

Employee engagement survey results and next steps

June 5, 2026

To the UT Southwestern Community:

Thank you to everyone who participated in this year's Values in Practice employee engagement survey. Nearly 16,000 employees and clinical faculty shared their perspectives – contributing nearly 18,000 comments – resulting in a 70% response rate among those eligible to participate. Our overall engagement score remains high at 78, significantly exceeding the academic medical center benchmark. Your collective feedback provides important insights into where we are performing well and where we can focus to improve your experience working at UT Southwestern. That understanding helps us better support you in your daily work.

Your survey responses clearly demonstrate that UTSW employees share a profound sense of purpose, confidence in our future, and a deep commitment to our institution. Scores related to communication and continuous improvement also significantly exceeded benchmark levels, reflecting progress in those areas.

While employees see strength in how we communicate our overall direction and priorities, many are asking for more timely updates about decisions that affect their day-to-day work, along with greater consistency across departments and shifts. There is also a strong interest in more direct engagement from leaders and greater transparency in decision-making.

Feedback on our culture continues to highlight many strengths, including respect, teamwork, and a commitment to excellence. The results also point to opportunities to strengthen team alignment, expand flexibility where feasible, and further reinforce a sense of belonging throughout the institution.

Employee experience is another important area of focus. While many respondents noted improvements in workload and expressed appreciation for our benefits and flexibility, they also called for continued attention to work-life balance, awareness and accessibility of available resources, and opportunities for growth and development. We are committed not only to listening but to translating your feedback into action.

Over the coming weeks, department leaders will review the results with their teams and identify next steps. We look forward to continuing this work together.

Thank you again for your participation and for everything you do to make UT Southwestern a very special place to work, learn, discover, and heal.

Daniel K. Podolsky, M.D.
President
UT Southwestern Medical Center