

**COBA Results/2005-2006**

**COBA Results (31/59~53%)      N    Mean    Std Dev.**

Rank	31	1.68	0.79	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
1	President Gaertner	30	<b>4.07</b>	0.78	9	29%	15	48%	5	16%	1	3%	0	0%	1	3%
2	VPAA Payne	29	<b>3.48</b>	1.15	7	23%	7	23%	9	29%	5	16%	1	3%	2	6%
3	VPEM Thielemann	18	<b>3.17</b>	1.15	2	6%	5	16%	7	23%	2	6%	2	6%	13	42%
4	VPFO Parker	21	<b>3.24</b>	0.83	1	3%	7	23%	9	29%	4	13%	0	0%	10	32%
5	VPSS Parker	22	<b>3.77</b>	0.75	4	13%	9	29%	9	29%	0	0%	0	0%	9	29%
6	VP Advancement Holmes	21	<b>2.90</b>	0.83	0	0%	4	13%	13	42%	2	6%	2	6%	10	32%
7	Assoc. VPAA Eglsaer	20	<b>3.65</b>	0.93	4	13%	7	23%	7	23%	2	6%	0	0%	11	35%
8	Assoc. VPAA Muehsam	28	<b>3.89</b>	0.96	8	26%	11	35%	8	26%	0	0%	1	3%	3	10%
9	Assoc. VPR&SP Plishker	18	<b>2.39</b>	1.14	1	3%	1	3%	7	23%	4	13%	5	16%	13	42%
10	Dean	30	<b>4.10</b>	0.99	12	39%	12	39%	4	13%	1	3%	1	3%	1	3%
11	Assoc. Dean Ashorn	28	<b>2.79</b>	1.34	3	10%	6	19%	8	26%	4	13%	7	23%	3	10%
12	Assoc. Dean															
13	Chair	31	<b>3.90</b>	1.08	10	32%	12	39%	7	23%	0	0%	2	6%	0	0%
14	Budget Decision Participation in Dept.	29	<b>3.03</b>	1.48	5	16%	9	29%	4	13%	4	13%	7	23%	2	6%
15	Selection of Admins.	22	<b>1.77</b>	1.19	1	3%	2	6%	1	3%	5	16%	13	42%	9	29%
16	Selection of Faculty	30	<b>4.70</b>	0.53	22	71%	7	23%	1	3%	0	0%	0	0%	1	3%
17	Strategic Planning in College	28	<b>3.79</b>	0.96	5	16%	16	52%	4	13%	2	6%	1	3%	3	10%
18	3/3 4/4 handled fairly	29	<b>4.34</b>	1.14	19	61%	6	19%	0	0%	3	10%	1	3%	2	6%
19	SAM Center Mentoring	25	<b>4.24</b>	0.83	11	35%	10	32%	3	10%	1	3%	0	0%	6	19%
20	SAM Center Advising	28	<b>4.29</b>	0.76	13	42%	10	32%	5	16%	0	0%	0	0%	3	10%
21	Physically Safe on Campus	31	<b>4.81</b>	0.40	25	81%	6	19%	0	0%	0	0%	0	0%	0	0%
22	LSC facilities adequate	26	<b>3.62</b>	1.17	6	19%	11	35%	3	10%	5	16%	1	3%	5	16%
23	LSC Services adequate	21	<b>3.62</b>	1.24	5	16%	9	29%	3	10%	2	6%	2	6%	10	32%
24	Human Resource Dept.	31	<b>3.45</b>	1.12	5	16%	12	39%	8	26%	4	13%	2	6%	0	0%
25	HKC	18	<b>4.33</b>	0.91	10	32%	5	16%	2	6%	1	3%	0	0%	13	42%
26	Support from Contracts and Grants	21	<b>3.38</b>	1.16	3	10%	8	26%	6	19%	2	6%	2	6%	10	32%
27	Computer Services	31	<b>4.13</b>	0.76	10	32%	16	52%	4	13%	1	3%	0	0%	0	0%
28	Library Services	30	<b>4.17</b>	0.75	10	32%	16	52%	3	10%	1	3%	0	0%	1	3%
29	Library good for Dept. Curriculum	27	<b>3.85</b>	0.99	6	19%	15	48%	3	10%	2	6%	1	3%	4	13%
30	SH Press	15	<b>3.80</b>	1.01	3	10%	8	26%	3	10%	0	0%	1	3%	16	52%
31	Recruiting Quality Students	30	<b>3.43</b>	1.10	3	10%	16	52%	4	13%	5	16%	2	6%	1	3%
32	Teaching Load is fair	31	<b>4.23</b>	1.20	19	61%	6	19%	1	3%	4	13%	1	3%	0	0%
33	Recognition for teaching	29	<b>3.72</b>	1.16	8	26%	11	35%	6	19%	2	6%	2	6%	2	6%
34	Recognition for research	29	<b>3.86</b>	1.09	9	29%	12	39%	4	13%	3	10%	1	3%	2	6%
35	Recognition for service	27	<b>3.37</b>	1.24	5	16%	10	32%	4	13%	6	19%	2	6%	4	13%
36	Clerical Support	30	<b>3.60</b>	1.40	10	32%	9	29%	4	13%	3	10%	4	13%	1	3%
37	Collegial Support in dept.	31	<b>4.68</b>	0.65	23	74%	7	23%	0	0%	1	3%	0	0%	0	0%

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38	Work environment	31	<b>4.55</b>	0.68	19	61%	11	35%	0	0%	1	3%	0	0%	0	0%
39	Free from intimidation/discrimination	31	<b>4.48</b>	1.06	23	74%	4	13%	1	3%	2	6%	1	3%	0	0%
40	Parking	30	<b>4.10</b>	1.03	12	39%	13	42%	2	6%	2	6%	1	3%	1	3%
41	Course Fee is allocated effectively	20	<b>4.10</b>	0.64	5	16%	12	39%	3	10%	0	0%	0	0%	11	35%
42	Faculty Senate	28	<b>4.00</b>	0.98	10	32%	11	35%	4	13%	3	10%	0	0%	3	10%
43	Research Resources	30	<b>3.50</b>	1.14	4	13%	16	52%	3	10%	5	16%	2	6%	1	3%
44	Graduate Program Resources	26	<b>2.81</b>	1.20	1	3%	9	29%	4	13%	8	26%	4	13%	5	16%
45	Travel Allocation	31	<b>4.39</b>	1.05	20	65%	7	23%	1	3%	2	6%	1	3%	0	0%
46	IDEA Administered	31	<b>3.19</b>	1.22	2	6%	15	48%	6	19%	3	10%	5	16%	0	0%
47	IDEA Accuracy	29	<b>2.69</b>	1.37	3	10%	6	19%	7	23%	5	16%	8	26%	2	6%
48	Chair evaluation of my teaching	28	<b>3.89</b>	1.34	12	39%	9	29%	2	6%	2	6%	3	10%	3	10%
49	FES Instrument is adequate	30	<b>3.53</b>	1.04	3	10%	17	55%	5	16%	3	10%	2	6%	1	3%
50	Merit System is applied fairly	28	<b>3.39</b>	1.37	5	16%	13	42%	3	10%	2	6%	5	16%	3	10%
51	Promotion System is applied fairly	27	<b>3.59</b>	1.19	6	19%	11	35%	5	16%	3	10%	2	6%	4	13%
52	Tenure System is applied fairly	28	<b>3.79</b>	1.13	7	23%	14	45%	3	10%	2	6%	2	6%	3	10%
53	Post Tenure Review	21	<b>3.71</b>	1.42	8	26%	6	19%	3	10%	1	3%	3	10%	10	32%
54	Salary at SHSU	31	<b>2.94</b>	1.29	3	10%	10	32%	5	16%	8	26%	5	16%	0	0%
55	Salary other Universities	29	<b>2.28</b>	1.28	0	0%	9	29%	1	3%	8	26%	11	35%	2	6%
56	Reassigned time	25	<b>3.92</b>	1.04	8	26%	10	32%	5	16%	1	3%	1	3%	6	19%
57	Faculty Research Fund <5000	25	<b>2.80</b>	1.41	4	13%	4	13%	6	19%	5	16%	6	19%	6	19%
58	Enhancement Grant for Research	21	<b>3.05</b>	1.32	2	6%	8	26%	4	13%	3	10%	4	13%	10	32%
59	Adequate support for online courses	21	<b>2.62</b>	1.02	0	0%	5	16%	6	19%	7	23%	3	10%	10	32%
60	I support online courses.	31	<b>2.81</b>	1.28	2	6%	9	29%	8	26%	5	16%	7	23%	0	0%
61	I support online degrees.	31	<b>1.94</b>	1.03	0	0%	3	10%	6	19%	8	26%	14	45%	0	0%
62	Communication with Admin.	31	<b>3.42</b>	1.15	4	13%	15	48%	4	13%	6	19%	2	6%	0	0%
63	President values faculty	31	<b>4.19</b>	0.95	13	42%	14	45%	2	6%	1	3%	1	3%	0	0%
64	Provost values faculty	31	<b>3.94</b>	1.06	10	32%	14	45%	3	10%	3	10%	1	3%	0	0%
65	Dean values faculty	30	<b>4.40</b>	0.86	16	52%	12	39%	1	3%	0	0%	1	3%	1	3%
66	Chair values faculty	31	<b>4.52</b>	0.85	20	65%	9	29%	1	3%	0	0%	1	3%	0	0%
67	Satisfied at SHSU	31	<b>4.39</b>	0.84	16	52%	13	42%	1	3%	0	0%	1	3%	0	0%