

Faculty Senate Survey Results for 2004 - 2005

Table of Contents

	pages
University Results	1-2
Arts & Sciences Results	3-4
Business Administration Results	5-6
Criminal Justice Results	7-8
Education & Applied Sciences Results	9-10
Humanities & Social Sciences	11-12
Newton Gresham Library Results	13-14
Across Colleges Comparison	15-17
Previous Years Comparison	18-19

University Results/2004-2005

University Results (171/360 ~ 48%) N Mean Std Dev.

Rank		166	3.97	0.87												
Scholarly		167	4.07	1.52												
Professional Growth		168	3.65	1.46	5		4		3		2		1		N/A	
Committees		169	4.37	1.44	n	%	n	%	n	%	n	%	n	%	n	%
1	President	163	3.45	1.12	26	15%	64	37%	45	26%	14	8%	14	8%	8	5%
2	VPAA	161	2.59	1.32	12	7%	34	20%	41	24%	24	14%	50	29%	10	6%
3	VP Enrollment Mgt.	55	3.02	1.16	5	3%	13	8%	24	14%	4	2%	9	5%	116	68%
4	VPFO	103	3.20	0.83	6	4%	26	15%	58	34%	9	5%	4	2%	68	40%
5	VPSS	116	2.34	1.13	4	2%	13	8%	37	22%	27	16%	35	20%	55	32%
6	VPAdvancement	76	2.76	1.08	4	2%	12	7%	35	20%	12	7%	13	8%	95	56%
7	Associate VPAA	132	3.55	1.09	26	15%	45	26%	47	27%	3	2%	11	6%	39	23%
8	Dean Grad. & Assoc. VPAA	129	3.60	1.14	31	18%	45	26%	32	19%	13	8%	8	5%	42	25%
9	Assoc. VP Res.& Spon. Prog.	118	2.53	1.23	6	4%	22	13%	34	20%	22	13%	34	20%	53	31%
10	Dean	169	3.62	1.35	59	35%	42	25%	31	18%	18	11%	19	11%	2	1%
11	Chair	151	3.70	1.38	59	35%	38	22%	23	13%	12	7%	19	11%	20	12%
12	Alumni Relations	85	3.20	0.95	5	3%	27	16%	39	23%	8	5%	6	4%	86	50%
13	Athletics	93	3.56	0.98	14	8%	38	22%	32	19%	4	2%	5	3%	78	46%
14	Career Services	80	3.01	1.10	4	2%	25	15%	30	18%	10	6%	11	6%	91	53%
15	Computer Services	153	3.63	1.04	31	18%	63	37%	37	22%	16	9%	6	4%	18	11%
16	Contracts and Grants	102	2.56	1.10	4	2%	16	9%	34	20%	27	16%	21	12%	69	40%
17	Financial Aid	79	2.46	1.11	3	2%	12	7%	20	12%	27	16%	17	10%	92	54%
18	Food Service/Aramark	108	2.87	1.08	6	4%	26	15%	36	21%	28	16%	12	7%	63	37%
19	Health and Kinesiology Center	76	3.55	0.97	12	7%	29	17%	27	16%	5	3%	3	2%	95	56%
20	Honors Program	105	3.52	1.07	18	11%	40	23%	33	19%	7	4%	7	4%	66	39%
21	Human Resources	123	3.12	1.08	11	6%	35	20%	47	27%	18	11%	12	7%	48	28%
22	Library Services	154	4.05	0.86	48	28%	75	44%	23	13%	6	4%	2	1%	17	10%
23	Lowman Student Center	111	3.58	0.89	13	8%	51	30%	38	22%	5	3%	4	2%	60	35%
24	Office of Graduate Studies	99	3.59	1.02	19	11%	37	22%	29	17%	11	6%	3	2%	72	42%
25	Physical Plant	103	3.41	0.92	12	7%	34	20%	44	26%	10	6%	3	2%	68	40%
26	Post Office	105	3.66	0.85	17	10%	43	25%	38	22%	6	4%	1	1%	66	39%
27	Public Relations	81	3.21	1.02	9	5%	21	12%	33	19%	14	8%	4	2%	90	53%
28	Public Safety Services (University Police)	104	3.61	0.91	15	9%	45	26%	35	20%	6	4%	3	2%	67	39%
29	Recreational Sports and Activities	67	3.63	0.93	12	7%	24	14%	28	16%	0	0%	3	2%	104	61%
30	Registrar's Office	105	3.42	0.85	10	6%	37	22%	47	27%	9	5%	2	1%	66	39%
31	Research and Sponsored Programs	113	2.78	1.09	5	3%	25	15%	40	23%	26	15%	17	10%	58	34%
32	SAM Center-Advising	113	3.81	1.08	36	21%	36	21%	28	16%	9	5%	4	2%	58	34%
33	SAM Center Mentoring	95	3.87	0.96	29	17%	32	19%	29	17%	3	2%	2	1%	76	44%
34	Sam Houston Press	86	3.65	0.99	17	10%	34	20%	26	15%	6	4%	3	2%	85	50%
35	Sam Houston Writing Center	99	3.78	0.93	23	13%	39	23%	32	19%	2	1%	3	2%	72	42%
36	Undergraduate Admissions	80	3.58	0.98	15	9%	27	16%	29	17%	7	4%	2	1%	91	53%
37	University Advancement	69	3.07	1.08	6	4%	16	9%	32	19%	7	4%	8	5%	102	60%
38	University Bookstore	106	3.26	0.88	8	5%	31	18%	51	30%	13	8%	3	2%	65	38%
39	University Safety Office	74	3.18	0.96	6	4%	18	11%	38	22%	7	4%	5	3%	97	57%

University Results/2004-2005

40	Budget (Operations and Maintenance)	118	2.34	1.02	4	2%	7	4%	43	25%	35	20%	29	17%	53	31%
41	Funding of Research	123	2.41	1.01	3	2%	12	7%	44	26%	38	22%	26	15%	48	28%
42	Selection of Administrators	131	2.11	1.12	5	3%	10	6%	30	18%	35	20%	51	30%	40	23%
43	Selection of Faculty	141	3.48	1.11	27	16%	46	27%	45	26%	14	8%	9	5%	30	18%
44	Strategic Planning	117	2.47	1.16	6	4%	16	9%	35	20%	30	18%	30	18%	54	32%
45	Teaching Assignments	147	3.48	1.15	33	19%	41	24%	45	26%	19	11%	9	5%	24	14%
46	The library meets the needs of my department's curriculum.	160	3.93	1.15	56	33%	68	40%	16	9%	8	5%	12	7%	11	6%
47	The university is doing an adequate job recruiting quality students.	158	3.17	1.12	10	6%	66	39%	41	24%	23	13%	18	11%	13	8%
48	My teaching load is fair.	166	3.20	1.35	34	20%	47	27%	26	15%	37	22%	22	13%	5	3%
49	I receive adequate recognition for my teaching.	164	2.77	1.24	13	8%	39	23%	41	24%	39	23%	32	19%	7	4%
50	I receive adequate recognition for my research.	155	3.02	1.24	17	10%	43	25%	46	27%	24	14%	25	15%	16	9%
51	I receive adequate recognition for my service to the university.	160	2.79	1.20	13	8%	33	19%	52	30%	32	19%	30	18%	11	6%
52	I receive adequate clerical support.	161	3.16	1.33	28	16%	47	27%	34	20%	26	15%	26	15%	10	6%
53	There is collegial support within my department/program.	163	3.60	1.39	55	32%	47	27%	22	13%	18	11%	21	12%	8	5%
54	The FES is an adequate measurement of my performance as a faculty member.	165	2.56	1.23	10	6%	32	19%	40	23%	41	24%	42	25%	6	4%
55	My physical work environment (office/classroom/lab) is adequate.	167	3.31	1.32	35	20%	51	30%	34	20%	25	15%	22	13%	4	2%
56	I feel free from intimidation/discrimination in the workplace.	165	3.47	1.56	65	38%	29	17%	20	12%	20	12%	31	18%	6	4%
57	There is adequate parking for faculty.	166	2.78	1.50	29	17%	33	19%	28	16%	24	14%	52	30%	5	3%
58	The Student Course Fee allocations by my department/program are effective.	134	3.58	1.19	33	19%	46	27%	32	19%	12	7%	11	6%	37	22%
59	The Faculty Senate is effective in representing faculty views to the administration.	157	3.25	1.26	30	18%	43	25%	36	21%	32	19%	16	9%	14	8%
60	The resources available to provide a successful graduate program are adequate.	142	2.54	1.14	4	2%	30	18%	36	21%	40	23%	32	19%	29	17%
61	The allocation of travel reimbursements meets the needs of the faculty.	161	2.50	1.40	15	9%	34	20%	25	15%	30	18%	57	33%	10	6%
62	The student instrument appraising my teaching effectiveness is fair.	158	2.48	1.22	10	6%	20	12%	54	32%	26	15%	48	28%	13	8%
63	I support online student evaluations of my teaching effectiveness.	149	2.13	1.37	14	8%	13	8%	27	16%	20	12%	75	44%	22	13%
64	Appraisal of my teaching effectiveness by my chair fairly reflects my teaching.	151	3.49	1.26	38	22%	46	27%	34	20%	18	11%	15	9%	20	12%
65	My salary is appropriate relative to my contribution to SHSU	168	2.57	1.33	11	6%	42	25%	29	17%	35	20%	51	30%	3	2%
66	My salary is appropriate relative to my current rank when compared to similar universities.	164	2.24	1.17	7	4%	22	13%	28	16%	53	31%	54	32%	7	4%
67	The merit system is applied fairly.	157	2.55	1.35	14	8%	30	18%	35	20%	27	16%	51	30%	14	8%
68	The promotion system is applied fairly.	151	2.71	1.31	13	8%	34	20%	40	23%	24	14%	40	23%	20	12%
69	The tenure system is applied fairly in my department.	153	3.32	1.37	39	23%	36	21%	35	20%	21	12%	22	13%	18	11%
70	The performance evaluation of tenured faculty is applied fairly in my dept..	136	3.30	1.36	33	19%	32	19%	35	20%	15	9%	21	12%	35	20%
71	Reassigned time is applied fairly in my college.	140	2.94	1.38	24	14%	26	15%	37	22%	23	13%	30	18%	31	18%
72	The current program of mandatory advisement of students is effective.	128	3.44	1.16	24	14%	44	26%	34	20%	16	9%	10	6%	43	25%
73	I am satisfied with the guidelines for receiving a Faculty Research Fund. (\$5,000 or less)	135	2.93	1.23	13	8%	32	19%	47	27%	18	11%	25	15%	36	21%
74	I am satisfied with the guidelines for receiving an Enhancement Grant for Research.	128	2.82	1.24	9	5%	33	19%	40	23%	18	11%	28	16%	43	25%
75	I support online courses.	159	2.92	1.36	23	13%	39	23%	33	19%	31	18%	33	19%	12	7%
76	I support online degrees.	159	2.01	1.30	13	8%	12	7%	20	12%	33	19%	81	47%	12	7%
77	Administration effectively communicates with the faculty.	159	2.35	1.16	5	3%	24	14%	42	25%	39	23%	49	29%	12	7%
78	The President values the faculty.	156	3.22	1.35	29	17%	48	28%	33	19%	20	12%	26	15%	15	9%
79	The VPAA values the faculty.	155	2.58	1.38	13	8%	39	23%	22	13%	32	19%	49	29%	16	9%
80	Your Dean/Director values the faculty.	163	3.64	1.38	57	33%	48	28%	22	13%	15	9%	21	12%	8	5%
81	Your Chair/Coordinator values the faculty.	155	3.78	1.37	63	37%	43	25%	21	12%	8	5%	20	12%	16	9%
82	Overall, I am satisfied with my job at SHSU.	168	3.53	1.15	33	19%	69	40%	31	18%	24	14%	11	6%	3	2%

A and S Results/2004-2005

A&S Results (51/123 ~ 41%)				N	Mean	Std Dev.																
Rank				49	3.96	0.84																
Scholarly				49	4.08	1.58																
Professional Growth				50	3.42	1.33	5		4		3		2		1		N/A					
Committees				50	4.14	1.59	n	%	n	%	n	%	n	%	n	%	n	%				
1	President	48	3.42	1.13	5	10%	24	47%	10	20%	4	8%	5	10%	3	6%						
2	VPAA	48	2.25	1.14	1	2%	6	12%	14	27%	10	20%	17	33%	3	6%						
3	VP Enrollment Mgt.	14	3.50	1.16	3	6%	4	8%	5	10%	1	2%	1	2%	37	73%						
4	VPFO	30	3.00	1.02	2	4%	6	12%	15	29%	4	8%	3	6%	21	41%						
5	VPSS	35	2.37	1.14	0	0%	7	14%	10	20%	7	14%	11	22%	16	31%						
6	VPAdvancement	22	2.91	0.92	0	0%	5	10%	13	25%	1	2%	3	6%	29	57%						
7	Associate VPAA	37	3.49	1.17	8	16%	11	22%	12	24%	3	6%	3	6%	14	27%						
8	Dean Grad. & Assoc. VPAA	34	3.62	1.10	8	16%	11	22%	11	22%	2	4%	2	4%	17	33%						
9	Assoc. VP Res.& Spon. Prog.	35	2.74	1.38	4	8%	8	16%	7	14%	7	14%	9	18%	16	31%						
10	Dean	50	3.20	1.40	12	24%	11	22%	9	18%	11	22%	7	14%	1	2%						
11	Chair	45	3.53	1.50	16	31%	12	24%	5	10%	4	8%	8	16%	6	12%						
12	Alumni Relations	24	3.04	0.91	0	0%	8	16%	11	22%	3	6%	2	4%	27	53%						
13	Athletics	26	3.27	1.04	1	2%	12	24%	9	18%	1	2%	3	6%	25	49%						
14	Career Services	21	2.86	1.20	2	4%	3	6%	10	20%	2	4%	4	8%	30	59%						
15	Computer Services	45	3.42	1.20	7	14%	20	39%	7	14%	7	14%	4	8%	6	12%						
16	Contracts and Grants	33	2.55	1.20	2	4%	5	10%	10	20%	8	16%	8	16%	18	35%						
17	Financial Aid	22	2.27	0.94	0	0%	2	4%	7	14%	8	16%	5	10%	29	57%						
18	Food Service/Aramark	33	2.91	1.10	3	6%	6	12%	12	24%	9	18%	3	6%	18	35%						
19	Health and Kinesiology Center	16	3.25	1.06	2	4%	4	8%	7	14%	2	4%	1	2%	35	69%						
20	Honors Program	37	3.35	1.06	4	8%	14	27%	13	25%	3	6%	3	6%	14	27%						
21	Human Resources	38	3.05	1.09	4	8%	8	16%	15	29%	8	16%	3	6%	13	25%						
22	Library Services	44	4.09	0.96	15	29%	23	45%	3	6%	1	2%	2	4%	7	14%						
23	Lowman Student Center	34	3.50	1.05	6	12%	11	22%	13	25%	2	4%	2	4%	17	33%						
24	Office of Graduate Studies	29	3.52	0.95	3	6%	14	27%	8	16%	3	6%	1	2%	22	43%						
25	Physical Plant	33	3.24	1.03	2	4%	13	25%	12	24%	3	6%	3	6%	18	35%						
26	Post Office	32	3.69	0.78	5	10%	13	25%	13	25%	1	2%	0	0%	19	37%						
27	Public Relations	24	2.96	1.12	2	4%	5	10%	10	20%	4	8%	3	6%	27	53%						
28	Public Safety Services (University Police)	31	3.48	0.96	4	8%	12	24%	11	22%	3	6%	1	2%	20	39%						
29	Recreational Sports and Activities	19	3.47	1.12	3	6%	7	14%	7	14%	0	0%	2	4%	32	63%						
30	Registrar's Office	33	3.21	0.99	2	4%	12	24%	12	24%	5	10%	2	4%	18	35%						
31	Research and Sponsored Programs	37	2.78	1.34	3	6%	11	22%	7	14%	7	14%	9	18%	14	27%						
32	SAM Center-Advising	31	3.58	1.12	6	12%	13	25%	7	14%	3	6%	2	4%	20	39%						
33	SAM Center Mentoring	22	3.64	1.05	5	10%	7	14%	8	16%	1	2%	1	2%	29	57%						
34	Sam Houston Press	27	3.48	0.94	3	6%	11	22%	10	20%	2	4%	1	2%	24	47%						
35	Sam Houston Writing Center	24	3.58	1.02	5	10%	7	14%	10	20%	1	2%	1	2%	27	53%						
36	Undergraduate Admissions	28	3.36	0.99	3	6%	10	20%	10	20%	4	8%	1	2%	23	45%						
37	University Advancement	20	3.10	0.85	1	2%	4	8%	12	24%	2	4%	1	2%	31	61%						
38	University Bookstore	36	3.22	0.87	2	4%	11	22%	17	33%	5	10%	1	2%	15	29%						
39	University Safety Office	27	3.26	0.94	2	4%	9	18%	11	22%	4	8%	1	2%	24	47%						

A and S Results/2004-2005

40	Budget (Operations and Maintenance)	39	2.28	1.23	3	6%	3	6%	9	18%	11	22%	13	25%	12	24%
41	Funding of Research	43	2.40	1.09	1	2%	6	12%	13	25%	12	24%	11	22%	8	16%
42	Selection of Administrators	41	1.90	1.16	2	4%	2	4%	7	14%	9	18%	21	41%	10	20%
43	Selection of Faculty	43	3.35	1.21	9	18%	10	20%	15	29%	5	10%	4	8%	8	16%
44	Strategic Planning	39	2.44	1.33	3	6%	6	12%	10	20%	6	12%	14	27%	12	24%
45	Teaching Assignments	43	3.37	1.25	10	20%	10	20%	13	25%	6	12%	4	8%	8	16%
46	The library meets the needs of my department's curriculum.	47	3.98	1.11	17	33%	20	39%	5	10%	2	4%	3	6%	4	8%
47	The university is doing an adequate job recruiting quality students.	46	3.17	1.00	2	4%	18	35%	15	29%	8	16%	3	6%	5	10%
48	My teaching load is fair.	50	2.90	1.36	7	14%	13	25%	7	14%	14	27%	9	18%	1	2%
49	I receive adequate recognition for my teaching.	49	2.80	1.15	4	8%	10	20%	13	25%	16	31%	6	12%	2	4%
50	I receive adequate recognition for my research.	47	2.91	1.27	6	12%	9	18%	15	29%	9	18%	8	16%	4	8%
51	I receive adequate recognition for my service to the university.	47	2.79	1.18	4	8%	8	16%	17	33%	10	20%	8	16%	4	8%
52	I receive adequate clerical support.	50	3.38	1.41	14	27%	13	25%	8	16%	8	16%	7	14%	1	2%
53	There is collegial support within my department/program.	49	3.47	1.50	16	31%	14	27%	5	10%	5	10%	9	18%	2	4%
54	The FES is an adequate measurement of my performance as a faculty member.	50	2.54	1.20	5	10%	4	8%	14	27%	17	33%	10	20%	1	2%
55	My physical work environment (office/classroom/lab) is adequate.	50	2.92	1.32	6	12%	14	27%	9	18%	12	24%	9	18%	1	2%
56	I feel free from intimidation/discrimination in the workplace.	49	3.06	1.65	15	29%	8	16%	5	10%	7	14%	14	27%	2	4%
57	There is adequate parking for faculty.	49	2.49	1.39	6	12%	6	12%	10	20%	11	22%	16	31%	2	4%
58	The Student Course Fee allocations by my department/program are effective.	44	3.59	1.26	11	22%	17	33%	8	16%	3	6%	5	10%	7	14%
59	The Faculty Senate is effective in representing faculty views to the administration.	48	2.81	1.10	3	6%	10	20%	16	31%	13	25%	6	12%	3	6%
60	The resources available to provide a successful graduate program are adequate.	44	1.95	1.03	1	2%	3	6%	7	14%	15	29%	18	35%	7	14%
61	The allocation of travel reimbursements meets the needs of the faculty.	48	2.13	1.21	0	0%	11	22%	5	10%	11	22%	21	41%	3	6%
62	The student instrument appraising my teaching effectiveness is fair.	50	2.30	1.20	2	4%	7	14%	12	24%	12	24%	17	33%	1	2%
63	I support online student evaluations of my teaching effectiveness.	46	2.11	1.30	3	6%	5	10%	8	16%	8	16%	22	43%	5	10%
64	Appraisal of my teaching effectiveness by my chair fairly reflects my teaching.	46	3.41	1.33	11	22%	14	27%	10	20%	5	10%	6	12%	5	10%
65	My salary is appropriate relative to my contribution to SHSU	50	2.68	1.25	2	4%	14	27%	13	25%	8	16%	13	25%	1	2%
66	My salary is appropriate relative to my current rank when compared to similar universities.	47	2.28	1.12	1	2%	7	14%	10	20%	15	29%	14	27%	4	8%
67	The merit system is applied fairly.	47	2.53	1.36	4	8%	9	18%	11	22%	7	14%	16	31%	4	8%
68	The promotion system is applied fairly.	45	2.89	1.32	5	10%	11	22%	13	25%	6	12%	10	20%	6	12%
69	The tenure system is applied fairly in my department.	45	3.42	1.41	13	25%	11	22%	10	20%	4	8%	7	14%	6	12%
70	The performance evaluation of tenured faculty is applied fairly in my dept..	44	2.89	1.42	8	16%	7	14%	11	22%	8	16%	10	20%	7	14%
71	Reassigned time is applied fairly in my college.	40	2.75	1.33	5	10%	6	12%	13	25%	6	12%	10	20%	11	22%
72	The current program of mandatory advisement of students is effective.	38	3.05	1.23	3	6%	14	27%	9	18%	6	12%	6	12%	13	25%
73	I am satisfied with the guidelines for receiving a Faculty Research Fund. (\$5,000 or less)	41	2.68	1.27	2	4%	10	20%	14	27%	3	6%	12	24%	10	20%
74	I am satisfied with the guidelines for receiving an Enhancement Grant for Research.	41	2.68	1.27	1	2%	13	25%	11	22%	4	8%	12	24%	10	20%
75	I support online courses.	46	2.80	1.36	6	12%	10	20%	9	18%	11	22%	10	20%	5	10%
76	I support online degrees.	45	1.84	1.13	1	2%	4	8%	7	14%	8	16%	25	49%	6	12%
77	Administration effectively communicates with the faculty.	48	2.21	1.09	1	2%	6	12%	10	20%	16	31%	15	29%	3	6%
78	The President values the faculty.	47	3.26	1.29	6	12%	20	39%	9	18%	4	8%	8	16%	4	8%
79	The VPAA values the faculty.	46	2.24	1.29	1	2%	11	22%	5	10%	10	20%	19	37%	5	10%
80	Your Dean/Director values the faculty.	50	3.18	1.44	11	22%	14	27%	7	14%	9	18%	9	18%	1	2%
81	Your Chair/Coordinator values the faculty.	48	3.60	1.44	17	33%	13	25%	8	16%	2	4%	8	16%	3	6%
82	Overall, I am satisfied with my job at SHSU.	50	3.46	1.07	7	14%	22	43%	10	20%	9	18%	2	4%	1	2%

COBA Results/2004-2005

COBA Results (28/57 ~ 49%)				N	Mean	Std Dev.										
Rank		26	3.77	0.76												
Scholarly		27	4.33	1.59												
Professional Growth		27	3.70	1.49	5		4		3		2		1		N/A	
Committees		28	4.89	1.20	n	%	n	%	n	%	n	%	n	%	n	%
1	President	27	3.74	1.16	8	29%	10	36%	4	14%	4	14%	1	4%	1	4%
2	VPAA	26	3.12	1.18	3	11%	6	21%	12	43%	1	4%	4	14%	2	7%
3	VP Enrollment Mgt.	12	2.83	1.19	1	4%	2	7%	5	18%	2	7%	2	7%	16	57%
4	VPFO	16	3.19	0.83	1	4%	4	14%	8	29%	3	11%	0	0%	12	43%
5	VPSS	18	1.72	0.83	0	0%	0	0%	4	14%	5	18%	9	32%	10	36%
6	VPAdvancement	14	2.43	0.94	0	0%	1	4%	7	25%	3	11%	3	11%	14	50%
7	Associate VPAA	17	3.41	1.23	4	14%	3	11%	8	29%	0	0%	2	7%	11	39%
8	Dean Grad. & Assoc. VPAA	19	3.53	0.96	3	11%	7	25%	6	21%	3	11%	0	0%	9	32%
9	Assoc. VP Res.& Spon. Prog.	16	1.94	0.85	0	0%	0	0%	5	18%	5	18%	6	21%	12	43%
10	Dean	28	3.71	1.15	10	36%	5	18%	8	29%	5	18%	0	0%	0	0%
11	Chair	27	4.07	1.11	13	46%	6	21%	6	21%	1	4%	1	4%	1	4%
12	Alumni Relations	14	3.21	1.05	1	4%	5	18%	5	18%	2	7%	1	4%	14	50%
13	Athletics	17	4.18	0.88	7	25%	7	25%	2	7%	1	4%	0	0%	11	39%
14	CBreer Services	19	3.00	1.25	1	4%	7	25%	6	21%	1	4%	4	14%	9	32%
15	Computer Services	25	3.80	0.76	5	18%	10	36%	10	36%	0	0%	0	0%	3	11%
16	Contracts and Grants	15	2.33	0.90	0	0%	1	4%	6	21%	5	18%	3	11%	13	46%
17	Financial Aid	15	2.53	1.25	1	4%	3	11%	2	7%	6	21%	3	11%	13	46%
18	Food Service/Aramark	18	2.50	0.86	0	0%	2	7%	7	25%	7	25%	2	7%	10	36%
19	Health and Kinesiology Center	15	3.40	1.12	2	7%	6	21%	4	14%	2	7%	1	4%	13	46%
20	Honors Program	14	3.21	1.31	3	11%	3	11%	3	11%	4	14%	1	4%	14	50%
21	Human Resources	20	2.60	1.19	1	4%	3	11%	8	29%	3	11%	5	18%	8	29%
22	Library Services	27	3.78	0.80	4	14%	15	54%	6	21%	2	7%	0	0%	1	4%
23	Lowman Student Center	14	3.36	0.63	0	0%	6	21%	7	25%	1	4%	0	0%	14	50%
24	Office of Graduate Studies	14	3.36	0.93	1	4%	6	21%	4	14%	3	11%	0	0%	14	50%
25	PhysicCBI Plant	13	3.54	1.13	3	11%	4	14%	3	11%	3	11%	0	0%	15	54%
26	Post Office	17	3.59	0.80	2	7%	7	25%	7	25%	1	4%	0	0%	11	39%
27	Public Relations	14	3.14	0.77	1	4%	2	7%	9	32%	2	7%	0	0%	14	50%
28	Public Safety Services (University Police)	18	3.56	0.92	3	11%	6	21%	7	25%	2	7%	0	0%	10	36%
29	Recreational Sports and Activities	11	3.36	0.50	0	0%	4	14%	7	25%	0	0%	0	0%	17	61%
30	Registrar's Office	16	3.25	0.45	0	0%	4	14%	12	43%	0	0%	0	0%	12	43%
31	Research and Sponsored Programs	15	2.20	0.94	0	0%	1	4%	5	18%	5	18%	4	14%	13	46%
32	SAM Center-Advising	15	3.80	1.15	5	18%	4	14%	5	18%	0	0%	1	4%	13	46%
33	SAM Center Mentoring	14	3.79	0.89	4	14%	3	11%	7	25%	0	0%	0	0%	14	50%
34	Sam Houston Press	13	3.08	0.76	0	0%	4	14%	6	21%	3	11%	0	0%	15	54%
35	Sam Houston Writing Center	11	3.55	1.04	1	4%	6	21%	3	11%	0	0%	1	4%	17	61%
36	Undergraduate Admissions	10	3.50	0.97	2	7%	2	7%	5	18%	1	4%	0	0%	18	64%
37	University Advancement	10	2.50	1.18	0	0%	2	7%	4	14%	1	4%	3	11%	18	64%
38	University Bookstore	13	3.08	0.49	0	0%	2	7%	10	36%	1	4%	0	0%	15	54%
39	University Safety Office	10	2.60	0.84	0	0%	0	0%	8	29%	0	0%	2	7%	18	64%

COBA Results/2004-2005

40	Budget (Operations and Maintenance)	19	2.42	0.96	0	0%	2	7%	8	29%	5	18%	4	14%	9	32%
41	Funding of Research	19	2.21	0.92	0	0%	1	4%	7	25%	6	21%	5	18%	9	32%
42	Selection of Administrators	20	2.05	1.23	1	4%	2	7%	3	11%	5	18%	9	32%	8	29%
43	Selection of Faculty	23	3.83	0.94	6	21%	9	32%	6	21%	2	7%	0	0%	5	18%
44	Strategic Planning	21	2.38	1.07	1	4%	2	7%	5	18%	9	32%	4	14%	7	25%
45	Teaching Assignments	25	3.60	1.12	6	21%	8	29%	7	25%	3	11%	1	4%	3	11%
46	The library meets the needs of my department's curriculum.	26	4.04	0.96	8	29%	14	50%	2	7%	1	4%	1	4%	2	7%
47	The university is doing an adequate job recruiting quality students.	28	2.89	1.13	0	0%	11	39%	8	29%	4	14%	5	18%	0	0%
48	My teaching load is fair.	28	3.71	1.05	7	25%	10	36%	8	29%	2	7%	1	4%	0	0%
49	I receive adequate recognition for my teaching.	28	3.04	1.29	4	14%	6	21%	10	36%	3	11%	5	18%	0	0%
50	I receive adequate recognition for my research.	28	3.29	1.24	3	11%	12	43%	8	29%	0	0%	5	18%	0	0%
51	I receive adequate recognition for my service to the university.	27	2.93	1.33	4	14%	5	18%	8	29%	5	18%	5	18%	1	4%
52	I receive adequate clerical support.	28	3.36	1.10	3	11%	12	43%	7	25%	4	14%	2	7%	0	0%
53	There is collegial support within my department/program.	28	4.21	0.96	15	54%	5	18%	7	25%	1	4%	0	0%	0	0%
54	The FES is an adequate measurement of my performance as a faculty member.	28	2.79	1.34	3	11%	6	21%	8	29%	4	14%	7	25%	0	0%
55	My physical work environment (office/classroom/lab) is adequate.	28	3.57	0.92	4	14%	11	39%	11	39%	1	4%	1	4%	0	0%
56	I feel free from intimidation/discrimination in the workplace.	28	4.11	1.26	15	54%	7	25%	2	7%	2	7%	2	7%	0	0%
57	There is adequate parking for faculty.	28	3.43	1.43	7	25%	10	36%	4	14%	2	7%	5	18%	0	0%
58	The Student Course Fee allocations by my department/program are effective.	20	3.90	0.79	5	18%	8	29%	7	25%	0	0%	0	0%	8	29%
59	The Faculty Senate is effective in representing faculty views to the administration.	24	3.25	1.42	5	18%	8	29%	3	11%	4	14%	4	14%	4	14%
60	The resources available to provide a successful graduate program are adequate.	23	2.91	1.00	2	7%	2	7%	13	46%	4	14%	2	7%	5	18%
61	The allocation of travel reimbursements meets the needs of the faculty.	27	3.78	1.28	10	36%	8	29%	4	14%	3	11%	2	7%	1	4%
62	The student instrument appraising my teaching effectiveness is fair.	28	2.71	1.21	3	11%	2	7%	13	46%	4	14%	6	21%	0	0%
63	I support online student evaluations of my teaching effectiveness.	25	1.88	1.30	2	7%	1	4%	4	14%	3	11%	15	54%	3	11%
64	Appraisal of my teaching effectiveness by my chair fairly reflects my teaching.	26	3.73	1.22	8	29%	10	36%	2	7%	5	18%	1	4%	2	7%
65	My salary is appropriate relative to my contribution to SHSU.	28	2.57	1.45	3	11%	7	25%	2	7%	7	25%	9	32%	0	0%
66	My salary is appropriate relative to my current rank when compared to similar universities.	28	2.14	1.24	1	4%	5	18%	2	7%	9	32%	11	39%	0	0%
67	The merit system is applied fairly.	25	2.84	1.37	3	11%	6	21%	6	21%	4	14%	6	21%	3	11%
68	The promotion system is applied fairly.	25	2.56	1.26	1	4%	6	21%	6	21%	5	18%	7	25%	3	11%
69	The tenure system is applied fairly in my department.	25	3.40	1.15	6	21%	5	18%	7	25%	7	25%	0	0%	3	11%
70	The performance evaluation of tenured faculty is applied fairly in my dept..	22	3.18	1.22	2	7%	9	32%	5	18%	3	11%	3	11%	6	21%
71	Reassigned time is applied fairly in my college.	25	3.40	1.38	7	25%	6	21%	5	18%	4	14%	3	11%	3	11%
72	The current program of mandatory advisement of students is effective.	19	3.32	1.34	5	18%	3	11%	6	21%	3	11%	2	7%	9	32%
73	I am satisfied with the guidelines for receiving a Faculty Research Fund. (\$5,000 or less)	23	2.57	1.12	0	0%	5	18%	9	32%	3	11%	6	21%	5	18%
74	I am satisfied with the guidelines for receiving an Enhancement Grant for Research.	19	2.26	1.15	0	0%	3	11%	6	21%	3	11%	7	25%	9	32%
75	I support online courses.	25	2.96	1.24	3	11%	5	18%	9	32%	4	14%	4	14%	3	11%
76	I support online degrees.	27	1.78	0.93	1	4%	0	0%	3	11%	11	39%	12	43%	1	4%
77	Administration effectively communicates with the faculty.	23	2.52	1.16	0	0%	6	21%	6	21%	5	18%	6	21%	5	18%
78	The President values the faculty.	24	3.33	1.43	7	25%	5	18%	4	14%	5	18%	3	11%	4	14%
79	The VPAA values the faculty.	24	3.00	1.44	4	14%	7	25%	3	11%	5	18%	5	18%	4	14%
80	Your Dean/Director values the faculty.	25	3.88	1.30	11	39%	6	21%	4	14%	2	7%	2	7%	3	11%
81	Your Chair/Coordinator values the faculty.	24	4.13	1.12	12	43%	6	21%	4	14%	1	4%	1	4%	4	14%
82	Overall, I am satisfied with my job at SHSU.	27	3.78	1.05	7	25%	11	39%	6	21%	2	7%	1	4%	1	4%

CJ Results/2004-2005

CJ Results (8/25 ~ 32%)				N		Mean		Std Dev.								
Rank																
Rank	8	4.38	0.74													
Scholarly	8	4.38	1.60													
Professional Growth	8	3.50	1.77	5		4		3		2		1		N/A		
Committees	8	4.50	1.60	n	%	n	%	n	%	n	%	n	%	n	%	
1	President	8	4.13	0.99	4	50%	1	13%	3	38%	0	0%	0	0%	0	0%
2	VPAA	8	2.75	1.39	0	0%	4	50%	0	0%	2	25%	2	25%	0	0%
3	VP Enrollment Mgt.	2	1.50	0.71	0	0%	0	0%	0	0%	1	13%	1	13%	6	75%
4	VPFO	4	3.25	0.50	0	0%	1	13%	3	38%	0	0%	0	0%	4	50%
5	VPSS	4	1.25	0.50	0	0%	0	0%	0	0%	1	13%	3	38%	4	50%
6	VPAdvancement	3	2.67	1.15	0	0%	1	13%	0	0%	2	25%	0	0%	5	63%
7	AssoCJate VPAA	7	3.71	0.76	1	13%	3	38%	3	38%	0	0%	0	0%	1	13%
8	Dean Grad. & Assoc. VPAA	6	3.33	1.37	1	13%	2	25%	2	25%	0	0%	1	13%	2	25%
9	Assoc. VP Res.& Spon. Prog.	3	2.67	0.58	0	0%	0	0%	2	25%	1	13%	0	0%	5	63%
10	Dean	8	2.25	1.75	1	13%	2	25%	0	0%	0	0%	5	63%	0	0%
11	Chair	2	4.00	1.41	1	13%	0	0%	1	13%	0	0%	0	0%	6	75%
12	Alumni Relations	4	3.50	0.58	0	0%	2	25%	2	25%	0	0%	0	0%	4	50%
13	Athletics	5	3.40	0.55	0	0%	2	25%	3	38%	0	0%	0	0%	3	38%
14	Career Services	4	3.00	0.82	0	0%	1	13%	2	25%	1	13%	0	0%	4	50%
15	Computer Services	7	3.71	0.95	1	13%	4	50%	1	13%	1	13%	0	0%	1	13%
16	Contracts and Grants	4	2.50	1.73	0	0%	2	25%	0	0%	0	0%	2	25%	4	50%
17	FinanCJal Aid	3	2.33	1.15	0	0%	0	0%	2	25%	0	0%	1	13%	5	63%
18	Food Service/Aramark	5	2.80	1.30	0	0%	2	25%	1	13%	1	13%	1	13%	3	38%
19	Health and Kinesiology Center	3	4.33	0.58	1	13%	2	25%	0	0%	0	0%	0	0%	5	63%
20	Honors Program	3	3.33	2.08	1	13%	1	13%	0	0%	0	0%	1	13%	5	63%
21	Human Resources	4	3.75	0.50	0	0%	3	38%	1	13%	0	0%	0	0%	4	50%
22	Library Services	7	4.14	0.69	2	25%	4	50%	1	13%	0	0%	0	0%	1	13%
23	Lowman Student Center	4	3.50	1.00	1	13%	0	0%	3	38%	0	0%	0	0%	4	50%
24	Office of Graduate Studies	3	4.00	0.00	0	0%	3	38%	0	0%	0	0%	0	0%	5	63%
25	Physical Plant	2	3.00	0.00	0	0%	0	0%	2	25%	0	0%	0	0%	6	75%
26	Post Office	2	3.00	2.83	1	13%	0	0%	0	0%	0	0%	1	13%	6	75%
27	Public Relations	4	2.75	0.96	0	0%	1	13%	1	13%	2	25%	0	0%	4	50%
28	Public Safety Services (University Police)	5	2.80	1.64	0	0%	3	38%	0	0%	0	0%	2	25%	3	38%
29	Recreational Sports and Activities	3	3.67	0.58	0	0%	2	25%	1	13%	0	0%	0	0%	5	63%
30	Registrar's Office	5	3.60	1.14	1	13%	2	25%	1	13%	1	13%	0	0%	3	38%
31	Research and Sponsored Programs	5	3.20	1.10	1	13%	0	0%	3	38%	1	13%	0	0%	3	38%
32	SAM Center-Advising	2	4.50	0.71	1	13%	1	13%	0	0%	0	0%	0	0%	6	75%
33	SAM Center Mentoring	1	5.00	#DIV/0!	1	13%	0	0%	0	0%	0	0%	0	0%	7	88%
34	Sam Houston Press	2	1.50	0.71	0	0%	0	0%	0	0%	1	13%	1	13%	6	75%
35	Sam Houston Writing Center	5	4.40	0.55	2	25%	3	38%	0	0%	0	0%	0	0%	3	38%
36	Undergraduate Admissions	3	3.67	0.58	0	0%	2	25%	1	13%	0	0%	0	0%	5	63%
37	University Advancement	3	2.33	1.53	0	0%	1	13%	0	0%	1	13%	1	13%	5	63%
38	University Bookstore	4	3.50	0.58	0	0%	2	25%	2	25%	0	0%	0	0%	4	50%
39	University Safety Office	2	3.00	1.41	0	0%	1	13%	0	0%	1	13%	0	0%	6	75%

CJ Results/2004-2005

40	Budget (Operations and Maintenance)	3	2.67	1.53	0	0%	1	13%	1	13%	0	0%	1	13%	5	63%
41	Funding of Research	3	3.00	1.00	0	0%	1	13%	1	13%	1	13%	0	0%	5	63%
42	Selection of Administrators	4	2.00	1.41	0	0%	1	13%	0	0%	1	13%	2	25%	4	50%
43	Selection of Faculty	4	3.75	1.26	1	13%	2	25%	0	0%	1	13%	0	0%	4	50%
44	Strategic Planning	3	1.67	1.15	0	0%	0	0%	1	13%	0	0%	2	25%	5	63%
45	Teaching Assignments	5	3.00	0.71	0	0%	1	13%	3	38%	1	13%	0	0%	3	38%
46	The library meets the needs of my department's curriculum.	7	4.14	0.69	2	25%	4	50%	1	13%	0	0%	0	0%	1	13%
47	The university is doing an adequate job recruiting quality students.	7	2.57	1.51	0	0%	3	38%	1	13%	0	0%	3	38%	1	13%
48	My teaching load is fair.	7	3.00	1.63	2	25%	1	13%	0	0%	3	38%	1	13%	1	13%
49	I receive adequate recognition for my teaching.	7	2.14	1.07	0	0%	1	13%	1	13%	3	38%	2	25%	1	13%
50	I receive adequate recognition for my research.	6	2.33	1.21	0	0%	1	13%	2	25%	1	13%	2	25%	2	25%
51	I receive adequate recognition for my service to the university.	6	2.00	1.10	0	0%	1	13%	0	0%	3	38%	2	25%	2	25%
52	I receive adequate clerical support.	6	3.17	1.47	1	13%	2	25%	1	13%	1	13%	1	13%	2	25%
53	There is collegial support within my department/program.	7	3.86	1.07	2	25%	3	38%	1	13%	1	13%	0	0%	1	13%
54	The FES is an adequate measurement of my performance as a faculty member.	7	2.71	0.95	0	0%	1	13%	4	50%	1	13%	1	13%	1	13%
55	My physical work environment (office/classroom/lab) is adequate.	7	2.71	1.89	2	25%	1	13%	0	0%	1	13%	3	38%	1	13%
56	I feel free from intimidation/discrimination in the workplace.	7	3.14	1.77	2	25%	2	25%	0	0%	1	13%	2	25%	1	13%
57	There is adequate parking for faculty.	7	3.14	1.35	1	13%	2	25%	2	25%	1	13%	1	13%	1	13%
58	The Student Course Fee allocations by my department/program are effective.	3	4.00	1.00	1	13%	1	13%	1	13%	0	0%	0	0%	5	63%
59	The Faculty Senate is effective in representing faculty views to the administration.	4	3.50	1.91	2	25%	0	0%	1	13%	0	0%	1	13%	4	50%
60	The resources available to provide a successful graduate program are adequate.	7	2.57	1.13	0	0%	2	25%	1	13%	3	38%	1	13%	1	13%
61	The allocation of travel reimbursements meets the needs of the faculty.	6	2.17	1.33	0	0%	1	13%	2	25%	0	0%	3	38%	2	25%
62	The student instrument appraising my teaching effectiveness is fair.	6	1.83	0.98	0	0%	0	0%	2	25%	1	13%	3	38%	2	25%
63	I support online student evaluations of my teaching effectiveness.	6	1.83	1.33	0	0%	1	13%	1	13%	0	0%	4	50%	2	25%
64	Appraisal of my teaching effectiveness by my chair fairly reflects my teaching.	6	2.67	1.03	0	0%	1	13%	3	38%	1	13%	1	13%	2	25%
65	My salary is appropriate relative to my contribution to SHSU	7	1.86	1.07	0	0%	1	13%	0	0%	3	38%	3	38%	1	13%
66	My salary is appropriate relative to my current rank when compared to similar universities.	7	1.71	1.11	0	0%	1	13%	0	0%	2	25%	4	50%	1	13%
67	The merit system is applied fairly.	6	1.83	1.60	1	13%	0	0%	0	0%	1	13%	4	50%	2	25%
68	The promotion system is applied fairly.	6	2.50	1.76	1	13%	1	13%	1	13%	0	0%	3	38%	2	25%
69	The tenure system is applied fairly in my department.	7	3.43	1.51	2	25%	2	25%	1	13%	1	13%	1	13%	1	13%
70	The performance evaluation of tenured faculty is applied fairly in my dept..	5	3.80	1.64	2	25%	2	25%	0	0%	0	0%	1	13%	3	38%
71	Reassigned time is applied fairly in my college.	7	2.71	1.60	1	13%	2	25%	0	0%	2	25%	2	25%	1	13%
72	The current program of mandatory advisement of students is effective.	5	3.20	1.30	1	13%	1	13%	1	13%	2	25%	0	0%	3	38%
73	I am satisfied with the guidelines for receiving a Faculty Research Fund. (\$5,000 or less)	4	3.25	1.50	1	13%	1	13%	0	0%	2	25%	0	0%	4	50%
74	I am satisfied with the guidelines for receiving an Enhancement Grant for Research.	4	3.00	1.41	1	13%	0	0%	1	13%	2	25%	0	0%	4	50%
75	I support online courses.	7	2.86	1.57	1	13%	2	25%	1	13%	1	13%	2	25%	1	13%
76	I support online degrees.	7	2.43	1.62	1	13%	1	13%	1	13%	1	13%	3	38%	1	13%
77	Administration effectively communicates with the faculty.	7	2.29	1.38	0	0%	2	25%	1	13%	1	13%	3	38%	1	13%
78	The President values the faculty.	7	3.71	1.70	4	50%	0	0%	1	13%	1	13%	1	13%	1	13%
79	The VPAA values the faculty.	5	3.00	1.41	0	0%	3	38%	0	0%	1	13%	1	13%	3	38%
80	Your Dean/Director values the faculty.	7	2.57	1.72	1	13%	2	25%	0	0%	1	13%	3	38%	1	13%
81	Your Chair/Coordinator values the faculty.	4	3.25	1.71	1	13%	1	13%	1	13%	0	0%	1	13%	4	50%
82	Overall, I am satisfied with my job at SHSU.	7	3.00	1.41	1	13%	2	25%	1	13%	2	25%	1	13%	1	13%

ED Results/2004-2005

Education Results (27/61 ~ 44%)				N	Mean	Std Dev.										
Rank	27	4.07	0.92													
Scholarly	27	4.67	1.30													
Professional Growth	27	4.70	1.23	5		4		3		2		1		N/A		
Committees	27	4.93	1.17	n	%	n	%	n	%	n	%	n	%	n	%	
1 President	27	3.81	0.92	7	26%	10	37%	8	30%	2	7%	0	0%	0	0%	
2 VPAA	26	2.92	1.47	4	15%	7	26%	5	19%	3	11%	7	26%	1	4%	
3 VP Enrollment Mgt.	9	3.56	0.73	1	4%	3	11%	5	19%	0	0%	0	0%	18	67%	
4 VPFO	18	3.44	0.78	2	7%	5	19%	10	37%	1	4%	0	0%	9	33%	
5 VPSS	20	2.55	1.10	1	4%	2	7%	8	30%	5	19%	4	15%	7	26%	
6 VPAdvancement	17	3.24	1.25	3	11%	4	15%	6	22%	2	7%	2	7%	10	37%	
7 Associate VPAA	23	4.00	0.80	7	26%	9	33%	7	26%	0	0%	0	0%	4	15%	
8 Dean Grad. & Assoc. VPAA	24	3.75	1.07	6	22%	10	37%	5	19%	2	7%	1	4%	3	11%	
9 Assoc. VP Res.& Spon. Prog.	20	2.80	1.20	1	4%	5	19%	7	26%	3	11%	4	15%	7	26%	
10 Dean	27	4.11	1.12	12	44%	10	37%	3	11%	0	0%	2	7%	0	0%	
11 Chair	25	3.84	1.34	11	41%	6	22%	3	11%	3	11%	2	7%	2	7%	
12 Alumni Relations	18	3.61	0.92	3	11%	7	26%	6	22%	2	7%	0	0%	9	33%	
13 Athletics	18	3.78	0.81	4	15%	6	22%	8	30%	0	0%	0	0%	9	33%	
14 Career Services	16	3.63	0.72	1	4%	9	33%	5	19%	1	4%	0	0%	11	41%	
15 Computer Services	26	3.77	0.86	5	19%	12	44%	7	26%	2	7%	0	0%	1	4%	
16 Contracts and Grants	20	2.95	1.19	2	7%	5	19%	5	19%	6	22%	2	7%	7	26%	
17 Financial Aid	13	3.00	1.00	0	0%	5	19%	4	15%	3	11%	1	4%	14	52%	
18 Food Service/Aramark	17	3.59	0.94	2	7%	9	33%	3	11%	3	11%	0	0%	10	37%	
19 Health and Kinesiology Center	17	3.94	0.75	4	15%	8	30%	5	19%	0	0%	0	0%	10	37%	
20 Honors Program	16	3.94	0.77	4	15%	7	26%	5	19%	0	0%	0	0%	11	41%	
21 Human Resources	19	3.84	0.69	3	11%	10	37%	6	22%	0	0%	0	0%	8	30%	
22 Library Services	24	4.08	0.83	8	30%	11	41%	4	15%	1	4%	0	0%	3	11%	
23 Lowman Student Center	19	4.11	0.66	5	19%	11	41%	3	11%	0	0%	0	0%	8	30%	
24 Office of Graduate Studies	21	3.86	0.96	6	22%	8	30%	5	19%	2	7%	0	0%	6	22%	
25 Physical Plant	17	3.82	0.81	4	15%	6	22%	7	26%	0	0%	0	0%	10	37%	
26 Post Office	17	3.94	0.90	5	19%	7	26%	4	15%	1	4%	0	0%	10	37%	
27 Public Relations	16	4.00	0.89	5	19%	7	26%	3	11%	1	4%	0	0%	11	41%	
28 Public Safety Services (University Police)	17	3.82	0.88	4	15%	7	26%	5	19%	1	4%	0	0%	10	37%	
29 Recreational Sports and Activities	14	4.00	0.88	5	19%	4	15%	5	19%	0	0%	0	0%	13	48%	
30 Registrar's Office	20	3.85	0.81	5	19%	7	26%	8	30%	0	0%	0	0%	7	26%	
31 Research and Sponsored Programs	20	3.25	0.79	1	4%	6	22%	10	37%	3	11%	0	0%	7	26%	
32 SAM Center-Advising	19	3.89	0.94	6	22%	6	22%	6	22%	1	4%	0	0%	8	30%	
33 SAM Center Mentoring	17	4.12	0.70	5	19%	9	33%	3	11%	0	0%	0	0%	10	37%	
34 Sam Houston Press	16	4.13	0.72	5	19%	8	30%	3	11%	0	0%	0	0%	11	41%	
35 Sam Houston Writing Center	18	3.89	0.76	4	15%	8	30%	6	22%	0	0%	0	0%	9	33%	
36 Undergraduate Admissions	14	4.00	0.78	4	15%	6	22%	4	15%	0	0%	0	0%	13	48%	
37 University Advancement	16	3.56	0.89	3	11%	4	15%	8	30%	1	4%	0	0%	11	41%	
38 University Bookstore	16	3.63	0.96	3	11%	6	22%	5	19%	2	7%	0	0%	11	41%	
39 University Safety Office	14	3.71	0.99	4	15%	3	11%	6	22%	1	4%	0	0%	13	48%	

ED Results/2004-2005

40	Budget (Operations and Maintenance)	18	2.44	0.86	0	0%	1	4%	9	33%	5	19%	3	11%	9	33%
41	Funding of Research	19	2.58	0.84	0	0%	2	7%	9	33%	6	22%	2	7%	8	30%
42	Selection of Administrators	21	2.76	0.94	1	4%	2	7%	11	41%	5	19%	2	7%	6	22%
43	Selection of Faculty	24	3.63	1.21	6	22%	9	33%	5	19%	2	7%	2	7%	3	11%
44	Strategic Planning	17	3.00	1.00	1	4%	4	15%	7	26%	4	15%	1	4%	10	37%
45	Teaching Assignments	24	3.54	1.32	7	26%	7	26%	4	15%	4	15%	2	7%	3	11%
46	The library meets the needs of my department's curriculum.	25	4.04	1.06	9	33%	12	44%	1	4%	2	7%	1	4%	2	7%
47	The university is doing an adequate job recruiting quality students.	26	3.81	0.94	5	19%	14	52%	5	19%	1	4%	1	4%	1	4%
48	My teaching load is fair.	27	3.74	1.23	8	30%	11	41%	3	11%	3	11%	2	7%	0	0%
49	I receive adequate recognition for my teaching.	27	2.74	1.23	1	4%	8	30%	7	26%	5	19%	6	22%	0	0%
50	I receive adequate recognition for my research.	25	3.08	1.15	3	11%	6	22%	8	30%	6	22%	2	7%	2	7%
51	I receive adequate recognition for my service to the university.	27	2.78	1.25	2	7%	7	26%	6	22%	7	26%	5	19%	0	0%
52	I receive adequate clerical support.	25	2.84	1.37	4	15%	4	15%	6	22%	6	22%	5	19%	2	7%
53	There is collegial support within my department/program.	27	3.74	1.32	9	33%	10	37%	3	11%	2	7%	3	11%	0	0%
54	The FES is an adequate measurement of my performance as a faculty member.	27	2.78	1.31	1	4%	10	37%	5	19%	4	15%	7	26%	0	0%
55	My physical work environment (office/classroom/lab) is adequate.	27	3.33	1.36	6	22%	8	30%	6	22%	3	11%	4	15%	0	0%
56	I feel free from intimidation/discrimination in the workplace.	27	3.74	1.43	12	44%	5	19%	4	15%	3	11%	3	11%	0	0%
57	There is adequate parking for faculty.	27	3.70	1.32	10	37%	6	22%	7	26%	1	4%	3	11%	0	0%
58	The Student Course Fee allocations by my department/program are effective.	25	3.56	1.33	7	26%	8	30%	5	19%	2	7%	3	11%	2	7%
59	The Faculty Senate is effective in representing faculty views to the administration.	26	3.92	1.13	10	37%	8	30%	5	19%	2	7%	1	4%	1	4%
60	The resources available to provide a successful graduate program are adequate.	24	3.25	0.99	1	4%	11	41%	6	22%	5	19%	1	4%	3	11%
61	The allocation of travel reimbursements meets the needs of the faculty.	27	2.74	1.26	2	7%	6	22%	8	30%	5	19%	6	22%	0	0%
62	The student instrument appraising my teaching effectiveness is fair.	26	2.73	1.25	2	7%	5	19%	9	33%	4	15%	6	22%	1	4%
63	I support online student evaluations of my teaching effectiveness.	27	2.59	1.58	6	22%	1	4%	6	22%	4	15%	10	37%	0	0%
64	Appraisal of my teaching effectiveness by my chair fairly reflects my teaching.	26	3.69	1.09	7	26%	8	30%	8	30%	2	7%	1	4%	1	4%
65	My salary is appropriate relative to my contribution to SHSU	27	2.74	1.23	2	7%	6	22%	7	26%	7	26%	5	19%	0	0%
66	My salary is appropriate relative to my current rank when compared to similar universities.	27	2.41	1.05	1	4%	3	11%	7	26%	11	41%	5	19%	0	0%
67	The merit system is applied fairly.	25	2.64	1.35	2	7%	6	22%	5	19%	5	19%	7	26%	2	7%
68	The promotion system is applied fairly.	24	2.96	1.30	2	7%	8	30%	6	22%	3	11%	5	19%	3	11%
69	The tenure system is applied fairly in my department.	24	3.38	1.35	7	26%	3	11%	9	33%	2	7%	3	11%	3	11%
70	The performance evaluation of tenured faculty is applied fairly in my dept..	21	3.67	1.06	6	22%	4	15%	10	37%	0	0%	1	4%	6	22%
71	Reassigned time is applied fairly in my college.	23	2.48	1.41	4	15%	0	0%	6	22%	6	22%	7	26%	4	15%
72	The current program of mandatory advisement of students is effective.	23	3.78	1.09	7	26%	7	26%	7	26%	1	4%	1	4%	4	15%
73	I am satisfied with the guidelines for receiving a Faculty Research Fund. (\$5,000 or less)	22	3.55	0.96	4	15%	6	22%	11	41%	0	0%	1	4%	5	19%
74	I am satisfied with the guidelines for receiving an Enhancement Grant for Research.	22	3.45	1.06	3	11%	8	30%	9	33%	0	0%	2	7%	5	19%
75	I support online courses.	27	3.00	1.44	5	19%	6	22%	6	22%	4	15%	6	22%	0	0%
76	I support online degrees.	27	2.15	1.49	4	15%	1	4%	4	15%	4	15%	14	52%	0	0%
77	Administration effectively communicates with the faculty.	26	2.92	1.20	3	11%	4	15%	11	41%	4	15%	4	15%	1	4%
78	The President values the faculty.	27	3.59	1.28	8	30%	8	30%	5	19%	4	15%	2	7%	0	0%
79	The VPAA values the faculty.	26	2.77	1.42	4	15%	4	15%	7	26%	4	15%	7	26%	1	4%
80	Your Dean/Director values the faculty.	27	4.04	1.22	13	48%	7	26%	4	15%	1	4%	2	7%	0	0%
81	Your Chair/Coordinator values the faculty.	27	4.07	1.21	13	48%	8	30%	3	11%	1	4%	2	7%	0	0%
82	Overall, I am satisfied with my job at SHSU.	27	3.89	1.15	10	37%	9	33%	4	15%	3	11%	1	4%	0	0%

H and SS Results/2004-2005

H&SS Results (52/94 ~ 55%)				N		Mean		Std Dev.							
Rank															
Scholarly	51	3.80	1.33												
Professional Growth	51	3.29	1.40	5		4		3		2		1		N/A	
Committees	51	4.06	1.29	n	%	n	%	n	%	n	%	n	%	n	%
1 President	49	3.04	1.14	2	4%	18	35%	17	33%	4	8%	8	15%	3	6%
2 VPAA	49	2.39	1.41	4	8%	10	19%	7	13%	8	15%	20	38%	3	6%
3 VP Enrollment Mgt.	16	2.56	1.15	0	0%	3	6%	8	15%	0	0%	5	10%	36	69%
4 VPFO	33	3.27	0.72	1	2%	10	19%	20	38%	1	2%	1	2%	19	37%
5 VPSS	37	2.57	1.17	3	6%	3	6%	14	27%	9	17%	8	15%	15	29%
6 VPAdvancement	18	2.39	1.14	1	2%	1	2%	7	13%	4	8%	5	10%	34	65%
7 Associate VPAA	45	3.40	1.16	6	12%	18	35%	15	29%	0	0%	6	12%	7	13%
8 Dean Grad. & Assoc. VPAA	43	3.58	1.31	13	25%	13	25%	7	13%	6	12%	4	8%	9	17%
9 Assoc. VP Res.& Spon. Prog.	42	2.40	1.25	1	2%	9	17%	11	21%	6	12%	15	29%	10	19%
10 Dean	51	3.84	1.29	21	40%	13	25%	10	19%	2	4%	5	10%	1	2%
11 Chair	51	3.59	1.44	18	35%	14	27%	7	13%	4	8%	8	15%	1	2%
12 Alumni Relations	23	3.00	1.00	1	2%	5	10%	13	25%	1	2%	3	6%	29	56%
13 Athletics	25	3.36	1.04	2	4%	11	21%	8	15%	2	4%	2	4%	27	52%
14 Career Services	18	2.67	1.08	0	0%	5	10%	5	10%	5	10%	3	6%	34	65%
15 Computer Services	48	3.67	1.14	13	25%	16	31%	11	21%	6	12%	2	4%	4	8%
16 Contracts and Grants	28	2.39	0.96	0	0%	3	6%	11	21%	8	15%	6	12%	24	46%
17 Financial Aid	23	2.26	1.25	2	4%	2	4%	3	6%	9	17%	7	13%	29	56%
18 Food Service/Aramark	32	2.72	1.11	1	2%	7	13%	12	23%	6	12%	6	12%	20	38%
19 Health and Kinesiology Center	23	3.52	0.95	3	6%	9	17%	9	17%	1	2%	1	2%	29	56%
20 Honors Program	33	3.70	0.98	6	12%	15	29%	10	19%	0	0%	2	4%	19	37%
21 Human Resources	40	3.03	1.07	3	6%	10	19%	16	31%	7	13%	4	8%	12	23%
22 Library Services	48	4.08	0.85	17	33%	20	38%	9	17%	2	4%	0	0%	4	8%
23 Lowman Student Center	37	3.46	0.87	1	2%	21	40%	11	21%	2	4%	2	4%	15	29%
24 Office of Graduate Studies	29	3.55	1.24	9	17%	5	10%	10	19%	3	6%	2	4%	23	44%
25 Physical Plant	36	3.36	0.80	3	6%	11	21%	18	35%	4	8%	0	0%	16	31%
26 Post Office	35	3.57	0.81	4	8%	15	29%	13	25%	3	6%	0	0%	17	33%
27 Public Relations	21	3.05	0.97	1	2%	6	12%	8	15%	5	10%	1	2%	31	60%
28 Public Safety Services (University Police)	30	3.77	0.63	3	6%	17	33%	10	19%	0	0%	0	0%	22	42%
29 Recreational Sports and Activities	18	3.72	1.02	4	8%	7	13%	6	12%	0	0%	1	2%	34	65%
30 Registrar's Office	29	3.45	0.78	2	4%	12	23%	12	23%	3	6%	0	0%	23	44%
31 Research and Sponsored Programs	34	2.68	0.94	0	0%	7	13%	13	25%	10	19%	4	8%	18	35%
32 SAM Center-Advising	44	3.93	1.13	18	35%	12	23%	8	15%	5	10%	1	2%	8	15%
33 SAM Center Mentoring	39	3.95	1.02	14	27%	13	25%	9	17%	2	4%	1	2%	13	25%
34 Sam Houston Press	26	4.04	0.96	9	17%	11	21%	5	10%	0	0%	1	2%	26	50%
35 Sam Houston Writing Center	38	3.84	0.97	11	21%	13	25%	12	23%	1	2%	1	2%	14	27%
36 Undergraduate Admissions	23	3.65	1.11	6	12%	7	13%	7	13%	2	4%	1	2%	29	56%
37 University Advancement	18	3.06	1.26	2	4%	5	10%	6	12%	2	4%	3	6%	34	65%
38 University Bookstore	35	3.20	0.99	3	6%	10	19%	15	29%	5	10%	2	4%	17	33%
39 University Safety Office	19	3.00	0.88	0	0%	5	10%	11	21%	1	2%	2	4%	33	63%

H and SS Results/2004-2005

40	Budget (Operations and Maintenance)	36	2.22	0.90	1	2%	0	0%	13	25%	14	27%	8	15%	16	31%
41	Funding of Research	37	2.38	1.06	2	4%	2	4%	12	23%	13	25%	8	15%	15	29%
42	Selection of Administrators	43	2.02	1.03	1	2%	3	6%	8	15%	15	29%	16	31%	9	17%
43	Selection of Faculty	44	3.34	1.03	5	10%	15	29%	17	33%	4	8%	3	6%	8	15%
44	Strategic Planning	35	2.37	1.09	1	2%	4	8%	11	21%	10	19%	9	17%	17	33%
45	Teaching Assignments	48	3.54	1.07	10	19%	15	29%	16	31%	5	10%	2	4%	4	8%
46	The library meets the needs of my department's curriculum.	51	3.73	1.31	17	33%	18	35%	7	13%	3	6%	6	12%	1	2%
47	The university is doing an adequate job recruiting quality students.	49	3.10	1.16	3	6%	20	38%	11	21%	9	17%	6	12%	3	6%
48	My teaching load is fair.	52	3.00	1.41	10	19%	12	23%	7	13%	14	27%	9	17%	0	0%
49	I receive adequate recognition for my teaching.	52	2.71	1.32	4	8%	14	27%	10	19%	11	21%	13	25%	0	0%
50	I receive adequate recognition for my research.	48	3.02	1.26	5	10%	15	29%	12	23%	8	15%	8	15%	4	8%
51	I receive adequate recognition for my service to the university.	50	2.84	1.18	3	6%	12	23%	19	37%	6	12%	10	19%	2	4%
52	I receive adequate clerical support.	50	2.98	1.36	6	12%	16	31%	10	19%	7	13%	11	21%	2	4%
53	There is collegial support within my department/program.	48	3.17	1.46	11	21%	13	25%	6	12%	9	17%	9	17%	4	8%
54	The FES is an adequate measurement of my performance as a faculty member.	50	2.26	1.17	1	2%	9	17%	9	17%	14	27%	17	33%	2	4%
55	My physical work environment (office/classroom/lab) is adequate.	51	3.61	1.34	17	33%	14	27%	8	15%	7	13%	5	10%	1	2%
56	I feel free from intimidation/discrimination in the workplace.	50	3.30	1.57	18	35%	6	12%	9	17%	7	13%	10	19%	2	4%
57	There is adequate parking for faculty.	51	2.06	1.38	4	8%	7	13%	4	8%	9	17%	27	52%	1	2%
58	The Student Course Fee allocations by my department/program are effective.	39	3.31	1.20	7	13%	11	21%	11	21%	7	13%	3	6%	13	25%
59	The Faculty Senate is effective in representing faculty views to the administration.	50	3.26	1.27	10	19%	14	27%	9	17%	13	25%	4	8%	2	4%
60	The resources available to provide a successful graduate program are adequate.	42	2.50	1.15	0	0%	12	23%	7	13%	13	25%	10	19%	10	19%
61	The allocation of travel reimbursements meets the needs of the faculty.	49	2.02	1.25	2	4%	7	13%	5	10%	11	21%	24	46%	3	6%
62	The student instrument appraising my teaching effectiveness is fair.	48	2.48	1.25	3	6%	6	12%	18	35%	5	10%	16	31%	4	8%
63	I support online student evaluations of my teaching effectiveness.	45	2.07	1.34	3	6%	5	10%	8	15%	5	10%	24	46%	7	13%
64	Appraisal of my teaching effectiveness by my chair fairly reflects my teaching.	46	3.41	1.34	12	23%	12	23%	11	21%	5	10%	6	12%	6	12%
65	My salary is appropriate relative to my contribution to SHSU	51	2.41	1.43	4	8%	12	23%	6	12%	8	15%	21	40%	1	2%
66	My salary is appropriate relative to my current rank when compared to similar universities.	50	2.16	1.28	4	8%	5	10%	6	12%	15	29%	20	38%	2	4%
67	The merit system is applied fairly.	50	2.40	1.32	4	8%	7	13%	12	23%	9	17%	18	35%	2	4%
68	The promotion system is applied fairly.	47	2.47	1.30	4	8%	6	12%	13	25%	9	17%	15	29%	5	10%
69	The tenure system is applied fairly in my department.	48	3.08	1.49	10	19%	13	25%	7	13%	7	13%	11	21%	4	8%
70	The performance evaluation of tenured faculty is applied fairly in my dept..	42	3.55	1.43	15	29%	9	17%	8	15%	4	8%	6	12%	10	19%
71	Reassigned time is applied fairly in my college.	45	3.11	1.32	7	13%	12	23%	13	25%	5	10%	8	15%	7	13%
72	The current program of mandatory advisement of students is effective.	41	3.68	0.99	8	15%	18	35%	10	19%	4	8%	1	2%	11	21%
73	I am satisfied with the guidelines for receiving a Faculty Research Fund. (\$5,000 or less)	45	3.00	1.24	6	12%	10	19%	13	25%	10	19%	6	12%	7	13%
74	I am satisfied with the guidelines for receiving an Enhancement Grant for Research.	42	2.86	1.22	4	8%	9	17%	13	25%	9	17%	7	13%	10	19%
75	I support online courses.	50	2.86	1.37	6	12%	14	27%	8	15%	11	21%	11	21%	2	4%
76	I support online degrees.	49	1.98	1.35	4	8%	5	10%	4	8%	9	17%	27	52%	3	6%
77	Administration effectively communicates with the faculty.	51	2.06	1.08	1	2%	4	8%	13	25%	12	23%	21	40%	1	2%
78	The President values the faculty.	46	2.80	1.34	4	8%	13	25%	11	21%	6	12%	12	23%	6	12%
79	The VPAA values the faculty.	49	2.51	1.40	4	8%	12	23%	6	12%	10	19%	17	33%	3	6%
80	Your Dean/Director values the faculty.	49	3.84	1.26	18	35%	17	33%	7	13%	2	4%	5	10%	3	6%
81	Your Chair/Coordinator values the faculty.	51	3.69	1.46	20	38%	15	29%	4	8%	4	8%	8	15%	1	2%
82	Overall, I am satisfied with my job at SHSU.	52	3.31	1.23	7	13%	22	42%	9	17%	8	15%	6	12%	0	0%

NGL Results/2004-2005

NGL Results (5/14 ~ 36%)				N Mean Std Dev.											
Rank	N	Mean	Std Dev.	5		4		3		2		1		N/A	
Scholarly	5	1.60	0.89	n	%	n	%	n	%	n	%	n	%	n	%
Professional Growth	5	3.80	1.92												
Committees	5	3.60	2.30												
1 President	4	3.25	0.50	0	0%	1	20%	3	60%	0	0%	0	0%	1	20%
2 VPAA	4	3.25	0.50	0	0%	1	20%	3	60%	0	0%	0	0%	1	20%
3 VP Enrollment Mgt.	2	3.50	0.71	0	0%	1	20%	1	20%	0	0%	0	0%	3	60%
4 VPFO	2	3.00	0.00	0	0%	0	0%	2	40%	0	0%	0	0%	3	60%
5 VPSS	2	3.50	0.71	0	0%	1	20%	1	20%	0	0%	0	0%	3	60%
6 VPAdvancement	2	3.00	0.00	0	0%	0	0%	2	40%	0	0%	0	0%	3	60%
7 Associate VPAA	3	3.33	0.58	0	0%	1	20%	2	40%	0	0%	0	0%	2	40%
8 Dean Grad. & Assoc. VPAA	3	3.67	0.58	0	0%	2	40%	1	20%	0	0%	0	0%	2	40%
9 Assoc. VP Res.& Spon. Prog.	2	3.00	0.00	0	0%	0	0%	2	40%	0	0%	0	0%	3	60%
10 Dean	5	4.40	0.89	3	60%	1	20%	1	20%	0	0%	0	0%	0	0%
11 Chair	1	3.00	.	0	0%	0	0%	1	20%	0	0%	0	0%	4	80%
12 Alumni Relations	2	3.00	0.00	0	0%	0	0%	2	40%	0	0%	0	0%	3	60%
13 Athletics	2	3.00	0.00	0	0%	0	0%	2	40%	0	0%	0	0%	3	60%
14 Career Services	2	3.00	0.00	0	0%	0	0%	2	40%	0	0%	0	0%	3	60%
15 Computer Services	2	3.50	0.71	0	0%	1	20%	1	20%	0	0%	0	0%	3	60%
16 Contracts and Grants	2	3.00	0.00	0	0%	0	0%	2	40%	0	0%	0	0%	3	60%
17 Financial Aid	3	2.67	0.58	0	0%	0	0%	2	40%	1	20%	0	0%	2	40%
18 Food Service/Aramark	3	2.33	0.58	0	0%	0	0%	1	20%	2	40%	0	0%	2	40%
19 Health and Kinesiology Center	2	3.00	0.00	0	0%	0	0%	2	40%	0	0%	0	0%	3	60%
20 Honors Program	2	3.00	0.00	0	0%	0	0%	2	40%	0	0%	0	0%	3	60%
21 Human Resources	2	3.50	0.71	0	0%	1	20%	1	20%	0	0%	0	0%	3	60%
22 Library Services	4	4.50	0.58	2	40%	2	40%	0	0%	0	0%	0	0%	1	20%
23 Lowman Student Center	3	3.67	0.58	0	0%	2	40%	1	20%	0	0%	0	0%	2	40%
24 Office of Graduate Studies	3	3.33	0.58	0	0%	1	20%	2	40%	0	0%	0	0%	2	40%
25 Physical Plant	2	3.00	0.00	0	0%	0	0%	2	40%	0	0%	0	0%	3	60%
26 Post Office	2	3.50	0.71	0	0%	1	20%	1	20%	0	0%	0	0%	3	60%
27 Public Relations	2	3.00	0.00	0	0%	0	0%	2	40%	0	0%	0	0%	3	60%
28 Public Safety Services (University Police)	3	3.67	1.15	1	20%	0	0%	2	40%	0	0%	0	0%	2	40%
29 Recreational Sports and Activities	2	3.00	0.00	0	0%	0	0%	2	40%	0	0%	0	0%	3	60%
30 Registrar's Office	2	3.00	0.00	0	0%	0	0%	2	40%	0	0%	0	0%	3	60%
31 Research and Sponsored Programs	2	3.00	0.00	0	0%	0	0%	2	40%	0	0%	0	0%	3	60%
32 SAM Center-Advising	2	3.00	0.00	0	0%	0	0%	2	40%	0	0%	0	0%	3	60%
33 SAM Center Mentoring	2	3.00	0.00	0	0%	0	0%	2	40%	0	0%	0	0%	3	60%
34 Sam Houston Press	2	3.00	0.00	0	0%	0	0%	2	40%	0	0%	0	0%	3	60%
35 Sam Houston Writing Center	3	3.67	0.58	0	0%	2	40%	1	20%	0	0%	0	0%	2	40%
36 Undergraduate Admissions	2	3.00	0.00	0	0%	0	0%	2	40%	0	0%	0	0%	3	60%
37 University Advancement	2	3.00	0.00	0	0%	0	0%	2	40%	0	0%	0	0%	3	60%
38 University Bookstore	2	3.00	0.00	0	0%	0	0%	2	40%	0	0%	0	0%	3	60%
39 University Safety Office	2	3.00	0.00	0	0%	0	0%	2	40%	0	0%	0	0%	3	60%

NGL Results/2004-2005

40	Budget (Operations and Maintenance)	3	3.00	0.00	0	0%	0	0%	3	60%	0	0%	0	0%	2	40%
41	Funding of Research	2	3.00	0.00	0	0%	0	0%	2	40%	0	0%	0	0%	3	60%
42	Selection of Administrators	2	2.00	1.41	0	0%	0	0%	1	20%	0	0%	1	20%	3	60%
43	Selection of Faculty	3	3.33	0.58	0	0%	1	20%	2	40%	0	0%	0	0%	2	40%
44	Strategic Planning	2	2.50	0.71	0	0%	0	0%	1	20%	1	20%	0	0%	3	60%
45	Teaching Assignments	2	3.00	0.00	0	0%	0	0%	2	40%	0	0%	0	0%	3	60%
46	The library meets the needs of my department's curriculum.	4	4.00	2.00	3	60%	0	0%	0	0%	0	0%	1	20%	1	20%
47	The university is doing an adequate job recruiting quality students.	2	2.50	0.71	0	0%	0	0%	1	20%	1	20%	0	0%	3	60%
48	My teaching load is fair.	2	2.50	0.71	0	0%	0	0%	1	20%	1	20%	0	0%	3	60%
49	I receive adequate recognition for my teaching.	1	2.00	.	0	0%	0	0%	0	0%	1	20%	0	0%	4	80%
50	I receive adequate recognition for my research.	1	3.00	.	0	0%	0	0%	1	20%	0	0%	0	0%	4	80%
51	I receive adequate recognition for my service to the university.	3	2.67	0.58	0	0%	0	0%	2	40%	1	20%	0	0%	2	40%
52	I receive adequate clerical support.	2	3.00	0.00	0	0%	0	0%	2	40%	0	0%	0	0%	3	60%
53	There is collegial support within my department/program.	4	4.50	0.58	2	40%	2	40%	0	0%	0	0%	0	0%	1	20%
54	The FES is an adequate measurement of my performance as a faculty member.	3	3.33	1.15	0	0%	2	40%	0	0%	1	20%	0	0%	2	40%
55	My physical work environment (office/classroom/lab) is adequate.	4	3.50	1.00	0	0%	3	60%	0	0%	1	20%	0	0%	1	20%
56	I feel free from intimidation/discrimination in the workplace.	4	4.75	0.50	3	60%	1	20%	0	0%	0	0%	0	0%	1	20%
57	There is adequate parking for faculty.	4	4.00	0.82	1	20%	2	40%	1	20%	0	0%	0	0%	1	20%
58	The Student Course Fee allocations by my department/program are effective.	3	4.67	0.58	2	40%	1	20%	0	0%	0	0%	0	0%	2	40%
59	The Faculty Senate is effective in representing faculty views to the administration.	5	3.60	0.55	0	0%	3	60%	2	40%	0	0%	0	0%	0	0%
60	The resources available to provide a successful graduate program are adequate.	2	3.00	0.00	0	0%	0	0%	2	40%	0	0%	0	0%	3	60%
61	The allocation of travel reimbursements meets the needs of the faculty.	4	3.25	1.71	1	20%	1	20%	1	20%	0	0%	1	20%	1	20%
62	The student instrument appraising my teaching effectiveness is fair.	0	.	.	0	0%	0	0%	0	0%	0	0%	0	0%	5	100%
63	I support online student evaluations of my teaching effectiveness.	0	.	.	0	0%	0	0%	0	0%	0	0%	0	0%	5	100%
64	Appraisal of my teaching effectiveness by my chair fairly reflects my teaching.	1	4.00	.	0	0%	1	20%	0	0%	0	0%	0	0%	4	80%
65	My salary is appropriate relative to my contribution to SHSU	5	3.00	1.00	0	0%	2	40%	1	20%	2	40%	0	0%	0	0%
66	My salary is appropriate relative to my current rank when compared to similar universities.	5	3.00	0.71	0	0%	1	20%	3	60%	1	20%	0	0%	0	0%
67	The merit system is applied fairly.	4	3.25	0.96	0	0%	2	40%	1	20%	1	20%	0	0%	1	20%
68	The promotion system is applied fairly.	4	3.25	0.96	0	0%	2	40%	1	20%	1	20%	0	0%	1	20%
69	The tenure system is applied fairly in my department.	4	4.00	0.82	1	20%	2	40%	1	20%	0	0%	0	0%	1	20%
70	The performance evaluation of tenured faculty is applied fairly in my dept..	2	3.50	0.71	0	0%	1	20%	1	20%	0	0%	0	0%	3	60%
71	Reassigned time is applied fairly in my college.	0	.	.	0	0%	0	0%	0	0%	0	0%	0	0%	5	100%
72	The current program of mandatory advisement of students is effective.	2	3.50	0.71	0	0%	1	20%	1	20%	0	0%	0	0%	3	60%
73	I am satisfied with the guidelines for receiving a Faculty Research Fund. (\$5,000 or less)	0	.	.	0	0%	0	0%	0	0%	0	0%	0	0%	5	100%
74	I am satisfied with the guidelines for receiving an Enhancement Grant for Research.	0	.	.	0	0%	0	0%	0	0%	0	0%	0	0%	5	100%
75	I support online courses.	4	4.50	0.58	2	40%	2	40%	0	0%	0	0%	0	0%	1	20%
76	I support online degrees.	4	4.25	0.96	2	40%	1	20%	1	20%	0	0%	0	0%	1	20%
77	Administration effectively communicates with the faculty.	4	3.25	0.96	0	0%	2	40%	1	20%	1	20%	0	0%	1	20%
78	The President values the faculty.	5	3.40	0.55	0	0%	2	40%	3	60%	0	0%	0	0%	0	0%
79	The VPAA values the faculty.	5	3.00	1.00	0	0%	2	40%	1	20%	2	40%	0	0%	0	0%
80	Your Dean/Director values the faculty.	5	4.60	0.55	3	60%	2	40%	0	0%	0	0%	0	0%	0	0%
81	Your Chair/Coordinator values the faculty.	1	3.00	.	0	0%	0	0%	1	20%	0	0%	0	0%	4	80%
82	Overall, I am satisfied with my job at SHSU.	5	4.00	0.71	1	20%	3	60%	1	20%	0	0%	0	0%	0	0%

Rank Comparison Across Colleges/Library

Comparison Across Colleges/Library		Total	A&S	COBA	CJ	ED	H&SS	Library
#	Question	Mean	Mean	Mean	Mean	Mean	Mean	Mean
22	Library Services	4.05	4.09	3.78	4.14	4.08	4.08	4.50
46	The library meets the needs of my department's curriculum.	3.93	3.98	4.04	4.14	4.04	3.73	4.00
33	SAM Center Mentoring	3.87	3.64	3.79	5.00	4.12	3.95	3.00
32	SAM Center-Advising	3.81	3.58	3.80	4.50	3.89	3.93	3.00
35	Sam Houston Writing Center	3.78	3.58	3.55	4.40	3.89	3.84	3.67
81	Your Chair/Coordinator values the faculty.	3.78	3.60	4.13	3.25	4.07	3.69	3.00
11	Chair	3.70	3.53	4.07	4.00	3.84	3.59	3.00
80	Your Dean/Director values the faculty.	3.64	3.18	3.88	2.57	4.04	3.84	4.60
26	Post Office	3.66	3.69	3.59	3.00	3.94	3.57	3.50
34	Sam Houston Press	3.65	3.48	3.08	1.50	4.13	4.04	3.00
15	Computer Services	3.63	3.42	3.80	3.71	3.77	3.67	3.50
10	Dean	3.62	3.20	3.71	2.25	4.11	3.84	4.40
29	Recreational Sports and Activities	3.63	3.47	3.36	3.67	4.00	3.72	3.00
28	Public Safety Services (University Police)	3.61	3.48	3.56	2.80	3.82	3.77	3.67
8	Dean Grad. & Assoc. VPAA	3.60	3.62	3.53	3.33	3.75	3.58	3.67
53	There is collegial support within my department/program.	3.60	3.47	4.21	3.86	3.74	3.17	4.50
24	Office of Graduate Studies	3.59	3.52	3.36	4.00	3.86	3.55	3.33
23	Lowman Student Center	3.58	3.50	3.36	3.50	4.11	3.46	3.67
36	Undergraduate Admissions	3.58	3.36	3.50	3.67	4.00	3.65	3.00
58	The Student Course Fee allocations by my department/program are effective.	3.58	3.59	3.90	4.00	3.56	3.31	4.67
19	Health and Kinesiology Center	3.55	3.25	3.40	4.33	3.94	3.52	3.00
7	Associate VPAA	3.55	3.49	3.41	3.71	4.00	3.40	3.33
13	Athletics	3.56	3.27	4.18	3.40	3.78	3.36	3.00
82	Overall, I am satisfied with my job at SHSU.	3.53	3.46	3.78	3.00	3.89	3.31	4.00
20	Honors Program	3.52	3.35	3.21	3.33	3.94	3.70	3.00
64	Appraisal of my teaching effectiveness by my chair fairly reflects my teaching.	3.49	3.41	3.73	2.67	3.69	3.41	4.00
43	Selection of Faculty	3.48	3.35	3.83	3.75	3.63	3.34	3.33
45	Teaching Assignments	3.48	3.37	3.60	3.00	3.54	3.54	3.00
1	President	3.45	3.42	3.74	4.13	3.81	3.04	3.25
56	I feel free from intimidation/discrimination in the workplace.	3.47	3.06	4.11	3.14	3.74	3.30	4.75
72	The current program of mandatory advisement of students is effective.	3.44	3.05	3.32	3.20	3.78	3.68	3.50
30	Registrar's Office	3.42	3.21	3.25	3.60	3.85	3.45	3.00
25	Physical Plant	3.41	3.24	3.54	3.00	3.82	3.36	3.00
69	The tenure system is applied fairly in my department.	3.32	3.42	3.40	3.43	3.38	3.08	4.00
70	The performance evaluation of tenured faculty is applied fairly in my dept..	3.30	2.89	3.18	3.80	3.67	3.55	3.50
55	My physical work environment (office/classroom/lab) is adequate.	3.31	2.92	3.57	2.71	3.33	3.61	3.50
38	University Bookstore	3.26	3.22	3.08	3.50	3.63	3.20	3.00
59	The Faculty Senate is effective in representing faculty views to the administration.	3.25	2.81	3.25	3.50	3.92	3.26	3.60
78	The President values the faculty.	3.22	3.26	3.33	3.71	3.59	2.80	3.40
27	Public Relations	3.21	2.96	3.14	2.75	4.00	3.05	3.00

Rank Comparison Across Colleges/Library

4	VPFO	3.20	3.00	3.19	3.25	3.44	3.27	3.00
48	My teaching load is fair.	3.20	2.90	3.71	3.00	3.74	3.00	2.50
12	Alumni Relations	3.20	3.04	3.21	3.50	3.61	3.00	3.00
47	The university is doing an adequate job recruiting quality students.	3.17	3.17	2.89	2.57	3.81	3.10	2.50
39	University Safety Office	3.18	3.26	2.60	3.00	3.71	3.00	3.00
52	I receive adequate clerical support.	3.16	3.38	3.36	3.17	2.84	2.98	3.00
21	Human Resources	3.12	3.05	2.60	3.75	3.84	3.03	3.50
37	University Advancement	3.07	3.10	2.50	2.33	3.56	3.06	3.00
50	I receive adequate recognition for my research.	3.02	2.91	3.29	2.33	3.08	3.02	3.00
3	VP Enrollment Mgt.	3.02	3.50	2.83	1.50	3.56	2.56	3.50
14	Career Services	3.01	2.86	3.00	3.00	3.63	2.67	3.00
73	I am satisfied with the guidelines for receiving a Faculty Research Fund. (\$5,000 or less)	2.93	2.68	2.57	3.25	3.55	3.00	.
71	Reassigned time is applied fairly in my college.	2.94	2.75	3.40	2.71	2.48	3.11	.
75	I support online courses.	2.92	2.80	2.96	2.86	3.00	2.86	4.50
18	Food Service/Aramark	2.87	2.91	2.50	2.80	3.59	2.72	2.33
74	I am satisfied with the guidelines for receiving an Enhancement Grant for Research.	2.82	2.68	2.26	3.00	3.45	2.86	.
51	I receive adequate recognition for my service to the university.	2.79	2.79	2.93	2.00	2.78	2.84	2.67
57	There is adequate parking for faculty.	2.78	2.49	3.43	3.14	3.70	2.06	4.00
31	Research and Sponsored Programs	2.78	2.78	2.20	3.20	3.25	2.68	3.00
49	I receive adequate recognition for my teaching.	2.77	2.80	3.04	2.14	2.74	2.71	2.00
6	VPAdvancement	2.76	2.91	2.43	2.67	3.24	2.39	3.00
68	The promotion system is applied fairly.	2.71	2.89	2.56	2.50	2.96	2.47	3.25
2	VPAA	2.59	2.25	3.12	2.75	2.92	2.39	3.25
79	The VPAA values the faculty.	2.58	2.24	3.00	3.00	2.77	2.51	3.00
65	My salary is appropriate relative to my contribution to SHSU	2.57	2.68	2.57	1.86	2.74	2.41	3.00
16	Contracts and Grants	2.56	2.55	2.33	2.50	2.95	2.39	3.00
67	The merit system is applied fairly.	2.55	2.53	2.84	1.83	2.64	2.40	3.25
60	The resources available to provide a successful graduate program are adequate.	2.54	1.95	2.91	2.57	3.25	2.50	3.00
54	The FES is an adequate measurement of my performance as a faculty member.	2.56	2.54	2.79	2.71	2.78	2.26	3.33
9	Assoc. VP Res. & Spon. Prog.	2.53	2.74	1.94	2.67	2.80	2.40	3.00
61	The allocation of travel reimbursements meets the needs of the faculty.	2.50	2.13	3.78	2.17	2.74	2.02	3.25
62	The student instrument appraising my teaching effectiveness is fair.	2.48	2.30	2.71	1.83	2.73	2.48	.
44	Strategic Planning	2.47	2.44	2.38	1.67	3.00	2.37	2.50
17	Financial Aid	2.46	2.27	2.53	2.33	3.00	2.26	2.67
41	Funding of Research	2.41	2.40	2.21	3.00	2.58	2.38	3.00
77	Administration effectively communicates with the faculty.	2.35	2.21	2.52	2.29	2.92	2.06	3.25
5	VPSS	2.34	2.37	1.72	1.25	2.55	2.57	3.50
40	Budget (Operations and Maintenance)	2.34	2.28	2.42	2.67	2.44	2.22	3.00
66	My salary is appropriate relative to my current rank when compared to similar universities.	2.24	2.28	2.14	1.71	2.41	2.16	3.00
63	I support online student evaluations of my teaching effectiveness.	2.13	2.11	1.88	1.83	2.59	2.07	.
42	Selection of Administrators	2.11	1.90	2.05	2.00	2.76	2.02	2.00

Faculty Senate Survey Results - University Previous Comparison

Faculty Profiles % and # of responses for each question

Question

College	04-05		03-04		02-03		01-02		00-01		99-00		98-99		97-98	
Total	171		176		150		153		132		126		136		160	
A&S	51	30%	89	51%	70	47%	69	45%	63	48%	70	56%	67	49%	85	53%
COBA	28	16%	27	15%	23	15%	19	12%	20	15%	16	13%	17	13%	20	13%
CJ	8	5%	5	3%	2	1%	9	6%	3	2%	2	2%	6	4%	7	4%
ED	27	16%	49	28%	52	35%	53	35%	43	33%	33	26%	43	32%	42	26%
H&SS	52	30%														
NGL	5	3%	6	3%	3	2%	3	2%	3	2%	5	4%	3	2%	6	4%

Rank

	04-05		03-04		02-03		01-02		00-01		99-00		98-99		97-98	
Total	166		172		149		153		133		125		136		159	
Lecturer	1	1%	1	1%	1	1%	0	0%	8	6%	7	6%	8	6%	12	8%
Instructor	1	1%	0	0%	2	1%	1	1%	5	4%	5	4%	2	1%	5	3%
Assist. Prof.	55	33%	52	30%	50	34%	48	31%	38	29%	38	30%	38	28%	48	30%
Assoc. Prof.	52	31%	62	36%	45	30%	49	32%	39	29%	34	27%	33	24%	37	23%
Prof.	56	34%	57	33%	51	34%	55	36%	43	32%	41	33%	55	40%	57	36%

Scholar

	04-05		03-04		02-03		01-02		00-01		99-00		98-99		97-98	
Total	167		172		148		151		132		123		136		159	
0	8	5%	6	3%	10	7%	8	5%	7	5%	12	10%	10	7%	21	13%
1	16	10%	24	14%	21	14%	19	13%	18	14%	18	15%	16	12%	27	17%
2	40	24%	36	21%	22	15%	28	19%	23	17%	23	19%	30	22%	28	18%
3	36	22%	35	20%	24	16%	20	13%	24	18%	20	16%	20	15%	27	17%
4	21	13%	17	10%	18	12%	24	16%	14	11%	6	5%	14	10%	56	35%
5+	45	27%	54	31%	53	36%	52	34%	46	35%	44	36%	46	34%	n/a	n/a

Growth

	04-05		03-04		02-03		01-02		00-01		99-00		98-99		97-98	
Total	168		172		148		150		132		125		136		160	
0	7	4%	4	2%	9	6%	5	3%	4	3%	6	5%	8	6%	12	8%
1	37	22%	29	17%	19	13%	24	16%	11	8%	10	8%	14	10%	25	16%
2	67	40%	46	27%	34	23%	37	25%	31	23%	36	29%	28	21%	42	26%
3	67	40%	34	20%	26	18%	36	24%	29	22%	26	21%	33	24%	37	23%
4	24	14%	24	14%	25	17%	14	9%	26	20%	15	12%	23	17%	44	28%
5+	26	15%	35	20%	35	24%	34	23%	31	23%	32	26%	30	22%	n/a	n/a

Committees

	04-05		03-04		02-03		01-02		00-01		99-00		98-99		97-98	
Total	169		173		148		149		131		124		137		161	
0	6	4%	7	4%	7	5%	9	6%	13	10%	9	7%	7	5%	15	9%
1	13	8%	14	8%	10	7%	13	9%	11	8%	9	7%	11	8%	10	6%
2	26	15%	29	17%	26	18%	19	13%	20	15%	26	21%	23	17%	28	17%
3	35	21%	28	16%	32	22%	34	23%	30	23%	23	19%	31	23%	39	24%
4	41	24%	39	23%	31	21%	22	15%	18	14%	23	19%	21	15%	24	15%
5+	47	28%	56	32%	42	28%	52	35%	39	30%	34	27%	44	32%	45	28%

Previous Comparison

Faculty Senate Survey Results - University Previous Comparison

Evaluate the Following:

		04-05	03-04	02-03	01-02	00-01	99-00	98-99	97-98
1	President	3.45	3.31	3.48	3.62	3.00	3.18	3.28	3.70
2	VPAA	2.59	2.50	2.77	2.96	2.44	2.58	2.40	3.10
3	VP Enrollment Mgt.	3.02							
4	VPFO	3.20	2.89	2.62	2.38	2.42	2.64	2.56	3.00
5	VPSS	2.34	1.99	2.08	1.92	2.16	2.55	2.60	2.80
6	VP Advancement	2.76	2.57	2.78	2.66				
7	Associate VPAA	3.55	3.54	3.73	3.78	3.43	3.46	n/a	n/a
8	Dean Grad. & Assoc. VPAA	3.60	3.39						
9	Assoc. VP Res.& Spon. Prog.	2.53	2.20	2.41	2.71	3.04	3.16	n/a	n/a
10	Dean	3.62	3.43	3.26	3.17	3.43	3.71	3.50	3.50
11	Chair	3.70	3.90			3.90	4.13	3.69	3.60
12	Alumni Relations	3.20	3.31	3.24	2.99	2.59	2.90	3.09	3.10
13	Athletics	3.56	3.19	3.50	3.31	3.18	3.16	n/a	n/a
14	Career Services	3.01	3.09	3.01	2.78	2.78	3.01	3.17	2.80
15	Computer Services	3.63	3.73	3.78	3.74	3.53	3.39	3.24	3.20
16	Contracts and Grants	2.56	2.61	2.73	3.00	3.19	3.13	n/a	n/a
17	Financial Aid	2.46	2.33	2.54	2.44	2.22	2.35	2.45	2.70
18	Food Service/Aramark	2.87	3.00	2.87	2.80	2.48	2.61	2.74	2.90
19	Health and Kinesiology Center	3.55	3.44	3.66	3.63	3.43	n/a	n/a	n/a
20	Honors Program	3.52	3.78	3.64	3.81	3.63	3.54	3.64	3.70
21	Human Resources	3.12	3.03	3.34	3.43	3.30	3.30	3.32	3.20
22	Library Services	4.05	3.98	3.93	3.74	3.65	3.77	3.57	3.40
23	Lowman Student Center	3.58	3.44	3.46	2.47	2.88	3.24	n/a	n/a
24	Office of Graduate Studies	3.59	3.18	3.20	3.18	3.16	3.13	2.85	3.00
25	Physical Plant	3.41	3.39	3.41	3.30	3.32	3.23	3.37	3.30
26	Post Office	3.66	3.68	3.65	3.15	3.39	3.41	n/a	n/a
27	Public Relations	3.21	3.23	3.18	2.77	2.89	2.89	3.13	3.10
28	Public Safety Services (University Police)	3.61	3.66	3.60	3.21	3.32	3.49	3.43	3.40
29	Recreational Sports and Activities	3.63	3.65	3.65	3.62	3.21	3.47	3.42	3.60
30	Registrar's Office	3.42	3.62	3.44	3.44	3.29	3.30	n/a	n/a
31	Research and Sponsored Programs	2.78	2.56	2.56	3.13	3.27	3.21	3.26	3.50
32	SAM Center-Advising	3.81	4.02	3.95					
33	SAM Center-Mentoring	3.87	4.03	3.89					
34	Sam Houston Press	3.65	3.92	3.92	3.88	3.92	3.93	3.84	3.90
35	Sam Houston Writing Center	3.78	3.75						
36	Undergraduate Admissions	3.58	3.43	3.28	3.29	3.01	3.26	3.09	3.30
37	University Advancement	3.07	2.82	2.97	2.72	2.51	2.60	2.82	2.90
38	University Bookstore	3.26	3.21	3.34	3.05	3.10	3.18	n/a	n/a
39	University Safety Office	3.18	2.99	3.14	2.91	2.80	3.03	2.88	3.10

Previous Comparison

40	Budget (Operations and Maintenance)	2.34	2.26	2.16	2.24	2.17	2.25	2.18	2.20
41	Funding of Research	2.41	2.24	2.17	2.31	2.36	2.36	2.54	2.90
42	Selection of Administrators	2.11	1.98	2.07	2.27	2.22	2.36	2.33	2.60
43	Selection of Faculty	3.48	3.34	3.20	3.40	3.45	3.44	3.40	3.50
44	Strategic Planning	2.47	2.29	2.40	2.46	2.31	2.39	n/a	n/a
45	Teaching Assignments	3.48	3.39	3.09	3.09	3.45	3.32	3.41	3.50
46	The library meets the needs of my department's curriculum.	3.93	3.88	3.80	3.73	3.50	3.66	3.41	3.40
47	The university is doing an adequate job recruiting quality students.	3.17	3.09						
48	My teaching load is fair.	3.20	3.11						
49	I receive adequate recognition for my teaching.	2.77	2.69						
50	I receive adequate recognition for my research.	3.02	3.06						
51	I receive adequate recognition for my service to the university.	2.79	2.58						
52	I receive adequate clerical support.	3.16	3.24						
53	There is collegial support within my department/program.	3.60	3.72						
54	The FES is an adequate measurement of my performance as a faculty member.	2.56	2.43						
55	My physical work environment (office/classroom/lab) is adequate.	3.31	3.46						
56	I feel free from intimidation/discrimination in the workplace.	3.47	3.62						
57	There is adequate parking for faculty.	2.78	2.72						
58	The Student Course Fee allocations by my department/program are effective.	3.58	3.61	3.35	2.53	2.63	2.72	2.70	2.60
59	The Faculty Senate is effective in representing faculty views to the administration.	3.25	3.34	3.36	2.96	3.01	3.11	3.26	3.50
60	The resources available to provide a successful graduate program are adequate.	2.54	2.58	2.32	2.15	1.96	2.12	1.96	2.40
61	The allocation of travel reimbursements meets the needs of the faculty.	2.50	2.25	2.04	2.12	1.78	1.89	3.02	3.20
62	The student instrument appraising my teaching effectiveness is fair.	2.48	2.22	2.41	2.38	2.27	2.58	2.50	2.70
63	I support online student evaluations of my teaching effectiveness.	2.13	2.36	2.34	2.47	2.29	n/a	n/a	n/a
64	Appraisal of my teaching effectiveness by my chair fairly reflects my teaching.	3.49	3.67	3.62	3.34	3.62	3.40	3.20	3.30
65	My salary is appropriate relative to my contribution to SHSU	2.57	2.61	2.53	2.46	2.36	2.47	2.11	n/a
66	My salary is appropriate relative to my current rank when compared to similar universities.	2.24	2.13	2.14	1.99	2.00	2.09	1.80	n/a
67	The merit system is applied fairly.	2.55	2.56	2.74	2.46	2.38	2.67	2.52	2.90
68	The promotion system is applied fairly.	2.71	2.71	2.82	2.80	3.09	2.93	2.82	3.20
69	The tenure system is applied fairly in my department.	3.32	3.54	3.46	3.42	3.63	3.54	3.54	3.70
70	The performance evaluation of tenured faculty is applied fairly in my dept..	3.30	3.51	3.63	3.29	3.57	3.45	n/a	n/a
71	Reassigned time is applied fairly in my college.	2.94	3.03	2.82	2.76	2.98	3.00	2.78	3.10
72	The current program of mandatory advisement of students is effective.	3.44	3.60	3.49	2.41	2.79	2.73	3.93	3.90
73	I am satisfied with the guidelines for receiving a Faculty Research Fund. (\$5,000 or less)	2.93	2.73						
74	I am satisfied with the guidelines for receiving an Enhancement Grant for Research.	2.82	2.57						
75	I support online courses.	2.92	3.02	3.09	3.23	3.07	n/a	n/a	n/a
76	I support online degrees.	2.01	2.12	1.83	2.08	1.93	n/a	n/a	n/a
77	Administration effectively communicates with the faculty.	2.35	2.25						
78	The President values the faculty.	3.22	2.98						
79	The VPAA values the faculty.	2.58	2.52						
80	Your Dean/Director values the faculty.	3.64	3.42						
81	Your Chair/Coordinator values the faculty.	3.78	4.07						
82	Overall, I am satisfied with my job at SHSU.	3.53	3.57	3.66	3.71	3.72	3.50	3.90	