



The Survey of Organizational Excellence

Univ. North Texas Health Science Ctr. Fort Worth



Data Report

2010

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See our Web Page: www.survey.utexas.edu

Current Benchmark Data
Survey Interventions Example and Best Practices
Helpful Publications, and
Additional Survey Information

The University of Texas at Austin
School of Social Work
1925 San Jacinto Blvd
Austin, Texas 78712

www.survey.utexas.edu
soe@uts.cc.utexas.edu
Phone (512) 471-9831
Fax (512) 471-9600



Survey Respondent Information

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Survey respondent information is returned on all demographic variables. However, if less than five respondents have selected a demographic variable, "Less Than Five" is reported as the number of survey respondents, and "Not Available" is reported as the percent of survey respondents.



Survey Respondent Information

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Total Respondents: 820
 Survey Distributed: 1459
 Response Rate: 56.20%

	Number of Survey Respondents	Percent of Survey Respondents
Gender		
Male :	240	29.27%
Female :	563	68.66%
Race/Ethnic Identification		
African-American/Black:	69	8.41%
Mexican-American/Hispanic:	114	13.90%
Anglo-American/White:	528	64.39%
Asian-American:	54	6.59%
Multiracial/Other :	30	3.66%
Age		
16 to 29 years old:	90	10.98%
30 to 39 years old:	175	21.34%
40 to 49 years old:	202	24.63%
50 to 59 years old:	231	28.17%
60 years and older:	108	13.17%
Education		
Did not finish high school:	Less Than 5	Not Available
High school diploma (or GED):	81	9.88%
Some college:	199	24.27%
Associate's Degree:	62	7.56%
Bachelor's Degree:	168	20.49%
Master's Degree:	136	16.59%
Doctoral Degree :	162	19.76%
I am currently in a supervisory role.		
Not Applicable :	41	5.00%
Yes :	270	32.93%
No :	490	59.76%



Survey Respondent Information

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Total Respondents: 820
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	Number of Survey Respondents	Percent of Survey Respondents
Hours per week employed:		
Less than 20 hours:	Less Than 5	Not Available
20 to 39 hours:	15	1.83%
40 or more hours:	782	95.37%
I received a promotion during the last two years:		
Not Applicable :	97	11.83%
Yes :	216	26.34%
No :	486	59.27%
I received a merit increase in the last two years:		
Not Applicable :	95	11.59%
Yes :	410	50.00%
No :	297	36.22%
I plan to be working for this organization in two years:		
Not Applicable :	49	5.98%
Yes :	681	83.05%
No :	62	7.56%
My length of service with this organization is:		
Less than 1 years :	105	12.80%
1-2 years :	147	17.93%
3-5 years :	206	25.12%
6-10 years :	146	17.80%
11-15 years :	83	10.12%
15+ years :	119	14.51%
I am the primary wage earner in my household:		
Not Applicable :	33	4.02%
Yes :	510	62.20%
No :	254	30.98%



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Number of Survey Respondents	Percent of Survey Respondents
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There is more than one wage earner in my household:

Not Applicable :	38	4.63%
Yes :	466	56.83%
No :	298	36.34%

The number of persons in my household is:

1 person:	150	18.29%
2 persons:	268	32.68%
3 persons:	160	19.51%
4 persons:	146	17.80%
5 persons or more:	81	9.88%

My annual gross (before taxes) salary is:

Less than \$15,000:	Less Than 5	Not Available
\$15,000-\$25,000:	88	10.73%
\$25,001-\$35,000:	163	19.88%
\$35,001-\$45,000:	141	17.20%
\$45,001-\$60,000:	145	17.68%
\$60,001-\$75,000:	68	8.29%
\$75,001-\$90,000:	59	7.20%
More than \$90,000 :	137	16.71%

I am primarily

Faculty :	166	20.24%
Staff :	640	78.05%

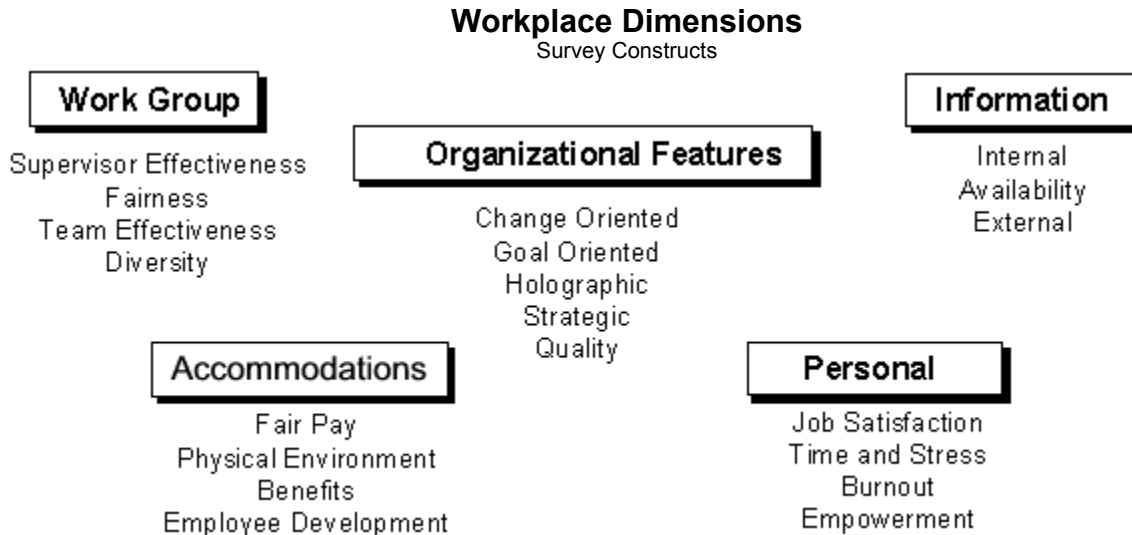


Survey Constructs

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The Survey assessment is a framework, which at the highest level, consists of five Workplace Dimensions capturing the total work environment. Each Workplace Dimension is composed of several Survey Constructs designed to broadly profile areas of strength and concern so that interventions may be targeted appropriately. Survey Constructs are developed from the Primary Questions series. Appendix A1 contains a summary of Survey Constructs and related Primary Questions. Scores for the Constructs range from a low of 100 to a high of 500.

In this section, the reported data are categorized by Workplace Dimension and include the current score for each Dimension's Construct. If available, the past four Construct scores from previous survey iterations for your organization are provided. Comparative construct average benchmarks include an average score of all respondents, a construct average for organizations of similar size, and an average construct score for organizations of similar mission from the previous survey iteration.



Construct Summary

Highest Scoring Constructs: Areas of Strength

Score	Construct
380	Physical Environment
372	Strategic
370	Quality
367	Employment Development
365	Burnout

Lowest Scoring Constructs: Areas of Concern

Score	Construct
273	Fair Pay
327	Internal
330	Team Effectiveness
342	Fairness
348	Supervisor Effectiveness



Survey Constructs

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Work Group

This dimension relates to employees' activities within their immediate work vicinity. They include factors that concern how employees interact with peers, supervisors and all of the persons involved in day-to-day work activity. This is the immediate work environment of the employee.

Supervisor Effectiveness

Supervisor Effectiveness provides insight into the nature of supervisory relationships in the organization, including the quality of communication, leadership, and fairness that employees perceive exist between supervisors and themselves.

Current Score:	<input type="text" value="348"/>	2008 Score:	<input type="text" value="346"/>	All Respondents:	<input type="text" value="354"/>
		2006 Score:	<input type="text" value="Not Available"/>		
		2004 Score:	<input type="text" value="Not Available"/>		

Fairness

Fairness measures the extent to which employees believe that equal and fair opportunity exists for all members of the organization.

Current Score:	<input type="text" value="342"/>	2008 Score:	<input type="text" value="336"/>	All Respondents:	<input type="text" value="352"/>
		2006 Score:	<input type="text" value="Not Available"/>		
		2004 Score:	<input type="text" value="Not Available"/>		

Team Effectiveness

Team Effectiveness captures employees' perceptions of the effectiveness of their work group and the extent to which the organizational environment supports appropriate teamwork among employees.

Current Score:	<input type="text" value="330"/>	2008 Score:	<input type="text" value="324"/>	All Respondents:	<input type="text" value="336"/>
		2006 Score:	<input type="text" value="Not Available"/>		
		2004 Score:	<input type="text" value="Not Available"/>		

Diversity

Diversity addresses the extent to which employees feel that individual differences, including ethnicity, age and lifestyle, may result in alienation and/or missed opportunities for learning or advancement.

Current Score:	<input type="text" value="356"/>	2008 Score:	<input type="text" value="349"/>	All Respondents:	<input type="text" value="361"/>
		2006 Score:	<input type="text" value="Not Available"/>		
		2004 Score:	<input type="text" value="Not Available"/>		



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Accommodations

This dimension looks at the physical work setting and the factors associated with compensation, work technology and tools. It is the "total benefit package" provided to employees by the organization.

Fair Pay

Fair Pay is an evaluation from the viewpoint of employees of the competitiveness of the total compensation package. It addresses how well the package "holds up" when employees compare it to similar jobs in their own communities.

Current Score: 2008 Score: All Respondents: 2006 Score: 2004 Score:

Physical Environment

Adequacy of Physical Environment captures employees' perceptions of the work setting and the degree to which employees believe that a safe and pleasant working environment exists.

Current Score: 2008 Score: All Respondents: 2006 Score: 2004 Score:

Benefits

Benefits provides an indication of the role that the employment benefit package plays in attracting and retaining employees.

Current Score: 2008 Score: All Respondents: 2006 Score: 2004 Score:

Employment Development

Employment Development captures perceptions of the priority given to the career and personal development of employees by the organization.

Current Score: 2008 Score: All Respondents: 2006 Score: 2004 Score: 

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Organizational Features

This dimension addresses the organization's interface with external influences. It is an internal evaluation of the organization's ability to assess changes in the environment and make needed adjustments. Also included are assessments of the quality of relations the organization shares with the public. In essence, this dimension captures the "corporate" culture.

Change Oriented

Change Oriented secures employees' perceptions of the organization's capability and readiness to change based on new information and ideas.

Current Score: 2008 Score: All Respondents: 2006 Score: 2004 Score:

Goal Oriented

Goal Oriented addresses the organization's ability to include all its members in focusing resources towards goal accomplishment.

Current Score: 2008 Score: All Respondents: 2006 Score: 2004 Score:

Holographic

Holographic refers to the degree to which all actions of the organization "hang together" and are understood by all. It concerns employees' perceptions of the consistency of decision-making and activity within the organization.

Current Score: 2008 Score: All Respondents: 2006 Score: 2004 Score:

Strategic

Strategic orientation secures employees' thinking about how the organization responds to external influence, including those which play a role in defining the mission, services and products provided by the organization.

Current Score: 2008 Score: All Respondents: 2006 Score: 2004 Score:

Quality

Quality focuses upon the degree to which quality principles, such as customer service and continuous improvement, are a part of the organizational culture.

Current Score: 2008 Score: All Respondents: 2006 Score: 2004 Score: 

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Information

This dimension refers to how consistent and structured communication flow is within the organization and to outside groups. It examines the degree to which communication is directed towards work concerns. How focused and effective it is, as well as, how accessible information is to employees.

Internal

Internal Communication captures the nature of communication exchanges within the organization. It addresses the extent to which employees view information exchanges as open and productive.

Current Score:	<input type="text" value="327"/>	2008 Score:	<input type="text" value="319"/>	All Respondents:	<input type="text" value="324"/>
		2006 Score:	<input type="text" value="Not Available"/>		
		2004 Score:	<input type="text" value="Not Available"/>		

Availability

Availability of Information provides insight into whether employees know where to get needed information and whether they have the ability to access it in a timely manner.

Current Score:	<input type="text" value="355"/>	2008 Score:	<input type="text" value="349"/>	All Respondents:	<input type="text" value="359"/>
		2006 Score:	<input type="text" value="Not Available"/>		
		2004 Score:	<input type="text" value="Not Available"/>		

External

External Communication looks at how information flows in and out of the organization. It focuses upon the ability of the organization to synthesize and apply external information to work performed by the organization.

Current Score:	<input type="text" value="364"/>	2008 Score:	<input type="text" value="360"/>	All Respondents:	<input type="text" value="369"/>
		2006 Score:	<input type="text" value="Not Available"/>		
		2004 Score:	<input type="text" value="Not Available"/>		



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Personal

This dimension reports on how much internalization of stress is occurring and the extent to which debilitating social and psychological conditions appear to be developing at the level of the individual employee. It addresses the important interface between employees' home and work lives, and how this relationship may impact job performance and organizational efficiency.

Job Satisfaction

Job Satisfaction addresses employees' satisfaction with their overall work situation. Weighed heavily in this construct are issues concerning employees' evaluation of the availability of time and resources needed to perform jobs effectively.

Current Score: 2008 Score: All Respondents: 2006 Score: 2004 Score:

Time and Stress

Time and Stress Management looks how realistic job demands are given time and resource constraints, and also captures employees' feelings about their ability to balance home and work demands (note: The higher the score the lower the level of stress).

Current Score: 2008 Score: All Respondents: 2006 Score: 2004 Score:

Burnout

Burnout is a feeling of extreme mental exhaustion that can negatively impact employees' physical health and job performance, leading to lost resources and opportunities in the organization (note: The higher the score the lower the level of burnout).

Current Score: 2008 Score: All Respondents: 2006 Score: 2004 Score:

Empowerment

Empowerment measures the degree to which employees feel that they have some control over their jobs and the outcome of their efforts.

Current Score: 2008 Score: All Respondents: 2006 Score: 2004 Score: 

Primary Items

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For the following section employees are asked to indicate how strongly they agree or disagree that the statement describes their immediate workplace. Possible responses include: (1) Strongly Disagree, (2) Disagree, (3) Feel Neutral, (4) Agree, (5) Strongly Disagree and (6) Don't Know/ Not Applicable.

Any survey item with an average (mean) score above the neutral midpoint of "3.0" suggests that employees perceive the issue more positively than negatively. Scores of "4.0" or higher indicate areas of substantial strength for the organization. Conversely, scores below "3.0" are viewed more negatively by employees. Questions that receive below a "2.0" should be a significant source of concern for the organization and receive immediate attention.



Primary Items

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1. We are constantly improving our services.

Current Score:	<input type="text" value="3.80"/>	2008 Score:	<input type="text" value="3.81"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="0.99"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="814"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.91"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="192"/>	<input type="text" value="374"/>	<input type="text" value="149"/>	<input type="text" value="66"/>	<input type="text" value="24"/>	<input type="text" value="9"/>
Percentage:	<input type="text" value="23.59%"/>	<input type="text" value="45.95%"/>	<input type="text" value="18.30%"/>	<input type="text" value="8.11%"/>	<input type="text" value="2.95%"/>	<input type="text" value="1.11%"/>

2. Our goals are consistently met or exceeded.

Current Score:	<input type="text" value="3.71"/>	2008 Score:	<input type="text" value="3.66"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="0.94"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="814"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.74"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="148"/>	<input type="text" value="381"/>	<input type="text" value="183"/>	<input type="text" value="75"/>	<input type="text" value="17"/>	<input type="text" value="10"/>
Percentage:	<input type="text" value="18.18%"/>	<input type="text" value="46.81%"/>	<input type="text" value="22.48%"/>	<input type="text" value="9.21%"/>	<input type="text" value="2.09%"/>	<input type="text" value="1.23%"/>

3. We provide high quality programs and services.

Current Score:	<input type="text" value="3.96"/>	2008 Score:	<input type="text" value="3.95"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="0.98"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="817"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="4.06"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="254"/>	<input type="text" value="359"/>	<input type="text" value="121"/>	<input type="text" value="50"/>	<input type="text" value="22"/>	<input type="text" value="11"/>
Percentage:	<input type="text" value="31.09%"/>	<input type="text" value="43.94%"/>	<input type="text" value="14.81%"/>	<input type="text" value="6.12%"/>	<input type="text" value="2.69%"/>	<input type="text" value="1.35%"/>

4. We develop services to match the needs of those we serve.

Current Score:	<input type="text" value="3.90"/>	2008 Score:	<input type="text" value="3.93"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="0.98"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="815"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="4.00"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="216"/>	<input type="text" value="387"/>	<input type="text" value="115"/>	<input type="text" value="52"/>	<input type="text" value="25"/>	<input type="text" value="20"/>
Percentage:	<input type="text" value="26.50%"/>	<input type="text" value="47.48%"/>	<input type="text" value="14.11%"/>	<input type="text" value="6.38%"/>	<input type="text" value="3.07%"/>	<input type="text" value="2.45%"/>



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5. My performance is evaluated fairly.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	214	355	113	59	38	37
Percentage:	26.23%	43.50%	13.85%	7.23%	4.66%	4.53%

6. My supervisor is consistent when administering employee policies.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	223	335	104	84	57	12
Percentage:	27.36%	41.10%	12.76%	10.31%	6.99%	1.47%

7. Every employee is valued.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	200	300	128	119	63	6
Percentage:	24.51%	36.76%	15.69%	14.58%	7.72%	.74%

8. We work to attract, develop, and retain people with diverse backgrounds.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	163	329	179	89	35	20
Percentage:	20.00%	40.37%	21.96%	10.92%	4.29%	2.45%



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9. We have adequate computer resources, (hardware and software).

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	152	412	104	107	41	1
Percentage:	18.60%	50.43%	12.73%	13.10%	5.02%	.12%

10. Information systems are in place and accessible for me to get my job done.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	167	432	125	65	25	2
Percentage:	20.47%	52.94%	15.32%	7.97%	3.06%	.25%

11. Information is shared as appropriate with other organizations or institutions.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	90	393	199	72	25	36
Percentage:	11.04%	48.22%	24.42%	8.83%	3.07%	4.42%

12. The right information gets to the right people at the right time.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	67	314	180	198	49	9
Percentage:	8.20%	38.43%	22.03%	24.24%	6.00%	1.10%



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13. We integrate information and act intelligently upon that information.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="115"/>	<input type="text" value="372"/>	<input type="text" value="174"/>	<input type="text" value="111"/>	<input type="text" value="30"/>	<input type="text" value="12"/>
Percentage:	<input type="text" value="14.13%"/>	<input type="text" value="45.70%"/>	<input type="text" value="21.38%"/>	<input type="text" value="13.64%"/>	<input type="text" value="3.69%"/>	<input type="text" value="1.47%"/>

14. The work atmosphere encourages open and honest communication.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="149"/>	<input type="text" value="300"/>	<input type="text" value="142"/>	<input type="text" value="145"/>	<input type="text" value="80"/>	<input type="text" value="1"/>
Percentage:	<input type="text" value="18.24%"/>	<input type="text" value="36.72%"/>	<input type="text" value="17.38%"/>	<input type="text" value="17.75%"/>	<input type="text" value="9.79%"/>	<input type="text" value=".12%"/>

15. We feel the channels we must go through at work are reasonable.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="89"/>	<input type="text" value="386"/>	<input type="text" value="151"/>	<input type="text" value="132"/>	<input type="text" value="56"/>	<input type="text" value="2"/>
Percentage:	<input type="text" value="10.91%"/>	<input type="text" value="47.30%"/>	<input type="text" value="18.50%"/>	<input type="text" value="16.18%"/>	<input type="text" value="6.86%"/>	<input type="text" value=".25%"/>

16. Work groups or committees are trained to incorporate the opinions of each member.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="86"/>	<input type="text" value="306"/>	<input type="text" value="200"/>	<input type="text" value="112"/>	<input type="text" value="48"/>	<input type="text" value="54"/>
Percentage:	<input type="text" value="10.67%"/>	<input type="text" value="37.97%"/>	<input type="text" value="24.81%"/>	<input type="text" value="13.90%"/>	<input type="text" value="5.96%"/>	<input type="text" value="6.70%"/>



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17. Work groups or committees receive adequate feedback that helps improve performance.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	72	305	233	109	43	53
Percentage:	8.83%	37.42%	28.59%	13.37%	5.28%	6.50%

18. We have an opportunity to participate in the goal setting process.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	111	359	153	111	59	21
Percentage:	13.64%	44.10%	18.80%	13.64%	7.25%	2.58%

19. Decision making and control are given to employees doing the actual work.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	86	321	166	153	79	7
Percentage:	10.59%	39.53%	20.44%	18.84%	9.73%	.86%

20. We seem to be working toward the same goals.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	119	361	168	100	50	10
Percentage:	14.73%	44.68%	20.79%	12.38%	6.19%	1.24%



Primary Items

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21. There is a sense of trust throughout the organization.

Current Score:	<input type="text" value="3.03"/>	2008 Score:	<input type="text" value="2.91"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="1.20"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="811"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.14"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="76"/>	<input type="text" value="260"/>	<input type="text" value="186"/>	<input type="text" value="184"/>	<input type="text" value="102"/>	<input type="text" value="3"/>
Percentage:	<input type="text" value="9.37%"/>	<input type="text" value="32.06%"/>	<input type="text" value="22.93%"/>	<input type="text" value="22.69%"/>	<input type="text" value="12.58%"/>	<input type="text" value=".37%"/>

22. We are given the opportunity to do our best work.

Current Score:	<input type="text" value="3.67"/>	2008 Score:	<input type="text" value="3.64"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="1.06"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="812"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.76"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="161"/>	<input type="text" value="380"/>	<input type="text" value="156"/>	<input type="text" value="67"/>	<input type="text" value="45"/>	<input type="text" value="3"/>
Percentage:	<input type="text" value="19.83%"/>	<input type="text" value="46.80%"/>	<input type="text" value="19.21%"/>	<input type="text" value="8.25%"/>	<input type="text" value="5.54%"/>	<input type="text" value=".37%"/>

23. I feel a sense of pride when I tell people that I work for this institution.

Current Score:	<input type="text" value="3.97"/>	2008 Score:	<input type="text" value="3.97"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="0.92"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="812"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="4.10"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="244"/>	<input type="text" value="367"/>	<input type="text" value="147"/>	<input type="text" value="34"/>	<input type="text" value="17"/>	<input type="text" value="3"/>
Percentage:	<input type="text" value="30.05%"/>	<input type="text" value="45.20%"/>	<input type="text" value="18.10%"/>	<input type="text" value="4.19%"/>	<input type="text" value="2.09%"/>	<input type="text" value=".37%"/>

24. The amount of work that is expected of me is reasonable.

Current Score:	<input type="text" value="3.57"/>	2008 Score:	<input type="text" value="3.60"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="1.06"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="815"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.68"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="123"/>	<input type="text" value="409"/>	<input type="text" value="126"/>	<input type="text" value="116"/>	<input type="text" value="39"/>	<input type="text" value="2"/>
Percentage:	<input type="text" value="15.09%"/>	<input type="text" value="50.18%"/>	<input type="text" value="15.46%"/>	<input type="text" value="14.23%"/>	<input type="text" value="4.79%"/>	<input type="text" value=".25%"/>



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25. We are efficient.

Current Score:	<input type="text" value="3.51"/>	2008 Score:	<input type="text" value="3.41"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="1.10"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="811"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.53"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="130"/>	<input type="text" value="370"/>	<input type="text" value="136"/>	<input type="text" value="130"/>	<input type="text" value="44"/>	<input type="text" value="1"/>
Percentage:	<input type="text" value="16.03%"/>	<input type="text" value="45.62%"/>	<input type="text" value="16.77%"/>	<input type="text" value="16.03%"/>	<input type="text" value="5.43%"/>	<input type="text" value=".12%"/>

26. Outstanding work is recognized.

Current Score:	<input type="text" value="3.36"/>	2008 Score:	<input type="text" value="3.39"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="1.19"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="814"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.43"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="121"/>	<input type="text" value="328"/>	<input type="text" value="156"/>	<input type="text" value="125"/>	<input type="text" value="76"/>	<input type="text" value="8"/>
Percentage:	<input type="text" value="14.86%"/>	<input type="text" value="40.29%"/>	<input type="text" value="19.16%"/>	<input type="text" value="15.36%"/>	<input type="text" value="9.34%"/>	<input type="text" value=".98%"/>

27. There is a real feeling of teamwork.

Current Score:	<input type="text" value="3.33"/>	2008 Score:	<input type="text" value="3.26"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="1.18"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="814"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.40"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="122"/>	<input type="text" value="306"/>	<input type="text" value="170"/>	<input type="text" value="147"/>	<input type="text" value="67"/>	<input type="text" value="2"/>
Percentage:	<input type="text" value="14.99%"/>	<input type="text" value="37.59%"/>	<input type="text" value="20.88%"/>	<input type="text" value="18.06%"/>	<input type="text" value="8.23%"/>	<input type="text" value=".25%"/>

28. We feel that our efforts count.

Current Score:	<input type="text" value="3.37"/>	2008 Score:	<input type="text" value="3.40"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="1.16"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="811"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.48"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="116"/>	<input type="text" value="332"/>	<input type="text" value="163"/>	<input type="text" value="127"/>	<input type="text" value="70"/>	<input type="text" value="3"/>
Percentage:	<input type="text" value="14.30%"/>	<input type="text" value="40.94%"/>	<input type="text" value="20.10%"/>	<input type="text" value="15.66%"/>	<input type="text" value="8.63%"/>	<input type="text" value=".37%"/>



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29. We are encouraged to learn from our mistakes.

Current Score:	<input type="text" value="3.72"/>	2008 Score:	<input type="text" value="3.66"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="0.93"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="808"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.71"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="131"/>	<input type="text" value="416"/>	<input type="text" value="172"/>	<input type="text" value="51"/>	<input type="text" value="28"/>	<input type="text" value="10"/>
Percentage:	<input type="text" value="16.21%"/>	<input type="text" value="51.49%"/>	<input type="text" value="21.29%"/>	<input type="text" value="6.31%"/>	<input type="text" value="3.47%"/>	<input type="text" value="1.24%"/>

30. We have adequate resources to do our jobs.

Current Score:	<input type="text" value="3.52"/>	2008 Score:	<input type="text" value="3.46"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="1.05"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="812"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.64"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="104"/>	<input type="text" value="404"/>	<input type="text" value="159"/>	<input type="text" value="96"/>	<input type="text" value="47"/>	<input type="text" value="2"/>
Percentage:	<input type="text" value="12.81%"/>	<input type="text" value="49.75%"/>	<input type="text" value="19.58%"/>	<input type="text" value="11.82%"/>	<input type="text" value="5.79%"/>	<input type="text" value=".25%"/>

31. We are given accurate feedback about our performance.

Current Score:	<input type="text" value="3.59"/>	2008 Score:	<input type="text" value="3.45"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="0.99"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="813"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.58"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="109"/>	<input type="text" value="408"/>	<input type="text" value="158"/>	<input type="text" value="94"/>	<input type="text" value="31"/>	<input type="text" value="13"/>
Percentage:	<input type="text" value="13.41%"/>	<input type="text" value="50.18%"/>	<input type="text" value="19.43%"/>	<input type="text" value="11.56%"/>	<input type="text" value="3.81%"/>	<input type="text" value="1.60%"/>

32. When possible, alternative work schedules (flex-time, compressed work weeks, job sharing, telecommuting) are offered to us.

Current Score:	<input type="text" value="3.36"/>	2008 Score:	<input type="text" value="3.41"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="1.25"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="814"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.57"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="135"/>	<input type="text" value="293"/>	<input type="text" value="116"/>	<input type="text" value="135"/>	<input type="text" value="79"/>	<input type="text" value="56"/>
Percentage:	<input type="text" value="16.58%"/>	<input type="text" value="36.00%"/>	<input type="text" value="14.25%"/>	<input type="text" value="16.58%"/>	<input type="text" value="9.71%"/>	<input type="text" value="6.88%"/>



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33. Learning opportunities or training are made available for personal growth and development.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="138"/>	<input type="text" value="386"/>	<input type="text" value="160"/>	<input type="text" value="85"/>	<input type="text" value="30"/>	<input type="text" value="14"/>
Percentage:	<input type="text" value="16.97%"/>	<input type="text" value="47.48%"/>	<input type="text" value="19.68%"/>	<input type="text" value="10.46%"/>	<input type="text" value="3.69%"/>	<input type="text" value="1.72%"/>

34. Learning opportunities or training are made available for professional growth or skills development.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="157"/>	<input type="text" value="402"/>	<input type="text" value="132"/>	<input type="text" value="87"/>	<input type="text" value="24"/>	<input type="text" value="9"/>
Percentage:	<input type="text" value="19.36%"/>	<input type="text" value="49.57%"/>	<input type="text" value="16.28%"/>	<input type="text" value="10.73%"/>	<input type="text" value="2.96%"/>	<input type="text" value="1.11%"/>

35. We have access to information about job opportunities, conferences, workshops, and training.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="125"/>	<input type="text" value="453"/>	<input type="text" value="141"/>	<input type="text" value="69"/>	<input type="text" value="16"/>	<input type="text" value="8"/>
Percentage:	<input type="text" value="15.39%"/>	<input type="text" value="55.79%"/>	<input type="text" value="17.36%"/>	<input type="text" value="8.50%"/>	<input type="text" value="1.97%"/>	<input type="text" value=".99%"/>

36. My supervisor is supportive of my career goals.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="256"/>	<input type="text" value="310"/>	<input type="text" value="146"/>	<input type="text" value="40"/>	<input type="text" value="36"/>	<input type="text" value="25"/>
Percentage:	<input type="text" value="31.49%"/>	<input type="text" value="38.13%"/>	<input type="text" value="17.96%"/>	<input type="text" value="4.92%"/>	<input type="text" value="4.43%"/>	<input type="text" value="3.08%"/>



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37. We have sufficient procedures to ensure the safety of employees in the workplace.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="235"/>	<input type="text" value="444"/>	<input type="text" value="83"/>	<input type="text" value="30"/>	<input type="text" value="16"/>	<input type="text" value="7"/>
Percentage:	<input type="text" value="28.83%"/>	<input type="text" value="54.48%"/>	<input type="text" value="10.18%"/>	<input type="text" value="3.68%"/>	<input type="text" value="1.96%"/>	<input type="text" value=".86%"/>

38. Our workplace is well maintained.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="196"/>	<input type="text" value="444"/>	<input type="text" value="119"/>	<input type="text" value="38"/>	<input type="text" value="15"/>	<input type="text" value="1"/>
Percentage:	<input type="text" value="24.11%"/>	<input type="text" value="54.61%"/>	<input type="text" value="14.64%"/>	<input type="text" value="4.67%"/>	<input type="text" value="1.85%"/>	<input type="text" value=".12%"/>

39. Within my workplace, there is a feeling of community.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="151"/>	<input type="text" value="363"/>	<input type="text" value="147"/>	<input type="text" value="96"/>	<input type="text" value="48"/>	<input type="text" value="2"/>
Percentage:	<input type="text" value="18.71%"/>	<input type="text" value="44.98%"/>	<input type="text" value="18.22%"/>	<input type="text" value="11.90%"/>	<input type="text" value="5.95%"/>	<input type="text" value=".25%"/>

40. The environment supports a balance between work and personal life.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="129"/>	<input type="text" value="385"/>	<input type="text" value="173"/>	<input type="text" value="84"/>	<input type="text" value="40"/>	<input type="text" value="3"/>
Percentage:	<input type="text" value="15.85%"/>	<input type="text" value="47.30%"/>	<input type="text" value="21.25%"/>	<input type="text" value="10.32%"/>	<input type="text" value="4.91%"/>	<input type="text" value=".37%"/>



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41. The pace of the work in this organization enables me to do a good job.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	113	431	139	98	28	2
Percentage:	13.93%	53.14%	17.14%	12.08%	3.45%	.25%

42. My job meets my expectations.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	134	413	148	79	28	3
Percentage:	16.65%	51.30%	18.39%	9.81%	3.48%	.37%

43. We balance our focus on both long range and short term goals.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	116	420	156	79	26	10
Percentage:	14.37%	52.04%	19.33%	9.79%	3.22%	1.24%

44. My ideas and opinions count at work.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	134	370	150	96	56	5
Percentage:	16.52%	45.62%	18.50%	11.84%	6.91%	.62%



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45. People who challenge the status quo are valued.

Current Score:	<input type="text" value="3.11"/>	2008 Score:	<input type="text" value="3.15"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="1.14"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="808"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.17"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="70"/>	<input type="text" value="267"/>	<input type="text" value="215"/>	<input type="text" value="148"/>	<input type="text" value="85"/>	<input type="text" value="23"/>
Percentage:	<input type="text" value="8.66%"/>	<input type="text" value="33.04%"/>	<input type="text" value="26.61%"/>	<input type="text" value="18.32%"/>	<input type="text" value="10.52%"/>	<input type="text" value="2.85%"/>

46. Work groups or committees are involved in making work processes more effective.

Current Score:	<input type="text" value="3.42"/>	2008 Score:	<input type="text" value="3.41"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="1.00"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="806"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.43"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="80"/>	<input type="text" value="323"/>	<input type="text" value="221"/>	<input type="text" value="89"/>	<input type="text" value="38"/>	<input type="text" value="55"/>
Percentage:	<input type="text" value="9.93%"/>	<input type="text" value="40.07%"/>	<input type="text" value="27.42%"/>	<input type="text" value="11.04%"/>	<input type="text" value="4.71%"/>	<input type="text" value="6.82%"/>

47. The people I work with treat each other with respect.

Current Score:	<input type="text" value="3.71"/>	2008 Score:	<input type="text" value="3.65"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="1.08"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="810"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.86"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="188"/>	<input type="text" value="358"/>	<input type="text" value="141"/>	<input type="text" value="83"/>	<input type="text" value="39"/>	<input type="text" value="1"/>
Percentage:	<input type="text" value="23.21%"/>	<input type="text" value="44.20%"/>	<input type="text" value="17.41%"/>	<input type="text" value="10.25%"/>	<input type="text" value="4.81%"/>	<input type="text" value=".12%"/>

48. The appropriate information is shared with the public.

Current Score:	<input type="text" value="3.71"/>	2008 Score:	<input type="text" value="3.67"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="0.90"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="807"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.75"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="102"/>	<input type="text" value="431"/>	<input type="text" value="153"/>	<input type="text" value="49"/>	<input type="text" value="25"/>	<input type="text" value="47"/>
Percentage:	<input type="text" value="12.64%"/>	<input type="text" value="53.41%"/>	<input type="text" value="18.96%"/>	<input type="text" value="6.07%"/>	<input type="text" value="3.10%"/>	<input type="text" value="5.82%"/>



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49. Favoritism (special treatment) is not an issue in raises and promotions.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="115"/>	<input type="text" value="255"/>	<input type="text" value="170"/>	<input type="text" value="118"/>	<input type="text" value="105"/>	<input type="text" value="49"/>
Percentage:	<input type="text" value="14.16%"/>	<input type="text" value="31.40%"/>	<input type="text" value="20.94%"/>	<input type="text" value="14.53%"/>	<input type="text" value="12.93%"/>	<input type="text" value="6.03%"/>

50. Our employees are generally ethical in the workplace.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="201"/>	<input type="text" value="450"/>	<input type="text" value="108"/>	<input type="text" value="34"/>	<input type="text" value="17"/>	<input type="text" value="2"/>
Percentage:	<input type="text" value="24.75%"/>	<input type="text" value="55.42%"/>	<input type="text" value="13.30%"/>	<input type="text" value="4.19%"/>	<input type="text" value="2.09%"/>	<input type="text" value=".25%"/>

51. I am confident that any ethics violation I report will be properly handled.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="149"/>	<input type="text" value="383"/>	<input type="text" value="161"/>	<input type="text" value="60"/>	<input type="text" value="42"/>	<input type="text" value="15"/>
Percentage:	<input type="text" value="18.40%"/>	<input type="text" value="47.28%"/>	<input type="text" value="19.88%"/>	<input type="text" value="7.41%"/>	<input type="text" value="5.19%"/>	<input type="text" value="1.85%"/>

52. Harassment is not tolerated at my workplace.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="261"/>	<input type="text" value="411"/>	<input type="text" value="75"/>	<input type="text" value="28"/>	<input type="text" value="25"/>	<input type="text" value="10"/>
Percentage:	<input type="text" value="32.22%"/>	<input type="text" value="50.74%"/>	<input type="text" value="9.26%"/>	<input type="text" value="3.46%"/>	<input type="text" value="3.09%"/>	<input type="text" value="1.23%"/>



Primary Items

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53. I am satisfied with the opportunities I have to evaluate my supervisor's performance.

Current Score:	<input type="text" value="3.25"/>	2008 Score:	<input type="text" value="2.98"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="1.24"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="814"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.18"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="114"/>	<input type="text" value="252"/>	<input type="text" value="155"/>	<input type="text" value="126"/>	<input type="text" value="84"/>	<input type="text" value="83"/>
Percentage:	<input type="text" value="14.00%"/>	<input type="text" value="30.96%"/>	<input type="text" value="19.04%"/>	<input type="text" value="15.48%"/>	<input type="text" value="10.32%"/>	<input type="text" value="10.20%"/>

54. When possible, problems are solved before they become a crisis.

Current Score:	<input type="text" value="3.56"/>	2008 Score:	<input type="text" value="3.43"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="1.08"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="812"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.59"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="127"/>	<input type="text" value="394"/>	<input type="text" value="137"/>	<input type="text" value="99"/>	<input type="text" value="49"/>	<input type="text" value="6"/>
Percentage:	<input type="text" value="15.64%"/>	<input type="text" value="48.52%"/>	<input type="text" value="16.87%"/>	<input type="text" value="12.19%"/>	<input type="text" value="6.03%"/>	<input type="text" value=".74%"/>

55. We use feedback from those we serve to improve our performance.

Current Score:	<input type="text" value="3.80"/>	2008 Score:	<input type="text" value="3.80"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="0.91"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="810"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.82"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="144"/>	<input type="text" value="433"/>	<input type="text" value="131"/>	<input type="text" value="55"/>	<input type="text" value="21"/>	<input type="text" value="26"/>
Percentage:	<input type="text" value="17.78%"/>	<input type="text" value="53.46%"/>	<input type="text" value="16.17%"/>	<input type="text" value="6.79%"/>	<input type="text" value="2.59%"/>	<input type="text" value="3.21%"/>

56. I believe we will use the information from this survey to improve our performance.

Current Score:	<input type="text" value="3.47"/>	2008 Score:	<input type="text" value="3.47"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="1.07"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="811"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.49"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="116"/>	<input type="text" value="332"/>	<input type="text" value="226"/>	<input type="text" value="67"/>	<input type="text" value="59"/>	<input type="text" value="11"/>
Percentage:	<input type="text" value="14.30%"/>	<input type="text" value="40.94%"/>	<input type="text" value="27.87%"/>	<input type="text" value="8.26%"/>	<input type="text" value="7.27%"/>	<input type="text" value="1.36%"/>



Primary Items

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57. I have regular involvement (once a month or more) in community activities or groups.

Current Score:	<input type="text" value="3.60"/>	2008 Score:	<input type="text" value="3.54"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="1.05"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="812"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.69"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="142"/>	<input type="text" value="294"/>	<input type="text" value="157"/>	<input type="text" value="103"/>	<input type="text" value="21"/>	<input type="text" value="95"/>
Percentage:	<input type="text" value="17.49%"/>	<input type="text" value="36.21%"/>	<input type="text" value="19.33%"/>	<input type="text" value="12.68%"/>	<input type="text" value="2.59%"/>	<input type="text" value="11.70%"/>



Compensation

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For the following section employees are asked to indicate how strongly they agree or disagree that the statement describes their level of satisfaction with their compensation. Possible responses include: (1) Strongly Disagree, (2) Disagree, (3) Feel Neutral, (4) Agree, (5) Strongly Agree and (6) Don't Know/ Not Applicable.

Any survey item with an average (mean) score above the neutral midpoint of "3.0" suggests that employees perceive the issue more positively than negatively. Scores of "4.0" or higher indicate areas of substantial strength for the organization. Conversely, scores below "3.0" are viewed more negatively by employees. Questions that receive below a "2.0" should be a significant source of concern for the organization and receive immediate attention.



Compensation

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58. People are paid fairly for the work they do.

Current Score:	<input type="text" value="2.87"/>	2008 Score:	<input type="text" value="2.73"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="1.14"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="815"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="2.84"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="37"/>	<input type="text" value="249"/>	<input type="text" value="203"/>	<input type="text" value="201"/>	<input type="text" value="113"/>	<input type="text" value="12"/>
Percentage:	<input type="text" value="4.54%"/>	<input type="text" value="30.55%"/>	<input type="text" value="24.91%"/>	<input type="text" value="24.66%"/>	<input type="text" value="13.87%"/>	<input type="text" value="1.47%"/>

59. Salaries are competitive with similar positions in the community or at comparable institutions.

Current Score:	<input type="text" value="2.73"/>	2008 Score:	<input type="text" value="2.60"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="1.15"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="809"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="2.74"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="34"/>	<input type="text" value="206"/>	<input type="text" value="201"/>	<input type="text" value="214"/>	<input type="text" value="136"/>	<input type="text" value="18"/>
Percentage:	<input type="text" value="4.20%"/>	<input type="text" value="25.46%"/>	<input type="text" value="24.85%"/>	<input type="text" value="26.45%"/>	<input type="text" value="16.81%"/>	<input type="text" value="2.22%"/>

60. Benefits can be selected to meet individual needs.

Current Score:	<input type="text" value="3.50"/>	2008 Score:	<input type="text" value="3.45"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="0.99"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="813"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.77"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="69"/>	<input type="text" value="436"/>	<input type="text" value="171"/>	<input type="text" value="79"/>	<input type="text" value="47"/>	<input type="text" value="11"/>
Percentage:	<input type="text" value="8.49%"/>	<input type="text" value="53.63%"/>	<input type="text" value="21.03%"/>	<input type="text" value="9.72%"/>	<input type="text" value="5.78%"/>	<input type="text" value="1.35%"/>

61. I understand my benefits plan.

Current Score:	<input type="text" value="3.85"/>	2008 Score:	<input type="text" value="3.84"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="0.72"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="810"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.94"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="99"/>	<input type="text" value="536"/>	<input type="text" value="123"/>	<input type="text" value="44"/>	<input type="text" value="4"/>	<input type="text" value="4"/>
Percentage:	<input type="text" value="12.22%"/>	<input type="text" value="66.17%"/>	<input type="text" value="15.19%"/>	<input type="text" value="5.43%"/>	<input type="text" value=".49%"/>	<input type="text" value=".49%"/>



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62. Benefits are comparable to those offered in other jobs.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="80"/>	<input type="text" value="425"/>	<input type="text" value="179"/>	<input type="text" value="77"/>	<input type="text" value="28"/>	<input type="text" value="23"/>
Percentage:	<input type="text" value="9.85%"/>	<input type="text" value="52.34%"/>	<input type="text" value="22.04%"/>	<input type="text" value="9.48%"/>	<input type="text" value="3.45%"/>	<input type="text" value="2.83%"/>

63. My pay keeps pace with the cost of living.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="25"/>	<input type="text" value="189"/>	<input type="text" value="185"/>	<input type="text" value="246"/>	<input type="text" value="153"/>	<input type="text" value="14"/>
Percentage:	<input type="text" value="3.08%"/>	<input type="text" value="23.28%"/>	<input type="text" value="22.78%"/>	<input type="text" value="30.30%"/>	<input type="text" value="18.84%"/>	<input type="text" value="1.72%"/>

64. Changes in benefits and compensation packages have been explained during the last two years.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="65"/>	<input type="text" value="442"/>	<input type="text" value="130"/>	<input type="text" value="81"/>	<input type="text" value="25"/>	<input type="text" value="68"/>
Percentage:	<input type="text" value="8.01%"/>	<input type="text" value="54.50%"/>	<input type="text" value="16.03%"/>	<input type="text" value="9.99%"/>	<input type="text" value="3.08%"/>	<input type="text" value="8.38%"/>

65. I am satisfied with my continuing education/training opportunities.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="73"/>	<input type="text" value="357"/>	<input type="text" value="196"/>	<input type="text" value="107"/>	<input type="text" value="40"/>	<input type="text" value="36"/>
Percentage:	<input type="text" value="9.02%"/>	<input type="text" value="44.13%"/>	<input type="text" value="24.23%"/>	<input type="text" value="13.23%"/>	<input type="text" value="4.94%"/>	<input type="text" value="4.45%"/>



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66. I am satisfied with my medical insurance.

Current Score:	<input type="text" value="3.44"/>	2008 Score:	<input type="text" value="3.41"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="1.08"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="815"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.71"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="94"/>	<input type="text" value="376"/>	<input type="text" value="161"/>	<input type="text" value="103"/>	<input type="text" value="55"/>	<input type="text" value="26"/>
Percentage:	<input type="text" value="11.53%"/>	<input type="text" value="46.13%"/>	<input type="text" value="19.75%"/>	<input type="text" value="12.64%"/>	<input type="text" value="6.75%"/>	<input type="text" value="3.19%"/>

67. I am satisfied with my sick leave.

Current Score:	<input type="text" value="4.04"/>	2008 Score:	<input type="text" value="4.00"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="0.72"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="815"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="4.08"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="178"/>	<input type="text" value="522"/>	<input type="text" value="76"/>	<input type="text" value="19"/>	<input type="text" value="10"/>	<input type="text" value="10"/>
Percentage:	<input type="text" value="21.84%"/>	<input type="text" value="64.05%"/>	<input type="text" value="9.33%"/>	<input type="text" value="2.33%"/>	<input type="text" value="1.23%"/>	<input type="text" value="1.23%"/>

68. I am satisfied with my vacation.

Current Score:	<input type="text" value="3.98"/>	2008 Score:	<input type="text" value="3.93"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="0.77"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="812"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="4.05"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="165"/>	<input type="text" value="510"/>	<input type="text" value="86"/>	<input type="text" value="31"/>	<input type="text" value="11"/>	<input type="text" value="9"/>
Percentage:	<input type="text" value="20.32%"/>	<input type="text" value="62.81%"/>	<input type="text" value="10.59%"/>	<input type="text" value="3.82%"/>	<input type="text" value="1.35%"/>	<input type="text" value="1.11%"/>

69. I am satisfied with my retirement.

Current Score:	<input type="text" value="3.65"/>	2008 Score:	<input type="text" value="3.73"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="0.89"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="809"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.79"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="101"/>	<input type="text" value="398"/>	<input type="text" value="188"/>	<input type="text" value="65"/>	<input type="text" value="17"/>	<input type="text" value="40"/>
Percentage:	<input type="text" value="12.48%"/>	<input type="text" value="49.20%"/>	<input type="text" value="23.24%"/>	<input type="text" value="8.03%"/>	<input type="text" value="2.10%"/>	<input type="text" value="4.94%"/>



Compensation

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70. I am satisfied with my dental insurance.

Current Score:	<input type="text" value="3.07"/>	2008 Score:	<input type="text" value="3.06"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="1.21"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="809"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.37"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="65"/>	<input type="text" value="258"/>	<input type="text" value="143"/>	<input type="text" value="147"/>	<input type="text" value="94"/>	<input type="text" value="102"/>
Percentage:	<input type="text" value="8.03%"/>	<input type="text" value="31.89%"/>	<input type="text" value="17.68%"/>	<input type="text" value="18.17%"/>	<input type="text" value="11.62%"/>	<input type="text" value="12.61%"/>

71. I am satisfied with my vision insurance.

Current Score:	<input type="text" value="2.88"/>	2008 Score:	<input type="text" value="2.86"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="1.10"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="813"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.43"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="27"/>	<input type="text" value="171"/>	<input type="text" value="171"/>	<input type="text" value="144"/>	<input type="text" value="75"/>	<input type="text" value="225"/>
Percentage:	<input type="text" value="3.32%"/>	<input type="text" value="21.03%"/>	<input type="text" value="21.03%"/>	<input type="text" value="17.71%"/>	<input type="text" value="9.23%"/>	<input type="text" value="27.68%"/>

72. I am satisfied with my holiday benefit.

Current Score:	<input type="text" value="3.99"/>	2008 Score:	<input type="text" value="3.89"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="0.87"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="813"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.96"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="206"/>	<input type="text" value="444"/>	<input type="text" value="97"/>	<input type="text" value="27"/>	<input type="text" value="21"/>	<input type="text" value="18"/>
Percentage:	<input type="text" value="25.34%"/>	<input type="text" value="54.61%"/>	<input type="text" value="11.93%"/>	<input type="text" value="3.32%"/>	<input type="text" value="2.58%"/>	<input type="text" value="2.21%"/>

73. I am satisfied with my Employee Assistance Program (E.A.P.).

Current Score:	<input type="text" value="3.38"/>	2008 Score:	<input type="text" value="3.28"/>	Current Benchmarks
Standard Deviation:	<input type="text" value="0.90"/>	2006 Score:	<input type="text" value="Not Available"/>	All Respondents:
Number of Respondents:	<input type="text" value="810"/>	2004 Score:	<input type="text" value="Not Available"/>	<input type="text" value="3.60"/>

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="44"/>	<input type="text" value="223"/>	<input type="text" value="257"/>	<input type="text" value="24"/>	<input type="text" value="32"/>	<input type="text" value="230"/>
Percentage:	<input type="text" value="5.43%"/>	<input type="text" value="27.53%"/>	<input type="text" value="31.73%"/>	<input type="text" value="2.96%"/>	<input type="text" value="3.95%"/>	<input type="text" value="28.40%"/>



Institution Wide

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For the following section employees are asked to indicate how strongly they agree or disagree that the statement describes the institution as a whole. Possible responses include: (1) Strongly Disagree, (2) Disagree, (3) Feel Neutral, (4) Agree, (5) Strongly Disagree and (6) Don't Know/ Not Applicable.

Any survey item with an average (mean) score above the neutral midpoint of "3.0" suggests that employees perceive the issue more positively than negatively. Scores of "4.0" or higher indicate areas of substantial strength for the institution. Conversely, scores below "3.0" are viewed more negatively by employees. Questions that receive below a "2.0" should be a significant source of concern for the organization and receive immediate attention.



Organization Wide

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74. Information and knowledge are shared openly within this organization.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="55"/>	<input type="text" value="350"/>	<input type="text" value="200"/>	<input type="text" value="118"/>	<input type="text" value="56"/>	<input type="text" value="34"/>
Percentage:	<input type="text" value="6.77%"/>	<input type="text" value="43.05%"/>	<input type="text" value="24.60%"/>	<input type="text" value="14.51%"/>	<input type="text" value="6.89%"/>	<input type="text" value="4.18%"/>

75. An effort is made to get the opinions of people throughout the organization.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="72"/>	<input type="text" value="415"/>	<input type="text" value="160"/>	<input type="text" value="86"/>	<input type="text" value="52"/>	<input type="text" value="24"/>
Percentage:	<input type="text" value="8.90%"/>	<input type="text" value="51.30%"/>	<input type="text" value="19.78%"/>	<input type="text" value="10.63%"/>	<input type="text" value="6.43%"/>	<input type="text" value="2.97%"/>

76. We work well with other organizations.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="76"/>	<input type="text" value="402"/>	<input type="text" value="175"/>	<input type="text" value="35"/>	<input type="text" value="30"/>	<input type="text" value="93"/>
Percentage:	<input type="text" value="9.37%"/>	<input type="text" value="49.57%"/>	<input type="text" value="21.58%"/>	<input type="text" value="4.32%"/>	<input type="text" value="3.70%"/>	<input type="text" value="11.47%"/>

77. We work well with our governing bodies (the legislature, the board of regents, etc.).

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="74"/>	<input type="text" value="340"/>	<input type="text" value="203"/>	<input type="text" value="34"/>	<input type="text" value="27"/>	<input type="text" value="134"/>
Percentage:	<input type="text" value="9.11%"/>	<input type="text" value="41.87%"/>	<input type="text" value="25.00%"/>	<input type="text" value="4.19%"/>	<input type="text" value="3.33%"/>	<input type="text" value="16.50%"/>



Organization Wide

763 -Univ. North Texas Health Science Ctr. Fort Worth

78. We work well with the public.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="111"/>	<input type="text" value="448"/>	<input type="text" value="151"/>	<input type="text" value="25"/>	<input type="text" value="19"/>	<input type="text" value="58"/>
Percentage:	<input type="text" value="13.67%"/>	<input type="text" value="55.17%"/>	<input type="text" value="18.60%"/>	<input type="text" value="3.08%"/>	<input type="text" value="2.34%"/>	<input type="text" value="7.14%"/>

79. We understand the state, local, national and global issues that impact this organization.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="101"/>	<input type="text" value="431"/>	<input type="text" value="153"/>	<input type="text" value="35"/>	<input type="text" value="20"/>	<input type="text" value="72"/>
Percentage:	<input type="text" value="12.44%"/>	<input type="text" value="53.08%"/>	<input type="text" value="18.84%"/>	<input type="text" value="4.31%"/>	<input type="text" value="2.46%"/>	<input type="text" value="8.87%"/>

80. We know how our work impacts other employees.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="93"/>	<input type="text" value="433"/>	<input type="text" value="153"/>	<input type="text" value="65"/>	<input type="text" value="23"/>	<input type="text" value="45"/>
Percentage:	<input type="text" value="11.45%"/>	<input type="text" value="53.33%"/>	<input type="text" value="18.84%"/>	<input type="text" value="8.00%"/>	<input type="text" value="2.83%"/>	<input type="text" value="5.54%"/>

81. Our web site is easy to use and contains helpful information.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	<input type="text" value="86"/>	<input type="text" value="439"/>	<input type="text" value="137"/>	<input type="text" value="98"/>	<input type="text" value="48"/>	<input type="text" value="3"/>
Percentage:	<input type="text" value="10.60%"/>	<input type="text" value="54.13%"/>	<input type="text" value="16.89%"/>	<input type="text" value="12.08%"/>	<input type="text" value="5.92%"/>	<input type="text" value=".37%"/>



Organization Wide

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82. I have a good understanding of our mission, vision, and strategic plan.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	150	518	103	25	12	4
Percentage:	18.47%	63.79%	12.68%	3.08%	1.48%	.49%

83. I believe we communicate our mission effectively to the public.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	80	395	189	83	28	37
Percentage:	9.85%	48.65%	23.28%	10.22%	3.45%	4.56%

84. My organization encourages me to be involved in my community.

Current Score: 2008 Score: **Current Benchmarks**
 Standard Deviation: 2006 Score: All Respondents:
 Number of Respondents: 2004 Score:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	99	411	195	65	12	28
Percentage:	12.22%	50.74%	24.07%	8.02%	1.48%	3.46%



Additional Items

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Organizations participating in the Survey are invited to submit up to 20 additional items for inclusion in the Survey. These items are printed on an insert and included in each employee's survey packet. Please refer to the insert that has been included later in this binder for more information on additional items submitted by this organization.

*Additional Items are not included if none were submitted.



Additional Items

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1. I have good understanding about how my work contributes to our mission, vision and goals.

Average Score: Standard Deviation: Number of Respondents:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="186"/>	<input type="text" value="460"/>	<input type="text" value="113"/>	<input type="text" value="27"/>	<input type="text" value="11"/>	<input type="text" value="12"/>
Percentage:	<input type="text" value="22.99%"/>	<input type="text" value="56.86%"/>	<input type="text" value="13.97%"/>	<input type="text" value="3.34%"/>	<input type="text" value="1.36%"/>	<input type="text" value="1.48%"/>

2. Merit pay is fairly distributed within my department/unit.

Average Score: Standard Deviation: Number of Respondents:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="63"/>	<input type="text" value="218"/>	<input type="text" value="191"/>	<input type="text" value="131"/>	<input type="text" value="112"/>	<input type="text" value="95"/>
Percentage:	<input type="text" value="7.78%"/>	<input type="text" value="26.91%"/>	<input type="text" value="23.58%"/>	<input type="text" value="16.17%"/>	<input type="text" value="13.83%"/>	<input type="text" value="11.73%"/>

3. Work that is done well is effectively recognized.

Average Score: Standard Deviation: Number of Respondents:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="87"/>	<input type="text" value="316"/>	<input type="text" value="165"/>	<input type="text" value="166"/>	<input type="text" value="67"/>	<input type="text" value="10"/>
Percentage:	<input type="text" value="10.73%"/>	<input type="text" value="38.96%"/>	<input type="text" value="20.35%"/>	<input type="text" value="20.47%"/>	<input type="text" value="8.26%"/>	<input type="text" value="1.23%"/>

4. My supervisor encourages my unit to plan, evaluate how we are doing, and improve our performance in an ongoing manner.

Average Score: Standard Deviation: Number of Respondents:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="176"/>	<input type="text" value="352"/>	<input type="text" value="144"/>	<input type="text" value="83"/>	<input type="text" value="37"/>	<input type="text" value="22"/>
Percentage:	<input type="text" value="21.62%"/>	<input type="text" value="43.24%"/>	<input type="text" value="17.69%"/>	<input type="text" value="10.20%"/>	<input type="text" value="4.55%"/>	<input type="text" value="2.70%"/>

5. The expectations for my job are clearly stated and effectively evaluated.

Average Score: Standard Deviation: Number of Respondents:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="136"/>	<input type="text" value="403"/>	<input type="text" value="139"/>	<input type="text" value="82"/>	<input type="text" value="37"/>	<input type="text" value="9"/>
Percentage:	<input type="text" value="16.87%"/>	<input type="text" value="50.00%"/>	<input type="text" value="17.25%"/>	<input type="text" value="10.17%"/>	<input type="text" value="4.59%"/>	<input type="text" value="1.12%"/>



Additional Items

763 -Univ. North Texas Health Science Ctr. Fort Worth

6. Our institution invests in the skills of its employees.

Average Score: Standard Deviation: Number of Respondents:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="64"/>	<input type="text" value="326"/>	<input type="text" value="225"/>	<input type="text" value="121"/>	<input type="text" value="53"/>	<input type="text" value="20"/>
Percentage:	<input type="text" value="7.91%"/>	<input type="text" value="40.30%"/>	<input type="text" value="27.81%"/>	<input type="text" value="14.96%"/>	<input type="text" value="6.55%"/>	<input type="text" value="2.47%"/>

7. There is good alignment of goals throughout the organization.

Average Score: Standard Deviation: Number of Respondents:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="56"/>	<input type="text" value="347"/>	<input type="text" value="231"/>	<input type="text" value="89"/>	<input type="text" value="45"/>	<input type="text" value="39"/>
Percentage:	<input type="text" value="6.94%"/>	<input type="text" value="43.00%"/>	<input type="text" value="28.62%"/>	<input type="text" value="11.03%"/>	<input type="text" value="5.58%"/>	<input type="text" value="4.83%"/>

8. UNTHSC makes decisions based on our values (compassion, excellence, innovation, integrity, pride and teamwork).

Average Score: Standard Deviation: Number of Respondents:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="77"/>	<input type="text" value="329"/>	<input type="text" value="232"/>	<input type="text" value="93"/>	<input type="text" value="44"/>	<input type="text" value="37"/>
Percentage:	<input type="text" value="9.48%"/>	<input type="text" value="40.52%"/>	<input type="text" value="28.57%"/>	<input type="text" value="11.45%"/>	<input type="text" value="5.42%"/>	<input type="text" value="4.56%"/>

9. I am encouraged by my supervisor to participate in education and training opportunities.

Average Score: Standard Deviation: Number of Respondents:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="156"/>	<input type="text" value="369"/>	<input type="text" value="161"/>	<input type="text" value="69"/>	<input type="text" value="33"/>	<input type="text" value="25"/>
Percentage:	<input type="text" value="19.19%"/>	<input type="text" value="45.39%"/>	<input type="text" value="19.80%"/>	<input type="text" value="8.49%"/>	<input type="text" value="4.06%"/>	<input type="text" value="3.08%"/>

10. Internal education and training offerings are as valuable as those offered externally.

Average Score: Standard Deviation: Number of Respondents:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="95"/>	<input type="text" value="369"/>	<input type="text" value="173"/>	<input type="text" value="94"/>	<input type="text" value="36"/>	<input type="text" value="45"/>
Percentage:	<input type="text" value="11.70%"/>	<input type="text" value="45.44%"/>	<input type="text" value="21.31%"/>	<input type="text" value="11.58%"/>	<input type="text" value="4.43%"/>	<input type="text" value="5.54%"/>



Additional Items

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11. My department/unit provides funding for required job skill(s) training.

Average Score: Standard Deviation: Number of Respondents:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="79"/>	<input type="text" value="292"/>	<input type="text" value="186"/>	<input type="text" value="121"/>	<input type="text" value="61"/>	<input type="text" value="72"/>
Percentage:	<input type="text" value="9.74%"/>	<input type="text" value="36.00%"/>	<input type="text" value="22.93%"/>	<input type="text" value="14.92%"/>	<input type="text" value="7.52%"/>	<input type="text" value="8.88%"/>

12. The results of institutional surveys are promptly communicated to me.

Average Score: Standard Deviation: Number of Respondents:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="68"/>	<input type="text" value="341"/>	<input type="text" value="207"/>	<input type="text" value="100"/>	<input type="text" value="30"/>	<input type="text" value="67"/>
Percentage:	<input type="text" value="8.36%"/>	<input type="text" value="41.94%"/>	<input type="text" value="25.46%"/>	<input type="text" value="12.30%"/>	<input type="text" value="3.69%"/>	<input type="text" value="8.24%"/>

13. We have made improvements based on the findings of previous assessments and surveys.

Average Score: Standard Deviation: Number of Respondents:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="60"/>	<input type="text" value="282"/>	<input type="text" value="239"/>	<input type="text" value="69"/>	<input type="text" value="33"/>	<input type="text" value="129"/>
Percentage:	<input type="text" value="7.39%"/>	<input type="text" value="34.73%"/>	<input type="text" value="29.43%"/>	<input type="text" value="8.50%"/>	<input type="text" value="4.06%"/>	<input type="text" value="15.89%"/>

14. My job initiatives align with the institution's overall goals.

Average Score: Standard Deviation: Number of Respondents:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="139"/>	<input type="text" value="430"/>	<input type="text" value="184"/>	<input type="text" value="17"/>	<input type="text" value="7"/>	<input type="text" value="31"/>
Percentage:	<input type="text" value="17.20%"/>	<input type="text" value="53.22%"/>	<input type="text" value="22.77%"/>	<input type="text" value="2.10%"/>	<input type="text" value=".87%"/>	<input type="text" value="3.84%"/>

15. I have a good understanding of our core values (compassion, excellence, innovation, integrity, pride and teamwork).

Average Score: Standard Deviation: Number of Respondents:

Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Don't Know/Not Applicable

Frequency:	<input type="text" value="209"/>	<input type="text" value="475"/>	<input type="text" value="97"/>	<input type="text" value="9"/>	<input type="text" value="9"/>	<input type="text" value="8"/>
Percentage:	<input type="text" value="25.90%"/>	<input type="text" value="58.86%"/>	<input type="text" value="12.02%"/>	<input type="text" value="1.12%"/>	<input type="text" value="1.12%"/>	<input type="text" value=".99%"/>



Survey Constructs

763 -Univ. North Texas Health Science Ctr. Fort Worth

Dimension 1: Work Group

Supervisor Effectiveness	Construct Score = 348	Avg	S.D.
18: We have an opportunity to participate in the goal setting process.		3.44	1.12
20: We seem to be working toward the same goals.		3.50	1.08
22: We are given the opportunity to do our best work.		3.67	1.06
31: We are given accurate feedback about our performance.		3.59	0.99
36: My supervisor is supportive of my career goals.		3.90	1.06
45: People who challenge the status quo are valued.		3.11	1.14
49: Favoritism (special treatment) is not an issue in raises and promotions.		3.21	1.27
Fairness	Construct Score = 342	Avg	S.D.
5: My performance is evaluated fairly.		3.83	1.07
6: My supervisor is consistent when administering employee policies.		3.73	1.18
21: There is a sense of trust throughout the organization.		3.03	1.20
32: When possible, alternative work schedules (flex-time, compressed work weeks, job sharing, telecommuting) are offered to us.		3.36	1.25
49: Favoritism (special treatment) is not an issue in raises and promotions.		3.21	1.27
Team Effectiveness	Construct Score = 330	Avg	S.D.
17: Work groups or committees receive adequate feedback that helps improve performance.		3.33	1.02
19: Decision making and control are given to employees doing the actual work.		3.23	1.17
21: There is a sense of trust throughout the organization.		3.03	1.20
25: We are efficient.		3.51	1.10
27: There is a real feeling of teamwork.		3.33	1.18
46: Work groups or committees are involved in making work processes more effective.		3.42	1.00
Diversity	Construct Score = 356	Avg	S.D.
7: Every employee is valued.		3.56	1.23
8: We work to attract, develop, and retain people with diverse backgrounds.		3.62	1.06
16: Work groups or committees are trained to incorporate the opinions of each member.		3.36	1.07
47: The people I work with treat each other with respect.		3.71	1.08



Survey Constructs

763 -Univ. North Texas Health Science Ctr. Fort Worth

Dimension 2: Accommodations

Fair Pay	Construct Score = 273	Avg	S.D.
58: People are paid fairly for the work they do.		2.87	1.14
59: Salaries are competitive with similar positions in the community or at comparable institutions.		2.73	1.15
63: My pay keeps pace with the cost of living.		2.61	1.13
Physical Environment	Construct Score = 380	Avg	S.D.
9: We have adequate computer resources, (hardware and software).		3.65	1.08
37: We have sufficient procedures to ensure the safety of employees in the workplace.		4.05	0.85
38: Our workplace is well maintained.		3.95	0.86
39: Within my workplace, there is a feeling of community.		3.59	1.10
Benefits	Construct Score = 363	Avg	S.D.
60: Benefits can be selected to meet individual needs.		3.50	0.99
61: I understand my benefits plan.		3.85	0.72
62: Benefits are comparable to those offered in other jobs.		3.57	0.93
Employment Development	Construct Score = 367	Avg	S.D.
16: Work groups or committees are trained to incorporate the opinions of each member.		3.36	1.07
33: Learning opportunities or training are made available for personal growth and development.		3.65	1.01
34: Learning opportunities or training are made available for professional growth or skills development.		3.72	0.99
35: We have access to information about job opportunities, conferences, workshops, and training.		3.75	0.89
36: My supervisor is supportive of my career goals.		3.90	1.06



Survey Constructs

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Dimension 3: Organizational Features

Change Oriented	Construct Score = 350	Avg	S.D.
13: We integrate information and act intelligently upon that information.		3.54	1.02
18: We have an opportunity to participate in the goal setting process.		3.44	1.12
44: My ideas and opinions count at work.		3.53	1.11
54: When possible, problems are solved before they become a crisis.		3.56	1.08
75: An effort is made to get the opinions of people throughout the organization.		3.47	1.02
Goal Oriented	Construct Score = 354	Avg	S.D.
2: Our goals are consistently met or exceeded.		3.71	0.94
13: We integrate information and act intelligently upon that information.		3.54	1.02
18: We have an opportunity to participate in the goal setting process.		3.44	1.12
25: We are efficient.		3.51	1.10
Holographic	Construct Score = 352	Avg	S.D.
14: The work atmosphere encourages open and honest communication.		3.36	1.24
19: Decision making and control are given to employees doing the actual work.		3.23	1.17
23: I feel a sense of pride when I tell people that I work for this institution.		3.97	0.92
28: We feel that our efforts count.		3.37	1.16
39: Within my workplace, there is a feeling of community.		3.59	1.10
75: An effort is made to get the opinions of people throughout the organization.		3.47	1.02
80: We know how our work impacts other employees.		3.66	0.90
Strategic	Construct Score = 372	Avg	S.D.
55: We use feedback from those we serve to improve our performance.		3.80	0.91
76: We work well with other organizations.		3.64	0.89
77: We work well with our governing bodies (the legislature, the board of regents, etc.).		3.59	0.89
78: We work well with the public.		3.81	0.82
79: We understand the state, local, national and global issues that impact this organization.		3.75	0.85
82: I have a good understanding of our mission, vision, and strategic plan.		3.95	0.75
83: I believe we communicate our mission effectively to the public.		3.54	0.94
Quality	Construct Score = 370	Avg	S.D.
1: We are constantly improving our services.		3.80	0.99
3: We provide high quality programs and services.		3.96	0.98
4: We develop services to match the needs of those we serve.		3.90	0.98
26: Outstanding work is recognized.		3.36	1.19
30: We have adequate resources to do our jobs.		3.52	1.05



Survey Constructs

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Dimension 4: Information

Internal	Construct Score = 327	Avg	S.D.
12: The right information gets to the right people at the right time.		3.19	1.08
17: Work groups or committees receive adequate feedback that helps improve performance.		3.33	1.02
74: Information and knowledge are shared openly within this organization.		3.30	1.04
Availability	Construct Score = 355	Avg	S.D.
10: Information systems are in place and accessible for me to get my job done.		3.80	0.96
12: The right information gets to the right people at the right time.		3.19	1.08
15: We feel the channels we must go through at work are reasonable.		3.39	1.09
79: We understand the state, local, national and global issues that impact this organization.		3.75	0.85
80: We know how our work impacts other employees.		3.66	0.90
81: Our web site is easy to use and contains helpful information.		3.52	1.03
External	Construct Score = 364	Avg	S.D.
11: Information is shared as appropriate with other organizations or institutions.		3.58	0.92
14: The work atmosphere encourages open and honest communication.		3.36	1.24
35: We have access to information about job opportunities, conferences, workshops, and training.		3.75	0.89
48: The appropriate information is shared with the public.		3.71	0.90
78: We work well with the public.		3.81	0.82
79: We understand the state, local, national and global issues that impact this organization.		3.75	0.85
83: I believe we communicate our mission effectively to the public.		3.54	0.94



Survey Constructs

763 -Univ. North Texas Health Science Ctr. Fort Worth

Dimension 5: Personal

Job Satisfaction	Construct Score = 362	Avg	S.D.
22: We are given the opportunity to do our best work.		3.67	1.06
40: The environment supports a balance between work and personal life.		3.59	1.03
41: The pace of the work in this organization enables me to do a good job.		3.62	0.98
Time and Stress	Construct Score = 358	Avg	S.D.
24: The amount of work that is expected of me is reasonable.		3.57	1.06
30: We have adequate resources to do our jobs.		3.52	1.05
40: The environment supports a balance between work and personal life.		3.59	1.03
43: We balance our focus on both long range and short term goals.		3.65	0.96
Burnout	Construct Score = 365	Avg	S.D.
23: I feel a sense of pride when I tell people that I work for this institution.		3.97	0.92
28: We feel that our efforts count.		3.37	1.16
29: We are encouraged to learn from our mistakes.		3.72	0.93
42: My job meets my expectations.		3.68	0.98
44: My ideas and opinions count at work.		3.53	1.11
Empowerment	Construct Score = 352	Avg	S.D.
21: There is a sense of trust throughout the organization.		3.03	1.20
22: We are given the opportunity to do our best work.		3.67	1.06
23: I feel a sense of pride when I tell people that I work for this institution.		3.97	0.92
29: We are encouraged to learn from our mistakes.		3.72	0.93
45: People who challenge the status quo are valued.		3.11	1.14
80: We know how our work impacts other employees.		3.66	0.90



Key to the Data Files (Provided in Excel format)

763 -Univ. North Texas Health Science Ctr. Fort Worth

This key can be used to interpret the layout of the
763 _Org_Items.xls, 763 _OC1_Items.xls, and 763 _OC2_Items.xls
 and the
**763 _Org_Additional_Items.xls, 763 _OC1_Additional_Items.xls, and 763
 _OC2_Additional_Items.xls**
 Microsoft Excel data files found on the returned disks.

763 _Org_Items.xls lists the scores for each of the Survey Items for the organization as a whole. 763 _OC1_Items.xls lists the scores for each of the Survey Items for each of the organizational categories filled in Organization Code Box # 2. 763 _OC2_Items.xls lists the scores for each of the Survey Items for each of the organizational categories filled in Organization Code Box # 3. If an Organizational Category did not have five or more respondents no Survey Item scores will appear for that category.

763 _Org_Additional_Items.xls lists the scores for each of the Additional Items for the organization as a whole. 763 _OC1_Additional_Items.xls lists the scores for each of the Additional Items for each of the organizational categories filled in Organization Code Box # 2. 763 _OC2_Additional_Items.xls lists the scores for each of the Additional Items for each of the organizational categories filled in Organization Code Box # 3. If an Organizational Category did not have five or more respondents no Additional Item scores will appear for that category.

Sample Data Excerpt*:

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
1	ID	NAME	ITEM_NO	ITEM_TEXT	SA_COUNT	SA_PCT	A_COUNT	A_PCT	N_COUNT	N_PCT	D_COUNT	D_PCT	SD_COUNT	SD_PCT	NA_COUNT	NA_PCT	RESPONSE_COUNT	AVG	STD_DEV	VR
2	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
3	111	Texas	1	We are	3	0.6	2	0.4	0	0	0	0	0	0	0	0	5	4.6	0.5	5
4	111	Texas	2	We are	2	0.4	1	0.2	2	0.4	0	0	0	0	0	0	5	4	0.5	5
5	111	Texas	3	Our goals	0	0	4	0.8	1	0.2	0	0	0	0	0	0	5	3.8	0.3	5

*This is sample has been formatted to allow it to fit on one page. Actual Data Files will not have the header column formatted at a 45 degree angle and will not have a sub-header row with letters "A"-"T".

Key:

A: "ID"

This column contains either the Organization's ID number or the Organizational Category Number.

C: "ITEM_NO"

This column contains the item number.

E, G, I, K, M, O: "R_COUNT"

These columns contain the number of respondents who selected response "R", where R=SA (Strongly Agree), A (Agree), N (Neutral), D (Disagree), SD (Strongly Disagree), or NA (Not Applicable/Don't Know").

Q: "RESPONSE_COUNT"

This column contains the total number of respondents to this item.

S: "STD_DEV"

This column contains the Standard Deviation of the responses Strongly Agree through Strongly Disagree as explained in the "AVG" definition.

B: "NAME"

This column contains either the Organization's Name or the Organizational Category Name.

D: "ITEM_TEXT"

This column contains the text of the item.

F, H, J, L, N, P: "R_PCT"

These columns contain the ratios of the number of respondents who selected response "R" (defined under "R_COUNT") to the total number of respondents for this item. Multiplying by 100 will yield the percent of respondents who selected response "R" out of the total number of respondents to this item.

R: "AVG"

This column contains the average score on this item. This is done by assigning values 5-1 to the responses Strongly Agree to Strongly Disagree respectively, summing these values for the item, and dividing by the total number of respondents who answered with a response Strongly Agree through Strongly Disagree.

T: "VR"

This column contains the number of "valid" responses; i.e. the number of respondents who selected responses Strongly Agree through Strongly Disagree. It is used as the number of respondents when computing the Average and Standard Deviation.



Key to the Data Files

763 -Univ. North Texas Health Science Ctr. Fort Worth

This key can be used to interpret the layout of the
763 _Org_Constructs.xls, 763 _OC1_Constructs.xls, and 763 _OC2_Constructs.xls
 Microsoft Excel data files found on the returned disks.

763 _Org_Constructs.xls lists the scores for each of the Survey Constructs for the organization as a whole. 763 _OC1_Constructs.xls lists the scores for each of the Survey Constructs for each of the organizational categories filled in Organization Code Box # 2. 763 _OC2_Items.xls lists the scores for each of the Survey Constructs for each of the organizational categories filled in Organization Code Box # 3. If an Organizational Category did not have five or more respondents no Survey Construct scores will appear for that category.

Sample Data Excerpt:

	A	B	C	D	E
1	ID	NAME	CONS_NO	CONS_NAME	SCORE
2	250	Texas State Organization	1	Effectiveness	365
3	250	Texas State Organization	2	Fairness	338
4	250	Texas State Organization	3	Effectiveness	341
5	250	Texas State Organization	4	Diversity	353
6	250	Texas State Organization	5	Fair Pay	357
7	250	Texas State Organization	6	Work Setting	392

Key:

A: "ID"

This column contains either the Organization's ID number or the Organizational Category Number.

C: "CONS_NO"

This column contains the construct number.

E: "SCORE"

This column contains the score of the construct.

B: "NAME"

This column contains either the Organization's Name or the Organizational Category Name.

D: "CONS_NAME"

This column contains the text of the constructs.



Survey Insert

763 -Univ. North Texas Health Science Ctr. Fort Worth

Organization Codes

1. In **Code Box 1**, all employees of the Univ. North Texas Health Science Ctr. Fort Worth should fill in code **763**.

2. In **Code Box 2**, Please select a code from the list:

<u>Code</u>	<u>Category</u>	<u>Code</u>	<u>Category</u>
101	Academic Affairs	102	Community Engagement
103	Finance and Administration	104	Graduate School of Biomedical Sciences
105	President's Office	106	Research
107	School of Health Professions	108	School of Public Health
109	Strategy and Measurement	110	Texas College of Osteopathic Medicine
111	UNT Health	112	UNT System

3. In **Code Box 3**, Please select a code from the list:

<u>Code</u>	<u>Faculty/Staff</u>	<u>Code</u>	<u>Faculty/Staff</u>
1	Faculty	2	Staff

Additional Items

1. I have good understanding about how my work contributes to our mission, vision and goals.
2. Merit pay is fairly distributed within my department/unit.
3. Work that is done well is effectively recognized.
4. My supervisor encourages my unit to plan, evaluate how we are doing, and improve our performance in an ongoing manner.
5. The expectations for my job are clearly stated and effectively evaluated.
6. Our institution invests in the skills of its employees.
7. There is good alignment of goals throughout the organization.
8. UNTHSC makes decisions based on our values (compassion, excellence, innovation, integrity, pride and teamwork).
9. I am encouraged by my supervisor to participate in education and training opportunities.
10. Internal education and training offerings are as valuable as those offered externally.
11. My department/unit provides funding for required job skill(s) training.
12. The results of institutional surveys are promptly communicated to me.
13. We have made improvements based on the findings of previous assessments and surveys.
14. My job initiatives align with the institution's overall goals.
15. I have a good understanding of our core values (compassion, excellence, innovation, integrity, pride and teamwork).



