

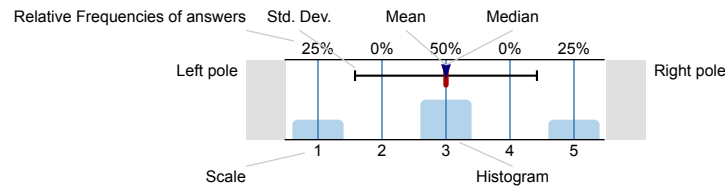


Employee Satisfaction Survey Spring 2020

No. of responses = 125

Legend

Question text

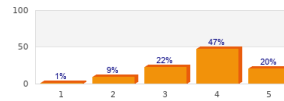


n=No. of responses
av.=Mean
md=Median
dev.=Std. Dev.
ab.=Abstention

1. Campus Culture and Policies

1.1) Advisors meet the holistic (academic and non-academic) needs of advisees.

Not Satisfied at All

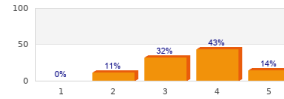


Very Satisfied

n=95
av.=3.76
md=4
dev.=0.92
ab.=30

1.2) All employees are aware of student needs and direct students to appropriate resources.

Not Satisfied at All

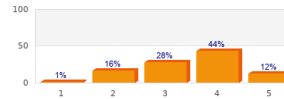


Very Satisfied

n=113
av.=3.61
md=4
dev.=0.86
ab.=12

1.3) The level of communication between advisors and students, outside of enrollment, is sufficient.

Not Satisfied at All

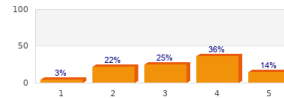


Very Satisfied

n=94
av.=3.49
md=4
dev.=0.94
ab.=31

1.4) The overall communication between the campuses is sufficient to meet needs.

Not Satisfied at All

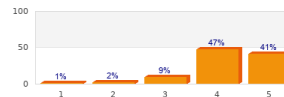


Very Satisfied

n=116
av.=3.35
md=3.5
dev.=1.07
ab.=7

1.5) NOC provides an overall quality learning environment.

Not Satisfied at All

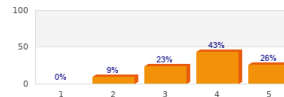


Very Satisfied

n=118
av.=4.25
md=4
dev.=0.76
ab.=6

1.6) NOC provides overall quality customer service to students.

Not Satisfied at All

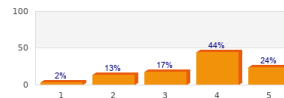


Very Satisfied

n=117
av.=3.85
md=4
dev.=0.9
ab.=6

1.7) NOC provides overall quality service to employees.

Not Satisfied at All

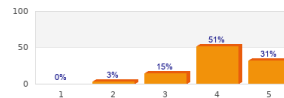


Very Satisfied

n=123
av.=3.73
md=4
dev.=1.04
ab.=1

1.8) NOC provides overall quality customer service to external stakeholders (alumni, retirees, community members, businesses, etc.).

Not Satisfied at All



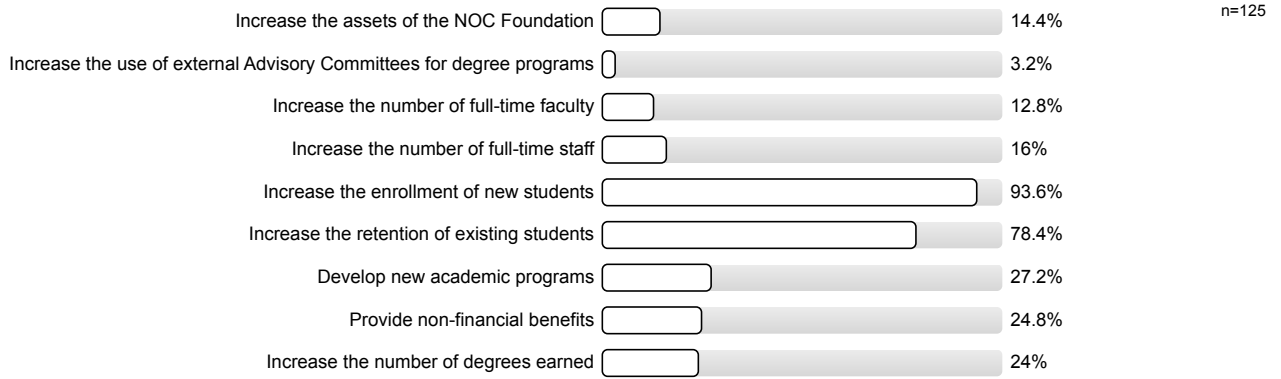
Very Satisfied

n=96
av.=4.1
md=4
dev.=0.76
ab.=28

2. Institutional Goals

2.1) Increase the assets (e.g. program support, scholarship opportunities) of the NOC Foundation	Not Important at All		Very Important	n=123 av.=4.01 md=4 dev.=0.88
2.2) Increase the use of external Advisory Committees for degree programs	Not Important at All		Very Important	n=124 av.=3.44 md=4 dev.=1.04
2.3) Increase the number of full-time faculty	Not Important at All		Very Important	n=123 av.=3.3 md=3 dev.=1.07
2.4) Increase the number of full-time staff	Not Important at All		Very Important	n=124 av.=3.42 md=3 dev.=1.08
2.5) Increase the enrollment of new students	Not Important at All		Very Important	n=125 av.=4.84 md=5 dev.=0.43
2.6) Increase the retention of existing students	Not Important at All		Very Important	n=125 av.=4.74 md=5 dev.=0.6
2.7) Develop new academic programs	Not Important at All		Very Important	n=124 av.=3.9 md=4 dev.=0.93
2.8) Provide non-financial benefits (e.g. flex time)	Not Important at All		Very Important	n=125 av.=3.75 md=4 dev.=1
2.9) Increase the number of degrees earned	Not Important at All		Very Important	n=122 av.=4.03 md=4 dev.=0.92

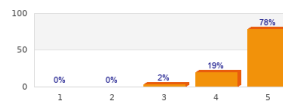
2.11) Choose *three* goals that you believe should be NOC's top priorities.



3. Work Environment

3.1) I am proud of the work I do at Northern.

Not Satisfied at All

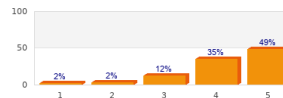


Very Satisfied

n=124
av.=4.76
md=5
dev.=0.48

3.3) I have access to adequate technology to perform my duties.

Not Satisfied at All

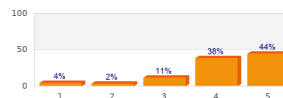


Very Satisfied

n=123
av.=4.27
md=4
dev.=0.89
ab.=1

3.5) I have access to professional development needed for my position.

Not Satisfied at All

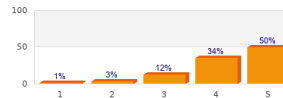


Very Satisfied

n=123
av.=4.15
md=4
dev.=1
ab.=2

3.7) I have clearly defined goals for my position.

Not Satisfied at All

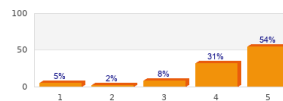


Very Satisfied

n=125
av.=4.29
md=4
dev.=0.86

3.9) I have the support needed from my supervisor to do my job well.

Not Satisfied at All

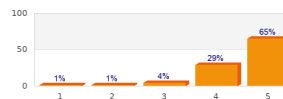


Very Satisfied

n=124
av.=4.28
md=5
dev.=1.02

3.11) My skills and abilities are well matched to my job.

Not Satisfied at All

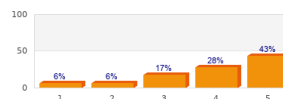


Very Satisfied

n=124
av.=4.57
md=5
dev.=0.69
ab.=1

3.13) Administrators respond in a timely manner to emails and phone calls.

Not Satisfied at All

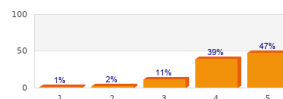


Very Satisfied

n=122
av.=3.98
md=4
dev.=1.17
ab.=2

3.15) My co-workers respond in a timely manner to emails and phone calls.

Not Satisfied at All



Very Satisfied

n=125
av.=4.3
md=4
dev.=0.8

3.17) The scheduling of employee events and activities overall works.	Not Satisfied at All		Very Satisfied	n=119 av.=3.87 md=4 dev.=0.93 ab.=6
3.19) The NOC RAVE Emergency Alert system functions for me in a satisfactory manner.	Not Satisfied at All		Very Satisfied	n=124 av.=4.46 md=5 dev.=0.77 ab.=1
3.21) The Blackboard academic learning system functions for me in a satisfactory manner.	Not Satisfied at All		Very Satisfied	n=89 av.=4.02 md=4 dev.=0.93 ab.=36
3.23) The School Dude facility maintenance work order system functions for me in a satisfactory manner.	Not Satisfied at All		Very Satisfied	n=102 av.=3.79 md=4 dev.=1.09 ab.=22
3.25) The Track-It system for reporting technology issues functions for me in a satisfactory manner.	Not Satisfied at All		Very Satisfied	n=92 av.=3.67 md=4 dev.=1.06 ab.=31
3.27) NOC provides a safe work environment.	Not Satisfied at All		Very Satisfied	n=123 av.=4.37 md=5 dev.=0.82
3.29) NOC provides an overall quality work environment.	Not Satisfied at All		Very Satisfied	n=125 av.=4.17 md=4 dev.=0.87
3.31) Competitive salary	Not Important		Very Important	n=125 av.=4.51 md=5 dev.=0.67
3.32) Strong benefits package	Not Important		Very Important	n=125 av.=4.63 md=5 dev.=0.63
3.33) Flexible work schedule	Not Important		Very Important	n=125 av.=4.19 md=4 dev.=0.82
3.34) Time off (vacation, personal time, holiday, medical leave, etc.)	Not Important		Very Important	n=125 av.=4.22 md=4 dev.=0.89

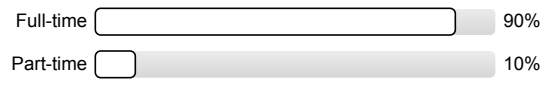
3.35) Verbal or written recognition from colleagues	Not Important		Very Important	n=125 av.=3.23 md=3 dev.=1.07
3.36) Verbal or written recognition from supervisors	Not Important		Very Important	n=125 av.=3.46 md=4 dev.=1.07
3.37) Public recognition (e.g. awards, prizes)	Not Important		Very Important	n=125 av.=2.72 md=3 dev.=1.21
3.38) Teamwork and a sense of contributing to team goals	Not Important		Very Important	n=124 av.=4.23 md=4 dev.=0.86
3.39) Regular performance reviews to guide expectations	Not Important		Very Important	n=124 av.=3.38 md=3 dev.=1.09
3.40) Two-way communication between employees and supervisors	Not Important		Very Important	n=125 av.=4.47 md=5 dev.=0.7
3.41) Opportunity for departmental team-building exercises.	Not Important		Very Important	n=125 av.=3.11 md=3 dev.=1.2
3.42) Regular departmental meetings for updates	Not Important		Very Important	n=120 av.=3.68 md=4 dev.=1.08

4. Demographics

4.1) Campus Location				
	Tonkawa	<input type="text" value="55.6%"/>	55.6%	n=117
	Enid	<input type="text" value="23.1%"/>	23.1%	
	Stillwater	<input type="text" value="21.4%"/>	21.4%	

4.2) Position				
	Faculty	<input type="text" value="48.3%"/>	48.3%	n=120
	Staff	<input type="text" value="45%"/>	45%	
	Administration	<input type="text" value="6.7%"/>	6.7%	

4.3) Position



n=120