

Dear Faculty and Staff,

This past September, Loyola University Chicago conducted its first University-wide faculty and staff opinion survey. Overall participation in the survey was impressive with a 68 percent response rate. This high participation rate indicates strong interest in and commitment to our University community, and I am confident that enthusiasm will translate into successful action-planning and implementation stages of this survey project.

After gathering and analyzing all the data received, our survey vendor, Towers Perrin-ISR (TP-ISR), officially presented the results to the President's Cabinet on November 20, and to the Deans' Council on November 27. In both presentations, TP-ISR touched on the University's overall strengths, while also identifying key opportunity areas for improvement.

We learned that employee engagement is strong, there is a high degree of optimism about the future of Loyola, and that overall, respondents feel the University's vision and values are clear. Results also show that there is a strong connection to our collective mission. Responses related to immediate managers were very positive as well.

The survey also revealed areas in which the University has room to improve. Some of these areas include competitive pay and benefits, the sharing of information across various departments and schools, and improving the timeliness and level of faculty/staff involvement in decision-making.

The next step in this process is to work on both departmental and institutional levels to review the data and, with the Human Resources department, plan and implement changes to leverage our strengths and address the opportunity areas highlighted in the survey results. In addition to the Cabinet and the Deans' Council, it will be critical to have the participation of planning coordinators who are being trained this month and next as part of the "Results to Action" phase of this effort.

In this "Results to Action" phase, each division/school (with more than 10 survey respondents) has appointed a planning coordinator that is responsible for reviewing their area's survey results and interpreting the data on a micro-level. In the coming weeks, these coordinators, along with the leader(s) of your division/school, will present you with a recap of your area's strengths and opportunities for improvement, and will work with you to develop an action plan that addresses areas of concern.

In January, the Human Resources department will mail a newsletter that will provide additional information on the survey results, including some of the nearly 900 comments that were received (these will be scrubbed by TP-ISR to protect confidentiality). Other internal channels of communication that will provide updates on the survey results include the January/February issue of *Inside Loyola* (drops early February), future editions of *Inside Loyola Weekly*, and a "State of the University" forum that I will host in January.

Let me thank you again for your participation in this survey project. We are pleased that you took the time to share your thoughts and concerns with us, and I can assure you that we are doing our best to focus on the opportunity areas that were raised in this survey.

Sincerely,

Michael J. Garanzini, S.J.
President, Loyola University Chicago