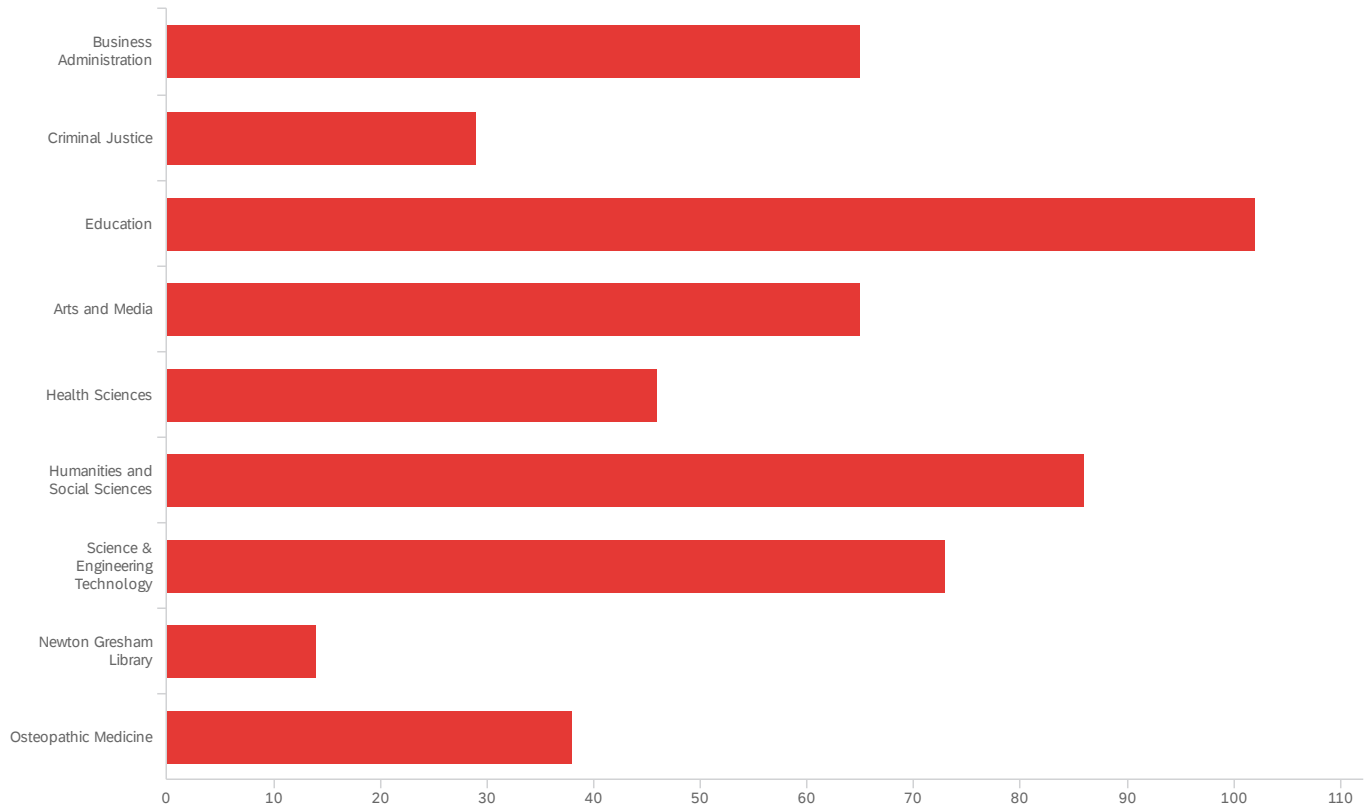


# Quantitative Results - Faculty Perception

2022 Faculty Perception Survey

May 16, 2022 1:54 PM CDT

Q2 - Please select your college.



#	Field	Choice Count
1	Business Administration	12.55% 65
2	Criminal Justice	5.60% 29
3	Education	19.69% 102
4	Arts and Media	12.55% 65
5	Health Sciences	8.88% 46
6	Humanities and Social Sciences	16.60% 86
7	Science & Engineering Technology	14.09% 73
8	Newton Gresham Library	2.70% 14
10	Osteopathic Medicine	7.34% 38
		518

Showing rows 1 - 10 of 10

### Q3 - Please select your rank.

#	Field	Choice Count
1	Instructor	15.92% 78
2	Clinical Faculty	6.73% 33
3	Assistant Professor	21.43% 105
4	Associate Professor	23.06% 113
5	Professor	21.02% 103
6	Prefer not to answer	11.84% 58

490

Showing rows 1 - 7 of 7

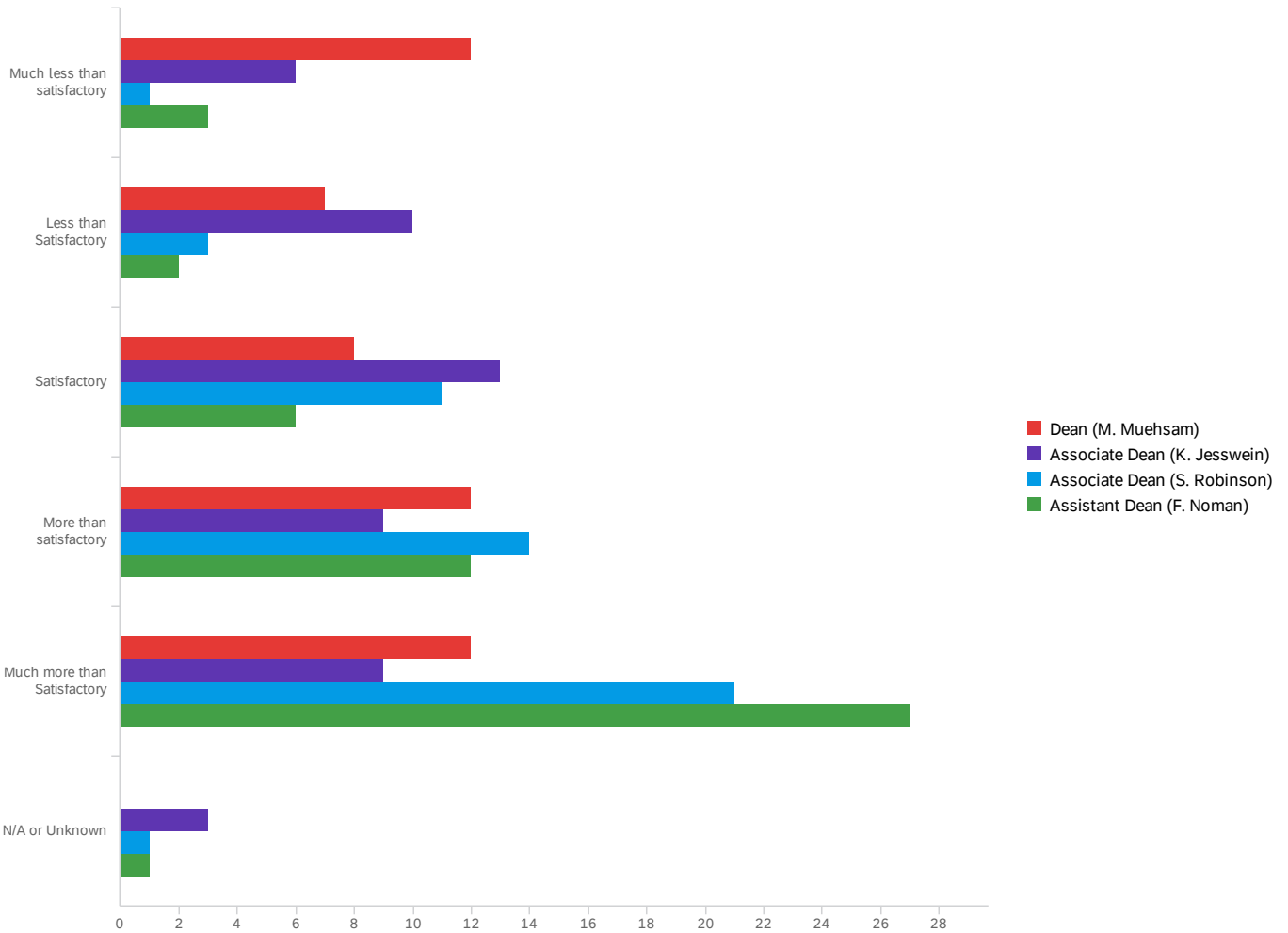
Q4 - Please rate each individual's performance using the button under the indicator with which you agree.

#	Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
1	University President (A. White)	2.38% 10	5.46% 23	24.23% 102	29.45% 124	26.60% 112	11.88% 50	421
2	Provost/Sr. VP Academic Affairs (M. Stephenson)	3.55% 15	7.09% 30	24.35% 103	20.80% 88	31.44% 133	12.77% 54	423
3	Vice Provost (A. Gaillard)	1.68% 7	3.84% 16	20.38% 85	17.27% 72	15.11% 63	41.73% 174	417
4	VP Finance and Operations (C. Hernandez)	4.30% 18	13.13% 55	22.91% 96	7.16% 30	5.49% 23	47.02% 197	419
5	VP Student Affairs (F. Parker)	1.67% 7	5.25% 22	20.53% 86	17.66% 74	15.51% 65	39.38% 165	419
6	VP University Advancement (F. Holmes)	1.91% 8	5.25% 22	24.58% 103	8.59% 36	5.01% 21	54.65% 229	419
7	VP Enrollment Management (H. Thielemann)	4.07% 17	11.00% 46	20.57% 86	9.33% 39	6.22% 26	48.80% 204	418
8	Interim VP Information Technology (J. Bradley)	5.50% 23	12.44% 52	21.53% 90	10.05% 42	5.50% 23	44.98% 188	418
9	VP for Enrollment Success (A. Theodori)	3.86% 16	8.43% 35	22.65% 94	6.27% 26	6.51% 27	52.29% 217	415
10	Dean of Students (J. Yarabeck)	3.87% 16	6.30% 26	22.52% 93	15.25% 63	14.77% 61	37.29% 154	413
11	Dean of the Graduate School (K. Hendrickson)	5.52% 23	9.11% 38	22.06% 92	14.87% 62	12.71% 53	35.73% 149	417
12	Assoc. VP Res. & Spons. Progs. (C. Hargrave)	1.44% 6	4.80% 20	22.78% 95	14.39% 60	20.86% 87	35.73% 149	417
13	Assoc. VP Distance Learning (W. Angrove)	3.13% 13	6.73% 28	22.84% 95	12.26% 51	10.58% 44	44.47% 185	416
14	Assoc. VP Planning and Assessment (S. Franklin)	2.16% 9	3.84% 16	25.42% 106	13.19% 55	15.35% 64	40.05% 167	417
15	Assoc. VP Human Res. & Diversity (R. Beassie)	4.13% 17	7.28% 30	20.63% 85	10.19% 42	11.17% 46	46.60% 192	412
16	? Chief Strategy Officer (Gen. D. Glaser)	3.13% 13	6.25% 26	18.75% 78	7.93% 33	8.65% 36	55.29% 230	416
17	? Director of Athletics (R. Williams)	2.18% 9	3.15% 13	18.40% 76	6.78% 28	13.08% 54	56.42% 233	413

#	Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
18	? Deputy to the President (M. Johnson)	1.20% 5	1.20% 5	17.31% 72	4.57% 19	5.77% 24	69.95% 291	416
19	? Asst to the Pres and Dir of Univ Events (C. McWilliams)	1.20% 5	1.68% 7	16.31% 68	6.47% 27	7.67% 32	66.67% 278	417

Showing rows 1 - 19 of 19

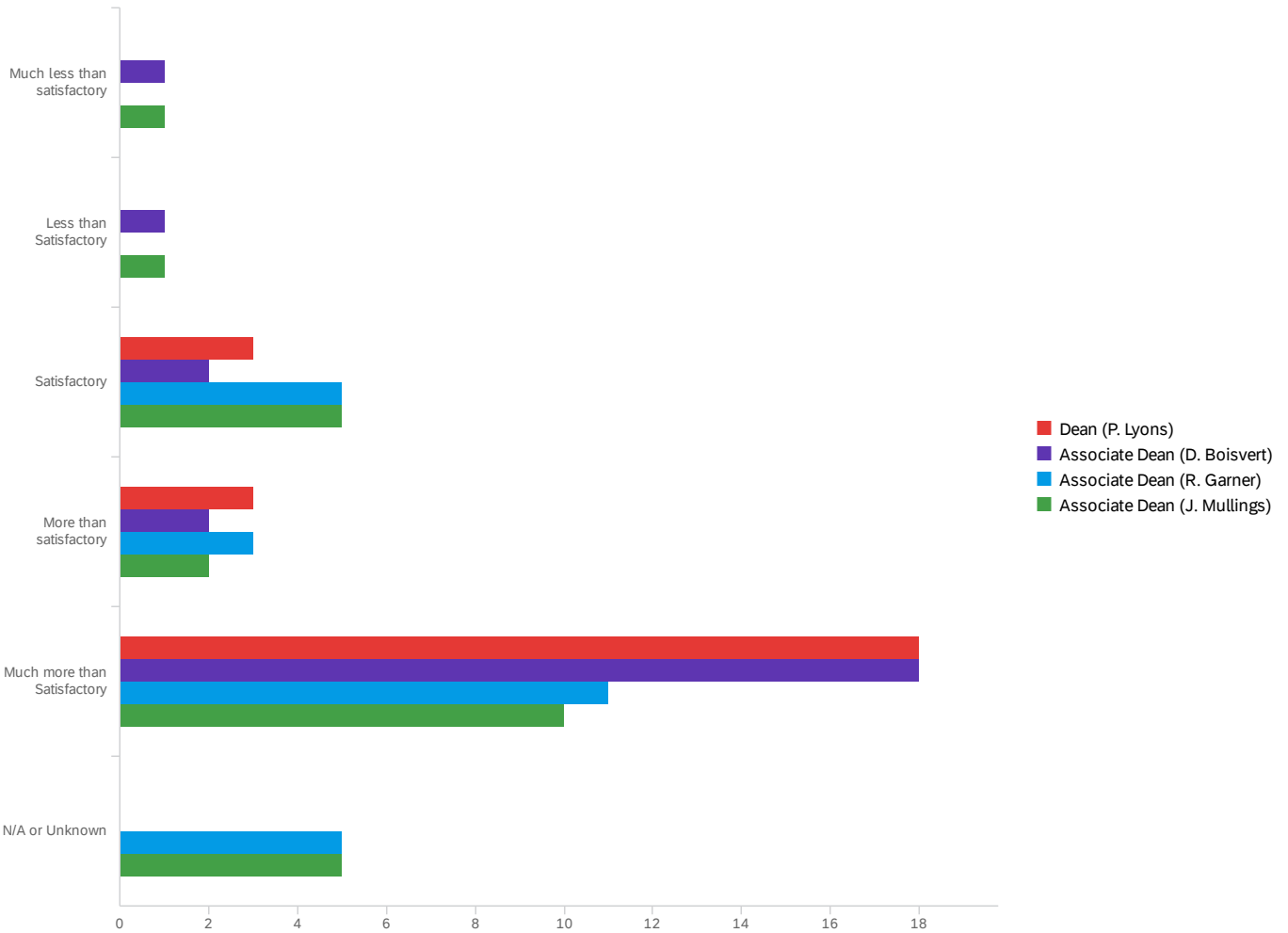
Q5 - Please rate each individual's performance using the button under the indicator with which you agree.



#	Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
1	Dean (M. Muehsam)	23.53% 12	13.73% 7	15.69% 8	23.53% 12	23.53% 12	0.00% 0	51
2	Associate Dean (K. Jesswein)	12.00% 6	20.00% 10	26.00% 13	18.00% 9	18.00% 9	6.00% 3	50
3	Associate Dean (S. Robinson)	1.96% 1	5.88% 3	21.57% 11	27.45% 14	41.18% 21	1.96% 1	51
4	Assistant Dean (F. Noman)	5.88% 3	3.92% 2	11.76% 6	23.53% 12	52.94% 27	1.96% 1	51

Showing rows 1 - 4 of 4

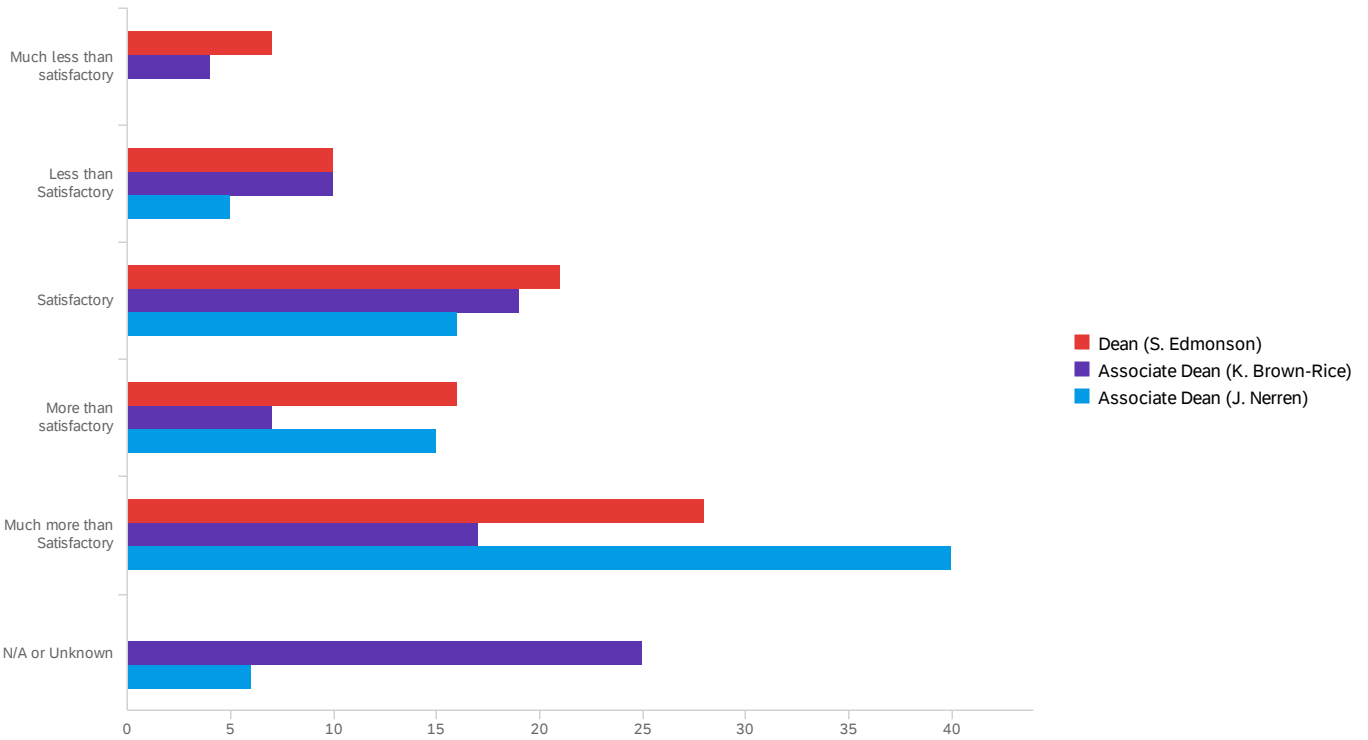
Q6 - Please rate each individual's performance using the button under the indicator with which you agree.



#	Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
1	Dean (P. Lyons)	0.00% 0	0.00% 0	12.50% 3	12.50% 3	75.00% 18	0.00% 0	24
2	Associate Dean (D. Boisvert)	4.17% 1	4.17% 1	8.33% 2	8.33% 2	75.00% 18	0.00% 0	24
3	Associate Dean (R. Garner)	0.00% 0	0.00% 0	20.83% 5	12.50% 3	45.83% 11	20.83% 5	24
4	Associate Dean (J. Mullings)	4.17% 1	4.17% 1	20.83% 5	8.33% 2	41.67% 10	20.83% 5	24

Showing rows 1 - 4 of 4

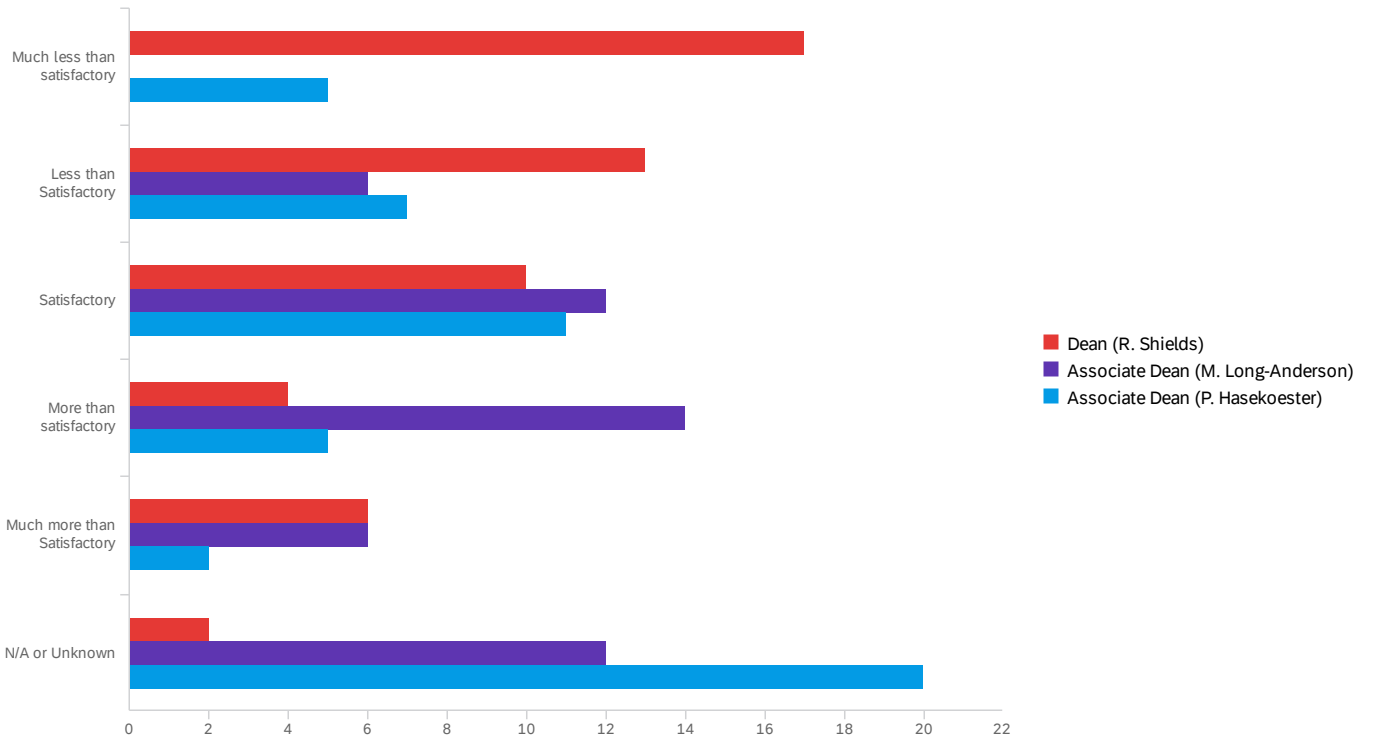
Q7 - Please rate each individual's performance using the button under the indicator with which you agree.



#	Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
1	Dean (S. Edmonson)	8.54% 7	12.20% 10	25.61% 21	19.51% 16	34.15% 28	0.00% 0	82
2	Associate Dean (K. Brown-Rice)	4.88% 4	12.20% 10	23.17% 19	8.54% 7	20.73% 17	30.49% 25	82
3	Associate Dean (J. Nerren)	0.00% 0	6.10% 5	19.51% 16	18.29% 15	48.78% 40	7.32% 6	82

Showing rows 1 - 3 of 3

Q8 - Please rate each individual's performance using the button under the indicator with which you agree.

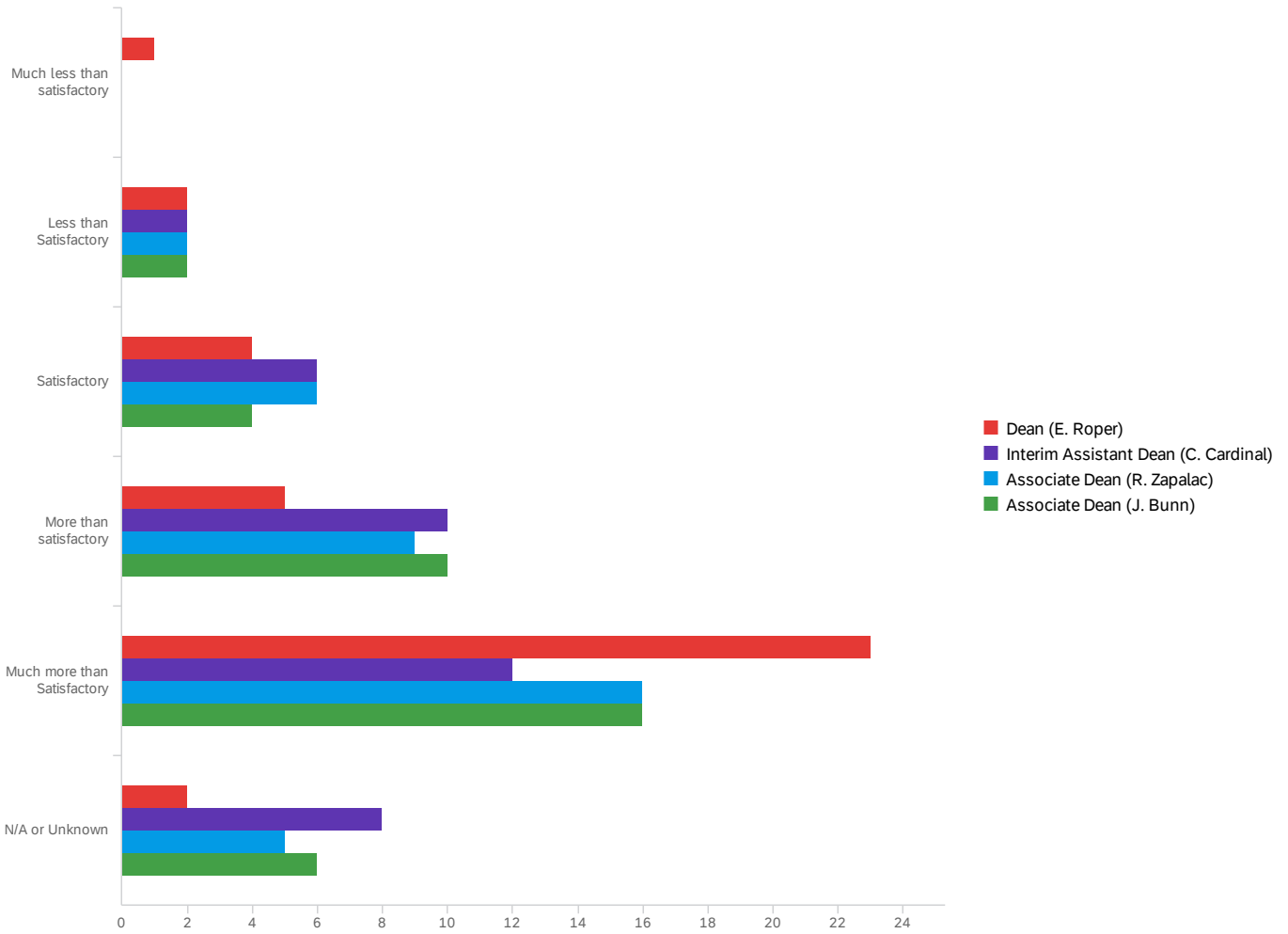


#	Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
1	Dean (R. Shields)	32.69% 17	25.00% 13	19.23% 10	7.69% 4	11.54% 6	3.85% 2	52
2	Associate Dean (M. Long-Anderson)	0.00% 0	12.00% 6	24.00% 12	28.00% 14	12.00% 6	24.00% 12	50
3	Associate Dean (P. Hasekoester)	10.00% 5	14.00% 7	22.00% 11	10.00% 5	4.00% 2	40.00% 20	50

Showing rows 1 - 3 of 3



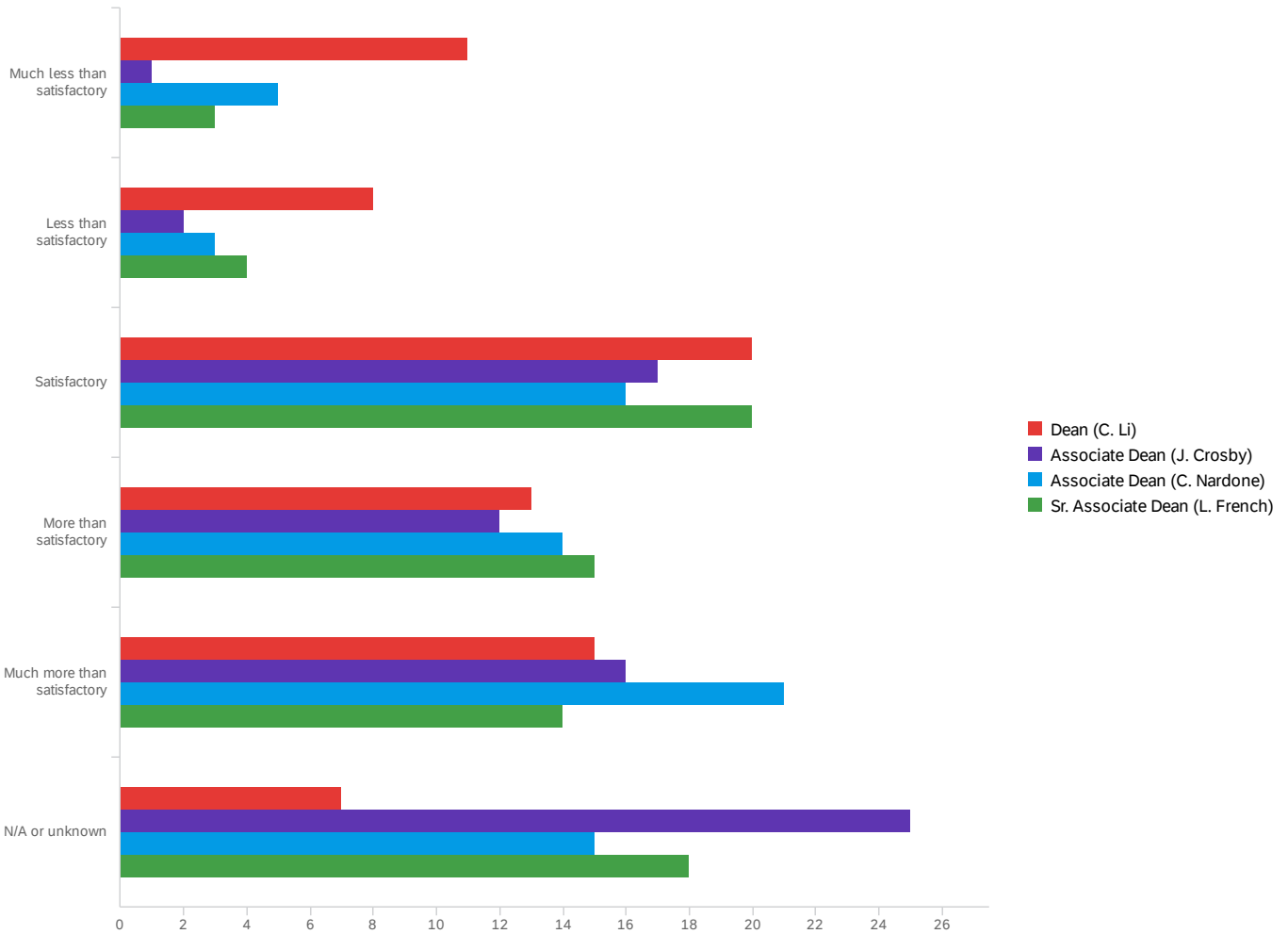
Q9 - Please rate each individual's performance using the button under the indicator with which you agree.



#	Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
1	Dean (E. Roper)	2.70% 1	5.41% 2	10.81% 4	13.51% 5	62.16% 23	5.41% 2	37
2	Interim Assistant Dean (C. Cardinal)	0.00% 0	5.26% 2	15.79% 6	26.32% 10	31.58% 12	21.05% 8	38
3	Associate Dean (R. Zapalac)	0.00% 0	5.26% 2	15.79% 6	23.68% 9	42.11% 16	13.16% 5	38
4	Associate Dean (J. Bunn)	0.00% 0	5.26% 2	10.53% 4	26.32% 10	42.11% 16	15.79% 6	38

Showing rows 1 - 4 of 4

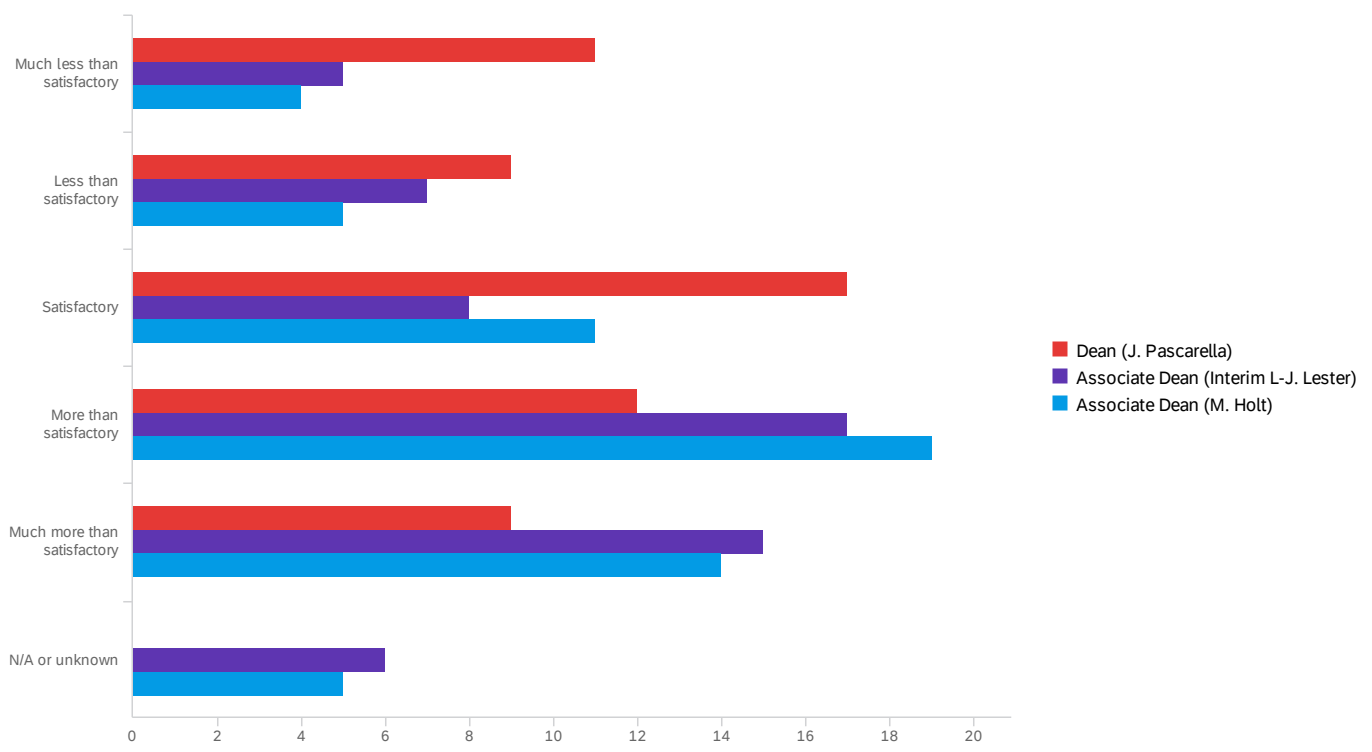
Q10 - Please rate each individual's performance using the button under the indicator with which you agree.



#	Field	Much less than satisfactory	Less than satisfactory	Satisfactory	More than satisfactory	Much more than satisfactory	N/A or unknown	Total
1	Dean (C. Li)	14.86% 11	10.81% 8	27.03% 20	17.57% 13	20.27% 15	9.46% 7	74
2	Associate Dean (J. Crosby)	1.37% 1	2.74% 2	23.29% 17	16.44% 12	21.92% 16	34.25% 25	73
3	Associate Dean (C. Nardone)	6.76% 5	4.05% 3	21.62% 16	18.92% 14	28.38% 21	20.27% 15	74
4	Sr. Associate Dean (L. French)	4.05% 3	5.41% 4	27.03% 20	20.27% 15	18.92% 14	24.32% 18	74

Showing rows 1 - 4 of 4

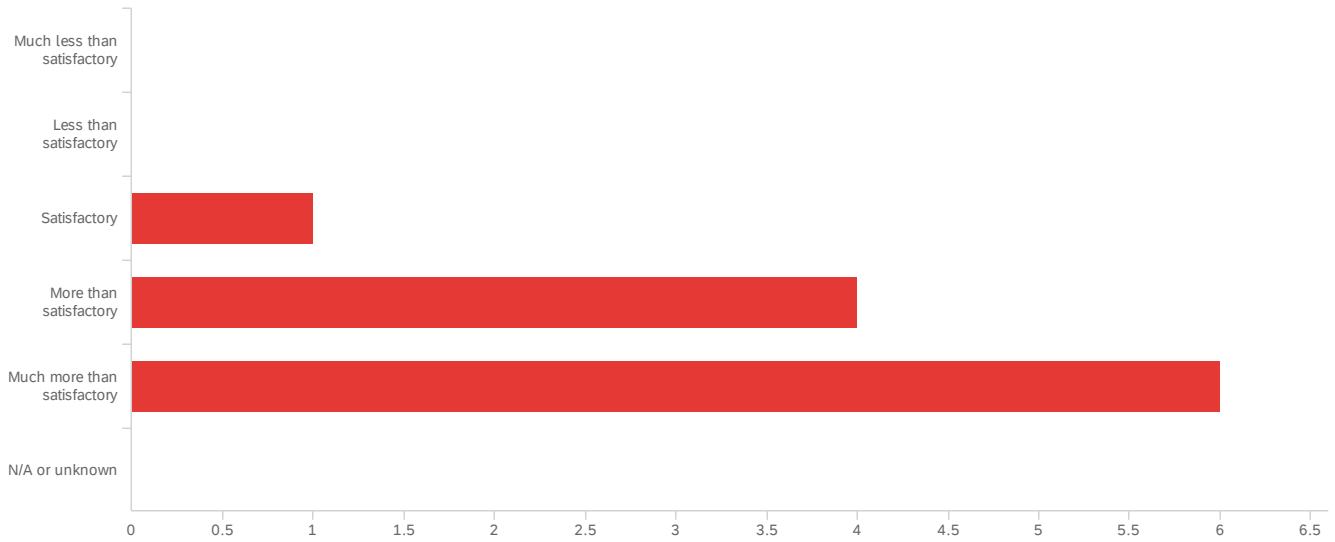
Q11 - Please rate each individual's performance using the button under the indicator with which you agree.



#	Field	Much less than satisfactory	Less than satisfactory	Satisfactory	More than satisfactory	Much more than satisfactory	N/A or unknown	Total
1	Dean (J. Pascarella)	18.97% 11	15.52% 9	29.31% 17	20.69% 12	15.52% 9	0.00% 0	58
2	Associate Dean (Interim L-J. Lester)	8.62% 5	12.07% 7	13.79% 8	29.31% 17	25.86% 15	10.34% 6	58
3	Associate Dean (M. Holt)	6.90% 4	8.62% 5	18.97% 11	32.76% 19	24.14% 14	8.62% 5	58

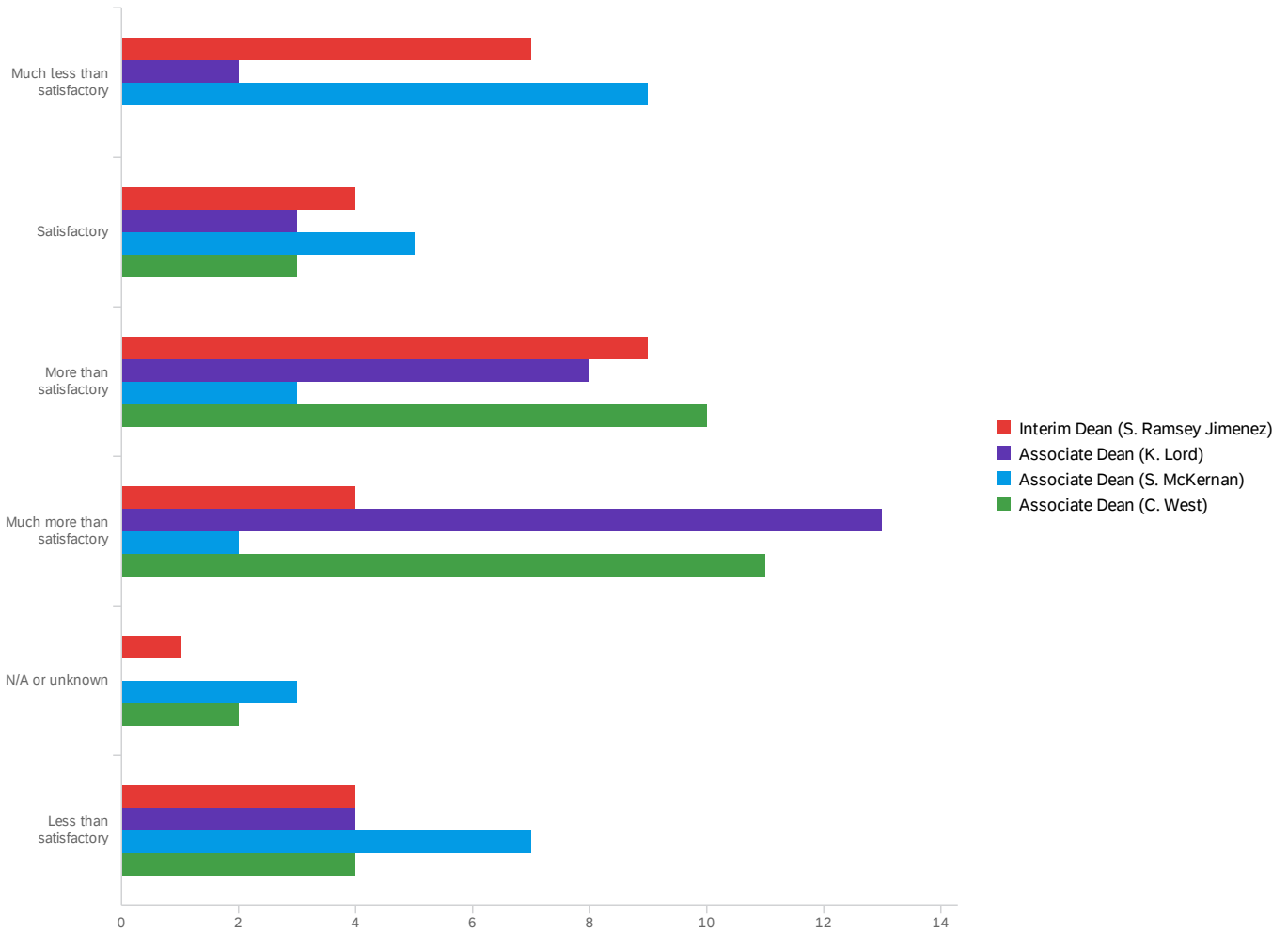
Showing rows 1 - 3 of 3

Q12 - Please rate each individual's performance using the button under the indicator with which you agree.



#	Field	Choice Count
1	Much less than satisfactory	0.00% 0
2	Less than satisfactory	0.00% 0
3	Satisfactory	9.09% 1
4	More than satisfactory	36.36% 4
5	Much more than satisfactory	54.55% 6
6	N/A or unknown	0.00% 0

Q18 - Please rate each individual's performance using the button under the indicator with which you agree.



#	Field	Much less than satisfactory	Satisfactory	More than satisfactory	Much more than satisfactory	N/A or unknown	Less than satisfactory	Total
1	Interim Dean (S. Ramsey Jimenez)	24.14% 7	13.79% 4	31.03% 9	13.79% 4	3.45% 1	13.79% 4	29
2	Associate Dean (K. Lord)	6.67% 2	10.00% 3	26.67% 8	43.33% 13	0.00% 0	13.33% 4	30
3	Associate Dean (S. McKernan)	31.03% 9	17.24% 5	10.34% 3	6.90% 2	10.34% 3	24.14% 7	29
4	Associate Dean (C. West)	0.00% 0	10.00% 3	33.33% 10	36.67% 11	6.67% 2	13.33% 4	30

Showing rows 1 - 4 of 4

Q13 - Please state your level of agreement (on a scale of 1 to 5) with each statement.

#	Field	1 = Strongly disagree		2 = Somewhat disagree		3 = neither agree or disagree		4 = somewhat agree		5 = strongly agree		N/A or unknown		Total
1	I have an opportunity to participate in my departmental/program's budget decisions.	31.11%	126	16.54%	67	15.31%	62	16.05%	65	15.31%	62	5.68%	23	405
2	I have an opportunity to participate in the selection of Administrators.	33.99%	138	16.50%	67	12.07%	49	21.67%	88	10.10%	41	5.67%	23	406
3	I have an opportunity to participate in the selection of Faculty.	12.59%	51	11.11%	45	7.41%	30	27.90%	113	36.79%	149	4.20%	17	405
4	I have an opportunity to participate in the Strategic Planning of my College/Library.	25.19%	102	14.07%	57	19.01%	77	16.05%	65	15.80%	64	9.88%	40	405
5	Administration effectively communicates with the faculty.	22.96%	93	17.04%	69	13.83%	56	24.94%	101	19.26%	78	1.98%	8	405
6	Administration consistently follows official policies.	14.36%	58	16.83%	68	17.33%	70	18.81%	76	23.76%	96	8.91%	36	404
7	The University Faculty Senate is effective in representing faculty views to the administration.	6.91%	28	10.37%	42	19.51%	79	25.93%	105	25.93%	105	11.36%	46	405

Showing rows 1 - 7 of 7

## Q14 - Please state your level of agreement (on a scale of 1 to 5) with each statement.

#	Field	1 = strongly disagree		2 = somewhat disagree		3 = neither agree or disagree		4 = somewhat agree		5 = strongly agree		N/A or unknown		Total
1	IT@Sam (Computer Services) meets my needs.	14.85%	60	18.07%	73	9.65%	39	29.95%	121	27.23%	110	0.25%	1	404
2	The services that SHSU Online provides are adequate.	4.70%	19	9.41%	38	16.58%	67	34.16%	138	29.46%	119	5.69%	23	404
3	There is adequate support for developing online courses/degrees/programs.	6.44%	26	8.91%	36	15.84%	64	30.94%	125	29.21%	118	8.66%	35	404
4	Library Services meets my needs.	0.99%	4	3.47%	14	11.41%	46	29.53%	119	45.66%	184	8.93%	36	403
5	The library meets the needs of my department's curriculum.	0.99%	4	2.97%	12	12.38%	50	30.69%	124	40.35%	163	12.62%	51	404
6	I receive adequate support from the Office of Research and Sponsored Programs.	4.46%	18	7.67%	31	16.34%	66	24.75%	100	25.99%	105	20.79%	84	404
7	The resources available for my research are adequate.	6.97%	28	14.18%	57	17.41%	70	28.86%	116	18.16%	73	14.43%	58	402
8	The resources available to provide a successful graduate program are adequate.	11.25%	45	14.75%	59	18.75%	75	21.25%	85	10.00%	40	24.00%	96	400
9	The allocation of travel reimbursements meets the needs of the faculty.	10.64%	43	10.15%	41	17.82%	72	27.23%	110	21.29%	86	12.87%	52	404
10	The university is doing an adequate job recruiting quality students.	18.11%	73	21.34%	86	21.59%	87	22.08%	89	12.66%	51	4.22%	17	403
11	The SAM Center offers effective Advising Services.	8.68%	35	18.36%	74	25.06%	101	15.63%	63	7.69%	31	24.57%	99	403
12	The SAM Center offers effective Mentoring Services.	8.71%	35	12.94%	52	23.88%	96	11.19%	45	7.21%	29	36.07%	145	402
13	The facilities at the Lowman Student Center are adequate.	0.50%	2	3.00%	12	10.00%	40	29.00%	116	41.25%	165	16.25%	65	400
14	The services available through the campus bookstore are adequate.	14.75%	59	10.25%	41	19.75%	79	22.25%	89	10.50%	42	22.50%	90	400
15	The services provided by ARAMARK are adequate.	9.77%	39	13.78%	55	23.31%	93	22.81%	91	9.27%	37	21.05%	84	399

#	Field	1 = strongly disagree		2 = somewhat disagree		3 = neither agree or disagree		4 = somewhat agree		5 = strongly agree		N/A or unknown		Total
16	The Human Resource Department offers me adequate services.	6.73%	27	9.23%	37	22.44%	90	28.68%	115	18.45%	74	14.46%	58	401
17	The facilities at the Woodlands Center are adequate.	3.00%	12	4.25%	17	14.75%	59	20.75%	83	10.50%	42	46.75%	187	400
18	The staff at the Woodlands Center is adequate.	2.26%	9	2.51%	10	16.04%	64	17.54%	70	8.77%	35	52.88%	211	399
19	There is adequate parking for faculty.	12.44%	50	10.95%	44	15.42%	62	31.59%	127	24.63%	99	4.98%	20	402
20	My physical work environment (office/classroom/lab) is adequate.	5.47%	22	10.95%	44	14.43%	58	34.58%	139	32.09%	129	2.49%	10	402
21	I feel free from intimidation/discrimination in the workplace.	14.14%	57	15.14%	61	10.17%	41	21.09%	85	38.21%	154	1.24%	5	403
22	I feel physically safe on campus.	1.98%	8	7.92%	32	11.63%	47	26.49%	107	50.99%	206	0.99%	4	404

Showing rows 1 - 22 of 22



## Q15 - Please state your level of agreement (on a scale of 1 to 5) with each statement.

#	Field	1 = strongly disagree		2 = somewhat disagree		3 = neither agree or disagree		4 = somewhat agree		5 = strongly agree		N/A or unknown		Total
1	The 3/3 and 4/4 work load policy is handled fairly in my College.	10.78%	43	11.03%	44	15.29%	61	26.57%	106	20.05%	80	16.29%	65	399
2	My teaching load is fair.	8.56%	34	14.86%	59	12.34%	49	31.74%	126	29.97%	119	2.52%	10	397
3	I receive adequate recognition for my teaching.	18.30%	73	21.05%	84	15.04%	60	24.81%	99	18.05%	72	2.76%	11	399
4	I receive adequate recognition for my research.	13.78%	55	13.28%	53	21.55%	86	22.06%	88	13.53%	54	15.79%	63	399
5	I receive adequate recognition for my service to the university.	17.79%	71	19.30%	77	18.05%	72	25.56%	102	14.04%	56	5.26%	21	399
6	I receive adequate clerical support.	8.77%	35	14.04%	56	12.03%	48	26.32%	105	33.33%	133	5.51%	22	399
7	There is collegial support within my department/program.	13.07%	52	11.56%	46	12.56%	50	29.90%	119	31.16%	124	1.76%	7	398
8	Administrative reassigned time is applied fairly in my college.	12.63%	50	11.36%	45	16.16%	64	12.88%	51	12.37%	49	34.60%	137	396
9	I am satisfied with the guidelines for receiving an internal grant.	3.54%	14	8.08%	32	18.43%	73	25.51%	101	16.92%	67	27.53%	109	396
10	The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	19.90%	79	16.37%	65	20.15%	80	25.69%	102	11.08%	44	6.80%	27	397
11	The student instrument (IDEA) appraising my teaching effectiveness is accurate.	20.91%	83	17.88%	71	21.91%	87	22.42%	89	9.57%	38	7.30%	29	397
12	The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	17.68%	70	12.37%	49	20.71%	82	20.20%	80	9.09%	36	19.95%	79	396
13	The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	20.76%	82	14.94%	59	19.49%	77	16.71%	66	7.85%	31	20.25%	80	395

Showing rows 1 - 13 of 13

## Q16 - Please state your level of agreement (on a scale of 1 to 5) with each statement.

#	Field	1 = strongly disagree		2 = somewhat disagree		3 = neither agree or disagree		4 = somewhat agree		5 = strongly agree		N/A or unknown		Total
1	The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	7.87%	31	12.69%	50	13.96%	55	28.17%	111	27.92%	110	9.39%	37	394
2	The FES is an adequate measurement of my performance as a faculty member.	13.89%	55	21.21%	84	14.65%	58	25.76%	102	10.35%	41	14.14%	56	396
3	The merit system is applied fairly.	22.34%	88	21.57%	85	18.27%	72	14.97%	59	9.39%	37	13.45%	53	394
4	Market adjustments are applied fairly.	39.49%	156	17.47%	69	12.66%	50	7.34%	29	3.80%	15	19.24%	76	395
5	The promotion system is applied fairly.	17.42%	69	16.92%	67	17.68%	70	20.20%	80	13.13%	52	14.65%	58	396
6	The tenure system is applied fairly in my department.	12.41%	49	12.15%	48	15.95%	63	20.00%	79	21.27%	84	18.23%	72	395
7	The tenure system process at the university level is clear.	14.61%	58	21.41%	85	18.39%	73	19.40%	77	11.84%	47	14.36%	57	397
8	The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	8.38%	33	10.66%	42	15.23%	60	15.48%	61	15.99%	63	34.26%	135	394
9	Collegiality is an appropriate evaluation category for Tenure and Promotion.	26.33%	104	10.63%	42	13.67%	54	17.22%	68	20.51%	81	11.65%	46	395
10	Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	26.90%	106	9.39%	37	12.94%	51	16.75%	66	20.81%	82	13.20%	52	394
11	My salary is appropriate relative to my contribution to Sam Houston State University.	36.52%	145	27.71%	110	12.09%	48	14.36%	57	8.82%	35	0.50%	2	397
12	My salary is appropriate relative to my current rank when compared to similar universities.	40.25%	159	23.54%	93	12.66%	50	11.14%	44	8.10%	32	4.30%	17	395
13	Overall, I am satisfied with my job at SHSU.	7.85%	31	13.16%	52	18.23%	72	35.70%	141	24.56%	97	0.51%	2	395

Showing rows 1 - 13 of 13

**End of Report**

