



TEXAS TECH UNIVERSITY  
HEALTH SCIENCES CENTER.  
EL PASO

Office of Institutional Research *and* Effectiveness

Office of Institutional Research and Effectiveness

# 2019 TTUHSC El Paso Faculty Satisfaction Survey

## Results Summary

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

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## Executive Summary

### Response Rate

- **348 faculty members with TTUHSC e-mail addresses**
- **165 responses received; 47.7% response rate**

### Respondent Demographics

The 2019 TTUHSC EL Paso Faculty Satisfaction Survey was conducted over the course of three weeks in April 2019. A link to the online survey was distributed via email to all faculty (n=348). A total of 165 faculty self-selected to complete the survey (47.7% response rate). Participants were informed of the voluntary nature of the survey and were assured as to the anonymity of their responses. 94% of respondents selected the Paul L. Foster School of Medicine (PLFSOM; n=145) and 6% selected the Gayle Greve Hunt School of Nursing (GGHSON; n=10) as their primary TTUHSC El Paso school affiliation. Of those respondents who reported a secondary TTUHSC school affiliation (n=28), 64% selected the Graduate School of Biomedical Sciences (GSBS; n=18), 11% selected the GGHSON (n<5) and 25% selected "Other" (n=7).

### Method

In order to determine the survey population, an active faculty report was generated from Banner HR in March 2019 by staff at the Office of Institutional Research and Effectiveness (OIRE).

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. Descriptive analysis of the data was conducted in May 2019. 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.

### Highlights

- 91% of respondents reported they were proud to be part of TTUHSC El Paso
- 88% of respondents reported they think TTUHSC El Paso is following its mission
- 77% of respondents reported overall they were satisfied with institutional leadership
- 40% of respondents reported they are likely to leave TTUHSC El Paso in the next three years
  - Top three reasons marked as “To a great extent” for leaving:
    - To increase salary (36%)
    - To enhance career (57%)
    - To find a more supportive work environment (65%)

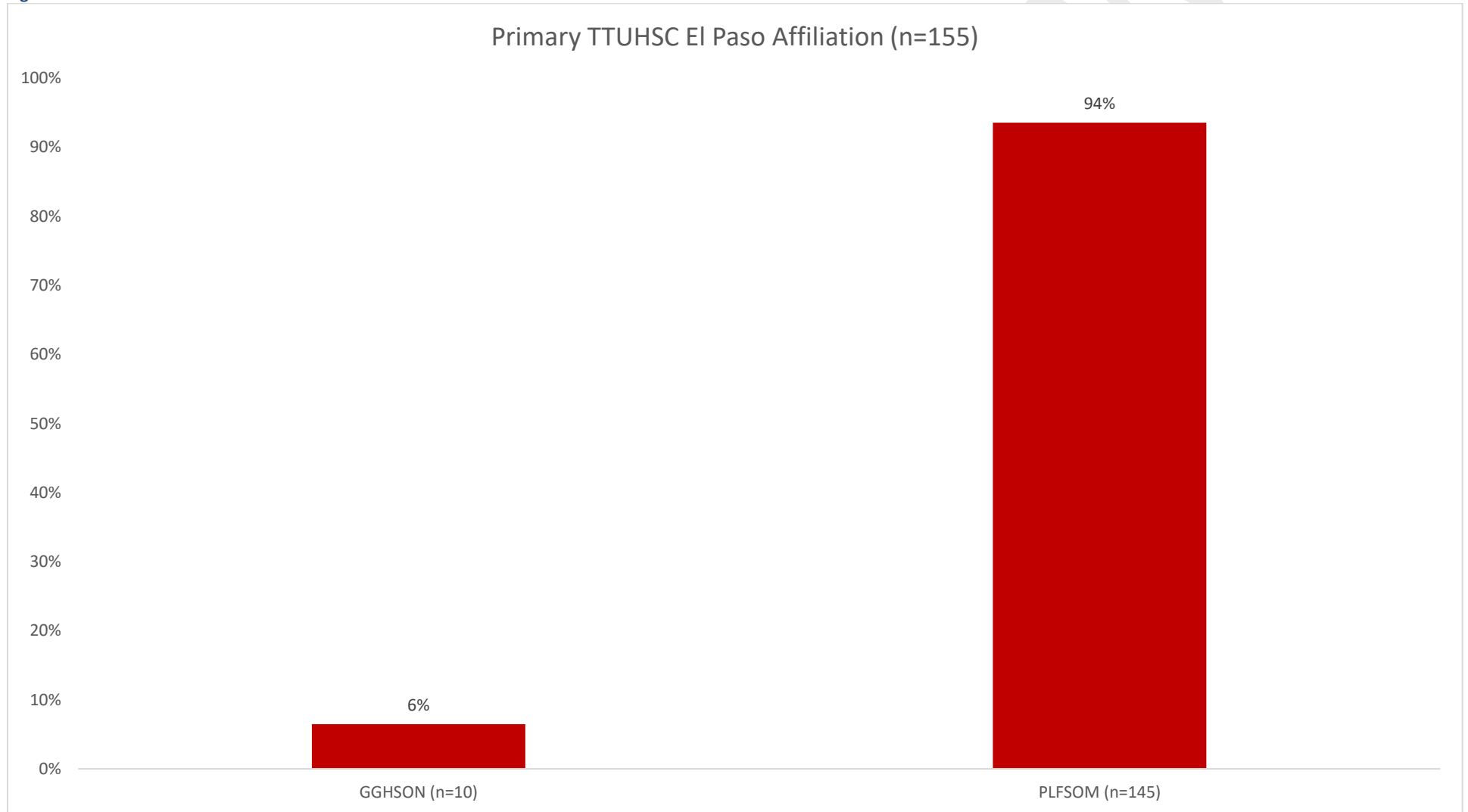
Items with combined levels of dissatisfaction or disagreement at or above 25%

Item	% of Dissatisfaction or Disagreement
There is a sense that we're all on the same team at TTUHSC El Paso.	26%
Leadership is receptive to faculty input	26%
Leadership recognizes faculty accomplishments	28%
Faculty members are given opportunities to evaluate TTUHSC El Paso senior leadership.	47%
My department's procedures are fair.	27%
My department's procedures are transparent.	30%
My department's procedures are open for discussion	33%
I have a voice in decision-making that affects the direction of my department.	25.4%
My department has adequate faculty to achieve its goals.	57%
My department has adequate staff to achieve its goals.	47%
Promotions in my department are based on a person's performance.	31%
Issues of low performance are addressed in my department.	29%
I receive feedback from my immediate supervisor that helps me improve my work performance.	28%
There is open communication about issues that impact work.	27%
I receive appropriate recognition from my immediate supervisor for my individual contributions.	29%
Criteria used to reach promotion decisions	37%
Clarity of the pre-tenure/midpoint review process	25%
Clarity of the tenure review process	31%
Clarity of the post-tenure review process	31%
Criteria used to reach tenure decisions	39%
Annual evaluation process for faculty	38%
Opportunities to develop research skills	32%
Prospect of career advancement	33%
Salary raises	50%
Clarity of the merit pay process	56%
Criteria used to reach merit pay	57%
Availability of parking	30%
Adequate food options on campus	55%

Adequate space for social interaction (e.g. lounges, group rooms, etc.)	41%
Adequate outdoor sitting areas (e.g. patios)	33%
A campus feel/environment	26%
Adequate amenities overall	25%
Availability of application software	25%
Usability of TTUHSC El Paso website	30%
Managing a research group or grant (e.g., finances, personnel)	54%
Submitting research grant proposals	58%
Scholarly productivity	47%
Committee and/or administrative responsibilities	26%

**Primary TTUHSC El Paso affiliation:**

**Figure 1**





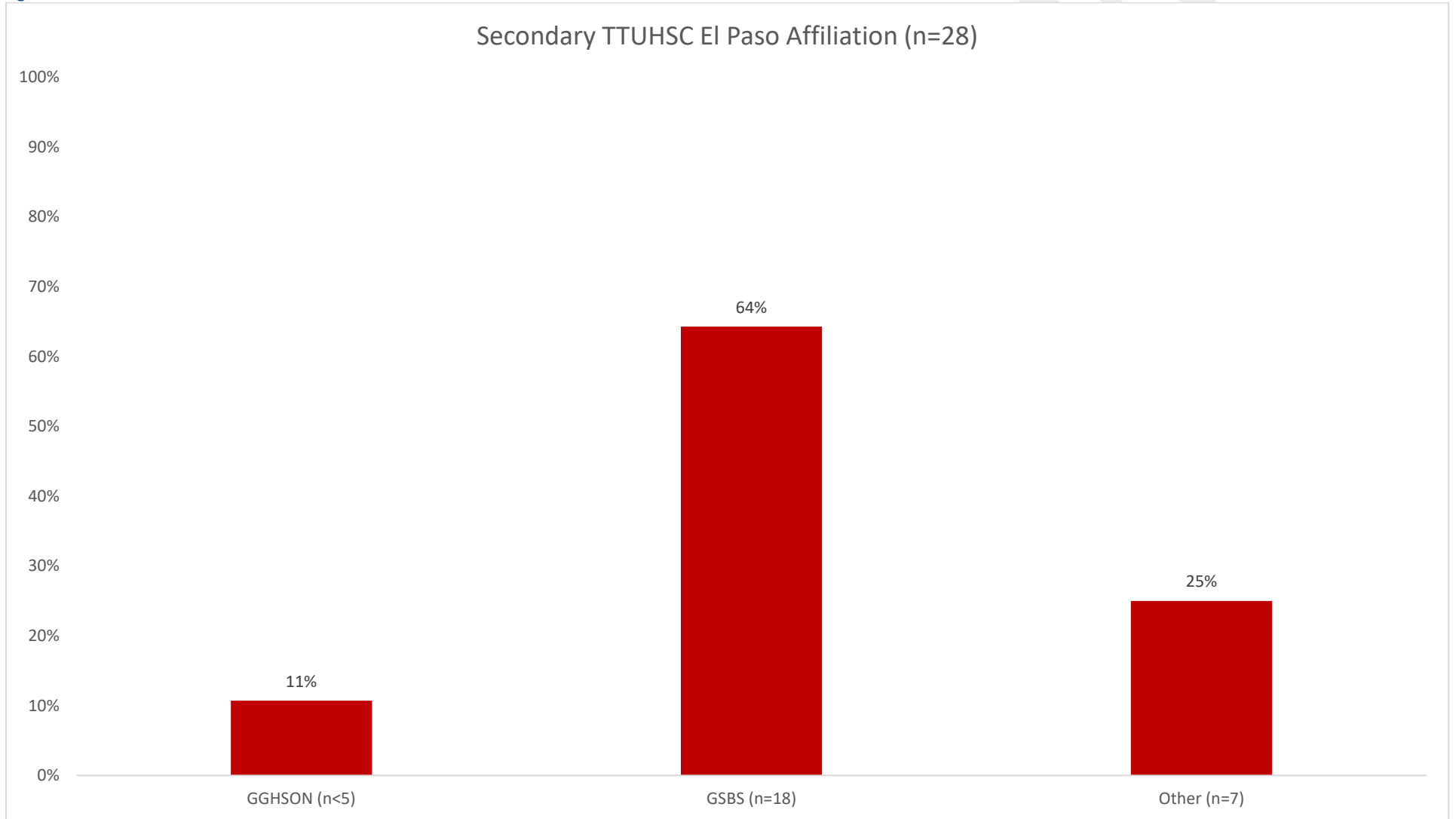
2019 Faculty Satisfaction Survey  
Results Summary

<b>Answer</b>	<b>%</b>	<b>n</b>
GGHSON	6.45%	10
PLFSOM	93.55%	145
Total	100%	155

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**Secondary TTUHSC El Paso affiliation:**

**Figure 2**



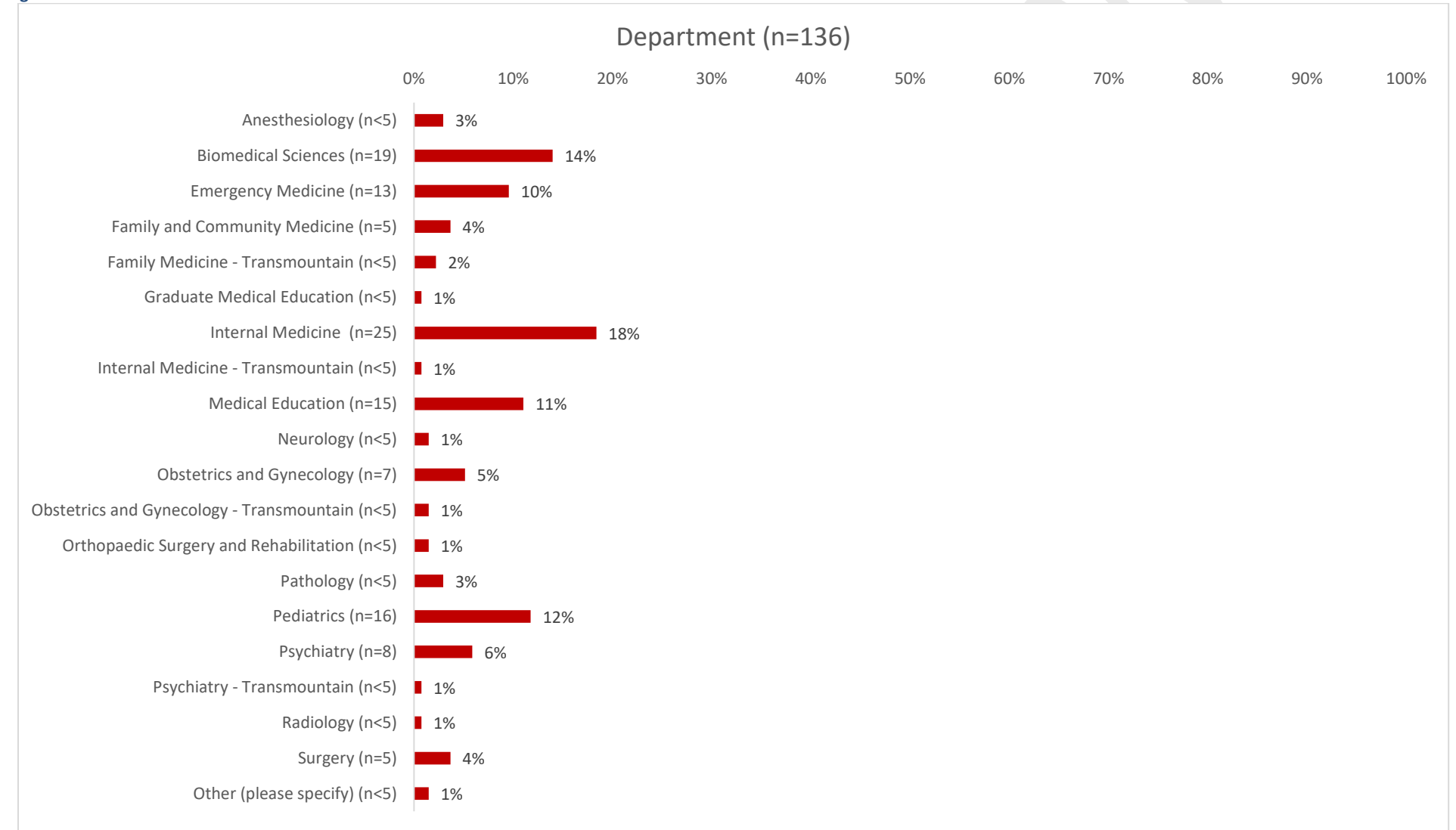
2019 Faculty Satisfaction Survey  
Results Summary

<b>Answer</b>	<b>%</b>	<b>n</b>
GGHSON	10.71%	n<5
GSBS	64.29%	18
Other	25.00%	7
Total	100%	28

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## Department

Figure 3

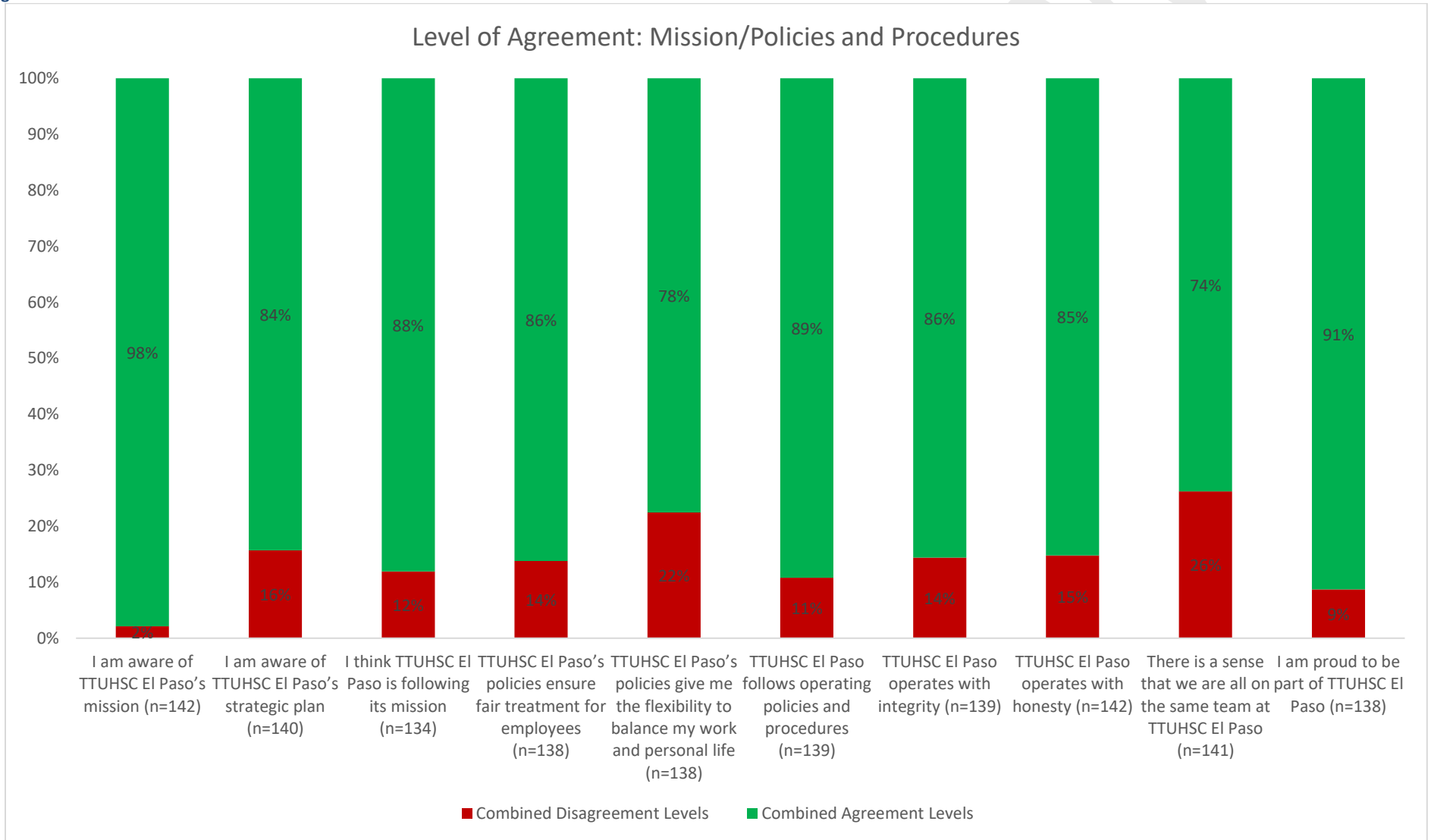


2019 Faculty Satisfaction Survey  
Results Summary

Answer	%	n
Anesthesiology	2.94%	n<5
Biomedical Sciences	13.97%	19
Emergency Medicine	9.56%	13
Family and Community Medicine	3.68%	5
Family Medicine - Transmountain	2.21%	n<5
Graduate Medical Education	0.74%	n<5
Internal Medicine	18.38%	25
Internal Medicine - Transmountain	0.74%	n<5
Medical Education	11.03%	15
Neurology	1.47%	n<5
Obstetrics and Gynecology	5.15%	7
Obstetrics and Gynecology - Transmountain	1.47%	n<5
Orthopaedic Surgery and Rehabilitation	1.47%	n<5
Pathology	2.94%	n<5
Pediatrics	11.76%	16
Psychiatry	5.88%	8
Psychiatry - Transmountain	0.74%	n<5
Radiology	0.74%	n<5
Surgery	3.68%	5
Other (please specify)	1.47%	n<5
Total	100%	136

**Mission/Policies and Procedures**

**Figure 4**

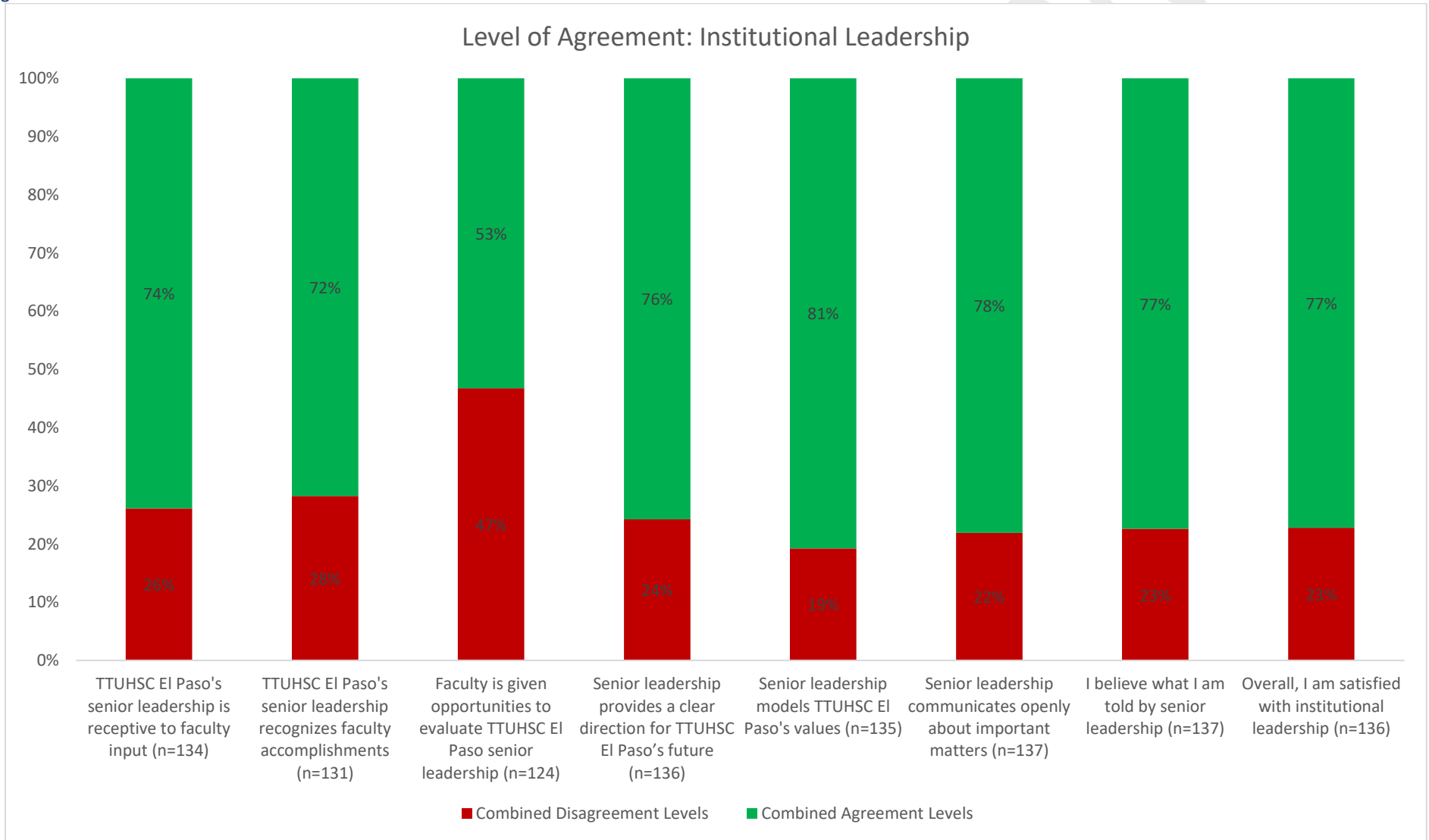


Question: Mission/ Policies and Procedures	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		n
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	
I am aware of TTUHSC El Paso's mission.	0.00%	0	0.70%	1	1.41%	2	9.15%	13	48.59%	69	40.14%	57	142
I am aware of TTUHSC El Paso's strategic plan.	2.14%	3	9.29%	13	4.29%	6	22.86%	32	36.43%	51	25.00%	35	140
I think TTUHSC El Paso is following its mission.	2.99%	4	2.99%	4	5.97%	8	20.90%	28	49.25%	66	17.91%	24	134
TTUHSC El Paso's policies ensure fair treatment for employees.	3.62%	5	6.52%	9	3.62%	5	13.04%	18	47.83%	66	25.36%	35	138
TTUHSC El Paso's policies give me the flexibility to balance my work and personal life.	5.80%	8	5.80%	8	10.87%	15	15.94%	22	38.41%	53	23.19%	32	138
TTUHSC El Paso follows operating policies and procedures.	2.16%	3	5.76%	8	2.88%	4	17.27%	24	44.60%	62	27.34%	38	139
TTUHSC El Paso operates with integrity.	2.88%	4	2.88%	4	8.63%	12	14.39%	20	46.76%	65	24.46%	34	139
TTUHSC El Paso operates with honesty.	2.82%	4	5.63%	8	6.34%	9	16.20%	23	46.48%	66	22.54%	32	142
There is a sense that we are all on the same team at TTUHSC El Paso.	5.67%	8	10.64%	15	9.93%	14	21.28%	30	33.33%	47	19.15%	27	141
I am proud to be part of TTUHSC El Paso.	2.17%	3	2.90%	4	3.62%	5	15.94%	22	38.41%	53	36.96%	51	138

Summary Statistics	Minimum	Maximum	Mean	Median	Std Deviation	n	Combined Disagree Levels	Combined Agree Levels
I am aware of TTUHSC El Paso's mission.	2.00	6.00	5.26	5.00	0.74	142	2.11%	97.89%
I am aware of TTUHSC El Paso's strategic plan.	1.00	6.00	4.57	5.00	1.28	140	15.71%	84.29%
I think TTUHSC El Paso is following its mission.	1.00	6.00	4.64	5.00	1.12	134	11.94%	88.06%
TTUHSC El Paso's policies ensure fair treatment for employees.	1.00	6.00	4.71	5.00	1.27	138	13.77%	86.23%
TTUHSC El Paso's policies give me the flexibility to balance my work and personal life.	1.00	6.00	4.45	5.00	1.40	138	22.46%	77.54%
TTUHSC El Paso follows operating policies and procedures.	1.00	6.00	4.78	5.00	1.17	139	10.79%	89.21%
TTUHSC El Paso operates with integrity.	1.00	6.00	4.73	5.00	1.17	139	14.39%	85.61%
TTUHSC El Paso operates with honesty.	1.00	6.00	4.65	5.00	1.22	142	14.79%	85.21%
There is a sense that we are all on the same team at TTUHSC El Paso.	1.00	6.00	4.23	5.00	1.44	141	26.24%	73.76%
I am proud to be part of TTUHSC El Paso.	1.00	6.00	4.96	5.00	1.13	138	8.70%	91.30%

Institutional Leadership

Figure 5



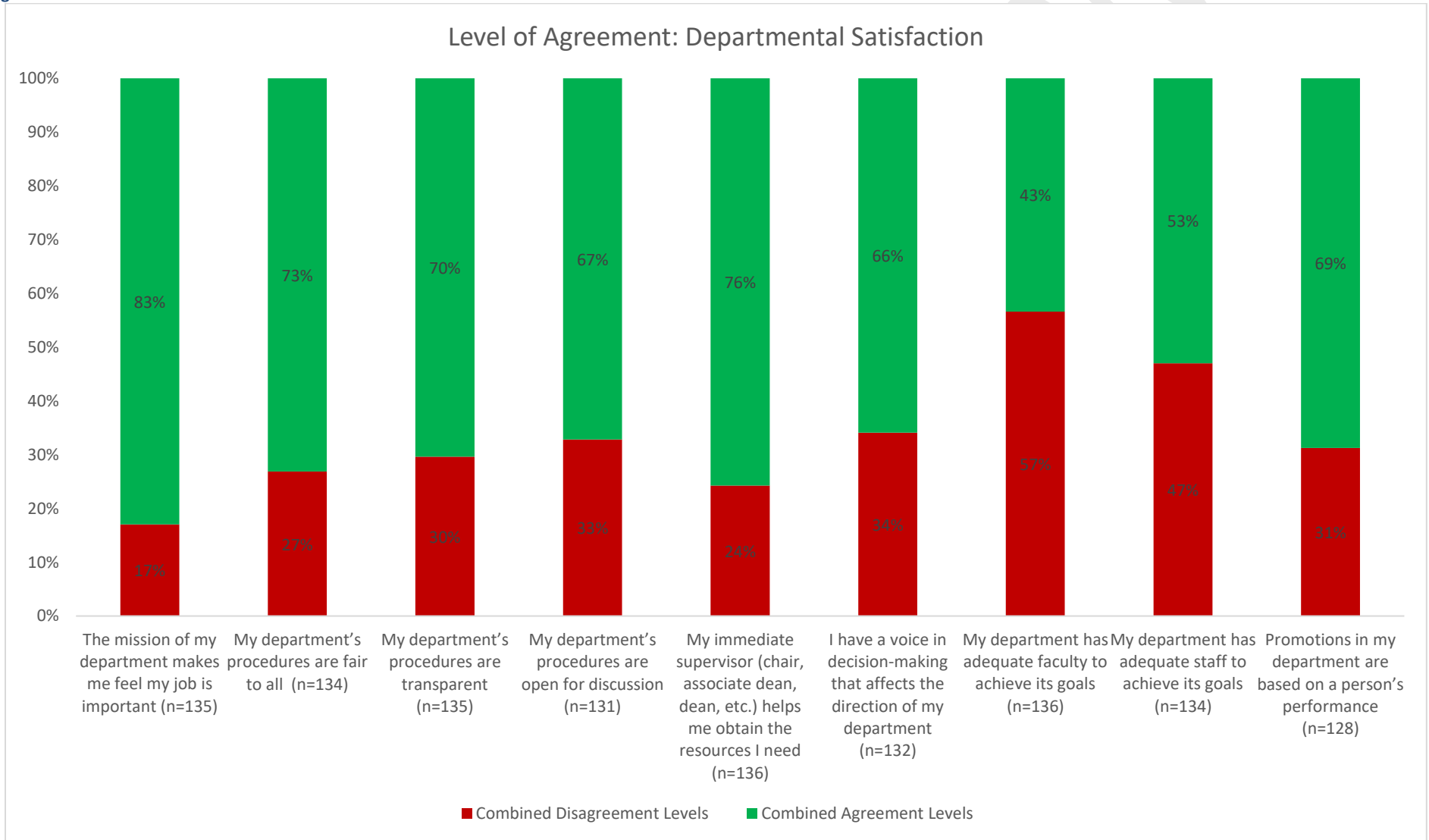


Question: Institutional Leadership	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		n
TTUHSC El Paso's senior leadership is receptive to faculty input.	8.21%	11	8.21%	11	9.70%	13	21.64%	29	34.33%	46	17.91%	24	134
TTUHSC El Paso's senior leadership recognizes faculty accomplishments.	6.11%	8	9.16%	12	12.98%	17	19.08%	25	35.11%	46	17.56%	23	131
Faculty is given opportunities to evaluate TTUHSC El Paso senior leadership.	17.74%	22	12.10%	15	16.94%	21	15.32%	19	25.81%	32	12.10%	15	124
Senior leadership provides a clear direction for TTUHSC El Paso's future.	7.35%	10	6.62%	9	10.29%	14	22.79%	31	36.03%	49	16.91%	23	136
Senior leadership models TTUHSC El Paso's values.	4.44%	6	8.15%	11	6.67%	9	25.19%	34	38.52%	52	17.04%	23	135
Senior leadership communicates openly about important matters.	8.03%	11	5.11%	7	8.76%	12	27.01%	37	35.77%	49	15.33%	21	137
I believe what I am told by senior leadership.	5.11%	7	8.76%	12	8.76%	12	25.55%	35	35.04%	48	16.79%	23	137
Overall, I am satisfied with institutional leadership.	7.35%	10	8.82%	12	6.62%	9	28.68%	39	28.68%	39	19.85%	27	136

Summary Statistics	Minimum	Maximum	Mean	Median	Std Deviation	n	Combined Disagree Levels	Combined Agree Levels
TTUHSC El Paso's senior leadership is receptive to faculty input.	1.00	6.00	4.19	5.00	1.48	134	26.12%	73.88%
TTUHSC El Paso's senior leadership recognizes faculty accomplishments.	1.00	6.00	4.21	5.00	1.43	131	28.24%	71.76%
Faculty is given opportunities to evaluate TTUHSC El Paso senior leadership.	1.00	6.00	3.56	4.00	1.67	124	46.77%	53.23%
Senior leadership provides a clear direction for TTUHSC El Paso's future.	1.00	6.00	4.24	5.00	1.42	136	24.26%	75.74%
Senior leadership models TTUHSC El Paso's values.	1.00	6.00	4.36	5.00	1.31	135	19.26%	80.74%
Senior leadership communicates openly about important matters.	1.00	6.00	4.23	5.00	1.39	137	21.90%	78.10%
I believe what I am told by senior leadership.	1.00	6.00	4.27	5.00	1.36	137	22.63%	77.37%
Overall, I am satisfied with institutional leadership.	1.00	6.00	4.22	4.00	1.45	136	22.79%	77.21%

Department

Figure 6



Question: Department Satisfaction	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		n
	%	n	%	n	%	n	%	n	%	n	%	n	
The mission of my department makes me feel my job is important.	6.67%	9	4.44%	6	5.93%	8	12.59%	17	34.81%	47	35.56%	48	135
My department's procedures are fair to all.	8.96%	12	8.96%	12	8.96%	12	17.91%	24	24.63%	33	30.60%	41	134
My department's procedures are transparent.	10.37%	14	10.37%	14	8.89%	12	17.78%	24	24.44%	33	28.15%	38	135
My department's procedures are open for discussion.	13.74%	18	6.11%	8	12.98%	17	13.74%	18	24.43%	32	29.01%	38	131
My immediate supervisor (chair, associate dean, dean, etc.) helps me obtain the resources I need.	6.62%	9	8.09%	11	9.56%	13	13.24%	18	24.26%	33	38.24%	52	136
I have a voice in decision-making that affects the direction of my department.	12.12%	16	7.58%	10	14.39%	19	13.64%	18	22.73%	30	29.55%	39	132
My department has adequate faculty to achieve its goals.	21.32%	29	19.85%	27	15.44%	21	15.44%	21	11.76%	16	16.18%	22	136
My department has adequate staff to achieve its goals.	13.43%	18	14.18%	19	19.40%	26	20.15%	27	19.40%	26	13.43%	18	134
Promotions in my department are based on a person's performance.	10.94%	14	7.03%	9	13.28%	17	17.97%	23	22.66%	29	28.13%	36	128
Summary Statistics			Minimum	Maximum	Mean	Median	Std Deviation	n	Combined Disagree Levels	Combined Agree Levels			
The mission of my department makes me feel my job is important.			1.00	6.00	4.71	5.00	1.45	135	17.04%	82.96%			
My department's procedures are fair to all.			1.00	6.00	4.32	5.00	1.62	134	26.87%	73.13%			
My department's procedures are transparent.			1.00	6.00	4.20	5.00	1.66	135	29.63%	70.37%			
My department's procedures are open for discussion.			1.00	6.00	4.16	5.00	1.73	131	32.82%	67.18%			
My immediate supervisor (chair, associate dean, dean, etc.) helps me obtain the resources I need.			1.00	6.00	4.55	5.00	1.58	136	24.26%	75.74%			
I have a voice in decision-making that affects the direction of my department.			1.00	6.00	4.16	5.00	1.71	132	34.09%	65.91%			

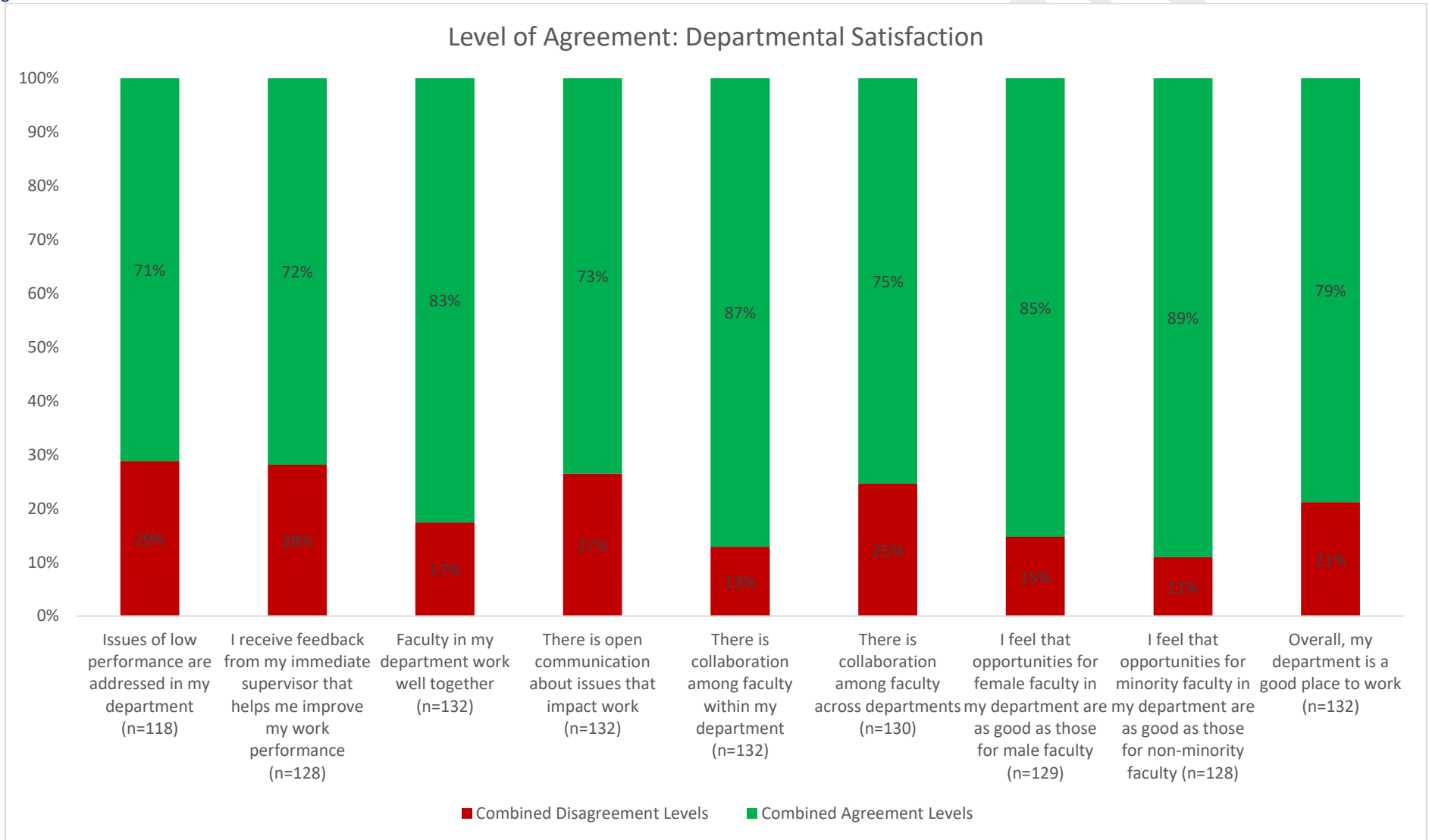
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My department has adequate faculty to achieve its goals.	1.00	6.00	3.25	3.00	1.75	136	56.62%	43.38%
My department has adequate staff to achieve its goals.	1.00	6.00	3.58	4.00	1.59	134	47.01%	52.99%
Promotions in my department are based on a person's performance.	1.00	6.00	4.19	5.00	1.65	128	31.25%	68.75%

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Department

Figure 7



Question: Department Satisfaction	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		n
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Issues of low performance are addressed in my department.	5.93%	7	9.32%	11	13.56%	16	17.80%	21	30.51%	36	22.88%	27	118
I receive feedback from my immediate supervisor that helps me improve my work performance.	4.69%	6	9.38%	12	14.06%	18	10.94%	14	34.38%	44	26.56%	34	128
Faculty in my department work well together.	3.03%	4	3.79%	5	10.61%	14	15.15%	20	30.30%	40	37.12%	49	132
There is open communication about issues that impact work.	8.33%	11	6.82%	9	11.36%	15	12.88%	17	28.03%	37	32.58%	43	132
There is collaboration among faculty within my department.	3.03%	4	3.79%	5	6.06%	8	21.21%	28	29.55%	39	36.36%	48	132
There is collaboration among faculty across departments.	3.85%	5	10.00%	13	10.77%	14	25.38%	33	26.92%	35	23.08%	30	130
I feel that opportunities for female faculty in my department are as good as those for male faculty.	4.65%	6	6.98%	9	3.10%	4	11.63%	15	32.56%	42	41.09%	53	129
I feel that opportunities for minority faculty in my department are as good as those for non-minority faculty.	7.03%	9	1.56%	2	2.34%	3	10.16%	13	35.94%	46	42.97%	55	128
Overall, my department is a good place to work.	6.06%	8	5.30%	7	9.85%	13	16.67%	22	22.73%	30	39.39%	52	132

Summary Statistics	Minimum	Maximum	Mean	Median	Std Deviation	n	Combined Disagree Levels	Combined Agree Levels
Issues of low performance are addressed in my department.	1.00	6.00	4.26	5.00	1.48	118	28.81%	71.19%
I receive feedback from my immediate supervisor that helps me improve my work performance.	1.00	6.00	4.41	5.00	1.48	128	28.13%	71.88%
Faculty in my department work well together.	1.00	6.00	4.77	5.00	1.31	132	17.42%	82.58%
There is open communication about issues that impact work.	1.00	6.00	4.43	5.00	1.59	132	26.52%	73.48%
There is collaboration among faculty within my department.	1.00	6.00	4.80	5.00	1.27	132	12.88%	87.12%
There is collaboration among faculty across departments.	1.00	6.00	4.31	4.50	1.40	130	24.62%	75.38%

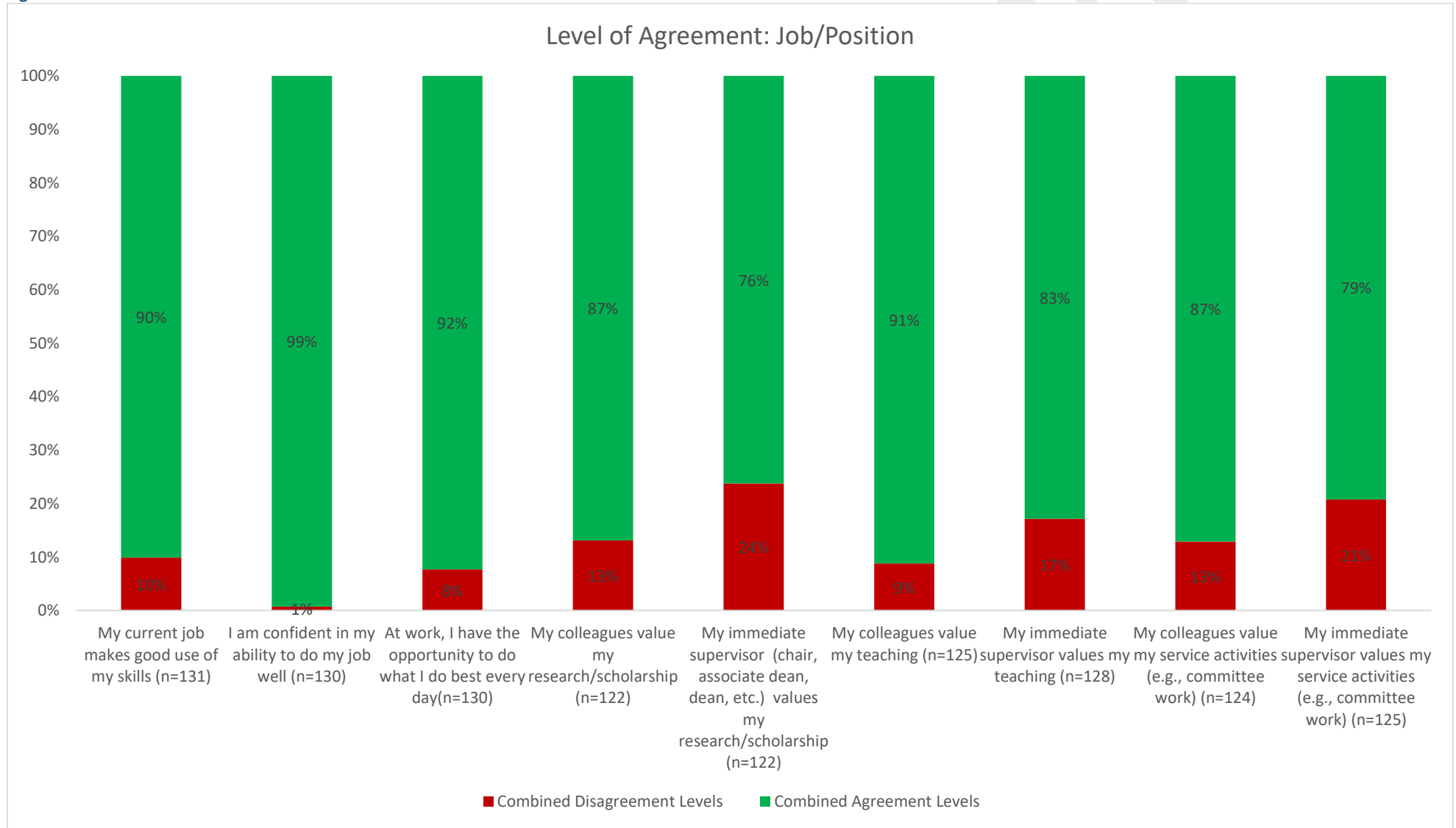
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I feel that opportunities for female faculty in my department are as good as those for male faculty.	1.00	6.00	4.84	5.00	1.41	129	14.73%	85.27%
I feel that opportunities for minority faculty in my department are as good as those for non-minority faculty.	1.00	6.00	4.95	5.00	1.37	128	10.94%	89.06%
Overall, my department is a good place to work.	1.00	6.00	4.63	5.00	1.50	132	21.21%	78.79%

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Job/Position

Figure 8





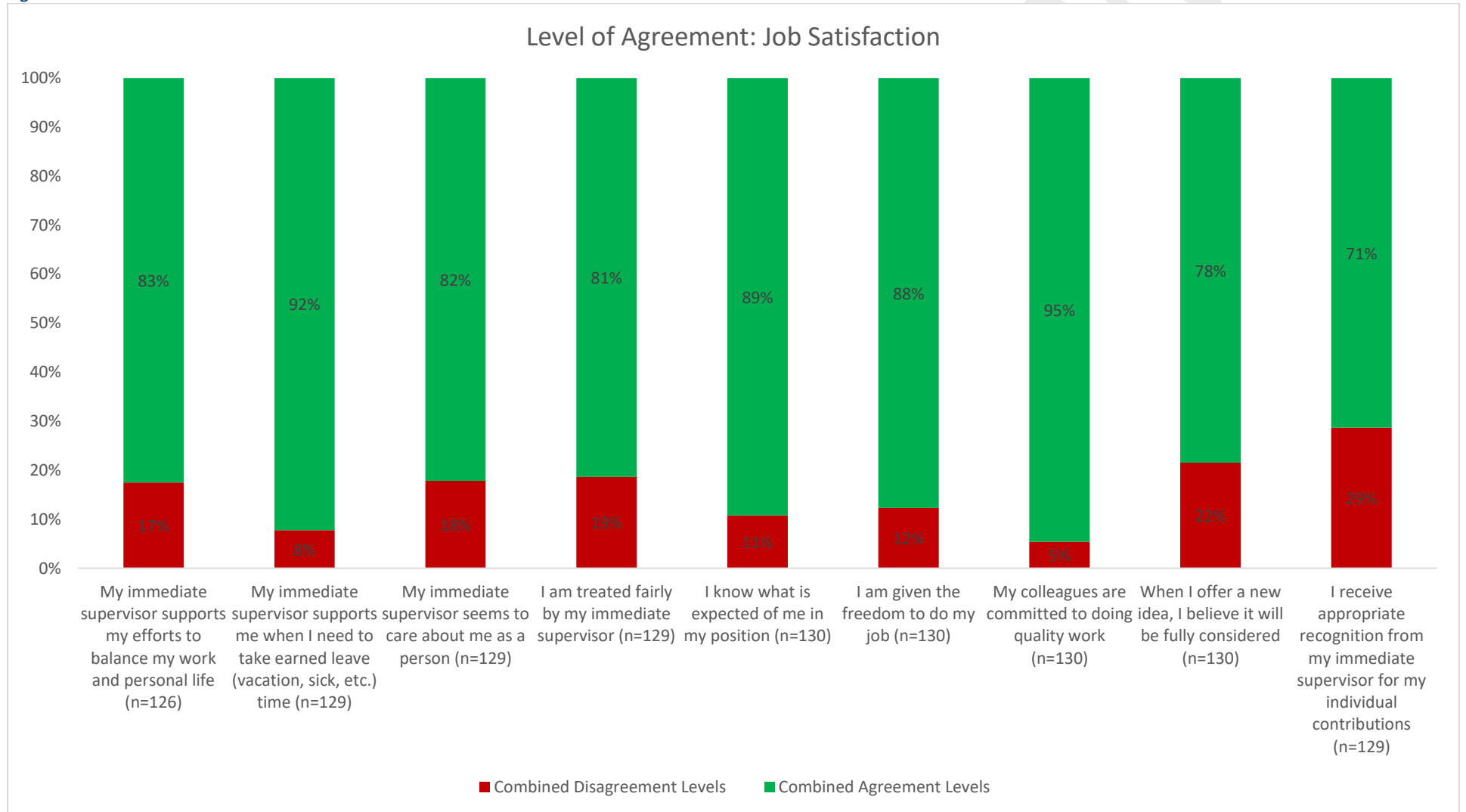
Question: Job Satisfaction	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		n
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
My current job makes good use of my skills.	0.76%	1	5.34%	7	3.82%	5	13.74%	18	42.75%	56	33.59%	44	131
I am confident in my ability to do my job well.	0.77%	1	0.00%	0	0.00%	0	3.85%	5	35.38%	46	60.00%	78	130
At work, I have the opportunity to do what I do best every day.	1.54%	2	1.54%	2	4.62%	6	19.23%	25	33.85%	44	39.23%	51	130
My colleagues value my research/scholarship.	2.46%	3	4.92%	6	5.74%	7	9.84%	12	47.54%	58	29.51%	36	122
My immediate supervisor (chair, associate dean, dean, etc.) values my research/scholarship.	7.38%	9	7.38%	9	9.02%	11	17.21%	21	27.87%	34	31.15%	38	122
My colleagues value my teaching.	2.40%	3	3.20%	4	3.20%	4	10.40%	13	48.00%	60	32.80%	41	125
My immediate supervisor values my teaching.	6.25%	8	3.13%	4	7.81%	10	14.06%	18	35.16%	45	33.59%	43	128
My colleagues value my service activities (e.g., committee work).	3.23%	4	3.23%	4	6.45%	8	11.29%	14	41.13%	51	34.68%	43	124
My immediate supervisor values my service activities (e.g., committee work).	5.60%	7	7.20%	9	8.00%	10	12.80%	16	32.00%	40	34.40%	43	125
<b>Summary Statistics</b>					<b>Minimum</b>	<b>Maximum</b>	<b>Mean</b>	<b>Median</b>	<b>Std Deviation</b>	<b>n</b>	<b>Combined Disagree Levels</b>	<b>Combined Agree Levels</b>	
My current job makes good use of my skills.					1.00	6.00	4.93	5.00	1.11	131	9.92%	90.08%	
I am confident in my ability to do my job well.					1.00	6.00	5.53	6.00	0.69	130	0.77%	99.23%	
At work, I have the opportunity to do what I do best every day.					1.00	6.00	5.00	5.00	1.07	130	7.69%	92.31%	
My colleagues value my research/scholarship.					1.00	6.00	4.84	5.00	1.20	122	13.11%	86.89%	
My immediate supervisor (chair, associate dean, dean, etc.) values my research/scholarship.					1.00	6.00	4.44	5.00	1.54	122	23.77%	76.23%	
My colleagues value my teaching.					1.00	6.00	4.97	5.00	1.11	125	8.80%	91.20%	
My immediate supervisor values my teaching.					1.00	6.00	4.70	5.00	1.41	128	17.19%	82.81%	
My colleagues value my service activities (e.g., committee work).					1.00	6.00	4.88	5.00	1.23	124	12.90%	87.10%	

My immediate supervisor values my service activities (e.g., committee work).	1.00	6.00	4.62	5.00	1.48	125	20.80%	79.20%
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Job/Position

Figure 9



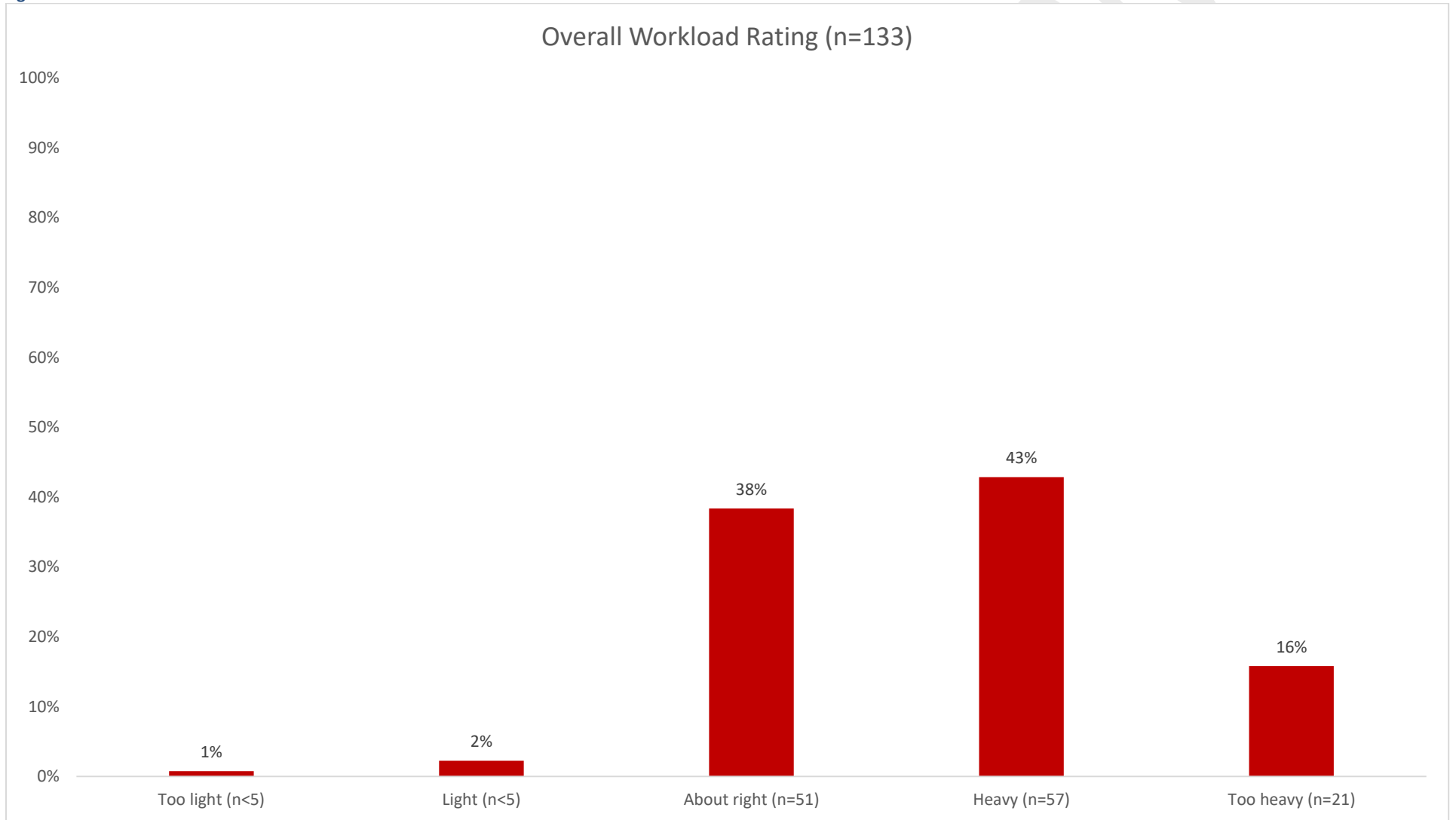
Question: Job Satisfaction	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		n
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	
My immediate supervisor supports my efforts to balance my work and personal life.	6.35%	8	5.56%	7	5.56%	7	13.49%	17	28.57%	36	40.48%	51	126
My immediate supervisor supports me when I need to take earned leave (vacation, sick, etc.) time.	3.10%	4	3.10%	4	1.55%	2	11.63%	15	26.36%	34	54.26%	70	129
My immediate supervisor seems to care about me as a person.	9.30%	12	5.43%	7	3.10%	4	10.08%	13	28.68%	37	43.41%	56	129
I am treated fairly by my immediate supervisor.	8.53%	11	4.65%	6	5.43%	7	11.63%	15	28.68%	37	41.09%	53	129
I know what is expected of me in my position.	3.85%	5	2.31%	3	4.62%	6	7.69%	10	37.69%	49	43.85%	57	130
I am given the freedom to do my job.	4.62%	6	2.31%	3	5.38%	7	13.85%	18	33.08%	43	40.77%	53	130
My colleagues are committed to doing quality work.	2.31%	3	0.77%	1	2.31%	3	10.77%	14	40.00%	52	43.85%	57	130
When I offer a new idea, I believe it will be fully considered.	9.23%	12	3.85%	5	8.46%	11	22.31%	29	25.38%	33	30.77%	40	130
I receive appropriate recognition from my immediate supervisor for my individual contributions.	12.40%	16	6.20%	8	10.08%	13	13.95%	18	22.48%	29	34.88%	45	129
<b>Summary Statistics</b>					<b>Minimum</b>	<b>Maximum</b>	<b>Mean</b>	<b>Median</b>	<b>Std Deviation</b>	<b>n</b>	<b>Combined Disagree Levels</b>	<b>Combined Agree Levels</b>	
My immediate supervisor supports my efforts to balance my work and personal life.					1.00	6.00	4.74	5.00	1.49	126	17.46%	82.54%	
My immediate supervisor supports me when I need to take earned leave (vacation, sick, etc.) time.					1.00	6.00	5.18	6.00	1.21	129	7.75%	92.25%	
My immediate supervisor seems to care about me as a person.					1.00	6.00	4.74	5.00	1.60	129	17.83%	82.17%	
I am treated fairly by my immediate supervisor.					1.00	6.00	4.71	5.00	1.56	129	18.60%	81.40%	
I know what is expected of me in my position.					1.00	6.00	5.05	5.00	1.23	130	10.77%	89.23%	
I am given the freedom to do my job.					1.00	6.00	4.91	5.00	1.30	130	12.31%	87.69%	

My colleagues are committed to doing quality work.	1.00	6.00	5.17	5.00	1.02	130	5.38%	94.62%
When I offer a new idea, I believe it will be fully considered.	1.00	6.00	4.43	5.00	1.54	130	21.54%	78.46%
I receive appropriate recognition from my immediate supervisor for my individual contributions.	1.00	6.00	4.33	5.00	1.73	129	28.68%	71.32%

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### Overall Workload Rating

Figure 10



Answer	%					n
Too light	0.75%					n<5
Light	2.26%					n<5
About right	38.35%					51
Heavy	42.86%					57
Too heavy	15.79%					21
Total	100%					133

Summary Statistic	Minimum	Maximum	Mean	Median	Std Deviation	n
Overall, how would you rate your workload?	1.00	5.00	3.71	4.00	0.78	133

## Tenure and Promotion

Figure 11





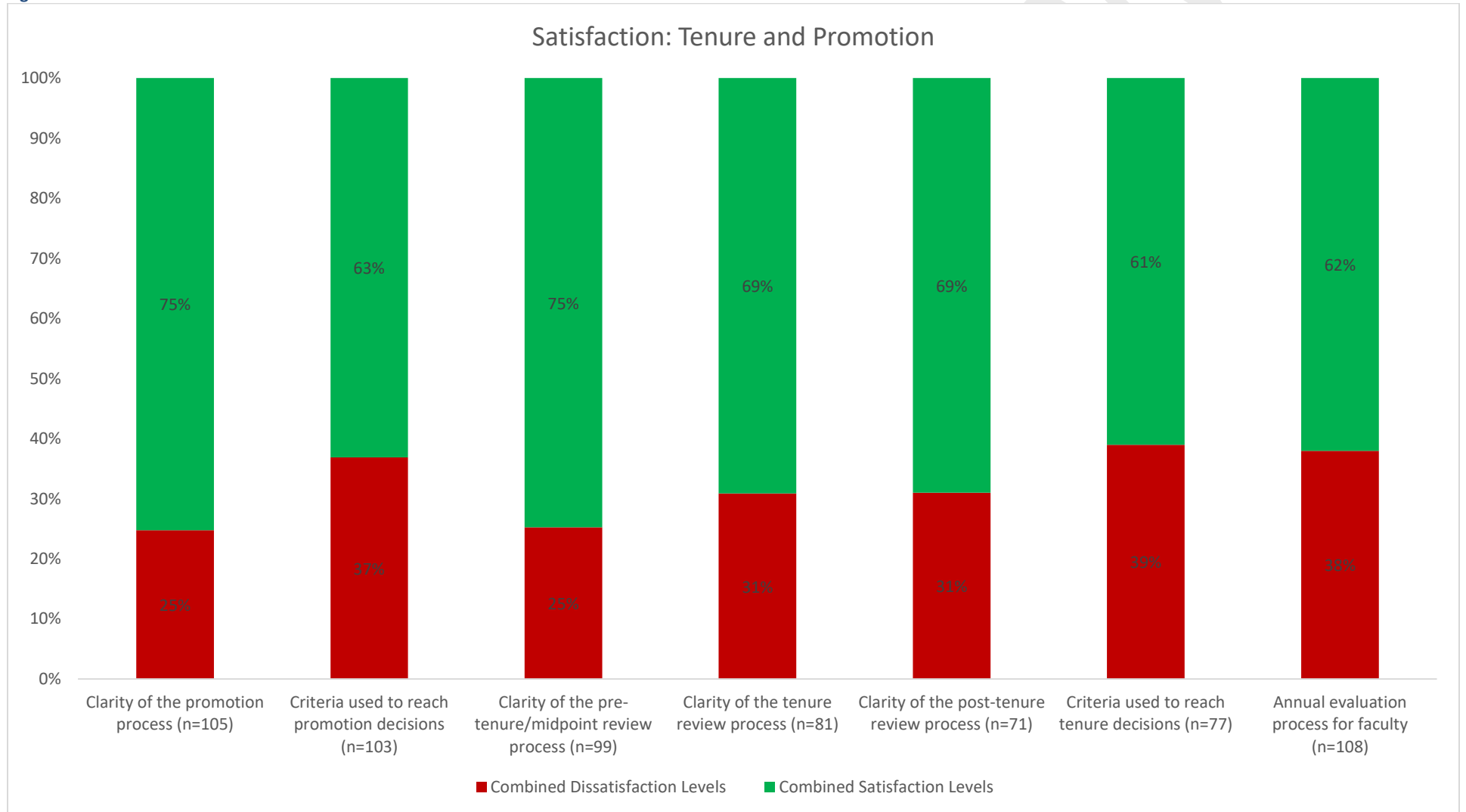
Question	Undervalued		Valued Appropriately		Overvalued		n
	Percentage	Count	Percentage	Count	Percentage	Count	
Research/scholarly work	20.20%	20	44.44%	44	35.35%	35	99
Teaching contributions	44.12%	45	50.98%	52	4.90%	5	102
Service (e.g., committee work)	42.86%	42	54.08%	53	3.06%	3	98
Professional reputation	28.57%	28	62.24%	61	9.18%	9	98
Advising and mentoring	48.42%	46	48.42%	46	3.16%	3	95

Summary Statistic	Minimum	Maximum	Central Tendency		Std Deviation	n
			Mean	Median		
Research/scholarly work	1.00	3.00	2.15	2.00	0.73	99
Teaching contributions	1.00	3.00	1.61	2.00	0.58	102
Service (e.g., committee work)	1.00	3.00	1.60	2.00	0.55	98
Professional reputation	1.00	3.00	1.81	2.00	0.58	98
Advising and mentoring	1.00	3.00	1.55	2.00	0.56	95

## Tenure and Promotion

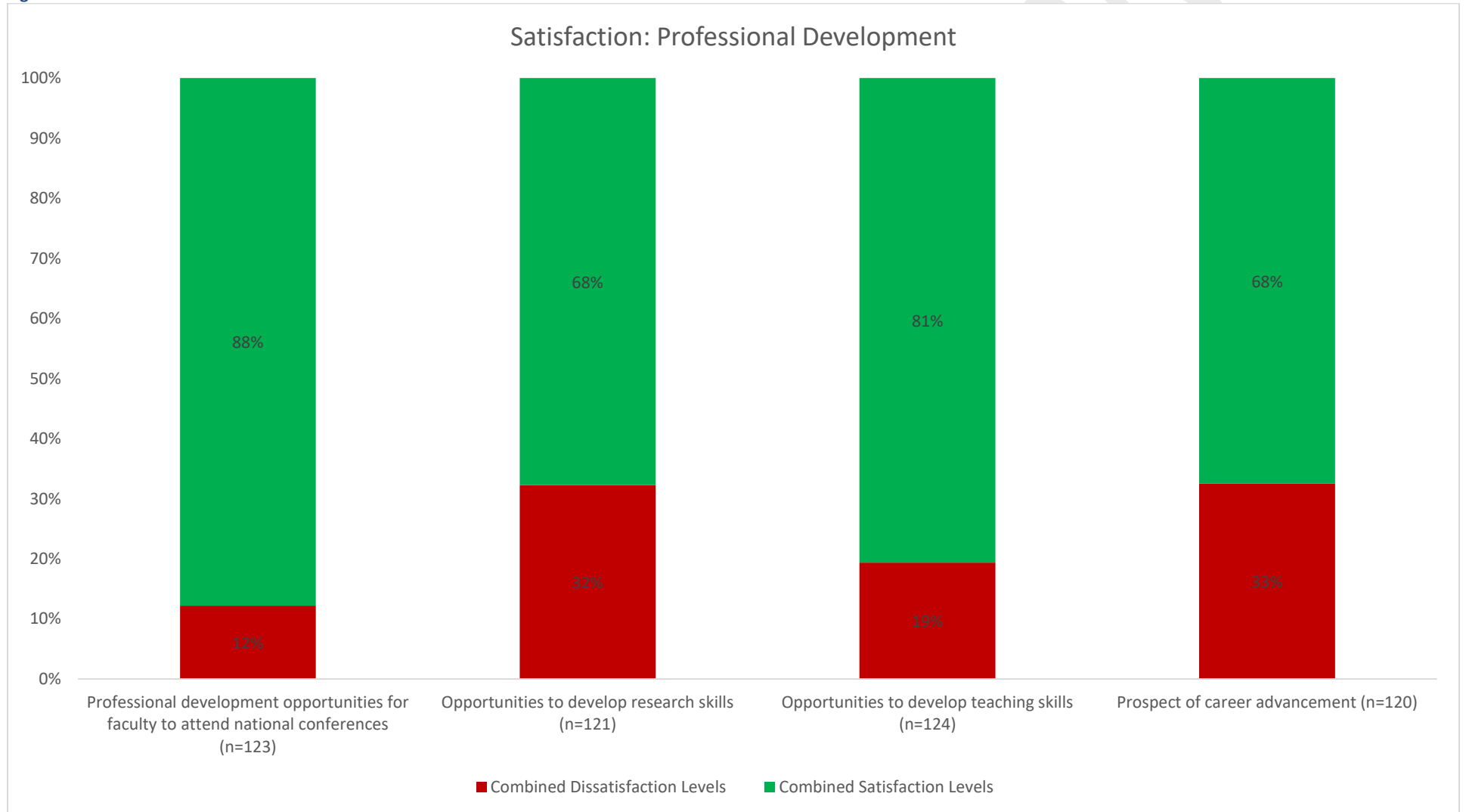
Figure 42



Question: Tenure and Promotion	Completely Dissatisfied		Dissatisfied		Slightly Dissatisfied		Slightly Satisfied		Satisfied		Completely Satisfied		n
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Clarity of the promotion process	9.52%	10	10.48%	11	4.76%	5	20.95%	22	40.00%	42	14.29%	15	105
Criteria used to reach promotion decisions	9.71%	10	11.65%	12	15.53%	16	20.39%	21	29.13%	30	13.59%	14	103
Clarity of the pre-tenure/midpoint review process	11.11%	11	9.09%	9	5.05%	5	13.13%	13	45.45%	45	16.16%	16	99
Clarity of the tenure review process	16.05%	13	9.88%	8	4.94%	4	13.58%	11	39.51%	32	16.05%	13	81
Clarity of the post-tenure review process	15.49%	11	9.86%	7	5.63%	4	11.27%	8	39.44%	28	18.31%	13	71
Criteria used to reach tenure decisions	19.48%	15	10.39%	8	9.09%	7	16.88%	13	24.68%	19	19.48%	15	77
Annual evaluation process for faculty	11.11%	12	14.81%	16	12.04%	13	15.74%	17	26.85%	29	19.44%	21	108
Summary Statistics			Minimum	Maximum	Mean	Median	Std Deviation	n	Combined Dissatisfaction Levels		Combined Satisfaction Levels		
Clarity of the promotion process			1.00	6.00	4.14	5.00	1.51	105	24.76%		75.24%		
Criteria used to reach promotion decisions			1.00	6.00	3.88	4.00	1.52	103	36.89%		63.11%		
Clarity of the pre-tenure/midpoint review process			1.00	6.00	4.21	5.00	1.57	99	25.25%		74.75%		
Clarity of the tenure review process			1.00	6.00	3.99	5.00	1.71	81	30.86%		69.14%		
Clarity of the post-tenure review process			1.00	6.00	4.04	5.00	1.72	71	30.99%		69.01%		
Criteria used to reach tenure decisions			1.00	6.00	3.75	4.00	1.80	77	38.96%		61.04%		
Annual evaluation process for faculty			1.00	6.00	3.91	4.00	1.66	108	37.96%		62.04%		

## Professional Development

Figure 13



Question: Professional Development	Completely Dissatisfied		Dissatisfied		Somewhat Dissatisfied		Somewhat Satisfied		Satisfied		Completely Satisfied		n
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	
Professional development opportunities for faculty to attend national conferences	1.63%	2	5.69%	7	4.88%	6	16.26%	20	45.53%	56	26.02%	32	123
Opportunities to develop research skills	8.26%	10	9.92%	12	14.05%	17	19.01%	23	32.23%	39	16.53%	20	121
Opportunities to develop teaching skills	3.23%	4	4.03%	5	12.10%	15	19.35%	24	42.74%	53	18.55%	23	124
Prospect of career advancement	10.00%	12	7.50%	9	15.00%	18	16.67%	20	30.83%	37	20.00%	24	120
Summary Statistics			Minimum	Maximum	Mean	Median	Std Deviation	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels			
Professional development opportunities for faculty to attend national conferences			1.00	6.00	4.76	5.00	1.16	123	12.20%	87.80%			
Opportunities to develop research skills			1.00	6.00	4.07	4.00	1.50	121	32.23%	67.77%			
Opportunities to develop teaching skills			1.00	6.00	4.50	5.00	1.22	124	19.35%	80.65%			
Prospect of career advancement			1.00	6.00	4.11	5.00	1.56	120	32.50%	67.50%			

## Benefits and Resources

Figure 14.1

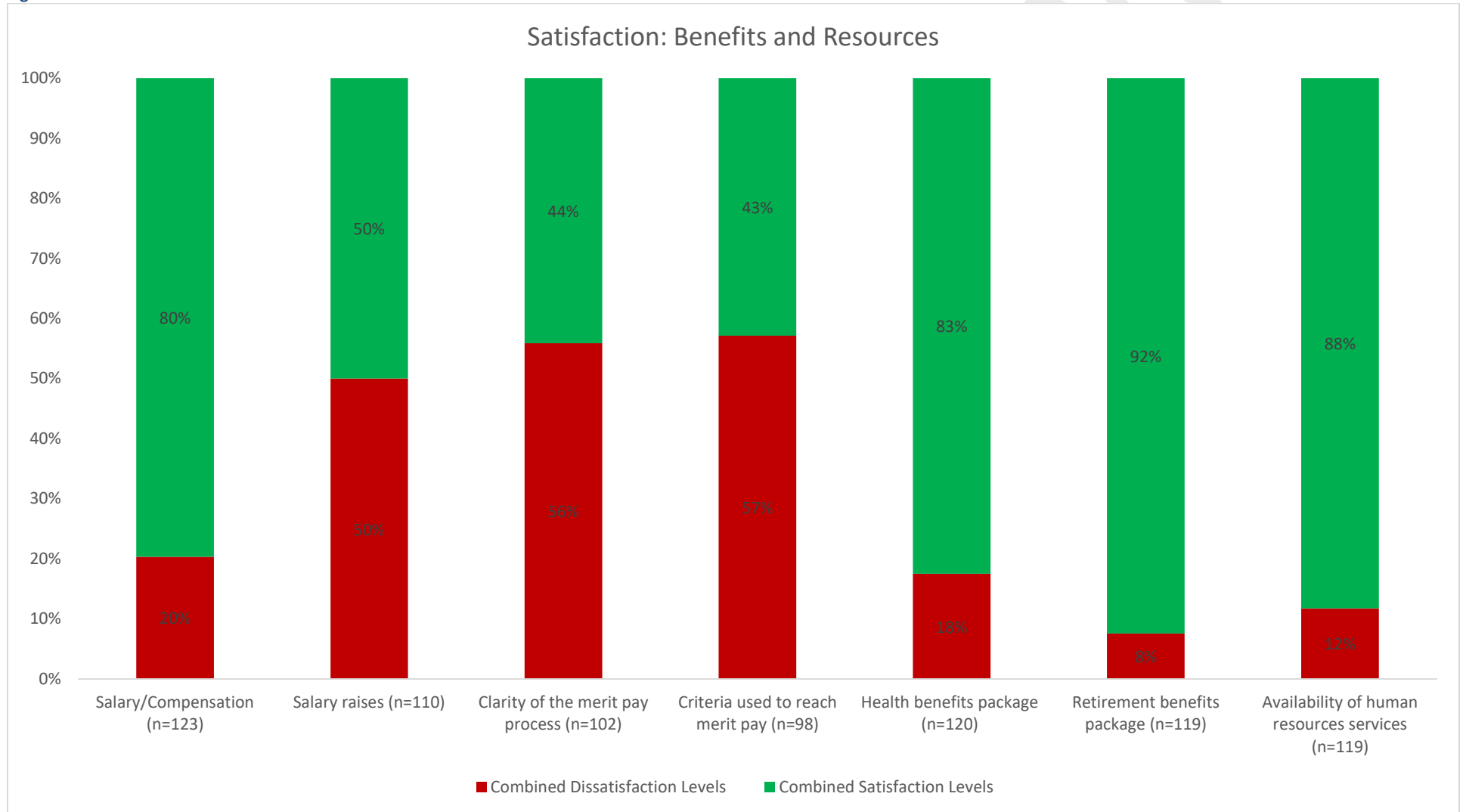
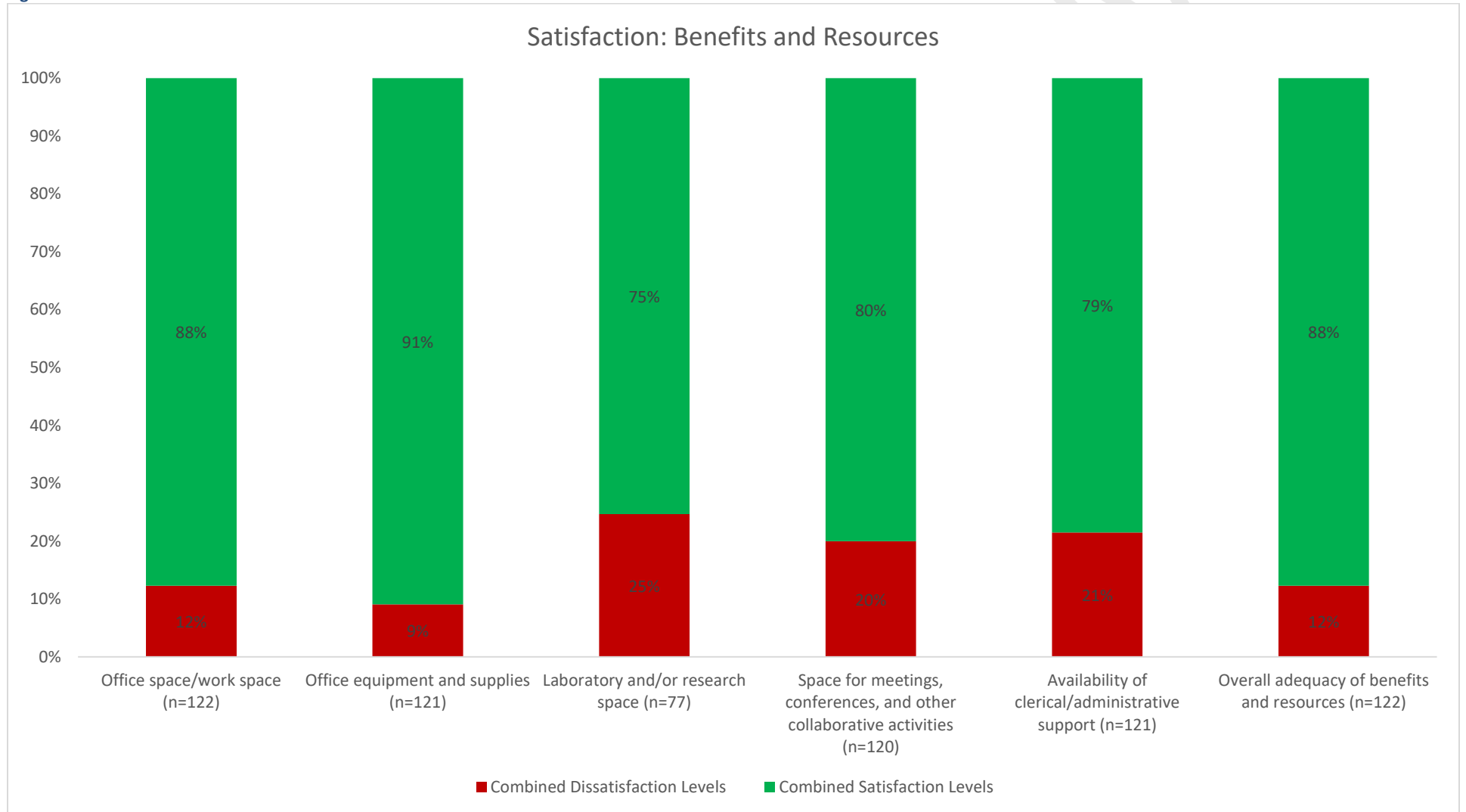


Figure 14.2



Question: Benefits and Resources	Completely Dissatisfied		Dissatisfied		Slightly Dissatisfied		Slightly Satisfied		Satisfied		Completely Satisfied		n
	%	n	%	n	%	n	%	n	%	n	%	n	
Salary/Compensation	6.50%	8	3.25%	4	10.57%	13	28.46%	35	43.09%	53	8.13%	10	123
Salary raises	12.73%	14	10.00%	11	27.27%	30	25.45%	28	19.09%	21	5.45%	6	110
Clarity of the merit pay process	14.71%	15	14.71%	15	26.47%	27	19.61%	20	19.61%	20	4.90%	5	102
Criteria used to reach merit pay	15.31%	15	12.24%	12	29.59%	29	16.33%	16	20.41%	20	6.12%	6	98
Health benefits package	5.00%	6	2.50%	3	10.00%	12	19.17%	23	48.33%	58	15.00%	18	120
Retirement benefits package	0.84%	1	0.84%	1	5.88%	7	15.97%	19	56.30%	67	20.17%	24	119
Availability of human resources services	5.88%	7	3.36%	4	2.52%	3	17.65%	21	52.10%	62	18.49%	22	119
Office space/work space	2.46%	3	4.92%	6	4.92%	6	16.39%	20	46.72%	57	24.59%	30	122
Office equipment and supplies	1.65%	2	3.31%	4	4.13%	5	17.36%	21	50.41%	61	23.14%	28	121
Laboratory and/or research space	6.49%	5	10.39%	8	7.79%	6	14.29%	11	51.95%	40	9.09%	7	77
Space for meetings, conferences, and other collaborative activities	2.50%	3	5.00%	6	12.50%	15	15.83%	19	48.33%	58	15.83%	19	120
Availability of clerical/administrative support	7.44%	9	6.61%	8	7.44%	9	17.36%	21	45.45%	55	15.70%	19	121
Overall adequacy of benefits and resources	3.28%	4	1.64%	2	7.38%	9	21.31%	26	54.92%	67	11.48%	14	122
Summary Statistics	Minimum	Maximum	Mean	Median	Std Deviation	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels					
Salary/Compensation	1.00	6.00	4.23	5.00	1.24	123	20.33%	79.67%					
Salary raises	1.00	6.00	3.45	3.50	1.39	110	50.00%	50.00%					
Clarity of the merit pay process	1.00	6.00	3.29	3.00	1.44	102	55.88%	44.12%					
Criteria used to reach merit pay	1.00	6.00	3.33	3.00	1.47	98	57.14%	42.86%					
Health benefits package	1.00	6.00	4.48	5.00	1.22	120	17.50%	82.50%					
Retirement benefits package	1.00	6.00	4.87	5.00	0.89	119	7.56%	92.44%					
Availability of human resources services	1.00	6.00	4.62	5.00	1.25	119	11.76%	88.24%					
Office space/work space	1.00	6.00	4.74	5.00	1.17	122	12.30%	87.70%					
Office equipment and supplies	1.00	6.00	4.81	5.00	1.05	121	9.09%	90.91%					
Laboratory and/or research space	1.00	6.00	4.22	5.00	1.38	77	24.68%	75.32%					



2019 Faculty Satisfaction Survey  
Results Summary

Space for meetings, conferences, and other collaborative activities	1.00	6.00	4.50	5.00	1.19	120	20.00%	80.00%
Availability of clerical/administrative support	1.00	6.00	4.34	5.00	1.41	121	21.49%	78.51%
Overall adequacy of benefits and resources	1.00	6.00	4.57	5.00	1.06	122	12.30%	87.70%

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## Campus Life

Figure 15.1

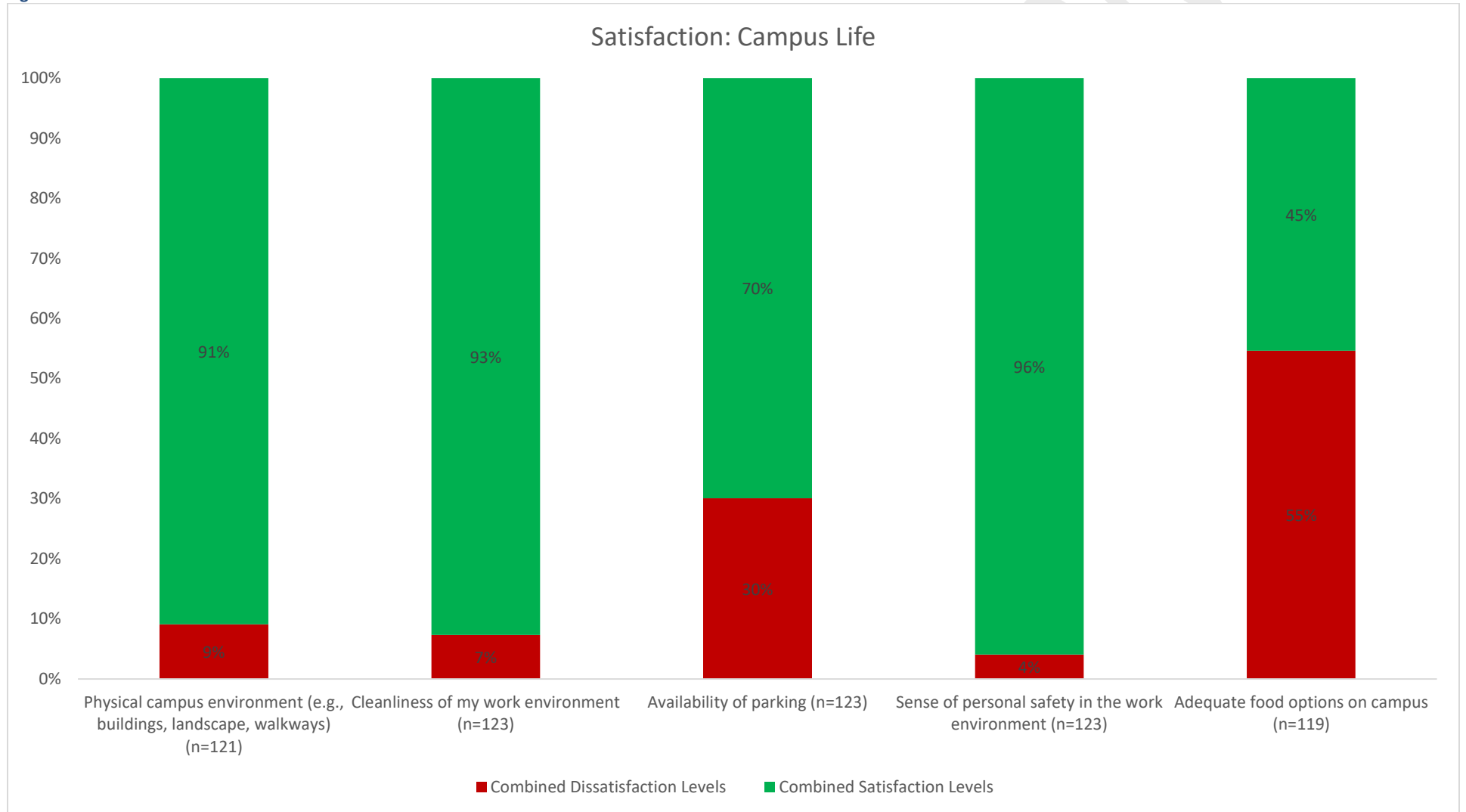
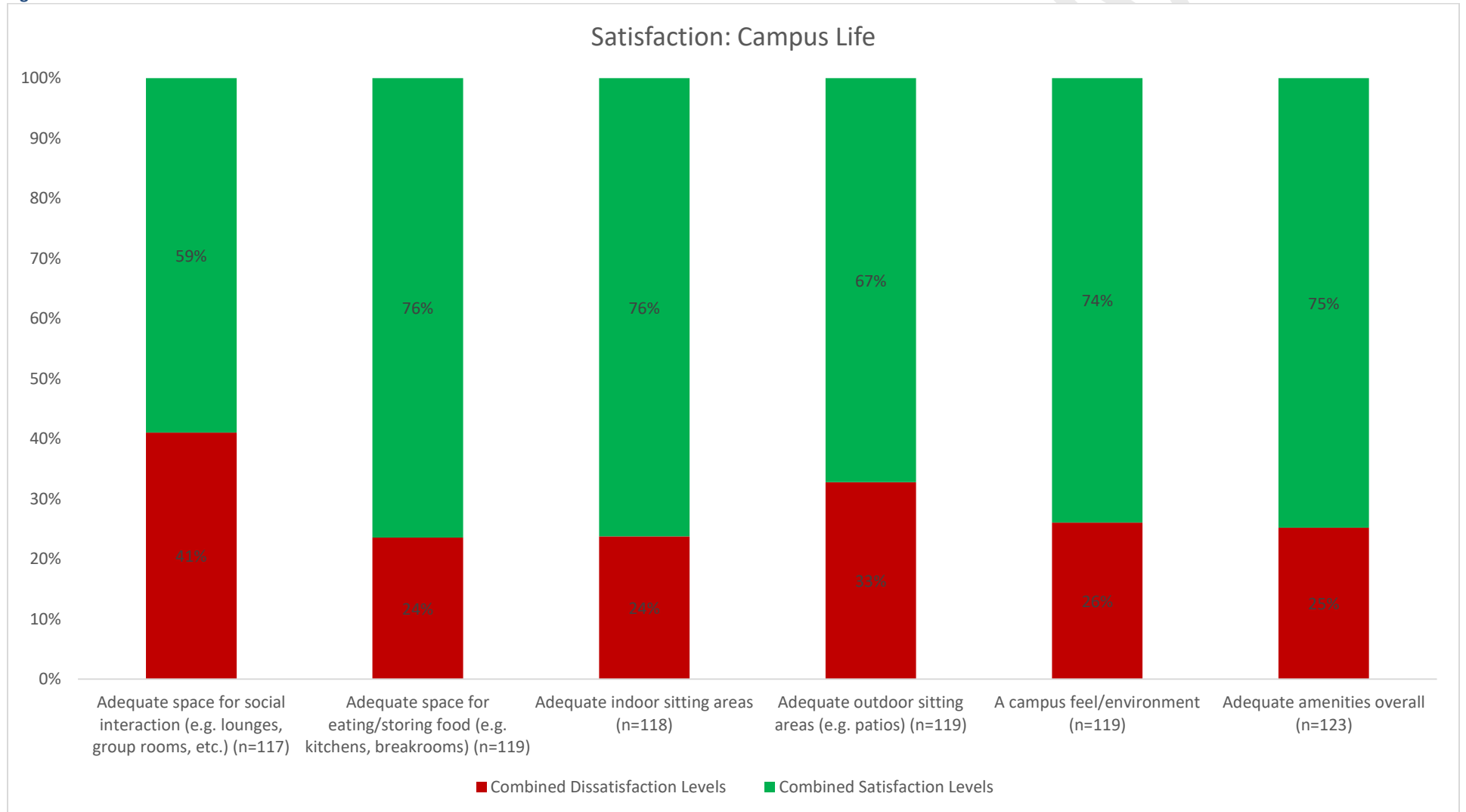


Figure 15.2



Question: Campus Life	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		Total
	%	n	%	n	%	n	%	n	%	n	%	n	
Physical campus environment (e.g., buildings, landscape, walkways)	3.31%	4	1.65%	2	4.13%	5	13.22%	16	52.89%	64	24.79%	30	121
Cleanliness of my work environment	2.44%	3	0.81%	1	4.07%	5	11.38%	14	51.22%	63	30.08%	37	123
Availability of parking	6.50%	8	9.76%	12	13.82%	17	17.07%	21	39.84%	49	13.01%	16	123
Sense of personal safety in the work environment	1.63%	2	1.63%	2	0.81%	1	5.69%	7	56.10%	69	34.15%	42	123
Adequate food options on campus	18.49%	22	18.49%	22	17.65%	21	14.29%	17	21.85%	26	9.24%	11	119
Adequate space for social interaction (e.g. lounges, group rooms, etc.)	11.97%	14	15.38%	18	13.68%	16	23.93%	28	22.22%	26	12.82%	15	117
Adequate space for eating/storing food (e.g. kitchens, breakrooms)	5.88%	7	8.40%	10	9.24%	11	18.49%	22	36.13%	43	21.85%	26	119
Adequate indoor sitting areas	7.63%	9	5.93%	7	10.17%	12	21.19%	25	38.98%	46	16.10%	19	118
Adequate outdoor sitting areas (e.g. patios)	8.40%	10	9.24%	11	15.13%	18	16.81%	20	36.97%	44	13.45%	16	119
A campus feel/environment	5.88%	7	7.56%	9	12.61%	15	18.49%	22	44.54%	53	10.92%	13	119
Adequate amenities overall	6.50%	8	7.32%	9	11.38%	14	22.76%	28	39.84%	49	12.20%	15	123

Summary Statistics	Minimum	Maximum	Mean	Median	Std Deviation	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels
Physical campus environment (e.g., buildings, landscape, walkways)	1.00	6.00	4.85	5.00	1.10	121	9.09%	90.91%
Cleanliness of my work environment	1.00	6.00	4.98	5.00	1.02	123	7.32%	92.68%
Availability of parking	1.00	6.00	4.13	5.00	1.42	123	30.08%	69.92%
Sense of personal safety in the work environment	1.00	6.00	5.15	5.00	0.90	123	4.07%	95.93%
Adequate food options on campus	1.00	6.00	3.30	3.00	1.64	119	54.62%	45.38%
Adequate space for social interaction (e.g. lounges, group rooms, etc.)	1.00	6.00	3.68	4.00	1.57	117	41.03%	58.97%
Adequate space for eating/storing food (e.g. kitchens, breakrooms)	1.00	6.00	4.36	5.00	1.44	119	23.53%	76.47%

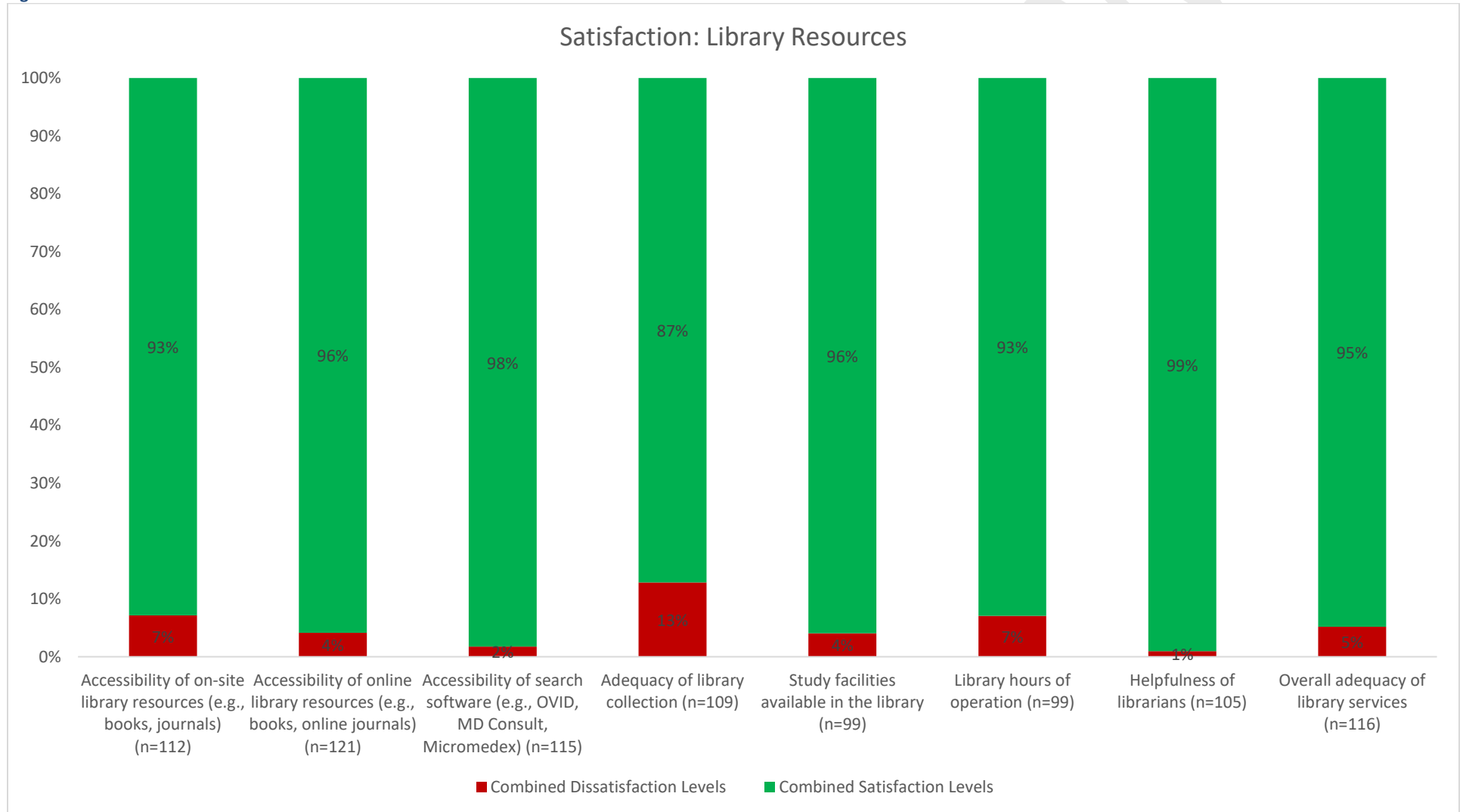
2019 Faculty Satisfaction Survey  
Results Summary

Adequate indoor sitting areas	1.00	6.00	4.26	5.00	1.41	118	23.73%	76.27%
Adequate outdoor sitting areas (e.g. patios)	1.00	6.00	4.05	5.00	1.48	119	32.77%	67.23%
A campus feel/environment	1.00	6.00	4.21	5.00	1.34	119	26.05%	73.95%
Adequate amenities overall	1.00	6.00	4.19	5.00	1.36	123	25.20%	74.80%

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## Library Resources

Figure 5

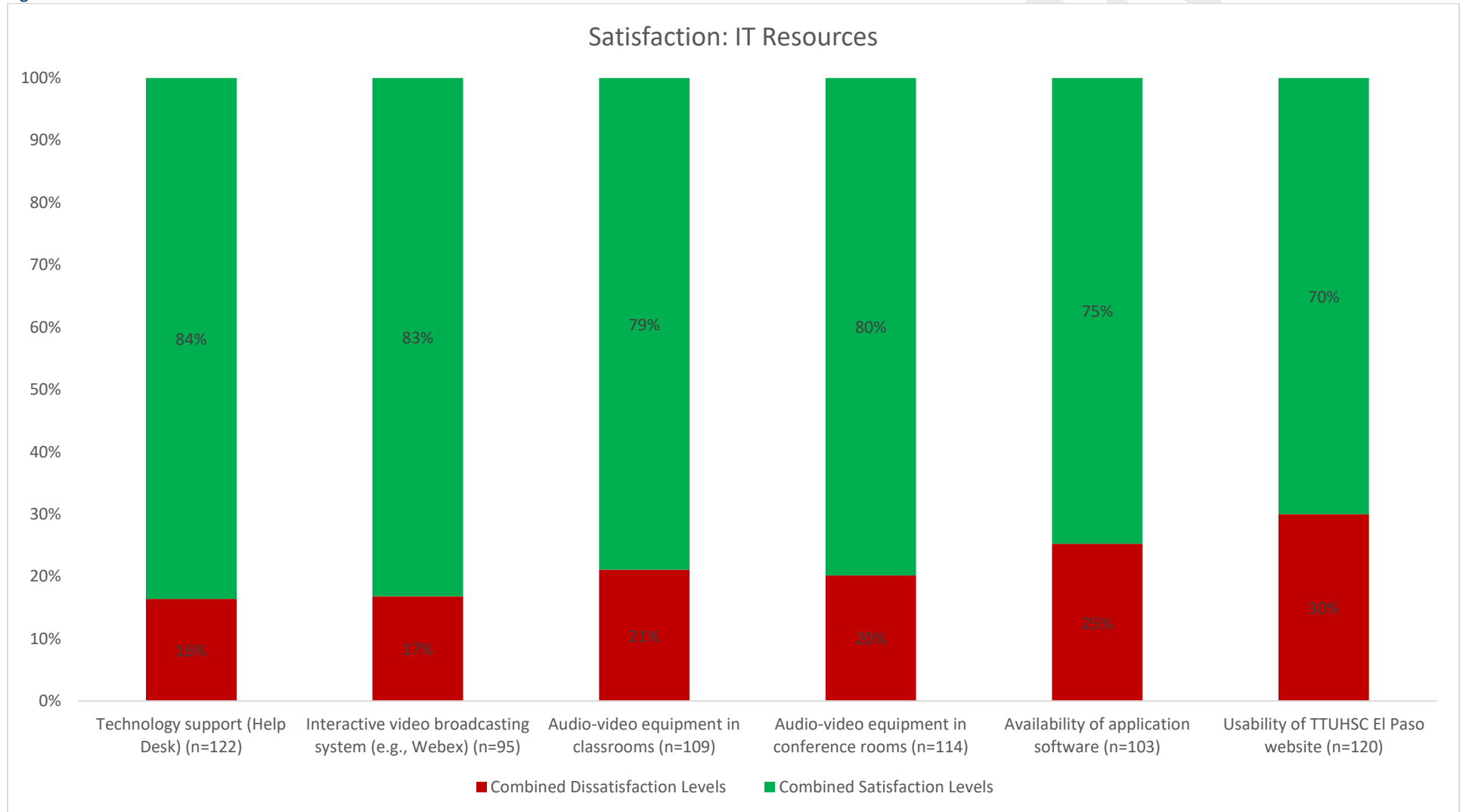


Question: Library Resources	Completely Dissatisfied		Dissatisfied		Slightly Dissatisfied		Slightly Satisfied		Satisfied		Completely Satisfied		Total
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	
Accessibility of on-site library resources (e.g., books, journals)	1.79%	2	2.68%	3	2.68%	3	13.39%	15	52.68%	59	26.79%	30	112
Accessibility of online library resources (e.g., books, online journals)	0.83%	1	0.83%	1	2.48%	3	15.70%	19	49.59%	60	30.58%	37	121
Accessibility of search software (e.g., OVID, MD Consult, Micromedex)	0.00%	0	0.00%	0	1.74%	2	12.17%	14	56.52%	65	29.57%	34	115
Adequacy of library collection	0.92%	1	3.67%	4	8.26%	9	11.01%	12	52.29%	57	23.85%	26	109
Study facilities available in the library	1.01%	1	1.01%	1	2.02%	2	9.09%	9	60.61%	60	26.26%	26	99
Library hours of operation	0.00%	0	3.03%	3	4.04%	4	11.11%	11	57.58%	57	24.24%	24	99
Helpfulness of librarians	0.00%	0	0.00%	0	0.95%	1	7.62%	8	51.43%	54	40.00%	42	105
Overall adequacy of library services	0.86%	1	0.00%	0	4.31%	5	11.21%	13	52.59%	61	31.03%	36	116

Summary Statistics	Minimum	Maximum	Mean	Median	Std Deviation	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels
Accessibility of on-site library resources (e.g., books, journals)	1.00	6.00	4.93	5.00	1.02	112	7.14%	92.86%
Accessibility of online library resources (e.g., books, online journals)	1.00	6.00	5.04	5.00	0.88	121	4.13%	95.87%
Accessibility of search software (e.g., OVID, MD Consult, Micromedex)	3.00	6.00	5.14	5.00	0.68	115	1.74%	98.26%
Adequacy of library collection	1.00	6.00	4.82	5.00	1.06	109	12.84%	87.16%
Study facilities available in the library	1.00	6.00	5.06	5.00	0.83	99	4.04%	95.96%
Library hours of operation	2.00	6.00	4.96	5.00	0.89	99	7.07%	92.93%
Helpfulness of librarians	3.00	6.00	5.30	5.00	0.65	105	0.95%	99.05%
Overall adequacy of library services	1.00	6.00	5.08	5.00	0.85	116	5.17%	94.83%

## IT Resources

Figure 6

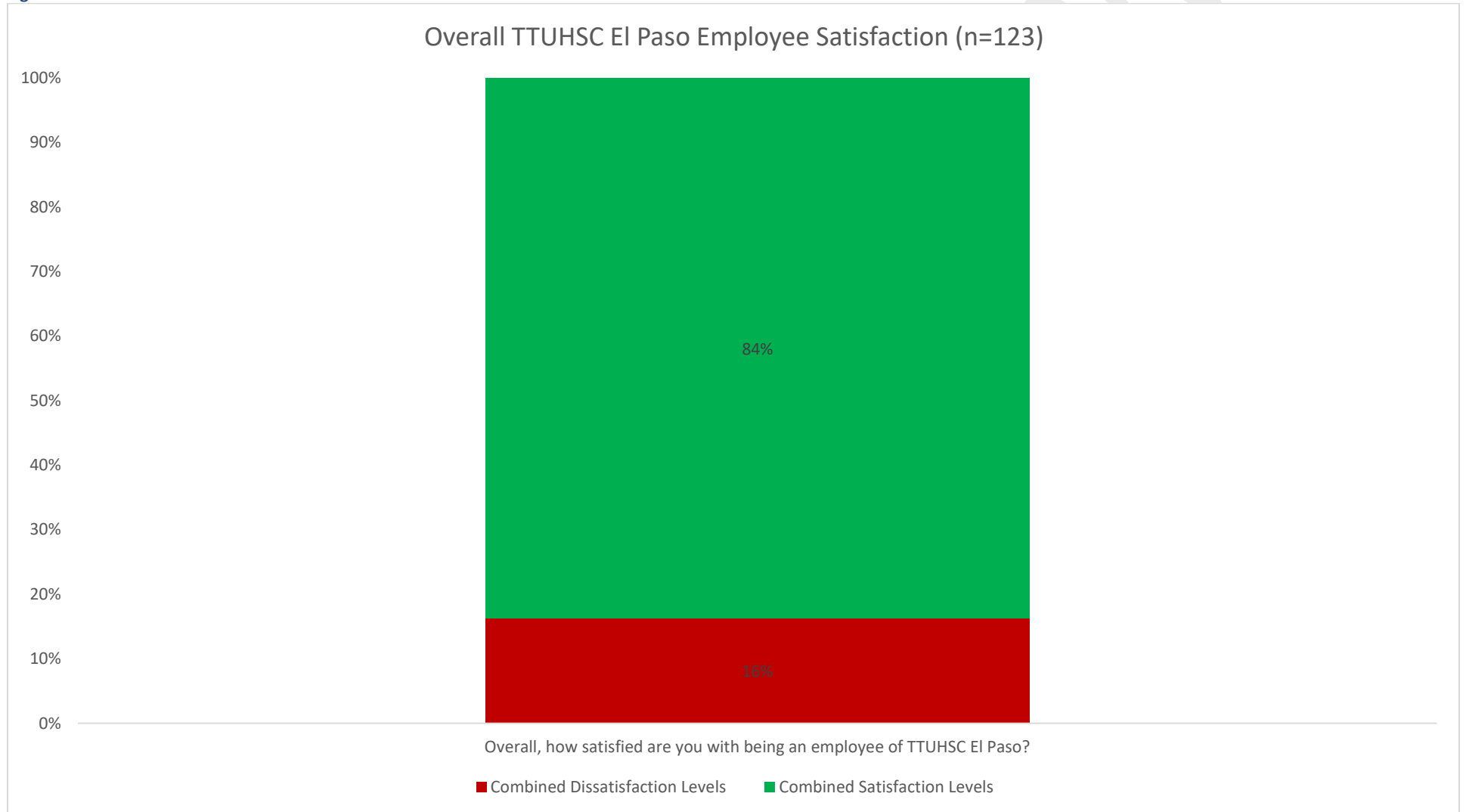




Question: IT Resources	Completely Dissatisfied		Dissatisfied		Slightly Dissatisfied		Slightly Satisfied		Satisfied		Completely Satisfied		Total
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	
Technology support (Help Desk)	2.46%	3	7.38%	9	6.56%	8	22.13%	27	46.72%	57	14.75%	18	122
Interactive video broadcasting system (e.g., Webex)	5.26%	5	4.21%	4	7.37%	7	14.74%	14	53.68%	51	14.74%	14	95
Audio-video equipment in classrooms	5.50%	6	6.42%	7	9.17%	10	18.35%	20	44.95%	49	15.60%	17	109
Audio-video equipment in conference rooms	6.14%	7	5.26%	6	8.77%	10	18.42%	21	46.49%	53	14.91%	17	114
Availability of application software	6.80%	7	7.77%	8	10.68%	11	19.42%	20	40.78%	42	14.56%	15	103
Usability of TTUHSC El Paso website	12.50%	15	5.83%	7	11.67%	14	25.00%	30	35.00%	42	10.00%	12	120
Summary Statistics	Minimum	Maximum	Mean	Median	Std Deviation	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels					
Technology support (Help Desk)	1.00	6.00	4.48	5.00	1.19	122	16.39%	83.61%					
Interactive video broadcasting system (e.g., Webex)	1.00	6.00	4.52	5.00	1.26	95	16.84%	83.16%					
Audio-video equipment in classrooms	1.00	6.00	4.38	5.00	1.33	109	21.10%	78.90%					
Audio-video equipment in conference rooms	1.00	6.00	4.39	5.00	1.33	114	20.18%	79.82%					
Availability of application software	1.00	6.00	4.23	5.00	1.40	103	25.24%	74.76%					
Usability of TTUHSC El Paso website	1.00	6.00	3.94	4.00	1.49	120	30.00%	70.00%					

### Overall TTUHSC El Paso Employee Satisfaction

Figure 7



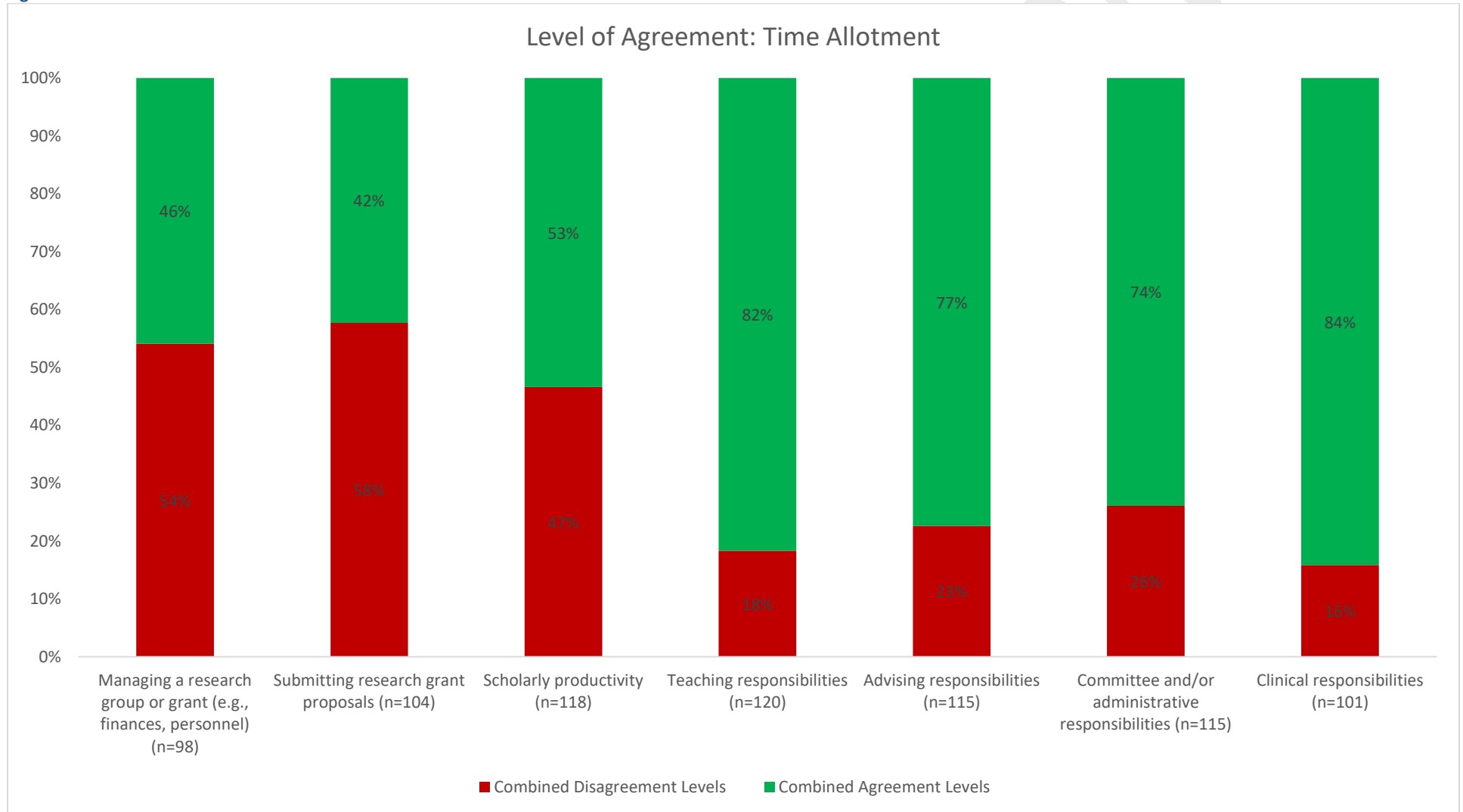
2019 Faculty Satisfaction Survey  
Results Summary

Answer	%	n
Completely Dissatisfied	4.07%	5
Dissatisfied	4.88%	6
Somewhat Dissatisfied	7.32%	9
Somewhat Satisfied	21.14%	26
Satisfied	44.72%	55
Completely Satisfied	17.89%	22
Total	100%	123

Summary Statistics	Minimum	Maximum	Mean	Median	Std Deviation	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels
Overall, how satisfied are you with being an employee at TTUHSC El Paso?	1.00	6.00	4.51	5.00	1.24	123	16.26%	83.74%

## Time Allotment

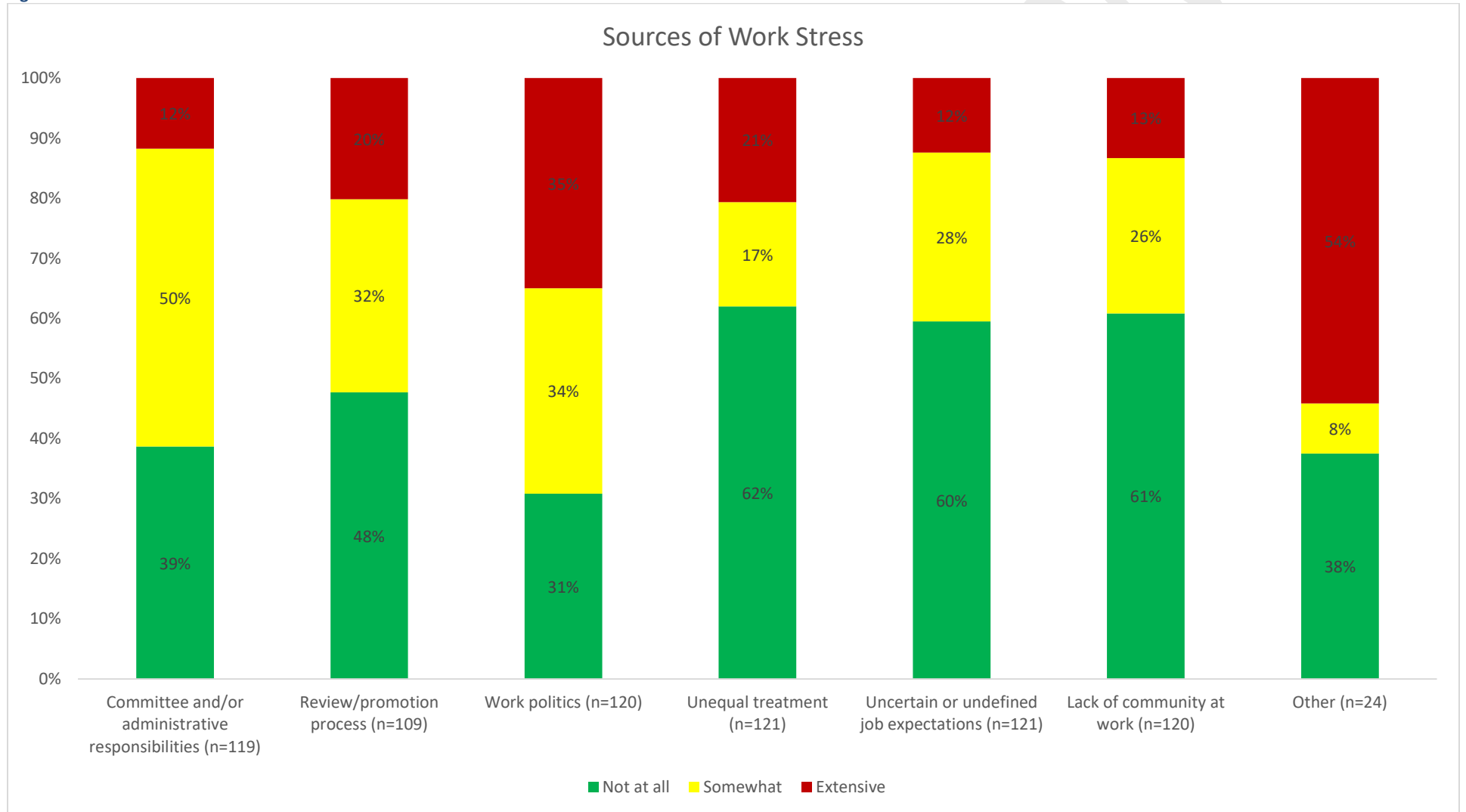
Figure 8



Question	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		Total
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	
Managing a research group or grant (e.g., finances, personnel)	17.35%	17	20.41%	20	16.33%	16	17.35%	17	23.47%	23	5.10%	5	98
Submitting research grant proposals	23.08%	24	18.27%	19	16.35%	17	15.38%	16	21.15%	22	5.77%	6	104
Scholarly productivity	15.25%	18	16.10%	19	15.25%	18	23.73%	28	20.34%	24	9.32%	11	118
Teaching responsibilities	9.17%	11	5.00%	6	4.17%	5	29.17%	35	38.33%	46	14.17%	17	120
Advising responsibilities	9.57%	11	3.48%	4	9.57%	11	30.43%	35	36.52%	42	10.43%	12	115
Committee and/or administrative responsibilities	8.70%	10	4.35%	5	13.04%	15	35.65%	41	27.83%	32	10.43%	12	115
Clinical responsibilities	2.97%	3	5.94%	6	6.93%	7	22.77%	23	42.57%	43	18.81%	19	101
Summary Statistics			Minimum	Maximum	Mean	Median	Std Deviation	n	Combined Disagreement Levels		Combined Agreement Levels		
Managing a research group or grant (e.g., finances, personnel)			1.00	6.00	3.24	3.00	1.55	98	54.08%		45.92%		
Submitting research grant proposals			1.00	6.00	3.11	3.00	1.62	104	57.69%		42.31%		
Scholarly productivity			1.00	6.00	3.46	4.00	1.57	118	46.61%		53.39%		
Teaching responsibilities			1.00	6.00	4.25	5.00	1.40	120	18.33%		81.67%		
Advising responsibilities			1.00	6.00	4.12	4.00	1.37	115	22.61%		77.39%		
Committee and/or administrative responsibilities			1.00	6.00	4.01	4.00	1.34	115	26.09%		73.91%		
Clinical responsibilities			1.00	6.00	4.52	5.00	1.22	101	15.84%		84.16%		

Sources of Work Stress

Figure 9



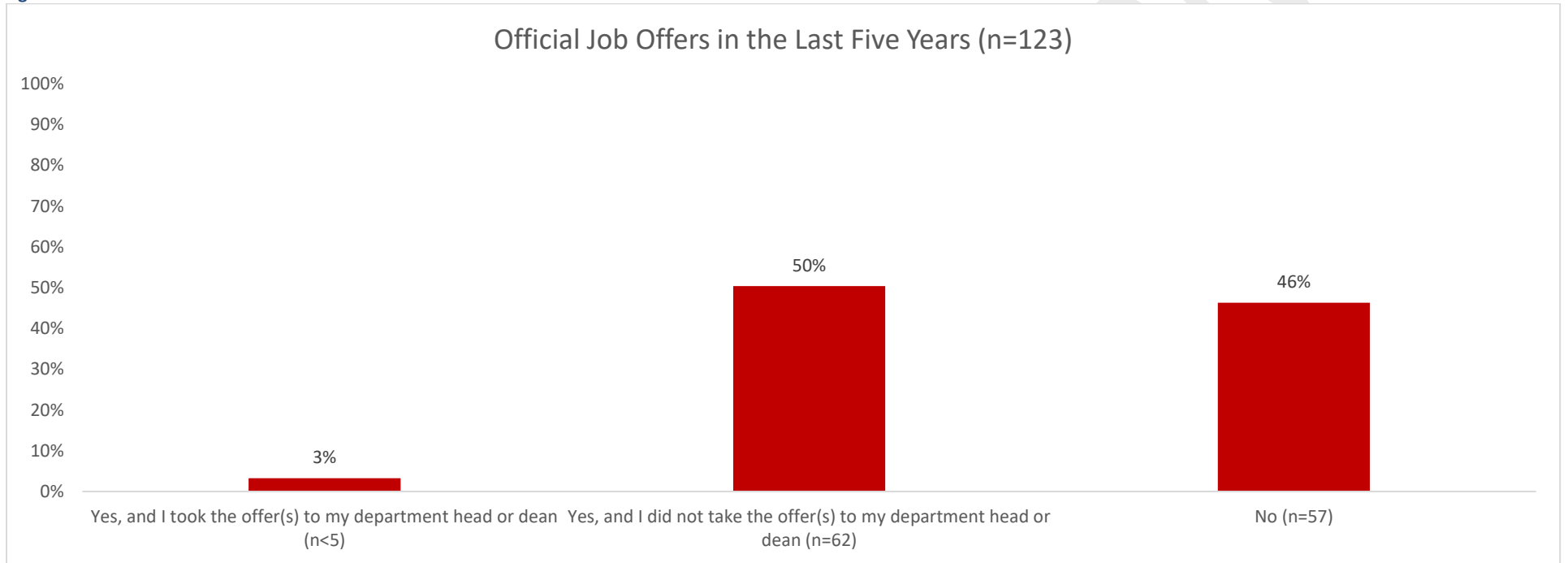
Question	Not at all		Somewhat		Extensive		Total
	Percentage	n	Percentage	n	Percentage	n	
Committee and/or administrative responsibilities	38.66%	46	49.58%	59	11.76%	14	119
Review/promotion process	47.71%	52	32.11%	35	20.18%	22	109
Work politics	30.83%	37	34.17%	41	35.00%	42	120
Unequal treatment	61.98%	75	17.36%	21	20.66%	25	121
Uncertain or undefined job expectations	59.50%	72	28.10%	34	12.40%	15	121
Lack of community at work	60.83%	73	25.83%	31	13.33%	16	120
Other, specify:	37.50%	9	8.33%	2	54.17%	13	24

Summary Statistic	Minimum	Maximum	Mean	Median	Std Deviation	n
Committee and/or administrative responsibilities	1.00	3.00	1.73	2.00	0.66	119
Review/promotion process	1.00	3.00	1.72	2.00	0.78	109
Work politics	1.00	3.00	2.04	2.00	0.81	120
Unequal treatment	1.00	3.00	1.59	1.00	0.81	121
Uncertain or undefined job expectations	1.00	3.00	1.53	1.00	0.71	121
Lack of community at work	1.00	3.00	1.52	1.00	0.72	120
Other, specify:	1.00	3.00	2.17	3.00	0.94	24

**Official Job Offers in Last Five Years**

**Figure 10**

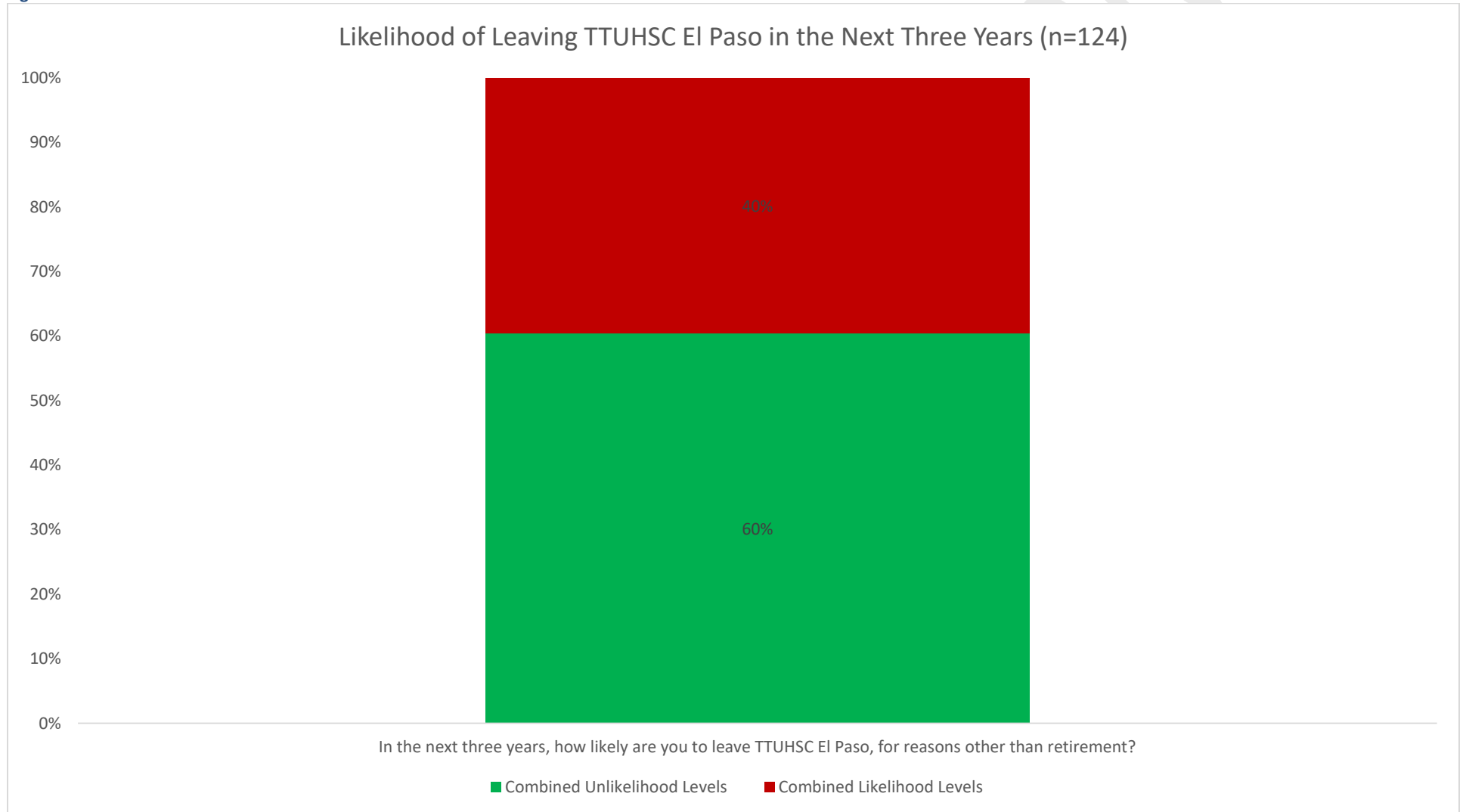


Answer	%	n
Yes, and I took the offer(s) to my department head or dean.	3.25%	n<5
Yes, and I did not take the offer(s) to my department head or dean.	50.41%	62
No	46.34%	57
Total	100%	123



### Likelihood of Leaving TTUHSC El Paso in the Next Three Years

Figure 11



2019 Faculty Satisfaction Survey  
Results Summary

Answer	%	n
Very Unlikely	20.97%	26
Unlikely	20.97%	26
Somewhat Unlikely	18.55%	23
Somewhat Likely	22.58%	28
Likely	5.65%	7
Very Likely	11.29%	14
Total	100%	124

Summary Statistics	Minimum	Maximum	Mean	Median	Std Deviation	n	Combined Unlikelihood Levels	Combined Likelihood Levels
In the next three years, how likely are you to leave TTUHSC El Paso, for reasons other than retirement?	1.00	6.00	3.05	3.00	1.59	124	60.48%	39.52%

### Reasons for Leaving in the Next Three Years

Figure 12.1



Figure 23.2



Question	Not at all		To some extent		To a great extent		Total
	Percentage	Count	Percentage	Count	Percentage	Count	
To increase your salary	27.66%	13	36.17%	17	36.17%	17	47
To improve your prospect for tenure	56.82%	25	20.45%	9	22.73%	10	44
To enhance your career	20.41%	10	22.45%	11	57.14%	28	49
To find a more supportive work environment	6.12%	3	28.57%	14	65.31%	32	49
To increase your time to do research	54.35%	25	26.09%	12	19.57%	9	46
To pursue a non-academic job	65.22%	30	23.91%	11	10.87%	5	46
To reduce stress	18.75%	9	31.25%	15	50.00%	24	48
To address child-related issues	69.05%	29	11.90%	5	19.05%	8	42
To address other family-related issues	40.43%	19	27.66%	13	31.91%	15	47
To improve the employment situation of your spouse or partner	69.05%	29	11.90%	5	19.05%	8	42
For health reasons	79.55%	35	11.36%	5	9.09%	4	44
Current appointment ending	92.50%	37	2.50%	1	5.00%	2	40
Other, Specify:	50.00%	6	0.00%	0	50.00%	6	12
Summary Statistic	Minimum	Maximum	Mean	Median	Std Deviation	n	
To increase your salary	1.00	3.00	2.09	2.00	0.79	47	
To improve your prospect for tenure	1.00	3.00	1.66	1.00	0.82	44	
To enhance your career	1.00	3.00	2.37	3.00	0.80	49	
To find a more supportive work environment	1.00	3.00	2.59	3.00	0.60	49	
To increase your time to do research	1.00	3.00	1.65	1.00	0.79	46	
To pursue a non-academic job	1.00	3.00	1.46	1.00	0.68	46	
To reduce stress	1.00	3.00	2.31	2.50	0.77	48	
To address child-related issues	1.00	3.00	1.50	1.00	0.79	42	
To address other family-related issues	1.00	3.00	1.91	2.00	0.85	47	
To improve the employment situation of your spouse or partner	1.00	3.00	1.50	1.00	0.79	42	
For health reasons	1.00	3.00	1.30	1.00	0.62	44	
Current appointment ending	1.00	3.00	1.13	1.00	0.46	40	

Other, Specify:

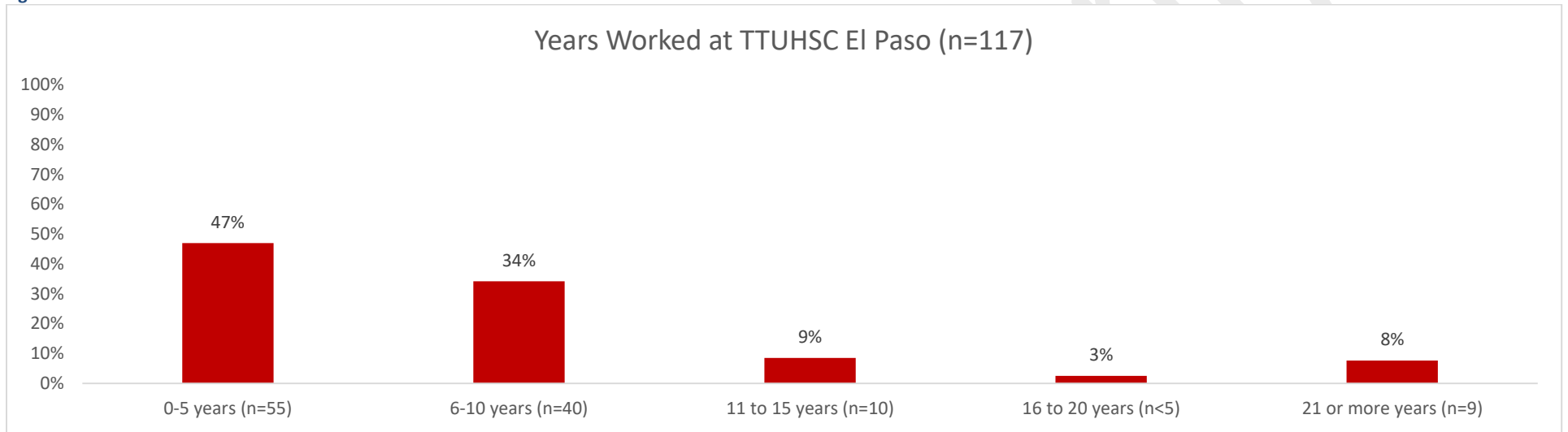
1.00	3.00	2.00	2.00	1.00	12
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**Demographics**

**Years Worked at TTUHSC El Paso**

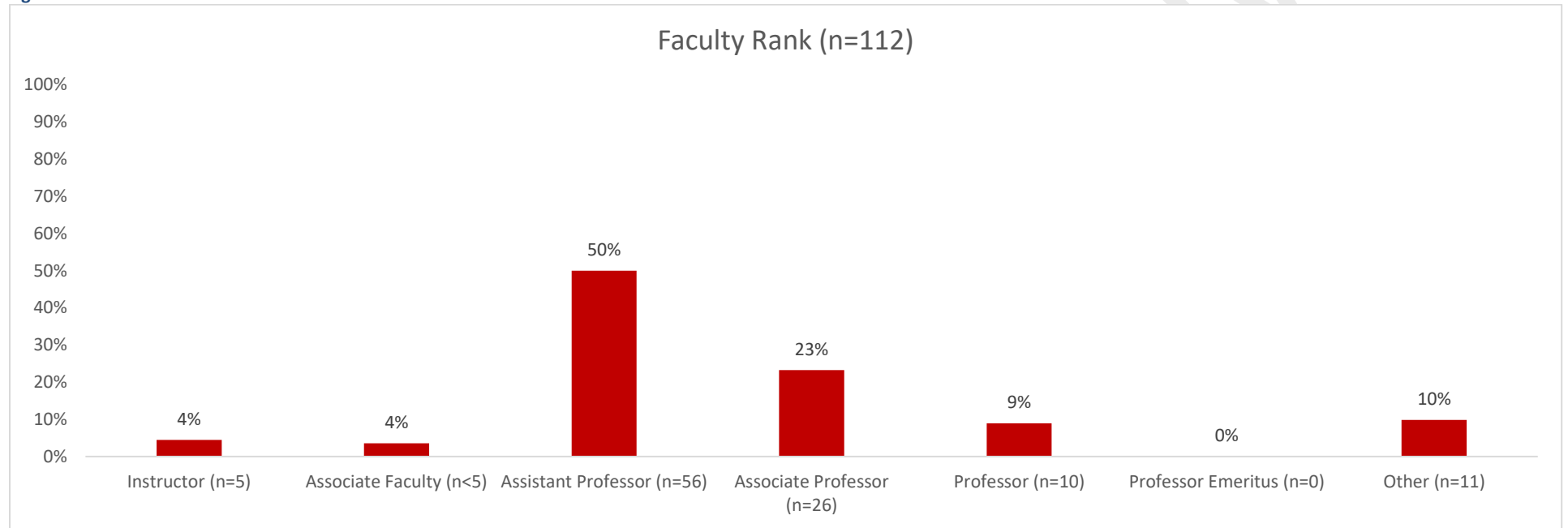
**Figure 24**



Answer	%	n
0-5 years	47.01%	55
6-10 years	34.19%	40
11-15 years	8.54%	10
16-20 years	2.56%	n<5
21 or more years	7.69%	9
Total	100%	117

**Faculty Rank**

**Figure 25**

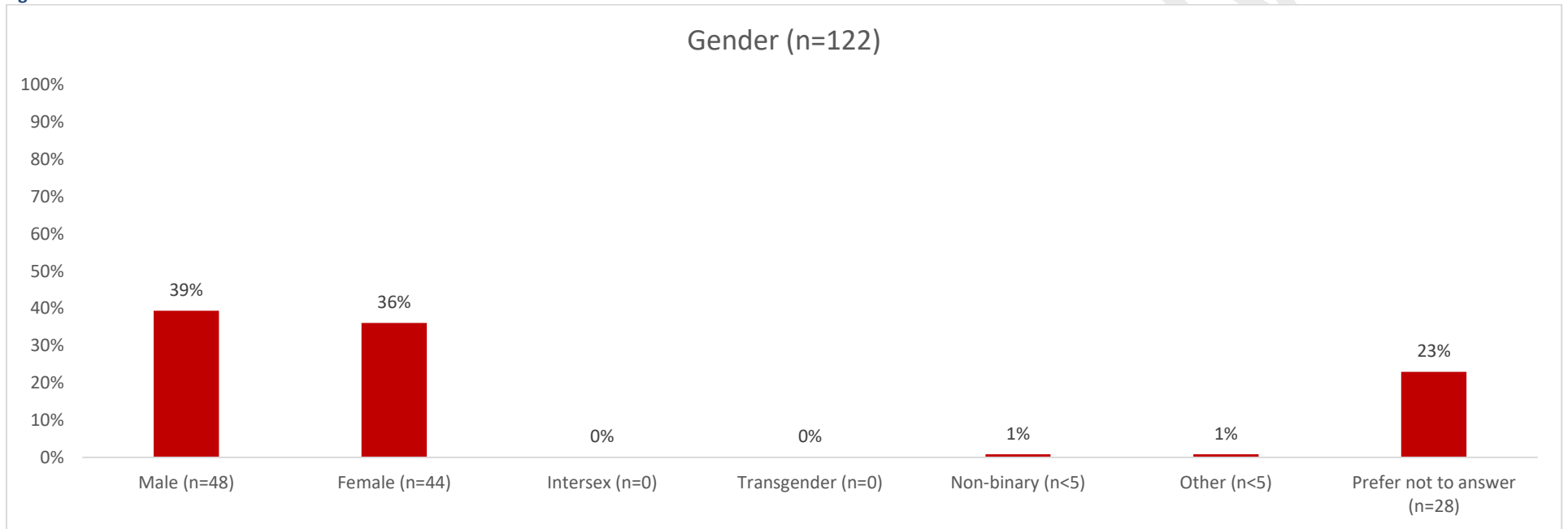


Answer	%	n
Instructor	4.46%	5
Associate Faculty	3.57%	n<5
Assistant Professor	50.00%	56
Associate Professor	23.21%	26
Professor	8.93%	10
Professor Emeritus	0.00%	0
Other, specify:	9.82%	11
Total	100%	112



**Gender**

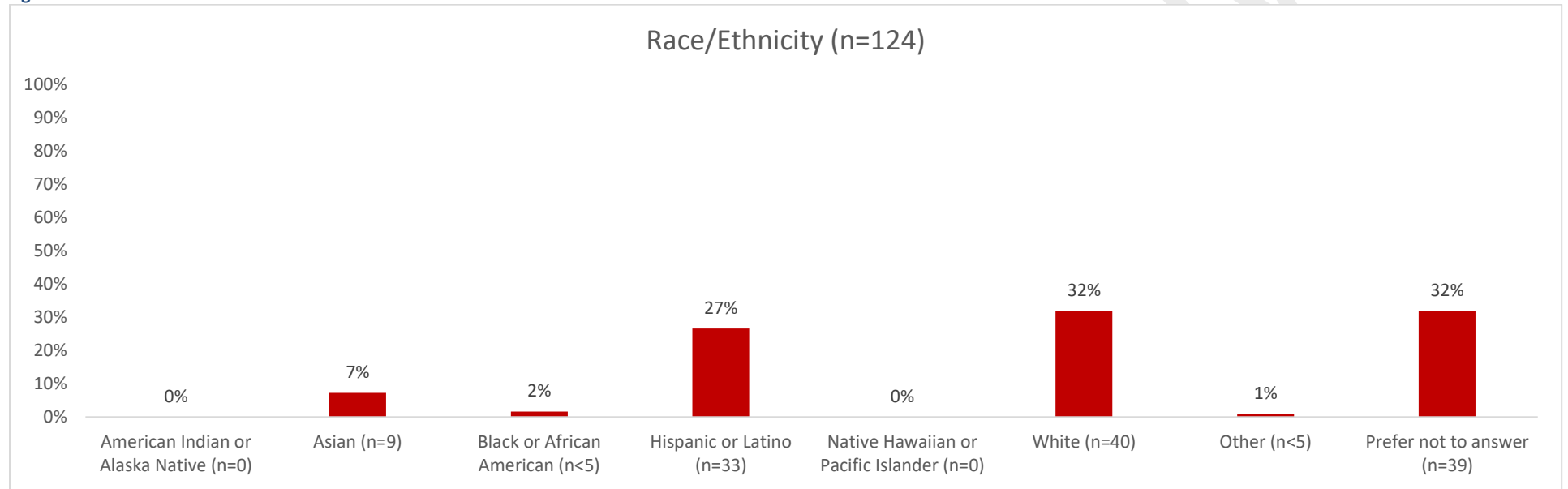
**Figure 26**



Answer	%	n
Male	39.34%	48
Female	36.07%	44
Intersex	0.00%	0
Transgender	0.00%	0
Non-binary	0.82%	n<5
Other, please specify	0.82%	n<5
Prefer not to answer	22.95%	28
Total	100%	122

**Ethnicity**

**Figure 27**



Answer	%	n
American Indian or Alaska Native	0.00%	0
Asian	7.26%	9
Black or African American	1.61%	n<5
Hispanic or Latino	26.61%	33
Native Hawaiian or Pacific Islander	0.00%	0
White	32.26%	40
Other, specify:	0.81%	n<5
Prefer not to answer	31.45%	39
Total	100%	124

### Qualitative Analyses

Please provide us with one word you believe best describes the values of TTUHSC El Paso:

