2016-2017 University Results				Much Less Than Satisfactory		Less Than Satisfactory		Satisfactory		More Than Satisfactory		Much More Than Satisfactory		
				1		2		3		4		5		N/A
	N	Mean	Std Dev	N	%	N	%	N	%	N	%	N	%	N
President Hoyt	216	2.92	1.16	27	0.1250	49	0.2269	81	0.3750	33	0.1528	26	0.1204	17
VPAA Eglsaer	201	3.53	1.08	9	0.0448	19	0.0945	77	0.3831	49	0.2438	47	0.2338	32
VPEM Thieleman	126	3.29	1.01	7	0.0556	12	0.0952	62	0.4921	27	0.2143	18	0.1429	107
VPFO Hernandez	137	3.03	1.16	15	0.1095	26	0.1898	55	0.4015	22	0.1606	19	0.1387	94
VPSS Parker	112	3.25	1.06	7	0.0625	13	0.1161	55	0.4911	19	0.1696	18	0.1607	119
VP Advancement Holmes	145	3.81	0.98	3	0.0207	7	0.0483	47	0.3241	46	0.3172	42	0.2897	86
VP IT Adams	167	3.32	1.15	15	0.0898	20	0.1198	56	0.3353	48	0.2874	28	0.1677	62
Associate VPAA Robbins	127	3.69	0.99	3	0.0236	8	0.0630	46	0.3622	39	0.3071	31	0.2441	104
Dean Grad Studies Hendricks	162	3.47	1.19	13	0.0802	20	0.1235	42	0.2593	52	0.3210	35	0.2160	70
Assoc VP Res. & SP Cook	120	3.58	0.89	1	0.0083	8	0.0667	54	0.4500	35	0.2917	22	0.1833	112
Assoc VP HR Hammond	131	3.22	1.12	11	0.0840	19	0.1450	50	0.3817	32	0.2443	19	0.1450	100
Assoc VP Dist Lng Angrove	139	3.53	1.13	10	0.0719	9	0.0647	50	0.3597	38	0.2734	32	0.2302	93
Your Dean/Library Director	209	3.76	1.25	18	0.0861	13	0.0622	47	0.2249	54	0.2584	77	0.3684	19
Your Associate Dean 1	156	3.79	1.18	10	0.0641	11	0.0705	35	0.2244	45	0.2885	55	0.3526	49
Your Associate Dean 2	122	3.47	1.19	11	0.0902	11	0.0902	37	0.3033	36	0.2951	27	0.2213	68
Your Associate Dean 3	37	3.78	1.23	2	0.0541	4	0.1081	9	0.2432	7	0.1892	15	0.4054	106
Budget Decision Participation in Dept.	213	2.82	1.49	64	0.3005	36	0.1690	21	0.0986	59	0.2770	33	0.1549	18
Selection of Admins.	212	2.65	1.44	69	0.3255	35	0.1651	36	0.1698	45	0.2123	27	0.1274	19
Selection of Faculty	218	3.94	1.31	20	0.0917	18	0.0826	18	0.0826	60	0.2752	102	0.4679	13
Administration follows policy	213	3.22	1.41	38	0.1784	30	0.1408	42	0.1972	54	0.2535	49	0.2300	18
Strategic Planning in College	228	3.01	1.42	44	0.1930	52	0.2281	34	0.1491	54	0.2368	44	0.1930	3
Communication with Admin.	204	3.38	1.34	23	0.1127	31	0.1520	53	0.2598	39	0.1912	58	0.2843	27
Faculty Senate	182	3.39	1.17	16	0.0879	19	0.1044	60	0.3297	52	0.2857	35	0.1923	48
Information Resources (UCS)	223	3.75	1.28	17	0.0762	31	0.1390	22	0.0987	73	0.3274	80	0.3587	2
DELTA Services Adequate	163	4.06	1.09	7	0.0429	9	0.0552	23	0.1411	53	0.3252	71	0.4356	62
Adequate support for online courses	188	3.97	1.13	10	0.0532	10	0.0532	33	0.1755	58	0.3085	77	0.4096	38
Library Services	213	4.31	0.90	4	0.0188	5	0.0235	25	0.1174	67	0.3146	112	0.5258	12
Library good for Dept. Curriculum	201	4.30	0.83	2	0.0100	4	0.0199	25	0.1244	71	0.3532	99	0.4925	24
Support from Contracts and Grants	180	3.71	1.06	9	0.0500	11	0.0611	48	0.2667	67	0.3722	45	0.2500	45
Research Resources	206	3.63	1.23	13	0.0631	31	0.1505	36	0.1748	65	0.3155	61	0.2961	73
Graduate Program Resources	193	3.09	1.39	35	0.1813	39	0.2021	28	0.1451	56	0.2902	35	0.1813	32
Travel Allocation	212	3.56	1.30	17	0.0802	35	0.1651	40	0.1887	53	0.2500	67	0.3160	13
Recruiting Quality Students	216	3.09	1.28	31	0.1435	42	0.1944	51	0.2361	60	0.2778	32	0.1481	8
SAM Center Advising	177	3.49	1.33	17	0.0960	30	0.1695	33	0.1864	44	0.2486	53	0.2994	48
SAM Center Mentoring	135	3.64	1.26	11	0.0815	15	0.1111	29	0.2148	37	0.2741	43	0.3185	89
LSC facilities adequate	193	3.73	1.03	5	0.0259	19	0.0984	50	0.2591	69	0.3575	50	0.2591	30
LSC services adequate	168	3.29	1.26	22	0.1310	17	0.1012	52	0.3095	44	0.2619	33	0.1964	57
Aramark services adequate	191	3.23	1.29	24	0.1257	35	0.1832	42	0.2199	54	0.2827	36	0.1885	30
Human Resource Dept.	205	3.56	1.17	14	0.0683	22	0.1073	57	0.2780	60	0.2927	52	0.2537	19
The Woodlands Center facilities	150	4.33	0.85	1	0.0067	4	0.0267	20	0.1333	45	0.3000	80	0.5333	73
The Woodlands Center staff	135	4.17	0.93	1	0.0074	7	0.0519	22	0.1630	43	0.3185	62	0.4593	87
Parking	221	3.17	1.38	38	0.1719	35	0.1584	45	0.2036	57	0.2579	46	0.2081	6
Work environment	224	3.74	1.20	12	0.0536	29	0.1295	38	0.1696	71	0.3170	74	0.3304	2
Free from intimidation/discrimination	224	3.82	1.43	26	0.1161	24	0.1071	24	0.1071	41	0.1830	109	0.4866	2
Physically safe on campus	222	4.31	0.98	6	0.0270	8	0.0360	23	0.1036	59	0.2658	126	0.5676	4
3/3 4/4 handled fairly	199	3.68	1.21	14	0.0704	19	0.0955	46	0.2312	57	0.2864	63	0.3166	24
Teaching Load is fair	214	3.79	1.18	12	0.0561	21	0.0981	42	0.1963	64	0.2991	75	0.3505	9
Recognition for teaching	212	3.28	1.27	23	0.1085	37	0.1745	53	0.2500	55	0.2594	44	0.2075	10
Recognition for research	203	3.22	1.23	24	0.1182	28	0.1379	67	0.3300	48	0.2365	36	0.1773	21
Recognition for service	211	3.15	1.34	32	0.1517	36	0.1706	57	0.2701	41	0.1943	45	0.2133	11
Clerical Support	214	3.61	1.31	20	0.0935	25	0.1168	48	0.2243	47	0.2196	74	0.3458	10
Clerical Support in dept.	211	3.73	1.22	13	0.0616	27	0.1280	36	0.1706	64	0.3033	71	0.3365	2
Reassigned time	144	3.19	1.30	20	0.1389	21	0.1458	44	0.3056	29	0.2014	30	0.2083	78
Faculty Research Fund <5000	158	3.41	1.23	14	0.0886	20	0.1266	50	0.3165	36	0.2278	38	0.2405	65
Enhancement Grant for Research	159	3.50	1.17	10	0.0629	19	0.1195	52	0.3270	38	0.2390	40	0.2516	64
IDEA Administered	211	2.83	1.33	47	0.2227	38	0.1801	56	0.2654	43	0.2038	27	0.1280	13
IDEA Accuracy	211	2.73	1.37	55	0.2607	42	0.1991	46	0.2180	41	0.1943	27	0.1280	12
IDEA On-Line Administered	153	2.82	1.34	33	0.2157	33	0.2157	38	0.2484	27	0.1765	22	0.1438	71
IDEA On-Line Accuracy	145	2.65	1.34	40	0.2759	29	0.2000	34	0.2345	26	0.1793	16	0.1103	77
Chair evaluation of my teaching	197	3.66	1.26	17	0.0863	20	0.1015	40	0.2030	56	0.2843	64	0.3249	25
FES Instrument is adequate	203	3.13	1.34	34	0.1675	36	0.1773	35	0.1724	65	0.3202	33	0.1626	19
Merit System is applied fairly	194	2.97	1.36	36	0.1856	43	0.2216	38	0.1959	45	0.2320	32	0.1649	27
Market Adjustments applied fairly	169	2.28	1.24	58	0.3432	48	0.2840	32	0.1893	19	0.1124	12	0.0710	53
Promotion System is applied fairly	184	3.29	1.35	27	0.1467	25	0.1359	44	0.2391	44	0.2391	44	0.2391	39
Tenure System is applied fairly	186	3.63	1.31	19	0.1022	18	0.0968	40	0.2151	45	0.2419	64	0.3441	37
Tenure Process clear at univ. level	201	3.35	1.36	22	0.1095	44	0.2189	28	0.1393	55	0.2736	52	0.2587	20
Post Tenure Review	144	3.51	1.38	20	0.1389	14	0.0972	28	0.1944	37	0.2569	45	0.3125	78
Collegiality for tenure & promotion	208	3.81	1.27	16	0.0769	22	0.1058	28	0.1346	61	0.2933	81	0.3894	14
Collegiality for post-tenure & promotion	200	3.80	1.29	18	0.0900	18	0.0900	28	0.1400	59	0.2950	77	0.3850	21
Salary at SHSU	218	2.59	1.37	64	0.2936	51	0.2339	37	0.1697	42	0.1927	24	0.1101	3
Salary at Other Universities	214	2.38	1.31	71	0.3318	59	0.2757	35	0.1636	30	0.1402	19	0.0888	8
Satisfied at SHSU	223	3.74	1.10	9	0.0404	27	0.1211	36	0.1614	91	0.4081	60	0.2691	1

2016-2017 University Results				Much Less Than Satisfactory		Less Than Satisfactory		Satisfactory		More Than Satisfactory		Much More Than Satisfactory		
				1		2		3		4		5		N/A
	N	Mean	Std Dev	N	%	N	%	N	%	N	%	N	%	N
The Woodlands Center facilities	150	4.33	0.85	1	0.0067	4	0.0267	20	0.1333	45	0.3000	80	0.5333	73
Physically safe on campus	222	4.31	0.98	6	0.0270	8	0.0360	23	0.1036	59	0.2658	126	0.5676	4
Library Services	213	4.31	0.90	4	0.0188	5	0.0235	25	0.1174	67	0.3146	112	0.5258	12
Library good for Dept. Curriculum	201	4.30	0.83	2	0.0100	4	0.0199	25	0.1244	71	0.3532	99	0.4925	24
The Woodlands Center staff	135	4.17	0.93	1	0.0074	7	0.0519	22	0.1630	43	0.3185	62	0.4593	87
DELTA Services Adequate	163	4.06	1.09	7	0.0429	9	0.0552	23	0.1411	53	0.3252	71	0.4356	62
Adequate support for online courses	188	3.97	1.13	10	0.0532	10	0.0532	33	0.1755	58	0.3085	77	0.4096	38
Selection of Faculty	218	3.94	1.31	20	0.0917	18	0.0826	18	0.0826	60	0.2752	102	0.4679	13
Free from intimidation/discrimination	224	3.82	1.43	26	0.1161	24	0.1071	24	0.1071	41	0.1830	109	0.4866	2
Collegiality for tenure & promotion	208	3.81	1.27	16	0.0769	22	0.1058	28	0.1346	61	0.2933	81	0.3894	14
VP Advancement Holmes	145	3.81	0.98	3	0.0207	7	0.0483	47	0.3241	46	0.3172	42	0.2897	86
Collegiality for post-tenure & promotion	200	3.80	1.29	18	0.0900	18	0.0900	28	0.1400	59	0.2950	77	0.3850	21
Your Associate Dean 1	156	3.79	1.18	10	0.0641	11	0.0705	35	0.2244	45	0.2885	55	0.3526	49
Teaching Load is fair	214	3.79	1.18	12	0.0561	21	0.0981	42	0.1963	64	0.2991	75	0.3505	9
Your Associate Dean 3	37	3.78	1.23	2	0.0541	4	0.1081	9	0.2432	7	0.1892	15	0.4054	106
Your Dean/Library Director	209	3.76	1.25	18	0.0861	13	0.0622	47	0.2249	54	0.2584	77	0.3684	19
Information Resources (UCS)	223	3.75	1.28	17	0.0762	31	0.1390	22	0.0987	73	0.3274	80	0.3587	2
Satisfied at SHSU	223	3.74	1.10	9	0.0404	27	0.1211	36	0.1614	91	0.4081	60	0.2691	1
Work environment	224	3.74	1.20	12	0.0536	29	0.1295	38	0.1696	71	0.3170	74	0.3304	2
LSC facilities adequate	193	3.73	1.03	5	0.0259	19	0.0984	50	0.2591	69	0.3575	50	0.2591	30
Clerical Support in dept.	211	3.73	1.22	13	0.0616	27	0.1280	36	0.1706	64	0.3033	71	0.3365	2
Support from Contracts and Grants	180	3.71	1.06	9	0.0500	11	0.0611	48	0.2667	67	0.3722	45	0.2500	45
Associate VPAA Robbins	127	3.69	0.99	3	0.0236	8	0.0630	46	0.3622	39	0.3071	31	0.2441	104
3/3 4/4 handled fairly	199	3.68	1.21	14	0.0704	19	0.0955	46	0.2312	57	0.2864	63	0.3166	24
Chair evaluation of my teaching	197	3.66	1.26	17	0.0863	20	0.1015	40	0.2030	56	0.2843	64	0.3249	25
SAM Center Mentoring	135	3.64	1.26	11	0.0815	15	0.1111	29	0.2148	37	0.2741	43	0.3185	89
Research Resources	206	3.63	1.23	13	0.0631	31	0.1505	36	0.1748	65	0.3155	61	0.2961	73
Tenure System is applied fairly	186	3.63	1.31	19	0.1022	18	0.0968	40	0.2151	45	0.2419	64	0.3441	37
Clerical Support	214	3.61	1.31	20	0.0935	25	0.1168	48	0.2243	47	0.2196	74	0.3458	10
Assoc VP Res. & SP Cook	120	3.58	0.89	1	0.0083	8	0.0667	54	0.4500	35	0.2917	22	0.1833	112
Travel Allocation	212	3.56	1.30	17	0.0802	35	0.1651	40	0.1887	53	0.2500	67	0.3160	13
Human Resource Dept.	205	3.56	1.17	14	0.0683	22	0.1073	57	0.2780	60	0.2927	52	0.2537	19
VPAA Eglsaer	201	3.53	1.08	9	0.0448	19	0.0945	77	0.3831	49	0.2438	47	0.2338	32
Assoc VP Dist Lng Angrove	139	3.53	1.13	10	0.0719	9	0.0647	50	0.3597	38	0.2734	32	0.2302	93
Post Tenure Review	144	3.51	1.38	20	0.1389	14	0.0972	28	0.1944	37	0.2569	45	0.3125	78
Enhancement Grant for Research	159	3.50	1.17	10	0.0629	19	0.1195	52	0.3270	38	0.2390	40	0.2516	64
SAM Center Advising	177	3.49	1.33	17	0.0960	30	0.1695	33	0.1864	44	0.2486	53	0.2994	48
Dean Grad Studies Hendricks	162	3.47	1.19	13	0.0802	20	0.1235	42	0.2593	52	0.3210	35	0.2160	70
Your Associate Dean 2	122	3.47	1.19	11	0.0902	11	0.0902	37	0.3033	36	0.2951	27	0.2213	68
Faculty Research Fund <5000	158	3.41	1.23	14	0.0886	20	0.1266	50	0.3165	36	0.2278	38	0.2405	65
Faculty Senate	182	3.39	1.17	16	0.0879	19	0.1044	60	0.3297	52	0.2857	35	0.1923	48
Communication with Admin.	204	3.38	1.34	23	0.1127	31	0.1520	53	0.2598	39	0.1912	58	0.2843	27
Tenure Process clear at univ. level	201	3.35	1.36	22	0.1095	44	0.2189	28	0.1393	55	0.2736	52	0.2587	20
VP IT Adams	167	3.32	1.15	15	0.0898	20	0.1198	56	0.3353	48	0.2874	28	0.1677	62
VPEM Thieleman	126	3.29	1.01	7	0.0556	12	0.0952	62	0.4921	27	0.2143	18	0.1429	107
LSC services adequate	168	3.29	1.26	22	0.1310	17	0.1012	52	0.3095	44	0.2619	33	0.1964	57
Promotion System is applied fairly	184	3.29	1.35	27	0.1467	25	0.1359	44	0.2391	44	0.2391	44	0.2391	39
Recognition for teaching	212	3.28	1.27	23	0.1085	37	0.1745	53	0.2500	55	0.2594	44	0.2075	10
VPSS Parker	112	3.25	1.06	7	0.0625	13	0.1161	55	0.4911	19	0.1696	18	0.1607	119
Aramark services adequate	191	3.23	1.29	24	0.1257	35	0.1832	42	0.2199	54	0.2827	36	0.1885	30
Assoc VP HR Hammond	131	3.22	1.12	11	0.0840	19	0.1450	50	0.3817	32	0.2443	19	0.1450	100
Recognition for research	203	3.22	1.23	24	0.1182	28	0.1379	67	0.3300	48	0.2365	36	0.1773	21
Administration follows policy	213	3.22	1.41	38	0.1784	30	0.1408	42	0.1972	54	0.2535	49	0.2300	18
Reassigned time	144	3.19	1.30	20	0.1389	21	0.1458	44	0.3056	29	0.2014	30	0.2083	78
Parking	221	3.17	1.38	38	0.1719	35	0.1584	45	0.2036	57	0.2579	46	0.2081	6
Recognition for service	211	3.15	1.34	32	0.1517	36	0.1706	57	0.2701	41	0.1943	45	0.2133	11
FES Instrument is adequate	203	3.13	1.34	34	0.1675	36	0.1773	35	0.1724	65	0.3202	33	0.1626	19
Recruiting Quality Students	216	3.09	1.28	31	0.1435	42	0.1944	51	0.2361	60	0.2778	32	0.1481	8
Graduate Program Resources	193	3.09	1.39	35	0.1813	39	0.2021	28	0.1451	56	0.2902	35	0.1813	32
VPFO Hernandez	137	3.03	1.16	15	0.1095	26	0.1898	55	0.4015	22	0.1606	19	0.1387	94
Strategic Planning in College	228	3.01	1.42	44	0.1930	52	0.2281	34	0.1491	54	0.2368	44	0.1930	3
Merit System is applied fairly	194	2.97	1.36	36	0.1856	43	0.2216	38	0.1959	45	0.2320	32	0.1649	27
Budget Decision Participation in Dept.	713	2.95	0.82	64	0.0898	36	0.0505	521	0.7307	59	0.0827	33	0.0463	18
President Hoyt	216	2.92	1.16	27	0.1250	49	0.2269	81	0.3750	33	0.1528	26	0.1204	17
IDEA Administered	211	2.83	1.33	47	0.2227	38	0.1801	56	0.2654	43	0.2038	27	0.1280	13
IDEA On-Line Administered	153	2.82	1.34	33	0.2157	33	0.2157	38	0.2484	27	0.1765	22	0.1438	71
IDEA Accuracy	211	2.73	1.37	55	0.2607	42	0.1991	46	0.2180	41	0.1943	27	0.1280	12
Selection of Admins.	212	2.65	1.44	69	0.3255	35	0.1651	36	0.1698	45	0.2123	27	0.1274	19
IDEA On-Line Accuracy	145	2.65	1.34	40	0.2759	29	0.2000	34	0.2345	26	0.1793	16	0.1103	77
Salary at SHSU	218	2.59	1.37	64	0.2936	51	0.2339	37	0.1697	42	0.1927	24	0.1101	3
Salary at Other Universities	214	2.38	1.31	71	0.3318	59	0.2757	35	0.1636	30	0.1402	19	0.0888	8
Market Adjustments applied fairly	169	2.28	1.24	58	0.3432	48	0.2840	32	0.1893	19	0.1124	12	0.0710	53

	16-17	15-16	14-15	13-14	12-13	11-12	10-11	09-10	08-09	07-08	06-07	05-06	04-05	03-04	02-03	01-02	00-01	99-00	98-99	97-98
President	2.92	3.20	3.57	3.42	3.68	3.54	3.39	4.19	4.05	3.74	3.91	3.89	3.45	3.31	3.48	3.62	3.00	3.18	3.28	3.70
VPAA	3.53	4.16	4.01	4.11	4.26	4.04	3.03	3.31	3.31	3.31	3.34	3.16	2.59	2.50	2.77	2.96	2.44	2.58	2.40	3.10
VPEM	3.29	3.37	3.34	3.32	3.20	3.10	3.28	3.37	3.40	3.55	3.35	3.34	3.02							
VPFO	3.03	3.31	3.33	3.07	3.33	3.33	3.22	3.58	3.52	2.97	3.04	3.09	3.20	2.89	2.62	2.38	2.42	2.64	2.56	3.00
VPSS	3.25	3.73	3.68	3.54	3.95	3.77	3.81	3.89	3.88	3.84	3.80	3.87	2.34	1.99	2.08	1.92	2.16	2.55	2.60	2.80
VP Advancement	3.81	3.27	3.42	3.28	3.37	3.36	3.37	3.47	3.24	3.26	3.24	3.19	2.76	2.57	2.78	2.66				
VP IT	3.32	3.22	3.25	3.11	3.15															
Associate VPAA	3.69	3.80	3.75	3.78	3.86	3.50	3.78	3.78	3.63	3.68	3.68	3.69	3.55	3.54	3.73	3.78	3.43	3.46		
Dean Grad Studies AVPAA	3.47	3.90	3.51	3.48	3.34	3.57	3.51	3.73	3.80	3.70	3.58	3.67	3.60	3.39						
Assoc VP Res. & SP	3.58	3.81	3.64	3.71	3.78	3.72	3.79	3.77	3.71	3.06	3.16	2.50	2.53	2.20	2.41	2.71	3.04	3.16		
Assoc VP HR	3.22	3.25																		
Assoc VP Dist Lng	3.53	3.51	3.58	3.54	3.43	3.05	2.87	3.26												
Your Dean/Library Director	3.76	3.74	3.83	3.92	3.97	3.68	3.82	3.96	3.88	3.89	4.21	4.07	3.62	3.43	3.26	3.17	3.43	3.71	3.50	3.50
Your Associate Dean 1	3.79																			
Your Associate Dean 2	3.47																			
Your Associate Dean 3	3.78																			
Budget Decision Participation in Dept.	2.95	2.91	2.83	2.92	3.10	3.06	2.94	3.18	3.21	2.98	3.13	3.19	2.34	2.26	2.16	2.24	2.17	2.25	2.18	2.20
Selection of Admins.	2.65	2.51	2.50	2.73	2.88	2.72	2.44	2.73	2.72	2.52	2.64	2.55	2.11	1.98	2.07	2.27	2.22	2.36	2.33	2.60
Selection of Faculty	3.94	4.00	3.63	4.20	4.25	4.18	4.19	4.21	4.23	4.14	4.33	4.50	3.48	3.34	3.20	3.40	3.45	3.44	3.40	3.50
Administration follows policy	3.22	3.39																		
Strategic Planning in College	3.01	3.00	2.90	2.97	3.31	3.35	3.08	3.27	3.28	3.26	3.40	3.31	2.47	2.29	2.40	2.46	2.31	2.39		
Communication with Admin.	3.38	3.01	3.10	3.90	3.10	2.81	0.28	3.00	3.01	2.82	2.96	2.94	2.35	2.25						
Faculty Senate	3.39	3.65	3.48	3.39	3.59	3.46	3.36	3.36	3.23	3.16	3.25	3.42	3.25	3.34	3.36	2.96	3.01	3.11	3.26	3.50
Information Resources (UCS)	3.75	3.51	3.59	3.23	3.40	3.21	2.98	3.10	3.09	2.63	3.58	3.65	3.63	3.73	3.78	3.74	3.53	3.39	3.24	3.20
DELTA Services Adequate	4.06	3.88	3.83	3.64	3.52	3.31	3.10	3.13												
Adequate support for online courses	3.97	3.79	3.96	3.57	3.35	3.26	3.06	3.03	2.82	2.75	2.90	2.81								
Library Services	4.31	4.16	4.17	4.17	4.18	4.28	4.15	4.23	4.17	4.12	4.17	4.32	4.05	3.98	3.93	3.74	3.65	3.77	3.57	3.40
Library good for Dept. Curriculum	4.30	4.14	4.14	4.15	4.09	4.15	4.04	4.18	3.02	3.95	3.90	4.06	3.93	3.88	3.80	3.73	3.50	3.66	3.41	3.40
Support from Contracts and Grants	3.71	3.65	3.55	3.38	3.58	3.57	3.54	3.53	3.17	2.89	3.02	3.03	2.56	2.61	2.73	3.00	3.19	3.13		
Research Resources	3.63	3.47	3.48	3.37	3.57	3.33	3.41	3.25	3.13	3.17	3.10	2.94	2.41	2.24	2.17	2.31	2.36	2.36	2.54	2.90
Graduate Program Resources	3.09	3.05	3.09	2.97	2.95	2.85	2.92	2.96	2.74	2.72	2.74	2.53	2.54	2.58	2.32	2.14	1.96	2.12	1.96	2.40
Travel Allocation	3.56	3.56	3.45	3.44	3.29	3.19	3.07	3.14	3.07	3.05	3.08	2.95	2.50	2.25	2.04	2.12	1.78	1.89	3.02	3.20
Recruiting Quality Students	3.09	2.80	3.00	2.94	3.07	3.02	3.03	3.16	3.14	3.07	3.08	3.46	3.17	3.09						
SAM Center Advising	3.49	3.46	3.46	3.48	3.49	3.42	3.50	3.65	3.50	3.44	3.64	3.92	3.81	4.02	3.95					
SAM Center Mentoring	3.64	3.65	3.51	3.58	3.80	3.80	3.90	3.83	3.61	3.64	3.82	3.97	3.87	4.03	3.89					
LSC facilities adequate	3.73	3.62	3.49	3.54	3.71	3.86	3.77	3.74	3.68	3.61	3.65	3.66	3.58	3.44	3.46	2.47	2.88	3.24		
LSC services adequate	3.29	3.70	3.59	3.59	3.66	3.89	3.72	3.71	3.69	3.49	3.60	3.63								
Aramark services adequate	3.23	3.20	3.09	0.32	3.32	3.38	3.19	3.12												
Human Resource Dept.	3.56	3.47	3.41	3.46	3.55	3.65	3.56	3.60	3.69	3.21	3.50	3.50	3.12	3.03	3.34	3.43	3.30	3.30	3.32	3.20
The Woodlands Center facilities	4.33	4.11	4.26	4.29	4.43	3.83	3.75	3.57	5.60	3.50										
The Woodlands Center staff	4.17	3.95	4.04	3.99	4.19	3.80	3.80	3.68	3.80	3.72										
Parking	3.17	1.99	2.32	2.35	2.93	2.87	2.91	2.40	2.52	3.11	3.44	3.27	2.78	2.72						
Work environment	3.74	3.57	3.64	3.67	4.05	4.06	4.13	3.88	3.98	3.66	3.81	3.70	3.31	3.46						
Free from intimidation/discrimination	3.82	3.75	3.94	3.88	4.21	3.96	4.01	4.06	3.99	3.87	3.86	3.87	3.47	3.62						
Physically safe on campus	4.31	4.20	4.38	4.36	4.37	4.41	4.34	4.36	4.33	4.23	4.37	4.53	3.61	3.66	3.60	3.21	3.32	3.49	3.43	3.40
3/3 4/4 handled fairly	3.68	3.74	3.73	3.78	3.70	3.50	3.74	3.62	3.42	3.59	3.75	3.54	3.48	3.39	3.09	3.09	3.45	3.32	3.41	3.50
Teaching Load is fair	3.79	3.89	3.95	3.92	3.78	3.66	3.86	3.76	3.63	3.65	3.71	3.80	3.20	3.11						
Recognition for teaching	3.28	3.51	3.46	3.52	3.52	3.29	3.30	3.45	3.27	3.13	3.23	3.30	2.77	2.69						
Recognition for research	3.22	3.48	3.51	3.60	3.69	3.46	3.36	3.60	3.52	3.32	3.46	3.54	3.02	3.06						
Recognition for service	3.15	3.24	3.25	3.27	3.25	3.02	3.08	3.24	3.03	3.03	3.11	3.21	2.79	2.58						
Clerical Support	3.61	3.70	3.63	3.59	3.68	3.48	3.43	3.42	3.49	3.31	3.40	3.89	3.16	3.24						
Clerical Support in dept.	3.73	3.69	3.77	3.88	4.03	3.98	3.95	3.99	3.95	3.92	3.93	3.89	3.60	3.72						
Reassigned time	3.19	3.09	3.22	3.18	3.28	3.20	3.16	3.22	3.17	3.07	3.15	3.16	2.94	3.03	2.82	2.76	2.98	3.00	2.78	3.10
Faculty Research Fund <5000	3.41	3.70	3.53	3.36	3.48	3.48	3.60	3.38	3.39	3.09	3.07	3.02	2.93	2.73						

	16-17	15-16	14-15	13-14	12-13	11-12	10-11	09-10	08-09	07-08	06-07	05-06	04-05	03-04	02-03	01-02	00-01	99-00	98-99	97-98
Enhancement Grant for Research	3.50	3.65	3.54	3.44	3.54	3.63	3.57	3.44	3.34	3.06	3.03	3.03	2.82	2.57						
IDEA Administered	2.83	3.13	3.12	3.02	2.85	2.93	2.76	2.92	2.81	2.82	2.77	2.90								
IDEA Accuracy	2.73	2.76	2.86	2.63	2.79	2.60	2.48	2.63	2.42	2.56	2.47	2.66	2.48	2.22	2.41	2.38	2.27	2.58	2.50	2.70
IDEA On-Line Administered	2.82	2.65	2.85	2.41	2.41	2.32														
IDEA On-Line Accuracy	2.65	2.41	2.64	2.17	2.31	2.03														
Chair evaluation of my teaching	3.66	3.62	3.70	3.65	3.82	3.76	3.74	3.68	3.81	3.60	3.64	3.78	3.49	3.67	3.62	3.34	3.62	3.40	3.20	3.30
FES Instrument is adequate	3.13	3.14	3.20	3.23	3.31	3.06	3.15	3.08		2.93	3.12	3.20	2.56	2.43						
Merit System is applied fairly	2.97	3.18	3.00	2.99	3.18	2.82	3.01	2.98	3.08											
Market Adjustments applied fairly	2.28	2.48	2.31	2.22	2.56	2.45	2.62	2.78	3.01	2.91	2.92	2.96	2.55	2.56	2.74	2.46	2.38	2.67	2.52	2.90
Promotion System is applied fairly	3.29	3.41	3.25	3.40	3.59	3.47	3.21	3.28		3.25	3.27	3.24	2.71	2.71	2.82	2.80	3.09	2.93	2.82	3.20
Tenure System is applied fairly	3.63	3.56	3.44	3.76	3.92	3.84	3.76	3.72	3.29											
Tenure Process clear at univ. level	3.35	3.34	3.11	3.33	3.25	3.14	2.64	3.01	3.66	3.47	3.74	3.60	3.32	3.54	3.46	3.42	3.63	3.54	3.54	3.70
Post Tenure Review	3.51	3.45	3.44	3.47	3.81	3.73	3.75	3.82	3.91	3.67	3.71	3.68	3.30	3.51	3.63	3.29	3.57	3.45		
Collegiality for tenure & promotion	3.81	3.69	3.58	3.72																
Collegiality for post-tenure & promotion	3.80	3.60	3.60	3.72																
Salary at SHSU	2.59	2.69	2.68	2.66	2.85	2.56	2.79	2.89	2.79	2.64	2.59	2.60	2.57	2.61	2.53	2.46	2.36	2.47	2.11	
Salary at Other Universities	2.38	2.45	2.58	2.45	2.51	2.30	2.45	2.57	2.39	2.46	2.32	2.23	2.24	2.13	2.14	1.99	2.00	2.09	1.80	
Satisfied at SHSU	3.74	3.68	3.80	3.89	4.11	3.85	3.78	3.92	4.01	3.71	4.07	4.02	3.53	3.57	3.66	3.71	3.72	3.50	3.90	