



TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER.
EL PASO

Office of Institutional Research *and* Effectiveness

Office of Institutional Research and Effectiveness

TTUHSC El Paso Faculty Satisfaction Survey

Three Year Report

Executive Summary

Table 1. TTUHSC Faculty Satisfaction Survey Three Year Response Rates

	2016	2017	2018
Surveys Delivered	323	290	334
Respondents	N = 137	N = 158	N = 112
Response Rates	42.4%	54.5%	33.5%

Method

TTUHSC EL Paso's Faculty Satisfaction Surveys were conducted over the course of three weeks in the Spring of 2016, 2017, and 2018. Each year, a link to the online surveys was distributed via email to all active faculty. Faculty self-selected to complete the surveys. Participants were informed of the voluntary nature of the surveys and were assured as to the anonymity of their responses.

In order to determine the survey population each year, 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 GGHSO, and updated appropriately to ensure all currently employed faculty 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 surveys were reviewed and approved by the President of TTUHSC El Paso. In addition, survey items are refined annually based on institutional data needs; therefore, certain items may not appear in each survey iteration. In cases where an item was not present in a survey, data is reported as not available ("n/a") and a note indicating the time of item introduction is included.

Surveys were administered via the subscription service Qualtrics, an online service software that provides an external online site for the development and delivery of the surveys. Qualtrics provides anonymous links to the surveys, which were included in the emails sent to all faculty on the TTUHSC El Paso employee distribution lists. The anonymous links do 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 rates for every iteration of the survey.

Analyses and Results

Descriptive analysis of the data from the three surveys was conducted in October 2018. Analyses were conducted to determine significant differences among survey items across the three survey iterations. Items that are significantly different at the .05 level are annotated in the corresponding data tables. Please also see Table 2 (p. 2) for an overview of these items. All data is reported in aggregate format. Overall

results with a respondent n of less than five were not reported, in order to maintain the confidentiality of participants. Combined levels of dissatisfaction or disagreement at or above 25% are highlighted in yellow in the tables. Please see Table 3 (p. 3) for an overview of the items that were at or above 25% combined levels of dissatisfaction or disagreement for all three survey iterations.

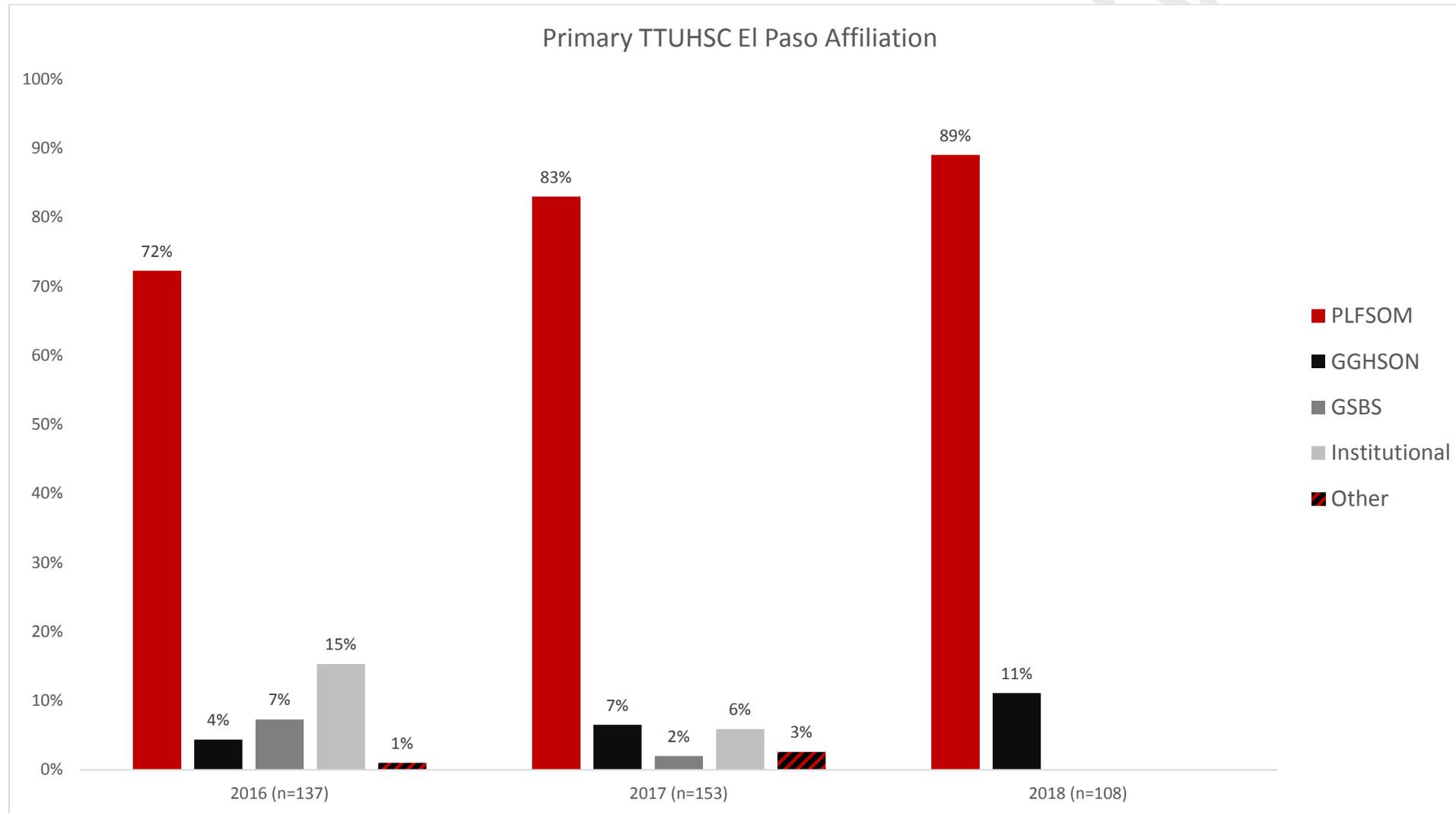
Table 2. TTUHSC El Paso Mean Differences Across Survey Iterations: 2016-2018

Item	Interpretation	p - value
Level of agreement Faculty is given opportunities to evaluate senior leadership.	Mean agreement levels significantly increased between 2016 and 2018.	.05
Level of agreement Senior leadership provides a clear direction for TTUHSC El Paso's future	Mean agreement levels significantly increased between 2016 and 2018.	.05
Level of agreement My immediate supervisor seems to care about me as a person.	Mean agreement levels significantly increased between 2016 and 2018.	.05
Level of value in the tenure process Teaching contributions	Mean value levels indicating "Undervalued" significantly increased between 2016 and 2017. Mean value levels indicating "Undervalued" significantly increased between 2016 and 2018.	.01 .05
Level of value in the tenure process Service and committee work	Mean value levels indicating "Undervalued" significantly increased between 2016 and 2017. Mean value levels indicating "Undervalued" significantly increased between 2016 and 2018.	.01 .01
Level of value in the tenure process Advising and mentoring	Mean value levels indicating "Undervalued" significantly increased between 2016 and 2017. Mean value levels indicating "Undervalued" significantly increased between 2016 and 2018.	.01 .01
Level of value in the tenure process Professional reputation	Mean value levels indicating "valued appropriately" significantly decreased in between 2016 and 2017.	.01
Sources of work stress Review/promotion process	Mean value levels indicating "Not at all" significantly increased between 2016 and 2018. Mean value levels show a pattern of movement toward "Not at all" a source of work stress between 2017 and 2018.	.05 .05

Table 3. TTUHSC El Paso Disagreement or Dissatisfaction levels At Or Above 25% Across All Survey Iterations: 2016-2018

Item	
Level of disagreement at or above 25%	<p>I have a voice in the decision-making that affects the direction of my department.</p> <p>My department has adequate faculty to achieve our goals.</p>
Level of dissatisfaction at or above 25%	<p>Criteria used to reach promotion decisions.</p> <p>Criteria used to reach tenure decisions.</p> <p>Annual evaluation process of faculty.</p> <p>Opportunities to develop research skills.</p> <p>Prospect of career advancement.</p> <p>Clarity of the merit pay process.</p> <p>Criteria used to reach merit pay.</p>

Q1 Please indicate your PRIMARY TTUHSC El Paso affiliation:



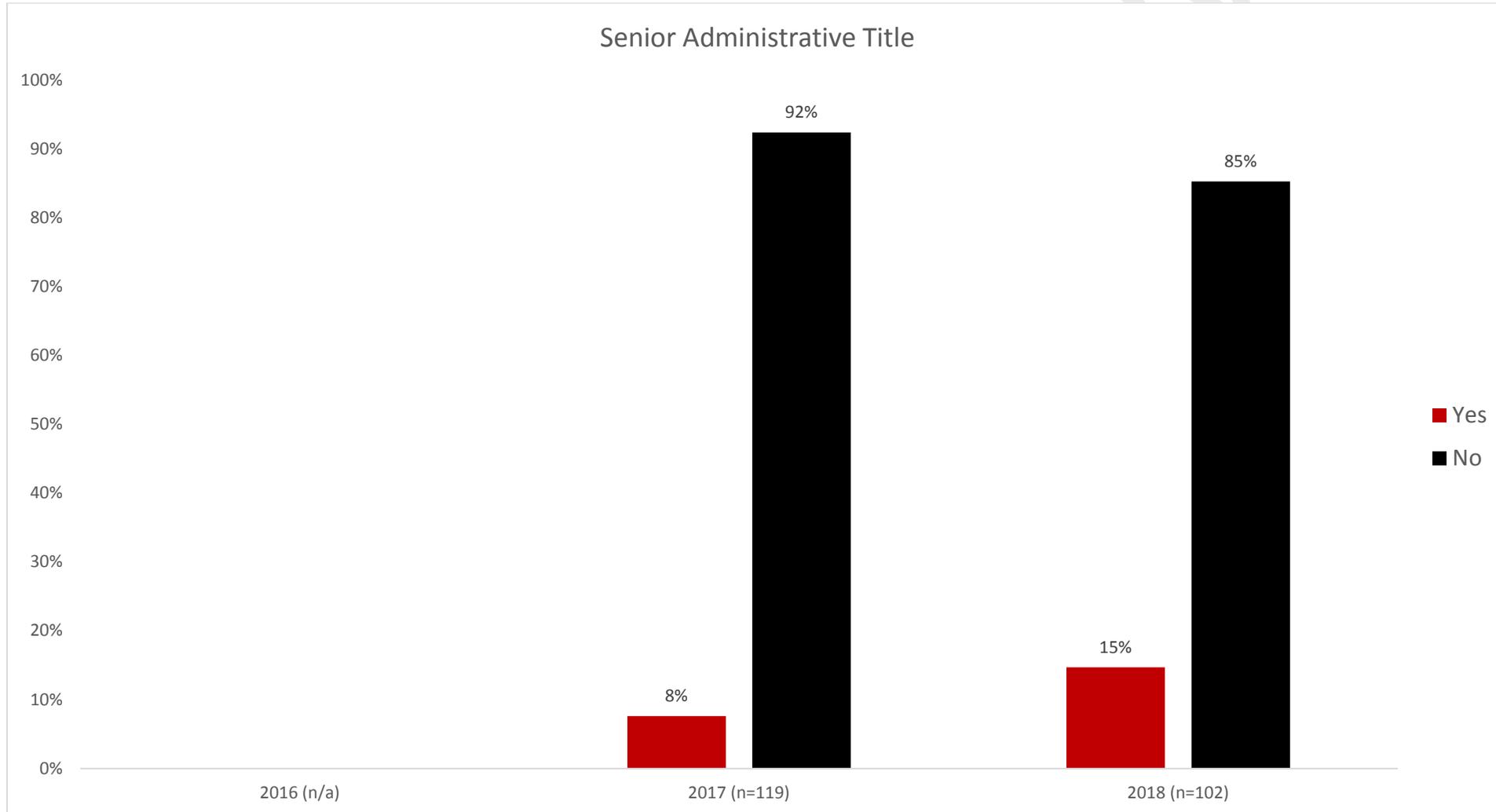
2018 Faculty Satisfaction Survey
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Answer	2016		2017		2018	
	%	n	%	n	%	n
GGHSON	4.4%	6	6.5%	10	11.1%	12
PLFSOM	72.3%	99	83.0%	127	88.9%	96
GSBS ^a	7.3%	21	2.0%	n < 5	n/a	n/a
Institutional ^b	15.3%	10	5.9%	9	n/a	n/a
Other ^b	0.7%	n < 5	2.6%	n < 5	n/a	n/a
Total	100%	137	100%	153	100%	108

^aNote: The 2018 iteration of the survey introduced “Primary” and “Secondary” affiliations, where only GGHSON and PLFSOM were options as primary affiliations. Those also affiliated with the GSBS had the option to select this school as a secondary affiliation, of which 75% of respondents did (n=9). The remainder chose “Other” as a secondary affiliation (n <5).

^bNote: The 2018 iteration of the survey removed “Institutional” and “Other” as response categories for primary affiliation, as TTUHSCEP faculty are all given primary appointments either in GGHSON or PLFSOM.

Q2 In addition to your faculty appointment, do you hold a senior administrative title, including Dean, Associate Dean, Assistant Dean, Vice President, and/or Department Chair or Vice Chair?



2018 Faculty Satisfaction Survey
Results Summary

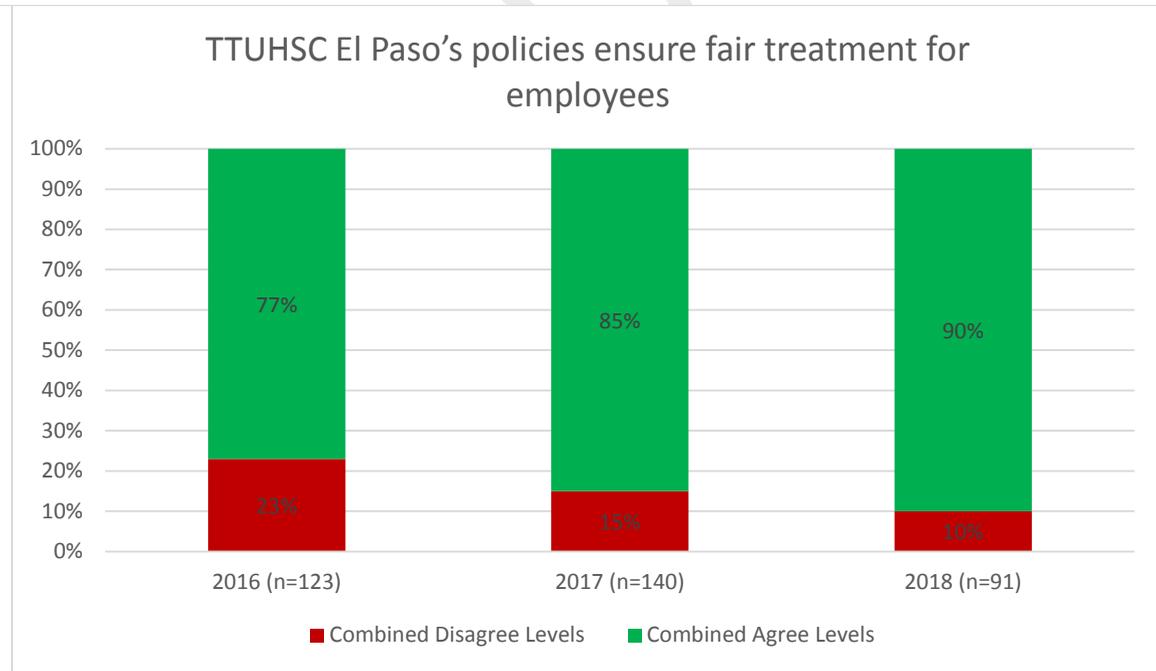
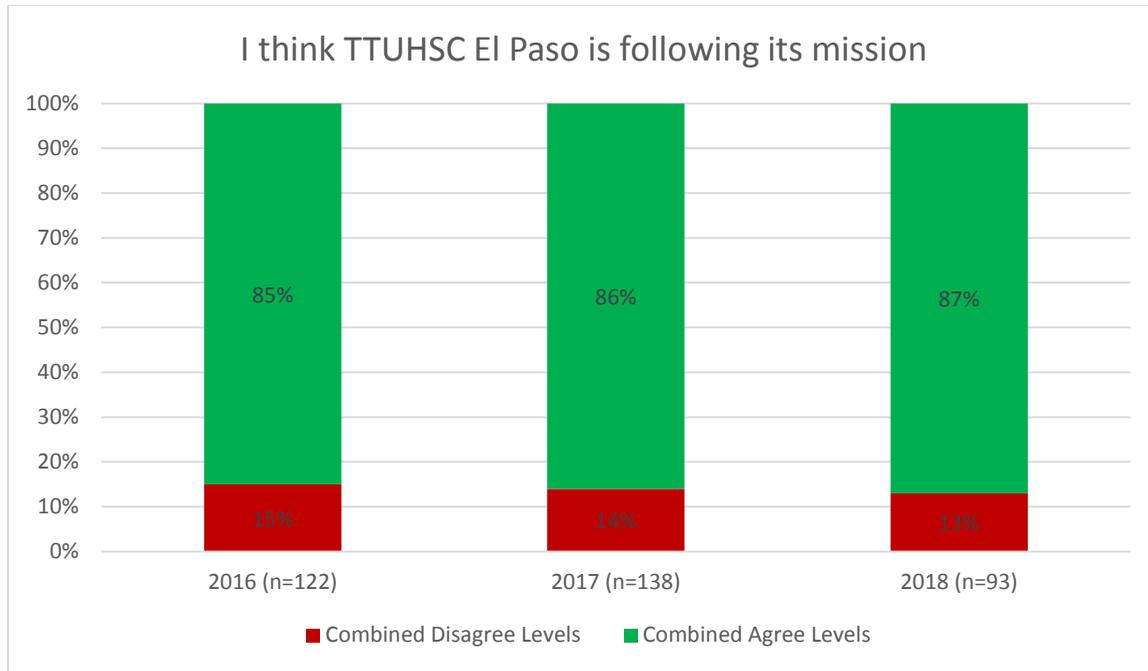
Answer	2016 ^a		2017		2018	
	%	n	%	n	%	n
Yes	n/a	n/a	7.6%	9	14.7%	15
No	n/a	n/a	92.4%	110	85.3%	87
Total	100%	n/a	100%	119	100%	102

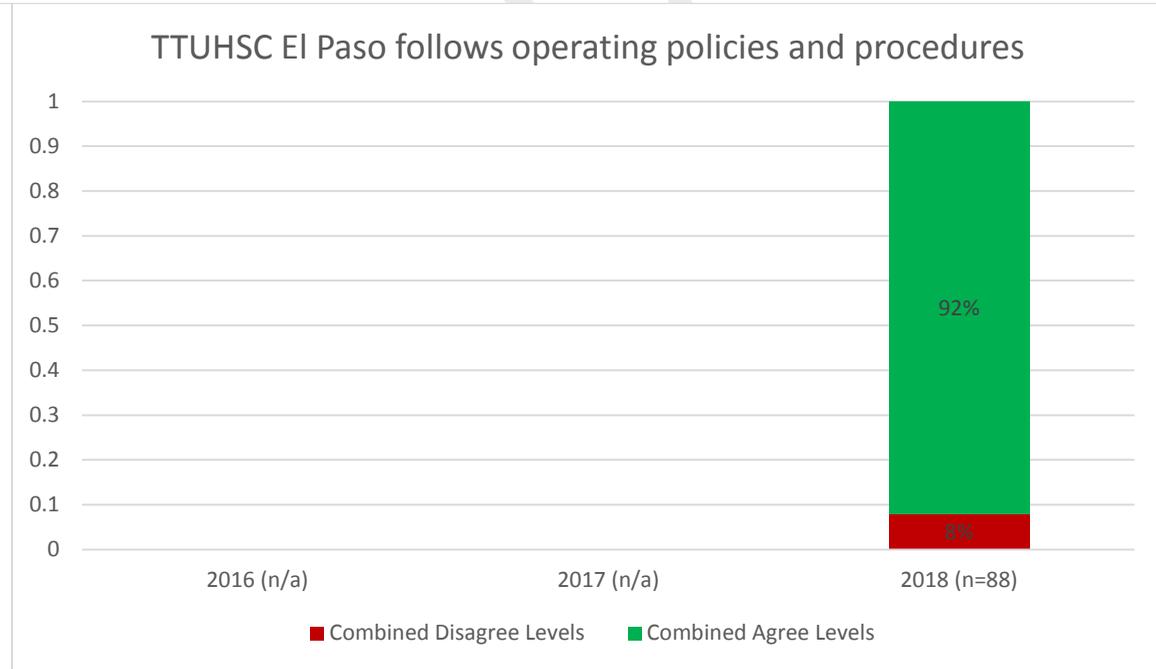
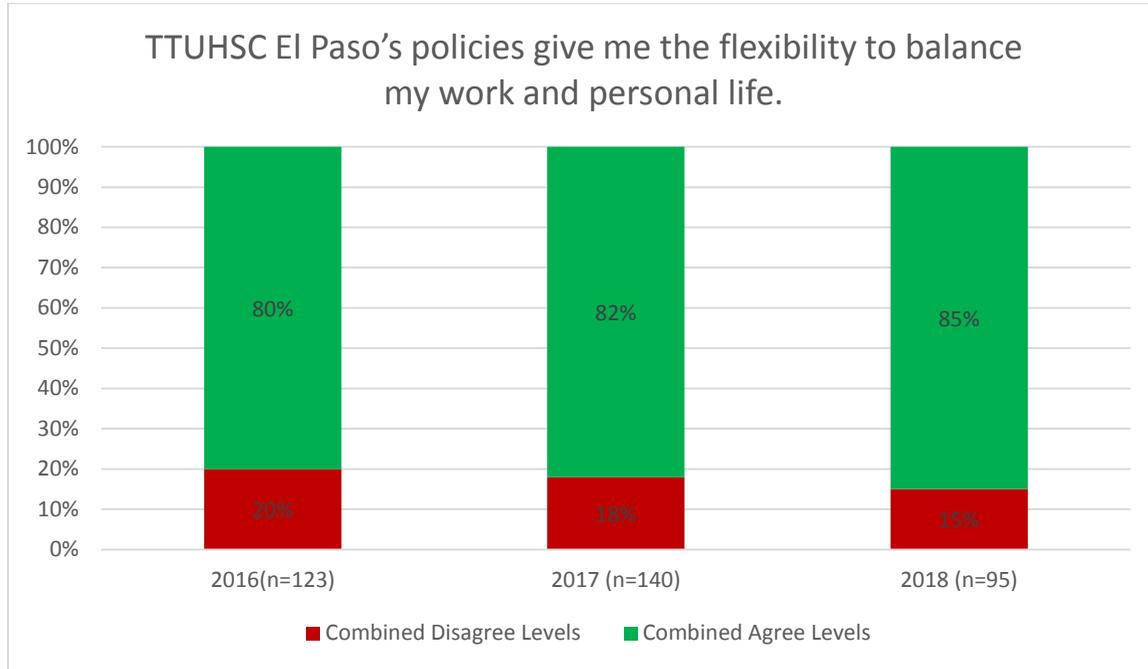
^aNote: This item was introduced in the 2017 iteration of the survey.

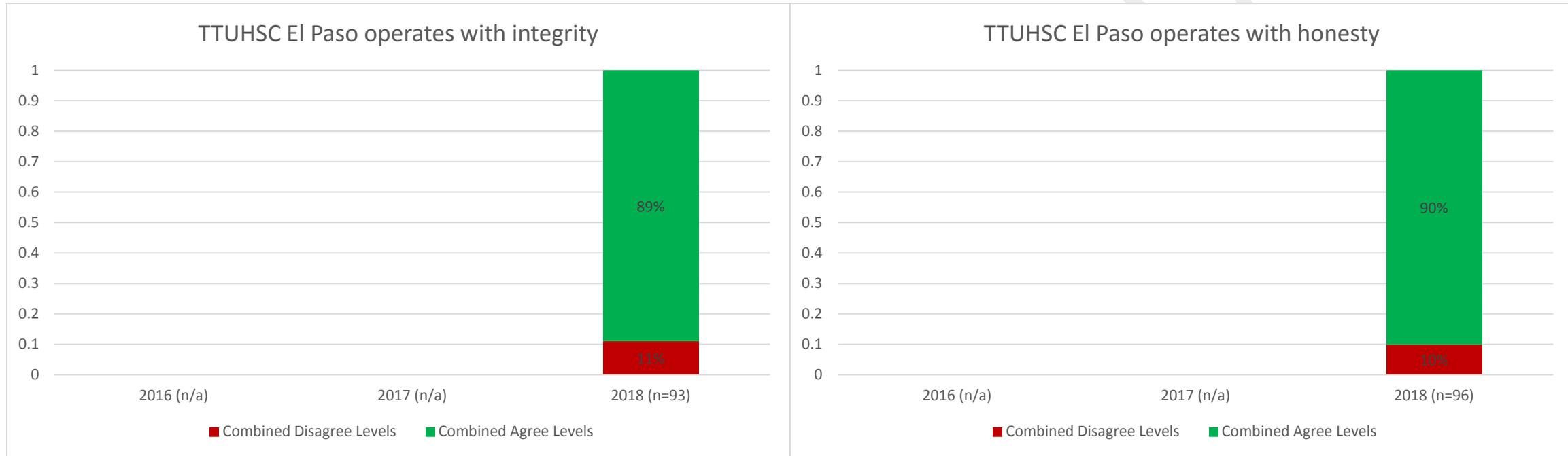
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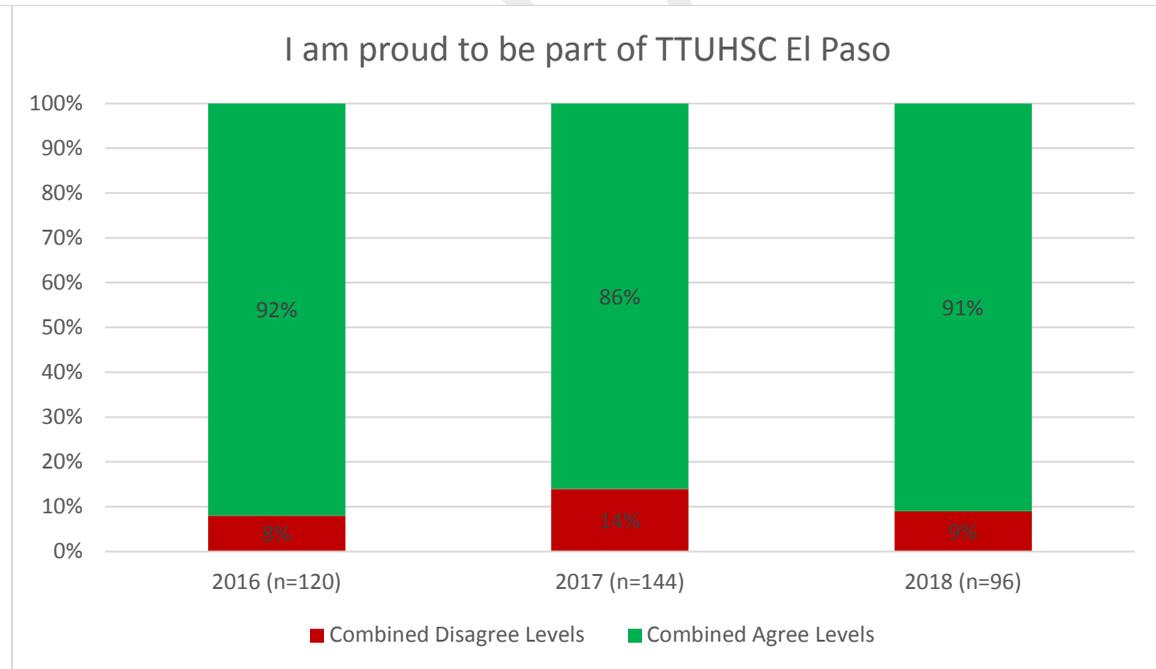
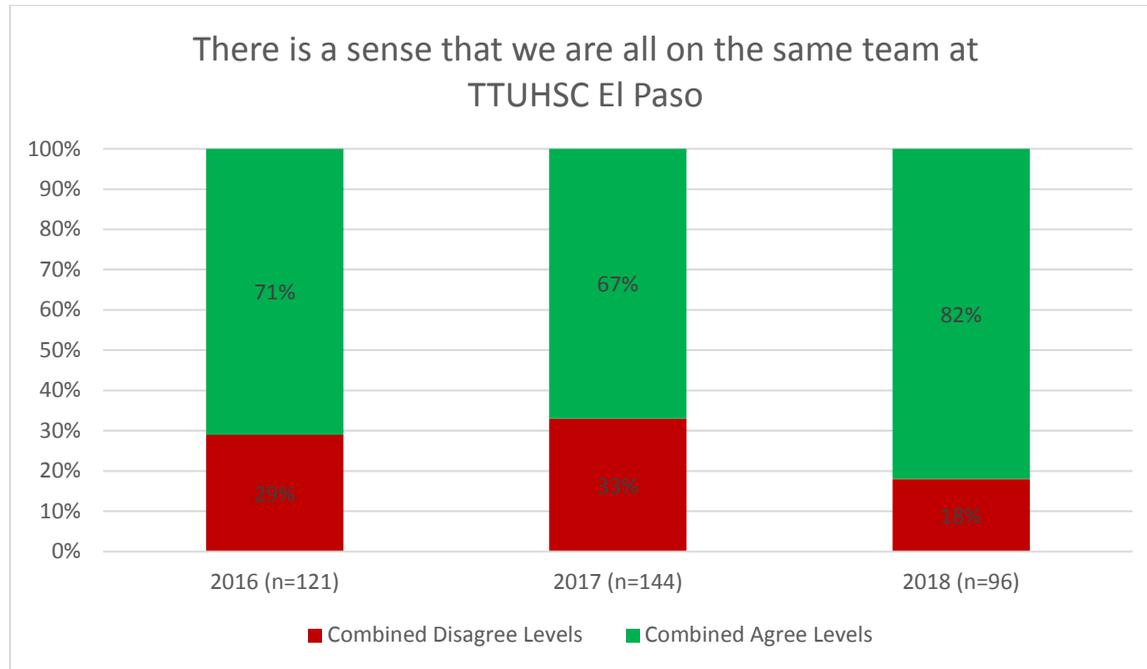
Q3 Please indicate the degree to which you agree with each of the following statements about TTUHSC El Paso:











2018 Faculty Satisfaction Survey
Results Summary

Summary Statistics: Mission/Policies	2016							2017							2018						
	Min.	Max.	Mean	Std Dev.	n	Combined Disagree Levels	Combined Agree Levels	Min.	Max.	Mean	Std Dev.	n	Combined Disagree Levels	Combined Agree Levels	Min.	Max.	Mean	Std Dev.	n	Combined Disagree Levels	Combined Agree Levels
I am aware of TTUHSC El Paso's mission.	1.0	6.0	5.2	0.9	124	4.8%	95.2%	2.0	6.0	5.2	0.9	145	4.8%	95.2%	1.0	6.0	5.1	1.1	96	5.2%	94.8%
I am aware of TTUHSC El Paso's strategic plan. ^a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1.0	6.0	4.7	1.2	143	13.3%	86.7%	1.0	6.0	4.6	1.3	96	13.5%	86.5%
I think TTUHSC El Paso is following its mission.	1.0	6.0	4.7	1.3	122	14.8%	85.2%	1.0	6.0	4.7	1.3	138	13.8%	86.2%	1.0	6.0	4.7	1.1	93	12.9%	87.1%
TTUHSC El Paso's policies ensure fair treatment for employees.	1.0	6.0	4.6	1.4	123	22.8%	77.2%	1.0	6.0	4.8	1.3	140	15.0%	85.0%	1.0	6.0	4.9	1.1	91	9.9%	90.1%
TTUHSC El Paso's policies give me the flexibility to balance my work and personal life.	1.0	6.0	4.5	1.3	123	20.3%	79.7%	1.0	6.0	4.6	1.4	140	17.9%	82.1%	1.0	6.0	4.7	1.3	95	14.7%	85.3%
TTUHSC El Paso follows operating policies and procedures. ^b	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2.0	6.0	4.8	1.0	88	8.0%	92.0%
TTUHSC El Paso operates with integrity. ^b	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1.0	6.0	4.9	1.1	93	10.8%	89.2%
TTUHSC El Paso operates with honesty. ^b	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1.0	6.0	4.8	1.2	96	10.4%	89.6%

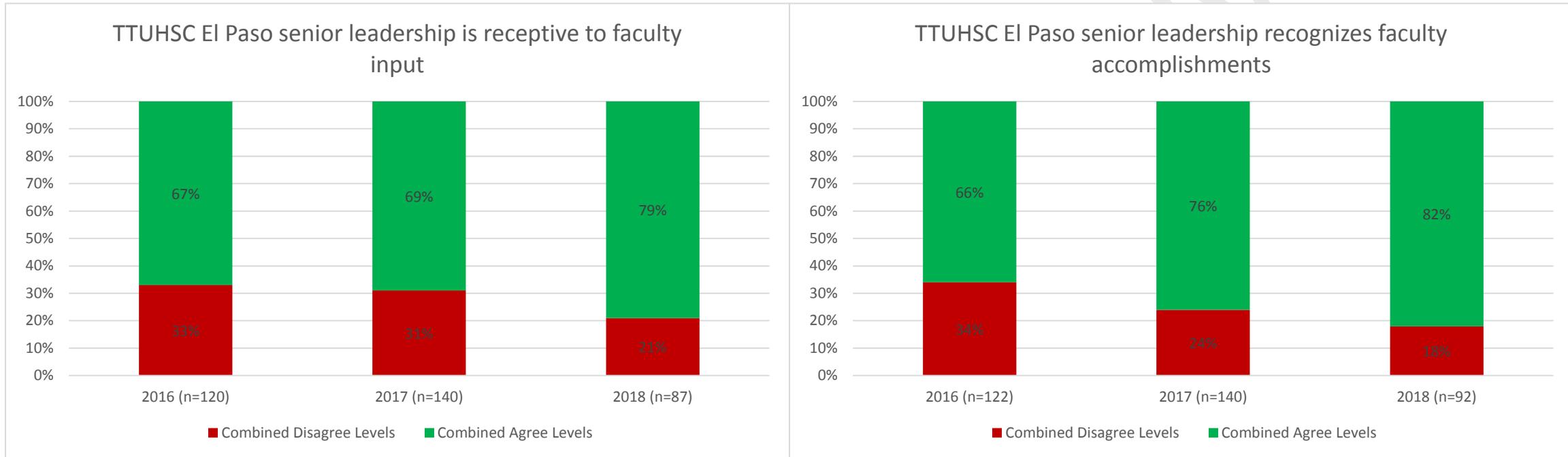
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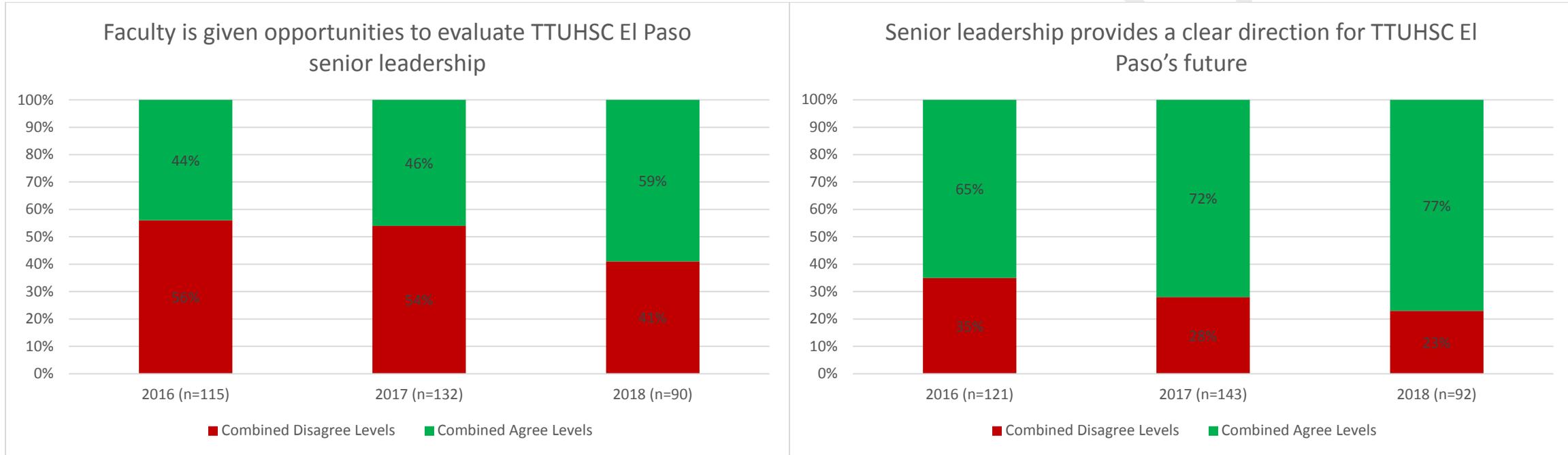
There is a sense that we are all on the same team at TTUHSC El Paso.	1.0	6.0	4.1	1.6	121	28.9%	71.1%	1.0	6.0	4.1	1.5	144	33.3%	66.7%	1.0	6.0	4.4	1.3	96	17.7%	82.3%
I am proud to be part of TTUHSC El Paso.	1.0	6.0	5.0	1.2	120	8.3%	91.7%	1.0	6.0	4.8	1.3	144	13.9%	86.1%	1.0	6.0	5.0	1.2	96	9.4%	90.6%

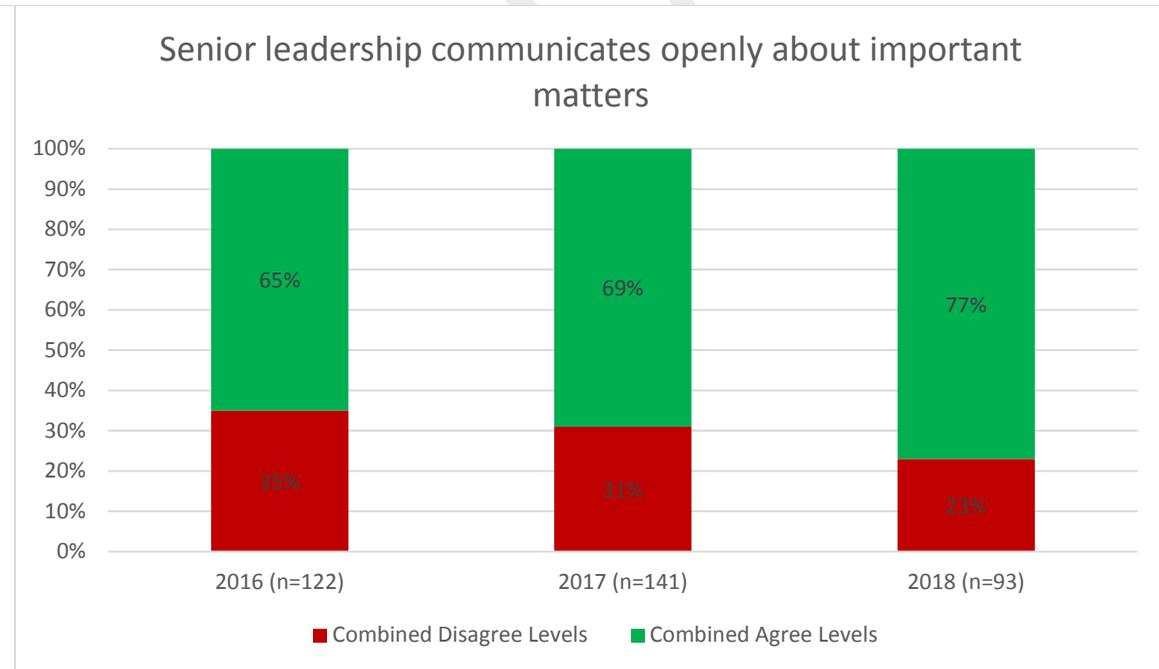
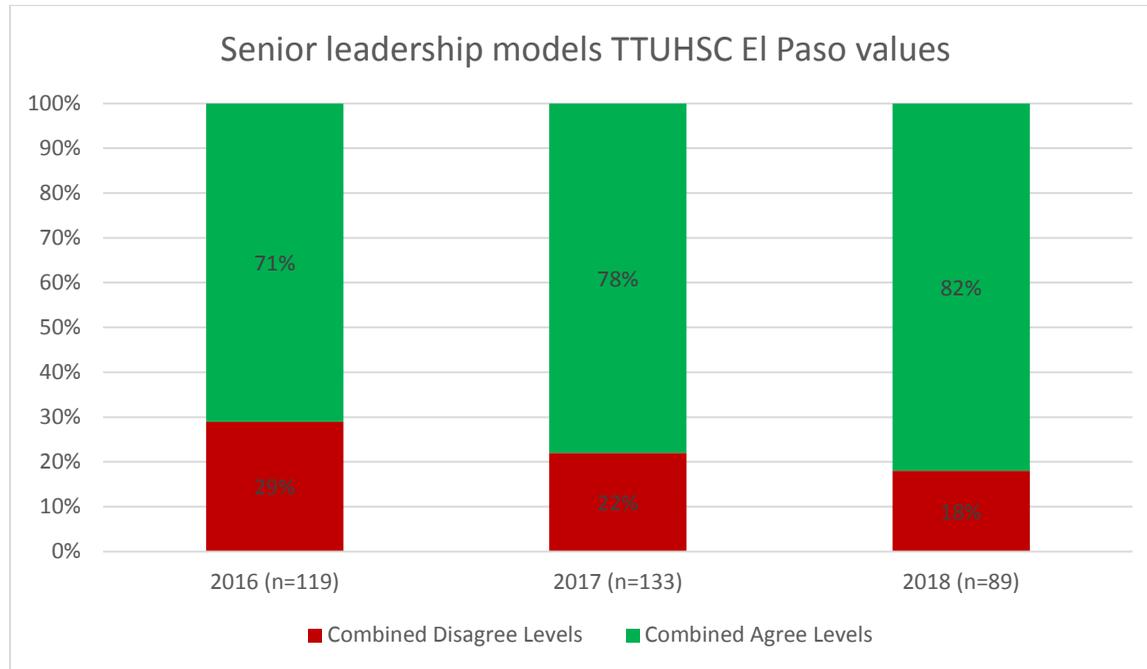
^aNote: Items were introduced in the 2017 iteration of the survey.

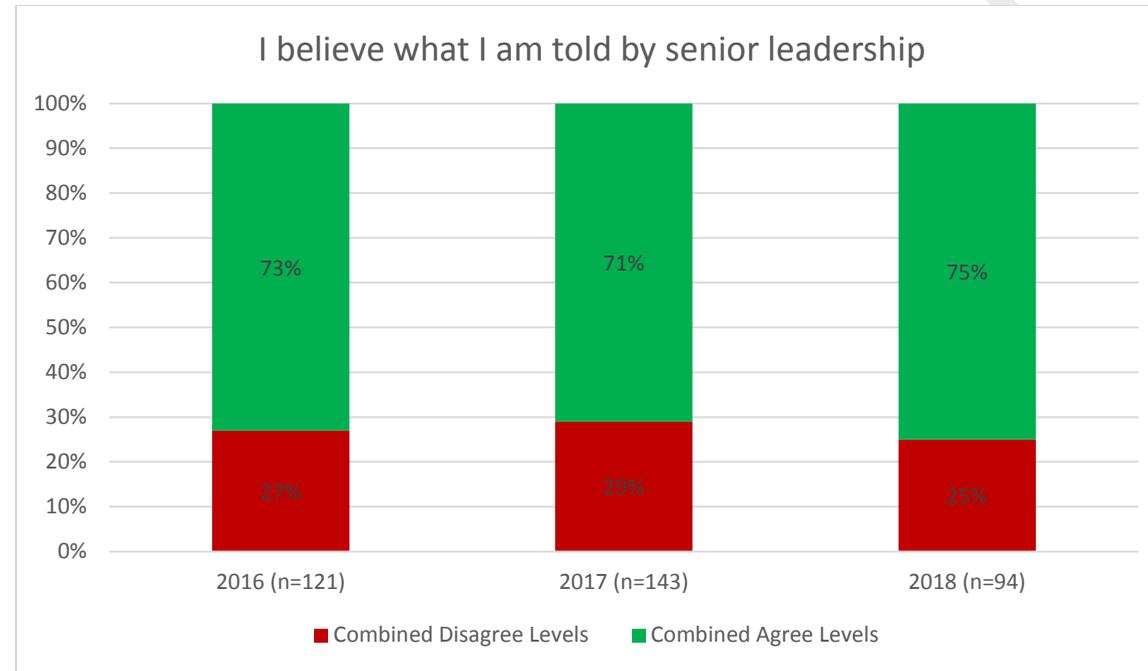
^bNote: Items were introduced in the 2018 iteration of the survey.

Q4 Please indicate the degree to which you agree with each of the following statements about TTUHSC El Paso:





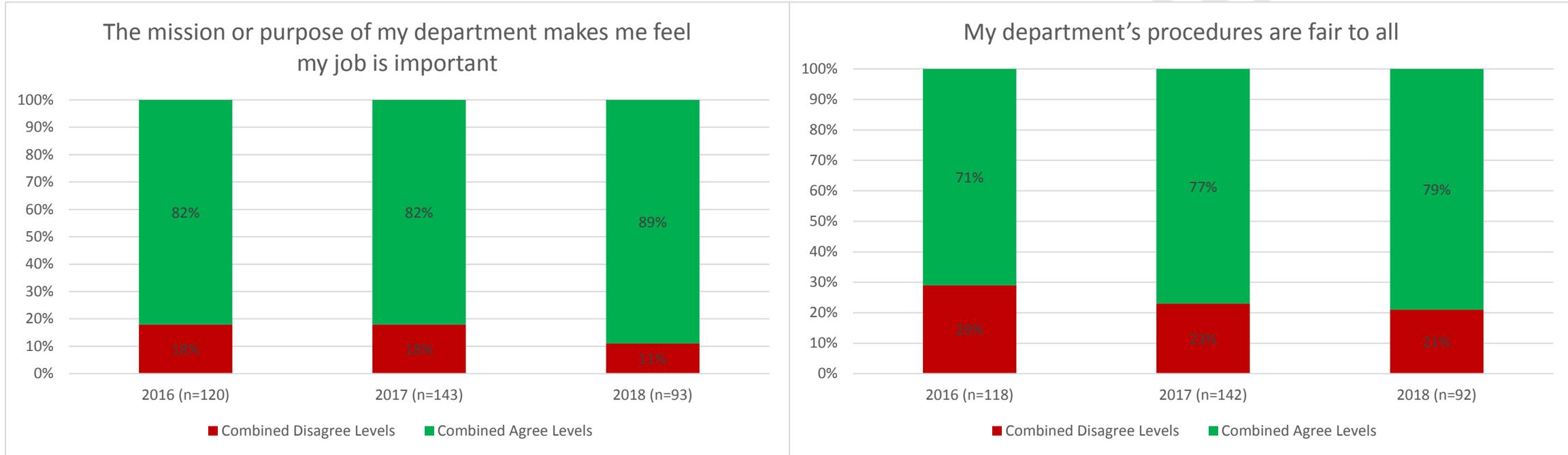


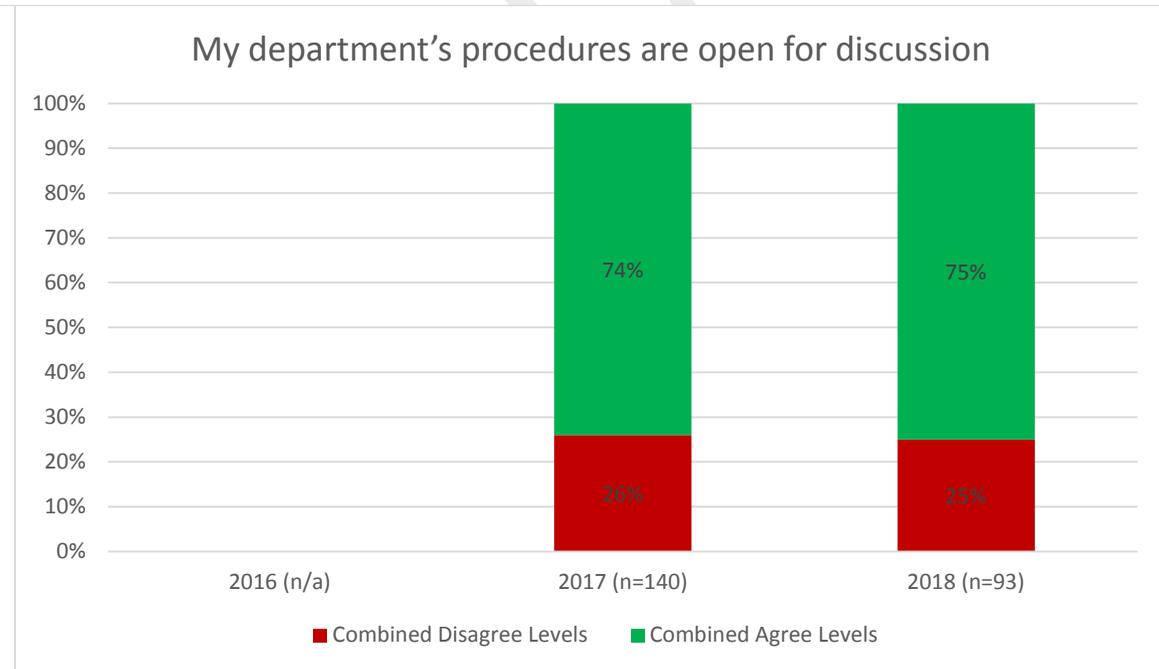
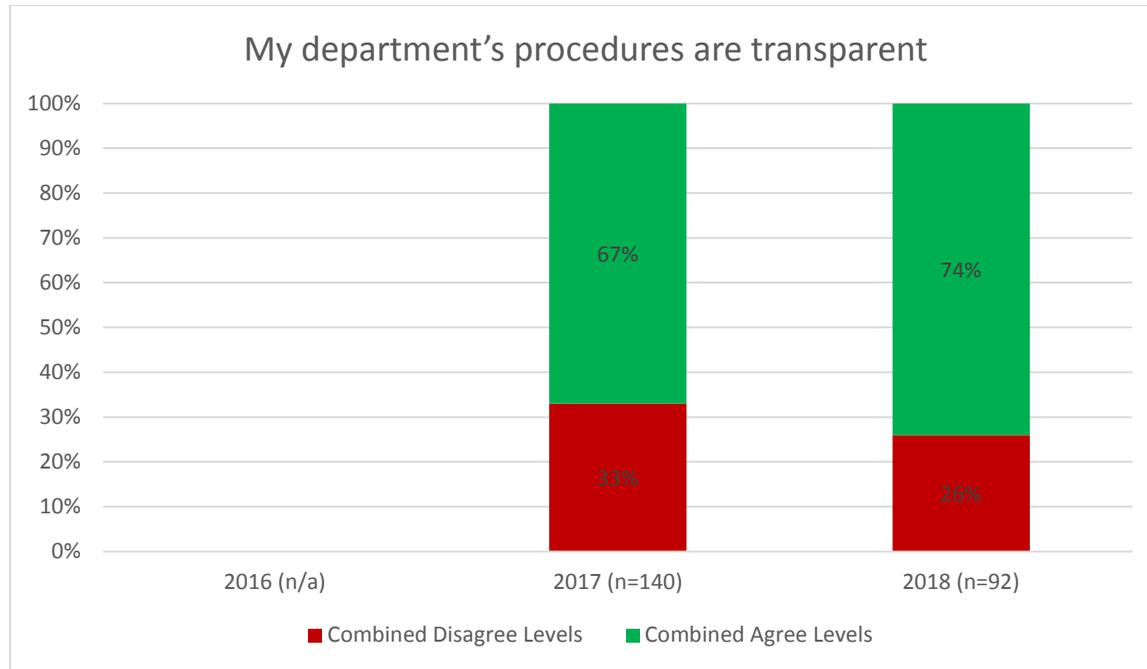


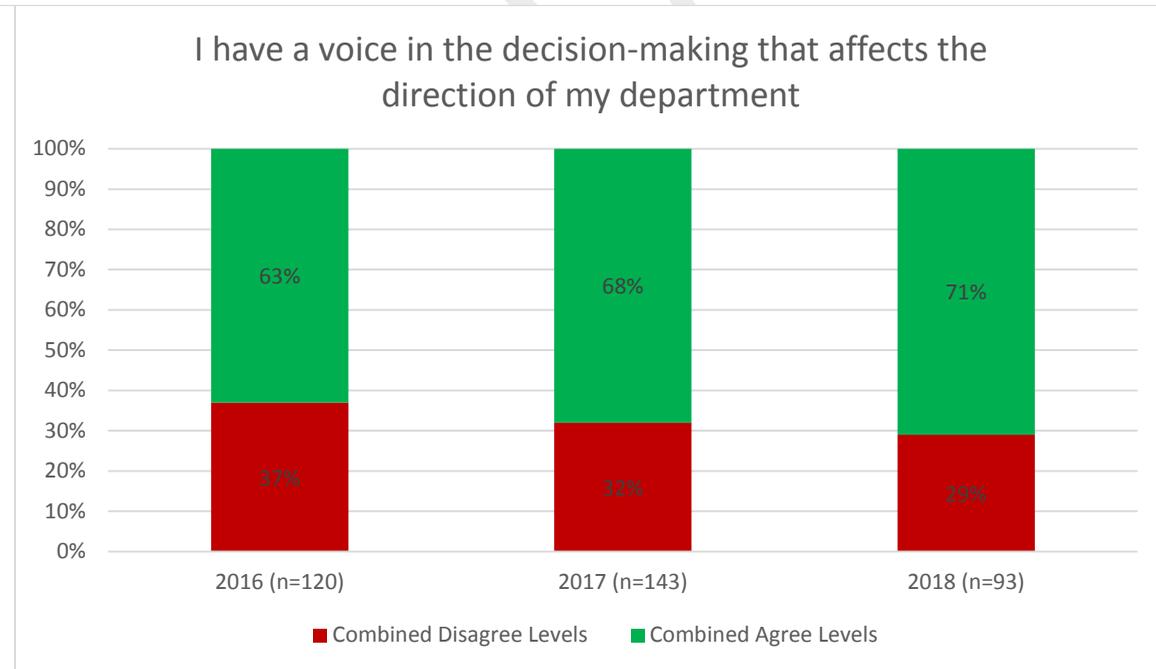
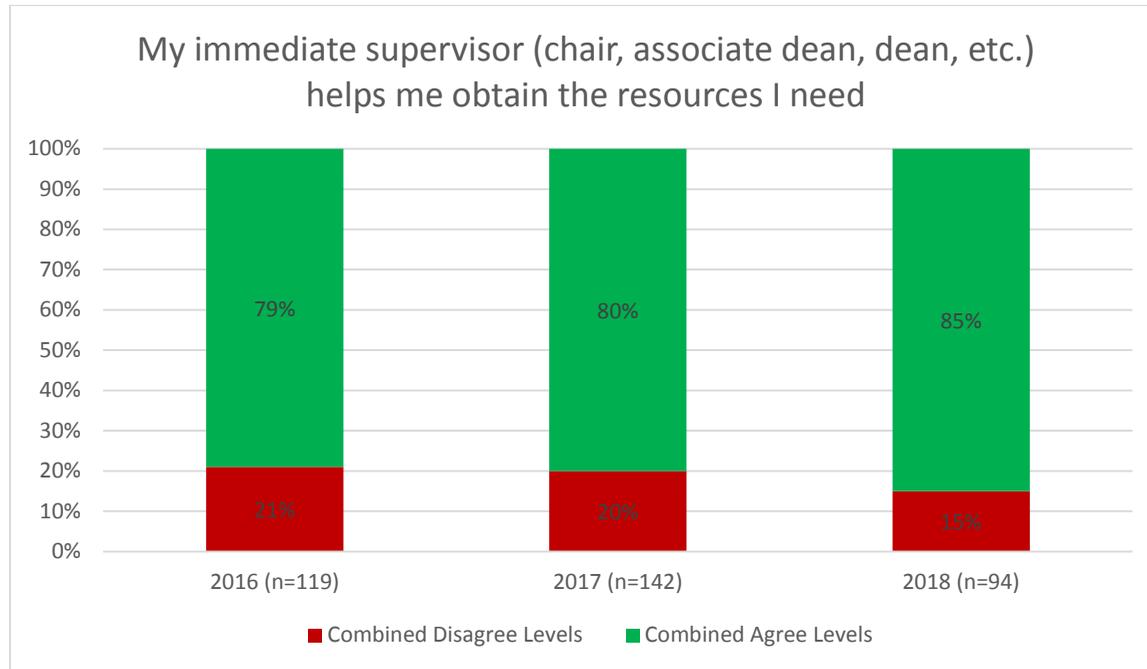
	2016							2017							2018							
	Min.	Max.	Mean	Std Dev.	n	Combined Disagree Levels	Combined Agree Levels	Min.	Max.	Mean	Std Dev.	n	Combined Disagree Levels	Combined Agree Levels	Min.	Max.	Mean	Std Dev.	n	Combined Disagree Levels	Combined Agree Levels	
Summary Statistics: Senior Leadership																						
TTUHSC El Paso senior leadership is receptive to faculty input.	1.0	6.0	4.0	1.0	120	32.5%	67.5%	1.0	6.0	4.1	1.6	140	30.7%	69.3%	1.0	6.0	4.4	1.3	87	20.7%	79.3%	
TTUHSC El Paso senior leadership recognizes faculty accomplishments.	1.0	6.0	4.1	1.0	122	34.4%	65.6%	1.0	6.0	4.3	1.4	140	23.6%	76.4%	1.0	6.0	4.5	1.3	92	18.5%	81.5%	
Faculty is given opportunities to evaluate TTUHSC El Paso senior leadership.	1.0	6.0	3.2	1.0	115	55.7%	44.3%	1.0	6.0	3.3	1.8	132	53.8%	46.2%	1.0	6.0	3.8*	1.6	90	41.1%	58.9%	
Senior leadership provides a clear direction for TTUHSC El Paso's future.	1.0	6.0	4.0	1.0	121	34.7%	65.3%	1.0	6.0	4.2	1.4	143	28.0%	72.0%	1.0	6.0	4.5*	1.3	92	22.8%	77.2%	
Senior leadership models TTUHSC El Paso values.	1.0	6.0	4.1	1.0	119	29.4%	70.6%	1.0	6.0	4.4	1.4	133	21.8%	78.2%	1.0	6.0	4.6	1.4	89	18.0%	82.0%	
Senior leadership communicates openly about important matters.	1.0	6.0	3.9	1.0	122	35.3%	64.7%	1.0	6.0	4.1	1.5	141	31.2%	68.8%	1.0	6.0	4.3	1.3	93	22.6%	77.4%	
I believe what I am told by senior leadership.	1.0	6.0	4.1	1.0	121	27.3%	72.7%	1.0	6.0	4.2	1.4	143	28.7%	71.3%	1.0	6.0	4.4	1.3	94	24.5%	75.5%	

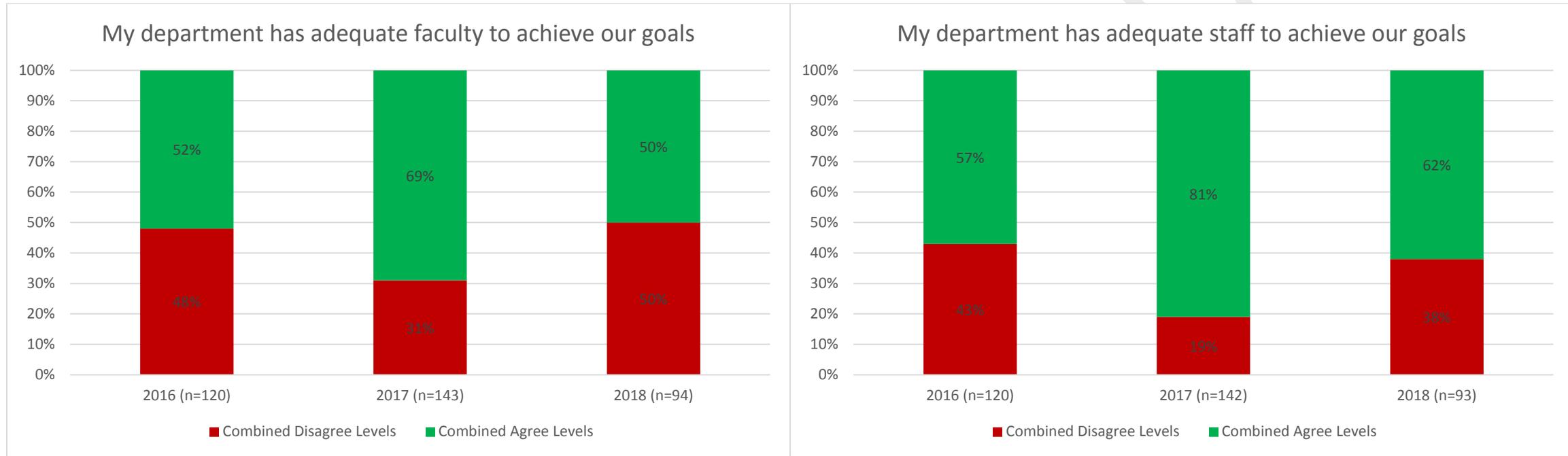
*Mean differences between 2016 and 2018 are statistically significant ($p < .05$).

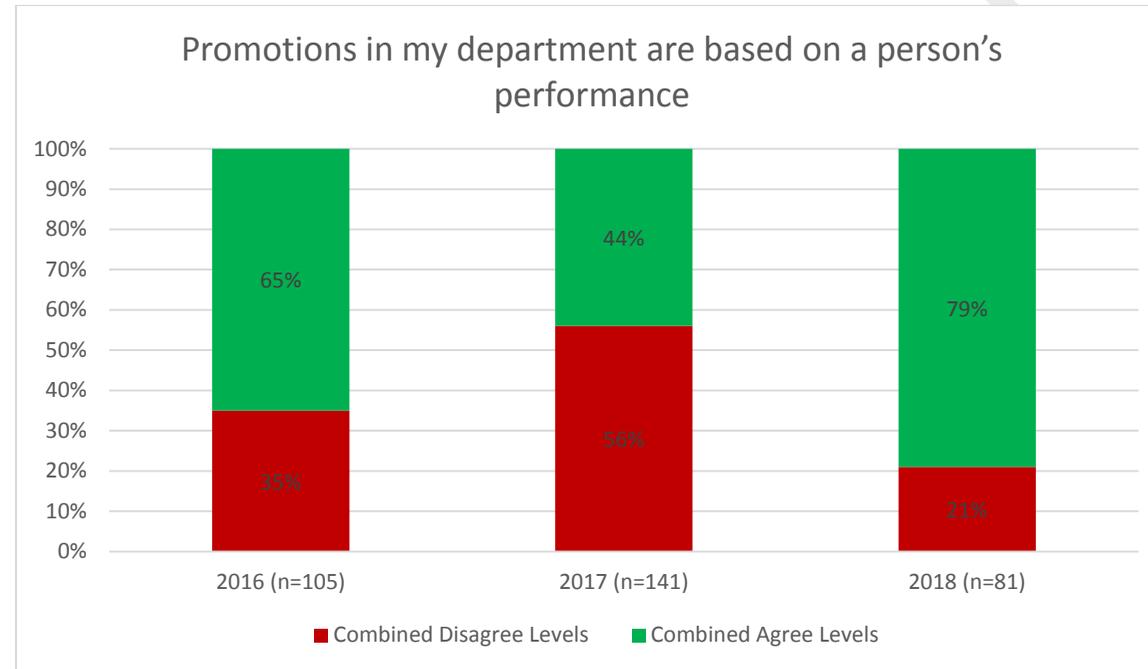
Q5 Please indicate your level of agreement with each of the following statements about your department:









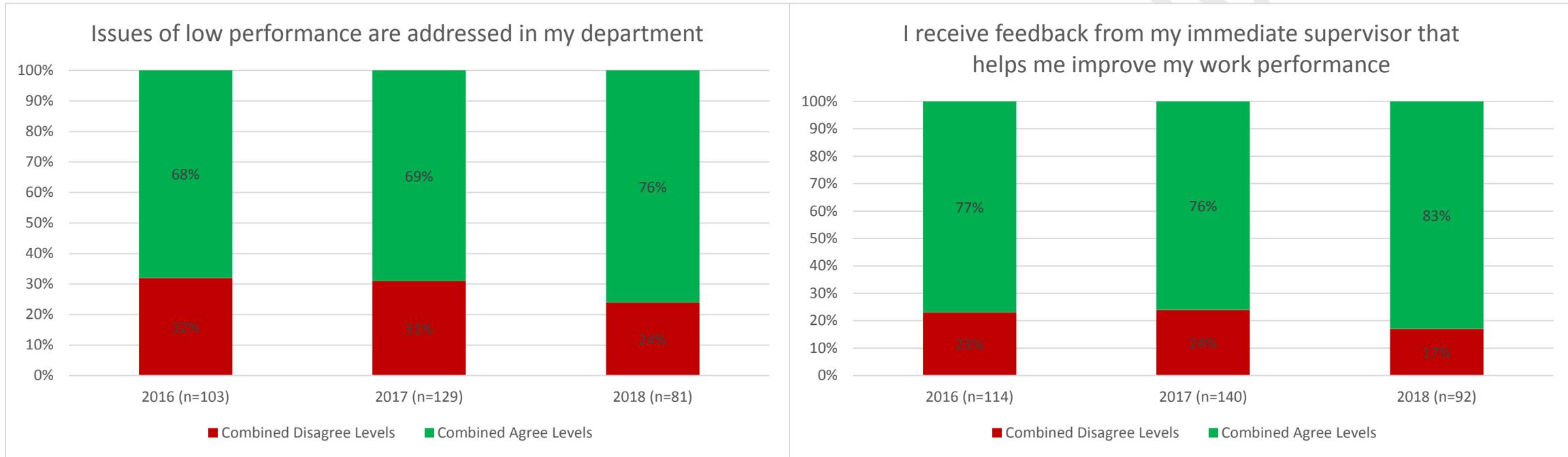


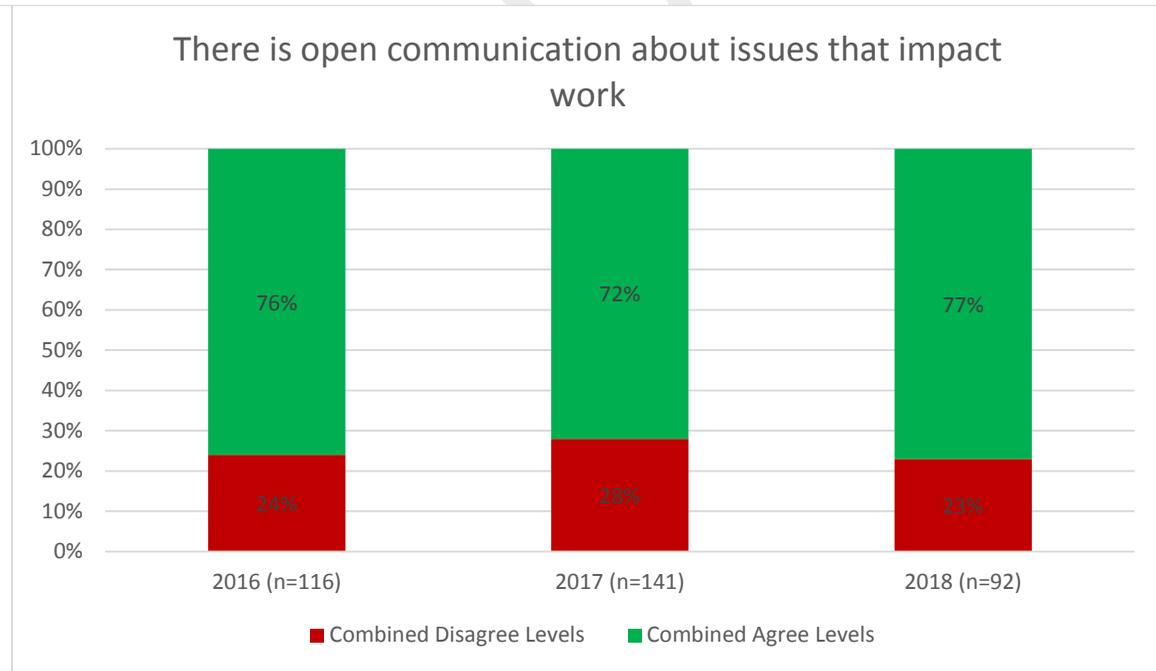
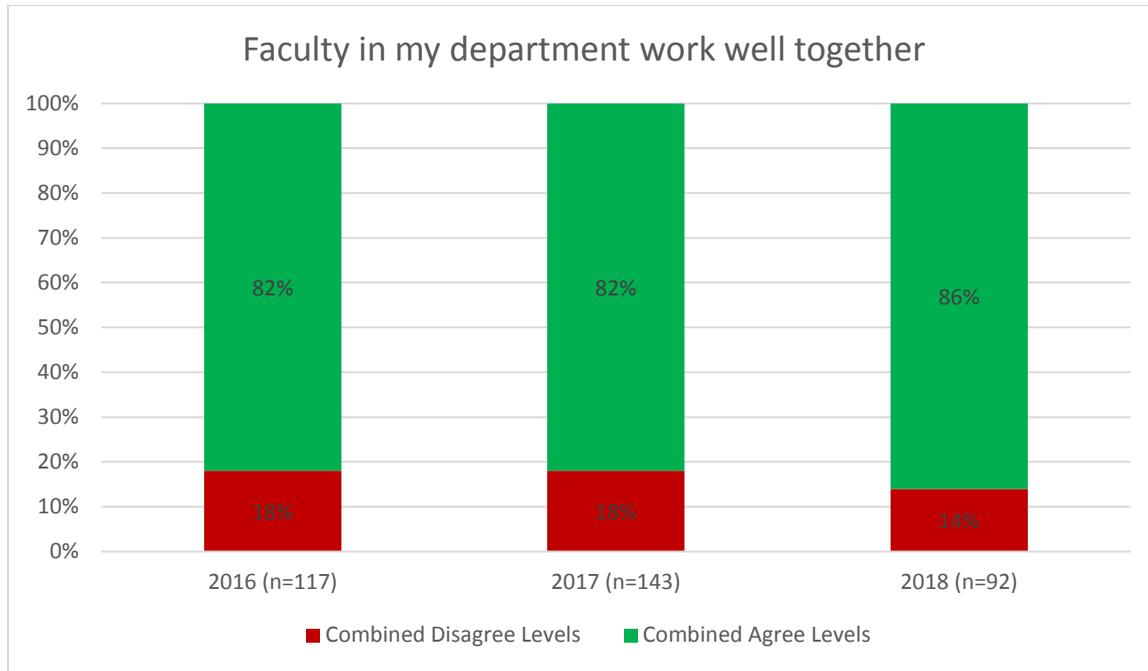
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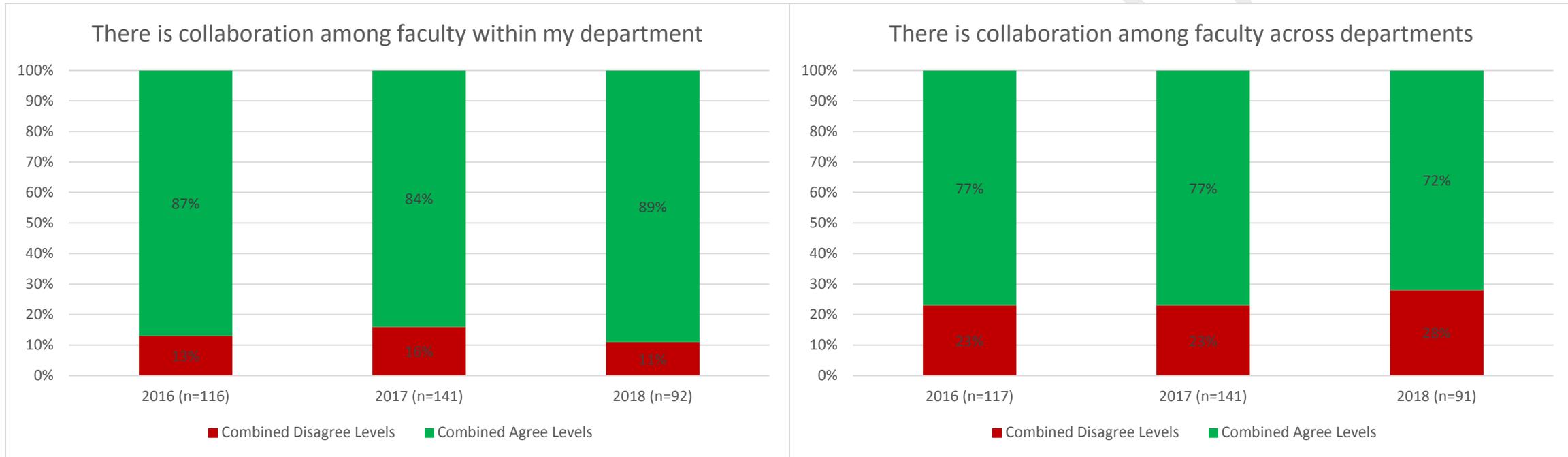
Summary Statistics: Department Satisfaction	2016							2017							2018						
	Min.	Max.	Mean	Std Dev.	n	Combined Disagree Levels	Combined Agree Levels	Min.	Max.	Mean	Std Dev.	n	Combined Disagree Levels	Combined Agree Levels	Min.	Max.	Mean	Std Dev.	n	Combined Disagree Levels	Combined Agree Levels
The mission or purpose of my department makes me feel my job is important.	1.0	6.0	4.6	1.0	120	18.3%	81.7%	1.0	6.0	4.7	1.3	143	17.5%	82.5%	1.0	6.0	5.0	1.2	93	10.7%	89.3%
My department's procedures are fair to all.	1.0	6.0	4.2	1.0	118	28.8%	71.2%	1.0	6.0	4.5	1.5	142	23.2%	76.8%	1.0	6.0	4.6	1.4	92	20.7%	79.3%
My department's procedures are transparent. ^a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1.0	6.0	4.2	1.7	140	32.9%	67.1%	1.0	6.0	4.5	1.6	92	26.1%	73.9%
My department's procedures are open for discussion. ^a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1.0	6.0	4.3	1.5	140	26.4%	73.6%	1.0	6.0	4.5	1.5	93	24.7%	75.3%
My immediate supervisor (chair, associate dean, dean, etc.) helps me obtain the resources I need.	1.0	6.0	4.5	1.5	119	21.0%	79.0%	1.0	6.0	4.5	1.4	142	19.7%	80.3%	1.0	6.0	4.8	1.3	94	14.9%	85.1%
I have a voice in the decision-making that affects the direction of my department.	1.0	6.0	4.0	1.8	120	36.7%	63.3%	1.0	6.0	4.2	1.5	143	31.5%	68.5%	1.0	6.0	4.3	1.6	93	29.0%	71.0%
My department has adequate faculty to achieve our goals.	1.0	6.0	3.5	1.5	120	47.5%	52.5%	1.0	6.0	4.2	1.6	143	30.8%	69.2%	1.0	6.0	3.5	1.6	94	50.0%	50.0%
My department has adequate staff to achieve our goals.	1.0	6.0	3.6	1.5	120	42.5%	57.5%	1.0	6.0	4.5	1.3	142	19.0%	81.0%	1.0	6.0	3.8	1.5	93	37.6%	62.4%
Promotions in my department are based on a person's performance.	1.0	6.0	4.1	1.6	105	35.3%	64.7%	1.0	6.0	4.2	1.7	141	56.0%	44.0%	1.0	6.0	4.5	1.4	81	21.0%	79.0%

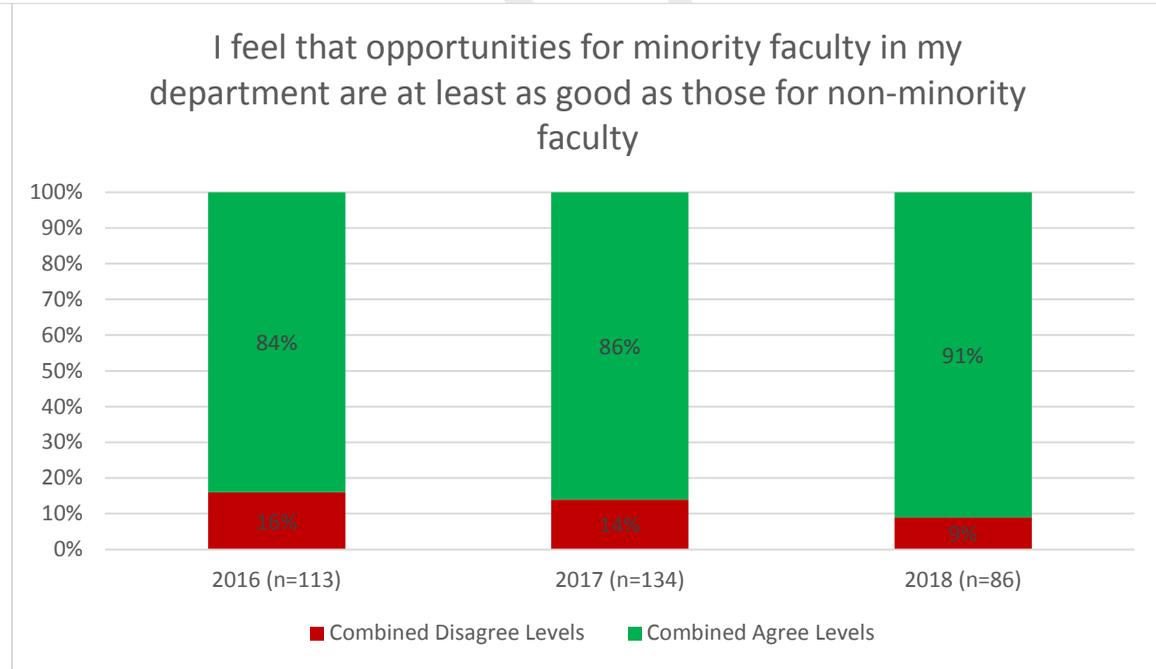
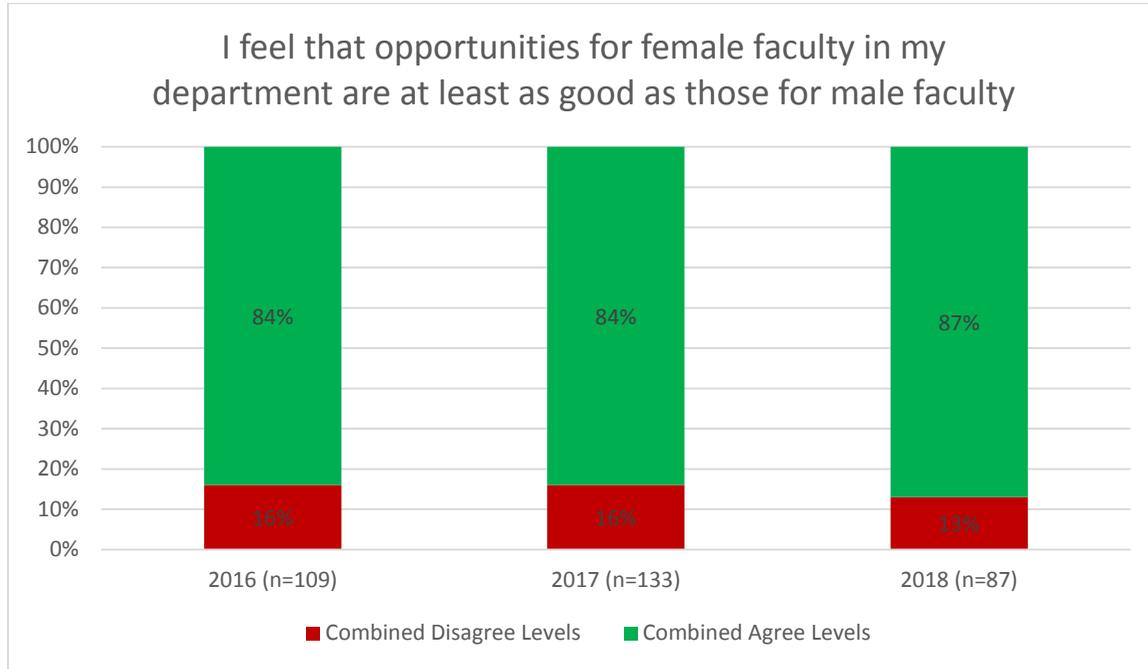
^aNote: Items were not introduced until the 2017 iteration of the survey.

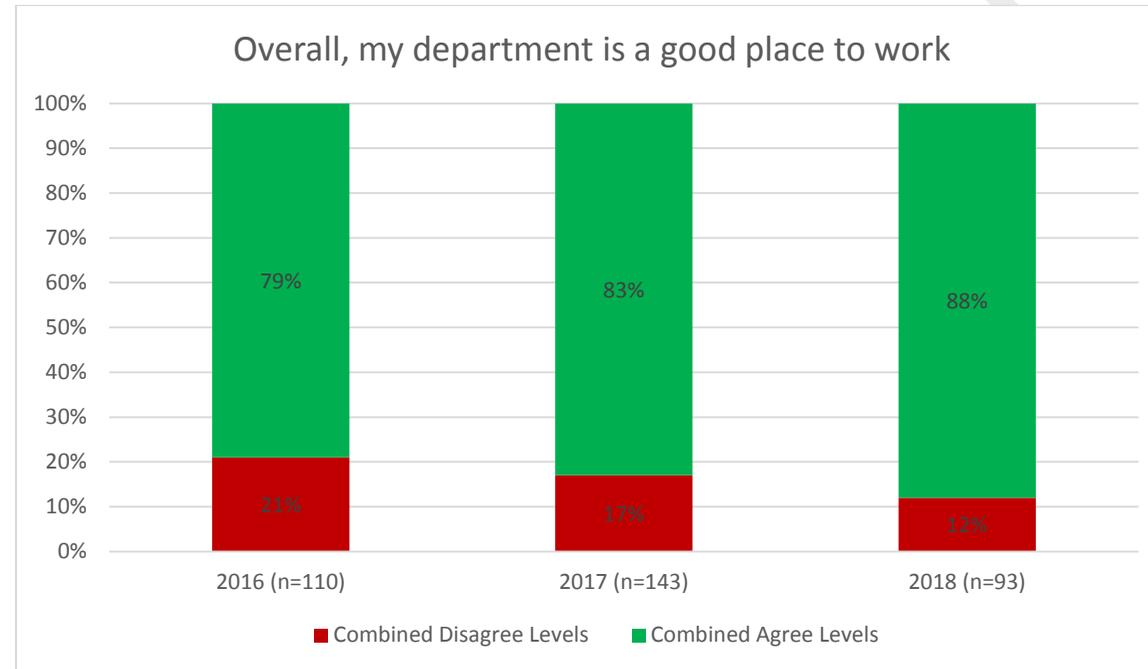
Q6 Please indicate the degree to which you agree with each of the following statements about your department:







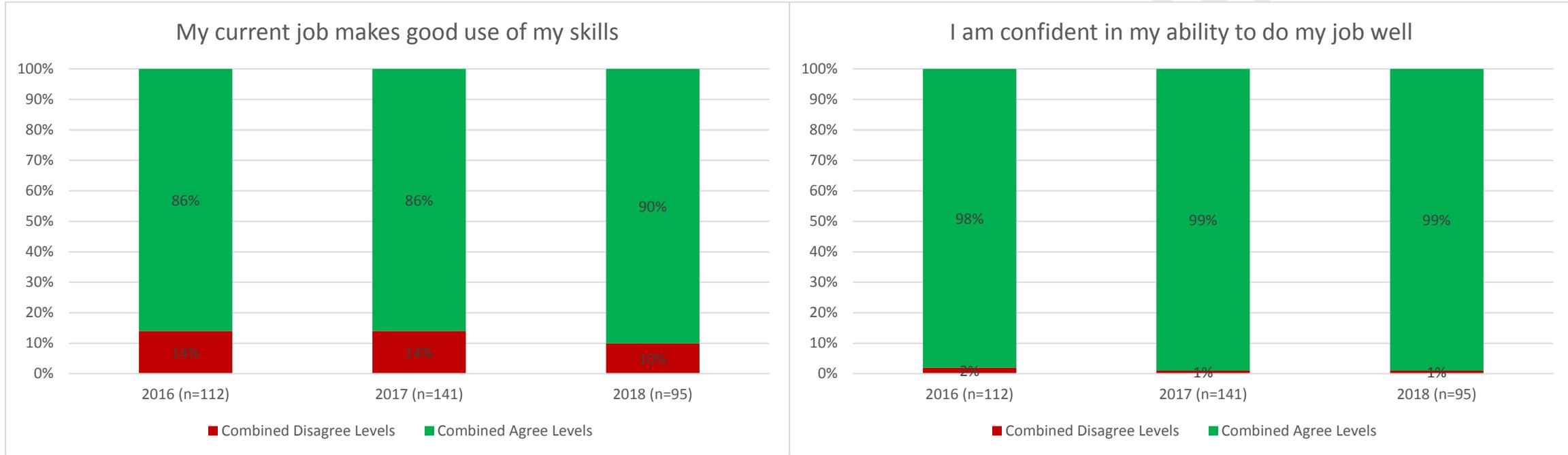


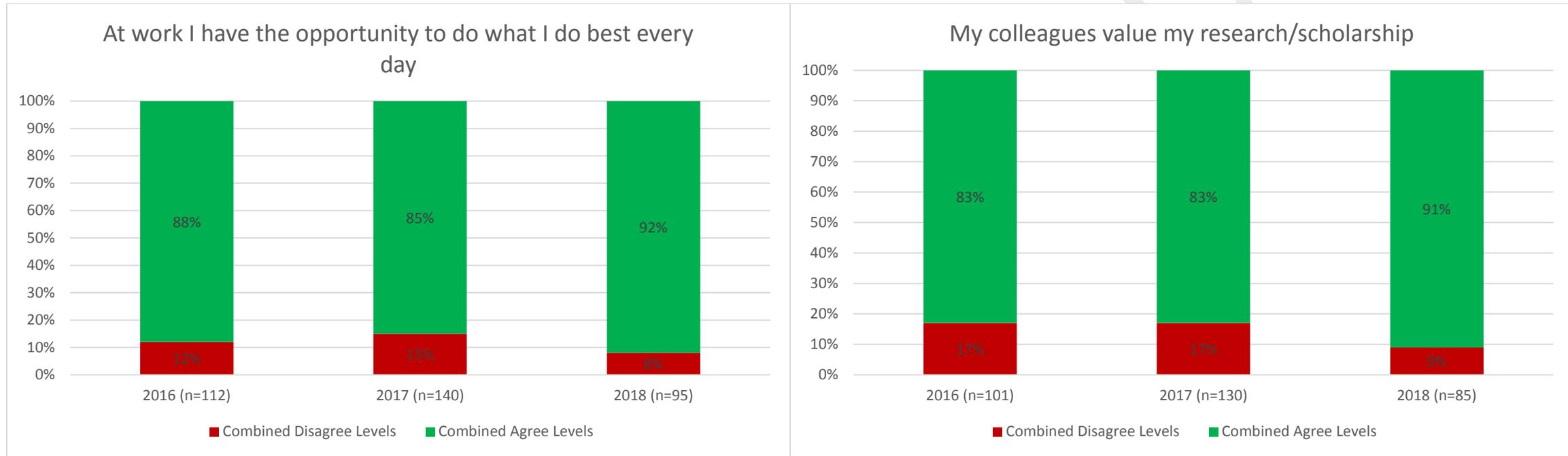


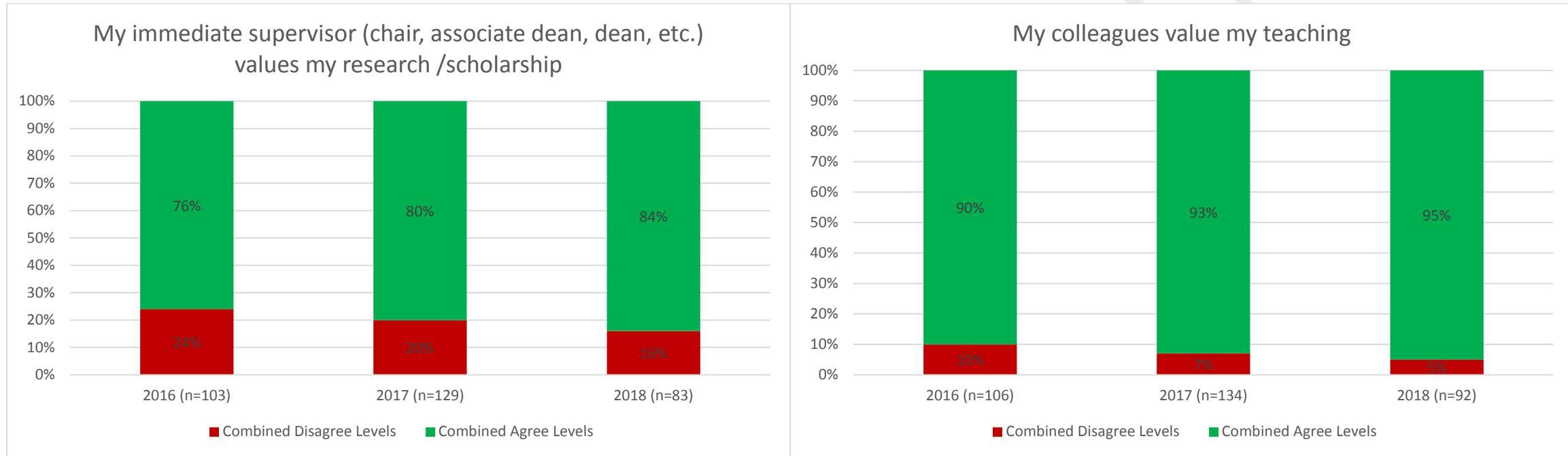
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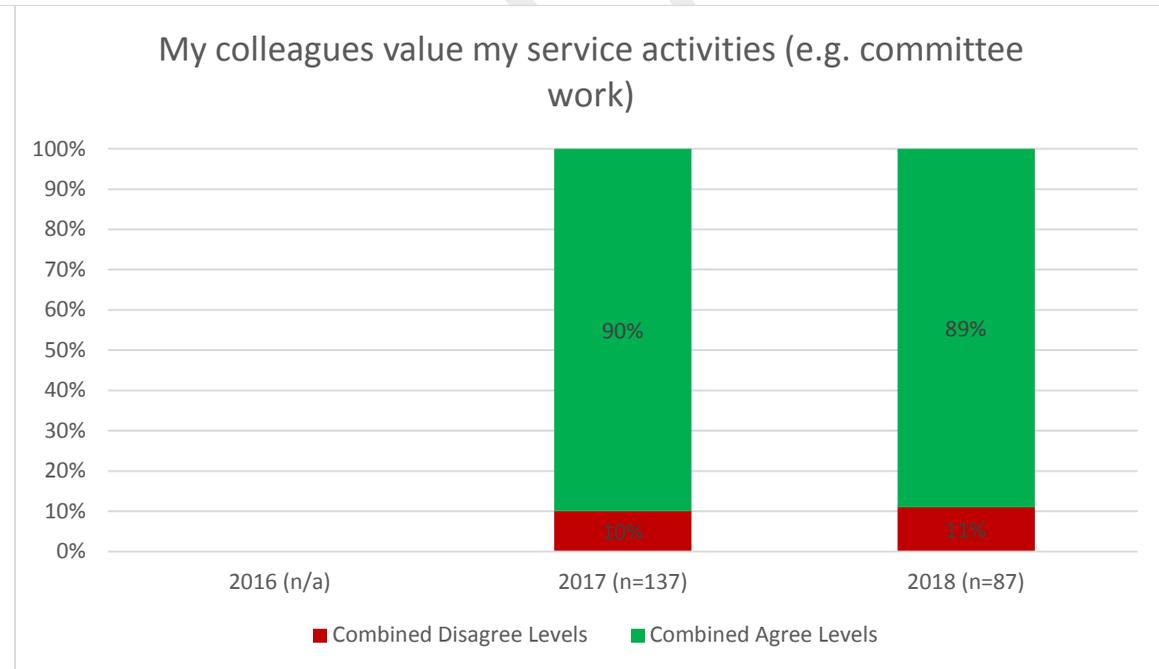
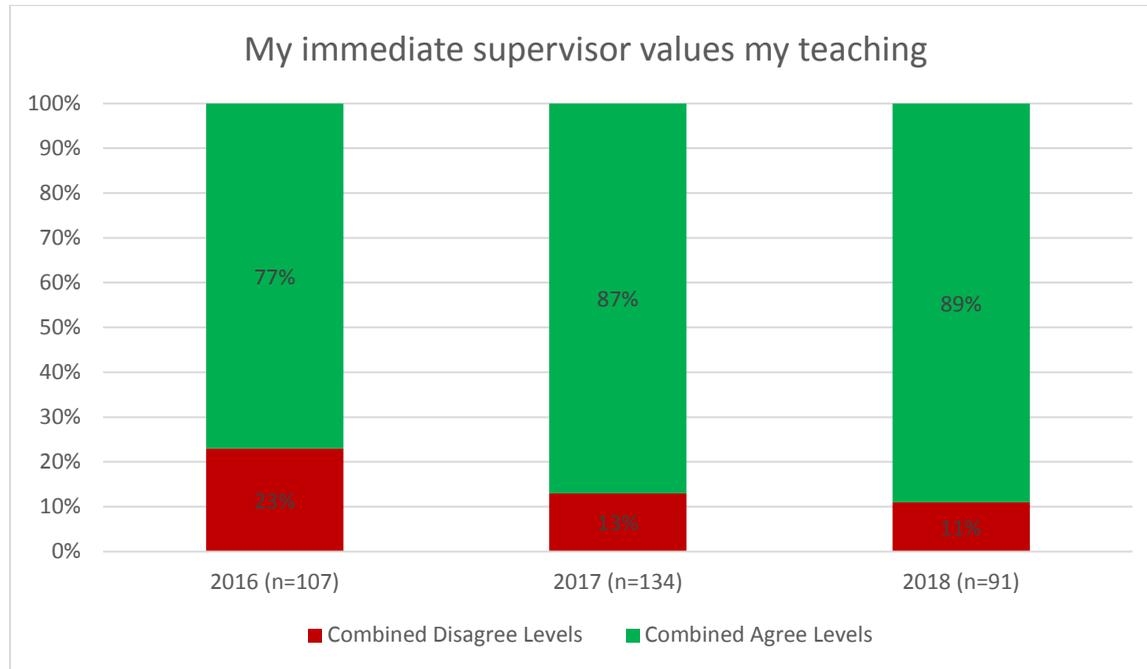
Summary Statistics: Department Satisfaction	2016							2017							2018						
	Min.	Max.	Mean	Std Dev.	n	Combined Disagree Levels	Combined Agree Levels	Min.	Max.	Mean	Std Dev.	n	Combined Disagree Levels	Combined Agree Levels	Min.	Max.	Mean	Std Dev.	n	Combined Disagree Levels	Combined Agree Levels
Issues of low performance are addressed in my department.	1.0	6.0	4.0	1.4	103	32.0%	68.0%	1.0	6.0	4.1	1.5	129	31.0%	69.0%	1.0	6.0	4.4	1.3	81	23.5%	76.5%
I receive feedback from my immediate supervisor that helps me improve my work performance.	1.0	6.0	4.3	1.5	114	22.8%	77.2%	1.0	6.0	4.4	1.4	140	23.6%	76.4%	1.0	6.0	4.7	1.3	92	17.4%	82.6%
Faculty in my department work well together.	1.0	6.0	4.5	1.3	117	18.0%	82.0%	1.0	6.0	4.7	1.3	143	17.5%	82.5%	1.0	6.0	4.8	1.3	92	14.1%	85.9%
There is open communication about issues that impact work.	1.0	6.0	4.3	1.4	116	24.1%	75.9%	1.0	6.0	4.3	1.5	141	27.7%	72.3%	1.0	6.0	4.6	1.4	92	22.8%	77.2%
There is collaboration among faculty within my department.	1.0	6.0	4.6	1.2	116	12.8%	87.2%	1.0	6.0	4.7	1.3	141	16.3%	83.7%	1.0	6.0	4.9	1.2	92	10.9%	89.1%
There is collaboration among faculty across departments.	1.0	6.0	4.2	1.3	117	22.9%	77.1%	1.0	6.0	4.2	1.3	141	22.7%	77.3%	1.0	6.0	4.1	1.4	91	27.5%	72.5%
I feel that opportunities for female faculty in my department are at least as good as those for male faculty.	1.0	6.0	4.7	1.3	109	15.9%	84.1%	1.0	6.0	4.8	1.3	133	15.8%	84.2%	1.0	6.0	5.0	1.3	87	12.6%	87.4%
I feel that opportunities for minority faculty in my department are at least as good as those for non-minority faculty.	1.0	6.0	4.7	1.3	113	16.4%	83.6%	1.0	6.0	4.8	1.3	134	14.2%	85.8%	1.0	6.0	5.0	1.1	86	9.3%	90.7%
Overall, my department is a good place to work.	1.0	6.0	4.6	1.5	110	21.1%	78.9%	1.0	6.0	4.6	1.4	143	16.8%	83.2%	1.0	6.0	4.8	1.3	93	11.8%	88.2%

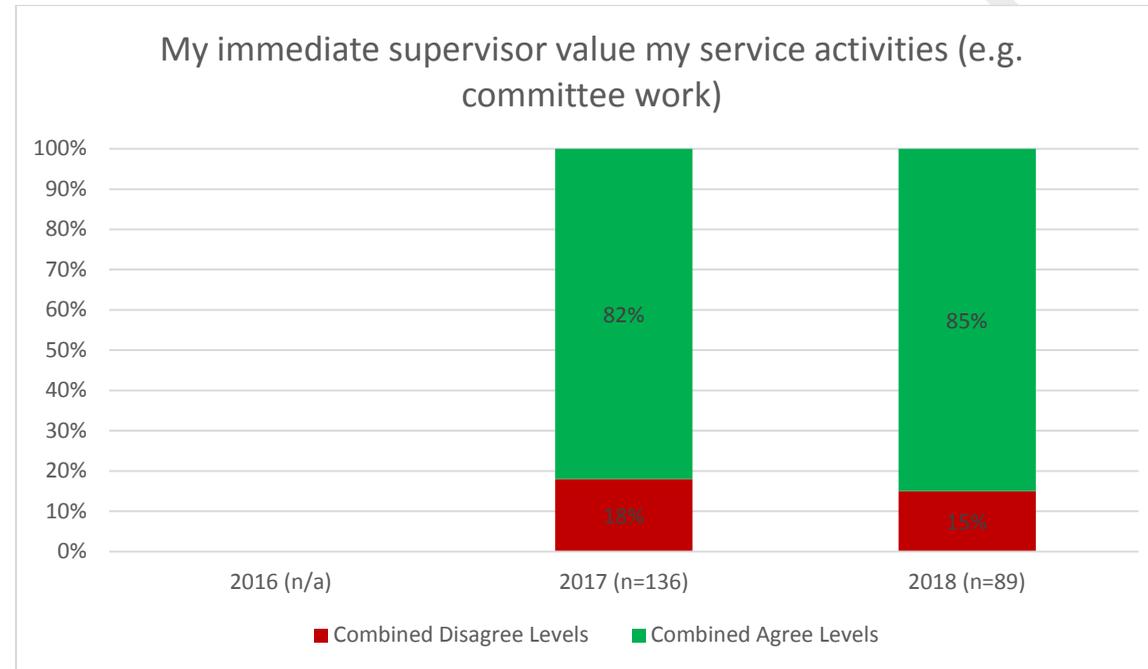
Q7 Please indicate the degree to which you agree with each of the following statements about your job/position:









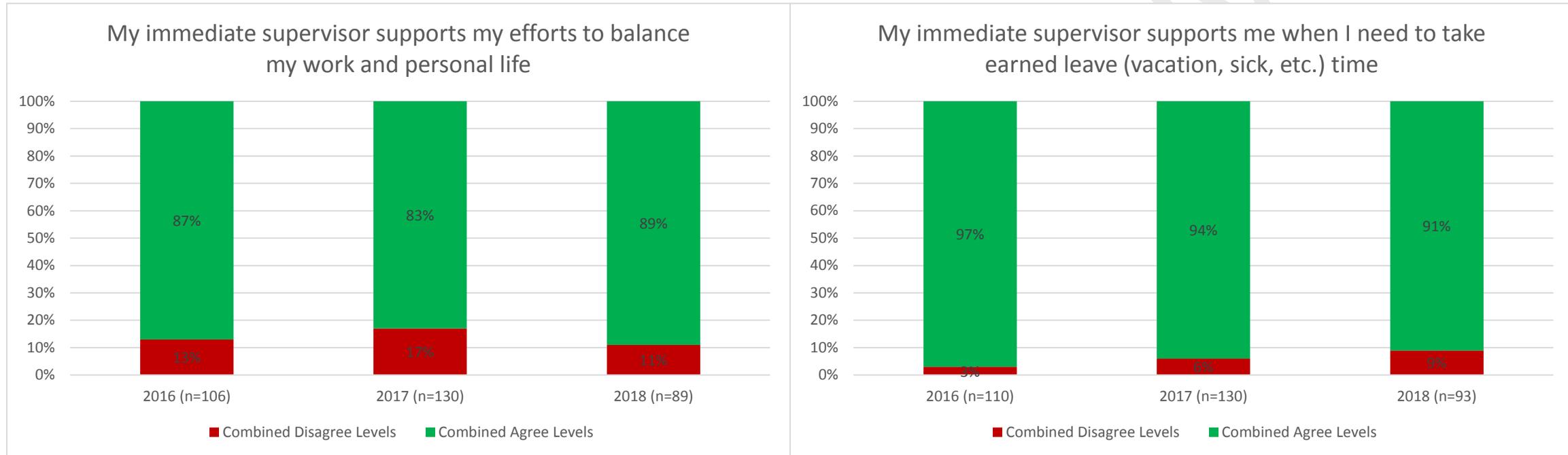


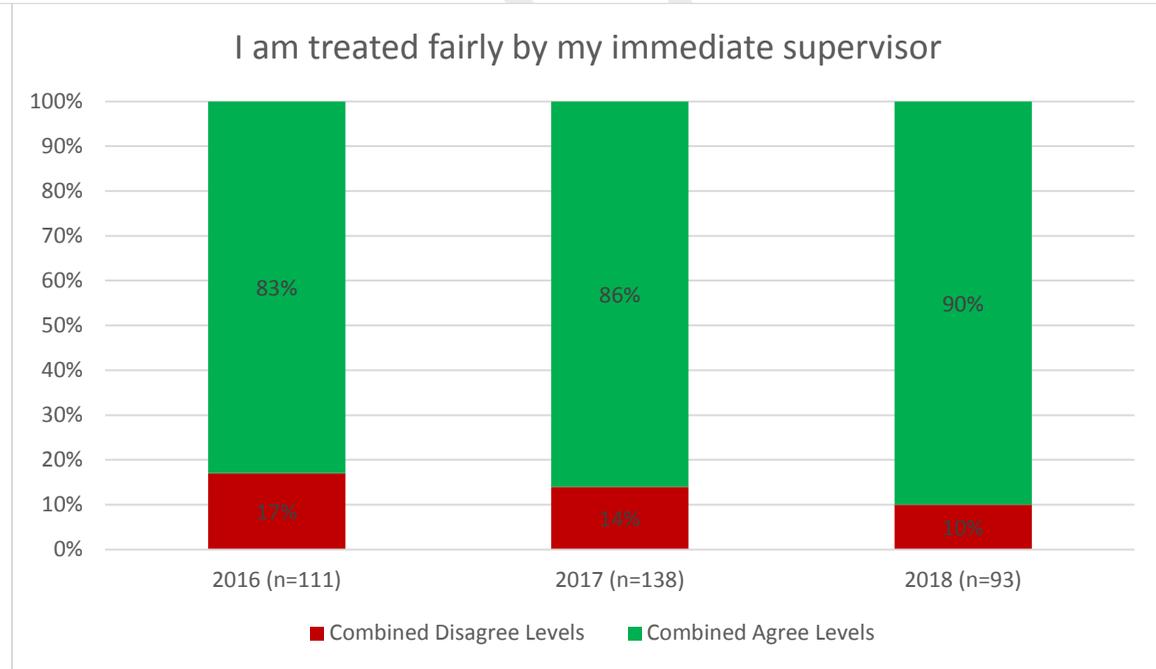
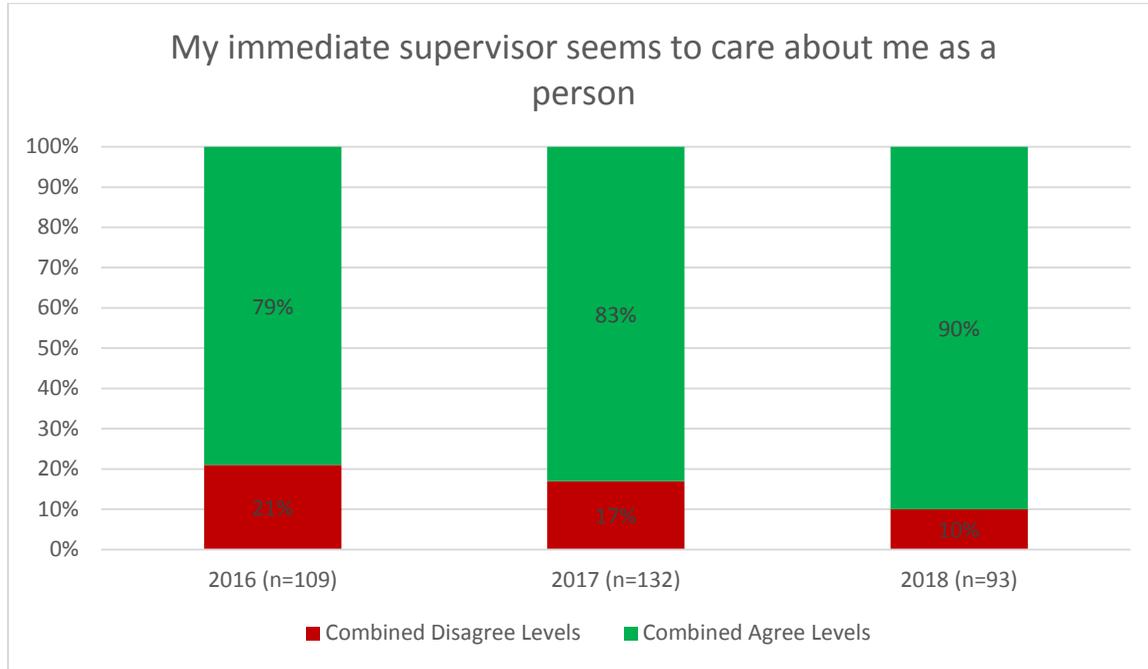
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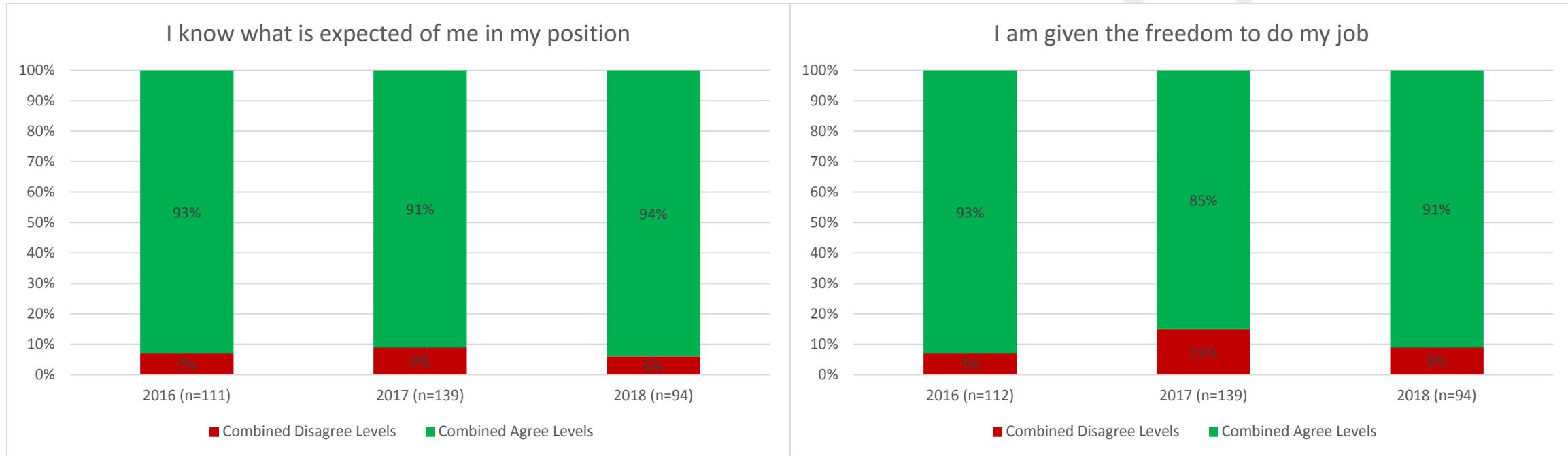
Summary Statistics: Job Satisfaction	2016							2017							2018						
	Min.	Max.	Mean	Std Dev.	n	Combined Disagree Levels	Combined Agree Levels	Min.	Max.	Mean	Std Dev.	n	Combined Disagree Levels	Combined Agree Levels	Min.	Max.	Mean	Std Dev.	n	Combined Disagree Levels	Combined Agree Levels
My current job makes good use of my skills.	1.0	6.0	4.8	1.3	112	14.3%	85.7%	1.0	6.0	4.9	1.2	141	13.5%	86.5%	1.0	6.0	5.0	1.1	95	9.5%	90.5%
I am confident in my ability to do my job well.	1.0	6.0	5.5	0.7	112	1.8%	98.2%	1.0	6.0	5.5	0.7	141	0.7%	99.3%	1.0	6.0	5.5	0.7	95	1.0%	99.0%
At work I have the opportunity to do what I do best every day.	1.0	6.0	4.9	1.1	112	11.6%	88.4%	1.0	6.0	4.9	1.2	140	15.0%	85.0%	1.0	6.0	5.1	1.1	95	8.4%	91.6%
My colleagues value my research/scholarship.	1.0	6.0	4.7	1.1	101	16.9%	83.1%	1.0	6.0	4.7	1.3	130	16.9%	83.1%	1.0	6.0	4.9	1.1	85	9.4%	90.6%
My immediate supervisor (chair, associate dean, dean, etc.) values my research /scholarship.	1.0	6.0	4.3	1.6	103	24.3%	75.7%	1.0	6.0	4.6	1.4	129	20.2%	79.8%	1.0	6.0	4.8	1.3	83	15.7%	84.3%
My colleagues value my teaching.	1.0	6.0	4.9	1.1	106	9.5%	90.4%	1.0	6.0	5.0	1.0	134	6.7%	93.3%	1.0	6.0	5.1	1.0	92	5.4%	94.6%
My immediate supervisor values my teaching.	1.0	6.0	4.5	1.5	107	23.4%	76.6%	1.0	6.0	4.8	1.3	134	13.4%	86.6%	1.0	6.0	5.0	1.2	91	11.0%	89.0%
My colleagues value my service activities (e.g. committee work). ^a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2.0	6.0	4.9	1.1	137	10.2%	89.8%	1.0	6.0	5.1	1.0	87	7.0%	93.1%
My immediate supervisor value my service activities (e.g. committee work). ^a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1.0	6.0	4.7	1.4	136	17.6%	82.4%	1.0	6.0	4.9	1.3	89	14.6%	85.4%

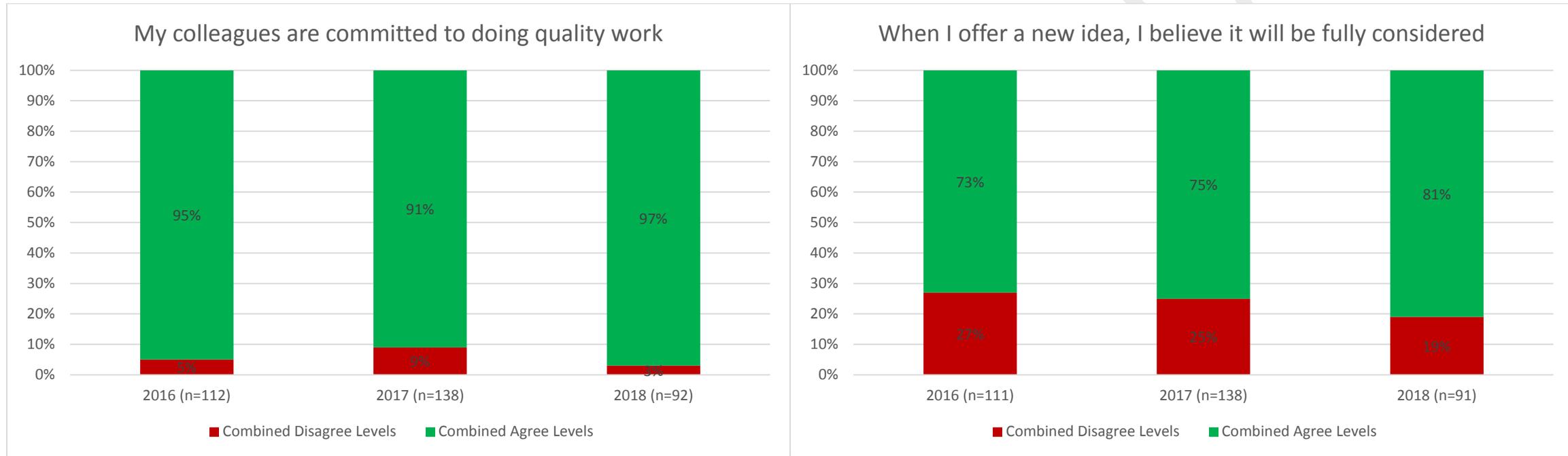
^aNote: Items were not introduced until the 2017 iteration of the survey.

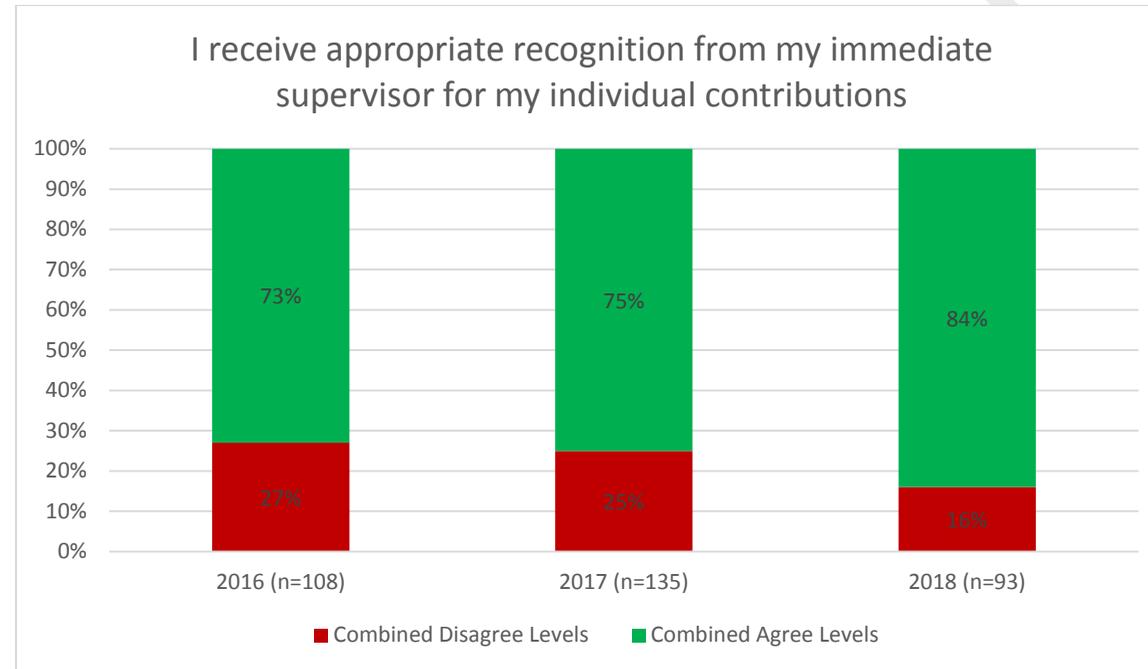
Q8 Please indicate the degree to which you agree with each of the following statements about your job/position:









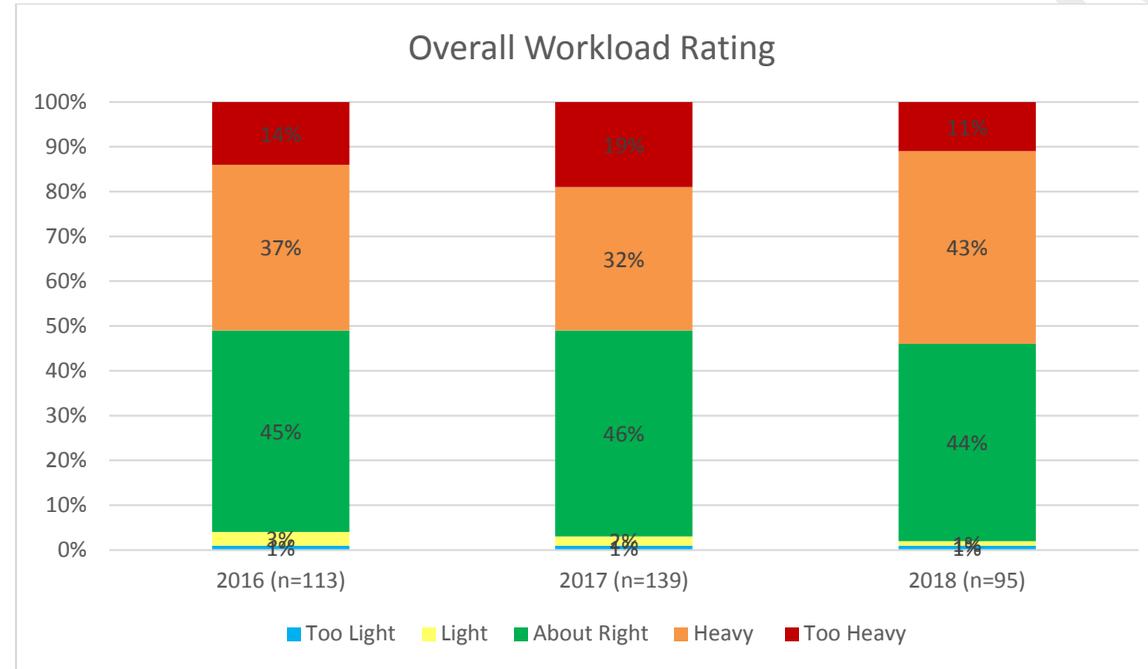


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Summary Statistics: Job Satisfaction	2016							2017							2018						
	Min.	Max.	Mean	Std Dev.	n	Combined Disagree Levels	Combined Agree Levels	Min.	Max.	Mean	Std Dev.	n	Combined Disagree Levels	Combined Agree Levels	Min.	Max.	Mean	Std Dev.	n	Combined Disagree Levels	Combined Agree Levels
My immediate supervisor supports my efforts to balance my work and personal life.	1.0	6.0	4.8	1.5	106	13.2%	86.8%	1.0	6.0	4.7	1.4	130	16.9%	83.1%	1.0	6.0	5.0	1.3	89	11.2%	88.8%
My immediate supervisor supports me when I need to take earned leave (vacation, sick, etc.) time.	2.0	6.0	5.3	0.8	110	2.7%	97.3%	1.0	6.0	5.2	1.0	130	6.2%	93.8%	1.0	6.0	5.3	1.2	93	8.6%	91.4%
My immediate supervisor seems to care about me as a person.	1.0	6.0	4.6	1.5	109	21.1%	78.9%	1.0	6.0	4.8	1.5	132	16.7%	83.3%	1.0	6.0	5.1*	1.2	93	9.7%	90.3%
I am treated fairly by my immediate supervisor.	1.0	6.0	4.7	1.4	111	17.1%	82.9%	1.0	6.0	4.9	1.3	138	13.8%	86.2%	1.0	6.0	5.1	1.2	93	9.7%	90.3%
I know what is expected of me in my position.	1.0	6.0	5.1	1.0	111	7.2%	92.8%	1.0	6.0	5.1	1.0	139	8.6%	91.4%	1.0	6.0	5.3	0.9	94	6.4%	93.6%
I am given the freedom to do my job.	1.0	6.0	5.1	1.1	112	7.2%	92.8%	1.0	6.0	4.8	1.3	139	15.1%	84.9%	1.0	6.0	5.1	1.1	94	8.5%	91.5%
My colleagues are committed to doing quality work.	1.0	6.0	5.1	0.9	112	4.5%	95.5%	2.0	6.0	5.1	1.0	138	8.7%	91.3%	1.0	6.0	5.2	0.9	92	3.3%	96.7%
When I offer a new idea, I believe it will be fully considered.	1.0	6.0	4.4	1.4	111	27.0%	73.0%	1.0	6.0	4.5	1.5	138	24.6%	75.4%	1.0	6.0	4.7	1.2	91	18.7%	81.3%
I receive appropriate recognition from my immediate supervisor for my individual contributions.	1.0	6.0	4.3	1.6	108	26.9%	73.1%	1.0	6.0	4.5	1.5	135	25.2%	74.8%	1.0	6.0	4.8	1.4	93	16.1%	83.9%

*Mean differences between 2016 and 2018 are statistically significant ($p < .05$).

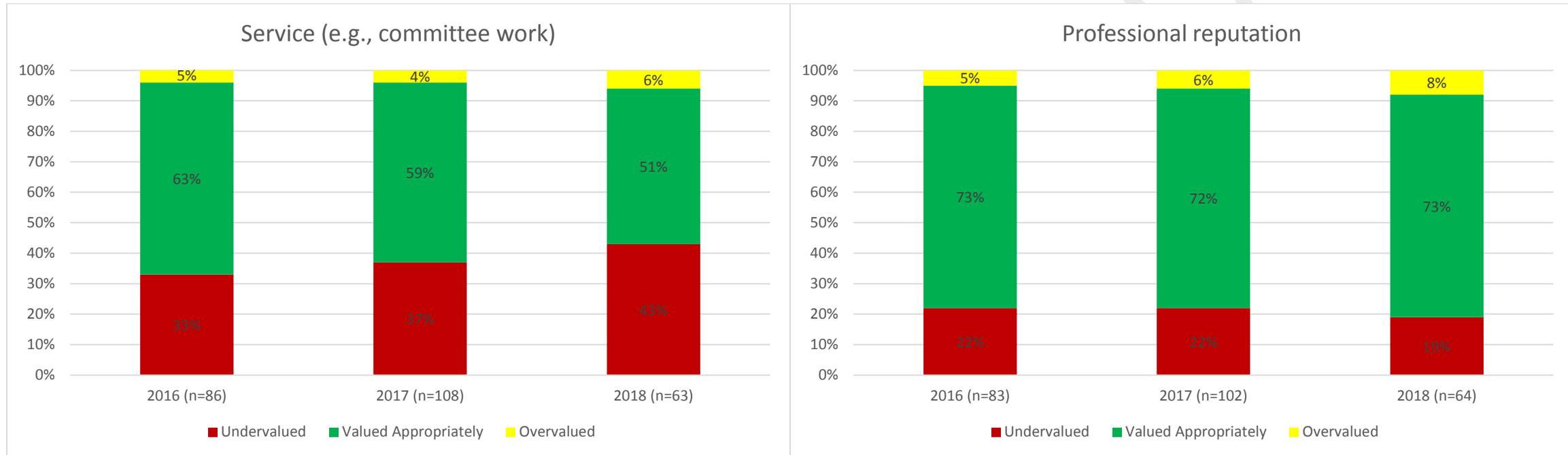
Q9 Overall, how would you rate your workload?

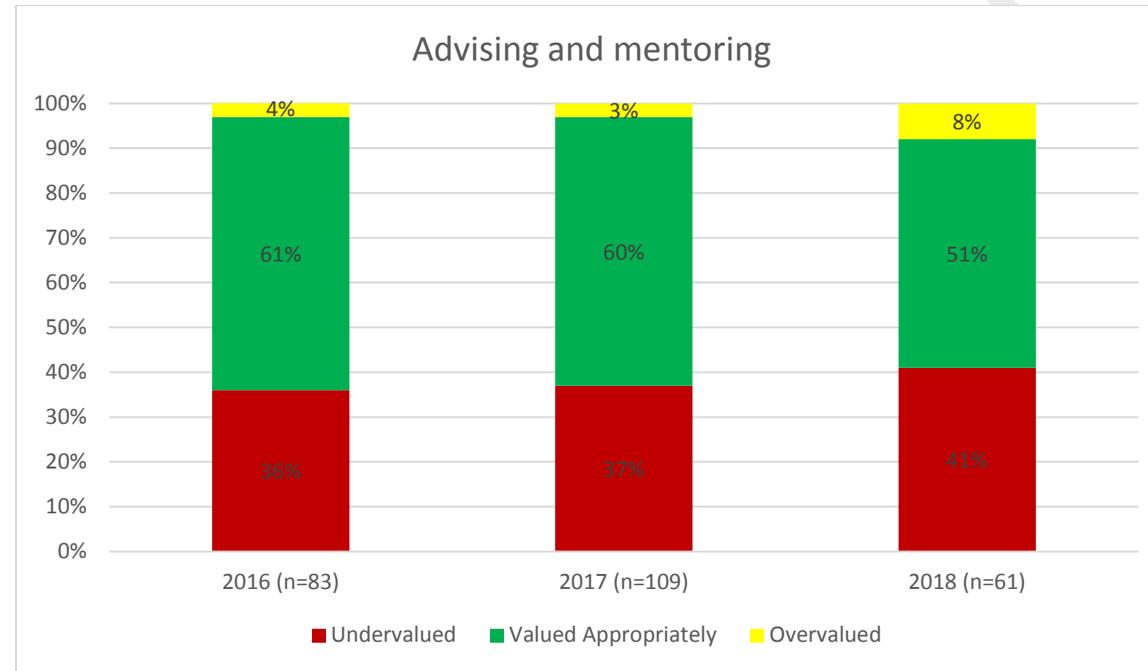


Answer: Workload Rating	2016		2017		2018	
	%	n	%	n	%	n
Too light	0.9%	n < 5	0.7%	n < 5	1.0%	n < 5
Light	2.6%	n < 5	2.2%	n < 5	1.0%	n < 5
About right	45.1%	51	46.0%	64	44.2%	42
Heavy	37.2%	42	32.4%	45	43.3%	41
Too heavy	14.2%	16	18.7%	26	10.5%	10
Total	100%	113	100%	139	100%	95

Q10 In your opinion, how appropriately are the following items valued in the tenure process?







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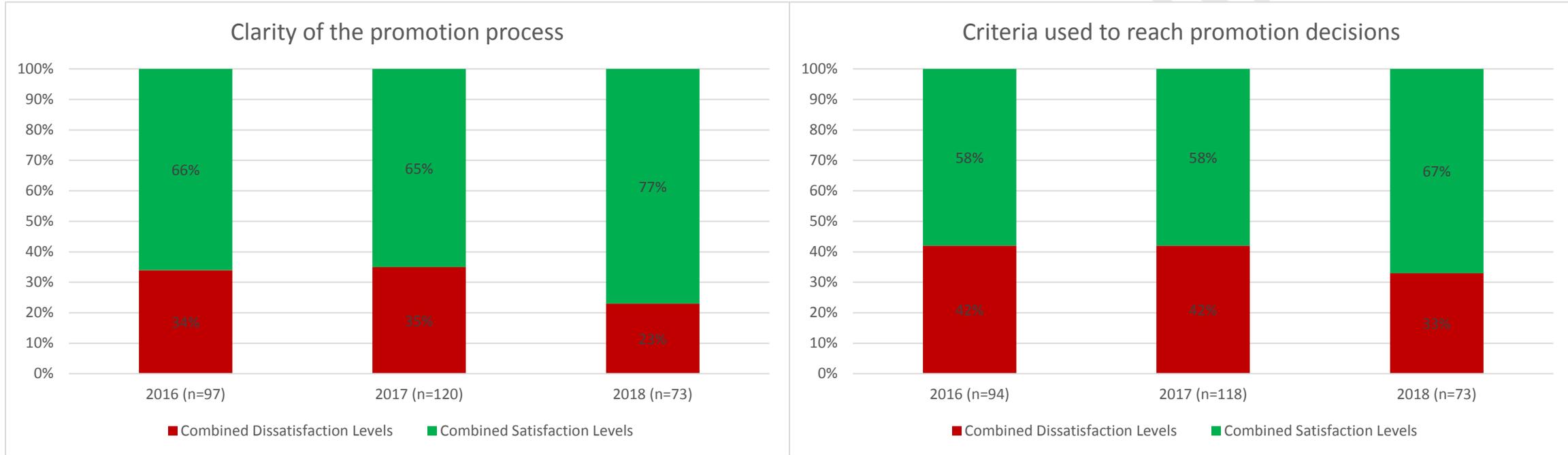
Question: Tenure Process	2016								2017								2018							
	Min.	Max.	Mean	Std Dev.	Under-valued	Valued Appropriately	Over-valued	n	Min.	Max.	Mean	Std Dev.	Under-valued	Valued Appropriately	Over-valued	n	Min.	Max.	Mean	Std Dev.	Under-valued	Valued Appropriately	Over-valued	n
Research and scholarly work	1.0	3.0	2.3	0.8	14%	64.7%	21.2%	85	1.0	3.0	2.1	0.7	15.6%	55.0%	29.4%	109	1.0	3.0	2.3	0.7	13.4%	47.8%	38.8%	67
Teaching contributions	1.0	3.0	2.0	0.9	32.9%	62.4%	4.7%	85	1.0	3.0	1.6***	0.6	40.5%	55.9%	3.6%	111	1.0	3.0	1.7*	0.6	39.7%	52.9%	7.4%	68
Service (e.g., committee work)	1.0	3.0	2.0	0.9	32.6%	62.8%	4.6%	86	1.0	3.0	1.7***	0.5	37.0%	59.3%	3.7%	108	1.0	3.0	1.6**	0.6	42.8%	50.8%	6.4%	63
Professional reputation	1.0	3.0	2.1	0.9	21.7%	73.5%	4.8%	83	1.0	3.0	1.8***	0.5	22.5%	71.6%	5.9%	102	1.0	3.0	1.9	0.5	18.8%	73.4%	7.8%	64
Advising and mentoring	1.0	3.0	2.1	1.0	36.1%	60.9%	3.6%	83	1.0	3.0	1.7***	0.5	37.6%	59.6%	2.8%	109	1.0	3.0	1.7**	0.6	41.0%	50.8%	8.2%	61

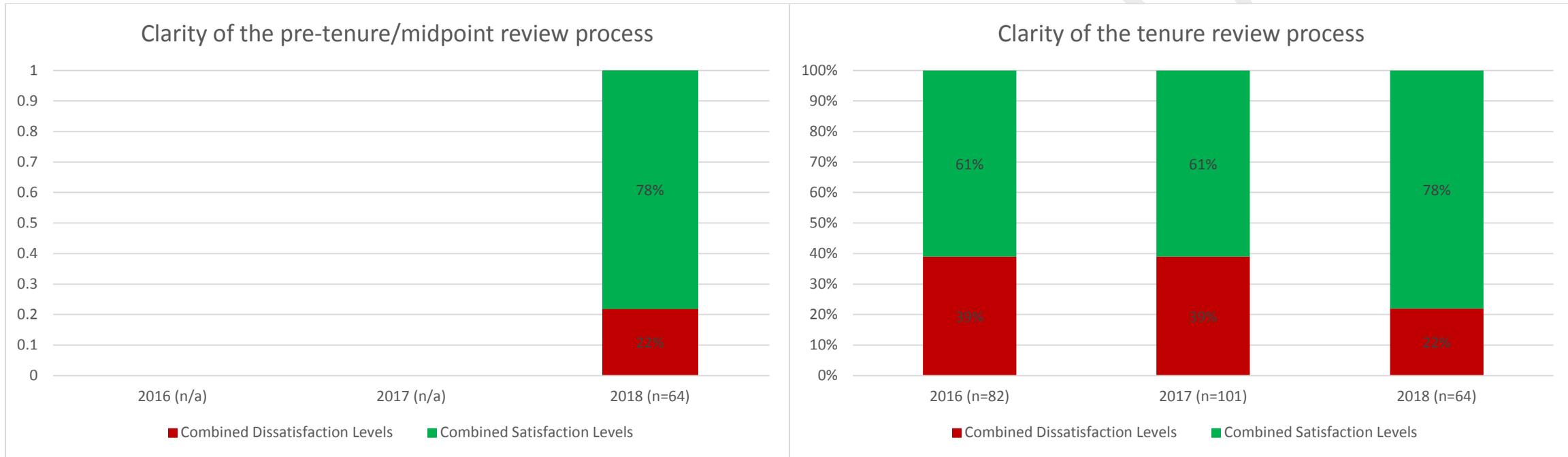
*Mean differences between 2016 and 2018 are statistically significant ($p < .05$).

**Mean differences between 2016 and 2018 are statistically significant ($p < .01$).

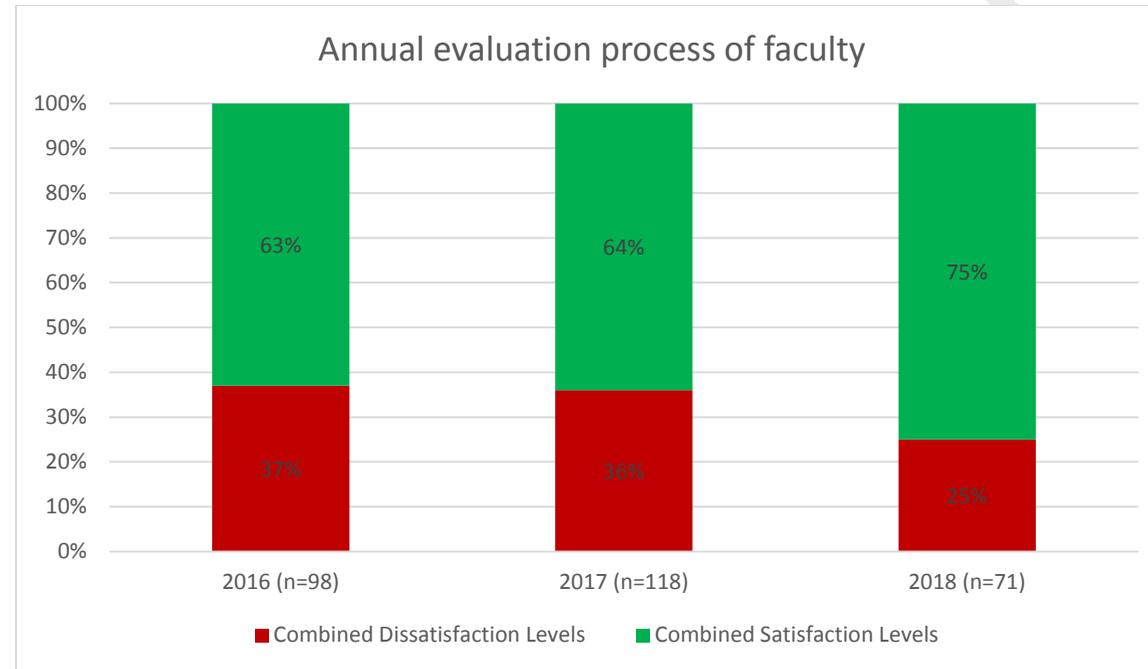
***Mean differences between 2016 and 2017 are statistically significant ($p < .01$).

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







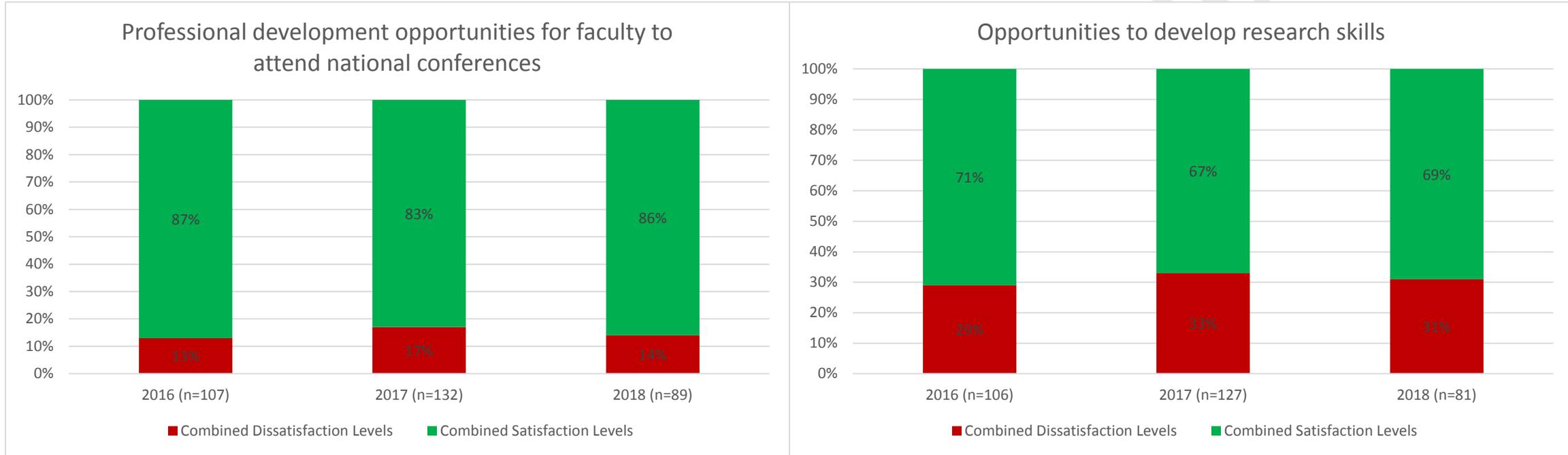


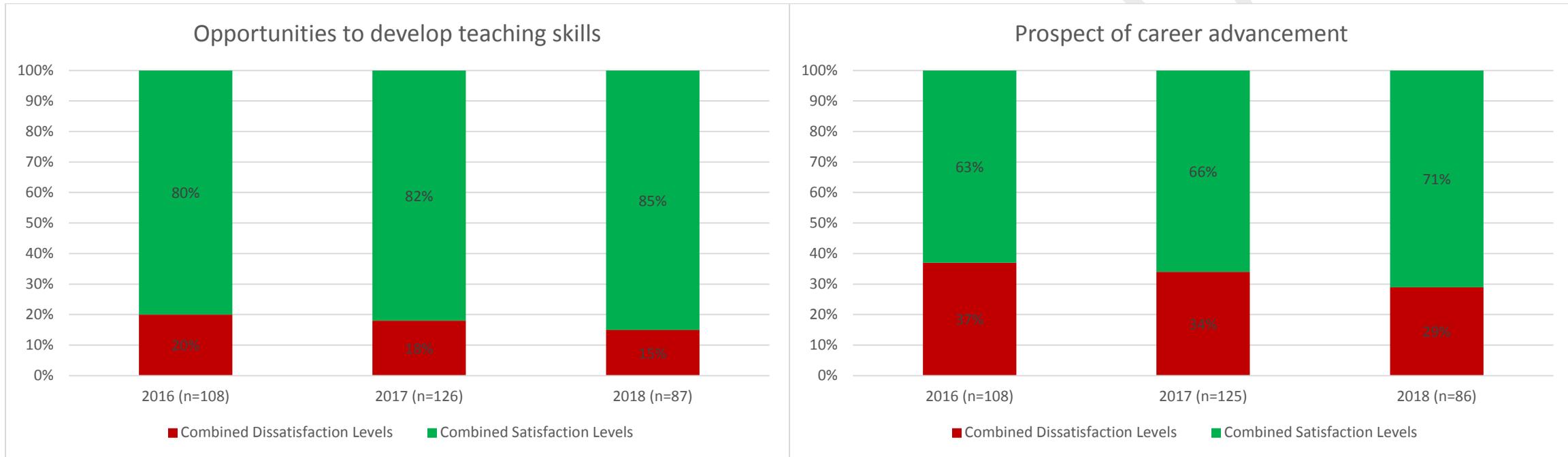
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Summary Statistics: Tenure Process	2016							2017							2018						
	Min.	Max.	Mean	Std Dev.	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels	Min.	Max.	Mean	Std Dev.	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels	Min.	Max.	Mean	Std Dev.	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels
Clarity of the promotion process.	1.0	6.0	3.9	1.4	97	34%	66%	1.0	6.0	3.9	1.6	120	35.0%	65.0%	1.0	6.0	4.3	1.3	73	23.3%	76.7%
Criteria used to reach promotion decisions.	1.0	6.0	3.8	1.5	94	42%	58%	1.0	6.0	3.7	1.6	118	42.4%	57.6%	1.0	6.0	4.1	1.3	73	32.9%	67.1%
Clarity of the pre-tenure/midpoint review process. ^a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1.0	6.0	4.4	1.1	64	21.9%	78.1%
Clarity of the tenure review process.	1.0	6.0	3.9	1.5	82	39%	61%	1.0	6.0	3.8	1.7	101	38.6%	61.4%	2.0	6.0	4.3	1.2	64	21.9%	78.1%
Clarity of the post-tenure review process. ^a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1.0	6.0	4.2	1.2	51	25.5%	74.5%
Criteria used to reach tenure decisions.	1.0	6.0	3.8	1.6	80	42.6%	57.4%	1.0	6.0	3.9	1.7	96	37.5%	62.5%	1.0	6.0	4.2	1.3	58	25.9%	74.1%
Annual evaluation process of faculty.	1.0	6.0	4.0	1.4	98	36.7%	63.3%	1.0	6.0	3.9	1.4	118	35.6%	64.4%	1.0	6.0	4.2	1.3	71	25.4%	74.6%

^aNote: Items were not introduced until the 2018 iteration of the survey.

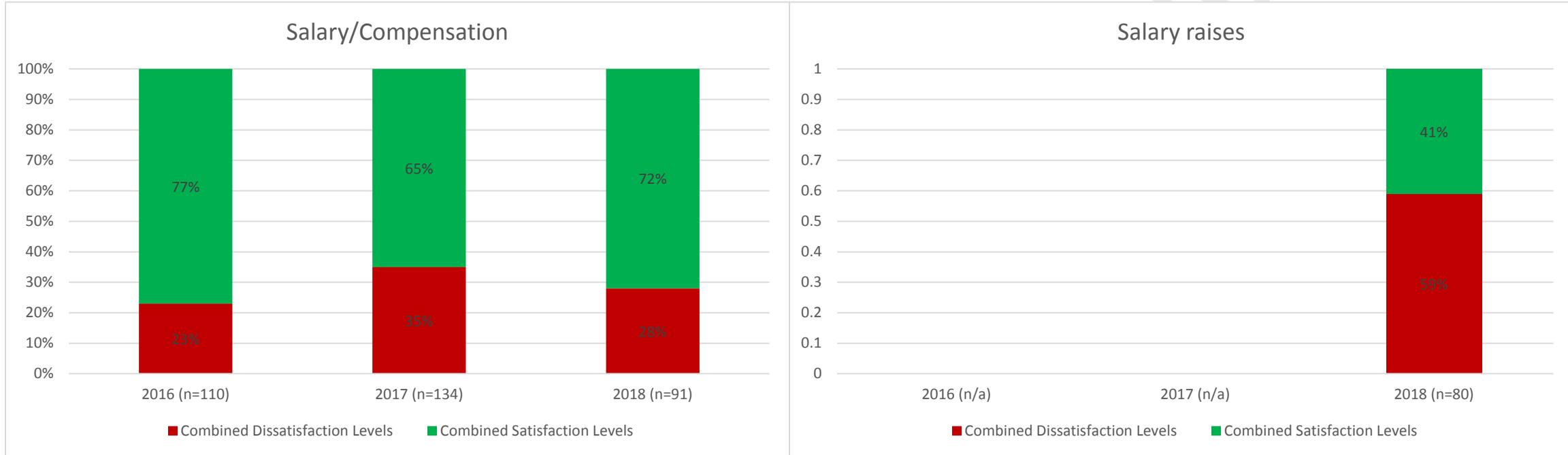
Q12 Please indicate the degree to which you are satisfied with each of the following:

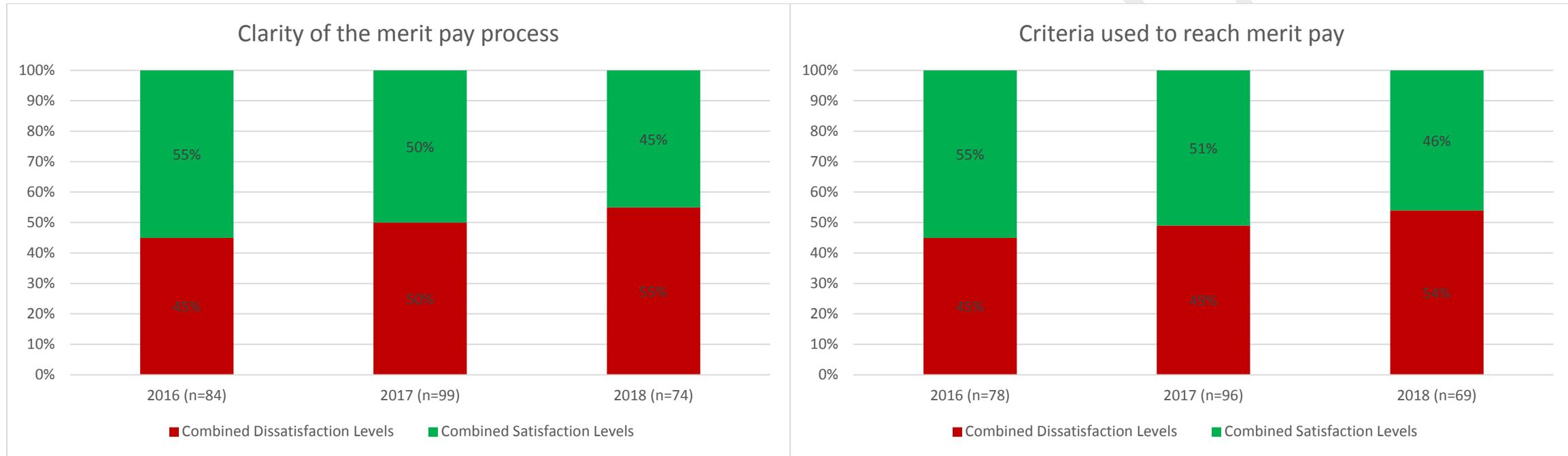


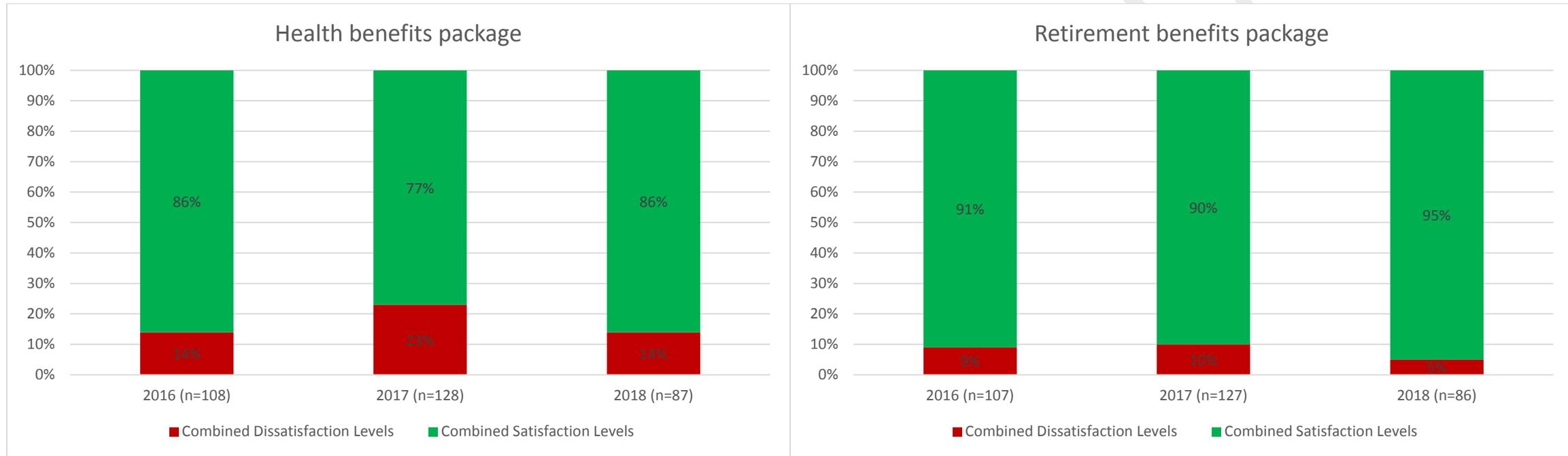


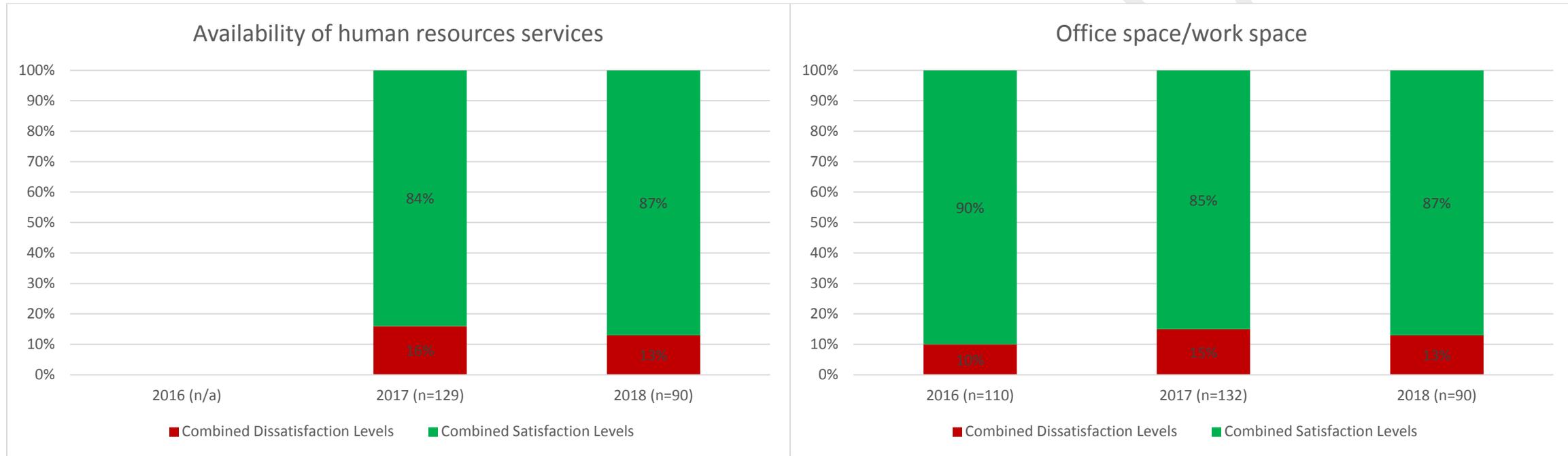
	2016							2017							2018						
Summary Statistics: Professional Development	Min.	Max.	Mean	Std Dev.	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels	Min.	Max.	Mean	Std Dev.	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels	Min.	Max.	Mean	Std Dev.	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels
Professional development opportunities for faculty to attend national conferences.	1.0	6.0	4.7	1.2	107	13.1%	86.9%	1.0	6.0	4.6	1.3	132	17.4%	82.6%	1.0	6.0	4.7	1.3	89	13.5%	86.5%
Opportunities to develop research skills.	1.0	6.0	4.0	1.4	106	29.2%	70.8%	1.0	6.0	4.0	1.4	127	33.1%	66.9%	1.0	6.0	4.2	1.3	81	30.9%	69.1%
Opportunities to develop teaching skills.	1.0	6.0	4.4	1.4	108	20.4%	79.6%	1.0	6.0	4.4	1.2	126	17.5%	82.5%	1.0	6.0	4.4	1.2	87	14.9%	85.1%
Prospect of career advancement.	1.0	6.0	3.9	1.5	108	37.0%	63.0%	1.0	6.0	4.0	1.5	125	33.6%	66.4%	1.0	6.0	4.2	1.3	86	29.1%	70.9%

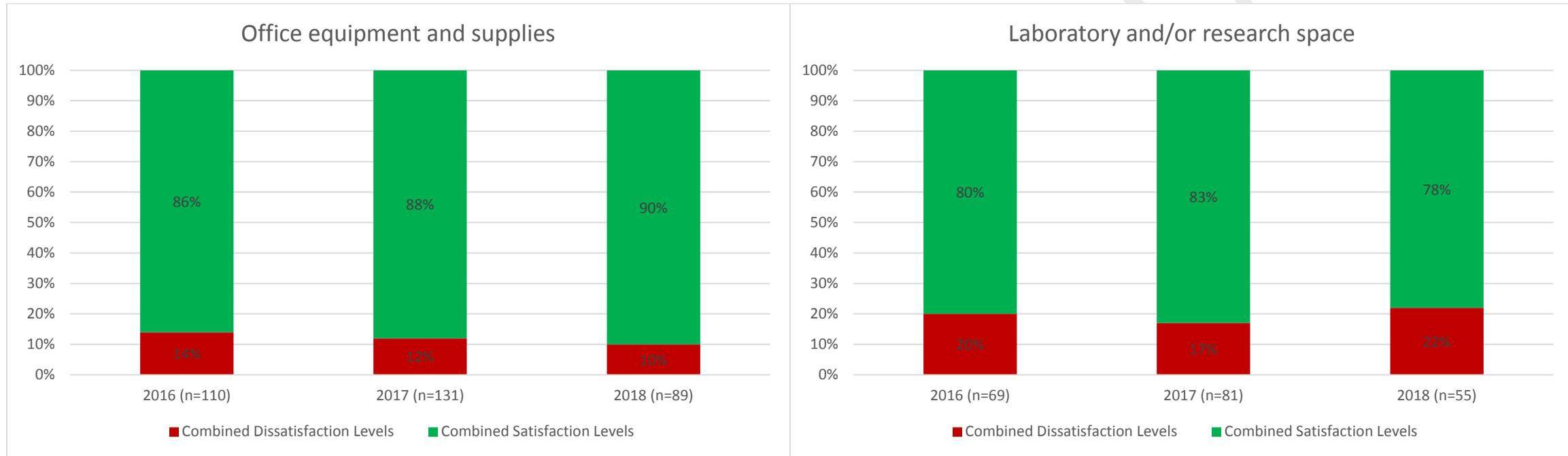
Q13 Please indicate the degree to which you are satisfied with each of the following:

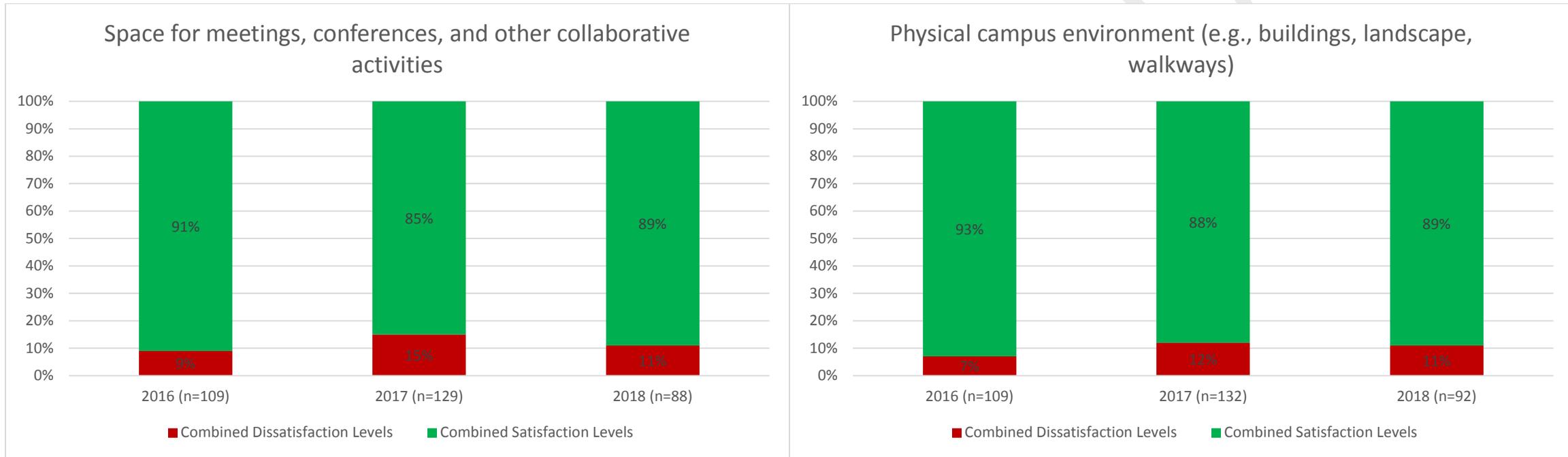


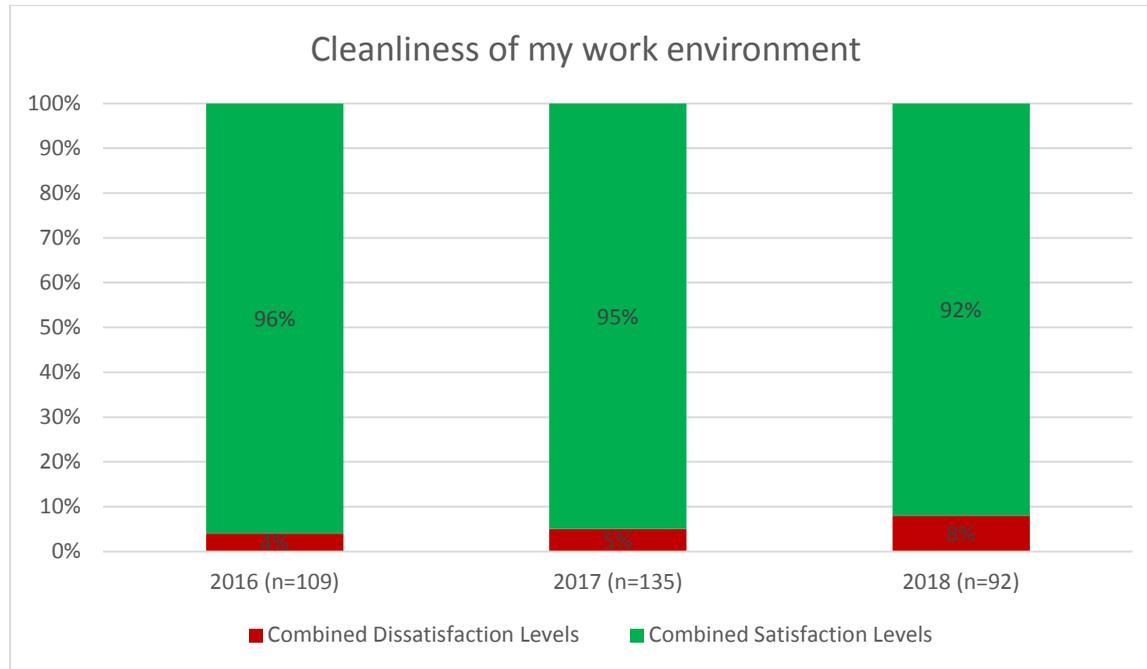














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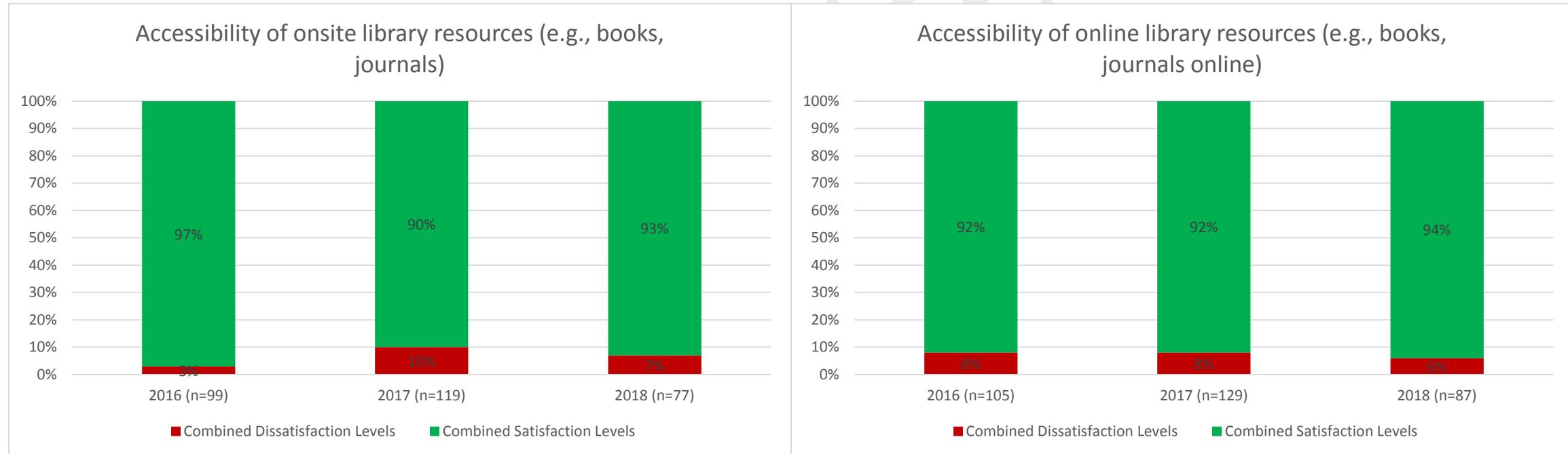
Summary Statistics: Benefits	2016							2017							2018						
	Min.	Max.	Mean	Std Dev.	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels	Min.	Max.	Mean	Std Dev.	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels	Min.	Max.	Mean	Std Dev.	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels
Salary/Compensation	1.0	6.0	4.2	1.2	110	22.7%	77.3%	1.0	6.0	4.0	1.4	134	35.1%	64.9%	2.0	6.0	4.2	1.1	91	27.5%	72.5%
Salary raises ^a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1.0	6.0	3.3	1.4	80	58.7%	41.3%
Clarity of the merit pay process	1.0	6.0	3.6	1.6	84	45.2%	54.8%	1.0	6.0	3.5	1.6	99	49.5%	50.5%	1.0	6.0	3.5	1.5	74	55.4%	44.6%
Criteria used to reach merit pay	1.0	6.0	3.6	1.6	78	44.9%	55.1%	1.0	6.0	3.5	1.7	96	49.0%	51.0%	1.0	6.0	3.5	1.6	69	53.6%	46.4%
Health benefits package	1.0	6.0	4.6	1.2	108	13.9%	86.1%	1.0	6.0	4.3	1.2	128	23.4%	76.6%	2.0	6.0	4.4	1.2	87	13.8%	86.2%
Retirement benefits package	1.0	6.0	4.8	1.0	107	9.4%	90.6%	1.0	6.0	4.6	1.1	127	10.2%	89.8%	1.0	6.0	4.8	0.9	86	4.6%	95.4%
Availability of human resources services ^b	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1.0	6.0	4.5	1.2	129	16.3%	83.7%	1.0	6.0	4.6	1.2	90	13.3%	86.7%
Office space/work space	1.0	6.0	4.8	1.1	110	10%	90%	1.0	6.0	4.7	1.2	132	15.2%	84.8%	1.0	6.0	4.7	1.2	90	13.3%	86.7%
Office equipment and supplies	1.0	6.0	4.7	1.2	110	13.6%	86.4%	1.0	6.0	4.8	1.2	131	11.5%	88.5%	1.0	6.0	4.8	1.1	89	10.1%	89.9%
Laboratory and/or research space	1.0	6.0	4.5	1.3	69	20.3%	79.7%	1.0	6.0	4.5	1.3	81	17.3%	82.7%	1.0	6.0	4.4	1.4	55	21.8%	78.2%
Space for meetings, conferences, and other collaborative activities	1.0	6.0	4.7	1.0	109	9.2%	90.8%	1.0	6.0	4.7	1.2	129	14.7%	85.3%	1.0	6.0	4.7	1.1	88	11.4%	88.6%
Physical campus environment (e.g., buildings, landscape, walkways)	1.0	6.0	4.9	0.9	109	7.3%	92.7%	2.0	6.0	4.8	1.0	132	12.1%	87.9%	1.0	6.0	4.8	1.1	92	10.9%	89.1%
Cleanliness of my work environment	1.0	6.0	5.1	0.9	109	3.7%	96.3%	1.0	6.0	5.1	0.9	135	5.2%	94.8%	1.0	6.0	5.0	1.0	92	7.6%	92.4%
Availability of parking ^b	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1.0	6.0	4.5	1.3	135	22.2%	77.8%	1.0	6.0	4.2	1.5	91	28.6%	71.4%
Sense of personal safety in the work environment	1.0	6.0	5.2	0.9	109	5.5%	94.5%	1.0	6.0	5.2	0.9	134	4.5%	95.5%	1.0	6.0	5.2	0.9	91	3.3%	96.7%

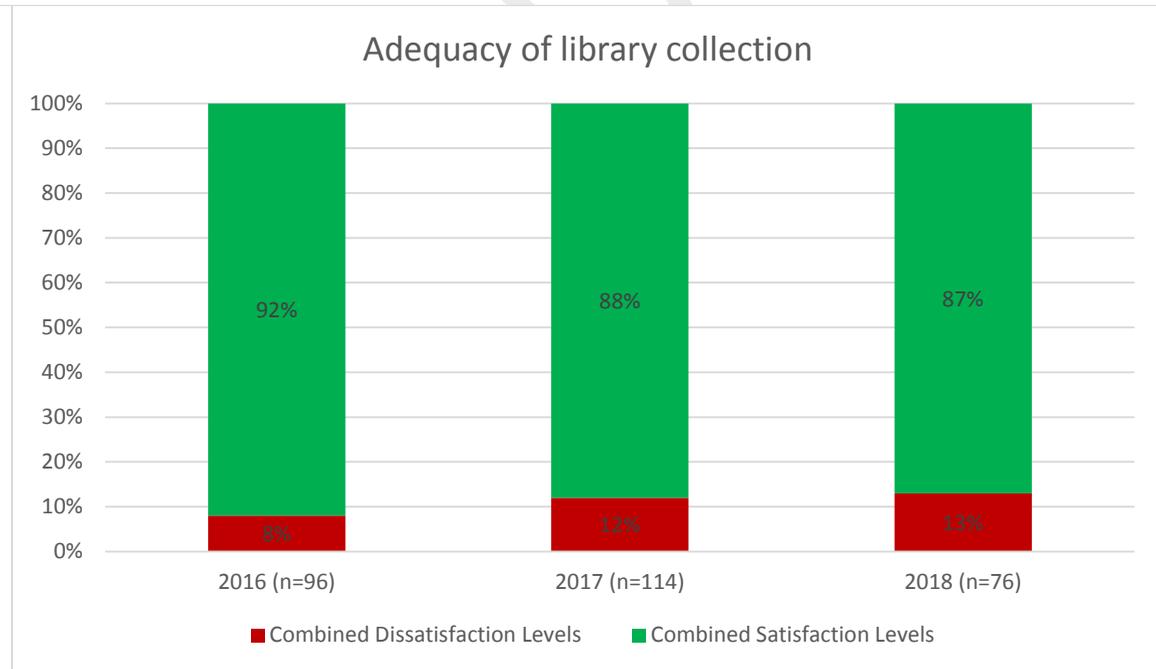
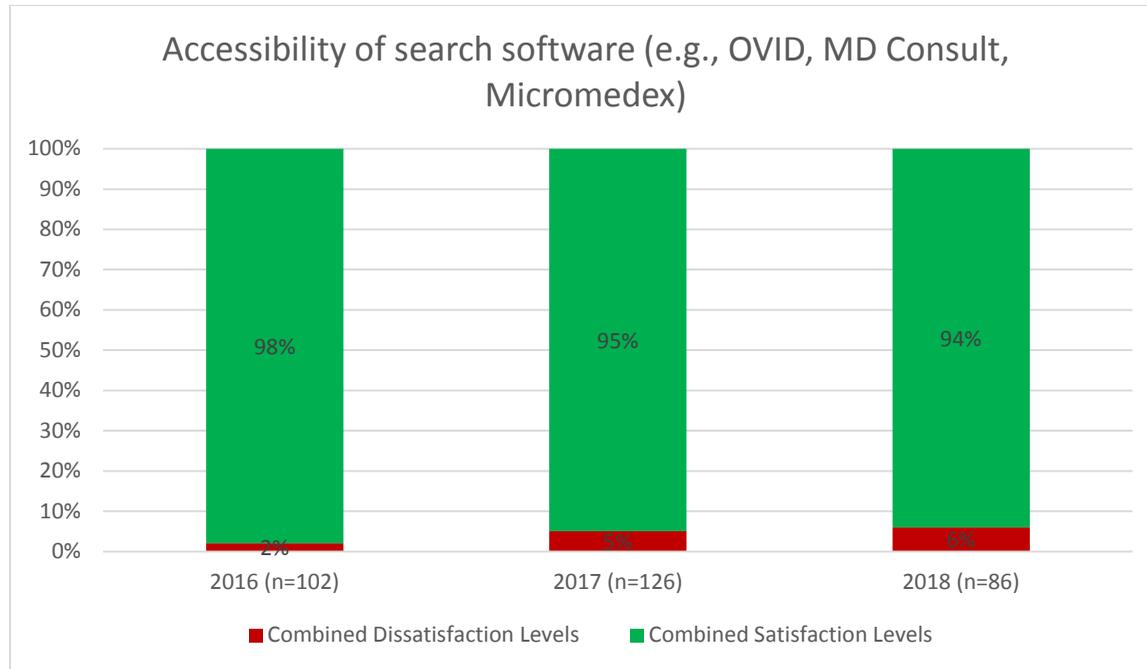
Availability of clerical or administrative support	1.0	6.0	4.5	1.3	103	17.5%	82.5%	1.0	6.0	4.5	1.4	134	20.9%	79.1%	1.0	6.0	4.7	1.3	92	15.2%	84.8%
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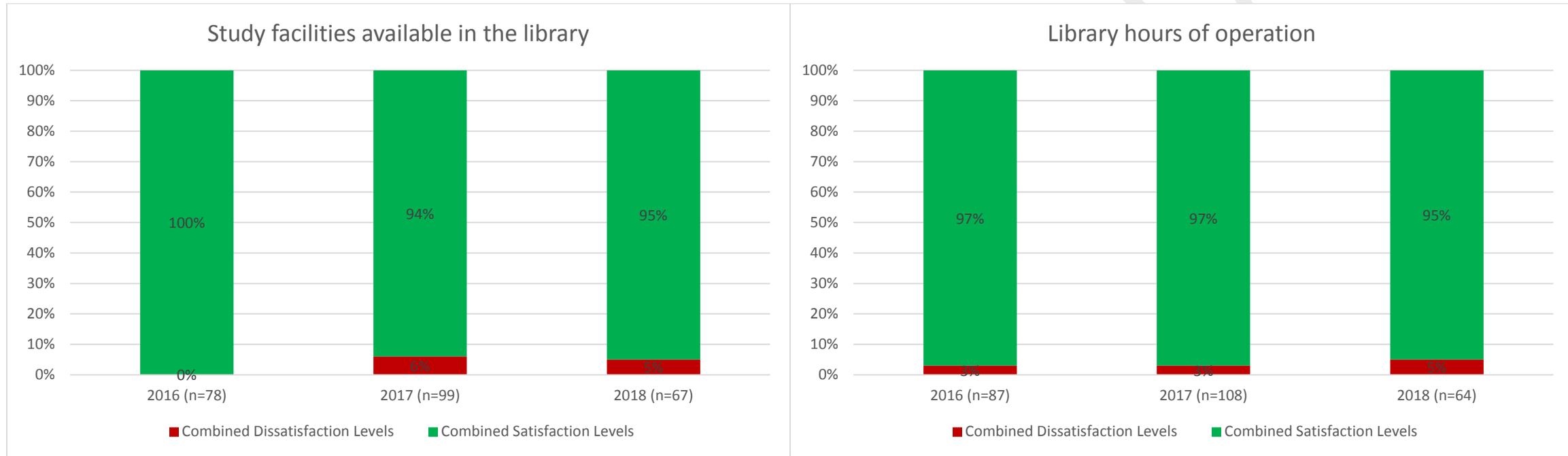
^aNote: Item was not introduced until the 2018 iteration of the survey.

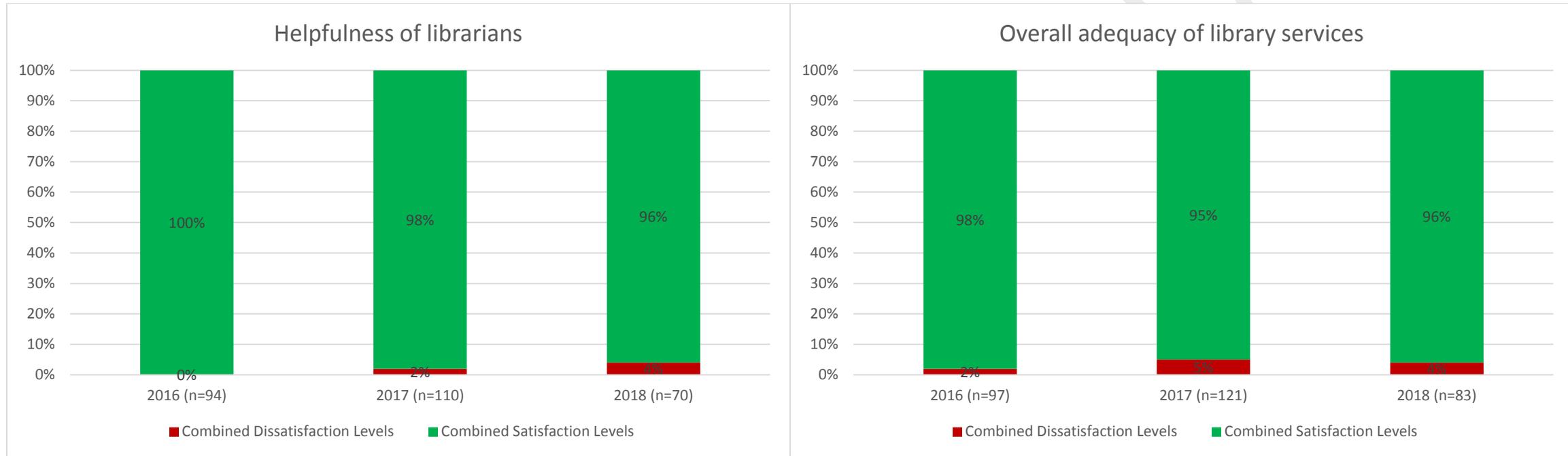
^bNote: Items were not introduced until the 2017 iteration of the survey.

Q14 Please indicate the degree to which you are satisfied with each of the following:





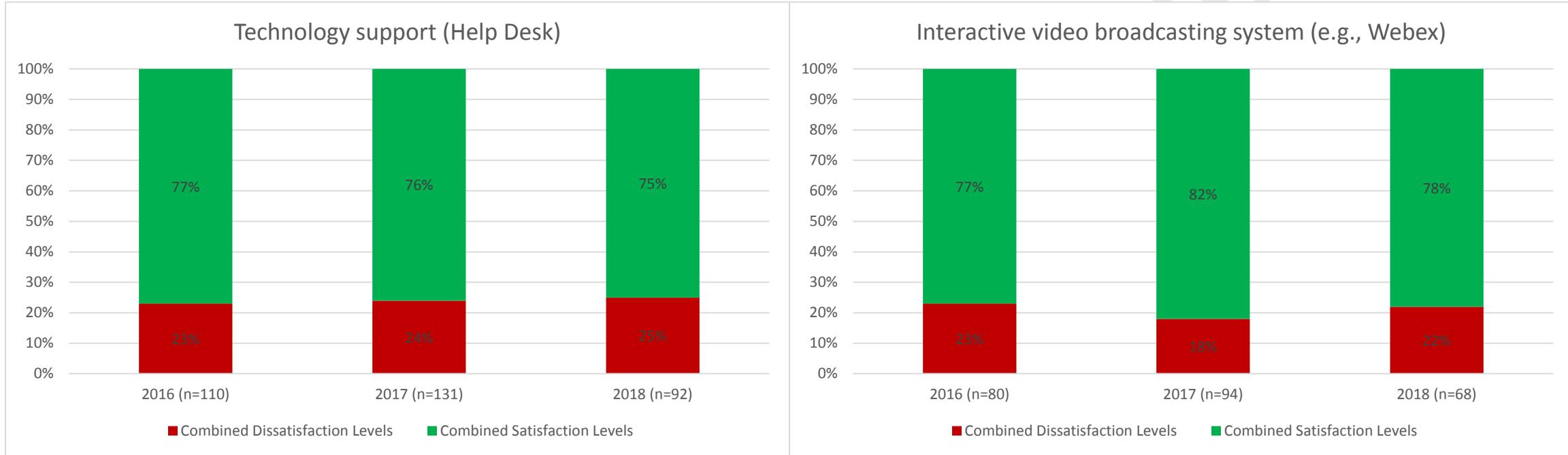


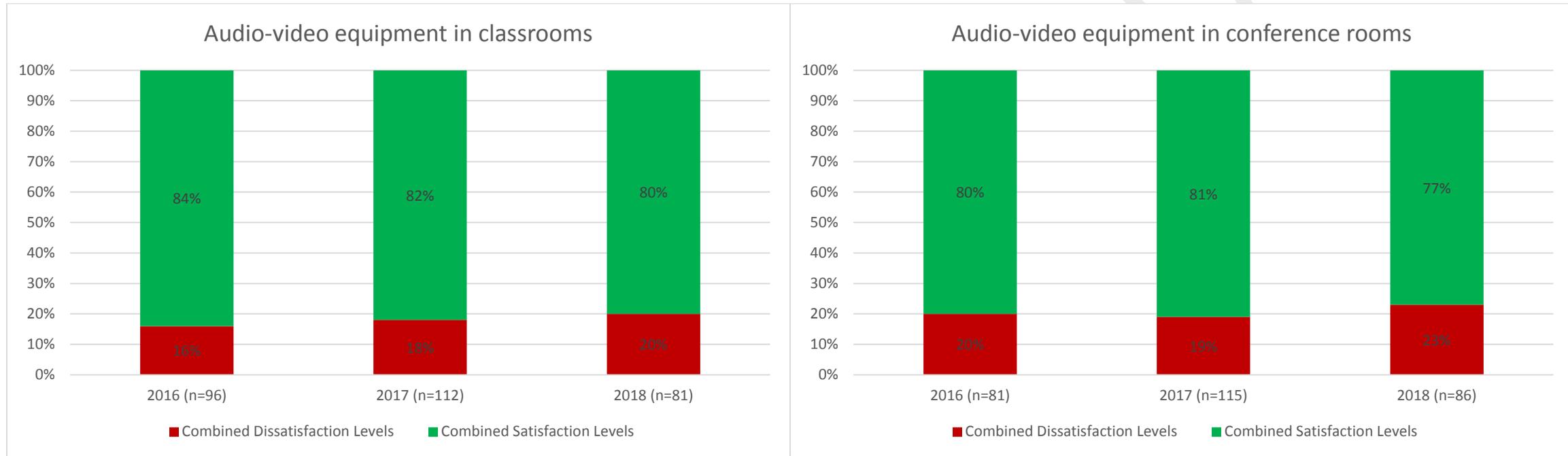


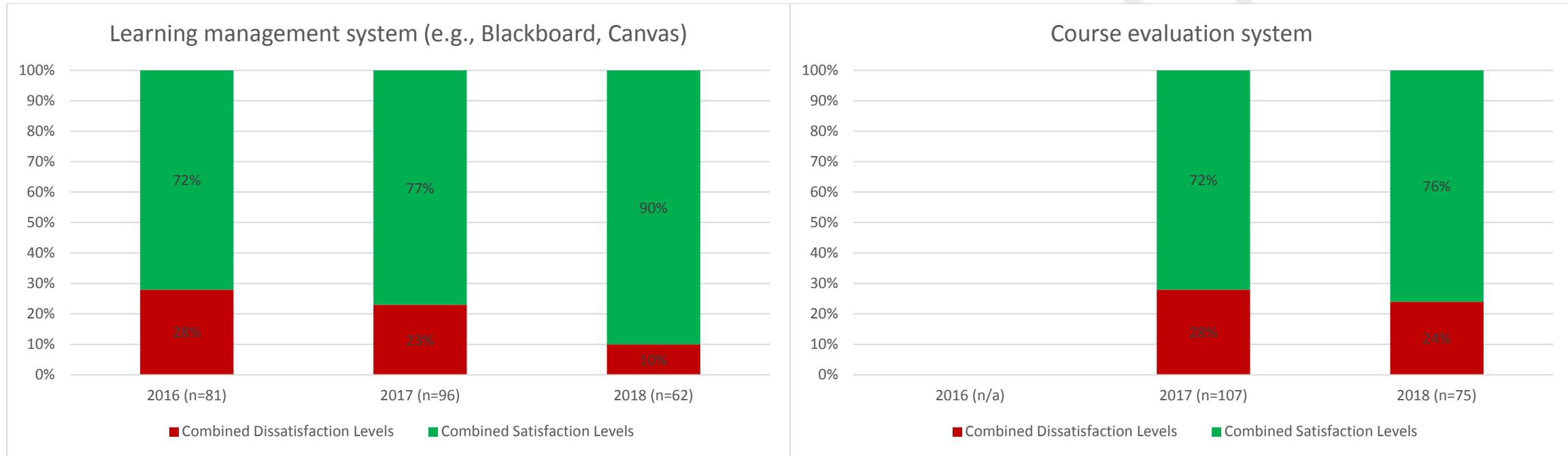
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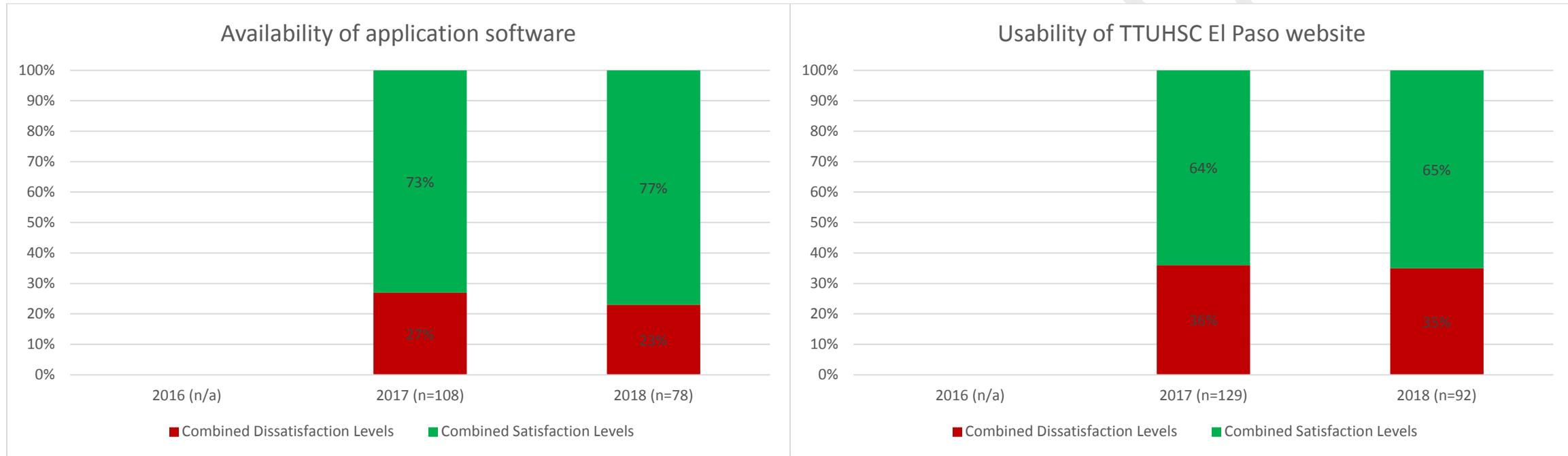
Summary Statistics: Library Resources	2016							2017							2018						
	Min.	Max.	Mean	Std Dev.	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels	Min.	Max.	Mean	Std Dev.	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels	Min.	Max.	Mean	Std Dev.	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels
Accessibility of onsite library resources (e.g., books, journals)	2.0	6.0	5.1	0.8	99	3%	97%	1.0	6.0	5.0	1.1	119	10.1%	89.9%	1.0	6.0	5.0	1.0	77	6.5%	93.5%
Accessibility of online library resources (e.g., books, journals online)	3.0	6.0	5.0	0.8	105	7.6%	92.4%	2.0	6.0	4.9	0.9	129	7.8%	92.2%	2.0	6.0	5.0	0.9	87	5.7%	94.3%
Accessibility of search software (e.g., OVID, MD Consult, Micromedex)	1.0	6.0	5.2	1.0	102	2%	98%	3.0	6.0	5.1	0.8	126	4.8%	95.2%	2.0	6.0	5.0	0.9	86	5.8%	94.2%
Adequacy of library collection	2.0	6.0	4.9	0.9	96	8.4%	91.6%	1.0	6.0	4.9	1.1	114	12.3%	87.7%	1.0	6.0	4.7	1.1	76	13.2%	86.8%
Study facilities available in the library	2.0	6.0	5.2	0.6	78	0%	100%	1.0	6.0	5.1	1.0	99	6.1%	93.9%	1.0	6.0	5.0	0.9	67	4.5%	95.5%
Library hours of operation	4.0	6.0	5.3	0.7	87	3.4%	96.6%	1.0	6.0	5.1	0.8	108	2.8%	97.2%	1.0	6.0	5.0	0.9	64	4.7%	95.3%
Helpfulness of librarians	3.0	6.0	5.4	0.6	94	0%	100%	3.0	6.0	5.4	0.7	110	1.8%	98.2%	1.0	6.0	5.2	0.9	70	2.9%	97.1%
Overall adequacy of library services	4.0	6.0	5.2	0.7	97	2.0%	98%	2.0	6.0	5.0	0.8	121	5.0%	95.0%	1.0	6.0	5.1	0.9	83	3.6%	96.4%

Q15 Please indicate your level of satisfaction with each of the following statements:







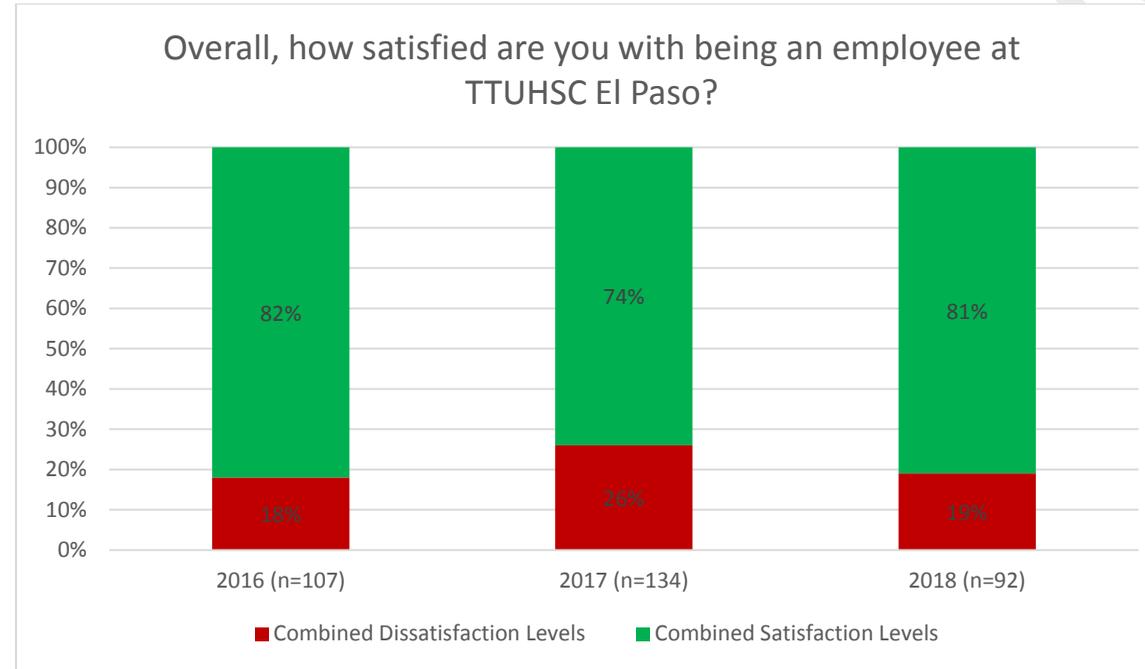


2018 Faculty Satisfaction Survey
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Summary Statistics: IT Resources	2016							2017							2018						
	Min.	Max.	Mean	Std Dev.	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels	Min.	Max.	Mean	Std Dev.	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels	Min.	Max.	Mean	Std Dev.	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels
Technology support (Help Desk)	1.0	6.0	4.4	1.4	110	22.7%	77.3%	1.0	6.0	4.3	1.4	131	23.7%	76.3%	1.0	6.0	4.4	1.4	92	25.0%	75.0%
Interactive video broadcasting system (e.g., Webex)	1.0	6.0	4.4	1.2	80	22.5%	77.5%	1.0	6.0	4.5	1.2	94	18.1%	81.9%	1.0	6.0	4.5	1.2	68	22.1%	77.9%
Audio-video equipment in classrooms	1.0	6.0	4.6	1.1	96	15.6%	84.4%	1.0	6.0	4.4	1.1	112	17.9%	82.1%	1.0	6.0	4.4	1.2	81	19.7%	80.3%
Audio-video equipment in conference rooms	1.0	6.0	4.4	1.2	81	19.7%	80.3%	1.0	6.0	4.4	1.2	115	19.1%	80.9%	1.0	6.0	4.5	1.2	86	23.3%	76.7%
Learning management system (e.g., Blackboard, Canvas)	1.0	6.0	4.1	1.3	81	27.9%	72.1%	1.0	6.0	4.2	1.4	96	22.9%	77.1%	1.0	6.0	4.6	1.0	62	9.7%	90.3%
Course evaluation system ^a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1.0	6.0	4.2	1.3	107	28.0%	72.0%	1.0	6.0	4.3	1.3	75	24.0%	76.0%
Availability of application software ^a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1.0	6.0	4.2	1.2	108	26.9%	73.1%	1.0	6.0	4.3	1.2	78	23.1%	76.9%
Usability of TTUHSC El Paso website ^a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1.0	6.0	4.0	1.4	129	35.7%	64.3%	1.0	6.0	4.0	1.5	92	34.8%	65.2%

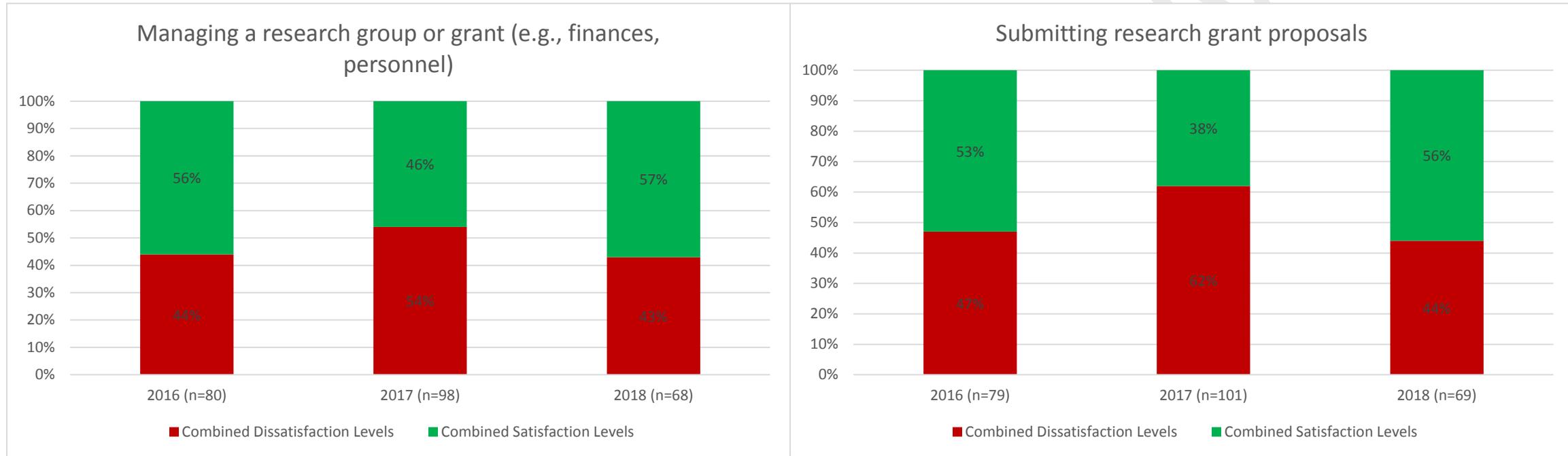
^aNote: Items were not introduced until the 2017 iteration of the survey.

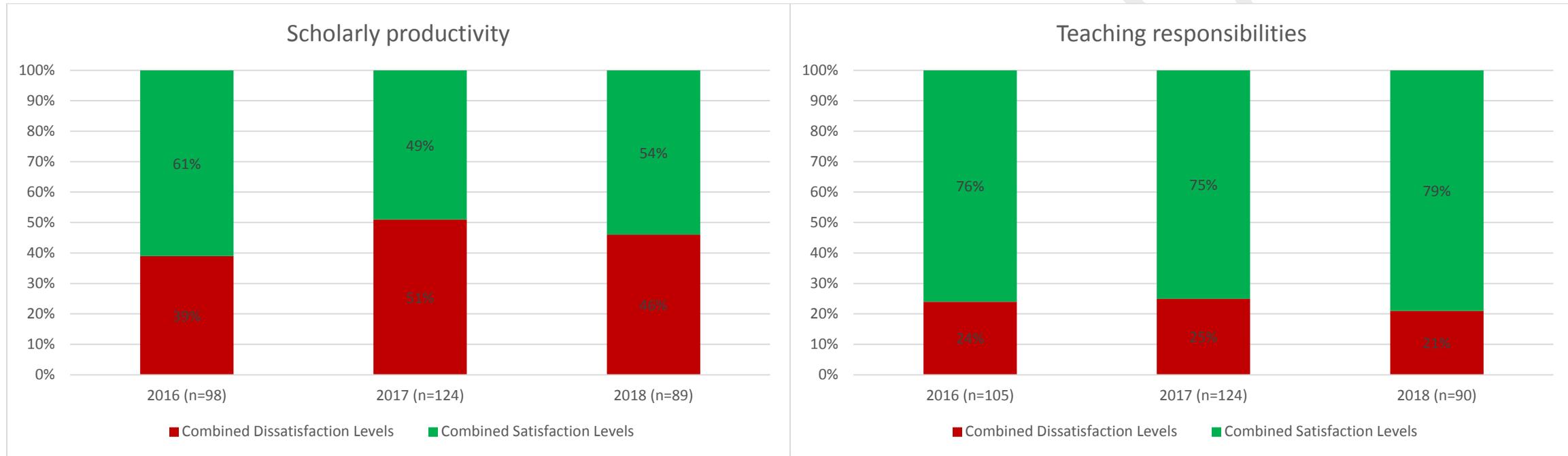
Q16 Overall, how satisfied are you with being an employee at TTUHSC El Paso?

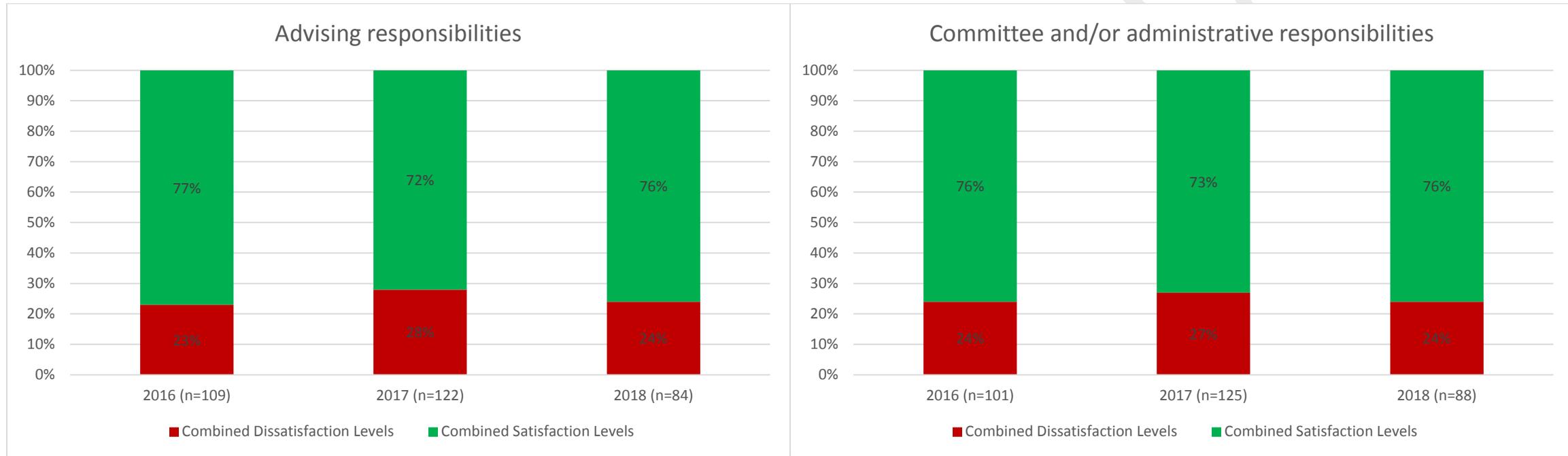


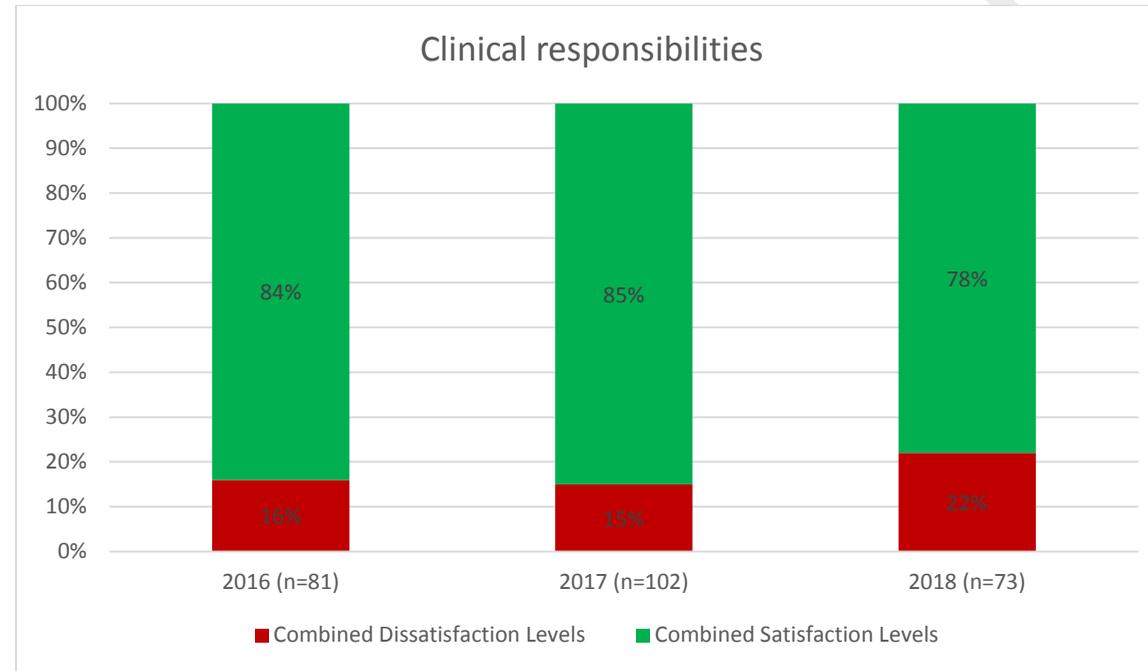
Summary Statistics: Employment Satisfaction	2016							2017							2018						
	Min.	Max.	Mean	Std Dev.	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels	Min.	Max.	Mean	Std Dev.	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels	Min.	Max.	Mean	Std Dev.	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels
Overall, how satisfied are you with being an employee at TTUHSC El Paso?	1.0	6.0	4.5	1.2	107	17.8%	82.2%	1.0	6.0	4.2	1.4	134	26.1%	73.9%	1.0	6.0	4.6	1.3	92	18.5%	81.5%

Q17 Please indicate your level of agreement when reading the following statement: I feel I have adequate time to devote to...





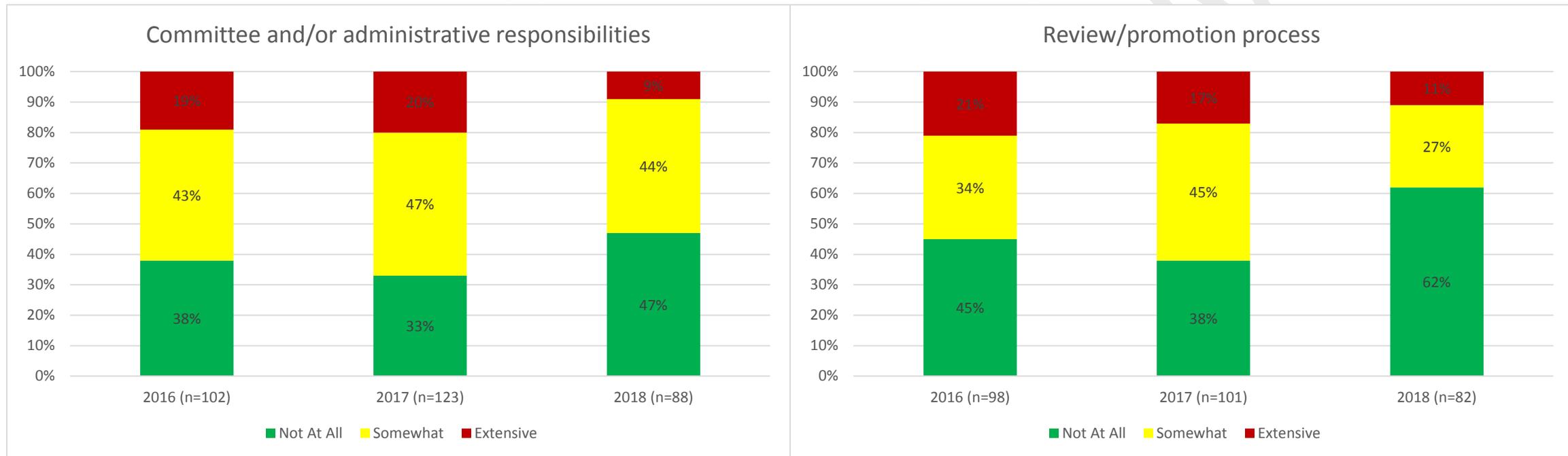


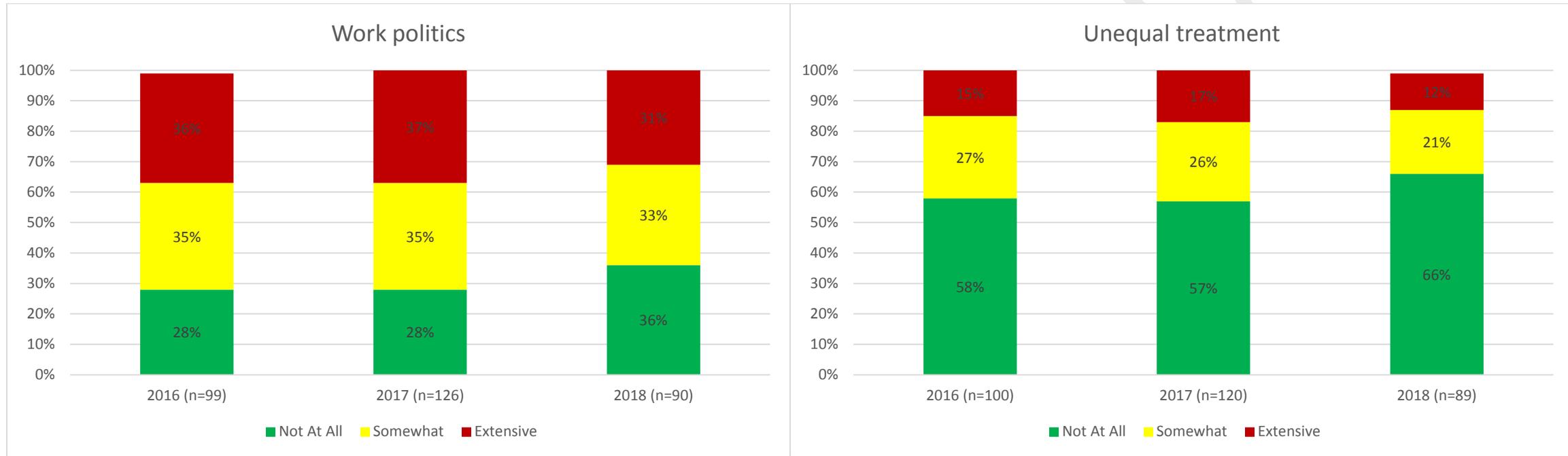


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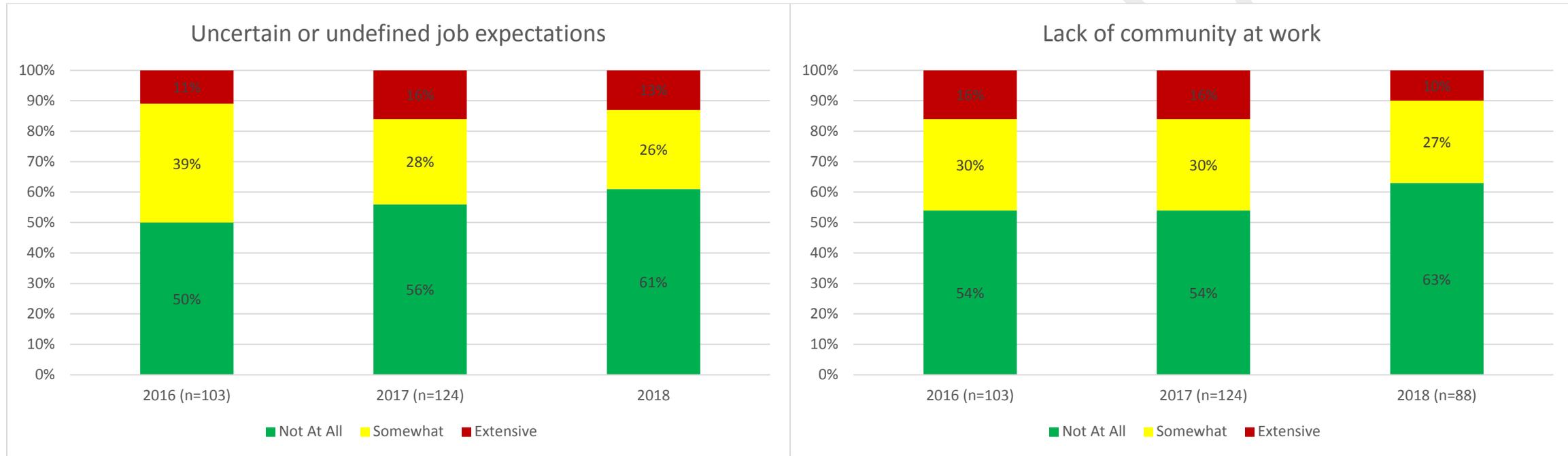
Summary Statistics: Time Allotment	2016							2017							2018						
	Min.	Max.	Mean	Std Dev.	n	Combined Disagreement Levels	Combined Agreement Levels	Min.	Max.	Mean	Std Dev.	n	Combined Disagreement Levels	Combined Agreement Levels	Min.	Max.	Mean	Std Dev.	n	Combined Disagreement Levels	Combined Agreement Levels
Managing a research group or grant (e.g., finances, personnel)	1.0	6.0	3.7	1.6	80	43.8%	56.2%	1.0	6.0	3.3	1.6	98	54.1%	45.9%	1.0	6.0	3.6	1.5	68	42.6%	57.4%
Submitting research grant proposals	1.0	6.0	3.6	1.6	79	46.8%	53.2%	1.0	6.0	3.1	1.5	101	62.4%	37.6%	1.0	6.0	3.5	1.6	69	43.5%	56.5%
Scholarly productivity	1.0	6.0	3.7	1.5	98	38.8%	61.2%	1.0	6.0	3.5	1.5	124	50.8%	49.2%	1.0	6.0	3.6	1.6	81	45.7%	54.3%
Teaching responsibilities	1.0	6.0	4.4	1.3	105	23.8%	76.2%	1.0	6.0	4.3	1.3	124	25.0%	75.0%	1.0	6.0	4.4	1.6	90	21.1%	78.9%
Advising responsibilities	1.0	6.0	4.4	1.3	103	23.3%	76.7%	1.0	6.0	4.2	1.3	122	27.9%	72.1%	1.0	6.0	4.2	1.4	84	23.8%	76.2%
Committee and/or administrative responsibilities	1.0	6.0	4.3	1.3	101	23.9%	76.1%	1.0	6.0	4.1	1.2	125	27.2%	72.8%	1.0	6.0	4.3	1.3	88	23.9%	76.1%
Clinical responsibilities	1.0	6.0	4.6	1.3	81	16.0%	84.4%	1.0	6.0	4.6	1.1	102	14.7%	85.3%	1.0	6.0	4.5	1.3	73	21.9%	78.1%

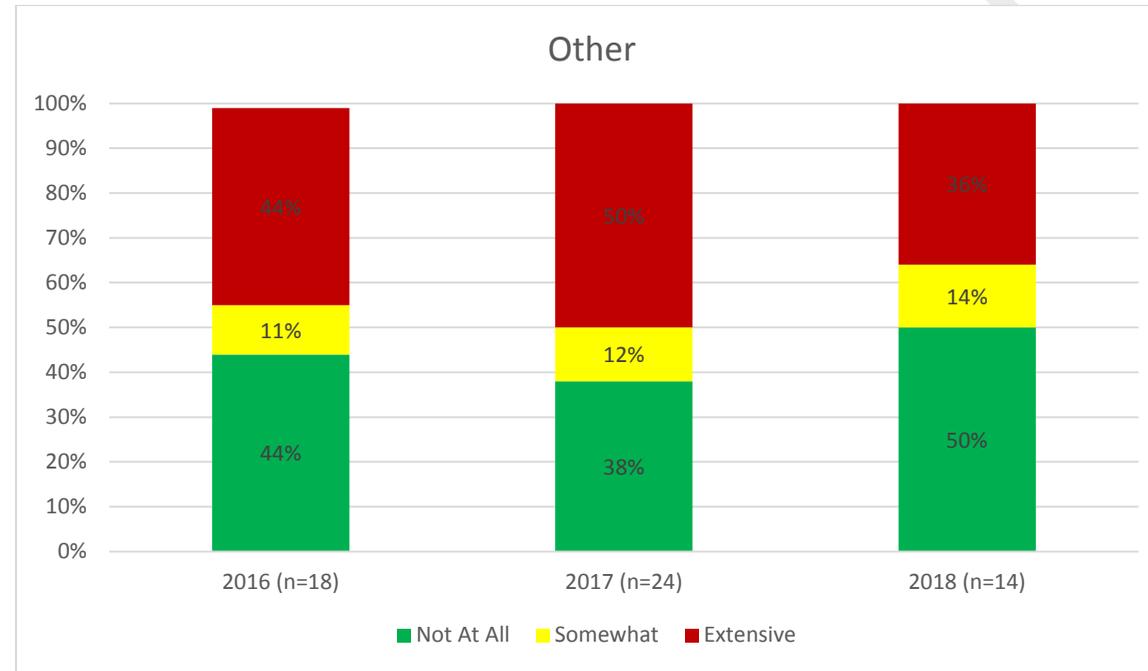
Q18 Please indicate the extent to which each of the following aspects of WORK has been a source of stress for you over the past twelve months.





Internal



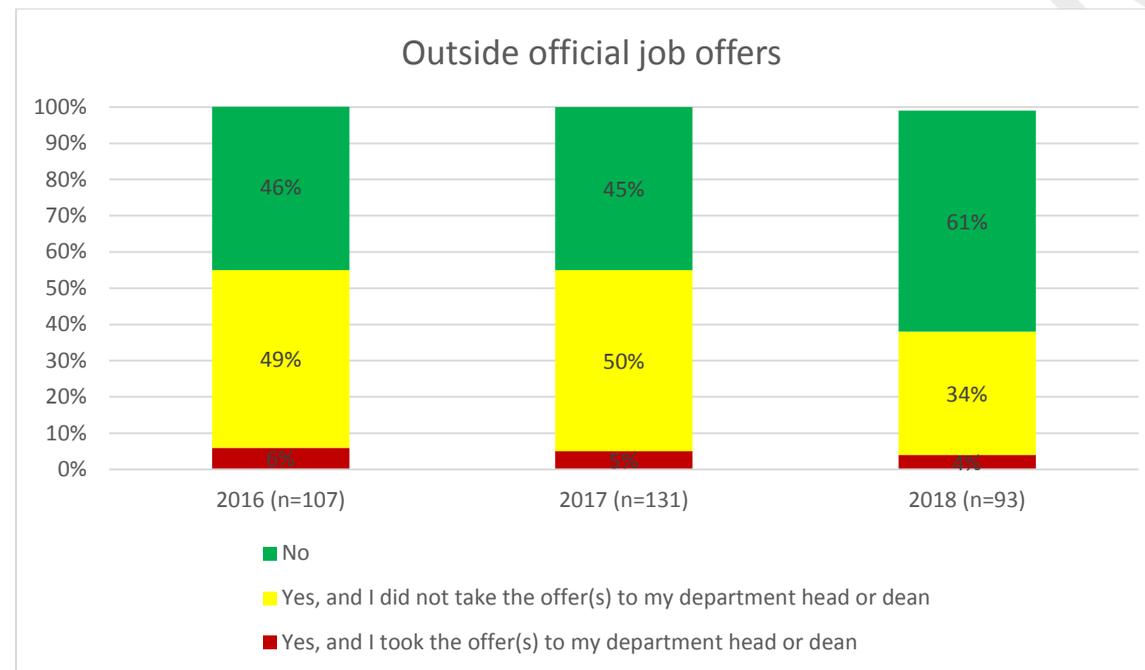


2018 Faculty Satisfaction Survey
Results Summary

Question: Work Stress	2016								2017								2018							
	Min.	Max.	Mean	Std Dev.	Not at all	Somewhat	Extensive	n	Min.	Max.	Mean	Std Dev.	Not at all	Somewhat	Extensive	n	Min.	Max.	Mean	Std Dev.	Not at all	Somewhat	Extensive	n
Committee and/or administrative responsibilities	1.0	3.0	1.8	0.7	37.6%	42.6%	19.8%	102	1.0	3.0	1.9	0.7	33.3%	47.2%	19.5%	123	1.0	3.0	1.6	0.7	46.6%	44.3%	9.1%	88
Review/promotion process	1.0	3.0	1.8	0.8	44.9%	33.7%	21.4%	98	1.0	3.0	1.8	0.7	37.6%	45.5%	16.8%	101	1.0	3.0	1.5*	0.7	62.2%	26.8%	11.0%	82
Work politics	1.0	3.0	2.1	0.8	27.6%	35.7%	36.7%	99	1.0	3.0	2.1	0.8	27.8%	34.9%	37.3%	126	1.0	3.0	2.0	0.8	35.6%	33.3%	31.1%	90
Unequal treatment	1.0	3.0	1.6	0.7	57.6%	27.3%	15.2%	100	1.0	3.0	1.6	0.8	56.7%	25.8%	17.5%	120	1.0	3.0	1.5	0.7	66.3%	21.3%	12.4%	89
Uncertain or undefined job expectations	1.0	3.0	1.6	0.7	50.0%	39.2%	10.8%	103	1.0	3.0	1.6	0.7	55.6%	28.2%	16.1%	124	1.0	3.0	1.5	0.7	61.1%	25.6%	13.3%	90
Lack of community at work	1.0	3.0	1.6	0.7	53.9%	30.4%	15.7%	103	1.0	3.0	1.6	0.7	54.0%	29.8%	16.1%	124	1.0	3.0	1.5	0.7	62.5%	27.3%	10.2%	88
Other	1.0	3.0	2.0	0.7	44.4%	11.1%	44.4%	18	1.0	3.0	2.1	0.9	37.5%	12.5%	50.0%	24	1.0	3.0	1.9	0.9	50.0%	14.3%	35.7%	14

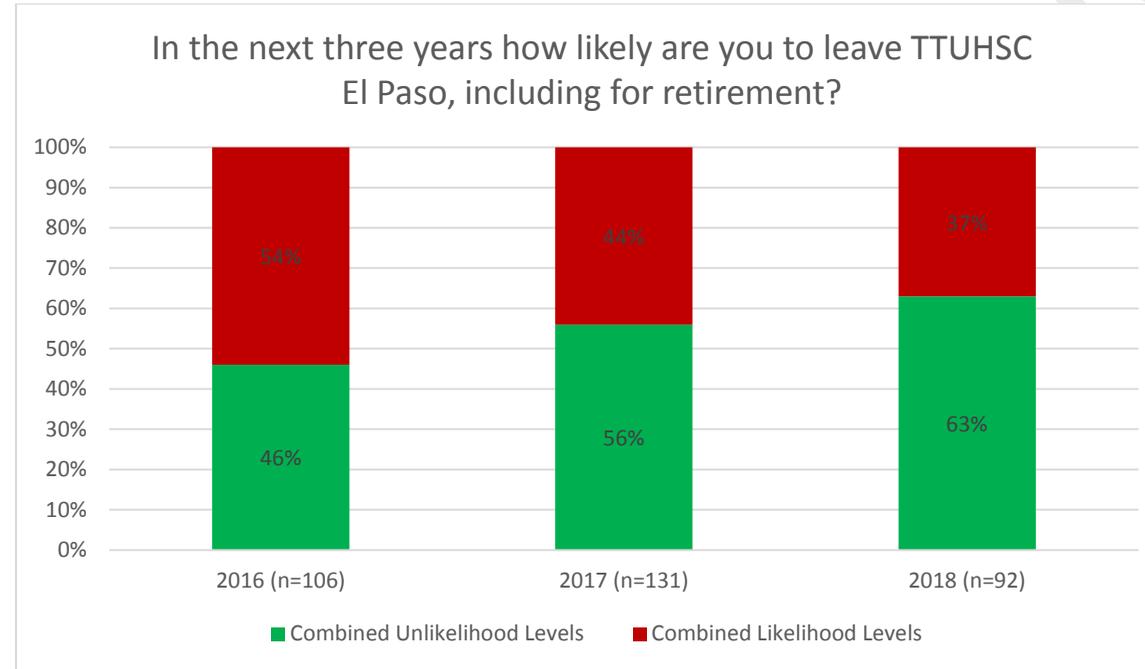
*Mean differences between 2016 and 2018 and 2017 and 2018 are statistically significant ($p < .05$).

Q19 In the last five years, while at TTUHSC El Paso, have you received outside official job offer(s)?



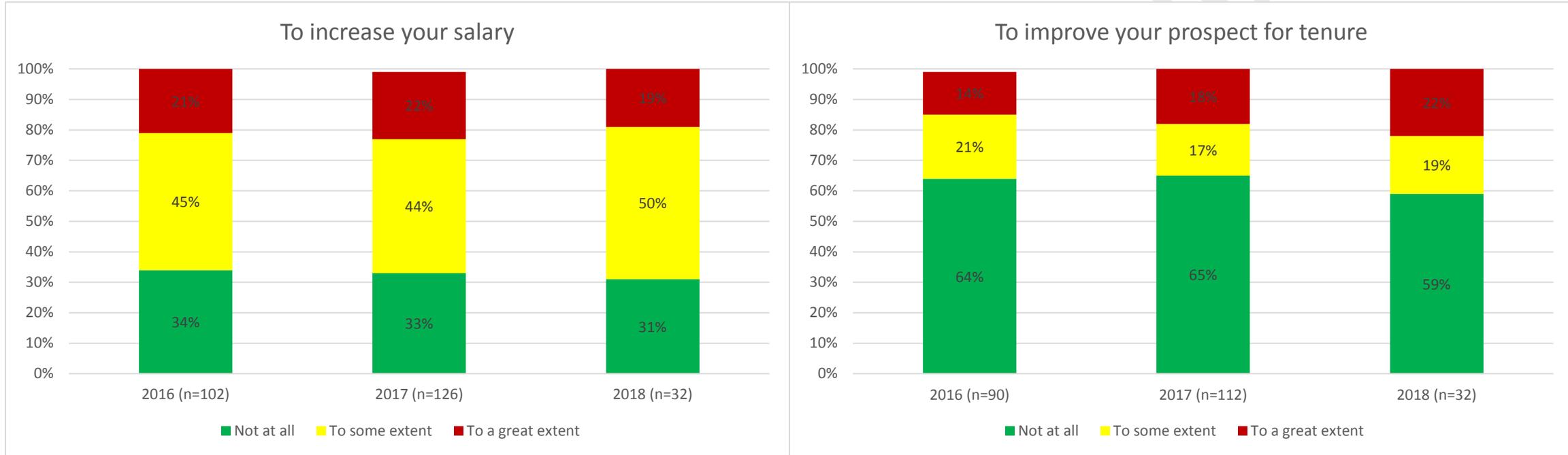
Answer: Job Offers	2016		2017		2018	
	%	n	%	n	%	n
Yes, and I took the offer(s) to my department head or dean.	5.6%	6	5.3%	7	4.3%	n < 5
Yes, and I did not take the offer(s) to my department head or dean.	48.6%	52	49.6%	65	34.4%	32
No	45.8%	49	45.0%	59	61.3%	57
Total	100%	107	100%	131	100%	93

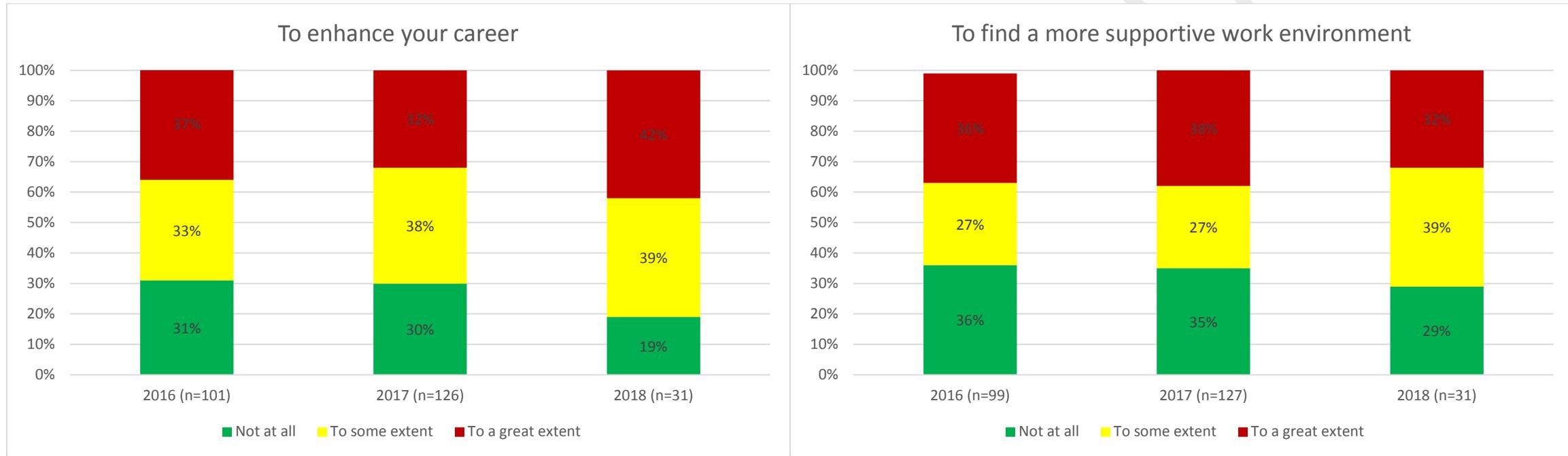
Q20 In the next three years how likely are you to leave TTUHSC El Paso, including for retirement?

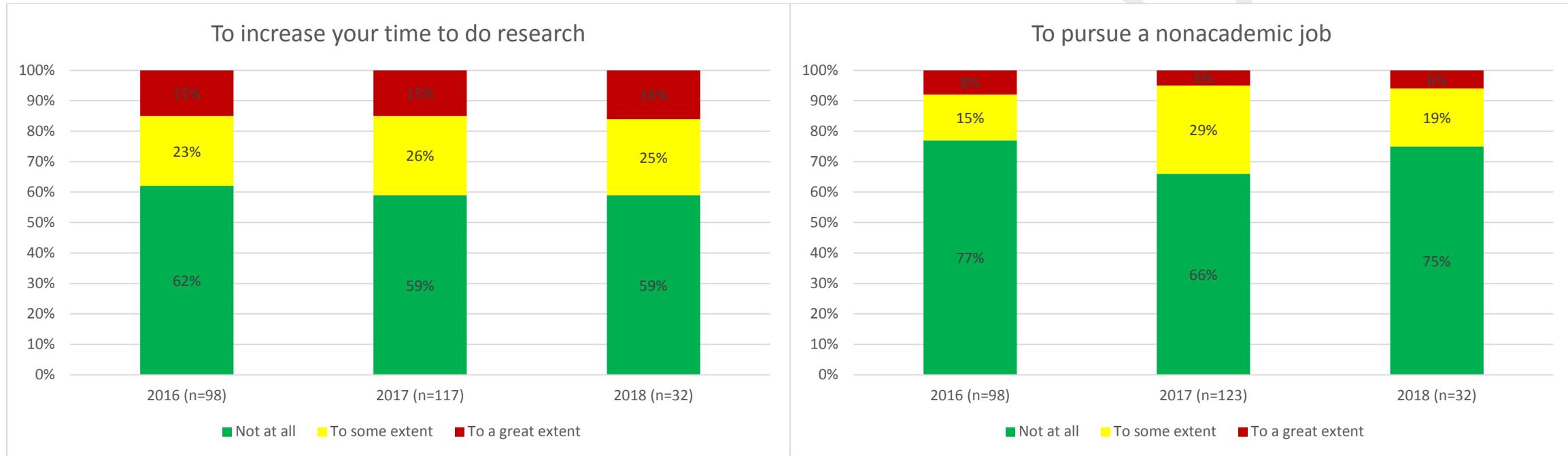


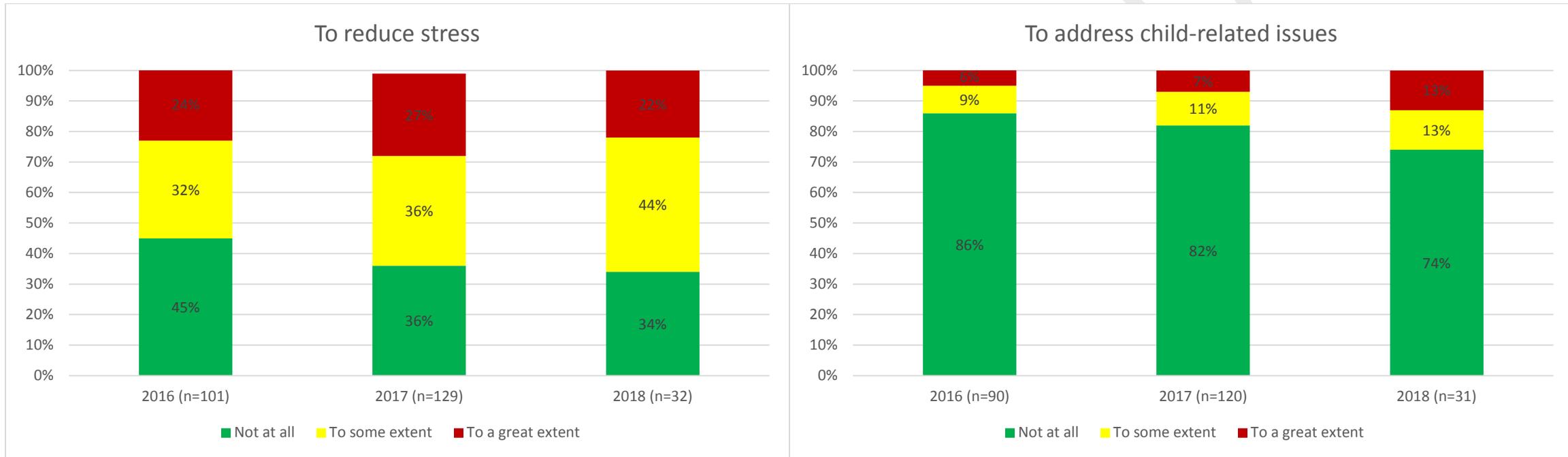
Summary Statistics: Likelihood of leaving TTUHSC EP	2016							2017							2018						
	Min.	Max.	Mean	Std Dev.	n	Combined Unlikelihood Levels	Combined Likelihood Levels	Min.	Max.	Mean	Std Dev.	n	Combined Unlikelihood Levels	Combined Likelihood Levels	Min.	Max.	Mean	Std Dev.	n	Combined Unlikelihood Levels	Combined Likelihood Levels
In the next three years how likely are you to leave TTUHSC El Paso, including for retirement?	1.0	6.0	3.5	1.4	106	46.2%	53.8%	1.0	6.0	3.3	1.6	131	55.7%	44.3%	1.0	6.0	3.1	1.5	92	63.0%	37.0%

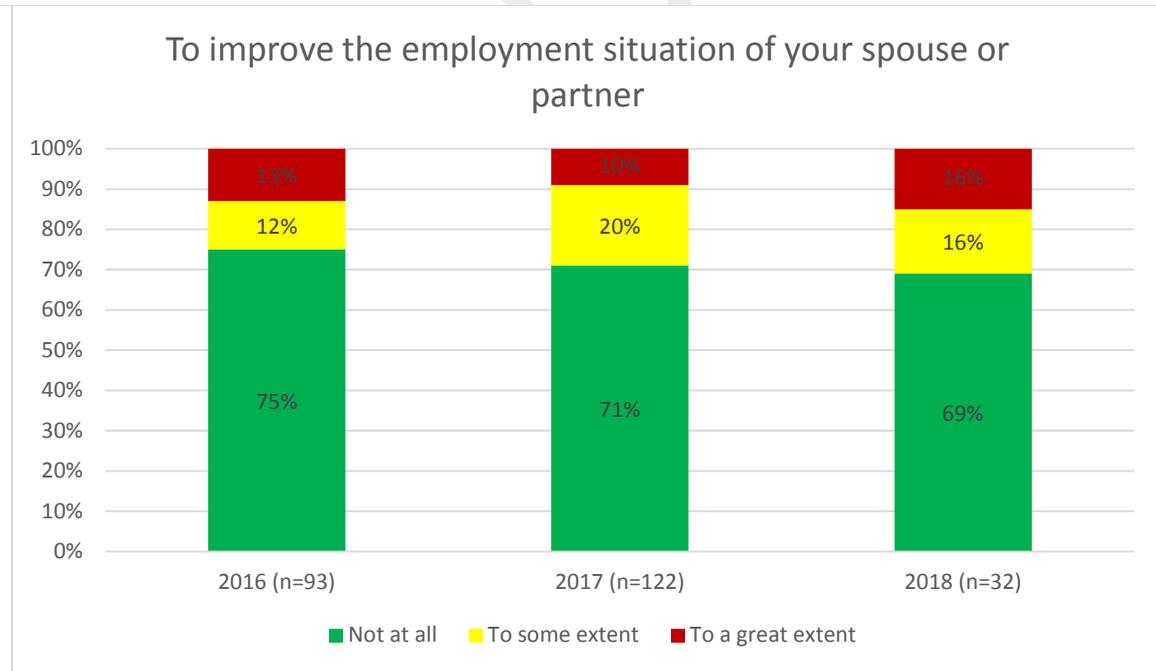
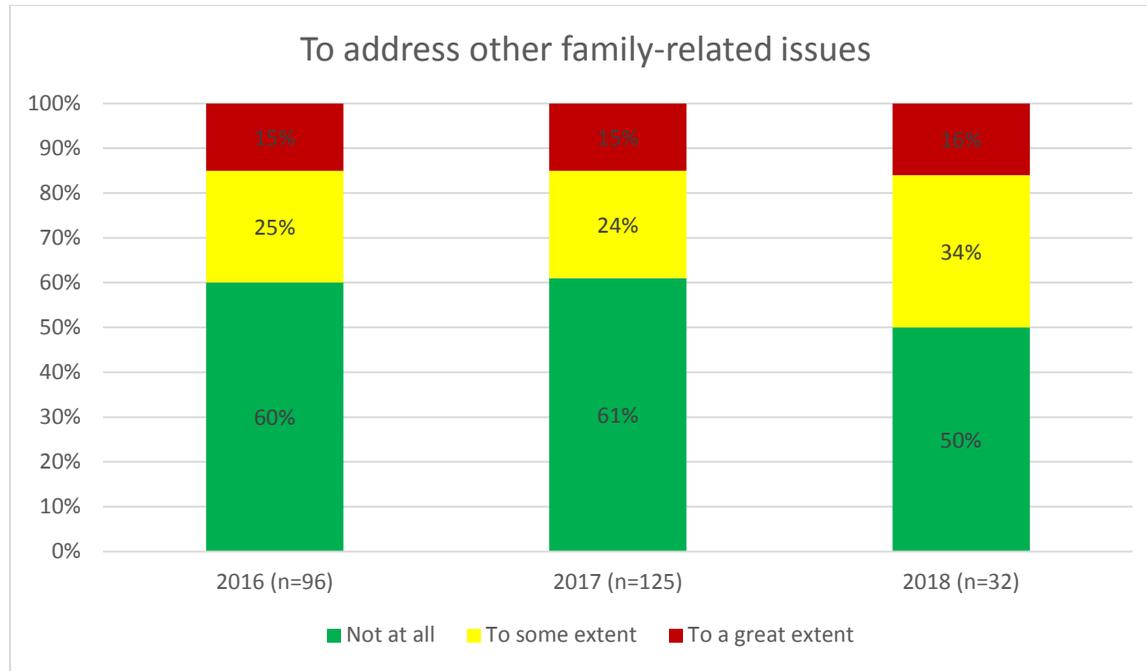
Q21 To what extent, if at all, have you considered the following as reasons to leave in the next three years?

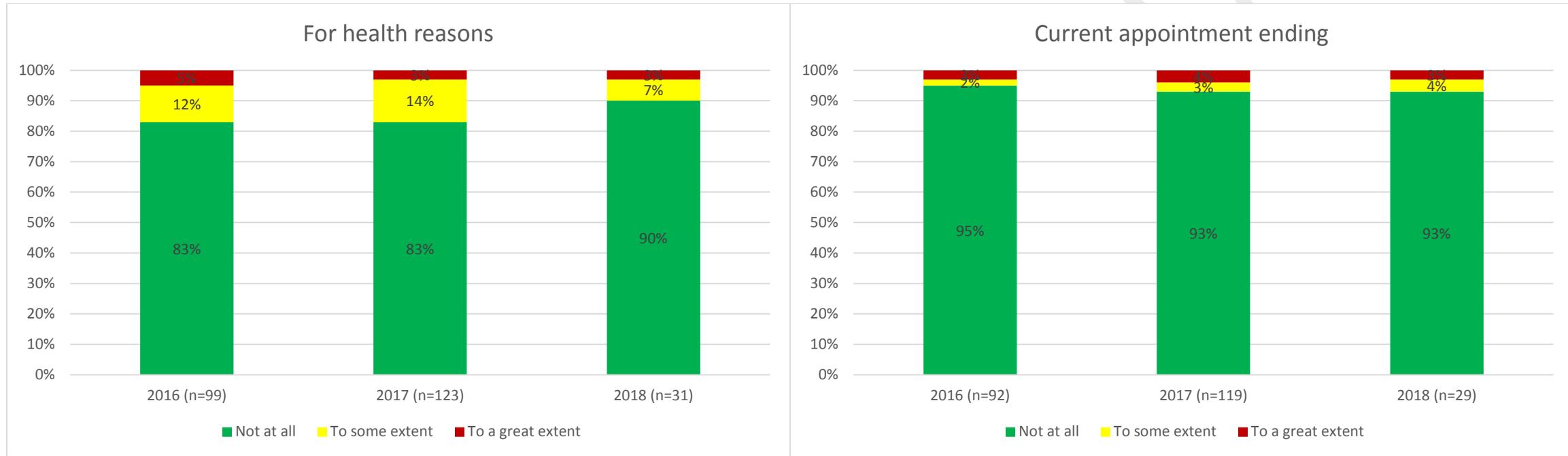


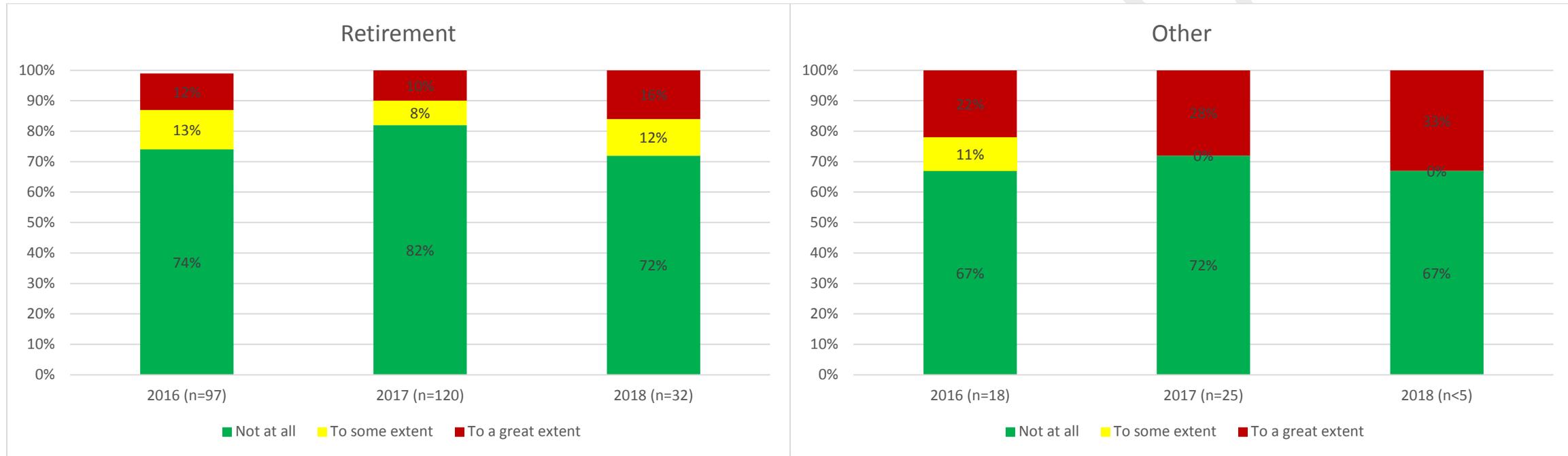








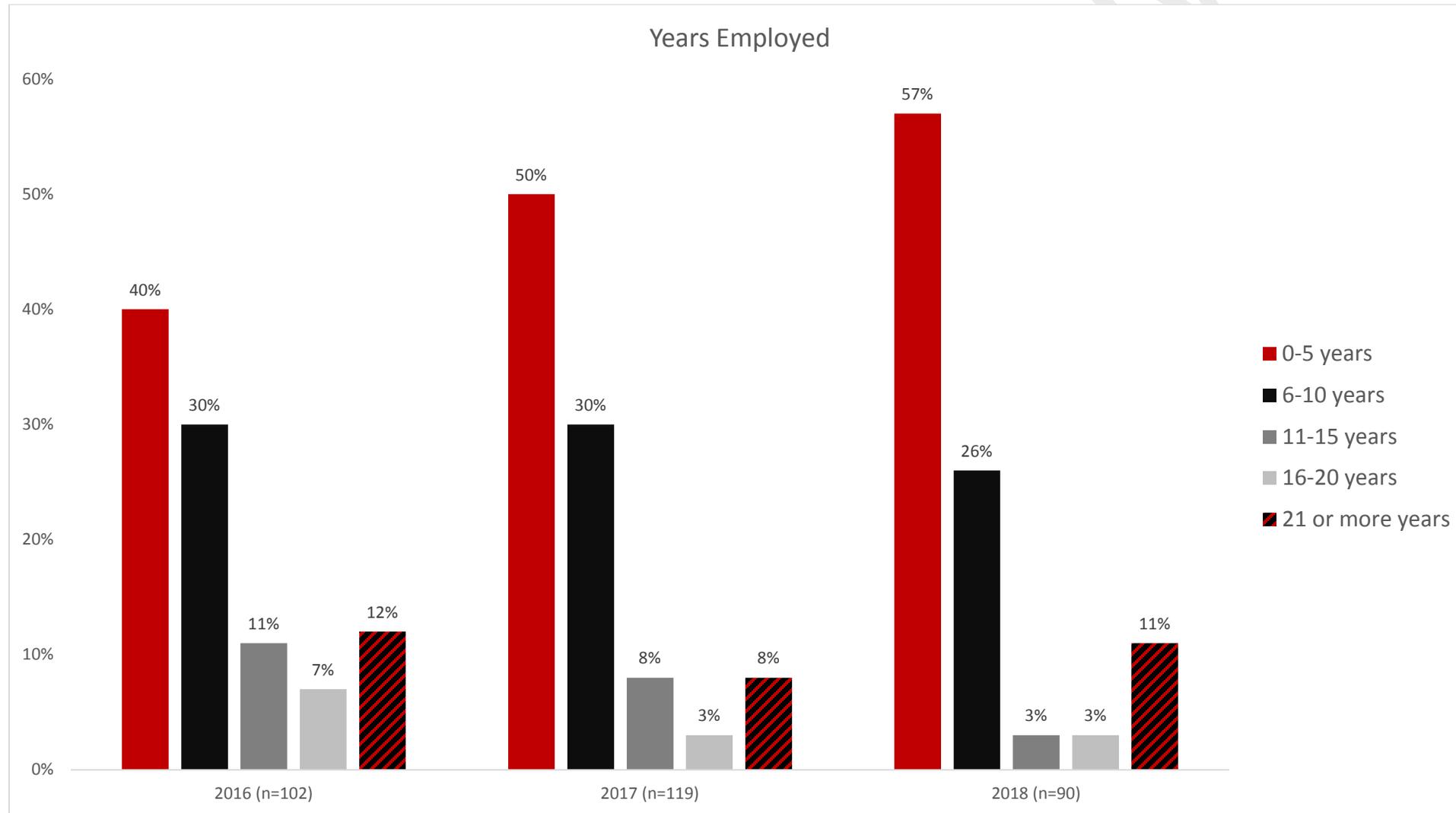




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Question: Reasons for Leaving	2016								2017								2018							
	Min.	Max.	Mean	Std Dev.	Not at all	To some extent	To a great extent	n	Min.	Max.	Mean	Std Dev.	Not at all	To some extent	To a great extent	n	Min.	Max.	Mean	Std Dev.	Not at all	To some extent	To a great extent	n
To increase your salary	1.0	3.0	1.9	0.7	34.3%	45.1%	20.6%	102	1.0	3.0	1.9	0.7	33.3%	44.4%	22.2%	126	1.0	3.0	1.9	0.7	31.3%	50.0%	18.7%	32
To improve your prospect for tenure	1.0	3.0	1.5	0.7	64.4%	21.1%	14.4%	90	1.0	3.0	1.5	0.8	65.2%	17.0%	17.9%	112	1.0	3.0	1.6	0.8	59.4%	18.7%	21.9%	32
To enhance your career	1.0	3.0	2.1	0.8	30.7%	32.7%	36.6%	101	1.0	3.0	2.0	0.8	30.2%	38.1%	31.7%	126	1.0	3.0	2.2	0.8	19.4%	38.7%	41.9%	31
To find a more supportive work environment	1.0	3.0	2.0	0.8	36.4%	27.3%	36.4%	99	1.0	3.0	2.0	0.9	35.4%	26.8%	37.8%	127	1.0	3.0	2.0	0.8	29.0%	38.7%	32.3%	31
To increase your time to do research	1.0	3.0	1.5	0.7	62.2%	22.4%	15.3%	98	1.0	3.0	1.6	0.7	59.0%	25.6%	15.4%	117	1.0	3.0	1.6	0.8	59.4%	25.0%	15.6%	32
To pursue a nonacademic job	1.0	3.0	1.3	0.6	76.5%	15.3%	8.2%	98	1.0	3.0	1.4	0.6	65.9%	29.3%	4.9%	123	1.0	3.0	1.3	0.6	75.0%	18.7%	6.3%	32
To reduce stress	1.0	3.0	1.8	0.8	44.6%	31.7%	23.8%	101	1.0	3.0	1.9	0.8	36.4%	36.4%	27.1%	129	1.0	3.0	1.9	0.7	34.4%	43.7%	21.9%	32
To address child-related issues	1.0	3.0	1.2	0.5	85.6%	8.9%	5.6%	90	1.0	3.0	1.3	0.6	81.7%	10.8%	7.5%	120	1.0	3.0	1.4	0.7	74.2%	12.9%	12.9%	31
To address other family-related issues	1.0	3.0	1.5	0.7	60.4%	25.0%	14.6%	96	1.0	3.0	1.5	0.7	60.8%	24.0%	15.2%	125	1.0	3.0	1.7	0.7	50.0%	34.4%	15.6%	32
To improve the employment situation of your spouse or partner	1.0	3.0	1.4	0.7	75.3%	11.8%	12.9%	93	1.0	3.0	1.4	0.7	70.5%	19.7%	9.8%	122	1.0	3.0	1.5	0.8	68.8%	15.6%	15.6%	32
For health reasons	1.0	3.0	1.2	0.5	82.8%	12.1%	5.1%	99	1.0	3.0	1.9	0.7	82.9%	13.8%	3.3%	123	1.0	3.0	1.1	0.4	90.3%	6.5%	3.2%	31
Current appointment ending	1.0	3.0	1.1	0.4	94.6%	2.2%	3.3%	92	1.0	3.0	1.5	0.8	93.3%	3.4%	3.4%	119	1.0	3.0	1.1	0.4	93.1%	3.5%	3.4%	29
Retirement	1.0	3.0	1.4	0.7	74.2%	13.4%	12.4%	97	1.0	3.0	2.0	0.8	81.7%	8.3%	10.0%	120	1.0	3.0	1.4	0.8	71.9%	12.5%	15.6%	32
Other	1.0	3.0	1.6	0.9	66.7%	11.1%	22.2%	18	1.0	3.0	2.0	0.9	72.0%	0.0%	28.0%	25	1.0	3.0	1.7	0.9	66.7%	0.0%	33.3%	n < 5

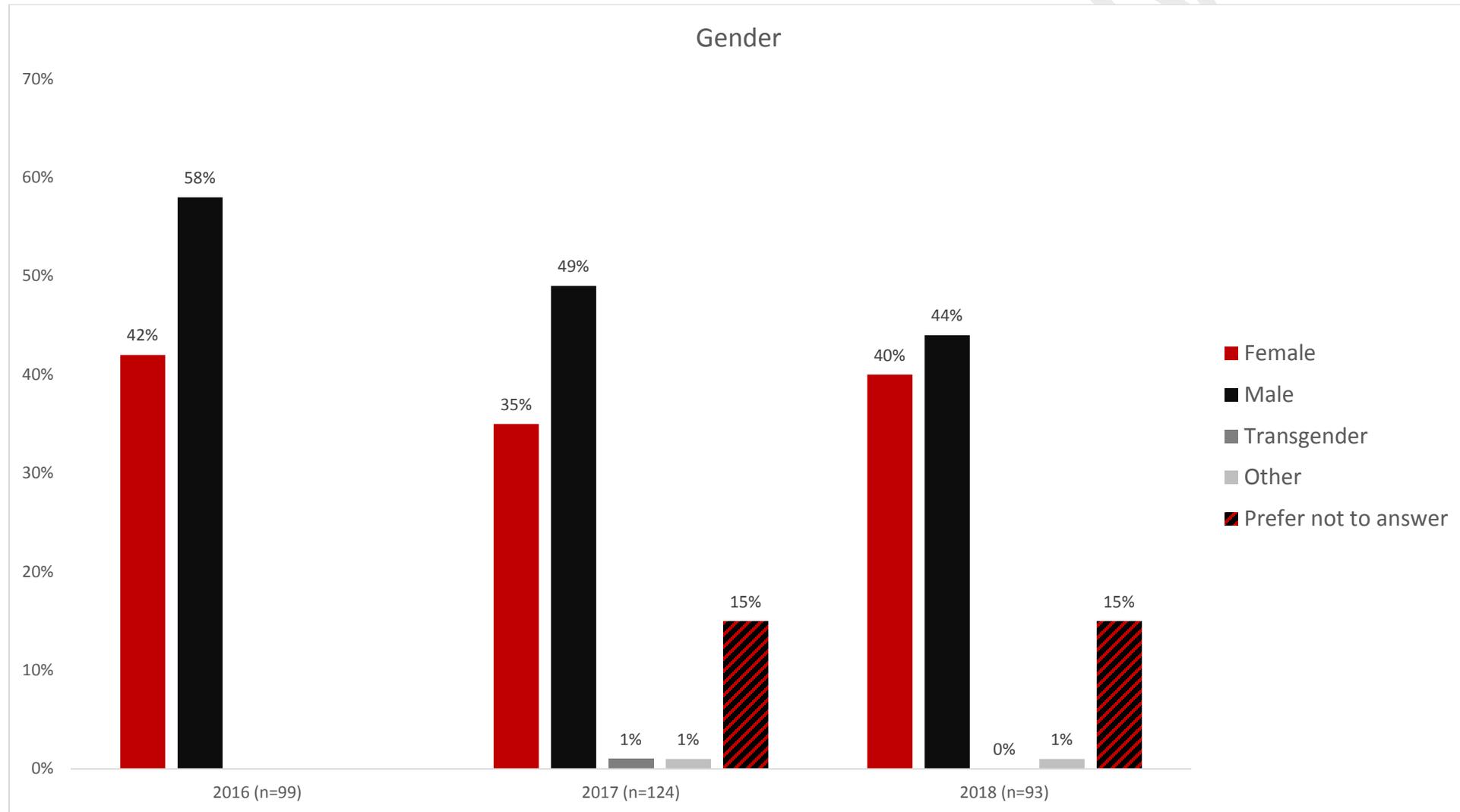
Q22 How many years have you worked at TTUHSC El Paso?



Answer: Years Employed	2016		2017		2018	
	%	n	%	n	%	n
0-5 years	40.2%	41	50.3%	60	56.7%	51
6-10 years	30.4%	31	30.2%	36	25.6%	23
11-15 years	10.8%	11	8.4%	10	3.3%	n < 5
16-20 years	6.9%	7	3.4%	n < 5	3.3%	n < 5
21 or more years	11.8%	12	7.6%	9	11.1%	10
Total	100%	102	100%	119	100%	90

Internal Use Only

Q23 What is your gender?

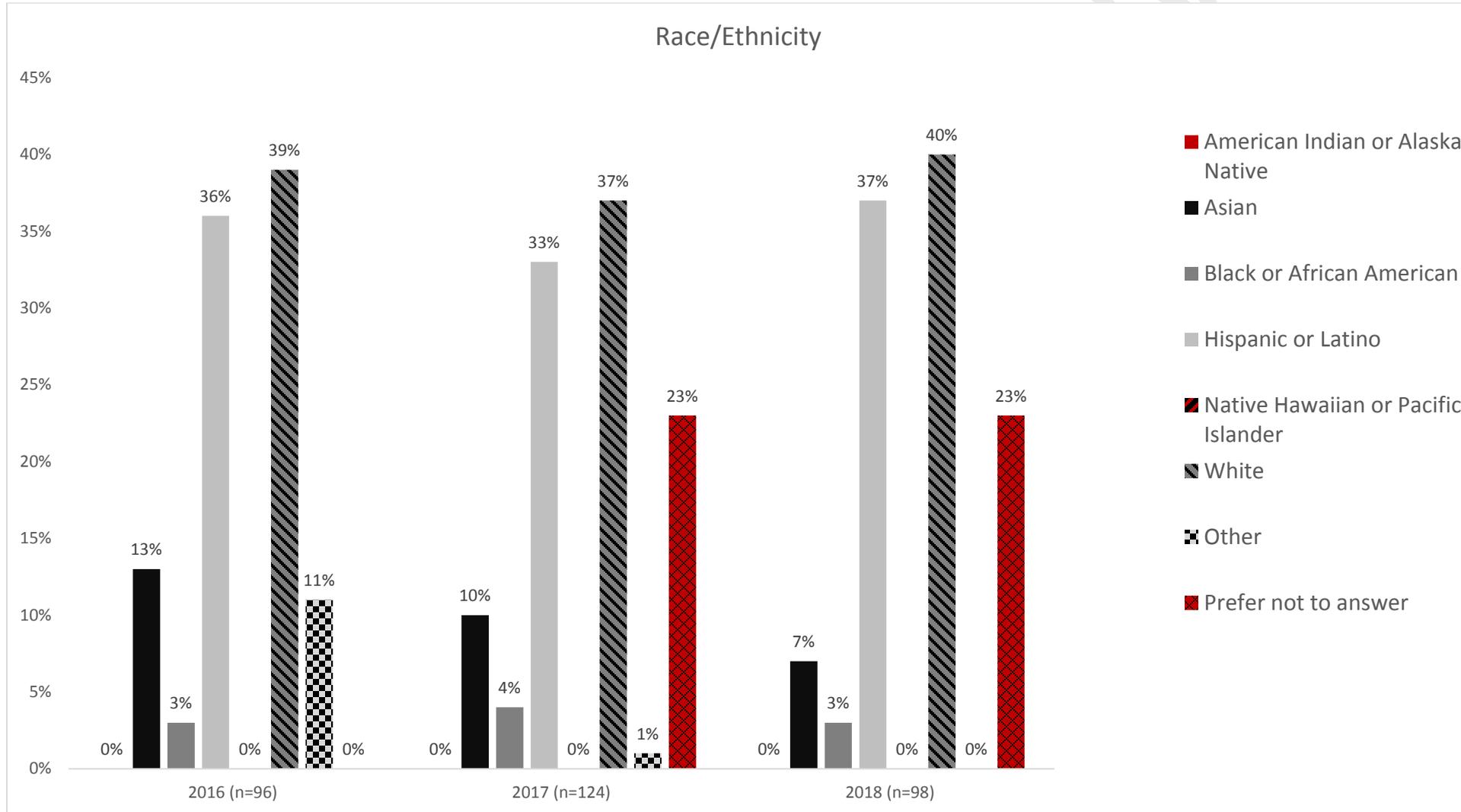


2018 Faculty Satisfaction Survey
Results Summary

Answer: Gender	2016		2017		2018	
	%	n	%	n	%	n
Female	42.4%	42	34.7%	43	39.8%	37
Male	57.6%	57	49.2%	61	44.1%	41
Transgender ^a	n/a	n/a	0.8%	n < 5	0.0%	0
Other ^a	n/a	n/a	0.8%	n < 5	1.0%	n < 5
Prefer not to answer ^a	n/a	n/a	14.5%	18	15.1%	14
Total	100%	99	100%	124	100%	93

^aNote: Items were not introduced until the 2017 iteration of the survey.

Q24 What is your race and/or Ethnicity? Mark all that apply.

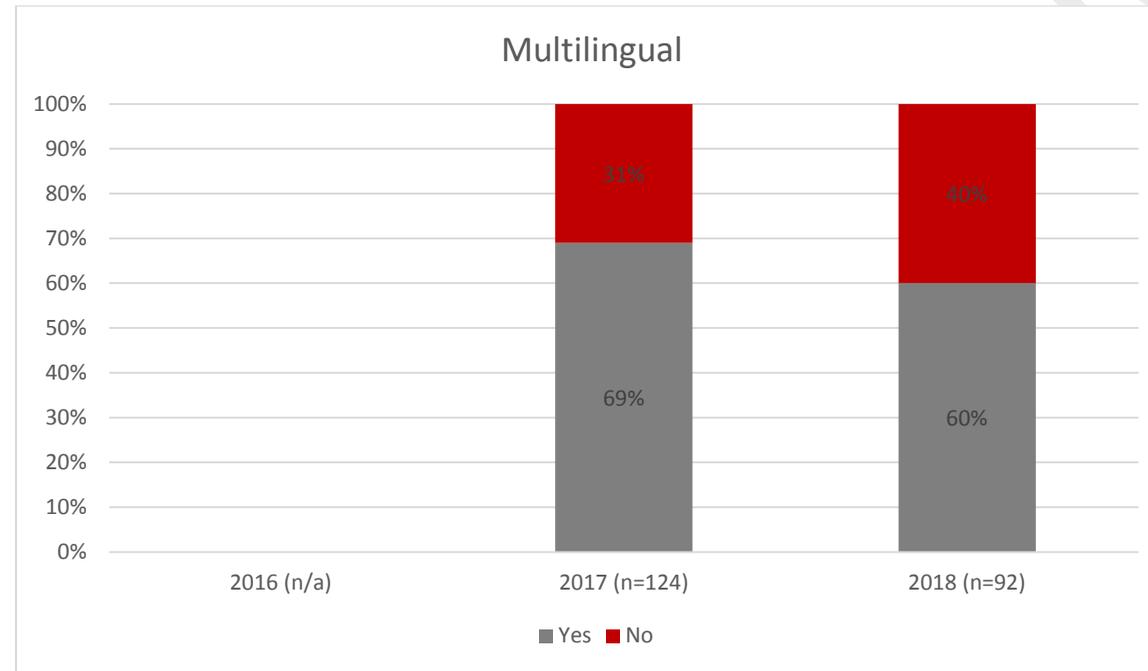


2018 Faculty Satisfaction Survey
Results Summary

Answer: Race/Ethnicity	2016		2017		2018	
	%	n	%	n	%	n
American Indian or Alaska Native	0.0%	0	0.0%	0	0.0%	0
Asian	12.5%	12	9.7%	12	7.1%	7
Black or African American	3.1%	n < 5	4.0%	5	3.1%	n < 5
Hispanic or Latino	36.5%	35	33.1%	41	26.5%	26
Native Hawaiian or Pacific Islander	0.0%	0	0.0%	0	0.0%	0
White	38.5%	37	37.1%	46	39.8%	39
Other	11.5%	11	0.8%	n < 5	0.0%	0
Prefer not to answer ^a	n/a	n/a	23.4%	29	23.5%	23
Total	100%	96	100%	124	100%	98

^aNote: Item was not introduced until the 2017 iteration of the survey.

Q25 Do you consider yourself multilingual (able to converse fluently in a language other than English)?



Answer: Multilingual	2016 ^a		2017		2018	
	%	n	%	n	%	n
Yes	n/a	n/a	68.5%	85	59.8%	55
No	n/a	n/a	31.5%	39	40.2%	37
Total	n/a	n/a	100%	124	100%	92

^aNote: Item was not introduced until the 2017 iteration of the survey.