

2008 Unclassified Professional Staff Opinion Survey

1	Gender		
	Male	17	29% * one respondent did not
	Female	42	71% answer this question
	Total	59	100%

2	Length of service at Nicholls		
	5 years or less	28	47%
	6 to 10 years	16	27%
	11 to 15 years	7	12%
	16 to 20 years	4	7%
	21 to 25 years	1	2%
	26 or more years	4	7%
	Total	60	100%

3	I am satisfied with my current salary		
	Strongly Agree	4	7%
	Agree	27	45%
	Disagree	19	32%
	Strongly Disagree	6	10%
	Neither Agree nor Disagree	4	7%
	Total	60	100%

4	I am satisfied with Nicholls-sponsored benefits that the university offers its employees. (Ex. Fee exemption for staff/dependents, educational leave, etc)		
	Strongly Agree	12	20%
	Agree	36	60%
	Disagree	6	10%
	Strongly Disagree	5	8%
	Neither Agree nor Disagree	1	2%
	Total	60	100%

5	I am satisfied with the number of professional development/growth opportunities available to me at Nicholls.		
	Strongly Agree	6	10%
	Agree	30	50%
	Disagree	15	25%
	Strongly Disagree	4	7%
	Neither Agree nor Disagree	5	8%
	Total	60	100%

6	I am satisfied with the number of opportunities for advancement within the university.		
	Strongly Agree	3	5%
	Agree	26	43%
	Disagree	21	35%
	Strongly Disagree	2	3%
	Neither Agree nor Disagree	8	13%
	Total	60	100%

7 I have access to the tools and resources (non-personnel) needed to do my job.

Strongly Agree	11	18%
Agree	36	60%
Disagree	9	15%
Strongly Disagree	3	5%
Neither Agree nor Disagree	1	2%
Total	60	100%

8 I have adequate staffing needed to do my job effectively.

Strongly Agree	9	15%
Agree	27	45%
Disagree	18	30%
Strongly Disagree	5	8%
Neither Agree nor Disagree	1	2%
Total	60	100%

9 I am satisfied with the amount of training I receive to get my job done.

Strongly Agree	7	12%
Agree	33	55%
Disagree	11	18%
Strongly Disagree	6	10%
Neither Agree nor Disagree	3	5%
Total	60	100%

10 I am satisfied with the performance evaluation process that my supervisor conducts with me.

Strongly Agree	11	18%
Agree	25	42%
Disagree	7	12%
Strongly Disagree	8	13%
Neither Agree nor Disagree	9	15%
Total	60	100%

11 My job makes good use of my knowledge, skills, and abilities.

Strongly Agree	21	35%
Agree	30	50%
Disagree	7	12%
Strongly Disagree	0	0%
Neither Agree nor Disagree	2	3%
Total	60	100%

12 My job responsibilities are clear.

Strongly Agree	14	23%
Agree	32	53%
Disagree	7	12%
Strongly Disagree	5	8%
Neither Agree nor Disagree	2	3%
Total	60	100%

13	I am under too much stress in my job.		
	Strongly Agree	3	5%
	Agree	11	18%
	Disagree	28	47%
	Strongly Disagree	11	18%
	Neither Agree nor Disagree	7	12%
	Total	60	100%

14	My working conditions are safe.		
	Strongly Agree	29	48%
	Agree	25	42%
	Disagree	1	2%
	Strongly Disagree	3	5%
	Neither Agree nor Disagree	2	3%
	Total	60	100%

15	There is open communication between the administration and unclassified professional staff on issues that are important to me.		
	Strongly Agree	12	20%
	Agree	29	48%
	Disagree	7	12%
	Strongly Disagree	4	7%
	Neither Agree nor Disagree	8	13%
	Total	60	100%

16	I feel that my opinions are respected and valued as a member of the unclassified staff.		
	Strongly Agree	12	21%
	Agree	25	43%
	Disagree	8	14%
	Strongly Disagree	4	7%
	Neither Agree nor Disagree	9	16%
	Total	58	100%

17	The person I report to treats me with respect.		
	Strongly Agree	34	57%
	Agree	17	28%
	Disagree	3	5%
	Strongly Disagree	4	7%
	Neither Agree nor Disagree	2	3%
	Total	60	100%

18	The person I report to treats employees fairly.		
	Strongly Agree	29	48%
	Agree	16	27%
	Disagree	9	15%
	Strongly Disagree	2	3%
	Neither Agree nor Disagree	4	7%
	Total	60	100%

19	I enjoy working with my coworkers.		
	Strongly Agree	22	37%
	Agree	34	57%
	Disagree	1	2%
	Strongly Disagree	1	2%
	Neither Agree nor Disagree	2	3%
	Total	60	100%

20	I am a member of a work unit that works well together.		
	Strongly Agree	28	47%
	Agree	21	35%
	Disagree	5	8%
	Strongly Disagree	3	5%
	Neither Agree nor Disagree	3	5%
	Total	60	100%

21	There is a climate of trust and respect within my work unit.		
	Strongly Agree	24	40%
	Agree	24	40%
	Disagree	10	17%
	Strongly Disagree	0	0%
	Neither Agree nor Disagree	2	3%
	Total	60	100%

22	Communication between work units is effective within the university.		
	Strongly Agree	24	40%
	Agree	24	40%
	Disagree	10	17%
	Strongly Disagree	0	0%
	Neither Agree nor Disagree	2	3%
	Total	60	100%

23	I am satisfied with the recognition I receive for doing a good job.		
	Strongly Agree	4	7%
	Agree	25	42%
	Disagree	16	27%
	Strongly Disagree	6	10%
	Neither Agree nor Disagree	9	15%
	Total	60	100%

24	When I make suggestions on how to improve work methods or procedures, they are seriously considered.		
	Strongly Agree	14	23%
	Agree	29	48%
	Disagree	6	10%
	Strongly Disagree	2	3%
	Neither Agree nor Disagree	9	15%
	Total	60	100%

25 I am satisfied with the information I receive about what is going on at Nicholls.

Strongly Agree	14	23%
Agree	31	52%
Disagree	6	10%
Strongly Disagree	3	5%
Neither Agree nor Disagree	6	10%
Total	60	100%

26 Nicholls hires qualified people.

Strongly Agree	5	8%
Agree	32	53%
Disagree	7	12%
Strongly Disagree	3	5%
Neither Agree nor Disagree	13	22%
Total	60	100%

27 Nicholls conducts business in an ethical manner.

Strongly Agree	13	22%
Agree	30	50%
Disagree	3	5%
Strongly Disagree	4	7%
Neither Agree nor Disagree	10	17%
Total	60	100%

28 Nicholls promotes the most qualified employees.

Strongly Agree	4	7%
Agree	18	30%
Disagree	13	22%
Strongly Disagree	4	7%
Neither Agree nor Disagree	21	35%
Total	60	100%

29 I am aware of the Nicholls grievance policy for administrative staff.

Strongly Agree	8	13%
Agree	38	63%
Disagree	7	12%
Strongly Disagree	2	3%
Neither Agree nor Disagree	5	8%
Total	60	100%

30 I am aware of the university's mission, vision, and goals.

Strongly Agree	21	35%
Agree	37	62%
Disagree	0	0%
Strongly Disagree	1	2%
Neither Agree nor Disagree	1	2%
Total	60	100%

31 I am aware of the connection between my work priorities and the goals of Nicholls.

Strongly Agree	19	32%
Agree	34	58%
Disagree	2	3%
Strongly Disagree	1	2%
Neither Agree nor Disagree	3	5%
Total	59	100%

**32 Please rank the following attributes by level of importance to you.
(1 being most important, 8 being least important)**

	Average rank
Emotionally Healthy Working Environment	3.3
Employee Benefits	3
Employee Recognition	5.1
Employee Training	4.3
Opportunity for advancement	4.3
Professional Growth and Development	3.6
Safe Working Environment	4.3
Salary Compensation	2.2

33 I believe the Unclassified Staff Advisory Council is a strong advocate for the rights of unclassified personnel.

Strongly Agree	11	19%
Agree	22	37%
Disagree	10	17%
Strongly Disagree	1	2%
Neither Agree nor Disagree	15	25%
Total	59	100%

34 The overall rights of unclassified personnel have improved in the past year.

Strongly Agree	2	3%
Agree	23	38%
Disagree	8	13%
Strongly Disagree	2	3%
Neither Agree nor Disagree	25	42%
Total	60	100%