

2015 NDU Climate Survey Preliminary Results



Joel Farrell
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*Imagine, Create, and
Secure a Stronger Peace...*



NATIONAL DEFENSE
UNIVERSITY
Washington, D.C.

Overview of Results: Outline

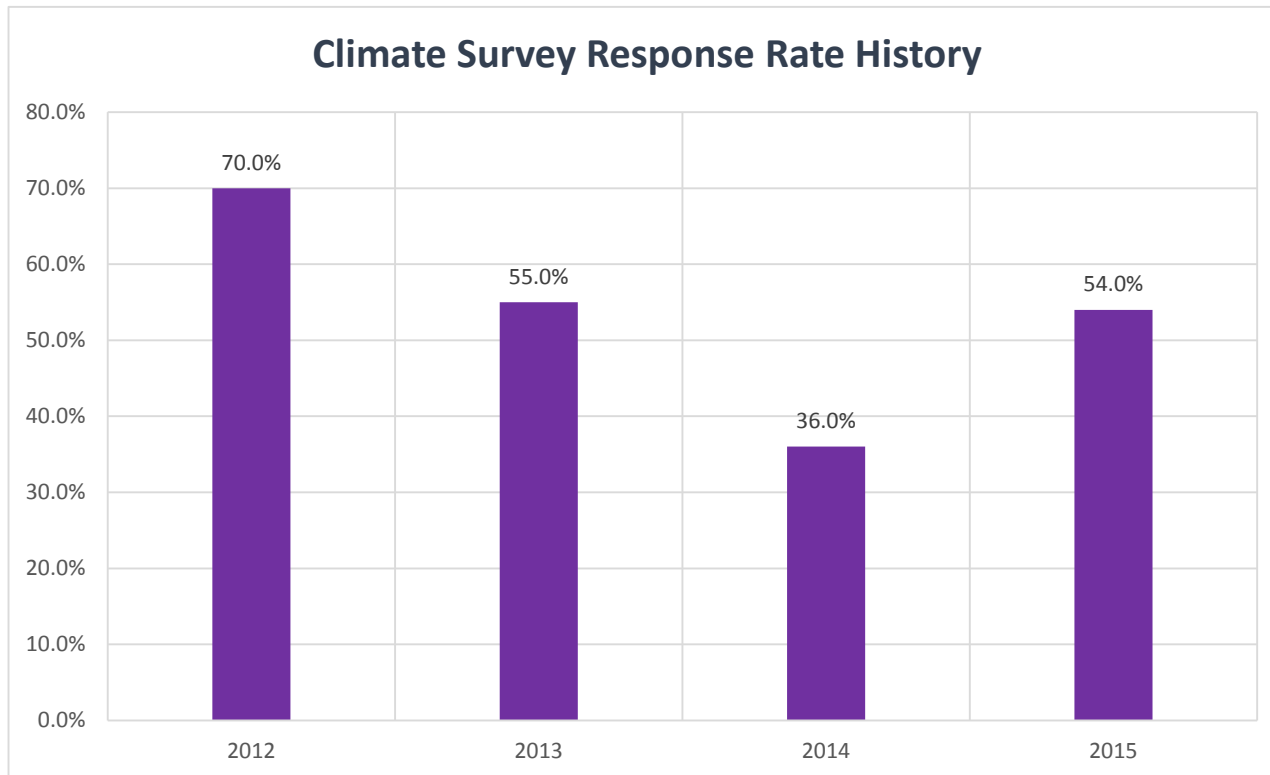


- Overview of Survey Respondent Profile
- Overview of Survey Analysis, Results and Planning
- Overview of Results

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



- 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

Overview of Results

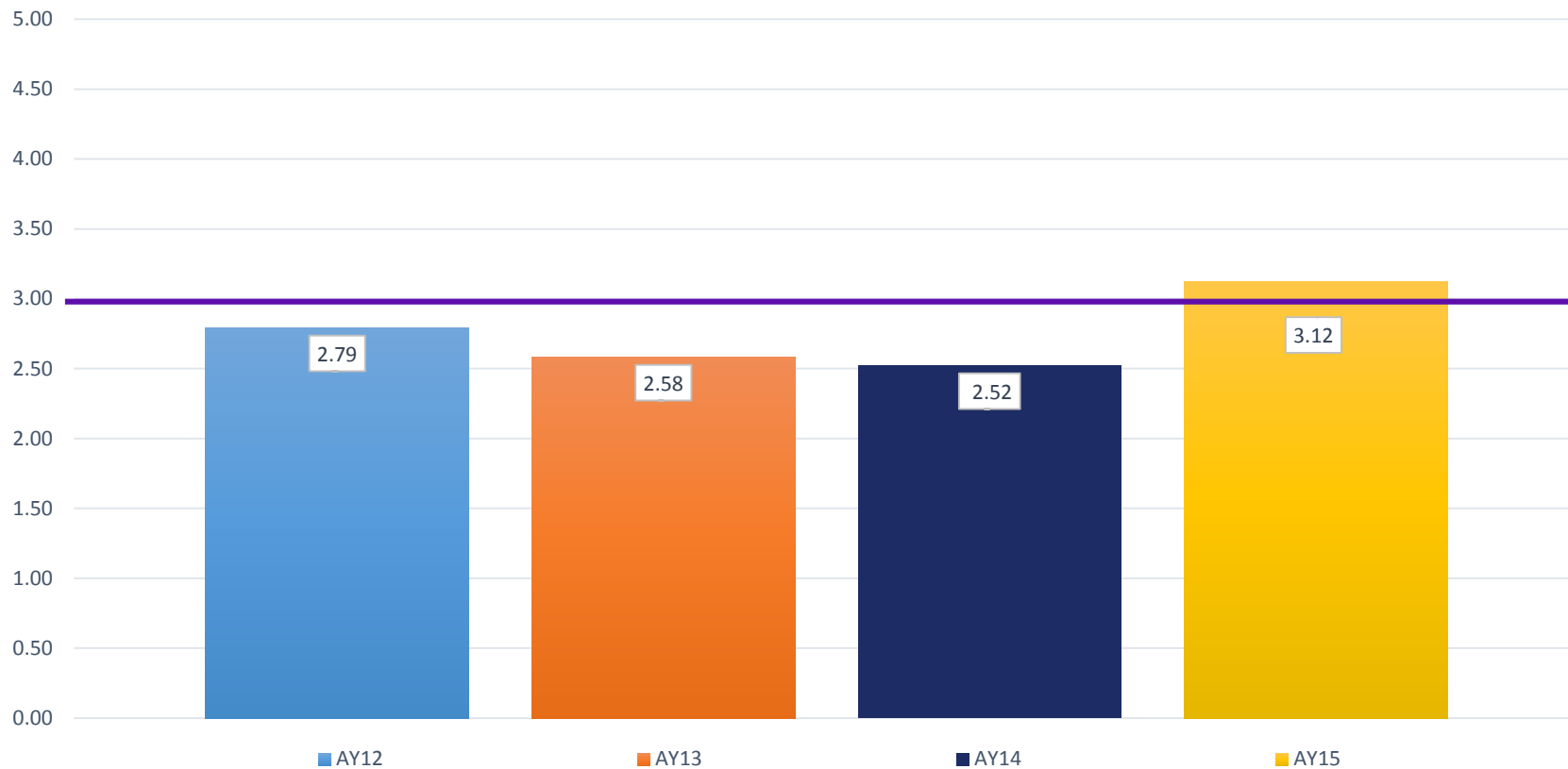


- Morale: The following items relate to your perception of morale at the University.
 - The current level of morale at NDU is:
 - The current level of morale at my College/Component is:
 - My current level of morale is:
 - Scale:
 - Extremely High = 5
 - High = 4
 - Moderate = 3
 - Low = 2
 - Extremely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

Overview of Results



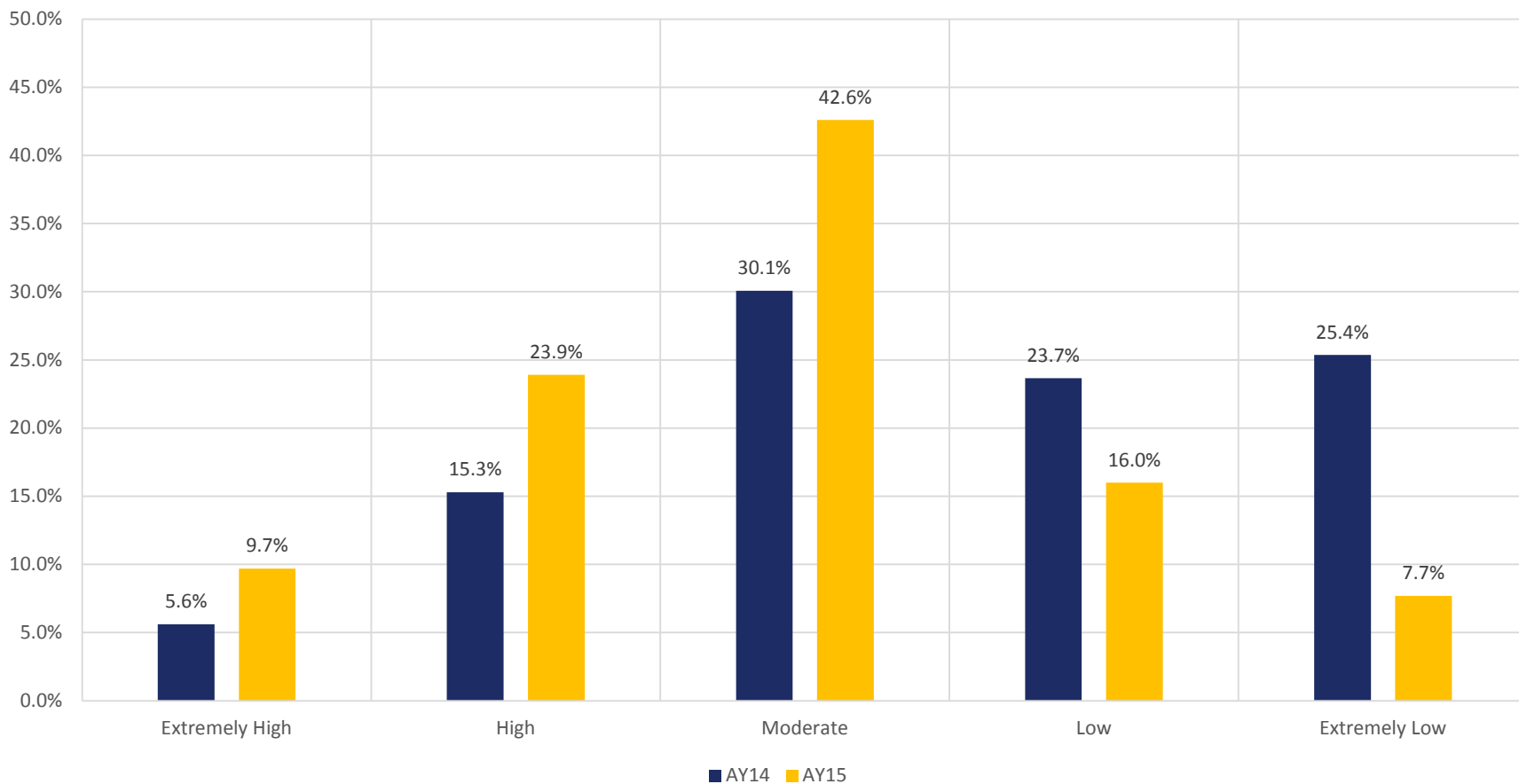
Morale



Overview of Results



Morale: Percentage of Responses on Scale



Overview of Results

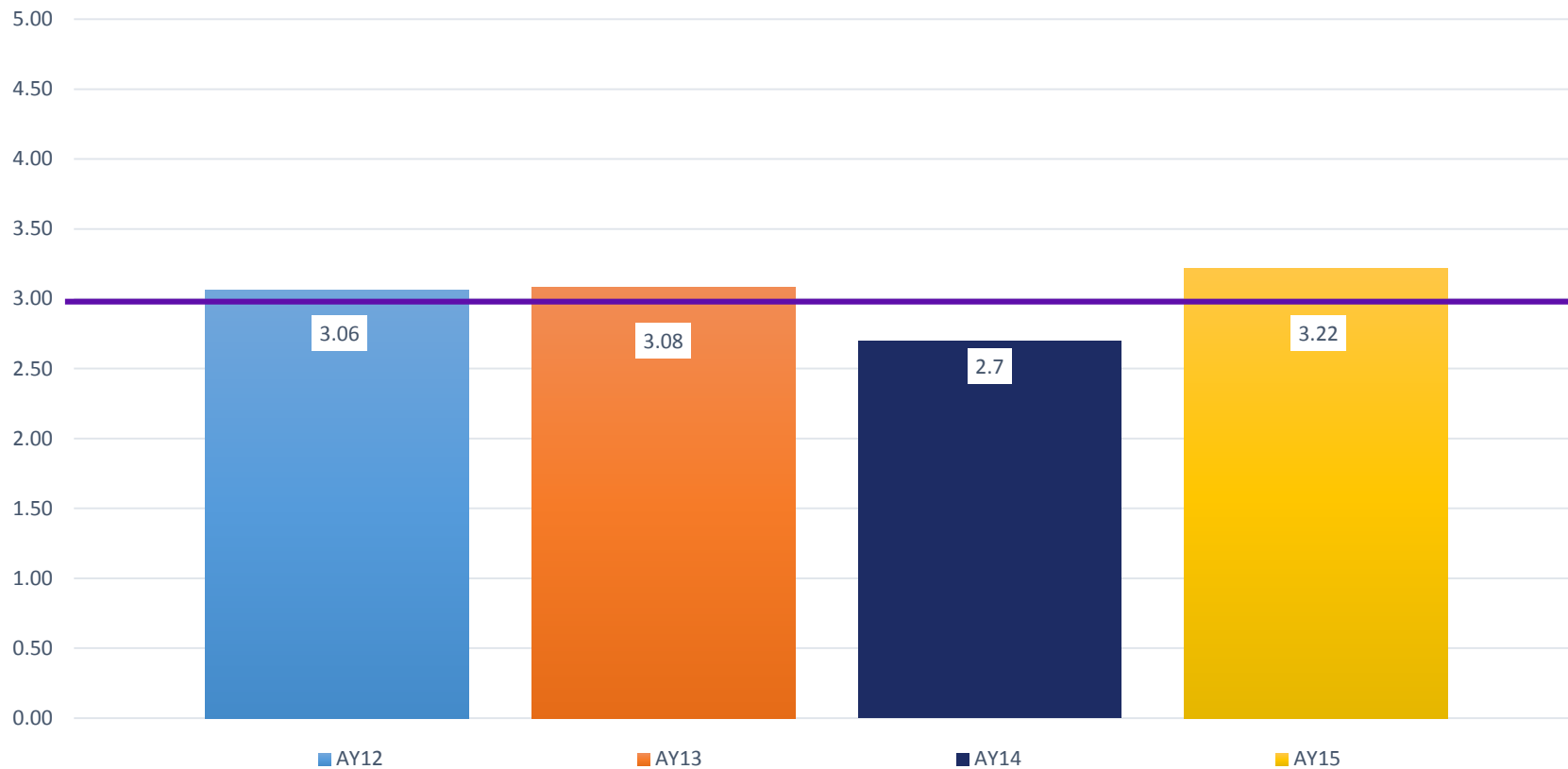


- University Leaders: The following items relate to your perception of the leaders at the University-level.
 - Leaders at NDU are trustworthy and honest.
 - Leaders at NDU are consistent and fair.
 - Leaders at NDU are held accountable for decisions made.
 - I am free to express my ideas, questions, 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

Overview of Results



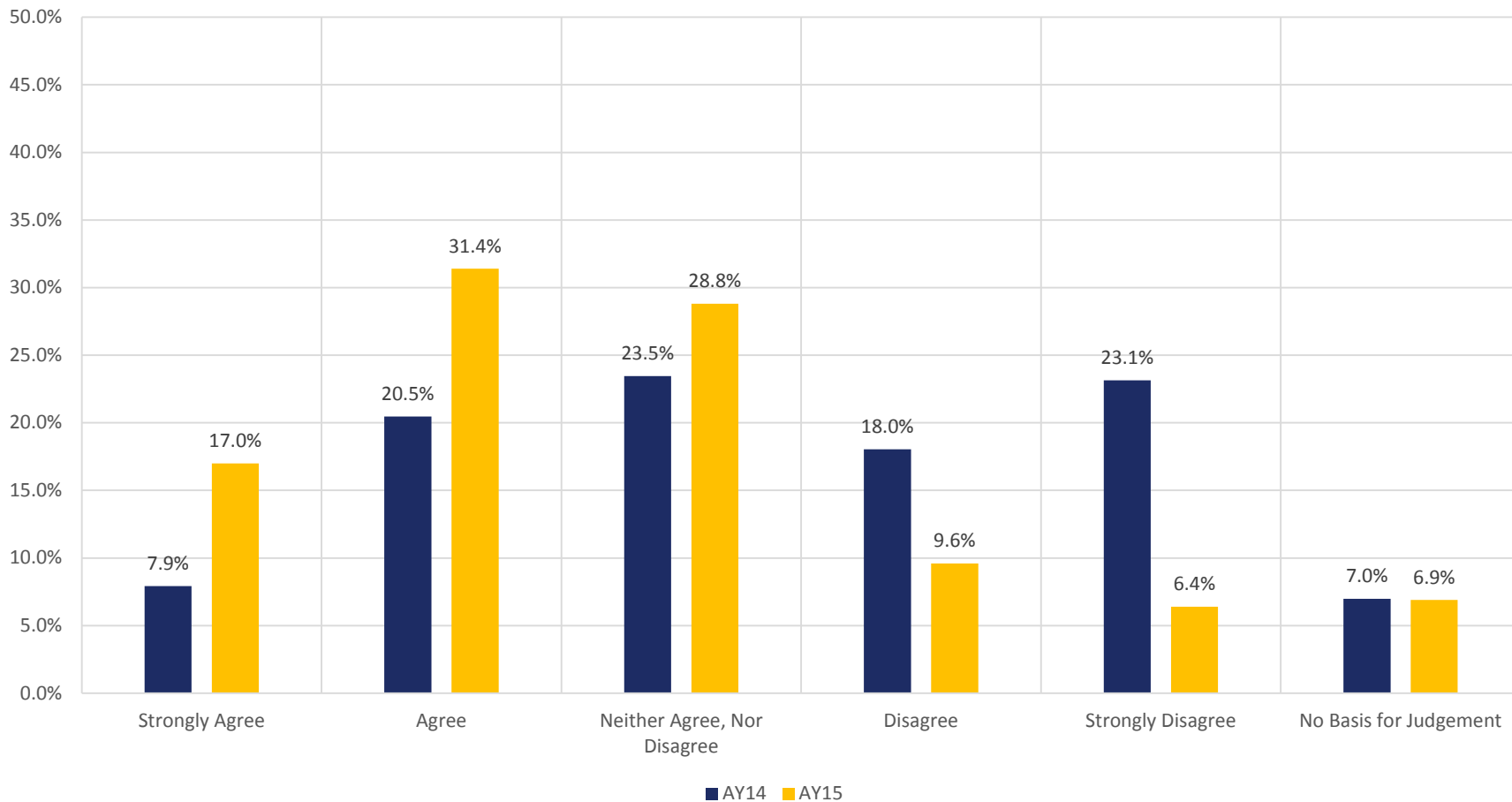
University Leaders



Overview of Results



University Leaders: Percentage of Responses on Scale



Overview of Results

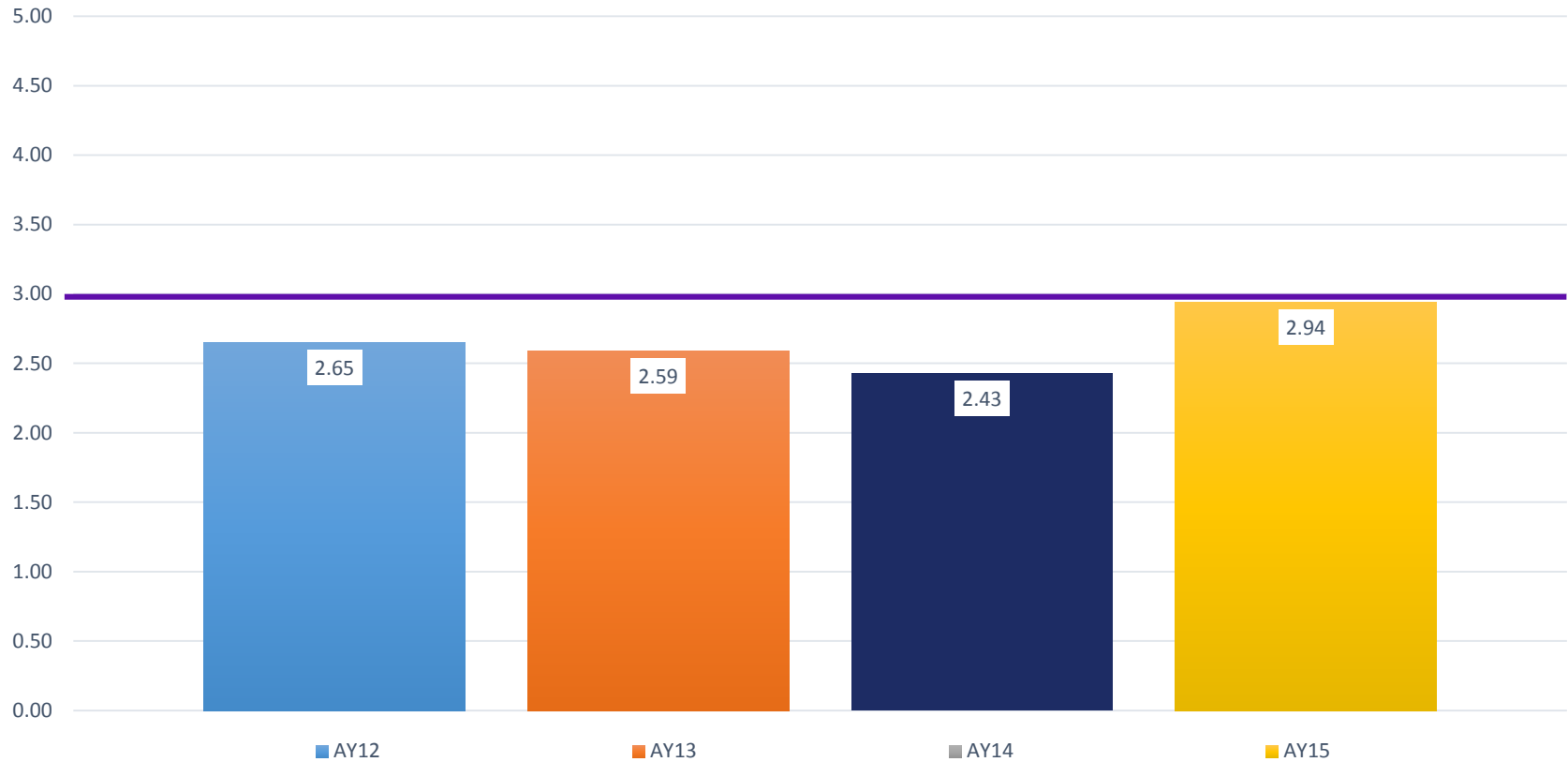


- Decision-making: The following items relate to your perception of the decisions, decision-making process, and leadership at the University.
 - Decisions at NDU are made in a transparent and open manner.
 - Decisions at NDU are communicated in a transparent and open manner.
 - Decisions at NDU are made 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

Overview of Results



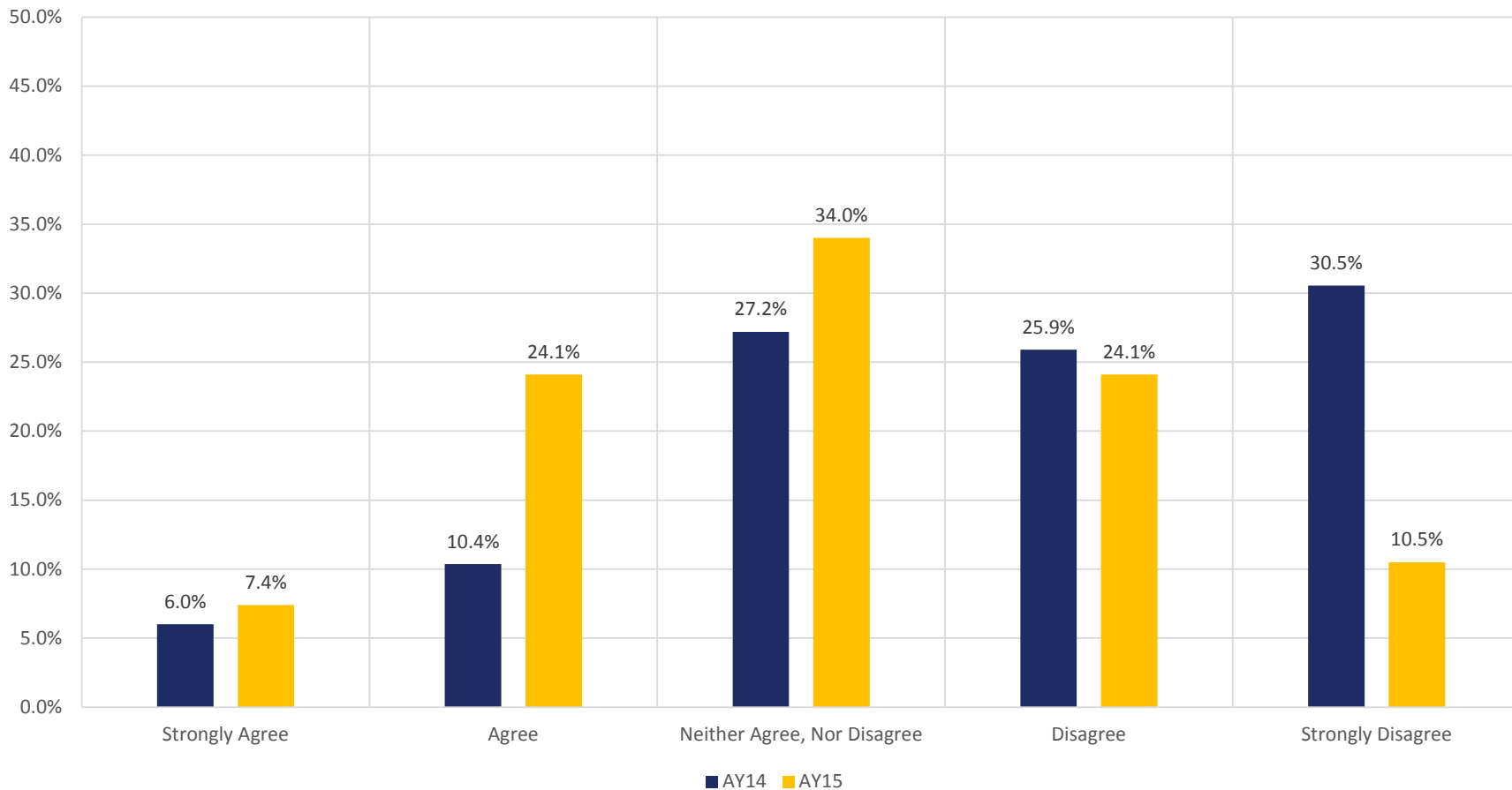
Decision-Making



Overview of Results



Decision-Making: Percentage of Responses on Scale



Overview of Results



In general, NDU is headed in a positive direction.

(New Item in 2015)

