



Assessing Organizational Effectiveness Survey Results

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Institutional & Sponsored Research



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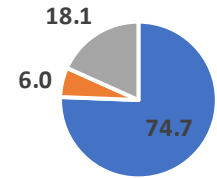
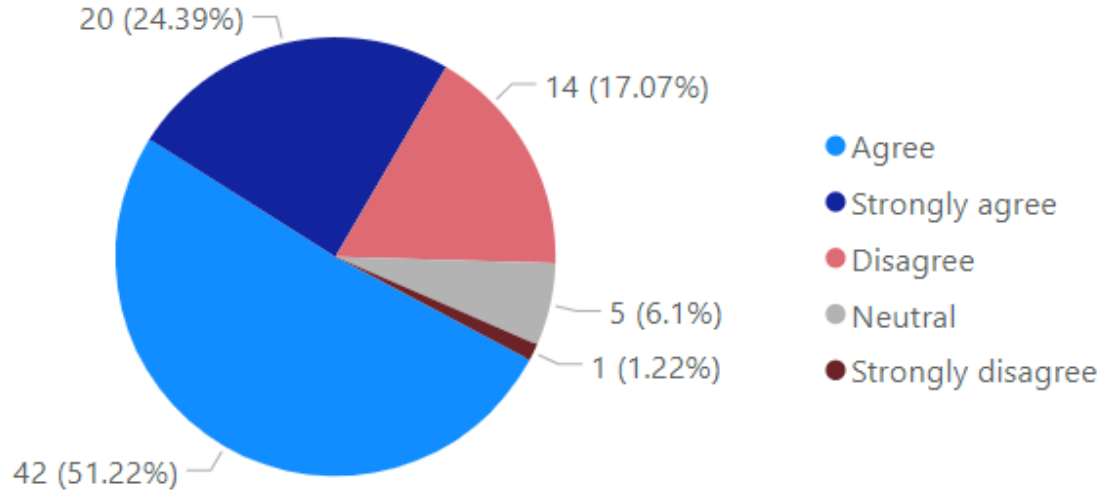
2022-2023 Institutional Effectiveness Survey Analysis

Institutional Effectiveness
Academic Affairs
Student Affairs
Business & Finance
President's Office
Executive Leadership
General Operation
Campus Police
Human Resources
Information Technology



INSTITUTIONAL EFFECTIVENESS

The unique mission of SAU is regularly communicated throughout the organization

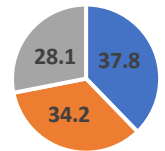
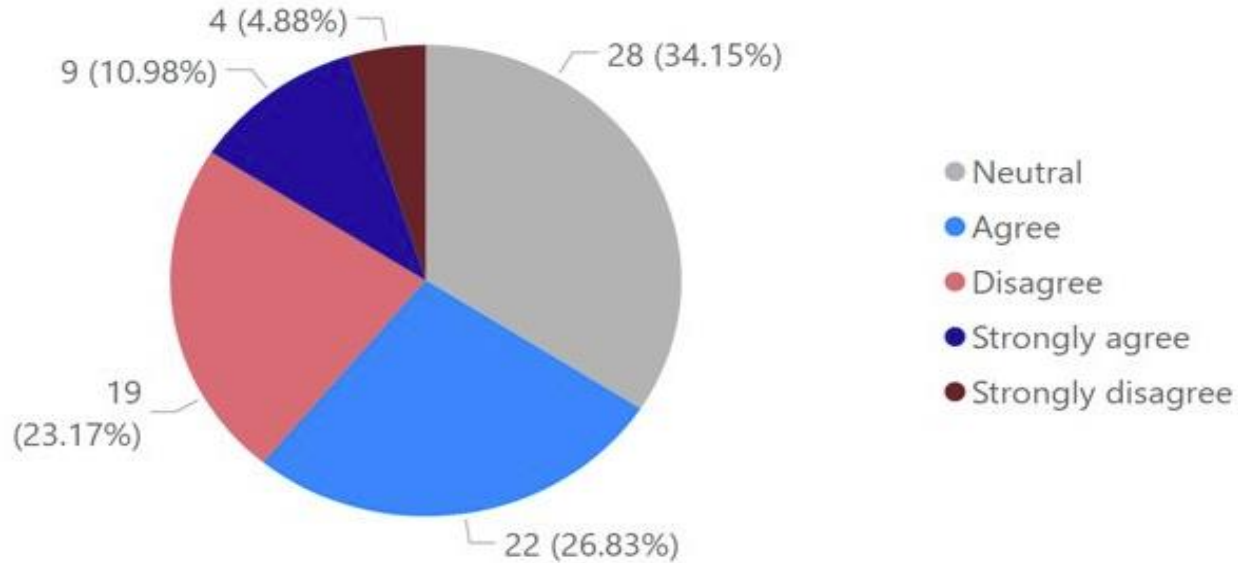


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INSTITUTIONAL EFFECTIVENESS

The mission of SAU is widely understood by all employees



■ Agree ■ Neutral ■ Disagree

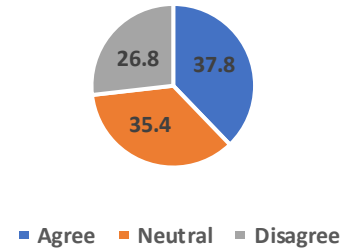
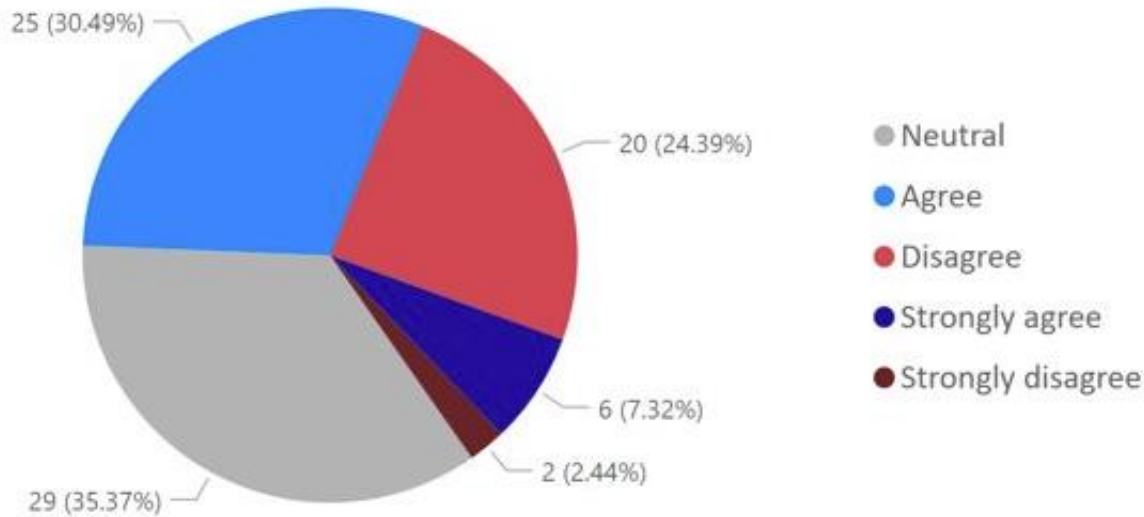


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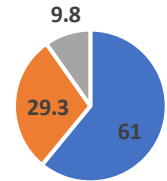
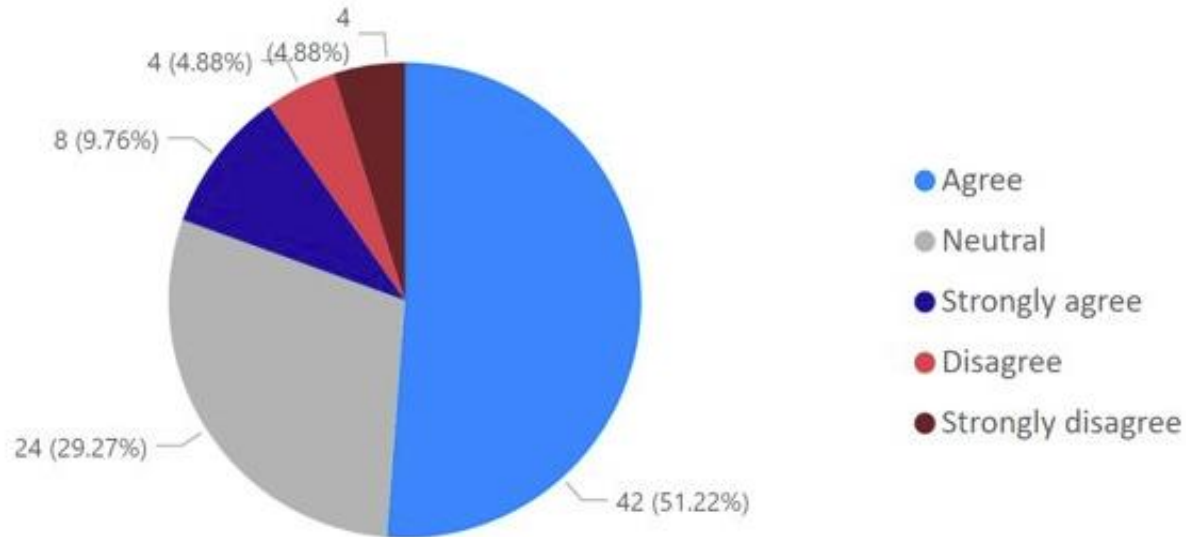
INSTITUTIONAL EFFECTIVENESS

The organizational structure enables SAU to accomplish its mission effectively



INSTITUTIONAL EFFECTIVENESS

The strategies explained in the Strategic Plan support the mission of SAU



■ Agree ■ Neutral ■ Disagree

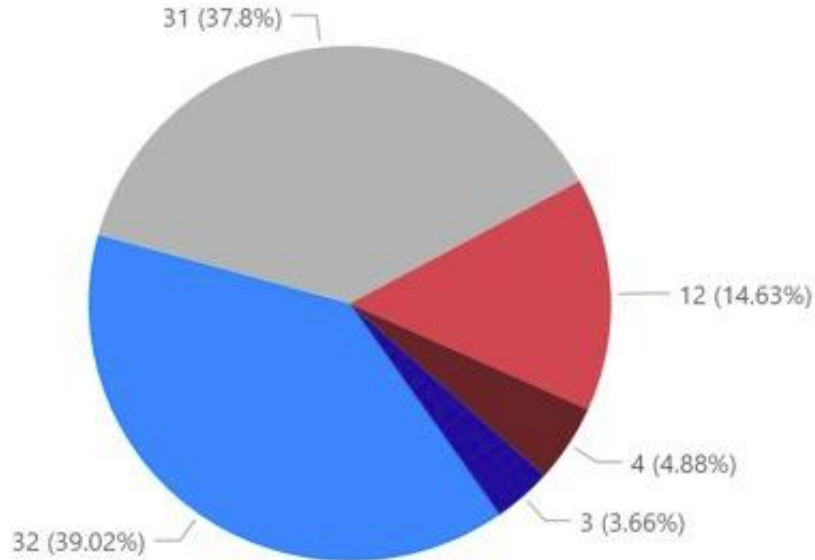


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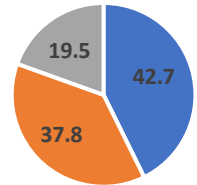
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INSTITUTIONAL EFFECTIVENESS

The strategic planning process is systematic and broad-based



- Agree
- Neutral
- Disagree
- Strongly disagree
- Strongly agree

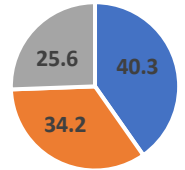
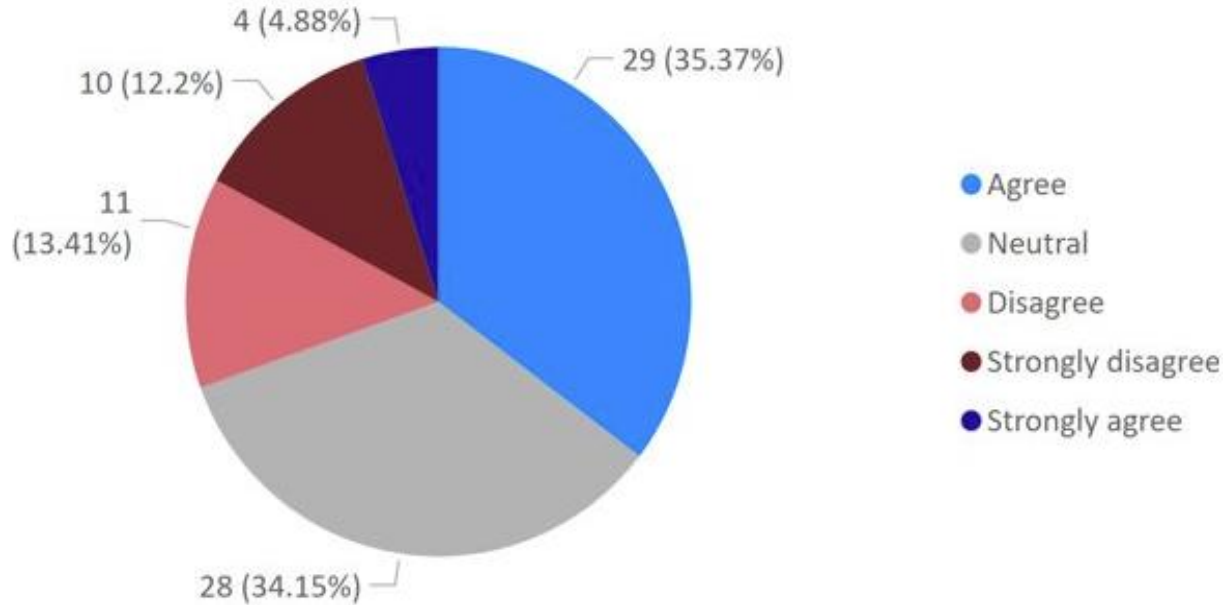


- Agree
- Neutral
- Disagree



INSTITUTIONAL EFFECTIVENESS

Overall, the organizational structure of SAU is sound and effective

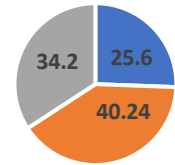
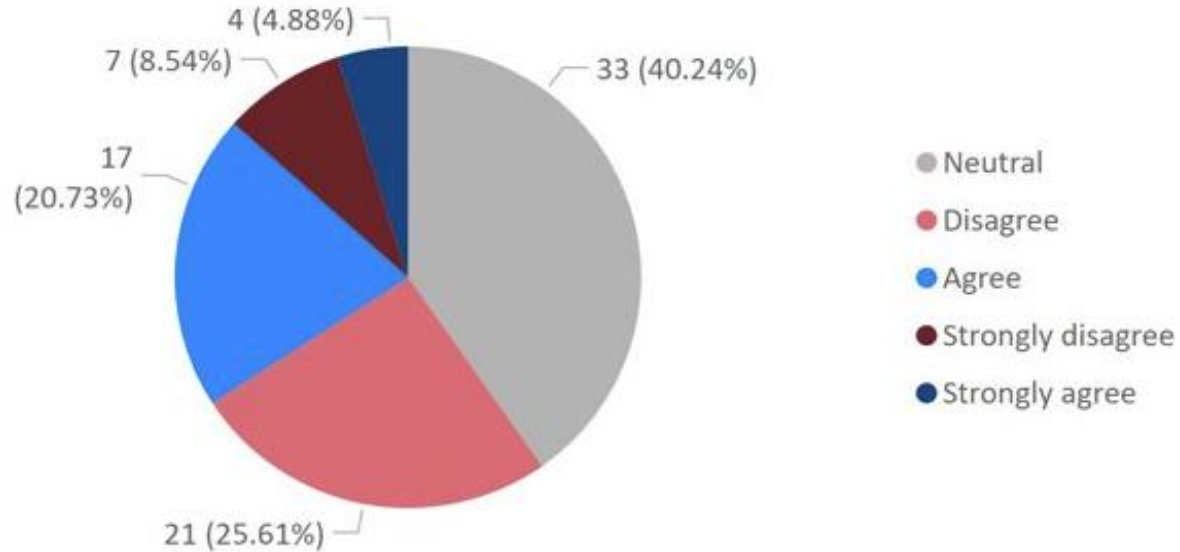


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INSTITUTIONAL EFFECTIVENESS

Each employee is familiar with the need for and procedures of the institutional effectiveness process.



■ Agree ■ Neutral ■ Disagree

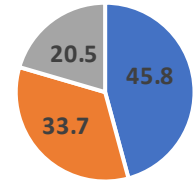
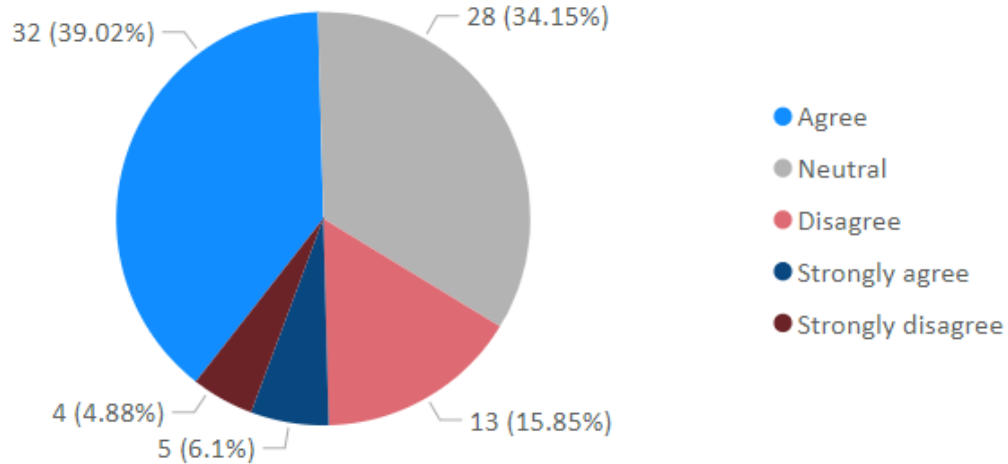


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INSTITUTIONAL EFFECTIVENESS

The institutional effectiveness process fosters a culture of continuous improvement within the institution

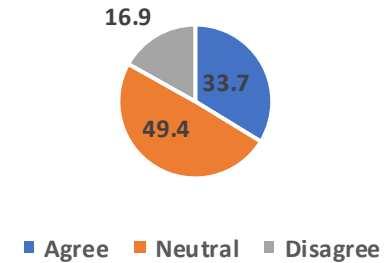
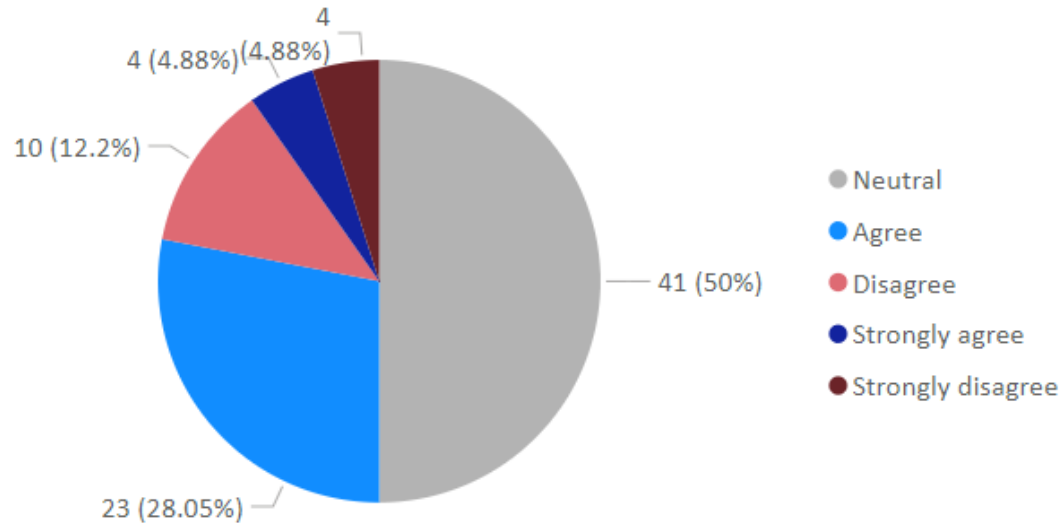


■ Agree ■ Neutral ■ Disagree



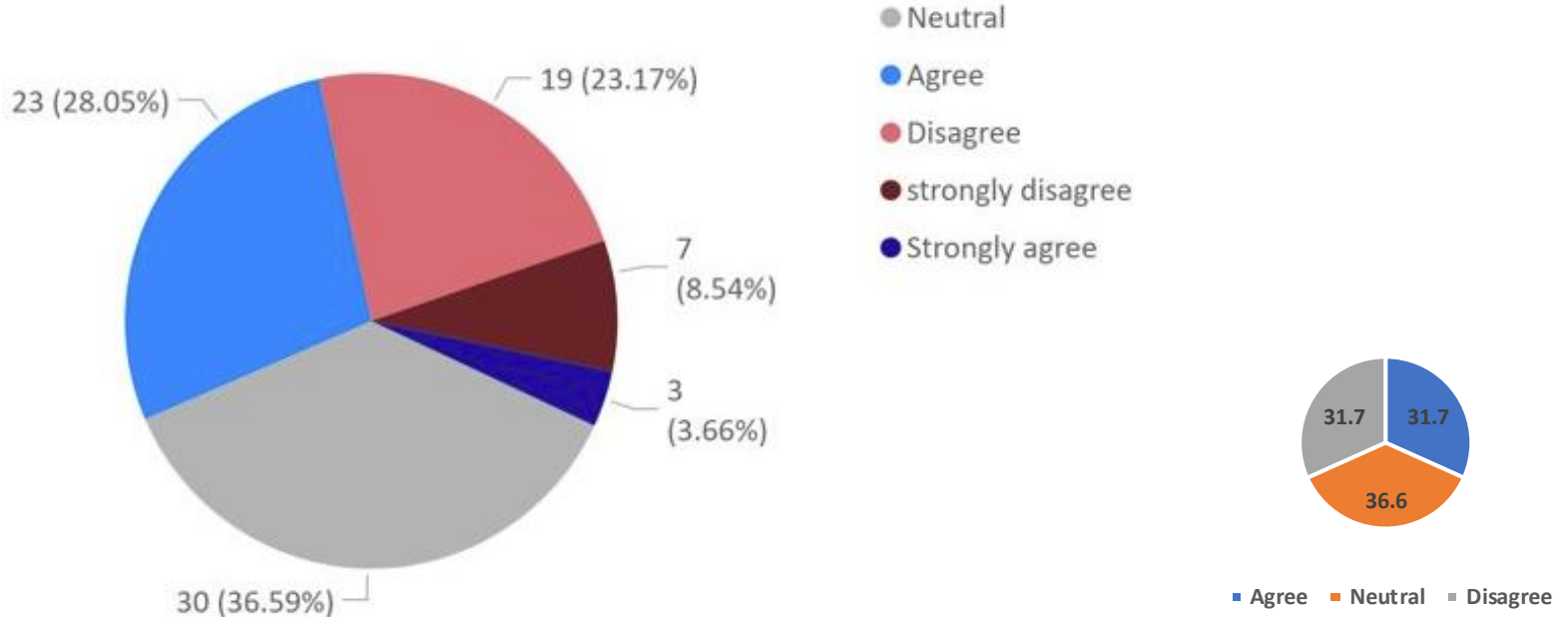
INSTITUTIONAL EFFECTIVENESS

The institutional effectiveness process is systematic and broad-based



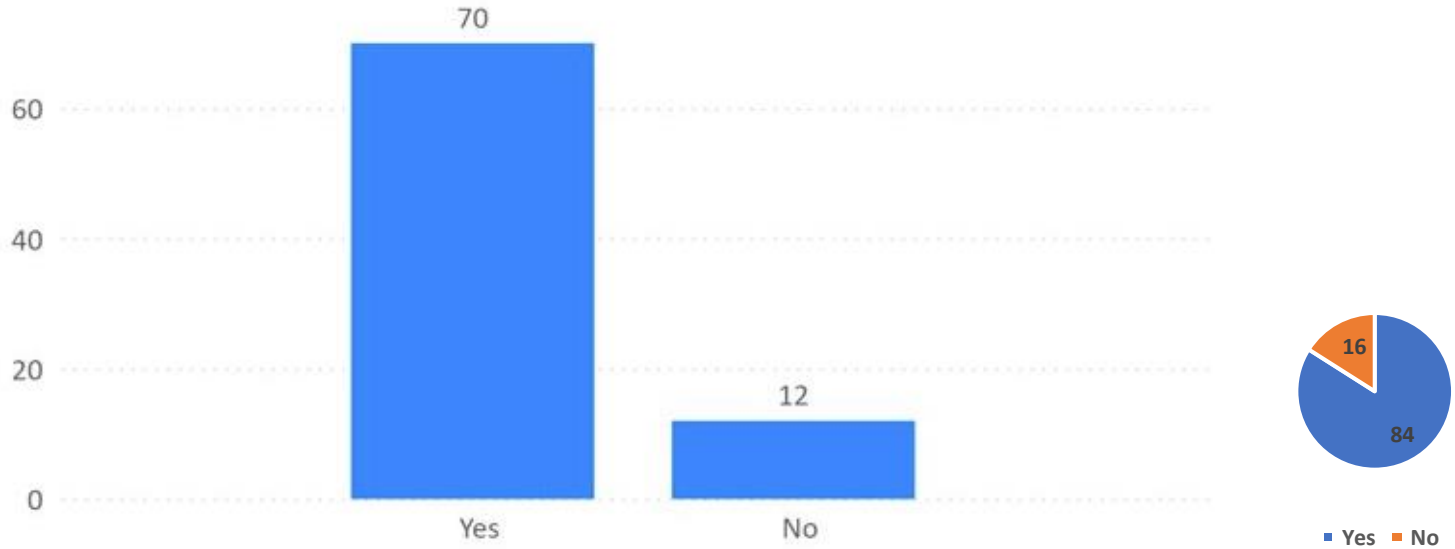
INSTITUTIONAL EFFECTIVENESS

The essential work of the institution is completed on time



Academic Affairs

The various instructional programs offered by SAU are appropriate to its mission

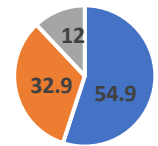
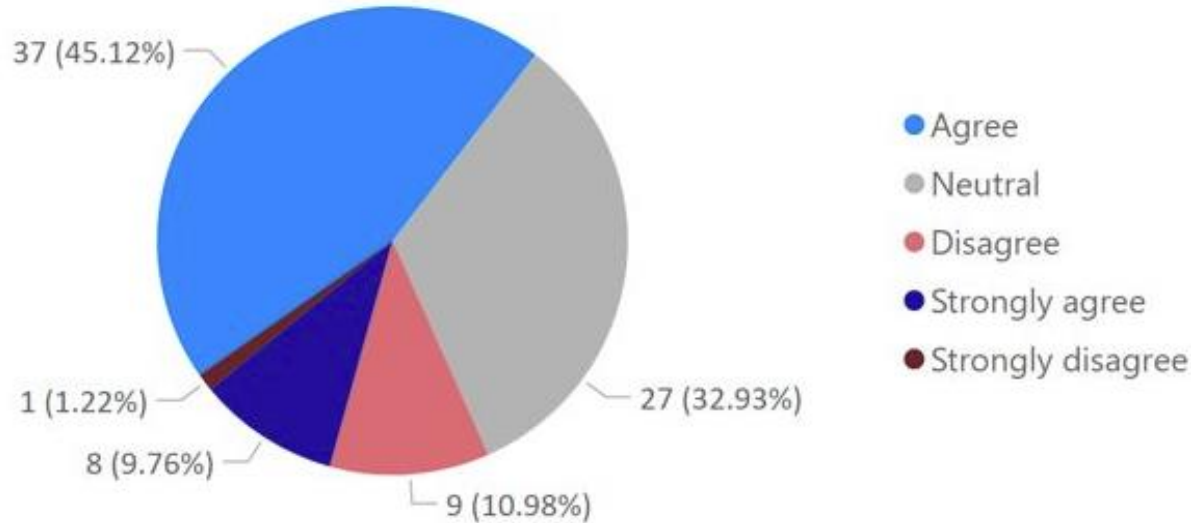


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Student Affairs

The various student services offered by SAU are appropriate to its mission

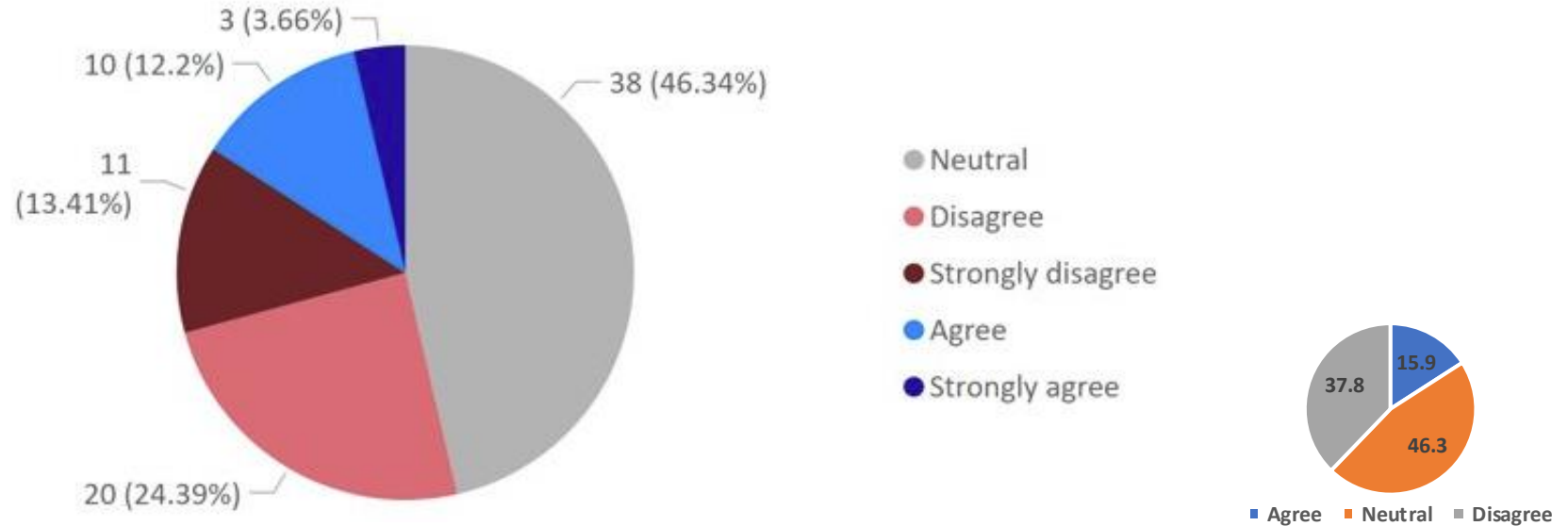


■ Agree ■ Neutral ■ Disagree



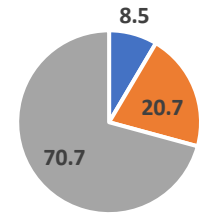
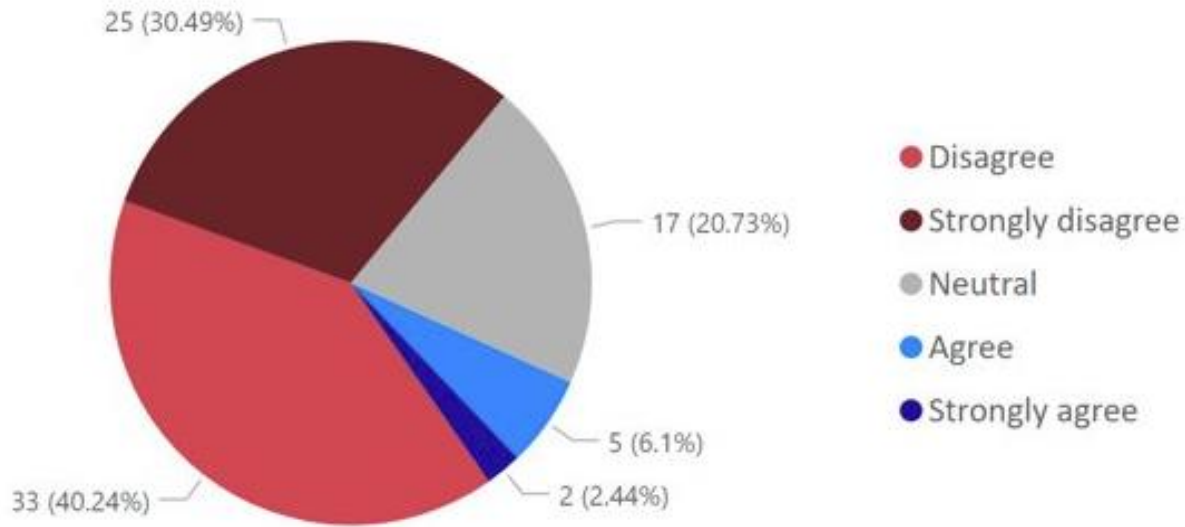
Student Affairs

Students are provided adequate opportunity to participate in the decision-making processes of SAU



Business and Finance

Employees are involved and participate in the budgetary process of SAU

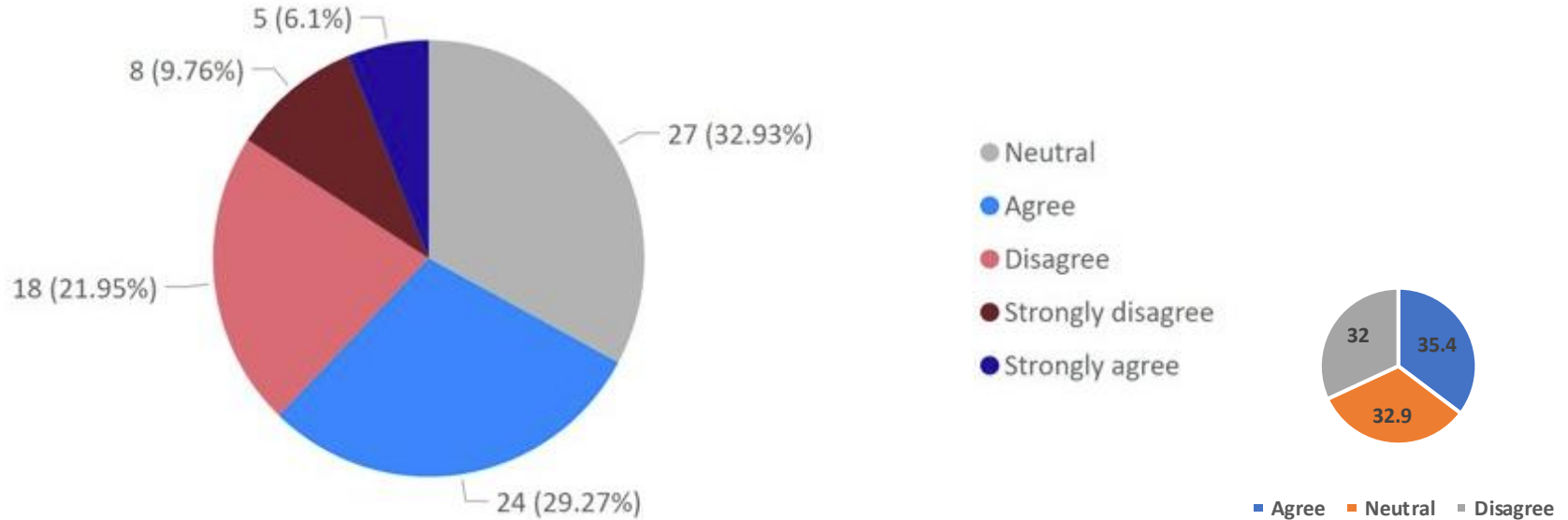


■ Agree ■ Neutral ■ Disagree



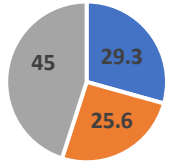
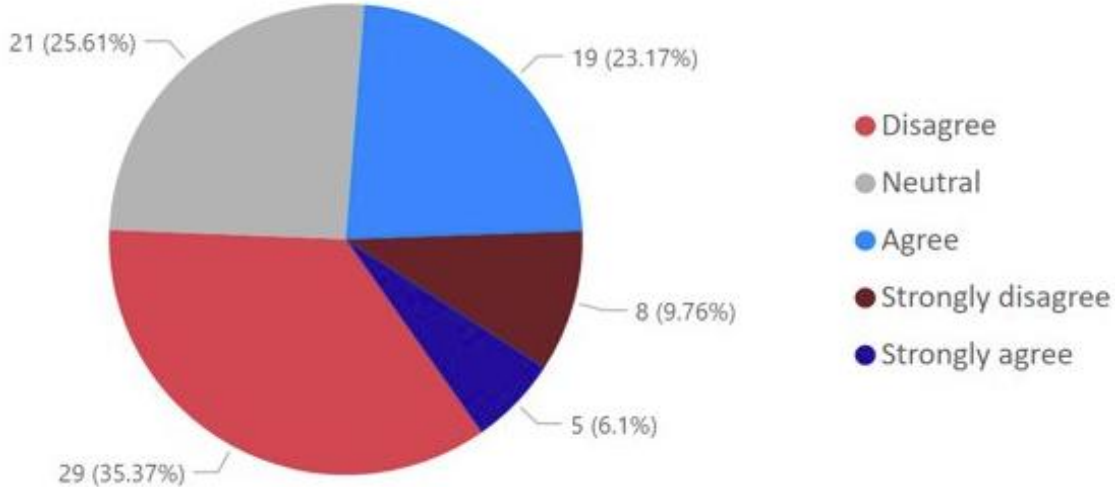
Business and Finance/Facilities

The organizational structure of SAU facilitates consensus building and teamwork among employees



President's Office/HR

Lines of authority and responsibility are defined and understood by SAU

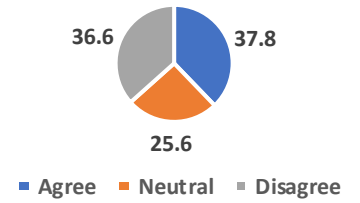
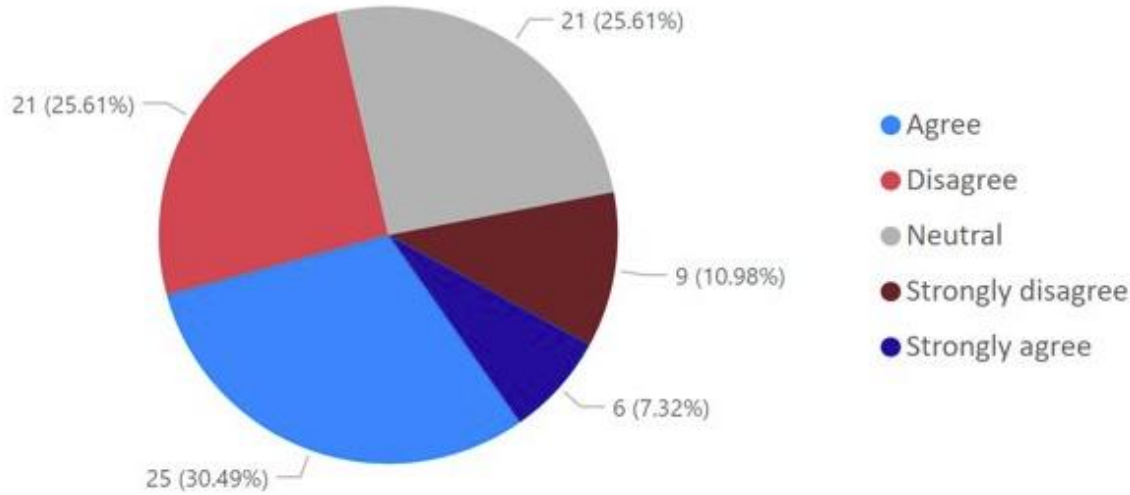


■ Agree ■ Neutral ■ Disagree



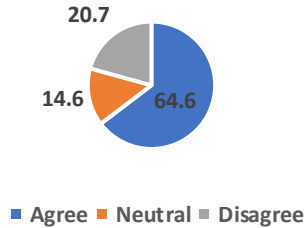
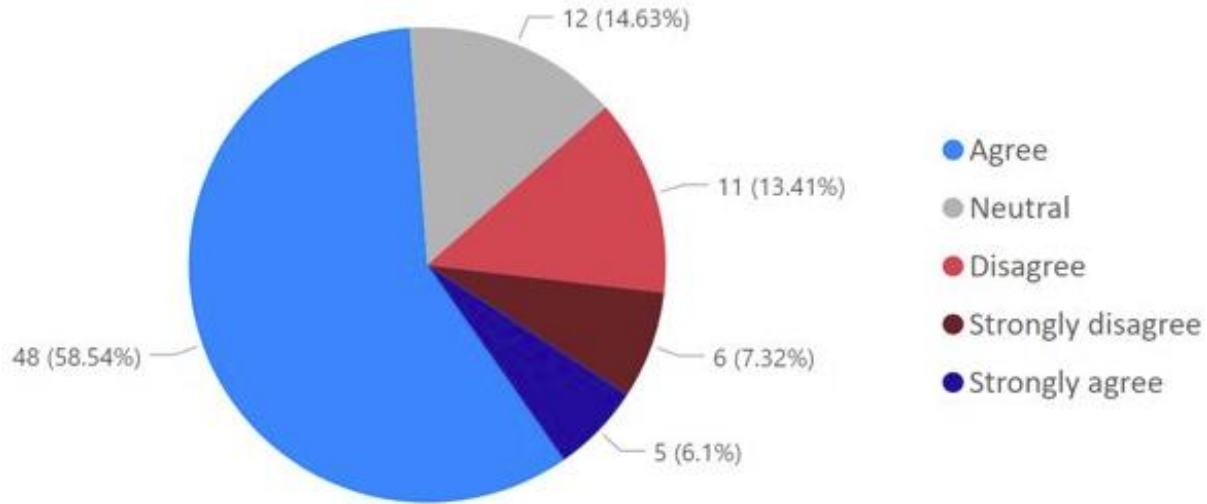
Executive Leadership

Employees have access to and are informed about policies and actions of the executive leadership team



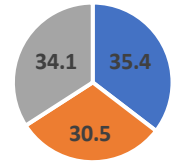
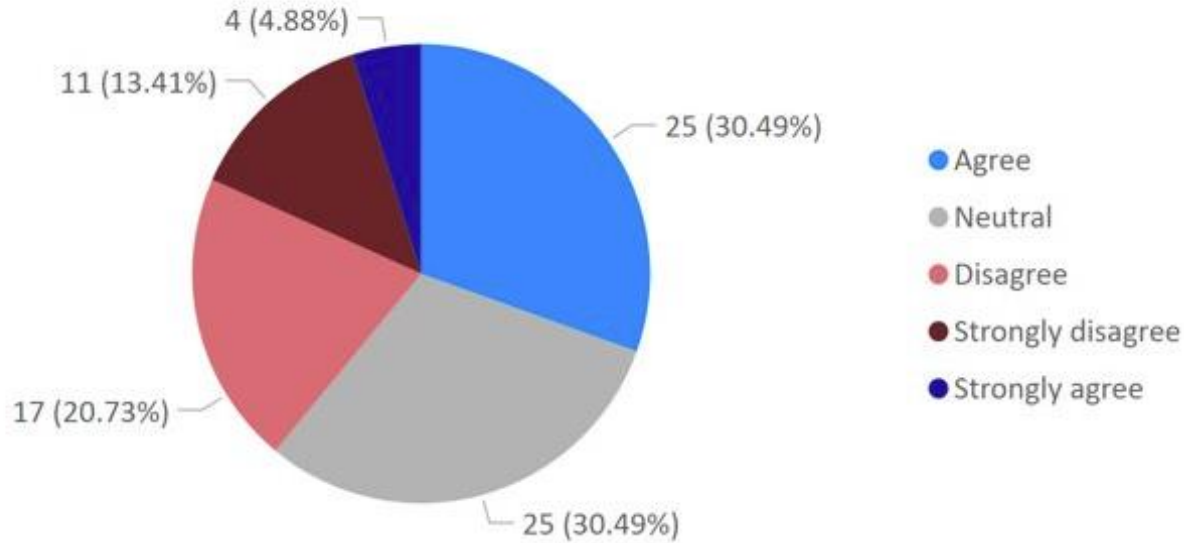
Executive Leadership

Employees are made aware of the major institutional initiatives, overall direction, and strategic plan of the SAU



Executive Leadership

Employees have access to the organizational chart and are informed about the duties and responsibilities of administrative leadership team



■ Agree ■ Neutral ■ Disagree

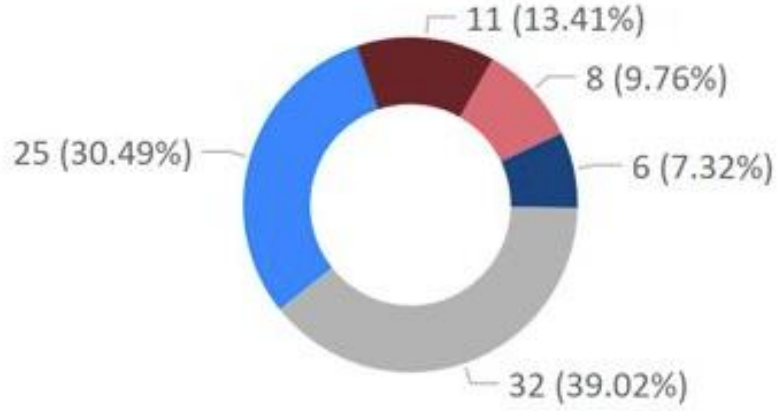


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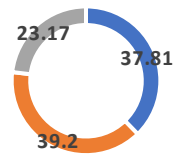
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Executive Leadership

The administration and governing board of the Institution are committed to improving working conditions for all employees.



- Neutral
- Agree
- Strongly disagree
- Disagree
- Strongly agree

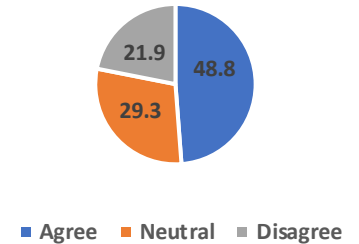
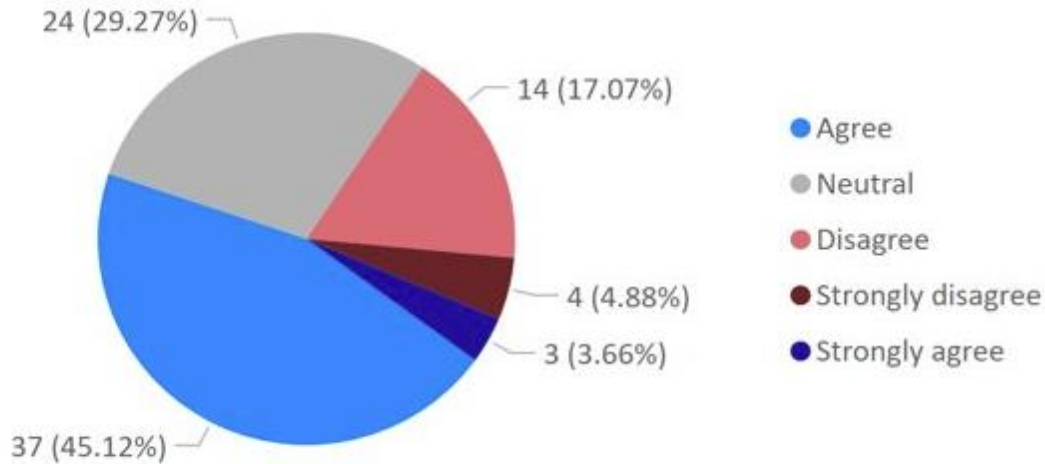


- Agree
- Neutral
- Disagree



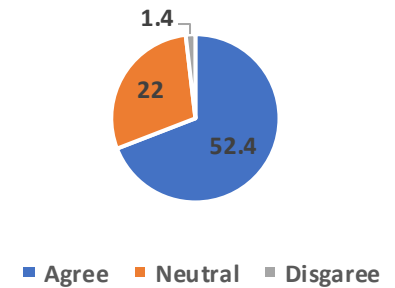
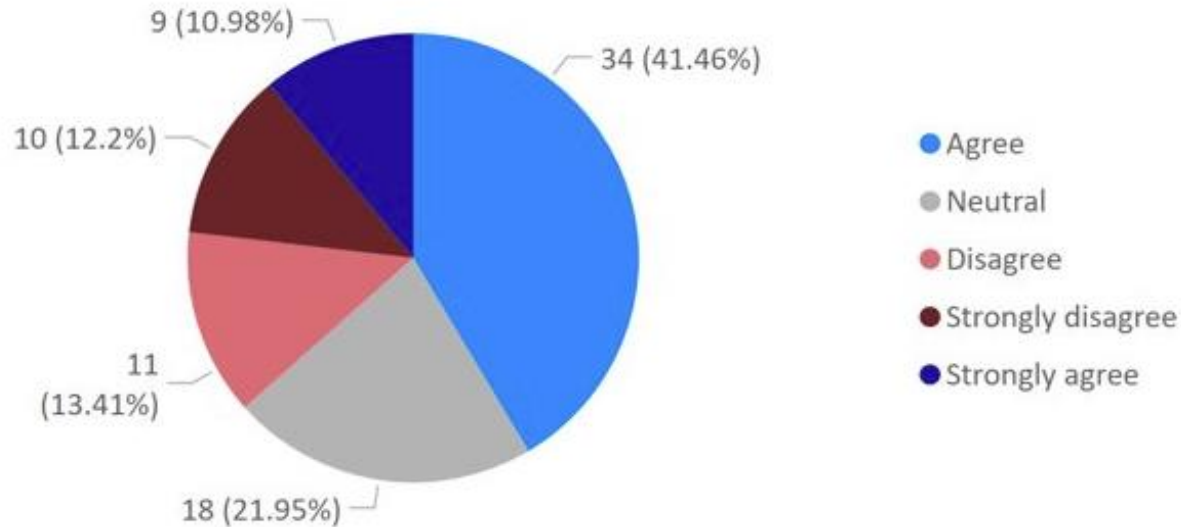
General Operation

I am involved and participate in the decision-making process of the institution (committees, task forces, meetings, class scheduling efforts, etc.)



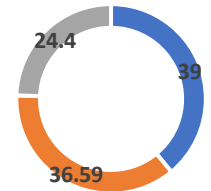
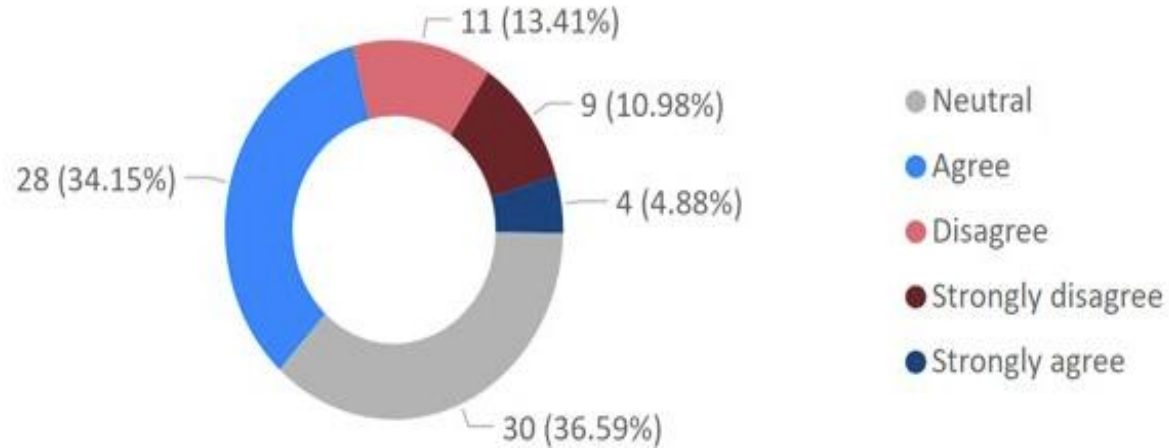
General Operation

I am kept aware of the events, activities, and special programs sponsore by various departments of SAU



General Operation

SAU can be characterized as a healthy, productive institution



■ Agree ■ Neutral ■ Disagree

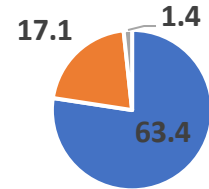
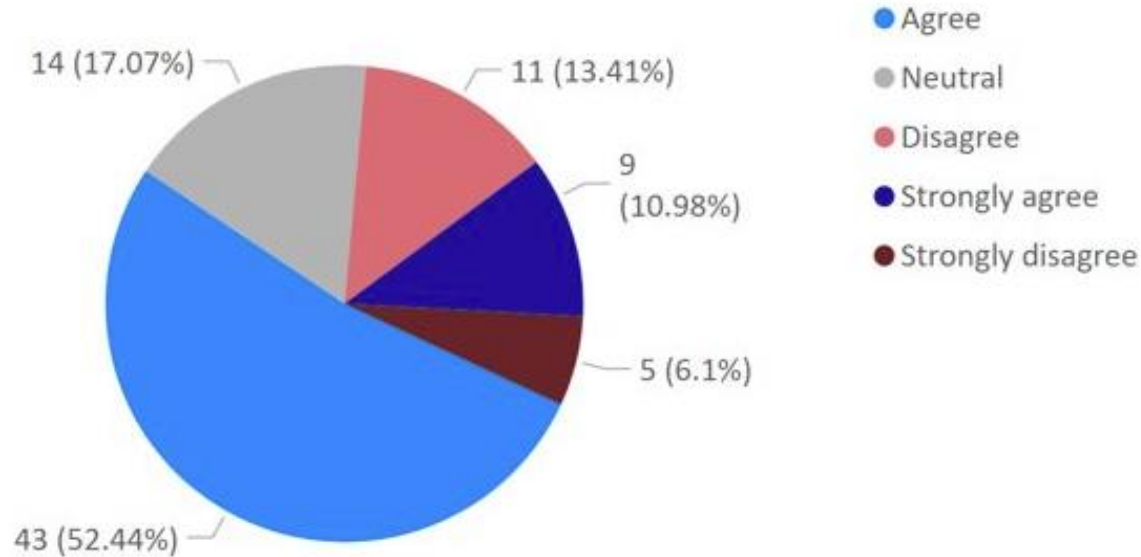


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General Operation

I have access to the information necessary to accomplish my work in an effective manner



■ Agree ■ Neutral ■ Disagree



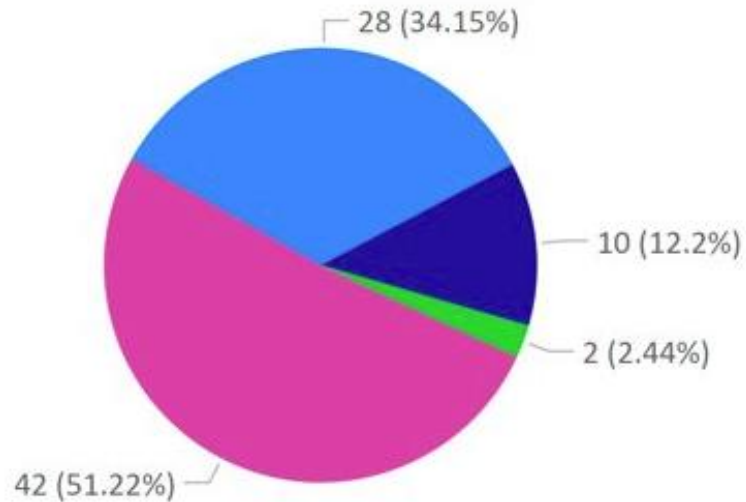
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General Operation

Indicate your employment classification from among the following choices.

● Faculty ● Staff: Below Director level ● Staff: Director level or higher ● Adjunct

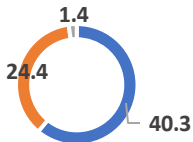
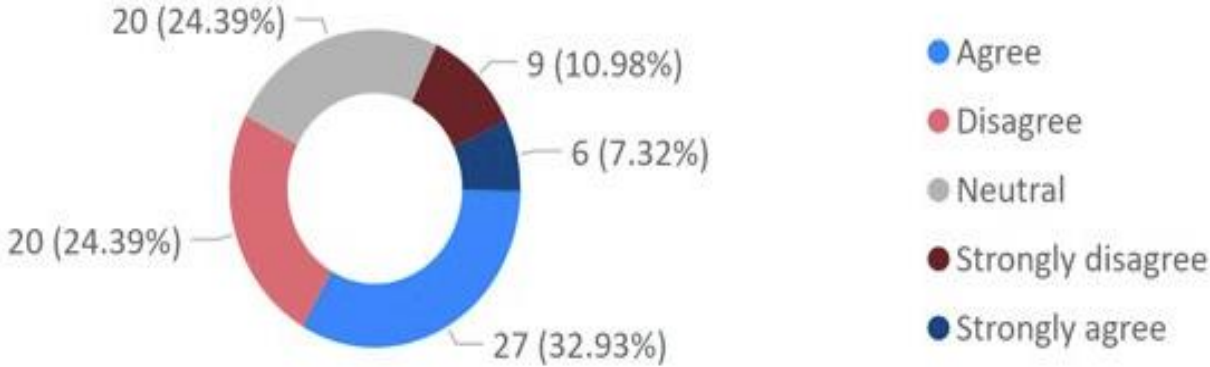


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Campus Police

SAU employees would know what to do in the case of an emergency threat on campus, including fire, tornado, a bomb treat, and an active shooter

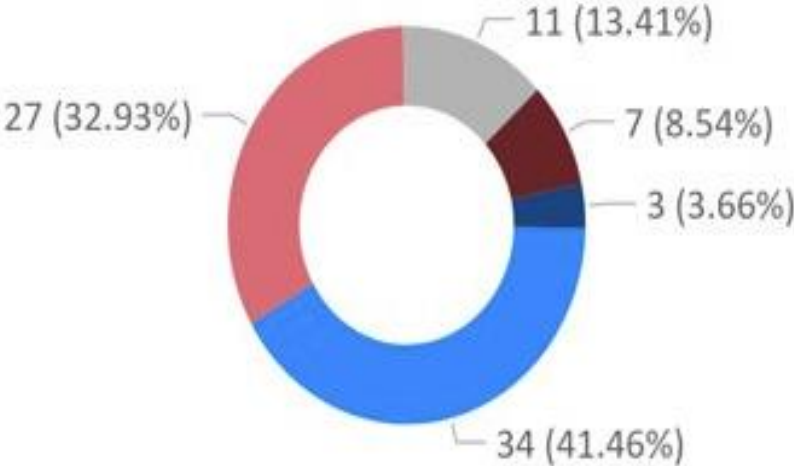


■ Agree ■ Neutral ■ Disagree

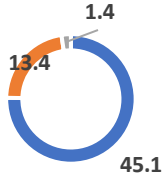


Campus Police

I am aware of the content of SAU's safety plan



- Agree
- Disagree
- Neutral
- Strongly disagree
- Strongly agree

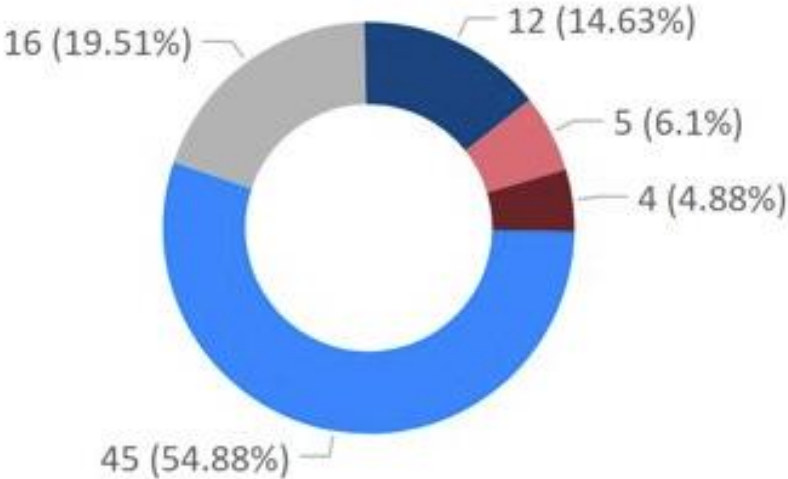


- Agree
- Neutral
- Disagree

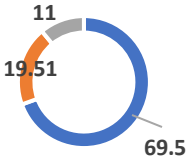


Campus Police

I feel safe while working on the SAU campus



- Agree
- Neutral
- Strongly agree
- Disagree
- Strongly disagree

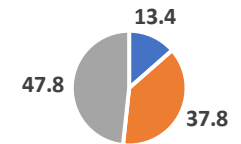
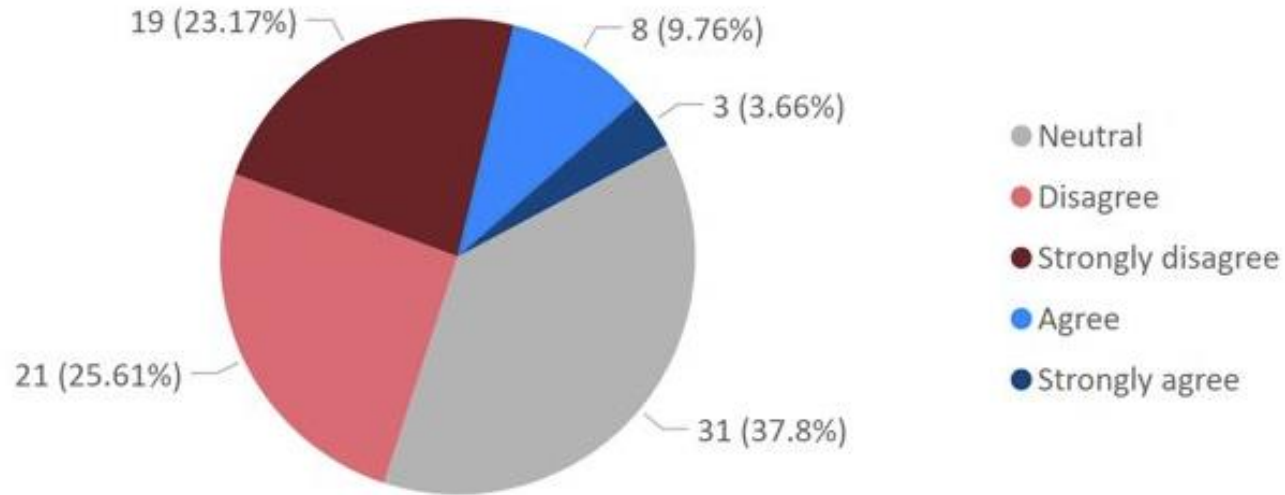


■ Agree ■ Neutral ■ Disagree



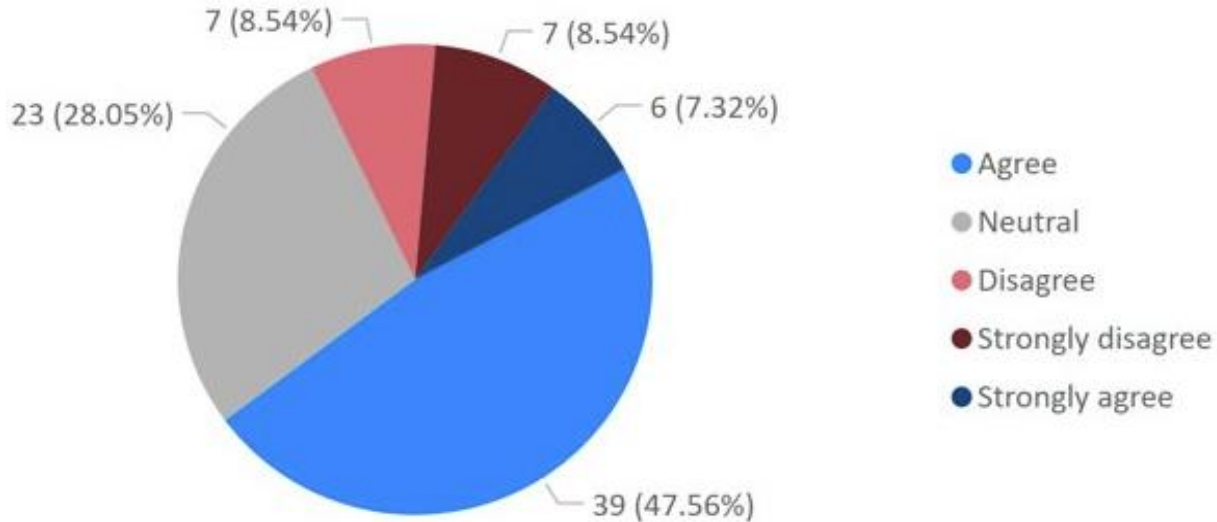
Human Resources

The administration and governing board of the SAU are committed to improving salaries for all employees.

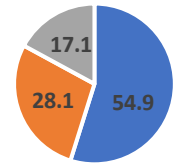


Human Resources

The SAU medical plan appropriately balances costs, benefits, and service for full time employees



- Agree
- Neutral
- Disagree
- Strongly disagree
- Strongly agree

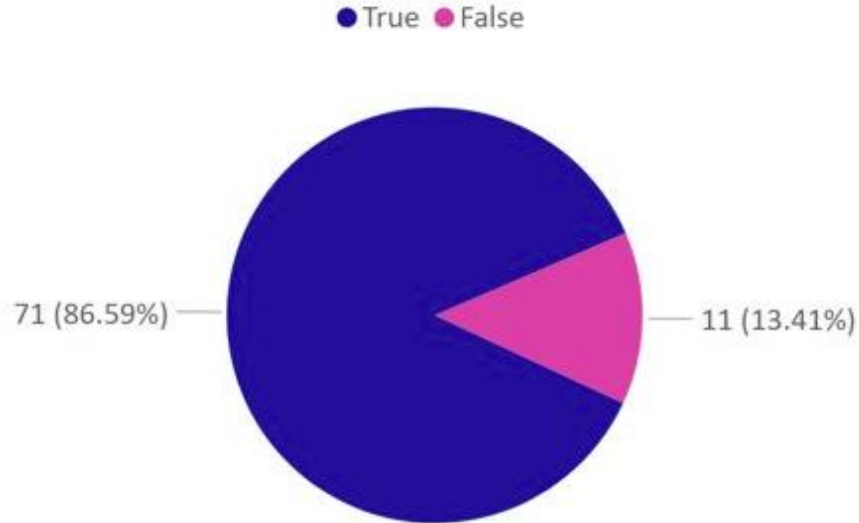


- Agree
- Neutral
- Disagree



Human Resources

All SAU employees periodically participate in an evaluation of their performance

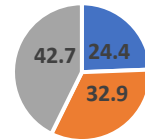
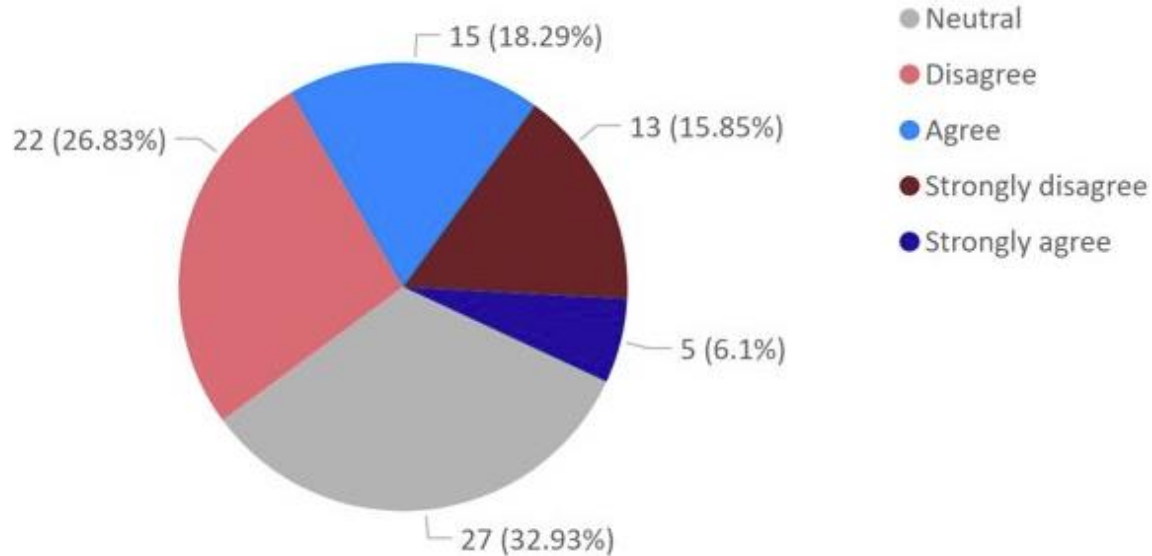


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Human Resources

The SAU workplace is conducive to the retention of qualified personnel



■ Agree ■ Neutral ■ Disagree

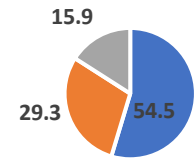
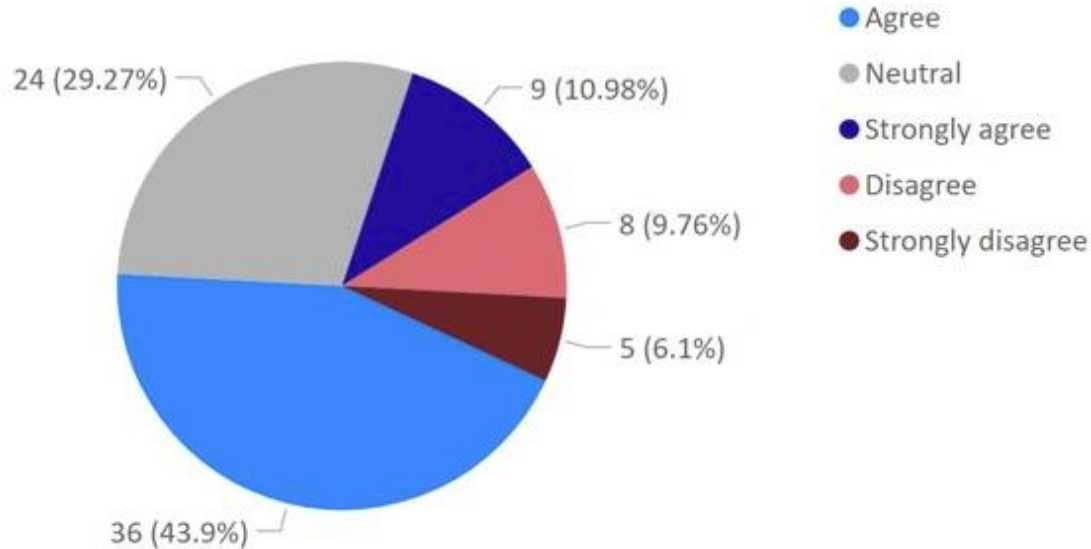


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Human Resources

Performance evaluations are fair, are according to relevant criteria, and are based on information since the previous review

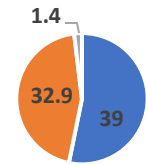
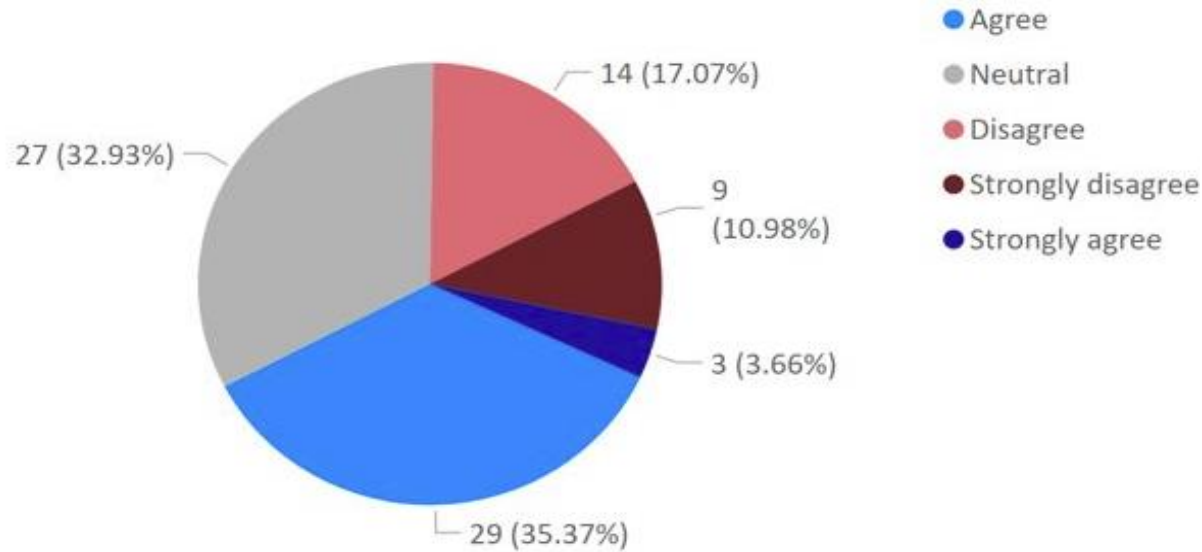


■ Agree ■ Neutral ■ Disagree



Human Resources

SAU personnel are provided appropriate recognition for their service to the institution

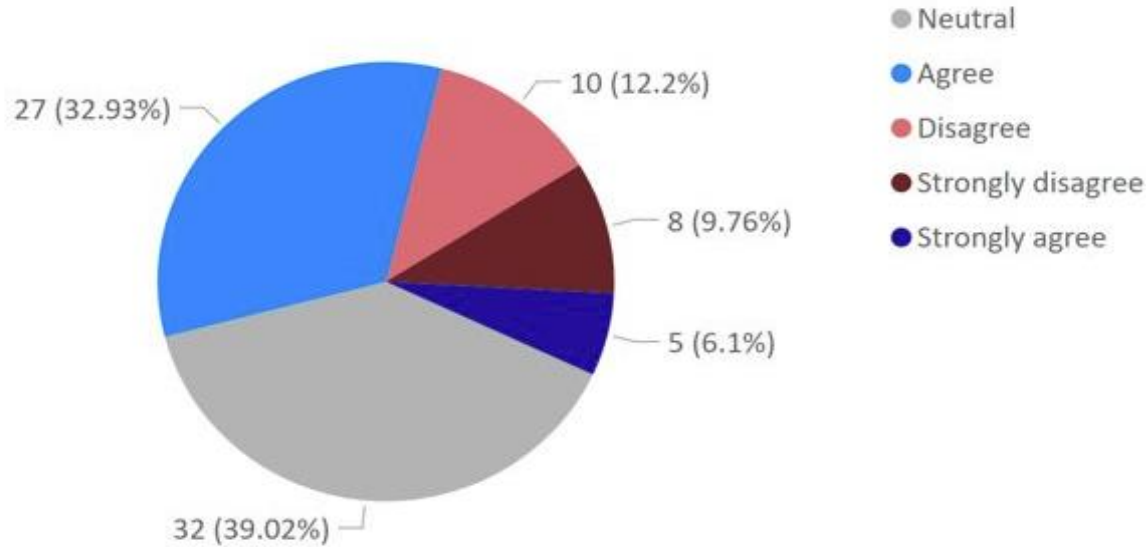


■ Agree ■ Neutral ■ Disagree

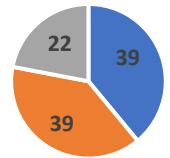


Human Resources

SAU actively facilitates the recruitment and employment of qualified personnel



- Neutral
- Agree
- Disagree
- Strongly disagree
- Strongly agree



- Agree
- Neutral
- Disagree

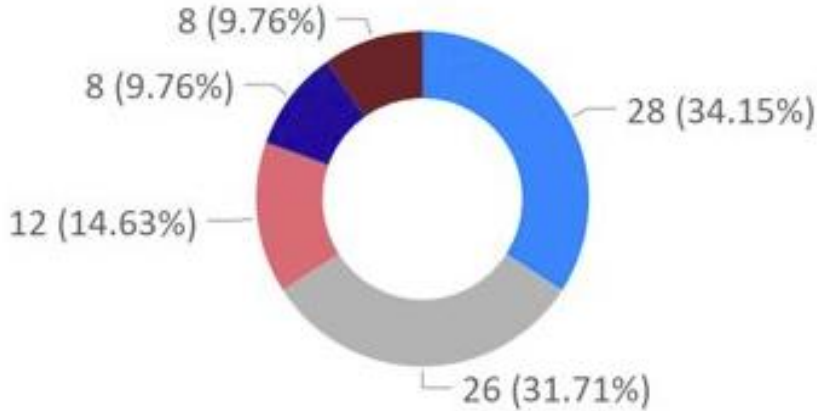


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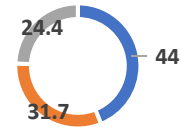
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Information Technology

The level of technology related to professional development is sufficient to meet the needs of SAU employees.



- Agree
- Neutral
- Disagree
- Strongly agree
- Strongly disagree

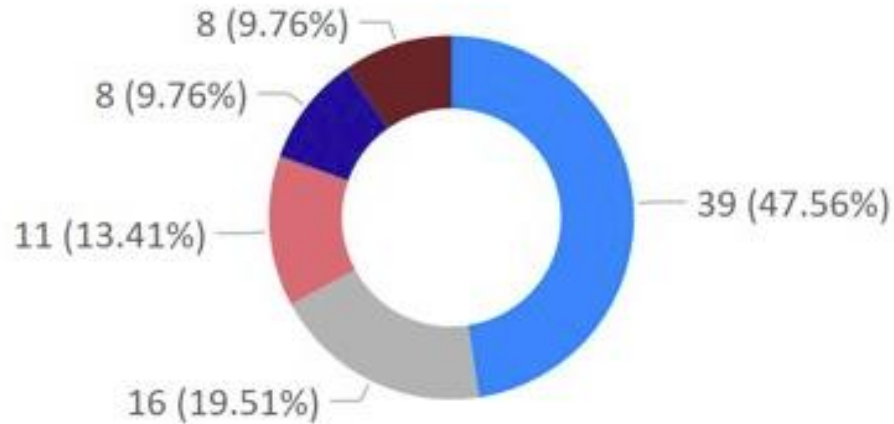


- Agree
- Neutral
- Disagree

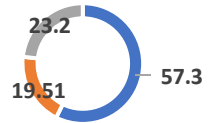


Information Technology

SAU provides me with adequate tools to accomplish my administrative work in a timely and effective manner



- Agree
- Neutral
- Disagree
- Strongly agree
- Strongly disagree

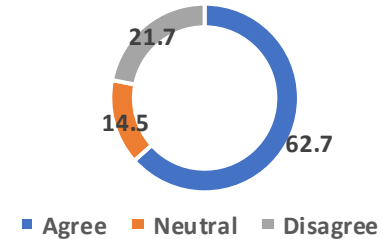
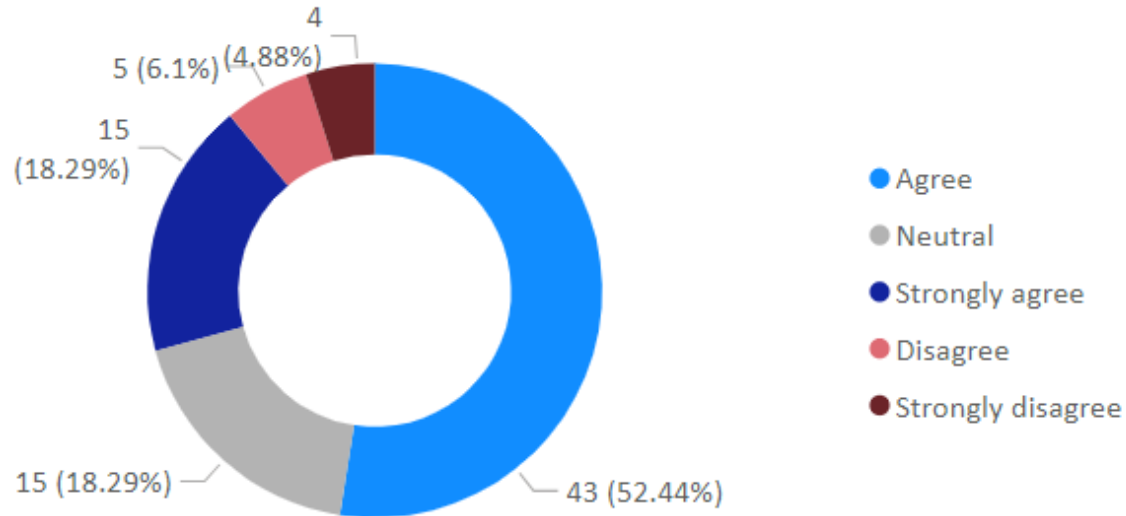


- Agree
- Neutral
- Disagree



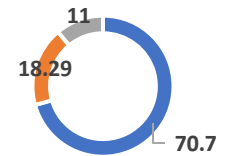
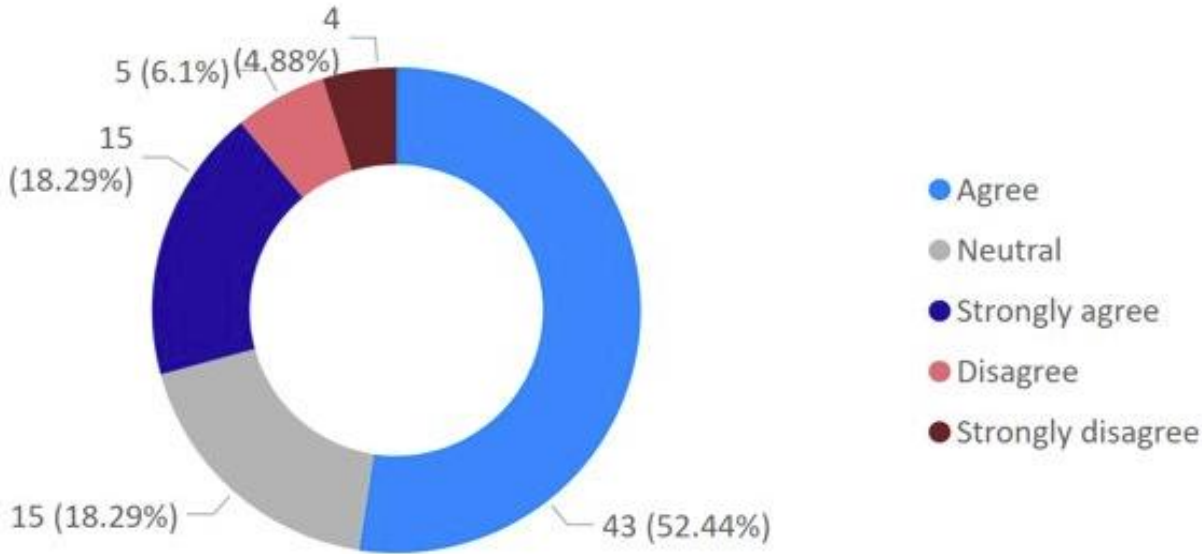
Information Technology

I am provided adequate support by Information Technology to accomplish my work in an effective manner



Information Technology

I am provided adequate support by Information Technology to accomplish my work in an effective manner



■ Agree ■ Neutral ■ Disagree

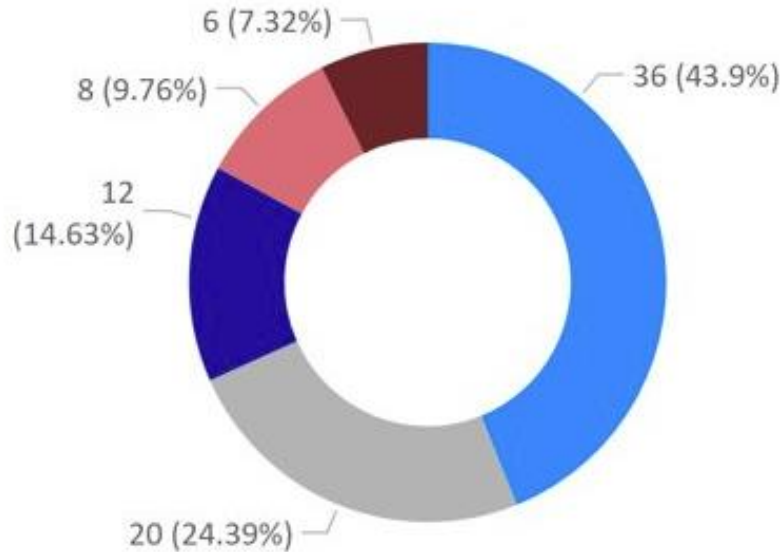


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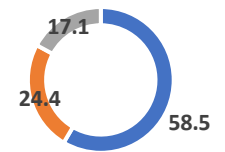
Transform. Excel. Lead.

Information Technology

I am provided relevant software to accomplish my work in an effective manner



- Agree
- Neutral
- Strongly agree
- Disagree
- Strongly disagree



- Agree
- Neutral
- Disagree

