

# Faculty Senate Survey Results for 2014-15

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# University Results 2014 - 2015

Total Number of Respondents 257  
 # Tenured/Tenure-Track Responding 169  
 Actual # Tenured/Tenure-Track 259  
 % Responding of Tenure/Tenure-Track 65.3%

% Respondents  
not answering.

		Number and % Responding 5, 4, 3, 2, 1														
				5		4		3		2		1		N/A		
	N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%	
1	President Hoyt	220	3.57	1.11	46	21%	80	36%	61	28%	19	9%	14	6%	37	14%
2	VPAA Hebert	209	4.01	0.94	78	37%	70	33%	49	23%	10	5%	2	1%	48	19%
3	VPEM Thielemann	125	3.34	1.07	20	16%	32	26%	50	40%	16	13%	7	6%	132	51%
4	VPFO	122	3.33	1.09	18	15%	36	30%	44	36%	16	13%	8	7%	135	53%
5	VPSS Parker	137	3.68	1.05	32	23%	51	37%	38	28%	10	7%	6	4%	120	47%
6	VP Advancement Holmes	121	3.42	1.04	21	17%	34	28%	45	37%	17	14%	4	3%	136	53%
7	VP for IT Adams	159	3.25	1.18	24	15%	47	30%	49	31%	23	14%	16	10%	98	38%
8	Assoc. VPAA Eglsaer	166	3.75	1.04	44	27%	58	35%	49	30%	8	5%	7	4%	91	35%
9	Assoc. VPAA Tayebi	167	3.51	1.18	36	22%	56	34%	47	28%	13	8%	15	9%	90	35%
10	Assoc. VPR&SP Cook	143	3.64	1.02	35	24%	41	29%	51	36%	13	9%	3	2%	114	44%
11	Assoc. VPResAdm Davis	94	3.41	1.01	15	16%	25	27%	43	46%	6	6%	5	5%	163	63%
12	Assoc. VP DL Angrove	153	3.58	1.06	33	22%	49	32%	53	35%	10	7%	8	5%	104	40%
13	Deans - See individual college results	241	3.83	1.30	103	43%	55	23%	43	18%	19	8%	21	9%	16	6%
14	Associate Deans - See individual coll.	224	3.85	1.17	85	38%	61	27%	48	21%	19	8%	11	5%	33	13%
17	Budget Decision Participation in Dept.	201	2.83	1.39	29	14%	42	21%	44	22%	37	18%	49	24%	56	22%
18	Selection of Admins.	199	2.50	1.39	22	11%	31	16%	40	20%	37	19%	69	35%	58	23%
19	Selection of Faculty	211	3.63	1.44	80	38%	52	25%	31	15%	16	8%	32	15%	46	18%
20	Strategic Planning in College	196	2.90	1.39	30	15%	44	22%	45	23%	31	16%	46	23%	61	24%
21	Communication with Admin.	236	3.10	1.37	44	19%	60	25%	49	21%	42	18%	41	17%	21	8%
22	Faculty Senate	196	3.48	1.05	31	16%	76	39%	54	28%	26	13%	9	5%	61	24%
23	Information Resources (UCS)	255	3.59	1.27	69	27%	90	35%	46	18%	23	9%	27	11%	2	1%
24	DELTA Services adequate	195	3.83	1.10	62	32%	69	35%	41	21%	14	7%	9	5%	62	24%
25	Adequate support for online courses	204	3.96	1.01	72	35%	74	36%	41	20%	12	6%	5	2%	53	21%
26	Library Services	231	4.17	0.91	99	43%	89	39%	31	13%	8	3%	4	2%	26	10%
27	Library good for Dept. Curriculum	223	4.14	0.86	86	39%	95	43%	33	15%	6	3%	3	1%	34	13%
28	Support from Contracts and Grants	159	3.55	1.18	42	26%	42	26%	47	30%	18	11%	10	6%	98	38%
29	Research Resources	198	3.48	1.12	42	21%	59	30%	59	30%	29	15%	9	5%	59	23%
30	Graduate Program Resources	181	3.09	1.27	24	13%	54	30%	46	25%	29	16%	28	15%	76	30%
31	Travel Allocation	215	3.45	1.23	51	24%	61	28%	55	26%	30	14%	18	8%	42	16%
32	Recruiting Quality Students	243	3.00	1.18	23	9%	67	28%	73	30%	48	20%	32	13%	14	5%
33	SAM Center Advising	196	3.46	1.12	37	19%	68	35%	51	26%	29	15%	11	6%	61	24%
34	SAM Center Mentoring	163	3.51	1.02	28	17%	57	35%	54	33%	18	11%	6	4%	94	37%
35	LSC facilities adequate	203	3.49	1.06	33	16%	76	37%	64	32%	17	8%	13	6%	54	21%
36	LSC Services adequate	188	3.59	0.94	29	15%	77	41%	63	34%	13	7%	6	3%	69	27%

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
37	Aramark Services adequate	217	3.09	1.19	26	12%	57	26%	72	33%	34	16%	28	13%	40	16%
38	Human Resource Dept.	224	3.41	1.16	41	18%	69	31%	75	33%	18	8%	21	9%	33	13%
39	The Woodlands Center facilities	155	4.26	0.90	77	50%	50	32%	21	14%	5	3%	2	1%	102	40%
40	The Woodlands Center staff	142	4.04	0.93	53	37%	51	36%	31	22%	5	4%	2	1%	115	45%
41	Parking	247	2.32	1.37	27	11%	26	11%	43	17%	55	22%	96	39%	10	4%
42	Work environment	239	3.64	1.22	70	29%	76	32%	45	19%	32	13%	16	7%	18	7%
43	Free from intimidation/discrimination	242	3.94	1.35	124	51%	44	18%	31	13%	21	9%	22	9%	15	6%
44	Physically Safe on Campus	250	4.38	0.87	146	58%	65	26%	32	13%	3	1%	4	2%	7	3%
45	3/3 4/4 handled fairly	209	3.73	1.23	70	33%	63	30%	40	19%	21	10%	15	7%	48	19%
46	Teaching Load is fair	244	3.95	1.15	100	41%	74	30%	40	16%	18	7%	12	5%	13	5%
47	Recognition for teaching	241	3.46	1.28	61	25%	70	29%	54	22%	31	13%	25	10%	16	6%
48	Recognition for research	197	3.51	1.19	45	23%	65	33%	47	24%	25	13%	15	8%	60	23%
49	Recognition for service	220	3.25	1.31	47	21%	55	25%	52	24%	39	18%	27	12%	37	14%
50	Clerical Support	230	3.63	1.21	67	29%	69	30%	51	22%	27	12%	16	7%	27	11%
51	Collegial Support in dept.	239	3.77	1.19	82	34%	71	30%	48	20%	25	10%	13	5%	18	7%
52	Reassigned time	139	3.22	1.25	25	18%	35	25%	41	29%	22	16%	16	12%	118	46%
53	Faculty Research Fund <5000	145	3.53	1.25	39	27%	40	28%	40	28%	11	8%	15	10%	112	44%
54	Enhancement Grant for Research	135	3.54	1.23	35	26%	39	29%	38	28%	10	7%	13	10%	122	47%
55	IDEA Administered	236	3.12	1.36	40	17%	69	29%	53	22%	28	12%	46	19%	21	8%
56	IDEA Accuracy	235	2.86	1.32	24	10%	63	27%	59	25%	34	14%	55	23%	22	9%
57	IDEA On-Line Administered	145	2.85	1.39	19	13%	37	26%	27	19%	27	19%	35	24%	112	44%
58	IDEA On-Line Accuracy	142	2.64	1.28	12	8%	27	19%	38	27%	28	20%	37	26%	115	45%
59	Chair evaluation of my teaching	204	3.70	1.25	64	31%	69	34%	35	17%	17	8%	19	9%	53	21%
60	FES Instrument is adequate	199	3.20	1.23	33	17%	54	27%	52	26%	40	20%	20	10%	58	23%
61	Merit System is applied fairly	195	3.00	1.37	35	18%	41	21%	45	23%	37	19%	37	19%	62	24%
62	Market Adjustments applied fairly	173	2.31	1.23	11	6%	19	11%	42	24%	41	24%	60	35%	84	33%
63	Promotion System is applied fairly	187	3.25	1.26	31	17%	57	30%	53	28%	19	10%	27	14%	70	27%
64	Tenure System is applied fairly	188	3.44	1.37	56	30%	41	22%	48	26%	16	9%	27	14%	69	27%
65	Tenure Process clear at univ. level	197	3.11	1.36	37	19%	47	24%	49	25%	29	15%	35	18%	60	23%
66	Post Tenure Review	139	3.44	1.30	38	27%	29	21%	46	33%	8	6%	18	13%	118	46%
67	Collegiality for tenure & promotion	202	3.58	1.37	70	35%	47	23%	38	19%	24	12%	23	11%	55	21%
68	Collegiality for post-tenure & promotion	197	3.60	1.34	69	35%	44	22%	42	21%	21	11%	21	11%	60	23%
69	Salary at SHSU	247	2.68	1.31	25	10%	51	21%	51	21%	61	25%	59	24%	10	4%
70	Salary other Universities	236	2.58	1.28	21	9%	39	17%	58	25%	57	24%	61	26%	21	8%
71	Satisfied at SHSU	251	3.80	1.14	80	32%	92	37%	39	16%	29	12%	11	4%	6	2%
72	Senate Referendum on Chair-Elect	240		yes	233	97%		no	7	3%					17	7%

## COBA Results 2014 - 2015

Total Number of Respondents 29  
 # Tenured/Tenure-Track Responding 22  
 Actual # Tenured/Tenure-Track 73  
 % Responding of Tenure/Tenure-Track 30.1%

% Respondents  
not answering.

					Number and % Responding 5, 4, 3, 2, 1											
					5		4		3		2		1		N/A	
	N	Mean	Std. Dev.		n	%	n	%	n	%	n	%	n	%	n	%
1	President Hoyt	28	3.43	1.14	5	18%	9	32%	9	32%	3	11%	2	7%	1	3%
2	VPAA Hebert	27	4.22	0.80	12	44%	9	33%	6	22%	0	0%	0	0%	2	7%
3	VPEM Thielemann	20	2.90	1.21	3	15%	2	10%	7	35%	6	30%	2	10%	9	31%
4	VPFO	18	3.22	1.11	3	17%	4	22%	5	28%	6	33%	0	0%	11	38%
5	VPSS Parker	22	3.82	1.01	6	27%	9	41%	4	18%	3	14%	0	0%	7	24%
6	VP Advancement Holmes	18	3.22	1.26	3	17%	5	28%	5	28%	3	17%	2	11%	11	38%
7	VP for IT Adams	23	3.17	1.07	2	9%	7	30%	9	39%	3	13%	2	9%	6	21%
8	Assoc. VPAA Eglsaer	23	3.52	1.12	5	22%	7	30%	7	30%	3	13%	1	4%	6	21%
9	Assoc. VPAA Tayebi	17	3.00	1.27	2	12%	4	24%	6	35%	2	12%	3	18%	12	41%
10	Assoc. VPR&SP Cook	19	3.53	1.12	4	21%	6	32%	6	32%	2	11%	1	5%	10	34%
11	Assoc. VPResAdm Davis	11	3.27	1.35	3	27%	1	9%	4	36%	2	18%	1	9%	18	62%
12	Assoc. VP DL Angrove	25	3.52	1.00	5	20%	7	28%	9	36%	4	16%	0	0%	4	14%
13	Dean Muehsam	29	3.24	1.24	6	21%	6	21%	8	28%	7	24%	2	7%	0	0%
14	Associate Dean Lilly	29	3.72	1.22	11	38%	5	17%	8	28%	4	14%	1	3%	0	0%
15	Associate Dean Muehsam	28	4.25	0.75	12	43%	11	39%	5	18%	0	0%	0	0%	1	3%
17	Budget Decision Participation in Dept.	26	2.62	1.36	2	8%	6	23%	6	23%	4	15%	8	31%	3	10%
18	Selection of Admins.	23	2.39	1.34	1	4%	6	26%	2	9%	6	26%	8	35%	6	21%
19	Selection of Faculty	26	3.96	1.15	11	42%	7	27%	5	19%	2	8%	1	4%	3	10%
20	Strategic Planning in College	25	2.68	1.31	2	8%	6	24%	5	20%	6	24%	6	24%	4	14%
21	Communication with Admin.	28	2.93	1.33	4	14%	6	21%	7	25%	6	21%	5	18%	1	3%
22	Faculty Senate	27	3.70	0.99	5	19%	13	48%	6	22%	2	7%	1	4%	2	7%
23	Information Resources (UCS)	29	3.45	1.06	2	7%	16	55%	7	24%	1	3%	3	10%	0	0%
24	DELTA Services adequate	24	3.67	1.05	5	21%	10	42%	6	25%	2	8%	1	4%	5	17%
25	Adequate support for online courses	25	3.64	0.86	4	16%	10	40%	9	36%	2	8%	0	0%	4	14%
26	Library Services	25	4.12	1.01	11	44%	8	32%	5	20%	0	0%	1	4%	4	14%
27	Library good for Dept. Curriculum	25	4.16	0.75	9	36%	11	44%	5	20%	0	0%	0	0%	4	14%
28	Support from Contracts and Grants	18	3.61	0.98	3	17%	7	39%	7	39%	0	0%	1	6%	11	38%
29	Research Resources	25	3.72	0.94	6	24%	8	32%	9	36%	2	8%	0	0%	4	14%
30	Graduate Program Resources	22	3.14	1.21	2	9%	8	36%	6	27%	3	14%	3	14%	7	24%
31	Travel Allocation	27	4.11	0.89	11	41%	9	33%	6	22%	1	4%	0	0%	2	7%
32	Recruiting Quality Students	28	2.71	1.12	1	4%	7	25%	7	25%	9	32%	4	14%	1	3%
33	SAM Center Advising	24	3.58	0.93	3	13%	11	46%	8	33%	1	4%	1	4%	5	17%
34	SAM Center Mentoring	17	3.71	0.92	4	24%	5	29%	7	41%	1	6%	0	0%	12	41%
35	LSC facilities adequate	24	3.42	1.06	3	13%	9	38%	9	38%	1	4%	2	8%	5	17%

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
36	LSC Services adequate	25	3.52	0.92	3	12%	10	40%	10	40%	1	4%	1	4%	4	14%
37	Aramark Services adequate	26	3.46	0.95	4	15%	8	31%	10	38%	4	15%	0	0%	3	10%
38	Human Resource Dept.	27	3.44	1.05	5	19%	7	26%	11	41%	3	11%	1	4%	2	7%
39	The Woodlands Center facilities	25	4.00	1.22	11	44%	8	32%	3	12%	1	4%	2	8%	4	14%
40	The Woodlands Center staff	24	3.67	1.09	6	25%	8	33%	7	29%	2	8%	1	4%	5	17%
41	Parking	28	2.82	1.47	5	18%	4	14%	8	29%	3	11%	8	29%	1	3%
42	Work environment	28	3.68	1.19	10	36%	4	14%	10	36%	3	11%	1	4%	1	3%
43	Free from intimidation/discrimination	27	4.07	1.21	15	56%	3	11%	6	22%	2	7%	1	4%	2	7%
44	Physically Safe on Campus	28	4.25	1.04	16	57%	5	18%	6	21%	0	0%	1	4%	1	3%
45	3/3 4/4 handled fairly	27	3.93	1.14	10	37%	9	33%	6	22%	0	0%	2	7%	2	7%
46	Teaching Load is fair	28	3.89	1.31	13	46%	6	21%	4	14%	3	11%	2	7%	1	3%
47	Recognition for teaching	27	3.19	1.00	2	7%	9	33%	9	33%	6	22%	1	4%	2	7%
48	Recognition for research	27	3.26	1.06	2	7%	11	41%	8	30%	4	15%	2	7%	2	7%
49	Recognition for service	28	3.00	1.28	4	14%	7	25%	5	18%	9	32%	3	11%	1	3%
50	Clerical Support	28	3.71	1.15	8	29%	10	36%	5	18%	4	14%	1	4%	1	3%
51	Collegial Support in dept.	28	3.86	1.11	10	36%	8	29%	7	25%	2	7%	1	4%	1	3%
52	Reassigned time	13	3.23	1.36	3	23%	2	15%	5	38%	1	8%	2	15%	16	55%
53	Faculty Research Fund <5000	18	3.11	1.37	3	17%	5	28%	4	22%	3	17%	3	17%	11	38%
54	Enhancement Grant for Research	15	3.33	1.35	3	20%	5	33%	3	20%	2	13%	2	13%	14	48%
55	IDEA Administered	29	2.86	1.36	2	7%	10	34%	7	24%	2	7%	8	28%	0	0%
56	IDEA Accuracy	29	2.00	1.22	0	0%	6	21%	3	10%	5	17%	15	52%	0	0%
57	IDEA On-Line Administered	19	2.42	1.35	0	0%	7	37%	1	5%	4	21%	7	37%	10	34%
58	IDEA On-Line Accuracy	19	2.00	1.20	0	0%	4	21%	1	5%	5	26%	9	47%	10	34%
59	Chair evaluation of my teaching	26	3.46	0.95	3	12%	11	42%	7	27%	5	19%	0	0%	3	10%
60	FES Instrument is adequate	28	2.86	1.04	2	7%	5	18%	10	36%	9	32%	2	7%	1	3%
61	Merit System is applied fairly	27	3.00	1.27	4	15%	6	22%	6	22%	8	30%	3	11%	2	7%
62	Market Adjustments applied fairly	20	1.95	1.15	0	0%	3	15%	3	15%	4	20%	10	50%	9	31%
63	Promotion System is applied fairly	24	3.13	1.19	4	17%	4	17%	9	38%	5	21%	2	8%	5	17%
64	Tenure System is applied fairly	24	3.21	1.38	6	25%	4	17%	6	25%	5	21%	3	13%	5	17%
65	Tenure Process clear at univ. level	24	2.79	1.32	3	13%	4	17%	7	29%	5	21%	5	21%	5	17%
66	Post Tenure Review	18	3.50	1.04	4	22%	3	17%	10	56%	0	0%	1	6%	11	38%
67	Collegiality for tenure & promotion	26	3.92	1.26	12	46%	6	23%	3	12%	4	15%	1	4%	3	10%
68	Collegiality for post-tenure & promotion	26	3.81	1.27	11	42%	5	19%	5	19%	4	15%	1	4%	3	10%
69	Salary at SHSU	28	2.57	1.03	0	0%	7	25%	6	21%	11	39%	4	14%	1	3%
70	Salary other Universities	28	2.25	1.11	0	0%	5	18%	6	21%	8	29%	9	32%	1	3%
71	Satisfied at SHSU	28	3.64	1.03	5	18%	13	46%	6	21%	3	11%	1	4%	1	3%

## COS Results 2014 - 2015

Total Number of Respondents 50  
 # Tenured/Tenure-Track Responding 38  
 Actual # Tenured/Tenure-Track 110  
 % Responding of Tenure/Tenure-Track 34.5%

% Respondents  
not answering.

		Number and % Responding 5, 4, 3, 2, 1															
		N	Mean	Std. Dev.	5		4		3		2		1		N/A		
					n	%	n	%	n	%	n	%	n	%	n	%	
1	President Hoyt	43	3.02	1.37	7	16%	10	23%	12	28%	5	12%	9	21%	7	14%	
2	VPAA Hebert	43	3.72	1.03	12	28%	12	28%	15	35%	3	7%	1	2%	7	14%	
3	VPEM Thielemann	17	3.47	1.23	5	29%	2	12%	7	41%	2	12%	1	6%	33	66%	
4	VPFO	17	2.94	1.60	4	24%	3	18%	3	18%	2	12%	5	29%	33	66%	
5	VPSS Parker	23	3.74	1.25	8	35%	6	26%	6	26%	1	4%	2	9%	27	54%	
6	VP Advancement Holmes	20	3.45	1.23	5	25%	4	20%	8	40%	1	5%	2	10%	30	60%	
7	VP for IT Adams	32	2.84	1.37	5	16%	5	16%	9	28%	6	19%	7	22%	18	36%	
8	Assoc. VPAA Eglsaer	28	3.54	1.23	7	25%	8	29%	9	32%	1	4%	3	11%	22	44%	
9	Assoc. VPAA Tayebi	32	3.47	1.19	7	22%	9	28%	11	34%	2	6%	3	9%	18	36%	
10	Assoc. VPR&SP Cook	36	3.81	1.19	14	39%	8	22%	8	22%	5	14%	1	3%	14	28%	
11	Assoc. VPResAdm Davis	16	3.44	1.31	4	25%	4	25%	5	31%	1	6%	2	13%	34	68%	
12	Assoc. VP DL Angrove	24	3.46	1.32	7	29%	4	17%	9	38%	1	4%	3	13%	26	52%	
13	Dean Pascarella	46	4.17	1.00	22	48%	14	30%	7	15%	2	4%	1	2%	4	8%	
14	Associate Dean Gaillard	39	4.00	1.00	14	36%	15	38%	7	18%	2	5%	1	3%	11	22%	
15	Associate Dean Gillespie	40	3.83	1.20	14	35%	13	33%	8	20%	2	5%	3	8%	10	20%	
17	Budget Decision Participation in Dept.	43	3.16	1.38	8	19%	12	28%	10	23%	5	12%	8	19%	7	14%	
18	Selection of Admins.	42	2.00	1.27	2	5%	5	12%	6	14%	7	17%	22	52%	8	16%	
19	Selection of Faculty	44	3.89	1.40	20	45%	13	30%	3	7%	2	5%	6	14%	6	12%	
20	Strategic Planning in College	43	2.77	1.31	4	9%	9	21%	14	33%	5	12%	11	26%	7	14%	
21	Communication with Admin.	46	2.67	1.23	4	9%	8	17%	12	26%	13	28%	9	20%	4	8%	
22	Faculty Senate	44	3.32	1.12	7	16%	13	30%	13	30%	9	20%	2	5%	6	12%	
23	Information Resources (UCS)	49	2.90	1.28	6	12%	10	20%	15	31%	9	18%	9	18%	1	2%	
24	DELTA Services adequate	37	3.51	1.15	9	24%	10	27%	10	27%	7	19%	1	3%	13	26%	
25	Adequate support for online courses	36	3.78	0.99	10	28%	12	33%	10	28%	4	11%	0	0%	14	28%	
26	Library Services	47	3.91	1.06	15	32%	20	43%	7	15%	3	6%	2	4%	3	6%	
27	Library good for Dept. Curriculum	45	3.93	0.96	13	29%	21	47%	7	16%	3	7%	1	2%	5	10%	
28	Support from Contracts and Grants	39	3.62	1.35	14	36%	8	21%	9	23%	4	10%	4	10%	11	22%	
29	Research Resources	40	3.43	1.20	8	20%	12	30%	13	33%	3	8%	4	10%	10	20%	
30	Graduate Program Resources	40	2.80	1.36	5	13%	10	25%	5	13%	12	30%	8	20%	10	20%	
31	Travel Allocation	42	3.33	1.16	7	17%	13	31%	12	29%	7	17%	3	7%	8	16%	
32	Recruiting Quality Students	46	2.65	1.27	3	7%	11	24%	10	22%	11	24%	11	24%	4	8%	
33	SAM Center Advising	40	2.83	1.22	3	8%	10	25%	11	28%	9	23%	7	18%	10	20%	
34	SAM Center Mentoring	37	3.11	1.02	2	5%	12	32%	14	38%	6	16%	3	8%	13	26%	
35	LSC facilities adequate	40	3.40	1.08	5	13%	16	40%	12	30%	4	10%	3	8%	10	20%	

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
36	LSC Services adequate	35	3.60	0.88	4	11%	17	49%	11	31%	2	6%	1	3%	15	30%
37	Aramark Services adequate	42	2.64	1.23	2	5%	10	24%	11	26%	9	21%	10	24%	8	16%
38	Human Resource Dept.	43	2.91	1.17	4	9%	8	19%	18	42%	6	14%	7	16%	7	14%
39	The Woodlands Center facilities	17	4.12	0.93	8	47%	3	18%	6	35%	0	0%	0	0%	33	66%
40	The Woodlands Center staff	16	4.06	0.77	5	31%	7	44%	4	25%	0	0%	0	0%	34	68%
41	Parking	47	2.06	1.09	2	4%	3	6%	8	17%	17	36%	17	36%	3	6%
42	Work environment	46	3.52	1.07	9	20%	16	35%	12	26%	8	17%	1	2%	4	8%
43	Free from intimidation/discrimination	46	3.70	1.43	20	43%	8	17%	7	15%	6	13%	5	11%	4	8%
44	Physically Safe on Campus	48	4.19	1.00	24	50%	13	27%	8	17%	2	4%	1	2%	2	4%
45	3/3 4/4 handled fairly	41	3.32	1.39	11	27%	9	22%	8	20%	8	20%	5	12%	9	18%
46	Teaching Load is fair	49	3.57	1.17	12	24%	16	33%	12	24%	6	12%	3	6%	1	2%
47	Recognition for teaching	50	3.26	1.29	9	18%	15	30%	13	26%	6	12%	7	14%	0	0%
48	Recognition for research	41	3.46	1.21	9	22%	13	32%	10	24%	6	15%	3	7%	9	18%
49	Recognition for service	44	2.98	1.19	5	11%	11	25%	10	23%	14	32%	4	9%	6	12%
50	Clerical Support	47	3.49	1.20	11	23%	14	30%	12	26%	7	15%	3	6%	3	6%
51	Collegial Support in dept.	48	3.81	1.16	18	38%	12	25%	10	21%	7	15%	1	2%	2	4%
52	Reassigned time	32	3.09	1.15	4	13%	7	22%	12	38%	6	19%	3	9%	18	36%
53	Faculty Research Fund <5000	34	3.62	1.33	11	32%	9	26%	8	24%	2	6%	4	12%	16	32%
54	Enhancement Grant for Research	32	3.59	1.34	10	31%	9	28%	7	22%	2	6%	4	13%	18	36%
55	IDEA Administered	46	2.83	1.50	8	17%	9	20%	10	22%	5	11%	14	30%	4	8%
56	IDEA Accuracy	46	2.78	1.43	6	13%	10	22%	12	26%	4	9%	14	30%	4	8%
57	IDEA On-Line Administered	16	2.38	1.63	3	19%	1	6%	3	19%	1	6%	8	50%	34	68%
58	IDEA On-Line Accuracy	17	2.24	1.48	2	12%	1	6%	5	29%	0	0%	9	53%	33	66%
59	Chair evaluation of my teaching	46	3.54	1.35	13	28%	14	30%	11	24%	1	2%	7	15%	4	8%
60	FES Instrument is adequate	43	3.42	1.30	9	21%	16	37%	7	16%	6	14%	5	12%	7	14%
61	Merit System is applied fairly	44	3.25	1.50	12	27%	10	23%	8	18%	5	11%	9	20%	6	12%
62	Market Adjustments applied fairly	36	1.97	1.08	2	6%	1	3%	5	14%	14	39%	14	39%	14	28%
63	Promotion System is applied fairly	40	3.55	1.20	9	23%	14	35%	11	28%	2	5%	4	10%	10	20%
64	Tenure System is applied fairly	39	3.82	1.27	15	38%	11	28%	8	21%	1	3%	4	10%	11	22%
65	Tenure Process clear at univ. level	42	3.05	1.46	9	21%	9	21%	8	19%	7	17%	9	21%	8	16%
66	Post Tenure Review	35	3.43	1.40	11	31%	6	17%	10	29%	3	9%	5	14%	15	30%
67	Collegiality for tenure & promotion	43	3.44	1.47	15	35%	7	16%	10	23%	4	9%	7	16%	7	14%
68	Collegiality for post-tenure & promotion	43	3.42	1.47	15	35%	6	14%	11	26%	4	9%	7	16%	7	14%
69	Salary at SHSU	50	2.66	1.29	4	8%	9	18%	17	34%	6	12%	14	28%	0	0%
70	Salary other Universities	50	2.52	1.22	4	8%	6	12%	14	28%	14	28%	12	24%	0	0%
71	Satisfied at SHSU	49	3.71	1.31	17	35%	16	33%	5	10%	7	14%	4	8%	1	2%

## CJ Results 2014 - 2015

Total Number of Respondents 23  
 # Tenured/Tenure-Track Responding 12  
 Actual # Tenured/Tenure-Track 41  
 % Responding of Tenure/Tenure-Track 29.3%

% Respondents  
not answering.

					Number and % Responding 5, 4, 3, 2, 1											
					5		4		3		2		1		N/A	
	N	Mean	Std. Dev.		n	%	n	%	n	%	n	%	n	%	n	%
1	President Hoyt	21	3.86	0.73	4	19%	10	48%	7	33%	0	0%	0	0%	2	9%
2	VPAA Hebert	17	3.88	0.93	5	29%	6	35%	5	29%	1	6%	0	0%	6	26%
3	VPEM Thielemann	7	3.29	0.49	0	0%	2	29%	5	71%	0	0%	0	0%	16	70%
4	VPFO	8	3.25	0.46	0	0%	2	25%	6	75%	0	0%	0	0%	15	65%
5	VPSS Parker	7	3.71	0.76	1	14%	3	43%	3	43%	0	0%	0	0%	16	70%
6	VP Advancement Holmes	8	3.25	0.71	0	0%	3	38%	4	50%	1	13%	0	0%	15	65%
7	VP for IT Adams	10	3.20	0.79	0	0%	4	40%	4	40%	2	20%	0	0%	13	57%
8	Assoc. VPAA Eglsaer	13	3.69	0.85	2	15%	6	46%	4	31%	1	8%	0	0%	10	43%
9	Assoc. VPAA Tayebi	12	3.92	0.90	4	33%	3	25%	5	42%	0	0%	0	0%	11	48%
10	Assoc. VPR&SP Cook	10	3.70	0.82	2	20%	3	30%	5	50%	0	0%	0	0%	13	57%
11	Assoc. VPResAdm Davis	7	3.29	0.49	0	0%	2	29%	5	71%	0	0%	0	0%	16	70%
12	Assoc. VP DL Angrove	9	3.33	1.12	2	22%	1	11%	4	44%	2	22%	0	0%	14	61%
13	Dean Lyons	22	3.91	1.41	12	55%	2	9%	4	18%	2	9%	2	9%	1	4%
14	Associate Dean King	20	3.80	1.15	7	35%	5	25%	6	30%	1	5%	1	5%	3	13%
15	Associate Dean Miller	22	3.68	1.25	7	32%	6	27%	6	27%	1	5%	2	9%	1	4%
17	Budget Decision Participation in Dept.	14	2.71	1.44	2	14%	2	14%	4	29%	2	14%	4	29%	9	39%
18	Selection of Admins.	16	3.06	1.61	5	31%	1	6%	4	25%	2	13%	4	25%	7	30%
19	Selection of Faculty	15	3.53	1.25	4	27%	4	27%	4	27%	2	13%	1	7%	8	35%
20	Strategic Planning in College	15	2.87	1.36	1	7%	5	33%	4	27%	1	7%	4	27%	8	35%
21	Communication with Admin.	22	3.41	1.37	5	23%	8	36%	3	14%	3	14%	3	14%	1	4%
22	Faculty Senate	14	3.14	0.95	1	7%	4	29%	5	36%	4	29%	0	0%	9	39%
23	Information Resources (UCS)	23	3.70	1.29	7	30%	9	39%	2	9%	3	13%	2	9%	0	0%
24	DELTA Services adequate	18	4.06	0.87	6	33%	8	44%	3	17%	1	6%	0	0%	5	22%
25	Adequate support for online courses	19	4.32	0.95	10	53%	7	37%	0	0%	2	11%	0	0%	4	17%
26	Library Services	20	4.20	1.01	10	50%	6	30%	2	10%	2	10%	0	0%	3	13%
27	Library good for Dept. Curriculum	19	4.16	1.17	10	53%	5	26%	2	11%	1	5%	1	5%	4	17%
28	Support from Contracts and Grants	11	3.82	0.75	2	18%	5	45%	4	36%	0	0%	0	0%	12	52%
29	Research Resources	15	3.40	1.06	2	13%	6	40%	3	20%	4	27%	0	0%	8	35%
30	Graduate Program Resources	15	3.40	0.99	2	13%	5	33%	5	33%	3	20%	0	0%	8	35%
31	Travel Allocation	15	3.13	1.19	1	7%	6	40%	4	27%	2	13%	2	13%	8	35%
32	Recruiting Quality Students	21	3.33	0.91	1	5%	9	43%	8	38%	2	10%	1	5%	2	9%
33	SAM Center Advising	13	3.69	0.75	1	8%	8	62%	3	23%	1	8%	0	0%	10	43%
34	SAM Center Mentoring	12	3.58	0.79	1	8%	6	50%	4	33%	1	8%	0	0%	11	48%
35	LSC facilities adequate	16	3.88	0.72	3	19%	8	50%	5	31%	0	0%	0	0%	7	30%



	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
36	LSC Services adequate	14	3.79	0.70	2	14%	7	50%	5	36%	0	0%	0	0%	9	39%
37	Aramark Services adequate	18	2.83	1.04	0	0%	5	28%	8	44%	2	11%	3	17%	5	22%
38	Human Resource Dept.	18	3.56	0.92	2	11%	9	50%	4	22%	3	17%	0	0%	5	22%
39	The Woodlands Center facilities	15	4.20	0.86	6	40%	7	47%	1	7%	1	7%	0	0%	8	35%
40	The Woodlands Center staff	14	4.07	0.92	5	36%	6	43%	2	14%	1	7%	0	0%	9	39%
41	Parking	20	2.70	1.34	1	5%	6	30%	5	25%	2	10%	6	30%	3	13%
42	Work environment	20	3.50	1.28	5	25%	7	35%	2	10%	5	25%	1	5%	3	13%
43	Free from intimidation/discrimination	21	4.43	1.08	14	67%	5	24%	0	0%	1	5%	1	5%	2	9%
44	Physically Safe on Campus	21	4.57	0.68	14	67%	5	24%	2	10%	0	0%	0	0%	2	9%
45	3/3 4/4 handled fairly	17	3.71	0.92	3	18%	8	47%	4	24%	2	12%	0	0%	6	26%
46	Teaching Load is fair	22	4.27	0.83	10	45%	9	41%	2	9%	1	5%	0	0%	1	4%
47	Recognition for teaching	22	3.50	1.41	7	32%	5	23%	5	23%	2	9%	3	14%	1	4%
48	Recognition for research	14	3.21	1.25	2	14%	4	29%	5	36%	1	7%	2	14%	9	39%
49	Recognition for service	21	3.43	1.47	6	29%	6	29%	4	19%	1	5%	4	19%	2	9%
50	Clerical Support	17	3.71	0.99	3	18%	9	53%	2	12%	3	18%	0	0%	6	26%
51	Collegial Support in dept.	20	3.75	1.12	6	30%	6	30%	6	30%	1	5%	1	5%	3	13%
52	Reassigned time	8	3.38	0.74	0	0%	4	50%	3	38%	1	13%	0	0%	15	65%
53	Faculty Research Fund <5000	9	3.33	1.12	1	11%	3	33%	4	44%	0	0%	1	11%	14	61%
54	Enhancement Grant for Research	9	3.67	0.71	1	11%	4	44%	4	44%	0	0%	0	0%	14	61%
55	IDEA Administered	20	3.40	1.14	3	15%	7	35%	7	35%	1	5%	2	10%	3	13%
56	IDEA Accuracy	21	3.00	1.22	1	5%	8	38%	6	29%	2	10%	4	19%	2	9%
57	IDEA On-Line Administered	13	3.00	1.29	2	15%	2	15%	5	38%	2	15%	2	15%	10	43%
58	IDEA On-Line Accuracy	13	2.62	1.26	1	8%	2	15%	4	31%	3	23%	3	23%	10	43%
59	Chair evaluation of my teaching	16	3.63	1.36	5	31%	5	31%	3	19%	1	6%	2	13%	7	30%
60	FES Instrument is adequate	14	3.00	1.52	3	21%	2	14%	5	36%	0	0%	4	29%	9	39%
61	Merit System is applied fairly	13	3.08	1.44	3	23%	2	15%	3	23%	3	23%	2	15%	10	43%
62	Market Adjustments applied fairly	12	2.67	1.23	1	8%	2	17%	3	25%	4	33%	2	17%	11	48%
63	Promotion System is applied fairly	13	3.46	1.05	2	15%	5	38%	3	23%	3	23%	0	0%	10	43%
64	Tenure System is applied fairly	12	3.58	0.90	2	17%	4	33%	5	42%	1	8%	0	0%	11	48%
65	Tenure Process clear at univ. level	13	3.54	0.78	1	8%	6	46%	5	38%	1	8%	0	0%	10	43%
66	Post Tenure Review	9	4.00	0.50	1	11%	7	78%	1	11%	0	0%	0	0%	14	61%
67	Collegiality for tenure & promotion	14	3.79	1.48	7	50%	2	14%	1	7%	3	21%	1	7%	9	39%
68	Collegiality for post-tenure & promotion	14	3.86	1.51	8	57%	1	7%	1	7%	3	21%	1	7%	9	39%
69	Salary at SHSU	21	3.29	1.49	5	24%	7	33%	2	10%	3	14%	4	19%	2	9%
70	Salary other Universities	20	3.15	1.42	4	20%	5	25%	5	25%	2	10%	4	20%	3	13%
71	Satisfied at SHSU	22	4.00	1.02	8	36%	9	41%	2	9%	3	14%	0	0%	1	4%

# COE Results 2014 - 2015

Total Number of Respondents 49  
 # Tenured/Tenure-Track Responding 31  
 Actual # Tenured/Tenure-Track 80  
 % Responding of Tenure/Tenure-Track 38.8%

% Respondents  
not answering.

		Number and % Responding 5, 4, 3, 2, 1															
		N	Mean	Std. Dev.	5		4		3		2		1		N/A		
					n	%	n	%	n	%	n	%	n	%	n	%	
1	President Hoyt	44	4.05	0.89	14	32%	21	48%	7	16%	1	2%	1	2%	5	10%	
2	VPAA Hebert	40	4.30	0.79	19	48%	15	38%	5	13%	1	3%	0	0%	9	18%	
3	VPEM Thielemann	30	3.80	0.76	6	20%	12	40%	12	40%	0	0%	0	0%	19	39%	
4	VPFO	28	3.89	0.74	6	21%	13	46%	9	32%	0	0%	0	0%	21	43%	
5	VPSS Parker	28	3.79	0.92	6	21%	13	46%	6	21%	3	11%	0	0%	21	43%	
6	VP Advancement Holmes	24	3.58	0.97	4	17%	10	42%	6	25%	4	17%	0	0%	25	51%	
7	VP for IT Adams	28	3.64	1.03	6	21%	10	36%	9	32%	2	7%	1	4%	21	43%	
8	Assoc. VPAA Eglsaer	32	4.31	0.90	16	50%	12	38%	3	9%	0	0%	1	3%	17	35%	
9	Assoc. VPAA Tayebi	37	3.49	1.30	8	22%	15	41%	6	16%	3	8%	5	14%	12	24%	
10	Assoc. VPR&SP Cook	26	3.58	1.03	5	19%	9	35%	9	35%	2	8%	1	4%	23	47%	
11	Assoc. VPResAdm Davis	22	3.64	0.79	3	14%	9	41%	9	41%	1	5%	0	0%	27	55%	
12	Assoc. VP DL Angrove	30	3.70	1.02	6	20%	13	43%	9	30%	0	0%	2	7%	19	39%	
13	Dean Edmonson	48	4.46	0.97	33	69%	8	17%	4	8%	2	4%	1	2%	1	2%	
14	Associate Dean Price	45	4.00	1.19	20	44%	13	29%	7	16%	2	4%	3	7%	4	8%	
15	Associate Dean Stewart	38	3.89	1.11	14	37%	12	32%	7	18%	4	11%	1	3%	11	22%	
17	Budget Decision Participation in Dept.	34	2.94	1.23	5	15%	5	15%	11	32%	9	26%	4	12%	15	31%	
18	Selection of Admins.	35	2.83	1.32	5	14%	5	14%	11	31%	7	20%	7	20%	14	29%	
19	Selection of Faculty	38	3.66	1.38	14	37%	9	24%	8	21%	2	5%	5	13%	11	22%	
20	Strategic Planning in College	33	3.55	1.39	12	36%	6	18%	6	18%	6	18%	3	9%	16	33%	
21	Communication with Admin.	42	3.86	1.05	14	33%	13	31%	11	26%	3	7%	1	2%	7	14%	
22	Faculty Senate	31	3.35	1.14	6	19%	7	23%	12	39%	4	13%	2	6%	18	37%	
23	Information Resources (UCS)	49	4.20	0.91	21	43%	21	43%	4	8%	2	4%	1	2%	0	0%	
24	DELTA Services adequate	39	4.03	1.04	15	38%	14	36%	8	21%	0	0%	2	5%	10	20%	
25	Adequate support for online courses	44	4.07	1.02	18	41%	15	34%	9	20%	0	0%	2	5%	5	10%	
26	Library Services	40	4.20	0.94	18	45%	15	38%	5	13%	1	3%	1	3%	9	18%	
27	Library good for Dept. Curriculum	38	4.13	0.88	14	37%	17	45%	6	16%	0	0%	1	3%	11	22%	
28	Support from Contracts and Grants	33	3.55	1.15	9	27%	7	21%	11	33%	5	15%	1	3%	16	33%	
29	Research Resources	37	3.51	1.07	8	22%	10	27%	13	35%	5	14%	1	3%	12	24%	
30	Graduate Program Resources	36	3.25	1.27	7	19%	8	22%	13	36%	3	8%	5	14%	13	27%	
31	Travel Allocation	41	3.37	1.28	9	22%	12	29%	9	22%	7	17%	4	10%	8	16%	
32	Recruiting Quality Students	47	3.43	1.16	10	21%	12	26%	16	34%	6	13%	3	6%	2	4%	
33	SAM Center Advising	34	3.71	1.09	9	26%	12	35%	8	24%	4	12%	1	3%	15	31%	
34	SAM Center Mentoring	29	3.62	0.90	5	17%	11	38%	10	34%	3	10%	0	0%	20	41%	
35	LSC facilities adequate	38	3.66	0.97	7	18%	16	42%	11	29%	3	8%	1	3%	11	22%	

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
36	LSC Services adequate	38	3.74	0.89	7	18%	17	45%	12	32%	1	3%	1	3%	11	22%
37	Aramark Services adequate	42	3.55	1.04	9	21%	12	29%	15	36%	5	12%	1	2%	7	14%
38	Human Resource Dept.	40	3.45	1.11	7	18%	13	33%	14	35%	3	8%	3	8%	9	18%
39	The Woodlands Center facilities	39	4.49	0.68	23	59%	12	31%	4	10%	0	0%	0	0%	10	20%
40	The Woodlands Center staff	37	4.24	0.86	18	49%	11	30%	7	19%	1	3%	0	0%	12	24%
41	Parking	49	2.29	1.43	6	12%	5	10%	7	14%	10	20%	21	43%	0	0%
42	Work environment	45	3.82	1.28	18	40%	12	27%	8	18%	3	7%	4	9%	4	8%
43	Free from intimidation/discrimination	48	4.15	1.32	30	63%	7	15%	2	4%	6	13%	3	6%	1	2%
44	Physically Safe on Campus	49	4.59	0.70	34	69%	11	22%	3	6%	1	2%	0	0%	0	0%
45	3/3 4/4 handled fairly	40	4.10	1.03	18	45%	12	30%	7	18%	2	5%	1	3%	9	18%
46	Teaching Load is fair	44	4.25	0.92	22	50%	13	30%	8	18%	0	0%	1	2%	5	10%
47	Recognition for teaching	45	3.96	1.11	18	40%	13	29%	10	22%	2	4%	2	4%	4	8%
48	Recognition for research	38	4.03	0.94	15	39%	11	29%	10	26%	2	5%	0	0%	11	22%
49	Recognition for service	40	3.58	1.34	14	35%	7	18%	11	28%	4	10%	4	10%	9	18%
50	Clerical Support	42	3.83	1.17	16	38%	10	24%	11	26%	3	7%	2	5%	7	14%
51	Collegial Support in dept.	44	4.09	1.01	19	43%	14	32%	8	18%	2	5%	1	2%	5	10%
52	Reassigned time	28	3.25	1.32	7	25%	4	14%	9	32%	5	18%	3	11%	21	43%
53	Faculty Research Fund <5000	32	3.69	1.20	10	31%	9	28%	8	25%	3	9%	2	6%	17	35%
54	Enhancement Grant for Research	29	3.66	1.23	9	31%	8	28%	7	24%	3	10%	2	7%	20	41%
55	IDEA Administered	43	3.44	1.35	12	28%	11	26%	9	21%	6	14%	5	12%	6	12%
56	IDEA Accuracy	41	3.10	1.34	7	17%	10	24%	11	27%	6	15%	7	17%	8	16%
57	IDEA On-Line Administered	37	3.00	1.41	6	16%	10	27%	7	19%	6	16%	8	22%	12	24%
58	IDEA On-Line Accuracy	35	2.91	1.31	4	11%	9	26%	9	26%	6	17%	7	20%	14	29%
59	Chair evaluation of my teaching	35	4.29	0.86	17	49%	13	37%	3	9%	2	6%	0	0%	14	29%
60	FES Instrument is adequate	35	3.51	1.04	6	17%	13	37%	10	29%	5	14%	1	3%	14	29%
61	Merit System is applied fairly	35	3.11	1.32	6	17%	9	26%	8	23%	7	20%	5	14%	14	29%
62	Market Adjustments applied fairly	30	2.53	1.28	3	10%	3	10%	9	30%	7	23%	8	27%	19	39%
63	Promotion System is applied fairly	34	3.18	1.27	5	15%	9	26%	13	38%	1	3%	6	18%	15	31%
64	Tenure System is applied fairly	34	3.53	1.35	10	29%	9	26%	9	26%	1	3%	5	15%	15	31%
65	Tenure Process clear at univ. level	35	3.49	1.34	10	29%	9	26%	8	23%	4	11%	4	11%	14	29%
66	Post Tenure Review	24	3.04	1.33	4	17%	4	17%	10	42%	1	4%	5	21%	25	51%
67	Collegiality for tenure & promotion	35	3.97	1.01	13	37%	11	31%	9	26%	1	3%	1	3%	14	29%
68	Collegiality for post-tenure & promotion	33	3.91	1.04	12	36%	9	27%	10	30%	1	3%	1	3%	16	33%
69	Salary at SHSU	46	2.78	1.35	4	9%	14	30%	7	15%	10	22%	11	24%	3	6%
70	Salary other Universities	43	2.56	1.31	3	7%	10	23%	7	16%	11	26%	12	28%	6	12%
71	Satisfied at SHSU	48	4.33	0.81	24	50%	18	38%	4	8%	2	4%	0	0%	1	2%

## FAMC Results 2014 - 2015

Total Number of Respondents 29  
 # Tenured/Tenure-Track Responding 20  
 Actual # Tenured/Tenure-Track 65  
 % Responding of Tenure/Tenure-Track 30.8%

% Respondents  
not answering.

					Number and % Responding 5, 4, 3, 2, 1											
					5		4		3		2		1		N/A	
	N	Mean	Std. Dev.		n	%	n	%	n	%	n	%	n	%	n	%
1	President Hoyt	19	3.58	1.17	5	26%	5	26%	6	32%	2	11%	1	5%	10	34%
2	VPAA Hebert	22	3.86	1.21	9	41%	5	23%	5	23%	2	9%	1	5%	7	24%
3	VPEM Thielemann	17	3.47	1.37	5	29%	4	24%	4	24%	2	12%	2	12%	12	41%
4	VPFO	18	3.44	1.29	4	22%	6	33%	4	22%	2	11%	2	11%	11	38%
5	VPSS Parker	18	3.78	1.22	5	28%	8	44%	3	17%	0	0%	2	11%	11	38%
6	VP Advancement Holmes	16	3.94	0.93	5	31%	6	38%	4	25%	1	6%	0	0%	13	45%
7	VP for IT Adams	20	3.45	1.23	5	25%	5	25%	5	25%	4	20%	1	5%	9	31%
8	Assoc. VPAA Eglsaer	17	3.76	0.97	5	29%	4	24%	7	41%	1	6%	0	0%	12	41%
9	Assoc. VPAA Tayebi	14	4.07	0.83	5	36%	5	36%	4	29%	0	0%	0	0%	15	52%
10	Assoc. VPR&SP Cook	14	4.00	0.88	5	36%	4	29%	5	36%	0	0%	0	0%	15	52%
11	Assoc. VPResAdm Davis	11	4.18	0.75	4	36%	5	45%	2	18%	0	0%	0	0%	18	62%
12	Assoc. VP DL Angrove	15	4.07	0.80	5	33%	6	40%	4	27%	0	0%	0	0%	14	48%
13	Dean Shields	27	3.78	1.58	14	52%	4	15%	3	11%	1	4%	5	19%	2	7%
14	Associate Dean Miller	26	4.15	1.08	14	54%	5	19%	4	15%	3	12%	0	0%	3	10%
15	Associate Dean Barrett	25	3.80	1.15	10	40%	4	16%	7	28%	4	16%	0	0%	4	14%
17	Budget Decision Participation in Dept.	20	2.50	1.43	2	10%	4	20%	3	15%	4	20%	7	35%	9	31%
18	Selection of Admins.	20	2.60	1.43	2	10%	4	20%	5	25%	2	10%	7	35%	9	31%
19	Selection of Faculty	22	3.45	1.60	8	36%	5	23%	3	14%	1	5%	5	23%	7	24%
20	Strategic Planning in College	20	2.85	1.57	4	20%	4	20%	3	15%	3	15%	6	30%	9	31%
21	Communication with Admin.	25	3.32	1.63	8	32%	7	28%	1	4%	3	12%	6	24%	4	14%
22	Faculty Senate	20	4.00	0.86	6	30%	9	45%	4	20%	1	5%	0	0%	9	31%
23	Information Resources (UCS)	29	3.83	1.34	12	41%	8	28%	4	14%	2	7%	3	10%	0	0%
24	DELTA Services adequate	16	4.13	0.81	6	38%	6	38%	4	25%	0	0%	0	0%	13	45%
25	Adequate support for online courses	18	4.06	0.94	7	39%	6	33%	4	22%	1	6%	0	0%	11	38%
26	Library Services	29	4.38	0.73	15	52%	10	34%	4	14%	0	0%	0	0%	0	0%
27	Library good for Dept. Curriculum	28	4.39	0.69	14	50%	11	39%	3	11%	0	0%	0	0%	1	3%
28	Support from Contracts and Grants	13	3.85	0.90	4	31%	3	23%	6	46%	0	0%	0	0%	16	55%
29	Research Resources	22	3.41	1.05	5	23%	3	14%	10	45%	4	18%	0	0%	7	24%
30	Graduate Program Resources	19	2.68	1.57	3	16%	4	21%	3	16%	2	11%	7	37%	10	34%
31	Travel Allocation	24	3.21	1.32	5	21%	5	21%	7	29%	4	17%	3	13%	5	17%
32	Recruiting Quality Students	29	3.03	1.32	5	17%	6	21%	7	24%	7	24%	4	14%	0	0%
33	SAM Center Advising	22	3.50	1.14	5	23%	6	27%	7	32%	3	14%	1	5%	7	24%
34	SAM Center Mentoring	18	3.50	1.15	5	28%	2	11%	9	50%	1	6%	1	6%	11	38%
35	LSC facilities adequate	21	3.38	1.28	5	24%	4	19%	9	43%	0	0%	3	14%	8	28%

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
36	LSC Services adequate	20	3.45	1.00	3	15%	6	30%	9	45%	1	5%	1	5%	9	31%
37	Aramark Services adequate	23	2.91	1.35	3	13%	5	22%	7	30%	3	13%	5	22%	6	21%
38	Human Resource Dept.	27	3.52	1.16	5	19%	10	37%	9	33%	0	0%	3	11%	2	7%
39	The Woodlands Center facilities	13	4.23	0.83	6	46%	4	31%	3	23%	0	0%	0	0%	16	55%
40	The Woodlands Center staff	11	4.00	0.89	4	36%	3	27%	4	36%	0	0%	0	0%	18	62%
41	Parking	29	2.28	1.31	3	10%	2	7%	5	17%	9	31%	10	34%	0	0%
42	Work environment	28	3.32	1.31	7	25%	6	21%	6	21%	7	25%	2	7%	1	3%
43	Free from intimidation/discrimination	28	3.89	1.29	13	46%	5	18%	6	21%	2	7%	2	7%	1	3%
44	Physically Safe on Campus	29	4.31	0.71	13	45%	12	41%	4	14%	0	0%	0	0%	0	0%
45	3/3 4/4 handled fairly	25	3.72	1.24	9	36%	6	24%	5	20%	4	16%	1	4%	4	14%
46	Teaching Load is fair	29	4.10	1.11	14	48%	8	28%	4	14%	2	7%	1	3%	0	0%
47	Recognition for teaching	26	3.50	1.27	7	27%	7	27%	6	23%	4	15%	2	8%	3	10%
48	Recognition for research	20	3.65	1.23	6	30%	6	30%	4	20%	3	15%	1	5%	9	31%
49	Recognition for service	22	3.41	1.26	5	23%	6	27%	6	27%	3	14%	2	9%	7	24%
50	Clerical Support	23	3.13	1.55	6	26%	4	17%	6	26%	1	4%	6	26%	6	21%
51	Collegial Support in dept.	26	3.62	1.33	8	31%	9	35%	2	8%	5	19%	2	8%	3	10%
52	Reassigned time	15	3.53	1.19	3	20%	6	40%	3	20%	2	13%	1	7%	14	48%
53	Faculty Research Fund <5000	13	3.85	1.14	6	46%	0	0%	6	46%	1	8%	0	0%	16	55%
54	Enhancement Grant for Research	12	3.75	1.14	5	42%	0	0%	6	50%	1	8%	0	0%	17	59%
55	IDEA Administered	28	3.18	1.49	6	21%	8	29%	6	21%	1	4%	7	25%	1	3%
56	IDEA Accuracy	28	3.00	1.39	4	14%	8	29%	6	21%	4	14%	6	21%	1	3%
57	IDEA On-Line Administered	14	3.29	1.44	3	21%	4	29%	4	29%	0	0%	3	21%	15	52%
58	IDEA On-Line Accuracy	15	2.80	1.42	2	13%	3	20%	4	27%	2	13%	4	27%	14	48%
59	Chair evaluation of my teaching	23	3.83	1.30	9	39%	7	30%	3	13%	2	9%	2	9%	6	21%
60	FES Instrument is adequate	22	3.32	1.36	6	27%	4	18%	5	23%	5	23%	2	9%	7	24%
61	Merit System is applied fairly	20	3.00	1.34	3	15%	4	20%	7	35%	2	10%	4	20%	9	31%
62	Market Adjustments applied fairly	20	2.80	1.47	3	15%	4	20%	5	25%	2	10%	6	30%	9	31%
63	Promotion System is applied fairly	21	3.19	1.36	3	14%	8	38%	4	19%	2	10%	4	19%	8	28%
64	Tenure System is applied fairly	24	2.75	1.51	5	21%	2	8%	6	25%	4	17%	7	29%	5	17%
65	Tenure Process clear at univ. level	24	3.00	1.41	4	17%	6	25%	5	21%	4	17%	5	21%	5	17%
66	Post Tenure Review	16	3.63	1.31	5	31%	4	25%	5	31%	0	0%	2	13%	13	45%
67	Collegiality for tenure & promotion	22	3.77	1.31	8	36%	7	32%	3	14%	2	9%	2	9%	7	24%
68	Collegiality for post-tenure & promotion	22	3.68	1.39	8	36%	6	27%	4	18%	1	5%	3	14%	7	24%
69	Salary at SHSU	28	2.50	1.23	3	11%	2	7%	7	25%	10	36%	6	21%	1	3%
70	Salary other Universities	24	2.88	1.26	3	13%	4	17%	8	33%	5	21%	4	17%	5	17%
71	Satisfied at SHSU	29	3.59	1.24	8	28%	9	31%	6	21%	4	14%	2	7%	0	0%

## COHS Results 2014 - 2015

Total Number of Respondents 18  
 # Tenured/Tenure-Track Responding 11  
 Actual # Tenured/Tenure-Track 25  
 % Responding of Tenure/Tenure-Track 44.0%

% Respondents  
not answering.

		Number and % Responding 5, 4, 3, 2, 1														
				5		4		3		2		1		N/A		
	N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%	
1	President Hoyt	15	4.07	0.70	4	27%	8	53%	3	20%	0	0%	0	0%	3	17%
2	VPAA Hebert	15	4.27	0.70	6	40%	7	47%	2	13%	0	0%	0	0%	3	17%
3	VPEM Thielemann	9	3.56	0.73	1	11%	3	33%	5	56%	0	0%	0	0%	9	50%
4	VPFO	9	3.44	0.88	1	11%	3	33%	4	44%	1	11%	0	0%	9	50%
5	VPSS Parker	10	3.40	1.07	1	10%	4	40%	4	40%	0	0%	1	10%	8	44%
6	VP Advancement Holmes	10	3.50	0.97	2	20%	2	20%	5	50%	1	10%	0	0%	8	44%
7	VP for IT Adams	11	3.55	1.13	2	18%	4	36%	4	36%	0	0%	1	9%	7	39%
8	Assoc. VPAA Eglsaer	14	3.93	0.73	3	21%	7	50%	4	29%	0	0%	0	0%	4	22%
9	Assoc. VPAA Tayebi	14	3.79	0.80	2	14%	8	57%	3	21%	1	7%	0	0%	4	22%
10	Assoc. VPR&SP Cook	10	3.60	0.70	1	10%	4	40%	5	50%	0	0%	0	0%	8	44%
11	Assoc. VPresAdm Davis	9	3.33	0.71	1	11%	1	11%	7	78%	0	0%	0	0%	9	50%
12	Assoc. VP DL Angrove	13	3.92	0.76	3	23%	6	46%	4	31%	0	0%	0	0%	5	28%
13	Dean Lacourse	16	3.38	1.20	2	13%	7	44%	4	25%	1	6%	2	13%	2	11%
14	Associate Dean Keathley	15	3.33	1.23	2	13%	6	40%	4	27%	1	7%	2	13%	3	17%
17	Budget Decision Participation in Dept.	16	2.50	1.46	2	13%	3	19%	1	6%	5	31%	5	31%	2	11%
18	Selection of Admins.	15	2.13	1.36	1	7%	2	13%	2	13%	3	20%	7	47%	3	17%
19	Selection of Faculty	17	3.47	1.74	8	47%	2	12%	1	6%	2	12%	4	24%	1	6%
20	Strategic Planning in College	16	3.19	1.60	4	25%	5	31%	1	6%	2	13%	4	25%	2	11%
21	Communication with Admin.	18	3.28	1.41	3	17%	8	44%	1	6%	3	17%	3	17%	0	0%
22	Faculty Senate	15	3.60	0.74	1	7%	8	53%	5	33%	1	7%	0	0%	3	17%
23	Information Resources (UCS)	18	3.83	1.42	8	44%	5	28%	1	6%	2	11%	2	11%	0	0%
24	DELTA Services adequate	15	4.27	1.10	8	53%	5	33%	1	7%	0	0%	1	7%	3	17%
25	Adequate support for online courses	15	4.27	0.96	8	53%	4	27%	2	13%	1	7%	0	0%	3	17%
26	Library Services	15	4.07	0.88	5	33%	7	47%	2	13%	1	7%	0	0%	3	17%
27	Library good for Dept. Curriculum	15	3.87	0.99	4	27%	7	47%	2	13%	2	13%	0	0%	3	17%
28	Support from Contracts and Grants	12	3.50	1.17	2	17%	5	42%	3	25%	1	8%	1	8%	6	33%
29	Research Resources	13	3.15	1.28	2	15%	4	31%	2	15%	4	31%	1	8%	5	28%
30	Graduate Program Resources	11	3.00	1.10	0	0%	5	45%	2	18%	3	27%	1	9%	7	39%
31	Travel Allocation	16	3.31	1.20	3	19%	4	25%	5	31%	3	19%	1	6%	2	11%
32	Recruiting Quality Students	18	3.33	0.97	1	6%	8	44%	6	33%	2	11%	1	6%	0	0%
33	SAM Center Advising	17	3.71	1.10	4	24%	7	41%	4	24%	1	6%	1	6%	1	6%
34	SAM Center Mentoring	11	3.64	1.03	1	9%	7	64%	2	18%	0	0%	1	9%	7	39%
35	LSC facilities adequate	16	3.81	0.98	4	25%	7	44%	3	19%	2	13%	0	0%	2	11%

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
36	LSC Services adequate	16	3.81	0.91	4	25%	6	38%	5	31%	1	6%	0	0%	2	11%
37	Aramark Services adequate	16	3.56	0.73	1	6%	8	50%	6	38%	1	6%	0	0%	2	11%
38	Human Resource Dept.	18	3.89	1.13	6	33%	7	39%	3	17%	1	6%	1	6%	0	0%
39	The Woodlands Center facilities	8	4.25	0.89	4	50%	2	25%	2	25%	0	0%	0	0%	10	56%
40	The Woodlands Center staff	7	4.00	1.00	3	43%	1	14%	3	43%	0	0%	0	0%	11	61%
41	Parking	17	2.18	1.38	1	6%	3	18%	2	12%	3	18%	8	47%	1	6%
42	Work environment	17	2.71	1.45	2	12%	4	24%	3	18%	3	18%	5	29%	1	6%
43	Free from intimidation/discrimination	18	3.72	1.41	7	39%	5	28%	2	11%	2	11%	2	11%	0	0%
44	Physically Safe on Campus	17	4.06	1.09	7	41%	6	35%	3	18%	0	0%	1	6%	1	6%
45	3/3 4/4 handled fairly	15	3.20	1.47	3	20%	5	33%	2	13%	2	13%	3	20%	3	17%
46	Teaching Load is fair	18	3.50	1.50	6	33%	5	28%	2	11%	2	11%	3	17%	0	0%
47	Recognition for teaching	18	3.17	1.38	4	22%	4	22%	3	17%	5	28%	2	11%	0	0%
48	Recognition for research	13	3.31	1.44	3	23%	4	31%	2	15%	2	15%	2	15%	5	28%
49	Recognition for service	17	3.06	1.34	3	18%	3	18%	6	35%	2	12%	3	18%	1	6%
50	Clerical Support	17	3.35	1.37	4	24%	5	29%	3	18%	3	18%	2	12%	1	6%
51	Collegial Support in dept.	18	3.61	1.29	5	28%	6	33%	4	22%	1	6%	2	11%	0	0%
52	Reassigned time	13	2.69	1.49	2	15%	2	15%	3	23%	2	15%	4	31%	5	28%
53	Faculty Research Fund <5000	9	3.78	1.20	2	22%	5	56%	1	11%	0	0%	1	11%	9	50%
54	Enhancement Grant for Research	8	4.13	0.64	2	25%	5	63%	1	13%	0	0%	0	0%	10	56%
55	IDEA Administered	16	2.75	1.06	0	0%	5	31%	4	25%	5	31%	2	13%	2	11%
56	IDEA Accuracy	16	2.75	1.13	0	0%	5	31%	5	31%	3	19%	3	19%	2	11%
57	IDEA On-Line Administered	11	2.45	1.37	1	9%	2	18%	1	9%	4	36%	3	27%	7	39%
58	IDEA On-Line Accuracy	11	2.45	1.37	1	9%	2	18%	1	9%	4	36%	3	27%	7	39%
59	Chair evaluation of my teaching	15	3.13	1.51	2	13%	7	47%	1	7%	1	7%	4	27%	3	17%
60	FES Instrument is adequate	15	3.00	1.07	1	7%	4	27%	5	33%	4	27%	1	7%	3	17%
61	Merit System is applied fairly	12	2.42	1.24	0	0%	3	25%	3	25%	2	17%	4	33%	6	33%
62	Market Adjustments applied fairly	12	2.33	1.23	0	0%	2	17%	5	42%	0	0%	5	42%	6	33%
63	Promotion System is applied fairly	15	2.80	1.15	0	0%	5	33%	5	33%	2	13%	3	20%	3	17%
64	Tenure System is applied fairly	14	3.36	1.39	3	21%	5	36%	2	14%	2	14%	2	14%	4	22%
65	Tenure Process clear at univ. level	16	3.44	1.03	2	13%	6	38%	6	38%	1	6%	1	6%	2	11%
66	Post Tenure Review	5	3.40	1.14	1	20%	1	20%	2	40%	1	20%	0	0%	13	72%
67	Collegiality for tenure & promotion	14	3.00	1.30	2	14%	3	21%	4	29%	3	21%	2	14%	4	22%
68	Collegiality for post-tenure & promotion	12	3.25	1.22	2	17%	3	25%	4	33%	2	17%	1	8%	6	33%
69	Salary at SHSU	18	2.50	1.29	2	11%	2	11%	3	17%	7	39%	4	22%	0	0%
70	Salary other Universities	18	1.94	1.16	1	6%	1	6%	2	11%	6	33%	8	44%	0	0%
71	Satisfied at SHSU	18	3.39	1.24	4	22%	5	28%	4	22%	4	22%	1	6%	0	0%

## CHSS Results 2014 - 2015

Total Number of Respondents 54  
 # Tenured/Tenure-Track Responding 31  
 Actual # Tenured/Tenure-Track 116  
 % Responding of Tenure/Tenure-Track 26.7%

% Respondents  
not answering.

		Number and % Responding 5, 4, 3, 2, 1														
				5		4		3		2		1		N/A		
	N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%	
1	President Hoyt	46	3.39	1.02	7	15%	14	30%	16	35%	8	17%	1	2%	8	15%
2	VPAA Hebert	41	3.90	0.92	12	29%	16	39%	10	24%	3	7%	0	0%	13	24%
3	VPEM Thielemann	24	2.88	0.95	0	0%	7	29%	9	38%	6	25%	2	8%	30	56%
4	VPFO	23	2.87	0.76	0	0%	4	17%	13	57%	5	22%	1	4%	31	57%
5	VPSS Parker	28	3.50	1.00	5	18%	8	29%	12	43%	2	7%	1	4%	26	48%
6	VP Advancement Holmes	24	3.08	0.88	2	8%	4	17%	12	50%	6	25%	0	0%	30	56%
7	VP for IT Adams	34	3.21	1.20	4	12%	12	35%	9	26%	5	15%	4	12%	20	37%
8	Assoc. VPAA Eglsaer	36	3.47	1.00	5	14%	13	36%	14	39%	2	6%	2	6%	18	33%
9	Assoc. VPAA Tayebi	39	3.36	1.25	8	21%	11	28%	11	28%	5	13%	4	10%	15	28%
10	Assoc. VPR&SP Cook	27	3.37	0.93	4	15%	6	22%	13	48%	4	15%	0	0%	27	50%
11	Assoc. VPResAdm Davis	17	2.82	0.88	0	0%	3	18%	10	59%	2	12%	2	12%	37	69%
12	Assoc. VP DL Angrove	34	3.26	1.08	4	12%	10	29%	14	41%	3	9%	3	9%	20	37%
13	Dean Zink	48	3.35	1.41	13	27%	11	23%	12	25%	4	8%	8	17%	6	11%
14	Associate Dean Hendrickson	45	3.62	1.23	14	31%	11	24%	12	27%	5	11%	3	7%	9	17%
15	Associate Dean Bruce	42	3.90	0.98	14	33%	13	31%	13	31%	1	2%	1	2%	12	22%
16	Associate Dean Callaway	45	3.73	1.19	15	33%	12	27%	12	27%	3	7%	3	7%	9	17%
17	Budget Decision Participation in Dept.	43	2.86	1.51	8	19%	9	21%	7	16%	7	16%	12	28%	11	20%
18	Selection of Admins.	43	2.58	1.43	6	14%	6	14%	9	21%	8	19%	14	33%	11	20%
19	Selection of Faculty	44	3.25	1.56	13	30%	10	23%	6	14%	5	11%	10	23%	10	19%
20	Strategic Planning in College	39	2.54	1.29	3	8%	6	15%	12	31%	6	15%	12	31%	15	28%
21	Communication with Admin.	50	2.68	1.38	6	12%	9	18%	12	24%	9	18%	14	28%	4	7%
22	Faculty Senate	41	3.37	1.16	5	12%	18	44%	9	22%	5	12%	4	10%	13	24%
23	Information Resources (UCS)	53	3.62	1.23	13	25%	21	40%	11	21%	2	4%	6	11%	1	2%
24	DELTA Services adequate	42	3.64	1.27	12	29%	15	36%	7	17%	4	10%	4	10%	12	22%
25	Adequate support for online courses	43	3.93	1.12	14	33%	20	47%	4	9%	2	5%	3	7%	11	20%
26	Library Services	50	4.28	0.76	22	44%	21	42%	6	12%	1	2%	0	0%	4	7%
27	Library good for Dept. Curriculum	48	4.25	0.73	20	42%	20	42%	8	17%	0	0%	0	0%	6	11%
28	Support from Contracts and Grants	29	3.24	1.38	7	24%	7	24%	4	14%	8	28%	3	10%	25	46%
29	Research Resources	41	3.54	1.25	10	24%	15	37%	6	15%	7	17%	3	7%	13	24%
30	Graduate Program Resources	37	3.35	1.16	5	14%	14	38%	11	30%	3	8%	4	11%	17	31%
31	Travel Allocation	45	3.47	1.36	14	31%	9	20%	11	24%	6	13%	5	11%	9	17%
32	Recruiting Quality Students	49	2.78	1.09	1	2%	13	27%	17	35%	10	20%	8	16%	5	9%
33	SAM Center Advising	43	3.56	1.12	11	26%	12	28%	10	23%	10	23%	0	0%	11	20%
34	SAM Center Mentoring	36	3.64	1.13	9	25%	13	36%	7	19%	6	17%	1	3%	18	33%



	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
35	LSC facilities adequate	43	3.23	1.13	5	12%	14	33%	14	33%	6	14%	4	9%	11	20%
36	LSC Services adequate	35	3.37	1.09	5	14%	12	34%	11	31%	5	14%	2	6%	19	35%
37	Aramark Services adequate	45	2.98	1.29	7	16%	8	18%	14	31%	9	20%	7	16%	9	17%
38	Human Resource Dept.	46	3.48	1.28	11	24%	14	30%	13	28%	2	4%	6	13%	8	15%
39	The Woodlands Center facilities	35	4.29	0.93	18	51%	12	34%	2	6%	3	9%	0	0%	19	35%
40	The Woodlands Center staff	29	4.07	1.00	11	38%	12	41%	4	14%	1	3%	1	3%	25	46%
41	Parking	52	2.27	1.52	9	17%	3	6%	5	10%	11	21%	24	46%	2	4%
42	Work environment	50	4.08	0.92	17	34%	25	50%	4	8%	3	6%	1	2%	4	7%
43	Free from intimidation/discrimination	49	3.76	1.49	23	47%	9	18%	7	14%	2	4%	8	16%	5	9%
44	Physically Safe on Campus	53	4.51	0.82	35	66%	12	23%	5	9%	0	0%	1	2%	1	2%
45	3/3 4/4 handled fairly	44	3.84	1.20	16	36%	14	32%	8	18%	3	7%	3	7%	10	19%
46	Teaching Load is fair	54	4.02	1.11	23	43%	17	31%	8	15%	4	7%	2	4%	0	0%
47	Recognition for teaching	52	3.42	1.41	14	27%	16	31%	8	15%	6	12%	8	15%	2	4%
48	Recognition for research	40	3.33	1.33	8	20%	14	35%	6	15%	7	18%	5	13%	14	26%
49	Recognition for service	44	3.32	1.38	10	23%	13	30%	9	20%	5	11%	7	16%	10	19%
50	Clerical Support	51	3.82	1.18	19	37%	14	27%	10	20%	6	12%	2	4%	3	6%
51	Collegial Support in dept.	50	3.50	1.31	14	28%	14	28%	10	20%	7	14%	5	10%	4	7%
52	Reassigned time	28	3.29	1.27	5	18%	9	32%	6	21%	5	18%	3	11%	26	48%
53	Faculty Research Fund <5000	29	3.34	1.29	6	21%	8	28%	9	31%	2	7%	4	14%	25	46%
54	Enhancement Grant for Research	29	3.17	1.31	5	17%	7	24%	10	34%	2	7%	5	17%	25	46%
55	IDEA Administered	53	3.25	1.33	9	17%	19	36%	9	17%	8	15%	8	15%	1	2%
56	IDEA Accuracy	53	3.11	1.19	6	11%	16	30%	15	28%	10	19%	6	11%	1	2%
57	IDEA On-Line Administered	34	3.03	1.27	4	12%	11	32%	5	15%	10	29%	4	12%	20	37%
58	IDEA On-Line Accuracy	31	2.94	1.00	2	6%	6	19%	13	42%	8	26%	2	6%	23	43%
59	Chair evaluation of my teaching	41	3.68	1.35	15	37%	11	27%	6	15%	5	12%	4	10%	13	24%
60	FES Instrument is adequate	38	2.95	1.25	5	13%	8	21%	10	26%	10	26%	5	13%	16	30%
61	Merit System is applied fairly	39	2.67	1.36	5	13%	6	15%	9	23%	9	23%	10	26%	15	28%
62	Market Adjustments applied fairly	39	2.18	1.10	1	3%	3	8%	12	31%	9	23%	14	36%	15	28%
63	Promotion System is applied fairly	36	3.14	1.44	7	19%	10	28%	8	22%	3	8%	8	22%	18	33%
64	Tenure System is applied fairly	37	3.43	1.42	12	32%	6	16%	11	30%	2	5%	6	16%	17	31%
65	Tenure Process clear at univ. level	38	2.79	1.49	7	18%	6	16%	8	21%	6	16%	11	29%	16	30%
66	Post Tenure Review	29	3.38	1.50	10	34%	4	14%	7	24%	3	10%	5	17%	25	46%
67	Collegiality for tenure & promotion	43	3.21	1.47	11	26%	10	23%	7	16%	7	16%	8	19%	11	20%
68	Collegiality for post-tenure & promotion	42	3.38	1.40	11	26%	12	29%	7	17%	6	14%	6	14%	12	22%
69	Salary at SHSU	51	2.51	1.39	6	12%	8	16%	8	16%	13	25%	16	31%	3	6%
70	Salary other Universities	48	2.67	1.29	6	13%	5	10%	15	31%	11	23%	11	23%	6	11%
71	Satisfied at SHSU	52	3.69	1.06	12	23%	21	40%	12	23%	5	10%	2	4%	2	4%

## NGL Results 2014 - 2015

Total Number of Respondents 5  
 # Tenured/Tenure-Track Responding 4  
 Actual # Tenured/Tenure-Track 19  
 % Responding of Tenure/Tenure-Track 21.1%

% Respondents  
not answering.

					Number and % Responding 5, 4, 3, 2, 1											
					5		4		3		2		1		N/A	
	N	Mean	Std. Dev.		n	%	n	%	n	%	n	%	n	%	n	%
1	President Hoyt	4	3.75	0.50	0	0%	3	75%	1	25%	0	0%	0	0%	1	20%
2	VPAA Hebert	4	4.50	1.00	3	75%	0	0%	1	25%	0	0%	0	0%	1	20%
3	VPEM Thielemann	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	4	80%
4	VPFO	1	4.00		0	0%	1	100%	0	0%	0	0%	0	0%	4	80%
5	VPSS Parker	1	2.00		0	0%	0	0%	0	0%	1	100%	0	0%	4	80%
6	VP Advancement Holmes	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	4	80%
7	VP for IT Adams	1	2.00		0	0%	0	0%	0	0%	1	100%	0	0%	4	80%
8	Assoc. VPAA Eglsaer	3	4.00	1.00	1	33%	1	33%	1	33%	0	0%	0	0%	2	40%
9	Assoc. VPAA Tayebi	2	3.50	0.71	0	0%	1	50%	1	50%	0	0%	0	0%	3	60%
10	Assoc. VPR&SP Cook	1	4.00		0	0%	1	100%	0	0%	0	0%	0	0%	4	80%
11	Assoc. VPresAdm Davis	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	4	80%
12	Assoc. VP DL Angrove	3	4.33	0.58	1	33%	2	67%	0	0%	0	0%	0	0%	2	40%
13	Director Holder	5	4.00	0.71	1	20%	3	60%	1	20%	0	0%	0	0%	0	0%
14	Associate Director Meyer	5	4.20	1.30	3	60%	1	20%	0	0%	1	20%	0	0%	0	0%
17	Budget Decision Participation in Dept.	5	2.60	1.14	0	0%	1	20%	2	40%	1	20%	1	20%	0	0%
18	Selection of Admins.	5	3.00	1.00	0	0%	2	40%	1	20%	2	40%	0	0%	0	0%
19	Selection of Faculty	5	4.20	0.84	2	40%	2	40%	1	20%	0	0%	0	0%	0	0%
20	Strategic Planning in College	5	3.20	1.10	0	0%	3	60%	0	0%	2	40%	0	0%	0	0%
21	Communication with Admin.	5	2.80	0.84	0	0%	1	20%	2	40%	2	40%	0	0%	0	0%
22	Faculty Senate	4	4.00	0.00	0	0%	4	100%	0	0%	0	0%	0	0%	1	20%
23	Information Resources (UCS)	5	2.20	0.84	0	0%	0	0%	2	40%	2	40%	1	20%	0	0%
24	DELTA Services adequate	4	3.75	0.96	1	25%	1	25%	2	50%	0	0%	0	0%	1	20%
25	Adequate support for online courses	4	3.50	1.00	1	25%	0	0%	3	75%	0	0%	0	0%	1	20%
26	Library Services	5	4.60	0.55	3	60%	2	40%	0	0%	0	0%	0	0%	0	0%
27	Library good for Dept. Curriculum	5	4.40	0.55	2	40%	3	60%	0	0%	0	0%	0	0%	0	0%
28	Support from Contracts and Grants	4	3.50	1.00	1	25%	0	0%	3	75%	0	0%	0	0%	1	20%
29	Research Resources	5	3.60	0.89	1	20%	1	20%	3	60%	0	0%	0	0%	0	0%
30	Graduate Program Resources	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	4	80%
31	Travel Allocation	5	4.00	0.71	1	20%	3	60%	1	20%	0	0%	0	0%	0	0%
32	Recruiting Quality Students	5	3.40	1.14	1	20%	1	20%	2	40%	1	20%	0	0%	0	0%
33	SAM Center Advising	3	4.33	0.58	1	33%	2	67%	0	0%	0	0%	0	0%	2	40%
34	SAM Center Mentoring	3	4.00	1.00	1	33%	1	33%	1	33%	0	0%	0	0%	2	40%
35	LSC facilities adequate	5	3.60	1.14	1	20%	2	40%	1	20%	1	20%	0	0%	0	0%

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
36	LSC Services adequate	5	3.40	1.34	1	20%	2	40%	0	0%	2	40%	0	0%	0	0%
37	Aramark Services adequate	5	2.20	1.30	0	0%	1	20%	1	20%	1	20%	2	40%	0	0%
38	Human Resource Dept.	5	3.60	0.89	1	20%	1	20%	3	60%	0	0%	0	0%	0	0%
39	The Woodlands Center facilities	3	4.33	0.58	1	33%	2	67%	0	0%	0	0%	0	0%	2	40%
40	The Woodlands Center staff	4	4.25	0.50	1	25%	3	75%	0	0%	0	0%	0	0%	1	20%
41	Parking	5	2.20	1.10	0	0%	0	0%	3	60%	0	0%	2	40%	0	0%
42	Work environment	5	3.80	1.64	2	40%	2	40%	0	0%	0	0%	1	20%	0	0%
43	Free from intimidation/discrimination	5	4.20	0.84	2	40%	2	40%	1	20%	0	0%	0	0%	0	0%
44	Physically Safe on Campus	5	4.40	0.89	3	60%	1	20%	1	20%	0	0%	0	0%	0	0%
45	3/3 4/4 handled fairly	0			0		0		0		0		0		5	100%
46	Teaching Load is fair	0			0		0		0		0		0		5	100%
47	Recognition for teaching	1	4.00		0	0%	1	100%	0	0%	0	0%	0	0%	4	80%
48	Recognition for research	4	3.50	0.58	0	0%	2	50%	2	50%	0	0%	0	0%	1	20%
49	Recognition for service	4	3.25	0.96	0	0%	2	50%	1	25%	1	25%	0	0%	1	20%
50	Clerical Support	5	3.60	0.55	0	0%	3	60%	2	40%	0	0%	0	0%	0	0%
51	Collegial Support in dept.	5	4.20	0.84	2	40%	2	40%	1	20%	0	0%	0	0%	0	0%
52	Reassigned time	2	4.50	0.71	1	50%	1	50%	0	0%	0	0%	0	0%	3	60%
53	Faculty Research Fund <5000	1	4.00		0	0%	1	100%	0	0%	0	0%	0	0%	4	80%
54	Enhancement Grant for Research	1	4.00		0	0%	1	100%	0	0%	0	0%	0	0%	4	80%
55	IDEA Administered	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	4	80%
56	IDEA Accuracy	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	4	80%
57	IDEA On-Line Administered	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	4	80%
58	IDEA On-Line Accuracy	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	4	80%
59	Chair evaluation of my teaching	2	3.50	0.71	0	0%	1	50%	1	50%	0	0%	0	0%	3	60%
60	FES Instrument is adequate	4	3.75	1.26	1	25%	2	50%	0	0%	1	25%	0	0%	1	20%
61	Merit System is applied fairly	5	3.80	1.30	2	40%	1	20%	1	20%	1	20%	0	0%	0	0%
62	Market Adjustments applied fairly	4	3.00	1.83	1	25%	1	25%	0	0%	1	25%	1	25%	1	20%
63	Promotion System is applied fairly	4	3.75	1.26	1	25%	2	50%	0	0%	1	25%	0	0%	1	20%
64	Tenure System is applied fairly	4	4.50	1.00	3	75%	0	0%	1	25%	0	0%	0	0%	1	20%
65	Tenure Process clear at univ. level	5	3.40	1.14	1	20%	1	20%	2	40%	1	20%	0	0%	0	0%
66	Post Tenure Review	3	4.33	1.15	2	67%	0	0%	1	33%	0	0%	0	0%	2	40%
67	Collegiality for tenure & promotion	5	3.60	1.67	2	40%	1	20%	1	20%	0	0%	1	20%	0	0%
68	Collegiality for post-tenure & promotion	5	3.80	1.64	2	40%	2	40%	0	0%	0	0%	1	20%	0	0%
69	Salary at SHSU	5	3.60	1.14	1	20%	2	40%	1	20%	1	20%	0	0%	0	0%
70	Salary other Universities	5	3.20	1.30	0	0%	3	60%	1	20%	0	0%	1	20%	0	0%
71	Satisfied at SHSU	5	3.40	1.82	2	40%	1	20%	0	0%	1	20%	1	20%	0	0%

## Comparison Across Colleges/Library

		<b>Total</b>	<b>COS</b>	<b>COBA</b>	<b>CJ</b>	<b>COE</b>	<b>FAMC</b>	<b>COHS</b>	<b>CHSS</b>	<b>NGL</b>
<b>#</b>	<b>Question</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>
44	Physically Safe on Campus	<b>4.38</b>	4.19	4.25	4.57	4.59	4.31	4.06	4.51	4.40
39	The Woodlands Center facilities	<b>4.26</b>	4.12	4.00	4.20	4.49	4.23	4.25	4.29	4.33
26	Library Services	<b>4.17</b>	3.91	4.12	4.20	4.20	4.38	4.07	4.28	4.60
27	Library good for Dept. Curriculum	<b>4.14</b>	3.93	4.16	4.16	4.13	4.39	3.87	4.25	4.40
40	The Woodlands Center staff	<b>4.04</b>	4.06	3.67	4.07	4.24	4.00	4.00	4.07	4.25
2	VPAA Hebert	<b>4.01</b>	3.72	4.22	3.88	4.30	3.86	4.27	3.90	4.50
25	Adequate support for online courses	<b>3.96</b>	3.78	3.64	4.32	4.07	4.06	4.27	3.93	3.50
46	Teaching Load is fair	<b>3.95</b>	3.57	3.89	4.27	4.25	4.10	3.50	4.02	
43	Free from intimidation/discrimination	<b>3.94</b>	3.70	4.07	4.43	4.15	3.89	3.72	3.76	4.20
13	Deans	<b>3.83</b>	4.17	3.24	3.91	4.46	3.78	3.38	3.35	4.00
24	DELTA Services adequate	<b>3.83</b>	3.51	3.67	4.06	4.03	4.13	4.27	3.64	3.75
71	Satisfied at SHSU	<b>3.80</b>	3.71	3.64	4.00	4.33	3.59	3.39	3.69	3.40
51	Collegial Support in dept.	<b>3.77</b>	3.81	3.86	3.75	4.09	3.62	3.61	3.50	4.20
8	Assoc. VPAA Eglsaer	<b>3.75</b>	3.54	3.52	3.69	4.31	3.76	3.93	3.47	4.00
45	3/3 4/4 handled fairly	<b>3.73</b>	3.32	3.93	3.71	4.10	3.72	3.20	3.84	
59	Chair evaluation of my teaching	<b>3.70</b>	3.54	3.46	3.63	4.29	3.83	3.13	3.68	3.50
5	VPSS Parker	<b>3.68</b>	3.74	3.82	3.71	3.79	3.78	3.40	3.50	2.00
10	Assoc. VPR&SP Cook	<b>3.64</b>	3.81	3.53	3.70	3.58	4.00	3.60	3.37	4.00
42	Work environment	<b>3.64</b>	3.52	3.68	3.50	3.82	3.32	2.71	4.08	3.80
50	Clerical Support	<b>3.63</b>	3.49	3.71	3.71	3.83	3.13	3.35	3.82	3.60
19	Selection of Faculty	<b>3.63</b>	3.89	3.96	3.53	3.66	3.45	3.47	3.25	4.20
68	Collegiality for post-tenure & promotion	<b>3.60</b>	3.42	3.81	3.86	3.91	3.68	3.25	3.38	3.80
23	Information Resources (UCS)	<b>3.59</b>	2.90	3.45	3.70	4.20	3.83	3.83	3.62	2.20
36	LSC Services adequate	<b>3.59</b>	3.60	3.52	3.79	3.74	3.45	3.81	3.37	3.40
12	Assoc. VP DL Angrove	<b>3.58</b>	3.46	3.52	3.33	3.70	4.07	3.92	3.26	4.33
67	Collegiality for tenure & promotion	<b>3.58</b>	3.44	3.92	3.79	3.97	3.77	3.00	3.21	3.60
1	President Hoyt	<b>3.57</b>	3.02	3.43	3.86	4.05	3.58	4.07	3.39	3.75
28	Support from Contracts and Grants	<b>3.55</b>	3.62	3.61	3.82	3.55	3.85	3.50	3.24	3.50
54	Enhancement Grant for Research	<b>3.54</b>	3.59	3.33	3.67	3.66	3.75	4.13	3.17	4.00
53	Faculty Research Fund <5000	<b>3.53</b>	3.62	3.11	3.33	3.69	3.85	3.78	3.34	4.00
34	SAM Center Mentoring	<b>3.51</b>	3.11	3.71	3.58	3.62	3.50	3.64	3.64	4.00
9	Assoc. VPAA Tayebi	<b>3.51</b>	3.47	3.00	3.92	3.49	4.07	3.79	3.36	3.50
48	Recognition for research	<b>3.51</b>	3.46	3.26	3.21	4.03	3.65	3.31	3.33	3.50
35	LSC facilities adequate	<b>3.49</b>	3.40	3.42	3.88	3.66	3.38	3.81	3.23	3.60

		<b>Total</b>	<b>COS</b>	<b>COBA</b>	<b>CJ</b>	<b>COE</b>	<b>FAMC</b>	<b>COHS</b>	<b>CHSS</b>	<b>NGL</b>
<b>#</b>	<b>Question</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>
29	Research Resources	<b>3.48</b>	3.43	3.72	3.40	3.51	3.41	3.15	3.54	3.60
22	Faculty Senate	<b>3.48</b>	3.32	3.70	3.14	3.35	4.00	3.60	3.37	4.00
33	SAM Center Advising	<b>3.46</b>	2.83	3.58	3.69	3.71	3.50	3.71	3.56	4.33
47	Recognition for teaching	<b>3.46</b>	3.26	3.19	3.50	3.96	3.50	3.17	3.42	4.00
31	Travel Allocation	<b>3.45</b>	3.33	4.11	3.13	3.37	3.21	3.31	3.47	4.00
64	Tenure System is applied fairly	<b>3.44</b>	3.82	3.21	3.58	3.53	2.75	3.36	3.43	4.50
66	Post Tenure Review	<b>3.44</b>	3.43	3.50	4.00	3.04	3.63	3.40	3.38	4.33
6	VP Advancement Holmes	<b>3.42</b>	3.45	3.22	3.25	3.58	3.94	3.50	3.08	3.00
11	Assoc. VPResAdm Davis	<b>3.41</b>	3.44	3.27	3.29	3.64	4.18	3.33	2.82	3.00
38	Human Resource Dept.	<b>3.41</b>	2.91	3.44	3.56	3.45	3.52	3.89	3.48	3.60
3	VPEM Thielemann	<b>3.34</b>	3.47	2.90	3.29	3.80	3.47	3.56	2.88	3.00
4	VPFO	<b>3.33</b>	2.94	3.22	3.25	3.89	3.44	3.44	2.87	4.00
49	Recognition for service	<b>3.25</b>	2.98	3.00	3.43	3.58	3.41	3.06	3.32	3.25
7	VP for IT Adams	<b>3.25</b>	2.84	3.17	3.20	3.64	3.45	3.55	3.21	2.00
63	Promotion System is applied fairly	<b>3.25</b>	3.55	3.13	3.46	3.18	3.19	2.80	3.14	3.75
52	Reassigned time	<b>3.22</b>	3.09	3.23	3.38	3.25	3.53	2.69	3.29	4.50
60	FES Instrument is adequate	<b>3.20</b>	3.42	2.86	3.00	3.51	3.32	3.00	2.95	3.75
55	IDEA Administered	<b>3.12</b>	2.83	2.86	3.40	3.44	3.18	2.75	3.25	3.00
65	Tenure Process clear at univ. level	<b>3.11</b>	3.05	2.79	3.54	3.49	3.00	3.44	2.79	3.40
21	Communication with Admin.	<b>3.10</b>	2.67	2.93	3.41	3.86	3.32	3.28	2.68	2.80
30	Graduate Program Resources	<b>3.09</b>	2.80	3.14	3.40	3.25	2.68	3.00	3.35	3.00
37	Aramark Services adequate	<b>3.09</b>	2.64	3.46	2.83	3.55	2.91	3.56	2.98	2.20
32	Recruiting Quality Students	<b>3.00</b>	2.65	2.71	3.33	3.43	3.03	3.33	2.78	3.40
61	Merit System is applied fairly	<b>3.00</b>	3.25	3.00	3.08	3.11	3.00	2.42	2.67	3.80
20	Strategic Planning in College	<b>2.90</b>	2.77	2.68	2.87	3.55	2.85	3.19	2.54	3.20
56	IDEA Accuracy	<b>2.86</b>	2.78	2.00	3.00	3.10	3.00	2.75	3.11	3.00
57	IDEA On-Line Administered	<b>2.85</b>	2.38	2.42	3.00	3.00	3.29	2.45	3.03	3.00
17	Budget Decision Participation in Dept.	<b>2.83</b>	3.16	2.62	2.71	2.94	2.50	2.50	2.86	2.60
69	Salary at SHSU	<b>2.68</b>	2.66	2.57	3.29	2.78	2.50	2.50	2.51	3.60
58	IDEA On-Line Accuracy	<b>2.64</b>	2.24	2.00	2.62	2.91	2.80	2.45	2.94	3.00
70	Salary other Universities	<b>2.58</b>	2.52	2.25	3.15	2.56	2.88	1.94	2.67	3.20
18	Selection of Admins.	<b>2.50</b>	2.00	2.39	3.06	2.83	2.60	2.13	2.58	3.00
41	Parking	<b>2.32</b>	2.06	2.82	2.70	2.29	2.28	2.18	2.27	2.20
62	Market Adjustments applied fairly	<b>2.31</b>	1.97	1.95	2.67	2.53	2.80	2.33	2.18	3.00

## Faculty Senate Survey Results - University Previous Comparison

Evaluate the Following:

		14-15	13-14	12-13	11-12	10-11	09-10	08-09	07-08	06-07	05-06	04-05	03-04
<b>1</b>	President	3.57	3.42	3.68	3.54	3.39	4.19	4.05	3.74	3.91	3.89	3.45	3.31
<b>2</b>	VPAA/Provost	4.01	4.11	4.26	4.04	3.03	3.31	3.31	3.31	3.34	3.16	2.59	2.50
<b>3</b>	VPEM	3.34	3.32	3.20	3.10	3.28	3.37	3.40	3.55	3.35	3.34	3.02	
<b>4</b>	VPFO	3.33	3.07	3.33	3.33	3.22	3.58	3.52	2.97	3.04	3.09	3.20	2.89
<b>5</b>	VPSS	3.68	3.54	3.95	3.77	3.81	3.89	3.88	3.84	3.80	3.87	2.34	1.99
<b>6</b>	VP Advancement	3.42	3.28	3.37	3.36	3.37	3.47	3.24	3.26	3.24	3.19	2.76	2.57
<b>7</b>	VP IT	3.25	3.11	3.15									
<b>8</b>	Assoc. VPAA	3.75	3.78	3.86	3.50	3.78	3.78	3.63	3.68	3.68	3.69	3.55	3.54
<b>9</b>	Assoc. VPAA	3.51	3.48	3.34	3.57	3.51	3.73	3.80	3.70	3.58	3.67	3.60	3.39
<b>10</b>	Assoc. VPR&SP	3.64	3.71	3.78	3.72	3.79	3.77	3.71	3.06	3.16	2.50	2.53	2.20
<b>11</b>	Assoc. VPResAdm	3.41	3.30	3.31	3.02	3.20	3.41						
<b>12</b>	Assoc. VP DL	3.58	3.54	3.43	3.05	2.87	3.26						
<b>13</b>	Deans/Director	3.83	3.92	3.97	3.68	3.82	3.96	3.88	3.89	4.21	4.07	3.62	3.43
<b>17</b>	Budget Decision Participation in Dept.	2.83	2.92	3.10	3.06	2.94	3.18	3.21	2.98	3.13	3.19	2.34	2.26
<b>18</b>	Selection of Admins.	2.50	2.73	2.88	2.72	2.44	2.73	2.72	2.52	2.64	2.55	2.11	1.98
<b>19</b>	Selection of Faculty	3.63	4.20	4.25	4.18	4.19	4.21	4.23	4.14	4.33	4.50	3.48	3.34
<b>20</b>	Strategic Planning in College	2.90	2.97	3.31	3.35	3.08	3.27	3.28	3.26	3.40	3.31	2.47	2.29
<b>24</b>	DELTA Services adequate	3.83	3.64	3.52	3.31	3.10	3.13						
<b>25</b>	Adequate support for online courses	3.96	3.57	3.35	3.26	3.06	3.03	2.82	2.75	2.90	2.81		
<b>26</b>	Library Services	4.17	4.17	4.18	4.28	4.15	4.23	4.17	4.12	4.17	4.32	4.05	3.98
<b>27</b>	Library good for Dept. Curriculum	4.14	4.15	4.09	4.15	4.04	4.18	4.02	3.95	3.90	4.06	3.93	3.88
<b>28</b>	Support from Contracts and Grants	3.55	3.38	3.58	3.57	3.54	3.53	3.17	2.89	3.02	3.03	2.56	2.61
<b>29</b>	Research Resources	3.48	3.37	3.57	3.33	3.41	3.25	3.13	3.17	3.10	2.94	2.41	2.24
<b>30</b>	Graduate Program Resources	3.09	2.97	2.95	2.85	2.92	2.96	2.74	2.72	2.74	2.53	2.54	2.58
<b>31</b>	Travel Allocation	3.45	3.44	3.29	3.19	3.07	3.14	3.07	3.05	3.08	2.95	2.50	2.25
<b>32</b>	Recruiting Quality Students	3.00	2.94	3.07	3.02	3.03	3.16	3.14	3.07	3.08	3.46	3.17	3.09
<b>33</b>	SAM Center Advising	3.46	3.48	3.49	3.42	3.50	3.65	3.50	3.44	3.64	3.92	3.81	4.02
<b>34</b>	SAM Center Mentoring	3.51	3.58	3.80	3.80	3.90	3.83	3.61	3.64	3.82	3.97	3.87	4.03
<b>35</b>	LSC facilities adequate	3.49	3.54	3.71	3.86	3.77	3.74	3.68	3.61	3.65	3.66	3.58	3.44
<b>36</b>	LSC Services adequate	3.59	3.59	3.66	3.89	3.72	3.71	3.69	3.49	3.60	3.63		
<b>37</b>	Aramark Services adequate	3.09	3.15	3.32	3.38	3.19	3.12						

		14-15	13-14	12-13	11-12	10-11	09-10	08-09	07-08	06-07	05-06	04-05	03-04
38	Human Resource Dept.	3.41	3.46	3.55	3.65	3.56	3.60	3.69	3.21	3.50	3.50	3.12	3.03
39	The Woodlands Center facilities	4.26	4.29	4.43	3.83	3.75	3.57	3.60	3.50				
40	The Woodlands Center staff	4.04	3.99	4.19	3.80	3.80	3.68	3.80	3.72				
41	Parking	2.32	2.35	2.93	2.87	2.91	2.40	2.52	3.11	3.44	3.27	2.78	2.72
42	Work environment	3.64	3.67	4.05	4.06	4.13	3.88	3.98	3.66	3.81	3.70	3.31	3.46
43	Free from intimidation/discrimination	3.94	3.88	4.21	3.96	4.01	4.06	3.99	3.87	3.86	3.87	3.47	3.62
44	Physically Safe on Campus	4.38	4.36	4.37	4.41	4.34	4.36	4.33	4.23	4.37	4.53	3.61	3.66
45	3/3 4/4 handled fairly	3.73	3.78	3.70	3.50	3.74	3.62	3.42	3.59	3.75	3.54	3.48	3.39
46	Teaching Load is fair	3.95	3.92	3.78	3.66	3.86	3.76	3.63	3.65	3.71	3.80	3.20	3.11
47	Recognition for teaching	3.46	3.52	3.52	3.29	3.30	3.45	3.27	3.13	3.23	3.30	2.77	2.69
48	Recognition for research	3.51	3.60	3.69	3.46	3.36	3.60	3.52	3.32	3.46	3.54	3.02	3.06
49	Recognition for service	3.25	3.27	3.25	3.02	3.08	3.24	3.03	3.03	3.11	3.21	2.79	2.58
50	Clerical Support	3.63	3.59	3.68	3.48	3.43	3.42	3.49	3.31	3.40	3.89	3.16	3.24
51	Collegial Support in dept.	3.77	3.88	4.03	3.98	3.95	3.99	3.95	3.92	3.93	3.89	3.60	3.72
52	Reassigned time	3.22	3.18	3.28	3.20	3.16	3.22	3.17	3.07	3.15	3.16	2.94	3.03
53	Faculty Research Fund <5000	3.53	3.36	3.48	3.48	3.60	3.38	3.39	3.09	3.07	3.02	2.93	2.73
54	Enhancement Grant for Research	3.54	3.44	3.54	3.63	3.57	3.44	3.34	3.06	3.03	3.03	2.82	2.57
55	IDEA Administered	3.12	3.02	2.85	2.93	2.76	2.92	2.81	2.82	2.77	2.90		
56	IDEA Accuracy	2.86	2.63	2.79	2.60	2.48	2.63	2.42	2.56	2.47	2.66	2.48	2.22
57	IDEA On-Line Administered	2.85	2.41	2.41	2.32								
58	IDEA On-Line Accuracy	2.64	2.17	2.31	2.03								
59	Chair evaluation of my teaching	3.70	3.65	3.82	3.76	3.74	3.68	3.81	3.60	3.64	3.78	3.49	3.67
60	FES Instrument is adequate	3.20	3.23	3.31	3.06	3.15	3.08		2.93	3.12	3.20	2.56	2.43
61	Merit System is applied fairly	3.00	2.99	3.18	2.82	3.01	2.98	3.08					
62	Market Adjustments applied fairly	2.31	2.22	2.56	2.45	2.62	2.78	3.01	2.91	2.92	2.96	2.55	2.56
63	Promotion System is applied fairly	3.25	3.40	3.59	3.47	3.21	3.28		3.25	3.27	3.24	2.71	2.71
64	Tenure System is applied fairly	3.44	3.76	3.92	3.84	3.76	3.72	3.29					
65	Tenure Process clear at univ. level	3.11	3.33	3.25	3.14	2.64	3.01	3.66	3.47	3.74	3.60	3.32	3.54
66	Post Tenure Review	3.44	3.47	3.81	3.73	3.75	3.82	3.91	3.67	3.71	3.68	3.30	3.51
67	Collegiality for tenure & promotion	3.58	3.72										
68	Collegiality for post-tenure & promotion	3.60	3.72										
69	Salary at SHSU	2.68	2.66	2.85	2.56	2.79	2.89	2.79	2.64	2.59	2.60	2.57	2.61
70	Salary other Universities	2.58	2.45	2.51	2.30	2.45	2.57	2.39	2.46	2.32	2.23	2.24	2.13
71	Satisfied at SHSU	3.80	3.89	4.11	3.85	3.87	3.92	4.01	3.71	4.07	4.02	3.53	3.57