

# ERAU Faculty & Staff Climate Survey, Spring 2007

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

		Physical Location										Total	
		Daytona Beach		Prescott		WorldWide Field		FAA-CMD		USAFA		#	%
		#	%	#	%	#	%	#	%	#	%		
Division	University Administration	62	13.6%	7	4.6%	0	.0%	5	100.0%	2	100.0%	76	6.6%
	Daytona Beach Campus	305	67.0%	0	.0%	0	.0%	0	.0%	0	.0%	305	26.3%
	Prescott Campus	0	.0%	145	95.4%	0	.0%	0	.0%	0	.0%	145	12.5%
	WorldWide Campus	88	19.3%	0	.0%	545	100.0%	0	.0%	0	.0%	633	54.6%
Total		455	100.0%	152	100.0%	545	100.0%	5	100.0%	2	100.0%	1159	100.0%
Position	Faculty	101	22.2%	45	29.6%	296	54.6%	1	20.0%	1	50.0%	444	38.4%
	Staff	353	77.8%	107	70.4%	246	45.4%	4	80.0%	1	50.0%	711	61.6%
Total		454	100.0%	152	100.0%	542	100.0%	5	100.0%	2	100.0%	1155	100.0%
Employment Status	Full-time	437	96.0%	140	92.7%	292	54.1%	5	100.0%	1	50.0%	875	75.9%
	Part-time	18	4.0%	11	7.3%	248	45.9%	0	.0%	1	50.0%	278	24.1%
Total		455	100.0%	151	100.0%	540	100.0%	5	100.0%	2	100.0%	1153	100.0%
Gender	Female	262	58.4%	76	50.7%	225	42.4%	4	80.0%	1	50.0%	568	50.0%
	Male	187	41.6%	74	49.3%	306	57.6%	1	20.0%	1	50.0%	569	50.0%
Total		449	100.0%	150	100.0%	531	100.0%	5	100.0%	2	100.0%	1137	100.0%
Level	Supervisory	145	32.9%	47	32.2%	148	28.7%	4	80.0%	1	50.0%	345	31.1%
	Non-supervisory	296	67.1%	99	67.8%	367	71.3%	1	20.0%	1	50.0%	764	68.9%
Total		441	100.0%	146	100.0%	515	100.0%	5	100.0%	2	100.0%	1109	100.0%

# ERAU Faculty & Staff Climate Survey, Spring 2007

## Responses to questions 1-29: All locations combined

	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Embry-Riddle's mission, goals, and vision have been clearly communicated to me	326	27.9%	655	56.1%	125	10.7%	48	4.1%	14	1.2%	1168	100.0%
I believe Embry-Riddle's mission, goals, and vision are the right ones for the organization at the current time	278	23.9%	593	51.0%	231	19.9%	47	4.0%	13	1.1%	1162	100.0%
Embry-Riddle's values have been clearly communicated to me	331	28.4%	605	51.9%	158	13.6%	55	4.7%	16	1.4%	1165	100.0%
I believe Embry-Riddle's values are the right ones for the organization at the current time	311	26.8%	550	47.5%	236	20.4%	49	4.2%	13	1.1%	1159	100.0%
I believe the President is doing a good job	356	31.0%	467	40.7%	276	24.0%	29	2.5%	20	1.7%	1148	100.0%
I am kept informed of University news and activities	307	26.4%	622	53.5%	166	14.3%	57	4.9%	11	.9%	1163	100.0%
Embry-Riddle has a work environment of mutual respect and trust	300	25.9%	472	40.7%	210	18.1%	124	10.7%	54	4.7%	1160	100.0%
Overall, the University is a good place to work	451	38.6%	525	44.9%	142	12.2%	37	3.2%	13	1.1%	1168	100.0%
I am proud to be associated with the University	579	49.9%	454	39.1%	104	9.0%	19	1.6%	5	.4%	1161	100.0%
I would recommend the University to family and friends as a place to work	486	41.8%	461	39.6%	135	11.6%	64	5.5%	17	1.5%	1163	100.0%
I believe that Climate Survey results will influence decisions to improve the University	175	15.0%	386	33.2%	349	30.0%	169	14.5%	84	7.2%	1163	100.0%
I believe my Chancellor is doing a good job (University Administration personnel: skip this question)	344	32.3%	425	39.9%	248	23.3%	34	3.2%	15	1.4%	1066	100.0%
I am kept informed of campus news and activities	305	26.5%	633	55.1%	141	12.3%	54	4.7%	16	1.4%	1149	100.0%
I am kept informed of department level news and activities	331	29.0%	518	45.4%	172	15.1%	93	8.2%	26	2.3%	1140	100.0%
Strategic planning assists my department/program in setting its direction and objectives	177	15.9%	408	36.6%	369	33.1%	120	10.8%	41	3.7%	1115	100.0%
Assessment activities assist my department/program in measuring its success and identifying potential areas for improvement	164	14.8%	410	36.9%	368	33.2%	124	11.2%	44	4.0%	1110	100.0%
Appropriate consideration is given to all campuses when University budget allocations are made	102	9.4%	257	23.6%	465	42.8%	178	16.4%	85	7.8%	1087	100.0%
I have the materials and equipment I need to do my work effectively	310	26.5%	620	53.1%	109	9.3%	107	9.2%	22	1.9%	1168	100.0%
The technology services provided by the University effectively assist me in the completion of my job	364	31.4%	586	50.5%	131	11.3%	63	5.4%	17	1.5%	1161	100.0%
This last year, I have had opportunities to learn and grow, either at work or through professional development activities	330	28.5%	527	45.6%	175	15.1%	92	8.0%	32	2.8%	1156	100.0%
My current workload allows me to engage in a variety of activities (professional development, committee work, administrative duties, teaching, research)	208	18.2%	435	38.0%	240	21.0%	188	16.4%	74	6.5%	1145	100.0%
I have access to the information I need to make decisions for my work	281	24.2%	628	54.1%	157	13.5%	74	6.4%	20	1.7%	1160	100.0%
I am asked for my input on decisions that impact my work	263	22.7%	484	41.8%	177	15.3%	152	13.1%	81	7.0%	1157	100.0%
I feel safe in offering suggestions for improvement to the processes in my area	341	29.3%	505	43.3%	157	13.5%	98	8.4%	64	5.5%	1165	100.0%
At work, my opinions seem to count	282	24.4%	478	41.3%	214	18.5%	104	9.0%	80	6.9%	1158	100.0%
My direct supervisor lets me know when I have done a good job	427	37.0%	435	37.7%	152	13.2%	81	7.0%	58	5.0%	1153	100.0%
My direct supervisor talks with me at least once a year about my performance	456	40.4%	471	41.7%	135	12.0%	42	3.7%	25	2.2%	1129	100.0%
My direct supervisor talks with me at least once a year about my performance objectives/plan	435	38.9%	449	40.1%	149	13.3%	57	5.1%	29	2.6%	1119	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 belief	574	49.6%	406	35.1%	91	7.9%	46	4.0%	40	3.5%	1157	100.0%

SOURCE: Office of Institutional Research, March 2007

# ERAU Faculty & Staff Climate Survey, Spring 2007

## Responses to questions 30-36: All locations combined

	Very Good		Good		Average		Poor		Very Poor		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Marketing and promotion of Embry-Riddle	147	12.8%	373	32.5%	355	31.0%	197	17.2%	75	6.5%	1147	100.0%
Communication among the campuses (Daytona Beach, Prescott, Extended Campus)	113	10.0%	304	26.9%	442	39.1%	208	18.4%	64	5.7%	1131	100.0%
Overall appearance of the physical facilities of my campus/center	253	22.0%	473	41.2%	314	27.4%	85	7.4%	23	2.0%	1148	100.0%
Providing a safe and secure environment for staff and students	403	35.0%	545	47.3%	182	15.8%	21	1.8%	2	.2%	1153	100.0%
Hiring more women and members of underrepresented groups into management and faculty positions	308	27.5%	434	38.7%	271	24.2%	86	7.7%	23	2.0%	1122	100.0%
The pay afforded me for my work	108	9.3%	289	24.9%	387	33.3%	261	22.5%	117	10.1%	1162	100.0%
The benefits available for my needs and those of my family	241	21.4%	426	37.8%	327	29.0%	89	7.9%	44	3.9%	1127	100.0%

# ERAU Faculty & Staff Climate Survey, Spring 2007

## Responses to questions 1-29: By division

### University Administration

	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Embry-Riddle's mission, goals, and vision have been clearly communicated to me	19	24.7%	47	61.0%	8	10.4%	3	3.9%	0	.0%	77	100.0%
I believe Embry-Riddle's mission, goals, and vision are the right ones for the organization at the current time	17	22.1%	43	55.8%	16	20.8%	1	1.3%	0	.0%	77	100.0%
Embry-Riddle's values have been clearly communicated to me	22	28.6%	38	49.4%	13	16.9%	4	5.2%	0	.0%	77	100.0%
I believe Embry-Riddle's values are the right ones for the organization at the current time	21	27.6%	38	50.0%	17	22.4%	0	.0%	0	.0%	76	100.0%
I believe the President is doing a good job	28	36.8%	31	40.8%	14	18.4%	2	2.6%	1	1.3%	76	100.0%
I am kept informed of University news and activities	24	31.2%	40	51.9%	9	11.7%	3	3.9%	1	1.3%	77	100.0%
Embry-Riddle has a work environment of mutual respect and trust	18	23.4%	41	53.2%	9	11.7%	7	9.1%	2	2.6%	77	100.0%
Overall, the University is a good place to work	38	49.4%	32	41.6%	5	6.5%	2	2.6%	0	.0%	77	100.0%
I am proud to be associated with the University	43	55.8%	29	37.7%	4	5.2%	1	1.3%	0	.0%	77	100.0%
I would recommend the University to family and friends as a place to work	40	51.9%	28	36.4%	5	6.5%	4	5.2%	0	.0%	77	100.0%
I believe that Climate Survey results will influence decisions to improve the University	12	15.8%	23	30.3%	33	43.4%	8	10.5%	0	.0%	76	100.0%
I believe my Chancellor is doing a good job (University Administration personnel: skip this question)	14	35.9%	14	35.9%	9	23.1%	2	5.1%	0	.0%	39	100.0%
I am kept informed of campus news and activities	16	23.2%	40	58.0%	9	13.0%	2	2.9%	2	2.9%	69	100.0%
I am kept informed of department level news and activities	18	26.1%	31	44.9%	13	18.8%	6	8.7%	1	1.4%	69	100.0%
Strategic planning assists my department/program in setting its direction and objectives	6	8.8%	31	45.6%	26	38.2%	4	5.9%	1	1.5%	68	100.0%
Assessment activities assist my department/program in measuring its success and identifying potential areas for improvement	7	10.1%	28	40.6%	25	36.2%	7	10.1%	2	2.9%	69	100.0%
Appropriate consideration is given to all campuses when University budget allocations are made	7	10.4%	25	37.3%	31	46.3%	3	4.5%	1	1.5%	67	100.0%
I have the materials and equipment I need to do my work effectively	28	36.4%	42	54.5%	3	3.9%	3	3.9%	1	1.3%	77	100.0%
The technology services provided by the University effectively assist me in the completion of my job	31	40.8%	39	51.3%	4	5.3%	2	2.6%	0	.0%	76	100.0%
This last year, I have had opportunities to learn and grow, either at work or through professional development activities	28	36.8%	32	42.1%	8	10.5%	3	3.9%	5	6.6%	76	100.0%
My current workload allows me to engage in a variety of activities (professional development, committee work, administrative duties, teaching, research)	20	26.7%	29	38.7%	13	17.3%	13	17.3%	0	.0%	75	100.0%
I have access to the information I need to make decisions for my work	27	35.1%	38	49.4%	9	11.7%	3	3.9%	0	.0%	77	100.0%
I am asked for my input on decisions that impact my work	23	29.9%	33	42.9%	8	10.4%	10	13.0%	3	3.9%	77	100.0%
I feel safe in offering suggestions for improvement to the processes in my area	25	32.5%	33	42.9%	12	15.6%	6	7.8%	1	1.3%	77	100.0%
At work, my opinions seem to count	23	29.9%	33	42.9%	11	14.3%	7	9.1%	3	3.9%	77	100.0%
My direct supervisor lets me know when I have done a good job	28	36.8%	29	38.2%	10	13.2%	5	6.6%	4	5.3%	76	100.0%
My direct supervisor talks with me at least once a year about my performance	29	38.2%	35	46.1%	9	11.8%	3	3.9%	0	.0%	76	100.0%
My direct supervisor talks with me at least once a year about my performance objectives/plan	27	36.0%	32	42.7%	8	10.7%	8	10.7%	0	.0%	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 belief	33	42.9%	31	40.3%	6	7.8%	6	7.8%	1	1.3%	77	100.0%

# ERAU Faculty & Staff Climate Survey, Spring 2007

## Responses to questions 30-36: By division

### University Administration

	Very Good		Good		Average		Poor		Very Poor		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Marketing and promotion of Embry-Riddle	8	10.8%	17	23.0%	29	39.2%	18	24.3%	2	2.7%	74	100.0%
Communication among the campuses (Daytona Beach, Prescott, Extended Campus)	3	4.0%	28	37.3%	32	42.7%	11	14.7%	1	1.3%	75	100.0%
Overall appearance of the physical facilities of my campus/center	15	20.0%	40	53.3%	19	25.3%	0	.0%	1	1.3%	75	100.0%
Providing a safe and secure environment for staff and students	24	31.2%	38	49.4%	15	19.5%	0	.0%	0	.0%	77	100.0%
Hiring more women and members of underrepresented groups into management and faculty positions	12	16.0%	28	37.3%	25	33.3%	7	9.3%	3	4.0%	75	100.0%
The pay afforded me for my work	10	13.0%	23	29.9%	28	36.4%	15	19.5%	1	1.3%	77	100.0%
The benefits available for my needs and those of my family	25	32.5%	27	35.1%	21	27.3%	4	5.2%	0	.0%	77	100.0%

# ERAU Faculty & Staff Climate Survey, Spring 2007

## Responses to questions 1-29: By division

### Daytona Beach Campus

	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Embry-Riddle's mission, goals, and vision have been clearly communicated to me	70	23.0%	181	59.5%	36	11.8%	14	4.6%	3	1.0%	304	100.0%
I believe Embry-Riddle's mission, goals, and vision are the right ones for the organization at the current time	68	22.4%	167	55.1%	58	19.1%	9	3.0%	1	.3%	303	100.0%
Embry-Riddle's values have been clearly communicated to me	77	25.4%	170	56.1%	36	11.9%	17	5.6%	3	1.0%	303	100.0%
I believe Embry-Riddle's values are the right ones for the organization at the current time	73	24.3%	161	53.5%	54	17.9%	13	4.3%	0	.0%	301	100.0%
I believe the President is doing a good job	122	40.1%	137	45.1%	36	11.8%	6	2.0%	3	1.0%	304	100.0%
I am kept informed of University news and activities	81	26.7%	181	59.7%	26	8.6%	14	4.6%	1	.3%	303	100.0%
Embry-Riddle has a work environment of mutual respect and trust	76	25.2%	123	40.9%	63	20.9%	28	9.3%	11	3.7%	301	100.0%
Overall, the University is a good place to work	123	40.5%	142	46.7%	29	9.5%	10	3.3%	0	.0%	304	100.0%
I am proud to be associated with the University	157	52.2%	118	39.2%	23	7.6%	3	1.0%	0	.0%	301	100.0%
I would recommend the University to family and friends as a place to work	128	42.0%	134	43.9%	27	8.9%	13	4.3%	3	1.0%	305	100.0%
I believe that Climate Survey results will influence decisions to improve the University	35	11.5%	108	35.5%	95	31.3%	50	16.4%	16	5.3%	304	100.0%
I believe my Chancellor is doing a good job (University Administration personnel: skip this question)	113	39.8%	118	41.5%	49	17.3%	2	.7%	2	.7%	284	100.0%
I am kept informed of campus news and activities	84	27.8%	172	57.0%	36	11.9%	9	3.0%	1	.3%	302	100.0%
I am kept informed of department level news and activities	94	31.4%	139	46.5%	35	11.7%	27	9.0%	4	1.3%	299	100.0%
Strategic planning assists my department/program in setting its direction and objectives	30	10.2%	105	35.8%	101	34.5%	44	15.0%	13	4.4%	293	100.0%
Assessment activities assist my department/program in measuring its success and identifying potential areas for improvement	29	9.8%	117	39.7%	87	29.5%	48	16.3%	14	4.7%	295	100.0%
Appropriate consideration is given to all campuses when University budget allocations are made	19	6.6%	65	22.6%	137	47.6%	51	17.7%	16	5.6%	288	100.0%
I have the materials and equipment I need to do my work effectively	81	26.6%	156	51.3%	27	8.9%	33	10.9%	7	2.3%	304	100.0%
The technology services provided by the University effectively assist me in the completion of my job	99	32.6%	160	52.6%	25	8.2%	18	5.9%	2	.7%	304	100.0%
This last year, I have had opportunities to learn and grow, either at work or through professional development activities	80	26.7%	141	47.0%	44	14.7%	28	9.3%	7	2.3%	300	100.0%
My current workload allows me to engage in a variety of activities (professional development, committee work, administrative duties, teaching, research)	43	14.4%	112	37.6%	58	19.5%	59	19.8%	26	8.7%	298	100.0%
I have access to the information I need to make decisions for my work	73	24.0%	160	52.6%	40	13.2%	22	7.2%	9	3.0%	304	100.0%
I am asked for my input on decisions that impact my work	69	22.7%	133	43.8%	39	12.8%	42	13.8%	21	6.9%	304	100.0%
I feel safe in offering suggestions for improvement to the processes in my area	86	28.3%	131	43.1%	40	13.2%	29	9.5%	18	5.9%	304	100.0%
At work, my opinions seem to count	63	20.8%	126	41.6%	56	18.5%	35	11.6%	23	7.6%	303	100.0%
My direct supervisor lets me know when I have done a good job	96	31.7%	136	44.9%	33	10.9%	19	6.3%	19	6.3%	303	100.0%
My direct supervisor talks with me at least once a year about my performance	123	41.6%	142	48.0%	24	8.1%	3	1.0%	4	1.4%	296	100.0%
My direct supervisor talks with me at least once a year about my performance objectives/plan	116	39.2%	136	45.9%	32	10.8%	7	2.4%	5	1.7%	296	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 belief	137	45.2%	105	34.7%	26	8.6%	20	6.6%	15	5.0%	303	100.0%

# ERAU Faculty & Staff Climate Survey, Spring 2007

## Responses to questions 30-36: By division

### Daytona Beach Campus

	Very Good		Good		Average		Poor		Very Poor		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Marketing and promotion of Embry-Riddle	36	12.0%	127	42.5%	96	32.1%	34	11.4%	6	2.0%	299	100.0%
Communication among the campuses (Daytona Beach, Prescott, Extended Campus)	27	9.2%	80	27.4%	126	43.2%	51	17.5%	8	2.7%	292	100.0%
Overall appearance of the physical facilities of my campus/center	56	18.4%	157	51.6%	67	22.0%	20	6.6%	4	1.3%	304	100.0%
Providing a safe and secure environment for staff and students	103	33.9%	161	53.0%	35	11.5%	4	1.3%	1	.3%	304	100.0%
Hiring more women and members of underrepresented groups into management and faculty positions	66	22.2%	109	36.7%	77	25.9%	38	12.8%	7	2.4%	297	100.0%
The pay afforded me for my work	19	6.3%	85	28.0%	108	35.5%	61	20.1%	31	10.2%	304	100.0%
The benefits available for my needs and those of my family	67	22.0%	137	44.9%	71	23.3%	21	6.9%	9	3.0%	305	100.0%

# ERAU Faculty & Staff Climate Survey, Spring 2007

## Responses to questions 1-29: By division

### Prescott Campus

	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Embry-Riddle's mission, goals, and vision have been clearly communicated to me	36	24.8%	81	55.9%	19	13.1%	7	4.8%	2	1.4%	145	100.0%
I believe Embry-Riddle's mission, goals, and vision are the right ones for the organization at the current time	29	20.1%	71	49.3%	35	24.3%	6	4.2%	3	2.1%	144	100.0%
Embry-Riddle's values have been clearly communicated to me	40	27.8%	65	45.1%	30	20.8%	8	5.6%	1	.7%	144	100.0%
I believe Embry-Riddle's values are the right ones for the organization at the current time	37	25.7%	62	43.1%	39	27.1%	5	3.5%	1	.7%	144	100.0%
I believe the President is doing a good job	43	29.9%	54	37.5%	40	27.8%	5	3.5%	2	1.4%	144	100.0%
I am kept informed of University news and activities	29	20.0%	82	56.6%	24	16.6%	9	6.2%	1	.7%	145	100.0%
Embry-Riddle has a work environment of mutual respect and trust	38	26.4%	59	41.0%	21	14.6%	19	13.2%	7	4.9%	144	100.0%
Overall, the University is a good place to work	66	45.5%	59	40.7%	12	8.3%	6	4.1%	2	1.4%	145	100.0%
I am proud to be associated with the University	71	49.0%	50	34.5%	19	13.1%	5	3.4%	0	.0%	145	100.0%
I would recommend the University to family and friends as a place to work	66	45.8%	50	34.7%	13	9.0%	12	8.3%	3	2.1%	144	100.0%
I believe that Climate Survey results will influence decisions to improve the University	20	13.9%	49	34.0%	39	27.1%	23	16.0%	13	9.0%	144	100.0%
I believe my Chancellor is doing a good job (University Administration personnel: skip this question)	50	35.2%	52	36.6%	33	23.2%	5	3.5%	2	1.4%	142	100.0%
I am kept informed of campus news and activities	32	22.1%	91	62.8%	15	10.3%	6	4.1%	1	.7%	145	100.0%
I am kept informed of department level news and activities	55	38.2%	66	45.8%	11	7.6%	11	7.6%	1	.7%	144	100.0%
Strategic planning assists my department/program in setting its direction and objectives	21	15.0%	52	37.1%	43	30.7%	19	13.6%	5	3.6%	140	100.0%
Assessment activities assist my department/program in measuring its success and identifying potential areas for improvement	17	12.2%	62	44.6%	40	28.8%	14	10.1%	6	4.3%	139	100.0%
Appropriate consideration is given to all campuses when University budget allocations are made	12	8.6%	33	23.6%	48	34.3%	33	23.6%	14	10.0%	140	100.0%
I have the materials and equipment I need to do my work effectively	37	25.7%	74	51.4%	16	11.1%	15	10.4%	2	1.4%	144	100.0%
The technology services provided by the University effectively assist me in the completion of my job	33	22.8%	76	52.4%	23	15.9%	11	7.6%	2	1.4%	145	100.0%
This last year, I have had opportunities to learn and grow, either at work or through professional development activities	36	25.2%	82	57.3%	13	9.1%	10	7.0%	2	1.4%	143	100.0%
My current workload allows me to engage in a variety of activities (professional development, committee work, administrative duties, teaching, research)	21	14.9%	59	41.8%	28	19.9%	24	17.0%	9	6.4%	141	100.0%
I have access to the information I need to make decisions for my work	31	21.7%	81	56.6%	20	14.0%	10	7.0%	1	.7%	143	100.0%
I am asked for my input on decisions that impact my work	34	23.9%	69	48.6%	16	11.3%	14	9.9%	9	6.3%	142	100.0%
I feel safe in offering suggestions for improvement to the processes in my area	48	33.3%	70	48.6%	10	6.9%	10	6.9%	6	4.2%	144	100.0%
At work, my opinions seem to count	35	24.5%	73	51.0%	13	9.1%	12	8.4%	10	7.0%	143	100.0%
My direct supervisor lets me know when I have done a good job	56	39.4%	50	35.2%	22	15.5%	6	4.2%	8	5.6%	142	100.0%
My direct supervisor talks with me at least once a year about my performance	63	47.0%	50	37.3%	15	11.2%	4	3.0%	2	1.5%	134	100.0%
My direct supervisor talks with me at least once a year about my performance objectives/plan	58	44.3%	52	39.7%	14	10.7%	4	3.1%	3	2.3%	131	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 belief	70	49.0%	48	33.6%	11	7.7%	4	2.8%	10	7.0%	143	100.0%



# ERAU Faculty & Staff Climate Survey, Spring 2007

## Responses to questions 30-36: By division

### Prescott Campus

	Very Good		Good		Average		Poor		Very Poor		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Marketing and promotion of Embry-Riddle	11	7.7%	42	29.6%	53	37.3%	27	19.0%	9	6.3%	142	100.0%
Communication among the campuses (Daytona Beach, Prescott, Extended Campus)	7	4.9%	28	19.7%	64	45.1%	36	25.4%	7	4.9%	142	100.0%
Overall appearance of the physical facilities of my campus/center	42	29.2%	70	48.6%	25	17.4%	7	4.9%	0	.0%	144	100.0%
Providing a safe and secure environment for staff and students	55	38.2%	72	50.0%	12	8.3%	5	3.5%	0	.0%	144	100.0%
Hiring more women and members of underrepresented groups into management and faculty positions	31	22.1%	55	39.3%	38	27.1%	14	10.0%	2	1.4%	140	100.0%
The pay afforded me for my work	14	9.7%	38	26.4%	46	31.9%	34	23.6%	12	8.3%	144	100.0%
The benefits available for my needs and those of my family	32	22.2%	63	43.8%	38	26.4%	10	6.9%	1	.7%	144	100.0%

# ERAU Faculty & Staff Climate Survey, Spring 2007

## Responses to questions 1-29: By division

### WorldWide Campus

	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Embry-Riddle's mission, goals, and vision have been clearly communicated to me	200	31.4%	343	53.9%	61	9.6%	23	3.6%	9	1.4%	636	100.0%
I believe Embry-Riddle's mission, goals, and vision are the right ones for the organization at the current time	163	25.8%	311	49.2%	119	18.8%	30	4.7%	9	1.4%	632	100.0%
Embry-Riddle's values have been clearly communicated to me	191	30.1%	330	52.0%	76	12.0%	26	4.1%	12	1.9%	635	100.0%
I believe Embry-Riddle's values are the right ones for the organization at the current time	179	28.3%	289	45.7%	121	19.1%	31	4.9%	12	1.9%	632	100.0%
I believe the President is doing a good job	161	26.0%	245	39.6%	183	29.6%	16	2.6%	14	2.3%	619	100.0%
I am kept informed of University news and activities	172	27.2%	316	50.0%	106	16.8%	30	4.7%	8	1.3%	632	100.0%
Embry-Riddle has a work environment of mutual respect and trust	167	26.4%	246	38.9%	116	18.4%	69	10.9%	34	5.4%	632	100.0%
Overall, the University is a good place to work	222	34.9%	288	45.3%	96	15.1%	19	3.0%	11	1.7%	636	100.0%
I am proud to be associated with the University	305	48.3%	255	40.3%	57	9.0%	10	1.6%	5	.8%	632	100.0%
I would recommend the University to family and friends as a place to work	250	39.6%	246	39.0%	89	14.1%	35	5.5%	11	1.7%	631	100.0%
I believe that Climate Survey results will influence decisions to improve the University	107	16.9%	205	32.3%	181	28.5%	86	13.6%	55	8.7%	634	100.0%
I believe my Chancellor is doing a good job (University Administration personnel: skip this question)	166	27.8%	240	40.2%	155	26.0%	25	4.2%	11	1.8%	597	100.0%
I am kept informed of campus news and activities	173	27.5%	327	52.1%	80	12.7%	36	5.7%	12	1.9%	628	100.0%
I am kept informed of department level news and activities	164	26.3%	279	44.8%	112	18.0%	48	7.7%	20	3.2%	623	100.0%
Strategic planning assists my department/program in setting its direction and objectives	120	19.7%	219	36.0%	196	32.2%	52	8.5%	22	3.6%	609	100.0%
Assessment activities assist my department/program in measuring its success and identifying potential areas for improvement	111	18.4%	203	33.7%	213	35.4%	53	8.8%	22	3.7%	602	100.0%
Appropriate consideration is given to all campuses when University budget allocations are made	64	10.9%	134	22.8%	246	41.8%	90	15.3%	54	9.2%	588	100.0%
I have the materials and equipment I need to do my work effectively	164	25.7%	344	53.9%	62	9.7%	56	8.8%	12	1.9%	638	100.0%
The technology services provided by the University effectively assist me in the completion of my job	201	31.8%	307	48.6%	79	12.5%	32	5.1%	13	2.1%	632	100.0%
This last year, I have had opportunities to learn and grow, either at work or through professional development activities	186	29.4%	268	42.4%	109	17.2%	51	8.1%	18	2.8%	632	100.0%
My current workload allows me to engage in a variety of activities (professional development, committee work, administrative duties, teaching, research)	124	19.8%	232	37.1%	140	22.4%	91	14.5%	39	6.2%	626	100.0%
I have access to the information I need to make decisions for my work	150	23.8%	345	54.7%	87	13.8%	39	6.2%	10	1.6%	631	100.0%
I am asked for my input on decisions that impact my work	137	21.8%	248	39.4%	113	18.0%	84	13.4%	47	7.5%	629	100.0%
I feel safe in offering suggestions for improvement to the processes in my area	182	28.7%	268	42.2%	95	15.0%	52	8.2%	38	6.0%	635	100.0%
At work, my opinions seem to count	161	25.6%	243	38.6%	133	21.1%	50	7.9%	43	6.8%	630	100.0%
My direct supervisor lets me know when I have done a good job	246	39.2%	217	34.6%	86	13.7%	51	8.1%	27	4.3%	627	100.0%
My direct supervisor talks with me at least once a year about my performance	240	38.8%	241	39.0%	87	14.1%	31	5.0%	19	3.1%	618	100.0%
My direct supervisor talks with me at least once a year about my performance objectives/plan	233	38.1%	226	36.9%	95	15.5%	38	6.2%	20	3.3%	612	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 belief	332	52.8%	220	35.0%	48	7.6%	15	2.4%	14	2.2%	629	100.0%

# ERAU Faculty & Staff Climate Survey, Spring 2007

## Responses to questions 30-36: By division

### WorldWide Campus

	Very Good		Good		Average		Poor		Very Poor		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Marketing and promotion of Embry-Riddle	92	14.7%	186	29.7%	175	27.9%	116	18.5%	58	9.3%	627	100.0%
Communication among the campuses (Daytona Beach, Prescott, Extended Campus)	76	12.3%	166	26.9%	219	35.5%	108	17.5%	48	7.8%	617	100.0%
Overall appearance of the physical facilities of my campus/center	139	22.4%	204	32.9%	201	32.4%	58	9.4%	18	2.9%	620	100.0%
Providing a safe and secure environment for staff and students	220	35.3%	273	43.8%	117	18.8%	12	1.9%	1	.2%	623	100.0%
Hiring more women and members of underrepresented groups into management and faculty positions	198	32.7%	241	39.8%	130	21.5%	25	4.1%	11	1.8%	605	100.0%
The pay afforded me for my work	65	10.3%	141	22.3%	204	32.3%	150	23.7%	72	11.4%	632	100.0%
The benefits available for my needs and those of my family	117	19.6%	196	32.9%	195	32.7%	54	9.1%	34	5.7%	596	100.0%