
2007

FACULTY AND STAFF OPINION SURVEY



Preparing people to lead extraordinary lives

TO: University Faculty and Staff

FROM: Thomas M. Kelly,
Vice President for Human Resources

RE: 2007 Faculty and Staff Opinion Survey

I want to personally thank you for your interest and your willingness to participate in Loyola University Chicago's 2007 faculty and staff opinion survey. As Father Garanzini mentioned in his initial communication about the survey, the University and its administrators are taking this assessment seriously, and we are committed to identifying priority areas of action and developing follow-up plans to address them.

I'd also like to remind you that your participation in this assessment is completely confidential. The purpose of the survey is to receive honest and open feedback and you can rest assured that our survey vendor, Towers Perrin-ISR, has a confidentiality policy in place that does not permit results to be reported in any way that would allow individual respondents to be identified by anyone at Loyola.

With that in mind, please be as candid as you wish throughout the survey. You are a valuable resource to this University, and we are committed to providing you with a productive and engaging work environment. The continued success of this University depends on you, and I thank you again for taking time to contribute to that success by completing this survey.

Sincerely,

Thomas M. Kelly
Vice President for Human Resources

INTRODUCTION

The purpose of the 2007 Faculty and Staff Survey is to offer you an opportunity to express your views on a variety of issues relating to Loyola University Chicago and your work environment. The questionnaire items were developed by Towers Perrin-ISR, an independent consulting firm, together with Loyola. The questionnaire covers a number of important topics, such as leadership, mission, training, resources, and working relationships.

YOUR OPINIONS ARE STRICTLY CONFIDENTIAL:

- **Completed surveys will be sent directly to Towers Perrin-ISR for tabulation.**
- **Towers Perrin-ISR will report only statistical summaries of the results for groups containing at least 10 respondents; no individual responses will be reported.**
- **No one at Loyola will see any of the completed questionnaires.**

This survey is divided into three sections:

I. ABOUT YOU

In this section you are asked to provide a minimal amount of information about yourself and your position within Loyola. This information is requested because people from different parts of Loyola or with different backgrounds may have varying opinions. Towers Perrin-ISR will use this section to break down the results in a meaningful way while preserving the anonymity of all respondents.

II. OPINION SECTION

In this section you are asked to express your views regarding a number of statements. There are, of course, no right or wrong answers. We simply ask for your opinions, based on your perceptions of the way Loyola currently operates.

Because we are all different, some of the items may not be worded exactly as you would wish. However, please indicate the responses which most closely reflect your views. In most cases, a “?” response option is provided for you if you cannot decide about a statement or if it does not apply to you. In other cases, a “Don’t Know” or “Not Applicable” response option is provided.

III. COMMENT SECTION

This section provides you with an opportunity to write in any additional comments you think should be brought to the attention of Loyola management.

IMPORTANT GENERAL INSTRUCTIONS

Because this survey is designed to be scored by machine, you must indicate your opinion on each statement by marking the appropriate box. Carefully observe these requirements:

- **Use a blue or black pen.**
- **Place a heavy “X” in the box.**
- **Mark only one opinion for each statement. If you want to change an answer, completely black out the wrong answer and put an “X” in the correct box.**

MARKING INSTRUCTIONS

CORRECT



INCORRECT



II. OPINION SECTION

DEFINITIONS

PLEASE READ THE FOLLOWING DEFINITIONS OF KEY TERMS USED THROUGHOUT THIS SURVEY.

“University” refers to Loyola University Chicago as a whole.

“University Senior Leadership” refers to the Senior Leadership team of Loyola including the President, Provost, and Vice Presidents.

“Management” refers to managers in general and at all levels at Loyola University Chicago, including managers, directors, deans, department chairs, associate Vice Presidents, and Senior Leadership.

“Manager” refers to the person who has primary responsibility for managing your activities. For Staff, this is the person to whom you report to on a day-to-day basis and who provides your performance evaluation. For faculty, this is either the department chair or the dean, but not both.

“Department” refers to your local organizational unit or function (e.g., Information Services, Biology, School of Education, Athletics).

“Employee” refers to all staff and faculty.

If you cannot decide about a statement or if it does not apply to you, mark “3”, the “?” response.

			Disagree		
			Tend to Disagree		
			?		
			Tend to Agree		
			Agree		
1. There is effective sharing of information across departments and schools.....	1	2	3	4	5
2. The quality of work done in my department is excellent.....	1	2	3	4	5
3. The University provides employees with the necessary information and resources to manage their own careers effectively	1	2	3	4	5
4. I have the equipment and tools I need to do my job effectively	1	2	3	4	5
5. There is good cooperation between my department/school and other departments/schools	1	2	3	4	5
6. I believe management’s decisions are consistent with the University’s Mission.....	1	2	3	4	5
7. Loyola does a good job of keeping employees informed about matters affecting us.	1	2	3	4	5
8. I believe the University is fulfilling its Mission.....	1	2	3	4	5
9. The University is doing a good job attracting the best and brightest graduate and professional students	1	2	3	4	5

PLEASE CONTINUE TO THE NEXT PAGE.

	Disagree				
	Tend to Disagree				
	?				
	Tend to Agree				
	Agree				
10. I am proud to be a part of Loyola University Chicago	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Differing opinions are openly discussed in reaching decisions in my work team	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. The University's benefits programs (health, retirement, etc.) fit my needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. My manager works well with people who are different from him- or herself (in gender, racial/ethnic background, lifestyle, work style, etc.).....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. My department constantly looks for better ways to serve our students, faculty or staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. I believe management has a clear vision for the future of the University.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. I am willing to work beyond what is required in my job in order to help the University succeed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. Most of the time it is safe to speak up without fear of negative effect.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. I have a clear understanding of the projects, priorities, and initiatives of my department or school.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. In my opinion, the University is socially responsible in the community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. My department operates efficiently	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. I have the opportunity for personal development and career growth at Loyola University Chicago.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. People in my department appreciate how their work actions impact the work of others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23. Loyola University Chicago is highly regarded by the Chicago community.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24. From what I hear, our benefits are as good as or better than the benefits in other similar universities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25. My manager communicates effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26. I have a clear understanding of the strategic goals and objectives of Loyola University Chicago as a whole.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27. I believe strongly in the Mission and Promise of Loyola University Chicago.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

PLEASE CONTINUE TO THE NEXT PAGE.

	Disagree				
	Tend to Disagree				
	?				
	Tend to Agree				
	Agree				
28. I am satisfied with my involvement in decisions that affect my work.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
29. Management trusts the judgment of individuals at my level.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
30. The University operates with integrity in its internal dealings (i.e., with employees and students).....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
31. Loyola University Chicago has established a good reputation for the quality of our education	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
32. The University does a good job of promoting the most competent people.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
33. There is good cooperation between employees in my department.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
34. From what I hear, our pay is as good as or better than the pay in other similar universities	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
35. My manager gives me recognition for a job well done.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
36. The University's commitment to excellence is apparent in what we do on a day-to-day basis.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
37. I believe Loyola University Chicago has taken active steps to build a world-class university	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
38. I fully support the values for which the University stands	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
39. This University has established a climate where people can challenge our traditional ways of doing things	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
40. The decisions made by management concerning employees (all staff and faculty) are usually fair.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
41. The University's core values are clear	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Loyola University Chicago has established a good reputation for the quality of our research	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
42. Overall, the physical working conditions at Loyola University Chicago are satisfactory	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
43. My manager is available when needed	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

PLEASE CONTINUE TO THE NEXT PAGE.

	Disagree				
	Tend to Disagree				
	?				
	Tend to Agree				
	Agree				
44. I think the University is doing a good job of retaining its most talented people	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
45. In my experience, all employees are held to the same standards of ethical behavior...	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
46. Recent organizational changes have been well administered	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
47. I would recommend the University as a good place to work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
48. Employees are treated with respect here, regardless of their job	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
49. I hear about University plans via rumors, rather than proper channels	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
50. I understand how my work contributes to the University's Mission	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
51. My work schedule/requirements allow sufficient flexibility to meet my personal/family needs	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
52. The University appears to be placing sufficient emphasis on recruiting a diverse staff and faculty	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
53. My manager gives me regular feedback on my performance	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
54. The University energizes me to go the extra mile	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
55. My manager takes appropriate action when dealing with poor performers	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
56. Loyola University Chicago has encouraged me to explore my callings, or vocations...	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
57. My manager manages my team well	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
58. If I could do it again, I would join and stay at Loyola University Chicago	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
59. In my judgment, my department or school are well managed	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
60. My manager communicates effectively	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

PLEASE CONTINUE TO THE NEXT PAGE.

	Disagree
	Tend to Disagree
	?
	Tend to Agree
	Agree
65. The training I have received has adequately prepared me for the work I regularly do	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
66. There are sufficient opportunities for me to receive training to improve my skills in my current job.....	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
67. There is usually sufficient staff in my department to handle the workload	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
68. Performance reviews are conducted on a regular and timely basis in my department.....	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5

	Don't Know
	Very Poor
	Poor
	Average
	Good
	Very Good
69. How do you rate your last performance review on the following:	
a. Helping you improve your job performance	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6
b. Helping you set clear objectives for the year	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6

PLEASE CONTINUE TO THE NEXT PAGE.

