

# Survey Instrument

## Nicholls State University - Employer Survey 2007

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

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

(Choose one)

- Extremely Important*
- Very Important*
- Important*
- Somewhat Important*
- Unimportant*
- Unable to Judge*

**2. Some actual work experience?**

(Choose one)

- Extremely Important*
- Very Important*
- Important*
- Somewhat Important*
- Unimportant*
- Unable to Judge*

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

(Choose one)

- Extremely Important*
- Very Important*
- Important*
- Somewhat Important*
- Unimportant*
- Unable to Judge*

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

(Choose one)

- Extremely Important*
- Very Important*
- Important*
- Somewhat Important*
- Unimportant*
- Unable to Judge*

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

(Choose one)

- Extremely Important*
- Very Important*
- Important*
- Somewhat Important*
- Unimportant*
- Unable to Judge*

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

*(Choose one)*

- Extremely Important*
- Very Important*
- Important*
- Somewhat Important*
- Unimportant*
- Unable to Judge*

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

*(Choose one)*

- Extremely Important*
- Very Important*
- Important*
- Somewhat Important*
- Unimportant*
- Unable to Judge*

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

*(Choose one)*

- Extremely Important*
- Very Important*
- Important*
- Somewhat Important*
- Unimportant*
- Unable to Judge*

**9. Professional demeanor?**

*(Choose one)*

- Extremely Important*
- Very Important*
- Important*
- Somewhat Important*
- Unimportant*
- Unable to Judge*

**10. General academic preparation?**

*(Choose one)*

- Extremely Important*
- Very Important*
- Important*
- Somewhat Important*
- Unimportant*
- Unable to Judge*

**11. Familiarity with advanced technology?**

*(Choose one)*

- Extremely Important*
- Very Important*
- Important*
- Somewhat Important*
- Unimportant*
- Unable to Judge*

***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?**

*(Choose one)*

- Excellent*
- Good*
- Satisfactory*
- Needs Improvement*
- Poor*
- Unable to Judge*

**13. Some actual work experience?**

*(Choose one)*

- Excellent*
- Good*
- Satisfactory*
- Needs Improvement*
- Poor*
- Unable to Judge*

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

*(Choose one)*

- Excellent*
- Good*
- Satisfactory*
- Needs Improvement*
- Poor*
- Unable to Judge*

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

*(Choose one)*

- Excellent*
- Good*
- Satisfactory*
- Needs Improvement*
- Poor*
- Unable to Judge*

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

*(Choose one)*

- Excellent*
- Good*
- Satisfactory*
- Needs Improvement*
- Poor*
- Unable to Judge*

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

*(Choose one)*

- Excellent*
- Good*
- Satisfactory*
- Needs Improvement*
- Poor*
- Unable to Judge*

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

*(Choose one)*

- Excellent*
- Good*
- Satisfactory*
- Needs Improvement*
- Poor*
- Unable to Judge*

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

*(Choose one)*

- Excellent*
- Good*
- Satisfactory*
- Needs Improvement*
- Poor*
- Unable to Judge*

**20. Professional demeanor?**

*(Choose one)*

- Excellent*
- Good*
- Satisfactory*
- Needs Improvement*
- Poor*
- Unable to Judge*

**21. General academic preparation?**

*(Choose one)*

- Excellent*
- Good*
- Satisfactory*
- Needs Improvement*
- Poor*
- Unable to Judge*

**22. Familiarity with advanced technology?**

*(Choose one)*

- Excellent*
- Good*
- Satisfactory*
- Needs Improvement*
- Poor*
- Unable to Judge*

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

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

*(Choose one)*

- Not enough applicants*
- Qualifications of applicants*
- Applicants display bad work attitudes/no ambition*
- Low pay/benefits*
- Not Sure*
- Other*

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

*(Choose one)*

- Yes*
- No*
- If no, why?*

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

*(Choose one)*

- Yes*
- No*

**Company Name**

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**Contact Person**

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**Company Address**

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**Contact Person Telephone**

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**Contact Person Email**

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

*(Choose one)*

- Accounting*
- Advertising/Sales*
- Aerospace*
- Agriculture*
- Architectural*
- Banking/Finance*
- Chemicals*
- Computer Service*
- Construction*
- Consulting*
- Cultural Fine Arts*
- Design/Space Planning*
- Education - Elementary/Secondary*
- Education - Higher Education*
- Engineering*
- Entertaining*
- Fisheries*
- Food Services*
- Government - Armed Forces*
- Government - City*
- Government - Federal*
- Government - Parish*
- Government - State*
- Health/Medical Services*
- Insurance*
- Law Firm/Legal*
- Manufacturing/Distribution*
- Media/Broadcasting*
- Petroleum Services*
- Publishing*
- Real Estate*
- Recreation/Physical Fitness*
- Research/Development*
- Retail/Merchandising*
- Utilities*
- Other*

***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).**

*(Choose all that apply)*

*PK - 3*

*1 - 5*

*4 - 8*

*6 - 12*

*Adult*

*Special Education*

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

*(Choose one)*

- Acadia Parish School District*
- Allen Parish School District*
- Ascension Parish School District*
- Assumption Parish School District*
- Avoyelles Parish School District*
- Beauregard Parish School District*
- Bienville Parish School District*
- City of Baker Schools*
- City of Bogalusa School District*
- Bossier Parish School District*
- Caddo Parish School District*
- Calcasieu Parish School District*
- Caldwell Parish School District*
- Cameron Parish School District*
- Catahoula Parish School District*
- Claiborne Parish School District*
- Concordia Parish School District*
- DeSoto Parish School District*
- East Baton Rouge Parish School District*
- East Carroll Parish School District*
- East Feliciana Parish School Board*
- Evangeline Parish School District*
- Franklin Parish School District*
- Grant Parish School District*
- Iberia Parish School District*
- Iberville Parish School District*
- Jackson Parish School District*
- Jefferson Davis Parish School District*
- Jefferson Parish School District*
- Lafayette Parish School District*
- Lafourche Parish School District*
- Lasalle Parish School District*
- Lincoln Parish School District*
- Livingston Parish School District*
- Madison Parish School District*
- Monroe City School District*
- Morehouse Parish School District*
- Natchitoches Parish School District*
- Orleans Parish School District*
- Ouachita Parish School District*
- Plaquemines Parish School District*
- Rapides Parish School District*
- Red River Parish School District*
- Richland Parish School District*
- Sabine Parish School District*
- St. Bernard Parish School District*

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

*(Choose one)*

- St. Charles Parish School District*
- St. Helena Parish School District*
- St. James Parish School District*
- St. John Parish School District*
- St. Martin Parish School District*
- St. Mary Parish School District*
- St. Tammany Parish School District*
- Tangipahoa Parish School District*
- Tensas Parish School District*
- Terrebonne Parish School District*
- Union Parish School District*
- Vermilion Parish School District*
- Vernon Parish School District*
- Washington Parish School District*
- Webster Parish School District*
- West Baton Rouge Parish School District*
- West Feliciana Parish School District*
- Winn Parish School District*
- Zachary Community Schools District*

**27c. Please provide the name of your institution, agency, or business.**

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

*(Choose one)*

- Undergraduate Program*
- Graduate Program*

***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.**

*(Choose one)*

- Excellent*
- Good*
- Satisfactory*
- Needs Improvement*
- Poor*

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

*(Choose one)*

- Excellent*
- Good*
- Satisfactory*
- Needs Improvement*
- Poor*

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

*(Choose one)*

- Excellent*
- Good*
- Satisfactory*
- Needs Improvement*
- Poor*

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

*(Choose one)*

- Excellent*
- Good*
- Satisfactory*
- Needs Improvement*
- Poor*

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

*(Choose one)*

- Excellent*
- Good*
- Satisfactory*
- Needs Improvement*
- Poor*

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

*(Choose one)*

- Excellent*
- Good*
- Satisfactory*
- Needs Improvement*
- Poor*

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

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

*(Choose one)*

- 0 - 25*
- 26 - 50*
- 51 - 100*
- 101 - 200*
- 201 - 500*
- 501 and above*

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

*(Choose one)*

0 - 25

26 - 50

51 - 100

101 - 200

201 - 500

501 and above

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

*(Choose one)*

1% to 9%

10% to 19%

20% to 29%

30% or more