

# Overall Count and Percent

## Nicholls State University - Employer Survey 2007

---

Count      Percent

---

*When filling a position in your organization, how important are each of the following factors?*

**1. Knowledge/skills specific to the employment position?**

Extremely Important	55	58.51 %
Very Important	25	26.60 %
Important	11	11.70 %
Somewhat Important	3	3.19 %

---

**Total Responses      94      100 %**

**2. Some actual work experience?**

Extremely Important	10	10.64 %
Very Important	28	29.79 %
Important	38	40.43 %
Somewhat Important	16	17.02 %
Unimportant	2	2.13 %

---

**Total Responses      94      100 %**

**3. Speaking and writing correct standard English?**

Extremely Important	58	61.70 %
Very Important	29	30.85 %
Important	7	7.45 %

---

**Total Responses      94      100 %**

**4. Ability to relate to others in a positive manner?**

Extremely Important	63	67.02 %
Very Important	27	28.72 %
Important	4	4.26 %

---

**Total Responses      94      100 %**

**5. The application of professional ethics in decision-making?**

Extremely Important	71	75.53 %
Very Important	19	20.21 %
Important	4	4.26 %

---

**Total Responses      94      100 %**

# Overall Count and Percent

## Nicholls State University - Employer Survey 2007

---

	Count	Percent
--	-------	---------

---

**6. Basic work habits? (honesty, promptness, diligence, neatness, accuracy, dependability, etc.)**

Extremely Important	76	80.85 %
Very Important	17	18.09 %
Important	1	1.06 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

**7. Work attitudes? (cooperation, loyalty, support, initiative, etc.)**

Extremely Important	70	74.47 %
Very Important	23	24.47 %
Important	1	1.06 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

**8. Knowledge of the principles associated with the operational activities of your organization?**

Extremely Important	22	23.40 %
Very Important	36	38.30 %
Important	27	28.72 %
Somewhat Important	5	5.32 %
Unimportant	4	4.26 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

**9. Professional demeanor?**

Extremely Important	51	54.26 %
Very Important	38	40.43 %
Important	5	5.32 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

**10. General academic preparation?**

Extremely Important	30	31.91 %
Very Important	37	39.36 %
Important	24	25.53 %
Somewhat Important	3	3.19 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

# Overall Count and Percent

## Nicholls State University - Employer Survey 2007

---

	Count	Percent
<b>11. Familiarity with advanced technology?</b>		
Extremely Important	14	14.89 %
Very Important	41	43.62 %
Important	32	34.04 %
Somewhat Important	7	7.45 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

*In evaluating your employees, how would you rate Nicholls State University graduates in each of the following areas?*

### 12. Knowledge/skills specific to the employment position?

Excellent	16	17.02 %
Good	52	55.32 %
Satisfactory	17	18.09 %
Needs Improvement	7	7.45 %
Unable to Judge	2	2.13 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

### 13. Some actual work experience?

Excellent	10	10.64 %
Good	45	47.87 %
Satisfactory	27	28.72 %
Needs Improvement	9	9.57 %
Poor	1	1.06 %
Unable to Judge	2	2.13 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

### 14. Speaking and writing correct standard English?

Excellent	20	21.28 %
Good	54	57.45 %
Satisfactory	14	14.89 %
Needs Improvement	4	4.26 %
Unable to Judge	2	2.13 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

# Overall Count and Percent

## Nicholls State University - Employer Survey 2007

---

	Count	Percent
<b>15. Ability to relate to others in a positive manner?</b>		
Excellent	28	29.79 %
Good	51	54.26 %
Satisfactory	9	9.57 %
Needs Improvement	4	4.26 %
Unable to Judge	2	2.13 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

<b>16. The application of professional ethics in decision-making?</b>		
Excellent	22	23.40 %
Good	50	53.19 %
Satisfactory	11	11.70 %
Needs Improvement	7	7.45 %
Poor	1	1.06 %
Unable to Judge	3	3.19 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

<b>17. Basic work habits? (honesty, promptness, diligence, neatness, accuracy, dependability, etc.)</b>		
Excellent	23	24.47 %
Good	47	50.00 %
Satisfactory	14	14.89 %
Needs Improvement	7	7.45 %
Poor	1	1.06 %
Unable to Judge	2	2.13 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

<b>18. Work attitudes? (cooperation, loyalty, support, initiative, etc.)</b>		
Excellent	28	29.79 %
Good	39	41.49 %
Satisfactory	17	18.09 %
Needs Improvement	8	8.51 %
Unable to Judge	2	2.13 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

# Overall Count and Percent

## Nicholls State University - Employer Survey 2007

---

	Count	Percent
<b>19. Knowledge of the principles associated with the operational activities of your organization?</b>		
Excellent	8	8.51 %
Good	48	51.06 %
Satisfactory	28	29.79 %
Needs Improvement	5	5.32 %
Unable to Judge	5	5.32 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

<b>20. Professional demeanor?</b>		
Excellent	20	21.28 %
Good	50	53.19 %
Satisfactory	18	19.15 %
Needs Improvement	4	4.26 %
Unable to Judge	2	2.13 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

<b>21. General academic preparation?</b>		
Excellent	21	22.34 %
Good	48	51.06 %
Satisfactory	19	20.21 %
Needs Improvement	3	3.19 %
Poor	1	1.06 %
Unable to Judge	2	2.13 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

<b>22. Familiarity with advanced technology?</b>		
Excellent	19	20.21 %
Good	46	48.94 %
Satisfactory	20	21.28 %
Needs Improvement	5	5.32 %
Poor	1	1.06 %
Unable to Judge	3	3.19 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

# Overall Count and Percent

## Nicholls State University - Employer Survey 2007

---

Count      Percent

---

**24. If you listed any positions in question 23 above, why do you think you are having difficulty filling these positions?**

(Not Answered)	3	3.19 %
Not enough applicants	38	40.43 %
Qualifications of applicants	29	30.85 %
Applicants display bad work attitudes/no ambition	4	4.26 %
Low pay/benefits	2	2.13 %
Not Sure	6	6.38 %
Other	12	12.77 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

**25. If your organization had a job opening, would you consider hiring a Nicholls graduate?**

Yes	93	98.94 %
If no, why?	1	1.06 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

**26. May we include your company in a listing of organizations responding to this survey, to be used internally by NSU only?**

Yes	83	88.30 %
No	11	11.70 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

# Overall Count and Percent

## Nicholls State University - Employer Survey 2007

---

	Count	Percent
<b>27. Please indicate the nature of your organization.</b>		
(Not Answered)	2	2.13 %
Accounting	4	4.26 %
Advertising/Sales	1	1.06 %
Banking/Finance	3	3.19 %
Computer Service	2	2.13 %
Construction	2	2.13 %
Consulting	3	3.19 %
Education - Elementary/Secondary	51	54.26 %
Government - Parish	1	1.06 %
Government - State	1	1.06 %
Health/Medical Services	6	6.38 %
Law Firm/Legal	1	1.06 %
Manufacturing/Distribution	3	3.19 %
Media/Broadcasting	1	1.06 %
Petroleum Services	1	1.06 %
Publishing	2	2.13 %
Research/Development	1	1.06 %
Retail/Merchandising	1	1.06 %
Other	8	8.51 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

**NOTE: The following questions, 27a through 27k, are specific to educational institutions/organizations.**

**27a. Please specify the level under which your institution falls (select all that apply).**

(Not Answered)	43	28.67 %
PK - 3	26	17.33 %
1 - 5	15	10.00 %
4 - 8	26	17.33 %
6 - 12	14	9.33 %
Adult	4	2.67 %
Special Education	22	14.67 %
<b>Total Responses</b>	<b>150</b>	<b>100 %</b>

# Overall Count and Percent

## Nicholls State University - Employer Survey 2007

---

Count      Percent

---

**27b. Please select the school district in which your institution, agency or business is located.**

(Not Answered)	43	45.74 %
Ascension Parish School District	1	1.06 %
Assumption Parish School District	5	5.32 %
Lafourche Parish School District	6	6.38 %
St. Charles Parish School District	18	19.15 %
St. John Parish School District	1	1.06 %
St. Mary Parish School District	10	10.64 %
Terrebonne Parish School District	10	10.64 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

**27d. Please specify whether the employee you are rating has completed an Undergraduate or Graduate program at Nicholls.**

(Not Answered)	43	45.74 %
Undergraduate Program	38	40.43 %
Graduate Program	13	13.83 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

***In evaluating NSU program graduates, how would you rate their abilities with regard to the following items:***

**27e. Demonstrate collaborative leadership in the school and the community to promote the healthy development of all students and clients.**

(Not Answered)	43	45.74 %
Excellent	15	15.96 %
Good	28	29.79 %
Satisfactory	6	6.38 %
Needs Improvement	2	2.13 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

**27f. Possess the knowledge, skills, and dispositions of their professional discipline and engage in lifelong learning.**

(Not Answered)	43	45.74 %
Excellent	17	18.09 %
Good	28	29.79 %
Satisfactory	6	6.38 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

# Overall Count and Percent

## Nicholls State University - Employer Survey 2007

---

Count      Percent

---

**27g. Advocate in the school and larger community to promote access, equity and success for all students.**

(Not Answered)	43	45.74 %
Excellent	17	18.09 %
Good	27	28.72 %
Satisfactory	6	6.38 %
Needs Improvement	1	1.06 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

**27h. Respond effectively to the needs of diverse learners and clients.**

(Not Answered)	43	45.74 %
Excellent	11	11.70 %
Good	27	28.72 %
Satisfactory	11	11.70 %
Needs Improvement	2	2.13 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

**27i. Examine and modify their beliefs and practices in response to the emerging research and the changing context of schools and communities.**

(Not Answered)	43	45.74 %
Excellent	12	12.77 %
Good	33	35.11 %
Satisfactory	4	4.26 %
Needs Improvement	2	2.13 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

**27j. Demonstrate an understanding of how cultural differences influence student development and accommodate for individual needs.**

(Not Answered)	43	45.74 %
Excellent	11	11.70 %
Good	26	27.66 %
Satisfactory	11	11.70 %
Needs Improvement	3	3.19 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

# Overall Count and Percent

## Nicholls State University - Employer Survey 2007

---

Count      Percent

---

**28. Approximately how many full-time employees are working for your organization at this time?**

(Not Answered)	3	3.19 %
0 - 25	20	21.28 %
26 - 50	24	25.53 %
51 - 100	22	23.40 %
101 - 200	10	10.64 %
201 - 500	5	5.32 %
501 and above	10	10.64 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

**29. Approximately how many part-time employees are working for your organization at this time?**

(Not Answered)	4	4.26 %
0 - 25	77	81.91 %
26 - 50	5	5.32 %
51 - 100	6	6.38 %
201 - 500	2	2.13 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

**30. Approximately what percentage of your employees are Nicholls graduates?**

(Not Answered)	3	3.19 %
1% to 9%	32	34.04 %
10% to 19%	18	19.15 %
20% to 29%	9	9.57 %
30% or more	32	34.04 %
<b>Total Responses</b>	<b>94</b>	<b>100 %</b>

# Text Responses

## Nicholls State University - Employer Survey 2007

---

**Question:** 23. Please list the two positions in your organization which are most difficult to fill.

- \* Machinist and Welder - We don't have difficulty filling salaried or professional positions
- \* 1-Engineer 2-Construction Project Manager
- \* entry level; aviation mechanic
- \* Executive Director, Program Director
- \* financial advisors
- \* Qualified Mental Retardation Professional, receptionist
- \* Videographer/producer: graphic design
- \* Project Controls and Drafting/Lofting
- \* Professional Land Surveyor, Civil Engineer.
- \* therapists (social workers) childcare workers
- \* Bank Lenders, Branch Managers
- \* Sales Associates
- \* Software Consultant (technology and accounting background)
- \* Masters of Library Science branch managers, masters of library science youth & adult program coordinators
- \* Math Teacher, Special Education Teacher
- \* Credit Analyst, mid level clerks for back office operations
- \* Legal Secretary & Attorney
- \* Staff Accountants
- \* Nursing
- \* Computer programmer, network engineers
- \* Paramedic and EMT
- \* Environmental Consultants and Technical Writers
- \* RN and Security Officers

# Text Responses

## Nicholls State University - Employer Survey 2007

---

**Question:** 23. Please list the two positions in your organization which are most difficult to fill.

- \* RN, CNA
- \* instructor/teacher
- \* Accountants and auditors prepared to be productive & profitable.
- \* Engineering Technicians, Production Engineers
- \* Agricultural Technicians Biological Technicians
- \* Graphic Designer, Art Director
- \* staff accountants (experienced and unexperienced)
- \* project coordinator & accountant
- \* Qualified Marine Electrician.and Helpers
- \* Registered Nurses, Medical Technologists
- \* RN, PCT (nursing assistants)
- \* Counselor, Outreach Specialist
- \* Senior Staff accountants
- \* A/P Manager / Collection Mgr
- \* Pastry Chef, Kitchen Manager w/ Pastry Knowledge
- \* Accounting Software Consultant, Admin Assistant
- \* New Teachers
- \* entry Level and entry level..
- \* special education teachers and science teachers
- \* Special Education and Mathematics teachers
- \* Uniform Patrol Deputy / Radio Dispatcher
- \* Teachers (grades 3 and 4)
- \* middle school math; middle school science

# Text Responses

## Nicholls State University - Employer Survey 2007

---

**Question:** 23. Please list the two positions in your organization which are most difficult to fill.

- \* middle school teaching positions
- \* special ed - self contained/combo teacher
- \* English and Science
- \* 4th & 5th grade teachers
- \* Principals and assistant Principals
- \* librarian, speech therapy
- \* mathematics special education
- \* Special Education teachers and 1st grade teachers
- \* Math teachers; Special Education teachers
- \* Special Ed. Teachers
- \* Math Certified teacher and Special Ed
- \* SPED teachers.
- \* Math and Science Teachers
- \* Spec. Ed. Teacher, Reg Ed Teacher
- \* Special Education Teachers
- \* 3rd grade and 4th
- \* 4th grade teacher and librarian
- \* ELA and Math teachers at 6th grade
- \* teachers
- \* paraeducator and special education teacher
- \* Jr. High English, Jr. High ( any subject )
- \* classroom teacher after January and Special Ed. Teacher
- \* Monitors and Paraprofessionals

# Text Responses

## Nicholls State University - Employer Survey 2007

---

**Question:** 23. Please list the two positions in your organization which are most difficult to fill.

- \* Special Education Teacher, Teacher
- \* 4th Grade Teachers and Middle School Math
- \* Band and Math
- \* Special Education & Science/ Math
- \* Special Ed.
- \* Certified Special education teacher, sp. ed. paras
- \* Multi sensory classes and special ed.
- \* Gifted Teacher & 4th Grade Teacher
- \* special education/non cat preschool
- \* Special Education teachers, Math teachers
- \* Special Education Self Contained and Certified Special Education Resource
- \* List positions here...Math, English
- \* special education teachers and custodians
- \* Special Education Teacher; Upper Elementary Teacher (Grades 5-6)
- \* List positions here...Special Education Teachers and Custodians
- \* special education / ncp
- \* Special Education Teachers
- \* Highly Qualified Math Teachers
- \* List positions here...teaching positions (certified teachers)
- \* List positions here...highly effective middle school teachers, and middle school teachers with content knowledge
- \* Sp. Ed teacher and 4th-8th Science teacher

# "Other" Responses

## Nicholls State University - Employer Survey 2007

---

**Question:** 24. If you listed any positions in question 23 above, why do you think you are having difficulty filling these positions?

- \* pay & not enough applicants
- \* requires specialized training
- \* not enough MLIS degrees
- \* Hard to find
- \* Students not trained in practical application of knowledge
- \* our location (Morgan City)
- \* Lack a general understand of how academic study relates into the workplace
- \* Special Personality Needed
- \* too much pressure at the 4th grade; there is no certification program at Nicholls
- \* not many want to work at this particular level
- \* Math is lack of Applicants and Band is display of bad work attitudes and no ambition
- \* difficult jobs

---

**Question:** 25. If your organization had a job opening, would you consider hiring a Nicholls graduate?

- \* They would be overqualified for this job. We would hire a Nicholls Student.

---

**Question:** 27. Please indicate the nature of your organization.

- \* Aviation/Transportation
- \* Non-Profit
- \* Non-Profit Service Provider for Mentally and Physically Challenged
- \* public library
- \* Environmental Emergency Response
- \* Electrical Services
- \* Social Services
- \* full line bakery, candy, gelato

# Text Responses

## Nicholls State University - Employer Survey 2007

---

**Question:** 27k. Please provide comments as to how we can improve the quality of our program graduates to better serve you.

- \* We are very satisfied with the NSU graduates we have hired and commend the professors at Nicholls State University for a job well done. If possible, please encourage individuals to certify in the areas of special education and math.
- \* Offer more areas for teachers to become certified. Don't focus on making money for the university instead make the best decisions for the graduates. Make program accessible.
- \* My most recent hire is awesome! In the past, we needed further training and prep in using technology in the teaching and learning process.
- \* Graduates need more knowledge of "Differentiated Instruction".
- \* It would be in your students' best interest if they were more knowledgeable in the education practices and procedures for the school district they hope to obtain employment. Example, Responsive Classroom, Comprehensive Literacy, Reading strategies conducive to the reading program implemented in that district, etc. This would give them an edge at interviews over other applicants.
- \* Teachers need more assistance with classroom management techniques and a variety of teaching strategies. If they could have more time in classrooms during their undergraduate work, I believe this would help them to become accustomed to routines, student behaviors, etc.
- \* I feel NSU is doing a great job preparing their students for the educational field.
- \* I think you do an excellent job. I always choose NSU graduates if they meet the standards I set for my teachers.
- \* Institute a doctoral program in educational leadership.
- \* You may want to consider more on line courses
- \* Continue to evaluate the current high quality system now offered by NSU and make changes as necessary so that NSU will continue to be a leading institution for our current and future high school graduates.
- \* I believe that Nicholls should develop a relationship with one school in each of the surrounding districts to work as a PDS site where students can work on developing their educational practices over several years. Grand Caillou Middle School would love to represent Terrebonne Parish as a Professional Development School.
- \* More field experiences
- \* I am open to brainstorming some ideas...
- \* Many of these questions relate to the individual's personal traits and beliefs.
- \* The students that we have employed from Nicholls State have done an outstanding job upon entering the work force. Their knowledge of the subject matter has been excellent and their ability to communicate with students, parents and colleagues has been outstanding. Keep up the good work.
- \* Graduates need to understand that education is a constantly changing career. Classroom management and instruction cannot be the same as it was when you were in elementary school. Today's society also stresses the importance of educating students on the social and academic curriculum. Graduates need to understand that students learn at different rates and adjust lessons to meet the academic needs of all students everyday.

# Text Responses

## Nicholls State University - Employer Survey 2007

---

**Question:** 27k. Please provide comments as to how we can improve the quality of our program graduates to better serve you.

- \* I am very pleased with the NSU graduates I have chosen to serve as teachers at our school. The one area that may need to be addresses includes communication with parents/guardians. I do realize this improves with experience, guidance, and coaching. Also,I have experienced with NSU student teachers the need to stress the seriousness of accountability and professionalism. There is also a need to meet with school administrators and teachers before the student teaching experience takes place in order for everyone to know the expectations and understand our roles.
- \* These students need more classroom teaching experience before student teaching.
- \* It would benefit teachers to have classes that stress the Reading First five components of reading. Also, an emphasis of differentiated instruction would greatly assist these future teachers.