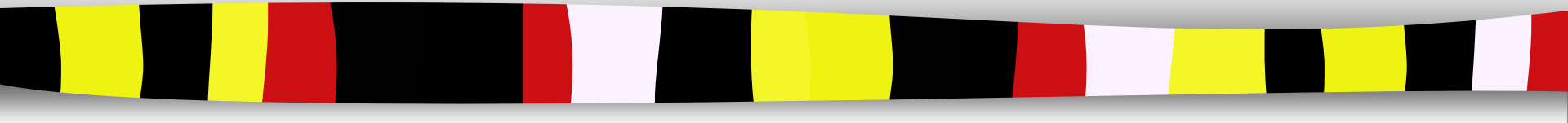


Individual-Team-Organization (ITO) Survey



M. Sue Baughman
November 2004



ITO Survey

- Interface of individuals, teams, organization
- 52 statements
- Four sections
- Likert Scale

Almost Always 5	Usually 4	Frequently 3	Occasionally 2	Seldom 1	Almost Never 0
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Four Sections of the ITO

- I. Individual
Role clarity, satisfaction, rewards, communication, collaboration, risks and influence
- II. Team
Leadership, meetings, conflict, problem solving, productivity, and team purpose
- III. Organization
Planning, structure, procedures, climate, stress, and purpose within the organization
- IV. Five Work Areas Needing Attention



Goals of Survey

- Identify learning and training needs
- Generate baseline data
- Help teams gauge how they are doing
- Identify areas where the teams and organization can grow



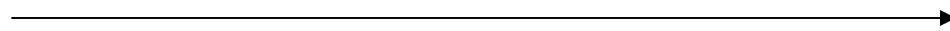
Administration of the ITO

- 1998 Subject Team Members, Other Librarians
- 2000 Subject Team Members, Other Librarians, New Librarians
- 2003 Subject Teams, Functional Teams, Production Groups, Coordinating Teams



Changes in the Libraries

1998



2003

Subject
Teams

Leadership
Issues

Faculty
Status

Team
Changes

Service
Philosophy

Role
Clarity

Perform.
Review

TSD Teams



Subject Teams

	Members	Return Rate
Arts & Humanities	12	83%
Science & Tech.	13	85%
Social Sciences	9	89%



Functional Teams

	Members	Return Rate
Access Services	9	56%
Collection Mgmt.	9	78%
Information Literacy	11	91%
Information & Res.	14	50%



Production Groups

	Members	Return Rate
Acquisitions	17	41%
AdaptCat/Data Mgmt.	10	80%
Original Cataloging	22	59%
Preservation	9	89%



Coordinating Teams

	Members	Return Rate
Authorities	5	60%
Cataloging Policies	8	63%
Continuing Resource	7	71%
Federal Documents	7	57%
Planning & Leadership	9	89%



2003 Survey Results

- Web based survey
 - Collected demographic information
 - Excel Spreadsheets / SPSS
- Team Results
- Dissemination of Results



Individual - 2003

Subject Teams and Production Groups

Areas where teams are doing well ---

Role Clarity

Job Satisfaction

Communication

Collaboration

Time Management

Risk Taking

Influence

Purpose



Team - 2003

Subject Teams and Production Groups

Areas where teams are doing well ----

Leadership

Meeting Effectiveness

Productivity

Conflict Management

Problem Solving

Purpose of Team

Time Management



Organization - 2003

Subject Teams and Production Groups

Areas where teams are doing well ----

Planning

Procedures

Climate

Stress

Purpose of the Organization



Areas Needing Attention - 2003

Subject Teams

Communication
Rewards
Leadership
Problem Solving
Stress

Team Purpose
Climate
Conflict Management

Production Groups

Communication
Rewards
Leadership
Problem Solving
Stress

Job Satisfaction
Procedures
Productivity



Issues Worthy of Attention

Subject Teams and Production Groups

Individual

- ✓ Rewards
- ✓ Risk Taking



Issues Worthy of Attention

Subject Teams and Production Groups

Team

- ✓ Conflict Management
- ✓ Problem Solving
- ✓ Meeting Management
- ✓ Influence of the team



Issues Worthy of Attention

Subject Teams and Production Groups

Organization

- ✓ Structure
- ✓ Procedures
- ✓ Stress
- ✓ Time Management
- ✓ Influence of the Organization



Longitudinal Results

The “1998” Group - the Subject Teams

- In most cases - an improvement in areas
- Some areas have stayed the same
- Some ratings dropped in 2000 but came back up in 2003
- Some significant increase



Longitudinal Results

The “New” Librarians

- Some slight variation up or down
- Areas of concern similar to overall concerns
- Overall team areas are below 3



Longitudinal Results

The “New New” Librarians

- Areas of concern similar to overall concerns
- Areas in the team section are below 3



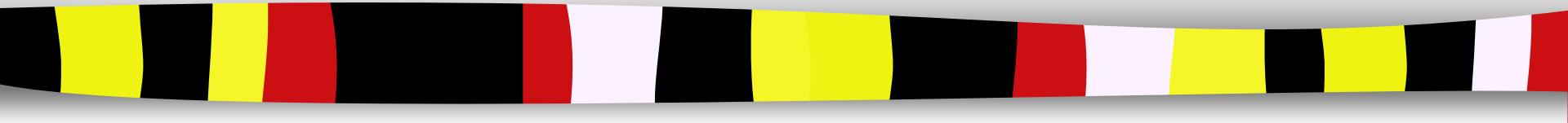
How We Can Use This Information

Individual - how did I respond, how can I contribute

Team - how did we respond, how can we contribute

Organization - what is the vision, what are the goals, how do we collectively contribute

Individual-Team-Organization (ITO) Survey



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