

ERAU Faculty & Staff Climate Survey, Spring 2009

Number of Respondents: by Division, Position, Employment Status, Gender, and Level by Location

		Physical Location:								Total	
		Daytona Beach (including Worldwide Headquarters)		Prescott		Worldwide Field		FAA-CMEL			
		#	%	#	%	#	%	#	%	#	%
Division:	University Administration	60	15.5%	6	4.7%	4	1.3%	7	100.0%	77	9.3%
	Daytona Beach Campus	237	61.4%	0	.0%	0	.0%	0	.0%	237	28.7%
	Prescott Campus	0	.0%	121	95.3%	0	.0%	0	.0%	121	14.6%
	Worldwide Campus	89	23.1%	0	.0%	303	98.7%	0	.0%	392	47.4%
	Total	386	100.0%	127	100.0%	307	100.0%	7	100.0%	827	100.0%
Position:	Faculty	64	16.6%	30	23.8%	136	44.6%	1	16.7%	231	28.1%
	Staff (includes flight instructors)	321	83.4%	96	76.2%	169	55.4%	5	83.3%	591	71.9%
	Total	385	100.0%	126	100.0%	305	100.0%	6	100.0%	822	100.0%
Employment Status:	Full-time	377	97.2%	123	96.9%	196	65.1%	7	100.0%	703	85.4%
	Part-time	11	2.8%	4	3.1%	105	34.9%	0	.0%	120	14.6%
	Total	388	100.0%	127	100.0%	301	100.0%	7	100.0%	823	100.0%
Gender:	Female	243	63.8%	54	43.9%	134	44.7%	0	.0%	431	53.1%
	Male	138	36.2%	69	56.1%	166	55.3%	7	100.0%	380	46.9%
	Total	381	100.0%	123	100.0%	300	100.0%	7	100.0%	811	100.0%
Management Level:	Supervisory	111	29.9%	41	34.7%	103	36.3%	2	28.6%	257	32.9%
	Non-supervisory	260	70.1%	77	65.3%	181	63.7%	5	71.4%	523	67.1%
	Total	371	100.0%	118	100.0%	284	100.0%	7	100.0%	780	100.0%

ERAU Faculty & Staff Climate Survey, Spring 2009

Responses to questions 1-31: By Division

Division: University Administration

	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Embry-Riddle's major goals and directions have been clearly communicated to me.	24	31.2%	37	48.1%	10	13.0%	5	6.5%	1	1.3%	77	100.0%
I believe Embry-Riddle's major goals and directions are the right ones for the organization at the current time.	24	31.2%	39	50.6%	13	16.9%	1	1.3%	0	.0%	77	100.0%
Embry-Riddle's values have been clearly communicated to me.	28	35.4%	39	49.4%	8	10.1%	4	5.1%	0	.0%	79	100.0%
I believe Embry-Riddle's values are the right ones for the organization at the current time.	26	33.8%	39	50.6%	12	15.6%	0	.0%	0	.0%	77	100.0%
I believe the President is doing a good job	24	30.8%	40	51.3%	12	15.4%	2	2.6%	0	.0%	78	100.0%
I believe the University leadership is doing a good job.	22	27.8%	41	51.9%	16	20.3%	0	.0%	0	.0%	79	100.0%
I am kept informed of University news and activities.	28	35.4%	40	50.6%	7	8.9%	4	5.1%	0	.0%	79	100.0%
Embry-Riddle has a work environment of mutual respect and trust.	25	32.5%	40	51.9%	9	11.7%	3	3.9%	0	.0%	77	100.0%
Overall, the University is a good place to work.	51	64.6%	26	32.9%	1	1.3%	1	1.3%	0	.0%	79	100.0%
I am proud to be associated with the University.	53	67.9%	23	29.5%	2	2.6%	0	.0%	0	.0%	78	100.0%
I would recommend the University to family and friends as a work place.	49	62.8%	27	34.6%	2	2.6%	0	.0%	0	.0%	78	100.0%
I believe that the Climate Survey results will influence decisions to improve the University.	14	18.2%	31	40.3%	24	31.2%	7	9.1%	1	1.3%	77	100.0%
I believe my campus leadership is doing a good job.	20	27.0%	37	50.0%	17	23.0%	0	.0%	0	.0%	74	100.0%
I am kept informed of news and activities at my campus.	22	30.1%	39	53.4%	9	12.3%	3	4.1%	0	.0%	73	100.0%
I am kept informed of department level news and activities.	25	34.7%	35	48.6%	7	9.7%	5	6.9%	0	.0%	72	100.0%
Strategic planning assists my department/program in setting its direction and objectives.	16	27.6%	28	48.3%	7	12.1%	6	10.3%	1	1.7%	58	100.0%
Assessment assists in measuring/improving my department.	15	24.6%	27	44.3%	14	23.0%	1	1.6%	4	6.6%	61	100.0%
Appropriate consideration is given to all campuses when University budget allocations are made.	14	20.9%	26	38.8%	20	29.9%	4	6.0%	3	4.5%	67	100.0%
I have the materials and equipment I need to do my work effectively.	30	38.0%	38	48.1%	8	10.1%	0	.0%	3	3.8%	79	100.0%
The technology services provided by the University effectively assist me in the completion of my job.	32	41.6%	39	50.6%	5	6.5%	1	1.3%	0	.0%	77	100.0%
This last year, I have had opportunities to learn and grow, either at work or through professional development activities.	25	32.1%	44	56.4%	5	6.4%	2	2.6%	2	2.6%	78	100.0%
My current workload allows me to engage in a variety of activities (professional development, committee work, administrative duties, teaching, research).	16	20.8%	27	35.1%	20	26.0%	1	1.3%	1	1.3%	77	100.0%
I receive the appropriate communication to do my job effectively.	18	22.8%	47	59.5%	5	6.3%	8	10.1%	1	1.3%	79	100.0%
I have access to the information I need to make decisions for my work.	24	30.8%	42	53.8%	7	9.0%	5	6.4%	0	.0%	78	100.0%
I am asked for my input on decisions that impact my work.	25	31.6%	38	48.1%	11	13.9%	2	2.5%	3	3.8%	79	100.0%
I feel safe in offering suggestions for improvement to the processes in my area.	33	42.3%	36	46.2%	4	5.1%	3	3.8%	2	2.6%	78	100.0%
At work, my opinions seem to count.	26	33.3%	37	47.4%	8	10.3%	5	6.4%	2	2.6%	78	100.0%
My direct supervisor lets me know when I have done a good job.	29	37.2%	37	47.4%	5	6.4%	5	6.4%	2	2.6%	78	100.0%
My direct supervisor talks with me at least once a year about my performance. (flight instructors: skip this question)	34	44.7%	38	50.0%	3	3.9%	1	1.3%	0	.0%	76	100.0%
My direct supervisor talks with me at least once a year about my performance objectives/plan. (flight instructors: skip this question)	30	40.0%	38	50.7%	4	5.3%	2	2.7%	1	1.3%	75	100.0%
I have not been treated differently because of my gender, race, ethnicity, national origin, age, physical disability, economic background, sexual orientation, or religious beliefs.	33	42.9%	35	45.5%	5	6.5%	3	3.9%	1	1.3%	77	100.0%

ERAU Faculty & Staff Climate Survey, Spring 2009

Responses to questions 32-38: By Division

Division: University Administration

	Very Good		Good		Average		Poor		Very Poor		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Marketing and promotion of Embry-Riddle.	12	15.8%	35	46.1%	23	30.3%	5	6.6%	1	1.3%	76	100.0%
Overall appearance of the physical facilities of my campus/center.	21	27.3%	42	54.5%	10	13.0%	1	1.3%	3	3.9%	77	100.0%
Providing a safe and secure environment for faculty, staff and students.	32	40.5%	42	53.2%	2	2.5%	2	2.5%	1	1.3%	79	100.0%
Hiring women and other underrepresented groups into management and faculty positions.	23	30.3%	29	38.2%	22	28.9%	2	2.6%	0	.0%	76	100.0%
The pay afforded me for my work in comparison to other organizations.	16	20.5%	28	35.9%	20	25.6%	14	17.9%	0	.0%	78	100.0%
The benefits available for my needs and those of my family compared to other organizations.	33	41.8%	35	44.3%	10	12.7%	1	1.3%	0	.0%	79	100.0%
The overall services provided by Human Resources.	31	39.2%	33	41.8%	14	17.7%	1	1.3%	0	.0%	79	100.0%

ERAU Faculty & Staff Climate Survey, Spring 2009

Responses to questions 1-31: By Division

Division: Daytona Beach Campus

	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Embry-Riddle's major goals and directions have been clearly communicated to me.	42	17.9%	139	59.1%	34	14.5%	19	8.1%	1	.4%	235	100.0%
I believe Embry-Riddle's major goals and directions are the right ones for the organization at the current time.	42	18.2%	121	52.4%	52	22.5%	15	6.5%	1	.4%	231	100.0%
Embry-Riddle's values have been clearly communicated to me.	52	22.5%	134	58.0%	30	13.0%	13	5.6%	2	.9%	231	100.0%
I believe Embry-Riddle's values are the right ones for the organization at the current time.	51	21.9%	124	53.2%	49	21.0%	7	3.0%	2	.9%	233	100.0%
I believe the President is doing a good job	65	28.0%	110	47.4%	44	19.0%	10	4.3%	3	1.3%	232	100.0%
I believe the University leadership is doing a good job.	41	17.7%	111	48.1%	51	22.1%	23	10.0%	5	2.2%	231	100.0%
I am kept informed of University news and activities.	39	16.6%	149	63.4%	27	11.5%	15	6.4%	5	2.1%	235	100.0%
Embry-Riddle has a work environment of mutual respect and trust.	50	21.5%	118	50.6%	35	15.0%	19	8.2%	11	4.7%	233	100.0%
Overall, the University is a good place to work.	104	44.4%	110	47.0%	14	6.0%	4	1.7%	2	.9%	234	100.0%
I am proud to be associated with the University.	126	53.8%	92	39.3%	12	5.1%	2	.9%	2	.9%	234	100.0%
I would recommend the University to family and friends as a work place.	110	47.8%	91	39.6%	20	8.7%	7	3.0%	2	.9%	230	100.0%
I believe that the Climate Survey results will influence decisions to improve the University.	36	15.4%	80	34.2%	66	28.2%	37	15.8%	15	6.4%	234	100.0%
I believe my campus leadership is doing a good job.	45	19.9%	110	48.7%	48	21.2%	17	7.5%	6	2.7%	226	100.0%
I am kept informed of news and activities at my campus.	47	20.6%	139	61.0%	24	10.5%	14	6.1%	4	1.8%	228	100.0%
I am kept informed of department level news and activities.	84	35.9%	100	42.7%	21	9.0%	21	9.0%	8	3.4%	234	100.0%
Strategic planning assists my department/program in setting its direction and objectives.	20	12.7%	60	38.2%	48	30.6%	19	12.1%	10	6.4%	157	100.0%
Assessment assists in measuring/improving my department.	26	17.0%	55	35.9%	40	26.1%	25	16.3%	7	4.6%	153	100.0%
Appropriate consideration is given to all campuses when University budget allocations are made.	20	10.5%	61	32.1%	72	37.9%	26	13.7%	11	5.8%	190	100.0%
I have the materials and equipment I need to do my work effectively.	60	25.4%	129	54.7%	19	8.1%	26	11.0%	2	.8%	236	100.0%
The technology services provided by the University effectively assist me in the completion of my job.	54	23.6%	137	59.8%	25	10.9%	10	4.4%	3	1.3%	229	100.0%
This last year, I have had opportunities to learn and grow, either at work or through professional development activities.	54	23.4%	103	44.6%	36	15.6%	35	15.2%	3	1.3%	231	100.0%
My current workload allows me to engage in a variety of activities (professional development, committee work, administrative duties, teaching, research).	33	14.4%	85	37.1%	46	20.1%	53	23.1%	12	5.2%	229	100.0%
I receive the appropriate communication to do my job effectively.	50	21.4%	115	49.1%	37	15.8%	22	9.4%	10	4.3%	234	100.0%
I have access to the information I need to make decisions for my work.	54	23.1%	123	52.6%	31	13.2%	24	10.3%	2	.9%	234	100.0%
I am asked for my input on decisions that impact my work.	61	25.8%	105	44.5%	33	14.0%	19	8.1%	18	7.6%	236	100.0%
I feel safe in offering suggestions for improvement to the processes in my area.	72	30.6%	101	43.0%	28	11.9%	16	6.8%	18	7.7%	235	100.0%
At work, my opinions seem to count.	59	25.2%	96	41.0%	37	15.8%	21	9.0%	21	9.0%	234	100.0%
My direct supervisor lets me know when I have done a good job.	78	33.2%	97	41.3%	30	12.8%	17	7.2%	13	5.5%	235	100.0%
My direct supervisor talks with me at least once a year about my performance. (flight instructors: skip this question)	103	45.4%	106	46.7%	13	5.7%	3	1.3%	2	.9%	227	100.0%
My direct supervisor talks with me at least once a year about my performance objectives/plan. (flight instructors: skip this question)	98	43.8%	98	43.8%	17	7.6%	7	3.1%	4	1.8%	224	100.0%
I have not been treated differently because of my gender, race, ethnicity, national origin, age, physical disability, economic background, sexual orientation, or religious beliefs.	105	44.5%	90	38.1%	19	8.1%	15	6.4%	7	3.0%	236	100.0%

ERAU Faculty & Staff Climate Survey, Spring 2009

Responses to questions 32-38: By Division

Division: Daytona Beach Campus

	Very Good		Good		Average		Poor		Very Poor		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Marketing and promotion of Embry-Riddle.	42	19.0%	105	47.5%	58	26.2%	12	5.4%	4	1.8%	221	100.0%
Overall appearance of the physical facilities of my campus/center.	70	30.7%	108	47.4%	36	15.8%	10	4.4%	4	1.8%	228	100.0%
Providing a safe and secure environment for faculty, staff and students.	86	37.2%	114	49.4%	26	11.3%	3	1.3%	2	.9%	231	100.0%
Hiring women and other underrepresented groups into management and faculty positions.	60	27.1%	89	40.3%	48	21.7%	19	8.6%	5	2.3%	221	100.0%
The pay afforded me for my work in comparison to other organizations.	25	10.8%	76	32.9%	83	35.9%	39	16.9%	8	3.5%	231	100.0%
The benefits available for my needs and those of my family compared to other organizations.	64	27.6%	108	46.6%	41	17.7%	18	7.8%	1	.4%	232	100.0%
The overall services provided by Human Resources.	60	26.2%	100	43.7%	52	22.7%	13	5.7%	4	1.7%	229	100.0%

ERAU Faculty & Staff Climate Survey, Spring 2009

Responses to questions 1-31: By Division

Division: Prescott Campus

	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Embry-Riddle's major goals and directions have been clearly communicated to me.	11	9.2%	48	40.0%	29	24.2%	23	19.2%	9	7.5%	120	100.0%
I believe Embry-Riddle's major goals and directions are the right ones for the organization at the current time.	8	6.8%	43	36.8%	41	35.0%	13	11.1%	12	10.3%	117	100.0%
Embry-Riddle's values have been clearly communicated to me.	14	11.9%	58	49.2%	21	17.8%	16	13.6%	9	7.6%	118	100.0%
I believe Embry-Riddle's values are the right ones for the organization at the current time.	17	14.2%	45	37.5%	36	30.0%	12	10.0%	10	8.3%	120	100.0%
I believe the President is doing a good job	16	13.4%	44	37.0%	34	28.6%	12	10.1%	13	10.9%	119	100.0%
I believe the University leadership is doing a good job.	7	5.8%	48	40.0%	36	30.0%	19	15.8%	10	8.3%	120	100.0%
I am kept informed of University news and activities.	8	6.7%	60	50.0%	24	20.0%	17	14.2%	11	9.2%	120	100.0%
Embry-Riddle has a work environment of mutual respect and trust.	16	13.3%	51	42.5%	26	21.7%	17	14.2%	10	8.3%	120	100.0%
Overall, the University is a good place to work.	39	32.2%	57	47.1%	18	14.9%	6	5.0%	1	.8%	121	100.0%
I am proud to be associated with the University.	46	38.3%	50	41.7%	18	15.0%	4	3.3%	2	1.7%	120	100.0%
I would recommend the University to family and friends as a work place.	33	27.3%	42	34.7%	24	19.8%	12	9.9%	10	8.3%	121	100.0%
I believe that the Climate Survey results will influence decisions to improve the University.	10	8.3%	35	29.2%	37	30.8%	19	15.8%	19	15.8%	120	100.0%
I believe my campus leadership is doing a good job.	16	13.3%	48	40.0%	39	32.5%	11	9.2%	6	5.0%	120	100.0%
I am kept informed of news and activities at my campus.	14	12.1%	56	48.3%	23	19.8%	19	16.4%	4	3.4%	116	100.0%
I am kept informed of department level news and activities.	30	25.0%	56	46.7%	19	15.8%	12	10.0%	3	2.5%	120	100.0%
Strategic planning assists my department/program in setting its direction and objectives.	10	12.0%	29	34.9%	24	28.9%	12	14.5%	8	9.6%	83	100.0%
Assessment assists in measuring/improving my department.	10	11.2%	36	40.4%	23	25.8%	14	15.7%	6	6.7%	89	100.0%
Appropriate consideration is given to all campuses when University budget allocations are made.	4	3.5%	17	15.0%	36	31.9%	28	24.8%	28	24.8%	113	100.0%
I have the materials and equipment I need to do my work effectively.	24	20.0%	72	60.0%	12	10.0%	9	7.5%	3	2.5%	120	100.0%
The technology services provided by the University effectively assist me in the completion of my job.	31	25.8%	68	56.7%	16	13.3%	4	3.3%	1	.8%	120	100.0%
This last year, I have had opportunities to learn and grow, either at work or through professional development activities.	18	14.9%	69	57.0%	13	10.7%	15	12.4%	6	5.0%	121	100.0%
My current workload allows me to engage in a variety of activities (professional development, committee work, administrative duties, teaching, research).	12	10.1%	46	38.7%	33	27.7%	23	19.3%	5	4.2%	119	100.0%
I receive the appropriate communication to do my job effectively.	20	16.8%	61	51.3%	25	21.0%	11	9.2%	2	1.7%	119	100.0%
I have access to the information I need to make decisions for my work.	19	15.8%	71	59.2%	20	16.7%	10	8.3%	0	.0%	120	100.0%
I am asked for my input on decisions that impact my work.	23	19.0%	53	43.8%	20	16.5%	17	14.0%	8	6.6%	121	100.0%
I feel safe in offering suggestions for improvement to the processes in my area.	31	25.6%	56	46.3%	15	12.4%	11	9.1%	8	6.6%	121	100.0%
At work, my opinions seem to count.	26	21.5%	44	36.4%	26	21.5%	16	13.2%	9	7.4%	121	100.0%
My direct supervisor lets me know when I have done a good job.	39	32.5%	47	39.2%	18	15.0%	10	8.3%	6	5.0%	120	100.0%
My direct supervisor talks with me at least once a year about my performance. (flight instructors: skip this question)	45	39.8%	60	53.1%	5	4.4%	2	1.8%	1	.9%	113	100.0%
My direct supervisor talks with me at least once a year about my performance objectives/plan. (flight instructors: skip this question)	40	35.7%	61	54.5%	7	6.3%	4	3.6%	0	.0%	112	100.0%
I have not been treated differently because of my gender, race, ethnicity, national origin, age, physical disability, economic background, sexual orientation, or religious beliefs.	49	41.2%	49	41.2%	8	6.7%	9	7.6%	4	3.4%	119	100.0%

ERAU Faculty & Staff Climate Survey, Spring 2009

Responses to questions 32-38: By Division

Division: Prescott Campus

	Very Good		Good		Average		Poor		Very Poor		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Marketing and promotion of Embry-Riddle.	9	7.8%	36	31.0%	39	33.6%	24	20.7%	8	6.9%	116	100.0%
Overall appearance of the physical facilities of my campus/center.	34	28.8%	64	54.2%	16	13.6%	3	2.5%	1	.8%	118	100.0%
Providing a safe and secure environment for faculty, staff and students.	38	32.5%	62	53.0%	12	10.3%	5	4.3%	0	.0%	117	100.0%
Hiring women and other underrepresented groups into management and faculty positions.	19	17.0%	41	36.6%	37	33.0%	12	10.7%	3	2.7%	112	100.0%
The pay afforded me for my work in comparison to other organizations.	5	4.1%	40	33.1%	46	38.0%	22	18.2%	8	6.6%	121	100.0%
The benefits available for my needs and those of my family compared to other organizations.	26	21.7%	56	46.7%	32	26.7%	5	4.2%	1	.8%	120	100.0%
The overall services provided by Human Resources.	18	14.9%	56	46.3%	33	27.3%	9	7.4%	5	4.1%	121	100.0%

ERAU Faculty & Staff Climate Survey, Spring 2009

Responses to questions 1-31: By Division

Division: Worldwide Campus

	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Embry-Riddle's major goals and directions have been clearly communicated to me.	93	23.7%	228	58.0%	51	13.0%	15	3.8%	6	1.5%	393	100.0%
I believe Embry-Riddle's major goals and directions are the right ones for the organization at the current time.	76	19.5%	212	54.4%	75	19.2%	19	4.9%	8	2.1%	390	100.0%
Embry-Riddle's values have been clearly communicated to me.	110	27.9%	219	55.6%	40	10.2%	16	4.1%	9	2.3%	394	100.0%
I believe Embry-Riddle's values are the right ones for the organization at the current time.	102	26.0%	216	55.0%	62	15.8%	7	1.8%	6	1.5%	393	100.0%
I believe the President is doing a good job	99	25.4%	196	50.4%	74	19.0%	9	2.3%	11	2.8%	389	100.0%
I believe the University leadership is doing a good job.	83	21.3%	198	50.8%	72	18.5%	24	6.2%	13	3.3%	390	100.0%
I am kept informed of University news and activities.	128	32.5%	208	52.8%	39	9.9%	15	3.8%	4	1.0%	394	100.0%
Embry-Riddle has a work environment of mutual respect and trust.	113	28.7%	177	44.9%	57	14.5%	33	8.4%	14	3.6%	394	100.0%
Overall, the University is a good place to work.	158	40.0%	188	47.6%	38	9.6%	7	1.8%	4	1.0%	395	100.0%
I am proud to be associated with the University.	208	53.1%	151	38.5%	26	6.6%	3	.8%	4	1.0%	392	100.0%
I would recommend the University to family and friends as a work place.	172	43.8%	152	38.7%	44	11.2%	17	4.3%	8	2.0%	393	100.0%
I believe that the Climate Survey results will influence decisions to improve the University.	69	17.6%	146	37.3%	99	25.3%	49	12.5%	28	7.2%	391	100.0%
I believe my campus leadership is doing a good job.	137	36.2%	164	43.4%	47	12.4%	21	5.6%	9	2.4%	378	100.0%
I am kept informed of news and activities at my campus.	138	36.1%	182	47.6%	47	12.3%	11	2.9%	4	1.0%	382	100.0%
I am kept informed of department level news and activities.	130	34.1%	170	44.6%	51	13.4%	25	6.6%	5	1.3%	381	100.0%
Strategic planning assists my department/program in setting its direction and objectives.	73	26.6%	95	34.7%	83	30.3%	17	6.2%	6	2.2%	274	100.0%
Assessment assists in measuring/improving my department.	68	24.8%	99	36.1%	75	27.4%	23	8.4%	9	3.3%	274	100.0%
Appropriate consideration is given to all campuses when University budget allocations are made.	45	13.1%	87	25.3%	108	31.4%	68	19.8%	36	10.5%	344	100.0%
I have the materials and equipment I need to do my work effectively.	104	26.4%	205	52.0%	40	10.2%	37	9.4%	8	2.0%	394	100.0%
The technology services provided by the University effectively assist me in the completion of my job.	108	27.7%	206	52.8%	46	11.8%	17	4.4%	13	3.3%	390	100.0%
This last year, I have had opportunities to learn and grow, either at work or through professional development activities.	107	27.9%	163	42.4%	57	14.8%	44	11.5%	13	3.4%	384	100.0%
My current workload allows me to engage in a variety of activities (professional development, committee work, administrative duties, teaching, research).	77	20.4%	144	38.1%	71	18.8%	65	17.2%	21	5.6%	378	100.0%
I receive the appropriate communication to do my job effectively.	99	25.2%	190	48.3%	61	15.5%	34	8.7%	9	2.3%	393	100.0%
I have access to the information I need to make decisions for my work.	97	24.8%	223	57.0%	46	11.8%	20	5.1%	5	1.3%	391	100.0%
I am asked for my input on decisions that impact my work.	98	25.3%	162	41.8%	55	14.2%	52	13.4%	21	5.4%	388	100.0%
I feel safe in offering suggestions for improvement to the processes in my area.	132	33.9%	159	40.9%	46	11.8%	33	8.5%	19	4.9%	389	100.0%
At work, my opinions seem to count.	120	31.2%	142	36.9%	55	14.3%	44	11.4%	24	6.2%	385	100.0%
My direct supervisor lets me know when I have done a good job.	157	40.8%	139	36.1%	49	12.7%	27	7.0%	13	3.4%	385	100.0%
My direct supervisor talks with me at least once a year about my performance. (flight instructors: skip this question)	158	42.1%	146	38.9%	39	10.4%	17	4.5%	15	4.0%	375	100.0%
My direct supervisor talks with me at least once a year about my performance objectives/plan. (flight instructors: skip this question)	149	40.2%	140	37.7%	43	11.6%	24	6.5%	15	4.0%	371	100.0%
I have not been treated differently because of my gender, race, ethnicity, national origin, age, physical disability, economic background, sexual orientation, or religious beliefs.	201	51.3%	139	35.5%	21	5.4%	20	5.1%	11	2.8%	392	100.0%

ERAU Faculty & Staff Climate Survey, Spring 2009

Responses to questions 32-38: By Division

Division: Worldwide Campus

	Very Good		Good		Average		Poor		Very Poor		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Marketing and promotion of Embry-Riddle.	59	15.5%	133	34.9%	101	26.5%	59	15.5%	29	7.6%	381	100.0%
Overall appearance of the physical facilities of my campus/center.	85	23.2%	134	36.6%	81	22.1%	50	13.7%	16	4.4%	366	100.0%
Providing a safe and secure environment for faculty, staff and students.	130	34.2%	161	42.4%	75	19.7%	9	2.4%	5	1.3%	380	100.0%
Hiring women and other underrepresented groups into management and faculty positions.	132	36.3%	148	40.7%	65	17.9%	14	3.8%	5	1.4%	364	100.0%
The pay afforded me for my work in comparison to other organizations.	42	10.9%	134	34.9%	120	31.3%	60	15.6%	28	7.3%	384	100.0%
The benefits available for my needs and those of my family compared to other organizations.	84	23.2%	147	40.6%	93	25.7%	26	7.2%	12	3.3%	362	100.0%
The overall services provided by Human Resources.	104	27.8%	158	42.2%	93	24.9%	15	4.0%	4	1.1%	374	100.0%