

MEMORANDUM

February 9, 2012

To: **Gerry Cross, President MRFA**
From: Kerri Green, Senior Administrative Officer
Re: **2012 ACIFA Climate Survey Results**

MRFA's 2012 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 Kerri Green (kerri.green@acifa.ca).

Response rates

2012	193/897 = 22%
2011	15%
2010	14%
2009	14%
2008	13%
2007	12%
2006	11%
2005	13%
2004	17%
2003	16%
2002	22%

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	Neutral—3	Disagree—2	Strongly disagree—1
34.2%	40.9%	14.0%	6.7%	4.1%

Means (out of a possible 5)

2012	3.94
2011	4.12
2010	4.24
2009	4.27
2008	4.15
2007	4.18
2006	4.2
2005	4.0
2004	3.5
2003	3.7
2002	3.7

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

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
4.7%	31.6%	31.1%	27.5%	5.2%

Means (out of a possible 5)

2012	3.03
2011	3.15
2010	3.37
2009	3.35
2008	3.11
2007	3.13
2006	3.3
2005	2.8
2004	2.6
2003	2.5
2002	2.7

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

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
3.1%	21.8%	22.3%	36.3%	16.6%

Means (out of a possible 5)

2012	2.59
2011	2.59
2010	2.94
2009	2.77
2008	2.67
2007	2.78
2006	2.7
2005	2.3
2004	2.1
2003	2.2
2002	2.3

Question 4: Senior administration communicates openly with faculty.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
8.3%	37.8%	25.9%	20.2%	7.8%

Means (out of a possible 5)

2012	3.19
2011	3.32
2010	3.73
2009	3.71
2008	3.70
2007	3.92
2006	3.6
2005	3.4
2004	2.2
2003	3.1
2002	2.6

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

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
7.3%	37.8%	24.9%	19.7%	10.4%

Means (out of a possible 5)

2012	3.12
2011	3.28
2010	3.60
2009	3.52
2008	3.57
2007	3.69
2006	3.6
2005	3.4
2004	2.5
2003	3.1
2002	2.8

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

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
8.3%	36.8%	23.3%	20.2%	11.4%

Means (out of a possible 5)

2012	3.10
2011	3.27
2010	3.73
2009	3.58
2008	3.42
2007	3.67
2006	3.4
2005	3.3
2004	2.2
2003	2.7
2002	2.3

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

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
6.7%	26.9%	20.7%	29.5%	16.1%

Means (out of a possible 5)

2012	2.79
2011	2.92
2010	3.13
2009	3.17
2008	3.11
2007	3.29
2006	3.0
2005	2.7
2004	1.9
2003	2.3
2002	2.1

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	Neutral—3	Disagree—2	Strongly disagree—1
8.3%	42.0%	36.3%	8.3%	5.2%

Means (out of a possible 5)

2012	3.40
2011	3.56
2010	3.66
2009	3.66
2008	3.57
2007	3.67
2005	3.3
2004	3.5
2004	2.9
2003	3.5
2002	3.3

Question 9: Outstanding performance by instructors is rewarded.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
5.7%	31.1%	28.5%	23.3%	11.4%

Means (out of a possible 5)

2012	2.96
2011	3.08
2010	3.17
2009	3.30
2008	3.18
2007	3.43
2006	2.9
2005	2.8
2004	2.7
2003	2.7
2002	2.5

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

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
8.3%	32.1%	23.8%	23.8%	11.9%

Means (out of a possible 5)

2012	3.01
2011	3.11
2010	3.37
2009	3.38
2008	3.28
2007	3.43
2006	3.0
2005	3.0
2004	2.5
2003	2.8
2002	2.7

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

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
8.0%	39.9%	34.6%	12.8%	4.8%

Means (out of a possible 5)

2012	3.34
2011	3.35
2010	3.59
2009	3.53
2008	3.52
2007	3.58
2006	3.4
2005	3.4
2004	2.9
2003	3.0
2002	2.9

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

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
9.3%	33.2%	37.3%	13.5%	6.7%

Means (out of a possible 5)

2012	3.25
2011	3.41
2010	4.29
2009	4.33
2008	4.09
2007	4.21
2006	3.9
2005	4.0
2004	3.1
2003	3.7
2002	3.6

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

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
7.8%	37.8%	19.7%	23.3%	11.4%

Means (out of a possible 5)

2012	3.07
2011	3.11
2010	3.52
2009	3.61
2008	3.47
2007	3.56
2006	3.2
2005	3.2
2004	2.9
2003	3.0
2002	3.0

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

note: for the 2012 climate survey the rate of return on local association questions is: 191/897 = 21%

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

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1	No opinion/Not applicable
6.8%	27.2%	31.9%	13.6%	4.7%	15.7%

Means (out of a possible 5)

2012	3.21 (Mount Royal only)
2011	3.48 (Mount Royal only, new response category added: No opinion/Not applicable)
2010	3.58 (Mount Royal only, new question)

Question 15: The Provost and Vice-President, Academic provides effective leadership.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1	No opinion/Not applicable
9.9%	29.8%	28.3%	16.2%	8.9%	6.8%

Means (out of a possible 5)

2012	3.17 (Mount Royal, formerly question 16)	2011	3.23
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Question 16: General Faculties Council provides effective academic governance.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1	No opinion/Not applicable
8.4%	30.9%	34.6%	13.6%	2.6%	9.9%

Means (out of a possible 5)

2012	3.32 (Mount Royal only, new question)
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Question 17: My Faculty Council is an effective forum for academic governance at the Faculty level.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1	No opinion/Not applicable
9.9%	39.8%	23.6%	12.6%	8.4%	5.8%

Means (out of a possible 5)

2012 3.32 (Mount Royal only, new question)

Question 18: Workload pressures cause me to worry about my physical and/or mental health and well being.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1	No opinion/Not applicable
33.5%	35.1%	11.5%	15.2%	4.2%	0.5%

Means (out of a possible 5)

2012 3.79 (Mount Royal only, formally question 17) **2011 3.59**

Question 19: Faculty members are given sufficient time to develop new courses and programs.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1	No opinion/Not applicable
2.1%	10.5%	20.9%	34.6%	27.7%	4.2%

Means (out of a possible 5)

2012 2.21 (Mount Royal only, formally question 18) **2011 2.44**

Question 20: Given my current workload, I have sufficient time to stay current in my discipline.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1	No opinion/Not applicable
1.0%	17.3%	13.6%	42.4%	25.1%	0.5%

Means (out of a possible 5)

2012 2.26 (Mount Royal only, formally question 19) **2011 2.48**

Question 21: Given my current workload, I have sufficient time for my scholarship during the academic year.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1	No opinion/Not applicable
2.1%	7.9%	8.9%	35.6%	34.6%	11.0%

Means (out of a possible 5)

2012 1.96 (Mount Royal only, formally question 20) **2011 2.20**

Question 22: The MRFA provides useful services for its members.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1	No opinion/Not applicable
27.7%	47.6%	16.8%	6.3%	0.5%	1.0%

Means (out of a possible 5)

2012 3.97 (Mount Royal only, formally question 21) **2011 4.00**

Question 23: The President of the MRFA provides effective leadership.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1	No opinion/Not applicable
35.6%	36.6%	18.3%	5.2%	1.6%	2.6%

Means (out of a possible 5)

2012 4.02 (Mount Royal only, formally question 22) 2011 4.11

Question 24: I have confidence in the MRFA Executive.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1	No opinion/Not applicable
30.4%	44.0%	16.2%	4.7%	2.6%	2.1%

Means (out of a possible 5)

2012 3.97 (Mount Royal only, formally question 23) 2011 4.02

Question 25: I have confidence in my Negotiating Committee.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1	No opinion/Not applicable
39.8%	35.1%	14.1%	4.7%	2.1%	4.2%

Means (out of a possible 5)

2012 4.10 (Mount Royal only, formally question 24) 2011 4.10

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.