



TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER.
EL PASO

Office of Institutional Research *and* Effectiveness

Office of Institutional Research and Effectiveness

2016 TTUHSC El Paso Staff Satisfaction Survey

Results Summary

Note: This report is for internal TTUHSC El Paso use only. The descriptive statistics were not analyzed for statistical significance; therefore, results may not be generalizable. All results should be interpreted with caution.

Executive Summary

Response Rate

- **1,339 unduplicated staff members with TTUHSC e-mail addresses**
- **441 respondents completed the survey**
- **32.9% response rate for Spring 2016 staff members with active TTUHSC e-mail addresses**

Respondent Demographics

The 2016 TTUHSC El Paso Staff Satisfaction Survey was conducted over the course of three weeks in March 2016. A link to the online survey was distributed via email to all staff on the employee distribution list (n=1339). A total of 441 staff self-selected to complete the survey (32.9% response rate). Participants were informed of the voluntary nature of the survey and were assured as to the anonymity of their responses. 27% of respondents selected the Paul L. Foster School of Medicine (PLFSOM) and 2% selected the Gayle Greve Hunt School of Nursing (GGHSON) as their primary TTUHSC El Paso school affiliation. 3% selected the Graduate School of Biomedical Sciences (GSBS), 55% selected "Institutional" and 13% selected "Other" as their primary affiliation.

Method

In order to determine the survey population, an active faculty report was generated from Banner HR by staff at the Office of Institutional Research and Effectiveness (OIRE). This report was compared against faculty email distribution lists maintained by staff at the PLFSOM and the GGHSON, and updated appropriately to ensure all currently employed staff were included.

Survey questions were originally developed by Texas Tech University Health Sciences Center Lubbock and modified for TTUHSC El Paso in 2015. Modifications were based on a review of surveys used by other institutions of higher education, as well as input from departments across TTUHSC El Paso. The final survey was reviewed and approved by the President of TTUHSC El Paso.

The survey was administered via the subscription service Qualtrics, an online service software that provides an external online site for the development and delivery of the survey. Qualtrics provides an anonymous link to the survey, which was included in the email sent to all staff on the TTUHSC El Paso employee distribution lists. The anonymous link does not collect any personal information on the participant and cannot be linked to an individual IP address. Respondents return their online surveys to Qualtrics.com and the de-identified data is warehoused at this site. Secured access to the data is available to OIRE staff via user authentication. One reminder email was sent out weekly for a period of three weeks, in order to bolster response rate. All data is reported in aggregate format.

Overall results less than a value of five were not reported in order to maintain the confidentiality of respondents. The descriptive statistics presented in this report were not analyzed for statistical significance; therefore, results may not be generalizable. All results should be interpreted with caution.

Internal Use Only

Q1 Which TTUHSC El Paso school are you primarily affiliated with?

Answer	%	Count
GGHSON	2.03%	12
GSBS	2.54%	15
PLFSOM	27.46%	162
Institutional	55.08%	325
Other	12.88%	76
Total	100%	590

Q2 Please indicate the degree to which you agree with each of the following statements about TTUHSC El Paso:

Question: Mission/ Policies and Procedures	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
I am aware of TTUHSC El Paso's vision, mission, and goals.	1.47%	8	0.37%	2	0.92%	5	8.09%	44	50.00%	272	39.15%	213	544
I think TTUHSC El Paso is following its vision and mission.	1.29%	7	1.85%	10	2.77%	15	13.84%	75	48.15%	261	32.10%	174	542
TTUHSC El Paso policies and practices ensure fair treatment for employees.	2.97%	16	5.57%	30	5.38%	29	17.25%	93	41.19%	222	27.64%	149	539
TTUHSC El Paso policies and practices give me the flexibility to balance my work and personal life.	2.22%	12	2.41%	13	5.00%	27	17.96%	97	41.85%	226	30.56%	165	540
Summary Statistics				Minimum	Maximum	Mean	Std Deviation	Count					
I am aware of TTUHSC El Paso's vision, mission, and goals.				1.00	6.00	5.22	0.85	544					
I think TTUHSC El Paso is following its vision and mission.				1.00	6.00	5.02	0.97	542					
TTUHSC El Paso policies and practices ensure fair treatment for employees.				1.00	6.00	4.71	1.25	539					
TTUHSC El Paso policies and practices give me the flexibility to balance my work and personal life.				1.00	6.00	4.86	1.11	540					

Q3 Please indicate the degree to which you agree with each of the following statements about TTUHSC El Paso:

Question: Institutional Leadership	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
TTUHSC El Paso senior leadership is receptive to staff input.	3.49%	17	6.98%	34	10.68%	52	24.23%	118	37.58%	183	17.04%	83	487
TTUHSC El Paso senior leadership recognizes staff accomplishments.	4.46%	22	6.49%	32	12.58%	62	22.11%	109	35.90%	177	18.46%	91	493
Staff is given opportunities to evaluate TTUHSC El Paso senior leadership.	12.37%	58	16.20%	76	13.43%	63	18.34%	86	28.57%	134	11.09%	52	469
Senior leadership provides a clear direction for TTUHSC El Paso's future.	4.68%	23	6.72%	33	8.35%	41	25.05%	123	39.31%	193	15.89%	78	491
Senior leadership regularly models TTUHSC El Paso values.	3.10%	15	6.20%	30	8.88%	43	20.04%	97	46.28%	224	15.05%	75	484
Senior leadership communicates openly about important matters.	4.88%	24	7.52%	37	9.15%	45	24.19%	119	38.62%	190	15.65%	77	492
I believe what I am told by senior leadership.	4.07%	20	4.27%	21	10.16%	50	23.17%	114	41.06%	202	17.28%	85	492

Summary Statistics	Minimum	Maximum	Mean	Std Deviation	Count
TTUHSC El Paso senior leadership is receptive to staff input.	1.00	6.00	4.37	1.27	487
TTUHSC El Paso senior leadership recognizes staff accomplishments.	1.00	6.00	4.34	1.33	493
Staff is given opportunities to evaluate TTUHSC El Paso senior leadership.	1.00	6.00	3.68	1.59	469
Senior leadership provides a clear direction for TTUHSC El Paso's future.	1.00	6.00	4.35	1.30	491
Senior leadership regularly models TTUHSC El Paso values.	1.00	6.00	4.47	1.22	484
Senior leadership communicates openly about important matters.	1.00	6.00	4.31	1.32	492
I believe what I am told by senior leadership.	1.00	6.00	4.45	1.24	492

Q4 Please indicate your level of agreement with each of the following statements about TTUHSC El Paso:

Question: Institutional Pride	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		Total
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	
There is a sense that we are all on the same team at TTUHSC El Paso.	5.82%	29	12.45%	45	12.45%	62	22.89%	114	32.13%	160	17.67%	88	498
I am proud to be part of TTUHSC El Paso.	0.40%	2	0.60%	3	1.59%	8	9.36%	47	37.85%	190	50.20%	252	502
Summary Statistics			Minimum	Maximum	Mean	Std Deviation	Count						
There is a sense that we are all on the same team at TTUHSC El Paso.			1.00	6.00	4.19	1.41	498						
I am proud to be part of TTUHSC El Paso.			1.00	6.00	5.34	0.81	502						

Q5 Please indicate your level of agreement with each of the following statements about your department:

Question: Department Satisfaction	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
The mission or purpose of my department makes me feel my job is important.	1.63%	8	2.04%	10	4.29%	21	15.31%	75	37.76%	185	38.98%	191	490
My department's procedures are fair and equitable to all.	5.09%	25	5.91%	29	8.55%	42	17.52%	86	35.64%	175	27.29%	134	491
My department's procedures are transparent and open for discussion.	5.71%	28	5.10%	25	8.98%	44	17.14%	84	36.12%	177	26.94%	132	490
My immediate supervisor (chair, associate dean, dean, etc.) helps me obtain the resources I need.	2.64%	13	4.88%	24	5.89%	29	13.62%	67	35.98%	177	36.99%	182	492
My work environment is generally free from distractions.	3.45%	17	6.69%	33	7.91%	39	15.42%	76	44.22%	218	22.31%	110	493
I have a voice in the decision-making that affects the direction of my department.	6.65%	32	12.06%	58	8.52%	41	21.62%	104	29.52%	142	21.62%	104	481
My department does a good job of keeping employees informed about campus wide news and events.	2.86%	14	6.75%	33	6.13%	30	20.65%	101	39.67%	194	23.93%	117	489
My department has adequate staff to achieve our goals.	6.29%	31	10.55%	52	11.36%	56	22.31%	110	32.45%	160	17.04%	84	493
My department has adequate faculty to achieve our goals.	5.36%	21	4.85%	19	7.40%	29	20.66%	81	40.05%	157	21.68%	85	392
Promotions in my department are based on a person's performance.	11.31%	50	9.28%	41	11.09%	49	18.10%	80	30.09%	133	20.14%	89	442
Summary Statistics					Minimum	Maximum	Mean	Std Deviation	Count				
The mission or purpose of my department makes me feel my job is important.					1.00	6.00	5.02	1.08	490				
My department's procedures are fair and equitable to all.					1.00	6.00	4.55	1.39	491				
My department's procedures are transparent and open for discussion.					1.00	6.00	4.54	1.40	490				

2016 Staff Satisfaction Survey
Results Summary

My immediate supervisor (chair, associate dean, dean, etc.) helps me obtain the resources I need.	1.00	6.00	4.86	1.26	492
My work environment is generally free from distractions.	1.00	6.00	4.57	1.29	493
I have a voice in the decision-making that affects the direction of my department.	1.00	6.00	4.20	1.51	481
My department does a good job of keeping employees informed about campus wide news and events.	1.00	6.00	4.59	1.26	489
My department has adequate staff to achieve our goals.	1.00	6.00	4.15	1.44	493
My department has adequate faculty to achieve our goals.	1.00	6.00	4.50	1.33	392
Promotions in my department are based on a person's performance.	1.00	6.00	4.07	1.61	442

Q6 Please indicate the degree to which you agree with each of the following statements about your department:

Question: Department Satisfaction	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Issues of low performance are addressed in my department.	4.86%	22	7.51%	34	9.71%	44	17.88%	81	39.07%	177	20.97%	95	453
I receive feedback from my immediate supervisor that helps me improve my work performance.	3.56%	17	3.77%	18	6.90%	33	18.62%	89	37.87%	181	29.29%	140	478
Staff in my department work well together.	4.99%	24	5.61%	27	5.61%	27	15.80%	76	40.75%	196	27.23%	131	481
I can count on staff to cooperate across departments.	4.01%	19	3.38%	16	6.33%	30	20.68%	98	43.04%	204	22.57%	107	474
In my department, we communicate openly about issues that impact each other's work.	6.07%	29	7.74%	37	8.58%	41	17.78%	85	36.82%	176	23.01%	110	478
There is regular and open communication among faculty, administration, and staff.	5.39%	25	7.33%	34	9.70%	45	23.49%	109	36.85%	171	17.24%	80	464
There is collaboration among staff within my department.	2.95%	14	4.01%	19	8.23%	39	17.72%	84	44.09%	209	23.00%	109	474
There is collaboration among staff across departments.	4.09%	19	3.02%	14	8.84%	41	26.29%	122	41.81%	194	15.95%	74	464
I feel that the climate and opportunities for female staff in my department are at least as good as those for male staff.	3.56%	16	3.12%	14	5.57%	25	8.46%	38	47.22%	212	32.07%	144	449
I feel that the climate and opportunities for minority staff in my department are at least as good as those for non-minority staff.	3.49%	16	3.92%	18	5.23%	24	8.71%	40	49.02%	225	29.63%	136	459
Overall, my department is a good place to work.	1.48%	7	3.17%	15	5.29%	25	14.16%	67	36.58%	173	39.32%	186	473
Summary Statistics			Minimum	Maximum	Mean	Std Deviation	Count						
Issues of low performance are addressed in my department.			1.00	6.00	4.42	1.37	453						
I receive feedback from my immediate supervisor that helps me improve my work performance.			1.00	6.00	4.71	1.26	478						

2016 Staff Satisfaction Survey
Results Summary

Staff in my department work well together.	1.00	6.00	4.63	1.35	481
I can count on staff to cooperate across departments.			4.63	1.22	474
In my department, we communicate openly about issues that impact each other's work.	1.00	6.00	4.41	1.44	478
There is regular and open communication among faculty, administration, and staff.	1.00	6.00	4.31	1.36	464
There is collaboration among staff within my department.	1.00	6.00	4.65	1.20	474
There is collaboration among staff across departments.	1.00	6.00	4.47	1.19	464
I feel that the climate and opportunities for female staff in my department are at least as good as those for male staff.	1.00	6.00	4.89	1.21	449
I feel that the climate and opportunities for minority staff in my department are at least as good as those for non-minority staff.	1.00	6.00	4.85	1.22	459
Overall, my department is a good place to work.	1.00	6.00	4.99	1.13	473

Q7 Please indicate the degree to which you agree with each of the following statements about your job/position:

Question: Job Satisfaction	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		Total
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	
My current job makes good use of my skills and abilities.	1.06%	5	3.18%	15	3.82%	18	11.89%	56	44.80%	211	35.24%	166	471
At work I have the opportunity to do what I do best every day.	0.42%	2	3.40%	16	3.40%	16	11.89%	56	44.16%	208	36.73%	173	471
My colleagues value my contributions.	1.09%	5	4.15%	19	3.49%	16	14.63%	67	47.60%	218	29.04%	133	458
My immediate supervisor values my contributions.	3.66%	17	3.01%	14	4.73%	22	14.41%	67	36.56%	170	37.63%	175	465
I am confident in my ability to do my job well.	0.42%	2	0.00%	0	0.63%	3	2.96%	14	35.31%	167	60.68%	287	473
My immediate supervisor supports my efforts to balance my work and personal life.	1.94%	9	1.51%	7	4.30%	20	10.32%	48	38.92%	181	43.01%	200	465
My immediate supervisor supports me when I need to take earned leave (vacation, sick, etc.) time.	1.93%	9	0.64%	3	2.79%	13	7.51%	35	38.41%	179	48.71%	227	466
My department immediate supervisor seems to care about me as a person.	3.48%	16	1.30%	6	3.48%	16	13.26%	61	34.35%	158	44.13%	203	460
Summary Statistics					Minimum	Maximum	Mean	Std Deviation	Count				
My current job makes good use of my skills and abilities.					1.00	6.00	5.02	1.04	471				
At work I have the opportunity to do what I do best every day.					1.00	6.00	5.06	1.00	471				
My colleagues value my contributions.					2.00	6.00	4.91	1.06	458				
My immediate supervisor values my contributions.					1.00	6.00	4.90	1.25	465				
I am confident in my ability to do my job well.					1.00	6.00	5.55	0.66	473				
My immediate supervisor supports my efforts to balance my work and personal life.					1.00	6.00	5.12	1.07	465				
My immediate supervisor supports me when I need to take earned leave (vacation, sick, etc.) time.					2.00	6.00	5.26	0.99	466				
My department immediate supervisor seems to care about me as a person.					1.00	6.00	5.06	1.18	460				

Q8 Please indicate the degree to which you agree with each of the following statements about your job/position:

Question: Job Satisfaction	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
I am always treated fairly by my immediate supervisor.	2.58%	12	3.23%	15	5.16%	24	10.75%	50	38.92%	181	39.35%	183	465
I know what is expected of me in my position.	0.64%	3	1.07%	5	0.86%	4	7.94%	37	39.48%	184	50.00%	233	466
I am given the responsibility and freedom to do my job.	1.09%	5	2.83%	13	4.13%	19	8.70%	40	35.65%	164	47.61%	219	460
My colleagues are committed to doing quality work.	1.31%	6	1.96%	9	3.92%	18	13.07%	60	46.62%	214	33.12%	152	459
When I offer a new idea, I believe it will be fully considered	2.41%	11	3.28%	15	5.25%	24	22.32%	102	39.82%	182	26.91%	123	457
I receive appropriate recognition from my immediate supervisor for my individual contributions.	3.70%	17	3.05%	14	6.75%	31	21.57%	99	35.73%	164	29.19%	134	459
The annual evaluation process accurately measures my job performance.	5.13%	22	4.20%	18	7.93%	34	22.38%	96	36.13%	155	24.24%	104	429
Our recognition and awards programs are meaningful to me.	4.44%	19	4.91%	21	6.54%	28	21.26%	91	39.49%	169	23.36%	100	428

Summary Statistics	Minimum	Maximum	Mean	Std Deviation	Count
I am always treated fairly by my immediate supervisor.	1.00	6.00	4.98	1.19	465
I know what is expected of me in my position.	1.00	6.00	5.35	0.83	466
I am given the responsibility and freedom to do my job.	1.00	6.00	5.18	1.06	460
My colleagues are committed to doing quality work.	1.00	6.00	5.01	1.00	459
When I offer a new idea, I believe it will be fully considered	1.00	6.00	4.75	1.15	457
I receive appropriate recognition from my immediate supervisor for my individual contributions.	1.00	6.00	4.70	1.25	459
The annual evaluation process accurately measures my job performance.	1.00	6.00	4.53	1.33	429
Our recognition and awards programs are meaningful to me.	1.00	6.00	4.57	1.29	428

Q9 Overall, how would you rate your workload?

Answer	%	Count
Too light	0.00%	0
Light	2.36%	11
About right	47.32%	221
Heavy	44.11%	206
Too heavy	6.21%	29
Total	100%	467

Q10 Please indicate the degree to which you are satisfied with each of the following:

Question: Benefits and Resources	Completely Dissatisfied		Dissatisfied		Slightly Dissatisfied		Slightly Satisfied		Satisfied		Completely Satisfied		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Salary/Compensation	6.10%	28	10.89%	50	14.38%	66	29.85%	137	28.76%	132	10.02%	46	459
Health benefits package	0.67%	3	1.11%	5	4.43%	20	16.19%	73	49.89%	225	27.72%	125	451
Retirement benefits package	0.69%	3	0.69%	3	1.84%	8	13.13%	57	57.14%	248	26.50%	115	434
Effectiveness of local Human Resources services	4.63%	21	7.05%	32	9.25%	42	16.74%	76	44.49%	202	17.84%	81	454
Office space/work space	3.48%	16	2.17%	10	6.74%	31	14.78%	68	46.52%	214	26.30%	121	460
Office equipment and supplies	0.65%	3	1.96%	9	3.70%	17	10.68%	49	52.94%	243	30.07%	138	459
Laboratory and/or research space	2.22%	3	0.00%	0	0.74%	1	7.41%	10	60.74%	82	28.89%	39	135
Space for meetings, conferences, and other collaborative activities	2.84%	13	2.84%	13	3.94%	18	14.44%	66	48.58%	222	27.35%	125	457
Physical campus environment (e.g., buildings, landscape, walkways)	1.54%	7	1.32%	6	2.42%	11	9.01%	41	51.21%	233	34.51%	157	455
Cleanliness/maintenance of my work environment	0.87%	4	0.22%	1	1.53%	7	8.73%	40	52.40%	240	36.24%	166	458
Sense of personal safety/security in the work environment	0.88%	4	1.10%	5	1.75%	8	6.58%	30	50.22%	229	39.47%	180	456
Clerical/administrative support	1.39%	6	1.39%	6	4.16%	18	12.70%	55	56.12%	243	24.25%	105	433
Summary Statistics			Minimum		Maximum		Mean		Std Deviation			Count	
Salary/Compensation			1.00		6.00		3.94		1.35			459	
Health benefits package			1.00		6.00		4.97		0.91			451	
Retirement benefits package			1.00		6.00		5.05		0.80			434	
Effectiveness of local Human Resources services			1.00		6.00		4.43		1.33			454	
Office space/work space			1.00		6.00		4.78		1.18			460	
Office equipment and supplies			1.00		6.00		5.03		0.91			459	
Laboratory and/or research space			1.00		6.00		5.11		0.86			135	
Space for meetings, conferences, and other collaborative activities			1.00		6.00		4.85		1.12			457	
Physical campus environment (e.g., buildings, landscape, walkways)			1.00		6.00		5.11		0.94			455	
Cleanliness/maintenance of my work environment			1.00		6.00		5.20		0.79			458	

2016 Staff Satisfaction Survey
Results Summary

Sense of personal safety/security in the work environment	1.00	6.00	5.23	0.85	456
Clerical/administrative support	1.00	6.00	4.94	0.94	433

Internal Use Only

Q11 Please indicate the degree to which you are satisfied with each of the following:

Question: Library Resources	Completely Dissatisfied		Dissatisfied		Slightly Dissatisfied		Slightly Satisfied		Satisfied		Completely Satisfied		Total
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	
Access to library resources	1.69%	3	0.56%	1	1.13%	2	3.95%	7	62.71%	111	29.94%	53	177
Accessibility of onsite library resources (e.g., books, journals)	1.84%	3	.061%	1	1.23%	2	5.52%	9	60.12%	98	30.67%	50	163
Accessibility of online library resources (e.g., books, journals online)	2.35%	4	0.59%	1	1.18%	2	4.71%	8	61.18%	104	30.00%	51	170
Accessibility of search software e.g., OVID, MD Consult, Micromedex)	2.67%	4	0.67%	1	1.33%	2	6.00%	9	60.67%	91	28.67%	43	150
Adequacy of library collection	0.70%	1	1.40%	2	1.40%	2	9.79%	14	61.54%	88	25.17%	36	143
Study facilities available in the library	1.97%	3	0.66%	1	1.32%	2	7.24%	11	63.16%	96	25.66%	39	152
Library hours of operation	0.63%	1	0.00%	0	1.26%	2	3.14%	5	68.55%	109	26.42%	42	159
Helpfulness of librarians	0.61%	1	0.00%	0	1.22%	2	2.44%	4	60.37%	99	35.37%	58	164
Overall adequacy of library resources	0.66%	1	0.66%	1	1.32%	2	3.95%	6	63.82%	97	29.61%	45	152

Summary Statistics	Minimum	Maximum	Mean	Std Deviation	Count
Access to library resources	1.00	6.00	5.15	0.83	177
Accessibility of onsite library resources (e.g., books, journals)	1.00	6.00	5.13	0.86	163
Accessibility of online library resources (e.g., books, journals online)	1.00	6.00	5.12	0.90	170
Accessibility of search software e.g., OVID, MD Consult, Micromedex)	1.00	6.00	5.07	0.94	150
Adequacy of library collection	1.00	6.00	5.06	0.80	143
Study facilities available in the library	1.00	6.00	5.06	0.87	152
Library hours of operation	1.00	6.00	5.18	0.64	159
Helpfulness of librarians	1.00	6.00	5.28	0.67	164
Overall adequacy of library services	1.00	6.00	5.18	0.72	152

Q12 Please indicate your level of satisfaction with each of the following statements:

Question: IT Resources	Completely Dissatisfied		Dissatisfied		Slightly Dissatisfied		Slightly Satisfied		Satisfied		Completely Satisfied		Total
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	
Technology support (IT Solution Center)	1.78%	8	2.22%	10	5.56%	25	15.33%	69	47.56%	214	27.56%	124	450
Interactive video broadcasting system (i.e., TechLink)	0.93%	3	1.55%	5	2.48%	8	11.80%	38	58.70%	189	24.53%	79	322
Audio Video equipment in classroom	0.92%	3	1.84%	6	1.84%	6	10.74%	35	59.20%	193	25.46%	83	326
Learning management system (e.g., Blackboard)	0.88%	2	0.88%	2	2.19%	5	13.16%	30	56.14%	128	26.75%	61	228
Course evaluation system	0.90%	2	1.35%	3	4.95%	11	15.77%	35	54.50%	121	22.52%	50	222
Summary Statistics		Minimum	Maximum	Mean	Std Deviation	Count							
Technology support (IT Solution Center)		1.00	6.00	4.87	1.06	450							
Interactive video broadcasting system (i.e., TechLink)		1.00	6.00	4.99	0.87	322							
Audio Video equipment in classroom		1.00	6.00	5.02	0.86	326							
Learning management system (e.g., Blackboard)		1.00	6.00	5.03	0.84	228							
Course evaluation system		1.00	6.00	4.89	0.91	222							

Q13 Overall, how satisfied are you with being an employee at TTUHSC El Paso?

Answer	%	Count
Completely Dissatisfied	0.44%	n < 5
Dissatisfied	1.32%	6
Somewhat Dissatisfied	2.85%	13
Somewhat Satisfied	13.38%	61
Satisfied	48.68%	222
Completely Satisfied	33.33%	152
Total	100%	456

Summary Statistics	Minimum	Maximum	Mean	Std Deviation	Count
Overall, how satisfied are you with being an employee at TTUHSC El Paso?	2.00	5.00	3.54	0.65	467

Q14 Please indicate your level of agreement when reading the following statement: I feel I have adequate time to devote to...

Question	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		Total
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	
My perceived job security in the current economy.	1.12%	5	1.79%	8	2.91%	13	18.12%	81	55.26%	247	20.81%	93	447
Prospect of career advancement.	4.34%	19	8.45%	37	9.82%	43	26.48%	116	36.07%	158	14.84%	65	438
Opportunities for professional development/training.	2.48%	11	7.66%	34	9.68%	43	22.97%	102	40.09%	178	17.12%	76	444
Summary Statistics			Minimum	Maximum	Mean	Std Deviation	Count						
My perceived job security in the current economy.			1.00	6.00	4.87	0.91	447						
Prospect of career advancement.			1.00	6.00	4.26	1.31	438						
Opportunities for professional development/training.			1.00	6.00	4.42	1.24	444						

Q15 Please indicate the extent to which each of the following aspects of WORK has been a source of stress for you over the past twelve months.

Question	Not at all		Somewhat		Extensive		Total
Committee and/or administrative responsibilities	48.01%	181	36.07%	136	15.92%	60	377
Review/promotion process	47.84%	177	37.30%	138	14.86%	55	370
Departmental or campus politics	45.78%	179	34.53%	135	19.69%	77	391
Unequal treatment	58.05%	238	23.17%	95	18.78%	77	410
Uncertain or undefined job expectations	58.85%	246	27.51%	115	13.64%	57	418
Lack of community at work	57.29%	228	30.65%	122	12.06%	48	398
Other, specify:	43.84%	32	17.81%	13	38.36%	28	73

Q16 In the last five years, while at TTUHSC El Paso, have you received outside official job offer(s)?

Answer	%	Count
Yes, and I took the offer(s) to my department head or dean.	4.84%	22
Yes, and I did not take the offer(s) to my department head or dean.	25.05%	114
No	70.11%	319
Total	100%	455

Q17 In the next three years how likely are you to leave TTUHSC El Paso, including for retirement?

Answer	%	Count
Very Unlikely	17.51%	80
Unlikely	28.88%	132
Somewhat Unlikely	14.00%	64
Somewhat Likely	22.98%	105
Likely	10.94%	50
Very Likely	5.69%	26
Total	100%	457

Summary Statistics	Minimum	Maximum	Mean	Std Deviation	Count
In the next three years how likely are you to leave TTUHSC El Paso, including for retirement?	1.00	6.00	2.98	1.47	457

Q18 To what extent, if at all, have you considered the following as reasons to leave in the next three years?

Question	Not at all		To a some extent		To a great extent		Total
To increase your salary	20.33%	86	35.93%	152	43.74%	185	423
To improve your prospect for tenure	57.04%	154	26.30%	71	16.67%	45	270
To enhance your career	21.46%	88	38.29%	157	40.24%	165	410
To find a more supportive work environment	50.25%	204	28.33%	115	21.43%	87	406
To increase your time to do research	73.30%	162	16.29%	36	10.41%	23	221
To pursue a nonacademic job	76.73%	244	16.35%	52	6.92%	22	318
To reduce stress	49.75%	201	33.42%	135	16.83%	68	404
To address child-related issues	78.12%	257	14.29%	47	7.60%	25	329
To address other family-related issues	69.71%	244	22.86%	80	7.43%	26	350
To improve the employment situation of your spouse or partner	76.11%	258	16.81%	57	7.08%	24	339
For health reasons	76.06%	286	17.29%	65	6.65%	25	376
Current appointment ending	92.38%	279	5.63%	17	1.99%	6	302
Retirement	77.08%	259	13.99%	47	8.93%	30	336
Other, Specify:	75.64%	59	12.82%	10	11.54%	9	78

Demographics

Q19 How many years have you worked at TTUHSC El Paso?

Answer	%	Count
Less than 1 year	18.43%	80
1 year	8.29%	36
2 years	10.60%	46
3 years	8.53%	37
4 years	7.83%	34
5 years	5.76%	25
6 years	4.61%	20
7 years	4.84%	21
8 years	4.38%	19
9 years	2.53%	11
10 years	4.15%	18
11 to 15 years	8.06%	35
16 to 20 years	5.76%	25
21 or more years	6.22%	27
Total	100%	434

Q20 How long have you been in your current position or rank at TTUHSC El Paso?

Answer	%	Count
Less than 1 year	28.57%	124
1 year	16.13%	70
2 years	12.21%	53
3 years	9.22%	40
4 years	7.83%	34
5 years	5.76%	25
6 years	3.69%	16
7 years	2.30%	10
8 years	3.00%	13
9 years	1.15%	5
10 years	2.30%	10
11 to 15 years	3.92%	17
16 to 20 years	2.07%	9
21 or more years	1.84%	8
Total	100%	434

Q21 What is your gender?

Answer	%	Count
Female	77.21%	332
Male	22.79%	98
Total	100%	430

Internal Use Only

Q22 What is your race and/or Ethnicity? Mark all that apply.

Answer	%	Count
American Indian or Alaska Native	1.64%	7
Asian	1.64%	7
Black or African American	0.94%	n < 5
Hispanic or Latino	83.33%	355
Native Hawaiian or Pacific Islander	0.23%	n < 5
White	18.54%	79
Other, specify:	2.11%	9
Total	100%	426