

Faculty/Staff Survey 2014 & 2017 Comparison

The questions were posted on a scale from 1 to 5 with "1" being "Strongly Agree" and "5" being "Strongly Disagree"

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|---------------------------------|-----------|
| WORSE VS 2014 (TOTAL) | 99 |
| IMPROVED VS 2014 (TOTAL) | 73 |

I. Faculty: Teaching and Learning

| Question | 2017 Mean | 2014 Mean | Difference |
|--|-----------|-----------|------------|
| 01. Registration procedures are satisfactory as they concern the faculty. | 2.04 | 2.04 | 0.00 |
| 02. Core course requirements at Nicholls are adequate to insure that all students receive a broad-based education. | 2.06 | 2.13 | -0.07 |
| 03. The Nicholls process for planning and evaluating core course requirements is effective. | 2.40 | 2.47 | -0.07 |
| 04. The Nicholls catalog and bulletin describes programs and courses clearly and accurately. | 1.90 | 1.97 | -0.08 |
| 05. To facilitate effective instruction in my department, the department head and others involved in planning generally consider class size, teaching load, and faculty expertise. | 2.02 | 1.89 | 0.13 |
| 06. Generally, faculty provide students with course syllabi that give them a clear understanding of course goals, requirements, content, and grading method. | 1.49 | 1.39 | 0.09 |
| 07. Nicholls provides a setting that is conducive to scholarly and creative achievement. | 2.16 | 1.90 | 0.26 |
| 08. Faculty control the curriculum. | 2.15 | 2.20 | -0.05 |
| 09. I am satisfied with the way summer teaching opportunities are allocated in my department. | 2.39 | 2.17 | 0.22 |
| 10. Compensation for adjunct teaching is adequate. | 3.94 | 3.75 | 0.19 |
| 11. I feel free to discuss controversial issues in my class that are related to the subject matter. | 2.17 | 1.80 | 0.37 |
| 12. The Faculty Handbook adequately describes the policies and procedures of the University. | 2.10 | 1.95 | 0.16 |
| 13. Within reasonable limits, I have personal control over my syllabi and course requirements. | 1.70 | 1.66 | 0.04 |
| 14. Faculty grievance procedures are adequate. | 2.31 | 2.14 | 0.16 |
| 15. The differential importance of teaching, research, and service is clearly defined for faculty in my department. | 2.24 | 2.13 | 0.11 |
| 16. Nicholls provides adequate opportunities for career involvement in professional organizations and meetings. | 2.75 | 2.62 | 0.12 |
| 17. Library facilities and services at Nicholls are adequate for my research needs. | 2.13 | 2.39 | -0.27 |
| 18. Present policies and procedures provide for adequate faculty input into University governance. | 2.74 | 2.36 | 0.38 |
| 19. The Faculty Senate adequately reflects the interests of the faculty at large. | 2.21 | 2.20 | 0.01 |
| 20. The number of full-time faculty in my department is adequate to meet my teaching load. | 3.06 | 3.17 | -0.11 |
| 21. I am satisfied with my level of involvement in the process of determining my teaching load. | 2.32 | 2.24 | 0.08 |
| 22. Considering my teaching load, I have adequate time for University service and research. | 2.97 | 3.04 | -0.07 |
| 23. The evaluation by students of my teaching effectiveness is fair. | 2.54 | 2.68 | -0.14 |
| 24. Student evaluations are useful in making decisions regarding my teaching methods. | 2.37 | 2.51 | -0.14 |
| 25. Faculty evaluation procedures are comprehensive and equitable. | 2.49 | 2.36 | 0.13 |
| 26. The evaluation of my teaching by my superior is fair. | 1.94 | 1.95 | -0.01 |
| 27. The method used to assign weights to teaching, service, and research in my department is fair. | 2.18 | 2.23 | -0.04 |
| 28. Classrooms and laboratories in which I teach are adequate. | 2.66 | 2.42 | 0.24 |
| 29. Advising in my department or unit adequately serves the students. | 1.94 | 1.91 | 0.03 |
| 30. The Office of Research and Sponsored Programs adequately identifies sources of outside funding. | 2.62 | 2.39 | 0.23 |
| 31. The Office of Research and Sponsored Programs adequately assists faculty interested in grants and programs. | 2.50 | 2.31 | 0.20 |
| 32. The Nicholls Research Council awards faculty grants with fairness. | 2.64 | 2.41 | 0.23 |

I. Faculty: Graduate Teaching and Learning

| Question | 2017 Mean | 2014 Mean | Difference |
|--|-----------|-----------|------------|
| 01. Graduate admissions policies for my program are consistently applied. | 1.80 | 1.53 | 0.27 |
| 02. Graduate admissions criteria for my program are generally predictive of student success. | 2.07 | 2.03 | 0.04 |
| 03. Current admissions procedures for my program are adequate. | 1.80 | 1.80 | 0.00 |
| 04. Sufficient graduate assistantships are available to students applying to my program. | 3.00 | 2.77 | 0.23 |
| 05. Curricula for graduate students in my department are reviewed regularly and evaluated according to clear guidelines. | 1.78 | 1.61 | 0.17 |
| 06. Courses and curricula offered in the graduate program in my department compare favorably with those offered elsewhere. | 1.71 | 1.70 | 0.01 |
| 07. Graduate students are required to perform at an enhanced level in courses taken by both graduate and undergraduate students. | 1.46 | 1.73 | -0.27 |
| 08. The graduate curriculum in my department prepares students to analyze, explore, question, reconsider, and synthesize knowledge and skills. | 1.29 | 1.57 | -0.27 |
| 09. The graduate curriculum in my department adequately prepares students for a profession or field of scholarship. | 1.32 | 1.67 | -0.35 |
| 10. The graduate curriculum in my department integrates research and instruction. | 1.58 | 1.73 | -0.16 |
| 11. Criteria for graduate faculty membership are reasonable. | 2.03 | 2.00 | 0.02 |
| 12. The University Graduate Council contributes positively to the graduate program. | 2.37 | 2.34 | 0.02 |
| 13. Graduate course syllabi in my department explain goals, content, course requirements, and method of evaluation. | 1.53 | 1.40 | 0.13 |
| 14. The instructional process in my department is reviewed on a regular basis and revised when necessary. | 1.83 | 1.93 | -0.10 |
| 15. Nicholls provides an environment which supports and encourages scholarly activity among faculty and graduate students. | 2.51 | 2.38 | 0.13 |
| 16. The library's existing collection and resources adequately serve the special needs of the graduate program. | 2.44 | 2.63 | -0.19 |

I. Staff employment: Personnel Topics & Working Environment

| Question | 2017 Mean | 2014 Mean | Difference |
|--|-----------|-----------|------------|
| 01. My job description is current. | 1.79 | 1.68 | 0.11 |
| 02. I am aware of policies regarding pay and salary increases. | 2.20 | 2.03 | 0.16 |
| 03. The current procedure for personnel evaluation at Nicholls is fair and consistent. | 2.25 | 2.30 | -0.05 |
| 04. Grievance procedures are adequate. | 2.28 | 2.27 | 0.01 |
| 05. The number of staff in my office is adequate to meet current needs. | 2.81 | 2.91 | -0.11 |
| 06. My office or unit provides efficient service. | 1.41 | 1.53 | -0.12 |
| 07. Staff in my office or unit are oriented to serving Nicholls students. | 1.33 | 1.44 | -0.11 |
| 08. 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. | 1.96 | 2.03 | -0.07 |
| 09. Before changes that concern me and my job are put into effect, they are discussed with me, when appropriate. | 2.01 | 2.18 | -0.16 |
| 10. I have adequate opportunities for advancement. | 2.98 | 3.16 | -0.18 |
| 11. In general, I am satisfied with my current job. | 1.90 | 1.94 | -0.04 |

I. Institutional Mission

| Question | 2017 Mean | 2014 Mean | Difference |
|---|-----------|-----------|------------|
| 01. I am aware of Nicholls's statement of institutional mission. | 1.46 | 1.73 | -0.27 |
| 02. The statement of institutional mission is appropriate for Nicholls. | 1.60 | 1.76 | -0.16 |
| 03. Nicholls meets and continues to achieve its stated mission. | 1.94 | 1.88 | 0.05 |
| 04. The formulation of the institution's mission statement as part of strategic planning had adequate faculty/staff representation. | 2.18 | 2.18 | 0.00 |
| 05. The statement of the institution's mission is compatible with the regional needs of the Nicholls service area. | 1.75 | 1.87 | -0.12 |

II. Institutional Effectiveness

| Question | 2017 Mean | 2014 Mean | Difference |
|---|-----------|-----------|------------|
| 6. I am aware of the goals and objectives in my unit or office. | 1.46 | 1.65 | -0.19 |
| 7. Adequate assessment and evaluation is completed to determine if department and/or unit goals and objectives have been achieved. | 1.82 | 2.00 | -0.18 |
| 8. My department or unit uses evaluation results to plan for improvement of programs and/or services. | 1.84 | 2.04 | -0.20 |
| 9. Staff members participate in planning for my department or unit. | 2.02 | 2.07 | -0.05 |
| 10. My department or unit is provided sufficient information and resources to effectively plan. | 2.34 | 2.20 | 0.14 |
| 11. I support the goals and objectives of my office or unit. | 1.45 | 1.54 | -0.09 |
| 12. A good faith effort is being made by most personnel to accomplish the goals and objectives of my office or unit. | 1.54 | 1.61 | -0.07 |
| 13. Nicholls is achieving its various goals and objectives. | 2.03 | 2.04 | -0.01 |
| 14. Planning and evaluation at all levels of the University are broadly participatory. | 2.49 | 2.37 | 0.12 |
| 15. The results of the assessment process are evaluated and used to improve educational effectiveness. | 2.22 | 2.20 | 0.02 |
| 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 | 2.15 | 2.23 | -0.08 |

III. Faculty/Staff Employment: Personnel Topics

| Question | 2017 Mean | 2014 Mean | Difference |
|---|-----------|-----------|------------|
| 17. Equal opportunity and affirmative action principles are applied in recruiting, salary, and promotion decisions at Nicholls. | 2.43 | 2.43 | 0.00 |
| 18. My unit's/department's efforts to recruit and retain minority faculty, staff, and students are sufficient. | 2.18 | 2.08 | 0.10 |
| 19. My unit's/department's efforts to recruit and retain women faculty, staff, and students are sufficient. | 1.91 | 1.86 | 0.06 |
| 20. Nicholls salaries are adequate to maintain qualified faculty and staff. | 4.01 | 3.97 | 0.04 |
| 21. Current procedures/criteria for promotion and/or tenure are clearly stated. | 2.60 | 2.60 | 0.00 |
| 22. Decisions related to promotion and/or tenure in my unit/department are consistent with established university policy. | 2.43 | 2.33 | 0.10 |
| 23. Adequate professional development opportunities are provided. | 2.89 | 2.51 | 0.38 |
| 24. Adequate opportunities exist to provide for collaboration among departments on campus. | 2.52 | 2.45 | 0.07 |

IV. Faculty/Staff Employment: Working Environment

| Question | 2017 Mean | 2014 Mean | Difference |
|--|-----------|-----------|------------|
| 25. Secretarial and clerical support is adequate to meet my current needs. | 2.26 | 2.22 | 0.05 |
| 26. My immediate supervisor offers adequate feedback regarding my performance. | 1.80 | 1.74 | 0.06 |

IV. University Perception

| Question | 2017 Mean | 2014 Mean | Difference |
|---|-----------|-----------|------------|
| 27. Nicholls academic programs have quality. | 1.67 | 1.63 | 0.04 |
| 28. The academic standards at Nicholls are appropriate for a regional University. | 1.74 | 1.73 | 0.02 |
| 29. Faculty members are sensitive to the interests, needs, and concerns of students. | 1.84 | 1.81 | 0.02 |
| 30. The administration supports the academic freedom of the faculty. | 2.20 | 2.04 | 0.16 |
| 31. Nicholls students have ready access to academic advising. | 1.70 | 1.86 | -0.17 |
| 32. Academic advising of students is adequate. | 2.03 | 2.09 | -0.07 |
| 33. Prospective students have ready access to academic advising at Nicholls. | 1.95 | 2.04 | -0.08 |
| 34. Opportunities for students to interact with faculty and staff on an informal, out-of-class basis are adequate. | 1.92 | 1.94 | -0.03 |
| 35. Nicholls prepares its graduates to understand life in an advanced technological society. | 2.10 | 2.02 | 0.09 |
| 36. There are ample opportunities for student involvement in campus life through campus events and student organizations. | 1.55 | 1.59 | -0.04 |
| 37. There is a strong sense of community, a feeling of shared interests and purposes on this campus. | 1.91 | 1.83 | 0.08 |
| 38. Registration procedures are satisfactory for students. | 2.09 | 2.13 | -0.04 |
| 39. Attention is given to maintaining fairly close relationships with business, industry, and organizations in the local area. | 2.07 | 1.89 | 0.18 |
| 40. Community support for Nicholls is good. | 2.03 | 2.09 | -0.06 |
| 41. The intercollegiate athletics program adheres to a stated philosophy and purpose which is in harmony with the institutional purpose. | 2.29 | 2.27 | 0.03 |
| 42. Communications about Continuing Education programs are adequate. | 2.39 | 2.21 | 0.19 |
| 43. I have participated in Continuing Education programs. | 2.69 | 2.68 | 0.01 |
| 44. Continuing Education offers an adequate variety of programs and courses. | 2.42 | 2.17 | 0.25 |
| 45. Admissions policies at Nicholls are published, clearly stated, and available to all constituents. | 1.91 | 1.79 | 0.13 |
| 46. Nicholls's admission policy is effective in meeting the mission of the University. | 1.94 | 1.90 | 0.04 |
| 47. The overall efforts of Nicholls to recruit students are satisfactory. | 2.27 | 2.17 | 0.09 |
| 48. Equal opportunity and affirmative action principles are applied in recruiting, salary, and promotion decisions at Nicholls. | 2.43 | 2.44 | -0.01 |
| 49. Nicholls is supportive of minority faculty, staff, and students. | 2.12 | 2.06 | 0.06 |
| 50. Efforts to recruit and retain minority faculty, staff, and students are sufficient. | 2.32 | 2.25 | 0.06 |
| 51. Efforts to recruit and retain women faculty are sufficient. | 2.25 | 2.13 | 0.12 |
| 52. The roles and responsibilities of University-wide committees are well-defined and understood. | 2.38 | 2.32 | 0.06 |
| 53. The programs and services of the library are consistent with the mission of the library. | 1.92 | 2.08 | -0.16 |
| 54. The library staff generally has technical expertise to assist patrons. | 1.83 | 2.10 | -0.27 |
| 55. The library maintains adequate hours for its users. | 2.00 | 2.14 | -0.14 |
| 56. Library policies concerning acquisitions and services are based on user needs. | 1.99 | 2.12 | -0.14 |
| 57. The library's physical facilities are adequate to house, service, and make the collections easily available. | 2.00 | 2.03 | -0.03 |
| 58. Professional assistance is available to library users at convenient locations. | 1.88 | 2.05 | -0.17 |
| 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. | 1.69 | 1.70 | 0.00 |
| 60. Student development services are adequate in regard to off-campus programs. | 2.40 | 2.25 | 0.15 |
| 61. Personal counseling services provided for students are adequate. | 1.97 | 1.97 | 0.00 |
| 62. The services offered to students by Career Services are adequate. | 2.46 | 2.46 | 0.00 |
| 63. The SGA Senate is an effective voice for students. | 2.19 | 2.13 | 0.06 |
| 64. I attend activities or events sponsored by student organizations. | 2.28 | 2.20 | 0.07 |
| 65. Campus student media at Nicholls adequately inform, entertain, and/or stimulate audiences. | 2.22 | 2.13 | 0.10 |
| 66. Student behavior and disciplinary policies are fair. | 2.06 | 1.96 | 0.10 |
| 67. I am aware of student grievance procedures. | 1.95 | 1.94 | 0.00 |
| 68. The security and confidentiality of student records are maintained. | 1.62 | 1.67 | -0.05 |
| 69. I am aware of the health services available to me on campus. | 1.92 | 1.93 | -0.01 |

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|---|------|------|------|
| 70. The intercollegiate athletic program promotes student development. | 2.17 | 2.16 | 0.01 |
| 71. University fund-raising is directly related to the goals and purpose of the university. | 2.47 | 2.28 | 0.19 |
| 72. The interests and suggestions of various segments of the University are well-represented in the fund raising efforts of Nicholls. | 2.69 | 2.53 | 0.16 |
| 73. University publications are effective in communicating with faculty and staff. | 2.22 | 1.97 | 0.25 |

V. Financial Resources

| Question | 2017 Mean | 2014 Mean | Difference |
|---|-----------|-----------|------------|
| 74. Budget preparations reflect sound planning. | 2.56 | 2.66 | -0.10 |
| 75. When conditions require budget revisions, the institution communicates the nature of changes to those affected. | 2.60 | 2.58 | 0.03 |
| 76. My office or unit receives a fair share of resources. | 2.83 | 2.83 | 0.00 |
| 77. The institution allocates resources effectively in order to accomplish institutional goals. | 2.69 | 2.65 | 0.03 |
| 78. Human, physical, financial, and equipment resources are provided on the basis of predetermined needs. | 2.64 | 2.65 | 0.00 |
| 79. I am satisfied with the overall quality of service provided by the Purchasing Office. | 2.28 | 2.35 | -0.07 |
| 80. I am satisfied with the overall quality of service provided by the Controller's Office. | 2.24 | 2.46 | -0.22 |
| 81. I am satisfied with the overall quality of service provided by the Human Resources Office. | 2.27 | 2.27 | 0.00 |

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

| Question | 2017 Mean | 2014 Mean | Difference |
|---|-----------|-----------|------------|
| 82. Campus buildings are kept clean. | 2.07 | 2.23 | -0.16 |
| 83. Campus buildings are well maintained. | 2.40 | 2.26 | 0.14 |
| 84. General maintenance requests are responded to in a timely manner. | 1.99 | 2.12 | -0.13 |
| 85. Buildings, grounds, and parking are adequate for persons with disabilities. | 1.94 | 1.92 | 0.03 |
| 86. Nicholls provides a safe and secure environment. | 1.49 | 1.57 | -0.08 |
| 87. Convenient parking space is available on campus. | 1.87 | 1.95 | -0.08 |
| 88. Adequate safety procedures are in place in my workplace. | 1.66 | 1.68 | -0.02 |
| 89. The campus has adequate outdoor lighting. | 1.85 | 1.90 | -0.05 |
| 90. Night security for my building or department is adequate. | 2.07 | 2.13 | -0.06 |
| 91. Key control in my building or area is well-maintained. | 1.81 | 1.84 | -0.03 |
| 92. Services provided by the campus police, including enforcement of parking regulations, are adequate. | 1.85 | 1.90 | -0.05 |
| 93. Postal services are adequate to meet my needs. | 1.78 | 1.74 | 0.04 |
| 94. Telephone and telecommunication services are adequate to meet my needs. | 1.56 | 1.58 | -0.02 |
| 95. Food and services are adequate to meet my needs. | 1.88 | 1.96 | -0.08 |

VII. Computer Resources & Services

| Question | 2017 Mean | 2014 Mean | Difference |
|---|-----------|-----------|------------|
| 96. I have adequate equipment and materials (non-computing) to perform my job. | 1.93 | 2.07 | -0.13 |
| 97. The computer hardware (e.g., computer, printer, etc.) in my office or unit is adequate for my job. | 2.05 | 2.16 | -0.11 |
| 98. The computer software is adequate to handle the tasks assigned to me. | 1.94 | 2.03 | -0.09 |
| 99. Administrative computing services are adequate to accommodate the current needs of my department or unit. | 1.90 | 2.00 | -0.09 |
| 100. There are policies for allocating computer resources and services. | 2.31 | 2.24 | 0.07 |
| 101. Computer support services on campus are adequate. | 1.84 | 1.93 | -0.10 |
| 102. Computer repair services on campus are adequate. | 1.77 | 1.92 | -0.14 |
| 103. Opportunities for computer training are adequate. | 2.42 | 2.41 | 0.01 |

VIII. Organization & Administration

| Question | 2017 Mean | 2014 Mean | Difference |
|---|-----------|-----------|------------|
| 104. I am generally aware of the lines of authority within the university (its organizational structure). | 1.55 | 1.51 | 0.04 |
| 105. The principal focus of Nicholls is the education of its students. | 1.77 | 1.57 | 0.20 |
| 106. Adequate communication between the administration and staff is provided for the effective conduct of institutional policy. | 2.54 | 2.12 | 0.42 |
| 107. Adequate formal channels of communication between the staff and the administration are provided. | 2.47 | 2.03 | 0.45 |
| 108. The organizational structure is well-defined and is reflected in the organizational chart. | 1.86 | 1.86 | 0.00 |
| 109. The administrative processes are well-defined and available to the University community. | 2.36 | 2.10 | 0.26 |
| 110. The administrative organization enables each functional unit to perform its responsibilities as defined by the stated purpose of Nicholls. | 2.21 | 2.11 | 0.10 |
| 111. The publications produced and distributed by the institution accurately reflect the institutional purpose. | 2.04 | 1.93 | 0.11 |
| 112. Issues important to Nicholls are well represented to the University of Louisiana System and the Louisiana Board of Regents. | 2.32 | 2.27 | 0.05 |
| 113. Issues important to Nicholls are well-represented to state legislative bodies and government agencies. | 2.39 | 2.44 | -0.04 |