

MEMORANDUM

February 9, 2015

To: **Nicole Estabrooks, President BVCFA**
From: Pam Anderson, Administrative Officer
Re: **2014 ACIFA Climate Survey Results**

BVCFA's 2014 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 Pam Anderson (pam.anderson@acifa.ca).

Response rates

2014	115/467 = 25%
2013	25%
2012	35%
2011	27%
2010	26%
2009	29%
2008	27%
2007	18%
2006	34%
2005	47%
2004	28%

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
8.7%	43.5%	28.7%	17.4%	1.7%

Means (out of a possible 5)

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
2004	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
6.1%	36.5%	24.4%	30.4%	2.6%

Means (out of a possible 5)

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
2004	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
1.7%	18.3%	24.4%	47.0%	8.7%

Means (out of a possible 5)

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
2004	2.8

Question 4: Senior administration communicates openly with faculty.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
5.2%	32.2%	25.2%	26.1%	11.3%

Means (out of a possible 5)

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
2004	2.7

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
5.2%	38.3%	20.0%	28.7%	7.8%

Means (out of a possible 5)

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
2004	2.7

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
2.6%	20.0%	27.8%	40.0%	9.6%

Means (out of a possible 5)

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
2004	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
2.6%	19.1%	22.6%	36.5%	19.1%

Means (out of a possible 5)

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
2004	2.5

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
10.4%	47.0%	33.9%	4.4%	4.4%

Means (out of a possible 5)

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
2004	3.2

Question 9: Outstanding performance by instructors is rewarded.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
0.9%	15.7%	36.5%	38.3%	8.7%

Means (out of a possible 5)

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
2004	2.6

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
3.5%	33.9%	31.3%	21.7%	9.6%

Means (out of a possible 5)

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
2004	2.6

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

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
0.9%	26.1%	65.2%	6.1%	1.7%

Means (out of a possible 5)

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
2004	3.1

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

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
15.7%	49.6%	28.7%	3.5%	2.6%

Means (out of a possible 5)

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
2004	3.2

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
11.3%	46.1%	17.4%	21.7%	3.5%

Means (out of a possible 5)

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
2004	3.4

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

note: for the 2014 climate survey the rate of return on local association questions is: 114/467 = 24%

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

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
7.0%	42.1%	22.8%	25.4%	2.6%

Means (out of a possible 5)

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)
2004	3.1 (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
16.7%	39.5%	16.7%	19.3%	7.9%

Means (out of a possible 5)

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)
2004	3.4 (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
5.3%	33.3%	23.7%	29.0%	8.8%

Means (out of a possible 5)

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
6.1%	28.1%	32.5%	24.6%	8.8%

Means (out of a possible 5)

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)
2004	2.7 (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
0.9%	26.3%	36.0%	31.6%	5.3%

Means (out of a possible 5)

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)
2004	2.6 (BVC only)

Question 19: A trusting relationship exists among Faculty Members.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
14.9%	61.4%	14.9%	7.9%	0.9%

Means (out of a possible 5)

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)
2004	3.8 (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
5.3%	40.4%	25.4%	19.3%	9.7%

Means (out of a possible 5)

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.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
14.0%	27.2%	21.1%	31.6%	6.1%

Means (out of a possible 5)

2014	3.11 (BVC only)
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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.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
16.7%	55.3%	11.4%	14.9%	1.8%

Means (out of a possible 5)

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.

Strongly agree—5	Agree—4	Neutral—3	Disagree—2	Strongly disagree—1
21.1%	41.2%	26.3%	11.4%	0.0%

Means (out of a possible 5)

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.

ACIFA 2014 Climate Survey Results – Provincial Table

Institution	Year	%	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13
ACIFA	2014	41	3.4	3.2	2.7	2.6	2.7	2.5	2.4	3.2	2.7	3.0	3.0	2.9	3.1
Provincial averages	2013	34	3.4	3.1	2.7	2.7	2.7	2.5	2.4	3.2	2.7	2.9	3.0	3.0	3.1
	2012	36	3.4	3.2	2.7	2.7	2.8	2.6	2.4	3.3	2.8	2.9	3.1	3.1	3.2
ACAD	2014	47	2.4	2.7	2.2	2.6	2.6	2.7	2.2	2.9	2.5	2.6	3.2	2.4	2.5
	2013	31	2.4	2.6	2.8	2.4	2.4	2.7	2.3	3.0	2.0	2.9	3.1	2.8	2.5
	2012	35	2.3	2.6	2.0	2.5	2.2	2.8	2.2	3.3	1.9	2.5	3.1	3.0	2.3
Bow Valley College	2014	25	3.4	3.1	2.6	2.9	3.0	2.7	2.5	3.6	2.6	3.0	3.2	3.7	3.4
	2013	25	3.3	3.2	2.5	3.0	2.9	2.7	2.6	3.4	2.6	2.9	3.1	3.8	3.3
	2012	35	3.5	3.4	2.9	3.2	3.2	3.0	2.8	3.6	2.8	3.2	3.3	3.7	3.4
Grande Prairie	2014	36	3.1	2.9	2.9	2.3	2.4	2.0	2.2	2.7	2.4	2.9	2.7	2.8	2.9
	2013	31	3.6	3.2	3.2	2.6	2.9	2.5	2.5	3.1	2.8	3.3	2.8	3.0	3.2
	2012	34	3.6	3.4	3.4	2.8	2.8	2.6	2.6	3.3	2.9	3.5	3.1	3.3	3.3
MacEwan University	2014	17	3.9	3.3	3.0	2.9	2.9	2.7	2.7	3.5	2.9	2.9	3.2	3.1	3.3
	2013	12	3.8	3.3	2.8	3.1	3.2	3.0	2.8	3.4	2.9	2.9	3.3	3.5	3.2
	2012	12	3.7	3.2	2.8	3.0	2.9	2.8	2.7	3.3	2.9	2.7	3.3	3.7	3.1
Keyano College	2014	69	3.4	3.2	2.7	2.3	2.5	2.2	2.0	3.1	2.3	3.0	3.0	2.4	2.8
	2013	24	3.5	3.3	2.6	2.2	2.5	2.4	2.1	3.4	2.3	3.1	3.2	2.7	3.0
	2012	63	3.6	3.3	2.6	2.2	2.5	2.4	2.2	3.0	2.5	3.1	3.0	2.6	3.0
Lakeland College	2014	65	3.4	3.3	3.0	2.4	2.7	2.3	2.2	2.9	2.2	2.9	2.8	2.2	3.0
	2013	61	3.5	3.4	2.9	2.5	2.9	2.5	2.4	2.9	2.6	2.9	3.0	2.5	3.1
	2012	51	3.4	3.4	2.8	2.4	2.5	2.3	2.4	3.0	2.7	2.8	3.0	3.0	3.0
Lethbridge College	2014	60	3.4	3.1	2.5	2.3	2.6	2.1	2.1	3.3	2.9	2.8	3.0	2.4	3.1
	2013	37	2.9	2.6	3.1	2.5	2.4	2.3	2.1	3.3	2.6	2.6	3.1	3.3	3.1
	2012	38	3.4	3.1	2.6	2.6	2.8	2.4	2.3	3.4	2.9	2.8	3.1	3.0	3.1
Medicine Hat Coll.	2014	41	3.4	3.2	2.8	3.3	3.4	3.2	2.8	3.4	3.0	3.0	3.2	3.7	3.4
	2013	49	3.1	3.1	2.7	2.8	2.9	2.8	2.6	3.2	2.9	2.9	3.1	2.8	3.3
	2012	37	3.4	3.3	2.8	3.0	3.2	2.9	2.8	3.4	3.1	3.2	3.3	3.4	3.5
Mt Royal University	2014	15	3.8	3.1	2.8	3.1	3.1	2.8	2.7	3.2	3.2	3.1	3.2	3.1	3.2
	2013	16	4.0	3.1	2.7	3.1	3.2	3.0	2.8	3.4	3.2	3.1	3.1	3.2	3.0
	2012	22	3.9	3.0	2.6	3.2	3.1	3.1	2.8	3.4	3.0	3.0	3.3	3.3	3.1
NAIT	2014	14	3.3	3.0	2.6	2.8	2.7	2.3	2.3	3.1	2.9	3.2	2.8	3.1	3.2
	2013	25	3.4	3.0	2.5	2.9	2.9	2.5	2.3	3.3	2.8	3.1	2.9	3.4	3.3
	2012	16	3.5	3.0	2.7	2.9	2.9	2.7	2.6	3.4	3.0	3.2	3.0	3.7	3.2
NorQuest College	2014	38	3.4	3.2	2.9	3.0	2.9	2.8	2.6	3.7	3.0	3.0	3.1	3.4	3.3
	2013	34	3.3	3.0	2.6	2.8	2.8	2.4	2.2	3.4	2.7	2.6	2.6	3.0	3.0
	2012	35	2.9	2.8	2.5	2.6	2.8	2.2	2.1	3.1	2.5	2.3	2.7	2.7	2.9

Northern	2014	41	3.6	3.4	2.8	2.6	2.8	2.8	2.6	3.2	2.9	3.1	3.3	3.2	3.5
Lakes	2013	32	3.2	3.0	2.6	2.8	2.8	3.0	2.5	3.5	2.8	3.1	3.3	3.2	3.3
	2012	29	3.5	3.5	2.9	2.9	3.0	3.0	2.7	3.5	3.3	3.6	3.4	3.0	3.8
Olds	2014	78	3.6	3.6	2.5	2.2	2.3	2.1	2.1	3.2	2.6	2.8	2.9	2.8	2.9
College	2013	76	3.5	3.5	2.7	2.3	2.5	2.4	2.2	3.0	2.3	2.8	2.7	2.6	2.7
	2012	66	3.7	3.7	2.8	2.9	2.6	2.7	2.3	3.4	2.3	3.0	2.9	3.2	3.2
Portage	2014	72	3.5	3.1	2.6	2.3	2.4	2.0	2.1	3.0	2.7	3.1	2.6	2.3	3.0
College	2013	51	3.5	3.4	2.8	2.4	2.4	2.3	2.1	3.0	2.7	2.9	2.6	2.5	3.1
	2012	66	3.4	3.3	2.6	2.2	2.2	1.9	1.8	2.8	2.7	2.6	2.5	2.1	2.8
Red Deer	2014	29	3.9	3.6	2.9	2.2	2.5	2.0	1.9	3.0	2.7	2.7	3.0	2.2	3.1
College	2013	22	3.7	3.3	2.8	2.4	2.5	1.9	2.1	3.2	2.7	2.7	3.1	2.3	2.9
	2012	27	4.0	3.6	3.1	2.8	2.9	2.2	2.3	3.3	3.1	2.7	3.2	2.6	3.3
SAIT	2014	11	3.6	3.4	2.7	3.1	3.1	2.9	2.7	3.3	2.7	3.1	3.0	3.6	3.5
	2013	12	3.5	3.2	2.6	2.6	2.6	2.2	2.2	3.1	2.6	2.8	2.7	3.1	3.1
	2012	14	3.3	3.1	2.5	2.3	2.7	2.2	2.1	3.0	2.5	2.5	2.7	2.5	3.1