

Nicholls State University
Faculty Survey

Instructions

Indicate your responses to the questionnaire items on the SCANTRON provided. Use a No.2 pencil only and completely darken the appropriate circle. Erase cleanly any marks you wish to change.

Please darken ONE response per question on the answer sheet.

Please return completed SCANTRON sheet and SURVEY INSTRUMENT to your departmental secretary

THANK YOU

1. Tenure Status: A. Tenured B. Non-tenured
2. Gender: A. Male B. Female
3. Ethnicity/Race: A. African Amer. B. Native Amer. C. Asian or Hisp. D. White E. Other
4. Educational Status: A. Bachelor's B. Master's C. Specialist's D. A.B.D. E. Doctoral
5. Current Rank: A. Lecturer B. Instructor C. Asst. Prof. D. Assoc. Prof. E. Professor

1 (Strongly Agree) or 2 (Moderately Agree) or 3 (Neither Agree nor Disagree) or 4 (Moderately Disagree) or 5 (Strongly Disagree) or Blank (Not Applicable)

	SA	MA	N	MD	SD
6. The statement of institutional purpose is appropriate for Nicholls.	1	2	3	4	5
7. The formulation of the institution's statement of purpose as part of strategic planning represented adequate faculty participation.	1	2	3	4	5
8. The statement of the institution's purpose is compatible with the regional needs of the Nicholls service area.	1	2	3	4	5
9. Nicholls meets its stated purpose.	1	2	3	4	5
10. The principal focus of Nicholls is the education of its students.	1	2	3	4	5
11. I am aware of the goals and objectives of my department or unit.	1	2	3	4	5
12. Nicholls is achieving its various goals and objectives.	1	2	3	4	5
13. Planning and evaluation at all levels of the University are broadly participatory.	1	2	3	4	5
14. The results of the assessment process are used to improve educational effectiveness.	1	2	3	4	5
15. Adequate assessment or evaluation is completed to determine if department of unit goals and objectives have been achieved.	1	2	3	4	5
16. The Office of Assessment and Institutional Research provides data and support adequate for planning and evaluating.	1	2	3	4	5
17. Admissions policies at Nicholls are published, clearly stated, and available to all constituents.	1	2	3	4	5
18. Nicholls' admissions policy is effective in meeting the mission of the University.	1	2	3	4	5
19. The University's efforts to recruit and retain minority students are adequate.	1	2	3	4	5
20. The University's efforts to recruit and retain students with disabilities are adequate.	1	2	3	4	5
21. The efforts of Nicholls to recruit students are satisfactory.	1	2	3	4	5
22. Registration procedures are satisfactory as they concern the faculty.	1	2	3	4	5
23. Core course requirements at Nicholls are adequate to insure that all students receive a broad-based education.	1	2	3	4	5
24. The Nicholls process for planning and evaluating core course requirements is effective.	1	2	3	4	5
25. The Nicholls catalog or bulletin describes programs and courses clearly and accurately.	1	2	3	4	5
26. The degree program(s) in my department offer(s) a sufficient number of 300- and 400-level courses to give students specialization in the major.	1	2	3	4	5

1 (Strongly Agree) or 2 (Moderately Agree) or 3 (Neither Agree nor Disagree) or 4 (Moderately Disagree) or 5 (Strongly Disagree) or Blank (Not Applicable)

	SA	MA	N	MD	SD
27. To facilitate effective instruction in my department, the department head and others involved in planning generally consider class size, teaching load, and faculty expertise.	1	2	3	4	5
28. Generally, faculty provide students with course syllabi that give them a clear understanding of course goals, requirements, content and grading method.	1	2	3	4	5
29. Nicholls provides a setting that is conducive to scholarly and creative achievement.	1	2	3	4	5
30. Faculty control the curriculum.	1	2	3	4	5
31. Continuing Education-Credit Programs offers an adequate variety of programs and courses.	1	2	3	4	5
32. Nicholls offers an appropriate developmental program to assist students with academic deficiencies.	1	2	3	4	5
33. Equal opportunity and affirmative action principles are applied in recruiting, salary, and promotion decisions at Nicholls.	1	2	3	4	5
34. Nicholls is supportive of minority faculty, staff, and students.	1	2	3	4	5
35. Efforts to recruit and retain minority faculty, staff, and students are sufficient.	1	2	3	4	5
36. Efforts to recruit and retain women faculty are sufficient.	1	2	3	4	5
37. Criteria for granting tenure and promotion are clearly stated.	1	2	3	4	5
38. Decisions related to tenure and promotion in my department are consistent with established policy.	1	2	3	4	5
39. I am satisfied with the way summer teaching opportunities are allocated in my department.	1	2	3	4	5
40. Salaries are adequate to maintain a qualified faculty in my department.	1	2	3	4	5
41. Retirement, insurance, and similar benefits are adequate to maintain a qualified faculty.	1	2	3	4	5
42. Compensation for adjunct teaching is adequate.	1	2	3	4	5
43. I am satisfied with the level of academic freedom at Nicholls.	1	2	3	4	5
44. I feel free to discuss in my class controversial issues that are related to the subject matter.	1	2	3	4	5
45. The Faculty Handbook adequately describes the policies and procedures of the University.	1	2	3	4	5
46. Within reasonable limits, I have personal control over my syllabi and course requirements.	1	2	3	4	5
47. Faculty grievance procedures are adequate.	1	2	3	4	5

1 (Strongly Agree) or 2 (Moderately Agree) or 3 (Neither Agree nor Disagree) or 4 (Moderately Disagree) or 5 (Strongly Disagree) or Blank (Not Applicable)

	SA	MA	N	MD	SD
48. The differential importance of teaching, research, and service is clearly defined for faculty in my department.	1	2	3	4	5
49. Nicholls provides adequate opportunities for career involvement in professional organizations and meetings.	1	2	3	4	5
50. Nicholls provides adequate support (funding, physical plant, personnel, etc.) for research.	1	2	3	4	5
51. Library facilities and services at Nicholls are adequate for my research needs.	1	2	3	4	5
52. Present policies and procedures provide for adequate faculty input into University governance.	1	2	3	4	5
53. The Faculty Senate adequately reflects the interests of the faculty at large.	1	2	3	4	5
54. The roles and responsibilities of University-wide committees are well defined and understood.	1	2	3	4	5
55. The number of full-time faculty in my department is adequate to meet current program needs.	1	2	3	4	5
56. I am satisfied with my level of involvement in the process that determines my teaching load.	1	2	3	4	5
57. Considering my teaching load, I have adequate time for University service and research.	1	2	3	4	5
58. The evaluation by students of my teaching effectiveness is fair.	1	2	3	4	5
59. Student evaluations are useful in making decisions regarding my teaching methods.	1	2	3	4	5
60. Faculty evaluation procedures are comprehensive and equitable.	1	2	3	4	5
61. The evaluation by my superior of my teaching effectiveness is fair.	1	2	3	4	5
62. My immediate supervisor offers adequate feedback regarding my performance.	1	2	3	4	5
63. The method used to assign weights to teaching, service and research in my department is fair.	1	2	3	4	5
64. Secretarial support in my department is adequate to meet office needs.	1	2	3	4	5
65. The programs and services of the Library are consistent with the mission of the Library.	1	2	3	4	5
66. The Library staff generally has technical expertise to assist patrons.	1	2	3	4	5
67. The Library maintains adequate hours for its users.	1	2	3	4	5
68. Library policies concerning acquisitions and services are based on user needs.	1	2	3	4	5
69. The Library's physical facilities are adequate to house, service, and make the collections easily available.	1	2	3	4	5

1 (Strongly Agree) or 2 (Moderately Agree) or 3 (Neither Agree nor Disagree) or 4 (Moderately Disagree) or 5 (Strongly Disagree) or Blank (Not Applicable)

	SA	MA	N	MD	SD
70. Professional assistance is available to Library users at convenient locations.	1	2	3	4	5
71. Library collections and databases are sufficient to support the educational and research programs of the University.	1	2	3	4	5
72. I have adequate office space to do my job effectively.	1	2	3	4	5
73. Classrooms and laboratories in which I teach are adequate.	1	2	3	4	5
74. I am generally aware of the instructional support services (educational equipment and specialized facilities) offered by the University.	1	2	3	4	5
75. The instructional support services (educational equipment and specialized facilities) available are adequate to meet my needs.	1	2	3	4	5
76. I have adequate equipment and supplies to do my job effectively.	1	2	3	4	5
77. Computer hardware in my office or unit is adequate for my job.	1	2	3	4	5
78. Computer software in my office or unit is adequate to handle the task assigned to me.	1	2	3	4	5
79. Administrative computing services are adequate to accommodate the current needs of my department or unit.	1	2	3	4	5
80. Policies exist for allocating computer resources and services.	1	2	3	4	5
81. Computer support services on campus are adequate.	1	2	3	4	5
82. Computer repair services on campus are adequate.	1	2	3	4	5
83. Opportunities for computer training are adequate.	1	2	3	4	5
84. I am aware of the various services offered on campus (e.g., counseling, advising, career development, financial aid, etc.) and can advise students of their availability.	1	2	3	4	5
85. Student development services are adequate in regard to off-campus programs.	1	2	3	4	5
86. The orientation program for students is adequate.	1	2	3	4	5
87. Advising in my department or unit adequately serves student needs.	1	2	3	4	5
88. Personal counseling services provided for students are adequate.	1	2	3	4	5
89. The services offered to students by Career Services are adequate.	1	2	3	4	5
90. The SGA Senate is an effective voice for the students.	1	2	3	4	5
91. I attend activities or events sponsored by a student organization.	1	2	3	4	5
92. Campus student media at Nicholls adequately inform, entertain or stimulate their audiences.	1	2	3	4	5
93. Student behavior and disciplinary policies are fair.	1	2	3	4	5
94. I am aware of student grievance procedures.	1	2	3	4	5

1 (Strongly Agree) or 2 (Moderately Agree) or 3 (Neither Agree nor Disagree) or 4 (Moderately Disagree) or 5 (Strongly Disagree) or Blank (Not Applicable)

	SA	MA	N	MD	SD
95. The security and confidentiality of student records are maintained.	1	2	3	4	5
96. I am aware of the health services available to me on campus.	1	2	3	4	5
97. The intercollegiate athletic program promotes student development.	1	2	3	4	5
98. I am generally aware of the lines of authority within the University (its organizational structure).	1	2	3	4	5
99. Adequate communication between the administration and faculty provides for effective conduct of institutional policy.	1	2	3	4	5
100. The organizational structure is well defined and is reflected in the organizational chart.	1	2	3	4	5
101. Administrative processes are well defined and available to the University community.	1	2	3	4	5
102. The administrative organization enables each functional unit to perform its responsibilities as defined by the University.	1	2	3	4	5
103. Issues important to Nicholls are well represented to the University of Louisiana System and the Louisiana Board of Regents.	1	2	3	4	5
104. Issues important to Nicholls are well represented to state legislative units and government agencies.	1	2	3	4	5
105. University fund-raising is directly related to the goals and purposes of the University.	1	2	3	4	5
106. The interests and suggestions of various segments of the University are well represented in the fund-raising efforts of Nicholls.	1	2	3	4	5
107. University publications are effective in communicating with faculty and staff.	1	2	3	4	5
108. Community support for the University is good.	1	2	3	4	5
109. Nicholls has sufficient financial resources to support its programs.	1	2	3	4	5
110. Budget preparation reflects sound planning.	1	2	3	4	5
111. I understand the budgetary process as it affects me and my office or unit.	1	2	3	4	5
112. When conditions require budget revisions, the institution communicates the nature of the changes to those affected.	1	2	3	4	5
113. My department or unit receives a fair share of University resources.	1	2	3	4	5
114. The institution allocates resources effectively in order to accomplish institutional goals.	1	2	3	4	5
115. The Purchasing Office is effective.	1	2	3	4	5
116. I am satisfied with the overall quality of service provided by the Purchasing Office.	1	2	3	4	5
117. The Controller's Office is effective.	1	2	3	4	5

1 (Strongly Agree) or 2 (Moderately Agree) or 3 (Neither Agree nor Disagree) or 4 (Moderately Disagree) or 5 (Strongly Disagree) or Blank (Not Applicable)

	SA	MA	N	MD	SD
118.I am satisfied with the overall quality of service provided by the Controller's Office.	1	2	3	4	5
119.The Human Resources Office is effective.	1	2	3	4	5
120.I am satisfied with the overall quality of service provided by the Human Resources Office.	1	2	3	4	5
121.Heating and cooling in my office are adequate.	1	2	3	4	5
122.The lighting in my office is adequate.	1	2	3	4	5
123.Campus buildings are kept clean and are well maintained.	1	2	3	4	5
124.Nicholls makes a good effort to beautify campus buildings and grounds.	1	2	3	4	5
125.General maintenance requests are acted upon within a reasonable period of time.	1	2	3	4	5
126.Campus grounds are well maintained.	1	2	3	4	5
127.Restrooms are well maintained.	1	2	3	4	5
128.Buildings, grounds and parking are adequate for persons with disabilities.	1	2	3	4	5
129.Nicholls provides a safe and secure environment.	1	2	3	4	5
130.Adequate safety procedures are in place in my workplace.	1	2	3	4	5
131.The campus has adequate outdoor lighting.	1	2	3	4	5
132.Night security for my building or department is adequate.	1	2	3	4	5
133.The control of keys in my building or area is effective.	1	2	3	4	5
134.Services provided by the University Police, including enforcement of parking regulations, are adequate.	1	2	3	4	5
135.Staff members are adequately prepared to carry out assignments.	1	2	3	4	5
136.Telephone and telecommunication services are adequate to meet my needs.	1	2	3	4	5
137.Food services on campus are adequate.	1	2	3	4	5
138.Convenient parking space is available on campus.	1	2	3	4	5
139.The Office of Research and Sponsored Programs adequately identifies sources of outside funding.	1	2	3	4	5
140.The Office of Research and Sponsored Programs adequately assists faculty interested in grants and programs.	1	2	3	4	5
141.The Nicholls Research Council awards faculty grants with fairness.	1	2	3	4	5

	SA	MA	N	MD	SD
Complete the remaining section ONLY if you usually teach graduate courses in a department that offers a graduate degree program.					
142. Graduate admissions policies for my program are consistently applied.	1	2	3	4	5
143. Graduate admissions criteria for my program are generally predictive of student success.	1	2	3	4	5
144. Current admissions procedures for my program are adequate.	1	2	3	4	5
145. Sufficient graduate assistantships are available to students making application to my program.	1	2	3	4	5
146. Curricula for graduate students in my department are reviewed regularly and evaluated according to clear guidelines.	1	2	3	4	5
147. Courses and curricula offered in the graduate program in my department compare favorably with those offered elsewhere.	1	2	3	4	5
148. Graduate students are required to perform at an enhanced level in courses taken by both graduate and undergraduate students.	1	2	3	4	5
149. The graduate curriculum in my department prepares students to analyze, explore, question, reconsider and synthesize knowledge and skills.	1	2	3	4	5
150. The graduate curriculum in my department adequately prepares students for a profession or field of scholarship.	1	2	3	4	5
151. The graduate curriculum in my department integrates research and instruction.	1	2	3	4	5
152. Criteria for graduate faculty membership are reasonable.	1	2	3	4	5
153. The University Graduate Council contributes positively to the graduate program.	1	2	3	4	5
154. Graduate course syllabi in my department explain goals, content, course requirements, and method of evaluation.	1	2	3	4	5
155. The instructional process in my department is reviewed on a regular basis and revised when necessary.	1	2	3	4	5
156. Nicholls provides an environment which supports and encourages scholarly activity among faculty and graduate students.	1	2	3	4	5
157. The Library's existing collection and resources adequately serve the special needs of the graduate program.	1	2	3	4	5