

# ERAU Faculty & Staff Climate Survey Fall 2002 Overall Results

Office of the President  
Office of Institutional Research  
January 2003

# Background

- **Web-based instrument:**
  - 24 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 through from 11/13/02-11/27/02.
  - 2 email announcements:
    - Announcement that survey administration has begun, 11/13/02
    - Reminder that survey administration is about to end, 11/21/02
  - Physical Plant & Flight were contacted directly to encourage participation.
  - All employees urged to participate (regardless of status, location, etc.).
- Changes to this version:
  - Univ Admin is now separate (was combined w/DB before)
  - Some questions reworded/added:
    - “Confidence in “Univ leadership” now excludes Chancellors. A new “confidence” question just for Chancellors/College Deans was added.
    - Added item about physical facilities/campus appearance
    - Minor rewording of a couple of items

# Who Responded?

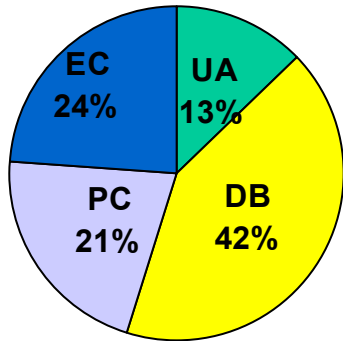
(Number of completed surveys & estimated response rates)

- **Grand Total: 799 (39%) (compared to 847, 40%, in Spring 2002). Other response rates:**
  - **By Location:**
    - University Administration: 59 (22%)
    - Daytona Beach: 324 (37%)
    - Prescott: 141 (32%)
    - Extended Campus: 268 (54%)
  - **By Position:**
    - Faculty: 202 (41%)
    - Staff: 584 (37%)
  - **By Employment Status:**
    - Full-time: 703 (39%)
    - Part-time: 82 (34%)
  - **By Gender:**
    - Female: 393 (48%)
    - Male: 376 (30%)
  - **By Level** (comparison to actual population not available) :
    - Management: 253
    - Non-Management: 493
- **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 females and EC employees, and a lower proportion of UA employees, in the survey respondent pool.**

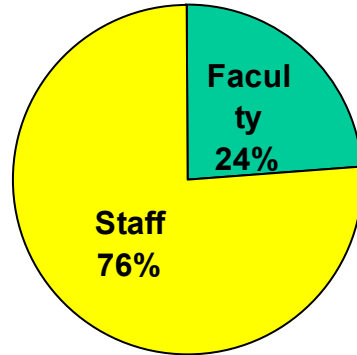
# Demographics – Actual vs. Survey Respondents

## Actual Population (based on Oct 2002 payroll)

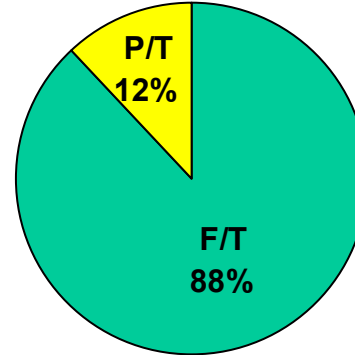
Location



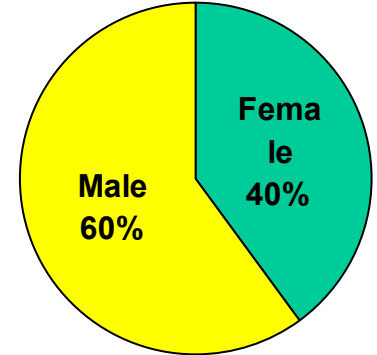
Position



Status

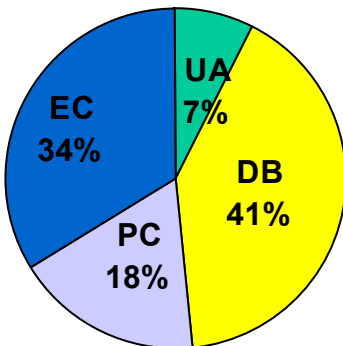


Gender

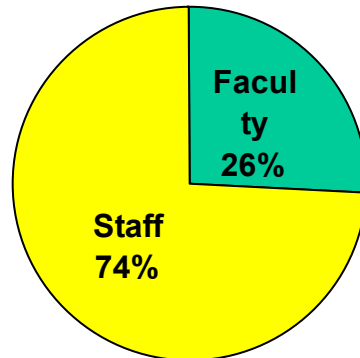


## Survey Respondents

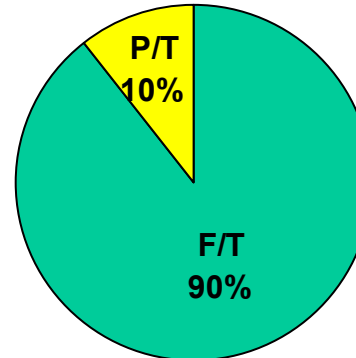
Location



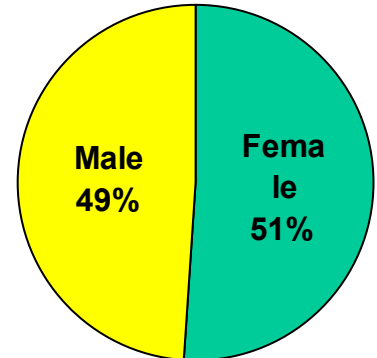
Position



Status



Gender

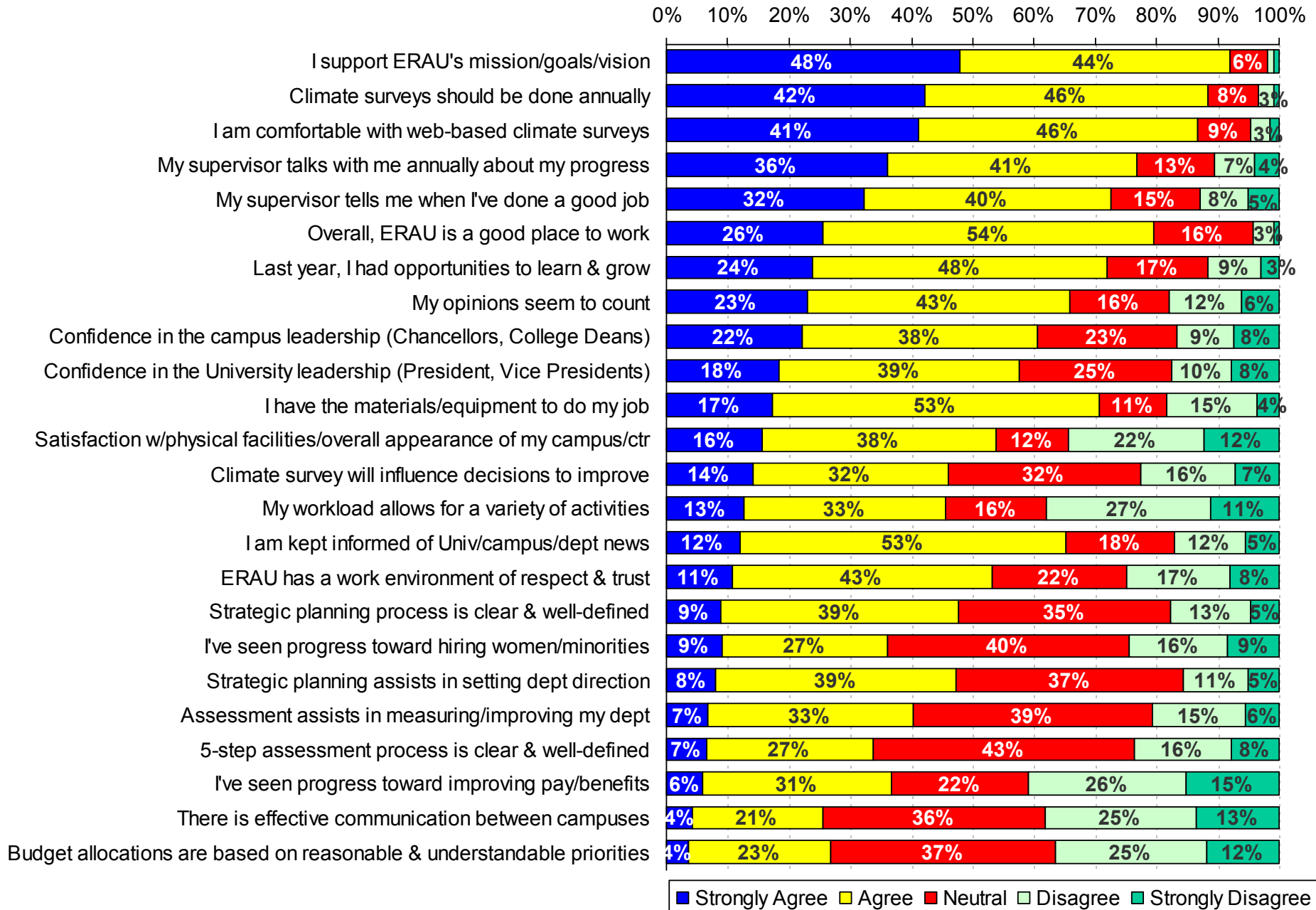


# Overall Results: “The Big Picture”

- Five charts follow:
  - Overall, all respondents combined
  - University Administration
  - Daytona Beach
  - Prescott
  - Extended Campus
- Each chart displays the percent response for each category (“Strongly Agree”, “Agree”, “Neutral”, “Disagree”, or “Strongly Disagree”) to each of the 24 opinion questions, sorted in order of those items which received the most agreement to the least agreement.
- Fall 2002 results for all campuses combined, plus each campus separately, are shown on the following slides.

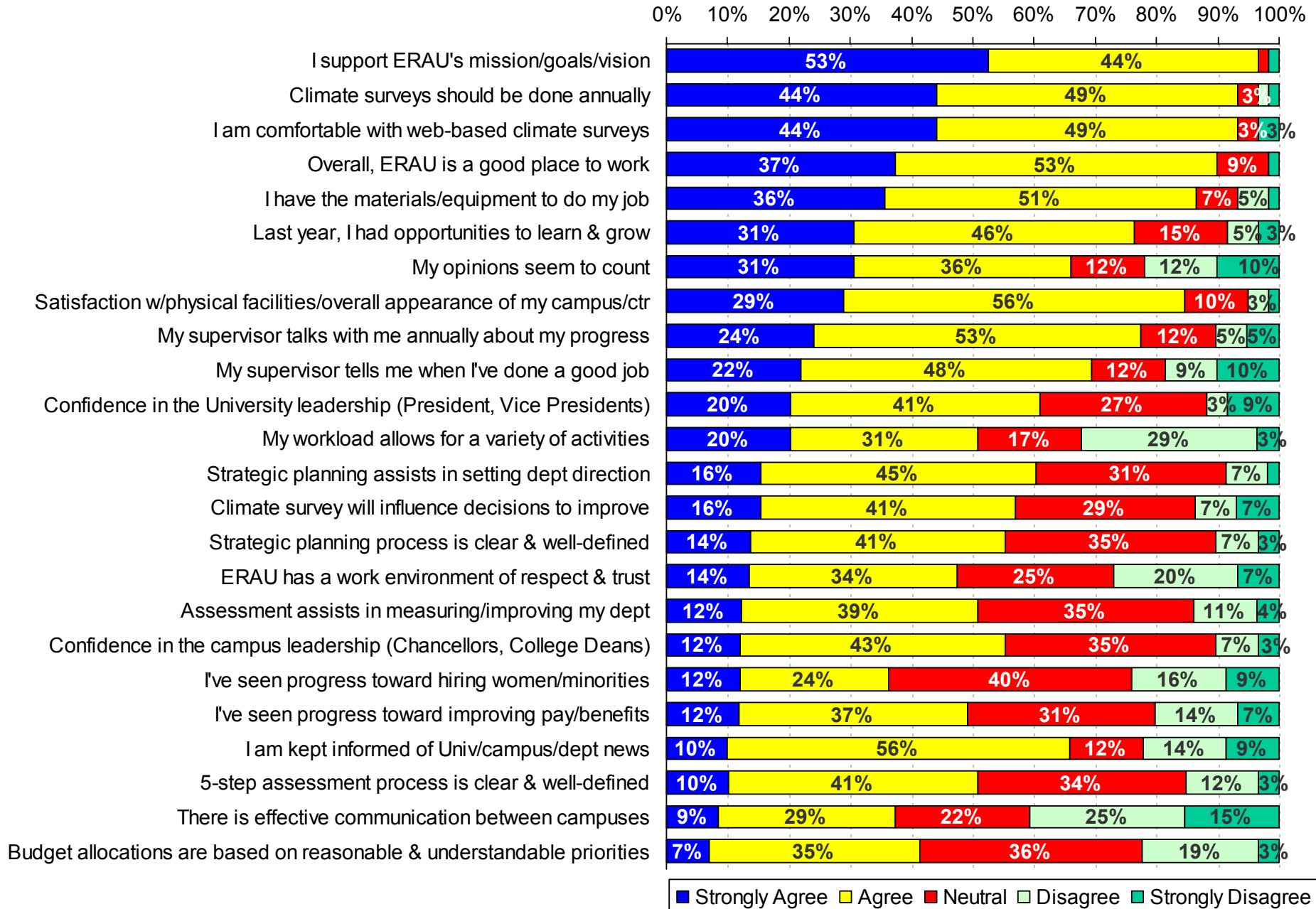
# Overall Results, All Campuses Combined

(n=799)



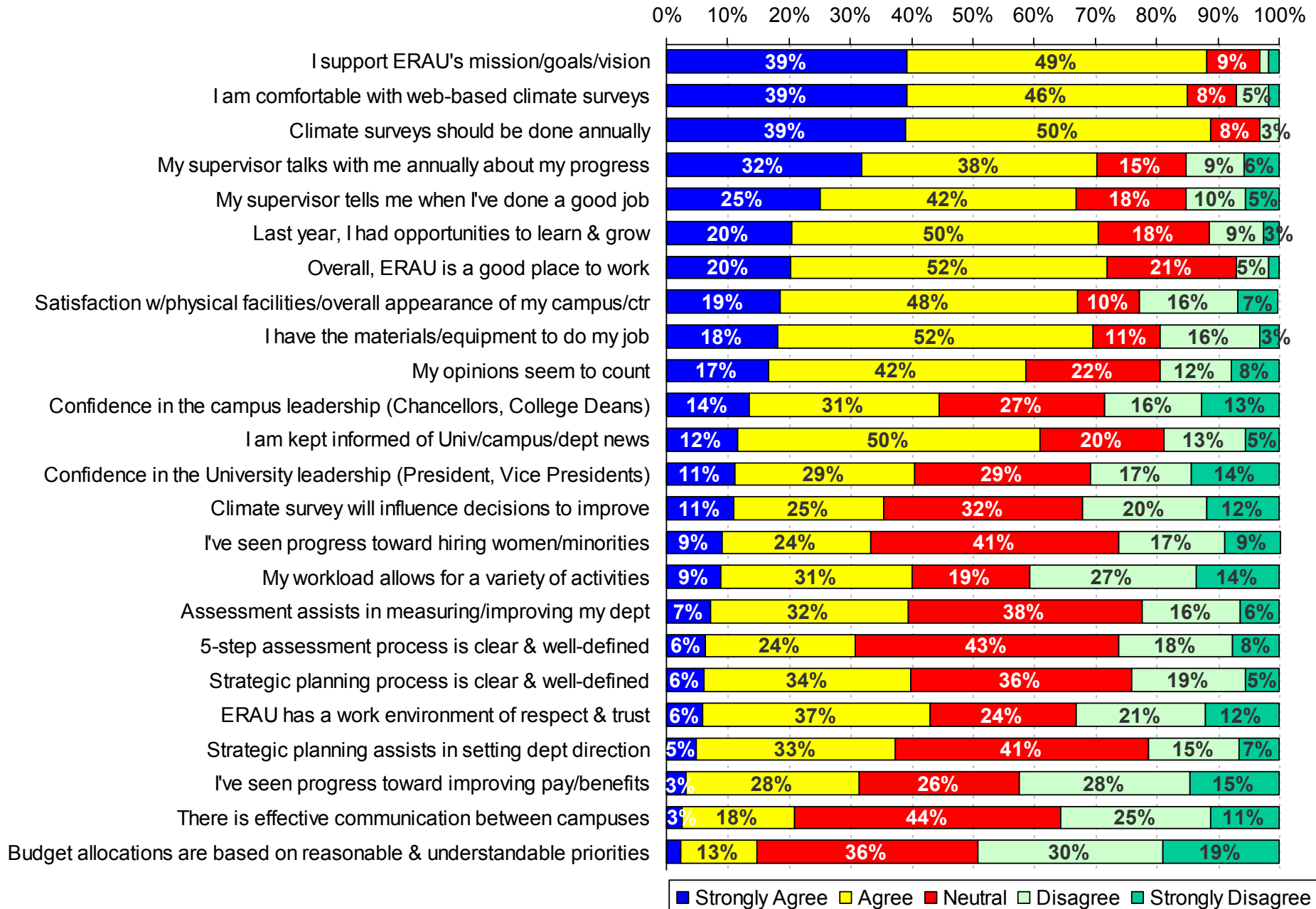
# Overall Results, University Administration

(n=59)



# Overall Results, Daytona Beach Campus

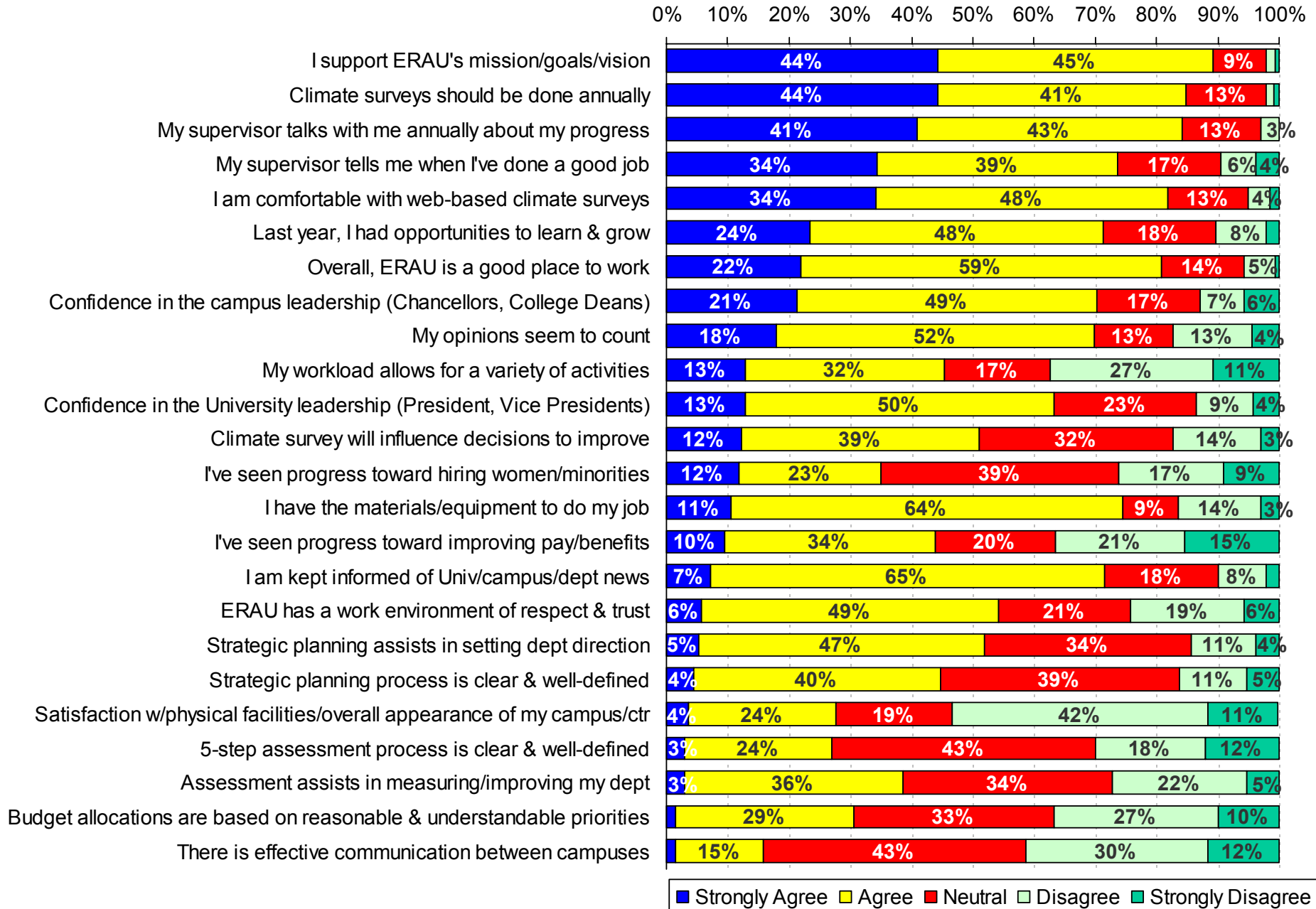
(n=324)





# Overall Results, Prescott Campus

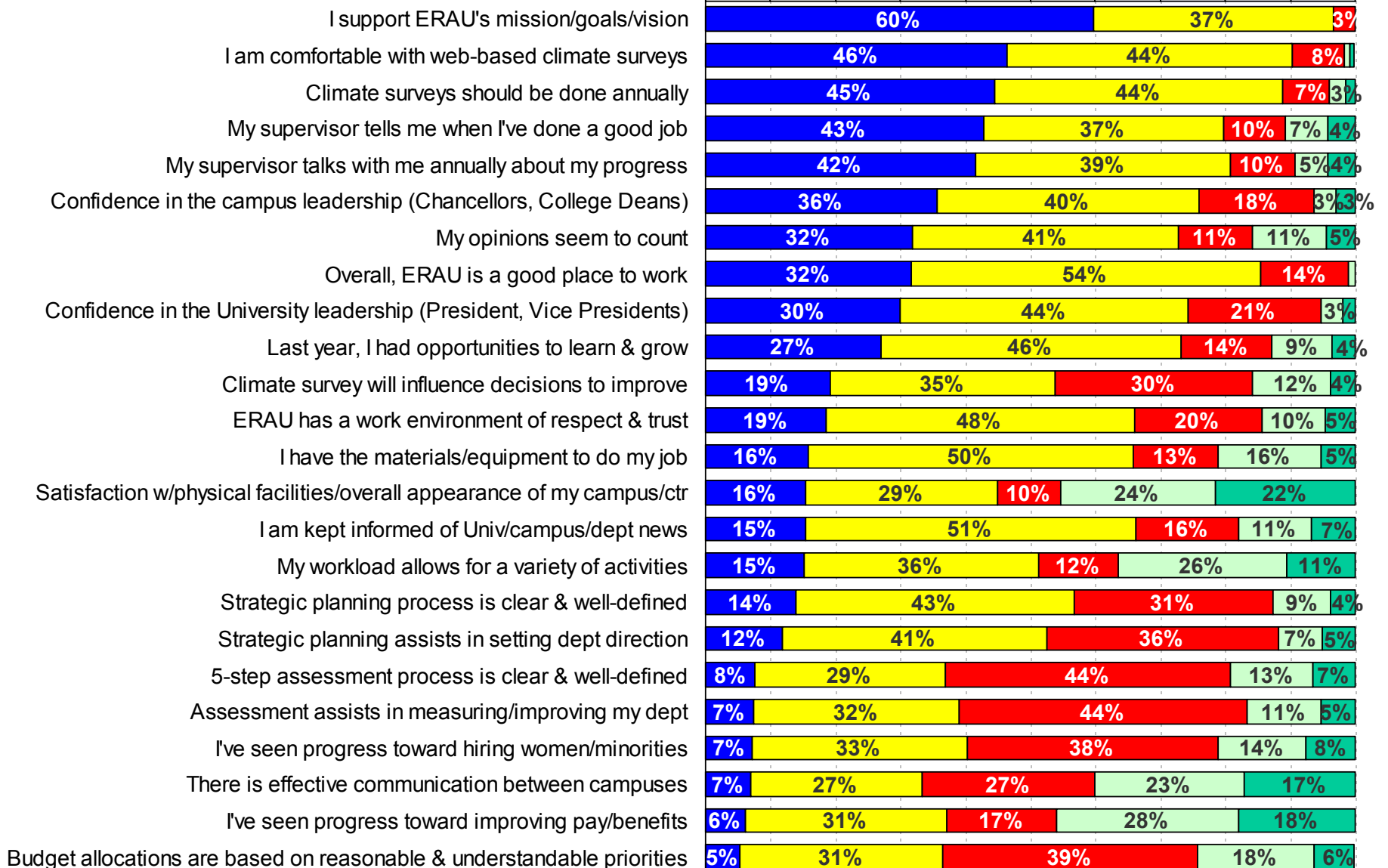
(n=141)



# Overall Results, Extended Campus

(n=268)

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%



Strongly Agree Agree Neutral Disagree Strongly Disagree

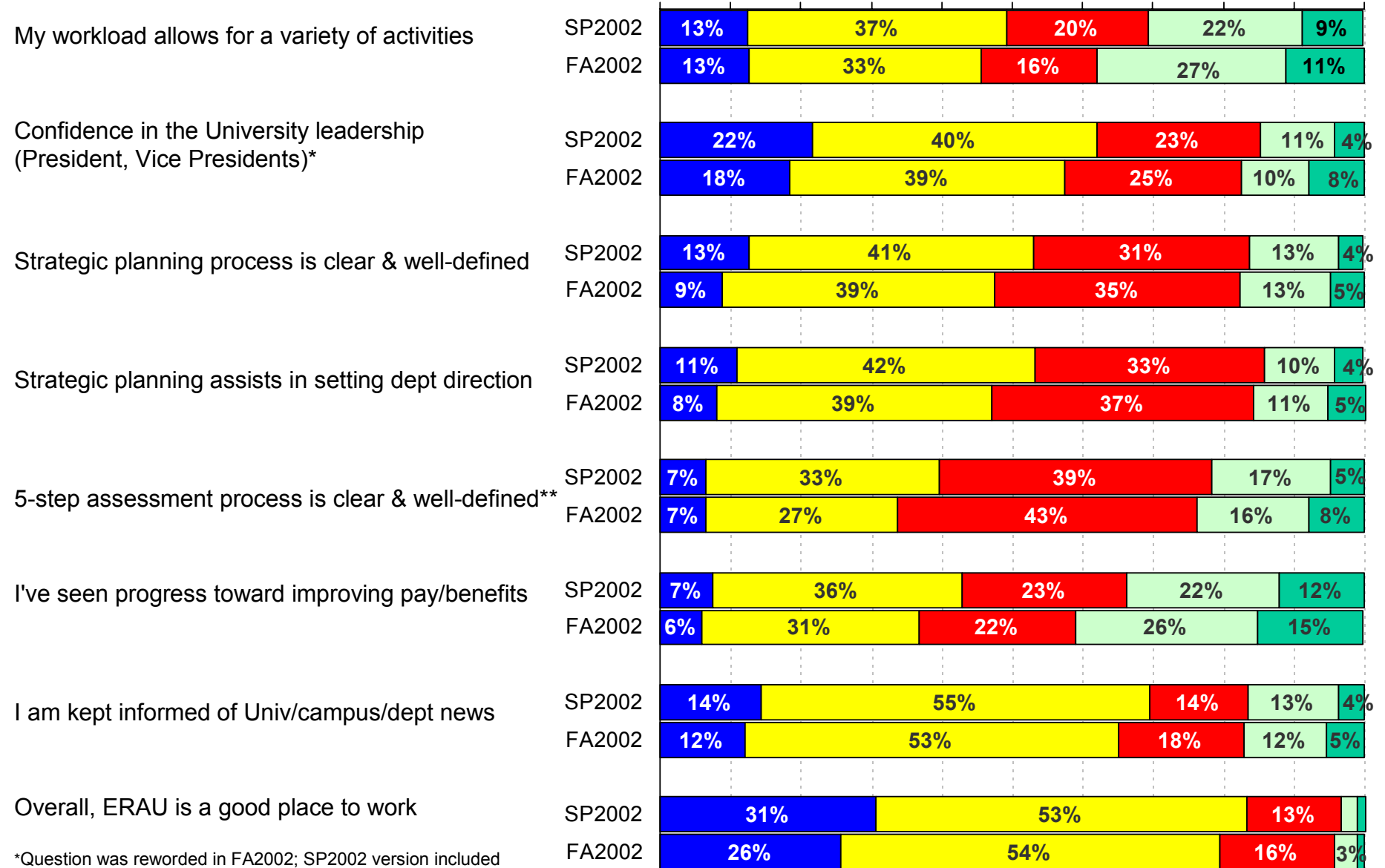
# What differences have arisen between the Spring 2002 and Fall 2002 results?

- The following four slides (one for all campuses combined, the others for DB, PC, and EC) display only those items for which a statistically significant difference exists in the responses between the two administrations.
- The difference could be in either direction: more positive responses, more neutral responses, or more negative responses. The slides display all response options to allow for interpretation of where the differences occur.
- Note that there is no slide for Univ Admin (UA), since UA was not broken out separately from DB in Spring 2002. However, since the majority of the combined DB/UA Spring 2002 results are likely to be DB responses, the DB slide contains the combined DB/UA results for Spring 2002.

# Spring 2002 vs. Fall 2002: Items that Differed Significantly

## All Campuses Combined

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%



Strongly Agree Agree Neutral Disagree Strongly Disagree

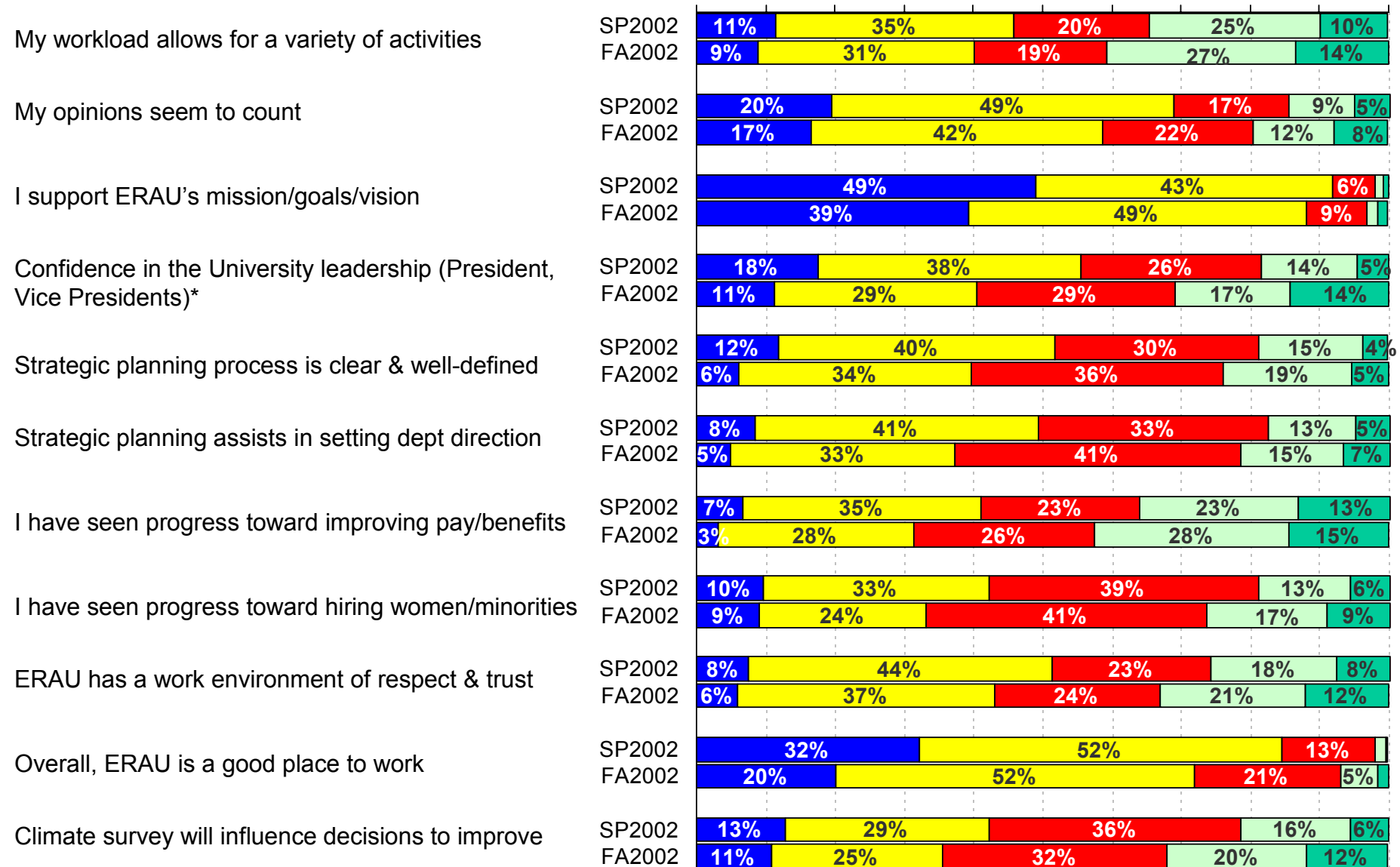
\*Question was reworded in FA2002; SP2002 version included "Chancellors".

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

# Spring 2002 vs. Fall 2002: Items that Differed Significantly Daytona Beach Campus

(Sp2002 represents DB and Univ Admin combined; FA2002 represents DB only)

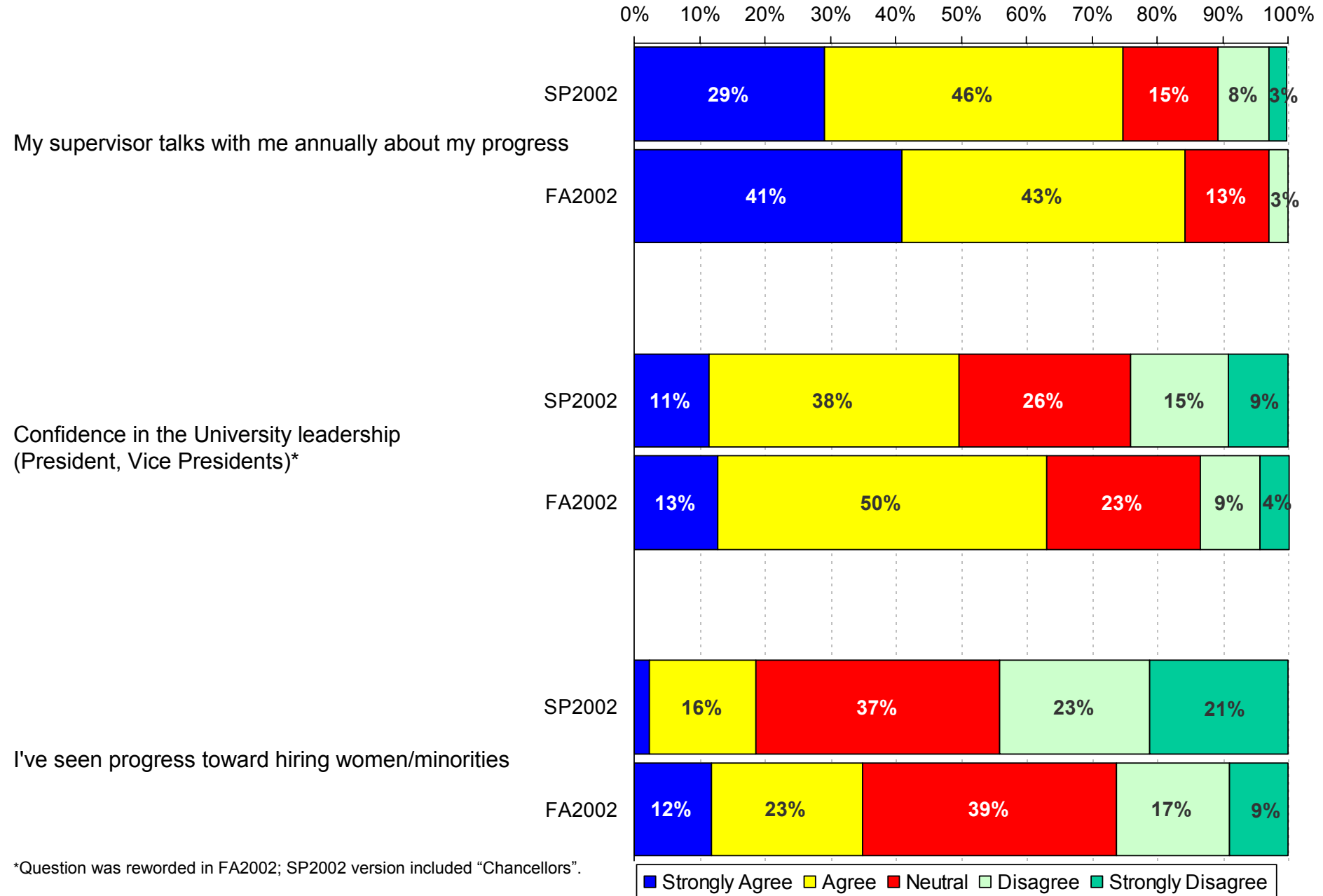
0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%



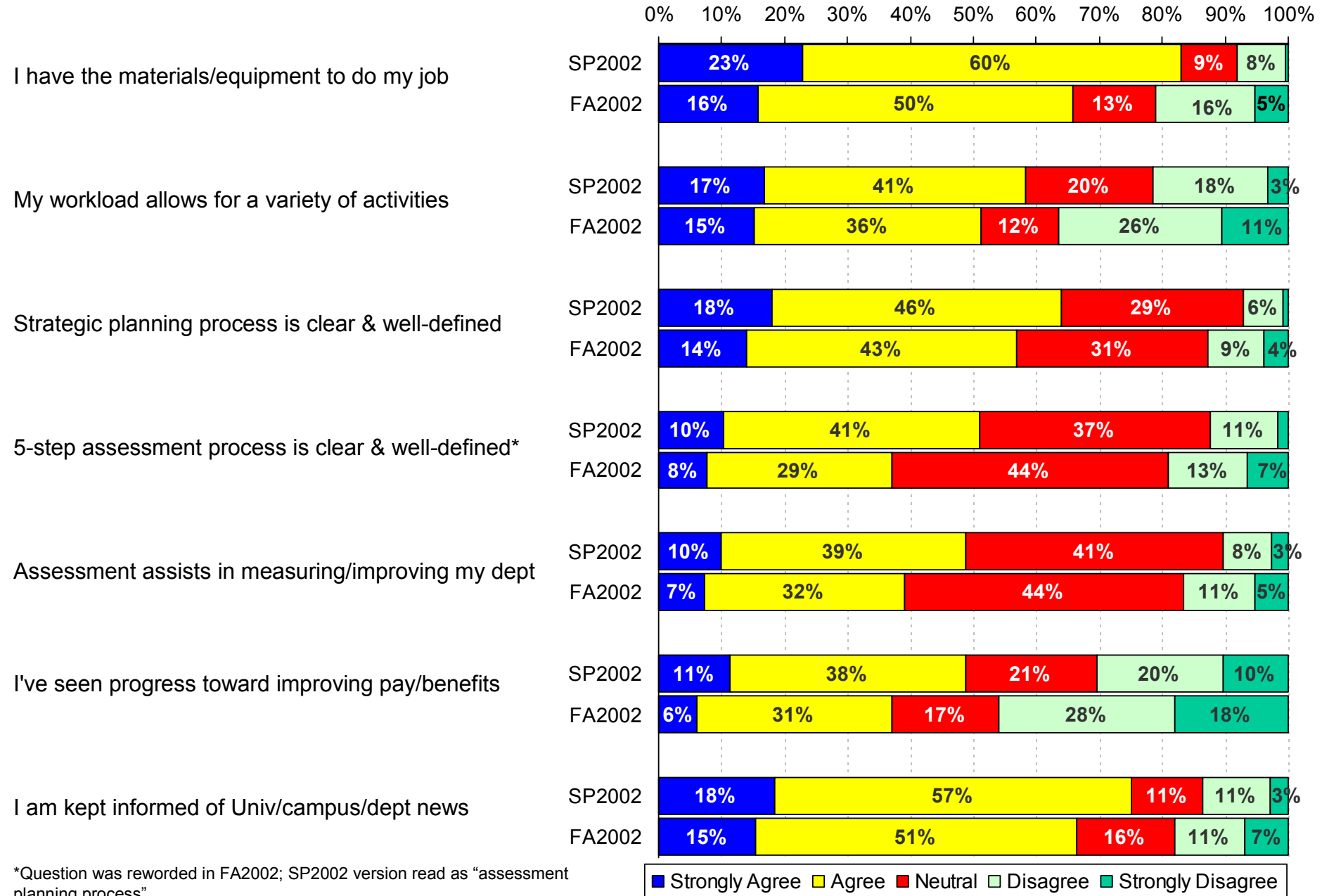
Strongly Agree Agree Neutral Disagree Strongly Disagree

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

# Spring 2002 vs. Fall 2002: Items that Differed Significantly Prescott Campus



# Spring 2002 vs. Fall 2002: Items that Differed Significantly Extended Campus



# **Additional Breakouts Available in Separate Addenda**

- **Charts displaying each question broken out by respondent characteristics (faculty/staff, full-time/part-time, female/male, etc.). Comparisons to the Spring 2002 results are included.**
- **Data tables**
- **Comments by campus**