

DATA POINT

AN ITEM OF FACTUAL INFORMATION DERIVED FROM MEASUREMENT OR RESEARCH

FEBRUARY 2019

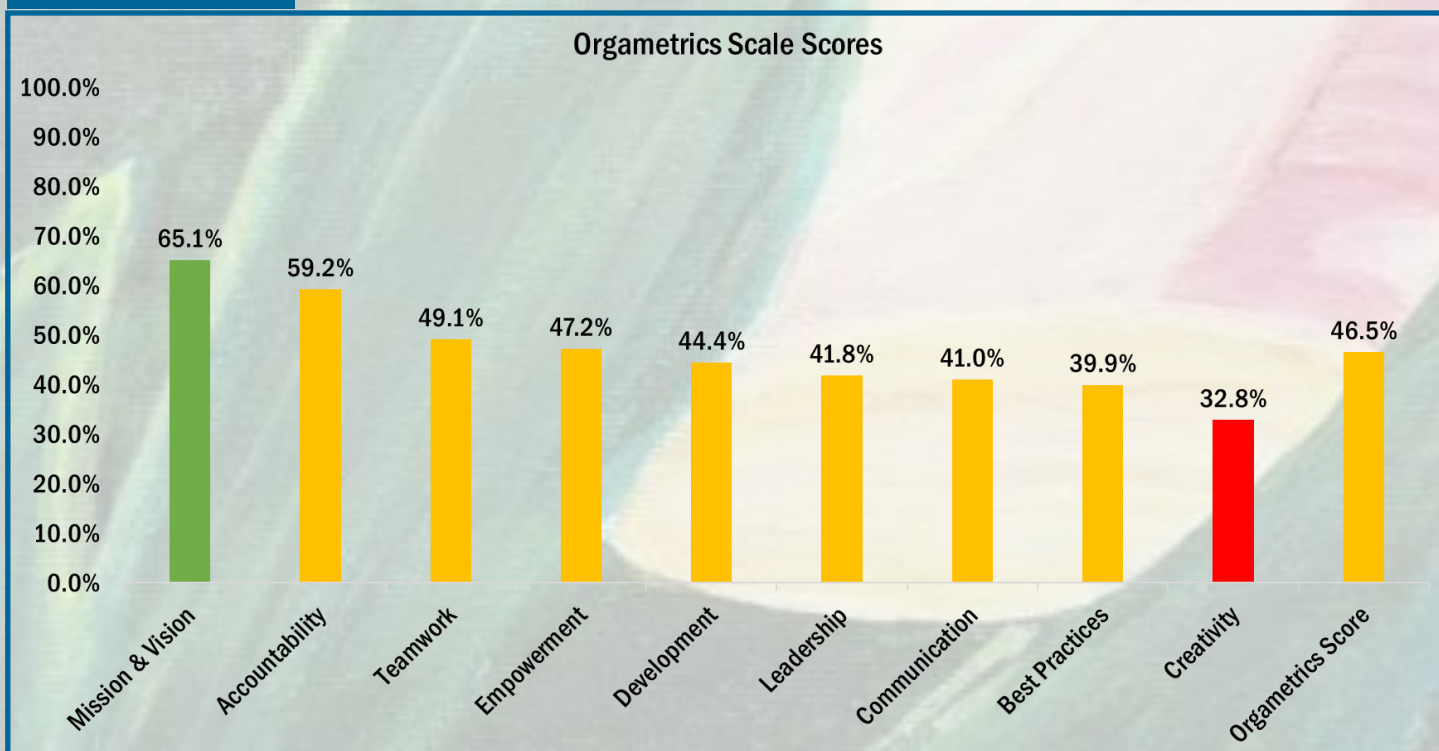
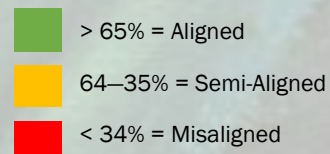
A NEW SURVEY INSTRUMENT: ORGAMETRICS

Figure 26-1: Fall 2018 SPC overall Orgametrics scale scores

Data Source: Orgametrics data review results

**Institutional Planning, Research & Effectiveness**

- **Dr. Maria Hinojosa, Director**
- **Rhonda Johnson, Statistical Research Specialist**
- **Sonia Valdez, Coordinator of Measurement & Evaluation**
- **Shanna Bradford, Administrative Services Specialist**

MEASURING ORGANIZATIONAL ALIGNMENT

As seen in the overall Orgametrics scale scores (Figure 26-1, above), SPC employees determined alignment in Mission and Vision and semi-alignment in all but one of the remaining scales (Creativity). By definition, responses in the semi-aligned range (35–64%) “are not bad, but they are also not ‘good enough.’”

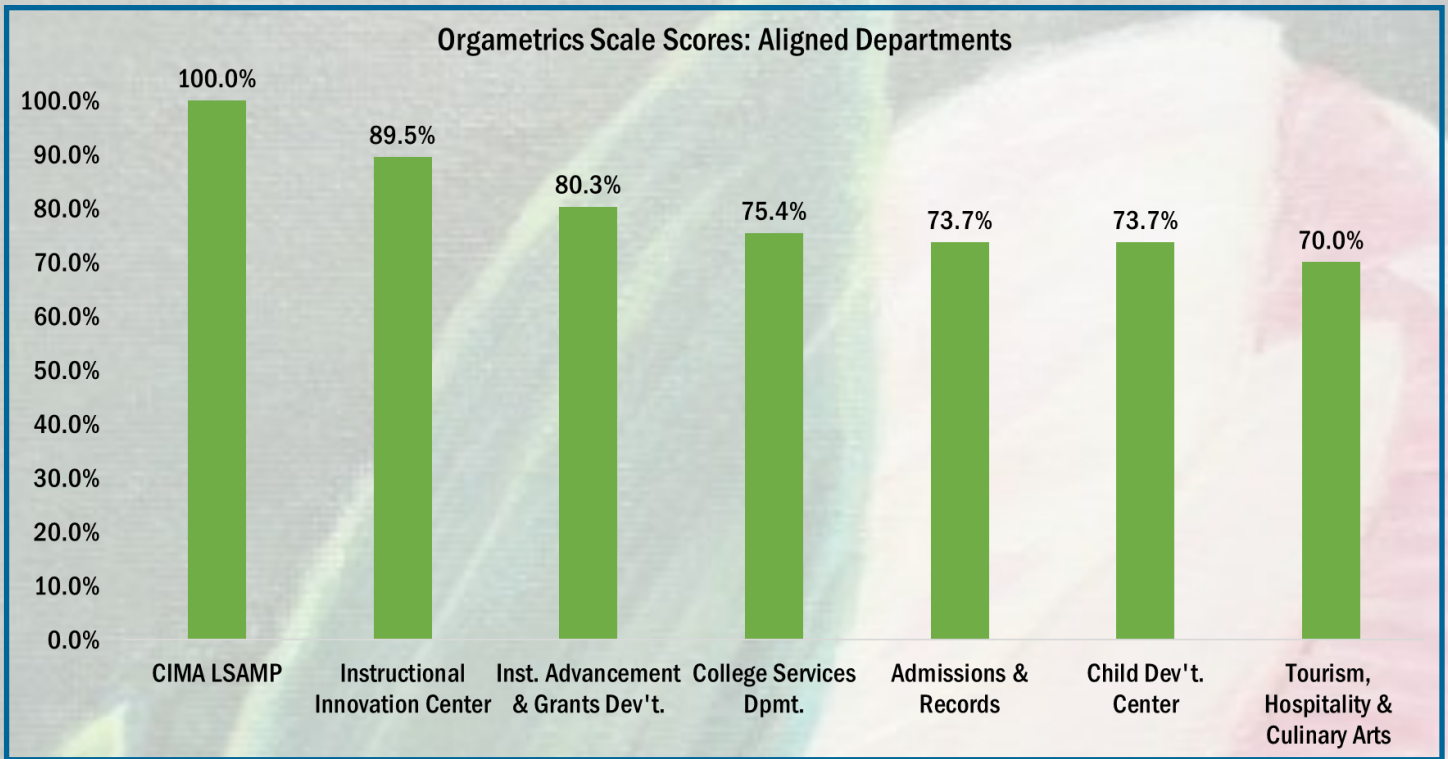


Figure 26-1: Fall 2018 SPC Orgametrics scale scores by highest departmental alignment
 Data Source: Orgametrics data review results

ALIGNMENT BY DEPARTMENT

All of the departments featured in *Figure 26–2* (above) achieved overall scale scores indicating alignment, or a score of >65%. All seven departments additionally indicated alignment in mission & vision, accountability, and empowerment. Teamwork, development, and leadership were deemed aligned in six of these departments and semi-aligned in the remaining one(s). Only one department showed misalignment in communications, while best practices and creativity were divided between aligned and semi-aligned.



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