

Summary of TOH-related evaluations

Please note that all of the surveys summarized below are real opportunities for UTC employees to provide feedback and input regarding ongoing efforts to improve the Total Organizational Health of our university. Please remember to respond to these surveys yourself and to encourage others with whom you work to do likewise. Not responding greatly limits your opportunity to make your voice heard.

- **July 18 – Aug 1: Great Places to Work survey** – This survey is sent to a random sample of approximately 5000 UT system employees. It is designed to evaluate the extent to which employees generally feel UTC is a great place to work. As such, the questions on this survey are about general attitudes and feelings about work experiences within the system, at UTC more specifically, and in our particular work roles. The data from this survey are used to compare UTC to other campuses within the UT system and to broader benchmarks. Data should be available for reporting within a month or so after collection.
- **September 15 – October 1: McLean survey** – This survey is sent to all staff employees throughout the UT system. The focus of this survey is on employee engagement, but its questions also provide indications of many other elements to this Total Organizational Health initiative, including perceptions of communication, support, sense of mission, etc. The data from this survey are used to compare all UT campuses to each other and to the system overall, as well as a set of national benchmarks. Data should be available for reporting within two months after collection.
- **November 6 – 15: UTC Total Organizational Health progress check** – This survey is managed in-house by the team leading the Total Organizational Health initiative and it is distributed to all employees. The focus is specifically on the 10 “buttons” or aspects of the Total Organizational Health model that is being used to structure the various intervention efforts across campus. As a result, these data provide the clearest and closest indication of the extent to which these efforts are working (and if not, what might need to be changed to make them work better). These data are used only internally and will be compared over time to other progress checks and to other indicators of Total Organizational Health from the other surveys noted in this list. Because this survey is managed internally, data will be available for reporting within a few weeks of collection.
- **Late February 2023: COACHE survey** – This survey is sent to all faculty employees and focuses on attitudes about working at UTC in the main areas of faculty work (teaching, research, service). Questions also explore perceptions of support, communication, trust, and many other factors closely linked to the Total Organizational Health initiative objectives. The data from this survey are compared to system and national benchmarks as an indication of the quality of faculty work experience at UTC. Data should be available for reporting within a month or so after collection.
- **April 8 – 17: UTC Total Organizational Health progress check** – See description above for the November progress check administration (this is the same survey, repeated two times per year to all UTC employees).