University Results 2010 - 2011

Number of Respondents	182
Number of Tenured/Tenure-Track	493
% Returned	36.9%

					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 Gibson	150	3.39	1.13	24	16%	53	35%	41	27%	21	14%	11	7%	32	18%
2	VPAA Payne	173	3.03	1.29	23	13%	45	26%	50	29%	24	14%	31	18%	9	5%
3	VPEM Thielemann	103	3.28	1.00	10	10%	34	33%	40	39%	13	13%	6	6%	79	43%
4	VPFO Powell	103	3.22	1.07	8	8%	38	37%	36	35%	11	11%	10	10%	79	43%
5	VPSS Parker	118	3.81	0.87	25	21%	53	45%	34	29%	4	3%	2	2%	64	35%
6	VP Advancement Holmes	107	3.37	1.06	13	12%	41	38%	33	31%	13	12%	7	7%	75	41%
7	Assoc. VPAA Eglsaer	145	3.78	1.05	41	28%	53	37%	33	23%	14	10%	4	3%	37	20%
8	Assoc. VPAA Tayebi	137	3.51	1.14	30	22%	43	31%	39	28%	17	12%	8	6%	45	25%
9	Assoc. VPR&SP Cook	108	3.79	0.98	28	26%	41	38%	29	27%	8	7%	2	2%	74	41%
10	Assoc. VPResAdm Davis	82	3.20	1.19	13	16%	18	22%	33	40%	8	10%	10	12%	100	55%
11	Assoc. VP DL Angrove	129	2.87	1.23	12	9%	30	23%	39	30%	25	19%	23	18%	53	29%
12	Deans and Associate deans differ per co	181	3.82	1.25	73	40%	44	24%	34	19%	18	10%	12	7%	1	1%
13	Deans and Associate deans differ per co	295	3.77	1.10	89	30%	99	34%	69	23%	25	8%	13	4%		
16	Budget Decision Participation in Dept.	178	2.94	1.52	38	21%	42	24%	15	8%	38	21%	45	25%	4	2%
17	Selection of Admins.	169	2.44	1.40	18	11%	27	16%	28	17%	34	20%	62	37%	13	7%
18	Selection of Faculty	178	4.19	1.06	91	51%	51	29%	20	11%	10	6%	6	3%	4	2%
19	Strategic Planning in College	164	3.08	1.38	35	21%	31	19%	37	23%	34	21%	27	16%	18	10%
20	3/3 4/4 handled fairly	169	3.74	1.29	62	37%	47	28%	30	18%	14	8%	16	9%	13	7%
21	SAM Center Mentoring	137	3.90	1.11	54	39%	34	25%	35	26%	9	7%	5	4%	45	25%
22	SAM Center Advising	144	3.50	1.30	44	31%	29	20%	39	27%	19	13%	13	9%	38	21%
23	Physically Safe on Campus	180	4.34	0.80	90	50%	69	38%	16	9%	3	2%	2	1%	2	1%
24	LSC facilities adequate	167	3.77	0.95	39	23%	67	40%	48	29%	9	5%	4	2%	15	8%
25	LSC Services adequate	155	3.72	0.96	35	23%	58	37%	48	31%	11	7%	3	2%	27	15%
26	Aramark Services adequate	165	3.19	1.13	18	11%	54	33%	51	31%	26	16%	16	10%	17	9%
27	Human Resource Dept.	163	3.56	1.12	35	21%	58	36%	44	27%	16	10%	10	6%	19	10%
28	HKC	130	3.97	0.91	38	29%	61	47%	22	17%	7	5%	2	2%	52	29%
29	Support from Contracts and Grants	159	3.54	1.16	36	23%	53	33%	42	26%	17	11%	11	7%	23	13%
30	Information Resources (UCS)	176	2.98	1.32	23	13%	49	28%	39	22%	32	18%	33	19%	6	3%
31	DELTA Services adequate	134	3.10	1.26	19	14%	36	27%	38	28%	21	16%	20	15%	48	26%
32	Library Services	175	4.15	0.91	71	41%	71	41%	25	14%	4	2%	4	2%	7	4%
33	Library good for Dept. Curriculum	171	4.04	0.92	57	33%	78	46%	26	15%	6	4%	4	2%	11	6%
34	Blackboard	171	3.89	1.04	50	29%	76	44%	30	18%	6	4%	9	5%	11	6%
35	E-College	104	2.65	1.43	13	13%	19	18%	26	25%	11	11%	35	34%	78	43%
36	Recruiting Quality Students	174	3.03	1.09	16	9%	43	25%	59	34%	42	24%	14	8%	8	4%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
37	Teaching Load is fair	174	3.86	1.12	60	34%	59	34%	32	18%	16	9%	7	4%	8	4%
38	Recognition for teaching	171	3.30	1.32	37	22%	49	29%	35	20%	28	16%	22	13%	11	6%
39	Recognition for research	175	3.36	1.21	35	20%	50	29%	48	27%	27	15%	15	9%	7	4%
40	Recognition for service	174	3.08	1.34	33	19%	36	21%	44	25%	34	20%	27	16%	8	4%
41	Clerical Support	169	3.43	1.35	43	25%	53	31%	28	17%	23	14%	22	13%	13	7%
42	Collegial Support in dept.	174	3.95	1.20	74	43%	55	32%	18	10%	17	10%	10	6%	8	4%
43	Work environment	179	4.13	1.01	81	45%	61	34%	20	11%	14	8%	3	2%	3	2%
44	Free from intimidation/discrimination	178	4.01	1.32	93	52%	39	22%	16	9%	14	8%	16	9%	4	2%
45	Parking	176	2.91	1.43	30	17%	41	23%	29	16%	36	20%	40	23%	6	3%
46	Faculty Senate	153	3.36	1.25	29	19%	53	35%	31	20%	24	16%	16	10%	29	16%
47	Research Resources	176	3.41	1.21	34	19%	62	35%	38	22%	27	15%	15	9%	6	3%
48	Graduate Program Resources	156	2.92	1.27	19	12%	36	23%	40	26%	35	22%	26	17%	26	14%
49	Travel Allocation	176	3.07	1.36	27	15%	53	30%	36	20%	25	14%	35	20%	6	3%
50	IDEA Administered	172	2.76	1.40	21	12%	40	23%	36	21%	26	15%	49	28%	10	5%
51	IDEA Accuracy	172	2.48	1.32	12	7%	35	20%	33	19%	35	20%	57	33%	10	5%
52	Chair evaluation of my teaching	163	3.74	1.23	53	33%	55	34%	26	16%	17	10%	12	7%	19	10%
53	FES Instrument is adequate	175	3.15	1.27	28	16%	50	29%	39	22%	37	21%	21	12%	7	4%
54	Merit System is applied fairly	172	3.01	1.41	31	18%	44	26%	27	16%	36	21%	34	20%	10	5%
55	Market Adjustments applied fairly	156	2.62	1.32	16	10%	27	17%	36	23%	35	22%	42	27%	26	14%
56	Promotion System is applied fairly	164	3.21	1.34	31	19%	47	29%	37	23%	23	14%	26	16%	18	10%
57	Tenure System is applied fairly	174	3.76	1.26	61	35%	55	32%	29	17%	13	7%	16	9%	8	4%
58	Tenure Process clear at univ. level	177	2.64	1.45	27	15%	31	18%	24	14%	42	24%	53	30%	5	3%
59	Post Tenure Review	131	3.75	1.29	48	37%	37	28%	24	18%	9	7%	13	10%	51	28%
60	Salary at SHSU	178	2.79	1.22	17	10%	38	21%	43	24%	51	29%	29	16%	4	2%
61	Salary other Universities	177	2.45	1.22	12	7%	27	15%	37	21%	54	31%	47	27%	5	3%
62	Reassigned time	124	3.16	1.30	23	19%	30	24%	32	26%	22	18%	17	14%	58	32%
63	Faculty Research Fund <5000	148	3.60	1.14	36	24%	49	33%	41	28%	12	8%	10	7%	34	19%
64	Enhancement Grant for Research	145	3.57	1.18	38	26%	41	28%	42	29%	14	10%	10	7%	37	20%
65	Adequate support for online courses	146	3.06	1.31	27	18%	30	21%	33	23%	37	25%	19	13%	36	20%
66	University Center facilities	111	3.75	1.13	31	28%	43	39%	22	20%	8	7%	7	6%	71	39%
67	University Center staff	107	3.80	1.04	33	31%	32	30%	34	32%	4	4%	4	4%	75	41%
68	Communication with Admin.	173	2.77	1.26	16	9%	38	22%	45	26%	38	22%	36	21%	9	5%
69	President values faculty	138	3.22	1.28	26	19%	36	26%	37	27%	21	15%	18	13%	44	24%
70	Provost values faculty	159	2.87	1.36	22	14%	35	22%	39	25%	27	17%	36	23%	23	13%
71	Dean values faculty	178	3.66	1.27	54	30%	61	34%	29	16%	17	10%	17	10%	4	2%
72	Chair values faculty	166	3.98	1.23	75	45%	47	28%	21	13%	11	7%	12	7%	16	9%
73	Satisfied at SHSU	180	3.87	0.98	51	28%	75	42%	37	21%	13	7%	4	2%	2	1%

A&S Results 2010 -2011

Number of Respondents 54
Number of Tenured/Tenure-Track 158
% Returned 34.2%

					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 Gibson	46	3.39	1.16	8	17%	16	35%	11	24%	8	17%	3	7%	8	15%
2	VPAA Payne	52	3.06	1.26	8	15%	9	17%	22	42%	4	8%	9	17%	2	4%
3	VPEM Thielemann	31	3.42	0.89	3	10%	11	35%	14	45%	2	6%	1	3%	23	43%
4	VPFO Powell	33	3.21	1.05	3	9%	10	30%	14	42%	3	9%	3	9%	21	39%
5	VPSS Parker	34	3.91	0.79	8	24%	16	47%	9	26%	1	3%	0	0%	20	37%
6	VP Advancement Holmes	35	3.23	1.09	2	6%	16	46%	8	23%	6	17%	3	9%	19	35%
7	Assoc. VPAA Eglsaer	39	3.72	1.02	9	23%	15	38%	12	31%	1	3%	2	5%	15	28%
8	Assoc. VPAA Tayebi	38	3.37	1.13	5	13%	15	39%	10	26%	5	13%	3	8%	16	30%
9	Assoc. VPR&SP Cook	38	3.92	1.05	14	37%	11	29%	10	26%	2	5%	1	3%	16	30%
10	Assoc. VPResAdm Davis	27	3.33	1.21	6	22%	5	19%	10	37%	4	15%	2	7%	27	50%
11	Assoc. VP DL Angrove	31	3.03	1.22	3	10%	8	26%	13	42%	1	3%	6	19%	23	43%
12	Dean Hebert	53	4.38	1.11	36	68%	8	15%	5	9%	1	2%	3	6%	1	2%
13	Assoc. Dean Cook	41	4.12	0.90	16	39%	16	39%	8	20%	0	0%	1	2%	13	24%
14	Assoc. Dean Nicolay	40	4.00	1.06	15	38%	15	38%	7	18%	1	3%	2	5%	14	26%
15	Assoc. Dean Plaisance	21	3.81	1.12	7	33%	6	29%	6	29%	1	5%	1	5%	33	61%
16	Budget Decision Participation in Dept.	53	3.11	1.58	15	28%	11	21%	4	8%	11	21%	12	23%	1	2%
17	Selection of Admins.	53	2.38	1.44	7	13%	6	11%	8	15%	11	21%	21	40%	1	2%
18	Selection of Faculty	53	4.34	0.92	31	58%	12	23%	7	13%	3	6%	0	0%	1	2%
19	Strategic Planning in College	45	2.96	1.43	9	20%	8	18%	9	20%	10	22%	9	20%	9	17%
20	3/3 4/4 handled fairly	53	3.68	1.27	18	34%	13	25%	14	26%	3	6%	5	9%	1	2%
21	SAM Center Mentoring	41	3.51	1.14	9	22%	12	29%	14	34%	3	7%	3	7%	13	24%
22	SAM Center Advising	45	2.76	1.19	4	9%	7	16%	16	36%	10	22%	8	18%	9	17%
23	Physically Safe on Campus	53	4.25	0.92	25	47%	20	38%	5	9%	2	4%	1	2%	1	2%
24	LSC facilities adequate	53	3.58	1.03	10	19%	19	36%	19	36%	2	4%	3	6%	1	2%
25	LSC Services adequate	50	3.54	0.97	9	18%	16	32%	19	38%	5	10%	1	2%	4	7%
26	Aramark Services adequate	49	3.12	1.13	4	8%	16	33%	17	35%	6	12%	6	12%	5	9%
27	Human Resource Dept.	49	3.20	1.08	6	12%	12	24%	21	43%	6	12%	4	8%	5	9%
28	HKC	42	3.79	0.95	9	21%	20	48%	9	21%	3	7%	1	2%	12	22%
29	Support from Contracts and Grants	48	3.69	1.19	15	31%	13	27%	13	27%	4	8%	3	6%	6	11%
30	Information Resources (UCS)	53	2.30	1.34	3	6%	11	21%	6	11%	12	23%	21	40%	1	2%
31	DELTA Services adequate	31	3.10	1.30	4	13%	10	32%	7	23%	5	16%	5	16%	23	43%
32	Library Services	52	3.92	0.99	15	29%	24	46%	9	17%	2	4%	2	4%	2	4%
33	Library good for Dept. Curriculum	51	3.90	0.92	13	25%	25	49%	9	18%	3	6%	1	2%	3	6%
34	Blackboard	53	3.81	0.98	12	23%	26	49%	10	19%	3	6%	2	4%	1	2%
35	E-College	22	2.41	1.37	2	9%	2	9%	8	36%	1	5%	9	41%	32	59%
36	Recruiting Quality Students	51	2.75	1.11	1	2%	14	27%	16	31%	11	22%	9	18%	3	6%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
37	Teaching Load is fair	54	3.74	1.29	19	35%	17	31%	8	15%	5	9%	5	9%	0	0%
38	Recognition for teaching	53	3.28	1.39	13	25%	13	25%	11	21%	8	15%	8	15%	1	2%
39	Recognition for research	53	3.26	1.27	11	21%	13	25%	13	25%	11	21%	5	9%	1	2%
40	Recognition for service	52	2.96	1.40	11	21%	7	13%	12	23%	13	25%	9	17%	2	4%
41	Clerical Support	51	3.10	1.42	10	20%	13	25%	10	20%	8	16%	10	20%	3	6%
42	Collegial Support in dept.	50	3.72	1.23	16	32%	17	34%	7	14%	7	14%	3	6%	4	7%
43	Work environment	53	3.92	1.09	20	38%	17	32%	9	17%	6	11%	1	2%	1	2%
44	Free from intimidation/discrimination	53	3.85	1.61	32	60%	4	8%	3	6%	5	9%	9	17%	1	2%
45	Parking	52	2.98	1.43	9	17%	13	25%	10	19%	8	15%	12	23%	2	4%
46	Faculty Senate	44	3.07	1.25	4	9%	16	36%	10	23%	7	16%	7	16%	10	19%
47	Research Resources	53	3.00	1.32	6	11%	18	34%	8	15%	12	23%	9	17%	1	2%
48	Graduate Program Resources	45	2.33	1.26	2	4%	8	18%	9	20%	10	22%	16	36%	9	17%
49	Travel Allocation	51	2.65	1.32	4	8%	12	24%	11	22%	10	20%	14	27%	3	6%
50	IDEA Administered	53	2.68	1.36	5	9%	13	25%	9	17%	12	23%	14	26%	1	2%
51	IDEA Accuracy	53	2.32	1.28	3	6%	8	15%	12	23%	10	19%	20	38%	1	2%
52	Chair evaluation of my teaching	51	3.69	1.32	18	35%	13	25%	12	24%	2	4%	6	12%	3	6%
53	FES Instrument is adequate	53	3.25	1.41	12	23%	15	28%	9	17%	8	15%	9	17%	1	2%
54	Merit System is applied fairly	51	3.18	1.55	13	25%	14	27%	5	10%	7	14%	12	24%	3	6%
55	Market Adjustments applied fairly	44	2.45	1.39	5	11%	7	16%	5	11%	13	30%	14	32%	10	19%
56	Promotion System is applied fairly	47	3.32	1.18	7	15%	17	36%	11	23%	8	17%	4	9%	7	13%
57	Tenure System is applied fairly	51	3.78	1.17	19	37%	11	22%	14	27%	5	10%	2	4%	3	6%
58	Tenure Process clear at univ. level	53	2.68	1.41	8	15%	9	17%	7	13%	16	30%	13	25%	1	2%
59	Post Tenure Review	37	3.49	1.54	14	38%	7	19%	6	16%	3	8%	7	19%	17	31%
60	Salary at SHSU	53	2.91	1.18	5	9%	12	23%	16	30%	13	25%	7	13%	1	2%
61	Salary other Universities	54	2.59	1.14	3	6%	8	15%	18	33%	14	26%	11	20%	0	0%
62	Reassigned time	38	3.32	1.25	8	21%	10	26%	9	24%	8	21%	3	8%	16	30%
63	Faculty Research Fund <5000	42	3.55	1.31	12	29%	12	29%	10	24%	3	7%	5	12%	12	22%
64	Enhancement Grant for Research	40	3.70	1.29	13	33%	13	33%	7	18%	3	8%	4	10%	14	26%
65	Adequate support for online courses	38	2.84	1.31	5	13%	8	21%	7	18%	12	32%	6	16%	16	30%
66	University Center facilities	19	3.37	1.21	3	16%	7	37%	5	26%	2	11%	2	11%	35	65%
67	University Center staff	17	3.59	1.18	5	29%	3	18%	7	41%	1	6%	1	6%	37	69%
68	Communication with Admin.	51	2.65	1.26	5	10%	8	16%	13	25%	14	27%	11	22%	3	6%
69	President values faculty	44	3.25	1.26	8	18%	13	30%	9	20%	10	23%	4	9%	10	19%
70	Provost values faculty	45	2.98	1.27	5	11%	12	27%	13	29%	7	16%	8	18%	9	17%
71	Dean values faculty	53	4.23	0.99	25	47%	21	40%	3	6%	2	4%	2	4%	1	2%
72	Chair values faculty	50	3.66	1.41	19	38%	13	26%	6	12%	6	12%	6	12%	4	7%
73	Satisfied at SHSU	54	3.80	1.07	16	30%	20	37%	10	19%	7	13%	1	2%	0	0%

COBA Results 2010 -2011

Number of Respondents	26
Number of Tenured/Tenure-Track	70
% Returned	37.1%

					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 Gibson	20	3.85	0.75	4	20%	9	45%	7	35%	0	0%	0	0%	6	23%
2	VPAA Payne	24	3.00	1.22	1	4%	10	42%	5	21%	4	17%	4	17%	2	8%
3	VPEM Thielemann	18	3.11	1.08	1	6%	7	39%	4	22%	5	28%	1	6%	8	31%
4	VPFO Powell	13	3.31	1.11	1	8%	6	46%	3	23%	2	15%	1	8%	13	50%
5	VPSS Parker	17	4.12	0.70	5	29%	9	53%	3	18%	0	0%	0	0%	9	35%
6	VP Advancement Holmes	18	3.22	1.11	2	11%	6	33%	5	28%	4	22%	1	6%	8	31%
7	Assoc. VPAA Eglsaer	21	3.52	1.08	4	19%	8	38%	4	19%	5	24%	0	0%	5	19%
8	Assoc. VPAA Tayebi	17	3.24	0.83	1	6%	5	29%	8	47%	3	18%	0	0%	9	35%
9	Assoc. VPR&SP Cook	10	3.60	0.84	1	10%	5	50%	3	30%	1	10%	0	0%	16	62%
10	Assoc. VPResAdm Davis	9	3.11	1.45	1	11%	4	44%	1	11%	1	11%	2	22%	17	65%
11	Assoc. VP DL Angrove	20	3.10	1.21	2	10%	7	35%	4	20%	5	25%	2	10%	6	23%
12	Dean Muehsam	26	3.88	0.91	8	31%	8	31%	9	35%	1	4%	0	0%	0	0%
13	Assoc. Dean Ashorn	25	3.12	1.09	3	12%	5	20%	11	44%	4	16%	2	8%	1	4%
16	Budget Decision Participation in Dept.	24	2.63	1.50	4	17%	4	17%	2	8%	7	29%	7	29%	2	8%
17	Selection of Admins.	23	3.04	1.46	5	22%	5	22%	3	13%	6	26%	4	17%	3	12%
18	Selection of Faculty	24	4.42	0.65	12	50%	10	42%	2	8%	0	0%	0	0%	2	8%
19	Strategic Planning in College	25	3.84	1.11	8	32%	9	36%	5	20%	2	8%	1	4%	1	4%
20	3/3 4/4 handled fairly	23	4.39	0.78	12	52%	9	39%	1	4%	1	4%	0	0%	3	12%
21	SAM Center Mentoring	19	4.37	0.83	11	58%	4	21%	4	21%	0	0%	0	0%	7	27%
22	SAM Center Advising	21	4.33	1.06	13	62%	4	19%	3	14%	0	0%	1	5%	5	19%
23	Physically Safe on Campus	26	4.58	0.58	16	62%	9	35%	1	4%	0	0%	0	0%	0	0%
24	LSC facilities adequate	24	3.92	0.78	6	25%	10	42%	8	33%	0	0%	0	0%	2	8%
25	LSC Services adequate	21	3.86	0.91	6	29%	7	33%	7	33%	1	5%	0	0%	5	19%
26	Aramark Services adequate	24	3.54	1.06	4	17%	10	42%	6	25%	3	13%	1	4%	2	8%
27	Human Resource Dept.	23	3.43	1.27	5	22%	7	30%	7	30%	1	4%	3	13%	3	12%
28	HKC	17	4.06	0.83	5	29%	9	53%	2	12%	1	6%	0	0%	9	35%
29	Support from Contracts and Grants	17	3.47	0.94	3	18%	4	24%	8	47%	2	12%	0	0%	9	35%
30	Information Resources (UCS)	23	3.13	1.36	4	17%	6	26%	6	26%	3	13%	4	17%	3	12%
31	DELTA Services adequate	20	3.10	1.07	2	10%	5	25%	7	35%	5	25%	1	5%	6	23%
32	Library Services	25	4.00	0.91	9	36%	8	32%	7	28%	1	4%	0	0%	1	4%
33	Library good for Dept. Curriculum	26	4.12	0.82	9	35%	12	46%	4	15%	1	4%	0	0%	0	0%
34	Blackboard	25	4.12	0.97	10	40%	10	40%	4	16%	0	0%	1	4%	1	4%
35	E-College	15	2.33	1.45	1	7%	3	20%	3	20%	1	7%	7	47%	11	42%
36	Recruiting Quality Students	24	2.92	0.97	2	8%	3	13%	11	46%	7	29%	1	4%	2	8%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
37	Teaching Load is fair	25	4.04	0.98	10	40%	8	32%	5	20%	2	8%	0	0%	1	4%
38	Recognition for teaching	25	3.52	1.08	4	16%	10	40%	8	32%	1	4%	2	8%	1	4%
39	Recognition for research	24	3.54	1.10	6	25%	5	21%	10	42%	2	8%	1	4%	2	8%
40	Recognition for service	24	3.21	1.22	4	17%	6	25%	7	29%	5	21%	2	8%	2	8%
41	Clerical Support	25	3.44	1.26	6	24%	7	28%	6	24%	4	16%	2	8%	1	4%
42	Collegial Support in dept.	25	4.48	0.77	15	60%	8	32%	1	4%	1	4%	0	0%	1	4%
43	Work environment	25	4.20	0.96	12	48%	8	32%	3	12%	2	8%	0	0%	1	4%
44	Free from intimidation/discrimination	25	4.56	0.71	16	64%	8	32%	0	0%	1	4%	0	0%	1	4%
45	Parking	24	4.08	1.14	11	46%	8	33%	2	8%	2	8%	1	4%	2	8%
46	Faculty Senate	24	3.83	1.17	8	33%	9	38%	3	13%	3	13%	1	4%	2	8%
47	Research Resources	25	3.68	1.14	7	28%	9	36%	3	12%	6	24%	0	0%	1	4%
48	Graduate Program Resources	22	3.14	1.17	3	14%	5	23%	8	36%	4	18%	2	9%	4	15%
49	Travel Allocation	26	4.15	0.67	8	31%	14	54%	4	15%	0	0%	0	0%	0	0%
50	IDEA Administered	26	2.69	1.35	2	8%	7	27%	5	19%	5	19%	7	27%	0	0%
51	IDEA Accuracy	26	2.42	1.27	1	4%	5	19%	7	27%	4	15%	9	35%	0	0%
52	Chair evaluation of my teaching	22	3.86	0.99	6	27%	10	45%	3	14%	3	14%	0	0%	4	15%
53	FES Instrument is adequate	25	3.00	1.08	2	8%	6	24%	9	36%	6	24%	2	8%	1	4%
54	Merit System is applied fairly	25	3.40	1.12	5	20%	6	24%	9	36%	4	16%	1	4%	1	4%
55	Market Adjustments applied fairly	24	3.29	1.12	4	17%	5	21%	11	46%	2	8%	2	8%	2	8%
56	Promotion System is applied fairly	23	3.61	1.08	6	26%	6	26%	7	30%	4	17%	0	0%	3	12%
57	Tenure System is applied fairly	25	4.04	1.02	9	36%	11	44%	3	12%	1	4%	1	4%	1	4%
58	Tenure Process clear at univ. level	24	2.13	1.33	2	8%	3	13%	1	4%	8	33%	10	42%	2	8%
59	Post Tenure Review	19	4.00	1.11	8	42%	5	26%	5	26%	0	0%	1	5%	7	27%
60	Salary at SHSU	25	3.20	1.32	5	20%	6	24%	6	24%	5	20%	3	12%	1	4%
61	Salary other Universities	26	2.50	1.39	3	12%	4	15%	4	15%	7	27%	8	31%	0	0%
62	Reassigned time	15	3.53	1.25	4	27%	4	27%	4	27%	2	13%	1	7%	11	42%
63	Faculty Research Fund <5000	17	4.00	1.06	6	35%	7	41%	3	18%	0	0%	1	6%	9	35%
64	Enhancement Grant for Research	18	3.67	1.14	5	28%	5	28%	6	33%	1	6%	1	6%	8	31%
65	Adequate support for online courses	21	3.10	1.26	3	14%	5	24%	7	33%	3	14%	3	14%	5	19%
66	University Center facilities	23	3.70	1.15	6	26%	9	39%	4	17%	3	13%	1	4%	3	12%
67	University Center staff	23	4.13	0.81	8	35%	11	48%	3	13%	1	4%	0	0%	3	12%
68	Communication with Admin.	25	3.12	1.13	3	12%	6	24%	9	36%	5	20%	2	8%	1	4%
69	President values faculty	18	3.61	1.14	5	28%	4	22%	7	39%	1	6%	1	6%	8	31%
70	Provost values faculty	22	2.64	1.14	1	5%	4	18%	7	32%	6	27%	4	18%	4	15%
71	Dean values faculty	25	3.88	0.88	6	24%	12	48%	5	20%	2	8%	0	0%	1	4%
72	Chair values faculty	25	4.28	0.79	11	44%	11	44%	2	8%	1	4%	0	0%	1	4%
73	Satisfied at SHSU	25	4.08	0.76	7	28%	14	56%	3	12%	1	4%	0	0%	1	4%

CJ Results 2010 -2011

Number of Respondents	13
Number of Tenured/Tenure-Track	39
% 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 Gibson	10	3.70	1.42	4	40%	2	20%	2	20%	1	10%	1	10%	3	23%
2	VPAA Payne	11	3.55	1.21	2	18%	5	45%	2	18%	1	9%	1	9%	2	15%
3	VPEM Thielemann	4	4.25	0.50	1	25%	3	75%	0	0%	0	0%	0	0%	9	69%
4	VPFO Powell	6	4.33	0.52	2	33%	4	67%	0	0%	0	0%	0	0%	7	54%
5	VPSS Parker	5	4.00	0.71	1	20%	3	60%	1	20%	0	0%	0	0%	8	62%
6	VP Advancement Holmes	4	4.50	0.58	2	50%	2	50%	0	0%	0	0%	0	0%	9	69%
7	Assoc. VPAA Eglsaer	10	4.30	0.67	4	40%	5	50%	1	10%	0	0%	0	0%	3	23%
8	Assoc. VPAA Tayebi	8	3.13	1.13	1	13%	2	25%	2	25%	3	38%	0	0%	5	38%
9	Assoc. VPR&SP Cook	11	4.00	0.63	2	18%	7	64%	2	18%	0	0%	0	0%	2	15%
10	Assoc. VPResAdm Davis	6	4.33	0.52	2	33%	4	67%	0	0%	0	0%	0	0%	7	54%
11	Assoc. VP DL Angrove	9	4.11	0.78	3	33%	4	44%	2	22%	0	0%	0	0%	4	31%
12	Dean Webb	13	4.08	0.95	5	38%	5	38%	2	15%	1	8%	0	0%	0	0%
13	Assoc. Dean Mullings	13	4.23	0.93	6	46%	5	38%	1	8%	1	8%	0	0%	0	0%
16	Budget Decision Participation in Dept.	13	2.85	1.21	1	8%	3	23%	4	31%	3	23%	2	15%	0	0%
17	Selection of Admins.	13	2.54	1.27	0	0%	4	31%	3	23%	2	15%	4	31%	0	0%
18	Selection of Faculty	13	4.08	0.95	5	38%	5	38%	2	15%	1	8%	0	0%	0	0%
19	Strategic Planning in College	12	3.08	1.51	3	25%	2	17%	2	17%	3	25%	2	17%	1	8%
20	3/3 4/4 handled fairly	13	3.08	1.61	4	31%	1	8%	3	23%	2	15%	3	23%	0	0%
21	SAM Center Mentoring	9	4.11	0.93	4	44%	2	22%	3	33%	0	0%	0	0%	4	31%
22	SAM Center Advising	9	4.22	0.83	4	44%	3	33%	2	22%	0	0%	0	0%	4	31%
23	Physically Safe on Campus	13	4.38	0.87	7	54%	5	38%	0	0%	1	8%	0	0%	0	0%
24	LSC facilities adequate	10	3.60	0.97	2	20%	3	30%	4	40%	1	10%	0	0%	3	23%
25	LSC Services adequate	8	3.50	1.07	2	25%	1	13%	4	50%	1	13%	0	0%	5	38%
26	Aramark Services adequate	10	3.30	1.34	2	20%	3	30%	2	20%	2	20%	1	10%	3	23%
27	Human Resource Dept.	12	3.92	0.90	3	25%	6	50%	2	17%	1	8%	0	0%	1	8%
28	HKC	8	4.38	0.52	3	38%	5	63%	0	0%	0	0%	0	0%	5	38%
29	Support from Contracts and Grants	12	3.75	1.42	5	42%	3	25%	1	8%	2	17%	1	8%	1	8%
30	Information Resources (UCS)	12	3.33	1.15	2	17%	3	25%	5	42%	1	8%	1	8%	1	8%
31	DELTA Services adequate	9	4.44	0.73	5	56%	3	33%	1	11%	0	0%	0	0%	4	31%
32	Library Services	13	4.00	1.15	5	38%	5	38%	2	15%	0	0%	1	8%	0	0%
33	Library good for Dept. Curriculum	13	3.92	1.12	4	31%	6	46%	2	15%	0	0%	1	8%	0	0%
34	Blackboard	13	3.92	0.95	4	31%	5	38%	3	23%	1	8%	0	0%	0	0%
35	E-College	8	4.13	0.83	3	38%	3	38%	2	25%	0	0%	0	0%	5	38%
36	Recruiting Quality Students	11	3.73	1.10	3	27%	4	36%	2	18%	2	18%	0	0%	2	15%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
37	Teaching Load is fair	13	3.62	1.04	3	23%	4	31%	4	31%	2	15%	0	0%	0	0%
38	Recognition for teaching	12	3.50	1.45	3	25%	5	42%	1	8%	1	8%	2	17%	1	8%
39	Recognition for research	13	3.69	1.18	3	23%	6	46%	2	15%	1	8%	1	8%	0	0%
40	Recognition for service	13	3.62	1.19	3	23%	5	38%	3	23%	1	8%	1	8%	0	0%
41	Clerical Support	13	4.31	0.63	5	38%	7	54%	1	8%	0	0%	0	0%	0	0%
42	Collegial Support in dept.	13	4.15	1.14	6	46%	5	38%	1	8%	0	0%	1	8%	0	0%
43	Work environment	13	4.38	0.51	5	38%	8	62%	0	0%	0	0%	0	0%	0	0%
44	Free from intimidation/discrimination	13	4.15	1.07	5	38%	7	54%	0	0%	0	0%	1	8%	0	0%
45	Parking	13	3.00	1.53	2	15%	5	38%	0	0%	3	23%	3	23%	0	0%
46	Faculty Senate	7	3.71	1.11	2	29%	2	29%	2	29%	1	14%	0	0%	6	46%
47	Research Resources	13	4.00	0.82	3	23%	8	62%	1	8%	1	8%	0	0%	0	0%
48	Graduate Program Resources	13	3.54	1.13	3	23%	4	31%	3	23%	3	23%	0	0%	0	0%
49	Travel Allocation	12	3.08	1.51	3	25%	2	17%	2	17%	3	25%	2	17%	1	8%
50	IDEA Administered	13	3.54	1.39	4	31%	3	23%	4	31%	0	0%	2	15%	0	0%
51	IDEA Accuracy	13	2.69	1.44	1	8%	4	31%	2	15%	2	15%	4	31%	0	0%
52	Chair evaluation of my teaching	13	3.92	1.26	5	38%	5	38%	1	8%	1	8%	1	8%	0	0%
53	FES Instrument is adequate	13	3.54	1.27	3	23%	5	38%	2	15%	2	15%	1	8%	0	0%
54	Merit System is applied fairly	13	3.54	1.20	3	23%	4	31%	4	31%	1	8%	1	8%	0	0%
55	Market Adjustments applied fairly	11	3.09	1.30	2	18%	1	9%	6	55%	0	0%	2	18%	2	15%
56	Promotion System is applied fairly	13	3.46	1.20	3	23%	3	23%	5	38%	1	8%	1	8%	0	0%
57	Tenure System is applied fairly	13	3.85	0.99	4	31%	4	31%	4	31%	1	8%	0	0%	0	0%
58	Tenure Process clear at univ. level	13	3.62	1.19	3	23%	5	38%	3	23%	1	8%	1	8%	0	0%
59	Post Tenure Review	10	3.90	1.29	4	40%	3	30%	2	20%	0	0%	1	10%	3	23%
60	Salary at SHSU	13	2.69	1.44	2	15%	2	15%	2	15%	4	31%	3	23%	0	0%
61	Salary other Universities	13	2.77	1.42	2	15%	2	15%	3	23%	3	23%	3	23%	0	0%
62	Reassigned time	11	3.27	1.42	3	27%	2	18%	2	18%	3	27%	1	9%	2	15%
63	Faculty Research Fund <5000	13	3.85	1.28	5	38%	4	31%	2	15%	1	8%	1	8%	0	0%
64	Enhancement Grant for Research	13	3.85	1.28	5	38%	4	31%	2	15%	1	8%	1	8%	0	0%
65	Adequate support for online courses	10	4.00	1.25	5	50%	2	20%	1	10%	2	20%	0	0%	3	23%
66	University Center facilities	9	4.56	0.53	5	56%	4	44%	0	0%	0	0%	0	0%	4	31%
67	University Center staff	9	4.56	0.53	5	56%	4	44%	0	0%	0	0%	0	0%	4	31%
68	Communication with Admin.	13	3.69	1.11	3	23%	5	38%	4	31%	0	0%	1	8%	0	0%
69	President values faculty	11	3.82	1.25	4	36%	3	27%	3	27%	0	0%	1	9%	2	15%
70	Provost values faculty	12	3.75	1.06	2	17%	7	58%	2	17%	0	0%	1	8%	1	8%
71	Dean values faculty	13	4.15	0.80	5	38%	5	38%	3	23%	0	0%	0	0%	0	0%
72	Chair values faculty	12	4.00	0.95	4	33%	5	42%	2	17%	1	8%	0	0%	1	8%
73	Satisfied at SHSU	13	3.92	1.12	4	31%	6	46%	2	15%	0	0%	1	8%	0	0%

COE Results 2010 -2011

Number of Respondents	33
Number of Tenured/Tenure-Track	86
% Returned	38.4%

					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 Gibson	29	3.41	1.12	5	17%	10	34%	7	24%	6	21%	1	3%	4	12%
2	VPAA Payne	32	3.31	1.38	7	22%	10	31%	6	19%	4	13%	5	16%	1	3%
3	VPEM Thielemann	20	3.40	0.82	2	10%	6	30%	10	50%	2	10%	0	0%	13	39%
4	VPFO Powell	18	3.22	0.88	1	6%	5	28%	10	56%	1	6%	1	6%	15	45%
5	VPSS Parker	24	3.58	0.97	4	17%	9	38%	9	38%	1	4%	1	4%	9	27%
6	VP Advancement Holmes	21	3.62	0.92	4	19%	7	33%	8	38%	2	10%	0	0%	12	36%
7	Assoc. VPAA Eglsaer	29	4.10	0.86	11	38%	11	38%	6	21%	1	3%	0	0%	4	12%
8	Assoc. VPAA Tayebi	29	3.93	0.96	8	28%	14	48%	5	17%	1	3%	1	3%	4	12%
9	Assoc. VPR&SP Cook	19	3.47	0.96	3	16%	6	32%	7	37%	3	16%	0	0%	14	42%
10	Assoc. VPResAdm Davis	15	3.27	0.96	2	13%	2	13%	10	67%	0	0%	1	7%	18	55%
11	Assoc. VP DL Angrove	27	2.59	1.05	1	4%	4	15%	9	33%	9	33%	4	15%	6	18%
12	Dean Brown	33	3.21	1.39	8	24%	7	21%	6	18%	8	24%	4	12%	0	0%
13	Assoc. Dean Irby	33	3.33	1.38	8	24%	9	27%	7	21%	4	12%	5	15%	0	0%
14	Assoc. Dean Smith	33	3.61	1.00	8	24%	8	24%	13	39%	4	12%	0	0%	0	0%
16	Budget Decision Participation in Dept.	32	2.66	1.47	4	13%	8	25%	3	9%	7	22%	10	31%	1	3%
17	Selection of Admins.	30	2.37	1.33	2	7%	5	17%	6	20%	6	20%	11	37%	3	9%
18	Selection of Faculty	33	4.06	1.17	15	45%	11	33%	3	9%	2	6%	2	6%	0	0%
19	Strategic Planning in College	31	3.00	1.44	7	23%	4	13%	8	26%	6	19%	6	19%	2	6%
20	3/3 4/4 handled fairly	33	3.85	1.37	15	45%	7	21%	6	18%	1	3%	4	12%	0	0%
21	SAM Center Mentoring	26	4.00	1.17	14	54%	1	4%	8	31%	3	12%	0	0%	7	21%
22	SAM Center Advising	26	3.65	1.23	10	38%	3	12%	7	27%	6	23%	0	0%	7	21%
23	Physically Safe on Campus	33	4.42	0.90	20	61%	9	27%	3	9%	0	0%	1	3%	0	0%
24	LSC facilities adequate	31	4.19	0.83	13	42%	12	39%	5	16%	1	3%	0	0%	2	6%
25	LSC Services adequate	30	4.23	0.86	14	47%	10	33%	5	17%	1	3%	0	0%	3	9%
26	Aramark Services adequate	30	3.33	1.15	5	17%	9	30%	9	30%	5	17%	2	7%	3	9%
27	Human Resource Dept.	32	4.09	0.82	11	34%	14	44%	6	19%	1	3%	0	0%	1	3%
28	HKC	26	4.19	0.85	11	42%	10	38%	4	15%	1	4%	0	0%	7	21%
29	Support from Contracts and Grants	31	3.61	1.05	5	16%	15	48%	7	23%	2	6%	2	6%	2	6%
30	Information Resources (UCS)	33	3.42	1.17	7	21%	9	27%	10	30%	5	15%	2	6%	0	0%
31	DELTA Services adequate	30	3.17	1.26	5	17%	7	23%	10	33%	4	13%	4	13%	3	9%
32	Library Services	30	4.33	0.76	14	47%	13	43%	2	7%	1	3%	0	0%	3	9%
33	Library good for Dept. Curriculum	31	4.35	0.71	15	48%	12	39%	4	13%	0	0%	0	0%	2	6%
34	Blackboard	29	4.03	1.15	12	41%	11	38%	3	10%	1	3%	2	7%	4	12%
35	E-College	24	2.92	1.32	3	13%	6	25%	5	21%	6	25%	4	17%	9	27%
36	Recruiting Quality Students	33	3.52	1.09	7	21%	10	30%	10	30%	5	15%	1	3%	0	0%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
37	Teaching Load is fair	33	4.09	0.91	13	39%	12	36%	6	18%	2	6%	0	0%	0	0%
38	Recognition for teaching	32	3.47	1.34	9	28%	9	28%	5	16%	6	19%	3	9%	1	3%
39	Recognition for research	32	3.63	1.16	8	25%	11	34%	8	25%	3	9%	2	6%	1	3%
40	Recognition for service	32	3.28	1.37	8	25%	7	22%	7	22%	6	19%	4	13%	1	3%
41	Clerical Support	31	3.74	1.32	11	35%	11	35%	1	3%	6	19%	2	6%	2	6%
42	Collegial Support in dept.	32	4.50	0.72	19	59%	11	34%	1	3%	1	3%	0	0%	1	3%
43	Work environment	33	4.27	1.10	19	58%	9	27%	1	3%	3	9%	1	3%	0	0%
44	Free from intimidation/discrimination	32	4.00	1.32	17	53%	6	19%	3	9%	4	13%	2	6%	1	3%
45	Parking	33	2.39	1.32	3	9%	4	12%	7	21%	8	24%	11	33%	0	0%
46	Faculty Senate	30	3.37	1.40	8	27%	8	27%	5	17%	5	17%	4	13%	3	9%
47	Research Resources	33	3.64	1.19	9	27%	11	33%	7	21%	4	12%	2	6%	0	0%
48	Graduate Program Resources	31	3.29	1.19	4	13%	12	39%	7	23%	5	16%	3	10%	2	6%
49	Travel Allocation	33	3.39	1.39	7	21%	13	39%	5	15%	2	6%	6	18%	0	0%
50	IDEA Administered	33	2.61	1.34	4	12%	3	9%	12	36%	4	12%	10	30%	0	0%
51	IDEA Accuracy	32	2.38	1.36	3	9%	4	13%	7	22%	6	19%	12	38%	1	3%
52	Chair evaluation of my teaching	32	4.06	1.01	13	41%	12	38%	3	9%	4	13%	0	0%	1	3%
53	FES Instrument is adequate	31	3.35	1.20	5	16%	11	35%	8	26%	4	13%	3	10%	2	6%
54	Merit System is applied fairly	32	2.69	1.33	4	13%	5	16%	7	22%	9	28%	7	22%	1	3%
55	Market Adjustments applied fairly	31	2.39	1.31	2	6%	6	19%	4	13%	9	29%	10	32%	2	6%
56	Promotion System is applied fairly	32	3.38	1.50	9	28%	9	28%	6	19%	1	3%	7	22%	1	3%
57	Tenure System is applied fairly	32	3.81	1.40	13	41%	11	34%	1	3%	3	9%	4	13%	1	3%
58	Tenure Process clear at univ. level	33	3.06	1.43	6	18%	9	27%	6	18%	5	15%	7	21%	0	0%
59	Post Tenure Review	24	4.29	0.81	12	50%	7	29%	5	21%	0	0%	0	0%	9	27%
60	Salary at SHSU	32	2.47	1.24	1	3%	8	25%	5	16%	9	28%	9	28%	1	3%
61	Salary other Universities	32	2.06	1.19	2	6%	2	6%	5	16%	10	31%	13	41%	1	3%
62	Reassigned time	24	2.92	1.44	4	17%	4	17%	9	38%	0	0%	7	29%	9	27%
63	Faculty Research Fund <5000	30	3.53	1.01	6	20%	8	27%	13	43%	2	7%	1	3%	3	9%
64	Enhancement Grant for Research	30	3.57	1.10	7	23%	8	27%	12	40%	1	3%	2	7%	3	9%
65	Adequate support for online courses	30	3.07	1.34	6	20%	6	20%	5	17%	10	33%	3	10%	3	9%
66	University Center facilities	25	4.20	0.96	11	44%	10	40%	3	12%	0	0%	1	4%	8	24%
67	University Center staff	23	3.35	1.27	5	22%	5	22%	9	39%	1	4%	3	13%	10	30%
68	Communication with Admin.	33	3.06	1.34	4	12%	12	36%	5	15%	6	18%	6	18%	0	0%
69	President values faculty	26	3.27	1.22	5	19%	6	23%	8	31%	5	19%	2	8%	7	21%
70	Provost values faculty	31	3.06	1.50	8	26%	4	13%	8	26%	4	13%	7	23%	2	6%
71	Dean values faculty	33	3.18	1.38	8	24%	5	15%	10	30%	5	15%	5	15%	0	0%
72	Chair values faculty	33	4.39	0.93	21	64%	6	18%	4	12%	2	6%	0	0%	0	0%
73	Satisfied at SHSU	33	4.03	0.81	9	27%	18	55%	4	12%	2	6%	0	0%	0	0%

H&SS Results 2010 -2011

Number of Respondents	49
Number of Tenured/Tenure-Track	126
% Returned	38.9%

					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 Gibson	40	3.03	1.19	3	8%	13	33%	12	30%	6	15%	6	15%	9	18%
2	VPAA Payne	47	2.68	1.34	5	11%	9	19%	11	23%	10	21%	12	26%	2	4%
3	VPEM Thielemann	27	3.00	1.21	3	11%	6	22%	10	37%	4	15%	4	15%	22	45%
4	VPFO Powell	30	3.07	1.11	1	3%	12	40%	9	30%	4	13%	4	13%	19	39%
5	VPSS Parker	35	3.69	0.96	7	20%	14	40%	11	31%	2	6%	1	3%	14	29%
6	VP Advancement Holmes	26	3.27	1.12	3	12%	8	31%	11	42%	1	4%	3	12%	23	47%
7	Assoc. VPAA Eglsaer	41	3.51	1.19	10	24%	12	29%	10	24%	7	17%	2	5%	8	16%
8	Assoc. VPAA Tayebi	42	3.50	1.33	14	33%	6	14%	13	31%	5	12%	4	10%	7	14%
9	Assoc. VPR&SP Cook	27	3.78	1.09	8	30%	9	33%	7	26%	2	7%	1	4%	22	45%
10	Assoc. VPResAdm Davis	23	2.70	1.18	2	9%	2	9%	11	48%	3	13%	5	22%	26	53%
11	Assoc. VP DL Angrove	39	2.49	1.27	3	8%	6	15%	9	23%	10	26%	11	28%	10	20%
12	Dean de Castro	49	3.49	1.29	13	27%	14	29%	11	22%	6	12%	5	10%	0	0%
13	Assoc. Dean Bruce	45	4.00	0.95	16	36%	17	38%	8	18%	4	9%	0	0%	4	8%
14	Assoc. Dean Bilhartz	44	3.64	1.12	10	23%	18	41%	8	18%	6	14%	2	5%	5	10%
16	Budget Decision Participation in Dept.	49	3.02	1.61	12	24%	13	27%	2	4%	8	16%	14	29%	0	0%
17	Selection of Admins.	46	2.13	1.34	3	7%	7	15%	5	11%	9	20%	22	48%	3	6%
18	Selection of Faculty	48	4.00	1.30	24	50%	12	25%	4	8%	4	8%	4	8%	1	2%
19	Strategic Planning in College	45	2.69	1.29	6	13%	5	11%	12	27%	13	29%	9	20%	4	8%
20	3/3 4/4 handled fairly	46	3.59	1.29	13	28%	16	35%	6	13%	7	15%	4	9%	3	6%
21	SAM Center Mentoring	40	3.95	1.15	16	40%	13	33%	6	15%	3	8%	2	5%	9	18%
22	SAM Center Advising	41	3.61	1.28	13	32%	10	24%	11	27%	3	7%	4	10%	8	16%
23	Physically Safe on Campus	48	4.27	0.71	20	42%	21	44%	7	15%	0	0%	0	0%	1	2%
24	LSC facilities adequate	44	3.61	0.97	7	16%	20	45%	11	25%	5	11%	1	2%	5	10%
25	LSC Services adequate	41	3.54	0.90	3	7%	22	54%	12	29%	2	5%	2	5%	8	16%
26	Aramark Services adequate	45	2.98	1.14	3	7%	13	29%	15	33%	8	18%	6	13%	4	8%
27	Human Resource Dept.	40	3.60	1.15	9	23%	16	40%	7	18%	6	15%	2	5%	9	18%
28	HKC	32	3.84	0.99	8	25%	15	47%	6	19%	2	6%	1	3%	17	35%
29	Support from Contracts and Grants	46	3.30	1.24	8	17%	15	33%	11	24%	7	15%	5	11%	3	6%
30	Information Resources (UCS)	48	3.33	1.21	7	15%	19	40%	10	21%	7	15%	5	10%	1	2%
31	DELTA Services adequate	40	2.68	1.27	3	8%	8	20%	12	30%	7	18%	10	25%	9	18%
32	Library Services	49	4.29	0.82	22	45%	21	43%	5	10%	0	0%	1	2%	0	0%
33	Library good for Dept. Curriculum	49	3.96	1.00	15	31%	23	47%	7	14%	2	4%	2	4%	0	0%
34	Blackboard	48	3.77	1.12	12	25%	22	46%	9	19%	1	2%	4	8%	1	2%
35	E-College	33	2.36	1.48	4	12%	4	12%	7	21%	3	9%	15	45%	16	33%
36	Recruiting Quality Students	48	2.88	1.02	3	6%	10	21%	16	33%	16	33%	3	6%	1	2%

		N	Mean	Std. Dev.	5		4		3		2		1		N/A	
					n	%	n	%	n	%	n	%	n	%	n	%
37	Teaching Load is fair	47	3.77	1.13	14	30%	17	36%	9	19%	5	11%	2	4%	2	4%
38	Recognition for teaching	47	2.98	1.31	7	15%	11	23%	10	21%	12	26%	7	15%	2	4%
39	Recognition for research	48	3.04	1.22	6	13%	12	25%	14	29%	10	21%	6	13%	1	2%
40	Recognition for service	48	2.73	1.28	5	10%	8	17%	15	31%	9	19%	11	23%	1	2%
41	Clerical Support	45	3.20	1.36	8	18%	14	31%	10	22%	5	11%	8	18%	4	8%
42	Collegial Support in dept.	48	3.50	1.40	15	31%	13	27%	7	15%	7	15%	6	13%	1	2%
43	Work environment	48	4.21	0.90	22	46%	17	35%	6	13%	3	6%	0	0%	1	2%
44	Free from intimidation/discrimination	48	3.85	1.27	20	42%	12	25%	9	19%	3	6%	4	8%	1	2%
45	Parking	47	2.57	1.38	5	11%	10	21%	5	11%	14	30%	13	28%	2	4%
46	Faculty Senate	43	3.26	1.20	6	14%	15	35%	10	23%	8	19%	4	9%	6	12%
47	Research Resources	45	3.27	1.07	5	11%	14	31%	18	40%	4	9%	4	9%	4	8%
48	Graduate Program Resources	43	2.91	1.23	6	14%	7	16%	12	28%	13	30%	5	12%	6	12%
49	Travel Allocation	48	2.58	1.27	3	6%	10	21%	12	25%	10	21%	13	27%	1	2%
50	IDEA Administered	47	2.77	1.51	6	13%	14	30%	6	13%	5	11%	16	34%	2	4%
51	IDEA Accuracy	48	2.69	1.36	4	8%	14	29%	5	10%	13	27%	12	25%	1	2%
52	Chair evaluation of my teaching	45	3.44	1.32	11	24%	15	33%	7	16%	7	16%	5	11%	4	8%
53	FES Instrument is adequate	47	2.85	1.25	5	11%	12	26%	7	15%	17	36%	6	13%	2	4%
54	Merit System is applied fairly	45	2.60	1.40	4	9%	13	29%	2	4%	13	29%	13	29%	4	8%
55	Market Adjustments applied fairly	42	2.43	1.31	3	7%	7	17%	9	21%	9	21%	14	33%	7	14%
56	Promotion System is applied fairly	44	2.64	1.45	6	14%	8	18%	8	18%	8	18%	14	32%	5	10%
57	Tenure System is applied fairly	47	3.45	1.46	13	28%	16	34%	6	13%	3	6%	9	19%	2	4%
58	Tenure Process clear at univ. level	48	2.23	1.48	7	15%	4	8%	4	8%	11	23%	22	46%	1	2%
59	Post Tenure Review	38	3.45	1.31	9	24%	13	34%	6	16%	6	16%	4	11%	11	22%
60	Salary at SHSU	48	2.60	1.12	3	6%	8	17%	11	23%	19	40%	7	15%	1	2%
61	Salary other Universities	47	2.36	1.15	1	2%	10	21%	6	13%	18	38%	12	26%	2	4%
62	Reassigned time	35	2.94	1.26	4	11%	9	26%	8	23%	9	26%	5	14%	14	29%
63	Faculty Research Fund <5000	43	3.44	1.08	7	16%	15	35%	13	30%	6	14%	2	5%	6	12%
64	Enhancement Grant for Research	42	3.33	1.14	8	19%	10	24%	14	33%	8	19%	2	5%	7	14%
65	Adequate support for online courses	45	3.02	1.34	8	18%	9	20%	11	24%	10	22%	7	16%	4	8%
66	University Center facilities	33	3.42	1.17	6	18%	11	33%	10	30%	3	9%	3	9%	16	33%
67	University Center staff	33	3.79	0.93	10	30%	7	21%	15	45%	1	3%	0	0%	16	33%
68	Communication with Admin.	45	2.22	1.13	1	2%	6	13%	10	22%	13	29%	15	33%	4	8%
69	President values faculty	35	2.69	1.35	3	9%	8	23%	9	26%	5	14%	10	29%	14	29%
70	Provost values faculty	44	2.43	1.42	5	11%	7	16%	6	14%	10	23%	16	36%	5	10%
71	Dean values faculty	47	3.09	1.38	7	15%	16	34%	7	15%	8	17%	9	19%	2	4%
72	Chair values faculty	45	3.82	1.37	19	42%	12	27%	7	16%	1	2%	6	13%	4	8%
73	Satisfied at SHSU	48	3.69	1.07	13	27%	14	29%	16	33%	3	6%	2	4%	1	2%

NGL Results 2010 -2011

Number of Respondents	7
Number of Tenured/Tenure-Track	14
% Returned	50.0%

					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 Gibson	5	3.60	0.55	0	0%	3	60%	2	40%	0	0%	0	0%	2	29%
2	VPAA Payne	7	3.14	0.69	0	0%	2	29%	4	57%	1	14%	0	0%	0	0%
3	VPEM Thielemann	3	3.33	0.58	0	0%	1	33%	2	67%	0	0%	0	0%	4	57%
4	VPFO Powell	3	2.33	1.53	0	0%	1	33%	0	0%	1	33%	1	33%	4	57%
5	VPSS Parker	3	3.67	0.58	0	0%	2	67%	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	5	4.60	0.55	3	60%	2	40%	0	0%	0	0%	0	0%	2	29%
8	Assoc. VPAA Tayebi	3	4.00	1.00	1	33%	1	33%	1	33%	0	0%	0	0%	4	57%
9	Assoc. VPR&SP Cook	3	4.00	0.00	0	0%	3	100%	0	0%	0	0%	0	0%	4	57%
10	Assoc. VPResAdm Davis	2	3.50	0.71	0	0%	1	50%	1	50%	0	0%	0	0%	5	71%
11	Assoc. VP DL Angrove	3	3.33	0.58	0	0%	1	33%	2	67%	0	0%	0	0%	4	57%
12	Director Holder	7	4.00	1.15	3	43%	2	29%	1	14%	1	14%	0	0%	0	0%
16	Budget Decision Participation in Dept.	7	3.71	1.25	2	29%	3	43%	0	0%	2	29%	0	0%	0	0%
17	Selection of Admins.	4	3.50	1.00	1	25%	0	0%	3	75%	0	0%	0	0%	3	43%
18	Selection of Faculty	7	4.29	0.95	4	57%	1	14%	2	29%	0	0%	0	0%	0	0%
19	Strategic Planning in College	6	4.17	0.75	2	33%	3	50%	1	17%	0	0%	0	0%	1	14%
20	3/3 4/4 handled fairly	1	4.00		0	0%	1	100%	0	0%	0	0%	0	0%	6	86%
21	SAM Center Mentoring	2	4.00	0.00	0	0%	2	100%	0	0%	0	0%	0	0%	5	71%
22	SAM Center Advising	2	4.00	0.00	0	0%	2	100%	0	0%	0	0%	0	0%	5	71%
23	Physically Safe on Campus	7	4.29	0.49	2	29%	5	71%	0	0%	0	0%	0	0%	0	0%
24	LSC facilities adequate	5	4.00	0.71	1	20%	3	60%	1	20%	0	0%	0	0%	2	29%
25	LSC Services adequate	5	3.60	1.14	1	20%	2	40%	1	20%	1	20%	0	0%	2	29%
26	Aramark Services adequate	7	3.14	0.90	0	0%	3	43%	2	29%	2	29%	0	0%	0	0%
27	Human Resource Dept.	7	3.29	1.38	1	14%	3	43%	1	14%	1	14%	1	14%	0	0%
28	HKC	5	4.20	0.84	2	40%	2	40%	1	20%	0	0%	0	0%	2	29%
29	Support from Contracts and Grants	5	3.60	0.55	0	0%	3	60%	2	40%	0	0%	0	0%	2	29%
30	Information Resources (UCS)	7	2.57	0.79	0	0%	1	14%	2	29%	4	57%	0	0%	0	0%
31	DELTA Services adequate	4	3.75	0.50	0	0%	3	75%	1	25%	0	0%	0	0%	3	43%
32	Library Services	6	5.00	0.00	6	100%	0	0%	0	0%	0	0%	0	0%	1	14%
33	Library good for Dept. Curriculum	1	5.00		1	100%	0	0%	0	0%	0	0%	0	0%	6	86%
34	Blackboard	3	3.67	0.58	0	0%	2	67%	1	33%	0	0%	0	0%	4	57%
35	E-College	2	3.50	0.71	0	0%	1	50%	1	50%	0	0%	0	0%	5	71%
36	Recruiting Quality Students	7	3.14	0.69	0	0%	2	29%	4	57%	1	14%	0	0%	0	0%
37	Teaching Load is fair	2	4.50	0.71	1	50%	1	50%	0	0%	0	0%	0	0%	5	71%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
38	Recognition for teaching	2	4.50	0.71	1	50%	1	50%	0	0%	0	0%	0	0%	5	71%
39	Recognition for research	5	4.00	0.71	1	20%	3	60%	1	20%	0	0%	0	0%	2	29%
40	Recognition for service	5	4.40	0.55	2	40%	3	60%	0	0%	0	0%	0	0%	2	29%
41	Clerical Support	4	4.75	0.50	3	75%	1	25%	0	0%	0	0%	0	0%	3	43%
42	Collegial Support in dept.	6	4.00	1.26	3	50%	1	17%	1	17%	1	17%	0	0%	1	14%
43	Work environment	7	3.86	1.46	3	43%	2	29%	1	14%	0	0%	1	14%	0	0%
44	Free from intimidation/discrimination	7	4.00	1.15	3	43%	2	29%	1	14%	1	14%	0	0%	0	0%
45	Parking	7	3.00	0.58	0	0%	1	14%	5	71%	1	14%	0	0%	0	0%
46	Faculty Senate	5	4.00	0.71	1	20%	3	60%	1	20%	0	0%	0	0%	2	29%
47	Research Resources	7	4.43	0.79	4	57%	2	29%	1	14%	0	0%	0	0%	0	0%
48	Graduate Program Resources	2	4.00	1.41	1	50%	0	0%	1	50%	0	0%	0	0%	5	71%
49	Travel Allocation	6	4.00	0.89	2	33%	2	33%	2	33%	0	0%	0	0%	1	14%
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	3.50	0.84	1	17%	1	17%	4	67%	0	0%	0	0%	1	14%
54	Merit System is applied fairly	6	3.67	1.37	2	33%	2	33%	0	0%	2	33%	0	0%	1	14%
55	Market Adjustments applied fairly	4	2.75	0.96	0	0%	1	25%	1	25%	2	50%	0	0%	3	43%
56	Promotion System is applied fairly	5	3.60	0.89	0	0%	4	80%	0	0%	1	20%	0	0%	2	29%
57	Tenure System is applied fairly	6	4.33	0.82	3	50%	2	33%	1	17%	0	0%	0	0%	1	14%
58	Tenure Process clear at univ. level	6	3.33	1.03	1	17%	1	17%	3	50%	1	17%	0	0%	1	14%
59	Post Tenure Review	3	4.33	0.58	1	33%	2	67%	0	0%	0	0%	0	0%	4	57%
60	Salary at SHSU	7	3.43	0.98	1	14%	2	29%	3	43%	1	14%	0	0%	0	0%
61	Salary other Universities	5	3.20	1.30	1	20%	1	20%	1	20%	2	40%	0	0%	2	29%
62	Reassigned time	1	4.00		0	0%	1	100%	0	0%	0	0%	0	0%	6	86%
63	Faculty Research Fund <5000	3	4.00	0.00	0	0%	3	100%	0	0%	0	0%	0	0%	4	57%
64	Enhancement Grant for Research	2	3.50	0.71	0	0%	1	50%	1	50%	0	0%	0	0%	5	71%
65	Adequate support for online courses	2	3.00	0.00	0	0%	0	0%	2	100%	0	0%	0	0%	5	71%
66	University Center facilities	2	4.00	0.00	0	0%	2	100%	0	0%	0	0%	0	0%	5	71%
67	University Center staff	2	4.00	0.00	0	0%	2	100%	0	0%	0	0%	0	0%	5	71%
68	Communication with Admin.	6	2.83	0.98	0	0%	1	17%	4	67%	0	0%	1	17%	1	14%
69	President values faculty	4	4.00	0.82	1	25%	2	50%	1	25%	0	0%	0	0%	3	43%
70	Provost values faculty	5	3.60	0.89	1	20%	1	20%	3	60%	0	0%	0	0%	2	29%
71	Dean values faculty	7	3.86	1.46	3	43%	2	29%	1	14%	0	0%	1	14%	0	0%
72	Chair values faculty	1	5.00		1	100%	0	0%	0	0%	0	0%	0	0%	6	86%
73	Satisfied at SHSU	7	4.00	0.82	2	29%	3	43%	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	**4.34**	4.25	4.58	4.38	4.42	4.27	4.29
18	Selection of Faculty	**4.19**	4.34	4.42	4.08	4.06	4.00	4.29
32	Library Services	**4.15**	3.92	4.00	4.00	4.33	4.29	5.00
43	Work environment	**4.13**	3.92	4.20	4.38	4.27	4.21	3.86
33	Library good for Dept. Curriculum	**4.04**	3.90	4.12	3.92	4.35	3.96	5.00
44	Free from intimidation/discrimination	**4.01**	3.85	4.56	4.15	4.00	3.85	4.00
72	Chair values faculty	**3.98**	3.66	4.28	4.00	4.39	3.82	5.00
28	HKC	**3.97**	3.79	4.06	4.38	4.19	3.84	4.20
42	Collegial Support in dept.	**3.95**	3.72	4.48	4.15	4.50	3.50	4.00
21	SAM Center Mentoring	**3.90**	3.51	4.37	4.11	4.00	3.95	4.00
34	Blackboard	**3.89**	3.81	4.12	3.92	4.03	3.77	3.67
73	Satisfied at SHSU	**3.87**	3.80	4.08	3.92	4.03	3.69	4.00
37	Teaching Load is fair	**3.86**	3.74	4.04	3.62	4.09	3.77	4.50
12	Deans	**3.82**	4.38	3.88	4.08	3.21	3.49	4.00
5	VPSS Parker	**3.81**	3.91	4.12	4.00	3.58	3.69	3.67
67	University Center staff	**3.80**	3.59	4.13	4.56	3.35	3.79	4.00
9	Assoc. VPR&SP Cook	**3.79**	3.92	3.60	4.00	3.47	3.78	4.00
7	Assoc. VPAA Eglsaer	**3.78**	3.72	3.52	4.30	4.10	3.51	4.60
24	LSC facilities adequate	**3.77**	3.58	3.92	3.60	4.19	3.61	4.00
13	Assoc. Deans	**3.77**	4.01	3.12	4.23	3.47	3.82	
57	Tenure System is applied fairly	**3.76**	3.78	4.04	3.85	3.81	3.45	4.33
59	Post Tenure Review	**3.75**	3.49	4.00	3.90	4.29	3.45	4.33
66	University Center facilities	**3.75**	3.37	3.70	4.56	4.20	3.42	4.00
20	3/3 4/4 handled fairly	**3.74**	3.68	4.39	3.08	3.85	3.59	4.00
52	Chair evaluation of my teaching	**3.74**	3.69	3.86	3.92	4.06	3.44	
25	LSC Services adequate	**3.72**	3.54	3.86	3.50	4.23	3.54	3.60
71	Dean values faculty	**3.66**	4.23	3.88	4.15	3.18	3.09	3.86
63	Faculty Research Fund <5000	**3.60**	3.55	4.00	3.85	3.53	3.44	4.00
64	Enhancement Grant for Research	**3.57**	3.70	3.67	3.85	3.57	3.33	3.50
27	Human Resource Dept.	**3.56**	3.20	3.43	3.92	4.09	3.60	3.29
29	Support from Contracts and Grants	**3.54**	3.69	3.47	3.75	3.61	3.30	3.60
8	Assoc. VPAA Tayebi	**3.51**	3.37	3.24	3.13	3.93	3.50	4.00
22	SAM Center Advising	**3.50**	2.76	4.33	4.22	3.65	3.61	4.00
41	Clerical Support	**3.43**	3.10	3.44	4.31	3.74	3.20	4.75
47	Research Resources	**3.41**	3.00	3.68	4.00	3.64	3.27	4.43
1	President Gibson	**3.39**	3.39	3.85	3.70	3.41	3.03	3.60

		Total	A&S	COBA	CJ	ED	H&SS	Library
#	Question	Mean	Mean	Mean	Mean	Mean	Mean	Mean
6	VP Advancement Holmes	**3.37**	3.23	3.22	4.50	3.62	3.27	3.67
39	Recognition for research	**3.36**	3.26	3.54	3.69	3.63	3.04	4.00
46	Faculty Senate	**3.36**	3.07	3.83	3.71	3.37	3.26	4.00
38	Recognition for teaching	**3.30**	3.28	3.52	3.50	3.47	2.98	4.50
3	VPEM Thielemann	**3.28**	3.42	3.11	4.25	3.40	3.00	3.33
69	President values faculty	**3.22**	3.25	3.61	3.82	3.27	2.69	4.00
4	VPFO Powell	**3.22**	3.21	3.31	4.33	3.22	3.07	2.33
56	Promotion System is applied fairly	**3.21**	3.32	3.61	3.46	3.38	2.64	3.60
10	Assoc. VPResAdm Davis	**3.20**	3.33	3.11	4.33	3.27	2.70	3.50
26	Aramark Services adequate	**3.19**	3.12	3.54	3.30	3.33	2.98	3.14
62	Reassigned time	**3.16**	3.32	3.53	3.27	2.92	2.94	4.00
53	FES Instrument is adequate	**3.15**	3.25	3.00	3.54	3.35	2.85	3.50
31	DELTA Services adequate	**3.10**	3.10	3.10	4.44	3.17	2.68	3.75
40	Recognition for service	**3.08**	2.96	3.21	3.62	3.28	2.73	4.40
19	Strategic Planning in College	**3.08**	2.96	3.84	3.08	3.00	2.69	4.17
49	Travel Allocation	**3.07**	2.65	4.15	3.08	3.39	2.58	4.00
65	Adequate support for online courses	**3.06**	2.84	3.10	4.00	3.07	3.02	3.00
2	VPAA Payne	**3.03**	3.06	3.00	3.55	3.31	2.68	3.14
36	Recruiting Quality Students	**3.03**	2.75	2.92	3.73	3.52	2.88	3.14
54	Merit System is applied fairly	**3.01**	3.18	3.40	3.54	2.69	2.60	3.67
30	Information Resources (UCS)	**2.98**	2.30	3.13	3.33	3.42	3.33	2.57
16	Budget Decision Participation in Dept.	**2.94**	3.11	2.63	2.85	2.66	3.02	3.71
48	Graduate Program Resources	**2.92**	2.33	3.14	3.54	3.29	2.91	4.00
45	Parking	**2.91**	2.98	4.08	3.00	2.39	2.57	3.00
70	Provost values faculty	**2.87**	2.98	2.64	3.75	3.06	2.43	3.60
11	Assoc. VP DL Angrove	**2.87**	3.03	3.10	4.11	2.59	2.49	3.33
60	Salary at SHSU	**2.79**	2.91	3.20	2.69	2.47	2.60	3.43
68	Communication with Admin.	**2.77**	2.65	3.12	3.69	3.06	2.22	2.83
50	IDEA Administered	**2.76**	2.68	2.69	3.54	2.61	2.77	
35	E-College	**2.65**	2.41	2.33	4.13	2.92	2.36	3.50
58	Tenure Process clear at univ. level	**2.64**	2.68	2.13	3.62	3.06	2.23	3.33
55	Market Adjustments applied fairly	**2.62**	2.45	3.29	3.09	2.39	2.43	2.75
51	IDEA Accuracy	**2.48**	2.32	2.42	2.69	2.38	2.69	
61	Salary other Universities	**2.45**	2.59	2.50	2.77	2.06	2.36	3.20
17	Selection of Admins.	**2.44**	2.38	3.04	2.54	2.37	2.13	3.50

Faculty Senate Survey Results - University Previous Comparison

Evaluate the Following:

		10-11	09-10	08-09	07-08	06-07	06-07	05-06	04-05	03-04	02-03	01-02
1	President	3.39	4.19	4.05	3.74	3.91	3.91	3.89	3.45	3.31	3.48	3.62
2	VPAA	3.03	3.31	3.31	3.31	3.34	3.34	3.16	2.59	2.50	2.77	2.96
3	VPEM	3.28	3.37	3.40	3.55	3.35	3.35	3.34	3.02			
4	VPFO	3.22	3.58	3.52	2.97	3.04	3.04	3.09	3.20	2.89	2.62	2.38
5	VPSS	3.81	3.89	3.88	3.84	3.80	3.80	3.87	2.34	1.99	2.08	1.92
6	VP Advancement	3.37	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	3.78	3.63	3.68	3.68	3.68	3.69	3.55	3.54	3.73	3.78
8	Assoc. VPAA & Dean Grad.	3.51	3.73	3.80	3.70	3.58	3.58	3.67	3.60	3.39		
9	Assoc. VPR&SP	3.79	3.77	3.71	3.06	3.16	3.16	2.50	2.53	2.20	2.41	2.71
10	Assoc. VPRes Admin	3.20	3.41									
11	Assoc. VP D.L.	2.87	3.26									
12	Dean	3.82	3.96	3.88	3.89	4.21	4.21	4.07	3.62	3.43	3.26	3.17
16	Budget Decision Participation in Dept.	2.94	3.18	3.21	2.98	3.13	4.05	3.19	2.34	2.26	2.16	2.24
17	Selection of Admins.	2.44	2.73	2.72	2.52	2.64	3.58	2.55	2.11	1.98	2.07	2.27
18	Selection of Faculty	4.19	4.21	4.23	4.14	4.33	4.17	4.50	3.48	3.34	3.20	3.40
19	Strategic Planning in College	3.08	3.27	3.28	3.26	3.40	3.90	3.31	2.47	2.29	2.40	2.46
20	3/3 4/4 handled fairly	3.74	3.62	3.42	3.59	3.75	3.59	3.54	3.48	3.39	3.09	3.09
21	SAM Center Mentoring	3.90	3.83	3.61	3.64	3.82	3.60	3.97	3.87	4.03	3.89	
22	SAM Center Advising	3.50	3.65	3.50	3.44	3.64	3.65	3.92	3.81	4.02	3.95	
23	Physically Safe on Campus	4.34	4.36	4.33	4.23	4.37	4.37	4.53	3.61	3.66	3.60	3.21
24	LSC facilities adequate	3.77	3.74	3.68	3.61	3.65	3.82	3.66	3.58	3.44	3.46	2.47
25	LSC Services adequate	3.72	3.71	3.69	3.49	3.60	3.64	3.63				
26	Aramark Services adequate	3.19	3.12									
27	Human Resource Dept.	3.56	3.60	3.69	3.21	3.50	3.40	3.50	3.12	3.03	3.34	3.43
28	HKC	3.97	4.00	4.07	4.00	4.05	4.33	4.25	3.55	3.44	3.66	3.63
29	Support from Contracts and Grants	3.54	3.53	3.17	2.89	3.02	2.64	3.03	2.56	2.61	2.73	3.00
30	Information Resources (UCS)	2.98	3.10	3.09	2.63	3.58	3.13	3.65	3.63	3.73	3.78	3.74
31	DELTA services adequate	3.10	3.13									
32	Library Services	4.15	4.23	4.17	4.12	4.17	3.75	4.32	4.05	3.98	3.93	3.74
33	Library good for Dept. Curriculum	4.04	4.18	4.02	3.95	3.90	3.08	4.06	3.93	3.88	3.80	3.73
34	Blackboard	3.89	3.81									
35	E-College	2.65	2.72									
36	Recruiting Quality Students	3.03	3.16	3.14	3.07	3.08	3.71	3.46	3.17	3.09		

		10-11	09-10	08-09	07-08	06-07	06-07	05-06	04-05	03-04	02-03	01-02
37	Teaching Load is fair	3.86	3.76	3.63	3.65	3.71	3.23	3.80	3.20	3.11		
38	Recognition for teaching	3.30	3.45	3.27	3.13	3.23	3.46	3.30	2.77	2.69		
39	Recognition for research	3.36	3.60	3.52	3.32	3.46	3.11	3.54	3.02	3.06		
40	Recognition for service	3.08	3.24	3.03	3.03	3.11	3.40	3.21	2.79	2.58		
41	Clerical Support	3.43	3.42	3.49	3.31	3.40	3.93	3.89	3.16	3.24		
42	Collegial Support in dept.	3.95	3.99	3.95	3.92	3.93	3.81	3.89	3.60	3.72		
43	Work environment	4.13	3.88	3.98	3.66	3.81	3.44	3.70	3.31	3.46		
44	Free from intimidation/discrimination	4.01	4.06	3.99	3.87	3.86	3.48	3.87	3.47	3.62		
45	Parking	2.91	2.40	2.52	3.11	3.44	3.25	3.27	2.78	2.72		
46	Faculty Senate	3.36	3.36	3.23	3.16	3.25	2.74	3.42	3.25	3.34	3.36	2.96
47	Research Resources	3.41	3.25	3.13	3.17	3.10	3.02	2.94	2.41	2.24	2.17	2.31
48	Graduate Program Resources	2.92	2.96	2.74	2.72	2.74	3.08	2.53	2.54	2.58	2.32	2.15
49	Travel Allocation	3.07	3.14	3.07	3.05	3.08	2.77	2.95	2.50	2.25	2.04	2.12
50	IDEA Administered fairly	2.76	2.92	2.81	2.82	2.77	2.47	2.90				
51	IDEA Accuracy	2.48	2.63	2.42	2.56	2.47	3.64	2.66	2.48	2.22	2.41	2.38
52	Chair evaluation of my teaching	3.74	3.68	3.81	3.60	3.64	3.12	3.78	3.49	3.67	3.62	3.34
53	FES Instrument is adequate	3.15	3.08		2.93	3.12	3.86	3.20	2.56	2.43		
54	Merit System is applied fairly	3.01	2.98	3.08								
55	Market Adjustment is applied fairly	2.62	2.78	3.01	2.91	2.92	3.74	2.96	2.55	2.56	2.74	2.46
56	Promotion System is applied fairly	3.21	3.28		3.25	3.27	3.71	3.24	2.71	2.71	2.82	2.80
57	Tenure System is applied fairly	3.76	3.72	3.29								
58	Tenure System is clear at Univ. level	2.64	3.01	3.66	3.47	3.74	2.59	3.60	3.32	3.54	3.46	3.42
59	Post Tenure Review	3.75	3.82	3.91	3.67	3.71	2.32	3.68	3.30	3.51	3.63	3.29
60	Salary at SHSU	2.79	2.89	2.79	2.64	2.59	2.92	2.60	2.57	2.61	2.53	2.46
61	Salary other Universities	2.45	2.57	2.39	2.46	2.32	3.27	2.23	2.24	2.13	2.14	1.99
62	Reassigned time	3.16	3.22	3.17	3.07	3.15	3.15	3.16	2.94	3.03	2.82	2.76
63	Faculty Research Fund <5000	3.60	3.38	3.39	3.09	3.07	3.07	3.02	2.93	2.73		
64	Enhancement Grant for Research	3.57	3.44	3.34	3.06	3.03	3.03	3.03	2.82	2.57		
65	Adequate support for online courses	3.06	3.03	2.82	2.75	2.90	2.90	2.81				
66	University Center facilities	3.75	3.57	3.60	3.50	n/a	n/a	n/a	n/a	n/a	n/a	n/a
67	University Center staff	3.80	3.68	3.80	3.72	n/a	n/a	n/a	n/a	n/a	n/a	n/a
68	Communication with Admin.	2.77	3.00	3.01	2.82	2.96	2.96	2.94	2.35	2.25		
69	President values faculty	3.22	3.71	3.75	3.54	3.80	3.80	3.82	3.22	2.98		
70	Provost values faculty	2.87	3.19	3.31	3.30	3.39	3.39	3.40	2.58	2.52		
71	Dean values faculty	3.66	3.78	3.96	3.90	4.39	4.39	4.39	3.64	3.42		
72	Chair values faculty	3.98	3.97	4.16	3.96	4.22	4.22	4.19	3.78	4.07		
73	Satisfied at SHSU	3.87	3.92	4.01	3.71	4.07	4.07	4.02	3.53	3.57	3.66	3.71