

Organizational Effectiveness Survey

2008-09 IE Cycle

compiled by

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Fall 2008

Baptist University of the Americas
Organizational Effectiveness Survey
2008-09 IE Cycle

The survey was conducted during the Fall Semester of 2008 by placing a copy of the survey in the hands of faculty, administration and staff. Faculty, administration and staff were handed a copy of the survey and asked to return it. A total of 25 surveys were returned to the Director of Institutional Effectiveness and Research for tabulation. Surveys were distributed in three colors, enabling the tabulation to differentiate between respondents. Five surveys were returned by executive administration, fifteen by staff and five by faculty.

Responses were placed on a Five-Point Likert scale of “A, B, C, D, F” and subsequently converted to a four-point numeric result similar to a grade-point average (A=4...F=0).

This survey is designed to assist the various units at the Institutional Level in developing and assessing Objectives/Outcomes during each IE Cycle and in the Strategic Planning of the Institution.

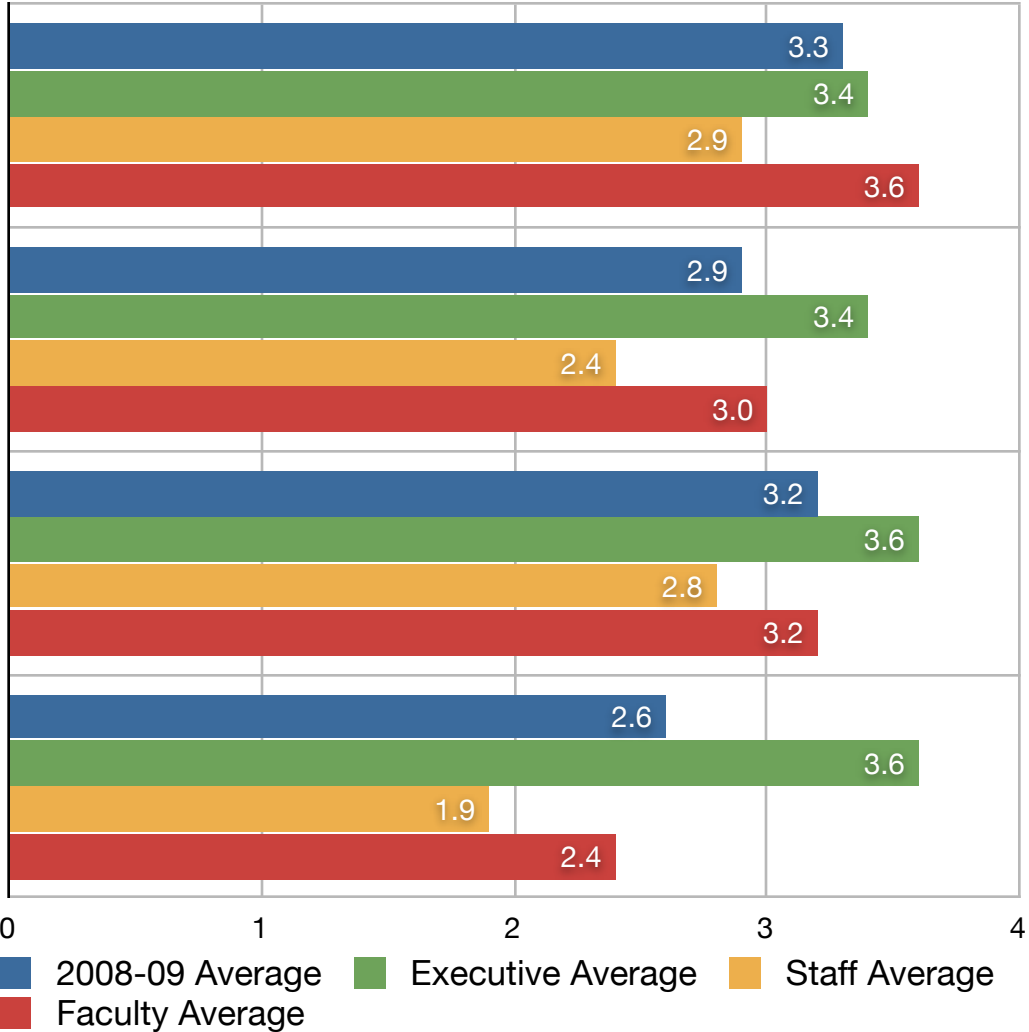
Summary of Results

No additional questions were added to this year’s survey. No attempt has been made to compare the results of this survey to surveys from previous IE cycles. This is the second year Institutional Effectiveness has differentiated between executive administration, staff and faculty in tabulating survey results. Again several survey questions reveal a surprising disparity between staff, faculty and the executive administration in regard to the effectiveness of BUA. Particular attention should be focused upon those differences.

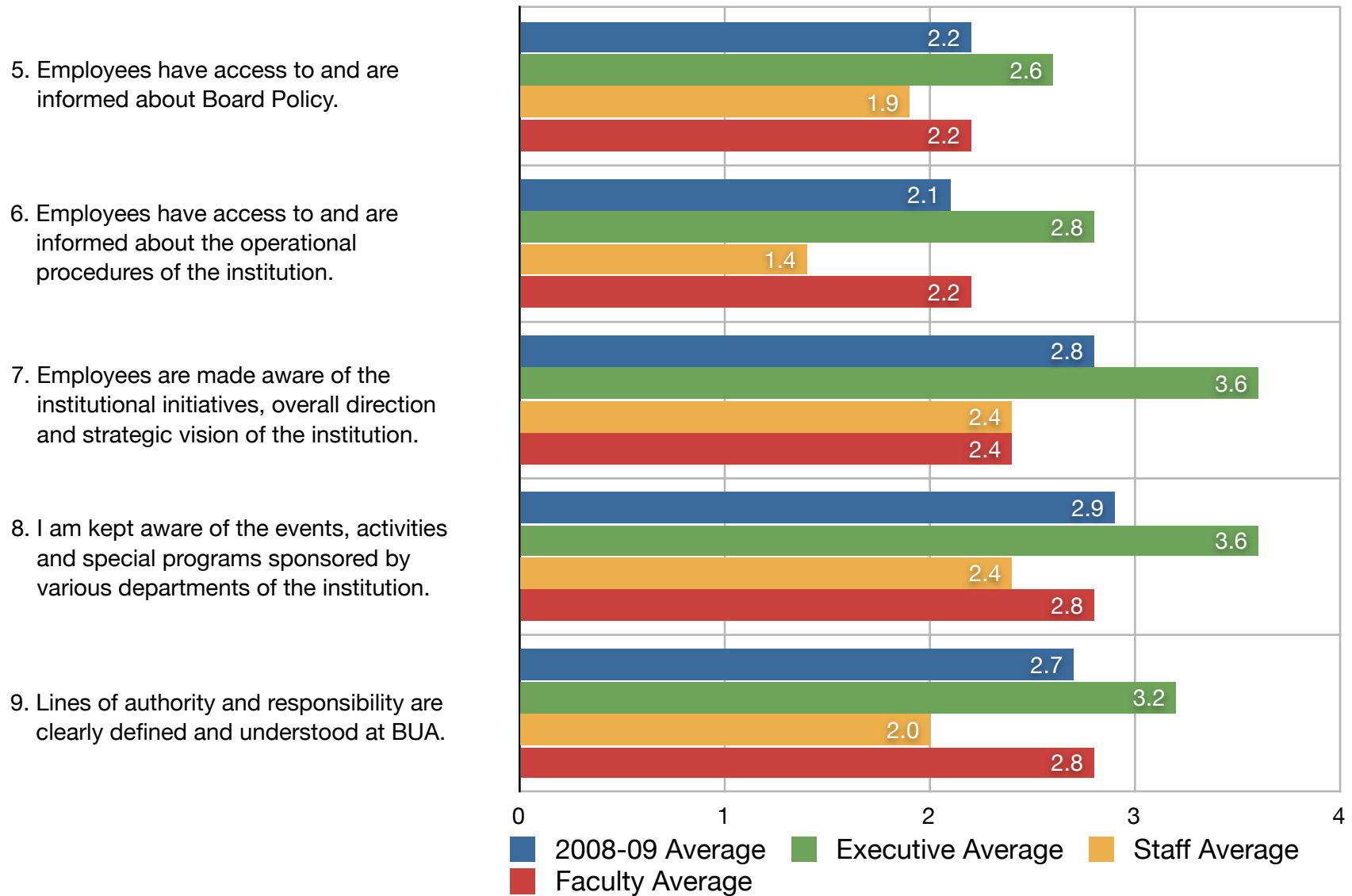
It is important that during the 2008-09 IE Cycle that all units carefully consider the findings of this and all other survey results in order to create substantive changes in performance through on-going activities along with planning and budgeting considerations for the coming year. Results of this survey are designed to assist units in completing the objectives of their Five Column IE Planning during the 2007-08 Cycle. Comments in response to the questions “*What one thing could be done to improve BUA?*” and “*What one suggestion do you think should be considered in the development of BUA’s future campus?*” can be found on page 18 of this Report.

Role, Scope and Mission

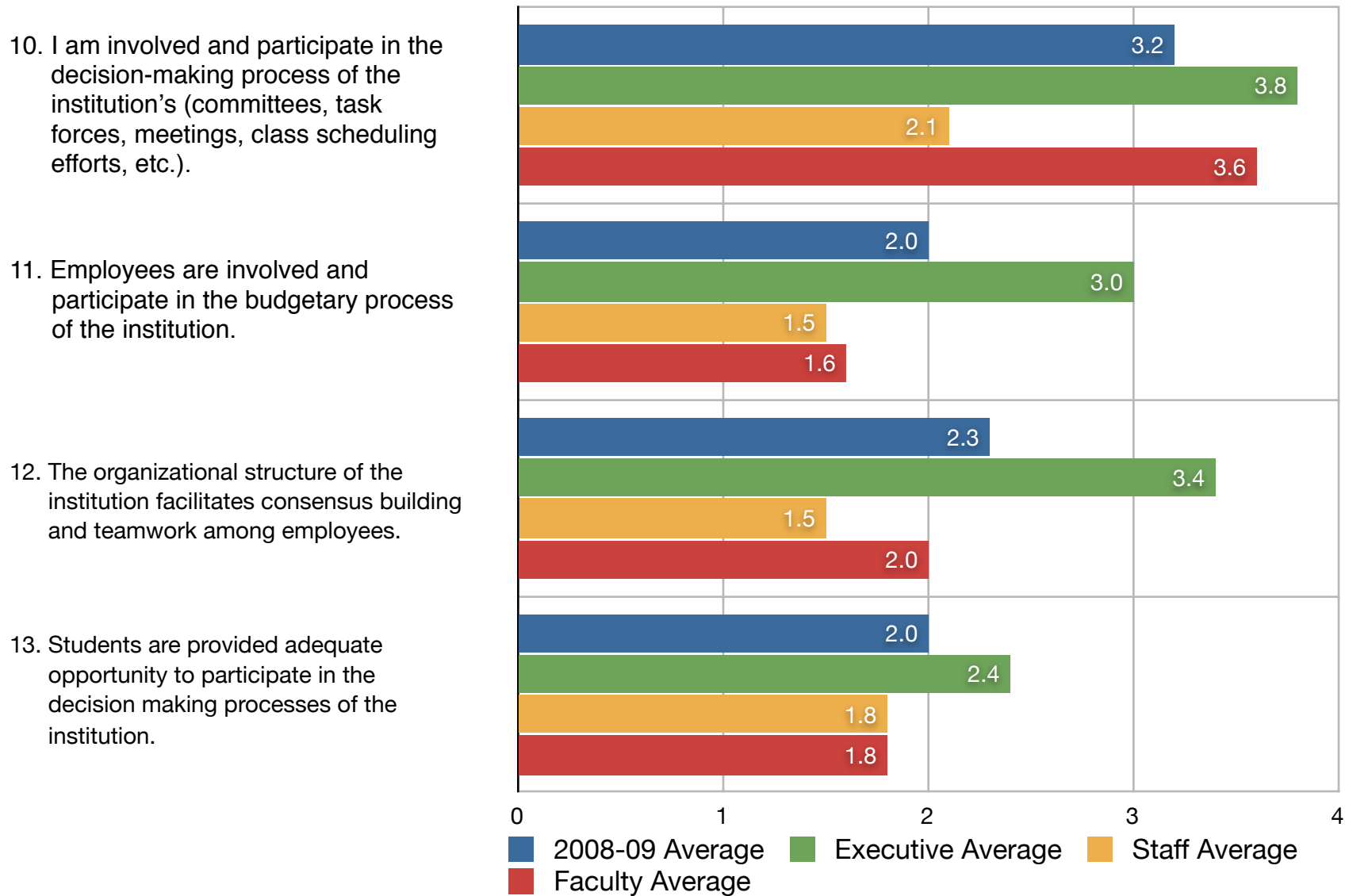
- 1. The unique role, scope and mission of Baptist University of the Americas is widely understood by all employees of the institution.
- 2. The role, scope and mission of the institution is regularly communicated throughout the organization.
- 3. The various instructional programs and students services offered by BUA are appropriate to its role, scope and
- 4. BUA's organizational structure enables the institution to effectively accomplish its role, scope and mission.



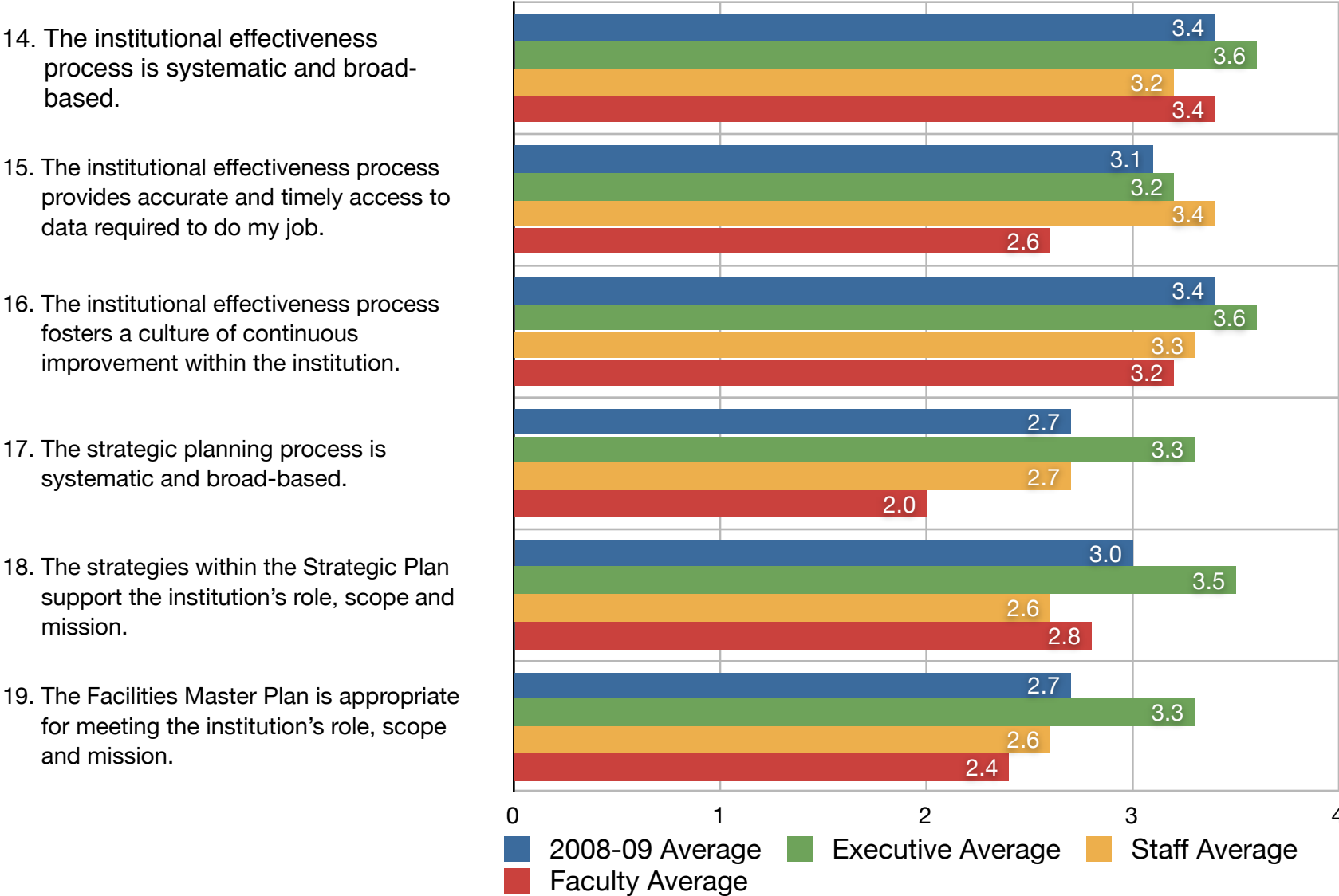
Communication



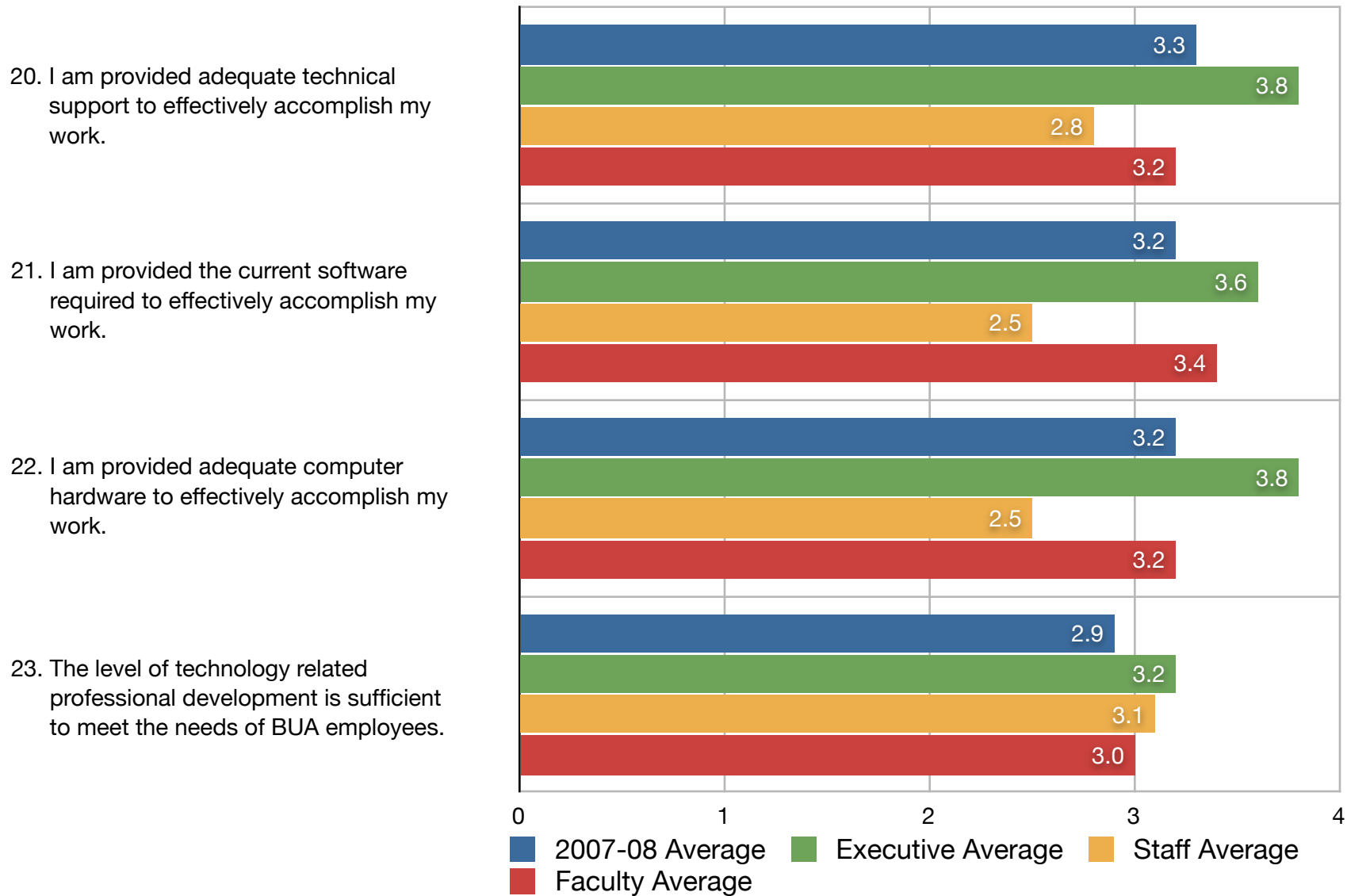
Participation



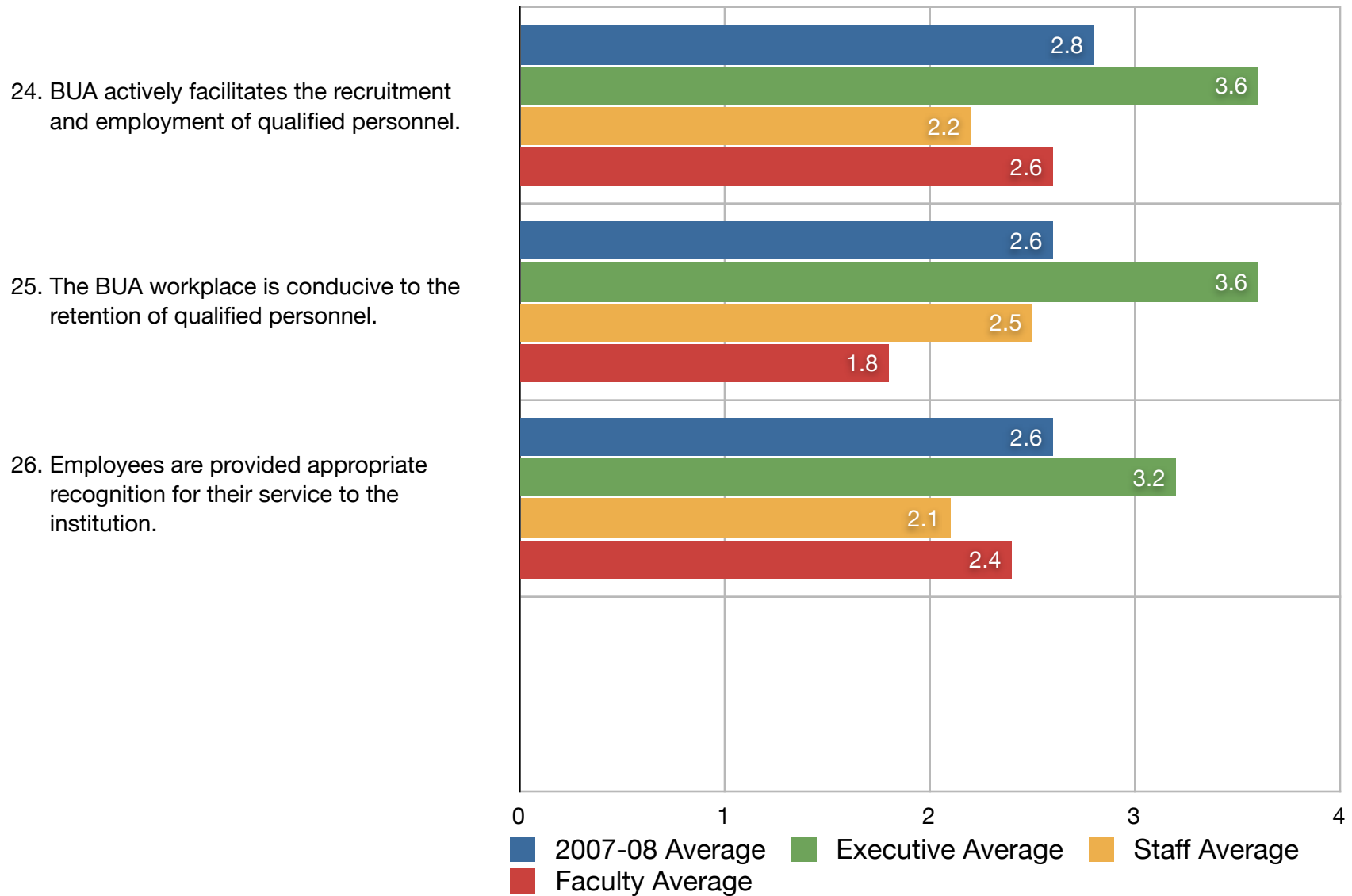
Planning and Improvement



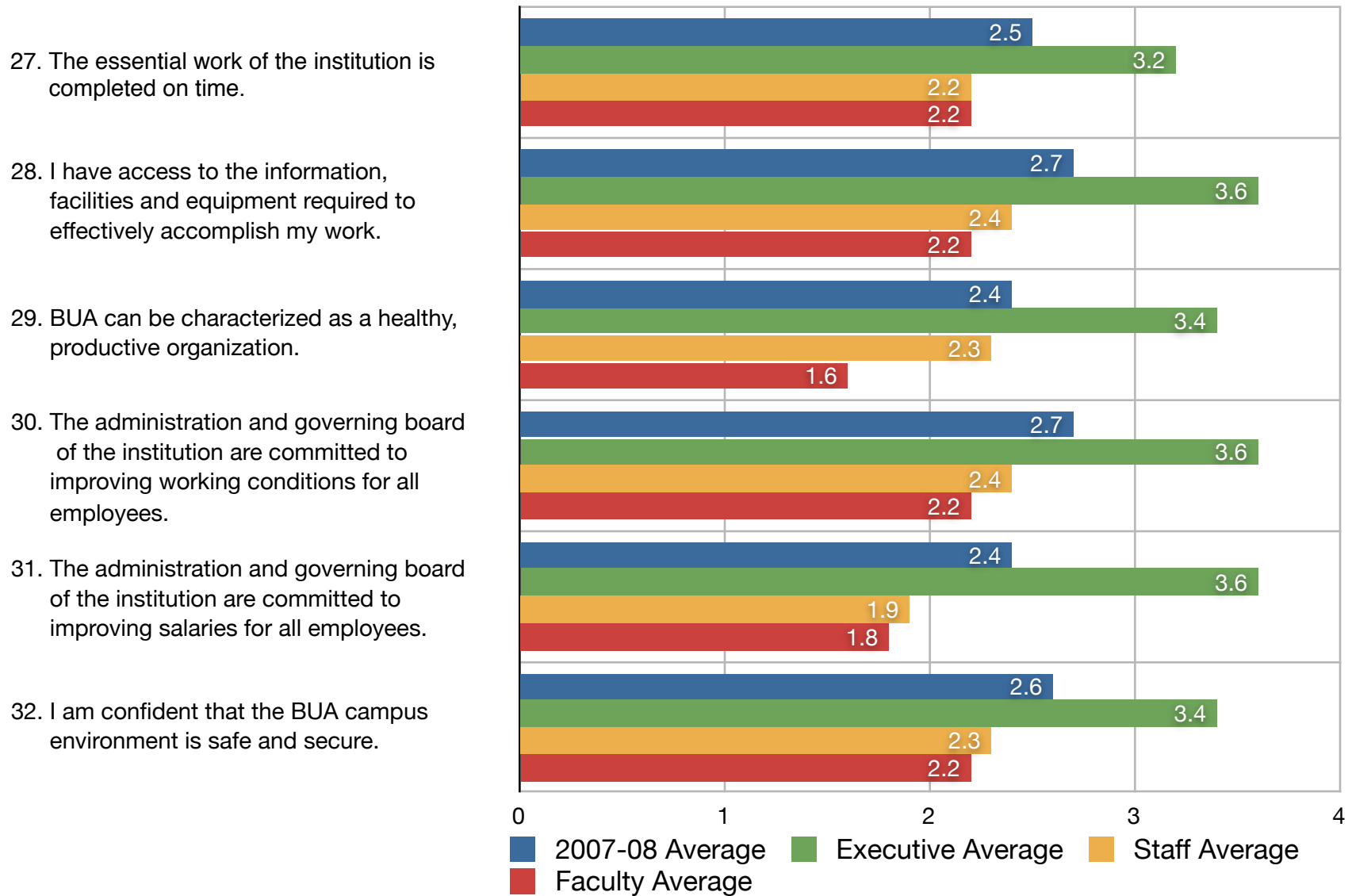
Technology



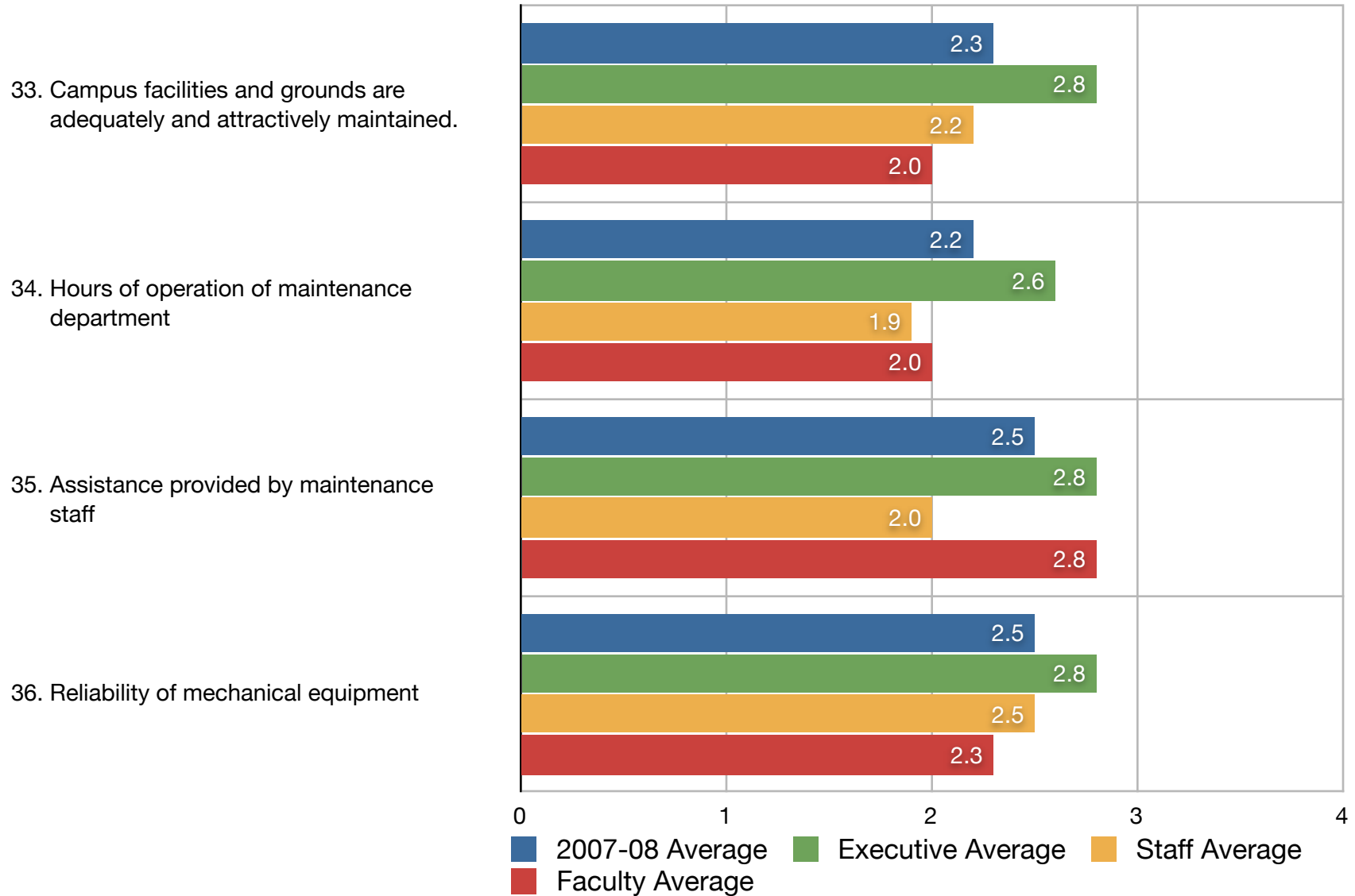
Personnel



General

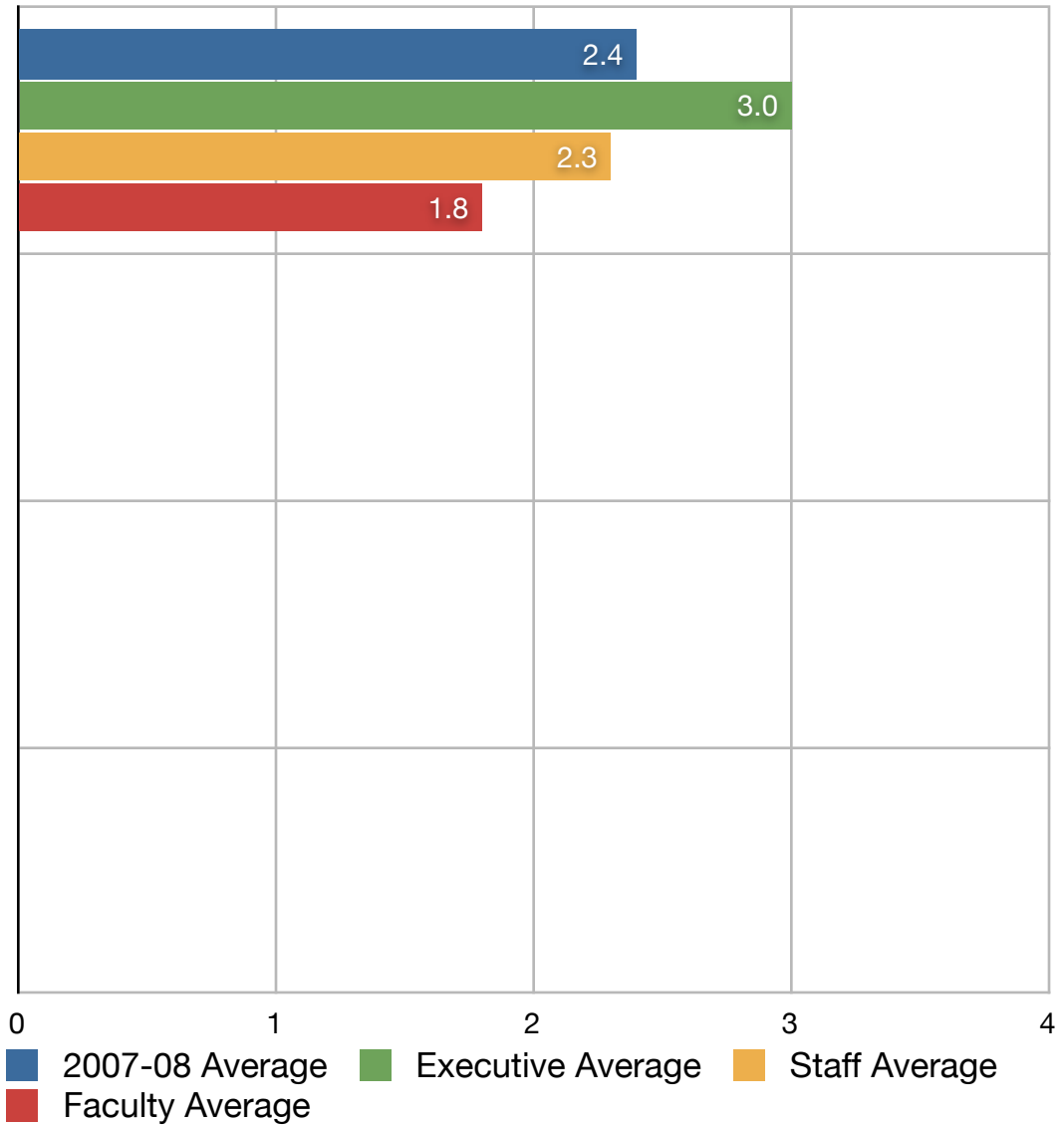


Facilities and Grounds



Summary

37. Overall, the organizational structure of the institution is sound and effective.



Comments

1. What one thing could be done to improve BUA?

- Provide increased, systematic participation of staff and faculty in planning. (We are getting there!!!)
- Better communication
- More money
- More communication between administration and staff about events and finances so that we can continue to work as a team
- Support and resources to be able to compare to other universities and recognized, more funding for busy departments
- Involve employees on the strategic plan
- It's better to have good information than commentaries from others.
- Involve the staff a bit more in the strategic planning process.
- Role clarification and responsibilities.
- Financial base
- Janitorial services

2. What one suggestion do you think should be considered in the development of BUA's future campus?

- Be very intentional about architecture and building on the sense of community and a simple lifestyle.
- Have a campus that will facilitate communication and involvement across all levels of the university.
- Don't incur more debt until BUA is financially sound.
- Fix what we have now. Plan financially for the future for the new campus as well as to be able to financially sustain our old campus.
BUA's future campus is in the future. Living day to day, operating daily is now.
- Safe, secured campus
- Better planning before moving or approving a construction phase.
- More classrooms could help to maintain a consistent teacher-to-student ratio.
- All personnel hired should have a clear understanding of the mission of BUA and should be committed to the mission.
- A welcoming, "warm" meeting place for faculty. A place to "hang out".