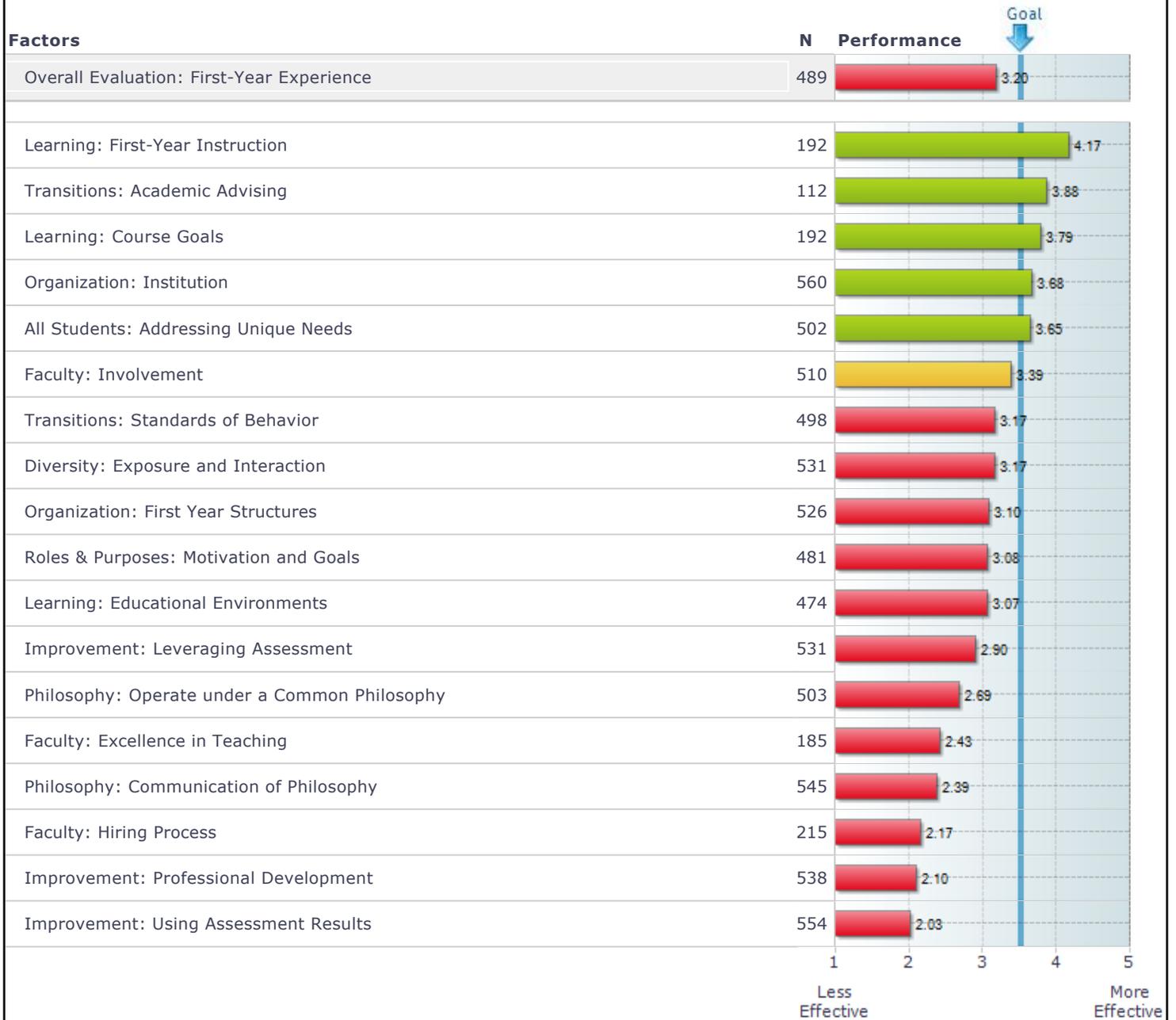


## With which aspects of the experience are University of Northern Iowa faculty/staff most and least satisfied?

**Population:** University of Northern Iowa (Number Responding = 1070)

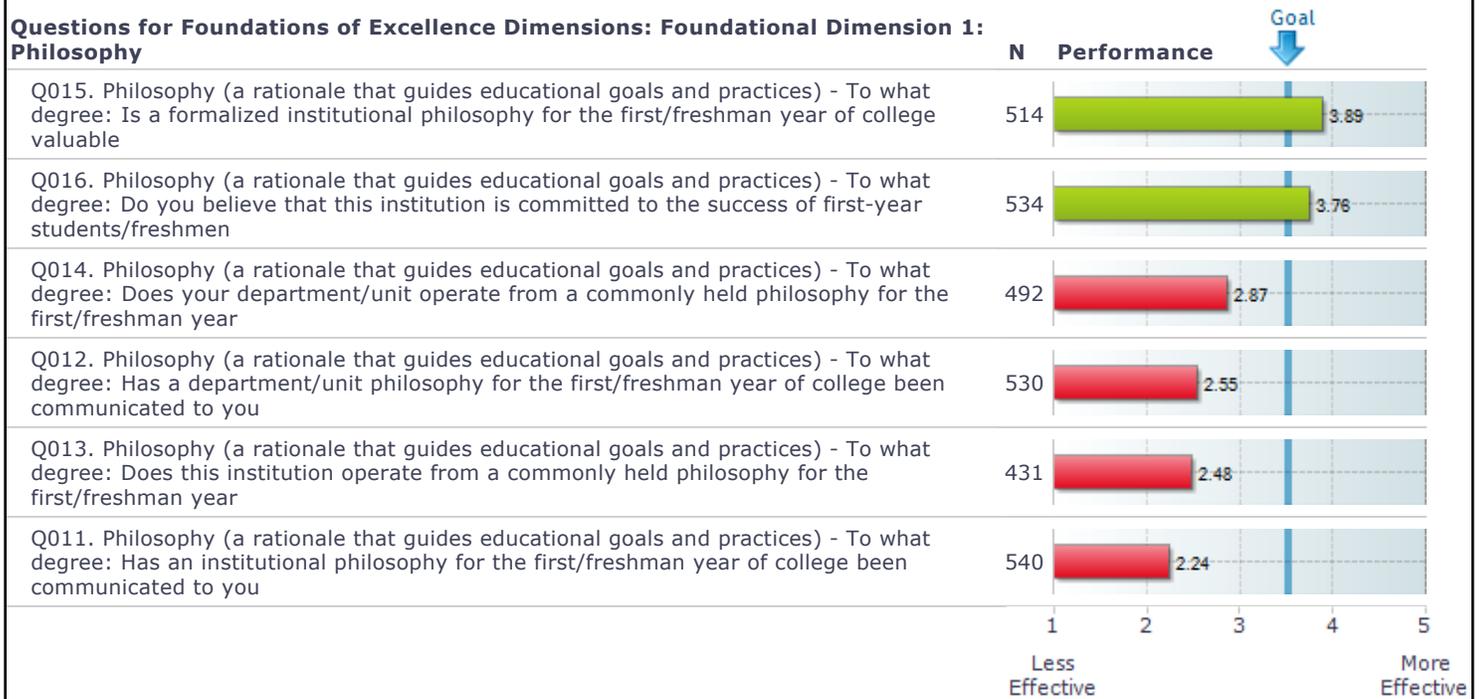


- = Your institution has a higher mean than the goal (3.5).
- = Your institution is within .25 of the goal (3.5).
- = Your institution has a lower mean than the goal (3.5) by more than .25.

# View University of Northern Iowa results by Foundations of Excellence Dimensions.

**Population:** University of Northern Iowa (Number Responding = 1070)

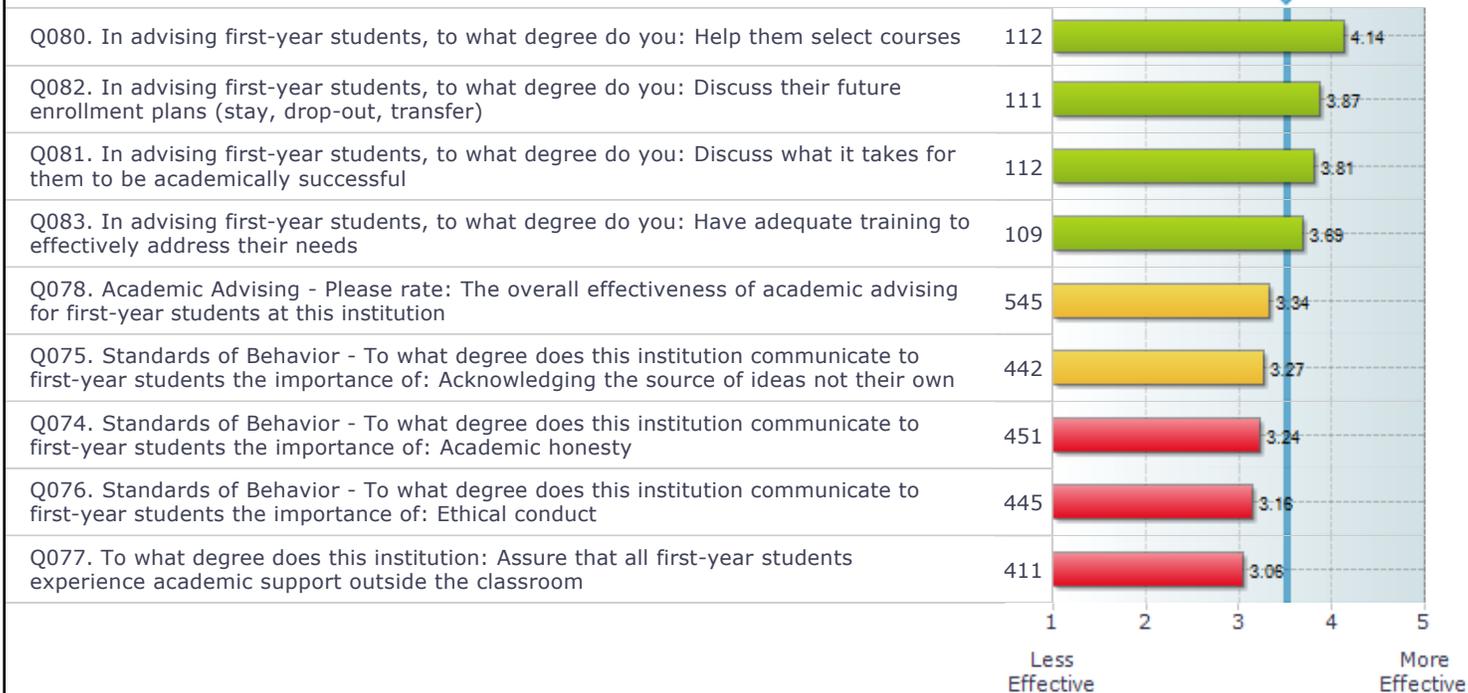
## Questions for Foundations of Excellence Dimensions: Foundational Dimension 1: Philosophy



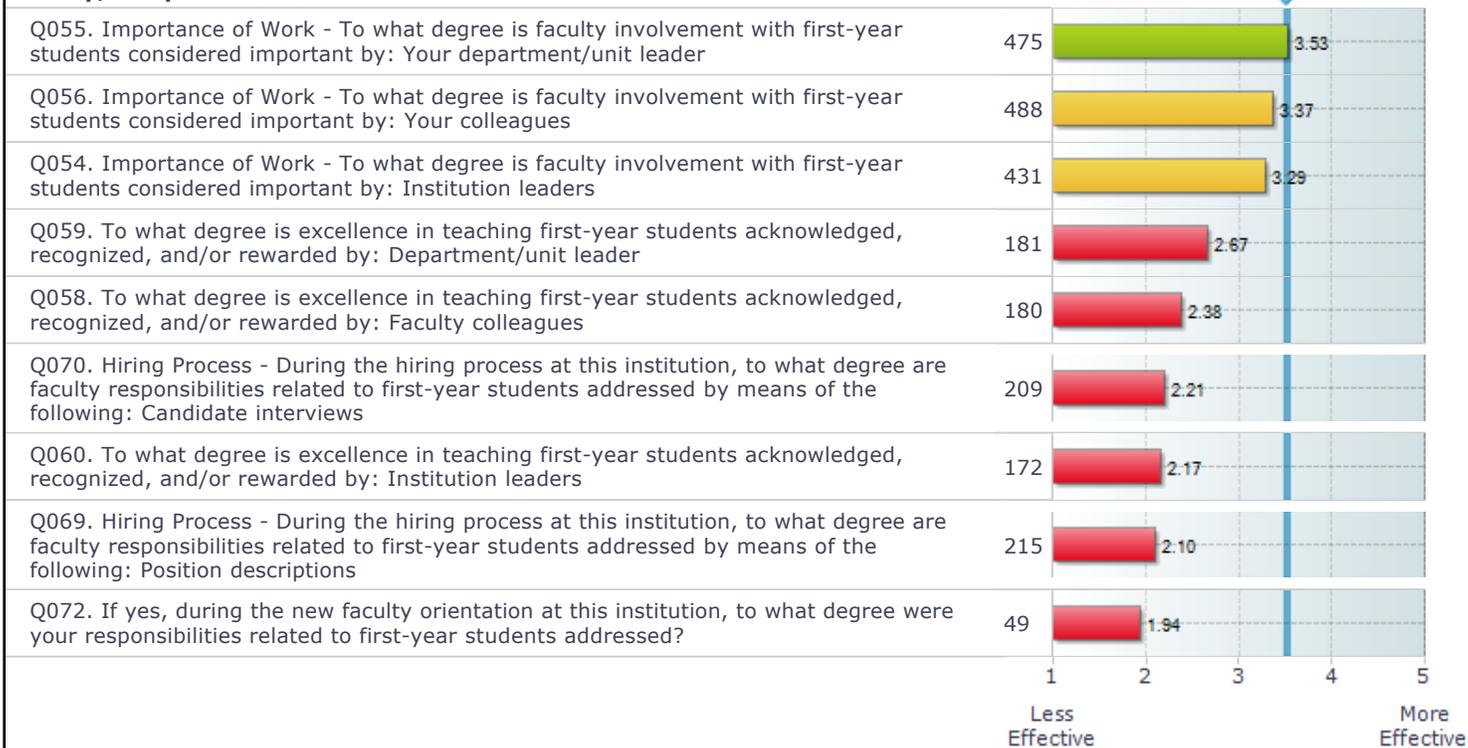
**Questions for Foundations of Excellence Dimensions: Foundational Dimension 2: Organization**



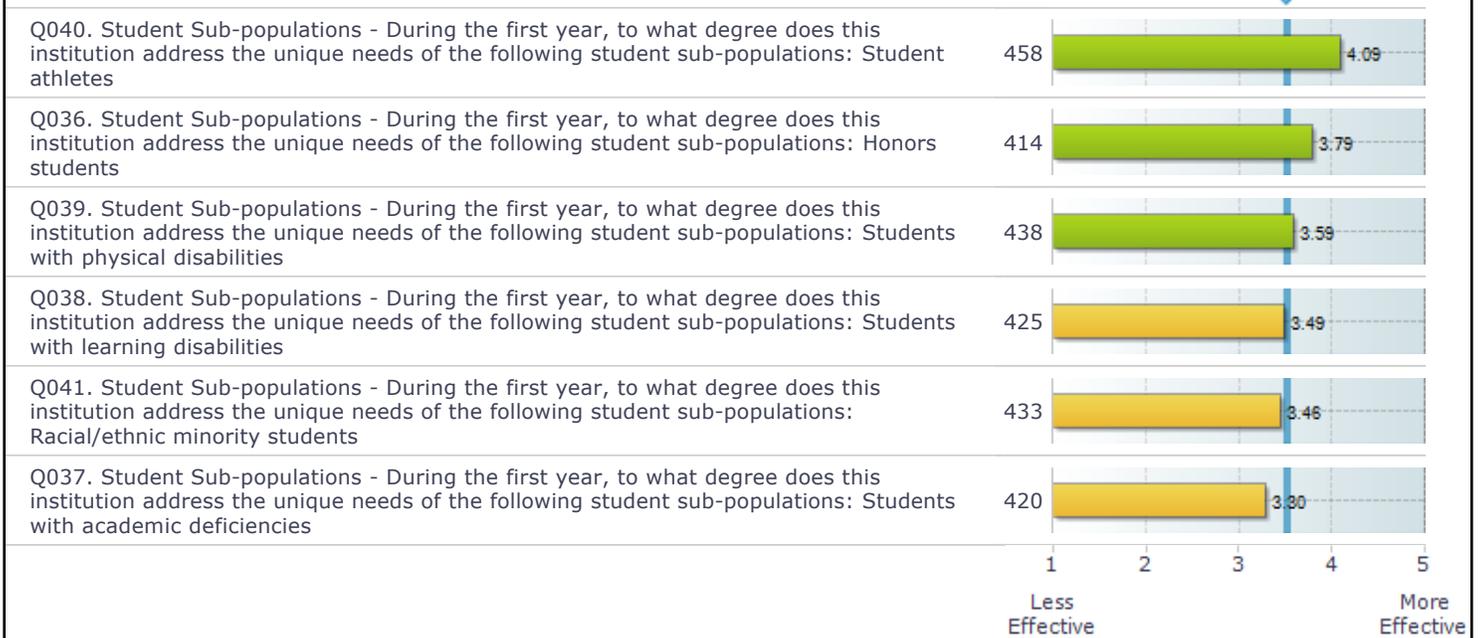
**Questions for Foundations of Excellence Dimensions: Foundational Dimension 3: Transitions**



**Questions for Foundations of Excellence Dimensions: Foundational Dimension 4: Faculty/Campus Culture**



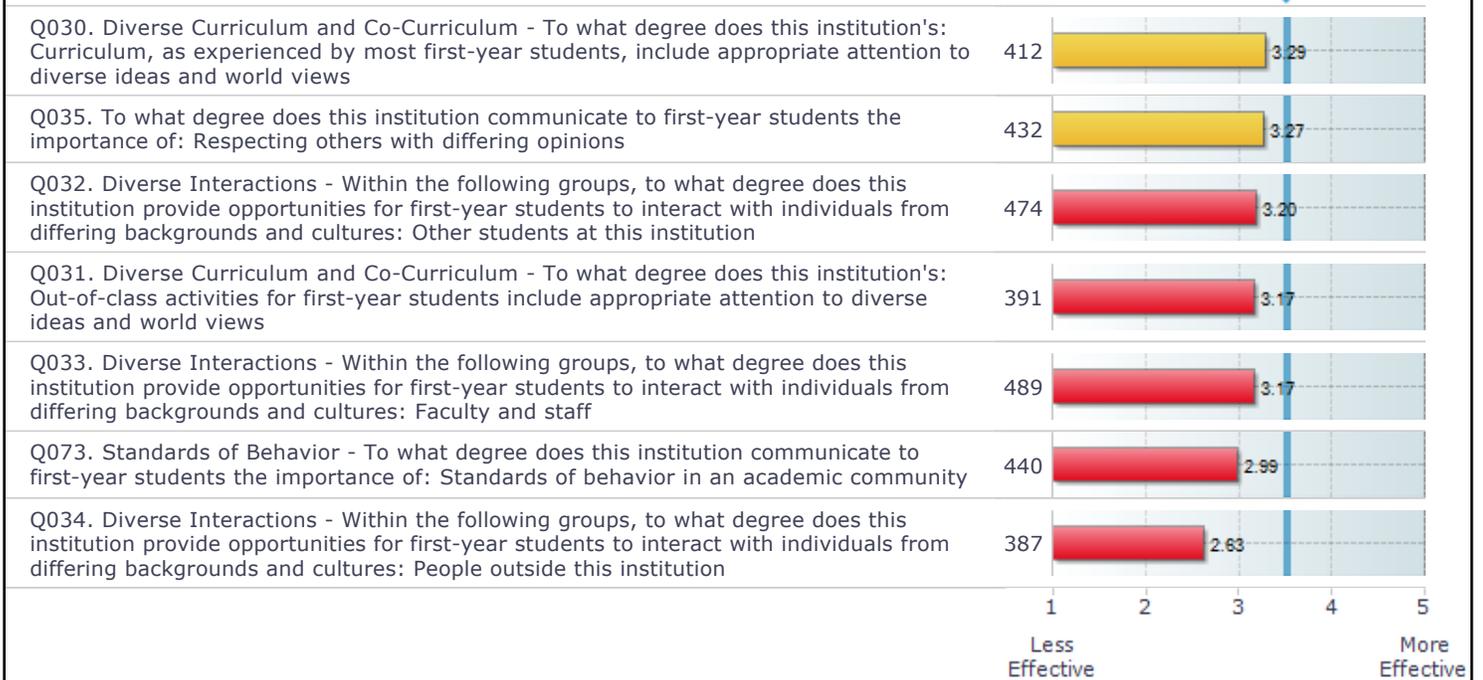
**Questions for Foundations of Excellence Dimensions: Foundational Dimension 5: All Students**



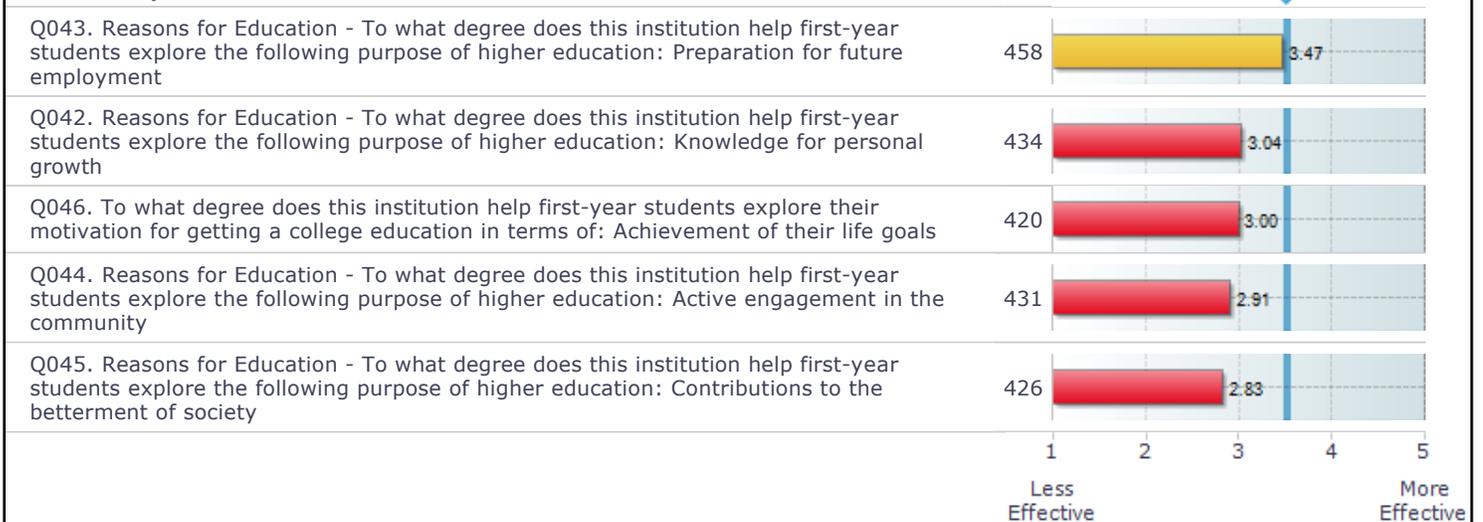
**Questions for Foundations of Excellence Dimensions: Foundational Dimension 6: Learning**



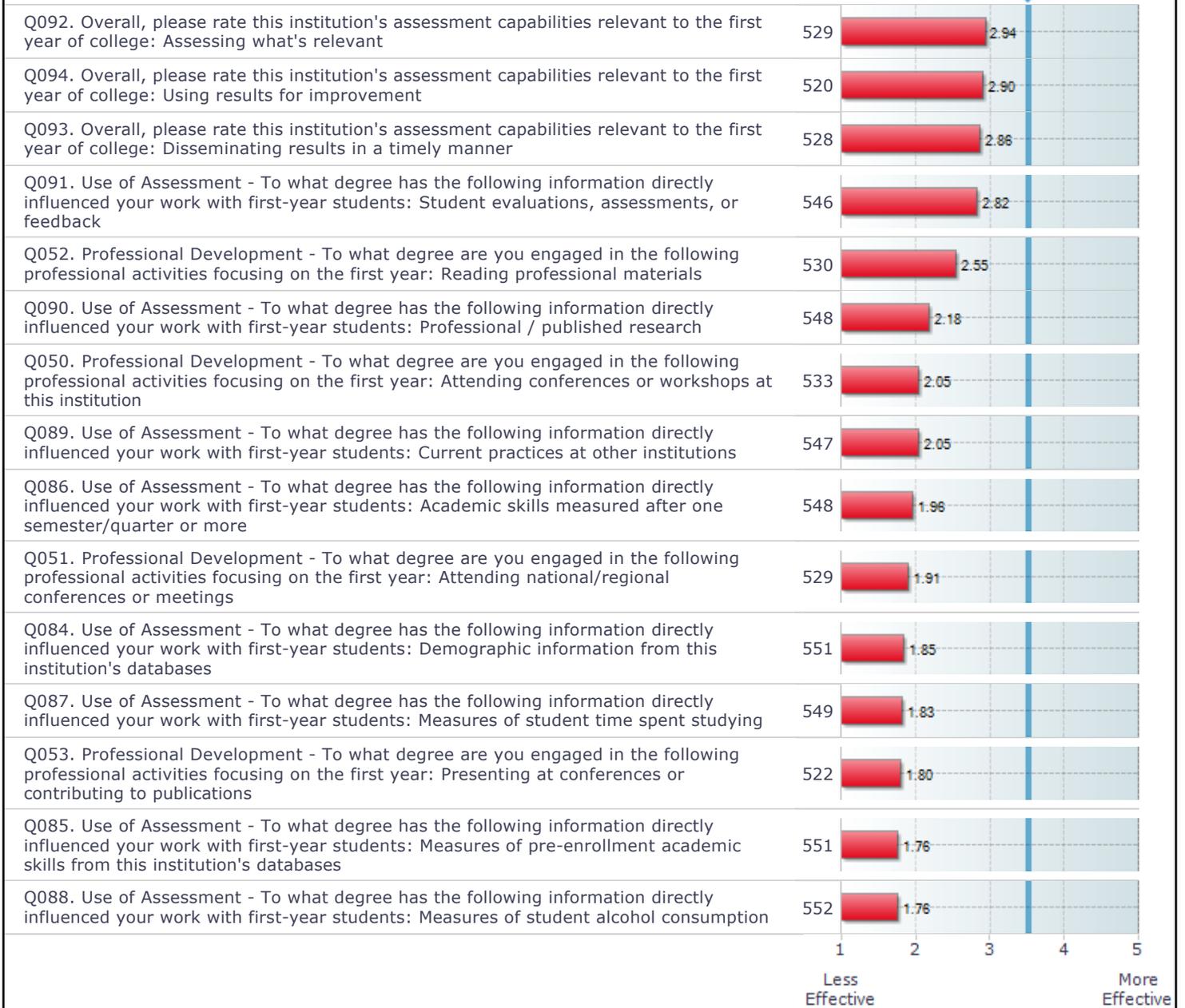
**Questions for Foundations of Excellence Dimensions: Foundational Dimension 7: Diversity**



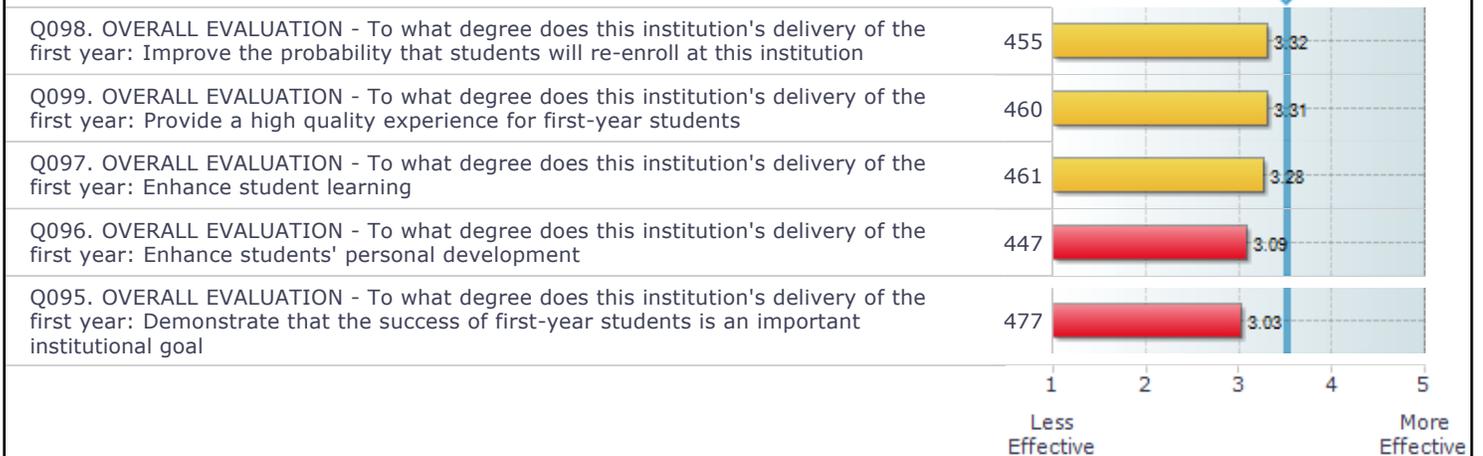
**Questions for Foundations of Excellence Dimensions: Foundational Dimension 8: Roles & Purposes**



**Questions for Foundations of Excellence Dimensions: Foundational Dimension 9: Improvement**



**Questions for Foundations of Excellence Dimensions: Overall Evaluation of Institution**



-  = Your institution has a higher mean than the goal (3.5).
-  = Your institution is within .25 of the goal (3.5).
-  = Your institution has a lower mean than the goal (3.5) by more than .25.

Factor	Reliability 	Details...
Factor 1. Philosophy: Communication of Philosophy	0.80	
<b>Question</b>	<b>Question Key</b>	
Q011. Philosophy (a rationale that guides educational goals and practices) - To what degree: Has an institutional philosophy for the first/freshman year of college been communicated to you		
Q012. Philosophy (a rationale that guides educational goals and practices) - To what degree: Has a department/unit philosophy for the first/freshman year of college been communicated to you		
Factor 2. Philosophy: Operate under a Common Philosophy	0.77	
<b>Question</b>	<b>Question Key</b>	
Q013. Philosophy (a rationale that guides educational goals and practices) - To what degree: Does this institution operate from a commonly held philosophy for the first/freshman year		
Q014. Philosophy (a rationale that guides educational goals and practices) - To what degree: Does your department/unit operate from a commonly held philosophy for the first/freshman year		
Factor 3. Organization: Institution	0.83	
<b>Question</b>	<b>Question Key</b>	
Q017. Organization of Institution - Based on your understanding of this institution's organizational structure, to what degree can you correctly refer new students regarding: Administrative questions		
Q018. Organization of Institution - Based on your understanding of this institution's organizational structure, to what degree can you correctly refer new students regarding: Questions about academic rules		
Q019. Organization of Institution - Based on your understanding of this institution's organizational structure, to what degree can you correctly refer new students regarding: Help with coursework		
Q020. Organization of Institution - Based on your understanding of this institution's organizational structure, to what degree can you correctly refer new students regarding: Help with personal issues (money management, family matters, etc.)		
Q021. Organization of Institution - Based on your understanding of this institution's organizational structure, to what degree can you correctly refer new students regarding: Becoming involved with an institution-sponsored organization/event		
Factor 4. Organization: First Year Structures	0.91	
<b>Question</b>	<b>Question Key</b>	
Q022. First Year Structures - To what degree has this institution effectively organized itself to develop an integrated first college year that supports: Routine communications among discrete first-year functions		
Q023. First Year Structures - To what degree has this institution effectively organized itself to develop an integrated first college year that supports: Collaboration between academic and student affairs		
Q024. To what degree are resources (personnel and fiscal) adequate for the following: Courses that enroll first-year students		
Q025. To what degree are resources (personnel and fiscal) adequate for the following: Academic support services used by first-year students		
Q026. To what degree are resources (personnel and fiscal) adequate for the following: Extracurricular activities available to first-year students		
Q027. To what degree: Are student affairs and faculty partnerships encouraged by senior institution leaders		
Factor 5. Transitions: Academic Advising	0.80	
<b>Question</b>	<b>Question Key</b>	
Q080. In advising first-year students, to what degree do you: Help them select courses		
Q081. In advising first-year students, to what degree do you: Discuss what it takes for them to be academically successful		
Q082. In advising first-year students, to what degree do you: Discuss their future enrollment plans (stay, drop-out, transfer)		
Q083. In advising first-year students, to what degree do you: Have adequate training to effectively address their needs		
Factor 6. Transitions: Standards of Behavior	0.93	
<b>Question</b>	<b>Question Key</b>	
Q073. Standards of Behavior - To what degree does this institution communicate to first-year students the		

importance of: Standards of behavior in an academic community	
Q074. Standards of Behavior - To what degree does this institution communicate to first-year students the importance of: Academic honesty	
Q075. Standards of Behavior - To what degree does this institution communicate to first-year students the importance of: Acknowledging the source of ideas not their own	
Q076. Standards of Behavior - To what degree does this institution communicate to first-year students the importance of: Ethical conduct	
Q077. To what degree does this institution: Assure that all first-year students experience academic support outside the classroom	

Factor 7. Faculty: Involvement

0.82



Question	Question Key
Q054. Importance of Work - To what degree is faculty involvement with first-year students considered important by: Institution leaders	
Q055. Importance of Work - To what degree is faculty involvement with first-year students considered important by: Your department/unit leader	
Q056. Importance of Work - To what degree is faculty involvement with first-year students considered important by: Your colleagues	

Factor 8. Faculty: Excellence in Teaching

0.89



Question	Question Key
Q058. To what degree is excellence in teaching first-year students acknowledged, recognized, and/or rewarded by: Faculty colleagues	
Q059. To what degree is excellence in teaching first-year students acknowledged, recognized, and/or rewarded by: Department/unit leader	
Q060. To what degree is excellence in teaching first-year students acknowledged, recognized, and/or rewarded by: Institution leaders	

Factor 9. Faculty: Hiring Process

0.94



Question	Question Key
Q069. Hiring Process - During the hiring process at this institution, to what degree are faculty responsibilities related to first-year students addressed by means of the following: Position descriptions	
Q070. Hiring Process - During the hiring process at this institution, to what degree are faculty responsibilities related to first-year students addressed by means of the following: Candidate interviews	

Factor 10. All Students: Addressing Unique Needs

0.85



Question	Question Key
Q036. Student Sub-populations - During the first year, to what degree does this institution address the unique needs of the following student sub-populations: Honors students	
Q037. Student Sub-populations - During the first year, to what degree does this institution address the unique needs of the following student sub-populations: Students with academic deficiencies	
Q038. Student Sub-populations - During the first year, to what degree does this institution address the unique needs of the following student sub-populations: Students with learning disabilities	
Q039. Student Sub-populations - During the first year, to what degree does this institution address the unique needs of the following student sub-populations: Students with physical disabilities	
Q040. Student Sub-populations - During the first year, to what degree does this institution address the unique needs of the following student sub-populations: Student athletes	
Q041. Student Sub-populations - During the first year, to what degree does this institution address the unique needs of the following student sub-populations: Racial/ethnic minority students	

Factor 11. Learning: Educational Environments

0.86



Question	Question Key
Q047. Educational Opportunities and Goals - To what degree does this institution assure that all first-year students experience: Individualized attention from faculty/staff	
Q048. Educational Opportunities and Goals - To what degree does this institution assure that all first-year students experience: Out-of-class learning opportunities	

Factor 12. Learning: First-Year Instruction

0.77



Question	Question Key
Q061. For the following questions, please consider your courses that enroll first-year students/freshmen, if any. -	

For your course(s) that enroll(s) first-year students, to what degree do you: Communicate your academic expectations to students	
Q062. For the following questions, please consider your courses that enroll first-year students/freshmen, if any. - For your course(s) that enroll(s) first-year students, to what degree do you: Encourage students to ask questions in class	
Q063. For the following questions, please consider your courses that enroll first-year students/freshmen, if any. - For your course(s) that enroll(s) first-year students, to what degree do you: Effectively manage student behavior in class	
Q064. For the following questions, please consider your courses that enroll first-year students/freshmen, if any. - For your course(s) that enroll(s) first-year students, to what degree do you: Initiate communication, early in the term, with students who are performing poorly	
Q065. For the following questions, please consider your courses that enroll first-year students/freshmen, if any. - For your course(s) that enroll(s) first-year students, to what degree do you: Encourage students to participate in course-related out-of-class events (e.g., lectures, concerts, exhibits)	
Q066. For the following questions, please consider your courses that enroll first-year students/freshmen, if any. - For your course(s) that enroll(s) first-year students, to what degree do you: Make yourself available to students outside of class	

Factor 13. Learning: Course Goals

0.77



Question	Question Key
Q067. For your course(s) that enroll(s) first-year students, to what degree: Were specific learning goals developed	
Q068. For your course(s) that enroll(s) first-year students, to what degree: Was achievement of student learning goals documented	

Factor 14. Diversity: Exposure and Interaction

0.91



Question	Question Key
Q030. Diverse Curriculum and Co-Curriculum - To what degree does this institution's: Curriculum, as experienced by most first-year students, include appropriate attention to diverse ideas and world views	
Q031. Diverse Curriculum and Co-Curriculum - To what degree does this institution's: Out-of-class activities for first-year students include appropriate attention to diverse ideas and world views	
Q032. Diverse Interactions - Within the following groups, to what degree does this institution provide opportunities for first-year students to interact with individuals from differing backgrounds and cultures: Other students at this institution	
Q033. Diverse Interactions - Within the following groups, to what degree does this institution provide opportunities for first-year students to interact with individuals from differing backgrounds and cultures: Faculty and staff	
Q034. Diverse Interactions - Within the following groups, to what degree does this institution provide opportunities for first-year students to interact with individuals from differing backgrounds and cultures: People outside this institution	
Q035. To what degree does this institution communicate to first-year students the importance of: Respecting others with differing opinions	

Factor 15. Roles & Purposes: Motivation and Goals

0.94



Question	Question Key
Q042. Reasons for Education - To what degree does this institution help first-year students explore the following purpose of higher education: Knowledge for personal growth	
Q043. Reasons for Education - To what degree does this institution help first-year students explore the following purpose of higher education: Preparation for future employment	
Q044. Reasons for Education - To what degree does this institution help first-year students explore the following purpose of higher education: Active engagement in the community	
Q045. Reasons for Education - To what degree does this institution help first-year students explore the following purpose of higher education: Contributions to the betterment of society	
Q046. To what degree does this institution help first-year students explore their motivation for getting a college education in terms of: Achievement of their life goals	

Factor 16. Improvement: Professional Development

0.89



Question	Question Key
Q050. Professional Development - To what degree are you engaged in the following professional activities focusing on the first year: Attending conferences or workshops at this institution	
Q051. Professional Development - To what degree are you engaged in the following professional activities focusing on the first year: Attending national/regional conferences or meetings	
Q052. Professional Development - To what degree are you engaged in the following professional activities focusing on the first year: Reading professional materials	
Q053. Professional Development - To what degree are you engaged in the following professional activities	

focusing on the first year: Presenting at conferences or contributing to publications



Factor 17. Improvement: Using Assessment Results

0.90



Question	Question Key
Q084. Use of Assessment - To what degree has the following information directly influenced your work with first-year students: Demographic information from this institution's databases	
Q085. Use of Assessment - To what degree has the following information directly influenced your work with first-year students: Measures of pre-enrollment academic skills from this institution's databases	
Q086. Use of Assessment - To what degree has the following information directly influenced your work with first-year students: Academic skills measured after one semester/quarter or more	
Q087. Use of Assessment - To what degree has the following information directly influenced your work with first-year students: Measures of student time spent studying	
Q088. Use of Assessment - To what degree has the following information directly influenced your work with first-year students: Measures of student alcohol consumption	
Q089. Use of Assessment - To what degree has the following information directly influenced your work with first-year students: Current practices at other institutions	
Q090. Use of Assessment - To what degree has the following information directly influenced your work with first-year students: Professional / published research	
Q091. Use of Assessment - To what degree has the following information directly influenced your work with first-year students: Student evaluations, assessments, or feedback	

Factor 18. Improvement: Leveraging Assessment

0.93



Question	Question Key
Q092. Overall, please rate this institution's assessment capabilities relevant to the first year of college: Assessing what's relevant	
Q093. Overall, please rate this institution's assessment capabilities relevant to the first year of college: Disseminating results in a timely manner	
Q094. Overall, please rate this institution's assessment capabilities relevant to the first year of college: Using results for improvement	

Factor 19. Overall Evaluation: First-Year Experience

0.96



Question	Question Key
Q095. OVERALL EVALUATION - To what degree does this institution's delivery of the first year: Demonstrate that the success of first-year students is an important institutional goal	
Q096. OVERALL EVALUATION - To what degree does this institution's delivery of the first year: Enhance students' personal development	
Q097. OVERALL EVALUATION - To what degree does this institution's delivery of the first year: Enhance student learning	
Q098. OVERALL EVALUATION - To what degree does this institution's delivery of the first year: Improve the probability that students will re-enroll at this institution	
Q099. OVERALL EVALUATION - To what degree does this institution's delivery of the first year: Provide a high quality experience for first-year students	