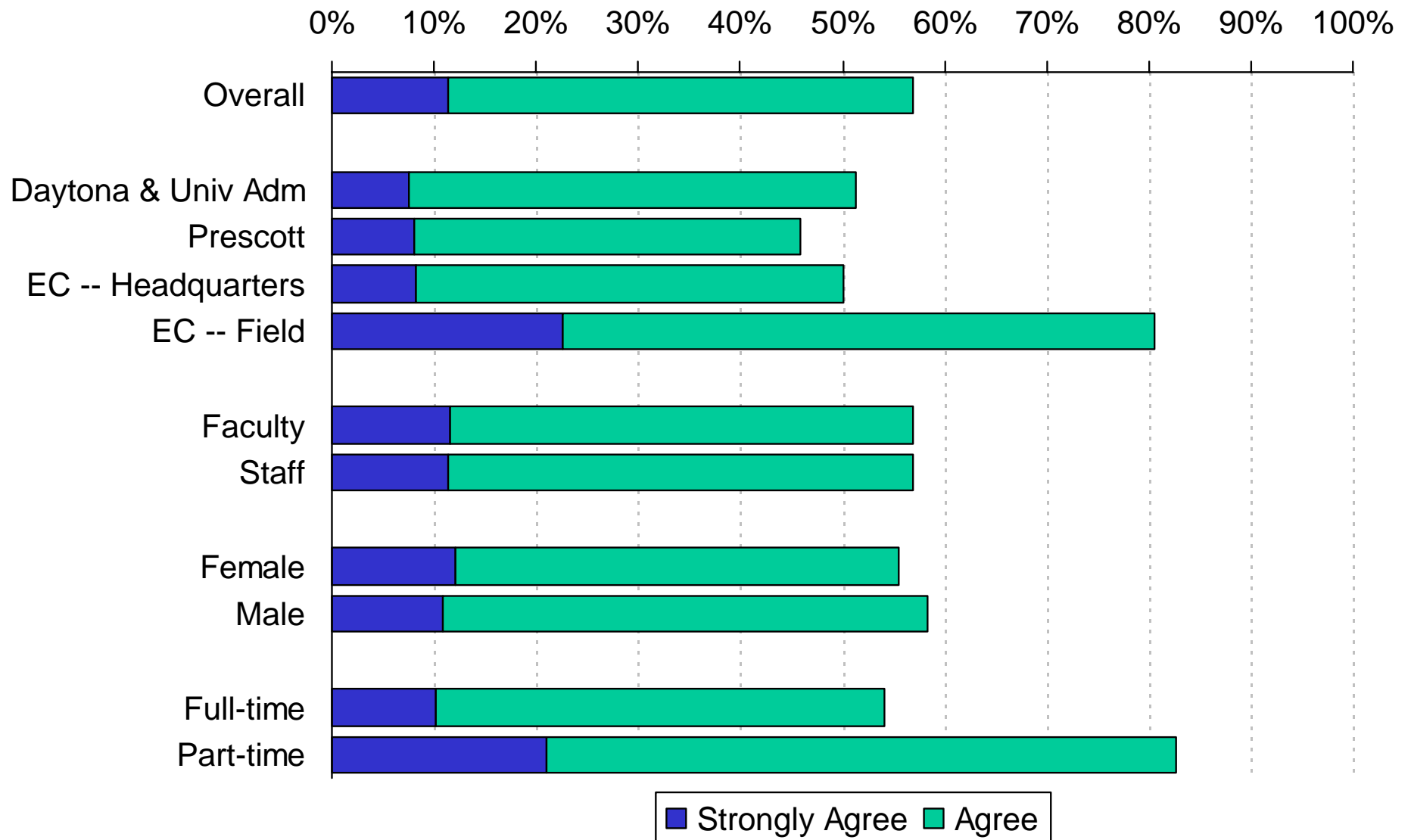
I am kept informed of University, campus, and departmental level news and activities that are pertinent to my work



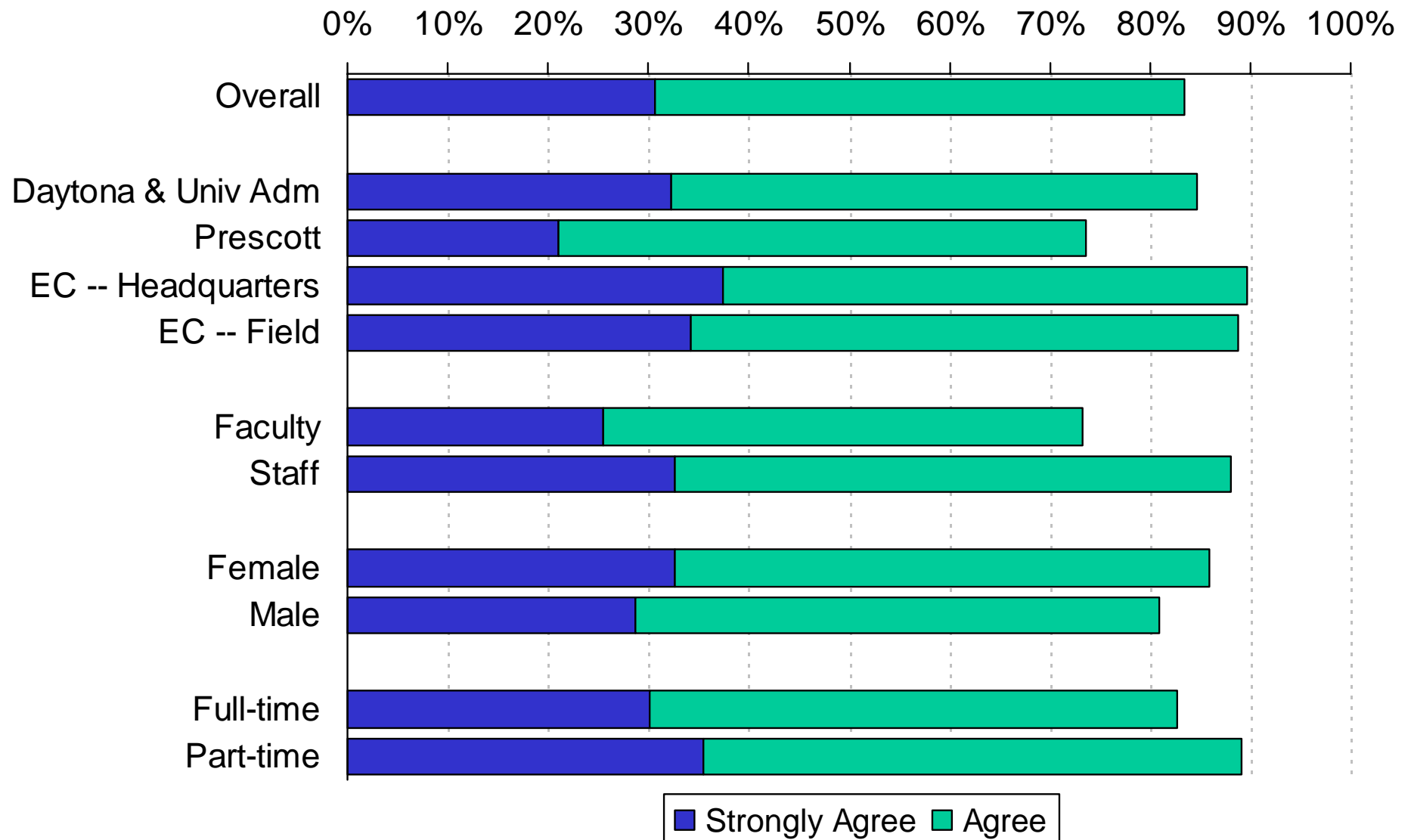
There is effective communication between the campuses (Daytona Beach, Prescott, Extended Campus)



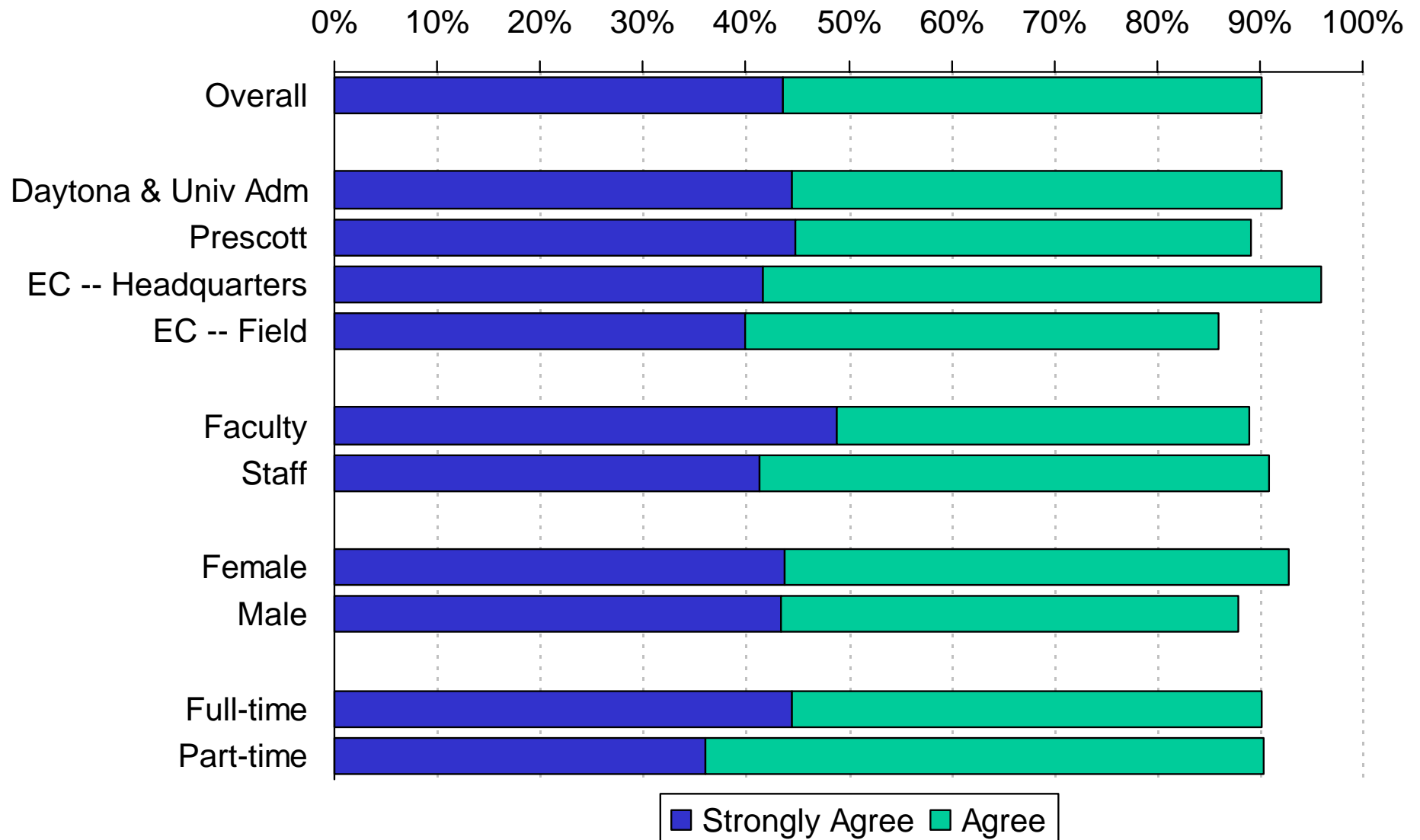
Embry-Riddle has a work environment of mutual respect & trust



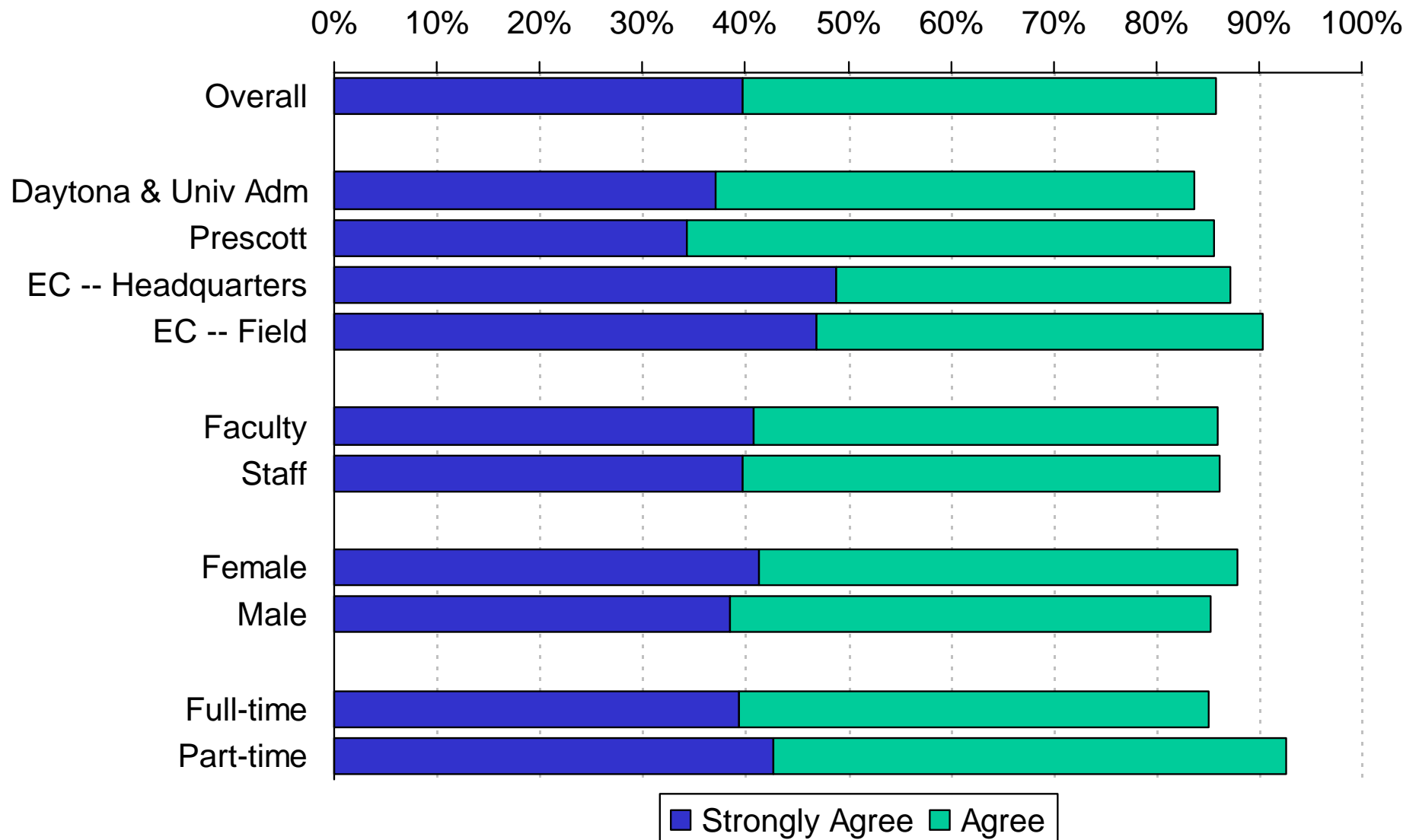
Overall, the University is a good place to work



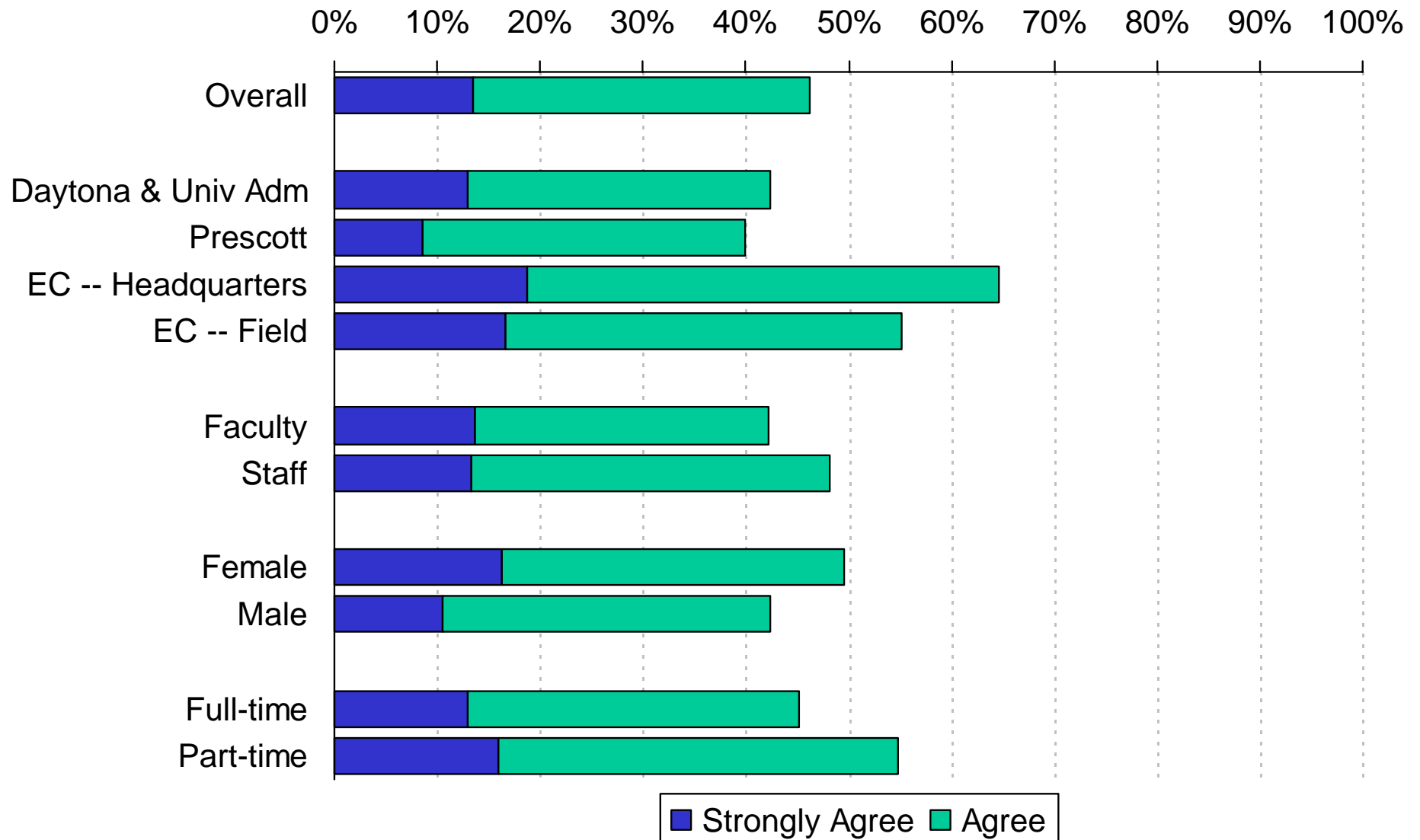
I think climate surveys of faculty & staff should be conducted periodically



I am comfortable with the web-based method of survey administration



I believe that climate survey results will influence decisions to improve the University



Results: Open-ended Comments

- Overall, approximately 350 respondents (41%) also provided additional comments.
- The IR office is reviewing these comments in order to synthesize them and identify common themes. A separate document is being generated to provide a summary of these themes.
- This addendum will also contain the comments themselves. The comments will be grouped according to location only, and will appear in random order within location. No other breakout group indicators will be linked to the comments (i.e. employment status, gender, position). This document is anticipated to be somewhat lengthy.
- The addendum will be posted to the CAO website.