

MEMORANDUM

February 1, 2017

To: **James McWilliams, President SAFA**
From: Pam Anderson, Administrative Officer
Re: **2016 ACIFA Climate Survey Results**

SAFA's 2016 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 Pam Anderson (pam.anderson@acifa.ca).

Response rates

2016	139/1002 = 14%
2015	10%
2014	11%
2013	12%
2012	14%
2011	23%
2010	35%
2009	23%
2008	29%
2007	35%
2006	35%

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 provincially, 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
20.1%	43.2%	20.9%	10.1%	5.8%

Means (out of a possible 5)

2016	3.62
2015	3.86
2014	3.64
2013	3.51
2012	3.33
2011	3.36
2010	3.46
2009	3.69
2008	3.66
2007	3.55
2006	3.3

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
13.0%	37.4%	29.5%	13.7%	6.5%

Means (out of a possible 5)

2016	3.37
2015	3.59
2014	3.40
2013	3.22
2012	3.08
2011	3.00
2010	3.07
2009	3.27
2008	3.14
2007	3.14
2006	3.0

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
5.0%	31.7%	23.7%	23.0%	16.6%

Means (out of a possible 5)

2016	2.86
2015	2.80
2014	2.68
2013	2.63
2012	2.53
2011	2.49
2010	2.48
2009	2.71
2008	2.65
2007	2.69
2006	2.5

Question 4: Senior administration communicates openly with faculty.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
10.1%	27.3%	28.8%	20.9%	13.0%

Means (out of a possible 5)

2016	3.01
2015	3.11
2014	3.14
2013	2.57
2012	2.33
2011	2.43
2010	2.57
2009	2.90
2008	2.73
2007	2.94
2006	2.5

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
10.1%	28.8%	24.5%	21.6%	15.1%

Means (out of a possible 5)

2016	2.97
2015	3.19
2014	3.08
2013	2.58
2012	2.65
2011	2.47
2010	2.50
2009	2.92
2008	2.72
2007	2.77
2006	2.6

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
7.2%	27.3%	20.9%	25.9%	18.7%

Means (out of a possible 5)

2016	2.78
2015	2.85
2014	2.86
2013	2.24
2012	2.18
2011	2.20
2010	2.34
2009	2.79
2008	2.62
2007	2.69
2006	2.4

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

Strongly agree—5 5.0%	Agree—4 23.0%	Neutral—3 20.9%	Disagree—2 23.7%	Strongly disagree—1 27.3%
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Means (out of a possible 5)

2016	2.55
2015	2.63
2014	2.68
2013	2.22
2012	2.07
2011	2.13
2010	2.13
2009	2.54
2008	2.40
2007	2.46
2006	2.3

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 10.8%	Agree—4 39.6%	Neutral—3 34.5%	Disagree—2 10.8%	Strongly disagree—1 4.3%
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Means (out of a possible 5)

2016	3.42
2015	3.43
2014	3.33
2013	3.05
2012	3.04
2011	2.98
2010	3.06
2009	3.30
2008	3.30
2007	3.30
2006	3.1

Question 9: Outstanding performance by instructors is rewarded.

Strongly agree—5 7.2%	Agree—4 28.1%	Neutral—3 19.4%	Disagree—2 24.5%	Strongly disagree—1 20.9%
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Means (out of a possible 5)

2016	2.76
2015	2.81
2014	2.67
2013	2.63
2012	2.47
2011	2.51
2010	2.63
2009	2.85
2008	2.76
2007	2.69
2006	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
10.8%	41.0%	19.4%	15.8%	13.0%

Means (out of a possible 5)

2016	3.21
2015	3.25
2014	3.09
2013	2.83
2012	2.53
2011	2.65
2010	2.84
2009	3.14
2008	2.88
2007	2.98
2006	2.8

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

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
3.6%	21.6%	56.8%	11.5%	6.5%

Means (out of a possible 5)

2016	3.04
2015	3.09
2014	2.98
2013	2.68
2012	2.73
2011	2.77
2010	2.77
2009	2.94
2008	2.84
2007	2.92
2006	2.7

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

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
13.0%	41.0%	30.9%	6.5%	8.6%

Means (out of a possible 5)

2016	3.43
2015	3.51
2014	3.59
2013	3.08
2012	2.51
2011	2.83
2010	2.89
2009	3.23
2008	3.16
2007	3.30
2006	3.0

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
12.2%	44.6%	20.9%	11.5%	10.8%

Means (out of a possible 5)

2016	3.36
2015	3.43
2014	3.49
2013	3.14
2012	3.13
2011	3.08
2010	3.18
2009	3.39
2008	3.20
2007	3.20
2006	3.1

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

note: for the 2016 climate survey the rate of return on local association questions is: 139/1002 = 14%

Question 14: Faculty morale has improved at SAIT during the last year.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
5.8%	25.2%	30.9%	28.8%	9.4%

Means (out of a possible 5)

2016	2.89 (SAIT only)
2015	2.98 (SAIT only)
2014	3.15 (SAIT only)
2013	2.38 (SAIT only)
2012	2.04 (SAIT only)
2011	2.08 (SAIT only, new question)

Question 15: Faculty Engagement has improved at SAIT during the last year.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
5.8%	21.6%	40.3%	24.5%	7.9%

Means (out of a possible 5)

2016	2.93 (SAIT only)
2015	3.04 (SAIT only)
2014	3.06 (SAIT only)
2013	2.46 (SAIT only, new question)

Question 16: SAIT’s Ethics FIRST (Fairness, Integrity, Respect, Safety, and Transparency) process is effective.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
7.2%	32.4%	30.9%	15.8%	13.7%

Means (out of a possible 5)

2016	3.04 (SAIT only)
2015	3.05 (SAIT only)
2014	2.96 (SAIT only)
2013	2.59 (SAIT only, new question number)
2012	2.37 (SAIT only)
2011	2.54 (SAIT only)
2010	2.64 (SAIT only; new question)

Question 17: Documents provided to you by X-Docs are delivered on time and prepared according to your instructions.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
19.4%	26.6%	48.9%	3.6%	1.4%

Means (out of a possible 5)

2016	3.59 (SAIT only)
2015	3.32 (SAIT only)
2014	3.32 (SAIT only)
2013	3.62 (SAIT only)
2012	3.74 (SAIT only)
2011	3.61 (SAIT only, new question)

Question 18: Scheduling (timetabling) provides a workable weekly schedule for Instructors.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
7.2%	30.9%	27.3%	14.4%	20.1%

Means (out of a possible 5)

2016	2.91 (SAIT only)
2015	3.00 (SAIT only)
2014	2.86 (SAIT only)
2013	2.80 (SAIT only)
2012	2.87 (SAIT only)
2011	2.92 (SAIT only, new question)

Question 19: Campus facilities are clean, safe and well maintained.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
11.5%	54.7%	11.5%	16.6%	5.8%

Means (out of a possible 5)

2016	3.50 (SAIT only)
2015	3.20 (SAIT only)
2014	3.00 (SAIT only)
2013	2.58 (SAIT only)
2012	2.64 (SAIT only)
2011	2.85 (SAIT only, new question)

Question 20: The amount of weekly work you are expected to do goes beyond your regular hours.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
41.0%	25.9%	20.9%	8.6%	3.6%

Means (out of a possible 5)

2016	3.92 (SAIT only)
2015	4.03 (SAIT only)
2014	3.88 (SAIT only)
2013	4.00 (SAIT only, new question number)
2012	4.21 (SAIT only)
2011	4.20 (SAIT only)
2010	4.09 (SAIT only)
2009	3.85 (SAIT only)
2008	3.86 (SAIT only, new question)

Question 21: There is pressure on faculty to maintain student numbers at the expense of academic standards.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
25.2%	25.2%	24.5%	19.4%	5.8%

Means (out of a possible 5)

2016	3.45 (SAIT only)
2015	3.47 (SAIT only)
2014	3.61 (SAIT only)
2013	3.67 (SAIT only, new question number)
2012	3.90 (SAIT only)
2011	3.93 (SAIT only)
2010	4.01 (SAIT only)
2009	3.86 (SAIT only)
2008	3.73 (SAIT only)
2007	3.79 (SAIT only)
2006	3.9 (SAIT only)

Question 22: The current campus commercial food services (Chartwells) provides satisfactory services, i.e.; quality, price, availability.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
3.6%	22.3%	34.5%	21.6%	18.0%

Means (out of a possible 5)

2016	2.72 (SAIT only)
2015	2.73 (SAIT only)
2014	2.75 (SAIT only)
2013	2.76 (SAIT 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.