



Mark as shown: Please use a ball-point pen or a thin felt tip. This form will be processed automatically.

Correction: Please follow the examples shown on the left hand side to help optimize the reading results.

1. Work Environment

The following statements describe the condition of your work environment as an employee at NOC. Rate your satisfaction with these aspects of your work environment.

Not Satisfied at All *Somewhat Satisfied* *Very Satisfied* *Not Applicable*

1.1 I am proud of the work I do at Northern.

1.2 Additional comments on my work at NOC

1.3 I have access to adequate technology to perform my duties.

1.4 Additional comments on technology

1.5 I have access to professional development needed for my position.

1.6 Additional comments on professional development

1.7 I have clearly defined goals for my position.

1.8 Additional comments on the goals for my position

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

1.10 Additional comments on support needed from supervisor

1.11 My skills and abilities are well matched to my job.

1.12 Additional comments on my skills and abilities

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

1.14 Additional comments to administrators' response time

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

1.16 Additional comments to co-workers' response time

1. Work Environment [Continue]

Not Satisfied at All Not Very Satisfied Somewhat Satisfied Satisfied Very Satisfied Not Applicable

1.17 The scheduling of employee events and activities overall works.

1.18 Additional comments to employee events and activities

1.19 The NOC RAVE Emergency Alert system functions for me in a satisfactory manner.

1.20 Additional comments on RAVE

1.21 The Blackboard academic learning system functions for me in a satisfactory manner.

1.22 Additional comments on Blackboard

1.23 The J1 ERP system functions for me in a satisfactory manner.

1.24 Comment on J1

1.25 The School Dude facility maintenance work order system functions for me in a satisfactory manner.

1.26 Additional comments on School Dude

1.27 The Track-It system for reporting technology issues functions for me in a satisfactory manner.

1.28 Additional comments on Track-it

1.29 NOC provides a safe work environment.

1.30 Additional comments to work safety

1.31 NOC provides an overall quality work environment.

1.32 Additional comments to quality work environment

1.33 The NOC Pandemic Plan has provided necessary information.

1.34 Additional Comments to NOC Pandemic Plan

How important are the following elements to your sense of job satisfaction?

1. Work Environment [Continue]

	Not Very Important Not Important	Somewhat Important	Important	Very Important	
1.35 Competitive salary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.36 Strong benefits package	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.37 Flexible work schedule	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.38 Time off (vacation, personal time, holiday, medical leave, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.39 Verbal or written recognition from colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.40 Verbal or written recognition from supervisors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.41 Public recognition (e.g. awards, prizes)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.42 Teamwork and a sense of contributing to team goals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.43 Regular performance reviews to guide expectations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.44 Two-way communication between employees and supervisors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.45 Opportunity for departmental team-building exercises.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.46 Regular departmental meetings for updates	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.47 Additional comments to important elements for my job satisfaction					

1.48 What suggestions do you have for building a greater sense of institutional community.

2. Campus Culture and Policies

Not Satisfied at All Not Very Satisfied Somewhat Satisfied Satisfied Very Satisfied Not Known

- | | | | | | | | |
|-----|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 2.1 | Advisors meet the holistic (academic and non-academic) needs of advisees. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2.2 | All employees are aware of student needs and direct students to appropriate resources. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2.3 | The level of communication between advisors and students, outside of enrollment, is sufficient. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2.4 | The overall communication between the campuses is sufficient to meet needs. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2.5 | NOC provides an overall quality learning environment. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2.6 | NOC provides overall quality customer service to students. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2.7 | NOC provides overall quality service to employees. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2.8 | NOC provides overall quality customer service to external stakeholders (alumni, retirees, community members, businesses, etc.). | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

2.9 Additional Comments

3. Institutional Goals

How important is it to you that NOC pursue the following goals?

		<i>Not Important at All</i>	<i>Somewhat Important</i>	<i>Important</i>	<i>Very Important</i>
3.1 Increase the assets (e.g. program support, scholarship opportunities) of the NOC Foundation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.2 Increase the use of external Advisory Committees for degree programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.3 Increase the number of full-time faculty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.4 Increase the number of full-time staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.5 Increase the enrollment of new students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.6 Increase the retention of existing students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.7 Develop new academic programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.8 Provide non-financial benefits (e.g. flex time)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.9 Increase the number of degrees earned	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.10 Increase the number of athletic teams at NOC	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.11 Increase the number of extra-curricular programs at NOC	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.12 Additional Comments					

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

- | | | |
|--|---|--|
| <input type="checkbox"/> Increase the assets of the NOC Foundation | <input type="checkbox"/> Increase the use of external Advisory Committees for degree programs | <input type="checkbox"/> Increase the number of full-time faculty |
| <input type="checkbox"/> Increase the number of full-time staff | <input type="checkbox"/> Increase the enrollment of new students | <input type="checkbox"/> Increase the retention of existing students |
| <input type="checkbox"/> Develop new academic programs | <input type="checkbox"/> Provide non-financial benefits | <input type="checkbox"/> Increase the number of degrees earned |

4. Demographics

4.1 Campus Location

Tonkawa

Enid

Stillwater

4.2 Position

Faculty

Staff

Administration

4.3 Position

Full-time

Part-time