

## MEMORANDUM

January 4, 2016

To: **Nicole Estabrooks, President BVCFA**  
From: Ben Turner, Administrative Officer  
Re: **2015 ACIFA Climate Survey Results**

**BVCFA's 2015 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 Ben Turner ([ben.turner@acifa.ca](mailto:ben.turner@acifa.ca)).**

### Response rates

2015	147/473 = 31%
2014	25%
2013	25%
2012	35%
2011	27%
2010	26%
2009	29%
2008	27%
2007	18%
2006	34%
2005	47%

### 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 system-wide, 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
12.2%	46.9%	29.3%	10.2%	1.4%

*Means (out of a possible 5)*

2015	3.59
2014	3.40
2013	3.33
2012	3.49
2011	3.83
2010	3.56
2009	3.62
2008	3.51
2007	3.32
2006	3.5
2005	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
13.6%	36.7%	26.5%	20.4%	2.7%

*Means (out of a possible 5)*

2015	3.38
2014	3.13
2013	3.16
2012	3.39
2011	3.54
2010	3.40
2009	3.45
2008	3.49
2007	3.32
2006	3.4
2005	3.1

**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
8.2%	27.2%	23.1%	34.7%	6.8%

*Means (out of a possible 5)*

2015	2.95
2014	2.57
2013	2.53
2012	2.86
2011	3.03
2010	3.06
2009	2.99
2008	2.86
2007	2.90
2006	3.0
2005	2.7

**Question 4:** Senior administration communicates openly with faculty.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
15.7%	30.6%	22.5%	22.5%	8.8%

*Means (out of a possible 5)*

2015	3.22
2014	2.94
2013	3.03
2012	3.20
2011	3.21
2010	3.12
2009	3.12
2008	2.82
2007	2.76
2006	3.2
2005	2.9

**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
11.6%	40.8%	15.7%	23.1%	8.8%

*Means (out of a possible 5)*

2015	3.23
2014	3.04
2013	2.94
2012	3.24
2011	3.07
2010	3.15
2009	3.02
2008	2.93
2007	2.66
2006	3.0
2005	2.8

**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
7.5%	27.9%	27.9%	22.5%	14.3%

*Means (out of a possible 5)*

2015	2.92
2014	2.66
2013	2.66
2012	2.95
2011	3.01
2010	3.03
2009	2.90
2008	2.63
2007	2.46
2006	2.7
2005	2.6

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

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
5.4%	27.9%	24.5%	27.9%	14.3%

*Means (out of a possible 5)*

2015	2.82
2014	2.50
2013	2.55
2012	2.82
2011	2.94
2010	2.77
2009	2.79
2008	2.61
2007	2.71
2006	2.9
2005	2.6

**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	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
12.2%	47.6%	30.6%	7.5%	2.0%

*Means (out of a possible 5)*

2015	3.61
2014	3.55
2013	3.39
2012	3.64
2011	3.68
2010	3.52
2009	3.59
2008	3.36
2007	3.14
2006	3.3
2005	3.3

**Question 9:** Outstanding performance by instructors is rewarded.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
2.0%	23.8%	34.0%	29.3%	10.9%

*Means (out of a possible 5)*

2015	2.77
2014	2.62
2013	2.55
2012	2.82
2011	2.99
2010	2.83
2009	2.97
2008	2.84
2007	2.61
2006	2.8
2005	2.7

**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
7.5%	40.1%	28.6%	16.3%	7.5%

*Means (out of a possible 5)*

2015	3.24
2014	3.00
2013	2.87
2012	3.18
2011	2.97
2010	3.08
2009	2.93
2008	2.83
2007	2.36
2006	3.0
2005	2.9

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

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
6.8%	27.9%	57.8%	5.4%	2.0%

*Means (out of a possible 5)*

2015	3.32
2014	3.18
2013	3.13
2012	3.26
2011	3.15
2010	3.25
2009	3.30
2008	3.15
2007	2.93
2006	3.2
2005	3.0

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

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
23.1%	49.0%	19.7%	4.8%	3.4%

*Means (out of a possible 5)*

2015	3.84
2014	3.72
2013	3.76
2012	3.73
2011	3.70
2010	3.55
2009	3.48
2008	3.31
2007	3.22
2006	3.6
2005	3.7

**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
18.4%	53.1%	15.7%	10.2%	2.7%

*Means (out of a possible 5)*

2015	3.74
2014	3.40
2013	3.27
2012	3.42
2011	3.70
2010	3.53
2009	3.37
2008	3.25
2007	3.34
2006	3.6
2005	3.3

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

*note: for the 2015 climate survey the rate of return on local association questions is: 147/473 = 31%*

**Question 14:** I understand the role of the Board of Governors.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
7.6%	40.0%	28.3%	19.3%	4.8%

*Means (out of a possible 5)*

2015	3.26 (BVC only)
2014	3.25 (BVC only)
2013	3.32 (BVC only)
2012	3.32 (BVC only)
2011	3.37 (BVC only)
2010	3.35 (BVC only)
2009	3.29 (BVC only)
2008	3.41 (BVC only)
2007	3.06 (BVC only)
2006	3.3 (BVC only)
2005	3.2 (BVC only)

**Question 15:** I feel comfortable expressing my views to my immediate supervisor.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
24.8%	42.8%	9.0%	14.5%	9.0%

*Means (out of a possible 5)*

2015	3.60 (BVC only)
2014	3.38 (BVC only)
2013	3.54 (BVC only)
2012	3.62 (BVC only)
2011	3.51 (BVC only)
2010	3.84 (BVC only)
2009	3.88 (BVC only)
2008	3.72 (BVC only)
2007	3.71 (BVC only)
2006	3.9 (BVC only)
2005	3.6 (BVC only)

**Question 16:** I have the time and resources to make learner success my primary focus.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
12.4%	38.6%	19.3%	20.0%	9.7%

*Means (out of a possible 5)*

2015	3.24 (BVC only)
2014	2.97 (BVC only)
2013	2.98 (BVC only)
2012	3.19 (BVC only)
2011	3.26 (BVC only, new question)

**Question 17:** Learner success is the primary focus of BVC Senior Administration (CEO, Vice Presidents, Directors and Deans)

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
12.4%	34.5%	23.5%	22.1%	7.6%

*Means (out of a possible 5)*

2015	3.22 (BVC only)
2014	2.98 (BVC only)
2013	3.02 (BVC only)
2012	3.34 (BVC only)
2011	3.25 (BVC only, more detail added to question)
2010	3.42 (BVC only)
2009	3.17 (BVC only)
2008	3.09 (BVC only)
2007	2.63 (BVC only)
2006	2.9 (BVC only)
2005	2.9 (BVC only)

**Question 18:** A trusting relationship exists between Faculty and Senior Administration (CEO, Vice Presidents, Directors and Deans)

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
6.9%	27.6%	35.2%	17.9%	12.4%

*Means (out of a possible 5)*

2015	2.99 (BVC only)
2014	2.86 (BVC only)
2013	2.87 (BVC only)
2012	3.15 (BVC only)
2011	2.96 (BVC only, more detail added to question)
2010	3.01 (BVC only)
2009	3.00 (BVC only)
2008	2.76 (BVC only)
2007	2.65 (BVC only)
2006	2.9 (BVC only)
2005	2.7 (BVC only)

**Question 19:** A trusting relationship exists among Faculty Members.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
17.9%	53.8%	15.2%	9.7%	3.5%

*Means (out of a possible 5)*

2015	3.73 (BVC only)
2014	3.82 (BVC only)
2013	3.74 (BVC only)
2012	3.82 (BVC only)
2011	3.83 (BVC only)
2010	3.90 (BVC only)
2009	3.97 (BVC only)
2008	3.88 (BVC only)
2007	3.88 (BVC only)
2006	3.7 (BVC only)
2005	3.7 (BVC only)

**Question 20:** My work assignment is similar in terms of workload to that of other Faculty Members within my department.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
6.9%	42.8%	23.5%	18.6%	8.3%

*Means (out of a possible 5)*

2015	3.21 (BVC only)
2014	3.12 (BVC only)
2013	3.02 (BVC only)
2012	3.10 (BVC only)
2011	3.15 (BVC only, new question)

**Question 21:** I am concerned about my job security.

<b>Strongly agree—5</b>	<b>Agree—4</b>	<b>Neutral—3</b>	<b>Disagree—2</b>	<b>Strongly disagree—1</b>
17.2%	28.3%	20.7%	30.3%	3.5%

*Means (out of a possible 5)*

2015	3.26 (BVC only)
2014	3.11 (BVC only)
2013	3.61 (BVC only)
2012	2.87 (BVC only)
2011	3.08 (BVC only, new question)

**Question 22:** I engage in professional development that is relevant to my work duties.

<b>Strongly agree—5</b>	<b>Agree—4</b>	<b>Neutral—3</b>	<b>Disagree—2</b>	<b>Strongly disagree—1</b>
23.5%	49.0%	15.2%	11.7%	0.7%

*Means (out of a possible 5)*

2015	3.83 (BVC only)
2014	3.70 (BVC only)
2013	3.66 (BVC only)
2012	3.76 (BVC only)
2011	3.93 (BVC only, new question)

**Question 23:** The College needs more Faculty to meet the needs of learners.

<b>Strongly agree—5</b>	<b>Agree—4</b>	<b>Neutral—3</b>	<b>Disagree—2</b>	<b>Strongly disagree—1</b>
20.7%	33.8%	34.5%	9.7%	1.4%

*Means (out of a possible 5)*

2015	3.63 (BVC only)
2014	3.72 (BVC only)
2013	3.68 (BVC only)
2012	3.50 (BVC only)
2011	3.55 (BVC 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.