

COBA Results/2003-2004

COBA Results (27/56 ~ 48%)				N	Mean	Std Dev.										
Rank		27	3.74	0.76												
Scholarly		27	3.70	1.35												
Professional Growth		27	4.00	1.36	5		4		3		2		1		N/A	
Committees		27	4.96	1.13	n	%	n	%	n	%	n	%	n	%	n	%
1	President	25	3.48	1.33	5	20%	11	44%	4	16%	1	4%	4	16%	2	7%
2	VPAA	25	2.72	1.24	1	4%	7	28%	7	28%	4	16%	6	24%	2	7%
3	VPFO	20	3.15	0.99	1	5%	6	30%	10	50%	1	5%	2	10%	7	26%
4	VPSS	22	1.55	0.74	0	0%	0	0%	3	14%	6	27%	13	59%	5	19%
5	VPAdvancement	17	2.18	0.88	0	0%	0	0%	8	47%	4	24%	5	29%	10	37%
6	Associate VPAA	16	3.50	1.21	3	19%	6	38%	5	31%	0	0%	2	13%	11	41%
7	Dean Grad. & Assoc. VPAA	21	3.24	1.41	4	19%	7	33%	4	19%	2	10%	4	19%	6	22%
8	Assoc. VP Res.& Spon. Prog.	19	1.84	0.83	0	0%	0	0%	5	26%	6	32%	8	42%	8	30%
9	Dean	27	4.00	1.27	12	44%	10	37%	0	0%	3	11%	2	7%	0	0%
10	Chair	26	4.50	0.51	13	50%	13	50%	0	0%	0	0%	0	0%	1	4%
11	Alumni Relations	16	3.31	1.01	3	19%	2	13%	8	50%	3	19%	0	0%	11	41%
12	Athletics	15	3.73	0.80	2	13%	8	53%	4	27%	1	7%	0	0%	12	44%
13	Career Services	19	3.00	1.05	0	0%	8	42%	5	26%	4	21%	2	11%	8	30%
14	Computer Services	22	3.95	0.84	6	27%	10	45%	5	23%	1	5%	0	0%	5	19%
15	Contracts and Grants	14	2.50	1.02	0	0%	3	21%	3	21%	6	43%	2	14%	13	48%
16	Financial Aid	15	2.40	1.18	0	0%	3	20%	5	33%	2	13%	5	33%	12	44%
17	Food Service/Aramark	19	2.84	1.12	1	5%	4	21%	8	42%	3	16%	3	16%	8	30%
18	Health and Kinesiology Center	10	3.20	1.14	1	10%	3	30%	4	40%	1	10%	1	10%	17	63%
19	Honors Program	15	3.73	0.88	3	20%	6	40%	5	33%	1	7%	0	0%	12	44%
20	Human Resources	18	2.44	1.29	2	11%	1	6%	5	28%	5	28%	5	28%	9	33%
21	Library Services	22	3.95	0.90	6	27%	11	50%	3	14%	2	9%	0	0%	5	19%
22	Lowman Student Center	18	2.72	0.89	0	0%	3	17%	9	50%	4	22%	2	11%	9	33%
23	Office of Graduate Studies	12	3.50	1.24	2	17%	6	50%	1	8%	2	17%	1	8%	15	56%
24	Physical Plant	10	3.30	1.16	1	10%	4	40%	3	30%	1	10%	1	10%	17	63%
25	Post Office	15	3.67	0.72	2	13%	6	40%	7	47%	0	0%	0	0%	12	44%
26	Public Relations	11	3.45	0.82	1	9%	4	36%	5	45%	1	9%	0	0%	16	59%
27	Public Safety Services (University Police)	17	3.71	1.10	4	24%	7	41%	4	24%	1	6%	1	6%	10	37%
28	Recreational Sports and Activities	10	4.10	0.74	3	30%	5	50%	2	20%	0	0%	0	0%	17	63%
29	Registrar's Office	16	3.69	0.70	1	6%	10	63%	4	25%	1	6%	0	0%	11	41%
30	Research and Sponsored Programs	14	2.36	1.34	1	7%	2	14%	3	21%	3	21%	5	36%	13	48%
31	SAM Center-Advising	20	4.20	0.70	7	35%	10	50%	3	15%	0	0%	0	0%	7	26%
32	SAM Center Mentoring	11	4.09	0.54	2	18%	8	73%	1	9%	0	0%	0	0%	16	59%
33	Sam Houston Press	11	4.00	1.41	6	55%	2	18%	1	9%	1	9%	1	9%	16	59%
34	Sam Houston Writing Center	13	3.62	1.19	3	23%	5	38%	3	23%	1	8%	1	8%	14	52%
35	Undergraduate Admissions	13	3.54	1.13	2	15%	6	46%	3	23%	1	8%	1	8%	14	52%
36	University Advancement	11	2.36	1.03	0	0%	1	9%	5	45%	2	18%	3	27%	16	59%
37	University Bookstore	17	3.12	1.05	1	6%	5	29%	8	47%	1	6%	2	12%	10	37%
38	University Safety Office	7	3.29	0.76	1	14%	0	0%	6	86%	0	0%	0	0%	20	74%

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39	Budget (Operations and Maintenance)	17	2.12	0.86	0	0%	1	6%	4	24%	8	47%	4	24%	10	37%
40	Funding of Research	19	2.26	0.87	0	0%	2	11%	4	21%	10	53%	3	16%	8	30%
41	Selection of Administrators	17	1.76	0.97	0	0%	1	6%	3	18%	4	24%	9	53%	10	37%
42	Selection of Faculty	22	3.36	1.05	3	14%	7	32%	8	36%	3	14%	1	5%	5	19%
43	Strategic Planning	19	2.16	1.01	0	0%	2	11%	5	26%	6	32%	6	32%	8	30%
44	Teaching Assignments	22	3.86	0.99	7	32%	7	32%	6	27%	2	9%	0	0%	5	19%
45	The library meets the needs of my department's curriculum.	26	4.04	0.92	9	35%	11	42%	4	15%	2	8%	0	0%	1	4%
46	The university is doing an adequate job recruiting quality students.	26	3.19	0.98	0	0%	13	50%	7	27%	4	15%	2	8%	1	4%
47	My teaching load is fair.	26	3.73	1.04	6	23%	12	46%	3	12%	5	19%	0	0%	1	4%
48	I receive adequate recognition for my teaching.	26	3.08	1.35	2	8%	12	46%	4	15%	2	8%	6	23%	1	4%
49	I receive adequate recognition for my research.	26	3.50	1.27	6	23%	9	35%	6	23%	2	8%	3	12%	1	4%
50	I receive adequate recognition for my service to the university.	25	3.04	1.46	4	16%	8	32%	4	16%	3	12%	6	24%	2	7%
51	I receive adequate clerical support.	26	3.88	0.99	8	31%	10	38%	5	19%	3	12%	0	0%	1	4%
52	There is collegial support within my department/program.	25	4.48	0.65	14	56%	9	36%	2	8%	0	0%	0	0%	2	7%
53	The FES is an adequate measurement of my performance as a faculty member.	26	2.65	1.47	3	12%	6	23%	5	19%	3	12%	9	35%	1	4%
54	My physical work environment (office/classroom/lab) is adequate.	26	3.81	0.94	6	23%	12	46%	5	19%	3	12%	0	0%	1	4%
55	I feel free from intimidation/discrimination in the workplace.	26	4.54	0.99	20	77%	2	8%	3	12%	0	0%	1	4%	1	4%
56	There is adequate parking for faculty.	25	3.72	1.34	8	32%	10	40%	2	8%	2	8%	3	12%	2	7%
57	The Student Course Fee allocations by my department/program are effective.	20	4.10	0.79	7	35%	8	40%	5	25%	0	0%	0	0%	7	26%
58	The Faculty Senate is effective in representing faculty views to the administration.	22	3.59	1.44	7	32%	8	36%	1	5%	3	14%	3	14%	5	19%
59	The resources available to provide a successful graduate program are adequate.	23	2.96	1.22	2	9%	7	30%	5	22%	6	26%	3	13%	4	15%
60	The allocation of travel reimbursements meets the needs of the faculty.	25	4.00	1.35	13	52%	5	20%	4	16%	0	0%	3	12%	2	7%
61	The student instrument appraising my teaching effectiveness is fair.	26	2.58	1.36	3	12%	4	15%	5	19%	7	27%	7	27%	1	4%
62	I support online student evaluations of my teaching effectiveness.	24	2.04	1.46	3	13%	1	4%	4	17%	2	8%	14	58%	3	11%
63	Appraisal of my teaching effectiveness by my chair fairly reflects my teaching.	24	4.25	0.79	10	42%	11	46%	2	8%	1	4%	0	0%	3	11%
64	My salary is appropriate relative to my contribution to SHSU	26	2.81	1.36	3	12%	7	27%	3	12%	8	31%	5	19%	1	4%
65	My salary is appropriate relative to my current rank when compared to similar universities.	26	1.73	0.96	0	0%	2	8%	3	12%	7	27%	14	54%	1	4%
66	The merit system is applied fairly.	24	2.67	1.61	4	17%	5	21%	4	17%	1	4%	10	42%	3	11%
67	The promotion system is applied fairly.	23	2.78	1.54	3	13%	7	30%	3	13%	2	9%	8	35%	4	15%
68	The tenure system is applied fairly in my department.	24	3.75	1.19	7	29%	9	38%	5	21%	1	4%	2	8%	3	11%
69	The performance evaluation of tenured faculty is applied fairly in my dept..	16	3.81	1.38	6	38%	6	38%	1	6%	1	6%	2	13%	11	41%
70	Reassigned time is applied fairly in my college.	26	4.19	1.06	13	50%	8	31%	3	12%	1	4%	1	4%	1	4%
71	The current program of mandatory advisement of students is effective.	20	3.90	1.17	7	35%	8	40%	2	10%	2	10%	1	5%	7	26%
72	I am satisfied with the guidelines for receiving a Faculty Research Fund. (\$5,000 or less)	22	2.36	1.05	0	0%	3	14%	8	36%	5	23%	6	27%	5	19%
73	I am satisfied with the guidelines for receiving an Enhancement Grant for Research.	18	2.33	1.03	0	0%	2	11%	7	39%	4	22%	5	28%	9	33%
74	I support online courses.	24	3.00	1.29	3	13%	6	25%	7	29%	4	17%	4	17%	3	11%
75	I support online degrees.	23	1.96	1.11	1	4%	1	4%	4	17%	7	30%	10	43%	4	15%
76	Administration effectively communicates with the faculty.	23	2.48	1.24	0	0%	7	30%	4	17%	5	22%	7	30%	4	15%
77	The President values the faculty.	23	3.30	1.52	6	26%	7	30%	3	13%	2	9%	5	22%	4	15%
78	The VPAA values the faculty.	22	2.91	1.54	4	18%	6	27%	2	9%	4	18%	6	27%	5	19%
79	Your Dean/Director values the faculty.	25	4.00	1.32	13	52%	5	20%	3	12%	2	8%	2	8%	2	7%
80	Your Chair/Coordinator values the faculty.	24	4.71	0.46	17	71%	7	29%	0	0%	0	0%	0	0%	3	11%
81	Overall, I am satisfied with my job at SHSU.	25	3.92	1.12	9	36%	9	36%	4	16%	2	8%	1	4%	2	7%