

SA MA N MD SD

II. INSTITUTIONAL PURPOSE:

8. I am aware of NSU's statement of institutional purpose.	1	2	3	4	5
9. I think the statement of institutional purpose is appropriate for Nicholls.	1	2	3	4	5
10. Nicholls meets and continues to achieve its stated purpose.	1	2	3	4	5

III. INSTITUTIONAL EFFECTIVENESS:

A. PERSONNEL ISSUES:

11. Orientation of new employees provides adequate information regarding policies affecting salary, conduct, grievance procedures, leave & benefits.	1	2	3	4	5
12. Equal opportunity and affirmative action principles are applied in recruiting, salary, and promotion decisions at Nicholls.	1	2	3	4	5
13. Nicholls is supportive of minority faculty, staff, and students.	1	2	3	4	5
14. Efforts to recruit and retain minority faculty, staff, and students are sufficient.	1	2	3	4	5
15. Efforts to recruit and retain women faculty are sufficient.	1	2	3	4	5
16. There is an orderly process for establishing and classifying positions.	1	2	3	4	5
17. I find my salary paid by the university sufficient to meet my needs.	1	2	3	4	5
18. Nicholls salaries are adequate to maintain a qualified staff.	1	2	3	4	5
19. Nicholls benefits, in regard to retirement and insurance, are adequate to attract and maintain a qualified staff.	1	2	3	4	5
20. My job description is current and accurately defines my job responsibilities.	1	2	3	4	5
21. I clearly understand merit and step pay policies.	1	2	3	4	5
22. I clearly understand promotion policies.	1	2	3	4	5
23. The current procedure for personnel evaluation at NSU is fair.	1	2	3	4	5
24. Grievance procedures are adequate.	1	2	3	4	5
25. Adequate staff development is provided through in-service training and other means.	1	2	3	4	5
26. Adequate opportunities for career involvement in professional organizations and meetings are provided.	1	2	3	4	5
27. Adequate release time to take courses for career development is provided.	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)

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28. Nicholls provides adequate opportunity to interact with colleagues in other departments on campus.	1	2	3	4	5
B. <u>WORKING CONDITIONS:</u>					
29. Secretarial and clerical support is adequate to meet my current needs.	1	2	3	4	5
30. The number of full- and part-time staff in my office is adequate to meet current needs.	1	2	3	4	5
31. Staff turnover here appears to be low.	1	2	3	4	5
32. Pay differences among my co-workers make sense in terms of job responsibilities.	1	2	3	4	5
33. In general, staff morale is high in my office or unit.	1	2	3	4	5
34. Staff in my office or unit is committed to providing efficient service.	1	2	3	4	5
35. Staff in my office or unit is oriented to serving Nicholls students.	1	2	3	4	5
36. My immediate supervisor lets me know when I have done a good job.	1	2	3	4	5
37. My immediate supervisor takes prompt and fair action with staff who are not doing a good job or who fail to follow established policies or procedures.	1	2	3	4	5
38. Faculty, staff, and administrators should be evaluated regularly by their employees.	1	2	3	4	5
39. Before changes that concern me and my job are put into effect, they are discussed with me, when appropriate.	1	2	3	4	5
40. I have adequate opportunities for advancement.	1	2	3	4	5
41. In general, I am satisfied with my current job.	1	2	3	4	5
42. I am aware of the goals and objectives of my office or unit.	1	2	3	4	5
43. My department or unit has a plan for providing services and activities.	1	2	3	4	5
44. Adequate assessment or evaluation is completed to determine if department or unit goals and objectives have been achieved.	1	2	3	4	5
45. My department or unit uses evaluation results to plan for improvement of programs and services.	1	2	3	4	5
46. Staff members participate in planning for my department or unit.	1	2	3	4	5
47. My department or unit is provided sufficient information and resources to effectively plan.	1	2	3	4	5
48. I support the goals and objectives of my office or unit.	1	2	3	4	5
49. A good faith effort is being made by most personnel to accomplish the goals and objectives of my office or unit.	1	2	3	4	5

	SA	MA	N	MD	SD
IV. EDUCATIONAL PROGRAMS/EDUCATIONAL SUPPORT SERVICES:					
A. <u>PERCEPTION OF UNIVERSITY:</u>					
50. Nicholls academic programs have quality.	1	2	3	4	5
51. The academic standards at Nicholls are appropriate for a regional University.	1	2	3	4	5
52. Most faculty members seem to be sensitive to the interests, needs, and concerns of students.	1	2	3	4	5
53. The administration supports the academic freedom of the faculty.	1	2	3	4	5
54. Nicholls students have ready access to academic advising.	1	2	3	4	5
55. Academic advising of students is adequate.	1	2	3	4	5
56. Prospective students have ready access to academic advising at Nicholls.	1	2	3	4	5
57. Opportunities for students to interact with faculty and staff on an informal, out-of-class basis are adequate.	1	2	3	4	5
58. Nicholls prepares its graduates to understand life in an advanced technological society.	1	2	3	4	5
59. There are ample opportunities for student involvement in campus life through campus events and student organizations.	1	2	3	4	5
60. There is a strong sense of community, a feeling of shared interests and purposes, on this campus.	1	2	3	4	5
61. Registration procedures are satisfactory for students.	1	2	3	4	5
62. Attention is given to maintaining fairly close relationships with business, industry, and organizations in the local area.	1	2	3	4	5
63. Community support for Nicholls is good.	1	2	3	4	5
64. The intercollegiate athletics program adheres to a stated philosophy and purpose which is in harmony with the institutional purpose.	1	2	3	4	5
65. Communications about Continuing Education programs are adequate.	1	2	3	4	5
66. I have participated in Continuing Education programs.	1	2	3	4	5
67. Continuing Education offers an adequate variety of programs and courses.	1	2	3	4	5
B. <u>COMPUTER RESOURCES AND SERVICES:</u>					
68. I have adequate equipment and materials (non-computing) to perform my job.	1	2	3	4	5

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69. The computer hardware (computer, printer, etc.) in my office or unit is adequate for my job.	1	2	3	4	5
70. The computer software is adequate to handle the tasks assigned to me.	1	2	3	4	5
71. Administrative computing services are adequate to accommodate the current needs of my department or unit.	1	2	3	4	5
72. There are policies for allocating computer resources and services.	1	2	3	4	5
73. Computer support services on campus are adequate.	1	2	3	4	5
74. Computer repair services on campus are adequate.	1	2	3	4	5
75. Opportunities for computer training are adequate.	1	2	3	4	5

V. ADMINISTRATIVE PROCESSES:

A. ORGANIZATION AND ADMINISTRATION:

76. I am generally aware of the lines of authority within the university (its organizational structure).	1	2	3	4	5
77. The principal focus of Nicholls is the education of its students.	1	2	3	4	5
78. Adequate communication between the administration and staff is provided for effective conduct of institutional policy.	1	2	3	4	5
79. Adequate formal channels of communication between the staff and the administration are provided.	1	2	3	4	5
80. The organizational structure is well defined and is reflected in the organizational chart.	1	2	3	4	5
81. The administrative processes are well defined and available to the University community.	1	2	3	4	5
82. The administrative organization enables each functional unit to perform its responsibilities as defined by the stated purpose of Nicholls.	1	2	3	4	5
83. The publications produced and distributed by the institution accurately reflect the institutional purpose.	1	2	3	4	5
84. Issues important to Nicholls are well represented to the University of Louisiana System and the Louisiana Board of Regents.	1	2	3	4	5
85. Issues important to Nicholls are well represented to state legislative bodies and government agencies.	1	2	3	4	5

B. FINANCIAL RESOURCES:

86. Nicholls has sufficient financial resources to support its programs.	1	2	3	4	5
87. Budget preparation reflects sound planning.	1	2	3	4	5

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88. I understand the budgetary process as it affects me and my office/unit.	1	2	3	4	5
89. Nicholls has an appropriately detailed annual budget.	1	2	3	4	5
90. When conditions require budget revisions, the institution communicates the nature of changes to those affected.	1	2	3	4	5
91. My office or unit receives a fair share of resources.	1	2	3	4	5
92. The institution allocates resources effectively in order to accomplish institutional goals.	1	2	3	4	5
93. Human, physical, financial, and equipment resources on the basis of predetermined needs are provided.	1	2	3	4	5
94. The Purchasing Office is effective.	1	2	3	4	5
95. I am satisfied with the overall quality of service provided by the Purchasing Office.	1	2	3	4	5
96. The Controller's Office is effective.	1	2	3	4	5
97. I am satisfied with the overall quality of service provided by the Controller's Office.	1	2	3	4	5
98. The Human Resources' Office is effective.	1	2	3	4	5
99. I am satisfied with the overall quality of service provided by the Human Resources' Office.	1	2	3	4	5

C. PHYSICAL RESOURCES AND ADMINISTRATIVE SERVICES:

Buildings and Grounds

100. The heating and cooling in my office is adequate.	1	2	3	4	5
101. The lighting in my office or work area is adequate.	1	2	3	4	5
102. My work space or area is adequate.	1	2	3	4	5
103. Campus buildings are kept clean and are well maintained.	1	2	3	4	5
104. Nicholls makes an adequate effort to beautify campus buildings and grounds.	1	2	3	4	5
105. General maintenance requests are acted upon within a reasonable time period.	1	2	3	4	5
106. Campus grounds are well maintained.	1	2	3	4	5
107. Rest rooms are well maintained.	1	2	3	4	5
108. Buildings, grounds and parking are adequate for persons with disabilities.	1	2	3	4	5

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<u>Safety and Security</u>					
109. Nicholls provides a safe and secure environment.	1	2	3	4	5
110. Adequate safety procedures are in place in my workplace.	1	2	3	4	5
111. The campus has adequate outdoor lighting.	1	2	3	4	5
112. Night security for my building or department is adequate.	1	2	3	4	5
113. Key control in my building or area is well maintained.	1	2	3	4	5
114. Services provided by the campus police, including enforcement of parking regulations, are adequate.	1	2	3	4	5

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<u>Other Facilities and Services</u>					
115. Staff members are adequately prepared to carry out assignments.	1	2	3	4	5
116. Postal services are adequate to meet my needs.	1	2	3	4	5
117. Telephone and telecommunication services are adequate to meet my needs.	1	2	3	4	5
118. Food services on campus are adequate to accommodate my needs.	1	2	3	4	5
119. Convenient parking space is available on campus.	1	2	3	4	5