

NICHOLLS STATE UNIVERSITY

OFFICE OF ASSESSMENT AND INSTITUTIONAL RESEARCH

SPRING 2017- FACULTY/STAFF SURVEY

SECTION I - DEMOGRAPHICS

1. What is your sex?

| | Count | Percent |
|--------------|------------|---------------|
| Male | 135 | 35.2% |
| Female | 248 | 64.8% |
| Total | 383 | 100.0% |

2. What is your race or ethnicity?

| | Count | Percent |
|-------------------------------------|------------|-------------|
| White | 326 | 85.12% |
| Black or African American | 22 | 5.74% |
| American Indian or Alaska Native | 4 | 1.04% |
| Asian | 10 | 2.61% |
| Native Hawaiian or Pacific Islander | | |
| Other | 21 | 5.48% |
| Total | 383 | 100% |

3. How long have you worked at Nicholls State University

| | Count | Percent |
|------------------|------------|-------------|
| 5 years or less | 132 | 34.46% |
| 6 - 10 years | 70 | 18.28% |
| 11 - 15 years | 58 | 15.14% |
| 16 - 20 years | 64 | 16.71% |
| 21 years or more | 59 | 15.40% |
| Total | 383 | 100% |

4. What is your employee classification?

| | Count | Percent |
|--------------|------------|-------------|
| Faculty | 178 | 46.48% |
| Staff | 205 | 53.52% |
| Total | 383 | 100% |

5. What is your current tenure status? (FACULTY)

| | Count | Percent |
|--------------|------------|-------------|
| Tenured | 74 | 42.05% |
| Non-Tenured | 65 | 36.93% |
| Tenure-track | 37 | 21.02% |
| Total | 176 | 100% |

What is your current rank?

| | Count | Percent |
|---------------------|------------|-------------|
| Lecturer | | |
| Instructor | 61 | 35.47% |
| Assistant Professor | 46 | 26.74% |
| Associate Professor | 35 | 20.35% |
| Professor | 30 | 17.44% |
| Total | 172 | 100% |

What is employee classification? (STAFF)

| | Count | Percent |
|----------------------------------|------------|-------------|
| Unclassified (Non-Civil Service) | 118 | 58.13% |
| Classified (Civil Service) | 85 | 41.87% |
| Total | 203 | 100% |

6. What is the highest educational degree you have obtained?

| | Count | Percent |
|----------------------------------|------------|-------------|
| High school diploma/ GED or less | 21 | 5.48% |
| Some college/vocational training | 38 | 9.92% |
| Associate's degree | 15 | 3.92% |
| Bachelor's degree | 83 | 21.67% |
| Master's degree | 108 | 28.20% |
| Specialist's degree | 2 | 0.52% |
| A.B.D. (All but Dissertation) | 9 | 2.35% |
| Doctoral degree | 107 | 27.94% |
| Total | 383 | 100% |

I. Faculty: Teaching and Learning

| | Strongly Agree | Moderately Agree | Neither agree nor disagree | Moderately Disagree | Strongly Disagree | Count | Mean |
|---|----------------|------------------|----------------------------|---------------------|-------------------|-------|------|
| 1. Registration procedures are satisfactory as they concern the faculty. | 31.07% | 42.94% | 16.95% | 8.47% | 0.56% | 177 | 2.05 |
| 2. Core course requirements at Nicholls are adequate to insure that all students receive a broad-based education. | 35.80% | 40.34% | 8.52% | 12.50% | 2.84% | 176 | 2.06 |
| 3. The Nicholls process for planning and evaluating core course requirements is effective. | 22.81% | 33.92% | 26.32% | 14.62% | 2.34% | 171 | 2.4 |
| 4. The Nicholls catalog and bulletin describes programs and courses clearly and accurately. | 37.93% | 43.10% | 11.49% | 6.32% | 1.15% | 174 | 1.9 |
| 5. To facilitate effective instruction in my department, the department head and others involved in planning generally consider class size, teaching load, and faculty expertise. | 47.43% | 28.57% | 4.57% | 13.14% | 6.29% | 175 | 2.02 |
| 6. Generally, faculty provide students with course syllabi that give them a clear understanding of course goals, requirements, content, and grading method. | 61.14% | 31.43% | 5.71% | 1.14% | 0.57% | 175 | 1.49 |
| 7. Nicholls provides a setting that is conducive to scholarly and creative achievement. | 35.59% | 34.46% | 10.73% | 16.38% | 2.82% | 177 | 2.16 |
| 8. Faculty control the curriculum. | 30.29% | 41.14% | 13.14% | 13.71% | 1.71% | 175 | 2.15 |
| 9. I am satisfied with the way summer teaching opportunities are allocated in my department. | 31.61% | 26.44% | 21.84% | 10.92% | 9.20% | 174 | 2.4 |
| 10. Compensation for adjunct teaching is adequate. | 9.20% | 8.05% | 13.22% | 19.54% | 50.00% | 174 | 3.93 |
| 11. I feel free to discuss controversial issues in my class that are related to the subject matter. | 31.25% | 38.64% | 16.48% | 9.09% | 4.55% | 176 | 2.17 |
| 12. The Faculty Handbook adequately describes the policies and procedures of the University. | 29.94% | 43.50% | 15.82% | 7.91% | 2.82% | 177 | 2.1 |
| 13. Within reasonable limits, I have personal control over my syllabi and course requirements. | 50.57% | 36.36% | 6.25% | 6.25% | 0.57% | 176 | 1.7 |
| 14. Faculty grievance procedures are adequate. | 30.34% | 26.97% | 29.78% | 7.87% | 5.06% | 178 | 2.3 |

Please indicate the extent to which you agree or disagree with the following

| | Strongly Agree | Moderately Agree | Neither agree nor disagree | Moderately Disagree | Strongly Disagree | Count | Mean |
|---|----------------|------------------|----------------------------|---------------------|-------------------|-------|------|
| 14. Faculty grievance procedures are adequate. | 26.97% | 29.78% | 31.46% | 6.74% | 5.06% | 178 | 2.33 |
| 15. The differential importance of teaching, research, and service is clearly defined for faculty in my department. | 32.02% | 35.39% | 15.73% | 9.55% | 7.30% | 178 | 2.25 |
| 16. Nicholls provides adequate opportunities for career involvement in professional organizations and meetings. | 21.35% | 29.21% | 14.61% | 23.60% | 11.24% | 178 | 2.74 |
| 17. Library facilities and services at Nicholls are adequate for my research needs. | 32.58% | 39.33% | 14.04% | 10.11% | 3.93% | 178 | 2.13 |
| 18. Present policies and procedures provide for adequate faculty input into University governance. | 16.29% | 34.27% | 24.16% | 9.55% | 15.73% | 178 | 2.74 |
| 19. The Faculty Senate adequately reflects the interests of the faculty at large. | 25.84% | 43.26% | 17.42% | 10.67% | 2.81% | 178 | 2.21 |
| 20. The number of full-time faculty in my department is adequate to meet my teaching load. | 20.22% | 23.03% | 11.24% | 20.22% | 25.28% | 178 | 3.07 |
| 21. I am satisfied with my level of involvement in the process of determining my teaching load. | 37.64% | 26.97% | 12.36% | 11.24% | 11.80% | 178 | 2.33 |
| 22. Considering my teaching load, I have adequate time for University service and research. | 19.10% | 26.40% | 12.92% | 21.91% | 19.66% | 178 | 2.97 |
| 23. The evaluation by students of my teaching effectiveness is fair. | 24.16% | 31.46% | 19.10% | 17.42% | 7.87% | 178 | 2.53 |
| 24. Student evaluations are useful in making decisions regarding my teaching methods. | 26.97% | 38.20% | 14.04% | 12.36% | 8.43% | 178 | 2.37 |
| 25. Faculty evaluation procedures are comprehensive and equitable. | 27.53% | 30.34% | 19.66% | 11.24% | 11.24% | 178 | 2.48 |
| 26. The evaluation of my teaching by my superior is fair. | 43.26% | 32.02% | 15.73% | 5.06% | 3.93% | 178 | 1.94 |
| 27. The method used to assign weights to teaching, service, and research in my department is fair. | 35.96% | 33.15% | 16.85% | 5.62% | 8.43% | 178 | 2.17 |
| 28. Classrooms and laboratories in which I teach are adequate. | 28.09% | 24.72% | 14.04% | 18.54% | 14.61% | 178 | 2.67 |
| 29. Advising in my department or unit adequately serves the students. | 43.26% | 33.15% | 11.80% | 8.99% | 2.81% | 178 | 1.95 |
| 30. The Office of Research and Sponsored Programs adequately identifies sources of outside funding. | 17.42% | 28.09% | 34.83% | 15.17% | 4.49% | 178 | 2.61 |
| 31. The Office of Research and Sponsored Programs adequately assists faculty interested in grants and programs. | 21.35% | 28.09% | 36.52% | 6.74% | 7.30% | 178 | 2.51 |
| 32. The Nicholls Research Council awards faculty grants with fairness. | 15.17% | 18.54% | 57.30% | 5.06% | 3.93% | 178 | 2.64 |

Do you usually teach graduate courses in a department that offers a graduate degree program?

| | Count | Percent |
|--------------|------------|-------------|
| Yes | 42 | 23.46% |
| No | 137 | 76.54% |
| Total | 179 | 100% |

GRADUATE FACULTY

Please indicate the extent to which you agree or disagree with the following statements:

I. Faculty: Graduate Teaching and Learning

| | Strongly Agree | Moderately Agree | Neither agree nor disagree | Moderately Disagree | Strongly Disagree | Count | Mean |
|---|----------------|------------------|----------------------------|---------------------|-------------------|-------|------|
| 1. Graduate admissions policies for my program are consistently applied. | 43.90% | 39.02% | 9.76% | 7.32% | | 41 | 1.80 |
| 2. Graduate admissions criteria for my program are generally predictive of student success. | 34.15% | 36.59% | 19.51% | 7.32% | 2.44% | 41 | 2.07 |
| 3. Current admissions procedures for my program are adequate. | 46.34% | 34.15% | 12.20% | 7.32% | | 41 | 1.80 |
| 4. Sufficient graduate assistantships are available to students applying to my program. | 19.51% | 19.51% | 17.07% | 29.27% | 14.63% | 41 | 3.00 |
| 5. Curricula for graduate students in my department are reviewed regularly and evaluated according to clear guidelines. | 42.50% | 40.00% | 15.00% | 2.50% | | 40 | 1.77 |
| 6. Courses and curricula offered in the graduate program in my department compare favorably with those offered elsewhere. | 46.34% | 39.02% | 12.20% | 2.44% | | 41 | 1.71 |
| 7. Graduate students are required to perform at an enhanced level in courses taken by both graduate and undergraduate students. | 63.41% | 29.27% | 4.88% | 2.44% | | 41 | 1.46 |
| 8. The graduate curriculum in my department prepares students to analyze, explore, question, reconsider, and synthesize knowledge and skills. | 78.05% | 14.63% | 7.32% | | | 41 | 1.29 |
| 9. The graduate curriculum in my department adequately prepares students for a profession or field of scholarship. | 73.17% | 21.95% | 4.88% | | | 41 | 1.32 |
| 10. The graduate curriculum in my department integrates research and instruction. | 62.50% | 22.50% | 10.00% | 5.00% | | 40 | 1.57 |
| 11. Criteria for graduate faculty membership are reasonable. | 47.50% | 25.00% | 10.00% | 12.50% | 5.00% | 40 | 2.02 |
| 12. The University Graduate Council contributes positively to the graduate program. | 26.83% | 24.39% | 36.59% | 9.76% | 2.44% | 41 | 2.37 |
| 13. Graduate course syllabi in my department explain goals, content, course requirements, and method of evaluation. | 60.00% | 30.00% | 7.50% | 2.50% | | 40 | 1.52 |
| | 60.98% | 29.27% | 7.32% | 2.44% | | 41 | 1.51 |
| 14. The instructional process in my department is reviewed on a regular basis and revised when necessary. | 51.22% | 26.83% | 9.76% | 12.20% | | 41 | 1.83 |
| 15. Nicholls provides an environment which supports and encourages scholarly activity among faculty and graduate students. | 26.83% | 39.02% | 4.88% | 14.63% | 14.63% | 41 | 2.51 |
| 16. The library's existing collection and resources adequately serve the special needs of the graduate program. | 24.39% | 41.46% | 9.76% | 14.63% | 9.76% | 41 | 2.44 |

Please indicate the extent to which you agree or disagree with the following statements:

I. Staff employment: Personnel Topics

| | Strongly Agree | Moderately Agree | Neither agree nor disagree | Moderately Disagree | Strongly Disagree | Count | Mean |
|---|----------------|------------------|----------------------------|---------------------|-------------------|-------|------|
| 1. My job description is current. | 50.74% | 33.00% | 6.90% | 5.42% | 3.94% | 203 | 1.79 |
| 2. I am aware of policies regarding pay and salary increases. | 34.17% | 35.18% | 15.08% | 8.04% | 7.54% | 199 | 2.2 |
| 3. The current procedure for personnel evaluation at Nicholls is fair and consistent. | 30.69% | 35.15% | 18.81% | 9.41% | 5.94% | 202 | 2.25 |
| 4. Grievance procedures are adequate. | 29.80% | 28.28% | 30.30% | 7.58% | 4.04% | 198 | 2.28 |

II. Staff employment: Working Environment

| | Strongly Agree | Moderately Agree | Neither agree nor disagree | Moderately Disagree | Strongly Disagree | Count | Mean |
|---|----------------|------------------|----------------------------|---------------------|-------------------|-------|------|
| 5. The number of staff in my office is adequate to meet current needs. | 22.77% | 30.20% | 8.42% | 20.79% | 17.82% | 202 | 2.81 |
| 6. My office or unit provides efficient service. | 71.14% | 20.90% | 4.48% | 2.49% | 1.00% | 201 | 1.41 |
| 7. Staff in my office or unit are oriented to serving Nicholls students. | 76.24% | 16.83% | 4.95% | 1.49% | 0.50% | 202 | 1.33 |
| 8. 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. | 47.29% | 25.12% | 15.27% | 9.36% | 2.96% | 203 | 1.96 |
| 9. Before changes that concern me and my job are put into effect, they are discussed with me, when appropriate. | 45.05% | 27.23% | 14.85% | 6.93% | 5.94% | 202 | 2.01 |
| 10. I have adequate opportunities for advancement. | 12.56% | 26.13% | 28.64% | 16.08% | 16.58% | 199 | 2.98 |
| 11. In general, I am satisfied with my current job. | 43.84% | 35.47% | 10.34% | 7.39% | 2.96% | 203 | 1.9 |

I. Institutional Mission

| | Strongly Agree | Moderately Agree | Neither agree nor disagree | Moderately Disagree | Strongly Disagree | Count | Mean |
|--|----------------|------------------|----------------------------|---------------------|-------------------|-------|------|
| 1. I am aware of Nicholls' statement of institutional mission. | 64.10% | 27.66% | 6.38% | 1.60% | 0.27% | 376 | 1.46 |
| 2. The statement of institutional mission is appropriate for Nicholls. | 54.81% | 33.16% | 9.89% | 1.34% | 0.80% | 374 | 1.6 |
| 3. Nicholls meets and continues to achieve its stated mission. | 41.33% | 33.33% | 17.33% | 6.13% | 1.87% | 375 | 1.94 |
| 4. The formulation of the institution's mission statement as part of strategic planning had adequate faculty/staff representation. | 34.04% | 28.72% | 26.60% | 6.65% | 3.99% | 376 | 2.18 |
| 5. The statement of the institution's mission is compatible with the regional needs of the Nicholls service area. | 45.48% | 37.77% | 14.10% | 1.33% | 1.33% | 376 | 1.75 |

II. Institutional Effectiveness

| | Strongly Agree | Moderately Agree | Neither agree nor disagree | Moderately Disagree | Strongly Disagree | Count | Mean |
|---|----------------|------------------|----------------------------|---------------------|-------------------|-------|------|
| 6. I am aware of the goals and objectives in my unit or office. | 66.32% | 25.53% | 5.00% | 1.84% | 1.32% | 380 | 1.46 |
| 7. Adequate assessment and evaluation is completed to determine if department and/or unit goals and objectives have been achieved. | 48.28% | 30.87% | 13.72% | 5.01% | 2.11% | 379 | 1.82 |
| 8. My department or unit uses evaluation results to plan for improvement of programs and/or services. | 49.74% | 25.66% | 17.99% | 4.23% | 2.38% | 378 | 1.84 |
| 9. Staff members participate in planning for my department or unit. | 41.98% | 29.95% | 16.04% | 8.02% | 4.01% | 374 | 2.02 |
| 10. My department or unit is provided sufficient information and resources to effectively plan. | 31.22% | 32.01% | 15.61% | 13.49% | 7.67% | 378 | 2.34 |
| 11. I support the goals and objectives of my office or unit. | 68.18% | 22.19% | 7.22% | 1.07% | 1.34% | 374 | 1.45 |
| 12. A good faith effort is being made by most personnel to accomplish the goals and objectives of my office or unit. | 59.74% | 30.26% | 7.11% | 1.84% | 1.05% | 380 | 1.54 |
| 13. Nicholls is achieving its various goals and objectives. | 32.00% | 41.07% | 20.27% | 4.80% | 1.87% | 375 | 2.03 |
| 14. Planning and evaluation at all levels of the University are broadly participatory. | 25.59% | 27.18% | 27.44% | 12.40% | 7.39% | 379 | 2.49 |
| 15. The results of the assessment process are evaluated and used to improve educational effectiveness. | 30.40% | 30.13% | 29.33% | 7.20% | 2.93% | 375 | 2.22 |
| 16. 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. | 33.60% | 26.72% | 33.07% | 3.97% | 2.65% | 378 | 2.15 |

III. Faculty/Staff Employment: Personnel Topics

| | Strongly Agree | Moderately Agree | Neither agree nor disagree | Moderately Disagree | Strongly Disagree | Count | Mean |
|---|----------------|------------------|----------------------------|---------------------|-------------------|-------|------|
| 17. Equal opportunity and affirmative action principles are applied in recruiting, salary, and promotion decisions at Nicholls. | 29.44% | 24.67% | 27.85% | 9.28% | 8.75% | 377 | 2.43 |
| 18. My unit's/department's efforts to recruit and retain minority faculty, staff, and students are sufficient. | 37.67% | 23.61% | 27.32% | 5.84% | 5.57% | 377 | 2.18 |
| 19. My unit's/department's efforts to recruit and retain women faculty, staff, and students are sufficient. | 47.62% | 25.13% | 19.84% | 2.91% | 4.50% | 378 | 1.92 |
| 20. Nicholls salaries are adequate to maintain qualified faculty and staff. | 7.39% | 7.39% | 9.50% | 28.23% | 47.49% | 379 | 4.01 |
| 21. Current procedures/criteria for promotion and/or tenure are clearly stated. | 23.75% | 24.80% | 27.18% | 16.09% | 8.18% | 379 | 2.6 |
| 22. Decisions related to promotion and/or tenure in my unit/department are consistent with established university policy. | 26.40% | 22.93% | 37.87% | 6.40% | 6.40% | 375 | 2.43 |
| 23. Adequate professional development opportunities are provided. | 19.84% | 24.60% | 19.84% | 18.25% | 17.46% | 378 | 2.89 |
| 24. Adequate opportunities exist to provide for collaboration among departments on campus. | 23.22% | 31.40% | 22.43% | 16.09% | 6.86% | 379 | 2.52 |

IV. Faculty/Staff Employment: Working Environment

| | Strongly agree | Somewhat agree | Neither agree nor disagree | Somewhat disagree | Strongly disagree | Count | Mean |
|--|----------------|----------------|----------------------------|-------------------|-------------------|-------|------|
| 25. Secretarial and clerical support is adequate to meet my current needs. | 42.74% | 24.80% | 9.50% | 8.97% | 13.98% | 379 | 2.27 |
| 26. My immediate supervisor offers adequate feedback regarding my performance. | 57.26% | 22.96% | 9.23% | 3.69% | 6.86% | 379 | 1.80 |

IV. University Perception

| | Strongly agree | Somewhat agree | Neither agree nor disagree | Somewhat disagree | Strongly disagree | Count | Mean |
|--|----------------|----------------|----------------------------|-------------------|-------------------|-------|------|
| 27. Nicholls academic programs have quality. | 52.27% | 33.87% | 8.27% | 5.33% | 0.27% | 375 | 1.67 |
| 28. The academic standards at Nicholls are appropriate for a regional University. | 51.32% | 32.28% | 8.73% | 6.08% | 1.59% | 378 | 1.74 |
| 29. Faculty members are sensitive to the interests, needs, and concerns of students. | 43.80% | 36.41% | 12.66% | 6.33% | 0.79% | 379 | 1.84 |
| 30. The administration supports the academic freedom of the faculty. | 32.98% | 30.05% | 25.27% | 6.91% | 4.79% | 376 | 2.20 |
| 31. Nicholls students have ready access to academic advising. | 50.79% | 34.39% | 10.05% | 3.70% | 1.06% | 378 | 1.70 |
| 32. Academic advising of students is adequate. | 35.28% | 37.40% | 18.30% | 7.16% | 1.86% | 377 | 2.03 |
| 33. Prospective students have ready access to academic advising at Nicholls. | 39.79% | 31.56% | 22.81% | 5.04% | 0.80% | 377 | 1.95 |
| 34. Opportunities for students to interact with faculty and staff on an informal, out-of-class basis are adequate. | 39.95% | 34.66% | 20.11% | 4.23% | 1.06% | 378 | 1.92 |
| 35. Nicholls prepares its graduates to understand life in an advanced technological society. | 32.80% | 37.04% | 19.84% | 7.67% | 2.65% | 378 | 2.10 |
| 36. There are ample opportunities for student involvement in campus life through campus events and student organizations. | 58.58% | 30.34% | 8.71% | 2.11% | 0.26% | 379 | 1.55 |
| 37. There is a strong sense of community, a feeling of shared interests and purposes on this campus. | 42.74% | 36.15% | 11.87% | 6.07% | 3.17% | 379 | 1.91 |
| 38. Registration procedures are satisfactory for students. | 33.33% | 33.87% | 24.53% | 6.67% | 1.60% | 375 | 2.09 |
| 39. Attention is given to maintaining fairly close relationships with business, industry, and organizations in the local area. | 36.44% | 32.71% | 21.54% | 5.85% | 3.46% | 376 | 2.07 |
| 40. Community support for Nicholls is good. | 32.71% | 45.84% | 10.19% | 7.77% | 3.49% | 373 | 2.03 |
| 41. The intercollegiate athletics program adheres to a stated philosophy and purpose which is in harmony with the institutional purpose. | 27.32% | 26.53% | 37.93% | 5.57% | 2.65% | 377 | 2.30 |
| 42. Communications about Continuing Education programs are adequate. | 25.46% | 28.65% | 28.38% | 15.65% | 1.86% | 377 | 2.40 |
| 43. I have participated in Continuing Education programs. | 26.81% | 19.57% | 29.76% | 4.83% | 19.03% | 373 | 2.70 |
| 44. Continuing Education offers an adequate variety of programs and courses. | 22.85% | 25.81% | 41.13% | 6.99% | 3.23% | 372 | 2.42 |
| 45. Admissions policies at Nicholls are published, clearly stated, and available to all constituents. | 41.60% | 31.47% | 22.40% | 3.20% | 1.33% | 375 | 1.91 |
| 46. Nicholls' admission policy is effective in meeting the mission of the University. | 39.36% | 33.51% | 22.61% | 3.19% | 1.33% | 376 | 1.94 |
| 47. The overall efforts of Nicholls to recruit students are satisfactory. | 30.13% | 34.40% | 18.67% | 12.80% | 4.00% | 375 | 2.26 |
| 48. Equal opportunity and affirmative action principles are applied in recruiting, salary, and promotion decisions at Nicholls. | 26.95% | 23.18% | 35.58% | 8.63% | 5.66% | 371 | 2.43 |
| 49. Nicholls is supportive of minority faculty, staff, and students. | 35.85% | 29.92% | 25.07% | 4.85% | 4.31% | 371 | 2.12 |
| 50. Efforts to recruit and retain minority faculty, staff, and students are sufficient. | 27.76% | 29.38% | 30.46% | 8.36% | 4.04% | 371 | 2.32 |
| 51. Efforts to recruit and retain women faculty are sufficient. | 31.64% | 27.35% | 30.29% | 6.17% | 4.56% | 373 | 2.25 |
| 52. The roles and responsibilities of University-wide committees are well-defined and understood. | 27.01% | 30.75% | 24.06% | 14.17% | 4.01% | 374 | 2.37 |
| 53. The programs and services of the library are consistent with the mission of the library. | 38.50% | 35.29% | 22.73% | 2.67% | 0.80% | 374 | 1.92 |

IV. University Perception Continued

| | Strongly agree | Somewhat agree | Neither agree nor disagree | Somewhat disagree | Strongly disagree | Count | Mean |
|---|----------------|----------------|----------------------------|-------------------|-------------------|-------|------|
| 54. The library staff generally has technical expertise to assist patrons. | 44.53% | 30.40% | 23.73% | 0.27% | 1.07% | 375 | 1.83 |
| 55. The library maintains adequate hours for its users. | 40.70% | 27.49% | 23.99% | 6.20% | 1.62% | 371 | 2.01 |
| 56. Library policies concerning acquisitions and services are based on user needs. | 37.87% | 28.53% | 30.93% | 2.13% | 0.53% | 375 | 1.99 |
| 57. The library's physical facilities are adequate to house, service, and make the collections easily available. | 37.07% | 32.27% | 25.60% | 3.47% | 1.60% | 375 | 2.00 |
| 58. Professional assistance is available to library users at convenient locations. | 42.47% | 29.30% | 26.61% | 0.81% | 0.81% | 372 | 1.88 |
| 59. 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. | 50.80% | 33.96% | 10.70% | 4.01% | 0.53% | 374 | 1.70 |
| 60. Student development services are adequate in regard to off-campus programs. | 22.64% | 21.29% | 49.87% | 5.39% | 0.81% | 371 | 2.40 |
| 61. Personal counseling services provided for students are adequate. | 38.07% | 30.29% | 29.22% | 1.61% | 0.80% | 373 | 1.97 |
| 62. The services offered to students by Career Services are adequate. | 24.40% | 25.20% | 35.66% | 9.92% | 4.83% | 373 | 2.46 |
| 63. The SGA Senate is an effective voice for students. | 28.26% | 34.78% | 29.08% | 5.43% | 2.45% | 368 | 2.19 |
| 64. I attend activities or events sponsored by student organizations. | 26.88% | 37.37% | 22.04% | 8.60% | 5.11% | 372 | 2.28 |
| 65. Campus student media at Nicholls adequately inform, entertain, and/or stimulate audiences. | 27.35% | 34.85% | 27.35% | 8.58% | 1.88% | 373 | 2.23 |
| 66. Student behavior and disciplinary policies are fair. | 32.61% | 35.31% | 27.22% | 3.23% | 1.62% | 371 | 2.06 |
| 67. I am aware of student grievance procedures. | 38.87% | 34.85% | 20.38% | 4.56% | 1.34% | 373 | 1.95 |
| 68. The security and confidentiality of student records are maintained. | 54.96% | 30.29% | 13.14% | 0.80% | 0.80% | 373 | 1.62 |
| 69. I am aware of the health services available to me on campus. | 45.55% | 29.11% | 15.36% | 7.01% | 2.96% | 371 | 1.93 |
| 70. The intercollegiate athletic program promotes student development. | 30.67% | 30.13% | 32.53% | 4.53% | 2.13% | 375 | 2.17 |
| 71. University fund-raising is directly related to the goals and purpose of the university. | 25.75% | 26.56% | 30.62% | 9.21% | 7.86% | 369 | 2.47 |
| 72. The interests and suggestions of various segments of the University are well-represented in the fund raising efforts of Nicholls. | 20.97% | 22.85% | 32.53% | 13.44% | 10.22% | 372 | 2.69 |
| 73. University publications are effective in communicating with faculty and staff. | 28.42% | 37.53% | 20.11% | 10.99% | 2.95% | 373 | 2.23 |

V. Financial Resources

| | Strongly agree | Somewhat agree | Neutral | Somewhat disagree | Strongly disagree | Count | Mean |
|---|----------------|----------------|---------|-------------------|-------------------|-------|------|
| 74. Budget preparations reflect sound planning. | 19.84% | 29.76% | 31.37% | 12.06% | 6.97% | 373 | 2.57 |
| 75. When conditions require budget revisions, the institution communicates the nature of changes to those affected. | 22.25% | 28.69% | 25.47% | 13.40% | 10.19% | 373 | 2.61 |
| 76. My office or unit receives a fair share of resources. | 18.55% | 26.34% | 22.85% | 18.82% | 13.44% | 372 | 2.82 |
| 77. The institution allocates resources effectively in order to accomplish institutional goals. | 18.87% | 27.76% | 28.03% | 16.98% | 8.36% | 371 | 2.68 |
| 78. Human, physical, financial, and equipment resources are provided on the basis of predetermined needs. | 19.14% | 25.88% | 33.42% | 14.56% | 7.01% | 371 | 2.64 |
| 79. I am satisfied with the overall quality of service provided by the Purchasing Office. | 28.95% | 32.17% | 25.20% | 8.58% | 5.09% | 373 | 2.29 |
| 80. I am satisfied with the overall quality of service provided by the Controller's Office. | 27.01% | 35.03% | 28.07% | 6.68% | 3.21% | 374 | 2.24 |
| 81. I am satisfied with the overall quality of service provided by the Human Resources' Office. | 28.49% | 36.29% | 19.89% | 10.22% | 5.11% | 372 | 2.27 |

**VI. Physical Resources / Administrative Services:
Facilities/Safety/Security/Services**

| | Strongly agree | Somewhat agree | Neutral | Somewhat disagree | Strongly disagree | Count | Mean |
|---|----------------|----------------|---------|-------------------|-------------------|-------|------|
| 82. Campus buildings are kept clean. | 34.31% | 42.82% | 6.65% | 13.56% | 2.66% | 376 | 2.07 |
| 83. Campus buildings are well maintained. | 26.67% | 39.47% | 8.53% | 17.33% | 8.00% | 375 | 2.41 |
| 84. General maintenance requests are responded to in a timely manner. | 38.40% | 38.67% | 11.73% | 7.47% | 3.73% | 375 | 1.99 |
| 85. Buildings, grounds, and parking are adequate for persons with disabilities. | 37.80% | 37.27% | 18.50% | 5.36% | 1.07% | 373 | 1.95 |
| 86. Nicholls provides a safe and secure environment. | 61.44% | 31.91% | 3.99% | 1.86% | 0.80% | 376 | 1.49 |
| 87. Convenient parking space is available on campus. | 44.89% | 36.02% | 8.60% | 7.53% | 2.96% | 372 | 1.88 |
| 88. Adequate safety procedures are in place in my workplace. | 53.74% | 32.62% | 8.56% | 4.28% | 0.80% | 374 | 1.66 |
| 89. The campus has adequate outdoor lighting. | 43.58% | 39.57% | 7.22% | 8.02% | 1.60% | 374 | 1.84 |
| 90. Night security for my building or department is adequate. | 37.43% | 31.82% | 19.79% | 8.02% | 2.94% | 374 | 2.07 |
| 91. Key control in my building or area is well-maintained. | 47.86% | 31.82% | 14.17% | 3.74% | 2.41% | 374 | 1.81 |
| 92. Services provided by the campus police, including enforcement of parking regulations, are adequate. | 45.72% | 35.29% | 9.36% | 7.75% | 1.87% | 374 | 1.85 |
| 93. Postal services are adequate to meet my needs. | 46.07% | 35.50% | 13.55% | 3.52% | 1.36% | 369 | 1.79 |
| 94. Telephone and telecommunication services are adequate to meet my needs. | 57.07% | 33.60% | 6.67% | 1.87% | 0.80% | 375 | 1.56 |
| 95. Food services on campus are adequate to accommodate my needs. | 45.72% | 32.62% | 12.30% | 6.95% | 2.41% | 374 | 1.88 |

VII. Computer Resources & Services

| | Strongly agree | Somewhat agree | Neutral | Somewhat disagree | Strongly disagree | Count | Mean |
|--|----------------|----------------|---------|-------------------|-------------------|-------|------|
| 96. I have adequate equipment and materials (non-computing) to perform my job. | 43.85% | 35.29% | 6.95% | 11.50% | 2.41% | 374 | 1.93 |
| 97. The computer hardware (e.g., computer, printer, etc.) in my office or unit is adequate for my job. | 39.62% | 38.54% | 5.12% | 10.51% | 6.20% | 371 | 2.05 |
| 98. The computer software is adequate to handle the tasks assigned to me. | 44.50% | 34.85% | 6.97% | 9.12% | 4.56% | 373 | 1.94 |
| 99. Administrative computing services are adequate to accomodate the current needs of my department or unit. | 41.94% | 37.10% | 11.02% | 8.33% | 1.61% | 372 | 1.91 |
| 100. There are policies for allocating computer resources and services. | 31.44% | 22.22% | 34.96% | 6.23% | 5.15% | 369 | 2.31 |
| 101. Computer support services on campus are adequate. | 46.49% | 34.86% | 9.46% | 6.76% | 2.43% | 370 | 1.84 |
| 102. Computer repair services on campus are adequate. | 48.39% | 34.41% | 10.22% | 5.38% | 1.61% | 372 | 1.77 |
| 103. Opportunities for computer training are adequate. | 26.22% | 27.84% | 28.92% | 12.16% | 4.86% | 370 | 2.42 |

VIII. Organization & Administration

| | Strongly agree | Somewhat agree | Neutral | Somewhat disagree | Strongly disagree | Count | Mean |
|---|----------------|----------------|---------|-------------------|-------------------|-------|------|
| 104. I am generally aware of the lines of authority within the university (its organizational structure). | 57.80% | 33.33% | 5.65% | 2.69% | 0.54% | 372 | 1.55 |
| 105. The principal focus of Nicholls is the education of its students. | 50.81% | 32.53% | 6.99% | 7.80% | 1.88% | 372 | 1.77 |
| 106. Adequate communication between the administration and staff is provided for the effective conduct of institutional policy. | 29.89% | 26.09% | 15.76% | 16.30% | 11.96% | 368 | 2.54 |
| 107. Adequate formal channels of communication between the staff and the administration are provided. | 29.16% | 27.79% | 19.35% | 14.17% | 9.54% | 367 | 2.47 |
| 108. The organizational structure is well-defined and is reflected in the organizational chart. | 45.70% | 31.99% | 14.78% | 5.38% | 2.15% | 372 | 1.86 |
| 109. The administrative processes are well-defined and available to the University community. | 31.18% | 25.27% | 26.08% | 11.29% | 6.18% | 372 | 2.36 |
| 110. The administrative organization enables each functional unit to perform its responsibilities as defined by the stated purpose of Nicholls. | 32.43% | 30.27% | 24.32% | 9.73% | 3.24% | 370 | 2.21 |
| 111. The publications produced and distributed by the institution accurately reflect the institutional purpose. | 33.78% | 35.14% | 25.14% | 4.86% | 1.08% | 370 | 2.04 |
| 112. Issues important to Nicholls are well represented to the University of Louisiana System and the Louisiana Board of Regents. | 30.00% | 26.22% | 30.81% | 8.38% | 4.59% | 370 | 2.31 |
| 113. Issues important to Nicholls are well-represented to state legislative bodies and government agencies. | 28.84% | 26.95% | 26.95% | 10.51% | 6.74% | 371 | 2.39 |