



TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER™

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.
- At all levels (institutional leadership, school leadership, and department), approximately 20% of faculty express dissatisfaction with leadership. The remaining 80% express neutrality or satisfaction.
- Just over half of faculty feel that supervisors are receptive to faculty input. Approximately half of faculty feel that faculty have sufficient input into decisions regarding important matters. And less than half of faculty feel that TTUHSC has a climate where faculty may speak freely without fear of negative consequences.
- More than half of TTUHSC faculty feel as though they are valued for their teaching skills.
- A large majority of faculty feel as though they are valued for their clinical skills.
- More than half of TTUHSC faculty are satisfied with the ethnic/racial diversity at TTUHSC, and more than half are also satisfied with the efforts within their department to recruit women and minorities.
- Less than half of TTUHSC faculty feel that tenure processes and promotion processes are clearly defined.
- More than half of TTUHSC faculty feel that teaching and research expectations are appropriate for their positions. More than half also agree that the amount of committee work they do is appropriate for their positions and that their teaching and clinical work loads are appropriate for their positions.
- Approximately 63% of TTUHSC faculty are satisfied with their position at TTUHSC, with another 16% expressing neutrality.
- On a large number of items, respondents from the School of Nursing report much higher levels of satisfaction.
- On a large number of items, respondents from the School of Allied Health Sciences report much higher levels of satisfaction.
- On a large number of items, respondents from the School of Pharmacy report much lower levels of satisfaction.

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	299	100

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

	Frequency	Percent
Strongly Disagree	34	17.3
Disagree	34	17.3
Neutral	41	21
Agree	52	26.5
Strongly Agree	35	17.9
Total	196	100

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

	Frequency	Percent
Strongly Disagree	31	10.7
Disagree	42	14.5
Neutral	42	14.5
Agree	100	34.6
Strongly Agree	74	25.6
Total	289	99.9

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

	Frequency	Percent
Strongly Disagree	16	5.3
Disagree	23	7.6
Neutral	40	13.3
Agree	123	41
Strongly Agree	98	32.7
Total	300	99.9

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

Faculty have sufficient input into decisions regarding important matters.

	Frequency	Percent
Strongly Disagree	47	15.5
Disagree	53	17.4
Neutral	50	16.4
Agree	107	35.2
Strongly Agree	47	15.5
Total	304	100

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

	Frequency	Percent
Strongly Disagree	46	15.1
Disagree	58	19.1
Neutral	59	19.4
Agree	102	33.6
Strongly Agree	39	12.8
Total	304	100

I am valued for my teaching skills.

	Frequency	Percent
Strongly Disagree	29	9.8
Disagree	41	13.8
Neutral	52	17.5
Agree	111	37.5
Strongly Agree	64	21.5
Total	291	99.9

I am valued for my research skills.

	Frequency	Percent
Strongly Disagree	34	15.1
Disagree	36	16
Neutral	54	24
Agree	80	35.6
Strongly Agree	21	9.3
Total	225	100

I am valued for my clinical skills.

	Frequency	Percent
Strongly Disagree	23	10
Disagree	18	7.8
Neutral	36	15.7
Agree	96	41.7
Strongly Agree	57	24.8
Total	230	100

I am satisfied with administrators' recognition of my accomplishments.

	Frequency	Percent
Strongly Disagree	47	15.7
Disagree	47	15.7
Neutral	63	21
Agree	90	30
Strongly Agree	53	17.7
Total	300	100.1

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

	Frequency	Percent
Strongly Disagree	17	5.6
Disagree	43	14.3
Neutral	74	24.6
Agree	117	38.9
Strongly Agree	50	16.6
Total	301	100

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

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

	Frequency	Percent
Strongly Disagree	9	7.2
Disagree	3	2.4
Neutral	23	18.4
Agree	37	29.6
Strongly Agree	53	42.4
Total	125	100

The tenure processes are clearly defined.

	Frequency	Percent
Strongly Disagree	36	13.4
Disagree	61	22.7
Neutral	45	16.7
Agree	96	35.7
Strongly Agree	31	11.5
Total	269	100

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
Female	135	44.4
Male	138	45.4
Total	304	100

Ethnicity

	Frequency	Percent
No response provided	33	10.9
African American	5	1.6
American Indian/Native American	2	.7
Asian/Pacific Islander	20	6.6
Hispanic (Mexican decent)	17	5.6
Hispanic (non-Mexican decent)	6	2
Other	18	5.9
White	203	66.8
Total	304	100

School

	Frequency	Percent
No response provided	28	9.2
School of Allied Health Sciences	44	14.5
School of Medicine	144	47.4
School of Nursing	37	12.2
School of Pharmacy	51	16.8
Total	304	100

Years on faculty

	Frequency	Percent
No response provided	34	11.2
Less than two	64	21.1
Two to five	101	33.2
Six to ten	57	18.8
More than ten	48	15.8
Total	304	100

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													
1.1) I am satisfied with clerical/secretarial assistance that is available to me.	3.75	3.38	3.76	4.42	3.27	3.36	3.59	3.84	4.13	3.82	3.15	3.80	3.26					
1.2) I am satisfied with office equipment and supplies that are available to me.	3.82	4.14	3.85	4.35	3.31	3.36	3.66	3.81	4.15	3.97	3.24	3.96	3.39					
1.3) I am satisfied with library resources that are available to me.	3.50	3.11	3.90	3.94	2.65	3.11	3.62	3.60	3.63	3.49	3.00	3.46	3.06					
1.4) I am satisfied with support from Information Technology that is available to me.	3.54	4.00	3.58	4.28	2.73	3.18	3.62	3.68	3.71	3.47	3.18	3.63	3.13					
1.5) I am satisfied with training and other resources to improve my teaching skills that are available to me.	3.35	3.48	3.39	3.78	3.00	3.04	3.32	3.40	3.44	3.38	3.12	3.49	2.87					
2.1) I am satisfied with office space that is available to me.	3.71	4.41	3.57	4.35	3.41	3.07	3.56	4.07	3.66	3.72	3.41	3.72	3.10					
2.2) I am satisfied with laboratory/research space that is available to me.	3.10	4.05	3.18	3.00	2.20	2.70	2.80	3.63	2.72	3.31	2.74	3.24	2.52					
2.3) I am satisfied with the facilities for using teaching technology in the classrooms that are available to me.	3.50	3.70	3.70	3.76	2.80	3.18	3.55	3.57	3.43	3.63	3.03	3.61	2.94					
2.4) I am satisfied with the physical upkeep of campus buildings and grounds.	3.88	4.34	3.84	4.53	3.39	3.46	3.90	3.95	4.29	3.80	3.38	3.91	3.39					
2.5) I am satisfied with the safety and security of my campus.	3.33	4.02	4.07	4.26	3.43	3.57	4.08	3.88	4.17	3.86	3.62	4.02	3.55					
3.1) I am satisfied with my salary.	2.98	3.31	3.03	3.16	2.25	2.36	3.25	3.11	3.13	2.91	2.26	3.03	2.32					
3.2) I am satisfied with my health benefits.	3.52	3.75	3.75	3.65	2.71	3.32	3.55	3.39	3.47	3.80	2.97	3.43	3.00					
3.3) I am satisfied with my retirement benefits.	3.70	4.20	3.94	3.86	2.71	3.29	3.91	3.68	3.62	3.81	3.12	3.73	3.10					
4.1) I am satisfied with the current institutional leadership (President and Vice Presidents).	3.43	3.77	3.47	4.14	2.71	3.08	3.57	3.53	3.48	3.39	3.03	3.39	2.86					
4.2) I am satisfied with my school's current leadership (Dean, Asst./Assoc. Deans, etc.)	3.70	4.55	3.58	4.30	3.24	3.11	3.73	3.38	3.92	3.69	2.91	3.72	2.61					
4.3) I am satisfied with my department's current leadership (Chair, Vice-Chair, Division Head, etc.)	3.53	4.66	3.37	3.82	3.22	2.74	3.69	3.93	3.71	3.44	2.62	3.63	2.55					
5.1) My supervisors are receptive to faculty input.	3.56	4.48	3.47	3.97	3.10	2.93	3.80	3.89	3.69	3.50	2.59	3.60	2.52					
5.2) Faculty have sufficient input into decisions regarding important matters.	3.18	4.18	3.05	3.76	2.61	2.54	3.47	3.47	3.21	3.03	2.53	3.28	2.32					
5.3) TTUHSC has a climate in which faculty may speak freely without fear of negative consequences.	3.10	3.80	3.04	3.32	2.88	2.39	3.27	3.44	3.23	2.98	2.38	3.20	2.32					
6.1) I am valued for my teaching skills.	3.47	4.37	3.39	3.80	3.00	2.93	3.60	3.60	3.88	3.40	2.68	3.54	2.74					
6.2) I am valued for my research skills.	3.08	3.61	2.97	3.48	2.76	3.00	3.11	3.43	3.30	2.85	2.80	3.11	2.71					
6.3) I am valued for my clinical skills.	3.63	4.16	3.75	3.85	2.86	3.15	3.70	3.83	3.65	3.80	2.73	3.77	2.79					
6.4) I am satisfied with administrators' recognition of my accomplishments.	3.18	3.33	3.06	3.62	2.78	2.81	3.26	3.46	3.40	3.08	2.58	3.24	2.53					
7.1) I am satisfied with the ethnic/racial diversity at TTUHSC.	3.47	3.86	3.51	3.30	3.25	3.21	3.48	3.75	3.55	3.41	3.03	3.68	2.97					
7.2) My department does a good job of recruiting women to join our faculty.	3.79	4.07	3.77	4.47	3.43	3.30	3.74	3.98	3.77	3.92	3.18	3.88	3.27					
7.3) My department does a good job of recruiting minorities to join our faculty.	3.43	3.72	3.45	3.46	3.25	3.21	3.37	3.65	3.50	3.48	2.94	3.61	2.94					
8.1) I do not feel discriminated against because of my gender.	3.93	4.32	4.04	3.92	3.63	3.36	4.13	4.28	3.83	3.93	3.15	4.35	3.16					
8.2) I do not feel discriminated against because of my race/ethnicity.	4.14	4.67	4.18	4.38	3.74	3.54	4.13	4.40	4.29	4.24	3.26	4.28	3.35					
8.3) 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	3.56					
8.4) 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	3.67					
8.5) I do not feel discriminated against because of my age.	4.06	4.57	4.09	4.24	3.73	3.46	4.16	4.29	4.25	4.08	3.18	4.18	3.39					
8.6) I do not feel discriminated against because of my disability status.	3.98	4.60	4.02	4.36	3.57	3.25	4.00	4.33	4.20	4.08	3.16	4.27	3.06					
8.7) I do not feel discriminated against because of my military status.	3.98	4.40	4.16	4.50	3.50	3.00	3.90	4.19	4.21	4.31	3.05	4.27	3.11					
9.1) The tenure processes are clearly defined.	3.09	3.02	3.08	3.79	2.76	2.93	3.11	2.96	3.10	3.31	2.68	3.11	2.54					
9.2) The promotion processes are clearly defined.	3.04	2.95	2.97	3.64	2.94	2.93	2.95	2.94	3.11	3.25	2.68	3.08	2.59					
9.3) The criteria used to reach tenure decisions are appropriate.	2.95	3.21	2.95	3.33	2.71	2.38	2.94	2.88	3.22	3.04	2.45	3.05	2.37					
9.4) The criteria used to reach promotion decisions are appropriate.	2.92	3.26	2.79	3.42	2.86	2.46	2.93	2.81	3.17	3.01	2.42	2.97	2.43					
10.1) Research expectations are appropriate for my position.	3.22	3.56	3.17	3.58	3.06	2.81	3.17	3.38	3.26	3.32	2.76	3.41	2.54					
10.2) Publishing expectations are appropriate for my position.	3.29	3.60	3.29	3.68	3.00	2.81	3.12	3.44	3.29	3.44	2.88	3.45	2.71					
10.3) The amount of committee work that I do is appropriate for my position.	3.42	3.95	3.62	3.50	2.63	3.04	3.48	3.47	3.40	3.54	2.97	3.52	2.70					
10.4) My teaching load is appropriate for my position.	3.48	3.60	3.79	3.59	2.59	3.25	3.50	3.54	3.29	3.69	3.03	3.50	3.10					
10.5) My clinical work load is appropriate for my position.	3.30	3.76	3.32	3.55	2.82	2.94	3.24	3.53	3.29	3.49	2.56	3.26	2.63					
11.1) Overall, I am satisfied with my position at TTUHSC.	3.47	4.30	3.38	4.05	2.90	2.93	3.48	3.68	3.63	3.51	2.74	3.49	2.68					

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
SOP	11	5	3	16	16	51
SON	1	3	1	7	22	34
SOAHS	1	1	2	15	25	44
Not Given	5	7	4	5	7	28

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	10	17	19	24	14	84
SOP	15	5	10	3	2	35
SON	3	5	4	5	3	20
SOAHS	1	4	2	15	15	37
Not Given	5	3	6	5	1	20

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
SOM	7	16	25	47	38	133
SOP	15	8	8	12	8	51
SON	3	5	2	10	13	33
SOAHS	2	7	4	20	11	44
Not Given	4	6	3	11	4	28

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	4	13	22	67	37	143
SOP	8	5	10	15	13	51
SON	0	1	0	13	20	34
SOAHS	0	1	5	16	22	44
Not Given	4	3	3	12	6	28

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	2	11	16	61	54	144
SOP	10	5	5	15	16	51
SON	2	1	0	14	17	34
SOAHS	0	4	8	15	17	44
Not Given	4	1	4	13	6	28

I am satisfied with my salary.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	24	27	26	51	14	142
SOP	21	10	7	12	1	51
SON	5	7	4	19	2	37
SOAHS	1	5	4	21	13	44
Not Given	13	7	3	7	1	28

I am satisfied with my health benefits.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	2	21	20	66	33	142
SOP	17	7	5	18	4	51
SON	0	4	5	20	8	37
SOAHS	2	5	4	24	9	44
Not Given	5	3	4	10	6	28

I am satisfied with my retirement benefits.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	2	10	18	77	35	142
SOP	17	7	5	18	4	51
SON	0	4	5	20	8	37
SOAHS	0	0	5	25	14	44
Not Given	5	3	4	11	5	28

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	9	17	41	52	25	144
SOP	14	8	11	15	3	51
SON	1	0	3	22	11	37
SOAHS	1	1	13	20	8	43
Not Given	4	2	9	8	2	25

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

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	7	17	19	58	41	142
SOP	12	3	3	17	16	51
SON	0	0	3	11	18	32
SOAHS	1	2	8	15	18	44
Not Given	4	3	7	7	6	27

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	10	23	32	46	30	141
SOP	11	3	9	18	10	51
SON	2	6	10	11	8	37
SOAHS	1	2	16	13	11	43
Not Given	4	3	8	9	4	28

I do not feel discriminated against because of my gender.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	8	10	14	47	64	143
SOP	9	2	7	14	19	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 race/ethnicity.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	3	6	16	49	62	136
SOP	8	0	8	15	19	50
SON	1	1	2	12	21	37
SOAHS	0	0	2	13	31	43
Not Given	2	3	8	8	7	28

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
SOM	1	3	14	45	57	120
SOP	6	2	6	15	19	48
SON	1	0	2	8	21	32
SOAHS	1	0	2	11	28	42
Not Given	2	1	6	7	8	24

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
Not Given	6	5	8	9	6	34

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	7	8	7	23	17	62
2 – 5 yrs	2	8	1	18	27	56
6 – 10 yrs	4	7	7	12	17	47
> 10 yrs	9	10	15	32	34	100
Not Given	5	5	4	11	9	34

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	5	7	14	8	1	35
2 – 5 yrs	5	2	5	12	11	35
6 – 10 yrs	7	7	9	6	3	32
> 10 yrs	10	14	6	19	18	67
Not Given	7	4	7	7	2	27

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
< 2 years	5	5	15	15	15	55
2 – 5 yrs	3	11	5	22	13	54
6 – 10 yrs	7	6	4	20	10	47
> 10 yrs	8	14	15	32	30	99
Not Given	8	6	3	11	6	34

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	3	5	9	23	22	62
2 – 5 yrs	2	5	7	23	20	57
6 – 10 yrs	1	2	3	18	24	48
> 10 yrs	4	8	17	45	25	99
Not Given	6	3	4	14	7	34

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	6	4	10	25	19	64
2 – 5 yrs	6	1	3	25	22	57
6 – 10 yrs	4	3	5	17	19	48
> 10 yrs	10	8	18	32	33	101
Not Given	10	3	7	8	6	34

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	8	4	10	20	22	64
2 – 5 yrs	8	1	3	17	25	54
6 – 10 yrs	5	5	4	15	16	45
> 10 yrs	15	14	10	26	30	95
Not Given	13	5	4	6	6	34

My supervisors are receptive to faculty input.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	5	7	8	20	24	64
2 – 5 yrs	5	5	4	20	23	57
6 – 10 yrs	5	5	4	20	14	48
> 10 yrs	14	12	10	38	26	100
Not Given	13	7	5	9	5	39

Faculty have sufficient input into decisions regarding important matters.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	6	8	12	26	12	64
2 – 5 yrs	5	7	10	26	9	57
6 – 10 yrs	7	11	3	19	8	48
> 10 yrs	19	18	20	29	15	101
Not Given	10	9	5	7	3	34

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	8	7	18	22	9	64
2 – 5 yrs	5	9	9	24	10	57
6 – 10 yrs	6	10	6	19	7	48
> 10 yrs	14	26	20	30	11	101
Not Given	13	6	6	7	2	34

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 promotion processes are clearly defined.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	7	13	21	18	3	62
2 – 5 yrs	6	16	9	21	2	54
6 – 10 yrs	6	10	9	17	5	47
> 10 yrs	9	22	14	36	14	95
Not Given	10	8	4	7	5	34

The criteria used to reach tenure decisions are appropriate.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	6	7	27	12	2	54
2 – 5 yrs	7	11	13	15	2	48
6 – 10 yrs	6	2	12	19	2	41
> 10 yrs	11	23	21	29	10	94
Not Given	10	9	6	5	3	33

The criteria used to reach promotion decisions are appropriate.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	7	7	30	15	1	60
2 – 5 yrs	7	16	13	16	2	54
6 – 10 yrs	7	5	12	19	4	47
> 10 yrs	13	21	23	30	9	96
Not Given	12	8	4	5	4	33

Research expectations are appropriate for my position.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	6	13	8	29	3	59
2 – 5 yrs	5	9	4	23	7	48
6 – 10 yrs	5	8	7	22	4	46
> 10 yrs	10	14	16	41	11	92
Not Given	7	9	5	9	3	33

Publishing expectations are appropriate for my position.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	7	11	12	28	2	60
2 – 5 yrs	4	8	8	25	7	52
6 – 10 yrs	5	8	7	24	4	48
> 10 yrs	9	10	19	47	12	97
Not Given	6	7	8	9	3	33

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 Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
< 2 years	7	5	13	28	11	64
2 – 5 yrs	5	5	6	28	13	57
6 – 10 yrs	4	5	5	25	9	48
> 10 yrs	5	17	17	45	17	101
Not Given	13	3	9	10	2	34

Appendix C – Frequencies by Gender

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	12	14	11	43	50	130
Male	4	27	15	38	54	138
Not Given	8	4	3	4	12	31

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	7	20	10	56	41	134
Male	3	13	13	58	48	137
Not Given	5	3	6	9	8	31

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	13	21	10	45	44	133
Male	14	29	14	38	41	136
Not Given	9	3	4	7	8	31

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	15	18	17	46	38	134
Male	12	13	24	53	35	137
Not Given	6	6	5	6	8	31

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
Female	13	25	25	44	25	132
Male	9	23	23	55	26	136
Not Given	6	7	7	7	4	31

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	Disagree	Neutral	Agree	Strongly Agree	Total
Female	19	18	27	49	22	135
Male	16	28	18	54	22	138
Not Given	12	7	5	4	3	31

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	16	26	31	43	19	135
Male	17	25	25	55	16	138
Not Given	13	7	3	4	4	31

I am valued for my teaching skills.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	8	20	17	56	27	128
Male	12	17	27	49	33	138
Not Given	9	4	8	6	4	31

I am valued for my research skills.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	14	8	26	35	7	90
Male	13	25	22	39	12	111
Not Given	7	3	6	6	2	24

I am valued for my clinical skills.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	8	10	16	43	28	105
Male	8	6	13	48	26	101
Not Given	7	2	7	5	3	24

I am satisfied with administrators' recognition of my accomplishments.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	17	19	31	41	24	132
Male	19	24	25	45	25	138
Not Given	11	4	7	4	7	30

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 against because of my gender.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	14	17	16	38	50	135
Male	3	3	12	44	75	137
Not Given	6	4	7	7	7	31

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	5	4	12	47	58	126
Male	4	3	16	41	73	137
Not Given	5	3	8	6	9	31

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	4	3	16	36	57	116
Male	3	2	8	42	68	123
Not Given	4	1	6	8	8	27

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
Male	17	21	39	44	9	130
Not Given	8	10	3	3	3	27

The criteria used to reach promotion decisions are appropriate.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	15	25	42	35	8	125
Male	21	25	36	47	8	137
Not Given	10	7	4	3	4	28

Research expectations are appropriate for my position.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	11	30	16	53	10	120
Male	14	17	18	64	17	130
Not Given	8	6	6	7	1	28

Publishing expectations are appropriate for my position.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	10	26	25	56	10	127
Male	15	12	22	69	17	135
Not Given	8	6	6	7	1	28

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	9	14	23	64	15	125
Male	11	14	23	71	18	137
Not Given	6	9	6	6	3	30

My teaching load is appropriate for my position.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Female	8	18	16	68	19	129
Male	13	15	23	74	15	137
Not Given	7	2	7	11	4	31

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