

# University Results 2008 - 2009

Number of Respondents 167  
 Number of Tenured/Tenure-Track 457  
 % Returned 36.5%

% Respondents  
not answering.

	N	Mean	Std. Dev.	Number and % Responding 5, 4, 3, 2, 1												N/A	
				5		4		3		2		1					
				n	%	n	%	n	%	n	%	n	%	n	%	n	%
1	President Gaertner	155	4.05	1.11	70	45%	46	30%	22	14%	11	7%	6	4%	12	7%	
2	VPAA Payne	152	3.31	1.41	41	27%	34	22%	31	20%	23	15%	23	15%	15	9%	
3	VPEM Crowson	91	3.40	1.09	17	19%	22	24%	38	42%	8	9%	6	7%	76	46%	
4	VPFO Lewis	94	3.52	0.91	15	16%	30	32%	39	41%	9	10%	1	1%	73	44%	
5	VPSS Parker	121	3.88	0.91	34	28%	47	39%	34	28%	4	3%	2	2%	46	28%	
6	VP Advancement Holmes	101	3.24	1.12	13	13%	29	29%	38	38%	11	11%	10	10%	66	40%	
7	Assoc. VPAA Eglsaer	141	3.63	1.23	46	33%	34	24%	30	21%	25	18%	6	4%	26	16%	
8	Assoc. VPAA Muehsam	135	3.80	1.09	47	35%	32	24%	42	31%	10	7%	4	3%	32	19%	
9	Assoc. VPR&SP Cook	95	3.71	0.99	23	24%	33	35%	28	29%	10	11%	1	1%	72	43%	
10	Dean	164	3.88	1.24	71	43%	37	23%	33	20%	12	7%	11	7%	3	2%	
11	Assoc. Deans (All grouped together)	242	3.89	1.17	47	19%	32	13%	25	10%	7	3%	9	4%	47	28%	
14	Budget Decision Participation in Dept.	158	3.21	1.48	39	25%	43	27%	19	12%	26	16%	31	20%	9	5%	
15	Selection of Admins.	146	2.72	1.44	19	13%	35	24%	21	14%	28	19%	43	29%	21	13%	
16	Selection of Faculty	158	4.23	1.07	87	55%	41	26%	16	10%	8	5%	6	4%	9	5%	
17	Strategic Planning in College	151	3.28	1.25	28	19%	44	29%	39	26%	23	15%	17	11%	16	10%	
18	3/3 4/4 handled fairly	151	3.42	1.50	52	34%	32	21%	22	15%	18	12%	27	18%	16	10%	
19	SAM Center Mentoring	125	3.61	1.17	30	24%	46	37%	29	23%	10	8%	10	8%	42	25%	
20	SAM Center Advising	133	3.50	1.29	34	26%	45	34%	22	17%	18	14%	14	11%	34	20%	
21	Physically Safe on Campus	162	4.33	0.97	92	57%	47	29%	12	7%	7	4%	4	2%	5	3%	
22	LSC facilities adequate	150	3.68	1.06	36	24%	55	37%	41	27%	11	7%	7	5%	17	10%	
23	LSC Services adequate	134	3.69	1.02	32	24%	48	36%	39	29%	11	8%	4	3%	33	20%	
24	Human Resource Dept.	144	3.69	0.98	31	22%	57	40%	41	28%	11	8%	4	3%	23	14%	
25	HKC	120	4.07	0.95	46	38%	46	38%	20	17%	6	5%	2	2%	47	28%	
26	Support from Contracts and Grants	121	3.17	1.38	27	22%	26	21%	27	22%	22	18%	19	16%	46	28%	
27	Computer Services	166	3.09	1.29	25	15%	47	28%	35	21%	36	22%	23	14%	1	1%	
28	Library Services	158	4.17	0.90	68	43%	59	37%	22	14%	8	5%	1	1%	9	5%	
29	Library good for Dept. Curriculum	151	4.02	1.04	61	40%	50	33%	25	17%	12	8%	3	2%	16	10%	
30	SH Press	93	3.62	1.14	23	25%	31	33%	27	29%	5	5%	7	8%	74	44%	
31	Recruiting Quality Students	156	3.14	1.14	18	12%	46	29%	46	29%	32	21%	14	9%	11	7%	
32	Teaching Load is fair	160	3.63	1.36	56	35%	43	27%	25	16%	18	11%	18	11%	7	4%	
33	Recognition for teaching	157	3.27	1.38	34	22%	48	31%	27	17%	23	15%	25	16%	10	6%	
34	Recognition for research	156	3.52	1.21	37	24%	51	33%	37	24%	18	12%	13	8%	11	7%	
35	Recognition for service	157	3.03	1.39	27	17%	38	24%	38	24%	20	13%	34	22%	10	6%	
36	Clerical Support	161	3.49	1.40	51	32%	41	25%	27	17%	20	12%	22	14%	6	4%	
37	Collegial Support in dept.	163	3.95	1.13	68	42%	45	28%	30	18%	14	9%	6	4%	4	2%	
38	Work environment	164	3.98	1.12	70	43%	46	28%	29	18%	13	8%	6	4%	3	2%	
39	Free from intimidation/discrimination	165	3.99	1.26	81	49%	38	23%	21	13%	13	8%	12	7%	2	1%	
40	Parking	162	2.52	1.42	20	12%	27	17%	25	15%	35	22%	55	34%	5	3%	
41	Faculty Senate	140	3.23	1.20	26	19%	28	20%	51	36%	22	16%	13	9%	27	16%	
42	Research Resources	159	3.13	1.26	21	13%	53	33%	31	19%	33	21%	21	13%	8	5%	
43	Graduate Program Resources	145	2.74	1.30	17	12%	26	18%	35	24%	37	26%	30	21%	22	13%	
44	Travel Allocation	165	3.07	1.43	40	24%	27	16%	31	19%	39	24%	28	17%	2	1%	
45	IDEA Administered	156	2.81	1.41	24	15%	29	19%	39	25%	22	14%	42	27%	11	7%	
46	IDEA Accuracy	157	2.42	1.35	15	10%	22	14%	32	20%	33	21%	55	35%	10	6%	
47	Chair evaluation of my teaching	150	3.81	1.19	51	34%	50	33%	29	19%	9	6%	11	7%	17	10%	
48	FES Instrument is adequate	159	3.08	1.31	22	14%	48	30%	37	23%	24	15%	28	18%	8	5%	
49	Merit System is applied fairly	146	3.01	1.36	23	16%	37	25%	33	23%	24	16%	29	20%	21	13%	
50	Promotion System is applied fairly	142	3.29	1.35	32	23%	38	27%	32	23%	19	13%	21	15%	25	15%	
51	Tenure System is applied fairly	149	3.66	1.31	53	36%	36	24%	32	21%	13	9%	15	10%	18	11%	
52	Post Tenure Review	117	3.91	1.15	46	39%	33	28%	26	22%	5	4%	7	6%	50	30%	
53	Salary at SHSU	165	2.79	1.30	21	13%	31	19%	37	22%	45	27%	31	19%	2	1%	
54	Salary other Universities	156	2.39	1.23	12	8%	19	12%	31	20%	50	32%	44	28%	11	7%	
55	Reassigned time	107	3.17	1.26	19	18%	23	21%	37	35%	13	12%	15	14%	60	36%	
56	Faculty Research Fund <5000	117	3.39	1.19	23	20%	36	31%	31	26%	18	15%	9	8%	50	30%	
57	Enhancement Grant for Research	122	3.34	1.24	25	20%	34	28%	34	28%	16	13%	13	11%	45	27%	
58	Adequate support for online courses	119	2.82	1.21	8	7%	30	25%	37	31%	20	17%	24	20%	48	29%	
59	University Center facilities	96	3.60	1.26	27	28%	32	33%	18	19%	10	10%	9	9%	71	43%	
60	University Center staff	92	3.80	1.16	31	34%	30	33%	18	20%	8	9%	5	5%	75	45%	
61	Communication with Admin.	161	3.01	1.26	18	11%	47	29%	42	26%	27	17%	27	17%	6	4%	
62	President values faculty	158	3.75	1.34	64	41%	36	23%	29	18%	12	8%	17	11%	9	5%	
63	Provost values faculty	156	3.31	1.51	48	31%	34	22%	24	15%	19	12%	31	20%	11	7%	
64	Dean values faculty	164	3.96	1.30	81	49%	35	21%	23	14%	11	7%	14	9%	3	2%	
65	Chair values faculty	154	4.16	1.21	87	56%	34	22%	14	9%	9	6%	10	6%	13	8%	
66	Satisfied at SHSU	165	4.01	1.04	65	39%	58	35%	23	14%	16	10%	3	2%	2	1%	

## A&S Results 2008 - 2009

Number of Respondents 55  
 Number of Tenured/Tenure-Track 139  
 % Returned 39.6%

% Respondents  
not answering.

				Number and % Responding 5, 4, 3, 2, 1												N/A	
				5		4		3		2		1		N/A			
N	Mean	Std. Dev.		n	%	n	%	n	%	n	%	n	%	n	%		
1	President Gaertner	53	4.13	1.02	24	45%	18	34%	6	11%	4	8%	1	2%	2	4%	
2	VPAA Payne	53	3.45	1.37	15	28%	14	26%	11	21%	6	11%	7	13%	2	4%	
3	VPEM Crowson	34	3.50	0.86	5	15%	10	29%	16	47%	3	9%	0	0%	21	38%	
4	VPFO Lewis	31	3.39	0.88	3	10%	10	32%	15	48%	2	6%	1	3%	24	44%	
5	VPSS Parker	43	3.74	0.93	9	21%	18	42%	13	30%	2	5%	1	2%	12	22%	
6	VP Advancement Holmes	34	2.94	1.10	1	3%	11	32%	12	35%	5	15%	5	15%	21	38%	
7	Assoc. VPAA Eglsaer	45	3.49	1.12	10	22%	12	27%	15	33%	6	13%	2	4%	10	18%	
8	Assoc. VPAA Muehsam	42	3.74	0.96	13	31%	7	17%	20	48%	2	5%	0	0%	13	24%	
9	Assoc. VPR&SP Cook	37	4.00	0.91	13	35%	13	35%	9	24%	2	5%	0	0%	18	33%	
10	Dean Hebert	55	4.51	0.84	39	71%	6	11%	9	16%	1	2%	0	0%	0	0%	
11	Assoc. Dean Nicolay	45	3.93	1.10	17	38%	14	31%	10	22%	2	4%	2	4%	10	18%	
12	Assoc. Dean Cook	44	4.14	0.85	16	36%	20	45%	7	16%	0	0%	1	2%	11	20%	
13	Assoc. Dean Rogers	45	3.80	1.16	14	31%	16	36%	11	24%	0	0%	4	9%	10	18%	
14	Budget Decision Participation in Dept.	50	3.66	1.32	17	34%	14	28%	9	18%	5	10%	5	10%	5	9%	
15	Selection of Admins.	46	2.63	1.44	5	11%	10	22%	10	22%	5	11%	16	35%	9	16%	
16	Selection of Faculty	49	4.37	0.91	29	59%	12	24%	5	10%	3	6%	0	0%	6	11%	
17	Strategic Planning in College	49	3.20	1.19	6	12%	16	33%	15	31%	6	12%	6	12%	6	11%	
18	3/3 4/4 handled fairly	52	3.46	1.47	17	33%	13	25%	8	15%	5	10%	9	17%	3	5%	
19	SAM Center Mentoring	44	3.16	1.24	6	14%	13	30%	13	30%	6	14%	6	14%	11	20%	
20	SAM Center Advising	50	2.96	1.29	7	14%	12	24%	10	20%	14	28%	7	14%	5	9%	
21	Physically Safe on Campus	55	4.18	1.09	29	53%	14	25%	7	13%	3	5%	2	4%	0	0%	
22	LSC facilities adequate	51	3.59	0.94	7	14%	23	45%	16	31%	3	6%	2	4%	4	7%	
23	LSC Services adequate	46	3.67	0.92	8	17%	20	43%	14	30%	3	7%	1	2%	9	16%	
24	Human Resource Dept.	49	3.69	0.96	9	18%	22	45%	14	29%	2	4%	2	4%	6	11%	
25	HKC	40	4.20	0.76	14	35%	22	55%	2	5%	2	5%	0	0%	15	27%	
26	Support from Contracts and Grants	45	3.16	1.38	10	22%	10	22%	8	18%	11	24%	6	13%	10	18%	
27	Computer Services	55	2.82	1.29	7	13%	11	20%	11	20%	17	31%	9	16%	0	0%	
28	Library Services	51	4.06	0.97	20	39%	19	37%	7	14%	5	10%	0	0%	4	7%	
29	Library good for Dept. Curriculum	49	3.96	1.10	18	37%	19	39%	6	12%	4	8%	2	4%	6	11%	
30	SH Press	34	3.76	1.18	11	32%	11	32%	7	21%	3	9%	2	6%	21	38%	
31	Recruiting Quality Students	53	3.15	1.22	7	13%	17	32%	11	21%	13	25%	5	9%	2	4%	
32	Teaching Load is fair	55	3.71	1.23	18	33%	17	31%	9	16%	8	15%	3	5%	0	0%	
33	Recognition for teaching	53	3.40	1.41	14	26%	16	30%	8	15%	7	13%	8	15%	2	4%	
34	Recognition for research	51	3.61	1.20	15	29%	13	25%	14	27%	6	12%	3	6%	4	7%	
35	Recognition for service	51	3.27	1.40	12	24%	13	25%	12	24%	5	10%	9	18%	4	7%	
36	Clerical Support	54	3.57	1.44	19	35%	15	28%	5	9%	8	15%	7	13%	1	2%	
37	Collegial Support in dept.	55	3.96	1.00	19	35%	21	38%	10	18%	4	7%	1	2%	0	0%	
38	Work environment	54	3.72	1.16	17	31%	16	30%	12	22%	7	13%	2	4%	1	2%	
39	Free from intimidation/discrimination	54	4.07	1.24	28	52%	13	24%	6	11%	3	6%	4	7%	1	2%	
40	Parking	53	2.98	1.49	12	23%	9	17%	10	19%	10	19%	12	23%	2	4%	
41	Faculty Senate	46	3.07	1.37	10	22%	6	13%	15	33%	7	15%	8	17%	9	16%	
42	Research Resources	53	3.00	1.30	7	13%	15	28%	10	19%	13	25%	8	15%	2	4%	
43	Graduate Program Resources	45	2.27	1.23	2	4%	6	13%	11	24%	9	20%	17	38%	10	18%	
44	Travel Allocation	55	2.75	1.39	10	18%	6	11%	10	18%	18	33%	11	20%	0	0%	
45	IDEA Administered	55	2.76	1.41	8	15%	10	18%	13	24%	9	16%	15	27%	0	0%	
46	IDEA Accuracy	55	2.45	1.41	7	13%	6	11%	12	22%	10	18%	20	36%	0	0%	
47	Chair evaluation of my teaching	50	3.82	1.16	15	30%	21	42%	8	16%	2	4%	4	8%	5	9%	
48	FES Instrument is adequate	50	3.12	1.33	8	16%	15	30%	10	20%	9	18%	8	16%	5	9%	
49	Merit System is applied fairly	47	3.30	1.52	14	30%	10	21%	9	19%	4	9%	10	21%	8	15%	
50	Promotion System is applied fairly	45	3.67	1.26	15	33%	11	24%	12	27%	3	7%	4	9%	10	18%	
51	Tenure System is applied fairly	46	4.09	1.05	21	46%	13	28%	8	17%	3	7%	1	2%	9	16%	
52	Post Tenure Review	41	3.95	1.14	18	44%	9	22%	9	22%	4	10%	1	2%	14	25%	
53	Salary at SHSU	55	3.16	1.32	13	24%	9	16%	11	20%	18	33%	4	7%	0	0%	
54	Salary other Universities	52	2.73	1.30	7	13%	8	15%	10	19%	18	35%	9	17%	3	5%	
55	Reassigned time	33	3.27	1.28	8	24%	4	12%	14	42%	3	9%	4	12%	22	40%	
56	Faculty Research Fund <5000	41	3.34	1.41	12	29%	7	17%	11	27%	5	12%	6	15%	14	25%	
57	Enhancement Grant for Research	44	3.41	1.48	15	34%	7	16%	11	25%	3	7%	8	18%	11	20%	
58	Adequate support for online courses	36	2.78	1.24	3	8%	7	19%	13	36%	5	14%	8	22%	19	35%	
59	University Center facilities	21	3.57	1.03	4	19%	7	33%	8	38%	1	5%	1	5%	34	62%	
60	University Center staff	19	3.47	1.12	4	21%	5	26%	7	37%	2	11%	1	5%	36	65%	
61	Communication with Admin.	51	2.98	1.32	7	14%	12	24%	15	29%	7	14%	10	20%	4	7%	
62	President values faculty	53	3.75	1.36	23	43%	9	17%	11	21%	5	9%	5	9%	2	4%	
63	Provost values faculty	52	3.38	1.43	16	31%	10	19%	12	23%	6	12%	8	15%	3	5%	
64	Dean values faculty	55	4.58	0.76	40	73%	8	15%	6	11%	1	2%	0	0%	0	0%	
65	Chair values faculty	53	4.47	0.99	38	72%	7	13%	4	8%	3	6%	1	2%	2	4%	
66	Satisfied at SHSU	55	4.15	0.91	22	40%	23	42%	7	13%	2	4%	1	2%	0	0%	

# CJ Results 2008 - 2009

Number of Respondents 7  
 Number of Tenured/Tenure-Track 31  
 % Returned 22.6%

% Respondents  
not answering.

	N	Mean	Std. Dev.	Number and % Responding 5, 4, 3, 2, 1										N/A	
				5		4		3		2		1			
				n	%	n	%	n	%	n	%	n	%	n	%
1 President Gaertner	6	4.50	0.84	4	67%	1	17%	1	17%	0	0%	0	0%	1	14%
2 VPAA Payne	5	4.40	0.89	3	60%	1	20%	1	20%	0	0%	0	0%	2	29%
3 VPEM Crowson	3	3.67	0.58	0	0%	2	67%	1	33%	0	0%	0	0%	4	57%
4 VPFO Lewis	3	3.67	0.58	0	0%	2	67%	1	33%	0	0%	0	0%	4	57%
5 VPSS Parker	3	4.00	1.00	1	33%	1	33%	1	33%	0	0%	0	0%	4	57%
6 VP Advancement Holmes	3	3.67	0.58	0	0%	2	67%	1	33%	0	0%	0	0%	4	57%
7 Assoc. VPAA Eglsaer	3	4.33	1.15	2	67%	0	0%	1	33%	0	0%	0	0%	4	57%
8 Assoc. VPAA Muehsam	4	4.50	0.58	2	50%	2	50%	0	0%	0	0%	0	0%	3	43%
9 Assoc. VPR&SP Cook	4	4.00	0.82	1	25%	2	50%	1	25%	0	0%	0	0%	3	43%
10 Dean Webb	7	4.43	0.79	4	57%	2	29%	1	14%	0	0%	0	0%	0	0%
11 Assoc. Dean Mullings	7	4.29	1.25	5	71%	0	0%	1	14%	1	14%	0	0%	0	0%
14 Budget Decision Participation in Dept.	7	3.43	1.51	2	29%	2	29%	1	14%	1	14%	1	14%	0	0%
15 Selection of Admins.	6	2.33	1.51	0	0%	2	33%	1	17%	0	0%	3	50%	1	14%
16 Selection of Faculty	7	4.29	0.76	3	43%	3	43%	1	14%	0	0%	0	0%	0	0%
17 Strategic Planning in College	6	3.33	1.51	2	33%	1	17%	0	0%	3	50%	0	0%	1	14%
18 3/3 4/4 handled fairly	7	4.29	1.11	4	57%	2	29%	0	0%	1	14%	0	0%	0	0%
19 SAM Center Mentoring	5	4.40	0.55	2	40%	3	60%	0	0%	0	0%	0	0%	2	29%
20 SAM Center Advising	4	4.50	0.58	2	50%	2	50%	0	0%	0	0%	0	0%	3	43%
21 Physically Safe on Campus	6	4.83	0.41	5	83%	1	17%	0	0%	0	0%	0	0%	1	14%
22 LSC facilities adequate	5	4.00	1.22	2	40%	2	40%	0	0%	1	20%	0	0%	2	29%
23 LSC Services adequate	4	4.00	0.82	1	25%	2	50%	1	25%	0	0%	0	0%	3	43%
24 Human Resource Dept.	7	4.00	0.58	1	14%	5	71%	1	14%	0	0%	0	0%	0	0%
25 HKC	4	3.75	0.50	0	0%	3	75%	1	25%	0	0%	0	0%	3	43%
26 Support from Contracts and Grants	6	2.50	1.22	0	0%	2	33%	0	0%	3	50%	1	17%	1	14%
27 Computer Services	7	2.57	1.27	0	0%	2	29%	2	29%	1	14%	2	29%	0	0%
28 Library Services	7	3.86	1.07	2	29%	3	43%	1	14%	1	14%	0	0%	0	0%
29 Library good for Dept. Curriculum	7	3.71	0.76	1	14%	3	43%	3	43%	0	0%	0	0%	0	0%
30 SH Press	1	4.00		0	0%	1	100%	0	0%	0	0%	0	0%	6	86%
31 Recruiting Quality Students	5	3.20	0.84	0	0%	2	40%	2	40%	1	20%	0	0%	2	29%
32 Teaching Load is fair	6	4.00	1.55	3	50%	2	33%	0	0%	0	0%	1	17%	1	14%
33 Recognition for teaching	6	3.83	0.98	2	33%	1	17%	3	50%	0	0%	0	0%	1	14%
34 Recognition for research	6	4.17	0.75	2	33%	3	50%	1	17%	0	0%	0	0%	1	14%
35 Recognition for service	5	4.20	0.84	2	40%	2	40%	1	20%	0	0%	0	0%	2	29%
36 Clerical Support	7	3.86	1.46	3	43%	2	29%	1	14%	0	0%	1	14%	0	0%
37 Collegial Support in dept.	7	4.86	0.38	6	86%	1	14%	0	0%	0	0%	0	0%	0	0%
38 Work environment	7	4.29	1.11	4	57%	2	29%	0	0%	1	14%	0	0%	0	0%
39 Free from intimidation/discrimination	7	4.86	0.38	6	86%	1	14%	0	0%	0	0%	0	0%	0	0%
40 Parking	7	2.43	1.62	1	14%	1	14%	1	14%	1	14%	3	43%	0	0%
41 Faculty Senate	4	3.75	1.26	1	25%	2	50%	0	0%	1	25%	0	0%	3	43%
42 Research Resources	7	3.86	0.90	1	14%	5	71%	0	0%	1	14%	0	0%	0	0%
43 Graduate Program Resources	6	3.67	1.21	2	33%	1	17%	2	33%	1	17%	0	0%	1	14%
44 Travel Allocation	6	3.67	1.21	2	33%	1	17%	2	33%	1	17%	0	0%	1	14%
45 IDEA Administered	7	2.71	1.25	1	14%	0	0%	3	43%	2	29%	1	14%	0	0%
46 IDEA Accuracy	7	2.14	1.07	0	0%	1	14%	1	14%	3	43%	2	29%	0	0%
47 Chair evaluation of my teaching	7	4.14	1.07	3	43%	3	43%	0	0%	1	14%	0	0%	0	0%
48 FES Instrument is adequate	7	3.29	1.25	1	14%	2	29%	3	43%	0	0%	1	14%	0	0%
49 Merit System is applied fairly	7	3.43	1.27	2	29%	1	14%	2	29%	2	29%	0	0%	0	0%
50 Promotion System is applied fairly	6	4.67	0.52	4	67%	2	33%	0	0%	0	0%	0	0%	1	14%
51 Tenure System is applied fairly	7	4.29	0.76	3	43%	3	43%	1	14%	0	0%	0	0%	0	0%
52 Post Tenure Review	3	4.67	0.58	2	67%	1	33%	0	0%	0	0%	0	0%	4	57%
53 Salary at SHSU	7	3.00	1.53	2	29%	0	0%	2	29%	2	29%	1	14%	0	0%
54 Salary other Universities	6	3.33	1.51	2	33%	0	0%	3	50%	0	0%	1	17%	1	14%
55 Reassigned time	5	3.80	1.10	2	40%	0	0%	3	60%	0	0%	0	0%	2	29%
56 Faculty Research Fund <5000	5	3.60	1.14	1	20%	2	40%	1	20%	1	20%	0	0%	2	29%
57 Enhancement Grant for Research	5	3.40	1.14	1	20%	1	20%	2	40%	1	20%	0	0%	2	29%
58 Adequate support for online courses	4	2.75	0.96	0	0%	1	25%	1	25%	2	50%	0	0%	3	43%
59 University Center facilities	4	3.50	1.73	1	25%	2	50%	0	0%	0	0%	1	25%	3	43%
60 University Center staff	2	4.00	0.00	0	0%	2	100%	0	0%	0	0%	0	0%	5	71%
61 Communication with Admin.	7	3.71	1.11	2	29%	2	29%	2	29%	1	14%	0	0%	0	0%
62 President values faculty	6	4.83	0.41	5	83%	1	17%	0	0%	0	0%	0	0%	1	14%
63 Provost values faculty	6	4.83	0.41	5	83%	1	17%	0	0%	0	0%	0	0%	1	14%
64 Dean values faculty	7	4.57	0.79	5	71%	1	14%	1	14%	0	0%	0	0%	0	0%
65 Chair values faculty	6	4.67	0.82	5	83%	0	0%	1	17%	0	0%	0	0%	1	14%
66 Satisfied at SHSU	7	4.71	0.49	5	71%	2	29%	0	0%	0	0%	0	0%	0	0%

## COBA Results 2008 - 2009

Number of Respondents 22  
 Number of Tenured/Tenure-Track 71  
 % Returned 31.0%

% Respondents  
 not answering.

	N	Mean	Std. Dev.	Number and % Responding 5, 4, 3, 2, 1												N/A	
				5		4		3		2		1		n	%		
				n	%	n	%	n	%	n	%	n	%	n	%		
1	President Gaertner	20	3.90	1.21	8	40%	6	30%	3	15%	2	10%	1	5%	2	9%	
2	VPAA Payne	20	3.20	1.28	4	20%	4	20%	6	30%	4	20%	2	10%	2	9%	
3	VPAA Crowson	15	3.00	1.20	2	13%	2	13%	7	47%	2	13%	2	13%	7	32%	
4	VPFO Lewis	18	3.67	0.97	5	28%	3	17%	9	50%	1	6%	0	0%	4	18%	
5	VPSS Parker	18	3.83	1.10	6	33%	5	28%	6	33%	0	0%	1	6%	4	18%	
6	VP Advancement Holmes	17	3.18	1.13	3	18%	1	6%	11	65%	0	0%	2	12%	5	23%	
7	Assoc. VPAA Eglsaer	22	3.14	1.25	4	18%	4	18%	7	32%	5	23%	2	9%	0	0%	
8	Assoc. VPAA Muehsam	19	3.79	1.03	6	32%	5	26%	6	32%	2	11%	0	0%	3	14%	
9	Assoc. VPR&SP Cook	14	3.64	1.08	3	21%	5	36%	5	36%	0	0%	1	7%	8	36%	
10	Dean Ashorn	22	3.50	1.06	4	18%	7	32%	8	36%	2	9%	1	5%	0	0%	
14	Budget Decision Participation in Dept.	21	2.24	1.18	0	0%	5	24%	2	10%	7	33%	7	33%	1	5%	
15	Selection of Admins.	22	2.77	1.41	3	14%	5	23%	3	14%	6	27%	5	23%	0	0%	
16	Selection of Faculty	22	3.82	1.37	10	45%	4	18%	4	18%	2	9%	2	9%	0	0%	
17	Strategic Planning in College	21	3.24	1.45	5	24%	5	24%	5	24%	2	10%	4	19%	1	5%	
18	3/3 4/4 handled fairly	22	3.50	1.50	8	36%	4	18%	5	23%	1	5%	4	18%	0	0%	
19	SAM Center Mentoring	20	3.65	1.27	6	30%	6	30%	5	25%	1	5%	2	10%	2	9%	
20	SAM Center Advising	20	3.90	1.37	8	40%	8	40%	1	5%	0	0%	3	15%	2	9%	
21	Physically Safe on Campus	22	4.09	1.15	10	45%	8	36%	1	5%	2	9%	1	5%	0	0%	
22	LSC facilities adequate	21	3.38	1.28	5	24%	5	24%	6	29%	3	14%	2	10%	1	5%	
23	LSC Services adequate	19	3.21	1.27	4	21%	3	16%	7	37%	3	16%	2	11%	3	14%	
24	Human Resource Dept.	21	3.57	0.98	4	19%	7	33%	7	33%	3	14%	0	0%	1	5%	
25	HKC	15	3.67	1.05	4	27%	4	27%	5	33%	2	13%	0	0%	7	32%	
26	Support from Contracts and Grants	11	3.64	0.92	2	18%	4	36%	4	36%	1	9%	0	0%	11	50%	
27	Computer Services	22	3.41	1.22	5	23%	6	27%	5	23%	5	23%	1	5%	0	0%	
28	Library Services	22	3.91	1.11	8	36%	7	32%	5	23%	1	5%	1	5%	0	0%	
29	Library good for Dept. Curriculum	21	4.10	1.14	10	48%	6	29%	3	14%	1	5%	1	5%	1	5%	
30	SH Press	15	3.33	1.18	2	13%	5	33%	6	40%	0	0%	2	13%	7	32%	
31	Recruiting Quality Students	22	2.59	1.05	1	5%	2	9%	10	45%	5	23%	4	18%	0	0%	
32	Teaching Load is fair	22	3.18	1.50	5	23%	6	27%	4	18%	2	9%	5	23%	0	0%	
33	Recognition for teaching	22	2.64	1.43	2	9%	6	27%	3	14%	4	18%	7	32%	0	0%	
34	Recognition for research	22	3.32	1.09	2	9%	9	41%	7	32%	2	9%	2	9%	0	0%	
35	Recognition for service	22	2.86	1.28	2	9%	6	27%	5	23%	5	23%	4	18%	0	0%	
36	Clerical Support	22	3.09	1.44	5	23%	4	18%	5	23%	4	18%	4	18%	0	0%	
37	Collegial Support in dept.	22	4.05	1.36	13	59%	2	9%	4	18%	1	5%	2	9%	0	0%	
38	Work environment	22	3.82	1.05	7	32%	7	32%	5	23%	3	14%	0	0%	0	0%	
39	Free from intimidation/discrimination	22	3.82	1.33	9	41%	6	27%	3	14%	2	9%	2	9%	0	0%	
40	Parking	22	2.59	1.26	2	9%	3	14%	6	27%	6	27%	5	23%	0	0%	
41	Faculty Senate	21	3.48	1.12	5	24%	4	19%	9	43%	2	10%	1	5%	1	5%	
42	Research Resources	22	3.32	1.29	4	18%	8	36%	3	14%	5	23%	2	9%	0	0%	
43	Graduate Program Resources	20	2.80	1.20	1	5%	5	25%	7	35%	3	15%	4	20%	2	9%	
44	Travel Allocation	22	3.91	1.06	7	32%	9	41%	4	18%	1	5%	1	5%	0	0%	
45	IDEA Administered	22	2.95	1.40	3	14%	6	27%	5	23%	3	14%	5	23%	0	0%	
46	IDEA Accuracy	22	2.50	1.57	3	14%	5	23%	1	5%	4	18%	9	41%	0	0%	
47	Chair evaluation of my teaching	22	3.77	1.23	9	41%	3	14%	7	32%	2	9%	1	5%	0	0%	
48	FES Instrument is adequate	22	2.95	1.40	4	18%	4	18%	5	23%	5	23%	4	18%	0	0%	
49	Merit System is applied fairly	22	3.23	1.11	3	14%	6	27%	7	32%	5	23%	1	5%	0	0%	
50	Promotion System is applied fairly	21	3.24	1.09	3	14%	5	24%	8	38%	4	19%	1	5%	1	5%	
51	Tenure System is applied fairly	21	3.52	1.29	6	29%	5	24%	6	29%	2	10%	2	10%	1	5%	
52	Post Tenure Review	17	3.82	1.07	5	29%	6	35%	5	29%	0	0%	1	6%	5	23%	
53	Salary at SHSU	22	2.95	1.36	3	14%	6	27%	4	18%	5	23%	4	18%	0	0%	
54	Salary other Universities	21	2.14	1.20	1	5%	2	10%	4	19%	6	29%	8	38%	1	5%	
55	Reassigned time	18	3.28	1.13	3	17%	4	22%	7	39%	3	17%	1	6%	4	18%	
56	Faculty Research Fund <5000	17	3.41	1.06	4	24%	2	12%	8	47%	3	18%	0	0%	5	23%	
57	Enhancement Grant for Research	17	3.18	1.07	3	18%	1	6%	10	59%	2	12%	1	6%	5	23%	
58	Adequate support for online courses	15	2.80	1.08	1	7%	2	13%	7	47%	3	20%	2	13%	7	32%	
59	University Center facilities	19	3.21	1.23	3	16%	6	32%	3	16%	6	32%	1	5%	3	14%	
60	University Center staff	19	3.74	1.10	5	26%	7	37%	5	26%	1	5%	1	5%	3	14%	
61	Communication with Admin.	22	2.77	1.11	1	5%	5	23%	7	32%	6	27%	3	14%	0	0%	
62	President values faculty	22	3.45	1.22	5	23%	6	27%	7	32%	2	9%	2	9%	0	0%	
63	Provost values faculty	22	3.05	1.46	5	23%	4	18%	4	18%	5	23%	4	18%	0	0%	
64	Dean values faculty	22	3.68	1.17	5	23%	10	45%	4	18%	1	5%	2	9%	0	0%	
65	Chair values faculty	22	3.64	1.50	8	36%	7	32%	2	9%	1	5%	4	18%	0	0%	
66	Satisfied at SHSU	22	3.77	1.07	6	27%	9	41%	3	14%	4	18%	0	0%	0	0%	

COE Results 2008 - 2009

Number of Respondents 38  
 Number of Tenured/Tenure-Track 78  
 % Returned 48.7%

% Respondents not answering.

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

	N	Mean	Std. Dev.	5		4		3		2		1		N/A	
				n	%	n	%	n	%	n	%	n	%	n	%
1 President Gaertner	35	4.51	0.70	22	63%	9	26%	4	11%	0	0%	0	0%	3	8%
2 VPAA Payne	35	3.49	1.52	14	40%	6	17%	2	6%	9	26%	4	11%	3	8%
3 VPEM Crowson	18	4.33	0.84	10	56%	4	22%	4	22%	0	0%	0	0%	20	53%
4 VPFO Lewis	22	3.95	0.84	6	27%	10	45%	5	23%	1	5%	0	0%	16	42%
5 VPSS Parker	27	4.04	0.85	9	33%	11	41%	6	22%	1	4%	0	0%	11	29%
6 VP Advancement Holmes	27	3.81	1.00	7	26%	11	41%	7	26%	1	4%	1	4%	11	29%
7 Assoc. VPAA Eglsaer	32	4.00	1.24	16	50%	7	22%	3	9%	5	16%	1	3%	6	16%
8 Assoc. VPAA Muehsam	33	3.94	1.30	16	48%	6	18%	7	21%	1	3%	3	9%	5	13%
9 Assoc. VPR&SP Cook	19	3.68	0.75	3	16%	7	37%	9	47%	0	0%	0	0%	19	50%
10 Dean Brown	37	3.43	1.34	10	27%	10	27%	7	19%	6	16%	4	11%	1	3%
11 Assoc. Dean Smith	36	3.50	1.34	10	28%	10	28%	9	25%	2	6%	5	14%	2	5%
14 Budget Decision Participation in Dept.	36	3.25	1.65	11	31%	10	28%	2	6%	3	8%	10	28%	2	5%
15 Selection of Admins.	34	3.06	1.58	8	24%	9	26%	3	9%	5	15%	9	26%	4	11%
16 Selection of Faculty	37	4.22	1.18	21	57%	9	24%	4	11%	0	0%	3	8%	1	3%
17 Strategic Planning in College	34	3.41	1.33	9	26%	8	24%	9	26%	4	12%	4	12%	4	11%
18 3/3 4/4 handled fairly	36	3.53	1.58	16	44%	4	11%	5	14%	5	14%	6	17%	2	5%
19 SAM Center Mentoring	23	3.78	1.17	8	35%	6	26%	6	26%	2	9%	1	4%	15	39%
20 SAM Center Advising	26	3.69	1.16	8	31%	7	27%	7	27%	3	12%	1	4%	12	32%
21 Physically Safe on Campus	37	4.65	0.54	25	68%	11	30%	1	3%	0	0%	0	0%	1	3%
22 LSC facilities adequate	34	4.06	0.85	12	35%	13	38%	8	24%	1	3%	0	0%	4	11%
23 LSC Services adequate	31	4.13	0.81	12	39%	11	35%	8	26%	0	0%	0	0%	7	18%
24 Human Resource Dept.	33	3.85	1.18	13	39%	8	24%	7	21%	4	12%	1	3%	5	13%
25 HKC	29	4.34	1.01	17	59%	8	28%	2	7%	1	3%	1	3%	9	24%
26 Support from Contracts and Grants	30	3.27	1.60	10	33%	5	17%	5	17%	3	10%	7	23%	8	21%
27 Computer Services	38	3.47	1.18	7	18%	15	39%	8	21%	5	13%	3	8%	0	0%
28 Library Services	36	4.44	0.65	19	53%	14	39%	3	8%	0	0%	0	0%	2	5%
29 Library good for Dept. Curriculum	34	4.35	0.85	19	56%	9	26%	5	15%	1	3%	0	0%	4	11%
30 SH Press	22	3.68	0.95	4	18%	9	41%	8	36%	0	0%	1	5%	16	42%
31 Recruiting Quality Students	35	3.57	1.04	6	17%	15	43%	8	23%	5	14%	1	3%	3	8%
32 Teaching Load is fair	38	3.79	1.34	16	42%	9	24%	5	13%	5	13%	3	8%	0	0%
33 Recognition for teaching	35	3.37	1.33	9	26%	8	23%	9	26%	5	14%	4	11%	3	8%
34 Recognition for research	35	3.34	1.33	8	23%	10	29%	7	20%	6	17%	4	11%	3	8%
35 Recognition for service	37	2.73	1.43	6	16%	5	14%	9	24%	7	19%	10	27%	1	3%
36 Clerical Support	37	3.81	1.17	13	35%	11	30%	8	22%	3	8%	2	5%	1	3%
37 Collegial Support in dept.	37	4.11	1.05	18	49%	9	24%	6	16%	4	11%	0	0%	1	3%
38 Work environment	38	4.16	1.08	20	53%	8	21%	7	18%	2	5%	1	3%	0	0%
39 Free from intimidation/discrimination	38	3.84	1.35	17	45%	8	21%	7	18%	2	5%	4	11%	0	0%
40 Parking	37	1.81	1.10	0	0%	5	14%	4	11%	7	19%	21	57%	1	3%
41 Faculty Senate	33	3.39	1.12	6	18%	9	27%	12	36%	4	12%	2	6%	5	13%
42 Research Resources	35	3.34	1.35	7	20%	13	37%	5	14%	5	14%	5	14%	3	8%
43 Graduate Program Resources	36	3.31	1.35	8	22%	11	31%	5	14%	8	22%	4	11%	2	5%
44 Travel Allocation	38	3.32	1.60	15	39%	3	8%	6	16%	7	18%	7	18%	0	0%
45 IDEA Administered	36	3.03	1.44	7	19%	7	19%	11	31%	2	6%	9	25%	2	5%
46 IDEA Accuracy	37	2.54	1.37	4	11%	6	16%	7	19%	9	24%	11	30%	1	3%
47 Chair evaluation of my teaching	35	4.00	1.24	17	49%	7	20%	8	23%	0	0%	3	9%	3	8%
48 FES Instrument is adequate	37	3.03	1.38	5	14%	12	32%	7	19%	5	14%	8	22%	1	3%
49 Merit System is applied fairly	32	2.28	1.25	1	3%	6	19%	6	19%	7	22%	12	38%	6	16%
50 Promotion System is applied fairly	34	2.91	1.44	5	15%	10	29%	4	12%	7	21%	8	24%	4	11%
51 Tenure System is applied fairly	33	3.39	1.68	14	42%	4	12%	4	12%	3	9%	8	24%	5	13%
52 Post Tenure Review	22	3.86	1.46	11	50%	4	18%	3	14%	1	5%	3	14%	16	42%
53 Salary at SHSU	37	2.41	1.28	2	5%	7	19%	7	19%	9	24%	12	32%	1	3%
54 Salary other Universities	35	2.11	1.21	1	3%	5	14%	6	17%	8	23%	15	43%	3	8%
55 Reassigned time	24	2.92	1.50	3	13%	9	38%	2	8%	3	13%	7	29%	14	37%
56 Faculty Research Fund <5000	26	3.73	0.92	4	15%	15	58%	3	12%	4	15%	0	0%	12	32%
57 Enhancement Grant for Research	29	3.69	0.97	5	17%	15	52%	4	14%	5	17%	0	0%	9	24%
58 Adequate support for online courses	35	3.34	1.19	4	11%	16	46%	7	20%	4	11%	4	11%	3	8%
59 University Center facilities	26	4.31	0.84	13	50%	9	35%	3	12%	1	4%	0	0%	12	32%
60 University Center staff	27	4.00	1.14	12	44%	7	26%	5	19%	2	7%	1	4%	11	29%
61 Communication with Admin.	38	3.39	1.22	5	13%	18	47%	7	18%	3	8%	5	13%	0	0%
62 President values faculty	35	4.29	1.07	21	60%	7	20%	4	11%	2	6%	1	3%	3	8%
63 Provost values faculty	35	3.63	1.57	15	43%	8	23%	3	9%	2	6%	7	20%	3	8%
64 Dean values faculty	37	3.57	1.48	15	41%	6	16%	6	16%	5	14%	5	14%	1	3%
65 Chair values faculty	38	4.26	1.18	23	61%	9	24%	1	3%	3	8%	2	5%	0	0%
66 Satisfied at SHSU	37	4.05	1.13	18	49%	8	22%	7	19%	3	8%	1	3%	1	3%

# H&SS Results 2008 - 2009

Number of Respondents 37  
 Number of Tenured/Tenure-Track 123  
 % Returned 30.1%

% Respondents  
not answering.

		Number and % Responding 5, 4, 3, 2, 1														% Respondents not answering.	
		N	Mean	Std. Dev.	5		4		3		2		1		N/A		
					n	%	n	%	n	%	n	%	n	%	n	%	
1	President Gaertner	35	3.54	1.36	10	29%	12	34%	4	11%	5	14%	4	11%	2	5%	
2	VPAA Payne	32	2.69	1.38	3	9%	7	22%	9	28%	3	9%	10	31%	5	14%	
3	VPEM Crowson	18	2.56	1.04	0	0%	3	17%	8	44%	3	17%	4	22%	19	51%	
4	VPFO Lewis	18	3.06	0.87	1	6%	4	22%	8	44%	5	28%	0	0%	19	51%	
5	VPSS Parker	27	3.89	0.85	7	26%	11	41%	8	30%	1	4%	0	0%	10	27%	
6	VP Advancement Holmes	18	2.89	1.18	2	11%	3	17%	6	33%	5	28%	2	11%	19	51%	
7	Assoc. VPAA Eglsaer	33	3.61	1.30	11	33%	9	27%	3	9%	9	27%	1	3%	4	11%	
8	Assoc. VPAA Muehsam	31	3.55	1.12	7	23%	10	32%	8	26%	5	16%	1	3%	6	16%	
9	Assoc. VPR&SP Cook	20	3.20	1.15	3	15%	6	30%	3	15%	8	40%	0	0%	17	46%	
10	Dean de Castro	35	3.43	1.44	10	29%	10	29%	6	17%	3	9%	6	17%	2	5%	
11	Assoc. Dean Tayebi	32	4.00	1.22	15	47%	8	25%	5	16%	2	6%	2	6%	5	14%	
12	Assoc. Dean Bruce	33	3.85	1.37	15	45%	7	21%	6	18%	1	3%	4	12%	4	11%	
14	Budget Decision Participation in Dept.	36	2.89	1.51	8	22%	6	17%	4	11%	10	28%	8	22%	1	3%	
15	Selection of Admins.	32	2.47	1.32	2	6%	8	25%	2	6%	11	34%	9	28%	5	14%	
16	Selection of Faculty	35	4.23	1.09	19	54%	10	29%	2	6%	3	9%	1	3%	2	5%	
17	Strategic Planning in College	33	3.09	1.18	4	12%	9	27%	9	27%	8	24%	3	9%	4	11%	
18	3/3 4/4 handled fairly	34	3.03	1.51	7	21%	9	26%	4	12%	6	18%	8	24%	3	8%	
19	SAM Center Mentoring	30	3.93	0.91	7	23%	17	57%	4	13%	1	3%	1	3%	7	19%	
20	SAM Center Advising	30	3.83	1.21	9	30%	14	47%	3	10%	1	3%	3	10%	7	19%	
21	Physically Safe on Campus	34	4.26	1.02	18	53%	11	32%	2	6%	2	6%	1	3%	3	8%	
22	LSC facilities adequate	33	3.61	1.27	10	30%	9	27%	8	24%	3	9%	3	9%	4	11%	
23	LSC Services adequate	29	3.55	1.15	7	24%	9	31%	7	24%	5	17%	1	3%	8	22%	
24	Human Resource Dept.	28	3.50	0.96	4	14%	10	36%	11	39%	2	7%	1	4%	9	24%	
25	HKC	26	3.77	1.07	8	31%	7	27%	9	35%	1	4%	1	4%	11	30%	
26	Support from Contracts and Grants	26	3.00	1.39	5	19%	4	15%	8	31%	4	15%	5	19%	11	30%	
27	Computer Services	36	3.00	1.39	6	17%	9	25%	7	19%	7	19%	7	19%	1	3%	
28	Library Services	36	4.17	0.81	14	39%	15	42%	6	17%	1	3%	0	0%	1	3%	
29	Library good for Dept. Curriculum	36	3.69	1.04	9	25%	13	36%	8	22%	6	17%	0	0%	1	3%	
30	SH Press	20	3.45	1.28	5	25%	5	25%	6	30%	2	10%	2	10%	17	46%	
31	Recruiting Quality Students	35	2.94	1.14	3	9%	8	23%	12	34%	8	23%	4	11%	2	5%	
32	Teaching Load is fair	36	3.50	1.46	12	33%	9	25%	6	17%	3	8%	6	17%	1	3%	
33	Recognition for teaching	36	3.19	1.37	5	14%	16	44%	2	6%	7	19%	6	17%	1	3%	
34	Recognition for research	36	3.50	1.23	7	19%	15	42%	7	19%	3	8%	4	11%	1	3%	
35	Recognition for service	36	2.75	1.38	3	8%	10	28%	9	25%	3	8%	11	31%	1	3%	
36	Clerical Support	35	3.09	1.46	7	20%	9	26%	7	20%	4	11%	8	23%	2	5%	
37	Collegial Support in dept.	34	3.41	1.23	7	21%	11	32%	8	24%	5	15%	3	9%	3	8%	
38	Work environment	35	4.09	1.20	17	49%	10	29%	5	14%	0	0%	3	9%	2	5%	
39	Free from intimidation/discrimination	36	3.83	1.28	15	42%	9	25%	5	14%	5	14%	2	6%	1	3%	
40	Parking	35	2.37	1.42	4	11%	5	14%	4	11%	9	26%	13	37%	2	5%	
41	Faculty Senate	29	2.86	0.99	2	7%	4	14%	13	45%	8	28%	2	7%	8	22%	
42	Research Resources	35	2.71	1.07	0	0%	10	29%	11	31%	8	23%	6	17%	2	5%	
43	Graduate Program Resources	34	2.35	0.92	1	3%	2	6%	10	29%	16	47%	5	15%	3	8%	
44	Travel Allocation	36	2.50	1.25	3	8%	5	14%	8	22%	11	31%	9	25%	1	3%	
45	IDEA Administered	36	2.61	1.46	5	14%	6	17%	7	19%	6	17%	12	33%	1	3%	
46	IDEA Accuracy	36	2.25	1.16	1	3%	4	11%	11	31%	7	19%	13	36%	1	3%	
47	Chair evaluation of my teaching	33	3.45	1.18	5	15%	15	45%	6	18%	4	12%	3	9%	4	11%	
48	FES Instrument is adequate	35	2.83	1.18	1	3%	11	31%	11	31%	5	14%	7	20%	2	5%	
49	Merit System is applied fairly	32	2.88	1.24	2	6%	10	31%	8	25%	6	19%	6	19%	5	14%	
50	Promotion System is applied fairly	30	2.83	1.46	5	17%	6	20%	6	20%	5	17%	8	27%	7	19%	
51	Tenure System is applied fairly	35	3.23	1.26	7	20%	7	20%	12	34%	5	14%	4	11%	2	5%	
52	Post Tenure Review	27	3.74	1.10	7	26%	10	37%	8	30%	0	0%	2	7%	10	27%	
53	Salary at SHSU	36	2.36	1.15	1	3%	6	17%	8	22%	11	31%	10	28%	1	3%	
54	Salary other Universities	35	2.00	0.97	1	3%	2	6%	4	11%	17	49%	11	31%	2	5%	
55	Reassigned time	26	3.04	1.15	3	12%	5	19%	11	42%	4	15%	3	12%	11	30%	
56	Faculty Research Fund <5000	27	3.07	1.14	2	7%	9	33%	8	30%	5	19%	3	11%	10	27%	
57	Enhancement Grant for Research	26	2.92	1.16	1	4%	9	35%	7	27%	5	19%	4	15%	11	30%	
58	Adequate support for online courses	28	2.21	1.10	0	0%	4	14%	8	29%	6	21%	10	36%	9	24%	
59	University Center facilities	25	3.24	1.54	6	24%	8	32%	3	12%	2	8%	6	24%	12	32%	
60	University Center staff	25	3.88	1.30	10	40%	9	36%	1	4%	3	12%	2	8%	12	32%	
61	Communication with Admin.	35	2.49	1.17	1	3%	7	20%	9	26%	9	26%	9	26%	2	5%	
62	President values faculty	34	3.21	1.53	9	26%	8	24%	6	18%	3	9%	8	24%	3	8%	
63	Provost values faculty	33	2.70	1.55	6	18%	6	18%	4	12%	6	18%	11	33%	4	11%	
64	Dean values faculty	36	3.44	1.48	12	33%	8	22%	6	17%	4	11%	6	17%	1	3%	
65	Chair values faculty	32	3.78	1.26	11	34%	11	34%	5	16%	2	6%	3	9%	5	14%	
66	Satisfied at SHSU	36	3.69	1.14	10	28%	13	36%	6	17%	6	17%	1	3%	1	3%	

# NGL Results 2008 - 2009

Number of Respondents 8  
 Number of Tenured/Tenure-Track 15  
 % Returned 53.3%

% Respondents  
not answering.

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

	N	Mean	Std. Dev.	5		4		3		2		1		N/A	
				n	%	n	%	n	%	n	%	n	%	n	%
1 President Gaertner	6	3.67	1.03	2	33%	0	0%	4	67%	0	0%	0	0%	2	25%
2 VPAA Payne	7	3.71	1.11	2	29%	2	29%	2	29%	1	14%	0	0%	1	13%
3 VPAA Crowson	3	3.33	0.58	0	0%	1	33%	2	67%	0	0%	0	0%	5	63%
4 VPFO Lewis	2	3.50	0.71	0	0%	1	50%	1	50%	0	0%	0	0%	6	75%
5 VPSS Parker	3	4.67	0.58	2	67%	1	33%	0	0%	0	0%	0	0%	5	63%
6 VP Advancement Holmes	2	3.50	0.71	0	0%	1	50%	1	50%	0	0%	0	0%	6	75%
7 Assoc. VPAA Eglsaer	6	4.33	0.82	3	50%	2	33%	1	17%	0	0%	0	0%	2	25%
8 Assoc. VPAA Muehsam	6	4.33	0.82	3	50%	2	33%	1	17%	0	0%	0	0%	2	25%
9 Assoc. VPR&SP Cook	1	3.00	#DIV/0!	0	0%	0	0%	1	100%	0	0%	0	0%	7	88%
10 Director Holder	8	4.25	0.89	4	50%	2	25%	2	25%	0	0%	0	0%	0	0%
14 Budget Decision Participation in Dept.	8	4.00	0.53	1	13%	6	75%	1	13%	0	0%	0	0%	0	0%
15 Selection of Admins.	6	3.00	1.41	1	17%	1	17%	2	33%	1	17%	1	17%	2	25%
16 Selection of Faculty	8	4.63	0.52	5	63%	3	38%	0	0%	0	0%	0	0%	0	0%
17 Strategic Planning in College	8	4.13	0.64	2	25%	5	63%	1	13%	0	0%	0	0%	0	0%
18 3/3 4/4 handled fairly	0			0		0		0		0		0		8	100%
19 SAM Center Mentoring	3	4.00	1.00	1	33%	1	33%	1	33%	0	0%	0	0%	5	63%
20 SAM Center Advising	3	3.67	0.58	0	0%	2	67%	1	33%	0	0%	0	0%	5	63%
21 Physically Safe on Campus	8	4.50	0.76	5	63%	2	25%	1	13%	0	0%	0	0%	0	0%
22 LSC facilities adequate	6	3.50	0.55	0	0%	3	50%	3	50%	0	0%	0	0%	2	25%
23 LSC Services adequate	5	3.60	0.55	0	0%	3	60%	2	40%	0	0%	0	0%	3	38%
24 Human Resource Dept.	6	3.83	0.41	0	0%	5	83%	1	17%	0	0%	0	0%	2	25%
25 HKC	6	4.33	0.82	3	50%	2	33%	1	17%	0	0%	0	0%	2	25%
26 Support from Contracts and Grants	3	3.33	0.58	0	0%	1	33%	2	67%	0	0%	0	0%	5	63%
27 Computer Services	8	3.13	1.13	0	0%	4	50%	2	25%	1	13%	1	13%	0	0%
28 Library Services	6	4.83	0.41	5	83%	1	17%	0	0%	0	0%	0	0%	2	25%
29 Library good for Dept. Curriculum	4	5.00	0.00	4	100%	0	0%	0	0%	0	0%	0	0%	4	50%
30 SH Press	1	5.00		1	100%	0	0%	0	0%	0	0%	0	0%	7	88%
31 Recruiting Quality Students	6	3.67	0.82	1	17%	2	33%	3	50%	0	0%	0	0%	2	25%
32 Teaching Load is fair	3	4.33	1.15	2	67%	0	0%	1	33%	0	0%	0	0%	5	63%
33 Recognition for teaching	5	4.00	1.00	2	40%	1	20%	2	40%	0	0%	0	0%	3	38%
34 Recognition for research	6	4.00	1.26	3	50%	1	17%	1	17%	1	17%	0	0%	2	25%
35 Recognition for service	6	4.00	0.89	2	33%	2	33%	2	33%	0	0%	0	0%	2	25%
36 Clerical Support	6	4.17	1.33	4	67%	0	0%	1	17%	1	17%	0	0%	2	25%
37 Collegial Support in dept.	8	4.38	0.92	5	63%	1	13%	2	25%	0	0%	0	0%	0	0%
38 Work environment	8	4.63	0.52	5	63%	3	38%	0	0%	0	0%	0	0%	0	0%
39 Free from intimidation/discrimination	8	4.50	1.07	6	75%	1	13%	0	0%	1	13%	0	0%	0	0%
40 Parking	8	3.25	1.39	1	13%	4	50%	0	0%	2	25%	1	13%	0	0%
41 Faculty Senate	7	4.00	0.82	2	29%	3	43%	2	29%	0	0%	0	0%	1	13%
42 Research Resources	7	3.71	1.11	2	29%	2	29%	2	29%	1	14%	0	0%	1	13%
43 Graduate Program Resources	4	4.75	0.50	3	75%	1	25%	0	0%	0	0%	0	0%	4	50%
44 Travel Allocation	8	4.00	1.07	3	38%	3	38%	1	13%	1	13%	0	0%	0	0%
45 IDEA Administered	0			0		0		0		0		0		8	100%
46 IDEA Accuracy	0			0		0		0		0		0		8	100%
47 Chair evaluation of my teaching	3	4.67	0.58	2	67%	1	33%	0	0%	0	0%	0	0%	5	63%
48 FES Instrument is adequate	8	4.25	0.71	3	38%	4	50%	1	13%	0	0%	0	0%	0	0%
49 Merit System is applied fairly	6	4.00	0.63	1	17%	4	67%	1	17%	0	0%	0	0%	2	25%
50 Promotion System is applied fairly	6	3.67	0.52	0	0%	4	67%	2	33%	0	0%	0	0%	2	25%
51 Tenure System is applied fairly	7	4.14	0.69	2	29%	4	57%	1	14%	0	0%	0	0%	1	13%
52 Post Tenure Review	7	4.29	0.76	3	43%	3	43%	1	14%	0	0%	0	0%	1	13%
53 Salary at SHSU	8	3.38	0.52	0	0%	3	38%	5	63%	0	0%	0	0%	0	0%
54 Salary other Universities	7	3.14	0.69	0	0%	2	29%	4	57%	1	14%	0	0%	1	13%
55 Reassigned time	1	4.00		0	0%	1	100%	0	0%	0	0%	0	0%	7	88%
56 Faculty Research Fund <5000	1	4.00		0	0%	1	100%	0	0%	0	0%	0	0%	7	88%
57 Enhancement Grant for Research	1	4.00		0	0%	1	100%	0	0%	0	0%	0	0%	7	88%
58 Adequate support for online courses	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	7	88%
59 University Center facilities	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	7	88%
60 University Center staff	0			0		0		0		0		0		8	100%
61 Communication with Admin.	8	3.75	1.04	2	25%	3	38%	2	25%	1	13%	0	0%	0	0%
62 President values faculty	8	3.63	1.19	1	13%	5	63%	1	13%	0	0%	1	13%	0	0%
63 Provost values faculty	8	3.63	1.19	1	13%	5	63%	1	13%	0	0%	1	13%	0	0%
64 Dean values faculty	7	4.14	1.46	4	57%	2	29%	0	0%	0	0%	1	14%	1	13%
65 Chair values faculty	3	4.33	1.15	2	67%	0	0%	1	33%	0	0%	0	0%	5	63%
66 Satisfied at SHSU	8	4.25	1.04	4	50%	3	38%	0	0%	1	13%	0	0%	0	0%

	<b>Comparison Across Colleges/Library</b>	<b>Total</b>	<b>A&amp;S</b>	<b>COBA</b>	<b>CJ</b>	<b>ED</b>	<b>H&amp;SS</b>	<b>Library</b>
<b>#</b>	<b>Question</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>
21	Physically Safe on Campus	4.33	4.18	4.09	4.83	4.65	4.26	4.50
16	Selection of Faculty	4.23	4.37	3.82	4.29	4.22	4.23	4.63
28	Library Services	4.17	4.06	3.91	3.86	4.44	4.17	4.83
65	Chair values faculty	4.16	4.47	3.64	4.67	4.26	3.78	4.33
25	HKC	4.07	4.20	3.67	3.75	4.34	3.77	4.33
1	President Gaertner	4.05	4.13	3.90	4.50	4.51	3.54	3.67
29	Library good for Dept. Curriculum	4.02	3.96	4.10	3.71	4.35	3.69	5.00
66	Satisfied at SHSU	4.01	4.15	3.77	4.71	4.05	3.69	4.25
39	Free from intimidation/discrimination	3.99	4.07	3.82	4.86	3.84	3.83	4.50
38	Work environment	3.98	3.72	3.82	4.29	4.16	4.09	4.63
64	Dean values faculty	3.96	4.58	3.68	4.57	3.57	3.44	4.14
37	Collegial Support in dept.	3.95	3.96	4.05	4.86	4.11	3.41	4.38
52	Post Tenure Review	3.91	3.95	3.82	4.67	3.86	3.74	4.29
5	VPSS Parker	3.88	3.74	3.83	4.00	4.04	3.89	4.67
10	Dean	3.88	4.51	3.50	4.43	3.43	3.43	4.25
47	Chair evaluation of my teaching	3.81	3.82	3.77	4.14	4.00	3.45	4.67
60	University Center staff	3.80	3.47	3.74	4.00	4.00	3.88	0.00
8	Assoc. VPAA Muehsam	3.80	3.74	3.79	4.50	3.94	3.55	4.33
62	President values faculty	3.75	3.75	3.45	4.83	4.29	3.21	3.63
9	Assoc. VPR&SP Cook	3.71	4.00	3.64	4.00	3.68	3.20	3.00
24	Human Resource Dept.	3.69	3.69	3.57	4.00	3.85	3.50	3.83
23	LSC Services adequate	3.69	3.67	3.21	4.00	4.13	3.55	3.60
22	LSC facilities adequate	3.68	3.59	3.38	4.00	4.06	3.61	3.50
51	Tenure System is applied fairly	3.66	4.09	3.52	4.29	3.39	3.23	4.14
32	Teaching Load is fair	3.63	3.71	3.18	4.00	3.79	3.50	4.33
7	Assoc. VPAA Eglsaer	3.63	3.49	3.14	4.33	4.00	3.61	4.33
30	SH Press	3.62	3.76	3.33	4.00	3.68	3.45	5.00
19	SAM Center Mentoring	3.61	3.16	3.65	4.40	3.78	3.93	4.00
59	University Center facilities	3.60	3.57	3.21	3.50	4.31	3.24	3.00
4	VPFO Parker	3.52	3.39	3.67	3.67	3.95	3.06	3.50
34	Recognition for research	3.52	3.61	3.32	4.17	3.34	3.50	4.00
20	SAM Center Advising	3.50	2.96	3.90	4.50	3.69	3.83	3.67
36	Clerical Support	3.49	3.57	3.09	3.86	3.81	3.09	4.17
18	3/3 4/4 handled fairly	3.42	3.46	3.50	4.29	3.53	3.03	0.00
3	VPEM Crowson	3.40	3.50	3.00	3.67	4.33	2.56	3.33
56	Faculty Research Fund <5000	3.39	3.34	3.41	3.60	3.73	3.07	4.00
57	Enhancement Grant for Research	3.34	3.41	3.18	3.40	3.69	2.92	4.00
63	Provost values faculty	3.31	3.38	3.05	4.83	3.63	2.70	3.63
2	VPAA Payne	3.31	3.45	3.20	4.40	3.49	2.69	3.71
50	Promotion System is applied fairly	3.29	3.67	3.24	4.67	2.91	2.83	3.67
17	Strategic Planning in College	3.28	3.20	3.24	3.33	3.41	3.09	4.13
33	Recognition for teaching	3.27	3.40	2.64	3.83	3.37	3.19	4.00



	<b>Comparison Across Colleges/Library</b>	<b>Total</b>	<b>A&amp;S</b>	<b>COBA</b>	<b>CJ</b>	<b>ED</b>	<b>H&amp;SS</b>	<b>Library</b>
<b>#</b>	<b>Question</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>
6	VP Advancement Holmes	<b>3.24</b>	2.94	3.18	3.67	3.81	2.89	3.50
41	Faculty Senate	<b>3.23</b>	3.07	3.48	3.75	3.39	2.86	4.00
14	Budget Decision Participation in Dept.	<b>3.21</b>	3.66	2.24	3.43	3.25	2.89	4.00
55	Reassigned time	<b>3.17</b>	3.27	3.28	3.80	2.92	3.04	4.00
26	Support from Contracts and Grants	<b>3.17</b>	3.16	3.64	2.50	3.27	3.00	3.33
31	Recruiting Quality Students	<b>3.14</b>	3.15	2.59	3.20	3.57	2.94	3.67
42	Research Resources	<b>3.13</b>	3.00	3.32	3.86	3.34	2.71	3.71
27	Computer Services	<b>3.09</b>	2.82	3.41	2.57	3.47	3.00	3.13
48	FES Instrument is adequate	<b>3.08</b>	3.12	2.95	3.29	3.03	2.83	4.25
44	Travel Allocation	<b>3.07</b>	2.75	3.91	3.67	3.32	2.50	4.00
35	Recognition for service	<b>3.03</b>	3.27	2.86	4.20	2.73	2.75	4.00
61	Communication with Admin.	<b>3.01</b>	2.98	2.77	3.71	3.39	2.49	3.75
49	Merit System is applied fairly	<b>3.01</b>	3.30	3.23	3.43	2.28	2.88	4.00
58	Adequate support for online courses	<b>2.82</b>	2.78	2.80	2.75	3.34	2.21	3.00
45	IDEA Administered	<b>2.81</b>	2.76	2.95	2.71	3.03	2.61	0.00
53	Salary at SHSU	<b>2.79</b>	3.16	2.95	3.00	2.41	2.36	3.38
43	Graduate Program Resources	<b>2.74</b>	2.27	2.80	3.67	3.31	2.35	4.75
15	Selection of Admins.	<b>2.72</b>	2.63	2.77	2.33	3.06	2.47	3.00
40	Parking	<b>2.52</b>	2.98	2.59	2.43	1.81	2.37	3.25
46	IDEA Accuracy	<b>2.42</b>	2.45	2.50	2.14	2.54	2.25	0.00
54	Salary other Universities	<b>2.39</b>	2.73	2.14	3.33	2.11	2.00	3.14

## Faculty Senate Survey Results - University Previous Comparison

Evaluate the Following:

		08-09	07-08	06-07	06-07	05-06	04-05	03-04	02-03	01-02	00-01	99-00
1	President	4.05	3.74	3.91	3.91	3.89	3.45	3.31	3.48	3.62	3.00	3.18
2	VPAA	3.31	3.31	3.34	3.34	3.16	2.59	2.50	2.77	2.96	2.44	2.58
3	VPEM	3.40	3.55	3.35	3.35	3.34	3.02					
4	VPFO	3.52	2.97	3.04	3.04	3.09	3.20	2.89	2.62	2.38	2.42	2.64
5	VPSS	3.88	3.84	3.80	3.80	3.87	2.34	1.99	2.08	1.92	2.16	2.55
6	VP Advancement	3.24	3.26	3.24	3.24	3.19	2.76	2.57	2.78	2.66		
7	Assoc. VPAA	3.63	3.68	3.68	3.68	3.69	3.55	3.54	3.73	3.78	3.43	3.46
8	Assoc. VPAA & Dean Grad.	3.80	3.70	3.58	3.58	3.67	3.60	3.39				
9	Assoc. VPR&SP	3.71	3.06	3.16	3.16	2.50	2.53	2.20	2.41	2.71	3.04	3.16
10	Dean	3.88	3.89	4.21	4.21	4.07	3.62	3.43	3.26	3.17	3.43	3.71
14	Budget Decision Participation in Dept.	3.21	2.98	3.13	4.05	3.19	2.34	2.26	2.16	2.24	2.17	2.25
15	Selection of Admins.	2.72	2.52	2.64	3.58	2.55	2.11	1.98	2.07	2.27	2.22	2.36
16	Selection of Faculty	4.23	4.14	4.33	4.17	4.50	3.48	3.34	3.20	3.40	3.45	3.44
17	Strategic Planning in College	3.28	3.26	3.40	3.90	3.31	2.47	2.29	2.40	2.46	2.31	2.39
18	3/3 4/4 handled fairly	3.42	3.59	3.75	3.59	3.54	3.48	3.39	3.09	3.09	3.45	3.32
19	SAM Center Mentoring	3.61	3.64	3.82	3.60	3.97	3.87	4.03	3.89			
20	SAM Center Advising	3.50	3.44	3.64	3.65	3.92	3.81	4.02	3.95			
21	Physically Safe on Campus	4.33	4.23	4.37	4.37	4.53	3.61	3.66	3.60	3.21	3.32	3.49
22	LSC facilities adequate	3.68	3.61	3.65	3.82	3.66	3.58	3.44	3.46	2.47	2.88	3.24
23	LSC Services adequate	3.69	3.49	3.60	3.64	3.63						
24	Human Resource Dept.	3.69	3.21	3.50	3.40	3.50	3.12	3.03	3.34	3.43	3.30	3.30
25	HKC	4.07	4.00	4.05	4.33	4.25	3.55	3.44	3.66	3.63	3.43	n/a
26	Support from Contracts and Grants	3.17	2.89	3.02	2.64	3.03	2.56	2.61	2.73	3.00	3.19	3.13
27	Computer Services	3.09	2.63	3.58	3.13	3.65	3.63	3.73	3.78	3.74	3.53	3.39
28	Library Services	4.17	4.12	4.17	3.75	4.32	4.05	3.98	3.93	3.74	3.65	3.77
29	Library good for Dept. Curriculum	4.02	3.95	3.90	3.08	4.06	3.93	3.88	3.80	3.73	3.50	3.66
30	SH Press	3.62	3.47	3.59	3.50	3.69	3.65	3.92	3.92	3.88	3.92	3.93
31	Recruiting Quality Students	3.14	3.07	3.08	3.71	3.46	3.17	3.09				
32	Teaching Load is fair	3.63	3.65	3.71	3.23	3.80	3.20	3.11				
33	Recognition for teaching	3.27	3.13	3.23	3.46	3.30	2.77	2.69				
34	Recognition for research	3.52	3.32	3.46	3.11	3.54	3.02	3.06				
35	Recognition for service	3.03	3.03	3.11	3.40	3.21	2.79	2.58				
36	Clerical Support	3.49	3.31	3.40	3.93	3.89	3.16	3.24				
37	Collegial Support in dept.	3.95	3.92	3.93	3.81	3.89	3.60	3.72				
38	Work environment	3.98	3.66	3.81	3.44	3.70	3.31	3.46				
39	Free from intimidation/discrimination	3.99	3.87	3.86	3.48	3.87	3.47	3.62				
40	Parking	2.52	3.11	3.44	3.25	3.27	2.78	2.72				
41	Faculty Senate	3.23	3.16	3.25	2.74	3.42	3.25	3.34	3.36	2.96	3.01	3.11
42	Research Resources	3.13	3.17	3.10	3.02	2.94	2.41	2.24	2.17	2.31	2.36	2.36
43	Graduate Program Resources	2.74	2.72	2.74	3.08	2.53	2.54	2.58	2.32	2.15	1.96	2.12
44	Travel Allocation	3.07	3.05	3.08	2.77	2.95	2.50	2.25	2.04	2.12	1.78	1.89
45	IDEA Administered fairly	2.81	2.82	2.77	2.47	2.90						
46	IDEA Accuracy	2.42	2.56	2.47	3.64	2.66	2.48	2.22	2.41	2.38	2.27	2.58
47	Chair evaluation of my teaching	3.81	3.60	3.64	3.12	3.78	3.49	3.67	3.62	3.34	3.62	3.40
48	FES Instrument is adequate	3.08	2.93	3.12	3.86	3.20	2.56	2.43				
49	Merit System is applied fairly	3.01	2.91	2.92	3.74	2.96	2.55	2.56	2.74	2.46	2.38	2.67
50	Promotion System is applied fairly	3.29	3.25	3.27	3.71	3.24	2.71	2.71	2.82	2.80	3.09	2.93
51	Tenure System is applied fairly	3.66	3.47	3.74	2.59	3.60	3.32	3.54	3.46	3.42	3.63	3.54
52	Post Tenure Review	3.91	3.67	3.71	2.32	3.68	3.30	3.51	3.63	3.29	3.57	3.45
53	Salary at SHSU	2.79	2.64	2.59	2.92	2.60	2.57	2.61	2.53	2.46	2.36	2.47
54	Salary other Universities	2.39	2.46	2.32	3.27	2.23	2.24	2.13	2.14	1.99	2.00	2.09
55	Reassigned time	3.17	3.07	3.15	3.15	3.16	2.94	3.03	2.82	2.76	2.98	3.00
56	Faculty Research Fund <5000	3.39	3.09	3.07	3.07	3.02	2.93	2.73				
57	Enhancement Grant for Research	3.34	3.06	3.03	3.03	3.03	2.82	2.57				
58	Adequate support for online courses	2.82	2.75	2.90	2.90	2.81						
59	University Center facilities	3.60	3.50	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
60	University Center staff	3.80	3.72	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
61	Communication with Admin.	3.01	2.82	2.96	2.96	2.94	2.35	2.25				
62	President values faculty	3.75	3.54	3.80	3.80	3.82	3.22	2.98				
63	Provost values faculty	3.31	3.30	3.39	3.39	3.40	2.58	2.52				
64	Dean values faculty	3.96	3.90	4.39	4.39	4.39	3.64	3.42				
65	Chair values faculty	4.16	3.96	4.22	4.22	4.19	3.78	4.07				
66	Satisfied at SHSU	4.01	3.71	4.07	4.07	4.02	3.53	3.57	3.66	3.71	3.72	3.50