

Exempt Staff Council & Employee Relations Committee
Joint Meeting
July 26, 2023
Southern Writers' Room, UTC Library

Meeting Description: Meeting was planned and held among members of both the Exempt Staff Council and Employee Relations Committee, to receive an informative overview of UTC's Total Organizational Health Initiatives campuswide, with a brief question & answer portion.

Guest Speaker: Dr. Chris Cunningham, Guerry Professor & UC Foundation Professor, Industrial-Organizational & Occupational Health Psychology

Total Organizational Health Overview & Presentation: Dr. Chris Cunningham presented the joint meeting with an overview of the campuswide Total Organizational Health initiative, plans for supplemental evaluations, a summary of efforts and progress to date, and next steps for the program's and university's future. A TOH task force currently exists, which is comprised of various members of leadership, faculty, and staff from all divisions and units of campus, and their objectives surround using evidence-based practices to gather and disseminate data regarding staff engagement and well-being. Factors of which include protection from harm, connection & community, work-life harmony, mattering at work, and opportunities for growth. Using the IGLOO model, the TOH efforts have been involved in gathering data from various employee surveys to inform these efforts at furthering the overall safety and well-being of UTC faculty and staff, thereby enhancing the student experience.

Several questions were raised regarding the timeline of efforts and data collection efforts, and concerns regarding privacy were shared as well. Most of the surveys that solicit feedback from employees are entirely anonymous, and those that are not anonymous are displayed as such upon navigating them.

Dr. Cunningham also addressed a concern that, while similar efforts have been seemingly ongoing for years before this roll-out, the strategic accumulation of TOH as a cohesive concept and program is aimed at effecting real, visible change in the lives of employees.

Timeline of TOH Surveys & Assessments:

- July 18 – August 1: *Great Places to Work Survey* – This survey is distributed to a random sample of around 5,000 UT System employees. Its purpose is to assess how employees generally perceive UTC as a workplace. The questions focus on overall attitudes and experiences related to working within the System, at UTC specifically, and in their individual roles. The collected data will be used to compare UTC to other campuses within the UT System and to broader industry standards. The results should be ready for reporting approximately one month after the survey is completed.
- September 15 – October 1: *McLean Survey* – This survey is distributed to all staff employees across UT System. While its primary focus is on employee engagement, the questions also address various aspects of the TOH initiative, such as communication, support, sense of mission, and more. The survey data will be used to compare the different UT campuses to one another and to the System, as well as to national benchmarks. The results should be ready for reporting within two months of data collection.
- November 6 – 15: *UTC Total Organizational Health Progress Check* – This survey is conducted by the team overseeing the TOH initiative and is distributed to all employees. It focuses specifically on the 10 key elements, or "buttons," of the Total Organizational Health model, which guides various intervention efforts across the campus. Therefore, the data collected provides the clearest insight into how well these efforts are working and, if not, what changes might be needed to improve them. The data is used internally and will be compared over time to other progress assessments and indicators of Total Organizational Health from the other surveys mentioned. Since the survey is managed in-house, the results will be available for reporting within a few weeks of data collection.
- Late February 2023: *COACHE Survey* – This survey is distributed to all faculty members and centers on their attitudes toward working at UTC, particularly in the key areas of teaching, research, and service. It also examines perceptions of support, communication, trust, and other factors closely related to the goals of the Total Organizational Health initiative. The data from this survey will be compared to system-wide and national benchmarks to assess the quality of the faculty work experience at UTC. Results should be available for reporting approximately one month after data 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).

Next ESC Meeting: Wednesday, September 20, 2023

