

# ERAU Faculty & Staff Climate Survey Fall 2002 Results by Management Level

Office of the President  
Office of Institutional Research  
January 2003

# Who Responded?

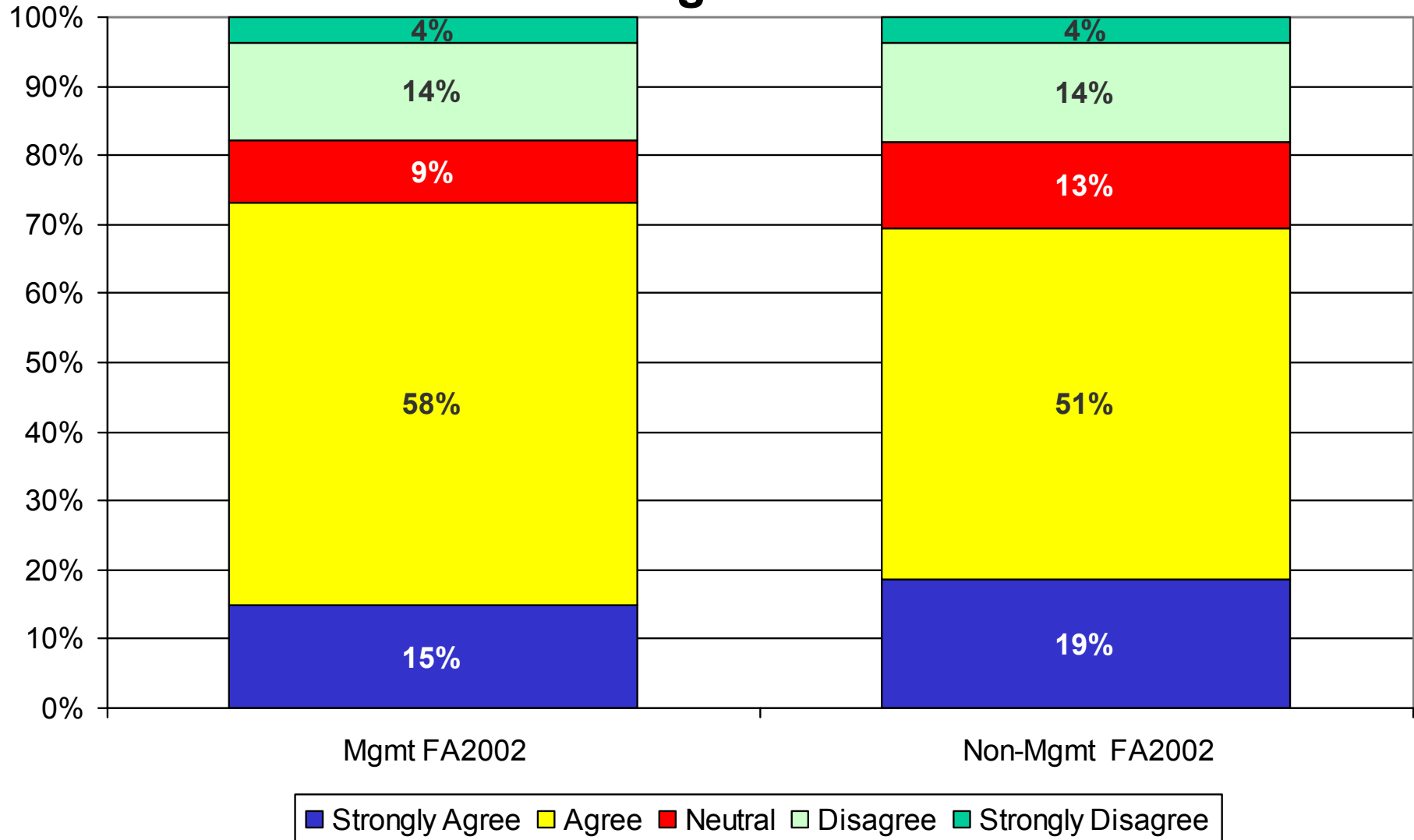
(Number of completed surveys & estimated response rates)

- **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. However, note that there were higher proportions of females and EC employees, and a lower proportion of UA employees, in the survey respondent pool.**

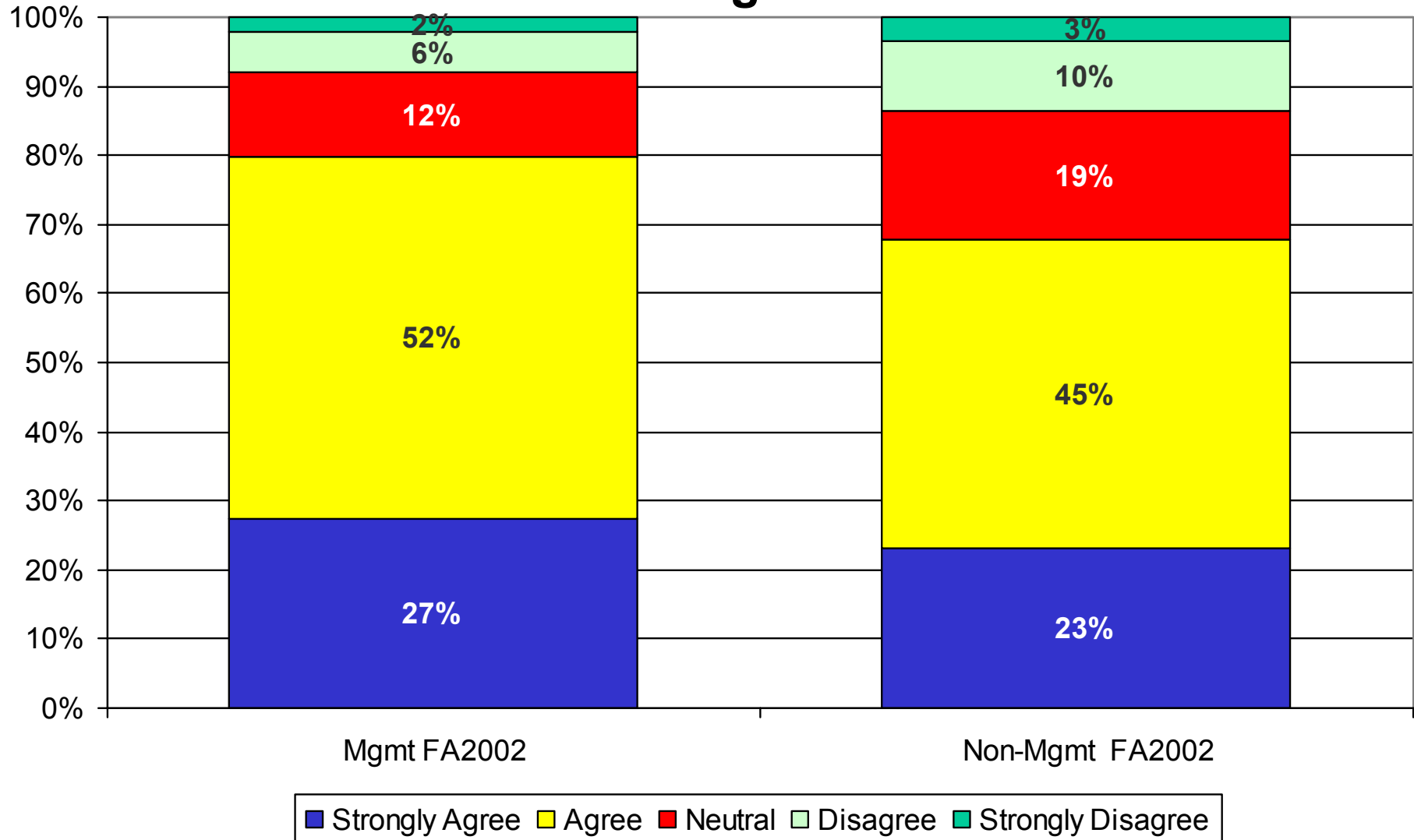
# Results By Management Level

- 24 charts follow (all campus locations combined), one per question, each displaying Fall 2002 data (management level breakout not collected on Spring 2002 survey).
- Each chart displays the percent response for each category (“Strongly Agree”, “Agree”, “Neutral”, “Disagree”, or “Strongly Disagree”) to each of the 24 opinion questions.
- See data tables for breakouts within campus location

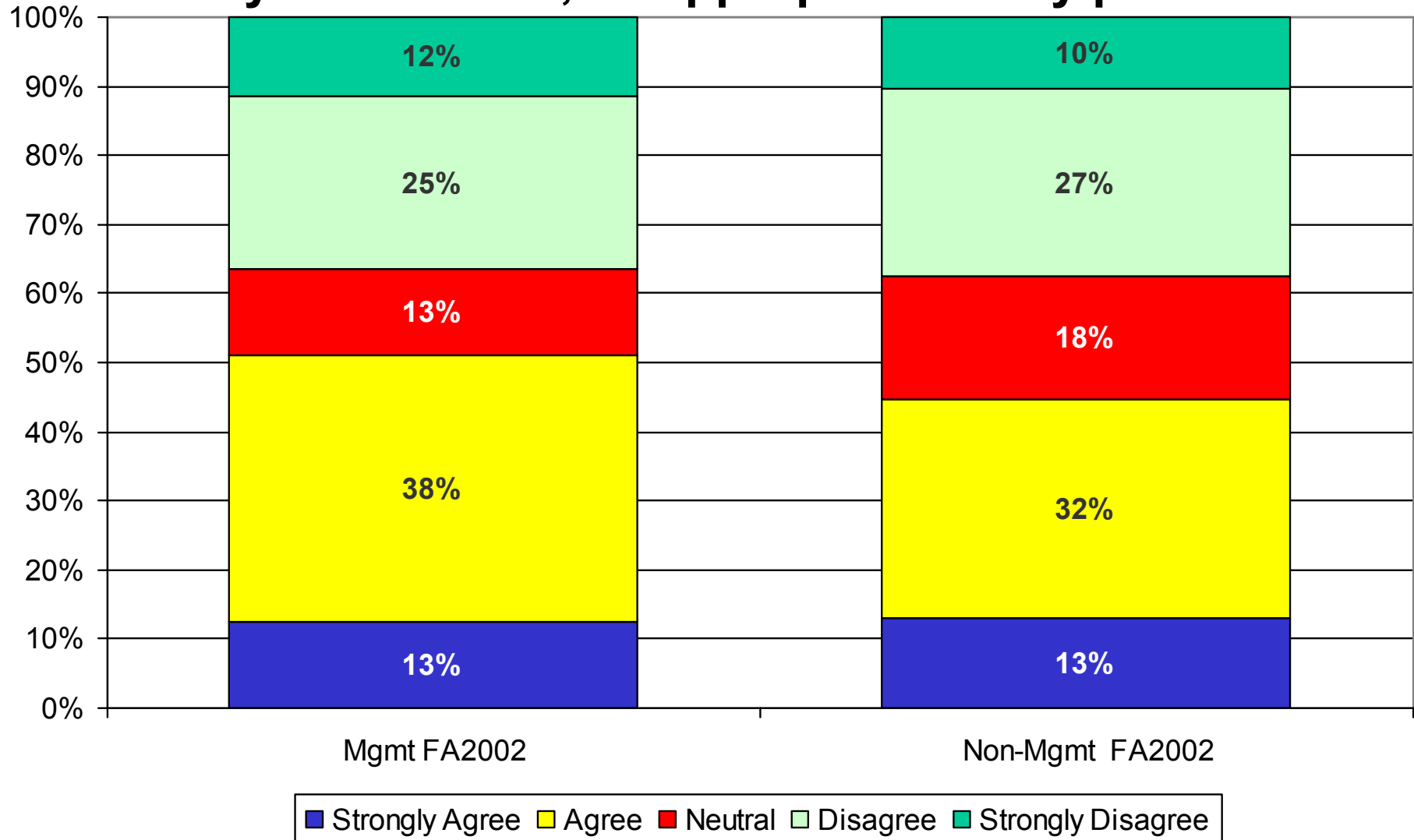
# I have the materials & equipment to do my work right



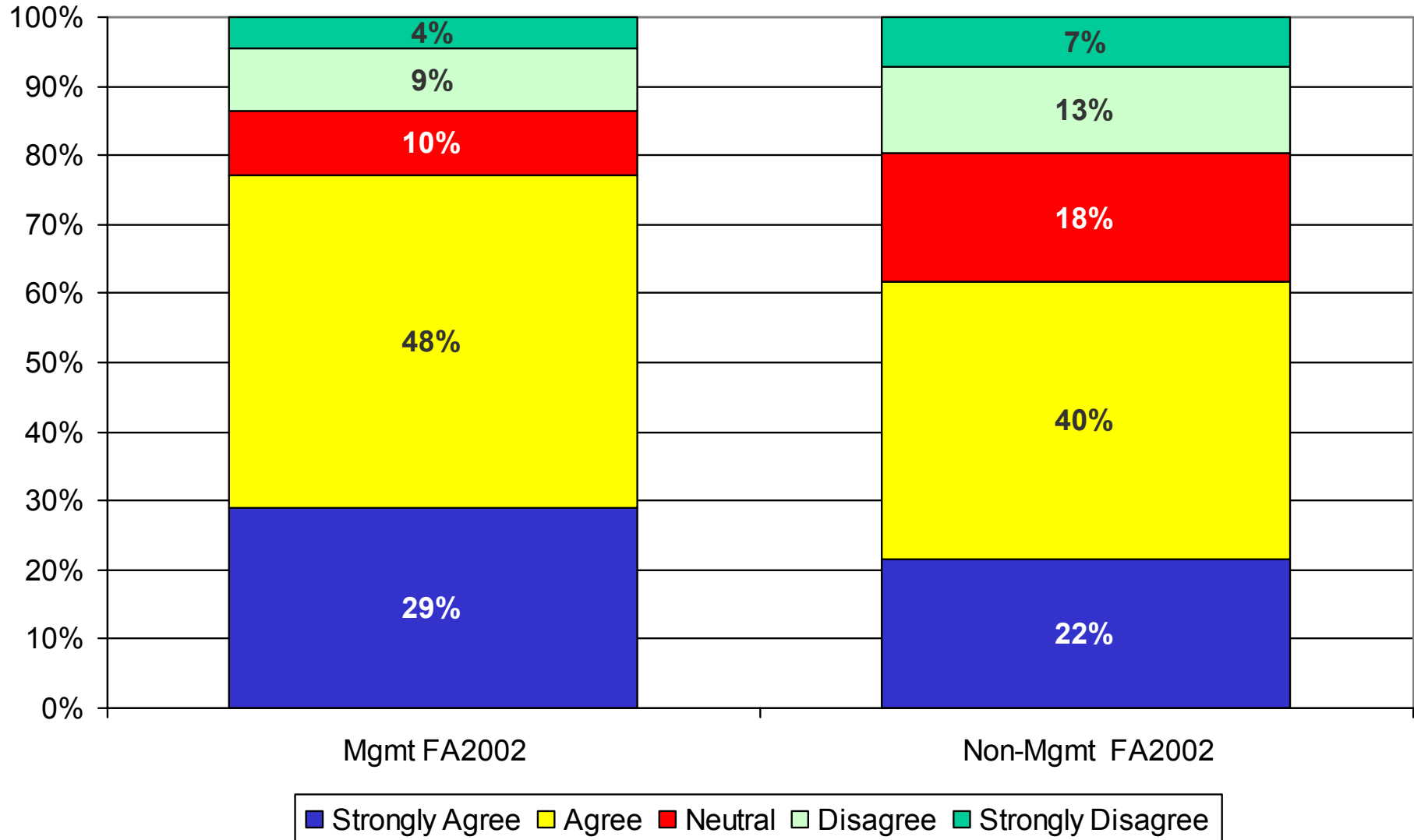
# This last year, I have had opportunities to learn & grow



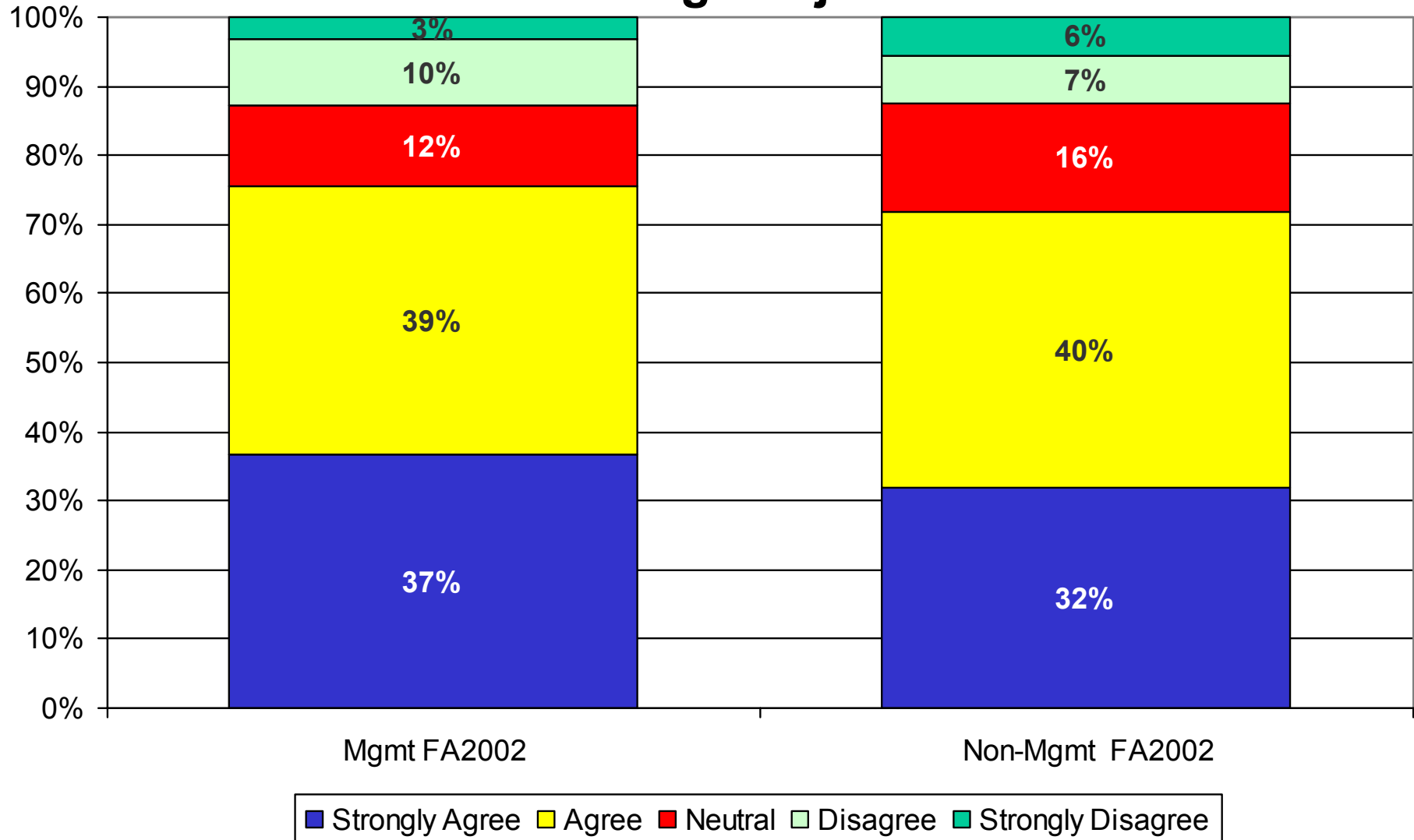
# My current workload allows me to engage in a variety of activities, as appropriate to my position



## At work, my opinions seem to count

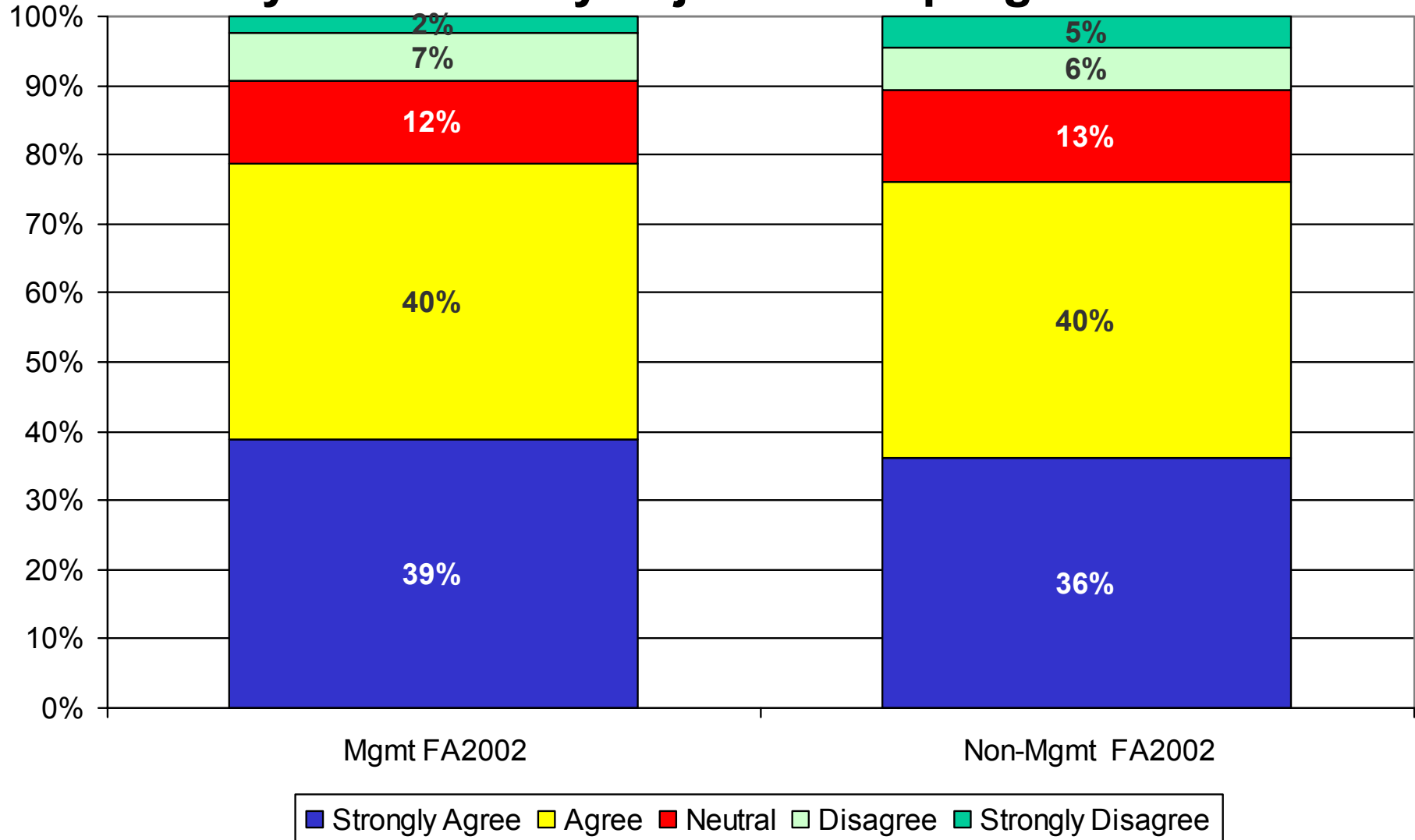


# My direct supervisor lets me know when I have done a good job

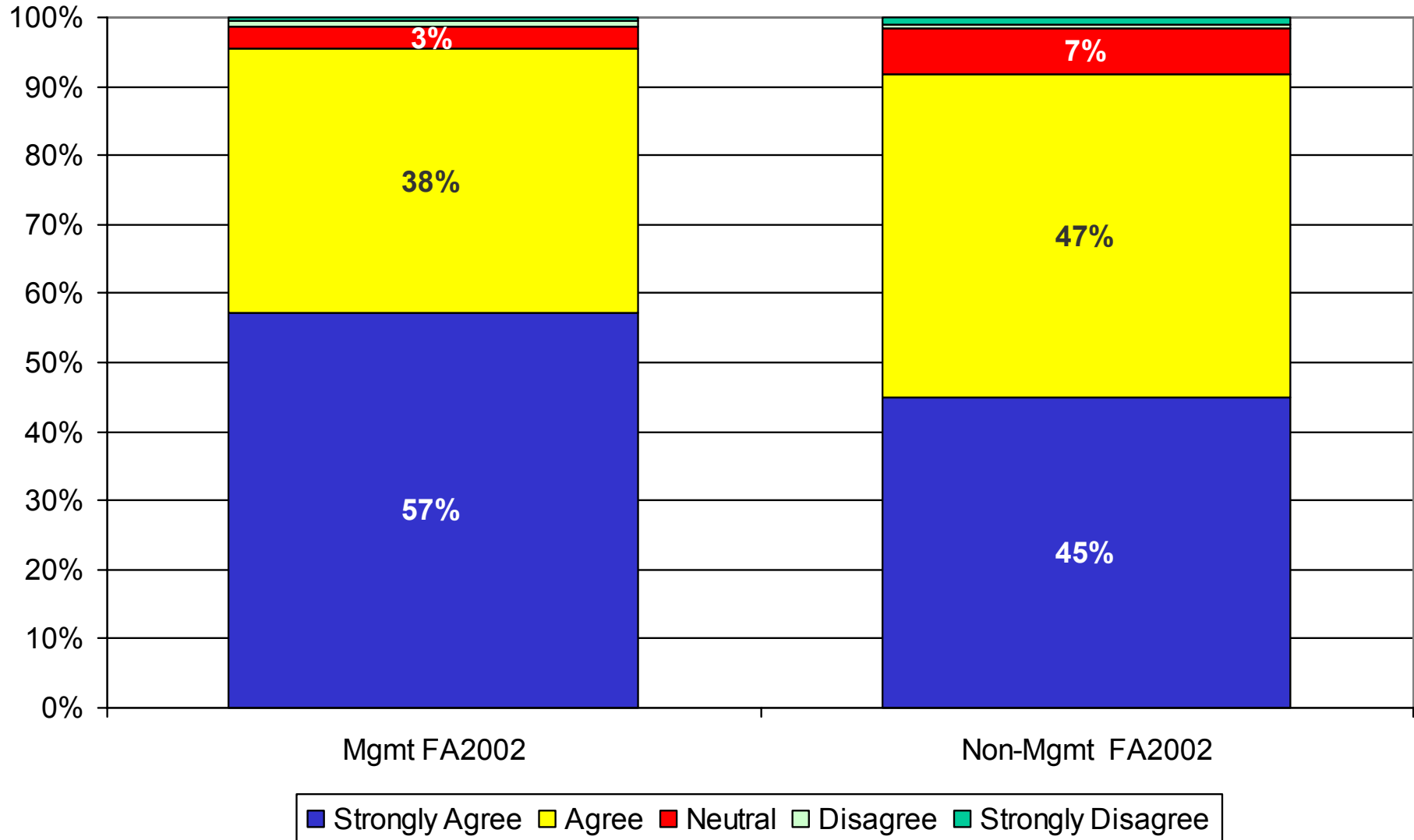




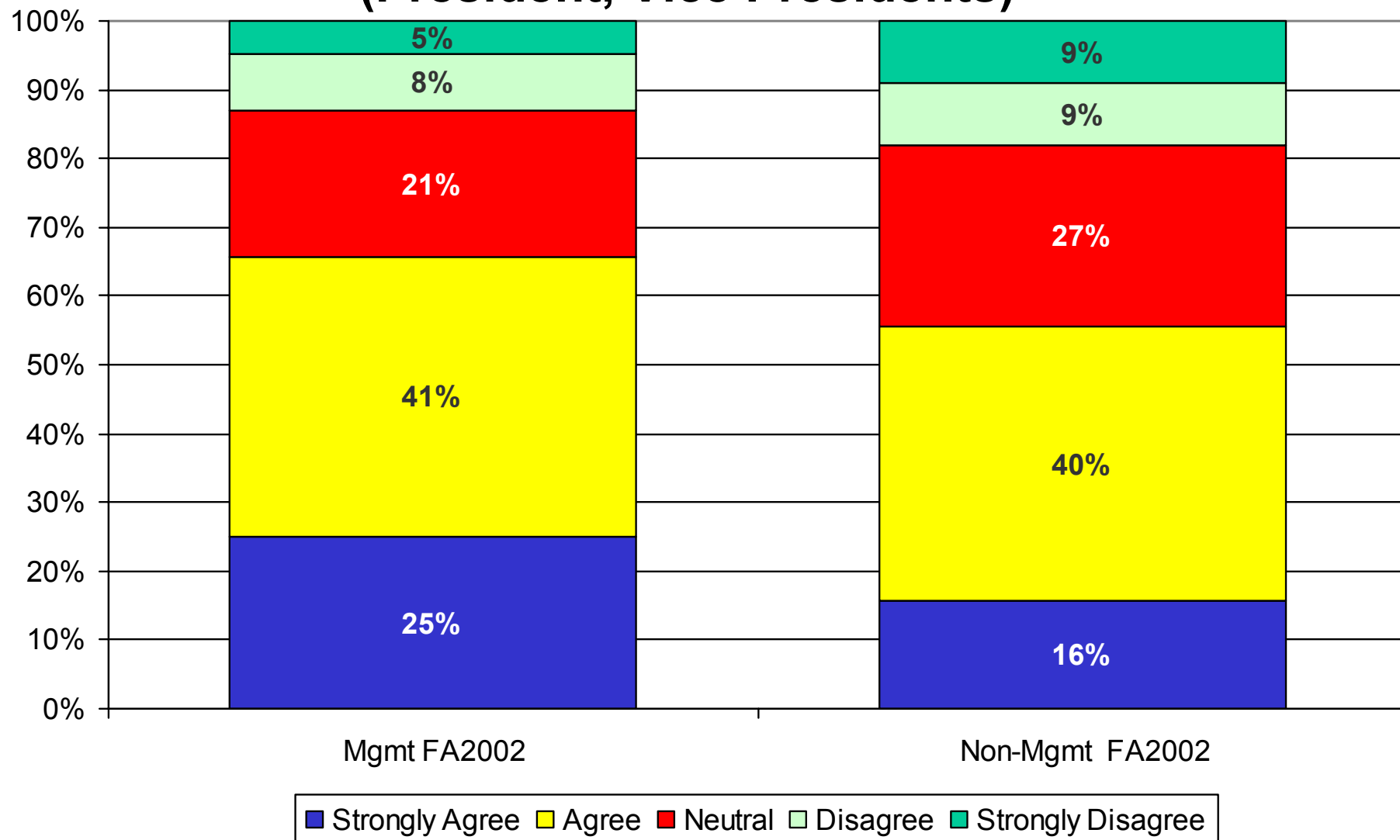
# My direct supervisor talks with me at least once a year about my objectives & progress



# I support Embry-Riddle's missions, goals, & vision

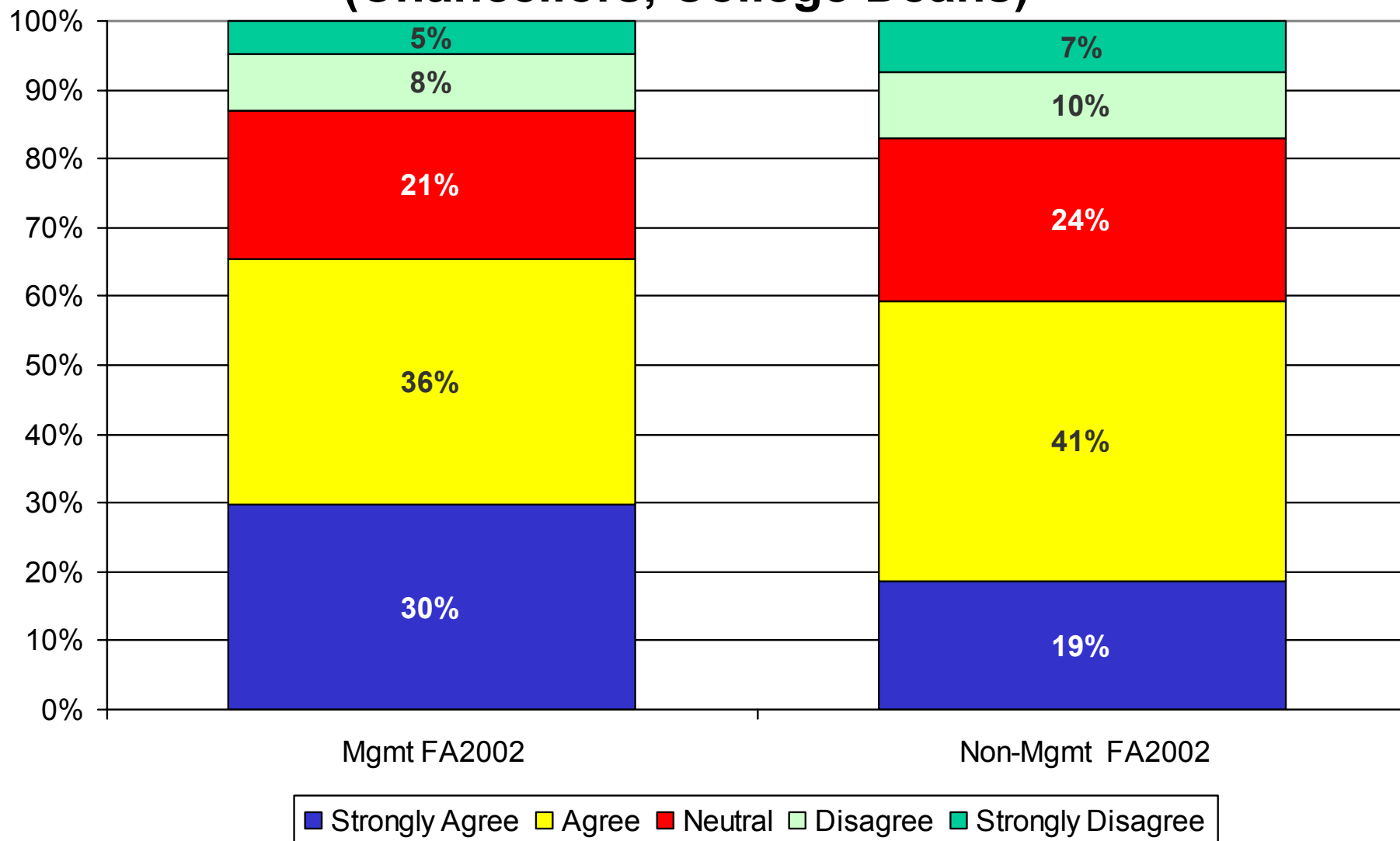


## I have confidence in University leadership (President, Vice Presidents)\*



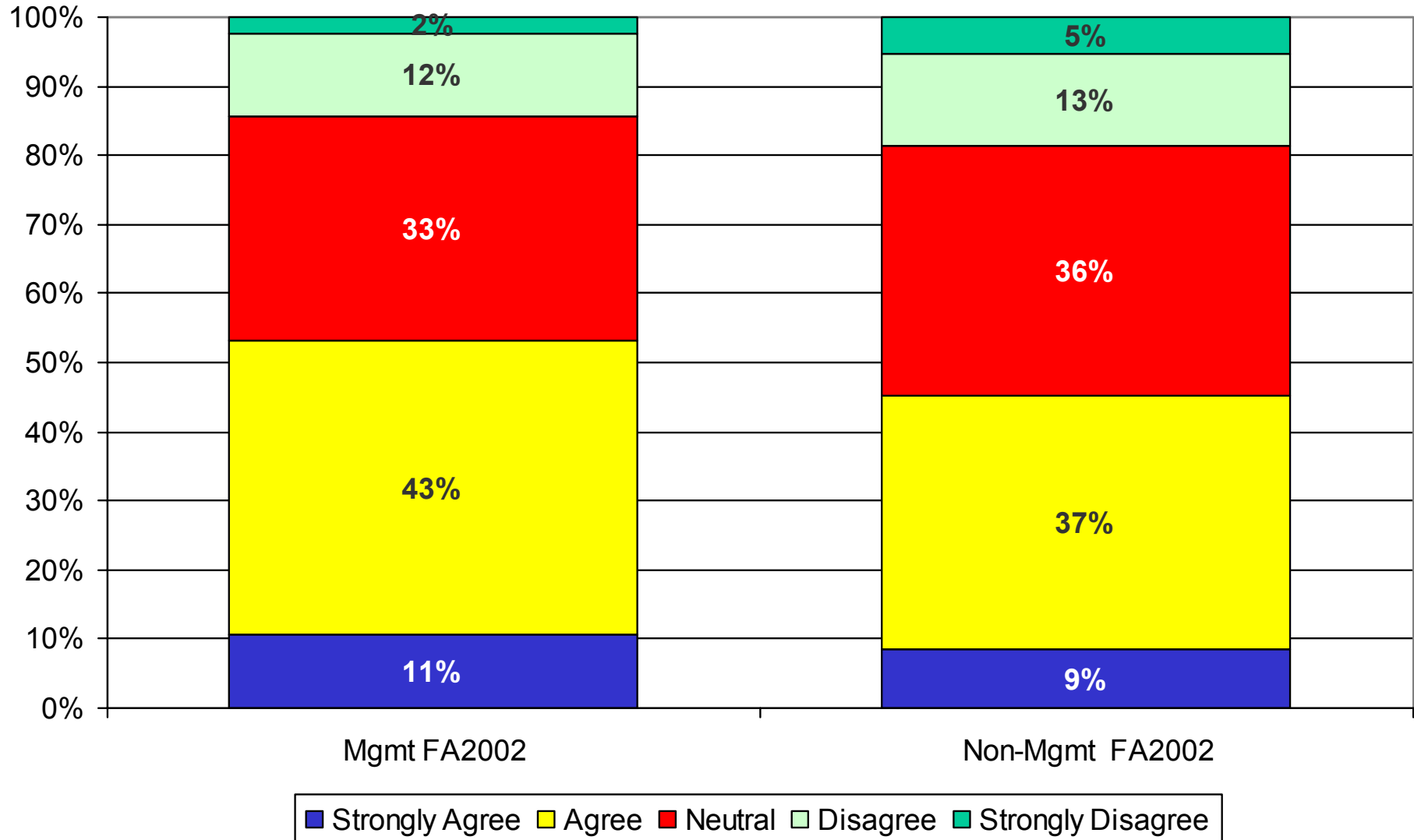
\*Question was reworded in FA2002; SP2002 version included "Chancellors".

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

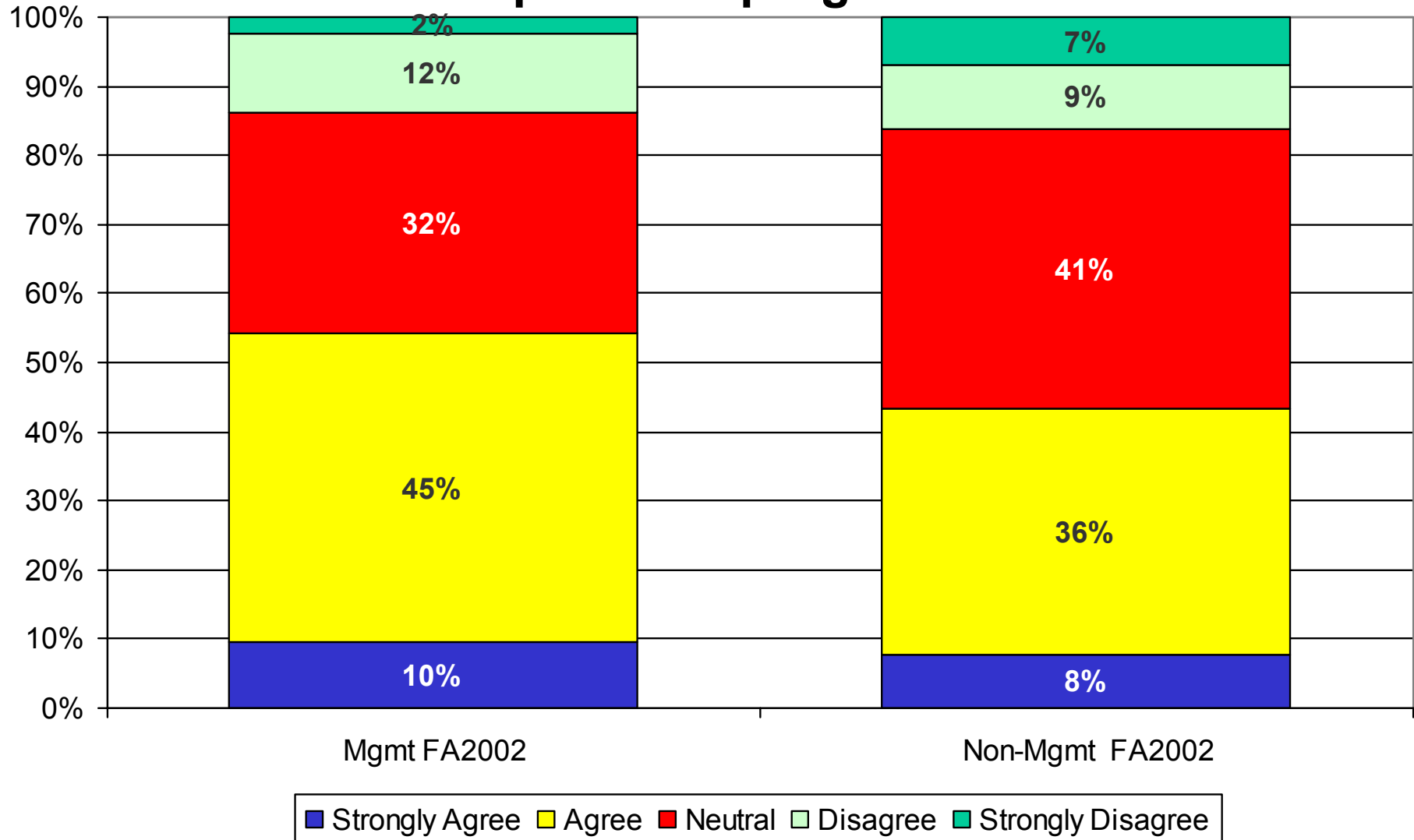


\*Question was added in FA2002; SP2002 version read as "I have confidence in University Leadership (President, Vice Presidents, Chancellors)."

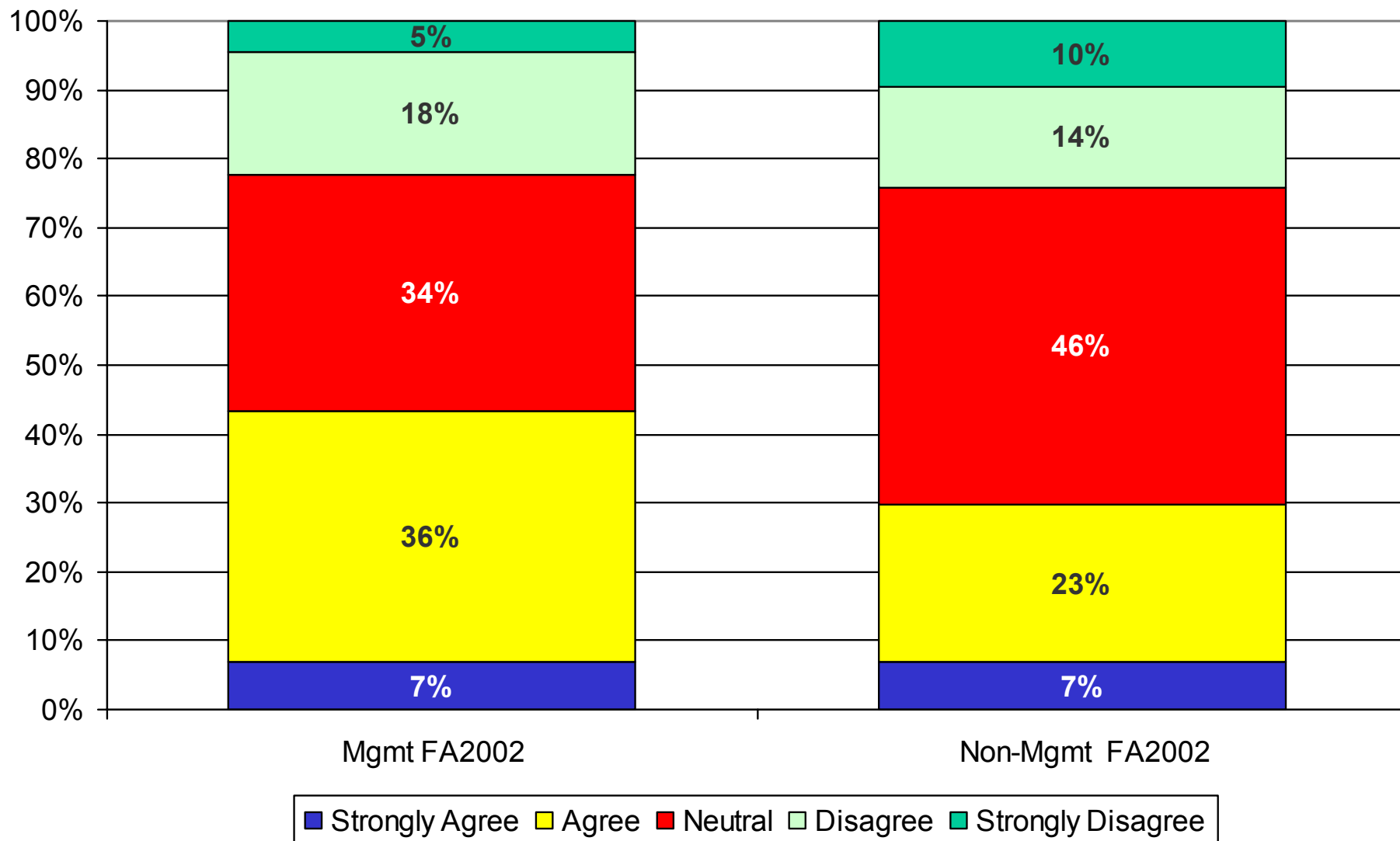
# Strategic planning process is clear & well defined



# Strategic planning assists in setting my department/program

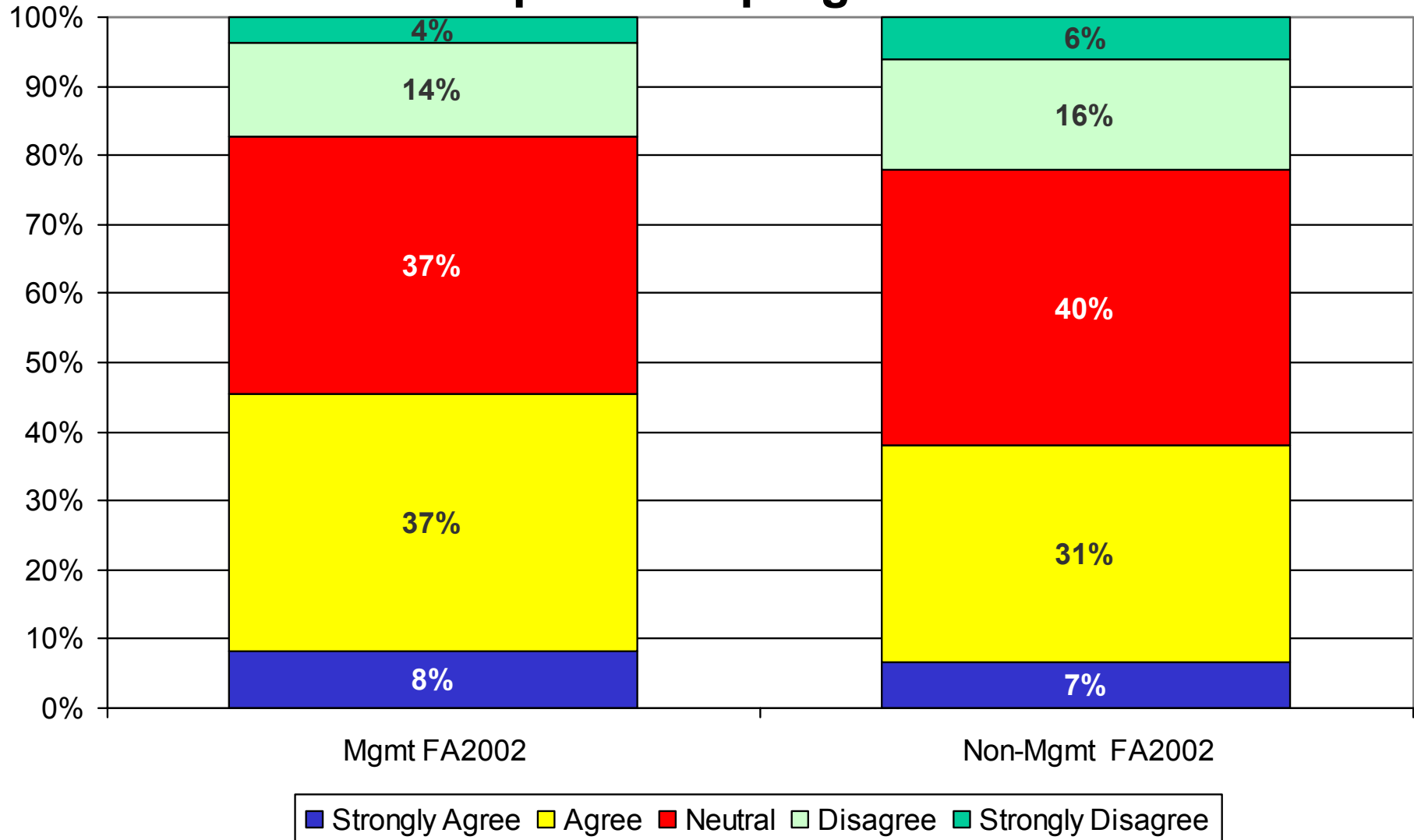


## 5-step assessment process is clear & well defined\*



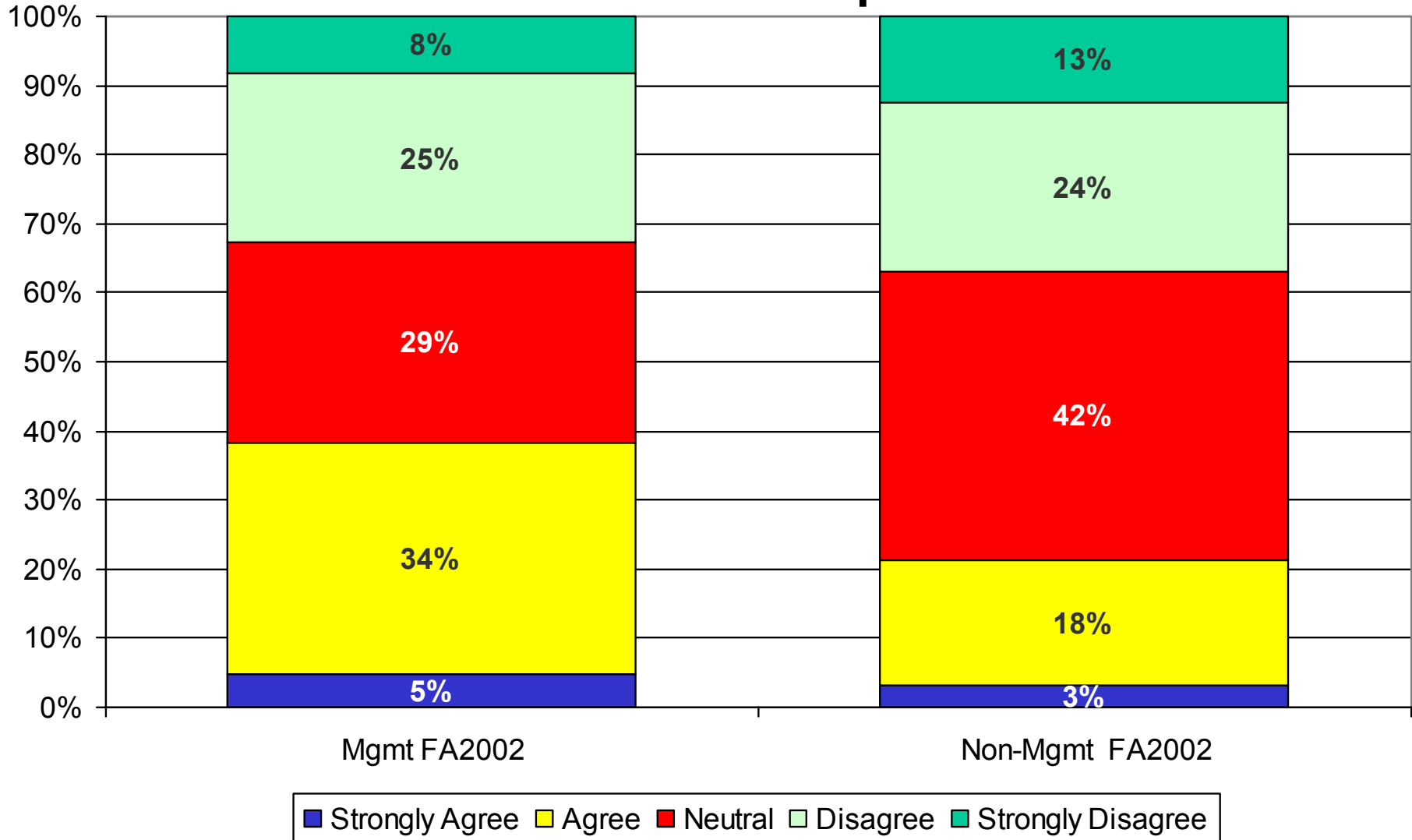
\*Question was reworded in FA2002; SP2002 version read as "assessment planning process".

# Assessment activities assist my department/program

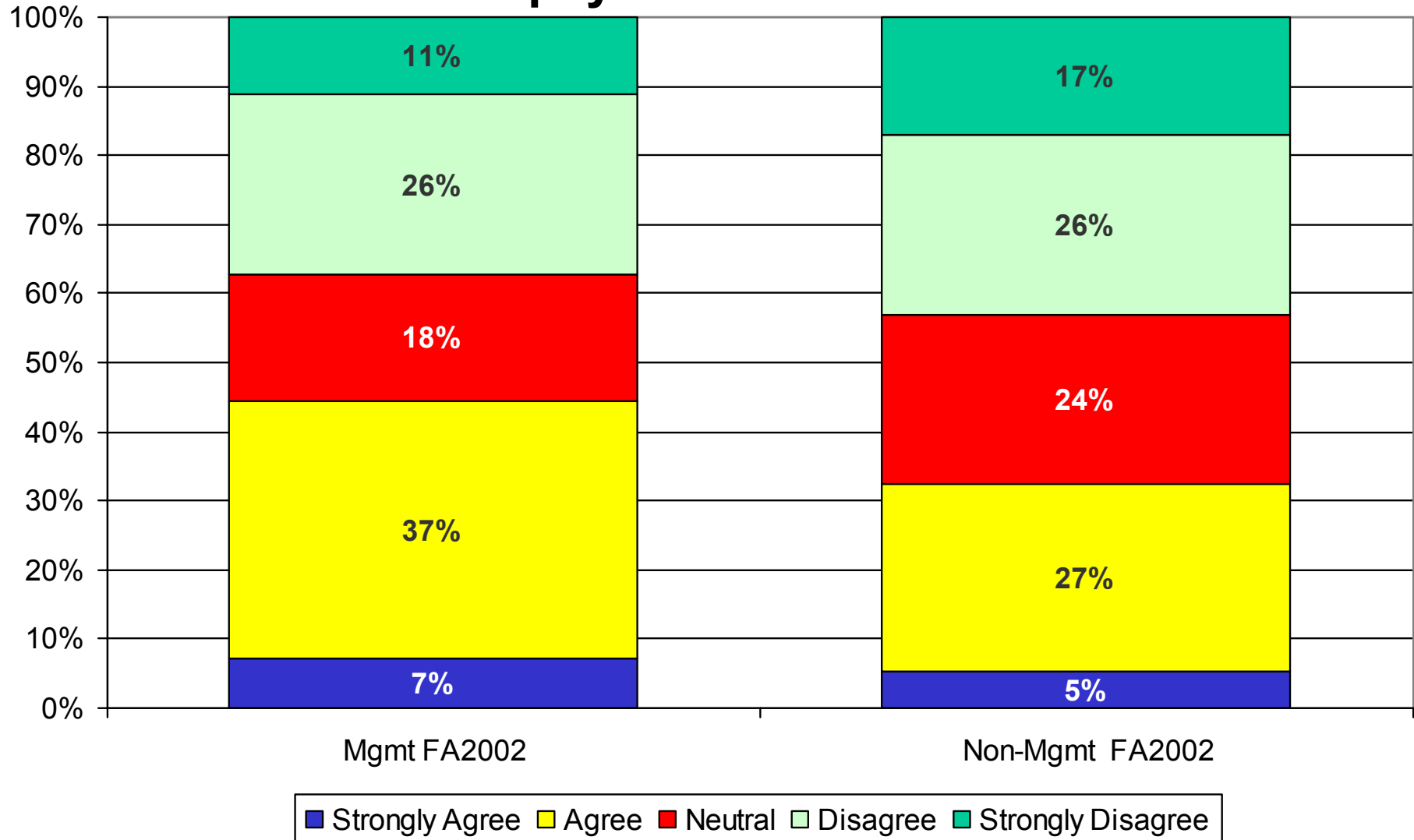




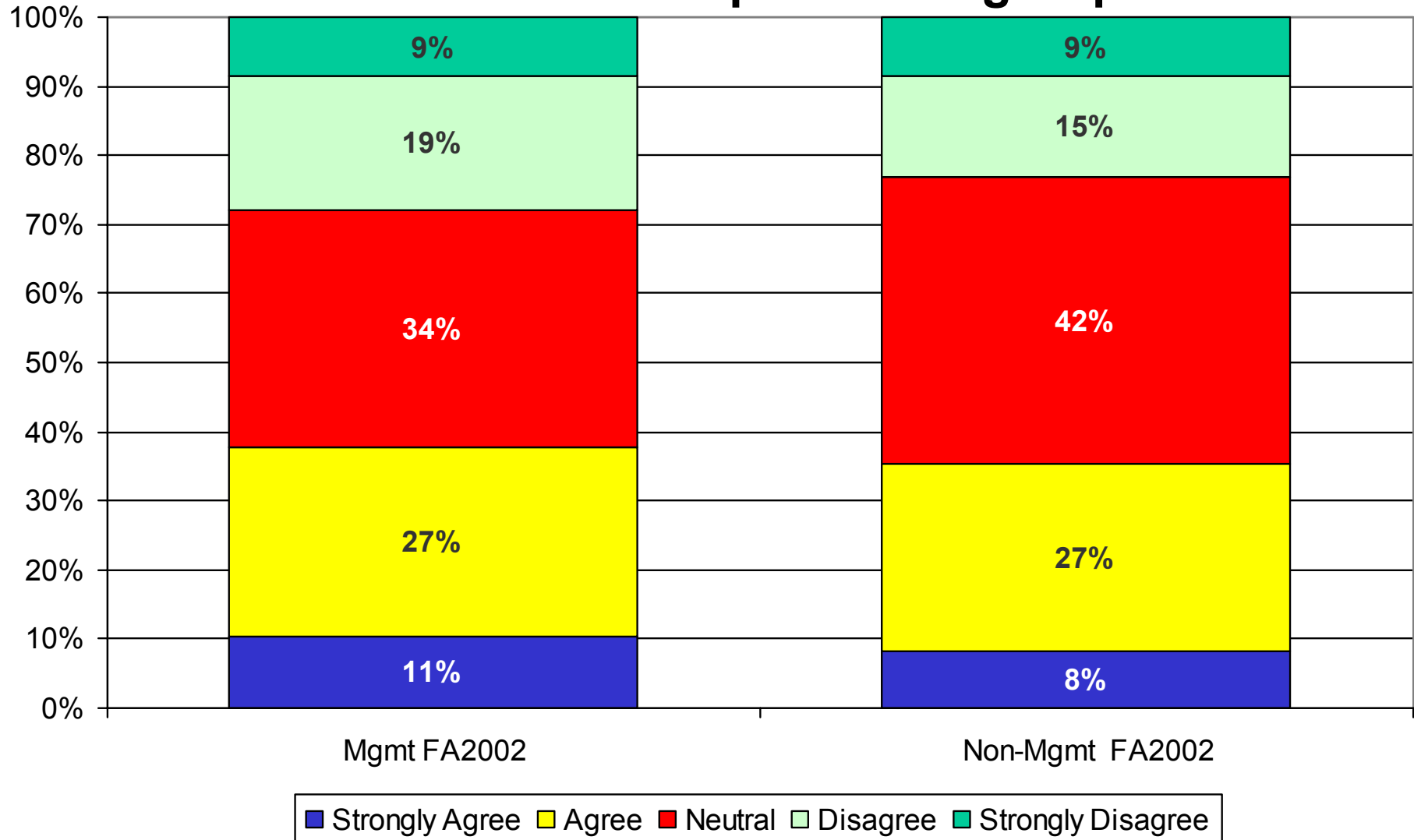
# Budget allocations are based on reasonable & understandable set of priorities



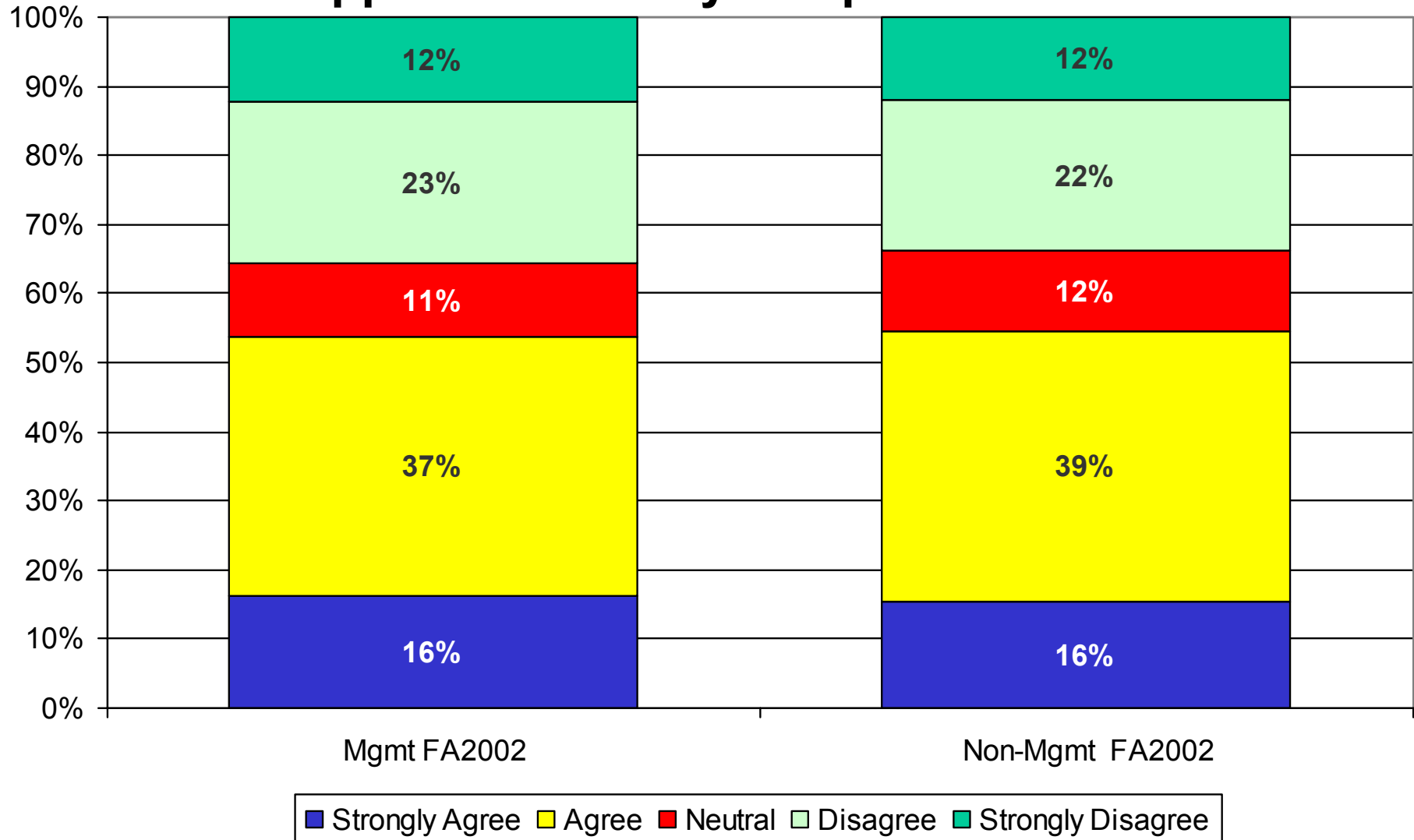
# I have seen progress toward improving the pay & benefits



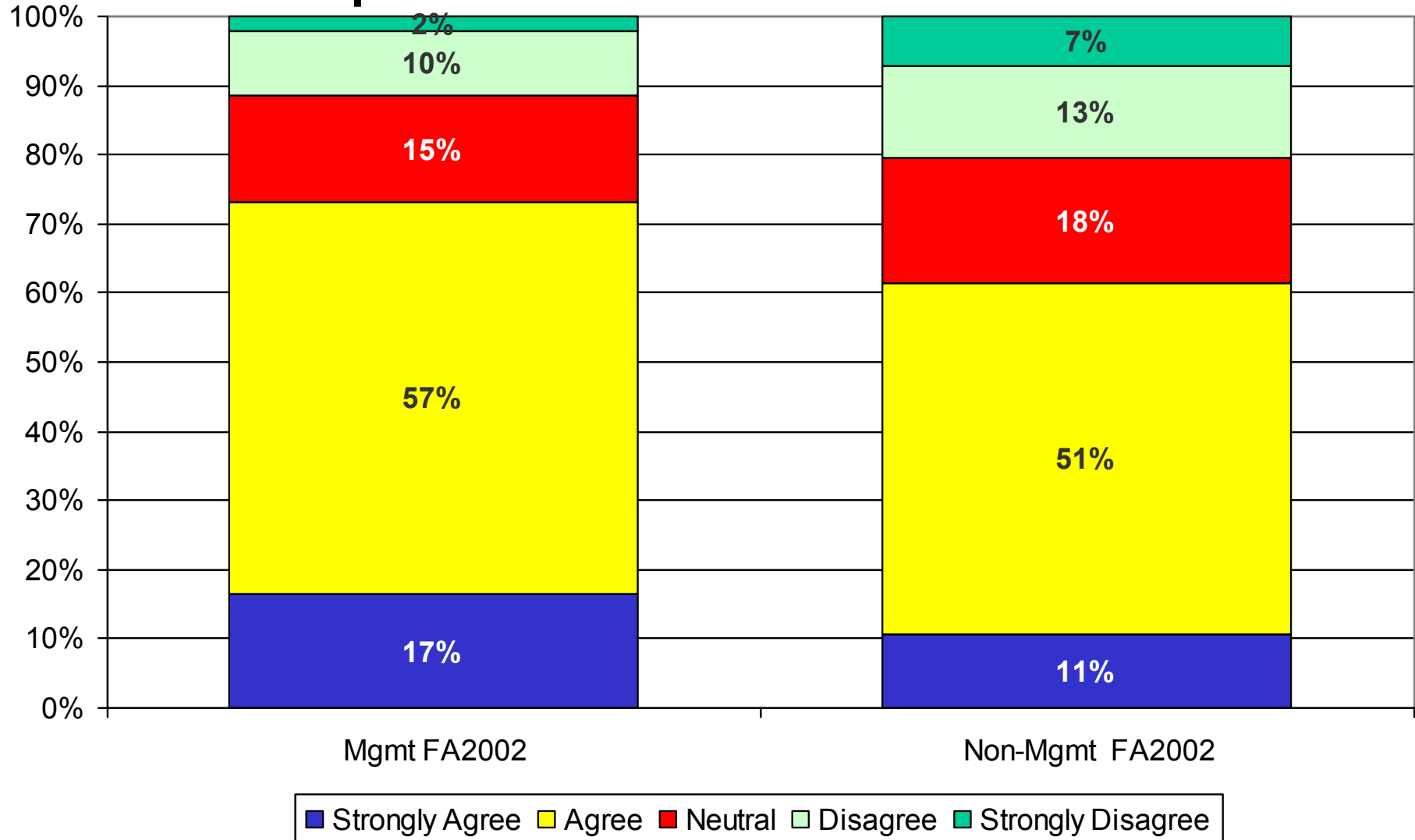
# I have seen progress toward hiring more women & members of underrepresented groups



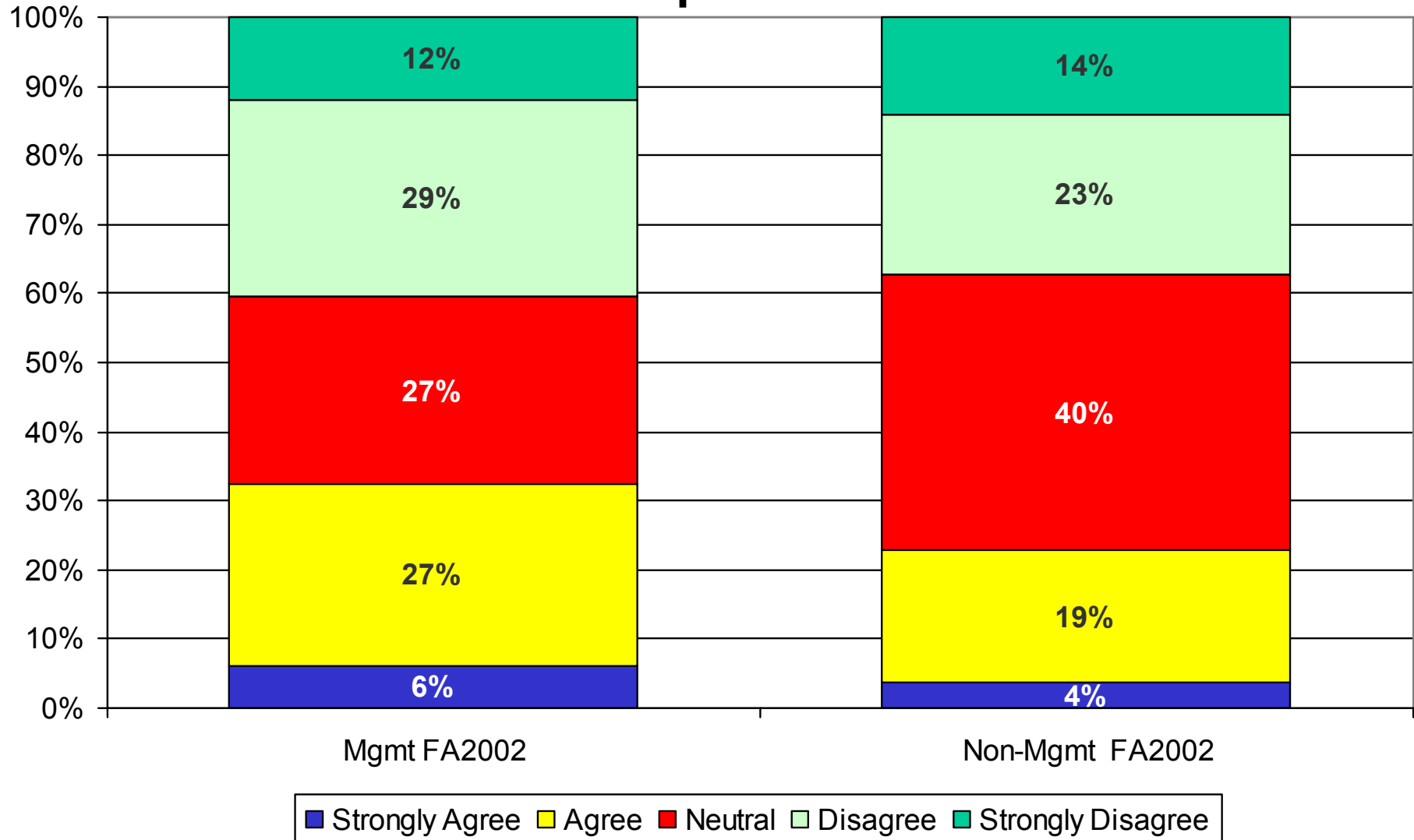
# I am satisfied with the physical facilities & overall appearance of my campus/center



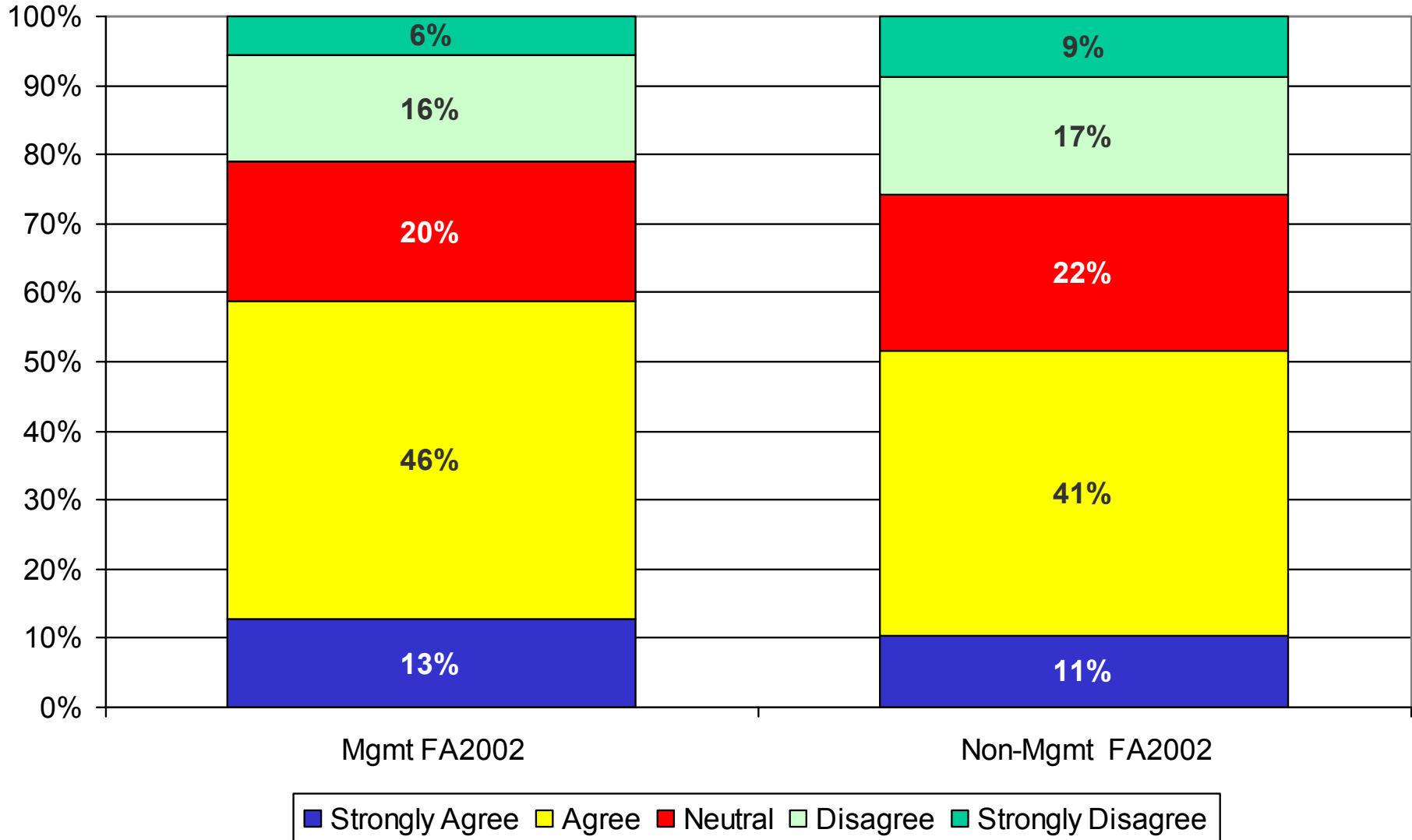
# I am kept informed of University, campus, & department level news & activities



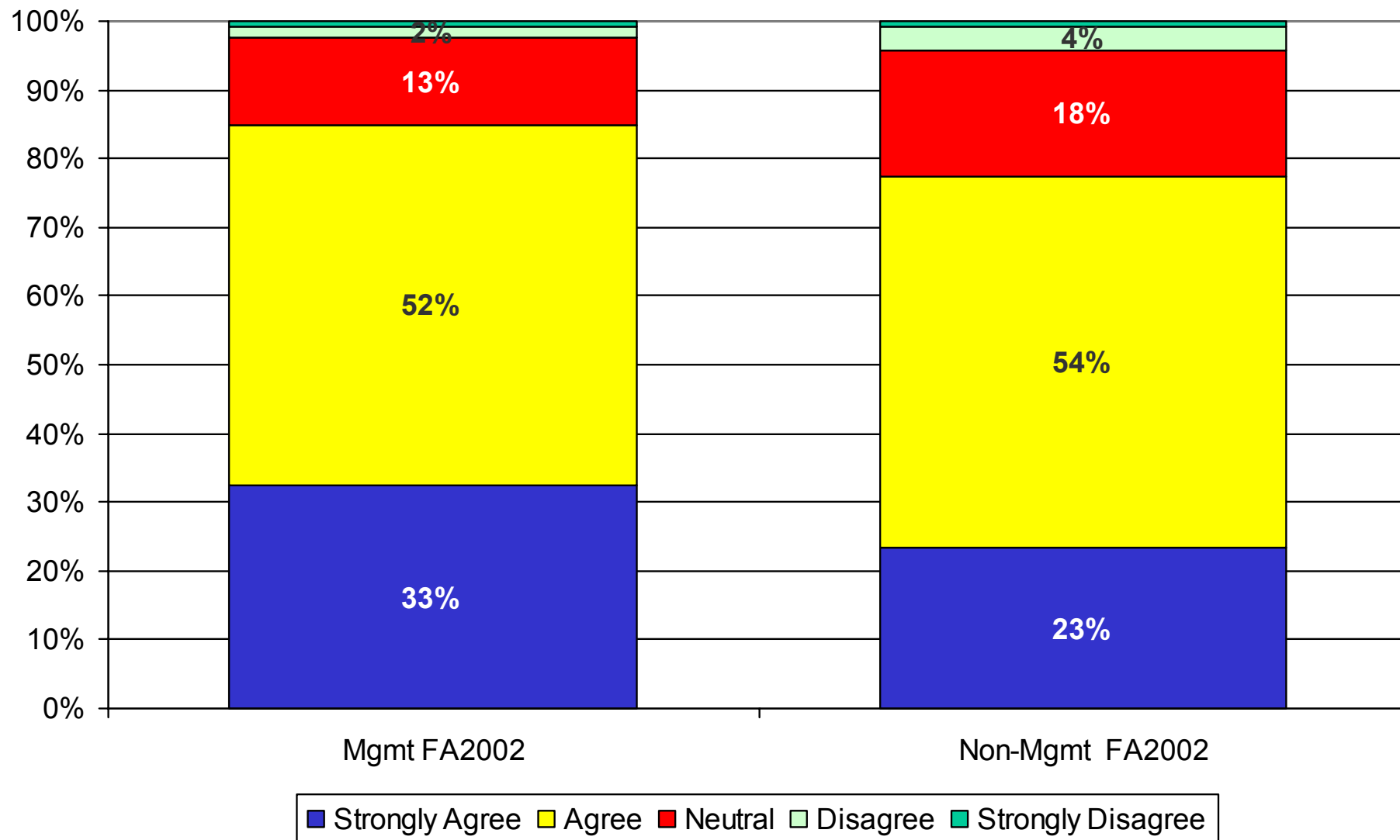
# There is effective communication between the campuses



# ERAU has a work environment of respect & trust

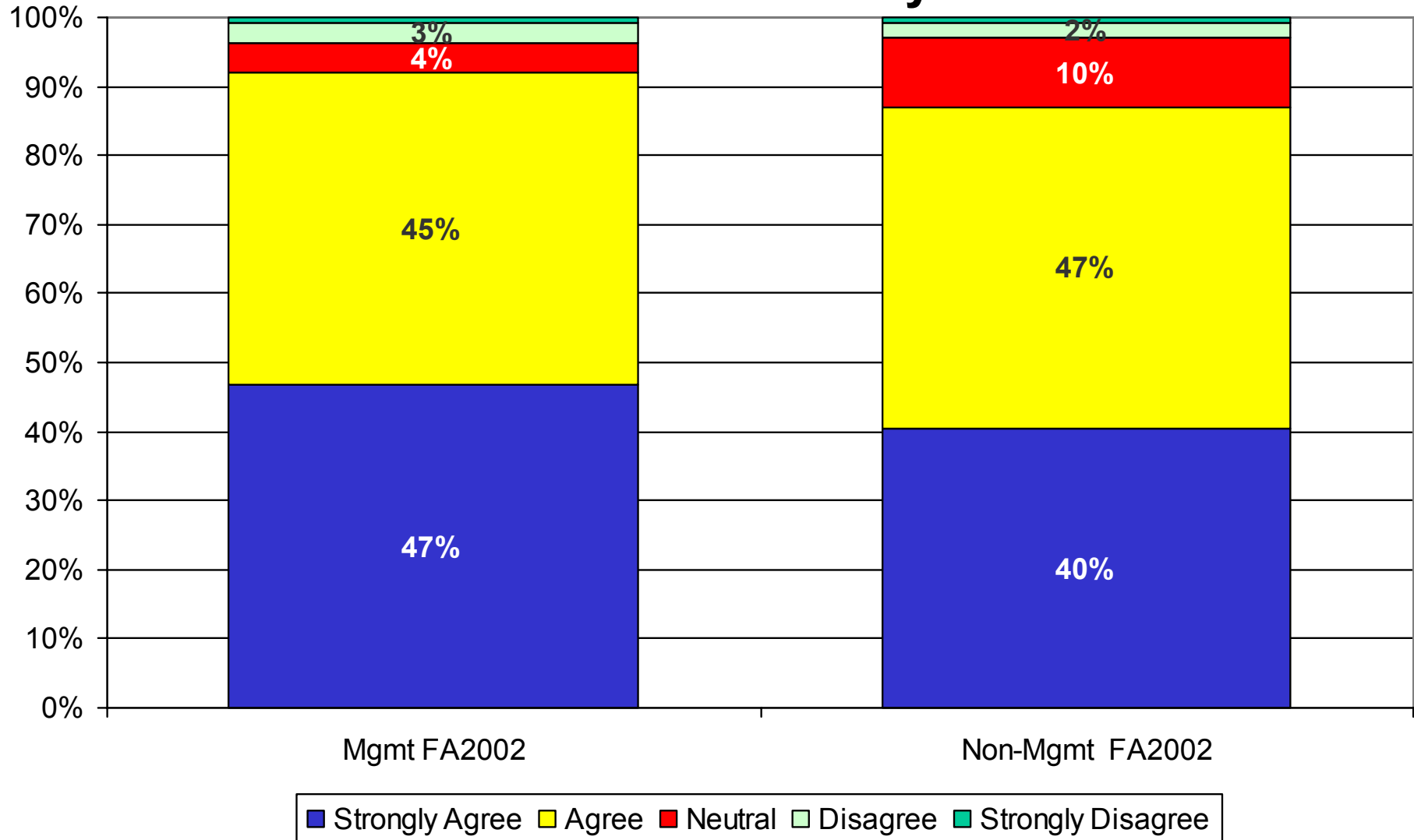


## Overall, ERAU is a good place to work

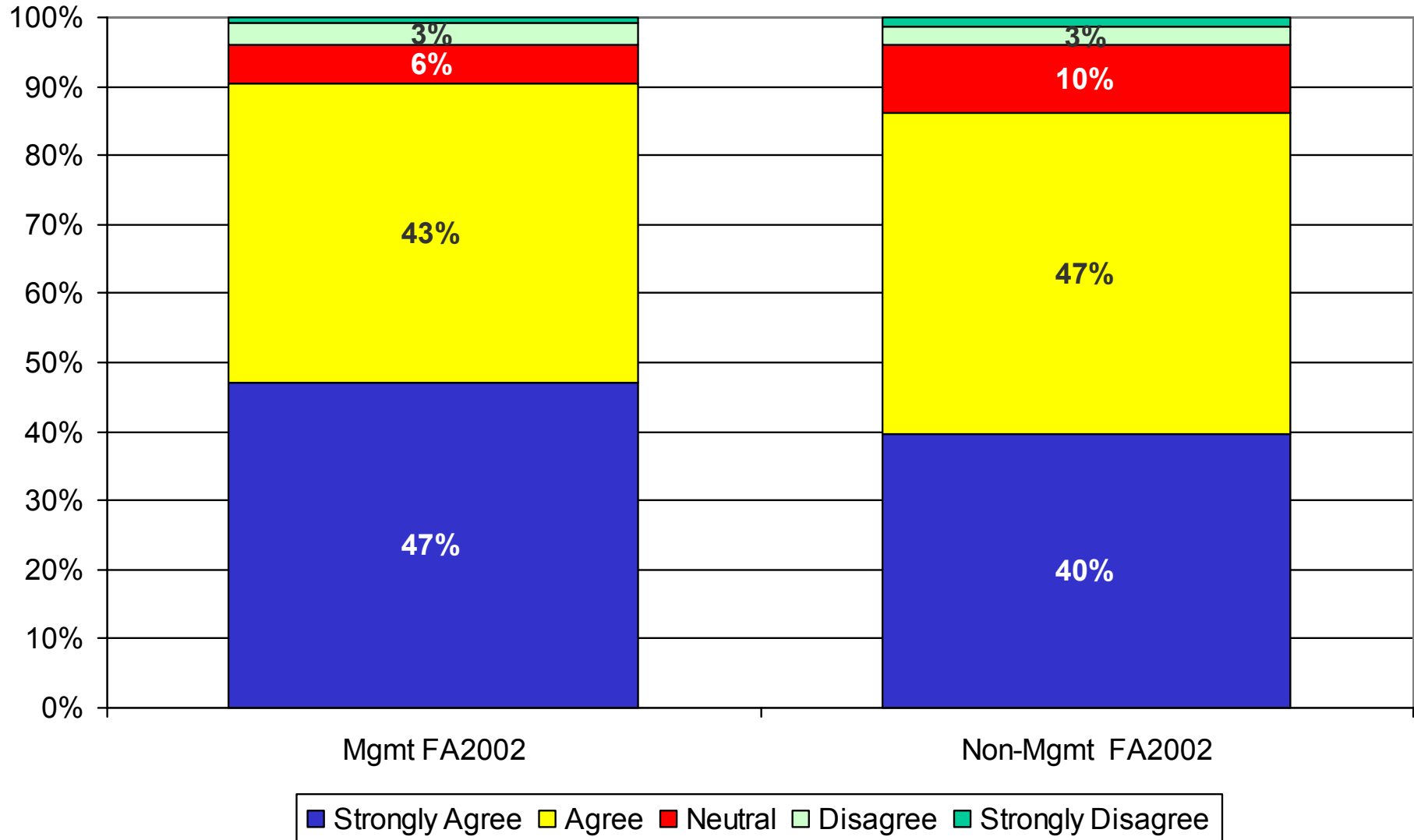




# I think climate surveys of faculty & staff should be conducted annually



# I am comfortable with web-based climate surveys



# Climate survey will influence decisions to improve

