

**Nicholls State University**

***Police Department***

**2017 Annual Plan Assessment**

## **Nicholls State University Vision:**

To be the intellectual, economic, and cultural *heart* of the Bayou Region.

## **Nicholls State University Mission:**

Nicholls delivers accredited degree programs and comprehensive learning experiences to prepare students for regional and global professions within a spirited campus environment immersed in Bayou Region culture.

## **Imperatives (Goals):**

G-1: Student Opportunity and Success

G-2: Innovation

G-3: Internationalization

G-4: Serving the Needs of the Region

## **Strategic Initiatives:**

### **Stakeholders**

S-1: Grow a financially viable university.

S-2: Provide quality workforce and citizens for the Bayou Region.

S-3: Maintain high student/alumni satisfaction with Nicholls experience.

### **Internal Processes**

P-1: Sustain optimal enrollment.

P-2: Establish positive image (brand) in wider marketplace.

P-3: Enhance external relationships.

P-4: Provide customer-focused student services.

P-5: Optimize (innovative) program offerings.

P-6: Provide meaningful student activities.

P-7: Maintain regional and specialized accreditations.

P-8: Recruit, develop and retain high quality faculty.

### **Innovation and Capacity**

C-1: Cultivate climate for innovative teaching and research.

C-2: Continuously improve core work processes.

C-3: Provide appropriate facilities.

C-4: Recruit, develop and retain high quality staff.

**Assessment Plan: Calendar Year 2017**

**Department: Police Department**

**Mission:** The Nicholls State University Police Department is committed to providing the best law enforcement services to the university's students, faculty, staff and visiting community supporters. The department has a "commitment to service" to the leaders of today and tomorrow. In providing a safe and secure environment, Nicholls students can concentrate on reaching their educational goals of graduating and fulfilling the college experience. To secure that this experience takes place, University Police must maintain a proactive and progressive department that is responsive to the needs of Nicholls students and to support the university's overall mission with an emphasis on providing high-quality, well-utilized programs and services that facilitate the academic success and personal development of Nicholls students.

<b>Row 1</b>	<b>Program Outcome 1:</b> Create a wellness program for the police department by allowing officers 1 hour a day while on duty to participate in some form of fitness program helping to improve their health.
<b>Row 2</b>	<b>2015-2020 Strategic Plan Alignment:</b>  C-4, P-4, C-2
<b>Row 3</b>	<b>Assessment Methods and Targets:</b>  <i>Policy, enrollment of officers</i>
<b>Row 4</b>	<b>Results:</b>  <i>What are the results of your Assessment Tools (surveys, audits, reports, etc.)?</i>
<b>Row 5</b>	<b>Use of Results:</b>  <i>How will you use the results to reaffirm, make changes or improvements? What resources, if any, are needed to make changes or improvements?</i>

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<b>Row 1</b>	<b>Program Outcome 2:</b> Improve the police department's hiring practices and screening processes during the hiring phases of employment and fit for duty screenings for officers by implementing a professional service contract with an independent vendor providing physiological screenings, fit for duty screenings, and previous employment background checks in addition to criminal records checks and civil liability issues.
<b>Row 2</b>	<b>2015-2020 Strategic Plan Alignment:</b> C-4, P-3, S-3 and P-4
<b>Row 3</b>	<b>Assessment Methods and Targets:</b>  <i>Contract with Company, Number of Screenings and performance of employees</i>
<b>Row 4</b>	<b>Results:</b>  <i>What are the results of your Assessment Tools (surveys, audits, reports, etc.)?</i>
<b>Row 5</b>	<b>Use of Results:</b>  <i>How will you use the results to reaffirm, make changes or improvements? What resources, if any, are needed to make changes or improvements?</i>



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**Row 1**

**Program Outcome 3:**

Improve the salaries by 20% increase for the police officers to be competitive with local agencies.

**Row 2**

**2015-2020 Strategic Plan Alignment:**

C-4, P-3, S-3 and P-4

**Row 3**

**Assessment Methods and Targets:**

*The pay scale before the increase and pay scale after increases.*

**Row 4**

**Results:**

*What are the results of your Assessment Tools (surveys, audits, reports, etc.)?*

**Row 5**

**Use of Results:**

*How will you use the results to reaffirm, make changes or improvements? What resources, if any, are needed to make changes or improvements?*