

ERAU Faculty & Staff Climate Survey Spring 2006 Results by University Division

Human Resources
Office of Institutional Research
April 2006

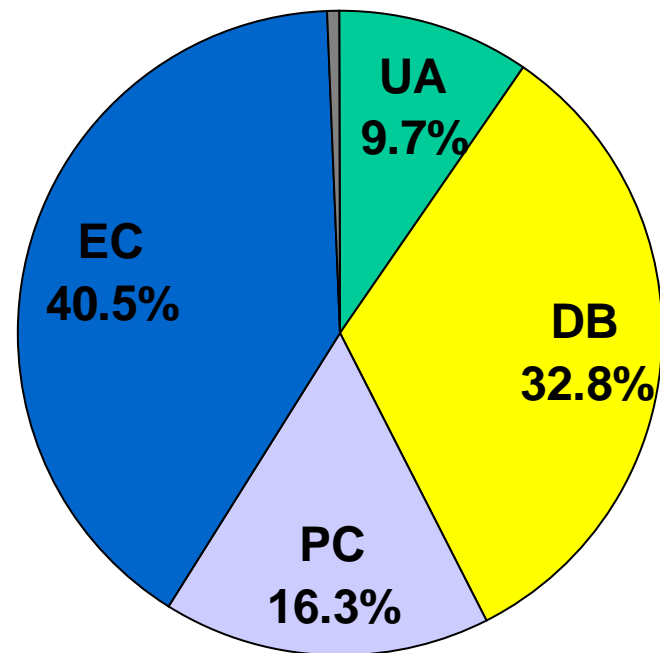
Background

- Web-based instrument:
 - 31 “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 Good to Very Poor
- Survey accessible from 02/21/06 – 03/07/06
 - 2 email announcements:
 - Survey has begun, 02/21/06
 - Reminder survey is about to end, 02/28/06
 - 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 17 new questions
 - Deleted 7 questions
 - Reworded/expanded 2 questions

Who Responded?

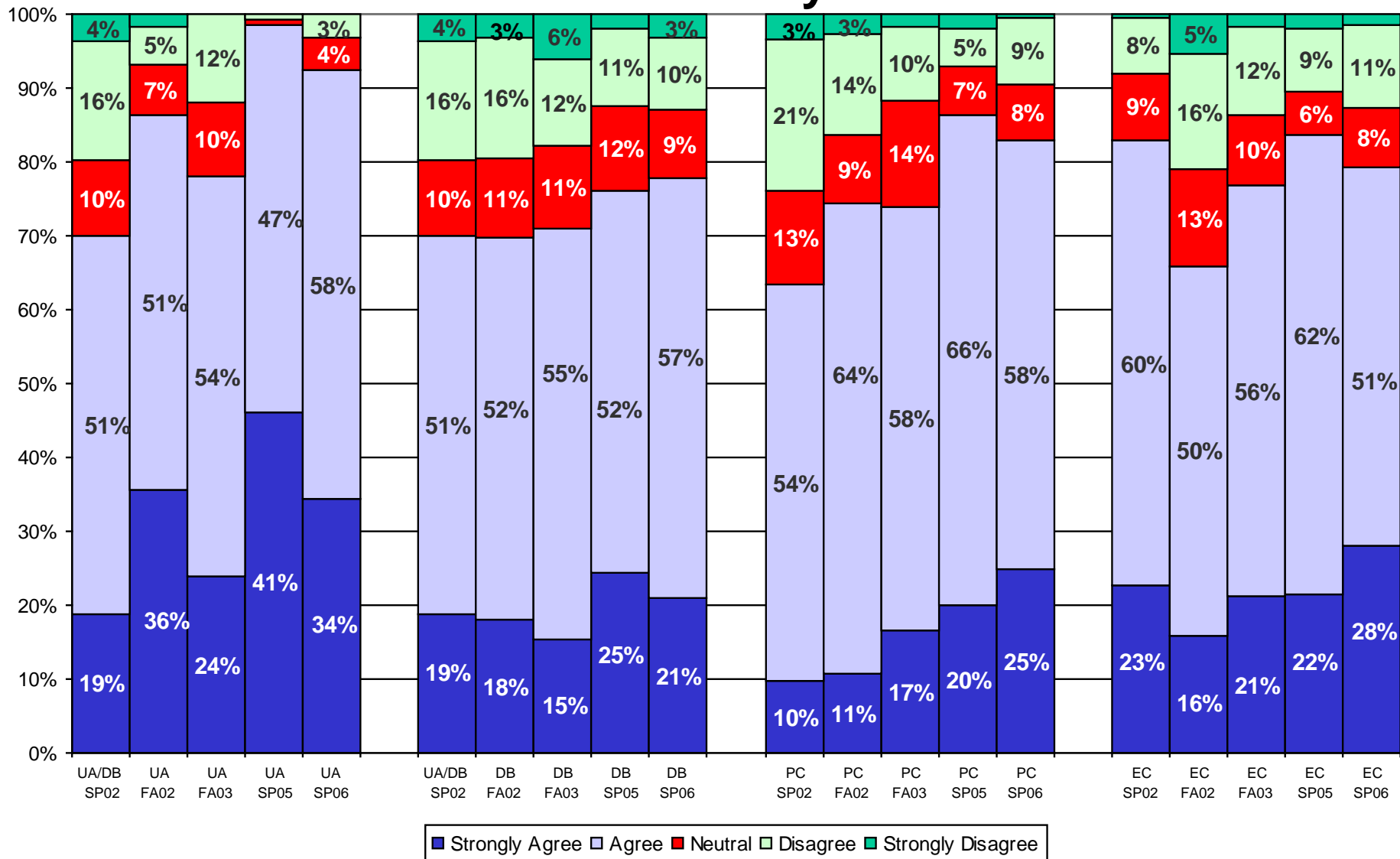
- Grand Total = 962
- By Division (with estimated response rates):
 - University Administration: 93 (30% response rate)
 - Daytona Beach Campus: 316 (38% response rate)
 - Prescott Campus: 157 (44% response rate)
 - Extended Campus: 390 (31% response rate)
 - Not Indicated: 6



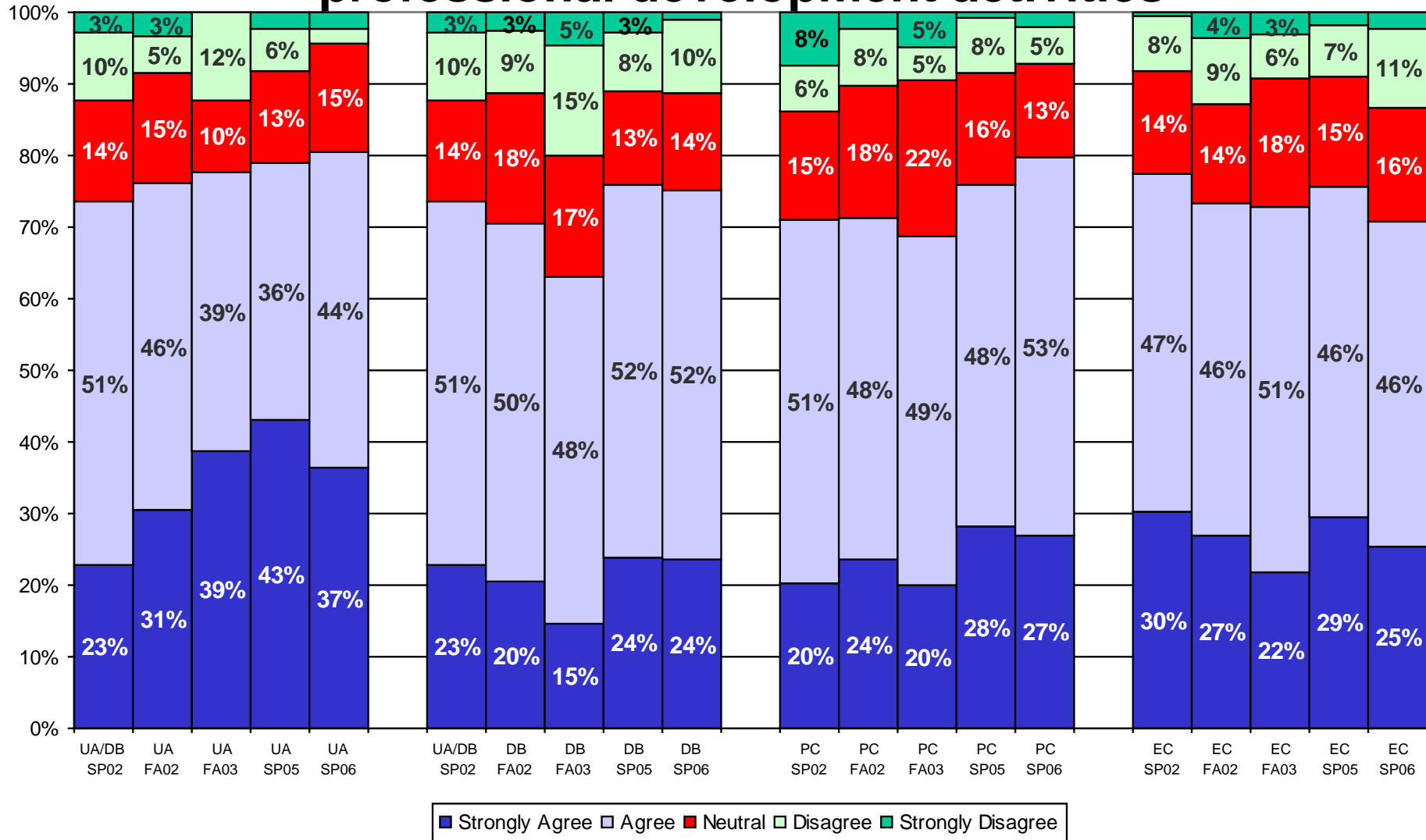
Trend Results: By Division

- 38 charts follow, one per question, with 21 charts displaying the side-by-side comparisons of Spring 2002, Fall 2002, Fall 2003, Spring 2005 and Spring 2006 data (when available) and 17 charts only displaying data from Spring 2006 (new questions).
- Each chart displays the percent response for each category to each of the 38 opinion questions
 - 5-point agreement scale: Strongly Agree to Strongly Disagree
 - 5-point progress scale: Very Good to Very Poor
- See data tables for breakouts within campus division
- Spring 2002 survey did not include a breakout response choice for university administration. Shown on the following charts is UA/DB SP2002 as comparison for UA FA2002, UA FA2003, DB FA2002 and DB FA2003. UA/DB SP2002 is comprised mostly of DB.

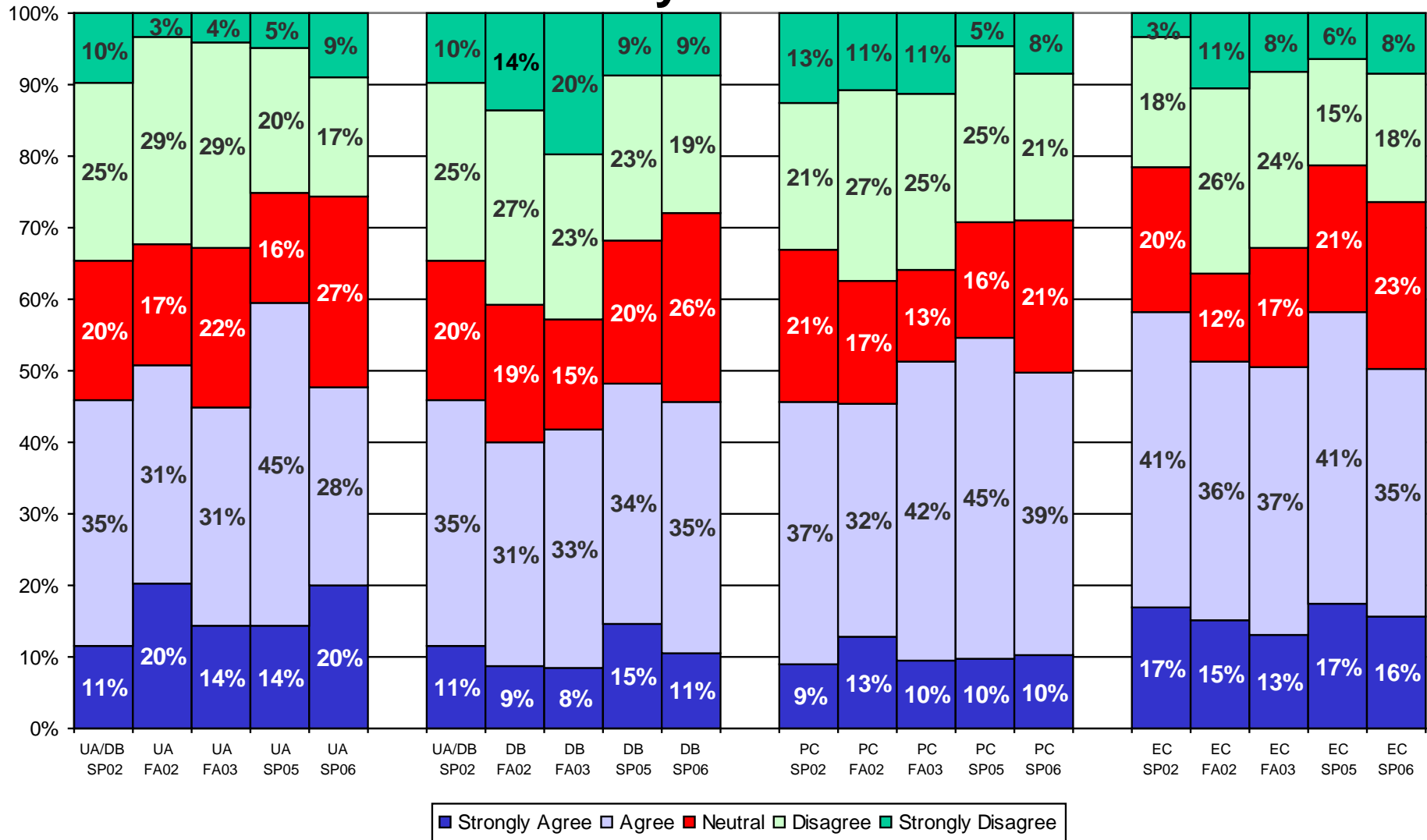
I have the materials and equipment to do my work effectively*



This last year, I have had opportunities to learn and grow either at work or through professional development activities

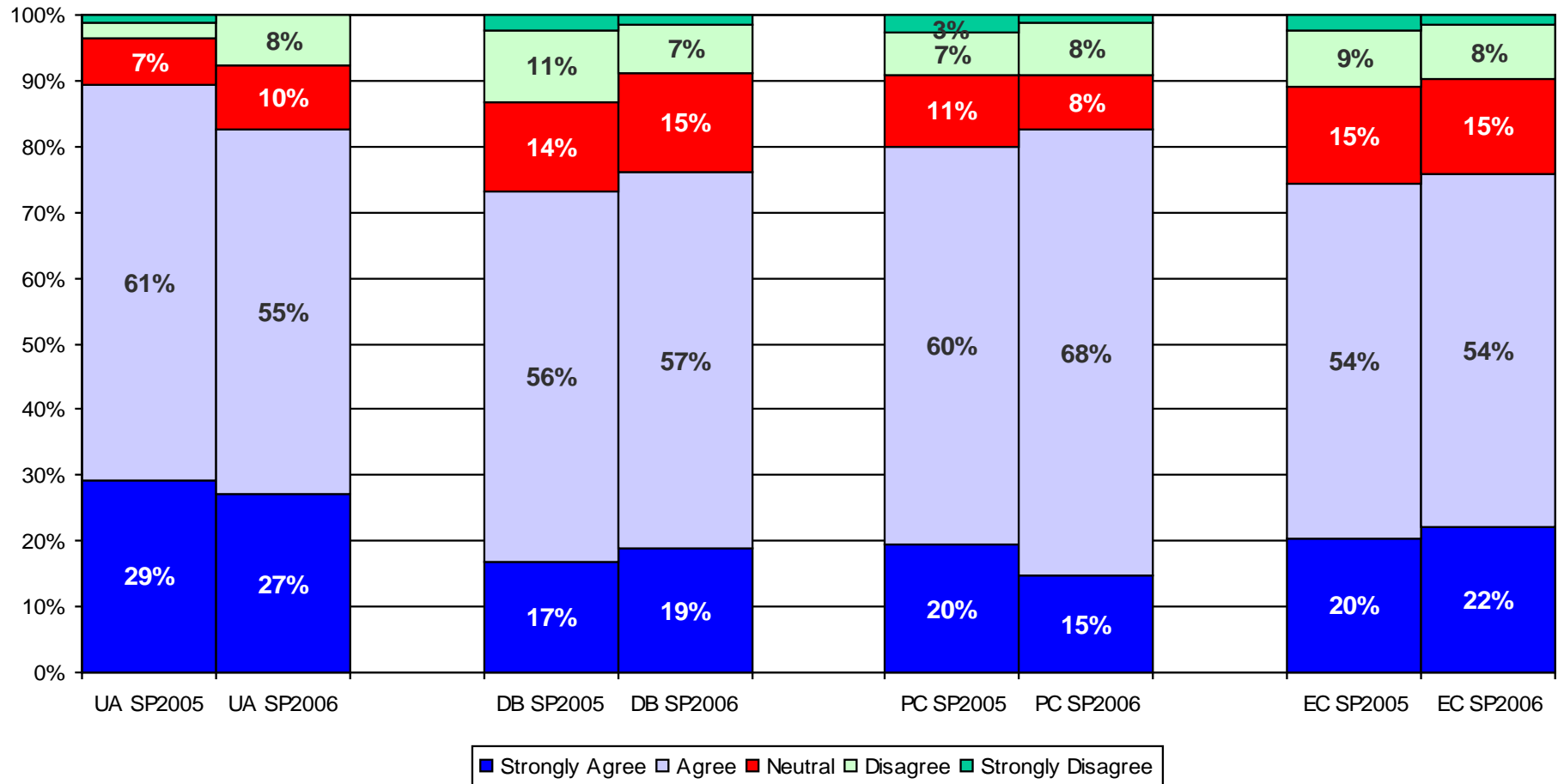


My current workload allows me to engage in a variety of activities*

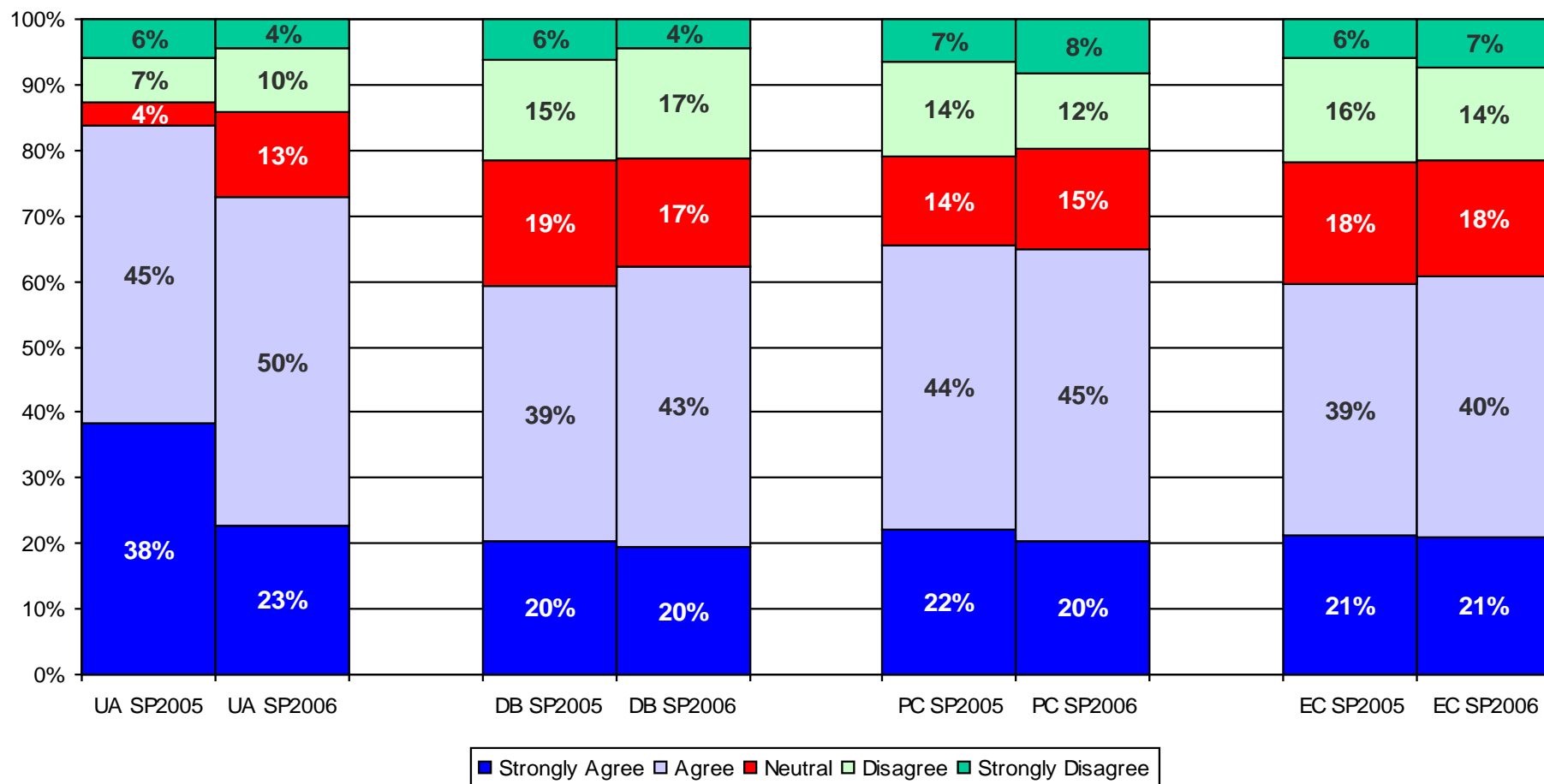


*Question was reworded in SP2006; SP2005 read as "...activities, as appropriate to my position".

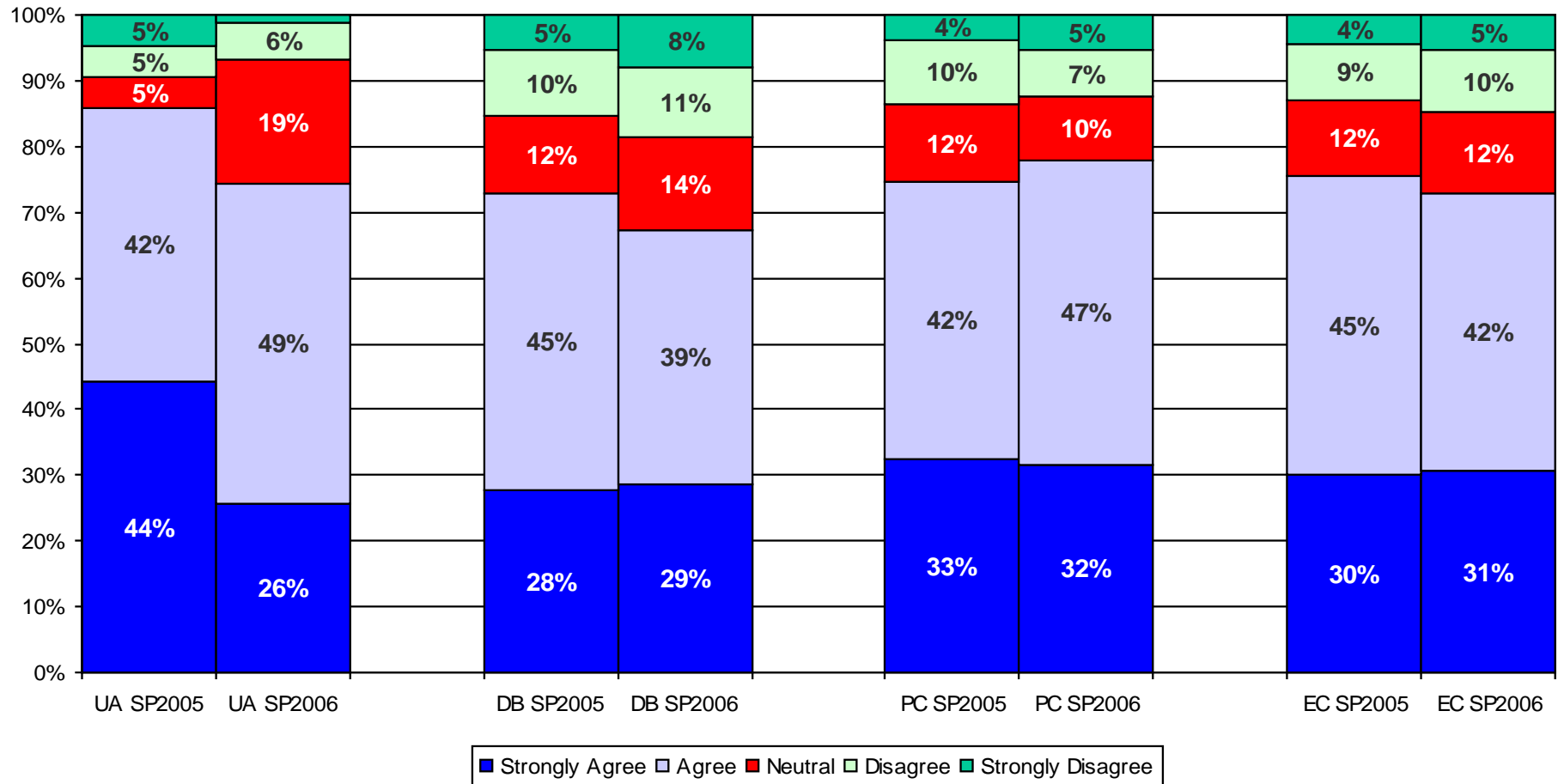
I have access to the information I need to make decisions for my work



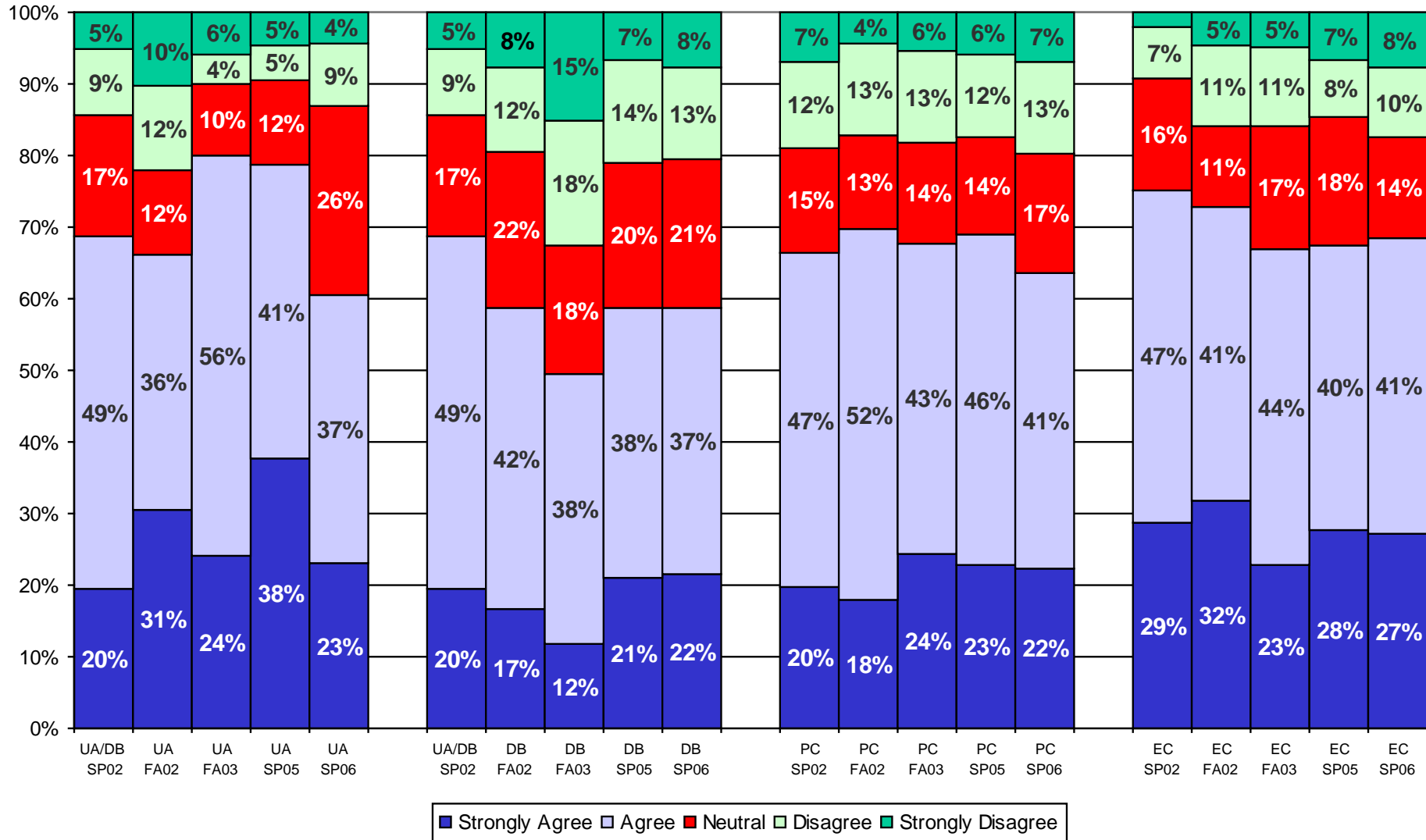
I am asked for my input on decisions that impact my work



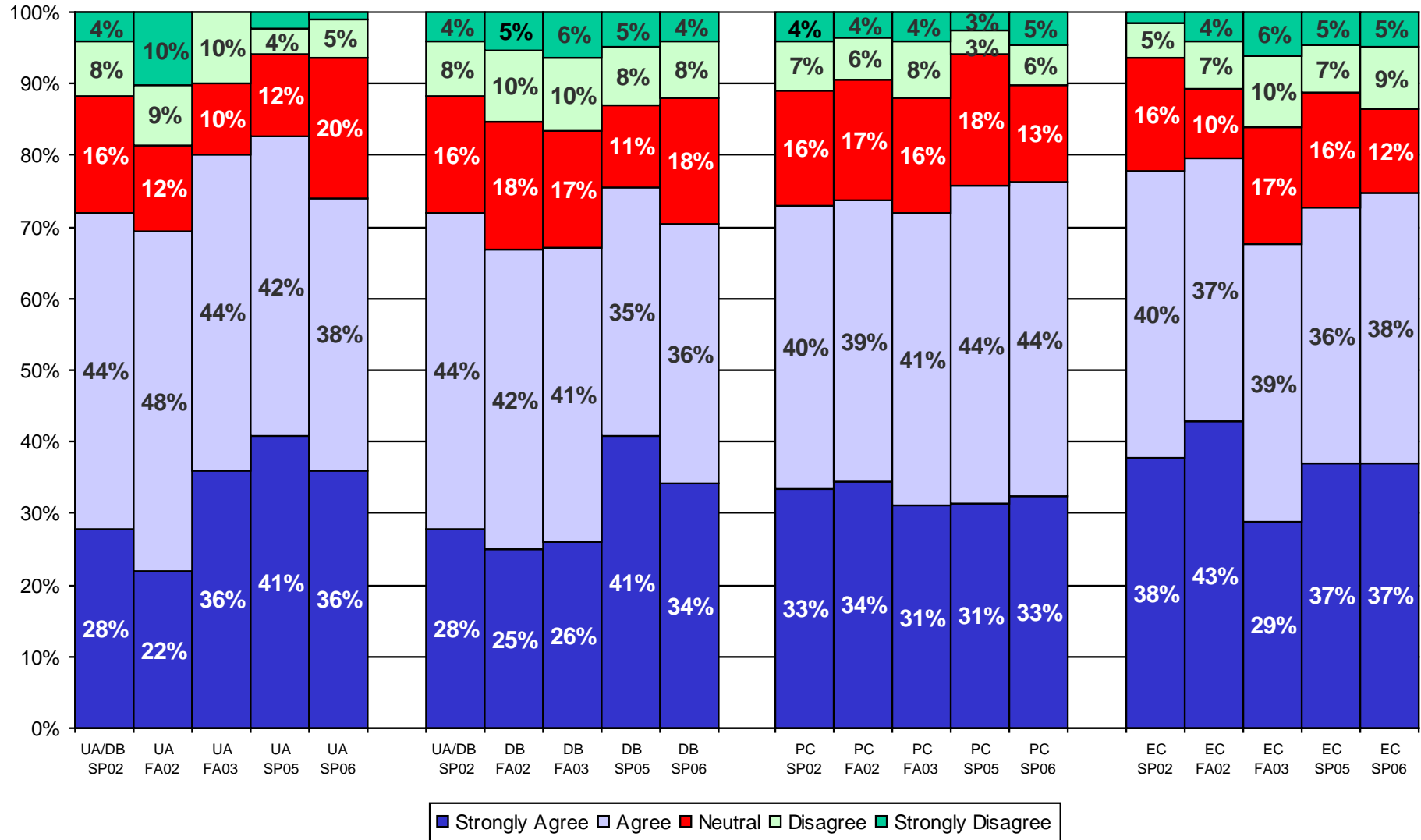
I feel safe in offering suggestions for improvement to the processes in my area



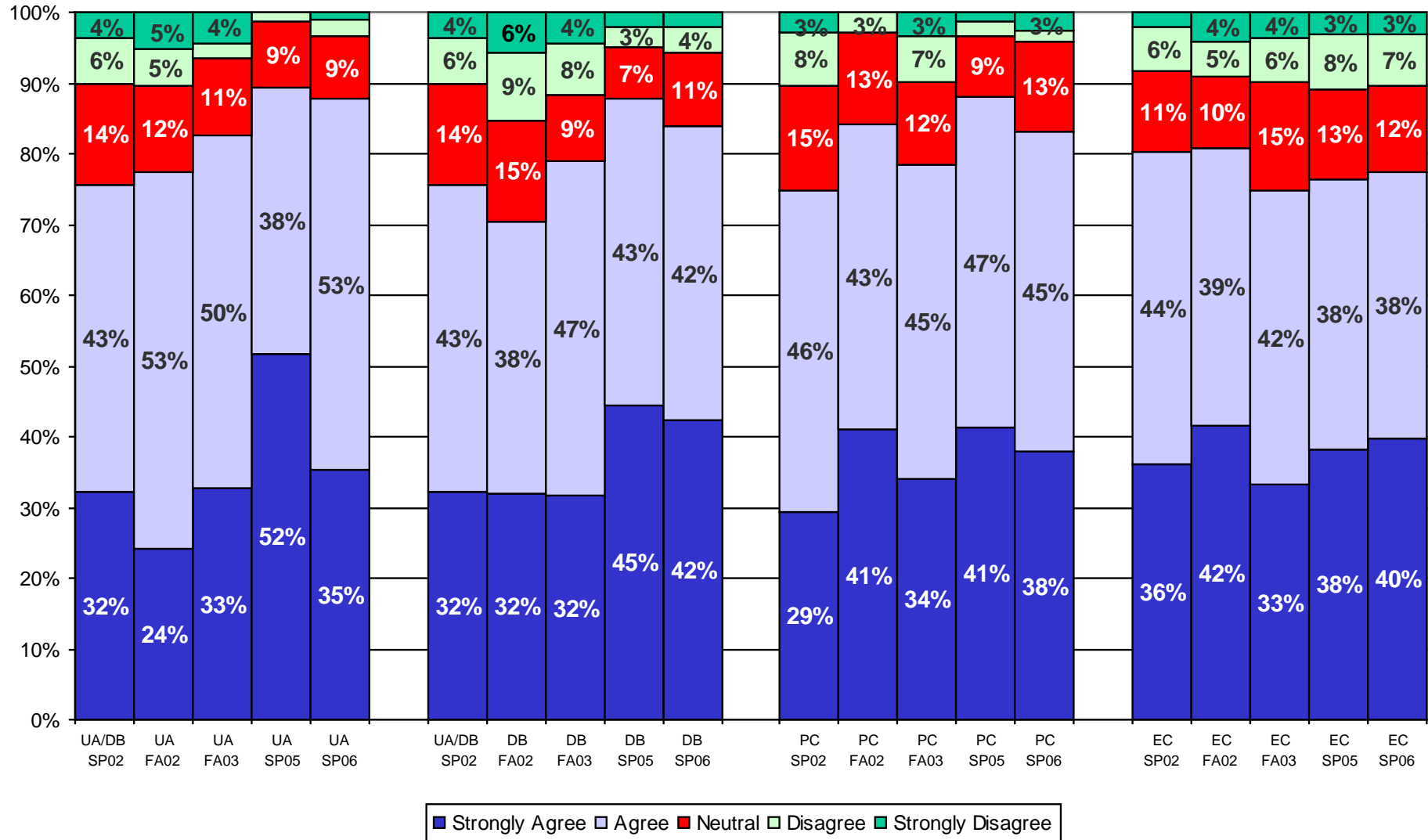
At work, my opinions seem to count



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



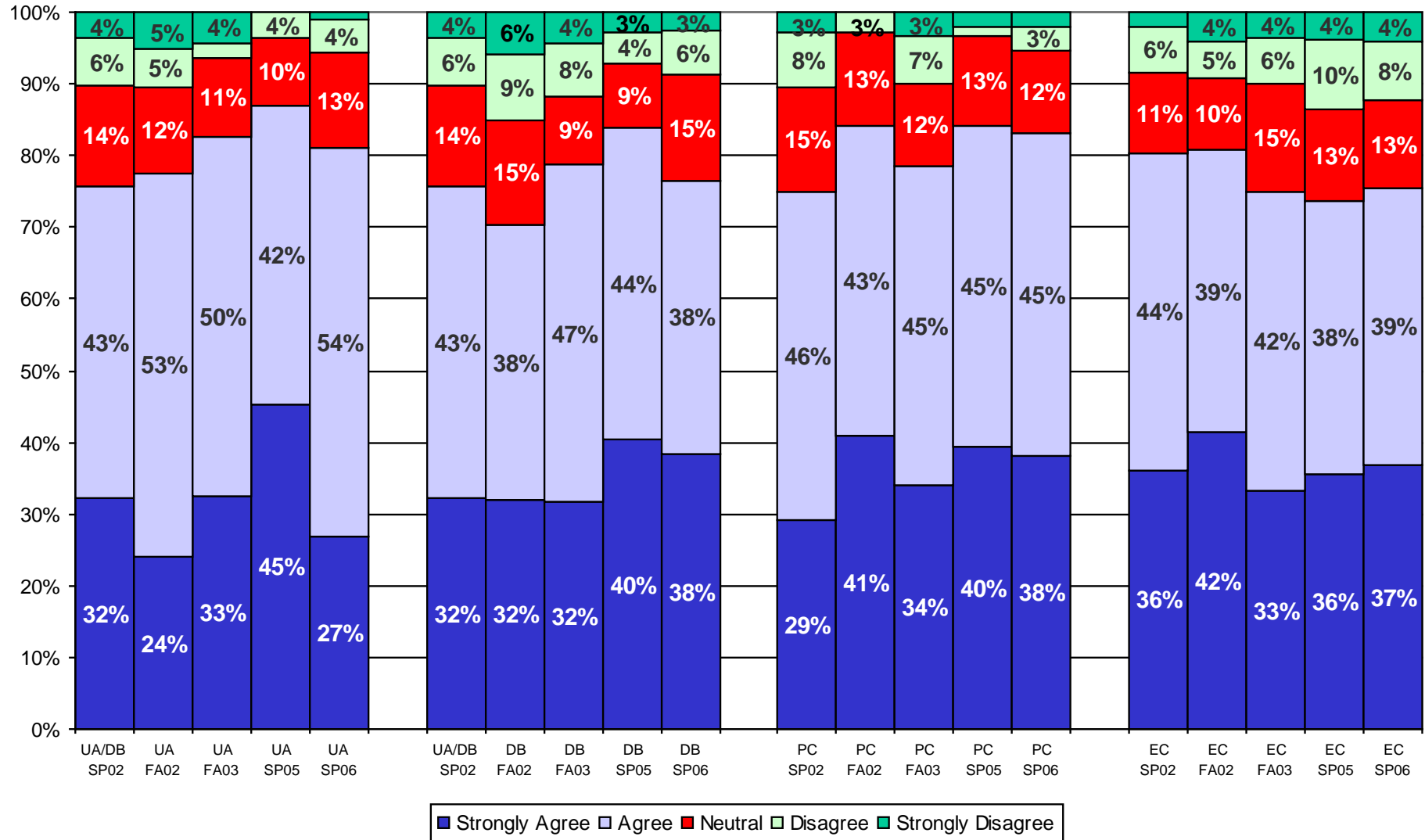
My direct supervisor talks with me at least once a year about my performance*



*Reworded. FA03 version = "...year about my performance objectives and progress".

SP02-F02 version = "...year about my objectives and progress".

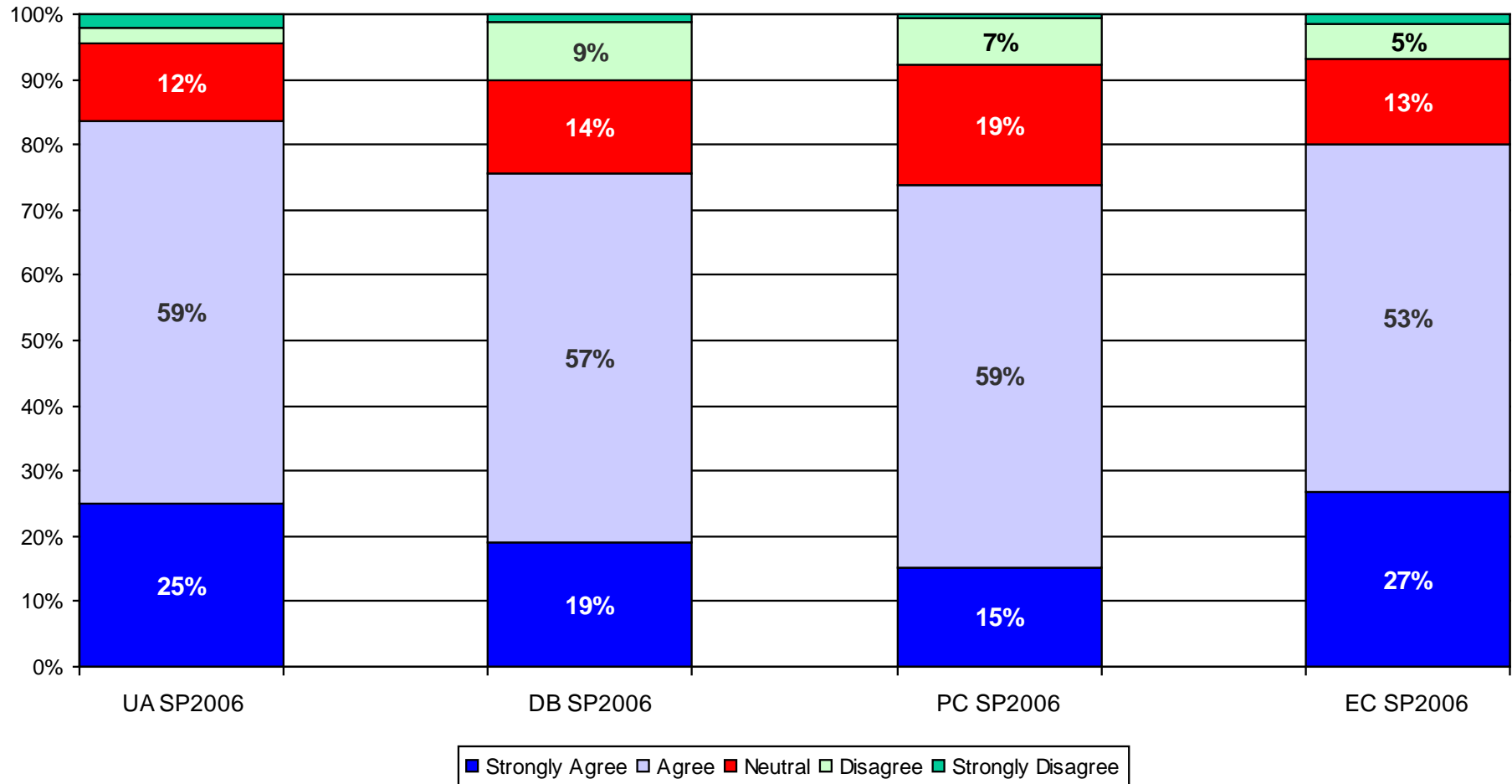
My direct supervisor talks with me at least once a year about my performance objectives/plan*



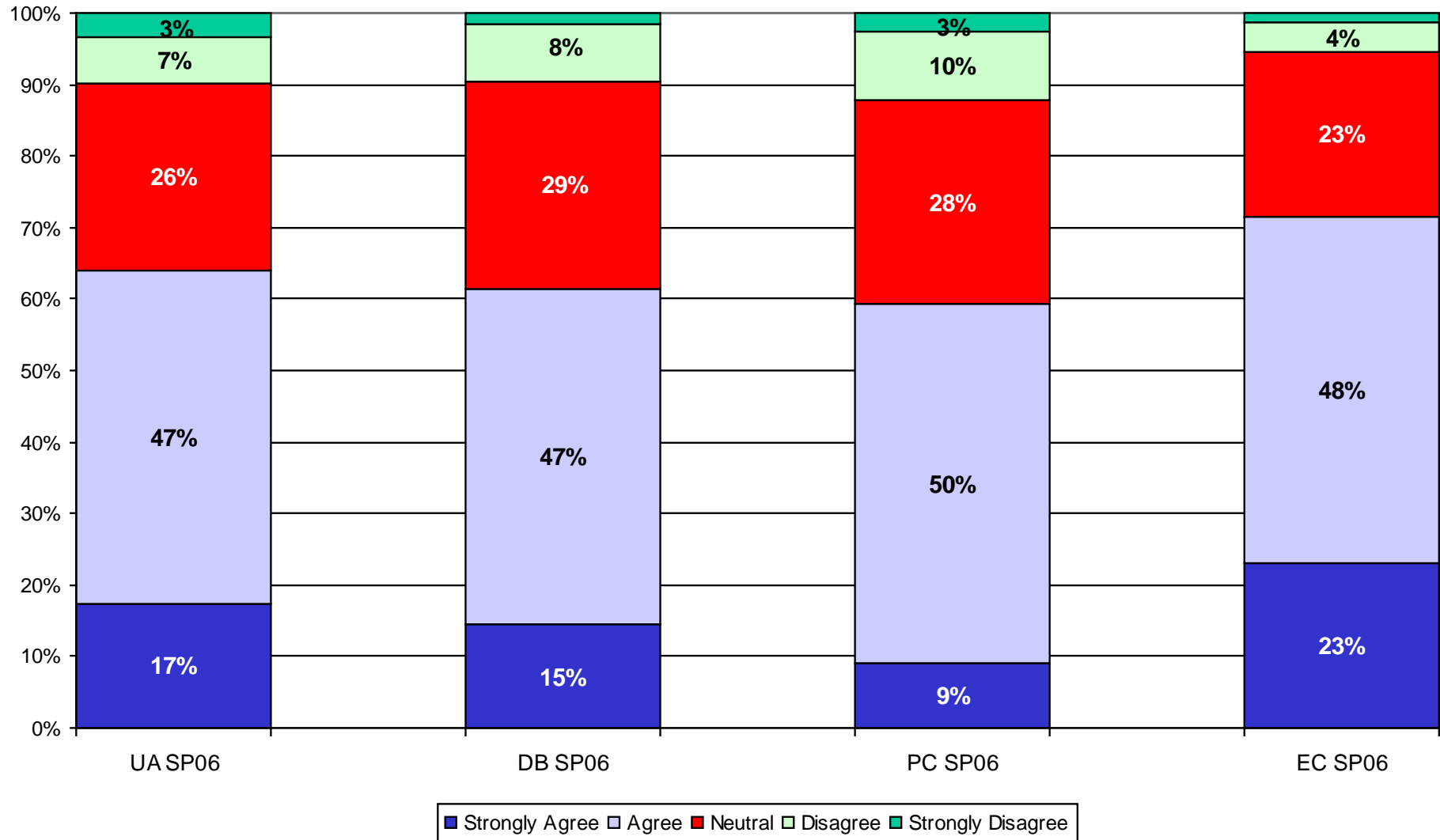
*Reworded. FA03 version = "...year about my performance objectives and progress".
 SP02-F02 version = "...year about my objectives and progress".

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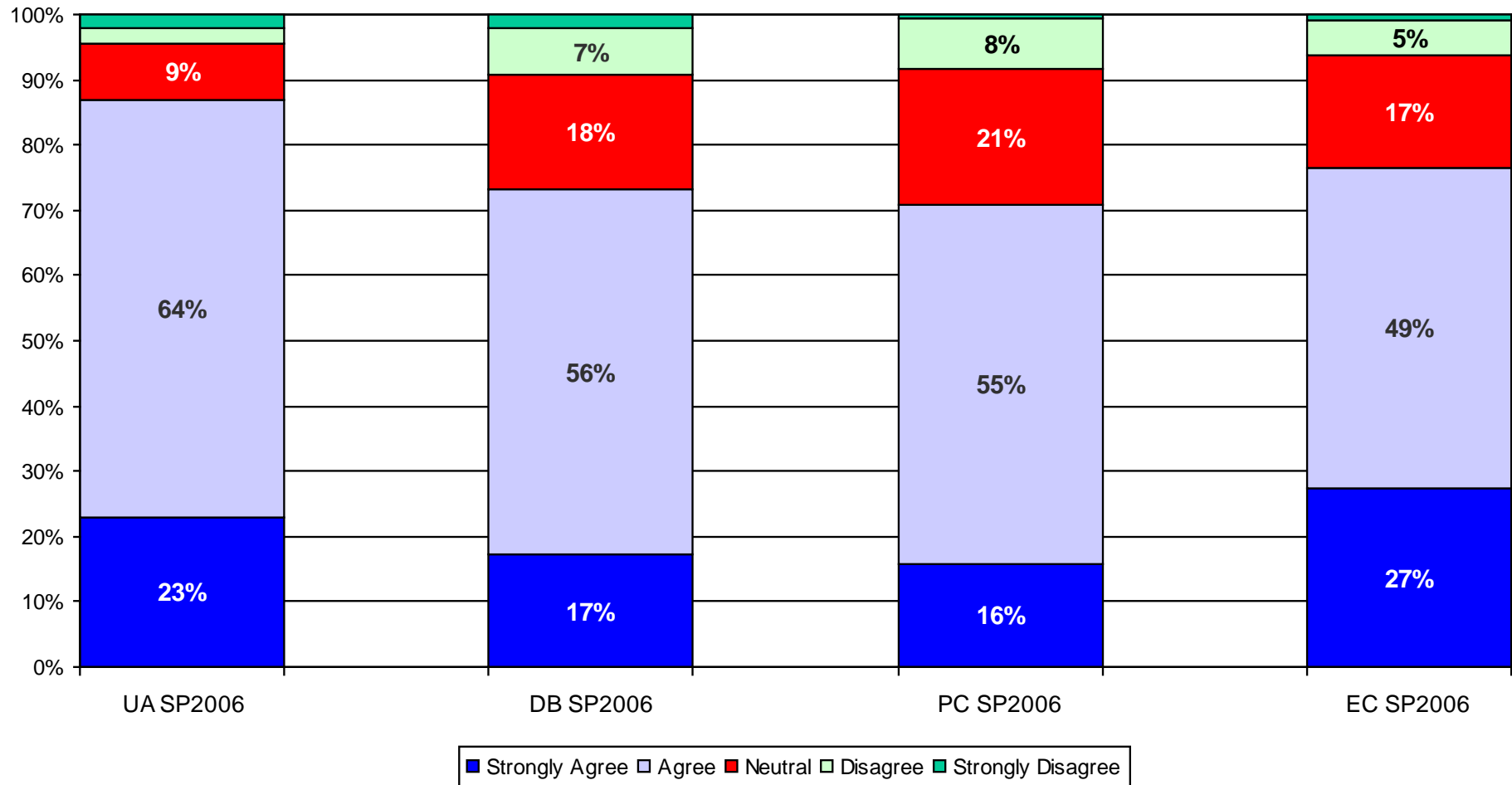
Embry-Riddle's mission, goals, and vision have been clearly communicated to me



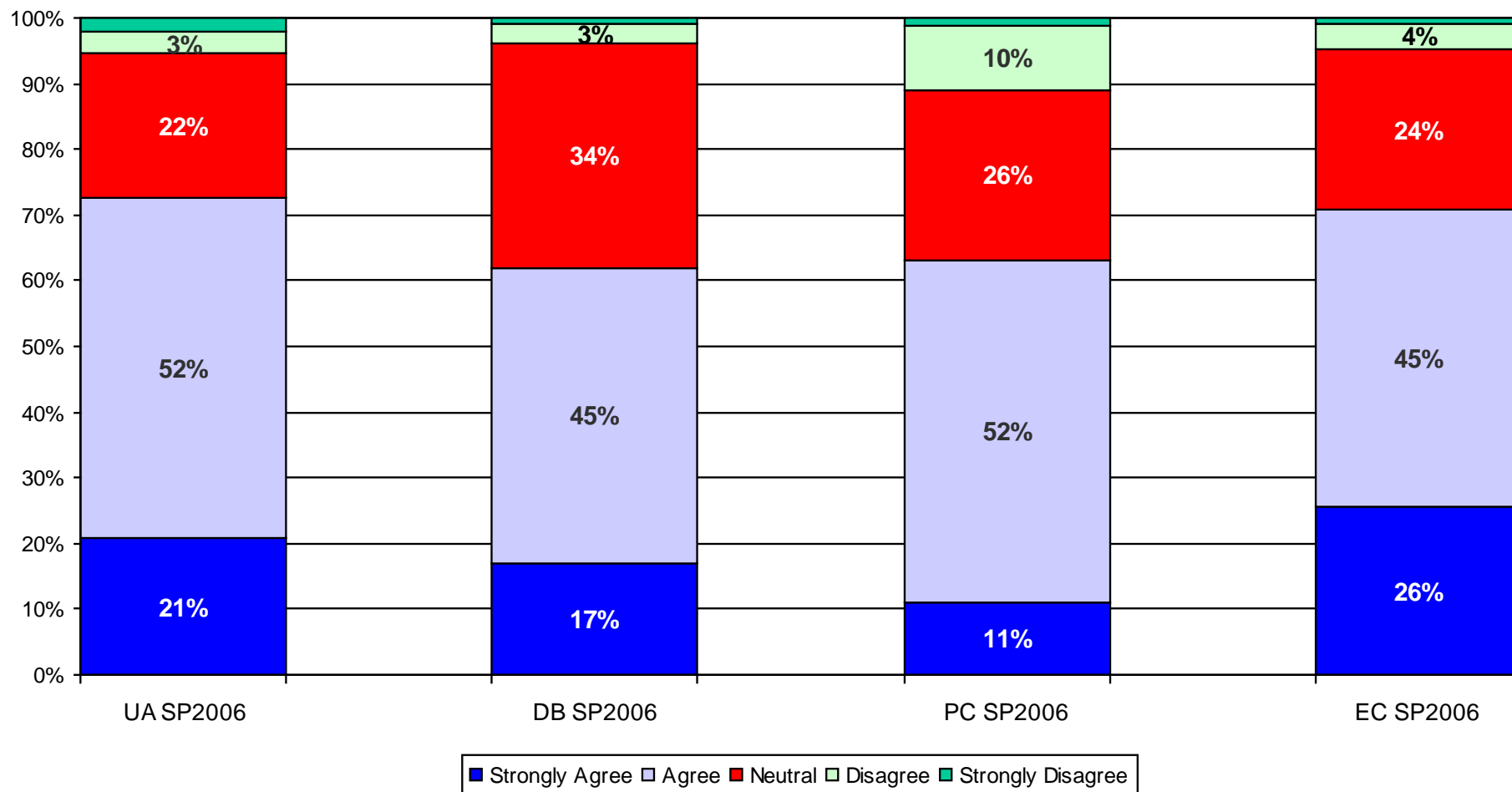
I believe Embry-Riddle's mission, goals, and vision are the right ones for the organization at the current time



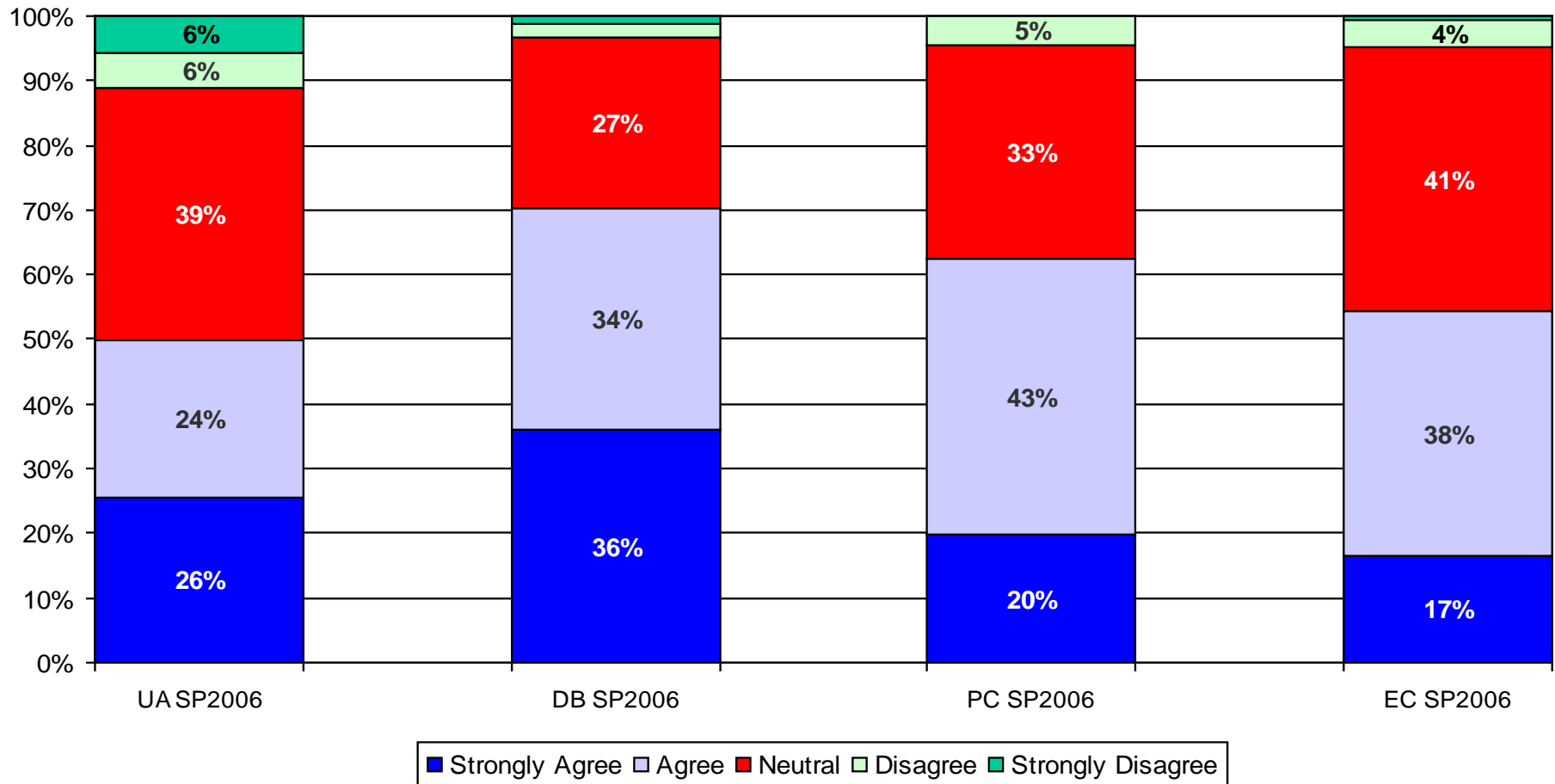
Embry-Riddle's values have been clearly communicated to me



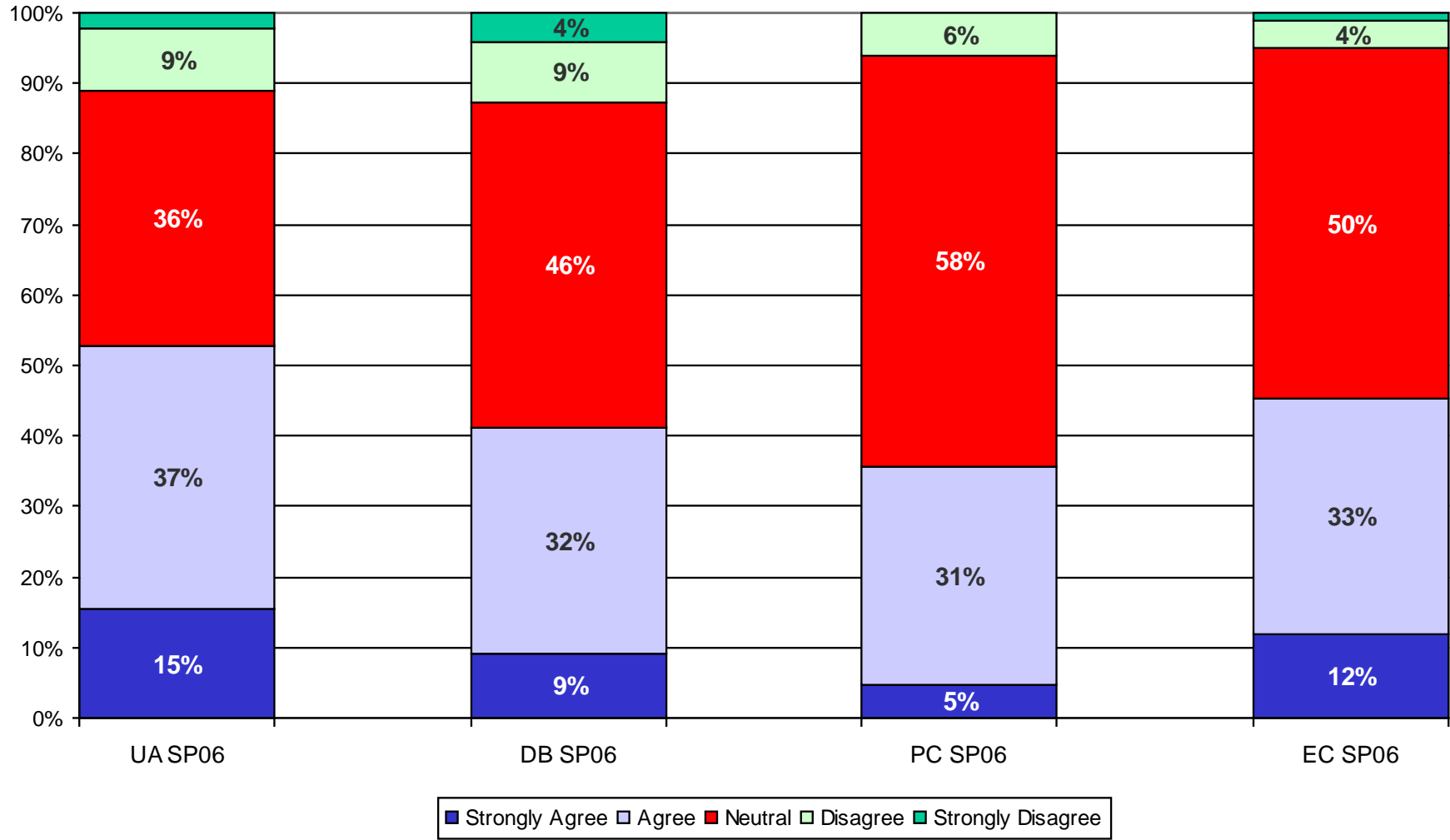
I believe Embry-Riddle's values are the right ones for the organization at the current time



I believe the Interim President is making progress toward the University mission and goals

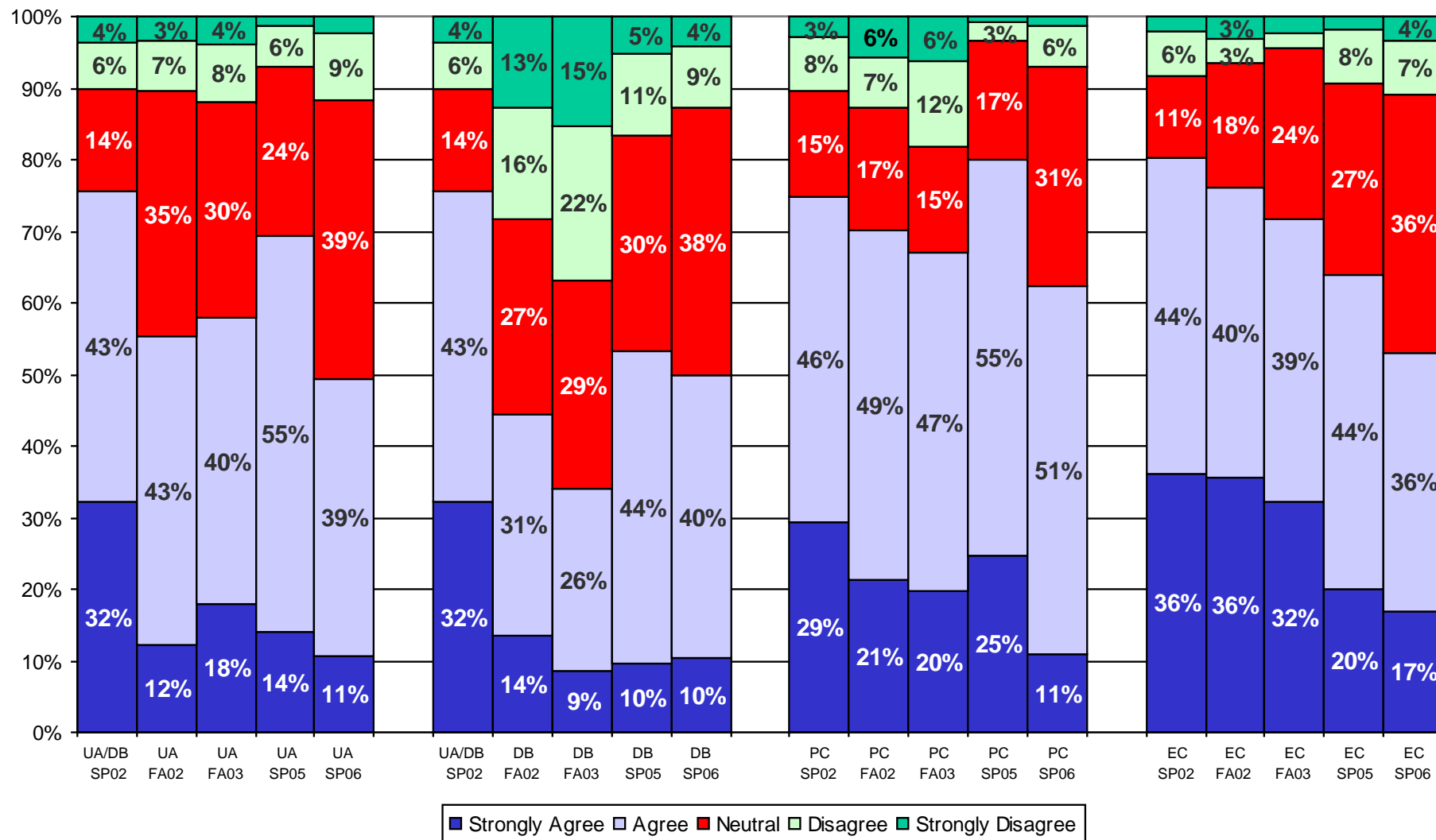


I believe the Vice Presidents are making progress toward the University mission and goals



I believe campus leadership is making progress toward University mission and goals

(EC and PC: Chancellors, College Deans) (DB: College Deans only)*



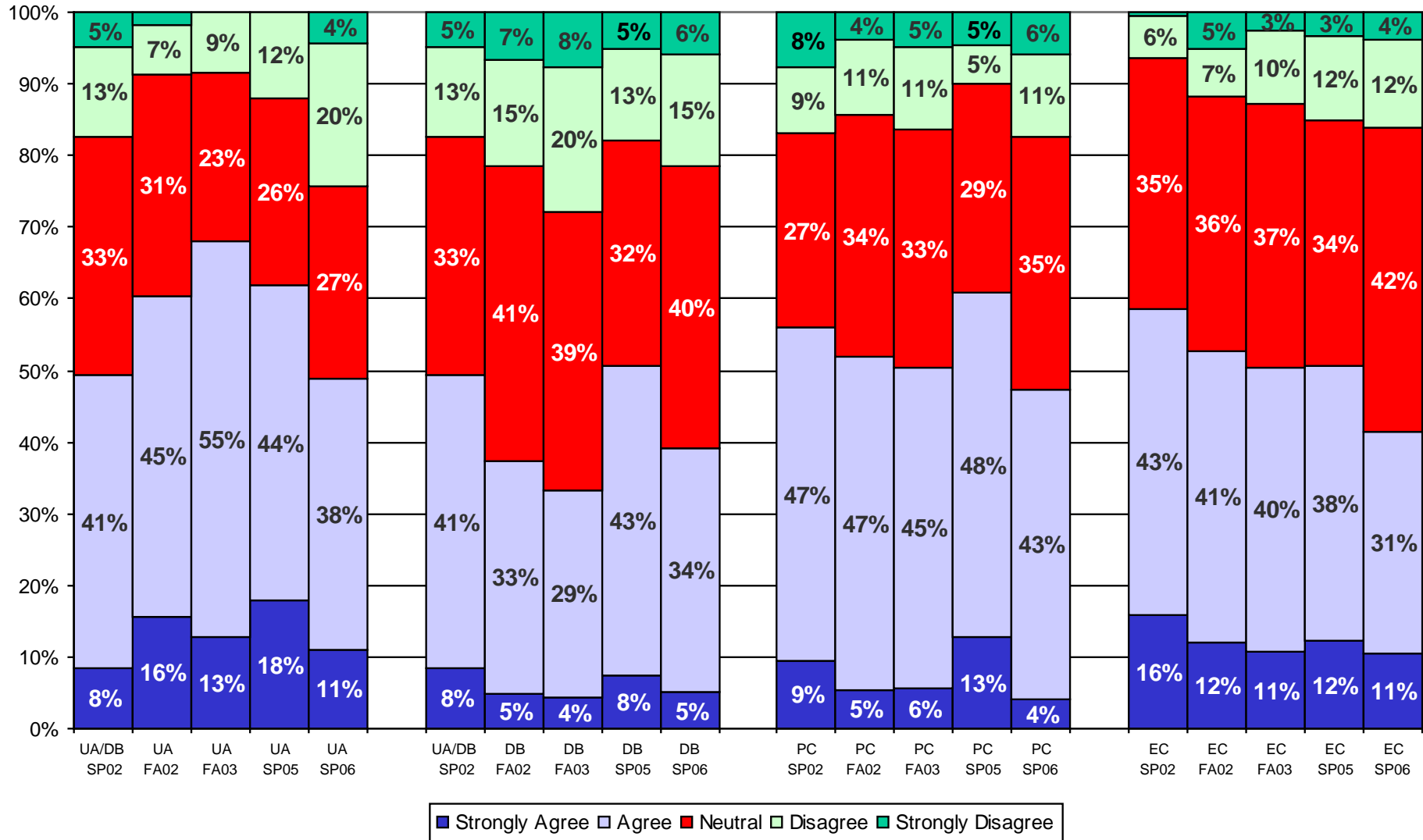
*Reworded. SP05 version = "...University mission and goals (Chancellors, College Deans)".

FA02-FA03 version = "I have confidence in the campus leadership (Chancellors, College Deans)".

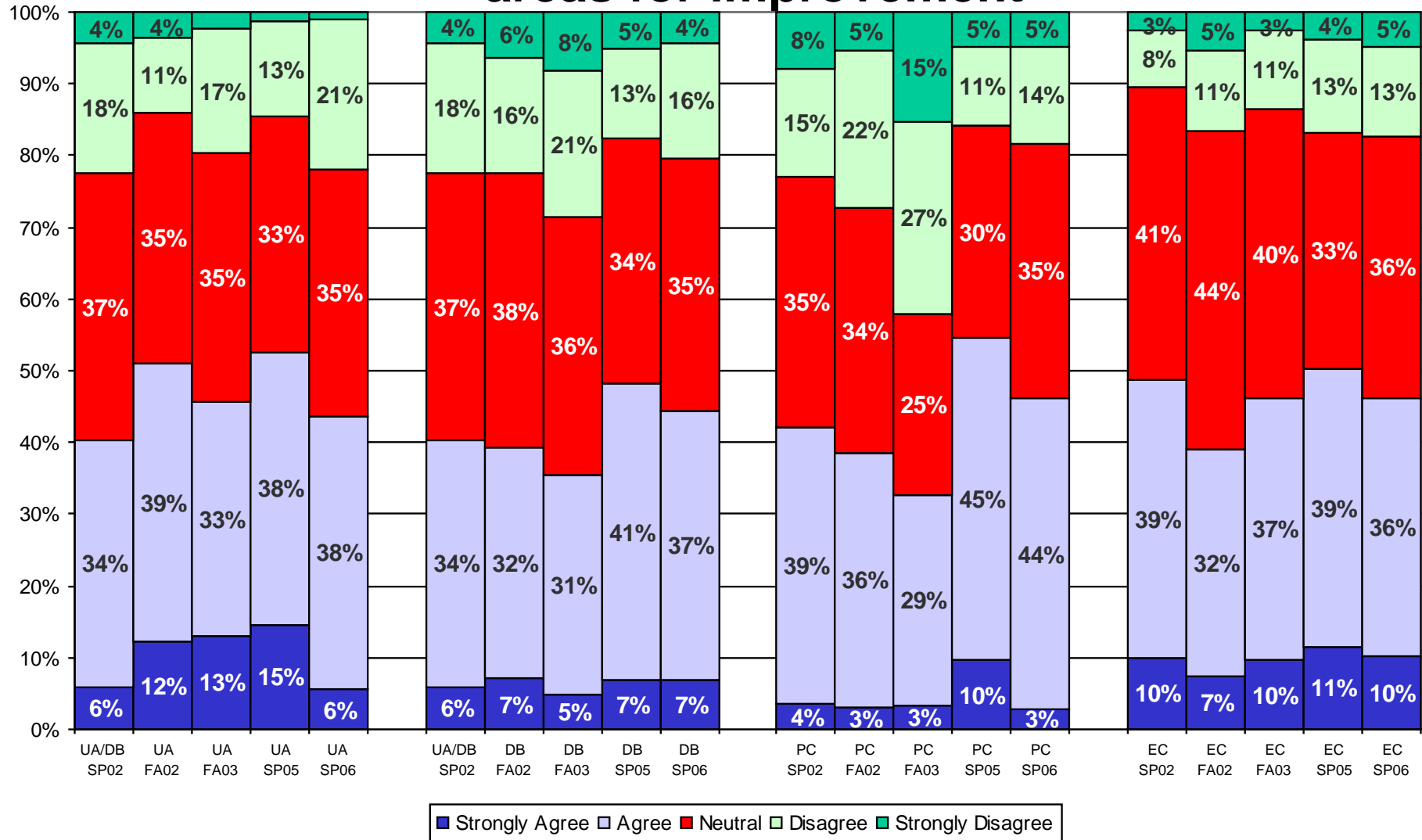
SP02 version = "I have confidence in the University leadership (President, Vice Presidents, Chancellors)".

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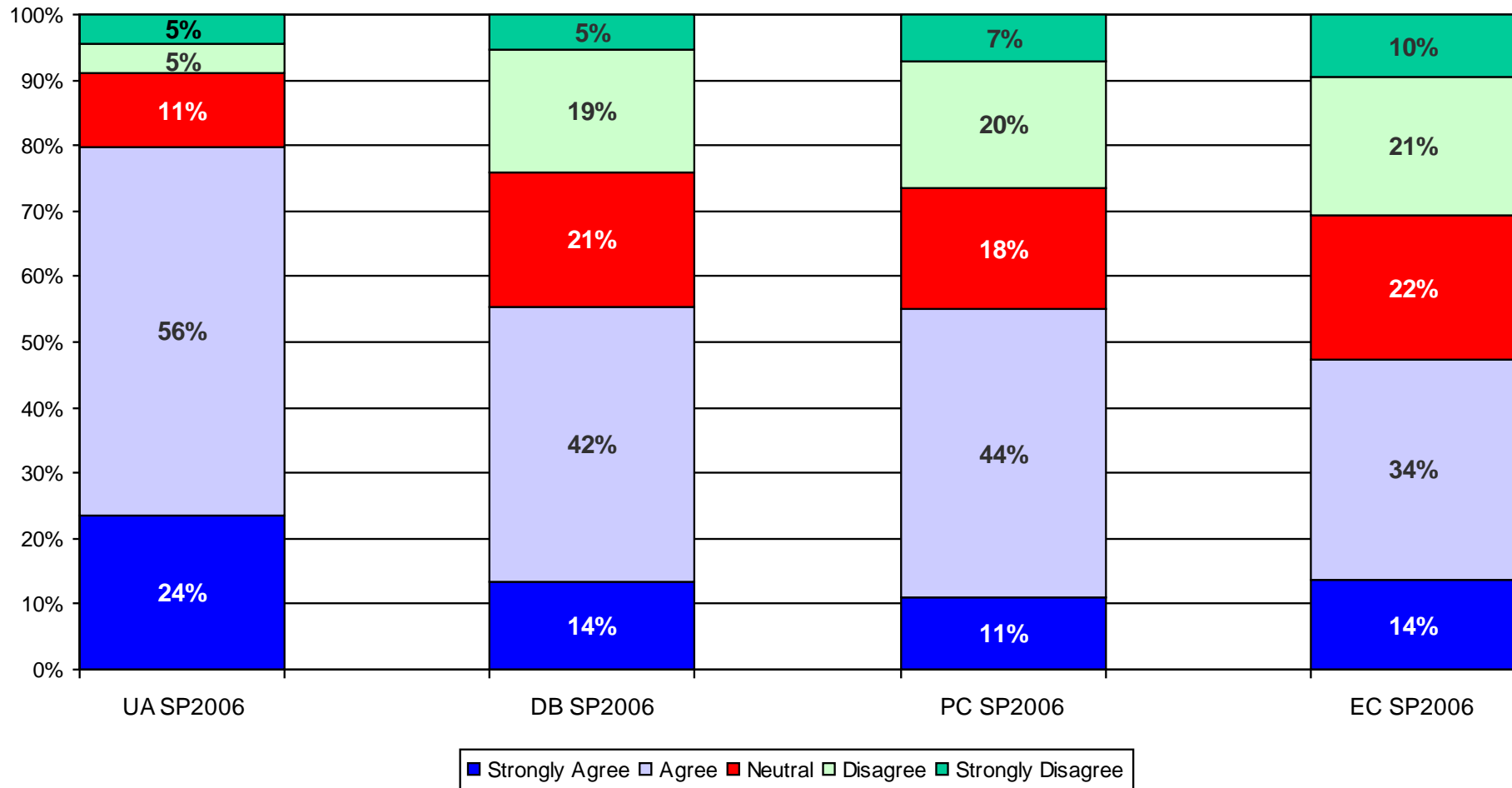
Strategic planning assists in setting my department/program's direction and objectives



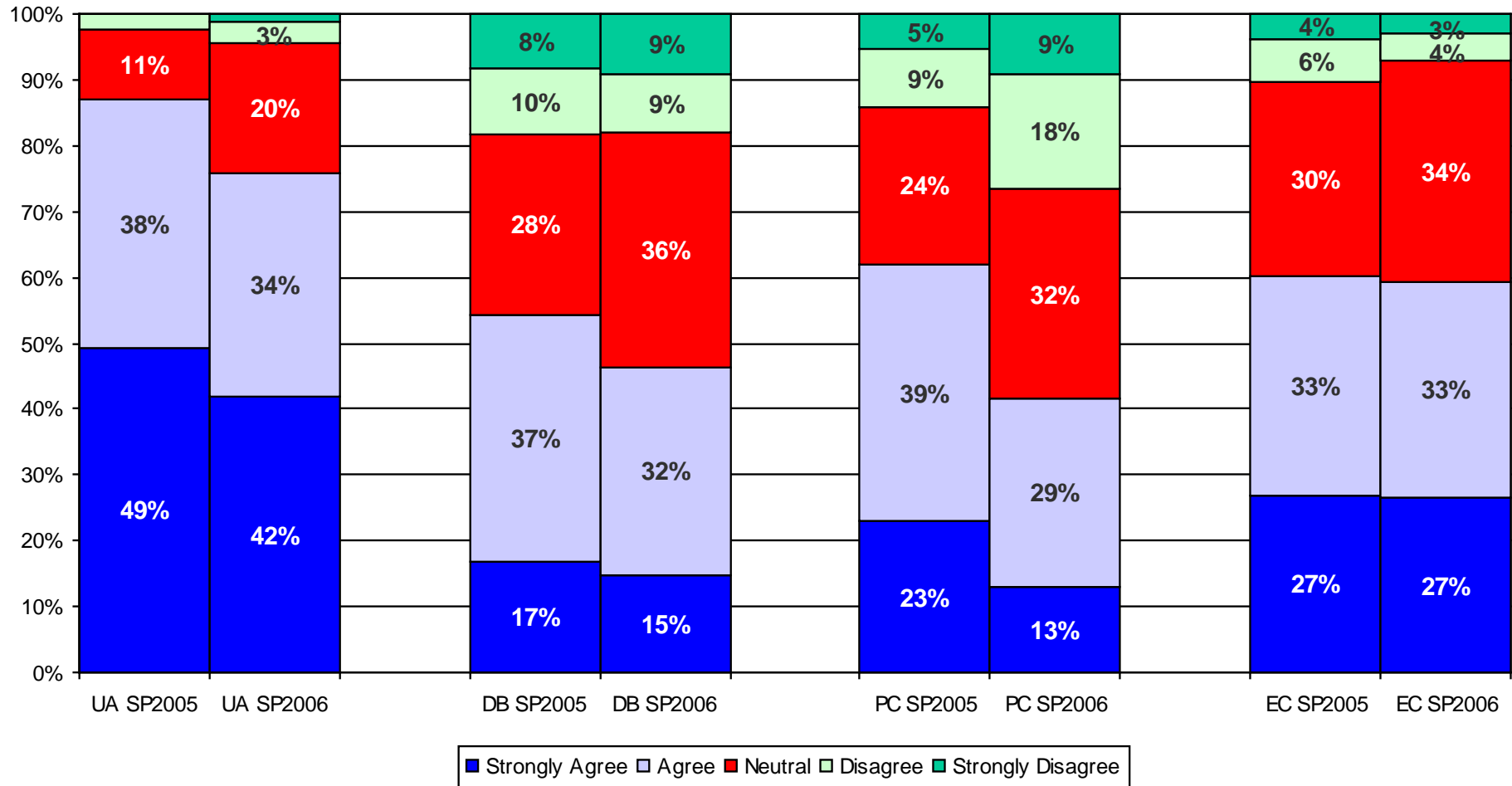
Assessment activities assist my department/program in measuring its success and identifying potential areas for improvement



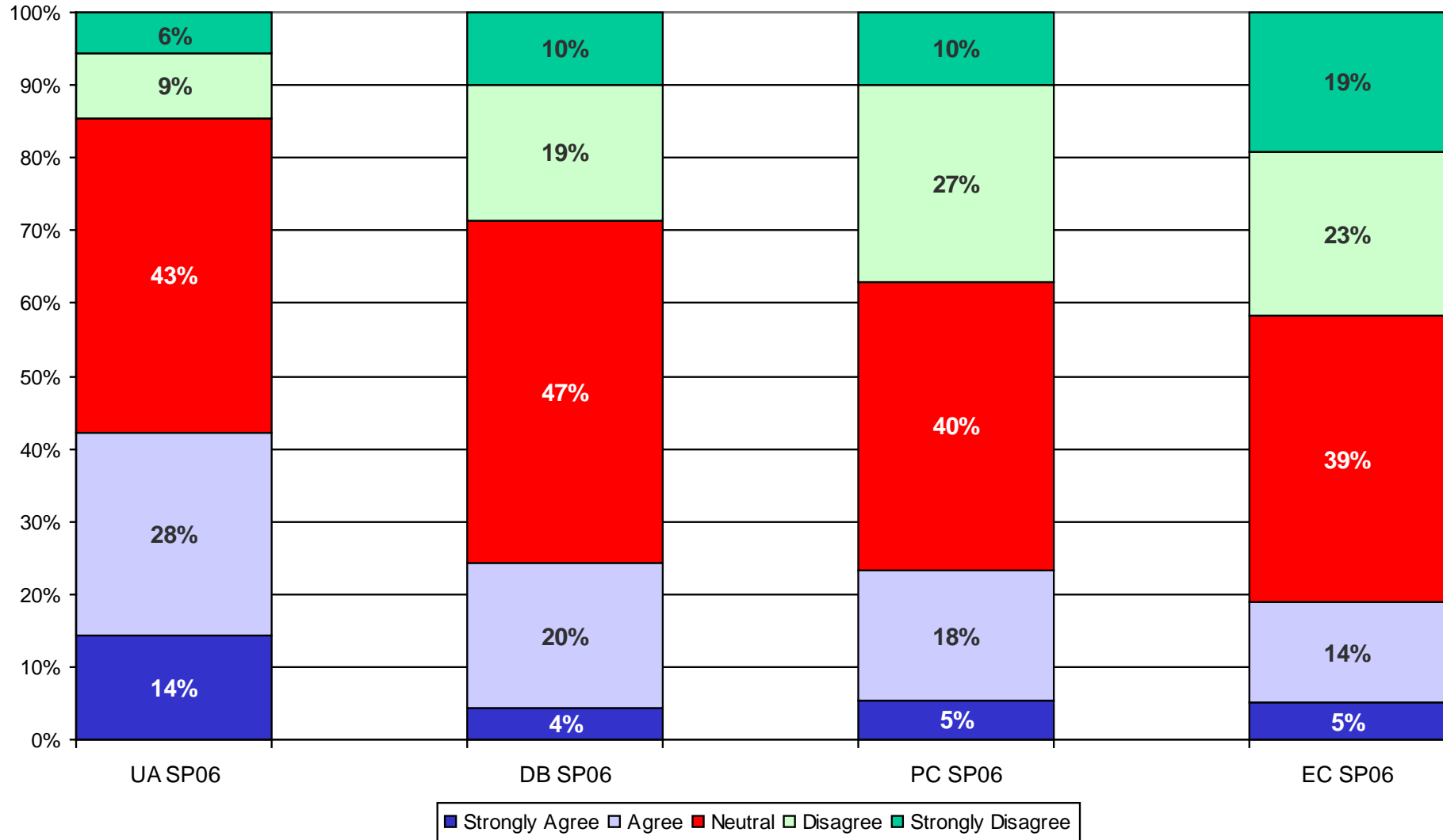
The “One University” concept has been clearly communicated to me



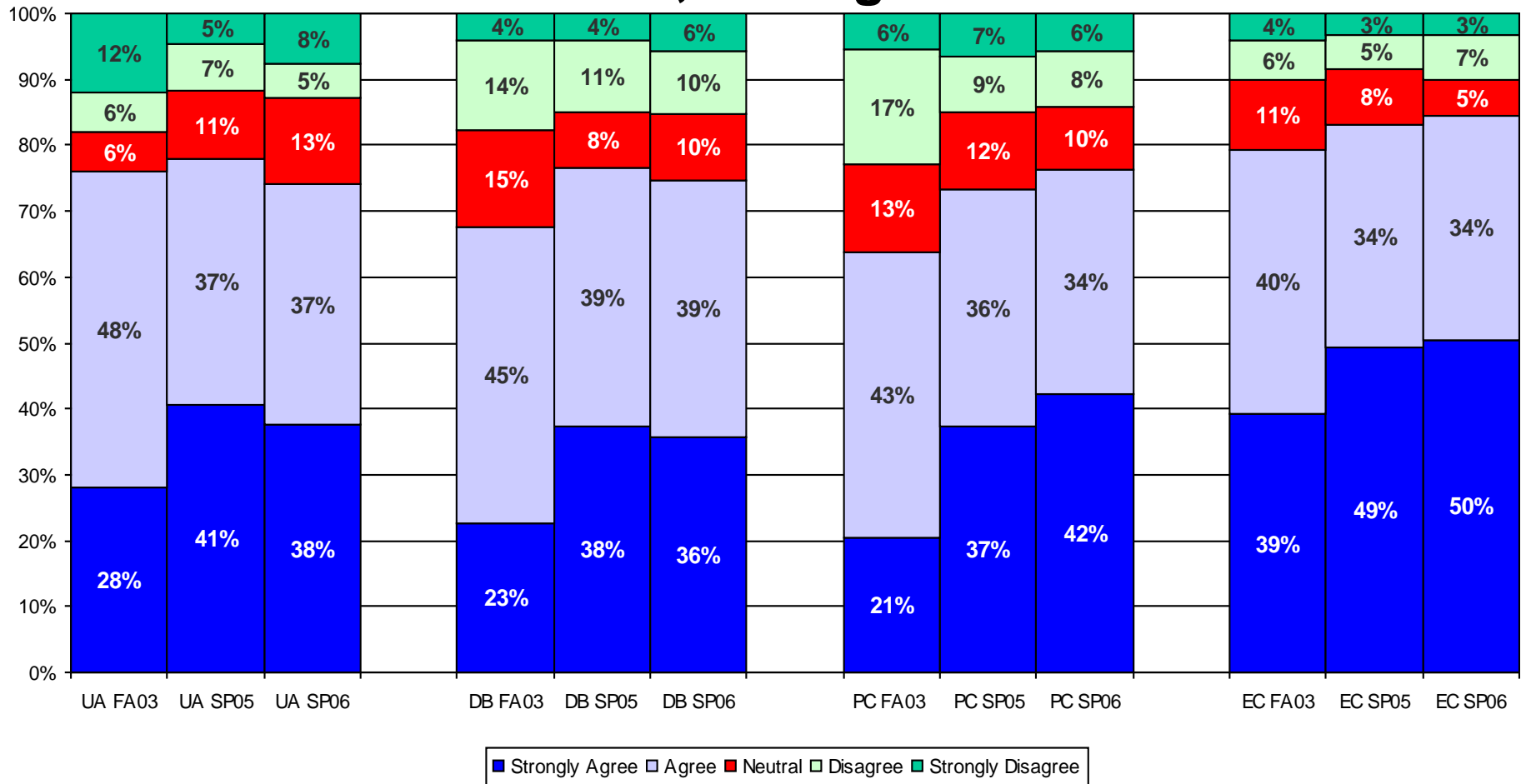
I support the “One University” concept



Appropriate consideration is given to all campuses when University budget allocations are made

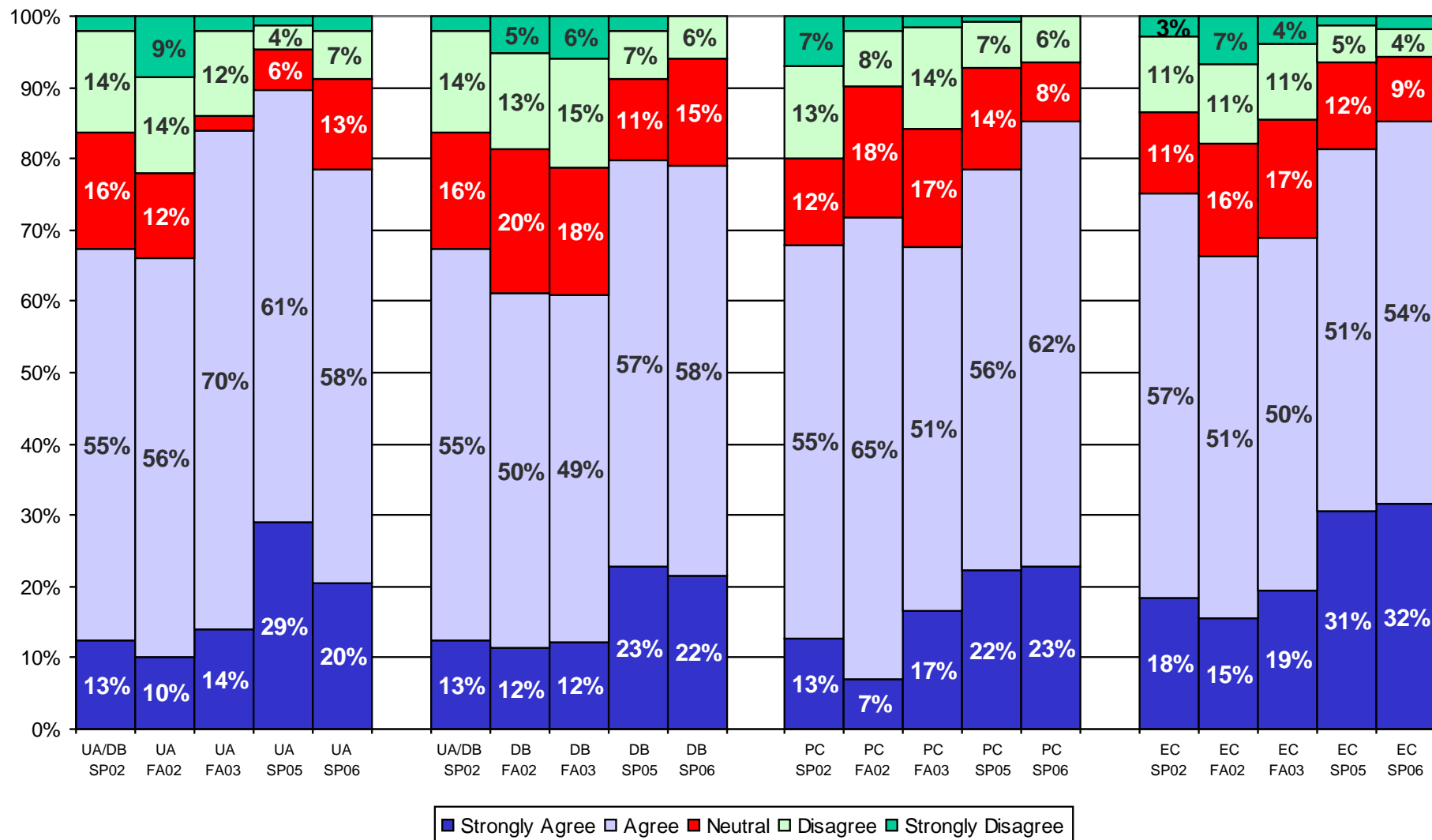


I have not been treated differently because of my race, ethnicity, national origin, age, physical disability, economic background, sexual orientation, or religious belief*



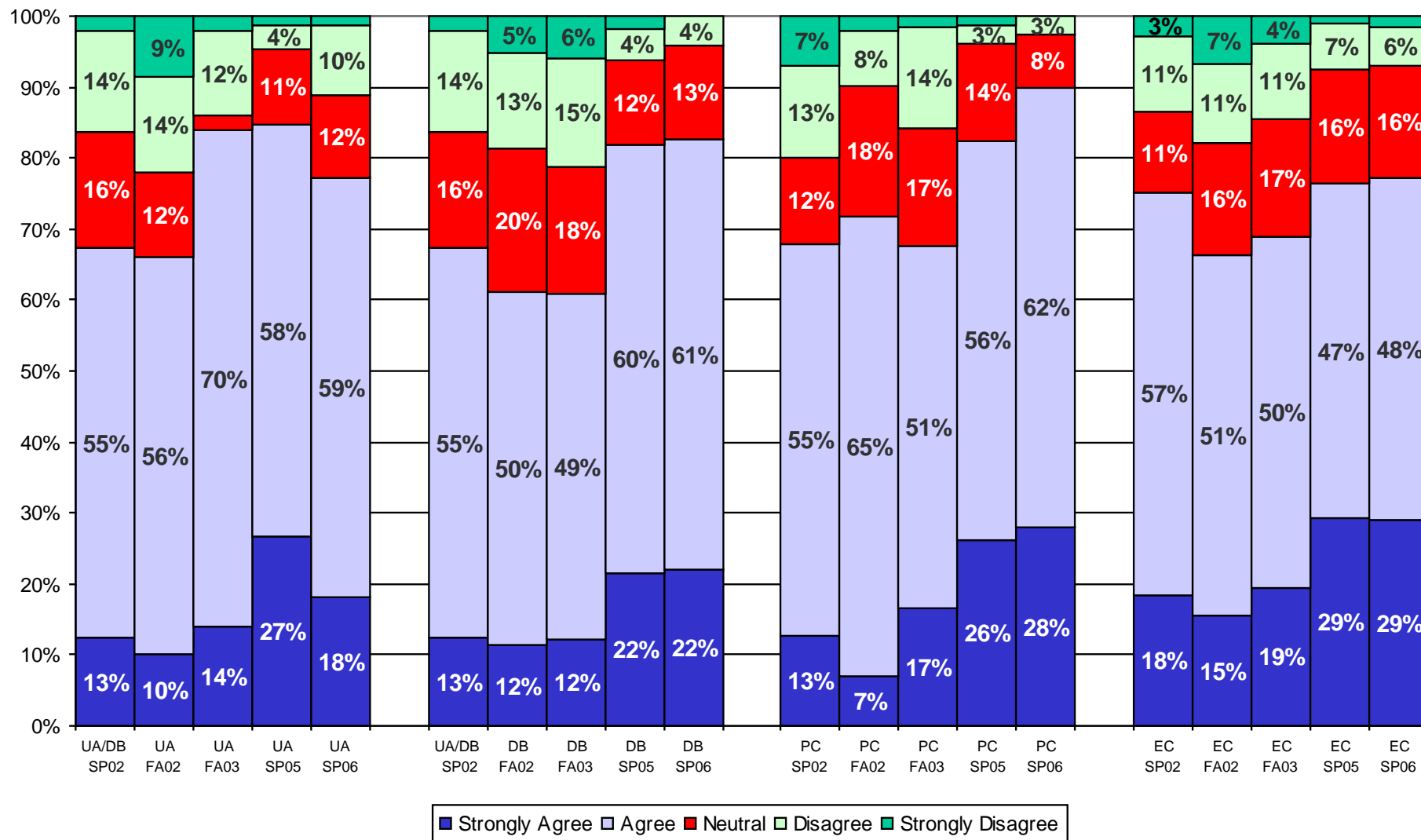
*Reworded. FA03 version = "I have not been treated differently because of my race, gender, sexual orientation, age, or religion".

I am kept informed of University news and activities*



*Reworded. SP02-FA03 version = "I am kept informed of University, campus, and department level news and activities that are pertinent to my work".

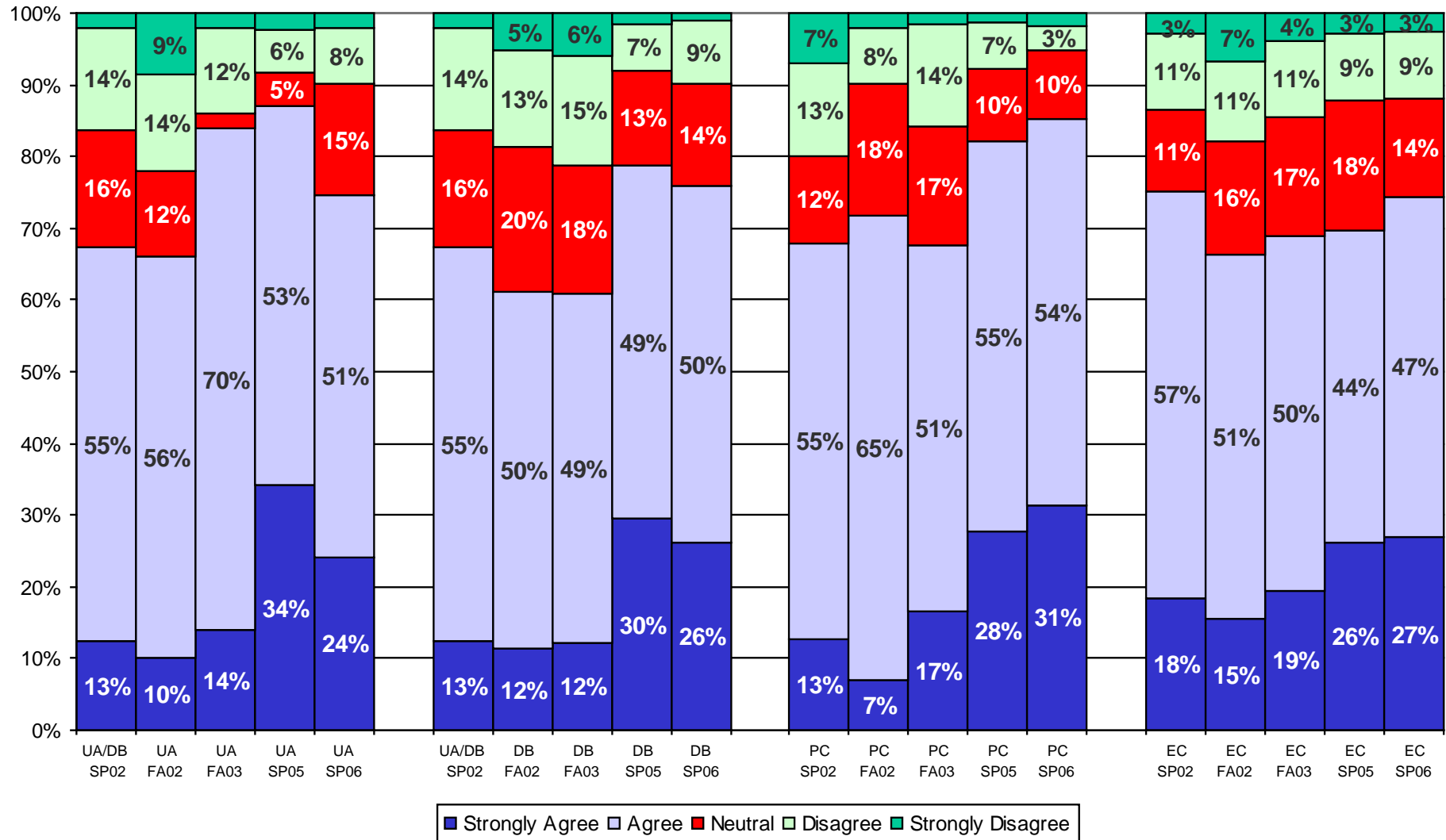
I am kept informed of campus news and activities*



*Reworded. SP02-FA03 version = "I am kept informed of University, campus, and department level news and activities that are pertinent to my work".

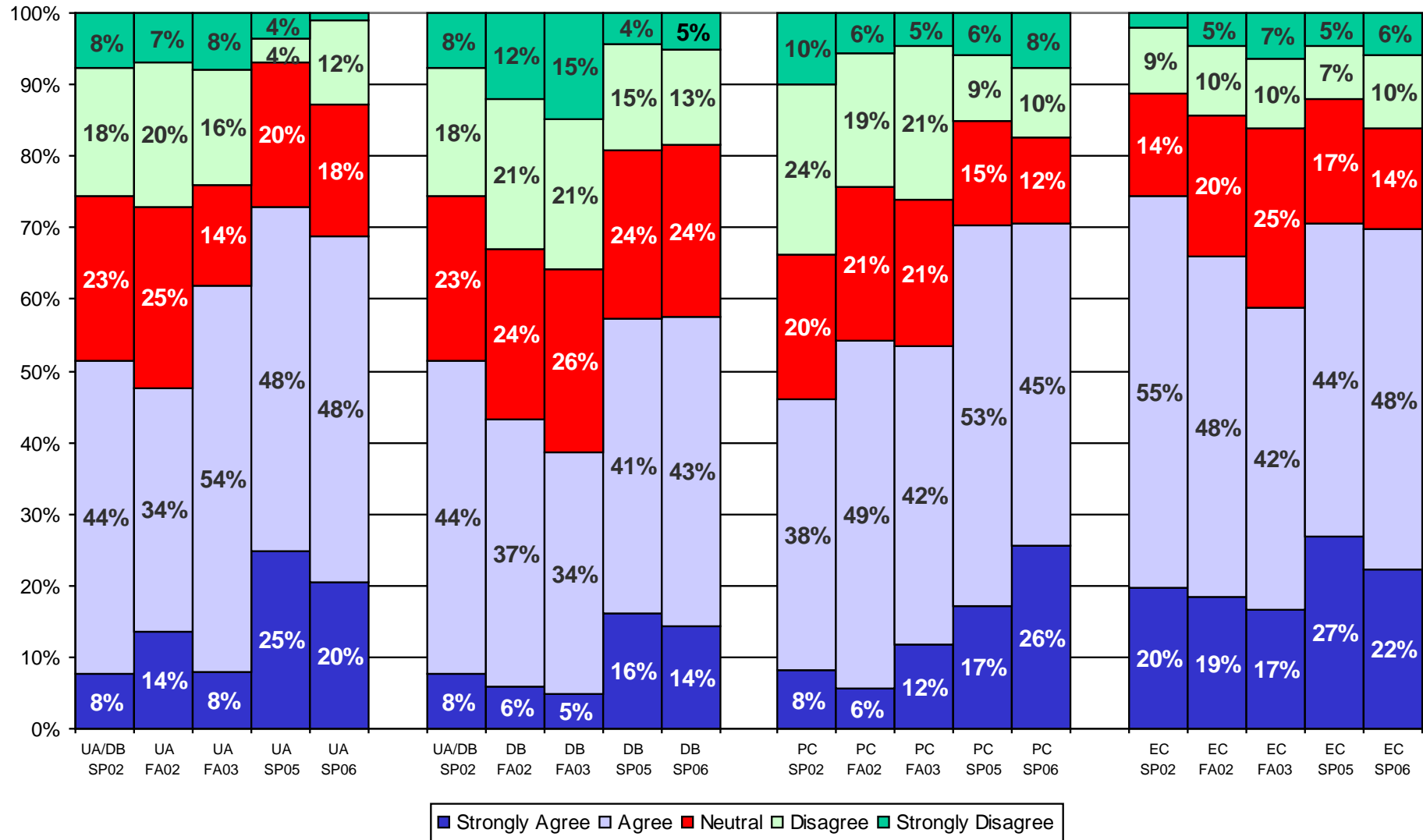
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I am kept informed of department level news and activities*

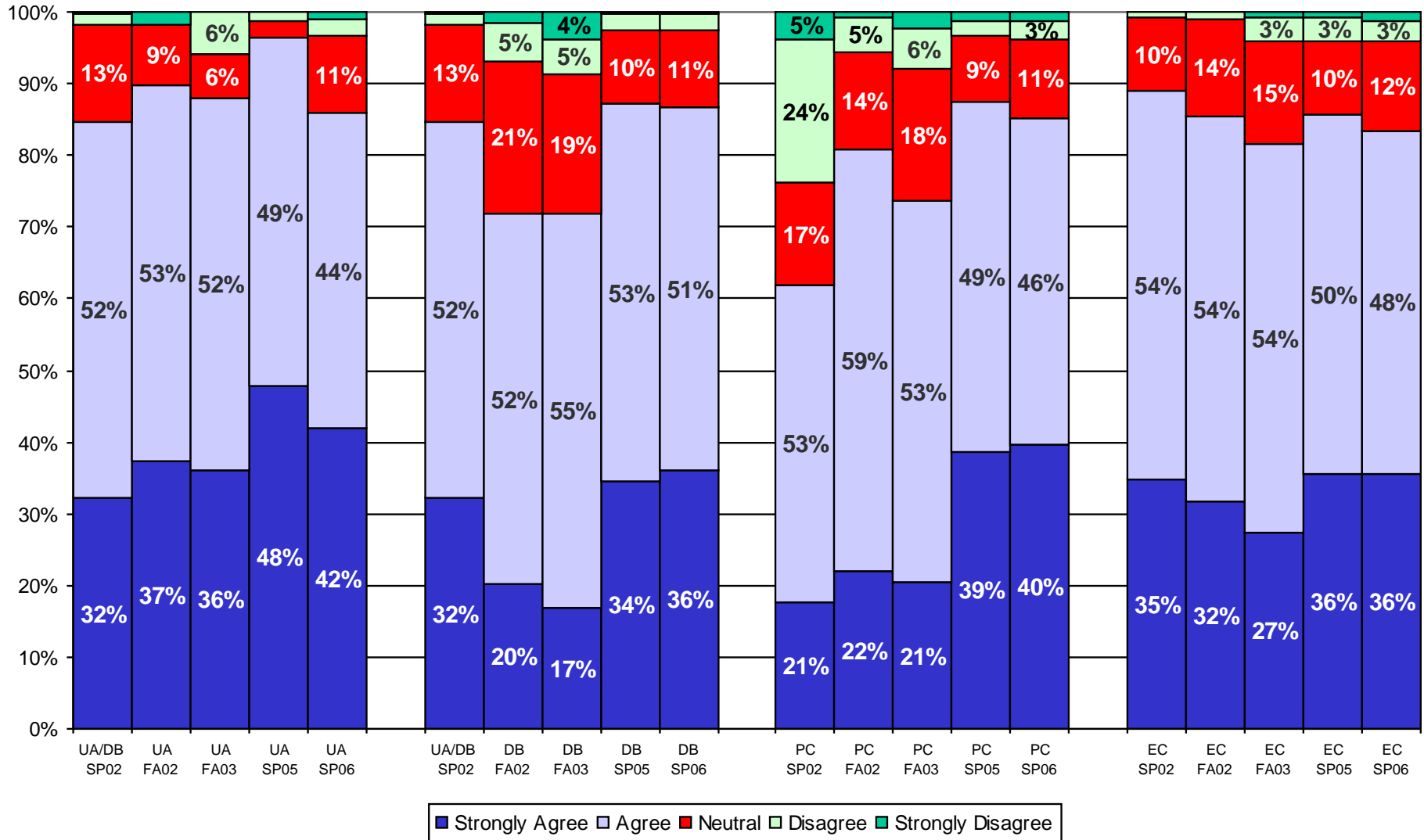


*Reworded. SP02-FA03 version = "I am kept informed of University, campus, and department level news and activities that are pertinent to my work".

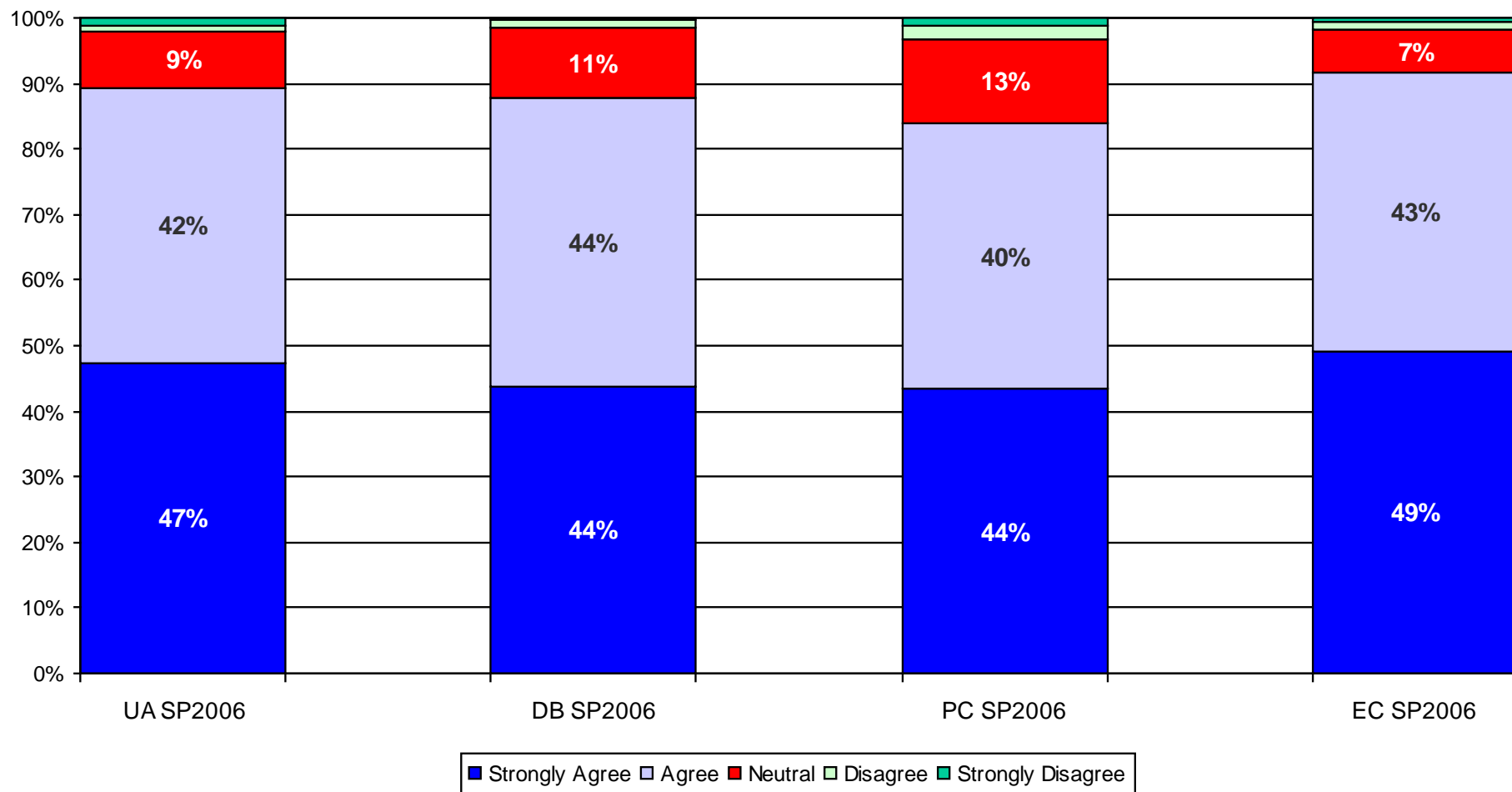
Embry-Riddle has a work environment of mutual respect and trust



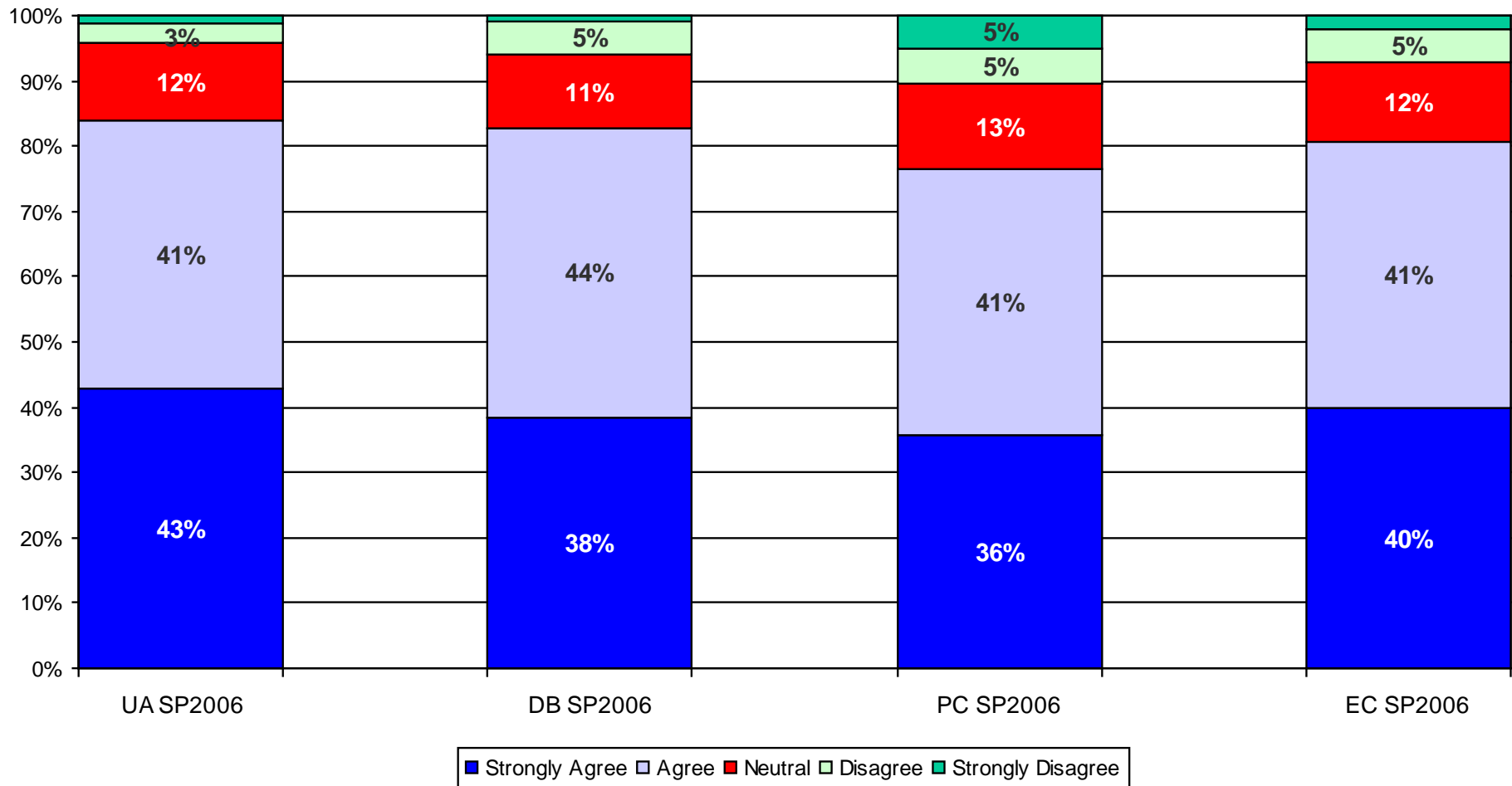
Overall, the University is a good place to work



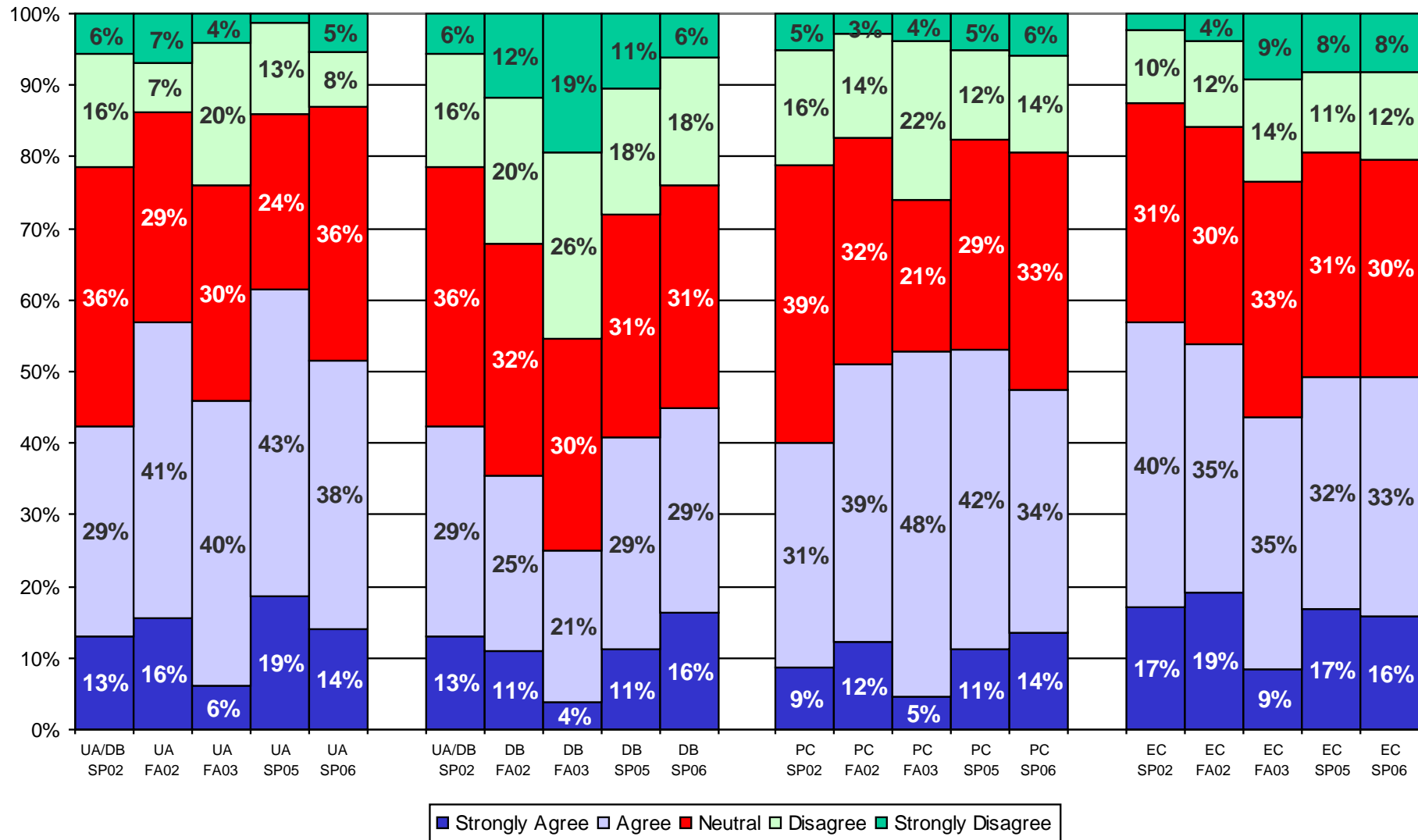
I am proud to be associated with the University



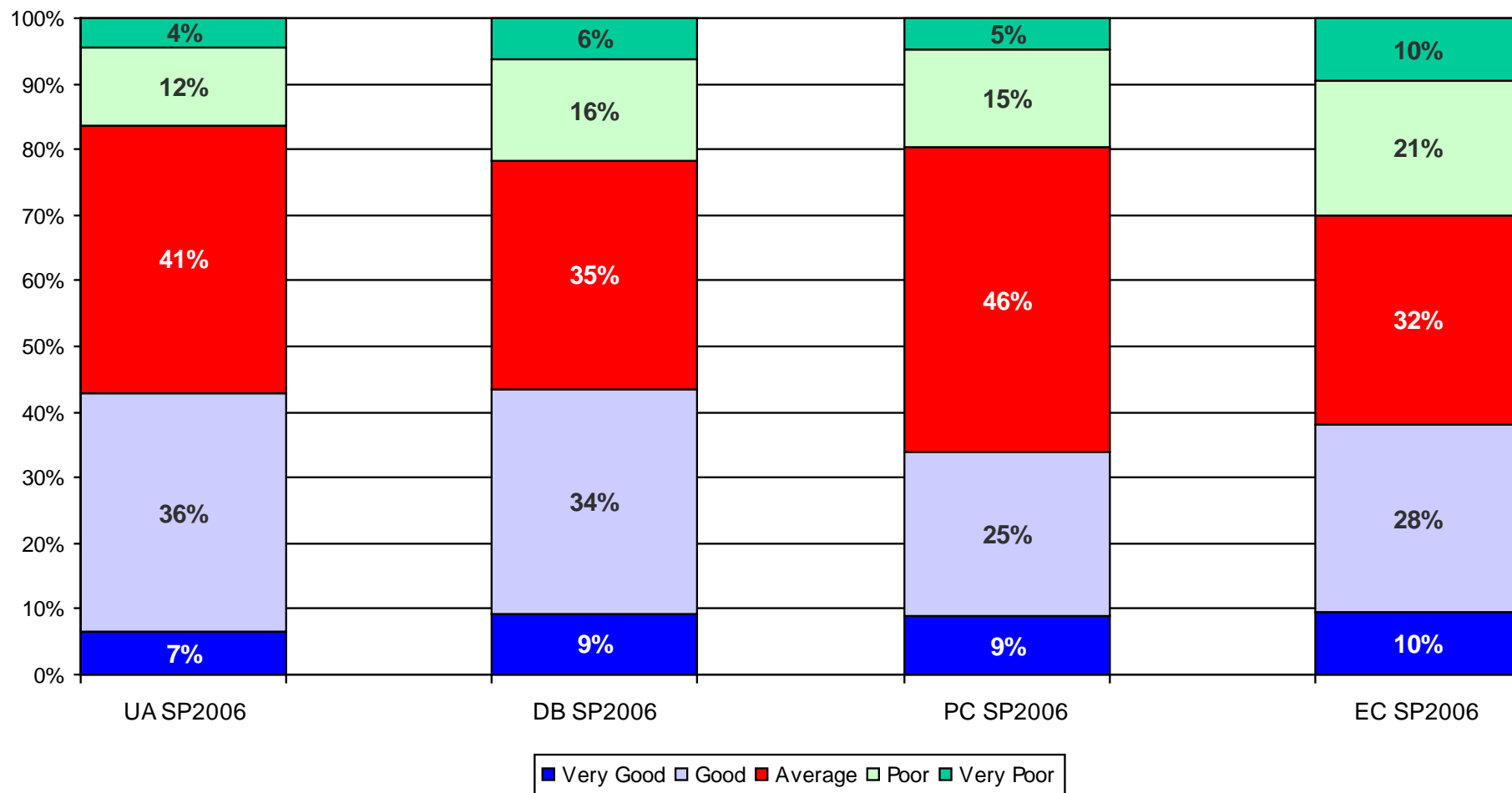
I would recommend the University to family and friends as a place to work



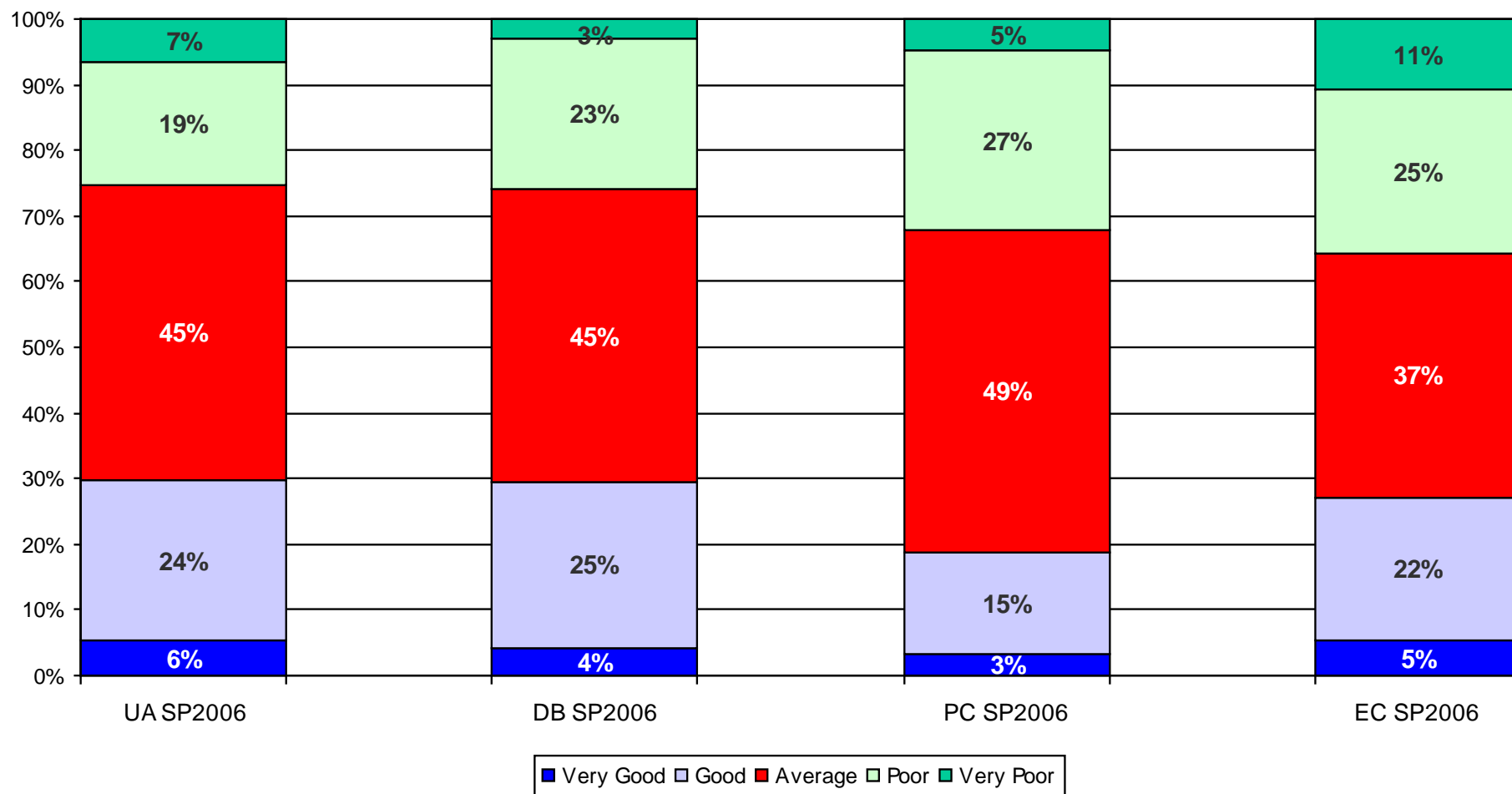
I believe that Climate Survey results will influence decisions to improve the University



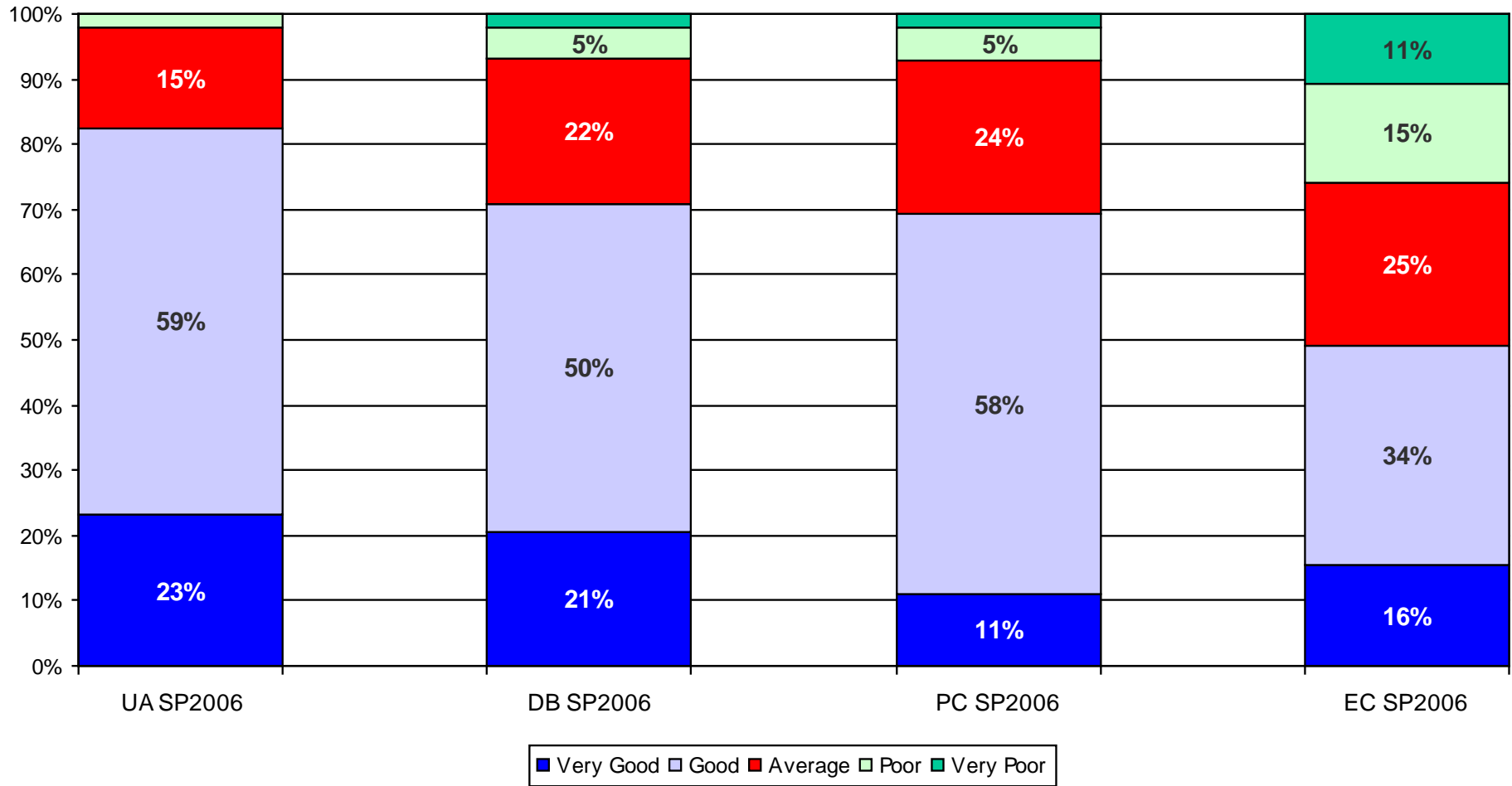
Marketing and promotion of Embry-Riddle



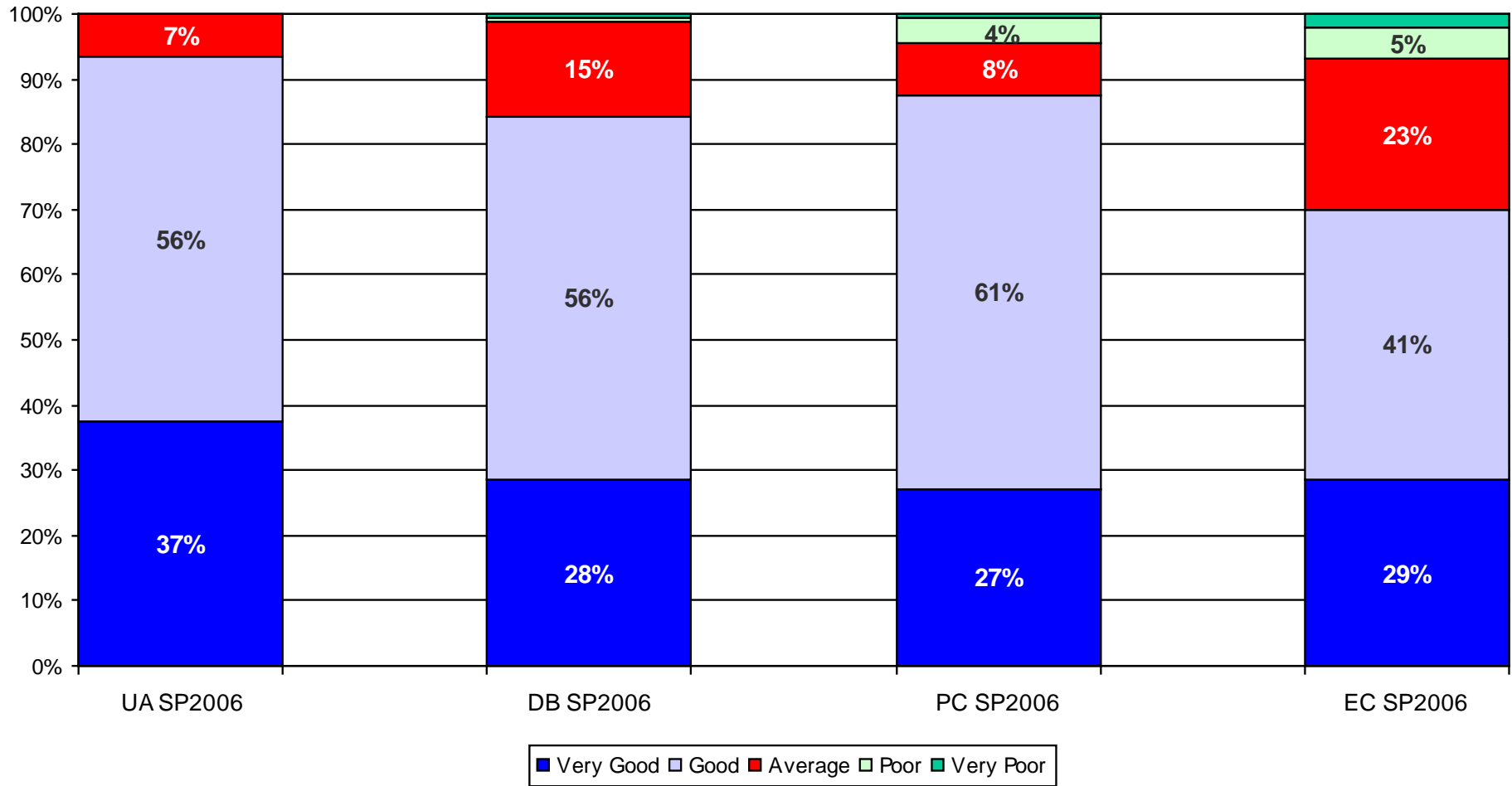
Communication among the campuses



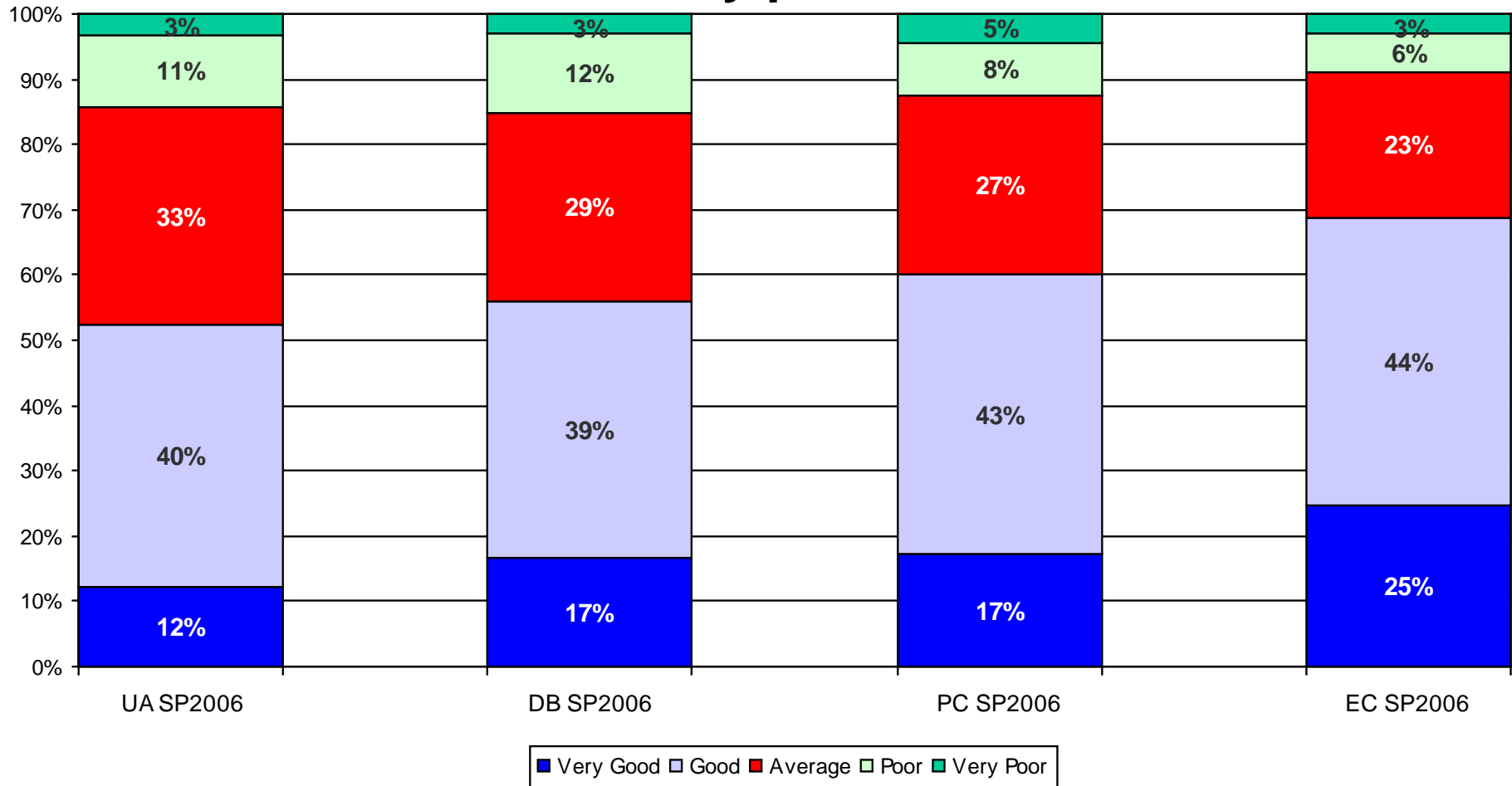
Overall appearance of the physical facilities of my campus/center



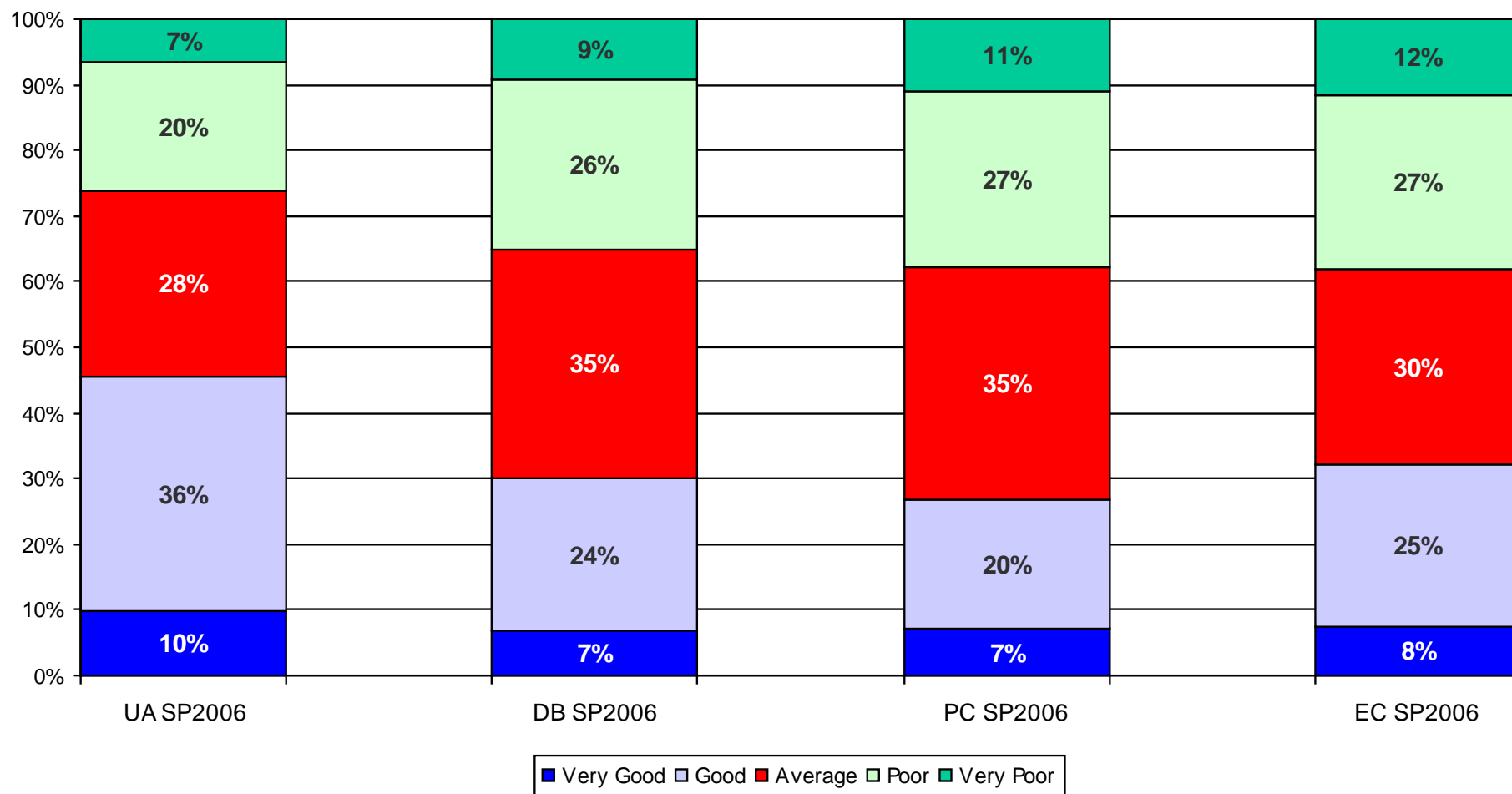
Providing a safe and secure environment for staff and students



Hiring women and other members of underrepresented groups into management and faculty positions



The pay afforded me for my work



The benefits available for my needs and those of my family

