

## Spring 2014 Faculty - Staff Survey - Staff

### 1. What is your sex?

Response (n = 176)	Frequency	Percent	Cumulation
Male	50	28.4%	28.4%
Female	125	71.0%	99.4%
No Response	1	0.6%	100.0%

### 2. What is your race or ethnicity?

Response (n = 176)	Frequency	Percent	Cumulation
American Indian/Alaska Native	3	1.7%	1.7%
Asian	0	0.0%	1.7%
Black / Non-Hispanic	13	7.4%	9.1%
Hawaiian or Other Pacific Islander	0	0.0%	9.1%
Hispanic	4	2.3%	11.4%
White / Non-Hispanic	153	86.9%	98.3%
Other	2	1.1%	99.4%
No Response	1	0.6%	100.0%

### 3. How long have you been employed at Nicholls State University?

Response (n = 176)	Frequency	Percent	Cumulation
5 years or less	52	29.5%	29.5%
6-10 years	36	20.5%	50.0%
11-15 years	23	13.1%	63.1%
16-20 years	22	12.5%	75.6%
21 or more years	43	24.4%	100.0%
No Response	0	0.0%	100.0%

### 5. What is your employee classification?

Response (n = 176)	Frequency	Percent	Cumulation
Faculty	0	0.0%	0.0%
Staff	176	100.0%	100.0%
No Response	0	0.0%	100.0%

### 58. What is your employee classification?

Response (n = 176)	Frequency	Percent	Cumulation
Unclassified (Non-Civil Service)	91	51.7%	51.7%
Classified (Civil Service)	84	47.7%	99.4%
No Response	1	0.6%	100.0%

### 59. What is the highest level of education you have received?

Response (n = 176)	Frequency	Percent	Cumulation
High school diploma / GED or less	21	11.9%	11.9%
Some college or vocational training	36	20.5%	32.4%
Associate's degree	15	8.5%	40.9%
Bachelor's degree	42	23.9%	64.8%
Some graduate study or a graduate degree	62	35.2%	100.0%
No Response	0	0.0%	100.0%

### 60. My job description is current.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	80	45.5%	45.5%
Moderately Agree	81	46.0%	91.5%
Neither agree nor disagree	7	4.0%	95.5%
Moderately Disagree	7	4.0%	99.4%
Strongly Disagree	1	0.6%	100.0%
No Response	0	0.0%	100.0%

### 61. I am aware of policies regarding pay and salary increases.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	63	35.8%	35.8%
Moderately Agree	66	37.5%	73.3%
Neither agree nor disagree	29	16.5%	89.8%
Moderately Disagree	11	6.3%	96.0%
Strongly Disagree	6	3.4%	99.4%
No Response	1	0.6%	100.0%

62. The current procedure for personnel evaluation at Nicholls is fair and consistent.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	41	23.3%	23.3%
Moderately Agree	71	40.3%	63.6%
Neither agree nor disagree	40	22.7%	86.4%
Moderately Disagree	16	9.1%	95.5%
Strongly Disagree	7	4.0%	99.4%
No Response	1	0.6%	100.0%

63. Grievance procedures are adequate.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	47	26.7%	26.7%
Moderately Agree	51	29.0%	55.7%
Neither agree nor disagree	66	37.5%	93.2%
Moderately Disagree	8	4.5%	97.7%
Strongly Disagree	4	2.3%	100.0%
No Response	0	0.0%	100.0%

64. The number of staff in my office is adequate to meet current needs.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	38	21.6%	21.6%
Moderately Agree	44	25.0%	46.6%
Neither agree nor disagree	13	7.4%	54.0%
Moderately Disagree	55	31.3%	85.2%
Strongly Disagree	25	14.2%	99.4%
No Response	1	0.6%	100.0%

65. My office or unit provides efficient service.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	102	58.0%	58.0%
Moderately Agree	59	33.5%	91.5%
Neither agree nor disagree	9	5.1%	96.6%
Moderately Disagree	4	2.3%	98.9%
Strongly Disagree	1	0.6%	99.4%
No Response	1	0.6%	100.0%

66. Staff in my office or unit are oriented to serving Nicholls students.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	115	65.3%	65.3%
Moderately Agree	43	24.4%	89.8%
Neither agree nor disagree	14	8.0%	97.7%
Moderately Disagree	2	1.1%	98.9%
Strongly Disagree	0	0.0%	98.9%
No Response	2	1.1%	100.0%

67. 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.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	75	42.6%	42.6%
Moderately Agree	50	28.4%	71.0%
Neither agree nor disagree	26	14.8%	85.8%
Moderately Disagree	18	10.2%	96.0%
Strongly Disagree	6	3.4%	99.4%
No Response	1	0.6%	100.0%

68. Before changes that concern me and my job are put into effect, they are discussed with me, when appropriate.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	63	35.8%	35.8%
Moderately Agree	52	29.5%	65.3%
Neither agree nor disagree	33	18.8%	84.1%
Moderately Disagree	20	11.4%	95.5%
Strongly Disagree	7	4.0%	99.4%
No Response	1	0.6%	100.0%

69. I have adequate opportunities for advancement.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	19	10.8%	10.8%
Moderately Agree	42	23.9%	34.7%
Neither agree nor disagree	40	22.7%	57.4%
Moderately Disagree	41	23.3%	80.7%
Strongly Disagree	34	19.3%	100.0%
No Response	0	0.0%	100.0%

70. In general, I am satisfied with my current job.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	66	37.5%	37.5%
Moderately Agree	76	43.2%	80.7%
Neither agree nor disagree	17	9.7%	90.3%
Moderately Disagree	13	7.4%	97.7%
Strongly Disagree	4	2.3%	100.0%
No Response	0	0.0%	100.0%

71. I am aware of Nicholls' statement of institutional mission.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	78	44.3%	44.3%
Moderately Agree	78	44.3%	88.6%
Neither agree nor disagree	13	7.4%	96.0%
Moderately Disagree	4	2.3%	98.3%
Strongly Disagree	3	1.7%	100.0%
No Response	0	0.0%	100.0%

72. The statement of institutional mission is appropriate for Nicholls.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	75	42.6%	42.6%
Moderately Agree	75	42.6%	85.2%
Neither agree nor disagree	22	12.5%	97.7%
Moderately Disagree	1	0.6%	98.3%
Strongly Disagree	2	1.1%	99.4%
No Response	1	0.6%	100.0%

73. Nicholls meets and continues to achieve its stated mission.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	68	38.6%	38.6%
Moderately Agree	73	41.5%	80.1%
Neither agree nor disagree	33	18.8%	98.9%
Moderately Disagree	0	0.0%	98.9%
Strongly Disagree	1	0.6%	99.4%
No Response	1	0.6%	100.0%

74. The formulation of the institution's mission statement as part of strategic planning had adequate faculty/staff representation.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	47	26.7%	26.7%
Moderately Agree	61	34.7%	61.4%
Neither agree nor disagree	57	32.4%	93.8%
Moderately Disagree	5	2.8%	96.6%
Strongly Disagree	4	2.3%	98.9%
No Response	2	1.1%	100.0%

75. The statement of the institution's mission is compatible with the regional needs of the Nicholls service area.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	66	37.5%	37.5%
Moderately Agree	74	42.0%	79.5%
Neither agree nor disagree	32	18.2%	97.7%
Moderately Disagree	2	1.1%	98.9%
Strongly Disagree	1	0.6%	99.4%
No Response	1	0.6%	100.0%

76. I am aware of the goals and objectives in my unit or office.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	94	53.4%	53.4%
Moderately Agree	61	34.7%	88.1%
Neither agree nor disagree	10	5.7%	93.8%
Moderately Disagree	8	4.5%	98.3%
Strongly Disagree	2	1.1%	99.4%
No Response	1	0.6%	100.0%

77. Adequate assessment and evaluation is completed to determine if department and/or unit goals and objectives have been achieved.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	54	30.7%	30.7%
Moderately Agree	68	38.6%	69.3%
Neither agree nor disagree	35	19.9%	89.2%
Moderately Disagree	13	7.4%	96.6%
Strongly Disagree	3	1.7%	98.3%
No Response	3	1.7%	100.0%

78. My department or unit uses evaluation results to plan for improvement of programs and/or services.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	57	32.4%	32.4%
Moderately Agree	59	33.5%	65.9%
Neither agree nor disagree	37	21.0%	86.9%
Moderately Disagree	19	10.8%	97.7%
Strongly Disagree	3	1.7%	99.4%
No Response	1	0.6%	100.0%

79. Staff members participate in planning for my department or unit.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	67	38.1%	38.1%
Moderately Agree	62	35.2%	73.3%
Neither agree nor disagree	29	16.5%	89.8%
Moderately Disagree	11	6.3%	96.0%
Strongly Disagree	7	4.0%	100.0%
No Response	0	0.0%	100.0%

80. My department or unit is provided sufficient information and resources to effectively plan.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	53	30.1%	30.1%
Moderately Agree	59	33.5%	63.6%
Neither agree nor disagree	39	22.2%	85.8%
Moderately Disagree	15	8.5%	94.3%
Strongly Disagree	8	4.5%	98.9%
No Response	2	1.1%	100.0%

81. I support the goals and objectives of my office or unit.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	101	57.4%	57.4%
Moderately Agree	50	28.4%	85.8%
Neither agree nor disagree	20	11.4%	97.2%
Moderately Disagree	0	0.0%	97.2%
Strongly Disagree	2	1.1%	98.3%
No Response	3	1.7%	100.0%

82. A good faith effort is being made by most personnel to accomplish the goals and objectives of my office or unit.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	101	57.4%	57.4%
Moderately Agree	49	27.8%	85.2%
Neither agree nor disagree	16	9.1%	94.3%
Moderately Disagree	5	2.8%	97.2%
Strongly Disagree	2	1.1%	98.3%
No Response	3	1.7%	100.0%

83. Nicholls is achieving its various goals and objectives.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	53	30.1%	30.1%
Moderately Agree	76	43.2%	73.3%
Neither agree nor disagree	41	23.3%	96.6%
Moderately Disagree	3	1.7%	98.3%
Strongly Disagree	1	0.6%	98.9%
No Response	2	1.1%	100.0%

84. Planning and evaluation at all levels of the University are broadly participatory.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	36	20.5%	20.5%
Moderately Agree	58	33.0%	53.4%
Neither agree nor disagree	61	34.7%	88.1%
Moderately Disagree	13	7.4%	95.5%
Strongly Disagree	4	2.3%	97.7%
No Response	4	2.3%	100.0%

85. The results of the assessment process are evaluated and used to improve educational effectiveness.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	47	26.7%	26.7%
Moderately Agree	56	31.8%	58.5%
Neither agree nor disagree	64	36.4%	94.9%
Moderately Disagree	2	1.1%	96.0%
Strongly Disagree	1	0.6%	96.6%
No Response	6	3.4%	100.0%

86. The Office of Assessment and Institutional Research publishes assessment results in one central location that is easily accessible and used for planning and evaluation in my department or unit.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	45	25.6%	25.6%
Moderately Agree	54	30.7%	56.3%
Neither agree nor disagree	63	35.8%	92.0%
Moderately Disagree	7	4.0%	96.0%
Strongly Disagree	1	0.6%	96.6%
No Response	6	3.4%	100.0%

87. Equal opportunity and affirmative action principles are applied in recruiting, salary, and promotion decisions at Nicholls.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	40	22.7%	22.7%
Moderately Agree	50	28.4%	51.1%
Neither agree nor disagree	58	33.0%	84.1%
Moderately Disagree	16	9.1%	93.2%
Strongly Disagree	10	5.7%	98.9%
No Response	2	1.1%	100.0%

88. My unit's/department's efforts to recruit and retain minority faculty, staff, and students are sufficient.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	62	35.2%	35.2%
Moderately Agree	51	29.0%	64.2%
Neither agree nor disagree	55	31.3%	95.5%
Moderately Disagree	6	3.4%	98.9%
Strongly Disagree	0	0.0%	98.9%
No Response	2	1.1%	100.0%

89. My unit's/department's efforts to recruit and retain women faculty, staff, and students are sufficient.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	74	42.0%	42.0%
Moderately Agree	48	27.3%	69.3%
Neither agree nor disagree	47	26.7%	96.0%
Moderately Disagree	4	2.3%	98.3%
Strongly Disagree	0	0.0%	98.3%
No Response	3	1.7%	100.0%

90. Nicholls salaries are adequate to maintain qualified faculty and staff.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	4	2.3%	2.3%
Moderately Agree	22	12.5%	14.8%
Neither agree nor disagree	25	14.2%	29.0%
Moderately Disagree	59	33.5%	62.5%
Strongly Disagree	65	36.9%	99.4%
No Response	1	0.6%	100.0%

91. Current procedures/criteria for promotion and/or tenure are clearly stated.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	26	14.8%	14.8%
Moderately Agree	39	22.2%	36.9%
Neither agree nor disagree	68	38.6%	75.6%
Moderately Disagree	21	11.9%	87.5%
Strongly Disagree	21	11.9%	99.4%
No Response	1	0.6%	100.0%

92. Decisions related to promotion and/or tenure in my unit/department are consistent with established university policy.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	35	19.9%	19.9%
Moderately Agree	40	22.7%	42.6%
Neither agree nor disagree	75	42.6%	85.2%
Moderately Disagree	17	9.7%	94.9%
Strongly Disagree	7	4.0%	98.9%
No Response	2	1.1%	100.0%

93. Adequate professional development opportunities are provided.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	30	17.0%	17.0%
Moderately Agree	58	33.0%	50.0%
Neither agree nor disagree	47	26.7%	76.7%
Moderately Disagree	28	15.9%	92.6%
Strongly Disagree	13	7.4%	100.0%
No Response	0	0.0%	100.0%

94. Adequate opportunities exist to provide for collaboration among departments on campus.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	38	21.6%	21.6%
Moderately Agree	62	35.2%	56.8%
Neither agree nor disagree	42	23.9%	80.7%
Moderately Disagree	24	13.6%	94.3%
Strongly Disagree	8	4.5%	98.9%
No Response	2	1.1%	100.0%

95. Secretarial and clerical support is adequate to meet my current needs.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	54	30.7%	30.7%
Moderately Agree	60	34.1%	64.8%
Neither agree nor disagree	24	13.6%	78.4%
Moderately Disagree	25	14.2%	92.6%
Strongly Disagree	11	6.3%	98.9%
No Response	2	1.1%	100.0%

96. My immediate supervisor offers adequate feedback regarding my performance.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	97	55.1%	55.1%
Moderately Agree	46	26.1%	81.3%
Neither agree nor disagree	16	9.1%	90.3%
Moderately Disagree	13	7.4%	97.7%
Strongly Disagree	3	1.7%	99.4%
No Response	1	0.6%	100.0%

97. Nicholls academic programs have quality.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	95	54.0%	54.0%
Moderately Agree	66	37.5%	91.5%
Neither agree nor disagree	12	6.8%	98.3%
Moderately Disagree	0	0.0%	98.3%
Strongly Disagree	0	0.0%	98.3%
No Response	3	1.7%	100.0%

98. The academic standards at Nicholls are appropriate for a regional University.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	93	52.8%	52.8%
Moderately Agree	58	33.0%	85.8%
Neither agree nor disagree	20	11.4%	97.2%
Moderately Disagree	1	0.6%	97.7%
Strongly Disagree	0	0.0%	97.7%
No Response	4	2.3%	100.0%

99. Faculty members are sensitive to the interests, needs, and concerns of students.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	62	35.2%	35.2%
Moderately Agree	61	34.7%	69.9%
Neither agree nor disagree	40	22.7%	92.6%
Moderately Disagree	11	6.3%	98.9%
Strongly Disagree	0	0.0%	98.9%
No Response	2	1.1%	100.0%

100. The administration supports the academic freedom of the faculty.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	55	31.3%	31.3%
Moderately Agree	51	29.0%	60.2%
Neither agree nor disagree	66	37.5%	97.7%
Moderately Disagree	1	0.6%	98.3%
Strongly Disagree	1	0.6%	98.9%
No Response	2	1.1%	100.0%

101. Nicholls students have ready access to academic advising.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	61	34.7%	34.7%
Moderately Agree	55	31.3%	65.9%
Neither agree nor disagree	48	27.3%	93.2%
Moderately Disagree	7	4.0%	97.2%
Strongly Disagree	3	1.7%	98.9%
No Response	2	1.1%	100.0%

102. Academic advising of students is adequate.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	49	27.8%	27.8%
Moderately Agree	54	30.7%	58.5%
Neither agree nor disagree	54	30.7%	89.2%
Moderately Disagree	12	6.8%	96.0%
Strongly Disagree	5	2.8%	98.9%
No Response	2	1.1%	100.0%

103. Prospective students have ready access to academic advising at Nicholls.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	51	29.0%	29.0%
Moderately Agree	51	29.0%	58.0%
Neither agree nor disagree	62	35.2%	93.2%
Moderately Disagree	7	4.0%	97.2%
Strongly Disagree	3	1.7%	98.9%
No Response	2	1.1%	100.0%

104. Opportunities for students to interact with faculty and staff on an informal, out-of-class basis are adequate.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	49	27.8%	27.8%
Moderately Agree	55	31.3%	59.1%
Neither agree nor disagree	62	35.2%	94.3%
Moderately Disagree	6	3.4%	97.7%
Strongly Disagree	2	1.1%	98.9%
No Response	2	1.1%	100.0%

105. Nicholls prepares its graduates to understand life in an advanced technological society.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	51	29.0%	29.0%
Moderately Agree	79	44.9%	73.9%
Neither agree nor disagree	40	22.7%	96.6%
Moderately Disagree	4	2.3%	98.9%
Strongly Disagree	0	0.0%	98.9%
No Response	2	1.1%	100.0%

106. There are ample opportunities for student involvement in campus life through campus events and student organizations.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	95	54.0%	54.0%
Moderately Agree	62	35.2%	89.2%
Neither agree nor disagree	17	9.7%	98.9%
Moderately Disagree	0	0.0%	98.9%
Strongly Disagree	0	0.0%	98.9%
No Response	2	1.1%	100.0%

107. There is a strong sense of community, a feeling of shared interests and purposes on this campus.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	77	43.8%	43.8%
Moderately Agree	68	38.6%	82.4%
Neither agree nor disagree	17	9.7%	92.0%
Moderately Disagree	8	4.5%	96.6%
Strongly Disagree	3	1.7%	98.3%
No Response	3	1.7%	100.0%

108. Registration procedures are satisfactory for students.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	50	28.4%	28.4%
Moderately Agree	60	34.1%	62.5%
Neither agree nor disagree	52	29.5%	92.0%
Moderately Disagree	7	4.0%	96.0%
Strongly Disagree	4	2.3%	98.3%
No Response	3	1.7%	100.0%

109. Attention is given to maintaining fairly close relationships with business, industry, and organizations in the local area.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	58	33.0%	33.0%
Moderately Agree	76	43.2%	76.1%
Neither agree nor disagree	32	18.2%	94.3%
Moderately Disagree	3	1.7%	96.0%
Strongly Disagree	3	1.7%	97.7%
No Response	4	2.3%	100.0%

110. Community support for Nicholls is good.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	52	29.5%	29.5%
Moderately Agree	67	38.1%	67.6%
Neither agree nor disagree	29	16.5%	84.1%
Moderately Disagree	18	10.2%	94.3%
Strongly Disagree	8	4.5%	98.9%
No Response	2	1.1%	100.0%



111. The intercollegiate athletics program adheres to a stated philosophy and purpose which is in harmony with the institutional purpose.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	44	25.0%	25.0%
Moderately Agree	47	26.7%	51.7%
Neither agree nor disagree	75	42.6%	94.3%
Moderately Disagree	7	4.0%	98.3%
Strongly Disagree	0	0.0%	98.3%
No Response	3	1.7%	100.0%

112. Communications about Continuing Education programs are adequate.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	44	25.0%	25.0%
Moderately Agree	76	43.2%	68.2%
Neither agree nor disagree	39	22.2%	90.3%
Moderately Disagree	13	7.4%	97.7%
Strongly Disagree	0	0.0%	97.7%
No Response	4	2.3%	100.0%

113. I have participated in Continuing Education programs.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	37	21.0%	21.0%
Moderately Agree	39	22.2%	43.2%
Neither agree nor disagree	63	35.8%	79.0%
Moderately Disagree	9	5.1%	84.1%
Strongly Disagree	25	14.2%	98.3%
No Response	3	1.7%	100.0%

114. Continuing Education offers an adequate variety of programs and courses.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	47	26.7%	26.7%
Moderately Agree	63	35.8%	62.5%
Neither agree nor disagree	55	31.3%	93.8%
Moderately Disagree	7	4.0%	97.7%
Strongly Disagree	0	0.0%	97.7%
No Response	4	2.3%	100.0%

115. Admissions policies at Nicholls are published, clearly stated, and available to all constituents.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	78	44.3%	44.3%
Moderately Agree	59	33.5%	77.8%
Neither agree nor disagree	33	18.8%	96.6%
Moderately Disagree	3	1.7%	98.3%
Strongly Disagree	1	0.6%	98.9%
No Response	2	1.1%	100.0%

116. Nicholls' admission policy is effective in meeting the mission of the University.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	76	43.2%	43.2%
Moderately Agree	46	26.1%	69.3%
Neither agree nor disagree	48	27.3%	96.6%
Moderately Disagree	3	1.7%	98.3%
Strongly Disagree	0	0.0%	98.3%
No Response	3	1.7%	100.0%

117. The overall efforts of Nicholls to recruit students are satisfactory.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	61	34.7%	34.7%
Moderately Agree	58	33.0%	67.6%
Neither agree nor disagree	40	22.7%	90.3%
Moderately Disagree	9	5.1%	95.5%
Strongly Disagree	6	3.4%	98.9%
No Response	2	1.1%	100.0%

118. Equal opportunity and affirmative action principles are applied in recruiting, salary, and promotion decisions at Nicholls.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	36	20.5%	20.5%
Moderately Agree	46	26.1%	46.6%
Neither agree nor disagree	69	39.2%	85.8%
Moderately Disagree	13	7.4%	93.2%
Strongly Disagree	7	4.0%	97.2%
No Response	5	2.8%	100.0%

119. Nicholls is supportive of minority faculty, staff, and students.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	59	33.5%	33.5%
Moderately Agree	53	30.1%	63.6%
Neither agree nor disagree	57	32.4%	96.0%
Moderately Disagree	4	2.3%	98.3%
Strongly Disagree	0	0.0%	98.3%
No Response	3	1.7%	100.0%

120. Efforts to recruit and retain minority faculty, staff, and students are sufficient.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	45	25.6%	25.6%
Moderately Agree	47	26.7%	52.3%
Neither agree nor disagree	68	38.6%	90.9%
Moderately Disagree	8	4.5%	95.5%
Strongly Disagree	0	0.0%	95.5%
No Response	8	4.5%	100.0%

121. Efforts to recruit and retain women faculty are sufficient.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	52	29.5%	29.5%
Moderately Agree	45	25.6%	55.1%
Neither agree nor disagree	70	39.8%	94.9%
Moderately Disagree	5	2.8%	97.7%
Strongly Disagree	0	0.0%	97.7%
No Response	4	2.3%	100.0%

122. The roles and responsibilities of University-wide committees are well-defined and understood.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	42	23.9%	23.9%
Moderately Agree	53	30.1%	54.0%
Neither agree nor disagree	58	33.0%	86.9%
Moderately Disagree	16	9.1%	96.0%
Strongly Disagree	2	1.1%	97.2%
No Response	5	2.8%	100.0%

123. The programs and services of the library are consistent with the mission of the library.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	44	25.0%	25.0%
Moderately Agree	60	34.1%	59.1%
Neither agree nor disagree	68	38.6%	97.7%
Moderately Disagree	0	0.0%	97.7%
Strongly Disagree	0	0.0%	97.7%
No Response	4	2.3%	100.0%

124. The library staff generally has technical expertise to assist patrons.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	43	24.4%	24.4%
Moderately Agree	52	29.5%	54.0%
Neither agree nor disagree	71	40.3%	94.3%
Moderately Disagree	3	1.7%	96.0%
Strongly Disagree	2	1.1%	97.2%
No Response	5	2.8%	100.0%

125. The library maintains adequate hours for its users.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	44	25.0%	25.0%
Moderately Agree	58	33.0%	58.0%
Neither agree nor disagree	64	36.4%	94.3%
Moderately Disagree	4	2.3%	96.6%
Strongly Disagree	1	0.6%	97.2%
No Response	5	2.8%	100.0%

126. Library policies concerning acquisitions and services are based on user needs.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	37	21.0%	21.0%
Moderately Agree	50	28.4%	49.4%
Neither agree nor disagree	84	47.7%	97.2%
Moderately Disagree	0	0.0%	97.2%
Strongly Disagree	0	0.0%	97.2%
No Response	5	2.8%	100.0%

127. The library's physical facilities are adequate to house, service, and make the collections easily available.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	45	25.6%	25.6%
Moderately Agree	63	35.8%	61.4%
Neither agree nor disagree	60	34.1%	95.5%
Moderately Disagree	3	1.7%	97.2%
Strongly Disagree	0	0.0%	97.2%
No Response	5	2.8%	100.0%

128. Professional assistance is available to library users at convenient locations.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	42	23.9%	23.9%
Moderately Agree	53	30.1%	54.0%
Neither agree nor disagree	73	41.5%	95.5%
Moderately Disagree	3	1.7%	97.2%
Strongly Disagree	0	0.0%	97.2%
No Response	5	2.8%	100.0%

129. 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.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	79	44.9%	44.9%
Moderately Agree	66	37.5%	82.4%
Neither agree nor disagree	22	12.5%	94.9%
Moderately Disagree	1	0.6%	95.5%
Strongly Disagree	2	1.1%	96.6%
No Response	6	3.4%	100.0%

130. Student development services are adequate in regard to off-campus programs.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	33	18.8%	18.8%
Moderately Agree	50	28.4%	47.2%
Neither agree nor disagree	81	46.0%	93.2%
Moderately Disagree	5	2.8%	96.0%
Strongly Disagree	0	0.0%	96.0%
No Response	7	4.0%	100.0%

131. Personal counseling services provided for students are adequate.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	57	32.4%	32.4%
Moderately Agree	61	34.7%	67.0%
Neither agree nor disagree	53	30.1%	97.2%
Moderately Disagree	0	0.0%	97.2%
Strongly Disagree	0	0.0%	97.2%
No Response	5	2.8%	100.0%

132. The services offered to students by Career Services are adequate.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	31	17.6%	17.6%
Moderately Agree	47	26.7%	44.3%
Neither agree nor disagree	71	40.3%	84.7%
Moderately Disagree	16	9.1%	93.8%
Strongly Disagree	6	3.4%	97.2%
No Response	5	2.8%	100.0%

133. The SGA Senate is an effective voice for students.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	46	26.1%	26.1%
Moderately Agree	64	36.4%	62.5%
Neither agree nor disagree	59	33.5%	96.0%
Moderately Disagree	2	1.1%	97.2%
Strongly Disagree	1	0.6%	97.7%
No Response	4	2.3%	100.0%

134. I attend activities or events sponsored by student organizations.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	41	23.3%	23.3%
Moderately Agree	56	31.8%	55.1%
Neither agree nor disagree	55	31.3%	86.4%
Moderately Disagree	10	5.7%	92.0%
Strongly Disagree	9	5.1%	97.2%
No Response	5	2.8%	100.0%

135. Campus student media at Nicholls adequately inform, entertain, and/or stimulate audiences.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	41	23.3%	23.3%
Moderately Agree	69	39.2%	62.5%
Neither agree nor disagree	54	30.7%	93.2%
Moderately Disagree	6	3.4%	96.6%
Strongly Disagree	0	0.0%	96.6%
No Response	6	3.4%	100.0%

136. Student behavior and disciplinary policies are fair.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	54	30.7%	30.7%
Moderately Agree	66	37.5%	68.2%
Neither agree nor disagree	48	27.3%	95.5%
Moderately Disagree	4	2.3%	97.7%
Strongly Disagree	0	0.0%	97.7%
No Response	4	2.3%	100.0%

137. I am aware of student grievance procedures.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	48	27.3%	27.3%
Moderately Agree	57	32.4%	59.7%
Neither agree nor disagree	59	33.5%	93.2%
Moderately Disagree	7	4.0%	97.2%
Strongly Disagree	1	0.6%	97.7%
No Response	4	2.3%	100.0%

138. The security and confidentiality of student records are maintained.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	79	44.9%	44.9%
Moderately Agree	53	30.1%	75.0%
Neither agree nor disagree	38	21.6%	96.6%
Moderately Disagree	1	0.6%	97.2%
Strongly Disagree	0	0.0%	97.2%
No Response	5	2.8%	100.0%

139. I am aware of the health services available to me on campus.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	71	40.3%	40.3%
Moderately Agree	72	40.9%	81.3%
Neither agree nor disagree	19	10.8%	92.0%
Moderately Disagree	7	4.0%	96.0%
Strongly Disagree	3	1.7%	97.7%
No Response	4	2.3%	100.0%

140. The intercollegiate athletic program promotes student development.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	48	27.3%	27.3%
Moderately Agree	55	31.3%	58.5%
Neither agree nor disagree	61	34.7%	93.2%
Moderately Disagree	5	2.8%	96.0%
Strongly Disagree	1	0.6%	96.6%
No Response	6	3.4%	100.0%

141. University fund-raising is directly related to the goals and purpose of the university.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	48	27.3%	27.3%
Moderately Agree	52	29.5%	56.8%
Neither agree nor disagree	53	30.1%	86.9%
Moderately Disagree	9	5.1%	92.0%
Strongly Disagree	9	5.1%	97.2%
No Response	5	2.8%	100.0%

142. The interests and suggestions of various segments of the University are well-represented in the fund-raising efforts of Nicholls.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	35	19.9%	19.9%
Moderately Agree	47	26.7%	46.6%
Neither agree nor disagree	62	35.2%	81.8%
Moderately Disagree	15	8.5%	90.3%
Strongly Disagree	9	5.1%	95.5%
No Response	8	4.5%	100.0%

143. University publications are effective in communicating with faculty and staff.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	61	34.7%	34.7%
Moderately Agree	68	38.6%	73.3%
Neither agree nor disagree	31	17.6%	90.9%
Moderately Disagree	4	2.3%	93.2%
Strongly Disagree	3	1.7%	94.9%
No Response	9	5.1%	100.0%

144. Budget preparations reflect sound planning.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	28	15.9%	15.9%
Moderately Agree	59	33.5%	49.4%
Neither agree nor disagree	59	33.5%	83.0%
Moderately Disagree	19	10.8%	93.8%
Strongly Disagree	5	2.8%	96.6%
No Response	6	3.4%	100.0%

145. When conditions require budget revisions, the institution communicates the nature of changes to those affected.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	34	19.3%	19.3%
Moderately Agree	60	34.1%	53.4%
Neither agree nor disagree	46	26.1%	79.5%
Moderately Disagree	19	10.8%	90.3%
Strongly Disagree	10	5.7%	96.0%
No Response	7	4.0%	100.0%

146. My office or unit receives a fair share of resources.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	29	16.5%	16.5%
Moderately Agree	59	33.5%	50.0%
Neither agree nor disagree	40	22.7%	72.7%
Moderately Disagree	27	15.3%	88.1%
Strongly Disagree	15	8.5%	96.6%
No Response	6	3.4%	100.0%

147. The institution allocates resources effectively in order to accomplish institutional goals.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	29	16.5%	16.5%
Moderately Agree	60	34.1%	50.6%
Neither agree nor disagree	58	33.0%	83.5%
Moderately Disagree	15	8.5%	92.0%
Strongly Disagree	6	3.4%	95.5%
No Response	8	4.5%	100.0%

148. Human, physical, financial, and equipment resources are provided on the basis of predetermined needs.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	25	14.2%	14.2%
Moderately Agree	53	30.1%	44.3%
Neither agree nor disagree	69	39.2%	83.5%
Moderately Disagree	17	9.7%	93.2%
Strongly Disagree	6	3.4%	96.6%
No Response	6	3.4%	100.0%

149. I am satisfied with the overall quality of service provided by the Purchasing Office.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	47	26.7%	26.7%
Moderately Agree	64	36.4%	63.1%
Neither agree nor disagree	38	21.6%	84.7%
Moderately Disagree	18	10.2%	94.9%
Strongly Disagree	3	1.7%	96.6%
No Response	6	3.4%	100.0%

150. I am satisfied with the overall quality of service provided by the Controller's Office.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	44	25.0%	25.0%
Moderately Agree	53	30.1%	55.1%
Neither agree nor disagree	44	25.0%	80.1%
Moderately Disagree	20	11.4%	91.5%
Strongly Disagree	8	4.5%	96.0%
No Response	7	4.0%	100.0%

151. I am satisfied with the overall quality of service provided by the Human Resources' Office.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	48	27.3%	27.3%
Moderately Agree	64	36.4%	63.6%
Neither agree nor disagree	39	22.2%	85.8%
Moderately Disagree	16	9.1%	94.9%
Strongly Disagree	4	2.3%	97.2%
No Response	5	2.8%	100.0%

152. Campus buildings are kept clean.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	51	29.0%	29.0%
Moderately Agree	83	47.2%	76.1%
Neither agree nor disagree	12	6.8%	83.0%
Moderately Disagree	23	13.1%	96.0%
Strongly Disagree	6	3.4%	99.4%
No Response	1	0.6%	100.0%

153. Campus buildings are well maintained.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	46	26.1%	26.1%
Moderately Agree	83	47.2%	73.3%
Neither agree nor disagree	19	10.8%	84.1%
Moderately Disagree	22	12.5%	96.6%
Strongly Disagree	5	2.8%	99.4%
No Response	1	0.6%	100.0%

154. General maintenance requests are responded to in a timely manner.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	59	33.5%	33.5%
Moderately Agree	80	45.5%	79.0%
Neither agree nor disagree	18	10.2%	89.2%
Moderately Disagree	16	9.1%	98.3%
Strongly Disagree	2	1.1%	99.4%
No Response	1	0.6%	100.0%

155. Buildings, grounds, and parking are adequate for persons with disabilities.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	69	39.2%	39.2%
Moderately Agree	67	38.1%	77.3%
Neither agree nor disagree	30	17.0%	94.3%
Moderately Disagree	7	4.0%	98.3%
Strongly Disagree	0	0.0%	98.3%
No Response	3	1.7%	100.0%

156. Nicholls provides a safe and secure environment.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	92	52.3%	52.3%
Moderately Agree	67	38.1%	90.3%
Neither agree nor disagree	12	6.8%	97.2%
Moderately Disagree	3	1.7%	98.9%
Strongly Disagree	0	0.0%	98.9%
No Response	2	1.1%	100.0%

157. Convenient parking space is available on campus.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	60	34.1%	34.1%
Moderately Agree	73	41.5%	75.6%
Neither agree nor disagree	16	9.1%	84.7%
Moderately Disagree	20	11.4%	96.0%
Strongly Disagree	6	3.4%	99.4%
No Response	1	0.6%	100.0%

158. Adequate safety procedures are in place in my workplace.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	85	48.3%	48.3%
Moderately Agree	66	37.5%	85.8%
Neither agree nor disagree	16	9.1%	94.9%
Moderately Disagree	6	3.4%	98.3%
Strongly Disagree	0	0.0%	98.3%
No Response	3	1.7%	100.0%

159. The campus has adequate outdoor lighting.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	60	34.1%	34.1%
Moderately Agree	76	43.2%	77.3%
Neither agree nor disagree	26	14.8%	92.0%
Moderately Disagree	10	5.7%	97.7%
Strongly Disagree	1	0.6%	98.3%
No Response	3	1.7%	100.0%

160. Night security for my building or department is adequate.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	55	31.3%	31.3%
Moderately Agree	66	37.5%	68.8%
Neither agree nor disagree	41	23.3%	92.0%
Moderately Disagree	7	4.0%	96.0%
Strongly Disagree	3	1.7%	97.7%
No Response	4	2.3%	100.0%

161. Key control in my building or area is well-maintained.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	82	46.6%	46.6%
Moderately Agree	58	33.0%	79.5%
Neither agree nor disagree	27	15.3%	94.9%
Moderately Disagree	5	2.8%	97.7%
Strongly Disagree	1	0.6%	98.3%
No Response	3	1.7%	100.0%

162. Services provided by the campus police, including enforcement of parking regulations, are adequate.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	69	39.2%	39.2%
Moderately Agree	78	44.3%	83.5%
Neither agree nor disagree	20	11.4%	94.9%
Moderately Disagree	6	3.4%	98.3%
Strongly Disagree	1	0.6%	98.9%
No Response	2	1.1%	100.0%

163. Postal services are adequate to meet my needs.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	80	45.5%	45.5%
Moderately Agree	70	39.8%	85.2%
Neither agree nor disagree	18	10.2%	95.5%
Moderately Disagree	3	1.7%	97.2%
Strongly Disagree	2	1.1%	98.3%
No Response	3	1.7%	100.0%

164. Telephone and telecommunication services are adequate to meet my needs.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	97	55.1%	55.1%
Moderately Agree	64	36.4%	91.5%
Neither agree nor disagree	9	5.1%	96.6%
Moderately Disagree	2	1.1%	97.7%
Strongly Disagree	0	0.0%	97.7%
No Response	4	2.3%	100.0%

165. Food services on campus are adequate to accomodate my needs.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	65	36.9%	36.9%
Moderately Agree	73	41.5%	78.4%
Neither agree nor disagree	28	15.9%	94.3%
Moderately Disagree	7	4.0%	98.3%
Strongly Disagree	0	0.0%	98.3%
No Response	3	1.7%	100.0%

166. I have adequate equipment and materials (non-computing) to perform my job.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	74	42.0%	42.0%
Moderately Agree	68	38.6%	80.7%
Neither agree nor disagree	14	8.0%	88.6%
Moderately Disagree	16	9.1%	97.7%
Strongly Disagree	2	1.1%	98.9%
No Response	2	1.1%	100.0%



167. The computer hardware (e.g., computer, printer, etc.) in my office or unit is adequate for my job.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	71	40.3%	40.3%
Moderately Agree	64	36.4%	76.7%
Neither agree nor disagree	12	6.8%	83.5%
Moderately Disagree	19	10.8%	94.3%
Strongly Disagree	7	4.0%	98.3%
No Response	3	1.7%	100.0%

168. The computer software is adequate to handle the tasks assigned to me.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	74	42.0%	42.0%
Moderately Agree	64	36.4%	78.4%
Neither agree nor disagree	11	6.3%	84.7%
Moderately Disagree	15	8.5%	93.2%
Strongly Disagree	8	4.5%	97.7%
No Response	4	2.3%	100.0%

169. Administrative computing services are adequate to accomodate the current needs of my department or unit.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	75	42.6%	42.6%
Moderately Agree	65	36.9%	79.5%
Neither agree nor disagree	17	9.7%	89.2%
Moderately Disagree	13	7.4%	96.6%
Strongly Disagree	2	1.1%	97.7%
No Response	4	2.3%	100.0%

170. There are policies for allocating computer resources and services.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	52	29.5%	29.5%
Moderately Agree	50	28.4%	58.0%
Neither agree nor disagree	57	32.4%	90.3%
Moderately Disagree	8	4.5%	94.9%
Strongly Disagree	4	2.3%	97.2%
No Response	5	2.8%	100.0%

171. Computer support services on campus are adequate.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	73	41.5%	41.5%
Moderately Agree	70	39.8%	81.3%
Neither agree nor disagree	18	10.2%	91.5%
Moderately Disagree	9	5.1%	96.6%
Strongly Disagree	2	1.1%	97.7%
No Response	4	2.3%	100.0%

172. Computer repair services on campus are adequate.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	70	39.8%	39.8%
Moderately Agree	74	42.0%	81.8%
Neither agree nor disagree	19	10.8%	92.6%
Moderately Disagree	8	4.5%	97.2%
Strongly Disagree	1	0.6%	97.7%
No Response	4	2.3%	100.0%

173. Opportunities for computer training are adequate.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	31	17.6%	17.6%
Moderately Agree	55	31.3%	48.9%
Neither agree nor disagree	55	31.3%	80.1%
Moderately Disagree	27	15.3%	95.5%
Strongly Disagree	4	2.3%	97.7%
No Response	4	2.3%	100.0%

174. I am generally aware of the lines of authority within the university (its organizational structure).

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	100	56.8%	56.8%
Moderately Agree	64	36.4%	93.2%
Neither agree nor disagree	3	1.7%	94.9%
Moderately Disagree	3	1.7%	96.6%
Strongly Disagree	1	0.6%	97.2%
No Response	5	2.8%	100.0%

175. The principal focus of Nicholls is the education of its students.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	100	56.8%	56.8%
Moderately Agree	59	33.5%	90.3%
Neither agree nor disagree	11	6.3%	96.6%
Moderately Disagree	1	0.6%	97.2%
Strongly Disagree	0	0.0%	97.2%
No Response	5	2.8%	100.0%

176. Adequate communication between the administration and staff is provided for the effective conduct of institutional policy.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	53	30.1%	30.1%
Moderately Agree	72	40.9%	71.0%
Neither agree nor disagree	23	13.1%	84.1%
Moderately Disagree	15	8.5%	92.6%
Strongly Disagree	6	3.4%	96.0%
No Response	7	4.0%	100.0%

177. Adequate formal channels of communication between the staff and the administration are provided.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	56	31.8%	31.8%
Moderately Agree	68	38.6%	70.5%
Neither agree nor disagree	31	17.6%	88.1%
Moderately Disagree	13	7.4%	95.5%
Strongly Disagree	3	1.7%	97.2%
No Response	5	2.8%	100.0%

178. The organizational structure is well-defined and is reflected in the organizational chart.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	65	36.9%	36.9%
Moderately Agree	72	40.9%	77.8%
Neither agree nor disagree	24	13.6%	91.5%
Moderately Disagree	9	5.1%	96.6%
Strongly Disagree	0	0.0%	96.6%
No Response	6	3.4%	100.0%

179. The administrative processes are well-defined and available to the University community.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	51	29.0%	29.0%
Moderately Agree	63	35.8%	64.8%
Neither agree nor disagree	44	25.0%	89.8%
Moderately Disagree	11	6.3%	96.0%
Strongly Disagree	1	0.6%	96.6%
No Response	6	3.4%	100.0%

180. The administrative organization enables each functional unit to perform its responsibilities as defined by the stated purpose of Nicholls.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	52	29.5%	29.5%
Moderately Agree	61	34.7%	64.2%
Neither agree nor disagree	46	26.1%	90.3%
Moderately Disagree	8	4.5%	94.9%
Strongly Disagree	2	1.1%	96.0%
No Response	7	4.0%	100.0%

181. The publications produced and distributed by the institution accurately reflect the institutional purpose.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	64	36.4%	36.4%
Moderately Agree	61	34.7%	71.0%
Neither agree nor disagree	41	23.3%	94.3%
Moderately Disagree	4	2.3%	96.6%
Strongly Disagree	0	0.0%	96.6%
No Response	6	3.4%	100.0%

182. Issues important to Nicholls are well represented to the University of Louisiana System and the Louisiana Board of Regents.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	46	26.1%	26.1%
Moderately Agree	58	33.0%	59.1%
Neither agree nor disagree	54	30.7%	89.8%
Moderately Disagree	7	4.0%	93.8%
Strongly Disagree	2	1.1%	94.9%
No Response	9	5.1%	100.0%

183. Issues important to Nicholls are well-represented to state legislative bodies and government agencies.

Response (n = 176)	Frequency	Percent	Cumulation
Strongly Agree	43	24.4%	24.4%
Moderately Agree	54	30.7%	55.1%
Neither agree nor disagree	54	30.7%	85.8%
Moderately Disagree	12	6.8%	92.6%
Strongly Disagree	5	2.8%	95.5%
No Response	8	4.5%	100.0%