

# University Results 2007 - 2008

Number of Respondents 177  
 Number of Tenured/Tenure-Track 457  
 % Returned 38.7%

% Respondents  
not answering.

	N	Mean	Std. Dev.	Number and % Responding 5, 4, 3, 2, 1												N/A	
				5		4		3		2		1					
				n	%	n	%	n	%	n	%	n	%	n	%	n	%
1	President Gaertner	171	3.74	1.14	51	30%	57	33%	40	23%	13	8%	10	6%	6	3%	
2	VPAA Payne	172	3.31	1.28	32	19%	56	33%	39	23%	23	13%	22	13%	5	3%	
3	VPEM Crowson	88	3.55	1.02	17	19%	27	31%	35	40%	5	6%	4	5%	89	50%	
4	VPFO Parker	118	2.97	1.26	15	13%	28	24%	32	27%	25	21%	18	15%	59	33%	
5	VPSS Parker	116	3.84	0.96	32	28%	43	37%	34	29%	4	3%	3	3%	61	34%	
6	VP Advancement Holmes	100	3.26	1.12	16	16%	25	25%	34	34%	19	19%	6	6%	77	44%	
7	Assoc. VPAA Eglsaer	144	3.68	1.06	37	26%	47	33%	42	29%	13	9%	5	3%	33	19%	
8	Assoc. VPAA Muehsam	147	3.70	1.09	39	27%	52	35%	35	24%	15	10%	6	4%	30	17%	
9	Assoc. VPR&SP Ward	123	3.06	1.28	16	13%	34	28%	35	28%	17	14%	21	17%	54	31%	
10	Dean	175	3.89	1.24	76	43%	43	25%	27	15%	19	11%	10	6%	2	1%	
11	Assoc. Deans (All grouped together)	258	3.58	1.32	49	19%	32	12%	35	14%	26	10%	11	4%	24	14%	
14	Budget Decision Participation in Dept.	171	2.98	1.42	35	20%	31	18%	35	20%	36	21%	34	20%	6	3%	
15	Selection of Admins.	158	2.52	1.41	17	11%	29	18%	30	19%	25	16%	57	36%	19	11%	
16	Selection of Faculty	176	4.14	1.08	88	50%	47	27%	25	14%	10	6%	6	3%	1	1%	
17	Strategic Planning in College	167	3.26	1.30	30	18%	55	33%	35	21%	23	14%	24	14%	10	6%	
18	3/3 4/4 handled fairly	164	3.59	1.39	56	34%	45	27%	23	14%	19	12%	21	13%	13	7%	
19	SAM Center Mentoring	132	3.64	1.13	34	26%	44	33%	35	27%	11	8%	8	6%	45	25%	
20	SAM Center Advising	132	3.44	1.26	32	24%	37	28%	33	25%	17	13%	13	10%	45	25%	
21	Physically Safe on Campus	174	4.23	0.96	85	49%	60	34%	17	10%	8	5%	4	2%	3	2%	
22	LSC facilities adequate	166	3.61	1.06	30	18%	75	45%	36	22%	16	10%	9	5%	11	6%	
23	LSC Services adequate	154	3.49	1.04	25	16%	59	38%	43	28%	21	14%	6	4%	23	13%	
24	Human Resource Dept.	160	3.21	1.13	18	11%	53	33%	48	30%	26	16%	15	9%	17	10%	
25	HKC	124	4.00	0.97	45	36%	45	36%	25	20%	7	6%	2	2%	53	30%	
26	Support from Contracts and Grants	136	2.89	1.31	19	14%	27	20%	35	26%	30	22%	25	18%	41	23%	
27	Computer Services	173	2.63	1.39	21	12%	33	19%	29	17%	41	24%	49	28%	4	2%	
28	Library Services	172	4.12	0.94	67	39%	73	42%	21	12%	7	4%	4	2%	5	3%	
29	Library good for Dept. Curriculum	165	3.95	1.03	56	34%	66	40%	29	18%	7	4%	7	4%	12	7%	
30	SH Press	105	3.47	1.06	19	18%	32	30%	38	36%	11	10%	5	5%	72	41%	
31	Recruiting Quality Students	169	3.07	1.13	17	10%	46	27%	54	32%	36	21%	16	9%	8	5%	
32	Teaching Load is fair	167	3.65	1.24	50	30%	53	32%	32	19%	19	11%	13	8%	10	6%	
33	Recognition for teaching	165	3.13	1.28	22	13%	56	34%	33	20%	30	18%	24	15%	12	7%	
34	Recognition for research	170	3.32	1.17	23	14%	65	38%	43	25%	21	12%	18	11%	7	4%	
35	Recognition for service	170	3.03	1.21	16	9%	54	32%	43	25%	33	19%	24	14%	7	4%	
36	Clerical Support	170	3.31	1.31	37	22%	49	29%	34	20%	30	18%	20	12%	7	4%	
37	Collegial Support in dept.	175	3.92	1.24	79	45%	40	23%	30	17%	15	9%	11	6%	2	1%	
38	Work environment	176	3.66	1.30	60	34%	52	30%	20	11%	32	18%	12	7%	1	1%	
39	Free from intimidation/discrimination	176	3.87	1.40	87	49%	34	19%	20	11%	15	9%	20	11%	1	1%	
40	Parking	174	3.11	1.45	39	22%	41	24%	29	17%	30	17%	35	20%	3	2%	
41	Faculty Senate	153	3.16	1.23	26	17%	33	22%	52	34%	24	16%	18	12%	24	14%	
42	Research Resources	172	3.17	1.19	25	15%	48	28%	47	27%	36	21%	16	9%	5	3%	
43	Graduate Program Resources	158	2.72	1.25	14	9%	34	22%	34	22%	45	28%	31	20%	19	11%	
44	Travel Allocation	174	3.05	1.47	38	22%	41	24%	24	14%	34	20%	37	21%	3	2%	
45	IDEA Administered	165	2.82	1.33	21	13%	33	20%	42	25%	33	20%	36	22%	12	7%	
46	IDEA Accuracy	166	2.56	1.31	15	9%	27	16%	44	27%	30	18%	50	30%	11	6%	
47	Chair evaluation of my teaching	152	3.60	1.14	37	24%	52	34%	36	24%	19	13%	8	5%	25	14%	
48	FES Instrument is adequate	173	2.93	1.23	17	10%	43	25%	55	32%	27	16%	31	18%	4	2%	
49	Merit System is applied fairly	168	2.91	1.34	22	13%	41	24%	40	24%	30	18%	35	21%	9	5%	
50	Promotion System is applied fairly	161	3.25	1.25	27	17%	48	30%	47	29%	17	11%	22	14%	16	9%	
51	Tenure System is applied fairly	163	3.47	1.30	45	28%	41	25%	40	25%	20	12%	17	10%	14	8%	
52	Post Tenure Review	122	3.67	1.21	36	30%	39	32%	28	23%	9	7%	10	8%	55	31%	
53	Salary at SHSU	173	2.64	1.28	13	8%	38	22%	41	24%	36	21%	45	26%	4	2%	
54	Salary other Universities	167	2.46	1.27	10	6%	33	20%	31	19%	42	25%	51	31%	10	6%	
55	Reassigned time	124	3.07	1.18	12	10%	36	29%	44	35%	13	10%	19	15%	53	30%	
56	Faculty Research Fund <5000	143	3.09	1.27	20	14%	39	27%	40	28%	22	15%	22	15%	34	19%	
57	Enhancement Grant for Research	139	3.06	1.26	20	14%	34	24%	40	29%	25	18%	20	14%	38	21%	
58	Adequate support for online courses	122	2.75	1.24	11	9%	24	20%	35	29%	27	22%	25	20%	55	31%	
59	University Center facilities	115	3.50	1.10	24	21%	36	31%	32	28%	19	17%	4	3%	62	35%	
60	University Center staff	116	3.72	1.07	32	28%	37	32%	33	28%	10	9%	4	3%	61	34%	
61	Communication with Admin.	170	2.82	1.24	12	7%	46	27%	46	27%	31	18%	35	21%	7	4%	
62	President values faculty	170	3.54	1.24	42	25%	58	34%	34	20%	21	12%	15	9%	7	4%	
63	Provost values faculty	169	3.30	1.36	39	23%	46	27%	36	21%	23	14%	25	15%	8	5%	
64	Dean values faculty	175	3.90	1.27	77	44%	46	26%	21	12%	19	11%	12	7%	2	1%	
65	Chair values faculty	160	3.96	1.30	78	49%	37	23%	19	12%	12	8%	14	9%	17	10%	
66	Satisfied at SHSU	175	3.71	1.04	40	23%	76	43%	33	19%	21	12%	5	3%	2	1%	

## A&S Results 2007 - 2008

Number of Respondents 44  
 Number of Tenured/Tenure-Track 139  
 % Returned 31.7%

% Respondents  
not answering.

		Number and % Responding 5, 4, 3, 2, 1														N/A	
				5		4		3		2		1					
N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%	n	%	
1	President Gaertner	44	3.57	1.21	11	25%	15	34%	9	20%	6	14%	3	7%	0	0%	
2	VPAA Payne	44	3.05	1.36	8	18%	9	20%	12	27%	7	16%	8	18%	0	0%	
3	VPEM Crowson	21	3.71	0.85	5	24%	5	24%	11	52%	0	0%	0	0%	23	52%	
4	VPFO Parker	32	2.72	1.35	3	9%	7	22%	9	28%	4	13%	9	28%	12	27%	
5	VPSS Parker	29	3.55	1.18	6	21%	11	38%	8	28%	1	3%	3	10%	15	34%	
6	VP Advancement Holmes	29	2.93	1.19	3	10%	7	24%	7	24%	9	31%	3	10%	15	34%	
7	Assoc. VPAA Eglsaer	36	3.42	1.23	7	19%	12	33%	10	28%	3	8%	4	11%	8	18%	
8	Assoc. VPAA Muehsam	38	3.29	1.14	4	11%	15	39%	11	29%	4	11%	4	11%	6	14%	
9	Assoc. VPR&SP Ward	29	2.66	1.42	2	7%	9	31%	5	17%	3	10%	10	34%	15	34%	
10	Dean Hebert	44	4.27	1.23	29	66%	6	14%	4	9%	2	5%	3	7%	0	0%	
11	Assoc. Dean Nicolay	33	3.73	1.28	12	36%	8	24%	8	24%	2	6%	3	9%	11	25%	
12	Assoc. Dean Cook	32	3.63	1.34	10	31%	10	31%	6	19%	2	6%	4	13%	12	27%	
13	Assoc. Dean Rogers	34	3.71	1.45	14	41%	8	24%	5	15%	2	6%	5	15%	10	23%	
14	Budget Decision Participation in Dept.	44	3.20	1.27	10	23%	6	14%	15	34%	9	20%	4	9%	0	0%	
15	Selection of Admins.	42	2.26	1.27	1	2%	8	19%	10	24%	5	12%	18	43%	2	5%	
16	Selection of Faculty	43	4.02	1.30	23	53%	8	19%	5	12%	4	9%	3	7%	1	2%	
17	Strategic Planning in College	41	2.90	1.24	2	5%	15	37%	9	22%	7	17%	8	20%	3	7%	
18	3/3 4/4 handled fairly	43	3.28	1.49	12	28%	10	23%	7	16%	6	14%	8	19%	1	2%	
19	SAM Center Mentoring	36	3.36	1.15	6	17%	11	31%	12	33%	4	11%	3	8%	8	18%	
20	SAM Center Advising	36	2.94	1.26	4	11%	9	25%	10	28%	7	19%	6	17%	8	18%	
21	Physically Safe on Campus	42	4.21	1.00	20	48%	16	38%	2	5%	3	7%	1	2%	2	5%	
22	LSC facilities adequate	40	3.60	1.17	6	15%	23	58%	5	13%	1	3%	5	13%	4	9%	
23	LSC Services adequate	38	3.47	1.11	5	13%	18	47%	8	21%	4	11%	3	8%	6	14%	
24	Human Resource Dept.	38	3.08	1.26	5	13%	10	26%	12	32%	5	13%	6	16%	6	14%	
25	HKC	26	3.81	1.13	9	35%	7	27%	7	27%	2	8%	1	4%	18	41%	
26	Support from Contracts and Grants	36	2.78	1.53	7	19%	6	17%	6	17%	6	17%	11	31%	8	18%	
27	Computer Services	44	2.34	1.36	5	11%	4	9%	8	18%	11	25%	16	36%	0	0%	
28	Library Services	43	3.95	1.23	17	40%	17	40%	3	7%	2	5%	4	9%	1	2%	
29	Library good for Dept. Curriculum	41	3.83	1.26	14	34%	16	39%	6	15%	0	0%	5	12%	3	7%	
30	SH Press	31	3.35	1.23	7	23%	7	23%	9	29%	6	19%	2	6%	13	30%	
31	Recruiting Quality Students	43	2.88	1.16	2	5%	13	30%	13	30%	8	19%	7	16%	1	2%	
32	Teaching Load is fair	43	3.40	1.42	12	28%	11	26%	9	21%	4	9%	7	16%	1	2%	
33	Recognition for teaching	43	3.00	1.33	4	9%	16	37%	8	19%	6	14%	9	21%	1	2%	
34	Recognition for research	41	3.02	1.21	3	7%	14	34%	12	29%	5	12%	7	17%	3	7%	
35	Recognition for service	42	2.83	1.25	3	7%	13	31%	7	17%	12	29%	7	17%	2	5%	
36	Clerical Support	42	3.17	1.43	8	19%	13	31%	8	19%	4	10%	9	21%	2	5%	
37	Collegial Support in dept.	44	3.98	1.19	20	45%	10	23%	10	23%	1	2%	3	7%	0	0%	
38	Work environment	44	3.30	1.36	9	20%	15	34%	6	14%	8	18%	6	14%	0	0%	
39	Free from intimidation/discrimination	44	3.68	1.51	19	43%	10	23%	4	9%	4	9%	7	16%	0	0%	
40	Parking	43	2.72	1.47	7	16%	7	16%	9	21%	7	16%	13	30%	1	2%	
41	Faculty Senate	37	2.89	1.35	6	16%	5	14%	13	35%	5	14%	8	22%	7	16%	
42	Research Resources	43	2.72	1.22	3	7%	9	21%	13	30%	9	21%	9	21%	1	2%	
43	Graduate Program Resources	39	2.10	1.27	3	8%	3	8%	6	15%	10	26%	17	44%	5	11%	
44	Travel Allocation	44	2.61	1.48	5	11%	11	25%	6	14%	6	14%	16	36%	0	0%	
45	IDEA Administered	43	2.70	1.41	6	14%	7	16%	10	23%	8	19%	12	28%	1	2%	
46	IDEA Accuracy	43	2.65	1.38	4	9%	9	21%	12	28%	4	9%	14	33%	1	2%	
47	Chair evaluation of my teaching	39	3.51	1.14	7	18%	16	41%	9	23%	4	10%	3	8%	5	11%	
48	FES Instrument is adequate	43	2.88	1.28	4	9%	11	26%	13	30%	6	14%	9	21%	1	2%	
49	Merit System is applied fairly	42	2.86	1.35	4	10%	13	31%	8	19%	7	17%	10	24%	2	5%	
50	Promotion System is applied fairly	40	3.35	1.21	5	13%	18	45%	8	20%	4	10%	5	13%	4	9%	
51	Tenure System is applied fairly	42	3.79	1.20	14	33%	14	33%	8	19%	3	7%	3	7%	2	5%	
52	Post Tenure Review	36	3.75	1.18	11	31%	13	36%	6	17%	4	11%	2	6%	8	18%	
53	Salary at SHSU	44	2.75	1.28	4	9%	9	20%	13	30%	8	18%	10	23%	0	0%	
54	Salary other Universities	42	2.31	1.24	1	2%	9	21%	7	17%	10	24%	15	36%	2	5%	
55	Reassigned time	31	2.94	1.00	1	3%	7	23%	16	52%	3	10%	4	13%	13	30%	
56	Faculty Research Fund <5000	37	3.27	1.33	7	19%	11	30%	10	27%	3	8%	6	16%	7	16%	
57	Enhancement Grant for Research	36	3.14	1.31	7	19%	7	19%	11	31%	6	17%	5	14%	8	18%	
58	Adequate support for online courses	31	2.81	1.14	2	6%	5	16%	15	48%	3	10%	6	19%	13	30%	
59	University Center facilities	15	3.27	1.03	2	13%	3	20%	8	53%	1	7%	1	7%	29	66%	
60	University Center staff	15	3.20	1.08	2	13%	3	20%	7	47%	2	13%	1	7%	29	66%	
61	Communication with Admin.	40	2.60	1.28	3	8%	8	20%	9	23%	10	25%	10	25%	4	9%	
62	President values faculty	42	3.67	1.24	12	29%	15	36%	8	19%	3	7%	4	10%	2	5%	
63	Provost values faculty	42	3.24	1.46	11	26%	9	21%	9	21%	5	12%	8	19%	2	5%	
64	Dean values faculty	42	4.29	1.04	25	60%	8	19%	6	14%	2	5%	1	2%	2	5%	
65	Chair values faculty	42	4.12	1.04	19	45%	14	33%	5	12%	3	7%	1	2%	2	5%	
66	Satisfied at SHSU	42	3.74	0.89	7	17%	22	52%	8	19%	5	12%	0	0%	2	5%	

# COBA Results 2007 - 2008

Number of Respondents 35  
 Number of Tenured/Tenure-Track 71  
 % Returned 49.3%

% Respondents  
not answering.

	N	Mean	Std. Dev.	Number and % Responding 5, 4, 3, 2, 1										N/A		
				5		4		3		2		1				
				n	%	n	%	n	%	n	%	n	%	n	%	
1	President Gaertner	35	4.17	0.95	15	43%	14	40%	4	11%	1	3%	1	3%	0	0%
2	VPAA Payne	33	3.67	0.89	4	12%	18	55%	8	24%	2	6%	1	3%	2	6%
3	VPEM Crowson	19	3.26	1.10	2	11%	6	32%	8	42%	1	5%	2	11%	16	46%
4	VPFO Parker	21	3.10	1.14	2	10%	6	29%	7	33%	4	19%	2	10%	14	40%
5	VPSS Parker	20	3.65	0.75	3	15%	7	35%	10	50%	0	0%	0	0%	15	43%
6	VP Advancement Holmes	19	2.68	0.95	1	5%	1	5%	10	53%	5	26%	2	11%	16	46%
7	Assoc. VPAA Eglsaer	27	3.52	1.01	5	19%	8	30%	11	41%	2	7%	1	4%	8	23%
8	Assoc. VPAA Muehsam	29	4.10	0.82	10	34%	13	45%	5	17%	1	3%	0	0%	6	17%
9	Assoc. VPR&SP Ward	21	3.29	1.15	4	19%	3	14%	11	52%	1	5%	2	10%	14	40%
10	Dean Lewis	35	3.57	1.07	7	20%	13	37%	9	26%	5	14%	1	3%	0	0%
11	Assoc. Dean Ashorn	34	2.88	1.20	5	15%	4	12%	10	29%	12	35%	3	9%	1	3%
14	Budget Decision Participation in Dept.	32	2.75	1.57	8	25%	2	6%	5	16%	8	25%	9	28%	3	9%
15	Selection of Admins.	29	2.83	1.69	7	24%	6	21%	2	7%	3	10%	11	38%	6	17%
16	Selection of Faculty	35	4.46	0.98	24	69%	6	17%	3	9%	1	3%	1	3%	0	0%
17	Strategic Planning in College	31	3.58	1.15	5	16%	16	52%	5	16%	2	6%	3	10%	4	11%
18	3/3 4/4 handled fairly	35	3.97	1.22	14	40%	14	40%	2	6%	2	6%	3	9%	0	0%
19	SAM Center Mentoring	27	4.00	1.11	12	44%	6	22%	7	26%	1	4%	1	4%	8	23%
20	SAM Center Advising	26	4.12	0.99	12	46%	7	27%	5	19%	2	8%	0	0%	9	26%
21	Physically Safe on Campus	35	4.37	0.97	21	60%	9	26%	3	9%	1	3%	1	3%	0	0%
22	LSC facilities adequate	34	3.44	1.11	6	18%	11	32%	11	32%	4	12%	2	6%	1	3%
23	LSC Services adequate	32	3.22	1.10	5	16%	6	19%	14	44%	5	16%	2	6%	3	9%
24	Human Resource Dept.	34	3.03	1.22	4	12%	8	24%	12	35%	5	15%	5	15%	1	3%
25	HKC	26	4.15	0.78	10	38%	10	38%	6	23%	0	0%	0	0%	9	26%
26	Support from Contracts and Grants	21	3.14	1.28	4	19%	3	14%	9	43%	2	10%	3	14%	14	40%
27	Computer Services	35	2.77	1.50	6	17%	6	17%	8	23%	4	11%	11	31%	0	0%
28	Library Services	34	4.21	0.73	13	38%	15	44%	6	18%	0	0%	0	0%	1	3%
29	Library good for Dept. Curriculum	33	4.12	0.74	11	33%	15	45%	7	21%	0	0%	0	0%	2	6%
30	SH Press	20	3.70	0.73	3	15%	8	40%	9	45%	0	0%	0	0%	15	43%
31	Recruiting Quality Students	34	2.91	1.03	2	6%	7	21%	14	41%	8	24%	3	9%	1	3%
32	Teaching Load is fair	35	3.94	0.94	12	34%	11	31%	10	29%	2	6%	0	0%	0	0%
33	Recognition for teaching	35	3.23	1.11	1	3%	18	51%	9	26%	2	6%	5	14%	0	0%
34	Recognition for research	35	3.34	1.06	2	6%	17	49%	11	31%	1	3%	4	11%	0	0%
35	Recognition for service	33	3.24	1.00	1	3%	15	45%	11	33%	3	9%	3	9%	2	6%
36	Clerical Support	34	3.32	1.27	7	21%	9	26%	10	29%	4	12%	4	12%	1	3%
37	Collegial Support in dept.	34	4.44	0.93	22	65%	7	21%	4	12%	0	0%	1	3%	1	3%
38	Work environment	35	4.00	1.11	14	40%	13	37%	3	9%	4	11%	1	3%	0	0%
39	Free from intimidation/discrimination	34	4.21	1.23	21	62%	5	15%	4	12%	2	6%	2	6%	1	3%
40	Parking	33	3.85	1.35	15	45%	7	21%	5	15%	3	9%	3	9%	2	6%
41	Faculty Senate	32	3.56	0.98	7	22%	8	25%	13	41%	4	13%	0	0%	3	9%
42	Research Resources	35	3.71	1.05	9	26%	12	34%	10	29%	3	9%	1	3%	0	0%
43	Graduate Program Resources	31	3.06	1.06	3	10%	8	26%	9	29%	10	32%	1	3%	4	11%
44	Travel Allocation	33	4.03	1.24	16	48%	9	27%	3	9%	3	9%	2	6%	2	6%
45	IDEA Administered	34	2.85	1.21	3	9%	8	24%	9	26%	9	26%	5	15%	1	3%
46	IDEA Accuracy	35	2.37	1.26	2	6%	5	14%	9	26%	7	20%	12	34%	0	0%
47	Chair evaluation of my teaching	30	3.60	1.13	8	27%	8	27%	9	30%	4	13%	1	3%	5	14%
48	FES Instrument is adequate	33	2.94	1.06	2	6%	7	21%	15	45%	5	15%	4	12%	2	6%
49	Merit System is applied fairly	33	3.00	1.25	5	15%	6	18%	10	30%	8	24%	4	12%	2	6%
50	Promotion System is applied fairly	31	3.52	1.09	8	26%	5	16%	14	45%	3	10%	1	3%	4	11%
51	Tenure System is applied fairly	31	3.48	1.26	10	32%	4	13%	9	29%	7	23%	1	3%	4	11%
52	Post Tenure Review	19	3.79	1.18	7	37%	4	21%	6	32%	1	5%	1	5%	16	46%
53	Salary at SHSU	34	2.62	1.23	1	3%	9	26%	9	26%	6	18%	9	26%	1	3%
54	Salary other Universities	34	2.26	1.26	0	0%	9	26%	5	15%	6	18%	14	41%	1	3%
55	Reassigned time	19	3.79	0.79	3	16%	10	53%	5	26%	1	5%	0	0%	16	46%
56	Faculty Research Fund <5000	26	3.12	1.28	3	12%	8	31%	9	35%	1	4%	5	19%	9	26%
57	Enhancement Grant for Research	23	3.13	1.22	2	9%	8	35%	8	35%	1	4%	4	17%	12	34%
58	Adequate support for online courses	17	2.29	1.21	1	6%	2	12%	3	18%	6	35%	5	29%	18	51%
59	University Center facilities	28	3.54	0.96	5	18%	9	32%	10	36%	4	14%	0	0%	7	20%
60	University Center staff	29	4.03	0.87	10	34%	11	38%	7	24%	1	3%	0	0%	6	17%
61	Communication with Admin.	34	2.85	1.16	2	6%	9	26%	10	29%	8	24%	5	15%	1	3%
62	President values faculty	35	3.71	1.10	10	29%	11	31%	9	26%	4	11%	1	3%	0	0%
63	Provost values faculty	33	3.55	1.15	9	27%	7	21%	11	33%	5	15%	1	3%	2	6%
64	Dean values faculty	35	3.69	1.13	9	26%	14	40%	5	14%	6	17%	1	3%	0	0%
65	Chair values faculty	35	3.83	1.36	15	43%	9	26%	5	14%	2	6%	4	11%	0	0%
66	Satisfied at SHSU	35	3.80	1.11	10	29%	14	40%	7	20%	2	6%	2	6%	0	0%

# CJ Results 2007 - 2008

Number of Respondents 13  
 Number of Tenured/Tenure-Track 31  
 % Returned 41.9%

% Respondents  
not answering.

	N	Mean	Std. Dev.	Number and % Responding 5, 4, 3, 2, 1										N/A		
				5		4		3		2		1				
				n	%	n	%	n	%	n	%	n	%	n	%	
1	President Gaertner	12	3.83	0.94	4	33%	2	17%	6	50%	0	0%	0	0%	1	8%
2	VPAA Payne	12	3.67	0.98	3	25%	3	25%	5	42%	1	8%	0	0%	1	8%
3	VPEM Crowson	3	4.33	1.15	2	67%	0	0%	1	33%	0	0%	0	0%	10	77%
4	VPFO Parker	6	3.67	1.21	2	33%	1	17%	2	33%	1	17%	0	0%	7	54%
5	VPSS Parker	5	4.40	0.55	2	40%	3	60%	0	0%	0	0%	0	0%	8	62%
6	VP Advancement Holmes	4	4.50	0.58	2	50%	2	50%	0	0%	0	0%	0	0%	9	69%
7	Assoc. VPAA Eglsaer	8	3.75	1.16	3	38%	1	13%	3	38%	1	13%	0	0%	5	38%
8	Assoc. VPAA Muehsam	10	4.00	0.94	4	40%	2	20%	4	40%	0	0%	0	0%	3	23%
9	Assoc. VPR&SP Ward	10	3.10	1.45	2	20%	3	30%	0	0%	4	40%	1	10%	3	23%
10	Dean Webb	13	3.85	1.41	6	46%	3	23%	1	8%	2	15%	1	8%	0	0%
11	Assoc. Dean Mullings	13	3.77	1.42	7	54%	0	0%	2	15%	4	31%	0	0%	0	0%
14	Budget Decision Participation in Dept.	13	3.31	1.18	2	15%	5	38%	1	8%	5	38%	0	0%	0	0%
15	Selection of Admins.	12	2.67	1.15	0	0%	4	33%	2	17%	4	33%	2	17%	1	8%
16	Selection of Faculty	13	4.31	0.75	6	46%	5	38%	2	15%	0	0%	0	0%	0	0%
17	Strategic Planning in College	12	3.17	1.27	2	17%	3	25%	3	25%	3	25%	1	8%	1	8%
18	3/3 4/4 handled fairly	13	3.69	1.49	5	38%	4	31%	1	8%	1	8%	2	15%	0	0%
19	SAM Center Mentoring	7	3.86	1.21	3	43%	1	14%	2	29%	1	14%	0	0%	6	46%
20	SAM Center Advising	6	3.83	1.60	3	50%	1	17%	1	17%	0	0%	1	17%	7	54%
21	Physically Safe on Campus	13	4.38	0.87	7	54%	5	38%	0	0%	1	8%	0	0%	0	0%
22	LSC facilities adequate	10	3.60	1.07	2	20%	4	40%	2	20%	2	20%	0	0%	3	23%
23	LSC Services adequate	7	4.00	1.15	3	43%	2	29%	1	14%	1	14%	0	0%	6	46%
24	Human Resource Dept.	12	3.67	0.78	1	8%	7	58%	3	25%	1	8%	0	0%	1	8%
25	HKC	9	4.33	1.00	5	56%	3	33%	0	0%	1	11%	0	0%	4	31%
26	Support from Contracts and Grants	10	3.50	1.18	1	10%	6	60%	1	10%	1	10%	1	10%	3	23%
27	Computer Services	12	2.67	1.61	3	25%	0	0%	3	25%	2	17%	4	33%	1	8%
28	Library Services	12	4.25	0.75	5	42%	5	42%	2	17%	0	0%	0	0%	1	8%
29	Library good for Dept. Curriculum	12	3.92	0.90	3	25%	6	50%	2	17%	1	8%	0	0%	1	8%
30	SH Press	2	2.50	0.71	0	0%	0	0%	1	50%	1	50%	0	0%	11	85%
31	Recruiting Quality Students	13	3.23	0.73	0	0%	5	38%	6	46%	2	15%	0	0%	0	0%
32	Teaching Load is fair	13	3.85	1.41	6	46%	3	23%	1	8%	2	15%	1	8%	0	0%
33	Recognition for teaching	13	3.46	1.45	5	38%	1	8%	3	23%	3	23%	1	8%	0	0%
34	Recognition for research	13	3.85	1.28	5	38%	4	31%	2	15%	1	8%	1	8%	0	0%
35	Recognition for service	13	3.46	1.33	4	31%	2	15%	4	31%	2	15%	1	8%	0	0%
36	Clerical Support	13	4.00	1.35	7	54%	2	15%	2	15%	1	8%	1	8%	0	0%
37	Collegial Support in dept.	13	4.15	0.99	6	46%	4	31%	2	15%	1	8%	0	0%	0	0%
38	Work environment	13	4.00	1.08	5	38%	5	38%	1	8%	2	15%	0	0%	0	0%
39	Free from intimidation/discrimination	13	3.92	1.61	8	62%	1	8%	1	8%	1	8%	2	15%	0	0%
40	Parking	13	3.92	1.12	4	31%	6	46%	2	15%	0	0%	1	8%	0	0%
41	Faculty Senate	8	3.63	0.74	1	13%	3	38%	4	50%	0	0%	0	0%	5	38%
42	Research Resources	12	3.58	1.08	2	17%	6	50%	1	8%	3	25%	0	0%	1	8%
43	Graduate Program Resources	12	3.50	0.90	1	8%	6	50%	3	25%	2	17%	0	0%	1	8%
44	Travel Allocation	12	3.50	1.09	3	25%	2	17%	5	42%	2	17%	0	0%	1	8%
45	IDEA Administered	13	3.23	1.17	1	8%	5	38%	5	38%	0	0%	2	15%	0	0%
46	IDEA Accuracy	13	2.85	1.14	0	0%	5	38%	3	23%	3	23%	2	15%	0	0%
47	Chair evaluation of my teaching	13	4.23	0.73	5	38%	6	46%	2	15%	0	0%	0	0%	0	0%
48	FES Instrument is adequate	13	2.62	1.19	1	8%	2	15%	3	23%	5	38%	2	15%	0	0%
49	Merit System is applied fairly	12	3.08	1.24	1	8%	4	33%	4	33%	1	8%	2	17%	1	8%
50	Promotion System is applied fairly	13	3.69	1.03	2	15%	7	54%	3	23%	0	0%	1	8%	0	0%
51	Tenure System is applied fairly	12	3.92	1.08	3	25%	7	58%	1	8%	0	0%	1	8%	1	8%
52	Post Tenure Review	9	3.78	1.39	3	33%	4	44%	0	0%	1	11%	1	11%	4	31%
53	Salary at SHSU	13	3.08	1.38	2	15%	4	31%	2	15%	3	23%	2	15%	0	0%
54	Salary other Universities	12	3.25	1.29	2	17%	4	33%	2	17%	3	25%	1	8%	1	8%
55	Reassigned time	9	3.56	1.33	2	22%	4	44%	1	11%	1	11%	1	11%	4	31%
56	Faculty Research Fund <5000	11	3.55	1.44	4	36%	2	18%	2	18%	2	18%	1	9%	2	15%
57	Enhancement Grant for Research	11	3.55	1.44	4	36%	2	18%	2	18%	2	18%	1	9%	2	15%
58	Adequate support for online courses	6	2.83	1.33	1	17%	1	17%	0	0%	4	67%	0	0%	7	54%
59	University Center facilities	7	4.14	0.69	2	29%	4	57%	1	14%	0	0%	0	0%	6	46%
60	University Center staff	7	4.29	0.76	3	43%	3	43%	1	14%	0	0%	0	0%	6	46%
61	Communication with Admin.	12	3.58	0.79	1	8%	6	50%	4	33%	1	8%	0	0%	1	8%
62	President values faculty	13	4.00	0.82	3	23%	8	62%	1	8%	1	8%	0	0%	0	0%
63	Provost values faculty	13	3.85	0.90	3	23%	6	46%	3	23%	1	8%	0	0%	0	0%
64	Dean values faculty	13	3.62	1.61	6	46%	2	15%	1	8%	2	15%	2	15%	0	0%
65	Chair values faculty	9	4.67	1.00	8	89%	0	0%	0	0%	1	11%	0	0%	4	31%
66	Satisfied at SHSU	13	3.77	0.93	3	23%	5	38%	4	31%	1	8%	0	0%	0	0%

COE Results 2007 - 2008

Number of Respondents 31  
 Number of Tenured/Tenure-Track 78  
 % Returned 39.7%

% Respondents not answering.

Number and % Responding 5, 4, 3, 2, 1

	N	Mean	Std. Dev.	5		4		3		2		1		N/A	
				n	%	n	%	n	%	n	%	n	%	n	%
1 President Gaertner	29	4.14	0.88	12	41%	10	34%	6	21%	1	3%	0	0%	2	6%
2 VPAA Payne	30	3.43	1.48	9	30%	9	30%	3	10%	4	13%	5	17%	1	3%
3 VPEM Crowson	21	4.05	0.74	6	29%	10	48%	5	24%	0	0%	0	0%	10	32%
4 VPFO Parker	23	3.57	1.12	6	26%	6	26%	6	26%	5	22%	0	0%	8	26%
5 VPSS Parker	22	4.23	0.75	9	41%	9	41%	4	18%	0	0%	0	0%	9	29%
6 VP Advancement Holmes	22	3.95	0.95	7	32%	9	41%	4	18%	2	9%	0	0%	9	29%
7 Assoc. VPAA Eglsaer	28	4.04	0.92	10	36%	11	39%	5	18%	2	7%	0	0%	3	10%
8 Assoc. VPAA Muehsam	28	3.64	1.28	9	32%	8	29%	5	18%	4	14%	2	7%	3	10%
9 Assoc. VPR&SP Ward	26	3.54	0.99	4	15%	10	38%	9	35%	2	8%	1	4%	5	16%
10 Dean Brown	31	3.74	1.34	14	45%	3	10%	8	26%	4	13%	2	6%	0	0%
11 Assoc. Dean Smith	30	3.63	1.22	9	30%	8	27%	8	27%	3	10%	2	7%	1	3%
14 Budget Decision Participation in Dept.	30	2.87	1.57	6	20%	6	20%	6	20%	2	7%	10	33%	1	3%
15 Selection of Admins.	27	2.67	1.52	5	19%	3	11%	6	22%	4	15%	9	33%	4	13%
16 Selection of Faculty	31	4.16	1.04	15	48%	9	29%	5	16%	1	3%	1	3%	0	0%
17 Strategic Planning in College	29	3.76	1.48	14	48%	4	14%	5	17%	2	7%	4	14%	2	6%
18 3/3 4/4 handled fairly	30	3.67	1.42	11	37%	9	30%	3	10%	3	10%	4	13%	1	3%
19 SAM Center Mentoring	19	4.05	0.78	6	32%	8	42%	5	26%	0	0%	0	0%	12	39%
20 SAM Center Advising	21	3.67	1.24	6	29%	7	33%	5	24%	1	5%	2	10%	10	32%
21 Physically Safe on Campus	31	4.42	0.76	18	58%	8	26%	5	16%	0	0%	0	0%	0	0%
22 LSC facilities adequate	31	3.94	0.93	10	32%	11	35%	8	26%	2	6%	0	0%	0	0%
23 LSC Services adequate	30	3.83	0.95	8	27%	12	40%	7	23%	3	10%	0	0%	1	3%
24 Human Resource Dept.	28	3.57	1.14	6	21%	11	39%	5	18%	5	18%	1	4%	3	10%
25 HKC	27	4.44	0.64	14	52%	11	41%	2	7%	0	0%	0	0%	4	13%
26 Support from Contracts and Grants	29	2.90	1.29	4	14%	6	21%	6	21%	9	31%	4	14%	2	6%
27 Computer Services	29	2.69	1.37	3	10%	7	24%	4	14%	8	28%	7	24%	2	6%
28 Library Services	31	4.10	0.91	11	35%	15	48%	2	6%	3	10%	0	0%	0	0%
29 Library good for Dept. Curriculum	31	4.10	0.91	12	39%	12	39%	5	16%	2	6%	0	0%	0	0%
30 SH Press	20	3.45	1.23	4	20%	7	35%	5	25%	2	10%	2	10%	11	35%
31 Recruiting Quality Students	29	3.69	1.07	7	24%	12	41%	4	14%	6	21%	0	0%	2	6%
32 Teaching Load is fair	31	3.77	1.18	9	29%	13	42%	4	13%	3	10%	2	6%	0	0%
33 Recognition for teaching	31	3.13	1.31	5	16%	10	32%	3	10%	10	32%	3	10%	0	0%
34 Recognition for research	30	3.23	1.22	5	17%	9	30%	6	20%	8	27%	2	7%	1	3%
35 Recognition for service	30	2.90	1.27	2	7%	11	37%	4	13%	8	27%	5	17%	1	3%
36 Clerical Support	31	3.58	1.06	6	19%	13	42%	5	16%	7	23%	0	0%	0	0%
37 Collegial Support in dept.	31	3.77	1.41	12	39%	11	35%	1	3%	3	10%	4	13%	0	0%
38 Work environment	31	4.16	1.16	17	55%	7	23%	3	10%	3	10%	1	3%	0	0%
39 Free from intimidation/discrimination	31	3.55	1.57	13	42%	5	16%	5	16%	2	6%	6	19%	0	0%
40 Parking	31	3.26	1.29	6	19%	9	29%	6	19%	7	23%	3	10%	0	0%
41 Faculty Senate	29	3.31	1.47	8	28%	7	24%	5	17%	4	14%	5	17%	2	6%
42 Research Resources	30	3.27	1.26	6	20%	8	27%	6	20%	8	27%	2	7%	1	3%
43 Graduate Program Resources	31	3.13	1.31	4	13%	11	35%	6	19%	5	16%	5	16%	0	0%
44 Travel Allocation	31	3.29	1.49	8	26%	9	29%	4	13%	4	13%	6	19%	0	0%
45 IDEA Administered	31	2.74	1.34	3	10%	7	23%	8	26%	5	16%	8	26%	0	0%
46 IDEA Accuracy	31	2.61	1.41	4	13%	5	16%	6	19%	7	23%	9	29%	0	0%
47 Chair evaluation of my teaching	29	3.59	1.27	8	28%	10	34%	4	14%	5	17%	2	7%	2	6%
48 FES Instrument is adequate	31	3.10	1.40	5	16%	9	29%	8	26%	2	6%	7	23%	0	0%
49 Merit System is applied fairly	31	2.48	1.48	4	13%	5	16%	5	16%	5	16%	12	39%	0	0%
50 Promotion System is applied fairly	29	3.07	1.53	6	21%	8	28%	5	17%	2	7%	8	28%	2	6%
51 Tenure System is applied fairly	30	3.23	1.57	9	30%	6	20%	5	17%	3	10%	7	23%	1	3%
52 Post Tenure Review	19	3.47	1.39	5	26%	6	32%	4	21%	1	5%	3	16%	12	39%
53 Salary at SHSU	30	2.23	1.30	2	7%	4	13%	5	17%	7	23%	12	40%	1	3%
54 Salary other Universities	30	2.43	1.33	2	7%	6	20%	5	17%	7	23%	10	33%	1	3%
55 Reassigned time	26	3.15	1.35	4	15%	8	31%	7	27%	2	8%	5	19%	5	16%
56 Faculty Research Fund <5000	28	3.25	1.08	3	11%	9	32%	10	36%	4	14%	2	7%	3	10%
57 Enhancement Grant for Research	29	3.24	1.12	4	14%	8	28%	10	34%	5	17%	2	7%	2	6%
58 Adequate support for online courses	31	2.81	1.40	3	10%	9	29%	7	23%	3	10%	9	29%	0	0%
59 University Center facilities	25	3.84	1.14	8	32%	10	40%	3	12%	3	12%	1	4%	6	19%
60 University Center staff	25	3.32	1.31	6	24%	5	20%	8	32%	3	12%	3	12%	6	19%
61 Communication with Admin.	31	3.06	1.41	5	16%	9	29%	7	23%	3	10%	7	23%	0	0%
62 President values faculty	29	3.86	1.09	11	38%	7	24%	7	24%	4	14%	0	0%	2	6%
63 Provost values faculty	30	3.40	1.48	10	33%	6	20%	4	13%	6	20%	4	13%	1	3%
64 Dean values faculty	31	3.77	1.48	15	48%	5	16%	4	13%	3	10%	4	13%	0	0%
65 Chair values faculty	30	3.73	1.60	15	50%	5	17%	3	10%	1	3%	6	20%	1	3%
66 Satisfied at SHSU	31	3.65	1.14	7	23%	13	42%	6	19%	3	10%	2	6%	0	0%

# H&SS Results 2007 - 2008

Number of Respondents 39  
 Number of Tenured/Tenure-Track 123  
 % Returned 31.7%

% Respondents  
not answering.

### Number and % Responding 5, 4, 3, 2, 1

	N	Mean	Std. Dev.	5		4		3		2		1		N/A	
				n	%	n	%	n	%	n	%	n	%	n	%
1 President Gaertner	37	3.22	1.23	5	14%	12	32%	11	30%	4	11%	5	14%	2	5%
2 VPAA Payne	38	3.05	1.29	4	11%	13	34%	9	24%	5	13%	7	18%	1	3%
3 VPEM Crowson	19	2.89	1.05	1	5%	4	21%	8	42%	4	21%	2	11%	20	51%
4 VPFO Parker	28	2.43	1.17	1	4%	5	18%	6	21%	9	32%	7	25%	11	28%
5 VPSS Parker	30	3.90	0.92	9	30%	11	37%	8	27%	2	7%	0	0%	9	23%
6 VP Advancement Holmes	20	3.15	0.99	2	10%	4	20%	10	50%	3	15%	1	5%	19	49%
7 Assoc. VPAA Eglsaer	33	3.70	1.02	8	24%	12	36%	8	24%	5	15%	0	0%	6	15%
8 Assoc. VPAA Muehsam	32	3.75	1.08	9	28%	12	38%	5	16%	6	19%	0	0%	7	18%
9 Assoc. VPR&SP Ward	29	3.03	1.32	4	14%	8	28%	7	24%	5	17%	5	17%	10	26%
10 Dean de Castro	37	3.73	1.28	12	32%	14	38%	3	8%	5	14%	3	8%	2	5%
11 Assoc. Dean Tayebi	38	3.74	1.29	14	37%	10	26%	7	18%	4	11%	3	8%	1	3%
12 Assoc. Dean Thibodeaux	38	3.66	1.26	12	32%	11	29%	8	21%	4	11%	3	8%	1	3%
14 Budget Decision Participation in Dept.	37	2.59	1.44	5	14%	7	19%	4	11%	10	27%	11	30%	2	5%
15 Selection of Admins.	37	2.35	1.34	3	8%	5	14%	8	22%	7	19%	14	38%	2	5%
16 Selection of Faculty	39	3.95	1.10	15	38%	13	33%	6	15%	4	10%	1	3%	0	0%
17 Strategic Planning in College	39	2.95	1.28	4	10%	11	28%	10	26%	7	18%	7	18%	0	0%
18 3/3 4/4 handled fairly	38	3.53	1.31	12	32%	8	21%	9	24%	6	16%	3	8%	1	3%
19 SAM Center Mentoring	35	3.43	1.17	5	14%	16	46%	6	17%	5	14%	3	9%	4	10%
20 SAM Center Advising	36	3.33	1.24	7	19%	11	31%	8	22%	7	19%	3	8%	3	8%
21 Physically Safe on Campus	38	3.97	1.05	13	34%	16	42%	6	16%	1	3%	2	5%	1	3%
22 LSC facilities adequate	36	3.47	1.06	4	11%	18	50%	7	19%	5	14%	2	6%	3	8%
23 LSC Services adequate	33	3.30	1.02	3	9%	13	39%	9	27%	7	21%	1	3%	6	15%
24 Human Resource Dept.	36	2.97	1.00	2	6%	9	25%	13	36%	10	28%	2	6%	3	8%
25 HKC	26	3.54	1.07	5	19%	9	35%	8	31%	3	12%	1	4%	13	33%
26 Support from Contracts and Grants	33	2.79	1.19	3	9%	6	18%	10	30%	9	27%	5	15%	6	15%
27 Computer Services	39	2.69	1.40	4	10%	11	28%	3	8%	11	28%	10	26%	0	0%
28 Library Services	39	4.05	0.83	12	31%	19	49%	6	15%	2	5%	0	0%	0	0%
29 Library good for Dept. Curriculum	39	3.69	1.13	10	26%	15	38%	8	21%	4	10%	2	5%	0	0%
30 SH Press	23	3.35	0.93	2	9%	8	35%	10	43%	2	9%	1	4%	16	41%
31 Recruiting Quality Students	38	2.89	1.18	4	11%	7	18%	13	34%	9	24%	5	13%	1	3%
32 Teaching Load is fair	39	3.49	1.23	9	23%	13	33%	8	21%	6	15%	3	8%	0	0%
33 Recognition for teaching	37	3.05	1.27	5	14%	10	27%	9	24%	8	22%	5	14%	2	5%
34 Recognition for research	37	3.24	1.16	4	11%	14	38%	10	27%	5	14%	4	11%	2	5%
35 Recognition for service	37	2.97	1.24	4	11%	9	24%	12	32%	6	16%	6	16%	2	5%
36 Clerical Support	37	2.78	1.20	3	8%	9	24%	7	19%	13	35%	5	14%	2	5%
37 Collegial Support in dept.	39	3.33	1.32	11	28%	6	15%	10	26%	9	23%	3	8%	0	0%
38 Work environment	38	3.21	1.28	8	21%	9	24%	6	16%	13	34%	2	5%	1	3%
39 Free from intimidation/discrimination	39	3.85	1.33	17	44%	10	26%	4	10%	5	13%	3	8%	0	0%
40 Parking	39	2.46	1.35	4	10%	6	15%	6	15%	11	28%	12	31%	0	0%
41 Faculty Senate	34	2.71	0.94	1	3%	5	15%	14	41%	11	32%	3	9%	5	13%
42 Research Resources	38	2.84	1.03	2	5%	8	21%	13	34%	12	32%	3	8%	1	3%
43 Graduate Program Resources	36	2.33	0.96	1	3%	3	8%	9	25%	17	47%	6	17%	3	8%
44 Travel Allocation	39	2.08	1.06	1	3%	5	13%	2	5%	19	49%	12	31%	0	0%
45 IDEA Administered	39	2.74	1.31	5	13%	6	15%	10	26%	10	26%	8	21%	0	0%
46 IDEA Accuracy	39	2.41	1.23	3	8%	3	8%	13	33%	8	21%	12	31%	0	0%
47 Chair evaluation of my teaching	37	3.46	1.12	7	19%	12	32%	11	30%	5	14%	2	5%	2	5%
48 FES Instrument is adequate	38	2.79	1.21	3	8%	8	21%	12	32%	8	21%	7	18%	1	3%
49 Merit System is applied fairly	38	2.95	1.29	4	11%	11	29%	9	24%	7	18%	7	18%	1	3%
50 Promotion System is applied fairly	36	2.83	1.23	3	8%	8	22%	12	33%	6	17%	7	19%	3	8%
51 Tenure System is applied fairly	36	3.11	1.19	5	14%	8	22%	13	36%	6	17%	4	11%	3	8%
52 Post Tenure Review	29	3.38	1.18	5	17%	9	31%	10	34%	2	7%	3	10%	10	26%
53 Salary at SHSU	37	2.57	1.21	3	8%	5	14%	10	27%	11	30%	8	22%	2	5%
54 Salary other Universities	37	2.38	1.26	4	11%	2	5%	8	22%	13	35%	10	27%	2	5%
55 Reassigned time	34	2.56	1.08	0	0%	7	21%	13	38%	6	18%	8	24%	5	13%
56 Faculty Research Fund <5000	35	2.57	1.17	1	3%	9	26%	6	17%	12	34%	7	20%	4	10%
57 Enhancement Grant for Research	34	2.59	1.18	1	3%	9	26%	6	18%	11	32%	7	21%	5	13%
58 Adequate support for online courses	32	2.91	1.15	3	9%	7	22%	9	28%	10	31%	3	9%	7	18%
59 University Center facilities	32	3.13	1.26	6	19%	7	22%	6	19%	11	34%	2	6%	7	18%
60 University Center staff	32	3.81	0.97	8	25%	14	44%	6	19%	4	13%	0	0%	7	18%
61 Communication with Admin.	38	2.42	1.11	0	0%	7	18%	13	34%	7	18%	11	29%	1	3%
62 President values faculty	37	2.81	1.35	3	8%	12	32%	6	16%	7	19%	9	24%	2	5%
63 Provost values faculty	37	2.84	1.42	3	8%	14	38%	5	14%	4	11%	11	30%	2	5%
64 Dean values faculty	39	3.67	1.32	12	31%	15	38%	3	8%	5	13%	4	10%	0	0%
65 Chair values faculty	37	3.84	1.36	17	46%	8	22%	4	11%	5	14%	3	8%	2	5%
66 Satisfied at SHSU	39	3.59	1.09	7	18%	19	49%	4	10%	8	21%	1	3%	0	0%

# NGL Results 2007 - 2008

Number of Respondents 9  
 Number of Tenured/Tenure-Track 15  
 % Returned 60.0%

% Respondents  
not answering.

**Number and % Responding 5, 4, 3, 2, 1**

	N	Mean	Std. Dev.	5		4		3		2		1		N/A	
				n	%	n	%	n	%	n	%	n	%	n	%
1 President Gaertner	8	3.50	0.93	1	13%	3	38%	3	38%	1	13%	0	0%	1	11%
2 VPAA Payne	9	3.56	1.24	2	22%	4	44%	0	0%	3	33%	0	0%	0	0%
3 VPEM Crowson	2	3.50	0.71	0	0%	1	50%	1	50%	0	0%	0	0%	7	78%
4 VPFO Parker	3	3.00	1.00	0	0%	1	33%	1	33%	1	33%	0	0%	6	67%
5 VPSS Parker	4	3.00	0.82	0	0%	1	25%	2	50%	1	25%	0	0%	5	56%
6 VP Advancement Holmes	2	3.50	0.71	0	0%	1	50%	1	50%	0	0%	0	0%	7	78%
7 Assoc. VPAA Eglsaer	7	4.00	0.82	2	29%	3	43%	2	29%	0	0%	0	0%	2	22%
8 Assoc. VPAA Muehsam	5	4.00	1.00	2	40%	1	20%	2	40%	0	0%	0	0%	4	44%
9 Assoc. VPR&SP Ward	4	2.75	0.96	0	0%	1	25%	1	25%	2	50%	0	0%	5	56%
10 Director Holder	9	4.22	0.97	4	44%	4	44%	0	0%	1	11%	0	0%	0	0%
14 Budget Decision Participation in Dept.	9	3.56	0.88	1	11%	4	44%	3	33%	1	11%	0	0%	0	0%
15 Selection of Admins.	5	2.40	1.34	0	0%	1	20%	2	40%	0	0%	2	40%	4	44%
16 Selection of Faculty	9	4.00	0.87	3	33%	3	33%	3	33%	0	0%	0	0%	0	0%
17 Strategic Planning in College	9	3.56	0.88	1	11%	4	44%	3	33%	1	11%	0	0%	0	0%
18 3/3 4/4 handled fairly	0			0		0		0		0		0		9	100%
19 SAM Center Mentoring	3	3.67	1.15	1	33%	0	0%	2	67%	0	0%	0	0%	6	67%
20 SAM Center Advising	2	3.00	0.00	0	0%	0	0%	2	100%	0	0%	0	0%	7	78%
21 Physically Safe on Campus	9	4.00	1.00	3	33%	4	44%	1	11%	1	11%	0	0%	0	0%
22 LSC facilities adequate	9	3.67	1.12	2	22%	4	44%	1	11%	2	22%	0	0%	0	0%
23 LSC Services adequate	8	3.50	0.76	0	0%	5	63%	2	25%	1	13%	0	0%	1	11%
24 Human Resource Dept.	8	3.75	0.46	0	0%	6	75%	2	25%	0	0%	0	0%	1	11%
25 HKC	7	3.71	1.11	2	29%	2	29%	2	29%	1	14%	0	0%	2	22%
26 Support from Contracts and Grants	3	2.67	0.58	0	0%	0	0%	2	67%	1	33%	0	0%	6	67%
27 Computer Services	9	2.56	1.01	0	0%	2	22%	2	22%	4	44%	1	11%	0	0%
28 Library Services	7	4.57	0.79	5	71%	1	14%	1	14%	0	0%	0	0%	2	22%
29 Library good for Dept. Curriculum	3	4.67	0.58	2	67%	1	33%	0	0%	0	0%	0	0%	6	67%
30 SH Press	3	3.67	1.15	1	33%	0	0%	2	67%	0	0%	0	0%	6	67%
31 Recruiting Quality Students	6	2.67	0.82	0	0%	1	17%	2	33%	3	50%	0	0%	3	33%
32 Teaching Load is fair	1	5.00		1	100%	0	0%	0	0%	0	0%	0	0%	8	89%
33 Recognition for teaching	1	5.00		1	100%	0	0%	0	0%	0	0%	0	0%	8	89%
34 Recognition for research	8	4.25	0.46	2	25%	6	75%	0	0%	0	0%	0	0%	1	11%
35 Recognition for service	9	3.78	0.83	2	22%	3	33%	4	44%	0	0%	0	0%	0	0%
36 Clerical Support	8	4.38	0.74	4	50%	3	38%	1	13%	0	0%	0	0%	1	11%
37 Collegial Support in dept.	8	4.25	0.89	4	50%	2	25%	2	25%	0	0%	0	0%	1	11%
38 Work environment	9	3.78	1.48	4	44%	2	22%	1	11%	1	11%	1	11%	0	0%
39 Free from intimidation/discrimination	9	4.11	1.05	4	44%	3	33%	1	11%	1	11%	0	0%	0	0%
40 Parking	9	3.44	1.42	2	22%	4	44%	0	0%	2	22%	1	11%	0	0%
41 Faculty Senate	7	4.00	0.82	2	29%	3	43%	2	29%	0	0%	0	0%	2	22%
42 Research Resources	8	3.75	1.04	2	25%	3	38%	2	25%	1	13%	0	0%	1	11%
43 Graduate Program Resources	4	4.25	0.96	2	50%	1	25%	1	25%	0	0%	0	0%	5	56%
44 Travel Allocation	9	4.22	0.83	4	44%	3	33%	2	22%	0	0%	0	0%	0	0%
45 IDEA Administered	0			0		0		0		0		0		9	100%
46 IDEA Accuracy	0			0		0		0		0		0		9	100%
47 Chair evaluation of my teaching	0			0		0		0		0		0		9	100%
48 FES Instrument is adequate	9	3.44	1.13	1	11%	4	44%	3	33%	0	0%	1	11%	0	0%
49 Merit System is applied fairly	6	4.17	0.98	3	50%	1	17%	2	33%	0	0%	0	0%	3	33%
50 Promotion System is applied fairly	6	3.83	0.98	2	33%	1	17%	3	50%	0	0%	0	0%	3	33%
51 Tenure System is applied fairly	6	3.50	1.52	2	33%	1	17%	2	33%	0	0%	1	17%	3	33%
52 Post Tenure Review	5	4.00	1.00	2	40%	1	20%	2	40%	0	0%	0	0%	4	44%
53 Salary at SHSU	9	3.44	1.24	1	11%	5	56%	1	11%	1	11%	1	11%	0	0%
54 Salary other Universities	6	3.50	1.05	1	17%	2	33%	2	33%	1	17%	0	0%	3	33%
55 Reassigned time	2	2.00	1.41	0	0%	0	0%	1	50%	0	0%	1	50%	7	78%
56 Faculty Research Fund <5000	3	3.67	1.15	1	33%	0	0%	2	67%	0	0%	0	0%	6	67%
57 Enhancement Grant for Research	3	3.67	1.15	1	33%	0	0%	2	67%	0	0%	0	0%	6	67%
58 Adequate support for online courses	1	1.00		0	0%	0	0%	0	0%	0	0%	1	100%	8	89%
59 University Center facilities	5	3.60	0.89	1	20%	1	20%	3	60%	0	0%	0	0%	4	44%
60 University Center staff	5	3.80	1.10	2	40%	0	0%	3	60%	0	0%	0	0%	4	44%
61 Communication with Admin.	9	3.33	1.22	1	11%	4	44%	2	22%	1	11%	1	11%	0	0%
62 President values faculty	9	3.11	1.05	0	0%	4	44%	3	33%	1	11%	1	11%	0	0%
63 Provost values faculty	9	3.22	1.20	1	11%	3	33%	3	33%	1	11%	1	11%	0	0%
64 Dean values faculty	9	4.22	1.09	5	56%	2	22%	1	11%	1	11%	0	0%	0	0%
65 Chair values faculty	4	4.25	0.96	2	50%	1	25%	1	25%	0	0%	0	0%	5	56%
66 Satisfied at SHSU	9	4.00	1.12	4	44%	2	22%	2	22%	1	11%	0	0%	0	0%

	<b>Comparison Across Colleges/Library</b>	<b>Total</b>	<b>A&amp;S</b>	<b>COBA</b>	<b>CJ</b>	<b>ED</b>	<b>H&amp;SS</b>	<b>Library</b>
<b>#</b>	<b>Question</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>
21	Physically Safe on Campus	4.23	4.21	4.37	4.38	4.42	3.97	4.00
16	Selection of Faculty	4.14	4.02	4.46	4.31	4.16	3.95	4.00
28	Library Services	4.12	3.95	4.21	4.25	4.10	4.05	4.57
25	HKC	4.00	3.81	4.15	4.33	4.44	3.54	3.71
65	Chair values faculty	3.96	4.12	3.83	4.67	3.73	3.84	4.25
29	Library good for Dept. Curriculum	3.95	3.83	4.12	3.92	4.10	3.69	4.67
37	Collegial Support in dept.	3.92	3.98	4.44	4.15	3.77	3.33	4.25
64	Dean values faculty	3.90	4.29	3.69	3.62	3.77	3.67	4.22
10	Dean	3.89	4.27	3.57	3.85	3.74	3.73	4.22
39	Free from intimidation/discrimination	3.87	3.68	4.21	3.92	3.55	3.85	4.11
5	VPSS Parker	3.84	3.55	3.65	4.40	4.23	3.90	3.00
1	President Gaertner	3.74	3.57	4.17	3.83	4.14	3.22	3.50
60	University Center staff	3.72	3.20	4.03	4.29	3.32	3.81	3.80
66	Satisfied at SHSU	3.71	3.74	3.80	3.77	3.65	3.59	4.00
8	Assoc. VPAA Muehsam	3.70	3.29	4.10	4.00	3.64	3.75	4.00
7	Assoc. VPAA Eglsaer	3.68	3.42	3.52	3.75	4.04	3.70	4.00
52	Post Tenure Review	3.67	3.75	3.79	3.78	3.47	3.38	4.00
38	Work environment	3.66	3.30	4.00	4.00	4.16	3.21	3.78
32	Teaching Load is fair	3.65	3.40	3.94	3.85	3.77	3.49	5.00
19	SAM Center Mentoring	3.64	3.36	4.00	3.86	4.05	3.43	3.67
22	LSC facilities adequate	3.61	3.60	3.44	3.60	3.94	3.47	3.67
47	Chair evaluation of my teaching	3.60	3.51	3.60	4.23	3.59	3.46	0.00
18	3/3 4/4 handled fairly	3.59	3.28	3.97	3.69	3.67	3.53	0.00
3	VPAM Crowson	3.55	3.71	3.26	4.33	4.05	2.89	3.50
62	President values faculty	3.54	3.67	3.71	4.00	3.86	2.81	3.11
59	University Center facilities	3.50	3.27	3.54	4.14	3.84	3.13	3.60
23	LSC Services adequate	3.49	3.47	3.22	4.00	3.83	3.30	3.50
51	Tenure System is applied fairly	3.47	3.79	3.48	3.92	3.23	3.11	3.50
30	SH Press	3.47	3.35	3.70	2.50	3.45	3.35	3.67
20	SAM Center Advising	3.44	2.94	4.12	3.83	3.67	3.33	3.00
34	Recognition for research	3.32	3.02	3.34	3.85	3.23	3.24	4.25
36	Clerical Support	3.31	3.17	3.32	4.00	3.58	2.78	4.38
2	VPAA Payne	3.31	3.05	3.67	3.67	3.43	3.05	3.56
63	Provost values faculty	3.30	3.24	3.55	3.85	3.40	2.84	3.22
17	Strategic Planning in College	3.26	2.90	3.58	3.17	3.76	2.95	3.56
6	VP Advancement Holmes	3.26	2.93	2.68	4.50	3.95	3.15	3.50
50	Promotion System is applied fairly	3.25	3.35	3.52	3.69	3.07	2.83	3.83
24	Human Resource Dept.	3.21	3.08	3.03	3.67	3.57	2.97	3.75
42	Research Resources	3.17	2.72	3.71	3.58	3.27	2.84	3.75
41	Faculty Senate	3.16	2.89	3.56	3.63	3.31	2.71	4.00
33	Recognition for teaching	3.13	3.00	3.23	3.46	3.13	3.05	5.00
40	Parking	3.11	2.72	3.85	3.92	3.26	2.46	3.44



	<b>Comparison Across Colleges/Library</b>	<b>Total</b>	<b>A&amp;S</b>	<b>COBA</b>	<b>CJ</b>	<b>ED</b>	<b>H&amp;SS</b>	<b>Library</b>
<b>#</b>	<b>Question</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>
56	Faculty Research Fund <5000	<b>3.09</b>	3.27	3.12	3.55	3.25	2.57	3.67
55	Reassigned time	<b>3.07</b>	2.94	3.79	3.56	3.15	2.56	2.00
31	Recruiting Quality Students	<b>3.07</b>	2.88	2.91	3.23	3.69	2.89	2.67
57	Enhancement Grant for Research	<b>3.06</b>	3.14	3.13	3.55	3.24	2.59	3.67
9	Assoc. VPR&SP Ward	<b>3.06</b>	2.66	3.29	3.10	3.54	3.03	2.75
44	Travel Allocation	<b>3.05</b>	2.61	4.03	3.50	3.29	2.08	4.22
35	Recognition for service	<b>3.03</b>	2.83	3.24	3.46	2.90	2.97	3.78
14	Budget Decision Participation in Dept.	<b>2.98</b>	3.20	2.75	3.31	2.87	2.59	3.56
4	VPFO Parker	<b>2.97</b>	2.72	3.10	3.67	3.57	2.43	3.00
48	FES Instrument is adequate	<b>2.93</b>	2.88	2.94	2.62	3.10	2.79	3.44
49	Merit System is applied fairly	<b>2.91</b>	2.86	3.00	3.08	2.48	2.95	4.17
26	Support from Contracts and Grants	<b>2.89</b>	2.78	3.14	3.50	2.90	2.79	2.67
45	IDEA Administered	<b>2.82</b>	2.70	2.85	3.23	2.74	2.74	0.00
61	Communication with Admin.	<b>2.82</b>	2.60	2.85	3.58	3.06	2.42	3.33
58	Adequate support for online courses	<b>2.75</b>	2.81	2.29	2.83	2.81	2.91	1.00
43	Graduate Program Resources	<b>2.72</b>	2.10	3.06	3.50	3.13	2.33	4.25
53	Salary at SHSU	<b>2.64</b>	2.75	2.62	3.08	2.23	2.57	3.44
27	Computer Services	<b>2.63</b>	2.34	2.77	2.67	2.69	2.69	2.56
46	IDEA Accuracy	<b>2.56</b>	2.65	2.37	2.85	2.61	2.41	0.00
15	Selection of Admins.	<b>2.52</b>	2.26	2.83	2.67	2.67	2.35	2.40
54	Salary other Universities	<b>2.46</b>	2.31	2.26	3.25	2.43	2.38	3.50

## Faculty Senate Survey Results - University Previous Comparison

Evaluate the Following:

		07-08	06-07	06-07	05-06	04-05	03-04	02-03	01-02	00-01	99-00	98-99
1	President	3.74	3.91	3.91	3.89	3.45	3.31	3.48	3.62	3.00	3.18	3.28
2	VPAA	3.31	3.34	3.34	3.16	2.59	2.50	2.77	2.96	2.44	2.58	2.40
3	VPEM	3.55	3.35	3.35	3.34	3.02						
4	VPFO	2.97	3.04	3.04	3.09	3.20	2.89	2.62	2.38	2.42	2.64	2.56
5	VPSS	3.84	3.80	3.80	3.87	2.34	1.99	2.08	1.92	2.16	2.55	2.60
6	VP Advancement	3.26	3.24	3.24	3.19	2.76	2.57	2.78	2.66			
7	Assoc. VPAA	3.68	3.68	3.68	3.69	3.55	3.54	3.73	3.78	3.43	3.46	n/a
8	Assoc. VPAA & Dean Grad.	3.70	3.58	3.58	3.67	3.60	3.39					
9	Assoc. VPR&SP	3.06	3.16	3.16	2.50	2.53	2.20	2.41	2.71	3.04	3.16	n/a
10	Dean	3.89	4.21	4.21	4.07	3.62	3.43	3.26	3.17	3.43	3.71	3.50
14	Budget Decision Participation in Dept.	2.98	3.13	4.05	3.19	2.34	2.26	2.16	2.24	2.17	2.25	2.18
15	Selection of Admins.	2.52	2.64	3.58	2.55	2.11	1.98	2.07	2.27	2.22	2.36	2.33
16	Selection of Faculty	4.14	4.33	4.17	4.50	3.48	3.34	3.20	3.40	3.45	3.44	3.40
17	Strategic Planning in College	3.26	3.40	3.90	3.31	2.47	2.29	2.40	2.46	2.31	2.39	n/a
18	3/3 4/4 handled fairly	3.59	3.75	3.59	3.54	3.48	3.39	3.09	3.09	3.45	3.32	3.41
19	SAM Center Mentoring	3.64	3.82	3.60	3.97	3.87	4.03	3.89				
20	SAM Center Advising	3.44	3.64	3.65	3.92	3.81	4.02	3.95				
21	Physically Safe on Campus	4.23	4.37	4.37	4.53	3.61	3.66	3.60	3.21	3.32	3.49	3.43
22	LSC facilities adequate	3.61	3.65	3.82	3.66	3.58	3.44	3.46	2.47	2.88	3.24	n/a
23	LSC Services adequate	3.49	3.60	3.64	3.63							
24	Human Resource Dept.	3.21	3.50	3.40	3.50	3.12	3.03	3.34	3.43	3.30	3.30	3.32
25	HKC	4.00	4.05	4.33	4.25	3.55	3.44	3.66	3.63	3.43	n/a	n/a
26	Support from Contracts and Grants	2.89	3.02	2.64	3.03	2.56	2.61	2.73	3.00	3.19	3.13	n/a
27	Computer Services	2.63	3.58	3.13	3.65	3.63	3.73	3.78	3.74	3.53	3.39	3.24
28	Library Services	4.12	4.17	3.75	4.32	4.05	3.98	3.93	3.74	3.65	3.77	3.57
29	Library good for Dept. Curriculum	3.95	3.90	3.08	4.06	3.93	3.88	3.80	3.73	3.50	3.66	3.41
30	SH Press	3.47	3.59	3.50	3.69	3.65	3.92	3.92	3.88	3.92	3.93	3.84
31	Recruiting Quality Students	3.07	3.08	3.71	3.46	3.17	3.09					
32	Teaching Load is fair	3.65	3.71	3.23	3.80	3.20	3.11					
33	Recognition for teaching	3.13	3.23	3.46	3.30	2.77	2.69					
34	Recognition for research	3.32	3.46	3.11	3.54	3.02	3.06					
35	Recognition for service	3.03	3.11	3.40	3.21	2.79	2.58					
36	Clerical Support	3.31	3.40	3.93	3.89	3.16	3.24					
37	Collegial Support in dept.	3.92	3.93	3.81	3.89	3.60	3.72					
38	Work environment	3.66	3.81	3.44	3.70	3.31	3.46					
39	Free from intimidation/discrimination	3.87	3.86	3.48	3.87	3.47	3.62					
40	Parking	3.11	3.44	3.25	3.27	2.78	2.72					
41	Faculty Senate	3.16	3.25	2.74	3.42	3.25	3.34	3.36	2.96	3.01	3.11	3.26
42	Research Resources	3.17	3.10	3.02	2.94	2.41	2.24	2.17	2.31	2.36	2.36	2.54
43	Graduate Program Resources	2.72	2.74	3.08	2.53	2.54	2.58	2.32	2.15	1.96	2.12	1.96
44	Travel Allocation	3.05	3.08	2.77	2.95	2.50	2.25	2.04	2.12	1.78	1.89	3.02
45	IDEA Administered fairly	2.82	2.77	2.47	2.90							
46	IDEA Accuracy	2.56	2.47	3.64	2.66	2.48	2.22	2.41	2.38	2.27	2.58	2.50
47	Chair evaluation of my teaching	3.60	3.64	3.12	3.78	3.49	3.67	3.62	3.34	3.62	3.40	3.20
48	FES Instrument is adequate	2.93	3.12	3.86	3.20	2.56	2.43					
49	Merit System is applied fairly	2.91	2.92	3.74	2.96	2.55	2.56	2.74	2.46	2.38	2.67	2.52
50	Promotion System is applied fairly	3.25	3.27	3.71	3.24	2.71	2.71	2.82	2.80	3.09	2.93	2.82
51	Tenure System is applied fairly	3.47	3.74	2.59	3.60	3.32	3.54	3.46	3.42	3.63	3.54	3.54
52	Post Tenure Review	3.67	3.71	2.32	3.68	3.30	3.51	3.63	3.29	3.57	3.45	n/a
53	Salary at SHSU	2.64	2.59	2.92	2.60	2.57	2.61	2.53	2.46	2.36	2.47	2.11
54	Salary other Universities	2.46	2.32	3.27	2.23	2.24	2.13	2.14	1.99	2.00	2.09	1.80
55	Reassigned time	3.07	3.15	3.15	3.16	2.94	3.03	2.82	2.76	2.98	3.00	2.78
56	Faculty Research Fund <5000	3.09	3.07	3.07	3.02	2.93	2.73					
57	Enhancement Grant for Research	3.06	3.03	3.03	3.03	2.82	2.57					
58	Adequate support for online courses	2.75	2.90	2.90	2.81							
59	University Center facilities	3.50	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
60	University Center staff	3.72	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
61	Communication with Admin.	2.82	2.96	2.96	2.94	2.35	2.25					
62	President values faculty	3.54	3.80	3.80	3.82	3.22	2.98					
63	Provost values faculty	3.30	3.39	3.39	3.40	2.58	2.52					
64	Dean values faculty	3.90	4.39	4.39	4.39	3.64	3.42					
65	Chair values faculty	3.96	4.22	4.22	4.19	3.78	4.07					
66	Satisfied at SHSU	3.71	4.07	4.07	4.02	3.53	3.57	3.66	3.71	3.72	3.50	3.90