

EmployeeSatisfaction Survey

TTUHS Constitutional Report Fall 2014

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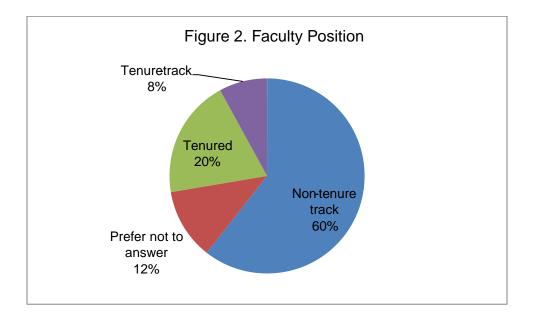
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Faculty.According to selfeported data, faculty respondents ere affiliated with the following:

PRIMARY APPOINTMENT

LOCATION

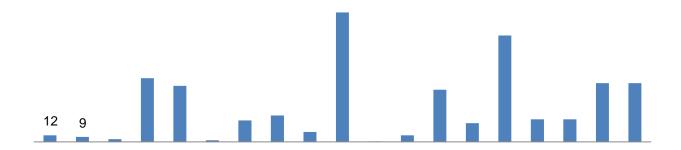
Faculy also provided information related to their position. Three of fiverespondents classified themselves as non-tenure track faculty (see Figure 2). Additionally, faculty wereasked if they work for the Texas Tech Physicians. More than ortheird of the faculty respondents (=96) indicated that they do so



Staff. According to selfeported data, staff respondentwere affiliated with the following areas:

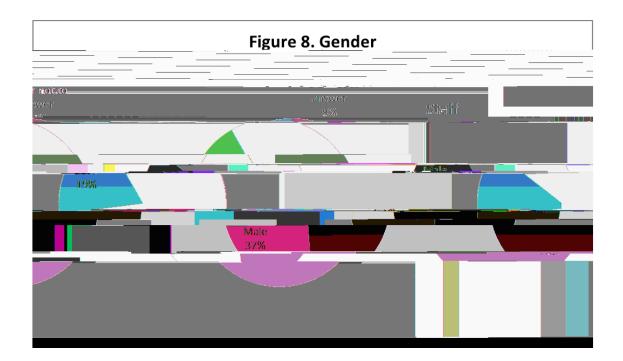
	PRIMARY AFFILIATION		LOCATION
х	Academic Affairs (AA)	х	Abilene
х	Institutional Advancement (ADV)	х	Amarillo
х	Communications & Marketing (COMM)	х	Dallas/Ft. Worth
х	Correctional Managed Health Care (CMHC)	х	El Paso
х	Finance & Administration (i.e., Business Affairs, Bud	x	Lubbock
	HR, Physical Plant, HUB Operations) (F&A)	х	Midland
х	Institutional Compliance (IC)	х	Odessa
х	Information Technology (IT)		
х	Research		
х	Rural and Community Health (Rural)		
х	Texas Tech Physicians (TTP)		
х	Gayle Greve Hunt School of Nursing (GGHSON)		
х	Graduate School of Biomedical Sciences (GSBS)		
х	Paul L. Foster School of Medicine (PLFSOM)		
х	School of Allied Health Sciences (SOAHS)		
х	School of Medicine (SOM)		
х	School of Nursing (SON)		
х	School oPharmacy (SOP)		

Figure3 provides the number of staff respondents by primary affiliation. Staff who did not affiliate themselves with one of the given options could select Other PreferNot to Answer(PNTA) option was also available.



Staff also provided information regarding their classification (see Fig)ure large majority of respondents were full-time staff.

Faculty and Staff. Figure 5 provides the distribution of all faculty and staffrespondents by location.



Quantitative Data

Facultyand Staff

General.F

		n	Mean*	Distribution**
	All	1479	5.09	
2.1. Contribution of my work to the institutional mission	Faculty	264	5.27	
	Staff	1215	5.05	
	All	1466	4.66	
2.2. Sense of belonging at TTUHSC	Faculty	262	4.92	
	Staff	1204	4.61	
	All	1470	4.68	
2.3. My awareness of the President's vision for TTUHSC	Faculty	261	4.78	
	Staff	1209	4.66	
	All	1479	4.35	
2.4. Commitment of institutional leaders to ongoing improvem	Faculty	264	4.59	
	Staff	1215	4.30	
	All	1483	4.09	
2.5. Communication across TTUHSC campuses/CMHC units	Faculty	263	4.24	
		1220	4.05	

Table2. Question 2 -Distribution of Responses

ŽD v• 0E }o}0Er } š} Z]PZo]PZš 0E • }(•š0E vPšZ v ‰}š vš] o]u‰0E}À u vš ~Z G **Dark green indicates the highest level of satisfaction. Bright red indicates the highest level of dissatisfaction. Gray in **NoticAtepsi**cable Table 3. Question 3 -

		n	Mean*	Distribution**
	All	1480	4.32	
7.1. Effectiveness of local Human Resources services	Faculty	263	4.50	
	Staff	1217	4.28	
	All	1461	4.92	
7.2. Library resources	Faculty	259	5.15	
	Staff	1202	4.85	
	All	1467	4.69	
7.3. Cleanliness/maintenance of my work environment	Faculty	259	4.92	
	Staff			
	Stan	1208	4.64	
	All	1479	4.60	
7.4. TTUHSC technology support (IT Solution Center)	Faculty	264	4.26	
	Staff	1215	4.68	
	All	1474	4.59	
7.5. Interactive video broadcasting system (i.e., Techlink)	Faculty	263	4.20	
	Staff	1211	4.69	
	All	1477	4.60	
7.6. Office/work space	Faculty	260	4.89	
	Staff	1217	4.54	
	All	1466	4.76	
7.7. Clerical/administrative assistance	Faculty	262	4.83	
	Staff	1204	4.75	
	All	1481	4.84	
	Faculty	264	4.95	
	Staff	1217	4.81	
		PšZ v		

Table4. Question7 – Distribution of Responses

Recognition.For the next set of statements, respondents are asked to rate the importance of items using a 5-point scale (= Unimportant 2 = Of Little Importance 3 = Moderately Important 4 = Important

		· · · · ·	
	n	Mean**	Distribution***
All	1479	4.30	
Faculty	261	4.57	
Staff	1218	4.24	
All	1474	3.52	
Faculty	263	3.64	
Staff	1211	3.49	
All	1475	3.83	
Faculty	263	3.97	
Staff	1212	3.80	
All	1472	3.66	
Faculty	261	3.72	
Staff	1211	3.65	
All	1476	3.96	
Faculty	262	4.03	
Staff	1214	3.94	
All	1476	3.91	
Faculty	261	3.98	
Staff	1215	3.89	
All	1472	3.72	

Table5. Question5 - Distribution of Responses

Using a spoint agreement scale1 (= Strongly Disagre@ = Disagre@ = Neutral4 = Agree and5 = Strongly Agree), respondentswere asked to indicate their levels agreement with the following statement Current HSC recognition programs are fair to all faculty and staffespondents were also give the following response ption for this item I am unaware of the current recognized programs

Of the 1,484 respondents who answered thisuqstion, 145 (=9.8%) indicated they were unaware of the current recognition programs slightly higher percentage of facu(tly0.6%) selected this option compared to staff (9.6%).

Table6 shows the number of respondents, mesan and standard deviation. Figure 10 displays the distribution of results.

	n	Mean	SD
All	1,339	3.17	1.13
Faculty	236	3.42	1.15
Staff	1,103	3.12	1.12

Table6. Fairness of Recognition Programs

Staff Only

Thefollowing questions were answered by staffnembersonly. Respondents were asked to indicate their level of satisfaction using a foint scale (1 = Very Dissatisfied2 = Dissatisfied3 = Somewhat Dissatisfied4 = Somewhat Satisfied5 = Satisfied and 6 = Very Satisfied Respondents were also givenNot Applicable option. Tables 7 and 8 provide the following information for the institution as a whole for each item:

- x Total number of respondents for addsponses(n)
- x Mean level of satisfactio(Mean)
- x Colorcoded graph illustrating the distribution of respons(Describution)

For all items, the possible range of means is -6.000. Means are colocoded to highlight areas of strength and potential improvement Red <3.00, Yellow: $3.00-X \ \tilde{o} \ \tilde{o} \ U \ W \ H \ \tilde{n} \ X \ \tilde{i} \ \tilde{i}$).

AppendicesEandFprovide the corresponding table with the percent distribution across response options.

	n	Mean*	Distribution**
11.1. Institutional leaders' awareness of staff needs	1211	3.84	
11.2. Effectiveness of Staff Senators in representing my interests	1208	3.96	
11.3. Workload for my position	1186	4.29	
11.4. Opportunities for professional development/continuing education	1214	4.10	

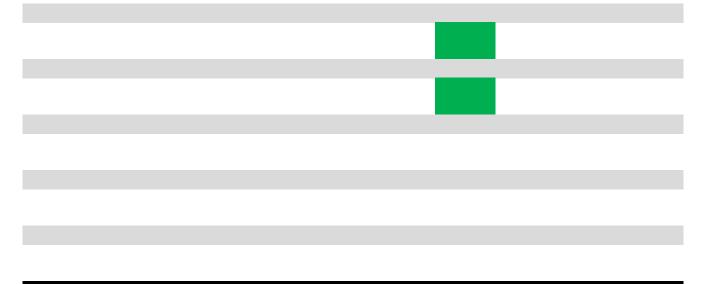
Table7. Question11 – Distribution of Responsefor Staff

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Table8. Question 2-Distribution of Response for Staff

	n	Mean*	Distribution**
12.1. Communication within my department	1219	4.18	
12.2. My interactions with my immediate coworkers	1214	5.02	

12.3. My interactions with my imm(i)-29.6(o)30.7(w)18.6(o)30.7(r)52.7(k)25.3(e)1.7(r)52.6(s)]TJ /TTO 1 Tf -



FacultyOnly

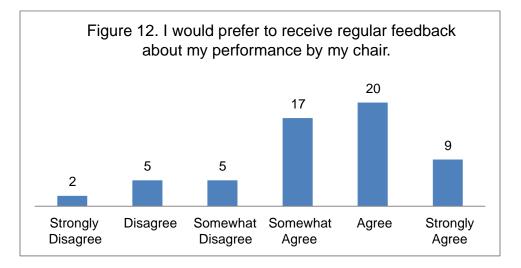
General. The following questions w

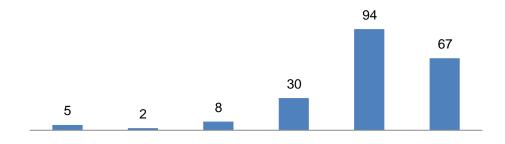
	n*	Mean**	Distribution***
17-19.1. Sense of belonging to my school	288	4.87	
17-19.2. Leadership of my school dean	291	4.93	
17-19.3. Opportunities to voice concerns/provide feedback in my school	292	4.57	
17 10 4 Collaboration among faculty within			
17-19.4. Collaboration among faculty withir my school	292	4.59	
17-19.5. Communication within my school	291	4.49	
17-19.6. My teaching workload	293	4.80	
17-19.7. My clinical workload	289	4.61	
17-19.8. Research expectations for my position	290	4.64	
17-19.9. Service/committee expectations for my position	292	4.82	
17-19.10. Opportunities for professional development related to research	292	4.36	
17-19.11. Opportunities for professional development related to teaching	292	4.55	

Table9. Questions γ , 18, 19 – Distribution of Response for Faculty

Feedbackby Chairs Facultywere also asked about performance feedback received from the results.

Those who do noreceive regular feedback were asked to evaluate the statementatuld prefer to receive regular feedback about my performance by my chathouse who do receive regular feedback were asked to rate the statement Usefulness of feedback about my performance by my chathouse by my chathouse 2 and 13 illustrate the results.





Results by Appointment/Affiliation

AppendixJpresents survey results for facular cording to pointment. AppendixKpresents survey resulfs r staff according to affiliationThe tables provide the following information

- x Total number of respondents for the second dresponses (i.e. excluding Not Applicable responses)
- x Mean level of satisfactio/importance/agreement
 - For satisfaction itemsmeansare colorcoded to highlight areas of strength and potential
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 - o For importance item, smeans are colocoded to highlight areas of importance H 4.00).
- x Standard deviation

Notes for EcultyResuts:

- x Faculty who indicated a primary appointment with either the School of Medicine, the School of Nursing, or the School of Pharmacy, were given the option to indicate a secondary appointment with the Graduate School of Biomedical Sciences (GSBS). Fot **thre**dirs the history of this survey, faculty were also able to indicate a primary appointment with GSBS. The column for GSBS combines answers of the that who indicated a primary article who indicated a secondary appointment with GSBS.
- x Faculty answeredmost questions only oncel-lowever, esponses by faculty who indicated a secondary appointment with GSBS have responded to some items twinger for their primary appointment and once for their GSBS appointment.

Notes for Saff Results

- x The following areas had less than five respondents are not included for privacy reasons:
 - o Gayle Greve Hunt School of Nursing
 - o Institutional Compliance

Results by Campus

Appendix_presents survey results according to camforsall employeesThe tables provide the following information:

- x Total number of respondents for the second dresponses (i.e. excluding Not Applicable responses)
- x Mean level of satisfaction/portance/agreement
 - o For satisfaction itemsmeans are colocoded to highlight areas of strength

Qualitative Data

At the end of the surveyf, aculty and staffwere given an opportunity to provide opernded comments in response to the following prompt

- x What do you like most about working for TTUHSC?
- x Do you have suggestions for making TTUHSC a better place to work? If scdesteribe.

Respondents provided 97¢ bmmentsto the first prompt (Faculty=160, Staff=814) and 790 comments to the second prompt (Faculty=131, Staff=659). Any comments which indicated the respondential not have a comment (e.g., N/A, nor) er were otherwise not usefule.g., all, nothing) were eliminated This left 962 and 722 usable comments respectively Due to the sensitive nature of some comments, actual comments will be provided to selected institutional leaders on the will determine how best to distribute them in their respective areas.

Using Survey Data to Promote Continuous Improvement

More often than not, it is difficult to determine what to do with information collected from general surveys like the EmployeeSatisfaction Surveyt is one thing to cdect the data—it is another thing entirely to use the information to promote continuous improvemenThe first step in this process is to put the current data into context. Consider the following questions:

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<u>Appendices</u>

APPENDIX A.

		'n	Very	Disastisfics	Somewhat	Somewhat	Satisfied	Very	Not
		n	Dissatisfied	Dissatisfied	Dissatisfied	Satisfied	Satisfied	Satisfied	Applicable
3.1. Salary/wages for the	All	1472	11%	14%	16%	24%	24%	10%	0%
work I do	Faculty	260	4%	7%	10%	22%	38%	20%	0%
WOIKT do	Staff	1212	13%	16%	18%	25%	21%	8%	0%
3.2. Sense of personal	All	1470	3%	3%	6%	13%	42%	33%	1%
safety/security in the work	Faculty	262	3%	2%	6%	8%	34%	45%	2%
environment	Staff	1208	2%	3%	6%	14%	44%	31%	0%
3.3. Ability to report	All	1474	11%	10%	11%	17%	30%	19%	3%
complaints without fear of	Faculty	262	7%	3%	10%	14%	30%	32%	5%

11%

11%

18%

29%

16%

3%

retaliation

Staff

1212

12%

APPENDIB QUESTION 3PERCENT DISTRIBUTATION SECONDE

		n	Very Dissatisfiec	Dissatisfie	d Somewhat Dissatisfied	Somewhat Satisfied	Satisfied	Very Satisfied	Not Applicable
7.1. Effectiveness of local	All	1480	6%	6%	9%	19%	39%	16%	3%
	Faculty	263	5%	4%	9%	20%	36%	21%	6%
Human Resources services	Staff	1217	7%	7%	10%	19%	40%	15%	3%
	All	1461	1%	2%	2%	9%	35%	18%	33%
7.2. Library resources	Faculty	259	2%	2%	1%	13%	36%	42%	5%
	Staff	1202	1%	2%	2%	8%	35%	12%	40%
7.3. Cleanliness/maintenanc	All	1467	3%	4%	7%	17%	42%	25%	2%
of my work environment	Faculty	259	4%	0%	6%	14%	41%	33%	3%
of my work environment	Staff	1208	3%	5%	8%	18%	42%	23%	1%
7.4. TTUHSC technology	All	1479	4%	5%	8%	19%	39%	25%	1%
support (IT Solution Center)	Faculty	264	9%	8%	8%	20%	30%	24%	0%
support (11 Solution Center)	Staff	1215	2%	4%	8%	18%	41%	25%	1%
7.5. Interactive video	All	1474	2%	3%	5%	15%	38%	12%	25%
broadcasting system (i.e.,	Faculty	263	5%	6%	9%	21%	29%	11%	19%
	Staff	1211	2%	3%	4%	13%	39%	13%	27%
	All	1477	4%	4%	10%	16%	41%	24%	1%
	Faculty	260	4%	1%	7%	11%	42%	32%	3%
	Staff	1217	4%	4%	11%	17%	41%	22%	1%
7.7. Clerical/administrative	All	1466	3%	4%	5%	14%	40%	26%	8%
assistance	Faculty	262	4%	5%	6%	14%	28%	41%	2%
	Staff	1204	3%	3%	4%	14%	43%	22%	10%
7.8. Availability of office	All	1481	3%	3%	6%	13%	46%	29%	1%
equipment and supplies	Faculty	264	4%	2%	5%	10%	41%	36%	2%
	Staff	1217	3%	3%	6%	13%	46%	28%	1%

APPENDIX: QUESTION - PERCENT DISTRIBUTATION ROSS RESPONSE (O) NPST

		n	Unimportant	Of Little Importance	Moderately Important	Important	Very Important
5.1. Feeling that your work is	All	1479	2%	4%	10%	33%	52%
valued and appreciated	Faculty	261	1%	1%	5%	28%	66%
valued and appreciated	Staff	1218	2%	4%	11%	34%	49%
5.2. Receivin <u>g form</u> al	All	1474	5%	16%	25%	33%	22%
recognition for your	Faculty	263	3%	12%	30%	28%	27%
contributions/achievements	Staff	1211	5%	16%	24%	34%	21%
5.3. Receivin <u>g inform</u> al	All	1475	3%	9%	20%	40%	28%
recognition for your	Faculty	263	2%	6%	17%	43%	32%
contributions/achievements	Staff	1212	3%	9%	21%	39%	27%
5.4. Receiving recognition for	All	1472	4%	12%	24%	36%	25%
individual accomplishments	Faculty	261	3%	10%	27%	33%	27%
individualaccomplishments	Staff	1211	4%	12%	23%	36%	25%
5.5. Receiving recognition for	All	1476	3%	6%	17%	39%	34%
teamaccomplishments	Faculty	262	2%	4%	19%	39%	36%
	Staff	1214	3%	7%	17%	39%	34%
5.6. Being recognized by	All	1476	3%	7%	18%	39%	33%
managers/supervisors	Faculty	261	2%	5%	17%	42%	33%
managers/supervisors	Staff	1215	3%	7%	18%	39%	32%
5.7. Being recognized by per	All	1472	3%	10%	25%	38%	25%
and coworkers	Faculty	260	2%	8%	23%	38%	28%
	Staff	1212	3%	10%	25%	38%	24%

APPENDIXO. QUESTIONS - PERCENT DISTRIBUTATOR OSS RESPONSE (ON PST

APPENDIXE QUESTIONI1 - PERCENT DISTRIBUTATION ROSS RESPONSE OPT(15)TIASFF)

	n	Very Dissatisfied	Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Satisfied	Very Satisfied	Not Applicable
11.1. Institutional leaders' awareness c staff needs	1211	8%	11%	15%	25%	30%	8%	3%
11.2. Effectiveness of Staff Senators ir representing my interests	1208	6%	6%	10%	22%	27%	5%	24%
11.3. Workload for my position	1186	5%	7%	10%	21%	45%	11%	0%
11.4. Opportunities for professional development/continuing education	1214	9%	7%	11%	21%	35%	13235 re	W n BT /TT9%

APPENDIXG. QUESTION71, 18, 19 - PERCENT DISTRIBUTATION ROSS RESPONSE (MACULTY)

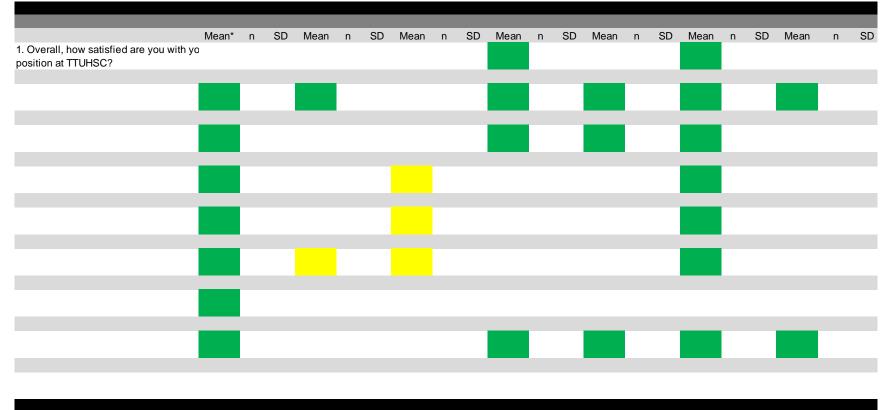
n	Very		

APPENDIXA. QUESTION/0 - PERCENT DISTRIBUTA/OMROSE/ESPONSE OPTIO/FASCULTY)

	n	Very Dissatisfied	Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Satisfied	Very Satisfied	Not Applicable
20.1. Opportunities for professional development as a clinician/practitioner	262	3%	2%	6%	11%	32%	18%	30%
20.2. Laboratory and/or research space	261	2%	2%	7%	9%	19%	12%	49%
20.3. My school's technology support	261	9%	6%	8%	16%	32%	23%	7%
20.4. Audio-video equipment in classrooms	261	5%	3%	7%	19%	34%	17%	15%
20.5. Learning management system (e. Sakai/The Hub, Blackboard)	263	4%	5%	7%	22%	28%	12%	23%

APPENDIX QUESTIO 1

APPENDIX RESULTS BY APPOINMEFACULTY

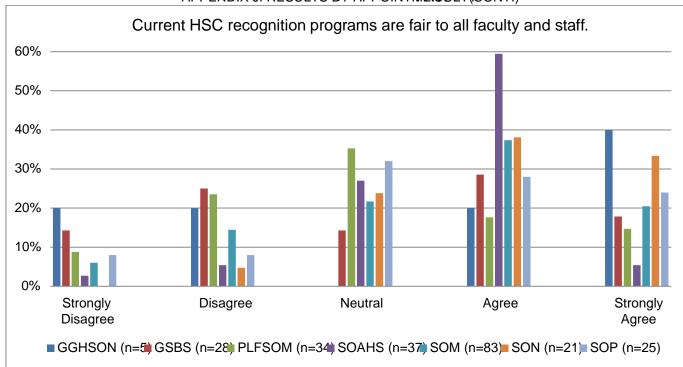


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Mean*	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SI
5.00	6	1.26	3.90	30	1.75	4.26	38	1.25	4.76	41	1.07	4.43	83	1.29	5.24	21	1.04	4.87	30	0.9
5.33	6	0.82	4.14	28	1.65	5.15	39	1.04	5.24	41	0.62	5.10	83	1.16	5.73	22	0.46	4.93	29	0.8
4.83	6	1.17	4.48	31	1.50	5.05	38	0.90	4.93	43	1.03	4.84	86	1.24	5.50	18	0.71	5.07	30	1.1
4.33	6	1.63	3.41	32	1.76	3.95	40	1.66	4.26	43	1.40	4.14	88	1.65	5.48	23	1.12	4.60	30	1.1
4.60	5	1.67	3.72	29	1.56	4.36	28	1.10	4.41	29	0.95	4.00								
	5.005.334.834.33	5.00 6 5.33 6 4.83 6 4.33 6	5.00 6 1.26 5.33 6 0.82 4.83 6 1.17 4.33 6 1.63	5.00 6 1.26 3.90 5.33 6 0.82 4.14 4.83 6 1.17 4.48 4.33 6 1.63 3.41	5.00 6 1.26 3.90 30 5.33 6 0.82 4.14 28 4.83 6 1.17 4.48 31 4.33 6 1.63 3.41 32	5.00 6 1.26 3.90 30 1.75 5.33 6 0.82 4.14 28 1.65 4.83 6 1.17 4.48 31 1.50 4.33 6 1.63 3.41 32 1.76	5.00 6 1.26 3.90 30 1.75 4.26 5.33 6 0.82 4.14 28 1.65 5.15 4.83 6 1.17 4.48 31 1.50 5.05 4.33 6 1.63 3.41 32 1.76 3.95	5.00 6 1.26 3.90 30 1.75 4.26 38 5.33 6 0.82 4.14 28 1.65 5.15 39 4.83 6 1.17 4.48 31 1.50 5.05 38 4.33 6 1.63 3.41 32 1.76 3.95 40	5.00 6 1.26 3.90 30 1.75 4.26 38 1.25 5.33 6 0.82 4.14 28 1.65 5.15 39 1.04 4.83 6 1.17 4.48 31 1.50 5.05 38 0.90 4.33 6 1.63 3.41 32 1.76 3.95 40 1.66	5.00 6 1.26 3.90 30 1.75 4.26 38 1.25 4.76 5.33 6 0.82 4.14 28 1.65 5.15 39 1.04 5.24 4.83 6 1.17 4.48 31 1.50 5.05 38 0.90 4.93 4.33 6 1.63 3.41 32 1.76 3.95 40 1.66 4.26	5.00 6 1.26 3.90 30 1.75 4.26 38 1.25 4.76 41 5.33 6 0.82 4.14 28 1.65 5.15 39 1.04 5.24 41 4.83 6 1.17 4.48 31 1.50 5.05 38 0.90 4.93 43 4.33 6 1.63 3.41 32 1.76 3.95 40 1.66 4.26 43	5.00 6 1.26 3.90 30 1.75 4.26 38 1.25 4.76 41 1.07 5.33 6 0.82 4.14 28 1.65 5.15 39 1.04 5.24 41 0.62 4.83 6 1.17 4.48 31 1.50 5.05 38 0.90 4.93 43 1.03 4.33 6 1.63 3.41 32 1.76 3.95 40 1.66 4.26 43 1.40	5.00 6 1.26 3.90 30 1.75 4.26 38 1.25 4.76 41 1.07 4.43 5.33 6 0.82 4.14 28 1.65 5.15 39 1.04 5.24 41 0.62 5.10 4.83 6 1.17 4.48 31 1.50 5.05 38 0.90 4.93 43 1.03 4.84 4.33 6 1.63 3.41 32 1.76 3.95 40 1.66 4.26 43 1.40 4.14	5.00 6 1.26 3.90 30 1.75 4.26 38 1.25 4.76 41 1.07 4.43 83 5.33 6 0.82 4.14 28 1.65 5.15 39 1.04 5.24 41 0.62 5.10 83 4.83 6 1.17 4.48 31 1.50 5.05 38 0.90 4.93 43 1.03 4.84 86 4.33 6 1.63 3.41 32 1.76 3.95 40 1.66 4.26 43 1.40 4.14 88	5.00 6 1.26 3.90 30 1.75 4.26 38 1.25 4.76 41 1.07 4.43 83 1.29 5.33 6 0.82 4.14 28 1.65 5.15 39 1.04 5.24 41 0.62 5.10 83 1.16 4.83 6 1.17 4.48 31 1.50 5.05 38 0.90 4.93 43 1.03 4.84 86 1.24 4.33 6 1.63 3.41 32 1.76 3.95 40 1.66 4.26 43 1.40 4.14 88 1.65	5.00 6 1.26 3.90 30 1.75 4.26 38 1.25 4.76 41 1.07 4.43 83 1.29 5.24 5.33 6 0.82 4.14 28 1.65 5.15 39 1.04 5.24 41 0.62 5.10 83 1.16 5.73 4.83 6 1.17 4.48 31 1.50 5.05 38 0.90 4.93 43 1.03 4.84 86 1.24 5.50 4.33 6 1.63 3.41 32 1.76 3.95 40 1.66 4.26 43 1.40 4.14 88 1.65 5.48	5.00 6 1.26 3.90 30 1.75 4.26 38 1.25 4.76 41 1.07 4.43 83 1.29 5.24 21 5.33 6 0.82 4.14 28 1.65 5.15 39 1.04 5.24 41 0.62 5.10 83 1.16 5.73 22 4.83 6 1.17 4.48 31 1.50 5.05 38 0.90 4.93 43 1.03 4.84 86 1.24 5.50 18 4.33 6 1.63 3.41 32 1.76 3.95 40 1.66 4.26 43 1.40 4.14 88 1.65 5.48 23	5.00 6 1.26 3.90 30 1.75 4.26 38 1.25 4.76 41 1.07 4.43 83 1.29 5.24 21 1.04 5.33 6 0.82 4.14 28 1.65 5.15 39 1.04 5.24 41 0.62 5.10 83 1.16 5.73 22 0.46 4.83 6 1.17 4.48 31 1.50 5.05 38 0.90 4.93 43 1.03 4.84 86 1.24 5.50 18 0.71 4.33 6 1.63 3.41 32 1.76 3.95 40 1.66 4.26 43 1.40 4.14 88 1.65 5.48 23 1.12	5.00 6 1.26 3.90 30 1.75 4.26 38 1.25 4.76 41 1.07 4.43 83 1.29 5.24 21 1.04 4.87 5.33 6 0.82 4.14 28 1.65 5.15 39 1.04 5.24 41 0.62 5.10 83 1.16 5.73 22 0.46 4.93 4.83 6 1.17 4.48 31 1.50 5.05 38 0.90 4.93 4.3 1.04 4.93 4.93 4.83 6 1.17 4.48 31 1.50 5.05 38 0.90 4.93 4.33 1.04 4.84 86 1.24 5.50 18 0.71 5.07 4.33 6 1.63 3.41 32 1.76 3.95 40 1.66 4.26 43 1.40 4.14 88 1.65 5.48 23 1.12 4.60	5.00 6 1.26 3.90 30 1.75 4.26 38 1.25 4.76 41 1.07 4.43 83 1.29 5.24 21 1.04 4.87 30 5.33 6 0.82 4.14 28 1.65 5.15 39 1.04 5.24 41 0.62 5.10 83 1.16 5.73 22 0.46 4.93 29 4.83 6 1.17 4.48 31 1.50 5.05 38 0.90 4.93 4.81 0.62 5.10 83 1.16 5.73 22 0.46 4.93 29 4.83 6 1.17 4.48 31 1.50 5.05 38 0.90 4.93 4.83 1.68 1.24 5.50 18 0.71 5.07 30 4.33 6 1.63 3.41 32 1.76 3.95 40 1.66 4.26 43 1.40 4.14 88 1.65 5.48 23 1.12 4.60 30

APPENDIX J. RESULTS BY APPOINT MEANCTULT (CONT.)

APPENDIX J. RESULTS BY APPOINT MEANCTULT (CONT.)



APPENDIX J. RESULTS BY APPOINT MEANCTULT (CONT.)

The table below shows the average of agreement by affiliation ($1 = \text{Strongly Disagre} = \text{Disagre} = \text{Neutral}, 4 = \text{Agree}, and 5 = \text{Strongly Agree}, as well as the percent of spondent who selected the following option: am unaware of the current recognition programs.}$

	GGHSON	GSBS	PLFSOM	SOAHS	SOM	SON	SOP
Average of scaled responses	3.40	3.11	3.06	3.59	3.52	4.00	3.52
Lam unawara of the ourrent researching program	17%	13%	17%	14%	6%	9%	17%
I am unaware of the current recognition program	is. (n=1)	(n=4)	(n=7)	(n=6)	(n=5)	(n=2)	(n=5)

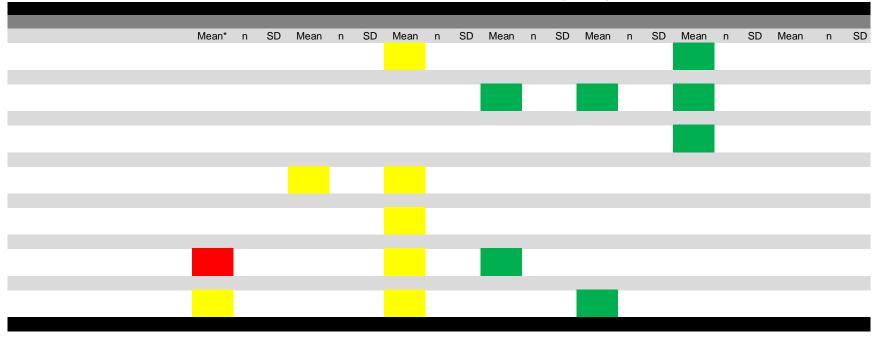
	Mean**	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD
17-19.1. Sense of belonging to my scho	ol 4.83	6	1.60	5.06	31	1.15	4.13	38	1.53	5.38	42	0.85	5.09	86	1.14	5.26	23	0.96	5.10	30	0.9
17-19.2. Leadership of my school dean	4.50	6	1.76	4.97	32	1.28	4.18	38	1.41	5.55	42	0.97	5.09	85	1.15	5.70	23	0.56	5.03	30	1.1
17-19.3. Opportunities to voice concerns/provide feedback in my schoo	4.50	6	2.07	4.41	32	1.56	3.85	39	1.58	5.07	42	1.18	4.78	85	1.21	5.22	23	1.00	4.63	30	1.1
17-19.4. Collaboration among faculty within my school	4.50	6	1.87	4.56	32	1.19	4.18	39	1.25	5.02	42	1.09	4.71	87	1.06	5.09	23	1.00	4.63	30	1.1:
17-19.5. Communication within my scho	ol 4.33	6	1.86	4.53	32	1.37	3.88	40	1.51	5.02	42	1.12	4.71	87	1.08	5.00	23	1.13	4.37	30	1.1

APPENDIX J. RESULTS BY APPOINT MEANCTULT (CONT.)

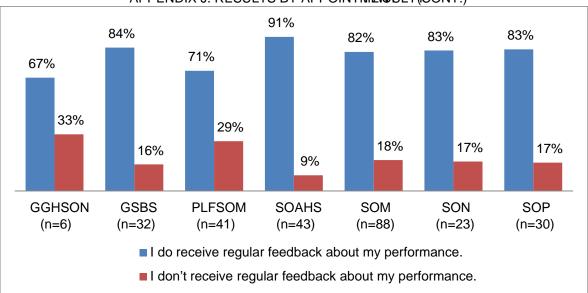
	GG	SHSC	N														SON			SOP	
	Mean*	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD
20.1. Opportunities for professional development as a clinician/practitioner	4.60	5	1.14	5.75	4	0.50	3.74	31	1.69	5.08	36	0.65	4.89	57	0.90	5.33	15	0.90	4.96	23	1.15
20.2. Laboratory and/or research space	4.20	5	2.17	5.00	23	0.90	3.86	21	1.62	4.56	34	1.21	4.70	40	1.02	4.88	8	1.25	5.08	12	0.90
20.3. My school's technology support	4.40	5	1.82	3.94	31	1.67	3.62	39	1.62	4.66	41	1.30	4.30	82	1.50	5.70	23	0.88	4.43	30	1.4
20.4. Audio-video equipment in classrooms	3.83	6	1.94	4.10	30	1.54	4.26	34	1.14	4.76	38	0.88	4.55	76	1.35	5.61	18	0.70	4.23	30	1.30
20.5. Learning management system (e.ç Sakai/The Hub, Blackboard)	4.33	6	1.86	4.37	30	1.13	4.21	24	1.35	4.71	41	1.05	4.25	60	1.19	5.09	22	1.23	3.97	30	1.33

APPENDIX J. RESULTS BY APPOINT MEANCULT (CONT.)

*Respondents were asked to indicate their level of satisfaction using a 6-point stcel/b/eq/ry Dissatisfie/2 = Dissatisfie/3 = Somewhat Dissatisfie/6 = Somewhat Satisfie/6 = Satisfie/and 6 = Very Satisfie/d Means are color-coded š Z] P Z o] P Z š CE • } (• š CE v P š Z v ‰ } š v š] o] u ‰ CE } Å u v š ~ Z W D ï X æ6D>cm æ6D>c



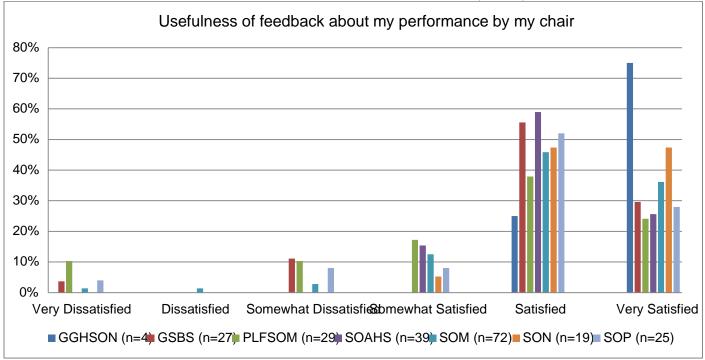
APPENDIX J. RESULTS BY APPOINT MEANCULT (CONT.)



APPENDIX J. RESULTS BY APPOINT MEANCTULT (CONT.)

APPENDIX J. RESULTS BY APPOINT MEANCTULT (CONT.)

Note: Only faculty who do not



APPENDIX J. RESULTS BY APPOINT MENCULT (CONT.)

Note: Only faculty who receive regular feedback from their chairs responded to this question.

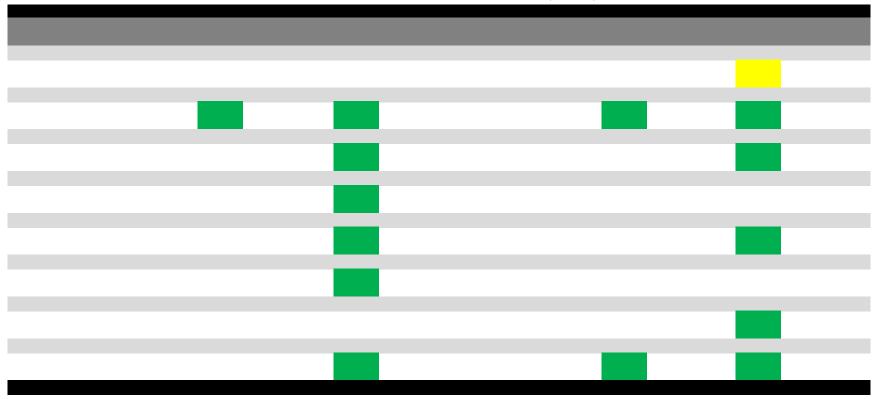
APPENDIX. RESULTS BY AFFILDANT STAFF



APPENDIX K. RESULTS BY AFFILIATION -

APPENDIX K. RESULTS BY AFFILIA STONFF

								``	- /						
SATISFACTION II - SECTION 1	Mean*	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD
7.1. Effectiveness of local Human Resources services	4.58	12	0.90	4.60	5	1.14	3.77	114	1.51	4.45	102	1.44	4.58	12	0.67
7.2. Library resources	4.50	6	0.84	5.00	2	1.41	3.88	57	1.52	4.94	48	0.91	4.60	5	0.55
7.3. Cleanliness/maintenance of my wor environment	5.00	12	0.74	5.00	5	0.71	4.07	104	1.49	4.95	100	1.10	5.00	12	0.74
7.4. TTUHSC technology support (IT Solution Center)	3.50	12	1.83	4.80	5	1.10	4.43	106	1.43	4.77	101	0.94	4.33	12	1.15
7.5. Interactive video broadcasting system (i.e., TechLink)	4.00	11	1.95	4.75	4	1.26	4.06	70	1.50	4.98	80	0.67	4.64	11	0.67
7.6. Office/work space	5.00	12	1.21	4.40	5	1.14	4.33	113	1.33	4.76	102	1.10	4.83	12	1.19
4.2939 1(.7) -0 0 7.8439 365.6109 313	47 816c														



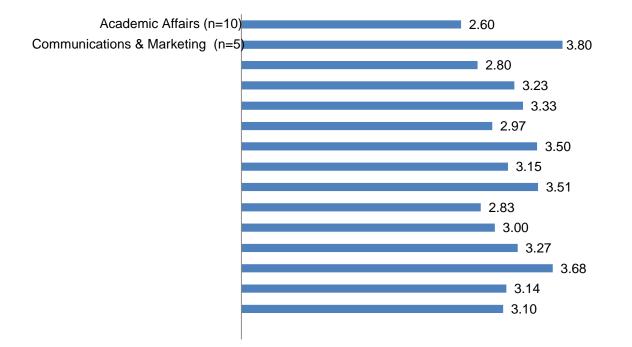
APPENDIX K. RESULTS BY AFFILIATION

	Aca	ademic Af	fairs	Commun	ications &	Marketing		СМНС		Finance	e & Admiı	nistration		duate Sch iedical Sc	
IMPORTANCE I - SECTION 1	Mean*	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD
5.1. Feeling that your work is valued and appreciated	4.67	12	0.49	3.40	5	1.34	3.97	115	1.20	4.40	102	0.72	4.33	12	0.78
5.2. Receiving formal recognition for you contributions/achievements	3.17	12	1.27	2.60	5	1.14	3.26	116	1.22	3.33	101	1.07	3.83	12	0.83
5.3. Receiving informal recognition for yo contributions/achievements	3.50	12	1.31	3.40	5	0.89	3.61	114	1.19	3.80	101	0.89	4.08	12	0.90
5.4. Receiving recognition for individual accomplishments	3.42	12	1.08	3.20	5	1.10	3.38	115	1.23	3.61	102	1.06	3.64	11	0.92
5.5. Receiving recognition for team accomplishments	3.83	12	0.94	3.80	5	0.84	3.71	114	1.29	4.06	102	0.89	4.00	12	0.74
5.6. Being recognized by managers/supervisors	3.92	12	1.00	3.60	5	0.89	3.64	116	1.24	3.97	102	0.91	4.25	12	0.62
5.7. Being recognized by peers and coworkers	3.67	12	0.98	3.80	5	0.84	3.66	116	1.14	3.64	102	0.92	3.92	12	0.67

*Respondents were asked to rate the importance of these items using a 5-point scale (1 = Unimportant, 2 = Of Little Importance, 3 = Moderately Important, 4 = Important, and 5 = Very Important). Means are color-c Z]PZo]PZš OE • } (]u ‰} CE š v ~ o µ W H ð Xìì•

								,						
Mean*	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD
4.44	34	0.89	4.34	193	0.85	4.49	41	0.71	4.29	41	0.84	4.23	236	0.95
3.21	34	1.41	3.48	194	1.14	4.05	40	0.93	3.38	40	1.00	3.62	236	1.10
4.06	34	1.04	3.87	193	0.97	4.12	41	0.90	3.79	39	0.98	3.82	235	1.02
3.62	34	1.21	3.65	193	1.06	4.10	41	0.89	3.34	41	0.96	3.75	233	1.09
3.94	34	1.10	3.91	194	1.00	4.	4.[(4.[(4	4.[(4.[(4.[(4	.1)]TJ /T<43	3m /TT0 1	Tf4.267 -() Td [(4.)-39	9.6()]TJ /TT	F0 1 Tf 4.2
	3.21 4.06 3.62	4.44 34 3.21 34 4.06 34 3.62 34	4.44 34 0.89 3.21 34 1.41 4.06 34 1.04 3.62 34 1.21	4.44 34 0.89 4.34 3.21 34 1.41 3.48 4.06 34 1.04 3.87 3.62 34 1.21 3.65	4.44 34 0.89 4.34 193 3.21 34 1.41 3.48 194 4.06 34 1.04 3.87 193 3.62 34 1.21 3.65 193	4.44 34 0.89 4.34 193 0.85 3.21 34 1.41 3.48 194 1.14 4.06 34 1.04 3.87 193 0.97 3.62 34 1.21 3.65 193 1.06	4.44 34 0.89 4.34 193 0.85 4.49 3.21 34 1.41 3.48 194 1.14 4.05 4.06 34 1.04 3.87 193 0.97 4.12 3.62 34 1.21 3.65 193 1.06 4.10	4.44 34 0.89 4.34 193 0.85 4.49 41 3.21 34 1.41 3.48 194 1.14 4.05 40 4.06 34 1.04 3.87 193 0.97 4.12 41 3.62 34 1.21 3.65 193 1.06 4.10 41	4.44 34 0.89 4.34 193 0.85 4.49 41 0.71 3.21 34 1.41 3.48 194 1.14 4.05 40 0.93 4.06 34 1.04 3.87 193 0.97 4.12 41 0.90 3.62 34 1.21 3.65 193 1.06 4.10 41 0.89	4.44 34 0.89 4.34 193 0.85 4.49 41 0.71 4.29 3.21 34 1.41 3.48 194 1.14 4.05 40 0.93 3.38 4.06 34 1.04 3.87 193 0.97 4.12 41 0.90 3.79 3.62 34 1.21 3.65 193 1.06 4.10 41 0.89 3.34	4.44 34 0.89 4.34 193 0.85 4.49 41 0.71 4.29 41 3.21 34 1.41 3.48 194 1.14 4.05 40 0.93 3.38 40 4.06 34 1.04 3.87 193 0.97 4.12 41 0.90 3.79 39 3.62 34 1.21 3.65 193 1.06 4.10 41 0.89 3.34 41	4.44 34 0.89 4.34 193 0.85 4.49 41 0.71 4.29 41 0.84 3.21 34 1.41 3.48 194 1.14 4.05 40 0.93 3.38 40 1.00 4.06 34 1.04 3.87 193 0.97 4.12 41 0.90 3.79 39 0.98 3.62 34 1.21 3.65 193 1.06 4.10 41 0.89 3.34 41 0.96	4.44 34 0.89 4.34 193 0.85 4.49 41 0.71 4.29 41 0.84 4.23 3.21 34 1.41 3.48 194 1.14 4.05 40 0.93 3.38 40 1.00 3.62 4.06 34 1.04 3.87 193 0.97 4.12 41 0.90 3.79 39 0.98 3.82 3.62 34 1.21 3.65 193 1.06 4.10 41 0.89 3.34 41 0.96 3.75	4.44 34 0.89 4.34 193 0.85 4.49 41 0.71 4.29 41 0.84 4.23 236 3.21 34 1.41 3.48 194 1.14 4.05 40 0.93 3.38 40 1.00 3.62 236 4.06 34 1.04 3.87 193 0.97 4.12 41 0.90 3.79 39 0.98 3.82 235 3.62 34 1.21 3.65 193 1.06 4.10 41 0.89 3.34 41 0.96 3.75 233

APPENDIX K. RESULTS BY AFFONASTAFF (CONT.)



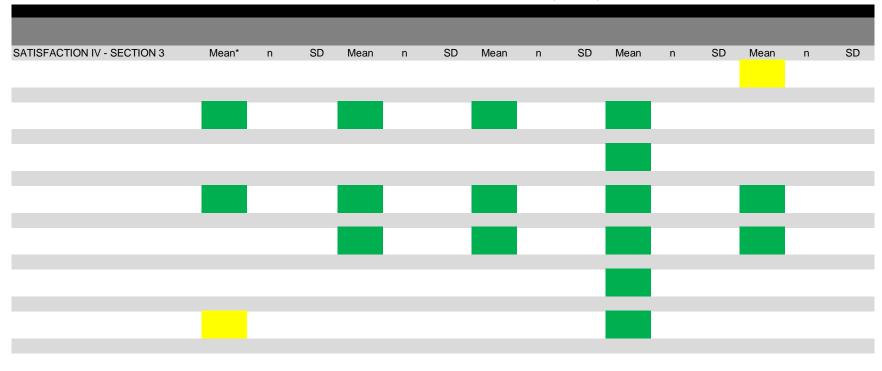
	Aca	idemic Af	fairs	Commun	ications &	& Marketin	(CMHC		Finance	e & Admir	istration		duate Sch edical Sc	
SATISFACTION III - SECTION 1	Mean*	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD
11.1. Institutional leaders' awareness of staff needs	4.58	12	0.90	3.80	5	1.10	3.36	111	1.62	4.11	100	1.31	3.82	11	1.08
11.2. Effectiveness of Staff Senators in representing my interests	4.78	9	0.67	3.25	4	1.50	3.36	59	1.36	3.81	73	1.45	4.17	6	0.41
11.3. Workload for my position	4.67	12	0.89	4.00	5	1.22	4.29	112	1.34	4.45	101	1.11	3.75	12	1.29
11.4. Opportunities for professional development/continuing education	4.50	10	1.58	4.40	5	0.89	3.99	115	1.46	4.16	100	1.38	4.70	10	0.9

*Respondents were asked to indicate their level of satisfaction using a 6-point \$cealed(y Dissatisfie)2 = Dissatisfie)3 = Somewhat Dissatisfie)4 = Somewhat Satisfie)5 = Satisfie) and 6 = Very Satisfie) × X D v • CE }o}CEr } š Z]PZo]PZš CE • }(• šCE v PšZ v ‰}š xi šK]õõU] u CE CEv}W H fiv/sìi • X W DiXiiU z oo}ÁW iXii

	Schoo	l of Allied	Health												
	Conoo	Sciences													
SATISFACTION III - SECTION 3	Mean*	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD
11.1. Institutional leaders' awareness of staff needs	3.88	33	1.52	3.81	188	1.39	4.59	39	1.23	4.03	40	1.35	3.76	229	1.35
11.2. Effectiveness of Staff Senators in representing my interests	4.36	25	1.60	4.01	154	1.27	4.63	35	1.06	4.10	30	1.32	3.94	191	1.30
11.3. Workload for my position	4.18	33	1.53	4.23	192	1.26	4.83	41	1.05	4.59	41	1.05	4.11	229	1.37
11.4. Opportunities for professional development/continuing education	4.03	32	1.56	4.32	187	1.37	4.31	39	1.20	4.26	38	1.33	4.12	226	1.48

SATISFACTION IV- SECTION 1	Mean*	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD
12.1. Communication within my department	4.83	12	1.85	4.00	5	1.00	4.11	114	1.67	4.29	102	1.45	4.42	12	1.38
12.2. My interactions with my immediate coworkers	5.67	12	0.49	4.60	5	0.89	4.93	116	1.24	5.22	102	0.92	4.83	12	1.03
12.3. My interactions with my immediate supervisor	5.00	12	1.71	4.80	5	1.10	4.59	114	1.62	4.78	101	1.25	4.50	12	1.17
12.4. My understanding of my job responsibilities	5.67	12	0.49	5.20	5	0.84	5.30	115	0.96	5.26	101	0.83	5.17	12	0.83
12.5. My awareness of performance expectations for my position	5.50	12	0.67	4.40	5	1.14	5.12	116	1.19	f 7.8509	-0 0 7.84	77 665.52	7 376.3326	Tm (12)Tj	j 79 A0cta

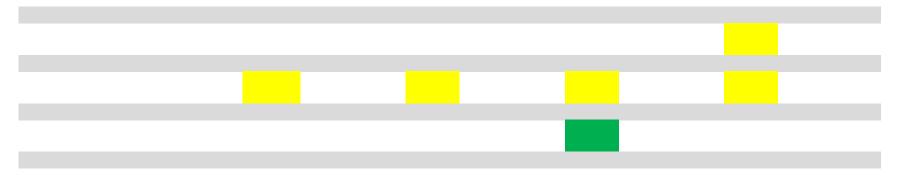
	Informa	ation Tech	nnology												
SATISFACTION IV - SECTION 2	Mean*	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD
12.1. Communication within my department	3.72	39	1.70	5.22	9	1.09	4.18	95	1.56	4.60	48	1.44	3.72	18	1.99
12.2. My interactions with my immediate coworkers	5.05	38	.87	5.78	9	.67	4.97	95	1.15	5.26	47	.77	5.00	18	1.37
12.3. My interactions with my immediate supervisor	4.62	39	1.53	5.78	9	.67	4.77	94	1.53	4.98	48	1.21	5.00	18	1.14
12.4. My understanding of my job responsibilities	5.16	38	.95	5.56	9	.73	5.09	95	1.13	5.33	48	.69	5.22	18	.55
12.5. My awareness of performance expectations for my position	4.95	38	1.18	5.56	9	.73	5.04	94	1.19	5.27	48	.87	5.17	18	.99
12.6. Clarity of the performance evaluation process	4.70	37	1.31	5.56	9	.53	4.83	93	1.25	5.10	48	.93	5.06	18	1.06
12.7. Usefulness of feedback on annual performance evaluation	4.13	38	1.56	5.38	8	.92	4.43	89	1.40	4.78	45	1.11	4.88	17	1.11
12.8. Opportunities to voice concerns/provide feedback in my area	4.08	37	1.75	5.44	9	.73	4.22	94	1.60	4.80	46	1.26	4.06	18	1.98



SATISFACTION I - SECTION 2	Mean*	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD
1. Overall, how satisfied are you with you position at TTUHSC?	4.69	700	1.31	4.90	10	1.20	4.82	55	1.09	5.04	27	0.90
2.1. Contribution of my work to the												
institutional mission	5.12	700	0.98	5.40	10	0.70	5.20	55	0.87	5.04	26	0.72
2.2. Sense of belonging at TTUHSC	4.77	692	1.28	5.00	9	1.00	4.82	55	1.19	4.35	26	1.26
2.3. My awareness of the President's visit for TTUHSC	4.79	681	1.11	4.78	9	1.56	4.91	55	0.78	4.36	25	1.32

APPENDIX L. RESULTS BY CAMORDIST.)

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		Lubbock			Midland			Odessa			Other	
SATISFACTION II - SECTION 2	Mean*	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD
7.1. Effectiveness of local Human Resour services	4.39	673	1.34	4.00	9	1.58	4.43	54	1.31	4.48	23	1.38
7.2. Library resources	4.96	464	1.02	5.25	8	0.71	5.16	49	0.72	4.15	13	1.86
7.3. Cleanliness/maintenance of my work environment	4.54	680	1.29	4.90	10	0.88	4.98	55	0.93	5.00	19	1.11
7.4. TTUHSC technology support (IT Solu Center)	4.58	689	1.31	3.80	10	1.93	4.67	55	1.19	4.96	27	1.09
7.5. Interactive video broadcasting systen (i.e., TechLink)	4.63	502	1.15	4.50	6	1.87	4.73	48	1.09	4.63	16	1.20
7.6. Office/work space	4.64	686	1.25	4.50	10	1.65	4.69	55	1.17	4.61	23	0.94
7.7. Clerical/administrative assistance	4.81	635	1.22	4.43	7	1.81	5.06	51	0.86	5.13	23	0.76
7.8. Availability of office equipment and supplies	4.90	691	1.14	5.00	10	0.82	4.82	55	1.09	4.43	23	1.31

APPENDIX L. RESULTS BY CAMPONST.)

*Respondents were asked to indicate their level of satisfaction using a 6-point stcælo/eqryDissatisfieo2 = Dissatisfieo3 = Somewhat Dissatisfieo4 = Somewhat Satisfieo5 = Satisfieo1 and 6 = Very Satisfieo4 × D v • OE }o}CEr } š Z]PZo]PZš OE • }(•šOE v PšZ v ‰}ršXvõiš)Uo'O54 u ‰1025 kahňativvšX ~ Z W DïXiìU z oo}ÁW ïXiì

		Abilene			Amarillo		Da	llas/Ft. W	orth	El Paso		
IMPORTANCE I - SECTION 1	Mean*	n	SD	Mean	n	SD	Mean	nas/1 t. vv	SD	Mean	n	SD
5.1. Feeling that your work is valued and appreciated	4.41	32	0.80	4.31	187	0.89	4.50	10	0.71	4.24	355	0.96
5.2. Receiving formal recognition for your contributions/achievements	3.63	32	0.98	3.37	187	1.14	3.80	10	1.23	3.63	354	1.12
5.3. Receiving informal recognition for yo contributions/achievements	3.75	32	0.92	3.78	187	1.01	4.00	9	0.87	3.84	354	1.04
5.4. Receiving recognition for individual accomplishments	3.84	31	0.90	3.50	186	1.06	3.40	10	1.07	3.73	353	1.12
5.5. Receiving recognition for team accomplishments	4.00	32	0.84	3.90	186	0.98	3.70	10	0.82	3.99	355	1.06
5.6. Being recognized by managers/supervisors	4.03	32	0.86	3.76	187	1.07	3.80	10	1.14	3.98	351	1.04
5.7. Being recognized by peers and coworkers	3.75	32	0.72	3.68	187	1.05	3.56	9	0.88	3.73	353	1.04

APPENDIX L. RESULTS BY CAMPONST.)

*Respondents were asked to rate the importance of these items using a 5-point scale (1 = Unimportant, 2 = Of Little Importance, 3 = Moderately Important, 4 = Important, and 5 = Very II D v • 0E } 0 } 0E r } š Z] P Z o] P Z š 0E • } (] u ‰ } 0E š v ~ o µ W H ð X ì ì •

		Lubbock			Midland			Odessa			Other	
IMPORTANCE I - SECTION 2	Mean*	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD
5.1. Feeling that your work is valued and appreciated	4.35	697	0.88	4.40	10	0.70	4.24	55	0.88	4.04	27	1.22
5.2. Receiving formal recognition for your contributions/achievements	3.48	694	1.15	3.40	10	1.07	3.59	54	1.06	3.30	27	1.27
5.3. Receiving informal recognition for you contributions/achievements	3.84	695	1.01	3.90	10	0.99	3.87	55	0.77	3.70	27	1.23
5.4. Receiving recognition for individual accomplishments	3.66	694	1.07	3.40	10	1.07	3.76	55	1.04	3.26	27	1.32
5.5. Receiving recognition for team accomplishments	3.96	695	1.02	3.80	10	0.79	3.98	55	0.99	3.89	27	1.28
5.6. Being recognized by managers/supervisors	3.92	697	1.01	3.80	10	1.23	3.93	55	0.96	3.67	27	1.21
5.7. Being recognized by peers and coworkers	3.72	694	1.02	3.20	10	1.32	3.76	55	1.05	3.65	26	1.13

APPENDIX L. RESULTS BY CAMORDIST.)

		Abilene		Amarillo			Dal	llas/Ft. W	orth	El Paso		
STAFF ONLY I - SECTION 1	Mean*	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD
11.1. Institutional leaders' awareness of staff needs	4.32	22	1.25	4.04	162	1.35	4.00	4	1.63	3.86	290	1.41
11.2. Effectiveness of Staff Senators in representing my interests	4.37	19	1.34	4.20	124	1.21	3.00	3	1.00	3.93	239	1.32
11.3. Workload for my position	4.55	22	1.22	4.34	162	1.31	5.00	4	0.82	4.17	290	1.33
11.4. Opportunities for professional development/continuing education	4.05	20	1.47	4.25	162	1.34	3.00	4	1.63	3.81	286	1.56

APPENDIX L. RESULTS BY CAMORDINST.)

*Respondents were asked to indicate their level of satisfaction using a 6-point stcæl b/e(ry Dissatisfied2 = Dissatisfied3 = Somewhat Dissatisfied4 = Somewhat Satisfied5 = Satisfied and 6 = Very Satisfied• X D v• CE }o}CE r } š Z]PZo]PZš CE • }(•šCE v PšZ v ‰}ršXvãsjU o'CE u ‰ VEE }hàñ Xiìv•šX ~ Z W DïXììU z oo}ÁW ïXìì

		Lubbock			Midland			Odessa			Other	
STAFF ONLY I - SECTION 2	Mean*	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD
11.1. Institutional leaders' awareness of staff needs	3.83	554	1.41	3.00	3	1.73	3.91	46	1.26	4.00	23	1.41
11.2. Effectiveness of Staff Senators in representing my interests	3.94	429	1.34	2.33	3	1.53	4.23	43	1.00	4.56	9	0.73
11.3. Workload for my position	4.33	556	1.25	4.20	5	1.79	4.35	46	0.99	4.64	25	1.19
11.4. Opportunities for professional development/continuing education	4.28	551	1.39	3.50	4	1.91	4.23	44	1.14	3.88	25	1.83

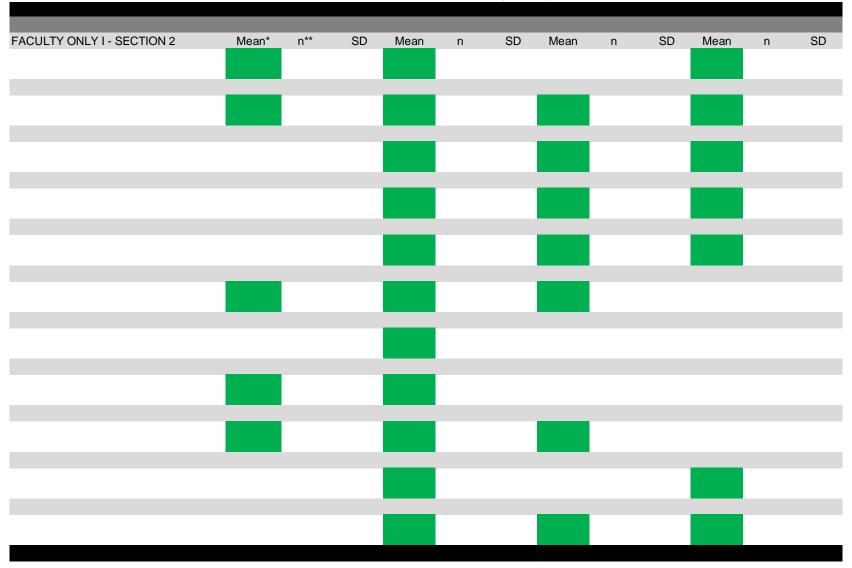
*Respondents were asked to indicate their level of satisfaction using a 6-point stcalle/e(ry Dissatisfied2 = Dissatisfied3 = Somewhat Dissatisfied4 = Somewhat Satisfied5 = Satisfied and 6 = Very Satisfied•X D v• 0E }o}CEr } š Z]PZo]PZš 0E • }(•š0E v PšZ v ‰}rš vš] o]u‰0E}Åu vš ~Z W DïXììU z oo}ÁW ïXìì



APPENDIX L. RESULTS BY CAMORDIST.)

FACULTY ONLY I - SECTION 1	Mean*	n**	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD
17-19.1. Sense of belonging to my school	5.27	11	0.79	5.08	24	0.93	4.83	6	1.17	4.15	48	1.61
17-19.2. Leadership of my school dean	5.27	11	0.65	5.08	24	0.97	5.50	6	0.55	4.15	47	1.43
17-19.3. Opportunities to voice concerns/provide feedback in my school	4.73	11	0.79	4.78	23	0.95	4.83	6	1.47	3.73	49	1.68
17-19.4. Collaboration among faculty with my school	5.18	11	0.98	4.83	24	1.13	4.17	6	1.33	4.02	49	1.48
17-19.5. Co2r4municatio6 within my schoo2	4 1.1	3 4.	17 6		902	2 47	71.61					

APPENDIX L. RESULTS BY CAMORDIST.)



APPENDIX L. RESULT SAMPUSCONT.)

APPENDIX L. RESULTS BY CAKORDIST.)

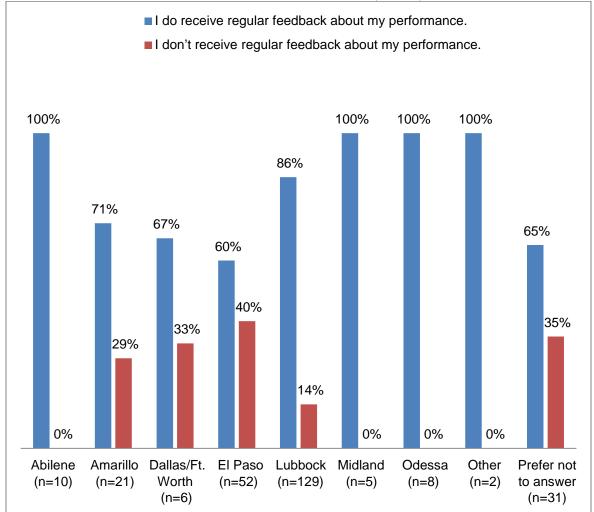
		Abilene			Amarillo		Da	llas/Ft. Wo	orth	El Paso		
FACULTY ONLY III - SECTION 1	Mean*	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD
21.1. Institutional leaders' awareness of faculty needs	4.80	10	0.79	4.79	19	0.98	4.17	6	1.33	3.15	46	1.62
21.2. Communication with my chair	5.20	10	1.03	4.89	18	1.23	4.33	6	1.21	4.17	48	1.81
21.3. Effectiveness of Faculty Senators in representing my interests	5.25	8	0.71	4.72	18	0.96	4.00	4	1.15	3.87	39	1.52
21.4. Collaboration among faculty across schools	4.89	9	0.93	4.37	19	1.12	3.80	5	0.84	3.71	42	1.61
21.5. Formal evaluation process of faculty	4.56	9	1.42	5.00	19	0.88	4.00	5	1.41	3.92	48	1.47
21.6. Clarity of the tenure process	4.13	8	1.73	5.24	17	0.83	3.00	2	0.00	3.47	36	1.63
21.7. Clarity of the promotion process	4.30	10	1.57	5.28	18	0.75	3.00	5	1.22	3.60	43	1.58

APPENDIX L. RESULTS BY CAMPONST.)

*Respondents were asked to indicate their level of satisfaction using a 6-point stcæl b/e(ny Dissatisfie)22 = Dissatisfie)23 = Somewhat Dissatisfie)44 = Somewhat Satisfie)45 = Satisfie)4 and 6 = Very Satisfie)4 × 0 × 0 = }o}Cer } š Z]PZo]PZš OE • }(• šOE v PšZ v ‰}ršXvõis)U d'O⊈u ‰100E + Àñ ǔ iv+šX ~ Z W DïXiiU z oo}ÁW ïXii

FACULTY ONLY III - SECTION 2	Mean*	n	SD	Mean	n	SD	Mean	n	SD	Mean	n	SD
21.1. Institutional leaders' awareness of faculty needs	4.75	122	1.05	5.20	5	0.84	4.50	8	1.41	4.00	2	1.41
21.2. Communication with my chair	5.21	116	1.16	5.80	5	0.45	6.00	8	0.00	4.00	2	1.41
21.3. Effectiveness of Faculty Senators in representing my interests	4.73	106	1.13	5.25	4	0.50	4.40	5	1.14	4.00	2	1.41
21.4. Collaboration among faculty across schools	4.45	117	1.12	4.75	4	0.96	4.50	8	0.93	5.00	2	1.41
21.5. Formal evaluation process of faculty	4.70	119	1.09	5.00	4	0.00	4.71	7	0.95	4.50	2	0.71
21.6. Clarity of the tenure process	5.00	101	1.12	5.00	3	0.00	4.57	7	0.79	4.00	1	0.00
21.7. Clarity of the promotion process	5.01	113	1.06	5.20	5	0.45	4.63	8	0.92	4.50	2	2.12

APPENDIX L. RESULTS BY CAMORDIST.)



APPENDIX L. RESULTS BY CALORDINST.)

Note: Only faculty esponded to his question.

APPENDIX L. RESULTS BY CAKORDIST.)

Note: Only faculty who doot receive regular feedback from their chainsponded to this question.

APPENDIX L. RESULTS BY CAMPONST.)

Note: Only faculty who ceive regular feedback from their charge sponded to this question.
