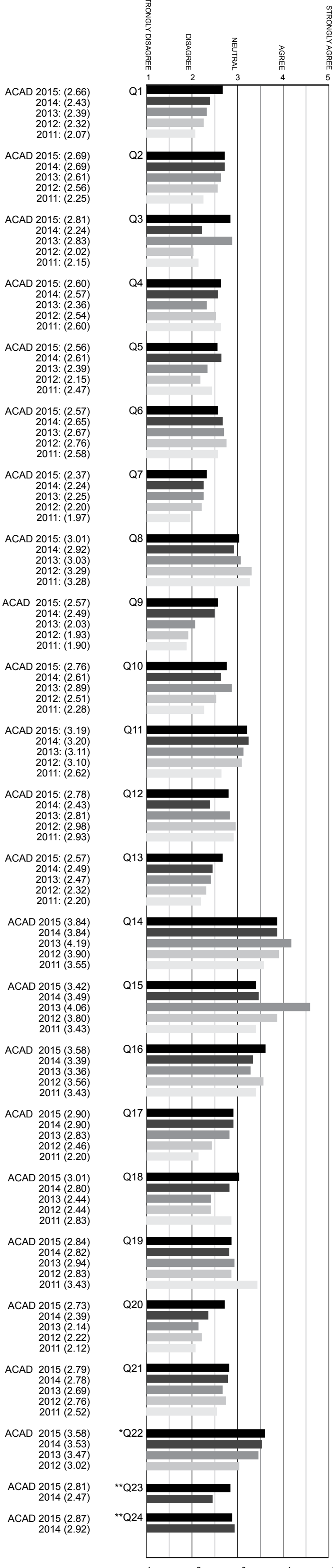


ACIFA 2015 CLIMATE SURVEY RESULTS



ACAD Results for System-wide Climate Survey Statements Over the Past Five Years

This graph shows a comparison of ACAD's mean scores for the system-wide survey questions over the past five years.

1. My institution demonstrates a strong commitment to improving my teaching skills.
2. My institution demonstrates a strong commitment to improving my discipline-specific knowledge.
3. I have enough time to attend to my professional development needs.
4. Senior administration communicates openly with faculty.
5. I am informed in a timely manner about important changes that affect me.
6. Input from faculty is sought AND seriously considered in decision-making at my institution.
7. Senior administration understands day-to-day challenges faced by instructors.
8. When making decisions, this institution refers to one or all of: a mission statement, a statement of goals, or a statement of values.
9. Outstanding performance by instructors is rewarded.
10. My institution demonstrates a strong commitment to my health and well-being.
11. Academic council has a meaningful impact on academic decisions.
12. The president of this institution provides effective leadership.
13. I have the resources I need to do my job effectively.

ACAD Results for Institution-Specific Questions Over the Past Five Years

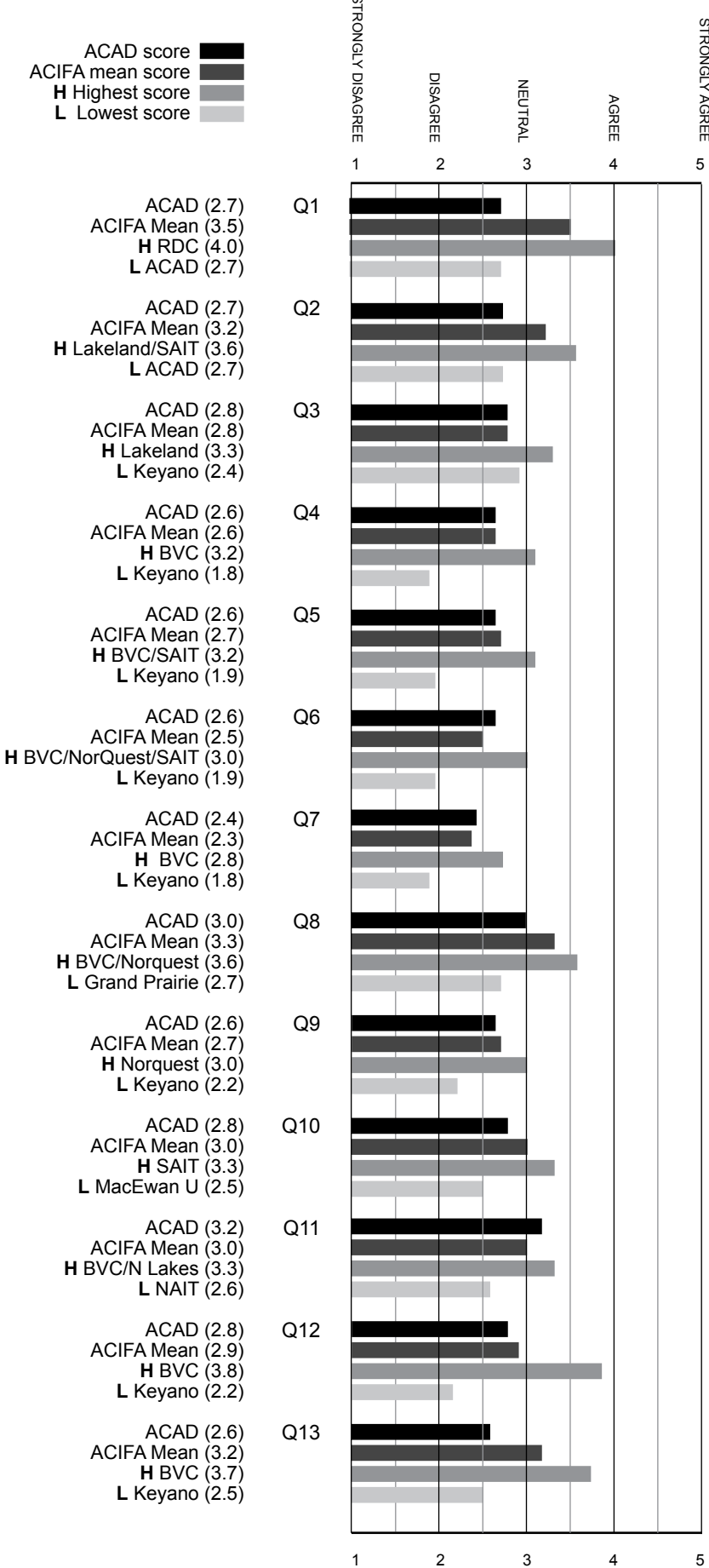
In addition to thirteen system-wide statements, the Climate Survey included ten institution-specific statements. This graph shows survey results for ACAD's institution-specific questions over the last five years.

14. I am well informed by my Faculty Association.
15. The Faculty Association is effective in representing faculty concerns to administration.
16. The College keeps me well informed of events and activities taking place at the College.
17. The College administration is effective in the support and promotion of faculty research initiatives.
18. I support the current process in which my performance as a faculty member is being evaluated.
19. The College treats sessional faculty in a fair and equitable manner.
20. Faculty issues are dealt with by College Administration in a timely manner.
21. I support the overall direction of the College under the Board of Governors.
- *22. I see my employment at ACAD as a benefit to my ideal long-term career aspirations.
- **23. I support the current administrative structure.
- **24. ACAD encourages an environment where my perspectives on internal, external, pedagogical, academic, and creative matters (Academic Freedom) can be freely expressed.

* New question 2012 ** New question 2014

In addition to thirteen system-wide statements, the Climate Survey included ten institution-specific statements. This graph shows survey results for ACAD's institution-specific questions over the last four years.

ACAD score
ACIFA mean score
H Highest score
L Lowest score



Comparison with Other Institutions of ACAD Results of System-wide Climate Survey Statements

This graph shows a comparison of ACAD's mean scores for the 2015 system-wide survey questions.

A Note on ACIFA Climate Survey Results

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 (eg. 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 high 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.

ACAD Climate Survey Response Rates

2015	61%
2014	47%
2013	31%
2012	35%
2011	53%
2010	43%
2009	52%
2008	71%

2014 ACIFA Climate Survey Response Rates

ACIFA average	45%
ACAD	61%
Bow Valley College	31%
Grand Prairie College	57%
Keyano College	78%
Lakeland College	65%
Lethbridge College	38%
MacEwan University	9%
Medicine Hat College	36%
NAIT	49%
NorQuest College	51%
Northern Lakes	44%
Olds College	62%
Portage College	52%
Red Deer College	26%
SAIT	10%