

Faculty Senate Campus Perception Survey Results for 2018-2019

University Results	pp. 3 -6
Results by College	
College of Business Administration	pp. 7-10
College of Criminal Justice	pp. 11 - 14
College of Education	pp. 15 - 18
College Fine Arts and Mass Communication	pp. 19 -22
College of Health Sciences	pp. 23 - 26
College of Humanities and Social Sciences	pp. 27 - 30
College of Science and Technology	pp. 31 - 34
Newton Gresham Library	pp. 35 - 38
Comparison Across Colleges	pp. 39 - 40
Historical Comparison	pp. 41 - 42

University Results 2018 - 2019

Total number of respondents	426
Completed Surveys	392
Tenured/Tenure-Track	290
Tenured/Tenure-Track at SHSU	585
Percentage of Tenured/Tenure-Track Responding	49.6%
Instructors/Clinical Faculty Responding	99
Number of surveys where rank was unanswered	37

Administrator	N	Mean	Std. Dev.	Much more than Satisfactory (5)		More than Satisfactory (4)		Satisfactory (3)		Less than Satisfactory (2)		Much less than Satisfactory (1)		N/A		No Response
				N	%	N	%	N	%	N	%	N	%	N	%	N
University President (D. Hoyt)	312	3.09	1.12	40	9.39%	62	14.55%	122	28.64%	61	14.32%	27	6.34%	39	9.15%	75
Provost/VP Academic Affairs (R. Eglsaer)	304	3.10	1.26	53	12.44%	58	13.62%	98	23.00%	56	13.15%	39	9.15%	49	11.50%	73
VP Enrollment Management (H. Thielemann)	161	3.25	1.04	23	5.40%	31	9.78%	81	19.01%	15	3.52%	11	2.58%	190	44.60%	75
VP Finance and Operations (C. Hernandez)	184	2.96	1.19	22	5.16%	35	8.22%	67	15.73%	34	7.98%	26	6.10%	167	39.20%	75
VP University Advancement (F. Holmes)	149	3.21	1.16	22	5.16%	36	8.45%	60	14.08%	14	3.29%	17	3.99%	199	46.71%	78
VP Student Services (F. Parker)	213	3.75	1.01	59	13.85%	64	15.02%	72	16.90%	13	3.05%	5	1.17%	134	31.46%	79
VP Information Technology (M. Adams)	233	3.30	1.13	42	9.86%	51	11.97%	91	21.36%	33	7.75%	16	3.76%	118	27.70%	75
Assoc. VPAA (C. Maynard)	155	3.16	1.21	25	5.87%	33	7.75%	58	13.62%	20	4.69%	19	4.46%	202	47.42%	69
Dean of Students (J. Yarabeck)	221	3.56	1.10	52	12.21%	64	15.02%	70	16.43%	26	6.10%	9	2.11%	125	29.34%	80
Dean Grad Studies (K. Hendrickson)	237	3.22	1.25	43	10.09%	58	13.62%	73	17.14%	34	7.98%	29	6.81%	110	25.82%	79
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	204	3.57	1.07	52	12.21%	45	10.56%	82	19.25%	18	4.23%	7	1.64%	142	33.33%	80
Assoc. VP Human Res. & RM (D. Hammonds)	157	3.29	0.97	17	3.99%	42	9.86%	76	17.84%	13	3.05%	9	2.11%	189	44.37%	80
Assoc. VP Distance Learning (B. Angrove)	194	3.51	1.08	39	9.15%	59	13.85%	67	15.73%	19	4.46%	10	2.35%	152	35.68%	80
Assoc. VP for AA (S. Franklin)	169	3.66	1.02	43	10.09%	48	11.27%	60	14.08%	14	3.29%	4	0.94%	175	41.08%	82

University - Whole	Perception Question															
	N	Mean	Std. Dev.	Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
I have an opportunity to participate in my departmental/program's budget decisions.	341	2.35	1.50	47	11.03%	57	13.38%	38	8.92%	54	12.68%	115	27.00%	30	7.04%	55
I have an opportunity to participate in the selection of Administrators.	343	1.96	1.31	21	4.93%	40	9.39%	48	11.27%	60	14.08%	142	33.33%	32	7.51%	51
I have an opportunity to participate in the selection of Faculty.	343	3.46	1.45	134	31.46%	82	19.25%	26	6.10%	32	7.51%	46	10.80%	23	5.40%	60
I have an opportunity to participate in the Strategic Planning of my College/Library.	343	2.43	1.38	36	8.45%	69	16.20%	58	13.62%	60	14.08%	82	19.25%	38	8.92%	45
Administration effectively communicates with the faculty.	341	2.70	1.44	51	11.97%	72	16.90%	44	10.33%	77	18.08%	91	21.36%	6	1.41%	79
Administration consistently follows official policies.	343	2.85	1.41	76	17.84%	55	12.91%	66	15.49%	64	15.02%	51	11.97%	31	7.28%	52
The University Faculty Senate is effective in representing faculty views to the administration.	343	3.23	1.15	92	21.60%	94	22.07%	62	14.55%	37	8.69%	12	2.82%	46	10.80%	37
IT@Sam (Computer Services) meets my needs.	341	3.83	1.24	125	29.34%	121	28.40%	35	8.22%	33	7.75%	26	6.10%	1	0.23%	84
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	341	3.53	1.05	119	27.93%	105	24.65%	48	11.27%	18	4.23%	10	2.35%	41	9.62%	44
There is adequate support for developing online courses/degrees/programs.	342	3.37	1.14	115	27.00%	95	22.30%	44	10.33%	27	6.34%	13	3.05%	48	11.27%	36
Library Services meets my needs.	341	3.91	0.91	146	34.27%	120	28.17%	28	6.57%	17	3.99%	4	0.94%	26	6.10%	59
The library meets the needs of my department's curriculum.	341	3.72	0.89	134	31.46%	115	27.00%	36	8.45%	13	3.05%	3	0.70%	40	9.39%	45
I receive adequate support from the Office of Research and Sponsored Programs.	341	2.77	1.18	75	17.61%	79	18.54%	59	13.85%	31	7.28%	15	3.52%	82	19.25%	3
The resources available for my research are adequate.	341	3.08	1.20	73	17.14%	95	22.30%	68	15.96%	40	9.39%	21	4.93%	44	10.33%	41
The resources available to provide a successful graduate program are adequate.	341	2.28	1.39	44	10.33%	67	15.73%	46	10.80%	49	11.50%	52	12.21%	83	19.48%	2
The allocation of travel reimbursements meets the needs of the faculty.	339	3.11	1.30	77	18.08%	87	20.42%	51	11.97%	70	16.43%	27	6.34%	27	6.34%	60
The university is doing an adequate job recruiting quality students.	341	2.81	1.31	42	9.86%	87	20.42%	67	15.73%	72	16.90%	56	13.15%	17	3.99%	68
The SAM Center offers effective Advising Services.	341	2.47	1.35	50	11.74%	75	17.61%	52	12.21%	47	11.03%	42	9.86%	75	17.61%	10
The SAM Center offers effective Mentoring Services.	341	1.95	1.29	37	8.69%	54	12.68%	56	13.15%	34	7.98%	29	6.81%	131	30.75%	0

University - Whole	Perception Question															
	N	Mean	Std. Dev.	Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The facilities at the Lowman Student Center are adequate.	340	3.61	0.89	131	30.75%	97	22.77%	55	12.91%	9	2.11%	2	0.47%	46	10.80%	40
The services available through the campus bookstore are adequate.	338	2.45	1.16	39	9.15%	86	20.19%	73	17.14%	23	5.40%	24	5.63%	93	21.83%	5
The services provided by ARAMARK are adequate.	340	2.74	1.18	40	9.39%	88	20.66%	80	18.78%	56	13.15%	28	6.57%	48	11.27%	38
The Human Resource Department offers me adequate services.	340	3.16	1.15	77	18.08%	96	22.54%	82	19.25%	19	4.46%	22	5.16%	44	10.33%	42
The facilities at the Woodlands Center are adequate.	340	2.20	1.03	65	15.26%	73	17.14%	35	8.22%	9	2.11%	7	1.64%	151	35.45%	65
The staff at the Woodlands Center is adequate.	338	1.85	1.07	48	11.27%	56	13.15%	43	10.09%	13	3.05%	6	1.41%	172	40.38%	84
There is adequate parking for faculty.	340	2.97	1.47	74	17.37%	88	20.66%	39	9.15%	54	12.68%	64	15.02%	21	4.93%	65
My physical work environment (office/classroom/lab) is adequate.	340	3.63	1.29	123	28.87%	95	22.30%	39	9.15%	50	11.74%	23	5.40%	10	2.35%	76
I feel free from intimidation/discrimination in the workplace.	342	3.51	1.45	126	29.58%	71	16.67%	46	10.80%	52	12.21%	46	10.80%	1	0.23%	83
I feel physically safe on campus.	342	4.11	1.01	169	39.67%	97	22.77%	44	10.33%	17	3.99%	8	1.88%	7	1.64%	77
The 3/3 and 4/4 work load policy is handled fairly in my College.	338	3.04	1.31	79	18.54%	99	23.24%	41	9.62%	41	9.62%	31	7.28%	47	11.03%	41
My teaching load is fair.	337	3.73	1.25	126	29.58%	103	24.18%	40	9.39%	35	8.22%	24	5.63%	9	2.11%	80
I receive adequate recognition for my teaching.	338	3.20	1.37	79	18.54%	87	20.42%	60	14.08%	57	13.38%	45	10.56%	10	2.35%	78
I receive adequate recognition for my research.	339	2.76	1.30	50	11.74%	88	20.66%	64	15.02%	50	11.74%	42	9.86%	45	10.56%	42
I receive adequate recognition for my service to the university.	339	2.86	1.35	57	13.38%	71	16.67%	75	17.61%	60	14.08%	55	12.91%	21	4.93%	66
I receive adequate clerical support.	339	3.38	1.39	107	25.12%	88	20.66%	40	9.39%	51	11.97%	37	8.69%	16	3.76%	71
There is collegial support within my department/program.	339	3.60	1.36	123	28.87%	92	21.60%	39	9.15%	42	9.86%	35	8.22%	8	1.88%	79
Administrative reassigned time is applied fairly in my college.	339	1.91	1.32	40	9.39%	42	9.86%	62	14.55%	30	7.04%	33	7.75%	132	30.99%	45
I am satisfied with the guidelines for receiving an internal grant.	339	2.55	1.20	61	14.32%	68	15.96%	68	15.96%	32	7.51%	18	4.23%	92	21.60%	5

University - Whole				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	339	2.95	1.41	63	14.79%	69	16.20%	68	15.96%	58	13.62%	88	20.66%	15	3.52%	72
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	339	2.97	1.35	70	16.43%	59	13.85%	73	17.14%	59	13.85%	83	19.48%	17	3.99%	70
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	339	2.11	1.42	49	11.50%	47	11.03%	48	11.27%	41	9.62%	56	13.15%	105	24.65%	18
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	339	2.01	1.40	46	10.80%	40	9.39%	47	11.03%	38	8.92%	73	17.14%	108	25.35%	21
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	338	2.89	1.35	88	20.66%	71	16.67%	49	11.50%	35	8.22%	36	8.45%	35	8.22%	53
The FES is an adequate measurement of my performance as a faculty member.	338	3.73	1.30	102	23.94%	106	24.88%	61	14.32%	48	11.27%	48	11.27%	37	8.69%	51
The merit system is applied fairly.	338	2.97	1.35	78	18.31%	69	16.20%	54	12.68%	60	14.08%	55	12.91%	49	11.50%	39
Market adjustments are applied fairly.	338	1.90	1.34	31	7.28%	41	9.62%	42	9.86%	54	12.68%	90	21.13%	99	23.24%	11
The promotion system is applied fairly.	334	2.89	1.37	71	16.67%	78	18.31%	58	13.62%	38	8.92%	47	11.03%	68	15.96%	24
The tenure system is applied fairly in my department.	336	2.71	1.37	78	18.31%	69	16.20%	49	11.50%	30	7.04%	38	8.92%	60	14.08%	30
The tenure system process at the university level is clear.	337	2.71	1.44	65	15.26%	71	16.67%	39	9.15%	66	15.49%	56	13.15%	53	12.44%	36
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	337	2.11	1.34	59	13.85%	45	10.56%	50	11.74%	28	6.57%	29	6.81%	114	26.76%	25
Collegiality is an appropriate evaluation category for Tenure and Promotion.	338	2.55	1.52	48	11.27%	72	16.90%	43	10.09%	57	13.38%	92	21.60%	41	9.62%	47
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	337	2.54	1.53	52	12.21%	69	16.20%	44	10.33%	49	11.50%	90	21.13%	44	10.33%	45
My salary is appropriate relative to my contribution to Sam Houston State University.	336	2.89	1.35	63	14.79%	60	14.08%	50	11.74%	85	19.95%	97	22.77%	8	1.88%	82
My salary is appropriate relative to my current rank when compared to similar universities.	337	2.48	1.35	49	11.50%	47	11.03%	41	9.62%	88	20.66%	105	24.65%	23	5.40%	66
Overall, I am satisfied with my job at SHSU.	338	3.89	1.18	136	31.92%	100	23.47%	42	9.86%	45	10.56%	20	4.69%	2	0.47%	86

College of Business Administration

Total number of respondents	43
Completed Surveys	40
Tenured/Tenure-Track	33
Tenured/Tenure-Track in Department	82
Percentage of Tenured/Tenure-Track Responding	40.24%
Instructors/Clinical Faculty Responding	3
Number of surveys where rank was skipped	3

Administrator	N	Mean	Std. Dev.	Much more than Satisfactory (5)		More than Satisfactory (4)		Satisfactory (3)		Less than Satisfactory (2)		Much less than Satisfactory (1)		N/A		No Response	
				N	%	N	%	N	%	N	%	N	%	N	%	N	
University President (D. Hoyt)	34	3.09	1.19	4	11.43%	9	25.71%	11	31.43%	6	17.14%	4	11.43%	0	0.00%		1
Provost/VP Academic Affairs (R. Eglsaer)	30	3.00	1.29	5	14.29%	4	10.26%	12	34.29%	4	11.43%	5	14.29%	4	11.43%		1
VP Enrollment Management (H. Thielemann)	17	2.41	1.00	0	0.00%	2	5.71%	7	20.00%	4	11.43%	4	11.43%	16	45.71%		2
VP Finance and Operations (C. Hernandez)	16	2.56	1.26	2	5.71%	0	0.00%	7	20.00%	3	8.57%	4	11.43%	18	51.43%		1
VP University Advancement (F. Holmes)	15	2.53	1.41	2	5.71%	1	2.86%	5	14.29%	2	5.71%	5	14.29%	18	51.43%		2
VP Student Services (F. Parker)	23	3.61	1.27	7	20.00%	6	17.14%	6	17.14%	2	5.71%	2	5.71%	10	28.57%		2
VP Information Technology (M. Adams)	25	3.08	1.29	4	11.43%	6	17.14%	6	17.14%	6	17.14%	3	8.57%	9	25.71%		1
Assoc. VPAA (C. Maynard)	14	3.00	1.04	1	2.86%	2	5.71%	6	17.14%	3	8.57%	1	2.86%	20	57.14%		1
Dean of Students (J. Yarabeck)	24	3.25	1.15	5	14.29%	2	5.71%	10	28.57%	5	14.29%	1	2.86%	10	28.57%		1
Dean Grad Studies (K. Hendrickson)	13	2.92	1.04	1	2.86%	2	5.71%	6	17.14%	3	8.57%	1	2.86%	20	57.14%		2
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	13	2.92	1.19	2	5.71%	1	2.86%	5	14.29%	4	11.43%	1	2.86%	19	54.29%		3
Assoc. VP Human Res. & RM (D. Hammonds)	16	2.88	0.89	0	0.00%	4	11.43%	7	20.00%	4	11.43%	1	2.86%	17	48.57%		2
Assoc. VP Distance Learning (B. Angrove)	26	3.12	1.24	3	8.57%	8	22.86%	8	22.86%	3	8.57%	4	11.43%	7	20.00%		2
Assoc. VP for AA (S. Franklin)	20	3.60	1.27	7	20.00%	3	8.57%	6	17.14%	3	8.57%	1	2.86%	14	40.00%		1
Dean (M. Muehsam)	35	2.80	1.59	8	22.86%	5	14.29%	5	14.29%	6	17.14%	11	31.43%	0	0.00%		0
Associate Dean (K. Jesswein)	33	3.27	1.01	5	14.29%	6	17.14%	16	45.71%	5	14.29%	1	2.86%	2	5.71%		0
Associate Dean (V. Muehsam)	33	3.61	1.25	11	31.43%	7	20.00%	7	20.00%	7	20.00%	1	2.86%	2	5.71%		0

COBA	Perception Question															
	N	Mean	Std. Dev.	Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
I have an opportunity to participate in my departmental/program's budget decisions.	33	2.42	1.46	4	11.43%	6	17.14%	2	5.71%	9	25.71%	12	34.29%	0	0.00%	2
I have an opportunity to participate in the selection of Administrators.	32	2.03	1.36	2	5.71%	5	14.29%	2	5.71%	6	17.14%	17	48.57%	0	0.00%	3
I have an opportunity to participate in the selection of Faculty.	34	4.12	1.09	15	42.86%	12	34.29%	3	8.57%	1	2.86%	2	5.71%	0	0.00%	1
I have an opportunity to participate in the Strategic Planning of my College/Library.	34	2.71	1.45	6	17.14%	5	14.29%	4	11.43%	11	31.43%	8	22.86%	0	0.00%	1
Administration effectively communicates with the faculty.	35	3.06	1.61	9	25.71%	8	22.86%	4	11.43%	4	11.43%	10	28.57%	0	0.00%	0
Administration consistently follows official policies.	34	3.21	1.63	12	34.29%	4	11.43%	5	14.29%	5	14.29%	8	22.86%	1	2.86%	0
The University Faculty Senate is effective in representing faculty views to the administration.	30	3.53	1.20	8	22.86%	8	22.86%	7	20.00%	6	17.14%	1	2.86%	5	14.29%	0
IT@Sam (Computer Services) meets my needs.	34	3.91	1.29	15	42.86%	9	25.71%	2	5.71%	5	14.29%	2	5.71%	0	0.00%	1
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	34	3.97	1.24	14	40.00%	12	34.29%	2	5.71%	2	5.71%	3	8.57%	0	0.00%	1
There is adequate support for developing online courses/degrees/programs.	34	3.88	1.15	11	31.43%	14	40.00%	3	8.57%	3	8.57%	2	5.71%	1	2.86%	0
Library Services meets my needs.	33	3.91	1.18	12	34.29%	12	34.29%	3	8.57%	3	8.57%	2	5.71%	2	5.71%	0
The library meets the needs of my department's curriculum.	28	4.00	1.19	12	34.29%	8	22.86%	4	11.43%	1	2.86%	2	5.71%	7	20.00%	0
I receive adequate support from the Office of Research and Sponsored Programs.	24	3.25	1.15	5	14.29%	3	8.57%	10	28.57%	5	14.29%	1	2.86%	11	31.43%	0
The resources available for my research are adequate.	32	3.44	1.29	8	22.86%	8	22.86%	7	20.00%	5	14.29%	3	8.57%	3	8.57%	0
The resources available to provide a successful graduate program are adequate.	26	3.12	1.40	6	17.14%	4	11.43%	7	20.00%	5	14.29%	4	11.43%	9	25.71%	0
The allocation of travel reimbursements meets the needs of the faculty.	33	3.94	1.22	14	40.00%	10	28.57%	4	11.43%	3	8.57%	2	5.71%	1	2.86%	1
The university is doing an adequate job recruiting quality students.	34	2.76	1.33	3	8.57%	9	25.71%	7	20.00%	7	20.00%	8	22.86%	1	2.86%	0
The SAM Center offers effective Advising Services.	31	3.03	1.17	3	8.57%	9	25.71%	5	14.29%	11	31.43%	2	5.71%	4	11.43%	0
The SAM Center offers effective Mentoring Services.	23	2.87	1.14	2	5.71%	4	11.43%	6	17.14%	8	22.86%	2	5.71%	12	34.29%	0

COBA				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The facilities at the Lowman Student Center are adequate.	34	3.91	1.03	12	34.29%	10	28.57%	10	28.57%	1	2.86%	1	2.86%	1	2.86%	0
The services available through the campus bookstore are adequate.	30	3.17	1.29	4	11.43%	9	25.71%	8	22.86%	3	8.57%	5	14.29%	5	14.29%	0
The services provided by ARAMARK are adequate.	33	3.36	1.14	6	17.14%	9	25.71%	11	31.43%	5	14.29%	2	5.71%	2	5.71%	0
The Human Resource Department offers me adequate services.	31	3.42	1.23	5	14.29%	12	34.29%	7	20.00%	2	5.71%	4	11.43%	4	11.43%	0
The facilities at the Woodlands Center are adequate.	26	3.62	1.30	6	17.14%	12	34.29%	4	11.43%	0	0.00%	4	11.43%	9	25.71%	0
The staff at the Woodlands Center is adequate.	27	3.56	1.37	8	22.86%	9	25.71%	3	8.57%	4	11.43%	3	8.57%	8	22.86%	0
There is adequate parking for faculty.	35	2.83	1.36	5	14.29%	7	20.00%	7	20.00%	9	25.71%	7	20.00%	0	0.00%	0
My physical work environment (office/classroom/lab) is adequate.	33	3.64	1.27	10	28.57%	11	31.43%	4	11.43%	6	17.14%	2	5.71%	1	2.86%	1
I feel free from intimidation/discrimination in the workplace.	35	3.43	1.48	12	34.29%	7	20.00%	5	14.29%	6	17.14%	5	14.29%	0	0.00%	0
I feel physically safe on campus.	34	3.91	1.00	11	31.43%	12	34.29%	9	25.71%	1	2.86%	1	2.86%	1	2.86%	0
The 3/3 and 4/4 work load policy is handled fairly in my College.	33	3.76	1.28	11	31.43%	11	31.43%	4	11.43%	3	8.57%	3	8.57%	2	5.71%	0
My teaching load is fair.	35	3.66	1.28	11	31.43%	11	31.43%	3	8.57%	7	20.00%	2	5.71%	0	0.00%	0
I receive adequate recognition for my teaching.	35	2.91	1.44	7	20.00%	5	14.29%	6	17.14%	9	25.71%	7	20.00%	0	0.00%	0
I receive adequate recognition for my research.	32	2.88	1.39	5	14.29%	5	14.29%	8	22.86%	6	17.14%	7	20.00%	3	8.57%	0
I receive adequate recognition for my service to the university.	34	2.79	1.30	5	14.29%	5	14.29%	7	20.00%	12	34.29%	5	14.29%	1	2.86%	0
I receive adequate clerical support.	35	3.49	1.44	11	31.43%	9	25.71%	4	11.43%	5	14.29%	5	14.29%	0	0.00%	0
There is collegial support within my department/program.	34	3.41	1.46	11	31.43%	7	20.00%	3	8.57%	8	22.86%	4	11.43%	1	2.86%	0
Administrative reassigned time is applied fairly in my college.	15	3.33	1.40	4	11.43%	3	8.57%	4	11.43%	2	5.71%	2	5.71%	20	57.14%	0
I am satisfied with the guidelines for receiving an internal grant.	24	3.08	1.38	5	14.29%	5	14.29%	4	11.43%	7	20.00%	3	8.57%	11	31.43%	0

COBA				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	35	2.57	1.38	4	11.43%	5	14.29%	9	25.71%	6	17.14%	11	31.43%	0	0.00%	0
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	35	2.37	1.37	3	8.57%	6	17.14%	5	14.29%	8	22.86%	13	37.14%	0	0.00%	0
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	30	2.57	1.33	2	5.71%	7	20.00%	6	17.14%	6	17.14%	9	25.71%	5	14.29%	0
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	30	2.33	1.37	2	5.71%	6	17.14%	4	11.43%	6	17.14%	12	34.29%	5	14.29%	0
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	35	3.31	1.37	6	17.14%	14	40.00%	4	11.43%	4	11.43%	6	17.14%	0	0.00%	0
The FES is an adequate measurement of my performance as a faculty member.	35	2.80	1.23	1	2.86%	12	34.29%	6	17.14%	8	22.86%	7	20.00%	0	0.00%	0
The merit system is applied fairly.	33	3.06	1.27	4	11.43%	9	25.71%	6	17.14%	8	22.86%	4	11.43%	2	5.71%	0
Market adjustments are applied fairly.	29	2.16	1.40	3	8.57%	2	5.71%	2	5.71%	7	20.00%	11	31.43%	6	17.14%	0
The promotion system is applied fairly.	31	2.93	1.55	7	20.00%	5	14.29%	5	14.29%	5	14.29%	8	22.86%	3	8.57%	1
The tenure system is applied fairly in my department.	33	3.09	1.53	8	22.86%	7	20.00%	4	11.43%	6	17.14%	7	20.00%	2	5.71%	0
The tenure system process at the university level is clear.	31	2.30	1.53	4	11.43%	5	14.29%	1	2.86%	6	17.14%	14	40.00%	4	11.43%	0
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	30	3.14	1.46	7	20.00%	4	11.43%	6	17.14%	5	14.29%	5	14.29%	5	14.29%	0
Collegiality is an appropriate evaluation category for Tenure and Promotion.	32	2.77	1.36	3	8.57%	7	20.00%	7	20.00%	5	14.29%	8	22.86%	3	8.57%	0
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	32	2.77	1.41	3	8.57%	8	22.86%	6	17.14%	4	11.43%	9	25.71%	3	8.57%	0
My salary is appropriate relative to my contribution to Sam Houston State University.	35	2.66	1.41	4	11.43%	7	20.00%	5	14.29%	8	22.86%	10	28.57%	0	0.00%	0
My salary is appropriate relative to my current rank when compared to similar universities.	33	2.21	1.34	4	11.43%	2	5.71%	3	8.57%	12	34.29%	12	34.29%	2	5.71%	0
Overall, I am satisfied with my job at SHSU.	35	3.34	1.35	9	25.71%	8	22.86%	8	22.86%	6	17.14%	4	11.43%	0	0.00%	0

College of Criminal Justice

Total number of respondents	31
Completed Surveys	28
Tenured/Tenure-Track	16
Tenured/Tenure-Track in Department	40
Percentage of Tenured/Tenure-Track Responding	40.00%
Instructors/Clinical Faculty Responding	10
Number of surveys where rank was skipped	4

Administrator	N	Mean	Std. Dev.	Much more than Satisfactory (5)		More than Satisfactory (4)		Satisfactory (3)		Less than Satisfactory (2)		Much less than Satisfactory (1)		N/A		No Response
				N	%	N	%	N	%	N	%	N	%	N	%	N
University President (D. Hoyt)	24	3.83	0.94	7	25.00%	6	21.43%	9	32.14%	1	3.57%	0	0.00%	4	14.29%	3
Provost/VP Academic Affairs (R. Eglsaer)	21	3.60	1.10	5	17.86%	6	24.00%	5	17.86%	4	14.29%	0	0.00%	7	25.00%	3
VP Enrollment Management (H. Thielemann)	12	4.27	0.90	6	21.43%	2	7.14%	3	10.71%	0	0.00%	0	0.00%	16	57.14%	3
VP Finance and Operations (C. Hernandez)	15	3.57	1.34	4	14.29%	5	17.86%	1	3.57%	3	10.71%	1	3.57%	13	46.43%	3
VP University Advancement (F. Holmes)	10	4.44	0.73	5	17.86%	3	10.71%	1	3.57%	0	0.00%	0	0.00%	17	60.71%	4
VP Student Services (F. Parker)	14	4.38	0.65	6	21.43%	6	21.43%	1	3.57%	0	0.00%	0	0.00%	14	50.00%	3
VP Information Technology (M. Adams)	16	4.07	0.80	5	17.86%	6	21.43%	4	14.29%	0	0.00%	0	0.00%	12	42.86%	3
Assoc. VPAA (C. Maynard)	9	4.38	0.52	3	10.71%	5	17.86%	0	0.00%	0	0.00%	0	0.00%	19	67.86%	3
Dean of Students (J. Yarabeck)	15	3.79	1.25	5	17.86%	5	17.86%	0	0.00%	4	14.29%	0	0.00%	13	46.43%	3
Dean Grad Studies (K. Hendrickson)	19	3.44	1.46	5	17.86%	6	21.43%	2	7.14%	2	7.14%	3	10.71%	9	32.14%	3
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	15	4.14	0.95	6	21.43%	5	17.86%	2	7.14%	1	3.57%	0	0.00%	13	46.43%	3
Assoc. VP Human Res. & RM (D. Hammonds)	8	4.57	0.53	4	14.29%	3	10.71%	0	0.00%	0	0.00%	0	0.00%	20	71.43%	3
Assoc. VP Distance Learning (B. Angrove)	14	4.31	0.85	6	21.43%	6	21.43%	0	0.00%	1	3.57%	0	0.00%	14	50.00%	3
Assoc. VP for AA (S. Franklin)	12	4.36	0.92	6	21.43%	4	14.29%	0	0.00%	1	3.57%	0	0.00%	15	53.57%	4
Dean (P. Lyons)	24	3.58	1.64	11	40.74%	4	14.81%	2	7.41%	2	7.41%	5	18.52%	3	11.11%	4
Associate Dean (W. King)	23	3.96	1.19	10	37.04%	6	22.22%	4	14.81%	2	7.41%	1	3.70%	4	14.81%	4
Associate Dean (H. Miller)	20	4.25	1.12	11	40.74%	6	22.22%	1	3.70%	1	3.70%	1	3.70%	7	25.93%	4

COCJ	Perception Question															
	N	Mean	Std. Dev.	Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
I have an opportunity to participate in my departmental/program's budget decisions.	21	2.65	1.42	2	7.14%	5	17.86%	3	10.71%	4	14.29%	6	21.43%	5	17.86%	5
I have an opportunity to participate in the selection of Administrators.	21	2.40	1.19	1	3.57%	3	10.71%	4	14.29%	7	25.00%	5	17.86%	5	17.86%	5
I have an opportunity to participate in the selection of Faculty.	21	3.65	1.46	8	28.57%	4	14.29%	4	14.29%	1	3.57%	3	10.71%	5	17.86%	5
I have an opportunity to participate in the Strategic Planning of my College/Library.	19	2.22	1.35	1	3.57%	3	10.71%	3	10.71%	3	10.71%	8	28.57%	7	25.00%	5
Administration effectively communicates with the faculty.	25	3.13	1.75	8	28.57%	5	17.86%	1	3.57%	2	7.14%	8	28.57%	1	3.57%	5
Administration consistently follows official policies.	23	3.95	1.29	10	35.71%	6	21.43%	3	10.71%	1	3.57%	2	7.14%	3	10.71%	5
The University Faculty Senate is effective in representing faculty views to the administration.	23	4.00	0.93	8	28.57%	7	25.00%	6	21.43%	1	3.57%	0	0.00%	3	10.71%	5
IT@Sam (Computer Services) meets my needs.	26	4.20	1.12	14	50.00%	6	21.43%	1	3.57%	4	14.29%	0	0.00%	0	0.00%	5
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	24	4.43	0.84	14	50.00%	6	21.43%	2	7.14%	1	3.57%	0	0.00%	2	7.14%	5
There is adequate support for developing online courses/degrees/programs.	25	4.38	0.92	14	50.00%	7	25.00%	1	3.57%	2	7.14%	0	0.00%	1	3.57%	5
Library Services meets my needs.	22	4.33	0.91	12	42.86%	5	17.86%	3	10.71%	1	3.57%	0	0.00%	4	14.29%	5
The library meets the needs of my department's curriculum.	22	4.24	0.83	9	32.14%	9	32.14%	2	7.14%	1	3.57%	0	0.00%	4	14.29%	5
I receive adequate support from the Office of Research and Sponsored Programs.	19	3.83	1.29	6	21.43%	8	28.57%	1	3.57%	1	3.57%	2	7.14%	7	25.00%	5
The resources available for my research are adequate.	22	4.19	1.03	9	32.14%	10	35.71%	0	0.00%	1	3.57%	1	3.57%	4	14.29%	5
The resources available to provide a successful graduate program are adequate.	22	3.76	1.22	6	21.43%	10	35.71%	0	0.00%	4	14.29%	1	3.57%	4	14.29%	5
The allocation of travel reimbursements meets the needs of the faculty.	22	3.19	1.25	3	10.71%	8	28.57%	1	3.57%	8	28.57%	1	3.57%	4	14.29%	5
The university is doing an adequate job recruiting quality students.	26	3.64	1.19	5	17.86%	13	46.43%	2	7.14%	3	10.71%	2	7.14%	0	0.00%	5
The SAM Center offers effective Advising Services.	16	3.93	0.88	4	14.29%	7	25.00%	3	10.71%	1	3.57%	0	0.00%	10	35.71%	5
The SAM Center offers effective Mentoring Services.	15	3.93	0.92	4	14.29%	6	21.43%	3	10.71%	1	3.57%	0	0.00%	11	39.29%	5

COJ	Perception Question															
	N	Mean	Std. Dev.	Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The facilities at the Lowman Student Center are adequate.	22	4.33	0.66	9	32.14%	10	35.71%	2	7.14%	0	0.00%	0	0.00%	4	14.29%	5
The services available through the campus bookstore are adequate.	20	3.84	0.76	3	10.71%	11	39.29%	4	14.29%	1	3.57%	0	0.00%	6	21.43%	5
The services provided by ARAMARK are adequate.	23	3.05	1.05	1	3.57%	8	28.57%	5	17.86%	7	25.00%	1	3.57%	3	10.71%	5
The Human Resource Department offers me adequate services.	21	3.65	0.99	4	14.29%	7	25.00%	8	28.57%	0	0.00%	1	3.57%	4	14.29%	6
The facilities at the Woodlands Center are adequate.	13	4.25	0.75	5	17.86%	5	17.86%	2	7.14%	0	0.00%	0	0.00%	13	46.43%	5
The staff at the Woodlands Center is adequate.	11	3.40	1.26	2	7.14%	3	10.71%	3	10.71%	1	3.57%	1	3.57%	15	53.57%	5
There is adequate parking for faculty.	23	4.14	1.17	11	39.29%	7	25.00%	1	3.57%	2	7.14%	1	3.57%	3	10.71%	5
My physical work environment (office/classroom/lab) is adequate.	24	4.09	1.31	14	50.00%	2	7.14%	3	10.71%	3	10.71%	1	3.57%	2	7.14%	5
I feel free from intimidation/discrimination in the workplace.	26	4.20	1.35	17	60.71%	2	7.14%	2	7.14%	2	7.14%	2	7.14%	0	0.00%	5
I feel physically safe on campus.	25	4.67	0.87	19	67.86%	4	14.29%	0	0.00%	0	0.00%	1	3.57%	1	3.57%	5
The 3/3 and 4/4 work load policy is handled fairly in my College.	21	4.05	1.28	10	35.71%	5	17.86%	3	10.71%	0	0.00%	2	7.14%	5	17.86%	5
My teaching load is fair.	25	4.29	1.30	17	60.71%	2	7.14%	2	7.14%	1	3.57%	2	7.14%	0	0.00%	6
I receive adequate recognition for my teaching.	26	3.96	1.34	13	46.43%	4	14.29%	4	14.29%	2	7.14%	2	7.14%	0	0.00%	5
I receive adequate recognition for my research.	21	3.40	1.50	7	25.00%	3	10.71%	4	14.29%	3	10.71%	3	10.71%	5	17.86%	5
I receive adequate recognition for my service to the university.	25	3.75	1.48	11	39.29%	5	17.86%	2	7.14%	3	10.71%	3	10.71%	1	3.57%	5
I receive adequate clerical support.	24	4.30	1.06	14	50.00%	5	17.86%	1	3.57%	3	10.71%	0	0.00%	2	7.14%	5
There is collegial support within my department/program.	25	4.08	1.25	13	46.43%	5	17.86%	2	7.14%	3	10.71%	1	3.57%	1	3.57%	5
Administrative reassigned time is applied fairly in my college.	15	3.86	1.51	8	28.57%	1	3.57%	1	3.57%	3	10.71%	1	3.57%	11	39.29%	5
I am satisfied with the guidelines for receiving an internal grant.	16	3.93	1.39	8	28.57%	2	7.14%	2	7.14%	2	7.14%	1	3.57%	10	35.71%	5

COCJ	COCJ															
			Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response	
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	24	3.09	1.53	6	21.43%	4	14.29%	4	14.29%	4	14.29%	5	17.86%	2	7.14%	5
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	23	3.27	1.61	6	21.43%	7	25.00%	2	7.14%	1	3.57%	6	21.43%	3	10.71%	5
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	21	3.55	1.57	8	28.57%	4	14.29%	3	10.71%	1	3.57%	4	14.29%	5	17.86%	5
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	21	3.55	1.57	8	28.57%	4	14.29%	3	10.71%	1	3.57%	4	14.29%	5	17.86%	5
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	23	4.32	0.84	11	39.29%	8	28.57%	2	7.14%	1	3.57%	0	0.00%	3	10.71%	5
The FES is an adequate measurement of my performance as a faculty member.	19	4.06	0.80	5	17.86%	10	35.71%	2	7.14%	1	3.57%	0	0.00%	7	25.00%	5
The merit system is applied fairly.	17	3.31	1.62	5	17.86%	4	14.29%	2	7.14%	1	3.57%	4	14.29%	9	32.14%	5
Market adjustments are applied fairly.	14	2.31	1.65	2	7.14%	2	7.14%	1	3.57%	1	3.57%	7	25.00%	12	42.86%	5
The promotion system is applied fairly.	15	4.21	1.25	8	28.57%	4	14.29%	0	0.00%	1	3.57%	1	3.57%	11	39.29%	5
The tenure system is applied fairly in my department.	15	4.50	1.09	10	35.71%	3	10.71%	0	0.00%	0	0.00%	1	3.57%	10	35.71%	6
The tenure system process at the university level is clear.	17	4.00	1.15	6	21.43%	7	25.00%	1	3.57%	1	3.57%	1	3.57%	9	32.14%	5
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	14	4.00	1.29	6	21.43%	4	14.29%	1	3.57%	1	3.57%	1	3.57%	12	42.86%	5
Collegiality is an appropriate evaluation category for Tenure and Promotion.	19	3.61	1.54	7	25.00%	5	17.86%	1	3.57%	2	7.14%	3	10.71%	7	25.00%	5
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	18	3.76	1.44	7	25.00%	5	17.86%	1	3.57%	2	7.14%	2	7.14%	7	25.00%	6
My salary is appropriate relative to my contribution to Sam Houston State University.	25	3.25	1.62	6	21.43%	9	32.14%	1	3.57%	1	3.57%	7	25.00%	1	3.57%	5
My salary is appropriate relative to my current rank when compared to similar universities.	26	3.36	1.58	7	25.00%	9	32.14%	1	3.57%	2	7.14%	6	21.43%	0	0.00%	5
Overall, I am satisfied with my job at SHSU.	26	4.28	1.21	16	57.14%	5	17.86%	0	0.00%	3	10.71%	1	3.57%	0	0.00%	5

College of Education

Total number of respondents	73
Completed Surveys	60
Tenured/Tenure-Track	46
Tenured/Tenure-Track in Department	83
Percentage of Tenured/Tenure-Track Responding	55.42%
Instructors/Clinical Faculty Responding	20
Number of surveys where rank was skipped	9

Administrator	N	Mean	Std. Dev.	Much more than Satisfactory (5)		More than Satisfactory (4)		Satisfactory (3)		Less than Satisfactory (2)		Much less than Satisfactory (1)		N/A		No Response
				N	%	N	%	N	%	N	%	N	%	N	%	N
University President (D. Hoyt)	52	3.18	1.11	8	13.56%	8	13.56%	24	40.68%	7	11.86%	4	6.78%	7	11.86%	14
Provost/VP Academic Affairs (R. Eglsaer)	51	3.34	1.29	12	20.34%	11	23.40%	14	23.73%	8	13.56%	5	8.47%	9	15.25%	13
VP Enrollment Management (H. Thielemann)	29	3.64	0.87	6	10.17%	7	11.86%	14	23.73%	1	1.69%	0	0.00%	30	50.85%	14
VP Finance and Operations (C. Hernandez)	31	3.50	0.90	5	8.47%	8	13.56%	14	23.73%	3	5.08%	0	0.00%	27	45.76%	15
VP University Advancement (F. Holmes)	22	3.48	1.03	4	6.78%	5	8.47%	10	16.95%	1	1.69%	1	1.69%	36	61.02%	15
VP Student Services (F. Parker)	38	3.62	1.01	8	13.56%	12	20.34%	13	22.03%	3	5.08%	1	1.69%	21	35.59%	14
VP Information Technology (M. Adams)	38	3.41	1.04	8	13.56%	6	10.17%	16	27.12%	7	11.86%	0	0.00%	21	35.59%	14
Assoc. VPAA (C. Maynard)	25	3.50	0.98	5	8.47%	5	8.47%	11	18.64%	3	5.08%	0	0.00%	32	54.24%	16
Dean of Students (J. Yarabeck)	34	3.64	1.03	7	11.86%	12	20.34%	10	16.95%	3	5.08%	1	1.69%	24	40.68%	15
Dean Grad Studies (K. Hendrickson)	43	2.93	1.22	5	8.47%	9	15.25%	11	18.64%	12	20.34%	5	8.47%	15	25.42%	15
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	33	3.81	0.90	10	16.95%	6	10.17%	16	27.12%	0	0.00%	0	0.00%	26	44.07%	14
Assoc. VP Human Res. & RM (D. Hammonds)	25	3.46	0.93	4	6.78%	5	8.47%	14	23.73%	0	0.00%	1	1.69%	33	55.93%	15
Assoc. VP Distance Learning (B. Angrove)	34	3.42	0.90	6	10.17%	5	8.47%	19	32.20%	3	5.08%	0	0.00%	25	42.37%	14
Assoc. VP for AA (S. Franklin)	31	3.93	0.83	9	15.25%	10	16.95%	11	18.64%	0	0.00%	0	0.00%	26	44.07%	16
Dean (S. Edmonson)	55	3.80	1.18	21	35.00%	12	20.00%	14	23.33%	6	10.00%	2	3.33%	5	8.33%	13
Associate Dean (R. Bustamenta)	50	4.00	0.86	14	23.33%	25	41.67%	9	15.00%	1	1.67%	1	1.67%	10	16.67%	13
Associate Dean (S. Stewart)	46	2.91	1.35	6	10.00%	12	20.00%	9	15.00%	10	16.67%	9	15.00%	14	23.33%	13
Associate Dean (J. Nerren)	49	3.76	1.05	15	25.00%	13	21.67%	16	26.67%	4	6.67%	1	1.67%	11	18.33%	13

COE			Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response	
	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
I have an opportunity to participate in my departmental/program's budget decisions.	52	2.39	1.46	8	13.56%	3	5.08%	10	16.95%	10	16.95%	20	33.90%	5	8.47%	16
I have an opportunity to participate in the selection of Administrators.	52	2.29	1.30	4	6.78%	6	10.17%	10	16.95%	12	20.34%	19	32.20%	5	8.47%	16
I have an opportunity to participate in the selection of Faculty.	52	3.69	1.42	20	33.90%	13	22.03%	7	11.86%	4	6.78%	7	11.86%	5	8.47%	16
I have an opportunity to participate in the Strategic Planning of my College/Library.	51	3.22	1.33	10	16.95%	13	22.03%	12	20.34%	8	13.56%	7	11.86%	6	10.17%	16
Administration effectively communicates with the faculty.	57	3.04	1.37	9	15.25%	16	27.12%	9	15.25%	12	20.34%	10	16.95%	0	0.00%	16
Administration consistently follows official policies.	51	3.46	1.39	18	30.51%	6	10.17%	11	18.64%	11	18.64%	4	6.78%	6	10.17%	16
The University Faculty Senate is effective in representing faculty views to the administration.	50	3.84	1.12	18	30.51%	13	22.03%	11	18.64%	6	10.17%	1	1.69%	7	11.86%	16
IT@Sam (Computer Services) meets my needs.	56	4.09	1.08	23	38.98%	22	37.29%	5	8.47%	2	3.39%	3	5.08%	1	1.69%	16
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	54	4.28	0.93	28	47.46%	16	27.12%	5	8.47%	4	6.78%	0	0.00%	3	5.08%	16
There is adequate support for developing online courses/degrees/programs.	54	4.30	0.85	26	44.07%	20	33.90%	4	6.78%	3	5.08%	0	0.00%	3	5.08%	16
Library Services meets my needs.	52	4.49	0.67	30	50.85%	16	27.12%	5	8.47%	0	0.00%	0	0.00%	5	8.47%	16
The library meets the needs of my department's curriculum.	50	4.41	0.70	26	44.07%	17	28.81%	6	10.17%	0	0.00%	0	0.00%	6	10.17%	17
I receive adequate support from the Office of Research and Sponsored Programs.	42	3.93	1.19	20	33.90%	4	6.78%	12	20.34%	4	6.78%	1	1.69%	14	23.73%	17
The resources available for my research are adequate.	46	3.87	1.14	18	30.51%	10	16.95%	11	18.64%	5	8.47%	1	1.69%	10	16.95%	17
The resources available to provide a successful graduate program are adequate.	44	3.51	1.30	11	18.64%	15	25.42%	6	10.17%	7	11.86%	4	6.78%	12	20.34%	17
The allocation of travel reimbursements meets the needs of the faculty.	49	3.58	1.27	16	27.12%	9	15.25%	13	22.03%	7	11.86%	3	5.08%	7	11.86%	17
The university is doing an adequate job recruiting quality students.	49	3.56	1.07	8	13.56%	22	37.29%	9	15.25%	7	11.86%	2	3.39%	7	11.86%	17
The SAM Center offers effective Advising Services.	37	3.36	1.40	9	15.25%	11	18.64%	5	8.47%	6	10.17%	5	8.47%	19	32.20%	17
The SAM Center offers effective Mentoring Services.	27	3.54	1.17	7	11.86%	6	10.17%	8	13.56%	4	6.78%	1	1.69%	29	49.15%	17

COE	Perception Question															
	N	Mean	Std. Dev.	Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
				N	%	N	%	N	%	N	%	N	%	N	%	N
The facilities at the Lowman Student Center are adequate.	45	4.30	0.82	22	37.29%	14	23.73%	7	11.86%	1	1.69%	0	0.00%	10	16.95%	18
The services available through the campus bookstore are adequate.	37	3.89	0.85	8	13.56%	18	30.51%	9	15.25%	0	0.00%	1	1.69%	18	30.51%	18
The services provided by ARAMARK are adequate.	47	3.61	0.98	9	15.25%	17	28.81%	13	22.03%	7	11.86%	0	0.00%	9	15.25%	17
The Human Resource Department offers me adequate services.	49	3.98	0.89	15	25.42%	20	33.90%	10	16.95%	3	5.08%	0	0.00%	7	11.86%	17
The facilities at the Woodlands Center are adequate.	49	4.10	0.95	19	32.20%	19	32.20%	7	11.86%	2	3.39%	1	1.69%	8	13.56%	16
The staff at the Woodlands Center is adequate.	44	3.70	1.04	11	18.64%	14	23.73%	13	22.03%	4	6.78%	1	1.69%	12	20.34%	17
There is adequate parking for faculty.	52	2.71	1.53	9	15.25%	10	16.95%	5	8.47%	11	18.64%	16	27.12%	4	6.78%	17
My physical work environment (office/classroom/lab) is adequate.	53	3.50	1.39	17	28.81%	13	22.03%	6	10.17%	11	18.64%	5	8.47%	3	5.08%	17
I feel free from intimidation/discrimination in the workplace.	57	3.54	1.49	21	35.59%	13	22.03%	5	8.47%	9	15.25%	8	13.56%	0	0.00%	16
I feel physically safe on campus.	56	4.31	0.90	29	49.15%	17	28.81%	7	11.86%	1	1.69%	1	1.69%	1	1.69%	16
The 3/3 and 4/4 work load policy is handled fairly in my College.	49	3.77	1.31	18	30.51%	15	25.42%	5	8.47%	6	10.17%	4	6.78%	8	13.56%	16
My teaching load is fair.	56	4.25	1.13	33	55.93%	11	18.64%	5	8.47%	4	6.78%	2	3.39%	1	1.69%	16
I receive adequate recognition for my teaching.	55	3.54	1.37	16	27.12%	17	28.81%	8	13.56%	6	10.17%	7	11.86%	2	3.39%	16
I receive adequate recognition for my research.	48	3.79	1.14	14	23.73%	19	32.20%	6	10.17%	6	10.17%	2	3.39%	9	15.25%	16
I receive adequate recognition for my service to the university.	51	3.26	1.37	11	18.64%	13	22.03%	12	20.34%	6	10.17%	8	13.56%	6	10.17%	16
I receive adequate clerical support.	54	3.68	1.41	20	33.90%	16	27.12%	3	5.08%	8	13.56%	6	10.17%	3	5.08%	16
There is collegial support within my department/program.	57	3.63	1.42	19	32.20%	19	32.20%	4	6.78%	6	10.17%	8	13.56%	0	0.00%	16
Administrative reassigned time is applied fairly in my college.	32	3.19	1.49	8	13.56%	7	11.86%	5	8.47%	5	8.47%	6	10.17%	25	42.37%	16
I am satisfied with the guidelines for receiving an internal grant.	43	3.76	1.19	14	23.73%	12	20.34%	11	18.64%	2	3.39%	3	5.08%	14	23.73%	16

COE	Perception Question															
	N	Mean	Std. Dev.	Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	57	3.50	1.39	17	28.81%	15	25.42%	11	18.64%	5	8.47%	8	13.56%	0	0.00%	16
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	56	3.11	1.38	10	16.95%	15	25.42%	11	18.64%	9	15.25%	10	16.95%	1	1.69%	16
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	52	3.61	1.27	16	27.12%	13	22.03%	12	20.34%	6	10.17%	4	6.78%	5	8.47%	16
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	52	3.00	1.37	8	13.56%	13	22.03%	11	18.64%	9	15.25%	10	16.95%	5	8.47%	16
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	49	3.40	1.41	14	23.73%	12	20.34%	7	11.86%	9	15.25%	6	10.17%	8	13.56%	16
The FES is an adequate measurement of my performance as a faculty member.	48	2.85	1.43	8	13.56%	9	15.25%	9	15.25%	10	16.95%	11	18.64%	9	15.25%	16
The merit system is applied fairly.	45	2.84	1.40	4	6.78%	15	25.42%	7	11.86%	6	10.17%	12	20.34%	12	20.34%	16
Market adjustments are applied fairly.	41	2.23	1.44	5	8.47%	4	6.78%	4	6.78%	9	15.25%	18	30.51%	16	27.12%	16
The promotion system is applied fairly.	47	3.35	1.45	13	22.03%	11	18.64%	9	15.25%	5	8.47%	8	13.56%	10	16.95%	16
The tenure system is applied fairly in my department.	47	3.48	1.39	14	23.73%	12	20.34%	8	13.56%	6	10.17%	6	10.17%	10	16.95%	16
The tenure system process at the university level is clear.	49	3.54	1.37	15	25.42%	14	23.73%	6	10.17%	8	13.56%	5	8.47%	8	13.56%	16
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	37	3.53	1.32	10	16.95%	11	18.64%	7	11.86%	4	6.78%	4	6.78%	20	33.90%	16
Collegiality is an appropriate evaluation category for Tenure and Promotion.	50	2.71	1.65	12	20.34%	6	10.17%	5	8.47%	8	13.56%	18	30.51%	7	11.86%	16
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	49	2.81	1.71	13	22.03%	7	11.86%	5	8.47%	4	6.78%	19	32.20%	8	13.56%	16
My salary is appropriate relative to my contribution to Sam Houston State University.	55	2.50	1.40	7	11.86%	7	11.86%	9	15.25%	14	23.73%	17	28.81%	2	3.39%	16
My salary is appropriate relative to my current rank when compared to similar universities.	53	2.33	1.34	6	10.17%	5	8.47%	6	10.17%	18	30.51%	17	28.81%	4	6.78%	16
Overall, I am satisfied with my job at SHSU.	56	4.00	1.05	20	33.90%	24	40.68%	3	5.08%	7	11.86%	1	1.69%	1	1.69%	16

**College of Fine Arts and Mass
Communication**

Total number of respondents	51
Completed Surveys	44
Tenured/Tenure-Track	41
Tenured/Tenure-Track in Department	75
Percentage of Tenured/Tenure-Track Responding	54.67%
Instructors/Clinical Faculty Responding	8
Number of surveys where rank was skipped	3

Administrator	N	Mean	Std. Dev.	Much more than Satisfactory (5)		More than Satisfactory (4)		Satisfactory (3)		Less than Satisfactory (2)		Much less than Satisfactory (1)		N/A		No Response
				N	%	N	%	N	%	N	%	N	%	N	%	N
University President (D. Hoyt)	40	3.21	0.95	4	9.09%	9	20.45%	18	40.91%	7	15.91%	1	2.27%	4	9.09%	7
Provost/VP Academic Affairs (R. Eglsaer)	36	3.14	1.26	7	15.91%	5	13.51%	13	29.55%	6	13.64%	4	9.09%	8	18.18%	7
VP Enrollment Management (H. Thielemann)	16	3.20	1.21	3	6.82%	2	4.55%	6	13.64%	3	6.82%	1	2.27%	27	61.36%	8
VP Finance and Operations (C. Hernandez)	18	3.12	1.05	2	4.55%	3	6.82%	8	18.18%	3	6.82%	1	2.27%	25	56.82%	8
VP University Advancement (F. Holmes)	20	3.32	0.82	2	4.55%	4	9.09%	11	25.00%	2	4.55%	0	0.00%	23	52.27%	8
VP Student Services (F. Parker)	25	3.92	1.02	9	20.45%	6	13.64%	7	15.91%	2	4.55%	0	0.00%	18	40.91%	8
VP Information Technology (M. Adams)	30	3.31	1.14	6	13.64%	4	9.09%	14	31.82%	3	6.82%	2	4.55%	12	27.27%	9
Assoc. VPAA (C. Maynard)	14	3.69	0.75	2	4.55%	5	11.36%	6	13.64%	0	0.00%	0	0.00%	28	63.64%	9
Dean of Students (J. Yarabeck)	24	3.91	0.79	6	13.64%	9	20.45%	8	18.18%	0	0.00%	0	0.00%	18	40.91%	9
Dean Grad Studies (K. Hendrickson)	25	3.63	1.01	6	13.64%	5	11.36%	12	27.27%	0	0.00%	1	2.27%	18	40.91%	8
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	23	4.09	0.92	10	22.73%	4	9.09%	8	18.18%	0	0.00%	0	0.00%	19	43.18%	9
Assoc. VP Human Res. & RM (D. Hammonds)	18	3.41	0.71	1	2.27%	6	13.64%	9	20.45%	1	2.27%	0	0.00%	24	54.55%	9
Assoc. VP Distance Learning (B. Angrove)	18	3.82	0.95	5	11.36%	5	11.36%	6	13.64%	1	2.27%	0	0.00%	23	52.27%	10
Assoc. VP for AA (S. Franklin)	17	3.56	0.96	4	9.09%	2	4.55%	9	20.45%	1	2.27%	0	0.00%	24	54.55%	10
Dean (R. Shields)	39	3.18	1.27	8	20.00%	8	20.00%	9	22.50%	11	27.50%	3	7.50%	1	2.50%	12
Associate Dean (W. Barrett)	31	3.55	1.03	8	20.00%	5	12.50%	14	35.00%	4	10.00%	0	0.00%	9	22.50%	12
Associate Dean (P. Hasekoester)	23	3.48	1.08	6	15.00%	3	7.50%	10	25.00%	4	10.00%	0	0.00%	17	42.50%	12
Associate Dean (B. Miller)	33	3.55	1.03	8	20.00%	7	17.50%	13	32.50%	5	12.50%	0	0.00%	7	17.50%	12

COFAMC Perception Question	N	Mean	Std. Dev.	Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
				N	%	N	%	N	%	N	%	N	%	N	%	N
I have an opportunity to participate in my departmental/program's budget decisions.	39	2.68	1.60	7	15.91%	7	15.91%	6	13.64%	3	6.82%	15	34.09%	1	2.27%	11
I have an opportunity to participate in the selection of Administrators.	38	2.16	1.30	3	6.82%	3	6.82%	7	15.91%	8	18.18%	16	36.36%	2	4.55%	11
I have an opportunity to participate in the selection of Faculty.	39	3.61	1.57	16	36.36%	9	20.45%	2	4.55%	4	9.09%	7	15.91%	1	2.27%	11
I have an opportunity to participate in the Strategic Planning of my College/Library.	38	3.00	1.18	2	4.55%	13	29.55%	11	25.00%	5	11.36%	6	13.64%	2	4.55%	11
Administration effectively communicates with the faculty.	39	2.79	1.23	3	6.82%	10	22.73%	7	15.91%	12	27.27%	6	13.64%	0	0.00%	12
Administration consistently follows official policies.	37	3.00	1.22	5	11.36%	7	15.91%	11	25.00%	9	20.45%	4	9.09%	3	6.82%	11
The University Faculty Senate is effective in representing faculty views to the administration.	35	4.18	1.03	17	38.64%	9	20.45%	6	13.64%	1	2.27%	1	2.27%	5	11.36%	11
IT@Sam (Computer Services) meets my needs.	39	3.58	1.24	9	20.45%	14	31.82%	10	22.73%	0	0.00%	5	11.36%	0	0.00%	12
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	30	3.83	0.85	7	15.91%	11	25.00%	10	22.73%	1	2.27%	0	0.00%	9	20.45%	12
There is adequate support for developing online courses/degrees/programs.	30	3.97	0.98	11	25.00%	8	18.18%	8	18.18%	2	4.55%	0	0.00%	9	20.45%	12
Library Services meets my needs.	38	4.51	0.69	22	50.00%	13	29.55%	1	2.27%	1	2.27%	0	0.00%	1	2.27%	12
The library meets the needs of my department's curriculum.	36	4.49	0.78	21	47.73%	12	27.27%	0	0.00%	2	4.55%	0	0.00%	3	6.82%	12
I receive adequate support from the Office of Research and Sponsored Programs.	29	3.50	1.04	4	9.09%	12	27.27%	7	15.91%	4	9.09%	1	2.27%	10	22.73%	12
The resources available for my research are adequate.	35	3.26	1.05	4	9.09%	11	25.00%	10	22.73%	8	18.18%	1	2.27%	4	9.09%	12
The resources available to provide a successful graduate program are adequate.	25	2.42	1.35	2	4.55%	3	6.82%	7	15.91%	3	6.82%	9	20.45%	14	31.82%	12
The allocation of travel reimbursements meets the needs of the faculty.	38	2.84	1.36	6	13.64%	8	18.18%	2	4.55%	16	36.36%	5	11.36%	1	2.27%	12
The university is doing an adequate job recruiting quality students.	38	2.30	1.13	2	4.55%	4	9.09%	6	13.64%	16	36.36%	9	20.45%	1	2.27%	12
The SAM Center offers effective Advising Services.	33	3.66	1.18	9	20.45%	10	22.73%	8	18.18%	3	6.82%	2	4.55%	6	13.64%	12
The SAM Center offers effective Mentoring Services.	23	3.45	1.18	5	11.36%	5	11.36%	9	20.45%	1	2.27%	2	4.55%	16	36.36%	12

COFAMC	Perception Question															
	N	Mean	Std. Dev.	Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The facilities at the Lowman Student Center are adequate.	35	4.35	0.69	16	36.36%	14	31.82%	4	9.09%	0	0.00%	0	0.00%	4	9.09%	12
The services available through the campus bookstore are adequate.	23	3.41	0.91	3	6.82%	6	13.64%	10	22.73%	3	6.82%	0	0.00%	16	36.36%	12
The services provided by ARAMARK are adequate.	35	2.85	1.08	2	4.55%	7	15.91%	13	29.55%	8	18.18%	4	9.09%	4	9.09%	12
The Human Resource Department offers me adequate services.	31	3.50	1.01	6	13.64%	7	15.91%	14	31.82%	2	4.55%	1	2.27%	8	18.18%	12
The facilities at the Woodlands Center are adequate.	16	4.27	1.03	9	20.45%	2	4.55%	3	6.82%	1	2.27%	0	0.00%	23	52.27%	12
The staff at the Woodlands Center is adequate.	11	4.30	0.82	5	11.36%	3	6.82%	2	4.55%	0	0.00%	0	0.00%	28	63.64%	12
There is adequate parking for faculty.	38	2.76	1.36	3	6.82%	12	27.27%	4	9.09%	9	20.45%	9	20.45%	1	2.27%	12
My physical work environment (office/classroom/lab) is adequate.	39	3.45	1.39	10	22.73%	13	29.55%	4	9.09%	6	13.64%	5	11.36%	0	0.00%	12
I feel free from intimidation/discrimination in the workplace.	39	3.21	1.49	11	25.00%	6	13.64%	8	18.18%	6	13.64%	7	15.91%	0	0.00%	12
I feel physically safe on campus.	38	3.92	1.12	14	31.82%	12	27.27%	6	13.64%	4	9.09%	1	2.27%	1	2.27%	12
The 3/3 and 4/4 work load policy is handled fairly in my College.	37	3.64	1.13	9	20.45%	13	29.55%	7	15.91%	6	13.64%	1	2.27%	2	4.55%	12
My teaching load is fair.	39	3.92	0.94	10	22.73%	19	43.18%	6	13.64%	2	4.55%	1	2.27%	0	0.00%	12
I receive adequate recognition for my teaching.	39	3.32	1.38	10	22.73%	9	20.45%	6	13.64%	9	20.45%	4	9.09%	0	0.00%	12
I receive adequate recognition for my research.	36	2.94	1.35	5	11.36%	9	20.45%	6	13.64%	9	20.45%	6	13.64%	3	6.82%	12
I receive adequate recognition for my service to the university.	38	2.95	1.31	5	11.36%	9	20.45%	8	18.18%	9	20.45%	6	13.64%	1	2.27%	12
I receive adequate clerical support.	37	3.22	1.27	7	15.91%	9	20.45%	8	18.18%	9	20.45%	3	6.82%	2	4.55%	12
There is collegial support within my department/program.	39	3.55	1.33	13	29.55%	7	15.91%	9	20.45%	6	13.64%	3	6.82%	0	0.00%	12
Administrative reassigned time is applied fairly in my college.	24	2.91	1.20	3	6.82%	3	6.82%	9	20.45%	5	11.36%	3	6.82%	15	34.09%	12
I am satisfied with the guidelines for receiving an internal grant.	30	3.45	1.30	8	18.18%	6	13.64%	9	20.45%	3	6.82%	3	6.82%	9	20.45%	12

COFAMC Perception Question	N	Mean	Std. Dev.	Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
				N	%	N	%	N	%	N	%	N	%	N	%	
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	39	2.32	1.30	1	2.27%	9	20.45%	6	13.64%	7	15.91%	15	34.09%	0	0.00%	12
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	39	2.45	1.20	1	2.27%	7	15.91%	12	27.27%	6	13.64%	12	27.27%	0	0.00%	12
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	21	2.40	1.43	2	4.55%	3	6.82%	4	9.09%	3	6.82%	8	18.18%	18	40.91%	12
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	21	2.20	1.36	1	2.27%	3	6.82%	5	11.36%	1	2.27%	10	22.73%	18	40.91%	12
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	36	4.06	1.06	15	34.09%	11	25.00%	6	13.64%	2	4.55%	1	2.27%	3	6.82%	12
The FES is an adequate measurement of my performance as a faculty member.	36	3.17	1.25	5	11.36%	11	25.00%	8	18.18%	7	15.91%	4	9.09%	3	6.82%	12
The merit system is applied fairly.	33	3.19	1.35	7	15.91%	8	18.18%	4	9.09%	10	22.73%	3	6.82%	6	13.64%	12
Market adjustments are applied fairly.	27	2.54	1.42	3	6.82%	5	11.36%	3	6.82%	7	15.91%	8	18.18%	12	27.27%	12
The promotion system is applied fairly.	33	2.91	1.42	4	9.09%	10	22.73%	5	11.36%	5	11.36%	8	18.18%	6	13.64%	12
The tenure system is applied fairly in my department.	37	3.03	1.50	7	15.91%	10	22.73%	5	11.36%	5	11.36%	9	20.45%	2	4.55%	12
The tenure system process at the university level is clear.	33	2.66	1.36	5	11.36%	3	6.82%	7	15.91%	10	22.73%	7	15.91%	6	13.64%	12
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	25	2.96	1.33	4	9.09%	4	9.09%	7	15.91%	5	11.36%	4	9.09%	14	31.82%	12
Collegiality is an appropriate evaluation category for Tenure and Promotion.	37	2.56	1.38	6	13.64%	2	4.55%	7	15.91%	12	27.27%	9	20.45%	2	4.55%	12
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	35	2.62	1.39	6	13.64%	2	4.55%	7	15.91%	11	25.00%	8	18.18%	4	9.09%	12
My salary is appropriate relative to my contribution to Sam Houston State University.	38	2.38	1.28	4	9.09%	3	6.82%	6	13.64%	14	31.82%	10	22.73%	1	2.27%	12
My salary is appropriate relative to my current rank when compared to similar universities.	35	2.26	1.29	2	4.55%	6	13.64%	3	6.82%	11	25.00%	12	27.27%	4	9.09%	12
Overall, I am satisfied with my job at SHSU.	39	3.37	1.22	5	11.36%	18	40.91%	5	11.36%	6	13.64%	4	9.09%	0	0.00%	12

College of Health Sciences

Total number of respondents	35
Completed Surveys	30
Tenured/Tenure-Track	18
Tenured/Tenure-Track in Department	28
Percentage of Tenured/Tenure-Track Responding	64.29%
Instructors/Clinical Faculty Responding	14
Number of surveys where rank was skipped	2

Administrator	N	Mean	Std. Dev.	Much more than Satisfactory (5)		More than Satisfactory (4)		Satisfactory (3)		Less than Satisfactory (2)		Much less than Satisfactory (1)		N/A		No Response
				N	%	N	%	N	%	N	%	N	%	N	%	N
University President (D. Hoyt)	24	3.75	0.90	6	20.00%	7	23.33%	10	33.33%	1	3.33%	0	0.00%	6	20.00%	5
Provost/VP Academic Affairs (R. Eglsaer)	27	3.19	1.14	4	13.33%	6	24.00%	10	33.33%	5	16.67%	2	6.67%	3	10.00%	5
VP Enrollment Management (H. Thielemann)	14	3.29	1.14	3	10.00%	1	3.33%	8	26.67%	1	3.33%	1	3.33%	16	53.33%	5
VP Finance and Operations (C. Hernandez)	16	3.13	0.96	1	3.33%	4	13.33%	8	26.67%	2	6.67%	1	3.33%	14	46.67%	5
VP University Advancement (F. Holmes)	12	3.33	1.37	3	10.00%	2	6.67%	5	16.67%	0	0.00%	2	6.67%	18	60.00%	5
VP Student Services (F. Parker)	18	3.94	0.80	5	16.67%	7	23.33%	6	20.00%	0	0.00%	0	0.00%	12	40.00%	5
VP Information Technology (M. Adams)	17	3.18	1.13	2	6.67%	4	13.33%	8	26.67%	1	3.33%	2	6.67%	13	43.33%	5
Assoc. VPAA (C. Maynard)	10	3.50	1.18	3	10.00%	1	3.33%	4	13.33%	2	6.67%	0	0.00%	20	66.67%	5
Dean of Students (J. Yarabeck)	20	3.95	1.15	9	30.00%	3	10.00%	7	23.33%	0	0.00%	1	3.33%	9	30.00%	6
Dean Grad Studies (K. Hendrickson)	18	3.22	1.31	3	10.00%	5	16.67%	6	20.00%	1	3.33%	3	10.00%	10	33.33%	7
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	17	3.53	1.18	4	13.33%	5	16.67%	5	16.67%	2	6.67%	1	3.33%	11	36.67%	7
Assoc. VP Human Res. & RM (D. Hammonds)	11	3.27	1.35	3	10.00%	1	3.33%	4	13.33%	2	6.67%	1	3.33%	17	56.67%	7
Assoc. VP Distance Learning (B. Angrove)	11	3.45	1.21	2	6.67%	4	13.33%	3	10.00%	1	3.33%	1	3.33%	17	56.67%	7
Assoc. VP for AA (S. Franklin)	13	3.62	0.96	3	10.00%	3	10.00%	6	20.00%	1	3.33%	0	0.00%	14	46.67%	8
Dean (R. Runyan)	28	3.00	1.47	6	20.00%	5	16.67%	6	20.00%	5	16.67%	6	20.00%	2	6.67%	4
Assistant Dean (J. Didier)	25	3.40	1.08	6	20.69%	3	10.34%	11	37.93%	5	17.24%	0	0.00%	4	13.79%	5
Associate Dean (R. Zapalac)	28	3.82	0.94	9	31.03%	6	20.69%	12	41.38%	1	3.45%	0	0.00%	1	3.45%	5

COHS Perception Question	Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response		5	
	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N		%
I have an opportunity to participate in my departmental/program's budget decisions.	26	2.19	1.33	1	3.33%	5	16.67%	4	13.33%	4	13.33%	12	40.00%	2	6.67%	7
I have an opportunity to participate in the selection of Administrators.	27	2.81	1.33	2	6.67%	9	30.00%	4	13.33%	6	20.00%	6	20.00%	1	3.33%	7
I have an opportunity to participate in the selection of Faculty.	27	3.63	1.36	8	26.67%	11	36.67%	1	3.33%	4	13.33%	3	10.00%	1	3.33%	7
I have an opportunity to participate in the Strategic Planning of my College/Library.	27	3.70	1.20	8	26.67%	9	30.00%	6	20.00%	2	6.67%	2	6.67%	1	3.33%	7
Administration effectively communicates with the faculty.	28	2.75	1.43	4	13.33%	6	20.00%	4	13.33%	7	23.33%	7	23.33%	0	0.00%	7
Administration consistently follows official policies.	27	3.15	1.41	5	16.67%	9	30.00%	2	6.67%	7	23.33%	4	13.33%	1	3.33%	7
The University Faculty Senate is effective in representing faculty views to the administration.	22	3.68	1.04	5	16.67%	9	30.00%	4	13.33%	4	13.33%	0	0.00%	6	20.00%	7
IT@Sam (Computer Services) meets my needs.	28	3.82	1.22	9	30.00%	12	40.00%	2	6.67%	3	10.00%	2	6.67%	0	0.00%	7
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	27	3.89	1.09	8	26.67%	13	43.33%	2	6.67%	3	10.00%	1	3.33%	1	3.33%	7
There is adequate support for developing online courses/degrees/programs.	26	3.38	1.30	5	16.67%	10	33.33%	4	13.33%	4	13.33%	3	10.00%	2	6.67%	7
Library Services meets my needs.	27	3.70	1.17	7	23.33%	12	40.00%	2	6.67%	5	16.67%	1	3.33%	1	3.33%	7
The library meets the needs of my department's curriculum.	27	3.81	1.08	7	23.33%	13	43.33%	3	10.00%	3	10.00%	1	3.33%	1	3.33%	7
I receive adequate support from the Office of Research and Sponsored Programs.	26	3.46	1.14	5	16.67%	9	30.00%	6	20.00%	5	16.67%	1	3.33%	2	6.67%	7
The resources available for my research are adequate.	28	3.25	1.29	5	16.67%	8	26.67%	8	26.67%	3	10.00%	4	13.33%	0	0.00%	7
The resources available to provide a successful graduate program are adequate.	22	2.91	1.38	2	6.67%	8	26.67%	3	10.00%	4	13.33%	5	16.67%	6	20.00%	7
The allocation of travel reimbursements meets the needs of the faculty.	27	2.63	1.36	3	10.00%	5	16.67%	5	16.67%	7	23.33%	7	23.33%	1	3.33%	7
The university is doing an adequate job recruiting quality students.	28	3.32	1.44	7	23.33%	9	30.00%	2	6.67%	6	20.00%	4	13.33%	0	0.00%	7
The SAM Center offers effective Advising Services.	25	2.88	1.33	2	6.67%	9	30.00%	3	10.00%	6	20.00%	5	16.67%	3	10.00%	7
The SAM Center offers effective Mentoring Services.	21	2.71	1.23	2	6.67%	4	13.33%	4	13.33%	8	26.67%	3	10.00%	7	23.33%	7

COHS Perception Question	N	Mean	Std. Dev.	Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
				N	%	N	%	N	%	N	%	N	%	N	%	N
The facilities at the Lowman Student Center are adequate.	26	4.12	0.99	13	43.33%	4	13.33%	8	26.67%	1	3.33%	0	0.00%	2	6.67%	7
The services available through the campus bookstore are adequate.	21	3.57	1.03	4	13.33%	7	23.33%	8	26.67%	1	3.33%	1	3.33%	6	20.00%	8
The services provided by ARAMARK are adequate.	25	3.60	1.00	5	16.67%	9	30.00%	7	23.33%	4	13.33%	0	0.00%	3	10.00%	7
The Human Resource Department offers me adequate services.	27	3.74	0.98	7	23.33%	9	30.00%	8	26.67%	3	10.00%	0	0.00%	1	3.33%	7
The facilities at the Woodlands Center are adequate.	20	3.85	1.09	6	20.00%	9	30.00%	1	3.33%	4	13.33%	0	0.00%	8	26.67%	7
The staff at the Woodlands Center is adequate.	20	4.00	0.86	6	20.00%	9	30.00%	4	13.33%	1	3.33%	0	0.00%	8	26.67%	7
There is adequate parking for faculty.	27	3.41	1.45	9	30.00%	5	16.67%	4	13.33%	6	20.00%	3	10.00%	1	3.33%	7
My physical work environment (office/classroom/lab) is adequate.	27	3.74	1.32	10	33.33%	8	26.67%	3	10.00%	4	13.33%	2	6.67%	1	3.33%	7
I feel free from intimidation/discrimination in the workplace.	28	3.04	1.57	8	26.67%	4	13.33%	3	10.00%	7	23.33%	6	20.00%	0	0.00%	7
I feel physically safe on campus.	28	4.14	1.01	14	46.67%	6	20.00%	6	20.00%	2	6.67%	0	0.00%	0	0.00%	7
The 3/3 and 4/4 work load policy is handled fairly in my College.	27	3.00	1.30	2	6.67%	11	36.67%	4	13.33%	5	16.67%	5	16.67%	1	3.33%	7
My teaching load is fair.	28	3.18	1.36	5	16.67%	9	30.00%	4	13.33%	6	20.00%	4	13.33%	0	0.00%	7
I receive adequate recognition for my teaching.	28	2.96	1.35	4	13.33%	7	23.33%	6	20.00%	6	20.00%	5	16.67%	0	0.00%	7
I receive adequate recognition for my research.	25	3.00	1.26	2	6.67%	8	26.67%	8	26.67%	2	6.67%	5	16.67%	3	10.00%	7
I receive adequate recognition for my service to the university.	28	3.25	1.14	4	13.33%	7	23.33%	12	40.00%	2	6.67%	3	10.00%	0	0.00%	7
I receive adequate clerical support.	27	3.52	1.50	9	30.00%	8	26.67%	3	10.00%	2	6.67%	5	16.67%	1	3.33%	7
There is collegial support within my department/program.	28	3.64	1.39	9	30.00%	10	33.33%	3	10.00%	2	6.67%	4	13.33%	0	0.00%	7
Administrative reassigned time is applied fairly in my college.	24	3.17	1.27	4	13.33%	5	16.67%	10	33.33%	1	3.33%	4	13.33%	4	13.33%	7
I am satisfied with the guidelines for receiving an internal grant.	23	3.30	0.93	2	6.67%	7	23.33%	11	36.67%	2	6.67%	1	3.33%	5	16.67%	7

COHS Perception Question				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	28	3.39	1.17	5	16.67%	9	30.00%	8	26.67%	4	13.33%	2	6.67%	0	0.00%	7
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	28	3.32	1.12	4	13.33%	9	30.00%	9	30.00%	4	13.33%	2	6.67%	0	0.00%	7
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	19	3.05	1.35	3	10.00%	5	16.67%	4	13.33%	4	13.33%	3	10.00%	9	30.00%	7
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	19	3.11	1.41	3	10.00%	6	20.00%	4	13.33%	2	6.67%	4	13.33%	9	30.00%	7
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	23	3.61	1.12	5	16.67%	8	26.67%	8	26.67%	0	0.00%	2	6.67%	4	13.33%	8
The FES is an adequate measurement of my performance as a faculty member.	26	3.27	1.22	3	10.00%	11	36.67%	5	16.67%	4	13.33%	3	10.00%	1	3.33%	8
The merit system is applied fairly.	26	2.85	1.46	4	13.33%	7	23.33%	2	6.67%	7	23.33%	6	20.00%	1	3.33%	8
Market adjustments are applied fairly.	23	2.57	1.38	2	6.67%	4	13.33%	7	23.33%	2	6.67%	8	26.67%	4	13.33%	8
The promotion system is applied fairly.	23	2.65	1.11	1	3.33%	4	13.33%	8	26.67%	6	20.00%	4	13.33%	4	13.33%	8
The tenure system is applied fairly in my department.	22	3.05	1.33	3	10.00%	6	20.00%	6	20.00%	3	10.00%	4	13.33%	5	16.67%	8
The tenure system process at the university level is clear.	24	2.42	1.21	1	3.33%	6	20.00%	0	0.00%	12	40.00%	5	16.67%	3	10.00%	8
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	17	3.35	1.17	3	10.00%	5	16.67%	5	16.67%	3	10.00%	1	3.33%	10	33.33%	8
Collegiality is an appropriate evaluation category for Tenure and Promotion.	23	3.70	1.29	9	30.00%	4	13.33%	5	16.67%	4	13.33%	1	3.33%	4	13.33%	8
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	23	3.78	1.24	9	30.00%	5	16.67%	5	16.67%	3	10.00%	1	3.33%	4	13.33%	8
My salary is appropriate relative to my contribution to Sam Houston State University.	27	2.41	1.08	1	3.33%	4	13.33%	5	16.67%	12	40.00%	5	16.67%	0	0.00%	8
My salary is appropriate relative to my current rank when compared to similar universities.	26	2.27	1.15	1	3.33%	4	13.33%	3	10.00%	11	36.67%	7	23.33%	1	3.33%	8
Overall, I am satisfied with my job at SHSU.	27	3.56	0.97	4	13.33%	12	40.00%	6	20.00%	5	16.67%	0	0.00%	0	0.00%	8

College of Humanities and Social Sciences

Total number of respondents	84
Completed Surveys	75
Tenured/Tenure-Track	61
Tenured/Tenure-Track in Department	130
Percentage of Tenured/Tenure-Track Responding	46.92%
Instructors/Clinical Faculty Responding	25
Number of surveys where rank was skipped	6

Administrator	N	Mean	Std. Dev.	Much more than Satisfactory (5)		More than Satisfactory (4)		Satisfactory (3)		Less than Satisfactory (2)		Much less than Satisfactory (1)		N/A		No Response
				N	%	N	%	N	%	N	%	N	%	N	%	N
University President (D. Hoyt)	60	2.80	1.13	4	5.41%	11	14.86%	24	32.43%	11	14.86%	10	13.51%	14	18.92%	10
Provost/VP Academic Affairs (R. Eglsaer)	67	2.94	1.27	9	12.16%	13	19.70%	21	28.38%	13	17.57%	11	14.86%	8	10.81%	9
VP Enrollment Management (H. Thielemann)	33	3.15	0.91	2	2.70%	8	10.81%	18	24.32%	3	4.05%	2	2.70%	42	56.76%	9
VP Finance and Operations (C. Hernandez)	35	2.74	1.09	2	2.70%	5	6.76%	16	21.62%	6	8.11%	6	8.11%	40	54.05%	9
VP University Advancement (F. Holmes)	30	2.93	1.05	1	1.35%	8	10.81%	13	17.57%	4	5.41%	4	5.41%	45	60.81%	9
VP Student Services (F. Parker)	46	3.57	1.00	9	12.16%	14	18.92%	19	25.68%	2	2.70%	2	2.70%	27	36.49%	11
VP Information Technology (M. Adams)	46	3.41	0.98	7	9.46%	12	16.22%	22	29.73%	3	4.05%	2	2.70%	29	39.19%	9
Assoc. VPAA (C. Maynard)	40	2.88	1.24	4	5.41%	8	10.81%	15	20.27%	5	6.76%	8	10.81%	35	47.30%	9
Dean of Students (J. Yarabeck)	49	3.22	1.10	6	8.11%	14	18.92%	18	24.32%	7	9.46%	4	5.41%	25	33.78%	10
Dean Grad Studies (K. Hendrickson)	57	3.30	1.30	12	16.22%	13	17.57%	21	28.38%	2	2.70%	9	12.16%	18	24.32%	9
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	45	3.47	0.99	9	12.16%	9	12.16%	22	29.73%	4	5.41%	1	1.35%	29	39.19%	10
Assoc. VP Human Res. & RM (D. Hammonds)	39	3.13	0.83	2	2.70%	8	10.81%	24	32.43%	3	4.05%	2	2.70%	36	48.65%	9
Assoc. VP Distance Learning (B. Angrove)	44	3.36	0.99	5	6.76%	15	20.27%	17	22.97%	5	6.76%	2	2.70%	31	41.89%	9
Assoc. VP for AA (S. Franklin)	37	3.32	1.03	5	6.76%	10	13.51%	16	21.62%	4	5.41%	2	2.70%	36	48.65%	11
Dean (A. Zink)	73	2.92	1.55	17	22.37%	12	15.79%	13	17.11%	10	13.16%	21	27.63%	3	3.95%	8
Associate Dean (C. Nardone)	60	3.43	1.33	16	21.33%	14	18.67%	19	25.33%	2	2.67%	9	12.00%	15	20.00%	9
Associate Dean (G. Sanford)	67	3.03	1.40	13	17.11%	13	17.11%	18	23.68%	9	11.84%	14	18.42%	9	11.84%	8
Interim Associate Dean (R. Callaway)	58	3.78	1.08	17	22.37%	19	25.00%	17	22.37%	2	2.63%	3	3.95%	18	23.68%	8

COHSS Perception Question	N	Mean	Std. Dev.	Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response	5
				N	%	N	%	N	%	N	%	N	%	N	%		
I have an opportunity to participate in my departmental/program's budget decisions.	65	2.32	1.53	9	12.16%	11	14.86%	2	2.70%	13	17.57%	30	40.54%	8	10.81%		11
I have an opportunity to participate in the selection of Administrators.	67	1.64	1.04	2	2.70%	2	2.70%	10	13.51%	9	12.16%	44	59.46%	7	9.46%		10
I have an opportunity to participate in the selection of Faculty.	68	3.01	1.60	18	24.32%	14	18.92%	5	6.76%	13	17.57%	18	24.32%	6	8.11%		10
I have an opportunity to participate in the Strategic Planning of my College/Library.	63	2.25	1.24	2	2.70%	12	16.22%	10	13.51%	15	20.27%	24	32.43%	11	14.86%		10
Administration effectively communicates with the faculty.	70	2.39	1.35	7	9.46%	11	14.86%	7	9.46%	22	29.73%	23	31.08%	3	4.05%		11
Administration consistently follows official policies.	64	2.75	1.48	11	14.86%	12	16.22%	9	12.16%	14	18.92%	18	24.32%	10	13.51%		10
The University Faculty Senate is effective in representing faculty views to the administration.	65	3.52	1.24	15	20.27%	25	33.78%	9	12.16%	11	14.86%	5	6.76%	9	12.16%		10
IT@Sam (Computer Services) meets my needs.	74	4.16	0.98	30	40.54%	35	47.30%	3	4.05%	3	4.05%	3	4.05%	0	0.00%		10
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	68	4.03	1.04	25	33.78%	29	39.19%	8	10.81%	3	4.05%	3	4.05%	6	8.11%		10
There is adequate support for developing online courses/degrees/programs.	66	3.95	1.18	28	37.84%	19	25.68%	11	14.86%	4	5.41%	4	5.41%	8	10.81%		10
Library Services meets my needs.	68	4.19	0.80	26	35.14%	32	43.24%	7	9.46%	3	4.05%	0	0.00%	5	6.76%		11
The library meets the needs of my department's curriculum.	65	4.26	0.76	27	36.49%	30	40.54%	6	8.11%	2	2.70%	0	0.00%	9	12.16%		10
I receive adequate support from the Office of Research and Sponsored Programs.	50	3.58	1.25	14	18.92%	15	20.27%	11	14.86%	6	8.11%	4	5.41%	24	32.43%		10
The resources available for my research are adequate.	64	3.61	1.18	16	21.62%	22	29.73%	16	21.62%	5	6.76%	5	6.76%	10	13.51%		10
The resources available to provide a successful graduate program are adequate.	55	2.96	1.40	10	13.51%	11	14.86%	12	16.22%	11	14.86%	11	14.86%	19	25.68%		10
The allocation of travel reimbursements meets the needs of the faculty.	66	3.53	1.27	17	22.97%	23	31.08%	9	12.16%	12	16.22%	5	6.76%	8	10.81%		10
The university is doing an adequate job recruiting quality students.	67	2.94	1.31	9	12.16%	16	21.62%	16	21.62%	14	18.92%	12	16.22%	7	9.46%		10
The SAM Center offers effective Advising Services.	55	3.15	1.31	10	13.51%	13	17.57%	15	20.27%	9	12.16%	8	10.81%	19	25.68%		10
The SAM Center offers effective Mentoring Services.	45	3.04	1.33	7	9.46%	10	13.51%	15	20.27%	4	5.41%	9	12.16%	29	39.19%		10

COHSS Perception Question				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The facilities at the Lowman Student Center are adequate.	62	4.10	1.02	28	37.84%	18	24.32%	11	14.86%	4	5.41%	1	1.35%	12	16.22%	10
The services available through the campus bookstore are adequate.	52	3.06	1.32	8	10.81%	13	17.57%	14	18.92%	8	10.81%	9	12.16%	22	29.73%	10
The services provided by ARAMARK are adequate.	59	3.14	1.27	9	12.16%	17	22.97%	13	17.57%	13	17.57%	7	9.46%	14	18.92%	11
The Human Resource Department offers me adequate services.	63	3.59	1.36	19	25.68%	21	28.38%	10	13.51%	4	5.41%	9	12.16%	11	14.86%	10
The facilities at the Woodlands Center are adequate.	36	3.83	1.11	12	16.22%	11	14.86%	10	13.51%	1	1.35%	2	2.70%	38	51.35%	10
The staff at the Woodlands Center is adequate.	30	3.67	1.09	8	10.81%	9	12.16%	9	12.16%	3	4.05%	1	1.35%	42	56.76%	12
There is adequate parking for faculty.	65	3.22	1.58	17	22.97%	20	27.03%	5	6.76%	6	8.11%	17	22.97%	9	12.16%	10
My physical work environment (office/classroom/lab) is adequate.	72	4.03	1.17	33	44.59%	22	29.73%	6	8.11%	8	10.81%	3	4.05%	2	2.70%	10
I feel free from intimidation/discrimination in the workplace.	74	3.27	1.46	19	25.68%	20	27.03%	10	13.51%	12	16.22%	13	17.57%	0	0.00%	10
I feel physically safe on campus.	71	4.07	1.10	33	44.59%	20	27.03%	10	13.51%	6	8.11%	2	2.70%	3	4.05%	10
The 3/3 and 4/4 work load policy is handled fairly in my College.	62	3.06	1.42	11	14.86%	19	25.68%	7	9.46%	13	17.57%	12	16.22%	10	13.51%	12
My teaching load is fair.	71	3.56	1.32	19	25.68%	26	35.14%	11	14.86%	6	8.11%	9	12.16%	1	1.35%	12
I receive adequate recognition for my teaching.	70	3.01	1.38	11	14.86%	20	27.03%	11	14.86%	15	20.27%	13	17.57%	2	2.70%	12
I receive adequate recognition for my research.	63	2.79	1.22	5	6.76%	16	21.62%	13	17.57%	19	25.68%	10	13.51%	10	13.51%	11
I receive adequate recognition for my service to the university.	65	2.62	1.27	5	6.76%	13	17.57%	15	20.27%	16	21.62%	16	21.62%	8	10.81%	11
I receive adequate clerical support.	68	3.44	1.46	23	31.08%	14	18.92%	11	14.86%	10	13.51%	10	13.51%	5	6.76%	11
There is collegial support within my department/program.	68	3.41	1.37	17	22.97%	22	29.73%	11	14.86%	8	10.81%	10	13.51%	5	6.76%	11
Administrative reassigned time is applied fairly in my college.	50	3.00	1.31	6	8.11%	14	18.92%	14	18.92%	6	8.11%	10	13.51%	23	31.08%	11
I am satisfied with the guidelines for receiving an internal grant.	49	3.31	1.16	9	12.16%	12	16.22%	16	21.62%	9	12.16%	3	4.05%	24	32.43%	11

COHSS Perception Question				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	70	2.36	1.27	5	6.76%	9	12.16%	16	21.62%	16	21.62%	24	32.43%	3	4.05%	11
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	70	2.69	1.26	6	8.11%	13	17.57%	20	27.03%	15	20.27%	16	21.62%	3	4.05%	11
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	55	2.35	1.22	3	4.05%	8	10.81%	11	14.86%	16	21.62%	17	22.97%	18	24.32%	11
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	54	2.31	1.24	3	4.05%	7	9.46%	13	17.57%	12	16.22%	19	25.68%	19	25.68%	11
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	66	2.91	1.48	13	17.57%	13	17.57%	11	14.86%	13	17.57%	16	21.62%	7	9.46%	11
The FES is an adequate measurement of my performance as a faculty member.	63	2.83	1.31	4	5.41%	21	28.38%	14	18.92%	8	10.81%	16	21.62%	10	13.51%	11
The merit system is applied fairly.	62	2.56	1.22	4	5.41%	11	14.86%	16	21.62%	16	21.62%	15	20.27%	11	14.86%	11
Market adjustments are applied fairly.	52	2.31	1.23	3	4.05%	6	8.11%	13	17.57%	12	16.22%	18	24.32%	21	28.38%	11
The promotion system is applied fairly.	55	2.76	1.33	5	6.76%	14	18.92%	13	17.57%	9	12.16%	14	18.92%	16	21.62%	13
The tenure system is applied fairly in my department.	57	3.32	1.30	11	14.86%	18	24.32%	14	18.92%	6	8.11%	8	10.81%	15	20.27%	12
The tenure system process at the university level is clear.	61	2.67	1.43	9	12.16%	10	13.51%	12	16.22%	12	16.22%	18	24.32%	11	14.86%	12
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	46	2.98	1.27	3	4.05%	17	22.97%	12	16.22%	4	5.41%	10	13.51%	26	35.14%	12
Collegiality is an appropriate evaluation category for	63	1.87	1.14	2	2.70%	6	8.11%	7	9.46%	15	20.27%	33	44.59%	10	13.51%	11
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	63	1.98	1.21	2	2.70%	8	10.81%	9	12.16%	12	16.22%	32	43.24%	10	13.51%	11
My salary is appropriate relative to my contribution to Sam Houston State University.	68	2.25	1.24	2	2.70%	13	17.57%	11	14.86%	16	21.62%	26	35.14%	3	4.05%	13
My salary is appropriate relative to my current rank when compared to similar universities.	67	2.12	1.23	2	2.70%	10	13.51%	12	16.22%	13	17.57%	30	40.54%	5	6.76%	12
Overall, I am satisfied with my job at SHSU.	72	3.42	1.29	14	18.92%	30	40.54%	8	10.81%	12	16.22%	8	10.81%	1	1.35%	11

College of Science and Technology

Total number of respondents	77
Completed Surveys	72
Tenured/Tenure-Track	62
Tenured/Tenure-Track in Department	122
Percentage of Tenured/Tenure-Track Responding	50.82%
Instructors/Clinical Faculty Responding	17
Number of surveys where rank was skipped	1

Administrator	N	Mean	Std. Dev.	Much more than Satisfactory (5)		More than Satisfactory (4)		Satisfactory (3)		Less than Satisfactory (2)		Much less than Satisfactory (1)		N/A		No Response
				N	%	N	%	N	%	N	%	N	%	N	%	N
University President (D. Hoyt)	68	2.72	1.11	6	8.45%	9	12.68%	19	26.76%	26	36.62%	7	9.86%	3	4.23%	6
Provost/VP Academic Affairs (R. Eglsaer)	62	2.89	1.31	9	12.68%	10	15.15%	18	25.35%	13	18.31%	11	15.49%	9	12.68%	6
VP Enrollment Management (H. Thielemann)	39	3.11	0.95	3	4.23%	7	9.86%	22	30.99%	3	4.23%	3	4.23%	33	46.48%	5
VP Finance and Operations (C. Hernandez)	47	2.70	1.36	6	8.45%	8	11.27%	9	12.68%	12	16.90%	11	15.49%	25	35.21%	5
VP University Advancement (F. Holmes)	39	3.21	1.17	5	7.04%	11	15.49%	13	18.31%	5	7.04%	4	5.63%	32	45.07%	6
VP Student Services (F. Parker)	45	3.80	1.00	14	19.72%	11	15.49%	15	21.13%	4	5.63%	0	0.00%	25	35.21%	7
VP Information Technology (M. Adams)	53	3.12	1.31	10	14.08%	10	14.08%	15	21.13%	10	14.08%	7	9.86%	19	26.76%	5
Assoc. VPAA (C. Maynard)	39	2.76	1.44	7	9.86%	4	5.63%	10	14.08%	7	9.86%	10	14.08%	32	45.07%	6
Dean of Students (J. Yarabeck)	53	3.58	1.13	13	18.31%	15	21.13%	15	21.13%	7	9.86%	2	2.82%	17	23.94%	7
Dean Grad Studies (K. Hendrickson)	54	3.13	1.33	10	14.08%	13	18.31%	11	15.49%	12	16.90%	7	9.86%	17	23.94%	6
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	52	3.29	1.15	9	12.68%	12	16.90%	19	26.76%	7	9.86%	4	5.63%	20	28.17%	5
Assoc. VP Human Res. & RM (D. Hammonds)	39	3.18	1.06	3	4.23%	12	16.90%	16	22.54%	3	4.23%	4	5.63%	32	45.07%	6
Assoc. VP Distance Learning (B. Angrove)	42	3.59	1.14	10	14.08%	13	18.31%	11	15.49%	5	7.04%	2	2.82%	29	40.85%	6
Assoc. VP for AA (S. Franklin)	33	3.59	1.04	6	8.45%	13	18.31%	8	11.27%	4	5.63%	1	1.41%	36	50.70%	8
Dean (J. Pascarella)	70	3.53	1.24	21	29.58%	13	18.31%	23	32.39%	8	11.27%	5	7.04%	1	1.41%	6
Associate Dean (A. Gaillard)	58	3.90	0.97	20	28.17%	15	21.13%	21	29.58%	1	1.41%	1	1.41%	13	18.31%	6
Associate Dean (M. Gillespie)	64	3.83	1.05	22	30.99%	15	21.13%	23	32.39%	2	2.82%	2	2.82%	7	9.86%	6

COSET			Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response	
	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
I have an opportunity to participate in my departmental/program's budget decisions.	65	2.95	1.52	13	18.31%	15	21.13%	9	12.68%	10	14.08%	17	23.94%	7	9.86%	5
I have an opportunity to participate in the selection of Administrators.	64	1.98	1.25	3	4.23%	7	9.86%	9	12.68%	11	15.49%	33	46.48%	8	11.27%	5
I have an opportunity to participate in the selection of Faculty.	68	4.18	1.28	41	57.75%	12	16.90%	4	5.63%	5	7.04%	5	7.04%	4	5.63%	5
I have an opportunity to participate in the Strategic Planning of my College/Library.	63	2.24	1.30	4	5.63%	9	12.68%	10	14.08%	14	19.72%	25	35.21%	9	12.68%	5
Administration effectively communicates with the faculty.	70	2.51	1.40	7	9.86%	14	19.72%	9	12.68%	16	22.54%	23	32.39%	2	2.82%	5
Administration consistently follows official policies.	65	2.94	1.31	11	15.49%	9	12.68%	19	26.76%	15	21.13%	10	14.08%	7	9.86%	5
The University Faculty Senate is effective in representing faculty views to the administration.	62	3.56	1.18	15	21.13%	19	26.76%	16	22.54%	7	9.86%	4	5.63%	10	14.08%	5
IT@Sam (Computer Services) meets my needs.	72	3.38	1.46	21	29.58%	19	26.76%	8	11.27%	12	16.90%	11	15.49%	0	0.00%	5
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	55	3.80	1.16	19	26.76%	14	19.72%	15	21.13%	3	4.23%	3	4.23%	17	23.94%	5
There is adequate support for developing online courses/degrees/programs.	51	3.74	1.24	18	25.35%	13	18.31%	10	14.08%	6	8.45%	3	4.23%	21	29.58%	5
Library Services meets my needs.	66	4.14	0.95	27	38.03%	26	36.62%	7	9.86%	4	5.63%	1	1.41%	6	8.45%	5
The library meets the needs of my department's curriculum.	65	4.02	0.93	24	33.80%	21	29.58%	15	21.13%	4	5.63%	0	0.00%	7	9.86%	5
I receive adequate support from the Office of Research and Sponsored Programs.	62	3.77	1.22	19	26.76%	24	33.80%	8	11.27%	5	7.04%	5	7.04%	10	14.08%	5
The resources available for my research are adequate.	61	3.27	1.22	9	12.68%	21	29.58%	13	18.31%	11	15.49%	6	8.45%	11	15.49%	5
The resources available to provide a successful graduate program are adequate.	60	2.56	1.37	5	7.04%	14	19.72%	8	11.27%	14	19.72%	18	25.35%	12	16.90%	5
The allocation of travel reimbursements meets the needs of the faculty.	66	3.23	1.14	9	12.68%	20	28.17%	17	23.94%	15	21.13%	4	5.63%	5	7.04%	6
The university is doing an adequate job recruiting quality students.	72	2.59	1.27	6	8.45%	12	16.90%	18	25.35%	17	23.94%	18	25.35%	0	0.00%	5
The SAM Center offers effective Advising Services.	65	2.73	1.49	11	15.49%	11	15.49%	12	16.90%	10	14.08%	20	28.17%	7	9.86%	5
The SAM Center offers effective Mentoring Services.	52	2.98	1.42	8	11.27%	14	19.72%	10	14.08%	7	9.86%	12	16.90%	20	28.17%	5

COSET	Perception Question															
	N	Mean	Std. Dev.	Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The facilities at the Lowman Student Center are adequate.	60	4.22	0.81	25	35.21%	24	33.80%	8	11.27%	2	2.82%	0	0.00%	12	16.90%	5
The services available through the campus bookstore are adequate.	55	3.20	1.23	7	9.86%	18	25.35%	16	22.54%	5	7.04%	8	11.27%	16	22.54%	6
The services provided by ARAMARK are adequate.	60	2.90	1.32	7	9.86%	15	21.13%	14	19.72%	11	15.49%	12	16.90%	12	16.90%	5
The Human Resource Department offers me adequate services.	65	3.53	1.22	17	23.94%	16	22.54%	21	29.58%	4	5.63%	6	8.45%	7	9.86%	5
The facilities at the Woodlands Center are adequate.	27	3.92	0.80	6	8.45%	13	18.31%	6	8.45%	1	1.41%	0	0.00%	43	60.56%	7
The staff at the Woodlands Center is adequate.	20	3.89	0.74	4	5.63%	9	12.68%	6	8.45%	0	0.00%	0	0.00%	51	71.83%	6
There is adequate parking for faculty.	68	3.66	1.25	19	26.76%	25	35.21%	10	14.08%	7	9.86%	6	8.45%	3	4.23%	6
My physical work environment (office/classroom/lab) is adequate.	71	3.79	1.17	23	32.39%	24	33.80%	11	15.49%	9	12.68%	3	4.23%	1	1.41%	5
I feel free from intimidation/discrimination in the workplace.	72	3.97	1.28	35	49.30%	15	21.13%	10	14.08%	6	8.45%	5	7.04%	0	0.00%	5
I feel physically safe on campus.	72	4.44	0.91	44	61.97%	19	26.76%	5	7.04%	1	1.41%	2	2.82%	0	0.00%	5
The 3/3 and 4/4 work load policy is handled fairly in my College.	61	3.73	1.15	17	23.94%	23	32.39%	10	14.08%	7	9.86%	3	4.23%	9	12.68%	7
My teaching load is fair.	70	3.91	1.21	29	40.85%	20	28.17%	8	11.27%	9	12.68%	3	4.23%	0	0.00%	7
I receive adequate recognition for my teaching.	69	3.46	1.24	16	22.54%	20	28.17%	17	23.94%	9	12.68%	6	8.45%	1	1.41%	7
I receive adequate recognition for my research.	59	3.40	1.26	11	15.49%	20	28.17%	16	22.54%	3	4.23%	8	11.27%	11	15.49%	7
I receive adequate recognition for my service to the university.	67	3.12	1.39	14	19.72%	14	19.72%	15	21.13%	12	16.90%	11	15.49%	3	4.23%	7
I receive adequate clerical support.	69	3.47	1.35	19	26.76%	21	29.58%	8	11.27%	13	18.31%	7	9.86%	1	1.41%	7
There is collegial support within my department/program.	69	4.07	1.21	35	49.30%	17	23.94%	5	7.04%	8	11.27%	3	4.23%	1	1.41%	7
Administrative reassigned time is applied fairly in my college.	44	3.05	1.17	6	8.45%	7	9.86%	18	25.35%	7	9.86%	5	7.04%	26	36.62%	7
I am satisfied with the guidelines for receiving an internal grant.	57	3.57	1.13	12	16.90%	21	29.58%	13	18.31%	7	9.86%	3	4.23%	13	18.31%	7

COSET	Perception Question															
	N	Mean	Std. Dev.	Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	69	2.51	1.39	8	11.27%	10	14.08%	13	18.31%	15	21.13%	22	30.99%	1	1.41%	7
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	69	2.44	1.34	6	8.45%	11	15.49%	13	18.31%	15	21.13%	23	32.39%	1	1.41%	7
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	33	2.72	1.44	4	5.63%	7	9.86%	7	9.86%	4	5.63%	10	14.08%	37	52.11%	7
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	31	2.20	1.27	1	1.41%	5	7.04%	6	8.45%	5	7.04%	13	18.31%	39	54.93%	7
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	66	3.88	1.27	27	38.03%	19	26.76%	8	11.27%	6	8.45%	5	7.04%	4	5.63%	7
The FES is an adequate measurement of my performance as a faculty member.	63	3.44	1.26	13	18.31%	22	30.99%	13	18.31%	7	9.86%	7	9.86%	7	9.86%	7
The merit system is applied fairly.	64	3.24	1.36	13	18.31%	18	25.35%	13	18.31%	9	12.68%	10	14.08%	6	8.45%	7
Market adjustments are applied fairly.	49	2.38	1.31	4	5.63%	7	9.86%	8	11.27%	13	18.31%	16	22.54%	21	29.58%	7
The promotion system is applied fairly.	54	3.57	1.20	13	18.31%	18	25.35%	12	16.90%	6	8.45%	4	5.63%	15	21.13%	8
The tenure system is applied fairly in my department.	56	4.02	1.15	24	33.80%	17	23.94%	8	11.27%	3	4.23%	3	4.23%	14	19.72%	7
The tenure system process at the university level is clear.	59	3.41	1.34	16	22.54%	15	21.13%	9	12.68%	13	18.31%	5	7.04%	11	15.49%	7
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	51	3.78	1.31	21	29.58%	10	14.08%	10	14.08%	5	7.04%	4	5.63%	19	26.76%	7
Collegiality is an appropriate evaluation category for Tenure and Promotion.	63	2.90	1.57	14	19.72%	12	16.90%	8	11.27%	10	14.08%	18	25.35%	7	9.86%	7
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	63	2.87	1.55	14	19.72%	11	15.49%	7	9.86%	13	18.31%	17	23.94%	7	9.86%	7
My salary is appropriate relative to my contribution	70	2.75	1.37	8	11.27%	17	23.94%	10	14.08%	18	25.35%	16	22.54%	0	0.00%	7
My salary is appropriate relative to my current rank when compared to similar universities.	65	2.63	1.37	8	0.1127	11	0.1549	11	0.1549	17	0.2394	17	0.2394	5	0.0704	7
Overall, I am satisfied with my job at SHSU.	70	3.96	0.99	21	0.2958	33	0.4648	8	0.1127	5	0.0704	2	0.0282	0	0	7

Newton Gresham Library

Total number of respondents	15
Completed Surveys	15
Tenured/Tenure-Track	13
Tenured/Tenure-Track in Department	16
Percentage of Tenured/Tenure-Track Responding	93.75%
Instructors/Clinical Faculty Responding	2
Number of surveys where rank was skipped	0

Administrator	N	Mean	Std. Dev.	Much more than Satisfactory (5)		More than Satisfactory (4)		Satisfactory (3)		Less than Satisfactory (2)		Much less than Satisfactory (1)		N/A		No Response
				N	%	N	%	N	%	N	%	N	%	N	%	N
University President (D. Hoyt)	12	2.83	0.83	0	0.00%	2	14.29%	7	50.00%	2	14.29%	1	7.14%	2	14.29%	0
Provost/VP Academic Affairs (R. Eglsaer)	12	2.92	1.08	1	7.14%	2	14.29%	5	35.71%	3	21.43%	1	7.14%	1	7.14%	1
VP Enrollment Management (H. Thielemann)	4	3.25	0.50	0	0.00%	1	7.14%	3	21.43%	0	0.00%	0	0.00%	9	64.29%	1
VP Finance and Operations (C. Hernandez)	9	2.44	1.01	0	0.00%	1	7.14%	4	28.57%	2	14.29%	2	14.29%	4	28.57%	1
VP University Advancement (F. Holmes)	4	2.75	1.26	0	0.00%	1	7.14%	2	14.29%	0	0.00%	1	7.14%	9	64.29%	1
VP Student Services (F. Parker)	6	3.17	0.41	0	0.00%	1	7.14%	5	35.71%	0	0.00%	0	0.00%	7	50.00%	1
VP Information Technology (M. Adams)	11	2.91	0.70	0	0.00%	2	14.29%	6	42.86%	3	21.43%	0	0.00%	2	14.29%	1
Assoc. VPAA (C. Maynard)	7	3.14	0.38	0	0.00%	1	7.14%	6	42.86%	0	0.00%	0	0.00%	5	35.71%	2
Dean of Students (J. Yarabeck)	5	3.80	0.84	1	7.14%	2	14.29%	2	14.29%	0	0.00%	0	0.00%	8	57.14%	1
Dean Grad Studies (K. Hendrickson)	10	3.40	0.97	1	7.14%	4	28.57%	3	21.43%	2	14.29%	0	0.00%	3	21.43%	1
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	9	3.67	0.87	2	14.29%	2	14.29%	5	35.71%	0	0.00%	0	0.00%	4	28.57%	1
Assoc. VP Human Res. & RM (D. Hammonds)	4	3.50	0.58	0	0.00%	2	14.29%	2	14.29%	0	0.00%	0	0.00%	9	64.29%	1
Assoc. VP Distance Learning (B. Angrove)	8	3.50	1.31	2	14.29%	2	14.29%	3	21.43%	0	0.00%	1	7.14%	5	35.71%	1
Assoc. VP for AA (S. Franklin)	6	3.67	1.03	2	14.29%	0	0.00%	4	28.57%	0	0.00%	0	0.00%	6	42.86%	2
Director (E. Owen)	10	4.10	0.88	4	30.77%	3	23.08%	3	23.08%	0	0.00%	0	0.00%	3	23.08%	2

NGL	Perception Question															
	N	Mean	Std. Dev.	Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
I have an opportunity to participate in my departmental/program's budget decisions.	12	3.50	1.45	3	21.43%	5	35.71%	1	7.14%	1	7.14%	2	14.29%	1	7.14%	1
I have an opportunity to participate in the selection of Administrators.	12	3.92	1.16	4	28.57%	5	35.71%	2	14.29%	0	0.00%	1	7.14%	1	7.14%	1
I have an opportunity to participate in the selection of Faculty.	13	4.62	0.51	8	57.14%	5	35.71%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1
I have an opportunity to participate in the Strategic Planning of my College/Library.	12	3.75	1.06	3	21.43%	5	35.71%	2	14.29%	2	14.29%	0	0.00%	1	7.14%	1
Administration effectively communicates with the faculty.	13	3.31	1.49	4	28.57%	2	14.29%	3	21.43%	2	14.29%	2	14.29%	0	0.00%	1
Administration consistently follows official policies.	13	3.62	1.12	4	28.57%	2	14.29%	5	35.71%	2	14.29%	0	0.00%	0	0.00%	1
The University Faculty Senate is effective in representing faculty views to the administration.	12	3.92	1.00	4	28.57%	4	28.57%	3	21.43%	1	7.14%	0	0.00%	1	7.14%	1
IT@Sam (Computer Services) meets my needs.	13	3.23	1.09	2	14.29%	3	21.43%	4	28.57%	4	28.57%	0	0.00%	0	0.00%	1
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	11	3.73	1.01	3	21.43%	3	21.43%	4	28.57%	1	7.14%	0	0.00%	2	14.29%	1
There is adequate support for developing online courses/degrees/programs.	11	3.27	1.27	2	14.29%	3	21.43%	3	21.43%	2	14.29%	1	7.14%	2	14.29%	1
Library Services meets my needs.	11	4.73	0.47	8	57.14%	3	21.43%	0	0.00%	0	0.00%	0	0.00%	2	14.29%	1
The library meets the needs of my department's curriculum.	10	4.60	0.52	6	42.86%	4	28.57%	0	0.00%	0	0.00%	0	0.00%	3	21.43%	1
I receive adequate support from the Office of Research and Sponsored Programs.	10	3.70	0.95	2	14.29%	4	28.57%	3	21.43%	1	7.14%	0	0.00%	3	21.43%	1
The resources available for my research are adequate.	12	3.83	1.11	4	28.57%	4	28.57%	2	14.29%	2	14.29%	0	0.00%	1	7.14%	1
The resources available to provide a successful graduate program are adequate.	7	3.86	0.90	2	14.29%	2	14.29%	3	21.43%	0	0.00%	0	0.00%	6	42.86%	1
The allocation of travel reimbursements meets the needs of the faculty.	13	4.46	0.88	8	57.14%	4	28.57%	0	0.00%	1	7.14%	0	0.00%	0	0.00%	1
The university is doing an adequate job recruiting quality students.	12	3.17	0.83	1	7.14%	2	14.29%	7	50.00%	2	14.29%	0	0.00%	1	7.14%	1
The SAM Center offers effective Advising Services.	7	3.71	0.95	1	7.14%	4	28.57%	1	7.14%	1	7.14%	0	0.00%	6	42.86%	1
The SAM Center offers effective Mentoring Services.	7	3.71	0.95	1	7.14%	4	28.57%	1	7.14%	1	7.14%	0	0.00%	6	42.86%	1

NGL			Strongly Agree		Somewh at agree		Neither Agree or		Somewh at		Strongly Disagree		N/A		5		
	Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	5		
	The facilities at the Lowman Student Center are adequate.	12	4.08	0.90	5	35.71%	3	21.43%	4	28.57%	0	0.00%	0	0.00%	1	7.14%	1
	The services available through the campus bookstore are adequate.	9	3.22	0.97	1	7.14%	2	14.29%	4	28.57%	2	14.29%	0	0.00%	4	28.57%	1
	The services provided by ARAMARK are adequate.	12	3.00	1.13	0	0.00%	5	35.71%	4	28.57%	1	7.14%	2	14.29%	1	7.14%	1
	The Human Resource Department offers me adequate services.	11	3.45	1.29	3	21.43%	2	14.29%	4	28.57%	1	7.14%	1	7.14%	2	14.29%	1
	The facilities at the Woodlands Center are adequate.	5	3.80	0.84	1	7.14%	2	14.29%	2	14.29%	0	0.00%	0	0.00%	8	57.14%	1
	The staff at the Woodlands Center is adequate.	6	4.00	1.10	3	21.43%	0	0.00%	3	21.43%	0	0.00%	0	0.00%	7	50.00%	1
	There is adequate parking for faculty.	13	2.15	1.28	1	7.14%	1	7.14%	2	14.29%	4	28.57%	5	35.71%	0	0.00%	1
	My physical work environment (office/classroom/lab) is adequate.	13	3.23	1.54	4	28.57%	2	14.29%	2	14.29%	3	21.43%	2	14.29%	0	0.00%	1
	I feel free from intimidation/discrimination in the workplace.	12	3.67	1.07	3	21.43%	4	28.57%	3	21.43%	2	14.29%	0	0.00%	1	7.14%	1
	I feel physically safe on campus.	13	3.92	1.04	4	28.57%	6	42.86%	1	7.14%	2	14.29%	0	0.00%	0	0.00%	1
	The 3/3 and 4/4 work load policy is handled fairly in my College.	3	3.33	2.08	1	7.14%	1	7.14%	0	0.00%	0	0.00%	1	7.14%	10	71.43%	1
	My teaching load is fair.	6	3.67	1.37	1	7.14%	4	28.57%	0	0.00%	0	0.00%	1	7.14%	7	50.00%	1
	I receive adequate recognition for my teaching.	8	3.50	1.20	1	7.14%	4	28.57%	2	14.29%	0	0.00%	1	7.14%	5	35.71%	1
	I receive adequate recognition for my research.	12	3.67	0.78	1	7.14%	7	50.00%	3	21.43%	1	7.14%	0	0.00%	1	7.14%	1
	I receive adequate recognition for my service to the university.	12	3.58	1.08	2	14.29%	5	35.71%	4	28.57%	0	0.00%	1	7.14%	1	7.14%	1
	I receive adequate clerical support.	11	4.00	1.00	4	28.57%	4	28.57%	2	14.29%	1	7.14%	0	0.00%	2	14.29%	1
	There is collegial support within my department/program.	13	3.85	1.28	5	35.71%	4	28.57%	2	14.29%	1	7.14%	1	7.14%	0	0.00%	1
	Administrative reassigned time is applied fairly in my college.	6	3.17	1.47	1	7.14%	2	14.29%	1	7.14%	1	7.14%	1	7.14%	7	50.00%	1
	I am satisfied with the guidelines for receiving an internal grant.	8	3.63	1.30	2	14.29%	3	21.43%	2	14.29%	0	0.00%	1	7.14%	5	35.71%	1

Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	4	3.50	1.73	1	7.14%	2	14.29%	0	0.00%	0	0.00%	1	7.14%	9	64.29%	1
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	4	3.50	1.73	1	7.14%	2	14.29%	0	0.00%	0	0.00%	1	7.14%	9	64.29%	1
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	5	3.40	1.52	1	7.14%	2	14.29%	1	7.14%	0	0.00%	1	7.14%	8	57.14%	1
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	5	3.40	1.52	1	7.14%	2	14.29%	1	7.14%	0	0.00%	1	7.14%	8	57.14%	1
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	7	4.14	0.90	3	21.43%	2	14.29%	2	14.29%	0	0.00%	0	0.00%	6	42.86%	1
The FES is an adequate measurement of my performance as a faculty member.	13	3.77	0.93	3	21.43%	5	35.71%	4	28.57%	1	7.14%	0	0.00%	0	0.00%	1
The merit system is applied fairly.	12	3.42	0.90	1	7.14%	5	35.71%	4	28.57%	2	14.29%	0	0.00%	1	7.14%	1
Market adjustments are applied fairly.	10	2.30	1.06	0	0.00%	1	7.14%	4	28.57%	2	14.29%	3	21.43%	3	21.43%	1
The promotion system is applied fairly.	12	3.58	0.67	1	7.14%	5	35.71%	6	42.86%	0	0.00%	0	0.00%	1	7.14%	1
The tenure system is applied fairly in my department.	12	3.92	0.79	3	21.43%	5	35.71%	4	28.57%	0	0.00%	0	0.00%	1	7.14%	1
The tenure system process at the university level is clear.	13	3.31	1.25	2	14.29%	5	35.71%	2	14.29%	3	21.43%	1	7.14%	0	0.00%	1
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	8	4.13	0.83	3	21.43%	3	21.43%	2	14.29%	0	0.00%	0	0.00%	5	35.71%	1
Collegiality is an appropriate evaluation category for Tenure and Promotion.	13	3.38	1.39	3	21.43%	4	28.57%	3	21.43%	1	7.14%	2	14.29%	0	0.00%	1
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	13	3.46	1.33	3	21.43%	4	28.57%	4	28.57%	0	0.00%	2	14.29%	0	0.00%	1
My salary is appropriate relative to my contribution to Sam Houston State University.	12	2.33	1.44	1	7.14%	2	14.29%	2	14.29%	2	14.29%	5	35.71%	1	7.14%	1
My salary is appropriate relative to my current rank when compared to similar universities.	11	2.45	1.44	1	7.14%	2	14.29%	2	14.29%	2	14.29%	4	28.57%	2	14.29%	1
Overall, I am satisfied with my job at SHSU.	13	3.85	0.90	3	21.43%	6	42.86%	3	21.43%	1	7.14%	0	0.00%	0	0.00%	1

Ranked Comparison Across Colleges/Library										
	Total	COBA	COCJ	COE	CAM	COHS	COHSS	COSET	NGL	
Questions	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
I feel physically safe on campus.	4.11	3.91	4.67	4.31	3.92	4.14	4.07	4.44	4.44	3.92
Library Services meets my needs.	3.91	3.91	4.33	4.49	4.51	3.70	4.19	4.14	4.14	4.73
Overall, I am satisfied with my job at SHSU.	3.89	3.34	4.28	4.00	3.37	3.56	3.42	3.96	3.96	3.85
IT@Sam (Computer Services) meets my needs.	3.83	3.91	4.20	4.09	3.58	3.82	4.16	3.38	3.38	3.23
The FES is an adequate measurement of my performance as a faculty member.	3.73	2.80	4.06	2.85	3.17	3.27	2.83	3.44	3.44	3.77
My teaching load is fair.	3.73	3.66	4.29	4.25	3.92	3.18	3.56	3.91	3.91	3.67
The library meets the needs of my department's curriculum.	3.72	4.00	4.24	4.41	4.49	3.81	4.26	4.02	4.02	4.60
My physical work environment (office/classroom/lab) is adequate.	3.63	3.64	4.09	3.50	3.45	3.74	4.03	3.79	3.79	3.23
The facilities at the Lowman Student Center are adequate.	3.61	3.91	4.33	4.30	4.35	4.12	4.10	4.22	4.22	4.08
There is collegial support within my department/program.	3.60	3.41	4.08	3.63	3.55	3.64	3.41	4.07	4.07	3.85
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	3.53	3.97	4.43	4.28	3.83	3.89	4.03	3.80	3.80	3.73
I feel free from intimidation/discrimination in the workplace.	3.51	3.43	4.20	3.54	3.21	3.04	3.27	3.97	3.97	3.67
I have an opportunity to participate in the selection of Faculty.	3.46	4.12	3.65	3.69	3.61	3.63	3.01	4.18	4.18	4.62
I receive adequate clerical support.	3.38	3.49	4.30	3.68	3.22	3.52	3.44	3.47	3.47	4.00
There is adequate support for developing online courses/degrees/programs.	3.37	3.88	4.38	4.30	3.97	3.38	3.95	3.74	3.74	3.27
The University Faculty Senate is effective in representing faculty views to the administration.	3.23	3.53	4.00	3.84	4.18	3.68	3.52	3.56	3.56	3.92
I receive adequate recognition for my teaching.	3.20	2.91	3.96	3.54	3.32	2.96	3.01	3.46	3.46	3.50
The Human Resource Department offers me adequate services.	3.16	3.42	3.65	3.98	3.50	3.74	3.59	3.53	3.53	3.45
The allocation of travel reimbursements meets the needs of the faculty.	3.11	3.94	3.19	3.58	2.84	2.63	3.53	3.23	3.23	4.46
The resources available for my research are adequate.	3.08	3.44	4.19	3.87	3.26	3.25	3.61	3.27	3.27	3.83
The 3/3 and 4/4 work load policy is handled fairly in my College.	3.04	3.76	4.05	3.77	3.64	3.00	3.06	3.73	3.73	3.33
There is adequate parking for faculty.	2.97	2.83	4.14	2.71	2.76	3.41	3.22	3.66	3.66	2.15
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	2.97	2.37	3.27	3.11	2.45	3.32	2.69	2.44	2.44	3.50
The merit system is applied fairly.	2.97	3.06	3.31	2.84	3.19	2.85	2.56	3.24	3.24	3.42
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	2.95	2.57	3.09	3.50	2.32	3.39	2.36	2.51	2.51	3.50
My salary is appropriate relative to my contribution to Sam Houston State University.	2.89	2.66	3.25	2.50	2.38	2.41	2.25	2.75	2.75	2.33
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	2.89	3.31	4.32	3.40	4.06	3.61	2.91	3.88	3.88	4.14
The promotion system is applied fairly.	2.89	2.93	4.21	3.35	2.91	2.65	2.76	3.57	3.57	3.58
I receive adequate recognition for my service to the university.	2.86	2.79	3.75	3.26	2.95	3.25	2.62	3.12	3.12	3.58
Administration consistently follows official policies.	2.85	3.21	3.95	3.46	3.00	3.15	2.75	2.94	2.94	3.62
The university is doing an adequate job recruiting quality students.	2.81	2.76	3.64	3.56	2.30	3.32	2.94	2.59	2.59	3.17
I receive adequate support from the Office of Research and Sponsored Programs.	2.77	3.25	3.83	3.93	3.50	3.46	3.58	3.77	3.77	3.70
I receive adequate recognition for my research.	2.76	2.88	3.40	3.79	2.94	3.00	2.79	3.40	3.40	3.67
The services provided by ARAMARK are adequate.	2.74	3.36	3.05	3.61	2.85	3.60	3.14	2.90	2.90	3.00
The tenure system process at the university level is clear.	2.71	2.30	4.00	3.54	2.66	2.42	2.67	3.41	3.41	3.31
The tenure system is applied fairly in my department.	2.71	3.09	4.50	3.48	3.03	3.05	3.32	4.02	4.02	3.92

Questions	Total	COBA	COCJ	COE	CAM	COHS	COHSS	COSET	NGL
	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
Administration effectively communicates with the faculty.	2.70	3.06	3.13	3.04	2.79	2.75	2.39	2.51	3.31
Collegiality is an appropriate evaluation category for Tenure and Promotion.	2.55	2.77	3.61	2.71	2.56	3.70	1.87	2.90	3.38
I am satisfied with the guidelines for receiving an internal grant.	2.55	3.08	3.93	3.76	3.45	3.30	3.31	3.57	3.63
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	2.54	2.77	3.76	2.81	2.62	3.78	1.98	2.87	3.46
My salary is appropriate relative to my current rank when compared to similar universities.	2.48	2.21	3.36	2.33	2.26	2.27	2.12	2.63	2.45
The SAM Center offers effective Advising Services.	2.47	3.03	3.93	3.36	3.66	2.88	3.15	2.73	3.71
The services available through the campus bookstore are adequate.	2.45	3.17	3.84	3.89	3.41	3.57	3.06	3.20	3.22
I have an opportunity to participate in the Strategic Planning of my College/Library.	2.43	2.71	2.22	3.22	3.00	3.70	2.25	2.24	3.75
I have an opportunity to participate in my departmental/program's budget decisions.	2.35	2.42	2.65	2.39	2.68	2.19	2.32	2.95	3.50
The resources available to provide a successful graduate program are adequate.	2.28	3.12	3.76	3.51	2.42	2.91	2.96	2.56	3.86
The facilities at the Woodlands Center are adequate.	2.20	3.62	4.25	4.10	4.27	3.85	3.83	3.92	3.80
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	2.11	2.57	3.55	3.61	2.40	3.05	2.35	2.72	3.40
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	2.11	3.14	4.00	3.53	2.96	3.35	2.98	3.78	4.13
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	2.01	2.33	3.55	3.00	2.20	3.11	2.31	2.20	3.40
I have an opportunity to participate in the selection of Administrators.	1.96	2.03	2.40	2.29	2.16	2.81	1.64	1.98	3.92
The SAM Center offers effective Mentoring Services.	1.95	2.87	3.93	3.54	3.45	2.71	3.04	2.98	3.71
Administrative reassigned time is applied fairly in my college.	1.91	3.33	3.86	3.19	2.91	3.17	3.00	3.05	3.17
Market adjustments are applied fairly.	1.90	2.16	2.31	2.23	2.54	2.57	2.31	2.38	2.30
The staff at the Woodlands Center is adequate.	1.85	3.56	3.40	3.70	4.30	4.00	3.67	3.89	4.00

	18-19	17-18	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
IDEA On-Line Accuracy	2.01	2.55	2.65	2.41	2.64	2.17	2.31	2.03														
Chair evaluation of my teaching	2.89	3.64	3.66	3.62	3.7	3.65	3.82	3.76	3.74	3.68	3.81	3.6	3.64	3.78	3.49	3.67	3.62	3.34	3.62	3.4	3.2	3.3
FES Instrument is adequate	3.73	3.16	3.13	3.14	3.2	3.23	3.31	3.06	3.15	3.08		2.93	3.12	3.2	2.56	2.43						
Merit System is applied fairly	2.97	2.94	2.97	3.18	3	2.99	3.18	2.82	3.01	2.98	3.08											
Market Adjustments applied fairly	1.90	2.32	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	2.9
Promotion System is applied fairly	2.89	3.31	3.29	3.41	3.25	3.4	3.59	3.47	3.21	3.28		3.25	3.27	3.24	2.71	2.71	2.82	2.8	3.09	2.93	2.82	3.2
Tenure System is applied fairly	2.71	3.43	3.63	3.56	3.44	3.76	3.92	3.84	3.76	3.72	3.29											
Tenure Process clear at univ. level	2.71	3.27	3.35	3.34	3.11	3.33	3.25	3.14	2.64	3.01	3.66	3.47	3.74	3.6	3.32	3.54	3.46	3.42	3.63	3.54	3.54	3.7
Post Tenure Review	2.11	3.42	3.51	3.45	3.44	3.47	3.81	3.73	3.75	3.82	3.91	3.67	3.71	3.68	3.3	3.51	3.63	3.29	3.57	3.45		
Collegiality for tenure & promotion	2.55	3.59	3.81	3.69	3.58	3.72																
Collegiality for post-tenure & promotion	2.54	3.60	3.8	3.6	3.6	3.72																
Salary at SHSU	2.89	2.57	2.59	2.69	2.68	2.66	2.85	2.56	2.79	2.89	2.79	2.64	2.59	2.6	2.57	2.61	2.53	2.46	2.36	2.47	2.11	
Salary at Other Universities	2.48	2.35	2.38	2.45	2.58	2.45	2.51	2.3	2.45	2.57	2.39	2.46	2.32	2.23	2.24	2.13	2.14	1.99	2	2.09	1.8	
Satisfied at SHSU	3.89	3.79	3.74	3.68	3.8	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	3.5	3.9	