

## H&SS Results 2009 - 2010

Number of Respondents 38  
 Number of Tenured/Tenure-Track 121  
 % Returned 31.4%

% Respondents  
not answering.

### Number and % Responding 5, 4, 3, 2, 1

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
1	President Gaertner	34	4.06	1.07	15	44%	10	29%	6	18%	2	6%	1	3%	4	11%
2	VPAA Payne	34	2.97	1.40	6	18%	7	21%	8	24%	6	18%	7	21%	4	11%
3	VPEM Thielemann	23	3.09	1.04	3	13%	3	13%	11	48%	5	22%	1	4%	15	39%
4	VPFO Gibson	25	3.28	1.06	3	12%	7	28%	11	44%	2	8%	2	8%	13	34%
5	VPSS Parker	30	3.93	0.98	11	37%	8	27%	9	30%	2	7%	0	0%	8	21%
6	VP Advancement Holmes	21	3.43	1.21	5	24%	5	24%	6	29%	4	19%	1	5%	17	45%
7	Assoc. VPAA Eglsaer	35	3.54	1.17	9	26%	9	26%	11	31%	4	11%	2	6%	3	8%
8	Assoc. VPAA Tayebi	37	3.81	1.15	14	38%	7	19%	13	35%	1	3%	2	5%	1	3%
9	Assoc. VPR&SP Cook	25	3.40	1.32	7	28%	4	16%	9	36%	2	8%	3	12%	13	34%
10	Assoc. VPResAdm Davis	18	2.94	1.00	1	6%	3	17%	10	56%	2	11%	2	11%	20	53%
11	Assoc. VP DL Angrove	29	2.55	1.33	2	7%	5	17%	10	34%	2	7%	10	34%	9	24%
12	Dean de Castro	36	3.81	1.26	14	39%	11	31%	2	6%	8	22%	1	3%	2	5%
13	Assoc. Dean Bruce	36	3.92	1.08	13	36%	12	33%	7	19%	3	8%	1	3%	2	5%
14	Assoc. Dean Bilhartz	33	3.55	1.12	8	24%	9	27%	10	30%	5	15%	1	3%	5	13%
16	Budget Decision Participation in Dept.	37	3.03	1.36	6	16%	10	27%	6	16%	9	24%	6	16%	1	3%
17	Selection of Admins.	37	2.51	1.45	4	11%	8	22%	4	11%	8	22%	13	35%	1	3%
18	Selection of Faculty	36	4.19	1.06	20	56%	7	19%	5	14%	4	11%	0	0%	2	5%
19	Strategic Planning in College	31	3.00	1.41	5	16%	8	26%	7	23%	4	13%	7	23%	7	18%
20	3/3 4/4 handled fairly	37	3.27	1.43	11	30%	5	14%	9	24%	7	19%	5	14%	1	3%
21	SAM Center Mentoring	32	4.22	0.87	15	47%	10	31%	6	19%	1	3%	0	0%	6	16%
22	SAM Center Advising	35	4.17	0.95	15	43%	14	40%	4	11%	1	3%	1	3%	3	8%
23	Physically Safe on Campus	38	4.45	0.65	20	53%	15	39%	3	8%	0	0%	0	0%	0	0%
24	LSC facilities adequate	34	4.09	1.03	14	41%	13	38%	4	12%	2	6%	1	3%	4	11%
25	LSC Services adequate	33	3.85	1.09	11	33%	11	33%	7	21%	3	9%	1	3%	5	13%
26	Aramark Services adequate	34	2.91	1.33	4	12%	9	26%	8	24%	6	18%	7	21%	4	11%
27	Human Resource Dept.	32	3.53	1.08	5	16%	14	44%	8	25%	3	9%	2	6%	6	16%
28	HKC	25	4.04	0.89	9	36%	9	36%	6	24%	1	4%	0	0%	13	34%
29	Support from Contracts and Grants	34	3.24	1.28	6	18%	10	29%	8	24%	6	18%	4	12%	4	11%
30	Information Resources (UCS)	35	3.49	1.22	8	23%	12	34%	6	17%	7	20%	2	6%	3	8%
31	DELTA Services adequate	28	2.64	1.22	1	4%	8	29%	5	18%	8	29%	6	21%	10	26%
32	Library Services	37	4.32	0.78	18	49%	14	38%	4	11%	1	3%	0	0%	1	3%
33	Library good for Dept. Curriculum	35	4.40	0.69	18	51%	13	37%	4	11%	0	0%	0	0%	3	8%
34	Blackboard	38	3.82	0.93	8	21%	19	50%	8	21%	2	5%	1	3%	0	0%
35	E-College	17	2.24	1.15	0	0%	3	18%	4	24%	4	24%	6	35%	21	55%
36	Recruiting Quality Students	35	2.91	1.01	1	3%	9	26%	15	43%	6	17%	4	11%	3	8%

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
37	Teaching Load is fair	38	3.61	1.10	9	24%	12	32%	12	32%	3	8%	2	5%	0	0%
38	Recognition for teaching	38	3.32	1.32	9	24%	10	26%	6	16%	10	26%	3	8%	0	0%
39	Recognition for research	37	3.51	1.12	8	22%	11	30%	12	32%	4	11%	2	5%	1	3%
40	Recognition for service	35	3.03	1.46	8	23%	6	17%	7	20%	7	20%	7	20%	3	8%
41	Clerical Support	37	3.11	1.29	7	19%	8	22%	7	19%	12	32%	3	8%	1	3%
42	Collegial Support in dept.	38	3.55	1.20	10	26%	10	26%	12	32%	3	8%	3	8%	0	0%
43	Work environment	35	3.89	1.23	15	43%	8	23%	7	20%	3	9%	2	6%	3	8%
44	Free from intimidation/discrimination	37	3.92	1.28	17	46%	8	22%	7	19%	2	5%	3	8%	1	3%
45	Parking	37	1.95	1.15	2	5%	2	5%	5	14%	11	30%	17	46%	1	3%
46	Faculty Senate	33	3.06	1.14	2	6%	12	36%	9	27%	6	18%	4	12%	5	13%
47	Research Resources	38	2.92	1.12	2	5%	12	32%	9	24%	11	29%	4	11%	0	0%
48	Graduate Program Resources	36	2.75	1.25	2	6%	11	31%	6	17%	10	28%	7	19%	2	5%
49	Travel Allocation	38	2.74	1.20	2	5%	10	26%	9	24%	10	26%	7	18%	0	0%
50	IDEA Administered	37	3.30	1.24	5	14%	15	41%	8	22%	4	11%	5	14%	1	3%
51	IDEA Accuracy	38	2.87	1.30	5	13%	7	18%	11	29%	8	21%	7	18%	0	0%
52	Chair evaluation of my teaching	32	3.63	1.29	10	31%	9	28%	7	22%	3	9%	3	9%	6	16%
53	FES Instrument is adequate	38	2.89	1.11	4	11%	5	13%	16	42%	9	24%	4	11%	0	0%
54	Merit System is applied fairly	36	3.00	1.39	8	22%	4	11%	10	28%	8	22%	6	17%	2	5%
55	Market Adjustments applied fairly	34	2.71	1.43	5	15%	6	18%	6	18%	8	24%	9	26%	4	11%
56	Promotion System is applied fairly	33	3.27	1.33	7	21%	9	27%	7	21%	6	18%	4	12%	5	13%
57	Tenure System is applied fairly	37	3.30	1.29	7	19%	12	32%	7	19%	7	19%	4	11%	1	3%
58	Tenure Process clear at univ. level	36	2.67	1.33	4	11%	6	17%	9	25%	8	22%	9	25%	2	5%
59	Post Tenure Review	30	3.57	1.17	7	23%	10	33%	8	27%	3	10%	2	7%	8	21%
60	Salary at SHSU	38	2.84	1.33	5	13%	7	18%	11	29%	7	18%	8	21%	0	0%
61	Salary other Universities	37	2.65	1.34	3	8%	9	24%	7	19%	8	22%	10	27%	1	3%
62	Reassigned time	25	2.72	1.28	3	12%	3	12%	8	32%	6	24%	5	20%	13	34%
63	Faculty Research Fund <5000	28	2.64	1.06	1	4%	5	18%	9	32%	9	32%	4	14%	10	26%
64	Enhancement Grant for Research	27	2.63	1.04	1	4%	4	15%	10	37%	8	30%	4	15%	11	29%
65	Adequate support for online courses	32	2.84	1.37	4	13%	8	25%	6	19%	7	22%	7	22%	6	16%
66	University Center facilities	26	3.35	1.13	5	19%	6	23%	9	35%	5	19%	1	4%	12	32%
67	University Center staff	26	3.88	1.21	11	42%	6	23%	5	19%	3	12%	1	4%	12	32%
68	Communication with Admin.	37	2.57	1.28	3	8%	7	19%	7	19%	11	30%	9	24%	1	3%
69	President values faculty	32	3.38	1.31	8	25%	7	22%	10	31%	3	9%	4	13%	6	16%
70	Provost values faculty	32	2.81	1.26	3	9%	6	19%	12	38%	4	13%	7	22%	6	16%
71	Dean values faculty	37	3.51	1.33	11	30%	8	22%	12	32%	1	3%	5	14%	1	3%
72	Chair values faculty	35	3.66	1.47	14	40%	9	26%	3	9%	4	11%	5	14%	3	8%
73	Satisfied at SHSU	37	3.65	1.21	11	30%	11	30%	8	22%	5	14%	2	5%	1	3%