

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

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.

		Responding School/Administrative Unit														
		All Respondents Benchmark ¹	UNTHSC	Academic Affairs	Community Engagement	Finance and Administration	GSBS	President's Office ²	Research	SHP ²	SPH	Strategy and Measurement	TCOM	UNT Health ³	UNT System	
Dimensions	Work Group	Supervisor Effectiveness	354	348	374	410	352	337	402	379	395	388	440	353	320	303
		Fairness	352	342	358	398	336	341	400	380	377	388	413	347	317	308
		Team Effectiveness	336	330	351	383	344	321	411	371	388	360	416	322	299	293
		Diversity	361	356	379	407	355	348	429	393	405	381	445	363	328	317
	Accommodations	Fair Pay	272	273	281	298	276	275	366	301	316	309	411	277	245	269
		Physical Environment	385	380	400	417	392	378	424	399	417	413	450	392	354	354
		Benefits	383	363	367	375	368	365	383	370	379	371	416	366	356	350
		Employment Development	373	367	376	393	373	354	403	387	403	395	459	373	352	346
	Organizational Features	Change Oriented	349	350	382	394	363	334	409	380	403	389	435	351	321	320
		Goal Oriented	357	354	389	396	369	336	437	381	406	382	439	357	323	321
		Holographic	356	352	379	404	365	339	421	384	401	378	421	349	322	317
		Strategic	375	372	393	400	391	350	428	382	407	394	407	362	359	351
		Quality	380	370	410	417	387	359	456	382	426	393	450	369	337	355
	Information	Internal	324	327	341	365	334	322	411	360	382	364	405	319	298	313
		Availability	359	355	360	371	369	343	399	375	397	376	383	356	336	344
		External	369	364	379	408	379	349	433	383	405	387	424	359	342	342
	Personal	Job Satisfaction	373	362	386	411	383	356	416	377	391	394	418	359	335	339
		Time and Stress	366	358	382	399	380	347	412	376	385	385	425	351	331	338
		Burnout	374	365	388	417	374	351	410	388	407	384	441	372	340	333
		Empowerment	359	352	372	401	364	342	413	374	397	379	425	347	329	323
	<i>Number of Respondents</i>			820	64	26	98	98	6	57	18	34	6	72	232	21
<i>% of Respondents</i>			100%	8%	3%	12%	12%	1%	7%	2%	4%	1%	9%	28%	3%	
<i>Survey Response Rate</i>		80%	56%													
<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.

²2010 is the first year these units were reported as individual units

³2010 is the first year UMA results are included in UNTHHealth results