



TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER.
EL PASO

Office of Institutional Research *and* Effectiveness

Office of Institutional Research and Effectiveness

2017 TTUHSC El Paso Faculty Satisfaction Survey

Results Summary

Date of Report: 4-11-2017

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

- **290 unduplicated faculty members with TTUHSC e-mail addresses**
- **158 respondents**
- **54.5% response rate for Spring 2017 faculty members with active TTUHSC e-mail addresses**
- **128 respondents completed all items (81.0% completion rate)**

Respondent Demographics

The 2017 TTUHSC El Paso Faculty Satisfaction Survey was conducted over the course of three weeks in March 2017. A link to the online survey was distributed via email to all faculty on the employee distribution list (n=290). A total of 158 faculty self-selected to complete the survey (54.5% response rate). Participants were informed of the voluntary nature of the survey and were assured as to the anonymity of their responses. 83% of respondents selected the Paul L. Foster School of Medicine (PLFSOM) and 7% selected the Gayle Greve Hunt School of Nursing (GGHSON) as their primary TTUHSC El Paso school affiliation. 2% selected the Graduate School of Biomedical Sciences (GSBS), 6% selected "Institutional" and 3% 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 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 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 faculty 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. Combined levels of dissatisfaction or disagreement at or above 25% are highlighted in yellow in the tables.

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.

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Q0 What is your PRIMARY role at TTUHSC El Paso? (Used to direct individuals to correct survey)

Answer	%	Count
Faculty	97.5%	154
Staff or Resident	0.0%	0
Other, please specify	2.5%	n < 5
Total	100%	158

Other, please specify

staff in ED

Biomedical Research

Faculty Associate

Q1 Indicate your PRIMARY TTUHSC El Paso affiliation?

Answer	%	Count
GGHSON	6.5%	10
GSBS	2.0%	n < 5
PLFSOM	83.0%	127
Institutional	5.9%	9
Other	2.6%	n < 5
Total	100%	153

Q2 Please indicate your level of agreement 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 mission.	0.0%	0	3.4%	5	1.4%	2	4.8%	7	51.0%	74	39.3%	57	145
I am aware of TTUHSC El Paso's strategic plan.	0.7%	1	7.7%	11	4.9%	7	23.1%	33	35.0%	50	28.7%	41	143
I think TTUHSC El Paso is following its mission.	4.3%	6	5.8%	8	3.6%	5	19.6%	27	39.1%	54	27.5%	38	138
TTUHSC El Paso's policies ensure fair treatment for employees.	2.1%	3	7.1%	10	5.7%	8	12.1%	17	37.9%	53	35.0%	49	140
TTUHSC El Paso's policies give me the flexibility to balance my work and personal life.	5.0%	7	5.0%	7	7.9%	11	16.4%	23	37.9%	53	27.9%	39	140
Summary Statistics				Minimum	Maximum	Mean	Std Deviation	Count	Combined Disagree Levels	Combined Agree Levels			
I am aware of TTUHSC El Paso's mission.				2.0	6.0	5.2	0.9	145	4.8%	95.2%			
I am aware of TTUHSC El Paso's strategic plan.				1.0	6.0	4.7	1.2	143	13.3%	86.7%			
I think TTUHSC El Paso is following its mission.				1.0	6.0	4.7	1.3	138	13.8%	86.2%			
TTUHSC El Paso's policies ensure fair treatment for employees.				1.0	6.0	4.8	1.3	140	15.0%	85.0%			
TTUHSC El Paso's policies give me the flexibility to balance my work and personal life.				1.0	6.0	4.6	1.4	140	17.9%	82.1%			

Q3 Please indicate your level of agreement 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's senior leadership is receptive to faculty input.	7.1%	10	15.7%	22	7.9%	11	18.6%	26	27.9%	39	22.9%	32	140
TTUHSC El Paso's senior leadership recognizes faculty accomplishments.	5.0%	7	10.0%	14	8.6%	12	25.0%	35	27.9%	39	23.6%	33	140
Faculty is given opportunities to evaluate TTUHSC El Paso senior leadership.	20.5%	27	22.7%	30	10.6%	14	15.9%	21	15.2%	20	15.2%	20	132
Senior leadership provides a clear direction for TTUHSC El Paso's future.	3.5%	5	11.2%	16	13.3%	19	26.6%	38	27.3%	39	18.2%	26	143
Senior leadership models TTUHSC El Paso's values.	5.3%	7	8.3%	11	8.3%	11	24.1%	32	30.8%	41	23.3%	31	133
Senior leadership communicates openly about important matters.	7.1%	10	14.2%	20	9.9%	14	23.4%	33	25.5%	36	19.9%	28	141
I believe what I am told by senior leadership.	5.6%	8	8.4%	12	14.7%	21	25.2%	36	28.7%	41	17.5%	25	143
Summary Statistics			Minimum	Maximum	Mean	Std Deviation	Count	Combined Disagree Levels	Combined Agree Levels				
TTUHSC El Paso's senior leadership is receptive to faculty input.			1.0	6.0	4.1	1.6	140	30.7%	69.3%				
TTUHSC El Paso's senior leadership recognizes faculty accomplishments.			1.0	6.0	4.3	1.4	140	23.6%	76.4%				
Faculty is given opportunities to evaluate TTUHSC El Paso senior leadership.			1.0	6.0	3.3	1.8	132	53.8%	46.2%				
Senior leadership provides a clear direction for TTUHSC El Paso's future.			1.0	6.0	4.2	1.4	143	28.0%	72.0%				
Senior leadership models TTUHSC El Paso's values.			1.0	6.0	4.4	1.4	133	21.8%	78.2%				
Senior leadership communicates openly about important matters.			1.0	6.0	4.1	1.5	141	31.2%	68.8%				
I believe what I am told by senior leadership.			1.0	6.0	4.2	1.4	143	28.7%	71.3%				

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
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
There is a sense that we are all on the same team at TTUHSC El Paso.	6.3%	9	11.1%	16	16.0%	23	20.8%	30	27.1%	39	18.8%	27	144
I am proud to be part of TTUHSC El Paso.	2.8%	4	4.9%	7	6.3%	9	16.0%	23	33.3%	48	36.8%	53	144
Summary Statistics			Minimum	Maximum	Mean	Std Deviation	Count	Combined Disagree Levels	Combined Agree Levels				
There is a sense that we are all on the same team at TTUHSC El Paso.			1.0	6.0	4.1	1.5	144	33.3%	66.7%				
I am proud to be part of TTUHSC El Paso.			1.0	6.0	4.8	1.3	144	13.9%	86.1%				

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 of my department makes me feel my job is important.	2.1%	3	9.1%	13	6.3%	9	11.9%	17	39.2%	56	31.5%	45	143	
My department's procedures are fair to all.	5.6%	8	9.2%	13	8.5%	12	18.3%	26	28.2%	40	30.3%	43	142	
My department's procedures are transparent.	10.0%	14	11.4%	16	11.4%	16	14.3%	20	26.4%	37	26.4%	37	140	
My department's procedures are open for discussion.	5.7%	8	13.6%	19	7.1%	10	20.7%	29	25.7%	36	27.1%	38	140	
My immediate supervisor (chair, associate dean, dean, etc.) helps me obtain the resources I need.	4.9%	7	8.5%	12	6.3%	9	18.3%	26	33.1%	47	28.9%	41	142	
My work environment is generally free from distractions.	6.3%	9	13.3%	19	11.9%	17	13.3%	19	32.9%	47	22.4%	32	143	
I have a voice in decision-making that affects the direction of my department.	7.7%	11	12.6%	18	10.5%	15	18.9%	27	25.2%	36	25.2%	36	143	
My department does a good job of keeping employees informed about campuswide news and events.	2.8%	4	9.9%	14	6.3%	9	23.2%	33	33.8%	48	23.9%	34	142	
My department has adequate faculty to achieve its goals.	16.3%	23	22.7%	32	17.0%	24	16.3%	23	16.3%	23	11.3%	16	141	
My department has adequate staff to achieve its goals.	9.9%	14	22.7%	32	14.9%	21	17.7%	25	22.7%	32	12.1%	17	141	
Promotions in my department are based on a person's performance.	10.9%	14	10.2%	13	10.2%	13	14.1%	18	28.9%	37	25.8%	33	128	
Summary Statistics				Minimum		Maximum		Mean		Std Deviation		Count	Combined Disagree Levels	Combined Agree Levels
The mission of my department makes me feel my job is important.				1.0		6.0		4.7		1.3		143	17.5%	82.5%
My department's procedures are fair to all.				1.0		6.0		4.5		1.5		142	23.2%	76.8%
My department's procedures are transparent.				1.0		6.0		4.2		1.7		140	32.9%	67.1%
My department's procedures are open for discussion.				1.0		6.0		4.3		1.5		140	26.4%	73.6%
My immediate supervisor (chair, associate dean, dean, etc.) helps me obtain the resources I need.				1.0		6.0		4.5		1.4		142	19.7%	80.3%
My work environment is generally free from distractions.				1.0		6.0		4.2		1.5		143	31.5%	68.5%
I have a voice in decision-making that affects the direction of my department.				1.0		6.0		4.2		1.6		143	30.8%	69.2%
My department does a good job of keeping employees informed about campus wide news and events.				1.0		6.0		4.5		1.3		142	19.0%	81.0%
My department has adequate faculty to achieve its goals.				1.0		6.0		3.3		1.6		141	56.0%	44.0%

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My department has adequate staff to achieve its goals.	1.0	6.0	3.6	1.6	141	47.5%	52.5%
Promotions in my department are based on a person's performance.	1.0	6.0	4.2	1.7	128	31.3%	68.8%

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Q6 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	
Issues of low performance are addressed in my department.	7.0%	9	14.0%	18	10.1%	13	17.1%	22	37.2%	48	14.7%	19	129
I receive feedback from my immediate supervisor that helps me improve my work performance.	5.7%	8	7.9%	11	10.0%	14	16.4%	23	38.6%	54	21.4%	30	140
Faculty in my department work well together.	2.8%	4	6.3%	9	8.4%	12	16.1%	23	36.4%	52	30.1%	43	143
There is open communication about issues that impact work.	7.8%	11	6.4%	9	13.5%	19	14.9%	21	34.8%	49	22.7%	32	141
There is collaboration among faculty within my department.	1.4%	2	8.5%	12	6.4%	9	17.0%	24	37.6%	53	29.1%	41	141
There is collaboration among faculty across departments.	5.7%	8	6.4%	9	10.6%	15	32.6%	46	26.2%	37	18.4%	26	141
I feel that opportunities for female faculty in my department are at least as good as those for male faculty.	3.0%	4	4.5%	6	8.3%	11	15.0%	20	28.6%	38	40.6%	54	133
I feel that opportunities for minority faculty in my department are at least as good as those for non-minority faculty.	3.7%	5	3.7%	5	6.7%	9	15.7%	21	30.6%	41	39.6%	53	134
Overall, my department is a good place to work.	4.9%	7	6.3%	9	5.6%	8	16.8%	24	36.4%	52	30.1%	43	143

Summary Statistics	Minimum	Maximum	Mean	Std Deviation	Count	Combined Disagree Levels	Combined Agree Levels
Issues of low performance are addressed in my department.	1.0	6.0	4.1	1.5	129	31.0%	69.0%
I receive feedback from my immediate supervisor that helps me improve my work performance.	1.0	6.0	4.4	1.4	140	23.6%	76.4%
Faculty in my department work well together.	1.0	6.0	4.7	1.3	143	17.5%	82.5%
There is open communication about issues that impact work.	1.0	6.0	4.3	1.5	141	27.7%	72.3%
There is collaboration among faculty within my department.	1.0	6.0	4.7	1.3	141	16.3%	83.7%
There is collaboration among faculty across departments.	1.0	6.0	4.2	1.3	141	22.7%	77.3%
I feel that opportunities for female faculty in my department are at least as good as those for male faculty.	1.0	6.0	4.8	1.3	133	15.8%	84.2%
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	4.8	1.3	134	14.2%	85.8%
Overall, my department is a good place to work.	1.0	6.0	4.6	1.4	143	16.8%	83.2%

Q7 Please indicate your level of agreement 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	
My current job makes good use of my skills.	2.1%	3	3.5%	5	7.8%	11	9.9%	14	41.8%	59	34.8%	49	141
I am confident in my ability to do my job well.	0.7%	1	0.0%	0	0.0%	0	2.8%	4	41.8%	59	54.6%	77	141
At work, I have the opportunity to do what I do best every day.	0.7%	1	4.3%	6	10.0%	14	11.4%	16	32.1%	45	41.4%	58	140
My colleagues value my research/scholarship.	2.3%	3	4.6%	6	10.0%	13	17.7%	23	34.6%	45	30.8%	40	130
My immediate supervisor (chair, associate dean, dean, etc.) values my research/scholarship.	4.7%	6	7.0%	9	8.5%	11	17.8%	23	27.9%	36	34.1%	44	129
My colleagues value my teaching.	0.7%	1	2.2%	3	3.7%	5	13.4%	18	45.5%	61	34.3%	46	134
My immediate supervisor values my teaching.	2.2%	3	6.7%	9	4.5%	6	16.4%	22	37.3%	50	32.8%	44	134
My colleagues value my service activities (e.g., committee work).	0.0%	0	4.4%	6	5.8%	8	19.7%	27	38.7%	53	31.4%	43	137
My immediate supervisor values my service activities (e.g., committee work).	2.9%	4	8.8%	12	5.9%	8	12.5%	17	37.5%	51	32.4%	44	136

Summary Statistics	Minimum	Maximum	Mean	Std Deviation	Count	Combined Disagree Levels	Combined Agree Levels
My current job makes good use of my skills.	1.0	6.0	4.9	1.2	141	13.5%	86.5%
I am confident in my ability to do my job well.	1.0	6.0	5.5	0.7	141	0.7%	99.3%
At work, I have the opportunity to do what I do best every day.	1.0	6.0	4.9	1.2	140	15.0%	85.0%
My colleagues value my research/scholarship.	1.0	6.0	4.7	1.3	130	16.9%	83.1%
My immediate supervisor (chair, associate dean, dean, etc.) values my research/scholarship.	1.0	6.0	4.6	1.4	129	20.2%	79.8%
My colleagues value my teaching.	1.0	6.0	5.0	1.0	134	6.7%	93.3%
My immediate supervisor values my teaching.	1.0	6.0	4.8	1.3	134	13.4%	86.6%
My colleagues value my service activities (e.g., committee work).	2.0	6.0	4.9	1.1	137	10.2%	89.8%
My immediate supervisor values my service activities (e.g., committee work).	1.0	6.0	4.7	1.4	136	17.6%	82.4%

Q8 Please indicate your level of agreement 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	
My immediate supervisor supports my efforts to balance my work and personal life.	4.6%	6	7.7%	10	4.6%	6	13.8%	18	38.5%	50	30.8%	40	130
My immediate supervisor supports me when I need to take earned leave (vacation, sick, etc.) time.	0.8%	1	2.3%	3	3.1%	4	10.8%	14	40.0%	52	43.1%	56	130
My immediate supervisor seems to care about me as a person.	6.1%	8	7.6%	10	3.0%	4	12.1%	16	30.3%	40	40.9%	54	132
I am treated fairly by my immediate supervisor.	2.9%	4	3.6%	5	7.2%	10	11.6%	16	31.9%	44	42.8%	59	138
I know what is expected of me in my position.	0.7%	1	3.6%	5	4.3%	6	7.9%	11	46.0%	64	37.4%	52	139
I am given the freedom to do my job.	2.9%	4	4.3%	6	7.9%	11	11.5%	16	36.7%	51	36.7%	51	139
My colleagues are committed to doing quality work.	0.0%	0	3.6%	5	5.1%	7	12.3%	17	37.7%	52	41.3%	57	138
When I offer a new idea, I believe it will be fully considered.	3.6%	5	12.3%	17	8.7%	12	13.8%	19	31.9%	44	29.7%	41	138
I receive appropriate recognition from my immediate supervisor for my individual contributions.	5.9%	8	7.4%	10	11.9%	16	15.6%	21	28.9%	39	30.4%	41	135
Summary Statistics			Minimum	Maximum	Mean	Std Deviation	Count	Combined Disagree Levels	Combined Agree Levels				
My immediate supervisor supports my efforts to balance my work and personal life.			1.0	6.0	4.7	1.4	130	16.9%	83.1%				
My immediate supervisor supports me when I need to take earned leave (vacation, sick, etc.) time.			1.0	6.0	5.2	1.0	130	6.2%	93.8%				
My immediate supervisor seems to care about me as a person.			1.0	6.0	4.8	1.5	132	16.7%	83.3%				
I am treated fairly by my immediate supervisor.			1.0	6.0	4.9	1.3	138	13.8%	86.2%				
I know what is expected of me in my position.			1.0	6.0	5.1	1.0	139	8.6%	91.4%				
I am given the freedom to do my job.			1.0	6.0	4.8	1.3	139	15.1%	84.9%				
My colleagues are committed to doing quality work.			2.0	6.0	5.1	1.0	138	8.7%	91.3%				
When I offer a new idea, I believe it will be fully considered.			1.0	6.0	4.5	1.5	138	24.6%	75.4%				
I receive appropriate recognition from my immediate supervisor for my individual contributions.			1.0	6.0	4.5	1.5	135	25.2%	74.8%				

Q9 Overall, how would you rate your workload?

Answer					%	Count
Too light					0.7%	n < 5
Light					2.2%	n < 5
About right					46.0%	64
Heavy					32.4%	45
Too heavy					18.7%	26
Total					100%	139
Summary Statistics	Minimum	Maximum	Mean	Std Deviation	Count	
Overall, how would you rate your workload?	1.0	5.0	3.7	0.8	139	

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

Question	Undervalued		Valued Appropriately		Overvalued		Total
	Percentage	Count	Percentage	Count	Percentage	Count	
Research/scholarly work	15.6%	17	55.0%	60	29.4%	32	109
Teaching contributions	40.5%	45	55.9%	62	3.6%	4	111
Service (e.g., committee work)	37.0%	40	59.3%	64	3.7%	4	108
Professional reputation	22.5%	23	71.6%	73	5.9%	6	102
Advising and mentoring	37.6%	41	59.6%	65	2.8%	3	109
Summary Statistics	Minimum	Maximum	Mean	Std Deviation	Count		
Research/scholarly work	1.0	3.0	2.1	0.7	109		
Teaching contributions	1.0	3.0	1.6	0.6	111		
Service (e.g., committee work)	1.0	3.0	1.7	0.5	108		
Professional reputation	1.0	3.0	1.8	0.5	102		
Advising and mentoring	1.0	3.0	1.7	0.5	109		

Q11 Please indicate your level of satisfaction with each of the following statements:

Question: Tenure and Promotion	Completely Dissatisfied		Dissatisfied		Slightly Dissatisfied		Slightly Satisfied		Satisfied		Completely Satisfied		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Clarity of the promotion process	10.8%	13	14.2%	17	10.0%	12	20.8%	25	29.2%	35	15.0%	18	120
Criteria used to reach promotion decisions	11.9%	14	16.1%	19	14.4%	17	19.5%	23	24.6%	29	13.6%	16	118
Clarity of the tenure process	13.9%	14	13.9%	14	10.9%	11	15.8%	16	28.7%	29	16.8%	17	101
Criteria used to reach tenure decisions	13.5%	13	13.5%	13	10.4%	10	15.6%	15	29.2%	28	17.7%	17	96
Clarity of the merit pay process	15.2%	15	20.2%	20	14.1%	14	13.1%	13	27.3%	27	10.1%	10	99
Criteria used to reach merit pay process	14.6%	14	20.8%	20	13.5%	13	14.6%	14	25.0%	24	11.5%	11	96
Five-year review process for faculty status	9.1%	8	17.0%	15	10.2%	9	19.3%	17	31.8%	28	12.5%	11	88
Annual evaluation process for faculty	5.9%	7	13.6%	16	16.1%	19	24.6%	29	29.7%	35	10.2%	12	118
Summary Statistics			Minimum	Maximum	Mean	Std Deviation	Count	Combined Dissatisfied Levels	Combined Satisfied Levels				
Clarity of the promotion process			1.0	6.0	3.9	1.6	120	35.0%	65.0%				
Criteria used to reach promotion decisions			1.0	6.0	3.7	1.6	118	42.4%	57.6%				
Clarity of the tenure process			1.0	6.0	3.8	1.7	101	38.6%	61.4%				
Criteria used to reach tenure decisions			1.0	6.0	3.9	1.7	96	37.5%	62.5%				
Clarity of the merit pay process			1.0	6.0	3.5	1.6	99	49.5%	50.5%				
Criteria used to reach merit pay process			1.0	6.0	3.5	1.7	96	49.0%	51.0%				
Five-year review process for faculty status			1.0	6.0	3.9	1.5	88	36.4%	63.6%				
Annual evaluation process for faculty			1.0	6.0	3.9	1.4	118	35.6%	64.4%				

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

Question: Professional Development	Completely Dissatisfied		Dissatisfied		Somewhat Dissatisfied		Somewhat Satisfied		Satisfied		Completely Satisfied		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Professional development opportunities for faculty to attend national conferences	3.0%	4	6.1%	8	8.3%	11	18.2%	24	37.9%	50	26.5%	35	132
Opportunities to develop research skills	7.1%	9	9.4%	12	16.5%	21	25.2%	32	26.0%	33	15.7%	20	127
Opportunities to develop teaching skills	2.4%	3	8.7%	11	6.3%	8	28.6%	36	35.7%	45	18.3%	23	126
Prospect of career advancement	8.8%	11	11.2%	14	13.6%	17	20.8%	26	27.2%	34	18.4%	23	125
Summary Statistics			Minimum	Maximum	Mean		Std Deviation		Count		Combined Dissatisfied Levels	Combined Satisfied Levels	
Professional development opportunities for faculty to attend national conferences			1.0	6.0	4.6		1.3		132		17.4%	82.6%	
Opportunities to develop research skills			1.0	6.0	4.0		1.4		127		33.1%	66.9%	
Opportunities to develop teaching skills			1.0	6.0	4.4		1.2		126		17.5%	82.5%	
Prospect of career advancement			1.0	6.0	4.0		1.5		125		33.6%	66.4%	

Q13 Please indicate your level of satisfaction with each of the following statements:

Question: Benefits and Resources	Completely Dissatisfied		Dissatisfied		Slightly Dissatisfied		Slightly Satisfied		Satisfied		Completely Satisfied		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Salary/Compensation	4.5%	6	12.7%	17	17.9%	24	23.1%	31	29.1%	39	12.7%	17	134
Health benefits package	3.1%	4	5.5%	7	14.8%	19	25.0%	32	35.2%	45	16.4%	21	128
Retirement benefits package	2.4%	3	2.4%	3	5.5%	7	25.2%	32	47.2%	60	17.3%	22	127
Availability of human resources services	4.7%	6	3.9%	5	7.8%	10	22.5%	29	43.4%	56	17.8%	23	129
Office space/work space	3.8%	5	2.3%	3	9.1%	12	15.2%	20	42.4%	56	27.3%	36	132
Office equipment and supplies	4.6%	6	2.3%	3	4.6%	6	14.5%	19	45.8%	60	28.2%	37	131
Laboratory and/or research space	4.9%	4	2.5%	2	9.9%	8	19.8%	16	42.0%	34	21.0%	17	81
Space for meetings, conferences, and other collaborative activities	2.3%	3	3.9%	5	8.5%	11	17.1%	22	47.3%	61	20.9%	27	129
Physical campus environment (e.g., buildings, landscape, walkways)	0.0%	0	4.5%	6	7.6%	10	14.4%	19	51.5%	68	22.0%	29	132
Cleanliness of my work environment	1.5%	2	0.7%	1	3.0%	4	9.6%	13	54.8%	74	30.4%	41	135
Availability of parking	4.4%	6	5.9%	8	11.9%	16	12.6%	17	46.7%	63	18.5%	25	135
Sense of personal safety in the work environment	1.5%	2	1.5%	2	1.5%	2	4.5%	6	53.0%	71	38.1%	51	134
Availability of clerical/administrative support	6.0%	8	4.5%	6	10.4%	14	17.2%	23	35.1%	47	26.9%	36	134
Summary Statistics			Minimum		Maximum		Mean		Std Deviation		Count	Combined Dissatisfied Levels	Combined Satisfied Levels
Salary/Compensation			1.0		6.0		4.0		1.4		134	35.1%	64.9%
Health benefits package			1.0		6.0		4.3		1.2		128	23.4%	76.6%
Retirement benefits package			1.0		6.0		4.6		1.1		127	10.2%	89.8%
Availability of human resources services			1.0		6.0		4.5		1.2		129	16.3%	83.7%
Office space/work space			1.0		6.0		4.7		1.2		132	15.2%	84.8%
Office equipment and supplies			1.0		6.0		4.8		1.2		131	11.5%	88.5%
Laboratory and/or research space			1.0		6.0		4.5		1.3		81	17.3%	82.7%
Space for meetings, conferences, and other collaborative activities			1.0		6.0		4.7		1.2		129	14.7%	85.3%
Physical campus environment (e.g., buildings, landscape, walkways)			2.0		6.0		4.8		1.0		132	12.1%	87.9%
Cleanliness of my work environment			1.0		6.0		5.1		0.9		135	5.2%	94.8%

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Availability of parking	1.0	6.0	4.5	1.3	135	22.2%	77.8%
Sense of personal safety in the work environment	1.0	6.0	5.2	0.9	134	4.5%	95.5%
Availability of clerical/administrative support	1.0	6.0	4.5	1.4	134	20.9%	79.1%

Internal Use Only

Q14 Please indicate your level of satisfaction with each of the following statements:

Question: Library Resources	Completely Dissatisfied		Dissatisfied		Slightly Dissatisfied		Slightly Satisfied		Satisfied		Completely Satisfied		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Accessibility of on-site library resources (e.g., books, journals)	0.8%	1	3.4%	4	5.9%	7	10.9%	13	46.2%	55	32.8%	39	119
Accessibility of online library resources (e.g., books, online journals)	0.0%	0	2.3%	3	5.4%	7	17.8%	23	45.0%	58	29.5%	38	129
Accessibility of search software (e.g., OVID, MD Consult, Micromedex)	0.0%	0	0.0%	0	4.8%	6	13.5%	17	49.2%	62	32.5%	41	126
Adequacy of library collection	0.9%	1	3.5%	4	7.9%	9	14.9%	17	43.0%	49	29.8%	34	114
Study facilities available in the library	2.0%	2	2.0%	2	2.0%	2	12.1%	12	46.5%	46	35.4%	35	99
Library hours of operation	0.9%	1	0.9%	1	0.9%	1	12.0%	13	52.8%	57	32.4%	35	108
Helpfulness of librarians	0.0%	0	0.0%	0	1.8%	2	7.3%	8	42.7%	47	48.2%	53	110
Overall adequacy of library services	0.0%	0	0.8%	1	4.1%	5	14.9%	18	51.2%	62	28.9%	35	121
Summary Statistics							Minimum	Maximum	Mean	Std Deviation	Count	Combined Dissatisfied Levels	Combined Satisfied Levels
Accessibility of on-site library resources (e.g., books, journals)							1.0	6.0	5.0	1.1	119	10.1%	89.9%
Accessibility of online library resources (e.g., books, online journals)							2.0	6.0	4.9	0.9	129	7.8%	92.2%
Accessibility of search software (e.g., OVID, MD Consult, Micromedex)							3.0	6.0	5.1	0.8	126	4.8%	95.2%
Adequacy of library collection							1.0	6.0	4.9	1.1	114	12.3%	87.7%
Study facilities available in the library							1.0	6.0	5.1	1.0	99	6.1%	93.9%
Library hours of operation							1.0	6.0	5.1	0.8	108	2.8%	97.2%
Helpfulness of librarians							3.0	6.0	5.4	0.7	110	1.8%	98.2%
Overall adequacy of library services							2.0	6.0	5.0	0.8	121	5.0%	95.0%

Q15 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
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Technology support (Help Desk)	4.6%	6	9.9%	13	9.2%	12	14.5%	19	47.3%	62	14.5%	19	131
Interactive video broadcasting system (e.g., Webex)	3.2%	3	5.3%	5	9.6%	9	19.1%	18	46.8%	44	16.0%	15	94
Audio-video equipment in classrooms	2.7%	3	4.5%	5	10.7%	12	23.2%	26	45.5%	51	13.4%	15	112
Audio-video equipment in conference rooms	3.5%	4	3.5%	4	12.2%	14	20.9%	24	47.0%	54	13.0%	15	115
Learning management systems (e.g., Blackboard, Canvas)	8.3%	8	3.1%	3	11.5%	11	24.0%	23	39.6%	38	13.5%	13	96
Course evaluation system	6.5%	7	5.6%	6	15.9%	17	20.6%	22	39.3%	42	12.1%	13	107
Availability of application software	4.6%	5	4.6%	5	17.6%	19	22.2%	24	40.7%	44	10.2%	11	108
Usability of TTUHSC El Paso website	7.0%	9	10.9%	14	17.8%	23	18.6%	24	34.9%	45	10.9%	14	129
Summary Statistics		Minimum		Maximum		Mean		Std Deviation		Count		Combined Dissatisfied Levels	Combined Satisfied Levels
Technology support (Help Desk)		1.0		6.0		4.3		1.4		131		23.7%	76.3%
Interactive video broadcasting system (e.g., Webex)		1.0		6.0		4.5		1.2		94		18.1%	81.9%
Audio-video equipment in classrooms		1.0		6.0		4.4		1.1		112		17.9%	82.1%
Audio-video equipment in conference rooms		1.0		6.0		4.4		1.2		115		19.1%	80.9%
Learning management systems (e.g., Blackboard, Canvas)		1.0		6.0		4.2		1.4		96		22.9%	77.1%
Course evaluation system		1.0		6.0		4.2		1.3		107		28.0%	72.0%
Availability of application software		1.0		6.0		4.2		1.2		108		26.9%	73.1%
Usability of TTUHSC El Paso website		1.0		6.0		4.0		1.4		129		35.7%	64.3%

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

Answer		%	Count
Completely Dissatisfied		6.0%	8
Dissatisfied		8.2%	11
Somewhat Dissatisfied		11.9%	16
Somewhat Satisfied		17.2%	23
Satisfied		43.3%	58
Completely Satisfied		13.4%	18
Total		100%	134

Summary Statistics	Minimum	Maximum	Mean	Std Deviation	Count	Combined Dissatisfied Levels	Combined Satisfied Levels
Overall, how satisfied are you with being an employee at TTUHSC El Paso?	1.0	6.0	4.2	1.4	134	26.1%	73.9%

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

Question	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		Total	
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count		
Managing a research group or grant (e.g., finances, personnel)	17.3%	17	20.4%	20	16.3%	16	18.4%	18	19.4%	19	8.2%	8	98	
Submitting research grant proposals	14.9%	15	24.8%	25	22.8%	23	13.9%	14	15.8%	16	7.9%	8	101	
Scholarly productivity	11.3%	14	19.4%	24	20.2%	25	15.3%	19	25.0%	31	8.9%	11	124	
Teaching responsibilities	4.0%	5	5.6%	7	15.3%	19	22.6%	28	38.7%	48	13.7%	17	124	
Advising responsibilities	3.3%	4	8.2%	10	16.4%	20	27.0%	33	32.0%	39	13.1%	16	122	
Committee and/or administrative responsibilities	4.0%	5	6.4%	8	16.8%	21	28.8%	36	34.4%	43	9.6%	12	125	
Clinical responsibilities	1.0%	1	5.9%	6	7.8%	8	19.6%	20	46.1%	47	19.6%	20	102	
Summary Statistics	Minimum		Maximum		Mean		Std Deviation		Count		Combined Disagree Levels		Combined Agree Levels	
Managing a research group or grant (e.g., finances, personnel)	1.0		6.0		3.3		1.6		98		54.1%		45.9%	
Submitting research grant proposals	1.0		6.0		3.1		1.5		101		62.4%		37.6%	
Scholarly productivity	1.0		6.0		3.5		1.5		124		50.8%		49.2%	
Teaching responsibilities	1.0		6.0		4.3		1.3		124		25.0%		75.0%	
Advising responsibilities	1.0		6.0		4.2		1.3		122		27.9%		72.1%	
Committee and/or administrative responsibilities	1.0		6.0		4.1		1.2		125		27.2%		72.8%	
Clinical responsibilities	1.0		6.0		4.6		1.1		102		14.7%		85.3%	

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.

Question	Not at all		Somewhat		Extensive		Total
	Percentage	Count	Percentage	Count	Percentage	Count	
Committee and/or administrative responsibilities	33.3%	41	47.2%	58	19.5%	24	123
Review/promotion process	37.6%	38	45.5%	46	16.8%	17	101
Work politics	27.8%	35	34.9%	44	37.3%	47	126
Unequal treatment	56.7%	68	25.8%	31	17.5%	21	120
Uncertain or undefined job expectations	55.6%	69	28.2%	35	16.1%	20	124
Lack of community at work	54.0%	67	29.8%	37	16.1%	20	124
Other, specify:	37.5%	9	12.5%	3	50.0%	12	24

Summary Statistics	Minimum	Maximum	Mean	Std Deviation	Count
Committee and/or administrative responsibilities	1.0	3.0	1.9	0.7	123
Review/promotion process	1.0	3.0	1.8	0.7	101
Work politics	1.0	3.0	2.1	0.8	126
Unequal treatment	1.0	3.0	1.6	0.8	120
Uncertain or undefined job expectations	1.0	3.0	1.6	0.7	124
Lack of community at work	1.0	3.0	1.6	0.7	124
Other, specify:	1.0	3.0	2.1	0.9	24

Q19 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.	5.3%	7
Yes, and I did not take the offer(s) to my department head or dean.	49.6%	65
No	45.0%	59
Total	100%	131

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

Answer	%	Count
Very Unlikely	17.6%	23
Unlikely	16.8%	22
Somewhat Unlikely	21.4%	28
Somewhat Likely	22.9%	30
Likely	6.1%	8
Very Likely	15.3%	20
Total	100%	131

Summary Statistics	Minimum	Maximum	Mean	Std Deviation	Count	Combined Unlikely Levels	Combined Likely Levels
In the next three years, how likely are you to leave TTUHSC El Paso, including for retirement?	1.0	6.0	3.3	1.6	131	55.7%	44.3%

Q21 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	33.3%	42	44.4%	56	22.2%	28	126
To improve your prospect for tenure	65.2%	73	17.0%	19	17.9%	20	112
To enhance your career	30.2%	38	38.1%	48	31.7%	40	126
To find a more supportive work environment	35.4%	45	26.8%	34	37.8%	48	127
To increase your time to do research	59.0%	69	25.6%	30	15.4%	18	117
To pursue a non-academic job	65.9%	81	29.3%	36	4.9%	6	123
To reduce stress	36.4%	47	36.4%	47	27.1%	35	129
To address child-related issues	81.7%	98	10.8%	13	7.5%	9	120
To address other family-related issues	60.8%	76	24.0%	30	15.2%	19	125
To improve the employment situation of your spouse or partner	70.5%	86	19.7%	24	9.8%	12	122
For health reasons	82.9%	102	13.8%	17	3.3%	4	123
Current appointment ending	93.3%	111	3.4%	4	3.4%	4	119
Retirement	81.7%	98	8.3%	10	10.0%	12	120
Other, Specify:	72.0%	18	0.0%	0	28.0%	7	25

Summary Statistics	Minimum	Maximum	Mean	Std Deviation	Count
To increase your salary	1.0	3.0	1.9	0.7	126
To improve your prospect for tenure	1.0	3.0	1.5	0.8	112
To enhance your career	1.0	3.0	2.0	0.8	126
To find a more supportive work environment	1.0	3.0	2.0	0.9	127
To increase your time to do research	1.0	3.0	1.6	0.7	117
To pursue a non-academic job	1.0	3.0	1.4	0.6	123
To reduce stress	1.0	3.0	1.9	0.8	129
To address child-related issues	1.0	3.0	1.3	0.6	120
To address other family-related issues	1.0	3.0	1.5	0.7	125
To improve the employment situation of your spouse or partner	1.0	3.0	1.4	0.7	122

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For health reasons	1.0	3.0	1.2	0.5	123
Current appointment ending	1.0	3.0	1.1	0.4	119
Retirement	1.0	3.0	1.3	0.6	120
Other, Specify:	1.0	3.0	1.6	0.9	25

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Demographics

Q22 What is your faculty rank?

Answer	%	Count
Instructor	4.9%	6
Associate Faculty	8.1%	10
Assistant Professor	43.1%	53
Associate Professor	21.1%	26
Professor	15.4%	19
Professor Emeritus	0.0%	0
Other, specify:	7.3%	9
Total	100%	123

Other, specify:

Prefer not to answer

Mid level provider in ED

Do not wish to disclose

Faculty Associate

pss

Lead Analyst

Student Assistant

Faculty associate

Q23 In addition to your faculty appointment, do you hold a senior administrative appointment (as a Dean, Associate Dean, Assistant Dean, and/or Department Chair)?

Answer	%	Count
Yes	7.6%	9
No	92.4%	110
Total	100%	119

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Q24 What track is your faculty position?

Answer	%	Count
Tenured	13.3%	16
Tenure track	15.8%	19
Non-tenure track	67.5%	81
Other, specify	3.3%	n < 5
Total	100%	120
Other, specify		
Prefer not to answer		
recurrent		
Do not wish to disclose		

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

Answer	%	Count
Yes	68.5%	85
No	31.5%	39
Total	100%	124

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Q26 How many years have you worked at TTUHSC El Paso?

Answer	%	Count
Less than 1 year	9.2%	11
1 year	6.7%	8
2 years	5.0%	6
3 years	10.1%	12
4 years	13.4%	16
5 years	5.9%	7
6 years	5.0%	6
7 years	8.4%	10
8 years	6.7%	8
9 years	3.4%	n < 5
10 years	6.7%	8
11 to 15 years	8.4%	10
16 to 20 years	3.4%	n < 5
21 or more years	7.6%	9
Total	100%	119

Q27 How long have you been in your current position or rank at TTUHSC El Paso?

Answer	%	Count
Less than 1 year	12.7%	15
1 year	8.5%	10
2 years	16.1%	19
3 years	12.7%	15
4 years	13.6%	16
5 years	2.5%	n < 5
6 years	3.4%	n < 5
7 years	6.8%	8
8 years	5.1%	6
9 years	2.5%	3
10 years	2.5%	3
11 to 15 years	7.6%	9
16 to 20 years	3.4%	n < 5
21 or more years	2.5%	n < 5
Total	100%	118

Q28 What is your gender?

Answer	%	Count
Female	34.7%	43
Male	49.2%	61
Transgender	0.8%	n < 5
Other, please specify	0.8%	n < 5
Prefer not to answer	14.5%	18
Total	100%	124

Q29 What is your race and/or Ethnicity? Mark all that apply.

Answer	%	Count
White	37.1%	46
Hispanic or Latino	33.1%	41
Black or African American	4.0%	5
Asian	9.7%	12
American Indian or Alaska Native	0.0%	0
Native Hawaiian or Pacific Islander	0.0%	0
Other, specify:	0.8%	n < 5
Prefer not to answer	23.4%	29
Total	100%	124

Other, specify:

American, 100% American

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