



2006-2007 Faculty Satisfaction Survey

Note:

In an effort to make the scoring scale used for reporting these survey results consistent with the scales typically used with similar instruments at TTUHSC in the past, the original scoring scale of 0-4 has been revised to 1-5. These revised scaled scores are summarized on page 15 of this report.

A summary report for
The Texas Tech University Health Sciences Center

Prepared by the Earl Survey Research Laboratory
Texas Tech University
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I. Summary of Findings

- € Most TTUHSC faculty are satisfied with the resources provided to them in their jobs (clerical, office supplies, library resources, IT, training, office space, lab space, and other physical supplies and structures).
- € Approximately 40% of TTUHSC faculty are not satisfied with their salary, though large majorities are satisfied with health and retirement benefits.
- €

II. Methodology

The survey was administered via an online interface that was available for faculty response from February 15 until March 9, 2007.

An email invitation to participate in the survey was sent from Interim President Mittermeyer to all faculty on February 15. An email reminder was sent from Dr. Mittermeyer on February 26 and from the deans of the schools on March 2.

Completed online surveys were submitted by 304 Texas Tech University Health Sciences Center faculty members. This represents a response rate (responses ÷ emails sent) of 38.5%.

The response rate varied considerably by school: 27% for the School of Medicine (SOM), 44.5% for the School of Nursing (SON), 60% for the School of Allied Health Sciences (SOAHS), and 65.4% for the School of Pharmacy (SOP).

III. Overall Results

(Note 1: Due to rounding, some columns may not add to exactly 100%)

(Note 2: Due to respondents skipping questions, the number of respondents for many questions is less than 304)

I am satisfied with clerical/secretarial assistance that is available to me.

	Frequency	Percent
Strongly Disagree	24	8
Disagree	45	15
Neutral	29	9.7
Agree	85	28.4
Strongly Agree	116	38.2
Total	299	99.9

I am satisfied with office equipment and supplies that are available to me.

	Frequency	Percent
Strongly Disagree	17	5.6
Disagree	36	11.9
Neutral	29	9.6
Agree	123	40.7
Strongly Agree	97	32.1
Total	302	99.9

I am satisfied with library resources that are available to me.

	Frequency	Percent
Strongly Disagree	36	12
Disagree	53	17.7
Neutral	28	9.3
Agree	90	30
Strongly Agree	93	31
Total	300	100

I am satisfied with support from Information Technology that is available to me.

	Frequency	Percent
Strongly Disagree	33	10.9
Disagree	37	12.2
Neutral	46	15.2
Agree	105	34.8
Strongly Agree	81	26.8
Total	302	99.9

I am satisfied with training and other resources to improve my teaching skills that are available to me.

	Frequency	Percent
Strongly Disagree	28	9.4
Disagree	55	18.4
Neutral	55	18.4
Agree	106	35.5
Strongly Agree	55	18.4
Total	299	99.9

I am satisfied with office space that is available to me.

	Frequency	Percent
Strongly Disagree	27	9
Disagree	38	12.7
Neutral	34	11.4
Agree	96	32.1
Strongly Agree	104	34.8
Total		

I am satisfied with the safety and security of my campus.

	Frequency	Percent
Strongly Disagree	18	6
Disagree	22	7.3
Neutral	33	11
Agree	118	39.2
Strongly Agree	110	36.5
Total	301	100

I am satisfied with my salary.

	Frequency	Percent
Strongly Disagree	61	20.1
Disagree	56	18.5
Neutral	44	14.5
Agree	110	36.4
Strongly Agree	31	10.3
Total	302	99.8

I am satisfied with my health benefits.

	Frequency	Percent
Strongly Disagree	27	8.9
Disagree	43	14.2
Neutral	37	12.3
Agree	135	44.7
Strongly Agree	60	19.9
Total	304	100

I am satisfied with my retirement benefits.

	Frequency	Percent
Strongly Disagree	24	7.9
Disagree	24	7.9
Neutral	37	12.3
Agree	151	50
Strongly Agree	66	21.9
Total	302	100

I am satisfied with the current institutional leadership (President and Vice Presidents).

	Frequency	Percent
Strongly Disagree	29	9.7
Disagree	28	9.3
Neutral	77	25.7
Agree	117	39
Strongly Agree	49	16.3
Total	300	100

I am satisfied with my school's current leadership (Dean, Asst./Assoc. Deans, etc.)

	Frequency	Percent
Strongly Disagree	36	11.8
Disagree	19	6.3
Neutral	43	14.1
Agree	107	35.2
Strongly Agree	99	32.6
Total	304	100

I am satisfied with my department's current leadership (Chair, Vice-Chair, Division Head, etc.)

	Frequency	Percent
Strongly Disagree	49	16.8
Disagree	29	9.9
Neutral	31	10.6
Agree	84	28.8
Strongly Agree	99	33.9
Total	292	100

My supervisors are receptive to faculty input.

	Frequency	Percent
Strongly Disagree	41	13.5
Disagree	35	11.6
Neutral	30	9.9
Agree	106	35
Strongly Agree	91	30
Total	303	100

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I am valued for my teaching skills.

Frequency Percent

My department does a good job of recruiting women to join our faculty.

	Frequency	Percent
Strongly Disagree	24	8.1
Disagree	25	8.4
Neutral	40	13.5
Agree	108	36.5
Strongly Agree	99	33.4
Total	296	99.9

My department does a good job of recruiting minorities to join our faculty.

	Frequency	Percent
Strongly Disagree	28	9.3
Disagree	37	12.3
Neutral	75	25
Agree	97	32.3
Strongly Agree	63	21
Total	300	99.9

I do not feel discriminated against because of my gender.

	Frequency	Percent
Strongly Disagree	23	7.6
Disagree	24	7.9
Neutral	35	11.6
Agree	89	29.3
Strongly Agree	132	43.6
Total	303	100

I do not feel discriminated against because of my race/ethnicity.

	Frequency	Percent
Strongly Disagree	14	4.8
Disagree	10	3.4
Neutral	36	12.2
Agree	94	32
Strongly Agree	140	47.6
Total	294	100

I do not feel discriminated against because of my sexual orientation.

	Frequency	Percent
Strongly Disagree	11	4.1
Disagree	6	2.3
Neutral	30	11.3
Agree	86	32.3
Strongly Agree	133	50
Total	266	100

I do not feel discriminated against because of my religion.

	Frequency	Percent
Strongly Disagree	10	3.4
Disagree	10	3.4
Neutral	44	15
Agree	89	30.3
Strongly Agree	141	48
Total	294	100.1

I do not feel discriminated against because of my age.

	Frequency	Percent
Strongly Disagree	14	4.7
Disagree	18	6
Neutral	37	12.3
Agree	99	32.9
Strongly Agree	133	44.2
Total	301	100.1

I do not feel discriminated against because of my disability status.

	Frequency	Percent
Strongly Disagree	8	6.6
Disagree	3	2.5
Neutral	24	19.7
Agree	35	28.7
Strongly Agree	52	42.6
Total	304	100.1

Neutral		
Agree	92	
Strongly Agree	524	42.6
Total		

The promotion processes are clearly defined.

	Frequency	Percent
Strongly Disagree	38	13
Disagree	69	23.6
Neutral	57	19.5
Agree	99	33.9
Strongly Agree	29	9.9
Total	292	99.9

The criteria used to reach tenure decisions are appropriate.

	Frequency	Percent
Strongly Disagree	40	14.9
Disagree	52	19.3
Neutral	79	29.3
Agree	80	29.6
Strongly Agree	19	7
Total	270	100.1

The criteria used to reach promotion decisions are appropriate.

	Frequency	Percent
Strongly Disagree	46	15.9
Disagree	57	19.7
Neutral	82	28.3
Agree	85	29.3
Strongly Agree	20	6.9
Total	290	100.1

Research expectations are appropriate for my position.

	Frequency	Percent
Strongly Disagree	33	11.9
Disagree	53	19.1
Neutral	40	14.4
Agree	124	44.6
Strongly Agree	28	10
Total	278	100

Publishing expectations are appropriate for my position.

	Frequency	Percent
Strongly Disagree	31	10.7
Disagree	44	15.2
Neutral	54	18.6
Agree	133	45.9
Strongly Agree	28	9.7
Total	290	100.1

The amount of committee work that I do is appropriate for my position.

	Frequency	Percent
Strongly Disagree	26	8.9
Disagree	37	12.7
Neutral	52	17.8
Agree	141	48.3
Strongly Agree	36	12.3
Total	292	100

My teaching load is appropriate for my position.

	Frequency	Percent
Strongly Disagree	25	8.4
Disagree	35	11.8
Neutral	46	15.5
Agree	153	51.5
Strongly Agree	38	13
Total	297	100.2

My clinical work load is appropriate for my position.

	Frequency	Percent
Strongly Disagree	33	14.7
Disagree	27	12.1
Neutral	31	13.8
Agree	105	46.7
Strongly Agree	28	12.4
Total	224	99.7

Overall, I am satisfied with my position at TTUHSC.

	Frequency	Percent
Strongly Disagree	31	10.2
Disagree	35	11.5
Neutral	50	16.4
Agree	136	44.7
Strongly Agree	52	17.1
Total	304	100

Gender

	Frequency	Percent
No response provided	31	10.2

Mean Scores By School, Years on Faculty, and Gender

	Overall					SOAHS N = 44	SOM N = 144	SON N = 37	SOP N = 51	Not Given N = 38	<2 N = 64	2-5 N = 57	6-10 N = 48	>10 N = 101	Not Given N = 34	Male N = 138	Female N = 135	Not Given N = 31	
	Strongly Disagree = 1	Disagree = 2	Neutral = 3	Agree = 4	Strongly Agree = 5														Mean
1.1) I am satisfied with the information technology that is available to me.	3.75	3.82	4.14	3.85	4.35	3.31	3.36	3.66	3.81	4.15	3.97	3.94	3.96	3.78	3.39				
1.4) I am satisfied with support from information technology that is available to me.	3.47	3.09	3.64	3.57	3.16					3.54	4.00	3.50	4.20	2.70	3.16	2.62	2.61	3.77	
1.7) I am satisfied with training and other resources to improve my teaching skills that are available to me.	3.38	3.12	3.49	3.33	2.87					3.25	3.48	3.39	3.78	3.00	3.04	3.32	3.40	3.44	
2.1) I am satisfied with office space that is available to me.	3.72	3.41	3.72	3.84	3.10					3.71	4.41	3.57	4.35	3.41	3.07	3.56	4.07	3.66	
2.2) I am satisfied with laboratory/research space that is available to me.	3.31	2.74	3.24	3.09	2.52					3.10	4.05	3.18	3.00	2.20	2.70	2.80	3.63	2.72	
2.9) I am satisfied with the physical upkeep of campus buildings and grounds.	3.95	4.22	3.90	3.38	3.91	3.96	3.39	2.91							4.34	4.52	3.39	3.46	3.90
3.1) I am satisfied with my salary.	3.03	3.08	2.32							2.98	3.91	3.03	3.16	2.25	2.36	3.25	3.11	3.13	2.26
3.2) I am satisfied with my health benefits.	3.43	3.74	3.00							3.52	3.75	3.75	3.65	2.71	3.32	3.55	3.39	3.47	2.97
4.1) I am satisfied with the current institutional leadership (President and Vice Presidents).	3.77	3.47	4.14	2.71	3.03	3.57	3.53	3.48	3.33	3.02	3.33	3.59	2.65						3.43
4.2) I am satisfied with my school's current leadership (Dean, Asst./Assoc. Deans, etc.)	3.55	3.58	4.30	3.24	3.11	3.73	3.38	3.32	3.69	2.91	3.72	3.33	2.61						3.70
5.3) TTLHSC has a climate in which faculty may speak freely without fear of negative consequences.	3.27	2.73	3.52	3.49	3.23	3.21	2.91	2.99	3.19	3.02									3.38
b.1) I am valued for my teaching skills.	3.32	2.80	2.39	3.27	3.44	3.21	2.90	2.30	3.20	3.17	2.32								3.10
b.2) I am valued for my research skills.	3.80	3.00	2.93	3.60	3.60	3.88	3.40	2.68	3.54	3.58	2.74								3.47
6.4) I am satisfied with administrative recognition of my accomplishments.	3.48	3.02	3.09	3.19	3.39	3.35	3.29	3.14	3.71	3.71									3.61
7.3) My department does a good job of recruiting minorities to join our faculty.	3.27	2.56																	3.09
8.1) I do not feel discriminated against because of my race/ethnicity.	4.14	4.67	4.18	4.38	3.74	3.54	4.10	4.40	4.28	4.24	3.26	4.28	4.18	3.46	3.40	3.09	2.50	2.24	3.81
8.2) I do not feel discriminated against because of my sexual orientation.	4.22	4.55	4.28	4.50	3.81	3.75	4.14	4.49	4.20	4.37	3.48	4.38	4.20	3.56	3.48	2.94	3.61	3.36	3.36
8.3) I do not feel discriminated against because of my religion.	4.16	4.57	4.14	4.54	3.82	3.74	4.13	4.45	4.27	4.17	3.50	4.21	4.22	3.67	3.50	3.48	3.61	3.36	3.36
8.4) I do not feel discriminated against because of my age.	4.24	4.17	4.14	4.19	4.11	3.81	4.11	4.27	4.17	4.17	3.50	4.21	4.22	3.67	3.50	3.48	3.61	3.36	3.36
8.6) I do not feel discriminated against because of my disability status.	4.31	3.57	3.25	4.01	4.31	4.21	4.01	4.21	4.21	3.16	3.01								4.02
9.1) The hiring process is clearly defined.	3.72	3.77	3.00	3.10	3.37	3.59	3.11	3.21	3.21	3.21									3.78
9.2) The promotion processes are clearly defined.	3.34	3.33	2.85	2.84	3.11	2.95	2.68	3.08	3.30	3.23									3.64
9.3) The hiring process is clearly defined.	3.34	2.85	2.85	2.84	3.11	2.95	2.68	3.08	3.30	3.23									3.64

Appendix A – Frequencies by School

I am satisfied with clerical/secretarial assistance that is available to me.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	7	22	19	43	50	141
SOP	11	7	4	15	14	51
SON	1	2	0	11	22	36
SOAHS	1	7	3	13	19	43
Not Given	4	7	3	3	11	28

I am satisfied with office equipment and supplies that are available to me.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	2	18	17	67	38	142
SOP	11	6	3	18	13	51
SON	0	2	1	16	18	37
SOAHS	0	6	3	14	21	44
Not Given	4	4	5	8	7	28

I am satisfied with library resources that are available to me.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	7	20	12	43	59	141
SOP	15	9	9	15	3	51
SON	1	4	4	14	13	36
SOAHS	6	15	2	10	11	44
Not Given	7	5	1	8	7	28

I am satisfied with support from Information Technology that is available to me.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	8	22	26	53	34	143
SOP	17	6	8	14	6	51
SON	2	1	2	11	20	36
SOAHS	1	3	6	18	15	44
Not Given	5	5	4	8	6	28

I am satisfied with training and other resources to improve my teaching skills that are available to me.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	9	27	30	48	26	140
SOP	13	6	7	18	7	51
SON	1	6	4	14	11	36
SOAHS	1	10	7	19	7	44
Not Given	4	6	7	7	4	28

I am satisfied with office space that is available to me.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	9	22	24	53	34	142

I am satisfied with my school's current leadership (Dean, Assistant/Associate Deans, etc.)

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	13	13	27	60	31	144
SOP	14	1	7	17	13	51
SON	2	1	2	11	21	37
SOAHS	0	1	2	13	28	44
Not Given	7	3	5	6	7	28

I am satisfied with my department's current leadership (Chair, Vice-Chair, Division Head, etc.)

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	24	17	18	44	36	139
SOP	14	5	1	14	15	49
SON	3	3	3	12	12	33
SOAHS	0	0	3	9	5	84
Not Given	8	4	6	5	4	27

My supervisors are receptive to faculty input.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	18	21	16	53	36	144
SOP	12	7	6	16	10	51
SON	3	4	0	13	16	36
SOAHS	0	1	2	16	25	44
Not Given	9	3	7	9	5	33

Faculty have sufficient input into decisions regarding important matters.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	22	26	33	49	14	144
SOP	16	12	5	12	6	51
SON	2	4	6	14	11	37
SOAHS	0	2	2	26	14	44
Not Given	7	9	4	6	2	28

TTUHSC has a climate in which faculty may speak freely without fear of negative consequences.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	20	33	30	43	18	144
SOP	14	8	5	18	6	51
SON	3	5	10	15	4	37
SOAHS	0	5	7	24	8	44
Not Given	9	7	7	2	3	28

I am valued for my teaching skills.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	11	24	29	53	24	141
SOP	11	9	6	17	7	50
SON	2	2	6	16	9	35
SOAHS	0	1	3	18	21	43
Not Given	5	5	8	7	3	28

I am valued for my research skills.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	15	24	24	33	9	105
SOP	13	5	5	15	3	41
SON	1	1	9	13	1	25
SOAHS	1	3	8	14	5	31
Not Given	4	3	8	5	3	23

I am valued for my clinical skills.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	6	12	12	45	28	103
SOP	12	3	7	8	7	37
SON	1	1	7	17	7	33
SOAHS	0	1	4	20	12	37
Not Given	4	1	6	6	3	20

I am satisfied with administrators' recognition of my accomplishments.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	25	24	33	41	21	144
SOP	13	10	9	11	7	50
SON	2	4	7	17	7	37
SOAHS	1	4	6	17	14	42
Not Given	6	5	8	4	4	27

I am satisfied with the ethnic/racial diversity at TTUHSC.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	2	22	41	55	22	142
SOP	9	6	8	19	9	51
SON	2	8	9	13	5	37
SOAHS	0	4	9	19	11	43
Not Given	4	3	7	11	3	28

I do not feel discriminated against because of my religion.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	2	9	20	43	63	137
SOP	6	1	9	15	20	51
SON	2	5	3	11	16	37
SOAHS	1	3	4	9	27	44
Not Given	3	4	7	8	6	28

I do not feel discriminated against because of my age.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	4	10	17	48	62	141
SOP	7	2	8	15	19	51
SON	0	3	2	15	17	37
SOAHS	0	1	2	12	29	44
Not Given	3	2	8	9	6	28

I do not feel discriminated against because of my disability status.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	0	2	9	19	14	44
SOP	6	0	7	5	12	30
SON	0	1	1	2	7	11
SOAHS	0	0	2	6	17	25
Not Given	2	0	5	3	2	12

I do not feel discriminated against because of my military status.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	1	1	6	22	19	49
SOP	6	0	8	5	11	30
SON	0	0	2	1	7	10
SOAHS	0	1	2	8	14	25
Not Given	2	1	5	1	2	11

The tenure processes are clearly defined.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	11	31	33	39	12	126
SOP	13	8	1	14	5	41
SON	2	3	3	17	8	33
SOAHS	3	15	5	16	3	42
Not Given	7	4	3	10	3	27

The promotion processes are clearly defined.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	14	36	38	38	11	137
SOP	13	9	2	18	7	36
SON	2	4	6	17	7	36
SOAHS	3	15	8	15	2	43
Not Given	6	5	3	11	2	27

The criteria used to reach tenure decisions are appropriate.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	12	29	46	33	7	127
SOP	15	3	7	13	4	42
SON	4	3	9	12	5	33
SOAHS	3	7	12	18	2	42
Not Given	6	10	5	4	1	26

The criteria used to reach promotion decisions are appropriate.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	17	36	47	31	5	136
SOP	15	4	9	15	6	49
SON	4	2	10	15	5	36
SOAHS	3	7	11	20	2	43
Not Given	7	8	5	4	2	26

Research expectations are appropriate for my position.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	13	30	22	57	11	133
SOP	13	4	4	21	6	48
SON	1	5	5	15	5	31
SOAHS	1	7	5	21	5	39
Not Given	5	7	4	10	1	27

Publishing expectations are appropriate for my position.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	11	22	31	62	11	137
SOP	14	4	6	20	6	50
SON	0	7	3	18	6	34
SOAHS	1	6	7	23	5	42
Not Given	5	5	7	10	0	28

The amount of committee work that I do is appropriate for my position.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	5	12	29	76	16	138
SOP	16	8	9	15	3	51
SON	2	5	6	16	5	34
SOAHS	0	4	2	27	8	41
Not Given	3	8	6	7	4	28

My teaching load is appropriate for my position.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	3	7	23	91	17	141
SOP	14	11	11	12	3	51
SON	2	5	2	21	4	34
SOAHS	2	8	4	20	9	43
Not Given	4	4	6	9	5	28

My clinical work load is appropriate for my position.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	14	15	9	54	11	103
SOP	12	2	7	15	2	38
SON	4	2	4	15	6	31
SOAHS	0	4	6	18	6	34
Not Given	3	4	5	3	3	18

Overall, I am satisfied with my position at TTUHSC.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	10	26	28	60	20	144
SOP	13	6	8	21	3	51
SON	2	0	3	25	16	44
SOAHS	0	0	3	25	16	44
Not Given	6	3	8	9	2	28

Appendix B – Frequencies by Years on Faculty.

I am satisfied with clerical/secretarial assistance that is available to me.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	7	11	3	19	21	61
2 – 5 yrs	3	7	6	21	20	57
6 – 10 yrs	2	6	2	12	26	48
> 10 yrs	6	12	15	27	39	99
Not Given	6	9	3	6	10	34

I am satisfied with office equipment and supplies that are available to me.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	5	10	3	30	16	64
2 – 5 yrs	3	8	6	20	20	57
6 – 10 yrs	2	3	0	24	19	48
> 10 yrs	1	11	13	39	35	99
Not Given	6	4	7	10	7	34

I am satisfied with library resources that are available to me.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	7	9	7	15	23	61
2 – 5 yrs	7	9	3	19	19	57
6 – 10 yrs	5	6	6	16	15	48
> 10 yrs	8	24	9	29	30	100
Not Given	9	5	3	11	6	34

I am satisfied with support from Information Technology that is available to me.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	7	4	12	23	17	63
2 – 5 yrs	7	3	7	23	16	56
6 – 10 yrs	4	6	3	22	13	48
> 10 yrs	8	19	20	26	28	101
Not Given	7	5	4	11	7	34

I am satisfied with training and other resources to improve my teaching skills that are available to me.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	8	11	11	17	15	62
2 – 5 yrs	5	10	6	26	8	55
6 – 10 yrs	3	11	6	18	10	48
> 10 yrs	6	18	24	36	16	100

I am satisfied with the safety and security of my campus.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	4	3	5	22	28	62
2 – 5 yrs	3	6	6	22	20	57
6 – 10 yrs	2	2	4	18	22	48
> 10 yrs	4	10	15	38	33	100
Not Given	5	1	3	18	7	34

I am satisfied with my salary.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	9	7	14	27	7	64
2 – 5 yrs	11	10	7	20	9	57
6 – 10 yrs	9	5	8	21	4	47
> 10 yrs	19	25	12	34	10	100
Not Given	13	9	3	8	1	34

I am satisfied with my health benefits.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	3	10	13	25	13	64
2 – 5 yrs	6	9	6	29	7	57
6 – 10 yrs	4	6	7	24	6	47
> 10 yrs	4	13	9	47	27	100
Not Given	10	5	2	10	7	34

I am satisfied with my retirement benefits.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	3	3	6	37	15	64
2 – 5 yrs	4	7	5	28	13	57
6 – 10 yrs	6	0	9	23	9	47
> 10 yrs	4	8	14	51	23	100
Not Given	7	6	3	12	6	34

I am satisfied with the current institutional leadership (President and Vice Presidents)

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	5	2	20	24	12	63
2 – 5 yrs	5	3	16	23	10	57
6 – 10 yrs	4	4	9	27	4	48
> 10 yrs	8	17	24	32	20	101
Not Given	7	2	8	11	3	31

I am valued for my teaching skills.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	5	6	8	30	11	60
2 – 5 yrs	2	9	8	26	10	55
6 – 10 yrs	3	5	3	21	16	48
> 10 yrs	10	16	22	28	24	100
Not Given	9	5	11	6	3	34

I am valued for my research skills.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	7	7	11	18	4	47
2 – 5 yrs	3	5	7	18	6	39
6 – 10 yrs	4	3	11	16	3	37
> 10 yrs	13	16	18	19	6	72
Not Given	7	5	7	9	2	30

I am valued for my clinical skills.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	4	5	8	26	13	56
2 – 5 yrs	3	3	6	21	13	46
6 – 10 yrs	4	2	4	20	7	37
> 10 yrs	5	6	8	24	22	65
Not Given	7	2	10	5	2	26

I am satisfied with administrators' recognition of my accomplishments.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	8	6	16	24	7	61
2 – 5 yrs	6	8	10	20	13	57
6 – 10 yrs	5	6	11	17	9	48
> 10 yrs	17	22	18	24	20	101
Not Given	11	5	8	5	4	33

I am satisfied with the ethnic/racial diversity at TTUHSC.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	5	7	14	27	10	63
2 – 5 yrs	2	6	9	26	13	56
6 – 10 yrs	1	6	13	20	7	47
> 10 yrs	1	21	31	32	16	101
Not Given	8	3	7	12	4	34

My department does a good job of recruiting women to join our faculty.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	7	6	7	18	24	62
2 – 5 yrs	3	2	5	30	17	57
6 – 10 yrs	4	4	6	18	15	47
> 10 yrs	4	10	13	33	37	97
Not Given	6	3	9	9	6	33

My department does a good job of recruiting minorities to join our faculty.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	8	6	18	15	15	62
2 – 5 yrs	3	4	14	25	11	57
6 – 10 yrs	3	7	11	17	10	48
> 10 yrs	6	16	24	30	23	99
Not Given	8	4	8	10	4	34

I do not feel discriminated against because of my gender.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	5	2	3	23	30	63
2 – 5 yrs	4	1	3	16	33	57
6 – 10 yrs	1	10	6	10	21	48
> 10 yrs	7	7	14	31	42	101
Not Given	6	4	9	9	6	34

I do not feel discriminated against because of my race/ethnicity.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	4	2	4	24	28	62
2 – 5 yrs	3	0	2	17	33	55
6 – 10 yrs	0	2	7	14	25	48
> 10 yrs	2	4	10	32	47	95
Not Given	5	2	13	7	7	34

I do not feel discriminated against because of my sexual orientation.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	4	1	5	20	27	57
2 – 5 yrs	1	0	3	15	30	49
6 – 10 yrs	1	3	5	12	23	44
> 10 yrs	1	1	9	30	46	87
Not Given	4	1	8	9	7	29

I do not feel discriminated against because of my religion.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	4	2	4	263	28	61
2 – 5 yrs	1	1	4	15	34	55
6 – 10 yrs	0	2	8	13	25	48
> 10 yrs	1	5	16	30	46	98
Not Given	4	0	12	8	8	32

I do not feel discriminated against because of my age.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	5	1	4	23	31	64
2 – 5 yrs	1	4	2	19	29	55
6 – 10 yrs	1	2	4	18	23	48
> 10 yrs	2	7	17	29	45	100
Not Given	5	4	10	10	5	34

I do not feel discriminated against because of my disability status.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	3	1	4	10	15	33
2 – 5 yrs	1	0	3	6	14	24
6 – 10 yrs	0	0	5	6	9	20
> 10 yrs	0	2	4	10	10	26
Not Given	4	0	8	3	4	19

I do not feel discriminated against because of my military status.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	4	0	3	12	12	31
2 – 5 yrs	1	1	4	7	14	27
6 – 10 yrs	0	0	5	5	9	19
> 10 yrs	0	1	3	11	14	29
Not Given	4	1	8	2	4	19

The tenure processes are clearly defined.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	8	9	12	21	5	55
2 – 5 yrs	5	14	10	16	3	48
6 – 10 yrs	5	9	7	17	3	41
> 10 yrs	7	23	11	35	15	91
Not Given	11	6	5	7	5	34

The amount of committee work that I do is appropriate for my position.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	6	3	12	34	5	60
2 – 5 yrs	5	6	8	27	7	53
6 – 10 yrs	6	4	7	27	4	48
> 10 yrs	4	15	19	43	16	97
Not Given	5	9	6	10	4	34

My teaching load is appropriate for my position.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	5	4	11	36	4	60
2 – 5 yrs	3	8	7	29	7	54
6 – 10 yrs	5	9	7	21	6	48
> 10 yrs	4	11	14	55	17	101
Not Given	8	3	7	12	4	34

My clinical work load is appropriate for my position.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	10	5	6	30	4	55
2 – 5 yrs	5	4	6	25	7	47
6 – 10 yrs	3	7	4	17	3	34
> 10 yrs	7	7	8	30	11	63
Not Given	8	4	7	3	3	25

Overall, I am satisfied with my position at TTUHSC.

Strongly

Appendix C – Frequencies by Gender

I am satisfied with clerical/secretarial assistance that is available to me.

I am satisfied with office space that is available to me.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	11	17	8	40	54	130
Male	10	16	20	48	44	138
Not Given	6	5	6	8	6	31

I am satisfied with the laboratory/research space that is available to me.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	14	15	15	24	13	81
Male	13	16	21	23	21	91
Not Given	7	3	5	5	1	21

I am satisfied with the facilities for using teaching technology in the classrooms that are available to me.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	10	19	24	40	32	125
Male	13	17	16	50	37	133
Not Given	8	6	2	10	5	31

I am satisfied with the physical upkeep of campus buildings and grounds

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	5	9	18	53	46	131
Male	4	13	18	59	44	138
Not Given	7	1	4	11	8	31

I am satisfied with the safety and security of my campus.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	6	13	14	51	48	132
Male	7	8	14	55	54	138
Not Given	5	1	5	12	8	31

I am satisfied with my salary.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	23	27	13	60	12	135
Male	26	22	28	42	18	136
Not Given	12	7	3	8	1	31

I am satisfied with my health benefits.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	6	16	15	68	30	135
Male	12	23	20	57	24	136
Not Given	9	4	2	10	6	31

I am satisfied with my retirement benefits.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	7	7	17	78	26	135
Male	10	12	17	63	34	136
Not Given	7	5	3	10	6	31

I am satisfied with the current institutional leadership (President and Vice Presidents)

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	10	7	35	58	24	134
Male	12	18	33	54	21	138
Not Given	7	3	9	5	4	28

I am satisfied with my school's current leadership (Dean, Assistant/Associate Deans, etc.)

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	11	4	17	54	49	135
Male	13	12	19	50	44	138
Not Given	12	3	7	3	6	31

I am satisfied with my department's current leadership (Chair, Vice-Chair, Division Head, etc.)

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	19	8	17	38	47	129
Male	16	18	10	43	45	132
Not Given	14	3	4	3	7	31

My supervisors are receptive to faculty input.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	16	11	12	44	51	134
Male	12	21	13	56	36	138
Not Given	14	4	6	7	5	36

Faculty have sufficient input into decisions regarding important matters.

**Strongly
Disagree**

I am satisfied with the ethnic/racial diversity at TTUHSC.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	7	26	29	55	17	134
Male	2	14	39	52	29	136
Not Given	8	3	6	10	4	31

My department does a good job of recruiting women to join our faculty.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	12	12	11	47	47	129
Male	6	12	20	54	45	137
Not Given	6	1	9	7	7	30

My department does a good job of recruiting minorities to join our faculty.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	13	20	33	38	28	132
Male	7	15	33	51	31	137
Not Given	8	2	9	8	4	31

I do not feel discriminated ag

I do not feel discriminated against because of my religion.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	3	3	18	43	61	128
Male	3	7	18	38	70	136
Not Given	4	0	8	8	10	30

I do not feel discriminated against because of my age.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	5	6	16	51	55	133
Male	4	10	13	40	70	137
Not Given	5	2	8	8	8	31

I do not feel discriminated against because of my disability status.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	2	2	9	15	17	45
Male	2	1	8	17	32	60
Not Given	4	0	7	3	3	17

I do not feel discriminated against because of my military status.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	3	0	9	13	12	37
Male	2	2	7	23	36	70
Not Given	4	1	7	1	5	18

The tenure processes are clearly defined.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	13	25	16	45	15	114
Male	12	31	27	45	12	127
Not Given	11	5	2	6	4	28

The promotion processes are clearly defined.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	14	31	24	44	14	127
Male	14	32	30	49	11	136
Not Given	10	6	3	6	4	29

The criteria used to reach tenure decisions are appropriate.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	15	21	37	33	7	113

My clinical work load is appropriate for my position.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	11	11	12	51	17	102
Male	15	12	12	51	8	98
Not Given	7	4	7	3	3	24

Overall, I am satisfied with my position at TTUHSC.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	12	11	19	66	27	135
Male	9	21	24	61	23	138
Not Given	10	3	7	9	2	31

Appendix D: Summary of Respondent Comments

One hundred twenty five faculty members who participated in the *2006-2007 TTUHSC Faculty Satisfaction Survey* took advantage of the option to submit comments regarding their concerns. These respondents offering comments represented 41 percent of the 304 faculty members in total who took part in the survey.

A content analysis of the comments identified twenty four areas of concern, with the number of comments that fell into each area ranging from a low of one to a high of seventeen:

Area of Concern	Number of Comments
Salaries	17
Faculty Input into Decisions	16
Faculty Workload	14
Leadership (Institutional, School, Department)	12
Research (Resources, Expectations)	11
Tenure and Promotion Policies	10
Information Technology	9
Library	9
Regional Campuses Lacking Sufficient Voice	5
Insufficient Physical Space	3
Administrative Efficiency	2
Program Chairs' Effectiveness	1
Conference Facilities	1
Equipment	1
Physical Facilities	1
Faculty Development	1
Gender Equity	1
Interdisciplinary Studies and Research	1
Dominance of M.D.'s	1
Organizational Effectiveness	1
Paperwork	1
Protected Time	1
Recognition of Faculty Achievement	1
Faculty Turnover	1