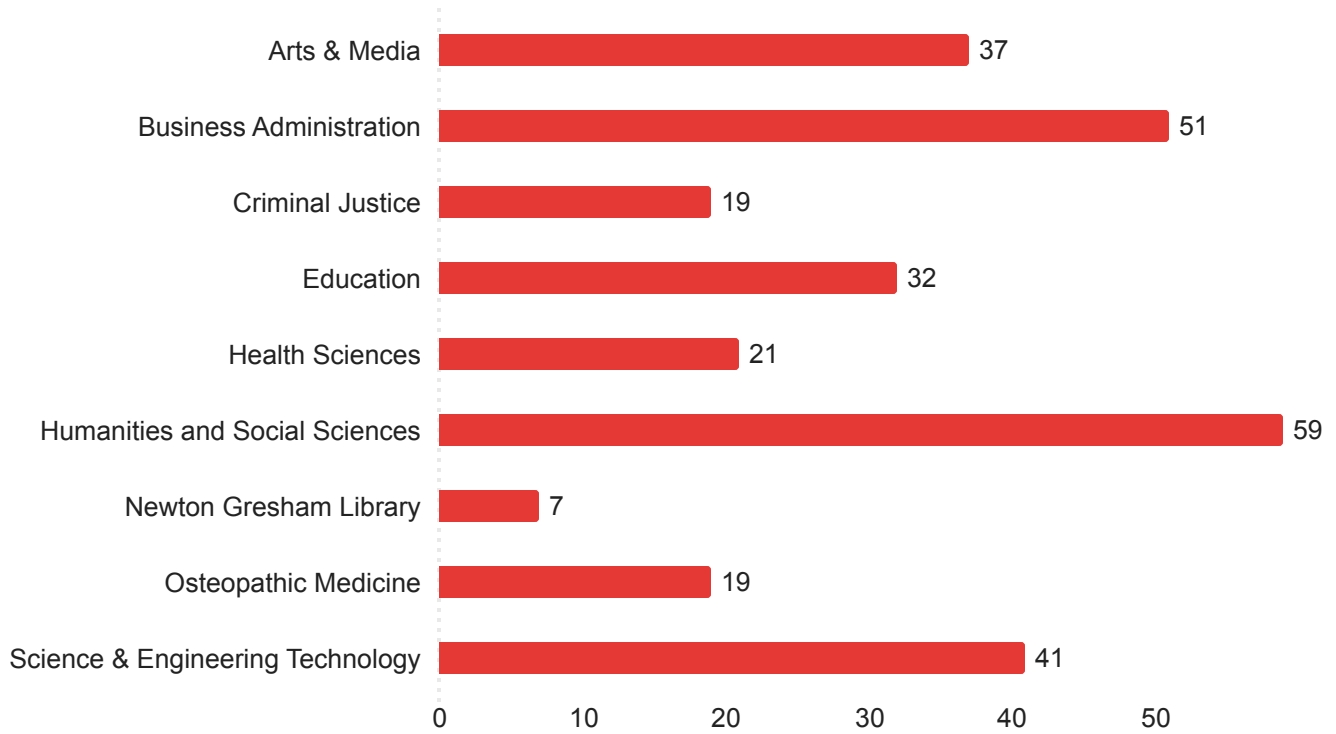


Quantitative Results - Faculty Perception Faculty Perception Survey 2025-26

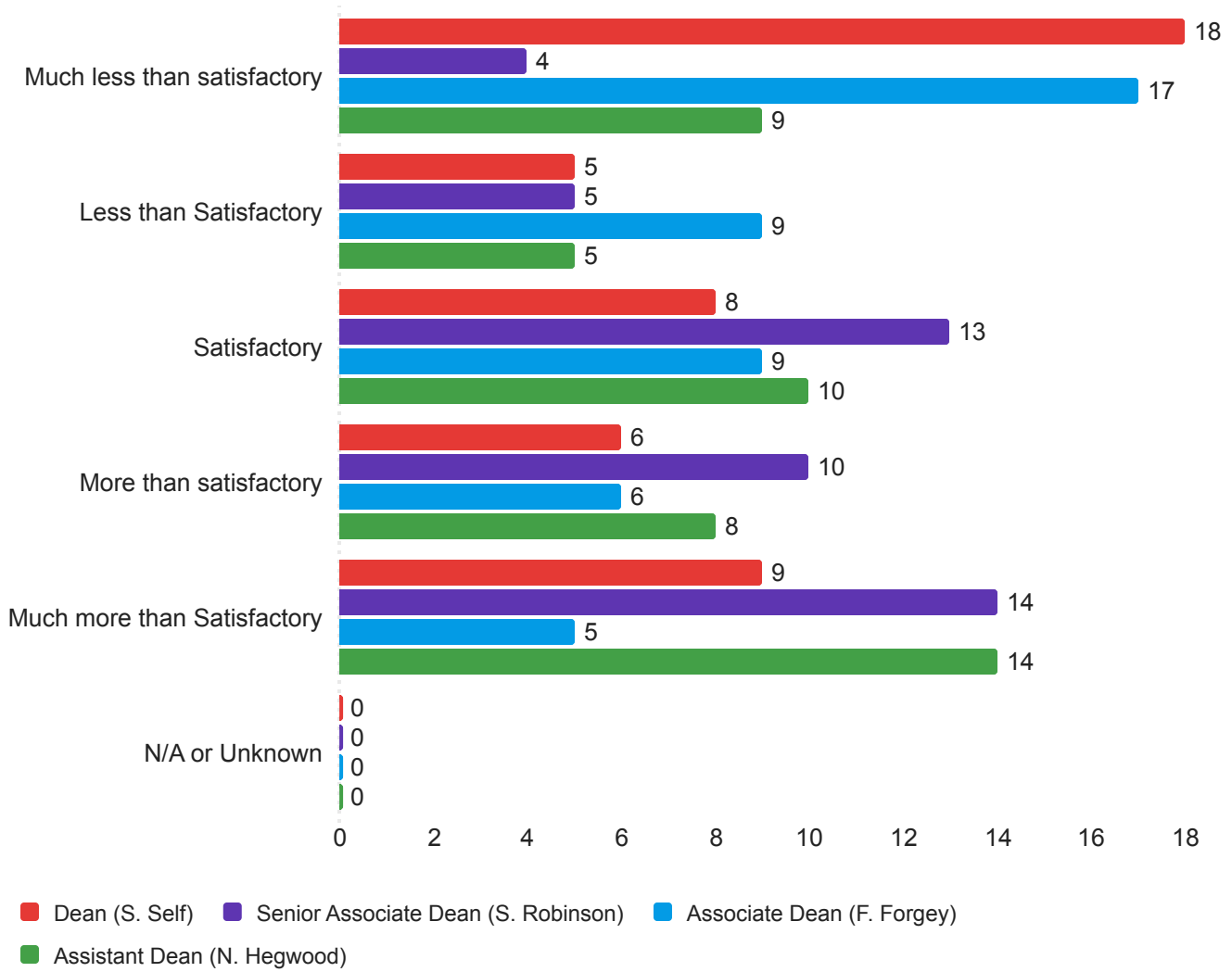


Field	Choice Count
Business Administration	17.83% 51
Criminal Justice	6.64% 19
Education	11.19% 32
Arts & Media	12.94% 37
Health Sciences	7.34% 21
Humanities and Social Sciences	20.63% 59
Science & Engineering Technology	14.34% 41
Newton Gresham Library	2.45% 7
Osteopathic Medicine	6.64% 19
Total	286

Field	Much less than satisfactory		Less than Satisfactory		Satisfactory		More than satisfactory		Much more than Satisfactory		NA/ Unknown		Total
University President (A. White)	8.05%	19	13.14%	31	26.69%	63	21.61%	51	19.49%	46	11.02%	26	236
Provost & SR VP Academic Affairs (S. Yenduri)	21.19%	50	23.73%	56	23.31%	55	11.44%	27	6.78%	16	13.56%	32	236
SR VP Finance and Operations / CFO (A. Withers)	5.93%	14	11.02%	26	21.61%	51	11.44%	27	7.20%	17	42.80%	101	236
VP for Student Affairs (D. Moore)	3.81%	9	3.81%	9	27.12%	64	13.56%	32	7.63%	18	44.07%	104	236
VP University Advancement (M. Bathea)	5.93%	14	3.81%	9	20.76%	49	8.47%	20	7.20%	17	53.81%	127	236
SR VP Strategic Enrollment & Innovation (H. Thielemann)	17.80%	42	14.41%	34	20.76%	49	3.39%	8	4.24%	10	39.41%	93	236
Chief Strategy Officer (D. Glaser)	8.90%	21	11.02%	26	25.42%	60	11.02%	26	9.32%	22	34.32%	81	236
Chief Marketing Officer (J. Harris)	20.85%	49	22.13%	52	16.60%	39	2.98%	7	3.83%	9	33.62%	79	235
Director of Athletics (B. Williams)	4.66%	11	1.69%	4	21.19%	50	7.63%	18	8.05%	19	56.78%	134	236
Deputy to the President (M. Johnson)	4.66%	11	1.69%	4	15.25%	36	5.93%	14	10.17%	24	62.29%	147	236
Vice Provost (A. Gaillard)	5.51%	13	4.66%	11	18.64%	44	19.92%	47	24.15%	57	27.12%	64	236
VP Research & Strategic Partnerships & Chief Research Officer (C. Hargrave)	5.93%	14	10.17%	24	24.15%	57	18.22%	43	9.75%	23	31.78%	75	236
Interim Assoc. Prov and Dean Grad Studies (J. Bunn)	2.97%	7	1.69%	4	16.53%	39	13.56%	32	13.98%	33	51.27%	121	236
Assoc. VP for AA (S. Franklin)	4.24%	10	2.97%	7	17.80%	42	16.10%	38	11.86%	28	47.03%	111	236
Assoc. VP Distance Learning (B. Angrove)	5.93%	14	7.20%	17	17.80%	42	11.86%	28	9.32%	22	47.88%	113	236
Asst. VP for Undergraduate Student Success (P. Cody)	5.08%	12	3.81%	9	17.37%	41	3.81%	9	4.24%	10	65.68%	155	236
Assistant VP for Human Resources (C. Chavez)	5.96%	14	4.68%	11	17.45%	41	4.68%	11	4.26%	10	62.98%	148	235
Vice President for Administration (R. Beassie)	8.09%	19	3.40%	8	17.87%	42	5.53%	13	5.96%	14	59.15%	139	235
Asst. VP for Student Affairs & Dean of Students (C. Smith)	4.66%	11	3.81%	9	17.80%	42	9.32%	22	6.36%	15	58.05%	137	236
Assoc. VP Student Experience & Chief Retention Officer (J. Bias)	5.51%	13	5.08%	12	16.10%	38	11.02%	26	11.02%	26	51.27%	121	236
Honors College Dean (K. Bell)	1.27%	3	0.85%	2	16.53%	39	13.56%	32	15.25%	36	52.54%	124	236

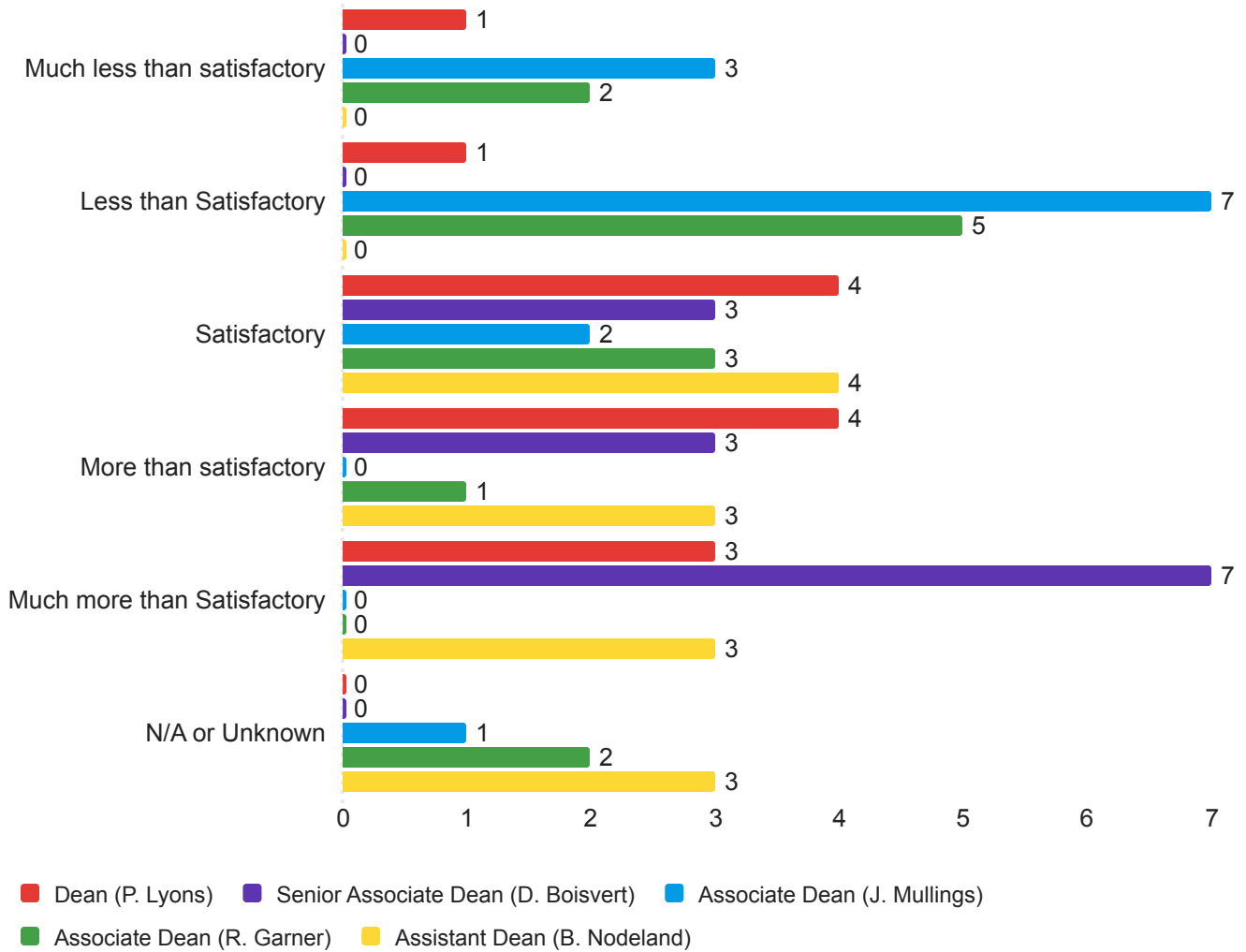
Select a Metric

College of Business Administration



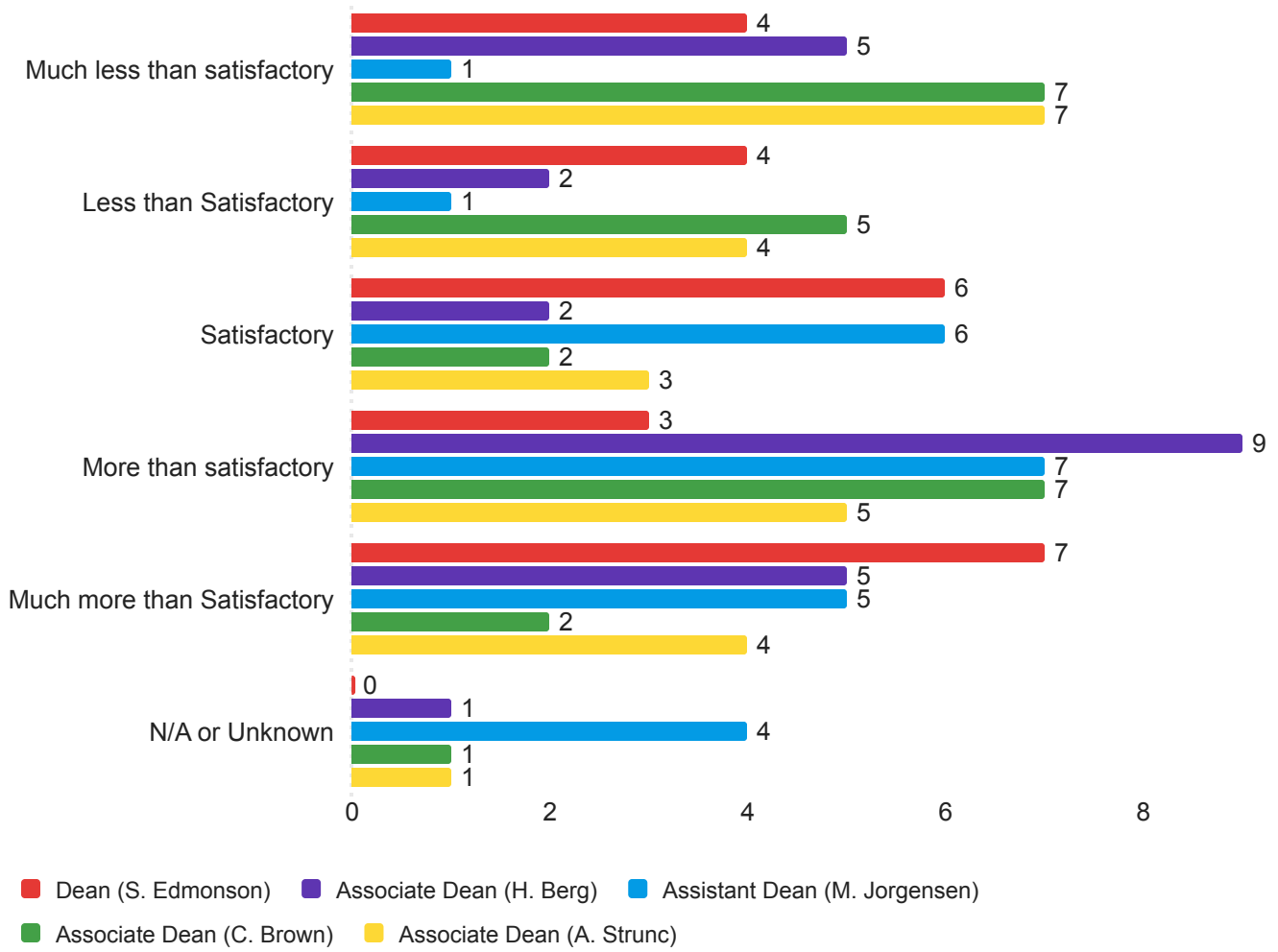
Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
Dean (S. Self)	39.13% 18	10.87% 5	17.39% 8	13.04% 6	19.57% 9	0.00% 0	46
Senior Associate Dean (S. Robinson)	8.70% 4	10.87% 5	28.26% 13	21.74% 10	30.43% 14	0.00% 0	46
Associate Dean (F. Forgey)	36.96% 17	19.57% 9	19.57% 9	13.04% 6	10.87% 5	0.00% 0	46
Assistant Dean (N. Hegwood)	19.57% 9	10.87% 5	21.74% 10	17.39% 8	30.43% 14	0.00% 0	46

College of Criminal Justice



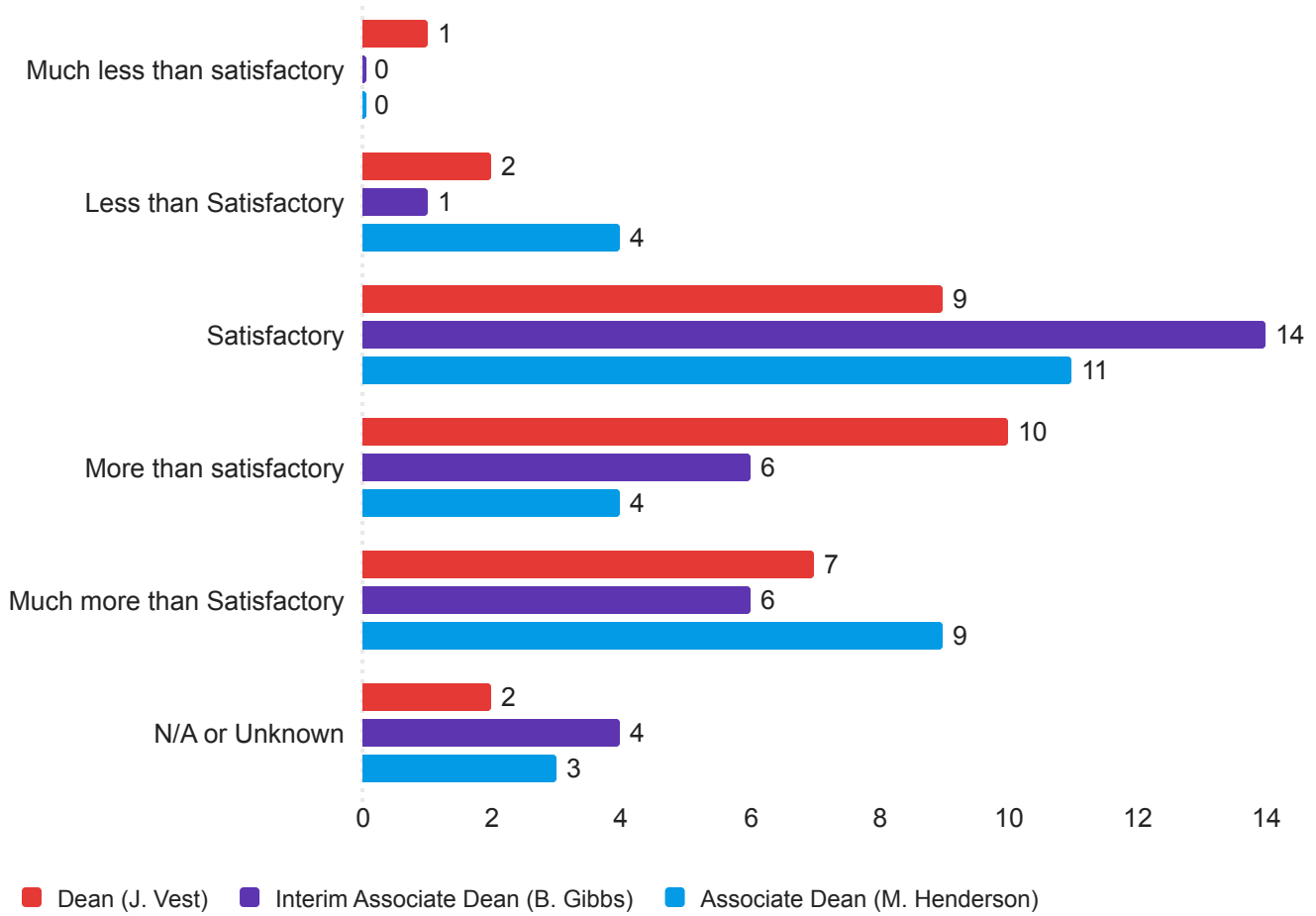
Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
Dean (P. Lyons)	7.69% 1	7.69% 1	30.77% 4	30.77% 4	23.08% 3	0.00% 0	13
Senior Associate Dean (D. Boisvert)	0.00% 0	0.00% 0	23.08% 3	23.08% 3	53.85% 7	0.00% 0	13
Associate Dean (J. Mullings)	23.08% 3	53.85% 7	15.38% 2	0.00% 0	0.00% 0	7.69% 1	13
Associate Dean (R. Garner)	15.38% 2	38.46% 5	23.08% 3	7.69% 1	0.00% 0	15.38% 2	13
Assistant Dean (B. Nodeland)	0.00% 0	0.00% 0	30.77% 4	23.08% 3	23.08% 3	23.08% 3	13

College of Education



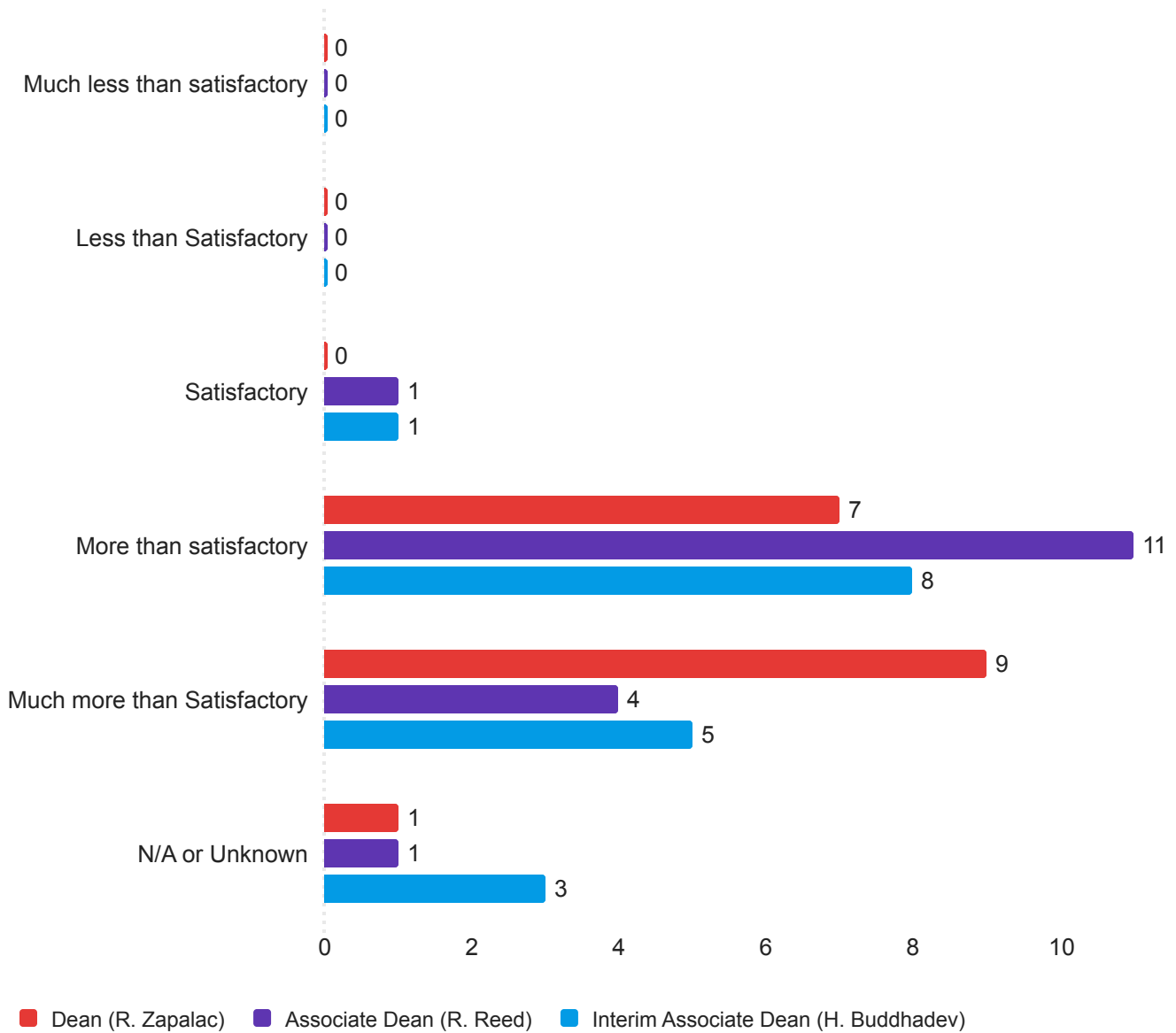
Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
Dean (S. Edmonson)	16.67% 4	16.67% 4	25.00% 6	12.50% 3	29.17% 7	0.00% 0	24
Associate Dean (H. Berg)	20.83% 5	8.33% 2	8.33% 2	37.50% 9	20.83% 5	4.17% 1	24
Assistant Dean (M. Jorgensen)	4.17% 1	4.17% 1	25.00% 6	29.17% 7	20.83% 5	16.67% 4	24
Associate Dean (C. Brown)	29.17% 7	20.83% 5	8.33% 2	29.17% 7	8.33% 2	4.17% 1	24
Associate Dean (A. Strunc)	29.17% 7	16.67% 4	12.50% 3	20.83% 5	16.67% 4	4.17% 1	24

College of Arts & Media



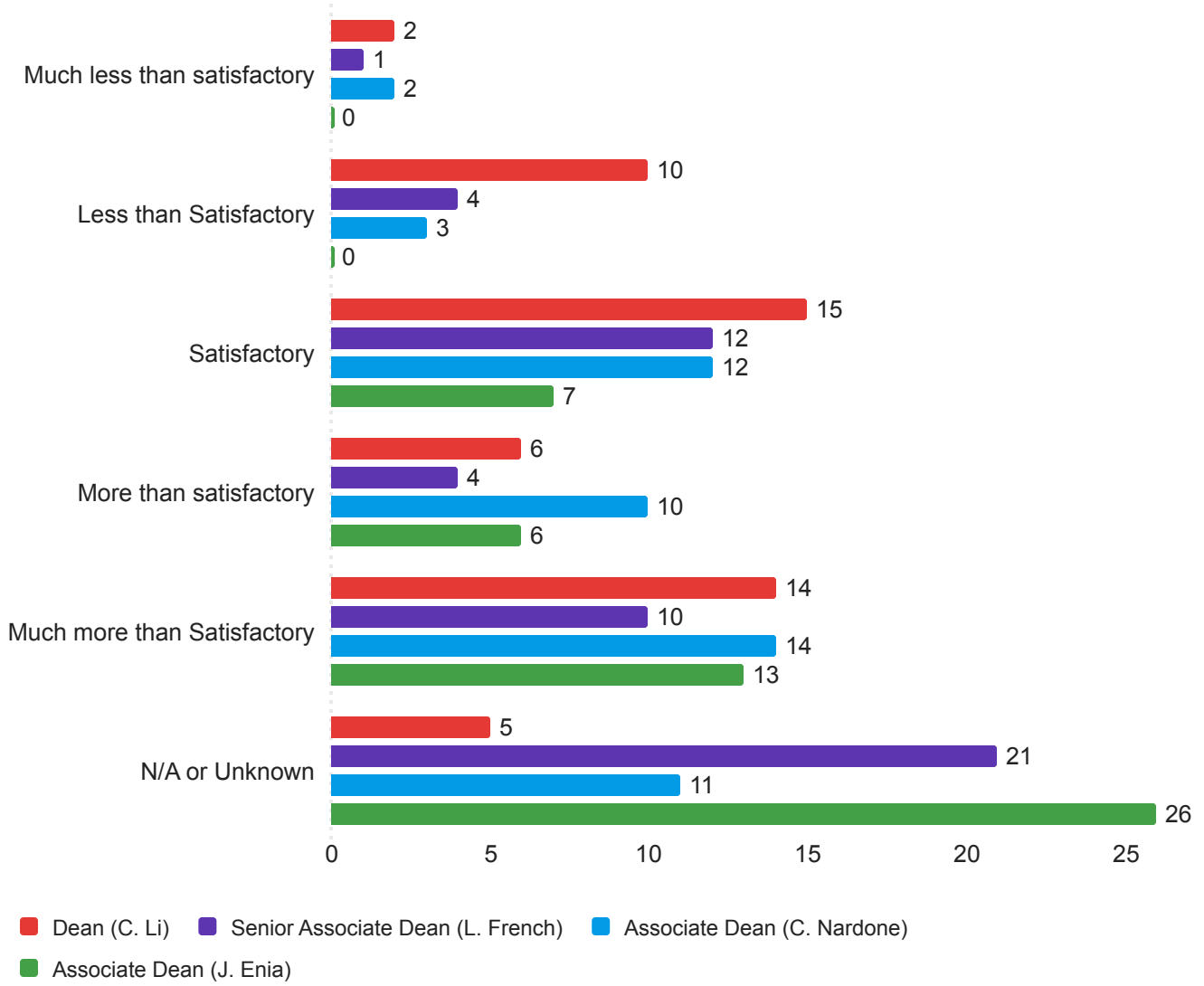
Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
Dean (J. Vest)	3.23% 1	6.45% 2	29.03% 9	32.26% 10	22.58% 7	6.45% 2	31
Interim Associate Dean (B. Gibbs)	0.00% 0	3.23% 1	45.16% 14	19.35% 6	19.35% 6	12.90% 4	31
Associate Dean (M. Henderson)	0.00% 0	12.90% 4	35.48% 11	12.90% 4	29.03% 9	9.68% 3	31

College of Health Sciences



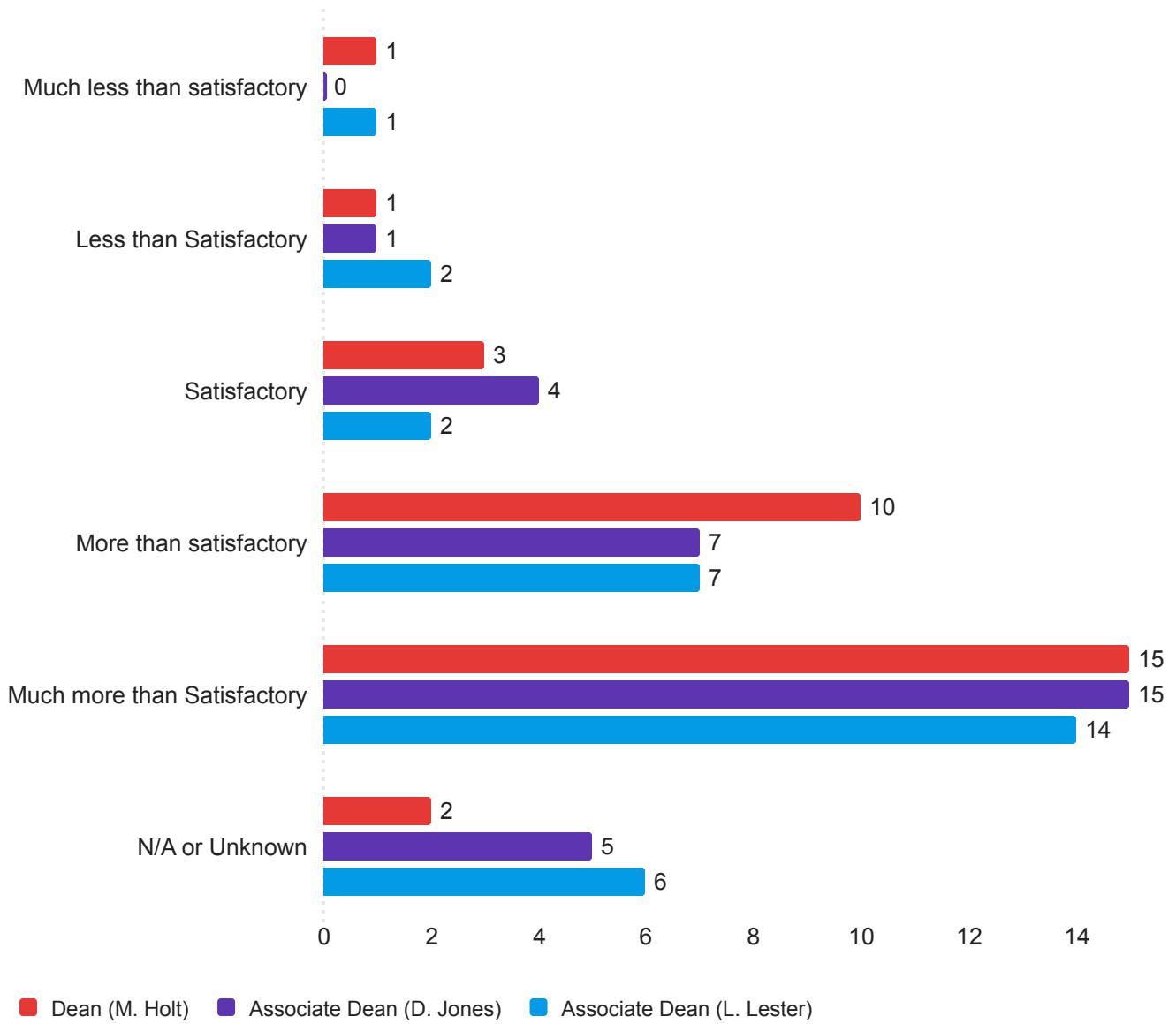
Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
Dean (R. Zapalac)	0.00% 0	0.00% 0	0.00% 0	41.18% 7	52.94% 9	5.88% 1	17
Associate Dean (R. Reed)	0.00% 0	0.00% 0	5.88% 1	64.71% 11	23.53% 4	5.88% 1	17
Interim Associate Dean (H. Buddhadev)	0.00% 0	0.00% 0	5.88% 1	47.06% 8	29.41% 5	17.65% 3	17

College of Humanities and Social Sciences



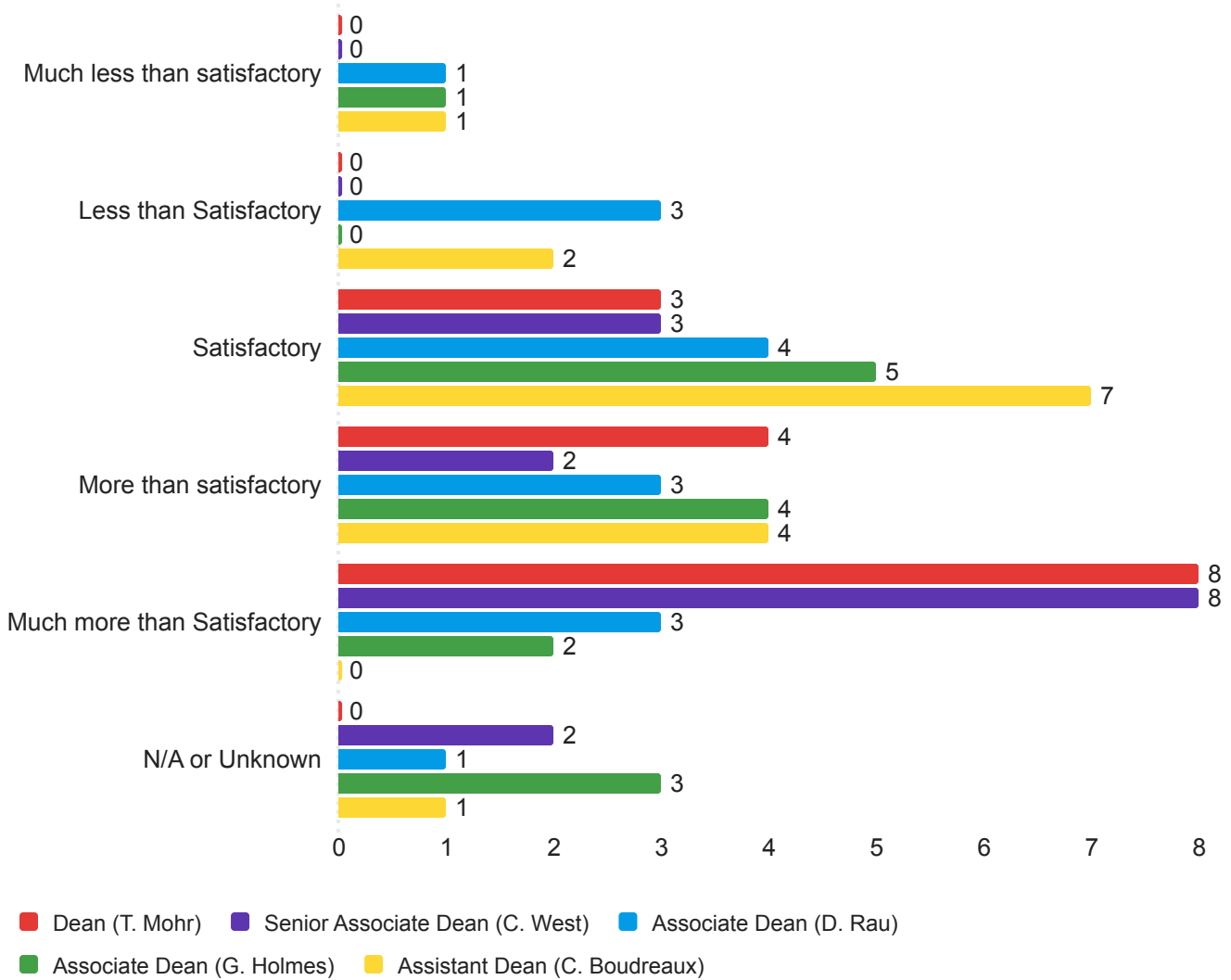
Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
Dean (C. Li)	3.85% 2	19.23% 10	28.85% 15	11.54% 6	26.92% 14	9.62% 5	52
Senior Associate Dean (L. French)	1.92% 1	7.69% 4	23.08% 12	7.69% 4	19.23% 10	40.38% 21	52
Associate Dean (C. Nardone)	3.85% 2	5.77% 3	23.08% 12	19.23% 10	26.92% 14	21.15% 11	52
Associate Dean (J. Enia)	0.00% 0	0.00% 0	13.46% 7	11.54% 6	25.00% 13	50.00% 26	52

College of Science & Engineering Technology



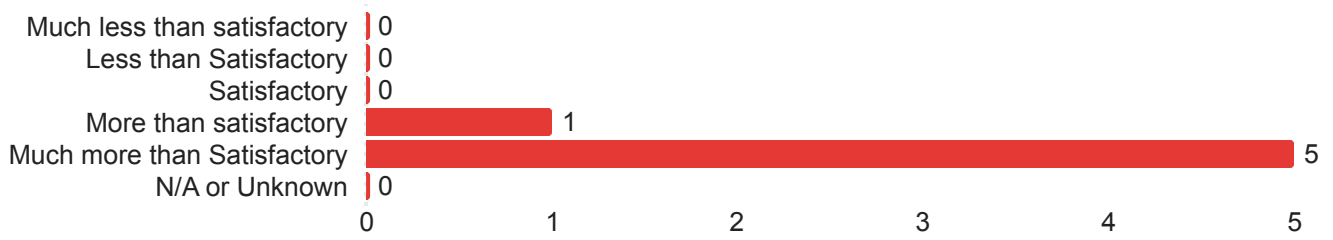
Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
Dean (M. Holt)	3.13% 1	3.13% 1	9.38% 3	31.25% 10	46.88% 15	6.25% 2	32
Associate Dean (D. Jones)	0.00% 0	3.13% 1	12.50% 4	21.88% 7	46.88% 15	15.63% 5	32
Associate Dean (L. Lester)	3.13% 1	6.25% 2	6.25% 2	21.88% 7	43.75% 14	18.75% 6	32

College of Osteopathic Medicine



Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
Dean (T. Mohr)	0.00% 0	0.00% 0	20.00% 3	26.67% 4	53.33% 8	0.00% 0	15
Senior Associate Dean (C. West)	0.00% 0	0.00% 0	20.00% 3	13.33% 2	53.33% 8	13.33% 2	15
Associate Dean (D. Rau)	6.67% 1	20.00% 3	26.67% 4	20.00% 3	20.00% 3	6.67% 1	15
Associate Dean (G. Holmes)	6.67% 1	0.00% 0	33.33% 5	26.67% 4	13.33% 2	20.00% 3	15
Assistant Dean (C. Boudreaux)	6.67% 1	13.33% 2	46.67% 7	26.67% 4	0.00% 0	6.67% 1	15

Newton Gresham Library



Director (E. Owen)

Field	Choice Count
Much less than satisfactory	0.00% 0
Less than Satisfactory	0.00% 0
Satisfactory	0.00% 0
More than satisfactory	16.67% 1
Much more than Satisfactory	83.33% 5
N/A or Unknown	0.00% 0
Total	6

Question	1 = strongly disagree		2 = somewhat disagree		3 = neither agree or disagree		4 = somewhat agree		5 = strongly agree		N/A or unknown		Total
I have an opportunity to participate in my departmental/program's budget decisions.	28.95%	66	17.11%	39	8.33%	19	23.25%	53	17.98%	41	4.39%	10	228
I have an opportunity to participate in the selection of Administrators.	27.63%	63	19.30%	44	11.40%	26	25.88%	59	9.65%	22	6.14%	14	228
I have an opportunity to participate in the selection of faculty.	8.77%	20	5.26%	12	8.33%	19	30.26%	69	45.61%	104	1.75%	4	228
I have an opportunity to participate in the Strategic Planning of my College/Library.	21.05%	48	14.04%	32	13.16%	30	26.32%	60	14.91%	34	10.53%	24	228
Administration effectively communicates with the faculty.	22.81%	52	14.04%	32	14.47%	33	28.51%	65	18.42%	42	1.75%	4	228
Administration consistently follows official policies.	14.91%	34	10.96%	25	15.79%	36	22.81%	52	26.32%	60	9.21%	21	228
The University Faculty Senate is effective in representing faculty views to the administration.	11.84%	27	7.02%	16	25.88%	59	19.30%	44	19.30%	44	16.67%	38	228

Questio	1 = strongly disagree	2 = somewhat disagree	3 = neither agree or disagree	4 = somewhat agree	5 = strongly agree	N/A or unknown	Total
IT@Sam (Computer Services) meets my needs.	20.18% 46	23.25% 53	13.60% 31	25.44% 58	16.67% 38	0.88% 2	228
The SHSU website (SHSU.edu) is adequate.	54.82% 125	19.74% 45	9.65% 22	7.89% 18	6.58% 15	1.32% 3	228
The services that SHSU Online provides are adequate.	9.65% 22	11.84% 27	20.18% 46	27.19% 62	18.86% 43	12.28% 28	228
There is adequate support for developing online courses/degrees/programs.	11.84% 27	10.53% 24	17.54% 40	27.63% 63	19.30% 44	13.16% 30	228
Blackboard meets my teaching needs.	11.40% 26	10.96% 25	20.61% 47	35.96% 82	17.98% 41	3.07% 7	228
Library Services meets my needs.	2.19% 5	4.82% 11	13.16% 30	28.51% 65	42.11% 96	9.21% 21	228
The library meets the needs of my department's curriculum.	1.32% 3	5.70% 13	11.84% 27	27.19% 62	40.35% 92	13.60% 31	228
I receive adequate support from the Office of Research and Sponsored Programs.	6.14% 14	10.96% 25	19.30% 44	27.19% 62	17.98% 41	18.42% 42	228
The resources available for my research are adequate.	11.84% 27	17.98% 41	21.05% 48	24.12% 55	14.04% 32	10.96% 25	228
The resources available to provide a successful graduate program are adequate.	25.00% 57	17.98% 41	17.54% 40	15.79% 36	7.46% 17	16.23% 37	228
The allocation of travel reimbursements meets the needs of the faculty.	24.56% 56	12.72% 29	16.67% 38	21.49% 49	15.79% 36	8.77% 20	228
The University is doing an adequate job recruiting quality students.	34.65% 79	24.56% 56	18.86% 43	13.60% 31	5.70% 13	2.63% 6	228
The SAM Center offers effective Advising Services.	17.11% 39	16.23% 37	20.18% 46	15.35% 35	10.09% 23	21.05% 48	228
The SAM Center offers effective Mentoring Services.	15.35% 35	13.16% 30	16.67% 38	10.09% 23	7.02% 16	37.72% 86	228
The facilities at the Lowman Student Center are adequate.	2.63% 6	1.75% 4	14.91% 34	35.96% 82	32.46% 74	12.28% 28	228
The services available through the campus bookstore are adequate.	14.91% 34	13.16% 30	17.54% 40	21.05% 48	11.40% 26	21.93% 50	228
The services provided by ARAMARK are adequate.	14.47% 33	14.47% 33	26.32% 60	21.05% 48	8.33% 19	15.35% 35	228
The Human Resource Department offers me adequate services.	13.16% 30	11.84% 27	29.39% 67	22.37% 51	7.89% 18	15.35% 35	228

Questio	1 = strongly disagree	2 = somewhat disagree	3 = neither agree or disagree	4 = somewhat agree	5 = strongly agree	N/A or unknown	Total
The facilities at the College of Osteopathic Medicine are adequate.	2.63% 6	2.19% 5	8.33% 19	3.95% 9	8.77% 20	74.12% 169	228
The facilities at the Woodlands Center are adequate.	2.19% 5	3.07% 7	12.28% 28	13.60% 31	12.72% 29	56.14% 128	228
The staff at the Woodlands Center is adequate.	0.88% 2	2.19% 5	11.40% 26	8.33% 19	12.28% 28	64.91% 148	228
There is adequate parking for faculty.	20.61% 47	13.16% 30	20.61% 47	21.93% 50	19.30% 44	4.39% 10	228
My physical work environment (office/classroom/lab) is adequate.	12.28% 28	13.16% 30	14.47% 33	31.14% 71	26.32% 60	2.63% 6	228

Question	1 = strongly disagree	2 = somewhat disagree	3 = neither agree or disagree	4 = somewhat agree	5 = strongly agree	N/A or unknown	Total
The 3/3 and 4/4 work load policy is handled fairly in my College.	9.78% 22	9.78% 22	19.11% 43	25.33% 57	24.00% 54	12.00% 27	225
My teaching load is fair.	9.33% 21	11.11% 25	14.22% 32	29.33% 66	32.44% 73	3.56% 8	225
I receive adequate recognition for my teaching.	16.89% 38	17.33% 39	13.78% 31	24.89% 56	23.56% 53	3.56% 8	225
I receive adequate recognition for my research.	14.22% 32	12.89% 29	16.89% 38	24.89% 56	16.89% 38	14.22% 32	225
I receive adequate recognition for my service to the university.	22.67% 51	12.89% 29	12.89% 29	27.11% 61	19.56% 44	4.89% 11	225
I receive adequate clerical support.	12.44% 28	11.56% 26	15.11% 34	23.11% 52	32.89% 74	4.89% 11	225
There is collegial support within my department/program.	11.56% 26	10.22% 23	14.22% 32	24.00% 54	38.67% 87	1.33% 3	225
Administrative reassigned time is applied fairly in my college.	15.11% 34	12.44% 28	12.00% 27	16.89% 38	12.44% 28	31.11% 70	225
I am satisfied with the guidelines for receiving an internal grant.	7.11% 16	6.67% 15	22.67% 51	21.33% 48	16.89% 38	25.33% 57	225
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	16.44% 37	12.00% 27	28.00% 63	20.89% 47	13.33% 30	9.33% 21	225
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	23.11% 52	14.22% 32	22.67% 51	19.56% 44	10.67% 24	9.78% 22	225
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	16.00% 36	8.44% 19	23.11% 52	17.33% 39	10.22% 23	24.89% 56	225
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	21.33% 48	12.00% 27	20.44% 46	15.11% 34	7.56% 17	23.56% 53	225

Question	1 = strongly disagree	2 = somewhat disagree	3 = neither agree or disagree	4 = somewhat agree	5 = strongly agree	N/A or unkown	Total
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	4.48% 10	8.52% 19	12.11% 27	28.70% 64	39.01% 87	7.17% 16	223
The FES is an adequate measurement of my performance as a faculty member.	14.35% 32	19.28% 43	14.35% 32	32.29% 72	14.80% 33	4.93% 11	223
The merit system is applied fairly.	20.63% 46	15.70% 35	17.04% 38	22.42% 50	13.90% 31	10.31% 23	223
Market adjustments are applied fairly.	45.74% 102	13.45% 30	13.00% 29	7.62% 17	4.04% 9	16.14% 36	223
The promotion system is applied fairly.	14.35% 32	9.87% 22	22.87% 51	23.77% 53	19.28% 43	9.87% 22	223
The tenure system is applied fairly in my department.	8.97% 20	6.73% 15	21.52% 48	17.94% 40	29.15% 65	15.70% 35	223
The tenure system process at the university level is clear.	10.76% 24	7.62% 17	20.63% 46	29.60% 66	18.39% 41	13.00% 29	223
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	7.62% 17	6.28% 14	12.56% 28	20.63% 46	20.63% 46	32.29% 72	223
My salary is appropriate relative to my contribution to Sam Houston State University.	45.29% 101	21.52% 48	12.56% 28	13.00% 29	6.28% 14	1.35% 3	223
My salary is appropriate relative to my current rank when compared to similar universities.	52.47% 117	18.83% 42	11.21% 25	8.07% 18	4.93% 11	4.48% 10	223
Overall, I am satisfied with my job at SHSU.	13.90% 31	16.59% 37	15.70% 35	32.74% 73	20.18% 45	0.90% 2	223