

Values in Practice Engagement Survey

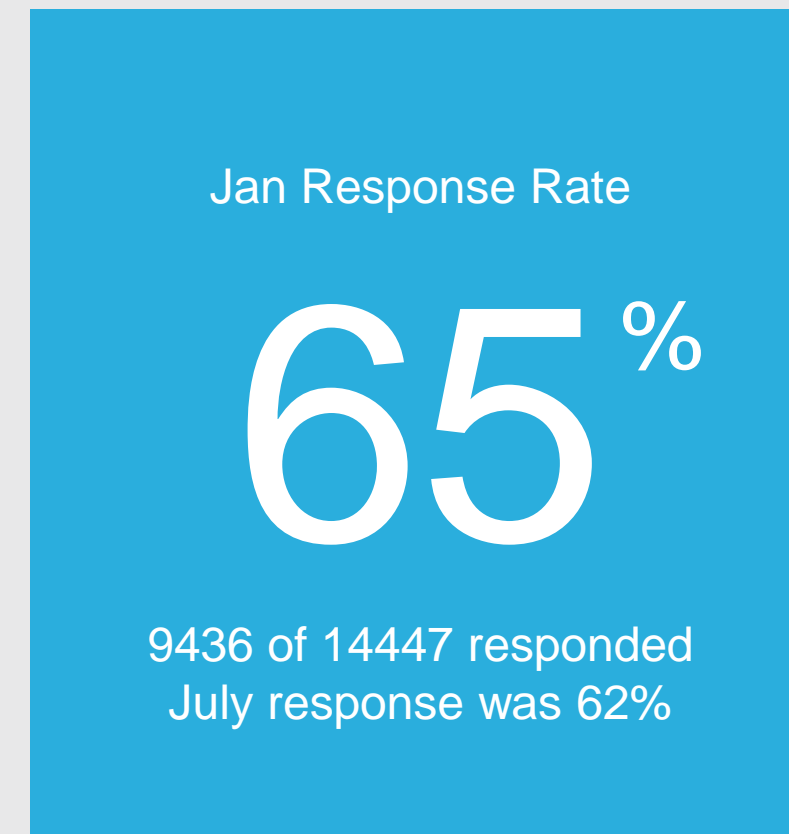
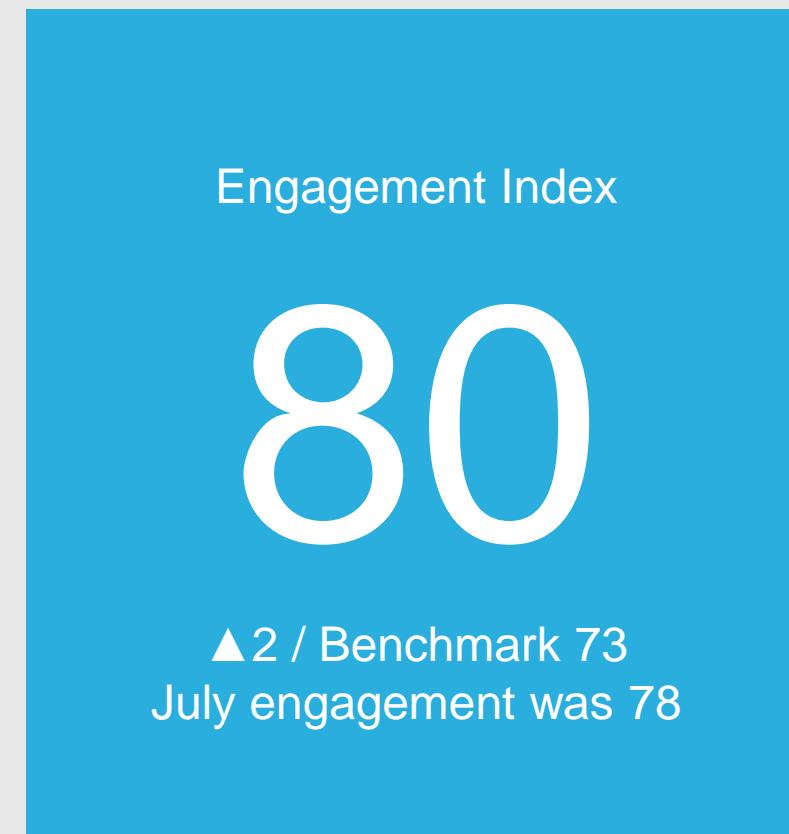


Values in Practice Employee Engagement Pulse (January 20th through February 2nd)

High-level Overall Summary

February 3, 2020

Survey Overview (final data 2/3/2020)



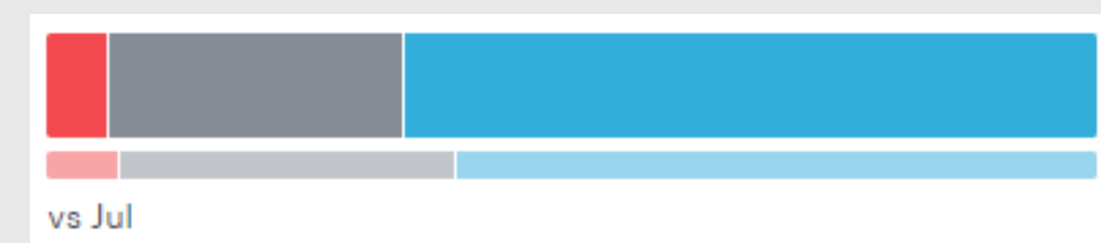
RESPONSES

9,436

ENGAGEMENT FAVORABILITY*

65%

(▲4 / 61% in July)



ITEMS ABOVE
BENCHMARK

6

ITEMS BELOW
BENCHMARK

1

Scores
Increased

8

Scores
Decreased

0

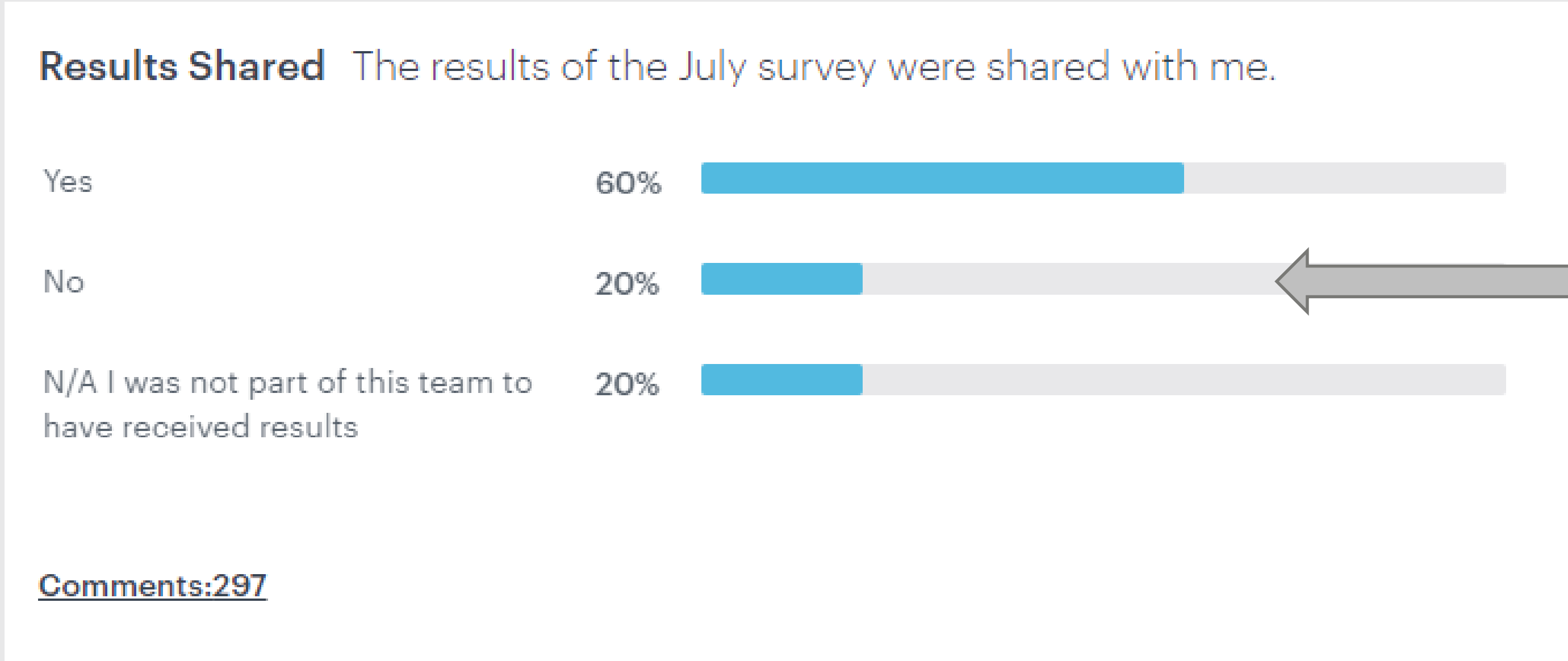
- Survey Administration: Jan 20 – Feb 2, non-faculty employees
- The overall Engagement score is 80, an increase of +2 points over July and +7 points above the AMC benchmark.
- Response rate 65%, +3 points over the July administration
- Engagement favorability was 65%, up from 61% in July, with few unfavorable responses (6%)
- 8 Item Brief Pulse:
 - All item scores improved
 - Decision Making +4 over July
 - Speak My Mind improved +1, but still lagging -2 to AMC benchmark
 - Action taking improved +1, and is on par with the AMC benchmark

*Note: Engagement Index comprised of 2 items: “I would recommend UT Southwestern as a great place to work, and “How happy are you working at UT Southwestern?”

Pulse Survey Item Level Scores (final data 2/3/2020)

Name	Score ↓	vs Benchmark	Change	% Favorable	Comments	Question
Engagement	80	+7	▲2	65%	1148	2 Questions Jan 20, 2020
Recommend	81	+7	▲2	67%	448	I would recommend UTSW as a great place to work. Jan 20, 2020
eSat	78	+6	▲2	62%	700	How happy are you working at UT Southwestern? Jan 20, 2020
Team	79	+3	▲3	66%	616	I am satisfied with my work team. Jan 20, 2020
Recognition	69	+3	▲1	52%	506	I feel satisfied with the recognition or praise I receive for my work. Jan 20, 2020
Decision Making	67	+2	▲4	42%	616	Overall, I am satisfied with how decisions are made at UT Southwestern. Jan 20, 2020
Speak My Mind	67	-2	▲1	50%	512	I feel free to speak my mind without fear of negative consequences. Jan 20, 2020
Action Taking	63	0	▲1	41%	505	I believe meaningful action has been taken as a result of this survey. Jan 20, 2020

Custom Item: Sharing of Results (final data as of 2/3/2020)



Focus Area for improvement Post-Pulse Survey

20% of employees report they did not have the results of the July survey shared with them.

Many employee comments stated that they frankly didn't remember the results being shared, or that they only received an All Campus email, suggesting that direct managers have **an opportunity and responsibility** to improve the survey communication process and the emphasis they put on garnering and responding to employee feedback.