

University Results 2006-2007

University Results (222/410~54%)					5		4		3		2		1		N/A	
		N	Mean	Std Dev.	n	%	n	%	n	%	n	%	n	%	n	%
1	President Gaertner	202	3.91	0.96	57	28%	90	45%	43	21%	4	2%	8	4%	20	9%
2	VPAA Payne	202	3.34	1.16	32	16%	67	33%	60	30%	24	12%	19	9%	20	9%
3	VPEM Crowson	94	3.35	1.01	14	15%	23	24%	44	47%	8	9%	5	5%	128	58%
4	VPFO Parker	129	3.04	1.10	11	9%	32	25%	52	40%	19	15%	15	12%	93	42%
5	VPSS Parker	138	3.80	0.75	25	18%	64	46%	46	33%	3	2%	0	0%	84	38%
6	VP Advancement Holmes	111	3.24	1.02	13	12%	28	25%	50	45%	13	12%	7	6%	111	50%
7	Assoc. VPAA Eglsaer	146	3.68	1.04	31	21%	62	42%	36	25%	10	7%	7	5%	76	34%
8	Assoc. VPAA Muehsam	166	3.58	1.00	29	17%	66	40%	49	30%	16	10%	6	4%	56	25%
9	Assoc. VPR&SP Ward	134	3.16	1.24	22	16%	31	23%	46	34%	17	13%	18	13%	88	40%
10	Dean	217	4.21	1.01	114	53%	53	24%	35	16%	11	5%	4	2%	5	2%
11	Assoc. Deans (All grouped together)	339	3.76	1.05	100	29%	100	29%	108	32%	19	6%	12	4%		
12																
13																
14	Budget Decision Participation in Dept.	216	3.13	1.36	33	15%	74	34%	39	18%	29	13%	41	19%	6	3%
15	Selection of Admins.	195	2.64	1.35	20	10%	37	19%	46	24%	36	18%	56	29%	27	12%
16	Selection of Faculty	216	4.33	0.91	118	55%	69	32%	15	7%	11	5%	3	1%	6	3%
17	Strategic Planning in College	205	3.40	1.21	40	20%	69	34%	49	24%	28	14%	19	9%	17	8%
18	3/3 4/4 handled fairly	208	3.75	1.31	76	37%	68	33%	20	10%	25	12%	19	9%	14	6%
19	SAM Center Mentoring	172	3.82	1.11	59	34%	50	29%	42	24%	15	9%	6	3%	50	23%
20	SAM Center Advising	181	3.64	1.27	60	33%	47	26%	36	20%	25	14%	13	7%	41	18%
21	Physically Safe on Campus	218	4.37	0.82	116	53%	77	35%	18	8%	4	2%	3	1%	4	2%
22	LSC facilities adequate	203	3.65	1.12	45	22%	87	43%	40	20%	17	8%	14	7%	19	9%
23	LSC Services adequate	182	3.60	1.02	33	18%	74	41%	52	29%	15	8%	8	4%	40	18%
24	Human Resource Dept.	192	3.50	1.11	35	18%	71	37%	55	29%	17	9%	14	7%	30	14%
25	HKC	152	4.05	0.78	49	32%	62	41%	40	26%	1	1%	0	0%	70	32%
26	Support from Contracts and Grants	182	3.02	1.31	26	14%	47	26%	46	25%	31	17%	32	18%	40	18%
27	Computer Services	217	3.58	1.21	52	24%	83	38%	38	18%	26	12%	18	8%	5	2%
28	Library Services	208	4.17	0.87	78	38%	103	50%	18	9%	3	1%	6	3%	14	6%
29	Library good for Dept. Curriculum	208	3.90	1.07	63	30%	98	47%	20	10%	17	8%	10	5%	14	6%
30	SH Press	152	3.59	1.06	34	22%	46	30%	55	36%	9	6%	8	5%	70	32%
31	Recruiting Quality Students	203	3.08	1.17	20	10%	65	32%	51	25%	45	22%	22	11%	19	9%
32	Teaching Load is fair	211	3.71	1.29	72	34%	69	33%	26	12%	25	12%	19	9%	11	5%
33	Recognition for teaching	207	3.23	1.32	38	18%	66	32%	37	18%	37	18%	29	14%	15	7%
34	Recognition for research	199	3.46	1.16	33	17%	81	41%	50	25%	15	8%	20	10%	23	10%
35	Recognition for service	204	3.11	1.25	25	12%	65	32%	53	26%	29	14%	32	16%	18	8%
36	Clerical Support	205	3.40	1.28	47	23%	63	31%	40	20%	35	17%	20	10%	17	8%
37	Collegial Support in dept.	218	3.93	1.25	90	41%	75	34%	20	9%	13	6%	20	9%	4	2%
38	Work environment	217	3.81	1.26	80	37%	75	35%	17	8%	30	14%	15	7%	5	2%

University Results 2006-2007

University Results (222/410~54%)				5		4		3		2		1		N/A		
		N	Mean	Std Dev.	n	%	n	%	n	%	n	%	n	%	n	%
39	Free from intimidation/discrimination	217	3.86	1.37	100	46%	56	26%	14	6%	25	12%	22	10%	5	2%
40	Parking	216	3.44	1.39	56	26%	78	36%	18	8%	33	15%	31	14%	6	3%
41	Course Fee is allocated effectively	179	3.48	1.09	30	17%	67	37%	53	30%	17	9%	12	7%	43	19%
42	Faculty Senate	186	3.25	1.16	27	15%	55	30%	58	31%	29	16%	17	9%	36	16%
43	Research Resources	210	3.10	1.26	24	11%	77	37%	35	17%	45	21%	29	14%	12	5%
44	Graduate Program Resources	192	2.74	1.24	11	6%	55	29%	40	21%	46	24%	40	21%	30	14%
45	Travel Allocation	214	3.08	1.52	50	23%	54	25%	24	11%	35	16%	51	24%	8	4%
46	IDEA Administered	212	2.77	1.36	21	10%	59	28%	37	17%	40	19%	55	26%	10	5%
47	IDEA Accuracy	212	2.47	1.28	14	7%	41	19%	38	18%	56	26%	63	30%	10	5%
48	Chair evaluation of my teaching	200	3.64	1.25	56	28%	72	36%	34	17%	19	10%	19	10%	22	10%
49	FES Instrument is adequate	213	3.12	1.29	30	14%	71	33%	36	17%	47	22%	29	14%	9	4%
50	Merit System is applied fairly	200	2.92	1.37	25	13%	58	29%	38	19%	33	17%	46	23%	22	10%
51	Promotion System is applied fairly	195	3.27	1.25	35	18%	57	29%	53	27%	26	13%	24	12%	27	12%
52	Tenure System is applied fairly	202	3.74	1.12	59	29%	69	34%	47	23%	17	8%	10	5%	20	9%
53	Post Tenure Review	163	3.71	1.03	40	25%	56	34%	54	33%	5	3%	8	5%	59	27%
54	Salary at SHSU	210	2.59	1.31	13	6%	54	26%	37	18%	46	22%	60	29%	12	5%
55	Salary other Universities	211	2.32	1.28	12	6%	39	18%	28	13%	58	27%	74	35%	11	5%
56	Reassigned time	155	3.15	1.15	19	12%	41	26%	57	37%	21	14%	17	11%	67	30%
57	Faculty Research Fund <5000	171	3.07	1.24	22	13%	45	26%	53	31%	25	15%	26	15%	51	23%
58	Enhancement Grant for Research	164	3.03	1.23	21	13%	38	23%	55	34%	25	15%	25	15%	58	26%
59	Adequate support for online courses	162	2.90	1.17	16	10%	32	20%	56	35%	35	22%	23	14%	60	27%
60	I support online courses.	206	3.24	1.33	41	20%	60	29%	41	20%	35	17%	29	14%	16	7%
61	I support online degrees.	207	2.26	1.41	24	12%	22	11%	28	14%	43	21%	90	43%	15	7%
62	Communication with Admin.	209	2.96	1.26	18	9%	72	34%	38	18%	46	22%	35	17%	13	6%
63	President values faculty	196	3.80	1.18	63	32%	74	38%	30	15%	15	8%	14	7%	26	12%
64	Provost values faculty	200	3.39	1.32	43	22%	70	35%	38	19%	20	10%	29	15%	22	10%
65	Dean values faculty	215	4.39	1.00	137	64%	47	22%	16	7%	8	4%	7	3%	7	3%
66	Chair values faculty	208	4.22	1.24	126	61%	44	21%	13	6%	7	3%	18	9%	14	6%
67	Satisfied at SHSU	217	4.07	1.05	89	41%	87	40%	16	7%	18	8%	7	3%	5	2%

A&S Results/2006-2007

A&S Results (72/127~57%)					5		4		3		2		1		N/A	
		N	Mean	Std Dev.	n	%	n	%	n	%	n	%	n	%	n	%
1	President Gaertner	67	3.81	0.97	16	24%	29	43%	18	27%	1	1%	3	4%	5	7%
2	VPAA Payne	68	3.21	1.15	9	13%	19	28%	24	35%	9	13%	7	10%	4	6%
3	VPED Crowson	37	3.32	0.85	2	5%	14	38%	16	43%	4	11%	1	3%	35	49%
4	VPFO Parker	50	2.74	1.17	3	6%	11	22%	15	30%	12	24%	9	18%	22	31%
5	VPSS Parker	52	3.67	0.73	6	12%	25	48%	19	37%	2	4%	0	0%	20	28%
6	VP Advancement Holmes	43	3.05	1.05	3	7%	10	23%	21	49%	4	9%	5	12%	29	40%
7	Assoc. VPAA Eglsaer	47	3.72	1.02	10	21%	21	45%	11	23%	3	6%	2	4%	25	35%
8	Assoc. VPAA Muehsam	54	3.54	0.86	6	11%	23	43%	20	37%	4	7%	1	2%	18	25%
9	Assoc. VPR&SP Ward	47	3.02	1.24	4	9%	15	32%	15	32%	4	9%	9	19%	25	35%
10	Dean	72	4.57	0.75	50	69%	15	21%	5	7%	2	3%	0	0%	0	0%
11	Assoc. Dean Nicolay	53	4.02	0.89	20	38%	15	28%	17	32%	1	2%	0	0%	0	0%
12	Assoc. Dean Plishker	50	3.76	1.10	15	30%	15	30%	16	32%	1	2%	3	6%	0	0%
13	Assoc. Dean Rogers	43	3.81	0.93	13	30%	11	26%	17	40%	2	5%	0	0%	0	0%
14	Budget Decision Participation in Dept.	71	3.49	1.26	14	20%	33	46%	5	7%	12	17%	7	10%	1	1%
15	Selection of Admins.	64	2.67	1.29	5	8%	14	22%	16	25%	13	20%	16	25%	8	11%
16	Selection of Faculty	69	4.19	0.93	30	43%	28	41%	6	9%	4	6%	1	1%	3	4%
17	Strategic Planning in College	65	3.17	1.15	6	9%	23	35%	20	31%	8	12%	8	12%	7	10%
18	3/3 4/4 handled fairly	68	3.38	1.33	14	21%	27	40%	6	9%	13	19%	8	12%	4	6%
19	SAM Center Mentoring	55	3.24	1.15	9	16%	13	24%	19	35%	10	18%	4	7%	17	24%
20	SAM Center Advising	59	3.08	1.30	9	15%	16	27%	14	24%	11	19%	9	15%	13	18%
21	Physically Safe on Campus	71	4.20	0.95	32	45%	27	38%	8	11%	2	3%	2	3%	1	1%
22	LSC facilities adequate	68	3.63	1.04	13	19%	29	43%	17	25%	6	9%	3	4%	4	6%
23	LSC Services adequate	62	3.55	0.95	8	13%	28	45%	18	29%	6	10%	2	3%	10	14%
24	Human Resource Dept.	62	3.53	1.08	10	16%	27	44%	15	24%	6	10%	4	6%	10	14%
25	HKC	52	3.98	0.83	17	33%	17	33%	18	35%	0	0%	0	0%	20	28%
26	Support from Contracts and Grants	62	3.02	1.31	10	16%	14	23%	14	23%	15	24%	9	15%	10	14%
27	Computer Services	72	3.13	1.41	13	18%	23	32%	10	14%	12	17%	14	19%	0	0%
28	Library Services	68	4.09	0.93	22	32%	37	54%	5	7%	1	1%	3	4%	4	6%
29	Library good for Dept. Curriculum	68	3.87	1.13	19	28%	36	53%	3	4%	5	7%	5	7%	4	6%
30	SH Press	56	3.54	1.04	10	18%	20	36%	19	34%	4	7%	3	5%	16	22%
31	Recruiting Quality Students	70	2.97	1.12	4	6%	23	33%	17	24%	19	27%	7	10%	2	3%
32	Teaching Load is fair	68	3.63	1.28	20	29%	24	35%	9	13%	9	13%	6	9%	4	6%
33	Recognition for teaching	68	3.22	1.37	14	21%	21	31%	8	12%	16	24%	9	13%	4	6%
34	Recognition for research	64	3.28	1.28	10	16%	23	36%	16	25%	5	8%	10	16%	8	11%
35	Recognition for service	63	3.16	1.30	8	13%	23	37%	14	22%	7	11%	11	17%	9	13%
36	Clerical Support	69	3.10	1.31	13	19%	15	22%	15	22%	18	26%	8	12%	3	4%
37	Collegial Support in dept.	72	3.88	1.21	25	35%	30	42%	6	8%	5	7%	6	8%	0	0%
38	Work environment	72	3.35	1.43	18	25%	24	33%	6	8%	13	18%	11	15%	0	0%

A&S Results/2006-2007

A&S Results (72/127~57%)				5		4		3		2		1		N/A		
		N	Mean	Std Dev.	n	%	n	%	n	%	n	%	n	%	n	%
39	Free from intimidation/discrimination	70	3.83	1.33	30	43%	19	27%	5	7%	11	16%	5	7%	2	3%
40	Parking	71	3.39	1.43	20	28%	21	30%	7	10%	13	18%	10	14%	1	1%
41	Course Fee is allocated effectively	65	3.51	1.20	14	22%	23	35%	16	25%	6	9%	6	9%	7	10%
42	Faculty Senate	62	3.10	1.17	5	8%	21	34%	20	32%	7	11%	9	15%	10	14%
43	Research Resources	69	2.84	1.20	4	6%	20	29%	18	26%	15	22%	12	17%	3	4%
44	Graduate Program Resources	62	2.26	1.27	2	3%	10	16%	17	27%	6	10%	27	44%	10	14%
45	Travel Allocation	69	2.46	1.29	3	4%	17	25%	11	16%	16	23%	22	32%	3	4%
46	IDEA Administered	71	2.44	1.34	5	7%	15	21%	10	14%	17	24%	24	34%	1	1%
47	IDEA Accuracy	70	2.39	1.24	4	6%	12	17%	12	17%	21	30%	21	30%	2	3%
48	Chair evaluation of my teaching	62	3.66	1.19	16	26%	24	39%	12	19%	5	8%	5	8%	10	14%
49	FES Instrument is adequate	67	3.04	1.25	7	10%	22	33%	15	22%	13	19%	10	15%	5	7%
50	Merit System is applied fairly	63	2.78	1.30	4	6%	20	32%	12	19%	12	19%	15	24%	9	13%
51	Promotion System is applied fairly	64	3.23	1.12	6	9%	24	38%	20	31%	7	11%	7	11%	8	11%
52	Tenure System is applied fairly	66	3.73	0.92	13	20%	29	44%	18	27%	5	8%	1	2%	6	8%
53	Post Tenure Review	57	3.53	1.02	9	16%	22	39%	19	33%	4	7%	3	5%	15	21%
54	Salary at SHSU	70	2.59	1.23	2	3%	20	29%	13	19%	17	24%	18	26%	2	3%
55	Salary other Universities	68	2.38	1.18	2	3%	15	22%	8	12%	25	37%	18	26%	4	6%
56	Reassigned time	55	3.09	0.95	4	7%	12	22%	27	49%	9	16%	3	5%	17	24%
57	Faculty Research Fund <5000	56	3.14	1.10	6	11%	15	27%	21	38%	9	16%	5	9%	16	22%
58	Enhancement Grant for Research	56	3.16	1.14	7	13%	14	25%	22	39%	7	13%	6	11%	16	22%
59	Adequate support for online courses	54	2.85	1.04	3	6%	9	17%	26	48%	9	17%	7	13%	18	25%
60	I support online courses.	67	2.94	1.37	9	13%	18	27%	15	22%	10	15%	15	22%	5	7%
61	I support online degrees.	69	1.86	1.12	2	3%	6	9%	8	12%	17	25%	36	52%	3	4%
62	Communication with Admin.	69	2.74	1.18	3	4%	21	30%	11	16%	23	33%	11	16%	3	4%
63	President values faculty	64	3.58	1.26	15	23%	27	42%	9	14%	6	9%	7	11%	8	11%
64	Provost values faculty	64	3.22	1.33	10	16%	23	36%	13	20%	7	11%	11	17%	8	11%
65	Dean values faculty	71	4.66	0.72	55	77%	10	14%	4	6%	2	3%	0	0%	1	1%
66	Chair values faculty	71	4.10	1.40	43	61%	12	17%	5	7%	2	3%	9	13%	1	1%
67	Satisfied at SHSU	71	4.04	1.03	28	39%	28	39%	6	8%	8	11%	1	1%	1	1%

COBA Results/2006-2007

COBA Results (37/59-63%)					5		4		3		2		1		N/A	
		N	Mean	Std Dev.	n	%	n	%	n	%	n	%	n	%	n	%
1	President Gaertner	33	4.18	0.88	13	39%	15	45%	4	12%	0	0%	1	3%	4	11%
2	VPAA Payne	32	3.84	0.99	8	25%	15	47%	6	19%	2	6%	1	3%	5	14%
3	VPEM Crowson	17	3.65	1.22	6	35%	2	12%	7	41%	1	6%	1	6%	20	54%
4	VPFO Parker	23	3.35	1.07	2	9%	10	43%	7	30%	2	9%	2	9%	14	38%
5	VPSS Parker	22	3.95	0.72	5	23%	11	50%	6	27%	0	0%	0	0%	15	41%
6	VP Advancement Holmes	21	3.14	1.20	3	14%	5	24%	7	33%	4	19%	2	10%	16	43%
7	Assoc. VPAA Eglsaer	23	3.74	1.05	6	26%	8	35%	7	30%	1	4%	1	4%	14	38%
8	Assoc. VPAA Muehsam	30	3.77	0.97	7	23%	12	40%	9	30%	1	3%	1	3%	7	19%
9	Assoc. VPR&SP Ward	22	3.36	1.22	5	23%	4	18%	9	41%	2	9%	2	9%	15	41%
10	Dean	36	3.78	1.10	12	33%	10	28%	8	22%	6	17%	0	0%	1	3%
11	Assoc. Dean Ashorn	32	3.13	1.34	6	19%	7	22%	9	28%	5	16%	5	16%	0	0%
12																
13																
14	Budget Decision Participation in Dept.	37	2.86	1.18	1	3%	13	35%	10	27%	6	16%	7	19%	0	0%
15	Selection of Admins.	35	2.66	1.37	3	9%	8	23%	9	26%	4	11%	11	31%	2	5%
16	Selection of Faculty	37	4.46	0.84	22	59%	12	32%	2	5%	0	0%	1	3%	0	0%
17	Strategic Planning in College	33	3.64	1.22	8	24%	14	42%	5	15%	3	9%	3	9%	4	11%
18	3/3 4/4 handled fairly	36	4.00	1.22	17	47%	9	25%	5	14%	3	8%	2	6%	1	3%
19	SAM Center Mentoring	31	4.06	0.85	11	35%	12	39%	7	23%	1	3%	0	0%	6	16%
20	SAM Center Advising	33	4.09	1.16	16	48%	9	27%	5	15%	1	3%	2	6%	4	11%
21	Physically Safe on Campus	36	4.42	0.69	19	53%	13	36%	4	11%	0	0%	0	0%	1	3%
22	LSC facilities adequate	34	3.71	1.09	8	24%	14	41%	8	24%	2	6%	2	6%	3	8%
23	LSC Services adequate	29	3.86	0.92	9	31%	8	28%	11	38%	1	3%	0	0%	8	22%
24	Human Resource Dept.	33	3.33	1.14	4	12%	12	36%	12	36%	1	3%	4	12%	4	11%
25	HKC	23	3.83	0.78	5	22%	9	39%	9	39%	0	0%	0	0%	14	38%
26	Support from Contracts and Grants	27	3.04	1.19	3	11%	6	22%	11	41%	3	11%	4	15%	10	27%
27	Computer Services	36	3.78	1.05	10	28%	13	36%	9	25%	3	8%	1	3%	1	3%
28	Library Services	32	4.25	0.84	14	44%	14	44%	2	6%	2	6%	0	0%	5	14%
29	Library good for Dept. Curriculum	33	4.09	0.88	11	33%	16	48%	5	15%	0	0%	1	3%	4	11%
30	SH Press	23	3.65	1.03	5	22%	8	35%	8	35%	1	4%	1	4%	14	38%
31	Recruiting Quality Students	33	3.18	1.13	4	12%	9	27%	12	36%	5	15%	3	9%	4	11%
32	Teaching Load is fair	36	3.89	1.17	14	39%	11	31%	5	14%	5	14%	1	3%	1	3%
33	Recognition for teaching	35	3.37	1.06	5	14%	12	34%	10	29%	7	20%	1	3%	2	5%
34	Recognition for research	34	3.68	0.84	5	15%	16	47%	10	29%	3	9%	0	0%	3	8%
35	Recognition for service	34	3.50	0.93	5	15%	12	35%	12	35%	5	15%	0	0%	3	8%
36	Clerical Support	33	3.45	1.15	5	15%	14	42%	8	24%	3	9%	3	9%	4	11%
37	Collegial Support in dept.	36	4.42	0.81	21	58%	10	28%	4	11%	1	3%	0	0%	1	3%
38	Work environment	35	4.37	0.77	18	51%	13	37%	3	9%	1	3%	0	0%	2	5%

COBA Results/2006-2007

COBA Results (37/59~63%)		N	Mean	Std Dev.	5		4		3		2		1		N/A	
					n	%	n	%	n	%	n	%	n	%	n	%
39	Free from intimidation/discrimination	36	4.25	1.23	23	64%	6	17%	2	6%	3	8%	2	6%	1	3%
40	Parking	36	3.50	1.40	10	28%	13	36%	3	8%	5	14%	5	14%	1	3%
41	Course Fee is allocated effectively	28	3.57	0.74	3	11%	11	39%	13	46%	1	4%	0	0%	9	24%
42	Faculty Senate	31	3.84	1.00	9	29%	12	39%	6	19%	4	13%	0	0%	6	16%
43	Research Resources	35	3.77	1.06	8	23%	18	51%	3	9%	5	14%	1	3%	2	5%
44	Graduate Program Resources	31	3.06	1.03	2	6%	9	29%	11	35%	7	23%	2	6%	6	16%
45	Travel Allocation	36	4.33	1.01	21	58%	10	28%	2	6%	2	6%	1	3%	1	3%
46	IDEA Administered	36	3.08	1.34	4	11%	14	39%	6	17%	5	14%	7	19%	1	3%
47	IDEA Accuracy	36	2.22	1.22	2	6%	4	11%	7	19%	10	28%	13	36%	1	3%
48	Chair evaluation of my teaching	34	3.71	1.22	9	26%	15	44%	4	12%	3	9%	3	9%	3	8%
49	FES Instrument is adequate	37	3.32	1.25	6	16%	14	38%	7	19%	6	16%	4	11%	0	0%
50	Merit System is applied fairly	34	3.15	1.40	6	18%	10	29%	8	24%	3	9%	7	21%	3	8%
51	Promotion System is applied fairly	32	3.66	1.31	10	31%	10	31%	7	22%	1	3%	4	13%	5	14%
52	Tenure System is applied fairly	32	4.09	0.82	12	38%	11	34%	9	28%	0	0%	0	0%	5	14%
53	Post Tenure Review	25	3.92	1.00	8	32%	9	36%	7	28%	0	0%	1	4%	12	32%
54	Salary at SHSU	32	2.59	1.24	2	6%	6	19%	9	28%	7	22%	8	25%	5	14%
55	Salary other Universities	35	2.11	1.28	3	9%	2	6%	6	17%	9	26%	15	43%	2	5%
56	Reassigned time	20	4.05	0.89	7	35%	8	40%	4	20%	1	5%	0	0%	17	46%
57	Faculty Research Fund <5000	27	3.22	1.40	6	22%	6	22%	8	30%	2	7%	5	19%	10	27%
58	Enhancement Grant for Research	24	3.29	1.40	6	25%	5	21%	7	29%	2	8%	4	17%	13	35%
59	Adequate support for online courses	18	3.11	1.23	3	17%	3	17%	7	39%	3	17%	2	11%	19	51%
60	I support online courses.	32	3.00	1.37	5	16%	8	25%	7	22%	6	19%	6	19%	5	14%
61	I support online degrees.	32	2.09	1.38	3	9%	3	9%	4	13%	6	19%	16	50%	5	14%
62	Communication with Admin.	33	3.33	1.16	4	12%	14	42%	7	21%	5	15%	3	9%	4	11%
63	President values faculty	32	4.28	0.92	16	50%	11	34%	4	13%	0	0%	1	3%	5	14%
64	Provost values faculty	34	4.09	1.06	15	44%	11	32%	5	15%	2	6%	1	3%	3	8%
65	Dean values faculty	36	4.00	1.26	16	44%	13	36%	1	3%	3	8%	3	8%	1	3%
66	Chair values faculty	35	4.54	0.82	23	66%	10	29%	1	3%	0	0%	1	3%	2	5%
67	Satisfied at SHSU	35	4.37	0.81	18	51%	14	40%	1	3%	2	6%	0	0%	2	5%

CJ Results (19/31~61%)					5		4		3		2		1		N/A	
		N	Mean	Std Dev.	n	%	n	%	n	%	n	%	n	%	n	%
1	President Gaertner	19	4.11	0.88	7	37%	8	42%	3	16%	1	5%	0	0%	0	0%
2	VPAA Payne	19	3.68	0.89	3	16%	9	47%	5	26%	2	11%	0	0%	0	0%
3	VPEM Crowson	3	3.67	1.15	1	33%	0	0%	2	67%	0	0%	0	0%	16	84%
4	VPFO Parker	7	3.29	0.95	1	14%	1	14%	4	57%	1	14%	0	0%	12	63%
5	VPSS Parker	9	3.67	0.87	1	11%	5	56%	2	22%	1	11%	0	0%	10	53%
6	VP Advancement Holmes	4	3.75	0.96	1	25%	1	25%	2	50%	0	0%	0	0%	15	79%
7	Assoc. VPAA Eglsaer	13	3.85	1.14	4	31%	5	38%	3	23%	0	0%	1	8%	6	32%
8	Assoc. VPAA Muehsam	14	3.79	1.25	5	36%	4	29%	3	21%	1	7%	1	7%	5	26%
9	Assoc. VPR&SP Ward	16	3.50	1.37	5	31%	3	19%	5	31%	1	6%	2	13%	3	16%
10	Dean	19	4.11	0.99	9	47%	4	21%	5	26%	1	5%	0	0%	0	0%
11	Assoc. Dean Johnson	19	3.16	1.17	3	16%	4	21%	6	32%	5	26%	1	5%	0	0%
12	Assoc. Dean Mullings	19	3.79	0.79	4	21%	7	37%	8	42%	0	0%	0	0%	0	0%
13																
14	Budget Decision Participation in Dept.	19	2.84	1.42	2	11%	5	26%	6	32%	0	0%	6	32%	0	0%
15	Selection of Admins.	18	2.89	1.53	4	22%	3	17%	2	11%	5	28%	4	22%	1	5%
16	Selection of Faculty	19	4.32	0.82	10	53%	5	26%	4	21%	0	0%	0	0%	0	0%
17	Strategic Planning in College	19	3.37	1.26	3	16%	8	42%	3	16%	3	16%	2	11%	0	0%
18	3/3 4/4 handled fairly	18	4.06	1.06	7	39%	7	39%	3	17%	0	0%	1	6%	1	5%
19	SAM Center Mentoring	15	3.93	1.10	6	40%	4	27%	3	20%	2	13%	0	0%	4	21%
20	SAM Center Advising	12	4.00	1.04	5	42%	3	25%	3	25%	1	8%	0	0%	7	37%
21	Physically Safe on Campus	19	4.68	0.48	13	68%	6	32%	0	0%	0	0%	0	0%	0	0%
22	LSC facilities adequate	14	3.36	1.45	3	21%	5	36%	3	21%	0	0%	3	21%	5	26%
23	LSC Services adequate	13	3.38	1.26	2	15%	5	38%	4	31%	0	0%	2	15%	6	32%
24	Human Resource Dept.	16	3.81	1.11	5	31%	5	31%	5	31%	0	0%	1	6%	3	16%
25	HKC	11	4.18	0.60	3	27%	7	64%	1	9%	0	0%	0	0%	8	42%
26	Support from Contracts and Grants	16	3.19	1.38	1	6%	9	56%	2	13%	0	0%	4	25%	3	16%
27	Computer Services	19	3.63	1.16	5	26%	6	32%	5	26%	2	11%	1	5%	0	0%
28	Library Services	17	3.94	1.03	5	29%	8	47%	3	18%	0	0%	1	6%	2	11%
29	Library good for Dept. Curriculum	18	3.72	1.13	4	22%	9	50%	2	11%	2	11%	1	6%	1	5%
30	SH Press	11	3.27	1.42	3	27%	1	9%	5	45%	0	0%	2	18%	8	42%
31	Recruiting Quality Students	15	3.40	1.12	2	13%	6	40%	4	27%	2	13%	1	7%	4	21%
32	Teaching Load is fair	19	3.68	1.29	6	32%	6	32%	4	21%	1	5%	2	11%	0	0%
33	Recognition for teaching	19	3.11	1.41	3	16%	6	32%	4	21%	2	11%	4	21%	0	0%
34	Recognition for research	19	3.53	0.96	3	16%	6	32%	9	47%	0	0%	1	5%	0	0%
35	Recognition for service	18	3.11	1.18	2	11%	5	28%	6	33%	3	17%	2	11%	1	5%
36	Clerical Support	17	4.06	1.03	7	41%	6	35%	2	12%	2	12%	0	0%	2	11%
37	Collegial Support in dept.	18	4.22	0.81	7	39%	9	50%	1	6%	1	6%	0	0%	1	5%
38	Work environment	18	3.94	0.80	4	22%	10	56%	3	17%	1	6%	0	0%	1	5%

CJ Results (19/31~61%)		N	Mean	Std Dev.	5		4		3		2		1		N/A	
					n	%	n	%	n	%	n	%	n	%	n	%
39	Free from intimidation/discrimination	18	4.56	0.62	11	61%	6	33%	1	6%	0	0%	0	0%	1	5%
40	Parking	18	4.11	0.83	6	33%	9	50%	2	11%	1	6%	0	0%	1	5%
41	Course Fee is allocated effectively	10	3.50	0.85	2	20%	1	10%	7	70%	0	0%	0	0%	9	47%
42	Faculty Senate	12	3.00	0.85	1	8%	1	8%	7	58%	3	25%	0	0%	7	37%
43	Research Resources	18	3.56	1.10	3	17%	8	44%	4	22%	2	11%	1	6%	1	5%
44	Graduate Program Resources	17	3.76	0.97	3	18%	10	59%	1	6%	3	18%	0	0%	2	11%
45	Travel Allocation	17	3.47	1.37	4	24%	7	41%	1	6%	3	18%	2	12%	2	11%
46	IDEA Administered	19	3.37	1.26	4	21%	5	26%	6	32%	2	11%	2	11%	0	0%
47	IDEA Accuracy	19	2.84	1.34	2	11%	5	26%	4	21%	4	21%	4	21%	0	0%
48	Chair evaluation of my teaching	19	2.79	1.44	3	16%	3	16%	5	26%	3	16%	5	26%	0	0%
49	FES Instrument is adequate	19	2.79	1.44	3	16%	4	21%	2	11%	6	32%	4	21%	0	0%
50	Merit System is applied fairly	18	2.67	1.33	2	11%	3	17%	4	22%	5	28%	4	22%	1	5%
51	Promotion System is applied fairly	18	3.67	0.97	5	28%	3	17%	9	50%	1	6%	0	0%	1	5%
52	Tenure System is applied fairly	18	3.83	0.99	5	28%	7	39%	4	22%	2	11%	0	0%	1	5%
53	Post Tenure Review	13	4.00	0.91	5	38%	3	23%	5	38%	0	0%	0	0%	6	32%
54	Salary at SHSU	18	2.72	1.36	2	11%	3	17%	6	33%	2	11%	5	28%	1	5%
55	Salary other Universities	18	2.39	1.46	2	11%	3	17%	2	11%	4	22%	7	39%	1	5%
56	Reassigned time	14	3.29	1.14	2	14%	4	29%	5	36%	2	14%	1	7%	5	26%
57	Faculty Research Fund <5000	14	3.14	1.29	2	14%	4	29%	4	29%	2	14%	2	14%	5	26%
58	Enhancement Grant for Research	14	3.07	1.27	2	14%	3	21%	5	36%	2	14%	2	14%	5	26%
59	Adequate support for online courses	13	3.08	1.19	1	8%	5	38%	2	15%	4	31%	1	8%	6	32%
60	I support online courses.	19	3.53	1.26	6	32%	3	16%	6	32%	3	16%	1	5%	0	0%
61	I support online degrees.	19	2.79	1.44	4	21%	1	5%	5	26%	5	26%	4	21%	0	0%
62	Communication with Admin.	19	3.68	1.06	4	21%	8	42%	5	26%	1	5%	1	5%	0	0%
63	President values faculty	17	4.35	1.06	10	59%	5	29%	1	6%	0	0%	1	6%	2	11%
64	Provost values faculty	18	3.56	1.34	4	22%	8	44%	3	17%	0	0%	3	17%	1	5%
65	Dean values faculty	18	4.17	0.92	8	44%	6	33%	3	17%	1	6%	0	0%	1	5%
66	Chair values faculty	12	4.00	1.04	5	42%	3	25%	3	25%	1	8%	0	0%	7	37%
67	Satisfied at SHSU	19	4.21	0.92	8	42%	9	47%	0	0%	2	11%	0	0%	0	0%

COE Results/2006-2007

COE Results (33/65-51%)					5		4		3		2		1		N/A	
		N	Mean	Std Dev.	n	%	n	%	n	%	n	%	n	%	n	%
1	President Gaertner	32	4.31	0.69	14	44%	14	44%	4	13%	0	0%	0	0%	1	3%
2	VPAA Payne	31	3.55	1.29	8	26%	11	35%	5	16%	4	13%	3	10%	2	6%
3	VPEM Crowson	16	3.50	1.03	3	19%	4	25%	8	50%	0	0%	1	6%	17	52%
4	VPFO Parker	18	3.67	0.77	3	17%	6	33%	9	50%	0	0%	0	0%	15	45%
5	VPSS Parker	20	3.90	0.79	5	25%	8	40%	7	35%	0	0%	0	0%	13	39%
6	VP Advancement Holmes	17	3.59	0.94	3	18%	6	35%	6	35%	2	12%	0	0%	16	48%
7	Assoc. VPAA Eglsaer	25	3.68	0.85	4	16%	11	44%	8	32%	2	8%	0	0%	8	24%
8	Assoc. VPAA Muehsam	28	3.50	0.96	4	14%	11	39%	8	29%	5	18%	0	0%	5	15%
9	Assoc. VPR&SP Ward	19	3.74	1.05	6	32%	4	21%	7	37%	2	11%	0	0%	14	42%
10	Dean	33	4.36	0.96	19	58%	10	30%	2	6%	1	3%	1	3%	0	0%
11	Assoc. Dean Smith	31	3.97	0.84	9	29%	13	42%	8	26%	1	3%	0	0%	0	0%
12																
13																
14	Budget Decision Participation in Dept.	31	3.13	1.36	5	16%	9	29%	8	26%	3	10%	6	19%	2	6%
15	Selection of Admins.	29	2.31	1.23	1	3%	4	14%	9	31%	4	14%	11	38%	4	12%
16	Selection of Faculty	31	4.42	0.96	20	65%	7	23%	1	3%	3	10%	0	0%	2	6%
17	Strategic Planning in College	31	3.90	1.16	13	42%	8	26%	4	13%	6	19%	0	0%	2	6%
18	3/3 4/4 handled fairly	32	4.25	1.19	19	59%	8	25%	1	3%	2	6%	2	6%	1	3%
19	SAM Center Mentoring	25	4.20	0.91	12	48%	7	28%	5	20%	1	4%	0	0%	8	24%
20	SAM Center Advising	26	3.81	1.20	10	38%	6	23%	6	23%	3	12%	1	4%	7	21%
21	Physically Safe on Campus	33	4.70	0.47	23	70%	10	30%	0	0%	0	0%	0	0%	0	0%
22	LSC facilities adequate	32	4.38	0.61	14	44%	16	50%	2	6%	0	0%	0	0%	1	3%
23	LSC Services adequate	28	4.25	0.65	10	36%	15	54%	3	11%	0	0%	0	0%	5	15%
24	Human Resource Dept.	29	3.86	1.03	9	31%	10	34%	8	28%	1	3%	1	3%	4	12%
25	HKC	24	4.46	0.59	12	50%	11	46%	1	4%	0	0%	0	0%	9	27%
26	Support from Contracts and Grants	30	3.07	1.34	5	17%	8	27%	5	17%	8	27%	4	13%	3	9%
27	Computer Services	32	4.13	0.87	11	34%	17	53%	1	3%	3	9%	0	0%	1	3%
28	Library Services	31	4.45	0.57	15	48%	15	48%	1	3%	0	0%	0	0%	2	6%
29	Library good for Dept. Curriculum	32	4.19	0.82	12	38%	16	50%	2	6%	2	6%	0	0%	1	3%
30	SH Press	26	3.85	1.12	9	35%	8	31%	6	23%	2	8%	1	4%	7	21%
31	Recruiting Quality Students	29	3.76	0.95	7	24%	11	38%	8	28%	3	10%	0	0%	4	12%
32	Teaching Load is fair	33	3.97	1.40	18	55%	6	18%	2	6%	4	12%	3	9%	0	0%
33	Recognition for teaching	30	3.63	1.33	9	30%	11	37%	3	10%	4	13%	3	10%	3	9%
34	Recognition for research	30	3.53	1.33	7	23%	13	43%	3	10%	3	10%	4	13%	3	9%
35	Recognition for service	31	2.94	1.41	5	16%	7	23%	7	23%	5	16%	7	23%	2	6%
36	Clerical Support	32	3.81	1.28	12	38%	11	34%	2	6%	5	16%	2	6%	1	3%
37	Collegial Support in dept.	33	4.12	1.22	17	52%	9	27%	4	12%	0	0%	3	9%	0	0%
38	Work environment	33	4.45	0.87	21	64%	8	24%	2	6%	2	6%	0	0%	0	0%

COE Results/2006-2007

COE Results (33/65~51%)		N	Mean	Std Dev.	5		4		3		2		1		N/A	
					n	%	n	%	n	%	n	%	n	%	n	%
39	Free from intimidation/discrimination	33	3.64	1.60	14	42%	9	27%	1	3%	2	6%	7	21%	0	0%
40	Parking	33	3.58	1.37	10	30%	12	36%	1	3%	7	21%	3	9%	0	0%
41	Course Fee is allocated effectively	30	3.40	1.07	4	13%	11	37%	10	33%	3	10%	2	7%	3	9%
42	Faculty Senate	30	3.50	1.20	8	27%	7	23%	8	27%	6	20%	1	3%	3	9%
43	Research Resources	33	3.27	1.28	5	15%	13	39%	5	15%	6	18%	4	12%	0	0%
44	Graduate Program Resources	33	3.15	1.12	2	6%	15	45%	4	12%	10	30%	2	6%	0	0%
45	Travel Allocation	33	3.79	1.36	14	42%	8	24%	4	12%	4	12%	3	9%	0	0%
46	IDEA Administered	32	2.81	1.38	3	9%	10	31%	5	16%	6	19%	8	25%	1	3%
47	IDEA Accuracy	32	2.59	1.32	2	6%	9	28%	3	9%	10	31%	8	25%	1	3%
48	Chair evaluation of my teaching	32	3.97	1.20	13	41%	12	38%	2	6%	3	9%	2	6%	1	3%
49	FES Instrument is adequate	33	3.42	1.35	8	24%	11	33%	5	15%	5	15%	4	12%	0	0%
50	Merit System is applied fairly	32	3.34	1.31	5	16%	14	44%	5	16%	3	9%	5	16%	1	3%
51	Promotion System is applied fairly	30	3.23	1.22	4	13%	11	37%	6	20%	6	20%	3	10%	3	9%
52	Tenure System is applied fairly	32	3.38	1.39	8	25%	10	31%	4	13%	6	19%	4	13%	1	3%
53	Post Tenure Review	24	3.54	0.78	3	13%	8	33%	12	50%	1	4%	0	0%	9	27%
54	Salary at SHSU	33	2.61	1.25	1	3%	10	30%	5	15%	9	27%	8	24%	0	0%
55	Salary other Universities	33	2.45	1.20	1	3%	7	21%	7	21%	9	27%	9	27%	0	0%
56	Reassigned time	28	2.82	1.28	2	7%	7	25%	10	36%	2	7%	7	25%	5	15%
57	Faculty Research Fund <5000	28	3.18	1.12	2	7%	11	39%	8	29%	4	14%	3	11%	5	15%
58	Enhancement Grant for Research	28	3.07	1.12	2	7%	9	32%	9	32%	5	18%	3	11%	5	15%
59	Adequate support for online courses	31	3.13	1.41	7	23%	7	23%	4	13%	9	29%	4	13%	2	6%
60	I support online courses.	31	3.81	1.08	9	29%	13	42%	3	10%	6	19%	0	0%	2	6%
61	I support online degrees.	30	2.87	1.63	8	27%	4	13%	3	10%	6	20%	9	30%	3	9%
62	Communication with Admin.	32	2.97	1.40	4	13%	11	34%	4	13%	6	19%	7	22%	1	3%
63	President values faculty	33	4.00	1.06	13	39%	11	33%	6	18%	2	6%	1	3%	0	0%
64	Provost values faculty	33	3.61	1.30	9	27%	12	36%	6	18%	2	6%	4	12%	0	0%
65	Dean values faculty	33	4.73	0.67	27	82%	4	12%	1	3%	1	3%	0	0%	0	0%
66	Chair values faculty	33	4.33	1.31	23	70%	6	18%	0	0%	0	0%	4	12%	0	0%
67	Satisfied at SHSU	33	4.24	0.90	14	42%	16	48%	1	3%	1	3%	1	3%	0	0%

H&SS Results/2006-2007

H&SS Results (54/115-47%)					5		4		3		2		1		N/A	
		N	Mean	Std Dev.	n	%	n	%	n	%	n	%	n	%	n	%
1	President Gaertner	47	3.60	1.06	7	15%	23	49%	12	26%	1	2%	4	9%	7	13%
2	VPAA Payne	48	3.00	1.15	4	8%	12	25%	19	40%	6	13%	7	15%	6	11%
3	VPEM Crowson	20	3.05	1.05	2	10%	3	15%	11	55%	2	10%	2	10%	34	63%
4	VPFO Parker	29	2.93	1.03	2	7%	4	14%	17	59%	2	7%	4	14%	25	46%
5	VPSS Parker	33	3.85	0.76	7	21%	14	42%	12	36%	0	0%	0	0%	21	39%
6	VP Advancement Holmes	25	3.36	0.86	3	12%	6	24%	13	52%	3	12%	0	0%	29	54%
7	Assoc. VPAA Eglsaer	37	3.54	1.17	7	19%	16	43%	7	19%	4	11%	3	8%	17	31%
8	Assoc. VPAA Muehsam	39	3.46	1.17	7	18%	15	38%	9	23%	5	13%	3	8%	15	28%
9	Assoc. VPR&SP Ward	29	2.72	1.16	2	7%	5	17%	10	34%	7	24%	5	17%	25	46%
10	Dean	51	3.94	1.16	22	43%	11	22%	14	27%	1	2%	3	6%	3	6%
11	Assoc. Dean Tayebi	45	3.98	1.08	19	42%	11	24%	11	24%	3	7%	1	2%	0	0%
12	Assoc. Dean Thibodeaux	47	3.72	0.99	11	23%	17	36%	16	34%	1	2%	2	4%	0	0%
13																
14	Budget Decision Participation in Dept.	52	2.88	1.48	9	17%	12	23%	9	17%	8	15%	14	27%	2	4%
15	Selection of Admins.	44	2.61	1.42	6	14%	7	16%	8	18%	10	23%	13	30%	10	19%
16	Selection of Faculty	53	4.34	0.98	30	57%	17	32%	1	2%	4	8%	1	2%	1	2%
17	Strategic Planning in College	51	3.18	1.20	7	14%	14	27%	17	33%	7	14%	6	12%	3	6%
18	3/3 4/4 handled fairly	52	3.71	1.35	19	37%	16	31%	5	10%	7	13%	5	10%	2	4%
19	SAM Center Mentoring	43	4.09	1.09	20	47%	12	28%	8	19%	1	2%	2	5%	11	20%
20	SAM Center Advising	48	3.79	1.22	19	40%	11	23%	8	17%	9	19%	1	2%	6	11%
21	Physically Safe on Campus	53	4.26	0.92	26	49%	19	36%	5	9%	2	4%	1	2%	1	2%
22	LSC facilities adequate	51	3.27	1.23	7	14%	20	39%	10	20%	8	16%	6	12%	3	6%
23	LSC Services adequate	47	3.19	1.08	4	9%	16	34%	16	34%	7	15%	4	9%	7	13%
24	Human Resource Dept.	47	3.26	1.19	7	15%	15	32%	12	26%	9	19%	4	9%	7	13%
25	HKC	38	4.00	0.81	11	29%	17	45%	9	24%	1	3%	0	0%	16	30%
26	Support from Contracts and Grants	45	2.93	1.40	7	16%	10	22%	12	27%	5	11%	11	24%	9	17%
27	Computer Services	51	3.71	1.10	13	25%	20	39%	10	20%	6	12%	2	4%	3	6%
28	Library Services	53	4.11	0.89	18	34%	27	51%	6	11%	0	0%	2	4%	1	2%
29	Library good for Dept. Curriculum	53	3.70	1.20	15	28%	21	40%	6	11%	8	15%	3	6%	1	2%
30	SH Press	33	3.55	1.00	7	21%	8	24%	15	45%	2	6%	1	3%	21	39%
31	Recruiting Quality Students	51	2.67	1.26	3	6%	14	27%	8	16%	15	29%	11	22%	3	6%
32	Teaching Load is fair	53	3.57	1.34	14	26%	21	40%	6	11%	5	9%	7	13%	1	2%
33	Recognition for teaching	53	3.02	1.35	7	13%	16	30%	12	23%	7	13%	11	21%	1	2%
34	Recognition for research	51	3.53	1.10	8	16%	23	45%	12	24%	4	8%	4	8%	3	6%
35	Recognition for service	53	2.96	1.27	5	9%	16	30%	14	26%	8	15%	10	19%	1	2%
36	Clerical Support	50	3.28	1.29	9	18%	16	32%	12	24%	6	12%	7	14%	4	7%
37	Collegial Support in dept.	53	3.49	1.48	17	32%	16	30%	5	9%	6	11%	9	17%	1	2%
38	Work environment	53	3.64	1.33	17	32%	19	36%	2	4%	11	21%	4	8%	1	2%

H&SS Results/2006-2007

H&SS Results (54/115-47%)				5		4		3		2		1		N/A		
		N	Mean	Std Dev.	n	%	n	%	n	%	n	%	n	%	n	%
39	Free from intimidation/discrimination	53	3.55	1.46	19	36%	14	26%	4	8%	9	17%	7	13%	1	2%
40	Parking	51	3.08	1.44	7	14%	21	41%	4	8%	7	14%	12	24%	3	6%
41	Course Fee is allocated effectively	45	3.49	1.14	7	16%	21	47%	7	16%	7	16%	3	7%	9	17%
42	Faculty Senate	46	2.91	1.11	3	7%	11	24%	17	37%	9	20%	6	13%	8	15%
43	Research Resources	52	2.83	1.31	4	8%	18	35%	5	10%	15	29%	10	19%	2	4%
44	Graduate Program Resources	48	2.52	1.17	2	4%	11	23%	6	13%	20	42%	9	19%	6	11%
45	Travel Allocation	53	2.30	1.38	3	6%	12	23%	6	11%	9	17%	23	43%	1	2%
46	IDEA Administered	52	2.77	1.38	5	10%	15	29%	9	17%	9	17%	14	27%	2	4%
47	IDEA Accuracy	53	2.51	1.34	4	8%	11	21%	10	19%	11	21%	17	32%	1	2%
48	Chair evaluation of my teaching	51	3.71	1.20	15	29%	18	35%	10	20%	4	8%	4	8%	3	6%
49	FES Instrument is adequate	51	3.02	1.27	6	12%	17	33%	6	12%	16	31%	6	12%	3	6%
50	Merit System is applied fairly	49	2.71	1.44	7	14%	10	20%	8	16%	10	20%	14	29%	5	9%
51	Promotion System is applied fairly	48	2.94	1.39	9	19%	8	17%	11	23%	11	23%	9	19%	6	11%
52	Tenure System is applied fairly	49	3.76	1.28	19	39%	11	22%	11	22%	4	8%	4	8%	5	9%
53	Post Tenure Review	41	3.83	1.12	13	32%	14	34%	11	27%	0	0%	3	7%	13	24%
54	Salary at SHSU	51	2.53	1.49	6	12%	12	24%	4	8%	10	20%	19	37%	3	6%
55	Salary other Universities	53	2.26	1.39	4	8%	10	19%	5	9%	11	21%	23	43%	1	2%
56	Reassigned time	37	3.03	1.21	4	11%	10	27%	11	30%	7	19%	5	14%	17	31%
57	Faculty Research Fund <5000	45	2.80	1.38	6	13%	9	20%	11	24%	8	18%	11	24%	9	17%
58	Enhancement Grant for Research	41	2.66	1.30	4	10%	7	17%	11	27%	9	22%	10	24%	13	24%
59	Adequate support for online courses	44	2.64	1.14	2	5%	8	18%	15	34%	10	23%	9	20%	10	19%
60	I support online courses.	52	3.27	1.37	12	23%	14	27%	9	17%	10	19%	7	13%	2	4%
61	I support online degrees.	52	2.25	1.48	7	13%	5	10%	7	13%	8	15%	25	48%	2	4%
62	Communication with Admin.	51	2.75	1.28	3	6%	15	29%	11	22%	10	20%	12	24%	3	6%
63	President values faculty	45	3.44	1.20	8	18%	18	40%	9	20%	6	13%	4	9%	9	17%
64	Provost values faculty	46	2.87	1.28	4	9%	13	28%	11	24%	9	20%	9	20%	8	15%
65	Dean values faculty	52	4.19	1.12	28	54%	13	25%	7	13%	1	2%	3	6%	2	4%
66	Chair values faculty	53	4.19	1.21	31	58%	11	21%	4	8%	4	8%	3	6%	1	2%
67	Satisfied at SHSU	53	3.81	1.24	19	36%	18	34%	7	13%	5	9%	4	8%	1	2%

NGL Results/2006-2007

NGL Results (5/13-38%)					5		4		3		2		1		N/A	
		N	Mean	Std Dev.	n	%	n	%	n	%	n	%	n	%	n	%
1	President Gaertner	3	3.00	1.00	0	0%	1	33%	1	33%	1	33%	0	0%	2	40%
2	VPAA Payne	3	3.00	1.00	0	0%	1	33%	1	33%	1	33%	0	0%	2	40%
3	VPEM Crowson	0			0		0		0		0		0		5	100%
4	VPFO Parker	2	2.00	0.00	0	0%	0	0%	0	0%	2	100%	0	0%	3	60%
5	VPSS Parker	1	4.00		0	0%	1	100%	0	0%	0	0%	0	0%	4	80%
6	VP Advancement Holmes	0			0		0		0		0		0		5	100%
7	Assoc. VPAA Eglsaer	0			0		0		0		0		0		5	100%
8	Assoc. VPAA Muehsam	1	4.00		0	0%	1	100%	0	0%	0	0%	0	0%	4	80%
9	Assoc. VPR&SP Ward	0			0		0		0		0		0		5	100%
10	Director	5	4.20	0.84	2	40%	2	40%	1	20%	0	0%	0	0%	0	0%
11																
12																
13																
14	Budget Decision Participation in Dept.	4	4.50	0.58	2	50%	2	50%	0	0%	0	0%	0	0%	1	20%
15	Selection of Admins.	3	3.33	0.58	0	0%	1	33%	2	67%	0	0%	0	0%	2	40%
16	Selection of Faculty	5	5.00	0.00	5	100%	0	0%	0	0%	0	0%	0	0%	0	0%
17	Strategic Planning in College	4	4.75	0.50	3	75%	1	25%	0	0%	0	0%	0	0%	1	20%
18	3/3 4/4 handled fairly	0			0		0		0		0		0		5	100%
19	SAM Center Mentoring	1	4.00		0	0%	1	100%	0	0%	0	0%	0	0%	4	80%
20	SAM Center Advising	1	4.00		0	0%	1	100%	0	0%	0	0%	0	0%	4	80%
21	Physically Safe on Campus	4	4.25	0.96	2	50%	1	25%	1	25%	0	0%	0	0%	1	20%
22	LSC facilities adequate	4	3.50	1.00	0	0%	3	75%	0	0%	1	25%	0	0%	1	20%
23	LSC Services adequate	3	3.33	1.15	0	0%	2	67%	0	0%	1	33%	0	0%	2	40%
24	Human Resource Dept.	3	3.00	0.00	0	0%	0	0%	3	100%	0	0%	0	0%	2	40%
25	HKC	3	4.00	1.00	1	33%	1	33%	1	33%	0	0%	0	0%	2	40%
26	Support from Contracts and Grants	0			0		0		0		0		0		5	100%
27	Computer Services	5	3.60	0.55	0	0%	3	60%	2	40%	0	0%	0	0%	0	0%
28	Library Services	5	4.80	0.45	4	80%	1	20%	0	0%	0	0%	0	0%	0	0%
29	Library good for Dept. Curriculum	2	5.00	0.00	2	100%	0	0%	0	0%	0	0%	0	0%	3	60%
30	SH Press	2	3.50	0.71	0	0%	1	50%	1	50%	0	0%	0	0%	3	60%
31	Recruiting Quality Students	3	3.67	0.58	0	0%	2	67%	1	33%	0	0%	0	0%	2	40%
32	Teaching Load is fair	0			0		0		0		0		0		5	100%
33	Recognition for teaching	0			0		0		0		0		0		5	100%
34	Recognition for research	0			0		0		0		0		0		5	100%
35	Recognition for service	4	2.75	1.50	0	0%	2	50%	0	0%	1	25%	1	25%	1	20%
36	Clerical Support	2	3.50	2.12	1	50%	0	0%	0	0%	1	50%	0	0%	3	60%
37	Collegial Support in dept.	4	4.00	2.00	3	75%	0	0%	0	0%	0	0%	1	25%	1	20%
38	Work environment	4	4.25	0.96	2	50%	1	25%	1	25%	0	0%	0	0%	1	20%

NGL Results/2006-2007

NGL Results (5/13-38%)					5		4		3		2		1		N/A	
		N	Mean	Std Dev.	n	%	n	%	n	%	n	%	n	%	n	%
39	Free from intimidation/discrimination	5	4.40	0.89	3	60%	1	20%	1	20%	0	0%	0	0%	0	0%
40	Parking	5	4.40	0.89	3	60%	1	20%	1	20%	0	0%	0	0%	0	0%
41	Course Fee is allocated effectively	0			0		0		0		0		0		5	100%
42	Faculty Senate	3	4.33	0.58	1	33%	2	67%	0	0%	0	0%	0	0%	2	40%
43	Research Resources	1	2.00		0	0%	0	0%	0	0%	1	100%	0	0%	4	80%
44	Graduate Program Resources	0			0		0		0		0		0		5	100%
45	Travel Allocation	4	5.00	0.00	4	100%	0	0%	0	0%	0	0%	0	0%	1	20%
46	IDEA Administered	0			0		0		0		0		0		5	100%
47	IDEA Accuracy	0			0		0		0		0		0		5	100%
48	Chair evaluation of my teaching	0			0		0		0		0		0		5	100%
49	FES Instrument is adequate	4	3.25	1.50	0	0%	3	75%	0	0%	0	0%	1	25%	1	20%
50	Merit System is applied fairly	2	4.50	0.71	1	50%	1	50%	0	0%	0	0%	0	0%	3	60%
51	Promotion System is applied fairly	2	4.50	0.71	1	50%	1	50%	0	0%	0	0%	0	0%	3	60%
52	Tenure System is applied fairly	3	4.67	0.58	2	67%	1	33%	0	0%	0	0%	0	0%	2	40%
53	Post Tenure Review	2	5.00	0.00	2	100%	0	0%	0	0%	0	0%	0	0%	3	60%
54	Salary at SHSU	4	2.75	1.50	0	0%	2	50%	0	0%	1	25%	1	25%	1	20%
55	Salary other Universities	2	2.50	2.12	0	0%	1	50%	0	0%	0	0%	1	50%	3	60%
56	Reassigned time	0			0		0		0		0		0		5	100%
57	Faculty Research Fund <5000	0			0		0		0		0		0		5	100%
58	Enhancement Grant for Research	0			0		0		0		0		0		5	100%
59	Adequate support for online courses	0			0		0		0		0		0		5	100%
60	I support online courses.	3	4.00	0.00	0	0%	3	100%	0	0%	0	0%	0	0%	2	40%
61	I support online degrees.	3	3.33	1.15	0	0%	2	67%	0	0%	1	33%	0	0%	2	40%
62	Communication with Admin.	3	3.33	1.15	0	0%	2	67%	0	0%	1	33%	0	0%	2	40%
63	President values faculty	3	4.00	1.00	1	33%	1	33%	1	33%	0	0%	0	0%	2	40%
64	Provost values faculty	3	4.33	0.58	1	33%	2	67%	0	0%	0	0%	0	0%	2	40%
65	Dean values faculty	3	5.00	0.00	3	100%	0	0%	0	0%	0	0%	0	0%	2	40%
66	Chair values faculty	2	4.50	0.71	1	50%	1	50%	0	0%	0	0%	0	0%	3	60%
67	Satisfied at SHSU	4	4.25	0.96	2	50%	1	25%	1	25%	0	0%	0	0%	1	20%

Comparison Across Colleges/Library
2006-2007

	Comparison Across Colleges/Library	Total	A&S	COBA	CJ	ED	H&SS	Library
#	Question	Mean	Mean	Mean	Mean	Mean	Mean	Mean
65	Dean values faculty	4.39	4.66	4.00	4.17	4.73	4.19	5.00
21	Physically Safe on Campus	4.37	4.20	4.42	4.68	4.70	4.26	4.25
16	Selection of Faculty	4.33	4.19	4.46	4.32	4.42	4.34	5.00
66	Chair values faculty	4.22	4.10	4.54	4.00	4.33	4.19	4.50
10	Dean	4.21	4.57	3.78	4.11	4.36	3.94	
28	Library Services	4.17	4.09	4.25	3.94	4.45	4.11	4.80
67	Satisfied at SHSU	4.07	4.04	4.37	4.21	4.24	3.81	4.25
25	HKC	4.05	3.98	3.83	4.18	4.46	4.00	4.00
37	Collegial Support in dept.	3.93	3.88	4.42	4.22	4.12	3.49	4.00
1	President Gaertner	3.91	3.81	4.18	4.11	4.31	3.60	3.00
29	Library good for Dept. Curriculum	3.90	3.87	4.09	3.72	4.19	3.70	5.00
39	Free from intimidation/discrimination	3.86	3.83	4.25	4.56	3.64	3.55	4.40
19	SAM Center Mentoring	3.82	3.24	4.06	3.93	4.20	4.09	4.00
38	Work environment	3.81	3.35	4.37	3.94	4.45	3.64	4.25
5	VPSS Parker	3.80	3.67	3.95	3.67	3.90	3.85	4.00
63	President values faculty	3.80	3.58	4.28	4.35	4.00	3.44	4.00
18	3/3 4/4 handled fairly	3.75	3.38	4.00	4.06	4.25	3.71	
52	Tenure System is applied fairly	3.74	3.73	4.09	3.83	3.38	3.76	4.67
32	Teaching Load is fair	3.71	3.63	3.89	3.68	3.97	3.57	
53	Post Tenure Review	3.71	3.53	3.92	4.00	3.54	3.83	5.00
7	Assoc. VPAA Eglsaer	3.68	3.72	3.74	3.85	3.68	3.54	
22	LSC facilities adequate	3.65	3.63	3.71	3.36	4.38	3.27	3.50
20	SAM Center Advising	3.64	3.08	4.09	4.00	3.81	3.79	4.00
48	Chair evaluation of my teaching	3.64	3.66	3.71	2.79	3.97	3.71	
23	LSC Services adequate	3.60	3.55	3.86	3.38	4.25	3.19	3.33
30	SH Press	3.59	3.54	3.65	3.27	3.85	3.55	3.50
8	Assoc. VPAA Muehsam	3.58	3.54	3.77	3.79	3.50	3.46	4.00
27	Computer Services	3.58	3.13	3.78	3.63	4.13	3.71	3.60
24	Human Resource Dept.	3.50	3.53	3.33	3.81	3.86	3.26	3.00
41	Course Fee is allocated effectively	3.48	3.51	3.57	3.50	3.40	3.49	
34	Recognition for research	3.46	3.28	3.68	3.53	3.53	3.53	
40	Parking	3.44	3.39	3.50	4.11	3.58	3.08	4.40

**Comparison Across Colleges/Library
2006-2007**

17	Strategic Planning in College	3.40	3.17	3.64	3.37	3.90	3.18	4.75
36	Clerical Support	3.40	3.10	3.45	4.06	3.81	3.28	3.50
64	Provost values faculty	3.39	3.22	4.09	3.56	3.61	2.87	4.33
3	VPPEM Crowson	3.35	3.32	3.65	3.67	3.50	3.05	
2	VPAA Payne	3.34	3.21	3.84	3.68	3.55	3.00	3.00
51	Promotion System is applied fairly	3.27	3.23	3.66	3.67	3.23	2.94	4.50
42	Faculty Senate	3.25	3.10	3.84	3.00	3.50	2.91	4.33
6	VP Advancement Holmes	3.24	3.05	3.14	3.75	3.59	3.36	
60	I support online courses.	3.24	2.94	3.00	3.53	3.81	3.27	4.00
33	Recognition for teaching	3.23	3.22	3.37	3.11	3.63	3.02	
9	Assoc. VPR&SP Ward	3.16	3.02	3.36	3.50	3.74	2.72	
56	Reassigned time	3.15	3.09	4.05	3.29	2.82	3.03	
14	Budget Decision Participation in Dept.	3.13	3.49	2.86	2.84	3.13	2.88	4.50
49	FES Instrument is adequate	3.12	3.04	3.32	2.79	3.42	3.02	3.25
35	Recognition for service	3.11	3.16	3.50	3.11	2.94	2.96	2.75
43	Research Resources	3.10	2.84	3.77	3.56	3.27	2.83	2.00
45	Travel Allocation	3.08	2.46	4.33	3.47	3.79	2.30	5.00
31	Recruiting Quality Students	3.08	2.97	3.18	3.40	3.76	2.67	3.67
57	Faculty Research Fund <5000	3.07	3.14	3.22	3.14	3.18	2.80	
4	VPFO Parker	3.04	2.74	3.35	3.29	3.67	2.93	2.00
58	Enhancement Grant for Research	3.03	3.16	3.29	3.07	3.07	2.66	
26	Support from Contracts and Grants	3.02	3.02	3.04	3.19	3.07	2.93	
62	Communication with Admin.	2.96	2.74	3.33	3.68	2.97	2.75	3.33
50	Merit System is applied fairly	2.92	2.78	3.15	2.67	3.34	2.71	4.50
59	Adequate support for online courses	2.90	2.85	3.11	3.08	3.13	2.64	
46	IDEA Administered	2.77	2.44	3.08	3.37	2.81	2.77	
44	Graduate Program Resources	2.74	2.26	3.06	3.76	3.15	2.52	
15	Selection of Admins.	2.64	2.67	2.66	2.89	2.31	2.61	3.33
54	Salary at SHSU	2.59	2.59	2.59	2.72	2.61	2.53	2.75
47	IDEA Accuracy	2.47	2.39	2.22	2.84	2.59	2.51	
55	Salary other Universities	2.32	2.38	2.11	2.39	2.45	2.26	2.50
61	I support online degrees.	2.26	1.86	2.09	2.79	2.87	2.25	3.33

Previous Comparison

Faculty Senate Survey Results - University Previous Comparison

Evaluate the Following:

		06-07	05-06	04-05	03-04	02-03	01-02	00-01	99-00	98-99	97-98
1	President	3.91	3.89	3.45	3.31	3.48	3.62	3.00	3.18	3.28	3.70
2	VPAA	3.34	3.16	2.59	2.50	2.77	2.96	2.44	2.58	2.40	3.10
3	VPEM	3.35	3.34	3.02							
4	VPFO	3.04	3.09	3.20	2.89	2.62	2.38	2.42	2.64	2.56	3.00
5	VPSS	3.80	3.87	2.34	1.99	2.08	1.92	2.16	2.55	2.60	2.80
6	VP Advancement	3.24	3.19	2.76	2.57	2.78	2.66				
7	Assoc. VPAA	3.68	3.69	3.55	3.54	3.73	3.78	3.43	3.46	n/a	n/a
8	Assoc. VPAA & Dean Grad.	3.58	3.67	3.60	3.39						
9	Assoc. VPR&SP	3.16	2.50	2.53	2.20	2.41	2.71	3.04	3.16	n/a	n/a
10	Dean	4.21	4.07	3.62	3.43	3.26	3.17	3.43	3.71	3.50	3.50
11	Assoc. Dean 1										
12	Assoc. Dean 2										
13	Chair		3.71	3.70	3.90			3.90	4.13	3.69	3.60
14	Computer Services	3.58	3.65	3.63	3.73	3.78	3.74	3.53	3.39	3.24	3.20
15	Support from Contracts and Grants	3.02	3.03	2.56	2.61	2.73	3.00	3.19	3.13	n/a	n/a
16	HKC	4.05	4.25	3.55	3.44	3.66	3.63	3.43	n/a	n/a	n/a
17	Human Resource Dept.	3.50	3.50	3.12	3.03	3.34	3.43	3.30	3.30	3.32	3.20
18	Library Services	4.17	4.32	4.05	3.98	3.93	3.74	3.65	3.77	3.57	3.40
19	LSC facilities adequate	3.65	3.66	3.58	3.44	3.46	2.47	2.88	3.24	n/a	n/a
20	LSC Services adequate	3.60	3.63								
21	Physically Safe on Campus	4.37	4.53	3.61	3.66	3.60	3.21	3.32	3.49	3.43	3.40
22	SAM Center Advising	3.64	3.92	3.81	4.02	3.95					
23	SAM Center Mentoring	3.82	3.97	3.87	4.03	3.89					
24	SH Press	3.59	3.69	3.65	3.92	3.92	3.88	3.92	3.93	3.84	3.90
25	Budget Decision Participation in Dept.	3.13	3.19	2.34	2.26	2.16	2.24	2.17	2.25	2.18	2.20
26	Research Resources	3.10	2.94	2.41	2.24	2.17	2.31	2.36	2.36	2.54	2.90
27	Selection of Admins.	2.64	2.55	2.11	1.98	2.07	2.27	2.22	2.36	2.33	2.60
28	Selection of Faculty	4.33	4.50	3.48	3.34	3.20	3.40	3.45	3.44	3.40	3.50
29	Strategic Planning in College	3.40	3.31	2.47	2.29	2.40	2.46	2.31	2.39	n/a	n/a
30	3/3 4/4 handled fairly	3.75	3.54	3.48	3.39	3.09	3.09	3.45	3.32	3.41	3.50
31	Library good for Dept. Curriculum	3.90	4.06	3.93	3.88	3.80	3.73	3.50	3.66	3.41	3.40
32	Recruiting Quality Students	3.08	3.46	3.17	3.09						
33	Teaching Load is fair	3.71	3.80	3.20	3.11						

Previous Comparison

		06-07	05-06	04-05	03-04	02-03	01-02	00-01	99-00	98-99	97-98
34	Recognition for teaching	3.23	3.30	2.77	2.69						
35	Recognition for research	3.46	3.54	3.02	3.06						
36	Recognition for service	3.11	3.21	2.79	2.58						
37	Clerical Support	3.40	3.89	3.16	3.24						
38	Collegial Support in dept.	3.93	3.89	3.60	3.72						
39	FES Instrument is adequate	3.12	3.20	2.56	2.43						
40	Work environment	3.81	3.70	3.31	3.46						
41	Free from intimidation/discrimination	3.86	3.87	3.47	3.62						
42	Parking	3.44	3.27	2.78	2.72						
43	Course Fee is allocated effectively	3.48	3.78	3.58	3.61	3.35	2.53	2.63	2.72	2.70	2.60
44	Faculty Senate	3.25	3.42	3.25	3.34	3.36	2.96	3.01	3.11	3.26	3.50
45	Graduate Program Resources	2.74	2.53	2.54	2.58	2.32	2.15	1.96	2.12	1.96	2.40
46	Travel Allocation	3.08	2.95	2.50	2.25	2.04	2.12	1.78	1.89	3.02	3.20
47	IDEA Administered fairly	2.77	2.90								
48	IDEA Accuracy	2.47	2.66	2.48	2.22	2.41	2.38	2.27	2.58	2.50	2.70
49	Chair evaluation of my teaching	3.64	3.78	3.49	3.67	3.62	3.34	3.62	3.40	3.20	3.30
50	Salary at SHSU	2.59	2.60	2.57	2.61	2.53	2.46	2.36	2.47	2.11	n/a
51	Salary other Universities	2.32	2.23	2.24	2.13	2.14	1.99	2.00	2.09	1.80	n/a
52	Merit System is applied fairly	2.92	2.96	2.55	2.56	2.74	2.46	2.38	2.67	2.52	2.90
53	Promotion System is applied fairly	3.27	3.24	2.71	2.71	2.82	2.80	3.09	2.93	2.82	3.20
54	Tenure System is applied fairly	3.74	3.60	3.32	3.54	3.46	3.42	3.63	3.54	3.54	3.70
55	Post Tenure Review	3.71	3.68	3.30	3.51	3.63	3.29	3.57	3.45	n/a	n/a
56	Reassigned time	3.15	3.16	2.94	3.03	2.82	2.76	2.98	3.00	2.78	3.10
57	Faculty Research Fund <5000	3.07	3.02	2.93	2.73						
58	Enhancement Grant for Research	3.03	3.03	2.82	2.57						
59	Adequate support for online courses	2.90	2.81								
60	I support online courses.	3.24	3.10	2.92	3.02	3.09	3.23	3.07	n/a	n/a	n/a
61	I support online degrees.	2.26	2.17	2.01	2.12	1.83	2.08	1.93	n/a	n/a	n/a
62	Communication with Admin.	2.96	2.94	2.35	2.25						
63	President values faculty	3.80	3.82	3.22	2.98						
64	Provost values faculty	3.39	3.40	2.58	2.52						
65	Dean values faculty	4.39	4.39	3.64	3.42						
66	Chair values faculty	4.22	4.19	3.78	4.07						
67	Satisfied at SHSU	4.07	4.02	3.53	3.57	3.66	3.71	3.72	3.50	3.90	