University Results 2009 - 2010

Number of Respondents	181
Number of Tenured/Tenure-Track	483
% Returned	37.5%

					Number and % Responding 5, 4, 3, 2, 1											% Respondents not answering.
					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
1	President Gaertner	174	4.19	0.95	81	47%	58	33%	25	14%	7	4%	3	2%	7	4%
2	VPAA Payne	175	3.31	1.31	38	22%	49	28%	41	23%	24	14%	23	13%	6	3%
3	VPEM Thielemann	112	3.37	0.98	13	12%	37	33%	45	40%	12	11%	5	4%	69	38%
4	VPFO Gibson	137	3.58	1.03	25	18%	52	38%	46	34%	6	4%	8	6%	44	24%
5	VPSS Parker	134	3.89	0.96	39	29%	53	40%	33	25%	6	4%	3	2%	47	26%
6	VP Advancement Holmes	112	3.47	1.02	17	15%	40	36%	40	36%	9	8%	6	5%	69	38%
7	Assoc. VPAA Eglsaer	151	3.78	1.07	47	31%	45	30%	43	28%	11	7%	5	3%	30	17%
8	Assoc. VPAA Tayebi	142	3.73	1.10	42	30%	42	30%	43	30%	8	6%	7	5%	39	22%
9	Assoc. VPR&SP Cook	124	3.77	1.10	37	30%	41	33%	34	27%	5	4%	7	6%	57	31%
10	Assoc. VPResAdm Davis	93	3.41	0.99	13	14%	28	30%	41	44%	6	6%	5	5%	88	49%
11	Assoc. VP DL Angrove	130	3.26	1.24	20	15%	43	33%	35	27%	15	12%	17	13%	51	28%
12	Dean	179	3.96	1.21	83	46%	43	24%	24	13%	21	12%	8	4%	2	1%
13	Assoc. Deans (All grouped together)	315	3.75	1.15	99	31%	98	31%	76	24%	24	8%	18	6%		
16	Budget Decision Participation in Dept.	172	3.18	1.47	44	26%	40	23%	23	13%	33	19%	32	19%	9	5%
17	Selection of Admins.	171	2.73	1.46	26	15%	35	20%	26	15%	34	20%	50	29%	10	6%
18	Selection of Faculty	173	4.21	1.05	94	54%	41	24%	21	12%	14	8%	3	2%	8	4%
19	Strategic Planning in College	158	3.27	1.19	24	15%	50	32%	44	28%	24	15%	16	10%	23	13%
20	3/3 4/4 handled fairly	172	3.62	1.39	64	37%	39	23%	31	18%	16	9%	22	13%	9	5%
21	SAM Center Mentoring	135	3.83	1.04	41	30%	48	36%	32	24%	10	7%	4	3%	46	25%
22	SAM Center Advising	147	3.65	1.18	42	29%	47	32%	29	20%	22	15%	7	5%	34	19%
23	Physically Safe on Campus	180	4.36	0.78	92	51%	65	36%	19	11%	3	2%	1	1%	1	1%
24	LSC facilities adequate	168	3.74	1.06	40	24%	74	44%	31	18%	16	10%	7	4%	13	7%
25	LSC Services adequate	153	3.71	1.04	35	23%	62	41%	39	25%	10	7%	7	5%	28	15%
26	Aramark Services adequate	161	3.12	1.19	16	10%	54	34%	45	28%	25	16%	21	13%	20	11%
27	Human Resource Dept.	163	3.60	1.02	29	18%	68	42%	45	28%	14	9%	7	4%	18	10%
28	HKC	137	4.00	0.89	45	33%	55	40%	30	22%	6	4%	1	1%	44	24%
29	Support from Contracts and Grants	158	3.53	1.19	38	24%	50	32%	40	25%	18	11%	12	8%	23	13%
30	Information Resources (UCS)	172	3.10	1.28	25	15%	53	31%	32	19%	39	23%	23	13%	9	5%
31	DELTA Services adequate	114	3.13	1.26	15	13%	36	32%	29	25%	17	15%	17	15%	67	37%
32	Library Services	175	4.23	0.79	73	42%	75	43%	23	13%	3	2%	1	1%	6	3%
33	Library good for Dept. Curriculum	165	4.18	0.87	67	41%	69	42%	23	14%	3	2%	3	2%	16	9%
34	Blackboard	167	3.81	1.05	47	28%	66	40%	36	22%	11	7%	7	4%	14	8%
35	E-College	87	2.72	1.18	4	5%	19	22%	33	38%	11	13%	20	23%	94	52%
36	Recruiting Quality Students	173	3.16	1.10	16	9%	54	31%	61	35%	25	14%	17	10%	8	4%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
37	Teaching Load is fair	172	3.76	1.18	56	33%	56	33%	34	20%	15	9%	11	6%	9	5%
38	Recognition for teaching	173	3.45	1.29	46	27%	46	27%	37	21%	28	16%	16	9%	8	4%
39	Recognition for research	175	3.60	1.16	45	26%	55	31%	47	27%	16	9%	12	7%	6	3%
40	Recognition for service	176	3.24	1.32	36	20%	45	26%	47	27%	22	13%	26	15%	5	3%
41	Clerical Support	171	3.42	1.31	48	28%	38	22%	37	22%	34	20%	14	8%	10	6%
42	Collegial Support in dept.	179	3.99	1.16	78	44%	52	29%	28	16%	11	6%	10	6%	2	1%
43	Work environment	177	3.88	1.19	68	38%	56	32%	27	15%	15	8%	11	6%	4	2%
44	Free from intimidation/discrimination	178	4.06	1.26	94	53%	40	22%	18	10%	13	7%	13	7%	3	2%
45	Parking	178	2.40	1.38	19	11%	27	15%	24	13%	44	25%	64	36%	3	2%
46	Faculty Senate	157	3.36	1.15	26	17%	51	32%	45	29%	23	15%	12	8%	24	13%
47	Research Resources	178	3.25	1.18	24	13%	63	35%	42	24%	32	18%	17	10%	3	2%
48	Graduate Program Resources	166	2.96	1.24	14	8%	58	35%	26	16%	44	27%	24	14%	15	8%
49	Travel Allocation	180	3.14	1.32	32	18%	50	28%	35	19%	38	21%	25	14%	1	1%
50	IDEA Administered	172	2.92	1.34	20	12%	50	29%	37	22%	27	16%	38	22%	9	5%
51	IDEA Accuracy	174	2.63	1.31	13	7%	39	22%	41	24%	32	18%	49	28%	7	4%
52	Chair evaluation of my teaching	160	3.68	1.29	54	34%	47	29%	28	18%	16	10%	15	9%	21	12%
53	FES Instrument is adequate	178	3.08	1.26	25	14%	48	27%	45	25%	36	20%	24	13%	3	2%
54	Merit System is applied fairly	169	2.98	1.37	29	17%	38	22%	35	21%	35	21%	32	19%	12	7%
55	Market Adjustments applied fairly	162	2.78	1.37	21	13%	34	21%	35	22%	32	20%	40	25%	19	10%
56	Promotion System is applied fairly	169	3.28	1.31	35	21%	47	28%	39	23%	26	15%	22	13%	12	7%
57	Tenure System is applied fairly	172	3.72	1.26	59	34%	50	29%	32	19%	17	10%	14	8%	9	5%
58	Tenure Process clear at univ. level	179	3.01	1.38	27	15%	52	29%	34	19%	28	16%	38	21%	2	1%
59	Post Tenure Review	135	3.82	1.17	50	37%	36	27%	31	23%	11	8%	7	5%	46	25%
60	Salary at SHSU	181	2.89	1.26	21	12%	40	22%	50	28%	38	21%	32	18%	0	0%
61	Salary other Universities	175	2.57	1.25	11	6%	39	22%	31	18%	51	29%	43	25%	6	3%
62	Reassigned time	130	3.22	1.20	21	16%	34	26%	41	32%	21	16%	13	10%	51	28%
63	Faculty Research Fund <5000	142	3.38	1.23	34	24%	30	21%	46	32%	20	14%	12	8%	39	22%
64	Enhancement Grant for Research	139	3.44	1.20	34	24%	31	22%	46	33%	18	13%	10	7%	42	23%
65	Adequate support for online courses	142	3.03	1.28	17	12%	43	30%	32	23%	27	19%	23	16%	39	22%
66	University Center facilities	122	3.57	1.08	25	20%	46	38%	30	25%	16	13%	5	4%	59	33%
67	University Center staff	117	3.68	1.16	32	27%	42	36%	24	21%	12	10%	7	6%	64	35%
68	Communication with Admin.	174	3.00	1.29	23	13%	47	27%	38	22%	39	22%	27	16%	7	4%
69	President values faculty	160	3.71	1.20	49	31%	52	33%	34	21%	13	8%	12	8%	21	12%
70	Provost values faculty	166	3.19	1.34	29	17%	51	31%	36	22%	22	13%	28	17%	15	8%
71	Dean values faculty	179	3.78	1.32	72	40%	46	26%	28	16%	16	9%	17	9%	2	1%
72	Chair values faculty	169	3.97	1.36	85	50%	42	25%	14	8%	8	5%	20	12%	12	7%
73	Satisfied at SHSU	179	3.92	1.09	63	35%	68	38%	27	15%	13	7%	8	4%	2	1%

A&S Results 2009 - 2010

Number of Respondents	62
Number of Tenured/Tenure-Track	153
% Returned	40.5%

					Number and % Responding 5, 4, 3, 2, 1										% Respondents not answering.	
					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
1	President Gaertner	61	4.20	0.93	28	46%	21	34%	9	15%	2	3%	1	2%	1	2%
2	VPAA Payne	61	3.41	1.22	13	21%	17	28%	19	31%	6	10%	6	10%	1	2%
3	VPEM Thielemann	41	3.51	0.93	4	10%	19	46%	14	34%	2	5%	2	5%	21	34%
4	VPFO Gibson	50	3.78	0.95	11	22%	22	44%	14	28%	1	2%	2	4%	12	19%
5	VPSS Parker	46	3.87	0.93	12	26%	20	43%	11	24%	2	4%	1	2%	16	26%
6	VP Advancement Holmes	38	3.45	1.03	5	13%	15	39%	12	32%	4	11%	2	5%	24	39%
7	Assoc. VPAA Eglsaer	49	3.80	1.04	14	29%	18	37%	11	22%	5	10%	1	2%	13	21%
8	Assoc. VPAA Tayebi	44	3.75	1.16	14	32%	13	30%	12	27%	2	5%	3	7%	18	29%
9	Assoc. VPR&SP Cook	47	4.00	1.08	18	38%	18	38%	6	13%	3	6%	2	4%	15	24%
10	Assoc. VPResAdm Davis	34	3.62	0.92	6	18%	12	35%	14	41%	1	3%	1	3%	28	45%
11	Assoc. VP DL Angrove	38	3.55	1.18	9	24%	12	32%	11	29%	3	8%	3	8%	24	39%
12	Dean Hebert	62	4.37	1.06	40	65%	13	21%	3	5%	4	6%	2	3%	0	0%
13	Assoc. Dean Cook	56	4.14	0.88	21	38%	26	46%	6	11%	2	4%	1	2%	6	10%
14	Assoc. Dean Nicolay	48	4.06	1.08	21	44%	15	31%	8	17%	2	4%	2	4%	14	23%
15	Assoc. Dean Plaisance	34	3.94	0.92	10	29%	14	41%	9	26%	0	0%	1	3%	28	45%
16	Budget Decision Participation in Dept.	59	3.51	1.51	22	37%	14	24%	4	7%	10	17%	9	15%	3	5%
17	Selection of Admins.	57	2.88	1.52	10	18%	15	26%	7	12%	8	14%	17	30%	5	8%
18	Selection of Faculty	58	4.47	0.84	36	62%	17	29%	1	2%	4	7%	0	0%	4	6%
19	Strategic Planning in College	52	3.04	1.17	4	8%	17	33%	15	29%	9	17%	7	13%	10	16%
20	3/3 4/4 handled fairly	59	3.66	1.45	23	39%	15	25%	8	14%	4	7%	9	15%	3	5%
21	SAM Center Mentoring	50	3.52	1.05	10	20%	15	30%	18	36%	5	10%	2	4%	12	19%
22	SAM Center Advising	54	3.11	1.13	7	13%	13	24%	16	30%	15	28%	3	6%	8	13%
23	Physically Safe on Campus	62	4.31	0.82	32	52%	18	29%	11	18%	1	2%	0	0%	0	0%
24	LSC facilities adequate	58	3.48	1.08	9	16%	23	40%	17	29%	5	9%	4	7%	4	6%
25	LSC Services adequate	53	3.62	0.99	9	17%	22	42%	18	34%	1	2%	3	6%	9	15%
26	Aramark Services adequate	54	2.78	1.19	4	7%	12	22%	15	28%	14	26%	9	17%	8	13%
27	Human Resource Dept.	56	3.57	1.04	10	18%	22	39%	17	30%	4	7%	3	5%	6	10%
28	HKC	49	3.88	0.93	14	29%	19	39%	12	24%	4	8%	0	0%	13	21%
29	Support from Contracts and Grants	57	3.82	1.18	21	37%	16	28%	12	21%	5	9%	3	5%	5	8%
30	Information Resources (UCS)	59	2.59	1.25	4	7%	13	22%	10	17%	19	32%	13	22%	3	5%
31	DELTA Services adequate	30	3.20	1.27	5	17%	8	27%	9	30%	4	13%	4	13%	32	52%
32	Library Services	60	4.12	0.80	22	37%	24	40%	13	22%	1	2%	0	0%	2	3%
33	Library good for Dept. Curriculum	58	3.97	0.94	18	31%	25	43%	11	19%	3	5%	1	2%	4	6%
34	Blackboard	58	3.81	1.12	18	31%	21	36%	12	21%	4	7%	3	5%	4	6%
35	E-College	26	2.62	1.39	3	12%	3	12%	10	38%	1	4%	9	35%	36	58%
36	Recruiting Quality Students	60	3.15	1.20	7	12%	19	32%	18	30%	8	13%	8	13%	2	3%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
37	Teaching Load is fair	61	3.87	1.18	21	34%	24	39%	7	11%	5	8%	4	7%	1	2%
38	Recognition for teaching	60	3.65	1.33	20	33%	18	30%	9	15%	7	12%	6	10%	2	3%
39	Recognition for research	58	3.64	1.28	18	31%	18	31%	10	17%	7	12%	5	9%	4	6%
40	Recognition for service	60	3.22	1.34	12	20%	15	25%	17	28%	6	10%	10	17%	2	3%
41	Clerical Support	58	3.47	1.33	19	33%	9	16%	14	24%	12	21%	4	7%	4	6%
42	Collegial Support in dept.	61	3.87	1.24	25	41%	17	28%	9	15%	6	10%	4	7%	1	2%
43	Work environment	61	3.69	1.18	17	28%	22	36%	12	20%	6	10%	4	7%	1	2%
44	Free from intimidation/discrimination	60	4.05	1.24	30	50%	16	27%	5	8%	5	8%	4	7%	2	3%
45	Parking	61	2.66	1.35	6	10%	14	23%	10	16%	15	25%	16	26%	1	2%
46	Faculty Senate	54	3.28	1.09	7	13%	16	30%	20	37%	7	13%	4	7%	8	13%
47	Research Resources	60	2.95	1.24	6	10%	16	27%	17	28%	11	18%	10	17%	2	3%
48	Graduate Program Resources	56	2.59	1.20	1	2%	17	30%	9	16%	16	29%	13	23%	6	10%
49	Travel Allocation	61	2.85	1.30	7	11%	14	23%	15	25%	13	21%	12	20%	1	2%
50	IDEA Administered	61	2.87	1.42	7	11%	19	31%	11	18%	7	11%	17	28%	1	2%
51	IDEA Accuracy	62	2.68	1.33	3	5%	19	31%	14	23%	7	11%	19	31%	0	0%
52	Chair evaluation of my teaching	55	3.56	1.37	17	31%	17	31%	8	15%	6	11%	7	13%	7	11%
53	FES Instrument is adequate	61	3.18	1.31	9	15%	21	34%	13	21%	8	13%	10	16%	1	2%
54	Merit System is applied fairly	59	3.08	1.41	10	17%	17	29%	13	22%	6	10%	13	22%	3	5%
55	Market Adjustments applied fairly	57	2.79	1.37	7	12%	12	21%	15	26%	8	14%	15	26%	5	8%
56	Promotion System is applied fairly	59	3.37	1.38	14	24%	19	32%	10	17%	7	12%	9	15%	3	5%
57	Tenure System is applied fairly	59	3.97	1.13	24	41%	18	31%	11	19%	3	5%	3	5%	3	5%
58	Tenure Process clear at univ. level	62	3.23	1.35	10	16%	23	37%	11	18%	7	11%	11	18%	0	0%
59	Post Tenure Review	50	3.62	1.18	14	28%	14	28%	14	28%	5	10%	3	6%	12	19%
60	Salary at SHSU	62	2.81	1.19	5	8%	14	23%	16	26%	18	29%	9	15%	0	0%
61	Salary other Universities	60	2.45	1.19	2	3%	13	22%	10	17%	20	33%	15	25%	2	3%
62	Reassigned time	49	3.47	1.02	9	18%	13	27%	21	43%	4	8%	2	4%	13	21%
63	Faculty Research Fund <5000	53	3.51	1.34	17	32%	10	19%	15	28%	5	9%	6	11%	9	15%
64	Enhancement Grant for Research	54	3.59	1.30	18	33%	11	20%	15	28%	5	9%	5	9%	8	13%
65	Adequate support for online courses	46	2.98	1.20	4	9%	13	28%	14	30%	8	17%	7	15%	16	26%
66	University Center facilities	31	3.48	1.12	5	16%	12	39%	10	32%	1	3%	3	10%	31	50%
67	University Center staff	29	3.59	1.12	7	24%	8	28%	11	38%	1	3%	2	7%	33	53%
68	Communication with Admin.	57	3.14	1.36	10	18%	17	30%	10	18%	11	19%	9	16%	5	8%
69	President values faculty	54	3.87	1.13	18	33%	21	39%	8	15%	4	7%	3	6%	8	13%
70	Provost values faculty	58	3.31	1.31	11	19%	19	33%	14	24%	5	9%	9	16%	4	6%
71	Dean values faculty	62	4.26	1.13	37	60%	14	23%	3	5%	6	10%	2	3%	0	0%
72	Chair values faculty	58	4.02	1.38	31	53%	14	24%	3	5%	3	5%	7	12%	4	6%
73	Satisfied at SHSU	62	3.95	1.11	22	35%	26	42%	6	10%	5	8%	3	5%	0	0%

COBA Results 2009 - 2010

Number of Respondents	28
Number of Tenured/Tenure-Track	71
% Returned	39.4%

					Number and % Responding 5, 4, 3, 2, 1											% Respondents not answering.
					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
1	President Gaertner	28	4.14	0.80	10	36%	13	46%	4	14%	1	4%	0	0%	0	0%
2	VPAA Payne	28	2.96	1.32	3	11%	9	32%	5	18%	6	21%	5	18%	0	0%
3	VPEM Thielemann	17	3.00	0.87	0	0%	5	29%	8	47%	3	18%	1	6%	11	39%
4	VPFO Gibson	25	3.56	1.00	4	16%	10	40%	8	32%	2	8%	1	4%	3	11%
5	VPSS Parker	21	3.86	0.96	5	24%	10	48%	5	24%	0	0%	1	5%	7	25%
6	VP Advancement Holmes	19	3.05	0.91	0	0%	6	32%	10	53%	1	5%	2	11%	9	32%
7	Assoc. VPAA Eglsaer	23	3.43	0.99	4	17%	5	22%	12	52%	1	4%	1	4%	5	18%
8	Assoc. VPAA Tayebi	16	3.44	0.89	2	13%	5	31%	7	44%	2	13%	0	0%	12	43%
9	Assoc. VPR&SP Cook	17	3.35	0.86	1	6%	6	35%	9	53%	0	0%	1	6%	11	39%
10	Assoc. VPResAdm Davis	13	3.38	0.65	0	0%	6	46%	6	46%	1	8%	0	0%	15	54%
11	Assoc. VP DL Angrove	20	3.35	1.09	2	10%	9	45%	4	20%	4	20%	1	5%	8	29%
12	Dean Muehsam	28	3.68	1.06	7	25%	9	32%	9	32%	2	7%	1	4%	0	0%
13	Assoc. Dean Ashorn	28	3.11	1.10	3	11%	6	21%	13	46%	3	11%	3	11%	0	0%
16	Budget Decision Participation in Dept.	26	2.73	1.40	3	12%	6	23%	5	19%	5	19%	7	27%	2	7%
17	Selection of Admins.	28	2.96	1.37	5	18%	5	18%	7	25%	6	21%	5	18%	0	0%
18	Selection of Faculty	27	4.00	1.07	13	48%	3	11%	9	33%	2	7%	0	0%	1	4%
19	Strategic Planning in College	26	3.92	0.74	5	19%	15	58%	5	19%	1	4%	0	0%	2	7%
20	3/3 4/4 handled fairly	28	4.00	1.28	14	50%	6	21%	4	14%	2	7%	2	7%	0	0%
21	SAM Center Mentoring	21	3.76	1.04	4	19%	12	57%	2	10%	2	10%	1	5%	7	25%
22	SAM Center Advising	25	3.88	1.13	9	36%	8	32%	5	20%	2	8%	1	4%	3	11%
23	Physically Safe on Campus	28	4.21	0.88	11	39%	14	50%	2	7%	0	0%	1	4%	0	0%
24	LSC facilities adequate	28	3.43	1.03	3	11%	14	50%	3	11%	8	29%	0	0%	0	0%
25	LSC Services adequate	24	3.46	1.14	4	17%	10	42%	4	17%	5	21%	1	4%	4	14%
26	Aramark Services adequate	27	3.48	0.85	1	4%	15	56%	8	30%	2	7%	1	4%	1	4%
27	Human Resource Dept.	27	3.52	1.12	4	15%	13	48%	5	19%	3	11%	2	7%	1	4%
28	HKC	22	3.91	0.68	3	14%	15	68%	3	14%	1	5%	0	0%	6	21%
29	Support from Contracts and Grants	20	3.30	1.08	1	5%	10	50%	5	25%	2	10%	2	10%	8	29%
30	Information Resources (UCS)	26	3.35	1.26	4	15%	11	42%	4	15%	4	15%	3	12%	2	7%
31	DELTA Services adequate	18	3.06	1.39	1	6%	9	50%	3	17%	0	0%	5	28%	10	36%
32	Library Services	27	4.15	0.72	9	33%	13	48%	5	19%	0	0%	0	0%	1	4%
33	Library good for Dept. Curriculum	26	4.27	0.72	11	42%	11	42%	4	15%	0	0%	0	0%	2	7%
34	Blackboard	27	3.96	0.98	9	33%	11	41%	4	15%	3	11%	0	0%	1	4%
35	E-College	11	2.73	0.90	0	0%	2	18%	5	45%	3	27%	1	9%	17	61%
36	Recruiting Quality Students	27	2.85	1.10	1	4%	8	30%	7	26%	8	30%	3	11%	1	4%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
37	Teaching Load is fair	28	3.50	1.20	7	25%	7	25%	9	32%	3	11%	2	7%	0	0%
38	Recognition for teaching	28	3.25	1.04	4	14%	6	21%	12	43%	5	18%	1	4%	0	0%
39	Recognition for research	28	3.32	0.94	3	11%	8	29%	13	46%	3	11%	1	4%	0	0%
40	Recognition for service	28	3.14	1.18	3	11%	8	29%	11	39%	2	7%	4	14%	0	0%
41	Clerical Support	27	3.22	1.25	5	19%	6	22%	9	33%	4	15%	3	11%	1	4%
42	Collegial Support in dept.	28	4.43	0.74	15	54%	11	39%	1	4%	1	4%	0	0%	0	0%
43	Work environment	28	3.93	1.21	11	39%	10	36%	3	11%	2	7%	2	7%	0	0%
44	Free from intimidation/discrimination	28	4.36	0.87	15	54%	10	36%	1	4%	2	7%	0	0%	0	0%
45	Parking	27	2.78	1.53	5	19%	5	19%	4	15%	5	19%	8	30%	1	4%
46	Faculty Senate	25	3.76	1.09	7	28%	9	36%	6	24%	2	8%	1	4%	3	11%
47	Research Resources	28	3.71	0.90	4	14%	16	57%	4	14%	4	14%	0	0%	0	0%
48	Graduate Program Resources	24	3.17	1.13	2	8%	10	42%	3	13%	8	33%	1	4%	4	14%
49	Travel Allocation	28	3.93	1.15	11	39%	9	32%	4	14%	3	11%	1	4%	0	0%
50	IDEA Administered	28	2.61	1.45	3	11%	6	21%	6	21%	3	11%	10	36%	0	0%
51	IDEA Accuracy	28	2.11	1.34	3	11%	1	4%	5	18%	6	21%	13	46%	0	0%
52	Chair evaluation of my teaching	27	3.41	1.19	5	19%	9	33%	7	26%	4	15%	2	7%	1	4%
53	FES Instrument is adequate	28	2.82	1.22	2	7%	8	29%	5	18%	9	32%	4	14%	0	0%
54	Merit System is applied fairly	26	2.88	1.24	1	4%	11	42%	2	8%	8	31%	4	15%	2	7%
55	Market Adjustments applied fairly	26	2.88	1.28	2	8%	8	31%	6	23%	5	19%	5	19%	2	7%
56	Promotion System is applied fairly	27	3.15	1.29	5	19%	6	22%	7	26%	6	22%	3	11%	1	4%
57	Tenure System is applied fairly	26	3.77	1.37	10	38%	8	31%	3	12%	2	8%	3	12%	2	7%
58	Tenure Process clear at univ. level	28	2.25	1.40	3	11%	3	11%	4	14%	6	21%	12	43%	0	0%
59	Post Tenure Review	22	4.14	1.28	12	55%	6	27%	1	5%	1	5%	2	9%	6	21%
60	Salary at SHSU	28	2.86	1.41	4	14%	7	25%	4	14%	7	25%	6	21%	0	0%
61	Salary other Universities	27	2.48	1.34	2	7%	6	22%	3	11%	8	30%	8	30%	1	4%
62	Reassigned time	21	3.24	1.18	2	10%	8	38%	7	33%	1	5%	3	14%	7	25%
63	Faculty Research Fund <5000	22	3.50	1.10	5	23%	5	23%	9	41%	2	9%	1	5%	6	21%
64	Enhancement Grant for Research	20	3.50	1.05	4	20%	5	25%	9	45%	1	5%	1	5%	8	29%
65	Adequate support for online courses	22	3.27	1.28	3	14%	9	41%	4	18%	3	14%	3	14%	6	21%
66	University Center facilities	26	3.69	0.93	5	19%	11	42%	7	27%	3	12%	0	0%	2	7%
67	University Center staff	26	3.85	0.83	4	15%	16	62%	5	19%	0	0%	1	4%	2	7%
68	Communication with Admin.	28	2.75	1.29	3	11%	5	18%	8	29%	6	21%	6	21%	0	0%
69	President values faculty	26	3.54	1.14	5	19%	10	38%	7	27%	2	8%	2	8%	2	7%
70	Provost values faculty	25	3.00	1.41	3	12%	9	36%	4	16%	3	12%	6	24%	3	11%
71	Dean values faculty	28	3.68	1.31	8	29%	12	43%	2	7%	3	11%	3	11%	0	0%
72	Chair values faculty	28	3.86	1.33	10	36%	12	43%	2	7%	0	0%	4	14%	0	0%
73	Satisfied at SHSU	28	3.89	0.92	6	21%	16	57%	4	14%	1	4%	1	4%	0	0%

CJ Results 2009 - 2010

Number of Respondents	12
Number of Tenured/Tenure-Track	36
% Returned	33.3%

					Number and % Responding 5, 4, 3, 2, 1											% Respondents not answering.
					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
1	President Gaertner	11	4.64	0.67	8	73%	2	18%	1	9%	0	0%	0	0%	1	8%
2	VPAA Payne	11	4.18	0.75	4	36%	5	45%	2	18%	0	0%	0	0%	1	8%
3	VPEM Thielemann	5	3.80	0.84	1	20%	2	40%	2	40%	0	0%	0	0%	7	58%
4	VPFO Gibson	7	3.86	0.69	1	14%	4	57%	2	29%	0	0%	0	0%	5	42%
5	VPSS Parker	6	3.83	0.75	1	17%	3	50%	2	33%	0	0%	0	0%	6	50%
6	VP Advancement Holmes	5	3.60	0.55	0	0%	3	60%	2	40%	0	0%	0	0%	7	58%
7	Assoc. VPAA Eglsaer	8	4.38	0.74	4	50%	3	38%	1	13%	0	0%	0	0%	4	33%
8	Assoc. VPAA Tayebi	7	3.29	1.11	1	14%	2	29%	2	29%	2	29%	0	0%	5	42%
9	Assoc. VPR&SP Cook	9	4.33	0.87	5	56%	2	22%	2	22%	0	0%	0	0%	3	25%
10	Assoc. VPResAdm Davis	4	4.00	0.82	1	25%	2	50%	1	25%	0	0%	0	0%	8	67%
11	Assoc. VP DL Angrove	10	4.10	0.74	3	30%	5	50%	2	20%	0	0%	0	0%	2	17%
12	Dean Webb	12	4.33	1.30	9	75%	0	0%	2	17%	0	0%	1	8%	0	0%
13	Assoc. Dean Mullings	12	4.17	1.27	7	58%	2	17%	2	17%	0	0%	1	8%	0	0%
16	Budget Decision Participation in Dept.	11	3.55	1.13	3	27%	2	18%	4	36%	2	18%	0	0%	1	8%
17	Selection of Admins.	10	3.20	1.40	2	20%	3	30%	1	10%	3	30%	1	10%	2	17%
18	Selection of Faculty	12	4.17	1.19	7	58%	2	17%	1	8%	2	17%	0	0%	0	0%
19	Strategic Planning in College	12	3.58	1.08	3	25%	3	25%	4	33%	2	17%	0	0%	0	0%
20	3/3 4/4 handled fairly	12	3.92	1.16	4	33%	5	42%	2	17%	0	0%	1	8%	0	0%
21	SAM Center Mentoring	6	4.00	0.89	2	33%	2	33%	2	33%	0	0%	0	0%	6	50%
22	SAM Center Advising	4	4.25	0.96	2	50%	1	25%	1	25%	0	0%	0	0%	8	67%
23	Physically Safe on Campus	12	4.58	0.51	7	58%	5	42%	0	0%	0	0%	0	0%	0	0%
24	LSC facilities adequate	12	4.08	0.51	2	17%	9	75%	1	8%	0	0%	0	0%	0	0%
25	LSC Services adequate	9	3.89	0.60	1	11%	6	67%	2	22%	0	0%	0	0%	3	25%
26	Aramark Services adequate	9	3.89	0.78	1	11%	7	78%	0	0%	1	11%	0	0%	3	25%
27	Human Resource Dept.	12	3.92	0.79	2	17%	8	67%	1	8%	1	8%	0	0%	0	0%
28	HKC	8	4.00	0.76	2	25%	4	50%	2	25%	0	0%	0	0%	4	33%
29	Support from Contracts and Grants	12	3.83	1.03	3	25%	6	50%	1	8%	2	17%	0	0%	0	0%
30	Information Resources (UCS)	12	3.67	1.07	2	17%	6	50%	3	25%	0	0%	1	8%	0	0%
31	DELTA Services adequate	7	4.29	0.76	3	43%	3	43%	1	14%	0	0%	0	0%	5	42%
32	Library Services	12	4.50	0.52	6	50%	6	50%	0	0%	0	0%	0	0%	0	0%
33	Library good for Dept. Curriculum	12	4.25	0.62	4	33%	7	58%	1	8%	0	0%	0	0%	0	0%
34	Blackboard	12	3.67	0.78	1	8%	7	58%	3	25%	1	8%	0	0%	0	0%
35	E-College	7	3.71	0.76	1	14%	3	43%	3	43%	0	0%	0	0%	5	42%
36	Recruiting Quality Students	12	3.50	0.90	2	17%	3	25%	6	50%	1	8%	0	0%	0	0%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
37	Teaching Load is fair	11	4.00	1.18	4	36%	5	45%	1	9%	0	0%	1	9%	1	8%
38	Recognition for teaching	12	4.25	0.97	6	50%	4	33%	1	8%	1	8%	0	0%	0	0%
39	Recognition for research	12	4.33	0.78	6	50%	4	33%	2	17%	0	0%	0	0%	0	0%
40	Recognition for service	12	4.00	1.04	5	42%	3	25%	3	25%	1	8%	0	0%	0	0%
41	Clerical Support	11	4.55	0.52	6	55%	5	45%	0	0%	0	0%	0	0%	1	8%
42	Collegial Support in dept.	12	4.42	1.00	8	67%	2	17%	1	8%	1	8%	0	0%	0	0%
43	Work environment	12	3.92	0.90	3	25%	6	50%	2	17%	1	8%	0	0%	0	0%
44	Free from intimidation/discrimination	12	4.08	1.38	7	58%	2	17%	1	8%	1	8%	1	8%	0	0%
45	Parking	12	3.67	1.37	3	25%	6	50%	1	8%	0	0%	2	17%	0	0%
46	Faculty Senate	8	4.13	0.64	2	25%	5	63%	1	13%	0	0%	0	0%	4	33%
47	Research Resources	12	4.25	0.62	4	33%	7	58%	1	8%	0	0%	0	0%	0	0%
48	Graduate Program Resources	12	4.08	0.51	2	17%	9	75%	1	8%	0	0%	0	0%	0	0%
49	Travel Allocation	12	3.25	1.36	2	17%	5	42%	0	0%	4	33%	1	8%	0	0%
50	IDEA Administered	12	3.50	0.80	1	8%	5	42%	5	42%	1	8%	0	0%	0	0%
51	IDEA Accuracy	12	3.33	0.78	0	0%	6	50%	4	33%	2	17%	0	0%	0	0%
52	Chair evaluation of my teaching	12	4.17	1.03	6	50%	3	25%	2	17%	1	8%	0	0%	0	0%
53	FES Instrument is adequate	12	3.83	1.27	5	42%	3	25%	1	8%	3	25%	0	0%	0	0%
54	Merit System is applied fairly	11	3.82	1.33	5	45%	2	18%	1	9%	3	27%	0	0%	1	8%
55	Market Adjustments applied fairly	9	3.33	1.66	3	33%	2	22%	1	11%	1	11%	2	22%	3	25%
56	Promotion System is applied fairly	11	3.55	1.44	3	27%	4	36%	2	18%	0	0%	2	18%	1	8%
57	Tenure System is applied fairly	12	3.42	1.44	3	25%	4	33%	2	17%	1	8%	2	17%	0	0%
58	Tenure Process clear at univ. level	12	3.83	0.94	2	17%	8	67%	0	0%	2	17%	0	0%	0	0%
59	Post Tenure Review	5	4.00	1.00	2	40%	1	20%	2	40%	0	0%	0	0%	7	58%
60	Salary at SHSU	12	3.50	1.24	3	25%	3	25%	4	33%	1	8%	1	8%	0	0%
61	Salary other Universities	12	3.08	1.16	1	8%	4	33%	3	25%	3	25%	1	8%	0	0%
62	Reassigned time	8	3.63	1.19	2	25%	3	38%	1	13%	2	25%	0	0%	4	33%
63	Faculty Research Fund <5000	10	4.20	0.79	4	40%	4	40%	2	20%	0	0%	0	0%	2	17%
64	Enhancement Grant for Research	10	4.10	0.88	4	40%	3	30%	3	30%	0	0%	0	0%	2	17%
65	Adequate support for online courses	9	4.00	0.71	2	22%	5	56%	2	22%	0	0%	0	0%	3	25%
66	University Center facilities	7	4.14	1.07	3	43%	3	43%	0	0%	1	14%	0	0%	5	42%
67	University Center staff	5	4.40	1.34	4	80%	0	0%	0	0%	1	20%	0	0%	7	58%
68	Communication with Admin.	12	3.92	0.79	3	25%	5	42%	4	33%	0	0%	0	0%	0	0%
69	President values faculty	11	4.27	0.79	5	45%	4	36%	2	18%	0	0%	0	0%	1	8%
70	Provost values faculty	11	4.18	0.87	4	36%	6	55%	0	0%	1	9%	0	0%	1	8%
71	Dean values faculty	12	4.33	1.07	8	67%	1	8%	2	17%	1	8%	0	0%	0	0%
72	Chair values faculty	12	4.50	1.00	9	75%	1	8%	1	8%	1	8%	0	0%	0	0%
73	Satisfied at SHSU	12	4.25	1.06	7	58%	2	17%	2	17%	1	8%	0	0%	0	0%

COE Results 2009 - 2010

Number of Respondents	34
Number of Tenured/Tenure-Track	82
% Returned	41.5%

					Number and % Responding 5, 4, 3, 2, 1										% Respondents not answering.	
					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
1	President Gaertner	34	4.32	0.98	19	56%	10	29%	3	9%	1	3%	1	3%	0	0%
2	VPAA Payne	34	3.47	1.44	11	32%	8	24%	6	18%	4	12%	5	15%	0	0%
3	VPEM Thielemann	23	3.61	1.03	5	22%	7	30%	9	39%	1	4%	1	4%	11	32%
4	VPFO Gibson	27	3.56	1.12	6	22%	8	30%	10	37%	1	4%	2	7%	7	21%
5	VPSS Parker	27	3.96	1.09	10	37%	10	37%	4	15%	2	7%	1	4%	7	21%
6	VP Advancement Holmes	26	3.85	0.97	7	27%	10	38%	8	31%	0	0%	1	4%	8	24%
7	Assoc. VPAA Eglsaer	29	4.14	1.06	14	48%	8	28%	5	17%	1	3%	1	3%	5	15%
8	Assoc. VPAA Tayebi	33	3.85	1.09	10	30%	13	39%	7	21%	1	3%	2	6%	1	3%
9	Assoc. VPR&SP Cook	23	3.87	0.97	6	26%	10	43%	6	26%	0	0%	1	4%	11	32%
10	Assoc. VPResAdm Davis	21	3.38	1.24	5	24%	4	19%	8	38%	2	10%	2	10%	13	38%
11	Assoc. VP DL Angrove	30	3.17	1.21	4	13%	9	30%	8	27%	6	20%	3	10%	4	12%
12	Dean Brown	34	3.41	1.33	9	26%	9	26%	6	18%	7	21%	3	9%	0	0%
13	Assoc. Dean Irby	34	3.50	1.38	11	32%	7	21%	8	24%	4	12%	4	12%	0	0%
14	Assoc. Dean Smith	34	3.12	1.20	5	15%	7	21%	13	38%	5	15%	4	12%	0	0%
16	Budget Decision Participation in Dept.	32	2.91	1.61	8	25%	6	19%	2	6%	7	22%	9	28%	2	6%
17	Selection of Admins.	32	2.44	1.41	4	13%	4	13%	5	16%	8	25%	11	34%	2	6%
18	Selection of Faculty	33	4.06	1.20	16	48%	9	27%	4	12%	2	6%	2	6%	1	3%
19	Strategic Planning in College	30	3.13	1.20	6	20%	3	10%	12	40%	7	23%	2	7%	4	12%
20	3/3 4/4 handled fairly	33	3.64	1.39	12	36%	8	24%	6	18%	3	9%	4	12%	1	3%
21	SAM Center Mentoring	23	4.09	1.08	10	43%	8	35%	3	13%	1	4%	1	4%	11	32%
22	SAM Center Advising	26	3.77	1.27	9	35%	9	35%	3	12%	3	12%	2	8%	8	24%
23	Physically Safe on Campus	33	4.39	0.86	19	58%	10	30%	2	6%	2	6%	0	0%	1	3%
24	LSC facilities adequate	30	4.10	1.06	12	40%	13	43%	3	10%	0	0%	2	7%	4	12%
25	LSC Services adequate	28	4.00	1.09	10	36%	12	43%	4	14%	0	0%	2	7%	6	18%
26	Aramark Services adequate	31	3.48	1.15	6	19%	10	32%	11	35%	1	3%	3	10%	3	9%
27	Human Resource Dept.	29	3.79	0.98	8	28%	10	34%	8	28%	3	10%	0	0%	5	15%
28	HKC	27	4.33	1.00	16	59%	6	22%	4	15%	0	0%	1	4%	7	21%
29	Support from Contracts and Grants	30	3.37	1.25	7	23%	6	20%	11	37%	3	10%	3	10%	4	12%
30	Information Resources (UCS)	33	3.36	1.27	7	21%	10	30%	7	21%	6	18%	3	9%	1	3%
31	DELTA Services adequate	28	3.32	1.19	5	18%	8	29%	8	29%	5	18%	2	7%	6	18%
32	Library Services	32	4.25	0.92	14	44%	15	47%	1	3%	1	3%	1	3%	2	6%
33	Library good for Dept. Curriculum	32	4.19	1.06	15	47%	12	38%	3	9%	0	0%	2	6%	2	6%
34	Blackboard	29	3.79	1.29	11	38%	8	28%	6	21%	1	3%	3	10%	5	15%
35	E-College	24	2.88	1.08	0	0%	8	33%	9	38%	3	13%	4	17%	10	29%
36	Recruiting Quality Students	33	3.58	0.94	5	15%	13	39%	12	36%	2	6%	1	3%	1	3%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
37	Teaching Load is fair	33	3.97	1.19	15	45%	8	24%	5	15%	4	12%	1	3%	1	3%
38	Recognition for teaching	34	3.21	1.34	7	21%	8	24%	9	26%	5	15%	5	15%	0	0%
39	Recognition for research	34	3.62	1.21	9	26%	11	32%	9	26%	2	6%	3	9%	0	0%
40	Recognition for service	34	3.21	1.27	6	18%	9	26%	9	26%	6	18%	4	12%	0	0%
41	Clerical Support	34	3.47	1.33	10	29%	8	24%	7	21%	6	18%	3	9%	0	0%
42	Collegial Support in dept.	33	4.15	1.20	17	52%	10	30%	3	9%	0	0%	3	9%	1	3%
43	Work environment	34	4.09	1.24	18	53%	8	24%	3	9%	3	9%	2	6%	0	0%
44	Free from intimidation/discrimination	34	4.06	1.46	22	65%	2	6%	4	12%	2	6%	4	12%	0	0%
45	Parking	34	1.85	1.18	3	9%	0	0%	3	9%	11	32%	17	50%	0	0%
46	Faculty Senate	30	3.23	1.25	6	20%	7	23%	7	23%	8	27%	2	7%	4	12%
47	Research Resources	33	3.21	1.17	4	12%	11	33%	9	27%	6	18%	3	9%	1	3%
48	Graduate Program Resources	34	3.18	1.24	5	15%	11	32%	6	18%	9	26%	3	9%	0	0%
49	Travel Allocation	34	3.21	1.34	7	21%	9	26%	6	18%	8	24%	4	12%	0	0%
50	IDEA Administered	34	2.68	1.27	4	12%	5	15%	7	21%	12	35%	6	18%	0	0%
51	IDEA Accuracy	34	2.44	1.26	2	6%	6	18%	7	21%	9	26%	10	29%	0	0%
52	Chair evaluation of my teaching	34	3.97	1.29	16	47%	9	26%	4	12%	2	6%	3	9%	0	0%
53	FES Instrument is adequate	33	2.91	1.31	4	12%	8	24%	8	24%	7	21%	6	18%	1	3%
54	Merit System is applied fairly	31	2.39	1.26	3	10%	2	6%	8	26%	9	29%	9	29%	3	9%
55	Market Adjustments applied fairly	31	2.48	1.31	3	10%	4	13%	7	23%	8	26%	9	29%	3	9%
56	Promotion System is applied fairly	32	3.06	1.22	4	13%	8	25%	10	31%	6	19%	4	13%	2	6%
57	Tenure System is applied fairly	31	3.81	1.22	12	39%	7	23%	8	26%	2	6%	2	6%	3	9%
58	Tenure Process clear at univ. level	34	3.26	1.33	7	21%	9	26%	9	26%	4	12%	5	15%	0	0%
59	Post Tenure Review	23	4.22	0.95	12	52%	5	22%	5	22%	1	4%	0	0%	11	32%
60	Salary at SHSU	34	2.74	1.26	3	9%	6	18%	12	35%	5	15%	8	24%	0	0%
61	Salary other Universities	33	2.48	1.23	2	6%	6	18%	6	18%	11	33%	8	24%	1	3%
62	Reassigned time	25	3.16	1.37	5	20%	7	28%	3	12%	7	28%	3	12%	9	26%
63	Faculty Research Fund <5000	27	3.56	1.12	7	26%	6	22%	10	37%	3	11%	1	4%	7	21%
64	Enhancement Grant for Research	26	3.73	1.00	7	27%	8	31%	8	31%	3	12%	0	0%	8	24%
65	Adequate support for online courses	31	2.87	1.36	4	13%	8	26%	5	16%	8	26%	6	19%	3	9%
66	University Center facilities	28	3.75	1.11	7	25%	13	46%	3	11%	4	14%	1	4%	6	18%
67	University Center staff	27	3.48	1.28	6	22%	11	41%	2	7%	6	22%	2	7%	7	21%
68	Communication with Admin.	33	3.18	1.10	3	9%	12	36%	8	24%	8	24%	2	6%	1	3%
69	President values faculty	31	3.90	1.22	13	42%	8	26%	6	19%	2	6%	2	6%	3	9%
70	Provost values faculty	33	3.18	1.45	8	24%	8	24%	4	12%	8	24%	5	15%	1	3%
71	Dean values faculty	33	3.03	1.38	5	15%	9	27%	8	24%	4	12%	7	21%	1	3%
72	Chair values faculty	33	4.24	1.25	21	64%	5	15%	4	12%	0	0%	3	9%	1	3%
73	Satisfied at SHSU	33	4.03	1.13	14	42%	11	33%	5	15%	1	3%	2	6%	1	3%

H&SS Results 2009 - 2010

Number of Respondents	38
Number of Tenured/Tenure-Track	121
% Returned	31.4%

					Number and % Responding 5, 4, 3, 2, 1										% Respondents not answering.	
					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
1	President Gaertner	34	4.06	1.07	15	44%	10	29%	6	18%	2	6%	1	3%	4	11%
2	VPAA Payne	34	2.97	1.40	6	18%	7	21%	8	24%	6	18%	7	21%	4	11%
3	VPEM Thielemann	23	3.09	1.04	3	13%	3	13%	11	48%	5	22%	1	4%	15	39%
4	VPFO Gibson	25	3.28	1.06	3	12%	7	28%	11	44%	2	8%	2	8%	13	34%
5	VPSS Parker	30	3.93	0.98	11	37%	8	27%	9	30%	2	7%	0	0%	8	21%
6	VP Advancement Holmes	21	3.43	1.21	5	24%	5	24%	6	29%	4	19%	1	5%	17	45%
7	Assoc. VPAA Eglsaer	35	3.54	1.17	9	26%	9	26%	11	31%	4	11%	2	6%	3	8%
8	Assoc. VPAA Tayebi	37	3.81	1.15	14	38%	7	19%	13	35%	1	3%	2	5%	1	3%
9	Assoc. VPR&SP Cook	25	3.40	1.32	7	28%	4	16%	9	36%	2	8%	3	12%	13	34%
10	Assoc. VPResAdm Davis	18	2.94	1.00	1	6%	3	17%	10	56%	2	11%	2	11%	20	53%
11	Assoc. VP DL Angrove	29	2.55	1.33	2	7%	5	17%	10	34%	2	7%	10	34%	9	24%
12	Dean de Castro	36	3.81	1.26	14	39%	11	31%	2	6%	8	22%	1	3%	2	5%
13	Assoc. Dean Bruce	36	3.92	1.08	13	36%	12	33%	7	19%	3	8%	1	3%	2	5%
14	Assoc. Dean Bilhartz	33	3.55	1.12	8	24%	9	27%	10	30%	5	15%	1	3%	5	13%
16	Budget Decision Participation in Dept.	37	3.03	1.36	6	16%	10	27%	6	16%	9	24%	6	16%	1	3%
17	Selection of Admins.	37	2.51	1.45	4	11%	8	22%	4	11%	8	22%	13	35%	1	3%
18	Selection of Faculty	36	4.19	1.06	20	56%	7	19%	5	14%	4	11%	0	0%	2	5%
19	Strategic Planning in College	31	3.00	1.41	5	16%	8	26%	7	23%	4	13%	7	23%	7	18%
20	3/3 4/4 handled fairly	37	3.27	1.43	11	30%	5	14%	9	24%	7	19%	5	14%	1	3%
21	SAM Center Mentoring	32	4.22	0.87	15	47%	10	31%	6	19%	1	3%	0	0%	6	16%
22	SAM Center Advising	35	4.17	0.95	15	43%	14	40%	4	11%	1	3%	1	3%	3	8%
23	Physically Safe on Campus	38	4.45	0.65	20	53%	15	39%	3	8%	0	0%	0	0%	0	0%
24	LSC facilities adequate	34	4.09	1.03	14	41%	13	38%	4	12%	2	6%	1	3%	4	11%
25	LSC Services adequate	33	3.85	1.09	11	33%	11	33%	7	21%	3	9%	1	3%	5	13%
26	Aramark Services adequate	34	2.91	1.33	4	12%	9	26%	8	24%	6	18%	7	21%	4	11%
27	Human Resource Dept.	32	3.53	1.08	5	16%	14	44%	8	25%	3	9%	2	6%	6	16%
28	HKC	25	4.04	0.89	9	36%	9	36%	6	24%	1	4%	0	0%	13	34%
29	Support from Contracts and Grants	34	3.24	1.28	6	18%	10	29%	8	24%	6	18%	4	12%	4	11%
30	Information Resources (UCS)	35	3.49	1.22	8	23%	12	34%	6	17%	7	20%	2	6%	3	8%
31	DELTA Services adequate	28	2.64	1.22	1	4%	8	29%	5	18%	8	29%	6	21%	10	26%
32	Library Services	37	4.32	0.78	18	49%	14	38%	4	11%	1	3%	0	0%	1	3%
33	Library good for Dept. Curriculum	35	4.40	0.69	18	51%	13	37%	4	11%	0	0%	0	0%	3	8%
34	Blackboard	38	3.82	0.93	8	21%	19	50%	8	21%	2	5%	1	3%	0	0%
35	E-College	17	2.24	1.15	0	0%	3	18%	4	24%	4	24%	6	35%	21	55%
36	Recruiting Quality Students	35	2.91	1.01	1	3%	9	26%	15	43%	6	17%	4	11%	3	8%

		N	Mean	Std. Dev.	5		4		3		2		1		N/A	
					n	%	n	%	n	%	n	%	n	%	n	%
37	Teaching Load is fair	38	3.61	1.10	9	24%	12	32%	12	32%	3	8%	2	5%	0	0%
38	Recognition for teaching	38	3.32	1.32	9	24%	10	26%	6	16%	10	26%	3	8%	0	0%
39	Recognition for research	37	3.51	1.12	8	22%	11	30%	12	32%	4	11%	2	5%	1	3%
40	Recognition for service	35	3.03	1.46	8	23%	6	17%	7	20%	7	20%	7	20%	3	8%
41	Clerical Support	37	3.11	1.29	7	19%	8	22%	7	19%	12	32%	3	8%	1	3%
42	Collegial Support in dept.	38	3.55	1.20	10	26%	10	26%	12	32%	3	8%	3	8%	0	0%
43	Work environment	35	3.89	1.23	15	43%	8	23%	7	20%	3	9%	2	6%	3	8%
44	Free from intimidation/discrimination	37	3.92	1.28	17	46%	8	22%	7	19%	2	5%	3	8%	1	3%
45	Parking	37	1.95	1.15	2	5%	2	5%	5	14%	11	30%	17	46%	1	3%
46	Faculty Senate	33	3.06	1.14	2	6%	12	36%	9	27%	6	18%	4	12%	5	13%
47	Research Resources	38	2.92	1.12	2	5%	12	32%	9	24%	11	29%	4	11%	0	0%
48	Graduate Program Resources	36	2.75	1.25	2	6%	11	31%	6	17%	10	28%	7	19%	2	5%
49	Travel Allocation	38	2.74	1.20	2	5%	10	26%	9	24%	10	26%	7	18%	0	0%
50	IDEA Administered	37	3.30	1.24	5	14%	15	41%	8	22%	4	11%	5	14%	1	3%
51	IDEA Accuracy	38	2.87	1.30	5	13%	7	18%	11	29%	8	21%	7	18%	0	0%
52	Chair evaluation of my teaching	32	3.63	1.29	10	31%	9	28%	7	22%	3	9%	3	9%	6	16%
53	FES Instrument is adequate	38	2.89	1.11	4	11%	5	13%	16	42%	9	24%	4	11%	0	0%
54	Merit System is applied fairly	36	3.00	1.39	8	22%	4	11%	10	28%	8	22%	6	17%	2	5%
55	Market Adjustments applied fairly	34	2.71	1.43	5	15%	6	18%	6	18%	8	24%	9	26%	4	11%
56	Promotion System is applied fairly	33	3.27	1.33	7	21%	9	27%	7	21%	6	18%	4	12%	5	13%
57	Tenure System is applied fairly	37	3.30	1.29	7	19%	12	32%	7	19%	7	19%	4	11%	1	3%
58	Tenure Process clear at univ. level	36	2.67	1.33	4	11%	6	17%	9	25%	8	22%	9	25%	2	5%
59	Post Tenure Review	30	3.57	1.17	7	23%	10	33%	8	27%	3	10%	2	7%	8	21%
60	Salary at SHSU	38	2.84	1.33	5	13%	7	18%	11	29%	7	18%	8	21%	0	0%
61	Salary other Universities	37	2.65	1.34	3	8%	9	24%	7	19%	8	22%	10	27%	1	3%
62	Reassigned time	25	2.72	1.28	3	12%	3	12%	8	32%	6	24%	5	20%	13	34%
63	Faculty Research Fund <5000	28	2.64	1.06	1	4%	5	18%	9	32%	9	32%	4	14%	10	26%
64	Enhancement Grant for Research	27	2.63	1.04	1	4%	4	15%	10	37%	8	30%	4	15%	11	29%
65	Adequate support for online courses	32	2.84	1.37	4	13%	8	25%	6	19%	7	22%	7	22%	6	16%
66	University Center facilities	26	3.35	1.13	5	19%	6	23%	9	35%	5	19%	1	4%	12	32%
67	University Center staff	26	3.88	1.21	11	42%	6	23%	5	19%	3	12%	1	4%	12	32%
68	Communication with Admin.	37	2.57	1.28	3	8%	7	19%	7	19%	11	30%	9	24%	1	3%
69	President values faculty	32	3.38	1.31	8	25%	7	22%	10	31%	3	9%	4	13%	6	16%
70	Provost values faculty	32	2.81	1.26	3	9%	6	19%	12	38%	4	13%	7	22%	6	16%
71	Dean values faculty	37	3.51	1.33	11	30%	8	22%	12	32%	1	3%	5	14%	1	3%
72	Chair values faculty	35	3.66	1.47	14	40%	9	26%	3	9%	4	11%	5	14%	3	8%
73	Satisfied at SHSU	37	3.65	1.21	11	30%	11	30%	8	22%	5	14%	2	5%	1	3%

NGL Results 2009 - 2010

Number of Respondents	7
Number of Tenured/Tenure-Track	15
% Returned	46.7%

					Number and % Responding 5, 4, 3, 2, 1											% Respondents not answering.
					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
1	President Gaertner	6	3.50	1.05	1	17%	2	33%	2	33%	1	17%	0	0%	1	14%
2	VPAA Payne	7	3.43	1.13	1	14%	3	43%	1	14%	2	29%	0	0%	0	0%
3	VPEM Thielemann	3	3.00	1.00	0	0%	1	33%	1	33%	1	33%	0	0%	4	57%
4	VPFO Gibson	3	2.67	1.53	0	0%	1	33%	1	33%	0	0%	1	33%	4	57%
5	VPSS Parker	4	3.50	0.58	0	0%	2	50%	2	50%	0	0%	0	0%	3	43%
6	VP Advancement Holmes	3	3.33	0.58	0	0%	1	33%	2	67%	0	0%	0	0%	4	57%
7	Assoc. VPAA Eglsaer	7	3.86	0.90	2	29%	2	29%	3	43%	0	0%	0	0%	0	0%
8	Assoc. VPAA Tayebi	5	3.80	0.84	1	20%	2	40%	2	40%	0	0%	0	0%	2	29%
9	Assoc. VPR&SP Cook	3	3.33	0.58	0	0%	1	33%	2	67%	0	0%	0	0%	4	57%
10	Assoc. VPResAdm Davis	3	3.33	0.58	0	0%	1	33%	2	67%	0	0%	0	0%	4	57%
11	Assoc. VP DL Angrove	3	4.00	0.00	0	0%	3	100%	0	0%	0	0%	0	0%	4	57%
12	Director Holder	7	4.29	0.95	4	57%	1	14%	2	29%	0	0%	0	0%	0	0%
13	Assoc. Deans (All grouped together)	0	-	-	0	-	0	-	0	-	0	-	0	-	-	-
16	Budget Decision Participation in Dept.	7	3.57	1.40	2	29%	2	29%	2	29%	0	0%	1	14%	0	0%
17	Selection of Admins.	7	2.29	1.50	1	14%	0	0%	2	29%	1	14%	3	43%	0	0%
18	Selection of Faculty	7	3.71	1.38	2	29%	3	43%	1	14%	0	0%	1	14%	0	0%
19	Strategic Planning in College	7	3.71	0.95	1	14%	4	57%	1	14%	1	14%	0	0%	0	0%
20	3/3 4/4 handled fairly	3	2.33	1.15	0	0%	0	0%	2	67%	0	0%	1	33%	4	57%
21	SAM Center Mentoring	3	3.00	1.00	0	0%	1	33%	1	33%	1	33%	0	0%	4	57%
22	SAM Center Advising	3	3.33	1.15	0	0%	2	67%	0	0%	1	33%	0	0%	4	57%
23	Physically Safe on Campus	7	4.29	0.76	3	43%	3	43%	1	14%	0	0%	0	0%	0	0%
24	LSC facilities adequate	6	3.17	0.75	0	0%	2	33%	3	50%	1	17%	0	0%	1	14%
25	LSC Services adequate	6	3.00	0.63	0	0%	1	17%	4	67%	1	17%	0	0%	1	14%
26	Aramark Services adequate	6	2.67	1.03	0	0%	1	17%	3	50%	1	17%	1	17%	1	14%
27	Human Resource Dept.	7	3.14	0.38	0	0%	1	14%	6	86%	0	0%	0	0%	0	0%
28	HKC	6	3.67	0.82	1	17%	2	33%	3	50%	0	0%	0	0%	1	14%
29	Support from Contracts and Grants	5	3.40	0.55	0	0%	2	40%	3	60%	0	0%	0	0%	2	29%
30	Information Resources (UCS)	7	2.43	0.98	0	0%	1	14%	2	29%	3	43%	1	14%	0	0%
31	DELTA Services adequate	3	3.00	0.00	0	0%	0	0%	3	100%	0	0%	0	0%	4	57%
32	Library Services	7	4.57	0.53	4	57%	3	43%	0	0%	0	0%	0	0%	0	0%
33	Library good for Dept. Curriculum	2	4.50	0.71	1	50%	1	50%	0	0%	0	0%	0	0%	5	71%
34	Blackboard	3	3.00	0.00	0	0%	0	0%	3	100%	0	0%	0	0%	4	57%
35	E-College	2	3.00	0.00	0	0%	0	0%	2	100%	0	0%	0	0%	5	71%
36	Recruiting Quality Students	6	3.00	1.10	0	0%	2	33%	3	50%	0	0%	1	17%	1	14%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
37	Teaching Load is fair	1	1.00	-	0	0%	0	0%	0	0%	0	0%	1	100%	6	86%
38	Recognition for teaching	1	1.00	-	0	0%	0	0%	0	0%	0	0%	1	100%	6	86%
39	Recognition for research	6	3.50	1.38	1	17%	3	50%	1	17%	0	0%	1	17%	1	14%
40	Recognition for service	7	3.86	1.35	2	29%	4	57%	0	0%	0	0%	1	14%	0	0%
41	Clerical Support	4	3.50	1.73	1	25%	2	50%	0	0%	0	0%	1	25%	3	43%
42	Collegial Support in dept.	7	4.14	0.90	3	43%	2	29%	2	29%	0	0%	0	0%	0	0%
43	Work environment	7	4.14	1.46	4	57%	2	29%	0	0%	0	0%	1	14%	0	0%
44	Free from intimidation/discrimination	7	3.71	1.60	3	43%	2	29%	0	0%	1	14%	1	14%	0	0%
45	Parking	7	1.57	0.79	0	0%	0	0%	1	14%	2	29%	4	57%	0	0%
46	Faculty Senate	7	3.57	1.40	2	29%	2	29%	2	29%	0	0%	1	14%	0	0%
47	Research Resources	7	4.29	0.95	4	57%	1	14%	2	29%	0	0%	0	0%	0	0%
48	Graduate Program Resources	4	3.75	1.50	2	50%	0	0%	1	25%	1	25%	0	0%	3	43%
49	Travel Allocation	7	4.29	0.76	3	43%	3	43%	1	14%	0	0%	0	0%	0	0%
50	IDEA Administered	0	-	-	0	-	0	-	0	-	0	-	0	-	7	100%
51	IDEA Accuracy	0	-	-	0	-	0	-	0	-	0	-	0	-	7	100%
52	Chair evaluation of my teaching	0	-	-	0	-	0	-	0	-	0	-	0	-	7	100%
53	FES Instrument is adequate	6	3.83	0.75	1	17%	3	50%	2	33%	0	0%	0	0%	1	14%
54	Merit System is applied fairly	6	3.83	1.17	2	33%	2	33%	1	17%	1	17%	0	0%	1	14%
55	Market Adjustments applied fairly	5	3.40	1.34	1	20%	2	40%	0	0%	2	40%	0	0%	2	29%
56	Promotion System is applied fairly	7	3.57	1.13	2	29%	1	14%	3	43%	1	14%	0	0%	0	0%
57	Tenure System is applied fairly	7	3.71	1.38	3	43%	1	14%	1	14%	2	29%	0	0%	0	0%
58	Tenure Process clear at univ. level	7	3.29	1.38	1	14%	3	43%	1	14%	1	14%	1	14%	0	0%
59	Post Tenure Review	5	4.00	1.41	3	60%	0	0%	1	20%	1	20%	0	0%	2	29%
60	Salary at SHSU	7	3.71	0.76	1	14%	3	43%	3	43%	0	0%	0	0%	0	0%
61	Salary other Universities	6	3.00	1.41	1	17%	1	17%	2	33%	1	17%	1	17%	1	14%
62	Reassigned time	2	2.50	0.71	0	0%	0	0%	1	50%	1	50%	0	0%	5	71%
63	Faculty Research Fund <5000	2	2.50	0.71	0	0%	0	0%	1	50%	1	50%	0	0%	5	71%
64	Enhancement Grant for Research	2	2.50	0.71	0	0%	0	0%	1	50%	1	50%	0	0%	5	71%
65	Adequate support for online courses	2	2.50	0.71	0	0%	0	0%	1	50%	1	50%	0	0%	5	71%
66	University Center facilities	4	2.75	0.96	0	0%	1	25%	1	25%	2	50%	0	0%	3	43%
67	University Center staff	4	2.50	1.29	0	0%	1	25%	1	25%	1	25%	1	25%	3	43%
68	Communication with Admin.	7	2.71	1.38	1	14%	1	14%	1	14%	3	43%	1	14%	0	0%
69	President values faculty	6	2.67	1.21	0	0%	2	33%	1	17%	2	33%	1	17%	1	14%
70	Provost values faculty	7	3.00	1.15	0	0%	3	43%	2	29%	1	14%	1	14%	0	0%
71	Dean values faculty	7	4.00	1.15	3	43%	2	29%	1	14%	1	14%	0	0%	0	0%
72	Chair values faculty	3	2.67	1.53	0	0%	1	33%	1	33%	0	0%	1	33%	4	57%
73	Satisfied at SHSU	7	4.14	0.90	3	43%	2	29%	2	29%	0	0%	0	0%	0	0%

Comparison Across Colleges/Library

		Total	A&S	COBA	CJ	ED	H&SS	Library
#	Question	Mean	Mean	Mean	Mean	Mean	Mean	Mean
23	Physically Safe on Campus	**4.36**	4.31	4.21	4.58	4.39	4.45	4.29
32	Library Services	**4.23**	4.12	4.15	4.50	4.25	4.32	4.57
18	Selection of Faculty	**4.21**	4.47	4.00	4.17	4.06	4.19	3.71
1	President Gaertner	**4.19**	4.20	4.14	4.64	4.32	4.06	3.50
33	Library good for Dept. Curriculum	**4.18**	3.97	4.27	4.25	4.19	4.40	4.50
44	Free from intimidation/discrimination	**4.06**	4.05	4.36	4.08	4.06	3.92	3.71
28	HKC	**4.00**	3.88	3.91	4.00	4.33	4.04	3.67
42	Collegial Support in dept.	**3.99**	3.87	4.43	4.42	4.15	3.55	4.14
72	Chair values faculty	**3.97**	4.02	3.86	4.50	4.24	3.66	2.67
12	Dean	**3.96**	4.37	3.68	4.33	3.41	3.81	4.29
73	Satisfied at SHSU	**3.92**	3.95	3.89	4.25	4.03	3.65	4.14
5	VPSS Parker	**3.89**	3.87	3.86	3.83	3.96	3.93	3.50
43	Work environment	**3.88**	3.69	3.93	3.92	4.09	3.89	4.14
21	SAM Center Mentoring	**3.83**	3.52	3.76	4.00	4.09	4.22	3.00
59	Post Tenure Review	**3.82**	3.62	4.14	4.00	4.22	3.57	4.00
34	Blackboard	**3.81**	3.81	3.96	3.67	3.79	3.82	3.00
71	Dean values faculty	**3.78**	4.26	3.68	4.33	3.03	3.51	4.00
7	Assoc. VPAA Eglsaer	**3.78**	3.80	3.43	4.38	4.14	3.54	3.86
9	Assoc. VPR&SP Cook	**3.77**	4.00	3.35	4.33	3.87	3.40	3.33
37	Teaching Load is fair	**3.76**	3.87	3.50	4.00	3.97	3.61	1.00
13	Assoc. Deans (All grouped together)	**3.75**	4.07	3.11	4.17	3.31	3.74	-
24	LSC facilities adequate	**3.74**	3.48	3.43	4.08	4.10	4.09	3.17
8	Assoc. VPAA Tayebi	**3.73**	3.75	3.44	3.29	3.85	3.81	3.80
57	Tenure System is applied fairly	**3.72**	3.97	3.77	3.42	3.81	3.30	3.71
69	President values faculty	**3.71**	3.87	3.54	4.27	3.90	3.38	2.67
25	LSC Services adequate	**3.71**	3.62	3.46	3.89	4.00	3.85	3.00
67	University Center staff	**3.68**	3.59	3.85	4.40	3.48	3.88	2.50
52	Chair evaluation of my teaching	**3.68**	3.56	3.41	4.17	3.97	3.63	-
22	SAM Center Advising	**3.65**	3.11	3.88	4.25	3.77	4.17	3.33
20	3/3 4/4 handled fairly	**3.62**	3.66	4.00	3.92	3.64	3.27	2.33
27	Human Resource Dept.	**3.60**	3.57	3.52	3.92	3.79	3.53	3.14
39	Recognition for research	**3.60**	3.64	3.32	4.33	3.62	3.51	3.50
4	VPFO Gibson	**3.58**	3.78	3.56	3.86	3.56	3.28	2.67
66	University Center facilities	**3.57**	3.48	3.69	4.14	3.75	3.35	2.75
29	Support from Contracts and Grants	**3.53**	3.82	3.30	3.83	3.37	3.24	3.40
6	VP Advancement Holmes	**3.47**	3.45	3.05	3.60	3.85	3.43	3.33

		Total	A&S	COBA	CJ	ED	H&SS	Library
#	Question	Mean	Mean	Mean	Mean	Mean	Mean	Mean
38	Recognition for teaching	**3.45**	3.65	3.25	4.25	3.21	3.32	1.00
64	Enhancement Grant for Research	**3.44**	3.59	3.50	4.10	3.73	2.63	2.50
41	Clerical Support	**3.42**	3.47	3.22	4.55	3.47	3.11	3.50
10	Assoc. VPResAdm Davis	**3.41**	3.62	3.38	4.00	3.38	2.94	3.33
63	Faculty Research Fund <5000	**3.38**	3.51	3.50	4.20	3.56	2.64	2.50
3	VPEM Thielemann	**3.37**	3.51	3.00	3.80	3.61	3.09	3.00
46	Faculty Senate	**3.36**	3.28	3.76	4.13	3.23	3.06	3.57
2	VPAA Payne	**3.31**	3.41	2.96	4.18	3.47	2.97	3.43
56	Promotion System is applied fairly	**3.28**	3.37	3.15	3.55	3.06	3.27	3.57
19	Strategic Planning in College	**3.27**	3.04	3.92	3.58	3.13	3.00	3.71
11	Assoc. VP DL Angrove	**3.26**	3.55	3.35	4.10	3.17	2.55	4.00
47	Research Resources	**3.25**	2.95	3.71	4.25	3.21	2.92	4.29
40	Recognition for service	**3.24**	3.22	3.14	4.00	3.21	3.03	3.86
62	Reassigned time	**3.22**	3.47	3.24	3.63	3.16	2.72	2.50
70	Provost values faculty	**3.19**	3.31	3.00	4.18	3.18	2.81	3.00
16	Budget Decision Participation in Dept.	**3.18**	3.51	2.73	3.55	2.91	3.03	3.57
36	Recruiting Quality Students	**3.16**	3.15	2.85	3.50	3.58	2.91	3.00
49	Travel Allocation	**3.14**	2.85	3.93	3.25	3.21	2.74	4.29
31	DELTA Services adequate	**3.13**	3.20	3.06	4.29	3.32	2.64	3.00
26	Aramark Services adequate	**3.12**	2.78	3.48	3.89	3.48	2.91	2.67
30	Information Resources (UCS)	**3.10**	2.59	3.35	3.67	3.36	3.49	2.43
53	FES Instrument is adequate	**3.08**	3.18	2.82	3.83	2.91	2.89	3.83
65	Adequate support for online courses	**3.03**	2.98	3.27	4.00	2.87	2.84	2.50
58	Tenure Process clear at univ. level	**3.01**	3.23	2.25	3.83	3.26	2.67	3.29
68	Communication with Admin.	**3.00**	3.14	2.75	3.92	3.18	2.57	2.71
54	Merit System is applied fairly	**2.98**	3.08	2.88	3.82	2.39	3.00	3.83
48	Graduate Program Resources	**2.96**	2.59	3.17	4.08	3.18	2.75	3.75
50	IDEA Administered	**2.92**	2.87	2.61	3.50	2.68	3.30	-
60	Salary at SHSU	**2.89**	2.81	2.86	3.50	2.74	2.84	3.71
55	Market Adjustments applied fairly	**2.78**	2.79	2.88	3.33	2.48	2.71	3.40
17	Selection of Admins.	**2.73**	2.88	2.96	3.20	2.44	2.51	2.29
35	E-College	**2.72**	2.62	2.73	3.71	2.88	2.24	3.00
51	IDEA Accuracy	**2.63**	2.68	2.11	3.33	2.44	2.87	-
61	Salary other Universities	**2.57**	2.45	2.48	3.08	2.48	2.65	3.00
45	Parking	**2.40**	2.66	2.78	3.67	1.85	1.95	1.57

Faculty Senate Survey Results - University Previous Comparison

Evaluate the Following:

		09-10	08-09	07-08	06-07	06-07	05-06	04-05	03-04	02-03	01-02	00-01
1	President	4.19	4.05	3.74	3.91	3.91	3.89	3.45	3.31	3.48	3.62	3.00
2	VPAA	3.31	3.31	3.31	3.34	3.34	3.16	2.59	2.50	2.77	2.96	2.44
3	VPEM	3.37	3.40	3.55	3.35	3.35	3.34	3.02				
4	VPFO	3.58	3.52	2.97	3.04	3.04	3.09	3.20	2.89	2.62	2.38	2.42
5	VPSS	3.89	3.88	3.84	3.80	3.80	3.87	2.34	1.99	2.08	1.92	2.16
6	VP Advancement	3.47	3.24	3.26	3.24	3.24	3.19	2.76	2.57	2.78	2.66	
7	Assoc. VPAA	3.78	3.63	3.68	3.68	3.68	3.69	3.55	3.54	3.73	3.78	3.43
8	Assoc. VPAA & Dean Grad.	3.73	3.80	3.70	3.58	3.58	3.67	3.60	3.39			
9	Assoc. VPR&SP	3.77	3.71	3.06	3.16	3.16	2.50	2.53	2.20	2.41	2.71	3.04
10	Assoc. VPRes Admin	3.41										
11	Assoc. VP D.L.	3.26										
12	Dean	3.96	3.88	3.89	4.21	4.21	4.07	3.62	3.43	3.26	3.17	3.43
16	Budget Decision Participation in Dept.	3.18	3.21	2.98	3.13	4.05	3.19	2.34	2.26	2.16	2.24	2.17
17	Selection of Admins.	2.73	2.72	2.52	2.64	3.58	2.55	2.11	1.98	2.07	2.27	2.22
18	Selection of Faculty	4.21	4.23	4.14	4.33	4.17	4.50	3.48	3.34	3.20	3.40	3.45
19	Strategic Planning in College	3.27	3.28	3.26	3.40	3.90	3.31	2.47	2.29	2.40	2.46	2.31
20	3/3 4/4 handled fairly	3.62	3.42	3.59	3.75	3.59	3.54	3.48	3.39	3.09	3.09	3.45
21	SAM Center Mentoring	3.83	3.61	3.64	3.82	3.60	3.97	3.87	4.03	3.89		
22	SAM Center Advising	3.65	3.50	3.44	3.64	3.65	3.92	3.81	4.02	3.95		
23	Physically Safe on Campus	4.36	4.33	4.23	4.37	4.37	4.53	3.61	3.66	3.60	3.21	3.32
24	LSC facilities adequate	3.74	3.68	3.61	3.65	3.82	3.66	3.58	3.44	3.46	2.47	2.88
25	LSC Services adequate	3.71	3.69	3.49	3.60	3.64	3.63					
26	Aramark Services adequate	3.12										
27	Human Resource Dept.	3.60	3.69	3.21	3.50	3.40	3.50	3.12	3.03	3.34	3.43	3.30
28	HKC	4.00	4.07	4.00	4.05	4.33	4.25	3.55	3.44	3.66	3.63	3.43
29	Support from Contracts and Grants	3.53	3.17	2.89	3.02	2.64	3.03	2.56	2.61	2.73	3.00	3.19
30	Information Resources (UCS)	3.10	3.09	2.63	3.58	3.13	3.65	3.63	3.73	3.78	3.74	3.53
31	DELTA services adequate	3.13										
32	Library Services	4.23	4.17	4.12	4.17	3.75	4.32	4.05	3.98	3.93	3.74	3.65
33	Library good for Dept. Curriculum	4.18	4.02	3.95	3.90	3.08	4.06	3.93	3.88	3.80	3.73	3.50
34	Blackboard	3.81										
35	E-College	2.72										
36	Recruiting Quality Students	3.16	3.14	3.07	3.08	3.71	3.46	3.17	3.09			

		09-10	08-09	07-08	06-07	06-07	05-06	04-05	03-04	02-03	01-02	00-01
37	Teaching Load is fair	3.76	3.63	3.65	3.71	3.23	3.80	3.20	3.11			
38	Recognition for teaching	3.45	3.27	3.13	3.23	3.46	3.30	2.77	2.69			
39	Recognition for research	3.60	3.52	3.32	3.46	3.11	3.54	3.02	3.06			
40	Recognition for service	3.24	3.03	3.03	3.11	3.40	3.21	2.79	2.58			
41	Clerical Support	3.42	3.49	3.31	3.40	3.93	3.89	3.16	3.24			
42	Collegial Support in dept.	3.99	3.95	3.92	3.93	3.81	3.89	3.60	3.72			
43	Work environment	3.88	3.98	3.66	3.81	3.44	3.70	3.31	3.46			
44	Free from intimidation/discrimination	4.06	3.99	3.87	3.86	3.48	3.87	3.47	3.62			
45	Parking	2.40	2.52	3.11	3.44	3.25	3.27	2.78	2.72			
46	Faculty Senate	3.36	3.23	3.16	3.25	2.74	3.42	3.25	3.34	3.36	2.96	3.01
47	Research Resources	3.25	3.13	3.17	3.10	3.02	2.94	2.41	2.24	2.17	2.31	2.36
48	Graduate Program Resources	2.96	2.74	2.72	2.74	3.08	2.53	2.54	2.58	2.32	2.15	1.96
49	Travel Allocation	3.14	3.07	3.05	3.08	2.77	2.95	2.50	2.25	2.04	2.12	1.78
50	IDEA Administered fairly	2.92	2.81	2.82	2.77	2.47	2.90					
51	IDEA Accuracy	2.63	2.42	2.56	2.47	3.64	2.66	2.48	2.22	2.41	2.38	2.27
52	Chair evaluation of my teaching	3.68	3.81	3.60	3.64	3.12	3.78	3.49	3.67	3.62	3.34	3.62
53	FES Instrument is adequate	3.08		2.93	3.12	3.86	3.20	2.56	2.43			
54	Merit System is applied fairly	2.98	3.08									
55	Market Adjustment is applied fairly	2.78	3.01	2.91	2.92	3.74	2.96	2.55	2.56	2.74	2.46	2.38
56	Promotion System is applied fairly	3.28		3.25	3.27	3.71	3.24	2.71	2.71	2.82	2.80	3.09
57	Tenure System is applied fairly	3.72	3.29									
58	Tenure System is clear at Univ. level	3.01	3.66	3.47	3.74	2.59	3.60	3.32	3.54	3.46	3.42	3.63
59	Post Tenure Review	3.82	3.91	3.67	3.71	2.32	3.68	3.30	3.51	3.63	3.29	3.57
60	Salary at SHSU	2.89	2.79	2.64	2.59	2.92	2.60	2.57	2.61	2.53	2.46	2.36
61	Salary other Universities	2.57	2.39	2.46	2.32	3.27	2.23	2.24	2.13	2.14	1.99	2.00
62	Reassigned time	3.22	3.17	3.07	3.15	3.15	3.16	2.94	3.03	2.82	2.76	2.98
63	Faculty Research Fund <5000	3.38	3.39	3.09	3.07	3.07	3.02	2.93	2.73			
64	Enhancement Grant for Research	3.44	3.34	3.06	3.03	3.03	3.03	2.82	2.57			
65	Adequate support for online courses	3.03	2.82	2.75	2.90	2.90	2.81					
66	University Center facilities	3.57	3.60	3.50	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
67	University Center staff	3.68	3.80	3.72	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
68	Communication with Admin.	3.00	3.01	2.82	2.96	2.96	2.94	2.35	2.25			
69	President values faculty	3.71	3.75	3.54	3.80	3.80	3.82	3.22	2.98			
70	Provost values faculty	3.19	3.31	3.30	3.39	3.39	3.40	2.58	2.52			
71	Dean values faculty	3.78	3.96	3.90	4.39	4.39	4.39	3.64	3.42			
72	Chair values faculty	3.97	4.16	3.96	4.22	4.22	4.19	3.78	4.07			
73	Satisfied at SHSU	3.92	4.01	3.71	4.07	4.07	4.02	3.53	3.57	3.66	3.71	3.72