



TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER.
EL PASO

Office of Institutional Research *and* Effectiveness

Office of Institutional Research and Effectiveness

2017 TTUHSC El Paso Staff 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

- 1588 unduplicated staff members with e-mail addresses
- 752 respondents
- 47.4% response rate for Spring 2017 staff members with active e-mail addresses

Respondent Demographics

The 2017 TTUHSC EL Paso Staff 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 staff on the employee distribution list (n=1588). A total of 752 staff self-selected to complete the survey (47.4% response rate), and 278 participants completed all items (40% completion rate). Participants were informed of the voluntary nature of the survey and were assured as to the anonymity of their responses. 39% of respondents were primarily affiliated with TTUHSC El Paso at the institutional level. 38% selected the Paul L. Foster School of Medicine (PLFSOM), 1% selected the Gayle Greve Hunt School of Nursing (GGHSON), and 3% selected the Graduate School of Biomedical Sciences (GSBS) as their primary TTUHSC El Paso school affiliation.

Method

In order to determine the survey population, an active staff report was generated from Banner HR in January 2017 by staff at the Office of Institutional Research and Effectiveness (OIRE). This report was compared against the staff email distribution list also maintained by the OIRE and updated appropriately to ensure all currently employed staff were included.

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

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

conducted in April 2017. All data is reported in aggregate format. Overall results less than a value of five were not reported in order maintain the confidentiality of responses. 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.

Internal Use Only

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

Answer	%	Count
Total	100%	752
Staff	87.6%	659
Resident	7.2%	54
Other, please specify	3.2%	24
Faculty	2.0%	15

Other, please specify

fellow
Department Administrator
Student Assistant
MA
IT
Billing Supervisor
student
Nurse practitioner
Postdoc
Employee
CMA
SP
fellow
Fellow
CMA
Student
student
All of the above
Standardized Patient
Student Assistant

Q1 Indicate your PRIMARY TTUHSC El Paso affiliation?

Answer	%	Count
GGHSON	1.3%	9
GSBS	2.9%	20
PLFSOM	37.8%	261
Institutional	38.9%	269
Other	19.1%	132
Total	100%	691

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.	1.0%	6	1.0%	6	1.6%	10	9.6%	60	50.2%	313	36.7%	229	624
I am aware of TTUHSC El Paso's strategic plan.	2.3%	14	4.2%	26	6.4%	39	18.6%	114	44.0%	270	24.5%	150	613
I think TTUHSC El Paso is following its mission.	0.5%	3	1.7%	10	5.1%	30	16.2%	95	48.3%	283	28.2%	165	586
TTUHSC El Paso's policies ensure fair treatment for employees.	3.7%	23	3.9%	24	7.4%	46	16.2%	101	40.9%	255	27.9%	174	623
TTUHSC El Paso's policies give me the flexibility to balance my work and personal life.	1.8%	11	3.7%	23	5.3%	33	14.8%	92	42.1%	262	32.3%	201	622
Summary Statistics			Minimum	Maximum	Mean	Std Deviation	Count	Combined Disagree Levels	Combined Agree Levels				
I am aware of TTUHSC El Paso's mission.			1.0	6.0	5.2	0.9	624	3.5%	96.5%				
I am aware of TTUHSC El Paso's strategic plan.			1.0	6.0	4.7	1.2	613	12.9%	87.1%				
I think TTUHSC El Paso is following its mission.			1.0	6.0	4.9	0.9	586	7.3%	92.7%				
TTUHSC El Paso's policies ensure fair treatment for employees.			1.0	6.0	4.7	1.3	623	14.9%	85.1%				
TTUHSC El Paso's policies give me the flexibility to balance my work and personal life.			1.0	6.0	4.9	1.1	622	10.8%	89.2%				

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 staff input.	3.3%	19	8.2%	48	10.5%	61	22.0%	128	39.2%	228	16.8%	98	582
TTUHSC El Paso's senior leadership recognizes staff accomplishments.	4.1%	24	9.3%	54	10.5%	61	27.5%	160	33.2%	193	15.3%	89	581
Staff members are given opportunities to evaluate TTUHSC El Paso senior leadership.	10.8%	60	16.5%	92	14.2%	79	18.8%	105	26.7%	149	13.1%	73	558
Senior leadership provides a clear direction for TTUHSC El Paso's future.	2.2%	13	7.4%	43	10.5%	61	24.0%	140	40.7%	237	15.3%	89	583
Senior leadership regularly models TTUHSC El Paso's values.	3.1%	18	6.8%	39	9.8%	56	23.6%	135	42.0%	240	14.7%	84	572
Senior leadership communicates openly about important matters.	4.3%	25	9.0%	53	11.6%	68	21.3%	125	39.4%	231	14.3%	84	586
I believe what I am told by senior leadership.	3.4%	20	6.8%	40	8.0%	47	22.8%	134	41.5%	244	17.5%	103	588
Summary Statistics			Minimum	Maximum	Mean	Std Deviation	Count	Combined Disagree Levels	Combined Agree Levels				
TTUHSC El Paso's senior leadership is receptive to staff input.			1.0	6.0	4.4	1.3	582	22.0%	78.0%				
TTUHSC El Paso's senior leadership recognizes staff accomplishments.			1.0	6.0	4.2	1.3	581	23.9%	76.1%				
Staff members are given opportunities to evaluate TTUHSC El Paso senior leadership.			1.0	6.0	3.7	1.6	558	41.4%	58.6%				
Senior leadership provides a clear direction for TTUHSC El Paso's future.			1.0	6.0	4.4	1.2	583	20.1%	79.9%				
Senior leadership regularly models TTUHSC El Paso's values.			1.0	6.0	4.4	1.2	572	19.8%	80.2%				
Senior leadership communicates openly about important matters.			1.0	6.0	4.3	1.3	586	24.9%	75.1%				
I believe what I am told by senior leadership.			1.0	6.0	4.4	1.3	588	18.2%	81.8%				

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're all on the same team at TTUHSC El Paso.	7.8%	48	10.6%	65	11.6%	71	21.7%	133	31.2%	191	17.0%	104	612
I am proud to be part of TTUHSC El Paso.	1.5%	9	0.7%	4	3.0%	18	13.9%	84	37.1%	225	43.9%	266	606
Summary Statistics			Minimum	Maximum	Mean	Std Deviation	Count	Combined Disagree Levels	Combined Agree Levels				
There is a sense that we're all on the same team at TTUHSC El Paso.			1.0	6.0	4.1	1.5	612	30.1%	69.9%				
I am proud to be part of TTUHSC El Paso.			1.0	6.0	5.2	1.0	606	5.1%	94.9%				

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.	3.9%	23	4.9%	29	4.9%	29	15.5%	92	38.2%	227	32.7%	194	594
My department's procedures are fair to all.	7.7%	46	7.2%	43	9.7%	58	17.4%	104	32.5%	194	25.5%	152	597
My department's procedures are transparent.	7.0%	41	7.1%	42	7.5%	44	17.7%	104	35.5%	209	25.3%	149	589
My department's procedures are open for discussion.	6.0%	35	8.0%	47	8.5%	50	18.4%	108	35.5%	209	23.6%	139	588
My supervisor helps me obtain the resources I need.	4.7%	28	3.9%	23	6.2%	37	13.3%	79	35.1%	208	36.8%	218	593
My work environment is generally free from distractions.	5.7%	34	6.9%	41	8.8%	52	16.0%	95	37.7%	224	24.9%	148	594
I have a voice in decision-making that affects the direction of my department.	10.9%	63	8.5%	49	10.2%	59	17.8%	103	32.7%	189	19.9%	115	578
My department does a good job of keeping employees informed about campuswide news and events.	6.1%	36	5.3%	31	7.3%	43	23.2%	137	36.4%	215	21.7%	128	590
My department has adequate staff to achieve its goals.	8.3%	49	8.4%	50	12.3%	73	21.8%	129	32.3%	191	16.9%	100	592
My department has adequate faculty to achieve its goals.	5.9%	29	9.2%	45	7.1%	35	20.6%	101	36.5%	179	20.6%	101	490
Promotions in my department are based on a person's performance.	14.5%	76	9.4%	49	11.8%	62	15.6%	82	30.3%	159	18.3%	96	524
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	4.8		1.3		594		13.6%	86.4%	
My department's procedures are fair to all.			1.0	6.0	4.4		1.5		597		24.6%	75.4%	
My department's procedures are transparent.			1.0	6.0	4.4		1.5		589		21.6%	78.4%	
My department's procedures are open for discussion.			1.0	6.0	4.4		1.4		588		22.4%	77.6%	
My supervisor helps me obtain the resources I need.			1.0	6.0	4.8		1.3		593		14.8%	85.2%	
My work environment is generally free from distractions.			1.0	6.0	4.5		1.4		594		21.4%	78.6%	
I have a voice in decision-making that affects the direction of my department.			1.0	6.0	4.1		1.6		578		29.6%	70.4%	
My department does a good job of keeping employees informed about campus-wide news and events.			1.0	6.0	4.4		1.4		590		18.6%	81.4%	
My department has adequate staff to achieve its goals.			1.0	6.0	4.1		1.5		592		29.1%	70.9%	
My department has adequate faculty to achieve its goals.			1.0	6.0	4.3		1.4		490		22.2%	77.8%	

Promotions in my department are based on a person's performance.

1.0

6.0

3.9

1.7

524

35.7%

64.3%

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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.	4.7%	27	7.3%	42	6.5%	37	19.4%	111	41.4%	237	20.6%	118	572
I receive feedback from my supervisor that helps me improve my job performance.	5.5%	32	3.9%	23	4.4%	26	17.1%	100	41.6%	244	27.5%	161	586
Staff in my department work well together.	7.8%	46	5.8%	34	9.7%	57	19.6%	115	32.9%	193	24.2%	142	587
There is open communication about issues that impact work.	8.3%	48	9.8%	57	8.4%	49	19.0%	110	32.9%	191	21.6%	125	580
There is collaboration among staff within my department.	5.4%	31	4.7%	27	8.1%	47	20.1%	116	39.3%	227	22.4%	129	577
There is collaboration among staff across departments.	5.1%	28	4.5%	25	13.1%	72	26.3%	145	35.6%	196	15.4%	85	551
I feel that opportunities for female staff in my department are at least as good as those for male staff.	4.2%	23	4.6%	25	5.3%	29	11.6%	63	42.8%	233	31.6%	172	545
I feel that opportunities for minority staff in my department are at least as good as those for non-minority staff.	3.5%	19	3.5%	19	3.1%	17	12.8%	69	46.0%	249	31.1%	168	541
Overall, my department is a good place to work.	4.9%	29	3.2%	19	5.3%	31	15.5%	91	37.4%	219	33.6%	197	586

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	4.5	1.3	572	18.5%	81.5%
I receive feedback from my supervisor that helps me improve my job performance.	1.0	6.0	4.7	1.3	586	13.8%	86.2%
Staff in my department work well together.	1.0	6.0	4.4	1.5	587	23.3%	76.7%
There is open communication about issues that impact work.	1.0	6.0	4.2	1.5	580	26.6%	73.4%
There is collaboration among staff within my department.	1.0	6.0	4.5	1.3	577	18.2%	81.8%
There is collaboration among staff across departments.	1.0	6.0	4.3	1.3	551	22.7%	77.3%
I feel that opportunities for female staff in my department are at least as good as those for male staff.	1.0	6.0	4.8	1.3	545	14.1%	85.9%
I feel that opportunities for minority staff in my department are at least as good as those for non-minority staff.	1.0	6.0	4.9	1.2	541	10.2%	89.8%
Overall, my department is a good place to work.	1.0	6.0	4.8	1.3	586	13.5%	86.5%

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.	2.9%	17	3.1%	18	4.7%	27	13.0%	75	44.1%	255	32.2%	186	578
I am confident in my ability to do my job well.	0.7%	4	0.3%	2	0.9%	5	4.2%	24	37.5%	217	56.4%	326	578
At work, I have the opportunity to do what I do best every day.	1.9%	11	2.1%	12	3.6%	21	12.7%	73	40.2%	232	39.5%	228	577
My colleagues value my contributions.	2.1%	12	3.2%	18	5.0%	28	16.3%	92	47.1%	266	26.4%	149	565
My supervisor values my contributions.	5.3%	30	2.8%	16	6.2%	35	14.8%	84	38.6%	219	32.4%	184	568
My supervisor supports my efforts to balance my work and personal life.	4.7%	27	3.1%	18	3.3%	19	12.0%	69	37.3%	214	39.5%	227	574
My supervisor supports me when I need to take earned leave (vacation, sick, etc.) time.	3.9%	22	2.5%	14	3.7%	21	8.0%	45	37.8%	214	44.2%	250	566
My supervisor seems to care about me as a person.	5.9%	33	3.6%	20	3.6%	20	10.2%	57	35.2%	197	41.5%	232	559
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	578	10.7%	89.3%				
I am confident in my ability to do my job well.			1.0	6.0	5.5	0.8	578	1.9%	98.1%				
At work, I have the opportunity to do what I do best every day.			1.0	6.0	5.1	1.1	577	7.6%	92.4%				
My colleagues value my contributions.			1.0	6.0	4.8	1.1	565	10.3%	89.7%				
My supervisor values my contributions.			1.0	6.0	4.8	1.3	568	14.3%	85.7%				
My supervisor supports my efforts to balance my work and personal life.			1.0	6.0	4.9	1.3	574	11.1%	88.9%				
My supervisor supports me when I need to take earned leave (vacation, sick, etc.) time.			1.0	6.0	5.1	1.2	566	10.1%	89.9%				
My supervisor seems to care about me as a person.			1.0	6.0	4.9	1.4	559	13.1%	86.9%				

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	
I am treated fairly by my supervisor.	4.4%	25	3.7%	21	5.1%	29	11.8%	67	35.0%	199	40.1%	228	569
I know what is expected of me in my position.	1.6%	9	0.5%	3	2.1%	12	8.1%	46	40.6%	232	47.1%	269	571
I am given the freedom to do my job.	3.0%	17	1.6%	9	3.7%	21	10.9%	62	39.7%	226	41.1%	234	569
My colleagues are committed to doing quality work.	2.1%	12	2.1%	12	6.1%	34	14.8%	83	45.5%	255	29.4%	165	561
When I offer a new idea, I believe it will be fully considered.	4.0%	22	4.7%	26	6.8%	38	18.4%	102	39.6%	220	26.5%	147	555
I receive appropriate recognition from my supervisor for my individual contributions.	6.7%	38	3.0%	17	8.5%	48	17.8%	100	36.4%	205	27.5%	155	563
The annual evaluation process accurately measures my job performance.	7.1%	38	5.4%	29	7.9%	42	16.1%	86	37.2%	199	26.4%	141	535
Our recognition and awards programs are meaningful to me.	6.0%	30	7.2%	36	7.0%	35	17.4%	87	36.0%	180	26.4%	132	500
Summary Statistics			Minimum	Maximum	Mean	Std Deviation	Count	Combined Disagree Levels	Combined Agree Levels				
I am treated fairly by my supervisor.			1.0	6.0	4.9	1.3	569	13.2%	86.8%				
I know what is expected of me in my position.			1.0	6.0	5.3	0.9	571	4.2%	95.8%				
I am given the freedom to do my job.			1.0	6.0	5.1	1.1	569	8.3%	91.7%				
My colleagues are committed to doing quality work.			1.0	6.0	4.9	1.1	561	10.3%	89.7%				
When I offer a new idea, I believe it will be fully considered.			1.0	6.0	4.6	1.3	555	15.5%	84.5%				
I receive appropriate recognition from my supervisor for my individual contributions.			1.0	6.0	4.6	1.4	563	18.3%	81.7%				
The annual evaluation process accurately measures my job performance.			1.0	6.0	4.5	1.5	535	20.4%	79.6%				
Our recognition and awards programs are meaningful to me.			1.0	6.0	4.5	1.4	500	20.2%	79.8%				

Q9 Overall, how would you rate your workload?

Answer					%	Count
Too light					0.4%	2
Light					3.7%	21
About right					53.6%	306
Heavy					36.1%	206
Too heavy					6.3%	36
Total					100%	571
Summary Statistics	Minimum	Maximum	Mean	Std Deviation	Count	
Overall, how would you rate your workload?	1.0	5.0	3.4	0.7	571	

Q10 Please indicate your level of satisfaction with each of the following:

Question: Benefits and Resources	Completely Dissatisfied		Dissatisfied		Somewhat Dissatisfied		Somewhat Satisfied		Satisfied		Completely Satisfied		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Salary/compensation	5.7%	32	10.8%	61	16.0%	90	28.0%	158	27.7%	156	11.9%	67	564
Health benefits package	1.3%	7	2.0%	11	5.2%	28	14.4%	78	50.6%	274	26.4%	143	541
Retirement benefits package	1.4%	7	1.6%	8	3.7%	19	15.2%	78	52.1%	267	26.0%	133	512
Availability of human resource services	2.6%	14	3.9%	21	5.1%	27	14.0%	75	47.6%	254	26.8%	143	534
Office/work space	3.2%	18	5.3%	30	7.8%	44	15.7%	88	45.5%	255	22.5%	126	561
Office equipment and supplies	1.4%	8	2.9%	16	4.0%	22	15.8%	87	50.4%	278	25.5%	141	552
Laboratory space	4.0%	8	2.5%	5	2.0%	4	15.3%	31	52.0%	105	24.3%	49	202
Space for meetings, conferences, and other collaborative activities	1.7%	9	2.0%	11	5.0%	27	14.2%	77	51.1%	278	26.1%	142	544
Physical campus environment (e.g., buildings, landscape, walkways)	1.7%	9	2.0%	11	2.6%	14	10.9%	59	53.4%	290	29.5%	160	543
Cleanliness of my work environment	1.2%	7	1.4%	8	2.7%	15	10.3%	58	52.5%	296	31.9%	180	564
Availability of parking	19.8%	111	10.3%	58	9.1%	51	12.5%	70	30.6%	172	17.8%	100	562
Sense of personal safety in the work environment	1.2%	7	2.3%	13	3.9%	22	10.4%	59	49.7%	281	32.4%	183	565
Availability of clerical/administrative support	2.7%	15	2.7%	15	4.0%	22	17.9%	99	47.3%	261	25.4%	140	552
Summary Statistics			Minimum	Maximum	Mean	Std Deviation	Count	Combined Dissatisfied Levels	Combined Satisfied Levels				
Salary/compensation			1.0	6.0	4.0	1.4	564	32.4%	67.6%				
Health benefits package			1.0	6.0	4.9	1.0	541	8.5%	91.5%				
Retirement benefits package			1.0	6.0	4.9	1.0	512	6.6%	93.4%				
Availability of human resource services			1.0	6.0	4.8	1.2	534	11.6%	88.4%				
Office/work space			1.0	6.0	4.6	1.2	561	16.4%	83.6%				
Office equipment and supplies			1.0	6.0	4.9	1.0	552	8.3%	91.7%				
Laboratory space			1.0	6.0	4.8	1.1	202	8.4%	91.6%				
Space for meetings, conferences, and other collaborative activities			1.0	6.0	4.9	1.0	544	8.6%	91.4%				
Physical campus environment (e.g., buildings, landscape, walkways)			1.0	6.0	5.0	1.0	543	6.3%	93.7%				

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Cleanliness of my work environment	1.0	6.0	5.1	0.9	564	5.3%	94.7%
Availability of parking	1.0	6.0	3.8	1.8	562	39.1%	60.9%
Sense of personal safety in the work environment	1.0	6.0	5.0	1.0	565	7.4%	92.6%
Availability of clerical/administrative support	1.0	6.0	4.8	1.1	552	9.4%	90.6%

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

Question: Library Resources	Completely Dissatisfied		Dissatisfied		Somewhat Dissatisfied		Somewhat Satisfied		Satisfied		Completely Satisfied		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Accessibility of on-site library resources (e.g., books, journals)	1.3%	3	1.3%	3	3.0%	7	9.5%	22	58.2%	135	26.7%	62	232
Accessibility of online library resources (e.g., books, online journals)	0.4%	1	2.1%	5	2.1%	5	8.9%	21	58.7%	138	27.7%	65	235
Accessibility of search software (e.g., OVID, MD Consult, Micromedex)	0.4%	1	1.3%	3	1.8%	4	8.8%	20	60.4%	137	27.3%	62	227
Adequacy of library collection	1.0%	2	1.9%	4	4.8%	10	10.0%	21	60.8%	127	21.5%	45	209
Study facilities available in the library	0.0%	0	2.4%	5	3.8%	8	13.2%	28	57.1%	121	23.6%	50	212
Library hours of operation	0.5%	1	1.9%	4	1.9%	4	10.3%	22	58.9%	126	26.6%	57	214
Helpfulness of librarians	0.0%	0	1.4%	3	0.5%	1	5.6%	12	56.3%	121	36.3%	78	215
Overall adequacy of library services	0.4%	1	0.9%	2	0.9%	2	10.6%	24	61.5%	139	25.7%	58	226
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	0.9	232	5.6%	94.4%				
Accessibility of online library resources (e.g., books, online journals)			1.0	6.0	5.1	0.8	235	4.7%	95.3%				
Accessibility of search software (e.g., OVID, MD Consult, Micromedex)			1.0	6.0	5.1	0.8	227	3.5%	96.5%				
Adequacy of library collection			1.0	6.0	4.9	0.9	209	7.7%	92.3%				
Study facilities available in the library			2.0	6.0	5.0	0.9	212	6.1%	93.9%				
Library hours of operation			1.0	6.0	5.1	0.8	214	4.2%	95.8%				
Helpfulness of librarians			2.0	6.0	5.3	0.7	215	1.9%	98.1%				
Overall adequacy of library services			1.0	6.0	5.1	0.7	226	2.2%	97.8%				

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

Question: IT Resources	Completely Dissatisfied		Dissatisfied		Somewhat Dissatisfied		Somewhat Satisfied		Satisfied		Completely Satisfied		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Technology support (Help Desk)	1.1%	6	1.8%	10	6.0%	33	15.1%	83	49.5%	271	26.5%	145	548
Interactive video broadcasting system (i.e., Webex)	0.5%	2	1.8%	7	3.8%	15	13.4%	53	56.3%	223	24.2%	96	396
Audio-video equipment in classrooms	0.0%	0	0.8%	3	5.0%	18	10.6%	38	59.9%	215	23.7%	85	359
Audio-video equipment in conference rooms	0.0%	0	0.9%	4	4.3%	18	11.1%	47	59.8%	253	23.9%	101	423
Learning management systems (e.g., Blackboard, Canvas)	0.7%	2	2.2%	6	2.5%	7	12.9%	36	59.4%	165	22.3%	62	278
Course evaluation system	1.1%	3	1.4%	4	4.3%	12	12.2%	34	61.5%	171	19.4%	54	278
Availability of application software	0.8%	3	2.6%	10	2.9%	11	15.0%	57	56.8%	216	21.8%	83	380
Usability of TTUHSC El Paso website	1.6%	8	3.3%	17	4.9%	25	17.5%	90	49.9%	257	22.9%	118	515
Summary Statistics			Minimum	Maximum	Mean		Std Deviation		Count		Combined Dissatisfied Levels	Combined Satisfied Levels	
Technology support (Help Desk)			1.0	6.0	4.9		1.0		548		8.9%	91.1%	
Interactive video broadcasting system (i.e., Webex)			1.0	6.0	5.0		0.9		396		6.1%	93.9%	
Audio-video equipment in classrooms			2.0	6.0	5.0		0.8		359		5.8%	94.2%	
Audio-video equipment in conference rooms			2.0	6.0	5.0		0.8		423		5.2%	94.8%	
Learning management systems (e.g., Blackboard, Canvas)			1.0	6.0	4.9		0.9		278		5.4%	94.6%	
Course evaluation system			1.0	6.0	4.9		0.9		278		6.8%	93.2%	
Availability of application software			1.0	6.0	4.9		0.9		380		6.3%	93.7%	
Usability of TTUHSC El Paso website			1.0	6.0	4.8		1.0		515		9.7%	90.3%	

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

Question	Completely Dissatisfied		Dissatisfied		Somewhat Dissatisfied		Somewhat Satisfied		Satisfied		Completely Satisfied		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
My perceived job security	3.3%	18	2.0%	11	5.5%	30	17.7%	97	51.7%	284	19.9%	109	549
Prospect of career advancement	5.8%	31	8.6%	46	14.7%	79	20.5%	110	35.8%	192	14.6%	78	536
Opportunities for professional development/training	4.3%	23	7.2%	39	8.0%	43	22.7%	122	40.0%	215	17.8%	96	538
Summary Statistics			Minimum	Maximum	Mean	Std Deviation	Count	Combined Dissatisfied Levels	Combined Satisfied Levels				
My perceived job security			1.0	6.0	4.7	1.1	549	10.7%	89.3%				
Prospect of career advancement			1.0	6.0	4.2	1.4	536	29.1%	70.9%				
Opportunities for professional development/training			1.0	6.0	4.4	1.3	538	19.5%	80.5%				

Q14 Overall, how satisfied are you with being an employee at TTUHSC El Paso?

Answer	%	Count
Completely Dissatisfied	2.0%	11
Dissatisfied	2.3%	13
Somewhat Dissatisfied	5.8%	32
Somewhat Satisfied	16.8%	93
Satisfied	44.5%	247
Completely Satisfied	28.6%	159
Total	100%	555

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	4.9	1.1	555	10.1%	89.9%

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

Question	Not at all		Somewhat		Extensive		Total
	Percentage	Count	Percentage	Count	Percentage	Count	
Committee and/or administrative responsibilities	49.8%	223	35.0%	157	15.2%	68	448
Review/promotion process	49.2%	220	34.5%	154	16.3%	73	447
Work politics	35.5%	176	35.9%	178	28.6%	142	496
Unequal treatment	50.9%	256	27.0%	136	22.1%	111	503
Uncertain or undefined job expectations	55.1%	282	28.9%	148	16.0%	82	512
Lack of community at work	49.8%	252	29.6%	150	20.6%	104	506
Other, specify:	46.5%	47	16.8%	17	36.6%	37	101
Summary Statistics	Minimum	Maximum	Mean	Std Deviation	Count		
Committee and/or administrative responsibilities	1.0	3.0	1.7	0.7	448		
Review/promotion process	1.0	3.0	1.7	0.7	447		
Work politics	1.0	3.0	1.9	0.8	496		
Unequal treatment	1.0	3.0	1.7	0.8	503		
Uncertain or undefined job expectations	1.0	3.0	1.6	0.7	512		
Lack of community at work	1.0	3.0	1.7	0.8	506		
Other, specify:	1.0	3.0	1.9	0.9	101		

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

Answer	%	Count
Yes, and I took the offer(s) to my department head or dean.	4.7%	26
Yes, and I did not take the offer(s) to my department head or dean.	25.0%	139
No	70.4%	392
Total	100%	557

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

Answer	%	Count
Completely Unlikely	14.1%	78
Unlikely	24.3%	135
Somewhat Unlikely	14.6%	81
Somewhat Likely	24.0%	133
Likely	13.2%	73
Completely Likely	9.9%	55
Total	100%	555

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 retirement?	1.0	6.0	3.3	1.5	555	53.0%	47.0%

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

Question	Not at all		To some extent		To a great extent		Total
To increase your salary	15.3%	78	36.2%	185	48.5%	248	511
To enhance your career	18.9%	96	31.9%	162	49.2%	250	508
To find a more supportive work environment	44.2%	224	25.2%	128	30.6%	155	507
To increase your time to do research	73.0%	251	17.7%	61	9.3%	32	344
To pursue a non-academic job	69.4%	252	19.6%	71	11.0%	40	363
To reduce stress	43.5%	221	33.7%	171	22.8%	116	508
To address child-related issues	76.2%	326	13.8%	59	10.0%	43	428
To address other family-related issues	69.2%	312	18.8%	85	12.0%	54	451
To improve the employment situation of your spouse or partner	74.7%	328	15.9%	70	9.3%	41	439
For health reasons	73.2%	336	17.6%	81	9.2%	42	459
Current appointment ending	82.4%	290	9.4%	33	8.2%	29	352
Retirement	78.0%	290	14.5%	54	7.5%	28	372
Other, specify:	69.7%	53	13.2%	10	17.1%	13	76
Summary Statistics	Minimum	Maximum	Mean	Std Deviation	Count		
To increase your salary	1.0	3.0	2.3	0.7	511		
To enhance your career	1.0	3.0	2.3	0.8	508		
To find a more supportive work environment	1.0	3.0	1.9	0.9	507		
To increase your time to do research	1.0	3.0	1.4	0.6	344		
To pursue a non-academic job	1.0	3.0	1.4	0.7	363		
To reduce stress	1.0	3.0	1.8	0.8	508		
To address child-related issues	1.0	3.0	1.3	0.7	428		
To address other family-related issues	1.0	3.0	1.4	0.7	451		
To improve the employment situation of your spouse or partner	1.0	3.0	1.3	0.6	439		
For health reasons	1.0	3.0	1.4	0.6	459		

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Current appointment ending	1.0	3.0	1.3	0.6	352
Retirement	1.0	3.0	1.3	0.6	372
Other, specify:	1.0	3.0	1.5	0.8	76

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Demographics

Q19 Do you consider yourself multilingual (able to converse fluently in a language other than English)?

Answer	%	Count
Yes	82.9%	435
No	17.1%	90
Total	100%	525

Q20 How many years have you worked at TTUHSC El Paso?

Answer	%	Count
Less than 1 year	18.0%	95
1 year	10.8%	57
2 years	13.4%	71
3 years	11.7%	62
4 years	7.9%	42
5 years	7.4%	39
6 years	3.8%	20
7 years	2.6%	14
8 years	4.7%	25
9 years	3.4%	18
10 years	3.4%	18
11 to 15 years	4.5%	24
16 to 20 years	4.9%	26
21 or more years	3.4%	18
Total	100%	529

Q21 How long have you been in your current position or rank at TTUHSC El Paso?

Answer	%	Count
Less than 1 year	28.1%	148
1 year	15.9%	84
2 years	19.4%	102
3 years	8.9%	47
4 years	7.2%	38
5 years	4.6%	24
6 years	2.1%	11
7 years	1.5%	8
8 years	2.8%	15
9 years	1.7%	9
10 years	2.1%	11
11 to 15 years	2.5%	13
16 to 20 years	2.5%	13
21 or more years	0.8%	n < 5
Total	100%	527

Q22 What is your gender?

Answer	%	Count
Female	70.6%	374
Male	25.3%	134
Transgender	0.0%	0
Other, please specify	0.0%	0
Prefer not to answer	4.2%	22
Total	100%	530

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Q23 What is your race and/or Ethnicity? Mark all that apply.

Answer	%	Count
White	21.4%	112
Hispanic or Latino	77.9%	408
Black or African American	1.3%	7
Asian	3.2%	17
American Indian or Alaska Native	1.1%	6
Native Hawaiian or Pacific Islander	0.6%	n < 5
Other, specify:	1.3%	7
Prefer not to answer	5.0%	26
Total	100%	524

Other, specify:

Northern European

Indian

interracial

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