

2010 UNTHSC Faculty/Staff Survey of Organizational Excellence Comparison of Survey Constructs for Faculty and Staff

Higher Scoring Constructs
Lower Scoring Constructs

Constructs have been color coded to highlight areas of relative strength and concern. The five highest scoring constructs for each school/administrative unit are blue, and the lowest scoring constructs are red. Scores above 300 suggest that employees perceive the issue more positively than negatively, and scores of 400 or higher indicate areas of substantial strength. Conversely, scores below 300 are viewed more negatively by employees, and scores below 200 should be a significant source of concern for the organization and should receive immediate attention. In keeping with UNTHSC's organizational focus on continuous improvement, the red constructs, even if scoring 300 or better (i.e. viewed positively by respondents), represent opportunities for improvement.

		All Respondents Benchmark ¹	UNTHSC	UNTHSC Faculty	UNTHSC Staff	
Dimensions	Work Group	Supervisor Effectiveness	354	348	347	349
		Fairness	352	342	342	343
		Team Effectiveness	336	330	325	332
		Diversity	361	356	361	355
	Accommodations	Fair Pay	272	273	292	269
		Physical Environment	385	380	384	380
		Benefits	383	363	370	362
		Employment Development	373	367	373	366
	Organizational Features	Change Oriented	349	350	344	353
		Goal Oriented	357	354	344	357
		Holographic	356	352	343	354
		Strategic	375	372	352	378
		Quality	380	370	359	374
	Information	Internal	324	327	327	327
		Availability	359	355	342	358
		External	369	364	351	367
	Personal	Job Satisfaction	373	362	343	368
		Time and Stress	366	358	336	364
		Burnout	374	365	356	368
		Empowerment	359	352	340	356
<i>Number of Respondents</i>			820	166	640	
<i>% of Respondents</i>			100%	20%	78%	
<i>Survey Response Rate</i>		80%	56%	49% ²	58% ²	
<i>Survey Response Rate for All Respondents in Higher Education</i>		58%				

¹Participants in the survey include nonprofit state entities ranging from the THECB to the Department of State Health Services, and 21 higher education institutions including the Texas A&M University System, UT-Austin, and Texas Tech.

²Faculty/Staff response rates based on HR and Faculty Affairs data for February, 2010