



Higher Education Excellence

The Higher Education Excellence Survey was created in a partnership with institutional researchers, faculty, and staff from institutions of high learning. This survey is based on the established Survey of Organizational Excellence, and is tailored specifically to fit the unique needs of the Higher Education community. The survey assists leadership by providing information about workforce issues ultimately impacting the quality of service delivered. With a rapid turnaround time, data reports provide contemporary insights into the dimensions capturing the total work environment. Understanding these issues is vital to attracting and retaining a skilled faculty and staff and are essential to the strategic planning process. Above all, the Survey is about promoting excellence through participation, accountability, and employee engagement.

Survey Framework: The Survey assessment is a framework that captures the campus workplace community and consists of five workplace dimensions and 20 constructs. The constructs are designed to profile organizational areas of strength and concern so that interventions are targeted appropriately and strategically. The survey is available in English and Spanish.

Dimensions and related *Constructs*

<u>Work</u>	<u>Accommodations</u>	<u>Organization</u>	<u>Information</u>	<u>Personal</u>
<i>Supervisor Fairness Team Diversity</i>	<i>Fair Pay Work Setting Benefits Employee Development</i>	<i>Change Oriented Goal Oriented Holographic Strategic Quality</i>	<i>Internal Availability External</i>	<i>Job Satisfaction Time and Stress Burnout Empowerment</i>

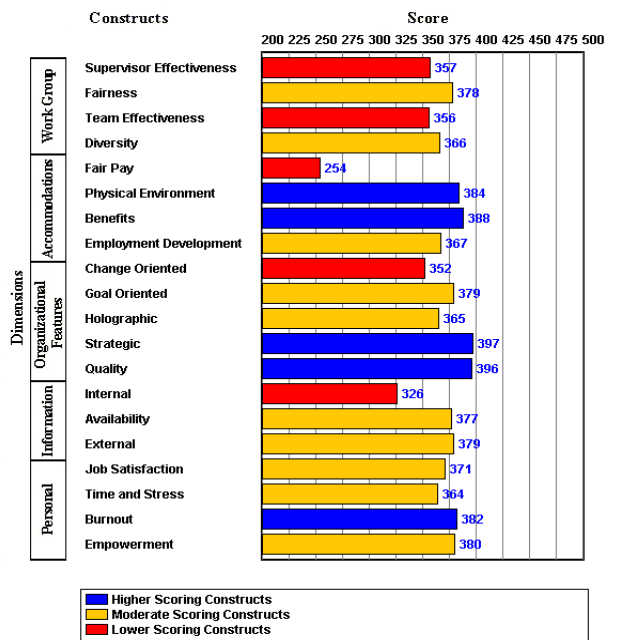


Reporting and Analysis Across Institutional Divisions:

Full color reports including analysis are provided for the institution as a whole, as well as for each college, unit, or department. Faculty/Staff comparisons are reported along with other distinguishing categories. Up to 20 customized items may be added to gain additional perspectives.

Benchmarking and Accreditation: Benchmark data gives a practical way to measure performance against other institutions of higher learning. Internal and External benchmarks may help identify target issues on which to base intervention strategies.

Retain Your Most Valuable Assets: Faculty and Staff are the key to running successful programs. Addressing their concerns will help you hold on to the competent individuals who draw quality students and maintain quality programs.



View the survey items at www.survey.utexas.edu/he