

ERAU Faculty & Staff Climate Survey Spring 2005 Overall Results

Human Resources
Office of Institutional Research
April 2005

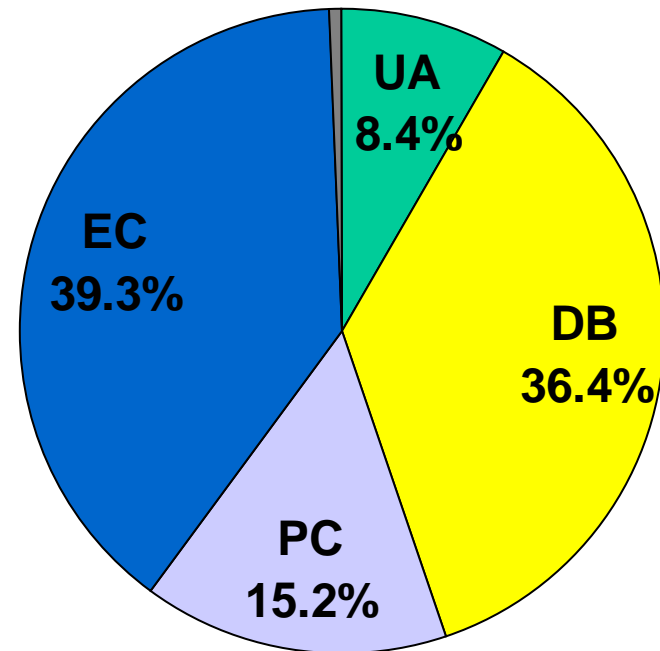
Background

- 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



Overall Observations

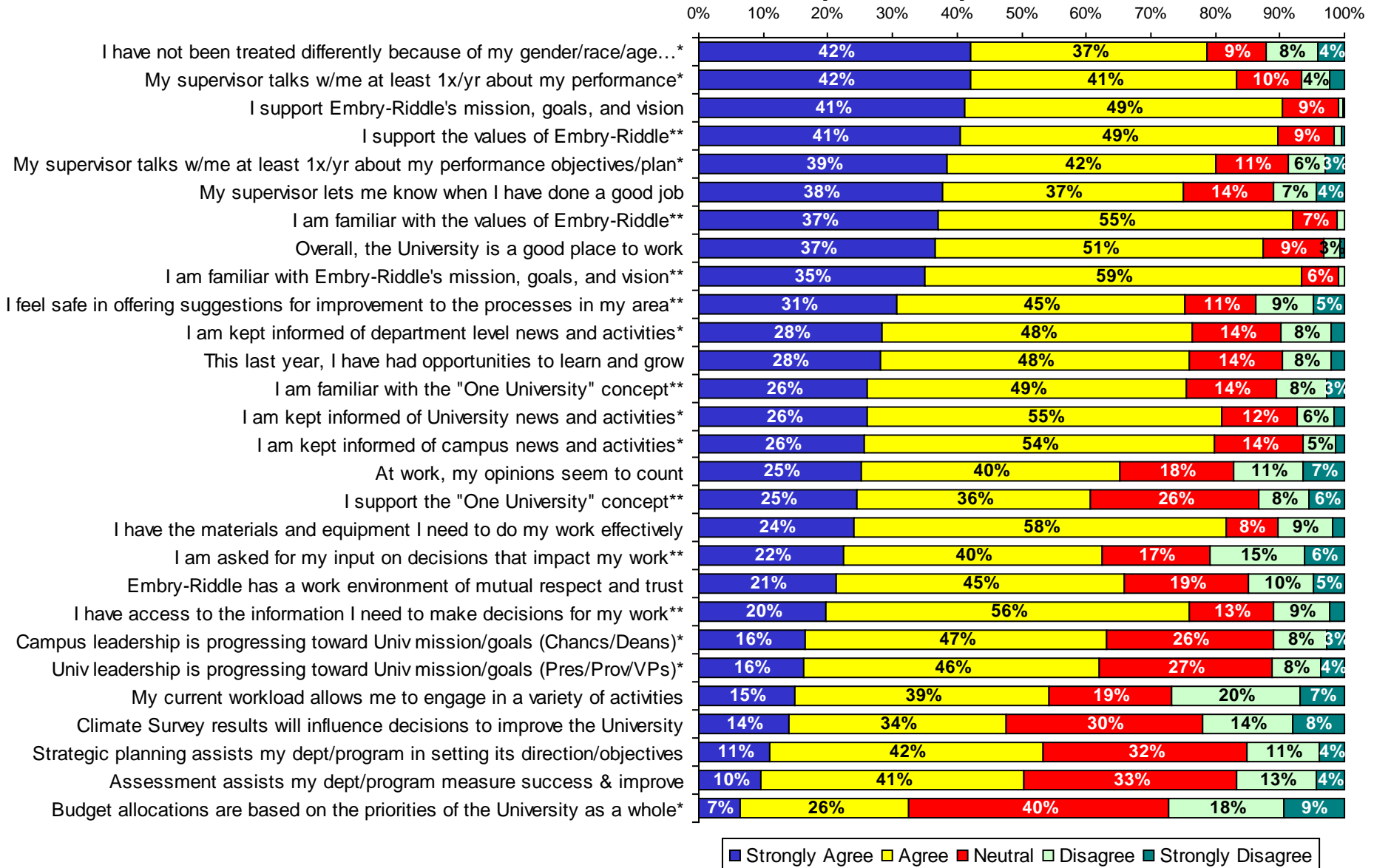
- Participation increased:
 - Increase in staff participation across all divisions
 - Increase in faculty participation from EC
- More positive responses in all comparable areas; fewer negative responses
- Continued strong support for the University's vision, mission, goals, and values

Results

- Ten charts follow -- two for all divisions combined, plus two charts per division (UA, DB, PC, EC):
 - Overall results for the 28 “agreement” items, sorted in order of those items which received the most agreement to the least.
 - Overall results for the 7 “progress” items, sorted in order of those items viewed as making the most progress to the least.

Chart 1: Spring 2005 Overall Results: "Agreement" Items

All Divisions Combined (n=1,021)



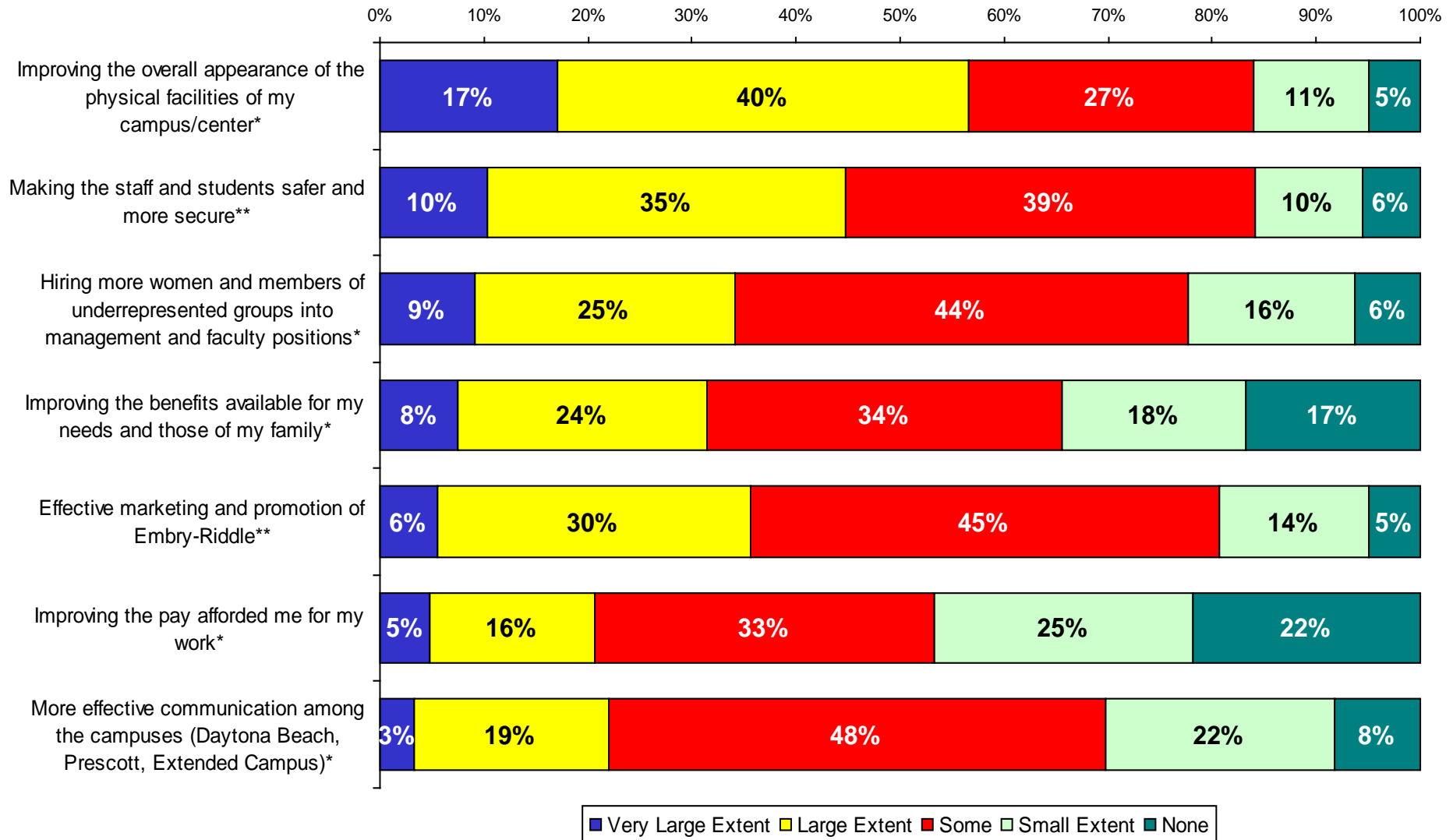
* Question was reworded in Spring 2005

** New Question in Spring 2005

Chart 2: Spring 2005 Overall Results: “Progress” Items

All Divisions Combined (n=1,021)

“Indicate the Extent to Which You Feel Progress Has Been Made Toward...”



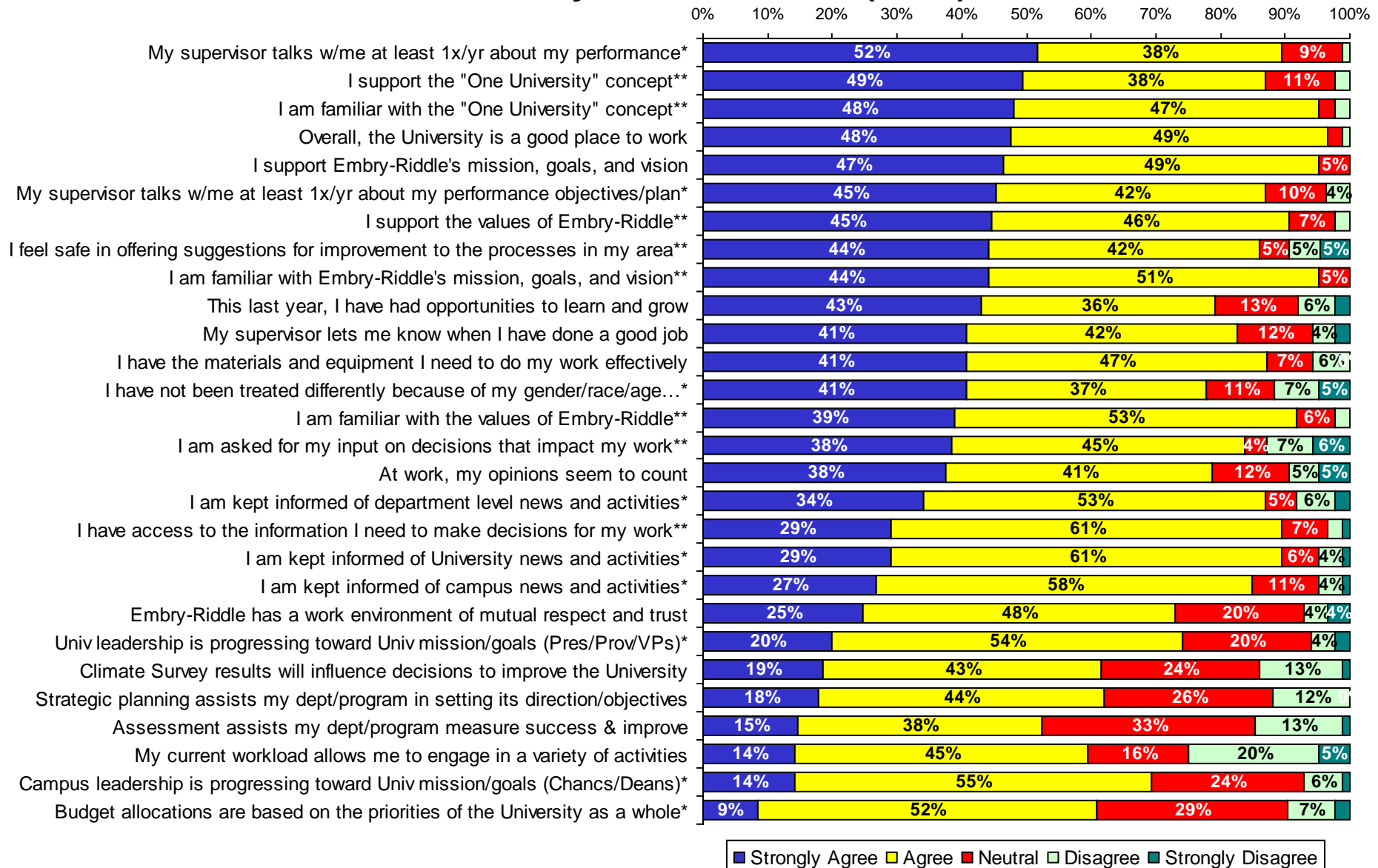
* Question and response options were reworded in Spring 2005

** New Question in Spring 2005

ERAU Climate Survey, Spring 2005

Chart 3: Spring 2005 Overall Results: "Agreement" Items

University Administration (n=86)



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

* Question was reworded in Spring 2005

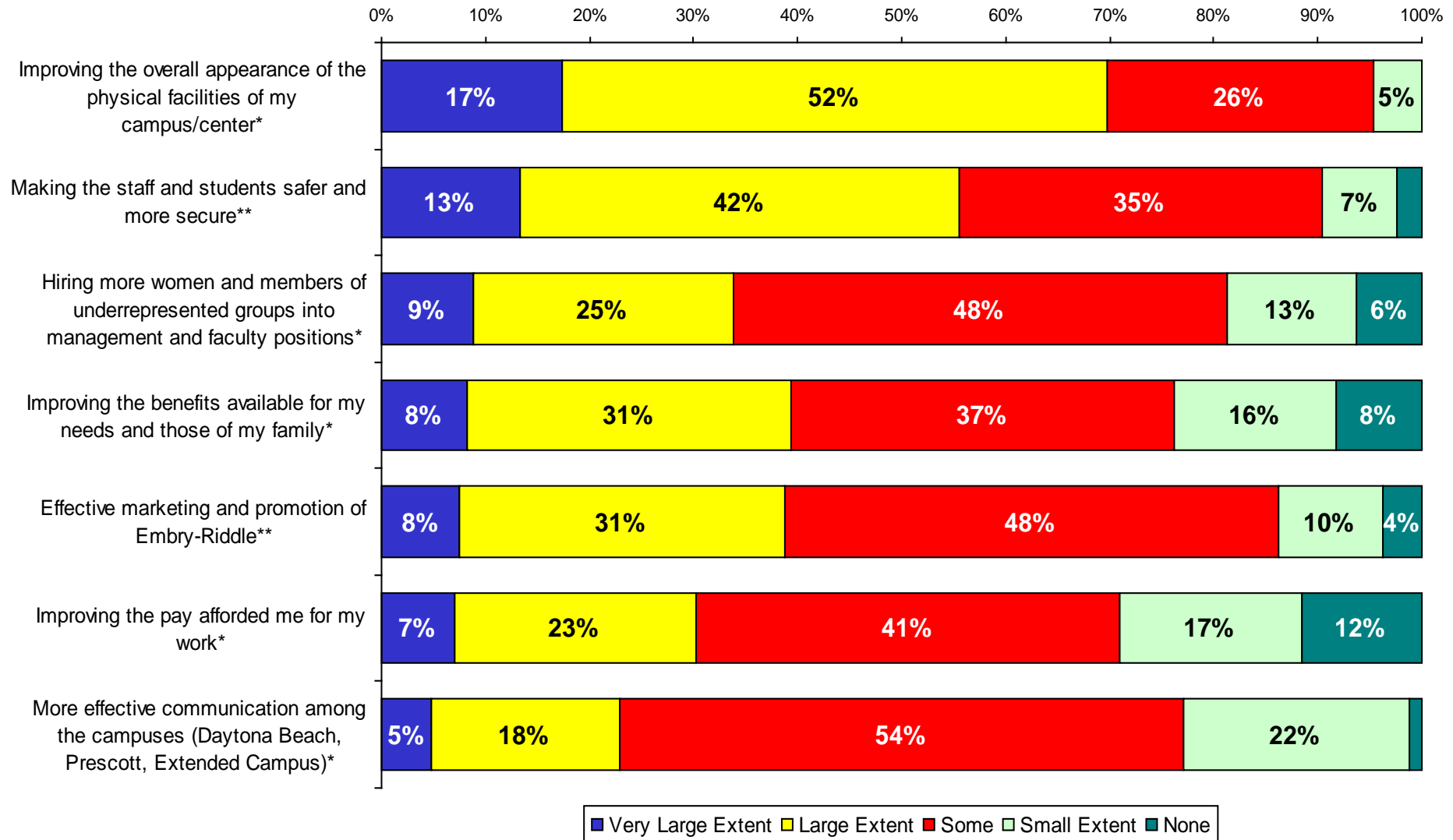
** New Question in Spring 2005

ERAU Climate Survey, Spring 2005

Chart 4: Spring 2005 Overall Results: “Progress” Items

University Administration (n=86)

“Indicate the Extent to Which You Feel Progress Has Been Made Toward...”



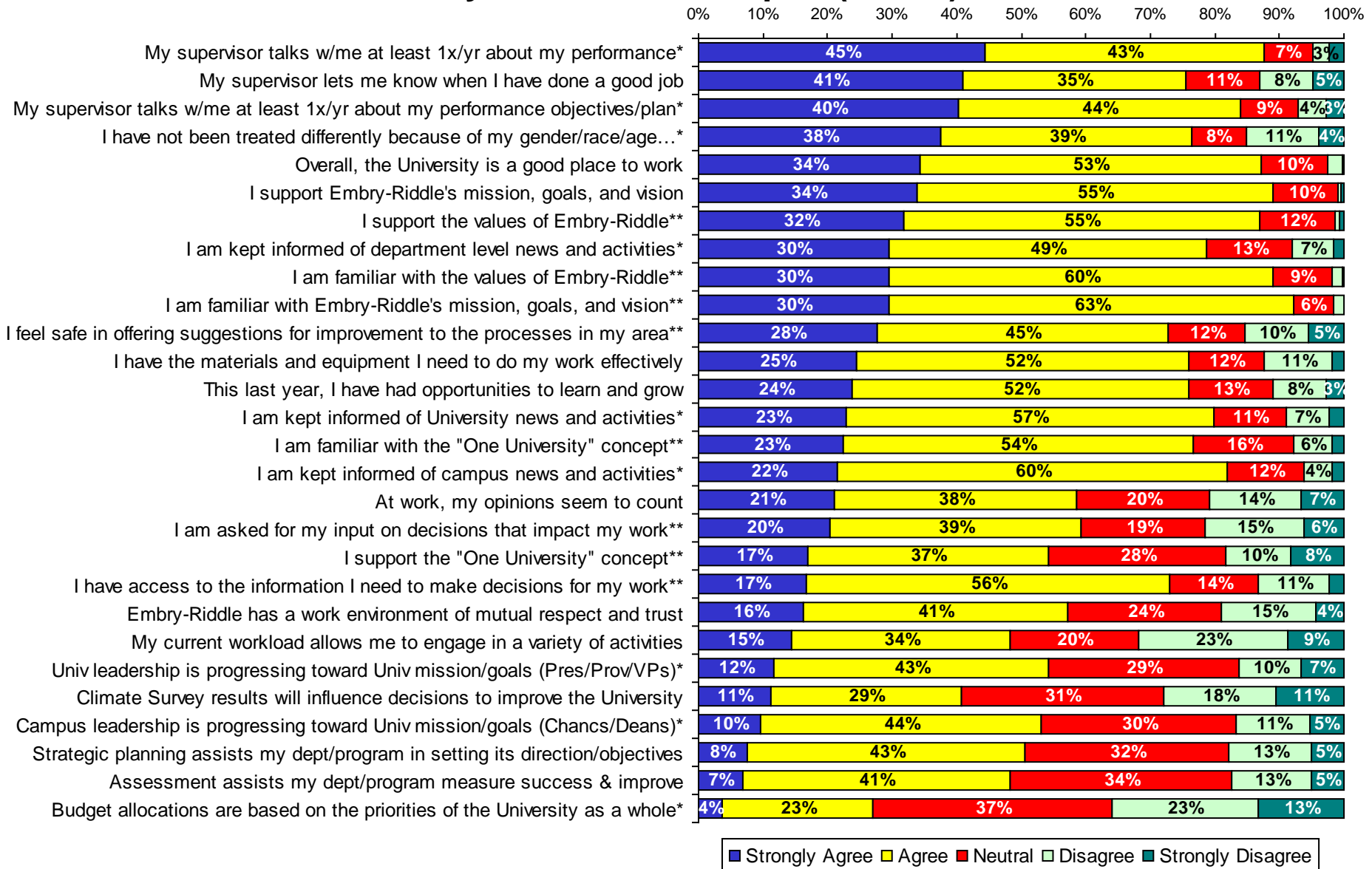
* Question and response options were reworded in Spring 2005

** New Question in Spring 2005

ERAU Climate Survey, Spring 2005

Chart 5: Spring 2005 Overall Results: "Agreement" Items

Daytona Beach Campus (n=372)



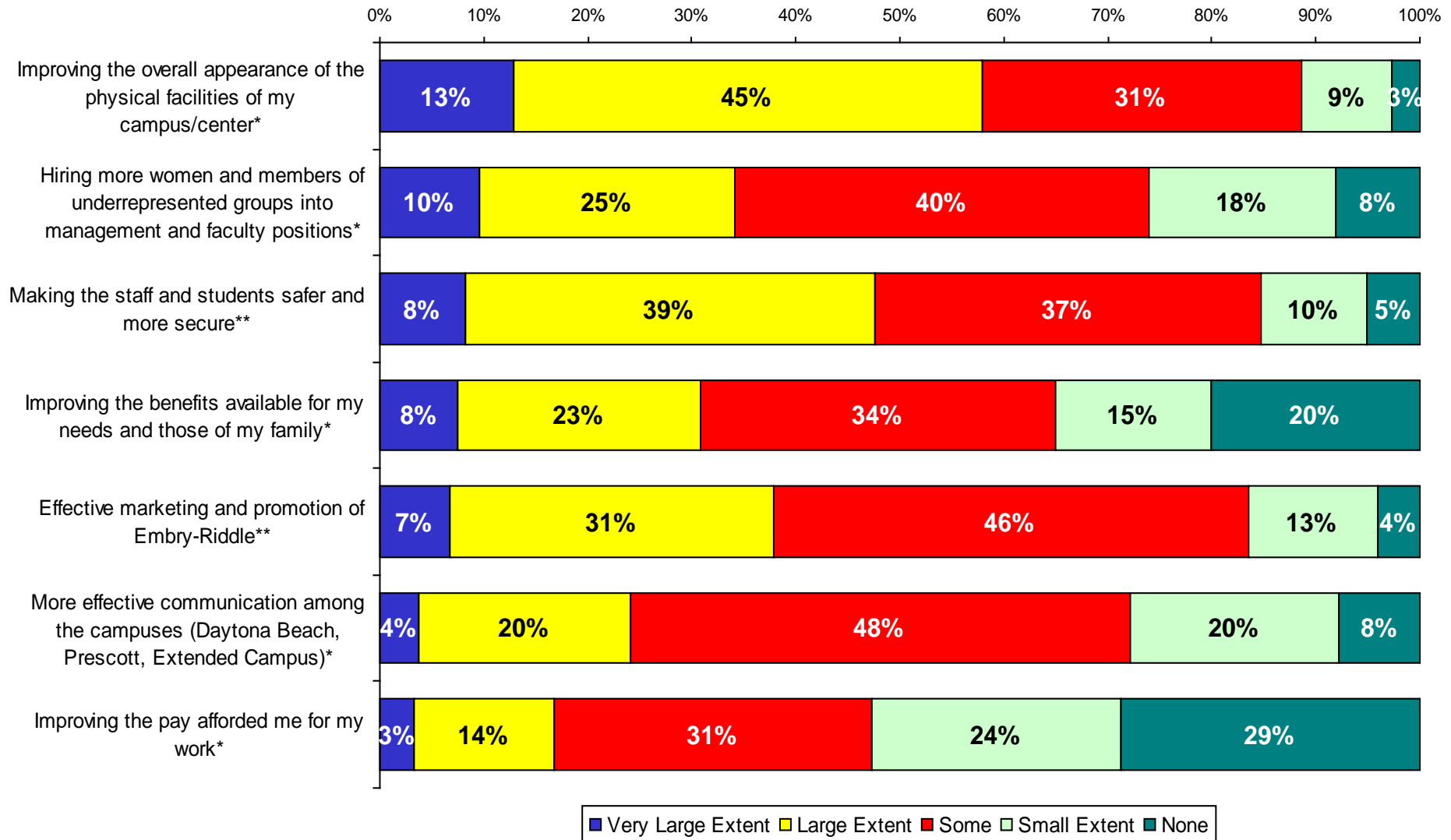
* Question was reworded in Spring 2005

** New Question in Spring 2005

Chart 6: Spring 2005 Overall Results: “Progress” Items

Daytona Beach Campus (n=372)

“Indicate the Extent to Which You Feel Progress Has Been Made Toward...”

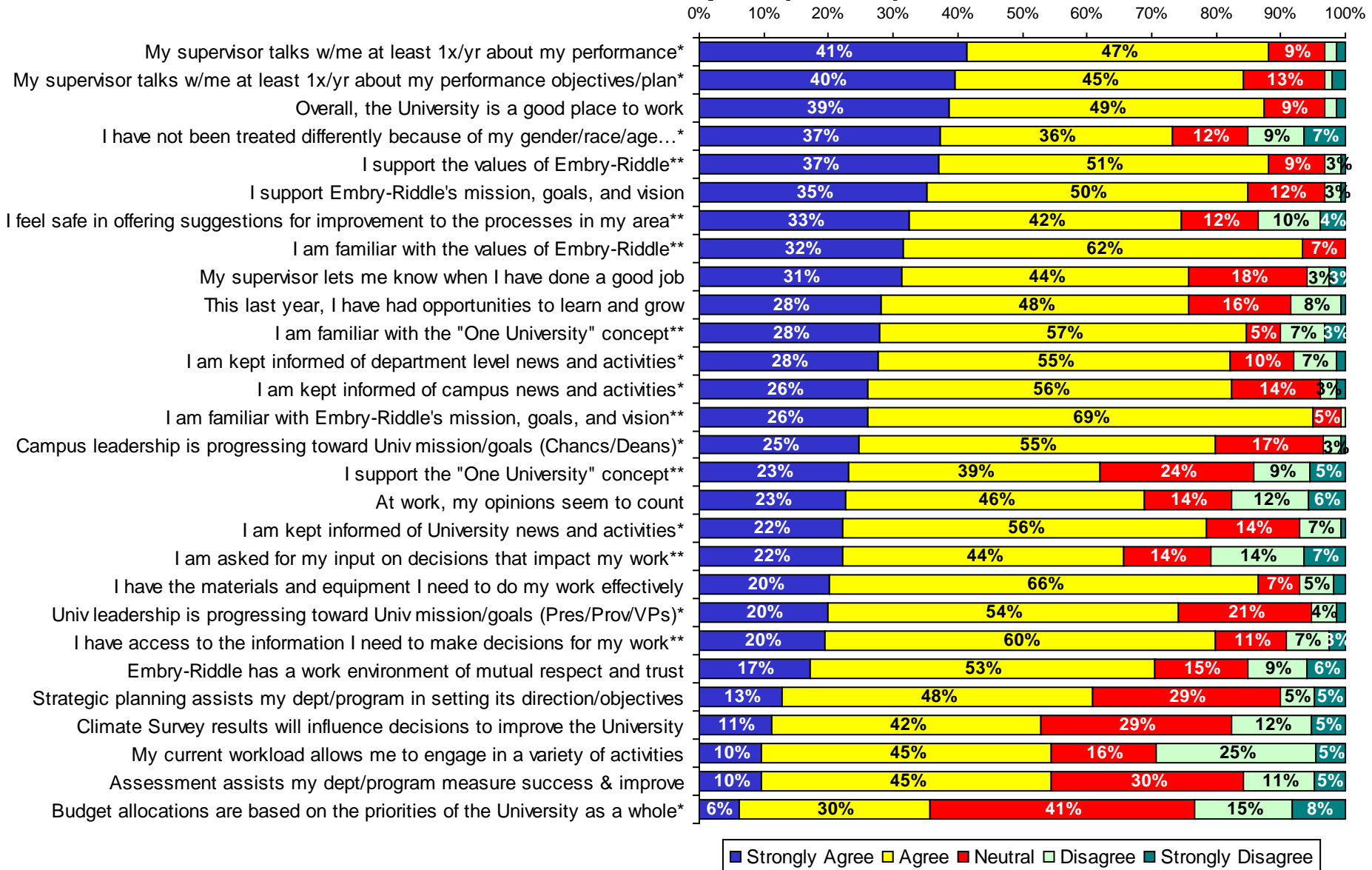


* Question and response options were reworded in Spring 2005

** New Question in Spring 2005

Chart 7: Spring 2005 Overall Results: "Agreement" Items

Prescott Campus (n=155)



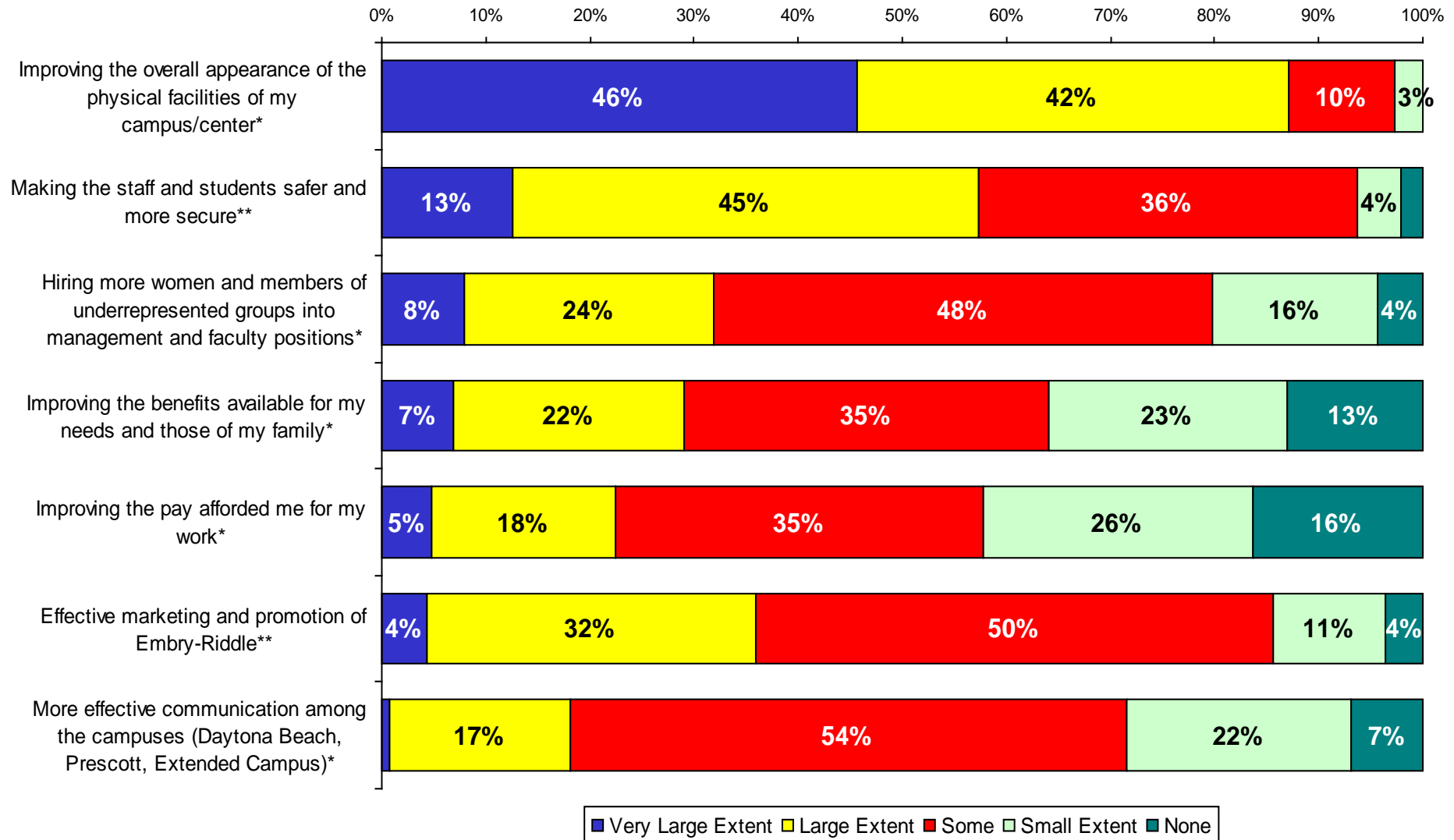
* Question was reworded in Spring 2005

** New Question in Spring 2005

Chart 8: Spring 2005 Overall Results: “Progress” Items

Prescott Campus (n=155)

“Indicate the Extent to Which You Feel Progress Has Been Made Toward...”



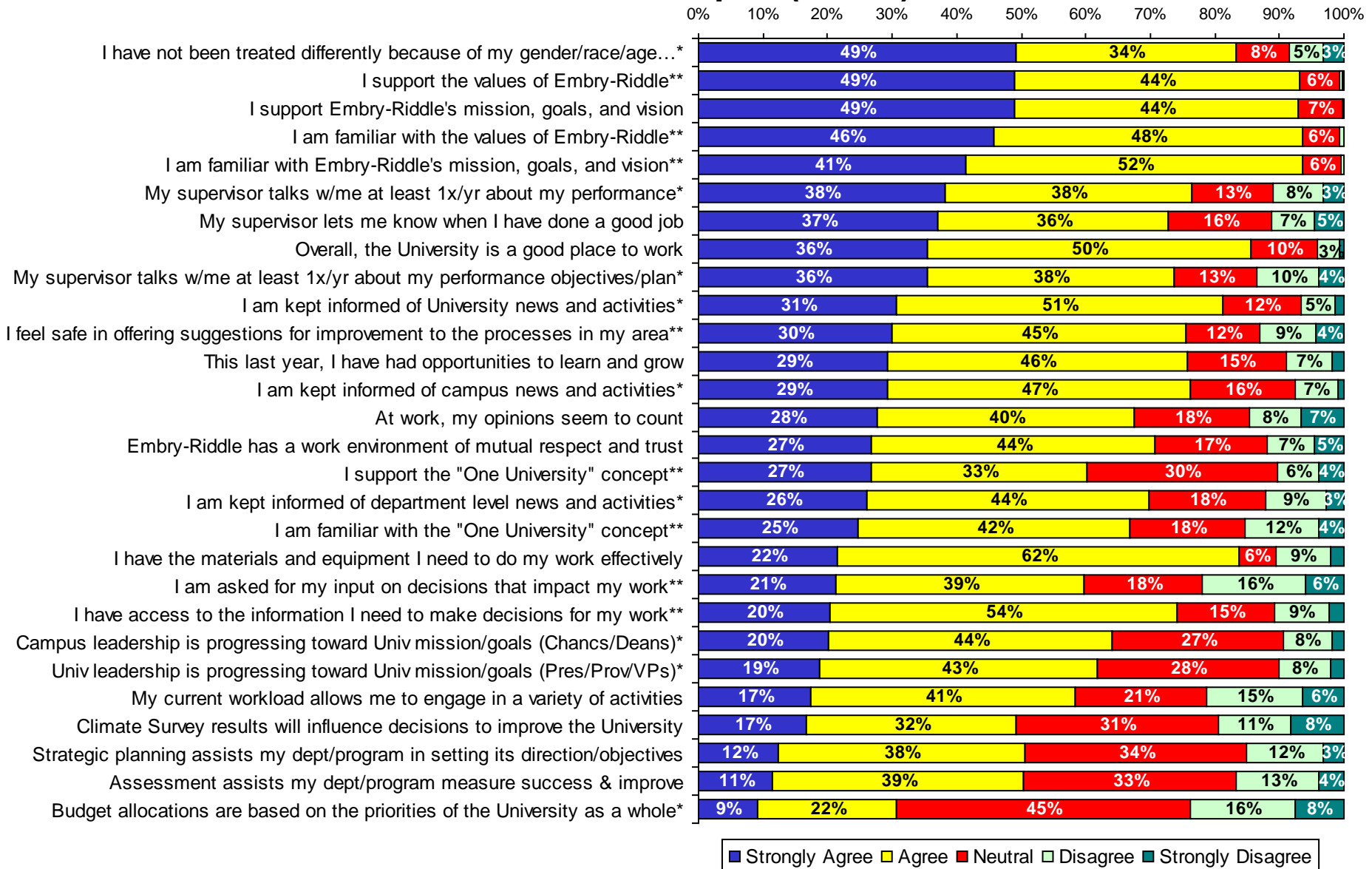
* Question and response options were reworded in Spring 2005

** New Question in Spring 2005

ERAU Climate Survey, Spring 2005

Chart 9: Spring 2005 Overall Results: "Agreement" Items

Extended Campus (n=401)



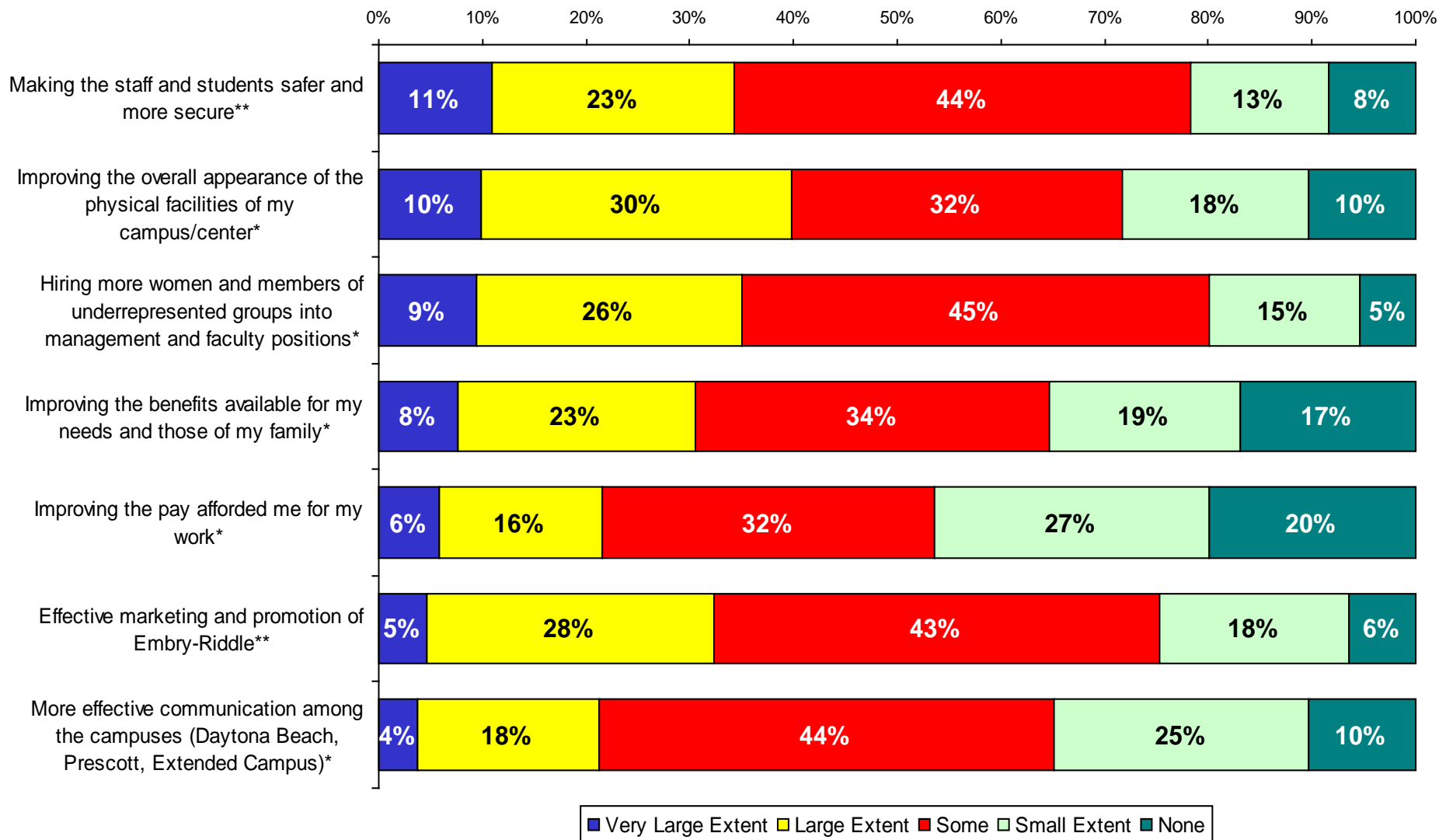
* Question was reworded in Spring 2005

** New Question in Spring 2005

Chart 10: Spring 2005 Overall Results: “Progress” Items

Extended Campus (n=401)

“Indicate the Extent to Which You Feel Progress Has Been Made Toward...”



* Question and response options were reworded in Spring 2005

** New Question in Spring 2005

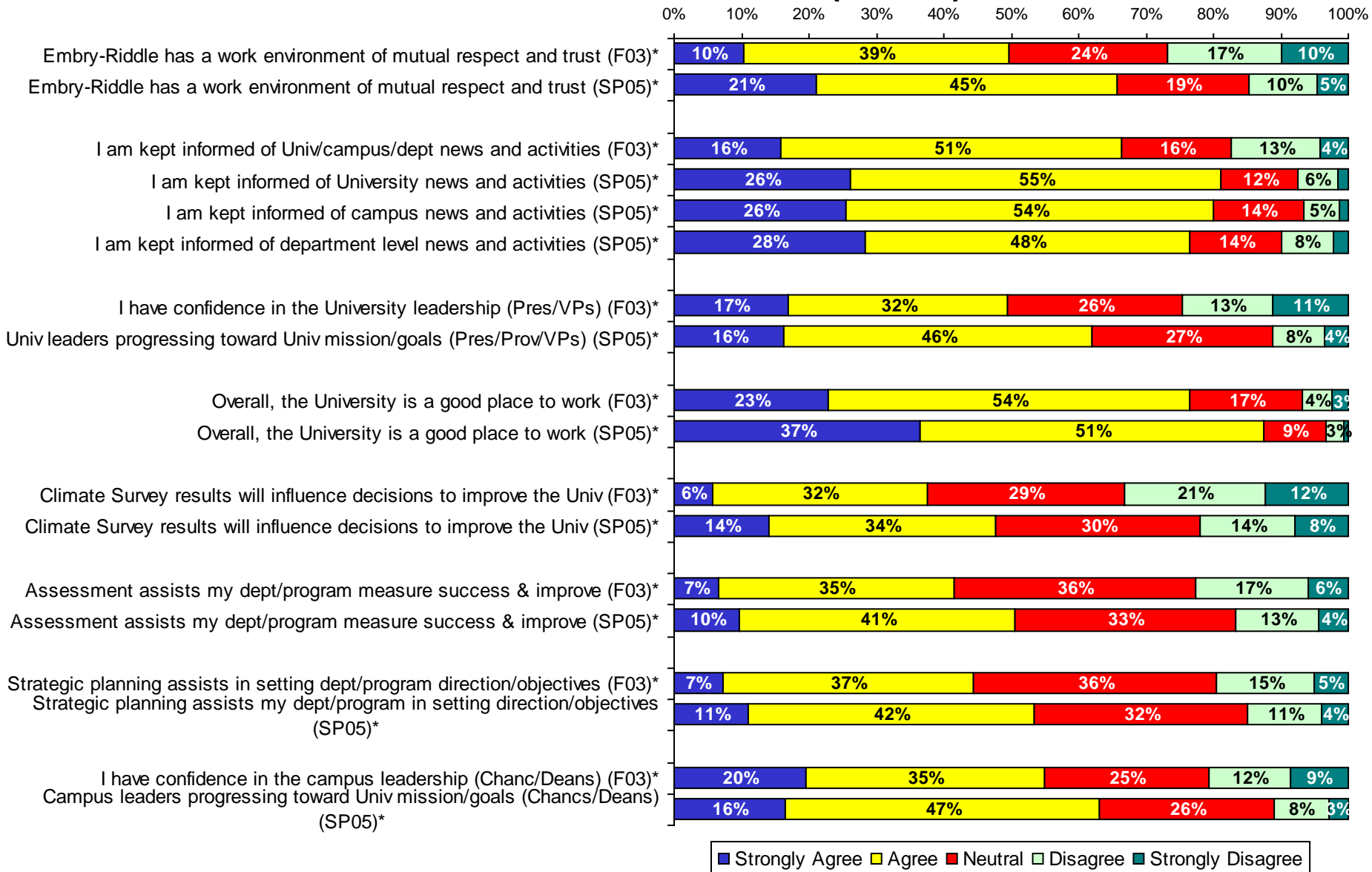
ERAU Climate Survey, Spring 2005

Comparison to the Fall 2003 Survey

- Ten charts follow -- two for all divisions combined, plus two charts per division (UA, DB, PC, EC):
 - Only those questions that remained the same or were slightly reworded/expanded are shown.
 - Sorted from “most improved” to “least improved” (based on the percent responding “strongly agree” or “agree”).
 - Items for which a chi-square test of independence are significant ($\alpha=.05$) are asterisked. This indicates that there is an association between the year of the survey administration and the response to that item (i.e. there is a significant difference in results between the two years).

Chart 11: Fall 2003 vs. Spring 2005

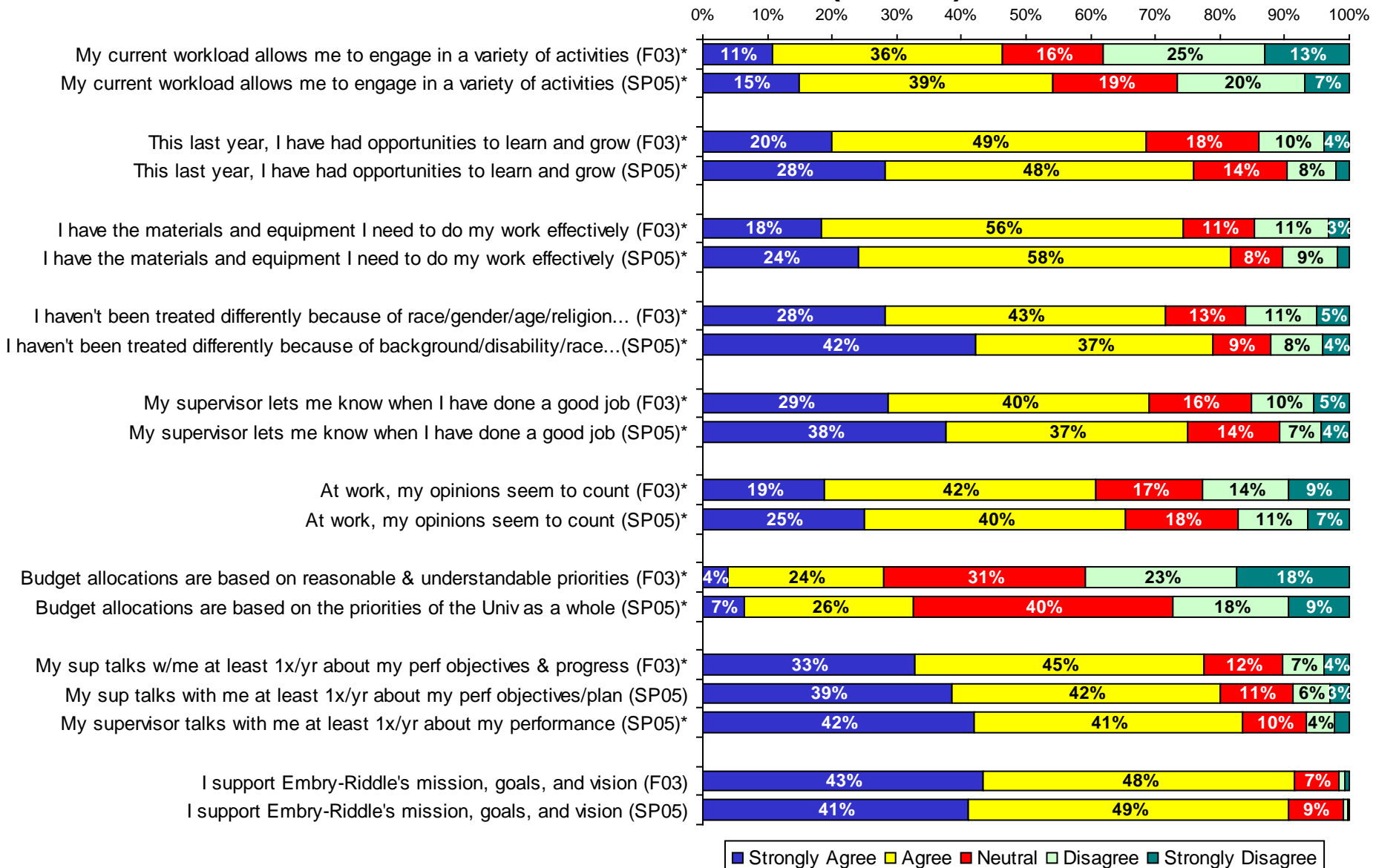
All Divisions Combined (#1 of 2)



* Responses between F03 and SP05 are significantly different (alpha=.05).

Chart 11 (cont'd): Fall 2003 vs. Spring 2005

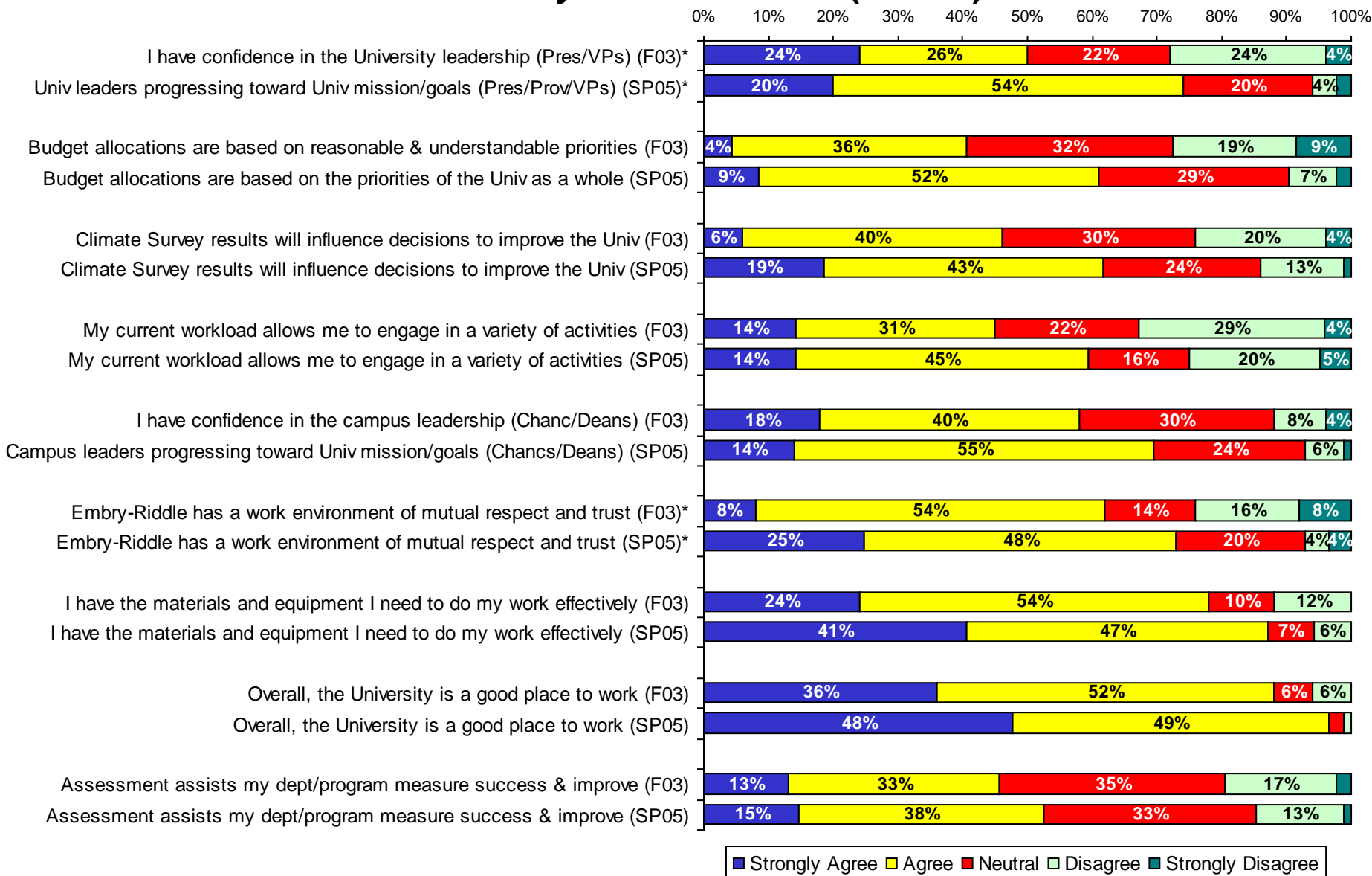
All Divisions Combined (#2 of 2)



* Responses between F03 and SP05 are significantly different (alpha=.05).

Chart 12: Fall 2003 vs. Spring 2005

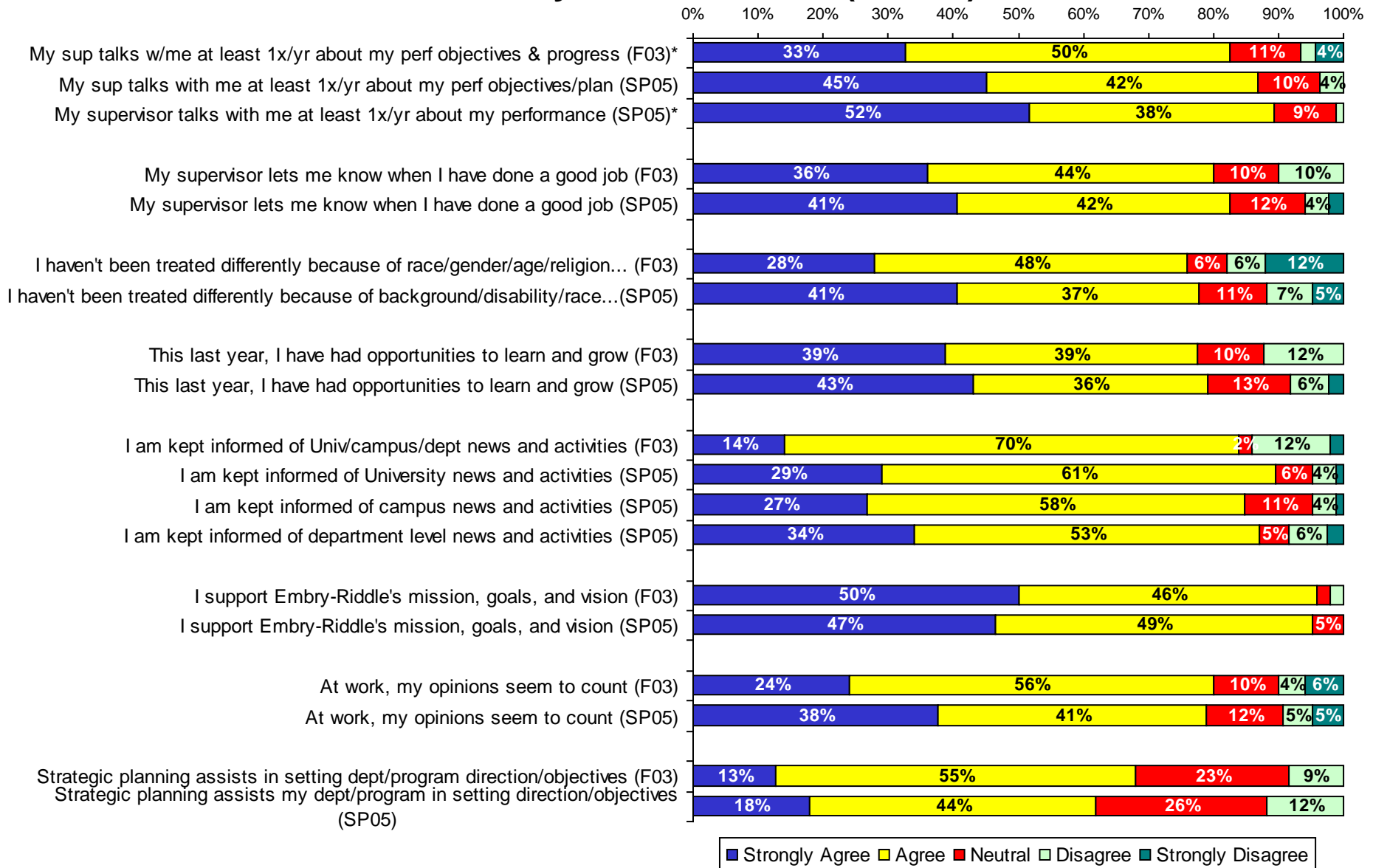
University Administration (#1 of 2)



* Responses between F03 and SP05 are significantly different (alpha=.05).

Chart 12 (cont'd): Fall 2003 vs. Spring 2005

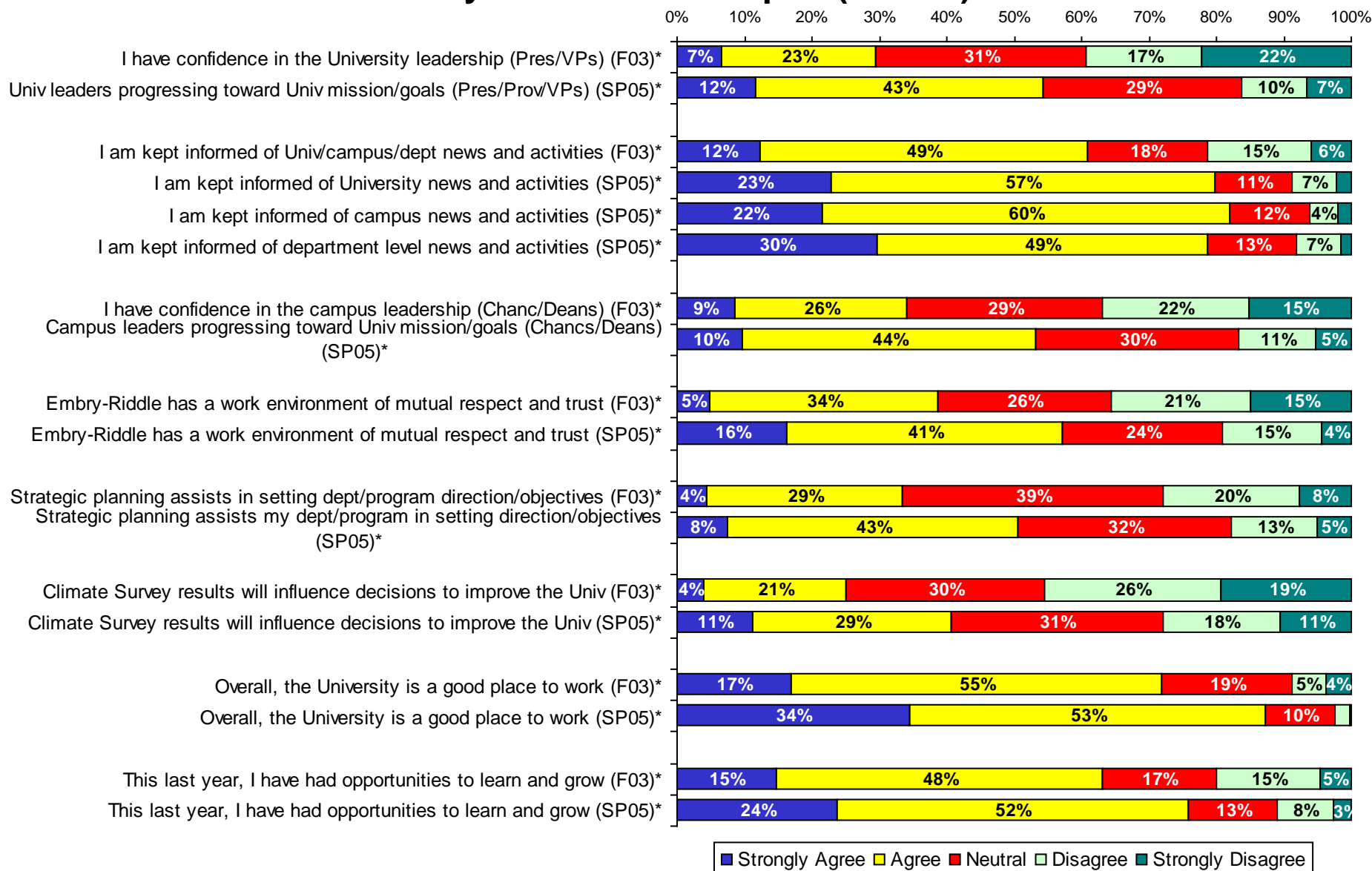
University Administration (#2 of 2)



* Responses between F03 and SP05 are significantly different (alpha=.05).

Chart 13: Fall 2003 vs. Spring 2005

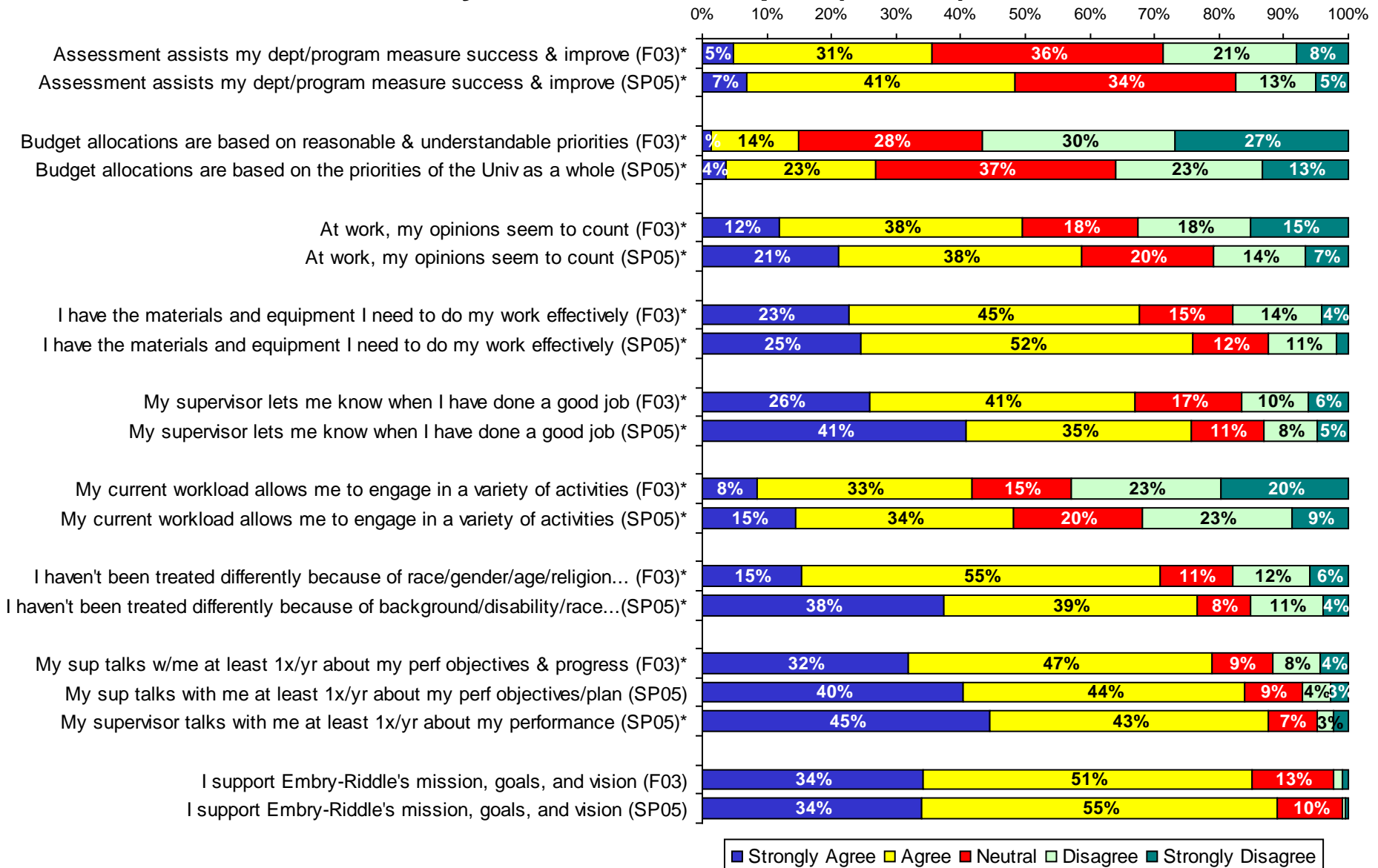
Daytona Beach Campus (#1 of 2)



* Responses between F03 and SP05 are significantly different (alpha=.05).

Chart 13 (cont'd): Fall 2003 vs. Spring 2005

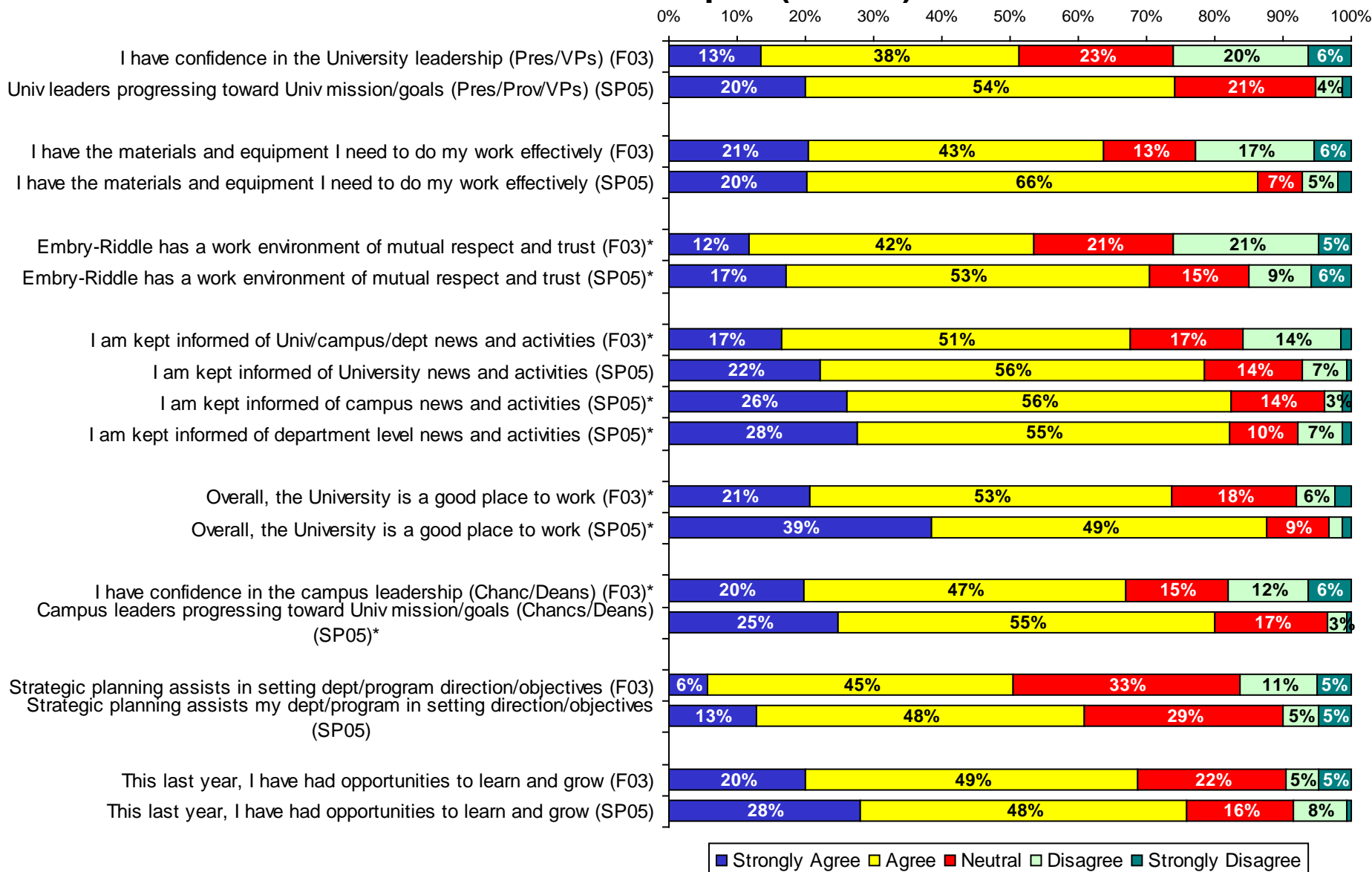
Daytona Beach Campus (#2 of 2)



* Responses between F03 and SP05 are significantly different (alpha=.05).

Chart 14: Fall 2003 vs. Spring 2005

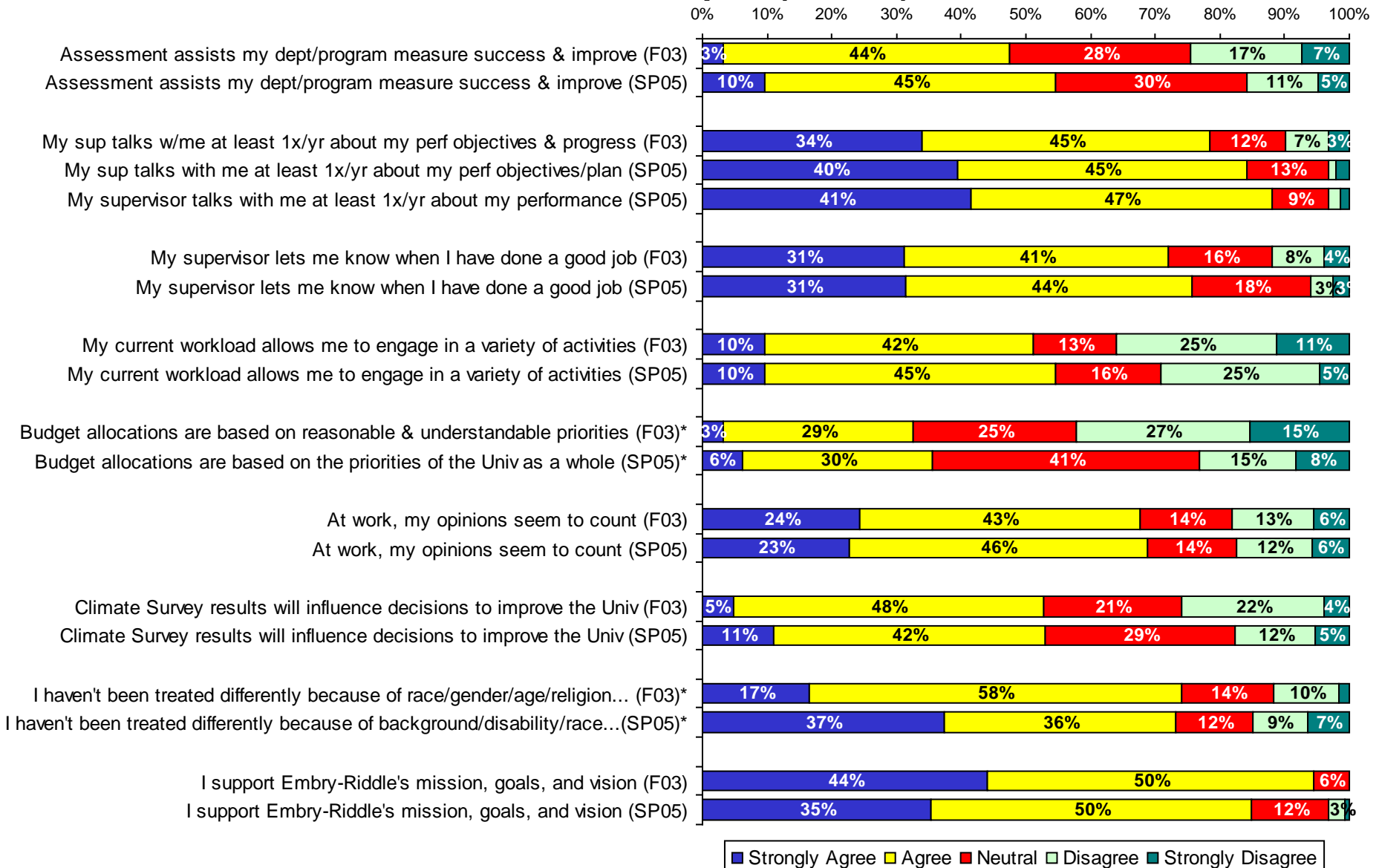
Prescott Campus (#1 of 2)



* Responses between F03 and SP05 are significantly different (alpha=.05).

Chart 14 (cont'd): Fall 2003 vs. Spring 2005

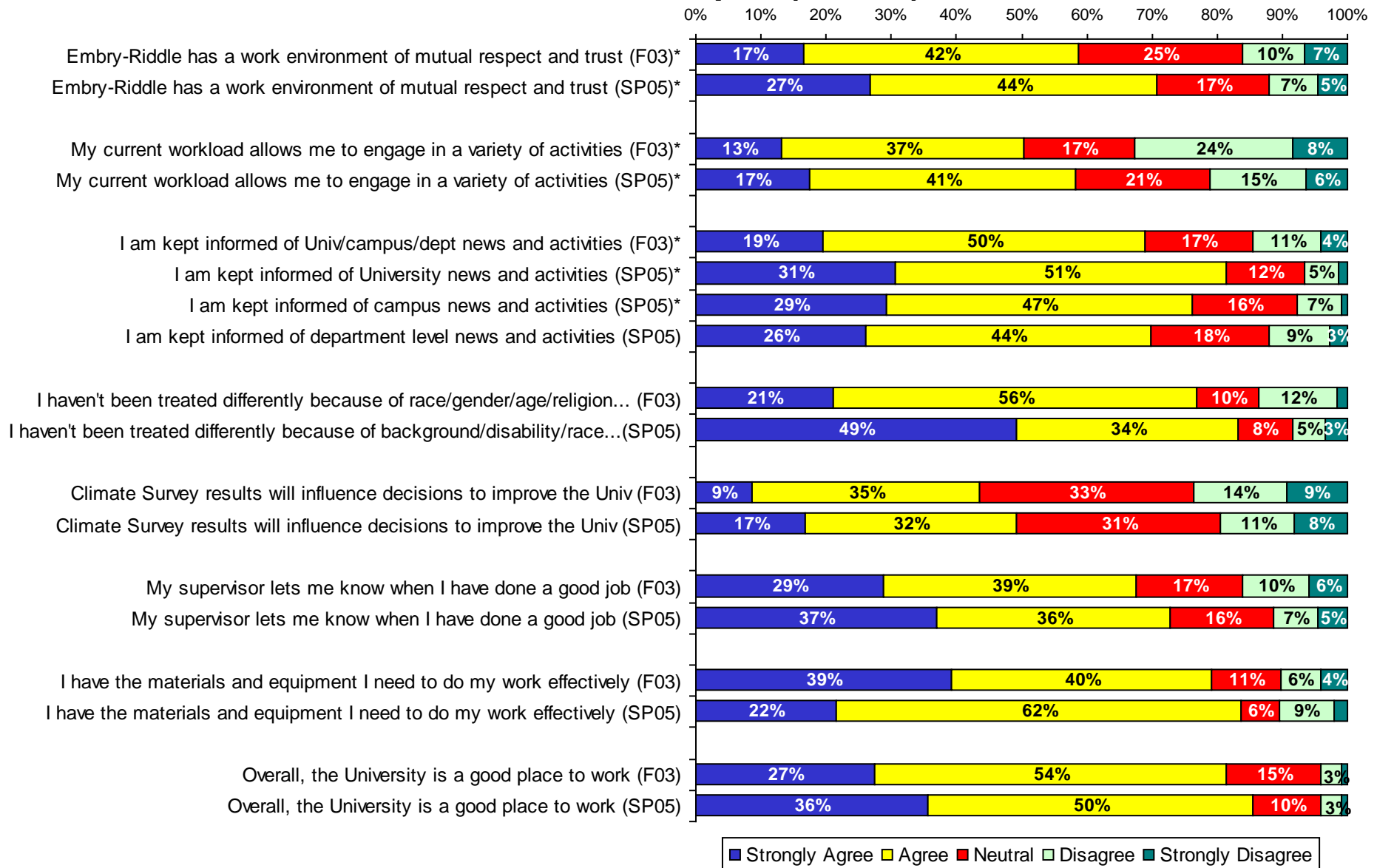
Prescott Campus (#2 of 2)



* Responses between F03 and SP05 are significantly different (alpha=.05).

Chart 15: Fall 2003 vs. Spring 2005

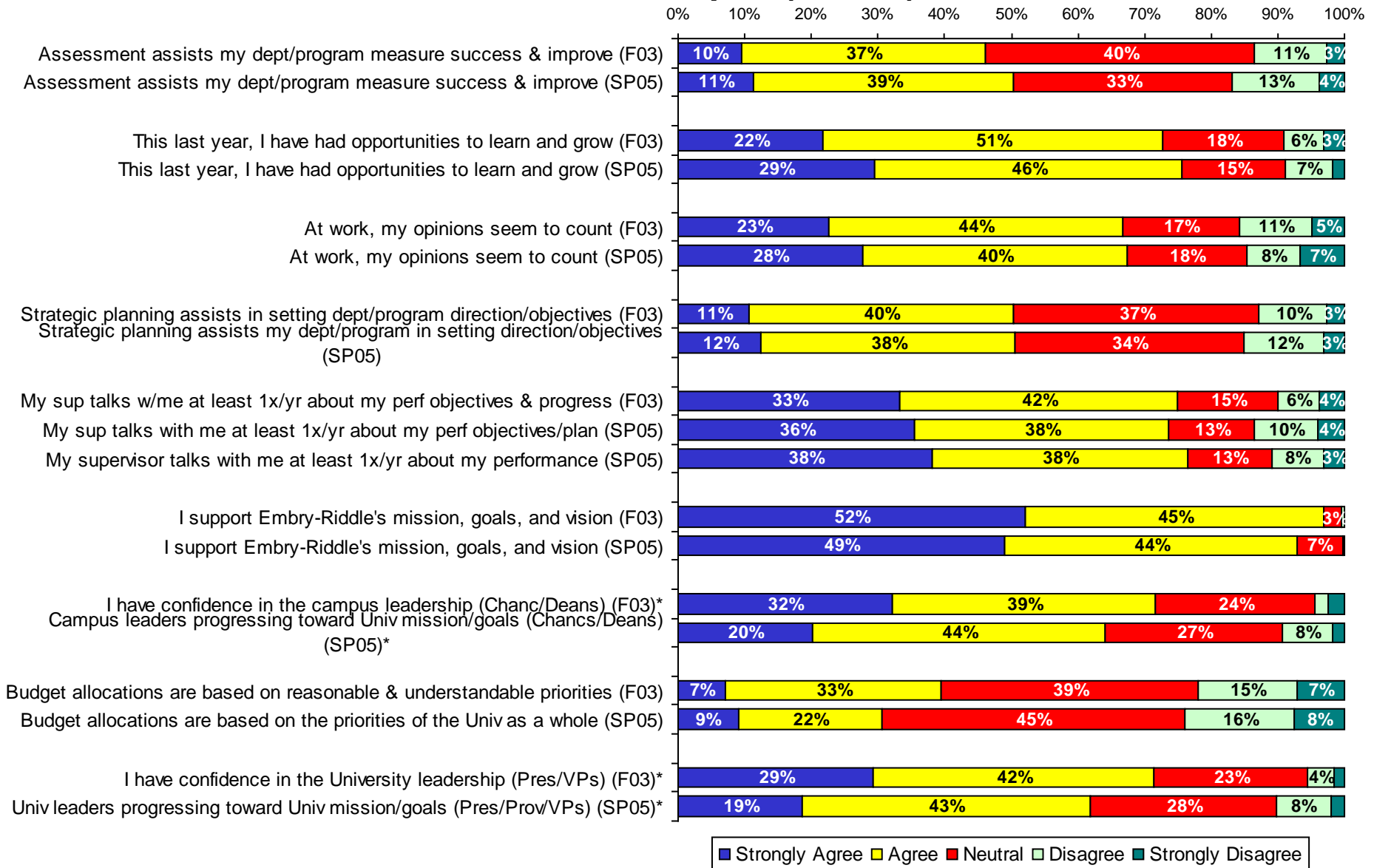
Extended Campus (#1 of 2)



* Responses between F03 and SP05 are significantly different (alpha=.05).

Chart 15 (cont'd): Fall 2003 vs. Spring 2005

Extended Campus (#2 of 2)



* Responses between F03 and SP05 are significantly different (alpha=.05).

Additional Breakouts Available in Separate Addenda

- Charts displaying each question, broken out by respondent characteristics (division, location, gender, faculty vs. staff, f/t vs. p/t, and supervisory vs. non-supervisory). Includes comparisons to prior survey results.
- Data Tables
- Survey Instrument
- Note: The comments section is not included in the posted report. Instead, individual feedback will be given as appropriate.