

MEMORANDUM

February 1, 2011

To: **Gerry Cross, President MRFA**
From: Lynn Devlin, Executive Officer
Re: **2010 ACIFA Climate Survey Results**

MRFA's 2010 ACIFA Climate Survey results are contained within this memorandum. If you have any questions, please contact the ACIFA office by phone (780-423-4440), or by e-mail to Lynn Devlin (devlinl@acifa.ca).

Response rates

2010/11	126/882 = 14.29%
2009/10	13.89
2008/09	12.57
2007-08	12
2006-07	11
2005-06	13
2004/05	17
2003/04	16
2002/03	22
2001/02	33
2000/01	23
1999/00	20
1998/99	19
1997/98	24
1996/97	33

Results

The results for each question are reported below. In addition to the percentage of respondents selecting each category, historical means for your institution are reported. Means range from 5.0 (indicating strong agreement with the question statement) to 1.0 (indicating strong disagreement with the question statement). It is important to examine both the mean and the distribution of responses because a bi-modal response (where faculty are polarized on an issue) may yield a mean of 3, which could downplay an important issue which needs to be addressed. Following the responses to the 13 questions asked system-wide, the responses to locally developed questions (if any) are presented.

Question 1: My institution demonstrates a strong commitment to improving my teaching skills.

Strongly agree—5	Agree—4	Neither agree nor disagree—3	Disagree—2	Strongly disagree—1
42.9%	42.9%	11.1%	1.6%	1.6%

Means (out of a possible 5)

2010/11	4.24
2009/10	4.27
2008/09	4.15
2007/08	4.18
2006/07	4.2
2005/06	4.0
2004/05	3.5
2003/04	3.7
2002/03	3.7
2001/02	3.9
2000/01	3.8
1999/00	3.8
1998/99	3.9
1997/98	3.1 (new question)

Question 2: My institution demonstrates a strong commitment to improving my discipline-specific knowledge.

Strongly agree—5	Agree—4	Neither agree nor disagree—3	Disagree—2	Strongly disagree—1
13.5%	32.5%	34.9%	15.1%	4.0%

Means (out of a possible 5)

2010/11	3.37
2009/10	3.35
2008/09	3.11
2007/08	3.13
2006/07	3.3
2005/06	2.8
2004/05	2.6
2003/04	2.5
2002/03	2.7
2001/02	3.0
2000/01	2.7
1999/00	2.9
1998/99	3.0
1997/98	2.5 (new question)

Question 3: I have enough time to attend to my professional development needs.

Strongly agree—5	Agree—4	Neither agree nor disagree—3	Disagree—2	Strongly disagree—1
7.1%	31.7%	16.7%	36.5%	7.9%

Means (out of a possible 5)

2010/11	2.94
2009/10	2.77
2008/09	2.67
2007/08	2.78
2006/07	2.7
2005/06	2.3
2004/05	2.1
2003/04	2.2
2002/03	2.3
2001/02	2.7
2000/01	2.4
1999/00	2.5
1998/99	2.5 (new question)

Question 4: Senior administration communicates openly with faculty.

Strongly agree—5	Agree—4	Neither agree nor disagree—3	Disagree—2	Strongly disagree—1
17.5%	52.4%	19.8%	6.3%	4.0%

Means (out of a possible 5)

2010/11	3.73
2009/10	3.71
2008/09	3.70
2007/08	3.92
2006/07	3.6
2005/06	3.4
2004/05	2.2
2003/04	3.1
2002/03	2.6
2001/02	2.2
2000/01	2.2
1999/00	2.6
1998/99	2.7 (new question)

Question 5: I am informed in a timely manner about important changes that affect me.

Strongly agree—5	Agree—4	Neither agree nor disagree—3	Disagree—2	Strongly disagree—1
14.3%	49.2%	22.2%	11.1%	3.2%

Means (out of a possible 5)

2010/11	3.60
2009/10	3.52
2008/09	3.57
2007/08	3.69
2006/07	3.6
2005/06	3.4
2004/05	2.5
2003/04	3.1
2002/03	2.8
2001/02	2.8
2000/01	2.5
1999/00	2.9
1998/99	2.9 (new question)

Question 6: Input from faculty is sought AND seriously considered in decision-making at my institution.

Strongly agree—5	Agree—4	Neither agree nor disagree—3	Disagree—2	Strongly disagree—1
16.7%	50.8%	23.0%	7.9%	1.6%

Means (out of a possible 5)

2010/11	3.73
2009/10	3.58
2008/09	3.42
2007/08	3.67
2006/07	3.4
2005/06	3.3
2004/05	2.2
2003/04	2.7
2002/03	2.3
2001/02	2.3
2000/01	2.2
1999/00	2.9
1998/99	2.8
1997/98	2.3
1996/97	2.6

Question 7: Senior administration understands day-to-day challenges faced by instructors.

Strongly agree—5	Agree—4	Neither agree nor disagree—3	Disagree—2	Strongly disagree—1
4.0%	36.5%	35.7%	15.9%	7.9%

Means (out of a possible 5)

2010/11	3.13
2009/10	3.17
2008/09	3.11
2007/08	3.29
2006/07	3.0
2005/06	2.7
2004/05	1.9
2003/04	2.3
2002/03	2.1
2001/02	2.0
2000/01	2.1
1999/00	2.6
1998/99	2.5
1997/98	2.0
1996/97	2.2

Question 8: When making decisions, this institution refers to one or all of: a mission statement, a statement of goals, or a statement of values.

Strongly agree—5	Agree—4	Neither agree nor disagree—3	Disagree—2	Strongly disagree—1
16.7%	45.2%	29.4%	4.8%	4.0%

Means (out of a possible 5)

2010/11	3.66
2009/10	3.66
2008/09	3.57
2007/08	3.67
2005/06	3.3
2004/05	3.5
2004/05	2.9
2003/04	3.5
2002/03	3.3
2001/02	3.1
2000/01	3.2
1999/00	3.7
1998/99	3.5
1997/98	3.3
1996/97	3.6

Question 9: Outstanding performance by instructors is rewarded.

Strongly agree—5	Agree—4	Neither agree nor disagree—3	Disagree—2	Strongly disagree—1
5.6%	36.5%	34.9%	15.9%	7.1%

Means (out of a possible 5)

2010/11	3.17
2009/10	3.30
2008/09	3.18
2007/08	3.43
2006/07	2.9
2005/06	2.8
2004/05	2.7
2003/04	2.7
2002/03	2.5
2001/02	3.0
2000/01	2.7
1999/00	3.1
1998/99	2.9
1997/98	2.4
1996/97	2.6

Question 10: My institution demonstrates a strong commitment to my health and well being.

Strongly agree—5	Agree—4	Neither agree nor disagree—3	Disagree—2	Strongly disagree—1
13.5%	34.9%	31.7%	15.1%	4.8%

Means (out of a possible 5)

2010/11	3.37
2009/10	3.38
2008/09	3.28
2007/08	3.43
2006/07	3.0
2005/06	3.0
2004/05	2.5
2003/04	2.8
2002/03	2.7
2001/02	2.8
2000/01	2.8
1999/00	3.1
1998/99	3.0
1997/98	2.3 (new question)

Question 11: Academic council has a meaningful impact on academic decisions.

Strongly agree—5	Agree—4	Neither agree nor disagree—3	Disagree—2	Strongly disagree—1
8.7%	50.8%	31.7%	7.9%	0.8%

Means (out of a possible 5)

2010/11	3.59
2009/10	3.53
2008/09	3.52
2007/08	3.58
2006/07	3.4
2005/06	3.4
2004/05	2.9
2003/04	3.0
2002/03	2.9
2001/02	2.8
2000/01	2.5
1999/00	3.1
1998/99	2.8 (new question)

Question 12: The president of this institution provides effective leadership.

Strongly agree—5	Agree—4	Neither agree nor disagree—3	Disagree—2	Strongly disagree—1
48.4%	35.7%	13.5%	1.6%	0.8%

Means (out of a possible 5)

2010/11	4.29
2009/10	4.33
2008/09	4.09
2007/08	4.21
2006/07	3.9
2005/06	4.0
2004/05	3.1
2003/04	3.7
2002/03	3.6
2001/02	3.4
2000/01	3.3
1999/00	3.5
1998/99	3.3
1997/98	3.0
1996/97	3.0

Question 13: I have the resources I need to do my job effectively.

Strongly agree—5	Agree—4	Neither agree nor disagree—3	Disagree—2	Strongly disagree—1
13.5%	50.8%	16.7%	12.7%	6.3%

Means (out of a possible 5)

2010/11	3.52
2009/10	3.61
2008/09	3.47
2007/08	3.56
2006/07	3.2
2005/06	3.2
2004/05	2.9
2003/04	3.0
2002/03	3.0
2001/02	3.3
2000/01	3.1
1999/00	3.0
1998/99	3.0 (new question)

******(Institution-specific questions begin here.)******

*note: for the 2010 climate survey the rate of return on local association questions is:
125/882 = 14.17%*

Question 14: I have confidence in the Board of Governors.

Strongly agree—5	Agree—4	Neither agree nor disagree—3	Disagree—2	Strongly disagree—1
11.2%	42.4%	40.8%	4.0%	1.6%

Means (out of a possible 5)

2010/11	3.58 (Mount Royal only, new question)
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Question 15: The President of the institution (MRU) treats people respectfully.

Strongly agree—5	Agree—4	Neither agree nor disagree—3	Disagree—2	Strongly disagree—1
52.0%	32.0%	14.4%	0.8%	0.8%

Means (out of a possible 5)

2010/11 4.34 (Mount Royal only, new question)

Question 16: I feel workload pressures to such an extent that I am worried about my physical and/or mental health and well being.

Strongly agree—5	Agree—4	Neither agree nor disagree—3	Disagree—2	Strongly disagree—1
12.0%	40.0%	22.4%	18.4%	7.2%

Means (out of a possible 5)

2010/11 3.31 (Mount Royal only, new question)

Question 17: MRU faculty are given sufficient time to develop new courses and programs.

Strongly agree—5	Agree—4	Neither agree nor disagree—3	Disagree—2	Strongly disagree—1
0.8%	19.2%	29.6%	36.0%	14.4%

Means (out of a possible 5)

2010/11 2.56 (Mount Royal only, new question)

Question 18: Given my current workload at MRU, I have sufficient time to stay current in my discipline.

Strongly agree—5	Agree—4	Neither agree nor disagree—3	Disagree—2	Strongly disagree—1
3.2%	23.2%	18.4%	40.0%	15.2%

Means (out of a possible 5)

2010/11 2.59 (Mount Royal only, new question)

Question 19: The MRFA provides useful services for its members.

Strongly agree—5	Agree—4	Neither agree nor disagree—3	Disagree—2	Strongly disagree—1
20.0%	56.8%	16.0%	5.6%	1.6%

Means (out of a possible 5)

2010/11 3.88 (Mount Royal only, new question)

Question 20: The President of the MRFA provides effective leadership.

Strongly agree—5	Agree—4	Neither agree nor disagree—3	Disagree—2	Strongly disagree—1
34.4%	40.0%	20.8%	3.2%	1.6%

Means (out of a possible 5)

2010/11 4.02 (Mount Royal only, new question)

Question 21: I have confidence in the MRFA Executive.

Strongly agree—5	Agree—4	Neither agree nor disagree—3	Disagree—2	Strongly disagree—1
28.8%	47.2%	19.2%	3.2%	1.6%

Means (out of a possible 5)

2010/11 3.98 (Mount Royal only, new question)

Question 22: The MRFA Executive Board communicates openly with its membership.

Strongly agree—5	Agree—4	Neither agree nor disagree—3	Disagree—2	Strongly disagree—1
37.6%	43.2%	15.2%	2.4%	1.6%

Means (out of a possible 5)

2010/11 4.13 (Mount Royal only, new question)

Question 23: The Board of Governors Faculty Representative communicates openly with the MRFA membership.

Strongly agree—5	Agree—4	Neither agree nor disagree—3	Disagree—2	Strongly disagree—1
17.6%	36.0%	39.2%	6.4%	0.8%

Means (out of a possible 5)

2010/11 3.63 (Mount Royal only, new question)

Question 24: I have confidence in my Negotiating Committee.

Strongly agree—5	Agree—4	Neither agree nor disagree—3	Disagree—2	Strongly disagree—1
42.4%	35.2%	15.2%	4.8%	2.4%

Means (out of a possible 5)

2010/11 4.10 (Mount Royal only, new question)

Administration and interpretation of the survey

Questionnaires are provided electronically by email to all members of the academic staff associations at participating institutions in November. Results are tabulated through the web-based Survey Monkey. The survey is based on climate surveys used by organizations involved in total quality management programs. The literature on climate surveys suggests a strong relationship between perceived climate and absenteeism, turnover, and level of union activity (e.g., grievances). This survey is meant to provide a broad overview of organizational climate and highlight areas of concern for further study by administrators and faculty members.

While the survey is not based on a random sample, the rates of return provide support for the validity of the results. Further, a number of institutions have commissioned external surveys that broadly replicate the results of the ACIFA survey. These data represent perceptions and must be interpreted carefully. Of specific concern is the use of means (averages) in results. The data collected does not contain the metric properties necessary to calculate means and standard deviations. Despite this, means are an important component in showing smaller changes in perception over time and are included.