



TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER.
EL PASO

Office of Institutional Research *and* Effectiveness

Office of Institutional Research and Effectiveness

2016 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.

Executive Summary

Response Rate

- **323 unduplicated faculty members with TTUHSC e-mail addresses**
- **137 respondents**
- **42.4% response rate for Spring 2016 faculty members with active TTUHSC e-mail addresses**

Respondent Demographics

The 2016 TTUHSC EL Paso Faculty Satisfaction Survey was conducted over the course of three weeks in March 2016. A link to the online survey was distributed via email to all faculty on the employee distribution list (n=323). A total of 137 faculty self-selected to complete the survey (42.4% response rate). Participants were informed of the voluntary nature of the survey and were assured as to the anonymity of their responses. 72% of respondents selected the Paul L. Foster School of Medicine (PLFSOM) and 4% selected the Gayle Greve Hunt School of Nursing (GGHSON) as their primary TTUHSC El Paso school affiliation. 7% selected the Graduate School of Biomedical Sciences (GSBS), 15% selected "Institutional" and 1% 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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Q1 Which TTUHSC El Paso school are you primarily affiliated with?

Answer	%	Count
GGHSON	4.38%	6
GSBS	7.30%	10
PLFSOM	72.26%	99
Institutional	15.33%	21
Other	0.73%	n < 5
Total	100%	137

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

Question: Mission/ Policies and Procedures	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		Total
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	
I am aware of TTUHSC El Paso’s vision, mission, and goals.	0.81%	1	1.61%	2	2.42%	3	5.65%	7	46.77%	58	42.74%	53	124
I think TTUHSC El Paso is following its vision and mission.	4.10%	5	5.74%	7	4.92%	6	16.39%	20	41.80%	51	27.05%	33	122
TTUHSC El Paso policies and practices ensure fair treatment for employees.	4.07%	5	5.69%	7	13.01%	16	15.45%	19	30.89%	38	30.89%	38	123
TTUHSC El Paso policies and practices give me the flexibility to balance my work and personal life.	4.88%	6	4.88%	6	10.57%	13	15.45%	19	41.46%	51	22.76%	28	123
I am aware of TTUHSC El Paso’s vision, mission, and goals.	0.81%	1	1.61%	2	2.42%	3	5.65%	7	46.77%	58	42.74%	53	124
Summary Statistics					Minimum	Maximum	Mean	Std Deviation	Count				
I am aware of TTUHSC El Paso’s vision, mission, and goals.					1.00	6.00	5.24	0.89	124				
I think TTUHSC El Paso is following its vision and mission.					1.00	6.00	4.67	1.30	122				
TTUHSC El Paso policies and practices ensure fair treatment for employees.					1.00	6.00	4.56	1.40	123				
TTUHSC El Paso policies and practices give me the flexibility to balance my work and personal life.					1.00	6.00	4.52	1.34	123				

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

Question: Institutional Leadership	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
TTUHSC El Paso senior leadership is receptive to faculty input.	9.17%	11	15.83%	19	7.50%	9	18.33%	22	30.00%	36	19.17%	23	120
TTUHSC El Paso senior leadership recognizes faculty accomplishments.	5.74%	7	13.11%	16	15.57%	19	17.21%	21	30.33%	37	18.03%	22	122
Faculty is given opportunities to evaluate TTUHSC El Paso senior leadership.	22.61%	26	21.74%	25	11.30%	13	15.65%	18	16.52%	19	12.17%	14	115
Senior leadership provides a clear direction for TTUHSC El Paso's future.	8.26%	10	10.74%	13	15.70%	19	20.66%	25	31.40%	38	13.22%	16	121
Senior leadership regularly models TTUHSC El Paso values.	7.56%	9	9.24%	11	12.61%	15	21.01%	25	31.09%	37	18.49%	22	119
Senior leadership communicates openly about important matters.	11.48%	14	10.66%	13	13.11%	16	19.67%	24	27.87%	34	17.21%	21	122
I believe what I am told by senior leadership.	6.61%	8	9.09%	11	11.57%	14	26.45%	32	28.10%	34	18.18%	22	121

Summary Statistics	Minimum	Maximum	Mean	Std Deviation	Count
TTUHSC El Paso senior leadership is receptive to faculty input.	1.00	6.00	4.02	1.61	120
TTUHSC El Paso senior leadership recognizes faculty accomplishments.	1.00	6.00	4.07	1.49	122
Faculty is given opportunities to evaluate TTUHSC El Paso senior leadership.	1.00	6.00	3.18	1.73	115
Senior leadership provides a clear direction for TTUHSC El Paso's future.	1.00	6.00	3.96	1.47	121
Senior leadership regularly models TTUHSC El Paso values.	1.00	6.00	4.14	1.49	119
Senior leadership communicates openly about important matters.	1.00	6.00	3.93	1.60	122
I believe what I am told by senior leadership.	1.00	6.00	4.15	1.44	121

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

Question: Institutional Pride	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		Total
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	
There is a sense that we are all on the same team at TTUHSC El Paso.	11.57%	14	7.44%	9	9.92%	12	20.66%	25	33.88%	41	16.53%	20	121
I am proud to be part of TTUHSC El Paso.	2.50%	3	3.33%	4	2.50%	3	16.67%	20	37.50%	45	37.50%	45	120
Summary Statistics			Minimum	Maximum	Mean	Std Deviation	Count						
There is a sense that we are all on the same team at TTUHSC El Paso.			1.00	6.00	4.07	1.56	121						
I am proud to be part of TTUHSC El Paso.			1.00	6.00	4.96	1.16	120						

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

Question: Department Satisfaction	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
The mission or purpose of my department makes me feel my job is important.	5.00%	6	8.33%	10	5.00%	6	13.33%	16	40.00%	48	28.33%	34	120
My department's procedures are fair and equitable to all.	5.93%	7	12.71%	15	10.17%	12	16.95%	20	32.20%	38	22.03%	26	118
My department's procedures are transparent and open for discussion.	10.17%	12	11.86%	14	10.17%	12	18.64%	22	27.97%	33	21.19%	25	118
My immediate supervisor (chair, associate dean, dean, etc.) helps me obtain the resources I need.	6.72%	8	8.40%	10	5.88%	7	15.97%	19	28.57%	34	34.45%	41	119
My work environment is generally free from distractions.	5.83%	7	5.00%	6	12.50%	15	18.33%	22	35.83%	43	22.50%	27	120
I have a voice in the decision-making that affects the direction of my department.	15.83%	19	11.67%	14	9.17%	11	8.33%	10	33.33%	40	21.67%	26	120
My department does a good job of keeping employees informed about campus wide news and events.	6.84%	8	5.98%	7	5.98%	7	22.22%	26	41.03%	48	17.95%	21	117
My department has adequate faculty to achieve our goals.	13.33%	16	15.83%	19	18.33%	22	24.17%	29	18.33%	22	10.00%	12	120
My department has adequate staff to achieve our goals.	12.50%	15	11.67%	14	18.33%	22	24.17%	29	24.17%	29	9.17%	11	120
Promotions in my department are based on a person's performance.	8.57%	9	10.48%	11	16.19%	17	16.19%	17	28.57%	30	20.00%	21	105
Summary Statistics					Minimum	Maximum	Mean	Std Deviation					Count
The mission or purpose of my department makes me feel my job is important.					1.00	6.00	4.60	1.42					120
My department's procedures are fair and equitable to all.					1.00	6.00	4.23	1.51					118
My department's procedures are transparent and open for discussion.					1.00	6.00	4.06	1.62					118

My immediate supervisor (chair, associate dean, dean, etc.) helps me obtain the resources I need.	1.00	6.00	4.55	1.54	119
My work environment is generally free from distractions.	1.00	6.00	4.41	1.39	120
I have a voice in the decision-making that affects the direction of my department.	1.00	6.00	3.97	1.78	120
My department does a good job of keeping employees informed about campus wide news and events.	1.00	6.00	4.38	1.38	117
My department has adequate faculty to achieve our goals.	1.00	6.00	3.48	1.53	120
My department has adequate staff to achieve our goals.	1.00	6.00	3.63	1.50	120
Promotions in my department are based on a person's performance.	1.00	6.00	4.06	1.56	105

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

Question: Department Satisfaction	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Issues of low performance are addressed in my department.	5.83%	6	15.53%	16	10.68%	11	19.42%	20	38.83%	40	9.71%	10	103
I receive feedback from my immediate supervisor that helps me improve my work performance.	7.89%	9	8.77%	10	6.14%	7	19.30%	22	37.72%	43	20.18%	23	114
Faculty in my department work well together.	3.42%	4	5.98%	7	8.55%	10	17.95%	21	43.59%	51	20.51%	24	117
In my department, we communicate openly about issues that impact each other's work.	3.45%	4	12.93%	15	7.76%	9	23.28%	27	31.03%	36	21.55%	25	116
There is regular and open communication among faculty, administration, and staff.	6.90%	8	12.07%	14	7.76%	9	21.55%	25	31.03%	36	20.69%	24	116
There is collaboration among faculty within my department.	2.56%	3	5.98%	7	4.27%	5	26.50%	31	40.17%	47	20.51%	24	117
There is collaboration among faculty across departments.	4.59%	5	6.42%	7	11.93%	13	27.52%	30	34.86%	38	14.68%	16	109
I feel that the climate and opportunities for female faculty in my department are at least as good as those for male faculty.	2.65%	3	7.96%	9	5.31%	6	13.27%	15	42.48%	48	28.32%	32	113
I feel that the climate and opportunities for minority faculty in my department are at least as good as those for non-minority faculty.	5.45%	6	2.73%	3	8.18%	9	11.82%	13	40.91%	45	30.91%	34	110
Overall, my department is a good place to work.	5.26%	6	7.02%	8	8.77%	10	15.79%	18	28.95%	33	34.21%	39	114

Summary Statistics	Minimum	Maximum	Mean	Std Deviation	Count
Issues of low performance are addressed in my department.	1.00	6.00	3.99	1.42	103
I receive feedback from my immediate supervisor that helps me improve my work performance.	1.00	6.00	4.31	1.49	114
Faculty in my department work well together.	1.00	6.00	4.54	1.26	117

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In my department, we communicate openly about issues that impact each other's work.	1.00	6.00	4.30	1.41	116
There is regular and open communication among faculty, administration, and staff.	1.00	6.00	4.20	1.51	116
There is collaboration among faculty within my department.	1.00	6.00	4.57	1.19	117
There is collaboration among faculty across departments.	1.00	6.00	4.26	1.29	109
I feel that the climate and opportunities for female faculty in my department are at least as good as those for male faculty.	1.00	6.00	4.70	1.30	113
I feel that the climate and opportunities for minority faculty in my department are at least as good as those for non-minority faculty.	1.00	6.00	4.73	1.34	110
Overall, my department is a good place to work.	1.00	6.00	4.59	1.47	114

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

Question: Job Satisfaction	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		Total
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	
My current job makes good use of my skills and abilities.	3.57%	4	5.36%	6	5.36%	6	12.50%	14	39.29%	44	33.93%	38	112
At work I have the opportunity to do what I do best every day.	1.79%	2	2.68%	3	7.14%	8	16.07%	18	39.29%	44	33.04%	37	112
My colleagues value my research/scholarship.	0.00%	0	4.95%	5	11.88%	12	16.83%	17	42.57%	43	23.76%	24	101
My immediate supervisor values my research /scholarship.	8.74%	9	9.71%	10	5.83%	6	18.45%	19	32.04%	33	25.24%	26	103
My colleagues value my teaching.	1.89%	2	3.77%	4	3.77%	4	15.09%	16	45.28%	48	30.19%	32	106
My immediate supervisor values my teaching.	7.48%	8	7.48%	8	8.41%	9	11.21%	12	34.58%	37	30.84%	33	107
I am confident in my ability to do my job well.	0.89%	1	0.89%	1	0.00%	0	0.89%	1	41.96%	47	55.36%	62	112
My immediate supervisor supports my efforts to balance my work and personal life.	8.49%	9	2.83%	3	1.89%	2	12.26%	13	38.68%	41	35.85%	38	106
My immediate supervisor supports me when I need to take earned leave (vacation, sick, etc.) time.	0.00%	0	1.82%	2	0.91%	1	9.09%	10	42.73%	47	45.45%	50	110
My department immediate supervisor seems to care about me as a person.	8.26%	9	5.50%	6	7.34%	8	13.76%	15	31.19%	34	33.94%	37	109
Summary Statistics					Minimum	Maximum	Mean	Std Deviation	Count				
My current job makes good use of my skills and abilities.					1.00	6.00	4.80	1.30	112				
At work I have the opportunity to do what I do best every day.					1.00	6.00	4.88	1.13	112				
My colleagues value my research/scholarship.					2.00	6.00	4.68	1.11	101				
My immediate supervisor values my research /scholarship.					1.00	6.00	4.31	1.57	103				
My colleagues value my teaching.					1.00	6.00	4.89	1.11	106				
My immediate supervisor values my teaching.					1.00	6.00	4.50	1.54	107				
I am confident in my ability to do my job well.					1.00	6.00	5.48	0.74	112				
My immediate supervisor supports my efforts to balance my work and personal life.					1.00	6.00	4.77	1.46	106				

My immediate supervisor supports me when I need to take earned leave (vacation, sick, etc.) time.	2.00	6.00	5.29	0.81	110
My department immediate supervisor seems to care about me as a person.	1.00	6.00	4.56	1.55	109

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

Question: Job Satisfaction	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		Total
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	
I am always treated fairly by my immediate supervisor.	6.31%	7	1.80%	2	9.01%	10	18.02%	20	27.93%	31	36.94%	41	111
I know what is expected of me in my position.	0.90%	1	0.90%	1	5.41%	6	11.71%	13	44.14%	49	36.94%	41	111
I am given the responsibility and freedom to do my job.	1.79%	2	1.79%	2	3.57%	4	15.18%	17	37.50%	42	40.18%	45	112
My colleagues are committed to doing quality work.	0.89%	1	0.00%	0	3.57%	4	16.96%	19	42.86%	48	35.71%	40	112
When I offer a new idea, I believe it will be fully considered	4.50%	5	8.11%	9	14.41%	16	13.51%	15	37.84%	42	21.62%	24	111
I receive appropriate recognition from my immediate supervisor for my individual contributions.	8.33%	9	10.19%	11	8.33%	9	17.59%	19	28.70%	31	26.85%	29	108
Summary Statistics				Minimum	Maximum	Mean	Std Deviation	Count	Combined Disagree Levels	Combined Agree Levels			
I am always treated fairly by my immediate supervisor.				1.00	6.00	4.70	1.41	111	16.9%	83.1%			
I know what is expected of me in my position.				1.00	6.00	5.08	0.96	111	6.2%	93.8%			
I am given the responsibility and freedom to do my job.				1.00	6.00	5.05	1.07	112	16.7%	83.3%			
My colleagues are committed to doing quality work.				1.00	6.00	5.08	0.90	112	13.8%	86.2%			
When I offer a new idea, I believe it will be fully considered				1.00	6.00	4.37	1.41	111	8.6%	91.4%			
I receive appropriate recognition from my immediate supervisor for my individual contributions.				1.00	6.00	4.29	1.59	108	15.1%	84.9%			

Q9 Overall, how would you rate your workload?

Answer	%	Count
Too light	0.88%	n < 5
Light	2.65%	n < 5
About right	45.13%	51
Heavy	37.17%	42
Too heavy	14.16%	16
Total	100%	113

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

Question	Undervalued		Valued Appropriately		Overvalued		Total
Research/scholarly work	14.1%	12	64.7%	55	21.1%	18	85
Teaching contributions	32.9%	28	62.4%	53	4.7%	4	85
Service (e.g., committee work)	32.6%	28	62.8%	54	4.6%	4	86
Professional reputation	21.7%	18	73.5%	61	4.8%	4	83
Advising and mentoring	36.1%	30	60.9%	50	3.6%	3	83

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

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.	7.22%	7	10.31%	10	16.49%	16	25.77%	25	28.87%	28	11.34%	11	97
Criteria used to reach promotion decisions.	7.45%	7	18.09%	17	15.96%	15	15.96%	15	32.98%	31	9.57%	9	94
Clarity of the tenure process.	7.32%	6	12.20%	10	19.51%	16	15.85%	13	31.71%	26	13.41%	11	82
Criteria used to reach tenure decisions.	7.50%	6	18.75%	15	16.25%	13	13.75%	11	30.00%	24	13.75%	11	80
Clarity of the merit pay process.	16.67%	14	10.71%	9	17.86%	15	19.05%	16	26.19%	22	9.52%	8	84
Criteria used to reach merit pay process.	15.38%	12	10.26%	8	19.23%	15	14.10%	11	32.05%	25	8.97%	7	78
Five year review process for faculty status.	8.22%	6	13.70%	10	17.81%	13	17.81%	13	31.51%	23	10.96%	8	73
Annual evaluation process of faculty.	7.14%	7	10.20%	10	19.39%	19	18.37%	18	32.65%	32	12.24%	12	98
Summary Statistics			Minimum	Maximum	Mean	Std Deviation	Count						
Clarity of the promotion process.			1.00	6.00	3.93	1.40	97						
Criteria used to reach promotion decisions.			1.00	6.00	3.78	1.49	94						
Clarity of the tenure process.			1.00	6.00	3.93	1.48	82						
Criteria used to reach tenure decisions.			1.00	6.00	3.81	1.55	80						
Clarity of the merit pay process.			1.00	6.00	3.56	1.60	84						
Criteria used to reach merit pay process.			1.00	6.00	3.64	1.59	78						
Five year review process for faculty status.			1.00	6.00	3.84	1.48	73						
Annual evaluation process of faculty.			1.00	6.00	3.96	1.44	98						

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

Question: Professional Development	Completely Dissatisfied		Dissatisfied		Somewhat Dissatisfied		Somewhat Satisfied		Satisfied		Completely Satisfied		Total
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	
Professional Development Opportunities for faculty to attend national conferences.	1.87%	2	7.48%	8	3.74%	4	19.63%	21	42.06%	45	25.23%	27	107
Opportunities to develop research skills.	6.60%	7	11.32%	12	11.32%	12	30.19%	32	26.42%	28	14.15%	15	106
Opportunities to develop teaching skills.	5.56%	6	6.48%	7	8.33%	9	24.07%	26	34.26%	37	21.30%	23	108
Prospect of career advancement.	7.41%	8	11.11%	12	18.52%	20	19.44%	21	29.63%	32	13.89%	15	108
Summary Statistics			Minimum	Maximum	Mean		Std Deviation		Count				
Professional Development Opportunities for faculty to attend national conferences.			1.00	6.00	4.68		1.21		107				
Opportunities to develop research skills.			1.00	6.00	4.01		1.41		106				
Opportunities to develop teaching skills.			1.00	6.00	4.39		1.37		108				
Prospect of career advancement.			1.00	6.00	3.94		1.46		108				

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

Question: Benefits and Resources	Completely Dissatisfied		Dissatisfied		Slightly Dissatisfied		Slightly Satisfied		Satisfied		Completely Satisfied		Total
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	
Salary/Compensation	1.82%	2	11.82%	13	9.09%	10	31.82%	35	31.82%	35	13.64%	15	110
Health benefits package	4.63%	5	2.78%	3	6.48%	7	22.22%	24	46.30%	50	17.59%	19	108
Retirement benefits package	1.87%	2	1.87%	2	5.61%	6	20.56%	22	47.66%	51	22.43%	24	107
Effectiveness of local Human Resources services	6.54%	7	6.54%	7	9.35%	10	27.10%	29	38.32%	41	12.15%	13	107
Office space/work space	1.82%	2	2.73%	3	5.45%	6	18.18%	20	44.55%	49	27.27%	30	110
Office equipment and supplies	5.45%	6	0.00%	0	8.18%	9	15.45%	17	46.36%	51	24.55%	27	110
Laboratory and/or research space	4.35%	3	5.80%	4	10.14%	7	17.39%	12	44.93%	31	17.39%	12	69
Space for meetings, conferences, and other collaborative activities	0.92%	1	3.67%	4	4.59%	5	22.02%	24	50.46%	55	18.35%	20	109
Physical campus environment (e.g., buildings, landscape, walkways)	0.92%	1	2.75%	3	3.67%	4	14.68%	16	57.80%	63	20.18%	22	109
Cleanliness/maintenance of my work environment	1.83%	2	0.00%	0	1.83%	2	13.76%	15	48.62%	53	33.94%	37	109
Sense of personal safety/security in the work environment	1.83%	2	0.92%	1	2.75%	3	4.59%	5	50.46%	55	39.45%	43	109
Clerical/administrative support	4.85%	5	4.85%	5	7.77%	8	17.48%	18	44.66%	46	20.39%	21	103
Summary Statistics			Minimum		Maximum		Mean		Std Deviation		Count		
Salary/Compensation			1.00		6.00		4.21		1.24		110		
Health benefits package			1.00		6.00		4.56		1.20		108		
Retirement benefits package			1.00		6.00		4.78		1.03		107		
Effectiveness of local Human Resources services			1.00		6.00		4.21		1.33		107		
Office space/work space			1.00		6.00		4.83		1.09		110		
Office equipment and supplies			1.00		6.00		4.71		1.23		110		
Laboratory and/or research space			1.00		6.00		4.45		1.29		69		
Space for meetings, conferences, and other collaborative activities			1.00		6.00		4.72		0.99		109		
Physical campus environment (e.g., buildings, landscape, walkways)			1.00		6.00		4.86		0.93		109		
Cleanliness/maintenance of my work environment			1.00		6.00		5.09		0.91		109		

2016 Faculty Satisfaction Survey
Results Summary

Sense of personal safety/security in the work environment	1.00	6.00	5.19	0.94	109
Clerical/administrative support	1.00	6.00	4.53	1.30	103

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

Question: Library Resources	Completely Dissatisfied		Dissatisfied		Slightly Dissatisfied		Slightly Satisfied		Satisfied		Completely Satisfied		Total
	0.00%	0	0.95%	1	0.95%	1	13.33%	14	48.57%	51	36.19%	38	
Access to library resources	0.00%	0	0.95%	1	0.95%	1	13.33%	14	48.57%	51	36.19%	38	105
Accessibility of onsite library resources (e.g., books, journals)	0.00%	0	0.00%	0	3.03%	3	17.17%	17	46.46%	46	33.33%	33	99
Accessibility of online library resources (e.g., books, journals online)	0.95%	1	3.81%	4	2.86%	3	12.38%	13	45.71%	48	34.29%	36	105
Accessibility of search software e.g., OVID, MD Consult, Micromedex)	0.00%	0	1.96%	2	0.00%	0	13.73%	14	46.08%	47	38.24%	39	102
Adequacy of library collection	0.00%	0	2.08%	2	6.25%	6	15.63%	15	50.00%	48	26.04%	25	96
Study facilities available in the library	0.00%	0	0.00%	0	0.00%	0	11.54%	9	55.13%	43	33.33%	26	78
Library hours of operation	0.00%	0	0.00%	0	3.45%	3	5.75%	5	51.72%	45	39.08%	34	87
Helpfulness of librarians	0.00%	0	0.00%	0	0.00%	0	6.38%	6	45.74%	43	47.87%	45	94
Overall adequacy of library resources	0.00%	0	1.03%	1	1.03%	1	12.37%	12	49.48%	48	36.08%	35	97
Overall adequacy of library services	0.00%	0	0.00%	0	2.04%	2	12.24%	12	48.98%	48	36.73%	36	98

Summary Statistics	Minimum	Maximum	Mean	Std Deviation	Count
Access to library resources	2.00	6.00	5.18	0.77	105
Accessibility of onsite library resources (e.g., books, journals)	3.00	6.00	5.10	0.78	99
Accessibility of online library resources (e.g., books, journals online)	1.00	6.00	5.01	1.04	105
Accessibility of search software e.g., OVID, MD Consult, Micromedex)	2.00	6.00	5.19	0.81	102
Adequacy of library collection	2.00	6.00	4.92	0.92	96
Study facilities available in the library	4.00	6.00	5.22	0.63	78
Library hours of operation	3.00	6.00	5.26	0.72	87
Helpfulness of librarians	4.00	6.00	5.41	0.61	94
Overall adequacy of library resources	2.00	6.00	5.19	0.76	97
Overall adequacy of library services	3.00	6.00	5.20	0.73	98

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 (IT Solution Center)	4.55%	5	10.00%	11	8.18%	9	20.00%	22	36.36%	40	20.91%	23	110
Interactive video broadcasting system (i.e., TechLink)	1.25%	1	7.50%	6	13.75%	11	21.25%	17	37.50%	30	18.75%	15	80
Audio Video equipment in classroom	1.04%	1	6.25%	6	8.33%	8	17.71%	17	47.92%	46	18.75%	18	96
Learning management system (e.g., Blackboard)	1.23%	1	7.41%	6	11.11%	9	24.69%	20	41.98%	34	13.58%	11	81
Course evaluation system	4.65%	4	11.63%	10	11.63%	10	26.74%	23	33.72%	29	11.63%	10	86
Summary Statistics		Minimum	Maximum		Mean		Std Deviation		Count		Combined Dissatisfied Levels	Combined Satisfied Levels	
Technology support (IT Solution Center)		1.00	6.00		4.36		1.40		110		23.7%	76.3%	
Interactive video broadcasting system (i.e., TechLink)		1.00	6.00		4.42		1.22		80		18.1%	81.9%	
Audio Video equipment in classroom		1.00	6.00		4.61		1.13		96		17.9%	82.1%	
Learning management system (e.g., Blackboard)		1.00	6.00		4.40		1.15		81		19.1%	80.9%	
Course evaluation system		1.00	6.00		4.08		1.34		86		22.9%	77.1%	

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

Answer			%			Count
Completely Dissatisfied			1.87%			n < 5
Dissatisfied			7.48%			8
Somewhat Dissatisfied			8.41%			9
Somewhat Satisfied			20.56%			22
Satisfied			42.99%			46
Completely Satisfied			18.69%			20
Total			100%			107

Summary Statistics	Minimum	Maximum	Mean	Std Deviation	Count
Overall, how satisfied are you with being an employee at TTUHSC El Paso?	1.00	6.00	4.51	1.21	107

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

Question	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Managing a research group or grant (e.g., finances, personnel)	13.75%	11	12.50%	10	17.50%	14	12.50%	10	30.00%	24	13.75%	11	80
Submitting research grant proposals	12.66%	10	15.19%	12	18.99%	15	18.99%	15	21.52%	17	12.66%	10	79
Scholarly productivity	10.20%	10	14.29%	14	14.29%	14	24.49%	24	25.51%	25	11.22%	11	98
Teaching responsibilities	4.76%	5	5.71%	6	13.33%	14	15.24%	16	43.81%	46	17.14%	18	105
Advising responsibilities	4.85%	5	4.85%	5	13.59%	14	20.39%	21	39.81%	41	16.50%	17	103
Committee and/or administrative responsibilities	4.95%	5	4.95%	5	13.86%	14	18.81%	19	42.57%	43	14.85%	15	101
Clinical responsibilities	3.70%	3	6.17%	5	6.17%	5	14.81%	12	49.38%	40	19.75%	16	81

Summary Statistics	Minimum	Maximum	Mean	Std Deviation	Count
Managing a research group or grant (e.g., finances, personnel)	1.00	6.00	3.74	1.64	80
Submitting research grant proposals	1.00	6.00	3.59	1.58	79
Scholarly productivity	1.00	6.00	3.74	1.51	98
Teaching responsibilities	1.00	6.00	4.39	1.33	105
Advising responsibilities	1.00	6.00	4.35	1.31	103
Committee and/or administrative responsibilities	1.00	6.00	4.34	1.30	101
Clinical responsibilities	1.00	6.00	4.59	1.25	81

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	38.24%	39	42.16%	43	19.61%	20	102
Review/promotion process	44.90%	44	33.67%	33	21.43%	21	98
Work politics	28.28%	28	35.35%	35	36.36%	36	99
Unequal treatment	58.00%	58	27.00%	27	15.00%	15	100
Uncertain or undefined job expectations	50.49%	52	38.83%	40	10.68%	11	103
Lack of community at work	54.37%	56	30.10%	31	15.53%	16	103
Other, specify:	44.44%	8	11.11%	2	44.44%	8	18

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.	5.61%	6
Yes, and I did not take the offer(s) to my department head or dean.	48.60%	52
No	45.79%	49
Total	100%	107

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

Answer	%	Count
Very Unlikely	10.38%	11
Unlikely	16.04%	17
Somewhat Unlikely	19.81%	21
Somewhat Likely	33.02%	35
Likely	9.43%	10
Very Likely	11.32%	12
Total	100%	106

Summary Statistics	Minimum	Maximum	Mean	Std Deviation	Count
In the next three years how likely are you to leave TTUHSC El Paso, including for retirement?	1.00	6.00	3.49	1.44	106

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	34.31%	35	45.10%	46	20.59%	21	102
To improve your prospect for tenure	64.44%	58	21.11%	19	14.44%	13	90
To enhance your career	30.69%	31	32.67%	33	36.63%	37	101
To find a more supportive work environment	36.36%	36	27.27%	27	36.36%	36	99
To increase your time to do research	62.24%	61	22.45%	22	15.31%	15	98
To pursue a nonacademic job	76.53%	75	15.31%	15	8.16%	8	98
To reduce stress	44.55%	45	31.68%	32	23.76%	24	101
To address child-related issues	85.56%	77	8.89%	8	5.56%	5	90
To address other family-related issues	60.42%	58	25.00%	24	14.58%	14	96
To improve the employment situation of your spouse or partner	75.27%	70	11.83%	11	12.90%	12	93
For health reasons	82.83%	82	12.12%	12	5.05%	5	99
Current appointment ending	94.57%	87	2.17%	2	3.26%	3	92
Retirement	74.23%	72	13.40%	13	12.37%	12	97
Other, Specify:	66.67%	12	11.11%	2	22.22%	4	18

Demographics

Q22 What is your faculty rank?

Answer	%	Count
Faculty Associate	5.61%	6
Assistant Professor	34.58%	37
Associate Professor	29.91%	32
Professor	21.50%	23
Professor Emeritus	0.93%	n < 5
Other, specify:	7.48%	8
Total	100%	107

Other, specify:

This may compromise anonymous nature of the survey

Prefer not to answer

Instructor

Q23 What track is your faculty position?

Answer	%	Count
Tenured	14.95%	16
Tenure track	14.95%	16
Non-tenure track	57.94%	62
Prefer not to answer	12.15%	13
Total	100%	107

Q24 How many years have you worked at TTUHSC El Paso?

Answer	%	Count
Less than 1 year	9.80%	10
1 year	5.88%	6
2 years	2.94%	n < 5
3 years	6.86%	7
4 years	6.86%	7
5 years	7.84%	8
6 years	8.82%	9
7 years	8.82%	9
8 years	6.86%	7
9 years	1.96%	n < 5
10 years	3.92%	n < 5
11 to 15 years	10.78%	11
16 to 20 years	6.86%	7
21 or more years	11.76%	12
Total	100%	102

Q25 How long have you been in your current position or rank at TTUHSC El Paso?

Answer	%	Count
Less than 1 year	13.86%	14
1 year	9.90%	10
2 years	7.92%	8
3 years	12.87%	13
4 years	9.90%	10
5 years	4.95%	5
6 years	6.93%	7
7 years	6.93%	7
8 years	2.97%	n < 5
9 years	2.97%	n < 5
10 years	3.96%	n < 5
11 to 15 years	7.92%	8
16 to 20 years	6.93%	7
21 or more years	1.98%	n < 5
Total	100%	101

Q26 What is your gender?

Answer	%	Count
Female	42.42%	42
Male	57.58%	57
Total	100%	99

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Q27 What is your race and/or Ethnicity? Mark all that apply.

Answer	%	Count
American Indian or Alaska Native	0.00%	0
Asian	12.50%	12
Black or African American	3.13%	n < 5
Hispanic or Latino	36.46%	35
Native Hawaiian or Pacific Islander	0.00%	0
White	38.54%	37
Other, specify:	11.46%	11
Total	100%	96