2018-2019 Annual Faculty Climate Survey



Total Number of Respondents: 328

\*\*The “I Don’t Know” section is treated as a “Not applicable” section and is not included in the Weighted Mean.

**Respondents:**

1. Response rate per School/Department.

|  |  |  |
| --- | --- | --- |
| Answer Choices | Responses | |
| School of Business | 9.45% | 31 |
| Learner & Academic Services | 14.94% | 49 |
| School of Construction | 16.16% | 53 |
| MacPhail School of Energy | 14.02% | 46 |
| School of Health & Public Safety | 11.28% | 37 |
| School of Hospitality & Tourism | 8.54% | 28 |
| School of Information & Communications Technologies | 11.28% | 37 |
| School of Manufacturing & Automation | 8.54% | 28 |
| School of Transportation | 5.18% | 17 |
| Centre for Applied Education Innovation/Corporate Training | 0.61% | 2 |
|  | **Answered** | **328** |
|  | **Skipped** | **0** |

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| **2. Class overcrowding negatively affects the learning environment and safety in my classes.** | | | | | | | |
|  |  | **Weighted Mean 2018**  **3.09**  Weighted Mean 2017  3.05  Weighted Mean 2016  2.99  Weighted Mean 2015  2.98 |  |  |  |  |  |
| ***answered question*** | | | | | | | **307** |
| ***skipped question*** | | | | | | | **21** |

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| **3. Room scheduling is efficient for students and instructors.** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.27**  Weighted Mean 2017  2.32  Weighted Mean 2016  2.41  Weighted Mean 2015  2.25 |  |  |  |  |  |
| ***answered question*** | | | | | | | **307** |
| ***skipped question*** | | | | | | | **21** |

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| **4. Classrooms/Labs are adequately equipped and maintained to support learning.** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.57**  Weighted Mean 2017  2.64  Weighted Mean 2016  2.73  Weighted Mean 2015  2.63 |  |  |  |  |  |
| ***answered question*** | | | | | | | **307** |
| ***skipped question*** | | | | | | | **21** |

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| **5. Technical support response timelines support the learning environment.** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.42**  Weighted Mean 2017  2.73  Weighted Mean 2016  2.86  Weighted Mean 2015  2.68 |  |  |  |  |  |
| ***answered question*** | | | | | | | **307** |
| ***skipped question*** | | | | | | | **21** |

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| **6. Students accepted into my program are proficient in English.** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.43**  Weighted Mean 2017  2.41  Weighted Mean 2016  2.40  Weighted Mean 2015  2.41 |  |  |  |  |  |
| ***answered question*** | | | | | | | **307** |
| ***skipped question*** | | | | | | | **21** |

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| **8. The current system of managing curriculum makes my role as a faculty member easier and less complicated.** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.14**  Weighted Mean 2017  2.12  Weighted Mean 2016  2.15  Weighted Mean 2015  2.19 |  |  |  |  |  |
| ***answered question*** | | | | | | | **303** |
| ***skipped question*** | | | | | | | **25** |

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| **9. The curriculum management process in my department makes the courses I instruct better and more meaningful for my students.** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.21**  Weighted Mean 2017  2.24  Weighted Mean 2016  2.24  Weighted Mean 2015  2.23 |  |  |  |  |  |
| ***answered question*** | | | | | | | **303** |
| ***skipped question*** | | | | | | | **25** |

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| **10. Making changes to curriculum to update and modernize is relatively simple.** | | | | | | | |
|  |  | **Weighted Mean 2018**  **1.93**  Weighted Mean 2017  1.81  Weighted Mean 2016  1.89  Weighted Mean 2015  1.90 |  |  |  |  |  |
| ***answered question*** | | | | | | | **303** |
| ***skipped question*** | | | | | | | **25** |

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| **11. The curriculum management team is easy to approach and friendly.** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.51**  Weighted Mean 2017  2.65  Weighted Mean 2016  2.58  Weighted Mean 2015  2.62 |  |  |  |  |  |
| ***answered question*** | | | | | | | **303** |
| ***skipped question*** | | | | | | | **25** |

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| **12. Would you consider taking on the responsibilities of an Academic Chair if you could return to your faculty appointment?** | | |
| **Answer Options** | **Response Percent** | **Response Count** |
| Yes | 52% | 158 |
| No | 48% | 145 |
| ***answered question*** | | **303** |
| ***skipped question*** | | **25** |

**Middle Management – Academic Chair/Manager (Questions 14-19)**

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| **14. Overall do you feel your Academic Chair/Manager is doing a good job?** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.96**  Weighted Mean 2017  3.12  Weighted Mean 2016  3.15  Weighted Mean 2015  2.98 |  |  |  |  |  |
| ***answered question*** | | | | | | | **297** |
| ***skipped question*** | | | | | | | **31** |

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| **15. How would you rate your Academic Chair/Manager in terms of their ability to manage "people" responsibilities?** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.86**  Weighted Mean 2017  2.97  Weighted Mean 2016  2.99  Weighted Mean 2015  2.81 |  |  |  |  |  |
| ***answered question*** | | | | | | | **297** |
| ***skipped question*** | | | | | | | **31** |

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| **16. How would you rate your Academic Chair/Manager in terms of their ability to manage administrative/technical responsibilities?** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.90**  Weighted Mean 2017  3.12  Weighted Mean 2016  3.10  Weighted Mean 2015  3.01 |  |  |  |  |  |
| ***answered question*** | | | | | | | **297** |
| ***skipped question*** | | | | | | | **31** |

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| **17. How much trust and confidence do you have in your Academic Chair/Manager?** | | | | | | |
|  |  | **Weighted Mean 2018**  **2.85**  Weighted Mean 2017  2.97  Weighted Mean 2016  3.01  Weighted Mean 2015  3.43 |  |  |  |  | |
| ***answered question*** | | | | | | **297** |
| ***skipped question*** | | | | | | **31** |

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| **18. There is effective two-way communication between my Academic Chair/Manager and me.** | | | | | | |
|  |  | **Weighted Mean 2018**  **3.03**  Weighted Mean 2017  3.23  Weighted Mean 2016  3.15  Weighted Mean 2015  3.06 |  |  |  |  |
| ***answered question*** | | | | | | **297** |
| ***skipped question*** | | | | | | **31** |

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| **19. There is effective support offered by my Academic Chair.** | | | | | | |
|  |  | **Weighted Mean 2018**  **2.96**  Weighted Mean 2017  3.13  Weighted Mean 2016  3.13  Weighted Mean 2015  3.02 |  |  |  |  |
| ***answered question*** | | | | | | **297** |
| ***skipped question*** | | | | | | **31** |

**Middle Management – Associate Dean (Questions 21-25)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **21. Overall do you feel your Associate Dean is doing a good job?** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.78**  Weighted Mean 2017  2.78  Weighted Mean 2016  2.99  Weighted Mean 2015  2.83 |  |  |  |  |  |
| ***answered question*** | | | | | | | **239** |
| ***skipped question*** | | | | | | | **89** |

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| **22. How would you rate your Associate Dean in terms of their ability to manage "people" responsibilities?** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.75**  Weighted Mean 2017  2.76  Weighted Mean 2016  2.92  Weighted Mean 2015  2.76 |  |  |  |  |  |
| ***answered question*** | | | | | | | **239** |
| ***skipped question*** | | | | | | | **89** |

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| **23. How would you rate your Associate Dean in terms of their ability to manage administrative/technical responsibilities?** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.73**  Weighted Mean 2017  2.94  Weighted Mean 2016  3.01  Weighted Mean 2015  2.94 |  |  |  |  |  |
| ***answered question*** | | | | | | | **239** |
| ***skipped question*** | | | | | | | **89** |

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| --- | --- | --- | --- | --- | --- | --- |
| **24. How much trust and confidence do you have in your Associate Dean?** | | | | | | |
|  |  | **Weighted Mean 2018**  **2.42**  Weighted Mean 2017  2.37  Weighted Mean 2016  2.59  Weighted Mean 2015  2.59 |  |  |  |  |
| ***answered question*** | | | | | | **239** |
| ***skipped question*** | | | | | | **89** |

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| --- | --- | --- | --- | --- | --- | --- |
| **25. There is effective two-way communication between my Associate Dean and me.** | | | | | | |
|  |  | **Weighted Mean 2018**  **2.38**  Weighted Mean 2017  2.50  Weighted Mean 2016  2.57  Weighted Mean 2015  2.51 |  |  |  |  |
| ***answered question*** | | | | | | **239** |
| ***skipped question*** | | | | | | **89** |

**Middle Management – Dean/Director/Associate Vice President (Questions 27-31)**

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| **27. Overall do you feel your Dean/Director/Associate Vice President is doing a good job?** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.83**  Weighted Mean 2017  2.88  Weighted Mean 2016  2.88  Weighted Mean 2015  2.80 |  |  |  |  |  |
| ***answered question*** | | | | | | | **260** |
| ***skipped question*** | | | | | | | **68** |

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| **28. How would you rate your Dean/Director/Associate Vice President in terms of their ability to manage "people" responsibilities?** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.73**  Weighted Mean 2017  2.80  Weighted Mean 2016  2.75  Weighted Mean 2015  2.67 |  |  |  |  |  |
| ***answered question*** | | | | | | | **260** |
| ***skipped question*** | | | | | | | **68** |

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| **29. How would you rate your Dean/Director/Associate Vice President in terms of their ability to manage administrative/technical responsibilities?** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.80**  Weighted Mean 2017  2.92  Weighted Mean 2016  2.81  Weighted Mean 2015  2.74 |  |  |  |  |  |
| ***answered question*** | | | | | | | **260** |
| ***skipped question*** | | | | | | | **68** |

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| **30. How much trust and confidence do you have in your Dean/Director/Associate Vice President?** | | | | | | |
|  |  | **Weighted Mean 2018**  **2.93**  Weighted Mean 2017  3.06  Weighted Mean 2016  3.11  Weighted Mean 2015  3.07 |  |  |  |  |
| ***answered question*** | | | | | | **260** |
| ***skipped question*** | | | | | | **68** |

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| **31. There is effective two-way communication between my Dean/Director/Associate Vice President and me.** | | | | | | |
|  |  | **Weighted Mean 2018**  **2.41**  Weighted Mean 2017  2.59  Weighted Mean 2016  2.54  Weighted Mean 2015  2.54 |  |  |  |  |
| ***answered question*** | | | | | **260** | |
| ***skipped question*** | | | | | **68** | |

**Senior Management**

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| **32. SAIT's Vice President, Academic, Brad Donaldson, provides effective leadership in the academic division.** | | | | | | | |
| **f** |  | **Weighted Mean 2018**  **2.61**  Weighted Mean 2017  2.65  Weighted Mean 2016  2.78  Weighted Mean 2015  3.01 |  |  |  |  |  |
| ***answered question*** | | | | | | | **295** |
| ***skipped question*** | | | | | | | **33** |

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| **33. The CFO and Vice President, Corporate Services, Roy Daykin, provides effective leadership in the areas of administration and finance.** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.22** *Roy Daykin*  Weighted Mean 2017  2.52 *Laurie Sutherland*  Weighted Mean 2016  2.96 *Wayne King*  Weighted Mean 2015  2.96 *Wayne King* |  |  |  |  |  |
| ***answered question*** | | | | | | | **295** |
| ***skipped question*** | | | | | | | **33** |

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| **34. The Vice President, Corporate Development and Applied Research, Alex Zahavich, provides effective leadership in the areas of corporate, continuing and distance learning, and applied research and technology development.** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.39**  Weighted Mean 2017  2.48  Weighted Mean 2016  2.68  Weighted Mean 2015  2.78 |  |  |  |  |  |
| ***answered question*** | | | | | | | **295** |
| ***skipped question*** | | | | | | | **33** |

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| **35. The Vice President, External Relations, Heather Magotiaux, provides effective leadership in the area of external relations.** | | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.33** *Heather Magotiaux*  Weighted Mean 2017  2.44 *Maureen MacDonald*  Weighted Mean 2016  2.58 *Maureen MacDonald*  Weighted Mean 2015  2.77 *Maureen MacDonald* |  |  |  |  |  | |
| ***answered question*** | | | | | | | | **295** |
| ***skipped question*** | | | | | | | | **33** |

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| **36. SAIT's senior management fosters and encourages open, honest communication within departments.** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.05**  Weighted Mean 2017  2.07  Weighted Mean 2016  2.35  Weighted Mean 2015  2.41 |  |  |  |  |  |
| ***answered question*** | | | | | | | **295** |
| ***skipped question*** | | | | | | | **33** |

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| **37. How well is SAIT encouraging the development and delivery of innovative programs and courses?** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.34**  Weighted Mean 2017  2.43  Weighted Mean 2016  2.55  Weighted Mean 2015  2.57 |  |  |  |  |  |
| ***answered question*** | | | | | | | **295** |
| ***skipped question*** | | | | | | | **33** |

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| **38. Considering the foregoing, how much overall trust and confidence do you have in the SAIT President and CEO, David Ross?** | | | | | | |
|  |  | **Weighted Mean 2018**  **2.24**  Weighted Mean 2017  2.28  Weighted Mean 2016  2.64  Weighted Mean 2015  2.75 |  |  |  |  |
| ***answered question*** | | | | | | **295** |
| ***skipped question*** | | | | | | **33** |

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| **39. How well does SAIT live up to its Mission, "SAIT shall be an innovative organization equipping people to compete successfully in the changing world of work by providing relevant, skill-oriented education"?** | | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.66**  Weighted Mean 2017  2.71  Weighted Mean 2016  2.84  Weighted Mean 2015  2.92 |  |  |  | |  |  |
| ***answered question*** | | | | | | **290** | | |
| ***skipped question*** | | | | | | **38** | | |

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| **40. How well does SAIT live up to its Vision, "to be a global leader in applied education"?** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.60**  Weighted Mean 2017  2.56  Weighted Mean 2016  2.71  Weighted Mean 2015  2.78 |  |  |  |  |  |
| ***answered question*** | | | | | | | **290** |
| ***skipped question*** | | | | | | | **38** |

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| **41. How well does SAIT support its belief in "Excellence - as demonstrated by fresh thinking, best practices, entrepreneurial initiatives, bold solutions to new opportunities, and fiscal responsibility"?** | | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.39**  Weighted Mean 2017  2.46  Weighted Mean 2016  2.61  Weighted Mean 2015  2.64 |  |  |  |  |  | |
| ***answered question*** | | | | | | | | **290** |
| ***skipped question*** | | | | | | | | **38** |

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| **42. How well does SAIT support its belief in "Collaboration... (by) work(ing) together as a learning community to serve our students and partners"?** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.41**  Weighted Mean 2017  2.44  Weighted Mean 2016  2.60  Weighted Mean 2015  2.61 |  |  |  |  |  |
| ***answered question*** | | | | | | | **290** |
| ***skipped question*** | | | | | | | **38** |

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| **43. How well does SAIT support its belief in "Fairness modeled by honest and ethical dealings in our relationships with students, employees, and partners"?** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.37**  Weighted Mean 2017  2.41  Weighted Mean 2016  2.54  Weighted Mean 2015  2.55 |  |  |  |  |  |
| ***answered question*** | | | | | | | **290** |
| ***skipped question*** | | | | | | | **38** |

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| **44. How well does SAIT support its priority of Sustainable Growth?** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.45**  Weighted Mean 2017  2.47  Weighted Mean 2016  2.67  Weighted Mean 2015  2.76 |  |  |  |  |  |
| ***answered question*** | | | | | | | **290** |
| ***skipped question*** | | | | | | | **38** |

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| **45. How well does SAIT support its priority of Student Success?** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.65**  Weighted Mean 2017  2.82  Weighted Mean 2016  2.86  Weighted Mean 2015  2.91 |  |  |  |  |  |
| ***answered question*** | | | | | | | **290** |
| ***skipped question*** | | | | | | | **38** |

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| **46. How well does SAIT support its priority of Employee Success?** | | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.36**  Weighted Mean 2017  2.28  Weighted Mean 2016  2.58  Weighted Mean 2015  2.55 |  |  |  |  | |  |
| ***answered question*** | | | | | | | **290** | |
| ***skipped question*** | | | | | | | **38** | |

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| **47. How well does SAIT support its priority of Applied Education Innovation?** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.59**  Weighted Mean 2017  2.59  Weighted Mean 2016  2.69  Weighted Mean 2015  2.80 |  |  |  |  |  |
| ***answered question*** | | | | | | | **290** |
| ***skipped question*** | | | | | | | **38** |

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| **48. How well does SAIT support its priority of Partnerships?** | | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.68**  Weighted Mean 2017  2.70  Weighted Mean 2016  2.84  Weighted Mean 2015  2.82 |  |  |  |  | |  |
| ***answered question*** | | | | | | | **290** | |
| ***skipped question*** | | | | | | | **38** | |

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| **49. How well does SAIT live up to its ethical principle of Fairness?       "We treat all people fairly and equitable, provide quality employment opportunities, and engage in fair competition."** | | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.40**  Weighted Mean 2017  2.39  Weighted Mean 2016  2.64  Weighted Mean 2015  2.62 |  |  |  |  | |  |
| ***answered question*** | | | | | | | **290** | |
| ***skipped question*** | | | | | | | **38** | |

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| **50. How well does SAIT live up to its ethical principle of Integrity?      "We carry out SAIT business with honesty, integrity and due diligence.  We honour commitments, are accountable for our actions, and follow through on promises and agreements."** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.47**  Weighted Mean 2017  2.43  Weighted Mean 2016  2.63  Weighted Mean 2015  2.66 |  |  |  |  |  |
| ***answered question*** | | | | | | | **290** |
| ***skipped question*** | | | | | | | **38** |

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| **51. How well does SAIT live up to its ethical principle of Respect?      "We respect the dignity and human rights of people.      We provide a safe environment where people can speak freely.      We enhance human development in the workplace, the marketplace, and the community."** | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.57**  Weighted Mean 2017  2.52  Weighted Mean 2016  2.75  Weighted Mean 2015  2.70 |  |  |  |  |  |
| ***answered question*** | | | | | | | **290** |
| ***skipped question*** | | | | | | | **38** |

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| **52. How well does SAIT live up to its ethical principle of Safety?      "We foster positive health practices and ensure safe, secure, and environmentally sound working and learning environments."** | | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.87**  Weighted Mean 2017  2.82  Weighted Mean 2016  3.03  Weighted Mean 2015  2.97 |  |  |  |  | |  |
| ***answered question*** | | | | | | | **290** | |
| ***skipped question*** | | | | | | | **38** | |

|  |  |  |  |  |  |  |  |  |
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| **53. How well does SAIT live up to its ethical principle of Transparency?      "We conduct our work and communicate in a truthful and open manner.      We disclose information in a timely way, respecting confidentiality and privacy.      We engage in transparent accounting and financial reporting."** | | | | | | | | |
|  |  | **Weighted Mean 2018**  **2.19**  Weighted Mean 2017  2.27  Weighted Mean 2016  2.40  Weighted Mean 2015  2.47 |  |  |  |  | |  |
| ***answered question*** | | | | | | | **290** | |
| ***skipped question*** | | | | | | | **38** | |