

# Faculty Senate Campus Perception Survey Results for 2019-2020

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# University Results 2019 - 2020

Total number of respondents	490
Completed Surveys	453
Tenured/Tenure-Track	324
Tenured/Tenure-Track at SHSU	585
Percentage of Tenured/Tenure-Track Responding	55.4%
Instructors/Clinical Faculty Responding	99
Number of surveys where rank was unanswered	67

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)	426	3.04	1.21	58	11.84%	78	15.92%	135	27.55%	79	16.12%	50	10.20%	27	5.51%	64
Provost/VP Academic Affairs (R. Eglsaer)	423	3.30	1.24	77	15.71%	89	18.16%	116	23.67%	56	11.43%	38	7.76%	48	9.80%	67
VP Finance and Operations (C. Hernandez)	424	2.68	1.18	17	3.47%	33	6.73%	69	14.08%	54	11.02%	41	8.37%	210	42.86%	66
VP Student Service (F. Parker)	421	3.66	1.06	66	13.47%	65	13.27%	91	18.57%	15	3.06%	10	2.04%	175	35.71%	69
VP University Advancement (F. Holmes)	423	3.26	1.06	27	5.51%	35	7.14%	73	14.90%	28	5.71%	8	1.63%	252	51.43%	67
VP Enrollment Management (H. Thielemann)	422	3.10	1.09	20	4.08%	41	8.37%	74	15.10%	31	6.33%	16	3.27%	240	48.98%	68
VP Information Technology (M. Adams)	422	3.37	1.24	63	12.86%	58	11.84%	80	16.33%	42	8.57%	22	4.49%	157	32.04%	68
Assoc. VPAA (C. Maynard)	421	3.38	1.20	42	8.57%	56	11.43%	73	14.90%	17	3.47%	22	4.49%	211	43.06%	69
Assoc VP FSS (B. Loft)	419	3.45	1.19	51	10.41%	47	9.59%	72	14.69%	23	4.69%	16	3.27%	210	42.86%	71
Dean of Students (J. Yarabeck)	419	3.61	1.03	57	11.63%	65	13.27%	91	18.57%	17	3.47%	8	1.63%	181	36.94%	71
Dean Grad Studies (K. Hendrickson)	418	3.35	1.25	54	11.02%	60	12.24%	74	15.10%	30	6.12%	26	5.31%	174	35.51%	72
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	417	3.73	1.07	68	13.88%	62	12.65%	78	15.92%	11	2.24%	10	2.04%	188	38.37%	73
Assoc. VP Distance Learning (B. Angrove)	421	3.68	1.14	73	14.90%	72	14.69%	73	14.90%	19	3.88%	14	2.86%	170	34.69%	69
Assoc. VP for AA (S. Franklin)	419	3.69	1.09	61	12.45%	67	13.67%	70	14.29%	14	2.86%	11	2.24%	196	40.00%	71
Assoc. VP Human Res. & RM (D. Hammonds)	421	3.39	1.12	37	7.55%	41	8.37%	78	15.92%	17	3.47%	13	2.65%	235	47.96%	69

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.	420	2.79	1.52	63	12.86%	84	17.14%	56	11.43%	46	9.39%	121	24.69%	50	10.20%	70
I have an opportunity to participate in the selection of Administrators.	421	2.42	1.35	32	6.53%	58	11.84%	73	14.90%	66	13.47%	134	27.35%	58	11.84%	69
I have an opportunity to participate in the selection of Faculty.	420	3.72	1.39	148	30.20%	111	22.65%	36	7.35%	39	7.96%	47	9.59%	39	7.96%	70
I have an opportunity to participate in the Strategic Planning of my College/Library.	421	3.05	1.42	70	14.29%	82	16.73%	84	17.14%	47	9.59%	79	16.12%	59	12.04%	69
Administration effectively communicates with the faculty.	422	3.32	1.42	113	23.06%	105	21.43%	56	11.43%	79	16.12%	60	12.24%	9	1.84%	68
Administration consistently follows official policies.	421	3.63	1.32	135	27.55%	93	18.98%	78	15.92%	42	8.57%	38	7.76%	35	7.14%	69
The University Faculty Senate is effective in representing faculty views to the administration.	423	3.72	1.19	110	22.45%	110	22.45%	73	14.90%	33	6.73%	23	4.69%	74	15.10%	67
IT@Sam (Computer Services) meets my needs.	414	3.89	1.30	182	37.14%	117	23.88%	33	6.73%	49	10.00%	32	6.53%	1	0.20%	76
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	413	4.17	1.02	189	38.57%	132	26.94%	42	8.57%	23	4.69%	11	2.24%	16	3.27%	77
There is adequate support for developing online courses/degrees/programs.	411	4.17	1.05	187	38.16%	122	24.90%	34	6.94%	26	5.31%	12	2.45%	30	6.12%	79
Library Services meets my needs.	411	4.33	0.89	207	42.24%	104	21.22%	44	8.98%	17	3.47%	2	0.41%	37	7.55%	79
The library meets the needs of my department's curriculum.	410	4.28	0.88	183	37.35%	123	25.10%	43	8.78%	12	2.45%	4	0.82%	45	9.18%	80
I receive adequate support from the Office of Research and Sponsored Programs.	410	3.86	1.15	110	22.45%	99	20.20%	61	12.45%	18	3.67%	19	3.88%	103	21.02%	80
The resources available for my research are adequate.	411	3.68	1.25	112	22.86%	100	20.41%	66	13.47%	38	7.76%	27	5.51%	68	13.88%	79
The resources available to provide a successful graduate program are adequate.	407	3.31	1.35	71	14.49%	91	18.57%	52	10.61%	54	11.02%	41	8.37%	98	20.00%	83
The allocation of travel reimbursements meets the needs of the faculty.	411	3.67	1.25	110	22.45%	115	23.47%	54	11.02%	48	9.80%	26	5.31%	58	11.84%	79
The university is doing an adequate job recruiting quality students.	409	3.15	1.27	56	11.43%	121	24.69%	79	16.12%	75	15.31%	50	10.20%	28	5.71%	81
The SAM Center offers effective Advising Services.	410	3.30	1.24	59	12.04%	87	17.76%	72	14.69%	56	11.43%	29	5.92%	107	21.84%	80
The SAM Center offers effective Mentoring Services.	409	3.32	1.23	50	10.20%	63	12.86%	76	15.51%	34	6.94%	25	5.10%	161	32.86%	81

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.	408	4.19	0.88	150	30.61%	113	23.06%	60	12.24%	9	1.84%	3	0.61%	73	14.90%	82
The services available through the campus bookstore are adequate.	409	3.50	1.13	62	12.65%	101	20.61%	83	16.94%	36	7.35%	19	3.88%	108	22.04%	81
The services provided by ARAMARK are adequate.	410	3.26	1.24	58	11.84%	99	20.20%	91	18.57%	48	9.80%	40	8.16%	74	15.10%	80
The Human Resource Department offers me adequate services.	410	3.71	1.13	94	19.18%	128	26.12%	79	16.12%	24	4.90%	22	4.49%	63	12.86%	80
The facilities at the Woodlands Center are adequate.	406	3.83	1.09	67	13.67%	78	15.92%	46	9.39%	14	2.86%	10	2.04%	191	38.98%	84
The staff at the Woodlands Center is adequate.	406	3.74	1.19	62	12.65%	60	12.24%	43	8.78%	14	2.86%	14	2.86%	213	43.47%	84
There is adequate parking for faculty.	409	3.21	1.46	92	18.78%	107	21.84%	48	9.80%	61	12.45%	75	15.31%	26	5.31%	81
My physical work environment (office/classroom/lab) is adequate.	409	3.87	1.21	151	30.82%	125	25.51%	45	9.18%	45	9.18%	22	4.49%	21	4.29%	81
I feel free from intimidation/discrimination in the workplace.	413	3.92	1.33	203	41.43%	80	16.33%	41	8.37%	53	10.82%	30	6.12%	6	1.22%	77
I feel physically safe on campus.	412	4.39	0.88	239	48.78%	109	22.24%	34	6.94%	19	3.88%	3	0.61%	8	1.63%	78
The 3/3 and 4/4 work load policy is handled fairly in my College.	409	3.73	1.19	108	22.04%	109	22.24%	54	11.02%	49	10.00%	15	3.06%	74	15.10%	81
My teaching load is fair.	410	4.01	1.15	170	34.69%	129	26.33%	39	7.96%	39	7.96%	17	3.47%	16	3.27%	80
I receive adequate recognition for my teaching.	413	3.44	1.30	104	21.22%	102	20.82%	77	15.71%	67	13.67%	36	7.35%	27	5.51%	77
I receive adequate recognition for my research.	412	3.42	1.22	70	14.29%	101	20.61%	89	18.16%	41	8.37%	31	6.33%	80	16.33%	78
I receive adequate recognition for my service to the university.	411	3.34	1.33	91	18.57%	89	18.16%	87	17.76%	55	11.22%	45	9.18%	44	8.98%	79
I receive adequate clerical support.	413	3.80	1.33	160	32.65%	94	19.18%	49	10.00%	45	9.18%	33	6.73%	32	6.53%	77
There is collegial support within my department/program.	411	4.03	1.19	192	39.18%	108	22.04%	50	10.20%	30	6.12%	23	4.69%	8	1.63%	79
Administrative reassigned time is applied fairly in my college.	409	3.43	1.33	74	15.10%	56	11.43%	67	13.67%	31	6.33%	31	6.33%	150	30.61%	81
I am satisfied with the guidelines for receiving an internal grant.	409	3.66	1.21	89	18.16%	79	16.12%	72	14.69%	25	5.10%	21	4.29%	123	25.10%	81

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.	411	3.14	1.37	76	15.51%	104	21.22%	73	14.90%	72	14.69%	64	13.06%	22	4.49%	79
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	411	3.02	1.39	68	13.88%	96	19.59%	68	13.88%	78	15.92%	74	15.10%	27	5.51%	79
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	411	3.09	1.41	61	12.45%	65	13.27%	61	12.45%	50	10.20%	56	11.43%	118	24.08%	79
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	411	2.89	1.43	50	10.20%	58	11.84%	54	11.02%	56	11.43%	67	13.67%	126	25.71%	79
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	407	3.80	1.22	122	24.90%	104	21.22%	58	11.84%	32	6.53%	23	4.69%	68	13.88%	83
The FES is an adequate measurement of my performance as a faculty member.	407	3.29	1.28	63	12.86%	108	22.04%	56	11.43%	69	14.08%	35	7.14%	76	15.51%	83
The merit system is applied fairly.	407	3.19	1.28	54	11.02%	98	20.00%	64	13.06%	64	13.06%	40	8.16%	87	17.76%	83
Market adjustments are applied fairly.	407	2.70	1.32	30	6.12%	49	10.00%	68	13.88%	55	11.22%	67	13.67%	138	28.16%	83
The promotion system is applied fairly.	407	3.43	1.24	68	13.88%	95	19.39%	71	14.49%	43	8.78%	28	5.71%	102	20.82%	83
The tenure system is applied fairly in my department.	406	3.74	1.21	98	20.00%	94	19.18%	58	11.84%	26	5.31%	22	4.49%	108	22.04%	84
The tenure system process at the university level is clear.	405	3.14	1.32	62	12.65%	74	15.10%	65	13.27%	76	15.51%	39	7.96%	89	18.16%	85
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	405	3.55	1.29	70	14.29%	59	12.04%	53	10.82%	30	6.12%	21	4.29%	172	35.10%	85
Collegiality is an appropriate evaluation category for Tenure and Promotion.	406	3.10	1.57	97	19.80%	58	11.84%	55	11.22%	43	8.78%	88	17.96%	65	13.27%	84
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	407	3.13	1.58	101	20.61%	57	11.63%	50	10.20%	43	8.78%	86	17.55%	70	14.29%	83
My salary is appropriate relative to my contribution to Sam Houston State University.	407	2.76	1.35	50	10.20%	89	18.16%	54	11.02%	119	24.29%	83	16.94%	12	2.45%	83
My salary is appropriate relative to my current rank when compared to similar universities.	406	2.61	1.32	39	7.96%	72	14.69%	61	12.45%	110	22.45%	92	18.78%	32	6.53%	84
Overall, I am satisfied with my job at SHSU.	409	3.91	1.15	156	31.84%	138	28.16%	53	10.82%	45	9.18%	17	3.47%	0	0.00%	81

### College of Arts and Media

Total number of respondents	65
Completed Surveys	55
Tenured/Tenure-Track	45
Tenured/Tenure-Track in Department	75
Percentage of Tenured/Tenure-Track Responding	60.00%
Instructors/Clinical Faculty Responding	16
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)	57	3.30	0.94	5	7.69%	17	26.15%	23	35.38%	7	10.77%	2	3.08%	3	4.62%	8
Provost/VP Academic Affairs (R. Eglsaer)	56	3.37	1.12	7	10.77%	16	24.62%	13	20.00%	7	10.77%	3	4.62%	10	15.38%	9
VP Finance and Operations (C. Hernandez)	57	2.96	1.23	3	4.62%	4	6.15%	10	15.38%	3	4.62%	4	6.15%	33	50.77%	8
VP Student Service (F. Parker)	56	3.96	0.93	9	13.85%	7	10.77%	8	12.31%	1	1.54%	0	0.00%	31	47.69%	9
VP University Advancement (F. Holmes)	56	3.37	1.30	5	7.69%	4	6.15%	4	6.15%	5	7.69%	1	1.54%	37	56.92%	9
VP Enrollment Management (H. Thielemann)	56	3.33	1.19	3	4.62%	5	7.69%	7	10.77%	1	1.54%	2	3.08%	38	58.46%	9
VP Information Technology (M. Adams)	55	3.57	1.22	9	13.85%	6	9.23%	10	15.38%	3	4.62%	2	3.08%	25	38.46%	10
Assoc. VPAA (C. Maynard)	56	3.63	1.12	5	7.69%	5	7.69%	7	10.77%	1	1.54%	1	1.54%	37	56.92%	9
Assoc VP FSS (B. Loft)	55	4.05	0.80	7	10.77%	8	12.31%	6	9.23%	0	0.00%	0	0.00%	34	52.31%	10
Dean of Students (J. Yarabeck)	55	4.07	0.91	12	18.46%	9	13.85%	8	12.31%	1	1.54%	0	0.00%	25	38.46%	10
Dean Grad Studies (K. Hendrickson)	56	3.38	1.28	6	9.23%	4	6.15%	10	15.38%	1	1.54%	3	4.62%	32	49.23%	9
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	54	3.74	0.96	5	7.69%	9	13.85%	8	12.31%	0	0.00%	1	1.54%	31	47.69%	11
Assoc. VP Distance Learning (B. Angrove)	55	4.13	0.78	11	16.92%	12	18.46%	7	10.77%	0	0.00%	0	0.00%	25	38.46%	10
Assoc. VP for AA (S. Franklin)	55	3.75	0.90	6	9.23%	7	10.77%	10	15.38%	1	1.54%	0	0.00%	31	47.69%	10
Assoc. VP Human Res. & RM (D. Hammonds)	56	3.48	1.21	6	9.23%	3	4.62%	8	12.31%	3	4.62%	1	1.54%	35	53.85%	9
Dean (R. Shields)	56	3.58	1.23	14	21.54%	17	26.15%	9	13.85%	9	13.85%	3	4.62%	4	6.15%	9
Associate Dean (W. Barrett)	56	3.63	0.98	6	9.23%	13	20.00%	8	12.31%	5	7.69%	0	0.00%	24	36.92%	9
Associate Dean (P. Hasekoester)	56	3.33	1.28	5	7.69%	4	6.15%	7	10.77%	3	4.62%	2	3.08%	35	53.85%	9
Associate Dean (B. Miller)	56	3.86	0.86	10	15.38%	13	20.00%	13	20.00%	1	1.54%	0	0.00%	19	29.23%	9

CAM	CAM															
	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.	56	2.96	1.52	10	15.38%	15	23.08%	7	10.77%	7	10.77%	15	23.08%	2	3.08%	9
I have an opportunity to participate in the selection of Administrators.	55	2.30	1.20	2	3.08%	7	10.77%	12	18.46%	12	18.46%	17	26.15%	5	7.69%	10
I have an opportunity to participate in the selection of Faculty.	56	3.48	1.54	19	29.23%	12	18.46%	6	9.23%	5	7.69%	10	15.38%	4	6.15%	9
I have an opportunity to participate in the Strategic Planning of my College/Library.	55	3.02	1.22	6	9.23%	14	21.54%	15	23.08%	11	16.92%	7	10.77%	2	3.08%	10
Administration effectively communicates with the faculty.	56	3.20	1.18	7	10.77%	19	29.23%	13	20.00%	12	18.46%	5	7.69%	0	0.00%	9
Administration consistently follows official policies.	55	3.63	1.25	14	21.54%	19	29.23%	7	10.77%	7	10.77%	4	6.15%	4	6.15%	10
The University Faculty Senate is effective in representing faculty views to the administration.	56	4.04	1.04	19	29.23%	19	29.23%	7	10.77%	2	3.08%	2	3.08%	7	10.77%	9
IT@Sam (Computer Services) meets my needs.	56	3.82	1.40	24	36.92%	16	24.62%	2	3.08%	7	10.77%	6	9.23%	1	1.54%	9
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	55	4.23	0.99	27	41.54%	16	24.62%	6	9.23%	3	4.62%	1	1.54%	2	3.08%	10
There is adequate support for developing online courses/degrees/programs.	56	4.12	0.92	20	30.77%	20	30.77%	6	9.23%	4	6.15%	0	0.00%	6	9.23%	9
Library Services meets my needs.	55	4.52	0.71	30	46.15%	14	21.54%	3	4.62%	1	1.54%	0	0.00%	7	10.77%	10
The library meets the needs of my department's curriculum.	56	4.40	0.65	22	33.85%	23	35.38%	1	1.54%	1	1.54%	0	0.00%	9	13.85%	9
I receive adequate support from the Office of Research and Sponsored Programs.	56	3.82	1.07	11	16.92%	16	24.62%	8	12.31%	2	3.08%	2	3.08%	17	26.15%	9
The resources available for my research are adequate.	56	3.30	1.17	7	10.77%	14	21.54%	11	16.92%	9	13.85%	3	4.62%	12	18.46%	9
The resources available to provide a successful graduate program are adequate.	55	2.94	1.19	3	4.62%	8	12.31%	9	13.85%	8	12.31%	4	6.15%	23	35.38%	10
The allocation of travel reimbursements meets the needs of the faculty.	56	3.08	1.26	6	9.23%	15	23.08%	12	18.46%	9	13.85%	7	10.77%	7	10.77%	9
The university is doing an adequate job recruiting quality students.	56	2.87	1.23	3	4.62%	19	29.23%	9	13.85%	14	21.54%	9	13.85%	2	3.08%	9
The SAM Center offers effective Advising Services.	56	3.89	1.06	13	20.00%	21	32.31%	3	4.62%	6	9.23%	1	1.54%	12	18.46%	9
The SAM Center offers effective Mentoring Services.	56	3.67	0.96	9	13.85%	12	18.46%	14	21.54%	4	6.15%	0	0.00%	17	26.15%	9



CAM 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		
The facilities at the Lowman Student Center are adequate.	56	4.35	0.83	27	41.54%	13	20.00%	8	12.31%	1	1.54%	0	0.00%	7	10.77%	9
The services available through the campus bookstore are adequate.	56	3.83	0.92	12	18.46%	12	18.46%	15	23.08%	2	3.08%	0	0.00%	15	23.08%	9
The services provided by ARAMARK are adequate.	56	3.52	1.27	11	16.92%	14	21.54%	11	16.92%	3	4.62%	5	7.69%	12	18.46%	9
The Human Resource Department offers me adequate services.	56	3.69	1.06	13	20.00%	14	21.54%	15	23.08%	5	7.69%	1	1.54%	8	12.31%	9
The facilities at the Woodlands Center are adequate.	56	3.95	0.94	7	10.77%	6	9.23%	6	9.23%	1	1.54%	0	0.00%	36	55.38%	9
The staff at the Woodlands Center is adequate.	56	4.00	0.86	7	10.77%	6	9.23%	7	10.77%	0	0.00%	0	0.00%	36	55.38%	9
There is adequate parking for faculty.	56	2.92	1.52	9	13.85%	14	21.54%	7	10.77%	6	9.23%	15	23.08%	5	7.69%	9
My physical work environment (office/classroom/lab) is adequate.	56	3.67	1.35	20	30.77%	15	23.08%	7	10.77%	8	12.31%	5	7.69%	1	1.54%	9
I feel free from intimidation/discrimination in the workplace.	56	3.79	1.29	23	35.38%	14	21.54%	5	7.69%	12	18.46%	2	3.08%	0	0.00%	9
I feel physically safe on campus.	56	4.34	0.79	28	43.08%	21	32.31%	5	7.69%	2	3.08%	0	0.00%	0	0.00%	9
The 3/3 and 4/4 work load policy is handled fairly in my College.	56	3.57	1.17	12	18.46%	15	23.08%	10	15.38%	8	12.31%	2	3.08%	9	13.85%	9
My teaching load is fair.	55	3.74	1.17	16	24.62%	21	32.31%	6	9.23%	9	13.85%	2	3.08%	1	1.54%	10
I receive adequate recognition for my teaching.	56	3.09	1.24	6	9.23%	19	29.23%	11	16.92%	12	18.46%	7	10.77%	1	1.54%	9
I receive adequate recognition for my research.	56	3.10	1.28	6	9.23%	16	24.62%	10	15.38%	9	13.85%	7	10.77%	8	12.31%	9
I receive adequate recognition for my service to the university.	56	2.92	1.31	6	9.23%	12	18.46%	14	21.54%	8	12.31%	10	15.38%	6	9.23%	9
I receive adequate clerical support.	56	3.56	1.24	16	24.62%	11	16.92%	14	21.54%	8	12.31%	3	4.62%	4	6.15%	9
There is collegial support within my department/program.	56	3.76	1.26	18	27.69%	21	32.31%	6	9.23%	5	7.69%	5	7.69%	1	1.54%	9
Administrative reassigned time is applied fairly in my college.	56	3.27	1.44	8	12.31%	6	9.23%	7	10.77%	4	6.15%	5	7.69%	26	40.00%	9
I am satisfied with the guidelines for receiving an internal grant.	55	3.50	1.16	10	15.38%	7	10.77%	15	23.08%	4	6.15%	2	3.08%	17	26.15%	10

CAM 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.	56	2.69	1.26	4	6.15%	14	21.54%	9	13.85%	17	26.15%	11	16.92%	1	1.54%	9
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	56	2.69	1.26	4	6.15%	14	21.54%	9	13.85%	17	26.15%	11	16.92%	1	1.54%	9
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	56	2.55	1.39	4	6.15%	4	6.15%	6	9.23%	8	12.31%	9	13.85%	25	38.46%	9
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	56	2.52	1.41	3	4.62%	6	9.23%	6	9.23%	5	7.69%	11	16.92%	25	38.46%	9
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	56	3.81	1.16	15	23.08%	19	29.23%	7	10.77%	4	6.15%	3	4.62%	8	12.31%	9
The FES is an adequate measurement of my performance as a faculty member.	56	3.44	1.25	9	13.85%	14	21.54%	7	10.77%	8	12.31%	3	4.62%	15	23.08%	9
The merit system is applied fairly.	56	3.33	1.19	7	10.77%	13	20.00%	8	12.31%	10	15.38%	2	3.08%	16	24.62%	9
Market adjustments are applied fairly.	56	2.53	1.11	1	1.54%	5	7.69%	13	20.00%	7	10.77%	8	12.31%	22	33.85%	9
The promotion system is applied fairly.	56	3.27	1.18	6	9.23%	13	20.00%	12	18.46%	6	9.23%	4	6.15%	15	23.08%	9
The tenure system is applied fairly in my department.	55	3.42	1.28	9	13.85%	14	21.54%	12	18.46%	2	3.08%	6	9.23%	12	18.46%	10
The tenure system process at the university level is clear.	55	3.02	1.25	7	10.77%	9	13.85%	12	18.46%	12	18.46%	5	7.69%	10	15.38%	10
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	55	3.10	1.11	3	4.62%	8	12.31%	12	18.46%	5	7.69%	3	4.62%	24	36.92%	10
Collegiality is an appropriate evaluation category for Tenure and Promotion.	55	3.11	1.58	13	20.00%	10	15.38%	4	6.15%	9	13.85%	11	16.92%	8	12.31%	10
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	55	3.19	1.61	16	24.62%	7	10.77%	4	6.15%	10	15.38%	10	15.38%	8	12.31%	10
My salary is appropriate relative to my contribution to Sam Houston State University.	55	2.29	1.16	3	4.62%	6	9.23%	8	12.31%	21	32.31%	14	21.54%	3	4.62%	10
My salary is appropriate relative to my current rank when compared to similar universities.	55	2.29	1.06	1	1.54%	6	9.23%	12	18.46%	17	26.15%	13	20.00%	6	9.23%	10
Overall, I am satisfied with my job at SHSU.	55	3.85	1.04	18	27.69%	18	27.69%	13	20.00%	5	7.69%	1	1.54%	0	0.00%	10

**College of Business Administration**

Total number of respondents	41
Completed Surveys	31
Tenured/Tenure-Track	32
Tenured/Tenure-Track in Department	82
Percentage of Tenured/Tenure-Track Responding	39.02%
Instructors/Clinical Faculty Responding	6
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)	37	2.86	1.27	4	9.76%	7	17.07%	12	29.27%	6	14.63%	7	17.07%	1	2.44%	4
Provost/VP Academic Affairs (R. Eglsaer)	37	3.23	1.19	4	9.76%	13	31.71%	9	21.95%	5	12.20%	4	9.76%	2	4.88%	4
VP Finance and Operations (C. Hernandez)	38	2.63	0.90	0	0.00%	3	7.32%	8	19.51%	6	14.63%	2	4.88%	19	46.34%	3
VP Student Service (F. Parker)	38	3.41	0.96	4	9.76%	4	9.76%	11	26.83%	3	7.32%	0	0.00%	16	39.02%	3
VP University Advancement (F. Holmes)	39	2.95	1.12	2	4.88%	4	9.76%	8	19.51%	5	12.20%	2	4.88%	18	43.90%	2
VP Enrollment Management (H. Thielemann)	39	2.39	0.89	0	0.00%	3	7.32%	6	14.63%	11	26.83%	3	7.32%	16	39.02%	2
VP Information Technology (M. Adams)	39	2.57	1.36	4	9.76%	4	9.76%	4	9.76%	11	26.83%	7	17.07%	9	21.95%	2
Assoc. VPAA (C. Maynard)	38	3.05	1.00	1	2.44%	6	14.63%	10	24.39%	3	7.32%	2	4.88%	16	39.02%	3
Assoc VP FSS (B. Loft)	38	2.64	1.18	3	7.32%	0	0.00%	8	19.51%	8	19.51%	3	7.32%	16	39.02%	3
Dean of Students (J. Yarabeck)	38	3.05	1.09	2	4.88%	5	12.20%	9	21.95%	4	9.76%	2	4.88%	16	39.02%	3
Dean Grad Studies (K. Hendrickson)	38	2.88	1.11	1	2.44%	4	9.76%	6	14.63%	4	9.76%	2	4.88%	21	51.22%	3
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	37	3.18	0.88	1	2.44%	4	9.76%	10	24.39%	1	2.44%	1	2.44%	20	48.78%	4
Assoc. VP Distance Learning (B. Angrove)	39	2.93	1.18	3	7.32%	5	12.20%	11	26.83%	5	12.20%	4	9.76%	11	26.83%	2
Assoc. VP for AA (S. Franklin)	37	3.35	1.27	4	9.76%	8	19.51%	6	14.63%	2	4.88%	3	7.32%	14	34.15%	4
Assoc. VP Human Res. & RM (D. Hammonds)	38	3.00	1.05	1	2.44%	5	12.20%	8	19.51%	3	7.32%	2	4.88%	19	46.34%	3
Dean (M. Muehsam)	36	3.11	1.62	11	26.83%	5	12.20%	7	17.07%	3	7.32%	10	24.39%	0	0.00%	5
Associate Dean (K. Jesswein)	38	3.17	1.27	6	14.63%	8	19.51%	12	29.27%	4	9.76%	5	12.20%	3	7.32%	3
Associate Dean (S. Robinson)	38	4.00	1.03	13	31.71%	7	17.07%	10	24.39%	0	0.00%	1	2.44%	7	17.07%	3

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	
I have an opportunity to participate in my departmental/program's budget decisions.	33	2.09	1.44	3	7.32%	4	9.76%	4	9.76%	3	7.32%	18	43.90%	4	9.76%	8
I have an opportunity to participate in the selection of Administrators.	39	2.06	1.39	2	4.88%	5	12.20%	6	14.63%	6	14.63%	20	48.78%	2	4.88%	2
I have an opportunity to participate in the selection of Faculty.	20	4.03	1.14	12	29.27%	11	26.83%	3	7.32%	3	7.32%	2	4.88%	1	2.44%	21
I have an opportunity to participate in the Strategic Planning of my College/Library.	32	2.74	1.54	5	12.20%	5	12.20%	6	14.63%	6	14.63%	12	29.27%	3	7.32%	9
Administration effectively communicates with the faculty.	22	3.06	1.51	8	19.51%	9	21.95%	2	4.88%	3	7.32%	8	19.51%	0	0.00%	19
Administration consistently follows official policies.	27	3.27	1.42	10	24.39%	6	14.63%	7	17.07%	7	17.07%	5	12.20%	2	4.88%	14
The University Faculty Senate is effective in representing faculty views to the administration.	28	3.34	1.37	9	21.95%	11	26.83%	4	9.76%	5	12.20%	5	12.20%	3	7.32%	13
IT@Sam (Computer Services) meets my needs.	21	3.77	1.33	13	31.71%	8	19.51%	5	12.20%	5	12.20%	3	7.32%	0	0.00%	20
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	25	3.83	1.20	11	26.83%	9	21.95%	7	17.07%	7	17.07%	2	4.88%	0	0.00%	16
There is adequate support for developing online courses/degrees/programs.	23	4.06	1.14	14	34.15%	9	21.95%	6	14.63%	6	14.63%	2	4.88%	0	0.00%	18
Library Services meets my needs.	28	4.03	0.89	9	21.95%	12	29.27%	5	12.20%	5	12.20%	1	2.44%	5	12.20%	13
The library meets the needs of my department's curriculum.	26	4.10	0.86	9	21.95%	13	31.71%	3	7.32%	3	7.32%	1	2.44%	6	14.63%	15
I receive adequate support from the Office of Research and Sponsored Programs.	35	3.55	1.10	3	7.32%	10	24.39%	5	12.20%	5	12.20%	2	4.88%	13	31.71%	6
The resources available for my research are adequate.	27	3.68	1.30	9	21.95%	9	21.95%	5	12.20%	5	12.20%	3	7.32%	5	12.20%	14
The resources available to provide a successful graduate program are adequate.	32	3.15	1.29	3	7.32%	6	14.63%	7	17.07%	7	17.07%	4	9.76%	8	19.51%	9
The allocation of travel reimbursements meets the needs of the faculty.	16	4.32	1.01	16	39.02%	11	26.83%	1	2.44%	1	2.44%	2	4.88%	1	2.44%	25
The university is doing an adequate job recruiting quality students.	29	3.21	1.37	5	12.20%	11	26.83%	5	12.20%	6	14.63%	6	14.63%	1	2.44%	12
The SAM Center offers effective Advising Services.	29	3.14	1.24	3	7.32%	9	21.95%	4	9.76%	4	9.76%	3	7.32%	9	21.95%	12
The SAM Center offers effective Mentoring Services.	35	3.05	1.29	4	9.76%	2	4.88%	8	19.51%	8	19.51%	3	7.32%	14	34.15%	6

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
				N	%	N	%	N	%	N	%	N	%	N	%	N
The facilities at the Lowman Student Center are adequate.	29	3.91	1.13	11	26.83%	10	24.39%	7	17.07%	7	17.07%	2	4.88%	3	7.32%	12
The services available through the campus bookstore are adequate.	33	3.21	1.40	4	9.76%	11	26.83%	4	9.76%	4	9.76%	6	14.63%	8	19.51%	8
The services provided by ARAMARK are adequate.	32	3.30	1.33	5	12.20%	11	26.83%	6	14.63%	6	14.63%	6	14.63%	3	7.32%	9
The Human Resource Department offers me adequate services.	29	3.56	1.34	9	21.95%	11	26.83%	5	12.20%	5	12.20%	5	12.20%	3	7.32%	12
The facilities at the Woodlands Center are adequate.	27	3.58	1.33	7	17.07%	10	24.39%	3	7.32%	3	7.32%	3	7.32%	8	19.51%	14
The staff at the Woodlands Center is adequate.	29	3.69	1.32	7	17.07%	10	24.39%	3	7.32%	3	7.32%	3	7.32%	10	24.39%	12
There is adequate parking for faculty.	24	3.15	1.46	5	12.20%	12	29.27%	2	4.88%	2	4.88%	7	17.07%	1	2.44%	17
My physical work environment (office/classroom/lab) is adequate.	20	3.97	1.10	9	21.95%	14	34.15%	2	4.88%	2	4.88%	1	2.44%	1	2.44%	21
I feel free from intimidation/discrimination in the workplace.	11	3.54	1.52	15	36.59%	3	7.32%	2	4.88%	3	7.32%	3	7.32%	0	0.00%	30
I feel physically safe on campus.	12	4.46	0.85	19	46.34%	8	19.51%	2	4.88%	2	4.88%	0	0.00%	0	0.00%	29
The 3/3 and 4/4 work load policy is handled fairly in my College.	20	4.09	1.13	15	36.59%	8	19.51%	4	9.76%	4	9.76%	1	2.44%	3	7.32%	21
My teaching load is fair.	13	4.06	1.26	16	39.02%	7	17.07%	2	4.88%	2	4.88%	2	4.88%	0	0.00%	28
I receive adequate recognition for my teaching.	28	3.37	1.24	7	17.07%	11	26.83%	6	14.63%	7	17.07%	3	7.32%	1	2.44%	13
I receive adequate recognition for my research.	32	3.23	1.28	4	9.76%	8	19.51%	7	17.07%	7	17.07%	4	9.76%	6	14.63%	9
I receive adequate recognition for my service to the university.	21	3.29	1.34	7	17.07%	8	19.51%	4	9.76%	4	9.76%	3	7.32%	2	4.88%	20
I receive adequate clerical support.	23	3.91	1.24	12	29.27%	12	29.27%	3	7.32%	3	7.32%	3	7.32%	2	4.88%	18
There is collegial support within my department/program.	17	3.86	1.44	16	39.02%	5	12.20%	4	9.76%	4	9.76%	4	9.76%	0	0.00%	24
Administrative reassigned time is applied fairly in my college.	32	3.24	1.26	4	9.76%	5	12.20%	5	12.20%	5	12.20%	2	4.88%	15	36.59%	9
I am satisfied with the guidelines for receiving an internal grant.	27	3.12	1.56	6	14.63%	5	12.20%	3	7.32%	3	7.32%	6	14.63%	10	24.39%	14

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
				N	%	N	%	N	%	N	%	N	%	N	%	N
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	22	2.80	1.41	6	14.63%	6	14.63%	4	9.76%	5	12.20%	7	17.07%	0	0.00%	19
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	23	2.68	1.51	5	12.20%	6	14.63%	3	7.32%	3	7.32%	10	24.39%	1	2.44%	18
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	28	2.73	1.39	4	9.76%	6	14.63%	4	9.76%	5	12.20%	7	17.07%	6	14.63%	13
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	24	2.39	1.47	4	9.76%	4	9.76%	1	2.44%	1	2.44%	10	24.39%	8	19.51%	17
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	23	3.65	1.23	9	21.95%	9	21.95%	5	12.20%	5	12.20%	2	4.88%	2	4.88%	18
The FES is an adequate measurement of my performance as a faculty member.	23	3.06	1.28	4	9.76%	12	29.27%	3	7.32%	3	7.32%	4	9.76%	1	2.44%	18
The merit system is applied fairly.	22	3.23	1.30	6	14.63%	5	12.20%	4	9.76%	5	12.20%	2	4.88%	6	14.63%	19
Market adjustments are applied fairly.	31	2.62	1.39	2	4.88%	6	14.63%	3	7.32%	3	7.32%	8	19.51%	11	26.83%	10
The promotion system is applied fairly.	25	3.10	1.45	7	17.07%	7	17.07%	3	7.32%	3	7.32%	5	12.20%	7	17.07%	16
The tenure system is applied fairly in my department.	21	3.24	1.53	10	24.39%	2	4.88%	4	9.76%	4	9.76%	4	9.76%	7	17.07%	20
The tenure system process at the university level is clear.	23	2.81	1.42	3	7.32%	8	19.51%	2	4.88%	2	4.88%	7	17.07%	4	9.76%	18
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	22	3.48	1.65	11	26.83%	0	0.00%	2	4.88%	2	4.88%	4	9.76%	14	34.15%	19
Collegiality is an appropriate evaluation category for Tenure and Promotion.	20	3.45	1.37	9	21.95%	8	19.51%	3	7.32%	4	9.76%	3	7.32%	2	4.88%	21
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	24	3.52	1.39	10	24.39%	7	17.07%	5	12.20%	6	14.63%	4	9.76%	2	4.88%	17
My salary is appropriate relative to my contribution to Sam Houston State University.	26	3.09	1.42	4	9.76%	11	26.83%	4	9.76%	4	9.76%	7	17.07%	0	0.00%	15
My salary is appropriate relative to my current rank when compared to similar universities.	24	2.78	1.52	4	9.76%	6	14.63%	3	7.32%	3	7.32%	9	21.95%	3	7.32%	17
Overall, I am satisfied with my job at SHSU.	22	3.46	1.36	9	21.95%	10	24.39%	4	9.76%	4	9.76%	4	9.76%	0	0.00%	19

## College of Criminal Justice

Total number of respondents	41
Completed Surveys	38
Tenured/Tenure-Track	20
Tenured/Tenure-Track in Department	40
Percentage of Tenured/Tenure-Track Responding	50.00%
Instructors/Clinical Faculty Responding	14
Number of surveys where rank was skipped	7

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)	39	3.17	1.20	4	9.76%	11	26.83%	12	29.27%	3	7.32%	5	12.20%	4	9.76%			2
Provost/VP Academic Affairs (R. Eglsaer)	38	3.29	1.19	4	9.76%	12	29.27%	7	17.07%	5	12.20%	2	4.88%	8	19.51%			3
VP Finance and Operations (C. Hernandez)	38	2.88	1.22	1	2.44%	5	12.20%	5	12.20%	3	7.32%	3	7.32%	21	51.22%			3
VP Student Service (F. Parker)	38	4.00	0.87	6	14.63%	5	12.20%	6	14.63%	0	0.00%	0	0.00%	21	51.22%			3
VP University Advancement (F. Holmes)	38	3.46	0.78	1	2.44%	5	12.20%	6	14.63%	1	2.44%	0	0.00%	25	60.98%			3
VP Enrollment Management (H. Thielemann)	38	3.46	0.88	2	4.88%	3	7.32%	7	17.07%	1	2.44%	0	0.00%	25	60.98%			3
VP Information Technology (M. Adams)	38	3.79	0.98	5	12.20%	7	17.07%	5	12.20%	2	4.88%	0	0.00%	19	46.34%			3
Assoc. VPAA (C. Maynard)	38	3.60	1.06	3	7.32%	5	12.20%	6	14.63%	0	0.00%	1	2.44%	23	56.10%			3
Assoc VP FSS (B. Loft)	37	3.60	0.84	2	4.88%	2	4.88%	6	14.63%	0	0.00%	0	0.00%	27	65.85%			4
Dean of Students (J. Yarabeck)	38	3.63	0.96	4	9.76%	3	7.32%	8	19.51%	1	2.44%	0	0.00%	22	53.66%			3
Dean Grad Studies (K. Hendrickson)	37	3.40	1.14	3	7.32%	8	19.51%	4	9.76%	4	9.76%	1	2.44%	17	41.46%			4
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	38	3.83	1.10	7	17.07%	3	7.32%	6	14.63%	2	4.88%	0	0.00%	20	48.78%			3
Assoc. VP Distance Learning (B. Angrove)	38	3.86	1.20	9	21.95%	3	7.32%	7	17.07%	1	2.44%	1	2.44%	17	41.46%			3
Assoc. VP for AA (S. Franklin)	38	3.77	0.83	3	7.32%	4	9.76%	6	14.63%	0	0.00%	0	0.00%	25	60.98%			3
Assoc. VP Human Res. & RM (D. Hammonds)	38	3.42	1.24	3	7.32%	2	4.88%	5	12.20%	1	2.44%	1	2.44%	26	63.41%			3
Dean (P. Lyons)	39	4.31	1.20	25	60.98%	8	19.51%	2	4.88%	1	2.44%	2	4.88%	1	2.44%			2
Associate Dean (D. Boisvert)	40	4.53	0.80	24	58.54%	12	29.27%	1	2.44%	0	0.00%	1	2.44%	2	4.88%			1
Associate Dean (R. Garner)	39	4.30	1.06	14	34.15%	4	9.76%	4	9.76%	0	0.00%	0	0.00%	17	41.46%			2
Associate Dean (J. Mullings)	39	3.96	1.21	11	26.83%	6	14.63%	6	14.63%	0	0.00%	1	2.44%	15	36.59%			2

COJ			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	
I have an opportunity to participate in my departmental/program's budget decisions.	36	2.56	1.46	3	7.32%	7	17.07%	8	19.51%	1	2.44%	9	21.95%	8	19.51%	5
I have an opportunity to participate in the selection of Administrators.	36	2.31	1.31	1	2.44%	6	14.63%	9	21.95%	2	4.88%	10	24.39%	8	19.51%	5
I have an opportunity to participate in the selection of Faculty.	39	3.55	1.44	12	29.27%	7	17.07%	5	12.20%	5	12.20%	3	7.32%	7	17.07%	2
I have an opportunity to participate in the Strategic Planning of my College/Library.	36	2.81	1.60	7	17.07%	4	9.76%	7	17.07%	2	4.88%	7	17.07%	9	21.95%	5
Administration effectively communicates with the faculty.	39	3.84	1.41	17	41.46%	11	26.83%	1	2.44%	5	12.20%	3	7.32%	2	4.88%	2
Administration consistently follows official policies.	39	4.14	1.13	18	43.90%	10	24.39%	5	12.20%	1	2.44%	1	2.44%	4	9.76%	2
The University Faculty Senate is effective in representing faculty views to the administration.	40	3.64	1.08	8	19.51%	3	7.32%	11	26.83%	3	7.32%	0	0.00%	15	36.59%	1
IT@Sam (Computer Services) meets my needs.	40	4.48	0.85	25	60.98%	12	29.27%	0	0.00%	3	7.32%	0	0.00%	0	0.00%	1
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	39	4.54	0.64	23	56.10%	15	36.59%	0	0.00%	1	2.44%	0	0.00%	0	0.00%	2
There is adequate support for developing online courses/degrees/programs.	39	4.45	0.80	22	53.66%	13	31.71%	1	2.44%	2	4.88%	0	0.00%	1	2.44%	2
Library Services meets my needs.	38	4.29	0.94	19	46.34%	8	19.51%	5	12.20%	2	4.88%	0	0.00%	4	9.76%	3
The library meets the needs of my department's curriculum.	38	4.26	0.79	16	39.02%	11	26.83%	7	17.07%	0	0.00%	0	0.00%	4	9.76%	3
I receive adequate support from the Office of Research and Sponsored Programs.	37	3.96	1.10	12	29.27%	6	14.63%	8	19.51%	1	2.44%	0	0.00%	10	24.39%	4
The resources available for my research are adequate.	38	4.03	1.00	12	29.27%	10	24.39%	5	12.20%	3	7.32%	0	0.00%	8	19.51%	3
The resources available to provide a successful graduate program are adequate.	37	3.90	1.14	12	29.27%	9	21.95%	6	14.63%	3	7.32%	1	2.44%	6	14.63%	4
The allocation of travel reimbursements meets the needs of the faculty.	35	3.25	1.51	8	19.51%	6	14.63%	4	9.76%	5	12.20%	3	7.32%	9	21.95%	6
The university is doing an adequate job recruiting quality students.	37	3.79	1.05	9	21.95%	14	34.15%	4	9.76%	6	14.63%	0	0.00%	4	9.76%	4
The SAM Center offers effective Advising Services.	37	3.75	1.12	6	14.63%	6	14.63%	6	14.63%	1	2.44%	1	2.44%	17	41.46%	4
The SAM Center offers effective Mentoring Services.	37	3.67	1.14	5	12.20%	5	12.20%	6	14.63%	1	2.44%	1	2.44%	19	46.34%	4



COJC 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.	37	4.28	0.84	13	31.71%	6	14.63%	6	14.63%	0	0.00%	0	0.00%	12	29.27%	4
The services available through the campus bookstore are adequate.	37	3.76	1.09	8	19.51%	7	17.07%	6	14.63%	4	9.76%	0	0.00%	12	29.27%	4
The services provided by ARAMARK are adequate.	37	3.22	1.19	5	12.20%	5	12.20%	10	24.39%	5	12.20%	2	4.88%	10	24.39%	4
The Human Resource Department offers me adequate services.	37	3.77	1.15	9	21.95%	13	31.71%	3	7.32%	5	12.20%	1	2.44%	6	14.63%	4
The facilities at the Woodlands Center are adequate.	37	3.67	1.24	5	12.20%	6	14.63%	5	12.20%	0	0.00%	2	4.88%	19	46.34%	4
The staff at the Woodlands Center is adequate.	35	3.31	1.45	4	9.76%	4	9.76%	4	9.76%	1	2.44%	2	4.88%	20	48.78%	6
There is adequate parking for faculty.	36	3.61	1.41	13	31.71%	6	14.63%	5	12.20%	6	14.63%	2	4.88%	4	9.76%	5
My physical work environment (office/classroom/lab) is adequate.	37	3.97	1.06	13	31.71%	9	21.95%	6	14.63%	4	9.76%	0	0.00%	5	12.20%	4
I feel free from intimidation/discrimination in the workplace.	38	4.23	1.27	24	58.54%	8	19.51%	3	7.32%	0	0.00%	3	7.32%	0	0.00%	3
I feel physically safe on campus.	39	4.68	0.58	27	65.85%	8	19.51%	2	4.88%	0	0.00%	0	0.00%	2	4.88%	2
The 3/3 and 4/4 work load policy is handled fairly in my College.	36	3.84	1.27	12	29.27%	10	24.39%	3	7.32%	4	9.76%	1	2.44%	6	14.63%	5
My teaching load is fair.	37	4.35	1.14	24	58.54%	8	19.51%	1	2.44%	2	4.88%	1	2.44%	1	2.44%	4
I receive adequate recognition for my teaching.	38	3.87	1.22	17	41.46%	7	17.07%	10	24.39%	3	7.32%	1	2.44%	0	0.00%	3
I receive adequate recognition for my research.	37	3.39	1.29	7	17.07%	6	14.63%	9	21.95%	3	7.32%	2	4.88%	10	24.39%	4
I receive adequate recognition for my service to the university.	37	3.53	1.35	11	26.83%	7	17.07%	9	21.95%	3	7.32%	3	7.32%	4	9.76%	4
I receive adequate clerical support.	38	4.19	1.22	21	51.22%	9	21.95%	3	7.32%	1	2.44%	2	4.88%	2	4.88%	3
There is collegial support within my department/program.	36	4.08	1.23	19	46.34%	9	21.95%	5	12.20%	1	2.44%	1	2.44%	1	2.44%	5
Administrative reassigned time is applied fairly in my college.	36	3.50	1.36	6	14.63%	4	9.76%	7	17.07%	0	0.00%	2	4.88%	17	41.46%	5
I am satisfied with the guidelines for receiving an internal grant.	37	4.05	1.09	10	24.39%	5	12.20%	6	14.63%	0	0.00%	1	2.44%	15	36.59%	4

COCI			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	
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	35	3.42	1.42	11	26.83%	8	19.51%	7	17.07%	5	12.20%	3	7.32%	1	2.44%	6
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	35	3.47	1.46	12	29.27%	7	17.07%	4	9.76%	7	17.07%	2	4.88%	3	7.32%	6
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	35	3.35	1.47	9	21.95%	8	19.51%	4	9.76%	5	12.20%	3	7.32%	6	14.63%	6
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	35	3.27	1.44	9	21.95%	4	9.76%	7	17.07%	6	14.63%	2	4.88%	7	17.07%	6
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	38	4.28	0.96	16	39.02%	7	17.07%	4	9.76%	2	4.88%	0	0.00%	9	21.95%	3
The FES is an adequate measurement of my performance as a faculty member.	37	3.63	1.13	8	19.51%	9	21.95%	8	19.51%	4	9.76%	0	0.00%	8	19.51%	4
The merit system is applied fairly.	36	3.56	1.34	9	21.95%	5	12.20%	8	19.51%	2	4.88%	2	4.88%	10	24.39%	5
Market adjustments are applied fairly.	34	3.13	1.45	6	14.63%	3	7.32%	8	19.51%	2	4.88%	2	4.88%	13	31.71%	7
The promotion system is applied fairly.	36	3.60	1.29	8	19.51%	6	14.63%	6	14.63%	3	7.32%	1	2.44%	12	29.27%	5
The tenure system is applied fairly in my department.	36	3.92	1.15	9	21.95%	9	21.95%	5	12.20%	0	0.00%	1	2.44%	12	29.27%	5
The tenure system process at the university level is clear.	35	3.40	1.35	7	17.07%	5	12.20%	7	17.07%	3	7.32%	1	2.44%	12	29.27%	6
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	37	4.00	1.25	10	24.39%	2	4.88%	5	12.20%	1	2.44%	1	2.44%	18	43.90%	4
Collegiality is an appropriate evaluation category for Tenure and Promotion.	36	3.38	1.42	9	21.95%	5	12.20%	7	17.07%	4	9.76%	3	7.32%	8	19.51%	5
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	36	3.36	1.45	9	21.95%	4	9.76%	7	17.07%	4	9.76%	3	7.32%	9	21.95%	5
My salary is appropriate relative to my contribution to Sam Houston State University.	33	3.29	1.49	10	24.39%	8	19.51%	5	12.20%	6	14.63%	2	4.88%	2	4.88%	8
My salary is appropriate relative to my current rank when compared to similar universities.	35	3.29	1.43	10	24.39%	7	17.07%	5	12.20%	9	21.95%	2	4.88%	2	4.88%	6
Overall, I am satisfied with my job at SHSU.	38	4.46	1.02	26	63.41%	10	24.39%	0	0.00%	1	2.44%	1	2.44%	0	0.00%	3

## College of Education

Total number of respondents	87
Completed Surveys	79
Tenured/Tenure-Track	63
Tenured/Tenure-Track in Department	83
Percentage of Tenured/Tenure-Track Responding	75.90%
Instructors/Clinical Faculty Responding	18
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)	81	2.94	1.26	11	12.64%	15	17.24%	24	27.59%	18	20.69%	12	13.79%	1	1.15%	9
Provost/VP Academic Affairs (R. Eglsaer)	80	3.41	1.22	18	20.69%	15	17.24%	25	28.74%	9	10.34%	6	6.90%	7	8.05%	8
VP Finance and Operations (C. Hernandez)	81	2.88	1.22	4	4.60%	8	9.20%	14	16.09%	7	8.05%	7	8.05%	41	47.13%	9
VP Student Service (F. Parker)	80	3.44	1.09	9	10.34%	18	20.69%	19	21.84%	4	4.60%	4	4.60%	26	29.89%	9
VP University Advancement (F. Holmes)	81	3.32	1.07	6	6.90%	7	8.05%	14	16.09%	6	6.90%	1	1.15%	47	54.02%	9
VP Enrollment Management (H. Thielemann)	79	3.36	0.96	5	5.75%	10	11.49%	20	22.99%	2	2.30%	2	2.30%	40	45.98%	10
VP Information Technology (M. Adams)	81	3.55	1.14	15	17.24%	11	12.64%	20	22.99%	7	8.05%	2	2.30%	26	29.89%	9
Assoc. VPAA (C. Maynard)	79	3.61	1.00	9	10.34%	12	13.79%	16	18.39%	3	3.45%	1	1.15%	38	43.68%	10
Assoc VP FSS (B. Loft)	79	3.46	1.04	7	8.05%	9	10.34%	17	19.54%	2	2.30%	2	2.30%	42	48.28%	10
Dean of Students (J. Yarabeck)	80	3.57	1.02	10	11.49%	11	12.64%	18	20.69%	4	4.60%	1	1.15%	36	41.38%	9
Dean Grad Studies (K. Hendrickson)	81	3.11	1.30	11	12.64%	10	11.49%	18	20.69%	10	11.49%	8	9.20%	24	27.59%	11
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	80	3.93	0.97	17	19.54%	9	10.34%	16	18.39%	2	2.30%	0	0.00%	36	41.38%	10
Assoc. VP Distance Learning (B. Angrove)	80	3.65	1.06	12	13.79%	15	17.24%	14	16.09%	6	6.90%	1	1.15%	32	36.78%	10
Assoc. VP for AA (S. Franklin)	80	4.00	0.83	17	19.54%	16	18.39%	17	19.54%	0	0.00%	0	0.00%	30	34.48%	9
Assoc. VP Human Res. & RM (D. Hammonds)	80	3.70	0.91	9	10.34%	15	17.24%	17	19.54%	1	1.15%	1	1.15%	37	42.53%	9
Dean (S. Edmonson)	82	4.32	0.95	47	54.02%	17	19.54%	15	17.24%	0	0.00%	2	2.30%	1	1.15%	9
Associate Dean (R. Bustamente)	80	4.00	0.99	17	19.54%	5	5.75%	15	17.24%	1	1.15%	0	0.00%	42	48.28%	9
Associate Dean (S. Stewart)	82	4.49	0.75	46	52.87%	14	16.09%	11	12.64%	0	0.00%	0	0.00%	11	12.64%	9
Associate Dean (J. Nerren)	79	3.54	1.18	17	19.54%	12	13.79%	23	26.44%	5	5.75%	4	4.60%	18	20.69%	9

COE			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		
	I have an opportunity to participate in my departmental/program's budget decisions.	79	3.09	1.52	16	18.39%	14	16.09%	8	9.20%	12	13.79%	14	16.09%	15	17.24%	8
	I have an opportunity to participate in the selection of Administrators.	80	2.88	1.40	11	12.64%	13	14.94%	13	14.94%	15	17.24%	14	16.09%	14	16.09%	7
	I have an opportunity to participate in the selection of Faculty.	79	3.98	1.17	28	32.18%	22	25.29%	6	6.90%	7	8.05%	3	3.45%	13	14.94%	8
	I have an opportunity to participate in the Strategic Planning of my College/Library.	80	3.83	1.29	28	32.18%	19	21.84%	10	11.49%	6	6.90%	6	6.90%	11	12.64%	7
	Administration effectively communicates with the faculty.	79	4.10	1.26	44	50.57%	15	17.24%	7	8.05%	7	8.05%	5	5.75%	1	1.15%	8
	Administration consistently follows official policies.	80	4.25	1.03	41	47.13%	21	24.14%	9	10.34%	2	2.30%	3	3.45%	4	4.60%	7
	The University Faculty Senate is effective in representing faculty views to the administration.	80	4.08	1.04	28	32.18%	21	24.14%	11	12.64%	3	3.45%	2	2.30%	15	17.24%	7
	IT@Sam (Computer Services) meets my needs.	78	3.99	1.42	45	51.72%	11	12.64%	6	6.90%	8	9.20%	8	9.20%	0	0.00%	9
	The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	79	4.37	1.01	48	55.17%	21	24.14%	4	4.60%	3	3.45%	3	3.45%	0	0.00%	8
	There is adequate support for developing online courses/degrees/programs.	78	4.51	0.88	49	56.32%	17	19.54%	4	4.60%	1	1.15%	2	2.30%	5	5.75%	9
	Library Services meets my needs.	79	4.55	0.73	49	56.32%	16	18.39%	7	8.05%	1	1.15%	0	0.00%	6	6.90%	8
	The library meets the needs of my department's curriculum.	78	4.52	0.73	47	54.02%	18	20.69%	7	8.05%	1	1.15%	0	0.00%	5	5.75%	9
	I receive adequate support from the Office of Research and Sponsored Programs.	79	3.88	1.27	25	28.74%	16	18.39%	9	10.34%	4	4.60%	5	5.75%	20	22.99%	8
	The resources available for my research are adequate.	79	3.89	1.25	29	33.33%	13	14.94%	11	12.64%	8	9.20%	3	3.45%	15	17.24%	8
	The resources available to provide a successful graduate program are adequate.	79	3.76	1.26	25	28.74%	19	21.84%	8	9.20%	12	13.79%	3	3.45%	12	13.79%	8
	The allocation of travel reimbursements meets the needs of the faculty.	79	4.03	1.09	27	31.03%	21	24.14%	6	6.90%	8	9.20%	1	1.15%	16	18.39%	8
	The university is doing an adequate job recruiting quality students.	79	3.63	1.12	17	19.54%	28	32.18%	16	18.39%	8	9.20%	4	4.60%	6	6.90%	8
	The SAM Center offers effective Advising Services.	79	3.83	1.05	19	21.84%	16	18.39%	19	21.84%	2	2.30%	2	2.30%	21	24.14%	8
	The SAM Center offers effective Mentoring Services.	78	3.68	1.20	15	17.24%	12	13.79%	13	14.94%	4	4.60%	3	3.45%	31	35.63%	9

COE	Perception Question															
				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.	79	4.32	0.80	34	39.08%	24	27.59%	8	9.20%	2	2.30%	0	0.00%	11	16.95%	8
The services available through the campus bookstore are adequate.	79	3.88	0.98	17	19.54%	25	28.74%	14	16.09%	2	2.30%	2	2.30%	19	30.51%	8
The services provided by ARAMARK are adequate.	79	3.45	1.17	12	13.79%	23	26.44%	18	20.69%	6	6.90%	6	6.90%	14	15.25%	8
The Human Resource Department offers me adequate services.	79	4.05	0.93	25	28.74%	21	24.14%	17	19.54%	1	1.15%	1	1.15%	14	11.86%	8
The facilities at the Woodlands Center are adequate.	79	4.06	1.06	26	29.89%	24	27.59%	6	6.90%	5	5.75%	2	2.30%	16	13.56%	8
The staff at the Woodlands Center is adequate.	79	3.81	1.33	25	28.74%	15	17.24%	7	8.05%	7	8.05%	5	5.75%	20	20.34%	8
There is adequate parking for faculty.	78	2.60	1.48	11	12.64%	13	14.94%	9	10.34%	16	18.39%	24	27.59%	5	6.78%	9
My physical work environment (office/classroom/lab) is adequate.	79	3.93	1.17	29	33.33%	24	27.59%	10	11.49%	6	6.90%	4	4.60%	6	5.08%	8
I feel free from intimidation/discrimination in the workplace.	79	4.14	1.30	48	55.17%	11	12.64%	6	6.90%	8	9.20%	5	5.75%	1	0.00%	8
I feel physically safe on campus.	79	4.59	0.70	52	59.77%	16	18.39%	6	6.90%	1	1.15%	0	0.00%	4	1.69%	8
The 3/3 and 4/4 work load policy is handled fairly in my College.	78	4.11	1.02	28	32.18%	21	24.14%	8	9.20%	5	5.75%	1	1.15%	15	13.56%	9
My teaching load is fair.	78	4.35	0.85	40	45.98%	25	28.74%	6	6.90%	4	4.60%	0	0.00%	3	1.69%	9
I receive adequate recognition for my teaching.	79	3.82	1.22	27	31.03%	25	28.74%	4	4.60%	15	17.24%	2	2.30%	6	3.39%	8
I receive adequate recognition for my research.	79	3.74	1.17	18	20.69%	23	26.44%	9	10.34%	8	9.20%	3	3.45%	18	15.25%	8
I receive adequate recognition for my service to the university.	78	3.72	1.30	25	28.74%	21	24.14%	7	8.05%	11	12.64%	5	5.75%	9	10.17%	9
I receive adequate clerical support.	79	3.57	1.44	27	31.03%	14	16.09%	5	5.75%	17	19.54%	6	6.90%	10	5.08%	8
There is collegial support within my department/program.	79	4.09	1.21	41	47.13%	20	22.99%	6	6.90%	8	9.20%	4	4.60%	0	0.00%	8
Administrative reassigned time is applied fairly in my college.	79	3.57	1.40	21	24.14%	7	8.05%	14	16.09%	6	6.90%	6	6.90%	25	42.37%	8
I am satisfied with the guidelines for receiving an internal grant.	79	3.96	1.11	21	24.14%	14	16.09%	11	12.64%	3	3.45%	2	2.30%	28	23.73%	8

COE	Perception Question																No Response
	N	Mean	Std. Dev.	Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A			
				N	%	N	%	N	%	N	%	N	%	N	%	N	
	The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	79	3.70	1.36	28	32.18%	22	25.29%	13	14.94%	4	4.60%	10	11.49%	2	2.30%	8
	The student instrument (IDEA) appraising my teaching effectiveness is accurate.	79	3.41	1.42	22	25.29%	20	22.99%	11	12.64%	11	12.64%	11	12.64%	4	4.60%	8
	The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	79	3.57	1.39	26	29.89%	16	18.39%	15	17.24%	8	9.20%	9	10.34%	5	5.75%	8
	The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	79	3.31	1.43	19	21.84%	18	20.69%	11	12.64%	12	13.79%	11	12.64%	8	9.20%	8
	The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	78	3.95	1.21	28	32.18%	15	17.24%	10	11.49%	6	6.90%	3	3.45%	16	18.39%	9
	The FES is an adequate measurement of my performance as a faculty member.	78	3.26	1.46	15	17.24%	16	18.39%	5	5.75%	13	14.94%	9	10.34%	20	22.99%	9
	The merit system is applied fairly.	79	3.05	1.38	10	11.49%	17	19.54%	10	11.49%	12	13.79%	11	12.64%	19	21.84%	8
	Market adjustments are applied fairly.	79	2.57	1.40	8	9.20%	4	4.60%	12	13.79%	12	13.79%	15	17.24%	28	32.18%	8
	The promotion system is applied fairly.	79	3.49	1.34	17	19.54%	14	16.09%	12	13.79%	8	9.20%	6	6.90%	22	25.29%	8
	The tenure system is applied fairly in my department.	79	3.66	1.25	18	20.69%	13	14.94%	11	12.64%	8	9.20%	3	3.45%	26	29.89%	8
	The tenure system process at the university level is clear.	79	3.41	1.39	17	19.54%	12	13.79%	10	11.49%	11	12.64%	6	6.90%	23	26.44%	8
	The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	78	3.63	1.19	13	14.94%	8	9.20%	11	12.64%	7	8.05%	1	1.15%	38	43.68%	9
	Collegiality is an appropriate evaluation category for Tenure and Promotion.	79	3.16	1.71	21	24.14%	8	9.20%	6	6.90%	5	5.75%	18	20.69%	21	24.14%	8
	Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	79	3.25	1.71	22	25.29%	8	9.20%	6	6.90%	4	4.60%	17	19.54%	22	25.29%	8
	My salary is appropriate relative to my contribution to Sam Houston State University.	79	2.67	1.44	11	12.64%	15	17.24%	7	8.05%	22	25.29%	20	22.99%	4	4.60%	8
	My salary is appropriate relative to my current rank when compared to similar universities.	79	2.48	1.32	6	6.90%	14	16.09%	8	9.20%	23	26.44%	20	22.99%	8	9.20%	8
	Overall, I am satisfied with my job at SHSU.	79	4.04	1.08	35	40.23%	22	25.29%	14	16.09%	6	6.90%	2	2.30%	0	0.00%	8

## College of Health Sciences

Total number of respondents	27
Completed Surveys	22
Tenured/Tenure-Track	22
Tenured/Tenure-Track in Department	28
Percentage of Tenured/Tenure-Track Responding	78.57%
Instructors/Clinical Faculty Responding	3
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)	27	3.79	0.98	8	29.63%	4	14.81%	11	40.74%	1	3.70%	0	0.00%	3	11.11%	8
Provost/VP Academic Affairs (R. Eglsaer)	27	3.57	0.95	5	18.52%	5	18.52%	11	40.74%	2	7.41%	0	0.00%	4	14.81%	9
VP Finance and Operations (C. Hernandez)	27	3.27	1.10	2	7.41%	1	3.70%	7	25.93%	0	0.00%	1	3.70%	16	59.26%	9
VP Student Service (F. Parker)	26	3.86	0.95	4	14.81%	5	18.52%	4	14.81%	1	3.70%	0	0.00%	12	44.44%	9
VP University Advancement (F. Holmes)	27	3.56	0.88	2	7.41%	1	3.70%	6	22.22%	0	0.00%	0	0.00%	18	66.67%	10
VP Enrollment Management (H. Thielemann)	27	3.56	0.88	2	7.41%	1	3.70%	6	22.22%	0	0.00%	0	0.00%	18	66.67%	9
VP Information Technology (M. Adams)	27	3.83	0.94	4	14.81%	2	7.41%	6	22.22%	0	0.00%	0	0.00%	15	55.56%	10
Assoc. VPAA (C. Maynard)	27	3.71	0.91	4	14.81%	2	7.41%	8	29.63%	0	0.00%	0	0.00%	13	48.15%	10
Assoc VP FSS (B. Loft)	27	4.00	0.85	4	14.81%	4	14.81%	4	14.81%	0	0.00%	0	0.00%	15	55.56%	9
Dean of Students (J. Yarabeck)	27	3.88	0.81	4	14.81%	6	22.22%	6	22.22%	0	0.00%	0	0.00%	11	40.74%	11
Dean Grad Studies (K. Hendrickson)	27	3.67	1.18	4	14.81%	5	18.52%	4	14.81%	1	3.70%	1	3.70%	12	44.44%	10
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	27	3.64	0.93	3	11.11%	4	14.81%	6	22.22%	1	3.70%	0	0.00%	13	48.15%	10
Assoc. VP Distance Learning (B. Angrove)	27	4.00	0.88	5	18.52%	4	14.81%	5	18.52%	0	0.00%	0	0.00%	13	48.15%	9
Assoc. VP for AA (S. Franklin)	27	3.92	0.95	4	14.81%	5	18.52%	3	11.11%	1	3.70%	0	0.00%	14	51.85%	9
Assoc. VP Human Res. & RM (D. Hammonds)	27	3.44	0.88	2	7.41%	0	0.00%	7	25.93%	0	0.00%	0	0.00%	18	66.67%	9
Dean (R. Runyan)	26	3.38	1.42	8	29.63%	5	18.52%	5	18.52%	5	18.52%	3	11.11%	0	0.00%	9
Assistant Dean (E. Roper)	25	4.17	0.98	11	40.74%	7	25.93%	3	11.11%	2	7.41%	0	0.00%	2	7.41%	9
Associate Dean (R. Zapalac)	26	4.08	1.02	11	40.74%	6	22.22%	5	18.52%	2	7.41%	0	0.00%	2	7.41%	9

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	5
				N	%	N	%	N	%	N	%	N	%	N	%		
I have an opportunity to participate in my departmental/program's budget decisions.	26	2.71	1.35	2	7.41%	5	18.52%	4	14.81%	5	18.52%	5	18.52%	5	18.52%		1
I have an opportunity to participate in the selection of Administrators.	26	2.91	1.15	1	3.70%	7	25.93%	6	22.22%	5	18.52%	3	11.11%	4	14.81%		1
I have an opportunity to participate in the selection of Faculty.	26	3.48	1.12	4	14.81%	9	33.33%	5	18.52%	4	14.81%	1	3.70%	3	11.11%		1
I have an opportunity to participate in the Strategic Planning of my College/Library.	26	3.36	1.14	4	14.81%	6	22.22%	7	25.93%	4	14.81%	1	3.70%	4	14.81%		1
Administration effectively communicates with the faculty.	26	3.23	1.45	5	18.52%	10	37.04%	2	7.41%	4	14.81%	5	18.52%	0	0.00%		1
Administration consistently follows official policies.	26	3.54	1.35	8	29.63%	5	18.52%	5	18.52%	4	14.81%	2	7.41%	2	7.41%		1
The University Faculty Senate is effective in representing faculty views to the administration.	26	3.55	1.34	6	22.22%	7	25.93%	5	18.52%	1	3.70%	3	11.11%	4	14.81%		1
IT@Sam (Computer Services) meets my needs.	25	4.16	0.85	10	37.04%	10	37.04%	4	14.81%	1	3.70%	0	0.00%	0	0.00%		2
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	25	4.21	0.98	11	40.74%	9	33.33%	3	11.11%	0	0.00%	1	3.70%	1	3.70%		2
There is adequate support for developing online courses/degrees/programs.	25	4.13	1.14	11	40.74%	8	29.63%	1	3.70%	2	7.41%	1	3.70%	2	7.41%		2
Library Services meets my needs.	25	4.14	1.01	10	37.04%	6	22.22%	3	11.11%	2	7.41%	0	0.00%	4	14.81%		2
The library meets the needs of my department's curriculum.	25	4.10	0.97	8	29.63%	8	29.63%	2	7.41%	2	7.41%	0	0.00%	5	18.52%		2
I receive adequate support from the Office of Research and Sponsored Programs.	25	4.00	0.88	6	22.22%	8	29.63%	4	14.81%	1	3.70%	0	0.00%	6	22.22%		2
The resources available for my research are adequate.	24	3.41	1.00	2	7.41%	6	22.22%	7	25.93%	1	3.70%	1	3.70%	7	25.93%		3
The resources available to provide a successful graduate program are adequate.	25	3.06	1.25	2	7.41%	5	18.52%	4	14.81%	4	14.81%	2	7.41%	8	29.63%		2
The allocation of travel reimbursements meets the needs of the faculty.	25	3.47	0.96	2	7.41%	9	33.33%	4	14.81%	4	14.81%	0	0.00%	6	22.22%		2
The university is doing an adequate job recruiting quality students.	25	3.43	1.16	4	14.81%	8	29.63%	7	25.93%	2	7.41%	2	7.41%	2	7.41%		2
The SAM Center offers effective Advising Services.	24	3.33	1.19	3	11.11%	6	22.22%	4	14.81%	4	14.81%	1	3.70%	6	22.22%		3
The SAM Center offers effective Mentoring Services.	25	3.56	1.15	4	14.81%	4	14.81%	6	22.22%	1	3.70%	1	3.70%	9	33.33%		2



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	%	
The facilities at the Lowman Student Center are adequate.	25	4.18	0.91	10	37.04%	7	25.93%	4	14.81%	1	3.70%	0	0.00%	3	11.11%	2
The services available through the campus bookstore are adequate.	25	3.89	0.90	5	18.52%	7	25.93%	5	18.52%	1	3.70%	0	0.00%	7	25.93%	2
The services provided by ARAMARK are adequate.	25	3.55	0.89	3	11.11%	7	25.93%	8	29.63%	2	7.41%	0	0.00%	5	18.52%	2
The Human Resource Department offers me adequate services.	25	3.62	1.12	4	14.81%	10	37.04%	3	11.11%	3	11.11%	1	3.70%	4	14.81%	2
The facilities at the Woodlands Center are adequate.	24	3.58	1.26	5	18.52%	6	22.22%	5	18.52%	1	3.70%	2	7.41%	5	18.52%	3
The staff at the Woodlands Center is adequate.	25	3.83	1.04	4	14.81%	10	37.04%	2	7.41%	1	3.70%	1	3.70%	7	25.93%	2
There is adequate parking for faculty.	25	3.96	1.08	9	33.33%	8	29.63%	5	18.52%	1	3.70%	1	3.70%	1	3.70%	2
My physical work environment (office/classroom/lab) is adequate.	25	3.52	1.47	8	29.63%	6	22.22%	2	7.41%	4	14.81%	3	11.11%	2	7.41%	2
I feel free from intimidation/discrimination in the workplace.	25	4.00	1.22	11	40.74%	8	29.63%	3	11.11%	1	3.70%	2	7.41%	0	0.00%	2
I feel physically safe on campus.	25	4.28	0.94	13	48.15%	8	29.63%	2	7.41%	2	7.41%	0	0.00%	0	0.00%	2
The 3/3 and 4/4 work load policy is handled fairly in my College.	24	3.24	1.25	4	14.81%	3	11.11%	3	11.11%	7	25.93%	0	0.00%	7	25.93%	3
My teaching load is fair.	24	4.00	0.95	8	29.63%	9	33.33%	4	14.81%	2	7.41%	0	0.00%	1	3.70%	3
I receive adequate recognition for my teaching.	24	3.43	1.25	5	18.52%	6	22.22%	4	14.81%	5	18.52%	1	3.70%	3	11.11%	3
I receive adequate recognition for my research.	24	3.18	1.13	2	7.41%	4	14.81%	8	29.63%	1	3.70%	2	7.41%	7	25.93%	3
I receive adequate recognition for my service to the university.	24	3.35	1.27	4	14.81%	6	22.22%	5	18.52%	3	11.11%	2	7.41%	4	14.81%	3
I receive adequate clerical support.	24	3.77	1.27	7	25.93%	9	33.33%	2	7.41%	2	7.41%	2	7.41%	2	7.41%	3
There is collegial support within my department/program.	24	3.91	1.28	10	37.04%	6	22.22%	4	14.81%	1	3.70%	2	7.41%	1	3.70%	3
Administrative reassigned time is applied fairly in my college.	24	3.33	1.29	3	11.11%	4	14.81%	5	18.52%	1	3.70%	2	7.41%	9	33.33%	3
I am satisfied with the guidelines for receiving an internal grant.	24	3.57	0.76	1	3.70%	7	25.93%	5	18.52%	1	3.70%	0	0.00%	10	37.04%	3

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 student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	24	3.73	1.16	6	22.22%	9	33.33%	3	11.11%	3	11.11%	1	3.70%	2	7.41%	3
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	24	3.38	1.43	5	18.52%	7	25.93%	4	14.81%	1	3.70%	4	14.81%	3	11.11%	3
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	24	3.71	1.21	6	22.22%	4	14.81%	3	11.11%	4	14.81%	0	0.00%	7	25.93%	3
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	24	3.75	1.34	6	22.22%	5	18.52%	1	3.70%	3	11.11%	1	3.70%	8	29.63%	3
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	22	3.72	0.89	3	11.11%	9	33.33%	4	14.81%	2	7.41%	0	0.00%	4	14.81%	5
The FES is an adequate measurement of my performance as a faculty member.	22	3.33	1.03	2	7.41%	7	25.93%	4	14.81%	5	18.52%	0	0.00%	4	14.81%	5
The merit system is applied fairly.	22	2.87	1.25	1	3.70%	5	18.52%	2	7.41%	5	18.52%	2	7.41%	7	25.93%	5
Market adjustments are applied fairly.	22	2.79	1.05	0	0.00%	4	14.81%	5	18.52%	3	11.11%	2	7.41%	8	29.63%	5
The promotion system is applied fairly.	22	3.13	1.06	0	0.00%	7	25.93%	5	18.52%	1	3.70%	2	7.41%	7	25.93%	5
The tenure system is applied fairly in my department.	22	3.50	0.94	0	0.00%	10	37.04%	2	7.41%	1	3.70%	1	3.70%	8	29.63%	5
The tenure system process at the university level is clear.	22	2.76	1.15	1	3.70%	4	14.81%	4	14.81%	6	22.22%	2	7.41%	5	18.52%	5
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	22	3.50	0.90	0	0.00%	8	29.63%	3	11.11%	0	0.00%	1	3.70%	10	37.04%	5
Collegiality is an appropriate evaluation category for Tenure and Promotion.	22	3.94	1.06	7	25.93%	5	18.52%	4	14.81%	2	7.41%	0	0.00%	4	14.81%	5
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	22	3.89	1.13	7	25.93%	5	18.52%	3	11.11%	3	11.11%	0	0.00%	4	14.81%	5
My salary is appropriate relative to my contribution to Sam Houston State University.	22	2.91	1.38	4	14.81%	4	14.81%	3	11.11%	8	29.63%	3	11.11%	0	0.00%	5
My salary is appropriate relative to my current rank when compared to similar universities.	22	2.68	1.34	2	7.41%	4	14.81%	3	11.11%	6	22.22%	4	14.81%	3	11.11%	5
Overall, I am satisfied with my job at SHSU.	22	3.77	1.19	7	25.93%	8	29.63%	3	11.11%	3	11.11%	1	3.70%	0	0.00%	5

## College of Humanities and Social Sciences

Total number of respondents	85
Completed Surveys	77
Tenured/Tenure-Track	53
Tenured/Tenure-Track in Department	130
Percentage of Tenured/Tenure-Track Responding	40.77%
Instructors/Clinical Faculty Responding	26
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)	79	3.08	1.26	13	15.29%	14	16.47%	18	21.18%	20	23.53%	7	8.24%	7	8.24%	6
Provost/VP Academic Affairs (R. Eglsaer)	78	3.32	1.47	22	25.88%	10	11.76%	15	17.65%	10	11.76%	11	12.94%	10	11.76%	7
VP Finance and Operations (C. Hernandez)	79	2.79	1.17	3	3.53%	6	7.06%	9	10.59%	11	12.94%	4	4.71%	46	54.12%	6
VP Student Service (F. Parker)	79	3.76	1.20	19	22.35%	7	8.24%	18	21.18%	2	2.35%	3	3.53%	30	35.29%	6
VP University Advancement (F. Holmes)	79	3.30	0.97	3	3.53%	5	5.88%	12	14.12%	2	2.35%	1	1.18%	56	65.88%	6
VP Enrollment Management (H. Thielemann)	79	3.00	1.13	3	3.53%	5	5.88%	9	10.59%	7	8.24%	2	2.35%	53	62.35%	6
VP Information Technology (M. Adams)	79	3.68	1.14	13	15.29%	12	14.12%	13	15.29%	4	4.71%	2	2.35%	35	41.18%	6
Assoc. VPAA (C. Maynard)	79	3.42	1.39	10	11.76%	11	12.94%	8	9.41%	3	3.53%	6	7.06%	41	48.24%	6
Assoc VP FSS (B. Loft)	79	3.68	1.27	12	14.12%	8	9.41%	7	8.24%	5	5.88%	2	2.35%	45	52.94%	6
Dean of Students (J. Yarabeck)	78	3.65	1.02	10	11.76%	20	23.53%	17	20.00%	1	1.18%	3	3.53%	27	31.76%	7
Dean Grad Studies (K. Hendrickson)	77	3.49	1.27	12	14.12%	11	12.94%	14	16.47%	3	3.53%	5	5.88%	32	37.65%	8
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	78	3.88	1.11	15	17.65%	10	11.76%	12	14.12%	1	1.18%	2	2.35%	38	44.71%	7
Assoc. VP Distance Learning (B. Angrove)	79	3.60	1.23	13	15.29%	12	14.12%	13	15.29%	3	3.53%	4	4.71%	34	40.00%	6
Assoc. VP for AA (S. Franklin)	79	3.48	1.32	11	12.94%	11	12.94%	8	9.41%	6	7.06%	4	4.71%	39	45.88%	6
Assoc. VP Human Res. & RM (D. Hammonds)	79	2.91	1.38	7	8.24%	3	3.53%	10	11.76%	8	9.41%	6	7.06%	45	52.94%	6
Dean (A. Zink)	79	3.21	1.51	21	24.71%	16	18.82%	11	12.94%	12	14.12%	15	17.65%	4	4.71%	6
Associate Dean (J. Crosby)	79	3.90	1.03	14	16.47%	12	14.12%	11	12.94%	2	2.35%	1	1.18%	39	45.88%	6
Associate Dean (C. Nardone)	79	3.88	1.21	21	24.71%	11	12.94%	12	14.12%	3	3.53%	3	3.53%	29	34.12%	6
Associate Dean (G. Sanford)	79	3.68	1.43	23	27.06%	12	14.12%	8	9.41%	6	7.06%	7	8.24%	23	27.06%	6

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
				N	%	N	%	N	%	N	%	N	%	N	%	
I have an opportunity to participate in my departmental/program's budget decisions.	78	2.34	1.49	6	7.06%	14	16.47%	7	8.24%	6	7.06%	31	36.47%	14	16.47%	7
I have an opportunity to participate in the selection of Administrators.	77	2.48	1.47	7	8.24%	11	12.94%	11	12.94%	7	8.24%	25	29.41%	16	18.82%	8
I have an opportunity to participate in the selection of Faculty.	78	3.10	1.60	19	22.35%	17	20.00%	6	7.06%	10	11.76%	19	22.35%	7	8.24%	7
I have an opportunity to participate in the Strategic Planning of my College/Library.	78	2.61	1.36	5	5.88%	13	15.29%	14	16.47%	8	9.41%	19	22.35%	19	22.35%	7
Administration effectively communicates with the faculty.	78	3.01	1.49	17	20.00%	15	17.65%	9	10.59%	18	21.18%	15	17.65%	4	4.71%	7
Administration consistently follows official policies.	78	3.27	1.49	21	24.71%	10	11.76%	12	14.12%	12	14.12%	11	12.94%	12	14.12%	7
The University Faculty Senate is effective in representing faculty views to the administration.	78	3.74	1.22	21	24.71%	17	20.00%	13	15.29%	6	7.06%	4	4.71%	17	20.00%	7
IT@Sam (Computer Services) meets my needs.	75	3.96	1.29	34	40.00%	24	28.24%	3	3.53%	8	9.41%	6	7.06%	0	0.00%	10
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	75	4.04	1.08	30	35.29%	26	30.59%	7	8.24%	7	8.24%	2	2.35%	3	3.53%	10
There is adequate support for developing online courses/degrees/programs.	74	4.22	1.10	38	44.71%	17	20.00%	5	5.88%	6	7.06%	2	2.35%	6	7.06%	11
Library Services meets my needs.	75	4.47	0.87	48	56.47%	14	16.47%	6	7.06%	4	4.71%	0	0.00%	3	3.53%	10
The library meets the needs of my department's curriculum.	75	4.41	0.94	42	49.41%	19	22.35%	4	4.71%	2	2.35%	2	2.35%	6	7.06%	10
I receive adequate support from the Office of Research and Sponsored Programs.	74	3.71	1.17	16	18.82%	14	16.47%	14	16.47%	4	4.71%	3	3.53%	23	27.06%	11
The resources available for my research are adequate.	75	3.89	1.27	28	32.94%	16	18.82%	10	11.76%	5	5.88%	5	5.88%	11	12.94%	10
The resources available to provide a successful graduate program are adequate.	74	3.33	1.47	14	16.47%	18	21.18%	5	5.88%	8	9.41%	10	11.76%	19	22.35%	11
The allocation of travel reimbursements meets the needs of the faculty.	75	3.89	1.13	23	27.06%	20	23.53%	10	11.76%	7	8.24%	2	2.35%	13	15.29%	10
The university is doing an adequate job recruiting quality students.	74	2.98	1.28	9	10.59%	17	20.00%	13	15.29%	18	21.18%	9	10.59%	8	9.41%	11
The SAM Center offers effective Advising Services.	75	2.94	1.27	8	9.41%	11	12.94%	11	12.94%	18	21.18%	6	7.06%	21	24.71%	10
The SAM Center offers effective Mentoring Services.	75	3.05	1.34	7	8.24%	11	12.94%	9	10.59%	9	10.59%	7	8.24%	32	37.65%	10

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
				N	%	N	%	N	%	N	%	N	%	N	%	
The facilities at the Lowman Student Center are adequate.	74	4.12	0.92	23	27.06%	23	27.06%	9	10.59%	2	2.35%	1	1.18%	16	18.82%	11
The services available through the campus bookstore are adequate.	74	3.16	1.11	7	8.24%	16	18.82%	17	20.00%	15	17.65%	3	3.53%	16	18.82%	11
The services provided by ARAMARK are adequate.	75	3.20	1.36	14	16.47%	12	14.12%	14	16.47%	12	14.12%	8	9.41%	15	17.65%	10
The Human Resource Department offers me adequate services.	75	3.61	1.31	18	21.18%	19	22.35%	14	16.47%	2	2.35%	8	9.41%	14	16.47%	10
The facilities at the Woodlands Center are adequate.	73	3.93	0.83	8	9.41%	13	15.29%	8	9.41%	1	1.18%	0	0.00%	43	50.59%	12
The staff at the Woodlands Center is adequate.	73	3.74	1.10	7	8.24%	6	7.06%	8	9.41%	1	1.18%	1	1.18%	50	58.82%	12
There is adequate parking for faculty.	74	3.13	1.42	13	15.29%	21	24.71%	7	8.24%	14	16.47%	12	14.12%	7	8.24%	11
My physical work environment (office/classroom/lab) is adequate.	74	4.10	1.15	33	38.82%	21	24.71%	5	5.88%	6	7.06%	3	3.53%	6	7.06%	11
I feel free from intimidation/discrimination in the workplace.	75	3.81	1.39	33	38.82%	16	18.82%	5	5.88%	12	14.12%	6	7.06%	3	3.53%	10
I feel physically safe on campus.	74	4.44	0.87	46	54.12%	16	18.82%	6	7.06%	4	4.71%	0	0.00%	2	2.35%	11
The 3/3 and 4/4 work load policy is handled fairly in my College.	77	3.63	1.24	18	21.18%	23	27.06%	8	9.41%	11	12.94%	4	4.71%	13	15.29%	8
My teaching load is fair.	77	4.05	1.21	36	42.35%	23	27.06%	4	4.71%	8	9.41%	4	4.71%	2	2.35%	8
I receive adequate recognition for my teaching.	77	3.26	1.44	21	24.71%	12	14.12%	15	17.65%	13	15.29%	11	12.94%	5	5.88%	8
I receive adequate recognition for my research.	77	3.41	1.26	15	17.65%	14	16.47%	19	22.35%	7	8.24%	6	7.06%	16	18.82%	8
I receive adequate recognition for my service to the university.	77	3.29	1.40	19	22.35%	10	11.76%	17	20.00%	11	12.94%	9	10.59%	11	12.94%	8
I receive adequate clerical support.	77	3.85	1.41	33	38.82%	16	18.82%	10	11.76%	2	2.35%	10	11.76%	6	7.06%	8
There is collegial support within my department/program.	76	4.08	1.04	32	37.65%	22	25.88%	12	14.12%	4	4.71%	2	2.35%	4	4.71%	9
Administrative reassigned time is applied fairly in my college.	76	3.41	1.35	13	15.29%	13	15.29%	10	11.76%	7	8.24%	6	7.06%	27	31.76%	9
I am satisfied with the guidelines for receiving an internal grant.	76	3.35	1.30	13	15.29%	11	12.94%	14	16.47%	9	10.59%	5	5.88%	24	28.24%	9

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
				N	%	N	%	N	%	N	%	N	%	N	%	N
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	77	3.03	1.28	12	14.12%	13	15.29%	24	28.24%	13	15.29%	11	12.94%	4	4.71%	8
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	77	2.97	1.29	10	11.76%	18	21.18%	20	23.53%	14	16.47%	13	15.29%	2	2.35%	8
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	77	2.87	1.34	7	8.24%	11	12.94%	13	15.29%	10	11.76%	11	12.94%	25	29.41%	8
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	77	2.56	1.26	4	4.71%	8	9.41%	15	17.65%	11	12.94%	14	16.47%	25	29.41%	8
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	76	3.38	1.51	21	24.71%	14	16.47%	8	9.41%	10	11.76%	11	12.94%	12	14.12%	9
The FES is an adequate measurement of my performance as a faculty member.	76	2.90	1.36	8	9.41%	15	17.65%	13	15.29%	11	12.94%	13	15.29%	16	18.82%	9
The merit system is applied fairly.	76	2.98	1.21	4	4.71%	21	24.71%	15	17.65%	10	11.76%	10	11.76%	16	18.82%	9
Market adjustments are applied fairly.	76	2.70	1.38	5	5.88%	10	11.76%	10	11.76%	8	9.41%	13	15.29%	30	35.29%	9
The promotion system is applied fairly.	76	3.33	1.18	8	9.41%	18	21.18%	12	14.12%	9	10.59%	4	4.71%	25	29.41%	9
The tenure system is applied fairly in my department.	76	3.71	1.17	14	16.47%	17	20.00%	12	14.12%	2	2.35%	4	4.71%	27	31.76%	9
The tenure system process at the university level is clear.	76	2.81	1.39	9	10.59%	9	10.59%	10	11.76%	15	17.65%	11	12.94%	22	25.88%	9
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	76	3.29	1.45	9	10.59%	9	10.59%	6	7.06%	5	5.88%	6	7.06%	41	48.24%	9
Collegiality is an appropriate evaluation category for	76	2.37	1.54	10	11.76%	6	7.06%	11	12.94%	6	7.06%	30	35.29%	13	15.29%	9
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	77	2.44	1.56	11	12.94%	7	8.24%	9	10.59%	8	9.41%	28	32.94%	14	16.47%	8
My salary is appropriate relative to my contribution to Sam Houston State University.	77	2.57	1.26	7	8.24%	14	16.47%	9	10.59%	30	35.29%	15	17.65%	2	2.35%	8
My salary is appropriate relative to my current rank when compared to similar universities.	77	2.49	1.34	7	8.24%	12	14.12%	12	14.12%	19	22.35%	22	25.88%	5	5.88%	8
Overall, I am satisfied with my job at SHSU.	77	3.78	1.25	29	34.12%	23	27.06%	7	8.24%	15	17.65%	3	3.53%	0	0.00%	8

## College of Osteopathic Medicine

Total number of respondents	6
Completed Surveys	6
Tenured/Tenure-Track	6
Tenured/Tenure-Track in Department	12
Percentage of Tenured/Tenure-Track Responding	50.00%
Instructors/Clinical Faculty Responding	0
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)	6	4.17	0.98	3	50.00%	1	16.67%	2	33.33%	0	0.00%	0	0.00%	0	0.00%	0
Provost/VP Academic Affairs (R. Eglsaer)	6	3.83	0.98	2	33.33%	1	16.67%	3	50.00%	0	0.00%	0	0.00%	0	0.00%	0
VP Finance and Operations (C. Hernandez)	6	1.00	n/a	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	16.67%	5	83.33%	0
VP Student Service (F. Parker)	6	4.00	0.00	0	0.00%	2	33.33%	0	0.00%	0	0.00%	0	0.00%	4	66.67%	0
VP University Advancement (F. Holmes)	6	n/a	n/a	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100.00%	0
VP Enrollment Management (H. Thielemann)	6	n/a	n/a	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100.00%	0
VP Information Technology (M. Adams)	6	3.67	0.58	0	0.00%	2	33.33%	1	16.67%	0	0.00%	0	0.00%	3	50.00%	0
Assoc. VPAA (C. Maynard)	6	4.00	1.00	1	16.67%	1	16.67%	1	16.67%	0	0.00%	0	0.00%	3	50.00%	0
Assoc VP FSS (B. Loft)	6	3.00	1.41	0	0.00%	1	16.67%	0	0.00%	1	16.67%	0	0.00%	4	66.67%	0
Dean of Students (J. Yarabeck)	6	n/a	n/a	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100.00%	0
Dean Grad Studies (K. Hendrickson)	6	4.33	0.58	1	16.67%	2	33.33%	0	0.00%	0	0.00%	0	0.00%	3	50.00%	0
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	6	4.67	0.58	2	33.33%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	3	50.00%	0
Assoc. VP Distance Learning (B. Angrove)	6	5.00	n/a	1	16.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	83.33%	0
Assoc. VP for AA (S. Franklin)	6	n/a	n/a	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100.00%	0
Assoc. VP Human Res. & RM (D. Hammonds)	6	4.00	n/a	0	0.00%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	5	83.33%	0
Dean (C. Henley)	6	2.83	0.98	0	0.00%	2	33.33%	1	16.67%	3	50.00%	0	0.00%	0	0.00%	0
Assistant Dean (S. Gates)	6	2.40	0.89	0	0.00%	1	16.67%	0	0.00%	4	66.67%	0	0.00%	1	16.67%	0
Associate Dean (M. Hopper)	5	2.80	1.10	0	0.00%	2	33.33%	0	0.00%	3	50.00%	0	0.00%	0	0.00%	1
Associate Dean (S. McKernan)	6	3.33	1.03	0	0.00%	4	66.67%	0	0.00%	2	33.33%	0	0.00%	0	0.00%	0
Associate Dean (C. West)	6	3.83	0.41	0	0.00%	5	83.33%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	0

COM 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	%	
I have an opportunity to participate in my departmental/program's budget decisions.	6	4.00	1.26	3	50.00%	1	16.67%	1	16.67%	1	16.67%	0	0.00%	0	0.00%	0
I have an opportunity to participate in the selection of Administrators.	6	2.75	0.96	0	0.00%	1	16.67%	1	16.67%	2	33.33%	0	0.00%	2	33.33%	0
I have an opportunity to participate in the selection of Faculty.	6	4.83	0.41	5	83.33%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
I have an opportunity to participate in the Strategic Planning of my College/Library.	6	3.60	0.89	1	16.67%	1	16.67%	3	50.00%	0	0.00%	0	0.00%	1	16.67%	0
Administration effectively communicates with the faculty.	6	3.17	1.17	1	16.67%	1	16.67%	2	33.33%	2	33.33%	0	0.00%	0	0.00%	0
Administration consistently follows official policies.	6	4.17	1.17	3	50.00%	2	33.33%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	0
The University Faculty Senate is effective in representing faculty views to the administration.	6	3.17	1.47	1	16.67%	2	33.33%	1	16.67%	1	16.67%	1	16.67%	0	0.00%	0
IT@Sam (Computer Services) meets my needs.	6	4.33	0.82	3	50.00%	2	33.33%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	0
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	6	4.00	0.82	1	16.67%	2	33.33%	1	16.67%	0	0.00%	0	0.00%	2	33.33%	0
There is adequate support for developing online courses/degrees/programs.	6	4.00	1.26	3	50.00%	1	16.67%	1	16.67%	1	16.67%	0	0.00%	0	0.00%	0
Library Services meets my needs.	6	4.50	0.84	4	66.67%	1	16.67%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	0
The library meets the needs of my department's curriculum.	6	4.50	0.84	4	66.67%	1	16.67%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	0
I receive adequate support from the Office of Research and Sponsored Programs.	6	4.83	0.41	5	83.33%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
The resources available for my research are adequate.	6	4.20	1.30	3	50.00%	1	16.67%	0	0.00%	1	16.67%	0	0.00%	1	16.67%	0
The resources available to provide a successful graduate program are adequate.	6	4.25	1.50	3	50.00%	0	0.00%	0	0.00%	1	16.67%	0	0.00%	2	33.33%	0
The allocation of travel reimbursements meets the needs of the faculty.	6	4.33	1.21	4	66.67%	1	16.67%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	0
The university is doing an adequate job recruiting quality students.	6	4.75	0.50	3	50.00%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	2	33.33%	0
The SAM Center offers effective Advising Services.	6	n/a	n/a	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100.00%	0
The SAM Center offers effective Mentoring Services.	6	n/a	n/a	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100.00%	0



COM 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 facilities at the Lowman Student Center are adequate.	6	4.00	n/a	0	0.00%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	5	83.33%	0
The services available through the campus bookstore are adequate.	6	4.00	n/a	0	0.00%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	5	83.33%	0
The services provided by ARAMARK are adequate.	6	3.50	1.00	1	16.67%	0	0.00%	3	50.00%	0	0.00%	0	0.00%	2	33.33%	0
The Human Resource Department offers me adequate services.	6	4.00	1.73	3	50.00%	1	16.67%	0	0.00%	0	0.00%	1	16.67%	1	16.67%	0
The facilities at the Woodlands Center are adequate.	6	3.60	1.34	2	33.33%	0	0.00%	2	33.33%	1	16.67%	0	0.00%	1	16.67%	0
The staff at the Woodlands Center is adequate.	6	3.75	1.50	2	33.33%	0	0.00%	1	16.67%	1	16.67%	0	0.00%	2	33.33%	0
There is adequate parking for faculty.	6	4.33	1.63	5	83.33%	0	0.00%	0	0.00%	0	0.00%	1	16.67%	0	0.00%	0
My physical work environment (office/classroom/lab) is adequate.	6	4.33	1.21	4	66.67%	1	16.67%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	0
I feel free from intimidation/discrimination in the workplace.	6	4.33	0.82	3	50.00%	2	33.33%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	0
I feel physically safe on campus.	6	4.33	1.21	4	66.67%	1	16.67%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	0
The 3/3 and 4/4 work load policy is handled fairly in my College.	6	5.00	n/a	1	16.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	83.33%	0
My teaching load is fair.	6	4.00	1.00	2	33.33%	1	16.67%	2	33.33%	0	0.00%	0	0.00%	1	16.67%	0
I receive adequate recognition for my teaching.	6	5.00	n/a	1	16.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	83.33%	0
I receive adequate recognition for my research.	6	4.33	1.15	2	33.33%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	3	50.00%	0
I receive adequate recognition for my service to the university.	6	4.33	1.15	2	33.33%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	3	50.00%	0
I receive adequate clerical support.	6	4.75	0.50	3	50.00%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	2	33.33%	0
There is collegial support within my department/program.	6	5.00	0.00	6	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
Administrative reassigned time is applied fairly in my college.	6	4.80	0.45	4	66.67%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	1	16.67%	0
I am satisfied with the guidelines for receiving an internal grant.	6	5.00	0.00	4	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	33.33%	0

COM			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.	6	n/a	n/a	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100.00%	0
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	6	n/a	n/a	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100.00%	0
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	6	n/a	n/a	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100.00%	0
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	6	n/a	n/a	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100.00%	0
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	6	5.00	n/a	1	16.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	83.33%	0
The FES is an adequate measurement of my performance as a faculty member.	6	2.75	1.50	0	0.00%	2	33.33%	0	0.00%	1	16.67%	1	16.67%	2	33.33%	0
The merit system is applied fairly.	6	3.00	n/a	0	0.00%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	5	83.33%	0
Market adjustments are applied fairly.	6	3.00	n/a	0	0.00%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	5	83.33%	0
The promotion system is applied fairly.	6	4.00	n/a	0	0.00%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	5	83.33%	0
The tenure system is applied fairly in my department.	6	4.00	1.41	1	16.67%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	4	66.67%	0
The tenure system process at the university level is clear.	6	3.40	0.89	0	0.00%	3	50.00%	1	16.67%	1	16.67%	0	0.00%	1	16.67%	0
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	6	5.00	0.00	2	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	66.67%	0
Collegiality is an appropriate evaluation category for Tenure and Promotion.	6	4.80	0.45	4	66.67%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	1	16.67%	0
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	6	4.80	0.45	4	66.67%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	1	16.67%	0
My salary is appropriate relative to my contribution to Sam Houston State University.	6	3.60	1.14	1	16.67%	2	33.33%	1	16.67%	1	16.67%	0	0.00%	1	16.67%	0
My salary is appropriate relative to my current rank when compared to similar universities.	6	3.60	1.14	1	16.67%	2	33.33%	1	16.67%	1	16.67%	0	0.00%	1	16.67%	0
Overall, I am satisfied with my job at SHSU.	6	4.67	0.52	4	66.67%	2	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0

## College of Science and Technology

Total number of respondents	86
Completed Surveys	81
Tenured/Tenure-Track	53
Tenured/Tenure-Track in Department	122
Percentage of Tenured/Tenure-Track Responding	43.44%
Instructors/Clinical Faculty Responding	26
Number of surveys where rank was skipped	7

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)	85	2.69	1.24	9	10.47%	8	9.30%	27	31.40%	18	20.93%	16	18.60%	7	8.14%	1
Provost/VP Academic Affairs (R. Eglsaer)	85	3.01	1.26	12	13.95%	15	17.44%	25	29.07%	16	18.60%	11	12.79%	6	6.98%	1
VP Finance and Operations (C. Hernandez)	85	2.36	1.18	4	4.65%	5	5.81%	13	15.12%	19	22.09%	15	17.44%	29	33.72%	1
VP Student Service (F. Parker)	85	3.57	1.08	12	13.95%	15	17.44%	20	23.26%	3	3.49%	3	3.49%	32	37.21%	1
VP University Advancement (F. Holmes)	84	3.14	1.10	6	6.98%	8	9.30%	18	20.93%	8	9.30%	3	3.49%	41	47.67%	2
VP Enrollment Management (H. Thielemann)	85	2.89	1.17	3	3.49%	11	12.79%	15	17.44%	8	9.30%	7	8.14%	41	47.67%	1
VP Information Technology (M. Adams)	84	3.18	1.31	12	13.95%	13	15.12%	17	19.77%	10	11.63%	8	9.30%	24	27.91%	2
Assoc. VPAA (C. Maynard)	85	2.87	1.39	7	8.14%	9	10.47%	12	13.95%	7	8.14%	11	12.79%	39	45.35%	1
Assoc. VP FSS (B. Loft)	85	3.28	1.34	14	16.28%	14	16.28%	17	19.77%	7	8.14%	9	10.47%	24	27.91%	1
Dean of Students (J. Yarabeck)	84	3.50	1.11	13	15.12%	10	11.63%	21	24.42%	6	6.98%	2	2.33%	32	37.21%	2
Dean Grad Studies (K. Hendrickson)	83	3.36	1.29	12	13.95%	14	16.28%	14	16.28%	7	8.14%	6	6.98%	30	34.88%	3
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	84	3.59	1.24	17	19.77%	18	20.93%	16	18.60%	4	4.65%	6	6.98%	23	26.74%	2
Assoc. VP Distance Learning (B. Angrove)	84	3.74	1.20	16	18.60%	19	22.09%	10	11.63%	4	4.65%	4	4.65%	31	36.05%	2
Assoc. VP for AA (S. Franklin)	84	3.56	1.21	14	16.28%	12	13.95%	16	18.60%	4	4.65%	4	4.65%	34	39.53%	2
Assoc. VP Human Res. & RM (D. Hammonds)	84	3.47	0.98	6	6.98%	11	12.79%	18	20.93%	1	1.16%	2	2.33%	46	53.49%	2
Dean (J. Pascarella)	84	3.54	1.08	19	22.09%	22	25.58%	27	31.40%	12	13.95%	2	2.33%	2	2.33%	2
Associate Dean (A. Gaillard)	84	3.82	1.01	23	26.74%	19	22.09%	26	30.23%	2	2.33%	2	2.33%	12	13.95%	2
Associate Dean (M. Gillespie)	84	3.84	0.92	23	26.74%	22	25.58%	30	34.88%	1	1.16%	1	1.16%	7	8.14%	2

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
				N	%	N	%	N	%	N	%	N	%	N	%	N
I have an opportunity to participate in my departmental/program's budget decisions.	84	3.02	1.51	18	20.93%	18	20.93%	15	17.44%	10	11.63%	21	24.42%	2	9.86%	2
I have an opportunity to participate in the selection of Administrators.	85	1.96	1.16	4	4.65%	4	4.65%	14	16.28%	19	22.09%	37	43.02%	7	11.27%	1
I have an opportunity to participate in the selection of Faculty.	84	4.06	1.28	41	47.67%	22	25.58%	5	5.81%	5	5.81%	7	8.14%	4	5.63%	2
I have an opportunity to participate in the Strategic Planning of my College/Library.	84	2.68	1.38	9	10.47%	13	15.12%	18	20.93%	13	15.12%	21	24.42%	10	12.68%	2
Administration effectively communicates with the faculty.	85	2.80	1.36	11	12.79%	18	20.93%	15	17.44%	21	24.42%	18	20.93%	2	2.82%	1
Administration consistently follows official policies.	85	3.18	1.29	16	18.60%	13	15.12%	29	33.72%	9	10.47%	11	12.79%	7	9.86%	1
The University Faculty Senate is effective in representing faculty views to the administration.	85	3.39	1.22	15	17.44%	21	24.42%	19	22.09%	11	12.79%	6	6.98%	13	14.08%	1
IT@Sam (Computer Services) meets my needs.	83	3.57	1.33	25	29.07%	26	30.23%	11	12.79%	13	15.12%	8	9.30%	0	0.00%	3
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	83	4.05	1.07	34	39.53%	23	26.74%	12	13.95%	6	6.98%	2	2.33%	6	23.94%	3
There is adequate support for developing online courses/degrees/programs.	83	3.93	1.18	28	32.56%	30	34.88%	6	6.98%	6	6.98%	5	5.81%	8	29.58%	3
Library Services meets my needs.	83	4.01	1.00	29	33.72%	27	31.40%	13	15.12%	6	6.98%	1	1.16%	7	8.45%	3
The library meets the needs of my department's curriculum.	83	3.95	1.02	27	31.40%	24	27.91%	16	18.60%	6	6.98%	1	1.16%	9	9.86%	3
I receive adequate support from the Office of Research and Sponsored Programs.	83	3.97	1.19	30	34.88%	23	26.74%	9	10.47%	4	4.65%	5	5.81%	12	14.08%	3
The resources available for my research are adequate.	83	3.40	1.35	17	19.77%	26	30.23%	13	15.12%	8	9.30%	11	12.79%	8	15.49%	3
The resources available to provide a successful graduate program are adequate.	83	2.77	1.34	6	6.98%	20	23.26%	12	13.95%	14	16.28%	17	19.77%	14	16.90%	3
The allocation of travel reimbursements meets the needs of the faculty.	83	3.23	1.26	12	13.95%	26	30.23%	16	18.60%	14	16.28%	9	10.47%	6	7.04%	3
The university is doing an adequate job recruiting quality students.	83	2.59	1.24	5	5.81%	17	19.77%	19	22.09%	21	24.42%	20	23.26%	1	0.00%	3
The SAM Center offers effective Advising Services.	83	2.71	1.25	7	8.14%	13	15.12%	20	23.26%	18	20.93%	15	17.44%	10	9.86%	3
The SAM Center offers effective Mentoring Services.	83	2.89	1.27	6	6.98%	13	15.12%	15	17.44%	11	12.79%	10	11.63%	28	28.17%	3

COSET				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.	82	4.13	0.85	27	31.40%	24	27.91%	14	16.28%	2	2.33%	0	0.00%	15	17.44%	4
The services available through the campus bookstore are adequate.	83	3.18	1.24	8	9.30%	20	23.26%	15	17.44%	9	10.47%	8	9.30%	23	26.74%	3
The services provided by ARAMARK are adequate.	83	3.00	1.25	7	8.14%	22	25.58%	18	20.93%	12	13.95%	12	13.95%	12	13.95%	3
The Human Resource Department offers me adequate services.	83	3.57	1.05	12	13.95%	31	36.05%	19	22.09%	6	6.98%	4	4.65%	11	12.79%	3
The facilities at the Woodlands Center are adequate.	83	3.70	0.99	6	6.98%	10	11.63%	9	10.47%	1	1.16%	1	1.16%	56	65.12%	3
The staff at the Woodlands Center is adequate.	82	3.57	1.03	4	4.65%	7	8.14%	8	9.30%	1	1.16%	1	1.16%	61	70.93%	4
There is adequate parking for faculty.	83	3.53	1.34	22	25.58%	27	31.40%	12	13.95%	9	10.47%	10	11.63%	3	3.49%	3
My physical work environment (office/classroom/lab) is adequate.	83	3.77	1.23	28	32.56%	29	33.72%	11	12.79%	9	10.47%	6	6.98%	0	0.00%	3
I feel free from intimidation/discrimination in the workplace.	83	3.83	1.40	40	46.51%	12	13.95%	12	13.95%	9	10.47%	8	9.30%	2	2.33%	3
I feel physically safe on campus.	83	4.14	1.12	43	50.00%	21	24.42%	10	11.63%	6	6.98%	3	3.49%	0	0.00%	3
The 3/3 and 4/4 work load policy is handled fairly in my College.	81	3.50	1.20	17	19.77%	24	27.91%	17	19.77%	11	12.79%	5	5.81%	7	8.14%	5
My teaching load is fair.	82	3.66	1.27	25	29.07%	28	32.56%	12	13.95%	10	11.63%	7	8.14%	0	0.00%	4
I receive adequate recognition for my teaching.	82	3.37	1.27	19	22.09%	21	24.42%	21	24.42%	13	15.12%	8	9.30%	0	0.00%	4
I receive adequate recognition for my research.	82	3.42	1.17	14	16.28%	22	25.58%	22	25.58%	8	9.30%	6	6.98%	10	11.63%	4
I receive adequate recognition for my service to the university.	82	3.17	1.29	14	16.28%	18	20.93%	25	29.07%	9	10.47%	12	13.95%	4	4.65%	4
I receive adequate clerical support.	82	3.76	1.33	32	37.21%	18	20.93%	11	12.79%	11	12.79%	6	6.98%	4	4.65%	4
There is collegial support within my department/program.	82	4.19	1.10	43	50.00%	21	24.42%	9	10.47%	5	5.81%	3	3.49%	1	1.16%	4
Administrative reassigned time is applied fairly in my college.	82	3.33	1.33	14	16.28%	14	16.28%	14	16.28%	9	10.47%	7	8.14%	24	27.91%	4
I am satisfied with the guidelines for receiving an internal grant.	82	3.79	1.17	22	25.58%	25	29.07%	14	16.28%	4	4.65%	5	5.81%	12	13.95%	4

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
				N	%	N	%	N	%	N	%	N	%	N	%	N
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	82	2.93	1.36	9	10.47%	28	32.56%	10	11.63%	18	20.93%	17	19.77%	0	0.00%	4
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	82	2.78	1.38	9	10.47%	22	25.58%	12	13.95%	18	20.93%	20	23.26%	1	1.16%	4
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	82	2.76	1.39	5	5.81%	13	15.12%	10	11.63%	7	8.14%	14	16.28%	33	38.37%	4
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	82	2.60	1.43	5	5.81%	11	12.79%	8	9.30%	8	9.30%	16	18.60%	34	39.53%	4
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	81	3.96	1.09	27	31.40%	26	30.23%	14	16.28%	2	2.33%	4	4.65%	8	9.30%	5
The FES is an adequate measurement of my performance as a faculty member.	81	3.52	1.18	16	18.60%	25	29.07%	14	16.28%	12	13.95%	4	4.65%	10	11.63%	5
The merit system is applied fairly.	81	3.25	1.35	15	17.44%	24	27.91%	11	12.79%	15	17.44%	10	11.63%	6	6.98%	5
Market adjustments are applied fairly.	81	2.63	1.31	7	8.14%	9	10.47%	15	17.44%	16	18.60%	15	17.44%	19	22.09%	5
The promotion system is applied fairly.	81	3.63	1.20	21	24.42%	21	24.42%	19	22.09%	7	8.14%	5	5.81%	8	9.30%	5
The tenure system is applied fairly in my department.	81	4.12	1.06	33	38.37%	19	22.09%	11	12.79%	4	4.65%	2	2.33%	12	13.95%	5
The tenure system process at the university level is clear.	80	3.38	1.26	16	18.60%	18	20.93%	15	17.44%	14	16.28%	5	5.81%	12	13.95%	6
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	81	3.68	1.26	20	23.26%	19	22.09%	11	12.79%	7	8.14%	5	5.81%	19	22.09%	5
Collegiality is an appropriate evaluation category for Tenure and Promotion.	81	2.95	1.55	17	19.77%	13	15.12%	13	15.12%	9	10.47%	21	24.42%	8	9.30%	5
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	81	2.89	1.56	16	18.60%	13	15.12%	12	13.95%	9	10.47%	22	25.58%	9	10.47%	5
My salary is appropriate relative to my contribution	81	2.85	1.29	7	8.14%	25	29.07%	13	15.12%	21	24.42%	15	17.44%	0	0.00%	5
My salary is appropriate relative to my current rank when compared to similar universities.	80	2.68	1.26	6	6.98%	19	22.09%	13	15.12%	24	27.91%	16	18.60%	2	2.33%	6
Overall, I am satisfied with my job at SHSU.	81	3.85	1.14	26	30.23%	34	39.53%	8	9.30%	9	10.47%	4	4.65%	0	0.00%	5

## Newton Gresham Library

Total number of respondents	13
Completed Surveys	11
Tenured/Tenure-Track	13
Tenured/Tenure-Track in Department	16
Percentage of Tenured/Tenure-Track Responding	81.25%
Instructors/Clinical Faculty Responding	0
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	2.67	0.65	0	0.00%	1	7.69%	6	46.15%	5	38.46%	0	0.00%	0	0.00%	1
Provost/VP Academic Affairs (R. Eglsaer)	12	3.42	1.08	3	23.08%	1	7.69%	6	46.15%	2	15.38%	0	0.00%	0	0.00%	1
VP Finance and Operations (C. Hernandez)	12	1.92	0.79	0	0.00%	0	0.00%	3	23.08%	5	38.46%	4	30.77%	0	0.00%	1
VP Student Service (F. Parker)	12	3.50	0.97	2	15.38%	2	15.38%	5	38.46%	1	7.69%	0	0.00%	2	15.38%	1
VP University Advancement (F. Holmes)	12	3.38	1.06	2	15.38%	0	0.00%	5	38.46%	1	7.69%	0	0.00%	4	30.77%	1
VP Enrollment Management (H. Thielemann)	12	3.56	1.01	2	15.38%	2	15.38%	4	30.77%	1	7.69%	0	0.00%	3	23.08%	1
VP Information Technology (M. Adams)	12	2.55	1.04	1	7.69%	0	0.00%	4	30.77%	5	38.46%	1	7.69%	1	7.69%	1
Assoc. VPAA (C. Maynard)	12	3.73	0.79	2	15.38%	4	30.77%	5	38.46%	0	0.00%	0	0.00%	1	7.69%	1
Assoc VP FSS (B. Loft)	12	3.33	0.71	1	7.69%	1	7.69%	7	53.85%	0	0.00%	0	0.00%	3	23.08%	1
Dean of Students (J. Yarabeck)	12	3.50	0.84	1	7.69%	1	7.69%	4	30.77%	0	0.00%	0	0.00%	6	46.15%	1
Dean Grad Studies (K. Hendrickson)	12	3.89	0.93	3	23.08%	2	15.38%	4	30.77%	0	0.00%	0	0.00%	3	23.08%	1
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	12	3.63	0.74	1	7.69%	3	23.08%	4	30.77%	0	0.00%	0	0.00%	4	30.77%	1
Assoc. VP Distance Learning (B. Angrove)	12	3.60	0.84	2	15.38%	2	15.38%	6	46.15%	0	0.00%	0	0.00%	2	15.38%	1
Assoc. VP for AA (S. Franklin)	12	3.78	0.83	2	15.38%	3	23.08%	4	30.77%	0	0.00%	0	0.00%	3	23.08%	1
Assoc. VP Human Res. & RM (D. Hammonds)	12	3.75	1.04	3	23.08%	0	0.00%	5	38.46%	0	0.00%	0	0.00%	4	30.77%	1
Director (E. Owen)	11	4.67	0.49	8	61.54%	3	23.08%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2

NGL	Somewhat agree																Neither Agree or Disagree (3)	Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
	Strongly Agree (5)		(4)		(3)		(2)		(1)		N/A													
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.	11	3.58	1.38	3	23.08%	4	30.77%	2	15.38%	0	0.00%	2	15.38%	0	0.00%			2						
I have an opportunity to participate in the selection of Administrators.	12	3.42	1.56	4	30.77%	3	23.08%	1	7.69%	2	15.38%	2	15.38%	0	0.00%			1						
I have an opportunity to participate in the selection of Faculty.	12	4.50	0.52	6	46.15%	6	46.15%	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.	11	4.17	0.72	4	30.77%	5	38.46%	2	15.38%	0	0.00%	0	0.00%	0	0.00%			2						
Administration effectively communicates with the faculty.	12	3.75	1.06	3	23.08%	5	38.46%	2	15.38%	2	15.38%	0	0.00%	0	0.00%			1						
Administration consistently follows official policies.	12	4.17	0.72	4	30.77%	6	46.15%	2	15.38%	0	0.00%	0	0.00%	0	0.00%			1						
The University Faculty Senate is effective in representing faculty views to the administration.	12	4.08	0.79	3	23.08%	8	61.54%	0	0.00%	1	7.69%	0	0.00%	0	0.00%			1						
IT@Sam (Computer Services) meets my needs.	12	2.83	1.11	0	0.00%	5	38.46%	1	7.69%	5	38.46%	1	7.69%	0	0.00%			1						
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	12	3.90	0.57	1	7.69%	7	53.85%	2	15.38%	0	0.00%	0	0.00%	2	15.38%			1						
There is adequate support for developing online courses/degrees/programs.	12	3.20	0.79	0	0.00%	4	30.77%	4	30.77%	2	15.38%	0	0.00%	2	15.38%			1						
Library Services meets my needs.	12	4.64	0.67	8	61.54%	2	15.38%	1	7.69%	0	0.00%	0	0.00%	1	7.69%			1						
The library meets the needs of my department's curriculum.	11	4.60	0.70	7	53.85%	2	15.38%	1	7.69%	0	0.00%	0	0.00%	1	7.69%			2						
I receive adequate support from the Office of Research and Sponsored Programs.	12	3.60	1.17	2	15.38%	4	30.77%	3	23.08%	0	0.00%	1	7.69%	2	15.38%			1						
The resources available for my research are adequate.	12	4.00	0.89	4	30.77%	3	23.08%	4	30.77%	0	0.00%	0	0.00%	1	7.69%			1						
The resources available to provide a successful graduate program are adequate.	11	4.20	0.84	2	15.38%	2	15.38%	1	7.69%	0	0.00%	0	0.00%	6	46.15%			2						
The allocation of travel reimbursements meets the needs of the faculty.	12	4.58	0.67	8	61.54%	3	23.08%	1	7.69%	0	0.00%	0	0.00%	0	0.00%			1						
The university is doing an adequate job recruiting quality students.	12	3.40	0.70	0	0.00%	5	38.46%	4	30.77%	1	7.69%	0	0.00%	2	15.38%			1						
The SAM Center offers effective Advising Services.	12	3.29	0.49	0	0.00%	2	15.38%	5	38.46%	0	0.00%	0	0.00%	5	38.46%			1						
The SAM Center offers effective Mentoring Services.	12	3.29	0.49	0	0.00%	2	15.38%	5	38.46%	0	0.00%	0	0.00%	5	38.46%			1						



NGL			Strongly Agree		Somewh at agree		Neither Agree or		Somewh at		Strongly Disagree		N/A		No Response		
	Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N		
	The facilities at the Lowman Student Center are adequate.	12	3.91	0.83	3	23.08%	4	30.77%	4	30.77%	0	0.00%	0	0.00%	1	7.69%	1
	The services available through the campus bookstore are adequate.	12	3.00	0.50	0	0.00%	1	7.69%	7	53.85%	1	7.69%	0	0.00%	3	23.08%	1
	The services provided by ARAMARK are adequate.	12	2.55	0.93	0	0.00%	2	15.38%	3	23.08%	5	38.46%	1	7.69%	1	7.69%	1
	The Human Resource Department offers me adequate services.	12	3.70	0.95	2	15.38%	4	30.77%	3	23.08%	1	7.69%	0	0.00%	2	15.38%	1
	The facilities at the Woodlands Center are adequate.	12	3.60	0.55	0	0.00%	3	23.08%	2	15.38%	0	0.00%	0	0.00%	7	53.85%	1
	The staff at the Woodlands Center is adequate.	12	3.40	0.55	0	0.00%	2	15.38%	3	23.08%	0	0.00%	0	0.00%	7	53.85%	1
	There is adequate parking for faculty.	12	3.42	1.38	3	23.08%	4	30.77%	1	7.69%	3	23.08%	1	7.69%	0	0.00%	1
	My physical work environment (office/classroom/lab) is adequate.	12	3.67	1.23	4	30.77%	3	23.08%	2	15.38%	3	23.08%	0	0.00%	0	0.00%	1
	I feel free from intimidation/discrimination in the workplace.	12	4.17	0.83	5	38.46%	4	30.77%	3	23.08%	0	0.00%	0	0.00%	0	0.00%	1
	I feel physically safe on campus.	12	4.08	0.90	4	30.77%	6	46.15%	1	7.69%	1	7.69%	0	0.00%	0	0.00%	1
	The 3/3 and 4/4 work load policy is handled fairly in my College.	12	3.67	0.58	0	0.00%	2	15.38%	1	7.69%	0	0.00%	0	0.00%	9	69.23%	1
	My teaching load is fair.	12	3.80	0.84	1	7.69%	2	15.38%	2	15.38%	0	0.00%	0	0.00%	7	53.85%	1
	I receive adequate recognition for my teaching.	12	3.00	1.26	1	7.69%	0	0.00%	4	30.77%	0	0.00%	1	7.69%	6	46.15%	1
	I receive adequate recognition for my research.	12	3.80	0.63	1	7.69%	6	46.15%	3	23.08%	0	0.00%	0	0.00%	2	15.38%	1
	I receive adequate recognition for my service to the university.	12	3.91	0.70	2	15.38%	6	46.15%	3	23.08%	0	0.00%	0	0.00%	1	7.69%	1
	I receive adequate clerical support.	12	4.42	1.00	8	61.54%	2	15.38%	1	7.69%	1	7.69%	0	0.00%	0	0.00%	1
	There is collegial support within my department/program.	12	3.83	1.19	5	38.46%	2	15.38%	3	23.08%	2	15.38%	0	0.00%	0	0.00%	1
	Administrative reassigned time is applied fairly in my college.	12	3.50	0.84	1	7.69%	1	7.69%	4	30.77%	0	0.00%	0	0.00%	6	46.15%	1
	I am satisfied with the guidelines for receiving an internal grant.	12	3.57	0.53	0	0.00%	4	30.77%	3	23.08%	0	0.00%	0	0.00%	5	38.46%	1

NGL			Strongly Agree		Somewh at agree		Neither Agree or		Somewh at		Strongly Disagree		N/A		No Response		
	Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N		
	The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	12	2.83	1.17	0	0.00%	2	15.38%	2	15.38%	1	7.69%	1	7.69%	6	46.15%	1
	The student instrument (IDEA) appraising my teaching effectiveness is accurate.	12	3.17	0.41	0	0.00%	1	7.69%	5	38.46%	0	0.00%	0	0.00%	6	46.15%	1
	The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	12	2.86	0.90	0	0.00%	1	7.69%	5	38.46%	0	0.00%	1	7.69%	5	38.46%	1
	The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	12	3.00	0.58	0	0.00%	1	7.69%	5	38.46%	1	7.69%	0	0.00%	5	38.46%	1
	The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	12	3.50	0.76	1	7.69%	2	15.38%	5	38.46%	0	0.00%	0	0.00%	4	30.77%	1
	The FES is an adequate measurement of my performance as a faculty member.	12	3.42	1.00	1	7.69%	6	46.15%	2	15.38%	3	23.08%	0	0.00%	0	0.00%	1
	The merit system is applied fairly.	12	3.60	0.84	1	7.69%	5	38.46%	3	23.08%	1	7.69%	0	0.00%	2	15.38%	1
	Market adjustments are applied fairly.	12	3.40	1.26	1	7.69%	6	46.15%	0	0.00%	2	15.38%	1	7.69%	2	15.38%	1
	The promotion system is applied fairly.	12	3.82	0.87	2	15.38%	6	46.15%	2	15.38%	1	7.69%	0	0.00%	1	7.69%	1
	The tenure system is applied fairly in my department.	11	4.33	0.49	4	30.77%	7	53.85%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2
	The tenure system process at the university level is clear.	11	3.25	0.97	1	7.69%	3	23.08%	4	30.77%	3	23.08%	0	0.00%	0	0.00%	2
	The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	11	3.75	1.04	2	15.38%	2	15.38%	2	15.38%	1	7.69%	0	0.00%	4	30.77%	2
	Collegiality is an appropriate evaluation category for Tenure and Promotion.	12	3.58	1.31	4	30.77%	2	15.38%	4	30.77%	1	7.69%	1	7.69%	0	0.00%	1
	Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	12	3.64	1.29	3	23.08%	4	30.77%	2	15.38%	1	7.69%	1	7.69%	1	7.69%	1
	My salary is appropriate relative to my contribution to Sam Houston State University.	12	2.58	1.31	1	7.69%	2	15.38%	3	23.08%	3	23.08%	3	23.08%	0	0.00%	1
	My salary is appropriate relative to my current rank when compared to similar universities.	12	2.40	1.17	0	0.00%	2	15.38%	3	23.08%	2	15.38%	3	23.08%	2	15.38%	1
	Overall, I am satisfied with my job at SHSU.	11	3.92	0.67	2	15.38%	6	46.15%	3	23.08%	0	0.00%	0	0.00%	0	0.00%	2

## Ranked Comparison Across Colleges/Library

	Total	COBA	COCJ	COE	CAM	COHS	COHSS	COSET	NGL	COM
Questions	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
I feel physically safe on campus.	4.39	4.46	4.68	4.59	4.34	4.28	4.44	4.14	4.08	4.33
Library Services meets my needs.	4.33	4.03	4.29	4.55	4.52	4.14	4.47	4.01	4.64	4.50
The library meets the needs of my department's curriculum.	4.28	4.10	4.26	4.52	4.40	4.10	4.41	3.95	4.60	4.50
The facilities at the Lowman Student Center are adequate.	4.19	3.91	4.28	4.32	4.35	4.18	4.12	4.13	3.91	4.00
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	4.17	3.83	4.54	4.37	4.23	4.21	4.04	4.05	3.90	4.00
There is adequate support for developing online courses/degrees/programs.	4.17	4.06	4.45	4.51	4.12	4.13	4.22	3.93	3.20	4.00
There is collegial support within my department/program.	4.03	3.86	4.08	4.09	3.76	3.91	4.08	4.19	3.83	5.00
My teaching load is fair.	4.01	4.06	4.35	4.35	3.74	4.00	4.05	3.66	3.80	4.00
I feel free from intimidation/discrimination in the workplace.	3.92	3.54	4.23	4.14	3.79	4.00	3.81	3.83	4.17	4.33
Overall, I am satisfied with my job at SHSU.	3.91	3.46	4.46	4.04	3.85	3.77	3.78	3.85	3.92	4.67
IT@Sam (Computer Services) meets my needs.	3.89	3.77	4.48	3.99	3.82	4.16	3.96	3.57	2.83	4.33
My physical work environment (office/classroom/lab) is adequate.	3.87	3.97	3.97	3.93	3.67	3.52	4.10	3.77	3.67	4.33
I receive adequate support from the Office of Research and Sponsored Programs.	3.86	3.55	3.96	3.88	3.82	4.00	3.71	3.97	3.60	4.83
The facilities at the Woodlands Center are adequate.	3.83	3.58	3.67	4.06	3.95	3.58	3.93	3.70	3.60	3.60
I receive adequate clerical support.	3.80	3.91	4.19	3.57	3.56	3.77	3.85	3.76	4.42	4.75
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	3.80	3.65	4.28	3.95	3.81	3.72	3.38	3.96	3.50	5.00
The staff at the Woodlands Center is adequate.	3.74	3.69	3.31	3.81	4.00	3.83	3.74	3.57	3.40	3.75
The tenure system is applied fairly in my department.	3.74	3.24	3.92	3.66	3.42	3.50	3.71	4.12	4.33	4.00
The 3/3 and 4/4 work load policy is handled fairly in my College.	3.73	4.09	3.84	4.11	3.57	3.24	3.63	3.50	3.67	5.00
The University Faculty Senate is effective in representing faculty views to the administration.	3.72	3.34	3.64	4.08	4.04	3.55	3.74	3.39	4.08	3.17
I have an opportunity to participate in the selection of Faculty.	3.72	4.03	3.55	3.98	3.48	3.48	3.10	4.06	4.50	4.83
The Human Resource Department offers me adequate services.	3.71	3.56	3.77	4.05	3.69	3.62	3.61	3.57	3.70	4.00
The resources available for my research are adequate.	3.68	3.68	4.03	3.89	3.30	3.41	3.89	3.40	4.00	4.20
The allocation of travel reimbursements meets the needs of the faculty.	3.67	4.32	3.25	4.03	3.08	3.47	3.89	3.23	4.58	4.33
I am satisfied with the guidelines for receiving an internal grant.	3.66	3.12	4.05	3.96	3.50	3.57	3.35	3.79	3.57	5.00
Administration consistently follows official policies.	3.63	3.27	4.14	4.25	3.63	3.54	3.27	3.18	4.17	4.17
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	3.55	3.48	4.00	3.63	3.10	3.50	3.29	3.68	3.75	5.00
The services available through the campus bookstore are adequate.	3.50	3.21	3.76	3.88	3.83	3.89	3.16	3.18	3.00	4.00
I receive adequate recognition for my teaching.	3.44	3.37	3.87	3.82	3.09	3.43	3.26	3.37	3.00	5.00
The promotion system is applied fairly.	3.43	3.10	3.60	3.49	3.27	3.13	3.33	3.63	3.82	4.00
Administrative reassigned time is applied fairly in my college.	3.43	3.24	3.50	3.57	3.27	3.33	3.41	3.33	3.50	4.80
I receive adequate recognition for my research.	3.42	3.23	3.39	3.74	3.10	3.18	3.41	3.42	3.80	4.33
I receive adequate recognition for my service to the university.	3.34	3.29	3.53	3.72	2.92	3.35	3.29	3.17	3.91	4.33
Administration effectively communicates with the faculty.	3.32	3.06	3.84	4.10	3.20	3.23	3.01	2.80	3.75	3.17
The SAM Center offers effective Mentoring Services.	3.32	3.05	3.67	3.68	3.67	3.56	3.05	2.89	3.29	n/a
The resources available to provide a successful graduate program are adequate.	3.31	3.15	3.90	3.76	2.94	3.06	3.33	2.77	4.20	4.25
The SAM Center offers effective Advising Services.	3.30	3.14	3.75	3.83	3.89	3.33	2.94	2.71	3.29	n/a
The FES is an adequate measurement of my performance as a faculty member.	3.29	3.06	3.63	3.26	3.44	3.33	2.90	3.52	3.42	2.75
The services provided by ARAMARK are adequate.	3.26	3.30	3.22	3.45	3.52	3.55	3.20	3.00	2.55	3.50

Questions	Total	COBA	COCJ	COE	CAM	COHS	COHSS	COSET	NGL	COM
	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
There is adequate parking for faculty.	3.21	3.15	3.61	2.60	2.92	3.96	3.13	3.53	3.42	4.33
The merit system is applied fairly.	3.19	3.23	3.56	3.05	3.33	2.87	2.98	3.25	3.60	3.00
The university is doing an adequate job recruiting quality students.	3.15	3.21	3.79	3.63	2.87	3.43	2.98	2.59	3.40	4.75
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	3.14	2.80	3.42	3.70	2.69	3.73	3.03	2.93	2.83	n/a
The tenure system process at the university level is clear.	3.14	2.81	3.40	3.41	3.02	2.76	2.81	3.38	3.25	3.40
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	3.13	3.52	3.36	3.25	3.19	3.89	2.44	2.89	3.64	4.80
Collegiality is an appropriate evaluation category for Tenure and Promotion.	3.10	3.45	3.38	3.16	3.11	3.94	2.37	2.95	3.58	4.80
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	3.09	2.73	3.35	3.57	2.55	3.71	2.87	2.76	2.86	n/a
I have an opportunity to participate in the Strategic Planning of my College/Library.	3.05	2.74	2.81	3.83	3.02	3.36	2.61	2.68	4.17	3.60
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	3.02	2.68	3.47	3.41	2.69	3.38	2.97	2.78	3.17	n/a
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	2.89	2.39	3.27	3.31	2.52	3.75	2.56	2.60	3.00	n/a
I have an opportunity to participate in my departmental/program's budget decisions.	2.79	2.09	2.56	3.09	2.96	2.71	2.34	3.02	3.58	4.00
My salary is appropriate relative to my contribution to Sam Houston State University.	2.76	3.09	3.29	2.67	2.29	2.91	2.57	2.85	2.58	3.60
Market adjustments are applied fairly.	2.70	2.62	3.13	2.57	2.53	2.79	2.70	2.63	3.40	3.00
My salary is appropriate relative to my current rank when compared to similar universities.	2.61	2.78	3.29	2.48	2.29	2.68	2.49	2.68	2.40	3.60
I have an opportunity to participate in the selection of Administrators.	2.42	2.06	2.31	2.88	2.30	2.91	2.48	1.96	3.42	2.75



	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	2.89	2.01	2.55	2.65	2.41	2.64	2.17	2.31	2.03														
Chair evaluation of my teaching	3.80	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	3.29	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	3.19	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	2.70	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	3.43	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	3.74	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	3.14	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	3.55	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	3.10	2.55	3.59	3.81	3.69	3.58	3.72																
Collegiality for post-tenure & promotion	3.13	2.54	3.60	3.8	3.6	3.6	3.72																
Salary at SHSU	2.76	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	2.61	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	3.91	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	

**COVID-19 Likert scale question by college**

Total number of respondents 487

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
Total University	457	3.40	1.11	95	19.51%	109	22.38%	156	32.03%	80	16.43%	17	3.49%	0	0.00%	30
College of Arts and Media	64	3.03	0.96	5	1.03%	13	2.67%	27	5.54%	17	3.49%	2	0.41%	0	0.00%	1
College of Business Administration	37	3.38	1.01	6	1.23%	10	2.05%	13	2.67%	8	1.64%	0	0.00%	0	0.00%	4
College of Criminal Justice	40	3.78	1.17	12	2.46%	15	3.08%	8	1.64%	2	0.41%	3	0.62%	0	0.00%	1
College of Education	85	3.71	1.13	29	5.95%	16	3.29%	28	5.75%	10	2.05%	2	0.41%	0	0.00%	2
College of Health Science	27	3.70	1.03	6	1.23%	11	2.26%	7	1.44%	2	0.41%	1	0.21%	0	0.00%	0
College of Humanities and Social Science	84	3.31	1.19	17	3.49%	20	4.11%	24	4.93%	18	3.70%	5	1.03%	0	0.00%	1
College of Osteopathic Medicine	6	2.83	0.75	0	0.00%	1	0.21%	3	0.62%	2	0.41%	0	0.00%	0	0.00%	0
College of Science and Engineering Technology	84	3.39	1.03	15	3.08%	19	3.90%	37	7.60%	10	2.05%	3	0.62%	0	0.00%	2
Newton Gresham Library	12	2.67	0.89	1	0.21%	0	0.00%	5	1.03%	6	1.23%	0	0.00%	0	0.00%	0