

People Partners Leaders



Values Initiatives Survey Summary Report

Demographic Highlights:

Respondents:

- a. Surveys started- 286
- b. Surveys completed- 207

Role at UNTHSC:

- a. Faculty- 7%
- b. Faculty with admin responsibilities- 8%
- c. Staff- 84 %

Position in unit:

- a. Non-supervisory team member- 60%
- b. Front line supervisor- 23%
- c. Second level supervisor- 16%

Time at UNTHSC:

- a. Less than 12 months- 10%
- b. 1 year to less than 3 years- 18%
- c. 3 years to less than 5 years- 20%
- d. 5 years to less than 10 years- 27%
- e. 10 years to less than 15 years- 12%
- f. 15 years and above- 12%
- g. No response- 1 %

Gender

- a. Male- 20%
- b. Female- 67%
- c. Other- 1%
- d. No response- 13%

General Survey Responses:

1. How familiar are you with the following program? (listed from most familiar to least familiar)
 - 1) Valubility
 - 2) Coaching
 - 3) VB Hiring
 - 4) Leadership
 - 5) Best Place for All
 - 6) Vendor Relations

Best Place for All Section:

2. *Agreement with the following:* I believe that UNTHSC is a Great Place to Work.
 - a. Strongly disagree- 7 responses
 - b. Somewhat disagree- 28 responses
 - c. Neither agree nor disagree- 18 Reponses
 - d. Somewhat agree- 73 responses
 - e. Strongly agree- 90 responses
3. Which of these current UNTHSC benefits are you aware of?
(Listed from most selected to least selected; all at greater than 70%)
 - 1) Valubility program
 - 2) Training and Development classes through Human Resources
 - 3) Employee Assistance Program (EAP) to help employees with family, legal or financial issues, substance abuse or other stressful events
 - 4) UNT Tuition Benefits for employees and their dependents
 - 5) Sick leave pool
 - 6) Leadership and coaching programs through the Office of People Development
 - 7) Wellness-initiatives through the Office of Health Promotion
4. What other current initiatives or benefits at UNTHSC do you feel contribute to making this a great place to work? (free response themes with at least 5 references)
 - 1) Employee Benefits
 - 2) Culture/people
 - 3) Wellness programs
 - 4) Leadership/coaching
 - 5) Professional development opportunities
 - 6) Community garden/ Sustainability program
 - 7) Volunteer time
 - 8) Childcare center
 - 9) Flexible schedules

Opportunities for improvement mentioned:

- *Leadership programs should be open to everyone*
- *People in leadership are not living our values*
- *Institutional communication needs improvement*

5. Please list one or two new benefits, programs, or initiatives that would help make UNTHSC a great place to work: (free response themes with at least 5 references)
- 1) Flexible schedule, telecommute, or work from home
 - 2) Leadership improvements and accountability
 - 3) Expanded tuition benefits
 - 4) Expanded wellness programs
 - 5) Child care benefits- discounts or sick bay for sick children
 - 6) Increased compensation
 - 7) Better workout facility/ more amenities
 - 8) Increased time off
 - 9) Leader development for all employees
 - 10) More dining options
 - 11) Increased communication/ transparency
 - 12) Improved parking
 - 13) Paid paternity leave

Valubility Section:

6. On a scale from 0-10, how likely are you to recommend the Valubility program to a friend or colleague?
- Valubility Net Promoter Score: 6.44 Mean, 10.0 Mode, 7.0 Median
7. Given a high 5 in the last 6 months
- a. Yes- 61%
 - b. No- 39%
8. If you have participated in Valubility by giving a high 5, why? (free response themes)
- 1) Recognize
 - 2) Say “thank you”
 - 3) Encourage
 - 4) Appreciation
- Opportunities for improvement mentioned:*
- *Participated due to peer pressure*
 - *Wanted to reward someone whose effort was routinely unnoticed*
9. If you have not participated in Valubility by giving a high 5, why not? (free response themes with at least 3 references due to lower number of responses)
- 1) Busy/ no opportunity
 - 2) Department culture
 - 3) Lack of access
 - 4) Say “thank you” in other ways
 - 5) Silly/ popularity contest
10. How can we improve the Valubility program? (free response themes with at least 5 references)
- 1) More information (about winners, how to submit, etc)
 - 2) Used at all levels of the organization
 - 3) Program online/ electronic high 5s
 - 4) Accumulate points or rewards
 - 5) Encourage leaders to participate/ live our values
 - 6) Honor more individuals
 - 7) Stop popularity contest/ visible symbols

Vendor Relations Section:

11. Have you made a UNTHSC purchase in the last 6 months? (yes/no)
 - a. Yes- 46%
 - b. No- 54%

12. Have you participated in the Values Based Vendor Relations Program?
 - a. I have participated in a survey for the program- 50%
 - b. I have worked with or discussed a vendor related issue with the Vendor Relations Team- 47%
 - c. Other- 27%
 - Help set up protocol
 - Fair
 - Not familiar/ neither

13. How can we improve our relationships between vendors and UNTHSC? (All comments)
 - 1) Raise visibility
 - 2) Highlight vendors
 - 3) Increase awareness
 - 4) Make vendor payments on time
 - 5) Work with BSC
 - 6) Award vendors
 - 7) No time to participate
 - 8) No impact on purchases

Values-based hiring Section:

14. Please select the most recent timeframe that you participated on a hiring team:
 - a. In the last month- 16%
 - b. In the last 3 months- 13%
 - c. In the last 6 months- 10%
 - d. In the last 12 months- 13%
 - e. I have not participated on a hiring team at UNTHSC in the last 12 months- 16%
 - f. I have never participated on a hiring team at UNTHSC- 32%

15. Did you use the Values-based hiring process (PeoplePix)? (Respondents who answered a-d on question 14)
 - a. Yes- 71%
 - b. No- 29%

16. What did you like about the Values-based hiring process? (free response themes from those who answered “yes” on question 15; at least 5 references):
 - 1) Formal structure for interviewing and hiring candidates
 - 2) Behavioral questions/real examples
 - 3) Values-alignment/ culture fit
 - 4) Team-based interviewing and hiring

17. What opportunities for improvement are there for the Values-based hiring process? (free response themes from those who answered “yes” on question 15; at least 3 references):
 - 1) Increase competency/skills questions and focus
 - 2) Training follow up
 - 3) Need more people trained
 - 4) Amount of time in training/access to training

18. If you did not use PeoplePix, what prevented you from using it? (free response themes from those who answered “no” on question 15; at least 3 references):
- 1) Not trained
 - 2) Not aware/ not available
 - 3) Time sensitive/length of training

Leadership Development Section:

19. Do you feel you are being developed for positions with increased leadership responsibility?
- a. Yes- 45%
 - b. No- 55%
20. How are you being developed for increased leadership responsibility? (Those who selected “yes” on question 19; Answers from greatest to least, could select multiple):
- 1) Through self-development
 - 2) By their direct supervisors
 - 3) Through coaching
 - 4) Through assignments with increased responsibility
 - 5) Through conferences/workshops
 - 6) Through training
 - 7) Through committee involvement
 - 8) By peers
 - 9) By someone other than their direct supervisor
 - 10) Other: L125, Fellows, Mentorship, Division growth
21. Select your agreement with the following statement: I am interested in programs that prepare me for increased leadership responsibility.
- a. Strongly disagree- 6 Reponses
 - b. Disagree- 4 Reponses
 - c. Neither agree nor disagree- 21 Reponses
 - d. Somewhat agree- 49 Reponses
 - e. Strongly agree- 123 Reponses
22. What types of leadership development programs would you commit to participate in? (from greatest to least)
- 1) Formal- during work hours
 - 2) Formal- Elective model
 - 3) Informal- As needed workshops
 - 4) Formal- Cohort model
 - 5) Informal- open enrollment
 - 6) Formal program- Application based enrollment
 - 7) Formal Program- Partially during work hours, partially outside of work hours
 - 8) Formal Program- Outside of work hours

Coaching Section:

23. Are you being coached by your immediate supervisor? (select all that apply)
- Formal coaching with a coaching plan- 57%
 - Formal coaching without a coaching plan- 10%
 - Informal coaching- 42%
 - No- coached by someone other than my immediate supervisor- 4%
 - No- I am not being coached by anyone at UNTHSC- 19%
24. When was the last time you were formally coached? (those who indicated they were coached in question 23)
- In the last month- 22%
 - In the last 3 months- 52%
 - In the last 6 months- 21%
 - In the last year- 5%
 - More than a year has passed- 1%
25. How would you describe the focus of your most recent formal coaching sessions?(from greatest to least selected; check all that apply)
- Future-focused, looked at my growth opportunities and strengths
 - Collaborative
 - Focused on performance strengths
 - Past-focused, looked at accomplishments and achievements
 - Self-led
 - Focused on performance weaknesses
 - Supervisor-led
 - Other (please specify)- self evaluation, not participated

Thank you for reviewing Our Values Initiatives Survey. The Office of People Development and the Values Initiatives teams are committed to the continued improvement of our programs and the incorporation of your feedback. If you have any questions, comments, or concerns, please contact OPD@unthsc.edu.