
2010

**FACULTY AND STAFF
OPINION SURVEY**



Preparing people to lead extraordinary lives

INTRODUCTION

The purpose of the 2010 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, 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 for tabulation.
- Towers Perrin 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 will use this section to break down the results in a meaningful way while preserving the confidentiality 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 to use if you cannot decide about a statement or if it does not apply to you. In other cases, a "Don't Know" or "No Opinion" 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:

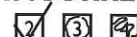
- Use a blue or black pen.
- Place a heavy "X" in the box.
- Mark only one opinion for each statement. If you want to change an answer, completely black out the wrong answer and put an "X" in the correct box.

MARKING INSTRUCTIONS

CORRECT



INCORRECT



II. OPINION SECTION

DEFINITIONS

TO HELP YOU COMPLETE THIS QUESTIONNAIRE, PLEASE STUDY THE DEFINITIONS PROVIDED WHICH EXPLAIN THE LANGUAGE USED.

“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.

“Department Chair/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).

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.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The quality of work done in my department is excellent.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The University provides faculty/staff with the necessary information and resources to manage their own careers effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. I have the equipment and tools I need to do my job effectively.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. There is good cooperation between my department/school and other departments/schools	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. I believe management’s decisions are consistent with the University’s Mission	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Loyola does a good job of keeping faculty/staff informed about matters affecting us...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I believe the University is fulfilling its Mission.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The University is doing a good job attracting the best and brightest:					
a. Graduate and professional students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Undergraduate students.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Faculty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Staff.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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"/>

PLEASE CONTINUE TO THE NEXT PAGE.

Disagree

Tend to Disagree

?

Tend to Agree

Agree

- | | | | | | |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 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 benefit programs (health, retirement, etc.) fit my needs | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 13. My department chair/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 acts as a socially responsible member of 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. In my opinion, 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 department chair/manager communicates effectively in a timely and complete manner... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 26. I have a clear understanding of Loyola University Chicago's strategic plan..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 27. I believe strongly in the Mission of Loyola University Chicago..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 28. I am satisfied with my involvement in decisions that affect my work..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 29. Management trusts the judgment of individuals at my level..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 30. The University operates with integrity in its interactions with faculty and staff..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 31. Loyola University Chicago has established a good reputation for the quality of our education | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 32. The University does a good job of promoting the most competent people..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 33. There is good cooperation between faculty/staff in my department | <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

34. In my opinion, our pay is as good as or better than the pay in other similar universities... 1 2 3 4 5
35. My department chair/manager gives me recognition for a job well done 1 2 3 4 5
36. The University's commitment to excellence is apparent in what we do on a day-to-day basis..... 1 2 3 4 5
37. Loyola University Chicago has taken active steps to become:
- a. The premier undergraduate experience in Chicago..... 1 2 3 4 5
 - b. Nationally recognized in graduate and professional studies 1 2 3 4 5
38. I fully support the values for which the University stands 1 2 3 4 5
39. This University has established a climate where people can challenge our traditional ways of doing things 1 2 3 4 5
40. The decisions made by management concerning faculty/staff are usually fair 1 2 3 4 5
41. The University's values are clear 1 2 3 4 5
42. Loyola University Chicago has established a good reputation for the quality of our research 1 2 3 4 5
43. Overall, the physical working conditions at Loyola University Chicago are satisfactory.... 1 2 3 4 5
44. My department chair/manager is available when needed..... 1 2 3 4 5
45. I think the University is doing a good job of retaining its most talented people..... 1 2 3 4 5
46. In my experience, all faculty/staff are held to the same standards of ethical behavior ... 1 2 3 4 5
47. I would recommend the University as a good place to work 1 2 3 4 5
48. Faculty/staff are treated with respect here, regardless of their job 1 2 3 4 5
49. I hear about University plans via word of mouth, rather than proper channels..... 1 2 3 4 5
50. I understand how my work contributes to the University's Mission 1 2 3 4 5
51. My work schedule/requirements allow sufficient flexibility to meet my personal/family needs..... 1 2 3 4 5
52. The University appears to be placing sufficient emphasis on recruiting a diverse staff and faculty 1 2 3 4 5
53. My department chair/manager gives me regular feedback on my performance 1 2 3 4 5
54. The University energizes me to go the extra mile 1 2 3 4 5

PLEASE CONTINUE TO THE NEXT PAGE.

	Disagree
	Tend to Disagree
	?
	Tend to Agree
	Agree
55. My manager takes appropriate action when dealing with poor performers	1 2 3 4 5
56. Loyola has encouraged me to explore the purpose and meaning of my work and life	1 2 3 4 5
57. My department chair/manager manages my team well.....	1 2 3 4 5
58. If I could do it again, I would join and stay at Loyola University Chicago	1 2 3 4 5
59. In my judgment, my department or school is well managed.....	1 2 3 4 5
60. Based on my experience of working at Loyola, I would encourage other young men and women to consider Jesuit, Catholic education when looking at colleges	1 2 3 4 5
61. Regarding my total compensation (pay, benefits, work environment, etc.), I think I am compensated fairly for the work I do	1 2 3 4 5

PLEASE NOTE THAT THE FOLLOWING QUESTIONS HAVE DIFFERENT RESPONSE SCALES.

	Don't Know
	Very Poor
	Poor
	Average
	Good
	Very Good
62. How good a job do you feel the University is doing in matching pay to performance? ...	1 2 3 4 5 6

	Don't Know
	Very Poor
	Poor
	Adequate
	Good
	Very Good
63. With all things considered, how good a job is University Senior Leadership doing in the following areas:	
a. Communicating with people in a timely and complete manner	1 2 3 4 5 6
b. Making decisions promptly.....	1 2 3 4 5 6
c. Establishing priorities.....	1 2 3 4 5 6

PLEASE CONTINUE TO THE NEXT PAGE.

Don't Know

No

Yes

64. At the present time, are you seriously considering leaving Loyola University Chicago?..... 1 2 3

No Opinion

Change for the Worse

Stay the Same

Change for the Better

65. Looking ahead to the next year or so, I think Loyola University Chicago will: 1 2 3 4

Disagree

Tend to Disagree

?

Tend to Agree

Agree

66. The training I have received has adequately prepared me for the work I regularly do... 1 2 3 4 5

67. There are sufficient opportunities for me to receive training to improve my skills in my current job 1 2 3 4 5

68. There is usually sufficient staff in my department to handle the workload 1 2 3 4 5

69. Performance reviews are conducted on a regular and timely basis in my department..... 1 2 3 4 5

Don't Know

Very Poor

Poor

Average

Good

Very Good

70. How do you rate your last performance review on the following:

a. Helping you improve your job performance 1 2 3 4 5 6

b. Helping you set clear objectives for the year 1 2 3 4 5 6

PLEASE CONTINUE TO THE NEXT PAGE.

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. Your comments will be collected, typed, sorted into groups, and reported to management exactly as written. Please do not sign your name or include in your comments any information that might identify you.

What are the one or two things we could do to make Loyola University Chicago an even better place to work?

Please identify the subject of each comment by selecting the appropriate topic from the list below.

- | | | |
|--|--|--|
| <input type="checkbox"/> 01 Career Development | <input type="checkbox"/> 06 Quality & Excellence | <input type="checkbox"/> 11 Training |
| <input type="checkbox"/> 02 Communication | <input type="checkbox"/> 07 Resources & Efficiency | <input type="checkbox"/> 12 University Image |
| <input type="checkbox"/> 03 Leadership | <input type="checkbox"/> 08 Respect & Care | <input type="checkbox"/> 13 Your Manager/Department
Chair (or Dean) |
| <input type="checkbox"/> 04 Mission | <input type="checkbox"/> 09 Strategy & Direction | <input type="checkbox"/> 14 Other |
| <input type="checkbox"/> 05 Pay & Benefits | <input type="checkbox"/> 10 Teamwork | |

THANK YOU FOR YOUR PARTICIPATION.

2010 LUC F&S OPINION SURVEY

