

NMSU Employee Satisfaction Survey - Results Data
Administered Fall, 2014
New Mexico State University

Institutional Goals

RATE: IMPORTANCE (1 = "Not important at all / 5 = "Very important")	Valid Respondents	Mean	Standard Deviation	First Priority	Second Priority	Third Priority
Retain more of its current students to graduation	1,452	4.70	0.60	1	1	2
Improve employee morale	1,452	4.63	0.68	3	4	1
Improve the quality of existing academic programs	1,448	4.58	0.66	4	3	3
Increase the enrollment of new students	1,452	4.38	0.88	2	2	4
Improve the academic ability of entering student classes	1,442	4.37	0.82	5	5	6
Improve research support	1,442	4.16	0.97	6	6	8
Increase enrollment of graduate students	1,443	4.12	1.05	8	7	9
Improve employee engagement in campus and community activities	1,447	4.06	0.98	12	11	12
Develop new academic programs	1,448	3.82	1.05	9	8	5
Recruit students from new geographic markets	1,450	3.79	1.09	11	12	11
Improve the appearance of campus buildings and grounds	1,447	3.74	1.03	13	10	10
Serve more students through online course offerings	1,447	3.70	1.18	7	9	7
Increase the diversity of racial and ethnic groups represented among the student body	1,449	3.66	1.14	10	13	13

Involvement in Planning and Decision-making

RATE: INVOLVEMENT (1 = "Not enough involvement" / 3 = "Just the right involvement" / 5 = "Too much involvement")	Valid Respondents	Mean	Standard Deviation
How involved are: Senior administrators (VP, Provost level or above)	1,365	3.79	0.956
How involved are: Board of Regents	1,361	3.63	1.028
How involved are: New Mexico Legislators	1,353	3.51	1.153
How involved are: Deans or directors of administrative units	1,367	3.48	0.941
How involved are: Deans or chairs of academic units	1,360	3.41	0.936
How involved are: Advisory committees	1,347	2.96	0.928
How involved are: Community leaders	1,346	2.89	1.023
How involved are: Alumni	1,345	2.82	1.010
How involved are: Faculty	1,381	2.65	1.035
How involved are: Students	1,375	2.34	0.940
How involved are: Staff	1,390	2.16	0.929

NMSU Employee Satisfaction Survey - Results Data
Administered Fall, 2014
New Mexico State University

Campus Culture and Policies

RATE IMPORTANCE (1 = "Not important at all" / 5 = "Very important") AND SATISFACTION (1 = "Not satisfied at all" / 5 = "Very satisfied") SORTED by Largest to Smallest GAP		Importance Mean	Satisfaction Mean	GAP	Importance Rank	Satisfaction Rank
1	There is a spirit of teamwork and cooperation at this institution	4.48	2.68	1.80	8	37
2	This institution makes sufficient budgetary resources available to achieve important objectives	4.48	2.73	1.75	9	33
3	This institution does a good job of meeting the needs of staff	4.39	2.64	1.75	20	39
4	Employee suggestions are used to improve our institution	4.29	2.57	1.72	34	40
5	This institution plans carefully	4.46	2.76	1.70	13	32
6	There are effective lines of communication between departments	4.35	2.67	1.68	27	38
7	There is good communication between staff and the administration at this institution	4.36	2.70	1.66	25	35
8	This institution makes sufficient staff resources available to achieve important objectives	4.38	2.73	1.65	22	34
9	This institution involves its employees in planning for the future	4.32	2.70	1.62	30	36
10	Administrators share information regularly with faculty and staff	4.42	2.86	1.56	16	29
11	The reputation of this institution continues to improve	4.46	2.92	1.54	14	26
12	This institution consistently follows clear processes for selecting new employees	4.35	2.82	1.53	28	31
13	There is good communication between the faculty and the administration at this institution	4.39	2.88	1.51	21	28
14	The leadership of this institution has a clear sense of purpose	4.56	3.08	1.48	3	21
15	This institution does a good job of meeting the needs of its faculty	4.43	2.96	1.47	15	23
16	Efforts to improve quality are paying off at this institution	4.37	2.96	1.41	23	24
17	This institution consistently follows clear processes for recognizing employee achievements	4.26	2.85	1.41	37	30
18	Staff are treated fairly and with respect	4.49	3.11	1.38	6	17
19	This institution has written procedures that clearly define who is responsible for each operation and service	4.28	2.90	1.38	35	27
20	This institution consistently follows clear processes for orienting and training new employees	4.33	3.03	1.30	29	22
21	The role of faculty and staff in shared governance is clearly stated and articulated	4.24	2.95	1.29	38	25
22	This institution treats students as its top priority	4.58	3.30	1.28	1	10
23	This institution does a good job of meeting the needs of students	4.58	3.30	1.28	2	11
24	Faculty and staff at NMSU treat each other with dignity and respect	4.47	3.19	1.28	12	15
25	This institution is well-respected in the community	4.49	3.22	1.27	7	13
26	Employees at NMSU generally display a positive attitude	4.37	3.11	1.26	24	18
27	The mission, purpose, and values of this institution are well understood by most employees	4.31	3.11	1.20	31	19
28	Grievance processes are well-defined and understood	4.30	3.11	1.19	33	20
29	Administrators take pride in their work	4.48	3.33	1.15	10	9
30	The goals and objectives of this institution are consistent with its mission and values	4.36	3.21	1.15	26	14
31	Most employees are generally supportive of the mission, purpose, and values of this institution	4.28	3.18	1.10	36	16
32	Staff take pride in their work	4.54	3.45	1.09	5	6
33	There is respect for the expression of diverse values, beliefs and identities	4.31	3.26	1.05	32	12
34	This institution promotes excellent employee-student relationships	4.48	3.44	1.04	11	7
35	Faculty take pride in their work	4.55	3.53	1.02	4	4
36	NMSU has a clear policy and a process for reporting discrimination	4.40	3.63	0.77	19	3
37	I understand how my position contributes to NMSU's mission	4.41	3.75	0.66	17	1
38	Providing outstanding customer service is a clear expectation in my unit	4.41	3.75	0.66	18	2
39	This institution does a good job of meeting the needs of administrators	4.06	3.41	0.65	40	8
40	NMSU places a high emphasis on having a diverse faculty and staff	4.17	3.53	0.64	39	5

NMSU Employee Satisfaction Survey - Results Data
Administered Fall, 2014
New Mexico State University

Work Environment

RATE IMPORTANCE (1 = "Not important at all" / 5 = "Very important") AND SATISFACTION (1 = "Not satisfied at all" / 5 = "Very satisfied") SORTED by Largest to Smallest GAP		Importance Mean	Satisfaction Mean	GAP	Importance Rank	Satisfaction Rank
1	I am paid fairly for the work I do	4.55	2.57	1.98	2	31
2	My department has the budget needed to do its job well	4.52	2.69	1.83	4	30
3	My department has the staff needed to do its job well	4.51	2.80	1.71	7	28
4	I have adequate opportunities for advancement	4.38	2.77	1.61	18	29
5	Senior administrators operate with the best interests of NMSU as their priority	4.50	3.02	1.48	8	25
6	NMSU encourages a working atmosphere of mutual trust and respect	4.47	3.10	1.37	12	23
7	Units work well with other units to get the job done	4.37	3.02	1.35	21	26
8	All units and employees are consistently evaluated	4.27	3.01	1.26	27	27
9	I am empowered to resolve problems quickly	4.35	3.10	1.25	25	24
10	It is easy for me to get information at this institution	4.38	3.14	1.24	19	22
11	NMSU encourages me to maintain a balance between work and my personal life	4.30	3.20	1.10	26	21
12	NMSU's medical plan(s) provides enough protection for me and my family	4.47	3.37	1.10	13	14
13	I have adequate opportunities for professional development	4.37	3.28	1.09	22	20
14	I am comfortable should I need to report workplace discrimination without fear of repercussions	4.39	3.31	1.08	17	19
15	I have adequate opportunities for training to improve my skills	4.36	3.32	1.04	23	17
16	I am encouraged to share my ideas and opinions	4.36	3.34	1.02	24	15
17	I have the information I need to do my job well	4.52	3.52	1.00	5	10
18	My job responsibilities are communicated clearly to me	4.52	3.56	0.96	6	8
19	NMSU administrators are concerned about the safety and health of their employees	4.41	3.46	0.95	16	12
20	The employee benefits available to me are valuable	4.57	3.64	0.93	1	6
21	My department meets as a team to plan and coordinate work	4.24	3.33	0.91	28	16
22	My supervisor helps me improve my job performance	4.43	3.53	0.90	14	9
23	My department or work unit has written, up-to-date objectives	4.21	3.32	0.89	29	18
24	My supervisor pays attention to what I have to say	4.53	3.67	0.86	3	4
25	The work I do is appreciated by my supervisor	4.43	3.66	0.77	15	5
26	At NMSU, employees are supportive of their colleagues and co-workers regardless of their heritage or cultural background	4.38	3.63	0.75	20	7
27	The type of work I do on most days is personally rewarding	4.49	3.80	0.69	9	3
28	The work I do is valuable to the institution	4.49	3.81	0.68	10	2
29	I am comfortable answering student questions about institutional policies and procedures	4.07	3.40	0.67	30	13
30	I am proud to work at this institution	4.48	3.86	0.62	11	1
31	I learn about important campus events in a timely manner	4.01	3.52	0.49	31	11

NMSU Employee Satisfaction Survey - Results Data
Administered Fall, 2014
New Mexico State University

