UNIVERSITY FACULTY SENATE  
Nancy Baker, Chair 

FACULTY SURVEY 2015

The bylaws of the University Faculty Senate require the Committee on Committees and Surveys to prepare an annual faculty survey to help in providing direction for the various Senate committees. Each year’s questionnaire serves as the basis for a continuing examination of faculty attitudes in a variety of areas. As long as there is an adequate number of surveys completed by a college/library, the quantitative results of the survey will be given to the President and be part of the Senate minutes. Individual responses will be kept confidential.

Please complete the survey by Friday, April 24, 2015.

I. Demographics: Circle your answer.

A. College/Library

1) Business Administration  
2) Criminal Justice  
3) Education  
4) Fine Arts & Mass Communication  
5) Health Sciences  
6) Humanities and Social Sciences  
7) Sciences  
8) Newton Gresham Library

B. Rank

1) Instructor  
2) Clinical Professor  
3) Assistant Professor  
4) Associate Professor  
5) Professor

II. The Survey

For questions 1 through 16 please rate each of the individual’s performance using the following scale:

5 = much more than satisfactory  
4 = more than satisfactory  
3 = satisfactory  
2 = less than satisfactory  
1 = much less than satisfactory  
blank = unknown or not applicable

1. University President (Hoyt)  
2. Provost/V. P. for Academic Affairs (Hebert)  
3. V.P. for Enrollment Management (Thielemann)  
4. V. P. for Finance and Operations  
5. V. P. for Student Services (F. Parker)  
6. V. P. for University Advancement (Holmes)  
7. V. P. for Information Technology (M. Adams)  
8. Associate VPAA (Eglsaer)  
9. Dean Grad Std & Associate VPAA (Tayebi)  
10. Assoc. VP Res. & Spec. Progs. (Cook)  
11. Assoc. VP Res. Admin. & Tech. Comm. (Davis)  
12. Assoc. VP Distance Learning (Angrove)  
13. Your Dean/Library Director  
14. Your Associate Dean(1) name=  
15. Your Associate Dean(2) name=  
16. Your Associate Dean(3) name=

Please state your level of agreement (on a 1 to 5 scale) with each of the following statements:

5 = strongly agree  
4 = somewhat agree  
3 = neither agree or disagree  
2 = somewhat disagree  
1 = strongly disagree  
blank = unknown or not applicable

University Administration

17. I have an opportunity to participate in my departmental/program’s budget decisions.
18. I have an opportunity to participate in the selection of Administrators.
19. I have an opportunity to participate in the selection of Faculty.
20. I have an opportunity to participate in the Strategic Planning of my College/Library.
21. Administration effectively communicates with the faculty.
22. The University Faculty Senate is effective in representing faculty views to the administration.

Academic and Administrative Support

23. IT@Sam (Computer Services) meets my needs.
24. The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.
25. There is adequate support for developing online courses/degrees/programs.
26. Library Services meets my needs.
27. The library meets the needs of my department’s curriculum.
28. I receive adequate support from the Office of Research and Sponsored Programs.
29. The resources available for my research are adequate.
30. The resources available to provide a successful graduate program are adequate.
31. The allocation of travel reimbursements meets the needs of the faculty.
32. The university is doing an adequate job recruiting quality students.
33. The SAM Center offers effective Advising Services.
34. The SAM Center offers effective Mentoring Services.
35. The facilities at the Lowman Student Center are adequate.
36. The services available through the Lowman Student Center are adequate.
37. The services provided by ARAMARK are adequate.
38. The Human Resource Department offers me adequate services.
39. The facilities at the Woodlands Center are adequate.
40. The staff at the Woodlands Center is adequate.
41. There is adequate parking for faculty.
42. My physical work environment (office/classroom/lab) is adequate.
43. I feel free from intimidation/discrimination in the workplace.
44. I feel physically safe on campus.

Teaching and Research
45. The 3/3 and 4/4 work load policy is handled fairly in my College.
46. My teaching load is fair.
47. I receive adequate recognition for my teaching.
48. I receive adequate recognition for my research.
49. I receive adequate recognition for my service to the university.
50. I receive adequate clerical support.
51. There is collegial support within my department/program.
52. Administrative reassigned time is applied fairly in my college.
53. I am satisfied with the guidelines for receiving a Faculty Research Fund. ($5,000 or less).
54. I am satisfied with the guidelines for receiving an Enhancement Grant for Research.
55. The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.
56. The student instrument (IDEA) appraising my teaching effectiveness is accurate.
57. The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.
58. The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.

Evaluation and Promotion
59. The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.
60. The FES is an adequate measurement of my performance as a faculty member.
61. The merit system is applied fairly.
62. Market adjustments are applied fairly.
63. The promotion system is applied fairly.
64. The tenure system is applied fairly in my department.
65. The tenure system process at the university level is clear.
66. The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.
67. Collegiality is an appropriate evaluation category for Tenure and Promotion.
68. Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.
69. My salary is appropriate relative to my contribution to Sam Houston State University.
70. My salary is appropriate relative to my current rank when compared to similar universities.
71. Overall, I am satisfied with my job at SHSU.

Comments
Your comments are very important. Comments will be given to the President and the individual to whom the comments are directed. For the University Community, comments will be summarized and specific issues resulting from the comments will be posted in the Senate minutes.

Referendum to Amend the Faculty Senate Charter
73. [Yes/No] I support the referendum put forth by the Faculty Senate to reschedule the election for chair-elect from the first fall meeting of the new academic year to the last spring meeting of the previous academic year.