

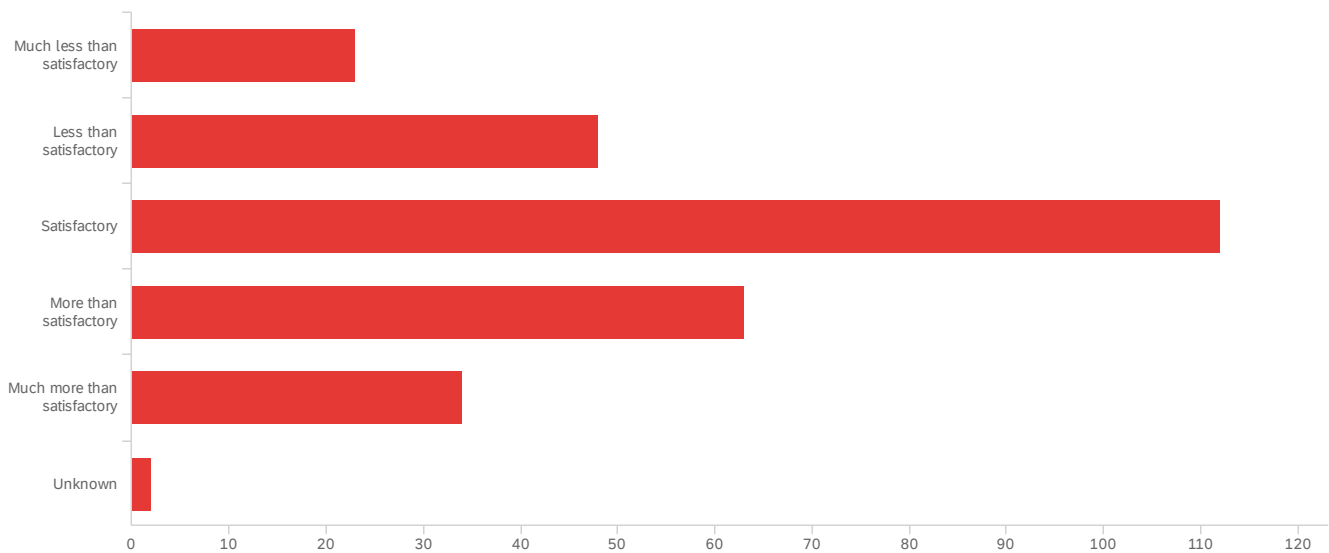
Quantitative Results - Faculty Perception

Faculty Perception Survey 2021

May 4, 2021 4:07 PM MDT

Q21 - How would you rate the university's response to the COVID-19 pandemic during

the fall 2020-spring 2021 academic year?

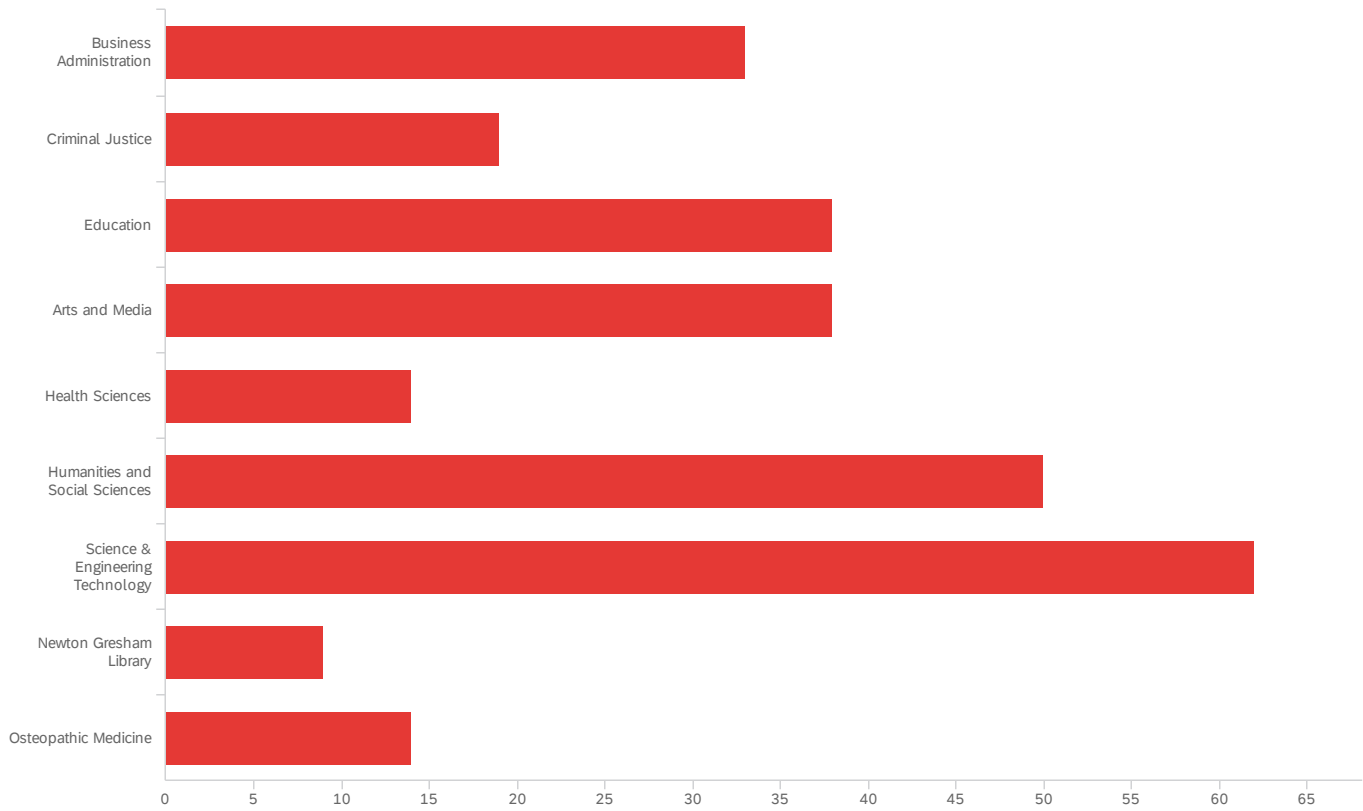


#	Field	Choice Count
1	Much less than satisfactory	8.16% 23
2	Less than satisfactory	17.02% 48
3	Satisfactory	39.72% 112
4	More than satisfactory	22.34% 63
5	Much more than satisfactory	12.06% 34
6	Unknown	0.71% 2

282

Showing rows 1 - 7 of 7

Q2 - Please select your college.



#	Field	Choice Count
1	Business Administration	11.91% 33
2	Criminal Justice	6.86% 19
3	Education	13.72% 38
4	Arts and Media	13.72% 38
5	Health Sciences	5.05% 14
6	Humanities and Social Sciences	18.05% 50
7	Science & Engineering Technology	22.38% 62
8	Newton Gresham Library	3.25% 9
10	Osteopathic Medicine	5.05% 14
		277

Showing rows 1 - 10 of 10

Q3 - Please select your rank.

#	Field	Choice Count
1	Instructor	10.65% 28
2	Clinical Faculty	4.56% 12
3	Assistant Professor	29.66% 78
4	Associate Professor	26.24% 69
5	Professor	28.90% 76
		263

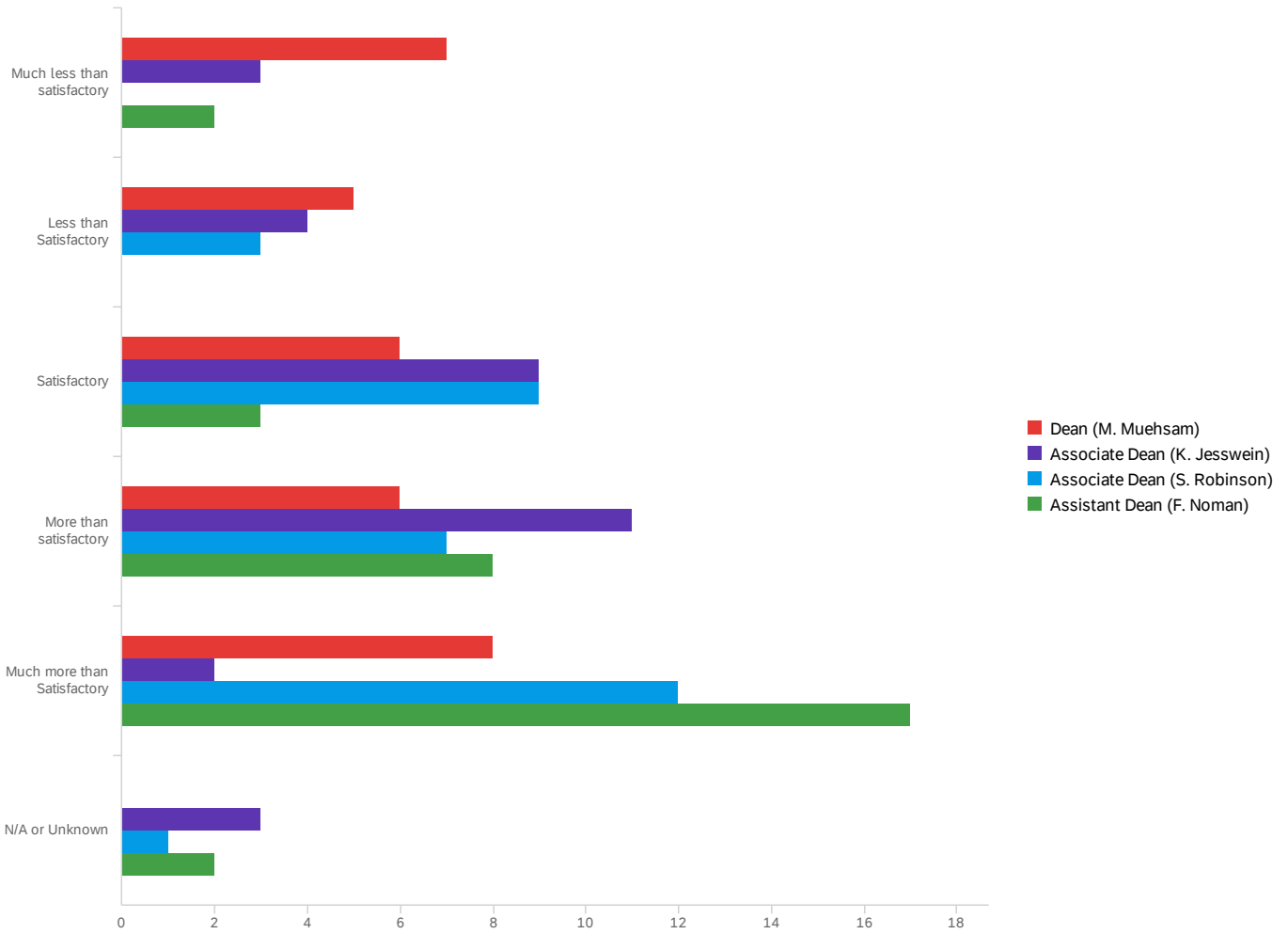
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Q4 - Please rate each individual's performance using the button under the indicator with which you agree.

#	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)	1.55%	4	3.88%	10	21.71%	56	31.01%	80	31.01%	80	10.85%	28	258
2	Interim Provost/VP Academic Affairs (C. Maynard)	8.56%	22	9.73%	25	29.96%	77	19.84%	51	9.73%	25	22.18%	57	257
3	Interim Vice Provost (A. Gaillard)	4.74%	12	1.58%	4	24.90%	63	13.44%	34	9.88%	25	45.45%	115	253
4	VP Finance and Operations (C. Hernandez)	11.67%	30	8.95%	23	21.40%	55	8.17%	21	5.45%	14	44.36%	114	257
5	VP Student Services (F. Parker)	2.37%	6	6.32%	16	24.51%	62	16.21%	41	12.65%	32	37.94%	96	253
6	VP University Advancement (F. Holmes)	2.33%	6	3.50%	9	22.18%	57	8.95%	23	6.23%	16	56.81%	146	257
7	VP Enrollment Management (H. Thielemann)	2.35%	6	7.84%	20	23.14%	59	10.20%	26	7.84%	20	48.63%	124	255
8	VP Information Technology (M. Adams)	7.39%	19	11.67%	30	25.29%	65	14.01%	36	11.67%	30	29.96%	77	257
9	Assoc. VP for Faculty and Student Success (B. Loft)	5.88%	15	8.63%	22	22.75%	58	14.51%	37	8.63%	22	39.61%	101	255
10	Dean of Students (J. Yarabeck)	5.06%	13	6.61%	17	22.96%	59	18.29%	47	9.73%	25	37.35%	96	257
11	Dean of the Graduate School (K. Hendrickson)	6.61%	17	5.84%	15	19.84%	51	15.18%	39	11.67%	30	40.86%	105	257
12	Assoc. VP Res. & Spons. Progs. (C. Hargrave)	2.37%	6	4.35%	11	17.39%	44	21.34%	54	14.62%	37	39.92%	101	253
13	Assoc. VP Distance Learning (B. Angrove)	3.92%	10	4.31%	11	22.75%	58	16.86%	43	15.29%	39	36.86%	94	255
14	Assoc. VP Planning and Assessment (S. Franklin)	2.35%	6	5.49%	14	23.92%	61	16.08%	41	14.51%	37	37.65%	96	255
15	Assoc. VP Human Res. & RM (R. Beassie)	5.47%	14	5.08%	13	16.41%	42	10.55%	27	12.50%	32	50.00%	128	256

Showing rows 1 - 15 of 15

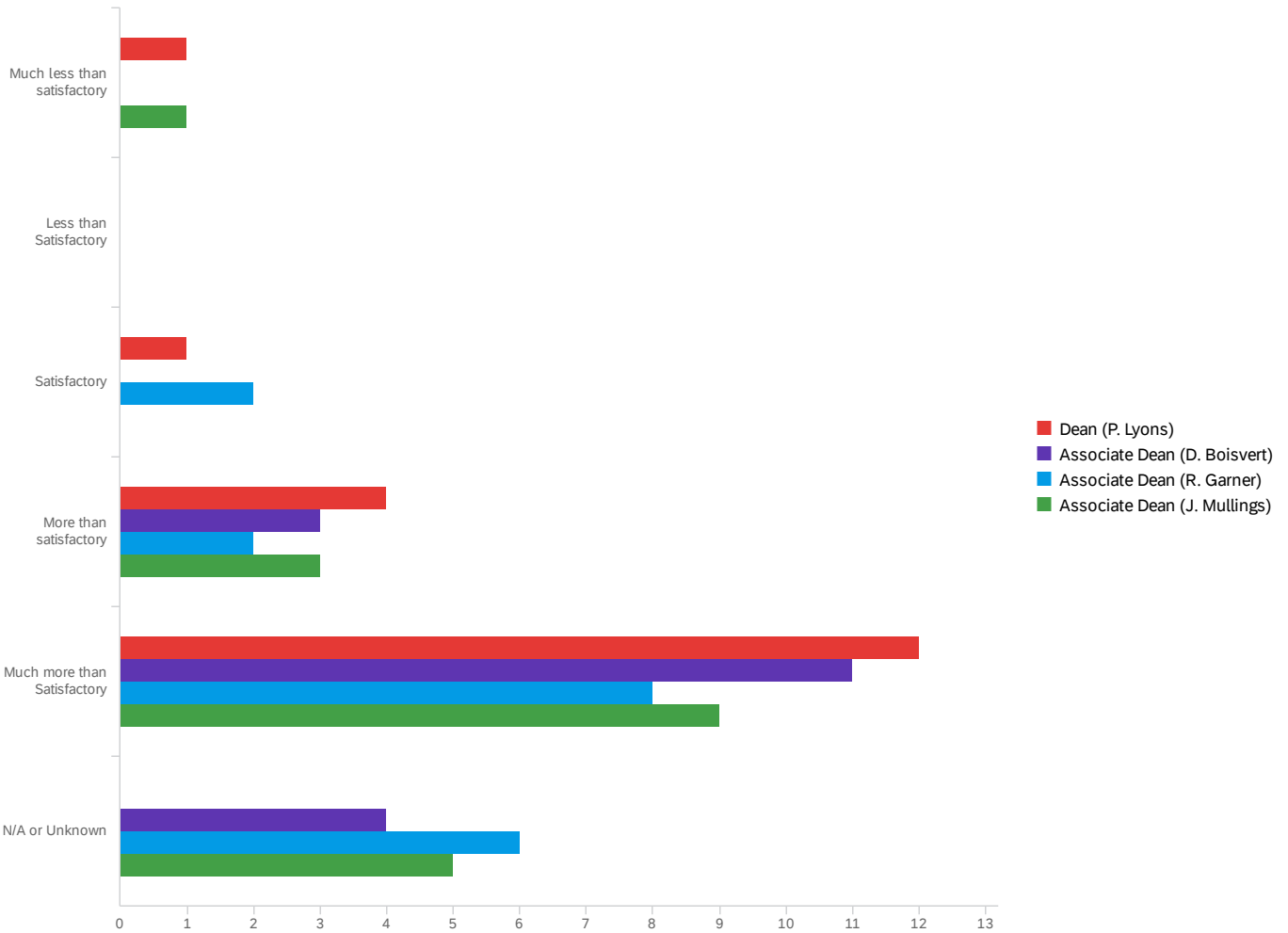
Q5 - Please rate each individual's performance using the button under the indicator with which you agree.



#	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)	21.88% 7	15.63% 5	18.75% 6	18.75% 6	25.00% 8	0.00% 0	32
2	Associate Dean (K. Jesswein)	9.38% 3	12.50% 4	28.13% 9	34.38% 11	6.25% 2	9.38% 3	32
3	Associate Dean (S. Robinson)	0.00% 0	9.38% 3	28.13% 9	21.88% 7	37.50% 12	3.13% 1	32
4	Assistant Dean (F. Noman)	6.25% 2	0.00% 0	9.38% 3	25.00% 8	53.13% 17	6.25% 2	32

Showing rows 1 - 4 of 4

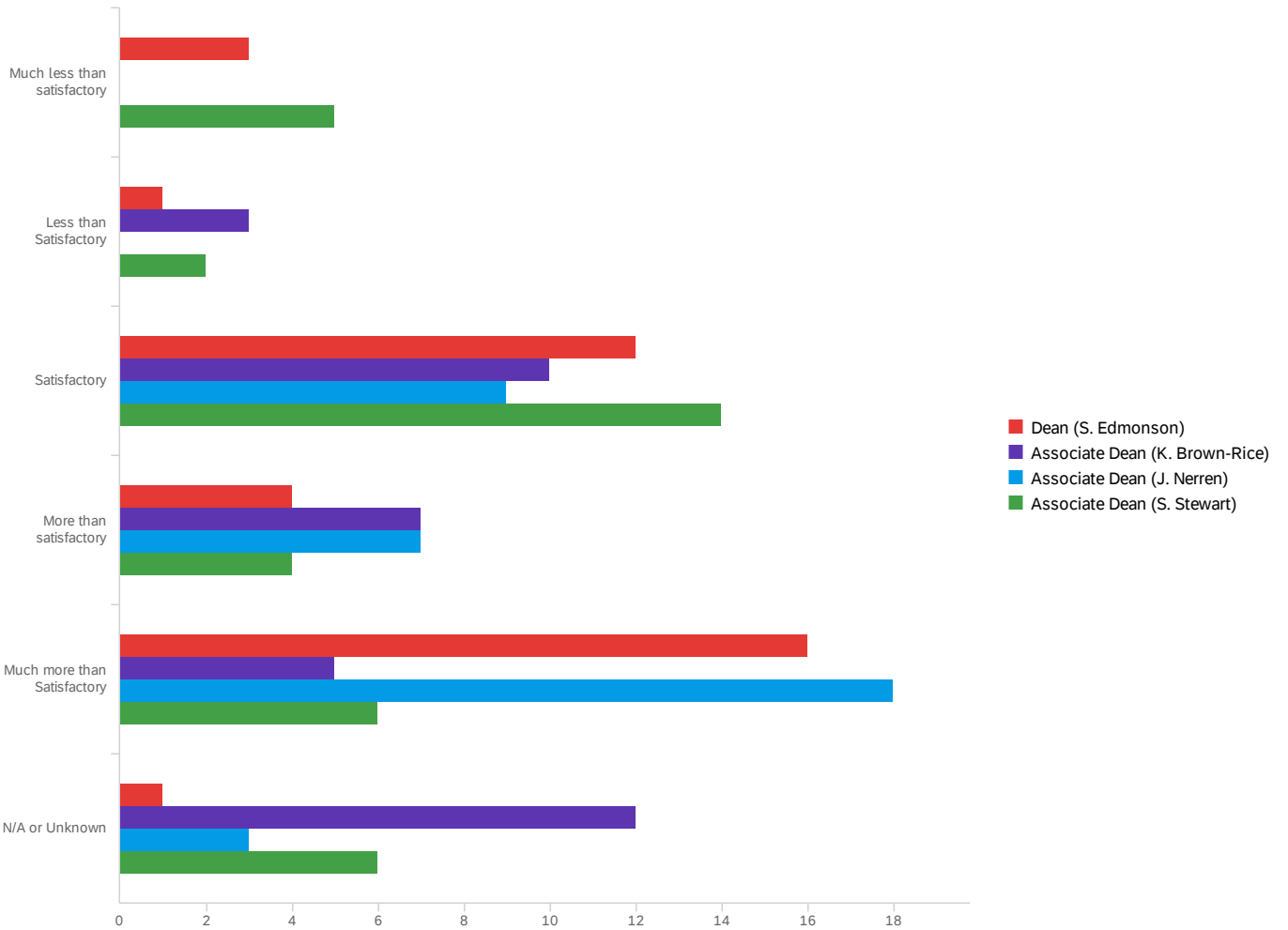
Q6 - Please rate each individual's performance using the button under the indicator with which you agree.



#	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)	5.56% 1	0.00% 0	5.56% 1	22.22% 4	66.67% 12	0.00% 0	18
2	Associate Dean (D. Boisvert)	0.00% 0	0.00% 0	0.00% 0	16.67% 3	61.11% 11	22.22% 4	18
3	Associate Dean (R. Garner)	0.00% 0	0.00% 0	11.11% 2	11.11% 2	44.44% 8	33.33% 6	18
4	Associate Dean (J. Mullings)	5.56% 1	0.00% 0	0.00% 0	16.67% 3	50.00% 9	27.78% 5	18

Showing rows 1 - 4 of 4

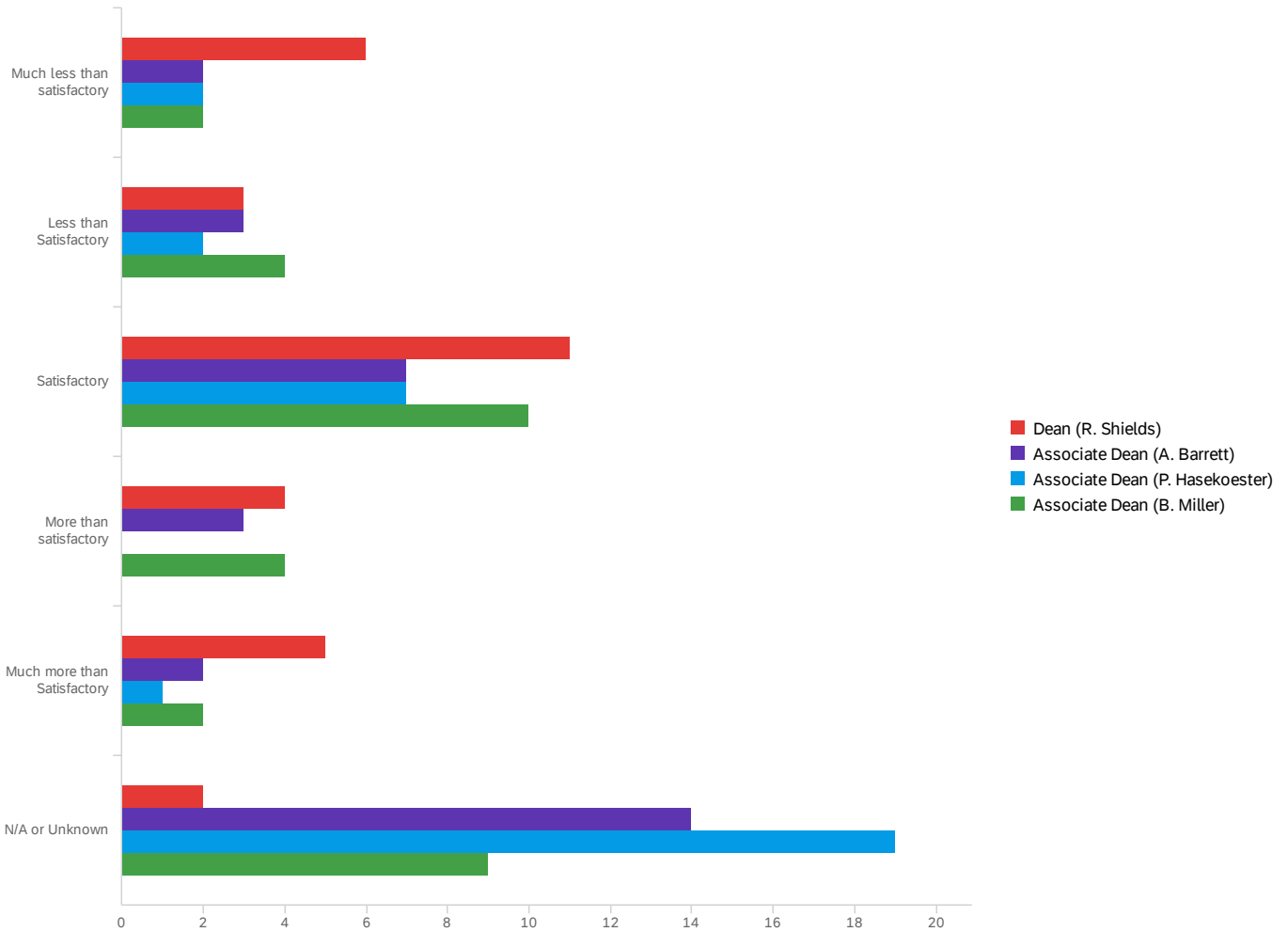
Q7 - Please rate each individual's performance using the button under the indicator with which you agree.



#	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)	8.11% 3	2.70% 1	32.43% 12	10.81% 4	43.24% 16	2.70% 1	37
2	Associate Dean (K. Brown-Rice)	0.00% 0	8.11% 3	27.03% 10	18.92% 7	13.51% 5	32.43% 12	37
3	Associate Dean (J. Nerren)	0.00% 0	0.00% 0	24.32% 9	18.92% 7	48.65% 18	8.11% 3	37
4	Associate Dean (S. Stewart)	13.51% 5	5.41% 2	37.84% 14	10.81% 4	16.22% 6	16.22% 6	37

Showing rows 1 - 4 of 4

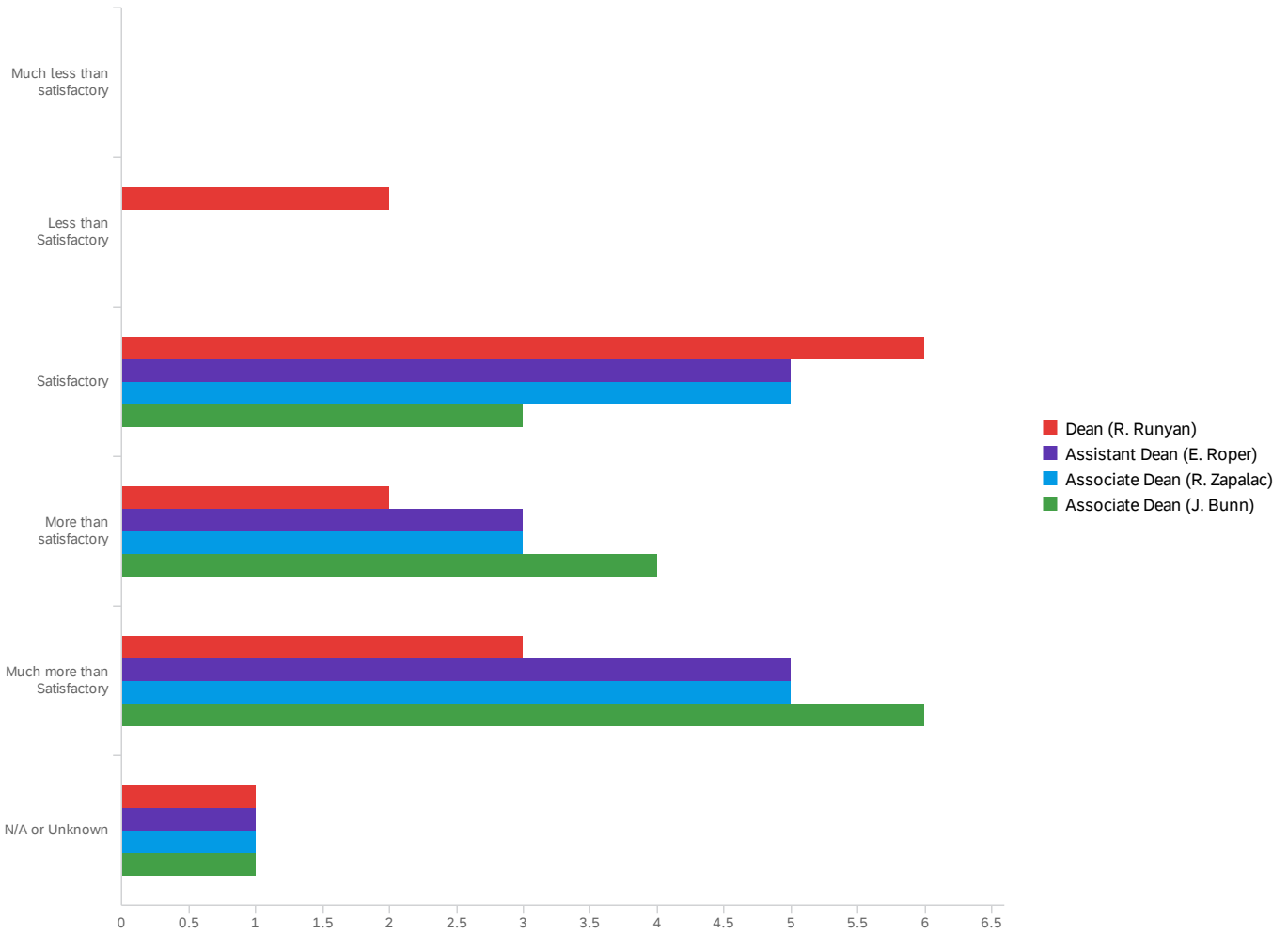
Q8 - Please rate each individual's performance using the button under the indicator with which you agree.



#	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)	19.35% 6	9.68% 3	35.48% 11	12.90% 4	16.13% 5	6.45% 2	31
2	Associate Dean (A. Barrett)	6.45% 2	9.68% 3	22.58% 7	9.68% 3	6.45% 2	45.16% 14	31
3	Associate Dean (P. Hasekoester)	6.45% 2	6.45% 2	22.58% 7	0.00% 0	3.23% 1	61.29% 19	31
4	Associate Dean (B. Miller)	6.45% 2	12.90% 4	32.26% 10	12.90% 4	6.45% 2	29.03% 9	31

Showing rows 1 - 4 of 4

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

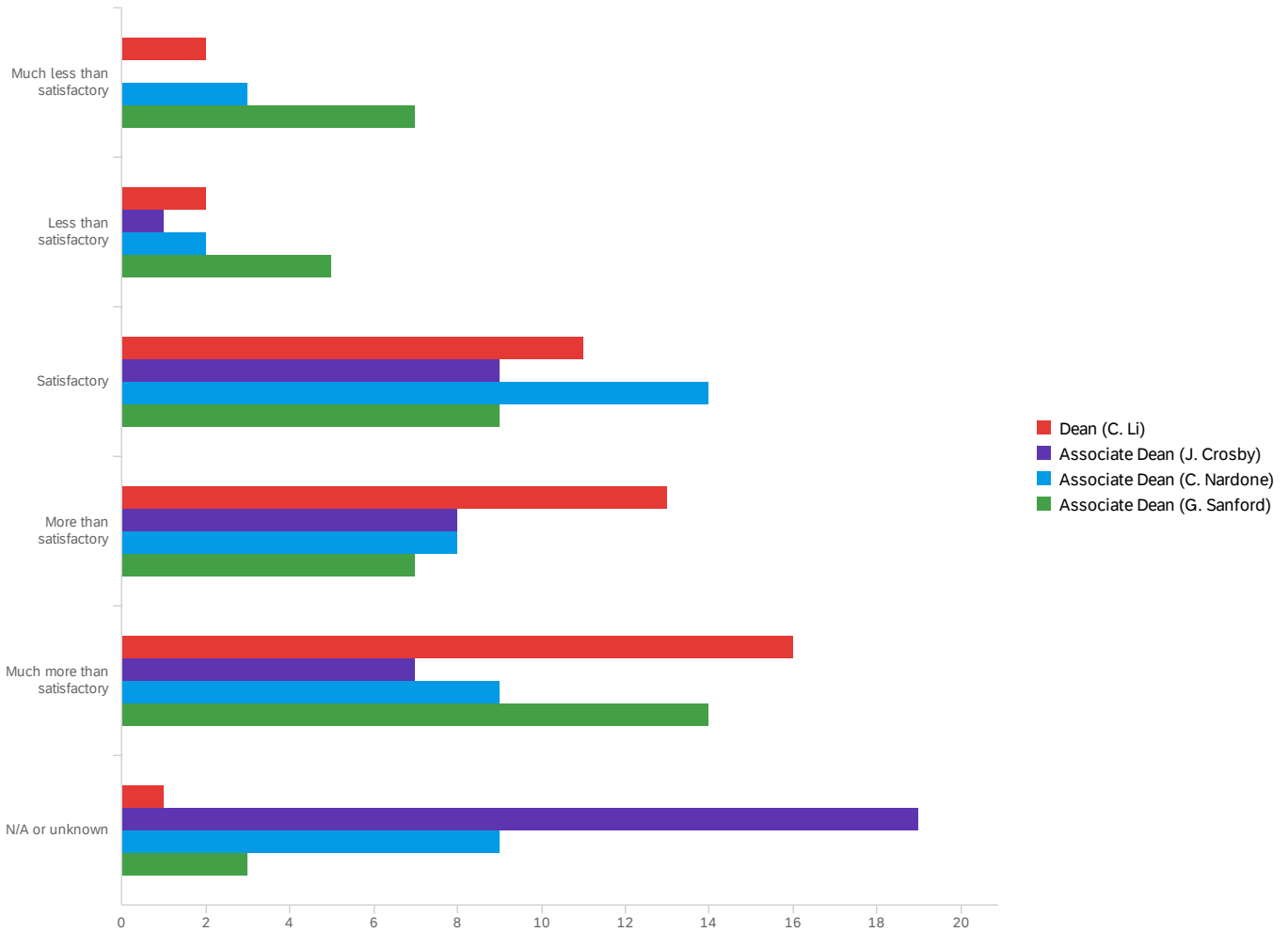


#	Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
1	Dean (R. Runyan)	0.00% 0	14.29% 2	42.86% 6	14.29% 2	21.43% 3	7.14% 1	14
2	Assistant Dean (E. Roper)	0.00% 0	0.00% 0	35.71% 5	21.43% 3	35.71% 5	7.14% 1	14
3	Associate Dean (R. Zapalac)	0.00% 0	0.00% 0	35.71% 5	21.43% 3	35.71% 5	7.14% 1	14
4	Associate Dean (J. Bunn)	0.00% 0	0.00% 0	21.43% 3	28.57% 4	42.86% 6	7.14% 1	14

Showing rows 1 - 4 of 4

Q10 - Please rate each individual's performance using the button under the indicator with

which you agree.

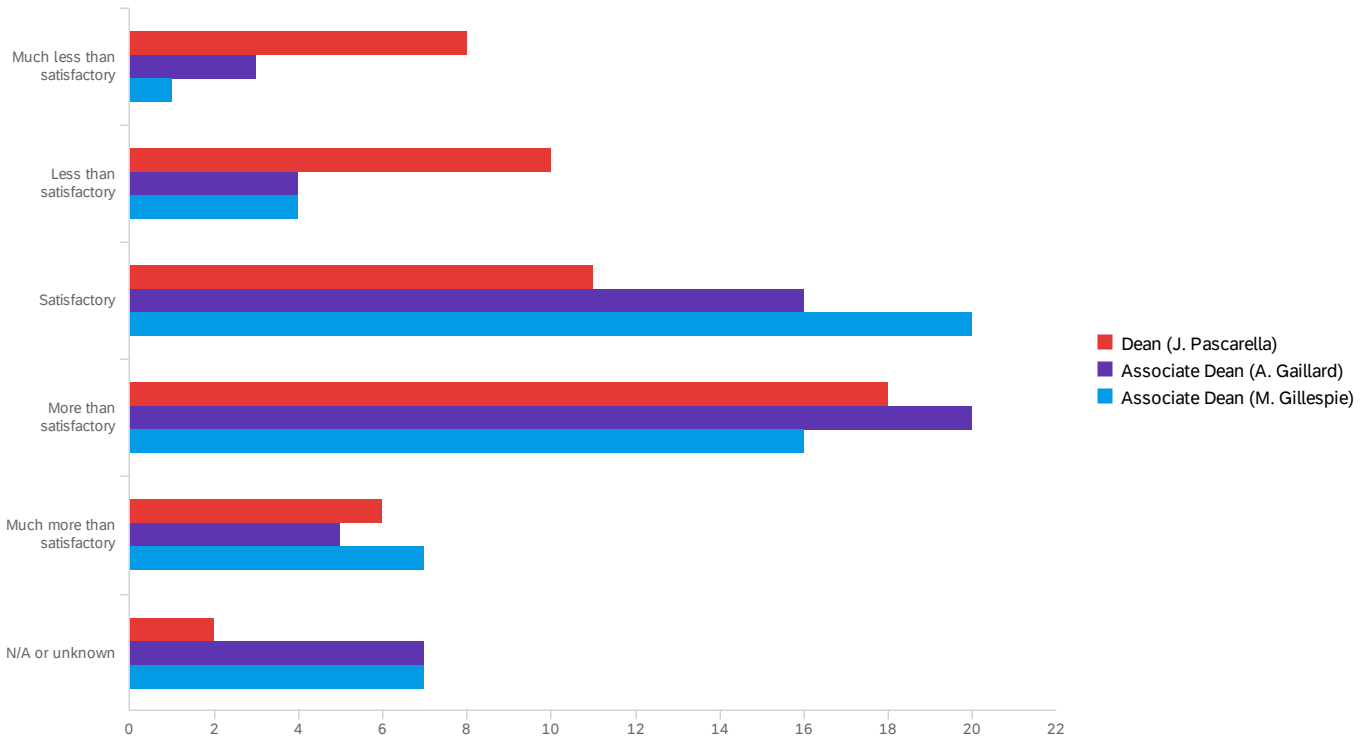


#	Field	Much less than satisfactory	Less than satisfactory	Satisfactory	More than satisfactory	Much more than satisfactory	N/A or unknown	Total
1	Dean (C. Li)	4.44% 2	4.44% 2	24.44% 11	28.89% 13	35.56% 16	2.22% 1	45
2	Associate Dean (J. Crosby)	0.00% 0	2.27% 1	20.45% 9	18.18% 8	15.91% 7	43.18% 19	44
3	Associate Dean (C. Nardone)	6.67% 3	4.44% 2	31.11% 14	17.78% 8	20.00% 9	20.00% 9	45
4	Associate Dean (G. Sanford)	15.56% 7	11.11% 5	20.00% 9	15.56% 7	31.11% 14	6.67% 3	45

Showing rows 1 - 4 of 4

Q11 - Please rate each individual's performance using the button under the indicator with

which you agree.

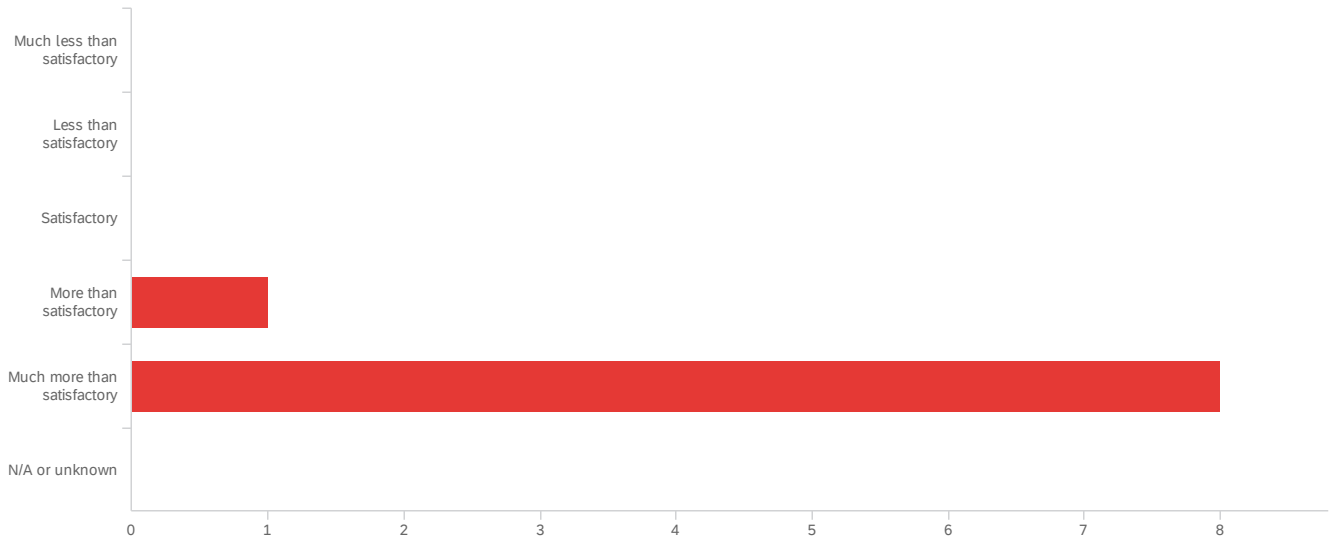


#	Field	Much less than satisfactory	Less than satisfactory	Satisfactory	More than satisfactory	Much more than satisfactory	N/A or unknown	Total
1	Dean (J. Pascarella)	14.55% 8	18.18% 10	20.00% 11	32.73% 18	10.91% 6	3.64% 2	55
2	Associate Dean (A. Gaillard)	5.45% 3	7.27% 4	29.09% 16	36.36% 20	9.09% 5	12.73% 7	55
3	Associate Dean (M. Gillespie)	1.82% 1	7.27% 4	36.36% 20	29.09% 16	12.73% 7	12.73% 7	55

Showing rows 1 - 3 of 3

Q12 - Please rate each individual's performance using the button under the indicator with

which you agree. (Eric Owens - NGL executive director)

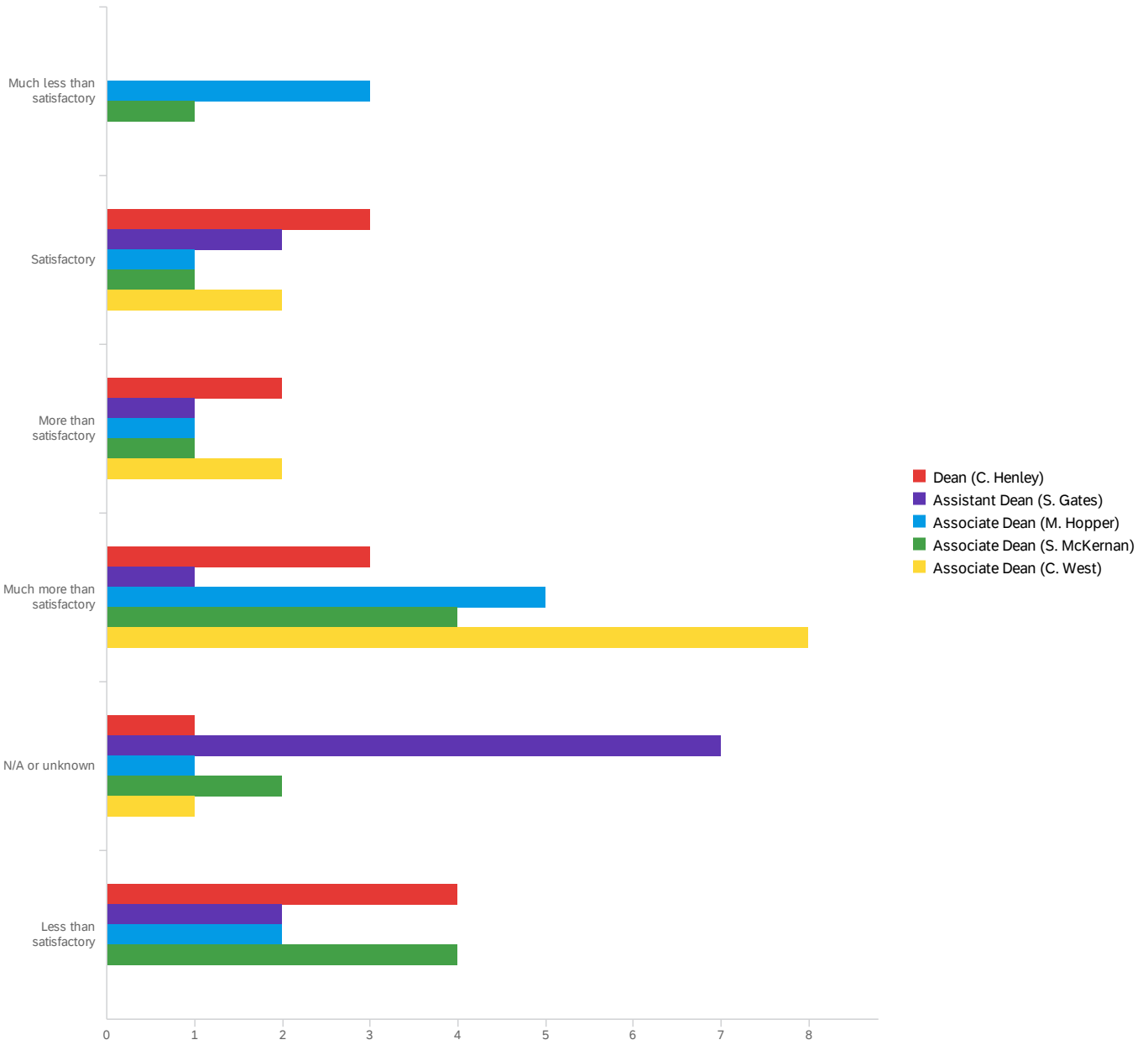


#	Field	Choice Count
1	Much less than satisfactory	0.00% 0
2	Less than satisfactory	0.00% 0
3	Satisfactory	0.00% 0
4	More than satisfactory	11.11% 1
5	Much more than satisfactory	88.89% 8
6	N/A or unknown	0.00% 0

9

Showing rows 1 - 7 of 7

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

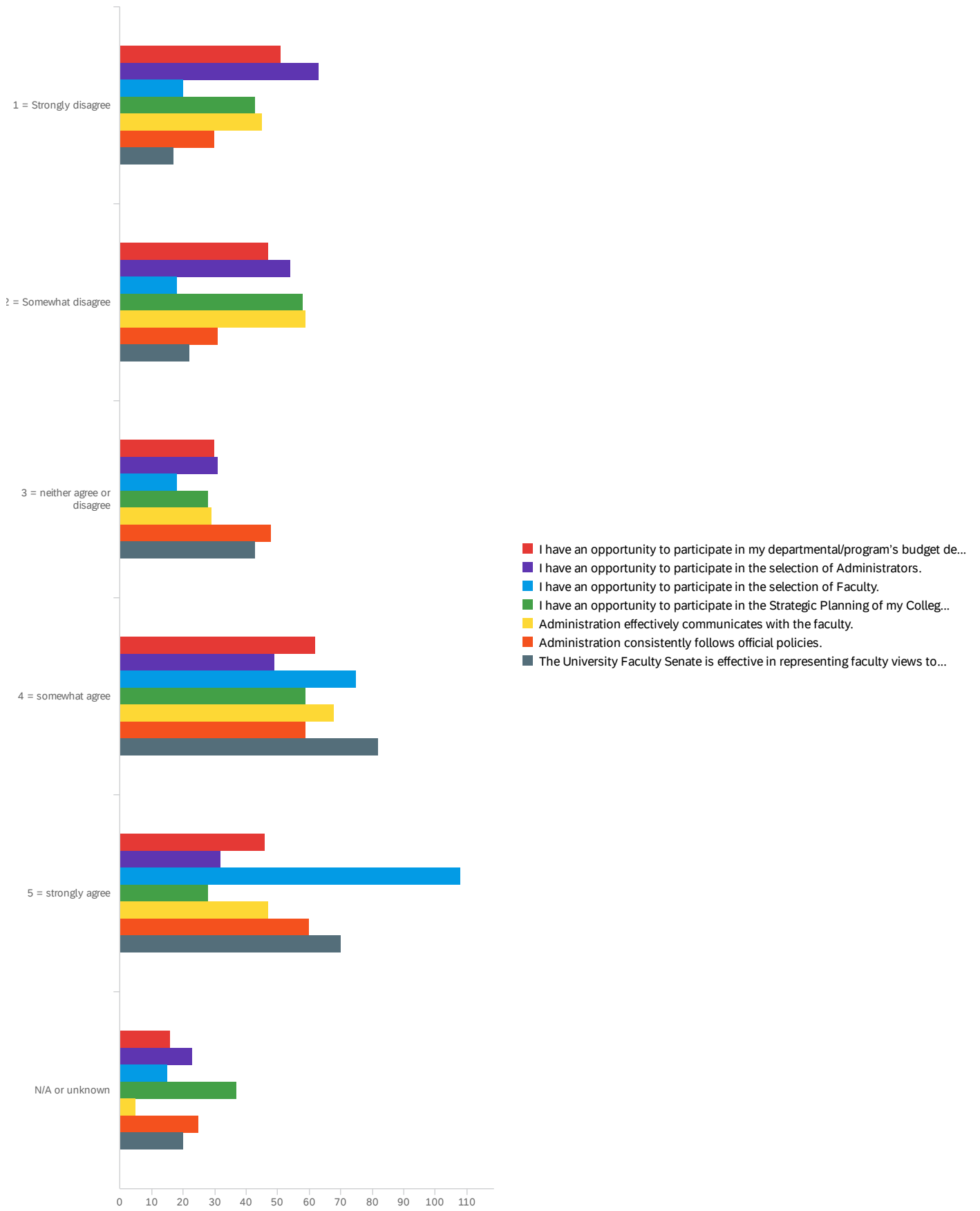


#	Field	Much less than satisfactory	Satisfactory	More than satisfactory	Much more than satisfactory	N/A or unknown	Less than satisfactory	Total
1	Dean (C. Henley)	0.00% 0	23.08% 3	15.38% 2	23.08% 3	7.69% 1	30.77% 4	13
2	Assistant Dean (S. Gates)	0.00% 0	15.38% 2	7.69% 1	7.69% 1	53.85% 7	15.38% 2	13
3	Associate Dean (M. Hopper)	23.08% 3	7.69% 1	7.69% 1	38.46% 5	7.69% 1	15.38% 2	13

#	Field	Much less than satisfactory	Satisfactory	More than satisfactory	Much more than satisfactory	N/A or unknown	Less than satisfactory	Total
4	Associate Dean (S. McKernan)	7.69% 1	7.69% 1	7.69% 1	30.77% 4	15.38% 2	30.77% 4	13
5	Associate Dean (C. West)	0.00% 0	15.38% 2	15.38% 2	61.54% 8	7.69% 1	0.00% 0	13

Showing rows 1 - 5 of 5

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
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#	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.	20.24%	51	18.65%	47	11.90%	30	24.60%	62	18.25%	46	6.35%	16	252
2	I have an opportunity to participate in the selection of Administrators.	25.00%	63	21.43%	54	12.30%	31	19.44%	49	12.70%	32	9.13%	23	252
3	I have an opportunity to participate in the selection of Faculty.	7.87%	20	7.09%	18	7.09%	18	29.53%	75	42.52%	108	5.91%	15	254
4	I have an opportunity to participate in the Strategic Planning of my College/Library.	17.00%	43	22.92%	58	11.07%	28	23.32%	59	11.07%	28	14.62%	37	253
5	Administration effectively communicates with the faculty.	17.79%	45	23.32%	59	11.46%	29	26.88%	68	18.58%	47	1.98%	5	253
6	Administration consistently follows official policies.	11.86%	30	12.25%	31	18.97%	48	23.32%	59	23.72%	60	9.88%	25	253
7	The University Faculty Senate is effective in representing faculty views to the administration.	6.69%	17	8.66%	22	16.93%	43	32.28%	82	27.56%	70	7.87%	20	254

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.	7.57%	19	19.12%	48	10.76%	27	32.27%	81	29.48%	74	0.80%	2	251
2	The services that SHSU Online provides are adequate.	3.19%	8	10.76%	27	9.16%	23	39.04%	98	32.27%	81	5.58%	14	251
3	There is adequate support for developing online courses/degrees/programs.	3.59%	9	13.15%	33	8.37%	21	31.87%	80	37.45%	94	5.58%	14	251
4	Library Services meets my needs.	0.40%	1	4.38%	11	12.35%	31	28.29%	71	44.62%	112	9.96%	25	251
5	The library meets the needs of my department's curriculum.	0.40%	1	4.80%	12	12.40%	31	29.20%	73	40.40%	101	12.80%	32	250
6	I receive adequate support from the Office of Research and Sponsored Programs.	4.00%	10	5.20%	13	19.20%	48	22.80%	57	26.40%	66	22.40%	56	250
7	The resources available for my research are adequate.	6.00%	15	12.40%	31	16.00%	40	33.20%	83	20.00%	50	12.40%	31	250
8	The resources available to provide a successful graduate program are adequate.	11.60%	29	15.60%	39	12.00%	30	24.00%	60	14.40%	36	22.40%	56	250
9	The allocation of travel reimbursements meets the needs of the faculty.	8.76%	22	11.16%	28	14.34%	36	26.69%	67	19.92%	50	19.12%	48	251
10	The university is doing an adequate job recruiting quality students.	13.60%	34	21.60%	54	22.40%	56	26.80%	67	7.60%	19	8.00%	20	250
11	The SAM Center offers effective Advising Services.	10.36%	26	17.53%	44	19.52%	49	15.54%	39	9.56%	24	27.49%	69	251
12	The SAM Center offers effective Mentoring Services.	9.68%	24	12.90%	32	13.71%	34	14.52%	36	4.03%	10	45.16%	112	248
13	The facilities at the Lowman Student Center are adequate.	0.80%	2	0.80%	2	12.45%	31	27.31%	68	36.55%	91	22.09%	55	249
14	The services available through the campus bookstore are adequate.	14.34%	36	14.34%	36	20.32%	51	19.12%	48	9.16%	23	22.71%	57	251
15	The services provided by ARAMARK are adequate.	5.60%	14	12.40%	31	23.60%	59	21.60%	54	6.00%	15	30.80%	77	250
16	The Human Resource Department offers me adequate services.	7.57%	19	7.97%	20	20.72%	52	29.88%	75	15.14%	38	18.73%	47	251

#	Field	1 = strongly disagree	2 = somewhat disagree	3 = neither agree or disagree	4 = somewhat agree	5 = strongly agree	N/A or unknown	Total
17	The facilities at the Woodlands Center are adequate.	2.00% 5	4.80% 12	10.40% 26	16.00% 40	8.40% 21	58.40% 146	250
18	The staff at the Woodlands Center is adequate.	2.82% 7	4.44% 11	13.31% 33	9.68% 24	6.45% 16	63.31% 157	248
19	There is adequate parking for faculty.	11.16% 28	10.36% 26	13.15% 33	31.87% 80	26.29% 66	7.17% 18	251
20	My physical work environment (office/classroom/lab) is adequate.	5.60% 14	8.40% 21	13.20% 33	32.40% 81	38.40% 96	2.00% 5	250
21	I feel free from intimidation/discrimination in the workplace.	9.56% 24	10.76% 27	14.34% 36	22.31% 56	40.64% 102	2.39% 6	251
22	I feel physically safe on campus.	1.20% 3	3.19% 8	9.96% 25	30.28% 76	54.18% 136	1.20% 3	251

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.	6.00%	15	12.40%	31	13.60%	34	26.40%	66	24.80%	62	16.80%	42	250
2	My teaching load is fair.	8.03%	20	15.66%	39	9.64%	24	28.92%	72	34.94%	87	2.81%	7	249
3	I receive adequate recognition for my teaching.	11.20%	28	21.60%	54	14.00%	35	27.20%	68	20.80%	52	5.20%	13	250
4	I receive adequate recognition for my research.	9.20%	23	15.60%	39	17.20%	43	25.60%	64	19.60%	49	12.80%	32	250
5	I receive adequate recognition for my service to the university.	11.60%	29	18.00%	45	17.60%	44	25.60%	64	20.00%	50	7.20%	18	250
6	I receive adequate clerical support.	8.43%	21	10.44%	26	17.27%	43	25.70%	64	30.92%	77	7.23%	18	249
7	There is collegial support within my department/program.	6.80%	17	8.40%	21	10.00%	25	34.40%	86	38.80%	97	1.60%	4	250
8	Administrative reassigned time is applied fairly in my college.	8.43%	21	14.46%	36	16.47%	41	10.04%	25	10.84%	27	39.76%	99	249
9	I am satisfied with the guidelines for receiving an internal grant.	4.02%	10	4.82%	12	17.67%	44	23.69%	59	21.29%	53	28.51%	71	249
10	The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	23.60%	59	14.40%	36	20.80%	52	24.00%	60	9.20%	23	8.00%	20	250
11	The student instrument (IDEA) appraising my teaching effectiveness is accurate.	19.28%	48	24.50%	61	20.48%	51	19.68%	49	7.23%	18	8.84%	22	249
12	The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	20.00%	50	15.20%	38	21.20%	53	19.20%	48	6.80%	17	17.60%	44	250
13	The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	21.20%	53	20.80%	52	18.40%	46	16.00%	40	6.00%	15	17.60%	44	250

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.	6.05%	15	11.29%	28	14.92%	37	27.42%	68	28.63%	71	11.69%	29	248
2	The FES is an adequate measurement of my performance as a faculty member.	11.65%	29	20.48%	51	14.86%	37	26.91%	67	14.46%	36	11.65%	29	249
3	The merit system is applied fairly.	12.05%	30	17.27%	43	14.46%	36	22.09%	55	14.86%	37	19.28%	48	249
4	Market adjustments are applied fairly.	23.29%	58	14.86%	37	13.65%	34	5.22%	13	8.03%	20	34.94%	87	249
5	The promotion system is applied fairly.	10.84%	27	10.04%	25	14.46%	36	25.70%	64	16.87%	42	22.09%	55	249
6	The tenure system is applied fairly in my department.	6.85%	17	8.06%	20	11.69%	29	25.40%	63	27.02%	67	20.97%	52	248
7	The tenure system process at the university level is clear.	10.84%	27	17.27%	43	16.87%	42	24.10%	60	15.26%	38	15.66%	39	249
8	The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	6.83%	17	4.42%	11	12.45%	31	18.88%	47	17.67%	44	39.76%	99	249
9	Collegiality is an appropriate evaluation category for Tenure and Promotion.	20.48%	51	13.65%	34	10.44%	26	19.68%	49	24.50%	61	11.24%	28	249
10	Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	20.48%	51	13.25%	33	9.64%	24	19.68%	49	24.10%	60	12.85%	32	249
11	My salary is appropriate relative to my contribution to Sam Houston State University.	27.02%	67	25.40%	63	13.71%	34	18.95%	47	11.69%	29	3.23%	8	248
12	My salary is appropriate relative to my current rank when compared to similar universities.	27.71%	69	27.31%	68	12.05%	30	15.66%	39	10.44%	26	6.83%	17	249
13	Overall, I am satisfied with my job at SHSU.	4.44%	11	14.92%	37	18.15%	45	34.68%	86	27.42%	68	0.40%	1	248

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End of Report

