Faculty Senate Survey Results for 2011 - 2012

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University Results 2011 - 2012

Number of Respondents	127
Number of Tenured/Tenure-Track	485
% Returned	26.2%

					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	119	3.54	1.02	22	18%	40	34%	41	34%	12	10%	4	3%	8	6%
2	VPAA Hebert	114	4.04	0.97	43	38%	43	38%	21	18%	4	4%	3	3%	13	10%
3	VPEM Thielemann	81	3.10	1.04	5	6%	23	28%	38	47%	5	6%	10	12%	46	36%
4	VPFO Hooten	73	3.33	0.88	5	7%	26	36%	33	45%	6	8%	3	4%	54	43%
5	VPSS Parker	88	3.77	0.89	22	25%	29	33%	32	36%	5	6%	0	0%	39	31%
6	VP Advancement Holmes	75	3.36	1.04	9	12%	25	33%	31	41%	4	5%	6	8%	52	41%
7	Assoc. VPAA Eglsaer	94	3.50	1.19	21	22%	29	31%	29	31%	6	6%	9	10%	33	26%
8	Assoc. VPAA Tayebi	96	3.57	1.04	21	22%	30	31%	30	31%	13	14%	2	2%	31	24%
9	Assoc. VPR&SP Cook	85	3.72	0.92	17	20%	35	41%	27	32%	4	5%	2	2%	42	33%
10	Assoc. VPResAdm Davis	63	3.02	1.02	4	6%	14	22%	31	49%	7	11%	7	11%	64	50%
11	Assoc. VP DL Angrove	95	3.05	1.22	11	12%	26	27%	29	31%	15	16%	14	15%	32	25%
12	Deans and Associate deans differ per co	121	3.68	1.25	39	32%	37	31%	21	17%	15	12%	9	7%	6	5%
13	Deans and Associate deans differ per co	175	3.22	1.22	32	18%	39	22%	59	34%	26	15%	19	11%		
16	Budget Decision Participation in Dept.	123	3.06	1.37	18	15%	39	32%	24	20%	16	13%	26	21%	4	3%
17	Selection of Admins.	115	2.72	1.28	11	10%	24	21%	27	23%	28	24%	25	22%	12	9%
18	Selection of Faculty	120	4.18	1.07	62	52%	32	27%	15	13%	7	6%	4	3%	7	6%
19	Strategic Planning in College	115	3.35	1.23	22	19%	36	31%	28	24%	18	16%	11	10%	12	9%
20	3/3 4/4 handled fairly	118	3.50	1.47	42	36%	26	22%	18	15%	13	11%	19	16%	9	7%
21	SAM Center Mentoring	96	3.80	1.00	27	28%	34	35%	26	27%	7	7%	2	2%	31	24%
22	SAM Center Advising	106	3.42	1.27	26	25%	27	25%	29	27%	13	12%	11	10%	21	17%
23	Physically Safe on Campus	126	4.41	0.74	68	54%	45	36%	10	8%	3	2%	0	0%	1	1%
24	LSC facilities adequate	118	3.86	0.93	29	25%	56	47%	21	18%	11	9%	1	1%	9	7%
25	LSC Services adequate	107	3.89	0.85	26	24%	50	47%	24	22%	7	7%	0	0%	20	16%
26	Aramark Services adequate	111	3.38	1.09	14	13%	45	41%	28	25%	17	15%	7	6%	16	13%
27	Human Resource Dept.	116	3.65	1.00	22	19%	49	42%	31	27%	10	9%	4	3%	11	9%
28	HKC	90	3.92	0.84	24	27%	38	42%	26	29%	1	1%	1	1%	37	29%
29	Support from Contracts and Grants	110	3.57	1.09	24	22%	38	35%	29	26%	15	14%	4	4%	17	13%
30	Information Resources (UCS)	126	3.21	1.25	18	14%	46	37%	21	17%	27	21%	14	11%	1	1%
31	DELTA Services adequate	102	3.31	1.23	19	19%	31	30%	24	24%	19	19%	9	9%	25	20%
32	Library Services	119	4.28	0.70	48	40%	58	49%	11	9%	2	2%	0	0%	8	6%
33	Library good for Dept. Curriculum	117	4.15	0.79	42	36%	54	46%	17	15%	4	3%	0	0%	10	8%
34	Recruiting Quality Students	123	3.02	1.22	12	10%	38	31%	32	26%	23	19%	18	15%	4	3%
35	Teaching Load is fair	122	3.66	1.18	34	28%	40	33%	29	24%	10	8%	9	7%	5	4%
36	Recognition for teaching	123	3.29	1.20	20	16%	39	32%	33	27%	19	15%	12	10%	4	3%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
37	Recognition for research	121	3.46	1.07	21	17%	39	32%	44	36%	9	7%	8	7%	6	5%
38	Recognition for service	121	3.02	1.33	17	14%	34	28%	26	21%	22	18%	22	18%	6	5%
39	Clerical Support	118	3.48	1.26	29	25%	38	32%	22	19%	19	16%	10	8%	9	7%
40	Collegial Support in dept.	125	3.98	1.17	50	40%	46	37%	14	11%	6	5%	9	7%	2	2%
41	Work environment	125	4.06	1.06	54	43%	42	34%	15	12%	11	9%	3	2%	2	2%
42	Free from intimidation/discrimination	125	3.96	1.37	66	53%	23	18%	14	11%	9	7%	13	10%	2	2%
43	Parking	120	2.87	1.38	18	15%	25	21%	27	23%	23	19%	27	23%	7	6%
44	Faculty Senate	114	3.46	1.19	26	23%	32	28%	32	28%	16	14%	8	7%	13	10%
45	Research Resources	126	3.33	1.19	20	16%	46	37%	24	19%	27	21%	9	7%	1	1%
46	Graduate Program Resources	116	2.85	1.31	13	11%	31	27%	20	17%	30	26%	22	19%	11	9%
47	Travel Allocation	123	3.19	1.26	20	16%	35	28%	31	25%	22	18%	15	12%	4	3%
48	IDEA Administered	116	2.93	1.33	11	9%	40	34%	20	17%	20	17%	25	22%	11	9%
49	IDEA Accuracy	116	2.60	1.29	8	7%	27	23%	23	20%	27	23%	31	27%	11	9%
50	IDEA On-Line Administered	71	2.32	1.31	4	6%	12	17%	15	21%	12	17%	28	39%	56	44%
51	IDEA On-Line Accuracy	67	2.03	1.25	2	3%	10	15%	11	16%	9	13%	35	52%	60	47%
52	Chair evaluation of my teaching	119	3.76	1.21	39	33%	40	34%	23	19%	7	6%	10	8%	8	6%
53	FES Instrument is adequate	124	3.06	1.22	12	10%	42	34%	28	23%	25	20%	17	14%	3	2%
54	Merit System is applied fairly	112	2.82	1.29	12	11%	25	22%	29	26%	23	21%	23	21%	15	12%
55	Market Adjustments applied fairly	104	2.45	1.33	8	8%	19	18%	20	19%	22	21%	35	34%	23	18%
56	Promotion System is applied fairly	117	3.47	1.23	25	21%	42	36%	24	21%	15	13%	11	9%	10	8%
57	Tenure System is applied fairly	120	3.84	1.16	40	33%	44	37%	22	18%	5	4%	9	8%	7	6%
58	Tenure Process clear at univ. level	122	3.14	1.34	25	20%	26	21%	29	24%	25	20%	17	14%	5	4%
59	Post Tenure Review	99	3.73	1.19	32	32%	29	29%	24	24%	7	7%	7	7%	28	22%
60	Salary at SHSU	126	2.56	1.22	5	4%	31	25%	26	21%	32	25%	32	25%	1	1%
61	Salary other Universities	123	2.30	1.16	2	2%	23	19%	25	20%	33	27%	40	33%	4	3%
62	Reassigned time	84	3.20	1.17	10	12%	27	32%	27	32%	10	12%	10	12%	43	34%
63	Faculty Research Fund <5000	105	3.48	1.10	19	18%	35	33%	36	34%	7	7%	8	8%	22	17%
64	Enhancement Grant for Research	102	3.63	1.05	22	22%	37	36%	31	30%	7	7%	5	5%	25	20%
65	Adequate support for online courses	101	3.26	1.35	19	19%	33	33%	22	22%	9	9%	18	18%	26	20%
66	University Center facilities	81	3.83	0.97	22	27%	32	40%	19	23%	7	9%	1	1%	46	36%
67	University Center staff	75	3.80	1.04	19	25%	34	45%	13	17%	6	8%	3	4%	52	41%
68	Communication with Admin.	123	2.81	1.20	7	6%	32	26%	40	33%	19	15%	25	20%	4	3%
69	President values faculty	112	3.22	1.12	17	15%	26	23%	42	38%	19	17%	8	7%	15	12%
70	Provost values faculty	114	3.85	1.07	39	34%	34	30%	30	26%	7	6%	4	4%	13	10%
71	Dean values faculty	119	3.41	1.36	30	25%	36	30%	23	19%	13	11%	17	14%	8	6%
72	Chair values faculty	116	4.10	1.17	57	49%	35	30%	11	9%	5	4%	8	7%	11	9%
73	Satisfied at SHSU	126	3.85	1.00	37	29%	49	39%	26	21%	12	10%	2	2%	1	1%

COS Results 2011 - 2012

Number of Respondents	27
Number of Tenured/Tenure-Track	105
% Returned	25.7%

					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	25	3.48	1.16	5	20%	9	36%	5	20%	5	20%	1	4%	2	7%
2	VPAA Hebert	24	3.71	1.23	7	29%	9	38%	4	17%	2	8%	2	8%	3	11%
3	VPEM Thielemann	16	3.13	1.31	2	13%	5	31%	5	31%	1	6%	3	19%	11	41%
4	VPFO Hooten	14	3.07	1.14	0	0%	7	50%	3	21%	2	14%	2	14%	13	48%
5	VPSS Parker	18	3.61	0.92	3	17%	7	39%	6	33%	2	11%	0	0%	9	33%
6	VP Advancement Holmes	19	3.42	1.07	3	16%	6	32%	7	37%	2	11%	1	5%	8	30%
7	Assoc. VPAA Eglsaer	20	3.30	0.92	1	5%	8	40%	8	40%	2	10%	1	5%	7	26%
8	Assoc. VPAA Tayebi	19	3.58	0.96	3	16%	8	42%	5	26%	3	16%	0	0%	8	30%
9	Assoc. VPR&SP Cook	21	3.76	1.22	7	33%	6	29%	6	29%	0	0%	2	10%	6	22%
10	Assoc. VPResAdm Davis	17	2.71	1.36	1	6%	5	29%	4	24%	2	12%	5	29%	10	37%
11	Assoc. VP DL Angrove	18	2.89	1.28	2	11%	4	22%	5	28%	4	22%	3	17%	9	33%
12	Dean Cook	23	3.87	1.22	8	35%	9	39%	3	13%	1	4%	2	9%	4	15%
13	Associate Dean-Gaillard	18	3.50	1.25	4	22%	6	33%	5	28%	1	6%	2	11%	9	33%
14	Associate Dean-Gillespie	19	3.32	1.00	2	11%	6	32%	8	42%	2	11%	1	5%	8	30%
16	Budget Decision Participation in Dept.	25	3.28	1.37	5	20%	8	32%	5	20%	3	12%	4	16%	2	7%
17	Selection of Admins.	25	2.68	1.25	1	4%	7	28%	6	24%	5	20%	6	24%	2	7%
18	Selection of Faculty	25	4.68	0.63	19	76%	4	16%	2	8%	0	0%	0	0%	2	7%
19	Strategic Planning in College	23	2.91	1.28	2	9%	6	26%	8	35%	2	9%	5	22%	4	15%
20	3/3 4/4 handled fairly	26	3.15	1.57	7	27%	6	23%	3	12%	4	15%	6	23%	1	4%
21	SAM Center Mentoring	18	3.44	0.98	1	6%	10	56%	4	22%	2	11%	1	6%	9	33%
22	SAM Center Advising	23	2.70	1.36	2	9%	6	26%	4	17%	5	22%	6	26%	4	15%
23	Physically Safe on Campus	26	4.15	0.88	11	42%	9	35%	5	19%	1	4%	0	0%	1	4%
24	LSC facilities adequate	24	3.54	0.88	2	8%	13	54%	5	21%	4	17%	0	0%	3	11%
25	LSC Services adequate	21	3.52	0.87	2	10%	10	48%	6	29%	3	14%	0	0%	6	22%
26	Aramark Services adequate	23	2.96	1.43	4	17%	5	22%	5	22%	4	17%	5	22%	4	15%
27	Human Resource Dept.	21	3.38	1.12	2	10%	10	48%	5	24%	2	10%	2	10%	6	22%
28	HKC	20	3.90	0.85	5	25%	9	45%	5	25%	1	5%	0	0%	7	26%
29	Support from Contracts and Grants	23	3.57	1.34	7	30%	7	30%	3	13%	4	17%	2	9%	4	15%
30	Information Resources (UCS)	26	2.35	1.26	1	4%	5	19%	5	19%	6	23%	9	35%	1	4%
31	DELTA Services adequate	20	2.90	1.21	2	10%	4	20%	7	35%	4	20%	3	15%	7	26%
32	Library Services	23	4.00	0.90	7	30%	11	48%	3	13%	2	9%	0	0%	4	15%
33	Library good for Dept. Curriculum	23	3.87	0.92	6	26%	10	43%	5	22%	2	9%	0	0%	4	15%
34	Recruiting Quality Students	25	2.28	1.34	1	4%	5	20%	5	20%	3	12%	11	44%	2	7%
35	Teaching Load is fair	26	3.19	1.33	5	19%	6	23%	8	31%	3	12%	4	15%	1	4%
36	Recognition for teaching	26	3.00	1.30	4	15%	5	19%	8	31%	5	19%	4	15%	1	4%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
37	Recognition for research	26	3.38	1.06	4	15%	7	27%	12	46%	1	4%	2	8%	1	4%
38	Recognition for service	24	2.54	1.35	2	8%	4	17%	7	29%	3	13%	8	33%	3	11%
39	Clerical Support	24	3.42	1.59	9	38%	5	21%	1	4%	5	21%	4	17%	3	11%
40	Collegial Support in dept.	25	4.00	1.12	9	36%	11	44%	3	12%	0	0%	2	8%	2	7%
41	Work environment	25	3.56	1.16	6	24%	8	32%	6	24%	4	16%	1	4%	2	7%
42	Free from intimidation/discrimination	26	3.77	1.45	12	46%	5	19%	3	12%	3	12%	3	12%	1	4%
43	Parking	24	2.71	1.40	2	8%	7	29%	4	17%	4	17%	7	29%	3	11%
44	Faculty Senate	24	3.04	1.27	4	17%	4	17%	8	33%	5	21%	3	13%	3	11%
45	Research Resources	26	2.54	1.17	1	4%	5	19%	7	27%	7	27%	6	23%	1	4%
46	Graduate Program Resources	25	2.24	1.20	0	0%	6	24%	3	12%	7	28%	9	36%	2	7%
47	Travel Allocation	23	3.00	1.45	4	17%	6	26%	4	17%	4	17%	5	22%	4	15%
48	IDEA Administered	26	2.73	1.46	3	12%	7	27%	4	15%	4	15%	8	31%	1	4%
49	IDEA Accuracy	26	2.69	1.46	3	12%	7	27%	3	12%	5	19%	8	31%	1	4%
50	IDEA On-Line Administered	11	2.73	1.49	1	9%	3	27%	3	27%	0	0%	4	36%	16	59%
51	IDEA On-Line Accuracy	10	2.60	1.51	1	10%	2	20%	3	30%	0	0%	4	40%	17	63%
52	Chair evaluation of my teaching	25	4.00	1.38	13	52%	6	24%	2	8%	1	4%	3	12%	2	7%
53	FES Instrument is adequate	26	3.31	1.16	3	12%	11	42%	5	19%	5	19%	2	8%	1	4%
54	Merit System is applied fairly	23	2.87	1.46	4	17%	4	17%	6	26%	3	13%	6	26%	4	15%
55	Market Adjustments applied fairly	20	2.15	1.27	1	5%	2	10%	5	25%	3	15%	9	45%	7	26%
56	Promotion System is applied fairly	25	3.48	1.12	4	16%	10	40%	7	28%	2	8%	2	8%	2	7%
57	Tenure System is applied fairly	25	3.76	1.13	7	28%	9	36%	7	28%	0	0%	2	8%	2	7%
58	Tenure Process clear at univ. level	25	2.76	1.23	2	8%	5	20%	8	32%	5	20%	5	20%	2	7%
59	Post Tenure Review	22	3.41	1.47	7	32%	4	18%	6	27%	1	5%	4	18%	5	19%
60	Salary at SHSU	26	2.50	1.33	2	8%	5	19%	5	19%	6	23%	8	31%	1	4%
61	Salary other Universities	26	2.08	1.13	1	4%	2	8%	5	19%	8	31%	10	38%	1	4%
62	Reassigned time	16	3.00	0.97	1	6%	3	19%	8	50%	3	19%	1	6%	11	41%
63	Faculty Research Fund <5000	22	3.23	1.31	4	18%	6	27%	6	27%	3	14%	3	14%	5	19%
64	Enhancement Grant for Research	23	3.48	1.24	5	22%	8	35%	5	22%	3	13%	2	9%	4	15%
65	Adequate support for online courses	15	3.47	1.06	2	13%	6	40%	5	33%	1	7%	1	7%	12	44%
66	University Center facilities	7	4.29	0.76	3	43%	3	43%	1	14%	0	0%	0	0%	20	74%
67	University Center staff	7	4.14	0.90	3	43%	2	29%	2	29%	0	0%	0	0%	20	74%
68	Communication with Admin.	25	2.28	1.14	0	0%	4	16%	8	32%	4	16%	9	36%	2	7%
69	President values faculty	23	3.04	1.15	2	9%	7	30%	6	26%	6	26%	2	9%	4	15%
70	Provost values faculty	24	3.42	1.18	3	13%	11	46%	6	25%	1	4%	3	13%	3	11%
71	Dean values faculty	23	3.61	1.03	4	17%	10	43%	6	26%	2	9%	1	4%	4	15%
72	Chair values faculty	23	4.04	1.30	11	48%	8	35%	0	0%	2	9%	2	9%	4	15%
73	Satisfied at SHSU	26	3.65	1.02	6	23%	9	35%	7	27%	4	15%	0	0%	1	4%

COBA Results 2011 - 2012

Number of Respondents	22
Number of Tenured/Tenure-Track	67
% Returned	32.8%

					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	21	3.71	0.90	5	24%	6	29%	9	43%	1	5%	0	0%	1	5%
2	VPAA Hebert	19	4.16	0.76	7	37%	8	42%	4	21%	0	0%	0	0%	3	14%
3	VPEM Thielemann	16	2.81	0.91	0	0%	3	19%	9	56%	2	13%	2	13%	6	27%
4	VPFO Hooten	12	3.67	0.78	2	17%	4	33%	6	50%	0	0%	0	0%	10	45%
5	VPSS Parker	16	3.69	0.87	3	19%	6	38%	6	38%	1	6%	0	0%	6	27%
6	VP Advancement Holmes	12	3.08	1.31	2	17%	2	17%	5	42%	1	8%	2	17%	10	45%
7	Assoc. VPAA Eglsaer	16	3.38	1.15	3	19%	4	25%	6	38%	2	13%	1	6%	6	27%
8	Assoc. VPAA Tayebi	13	3.62	0.77	1	8%	7	54%	4	31%	1	8%	0	0%	9	41%
9	Assoc. VPR&SP Cook	12	3.58	0.51	0	0%	7	58%	5	42%	0	0%	0	0%	10	45%
10	Assoc. VPResAdm Davis	8	2.75	0.46	0	0%	0	0%	6	75%	2	25%	0	0%	14	64%
11	Assoc. VP DL Angrove	14	3.00	1.30	2	14%	3	21%	4	29%	3	21%	2	14%	8	36%
12	Dean Muehsam	22	3.55	1.30	6	27%	7	32%	4	18%	3	14%	2	9%	0	0%
13	Associate Dean- Ashorn	22	2.68	1.17	1	5%	5	23%	6	27%	6	27%	4	18%	0	0%
16	Budget Decision Participation in Dept.	21	2.95	1.50	4	19%	5	24%	3	14%	4	19%	5	24%	1	5%
17	Selection of Admins.	21	2.90	1.26	3	14%	4	19%	4	19%	8	38%	2	10%	1	5%
18	Selection of Faculty	20	4.15	0.99	9	45%	7	35%	2	10%	2	10%	0	0%	2	9%
19	Strategic Planning in College	22	3.27	1.12	2	9%	9	41%	6	27%	3	14%	2	9%	0	0%
20	3/3 4/4 handled fairly	22	3.73	1.39	9	41%	5	23%	3	14%	3	14%	2	9%	0	0%
21	SAM Center Mentoring	18	4.00	0.91	6	33%	7	39%	4	22%	1	6%	0	0%	4	18%
22	SAM Center Advising	19	3.84	1.01	6	32%	6	32%	5	26%	2	11%	0	0%	3	14%
23	Physically Safe on Campus	22	4.36	0.66	10	45%	10	45%	2	9%	0	0%	0	0%	0	0%
24	LSC facilities adequate	22	3.77	0.81	4	18%	10	45%	7	32%	1	5%	0	0%	0	0%
25	LSC Services adequate	20	3.85	0.75	4	20%	9	45%	7	35%	0	0%	0	0%	2	9%
26	Aramark Services adequate	22	3.73	0.83	3	14%	12	55%	5	23%	2	9%	0	0%	0	0%
27	Human Resource Dept.	20	3.50	0.89	2	10%	9	45%	6	30%	3	15%	0	0%	2	9%
28	HKC	15	3.93	0.70	3	20%	8	53%	4	27%	0	0%	0	0%	7	32%
29	Support from Contracts and Grants	16	3.56	0.63	0	0%	10	63%	5	31%	1	6%	0	0%	6	27%
30	Information Resources (UCS)	22	3.36	1.09	3	14%	8	36%	6	27%	4	18%	1	5%	0	0%
31	DELTA Services adequate	18	3.06	1.26	2	11%	6	33%	3	17%	5	28%	2	11%	4	18%
32	Library Services	19	4.16	0.69	6	32%	10	53%	3	16%	0	0%	0	0%	3	14%
33	Library good for Dept. Curriculum	19	4.05	0.85	6	32%	9	47%	3	16%	1	5%	0	0%	3	14%
34	Recruiting Quality Students	21	3.19	1.08	2	10%	7	33%	6	29%	5	24%	1	5%	1	5%
35	Teaching Load is fair	22	3.68	0.84	3	14%	11	50%	6	27%	2	9%	0	0%	0	0%
36	Recognition for teaching	22	3.32	0.84	1	5%	9	41%	8	36%	4	18%	0	0%	0	0%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
37	Recognition for research	22	3.41	0.80	1	5%	10	45%	8	36%	3	14%	0	0%	0	0%
38	Recognition for service	22	3.09	1.06	1	5%	9	41%	4	18%	7	32%	1	5%	0	0%
39	Clerical Support	22	3.41	1.05	3	14%	8	36%	7	32%	3	14%	1	5%	0	0%
40	Collegial Support in dept.	22	4.27	0.88	11	50%	7	32%	3	14%	1	5%	0	0%	0	0%
41	Work environment	22	4.27	0.70	9	41%	10	45%	3	14%	0	0%	0	0%	0	0%
42	Free from intimidation/discrimination	22	4.14	1.17	12	55%	4	18%	4	18%	1	5%	1	5%	0	0%
43	Parking	20	3.50	1.19	5	25%	5	25%	6	30%	3	15%	1	5%	2	9%
44	Faculty Senate	20	3.65	1.04	5	25%	6	30%	6	30%	3	15%	0	0%	2	9%
45	Research Resources	22	3.86	0.89	5	23%	11	50%	4	18%	2	9%	0	0%	0	0%
46	Graduate Program Resources	19	3.32	1.25	3	16%	7	37%	4	21%	3	16%	2	11%	3	14%
47	Travel Allocation	22	3.91	1.02	7	32%	8	36%	6	27%	0	0%	1	5%	0	0%
48	IDEA Administered	21	2.90	1.14	1	5%	7	33%	4	19%	7	33%	2	10%	1	5%
49	IDEA Accuracy	20	2.20	1.28	1	5%	3	15%	3	15%	5	25%	8	40%	2	9%
50	IDEA On-Line Administered	14	2.14	1.17	1	7%	0	0%	4	29%	4	29%	5	36%	8	36%
51	IDEA On-Line Accuracy	13	1.62	1.04	0	0%	1	8%	2	15%	1	8%	9	69%	9	41%
52	Chair evaluation of my teaching	21	3.33	1.32	5	24%	5	24%	5	24%	4	19%	2	10%	1	5%
53	FES Instrument is adequate	21	2.52	1.17	0	0%	6	29%	4	19%	6	29%	5	24%	1	5%
54	Merit System is applied fairly	21	3.00	0.84	0	0%	7	33%	7	33%	7	33%	0	0%	1	5%
55	Market Adjustments applied fairly	19	3.21	1.03	1	5%	8	42%	5	26%	4	21%	1	5%	3	14%
56	Promotion System is applied fairly	22	3.41	1.10	3	14%	9	41%	5	23%	4	18%	1	5%	0	0%
57	Tenure System is applied fairly	22	3.86	1.04	6	27%	10	45%	4	18%	1	5%	1	5%	0	0%
58	Tenure Process clear at univ. level	20	2.90	1.37	3	15%	5	25%	2	10%	7	35%	3	15%	2	9%
59	Post Tenure Review	17	3.94	0.90	5	29%	7	41%	4	24%	1	6%	0	0%	5	23%
60	Salary at SHSU	22	2.77	1.11	0	0%	7	32%	7	32%	4	18%	4	18%	0	0%
61	Salary other Universities	21	2.52	1.36	0	0%	8	38%	3	14%	2	10%	8	38%	1	5%
62	Reassigned time	14	3.57	0.65	1	7%	6	43%	7	50%	0	0%	0	0%	8	36%
63	Faculty Research Fund <5000	16	3.56	0.89	1	6%	9	56%	5	31%	0	0%	1	6%	6	27%
64	Enhancement Grant for Research	16	3.69	0.60	1	6%	9	56%	6	38%	0	0%	0	0%	6	27%
65	Adequate support for online courses	17	2.41	1.42	2	12%	2	12%	3	18%	4	24%	6	35%	5	23%
66	University Center facilities	19	3.68	1.00	4	21%	8	42%	4	21%	3	16%	0	0%	3	14%
67	University Center staff	18	3.33	1.33	3	17%	7	39%	4	22%	1	6%	3	17%	4	18%
68	Communication with Admin.	21	3.14	1.28	3	14%	6	29%	6	29%	3	14%	3	14%	1	5%
69	President values faculty	19	3.37	1.16	5	26%	1	5%	10	53%	2	11%	1	5%	3	14%
70	Provost values faculty	19	3.79	1.03	7	37%	2	11%	9	47%	1	5%	0	0%	3	14%
71	Dean values faculty	22	3.45	1.44	6	27%	8	36%	1	5%	4	18%	3	14%	0	0%
72	Chair values faculty	22	4.27	0.88	11	50%	7	32%	3	14%	1	5%	0	0%	0	0%
73	Satisfied at SHSU	22	3.95	0.90	7	32%	8	36%	6	27%	1	5%	0	0%	0	0%

CJ Results 2011 - 2012

Number of Respondents	6
Number of Tenured/Tenure-Track	39
% Returned	15.4%

					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	6	4.17	0.75	2	33%	3	50%	1	17%	0	0%	0	0%	0	0%
2	VPAA Hebert	5	4.20	0.84	2	40%	2	40%	1	20%	0	0%	0	0%	1	17%
3	VPEM Thielemann	4	4.00	0.82	1	25%	2	50%	1	25%	0	0%	0	0%	2	33%
4	VPFO Hooten	3	3.67	0.58	0	0%	2	67%	1	33%	0	0%	0	0%	3	50%
5	VPSS Parker	4	4.00	0.82	1	25%	2	50%	1	25%	0	0%	0	0%	2	33%
6	VP Advancement Holmes	4	4.00	0.82	1	25%	2	50%	1	25%	0	0%	0	0%	2	33%
7	Assoc. VPAA Eglsaer	5	4.60	0.55	3	60%	2	40%	0	0%	0	0%	0	0%	1	17%
8	Assoc. VPAA Tayebi	4	3.00	0.82	0	0%	1	25%	2	50%	1	25%	0	0%	2	33%
9	Assoc. VPR&SP Cook	5	4.00	0.71	1	20%	3	60%	1	20%	0	0%	0	0%	1	17%
10	Assoc. VPResAdm Davis	4	4.25	0.96	2	50%	1	25%	1	25%	0	0%	0	0%	2	33%
11	Assoc. VP DL Angrove	5	4.00	0.71	1	20%	3	60%	1	20%	0	0%	0	0%	1	17%
12	Dean Webb	6	4.17	0.98	3	50%	1	17%	2	33%	0	0%	0	0%	0	0%
13	Associate Dean - Mullings	6	3.50	1.22	2	33%	0	0%	3	50%	1	17%	0	0%	0	0%
16	Budget Decision Participation in Dept.	6	2.17	1.33	0	0%	1	17%	2	33%	0	0%	3	50%	0	0%
17	Selection of Admins.	6	3.00	1.41	1	17%	1	17%	2	33%	1	17%	1	17%	0	0%
18	Selection of Faculty	6	3.67	1.21	2	33%	1	17%	2	33%	1	17%	0	0%	0	0%
19	Strategic Planning in College	6	3.17	1.17	1	17%	1	17%	2	33%	2	33%	0	0%	0	0%
20	3/3 4/4 handled fairly	5	2.80	1.64	1	20%	1	20%	0	0%	2	40%	1	20%	1	17%
21	SAM Center Mentoring	5	4.20	1.10	3	60%	0	0%	2	40%	0	0%	0	0%	1	17%
22	SAM Center Advising	4	3.75	1.89	2	50%	1	25%	0	0%	0	0%	1	25%	2	33%
23	Physically Safe on Campus	6	4.50	0.55	3	50%	3	50%	0	0%	0	0%	0	0%	0	0%
24	LSC facilities adequate	6	4.17	0.75	2	33%	3	50%	1	17%	0	0%	0	0%	0	0%
25	LSC Services adequate	4	4.25	0.50	1	25%	3	75%	0	0%	0	0%	0	0%	2	33%
26	Aramark Services adequate	5	4.00	1.22	2	40%	2	40%	0	0%	1	20%	0	0%	1	17%
27	Human Resource Dept.	6	4.17	0.75	2	33%	3	50%	1	17%	0	0%	0	0%	0	0%
28	HKC	3	4.00	1.00	1	33%	1	33%	1	33%	0	0%	0	0%	3	50%
29	Support from Contracts and Grants	5	3.60	0.89	1	20%	1	20%	3	60%	0	0%	0	0%	1	17%
30	Information Resources (UCS)	6	3.33	1.37	2	33%	0	0%	2	33%	2	33%	0	0%	0	0%
31	DELTA Services adequate	4	4.50	1.00	3	75%	0	0%	1	25%	0	0%	0	0%	2	33%
32	Library Services	6	4.33	0.82	3	50%	2	33%	1	17%	0	0%	0	0%	0	0%
33	Library good for Dept. Curriculum	6	4.33	0.82	3	50%	2	33%	1	17%	0	0%	0	0%	0	0%
34	Recruiting Quality Students	6	3.33	1.37	1	17%	2	33%	2	33%	0	0%	1	17%	0	0%
35	Teaching Load is fair	6	3.50	1.64	2	33%	2	33%	0	0%	1	17%	1	17%	0	0%
36	Recognition for teaching	6	3.17	1.17	1	17%	1	17%	2	33%	2	33%	0	0%	0	0%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
37	Recognition for research	6	4.00	1.10	3	50%	0	0%	3	50%	0	0%	0	0%	0	0%
38	Recognition for service	6	3.83	1.17	2	33%	2	33%	1	17%	1	17%	0	0%	0	0%
39	Clerical Support	5	4.40	0.89	3	60%	1	20%	1	20%	0	0%	0	0%	1	17%
40	Collegial Support in dept.	6	4.00	1.26	3	50%	1	17%	1	17%	1	17%	0	0%	0	0%
41	Work environment	6	4.17	1.17	3	50%	2	33%	0	0%	1	17%	0	0%	0	0%
42	Free from intimidation/discrimination	6	3.50	1.52	2	33%	1	17%	2	33%	0	0%	1	17%	0	0%
43	Parking	6	3.83	1.60	3	50%	1	17%	1	17%	0	0%	1	17%	0	0%
44	Faculty Senate	3	2.33	1.15	0	0%	0	0%	2	67%	0	0%	1	33%	3	50%
45	Research Resources	6	4.50	0.55	3	50%	3	50%	0	0%	0	0%	0	0%	0	0%
46	Graduate Program Resources	6	3.50	1.64	2	33%	2	33%	0	0%	1	17%	1	17%	0	0%
47	Travel Allocation	6	3.50	1.05	1	17%	2	33%	2	33%	1	17%	0	0%	0	0%
48	IDEA Administered	6	3.50	1.22	1	17%	3	50%	0	0%	2	33%	0	0%	0	0%
49	IDEA Accuracy	6	3.00	0.89	0	0%	2	33%	2	33%	2	33%	0	0%	0	0%
50	IDEA On-Line Administered	4	2.50	1.73	1	25%	0	0%	0	0%	2	50%	1	25%	2	33%
51	IDEA On-Line Accuracy	4	2.25	1.26	0	0%	1	25%	0	0%	2	50%	1	25%	2	33%
52	Chair evaluation of my teaching	6	3.33	1.03	1	17%	1	17%	3	50%	1	17%	0	0%	0	0%
53	FES Instrument is adequate	6	3.17	0.98	0	0%	3	50%	1	17%	2	33%	0	0%	0	0%
54	Merit System is applied fairly	6	3.50	1.05	1	17%	2	33%	2	33%	1	17%	0	0%	0	0%
55	Market Adjustments applied fairly	4	3.25	1.26	1	25%	0	0%	2	50%	1	25%	0	0%	2	33%
56	Promotion System is applied fairly	6	3.83	1.17	2	33%	2	33%	1	17%	1	17%	0	0%	0	0%
57	Tenure System is applied fairly	6	3.83	1.17	2	33%	2	33%	1	17%	1	17%	0	0%	0	0%
58	Tenure Process clear at univ. level	5	4.20	0.84	2	40%	2	40%	1	20%	0	0%	0	0%	1	17%
59	Post Tenure Review	5	4.00	1.00	2	40%	1	20%	2	40%	0	0%	0	0%	1	17%
60	Salary at SHSU	6	2.83	1.47	1	17%	1	17%	1	17%	2	33%	1	17%	0	0%
61	Salary other Universities	6	2.50	1.38	0	0%	2	33%	1	17%	1	17%	2	33%	0	0%
62	Reassigned time	3	3.00	0.00	0	0%	0	0%	3	100%	0	0%	0	0%	3	50%
63	Faculty Research Fund <5000	5	4.20	0.84	2	40%	2	40%	1	20%	0	0%	0	0%	1	17%
64	Enhancement Grant for Research	5	4.40	0.89	3	60%	1	20%	1	20%	0	0%	0	0%	1	17%
65	Adequate support for online courses	5	4.40	0.89	3	60%	1	20%	1	20%	0	0%	0	0%	1	17%
66	University Center facilities	3	4.33	0.58	1	33%	2	67%	0	0%	0	0%	0	0%	3	50%
67	University Center staff	3	4.33	0.58	1	33%	2	67%	0	0%	0	0%	0	0%	3	50%
68	Communication with Admin.	6	3.33	0.52	0	0%	2	33%	4	67%	0	0%	0	0%	0	0%
69	President values faculty	5	4.00	0.71	1	20%	3	60%	1	20%	0	0%	0	0%	1	17%
70	Provost values faculty	5	4.20	0.84	2	40%	2	40%	1	20%	0	0%	0	0%	1	17%
71	Dean values faculty	6	3.83	0.98	2	33%	1	17%	3	50%	0	0%	0	0%	0	0%
72	Chair values faculty	3	3.33	0.58	0	0%	1	33%	2	67%	0	0%	0	0%	3	50%
73	Satisfied at SHSU	6	4.00	1.10	2	33%	3	50%	0	0%	1	17%	0	0%	0	0%

COE Results 2011 - 2012

Number of Respondents	28
Number of Tenured/Tenure-Track	84
% 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	28	3.43	1.07	5	18%	8	29%	10	36%	4	14%	1	4%	0	0%
2	VPAA Hebert	28	4.21	0.79	12	43%	10	36%	6	21%	0	0%	0	0%	0	0%
3	VPEM Thielemann	19	3.42	0.84	1	5%	8	42%	9	47%	0	0%	1	5%	9	32%
4	VPFO Hooten	20	3.30	0.73	1	5%	6	30%	11	55%	2	10%	0	0%	8	29%
5	VPSS Parker	20	3.70	0.86	5	25%	4	20%	11	55%	0	0%	0	0%	8	29%
6	VP Advancement Holmes	17	3.35	0.86	1	6%	6	35%	9	53%	0	0%	1	6%	11	39%
7	Assoc. VPAA Eglsaer	22	4.09	0.87	9	41%	6	27%	7	32%	0	0%	0	0%	6	21%
8	Assoc. VPAA Tayebi	27	3.37	1.08	5	19%	6	22%	11	41%	4	15%	1	4%	1	4%
9	Assoc. VPR&SP Cook	19	3.53	0.84	3	16%	5	26%	10	53%	1	5%	0	0%	9	32%
10	Assoc. VPResAdm Davis	17	3.18	0.73	1	6%	3	18%	11	65%	2	12%	0	0%	11	39%
11	Assoc. VP DL Angrove	24	2.88	1.19	2	8%	5	21%	9	38%	4	17%	4	17%	4	14%
12	Dean Brown	28	2.96	1.32	5	18%	4	14%	8	29%	7	25%	4	14%	0	0%
13	Associate Dean-Irby	28	2.68	1.44	5	18%	2	7%	8	29%	5	18%	8	29%	0	0%
14	Associate Dean-Smith	27	3.11	1.15	4	15%	5	19%	10	37%	6	22%	2	7%	1	4%
16	Budget Decision Participation in Dept.	27	3.04	1.37	3	11%	10	37%	5	19%	3	11%	6	22%	1	4%
17	Selection of Admins.	24	2.25	1.33	2	8%	3	13%	3	13%	7	29%	9	38%	4	14%
18	Selection of Faculty	26	4.15	1.05	12	46%	9	35%	3	12%	1	4%	1	4%	2	7%
19	Strategic Planning in College	26	3.92	1.26	11	42%	8	31%	3	12%	2	8%	2	8%	2	7%
20	3/3 4/4 handled fairly	28	3.75	1.46	12	43%	7	25%	3	11%	2	7%	4	14%	0	0%
21	SAM Center Mentoring	20	3.75	0.97	5	25%	7	35%	6	30%	2	10%	0	0%	8	29%
22	SAM Center Advising	21	3.38	1.20	5	24%	4	19%	7	33%	4	19%	1	5%	7	25%
23	Physically Safe on Campus	28	4.64	0.49	18	64%	10	36%	0	0%	0	0%	0	0%	0	0%
24	LSC facilities adequate	25	4.08	0.91	9	36%	11	44%	3	12%	2	8%	0	0%	3	11%
25	LSC Services adequate	25	4.20	0.65	8	32%	14	56%	3	12%	0	0%	0	0%	3	11%
26	Aramark Services adequate	26	3.46	0.95	2	8%	13	50%	7	27%	3	12%	1	4%	2	7%
27	Human Resource Dept.	26	3.73	0.96	5	19%	12	46%	7	27%	1	4%	1	4%	2	7%
28	HKC	20	3.85	0.99	5	25%	9	45%	5	25%	0	0%	1	5%	8	29%
29	Support from Contracts and Grants	28	3.43	1.07	4	14%	11	39%	7	25%	5	18%	1	4%	0	0%
30	Information Resources (UCS)	28	3.54	1.17	5	18%	13	46%	4	14%	4	14%	2	7%	0	0%
31	DELTA Services adequate	28	3.54	1.26	6	21%	12	43%	4	14%	3	11%	3	11%	0	0%
32	Library Services	28	4.46	0.58	14	50%	13	46%	1	4%	0	0%	0	0%	0	0%
33	Library good for Dept. Curriculum	27	4.22	0.75	10	37%	14	52%	2	7%	1	4%	0	0%	1	4%
34	Recruiting Quality Students	28	3.46	1.07	5	18%	9	32%	9	32%	4	14%	1	4%	0	0%
35	Teaching Load is fair	28	4.00	1.09	11	39%	10	36%	4	14%	2	7%	1	4%	0	0%
36	Recognition for teaching	28	3.43	1.32	6	21%	11	39%	3	11%	5	18%	3	11%	0	0%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
37	Recognition for research	27	3.48	1.22	5	19%	11	41%	6	22%	2	7%	3	11%	1	4%
38	Recognition for service	28	3.25	1.27	5	18%	8	29%	7	25%	5	18%	3	11%	0	0%
39	Clerical Support	27	3.48	1.37	8	30%	7	26%	5	19%	4	15%	3	11%	1	4%
40	Collegial Support in dept.	28	4.18	0.94	13	46%	9	32%	4	14%	2	7%	0	0%	0	0%
41	Work environment	28	4.00	1.22	12	43%	10	36%	2	7%	2	7%	2	7%	0	0%
42	Free from intimidation/discrimination	28	4.04	1.45	16	57%	6	21%	1	4%	1	4%	4	14%	0	0%
43	Parking	28	2.21	1.20	1	4%	4	14%	5	18%	8	29%	10	36%	0	0%
44	Faculty Senate	27	3.37	1.31	6	22%	8	30%	6	22%	4	15%	3	11%	1	4%
45	Research Resources	28	3.07	1.21	4	14%	7	25%	6	21%	9	32%	2	7%	0	0%
46	Graduate Program Resources	28	2.71	1.33	2	7%	8	29%	5	18%	6	21%	7	25%	0	0%
47	Travel Allocation	28	2.96	1.14	1	4%	10	36%	8	29%	5	18%	4	14%	0	0%
48	IDEA Administered	27	2.59	1.31	1	4%	8	30%	5	19%	5	19%	8	30%	1	4%
49	IDEA Accuracy	27	2.19	1.21	1	4%	4	15%	4	15%	8	30%	10	37%	1	4%
50	IDEA On-Line Administered	21	1.95	1.24	0	0%	4	19%	3	14%	2	10%	12	57%	7	25%
51	IDEA On-Line Accuracy	21	1.67	1.11	0	0%	3	14%	1	5%	3	14%	14	67%	7	25%
52	Chair evaluation of my teaching	28	3.96	1.00	9	32%	12	43%	5	18%	1	4%	1	4%	0	0%
53	FES Instrument is adequate	28	2.96	1.20	2	7%	9	32%	7	25%	6	21%	4	14%	0	0%
54	Merit System is applied fairly	25	2.08	1.19	1	4%	3	12%	3	12%	8	32%	10	40%	3	11%
55	Market Adjustments applied fairly	27	1.81	1.11	1	4%	2	7%	2	7%	8	30%	14	52%	1	4%
56	Promotion System is applied fairly	27	3.56	1.45	9	33%	8	30%	3	11%	3	11%	4	15%	1	4%
57	Tenure System is applied fairly	28	3.96	1.37	14	50%	7	25%	2	7%	2	7%	3	11%	0	0%
58	Tenure Process clear at univ. level	28	3.68	1.36	11	39%	6	21%	4	14%	5	18%	2	7%	0	0%
59	Post Tenure Review	20	3.95	1.05	7	35%	7	35%	5	25%	0	0%	1	5%	8	29%
60	Salary at SHSU	28	2.36	1.10	0	0%	6	21%	5	18%	10	36%	7	25%	0	0%
61	Salary other Universities	27	2.07	1.00	0	0%	3	11%	5	19%	10	37%	9	33%	1	4%
62	Reassigned time	24	2.79	1.32	1	4%	9	38%	4	17%	4	17%	6	25%	4	14%
63	Faculty Research Fund <5000	28	3.54	1.00	5	18%	9	32%	11	39%	2	7%	1	4%	0	0%
64	Enhancement Grant for Research	27	3.67	1.04	6	22%	10	37%	8	30%	2	7%	1	4%	1	4%
65	Adequate support for online courses	25	3.04	1.27	2	8%	9	36%	7	28%	2	8%	5	20%	3	11%
66	University Center facilities	23	3.87	0.87	6	26%	9	39%	7	30%	1	4%	0	0%	5	18%
67	University Center staff	19	3.74	0.99	4	21%	9	47%	3	16%	3	16%	0	0%	9	32%
68	Communication with Admin.	28	3.00	1.28	2	7%	12	43%	2	7%	8	29%	4	14%	0	0%
69	President values faculty	27	3.26	1.20	5	19%	6	22%	9	33%	5	19%	2	7%	1	4%
70	Provost values faculty	27	4.15	0.82	11	41%	9	33%	7	26%	0	0%	0	0%	1	4%
71	Dean values faculty	28	2.71	1.46	4	14%	5	18%	7	25%	3	11%	9	32%	0	0%
72	Chair values faculty	28	4.21	1.23	17	61%	5	18%	3	11%	1	4%	2	7%	0	0%
73	Satisfied at SHSU	28	3.93	1.02	9	32%	12	43%	3	11%	4	14%	0	0%	0	0%

FA&MC Results 2011 - 2012

Number of Respondents	13
Number of Tenured/Tenure-Track	61
% Returned	21.3%

					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	13	3.92	0.86	3	23%	7	54%	2	15%	1	8%	0	0%	0	0%
2	VPAA Hebert	13	4.08	1.26	6	46%	5	38%	0	0%	1	8%	1	8%	0	0%
3	VPEM Thielemann	8	2.88	1.25	0	0%	3	38%	3	38%	0	0%	2	25%	5	38%
4	VPFO Hooten	10	3.40	0.70	0	0%	5	50%	4	40%	1	10%	0	0%	3	23%
5	VPSS Parker	11	4.27	0.65	4	36%	6	55%	1	9%	0	0%	0	0%	2	15%
6	VP Advancement Holmes	8	3.88	0.64	1	13%	5	63%	2	25%	0	0%	0	0%	5	38%
7	Assoc. VPAA Eglsaer	9	3.44	1.42	1	11%	6	67%	0	0%	0	0%	2	22%	4	31%
8	Assoc. VPAA Tayebi	10	4.30	0.67	4	40%	5	50%	1	10%	0	0%	0	0%	3	23%
9	Assoc. VPR&SP Cook	10	4.00	0.47	1	10%	8	80%	1	10%	0	0%	0	0%	3	23%
10	Assoc. VPResAdm Davis	7	3.57	0.53	0	0%	4	57%	3	43%	0	0%	0	0%	6	46%
11	Assoc. VP DL Angrove	9	3.56	1.24	1	11%	6	67%	0	0%	1	11%	1	11%	4	31%
12	Dean Robbins	12	3.92	1.24	4	33%	6	50%	0	0%	1	8%	1	8%	1	8%
13	Associate Dean-Miller	12	3.58	1.00	3	25%	2	17%	6	50%	1	8%	0	0%	1	8%
16	Budget Decision Participation in Dept.	13	3.00	1.47	1	8%	6	46%	2	15%	0	0%	4	31%	0	0%
17	Selection of Admins.	13	3.31	1.18	2	15%	4	31%	4	31%	2	15%	1	8%	0	0%
18	Selection of Faculty	12	3.75	1.54	5	42%	4	33%	0	0%	1	8%	2	17%	1	8%
19	Strategic Planning in College	11	3.55	1.44	3	27%	4	36%	2	18%	0	0%	2	18%	2	15%
20	3/3 4/4 handled fairly	12	3.33	1.61	4	33%	2	17%	3	25%	0	0%	3	25%	1	8%
21	SAM Center Mentoring	12	3.75	0.62	1	8%	7	58%	4	33%	0	0%	0	0%	1	8%
22	SAM Center Advising	12	3.75	0.75	2	17%	5	42%	5	42%	0	0%	0	0%	1	8%
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	13	3.92	1.12	4	31%	6	46%	2	15%	0	0%	1	8%	0	0%
25	LSC Services adequate	12	3.83	0.94	3	25%	5	42%	3	25%	1	8%	0	0%	1	8%
26	Aramark Services adequate	11	3.00	0.89	0	0%	4	36%	3	27%	4	36%	0	0%	2	15%
27	Human Resource Dept.	13	3.77	0.93	3	23%	5	38%	4	31%	1	8%	0	0%	0	0%
28	HKC	10	4.00	0.82	3	30%	4	40%	3	30%	0	0%	0	0%	3	23%
29	Support from Contracts and Grants	11	3.91	1.04	4	36%	3	27%	3	27%	1	9%	0	0%	2	15%
30	Information Resources (UCS)	13	3.38	1.33	3	23%	4	31%	2	15%	3	23%	1	8%	0	0%
31	DELTA Services adequate	8	3.38	1.06	1	13%	3	38%	2	25%	2	25%	0	0%	5	38%
32	Library Services	13	4.15	0.55	3	23%	9	69%	1	8%	0	0%	0	0%	0	0%
33	Library good for Dept. Curriculum	13	4.38	0.65	6	46%	6	46%	1	8%	0	0%	0	0%	0	0%
34	Recruiting Quality Students	13	2.77	1.17	0	0%	5	38%	2	15%	4	31%	2	15%	0	0%
35	Teaching Load is fair	12	3.75	1.22	4	33%	3	25%	4	33%	0	0%	1	8%	1	8%
36	Recognition for teaching	12	3.75	1.22	3	25%	6	50%	1	8%	1	8%	1	8%	1	8%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
37	Recognition for research	12	3.75	1.14	3	25%	5	42%	3	25%	0	0%	1	8%	1	8%
38	Recognition for service	13	3.23	1.48	2	15%	6	46%	1	8%	1	8%	3	23%	0	0%
39	Clerical Support	13	3.54	1.20	3	23%	4	31%	4	31%	1	8%	1	8%	0	0%
40	Collegial Support in dept.	13	3.92	1.19	4	31%	7	54%	0	0%	1	8%	1	8%	0	0%
41	Work environment	13	3.92	1.19	5	38%	5	38%	0	0%	3	23%	0	0%	0	0%
42	Free from intimidation/discrimination	13	4.00	1.47	8	62%	1	8%	1	8%	2	15%	1	8%	0	0%
43	Parking	13	3.31	1.25	2	15%	5	38%	2	15%	3	23%	1	8%	0	0%
44	Faculty Senate	13	4.23	0.60	4	31%	8	62%	1	8%	0	0%	0	0%	0	0%
45	Research Resources	13	3.62	0.87	1	8%	8	62%	2	15%	2	15%	0	0%	0	0%
46	Graduate Program Resources	10	2.70	1.25	1	10%	1	10%	4	40%	2	20%	2	20%	3	23%
47	Travel Allocation	13	2.69	1.03	0	0%	3	23%	5	38%	3	23%	2	15%	0	0%
48	IDEA Administered	11	3.55	1.04	1	9%	6	55%	3	27%	0	0%	1	9%	2	15%
49	IDEA Accuracy	12	3.42	0.67	0	0%	6	50%	5	42%	1	8%	0	0%	1	8%
50	IDEA On-Line Administered	8	3.25	1.04	0	0%	4	50%	3	38%	0	0%	1	13%	5	38%
51	IDEA On-Line Accuracy	6	3.00	1.10	0	0%	2	33%	3	50%	0	0%	1	17%	7	54%
52	Chair evaluation of my teaching	12	3.83	1.11	3	25%	6	50%	2	17%	0	0%	1	8%	1	8%
53	FES Instrument is adequate	12	3.25	1.29	2	17%	4	33%	2	17%	3	25%	1	8%	1	8%
54	Merit System is applied fairly	11	3.27	1.10	1	9%	4	36%	4	36%	1	9%	1	9%	2	15%
55	Market Adjustments applied fairly	9	2.33	1.12	0	0%	1	11%	4	44%	1	11%	3	33%	4	31%
56	Promotion System is applied fairly	12	3.42	1.00	1	8%	5	42%	5	42%	0	0%	1	8%	1	8%
57	Tenure System is applied fairly	12	3.75	0.62	1	8%	7	58%	4	33%	0	0%	0	0%	1	8%
58	Tenure Process clear at univ. level	13	3.15	0.99	2	15%	1	8%	7	54%	3	23%	0	0%	0	0%
59	Post Tenure Review	12	3.25	1.14	2	17%	3	25%	3	25%	4	33%	0	0%	1	8%
60	Salary at SHSU	13	2.54	1.45	1	8%	4	31%	0	0%	4	31%	4	31%	0	0%
61	Salary other Universities	12	2.50	1.24	1	8%	1	8%	4	33%	3	25%	3	25%	1	8%
62	Reassigned time	10	3.10	1.20	1	10%	3	30%	3	30%	2	20%	1	10%	3	23%
63	Faculty Research Fund <5000	10	3.50	1.08	1	10%	5	50%	3	30%	0	0%	1	10%	3	23%
64	Enhancement Grant for Research	10	3.50	1.08	1	10%	5	50%	3	30%	0	0%	1	10%	3	23%
65	Adequate support for online courses	12	3.75	1.06	2	17%	7	58%	2	17%	0	0%	1	8%	1	8%
66	University Center facilities	8	3.63	0.92	1	13%	4	50%	2	25%	1	13%	0	0%	5	38%
67	University Center staff	8	3.50	0.76	0	0%	5	63%	2	25%	1	13%	0	0%	5	38%
68	Communication with Admin.	13	2.92	1.32	1	8%	4	31%	4	31%	1	8%	3	23%	0	0%
69	President values faculty	12	3.42	1.16	2	17%	4	33%	4	33%	1	8%	1	8%	1	8%
70	Provost values faculty	13	3.85	1.41	6	46%	3	23%	1	8%	2	15%	1	8%	0	0%
71	Dean values faculty	10	3.60	1.51	4	40%	2	20%	1	10%	2	20%	1	10%	3	23%
72	Chair values faculty	12	4.25	0.87	5	42%	6	50%	0	0%	1	8%	0	0%	1	8%
73	Satisfied at SHSU	13	4.15	1.14	6	46%	5	38%	1	8%	0	0%	1	8%	0	0%

H&SS Results 2011 - 2012

Number of Respondents	20
Number of Tenured/Tenure-Track	114
% Returned	17.5%

					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	16	2.94	0.85	0	0%	3	19%	11	69%	0	0%	2	13%	4	20%
2	VPAA Hebert	16	3.75	0.93	4	25%	5	31%	6	38%	1	6%	0	0%	4	20%
3	VPEM Thielemann	13	2.77	0.73	0	0%	1	8%	9	69%	2	15%	1	8%	7	35%
4	VPFO Hooten	10	3.20	1.03	1	10%	2	20%	6	60%	0	0%	1	10%	10	50%
5	VPSS Parker	13	3.92	1.04	5	38%	3	23%	4	31%	1	8%	0	0%	7	35%
6	VP Advancement Holmes	10	2.90	1.29	1	10%	2	20%	4	40%	1	10%	2	20%	10	50%
7	Assoc. VPAA Eglsaer	16	2.94	1.48	3	19%	3	19%	4	25%	2	13%	4	25%	4	20%
8	Assoc. VPAA Tayebi	16	3.44	1.31	5	31%	2	13%	5	31%	3	19%	1	6%	4	20%
9	Assoc. VPR&SP Cook	14	3.79	1.19	5	36%	4	29%	2	14%	3	21%	0	0%	6	30%
10	Assoc. VPResAdm Davis	7	2.29	0.95	0	0%	0	0%	4	57%	1	14%	2	29%	13	65%
11	Assoc. VP DL Angrove	15	2.93	1.39	3	20%	1	7%	6	40%	2	13%	3	20%	5	25%
12	Dean de Castro	19	3.95	0.97	6	32%	8	42%	3	16%	2	11%	0	0%	1	5%
13	Associate Dean-Bruce	18	3.94	1.06	7	39%	5	28%	4	22%	2	11%	0	0%	2	10%
14	Associate Dean-Bilhartz	17	3.59	1.06	3	18%	7	41%	5	29%	1	6%	1	6%	3	15%
16	Budget Decision Participation in Dept.	20	3.20	1.36	4	20%	5	25%	5	25%	3	15%	3	15%	0	0%
17	Selection of Admins.	17	2.53	1.18	0	0%	4	24%	6	35%	2	12%	5	29%	3	15%
18	Selection of Faculty	20	3.95	1.28	10	50%	3	15%	4	20%	2	10%	1	5%	0	0%
19	Strategic Planning in College	17	3.00	0.94	1	6%	4	24%	6	35%	6	35%	0	0%	3	15%
20	3/3 4/4 handled fairly	19	3.47	1.31	5	26%	5	26%	5	26%	2	11%	2	11%	1	5%
21	SAM Center Mentoring	17	3.88	1.27	8	47%	2	12%	5	29%	1	6%	1	6%	3	15%
22	SAM Center Advising	20	3.70	1.30	7	35%	5	25%	5	25%	1	5%	2	10%	0	0%
23	Physically Safe on Campus	20	4.40	0.88	12	60%	5	25%	2	10%	1	5%	0	0%	0	0%
24	LSC facilities adequate	17	4.06	0.97	6	35%	8	47%	1	6%	2	12%	0	0%	3	15%
25	LSC Services adequate	14	4.00	1.11	6	43%	4	29%	2	14%	2	14%	0	0%	6	30%
26	Aramark Services adequate	16	3.31	1.20	3	19%	4	25%	5	31%	3	19%	1	6%	4	20%
27	Human Resource Dept.	19	3.95	1.08	7	37%	6	32%	5	26%	0	0%	1	5%	1	5%
28	HKC	15	3.93	0.88	5	33%	4	27%	6	40%	0	0%	0	0%	5	25%
29	Support from Contracts and Grants	19	3.47	1.22	5	26%	4	21%	6	32%	3	16%	1	5%	1	5%
30	Information Resources (UCS)	20	3.60	1.05	3	15%	11	55%	1	5%	5	25%	0	0%	0	0%
31	DELTA Services adequate	16	3.31	1.25	4	25%	2	13%	6	38%	3	19%	1	6%	4	20%
32	Library Services	19	4.37	0.68	9	47%	8	42%	2	11%	0	0%	0	0%	1	5%
33	Library good for Dept. Curriculum	19	4.26	0.73	8	42%	8	42%	3	16%	0	0%	0	0%	1	5%
34	Recruiting Quality Students	20	3.00	1.17	2	10%	5	25%	6	30%	5	25%	2	10%	0	0%
35	Teaching Load is fair	19	3.89	1.15	7	37%	6	32%	4	21%	1	5%	1	5%	1	5%
36	Recognition for teaching	18	3.33	1.37	4	22%	5	28%	5	28%	1	6%	3	17%	2	10%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
37	Recognition for research	18	3.39	1.29	4	22%	5	28%	5	28%	2	11%	2	11%	2	10%
38	Recognition for service	19	2.84	1.46	3	16%	4	21%	4	21%	3	16%	5	26%	1	5%
39	Clerical Support	17	3.12	1.11	1	6%	7	41%	3	18%	5	29%	1	6%	3	15%
40	Collegial Support in dept.	20	3.25	1.65	6	30%	5	25%	3	15%	0	0%	6	30%	0	0%
41	Work environment	20	4.40	0.94	13	65%	3	15%	3	15%	1	5%	0	0%	0	0%
42	Free from intimidation/discrimination	20	3.65	1.53	9	45%	3	15%	3	15%	2	10%	3	15%	0	0%
43	Parking	18	2.56	1.50	3	17%	2	11%	3	17%	4	22%	6	33%	2	10%
44	Faculty Senate	16	3.13	1.20	3	19%	2	13%	6	38%	4	25%	1	6%	4	20%
45	Research Resources	20	3.15	1.14	2	10%	7	35%	4	20%	6	30%	1	5%	0	0%
46	Graduate Program Resources	20	3.15	1.31	4	20%	5	25%	2	10%	8	40%	1	5%	0	0%
47	Travel Allocation	20	2.90	1.33	3	15%	4	20%	4	20%	6	30%	3	15%	0	0%
48	IDEA Administered	19	2.95	1.47	3	16%	5	26%	4	21%	2	11%	5	26%	1	5%
49	IDEA Accuracy	19	2.68	1.29	2	11%	3	16%	5	26%	5	26%	4	21%	1	5%
50	IDEA On-Line Administered	9	2.00	1.12	0	0%	1	11%	2	22%	2	22%	4	44%	11	55%
51	IDEA On-Line Accuracy	9	2.00	1.12	0	0%	1	11%	2	22%	2	22%	4	44%	11	55%
52	Chair evaluation of my teaching	19	3.68	1.20	5	26%	7	37%	5	26%	0	0%	2	11%	1	5%
53	FES Instrument is adequate	20	3.10	1.29	2	10%	7	35%	6	30%	1	5%	4	20%	0	0%
54	Merit System is applied fairly	18	2.89	1.32	2	11%	4	22%	6	33%	2	11%	4	22%	2	10%
55	Market Adjustments applied fairly	16	2.50	1.37	1	6%	4	25%	2	13%	4	25%	5	31%	4	20%
56	Promotion System is applied fairly	16	3.19	1.28	2	13%	6	38%	3	19%	3	19%	2	13%	4	20%
57	Tenure System is applied fairly	18	3.44	1.42	5	28%	5	28%	4	22%	1	6%	3	17%	2	10%
58	Tenure Process clear at univ. level	20	2.90	1.48	3	15%	5	25%	5	25%	1	5%	6	30%	0	0%
59	Post Tenure Review	15	3.60	1.40	5	33%	4	27%	3	20%	1	7%	2	13%	5	25%
60	Salary at SHSU	20	2.55	1.19	1	5%	3	15%	7	35%	4	20%	5	25%	0	0%
61	Salary other Universities	20	2.25	1.12	0	0%	3	15%	6	30%	4	20%	7	35%	0	0%
62	Reassigned time	13	3.54	1.45	4	31%	4	31%	2	15%	1	8%	2	15%	7	35%
63	Faculty Research Fund <5000	18	3.61	1.20	6	33%	2	11%	8	44%	1	6%	1	6%	2	10%
64	Enhancement Grant for Research	16	3.63	1.31	6	38%	2	13%	5	31%	2	13%	1	6%	4	20%
65	Adequate support for online courses	18	3.72	1.32	6	33%	6	33%	3	17%	1	6%	2	11%	2	10%
66	University Center facilities	16	3.88	1.15	6	38%	4	25%	5	31%	0	0%	1	6%	4	20%
67	University Center staff	15	4.40	0.63	7	47%	7	47%	1	7%	0	0%	0	0%	5	25%
68	Communication with Admin.	19	2.53	1.07	0	0%	3	16%	9	47%	2	11%	5	26%	1	5%
69	President values faculty	16	2.81	1.11	1	6%	3	19%	6	38%	4	25%	2	13%	4	20%
70	Provost values faculty	17	3.71	1.16	6	35%	3	18%	5	29%	3	18%	0	0%	3	15%
71	Dean values faculty	20	3.55	1.28	5	25%	7	35%	4	20%	2	10%	2	10%	0	0%
72	Chair values faculty	19	3.79	1.44	8	42%	5	26%	3	16%	0	0%	3	16%	1	5%
73	Satisfied at SHSU	20	3.50	1.05	3	15%	8	40%	6	30%	2	10%	1	5%	0	0%

NGL Results 2011 - 2012

Number of Respondents	4
Number of Tenured/Tenure-Track	15
% Returned	26.7%

					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	4	3.25	0.50	0	0%	1	25%	3	75%	0	0%	0	0%	0	0%
2	VPAA Hebert	3	4.33	0.58	1	33%	2	67%	0	0%	0	0%	0	0%	1	25%
3	VPEM Thielemann	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	3	75%
4	VPFO Hooten	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	3	75%
5	VPSS Parker	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	3	75%
6	VP Advancement Holmes	1	4.00		0	0%	1	100%	0	0%	0	0%	0	0%	3	75%
7	Assoc. VPAA Eglsaer	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	3	75%
8	Assoc. VPAA Tayebi	2	4.00	1.41	1	50%	0	0%	1	50%	0	0%	0	0%	2	50%
9	Assoc. VPR&SP Cook	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	3	75%
10	Assoc. VPResAdm Davis	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	3	75%
11	Assoc. VP DL Angrove	4	3.25	0.50	0	0%	1	25%	3	75%	0	0%	0	0%	0	0%
12	Director Holder	4	4.75	0.50	3	75%	1	25%	0	0%	0	0%	0	0%	0	0%
16	Budget Decision Participation in Dept.	4	3.00	1.15	0	0%	2	50%	0	0%	2	50%	0	0%	0	0%
17	Selection of Admins.	3	2.33	0.58	0	0%	0	0%	1	33%	2	67%	0	0%	1	25%
18	Selection of Faculty	4	4.00	0.82	1	25%	2	50%	1	25%	0	0%	0	0%	0	0%
19	Strategic Planning in College	4	3.50	1.00	0	0%	3	75%	0	0%	1	25%	0	0%	0	0%
20	3/3 4/4 handled fairly	0			0		0		0		0		0		4	100%
21	SAM Center Mentoring	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	3	75%
22	SAM Center Advising	2	3.00	0.00	0	0%	0	0%	2	100%	0	0%	0	0%	2	50%
23	Physically Safe on Campus	4	4.00	0.82	1	25%	2	50%	1	25%	0	0%	0	0%	0	0%
24	LSC facilities adequate	4	3.25	0.96	0	0%	2	50%	1	25%	1	25%	0	0%	0	0%
25	LSC Services adequate	4	3.50	0.58	0	0%	2	50%	2	50%	0	0%	0	0%	0	0%
26	Aramark Services adequate	2	3.50	0.71	0	0%	1	50%	1	50%	0	0%	0	0%	2	50%
27	Human Resource Dept.	4	3.25	0.96	0	0%	2	50%	1	25%	1	25%	0	0%	0	0%
28	HKC	3	3.67	0.58	0	0%	2	67%	1	33%	0	0%	0	0%	1	25%
29	Support from Contracts and Grants	3	3.00	1.00	0	0%	1	33%	1	33%	1	33%	0	0%	1	25%
30	Information Resources (UCS)	4	2.75	0.96	0	0%	1	25%	1	25%	2	50%	0	0%	0	0%
31	DELTA Services adequate	3	3.00	1.00	0	0%	1	33%	1	33%	1	33%	0	0%	1	25%
32	Library Services	4	4.50	0.58	2	50%	2	50%	0	0%	0	0%	0	0%	0	0%
33	Library good for Dept. Curriculum	3	4.00	0.00	0	0%	3	100%	0	0%	0	0%	0	0%	1	25%
34	Recruiting Quality Students	4	2.75	0.96	0	0%	1	25%	1	25%	2	50%	0	0%	0	0%
35	Teaching Load is fair	3	3.67	1.15	1	33%	0	0%	2	67%	0	0%	0	0%	1	25%
36	Recognition for teaching	4	3.50	1.00	1	25%	0	0%	3	75%	0	0%	0	0%	0	0%
37	Recognition for research	3	3.67	1.15	1	33%	0	0%	2	67%	0	0%	0	0%	1	25%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
38	Recognition for service	3	4.00	1.00	1	33%	1	33%	1	33%	0	0%	0	0%	1	25%
39	Clerical Support	3	3.67	0.58	0	0%	2	67%	1	33%	0	0%	0	0%	1	25%
40	Collegial Support in dept.	4	4.25	0.50	1	25%	3	75%	0	0%	0	0%	0	0%	0	0%
41	Work environment	4	4.25	0.50	1	25%	3	75%	0	0%	0	0%	0	0%	0	0%
42	Free from intimidation/discrimination	4	4.50	0.58	2	50%	2	50%	0	0%	0	0%	0	0%	0	0%
43	Parking	4	2.75	0.50	0	0%	0	0%	3	75%	1	25%	0	0%	0	0%
44	Faculty Senate	4	3.75	0.96	1	25%	1	25%	2	50%	0	0%	0	0%	0	0%
45	Research Resources	4	4.00	0.82	1	25%	2	50%	1	25%	0	0%	0	0%	0	0%
46	Graduate Program Resources	3	3.33	0.58	0	0%	1	33%	2	67%	0	0%	0	0%	1	25%
47	Travel Allocation	4	4.00	0.82	1	25%	2	50%	1	25%	0	0%	0	0%	0	0%
48	IDEA Administered	0			0		0		0		0		0		4	100%
49	IDEA Accuracy	0			0		0		0		0		0		4	100%
50	IDEA On-Line Administered	0			0		0		0		0		0		4	100%
51	IDEA On-Line Accuracy	0			0		0		0		0		0		4	100%
52	Chair evaluation of my teaching	3	4.00	1.00	1	33%	1	33%	1	33%	0	0%	0	0%	1	25%
53	FES Instrument is adequate	4	3.50	1.00	1	25%	0	0%	3	75%	0	0%	0	0%	0	0%
54	Merit System is applied fairly	2	3.50	2.12	1	50%	0	0%	0	0%	1	50%	0	0%	2	50%
55	Market Adjustments applied fairly	3	2.67	2.08	1	33%	0	0%	0	0%	1	33%	1	33%	1	25%
56	Promotion System is applied fairly	2	3.50	2.12	1	50%	0	0%	0	0%	1	50%	0	0%	2	50%
57	Tenure System is applied fairly	2	4.50	0.71	1	50%	1	50%	0	0%	0	0%	0	0%	2	50%
58	Tenure Process clear at univ. level	4	2.50	1.00	0	0%	1	25%	0	0%	3	75%	0	0%	0	0%
59	Post Tenure Review	1	4.00		0	0%	1	100%	0	0%	0	0%	0	0%	3	75%
60	Salary at SHSU	4	2.25	1.26	0	0%	1	25%	0	0%	2	50%	1	25%	0	0%
61	Salary other Universities	4	2.50	1.00	0	0%	1	25%	0	0%	3	75%	0	0%	0	0%
62	Reassigned time	0			0		0		0		0		0		4	100%
63	Faculty Research Fund <5000	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	3	75%
64	Enhancement Grant for Research	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	3	75%
65	Adequate support for online courses	3	2.00	1.00	0	0%	0	0%	1	33%	1	33%	1	33%	1	25%
66	University Center facilities	2	3.00	1.41	0	0%	1	50%	0	0%	1	50%	0	0%	2	50%
67	University Center staff	2	3.00	1.41	0	0%	1	50%	0	0%	1	50%	0	0%	2	50%
68	Communication with Admin.	4	3.00	0.00	0	0%	0	0%	4	100%	0	0%	0	0%	0	0%
69	President values faculty	4	3.00	0.00	0	0%	0	0%	4	100%	0	0%	0	0%	0	0%
70	Provost values faculty	3	4.00	1.00	1	33%	1	33%	1	33%	0	0%	0	0%	1	25%
71	Dean values faculty	4	4.75	0.50	3	75%	1	25%	0	0%	0	0%	0	0%	0	0%
72	Chair values faculty	3	4.67	0.58	2	67%	1	33%	0	0%	0	0%	0	0%	1	25%
73	Satisfied at SHSU	4	4.25	0.50	1	25%	3	75%	0	0%	0	0%	0	0%	0	0%

Comparison Across Colleges/Library

		Total	COS	COBA	CJ	ED	FA&MC	H&SS
#	Question	Mean	Mean	Mean	Mean	Mean	Mean	Mean
23	Physically Safe on Campus	**4.41**	4.15	4.36	4.50	4.64	4.38	4.40
32	Library Services	**4.28**	4.00	4.16	4.33	4.46	4.15	4.37
18	Selection of Faculty	**4.18**	4.68	4.15	3.67	4.15	3.75	3.95
33	Library good for Dept. Curriculum	**4.15**	3.87	4.05	4.33	4.22	4.38	4.26
72	Chair values faculty	**4.10**	4.04	4.27	3.33	4.21	4.25	3.79
41	Work environment	**4.06**	3.56	4.27	4.17	4.00	3.92	4.40
2	VPAA Hebert	**4.04**	3.71	4.16	4.20	4.21	4.08	3.75
40	Collegial Support in dept.	**3.98**	4.00	4.27	4.00	4.18	3.92	3.25
42	Free from intimidation/discrimination	**3.96**	3.77	4.14	3.50	4.04	4.00	3.65
28	HKC	**3.92**	3.90	3.93	4.00	3.85	4.00	3.93
25	LSC Services adequate	**3.89**	3.52	3.85	4.25	4.20	3.83	4.00
24	LSC facilities adequate	**3.86**	3.54	3.77	4.17	4.08	3.92	4.06
70	Provost values faculty	**3.85**	3.42	3.79	4.20	4.15	3.85	3.71
73	Satisfied at SHSU	**3.85**	3.65	3.95	4.00	3.93	4.15	3.50
57	Tenure System is applied fairly	**3.84**	3.76	3.86	3.83	3.96	3.75	3.44
66	University Center facilities	**3.83**	4.29	3.68	4.33	3.87	3.63	3.88
21	SAM Center Mentoring	**3.80**	3.44	4.00	4.20	3.75	3.75	3.88
67	University Center staff	**3.80**	4.14	3.33	4.33	3.74	3.50	4.40
5	VPSS Parker	**3.77**	3.61	3.69	4.00	3.70	4.27	3.92
52	Chair evaluation of my teaching	**3.76**	4.00	3.33	3.33	3.96	3.83	3.68
59	Post Tenure Review	**3.73**	3.41	3.94	4.00	3.95	3.25	3.60
9	Assoc. VPR&SP Cook	**3.72**	3.76	3.58	4.00	3.53	4.00	3.79
12	Deans	**3.68**	3.87	3.55	4.17	2.96	3.92	3.95
35	Teaching Load is fair	**3.66**	3.19	3.68	3.50	4.00	3.75	3.89
27	Human Resource Dept.	**3.65**	3.38	3.50	4.17	3.73	3.77	3.95
64	Enhancement Grant for Research	**3.63**	3.48	3.69	4.40	3.67	3.50	3.63
8	Assoc. VPAA Tayebi	**3.57**	3.58	3.62	3.00	3.37	4.30	3.44
29	Support from Contracts and Grants	**3.57**	3.57	3.56	3.60	3.43	3.91	3.47
1	President Gibson	**3.54**	3.48	3.71	4.17	3.43	3.92	2.94
7	Assoc. VPAA Eglsaer	**3.50**	3.30	3.38	4.60	4.09	3.44	2.94
20	3/3 4/4 handled fairly	**3.50**	3.15	3.73	2.80	3.75	3.33	3.47
39	Clerical Support	**3.48**	3.42	3.41	4.40	3.48	3.54	3.12
63	Faculty Research Fund <5000	**3.48**	3.23	3.56	4.20	3.54	3.50	3.61
56	Promotion System is applied fairly	**3.47**	3.48	3.41	3.83	3.56	3.42	3.19
37	Recognition for research	**3.46**	3.38	3.41	4.00	3.48	3.75	3.39
44	Faculty Senate	**3.46**	3.04	3.65	2.33	3.37	4.23	3.13

		Total	COS	COBA	CJ	ED	FA&MC	H&SS
#	Question	Mean	Mean	Mean	Mean	Mean	Mean	Mean
22	SAM Center Advising	**3.42**	2.70	3.84	3.75	3.38	3.75	3.70
71	Dean values faculty	**3.41**	3.61	3.45	3.83	2.71	3.60	3.55
26	Aramark Services adequate	**3.38**	2.96	3.73	4.00	3.46	3.00	3.31
6	VP Advancement Holmes	**3.36**	3.42	3.08	4.00	3.35	3.88	2.90
19	Strategic Planning in College	**3.35**	2.91	3.27	3.17	3.92	3.55	3.00
4	VPFO Hooten	**3.33**	3.07	3.67	3.67	3.30	3.40	3.20
45	Research Resources	**3.33**	2.54	3.86	4.50	3.07	3.62	3.15
31	DELTA Services adequate	**3.31**	2.90	3.06	4.50	3.54	3.38	3.31
36	Recognition for teaching	**3.29**	3.00	3.32	3.17	3.43	3.75	3.33
65	Adequate support for online courses	**3.26**	3.47	2.41	4.40	3.04	3.75	3.72
69	President values faculty	**3.22**	3.04	3.37	4.00	3.26	3.42	2.81
13	Assoc. Deans	**3.22**	3.41	2.68	3.50	2.89	3.58	3.77
30	Information Resources (UCS)	**3.21**	2.35	3.36	3.33	3.54	3.38	3.60
62	Reassigned time	**3.20**	3.00	3.57	3.00	2.79	3.10	3.54
47	Travel Allocation	**3.19**	3.00	3.91	3.50	2.96	2.69	2.90
58	Tenure Process clear at univ. level	**3.14**	2.76	2.90	4.20	3.68	3.15	2.90
3	VPEM Thielemann	**3.10**	3.13	2.81	4.00	3.42	2.88	2.77
16	Budget Decision Participation in Dept.	**3.06**	3.28	2.95	2.17	3.04	3.00	3.20
53	FES Instrument is adequate	**3.06**	3.31	2.52	3.17	2.96	3.25	3.10
11	Assoc. VP DL Angrove	**3.05**	2.89	3.00	4.00	2.88	3.56	2.93
34	Recruiting Quality Students	**3.02**	2.28	3.19	3.33	3.46	2.77	3.00
38	Recognition for service	**3.02**	2.54	3.09	3.83	3.25	3.23	2.84
10	Assoc. VPResAdm Davis	**3.02**	2.71	2.75	4.25	3.18	3.57	2.29
48	IDEA Administered	**2.93**	2.73	2.90	3.50	2.59	3.55	2.95
43	Parking	**2.87**	2.71	3.50	3.83	2.21	3.31	2.56
46	Graduate Program Resources	**2.85**	2.24	3.32	3.50	2.71	2.70	3.15
54	Merit System is applied fairly	**2.82**	2.87	3.00	3.50	2.08	3.27	2.89
68	Communication with Admin.	**2.81**	2.28	3.14	3.33	3.00	2.92	2.53
17	Selection of Admins.	**2.72**	2.68	2.90	3.00	2.25	3.31	2.53
49	IDEA Accuracy	**2.60**	2.69	2.20	3.00	2.19	3.42	2.68
60	Salary at SHSU	**2.56**	2.50	2.77	2.83	2.36	2.54	2.55
55	Market Adjustments applied fairly	**2.45**	2.15	3.21	3.25	1.81	2.33	2.50
50	IDEA On-Line Administered	**2.32**	2.73	2.14	2.50	1.95	3.25	2.00
61	Salary other Universities	**2.30**	2.08	2.52	2.50	2.07	2.50	2.25
51	IDEA On-Line Accuracy	**2.03**	2.60	1.62	2.25	1.67	3.00	2.00

Faculty Senate Survey Results - University Previous Comparison

Evaluate the Following:

		11-12	10-11	09-10	08-09	07-08	06-07	06-07	05-06	04-05	03-04	02-03
1	President Gibson	3.54	3.39	4.19	4.05	3.74	3.91	3.91	3.89	3.45	3.31	3.48
2	VPAA Hebert	4.04	3.03	3.31	3.31	3.31	3.34	3.34	3.16	2.59	2.50	2.77
3	VPEM Thielemann	3.10	3.28	3.37	3.40	3.55	3.35	3.35	3.34	3.02		
4	VPFO Hooten	3.33	3.22	3.58	3.52	2.97	3.04	3.04	3.09	3.20	2.89	2.62
5	VPSS Parker	3.77	3.81	3.89	3.88	3.84	3.80	3.80	3.87	2.34	1.99	2.08
6	VP Advancement Holmes	3.36	3.37	3.47	3.24	3.26	3.24	3.24	3.19	2.76	2.57	2.78
7	Assoc. VPAA Eglsaer	3.50	3.78	3.78	3.63	3.68	3.68	3.68	3.69	3.55	3.54	3.73
8	Assoc. VPAA Tayebi	3.57	3.51	3.73	3.80	3.70	3.58	3.58	3.67	3.60	3.39	
9	Assoc. VPR&SP Cook	3.72	3.79	3.77	3.71	3.06	3.16	3.16	2.50	2.53	2.20	2.41
10	Assoc. VPResAdm Davis	3.02	3.20	3.41								
11	Assoc. VP DL Angrove	3.05	2.87	3.26								
12	Deans and Associate deans differ per colleg	3.68	3.82	3.96	3.88	3.89	4.21	4.21	4.07	3.62	3.43	3.26
16	Budget Decision Participation in Dept.	3.06	2.94	3.18	3.21	2.98	3.13	4.05	3.19	2.34	2.26	2.16
17	Selection of Admins.	2.72	2.44	2.73	2.72	2.52	2.64	3.58	2.55	2.11	1.98	2.07
18	Selection of Faculty	4.18	4.19	4.21	4.23	4.14	4.33	4.17	4.50	3.48	3.34	3.20
19	Strategic Planning in College	3.35	3.08	3.27	3.28	3.26	3.40	3.90	3.31	2.47	2.29	2.40
20	3/3 4/4 handled fairly	3.50	3.74	3.62	3.42	3.59	3.75	3.59	3.54	3.48	3.39	3.09
21	SAM Center Mentoring	3.80	3.90	3.83	3.61	3.64	3.82	3.60	3.97	3.87	4.03	3.89
22	SAM Center Advising	3.42	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	4.41	4.34	4.36	4.33	4.23	4.37	4.37	4.53	3.61	3.66	3.60
24	LSC facilities adequate	3.86	3.77	3.74	3.68	3.61	3.65	3.82	3.66	3.58	3.44	3.46
25	LSC Services adequate	3.89	3.72	3.71	3.69	3.49	3.60	3.64	3.63			
26	Aramark Services adequate	3.38	3.19	3.12								
27	Human Resource Dept.	3.65	3.56	3.60	3.69	3.21	3.50	3.40	3.50	3.12	3.03	3.34
28	HKC	3.92	3.97	4.00	4.07	4.00	4.05	4.33	4.25	3.55	3.44	3.66
29	Support from Contracts and Grants	3.57	3.54	3.53	3.17	2.89	3.02	2.64	3.03	2.56	2.61	2.73
30	Information Resources (UCS)	3.21	2.98	3.10	3.09	2.63	3.58	3.13	3.65	3.63	3.73	3.78
31	DELTA Services adequate	3.31	3.10	3.13								
32	Library Services	4.28	4.15	4.23	4.17	4.12	4.17	3.75	4.32	4.05	3.98	3.93
33	Library good for Dept. Curriculum	4.15	4.04	4.18	4.02	3.95	3.90	3.08	4.06	3.93	3.88	3.80
34	Recruiting Quality Students	3.02	3.03	3.16	3.14	3.07	3.08	3.71	3.46	3.17	3.09	
35	Teaching Load is fair	3.66	3.86	3.76	3.63	3.65	3.71	3.23	3.80	3.20	3.11	
36	Recognition for teaching	3.29	3.30	3.45	3.27	3.13	3.23	3.46	3.30	2.77	2.69	

		11-12	10-11	09-10	08-09	07-08	06-07	06-07	05-06	04-05	03-04	02-03
37	Recognition for research	3.46	3.36	3.60	3.52	3.32	3.46	3.11	3.54	3.02	3.06	
38	Recognition for service	3.02	3.08	3.24	3.03	3.03	3.11	3.40	3.21	2.79	2.58	
39	Clerical Support	3.48	3.43	3.42	3.49	3.31	3.40	3.93	3.89	3.16	3.24	
40	Collegial Support in dept.	3.98	3.95	3.99	3.95	3.92	3.93	3.81	3.89	3.60	3.72	
41	Work environment	4.06	4.13	3.88	3.98	3.66	3.81	3.44	3.70	3.31	3.46	
42	Free from intimidation/discrimination	3.96	4.01	4.06	3.99	3.87	3.86	3.48	3.87	3.47	3.62	
43	Parking	2.87	2.91	2.40	2.52	3.11	3.44	3.25	3.27	2.78	2.72	
44	Faculty Senate	3.46	3.36	3.36	3.23	3.16	3.25	2.74	3.42	3.25	3.34	3.36
45	Research Resources	3.33	3.41	3.25	3.13	3.17	3.10	3.02	2.94	2.41	2.24	2.17
46	Graduate Program Resources	2.85	2.92	2.96	2.74	2.72	2.74	3.08	2.53	2.54	2.58	2.32
47	Travel Allocation	3.19	3.07	3.14	3.07	3.05	3.08	2.77	2.95	2.50	2.25	2.04
48	IDEA Administered	2.93	2.76	2.92	2.81	2.82	2.77	2.47	2.90			
49	IDEA Accuracy	2.60	2.48	2.63	2.42	2.56	2.47	3.64	2.66	2.48	2.22	2.41
50	IDEA On-Line Administered	2.32										
51	IDEA On-Line Accuracy	2.03										
52	Chair evaluation of my teaching	3.76	3.74	3.68	3.81	3.60	3.64	3.12	3.78	3.49	3.67	3.62
53	FES Instrument is adequate	3.06	3.15	3.08		2.93	3.12	3.86	3.20	2.56	2.43	
54	Merit System is applied fairly	2.82	3.01	2.98	3.08							
55	Market Adjustments applied fairly	2.45	2.62	2.78	3.01	2.91	2.92	3.74	2.96	2.55	2.56	2.74
56	Promotion System is applied fairly	3.47	3.21	3.28		3.25	3.27	3.71	3.24	2.71	2.71	2.82
57	Tenure System is applied fairly	3.84	3.76	3.72	3.29							
58	Tenure Process clear at univ. level	3.14	2.64	3.01	3.66	3.47	3.74	2.59	3.60	3.32	3.54	3.46
59	Post Tenure Review	3.73	3.75	3.82	3.91	3.67	3.71	2.32	3.68	3.30	3.51	3.63
60	Salary at SHSU	2.56	2.79	2.89	2.79	2.64	2.59	2.92	2.60	2.57	2.61	2.53
61	Salary other Universities	2.30	2.45	2.57	2.39	2.46	2.32	3.27	2.23	2.24	2.13	2.14
62	Reassigned time	3.20	3.16	3.22	3.17	3.07	3.15	3.15	3.16	2.94	3.03	2.82
63	Faculty Research Fund <5000	3.48	3.60	3.38	3.39	3.09	3.07	3.07	3.02	2.93	2.73	
64	Enhancement Grant for Research	3.63	3.57	3.44	3.34	3.06	3.03	3.03	3.03	2.82	2.57	
65	Adequate support for online courses	3.26	3.06	3.03	2.82	2.75	2.90	2.90	2.81			
66	University Center facilities	3.83	3.75	3.57	3.60	3.50						
67	University Center staff	3.80	3.80	3.68	3.80	3.72						
68	Communication with Admin.	2.81	2.77	3.00	3.01	2.82	2.96	2.96	2.94	2.35	2.25	
69	President values faculty	3.22	3.22	3.71	3.75	3.54	3.80	3.80	3.82	3.22	2.98	
70	Provost values faculty	3.85	2.87	3.19	3.31	3.30	3.39	3.39	3.40	2.58	2.52	
71	Dean values faculty	3.41	3.66	3.78	3.96	3.90	4.39	4.39	4.39	3.64	3.42	
72	Chair values faculty	4.10	3.98	3.97	4.16	3.96	4.22	4.22	4.19	3.78	4.07	
73	Satisfied at SHSU	3.85	3.87	3.92	4.01	3.71	4.07	4.07	4.02	3.53	3.57	3.66