



TEXAS TECH UNIVERSITY  
HEALTH SCIENCES CENTER.  
EL PASO

Office of Institutional Research *and* Effectiveness

Office of Institutional Research and Effectiveness

# 2018 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

- **334 unduplicated faculty members with TTUHSC e-mail addresses; 334 surveys delivered**
- **112 respondents**
- **33.5% response rate for Spring 2018 faculty members with active TTUHSC e-mail addresses**

### Respondent Demographics

The 2018 TTUHSC El Paso Faculty Satisfaction Survey was conducted over the course of three weeks in February 2018. A link to the online survey was distributed via email to all faculty on the employee distribution list (n=334). A total of 112 faculty self-selected to complete the survey (33.5% response rate). Participants were informed of the voluntary nature of the survey and were assured as to the anonymity of their responses. 89% of respondents selected the Paul L. Foster School of Medicine (PLFSOM) and 11% selected the Gayle Greve Hunt School of Nursing (GGHSON) as their primary TTUHSC El Paso school affiliation. Of those respondents who reported a secondary TTUHSC school affiliation (n=12), 75% selected the Graduate School of Biomedical Sciences (GSBS) and 25% selected "Other." 15% of the respondents identified themselves as holding a senior administrative title, including Dean, Associate Dean, Assistant Dean, Vice President, and/or Department Chair or Vice Chair.

### Method

In order to determine the survey population, an active faculty report was generated from Banner HR in January 2018 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.

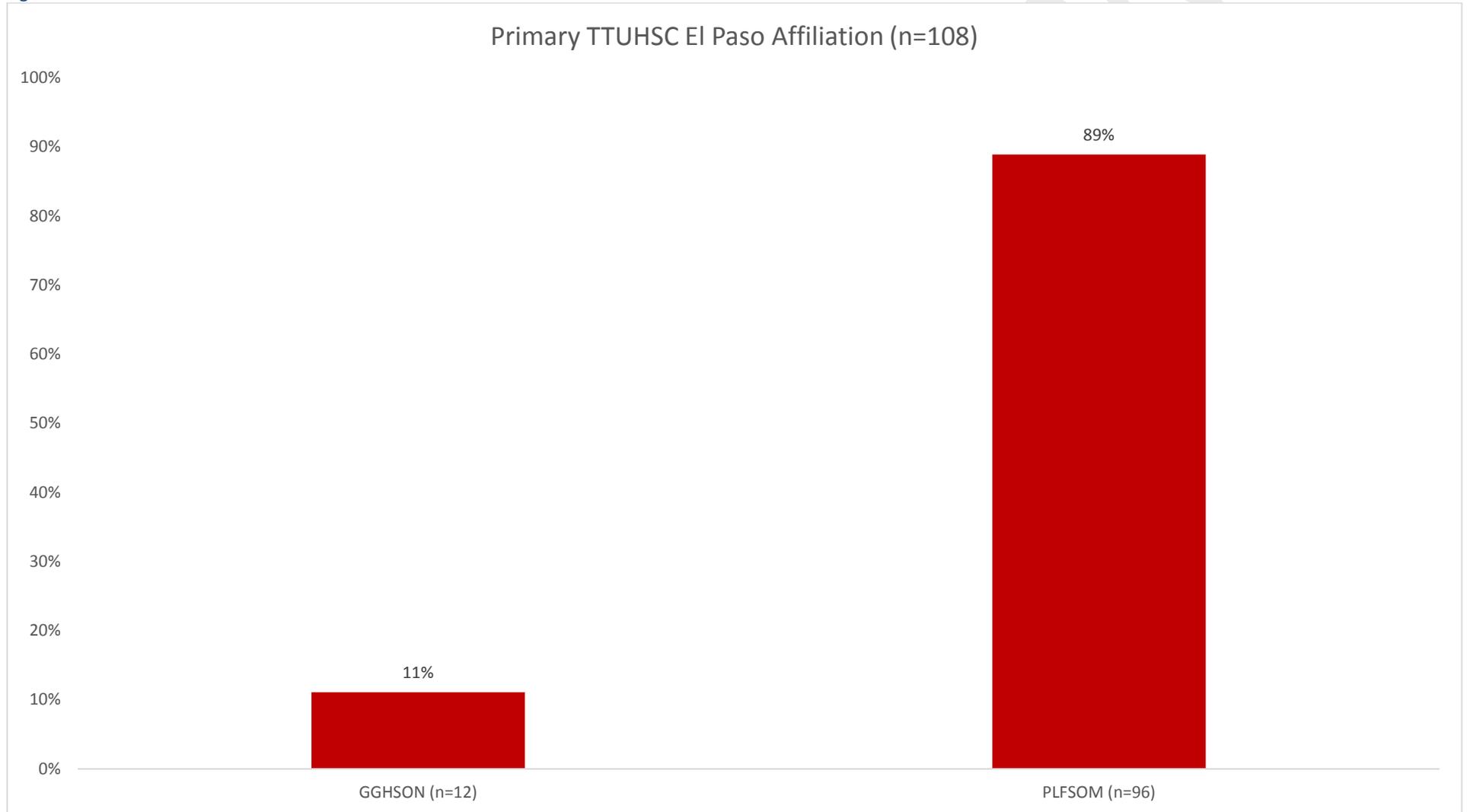
The survey was administered via the subscription service Qualtrics, an online service software that provides an external online site for the development and delivery of the survey. Qualtrics provides an anonymous link to the survey, which was included in the email sent to all faculty on the TTUHSC El 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. Descriptive analysis of the data was conducted in March 2018; a qualitative analysis was conducted in April 2018. 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.

Q1 Please indicate your PRIMARY TTUHSC El Paso affiliation:

Figure 1



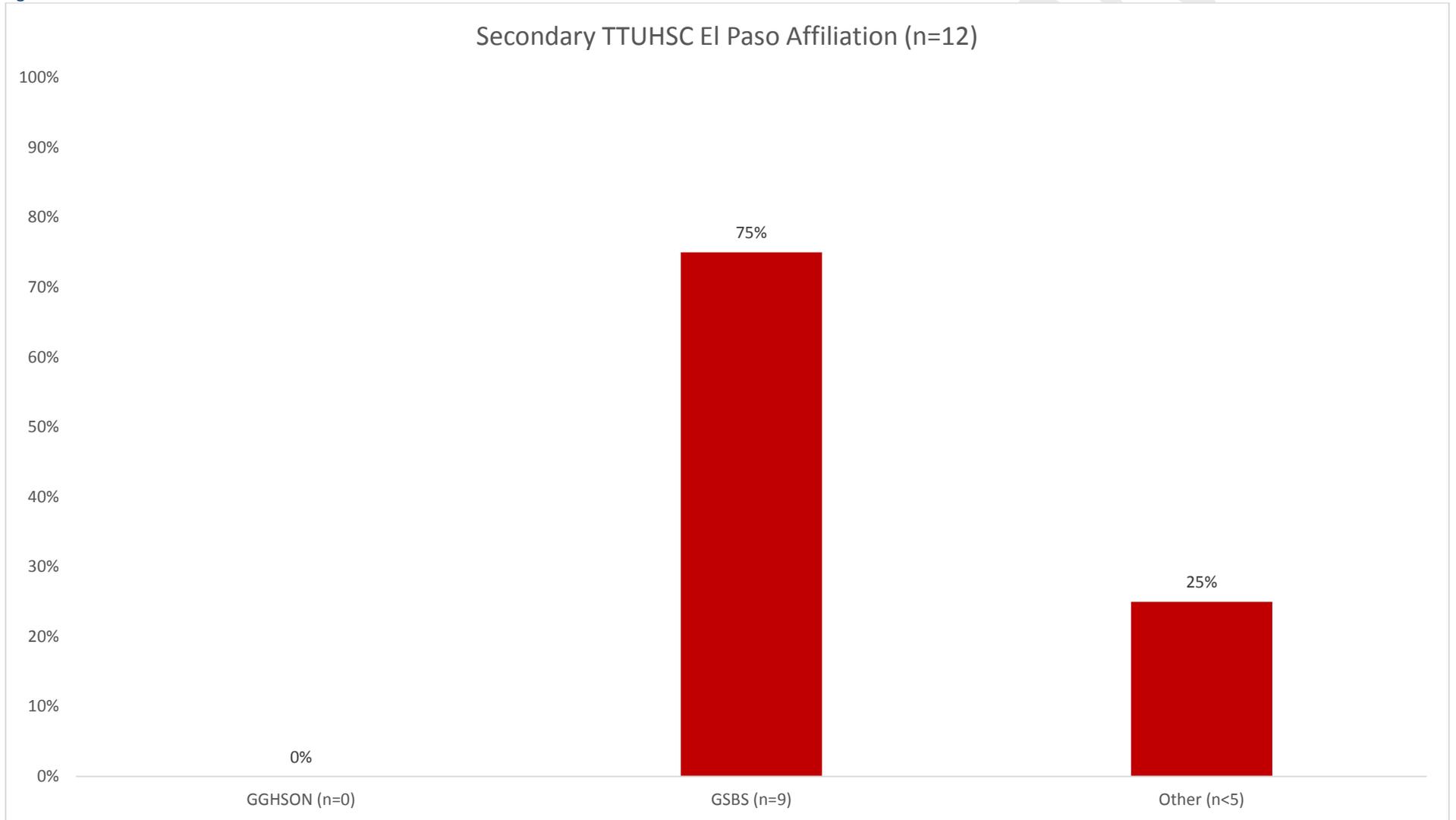
2018 Faculty Satisfaction Survey  
Results Summary

Answer	%	n
GGHSON	11.11%	12
PLFSOM	88.89%	96
Total	100%	108

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**Q2 Please indicate your SECONDARY TTUHSC El Paso affiliation:**

**Figure 2**



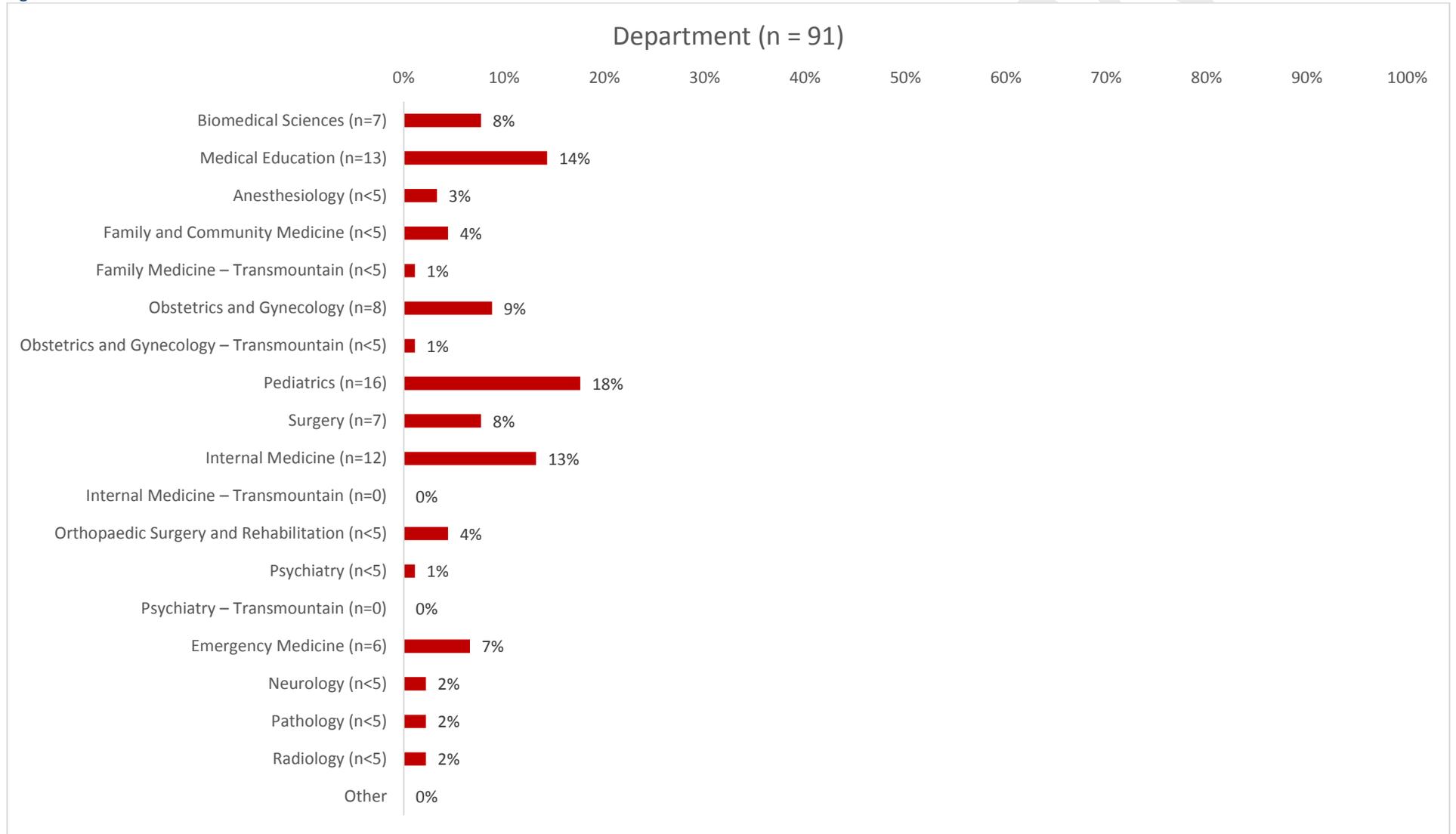
2018 Faculty Satisfaction Survey  
Results Summary

Answer	%	n
GGHSON	0.00%	0
GSBS	75.00%	9
Other	25.00%	n < 5
Total	100%	12

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Q3 Please indicate your PRIMARY TTUHSC El Paso Department:

Figure 3

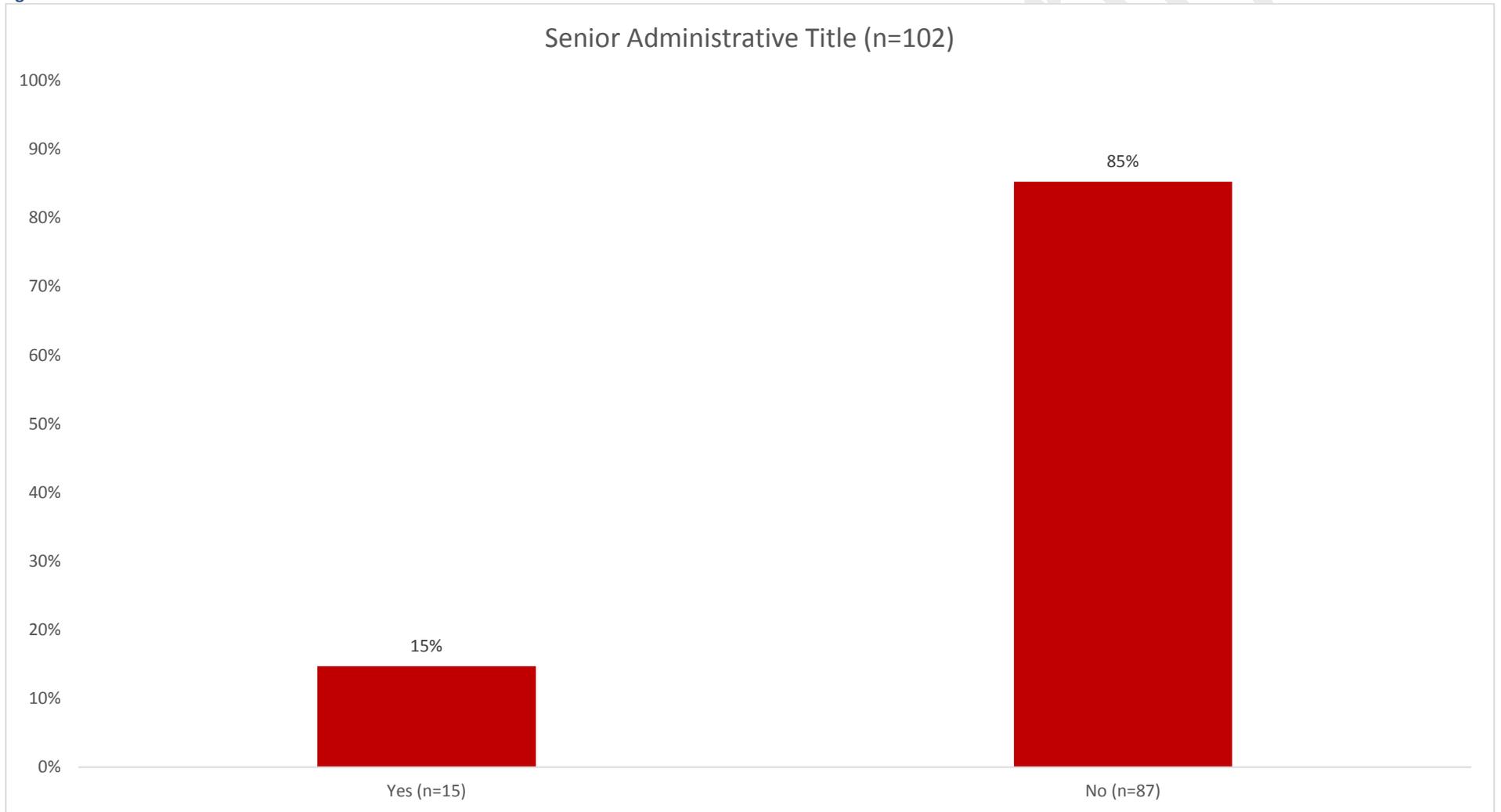


2018 Faculty Satisfaction Survey  
Results Summary

Answer	%	n
Biomedical Sciences	7.69%	7
Medical Education	14.29%	13
Anesthesiology	3.30%	n < 5
Family and Community Medicine	4.40%	n < 5
Family Medicine – Transmountain	1.10%	n < 5
Obstetrics and Gynecology	8.79%	8
Obstetrics and Gynecology – Transmountain	1.10%	n < 5
Pediatrics	17.58%	16
Surgery	7.69%	7
Internal Medicine	13.19%	12
Internal Medicine – Transmountain	0.00%	0
Orthopaedic Surgery and Rehabilitation	4.40%	n < 5
Psychiatry	1.10%	n < 5
Psychiatry – Transmountain	0.00%	0
Emergency Medicine	6.59%	6
Neurology	2.20%	n < 5
Pathology	2.20%	n < 5
Radiology	2.20%	n < 5
Other	0.00%	0
Total	100%	91

**Q4 In addition to your faculty appointment, do you hold a senior administrative title, including Dean, Associate Dean, Assistant Dean, Vice President, and/or Department Chair or Vice Chair?**

**Figure 4**



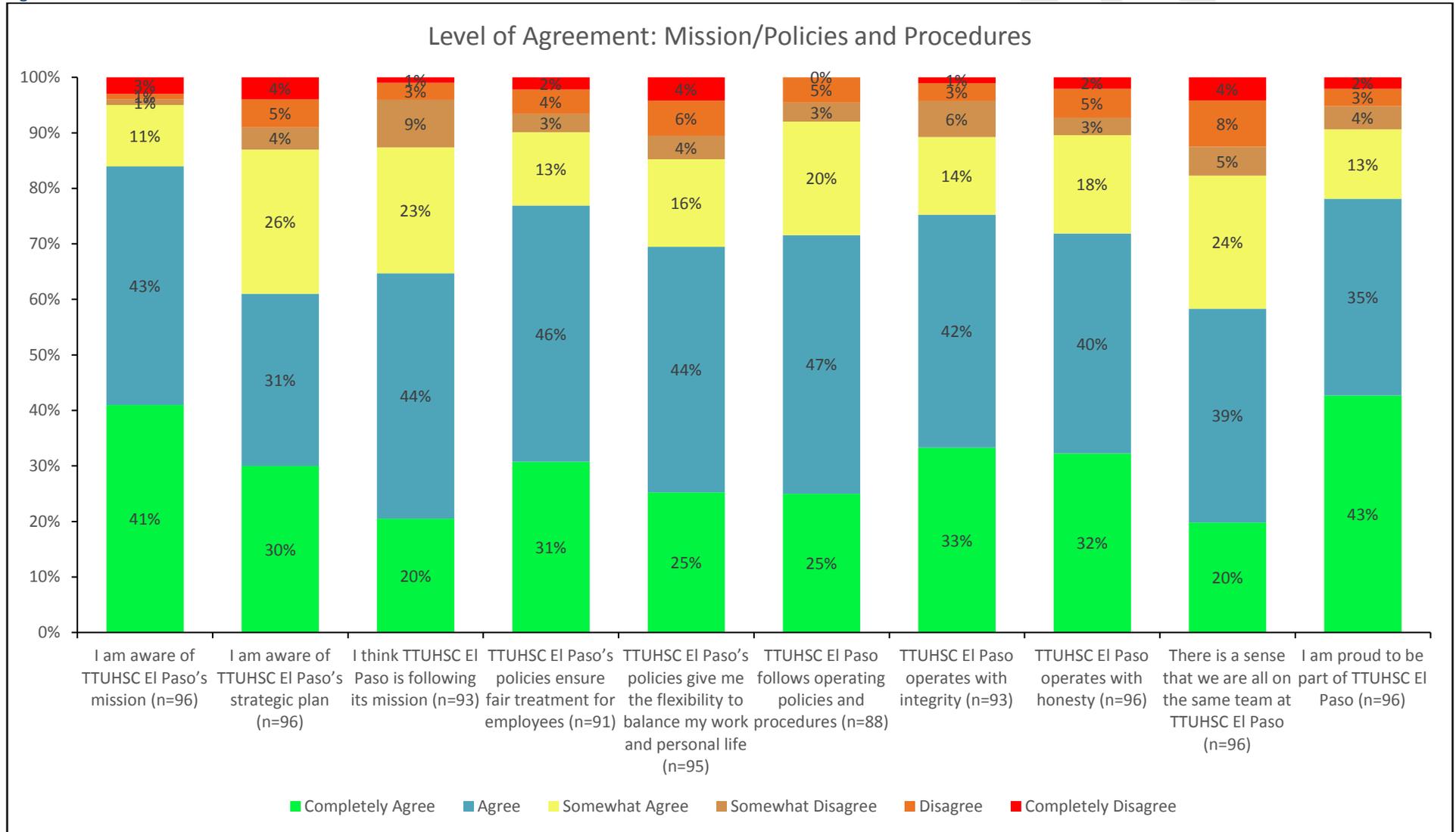
2018 Faculty Satisfaction Survey  
Results Summary

<b>Answer</b>	<b>%</b>	<b>n</b>
Yes	14.71%	15
No	85.29%	87
Total	100%	102

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Q5 Please indicate the degree to which you agree with each of the following statements about TTUHSC El Paso:

Figure 5

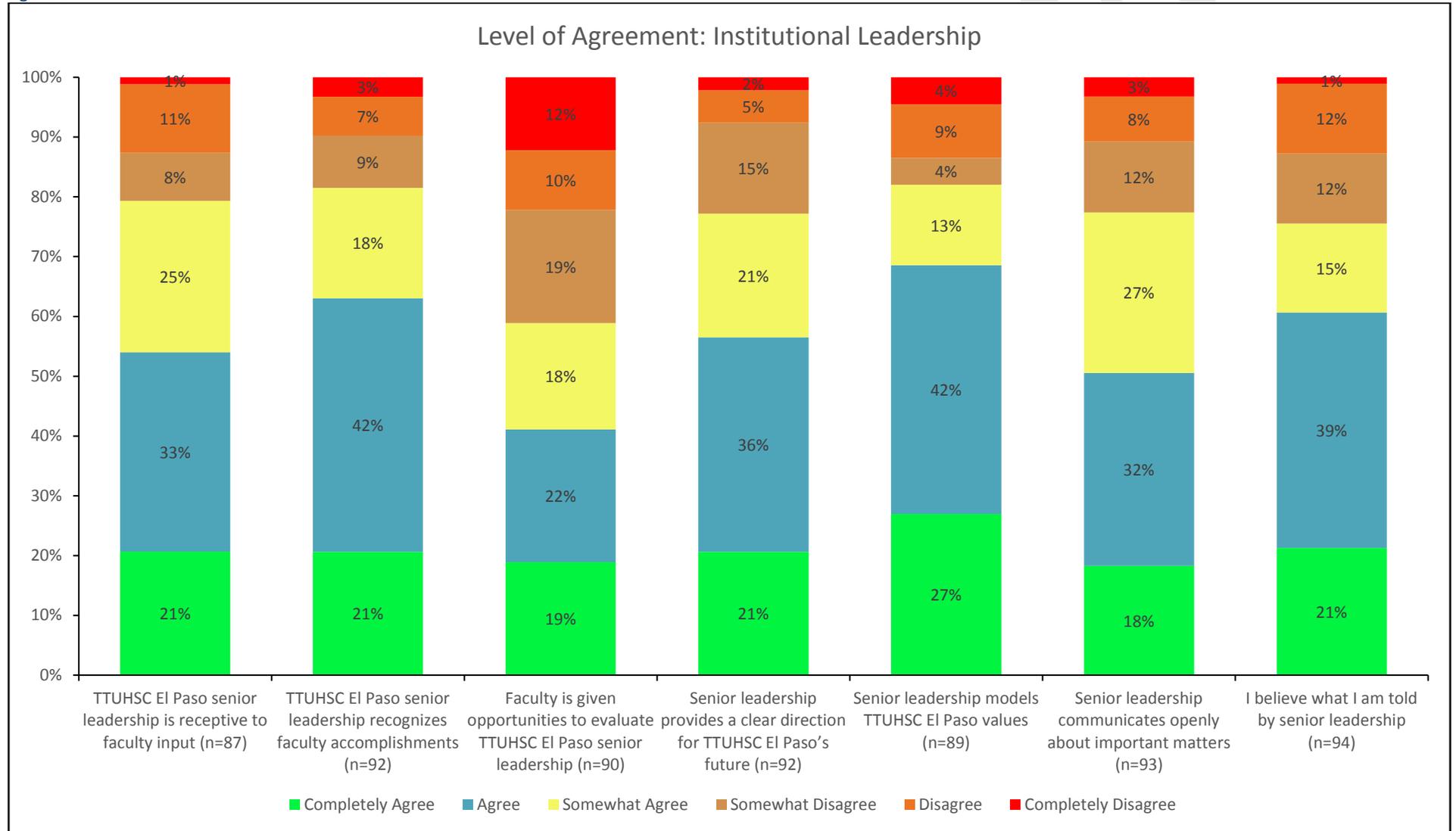


Question: Mission/ Policies and Procedures	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		n
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
I am aware of TTUHSC El Paso's mission.	3.13%	3	1.04%	1	1.04%	1	11.46%	11	42.71%	41	40.63%	39	96
I am aware of TTUHSC El Paso's strategic plan.	4.17%	4	5.21%	5	4.17%	4	26.04%	25	31.25%	30	29.17%	28	96
I think TTUHSC El Paso is following its mission.	1.08%	1	3.23%	3	8.60%	8	22.58%	21	44.09%	41	20.43%	19	93
TTUHSC El Paso's policies ensure fair treatment for employees.	2.20%	2	4.40%	4	3.30%	3	13.19%	12	46.15%	42	30.77%	28	91
TTUHSC El Paso's policies give me the flexibility to balance my work and personal life.	4.21%	4	6.32%	6	4.21%	4	15.79%	15	44.21%	42	25.26%	24	95
TTUHSC El Paso follows operating policies and procedures.	0%	0	4.55%	4	3.41%	3	20.45%	18	46.59%	41	25.00%	22	88
TTUHSC El Paso operates with integrity.	1.08%	1	3.23%	3	6.45%	6	13.98%	13	41.94%	39	33.33%	31	93
TTUHSC El Paso operates with honesty.	2.08%	2	5.21%	5	3.13%	3	17.71%	17	39.58%	38	32.29%	31	96
There is a sense that we are all on the same team at TTUHSC El Paso.	4.17%	4	8.33%	8	5.21%	5	23.96%	23	38.54%	37	19.79%	19	96
I am proud to be part of TTUHSC El Paso.	2.08%	2	3.13%	3	4.17%	4	12.50%	12	35.42%	34	42.71%	41	96

Summary Statistics	Minimum	Maximum	Mean	Median	Std Deviation	n	Combined Disagree Levels	Combined Agree Levels
I am aware of TTUHSC El Paso's mission.	1.00	6.00	5.11	5.00	1.07	96	5.21%	94.79%
I am aware of TTUHSC El Paso's strategic plan.	1.00	6.00	4.63	5.00	1.31	96	13.54%	86.46%
I think TTUHSC El Paso is following its mission.	1.00	6.00	4.67	5.00	1.06	93	12.90%	87.10%
TTUHSC El Paso's policies ensure fair treatment for employees.	1.00	6.00	4.89	5.00	1.14	91	9.89%	90.11%
TTUHSC El Paso's policies give me the flexibility to balance my work and personal life.	1.00	6.00	4.65	5.00	1.30	95	14.74%	85.26%
TTUHSC El Paso follows operating policies and procedures.	2.00	6.00	4.84	5.00	.99	88	7.95%	92.05%
TTUHSC El Paso operates with integrity.	1.00	6.00	4.92	5.00	1.09	93	10.75%	89.25%
TTUHSC El Paso operates with honesty.	1.00	6.00	4.84	5.00	1.18	96	10.42%	89.58%
There is a sense that we are all on the same team at TTUHSC El Paso.	1.00	6.00	4.44	5.00	1.32	96	17.71%	82.29%
I am proud to be part of TTUHSC El Paso.	1.00	6.00	5.04	5.00	1.15	96	9.38%	90.63%

**Q6 Please indicate the degree to which you agree with each of the following statements about TTUHSC El Paso:**

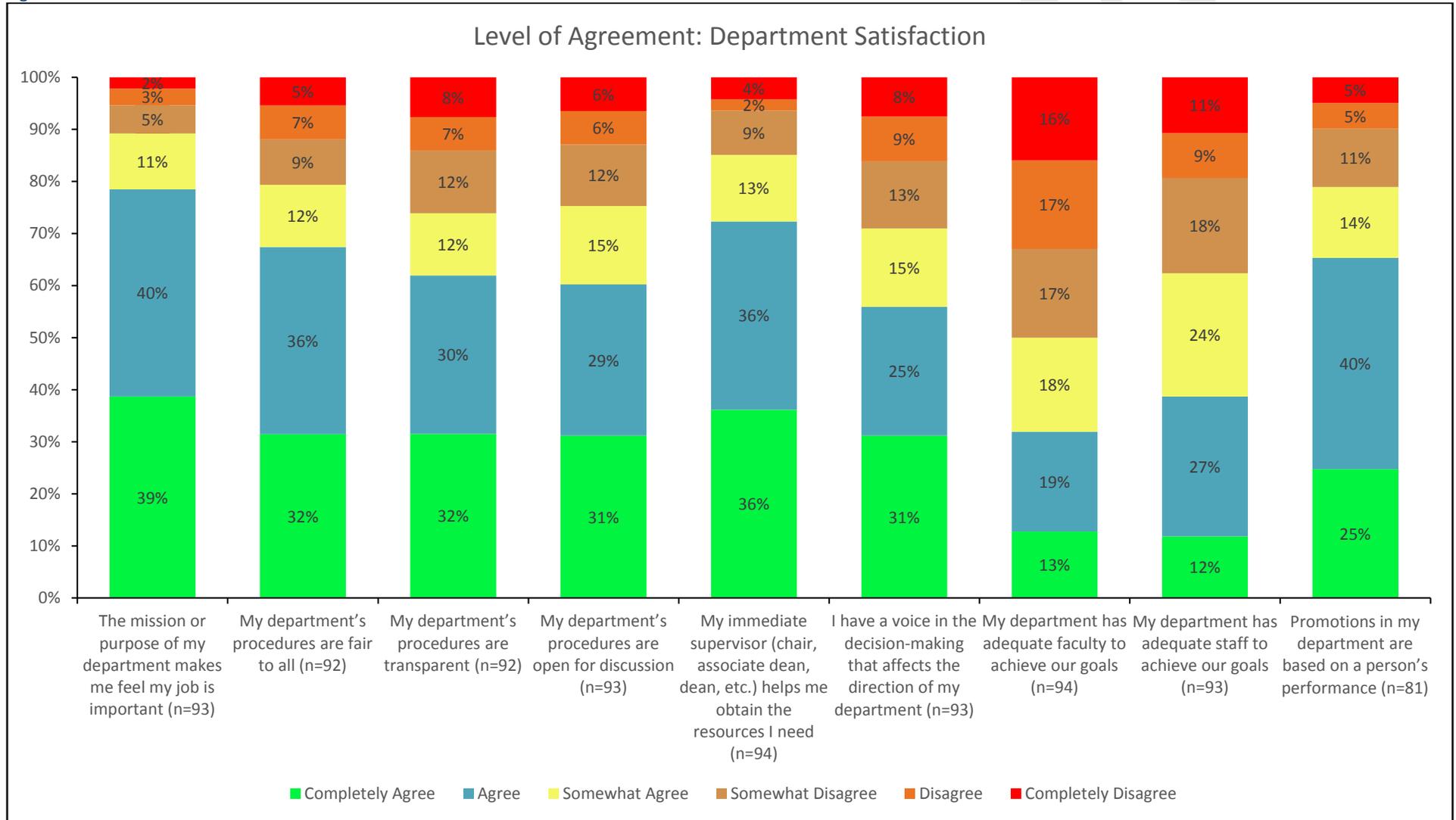
**Figure 6**



Question: Institutional Leadership	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		n
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	
TTUHSC El Paso senior leadership is receptive to faculty input.	1.15%	1	11.49%	10	8.05%	7	25.29%	22	33.33%	29	20.69%	18	87
TTUHSC El Paso senior leadership recognizes faculty accomplishments.	3.26%	3	6.52%	6	8.70%	8	18.48%	17	42.39%	39	20.65%	19	92
Faculty is given opportunities to evaluate TTUHSC El Paso senior leadership.	12.22%	11	10.00%	9	18.89%	17	17.78%	16	22.22%	20	18.89%	17	90
Senior leadership provides a clear direction for TTUHSC El Paso's future.	2.17%	2	5.43%	5	15.22%	14	20.65%	19	35.87%	33	20.65%	19	92
Senior leadership models TTUHSC El Paso values.	4.49%	4	8.99%	8	4.49%	4	13.48%	12	41.57%	37	26.97%	24	89
Senior leadership communicates openly about important matters.	3.23%	3	7.53%	7	11.83%	11	26.88%	25	32.26%	30	18.28%	17	93
I believe what I am told by senior leadership.	1.06%	1	11.70%	11	11.70%	11	14.89%	14	39.36%	37	21.28%	20	94
Summary Statistics	Minimum	Maximum	Mean	Median	Std Deviation	n	Combined Disagree Levels	Combined Agree Levels					
TTUHSC El Paso senior leadership is receptive to faculty input.	1.00	6.00	4.40	5.00	1.28	87	20.69%	79.31%					
TTUHSC El Paso senior leadership recognizes faculty accomplishments.	1.00	6.00	4.52	5.00	1.27	92	18.48%	81.52%					
Faculty is given opportunities to evaluate TTUHSC El Paso senior leadership.	1.00	6.00	3.84	4.00	1.63	90	41.11%	58.89%					
Senior leadership provides a clear direction for TTUHSC El Paso's future.	1.00	6.00	4.45	5.00	1.25	92	22.83%	77.17%					
Senior leadership models TTUHSC El Paso values.	1.00	6.00	4.60	5.00	1.40	89	17.98%	82.02%					
Senior leadership communicates openly about important matters.	1.00	6.00	4.32	5.00	1.29	93	22.58%	77.42%					
I believe what I am told by senior leadership.	1.00	6.00	4.44	5.00	1.32	94	24.47%	75.53%					

**Q7 Please indicate your level of agreement with each of the following statements about your department:**

**Figure 7**



Question: Department Satisfaction	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		n
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
The mission or purpose of my department makes me feel my job is important.	2.15%	2	3.23%	3	5.38%	5	10.75%	10	39.78%	37	38.71%	36	93
My department's procedures are fair to all.	5.43%	5	6.52%	6	8.70%	8	11.96%	11	35.97%	33	31.52%	29	92
My department's procedures are transparent.	7.61%	7	6.52%	6	11.96%	11	11.96%	11	30.43%	28	31.52%	29	92
My department's procedures are open for discussion.	6.45%	6	6.45%	6	11.83%	11	15.05%	14	29.03%	27	31.18%	29	93
My immediate supervisor (chair, associate dean, dean, etc.) helps me obtain the resources I need.	4.26%	4	2.13%	2	8.51%	8	12.77%	12	36.17%	34	36.17%	34	94
I have a voice in the decision-making that affects the direction of my department.	7.53%	7	8.60%	8	12.90%	12	15.05%	14	24.73%	23	31.18%	29	93
My department has adequate faculty to achieve our goals.	15.96%	15	17.02%	16	17.02%	16	18.09%	17	19.15%	18	12.77%	12	94
My department has adequate staff to achieve our goals.	10.75%	10	8.60%	8	18.28%	17	23.66%	22	26.88%	25	11.83%	11	93
Promotions in my department are based on a person's performance.	4.94%	4	4.94%	4	11.11%	9	13.58%	11	40.47%	33	24.69%	20	81
Summary Statistics			Minimum	Maximum	Mean	Median	Std Deviation	n	Combined Disagree Levels	Combined Agree Levels			
The mission or purpose of my department makes me feel my job is important.			1.00	6.00	4.99	5.00	1.16	93	10.75%	89.25%			
My department's procedures are fair to all.			1.00	6.00	4.61	5.00	1.44	92	20.65%	79.35%			
My department's procedures are transparent.			1.00	6.00	4.46	5.00	1.56	92	26.09%	73.91%			
My department's procedures are open for discussion.			1.00	6.00	4.47	5.00	1.51	93	24.73%	75.27%			
My immediate supervisor (chair, associate dean, dean, etc.) helps me obtain the resources I need.			1.00	6.00	4.83	5.00	1.29	94	14.89%	85.11%			
I have a voice in the decision-making that affects the direction of my department.			1.00	6.00	4.34	5.00	1.59	93	29.03%	70.97%			

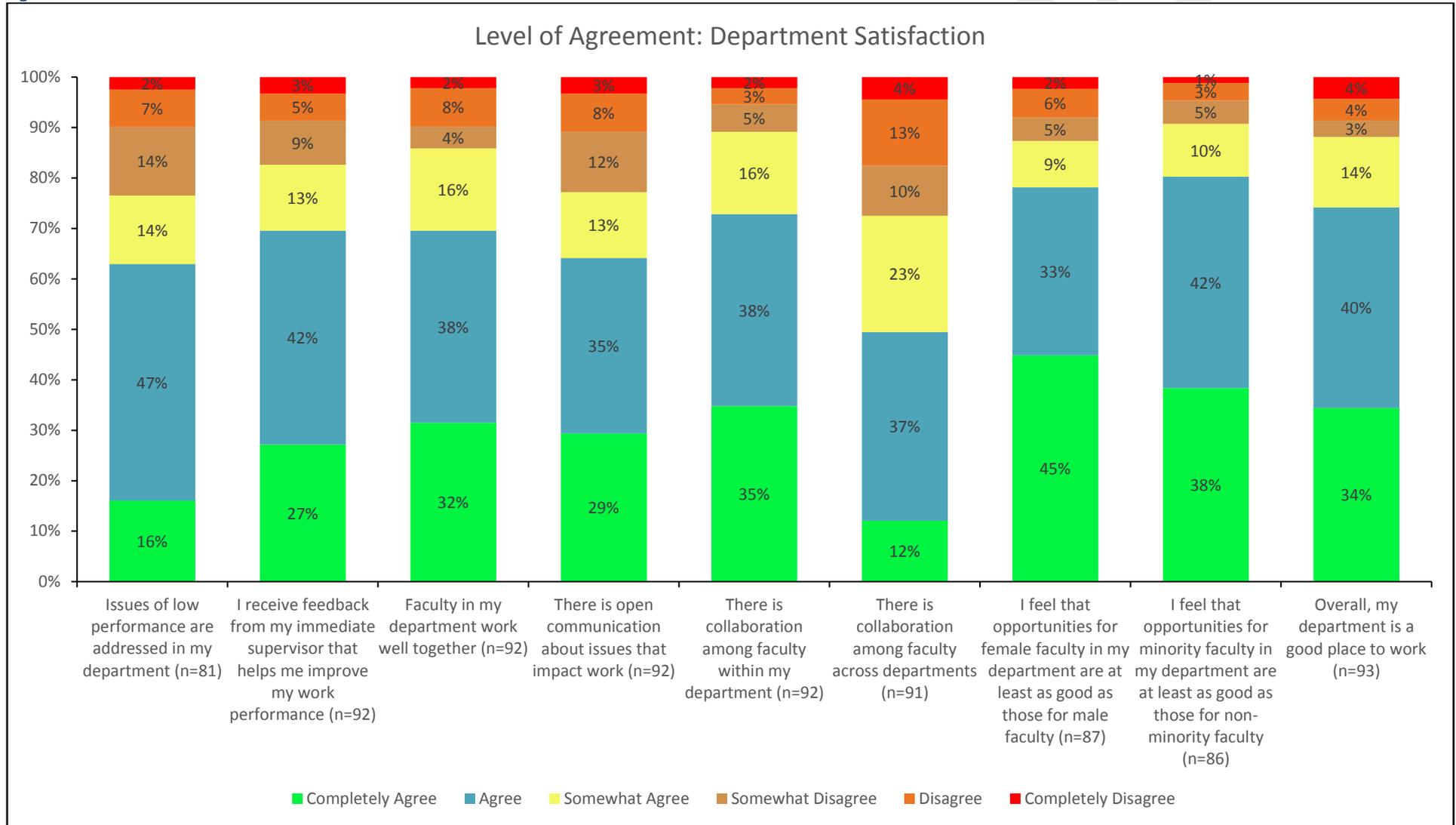
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My department has adequate faculty to achieve our goals.	1.00	6.00	3.46	3.50	1.64	94	50.00%	50.00%
My department has adequate staff to achieve our goals.	1.00	6.00	3.83	4.00	1.49	93	37.63%	62.37%
Promotions in my department are based on a person's performance.	1.00	6.00	4.54	5.00	1.36	81	20.99%	79.01%

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

Figure 8



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.	2.47%	2	7.41%	6	13.58%	11	13.58%	11	46.91%	38	16.05%	13	81
I receive feedback from my immediate supervisor that helps me improve my work performance.	3.26%	3	5.43%	5	8.70%	8	13.04%	12	42.39%	39	27.17%	25	92
Faculty in my department work well together.	2.17%	2	7.61%	7	4.35%	4	16.30%	15	38.04%	35	31.52%	29	92
There is open communication about issues that impact work.	3.26%	3	7.61%	7	11.96%	11	13.04%	12	34.78%	32	29.35%	27	92
There is collaboration among faculty within my department.	2.17%	2	3.26%	3	5.43%	5	16.30%	15	38.04%	35	34.78%	32	92
There is collaboration among faculty across departments.	4.40%	4	13.19%	12	9.89%	9	23.08%	21	37.36%	34	12.09%	11	91
I feel that opportunities for female faculty in my department are at least as good as those for male faculty.	2.30%	2	5.75%	5	4.60%	4	9.20%	8	33.33%	29	44.83%	39	87
I feel that opportunities for minority faculty in my department are at least as good as those for non-minority faculty.	1.16%	1	3.49%	3	4.65%	4	10.47%	9	41.86%	36	38.37%	33	86
Overall, my department is a good place to work.	4.30%	4	4.30%	4	3.23%	3	13.98%	13	39.78%	37	34.41%	32	93

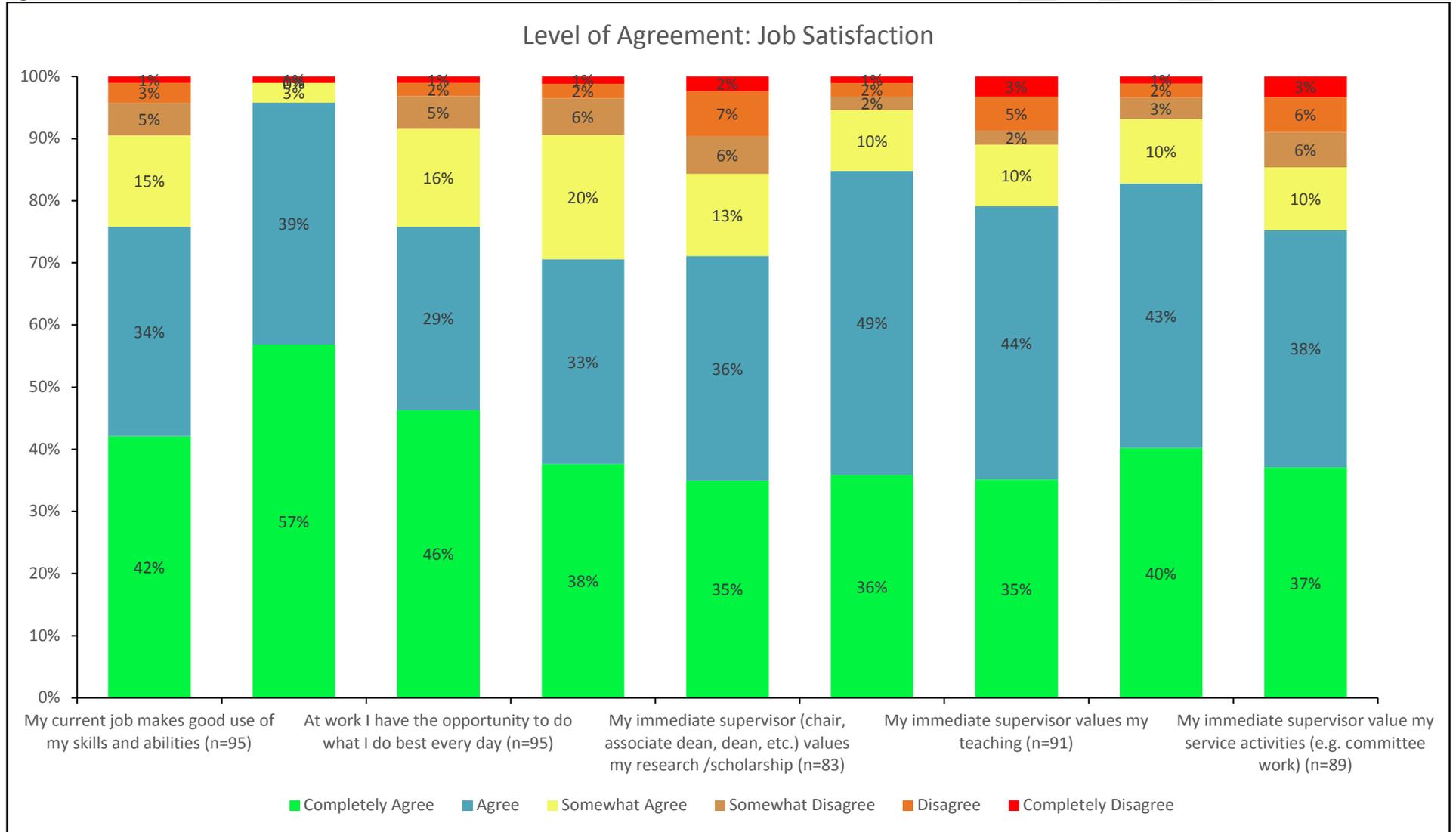
Summary Statistics	Minimum	Maximum	Mean	Median	Std Deviation	n	Combined Disagree Levels	Combined Agree Levels
Issues of low performance are addressed in my department.	1.00	6.00	4.43	5.00	1.26	81	23.46%	76.54%
I receive feedback from my immediate supervisor that helps me improve my work performance.	1.00	6.00	4.67	5.00	1.29	92	17.39%	82.61%
Faculty in my department work well together.	1.00	6.00	4.75	5.00	1.27	92	14.13%	85.87%
There is open communication about issues that impact work.	1.00	6.00	4.57	5.00	1.39	92	22.83%	77.17%
There is collaboration among faculty within my department.	1.00	6.00	4.89	5.00	1.17	92	10.87%	89.13%
There is collaboration among faculty across departments.	1.00	6.00	4.12	4.00	1.37	91	27.47%	72.53%

I feel that opportunities for female faculty in my department are at least as good as those for male faculty.	1.00	6.00	5.00	5.00	1.27	87	12.64%	87.36%
I feel that opportunities for minority faculty in my department are at least as good as those for non-minority faculty.	1.00	6.00	5.03	5.00	1.08	86	9.30%	90.70%
Overall, my department is a good place to work.	1.00	6.00	4.84	5.00	1.29	93	11.83%	88.17%

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Q9 Please indicate the degree to which you agree with each of the following statements about your job/position:

Figure 9

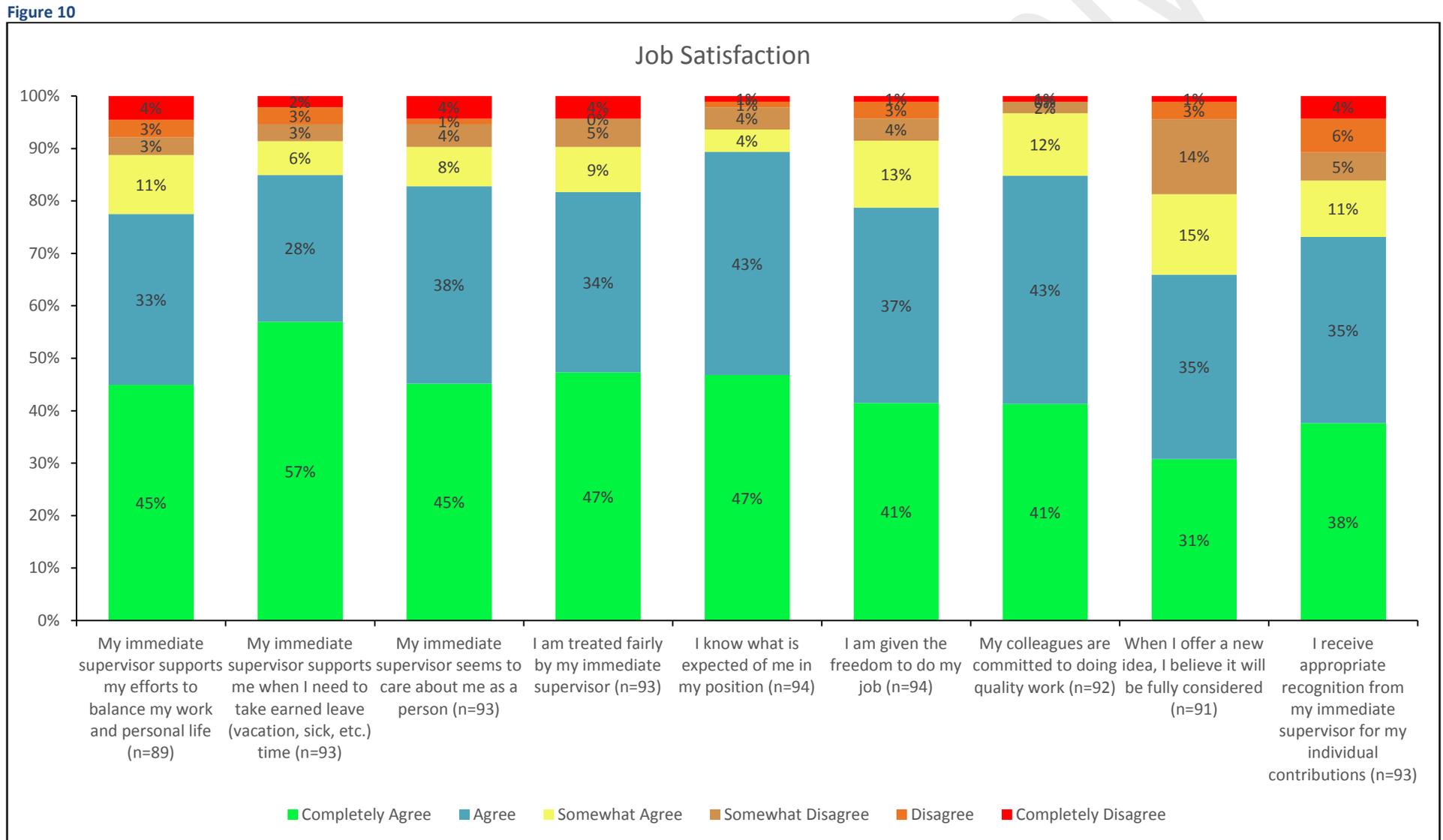


Question: Job Satisfaction	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		n
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
My current job makes good use of my skills and abilities.	1.05%	1	3.16%	3	5.26%	5	14.74%	14	33.68%	32	42.11%	40	95
I am confident in my ability to do my job well.	1.05%	1	0.00%	0	0.00%	0	3.16%	3	38.95%	37	56.84%	54	95
At work I have the opportunity to do what I do best every day.	1.05%	1	2.11%	2	5.26%	5	15.79%	15	29.47%	28	46.32%	44	95
My colleagues value my research/scholarship.	1.18%	1	2.35%	2	5.88%	5	20.00%	17	32.94%	28	37.65%	32	85
My immediate supervisor (chair, associate dean, dean, etc.) values my research /scholarship.	2.41%	2	7.23%	6	6.02%	5	13.25%	11	36.14%	30	34.94%	29	83
My colleagues value my teaching.	1.09%	1	2.17%	2	2.17%	2	9.78%	9	48.91%	45	35.87%	33	92
My immediate supervisor values my teaching.	3.30%	3	5.49%	5	2.20%	2	9.89%	9	43.96%	40	35.16%	32	91
My colleagues value my service activities (e.g. committee work).	1.15%	1	2.30%	2	3.45%	3	10.34%	9	42.53%	37	40.23%	35	87
My immediate supervisor value my service activities (e.g. committee work).	3.37%	3	5.62%	5	5.62%	5	10.11%	9	38.20%	34	37.08%	33	89
<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 and abilities.					1.00	6.00	5.03	5.00	1.11	95	9.47%	90.53%	
I am confident in my ability to do my job well.					1.00	6.00	5.49	6.00	0.72	95	1.05%	98.95%	
At work I have the opportunity to do what I do best every day.					1.00	6.00	5.09	5.00	1.09	95	8.42%	91.58%	
My colleagues value my research/scholarship.					1.00	6.00	4.94	5.00	1.10	85	9.41%	90.59%	
My immediate supervisor (chair, associate dean, dean, etc.) values my research /scholarship.					1.00	6.00	4.78	5.00	1.31	83	15.66%	84.34%	
My colleagues value my teaching.					1.00	6.00	5.11	5.00	0.95	92	5.43%	94.57%	
My immediate supervisor values my teaching.					1.00	6.00	4.91	5.00	1.25	91	10.99%	89.01%	
My colleagues value my service activities (e.g. committee work).					1.00	6.00	5.11	5.00	1.01	87	6.90%	93.10%	

My immediate supervisor value my service activities (e.g. committee work).	1.00	6.00	4.85	5.00	1.31	89	14.61%	85.39%
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Internal Use Only

Q10 Please indicate the degree to which you agree with each of the following statements about your job/position:



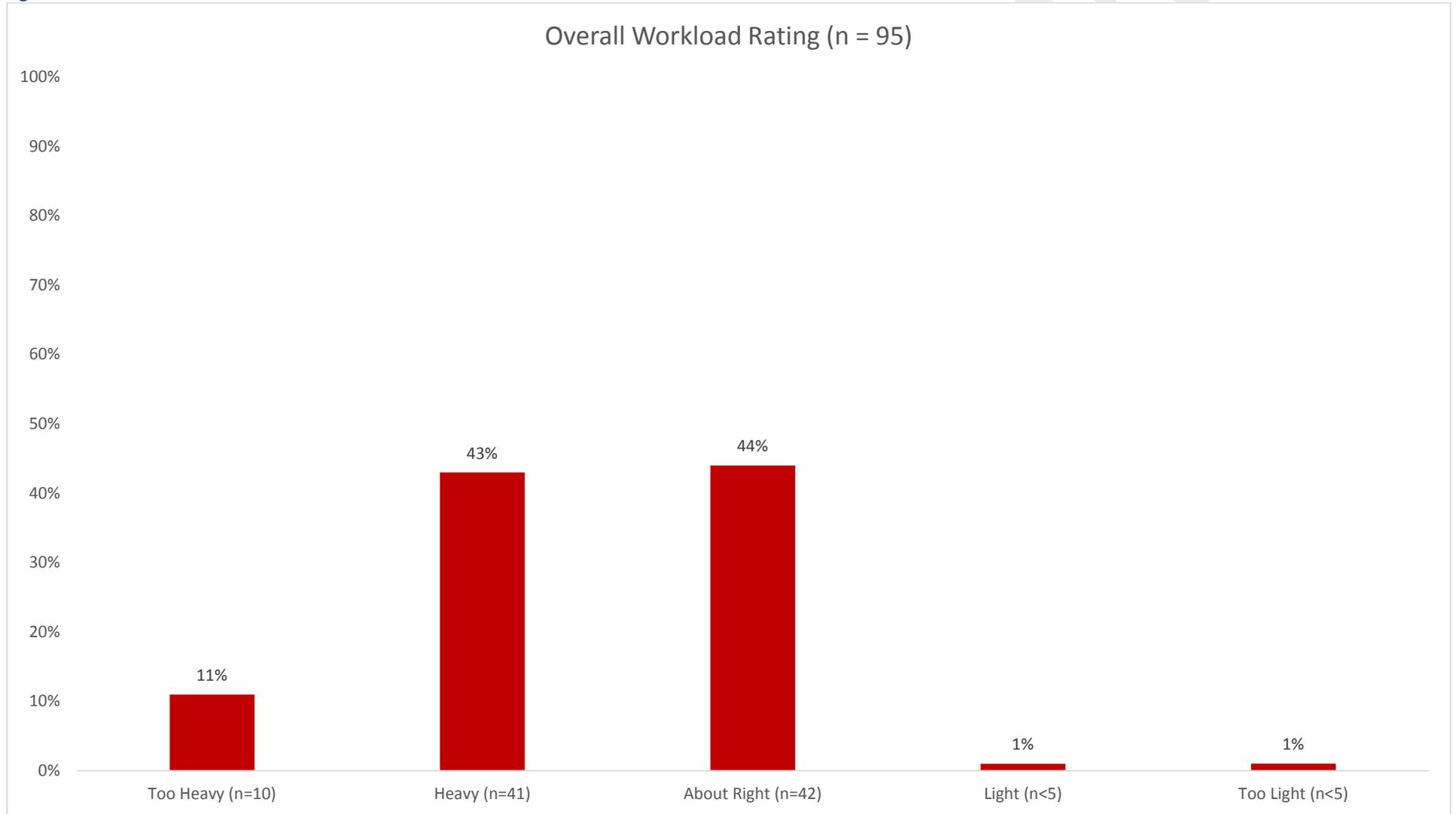
Question: Job Satisfaction	Completely Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Completely Agree		n
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
My immediate supervisor supports my efforts to balance my work and personal life.	4.49%	4	3.37%	3	3.37%	3	11.24%	10	32.58%	29	44.94%	40	89
My immediate supervisor supports me when I need to take earned leave (vacation, sick, etc.) time.	2.15%	2	3.23%	3	3.23%	3	6.45%	6	27.96%	26	56.99%	53	93
My immediate supervisor seems to care about me as a person.	4.30%	4	1.08%	1	4.30%	4	7.53%	7	37.63%	35	45.16%	42	93
I am treated fairly by my immediate supervisor.	4.30%	4	0.00%	0	5.38%	5	8.60%	8	34.41%	32	47.31%	44	93
I know what is expected of me in my position.	1.06%	1	1.06%	1	4.26%	4	4.26%	4	42.55%	40	46.81%	44	94
I am given the freedom to do my job.	1.06%	1	3.19%	3	4.26%	4	12.77%	12	37.23%	35	41.49%	39	94
My colleagues are committed to doing quality work.	1.09%	1	0.00%	0	2.17%	2	11.96%	11	43.48%	40	41.30%	38	92
When I offer a new idea, I believe it will be fully considered.	1.10%	1	3.30%	3	14.29%	13	15.38%	14	35.16%	32	30.77%	28	91
I receive appropriate recognition from my immediate supervisor for my individual contributions.	4.30%	4	6.45%	6	5.38%	5	10.75%	10	35.48%	33	37.63%	35	93
Summary Statistics			Minimum	Maximum	Mean	Median	Std Deviation	n	Combined Disagree Levels	Combined Agree Levels			
My immediate supervisor supports my efforts to balance my work and personal life.			1.00	6.00	4.99	5.00	1.31	89	11.24%	88.76%			
My immediate supervisor supports me when I need to take earned leave (vacation, sick, etc.) time.			1.00	6.00	5.26	6.00	1.15	93	8.60%	91.40%			
My immediate supervisor seems to care about me as a person.			1.00	6.00	5.09	5.00	1.22	93	9.68%	90.32%			
I am treated fairly by my immediate supervisor.			1.00	6.00	5.11	5.00	1.20	93	9.68%	90.32%			
I know what is expected of me in my position.			1.00	6.00	5.27	5.00	.94	94	6.38%	93.62%			
I am given the freedom to do my job.			1.00	6.00	5.06	5.00	1.08	94	8.51%	91.49%			

My colleagues are committed to doing quality work.	1.00	6.00	5.21	5.00	0.87	92	3.26%	96.74%
When I offer a new idea, I believe it will be fully considered	1.00	6.00	4.73	5.00	1.20	91	18.68%	81.32%
I receive appropriate recognition from my immediate supervisor for my individual contributions.	1.00	6.00	4.80	5.00	1.39	93	16.13%	83.87%

Internal Use Only

**Q11 Overall, how would you rate your workload?**

**Figure 11**



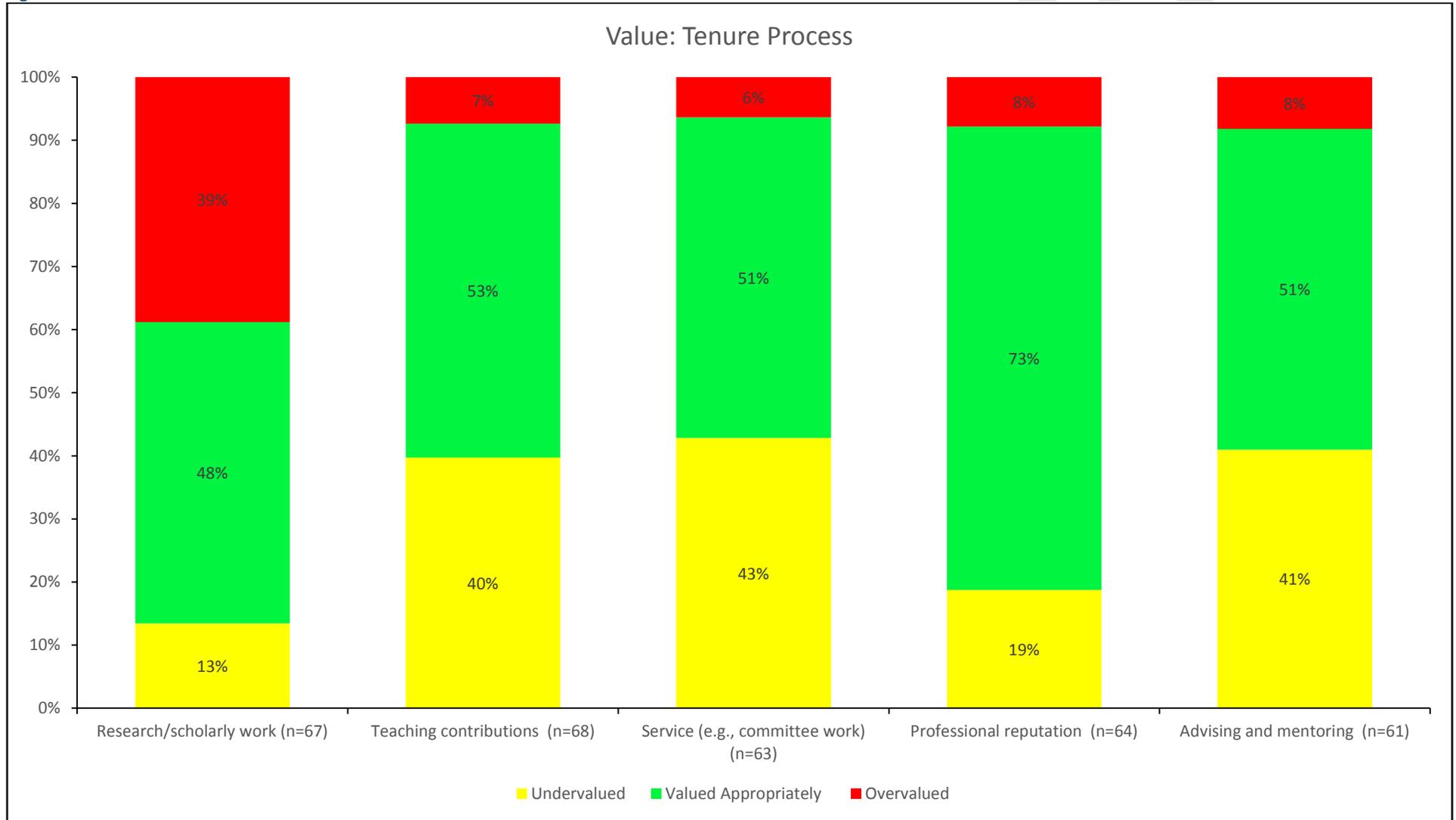
Answer	%					n
Too light	1.05%					n < 5
Light	1.05%					n < 5
About right	44.21%					42
Heavy	43.16%					41
Too heavy	10.53%					10
Total	100%					95

Summary Statistic	Minimum	Maximum	Mean	Median	Std Deviation	n
Overall, how would you rate your workload?	1.00	5.00	3.61	4.00	0.73	95

Q12 In your opinion, how appropriately are the following items valued in the tenure process?

Figure 12

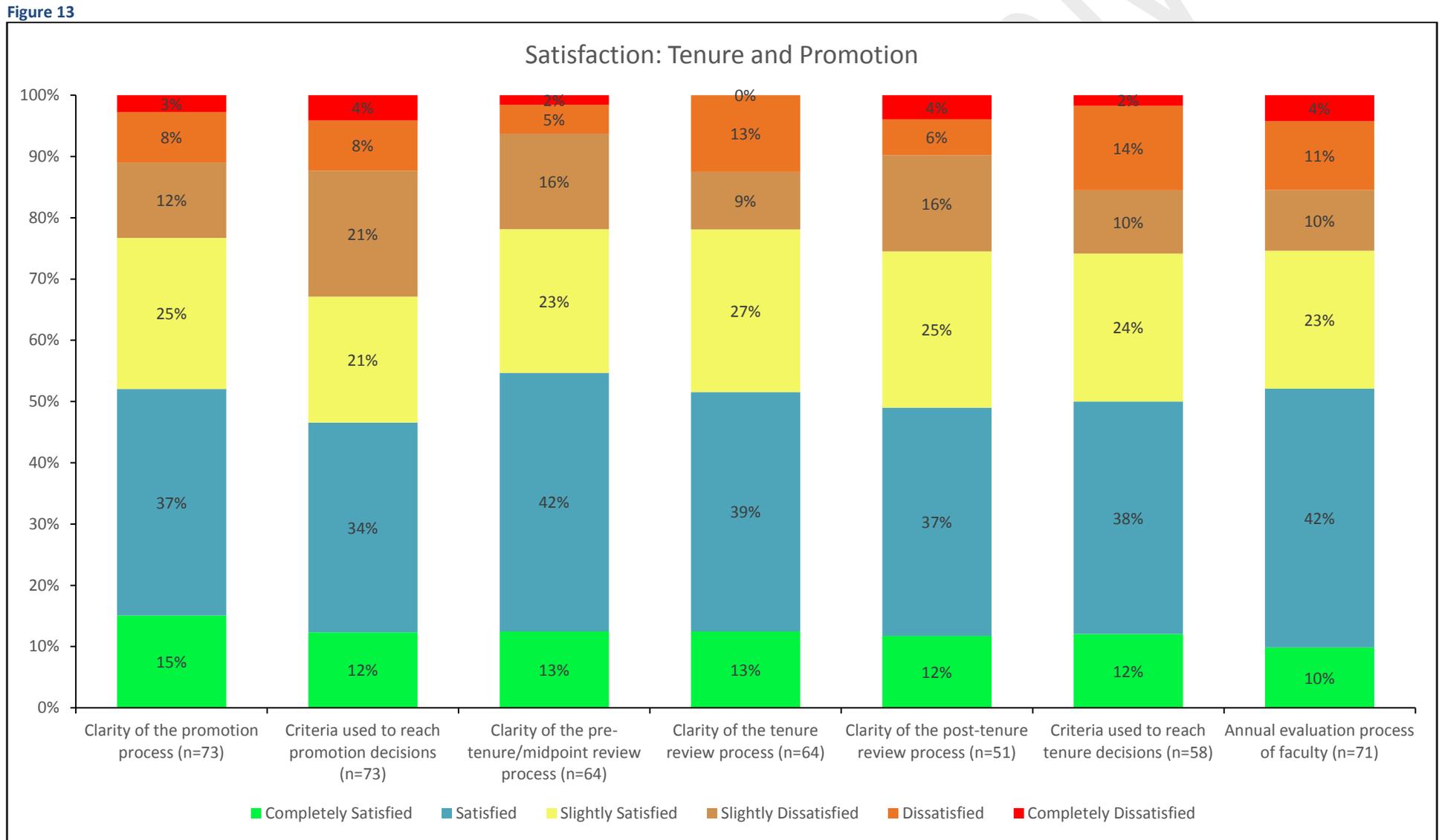


Question	Undervalued		Valued Appropriately		Overvalued		n
	Percentage	Count	Percentage	Count	Percentage	Count	
Research/scholarly work	13.43%	9	47.76%	32	38.81%	26	67
Teaching contributions	39.71%	27	52.94%	36	7.35%	5	68
Service (e.g., committee work)	42.86%	27	50.79%	32	6.35%	4	63
Professional reputation	18.75%	12	73.44%	47	7.81%	5	64
Advising and mentoring	40.98%	25	50.82%	31	8.20%	5	61

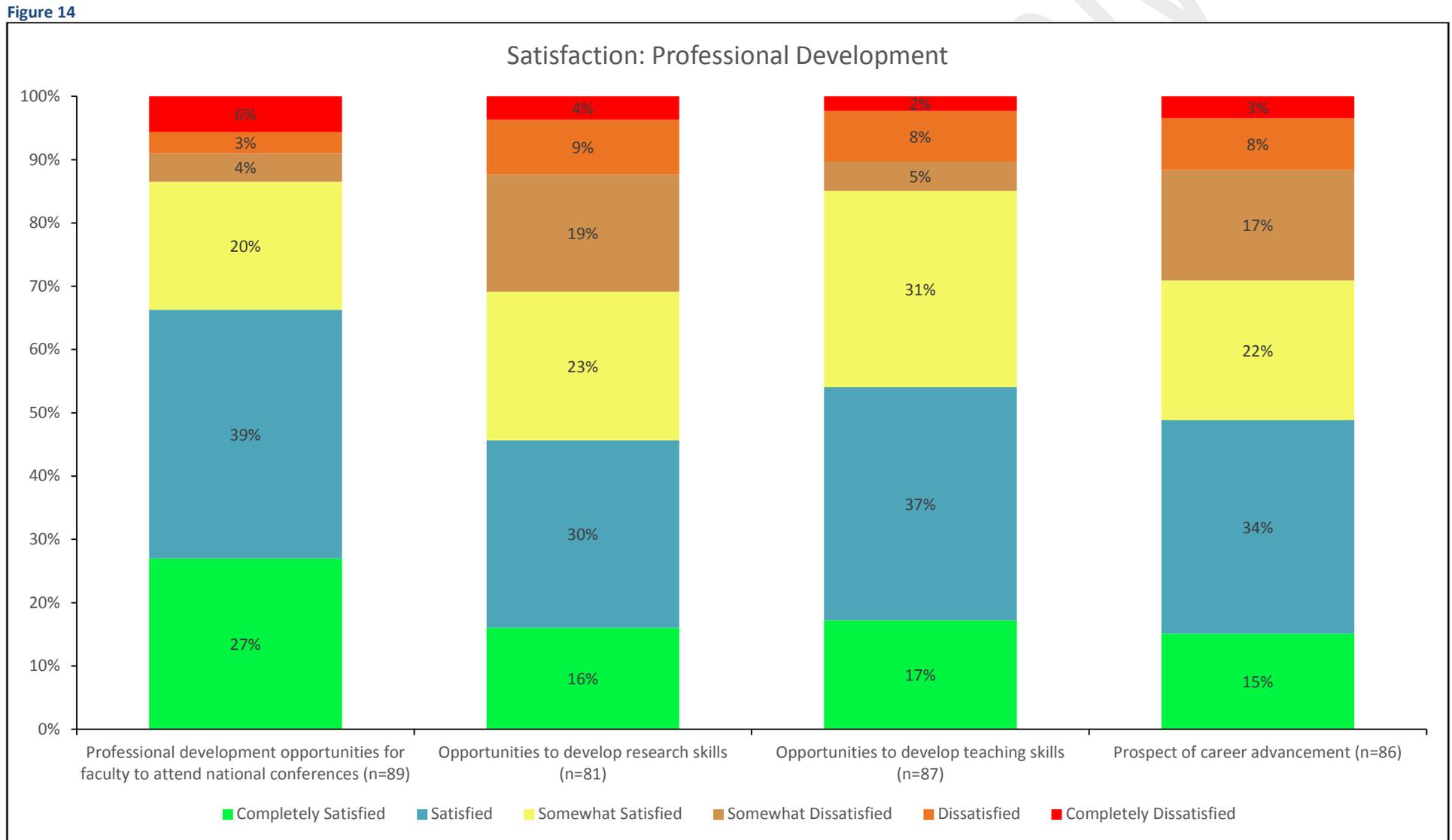
Summary Statistic	Minimum	Maximum	Central Tendency		Std Deviation	n
			Mean	Median		
Research/scholarly work	1.00	3.00	2.25	2.00	0.68	67
Teaching contributions	1.00	3.00	1.68	2.00	0.60	68
Service (e.g., committee work)	1.00	3.00	1.63	2.00	0.60	63
Professional reputation	1.00	3.00	1.89	2.00	0.50	64
Advising and mentoring	1.00	3.00	1.67	2.00	0.62	61

Q13 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		n
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	
Clarity of the promotion process.	2.74%	2	8.22%	6	12.33%	9	24.66%	18	36.99%	27	15.07%	11	73
Criteria used to reach promotion decisions.	4.11%	3	8.22%	6	20.55%	15	20.55%	15	34.25%	25	12.33%	9	73
Clarity of the pre-tenure/midpoint review process.	1.56%	1	4.69%	3	15.63%	10	23.44%	15	42.19%	27	12.50%	8	64
Clarity of the tenure review process.	0.00%	0	12.50%	8	9.38%	6	26.56%	17	39.06%	25	12.50%	8	64
Clarity of the post-tenure review process.	3.92%	2	5.88%	3	15.69%	8	25.49%	13	37.25%	19	11.76%	6	51
Criteria used to reach tenure decisions.	1.72%	1	13.79%	8	10.34%	6	24.14%	14	37.93%	22	12.07%	7	58
Annual evaluation process of faculty.	4.23%	3	11.27%	8	9.86%	7	22.54%	16	42.25%	30	9.86%	7	71
Summary Statistics			Minimum	Maximum	Mean	Median	Std Deviation	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels			
Clarity of the promotion process.			1.00	6.00	4.30	5.00	1.26	73	23.29%	76.71%			
Criteria used to reach promotion decisions.			1.00	6.00	4.10	4.00	1.32	73	32.88%	67.12%			
Clarity of the pre-tenure/midpoint review process.			1.00	6.00	4.38	5.00	1.12	64	21.88%	78.13%			
Clarity of the tenure review process.			2.00	6.00	4.30	5.00	1.18	64	21.88%	78.13%			
Clarity of the post-tenure review process.			1.00	6.00	4.22	4.00	1.24	51	25.49%	74.51%			
Criteria used to reach tenure decisions.			1.00	6.00	4.19	4.50	1.28	58	25.86%	74.14%			
Annual evaluation process of faculty.			1.00	6.00	4.17	5.00	1.31	71	25.35%	74.65%			

Q14 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		n
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	
Professional development opportunities for faculty to attend national conferences.	5.62%	5	3.37%	3	4.49%	4	20.22%	18	39.33%	35	26.97%	24	89
Opportunities to develop research skills.	3.70%	3	8.64%	7	18.52%	15	23.46%	19	29.63%	24	16.05%	13	81
Opportunities to develop teaching skills.	2.30%	2	8.05%	7	4.60%	4	31.03%	27	36.78%	32	17.24%	15	87
Prospect of career advancement.	3.49%	3	8.14%	7	17.44%	15	22.09%	19	33.72%	29	15.12%	13	86
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	4.65	5.00	1.32	89	13.48%	86.52%			
Opportunities to develop research skills.			1.00	6.00	4.15	4.00	1.33	81	30.86%	69.14%			
Opportunities to develop teaching skills.			1.00	6.00	4.44	5.00	1.20	87	14.94%	85.06%			
Prospect of career advancement.			1.00	6.00	4.20	4.00	1.31	86	29.07%	70.93%			

Q15 Please indicate the degree to which you are satisfied with each of the following:

Figure 15.1

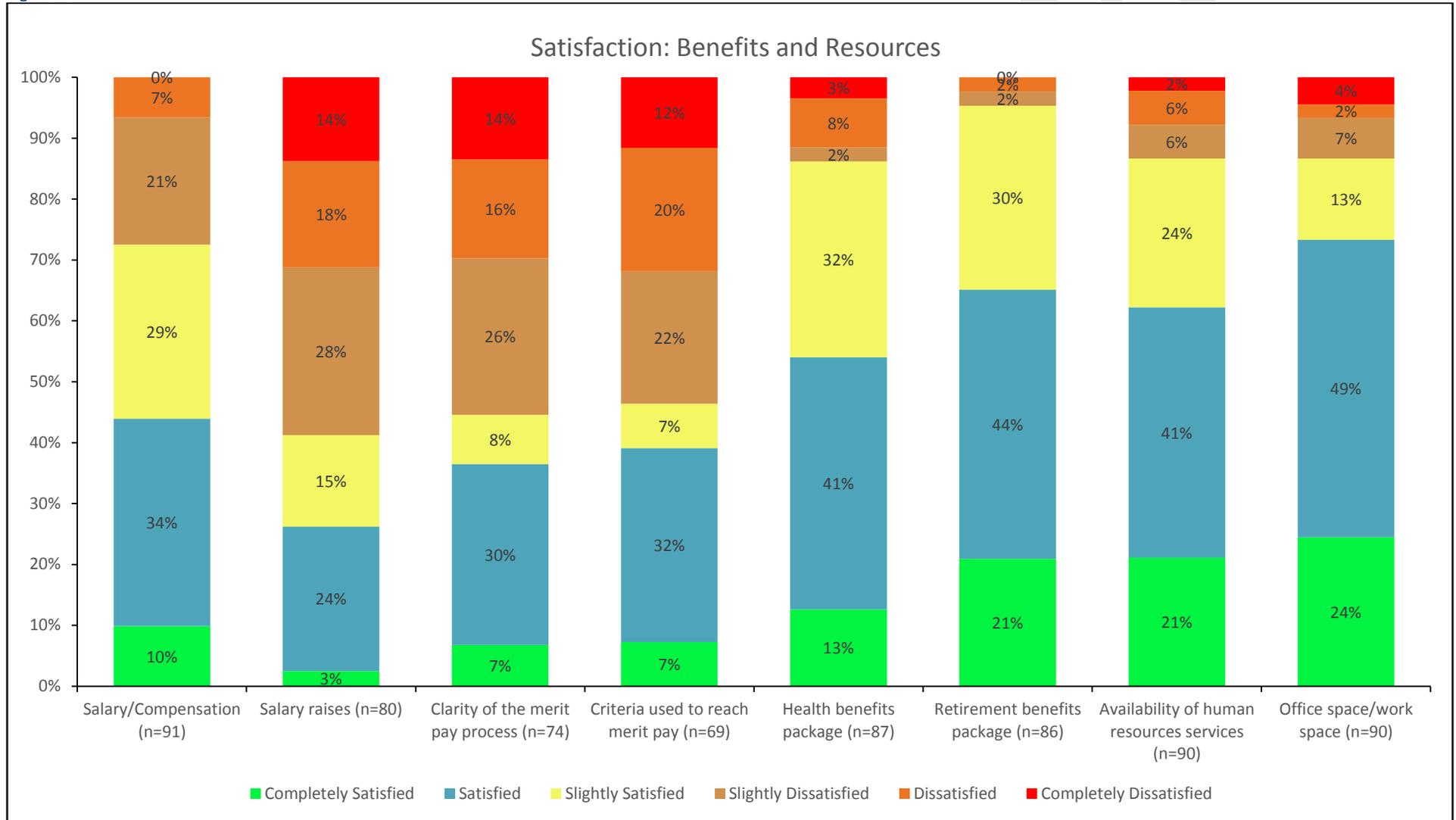
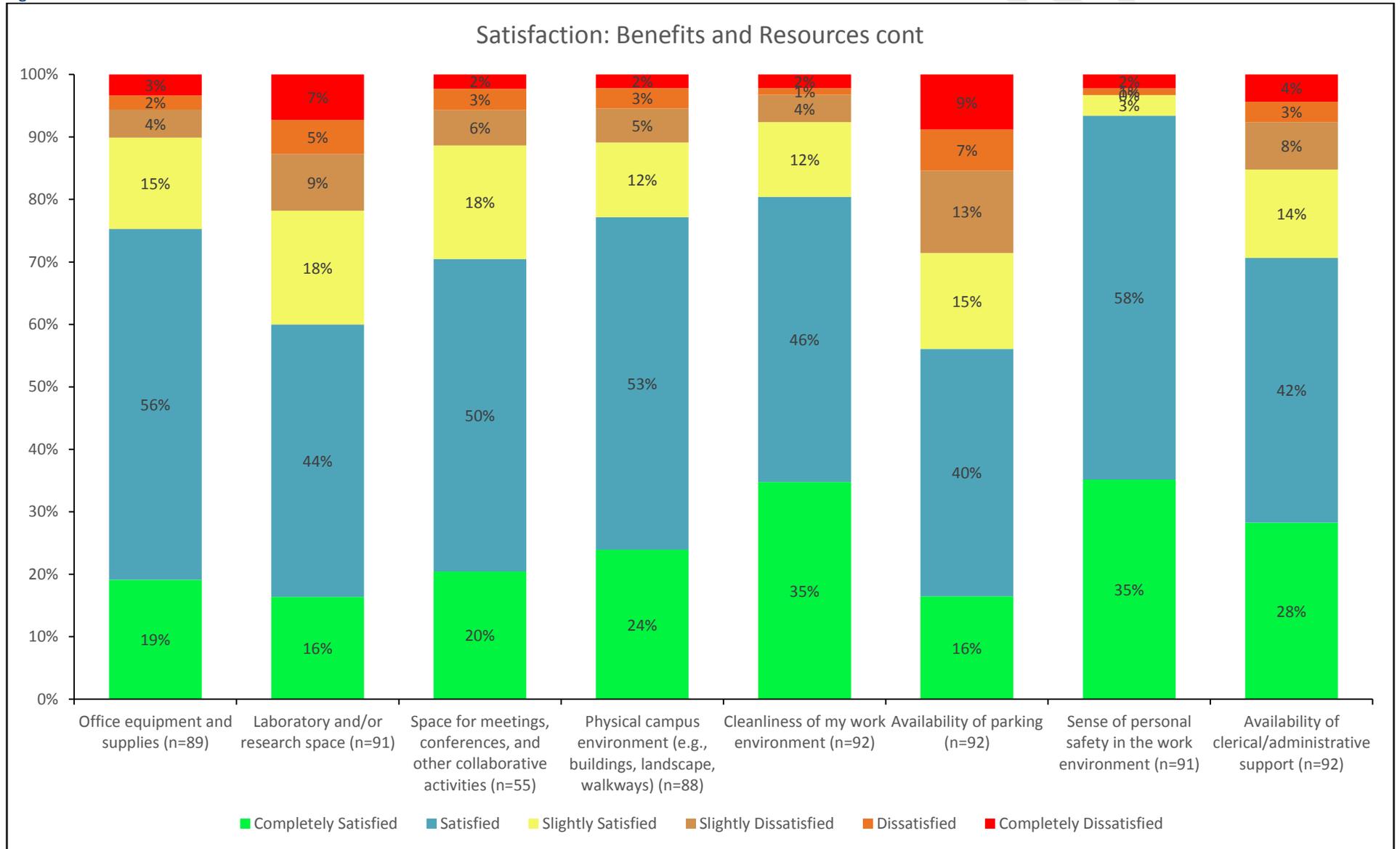


Figure 15.2

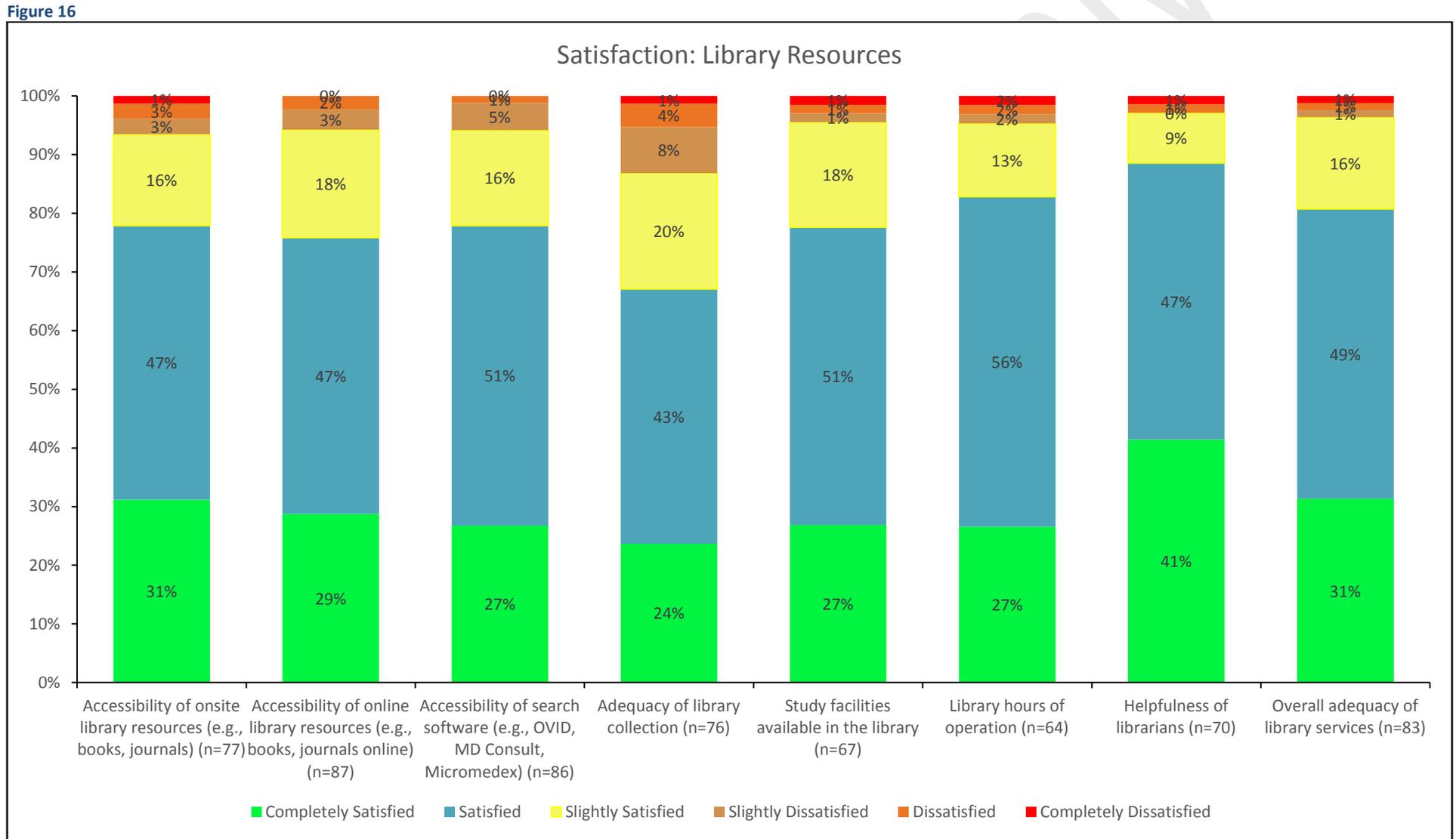


Question: Benefits and Resources	Completely Dissatisfied		Dissatisfied		Slightly Dissatisfied		Slightly Satisfied		Satisfied		Completely Satisfied		n
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	
Salary/Compensation	0.00%	0	6.59%	6	20.88%	19	28.57%	26	34.07%	31	9.89%	9	91
Salary raises	13.75%	11	17.50%	14	27.50%	22	15.00%	12	23.75%	19	2.50%	2	80
Clarity of the merit pay process	13.51%	10	16.22%	12	25.68%	19	8.11%	6	29.73%	22	6.76%	5	74
Criteria used to reach merit pay	11.59%	8	20.29%	14	21.74%	15	7.25%	5	31.88%	22	7.25%	5	69
Health benefits package	3.45%	3	8.05%	7	2.30%	2	32.18%	28	41.38%	36	12.64%	11	87
Retirement benefits package	0.00%	0	2.33%	2	2.33%	2	30.23%	26	44.19%	38	20.93%	18	86
Availability of human resources services	2.22%	2	5.56%	5	5.56%	5	24.44%	22	41.11%	37	21.11%	19	90
Office space/work space	4.44%	4	2.22%	2	6.67%	6	13.33%	12	48.89%	44	24.44%	22	90
Office equipment and supplies	3.37%	3	2.25%	2	4.49%	4	14.61%	13	56.18%	50	19.10%	17	89
Laboratory and/or research space	7.27%	4	5.45%	3	9.09%	5	18.18%	10	43.64%	24	16.36%	9	55
Space for meetings, conferences, and other collaborative activities	2.27%	2	3.41%	3	5.68%	5	18.18%	16	50.00%	44	20.45%	18	88
Physical campus environment (e.g., buildings, landscape, walkways)	2.17%	2	3.26%	3	5.43%	5	11.96%	11	53.26%	49	23.91%	22	92
Cleanliness of my work environment	2.17%	2	1.09%	1	4.35%	4	11.96%	11	45.65%	42	34.78%	32	92
Availability of parking	8.79%	8	6.59%	6	13.19%	12	15.38%	14	39.56%	36	16.48%	15	91
Sense of personal safety in the work environment	2.20%	2	1.10%	1	0.00%	0	3.30%	3	58.24%	53	35.16%	32	91
Availability of clerical/administrative support	4.35%	4	3.26%	3	7.61%	7	14.13%	13	42.39%	39	28.26%	26	92
<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 Dissatisfaction Levels</b>	<b>Combined Satisfaction Levels</b>					
Salary/Compensation	2.00	6.00	4.20	4.00	1.08	91	27.47%	72.53%					
Salary raises	1.00	6.00	3.25	3.00	1.41	80	58.75%	41.25%					
Clarity of the merit pay process	1.00	6.00	3.45	3.00	1.54	74	55.41%	44.59%					
Criteria used to reach merit pay	1.00	6.00	3.49	3.00	1.56	69	53.62%	46.38%					
Health benefits package	2.00	6.00	4.38	5.00	1.20	87	13.79%	86.21%					
Retirement benefits package	1.00	6.00	4.79	5.00	0.88	86	4.65%	95.35%					
Availability of human resources services	1.00	6.00	4.60	5.00	1.17	90	13.33%	86.67%					

2018 Faculty Satisfaction Survey  
Results Summary

Office space/work space	1.00	6.00	4.73	5.00	1.22	90	13.33%	86.67%
Office equipment and supplies	1.00	6.00	4.75	5.00	1.09	89	10.11%	89.89%
Laboratory and/or research space	1.00	6.00	4.35	5.00	1.39	55	21.82%	78.18%
Space for meetings, conferences, and other collaborative activities	1.00	6.00	4.72	5.00	1.10	88	11.36%	88.64%
Physical campus environment (e.g., buildings, landscape, walkways)	1.00	6.00	4.83	5.00	1.09	92	10.87%	89.13%
Cleanliness of my work environment	1.00	6.00	5.02	5.00	1.04	92	7.61%	92.39%
Availability of parking	1.00	6.00	4.20	5.00	1.48	91	28.57%	71.43%
Sense of personal safety in the work environment	1.00	6.00	5.20	5.00	0.89	91	3.30%	96.70%
Availability of clerical/administrative support	1.00	6.00	4.72	5.00	1.28	92	15.22%	84.78%

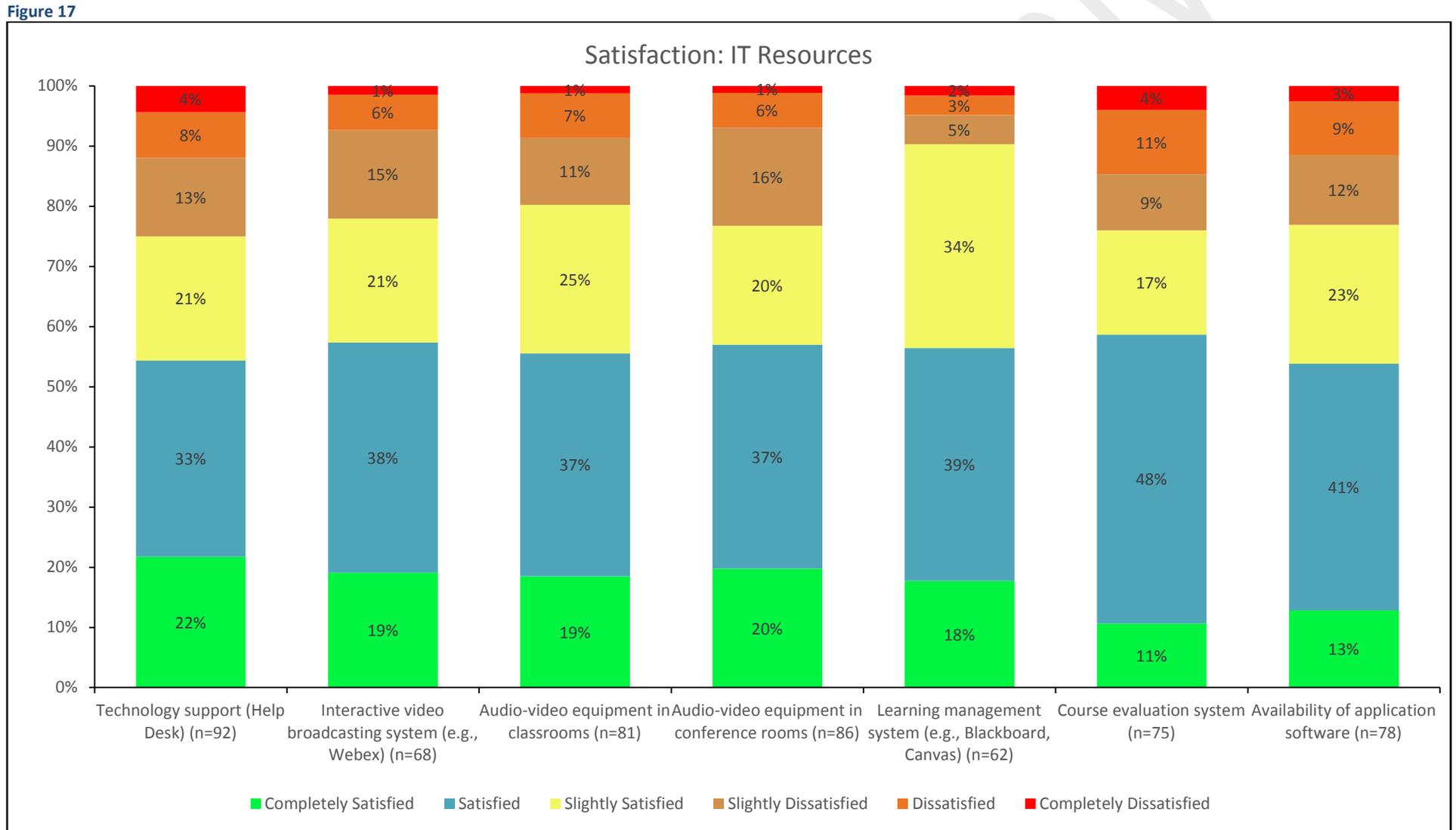
Q16 Please indicate the degree to which you are satisfied with each of the following:



Question: Library Resources	Completely Dissatisfied		Dissatisfied		Slightly Dissatisfied		Slightly Satisfied		Satisfied		Completely Satisfied		Total
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	
Accessibility of onsite library resources (e.g., books, journals)	1.30%	1	2.60%	2	2.60%	2	15.58%	12	46.75%	36	31.17%	24	77
Accessibility of online library resources (e.g., books, journals online)	0.00%	0	2.30%	2	3.45%	3	18.39%	16	47.13%	41	28.74%	25	87
Accessibility of search software (e.g., OVID, MD Consult, Micromedex)	0.00%	0	1.16%	1	4.65%	4	16.28%	14	51.16%	44	26.74%	23	86
Adequacy of library collection	1.32%	1	3.95%	3	7.89%	6	19.74%	15	43.42%	33	23.68%	18	76
Study facilities available in the library	1.49%	1	1.49%	1	1.49%	1	17.91%	12	50.75%	34	26.87%	18	67
Library hours of operation	1.56%	1	1.56%	1	1.56%	1	12.50%	8	56.25%	36	26.56%	17	64
Helpfulness of librarians	1.43%	1	1.43%	1	0.00%	0	8.57%	6	47.14%	33	41.43%	29	70
Overall adequacy of library services	1.20%	1	1.20%	1	1.20%	1	15.66%	13	49.40%	41	31.33%	26	83

Summary Statistics	Minimum	Maximum	Mean	Median	Std Deviation	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels
Accessibility of onsite library resources (e.g., books, journals)	1.00	6.00	4.97	5.00	1.01	77	6.49%	93.51%
Accessibility of online library resources (e.g., books, journals online)	2.00	6.00	4.97	5.00	0.90	87	5.75%	94.25%
Accessibility of search software (e.g., OVID, MD Consult, Micromedex)	2.00	6.00	4.98	5.00	0.85	86	5.81%	94.19%
Adequacy of library collection	1.00	6.00	4.71	5.00	1.11	76	13.16%	86.84%
Study facilities available in the library	1.00	6.00	4.96	5.00	0.94	67	4.48%	95.52%
Library hours of operation	1.00	6.00	5.00	5.00	0.92	64	4.69%	95.31%
Helpfulness of librarians	1.00	6.00	5.23	5.00	0.90	70	2.86%	97.14%
Overall adequacy of library services	1.00	6.00	5.05	5.00	0.90	83	3.61%	96.39%

Q17 Please indicate your level of satisfaction with each of the following statements:

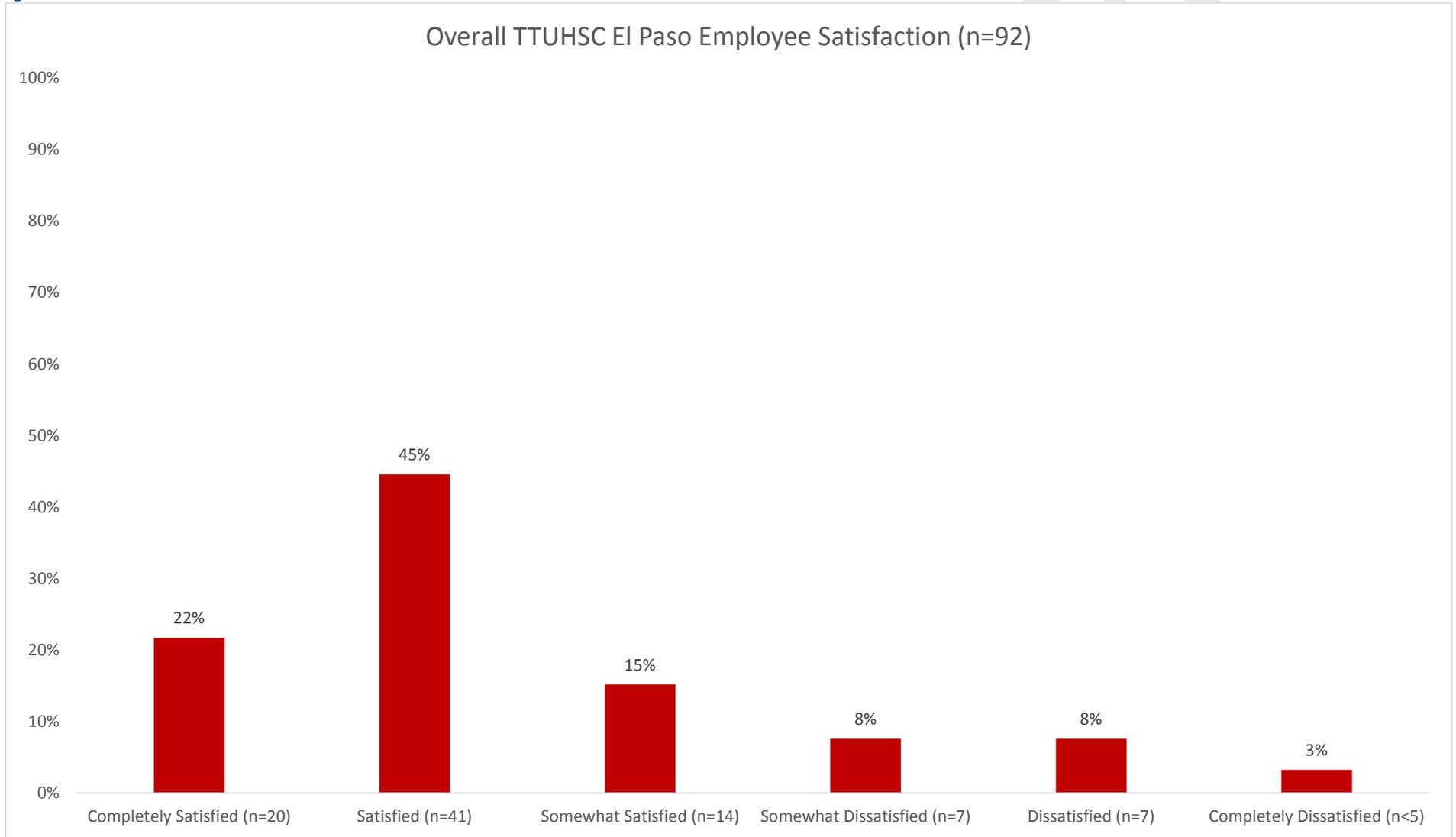


Question: IT Resources	Completely Dissatisfied		Dissatisfied		Slightly Dissatisfied		Slightly Satisfied		Satisfied		Completely Satisfied		Total
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	
Technology support (Help Desk)	4.35%	4	7.61%	7	13.04%	12	20.65%	19	32.61%	30	21.74%	20	92
Interactive video broadcasting system (e.g., Webex)	1.47%	1	5.88%	4	14.71%	10	20.59%	14	38.24%	26	19.12%	13	68
Audio-video equipment in classrooms	1.23%	1	7.41%	6	11.11%	9	24.69%	20	37.04%	30	18.52%	15	81
Audio-video equipment in conference rooms	1.16%	1	5.81%	5	16.28%	14	19.77%	17	37.21%	32	19.77%	17	86
Learning management system (e.g., Blackboard, Canvas)	1.61%	1	3.23%	2	4.84%	3	33.87%	21	38.71%	24	17.74%	11	62
Course evaluation system	4.00%	3	10.67%	8	9.33%	7	17.33%	13	48.00%	36	10.67%	8	75
Availability of application software	2.56%	2	8.97%	7	11.54%	9	23.08%	18	41.03%	32	12.82%	10	78
Usability of TTUHSC El Paso website	6.52%	6	11.96%	11	16.30%	15	21.74%	20	25.00%	23	18.48%	17	92

Summary Statistics	Minimum	Maximum	Mean	Median	Std Deviation	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels
Technology support (Help Desk)	1.00	6.00	4.35	5.00	1.38	92	25.00%	75.00%
Interactive video broadcasting system (e.g., Webex)	1.00	6.00	4.46	5.00	1.21	68	22.06%	77.94%
Audio-video equipment in classrooms	1.00	6.00	4.44	5.00	1.20	81	19.75%	80.25%
Audio-video equipment in conference rooms	1.00	6.00	4.45	5.00	1.21	86	23.26%	76.74%
Learning management system (e.g., Blackboard, Canvas)	1.00	6.00	4.58	5.00	1.04	62	9.68%	90.32%
Course evaluation system	1.00	6.00	4.27	5.00	1.31	75	24.00%	76.00%
Availability of application software	1.00	6.00	4.29	5.00	1.24	78	23.08%	76.92%
Usability of TTUHSC El Paso website	1.00	6.00	4.02	4.00	1.49	92	34.78%	65.22%

Q18 Overall, how satisfied are you with being an employee at TTUHSC El Paso?

Figure 18

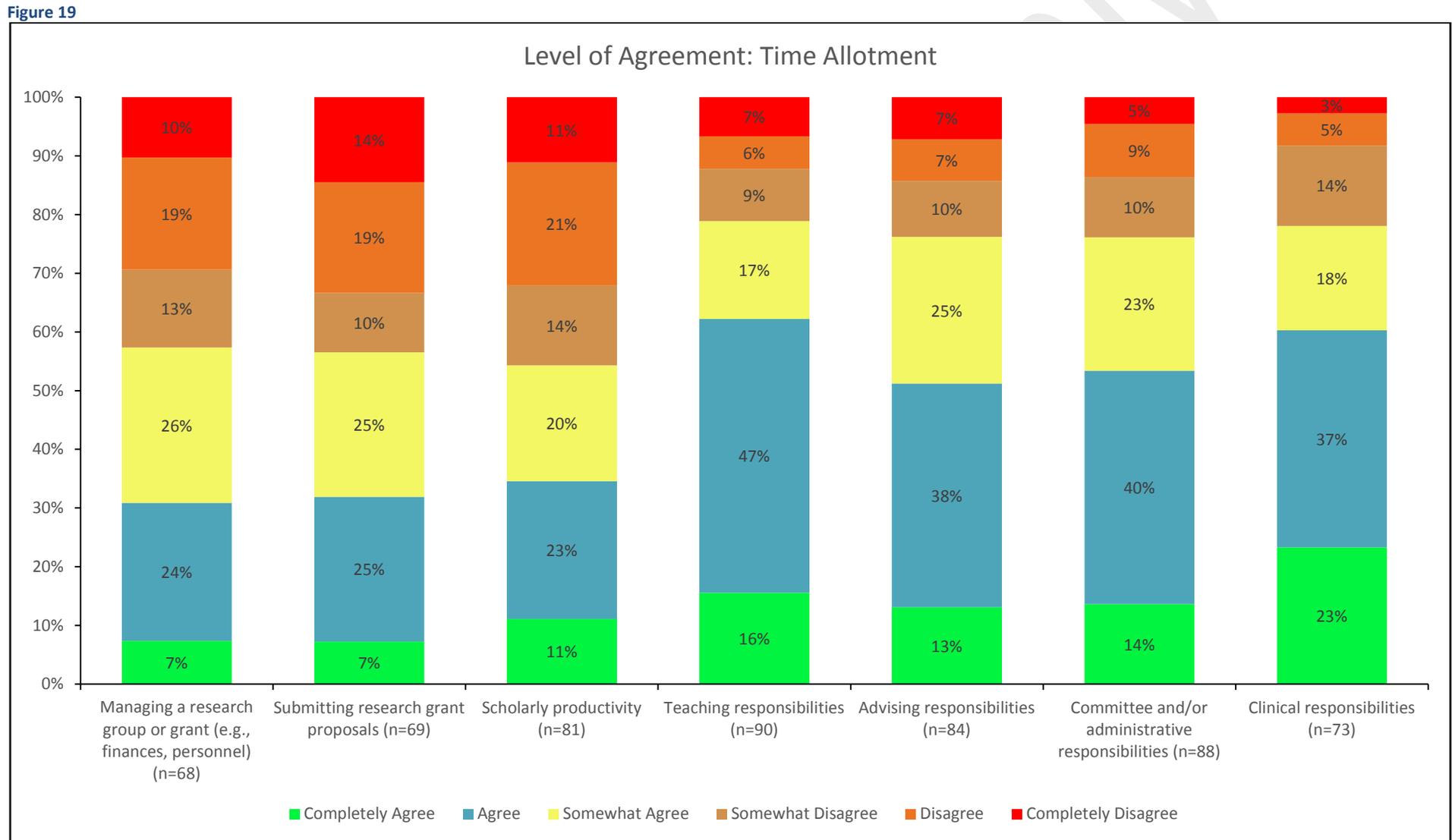


2018 Faculty Satisfaction Survey  
Results Summary

Answer	%	n
Completely Dissatisfied	3.26%	n < 5
Dissatisfied	7.61%	7
Somewhat Dissatisfied	7.61%	7
Somewhat Satisfied	15.22%	14
Satisfied	44.57%	41
Completely Satisfied	21.74%	20
Total	100%	92

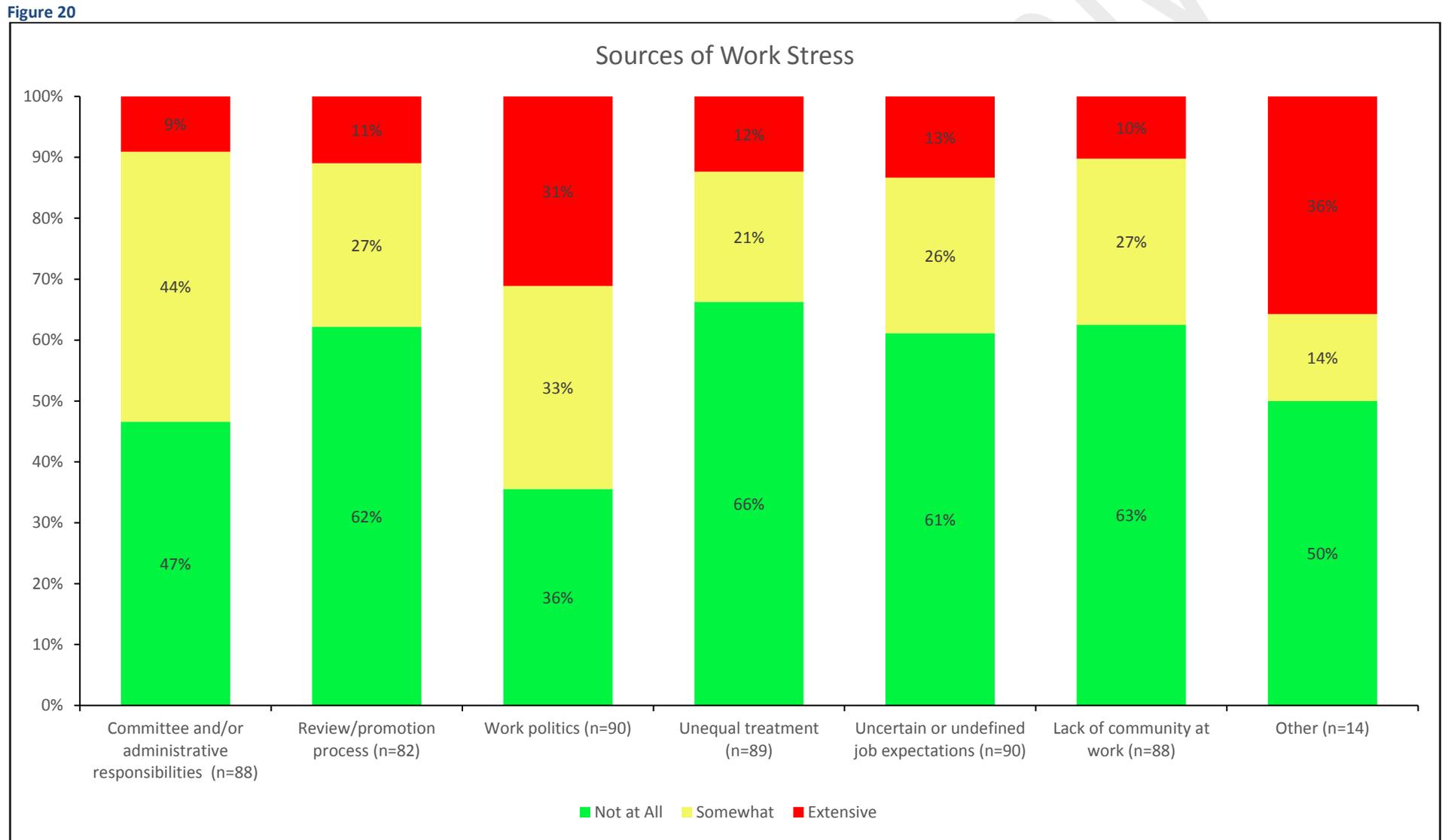
Summary Statistics	Minimum	Maximum	Mean	Median	Std Deviation	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels
Overall, how satisfied are you with being an employee at TTUHSC El Paso?	1.00	6.00	4.55	5.00	1.30	92	18.48%	81.52%

Q19 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
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	
Managing a research group or grant (e.g., finances, personnel)	10.29%	7	19.12%	13	13.24%	9	26.47%	18	23.53%	16	7.35%	5	68
Submitting research grant proposals	14.49%	10	18.84%	13	10.14%	7	24.64%	17	24.64%	17	7.25%	5	69
Scholarly productivity	11.11%	9	20.99%	17	13.58%	11	19.75%	16	23.46%	19	11.11%	9	81
Teaching responsibilities	6.67%	6	5.56%	5	8.89%	8	16.67%	15	46.67%	42	15.56%	14	90
Advising responsibilities	7.14%	6	7.14%	6	9.52%	8	25.00%	21	38.10%	32	13.10%	11	84
Committee and/or administrative responsibilities	4.55%	4	9.09%	8	10.23%	9	22.73%	20	39.77%	35	13.64%	12	88
Clinical responsibilities	2.74%	2	5.48%	4	13.70%	10	17.81%	13	36.99%	27	23.29%	17	73
Summary Statistics			Minimum	Maximum	Mean	Median	Std Deviation	n	Combined Dissatisfaction Levels	Combined Satisfaction Levels			
Managing a research group or grant (e.g., finances, personnel)			1.00	6.00	3.56	4.00	1.47	68	42.65%	57.35%			
Submitting research grant proposals			1.00	6.00	3.48	4.00	1.56	69	43.48%	56.52%			
Scholarly productivity			1.00	6.00	3.57	4.00	1.57	81	45.68%	54.32%			
Teaching responsibilities			1.00	6.00	4.38	5.00	1.36	90	21.11%	78.89%			
Advising responsibilities			1.00	6.00	4.19	5.00	1.38	84	23.81%	76.19%			
Committee and/or administrative responsibilities			1.00	6.00	4.25	5.00	1.33	88	23.86%	76.14%			
Clinical responsibilities			1.00	6.00	4.51	5.00	1.28	73	21.92%	78.08%			

Q20 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.



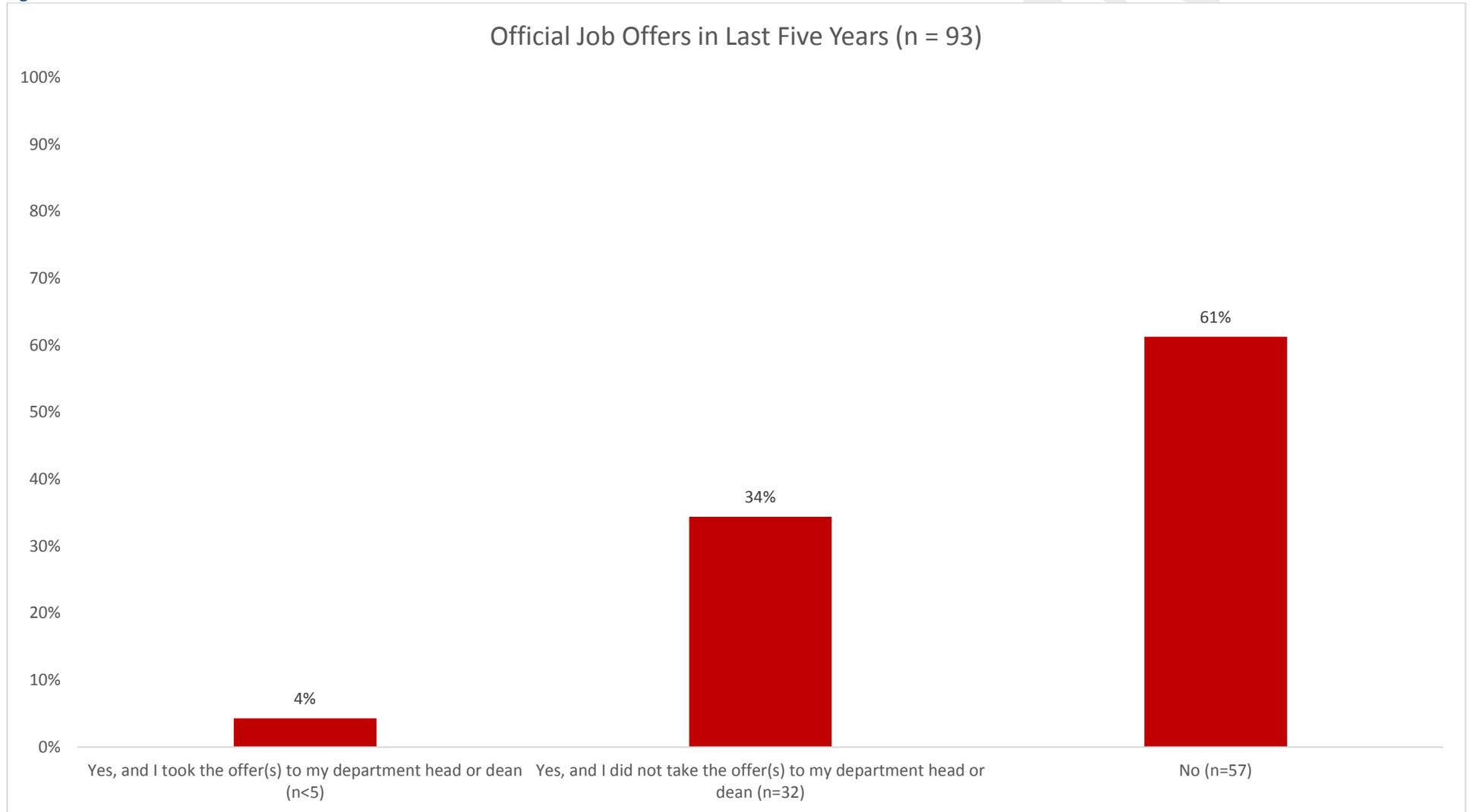
Question	Not at all		Somewhat		Extensive		Total
	Percentage	Count	Percentage	Count	Percentage	Count	
Committee and/or administrative responsibilities	46.59%	41	44.32%	39	9.09%	8	88
Review/promotion process	62.20%	51	26.83%	22	10.98%	9	82
Work politics	35.56%	32	33.33%	30	31.11%	28	90
Unequal treatment	66.29%	59	21.35%	19	12.36%	11	89
Uncertain or undefined job expectations	61.11%	55	25.56%	23	13.33%	12	90
Lack of community at work	62.50%	55	27.27%	24	10.23%	9	88
Other, specify:	50.00%	7	14.29%	2	35.71%	5	14

Summary Statistic	Minimum	Maximum	Mean	Median	Std Deviation	n
Committee and/or administrative responsibilities	1.00	3.00	1.63	2.00	0.65	88
Review/promotion process	1.00	3.00	1.49	1.00	0.69	82
Work politics	1.00	3.00	1.96	2.00	0.82	90
Unequal treatment	1.00	3.00	1.46	1.00	0.70	89
Uncertain or undefined job expectations	1.00	3.00	1.52	1.00	0.72	90
Lack of community at work	1.00	3.00	1.48	1.00	0.67	88
Other, specify:	1.00	3.00	1.86	1.50	0.91	14

**Q21 In the last five years, while at TTUHSC El Paso, have you received outside official job offer(s)?**

**Figure 21**

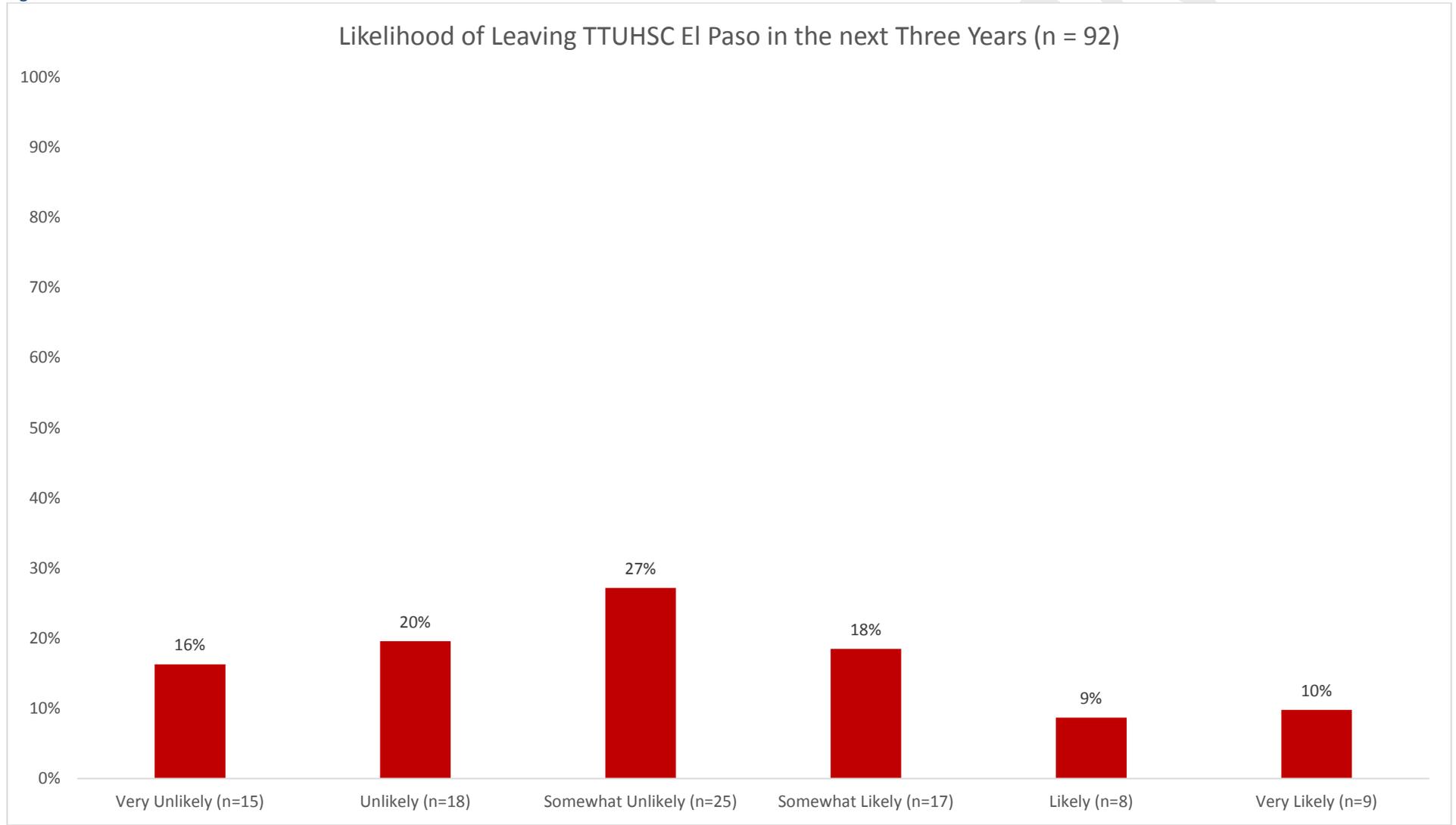


Answer	%	n
Yes, and I took the offer(s) to my department head or dean.	4.30%	n < 5
Yes, and I did not take the offer(s) to my department head or dean.	34.41%	32
No	61.29%	57
Total	100%	93

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**Q22 In the next three years how likely are you to leave TTUHSC El Paso, including for retirement?**

**Figure 22**



2018 Faculty Satisfaction Survey  
Results Summary

Answer	%	n
Very Unlikely	16.30%	15
Unlikely	19.57%	18
Somewhat Unlikely	27.17%	25
Somewhat Likely	18.48%	17
Likely	8.70%	8
Very Likely	9.78%	9
Total	100%	92

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, including for retirement?	1.00	6.00	3.13	3.00	1.50	92	63.04%	36.96%

**Q23 To what extent, if at all, have you considered the following as reasons to leave in the next three years?**

**Figure 23.1**

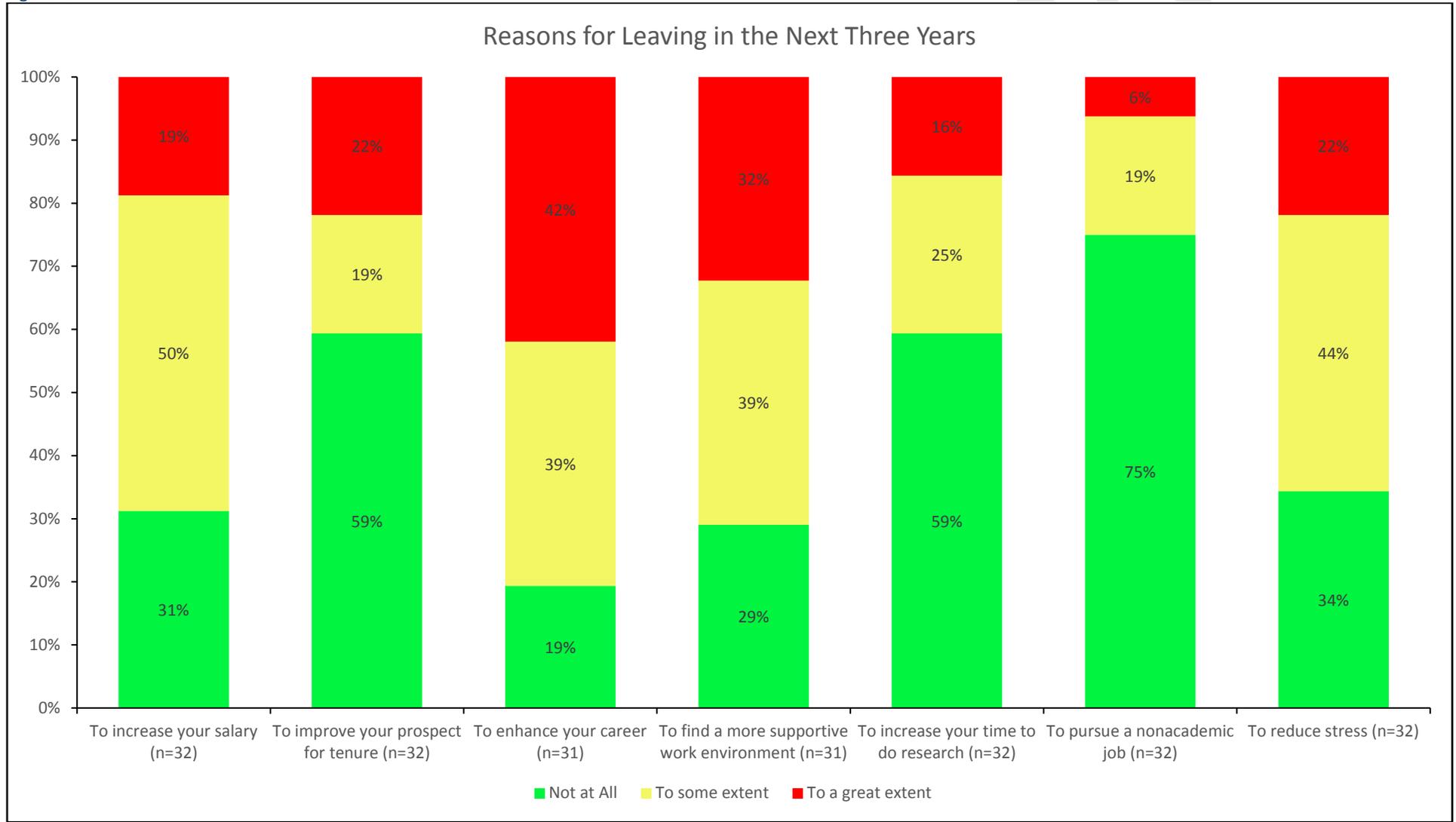
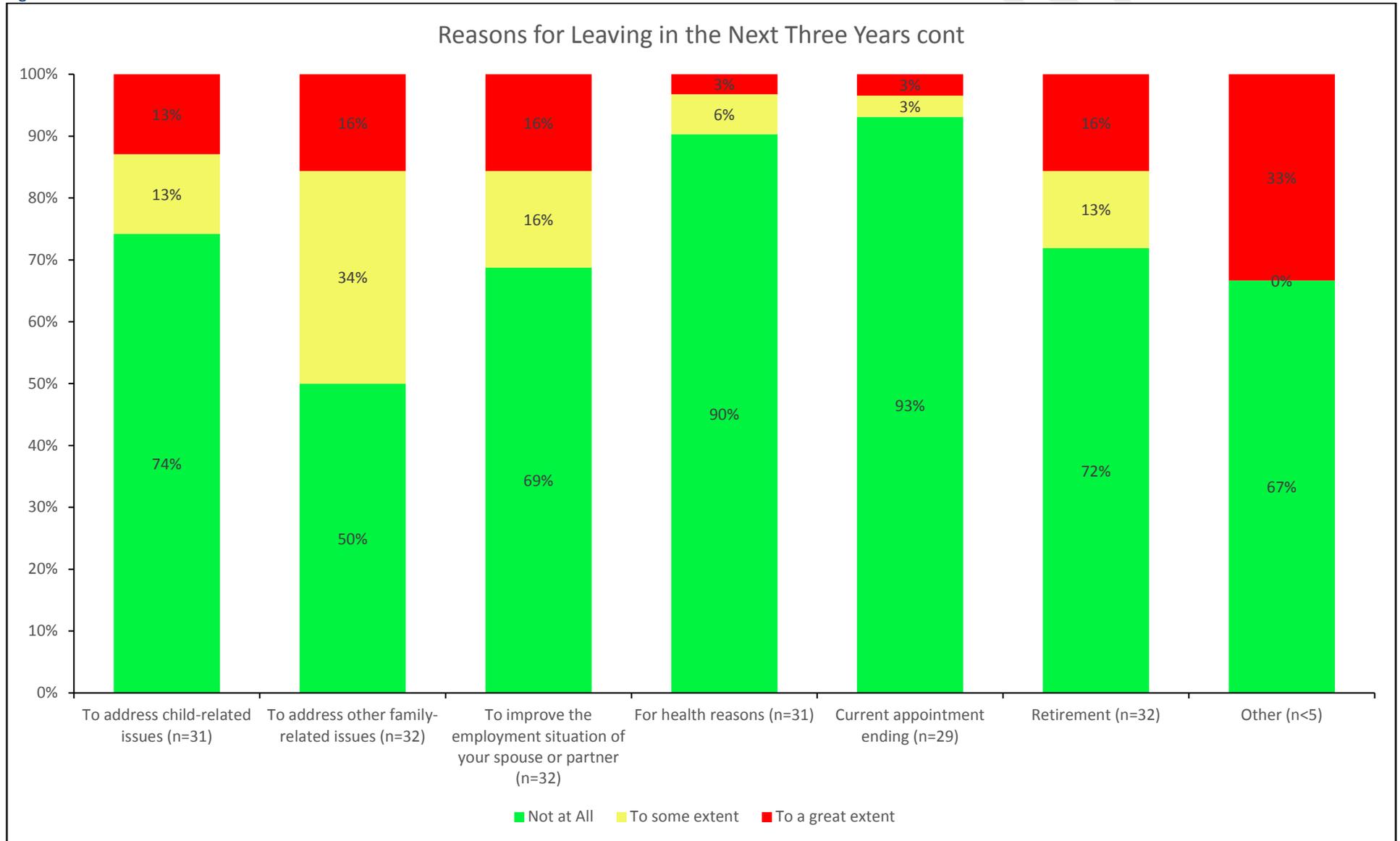


Figure 24



Question	Not at all		To some extent		To a great extent		Total
	Percentage	Count	Percentage	Count	Percentage	Count	
To increase your salary	31.25%	10	50.00%	16	18.75%	6	32
To improve your prospect for tenure	59.38%	19	18.75%	6	21.88%	7	32
To enhance your career	19.35%	6	38.71%	12	41.94%	13	31
To find a more supportive work environment	29.03%	9	38.71%	12	32.26%	10	31
To increase your time to do research	59.38%	19	25.00%	8	15.63%	5	32
To pursue a nonacademic job	75.00%	24	18.75%	6	6.25%	2	32
To reduce stress	34.38%	11	43.75%	14	21.88%	7	32
To address child-related issues	74.19%	23	12.90%	4	12.90%	4	31
To address other family-related issues	50.00%	16	34.38%	11	15.63%	5	32
To improve the employment situation of your spouse or partner	68.75%	22	15.63%	5	15.63%	5	32
For health reasons	90.32%	28	6.45%	2	3.23%	1	31
Current appointment ending	93.10%	27	3.45%	1	3.45%	1	29
Retirement	71.88%	23	12.50%	4	15.63%	5	32
Other, Specify:	66.67%	2	0.00%	0	33.33%	1	n < 5
Summary Statistic	Minimum	Maximum	Mean	Median	Std Deviation	n	
To increase your salary	1.00	3.00	1.88	2.00	0.70	32	
To improve your prospect for tenure	1.00	3.00	1.63	1.00	0.82	32	
To enhance your career	1.00	3.00	2.23	2.00	0.75	31	
To find a more supportive work environment	1.00	3.00	2.03	2.00	0.78	31	
To increase your time to do research	1.00	3.00	1.56	1.00	0.75	32	
To pursue a nonacademic job	1.00	3.00	1.31	1.00	0.58	32	
To reduce stress	1.00	3.00	1.88	2.00	0.74	32	
To address child-related issues	1.00	3.00	1.39	1.00	0.70	31	
To address other family-related issues	1.00	3.00	1.66	1.50	0.73	32	
To improve the employment situation of your spouse or partner	1.00	3.00	1.47	1.00	0.75	32	
For health reasons	1.00	3.00	1.13	1.00	0.42	31	

2018 Faculty Satisfaction Survey  
Results Summary

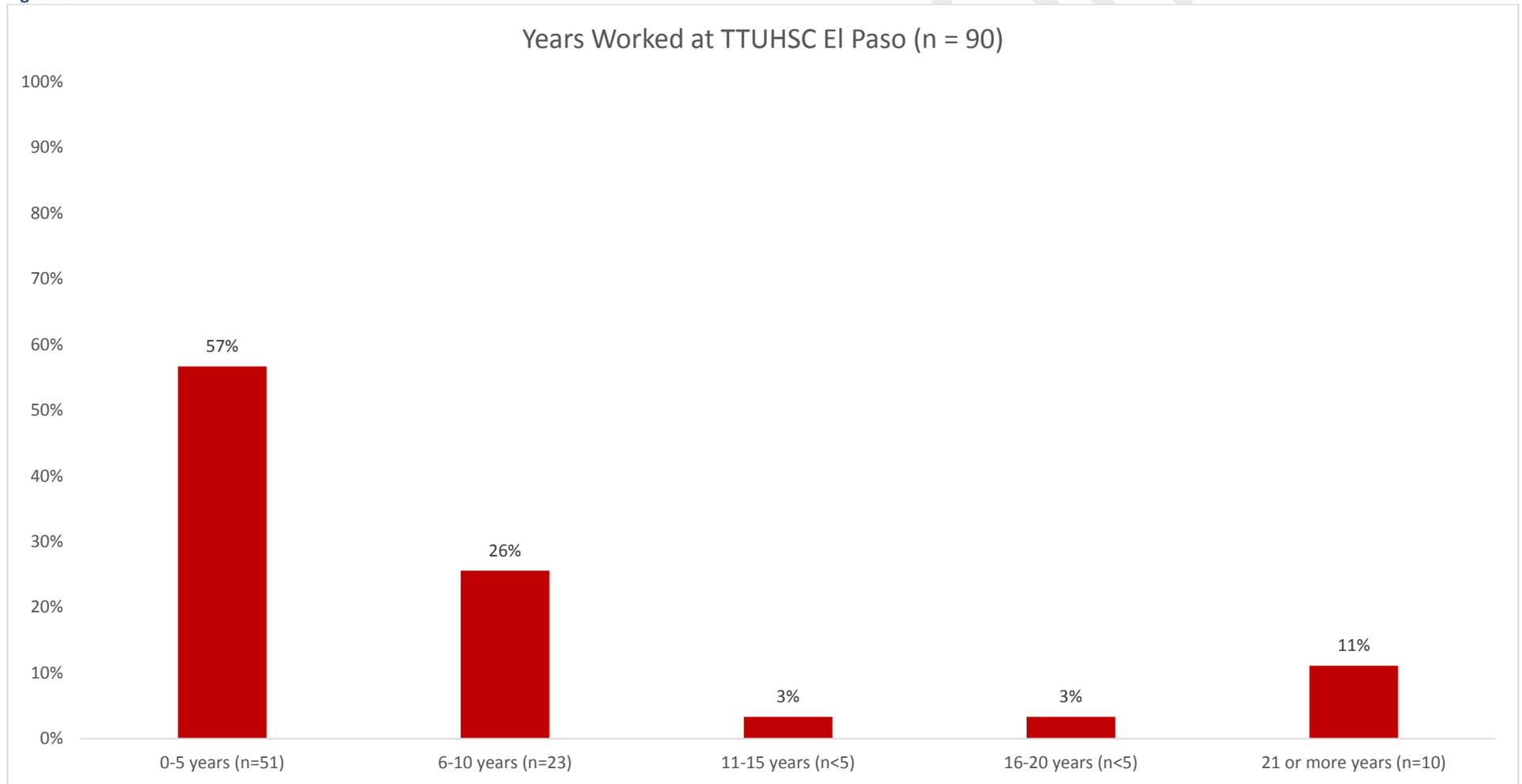
Current appointment ending	1.00	3.00	1.10	1.00	0.40	29
Retirement	1.00	3.00	1.44	1.00	0.75	32
Other, Specify:	1.00	3.00	1.67	1.00	0.94	n < 5

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Demographics

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

Figure 24

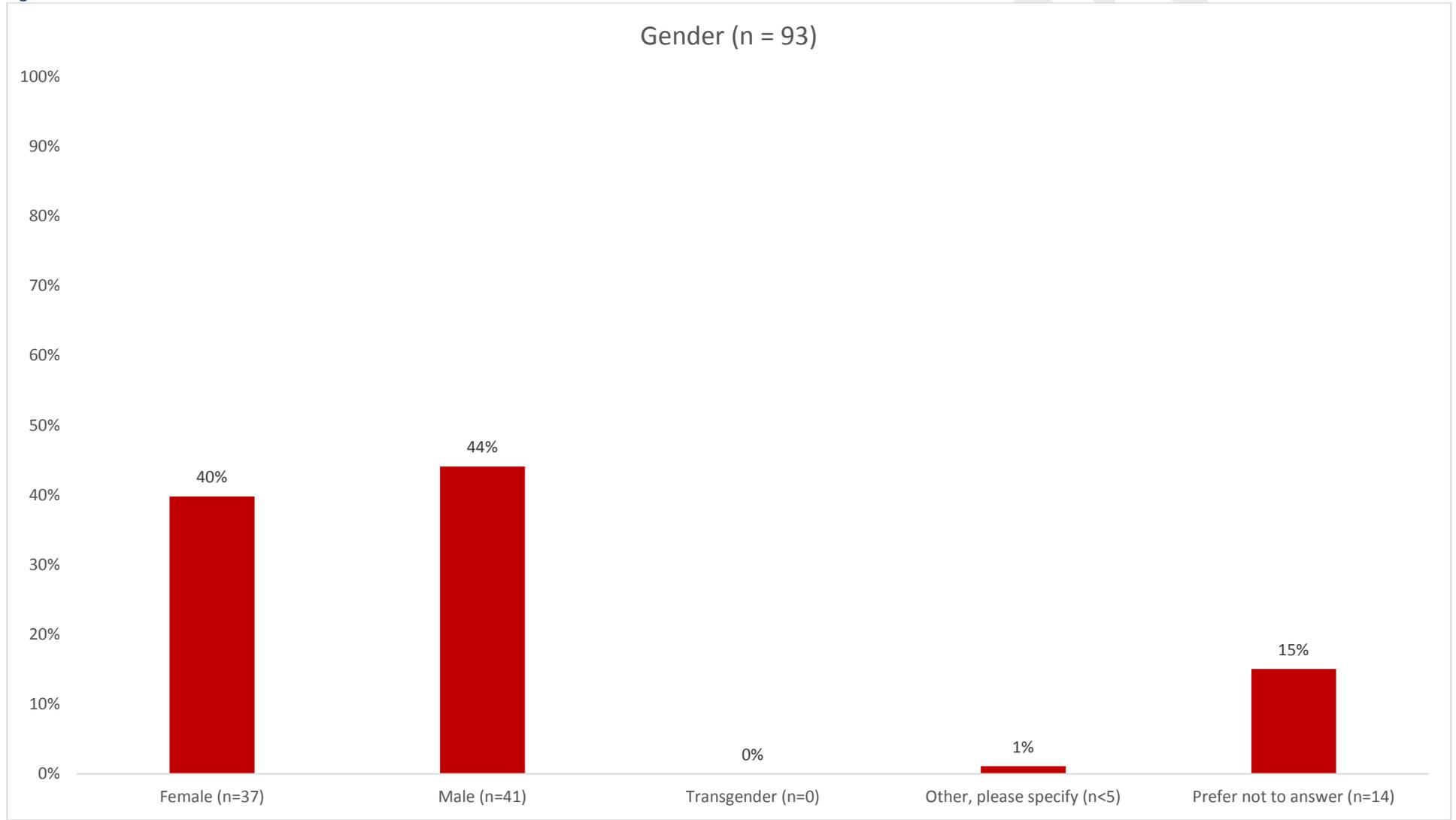


<b>Answer</b>	<b>%</b>	<b>n</b>
0-5 years	56.67%	51
6-10 years	25.56%	23
11-15 years	3.33%	n < 5
16-20 years	3.33%	n < 5
21 or more years	11.11%	10
Total	100%	90

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Q25 What is your gender?

Figure 25

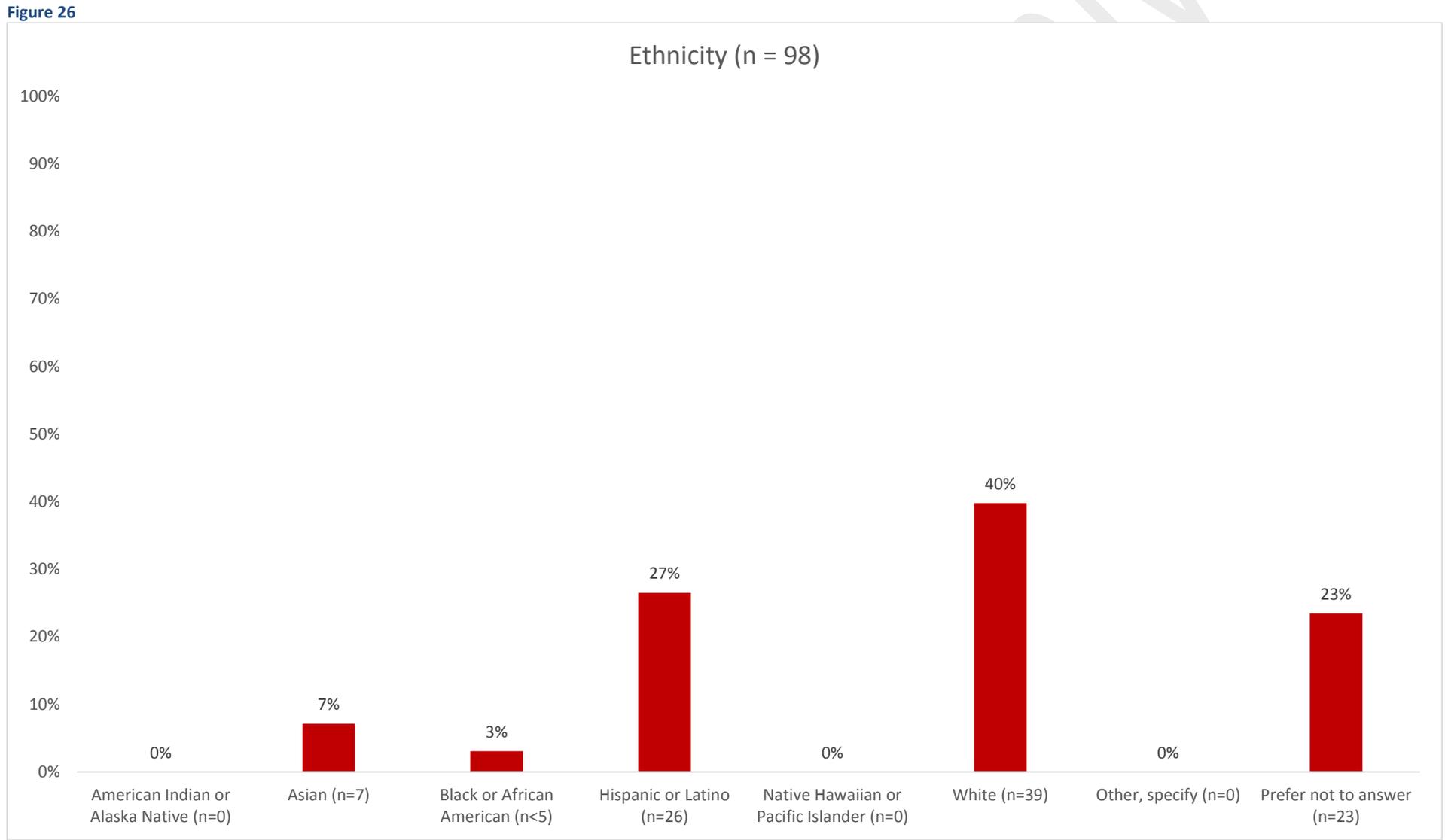


2018 Faculty Satisfaction Survey  
Results Summary

<b>Answer</b>	<b>%</b>	<b>n</b>
Female	39.78%	37
Male	44.09%	41
Transgender	0.00%	0
Other, please specify	1.08%	n < 5
Prefer not to answer	15.05%	14
Total	100%	93

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Q26 What is your race and/or Ethnicity? Mark all that apply.

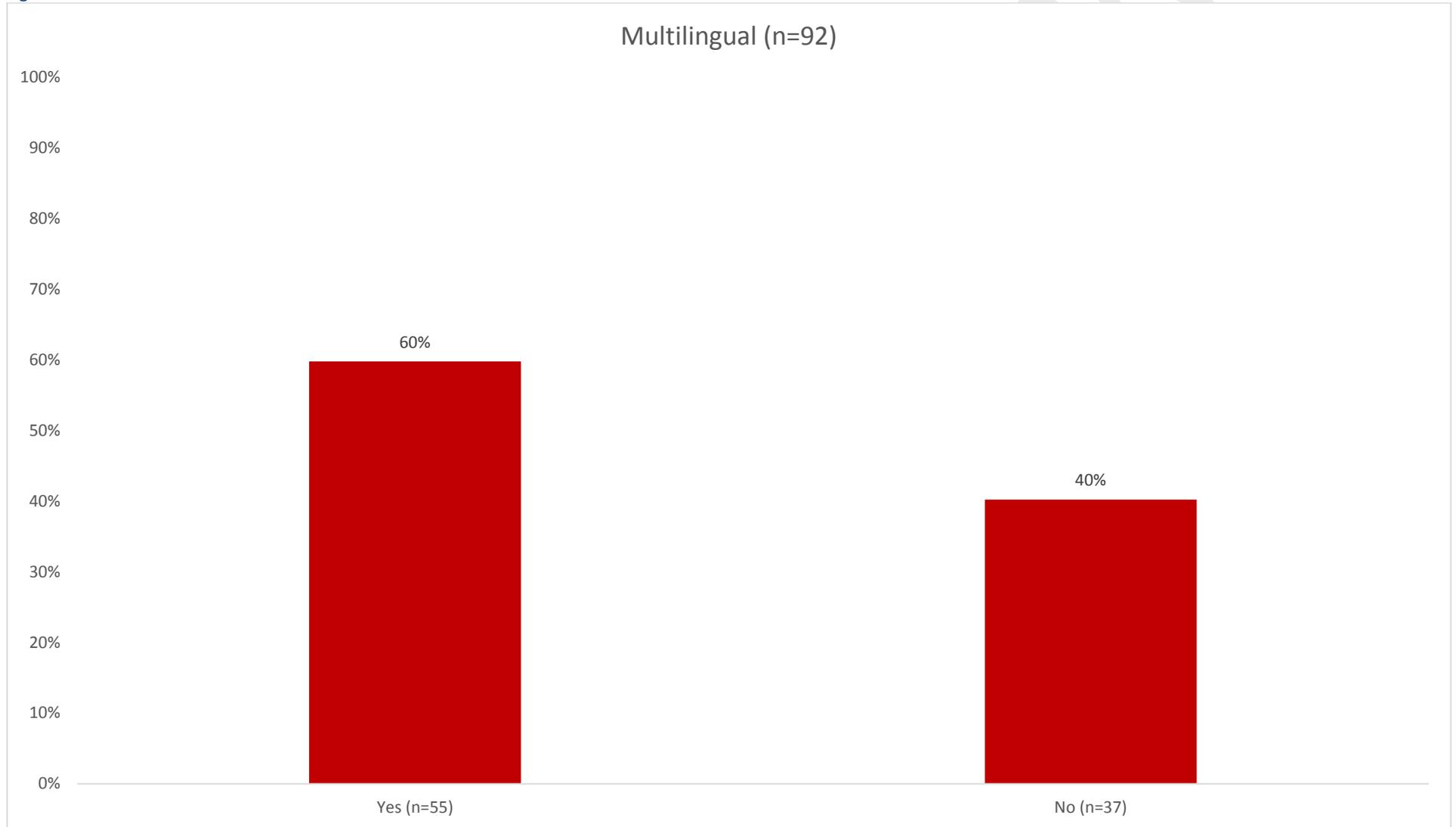


<b>Answer</b>	<b>%</b>	<b>n</b>
American Indian or Alaska Native	0.00%	0
Asian	7.14%	7
Black or African American	3.06%	n < 5
Hispanic or Latino	26.53%	26
Native Hawaiian or Pacific Islander	0.00%	0
White	39.80%	39
Other, specify:	0.00%	0
Prefer not to answer	23.47%	23
Total	100%	98

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**Q27 Do you consider yourself multilingual (able to converse fluently in a language other than English)?**

**Figure 27**



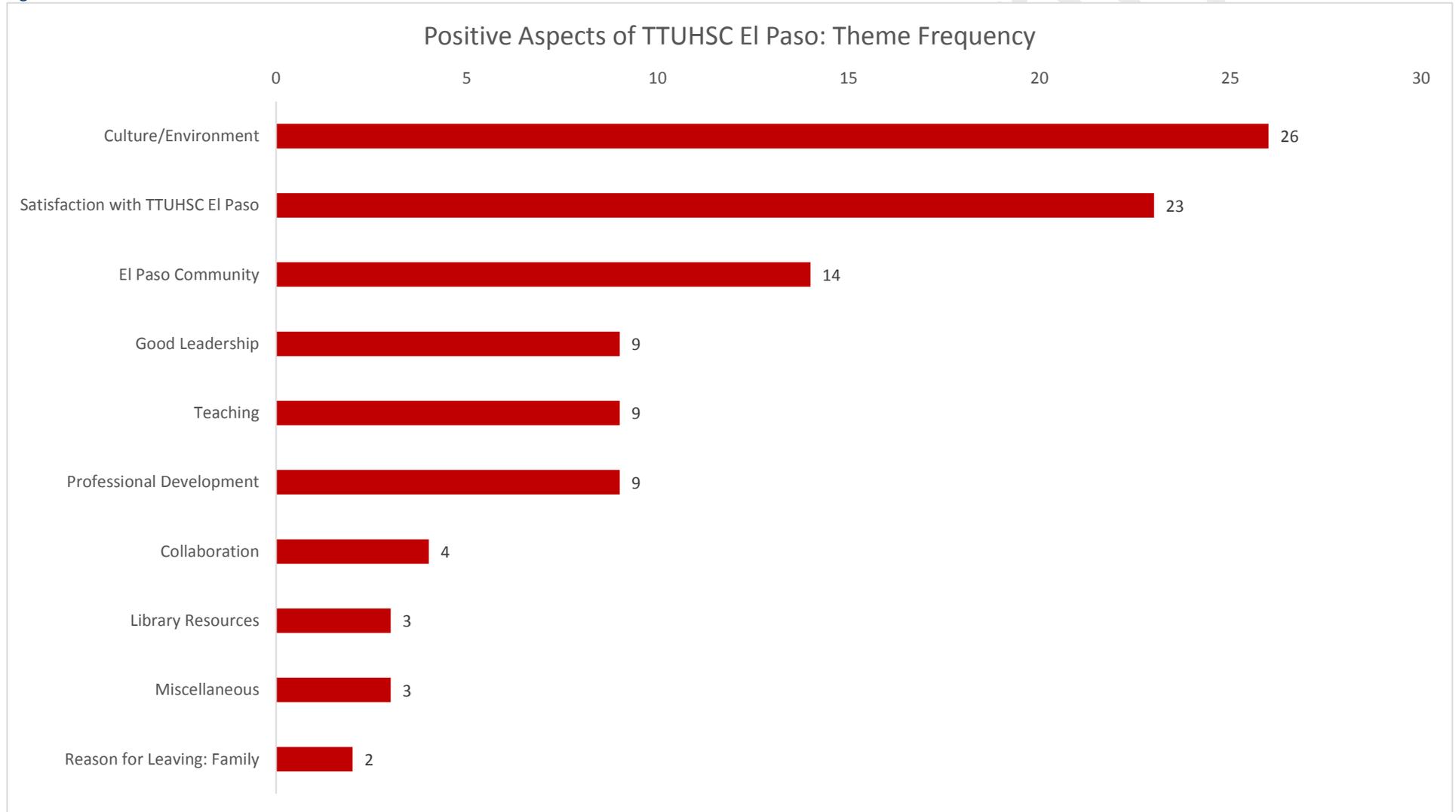
2018 Faculty Satisfaction Survey  
Results Summary

Answer	%	n
Yes	59.78%	55
No	40.22%	37
Total	100%	92

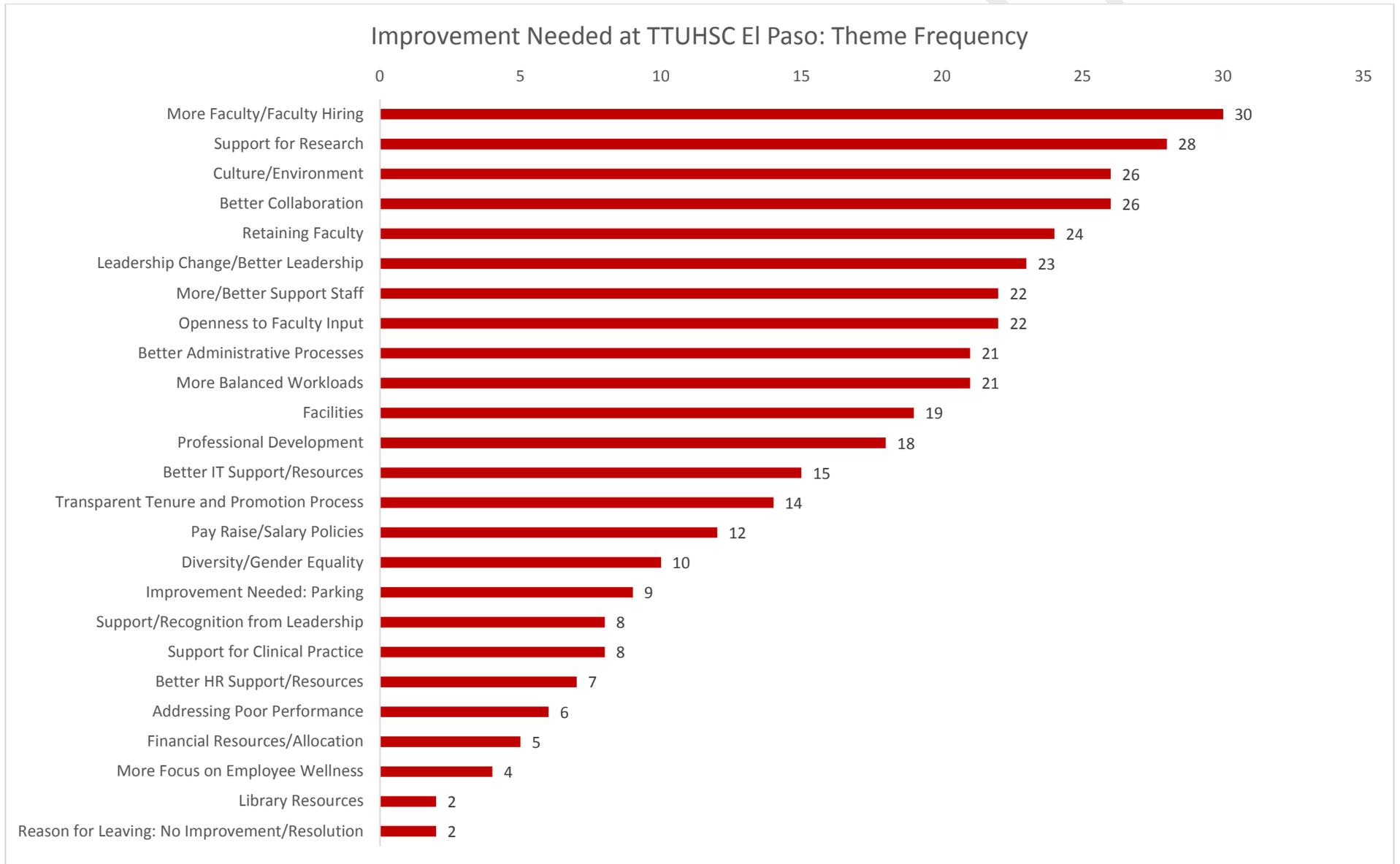
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Qualitative Analyses

Figure 28



Themes: Positive Aspects of TTUHSC El Paso	Theme Frequency	Description
Culture/Environment	26	Respondents noted that they enjoyed the collegiality among faculty and staff and the “community feel” of the university.
Satisfaction with TTUHSC El Paso	23	Respondents expressed an overall satisfaction with TTUHSC El Paso and pride in working for the institution.
El Paso Community	14	Respondents noted that working with the El Paso community is one of the most positive aspects of being affiliated with TTUHSC El Paso.
Good Leadership	9	Respondents noted they appreciate the integrity, support, and motivation of senior leadership.
Teaching	9	Respondents noted that they enjoy teaching TTUHSC El Paso’s students and residents.
Professional Development	9	Faculty noted they appreciate the number of professional development opportunities available at TTUHSC El Paso.
Collaboration	4	Respondents noted they appreciate the collaborative atmosphere among the schools at TTUHSC El Paso.
Library Resources	3	Library services were noted as an exceptional and helpful department.
Miscellaneous	3	
Reason for Leaving: Family	2	Respondents noted the most important consideration for leaving TTUHSC El Paso would be family circumstances.



Themes: Improvement Needed	Theme Frequency	Description
More Faculty/Faculty Hiring	30	Overall, responses indicated that more faculty need to be hired in order to distribute workloads. Processes for recruitment of new faculty need to be improved and streamlined.
Support for Research	28	Faculty stated that they need protected time to devote to research. Support also includes staff, financial resources, and work spaces that are expressly for research.
Culture/Environment	26	Respondents noted the need for remediation of “toxic” work environments, low morale, and lack of teamwork and collegiality within departments.
Better Collaboration	26	Respondents recommended improvement in relationships with other institutions such as UMC. Also increase collaboration among TTUHSC El Paso departments, including Transmountain location. Increase collaborations between researchers and clinicians.
Retaining Faculty	24	Respondents noted that faculty turnover is high. Heavy workloads and a lack of incentives (e.g. salary raises, merit pay increases, time for professional development or research, etc.) are noted.
Leadership Change/Better Leadership	23	Respondents comment that Leadership is disconnected from day to day operations and there is a low level of involvement of leadership.
More/Better Support Staff	22	There is a need to hire additional staff to ensure adequate coverage in clinics and departments.
Openness to Faculty Input	22	Respondents stated that faculty should have a voice in decision making, particularly with regard to policies that affect day to day operations.
Better Administrative Processes	21	Administrative processes are slow and cumbersome and decrease efficiency in departments and clinics.
More Balanced Workloads	21	Respondents stated that clinics are understaffed by faculty and competent support staff. Workloads are not evenly distributed within departments.
Facilities	19	Respondents noted a lack of privacy and/or office space for physicians as well as limited space for large meetings. Requests for more dining options and an exercise facility for employees were also noted.
Professional Development	18	Faculty are not given adequate time or financial support to devote to advancing their careers or growing their skillsets.
Better IT Support/Resources	15	Respondents noted that current IT processes are overly restrictive and encumber day to day operations.

Transparent Tenure and Promotion Process	14	More transparency is needed in the tenure and promotion process. Respondents noted that tenure and promotions seem to be based on favoritism and not on performance.
Pay Raise/Salary Policies	12	Respondents noted uncertainty with salary policies such as cost-of-living increases or merit-based pay increases. Issues of inequality of pay among similarly qualified employees were also noted.
Diversity/Gender Equality	10	Respondents noted unequal gender treatment within departments in terms of promotional and leadership opportunities. A lack of diversity of leadership was also noted.
Parking	9	Increased availability of parking on campus and at clinics is needed.
Support/Recognition from Leadership	8	Respondents noted accomplishments are not recognized by leadership and that support for professional goals is limited.
Support for Clinical Practice	8	Faculty teaching loads currently do not allow for protected clinical hours.
Better HR Support/Resources	7	Some HR processes, such as those for hiring and recruiting, are inefficient. Respondents also noted difficulty with obtaining needed information regarding employee policies from HR staff.
Addressing Poor Performance	6	Increased accountability for low performing employees is needed.
Financial Resources/Allocation	5	Departments overall need more funding, but some respondents note there seems to be no action plans in place to do so.
More Focus on Employee Wellness	4	More attention should be focused on encouraging employee wellness. Respondents suggested more university-sponsored activities.
Library Resources	2	Request for more public health related journals to be made available online.
Reason for Leaving: No Improvement/Resolution	2	Respondents noted that if some aforementioned issues are not resolved, it would influence their decision to leave the TTUHSC El Paso to pursue other opportunities.