Organizational Effectiveness Survey

Instructions

The Organizational Effectiveness Survey is designed to enable us to assess features that are of concern to quality institutions like DTS. Your evaluation is important as we strive to improve our school's functioning and services. The first question will ask you to self-categorize your employment classification, but the survey is anonymous and you are encouraged to be candid and constructive. Optional comment boxes accompany each of the 38 items, with a final comment box at the end of the survey.

Page One

Instructions: For each statement, indicate what grade you would assign to Dallas Theological Seminary at this time. Use the Seminary grading system: A=exceptional, B=commendable, C=acceptable, D=minimal, F=failure. If you have no idea how to arrive at a grade for a particular statement, leave it blank and move on to the next. Space has been provided for additional comments.

New Page

1. Please do not identify yourself personally. Indicate only your employment classification from among the following choices: *

- Faculty
- Staff: Director level or higher
- Staff: Below Director level
- Executive Committee

New Page

2. The unique mission of DTS is regularly communicated throughout the organization.

- A
- B
- C
- D
- F

Comments
3. The mission of DTS is widely understood by all employees of the Seminary.

Select your choice:

A  B  C  D  F

Comments

4. The various instructional programs offered by DTS are appropriate to its mission.

Select your choice:

A  B  C  D  F

Comments

5. The various student services offered by DTS are appropriate to its mission.

Select your choice:

A  B  C  D  F

Comments

6. The organizational structure enables DTS to accomplish its mission effectively.

Select your choice:

A  B  C  D  F

Comments
7. Employees have access to and are informed about policies and actions of the Executive committee.

Comments

8. Employees have access to the organizational chart and are informed about the duties and responsibilities of administrative officers.

Comments

9. Employees are made aware of the major institutional initiatives, overall direction, and strategic plan of the Seminary.

Comments

10. I am kept aware of the events, activities, and special programs sponsored by various departments of the Seminary.

Comments
11. Lines of authority and responsibility are defined clearly and understood by DTS employees.

Comments

12. I am involved and participate in the decision-making process of the Seminary (committees, task forces, meetings, class scheduling efforts, etc.).

Comments

13. Employees are involved and participate in the budgetary process of the Seminary.

Comments

14. The organizational structure of the Seminary facilitates consensus building and teamwork among employees.

Comments
15. Students are provided adequate opportunity to participate in the decision-making processes of the Seminary.

   A B C D F

   Comments

16. Each employee is familiar with the need for and procedures of the institutional effectiveness process.

   A B C D F

   Comments

17. The institutional effectiveness process is systematic and broad-based.

   A B C D F

   Comments

18. The institutional effectiveness process fosters a culture of continuous improvement within the institution.

   A B C D F
19. The strategic planning process is systematic and broad-based.

- A  - B  - C  - D  - F

Comments

20. The strategies expressed in the Strategic Plan support the mission of DTS.

- A  - B  - C  - D  - F

Comments

21. The Facilities Master Plan is appropriate for meeting the mission of DTS.

- A  - B  - C  - D  - F

Comments

22. I have access to the information necessary to accomplish my work in an effective manner.

- A  - B  - C  - D  - F

Comments
23. I am provided adequate technical support to accomplish my work in an effective manner.

☐ A  ☐ B  ☐ C  ☐ D  ☐ F

Comments

24. I am provided the current software required to accomplish my work in an effective manner.

☐ A  ☐ B  ☐ C  ☐ D  ☐ F

Comments

25. I am provided adequate computer hardware required to accomplish my work in an effective manner.

☐ A  ☐ B  ☐ C  ☐ D  ☐ F

Comments

26. The level of technology related to professional development is sufficient to meet the needs of DTS employees.

☐ A  ☐ B  ☐ C  ☐ D  ☐ F

Comments
27. DTS actively facilitates the recruitment and employment of qualified personnel.

Comments

28. The DTS workplace is conducive to the retention of qualified personnel.

Comments

29. All DTS employees periodically participate in an evaluation of their performance.

Comments

30. Performance evaluations are fair, are according to relevant criteria, and are based on information since the previous review.

Comments
31. DTS personnel are provided appropriate recognition for their service to the institution.

Comments

32. I feel safe while working on the DTS campus.

Comments

33. I am aware of the content of the Seminary's safety plan.

Comments

34. DTS employees would know what to do if an emergency occurred on campus.

Comments
35. The essential work of the Seminary is completed on time.

- [ ] A  - [ ] B  - [ ] C  - [ ] D  - [ ] F

Comments

36. DTS can be characterized as a healthy, productive organization.

- [ ] A  - [ ] B  - [ ] C  - [ ] D  - [ ] F

Comments

37. The administration and governing board of the Seminary are committed to improving salaries for all employees.

- [ ] A  - [ ] B  - [ ] C  - [ ] D  - [ ] F

Comments

38. The administration and governing board of the Seminary are committed to improving working conditions for all employees.

- [ ] A  - [ ] B  - [ ] C  - [ ] D  - [ ] F

Comments
39. Overall, the organizational structure of the Seminary is sound and effective.

☐ A  ☐ B  ☐ C  ☐ D  ☐ F

Comments

40. Please provide any additional comments, thoughts, and suggestions here.


Thank You!

Thank you for taking our survey. Your response is very important to us.