



2005 FACULTY SATISFACTION SURVEY

OVERALL REPORT



UTMB
2005 Faculty Satisfaction Survey
Overall Report

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Respondents

<u>Name</u>	<u>Number Responding</u>	<u>Number Sent</u>	<u>Response Rate</u>
UTMB Faculty Overall	478	886	54%
Primary School			
School of Allied Health Sciences	33	36	92%
School of Medicine/Biomedical Sciences	398	795	50%
School of Nursing	47	55	85%
Gender			
Male	268	536	50%
Female	196	350	56%
Ethnicity			
African-American (non-Hispanic)	17	42	40%
American Indian/Native American	1	3	33%
Asian/Pacific Islander	57	177	32%
Hispanic (not Mexican descent)	23		
Hispanic (Mexican, Mexican-American)	11		
White-Caucasian (non-Hispanic)	329	594	55%
Under-represented minority	11		
Other	8		
Under Represented Minorities - All*	63		
Years of Service			
5 Years or less	152	311	49%
6 to 10 Years	100	191	52%
11 to 20 Years	124	245	51%
Over 20 Years	102	139	73%

* Includes African-American, American Indian/Native American and Hispanic.

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Item Summary

CAREER PROGRESS

Questions	Number Responding	Percent Responding			Diff from Overall	
		0%	20%	40%		60%
7. I had a good understanding of what was expected of me in my job when I first came to UTMB. UTMB Faculty Overall	151					
Primary School						
School of Allied Health Sciences	10					+11
School of Medicine/Biomedical Sciences	126					-2
School of Nursing	15					+8
Gender						
Male	80					-1
Female	70					+1
Ethnicity						
African-American (non-Hispanic)	8					-4
Asian/Pacific Islander	22					+12
Hispanic (not Mexican descent)	10					-9
White-Caucasian (non-Hispanic)	95					-2
Under Represented Minorities - All*	27					-9
Years of Service						
5 Years or less	151					0

■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

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Item Summary

CAREER PROGRESS

Questions	Number Responding	Percent Responding			Diff from Overall				
		0%	20%	40%		60%	80%	100%	
8. The information provided to me by my school regarding the school's rules and procedures concerning the APT process is clear.									
UTMB Faculty Overall	445								
Primary School									
School of Allied Health Sciences	33				+8				
School of Medicine/Biomedical Sciences	369				-3				
School of Nursing	43				+16				
Gender									
Male	256				-2				
Female	176				+3				
Ethnicity									
African-American (non-Hispanic)	17				-3				
Asian/Pacific Islander	54				+24				
Hispanic (not Mexican descent)	21				+1				
Hispanic (Mexican, Mexican-American)	11				-11				
White-Caucasian (non-Hispanic)	302				-4				
Under-represented minority	11				-20				
Other	8								
Under Represented Minorities - All*	61				-5				
Years of Service									
5 Years or less	135				-3				
6 to 10 Years	93				+3				
11 to 20 Years	120				-1				
Over 20 Years	97				+2				

■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

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Item Summary

CAREER PROGRESS

Questions	Number Responding	Percent Responding			Diff from Overall
		0%	20%	40%	
9. The information provided to me by my department/ program regarding the department's rules and procedures concerning the APT process is clear. UTMB Faculty Overall	445				
Primary School					
School of Allied Health Sciences	29				+11
School of Medicine/Biomedical Sciences	376				-2
School of Nursing	40				+13
Gender					
Male	259				0
Female	173				-1
Ethnicity					
African-American (non-Hispanic)	17				+4
Asian/Pacific Islander	55				+20
Hispanic (not Mexican descent)	22				-5
Hispanic (Mexican, Mexican-American)	11				0
White-Caucasian (non-Hispanic)	300				-3
Under-represented minority	11				-28
Other	8				
Under Represented Minorities - All*	62				-5
Years of Service					
5 Years or less	137				+1
6 to 10 Years	94				-6
11 to 20 Years	118				+1
Over 20 Years	96				+2

■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

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Item Summary

CAREER PROGRESS

Questions	Number Responding	Percent Responding			Diff from Overall	
		0%	20%	40%		60%
10. At UTMB, the criteria by which I will be judged in the APT process are clear.						
UTMB Faculty Overall	442					
Primary School						
School of Allied Health Sciences	32					+7
School of Medicine/Biomedical Sciences	367					-3
School of Nursing	43					+19
Gender						
Male	251					-2
Female	178					+1
Ethnicity						
African-American (non-Hispanic)	17					+7
Asian/Pacific Islander	53					+12
Hispanic (not Mexican descent)	22					-5
Hispanic (Mexican, Mexican-American)	11					-10
White-Caucasian (non-Hispanic)	299					-1
Under-represented minority	11					-28
Other	8					
Under Represented Minorities - All*	62					-6
Years of Service						
5 Years or less	133					+2
6 to 10 Years	96					-4
11 to 20 Years	120					+1
Over 20 Years	93					0

■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

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CAREER PROGRESS

Questions	Number Responding	Percent Responding			Diff from Overall				
		0%	20%	40%		60%	80%	100%	
11. At UTMB, the criteria for awarding promotion and tenure are appropriate.									
UTMB Faculty Overall	408	51%	34%	15%					
Primary School									
School of Allied Health Sciences	31	55%	32%	13%	+4				
School of Medicine/Biomedical Sciences	337	50%	34%	16%	-1				
School of Nursing	40	63%	29%	8%	+12				
Gender									
Male	236	50%	33%	17%	-1				
Female	159	54%	33%	13%	+3				
Ethnicity									
African-American (non-Hispanic)	16	50%	37%	13%	-1				
Asian/Pacific Islander	49	65%	25%	10%	+14				
Hispanic (not Mexican descent)	20	55%	20%	25%	+4				
Hispanic (Mexican, Mexican-American)	11	55%	36%	9%	+4				
White-Caucasian (non-Hispanic)	274	49%	37%	14%	-2				
Under-represented minority	10	30%	30%	40%	-21				
Other	8	38%	37%	25%					
Under Represented Minorities - All*	58	50%	29%	21%	-1				
Years of Service									
5 Years or less	112	60%	27%	13%	+9				
6 to 10 Years	85	52%	36%	12%	+1				
11 to 20 Years	114	45%	37%	18%	-6				
Over 20 Years	97	49%	36%	15%	-2				

■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

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Item Summary

CAREER PROGRESS

Questions	Number Responding	Percent Responding	Diff from Overall
		0% 20% 40% 60% 80% 100%	
12. At UTMB, the criteria for awarding promotion and tenure are fairly applied.			
UTMB Faculty Overall	363	47% 32% 21%	
Primary School			
School of Allied Health Sciences	28	43% 46% 11%	-4
School of Medicine/Biomedical Sciences	300	46% 31% 23%	-1
School of Nursing	35	60% 29% 11%	+13
Gender			
Male	214	49% 29% 22%	+2
Female	138	43% 38% 19%	-4
Ethnicity			
African-American (non-Hispanic)	15	47% 26% 27%	0
Asian/Pacific Islander	46	59% 26% 15%	+12
Hispanic (not Mexican descent)	16	38% 43% 19%	-9
Hispanic (Mexican, Mexican-American)	10	60% 30% 10%	+13
White-Caucasian (non-Hispanic)	243	46% 32% 22%	-1
Under-represented minority	8	13% 49% 38%	-34
Other	8	25% 62% 13%	
Under Represented Minorities - All*	50	42% 36% 22%	-5
Years of Service			
5 Years or less	89	54% 33% 13%	+7
6 to 10 Years	78	46% 32% 22%	-1
11 to 20 Years	107	46% 32% 22%	-1
Over 20 Years	89	42% 32% 26%	-5

■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

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Item Summary

CAREER PROGRESS

Questions	Number Responding	Percent Responding			Diff from Overall				
		0%	20%	40%		60%	80%	100%	
13. My Department APT committee acts fairly and impartially.									
UTMB Faculty Overall	340	66% Favorable, 23% Mixed, 11% Unfavorable							
Primary School									
School of Allied Health Sciences	14	71% Favorable, 22% Mixed, 7% Unfavorable			+5				
School of Medicine/Biomedical Sciences	296	65% Favorable, 24% Mixed, 11% Unfavorable			-1				
School of Nursing	30	77% Favorable, 16% Mixed, 7% Unfavorable			+11				
Gender									
Male	204	69% Favorable, 19% Mixed, 12% Unfavorable			+3				
Female	124	62% Favorable, 30% Mixed, 8% Unfavorable			-4				
Ethnicity									
African-American (non-Hispanic)	14	50% Favorable, 43% Mixed, 7% Unfavorable			-16				
Asian/Pacific Islander	44	70% Favorable, 23% Mixed, 7% Unfavorable			+4				
Hispanic (not Mexican descent)	17	65% Favorable, 17% Mixed, 18% Unfavorable			-1				
Hispanic (Mexican, Mexican-American)	10	50% Favorable, 50% Mixed, 0% Unfavorable			-16				
White-Caucasian (non-Hispanic)	221	67% Favorable, 21% Mixed, 12% Unfavorable			+1				
Other	8	63% Favorable, 37% Mixed, 0% Unfavorable							
Under Represented Minorities - All*	48	54% Favorable, 36% Mixed, 10% Unfavorable			-12				
Years of Service									
5 Years or less	81	65% Favorable, 28% Mixed, 7% Unfavorable			-1				
6 to 10 Years	76	64% Favorable, 24% Mixed, 12% Unfavorable			-2				
11 to 20 Years	98	64% Favorable, 24% Mixed, 12% Unfavorable			-2				
Over 20 Years	85	72% Favorable, 17% Mixed, 11% Unfavorable			+6				

















■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

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Questions	Number Responding	Percent Responding			Diff from Overall				
		0%	20%	40%		60%	80%	100%	
14. The APT committee at school level acts fairly and impartially.									
UTMB Faculty Overall	317								
Primary School									
School of Allied Health Sciences	25				+13				
School of Medicine/Biomedical Sciences	256				-3				
School of Nursing	36				+12				
Gender									
Male	186				-1				
Female	121				+3				
Ethnicity									
African-American (non-Hispanic)	10				+7				
Asian/Pacific Islander	39				+14				
Hispanic (not Mexican descent)	14				+1				
Hispanic (Mexican, Mexican-American)	9				-7				
White-Caucasian (non-Hispanic)	217				-2				
Under Represented Minorities - All*	40				0				
Years of Service									
5 Years or less	67				+6				
6 to 10 Years	68				+8				
11 to 20 Years	99				-7				
Over 20 Years	83				-2				

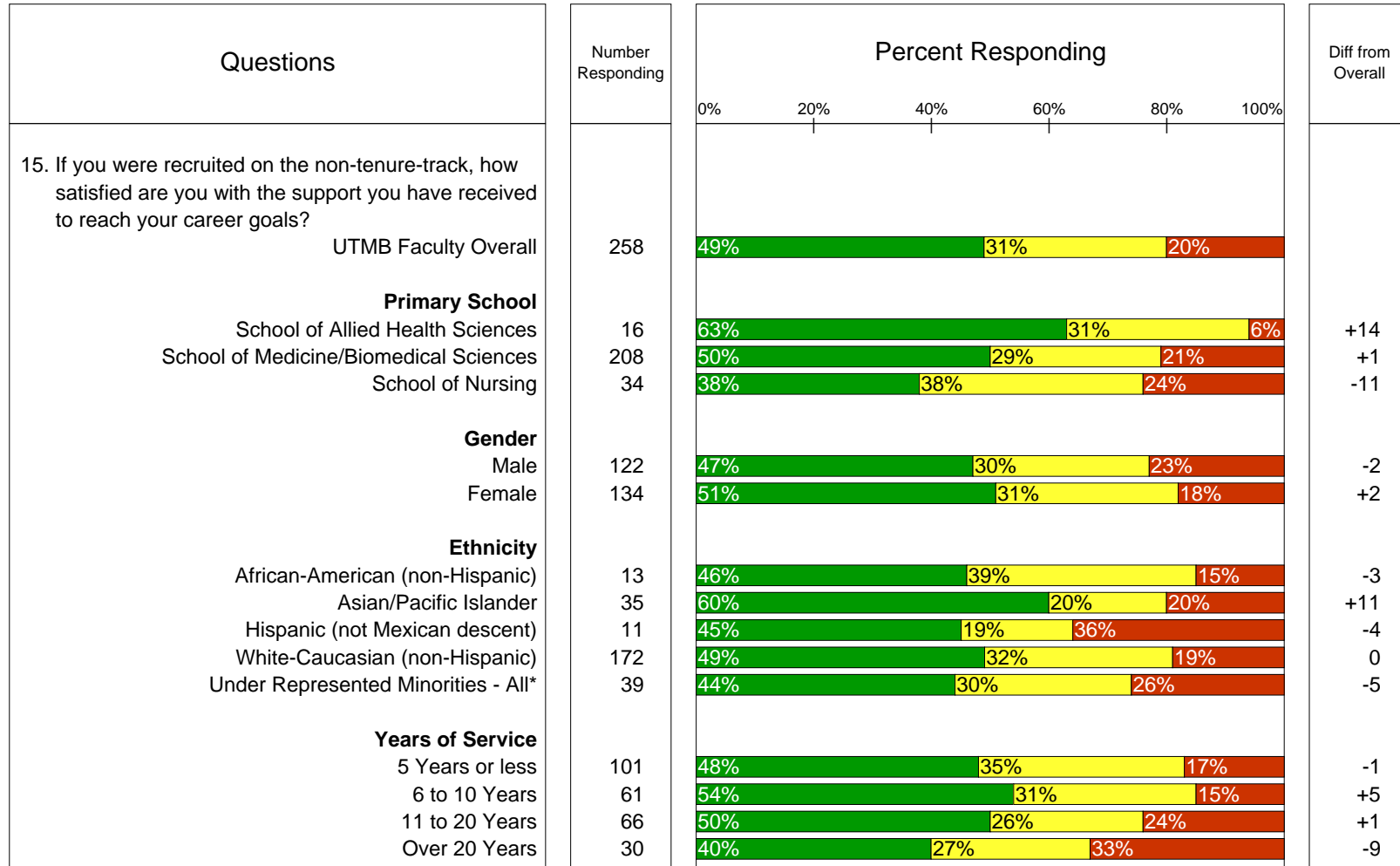
■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

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CAREER PROGRESS



■ = % Favorable ■ = % Mixed ■ = % Unfavorable

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Questions	Number Responding	Yes	No
16. Have you had a performance review in the last 12 months?			
UTMB Faculty Overall	442	82%	18%
Primary School			
School of Allied Health Sciences	27	89%	11%
School of Medicine/Biomedical Sciences	371	81%	19%
School of Nursing	44	91%	9%
Gender			
Male	249	79%	21%
Female	181	86%	14%
Ethnicity			
African-American (non-Hispanic)	16	88%	13%
Asian/Pacific Islander	50	82%	18%
Hispanic (not Mexican descent)	18	89%	11%
Hispanic (Mexican, Mexican-American)	11	91%	9%
White-Caucasian (non-Hispanic)	308	81%	19%
Under-represented minority	11	82%	18%
Other	8	100%	0%
Under Represented Minorities - All*	57	88%	12%
Years of Service			
5 Years or less	127	74%	26%
6 to 10 Years	98	86%	14%
11 to 20 Years	119	86%	14%
Over 20 Years	98	85%	15%

* Includes African-American, American Indian/Native American and Hispanic.

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Questions	Number Responding	Yes	No
16b. Was the following area covered in your most recent annual review:			
a. Clinical practice			
UTMB Faculty Overall	253	86%	14%
Primary School			
School of Allied Health Sciences	15	60%	40%
School of Medicine/Biomedical Sciences	205	91%	9%
School of Nursing	33	70%	30%
Gender			
Male	134	86%	14%
Female	114	87%	13%
Ethnicity			
African-American (non-Hispanic)	12	75%	25%
Asian/Pacific Islander	21	86%	14%
Hispanic (not Mexican descent)	13	100%	0%
White-Caucasian (non-Hispanic)	176	86%	14%
Under Represented Minorities - All*	39	87%	13%
Years of Service			
5 Years or less	70	87%	13%
6 to 10 Years	64	86%	14%
11 to 20 Years	73	86%	14%
Over 20 Years	46	85%	15%

* Includes African-American, American Indian/Native American and Hispanic.

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Questions	Number Responding	Yes	No
16b. Was the following area covered in your most recent annual review:			
b. Teaching			
UTMB Faculty Overall	345	94%	6%
Primary School			
School of Allied Health Sciences	23	87%	13%
School of Medicine/Biomedical Sciences	283	94%	6%
School of Nursing	39	95%	5%
Gender			
Male	187	93%	7%
Female	148	95%	5%
Ethnicity			
African-American (non-Hispanic)	14	71%	29%
Asian/Pacific Islander	37	95%	5%
Hispanic (not Mexican descent)	16	100%	0%
Hispanic (Mexican, Mexican-American)	8	88%	13%
White-Caucasian (non-Hispanic)	238	95%	5%
Under-represented minority	8	88%	13%
Other	8	100%	0%
Under Represented Minorities - All*	47	87%	13%
Years of Service			
5 Years or less	92	92%	8%
6 to 10 Years	80	90%	10%
11 to 20 Years	92	96%	4%
Over 20 Years	81	98%	2%

* Includes African-American, American Indian/Native American and Hispanic.

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Questions	Number Responding	Yes	No
16b. Was the following area covered in your most recent annual review:			
d. Community service			
UTMB Faculty Overall	297	58%	42%
Primary School			
School of Allied Health Sciences	22	73%	27%
School of Medicine/Biomedical Sciences	240	54%	46%
School of Nursing	35	74%	26%
Gender			
Male	154	56%	44%
Female	134	60%	40%
Ethnicity			
African-American (non-Hispanic)	14	36%	64%
Asian/Pacific Islander	24	42%	58%
Hispanic (not Mexican descent)	14	57%	43%
Hispanic (Mexican, Mexican-American)	8	50%	50%
White-Caucasian (non-Hispanic)	205	61%	39%
Under-represented minority	8	50%	50%
Other	8	63%	38%
Under Represented Minorities - All*	45	49%	51%
Years of Service			
5 Years or less	76	58%	42%
6 to 10 Years	71	51%	49%
11 to 20 Years	84	65%	35%
Over 20 Years	66	56%	44%

* Includes African-American, American Indian/Native American and Hispanic.

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Questions	Number Responding	Yes	No
16b. Was the following area covered in your most recent annual review:			
e. Career development			
UTMB Faculty Overall	329	69%	31%
Primary School			
School of Allied Health Sciences	24	83%	17%
School of Medicine/Biomedical Sciences	268	68%	32%
School of Nursing	37	73%	27%
Gender			
Male	172	70%	30%
Female	148	70%	30%
Ethnicity			
African-American (non-Hispanic)	14	86%	14%
Asian/Pacific Islander	30	73%	27%
Hispanic (not Mexican descent)	15	73%	27%
Hispanic (Mexican, Mexican-American)	9	78%	22%
White-Caucasian (non-Hispanic)	228	70%	30%
Under-represented minority	9	33%	67%
Other	8	50%	50%
Under Represented Minorities - All*	48	71%	29%
Years of Service			
5 Years or less	85	75%	25%
6 to 10 Years	78	64%	36%
11 to 20 Years	92	75%	25%
Over 20 Years	74	61%	39%

* Includes African-American, American Indian/Native American and Hispanic.

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CAREER PROGRESS

Questions	Number Responding	Yes	No
16b. Was the following area covered in your most recent annual review:			
f. Committee work			
UTMB Faculty Overall	329	78%	22%
Primary School			
School of Allied Health Sciences	23	87%	13%
School of Medicine/Biomedical Sciences	270	77%	23%
School of Nursing	36	83%	17%
Gender			
Male	177	79%	21%
Female	143	78%	22%
Ethnicity			
African-American (non-Hispanic)	14	86%	14%
Asian/Pacific Islander	29	79%	21%
Hispanic (not Mexican descent)	15	87%	13%
Hispanic (Mexican, Mexican-American)	9	89%	11%
White-Caucasian (non-Hispanic)	229	78%	22%
Under-represented minority	9	56%	44%
Other	8	75%	25%
Under Represented Minorities - All*	48	81%	19%
Years of Service			
5 Years or less	81	79%	21%
6 to 10 Years	75	72%	28%
11 to 20 Years	93	84%	16%
Over 20 Years	80	78%	23%

* Includes African-American, American Indian/Native American and Hispanic.

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Questions	Number Responding	Yes	No
16b. Was the following area covered in your most recent annual review:			
g. Mentoring of others			
UTMB Faculty Overall	328	65%	35%
Primary School			
School of Allied Health Sciences	23	57%	43%
School of Medicine/Biomedical Sciences	269	67%	33%
School of Nursing	36	53%	47%
Gender			
Male	174	66%	34%
Female	144	63%	38%
Ethnicity			
African-American (non-Hispanic)	14	57%	43%
Asian/Pacific Islander	31	81%	19%
Hispanic (not Mexican descent)	16	69%	31%
Hispanic (Mexican, Mexican-American)	8	63%	38%
White-Caucasian (non-Hispanic)	228	65%	35%
Under-represented minority	8	25%	75%
Other	8	63%	38%
Under Represented Minorities - All*	46	57%	43%
Years of Service			
5 Years or less	82	70%	30%
6 to 10 Years	78	60%	40%
11 to 20 Years	93	68%	32%
Over 20 Years	75	61%	39%

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Questions	Number Responding	Yes	No
16b. Was the following area covered in your most recent annual review:			
h. Professionalism			
UTMB Faculty Overall	340	75%	25%
Primary School			
School of Allied Health Sciences	24	75%	25%
School of Medicine/Biomedical Sciences	276	74%	26%
School of Nursing	40	83%	18%
Gender			
Male	181	76%	24%
Female	149	73%	27%
Ethnicity			
African-American (non-Hispanic)	13	85%	15%
Asian/Pacific Islander	32	84%	16%
Hispanic (not Mexican descent)	16	94%	6%
Hispanic (Mexican, Mexican-American)	9	78%	22%
White-Caucasian (non-Hispanic)	238	71%	29%
Under-represented minority	8	63%	38%
Other	8	88%	13%
Under Represented Minorities - All*	47	83%	17%
Years of Service			
5 Years or less	88	81%	19%
6 to 10 Years	77	73%	27%
11 to 20 Years	97	79%	21%
Over 20 Years	78	65%	35%

* Includes African-American, American Indian/Native American and Hispanic.

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Questions	Number Responding	Yes	No
17. Does your supervisor use your annual review to discuss your career progress?			
UTMB Faculty Overall	345	75%	25%
Primary School			
School of Allied Health Sciences	24	79%	21%
School of Medicine/Biomedical Sciences	283	75%	25%
School of Nursing	38	76%	24%
Gender			
Male	186	76%	24%
Female	150	74%	26%
Ethnicity			
African-American (non-Hispanic)	14	79%	21%
Asian/Pacific Islander	39	85%	15%
Hispanic (not Mexican descent)	16	69%	31%
Hispanic (Mexican, Mexican-American)	8	100%	0%
White-Caucasian (non-Hispanic)	235	74%	26%
Under-represented minority	9	44%	56%
Other	8	75%	25%
Under Represented Minorities - All*	48	73%	27%
Years of Service			
5 Years or less	89	79%	21%
6 to 10 Years	78	73%	27%
11 to 20 Years	98	76%	24%
Over 20 Years	80	73%	28%

* Includes African-American, American Indian/Native American and Hispanic.

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Questions	Number Responding	Yes	No
18. Does your supervisor use your annual reviews to make salary decisions?			
UTMB Faculty Overall	302	62%	38%
Primary School			
School of Allied Health Sciences	21	76%	24%
School of Medicine/Biomedical Sciences	248	60%	40%
School of Nursing	33	70%	30%
Gender			
Male	164	66%	34%
Female	130	58%	42%
Ethnicity			
African-American (non-Hispanic)	10	50%	50%
Asian/Pacific Islander	33	64%	36%
Hispanic (not Mexican descent)	12	58%	42%
White-Caucasian (non-Hispanic)	213	65%	35%
Under Represented Minorities - All*	37	51%	49%
Years of Service			
5 Years or less	71	49%	51%
6 to 10 Years	62	66%	34%
11 to 20 Years	92	68%	32%
Over 20 Years	77	62%	38%

* Includes African-American, American Indian/Native American and Hispanic.

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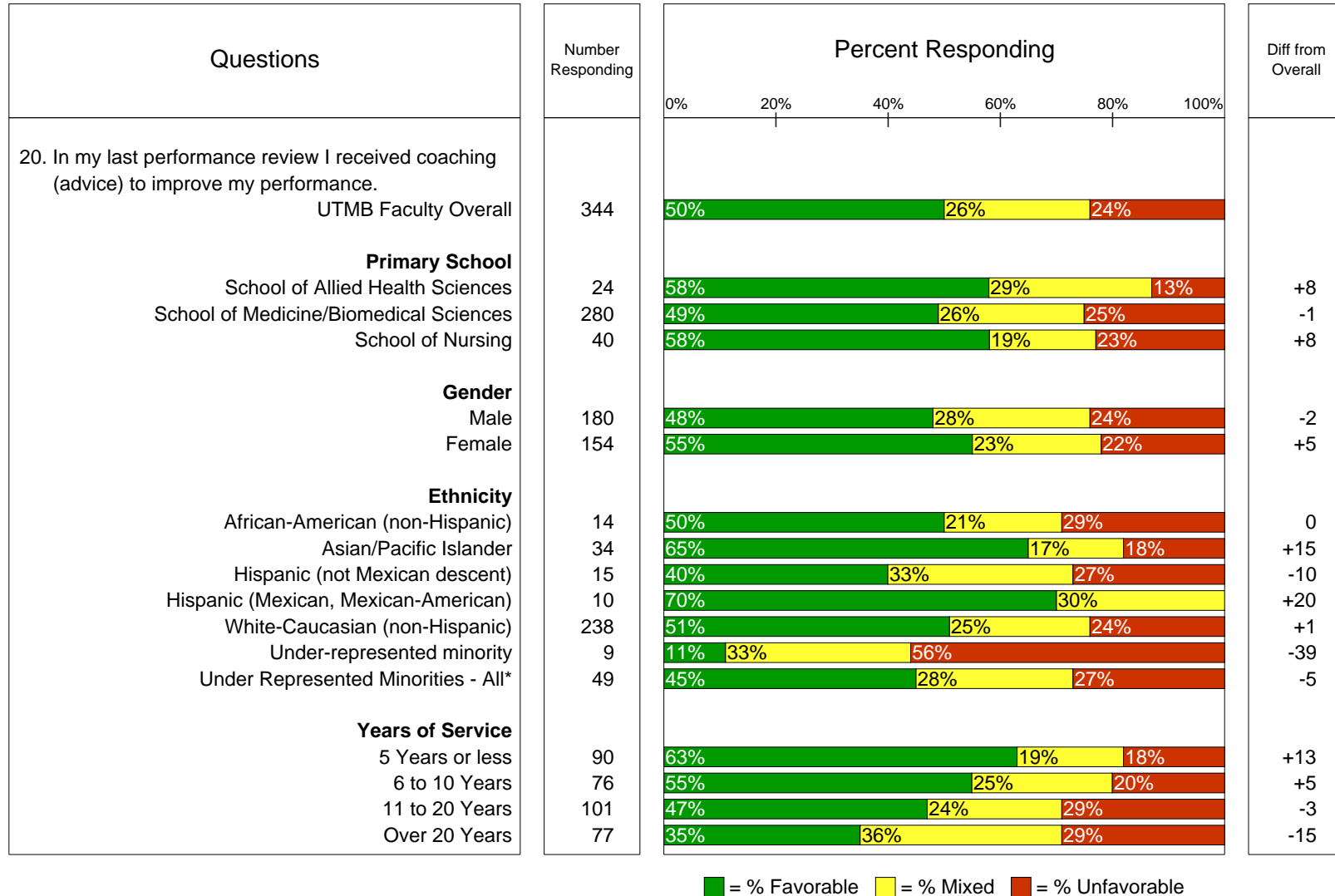
Questions	Number Responding	Yes	No
19. Does your supervisor use your annual reviews as an opportunity to recommend faculty development activities?			
UTMB Faculty Overall	334	64%	36%
Primary School			
School of Allied Health Sciences	23	87%	13%
School of Medicine/Biomedical Sciences	275	62%	38%
School of Nursing	36	67%	33%
Gender			
Male	177	63%	37%
Female	148	66%	34%
Ethnicity			
African-American (non-Hispanic)	14	71%	29%
Asian/Pacific Islander	38	76%	24%
Hispanic (not Mexican descent)	13	69%	31%
Hispanic (Mexican, Mexican-American)	9	78%	22%
White-Caucasian (non-Hispanic)	230	63%	37%
Under-represented minority	9	22%	78%
Under Represented Minorities - All*	46	63%	37%
Years of Service			
5 Years or less	84	69%	31%
6 to 10 Years	75	64%	36%
11 to 20 Years	99	65%	35%
Over 20 Years	76	58%	42%

* Includes African-American, American Indian/Native American and Hispanic.

UTMB 2005 Faculty Satisfaction Survey Overall Report

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CAREER PROGRESS

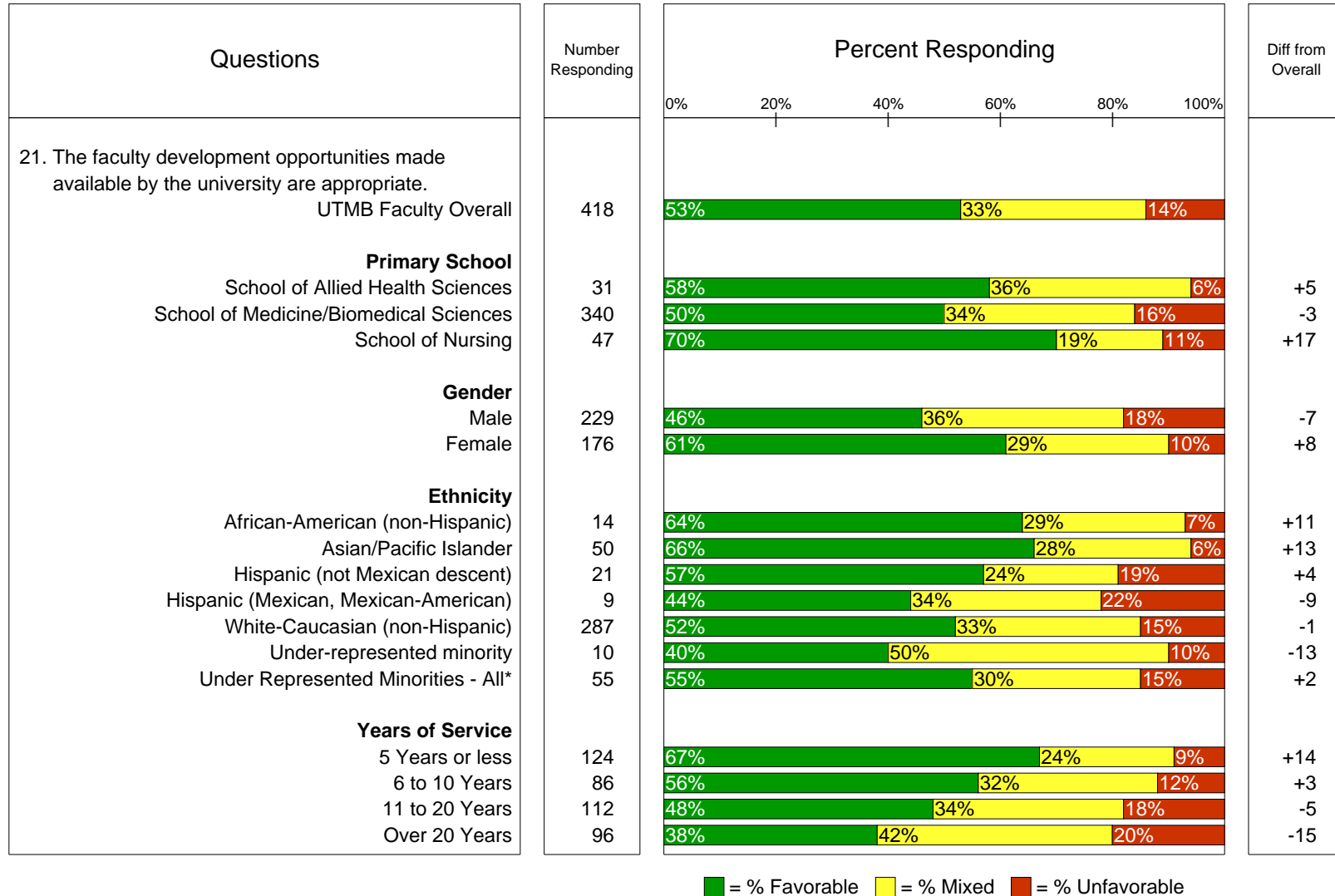


* Includes African-American, American Indian/Native American and Hispanic.

UTMB 2005 Faculty Satisfaction Survey Overall Report

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CAREER SUPPORT

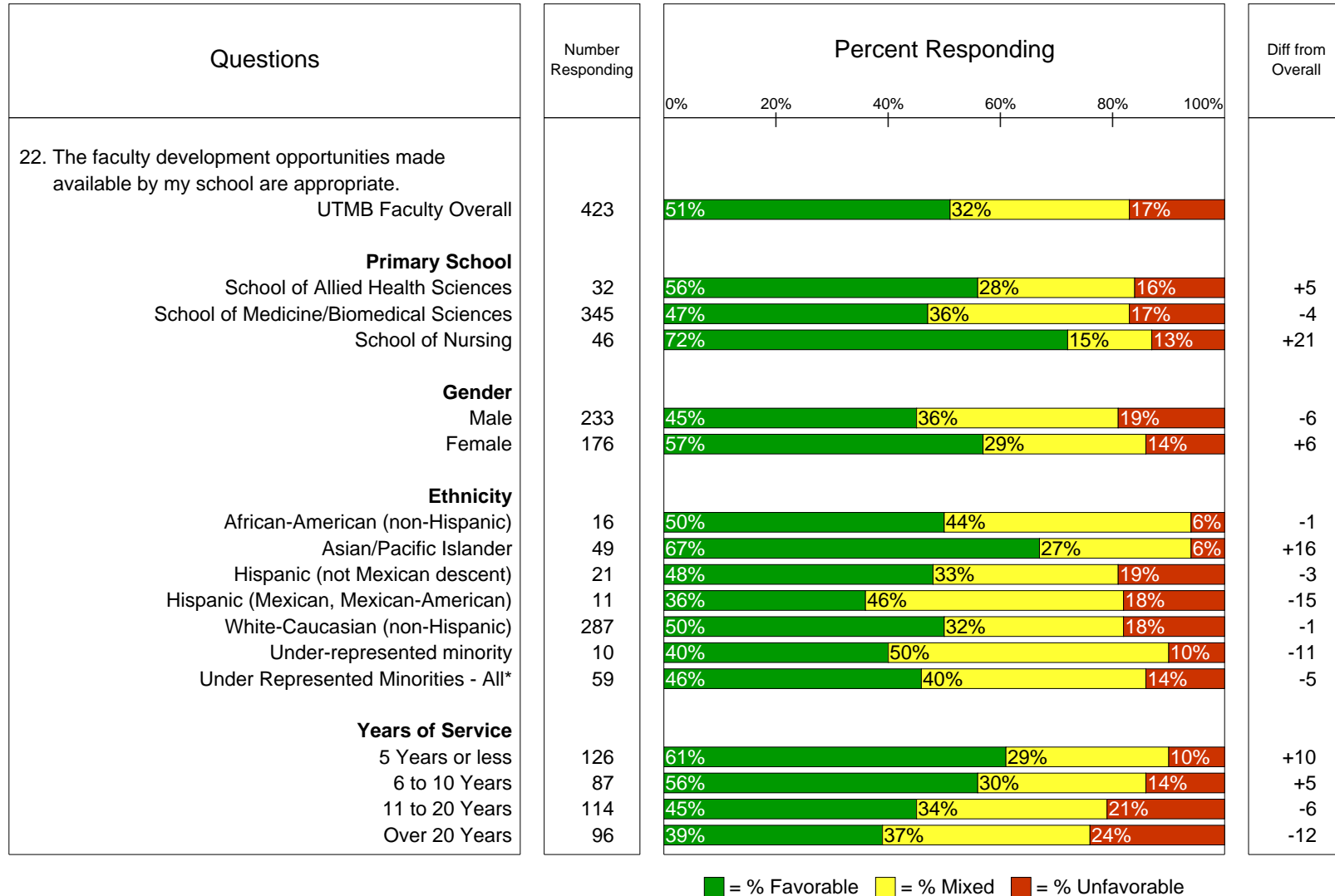


* Includes African-American, American Indian/Native American and Hispanic.

UTMB 2005 Faculty Satisfaction Survey Overall Report

Item Summary

CAREER SUPPORT



* Includes African-American, American Indian/Native American and Hispanic.

UTMB 2005 Faculty Satisfaction Survey Overall Report

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Questions	Number Responding	Percent Responding			Diff from Overall				
		0%	20%	40%		60%	80%	100%	
23. The faculty development made available by my department/unit/program are appropriate.									
UTMB Faculty Overall	435								
Primary School									
School of Allied Health Sciences	31				0				
School of Medicine/Biomedical Sciences	362				-1				
School of Nursing	42				+17				
Gender									
Male	244				+1				
Female	177				-1				
Ethnicity									
African-American (non-Hispanic)	15				+8				
Asian/Pacific Islander	52				+15				
Hispanic (not Mexican descent)	22				-7				
Hispanic (Mexican, Mexican-American)	11				+3				
White-Caucasian (non-Hispanic)	296				-1				
Under-represented minority	10				-22				
Under Represented Minorities - All*	59				-3				
Years of Service									
5 Years or less	134				+11				
6 to 10 Years	91				+6				
11 to 20 Years	115				-6				
Over 20 Years	95				-12				

■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

**UTMB
2005 Faculty Satisfaction Survey
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CAREER SUPPORT

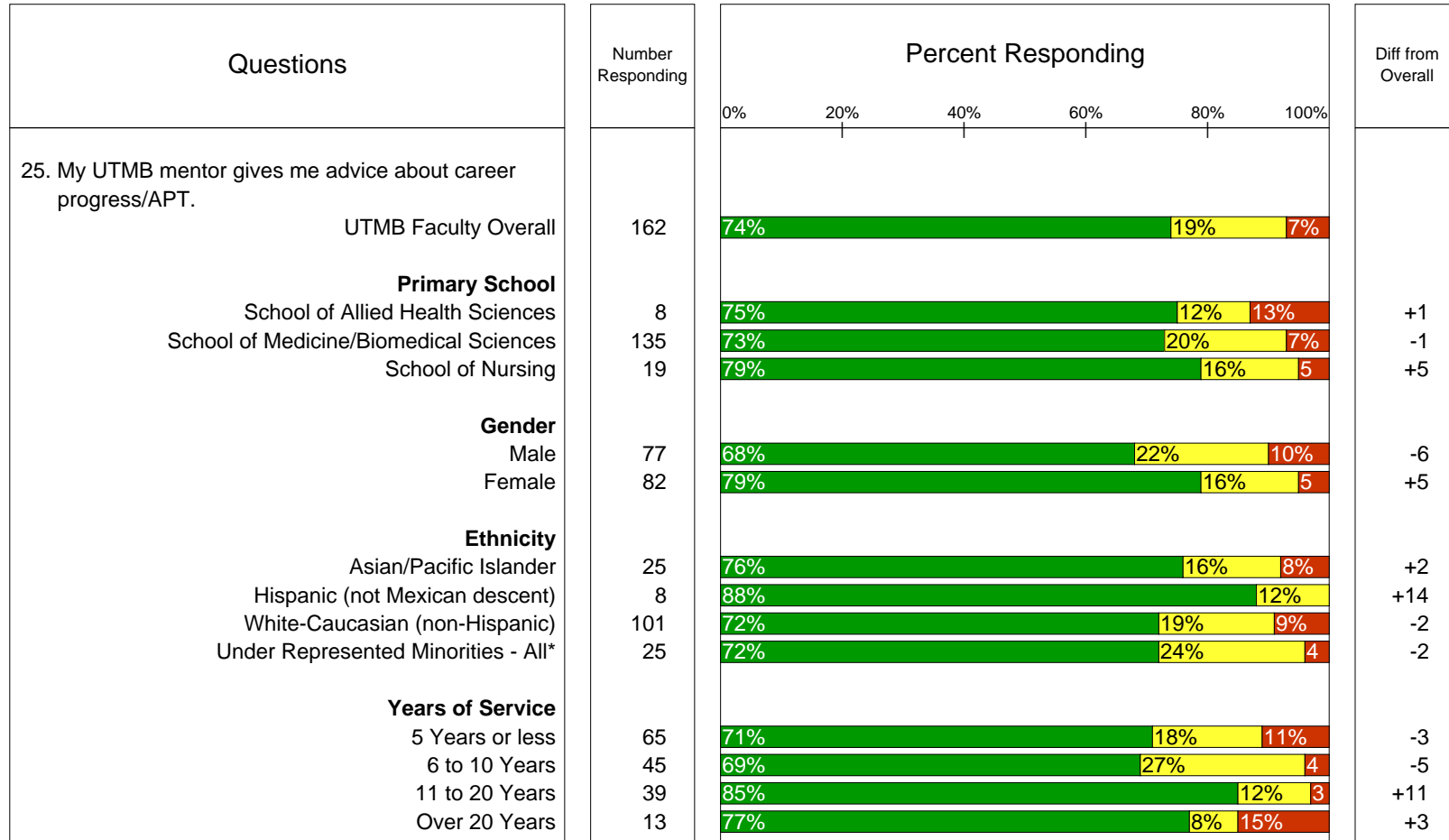
Questions	Number Responding	Yes	No
24. Do you have a mentor at UTMB?			
UTMB Faculty Overall	471	36%	64%
Primary School			
School of Allied Health Sciences	32	28%	72%
School of Medicine/Biomedical Sciences	393	36%	64%
School of Nursing	46	41%	59%
Gender			
Male	263	32%	68%
Female	194	43%	57%
Ethnicity			
African-American (non-Hispanic)	17	29%	71%
Asian/Pacific Islander	55	49%	51%
Hispanic (not Mexican descent)	23	35%	65%
Hispanic (Mexican, Mexican-American)	11	64%	36%
White-Caucasian (non-Hispanic)	325	32%	68%
Under-represented minority	11	45%	55%
Under Represented Minorities - All*	63	41%	59%
Years of Service			
5 Years or less	150	46%	54%
6 to 10 Years	98	47%	53%
11 to 20 Years	122	34%	66%
Over 20 Years	101	14%	86%

* Includes African-American, American Indian/Native American and Hispanic.

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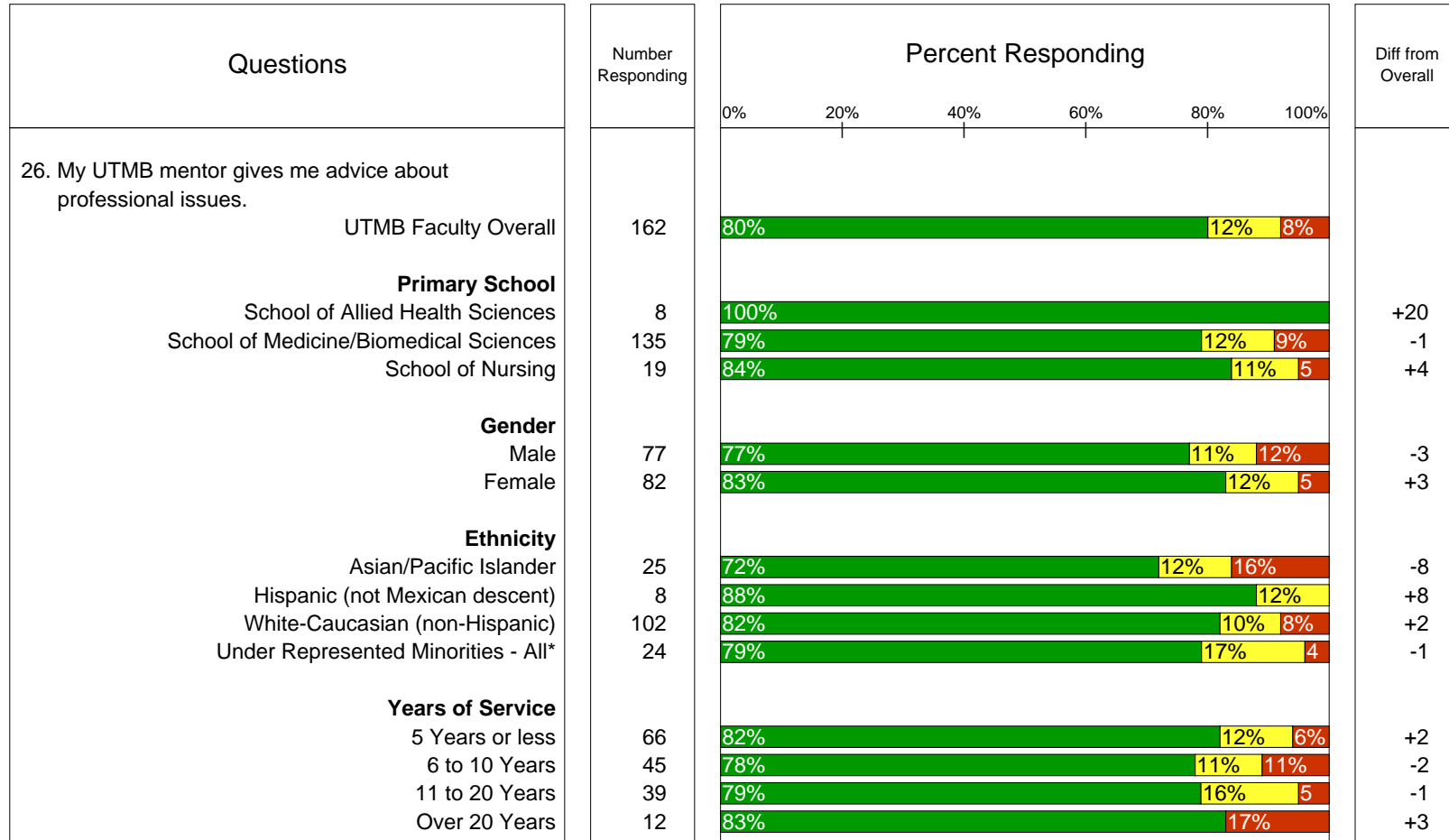
■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

UTMB 2005 Faculty Satisfaction Survey Overall Report

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■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

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CAREER SUPPORT

Questions	Number Responding	Percent Responding	Diff from Overall
		0% 20% 40% 60% 80% 100%	
27. My UTMB mentor gives me constructive feedback on my scientific work.			
UTMB Faculty Overall	146	74% Favorable, 16% Mixed, 10% Unfavorable	
Primary School			
School of Medicine/Biomedical Sciences	126	74% Favorable, 15% Mixed, 11% Unfavorable	0
School of Nursing	15	73% Favorable, 20% Mixed, 7% Unfavorable	-1
Gender			
Male	76	76% Favorable, 15% Mixed, 9% Unfavorable	+2
Female	66	71% Favorable, 17% Mixed, 12% Unfavorable	-3
Ethnicity			
Asian/Pacific Islander	26	85% Favorable, 11% Mixed, 4% Unfavorable	+11
White-Caucasian (non-Hispanic)	88	73% Favorable, 13% Mixed, 14% Unfavorable	-1
Under Represented Minorities - All*	21	71% Favorable, 19% Mixed, 10% Unfavorable	-3
Years of Service			
5 Years or less	58	84% Favorable, 13% Mixed, 3% Unfavorable	+10
6 to 10 Years	42	62% Favorable, 24% Mixed, 14% Unfavorable	-12
11 to 20 Years	37	73% Favorable, 16% Mixed, 11% Unfavorable	-1
Over 20 Years	9	67% Favorable, 33% Mixed, 0% Unfavorable	-7

■ = % Favorable ■ = % Mixed ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

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CAREER SUPPORT

Questions	Number Responding	Percent Responding	Diff from Overall
		0% 20% 40% 60% 80% 100%	
28. My UTMB mentor gives me constructive feedback on my clinical work.			
UTMB Faculty Overall	102	68% Favorable, 15% Mixed, 17% Unfavorable	
Primary School			
School of Medicine/Biomedical Sciences	87	67% Favorable, 16% Mixed, 17% Unfavorable	-1
School of Nursing	12	67% Favorable, 16% Mixed, 17% Unfavorable	-1
Gender			
Male	45	62% Favorable, 18% Mixed, 20% Unfavorable	-6
Female	56	73% Favorable, 14% Mixed, 13% Unfavorable	+5
Ethnicity			
Asian/Pacific Islander	9	67% Favorable, 11% Mixed, 22% Unfavorable	-1
White-Caucasian (non-Hispanic)	67	69% Favorable, 15% Mixed, 16% Unfavorable	+1
Under Represented Minorities - All*	19	74% Favorable, 10% Mixed, 16% Unfavorable	+6
Years of Service			
5 Years or less	41	66% Favorable, 17% Mixed, 17% Unfavorable	-2
6 to 10 Years	29	55% Favorable, 21% Mixed, 24% Unfavorable	-13
11 to 20 Years	26	81% Favorable, 11% Mixed, 8% Unfavorable	+13

■ = % Favorable ■ = % Mixed ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

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CAREER SUPPORT

Questions	Number Responding	Percent Responding	Diff from Overall
		0% 20% 40% 60% 80% 100%	
29. My UTMB mentor gives me constructive feedback on my teaching work.			
UTMB Faculty Overall	141	62% Favorable, 19% Mixed, 19% Unfavorable	
Primary School			
School of Medicine/Biomedical Sciences	121	60% Favorable, 19% Mixed, 21% Unfavorable	-2
School of Nursing	15	73% Favorable, 20% Mixed, 7% Unfavorable	+11
Gender			
Male	66	62% Favorable, 15% Mixed, 23% Unfavorable	0
Female	72	64% Favorable, 21% Mixed, 15% Unfavorable	+2
Ethnicity			
Asian/Pacific Islander	20	75% Favorable, 5% Mixed, 20% Unfavorable	+13
White-Caucasian (non-Hispanic)	89	57% Favorable, 21% Mixed, 22% Unfavorable	-5
Under Represented Minorities - All*	21	71% Favorable, 19% Mixed, 10% Unfavorable	+9
Years of Service			
5 Years or less	53	62% Favorable, 23% Mixed, 15% Unfavorable	0
6 to 10 Years	40	48% Favorable, 27% Mixed, 25% Unfavorable	-14
11 to 20 Years	37	76% Favorable, 8% Mixed, 16% Unfavorable	+14
Over 20 Years	11	73% Favorable, 27% Mixed, 0% Unfavorable	+11

■ = % Favorable ■ = % Mixed ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

UTMB 2005 Faculty Satisfaction Survey Overall Report

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CAREER SUPPORT

Questions	Number Responding	Percent Responding	Diff from Overall
		0% 20% 40% 60% 80% 100%	
30. My UTMB mentor helps me with conflict resolution. UTMB Faculty Overall	142	73% Favorable, 17% Mixed, 10% Unfavorable	
Primary School			
School of Allied Health Sciences	8	88% Favorable, 12% Mixed	+15
School of Medicine/Biomedical Sciences	117	72% Favorable, 17% Mixed, 11% Unfavorable	-1
School of Nursing	17	76% Favorable, 18% Mixed, 6% Unfavorable	+3
Gender			
Male	65	68% Favorable, 21% Mixed, 11% Unfavorable	-5
Female	74	77% Favorable, 14% Mixed, 9% Unfavorable	+4
Ethnicity			
Asian/Pacific Islander	20	70% Favorable, 20% Mixed, 10% Unfavorable	-3
White-Caucasian (non-Hispanic)	89	72% Favorable, 17% Mixed, 11% Unfavorable	-1
Under Represented Minorities - All*	22	77% Favorable, 18% Mixed, 5% Unfavorable	+4
Years of Service			
5 Years or less	60	70% Favorable, 18% Mixed, 12% Unfavorable	-3
6 to 10 Years	36	67% Favorable, 25% Mixed, 8% Unfavorable	-6
11 to 20 Years	35	83% Favorable, 11% Mixed, 6% Unfavorable	+10
Over 20 Years	11	82% Favorable, 18% Unfavorable	+9

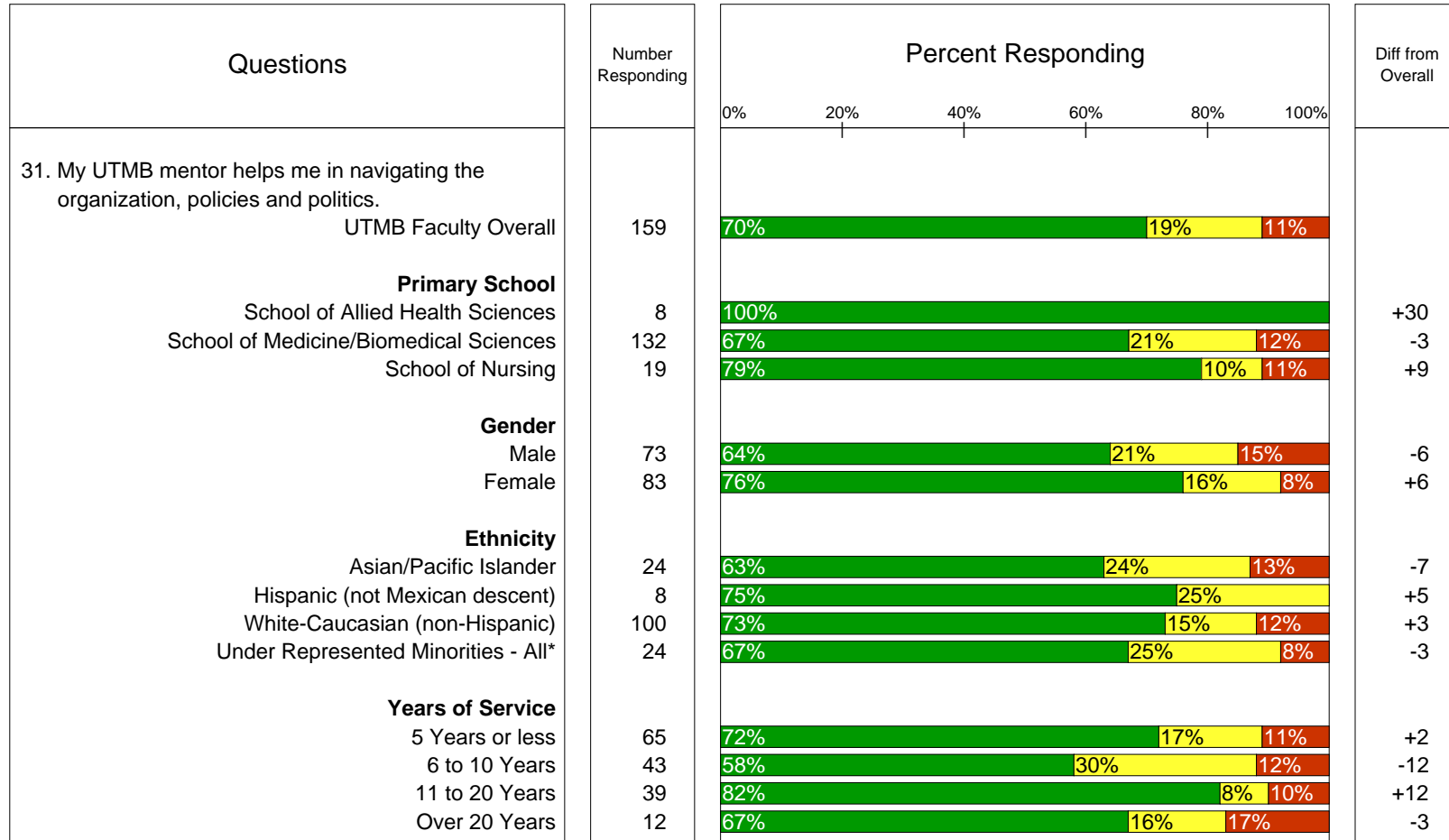
■ = % Favorable ■ = % Mixed ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

UTMB 2005 Faculty Satisfaction Survey Overall Report

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■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

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CAREER SUPPORT

Questions	Number Responding	Percent Responding	Diff from Overall
		0% 20% 40% 60% 80% 100%	
Given your role at UTMB, how satisfied are you that: 32. The secretarial support provided to you is adequate?			
UTMB Faculty Overall	465	56% 19% 25%	
Primary School			
School of Allied Health Sciences	31	81% 9% 10%	+25
School of Medicine/Biomedical Sciences	390	53% 21% 26%	-3
School of Nursing	44	66% 16% 18%	+10
Gender			
Male	266	58% 19% 23%	+2
Female	185	52% 21% 27%	-4
Ethnicity			
African-American (non-Hispanic)	16	63% 18% 19%	+7
Asian/Pacific Islander	57	65% 26% 9%	+9
Hispanic (not Mexican descent)	23	61% 17% 22%	+5
Hispanic (Mexican, Mexican-American)	10	40% 40% 20%	-16
White-Caucasian (non-Hispanic)	319	53% 19% 28%	-3
Under-represented minority	11	73% 9% 18%	+17
Under Represented Minorities - All*	61	61% 19% 20%	+5
Years of Service			
5 Years or less	146	60% 22% 18%	+4
6 to 10 Years	99	53% 24% 23%	-3
11 to 20 Years	121	55% 19% 26%	-1
Over 20 Years	99	54% 13% 33%	-2

■ = % Favorable ■ = % Mixed ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.



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CAREER SUPPORT

Questions	Number Responding	Percent Responding	Diff from Overall
		0% 20% 40% 60% 80% 100%	
Given your role at UTMB, how satisfied are you that: 33. The computer support (hardware, software, helpdesk) provided to you is adequate?			
UTMB Faculty Overall	472	74% 17% 9%	
Primary School			
School of Allied Health Sciences	33	85% 3 12%	+11
School of Medicine/Biomedical Sciences	392	71% 20% 9%	-3
School of Nursing	47	91% 7%	+17
Gender			
Male	263	71% 18% 11%	-3
Female	195	78% 16% 6%	+4
Ethnicity			
African-American (non-Hispanic)	17	94% 6%	+20
Asian/Pacific Islander	57	74% 17% 9%	0
Hispanic (not Mexican descent)	23	91% 5 4	+17
Hispanic (Mexican, Mexican-American)	11	64% 27% 9%	-10
White-Caucasian (non-Hispanic)	324	72% 18% 10%	-2
Under-represented minority	11	82% 18%	+8
Under Represented Minorities - All*	63	86% 9% 5	+12
Years of Service			
5 Years or less	150	76% 14% 10%	+2
6 to 10 Years	99	74% 19% 7%	0
11 to 20 Years	123	72% 19% 9%	-2
Over 20 Years	100	76% 15% 9%	+2

■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

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CAREER SUPPORT

Questions	Number Responding	Yes	No
35. Are you involved in TEACHING/EDUCATIONAL activities at UTMB?			
UTMB Faculty Overall	474	94%	6%
Primary School			
School of Allied Health Sciences	33	94%	6%
School of Medicine/Biomedical Sciences	395	94%	6%
School of Nursing	46	96%	4%
Gender			
Male	265	94%	6%
Female	195	94%	6%
Ethnicity			
African-American (non-Hispanic)	17	94%	6%
Asian/Pacific Islander	57	82%	18%
Hispanic (not Mexican descent)	23	96%	4%
Hispanic (Mexican, Mexican-American)	11	73%	27%
White-Caucasian (non-Hispanic)	326	97%	3%
Under-represented minority	11	91%	9%
Under Represented Minorities - All*	63	90%	10%
Years of Service			
5 Years or less	150	91%	9%
6 to 10 Years	100	94%	6%
11 to 20 Years	124	94%	6%
Over 20 Years	100	100%	0%

* Includes African-American, American Indian/Native American and Hispanic.

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Questions	Number Responding	Percent Responding			Diff from Overall				
		0%	20%	40%		60%	80%	100%	
36. How satisfied are you with the following support for your TEACHING/EDUCATIONAL activities:									
a. Access to materials and/or support to improve teaching skills (training workshops)									
UTMB Faculty Overall	416	64%		28%		8%			
Primary School									
School of Allied Health Sciences	30	50%		43%		7%			-14
School of Medicine/Biomedical Sciences	342	64%		27%		9%			0
School of Nursing	44	80%		13%		7%			+16
Gender									
Male	230	68%		22%		10%			+4
Female	173	60%		32%		8%			-4
Ethnicity									
African-American (non-Hispanic)	16	75%		19%		6%			+11
Asian/Pacific Islander	43	86%		7%		7%			+22
Hispanic (not Mexican descent)	21	71%		19%		10%			+7
Hispanic (Mexican, Mexican-American)	8	50%		37%		13%			-14
White-Caucasian (non-Hispanic)	293	61%		31%		8%			-3
Under-represented minority	9	67%		11%		22%			+3
Under Represented Minorities - All*	55	69%		20%		11%			+5
Years of Service									
5 Years or less	127	65%		27%		8%			+1
6 to 10 Years	85	67%		24%		9%			+3
11 to 20 Years	111	64%		29%		7%			0
Over 20 Years	93	61%		29%		10%			-3

■ = % Favorable ■ = % Mixed ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.



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Questions	Number Responding	Percent Responding			Diff from Overall				
		0%	20%	40%		60%	80%	100%	
36. How satisfied are you with the following support for your TEACHING/EDUCATIONAL activities:									
b. Appropriate and available settings for classroom learning									
UTMB Faculty Overall	408	74%			17%			9%	
Primary School									
School of Allied Health Sciences	29	76%			14%			10%	+2
School of Medicine/Biomedical Sciences	337	74%			17%			9%	0
School of Nursing	42	64%			29%			7%	-10
Gender									
Male	233	73%			15%			12%	-1
Female	162	74%			20%			6%	0
Ethnicity									
African-American (non-Hispanic)	15	87%						13%	+13
Asian/Pacific Islander	46	91%					5	4	+17
Hispanic (not Mexican descent)	19	63%			26%			11%	-11
Hispanic (Mexican, Mexican-American)	8	75%			12%			13%	+1
White-Caucasian (non-Hispanic)	286	71%			20%			9%	-3
Under-represented minority	10	70%			30%				-4
Under Represented Minorities - All*	53	74%			17%			9%	0
Years of Service									
5 Years or less	118	81%			11%			8%	+7
6 to 10 Years	88	72%			17%			11%	-2
11 to 20 Years	106	73%			21%			6%	-1
Over 20 Years	96	67%			20%			13%	-7

■ = % Favorable ■ = % Mixed ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

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Questions	Number Responding	Percent Responding	Diff from Overall
		0% 20% 40% 60% 80% 100%	
36. How satisfied are you with the following support for your TEACHING/EDUCATIONAL activities:			
e. Protected time for preparation			
UTMB Faculty Overall	423	40% Favorable 28% Mixed 32% Unfavorable	
Primary School			
School of Allied Health Sciences	30	43% Favorable 37% Mixed 20% Unfavorable	+3
School of Medicine/Biomedical Sciences	350	40% Favorable 27% Mixed 33% Unfavorable	0
School of Nursing	43	37% Favorable 33% Mixed 30% Unfavorable	-3
Gender			
Male	239	44% Favorable 28% Mixed 28% Unfavorable	+4
Female	170	35% Favorable 29% Mixed 36% Unfavorable	-5
Ethnicity			
African-American (non-Hispanic)	15	60% Favorable 13% Mixed 27% Unfavorable	+20
Asian/Pacific Islander	45	69% Favorable 18% Mixed 13% Unfavorable	+29
Hispanic (not Mexican descent)	21	48% Favorable 23% Mixed 29% Unfavorable	+8
Hispanic (Mexican, Mexican-American)	8	25% Favorable 50% Mixed 25% Unfavorable	-15
White-Caucasian (non-Hispanic)	298	36% Favorable 31% Mixed 33% Unfavorable	-4
Under-represented minority	10	30% Favorable 30% Mixed 40% Unfavorable	-10
Under Represented Minorities - All*	55	45% Favorable 26% Mixed 29% Unfavorable	+5
Years of Service			
5 Years or less	127	58% Favorable 20% Mixed 22% Unfavorable	+18
6 to 10 Years	89	35% Favorable 34% Mixed 31% Unfavorable	-5
11 to 20 Years	111	26% Favorable 33% Mixed 41% Unfavorable	-14
Over 20 Years	96	36% Favorable 31% Mixed 33% Unfavorable	-4

■ = % Favorable ■ = % Mixed ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

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Questions	Number Responding	Percent Responding			Diff from Overall				
		0%	20%	40%		60%	80%	100%	
36. How satisfied are you with the following support for your TEACHING/EDUCATIONAL activities:									
f. Technical (AV/Instructional/design) support									
UTMB Faculty Overall	396	64%		24%		12%			
Primary School									
School of Allied Health Sciences	30	57%		33%		10%			-7
School of Medicine/Biomedical Sciences	324	63%		24%		13%			-1
School of Nursing	42	79%			11%	10%			+15
Gender									
Male	226	65%		22%		13%			+1
Female	156	65%		26%		9%			+1
Ethnicity									
African-American (non-Hispanic)	14	79%			14%	7%			+15
Asian/Pacific Islander	42	76%			14%	10%			+12
Hispanic (not Mexican descent)	18	61%		28%		11%			-3
Hispanic (Mexican, Mexican-American)	8	75%			25%				+11
White-Caucasian (non-Hispanic)	278	62%		26%		12%			-2
Under-represented minority	10	70%			10%	20%			+6
Under Represented Minorities - All*	51	71%			19%	10%			+7
Years of Service									
5 Years or less	119	73%			15%	12%			+9
6 to 10 Years	77	60%		30%		10%			-4
11 to 20 Years	105	63%		25%		12%			-1
Over 20 Years	95	59%		27%		14%			-5

■ = % Favorable
■ = % Mixed
■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

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CAREER SUPPORT

Questions	Number Responding	Percent Responding	Diff from Overall
		0% 20% 40% 60% 80% 100%	
36. How satisfied are you with the following support for your TEACHING/EDUCATIONAL activities:			
g. Adequate acknowledgement			
UTMB Faculty Overall	411	47% Favorable 26% Mixed 27% Unfavorable	
Primary School			
School of Allied Health Sciences	27	52% Favorable 26% Mixed 22% Unfavorable	+5
School of Medicine/Biomedical Sciences	342	45% Favorable 27% Mixed 28% Unfavorable	-2
School of Nursing	42	60% Favorable 16% Mixed 24% Unfavorable	+13
Gender			
Male	227	46% Favorable 29% Mixed 25% Unfavorable	-1
Female	170	48% Favorable 21% Mixed 31% Unfavorable	+1
Ethnicity			
African-American (non-Hispanic)	15	67% Favorable 20% Mixed 13% Unfavorable	+20
Asian/Pacific Islander	41	66% Favorable 14% Mixed 20% Unfavorable	+19
Hispanic (not Mexican descent)	18	61% Favorable 22% Mixed 17% Unfavorable	+14
Hispanic (Mexican, Mexican-American)	8	63% Favorable 12% Mixed 25% Unfavorable	+16
White-Caucasian (non-Hispanic)	296	43% Favorable 29% Mixed 28% Unfavorable	-4
Under-represented minority	8	38% Favorable 24% Mixed 38% Unfavorable	-9
Under Represented Minorities - All*	49	59% Favorable 21% Mixed 20% Unfavorable	+12
Years of Service			
5 Years or less	118	55% Favorable 25% Mixed 20% Unfavorable	+8
6 to 10 Years	88	55% Favorable 25% Mixed 20% Unfavorable	+8
11 to 20 Years	111	41% Favorable 29% Mixed 30% Unfavorable	-6
Over 20 Years	94	37% Favorable 25% Mixed 38% Unfavorable	-10

■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

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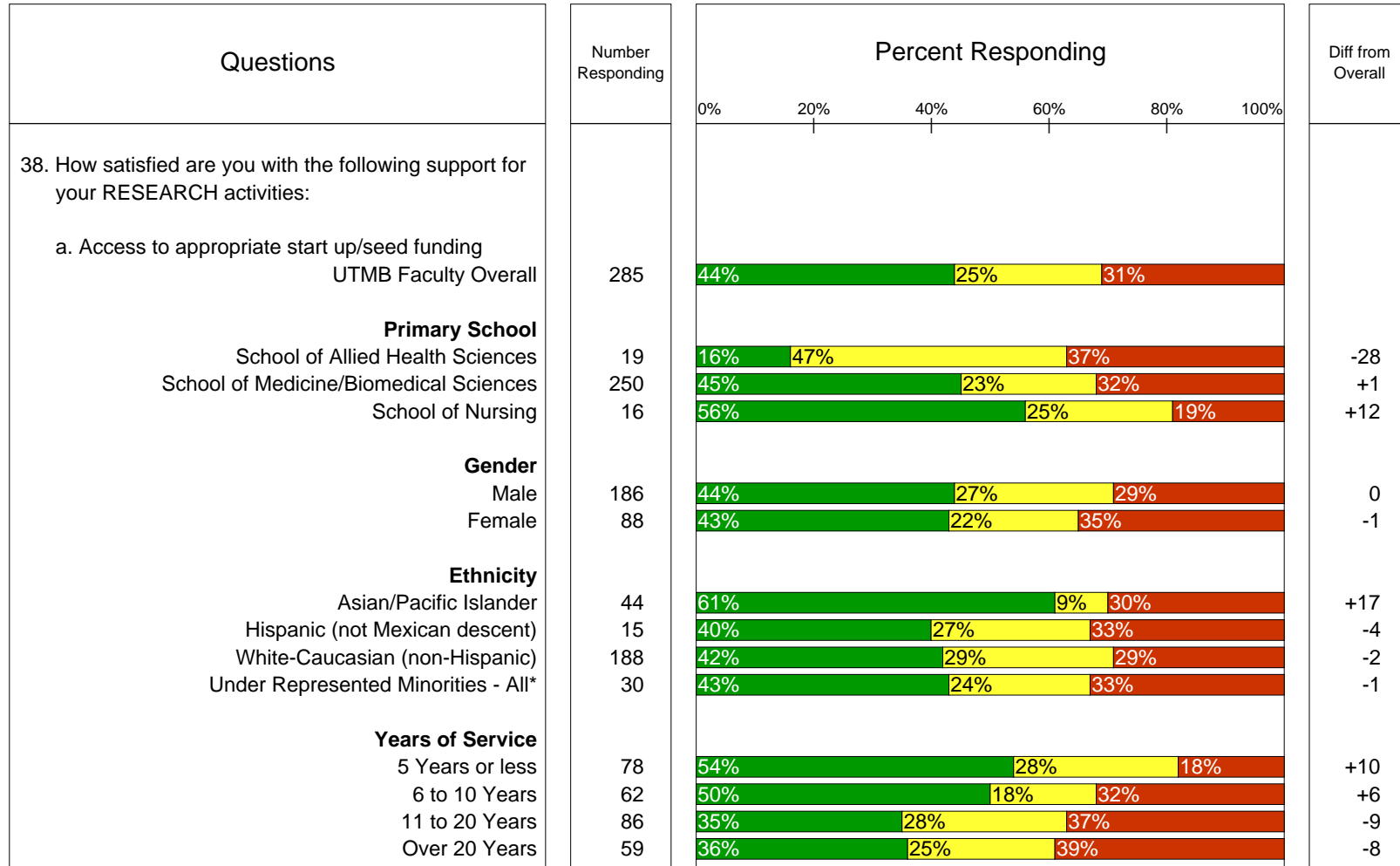
Questions	Number Responding	Yes	No
37. Are you involved in RESEARCH at UTMB? UTMB Faculty Overall	472	68%	32%
Primary School			
School of Allied Health Sciences	33	70%	30%
School of Medicine/Biomedical Sciences	395	70%	30%
School of Nursing	44	41%	59%
Gender			
Male	265	77%	23%
Female	193	52%	48%
Ethnicity			
African-American (non-Hispanic)	17	35%	65%
Asian/Pacific Islander	57	84%	16%
Hispanic (not Mexican descent)	23	70%	30%
Hispanic (Mexican, Mexican-American)	11	64%	36%
White-Caucasian (non-Hispanic)	325	65%	35%
Under-represented minority	11	45%	55%
Under Represented Minorities - All*	63	56%	44%
Years of Service			
5 Years or less	150	61%	39%
6 to 10 Years	100	67%	33%
11 to 20 Years	122	75%	25%
Over 20 Years	100	69%	31%

* Includes African-American, American Indian/Native American and Hispanic.

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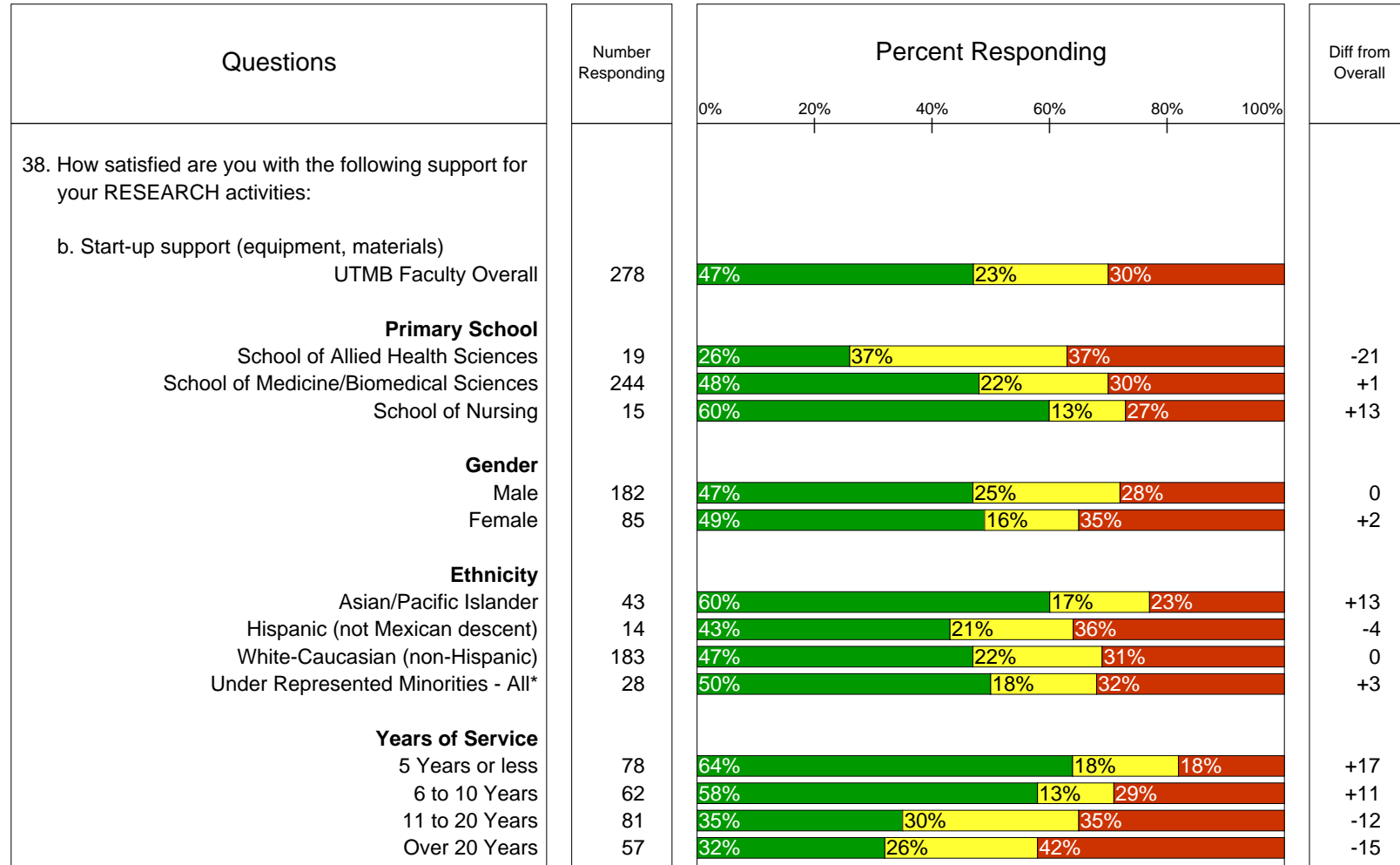
■ = % Favorable ■ = % Mixed ■ = % Unfavorable

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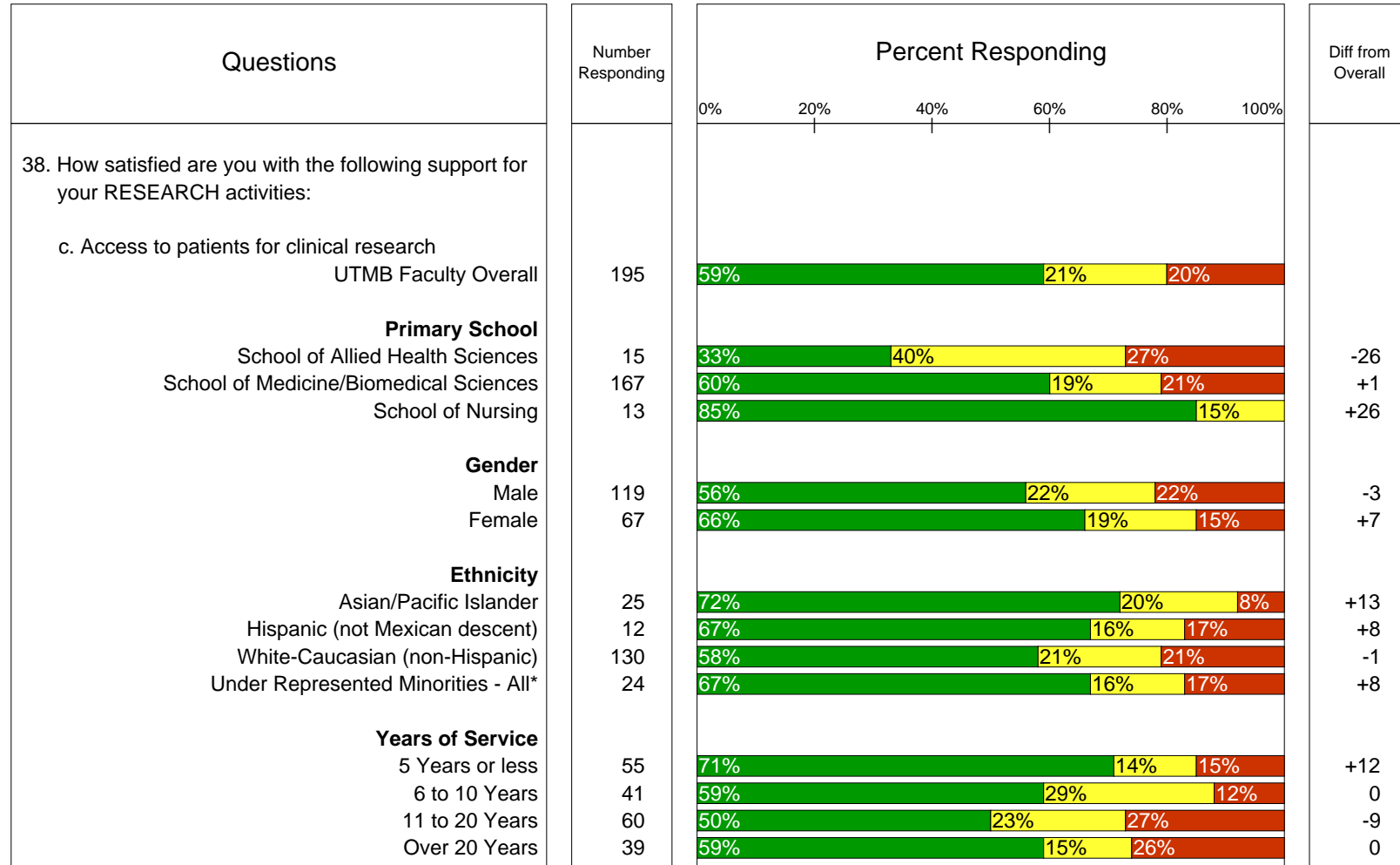
■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

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CAREER SUPPORT



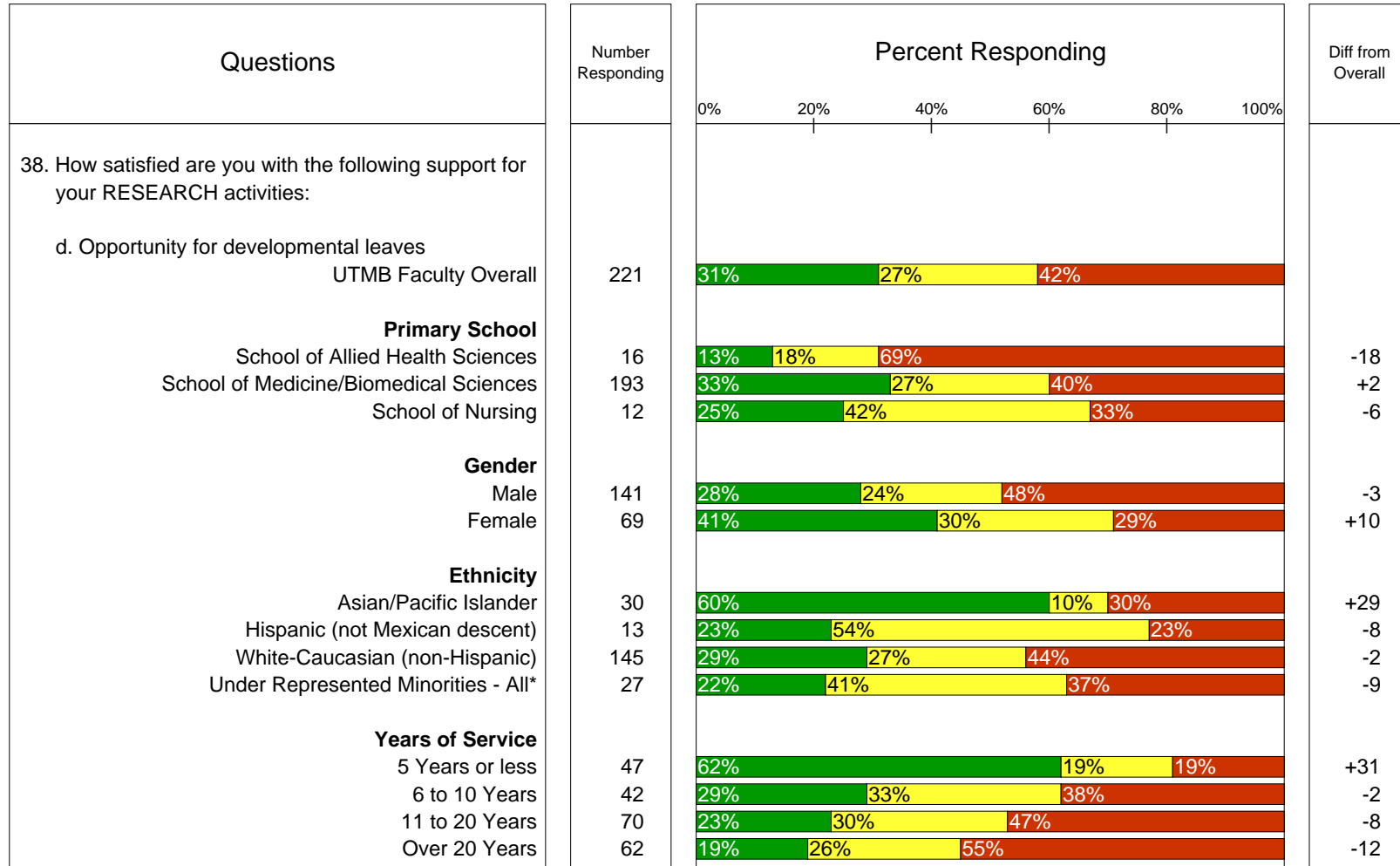
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* Includes African-American, American Indian/Native American and Hispanic.

UTMB 2005 Faculty Satisfaction Survey Overall Report

Item Summary

CAREER SUPPORT



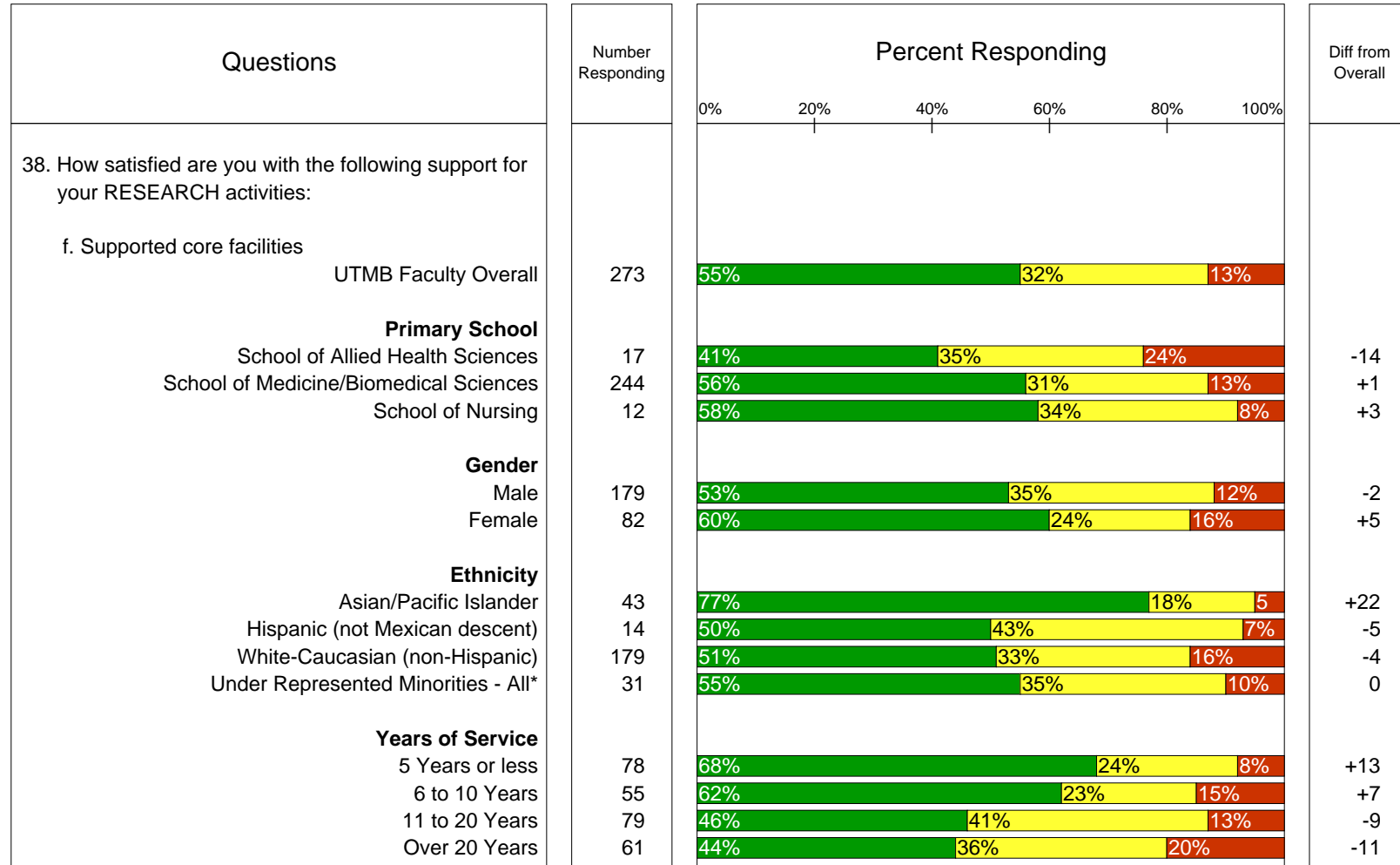
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UTMB 2005 Faculty Satisfaction Survey Overall Report

Item Summary

CAREER SUPPORT



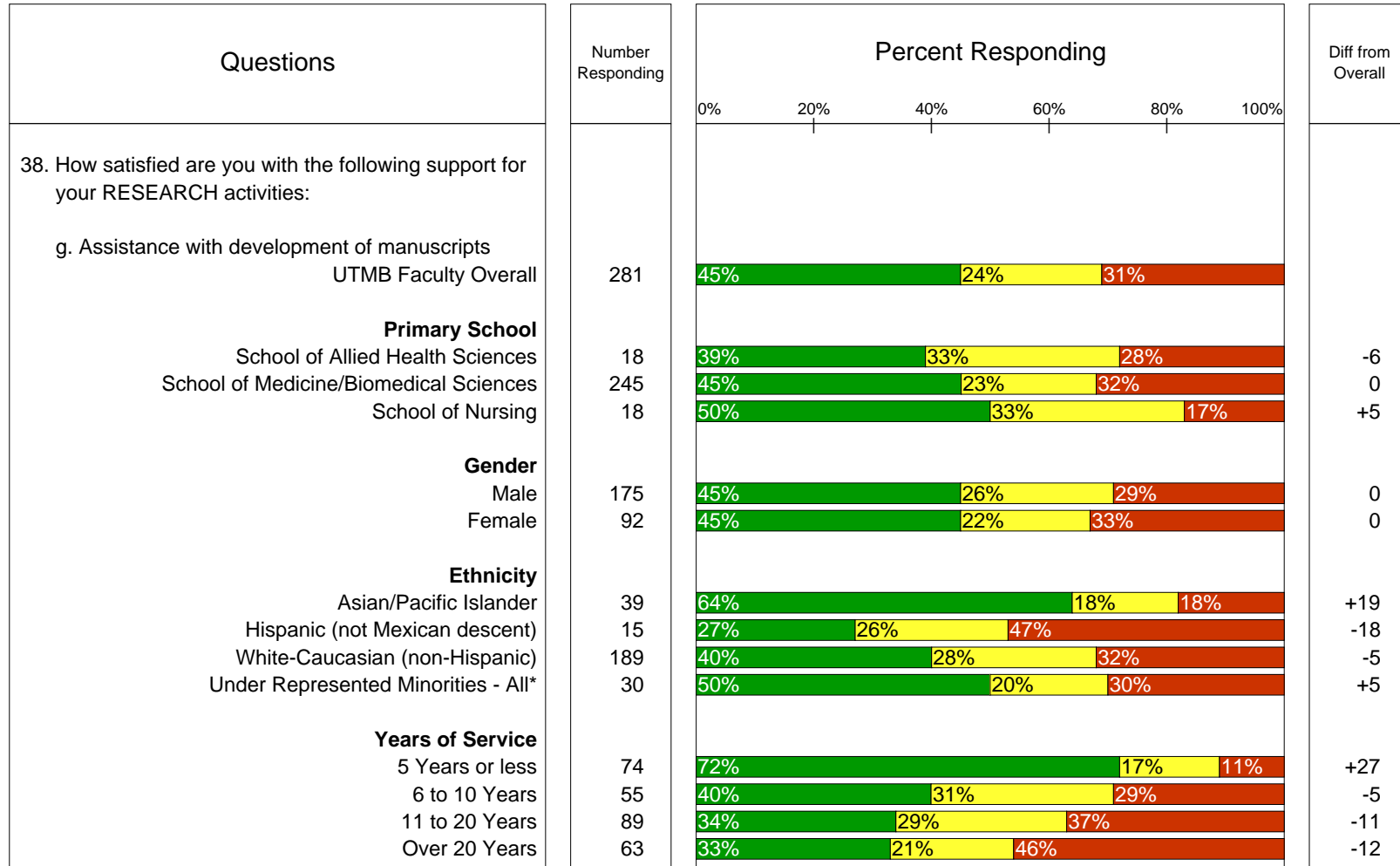
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UTMB 2005 Faculty Satisfaction Survey Overall Report

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CAREER SUPPORT



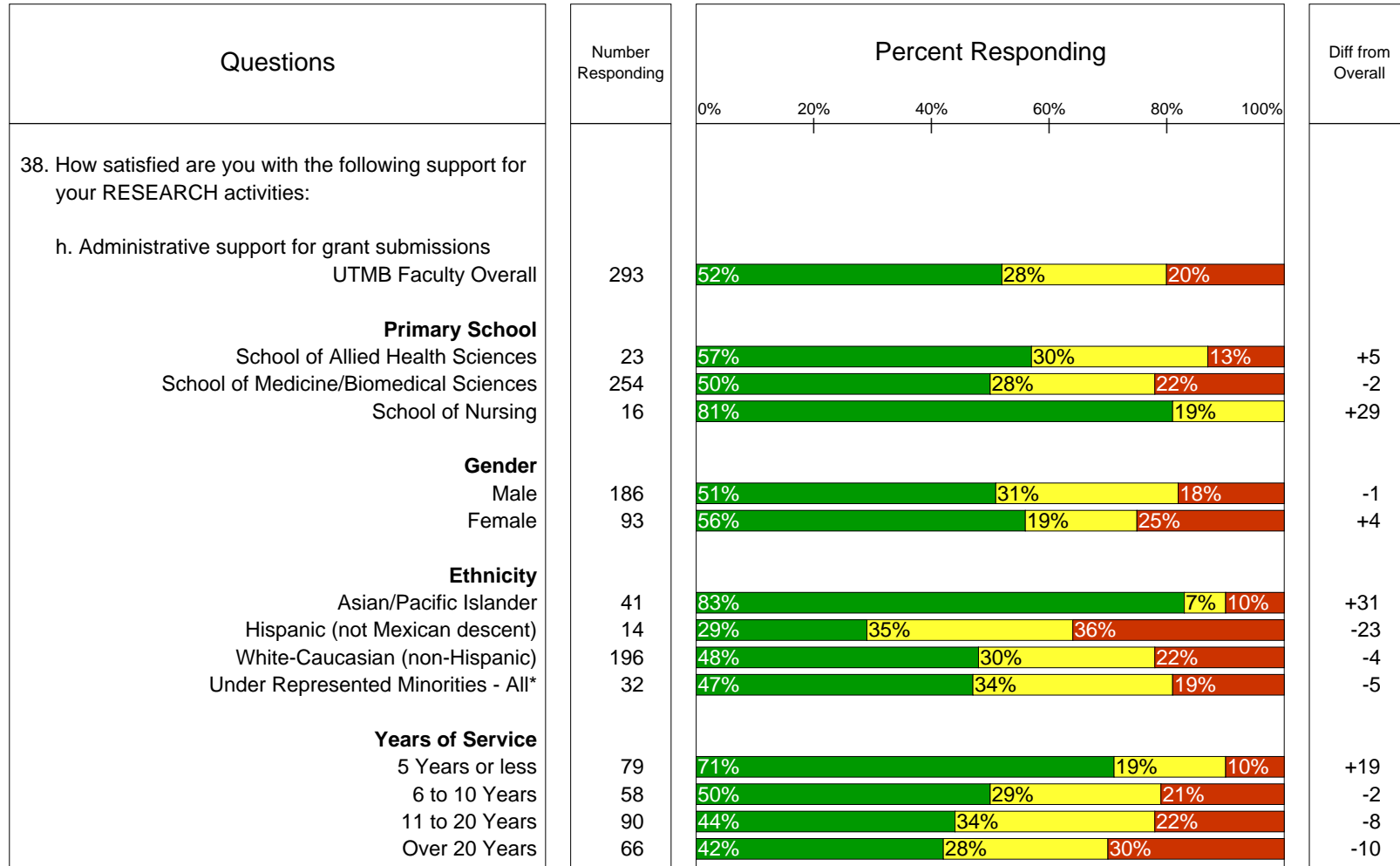
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UTMB 2005 Faculty Satisfaction Survey Overall Report

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CAREER SUPPORT



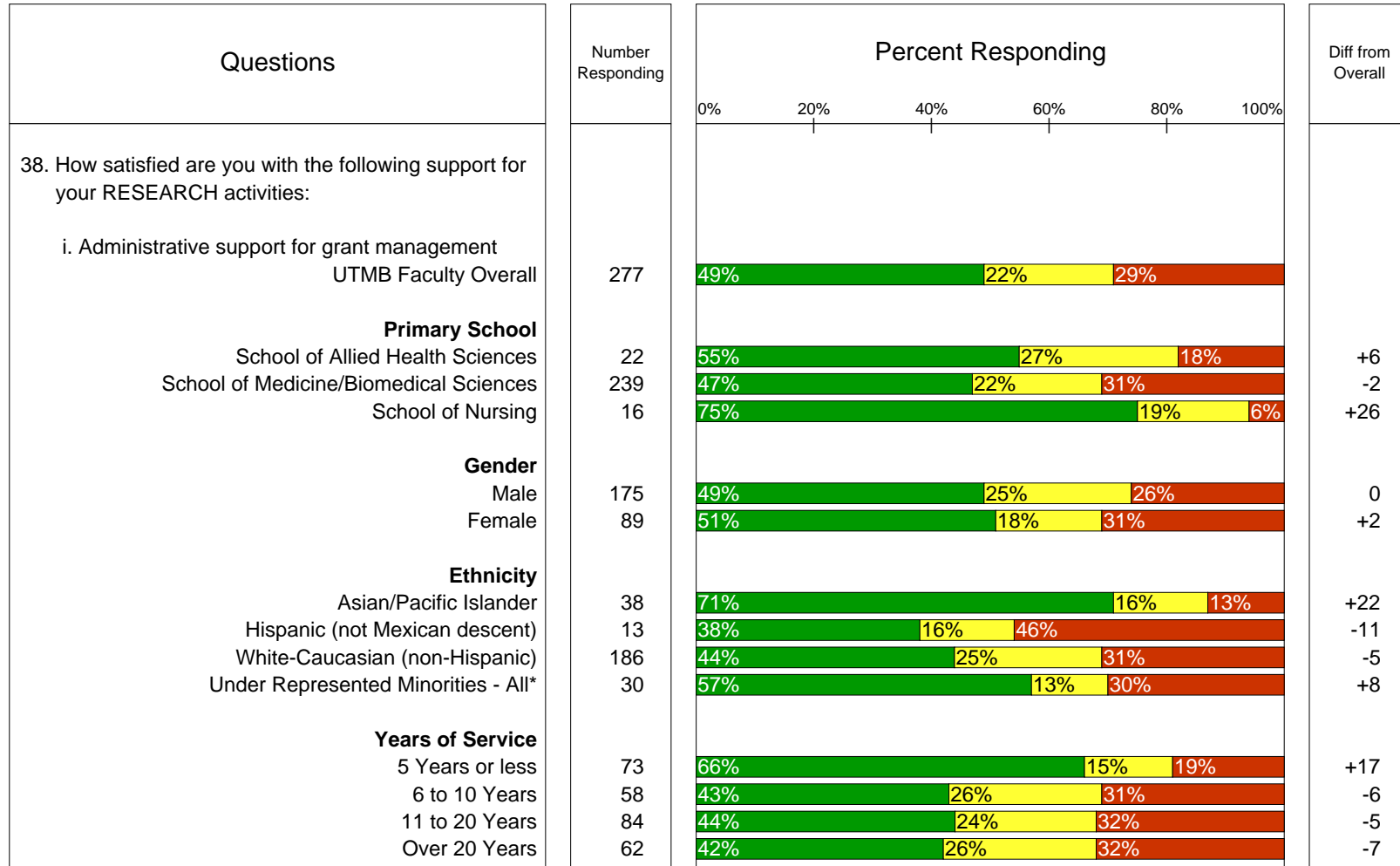
■ = % Favorable ■ = % Mixed ■ = % Unfavorable

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UTMB 2005 Faculty Satisfaction Survey Overall Report

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CAREER SUPPORT



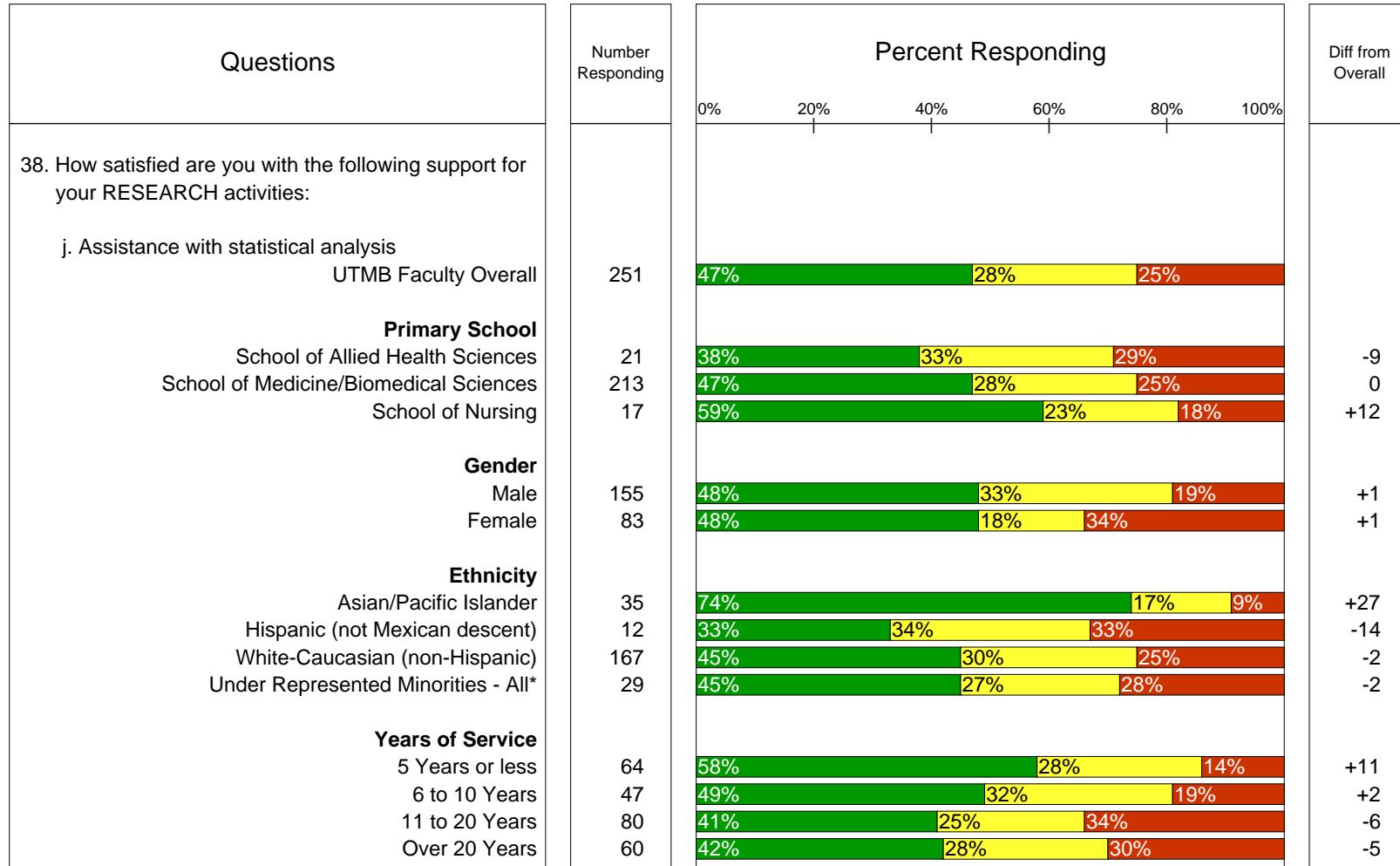
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UTMB 2005 Faculty Satisfaction Survey Overall Report

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CAREER SUPPORT



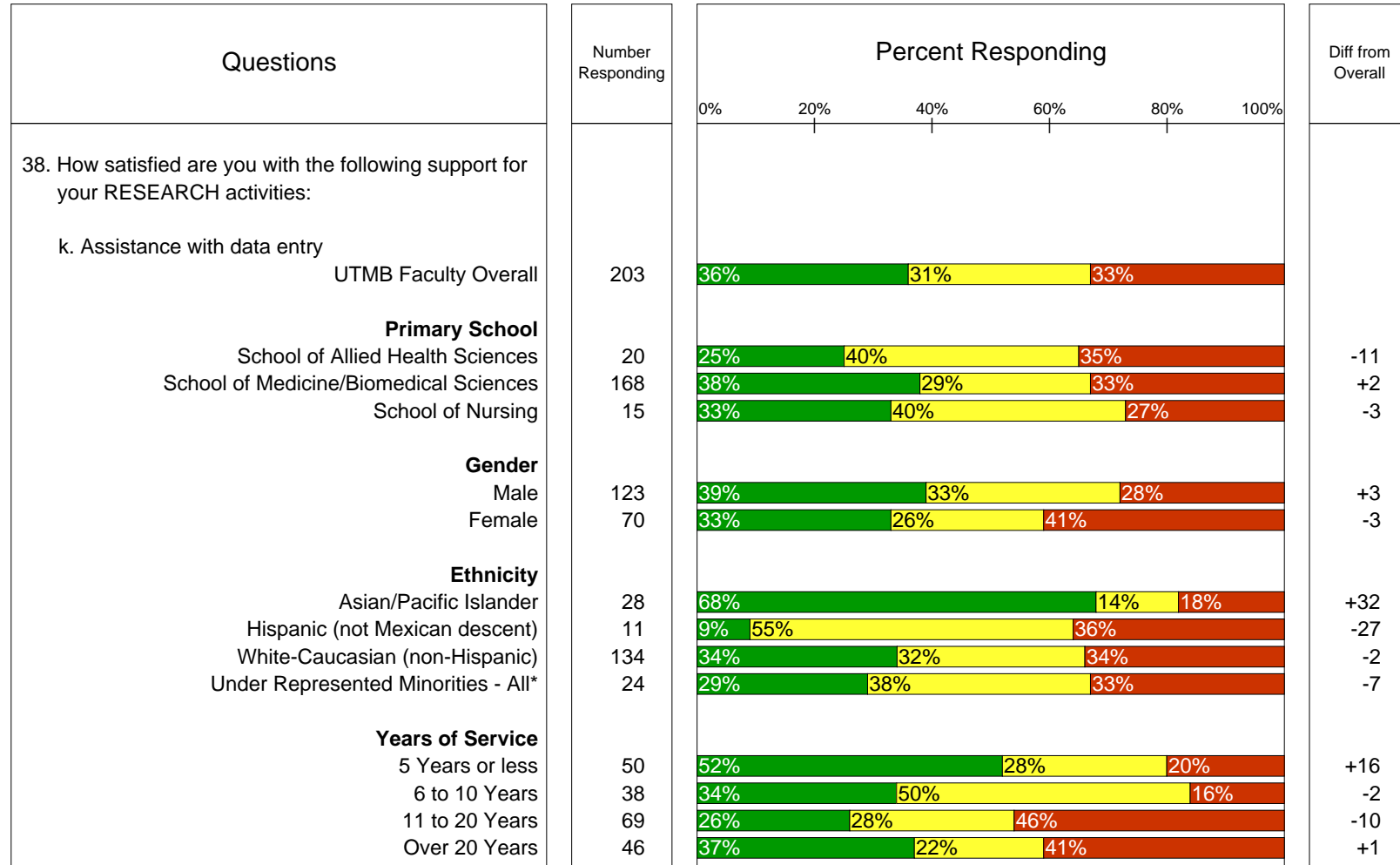
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* Includes African-American, American Indian/Native American and Hispanic.

UTMB 2005 Faculty Satisfaction Survey Overall Report

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CAREER SUPPORT



■ = % Favorable ■ = % Mixed ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

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Item Summary

CAREER SUPPORT

Questions	Number Responding	Yes	No
39. Do you provide CLINICAL CARE at UTMB? UTMB Faculty Overall	475	60%	40%
Primary School			
School of Allied Health Sciences	33	27%	73%
School of Medicine/Biomedical Sciences	396	65%	35%
School of Nursing	46	37%	63%
Gender			
Male	267	60%	40%
Female	194	61%	39%
Ethnicity			
African-American (non-Hispanic)	17	76%	24%
Asian/Pacific Islander	56	43%	57%
Hispanic (not Mexican descent)	23	74%	26%
Hispanic (Mexican, Mexican-American)	11	64%	36%
White-Caucasian (non-Hispanic)	327	61%	39%
Under-represented minority	11	64%	36%
Other	8	88%	13%
Under Represented Minorities - All*	63	70%	30%
Years of Service			
5 Years or less	151	64%	36%
6 to 10 Years	99	67%	33%
11 to 20 Years	123	58%	42%
Over 20 Years	102	49%	51%

* Includes African-American, American Indian/Native American and Hispanic.

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CAREER SUPPORT

Questions	Number Responding	Percent Responding			Diff from Overall
		0%	20%	40%	
40. How satisfied are you with the quality of the following support for your CLINICAL PRACTICE:					
a. Clinical space					
UTMB Faculty Overall	278	65%	21%	14%	
Primary School					
School of Allied Health Sciences	8	50%	37%	13%	-15
School of Medicine/Biomedical Sciences	254	64%	21%	15%	-1
School of Nursing	16	81%	13%	6%	+16
Gender					
Male	154	66%	19%	15%	+1
Female	117	65%	23%	12%	0
Ethnicity					
African-American (non-Hispanic)	12	83%	17%		+18
Asian/Pacific Islander	24	71%	21%	8%	+6
Hispanic (not Mexican descent)	17	88%	12%		+23
White-Caucasian (non-Hispanic)	194	62%	22%	16%	-3
Under Represented Minorities - All*	43	79%	19%		+14
Years of Service					
5 Years or less	95	69%	23%	8%	+4
6 to 10 Years	64	64%	19%	17%	-1
11 to 20 Years	71	63%	22%	15%	-2
Over 20 Years	48	58%	23%	19%	-7

■ = % Favorable
■ = % Mixed
■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

UTMB 2005 Faculty Satisfaction Survey Overall Report

Item Summary

CAREER SUPPORT

Questions	Number Responding	Percent Responding	Diff from Overall
		0% 20% 40% 60% 80% 100%	
40. How satisfied are you with the quality of the following support for your CLINICAL PRACTICE: b. Patient scheduling			
UTMB Faculty Overall	267	42% Favorable 28% Mixed 30% Unfavorable	
Primary School			
School of Allied Health Sciences	8	50% Favorable 12% Mixed 38% Unfavorable	+8
School of Medicine/Biomedical Sciences	243	40% Favorable 30% Mixed 30% Unfavorable	-2
School of Nursing	16	63% Favorable 18% Mixed 19% Unfavorable	+21
Gender			
Male	145	41% Favorable 29% Mixed 30% Unfavorable	-1
Female	115	43% Favorable 27% Mixed 30% Unfavorable	+1
Ethnicity			
African-American (non-Hispanic)	11	55% Favorable 18% Mixed 27% Unfavorable	+13
Asian/Pacific Islander	23	65% Favorable 18% Mixed 17% Unfavorable	+23
Hispanic (not Mexican descent)	17	59% Favorable 29% Mixed 12% Unfavorable	+17
White-Caucasian (non-Hispanic)	187	37% Favorable 31% Mixed 32% Unfavorable	-5
Under Represented Minorities - All*	42	52% Favorable 24% Mixed 24% Unfavorable	+10
Years of Service			
5 Years or less	92	41% Favorable 37% Mixed 22% Unfavorable	-1
6 to 10 Years	62	44% Favorable 22% Mixed 34% Unfavorable	+2
11 to 20 Years	68	41% Favorable 30% Mixed 29% Unfavorable	-1
Over 20 Years	45	42% Favorable 16% Mixed 42% Unfavorable	0

■ = % Favorable ■ = % Mixed ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

UTMB 2005 Faculty Satisfaction Survey Overall Report

Item Summary

CAREER SUPPORT

Questions	Number Responding	Percent Responding	Diff from Overall
		0% 20% 40% 60% 80% 100%	
40. How satisfied are you with the quality of the following support for your CLINICAL PRACTICE:			
c. Patient care support staff			
UTMB Faculty Overall	276	53% 26% 21%	
Primary School			
School of Allied Health Sciences	8	63% 37%	+10
School of Medicine/Biomedical Sciences	252	51% 26% 23%	-2
School of Nursing	16	69% 25% 6%	+16
Gender			
Male	152	51% 27% 22%	-2
Female	117	56% 24% 20%	+3
Ethnicity			
African-American (non-Hispanic)	12	67% 8% 25%	+14
Asian/Pacific Islander	23	74% 9% 17%	+21
Hispanic (not Mexican descent)	17	47% 41% 12%	-6
White-Caucasian (non-Hispanic)	193	52% 27% 21%	-1
Under Represented Minorities - All*	43	51% 28% 21%	-2
Years of Service			
5 Years or less	94	57% 22% 21%	+4
6 to 10 Years	63	52% 31% 17%	-1
11 to 20 Years	69	55% 25% 20%	+2
Over 20 Years	50	40% 34% 26%	-13

■ = % Favorable ■ = % Mixed ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

UTMB 2005 Faculty Satisfaction Survey Overall Report

Item Summary

CAREER SUPPORT

Questions	Number Responding	Percent Responding	Diff from Overall
		0% 20% 40% 60% 80% 100%	
40. How satisfied are you with the quality of the following support for your CLINICAL PRACTICE: e. Collections on billings			
UTMB Faculty Overall	212	40% Favorable 22% Mixed 38% Unfavorable	
Primary School School of Medicine/Biomedical Sciences	200	40% Favorable 21% Mixed 39% Unfavorable	0
Gender			
Male	123	32% Favorable 23% Mixed 45% Unfavorable	-8
Female	83	49% Favorable 20% Mixed 31% Unfavorable	+9
Ethnicity			
African-American (non-Hispanic)	9	44% Favorable 23% Mixed 33% Unfavorable	+4
Asian/Pacific Islander	19	63% Favorable 26% Mixed 11% Unfavorable	+23
Hispanic (not Mexican descent)	12	33% Favorable 34% Mixed 33% Unfavorable	-7
White-Caucasian (non-Hispanic)	144	37% Favorable 22% Mixed 41% Unfavorable	-3
Under Represented Minorities - All*	34	38% Favorable 21% Mixed 41% Unfavorable	-2
Years of Service			
5 Years or less	63	52% Favorable 24% Mixed 24% Unfavorable	+12
6 to 10 Years	50	34% Favorable 28% Mixed 38% Unfavorable	-6
11 to 20 Years	57	42% Favorable 16% Mixed 42% Unfavorable	+2
Over 20 Years	42	24% Favorable 21% Mixed 55% Unfavorable	-16

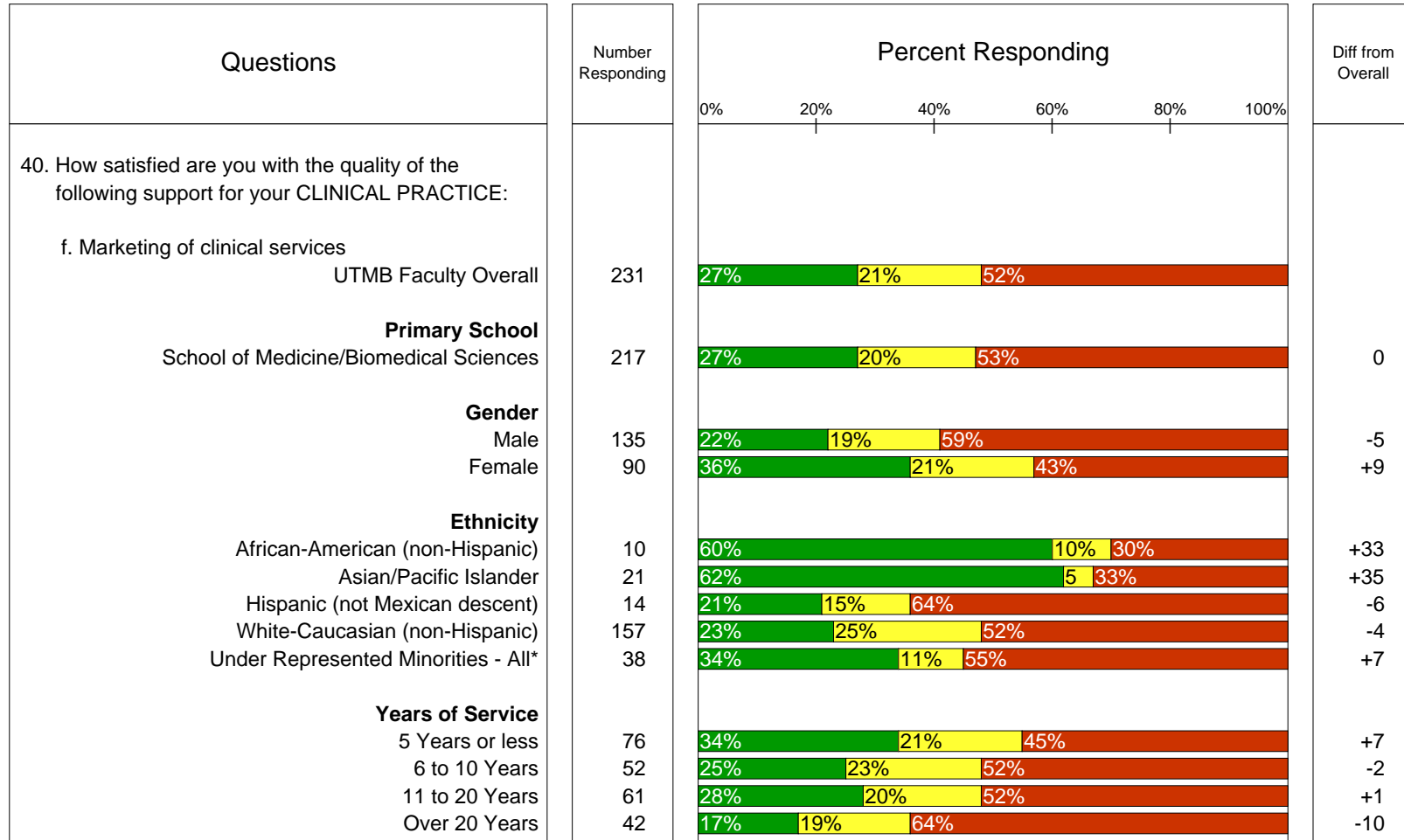
■ = % Favorable ■ = % Mixed ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

UTMB 2005 Faculty Satisfaction Survey Overall Report

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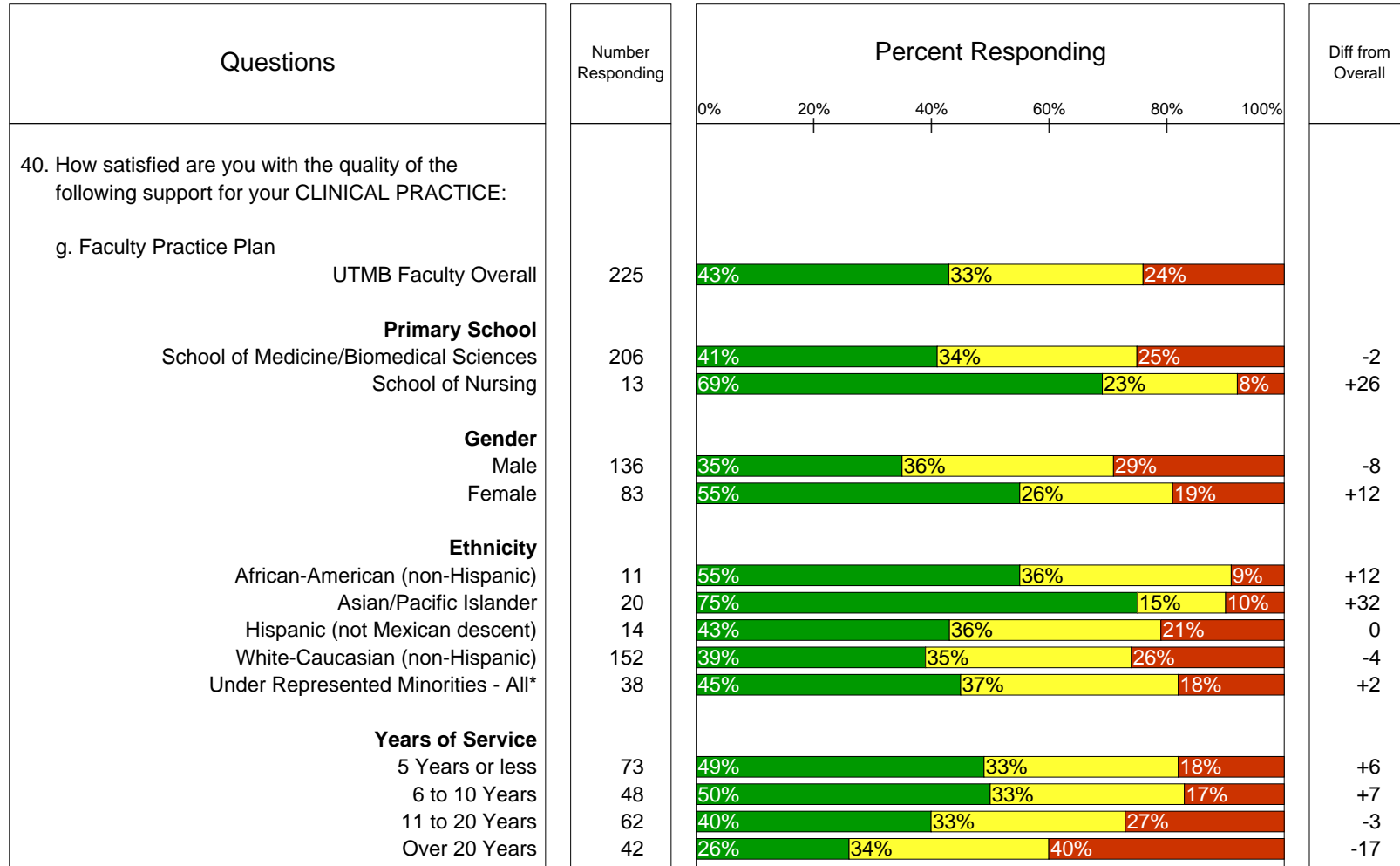
■ = % Favorable ■ = % Mixed ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

UTMB 2005 Faculty Satisfaction Survey Overall Report

Item Summary

CAREER SUPPORT



■ = % Favorable ■ = % Mixed ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

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Item Summary

EFFORT AND COMPENSATION

Questions	Number Responding	Too Much	Just Right	Too Little
41. The amount of time that you are assigned to spend on the following is:				
a. Teaching				
UTMB Faculty Overall	442	10%	80%	11%
Primary School				
School of Allied Health Sciences	32	22%	78%	0%
School of Medicine/Biomedical Sciences	365	7%	82%	12%
School of Nursing	45	24%	64%	11%
Gender				
Male	251	7%	82%	11%
Female	177	12%	76%	12%
Ethnicity				
African-American (non-Hispanic)	15	13%	67%	20%
Asian/Pacific Islander	47	4%	74%	21%
Hispanic (not Mexican descent)	23	0%	96%	4%
Hispanic (Mexican, Mexican-American)	8	0%	88%	13%
White-Caucasian (non-Hispanic)	310	9%	81%	10%
Under-represented minority	11	18%	55%	27%
Other	8	13%	88%	0%
Under Represented Minorities - All*	58	7%	79%	14%
Years of Service				
5 Years or less	139	6%	81%	13%
6 to 10 Years	90	9%	82%	9%
11 to 20 Years	112	12%	74%	14%
Over 20 Years	101	12%	82%	6%

* Includes African-American, American Indian/Native American and Hispanic.

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Item Summary

EFFORT AND COMPENSATION

Questions	Number Responding	Too Much	Just Right	Too Little
41. The amount of time that you are assigned to spend on the following is:				
b. Clinical duties				
UTMB Faculty Overall	315	22%	71%	7%
Primary School				
School of Allied Health Sciences	21	5%	62%	33%
School of Medicine/Biomedical Sciences	262	24%	73%	3%
School of Nursing	32	13%	63%	25%
Gender				
Male	165	22%	73%	4%
Female	143	20%	69%	11%
Ethnicity				
African-American (non-Hispanic)	13	31%	62%	8%
Asian/Pacific Islander	25	28%	72%	0%
Hispanic (not Mexican descent)	19	26%	68%	5%
White-Caucasian (non-Hispanic)	226	19%	72%	9%
Under-represented minority	9	56%	33%	11%
Under Represented Minorities - All*	48	31%	63%	6%
Years of Service				
5 Years or less	112	20%	74%	6%
6 to 10 Years	70	24%	70%	6%
11 to 20 Years	78	21%	71%	9%
Over 20 Years	55	24%	67%	9%

* Includes African-American, American Indian/Native American and Hispanic.

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EFFORT AND COMPENSATION

Questions	Number Responding	Too Much	Just Right	Too Little
41. The amount of time that you are assigned to spend on the following is:				
c. Research				
UTMB Faculty Overall	392	3%	60%	37%
Primary School				
School of Allied Health Sciences	29	0%	55%	45%
School of Medicine/Biomedical Sciences	327	3%	63%	34%
School of Nursing	36	6%	42%	53%
Gender				
Male	233	3%	64%	34%
Female	145	4%	54%	42%
Ethnicity				
African-American (non-Hispanic)	11	9%	55%	36%
Asian/Pacific Islander	53	11%	70%	19%
Hispanic (not Mexican descent)	17	0%	59%	41%
Hispanic (Mexican, Mexican-American)	9	0%	44%	56%
White-Caucasian (non-Hispanic)	266	2%	60%	38%
Under-represented minority	8	0%	38%	63%
Under Represented Minorities - All*	46	2%	52%	46%
Years of Service				
5 Years or less	123	2%	61%	37%
6 to 10 Years	79	1%	63%	35%
11 to 20 Years	107	5%	53%	42%
Over 20 Years	83	4%	65%	31%

* Includes African-American, American Indian/Native American and Hispanic.

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EFFORT AND COMPENSATION

Questions	Number Responding	Too Much	Just Right	Too Little
41. The amount of time that you are assigned to spend on the following is:				
d. Administrative work				
UTMB Faculty Overall	402	24%	65%	11%
Primary School				
School of Allied Health Sciences	30	40%	50%	10%
School of Medicine/Biomedical Sciences	339	22%	68%	10%
School of Nursing	33	33%	48%	18%
Gender				
Male	228	25%	68%	7%
Female	160	23%	59%	18%
Ethnicity				
African-American (non-Hispanic)	14	14%	71%	14%
Asian/Pacific Islander	33	18%	76%	6%
Hispanic (not Mexican descent)	18	17%	83%	0%
Hispanic (Mexican, Mexican-American)	9	11%	67%	22%
White-Caucasian (non-Hispanic)	290	26%	63%	12%
Under-represented minority	11	45%	36%	18%
Other	8	25%	75%	0%
Under Represented Minorities - All*	53	23%	66%	11%
Years of Service				
5 Years or less	122	22%	66%	11%
6 to 10 Years	77	21%	68%	12%
11 to 20 Years	110	25%	64%	11%
Over 20 Years	93	28%	62%	10%

* Includes African-American, American Indian/Native American and Hispanic.

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EFFORT AND COMPENSATION

Questions	Number Responding	Too Much	Just Right	Too Little
41. The amount of time that you are assigned to spend on the following is:				
e. Committees				
UTMB Faculty Overall	402	24%	66%	10%
Primary School				
School of Allied Health Sciences	30	27%	67%	7%
School of Medicine/Biomedical Sciences	333	23%	67%	10%
School of Nursing	39	31%	59%	10%
Gender				
Male	232	25%	68%	8%
Female	156	22%	65%	13%
Ethnicity				
African-American (non-Hispanic)	16	13%	63%	25%
Asian/Pacific Islander	36	11%	81%	8%
Hispanic (not Mexican descent)	21	19%	67%	14%
Hispanic (Mexican, Mexican-American)	8	25%	50%	25%
White-Caucasian (non-Hispanic)	285	26%	65%	9%
Under-represented minority	8	13%	88%	0%
Other	8	13%	88%	0%
Under Represented Minorities - All*	54	19%	65%	17%
Years of Service				
5 Years or less	118	14%	71%	14%
6 to 10 Years	78	17%	69%	14%
11 to 20 Years	109	31%	63%	6%
Over 20 Years	97	33%	62%	5%

* Includes African-American, American Indian/Native American and Hispanic.

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EFFORT AND COMPENSATION

Questions	Number Responding	Percent Responding	Diff from Overall
		0% 20% 40% 60% 80% 100%	
42. How satisfied are you that your salary is equitable when compared to:			
a. Other faculty in your department/program			
UTMB Faculty Overall	396	54% Favorable 22% Mixed 24% Unfavorable	
Primary School			
School of Allied Health Sciences	28	43% Favorable 21% Mixed 36% Unfavorable	-11
School of Medicine/Biomedical Sciences	327	53% Favorable 22% Mixed 25% Unfavorable	-1
School of Nursing	41	76% Favorable 12% Mixed 12% Unfavorable	+22
Gender			
Male	220	53% Favorable 22% Mixed 25% Unfavorable	-1
Female	165	57% Favorable 21% Mixed 22% Unfavorable	+3
Ethnicity			
African-American (non-Hispanic)	14	36% Favorable 28% Mixed 36% Unfavorable	-18
Asian/Pacific Islander	45	44% Favorable 32% Mixed 24% Unfavorable	-10
Hispanic (not Mexican descent)	15	67% Favorable 20% Mixed 13% Unfavorable	+13
Hispanic (Mexican, Mexican-American)	10	50% Favorable 30% Mixed 20% Unfavorable	-4
White-Caucasian (non-Hispanic)	283	58% Favorable 19% Mixed 23% Unfavorable	+4
Under Represented Minorities - All*	47	51% Favorable 26% Mixed 23% Unfavorable	-3
Years of Service			
5 Years or less	111	59% Favorable 25% Mixed 16% Unfavorable	+5
6 to 10 Years	81	58% Favorable 19% Mixed 23% Unfavorable	+4
11 to 20 Years	109	53% Favorable 21% Mixed 26% Unfavorable	-1
Over 20 Years	95	46% Favorable 21% Mixed 33% Unfavorable	-8

■ = % Favorable ■ = % Mixed ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

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Item Summary

EFFORT AND COMPENSATION

Questions	Number Responding	Percent Responding	Diff from Overall
		0% 20% 40% 60% 80% 100%	
42. How satisfied are you that your salary is equitable when compared to:			
b. Other faculty in your school			
UTMB Faculty Overall	372	51% 23% 26%	
Primary School			
School of Allied Health Sciences	26	31% 42% 27%	-20
School of Medicine/Biomedical Sciences	307	50% 23% 27%	-1
School of Nursing	39	69% 16% 15%	+18
Gender			
Male	209	50% 24% 26%	-1
Female	150	53% 24% 23%	+2
Ethnicity			
African-American (non-Hispanic)	12	50% 8% 42%	-1
Asian/Pacific Islander	44	36% 34% 30%	-15
Hispanic (not Mexican descent)	14	57% 22% 21%	+6
Hispanic (Mexican, Mexican-American)	9	56% 22% 22%	+5
White-Caucasian (non-Hispanic)	262	55% 23% 22%	+4
Under Represented Minorities - All*	43	56% 16% 28%	+5
Years of Service			
5 Years or less	110	58% 27% 15%	+7
6 to 10 Years	70	53% 21% 26%	+2
11 to 20 Years	101	52% 22% 26%	+1
Over 20 Years	91	40% 23% 37%	-11

■ = % Favorable ■ = % Mixed ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

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Item Summary

EFFORT AND COMPENSATION

Questions	Number Responding	Percent Responding	Diff from Overall
		0% 20% 40% 60% 80% 100%	
42. How satisfied are you that your salary is equitable when compared to: c. National salary surveys			
UTMB Faculty Overall	425	42% Favorable 23% Mixed 35% Unfavorable	
Primary School			
School of Allied Health Sciences	31	23% Favorable 22% Mixed 55% Unfavorable	-19
School of Medicine/Biomedical Sciences	351	41% Favorable 23% Mixed 36% Unfavorable	-1
School of Nursing	43	60% Favorable 24% Mixed 16% Unfavorable	+18
Gender			
Male	241	41% Favorable 22% Mixed 37% Unfavorable	-1
Female	171	43% Favorable 25% Mixed 32% Unfavorable	+1
Ethnicity			
African-American (non-Hispanic)	16	31% Favorable 13% Mixed 56% Unfavorable	-11
Asian/Pacific Islander	50	40% Favorable 28% Mixed 32% Unfavorable	-2
Hispanic (not Mexican descent)	20	45% Favorable 25% Mixed 30% Unfavorable	+3
Hispanic (Mexican, Mexican-American)	9	44% Favorable 34% Mixed 22% Unfavorable	+2
White-Caucasian (non-Hispanic)	291	44% Favorable 22% Mixed 34% Unfavorable	+2
Under-represented minority	11	36% Favorable 37% Mixed 27% Unfavorable	-6
Under Represented Minorities - All*	57	39% Favorable 24% Mixed 37% Unfavorable	-3
Years of Service			
5 Years or less	136	51% Favorable 24% Mixed 25% Unfavorable	+9
6 to 10 Years	82	40% Favorable 27% Mixed 33% Unfavorable	-2
11 to 20 Years	113	42% Favorable 24% Mixed 34% Unfavorable	0
Over 20 Years	94	28% Favorable 19% Mixed 53% Unfavorable	-14

■ = % Favorable ■ = % Mixed ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

**UTMB
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Item Summary

EFFORT AND COMPENSATION

Questions	Number Responding	Yes	No
43. Does your department/program have an incentive plan?			
UTMB Faculty Overall	469	69%	31%
Primary School			
School of Allied Health Sciences	33	45%	55%
School of Medicine/Biomedical Sciences	390	74%	26%
School of Nursing	46	46%	54%
Gender			
Male	262	73%	27%
Female	193	63%	37%
Ethnicity			
African-American (non-Hispanic)	17	65%	35%
Asian/Pacific Islander	54	61%	39%
Hispanic (not Mexican descent)	22	68%	32%
Hispanic (Mexican, Mexican-American)	10	80%	20%
White-Caucasian (non-Hispanic)	326	70%	30%
Under-represented minority	11	45%	55%
Other	8	75%	25%
Under Represented Minorities - All*	61	66%	34%
Years of Service			
5 Years or less	149	64%	36%
6 to 10 Years	96	69%	31%
11 to 20 Years	124	66%	34%
Over 20 Years	100	81%	19%

* Includes African-American, American Indian/Native American and Hispanic.

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EFFORT AND COMPENSATION

Questions	Number Responding	Percent Responding			Diff from Overall				
		0%	20%	40%		60%	80%	100%	
44. How satisfied are you with your departmental/ program salary incentive plan?									
UTMB Faculty Overall	283								
Primary School									
School of Allied Health Sciences	15				0				
School of Medicine/Biomedical Sciences	251				-1				
School of Nursing	17				+18				
Gender									
Male	166				+2				
Female	105				-3				
Ethnicity									
African-American (non-Hispanic)	10				-13				
Asian/Pacific Islander	28				+1				
Hispanic (not Mexican descent)	13				+1				
White-Caucasian (non-Hispanic)	196				+2				
Under Represented Minorities - All*	36				-3				
Years of Service									
5 Years or less	79				+5				
6 to 10 Years	59				0				
11 to 20 Years	70				+13				
Over 20 Years	75				-17				

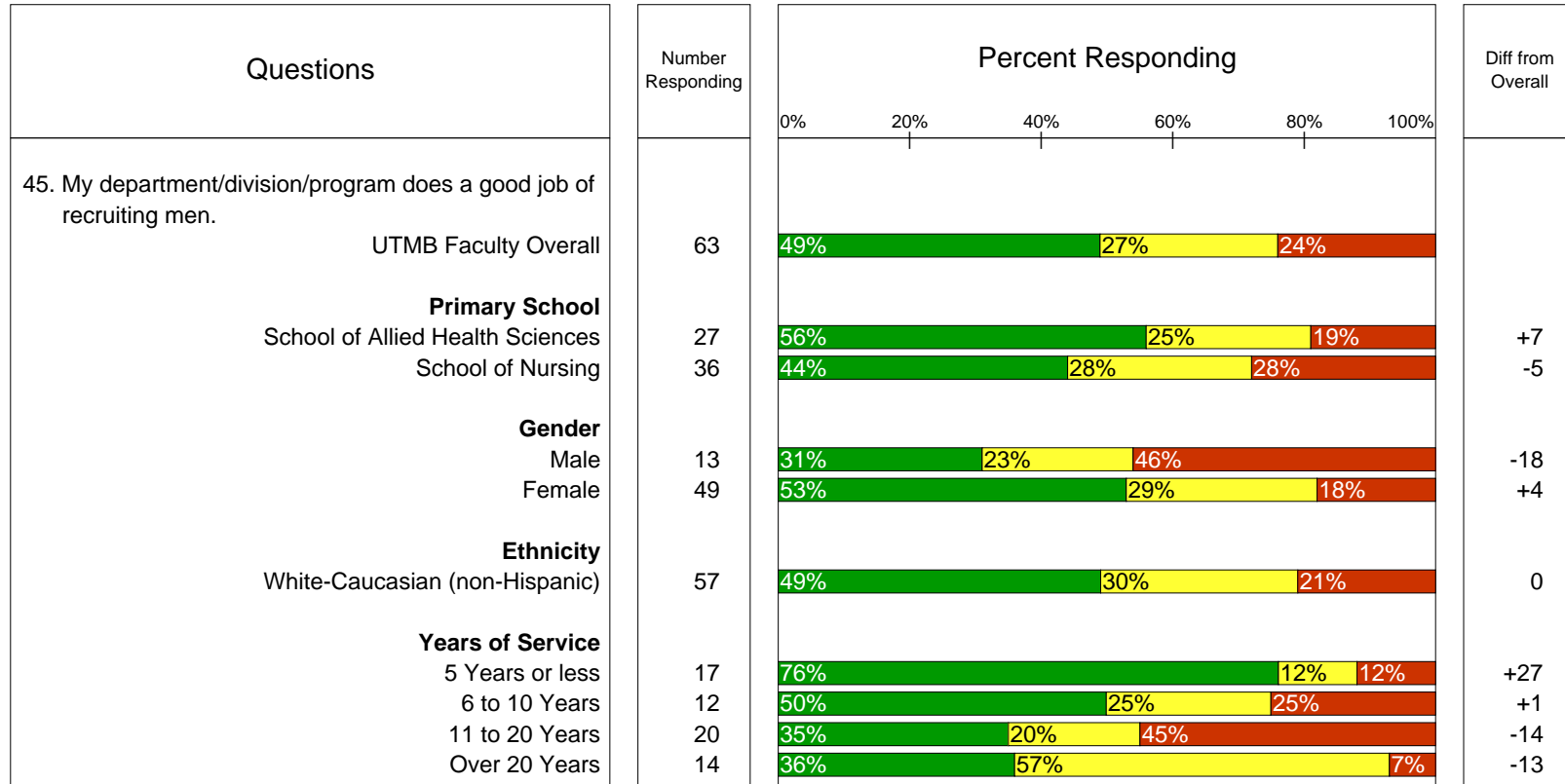
■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

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Item Summary

WORK ENVIRONMENT



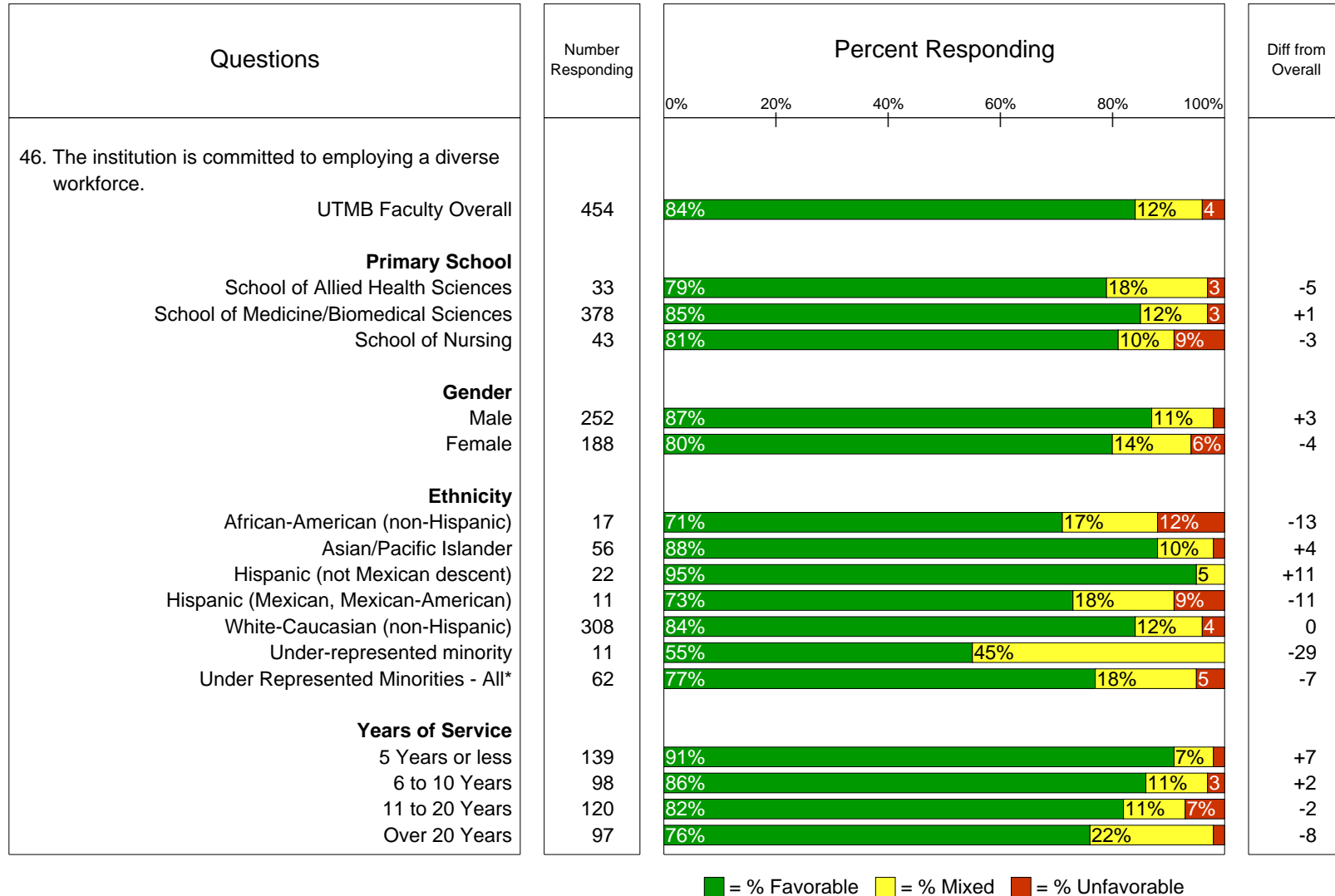
■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

UTMB 2005 Faculty Satisfaction Survey Overall Report

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* Includes African-American, American Indian/Native American and Hispanic.

UTMB 2005 Faculty Satisfaction Survey Overall Report

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Questions	Number Responding	Percent Responding			Diff from Overall				
		0%	20%	40%		60%	80%	100%	
47. My department/program does a good job of recruiting women.									
UTMB Faculty Overall	438	83%			10%	7%			
Primary School									
School of Allied Health Sciences	30	93%			4	3			+10
School of Medicine/Biomedical Sciences	362	80%			12%	8%			-3
School of Nursing	46	98%							+15
Gender									
Male	239	84%			10%	6%			+1
Female	186	81%			10%	9%			-2
Ethnicity									
African-American (non-Hispanic)	16	88%			12%				+5
Asian/Pacific Islander	48	92%			4	4			+9
Hispanic (not Mexican descent)	20	80%			10%	10%			-3
Hispanic (Mexican, Mexican-American)	11	73%			18%	9%			-10
White-Caucasian (non-Hispanic)	306	80%			12%	8%			-3
Under-represented minority	11	91%				9%			+8
Under Represented Minorities - All*	58	83%			10%	7%			0
Years of Service									
5 Years or less	130	86%			9%	5			+3
6 to 10 Years	93	87%			8%	5			+4
11 to 20 Years	116	81%			10%	9%			-2
Over 20 Years	99	76%			15%	9%			-7

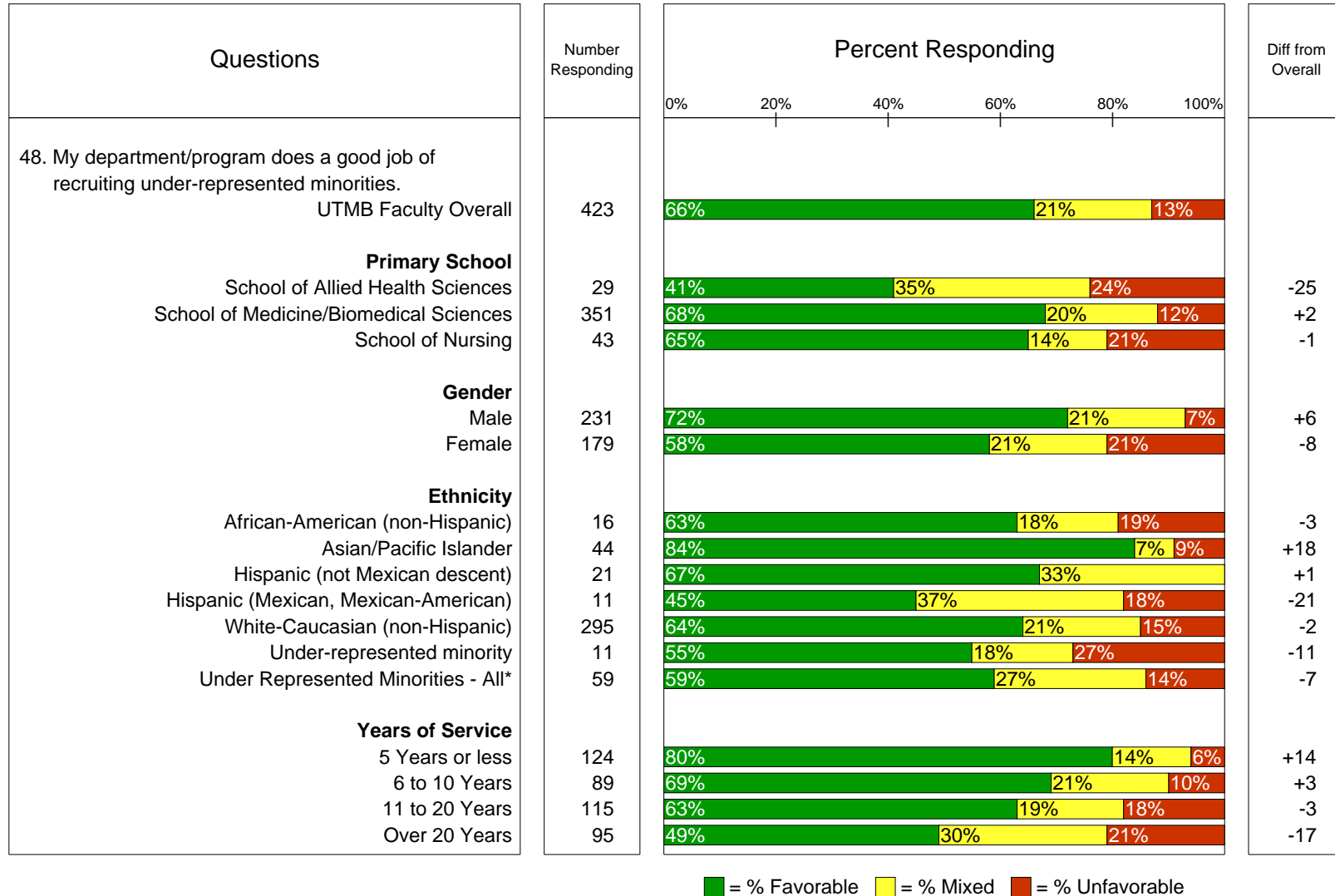
■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

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* Includes African-American, American Indian/Native American and Hispanic.

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Questions	Number Responding	Percent Responding			Diff from Overall				
		0%	20%	40%		60%	80%	100%	
49. I feel valued as a contributor at UTMB regardless of my gender, ethnicity, race, sexual orientation or religion.									
UTMB Faculty Overall	460	79%			13%	8%			
Primary School									
School of Allied Health Sciences	33	85%			12%	3%			+6
School of Medicine/Biomedical Sciences	383	78%			13%	9%			-1
School of Nursing	44	86%			5%	9%			+7
Gender									
Male	255	82%			11%	7%			+3
Female	191	75%			16%	9%			-4
Ethnicity									
African-American (non-Hispanic)	17	59%			23%	18%			-20
Asian/Pacific Islander	56	89%			6%	5%			+10
Hispanic (not Mexican descent)	23	83%			13%	4%			+4
Hispanic (Mexican, Mexican-American)	10	60%			30%	10%			-19
White-Caucasian (non-Hispanic)	315	79%			12%	9%			0
Under-represented minority	11	45%			46%	9%			-34
Under Represented Minorities - All*	62	66%			24%	10%			-13
Years of Service									
5 Years or less	143	90%			5%	5%			+11
6 to 10 Years	97	76%			17%	7%			-3
11 to 20 Years	120	73%			17%	10%			-6
Over 20 Years	100	74%			14%	12%			-5

■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

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Questions	Number Responding	Percent Responding	Diff from Overall
		0% 20% 40% 60% 80% 100%	
50. How satisfied are you with the recognition of UTMB faculty members' accomplishments by:			
a. UTMB			
UTMB Faculty Overall	444	65% 22% 13%	
Primary School			
School of Allied Health Sciences	29	79% 18% 3%	+14
School of Medicine/Biomedical Sciences	371	63% 24% 13%	-2
School of Nursing	44	73% 11% 16%	+8
Gender			
Male	252	63% 22% 15%	-2
Female	179	70% 22% 8%	+5
Ethnicity			
African-American (non-Hispanic)	16	81% 6% 13%	+16
Asian/Pacific Islander	53	77% 12% 11%	+12
Hispanic (not Mexican descent)	22	77% 9% 14%	+12
Hispanic (Mexican, Mexican-American)	10	80% 20%	+15
White-Caucasian (non-Hispanic)	304	63% 24% 13%	-2
Under-represented minority	11	45% 46% 9%	-20
Other	8	50% 37% 13%	
Under Represented Minorities - All*	60	73% 17% 10%	+8
Years of Service			
5 Years or less	132	80% 13% 7%	+15
6 to 10 Years	95	72% 19% 9%	+7
11 to 20 Years	119	56% 28% 16%	-9
Over 20 Years	98	50% 31% 19%	-15

■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.



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Questions	Number Responding	Percent Responding			Diff from Overall				
		0%	20%	40%		60%	80%	100%	
50. How satisfied are you with the recognition of UTMB faculty members' accomplishments by:									
b. Houston and Galveston Communities									
UTMB Faculty Overall	400	54%	27%	19%					
Primary School									
School of Allied Health Sciences	25	56%	32%	12%	+2				
School of Medicine/Biomedical Sciences	333	52%	28%	20%	-2				
School of Nursing	42	69%	19%	12%	+15				
Gender									
Male	228	52%	29%	19%	-2				
Female	160	58%	25%	17%	+4				
Ethnicity									
African-American (non-Hispanic)	13	85%	7%	8%	+31				
Asian/Pacific Islander	48	67%	20%	13%	+13				
Hispanic (not Mexican descent)	22	59%	18%	23%	+5				
Hispanic (Mexican, Mexican-American)	9	56%	33%	11%	+2				
White-Caucasian (non-Hispanic)	274	52%	29%	19%	-2				
Under-represented minority	10	40%	50%	10%	-14				
Under Represented Minorities - All*	55	62%	23%	15%	+8				
Years of Service									
5 Years or less	116	62%	27%	11%	+8				
6 to 10 Years	80	59%	22%	19%	+5				
11 to 20 Years	113	51%	27%	22%	-3				
Over 20 Years	91	43%	34%	23%	-11				

■ = % Favorable ■ = % Mixed ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

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Questions	Number Responding	Percent Responding	Diff from Overall
		0% 20% 40% 60% 80% 100%	
50. How satisfied are you with the recognition of UTMB faculty members' accomplishments by:			
d. Colleagues outside the State of Texas			
UTMB Faculty Overall	374	60% 24% 16%	
Primary School			
School of Allied Health Sciences	26	58% 34% 8%	-2
School of Medicine/Biomedical Sciences	310	61% 23% 16%	+1
School of Nursing	38	55% 32% 13%	-5
Gender			
Male	220	60% 24% 16%	0
Female	142	61% 24% 15%	+1
Ethnicity			
African-American (non-Hispanic)	13	77% 15% 8%	+17
Asian/Pacific Islander	43	72% 14% 14%	+12
Hispanic (not Mexican descent)	18	56% 33% 11%	-4
Hispanic (Mexican, Mexican-American)	8	88% 12%	+28
White-Caucasian (non-Hispanic)	261	57% 27% 16%	-3
Under-represented minority	8	63% 24% 13%	+3
Under Represented Minorities - All*	48	69% 21% 10%	+9
Years of Service			
5 Years or less	107	63% 20% 17%	+3
6 to 10 Years	73	60% 24% 16%	0
11 to 20 Years	106	58% 29% 13%	-2
Over 20 Years	88	58% 26% 16%	-2

■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

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Questions	Number Responding	Percent Responding			Diff from Overall
		0%	20%	40%	
51. My immediate supervisor effectively communicates policy and management decisions to the faculty. UTMB Faculty Overall	460	68% Favorable, 18% Mixed, 14% Unfavorable			
Primary School					
School of Allied Health Sciences	33	85% Favorable, 9% Mixed, 6% Unfavorable			+17
School of Medicine/Biomedical Sciences	380	67% Favorable, 18% Mixed, 15% Unfavorable			-1
School of Nursing	47	57% Favorable, 34% Mixed, 9% Unfavorable			-11
Gender					
Male	254	69% Favorable, 18% Mixed, 13% Unfavorable			+1
Female	192	65% Favorable, 21% Mixed, 14% Unfavorable			-3
Ethnicity					
African-American (non-Hispanic)	17	59% Favorable, 17% Mixed, 24% Unfavorable			-9
Asian/Pacific Islander	51	78% Favorable, 16% Mixed, 6% Unfavorable			+10
Hispanic (not Mexican descent)	23	61% Favorable, 22% Mixed, 17% Unfavorable			-7
Hispanic (Mexican, Mexican-American)	11	91% Favorable, 9% Mixed, 0% Unfavorable			+23
White-Caucasian (non-Hispanic)	319	66% Favorable, 19% Mixed, 15% Unfavorable			-2
Under-represented minority	10	30% Favorable, 60% Mixed, 10% Unfavorable			-38
Under Represented Minorities - All*	62	61% Favorable, 24% Mixed, 15% Unfavorable			-7
Years of Service					
5 Years or less	143	71% Favorable, 19% Mixed, 10% Unfavorable			+3
6 to 10 Years	98	69% Favorable, 17% Mixed, 14% Unfavorable			+1
11 to 20 Years	122	60% Favorable, 26% Mixed, 14% Unfavorable			-8
Over 20 Years	97	70% Favorable, 12% Mixed, 18% Unfavorable			+2

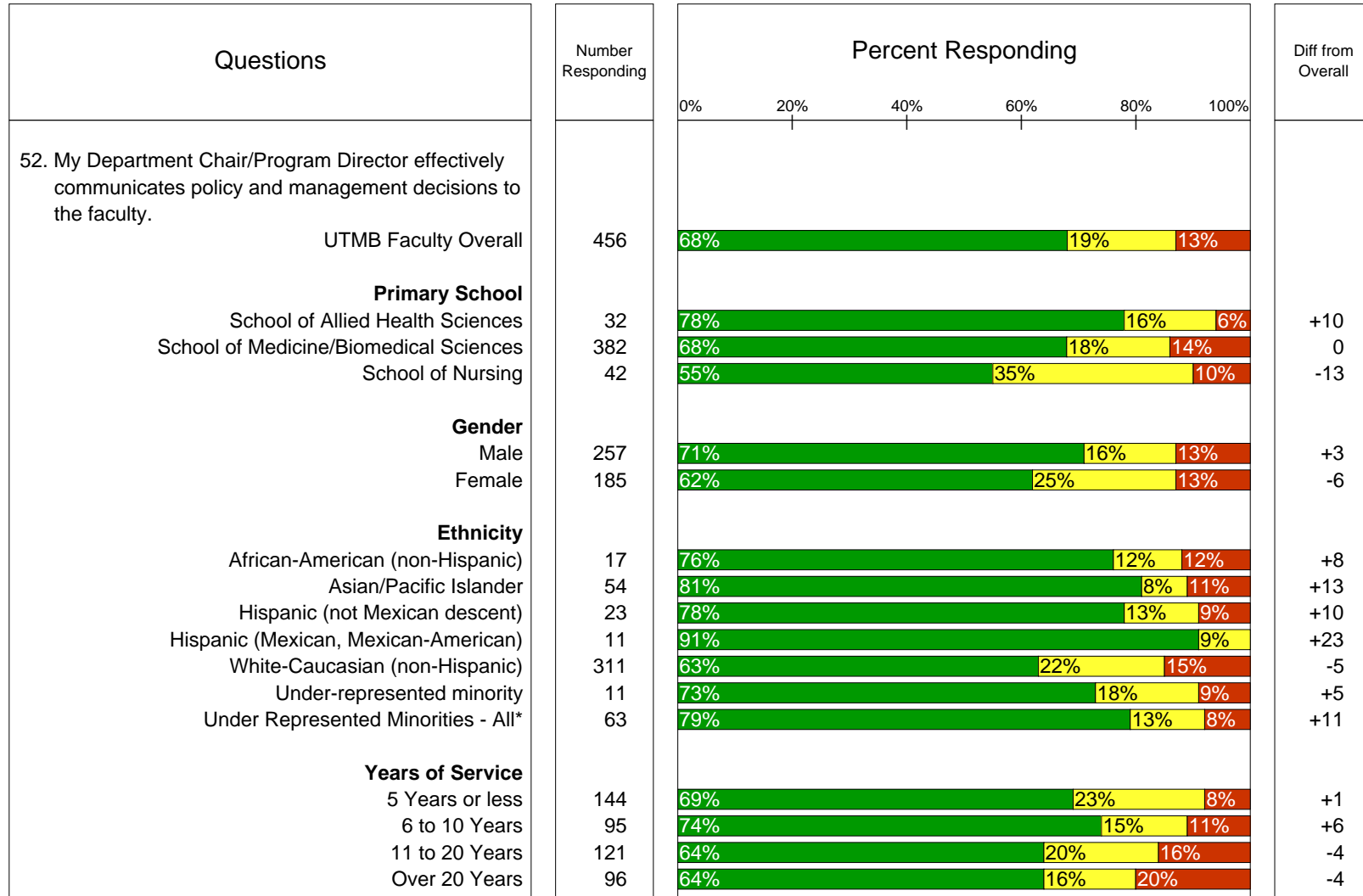
■ = % Favorable ■ = % Mixed ■ = % Unfavorable

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■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

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Questions	Number Responding	Percent Responding			Diff from Overall				
		0%	20%	40%		60%	80%	100%	
53. My Dean effectively communicates policy and management decisions to the faculty.									
UTMB Faculty Overall	445								
Primary School									
School of Allied Health Sciences	32				-15				
School of Medicine/Biomedical Sciences	369				+2				
School of Nursing	44				-3				
Gender									
Male	252				-2				
Female	179				+4				
Ethnicity									
African-American (non-Hispanic)	16				+17				
Asian/Pacific Islander	54				+16				
Hispanic (not Mexican descent)	21				+5				
Hispanic (Mexican, Mexican-American)	11				+11				
White-Caucasian (non-Hispanic)	302				-4				
Under-represented minority	11				+11				
Other	8								
Under Represented Minorities - All*	60				+11				
Years of Service									
5 Years or less	133				+7				
6 to 10 Years	93				+5				
11 to 20 Years	119				-5				
Over 20 Years	100				-7				

■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

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Questions	Number Responding	Percent Responding			Diff from Overall				
		0%	20%	40%		60%	80%	100%	
54. The President and President's Council members effectively communicate policy and management decisions to the faculty.									
UTMB Faculty Overall	425	58%		27%		15%			
Primary School									
School of Allied Health Sciences	30	77%		16%		7%			+19
School of Medicine/Biomedical Sciences	350	56%		28%		16%			-2
School of Nursing	45	62%		29%		9%			+4
Gender									
Male	235	55%		26%		19%			-3
Female	178	65%		27%		8%			+7
Ethnicity									
African-American (non-Hispanic)	14	79%		7%		14%			+21
Asian/Pacific Islander	50	74%		18%		8%			+16
Hispanic (not Mexican descent)	19	63%		21%		16%			+5
Hispanic (Mexican, Mexican-American)	10	60%		30%		10%			+2
White-Caucasian (non-Hispanic)	296	56%		29%		15%			-2
Under-represented minority	9	56%		44%					-2
Other	8	38%		24%		38%			
Under Represented Minorities - All*	53	66%		23%		11%			+8
Years of Service									
5 Years or less	128	66%		25%		9%			+8
6 to 10 Years	86	63%		25%		12%			+5
11 to 20 Years	117	57%		25%		18%			-1
Over 20 Years	94	45%		34%		21%			-13

■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

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Questions	Number Responding	Percent Responding			Diff from Overall				
		0%	20%	40%		60%	80%	100%	
55. My immediate supervisor is responsive to faculty input.									
UTMB Faculty Overall	453	71% Favorable, 15% Mixed, 14% Unfavorable							
Primary School									
School of Allied Health Sciences	32	84% Favorable, 13% Mixed, 3% Unfavorable			+13				
School of Medicine/Biomedical Sciences	375	70% Favorable, 14% Mixed, 16% Unfavorable			-1				
School of Nursing	46	63% Favorable, 28% Mixed, 9% Unfavorable			-8				
Gender									
Male	250	72% Favorable, 13% Mixed, 15% Unfavorable			+1				
Female	190	69% Favorable, 17% Mixed, 14% Unfavorable			-2				
Ethnicity									
African-American (non-Hispanic)	17	71% Favorable, 5% Mixed, 24% Unfavorable			0				
Asian/Pacific Islander	49	76% Favorable, 16% Mixed, 8% Unfavorable			+5				
Hispanic (not Mexican descent)	22	73% Favorable, 4% Mixed, 23% Unfavorable			+2				
Hispanic (Mexican, Mexican-American)	11	91% Favorable, 9% Mixed, 0% Unfavorable			+20				
White-Caucasian (non-Hispanic)	315	69% Favorable, 15% Mixed, 16% Unfavorable			-2				
Under-represented minority	10	30% Favorable, 50% Mixed, 20% Unfavorable			-41				
Under Represented Minorities - All*	61	69% Favorable, 13% Mixed, 18% Unfavorable			-2				
Years of Service									
5 Years or less	142	75% Favorable, 16% Mixed, 9% Unfavorable			+4				
6 to 10 Years	97	72% Favorable, 13% Mixed, 15% Unfavorable			+1				
11 to 20 Years	120	65% Favorable, 18% Mixed, 17% Unfavorable			-6				
Over 20 Years	94	69% Favorable, 13% Mixed, 18% Unfavorable			-2				

■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

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Questions	Number Responding	Percent Responding			Diff from Overall					
		0%	20%	40%		60%	80%	100%		
56. My Department Chair/Program Director is responsive to faculty input.										
UTMB Faculty Overall	443	70%		17%		13%				
Primary School										
School of Allied Health Sciences	31	90%				7%		3%	+20	
School of Medicine/Biomedical Sciences	372	69%		17%		14%			-1	
School of Nursing	40	60%		30%		10%			-10	
Gender										
Male	253	72%		15%		13%			+2	
Female	176	67%		19%		14%			-3	
Ethnicity										
African-American (non-Hispanic)	16	88%				6%		6%	+18	
Asian/Pacific Islander	52	79%				15%		6%	+9	
Hispanic (not Mexican descent)	22	77%				14%		9%	+7	
Hispanic (Mexican, Mexican-American)	11	82%				9%		9%	+12	
White-Caucasian (non-Hispanic)	303	67%		17%		16%			-3	
Under-represented minority	10	40%		50%				10%	-30	
Under Represented Minorities - All*	60	75%				17%		8%	+5	
Years of Service										
5 Years or less	135	79%				16%		5%	+9	
6 to 10 Years	93	72%				17%		11%	+2	
11 to 20 Years	120	64%		20%		16%			-6	
Over 20 Years	95	62%		15%		23%			-8	

■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

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Questions	Number Responding	Percent Responding			Diff from Overall
		0%	20%	40%	
57. My Dean is responsive to faculty input.					
UTMB Faculty Overall	372				
Primary School					
School of Allied Health Sciences	30				-14
School of Medicine/Biomedical Sciences	299				0
School of Nursing	43				+7
Gender					
Male	213				-5
Female	147				+9
Ethnicity					
African-American (non-Hispanic)	13				+25
Asian/Pacific Islander	41				+11
Hispanic (not Mexican descent)	16				+8
Hispanic (Mexican, Mexican-American)	8				+21
White-Caucasian (non-Hispanic)	259				-4
Under-represented minority	9				0
Under Represented Minorities - All*	47				+14
Years of Service					
5 Years or less	102				+7
6 to 10 Years	74				+7
11 to 20 Years	104				-3
Over 20 Years	92				-10

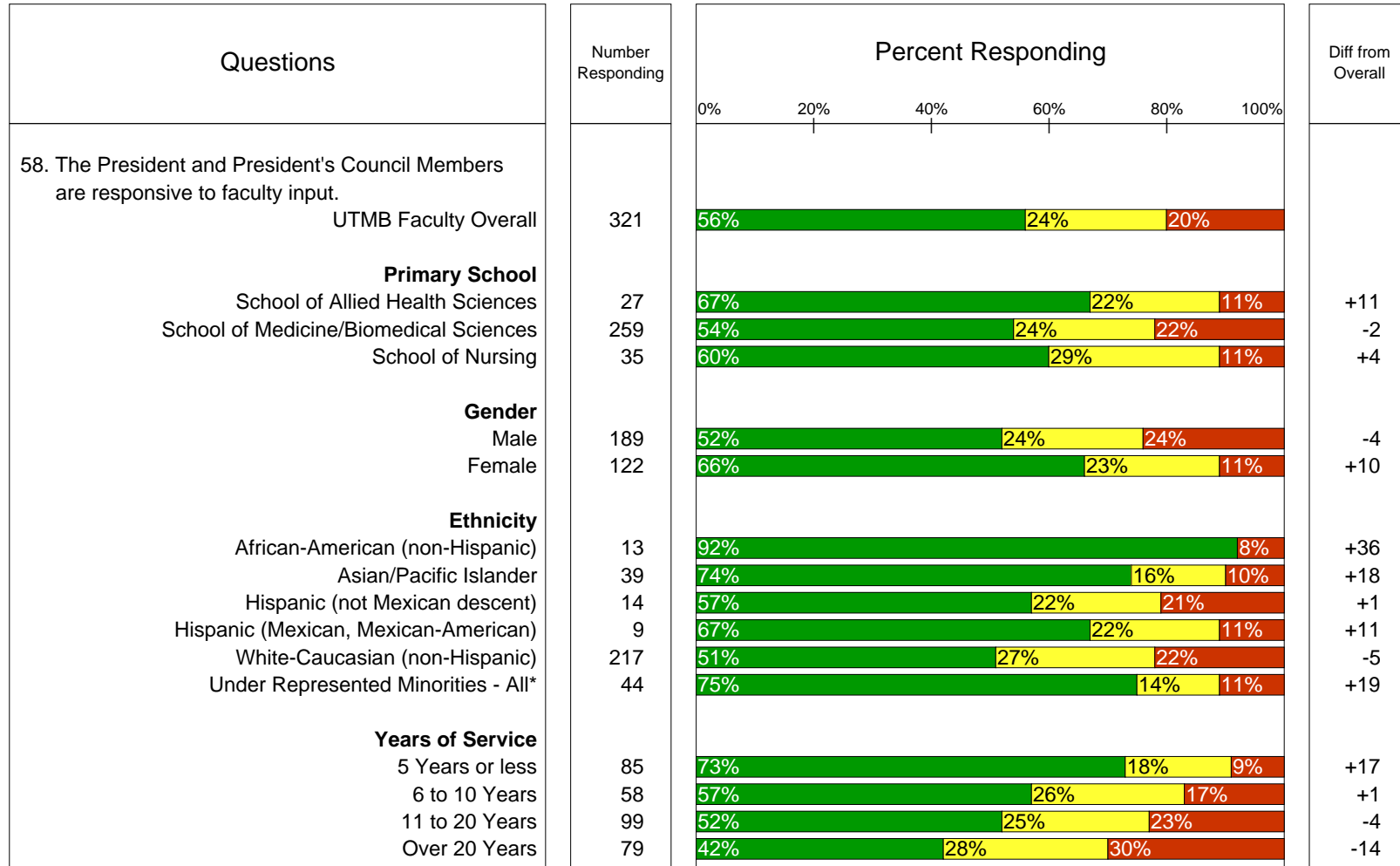
■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

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■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

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Questions	Number Responding	Percent Responding			Diff from Overall
		0%	20%	40%	
59. My immediate supervisor is effective in his/her leadership role.					
UTMB Faculty Overall	455	67%	21%	12%	
Primary School					
School of Allied Health Sciences	32	78%	22%		+11
School of Medicine/Biomedical Sciences	378	67%	20%	13%	0
School of Nursing	45	64%	25%	11%	-3
Gender					
Male	251	68%	20%	12%	+1
Female	191	66%	21%	13%	-1
Ethnicity					
African-American (non-Hispanic)	17	71%	5%	24%	+4
Asian/Pacific Islander	52	75%	17%	8%	+8
Hispanic (not Mexican descent)	22	64%	18%	18%	-3
Hispanic (Mexican, Mexican-American)	11	100%			+33
White-Caucasian (non-Hispanic)	312	65%	22%	13%	-2
Under-represented minority	11	55%	27%	18%	-12
Other	8	63%	37%		
Under Represented Minorities - All*	62	71%	13%	16%	+4
Years of Service					
5 Years or less	142	71%	18%	11%	+4
6 to 10 Years	97	71%	18%	11%	+4
11 to 20 Years	120	67%	18%	15%	0
Over 20 Years	96	59%	28%	13%	-8

■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

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Questions	Number Responding	Percent Responding			Diff from Overall				
		0%	20%	40%		60%	80%	100%	
60. My Department Chair/Program Director is effective in his/her leadership role.									
UTMB Faculty Overall	450								
Primary School									
School of Allied Health Sciences	30				+11				
School of Medicine/Biomedical Sciences	382				+2				
School of Nursing	38				-22				
Gender									
Male	258				+2				
Female	179				-2				
Ethnicity									
African-American (non-Hispanic)	16				+22				
Asian/Pacific Islander	54				+8				
Hispanic (not Mexican descent)	23				+6				
Hispanic (Mexican, Mexican-American)	11				+19				
White-Caucasian (non-Hispanic)	309				-3				
Under-represented minority	9				+6				
Under Represented Minorities - All*	60				+13				
Years of Service									
5 Years or less	138				+7				
6 to 10 Years	95				+10				
11 to 20 Years	122				-3				
Over 20 Years	95				-14				

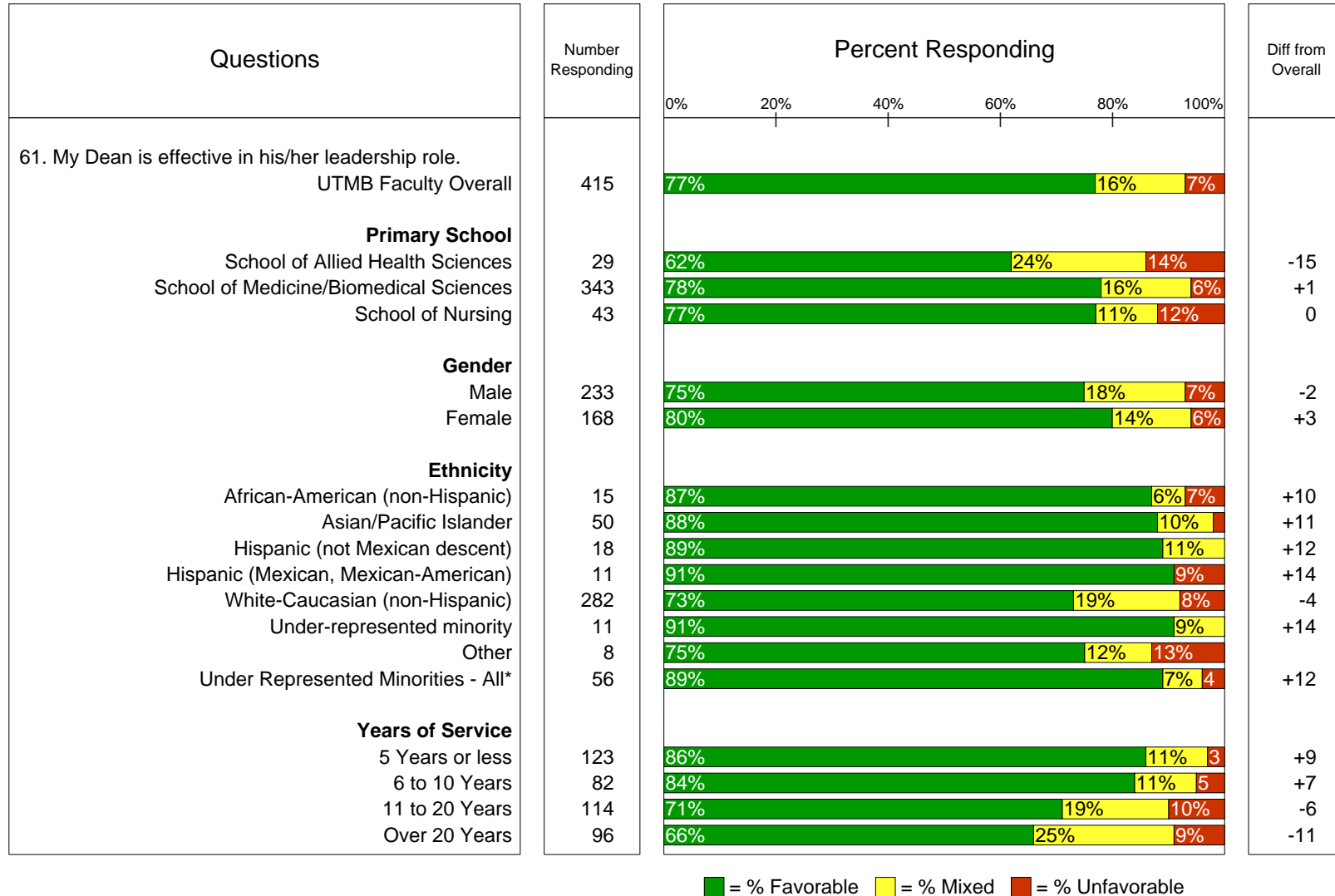
■ = % Favorable
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 ■ = % Unfavorable

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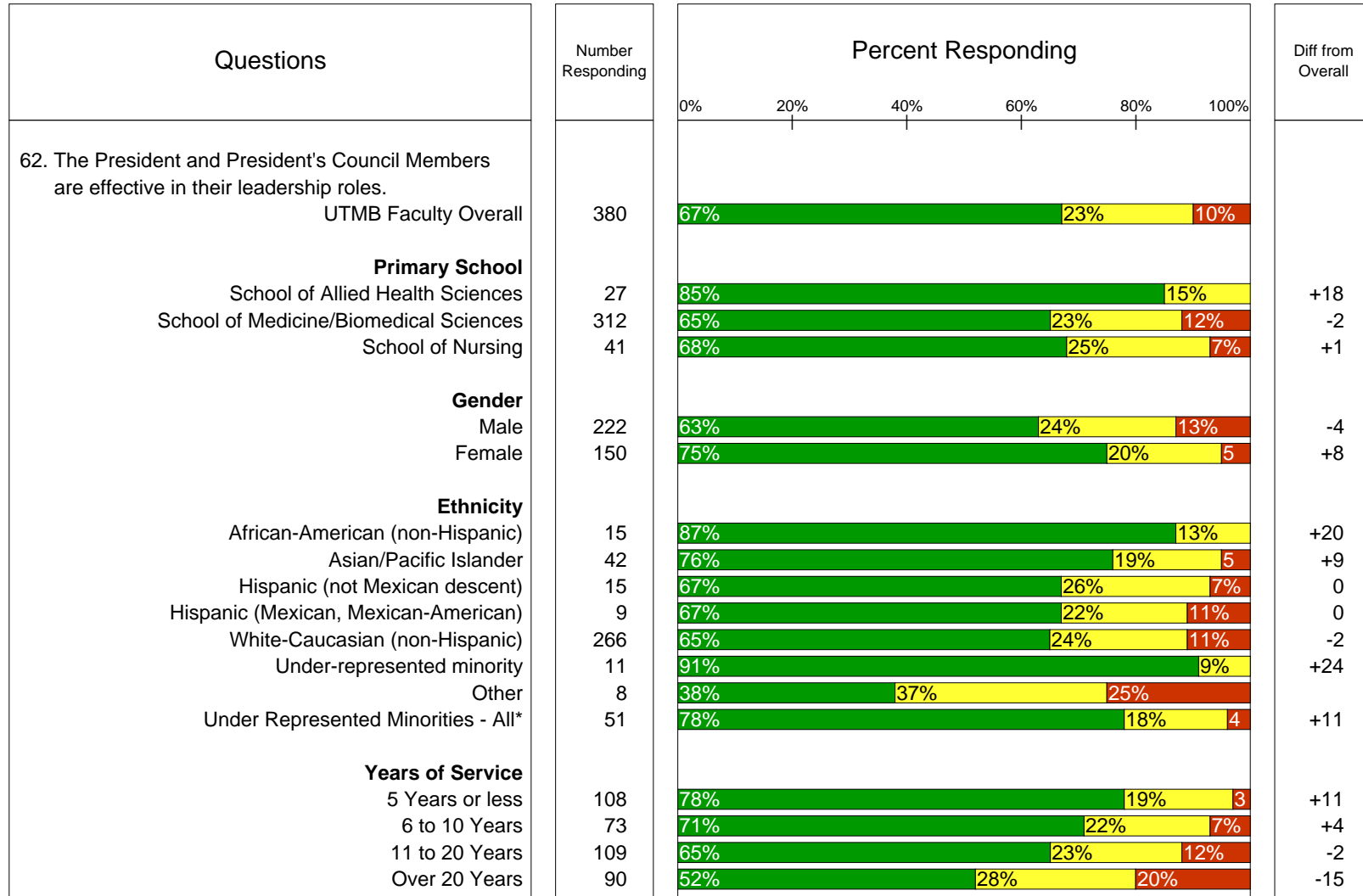


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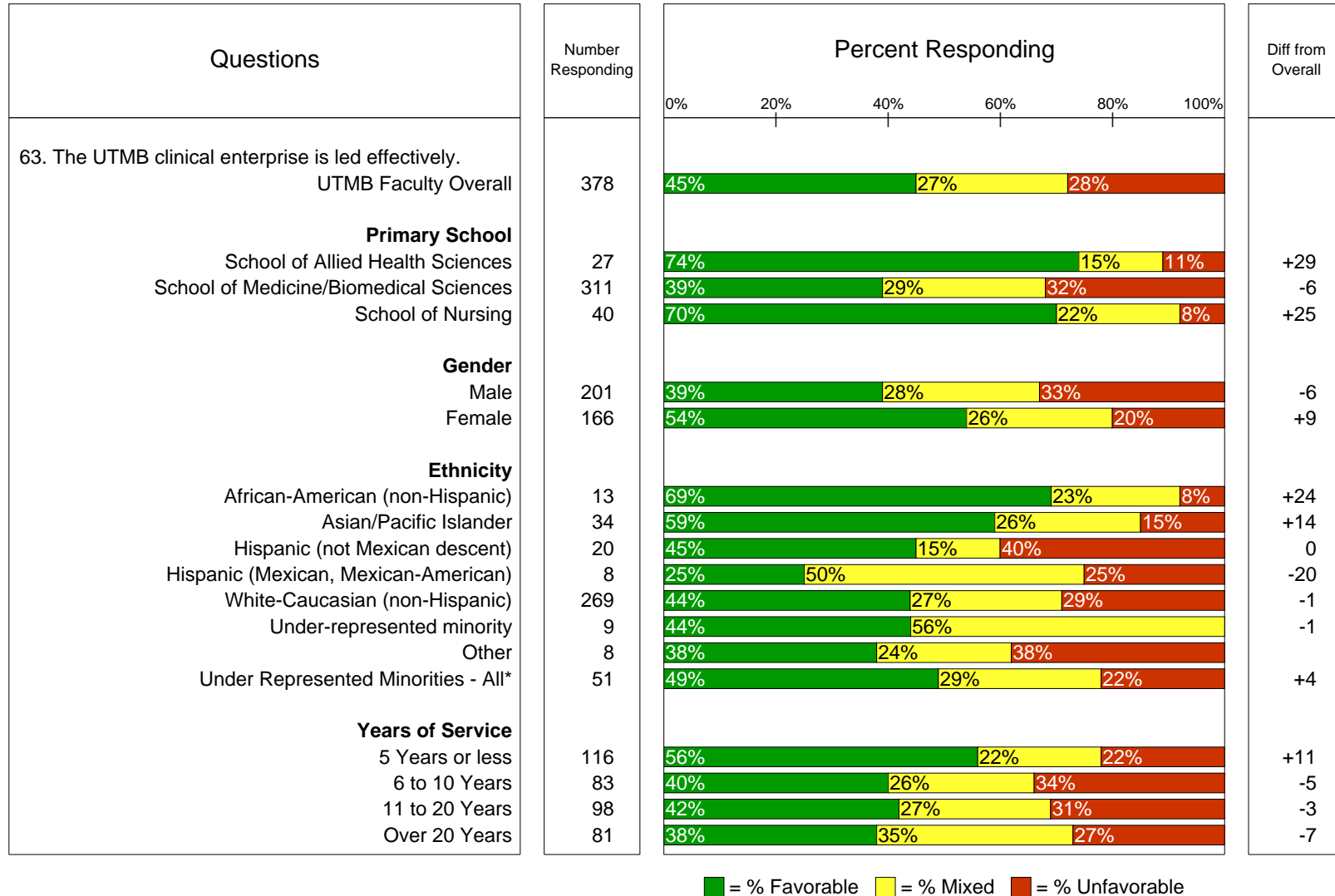
■ = % Favorable ■ = % Mixed ■ = % Unfavorable

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Questions	Number Responding	Percent Responding			Diff from Overall				
		0%	20%	40%		60%	80%	100%	
64. The UTMB research enterprise is led effectively.									
UTMB Faculty Overall	368								
Primary School									
School of Allied Health Sciences	27				+10				
School of Medicine/Biomedical Sciences	307				-2				
School of Nursing	34				+8				
Gender									
Male	220				-2				
Female	135				+6				
Ethnicity									
African-American (non-Hispanic)	10				+33				
Asian/Pacific Islander	46				+19				
Hispanic (not Mexican descent)	16				+6				
Hispanic (Mexican, Mexican-American)	11				+7				
White-Caucasian (non-Hispanic)	248				-3				
Under-represented minority	10				+3				
Under Represented Minorities - All*	48				+12				
Years of Service									
5 Years or less	111				+12				
6 to 10 Years	75				+10				
11 to 20 Years	100				-13				
Over 20 Years	82				-12				

■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

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Questions	Number Responding	Percent Responding			Diff from Overall				
		0%	20%	40%		60%	80%	100%	
65. The UTMB teaching/educational enterprise is led effectively.									
UTMB Faculty Overall	424	59%	32%	9%					
Primary School									
School of Allied Health Sciences	31	65%	25%	10%	+6				
School of Medicine/Biomedical Sciences	352	57%	34%	9%	-2				
School of Nursing	41	68%	22%	10%	+9				
Gender									
Male	242	57%	33%	10%	-2				
Female	168	63%	29%	8%	+4				
Ethnicity									
African-American (non-Hispanic)	14	71%	22%	7%	+12				
Asian/Pacific Islander	44	82%	11%	7%	+23				
Hispanic (not Mexican descent)	20	55%	30%	15%	-4				
Hispanic (Mexican, Mexican-American)	11	55%	45%		-4				
White-Caucasian (non-Hispanic)	297	57%	34%	9%	-2				
Under-represented minority	10	70%	30%		+11				
Under Represented Minorities - All*	56	63%	30%	7%	+4				
Years of Service									
5 Years or less	129	67%	26%	7%	+8				
6 to 10 Years	87	63%	30%	7%	+4				
11 to 20 Years	111	55%	33%	12%	-4				
Over 20 Years	97	48%	41%	11%	-11				

■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

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WORK ENVIRONMENT

Questions	Number Responding	Yes	No
66. In the last 12 months, have you seen the following at UTMB:			
b. Unequal application of policies because of gender, ethnicity, race, sexual orientation and/or religion			
UTMB Faculty Overall	472	8%	92%
Primary School			
School of Allied Health Sciences	32	3%	97%
School of Medicine/Biomedical Sciences	394	9%	91%
School of Nursing	46	4%	96%
Gender			
Male	264	6%	94%
Female	194	12%	88%
Ethnicity			
African-American (non-Hispanic)	16	13%	88%
Asian/Pacific Islander	55	9%	91%
Hispanic (not Mexican descent)	23	9%	91%
Hispanic (Mexican, Mexican-American)	10	10%	90%
White-Caucasian (non-Hispanic)	327	7%	93%
Under-represented minority	11	36%	64%
Other	8	0%	100%
Under Represented Minorities - All*	61	15%	85%
Years of Service			
5 Years or less	151	10%	90%
6 to 10 Years	97	6%	94%
11 to 20 Years	123	10%	90%
Over 20 Years	101	7%	93%

* Includes African-American, American Indian/Native American and Hispanic.

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WORK ENVIRONMENT

Questions	Number Responding	To a very great extent	To a great extent	To a moderate extent	To a small extent	To no extent
67. In your opinion, to what extent is there a reluctance to report sexual harassment at UTMB?						
UTMB Faculty Overall	454	1%	5%	12%	31%	51%
Primary School						
School of Allied Health Sciences	31	0%	3%	10%	48%	39%
School of Medicine/Biomedical Sciences	380	1%	6%	12%	29%	52%
School of Nursing	43	0%	5%	14%	33%	49%
Gender						
Male	260	1%	4%	10%	30%	55%
Female	180	1%	7%	14%	33%	46%
Ethnicity						
African-American (non-Hispanic)	14	0%	0%	14%	21%	64%
Asian/Pacific Islander	53	2%	6%	15%	17%	60%
Hispanic (not Mexican descent)	21	0%	5%	10%	38%	48%
Hispanic (Mexican, Mexican-American)	10	0%	10%	50%	10%	30%
White-Caucasian (non-Hispanic)	316	1%	5%	11%	35%	48%
Under-represented minority	10	0%	20%	10%	20%	50%
Other	8	0%	0%	13%	25%	63%
Under Represented Minorities - All*	56	0%	7%	18%	25%	50%
Years of Service						
5 Years or less	140	0%	2%	9%	26%	64%
6 to 10 Years	95	1%	7%	11%	35%	46%
11 to 20 Years	120	1%	7%	12%	32%	49%
Over 20 Years	99	3%	6%	17%	34%	39%

* Includes African-American, American Indian/Native American and Hispanic.

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WORK ENVIRONMENT

Questions	Number Responding	Yes	No
69. Have you or someone you know experienced sexual harassment at UTMB within the past 12 months?			
UTMB Faculty Overall	476	9%	91%
Primary School			
School of Allied Health Sciences	33	6%	94%
School of Medicine/Biomedical Sciences	396	9%	91%
School of Nursing	47	6%	94%
Gender			
Male	268	7%	93%
Female	194	12%	88%
Ethnicity			
African-American (non-Hispanic)	16	13%	88%
Asian/Pacific Islander	57	5%	95%
Hispanic (not Mexican descent)	23	9%	91%
Hispanic (Mexican, Mexican-American)	11	18%	82%
White-Caucasian (non-Hispanic)	328	9%	91%
Under-represented minority	11	9%	91%
Other	8	0%	100%
Under Represented Minorities - All*	62	11%	89%
Years of Service			
5 Years or less	152	5%	95%
6 to 10 Years	100	16%	84%
11 to 20 Years	123	10%	90%
Over 20 Years	101	6%	94%

* Includes African-American, American Indian/Native American and Hispanic.

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WORK ENVIRONMENT

Questions	Number Responding	Yes	No
70. Have you considered leaving UTMB in the past 12 months?			
UTMB Faculty Overall	474	48%	52%
Primary School			
School of Allied Health Sciences	33	36%	64%
School of Medicine/Biomedical Sciences	395	51%	49%
School of Nursing	46	33%	67%
Gender			
Male	265	47%	53%
Female	195	48%	52%
Ethnicity			
African-American (non-Hispanic)	17	35%	65%
Asian/Pacific Islander	57	21%	79%
Hispanic (not Mexican descent)	22	41%	59%
Hispanic (Mexican, Mexican-American)	11	64%	36%
White-Caucasian (non-Hispanic)	326	52%	48%
Under-represented minority	11	64%	36%
Other	8	50%	50%
Under Represented Minorities - All*	62	47%	53%
Years of Service			
5 Years or less	151	38%	62%
6 to 10 Years	99	53%	47%
11 to 20 Years	122	52%	48%
Over 20 Years	102	54%	46%

* Includes African-American, American Indian/Native American and Hispanic.

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Detailed Question Summary

Questions	Eligible N	Marked	Percent Selecting						
			0%	20%	40%	60%	80%	100%	
70. If you've considered leaving UTMB in the past 12 months, please check the reason(s) from the list below:									
Inability to meet career goals									
UTMB Faculty Overall	229	100	44%						
Primary School									
School of Allied Health Sciences	12	9	75%						
School of Medicine/Biomedical Sciences	202	86	43%						
School of Nursing	15	5	33%						
Gender									
Male	124	55	44%						
Female	94	41	44%						
Ethnicity									
Asian/Pacific Islander	12	5	42%						
Hispanic (not Mexican descent)	9	5	56%						
White-Caucasian (non-Hispanic)	169	73	43%						
Under Represented Minorities - All*	29	14	48%						
Years of Service									
5 Years or less	58	29	50%						
6 to 10 Years	52	21	40%						
11 to 20 Years	64	33	52%						
Over 20 Years	55	17	31%						

* Includes African-American, American Indian/Native American and Hispanic.

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Detailed Question Summary

Questions	Eligible N	Marked	Percent Selecting						
			0%	20%	40%	60%	80%	100%	
70. If you've considered leaving UTMB in the past 12 months, please check the reason(s) from the list below:									
Inadequate intellectual stimulation									
UTMB Faculty Overall	229	48	21%						
Primary School									
School of Allied Health Sciences	12	1	8%						
School of Medicine/Biomedical Sciences	202	45	22%						
School of Nursing	15	2	13%						
Gender									
Male	124	31	25%						
Female	94	15	16%						
Ethnicity									
Asian/Pacific Islander	12	4	33%						
Hispanic (not Mexican descent)	9	3	33%						
White-Caucasian (non-Hispanic)	169	32	19%						
Under Represented Minorities - All*	29	8	28%						
Years of Service									
5 Years or less	58	10	17%						
6 to 10 Years	52	10	19%						
11 to 20 Years	64	18	28%						
Over 20 Years	55	10	18%						

* Includes African-American, American Indian/Native American and Hispanic.

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Detailed Question Summary

Questions	Eligible N	Marked	Percent Selecting										
			0%	20%	40%	60%	80%	100%					
70. If you've considered leaving UTMB in the past 12 months, please check the reason(s) from the list below:													
Lack of a scholarly atmosphere													
UTMB Faculty Overall	229	58	25%										
Primary School													
School of Allied Health Sciences	12	3	25%										
School of Medicine/Biomedical Sciences	202	51	25%										
School of Nursing	15	4	27%										
Gender													
Male	124	37	30%										
Female	94	19	20%										
Ethnicity													
Asian/Pacific Islander	12	4	33%										
Hispanic (not Mexican descent)	9	5	56%										
White-Caucasian (non-Hispanic)	169	36	21%										
Under Represented Minorities - All*	29	11	38%										
Years of Service													
5 Years or less	58	13	22%										
6 to 10 Years	52	14	27%										
11 to 20 Years	64	18	28%										
Over 20 Years	55	13	24%										

* Includes African-American, American Indian/Native American and Hispanic.

**UTMB
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Detailed Question Summary

Questions	Eligible N	Marked	Percent Selecting						
			0%	20%	40%	60%	80%	100%	
70. If you've considered leaving UTMB in the past 12 months, please check the reason(s) from the list below:									
Noncompetitive salary									
UTMB Faculty Overall	229	113	49%						
Primary School									
School of Allied Health Sciences	12	11	92%						
School of Medicine/Biomedical Sciences	202	99	49%						
School of Nursing	15	3	20%						
Gender									
Male	124	65	52%						
Female	94	43	46%						
Ethnicity									
Asian/Pacific Islander	12	8	67%						
Hispanic (not Mexican descent)	9	4	44%						
White-Caucasian (non-Hispanic)	169	85	50%						
Under Represented Minorities - All*	29	13	45%						
Years of Service									
5 Years or less	58	28	48%						
6 to 10 Years	52	20	38%						
11 to 20 Years	64	32	50%						
Over 20 Years	55	33	60%						

* Includes African-American, American Indian/Native American and Hispanic.

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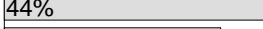

Detailed Question Summary

Questions	Eligible N	Marked	Percent Selecting									
			0%	20%	40%	60%	80%	100%				
70. If you've considered leaving UTMB in the past 12 months, please check the reason(s) from the list below:												
Professional isolation												
UTMB Faculty Overall	229	64	28%									
Primary School												
School of Allied Health Sciences	12	3	25%									
School of Medicine/Biomedical Sciences	202	57	28%									
School of Nursing	15	4	27%									
Gender												
Male	124	35	28%									
Female	94	28	30%									
Ethnicity												
Asian/Pacific Islander	12	4	33%									
Hispanic (not Mexican descent)	9	4	44%									
White-Caucasian (non-Hispanic)	169	46	27%									
Under Represented Minorities - All*	29	11	38%									
Years of Service												
5 Years or less	58	12	21%									
6 to 10 Years	52	17	33%									
11 to 20 Years	64	21	33%									
Over 20 Years	55	14	25%									

* Includes African-American, American Indian/Native American and Hispanic.

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Detailed Question Summary

Questions	Eligible N	Marked	Percent Selecting				
			0%	20%	40%	60%	80%
70. If you've considered leaving UTMB in the past 12 months, please check the reason(s) from the list below:							
Stress level							
UTMB Faculty Overall	229	89	39%				
Primary School							
School of Allied Health Sciences	12	7	58%				
School of Medicine/Biomedical Sciences	202	74	37%				
School of Nursing	15	8	53%				
Gender							
Male	124	42	34%				
Female	94	44	47%				
Ethnicity							
Asian/Pacific Islander	12	3	25%				
Hispanic (not Mexican descent)	9	2	22%				
White-Caucasian (non-Hispanic)	169	72	43%				
Under Represented Minorities - All*	29	7	24%				
Years of Service							
5 Years or less	58	19	33%				
6 to 10 Years	52	22	42%				
11 to 20 Years	64	28	44%				
Over 20 Years	55	20	36%				

* Includes African-American, American Indian/Native American and Hispanic.

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Detailed Question Summary

Questions	Eligible N	Marked	Percent Selecting				
			0%	20%	40%	60%	80%
70. If you've considered leaving UTMB in the past 12 months, please check the reason(s) from the list below:							
Unsupportive community atmosphere							
UTMB Faculty Overall	229	22	10%				
Primary School							
School of Allied Health Sciences	12	0					
School of Medicine/Biomedical Sciences	202	19	9%				
School of Nursing	15	3	20%				
Gender							
Male	124	14	11%				
Female	94	8	9%				
Ethnicity							
Asian/Pacific Islander	12	2	17%				
Hispanic (not Mexican descent)	9	1	11%				
White-Caucasian (non-Hispanic)	169	16	9%				
Under Represented Minorities - All*	29	4	14%				
Years of Service							
5 Years or less	58	6	10%				
6 to 10 Years	52	5	10%				
11 to 20 Years	64	8	13%				
Over 20 Years	55	3	5%				

* Includes African-American, American Indian/Native American and Hispanic.

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Detailed Question Summary

Questions	Eligible N	Marked	Percent Selecting						
			0%	20%	40%	60%	80%	100%	
70. If you've considered leaving UTMB in the past 12 months, please check the reason(s) from the list below:									
Unsupportive institutional atmosphere									
UTMB Faculty Overall	229	96	42%						
Primary School									
School of Allied Health Sciences	12	3	25%						
School of Medicine/Biomedical Sciences	202	88	44%						
School of Nursing	15	5	33%						
Gender									
Male	124	54	44%						
Female	94	37	39%						
Ethnicity									
Asian/Pacific Islander	12	4	33%						
Hispanic (not Mexican descent)	9	3	33%						
White-Caucasian (non-Hispanic)	169	71	42%						
Under Represented Minorities - All*	29	11	38%						
Years of Service									
5 Years or less	58	28	48%						
6 to 10 Years	52	15	29%						
11 to 20 Years	64	26	41%						
Over 20 Years	55	27	49%						

* Includes African-American, American Indian/Native American and Hispanic.

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Questions	Eligible N	Marked	Percent Selecting				
			0%	20%	40%	60%	80%
70. If you've considered leaving UTMB in the past 12 months, please check the reason(s) from the list below:							
Work load							
UTMB Faculty Overall	229	73	32%				
Primary School							
School of Allied Health Sciences	12	5	42%				
School of Medicine/Biomedical Sciences	202	58	29%				
School of Nursing	15	10	67%				
Gender							
Male	124	39	31%				
Female	94	33	35%				
Ethnicity							
Asian/Pacific Islander	12	0					
Hispanic (not Mexican descent)	9	1	11%				
White-Caucasian (non-Hispanic)	169	61	36%				
Under Represented Minorities - All*	29	9	31%				
Years of Service							
5 Years or less	58	16	28%				
6 to 10 Years	52	17	33%				
11 to 20 Years	64	20	31%				
Over 20 Years	55	20	36%				

* Includes African-American, American Indian/Native American and Hispanic.

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Questions	Eligible N	Marked	Percent Selecting				
			0%	20%	40%	60%	80%
70. If you've considered leaving UTMB in the past 12 months, please check the reason(s) from the list below:							
Childcare issues							
UTMB Faculty Overall	229	11	5				
Primary School							
School of Allied Health Sciences	12	2	17%				
School of Medicine/Biomedical Sciences	202	8	4				
School of Nursing	15	1	7%				
Gender							
Male	124	2					
Female	94	9	10%				
Ethnicity							
Asian/Pacific Islander	12	0					
Hispanic (not Mexican descent)	9	0					
White-Caucasian (non-Hispanic)	169	8	5				
Under Represented Minorities - All*	29	2	7%				
Years of Service							
5 Years or less	58	4	7%				
6 to 10 Years	52	3	6				
11 to 20 Years	64	3	5				
Over 20 Years	55	1					

* Includes African-American, American Indian/Native American and Hispanic.

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Questions	Eligible N	Marked	Percent Selecting				
			0%	20%	40%	60%	80%
70. If you've considered leaving UTMB in the past 12 months, please check the reason(s) from the list below:							
Eldercare issues							
UTMB Faculty Overall	229	4					
Primary School							
School of Allied Health Sciences	12	1					
School of Medicine/Biomedical Sciences	202	3					
School of Nursing	15	0					
Gender							
Male	124	3					
Female	94	1					
Ethnicity							
Asian/Pacific Islander	12	0					
Hispanic (not Mexican descent)	9	0					
White-Caucasian (non-Hispanic)	169	4					
Under Represented Minorities - All*	29	0					
Years of Service							
5 Years or less	58	2					
6 to 10 Years	52	1					
11 to 20 Years	64	0					
Over 20 Years	55	1					

* Includes African-American, American Indian/Native American and Hispanic.

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Questions	Eligible N	Marked	Percent Selecting				
			0%	20%	40%	60%	80%
70. If you've considered leaving UTMB in the past 12 months, please check the reason(s) from the list below:							
Retirement							
UTMB Faculty Overall	229	18	8%				
Primary School							
School of Allied Health Sciences	12	1	8%				
School of Medicine/Biomedical Sciences	202	15	7%				
School of Nursing	15	2	13%				
Gender							
Male	124	12	10%				
Female	94	5	5%				
Ethnicity							
Asian/Pacific Islander	12	1	8%				
Hispanic (not Mexican descent)	9	0					
White-Caucasian (non-Hispanic)	169	15	9%				
Under Represented Minorities - All*	29	1	3%				
Years of Service							
5 Years or less	58	1					
6 to 10 Years	52	3	6%				
11 to 20 Years	64	2	3%				
Over 20 Years	55	12	22%				

* Includes African-American, American Indian/Native American and Hispanic.

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Detailed Question Summary

Questions	Eligible N	Marked	Percent Selecting				
			0%	20%	40%	60%	80%
70. If you've considered leaving UTMB in the past 12 months, please check the reason(s) from the list below:							
Spouse's employment							
UTMB Faculty Overall	229	17	7%				
Primary School							
School of Allied Health Sciences	12	1	8%				
School of Medicine/Biomedical Sciences	202	16	8%				
School of Nursing	15	0					
Gender							
Male	124	13	10%				
Female	94	4	4				
Ethnicity							
Asian/Pacific Islander	12	0					
Hispanic (not Mexican descent)	9	0					
White-Caucasian (non-Hispanic)	169	15	9%				
Under Represented Minorities - All*	29	2	7%				
Years of Service							
5 Years or less	58	2	3				
6 to 10 Years	52	6	12%				
11 to 20 Years	64	4	6				
Over 20 Years	55	5	9%				

* Includes African-American, American Indian/Native American and Hispanic.

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Detailed Question Summary

Questions	Eligible N	Marked	Percent Selecting					
			0%	20%	40%	60%	80%	100%
70. If you've considered leaving UTMB in the past 12 months, please check the reason(s) from the list below:								
Competing offer/package from another institution								
UTMB Faculty Overall	229	53	23%					
Primary School								
School of Allied Health Sciences	12	2	17%					
School of Medicine/Biomedical Sciences	202	50	25%					
School of Nursing	15	1	7%					
Gender								
Male	124	37	30%					
Female	94	13	14%					
Ethnicity								
Asian/Pacific Islander	12	3	25%					
Hispanic (not Mexican descent)	9	3	33%					
White-Caucasian (non-Hispanic)	169	38	22%					
Under Represented Minorities - All*	29	8	28%					
Years of Service								
5 Years or less	58	12	21%					
6 to 10 Years	52	14	27%					
11 to 20 Years	64	18	28%					
Over 20 Years	55	9	16%					

* Includes African-American, American Indian/Native American and Hispanic.

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Detailed Question Summary

Questions	Eligible N	Marked	Percent Selecting						
			0%	20%	40%	60%	80%	100%	
70. If you've considered leaving UTMB in the past 12 months, please check the reason(s) from the list below:									
Enter private sector									
UTMB Faculty Overall	229	23	10%						
Primary School									
School of Allied Health Sciences	12	4	33%						
School of Medicine/Biomedical Sciences	202	18	9%						
School of Nursing	15	1	7%						
Gender									
Male	124	13	10%						
Female	94	10	11%						
Ethnicity									
Asian/Pacific Islander	12	1	8%						
Hispanic (not Mexican descent)	9	1	11%						
White-Caucasian (non-Hispanic)	169	20	12%						
Under Represented Minorities - All*	29	2	7%						
Years of Service									
5 Years or less	58	10	17%						
6 to 10 Years	52	6	12%						
11 to 20 Years	64	5	8%						
Over 20 Years	55	2	4%						

* Includes African-American, American Indian/Native American and Hispanic.

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Detailed Question Summary

Questions	Eligible N	Marked	Percent Selecting						
			0%	20%	40%	60%	80%	100%	
70. If you've considered leaving UTMB in the past 12 months, please check the reason(s) from the list below:									
Other (please specify):									
UTMB Faculty Overall	229	38	17%						
Primary School									
School of Allied Health Sciences	12	1	8%						
School of Medicine/Biomedical Sciences	202	35	17%						
School of Nursing	15	2	13%						
Gender									
Male	124	23	19%						
Female	94	14	15%						
Ethnicity									
Asian/Pacific Islander	12	1	8%						
Hispanic (not Mexican descent)	9	1	11%						
White-Caucasian (non-Hispanic)	169	30	18%						
Under Represented Minorities - All*	29	5	17%						
Years of Service									
5 Years or less	58	10	17%						
6 to 10 Years	52	12	23%						
11 to 20 Years	64	12	19%						
Over 20 Years	55	4	7%						

* Includes African-American, American Indian/Native American and Hispanic.

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Item Summary

WORK ENVIRONMENT

Questions	Number Responding	Percent Responding			Diff from Overall				
		0%	20%	40%		60%	80%	100%	
71. How satisfied are you with the level of collegiality among your peers within UTMB at the level of the:									
a. University									
UTMB Faculty Overall	444	70%		24%		6%			
Primary School									
School of Allied Health Sciences	32	53%		44%		3%			-17
School of Medicine/Biomedical Sciences	369	71%		23%		6%			+1
School of Nursing	43	72%		21%		7%			+2
Gender									
Male	257	69%		25%		6%			-1
Female	174	70%		24%		6%			0
Ethnicity									
African-American (non-Hispanic)	15	67%		33%					-3
Asian/Pacific Islander	55	82%		18%					+12
Hispanic (not Mexican descent)	21	71%		24%		5%			+1
Hispanic (Mexican, Mexican-American)	9	78%		11%		11%			+8
White-Caucasian (non-Hispanic)	304	69%		24%		7%			-1
Under-represented minority	11	45%		46%		9%			-25
Other	8	63%		12%		25%			
Under Represented Minorities - All*	57	67%		28%		5%			-3
Years of Service									
5 Years or less	133	74%		21%		5%			+4
6 to 10 Years	93	71%		23%		6%			+1
11 to 20 Years	118	64%		30%		6%			-6
Over 20 Years	100	69%		24%		7%			-1

■ = % Favorable
■ = % Mixed
■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

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Item Summary

WORK ENVIRONMENT

Questions	Number Responding	Percent Responding			Diff from Overall				
		0%	20%	40%		60%	80%	100%	
71. How satisfied are you with the level of collegiality among your peers within UTMB at the level of the:									
b. School									
UTMB Faculty Overall	447	74%			20%		6%		
Primary School									
School of Allied Health Sciences	32	78%			19%		3%		+4
School of Medicine/Biomedical Sciences	372	72%			22%		6%		-2
School of Nursing	43	88%			7%		5%		+14
Gender									
Male	258	71%			23%		6%		-3
Female	175	77%			17%		6%		+3
Ethnicity									
African-American (non-Hispanic)	15	73%			27%				-1
Asian/Pacific Islander	54	81%			17%				+7
Hispanic (not Mexican descent)	21	76%			19%		5%		+2
Hispanic (Mexican, Mexican-American)	10	60%			30%		10%		-14
White-Caucasian (non-Hispanic)	306	74%			20%		6%		0
Under-represented minority	11	55%			36%		9%		-19
Other	8	63%			12%		25%		
Under Represented Minorities - All*	58	69%			26%		5%		-5
Years of Service									
5 Years or less	135	77%			19%		4%		+3
6 to 10 Years	92	68%			23%		9%		-6
11 to 20 Years	119	72%			22%		6%		-2
Over 20 Years	101	76%			20%		4%		+2

■ = % Favorable
■ = % Mixed
■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

UTMB 2005 Faculty Satisfaction Survey Overall Report

Item Summary

WORK ENVIRONMENT

Questions	Number Responding	Percent Responding			Diff from Overall				
		0%	20%	40%		60%	80%	100%	
71. How satisfied are you with the level of collegiality among your peers within UTMB at the level of the:									
c. Department/Program									
UTMB Faculty Overall	473	73%			17%	10%			
Primary School									
School of Allied Health Sciences	33	79%			18%	3%			+6
School of Medicine/Biomedical Sciences	395	72%			17%	11%			-1
School of Nursing	45	82%			11%	7%			+9
Gender									
Male	266	73%			18%	9%			0
Female	193	74%			15%	11%			+1
Ethnicity									
African-American (non-Hispanic)	17	71%			17%	12%			-2
Asian/Pacific Islander	57	79%			9%	12%			+6
Hispanic (not Mexican descent)	23	57%			26%	17%			-16
Hispanic (Mexican, Mexican-American)	11	73%			27%				0
White-Caucasian (non-Hispanic)	324	74%			17%	9%			+1
Under-represented minority	11	55%			27%	18%			-18
Other	8	75%			12%	13%			
Under Represented Minorities - All*	63	63%			24%	13%			-10
Years of Service									
5 Years or less	150	73%			17%	10%			0
6 to 10 Years	99	76%			16%	8%			+3
11 to 20 Years	123	76%			16%	8%			+3
Over 20 Years	101	69%			18%	13%			-4

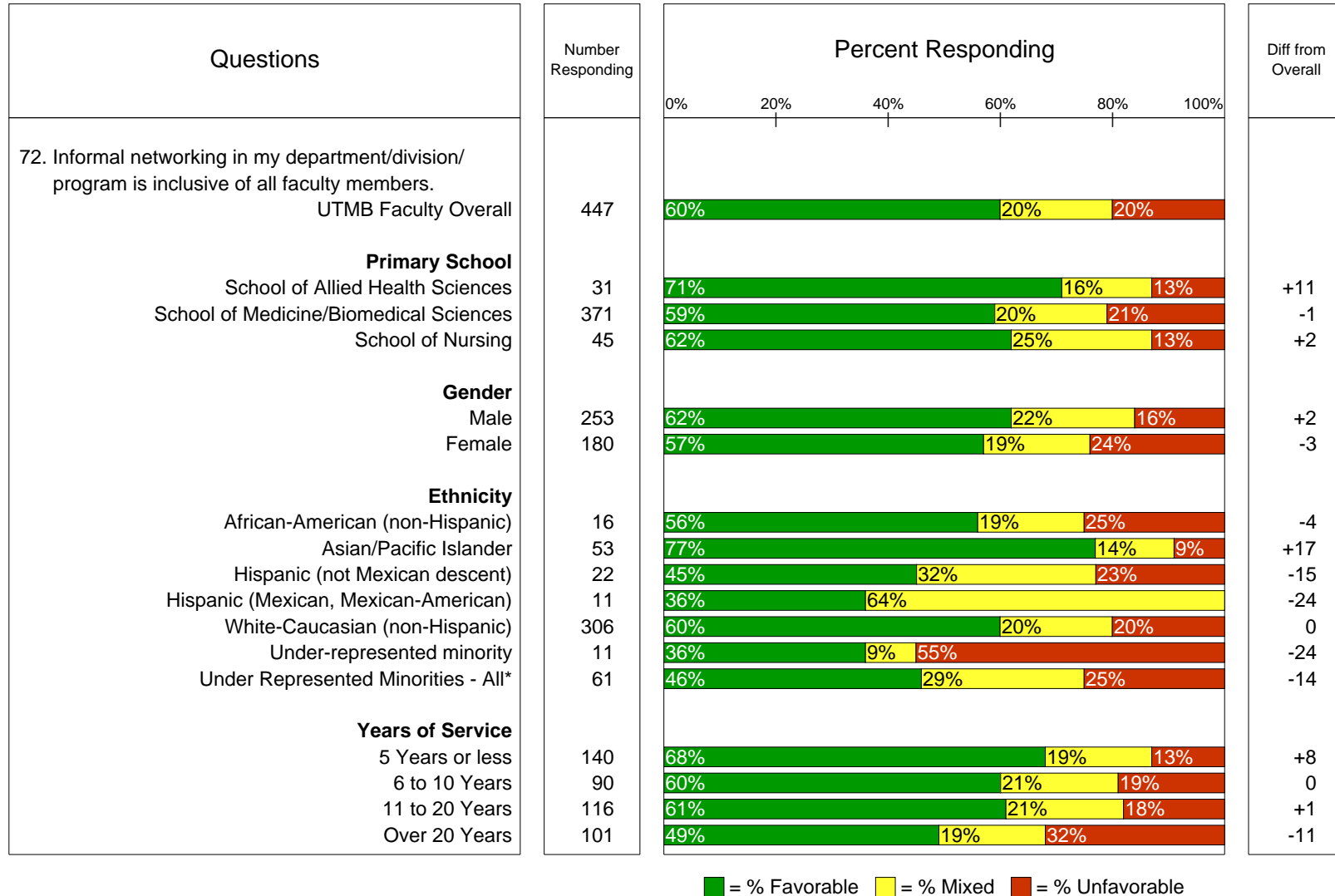
■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

UTMB 2005 Faculty Satisfaction Survey Overall Report

Item Summary











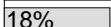

WORK ENVIRONMENT



* Includes African-American, American Indian/Native American and Hispanic.

**UTMB
2005 Faculty Satisfaction Survey
Overall Report**

Detailed Question Summary

Questions	Eligible N	Marked	Percent Selecting				
			0%	20%	40%	60%	80%
72b. You indicated that you disagree that informal networking is inclusive of all faculty members. Based on which of the following, if any, do you think individuals are excluded?							
Based on their gender							
UTMB Faculty Overall	178	28	16%				
Primary School							
School of Allied Health Sciences	9	0					
School of Medicine/Biomedical Sciences	152	25	16%				
School of Nursing	17	3	18%				
Gender							
Male	95	6	6%				
Female	78	20	26%				
Ethnicity							
Asian/Pacific Islander	12	2	17%				
Hispanic (not Mexican descent)	12	0					
White-Caucasian (non-Hispanic)	123	19	15%				
Under Represented Minorities - All*	33	5	15%				
Years of Service							
5 Years or less	45	5	11%				
6 to 10 Years	36	8	22%				
11 to 20 Years	45	8	18%				
Over 20 Years	52	7	13%				

* Includes African-American, American Indian/Native American and Hispanic.

**UTMB
2005 Faculty Satisfaction Survey
Overall Report**

Detailed Question Summary

Questions	Eligible N	Marked	Percent Selecting				
			0%	20%	40%	60%	80%
72b. You indicated that you disagree that informal networking is inclusive of all faculty members. Based on which of the following, if any, do you think individuals are excluded?							
Based on their race or ethnicity							
UTMB Faculty Overall	178	20	11%				
Primary School							
School of Allied Health Sciences	9	0					
School of Medicine/Biomedical Sciences	152	17	11%				
School of Nursing	17	3	18%				
Gender							
Male	95	10	11%				
Female	78	8	10%				
Ethnicity							
Asian/Pacific Islander	12	3	25%				
Hispanic (not Mexican descent)	12	0					
White-Caucasian (non-Hispanic)	123	4	3%				
Under Represented Minorities - All*	33	9	27%				
Years of Service							
5 Years or less	45	7	16%				
6 to 10 Years	36	1					
11 to 20 Years	45	6	13%				
Over 20 Years	52	6	12%				

* Includes African-American, American Indian/Native American and Hispanic.

**UTMB
2005 Faculty Satisfaction Survey
Overall Report**

Detailed Question Summary

Questions	Eligible N	Marked	Percent Selecting				
			0%	20%	40%	60%	80%
72b. You indicated that you disagree that informal networking is inclusive of all faculty members. Based on which of the following, if any, do you think individuals are excluded?							
Based on their sexual orientation							
UTMB Faculty Overall	178	4					
Primary School							
School of Allied Health Sciences	9	0					
School of Medicine/Biomedical Sciences	152	2					
School of Nursing	17	2					
Gender							
Male	95	2					
Female	78	1					
Ethnicity							
Asian/Pacific Islander	12	0					
Hispanic (not Mexican descent)	12	0					
White-Caucasian (non-Hispanic)	123	2					
Under Represented Minorities - All*	33	1					
Years of Service							
5 Years or less	45	1					
6 to 10 Years	36	1					
11 to 20 Years	45	1					
Over 20 Years	52	1					

* Includes African-American, American Indian/Native American and Hispanic.

**UTMB
2005 Faculty Satisfaction Survey
Overall Report**

Detailed Question Summary

Questions	Eligible N	Marked	Percent Selecting				
			0%	20%	40%	60%	80%
72b. You indicated that you disagree that informal networking is inclusive of all faculty members. Based on which of the following, if any, do you think individuals are excluded?							
Other (please specify)							
UTMB Faculty Overall	178	129	72%				
Primary School							
School of Allied Health Sciences	9	8	89%				
School of Medicine/Biomedical Sciences	152	107	70%				
School of Nursing	17	14	82%				
Gender							
Male	95	70	74%				
Female	78	55	71%				
Ethnicity							
Asian/Pacific Islander	12	8	67%				
Hispanic (not Mexican descent)	12	11	92%				
White-Caucasian (non-Hispanic)	123	93	76%				
Under Represented Minorities - All*	33	20	61%				
Years of Service							
5 Years or less	45	31	69%				
6 to 10 Years	36	24	67%				
11 to 20 Years	45	34	76%				
Over 20 Years	52	40	77%				

* Includes African-American, American Indian/Native American and Hispanic.

**UTMB
2005 Faculty Satisfaction Survey
Overall Report**

Item Summary

WORK ENVIRONMENT

Questions	Number Responding	Yes	No
73. Do you perceive that there are obstacles to the career success of faculty in your department/division/program.			
UTMB Faculty Overall	441	49%	51%
Primary School			
School of Allied Health Sciences	32	44%	56%
School of Medicine/Biomedical Sciences	365	48%	52%
School of Nursing	44	59%	41%
Gender			
Male	252	43%	57%
Female	175	57%	43%
Ethnicity			
African-American (non-Hispanic)	17	35%	65%
Asian/Pacific Islander	46	37%	63%
Hispanic (not Mexican descent)	20	40%	60%
Hispanic (Mexican, Mexican-American)	11	45%	55%
White-Caucasian (non-Hispanic)	309	50%	50%
Under-represented minority	10	80%	20%
Under Represented Minorities - All*	59	46%	54%
Years of Service			
5 Years or less	142	41%	59%
6 to 10 Years	88	44%	56%
11 to 20 Years	114	47%	53%
Over 20 Years	97	66%	34%

* Includes African-American, American Indian/Native American and Hispanic.

**UTMB
2005 Faculty Satisfaction Survey
Overall Report**

Detailed Question Summary

Questions	Eligible N	Marked	Percent Selecting				
			0%	20%	40%	60%	80%
73b. You indicated that you perceive that there are obstacles to the career success of faculty in your department/division/program. To what do you attribute these obstacles?							
Gender biases							
UTMB Faculty Overall	215	29	13%				
Primary School							
School of Allied Health Sciences	14	1	7%				
School of Medicine/Biomedical Sciences	175	23	13%				
School of Nursing	26	5	19%				
Gender							
Male	109	7	6%				
Female	99	20	20%				
Ethnicity							
Asian/Pacific Islander	17	1	6%				
Hispanic (not Mexican descent)	8	0					
White-Caucasian (non-Hispanic)	155	22	14%				
Under-represented minority	8	2	25%				
Under Represented Minorities - All*	27	4	15%				
Years of Service							
5 Years or less	58	7	12%				
6 to 10 Years	39	7	18%				
11 to 20 Years	54	9	17%				
Over 20 Years	64	6	9%				

* Includes African-American, American Indian/Native American and Hispanic.

**UTMB
2005 Faculty Satisfaction Survey
Overall Report**

Detailed Question Summary

Questions	Eligible N	Marked	Percent Selecting				
			0%	20%	40%	60%	80%
73b. You indicated that you perceive that there are obstacles to the career success of faculty in your department/division/program. To what do you attribute these obstacles?							
Race or ethnicity biases							
UTMB Faculty Overall	215	17	8%				
Primary School							
School of Allied Health Sciences	14	0					
School of Medicine/Biomedical Sciences	175	14	8%				
School of Nursing	26	3	12%				
Gender							
Male	109	7	6%				
Female	99	10	10%				
Ethnicity							
Asian/Pacific Islander	17	5	29%				
Hispanic (not Mexican descent)	8	1	13%				
White-Caucasian (non-Hispanic)	155	3					
Under-represented minority	8	3	38%				
Under Represented Minorities - All*	27	7	26%				
Years of Service							
5 Years or less	58	7	12%				
6 to 10 Years	39	1					
11 to 20 Years	54	6	11%				
Over 20 Years	64	3	5%				

* Includes African-American, American Indian/Native American and Hispanic.

**UTMB
2005 Faculty Satisfaction Survey
Overall Report**

Detailed Question Summary

Questions	Eligible N	Marked	Percent Selecting				
			0%	20%	40%	60%	80%
73b. You indicated that you perceive that there are obstacles to the career success of faculty in your department/division/program. To what do you attribute these obstacles?							
Sexual orientation biases							
UTMB Faculty Overall	215	5					
Primary School							
School of Allied Health Sciences	14	0					
School of Medicine/Biomedical Sciences	175	3					
School of Nursing	26	2					
Gender							
Male	109	3					
Female	99	1					
Ethnicity							
Asian/Pacific Islander	17	0					
Hispanic (not Mexican descent)	8	0					
White-Caucasian (non-Hispanic)	155	3					
Under-represented minority	8	0					
Under Represented Minorities - All*	27	1					
Years of Service							
5 Years or less	58	1					
6 to 10 Years	39	1					
11 to 20 Years	54	2					
Over 20 Years	64	1					

* Includes African-American, American Indian/Native American and Hispanic.

**UTMB
2005 Faculty Satisfaction Survey
Overall Report**

Detailed Question Summary

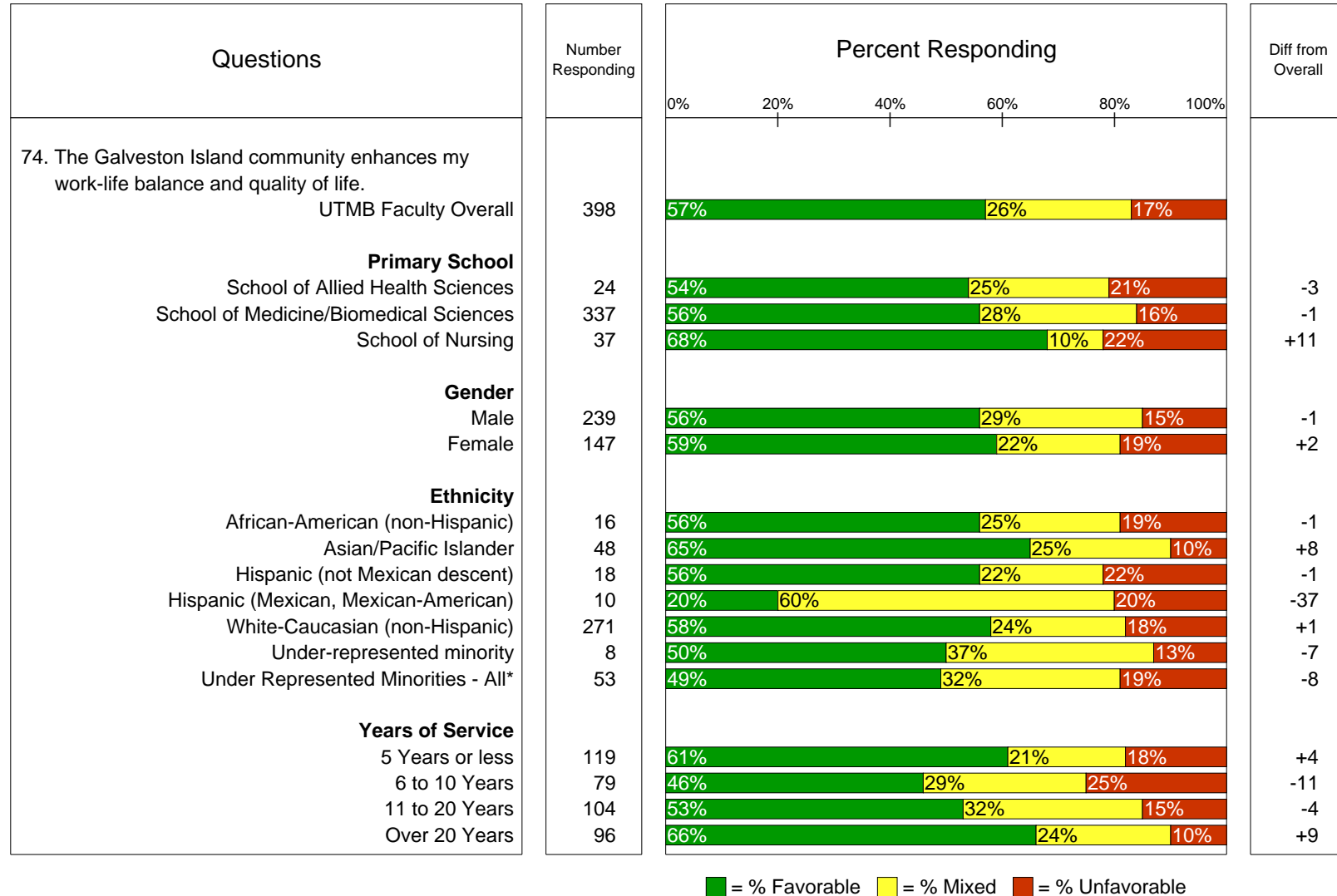
Questions	Eligible N	Marked	Percent Selecting					
			0%	20%	40%	60%	80%	100%
73b. You indicated that you perceive that there are obstacles to the career success of faculty in your department/division/program. To what do you attribute these obstacles?								
Other (please specify)								
UTMB Faculty Overall	215	146	68%					
Primary School								
School of Allied Health Sciences	14	12	86%					
School of Medicine/Biomedical Sciences	175	117	67%					
School of Nursing	26	17	65%					
Gender								
Male	109	76	70%					
Female	99	65	66%					
Ethnicity								
Asian/Pacific Islander	17	12	71%					
Hispanic (not Mexican descent)	8	6	75%					
White-Caucasian (non-Hispanic)	155	107	69%					
Under-represented minority	8	4	50%					
Under Represented Minorities - All*	27	17	63%					
Years of Service								
5 Years or less	58	36	62%					
6 to 10 Years	39	28	72%					
11 to 20 Years	54	35	65%					
Over 20 Years	64	47	73%					

* Includes African-American, American Indian/Native American and Hispanic.

UTMB 2005 Faculty Satisfaction Survey Overall Report

Item Summary

INSTITUTION



* Includes African-American, American Indian/Native American and Hispanic.

UTMB 2005 Faculty Satisfaction Survey Overall Report

Item Summary

INSTITUTION

Questions	Number Responding	Percent Responding			Diff from Overall				
		0%	20%	40%		60%	80%	100%	
75. The institutional focus on professionalism is having a positive effect on the organizational culture.									
UTMB Faculty Overall	422								
Primary School									
School of Allied Health Sciences	30				+22				
School of Medicine/Biomedical Sciences	349				-2				
School of Nursing	43				+2				
Gender									
Male	241				0				
Female	170				+3				
Ethnicity									
African-American (non-Hispanic)	15				+15				
Asian/Pacific Islander	52				+19				
Hispanic (not Mexican descent)	21				-1				
Hispanic (Mexican, Mexican-American)	11				+6				
White-Caucasian (non-Hispanic)	289				-3				
Under-represented minority	11				+6				
Under Represented Minorities - All*	59				+6				
Years of Service									
5 Years or less	133				+10				
6 to 10 Years	88				-8				
11 to 20 Years	111				+1				
Over 20 Years	90				-10				

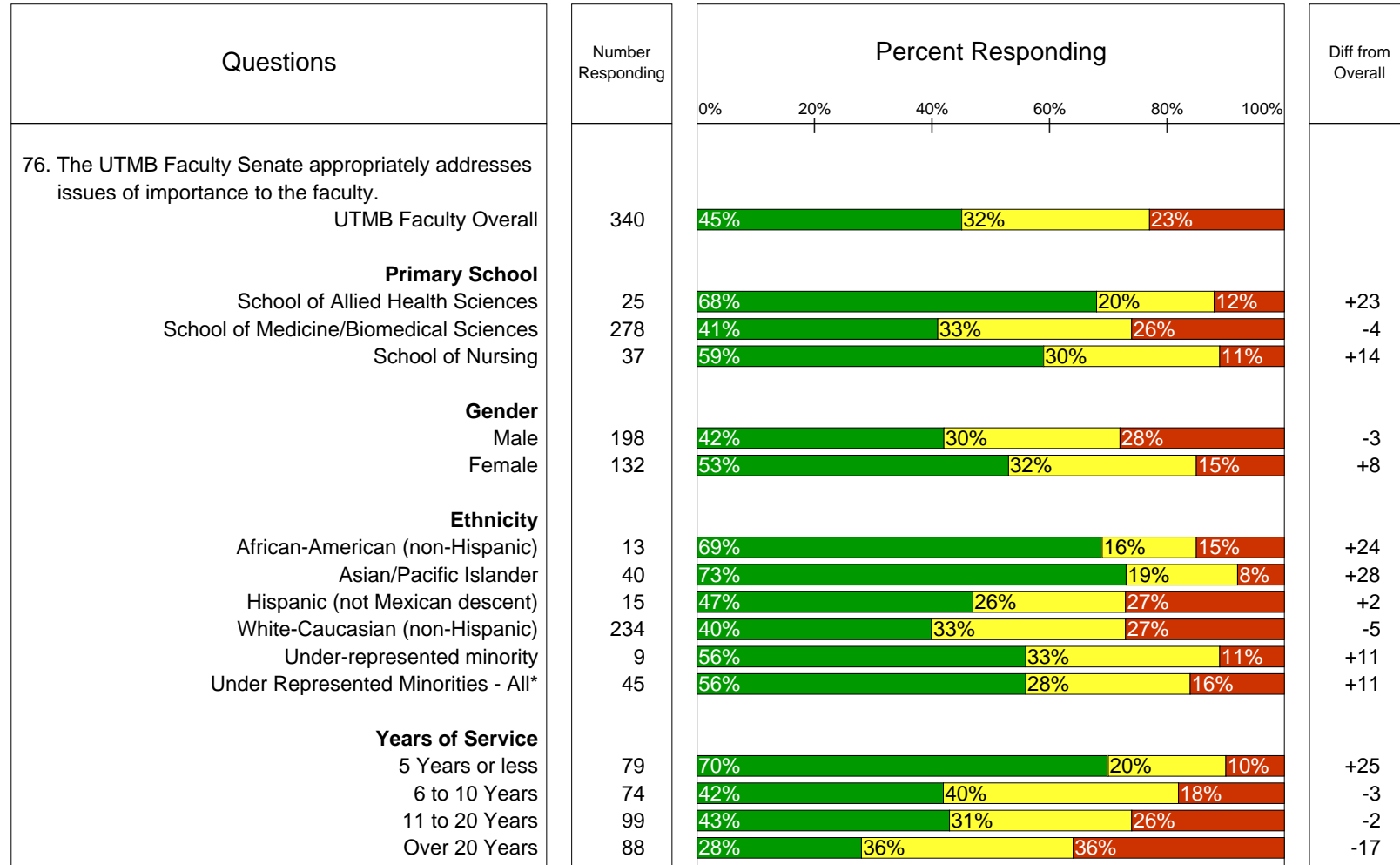
■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

UTMB 2005 Faculty Satisfaction Survey Overall Report

Item Summary

INSTITUTION



■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

* Includes African-American, American Indian/Native American and Hispanic.

UTMB
2005 Faculty Satisfaction Survey
Overall Report

Most Favorable Questions
UTMB Faculty Overall

Questions	Number Responding	Percent Responding			Dimension
		0%	20%	40%	
46. The institution is committed to employing a diverse workforce.	454				WORK ENVIRONMENT
47. My department/program does a good job of recruiting women.	438				WORK ENVIRONMENT
26. My UTMB mentor gives me advice about professional issues.	162				CAREER SUPPORT
7. I had a good understanding of what was expected of me in my job when I first came to UTMB.	151				CAREER PROGRESS
49. I feel valued as a contributor at UTMB regardless of my gender, ethnicity, race, sexual orientation or religion.	460				WORK ENVIRONMENT
Given your role at UTMB, how satisfied are you that:					
34. The office space provided to you is adequate?	472				CAREER SUPPORT
61. My Dean is effective in his/her leadership role.	415				WORK ENVIRONMENT
71. How satisfied are you with the level of collegiality among your peers within UTMB at the level of the:					
b. School	447				WORK ENVIRONMENT
25. My UTMB mentor gives me advice about career progress/APT.	162				CAREER SUPPORT

■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

UTMB 2005 Faculty Satisfaction Survey Overall Report

Most Favorable Questions UTMB Faculty Overall

Questions	Number Responding	Percent Responding	Dimension
<p>Given your role at UTMB, how satisfied are you that:</p> <p>33. The computer support (hardware, software, helpdesk) provided to you is adequate?</p>	472	<p>0% 20% 40% 60% 80% 100%</p> <p>74% 17% 9%</p>	CAREER SUPPORT

■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

UTMB
2005 Faculty Satisfaction Survey
Overall Report

Most Unfavorable Questions
 UTMB Faculty Overall

Questions	Number Responding	Percent Responding	Dimension
40. How satisfied are you with the quality of the following support for your CLINICAL PRACTICE: f. Marketing of clinical services	231		CAREER SUPPORT
38. How satisfied are you with the following support for your RESEARCH activities: d. Opportunity for developmental leaves	221		CAREER SUPPORT
40. How satisfied are you with the quality of the following support for your CLINICAL PRACTICE: e. Collections on billings	212		CAREER SUPPORT
42. How satisfied are you that your salary is equitable when compared to: c. National salary surveys	425		EFFORT AND COMPENSATION
38. How satisfied are you with the following support for your RESEARCH activities: k. Assistance with data entry	203		CAREER SUPPORT
36. How satisfied are you with the following support for your TEACHING/EDUCATIONAL activities: e. Protected time for preparation	423		CAREER SUPPORT

■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable

UTMB
2005 Faculty Satisfaction Survey
Overall Report

Most Unfavorable Questions
 UTMB Faculty Overall

Questions	Number Responding	Percent Responding	Dimension
38. How satisfied are you with the following support for your RESEARCH activities:		0% 20% 40% 60% 80% 100%	
a. Access to appropriate start up/seed funding	285	44% Favorable 25% Mixed 31% Unfavorable	CAREER SUPPORT
g. Assistance with development of manuscripts	281	45% Favorable 24% Mixed 31% Unfavorable	CAREER SUPPORT
40. How satisfied are you with the quality of the following support for your CLINICAL PRACTICE:			
b. Patient scheduling	267	42% Favorable 28% Mixed 30% Unfavorable	CAREER SUPPORT
38. How satisfied are you with the following support for your RESEARCH activities:			
b. Start-up support (equipment, materials)	278	47% Favorable 23% Mixed 30% Unfavorable	CAREER SUPPORT

■ = % Favorable
 ■ = % Mixed
 ■ = % Unfavorable