

ModernThink Higher Education Insight Survey[®] University of Texas-Pan American Job Category Response Distribution Report



Strongly Agree	Agree	Sometimes Agree + Sometimes Disagree	Disagree	Strongly Disagree
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1. My job makes good use of my skills and abilities

Administration (31)	61.3%	35.5%	3.2%	0%	0%
Faculty (71)	49.3%	21.1%	11.3%	8.5%	9.9%
Professional Support Staff (51)	33.3%	49%	13.7%	0%	3.9%

2. I am given the responsibility and freedom to do my job

Administration (31)	67.7%	32.3%	0%	0%	0%
Faculty (71)	49.3%	25.4%	16.9%	0%	8.5%
Professional Support Staff (51)	35.3%	43.1%	13.7%	3.9%	3.9%

3. My supervisor/department chair makes his/her expectations clear

Administration (31)	41.9%	38.7%	19.4%	0%	0%
Faculty (71)	33.8%	35.2%	15.5%	5.6%	9.9%
Professional Support Staff (51)	31.4%	41.2%	19.6%	3.9%	3.9%

4. I am provided the resources I need to be effective in my job

Administration (31)	45.2%	35.5%	6.5%	12.9%	0%
Faculty (71)	22.5%	23.9%	21.1%	16.9%	15.5%
Professional Support Staff (51)	21.6%	52.9%	17.6%	7.8%	0%

5. I understand how my job contributes to this institution's mission

Administration (31)	61.3%	35.5%	3.2%	0%	0%
Faculty (71)	43.7%	33.8%	15.5%	4.2%	2.8%
Professional Support Staff (51)	49%	41.2%	9.8%	0%	0%

6. I am given the opportunity to develop my skills at this institution

Administration (31)	54.8%	38.7%	3.2%	3.2%	0%
Faculty (71)	38%	19.7%	19.7%	9.9%	12.7%
Professional Support Staff (51)	27.5%	39.2%	23.5%	5.9%	3.9%

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Response Distribution Report



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7. I receive feedback from my supervisor/department chair that helps me

Administration (31)	45.2%	29%	25.8%	0%	0%
Faculty (71)	28.2%	26.8%	21.1%	8.5%	15.5%
Professional Support Staff (50)	24%	42%	24%	8%	2%

8. I understand the necessary requirements to advance my career

Administration (30)	53.3%	26.7%	16.7%	3.3%	0%
Faculty (70)	38.6%	38.6%	8.6%	4.3%	10%
Professional Support Staff (49)	22.4%	49%	18.4%	10.2%	0%

9. I have adequate time for scholarly pursuits

Administration (18)	11.1%	27.8%	22.2%	38.9%	0%
Faculty (71)	16.9%	19.7%	22.5%	19.7%	21.1%
Professional Support Staff (40)	12.5%	30%	40%	12.5%	5%

10. The requirements for faculty tenure are clear to me

Administration (3)	*%	*%	*%	*%	*%
Faculty (66)	36.4%	27.3%	16.7%	12.1%	7.6%
Professional Support Staff (13)	7.7%	61.5%	23.1%	7.7%	0%

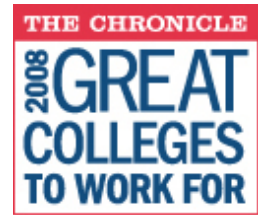
11. I am paid fairly for my work

Administration (31)	19.4%	45.2%	16.1%	16.1%	3.2%
Faculty (71)	7%	29.6%	16.9%	31%	15.5%
Professional Support Staff (51)	2%	35.3%	27.5%	25.5%	9.8%

12. My supervisor/department chair regularly models this institution's values

Administration (31)	58.1%	35.5%	6.5%	0%	0%
Faculty (70)	30%	31.4%	15.7%	5.7%	17.1%
Professional Support Staff (49)	20.4%	46.9%	26.5%	4.1%	2%

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Response Distribution Report



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13. I am regularly recognized for my contributions

Administration (31)	41.9%	25.8%	32.3%	0%	0%
Faculty (70)	18.6%	25.7%	25.7%	11.4%	18.6%
Professional Support Staff (49)	14.3%	34.7%	30.6%	18.4%	2%

14. We have opportunities to contribute to important decisions in my department

Administration (31)	58.1%	32.3%	9.7%	0%	0%
Faculty (71)	35.2%	36.6%	15.5%	2.8%	9.9%
Professional Support Staff (49)	18.4%	44.9%	22.4%	12.2%	2%

15. The facilities (e.g. classrooms, offices, laboratories) adequately meet my needs

Administration (27)	33.3%	33.3%	18.5%	14.8%	0%
Faculty (71)	35.2%	35.2%	16.9%	8.5%	4.2%
Professional Support Staff (48)	14.6%	58.3%	12.5%	12.5%	2.1%

16. My supervisor/department chair actively solicits my suggestions and ideas

Administration (31)	54.8%	32.3%	12.9%	0%	0%
Faculty (71)	36.6%	25.4%	21.1%	4.2%	12.7%
Professional Support Staff (50)	24%	38%	32%	6%	0%

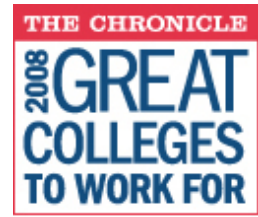
17. I can speak up or challenge a traditional way of doing something without fear of harming my career

Administration (31)	45.2%	45.2%	9.7%	0%	0%
Faculty (71)	25.4%	31%	23.9%	8.5%	11.3%
Professional Support Staff (49)	18.4%	34.7%	34.7%	10.2%	2%

18. Issues of low performance are addressed in my department

Administration (30)	36.7%	36.7%	10%	16.7%	0%
Faculty (68)	11.8%	30.9%	29.4%	16.2%	11.8%
Professional Support Staff (49)	10.2%	44.9%	26.5%	12.2%	6.1%

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19. Our review process accurately measures my job performance

Administration (31)	32.3%	38.7%	25.8%	3.2%	0%
Faculty (68)	20.6%	35.3%	13.2%	10.3%	20.6%
Professional Support Staff (49)	12.2%	44.9%	26.5%	8.2%	8.2%

20. My supervisor/department chair is consistent and fair

Administration (31)	45.2%	38.7%	16.1%	0%	0%
Faculty (71)	43.7%	21.1%	15.5%	5.6%	14.1%
Professional Support Staff (49)	32.7%	36.7%	18.4%	8.2%	4.1%

21. When I offer a new idea, I believe it will be fully considered

Administration (31)	51.6%	38.7%	9.7%	0%	0%
Faculty (71)	23.9%	32.4%	28.2%	5.6%	9.9%
Professional Support Staff (50)	14%	38%	36%	12%	0%

22. Our recognition and awards programs are meaningful to me

Administration (30)	20%	33.3%	33.3%	13.3%	0%
Faculty (68)	11.8%	25%	30.9%	19.1%	13.2%
Professional Support Staff (47)	8.5%	29.8%	25.5%	27.7%	8.5%

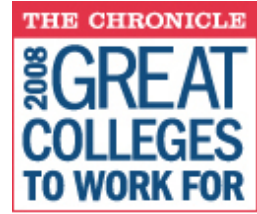
23. This institution's benefits meet my needs

Administration (31)	29%	58.1%	0%	12.9%	0%
Faculty (70)	20%	42.9%	20%	8.6%	8.6%
Professional Support Staff (51)	11.8%	54.9%	25.5%	5.9%	2%

24. There is a feeling of community and collegiality in my department

Administration (31)	41.9%	41.9%	16.1%	0%	0%
Faculty (71)	33.8%	21.1%	29.6%	0%	15.5%
Professional Support Staff (50)	16%	50%	24%	6%	4%

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25. My supervisor/department chair supports my efforts to balance my work and personal life

Administration (31)	54.8%	32.3%	9.7%	3.2%	0%
Faculty (70)	38.6%	35.7%	10%	10%	5.7%
Professional Support Staff (49)	36.7%	42.9%	16.3%	4.1%	0%

26. In my department, we communicate openly about issues that impact each other's work

Administration (31)	38.7%	45.2%	16.1%	0%	0%
Faculty (71)	29.6%	28.2%	19.7%	8.5%	14.1%
Professional Support Staff (50)	18%	50%	22%	10%	0%

27. My department receives good support from this institution's senior leadership

Administration (31)	54.8%	22.6%	19.4%	3.2%	0%
Faculty (71)	14.1%	22.5%	28.2%	16.9%	18.3%
Professional Support Staff (48)	6.3%	41.7%	33.3%	12.5%	6.3%

28. I believe what I am told by my supervisor/department chair

Administration (31)	67.7%	22.6%	9.7%	0%	0%
Faculty (71)	38%	23.9%	19.7%	4.2%	14.1%
Professional Support Staff (50)	26%	52%	16%	4%	2%

29. Changes that affect me are discussed prior to being implemented

Administration (31)	35.5%	45.2%	12.9%	6.5%	0%
Faculty (71)	22.5%	16.9%	33.8%	7%	19.7%
Professional Support Staff (50)	16%	30%	38%	12%	4%

30. Promotions in my department are based on a person's ability

Administration (28)	53.6%	32.1%	10.7%	3.6%	0%
Faculty (68)	25%	22.1%	32.4%	10.3%	10.3%
Professional Support Staff (42)	11.9%	47.6%	26.2%	4.8%	9.5%

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Response Distribution Report



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31. People in my department work well together

Administration (31)	48.4%	35.5%	16.1%	0%	0%
Faculty (71)	22.5%	35.2%	25.4%	7%	9.9%
Professional Support Staff (51)	25.5%	52.9%	19.6%	2%	0%

32. My work environment is fair for everyone

Administration (31)	51.6%	35.5%	12.9%	0%	0%
Faculty (71)	22.5%	29.6%	21.1%	14.1%	12.7%
Professional Support Staff (51)	23.5%	51%	17.6%	7.8%	0%

33. I have a good relationship with my supervisor/department chair

Administration (31)	74.2%	19.4%	6.5%	0%	0%
Faculty (71)	46.5%	31%	7%	8.5%	7%
Professional Support Staff (51)	37.3%	45.1%	11.8%	0%	5.9%

34. Overall, my department is a good place to work

Administration (31)	67.7%	32.3%	0%	0%	0%
Faculty (71)	36.6%	31%	14.1%	9.9%	8.5%
Professional Support Staff (51)	33.3%	52.9%	9.8%	2%	2%

35. I can count on people to cooperate across departments

Administration (31)	29%	45.2%	16.1%	9.7%	0%
Faculty (71)	11.3%	23.9%	52.1%	7%	5.6%
Professional Support Staff (50)	12%	40%	42%	2%	4%

36. Senior leadership provides a clear direction for this institution's future

Administration (31)	61.3%	19.4%	19.4%	0%	0%
Faculty (71)	22.5%	21.1%	31%	14.1%	11.3%
Professional Support Staff (49)	16.3%	42.9%	28.6%	8.2%	4.1%

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University of Texas-Pan American
Response Distribution Report



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37. The overall appearance of the campus is pleasing

Administration (31)	67.7%	29%	3.2%	0%	0%
Faculty (71)	47.9%	35.2%	11.3%	4.2%	1.4%
Professional Support Staff (51)	41.2%	52.9%	3.9%	2%	0%

38. Our orientation program prepares new faculty, administration and staff to be effective

Administration (27)	22.2%	18.5%	40.7%	18.5%	0%
Faculty (64)	25%	31.3%	25%	7.8%	10.9%
Professional Support Staff (46)	17.4%	32.6%	26.1%	17.4%	6.5%

39. Our senior leadership has the knowledge, skills and experience necessary for institutional success

Administration (31)	54.8%	35.5%	9.7%	0%	0%
Faculty (69)	27.5%	18.8%	30.4%	10.1%	13%
Professional Support Staff (49)	20.4%	49%	20.4%	8.2%	2%

40. There is a good balance of teaching, service, and research at this institution

Administration (23)	30.4%	34.8%	26.1%	8.7%	0%
Faculty (71)	28.2%	22.5%	14.1%	18.3%	16.9%
Professional Support Staff (41)	14.6%	48.8%	31.7%	4.9%	0%

41. I am proud to be part of this institution

Administration (31)	80.6%	16.1%	3.2%	0%	0%
Faculty (70)	35.7%	27.1%	27.1%	5.7%	4.3%
Professional Support Staff (51)	29.4%	58.8%	7.8%	0%	3.9%

42. Senior leadership shows a genuine interest in the well-being of faculty, administration and staff

Administration (31)	54.8%	25.8%	16.1%	3.2%	0%
Faculty (71)	23.9%	31%	25.4%	9.9%	9.9%
Professional Support Staff (49)	12.2%	40.8%	32.7%	12.2%	2%

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43. The role of faculty in shared governance is clearly stated and publicized

Administration (13)	38.5%	53.8%	7.7%	0%	0%
Faculty (70)	30%	20%	27.1%	12.9%	10%
Professional Support Staff (23)	13%	47.8%	34.8%	4.3%	0%

44. Faculty are appropriately involved in decisions related to the education program (e.g. curriculum development, evaluation)

Administration (10)	50%	50%	0%	0%	0%
Faculty (71)	28.2%	26.8%	28.2%	8.5%	8.5%
Professional Support Staff (20)	20%	50%	15%	5%	10%

45. This institution fully supports faculty efforts devoted to advising/mentoring students

Administration (16)	31.3%	56.3%	6.3%	6.3%	0%
Faculty (71)	29.6%	26.8%	25.4%	9.9%	8.5%
Professional Support Staff (22)	27.3%	54.5%	18.2%	0%	0%

46. This institution's senior leadership respects the faculty

Administration (22)	54.5%	40.9%	4.5%	0%	0%
Faculty (71)	26.8%	19.7%	35.2%	8.5%	9.9%
Professional Support Staff (27)	22.2%	55.6%	18.5%	0%	3.7%

47. Teaching is appropriately recognized in the evaluation and promotion process

Administration (10)	50%	40%	10%	0%	0%
Faculty (70)	25.7%	30%	25.7%	11.4%	7.1%
Professional Support Staff (22)	9.1%	68.2%	13.6%	9.1%	0%

48. Senior leadership communicates openly about important matters

Administration (31)	41.9%	35.5%	19.4%	3.2%	0%
Faculty (70)	18.6%	20%	35.7%	15.7%	10%
Professional Support Staff (45)	13.3%	53.3%	20%	13.3%	0%

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University of Texas-Pan American
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49. At this institution, we discuss and debate issues respectfully to get better results

Administration (30)	40%	30%	30%	0%	0%
Faculty (71)	16.9%	23.9%	36.6%	15.5%	7%
Professional Support Staff (43)	11.6%	39.5%	32.6%	16.3%	0%

50. Senior leadership keeps their promises

Administration (31)	35.5%	35.5%	25.8%	3.2%	0%
Faculty (71)	21.1%	25.4%	28.2%	15.5%	9.9%
Professional Support Staff (44)	9.1%	29.5%	43.2%	15.9%	2.3%

51. This institution's policies and practices ensure fair treatment for faculty, administration and staff

Administration (31)	45.2%	32.3%	19.4%	3.2%	0%
Faculty (71)	18.3%	29.6%	31%	12.7%	8.5%
Professional Support Staff (48)	10.4%	58.3%	25%	6.3%	0%

52. At this institution, people are supportive of their colleagues regardless of their heritage or background

Administration (31)	58.1%	32.3%	6.5%	3.2%	0%
Faculty (71)	28.2%	31%	19.7%	7%	14.1%
Professional Support Staff (49)	18.4%	61.2%	16.3%	2%	2%

53. Faculty, administration and staff work together to ensure the success of institution programs and initiatives

Administration (31)	35.5%	41.9%	16.1%	6.5%	0%
Faculty (71)	18.3%	35.2%	28.2%	8.5%	9.9%
Professional Support Staff (49)	12.2%	53.1%	30.6%	4.1%	0%

54. Senior leadership regularly models this institution's values

Administration (31)	51.6%	38.7%	9.7%	0%	0%
Faculty (70)	25.7%	28.6%	28.6%	7.1%	10%
Professional Support Staff (47)	10.6%	48.9%	36.2%	2.1%	2.1%

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55. This institution actively contributes to the community

Administration (31)	45.2%	45.2%	9.7%	0%	0%
Faculty (71)	43.7%	33.8%	15.5%	5.6%	1.4%
Professional Support Staff (49)	26.5%	59.2%	14.3%	0%	0%

56. This institution places sufficient emphasis on having diverse faculty, administration and staff

Administration (31)	45.2%	41.9%	9.7%	3.2%	0%
Faculty (71)	36.6%	32.4%	12.7%	8.5%	9.9%
Professional Support Staff (44)	27.3%	59.1%	9.1%	2.3%	2.3%

57. Faculty, administration and staff are meaningfully involved in institutional planning

Administration (31)	61.3%	22.6%	16.1%	0%	0%
Faculty (70)	20%	30%	30%	12.9%	7.1%
Professional Support Staff (43)	14%	55.8%	14%	14%	2.3%

58. There is appropriate recognition of innovative and high quality teaching

Administration (13)	46.2%	46.2%	0%	7.7%	0%
Faculty (70)	15.7%	37.1%	20%	18.6%	8.6%
Professional Support Staff (30)	13.3%	56.7%	16.7%	13.3%	0%

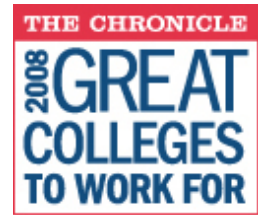
59. The institution takes reasonable steps to provide a safe and secure environment for the campus

Administration (31)	48.4%	48.4%	3.2%	0%	0%
Faculty (70)	37.1%	40%	18.6%	2.9%	1.4%
Professional Support Staff (50)	24%	56%	18%	2%	0%

60. I trust senior leadership enough to follow them, even when I disagree with their decisions

Administration (31)	51.6%	32.3%	16.1%	0%	0%
Faculty (70)	18.6%	24.3%	32.9%	18.6%	5.7%
Professional Support Staff (48)	12.5%	47.9%	33.3%	6.3%	0%

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61. We celebrate significant milestones and important accomplishments at this institution

Administration (31)	48.4%	29%	19.4%	3.2%	0%
Faculty (71)	28.2%	46.5%	16.9%	5.6%	2.8%
Professional Support Staff (47)	17%	55.3%	25.5%	2.1%	0%

62. This institution's policies and practices give me the flexibility to manage my personal and family life

Administration (31)	51.6%	29%	9.7%	9.7%	0%
Faculty (71)	25.4%	46.5%	15.5%	5.6%	7%
Professional Support Staff (51)	21.6%	52.9%	21.6%	2%	2%

63. I feel a strong sense of loyalty to this institution

Administration (31)	61.3%	38.7%	0%	0%	0%
Faculty (70)	32.9%	27.1%	21.4%	10%	8.6%
Professional Support Staff (51)	31.4%	47.1%	15.7%	2%	3.9%

64. There is regular and open communication among faculty, administration and staff

Administration (30)	26.7%	50%	16.7%	3.3%	3.3%
Faculty (71)	16.9%	26.8%	31%	9.9%	15.5%
Professional Support Staff (50)	12%	38%	32%	18%	0%

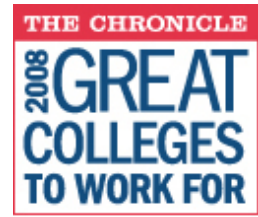
65. I believe what I am told by senior leadership

Administration (31)	51.6%	35.5%	9.7%	3.2%	0%
Faculty (71)	16.9%	25.4%	33.8%	15.5%	8.5%
Professional Support Staff (48)	14.6%	41.7%	37.5%	4.2%	2.1%

66. I would recommend working here to my family and friends

Administration (31)	64.5%	32.3%	3.2%	0%	0%
Faculty (70)	25.7%	31.4%	21.4%	11.4%	10%
Professional Support Staff (51)	25.5%	47.1%	19.6%	3.9%	3.9%

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Response Distribution Report



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67. This institution is well run

Administration (31)	45.2%	38.7%	16.1%	0%	0%
Faculty (71)	21.1%	23.9%	25.4%	15.5%	14.1%
Professional Support Staff (50)	14%	54%	22%	8%	2%

68. There's a sense that we're all on the same team at this institution

Administration (31)	41.9%	25.8%	29%	3.2%	0%
Faculty (71)	18.3%	26.8%	23.9%	19.7%	11.3%
Professional Support Staff (50)	14%	38%	32%	8%	8%

69. This institution's culture is special — something you don't find just anywhere

Administration (30)	63.3%	36.7%	0%	0%	0%
Faculty (70)	35.7%	37.1%	14.3%	8.6%	4.3%
Professional Support Staff (46)	19.6%	50%	19.6%	10.9%	0%

70. All things considered, this is a great place to work

Administration (31)	58.1%	41.9%	0%	0%	0%
Faculty (71)	33.8%	25.4%	22.5%	9.9%	8.5%
Professional Support Staff (51)	25.5%	51%	19.6%	2%	2%