

Organizational Effectiveness Survey

(untitled)

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

(untitled)

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.

- A B C D F

Comments

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

- A B C D F

Comments

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

- A B C D F

Comments

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

- A B C D F

Comments

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

- A B C D F

Comments

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

- A B C D F

Comments

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

- A B C D F

Comments

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

- A B C D F

Comments

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

- A B C D F

Comments

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

- A B C D F

Comments

(untitled)

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

- A B C D F

Comments

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

- A B C D F

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

Comments

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 support by Information Technology to accomplish my work in an effective manner.

- A B C D F

Comments

24. I am provided adequate technical support by Online and Distance Education for online.dts.edu to accomplish my work in an effective manner.

- A B C D F

Comments

25. Administrative Technology provides me with adequate technical support for Jenzabar (CARS)/Campusnet to accomplish my work in an effective manner.

- A B C D F

Comments

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

- A B C D F

Comments

27. Jenzabar (CARS)/Campusnet provides me with adequate tools to accomplish my administrative work in a timely and effective manner.

- A B C D F

Comments

28. Online.dts.edu provides me with adequate tools to accomplish my educational and administrative work in a timely and effective manner.

- A B C D F

Comments

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

- A B C D F

Comments

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

- A B C D F

Comments

31. DTS actively facilitates the recruitment and employment of qualified personnel.

- A B C D F

Comments

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

- A B C D F

Comments

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

- A B C D F

Comments

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

- A B C D F

Comments

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

- A B C D F

Comments

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

- A B C D F

Comments

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

- A B C D F

Comments

38. DTS employees would know what to do in the case of an emergency threat on campus, including fire, tornado, a bomb threat, and an active shooter.

- A B C D F

Comments

39. The DTS medical plan appropriately balances costs, benefits, and service for full time employees.

- A B C D F

Comments

40. The essential work of the Seminary is completed on time.

- A B C D F

Comments

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

- A B C D F

Comments

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

- A B C D F

Comments

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

- A B C D F

Comments

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

- A B C D F

Comments

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