

2008 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.

Survey Constructs		All Respondents Benchmark*	Responding School/Administrative Unit											
			UNTHSC	Academic Affairs	Community Engagement	Finance and Administration	GSBS	Research	SPH	Strategy and Measurement	TCOM	UMA	UNT Health	UNT System
Work Group	Supervisor Effectiveness	344	346	380	375	341	341	379	344	437	346	342	322	359
	Fairness	363	336	357	363	325	331	376	327	387	337	335	318	333
	Team Effectiveness	344	324	349	348	324	313	363	333	399	308	332	302	349
	Diversity	359	349	364	383	340	345	390	347	420	350	348	328	344
Accommodations	Fair Pay	260	257	271	275	221	275	283	229	420	270	275	243	281
	Physical Environment	380	379	393	397	384	377	404	396	435	397	368	361	383
	Benefits	361	364	368	352	379	370	375	369	420	361	376	358	379
	Employment Development	357	354	394	406	336	347	390	350	411	353	358	332	361
Organizational Features	Change Oriented	346	343	373	378	349	336	375	349	415	334	343	317	349
	Goal Oriented	362	348	387	362	359	334	382	339	400	338	345	322	352
	Holographic	355	347	369	386	356	337	374	347	408	343	351	322	358
	Strategic	394	372	387	390	392	347	380	353	400	365	390	361	403
	Quality	391	370	406	404	386	363	401	352	440	371	351	344	364
Information	Internal	335	319	344	336	317	315	342	320	353	307	320	297	343
	Availability	373	349	353	364	368	347	362	339	326	347	354	332	377
	External	378	360	380	396	371	343	376	347	397	357	374	343	379
Personal	Job Satisfaction	369	358	367	372	368	354	387	357	420	357	368	338	366
	Time and Stress	366	354	367	359	358	354	385	349	419	346	360	338	383
	Burnout	371	365	390	389	366	355	396	354	436	366	362	343	376
	Empowerment	363	348	365	378	352	340	372	336	409	338	362	331	355
<i>Number of Respondents</i>			554	46	12	69	42	22	25	5	61	30	134	12
<i>% of Respondents</i>			100%	8%	2%	12%	8%	4%	5%	1%	11%	5%	24%	2%
<i>Survey Response Rate</i>		63%	44%											

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