# 2015 NDU Climate Survey Preliminary Results



Joel Farrell 20 May 2015

Imagine, Create, and Secure a Stronger Peace...



# Overview of Results: Outline





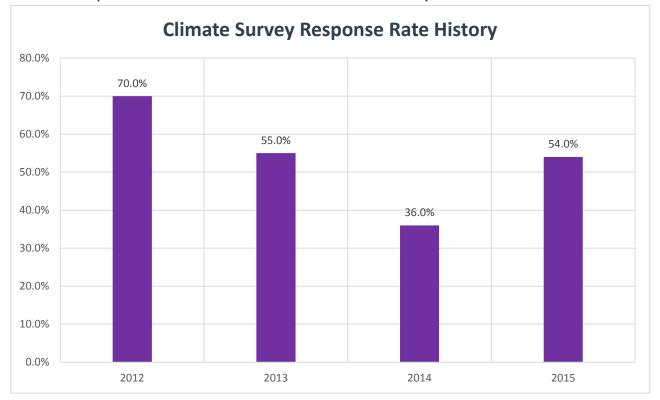
- Overview of Survey Respondent Profile
- Overview of Survey Analysis, Results and Planning
- Overview of Results

# Survey Respondent Profile





- Climate Survey ran from 9 June to 15 July 2014
- Survey ran from 15 April to 4 May 2015
- Received 378 responses out of an estimated 700 faculty and staff



# Survey Analysis, Results and Planning



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- Board of Visitors: Provide a high-level overview of trends based on the quantitative portion of the data on 20 May 2015.
- NDU-P Results Brief: Between 22 June and 26 June. Briefing by Office of Institutional Research, Planning, and Assessment to NDU-P, Provost, Senior Vice President, and Chief Operations Officer.
- Executive Council Results Brief: Following the NDU-P Results briefed to Executive Council members
- NDU Results Report Distribution to Faculty and Staff: Summary Report released to NDU Community via Sharepoint following NDU-P and Executive Council briefings
- Office of Institutional Research facilitates NDU leadership, college/component leadership, and NDU community in planning, implementation and evaluation of recommendations to address survey results
  - NDU-P and Provost establish priorities and define methodology for action plans.
- NDU-P and Provost establish working groups and/or focus groups to develop plans based on priorities
  19-May-15



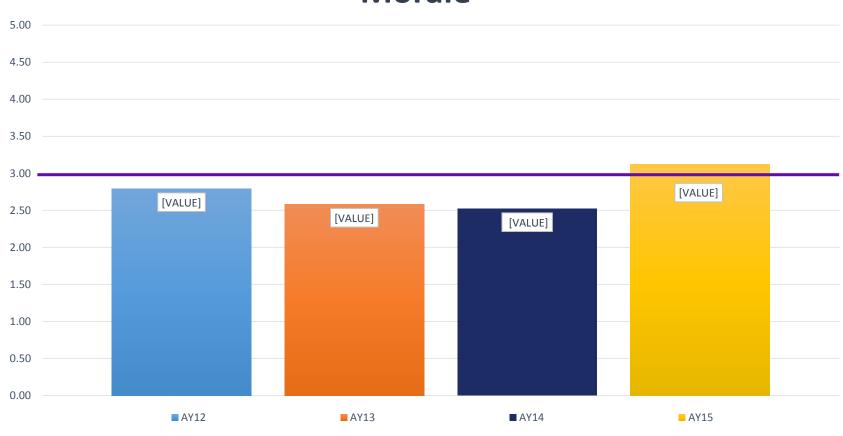


- Morale: The following items relate to your perception of morale at the University.
  - The current level of morale at NDU is:
  - The current level of morale at my College/Component is:
  - My current level of morale is:
  - Scale:
    - Extremely High = 5
    - High = 4
    - Moderate = 3
    - Low = 2
    - Extremely Low = 1





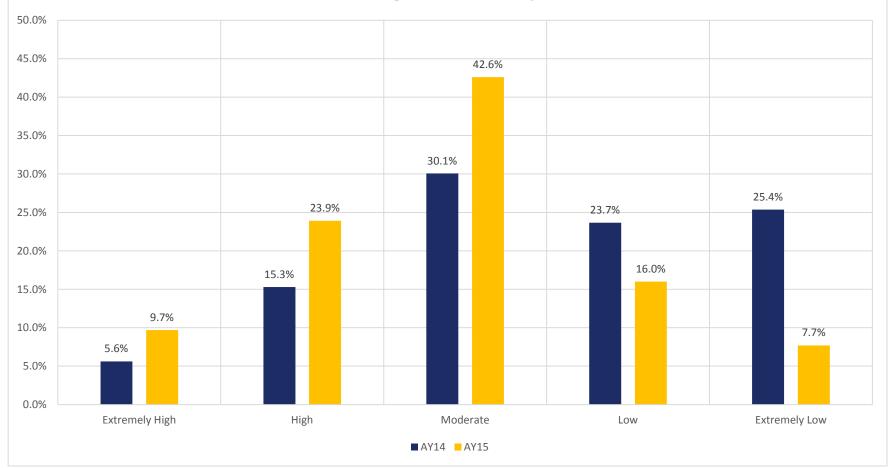
#### Morale







### Morale: Percentage of Responses on Scale



19-May-15



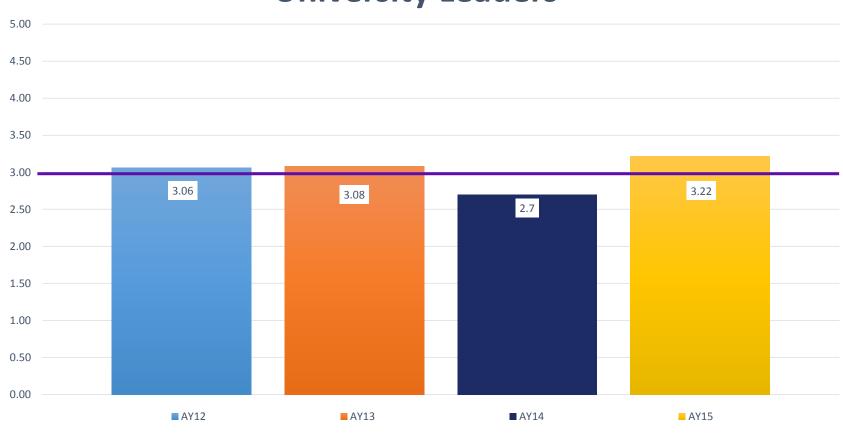


- University Leaders: The following items relate to your perception of the leaders at the University-level.
  - Leaders at NDU are trustworthy and honest.
  - Leaders at NDU are consistent and fair.
  - Leaders at NDU are held accountable for decisions made.
  - I am free to express my ideas, questions, and concerns to NDU leadership.
  - Leaders at NDU are doing a good job.
  - Scale:
    - Strongly Agree = 5
    - Agree = 4
    - Neither Agree, Nor Disagree = 3
    - Disagree = 2
    - Strongly Disagree = 1
    - No Basis for Judgement





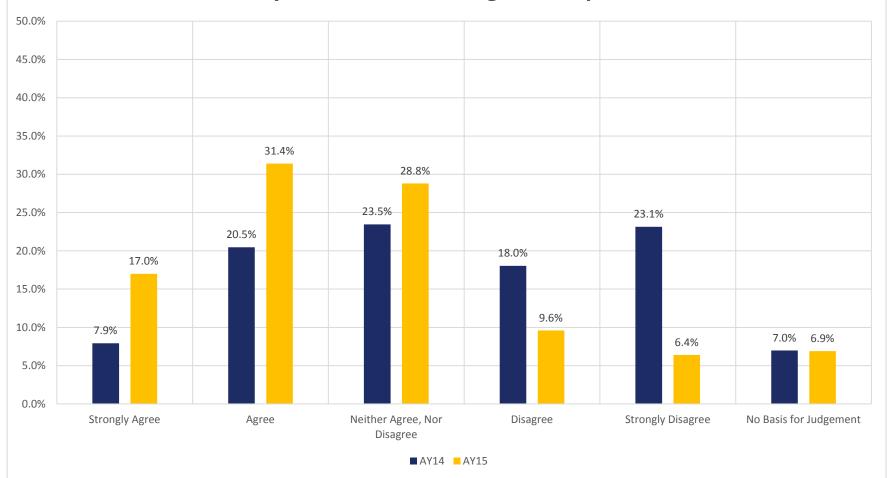
### **University Leaders**







#### **University Leaders: Percentage of Responses on Scale**



19-May-15





- Decision-making: The following items relate to your perception of the decisions, decision-making process, and leadership at the University.
  - Decisions at NDU are made in a transparent and open manner.
  - Decisions at NDU are communicated in a transparent and open manner.
  - Decisions at NDU are made in the best interest of the institution as a whole.
  - Decisions at NDU are made in the best interest of the individual components.
  - Decisions at NDU are made with consistency and fairness.
  - My input is valued in the NDU decision-making process.
  - Resource allocations at NDU are done through an open and transparent process.
  - Scale:
    - Strongly Agree = 5
    - Agree = 4
    - Neither Agree, Nor Disagree = 3
    - Disagree = 2
    - Strongly Disagree = 1
    - No Basis for Judgement





#### **Decision-Making**

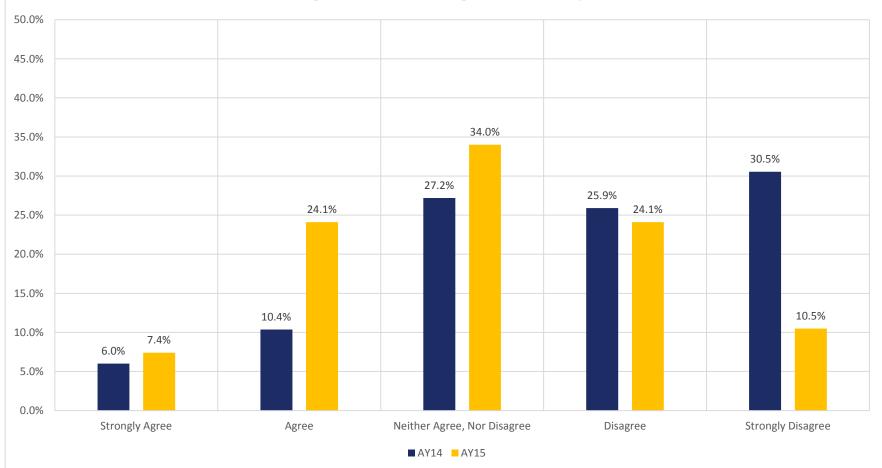






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#### **Decision-Making: Percentage of Responses on Scale**



19-May-15





#### In general, NDU is headed in a positive direction.

(New Item in 2015)

