ERAU Climate Survey, Spring 2011

Chart 1: Spring 2011 Overall Results: “Agreement” Items
All Divisions Combined

- I am proud to be associated with the University: 93%
- Overall, the University is a good place to work: 89%
- I have not been treated differently because of my gender, race, etc.: 87%
- I would recommend the University to family and friends as a place to work: 86%
- My direct supervisor talks with me at least once a year about my performance: 84%
- I have access to the information I need to make decisions for my work: 83%
- Embry-Riddle’s values have been clearly communicated to me: 82%
- I am kept informed of University news and activities: 82%
- Embry-Riddle’s major goals and directions have been clearly communicated to me: 82%
- My direct supervisor talks with me at least once a year about my performance objectives/plan: 81%
- I have the materials and equipment I need to do my work effectively: 80%
- The technology services provided by the University effectively assist me in the completion of my...: 79%
- I believe Embry-Riddle’s values are the right ones for the organization at the current time: 78%
- I believe my Campus Leadership is doing a good job: 77%
- My direct supervisor lets me know when I have done a good job: 76%
- Embry-Riddle has a work environment of mutual respect and trust: 76%
- I am kept informed of department level news and activities: 76%
- I am kept informed of news and activities at my field location: 76%
- I believe the President is doing a good job: 75%
- I receive the appropriate communication to do my job effectively: 74%
- I feel safe in offering suggestions for improvement to the processes in my area: 74%
- I believe the University Leadership is doing a good job: 74%
- I believe Embry-Riddle’s major goals and directions are the right ones for the organization at the...: 74%
- This last year, I have had opportunities to learn and grow, either at work or through professional...: 70%
- I am asked for my input on decisions that impact my work: 69%
- At work, my opinions seem to count: 66%
- Assessment assists in measuring/improving my department: 62%
- Strategic planning assists my department/program in setting its direction and objectives: 60%
- My current workload allows me to engage in a variety of activities: 58%
- I believe that Climate Survey results will influence decisions to improve the University: 53%
Providing a safe and secure environment for staff and students: 84% Very Good & Good, 14% Average, 2% Very Poor & Poor

Hiring more women and members of underrepresented groups into management and faculty positions: 74% Very Good & Good, 17% Average, 9% Very Poor & Poor

Overall appearance of the physical facilities of my campus/center: 74% Very Good & Good, 21% Average, 5% Very Poor & Poor

The overall services provided by Human Resources: 72% Very Good & Good, 22% Average, 6% Very Poor & Poor

The benefits available for my needs and those of my family compared to other similar organizations: 67% Very Good & Good, 26% Average, 8% Very Poor & Poor

Marketing and promotion of Embry-Riddle: 65% Very Good & Good, 25% Average, 10% Very Poor & Poor

The pay afforded me for my work in comparison to other similar organizations: 46% Very Good & Good, 34% Average, 20% Very Poor & Poor
Chart 3: Largest Change in Agreement Areas  
Spring 2009 vs. Spring 2011 All Divisions Combined

Note: Sorted by difference in SA+A % between SP09 and SP11 (largest to smallest)

- Appropriate consideration is given to all campuses when budget allocations are made (SP09)  
  - Strongly Agree & Agree: 38%  
  - Neutral: 33%  
  - Strongly Disagree & Disagree: 29%

- Appropriate consideration is given to all campuses when budget allocations are made (SP11)  
  - Strongly Agree & Agree: 49%  
  - Neutral: 35%  
  - Strongly Disagree & Disagree: 16%

- Embry-Riddle's major goals and directions have been clearly communicated to me (SP09)  
  - Strongly Agree & Agree: 75%  
  - Neutral: 15%  
  - Strongly Disagree & Disagree: 10%

- Embry-Riddle's major goals and directions have been clearly communicated to me (SP11)  
  - Strongly Agree & Agree: 82%  
  - Neutral: 11%  
  - Strongly Disagree & Disagree: 7%

- I believe the University Leadership is doing a good job (SP09)  
  - Strongly Agree & Agree: 67%  
  - Neutral: 21%  
  - Strongly Disagree & Disagree: 12%

- I believe the University Leadership is doing a good job (SP11)  
  - Strongly Agree & Agree: 74%  
  - Neutral: 19%  
  - Strongly Disagree & Disagree: 7%

- I believe my Campus Leadership is doing a good job (SP09)  
  - Strongly Agree & Agree: 73%  
  - Neutral: 19%  
  - Strongly Disagree & Disagree: 9%

- I believe my Campus Leadership is doing a good job (SP11)  
  - Strongly Agree & Agree: 77%  
  - Neutral: 15%  
  - Strongly Disagree & Disagree: 7%

- Embry-Riddle has a work environment of mutual respect and trust (SP09)  
  - Strongly Agree & Agree: 72%  
  - Neutral: 16%  
  - Strongly Disagree & Disagree: 13%

- Embry-Riddle has a work environment of mutual respect and trust (SP11)  
  - Strongly Agree & Agree: 76%  
  - Neutral: 14%  
  - Strongly Disagree & Disagree: 10%

- Embry-Riddle's major goals and directions are the right ones at the current time (SP09)  
  - Strongly Agree & Agree: 69%  
  - Neutral: 22%  
  - Strongly Disagree & Disagree: 9%

- Embry-Riddle's major goals and directions are the right ones at the current time (SP11)  
  - Strongly Agree & Agree: 74%  
  - Neutral: 21%  
  - Strongly Disagree & Disagree: 5%

- I have access to the information I need to make decisions for my work (SP09)  
  - Strongly Agree & Agree: 79%  
  - Neutral: 13%  
  - Strongly Disagree & Disagree: 8%

- I have access to the information I need to make decisions for my work (SP11)  
  - Strongly Agree & Agree: 83%  
  - Neutral: 11%  
  - Strongly Disagree & Disagree: 6%

- I would recommend the University to family and friends as a place to work (SP09)  
  - Strongly Agree & Agree: 82%  
  - Neutral: 11%  
  - Strongly Disagree & Disagree: 7%

- I would recommend the University to family and friends as a place to work (SP11)  
  - Strongly Agree & Agree: 86%  
  - Neutral: 10%  
  - Strongly Disagree & Disagree: 4%

- Technology provided effectively assist me in the completion of my job (SP09)  
  - Strongly Agree & Agree: 83%  
  - Neutral: 11%  
  - Strongly Disagree & Disagree: 6%

- Technology provided effectively assist me in the completion of my job (SP11)  
  - Strongly Agree & Agree: 78%  
  - Neutral: 13%  
  - Strongly Disagree & Disagree: 9%
Chart 4: Change in Rated Areas
Spring 2009 vs. Spring 2011 All Divisions Combined

Note: Sorted by difference in VG+G % between SP08 and SP09 (largest to smallest)