

ERAU Faculty & Staff Climate Survey, Spring 2011

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.	19	20.9%	57	62.6%	8	8.8%	6	6.6%	1	1.1%	91	100.0%
I believe Embry-Riddle's major goals and directions are the right ones for the organization at the current time.	21	23.1%	47	51.6%	18	19.8%	5	5.5%	0	.0%	91	100.0%
Embry-Riddle's values have been clearly communicated to me.	28	30.8%	50	54.9%	10	11.0%	0	.0%	3	3.3%	91	100.0%
I believe Embry-Riddle's values are the right ones for the organization at the current time.	29	32.2%	51	56.7%	9	10.0%	1	1.1%	0	.0%	90	100.0%
I believe the President is doing a good job	29	31.9%	45	49.5%	15	16.5%	1	1.1%	1	1.1%	91	100.0%
I believe the University leadership is doing a good job.	22	24.2%	55	60.4%	13	14.3%	1	1.1%	0	.0%	91	100.0%
I am kept informed of University news and activities.	19	20.9%	57	62.6%	9	9.9%	5	5.5%	1	1.1%	91	100.0%
Embry-Riddle has a work environment of mutual respect and trust.	23	25.6%	49	54.4%	11	12.2%	6	6.7%	1	1.1%	90	100.0%
Overall, the University is a good place to work.	51	57.3%	37	41.6%	0	.0%	1	1.1%	0	.0%	89	100.0%
I am proud to be associated with the University.	56	61.5%	34	37.4%	0	.0%	1	1.1%	0	.0%	91	100.0%
I would recommend the University to family and friends as a work place.	52	57.8%	34	37.8%	3	3.3%	0	.0%	1	1.1%	90	100.0%
I believe that the Climate Survey results will influence decisions to improve the University.	17	18.7%	34	37.4%	26	28.6%	6	6.6%	8	8.8%	91	100.0%
I believe my Campus leadership is doing a good job (Daytona Beach, Prescott, or Worldwide HQ).	13	15.9%	50	61.0%	16	19.5%	3	3.7%	0	.0%	82	100.0%
I am kept informed of news and activities at my Campus (Daytona Beach, Prescott, or Worldwide HQ).	14	17.3%	49	60.5%	11	13.6%	4	4.9%	3	3.7%	81	100.0%
I am kept informed of department level news and activities. (Worldwide field personnel: skip this question)	17	21.3%	48	60.0%	11	13.8%	4	5.0%	0	.0%	80	100.0%
I am kept informed of news and activities at my field location. (Worldwide field personnel only)	3	11.5%	14	53.8%	8	30.8%	0	.0%	1	3.8%	26	100.0%
Strategic planning assists my department/program in setting its direction and objectives.	6	9.7%	27	43.5%	24	38.7%	3	4.8%	2	3.2%	62	100.0%
Assessment assists in measuring/improving my department.	8	13.1%	28	45.9%	14	23.0%	9	14.8%	2	3.3%	61	100.0%
Appropriate consideration is given to my department/college when budget allocations are made.	8	10.4%	39	50.6%	16	20.8%	10	13.0%	4	5.2%	77	100.0%
I have the materials and equipment I need to do my work effectively.	24	26.4%	54	59.3%	8	8.8%	5	5.5%	0	.0%	91	100.0%
The technology services provided by the University effectively assist me in the completion of my job.	29	31.9%	53	58.2%	5	5.5%	4	4.4%	0	.0%	91	100.0%
This last year, I have had opportunities to learn and grow, either at work or through professional development activities.	23	25.6%	39	43.3%	12	13.3%	11	12.2%	5	5.6%	90	100.0%
My current workload allows me to engage in a variety of activities.	15	16.9%	34	38.2%	22	24.7%	13	14.6%	5	5.6%	89	100.0%
I receive the appropriate communication to do my job effectively.	18	19.8%	53	58.2%	11	12.1%	6	6.6%	3	3.3%	91	100.0%
I have access to the information I need to make decisions for my work.	19	21.1%	60	66.7%	6	6.7%	4	4.4%	1	1.1%	90	100.0%
I am asked for my input on decisions that impact my work.	21	23.1%	56	61.5%	6	6.6%	7	7.7%	1	1.1%	91	100.0%
I feel safe in offering suggestions for improvement to the processes in my area.	26	28.9%	50	55.6%	6	6.7%	5	5.6%	3	3.3%	90	100.0%
At work, my opinions seem to count.	23	25.3%	49	53.8%	10	11.0%	6	6.6%	3	3.3%	91	100.0%
My direct supervisor lets me know when I have done a good job.	30	33.0%	44	48.4%	6	6.6%	7	7.7%	4	4.4%	91	100.0%
My direct supervisor talks with me at least once a year about my performance.	39	43.3%	47	52.2%	1	1.1%	0	.0%	3	3.3%	90	100.0%
My direct supervisor talks with me at least once a year about my performance objectives/plan.	34	38.6%	47	53.4%	3	3.4%	2	2.3%	2	2.3%	88	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.	41	45.6%	35	38.9%	6	6.7%	5	5.6%	3	3.3%	90	100.0%

ERAU Faculty & Staff Climate Survey, Spring 2011

Responses to questions 32-38: By Division

Division University Administration

	Very Good		Good		Average		Poor		Very Poor		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Marketing and promotion of Embry-Riddle.	19	21.1%	52	57.8%	15	16.7%	1	1.1%	3	3.3%	90	100.0%
Overall appearance of the physical facilities of my campus/center.	32	35.6%	47	52.2%	9	10.0%	1	1.1%	1	1.1%	90	100.0%
Providing a safe and secure environment for faculty, staff and students.	43	47.3%	42	46.2%	6	6.6%	0	.0%	0	.0%	91	100.0%
Hiring women and other underrepresented groups into management and faculty positions.	20	24.7%	36	44.4%	18	22.2%	5	6.2%	2	2.5%	81	100.0%
The pay afforded me for my work in comparison to other organizations.	16	17.8%	40	44.4%	19	21.1%	13	14.4%	2	2.2%	90	100.0%
The benefits available for my needs and those of my family compared to other organizations.	41	45.6%	35	38.9%	12	13.3%	2	2.2%	0	.0%	90	100.0%
The overall services provided by Human Resources.	35	38.9%	36	40.0%	15	16.7%	1	1.1%	3	3.3%	90	100.0%

ERAU Faculty & Staff Climate Survey, Spring 2011

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	16.4%	166	64.8%	30	11.7%	14	5.5%	4	1.6%	256	100.0%
I believe Embry-Riddle's major goals and directions are the right ones for the organization at the current time.	47	18.7%	131	52.0%	59	23.4%	9	3.6%	6	2.4%	252	100.0%
Embry-Riddle's values have been clearly communicated to me.	57	22.9%	148	59.4%	31	12.4%	10	4.0%	3	1.2%	249	100.0%
I believe Embry-Riddle's values are the right ones for the organization at the current time.	58	23.1%	133	53.0%	47	18.7%	9	3.6%	4	1.6%	251	100.0%
I believe the President is doing a good job	79	30.7%	124	48.2%	42	16.3%	6	2.3%	6	2.3%	257	100.0%
I believe the University leadership is doing a good job.	65	25.3%	128	49.8%	52	20.2%	9	3.5%	3	1.2%	257	100.0%
I am kept informed of University news and activities.	52	20.3%	145	56.6%	40	15.6%	11	4.3%	8	3.1%	256	100.0%
Embry-Riddle has a work environment of mutual respect and trust.	64	25.0%	124	48.4%	41	16.0%	20	7.8%	7	2.7%	256	100.0%
Overall, the University is a good place to work.	125	48.6%	108	42.0%	20	7.8%	3	1.2%	1	.4%	257	100.0%
I am proud to be associated with the University.	138	53.5%	100	38.8%	17	6.6%	2	.8%	1	.4%	258	100.0%
I would recommend the University to family and friends as a work place.	132	51.2%	91	35.3%	27	10.5%	5	1.9%	3	1.2%	258	100.0%
I believe that the Climate Survey results will influence decisions to improve the University.	39	15.2%	86	33.5%	73	28.4%	37	14.4%	22	8.6%	257	100.0%
I believe my Campus leadership is doing a good job (Daytona Beach, Prescott, or Worldwide HQ).	56	22.0%	136	53.5%	44	17.3%	14	5.5%	4	1.6%	254	100.0%
I am kept informed of news and activities at my Campus (Daytona Beach, Prescott, or Worldwide HQ).	51	20.1%	144	56.7%	40	15.7%	15	5.9%	4	1.6%	254	100.0%
I am kept informed of department level news and activities. (Worldwide field personnel: skip this question)	78	31.5%	105	42.3%	40	16.1%	17	6.9%	8	3.2%	248	100.0%
I am kept informed of news and activities at my field location. (Worldwide field personnel only)	32	30.5%	41	39.0%	30	28.6%	1	1.0%	1	1.0%	105	100.0%
Strategic planning assists my department/program in setting its direction and objectives.	30	16.7%	63	35.0%	58	32.2%	22	12.2%	7	3.9%	180	100.0%
Assessment assists in measuring/improving my department.	33	18.2%	68	37.6%	50	27.6%	20	11.0%	10	5.5%	181	100.0%
Appropriate consideration is given to my department/college when budget allocations are made.	22	9.4%	70	29.8%	80	34.0%	43	18.3%	20	8.5%	235	100.0%
I have the materials and equipment I need to do my work effectively.	53	20.6%	143	55.6%	28	10.9%	29	11.3%	4	1.6%	257	100.0%
The technology services provided by the University effectively assist me in the completion of my job.	56	22.2%	119	47.2%	42	16.7%	28	11.1%	7	2.8%	252	100.0%
This last year, I have had opportunities to learn and grow, either at work or through professional development activities.	63	25.1%	105	41.8%	43	17.1%	28	11.2%	12	4.8%	251	100.0%
My current workload allows me to engage in a variety of activities.	39	15.7%	96	38.7%	54	21.8%	44	17.7%	15	6.0%	248	100.0%
I receive the appropriate communication to do my job effectively.	65	25.8%	112	44.4%	44	17.5%	22	8.7%	9	3.6%	252	100.0%
I have access to the information I need to make decisions for my work.	64	25.1%	135	52.9%	36	14.1%	10	3.9%	10	3.9%	255	100.0%
I am asked for my input on decisions that impact my work.	76	30.0%	103	40.7%	32	12.6%	24	9.5%	18	7.1%	253	100.0%
I feel safe in offering suggestions for improvement to the processes in my area.	79	30.9%	108	42.2%	31	12.1%	22	8.6%	16	6.3%	256	100.0%
At work, my opinions seem to count.	68	27.0%	89	35.3%	53	21.0%	27	10.7%	15	6.0%	252	100.0%
My direct supervisor lets me know when I have done a good job.	87	34.3%	103	40.6%	33	13.0%	22	8.7%	9	3.5%	254	100.0%
My direct supervisor talks with me at least once a year about my performance.	93	37.8%	123	50.0%	18	7.3%	8	3.3%	4	1.6%	246	100.0%
My direct supervisor talks with me at least once a year about my performance objectives/plan.	93	38.3%	110	45.3%	24	9.9%	9	3.7%	7	2.9%	243	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.	117	45.5%	100	38.9%	13	5.1%	18	7.0%	9	3.5%	257	100.0%

ERAU Faculty & Staff Climate Survey, Spring 2011

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.	54	21.8%	114	46.0%	65	26.2%	14	5.6%	1	.4%	248	100.0%
Overall appearance of the physical facilities of my campus/center.	80	32.0%	123	49.2%	38	15.2%	9	3.6%	0	.0%	250	100.0%
Providing a safe and secure environment for faculty, staff and students.	89	34.9%	132	51.8%	29	11.4%	5	2.0%	0	.0%	255	100.0%
Hiring women and other underrepresented groups into management and faculty positions.	64	26.3%	98	40.3%	48	19.8%	28	11.5%	5	2.1%	243	100.0%
The pay afforded me for my work in comparison to other organizations.	25	9.8%	91	35.8%	89	35.0%	38	15.0%	11	4.3%	254	100.0%
The benefits available for my needs and those of my family compared to other organizations.	86	34.5%	102	41.0%	49	19.7%	10	4.0%	2	.8%	249	100.0%
The overall services provided by Human Resources.	62	24.2%	118	46.1%	62	24.2%	10	3.9%	4	1.6%	256	100.0%

ERAU Faculty & Staff Climate Survey, Spring 2011

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.	8	7.5%	63	59.4%	21	19.8%	11	10.4%	3	2.8%	106	100.0%
I believe Embry-Riddle's major goals and directions are the right ones for the organization at the current time.	9	8.6%	50	47.6%	33	31.4%	8	7.6%	5	4.8%	105	100.0%
Embry-Riddle's values have been clearly communicated to me.	12	11.3%	58	54.7%	26	24.5%	9	8.5%	1	.9%	106	100.0%
I believe Embry-Riddle's values are the right ones for the organization at the current time.	10	9.6%	52	50.0%	31	29.8%	8	7.7%	3	2.9%	104	100.0%
I believe the President is doing a good job	14	13.5%	48	46.2%	26	25.0%	11	10.6%	5	4.8%	104	100.0%
I believe the University leadership is doing a good job.	12	11.4%	49	46.7%	24	22.9%	14	13.3%	6	5.7%	105	100.0%
I am kept informed of University news and activities.	7	6.6%	61	57.5%	20	18.9%	15	14.2%	3	2.8%	106	100.0%
Embry-Riddle has a work environment of mutual respect and trust.	14	13.1%	50	46.7%	21	19.6%	14	13.1%	8	7.5%	107	100.0%
Overall, the University is a good place to work.	27	25.2%	60	56.1%	12	11.2%	3	2.8%	5	4.7%	107	100.0%
I am proud to be associated with the University.	35	33.0%	50	47.2%	14	13.2%	5	4.7%	2	1.9%	106	100.0%
I would recommend the University to family and friends as a work place.	24	22.4%	53	49.5%	19	17.8%	4	3.7%	7	6.5%	107	100.0%
I believe that the Climate Survey results will influence decisions to improve the University.	5	4.7%	28	26.4%	45	42.5%	17	16.0%	11	10.4%	106	100.0%
I believe my Campus leadership is doing a good job (Daytona Beach, Prescott, or Worldwide HQ).	30	28.3%	43	40.6%	19	17.9%	13	12.3%	1	.9%	106	100.0%
I am kept informed of news and activities at my Campus (Daytona Beach, Prescott, or Worldwide HQ).	24	22.9%	51	48.6%	23	21.9%	5	4.8%	2	1.9%	105	100.0%
I am kept informed of department level news and activities. (Worldwide field personnel: skip this question)	22	22.0%	46	46.0%	21	21.0%	9	9.0%	2	2.0%	100	100.0%
I am kept informed of news and activities at my field location. (Worldwide field personnel only)	8	18.2%	19	43.2%	14	31.8%	3	6.8%	0	.0%	44	100.0%
Strategic planning assists my department/program in setting its direction and objectives.	5	6.1%	33	40.2%	27	32.9%	12	14.6%	5	6.1%	82	100.0%
Assessment assists in measuring/improving my department.	6	7.6%	31	39.2%	17	21.5%	19	24.1%	6	7.6%	79	100.0%
Appropriate consideration is given to my department/college when budget allocations are made.	3	2.9%	43	41.3%	26	25.0%	19	18.3%	13	12.5%	104	100.0%
I have the materials and equipment I need to do my work effectively.	12	11.3%	56	52.8%	19	17.9%	11	10.4%	8	7.5%	106	100.0%
The technology services provided by the University effectively assist me in the completion of my job.	15	14.9%	45	44.6%	22	21.8%	15	14.9%	4	4.0%	101	100.0%
This last year, I have had opportunities to learn and grow, either at work or through professional development activities.	10	9.4%	46	43.4%	15	14.2%	22	20.8%	13	12.3%	106	100.0%
My current workload allows me to engage in a variety of activities.	6	5.8%	33	31.7%	23	22.1%	27	26.0%	15	14.4%	104	100.0%
I receive the appropriate communication to do my job effectively.	14	13.5%	53	51.0%	18	17.3%	11	10.6%	8	7.7%	104	100.0%
I have access to the information I need to make decisions for my work.	14	13.5%	65	62.5%	15	14.4%	4	3.8%	6	5.8%	104	100.0%
I am asked for my input on decisions that impact my work.	23	21.9%	38	36.2%	15	14.3%	17	16.2%	12	11.4%	105	100.0%
I feel safe in offering suggestions for improvement to the processes in my area.	27	25.2%	45	42.1%	14	13.1%	9	8.4%	12	11.2%	107	100.0%
At work, my opinions seem to count.	20	18.7%	42	39.3%	20	18.7%	10	9.3%	15	14.0%	107	100.0%
My direct supervisor lets me know when I have done a good job.	33	31.4%	43	41.0%	13	12.4%	10	9.5%	6	5.7%	105	100.0%
My direct supervisor talks with me at least once a year about my performance.	40	38.5%	51	49.0%	7	6.7%	2	1.9%	4	3.8%	104	100.0%
My direct supervisor talks with me at least once a year about my performance objectives/plan.	38	38.0%	48	48.0%	11	11.0%	2	2.0%	1	1.0%	100	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.	46	43.4%	33	31.1%	13	12.3%	7	6.6%	7	6.6%	106	100.0%

ERAU Faculty & Staff Climate Survey, Spring 2011

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	8.7%	37	35.9%	41	39.8%	13	12.6%	3	2.9%	103	100.0%
Overall appearance of the physical facilities of my campus/center.	31	29.5%	48	45.7%	22	21.0%	4	3.8%	0	.0%	105	100.0%
Providing a safe and secure environment for faculty, staff and students.	30	28.3%	52	49.1%	18	17.0%	5	4.7%	1	.9%	106	100.0%
Hiring women and other underrepresented groups into management and faculty positions.	11	11.0%	28	28.0%	29	29.0%	27	27.0%	5	5.0%	100	100.0%
The pay afforded me for my work in comparison to other organizations.	4	3.8%	23	21.7%	50	47.2%	18	17.0%	11	10.4%	106	100.0%
The benefits available for my needs and those of my family compared to other organizations.	21	20.4%	41	39.8%	33	32.0%	5	4.9%	3	2.9%	103	100.0%
The overall services provided by Human Resources.	21	20.0%	40	38.1%	26	24.8%	12	11.4%	6	5.7%	105	100.0%

ERAU Faculty & Staff Climate Survey, Spring 2011

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.	250	33.5%	383	51.3%	72	9.7%	35	4.7%	6	.8%	746	100.0%
I believe Embry-Riddle's major goals and directions are the right ones for the organization at the current time.	222	30.2%	351	47.8%	135	18.4%	23	3.1%	4	.5%	735	100.0%
Embry-Riddle's values have been clearly communicated to me.	262	35.4%	365	49.3%	87	11.8%	23	3.1%	3	.4%	740	100.0%
I believe Embry-Riddle's values are the right ones for the organization at the current time.	242	33.2%	341	46.8%	127	17.4%	15	2.1%	3	.4%	728	100.0%
I believe the President is doing a good job	224	30.4%	337	45.7%	160	21.7%	10	1.4%	6	.8%	737	100.0%
I believe the University leadership is doing a good job.	205	27.9%	347	47.3%	137	18.7%	39	5.3%	6	.8%	734	100.0%
I am kept informed of University news and activities.	271	36.5%	372	50.1%	65	8.8%	28	3.8%	6	.8%	742	100.0%
Embry-Riddle has a work environment of mutual respect and trust.	253	34.2%	335	45.3%	95	12.9%	35	4.7%	21	2.8%	739	100.0%
Overall, the University is a good place to work.	331	44.3%	334	44.7%	67	9.0%	12	1.6%	3	.4%	747	100.0%
I am proud to be associated with the University.	437	58.7%	264	35.4%	37	5.0%	5	.7%	2	.3%	745	100.0%
I would recommend the University to family and friends as a work place.	369	49.9%	274	37.1%	69	9.3%	19	2.6%	8	1.1%	739	100.0%
I believe that the Climate Survey results will influence decisions to improve the University.	171	23.0%	259	34.8%	223	29.9%	67	9.0%	25	3.4%	745	100.0%
I believe my Campus leadership is doing a good job (Daytona Beach, Prescott, or Worldwide HQ).	236	32.1%	351	47.7%	102	13.9%	38	5.2%	9	1.2%	736	100.0%
I am kept informed of news and activities at my Campus (Daytona Beach, Prescott, or Worldwide HQ).	256	35.7%	345	48.1%	72	10.0%	38	5.3%	7	1.0%	718	100.0%
I am kept informed of department level news and activities. (Worldwide field personnel: skip this question)	171	36.7%	195	41.8%	72	15.5%	24	5.2%	4	.9%	466	100.0%
I am kept informed of news and activities at my field location. (Worldwide field personnel only)	219	36.1%	260	42.9%	79	13.0%	38	6.3%	10	1.7%	606	100.0%
Strategic planning assists my department/program in setting its direction and objectives.	111	27.5%	166	41.2%	97	24.1%	20	5.0%	9	2.2%	403	100.0%
Assessment assists in measuring/improving my department.	110	26.1%	176	41.8%	97	23.0%	31	7.4%	7	1.7%	421	100.0%
Appropriate consideration is given to my department/college when budget allocations are made.	105	17.0%	218	35.3%	236	38.2%	43	7.0%	16	2.6%	618	100.0%
I have the materials and equipment I need to do my work effectively.	226	30.5%	379	51.1%	63	8.5%	64	8.6%	10	1.3%	742	100.0%
The technology services provided by the University effectively assist me in the completion of my job.	262	36.1%	334	46.0%	86	11.8%	37	5.1%	7	1.0%	726	100.0%
This last year, I have had opportunities to learn and grow, either at work or through professional development activities.	230	32.1%	295	41.1%	121	16.9%	52	7.3%	19	2.6%	717	100.0%
My current workload allows me to engage in a variety of activities.	161	22.9%	278	39.5%	148	21.0%	92	13.1%	25	3.6%	704	100.0%
I receive the appropriate communication to do my job effectively.	213	28.9%	357	48.4%	119	16.1%	34	4.6%	14	1.9%	737	100.0%
I have access to the information I need to make decisions for my work.	226	31.0%	399	54.7%	70	9.6%	26	3.6%	9	1.2%	730	100.0%
I am asked for my input on decisions that impact my work.	205	28.5%	287	39.9%	122	16.9%	80	11.1%	26	3.6%	720	100.0%
I feel safe in offering suggestions for improvement to the processes in my area.	231	31.9%	309	42.7%	104	14.4%	52	7.2%	28	3.9%	724	100.0%
At work, my opinions seem to count.	209	29.1%	271	37.7%	141	19.6%	72	10.0%	25	3.5%	718	100.0%
My direct supervisor lets me know when I have done a good job.	275	38.4%	280	39.1%	107	14.9%	31	4.3%	23	3.2%	716	100.0%
My direct supervisor talks with me at least once a year about my performance.	277	40.0%	289	41.7%	78	11.3%	33	4.8%	16	2.3%	693	100.0%
My direct supervisor talks with me at least once a year about my performance objectives/plan.	260	38.7%	265	39.4%	91	13.5%	38	5.7%	18	2.7%	672	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.	414	56.9%	241	33.1%	39	5.4%	18	2.5%	16	2.2%	728	100.0%

ERAU Faculty & Staff Climate Survey, Spring 2011

Responses to questions 32-38: By Division

Division Worldwide Campus

	Very Good		Good		Average		Poor		Very Poor		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Marketing and promotion of Embry-Riddle.	180	25.2%	281	39.4%	174	24.4%	62	8.7%	17	2.4%	714	100.0%
Overall appearance of the physical facilities of my campus/center.	220	32.9%	244	36.5%	160	24.0%	39	5.8%	5	.7%	668	100.0%
Providing a safe and secure environment for faculty, staff and students.	260	38.1%	309	45.2%	100	14.6%	9	1.3%	5	.7%	683	100.0%
Hiring women and other underrepresented groups into management and faculty positions.	261	39.2%	291	43.8%	84	12.6%	21	3.2%	8	1.2%	665	100.0%
The pay afforded me for my work in comparison to other organizations.	125	17.4%	214	29.8%	233	32.4%	117	16.3%	30	4.2%	719	100.0%
The benefits available for my needs and those of my family compared to other organizations.	161	25.5%	231	36.6%	179	28.3%	45	7.1%	16	2.5%	632	100.0%
The overall services provided by Human Resources.	192	28.6%	304	45.3%	147	21.9%	22	3.3%	6	.9%	671	100.0%