

LEGEND:	6. Strongly Agree 5. Agree	4. Somewhat Agree 3. Somewhat Disagree	2. Disagree 1. Strongly Disagree
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Supervisor Level 2 = Jones, John Preston

All Items	Valid N	% of Respondents			Response Distribution by %						Avg. Score
		Favorable	Neutral	Unfavorable	6	5	4	3	2	1	

Academic Quality

8. NSU offers an excellent environment for students and faculty to be actively involved in academic exchange.

Jones, John Preston	127	69	25	6	32	37	15	10	3	2	4.78
Nova Southeastern University	2,993	70	25	5	26	45	19	6	3	2	4.78

Academic Quality

18. I have a great deal of confidence in NSU's commitment to achieving/improving student learning outcomes.

Jones, John Preston	126	64	27	9	29	36	21	6	6	2	4.67
Nova Southeastern University	2,967	72	24	4	30	42	19	5	3	1	4.87

Academic Quality

45. The quality of education provided at NSU offers an excellent value for the money for students.

Jones, John Preston	126	50	39	11	14	36	29	10	6	5	4.28
Nova Southeastern University	2,933	54	37	9	18	37	26	11	5	3	4.40

Benefits

4. My benefits meet my (and my family's) needs well.

Jones, John Preston	124	59	31	10	27	32	24	7	4	6	4.53
Nova Southeastern University	2,993	59	32	10	21	38	23	8	5	4	4.49

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Communication

5. Coworkers are kept well informed of what is happening here at work.

Jones, John Preston	126	27	38	35	10	17	24	14	24	11	3.41
Nova Southeastern University	3,006	40	39	20	13	27	26	13	11	9	3.90

Communication

6. NSU provides an environment where faculty and staff are encouraged to share their views freely with the administration.

Jones, John Preston	127	43	35	22	15	28	22	13	9	13	3.88
Nova Southeastern University	3,004	43	39	18	15	28	27	12	9	9	4.02

Communication

25. There is always open communication throughout all levels and across all units of NSU.

Jones, John Preston	126	31	42	27	9	22	32	10	10	17	3.59
Nova Southeastern University	2,973	36	40	24	12	24	25	15	12	12	3.72

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Communication

26. Communication with my peers/co-workers is excellent.

Jones, John Preston	127	66	25	9	27	39	20	5	6	2	4.69
Nova Southeastern University	2,969	73	22	5	34	38	17	5	3	2	4.90

Communication

27. Communication with my immediate supervisor is excellent.

Jones, John Preston	127	72	16	12	37	35	12	4	3	9	4.73
Nova Southeastern University	2,969	74	19	8	41	32	13	5	4	4	4.90

Communication

28. Communication from my dean, vice-president or executive director is excellent.

Jones, John Preston	127	50	31	19	22	28	21	10	8	11	4.13
Nova Southeastern University	2,961	54	32	14	23	31	22	10	7	7	4.33

Communication

29. Communication from NSU's executive leadership is excellent.

Jones, John Preston	127	39	42	20	15	24	27	15	9	11	3.88
Nova Southeastern University	2,959	45	39	16	14	31	27	13	8	8	4.07

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Communication											
44. My unit (academic or administrative) collaborates well with other units at NSU.											
Jones, John Preston	125	54	39	7	18	35	26	14	5	2	4.42
Nova Southeastern University	2,940	65	29	6	25	40	22	7	4	2	4.67

Communication

48. I am informed in a timely manner about university events and announcements.

Jones, John Preston	125	73	22	5	28	45	19	3	2	3	4.85
Nova Southeastern University	2,952	70	24	6	27	43	19	5	3	3	4.78

Community

33. I feel a strong sense of belonging at NSU.

Jones, John Preston	127	65	28	7	35	30	20	8	6	2	4.77
Nova Southeastern University	2,970	63	29	8	30	33	22	8	4	3	4.67

Community

34. NSU offers a range of opportunities to get involved with the local community.

Jones, John Preston	125	76	22		29	47	19	3	1	1	4.98
Nova Southeastern University	2,953	73	25		29	44	20	5	2	1	4.91

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Feeling Valued

37. Considering the value I bring to NSU, I feel I am paid fairly.

Jones, John Preston	126	42	42	16	17	25	29	13	7	9	4.06
Nova Southeastern University	2,964	31	39	29	11	21	23	16	12	17	3.50

Feeling Valued

39. NSU makes investments in me to be more successful.

Jones, John Preston	125	46	40	14	14	33	26	14	6	8	4.11
Nova Southeastern University	2,952	47	39	14	17	30	25	14	8	6	4.16

Feeling Valued

40. The leaders of NSU are committed to making it a great place to work.

Jones, John Preston	126	53	35	12	20	33	24	11	5	7	4.31
Nova Southeastern University	2,956	55	35	10	20	35	25	10	5	5	4.39

Feeling Valued

42. The leaders of NSU value people as their most important resource.

Jones, John Preston	126	43	40	17	19	24	28	13	10	7	4.09
Nova Southeastern University	2,946	47	38	15	16	31	26	12	7	7	4.15

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Goal Alignment

1. I believe NSU will be successful in the future.

Jones, John Preston	127	75	22		39	36	17	6	1	2	4.99
Nova Southeastern University	3,010	80	18		41	39	14	3	1	1	5.13

Goal Alignment

2. I know how I fit into NSU's future plans.

Jones, John Preston	126	57	29	13	20	37	17	13	7	6	4.31
Nova Southeastern University	3,006	55	36	9	21	34	26	10	6	3	4.46

Goal Alignment

9. I understand how my job helps NSU achieve success.

Jones, John Preston	127	83	11	6	48	35	9	2	3	3	5.13
Nova Southeastern University	3,008	83	13		45	38	11	2	2	2	5.18

Goal Alignment

46. I understand the University's plans for future success.

Jones, John Preston	126	59	28	13	20	39	19	9	10	3	4.40
Nova Southeastern University	2,946	65	29	7	24	40	22	7	4	3	4.66

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Individual Contribution

15. If I contribute to NSU's success, I know I will be recognized.

Jones, John Preston	126	46	30	24	19	27	20	10	12	12	3.95
Nova Southeastern University	2,989	44	39	18	17	26	26	13	9	8	4.05

Individual Contribution

24. I am always thinking about ways to do my job better.

Jones, John Preston	126	94			6	60	34	6	0	0	0	5.53
Nova Southeastern University	2,973	94			6	57	36	6	0	0	0	5.49

Job Satisfaction

17. My job allows me to utilize my strengths.

Jones, John Preston	127	73			18	9	44	29	13	5	4	5	4.91
Nova Southeastern University	2,991	70			23	7	34	36	17	5	3	4	4.81

Job Satisfaction









19. This job is in alignment with my career goals.

Jones, John Preston	127	74			20	6	43	31	14	6	3	3	4.95
Nova Southeastern University	2,973	68			24	7	31	38	19	6	4	3	4.76

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Job Satisfaction											
31. I enjoy doing my work.											
Jones, John Preston	127				65	24	9	1	1	1	5.49
Nova Southeastern University	2,972				53	33	10	2	1	1	5.32
Job Satisfaction											
35. I find my job interesting and challenging.											
Jones, John Preston	126				51	34	8	5	2	1	5.25
Nova Southeastern University	2,967				41	37	13	4	2	2	5.06
Job Satisfaction											
36. My current job brings out my most creative ideas.											
Jones, John Preston	126				40	30	15	6	5	3	4.86
Nova Southeastern University	2,965				31	34	19	9	4	3	4.69
Manager Effectiveness											
10. My immediate supervisor regularly gives me constructive feedback on my job performance.											
Jones, John Preston	127				28	28	21	6	9	8	4.39
Nova Southeastern University	2,988				32	33	17	7	6	5	4.62

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Manager Effectiveness

30. My immediate supervisor cares about my development.

Jones, John Preston	126	67	21	12	37	29	18	3	6	6	4.71
Nova Southeastern University	2,965	72	20	8	40	31	15	5	4	4	4.87

Manager Effectiveness

32. I trust and respect my immediate supervisor.

Jones, John Preston	127	76	17	7	44	32	13	4	2	6	4.97
Nova Southeastern University	2,967	78	16	6	50	29	11	4	3	3	5.09

Policies and Safety

7. NSU cares a great deal about my personal safety.

Jones, John Preston	127	76	20	4	34	43	14	6	2	2	4.95
Nova Southeastern University	3,008	73	22	4	32	42	18	4	2	2	4.89

Policies and Safety

22. I believe that policies and procedures are enforced consistently and evenly across all units at NSU.

Jones, John Preston	125	46	31	22	14	32	22	10	10	12	3.94
Nova Southeastern University	2,967	45	35	20	15	30	23	13	9	11	3.97

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Pride

20. NSU has a strong teaching reputation.

Jones, John Preston	126	60	34	6	19	40	26	8	6	1	4.57
Nova Southeastern University	2,965	63	33	5	24	38	25	8	3	1	4.68

Pride

21. NSU has a strong community service reputation.

Jones, John Preston	125	78	20		30	48	18	2	1	1	5.02
Nova Southeastern University	2,959	75	23		32	43	19	4	1	1	4.97

Retention

11. I would like to be working at NSU one year from today.

Jones, John Preston	127	89	7	4	63	26	6	2	2	2	5.40
Nova Southeastern University	2,986	80	14	6	52	29	11	3	3	3	5.14

Retention

13. I have received the training I need to do my job well.

Jones, John Preston	127	71	20	9	39	31	17	3	6	4	4.84
Nova Southeastern University	2,987	70	23	6	30	40	17	6	4	3	4.79

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Retention

14. I see professional growth and career development opportunities for myself at NSU.

Jones, John Preston	127	52	31	17	24	28	20	11	6	10	4.21
Nova Southeastern University	2,990	50	33	17	22	28	22	11	9	8	4.20

Retention

41. I recommend NSU as a great place to work.

Jones, John Preston	126	62	29	10	29	33	20	9	4	6	4.58
Nova Southeastern University	2,961	62	30	8	27	35	23	7	4	4	4.62

Survey Effectiveness

49. Senior leadership is committed to responding to the results of this survey.

Jones, John Preston	126	45	37	18	17	28	25	12	10	9	4.06
Nova Southeastern University	2,936	54	32	14	20	34	23	9	7	7	4.31

Survey Effectiveness

50. My manager shared the results of the last employee survey with our team.

Jones, John Preston	118	53	28	19	18	36	18	10	11	8	4.16
Nova Southeastern University	2,731	65	19	16	30	35	13	6	9	7	4.50

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Survey Effectiveness

51. Our team developed action plans to address issues raised by the last employee survey's results.

Jones, John Preston	118	37	32	31	12	25	19	14	21	9	3.65
Nova Southeastern University	2,717	51	29	20	21	30	19	10	11	8	4.15

Survey Effectiveness

52. I noticed positive change as a result of the last employee survey.

Jones, John Preston	118	28	36	36	8	19	16	20	19	17	3.28
Nova Southeastern University	2,709	36	39	25	13	23	24	15	14	12	3.72

Teamwork

12. My unit effectively collaborates and leverages individual strengths.

Jones, John Preston	125	58	27	14	26	32	18	10	8	6	4.40
Nova Southeastern University	2,980	62	28	10	28	34	19	9	5	5	4.56

Teamwork

16. The people I work with most closely are committed to producing top quality work.

Jones, John Preston	127	76	17	7	36	39	11	6	5	2	4.89
Nova Southeastern University	2,991	77	19	5	40	37	15	4	3	2	5.02

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Teamwork

38. Goals and accountabilities are clear to everyone on my team.

Jones, John Preston	126	51	32	17	15	36	21	10	7	10	4.10
Nova Southeastern University	2,956	60	30	10	21	39	21	10	5	5	4.46

Trust in Senior Leaders

23. I trust the senior leadership team to lead NSU to future success.

Jones, John Preston	126	52	31	17	18	34	17	13	7	10	4.14
Nova Southeastern University	2,968	57	32	12	21	36	23	9	5	6	4.38

Trust in Senior Leaders

43. The leaders of NSU demonstrate integrity.

Jones, John Preston	125	60	30	10	21	39	23	7	6	4	4.50
Nova Southeastern University	2,939	60	32	9	20	39	24	8	5	4	4.50

Trust with Coworkers

3. I have a close and trusting relationship with one or more coworker(s).

Jones, John Preston	127	80	19		61	19	16	3	2	0	5.34
Nova Southeastern University	3,006	82	15		50	32	13	3	2	1	5.22

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Vision

47. I positively contribute to the achievement of NSU's Vision 2020.

Jones, John Preston	126	90	10	42	48	10	0	1	0	5.30
Nova Southeastern University	2,951	83	15	39	44	14	2	1	1	5.15