

# Faculty Senate Survey Results for 2015-16

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# University Results 2015 - 2016

Total Number of Respondents 182  
 Tenured/Tenure-Track Responding 164  
 Tenured/Tenure-Track @ SHSU 534  
 % of Tenure/Tenure-Track Responding 30.7%

% 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	172	3.20	1.19	25	15%	48	28%	54	31%	26	15%	19	11%	10	5%	
2	VPAA Hebert	170	4.16	1.06	84	49%	50	29%	23	14%	6	4%	7	4%	12	7%	
3	VPEM Thielemann	99	3.37	1.07	14	14%	32	32%	37	37%	9	9%	7	7%	83	46%	
4	VPFO Hernandez	105	3.31	1.11	16	15%	29	28%	41	39%	10	10%	9	9%	77	42%	
5	VPSS Parker	124	3.73	1.06	34	27%	39	31%	42	34%	2	2%	7	6%	58	32%	
6	VP Advancement Holmes	100	3.27	1.11	15	15%	24	24%	43	43%	9	9%	9	9%	82	45%	
7	VP for IT Adams	124	3.22	1.18	16	13%	39	31%	40	32%	14	11%	15	12%	58	32%	
8	Assoc. VPAA Eglsaer	136	3.80	1.09	43	32%	45	33%	31	23%	12	9%	5	4%	46	25%	
9	Grad Stud & AVPAA Robbins	113	3.90	1.10	43	38%	32	28%	26	23%	8	7%	4	4%	69	38%	
10	Assoc. VPR&SP Cook	105	3.81	0.88	25	24%	41	39%	34	32%	4	4%	1	1%	77	42%	
11	Assoc. VP Hum Res Hammonds	106	3.25	1.14	16	15%	27	25%	41	39%	12	11%	10	9%	76	42%	
12	Assoc. VP DL Angrove	118	3.51	1.08	23	19%	38	32%	39	33%	12	10%	6	5%	64	35%	
13	Deans - See individual college results	179	3.74	1.33	67	37%	54	30%	21	12%	19	11%	18	10%	3	2%	
14	Associate Deans - See individual coll.	169	3.89	1.19	69	41%	43	25%	36	21%	11	7%	10	6%	13	7%	
17	Budget Decision Participation in Dept.	174	2.91	1.42	32	18%	31	18%	40	23%	31	18%	40	23%	8	4%	
18	Selection of Admins.	166	2.51	1.34	17	10%	23	14%	42	25%	30	18%	54	33%	16	9%	
19	Selection of Faculty	179	4.00	1.20	86	48%	41	23%	27	15%	16	9%	9	5%	3	2%	
20	Administration follows policies	170	3.39	1.29	38	22%	51	30%	41	24%	19	11%	21	12%	12	7%	
21	Strategic Planning in College	169	3.00	1.33	21	12%	51	30%	39	23%	23	14%	35	21%	13	7%	
22	Communication with Admin.	178	3.01	1.37	29	16%	43	24%	43	24%	27	15%	36	20%	4	2%	
23	Faculty Senate	153	3.65	1.05	34	22%	58	38%	40	26%	15	10%	6	4%	29	16%	
24	Information Resources (UCS)	177	3.51	1.25	40	23%	67	38%	31	18%	21	12%	18	10%	5	3%	
25	DELTA Services adequate	151	3.88	1.06	49	32%	56	37%	31	21%	9	6%	6	4%	31	17%	
26	Adequate support for online courses	150	3.79	1.13	46	31%	57	38%	22	15%	19	13%	6	4%	32	18%	
27	Library Services	169	4.16	0.90	71	42%	63	37%	29	17%	3	2%	3	2%	13	7%	
28	Library good for Dept. Curriculum	163	4.14	0.96	71	44%	57	35%	25	15%	7	4%	3	2%	19	10%	
29	Support from Contracts and Grants	145	3.65	1.15	33	23%	61	42%	30	21%	9	6%	12	8%	37	20%	
30	Research Resources	168	3.47	1.16	34	20%	57	34%	43	26%	22	13%	12	7%	14	8%	
31	Graduate Program Resources	150	3.05	1.30	22	15%	41	27%	33	22%	31	21%	23	15%	32	18%	
32	Travel Allocation	178	3.56	1.26	49	28%	55	31%	38	21%	19	11%	17	10%	4	2%	
33	Recruiting Quality Students	174	2.80	1.24	13	7%	45	26%	44	25%	38	22%	34	20%	8	4%	
34	SAM Center Advising	143	3.46	1.24	31	22%	50	35%	30	21%	18	13%	14	10%	39	21%	
35	SAM Center Mentoring	127	3.65	1.07	30	24%	45	35%	34	27%	13	10%	5	4%	55	30%	
36	LSC facilities adequate	146	3.62	1.04	29	20%	59	40%	38	26%	14	10%	6	4%	36	20%	

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
37	LSC Services adequate	141	3.70	0.93	28	20%	58	41%	43	30%	9	6%	3	2%	41	23%
38	Aramark Services adequate	165	3.20	1.22	23	14%	51	31%	49	30%	20	12%	22	13%	17	9%
39	Human Resource Dept.	165	3.47	1.14	31	19%	59	36%	44	27%	19	12%	12	7%	17	9%
40	The Woodlands Center facilities	122	4.11	0.98	53	43%	40	33%	22	18%	4	3%	3	2%	60	33%
41	The Woodlands Center staff	111	3.95	1.03	41	37%	34	31%	28	25%	5	5%	3	3%	71	39%
42	Parking	178	1.99	1.23	7	4%	23	13%	22	12%	36	20%	90	51%	4	2%
43	Work environment	180	3.57	1.25	45	25%	69	38%	26	14%	24	13%	16	9%	2	1%
44	Free from intimidation/discrimination	178	3.75	1.40	78	44%	36	20%	24	13%	21	12%	19	11%	4	2%
45	Physically Safe on Campus	178	4.20	1.10	97	54%	44	25%	19	11%	11	6%	7	4%	4	2%
46	3/3 4/4 handled fairly	167	3.74	1.21	54	32%	54	32%	33	20%	13	8%	13	8%	15	8%
47	Teaching Load is fair	175	3.89	1.13	65	37%	56	32%	32	18%	14	8%	8	5%	7	4%
48	Recognition for teaching	172	3.51	1.24	43	25%	52	30%	42	24%	19	11%	16	9%	10	5%
49	Recognition for research	163	3.48	1.28	41	25%	49	30%	38	23%	17	10%	18	11%	19	10%
50	Recognition for service	173	3.24	1.28	35	20%	41	24%	49	28%	27	16%	21	12%	9	5%
51	Clerical Support	172	3.70	1.28	63	37%	40	23%	37	22%	18	10%	14	8%	10	5%
52	Collegial Support in dept.	178	3.69	1.26	57	32%	57	32%	33	19%	14	8%	17	10%	4	2%
53	Reassigned time	116	3.09	1.26	16	14%	29	25%	39	34%	13	11%	19	16%	66	36%
54	Faculty Research Fund <5000	137	3.70	1.11	37	27%	46	34%	38	28%	8	6%	8	6%	45	25%
55	Enhancement Grant for Research	133	3.65	1.14	35	26%	43	32%	37	28%	9	7%	9	7%	49	27%
56	IDEA Administered	176	3.13	1.26	21	12%	61	35%	41	23%	25	14%	28	16%	6	3%
57	IDEA Accuracy	175	2.76	1.31	14	8%	49	28%	35	20%	35	20%	42	24%	7	4%
58	IDEA On-Line Administered	112	2.65	1.29	9	8%	25	22%	24	21%	26	23%	28	25%	70	38%
59	IDEA On-Line Accuracy	109	2.41	1.21	3	3%	23	21%	24	22%	25	23%	34	31%	73	40%
60	Chair evaluation of my teaching	173	3.62	1.27	49	28%	63	36%	25	14%	19	11%	17	10%	9	5%
61	FES Instrument is adequate	178	3.14	1.30	28	16%	54	30%	36	20%	35	20%	25	14%	4	2%
62	Merit System is applied fairly	168	3.18	1.27	29	17%	46	27%	41	24%	31	18%	21	13%	14	8%
63	Market Adjustments applied fairly	149	2.48	1.36	16	11%	21	14%	30	20%	33	22%	49	33%	33	18%
64	Promotion System is applied fairly	160	3.41	1.23	35	22%	45	28%	48	30%	15	9%	17	11%	22	12%
65	Tenure System is applied fairly	167	3.56	1.24	47	28%	44	26%	45	27%	17	10%	14	8%	15	8%
66	Tenure Process clear at univ. level	169	3.34	1.21	30	18%	57	34%	36	21%	32	19%	14	8%	13	7%
67	Post Tenure Review	128	3.45	1.24	30	23%	36	28%	37	29%	12	9%	13	10%	54	30%
68	Collegiality for tenure & promotion	174	3.69	1.28	59	34%	50	29%	32	18%	18	10%	15	9%	8	4%
69	Collegiality for post-tenure & promotion	166	3.60	1.26	48	29%	53	32%	31	19%	19	11%	15	9%	16	9%
70	Salary at SHSU	177	2.69	1.27	12	7%	43	24%	46	26%	31	18%	45	25%	5	3%
71	Salary other Universities	176	2.45	1.27	11	6%	30	17%	43	24%	36	20%	56	32%	6	3%
72	Satisfied at SHSU	180	3.68	1.10	41	23%	78	43%	35	19%	15	8%	11	6%	2	1%

## COBA Results 2015 - 2016

Total Number of Respondents 33  
 Tenured/Tenure-Track Responding 32  
 Tenured/Tenure-Track @ SHSU 74  
 % of Tenure/Tenure-Track Responding 43.2%

% 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	31	3.29	1.10	4	13%	9	29%	13	42%	2	6%	3	10%	2	6%	
2	VPAA Hebert	31	4.42	0.76	18	58%	8	26%	5	16%	0	0%	0	0%	2	6%	
3	VPEM Thielemann	21	3.43	0.87	2	10%	8	38%	8	38%	3	14%	0	0%	12	36%	
4	VPFO Hernandez	19	3.42	1.22	4	21%	5	26%	7	37%	1	5%	2	11%	14	42%	
5	VPSS Parker	26	3.88	0.86	8	31%	7	27%	11	42%	0	0%	0	0%	7	21%	
6	VP Advancement Holmes	19	3.32	1.16	3	16%	5	26%	8	42%	1	5%	2	11%	14	42%	
7	VP for IT Adams	24	3.50	0.98	3	13%	10	42%	8	33%	2	8%	1	4%	9	27%	
8	Assoc. VPAA Eglsaer	27	3.78	1.09	7	26%	12	44%	4	15%	3	11%	1	4%	6	18%	
9	Grad Stud & AVPAA Robbins	19	3.63	0.96	4	21%	6	32%	7	37%	2	11%	0	0%	14	42%	
10	Assoc. VPR&SP Cook	21	3.62	0.92	3	14%	9	43%	8	38%	0	0%	1	5%	12	36%	
11	Assoc. VP Hum Res Hammonds	21	3.71	0.78	3	14%	10	48%	7	33%	1	5%	0	0%	12	36%	
12	Assoc. VP DL Angrove	21	3.71	0.78	3	14%	10	48%	7	33%	1	5%	0	0%	12	36%	
13	Dean Muehsam	33	3.42	1.37	9	27%	10	30%	3	9%	8	24%	3	9%	0	0%	
14	Associate Dean Lilly	33	3.82	1.29	12	36%	12	36%	3	9%	3	9%	3	9%	0	0%	
15	Associate Dean Muehsam	32	4.25	0.84	15	47%	11	34%	5	16%	1	3%	0	0%	1	3%	
17	Budget Decision Participation in Dept.	30	2.80	1.40	4	13%	6	20%	8	27%	4	13%	8	27%	3	9%	
18	Selection of Admins.	31	2.03	1.14	1	3%	2	6%	8	26%	6	19%	14	45%	2	6%	
19	Selection of Faculty	33	4.21	1.02	17	52%	10	30%	2	6%	4	12%	0	0%	0	0%	
20	Administration follows policies	32	3.94	1.01	10	31%	14	44%	5	16%	2	6%	1	3%	1	3%	
21	Strategic Planning in College	31	2.81	1.35	3	10%	9	29%	5	16%	7	23%	7	23%	2	6%	
22	Communication with Admin.	33	3.33	1.08	5	15%	10	30%	10	30%	7	21%	1	3%	0	0%	
23	Faculty Senate	31	3.97	0.87	9	29%	14	45%	6	19%	2	6%	0	0%	2	6%	
24	Information Resources (UCS)	32	3.97	0.97	9	28%	17	53%	3	9%	2	6%	1	3%	1	3%	
25	DELTA Services adequate	27	4.19	0.68	9	33%	14	52%	4	15%	0	0%	0	0%	6	18%	
26	Adequate support for online courses	29	4.00	0.96	10	34%	12	41%	4	14%	3	10%	0	0%	4	12%	
27	Library Services	29	4.41	0.87	16	55%	11	38%	1	3%	0	0%	1	3%	4	12%	
28	Library good for Dept. Curriculum	28	4.57	0.74	19	68%	7	25%	1	4%	1	4%	0	0%	5	15%	
29	Support from Contracts and Grants	19	3.74	1.19	5	26%	8	42%	4	21%	0	0%	2	11%	14	42%	
30	Research Resources	30	3.73	1.14	9	30%	10	33%	6	20%	4	13%	1	3%	3	9%	
31	Graduate Program Resources	28	3.39	1.29	6	21%	9	32%	6	21%	4	14%	3	11%	5	15%	
32	Travel Allocation	33	4.45	0.90	21	64%	8	24%	3	9%	0	0%	1	3%	0	0%	
33	Recruiting Quality Students	32	2.78	1.21	2	6%	8	25%	9	28%	7	22%	6	19%	1	3%	
34	SAM Center Advising	28	3.68	1.22	9	32%	8	29%	5	18%	5	18%	1	4%	5	15%	
35	SAM Center Mentoring	24	3.58	1.25	7	29%	6	25%	7	29%	2	8%	2	8%	9	27%	

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
36	LSC facilities adequate	28	3.57	1.23	7	25%	10	36%	5	18%	4	14%	2	7%	5	15%
37	LSC Services adequate	28	3.54	1.14	5	18%	12	43%	6	21%	3	11%	2	7%	5	15%
38	Aramark Services adequate	30	3.47	1.11	6	20%	9	30%	9	30%	5	17%	1	3%	3	9%
39	Human Resource Dept.	32	3.75	1.05	9	28%	10	31%	10	31%	2	6%	1	3%	1	3%
40	The Woodlands Center facilities	26	4.27	0.96	14	54%	7	27%	3	12%	2	8%	0	0%	7	21%
41	The Woodlands Center staff	24	3.83	1.05	8	33%	7	29%	6	25%	3	13%	0	0%	9	27%
42	Parking	33	2.48	1.37	3	9%	7	21%	3	9%	10	30%	10	30%	0	0%
43	Work environment	33	3.91	1.18	13	39%	11	33%	3	9%	5	15%	1	3%	0	0%
44	Free from intimidation/discrimination	33	4.45	0.75	20	61%	8	24%	5	15%	0	0%	0	0%	0	0%
45	Physically Safe on Campus	33	4.58	0.75	23	70%	7	21%	2	6%	1	3%	0	0%	0	0%
46	3/3 4/4 handled fairly	32	4.25	1.02	17	53%	9	28%	4	13%	1	3%	1	3%	1	3%
47	Teaching Load is fair	33	4.15	1.23	20	61%	4	12%	4	12%	4	12%	1	3%	0	0%
48	Recognition for teaching	31	3.71	1.10	8	26%	12	39%	6	19%	4	13%	1	3%	2	6%
49	Recognition for research	31	3.65	1.20	8	26%	11	35%	8	26%	1	3%	3	10%	2	6%
50	Recognition for service	31	3.61	1.17	9	29%	8	26%	8	26%	5	16%	1	3%	2	6%
51	Clerical Support	32	4.13	1.16	17	53%	7	22%	4	13%	3	9%	1	3%	1	3%
52	Collegial Support in dept.	33	4.21	0.74	13	39%	14	42%	6	18%	0	0%	0	0%	0	0%
53	Reassigned time	21	3.67	1.02	4	19%	9	43%	6	29%	1	5%	1	5%	12	36%
54	Faculty Research Fund <5000	28	3.82	1.19	8	29%	13	46%	4	14%	0	0%	3	11%	5	15%
55	Enhancement Grant for Research	24	3.58	1.18	4	17%	12	50%	5	21%	0	0%	3	13%	9	27%
56	IDEA Administered	33	3.15	1.03	2	6%	12	36%	10	30%	7	21%	2	6%	0	0%
57	IDEA Accuracy	33	2.30	1.21	1	3%	7	21%	3	9%	12	36%	10	30%	0	0%
58	IDEA On-Line Administered	26	2.65	1.32	3	12%	5	19%	3	12%	10	38%	5	19%	7	21%
59	IDEA On-Line Accuracy	25	2.08	1.04	0	0%	4	16%	2	8%	11	44%	8	32%	8	24%
60	Chair evaluation of my teaching	32	3.31	1.23	5	16%	12	38%	6	19%	6	19%	3	9%	1	3%
61	FES Instrument is adequate	32	2.88	1.18	2	6%	10	31%	6	19%	10	31%	4	13%	1	3%
62	Merit System is applied fairly	31	3.06	1.12	2	6%	11	35%	8	26%	7	23%	3	10%	2	6%
63	Market Adjustments applied fairly	28	2.61	1.20	1	4%	6	21%	9	32%	5	18%	7	25%	5	15%
64	Promotion System is applied fairly	29	3.59	0.98	5	17%	12	41%	7	24%	5	17%	0	0%	4	12%
65	Tenure System is applied fairly	31	3.74	1.00	7	23%	14	45%	5	16%	5	16%	0	0%	2	6%
66	Tenure Process clear at univ. level	33	3.15	1.03	1	3%	15	45%	7	21%	8	24%	2	6%	0	0%
67	Post Tenure Review	23	3.13	1.06	2	9%	6	26%	10	43%	3	13%	2	9%	10	30%
68	Collegiality for tenure & promotion	32	3.81	1.09	10	31%	11	34%	7	22%	3	9%	1	3%	1	3%
69	Collegiality for post-tenure & promotion	30	3.73	1.01	7	23%	13	43%	5	17%	5	17%	0	0%	3	9%
70	Salary at SHSU	33	2.88	1.27	2	6%	11	33%	8	24%	5	15%	7	21%	0	0%
71	Salary other Universities	33	2.64	1.37	2	6%	9	27%	8	24%	3	9%	11	33%	0	0%
72	Satisfied at SHSU	33	4.00	0.87	10	30%	15	45%	6	18%	2	6%	0	0%	0	0%

## COS Results 2015 - 2016

Total Number of Respondents 36  
 Tenured/Tenure-Track Responding 34  
 Tenured/Tenure-Track @ SHSU 109  
 % of Tenure/Tenure-Track Responding 31.2%

% 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	35	2.71	1.30	5	14%	2	6%	14	40%	6	17%	8	23%	1	3%	
2	VPAA Hebert	35	4.03	1.15	14	40%	14	40%	4	11%	0	0%	3	9%	1	3%	
3	VPEM Thielemann	16	2.94	1.12	0	0%	6	38%	6	38%	1	6%	3	19%	20	56%	
4	VPFO Hernandez	23	3.00	1.21	3	13%	4	17%	9	39%	4	17%	3	13%	13	36%	
5	VPSS Parker	22	3.36	1.09	4	18%	4	18%	12	55%	0	0%	2	9%	14	39%	
6	VP Advancement Holmes	21	3.14	1.01	1	5%	7	33%	9	43%	2	10%	2	10%	15	42%	
7	VP for IT Adams	24	2.50	1.06	0	0%	4	17%	10	42%	4	17%	6	25%	12	33%	
8	Assoc. VPAA Eglsaer	23	3.65	0.98	5	22%	8	35%	7	30%	3	13%	0	0%	13	36%	
9	Grad Stud & AVPAA Robbins	21	3.86	1.01	7	33%	6	29%	6	29%	2	10%	0	0%	15	42%	
10	Assoc. VPR&SP Cook	26	3.85	0.83	6	23%	11	42%	8	31%	1	4%	0	0%	10	28%	
11	Assoc. VP Hum Res Hammonds	15	2.93	1.10	1	7%	3	20%	7	47%	2	13%	2	13%	21	58%	
12	Assoc. VP DL Angrove	21	2.90	1.00	1	5%	3	14%	13	62%	1	5%	3	14%	15	42%	
13	Dean Pascarella	34	4.00	0.98	12	35%	13	38%	7	21%	1	3%	1	3%	2	6%	
14	Associate Dean Gaillard	29	3.93	1.00	10	34%	9	31%	9	31%	0	0%	1	3%	7	19%	
15	Associate Dean Gillespie	29	3.86	1.16	11	38%	7	24%	9	31%	0	0%	2	7%	7	19%	
17	Budget Decision Participation in Dept.	35	3.54	1.46	13	37%	8	23%	3	9%	7	20%	4	11%	1	3%	
18	Selection of Admins.	31	2.39	1.23	2	6%	4	13%	7	23%	9	29%	9	29%	5	14%	
19	Selection of Faculty	35	4.31	1.05	22	63%	5	14%	6	17%	1	3%	1	3%	1	3%	
20	Administration follows policies	33	3.00	1.22	4	12%	8	24%	9	27%	8	24%	4	12%	3	8%	
21	Strategic Planning in College	30	2.63	1.13	1	3%	5	17%	13	43%	4	13%	7	23%	6	17%	
22	Communication with Admin.	33	2.76	1.39	4	12%	7	21%	8	24%	5	15%	9	27%	3	8%	
23	Faculty Senate	30	3.23	1.28	6	20%	6	20%	11	37%	3	10%	4	13%	6	17%	
24	Information Resources (UCS)	35	2.86	1.19	1	3%	12	34%	10	29%	5	14%	7	20%	1	3%	
25	DELTA Services adequate	28	3.54	1.17	5	18%	12	43%	7	25%	1	4%	3	11%	8	22%	
26	Adequate support for online courses	26	3.65	1.09	5	19%	13	50%	3	12%	4	15%	1	4%	10	28%	
27	Library Services	31	3.74	0.68	3	10%	18	58%	9	29%	1	3%	0	0%	5	14%	
28	Library good for Dept. Curriculum	30	3.83	0.70	4	13%	18	60%	7	23%	1	3%	0	0%	6	17%	
29	Support from Contracts and Grants	33	3.97	0.92	9	27%	17	52%	5	15%	1	3%	1	3%	3	8%	
30	Research Resources	34	3.29	0.97	3	9%	12	35%	12	35%	6	18%	1	3%	2	6%	
31	Graduate Program Resources	31	2.48	1.21	1	3%	7	23%	6	19%	9	29%	8	26%	5	14%	
32	Travel Allocation	34	3.15	1.23	4	12%	11	32%	10	29%	4	12%	5	15%	2	6%	
33	Recruiting Quality Students	34	2.56	1.13	1	3%	7	21%	9	26%	10	29%	7	21%	2	6%	
34	SAM Center Advising	25	3.16	1.31	3	12%	10	40%	4	16%	4	16%	4	16%	11	31%	
35	SAM Center Mentoring	20	3.55	0.89	2	10%	10	50%	5	25%	3	15%	0	0%	16	44%	

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
36	LSC facilities adequate	26	3.38	1.02	2	8%	12	46%	8	31%	2	8%	2	8%	10	28%
37	LSC Services adequate	23	3.65	0.65	2	9%	11	48%	10	43%	0	0%	0	0%	13	36%
38	Aramark Services adequate	31	2.81	1.11	1	3%	8	26%	11	35%	6	19%	5	16%	5	14%
39	Human Resource Dept.	30	3.13	1.07	2	7%	10	33%	11	37%	4	13%	3	10%	6	17%
40	The Woodlands Center facilities	12	3.75	1.14	3	25%	5	42%	3	25%	0	0%	1	8%	24	67%
41	The Woodlands Center staff	11	3.73	1.19	3	27%	4	36%	3	27%	0	0%	1	9%	25	69%
42	Parking	36	1.75	1.05	0	0%	4	11%	4	11%	7	19%	21	58%	0	0%
43	Work environment	36	3.22	1.20	3	8%	16	44%	8	22%	4	11%	5	14%	0	0%
44	Free from intimidation/discrimination	36	3.94	1.37	19	53%	6	17%	4	11%	4	11%	3	8%	0	0%
45	Physically Safe on Campus	35	4.17	1.20	20	57%	7	20%	4	11%	2	6%	2	6%	1	3%
46	3/3 4/4 handled fairly	34	3.74	1.14	10	29%	11	32%	9	26%	2	6%	2	6%	2	6%
47	Teaching Load is fair	36	3.78	1.07	11	31%	11	31%	10	28%	3	8%	1	3%	0	0%
48	Recognition for teaching	36	3.42	1.36	10	28%	8	22%	10	28%	3	8%	5	14%	0	0%
49	Recognition for research	34	3.38	1.44	10	29%	8	24%	6	18%	5	15%	5	15%	2	6%
50	Recognition for service	35	3.17	1.22	6	17%	7	20%	13	37%	5	14%	4	11%	1	3%
51	Clerical Support	32	3.69	1.28	13	41%	4	13%	8	25%	6	19%	1	3%	4	11%
52	Collegial Support in dept.	35	3.74	1.22	12	34%	10	29%	7	20%	4	11%	2	6%	1	3%
53	Reassigned time	18	3.06	1.26	3	17%	3	17%	6	33%	4	22%	2	11%	18	50%
54	Faculty Research Fund <5000	29	3.76	0.99	7	24%	11	38%	9	31%	1	3%	1	3%	7	19%
55	Enhancement Grant for Research	28	3.82	1.06	8	29%	11	39%	6	21%	2	7%	1	4%	8	22%
56	IDEA Administered	36	3.11	1.37	5	14%	13	36%	6	17%	5	14%	7	19%	0	0%
57	IDEA Accuracy	36	2.75	1.44	2	6%	15	42%	3	8%	4	11%	12	33%	0	0%
58	IDEA On-Line Administered	17	2.53	1.42	2	12%	3	18%	2	12%	5	29%	5	29%	19	53%
59	IDEA On-Line Accuracy	16	2.31	1.40	1	6%	3	19%	3	19%	2	13%	7	44%	20	56%
60	Chair evaluation of my teaching	35	3.57	1.48	13	37%	8	23%	6	17%	2	6%	6	17%	1	3%
61	FES Instrument is adequate	35	3.46	1.36	9	26%	11	31%	7	20%	3	9%	5	14%	1	3%
62	Merit System is applied fairly	33	3.61	1.34	10	30%	11	33%	5	15%	3	9%	4	12%	3	8%
63	Market Adjustments applied fairly	26	2.50	1.33	3	12%	3	12%	5	19%	8	31%	7	27%	10	28%
64	Promotion System is applied fairly	30	3.63	1.07	7	23%	9	30%	12	40%	0	0%	2	7%	6	17%
65	Tenure System is applied fairly	33	4.03	1.13	15	45%	8	24%	8	24%	0	0%	2	6%	3	8%
66	Tenure Process clear at univ. level	31	3.48	1.31	9	29%	7	23%	8	26%	4	13%	3	10%	5	14%
67	Post Tenure Review	32	3.72	1.33	12	38%	8	25%	6	19%	3	9%	3	9%	4	11%
68	Collegiality for tenure & promotion	34	3.65	1.50	15	44%	5	15%	6	18%	3	9%	5	15%	2	6%
69	Collegiality for post-tenure & promotion	33	3.70	1.49	15	45%	5	15%	6	18%	2	6%	5	15%	3	8%
70	Salary at SHSU	35	2.89	1.23	2	6%	10	29%	13	37%	2	6%	8	23%	1	3%
71	Salary other Universities	34	2.50	1.19	1	3%	6	18%	12	35%	5	15%	10	29%	2	6%
72	Satisfied at SHSU	36	3.61	1.20	7	19%	18	50%	5	14%	2	6%	4	11%	0	0%

## CJ Results 2015 - 2016

Total Number of Respondents 15  
 Tenured/Tenure-Track Responding 12  
 Tenured/Tenure-Track @ SHSU 40  
 % of Tenure/Tenure-Track Responding 30.0%

% Respondents  
not answering.

		Number and % Responding 5, 4, 3, 2, 1														% Respondents not answering.	
		N	Mean	Std. Dev.	5		4		3		2		1		N/A		
					n	%	n	%	n	%	n	%	n	%	n	%	
1	President Hoyt	13	3.62	0.51	0	0%	8	62%	5	38%	0	0%	0	0%	2	13%	
2	VPAA Hebert	13	3.85	1.14	5	38%	3	23%	3	23%	2	15%	0	0%	2	13%	
3	VPEM Thielemann	4	3.25	0.96	0	0%	2	50%	1	25%	1	25%	0	0%	11	73%	
4	VPFO Hernandez	4	3.25	0.96	0	0%	2	50%	1	25%	1	25%	0	0%	11	73%	
5	VPSS Parker	7	4.00	0.58	1	14%	5	71%	1	14%	0	0%	0	0%	8	53%	
6	VP Advancement Holmes	4	3.25	0.96	0	0%	2	50%	1	25%	1	25%	0	0%	11	73%	
7	VP for IT Adams	6	3.33	1.03	1	17%	1	17%	3	50%	1	17%	0	0%	9	60%	
8	Assoc. VPAA Eglsaer	10	3.80	1.23	3	30%	4	40%	2	20%	0	0%	1	10%	5	33%	
9	Grad Stud & AVPAA Robbins	6	3.50	0.84	1	17%	1	17%	4	67%	0	0%	0	0%	9	60%	
10	Assoc. VPR&SP Cook	7	4.00	0.82	2	29%	3	43%	2	29%	0	0%	0	0%	8	53%	
11	Assoc. VP Hum Res Hammonds	4	2.75	0.96	0	0%	1	25%	1	25%	2	50%	0	0%	11	73%	
12	Assoc. VP DL Angrove	6	4.00	0.89	2	33%	2	33%	2	33%	0	0%	0	0%	9	60%	
13	Dean Lyons	15	3.87	1.25	6	40%	4	27%	3	20%	1	7%	1	7%	0	0%	
14	Associate Dean King	13	4.31	0.95	8	62%	1	8%	4	31%	0	0%	0	0%	2	13%	
15	Associate Dean Miller	14	3.64	1.34	5	36%	3	21%	3	21%	2	14%	1	7%	1	7%	
17	Budget Decision Participation in Dept.	14	2.14	1.41	2	14%	0	0%	2	14%	4	29%	6	43%	1	7%	
18	Selection of Admins.	15	2.87	1.55	3	20%	3	20%	2	13%	3	20%	4	27%	0	0%	
19	Selection of Faculty	15	4.07	0.96	6	40%	5	33%	3	20%	1	7%	0	0%	0	0%	
20	Administration follows policies	13	3.62	1.39	4	31%	4	31%	3	23%	0	0%	2	15%	2	13%	
21	Strategic Planning in College	15	2.87	1.41	1	7%	6	40%	2	13%	2	13%	4	27%	0	0%	
22	Communication with Admin.	15	3.07	1.53	3	20%	4	27%	3	20%	1	7%	4	27%	0	0%	
23	Faculty Senate	8	3.25	1.04	0	0%	4	50%	3	38%	0	0%	1	13%	7	47%	
24	Information Resources (UCS)	14	3.29	1.27	2	14%	6	43%	1	7%	4	29%	1	7%	1	7%	
25	DELTA Services adequate	13	3.62	1.12	3	23%	5	38%	2	15%	3	23%	0	0%	2	13%	
26	Adequate support for online courses	13	3.77	1.01	3	23%	6	46%	2	15%	2	15%	0	0%	2	13%	
27	Library Services	14	4.36	0.63	6	43%	7	50%	1	7%	0	0%	0	0%	1	7%	
28	Library good for Dept. Curriculum	12	4.00	0.95	4	33%	5	42%	2	17%	1	8%	0	0%	3	20%	
29	Support from Contracts and Grants	11	3.55	0.93	1	9%	6	55%	2	18%	2	18%	0	0%	4	27%	
30	Research Resources	13	3.46	0.88	1	8%	6	46%	4	31%	2	15%	0	0%	2	13%	
31	Graduate Program Resources	14	3.29	1.07	1	7%	6	43%	4	29%	2	14%	1	7%	1	7%	
32	Travel Allocation	14	3.57	1.09	2	14%	7	50%	3	21%	1	7%	1	7%	1	7%	
33	Recruiting Quality Students	14	3.14	1.10	2	14%	3	21%	4	29%	5	36%	0	0%	1	7%	
34	SAM Center Advising	10	3.60	0.97	2	20%	3	30%	4	40%	1	10%	0	0%	5	33%	
35	SAM Center Mentoring	10	3.60	0.97	2	20%	3	30%	4	40%	1	10%	0	0%	5	33%	



	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
36	LSC facilities adequate	9	3.44	1.01	1	11%	4	44%	2	22%	2	22%	0	0%	6	40%
37	LSC Services adequate	10	3.40	0.97	1	10%	4	40%	3	30%	2	20%	0	0%	5	33%
38	Aramark Services adequate	11	2.64	1.29	1	9%	2	18%	2	18%	4	36%	2	18%	4	27%
39	Human Resource Dept.	14	3.50	0.85	1	7%	7	50%	4	29%	2	14%	0	0%	1	7%
40	The Woodlands Center facilities	12	4.25	0.45	3	25%	9	75%	0	0%	0	0%	0	0%	3	20%
41	The Woodlands Center staff	8	4.25	0.71	3	38%	4	50%	1	13%	0	0%	0	0%	7	47%
42	Parking	14	2.21	0.97	0	0%	2	14%	2	14%	7	50%	3	21%	1	7%
43	Work environment	14	3.79	1.12	3	21%	8	57%	1	7%	1	7%	1	7%	1	7%
44	Free from intimidation/discrimination	14	4.07	1.44	8	57%	3	21%	1	7%	0	0%	2	14%	1	7%
45	Physically Safe on Campus	14	4.57	0.85	10	71%	3	21%	0	0%	1	7%	0	0%	1	7%
46	3/3 4/4 handled fairly	13	4.15	0.69	4	31%	7	54%	2	15%	0	0%	0	0%	2	13%
47	Teaching Load is fair	14	4.07	0.92	5	36%	6	43%	2	14%	1	7%	0	0%	1	7%
48	Recognition for teaching	13	4.00	0.91	4	31%	6	46%	2	15%	1	8%	0	0%	2	13%
49	Recognition for research	12	3.58	1.16	2	17%	6	50%	2	17%	1	8%	1	8%	3	20%
50	Recognition for service	12	3.17	1.27	1	8%	5	42%	3	25%	1	8%	2	17%	3	20%
51	Clerical Support	13	3.54	1.27	3	23%	5	38%	2	15%	2	15%	1	8%	2	13%
52	Collegial Support in dept.	14	3.93	1.38	7	50%	3	21%	1	7%	2	14%	1	7%	1	7%
53	Reassigned time	6	3.33	1.37	1	17%	2	33%	2	33%	0	0%	1	17%	9	60%
54	Faculty Research Fund <5000	8	4.00	1.20	4	50%	1	13%	2	25%	1	13%	0	0%	7	47%
55	Enhancement Grant for Research	9	4.22	1.09	5	56%	2	22%	1	11%	1	11%	0	0%	6	40%
56	IDEA Administered	13	3.38	1.12	1	8%	7	54%	2	15%	2	15%	1	8%	2	13%
57	IDEA Accuracy	13	3.15	1.14	1	8%	5	38%	3	23%	3	23%	1	8%	2	13%
58	IDEA On-Line Administered	10	3.20	1.14	0	0%	6	60%	1	10%	2	20%	1	10%	5	33%
59	IDEA On-Line Accuracy	10	2.90	1.10	0	0%	4	40%	2	20%	3	30%	1	10%	5	33%
60	Chair evaluation of my teaching	14	3.79	1.12	4	29%	6	43%	1	7%	3	21%	0	0%	1	7%
61	FES Instrument is adequate	14	3.36	0.93	1	7%	6	43%	4	29%	3	21%	0	0%	1	7%
62	Merit System is applied fairly	13	3.54	1.20	2	15%	7	54%	1	8%	2	15%	1	8%	2	13%
63	Market Adjustments applied fairly	12	2.67	1.50	1	8%	4	33%	1	8%	2	17%	4	33%	3	20%
64	Promotion System is applied fairly	12	4.08	1.31	6	50%	4	33%	0	0%	1	8%	1	8%	3	20%
65	Tenure System is applied fairly	12	3.92	1.31	5	42%	4	33%	1	8%	1	8%	1	8%	3	20%
66	Tenure Process clear at univ. level	11	3.91	0.94	3	27%	5	45%	2	18%	1	9%	0	0%	4	27%
67	Post Tenure Review	8	4.38	0.74	4	50%	3	38%	1	13%	0	0%	0	0%	7	47%
68	Collegiality for tenure & promotion	12	3.25	1.36	3	25%	2	17%	3	25%	3	25%	1	8%	3	20%
69	Collegiality for post-tenure & promotion	12	3.25	1.36	3	25%	2	17%	3	25%	3	25%	1	8%	3	20%
70	Salary at SHSU	13	2.62	1.19	1	8%	2	15%	3	23%	5	38%	2	15%	2	13%
71	Salary other Universities	14	2.64	1.39	2	14%	2	14%	2	14%	5	36%	3	21%	1	7%
72	Satisfied at SHSU	14	3.79	1.19	4	29%	6	43%	2	14%	1	7%	1	7%	1	7%

## COE Results 2015 - 2016

Total Number of Respondents 24  
 Tenured/Tenure-Track Responding 21  
 Tenured/Tenure-Track @ SHSU 83  
 % of Tenure/Tenure-Track Responding 25.3%

% 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	23	3.00	1.24	2	9%	8	35%	4	17%	6	26%	3	13%	1	4%
2	VPAA Hebert	22	4.68	0.57	16	73%	5	23%	1	5%	0	0%	0	0%	2	8%
3	VPEM Thielemann	16	4.06	0.77	5	31%	7	44%	4	25%	0	0%	0	0%	8	33%
4	VPFO Hernandez	16	3.56	0.89	1	6%	9	56%	5	31%	0	0%	1	6%	8	33%
5	VPSS Parker	18	3.72	1.02	4	22%	7	39%	6	33%	0	0%	1	6%	6	25%
6	VP Advancement Holmes	17	3.53	1.07	3	18%	6	35%	6	35%	1	6%	1	6%	7	29%
7	VP for IT Adams	18	3.56	1.10	3	17%	8	44%	4	22%	2	11%	1	6%	6	25%
8	Assoc. VPAA Eglsaer	20	4.45	0.76	12	60%	5	25%	3	15%	0	0%	0	0%	4	17%
9	Grad Stud & AVPAA Robbins	22	4.50	0.60	12	55%	9	41%	1	5%	0	0%	0	0%	2	8%
10	Assoc. VPR&SP Cook	15	3.73	0.96	3	20%	7	47%	3	20%	2	13%	0	0%	9	38%
11	Assoc. VP Hum Res Hammonds	17	3.76	0.90	4	24%	6	35%	6	35%	1	6%	0	0%	7	29%
12	Assoc. VP DL Angrove	19	3.74	1.05	4	21%	9	47%	4	21%	1	5%	1	5%	5	21%
13	Dean Edmonson	24	4.13	1.26	13	54%	6	25%	2	8%	1	4%	2	8%	0	0%
14	Associate Dean Price	24	3.54	1.28	7	29%	6	25%	6	25%	3	13%	2	8%	0	0%
15	Associate Dean Stewart	22	3.55	1.22	4	18%	10	45%	5	23%	0	0%	3	14%	2	8%
17	Budget Decision Participation in Dept.	23	3.04	1.22	3	13%	4	17%	11	48%	1	4%	4	17%	1	4%
18	Selection of Admins.	23	3.30	1.40	6	26%	4	17%	8	35%	1	4%	4	17%	1	4%
19	Selection of Faculty	23	4.13	1.18	13	57%	3	13%	5	22%	1	4%	1	4%	1	4%
20	Administration follows policies	22	3.95	0.95	6	27%	11	50%	4	18%	0	0%	1	5%	2	8%
21	Strategic Planning in College	24	3.67	1.20	6	25%	10	42%	4	17%	2	8%	2	8%	0	0%
22	Communication with Admin.	24	3.50	1.25	5	21%	9	38%	6	25%	1	4%	3	13%	0	0%
23	Faculty Senate	21	3.81	1.03	5	24%	10	48%	4	19%	1	5%	1	5%	3	13%
24	Information Resources (UCS)	24	4.08	1.21	12	50%	6	25%	4	17%	0	0%	2	8%	0	0%
25	DELTA Services adequate	22	4.14	0.89	10	45%	5	23%	7	32%	0	0%	0	0%	2	8%
26	Adequate support for online courses	23	3.96	1.11	9	39%	7	30%	5	22%	1	4%	1	4%	1	4%
27	Library Services	24	4.33	0.76	12	50%	8	33%	4	17%	0	0%	0	0%	0	0%
28	Library good for Dept. Curriculum	24	4.21	0.88	11	46%	8	33%	4	17%	1	4%	0	0%	0	0%
29	Support from Contracts and Grants	22	3.86	1.13	6	27%	11	50%	3	14%	0	0%	2	9%	2	8%
30	Research Resources	24	4.00	1.06	9	38%	9	38%	4	17%	1	4%	1	4%	0	0%
31	Graduate Program Resources	24	3.54	1.22	5	21%	10	42%	4	17%	3	13%	2	8%	0	0%
32	Travel Allocation	24	3.75	1.19	7	29%	9	38%	5	21%	1	4%	2	8%	0	0%
33	Recruiting Quality Students	23	3.39	1.12	2	9%	12	52%	4	17%	3	13%	2	9%	1	4%
34	SAM Center Advising	18	3.67	1.03	3	17%	9	50%	4	22%	1	6%	1	6%	6	25%
35	SAM Center Mentoring	17	3.82	1.01	4	24%	8	47%	4	24%	0	0%	1	6%	7	29%

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
36	LSC facilities adequate	21	4.00	0.77	6	29%	9	43%	6	29%	0	0%	0	0%	3	13%
37	LSC Services adequate	20	4.05	0.76	6	30%	9	45%	5	25%	0	0%	0	0%	4	17%
38	Aramark Services adequate	22	3.82	1.05	6	27%	9	41%	5	23%	1	5%	1	5%	2	8%
39	Human Resource Dept.	21	4.00	0.89	7	33%	8	38%	5	24%	1	5%	0	0%	3	13%
40	The Woodlands Center facilities	23	4.35	0.78	12	52%	7	30%	4	17%	0	0%	0	0%	1	4%
41	The Woodlands Center staff	22	4.32	0.72	10	45%	9	41%	3	14%	0	0%	0	0%	2	8%
42	Parking	24	1.83	1.20	0	0%	4	17%	3	13%	2	8%	15	63%	0	0%
43	Work environment	24	3.92	1.10	9	38%	7	29%	6	25%	1	4%	1	4%	0	0%
44	Free from intimidation/discrimination	24	3.75	1.42	10	42%	6	25%	3	13%	2	8%	3	13%	0	0%
45	Physically Safe on Campus	24	4.42	0.83	14	58%	7	29%	2	8%	1	4%	0	0%	0	0%
46	3/3 4/4 handled fairly	24	3.75	1.36	9	38%	7	29%	4	17%	1	4%	3	13%	0	0%
47	Teaching Load is fair	24	4.00	1.22	11	46%	7	29%	2	8%	3	13%	1	4%	0	0%
48	Recognition for teaching	24	3.88	1.30	10	42%	7	29%	3	13%	2	8%	2	8%	0	0%
49	Recognition for research	24	3.92	1.18	10	42%	6	25%	5	21%	2	8%	1	4%	0	0%
50	Recognition for service	24	3.83	1.31	10	42%	6	25%	4	17%	2	8%	2	8%	0	0%
51	Clerical Support	23	4.13	1.18	11	48%	8	35%	2	9%	0	0%	2	9%	1	4%
52	Collegial Support in dept.	24	3.92	1.28	11	46%	5	21%	5	21%	1	4%	2	8%	0	0%
53	Reassigned time	19	3.00	1.37	3	16%	4	21%	6	32%	2	11%	4	21%	5	21%
54	Faculty Research Fund <5000	22	3.73	0.94	5	23%	8	36%	7	32%	2	9%	0	0%	2	8%
55	Enhancement Grant for Research	21	3.67	1.06	6	29%	5	24%	7	33%	3	14%	0	0%	3	13%
56	IDEA Administered	24	3.33	1.40	6	25%	7	29%	3	13%	5	21%	3	13%	0	0%
57	IDEA Accuracy	24	3.38	1.28	5	21%	7	29%	7	29%	2	8%	3	13%	0	0%
58	IDEA On-Line Administered	22	3.05	1.25	3	14%	5	23%	7	32%	4	18%	3	14%	2	8%
59	IDEA On-Line Accuracy	22	3.00	1.27	2	9%	7	32%	6	27%	3	14%	4	18%	2	8%
60	Chair evaluation of my teaching	24	4.17	0.87	10	42%	9	38%	4	17%	1	4%	0	0%	0	0%
61	FES Instrument is adequate	24	3.67	1.34	8	33%	7	29%	5	21%	1	4%	3	13%	0	0%
62	Merit System is applied fairly	23	3.04	1.22	3	13%	5	22%	8	35%	4	17%	3	13%	1	4%
63	Market Adjustments applied fairly	21	2.33	1.43	2	10%	3	14%	4	19%	3	14%	9	43%	3	13%
64	Promotion System is applied fairly	23	3.70	1.22	8	35%	4	17%	9	39%	0	0%	2	9%	1	4%
65	Tenure System is applied fairly	24	3.67	1.24	8	33%	5	21%	8	33%	1	4%	2	8%	0	0%
66	Tenure Process clear at univ. level	24	3.75	1.19	8	33%	7	29%	5	21%	3	13%	1	4%	0	0%
67	Post Tenure Review	19	3.26	1.33	4	21%	4	21%	7	37%	1	5%	3	16%	5	21%
68	Collegiality for tenure & promotion	24	4.08	1.28	13	54%	5	21%	3	13%	1	4%	2	8%	0	0%
69	Collegiality for post-tenure & promotion	22	4.09	1.11	10	45%	7	32%	3	14%	1	5%	1	5%	2	8%
70	Salary at SHSU	22	2.50	1.44	2	9%	5	23%	3	14%	4	18%	8	36%	2	8%
71	Salary other Universities	23	2.52	1.38	2	9%	4	17%	6	26%	3	13%	8	35%	1	4%
72	Satisfied at SHSU	24	3.92	0.97	7	29%	11	46%	3	13%	3	13%	0	0%	0	0%

## FA&MC Results 2015 - 2016

Total Number of Respondents 27  
 Tenured/Tenure-Track Responding 24  
 Tenured/Tenure-Track @ SHSU 69  
 % of Tenure/Tenure-Track Responding 34.8%

% Respondents  
not answering.

		Number and % Responding 5, 4, 3, 2, 1														% Respondents not answering.	
		N	Mean	Std. Dev.	5		4		3		2		1		N/A		
					n	%	n	%	n	%	n	%	n	%	n	%	
1	President Hoyt	25	3.48	1.12	6	24%	5	20%	10	40%	3	12%	1	4%	2	7%	
2	VPAA Hebert	24	4.21	1.02	12	50%	7	29%	4	17%	0	0%	1	4%	3	11%	
3	VPEM Thielemann	20	3.35	1.18	4	20%	4	20%	9	45%	1	5%	2	10%	7	26%	
4	VPFO Hernandez	20	3.35	1.23	4	20%	5	25%	7	35%	2	10%	2	10%	7	26%	
5	VPSS Parker	23	3.78	1.20	7	30%	9	39%	4	17%	1	4%	2	9%	4	15%	
6	VP Advancement Holmes	19	3.42	1.26	6	32%	1	5%	8	42%	3	16%	1	5%	8	30%	
7	VP for IT Adams	23	3.17	1.40	5	22%	5	22%	6	26%	3	13%	4	17%	4	15%	
8	Assoc. VPAA Eglsaer	22	3.91	0.92	7	32%	7	32%	7	32%	1	5%	0	0%	5	19%	
9	Grad Stud & AVPAA Robbins	20	4.25	1.07	11	55%	5	25%	3	15%	0	0%	1	5%	7	26%	
10	Assoc. VPR&SP Cook	15	4.07	0.88	6	40%	4	27%	5	33%	0	0%	0	0%	12	44%	
11	Assoc. VP Hum Res Hammonds	21	3.19	1.33	5	24%	2	10%	9	43%	2	10%	3	14%	6	22%	
12	Assoc. VP DL Angrove	22	3.91	0.97	8	36%	5	23%	8	36%	1	5%	0	0%	5	19%	
13	Dean Shields	27	3.48	1.58	10	37%	7	26%	1	4%	4	15%	5	19%	0	0%	
14	Associate Dean Miller	26	4.08	0.98	11	42%	8	31%	5	19%	2	8%	0	0%	1	4%	
15	Associate Dean Barrett	25	3.36	1.32	7	28%	5	20%	4	16%	8	32%	1	4%	2	7%	
17	Budget Decision Participation in Dept.	27	3.00	1.47	5	19%	7	26%	4	15%	5	19%	6	22%	0	0%	
18	Selection of Admins.	23	2.52	1.38	2	9%	4	17%	6	26%	3	13%	8	35%	4	15%	
19	Selection of Faculty	27	3.59	1.39	10	37%	5	19%	6	22%	3	11%	3	11%	0	0%	
20	Administration follows policies	25	3.24	1.56	8	32%	4	16%	4	16%	4	16%	5	20%	2	7%	
21	Strategic Planning in College	24	3.08	1.59	6	25%	5	21%	5	21%	1	4%	7	29%	3	11%	
22	Communication with Admin.	27	3.04	1.48	7	26%	3	11%	6	22%	6	22%	5	19%	0	0%	
23	Faculty Senate	25	3.72	1.06	6	24%	11	44%	3	12%	5	20%	0	0%	2	7%	
24	Information Resources (UCS)	27	3.33	1.47	7	26%	8	30%	4	15%	3	11%	5	19%	0	0%	
25	DELTA Services adequate	23	3.87	1.01	8	35%	6	26%	7	30%	2	9%	0	0%	4	15%	
26	Adequate support for online courses	22	3.64	1.18	6	27%	7	32%	5	23%	3	14%	1	5%	5	19%	
27	Library Services	25	4.04	1.21	13	52%	4	16%	5	20%	2	8%	1	4%	2	7%	
28	Library good for Dept. Curriculum	26	4.04	1.22	13	50%	6	23%	3	12%	3	12%	1	4%	1	4%	
29	Support from Contracts and Grants	23	3.48	1.31	6	26%	6	26%	7	30%	1	4%	3	13%	4	15%	
30	Research Resources	24	2.92	1.53	5	21%	4	17%	6	25%	2	8%	7	29%	3	11%	
31	Graduate Program Resources	21	2.90	1.41	4	19%	3	14%	5	24%	5	24%	4	19%	6	22%	
32	Travel Allocation	27	3.04	1.37	5	19%	6	22%	5	19%	7	26%	4	15%	0	0%	
33	Recruiting Quality Students	27	2.37	1.36	3	11%	2	7%	7	26%	5	19%	10	37%	0	0%	
34	SAM Center Advising	26	3.46	1.39	8	31%	5	19%	8	31%	1	4%	4	15%	1	4%	
35	SAM Center Mentoring	22	3.95	0.95	8	36%	6	27%	7	32%	1	5%	0	0%	5	19%	

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
36	LSC facilities adequate	26	3.77	0.95	6	23%	11	42%	6	23%	3	12%	0	0%	1	4%
37	LSC Services adequate	26	3.92	0.89	7	27%	12	46%	5	19%	2	8%	0	0%	1	4%
38	Aramark Services adequate	26	3.04	1.48	5	19%	6	23%	7	27%	1	4%	7	27%	1	4%
39	Human Resource Dept.	25	3.56	1.23	6	24%	8	32%	8	32%	0	0%	3	12%	2	7%
40	The Woodlands Center facilities	16	3.88	1.26	7	44%	3	19%	4	25%	1	6%	1	6%	11	41%
41	The Woodlands Center staff	16	3.81	1.17	6	38%	3	19%	6	38%	0	0%	1	6%	11	41%
42	Parking	27	1.89	1.34	3	11%	0	0%	4	15%	4	15%	16	59%	0	0%
43	Work environment	27	3.19	1.30	4	15%	10	37%	3	11%	7	26%	3	11%	0	0%
44	Free from intimidation/discrimination	26	2.96	1.40	6	23%	2	8%	7	27%	7	27%	4	15%	1	4%
45	Physically Safe on Campus	26	4.04	1.15	12	46%	7	27%	4	15%	2	8%	1	4%	1	4%
46	3/3 4/4 handled fairly	26	3.62	1.33	8	31%	8	31%	5	19%	2	8%	3	12%	1	4%
47	Teaching Load is fair	27	3.89	1.25	11	41%	8	30%	4	15%	2	7%	2	7%	0	0%
48	Recognition for teaching	26	3.31	1.19	5	19%	6	23%	9	35%	4	15%	2	8%	1	4%
49	Recognition for research	22	3.41	1.33	6	27%	5	23%	5	23%	4	18%	2	9%	5	19%
50	Recognition for service	26	2.96	1.43	5	19%	5	19%	5	19%	6	23%	5	19%	1	4%
51	Clerical Support	27	3.15	1.56	9	33%	2	7%	5	19%	6	22%	5	19%	0	0%
52	Collegial Support in dept.	26	3.08	1.41	5	19%	6	23%	6	23%	4	15%	5	19%	1	4%
53	Reassigned time	17	2.88	1.27	1	6%	5	29%	6	35%	1	6%	4	24%	10	37%
54	Faculty Research Fund <5000	21	3.62	1.32	7	33%	5	24%	5	24%	2	10%	2	10%	6	22%
55	Enhancement Grant for Research	21	3.67	1.28	7	33%	5	24%	6	29%	1	5%	2	10%	6	22%
56	IDEA Administered	27	2.89	1.34	2	7%	9	33%	7	26%	2	7%	7	26%	0	0%
57	IDEA Accuracy	27	2.78	1.31	2	7%	7	26%	8	30%	3	11%	7	26%	0	0%
58	IDEA On-Line Administered	11	2.36	1.50	1	9%	2	18%	2	18%	1	9%	5	45%	16	59%
59	IDEA On-Line Accuracy	10	2.30	1.25	0	0%	2	20%	3	30%	1	10%	4	40%	17	63%
60	Chair evaluation of my teaching	26	4.08	1.16	12	46%	9	35%	1	4%	3	12%	1	4%	1	4%
61	FES Instrument is adequate	26	2.88	1.42	5	19%	4	15%	5	19%	7	27%	5	19%	1	4%
62	Merit System is applied fairly	24	3.33	1.34	7	29%	3	13%	7	29%	5	21%	2	8%	3	11%
63	Market Adjustments applied fairly	24	2.67	1.61	6	25%	1	4%	4	17%	5	21%	8	33%	3	11%
64	Promotion System is applied fairly	25	3.16	1.46	7	28%	3	12%	6	24%	5	20%	4	16%	2	7%
65	Tenure System is applied fairly	26	3.19	1.47	7	27%	4	15%	7	27%	3	12%	5	19%	1	4%
66	Tenure Process clear at univ. level	26	3.50	1.33	7	27%	8	31%	5	19%	3	12%	3	12%	1	4%
67	Post Tenure Review	20	3.35	1.39	5	25%	5	25%	5	25%	2	10%	3	15%	7	26%
68	Collegiality for tenure & promotion	25	3.56	1.26	6	24%	10	40%	3	12%	4	16%	2	8%	2	7%
69	Collegiality for post-tenure & promotion	25	3.20	1.22	3	12%	9	36%	6	24%	4	16%	3	12%	2	7%
70	Salary at SHSU	27	2.59	1.37	3	11%	5	19%	4	15%	8	30%	7	26%	0	0%
71	Salary other Universities	26	2.38	1.20	2	8%	3	12%	4	15%	11	42%	6	23%	1	4%
72	Satisfied at SHSU	27	3.33	1.30	6	22%	7	26%	7	26%	4	15%	3	11%	0	0%

## COHS Results 2015 - 2016

Total Number of Respondents 15  
 Tenured/Tenure-Track Responding 11  
 Tenured/Tenure-Track @ SHSU 30  
 % of Tenure/Tenure-Track Responding 36.7%

% Respondents  
not answering.

		Number and % Responding 5, 4, 3, 2, 1														% Respondents not answering.	
		N	Mean	Std. Dev.	5		4		3		2		1		N/A		
					n	%	n	%	n	%	n	%	n	%	n	%	
1	President Hoyt	15	4.20	0.77	6	40%	6	40%	3	20%	0	0%	0	0%	0	0%	
2	VPAA Hebert	15	4.07	0.96	6	40%	5	33%	3	20%	1	7%	0	0%	0	0%	
3	VPEM Thielemann	8	3.88	0.99	3	38%	1	13%	4	50%	0	0%	0	0%	7	47%	
4	VPFO Hernandez	9	3.89	0.93	3	33%	2	22%	4	44%	0	0%	0	0%	6	40%	
5	VPSS Parker	11	4.00	0.89	4	36%	3	27%	4	36%	0	0%	0	0%	4	27%	
6	VP Advancement Holmes	6	3.17	1.33	1	17%	1	17%	3	50%	0	0%	1	17%	9	60%	
7	VP for IT Adams	8	3.75	0.89	2	25%	2	25%	4	50%	0	0%	0	0%	7	47%	
8	Assoc. VPAA Eglsaer	8	4.00	0.93	3	38%	2	25%	3	38%	0	0%	0	0%	7	47%	
9	Grad Stud & AVPAA Robbins	8	4.50	0.76	5	63%	2	25%	1	13%	0	0%	0	0%	7	47%	
10	Assoc. VPR&SP Cook	5	3.60	0.89	1	20%	1	20%	3	60%	0	0%	0	0%	10	67%	
11	Assoc. VP Hum Res Hammonds	8	4.00	0.93	3	38%	2	25%	3	38%	0	0%	0	0%	7	47%	
12	Assoc. VP DL Angrove	7	4.14	0.69	2	29%	4	57%	1	14%	0	0%	0	0%	8	53%	
13	Dean Hendrickson	15	4.13	1.13	7	47%	5	33%	2	13%	0	0%	1	7%	0	0%	
14	Associate Dean Keathley	15	3.60	1.64	7	47%	2	13%	2	13%	1	7%	3	20%	0	0%	
15	Associate Dean Roper	14	4.00	1.11	6	43%	4	29%	2	14%	2	14%	0	0%	1	7%	
17	Budget Decision Participation in Dept.	14	2.79	1.25	2	14%	1	7%	5	36%	4	29%	2	14%	1	7%	
18	Selection of Admins.	13	2.38	1.04	0	0%	2	15%	4	31%	4	31%	3	23%	2	13%	
19	Selection of Faculty	15	3.93	1.03	5	33%	6	40%	2	13%	2	13%	0	0%	0	0%	
20	Administration follows policies	14	3.50	1.22	4	29%	2	14%	6	43%	1	7%	1	7%	1	7%	
21	Strategic Planning in College	14	3.50	0.94	2	14%	5	36%	5	36%	2	14%	0	0%	1	7%	
22	Communication with Admin.	15	3.07	1.28	2	13%	4	27%	4	27%	3	20%	2	13%	0	0%	
23	Faculty Senate	12	3.42	0.90	2	17%	2	17%	7	58%	1	8%	0	0%	3	20%	
24	Information Resources (UCS)	15	3.80	1.01	4	27%	6	40%	3	20%	2	13%	0	0%	0	0%	
25	DELTA Services adequate	13	4.31	0.85	6	46%	6	46%	0	0%	1	8%	0	0%	2	13%	
26	Adequate support for online courses	14	3.86	1.46	7	50%	3	21%	0	0%	3	21%	1	7%	1	7%	
27	Library Services	15	3.93	0.80	4	27%	6	40%	5	33%	0	0%	0	0%	0	0%	
28	Library good for Dept. Curriculum	14	3.93	1.07	4	29%	7	50%	2	14%	0	0%	1	7%	1	7%	
29	Support from Contracts and Grants	13	3.46	1.13	2	15%	5	38%	4	31%	1	8%	1	8%	2	13%	
30	Research Resources	13	3.31	1.18	2	15%	4	31%	4	31%	2	15%	1	8%	2	13%	
31	Graduate Program Resources	9	2.78	1.30	1	11%	2	22%	1	11%	4	44%	1	11%	6	40%	
32	Travel Allocation	15	3.33	1.40	3	20%	5	33%	4	27%	0	0%	3	20%	0	0%	
33	Recruiting Quality Students	15	3.47	0.99	1	7%	8	53%	4	27%	1	7%	1	7%	0	0%	
34	SAM Center Advising	15	3.40	1.18	2	13%	7	47%	2	13%	3	20%	1	7%	0	0%	
35	SAM Center Mentoring	14	3.43	1.16	2	14%	6	43%	3	21%	2	14%	1	7%	1	7%	

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
36	LSC facilities adequate	12	3.67	0.98	3	25%	3	25%	5	42%	1	8%	0	0%	3	20%
37	LSC Services adequate	12	3.67	0.78	2	17%	4	33%	6	50%	0	0%	0	0%	3	20%
38	Aramark Services adequate	15	3.40	1.12	1	7%	8	53%	4	27%	0	0%	2	13%	0	0%
39	Human Resource Dept.	13	3.77	1.01	3	23%	6	46%	2	15%	2	15%	0	0%	2	13%
40	The Woodlands Center facilities	12	4.25	0.75	5	42%	5	42%	2	17%	0	0%	0	0%	3	20%
41	The Woodlands Center staff	11	3.82	1.17	4	36%	3	27%	2	18%	2	18%	0	0%	4	27%
42	Parking	14	2.07	1.21	0	0%	3	21%	1	7%	4	29%	6	43%	1	7%
43	Work environment	15	2.93	1.39	2	13%	4	27%	3	20%	3	20%	3	20%	0	0%
44	Free from intimidation/discrimination	15	3.27	1.39	3	20%	5	33%	2	13%	3	20%	2	13%	0	0%
45	Physically Safe on Campus	15	3.73	1.44	6	40%	4	27%	2	13%	1	7%	2	13%	0	0%
46	3/3 4/4 handled fairly	13	2.46	1.33	1	8%	2	15%	3	23%	3	23%	4	31%	2	13%
47	Teaching Load is fair	14	3.00	1.24	0	0%	7	50%	3	21%	1	7%	3	21%	1	7%
48	Recognition for teaching	15	2.87	1.13	0	0%	5	33%	6	40%	1	7%	3	20%	0	0%
49	Recognition for research	11	3.18	0.98	0	0%	5	45%	4	36%	1	9%	1	9%	4	27%
50	Recognition for service	15	2.80	1.01	0	0%	4	27%	6	40%	3	20%	2	13%	0	0%
51	Clerical Support	15	3.80	1.08	4	27%	6	40%	4	27%	0	0%	1	7%	0	0%
52	Collegial Support in dept.	15	3.67	1.11	3	20%	7	47%	3	20%	1	7%	1	7%	0	0%
53	Reassigned time	14	2.71	1.20	1	7%	2	14%	6	43%	2	14%	3	21%	1	7%
54	Faculty Research Fund <5000	11	3.55	0.52	0	0%	6	55%	5	45%	0	0%	0	0%	4	27%
55	Enhancement Grant for Research	11	3.55	0.52	0	0%	6	55%	5	45%	0	0%	0	0%	4	27%
56	IDEA Administered	15	3.13	1.41	3	20%	3	20%	5	33%	1	7%	3	20%	0	0%
57	IDEA Accuracy	15	2.60	1.35	2	13%	2	13%	2	13%	6	40%	3	20%	0	0%
58	IDEA On-Line Administered	9	2.33	1.12	0	0%	1	11%	4	44%	1	11%	3	33%	6	40%
59	IDEA On-Line Accuracy	9	2.22	1.09	0	0%	1	11%	3	33%	2	22%	3	33%	6	40%
60	Chair evaluation of my teaching	15	3.33	1.18	1	7%	8	53%	3	20%	1	7%	2	13%	0	0%
61	FES Instrument is adequate	15	2.80	1.08	0	0%	5	33%	4	27%	4	27%	2	13%	0	0%
62	Merit System is applied fairly	14	3.07	1.14	1	7%	4	29%	6	43%	1	7%	2	14%	1	7%
63	Market Adjustments applied fairly	12	2.33	1.30	1	8%	1	8%	3	25%	3	25%	4	33%	3	20%
64	Promotion System is applied fairly	15	2.87	1.25	1	7%	4	27%	5	33%	2	13%	3	20%	0	0%
65	Tenure System is applied fairly	13	3.15	0.69	0	0%	4	31%	7	54%	2	15%	0	0%	2	13%
66	Tenure Process clear at univ. level	14	3.29	0.99	1	7%	6	43%	3	21%	4	29%	0	0%	1	7%
67	Post Tenure Review	6	3.17	0.75	0	0%	2	33%	3	50%	1	17%	0	0%	9	60%
68	Collegiality for tenure & promotion	15	3.73	0.88	3	20%	6	40%	5	33%	1	7%	0	0%	0	0%
69	Collegiality for post-tenure & promotion	13	3.69	0.85	2	15%	6	46%	4	31%	1	8%	0	0%	2	13%
70	Salary at SHSU	15	2.47	1.41	1	7%	3	20%	4	27%	1	7%	6	40%	0	0%
71	Salary other Universities	15	2.13	1.25	1	7%	1	7%	3	20%	4	27%	6	40%	0	0%
72	Satisfied at SHSU	15	3.80	0.77	2	13%	9	60%	3	20%	1	7%	0	0%	0	0%

## CH&SS Results 2015 - 2016

Total Number of Respondents 26  
 Tenured/Tenure-Track Responding 24  
 Tenured/Tenure-Track @ SHSU 115  
 % of Tenure/Tenure-Track Responding 20.9%

% Respondents  
not answering.

		Number and % Responding 5, 4, 3, 2, 1														% Respondents not answering.	
		N	Mean	Std. Dev.	5		4		3		2		1		N/A		
					n	%	n	%	n	%	n	%	n	%	n	%	
1	President Hoyt	25	3.00	1.15	2	8%	8	32%	5	20%	8	32%	2	8%	1	4%	
2	VPAA Hebert	25	3.76	1.39	10	40%	7	28%	3	12%	2	8%	3	12%	1	4%	
3	VPEM Thielemann	13	2.69	1.03	0	0%	3	23%	5	38%	3	23%	2	15%	13	50%	
4	VPFO Hernandez	13	3.00	1.00	1	8%	2	15%	7	54%	2	15%	1	8%	13	50%	
5	VPSS Parker	15	3.73	1.39	6	40%	3	20%	4	27%	0	0%	2	13%	11	42%	
6	VP Advancement Holmes	13	3.08	0.95	1	8%	2	15%	8	62%	1	8%	1	8%	13	50%	
7	VP for IT Adams	18	3.50	1.10	2	11%	9	50%	5	28%	0	0%	2	11%	8	31%	
8	Assoc. VPAA Eglsaer	22	3.18	1.33	4	18%	6	27%	5	23%	4	18%	3	14%	4	15%	
9	Grad Stud & AVPAA Robbins	16	2.88	1.41	3	19%	2	13%	4	25%	4	25%	3	19%	10	38%	
10	Assoc. VPR&SP Cook	14	3.93	0.83	4	29%	5	36%	5	36%	0	0%	0	0%	12	46%	
11	Assoc. VP Hum Res Hammonds	19	2.37	1.01	0	0%	2	11%	8	42%	4	21%	5	26%	7	27%	
12	Assoc. VP DL Angrove	19	2.84	1.21	2	11%	4	21%	4	21%	7	37%	2	11%	7	27%	
13	Dean Zink	25	3.28	1.54	7	28%	7	28%	2	8%	4	16%	5	20%	1	4%	
14	Associate Dean Bruce	24	4.00	1.22	12	50%	4	17%	5	21%	2	8%	1	4%	2	8%	
15	Associate Dean Callaway	24	3.88	1.23	9	38%	9	38%	1	4%	4	17%	1	4%	2	8%	
17	Budget Decision Participation in Dept.	25	2.44	1.39	2	8%	5	20%	4	16%	5	20%	9	36%	1	4%	
18	Selection of Admins.	25	2.24	1.36	2	8%	3	12%	5	20%	4	16%	11	44%	1	4%	
19	Selection of Faculty	25	3.60	1.55	11	44%	4	16%	3	12%	3	12%	4	16%	1	4%	
20	Administration follows policies	25	2.52	1.19	1	4%	4	16%	9	36%	4	16%	7	28%	1	4%	
21	Strategic Planning in College	25	2.60	1.35	1	4%	8	32%	4	16%	4	16%	8	32%	1	4%	
22	Communication with Admin.	25	2.24	1.42	2	8%	4	16%	4	16%	3	12%	12	48%	1	4%	
23	Faculty Senate	20	3.70	0.98	4	20%	9	45%	4	20%	3	15%	0	0%	6	23%	
24	Information Resources (UCS)	24	3.67	0.92	4	17%	11	46%	6	25%	3	13%	0	0%	2	8%	
25	DELTA Services adequate	19	3.47	1.39	5	26%	6	32%	4	21%	1	5%	3	16%	7	27%	
26	Adequate support for online courses	19	3.58	1.30	5	26%	7	37%	3	16%	2	11%	2	11%	7	27%	
27	Library Services	25	4.20	1.00	12	48%	8	32%	4	16%	0	0%	1	4%	1	4%	
28	Library good for Dept. Curriculum	25	4.12	1.05	12	48%	6	24%	6	24%	0	0%	1	4%	1	4%	
29	Support from Contracts and Grants	20	3.20	1.32	3	15%	7	35%	4	20%	3	15%	3	15%	6	23%	
30	Research Resources	25	3.40	1.04	3	12%	10	40%	7	28%	4	16%	1	4%	1	4%	
31	Graduate Program Resources	21	2.90	1.34	3	14%	4	19%	6	29%	4	19%	4	19%	5	19%	
32	Travel Allocation	25	3.28	1.17	5	20%	5	20%	8	32%	6	24%	1	4%	1	4%	
33	Recruiting Quality Students	24	2.58	1.38	2	8%	5	21%	6	25%	3	13%	8	33%	2	8%	
34	SAM Center Advising	18	3.28	1.41	3	17%	8	44%	1	6%	3	17%	3	17%	8	31%	
35	SAM Center Mentoring	17	3.53	1.23	4	24%	6	35%	3	18%	3	18%	1	6%	9	35%	



	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
36	LSC facilities adequate	19	3.47	1.17	3	16%	8	42%	5	26%	1	5%	2	11%	7	27%
37	LSC Services adequate	17	3.53	0.94	3	18%	5	29%	7	41%	2	12%	0	0%	9	35%
38	Aramark Services adequate	24	3.21	1.10	3	13%	6	25%	10	42%	3	13%	2	8%	2	8%
39	Human Resource Dept.	24	2.79	1.28	2	8%	7	29%	3	13%	8	33%	4	17%	2	8%
40	The Woodlands Center facilities	18	4.06	1.00	8	44%	4	22%	5	28%	1	6%	0	0%	8	31%
41	The Woodlands Center staff	16	3.94	0.93	6	38%	3	19%	7	44%	0	0%	0	0%	10	38%
42	Parking	24	1.88	1.30	1	4%	3	13%	3	13%	2	8%	15	63%	2	8%
43	Work environment	25	3.84	1.21	8	32%	11	44%	2	8%	2	8%	2	8%	1	4%
44	Free from intimidation/discrimination	24	3.29	1.65	9	38%	4	17%	1	4%	5	21%	5	21%	2	8%
45	Physically Safe on Campus	25	3.76	1.27	9	36%	7	28%	5	20%	2	8%	2	8%	1	4%
46	3/3 4/4 handled fairly	24	3.71	0.95	5	21%	10	42%	6	25%	3	13%	0	0%	2	8%
47	Teaching Load is fair	25	4.08	0.70	7	28%	13	52%	5	20%	0	0%	0	0%	1	4%
48	Recognition for teaching	24	3.42	1.28	5	21%	8	33%	6	25%	2	8%	3	13%	2	8%
49	Recognition for research	25	3.12	1.36	4	16%	7	28%	7	28%	2	8%	5	20%	1	4%
50	Recognition for service	24	2.88	1.30	3	13%	4	17%	9	38%	3	13%	5	21%	2	8%
51	Clerical Support	25	3.36	1.22	5	20%	6	24%	10	40%	1	4%	3	12%	1	4%
52	Collegial Support in dept.	25	3.16	1.49	5	20%	8	32%	4	16%	2	8%	6	24%	1	4%
53	Reassigned time	18	2.83	1.34	2	11%	4	22%	5	28%	3	17%	4	22%	8	31%
54	Faculty Research Fund <5000	16	3.38	1.41	5	31%	2	13%	5	31%	2	13%	2	13%	10	38%
55	Enhancement Grant for Research	17	3.12	1.41	4	24%	2	12%	6	35%	2	12%	3	18%	9	35%
56	IDEA Administered	25	2.96	1.27	2	8%	8	32%	7	28%	3	12%	5	20%	1	4%
57	IDEA Accuracy	25	2.60	1.19	1	4%	5	20%	8	32%	5	20%	6	24%	1	4%
58	IDEA On-Line Administered	14	2.00	1.04	0	0%	1	7%	4	29%	3	21%	6	43%	12	46%
59	IDEA On-Line Accuracy	14	1.93	1.07	0	0%	1	7%	4	29%	2	14%	7	50%	12	46%
60	Chair evaluation of my teaching	23	3.04	1.40	3	13%	8	35%	4	17%	3	13%	5	22%	3	12%
61	FES Instrument is adequate	26	2.81	1.30	2	8%	8	31%	4	15%	7	27%	5	19%	0	0%
62	Merit System is applied fairly	25	2.52	1.33	3	12%	3	12%	4	16%	9	36%	6	24%	1	4%
63	Market Adjustments applied fairly	23	2.17	1.23	1	4%	3	13%	4	17%	6	26%	9	39%	3	12%
64	Promotion System is applied fairly	22	2.82	1.18	0	0%	8	36%	7	32%	2	9%	5	23%	4	15%
65	Tenure System is applied fairly	22	2.91	1.34	3	14%	5	23%	5	23%	5	23%	4	18%	4	15%
66	Tenure Process clear at univ. level	24	2.63	1.17	0	0%	8	33%	4	17%	7	29%	5	21%	2	8%
67	Post Tenure Review	17	3.29	1.21	2	12%	7	41%	4	24%	2	12%	2	12%	9	35%
68	Collegiality for tenure & promotion	26	3.46	1.30	6	23%	9	35%	5	19%	3	12%	3	12%	0	0%
69	Collegiality for post-tenure & promotion	26	3.35	1.35	5	19%	10	38%	4	15%	3	12%	4	15%	0	0%
70	Salary at SHSU	26	2.65	1.20	1	4%	6	23%	8	31%	5	19%	6	23%	0	0%
71	Salary other Universities	25	2.16	1.25	1	4%	3	12%	6	24%	4	16%	11	44%	1	4%
72	Satisfied at SHSU	25	3.32	1.18	3	12%	10	40%	7	28%	2	8%	3	12%	1	4%

## NGL Results 2015 - 2016

Total Number of Respondents 6  
 Tenured/Tenure-Track Responding 6  
 Tenured/Tenure-Track @ SHSU 14  
 % of Tenure/Tenure-Track Responding 42.9%

% 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	5	2.40	1.52	0	0%	2	40%	0	0%	1	20%	2	40%	1	17%	
2	VPAA Hebert	5	4.20	1.30	3	60%	1	20%	0	0%	1	20%	0	0%	1	17%	
3	VPEM Thielemann	1	4.00		0	0%	1	100%	0	0%	0	0%	0	0%	5	83%	
4	VPFO Hernandez	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	5	83%	
5	VPSS Parker	2	3.00	1.41	0	0%	1	50%	0	0%	1	50%	0	0%	4	67%	
6	VP Advancement Holmes	1	1.00		0	0%	0	0%	0	0%	0	0%	1	100%	5	83%	
7	VP for IT Adams	3	1.67	0.58	0	0%	0	0%	0	0%	2	67%	1	33%	3	50%	
8	Assoc. VPAA Eglsaer	4	4.00	1.41	2	50%	1	25%	0	0%	1	25%	0	0%	2	33%	
9	Grad Stud & AVPAA Robbins	1	4.00		0	0%	1	100%	0	0%	0	0%	0	0%	5	83%	
10	Assoc. VPR&SP Cook	2	3.00	1.41	0	0%	1	50%	0	0%	1	50%	0	0%	4	67%	
11	Assoc. VP Hum Res Hammonds	1	4.00		0	0%	1	100%	0	0%	0	0%	0	0%	5	83%	
12	Assoc. VP DL Angrove	3	3.67	1.53	1	33%	1	33%	0	0%	1	33%	0	0%	3	50%	
13	Director Holder	6	4.33	0.82	3	50%	2	33%	1	17%	0	0%	0	0%	0	0%	
14	Associate Director Meyer	5	4.00	1.00	2	40%	1	20%	2	40%	0	0%	0	0%	1	17%	
17	Budget Decision Participation in Dept.	6	2.83	1.33	1	17%	0	0%	3	50%	1	17%	1	17%	0	0%	
18	Selection of Admins.	5	3.20	1.48	1	20%	1	20%	2	40%	0	0%	1	20%	1	17%	
19	Selection of Faculty	6	4.00	1.10	2	33%	3	50%	0	0%	1	17%	0	0%	0	0%	
20	Administration follows policies	6	4.00	0.63	1	17%	4	67%	1	17%	0	0%	0	0%	0	0%	
21	Strategic Planning in College	6	3.67	1.03	1	17%	3	50%	1	17%	1	17%	0	0%	0	0%	
22	Communication with Admin.	6	3.50	1.05	1	17%	2	33%	2	33%	1	17%	0	0%	0	0%	
23	Faculty Senate	6	4.00	0.89	2	33%	2	33%	2	33%	0	0%	0	0%	0	0%	
24	Information Resources (UCS)	6	2.50	1.64	1	17%	1	17%	0	0%	2	33%	2	33%	0	0%	
25	DELTA Services adequate	6	4.17	1.17	3	50%	2	33%	0	0%	1	17%	0	0%	0	0%	
26	Adequate support for online courses	4	3.75	1.26	1	25%	2	50%	0	0%	1	25%	0	0%	2	33%	
27	Library Services	6	4.83	0.41	5	83%	1	17%	0	0%	0	0%	0	0%	0	0%	
28	Library good for Dept. Curriculum	4	5.00	0.00	4	100%	0	0%	0	0%	0	0%	0	0%	2	33%	
29	Support from Contracts and Grants	4	3.50	1.29	1	25%	1	25%	1	25%	1	25%	0	0%	2	33%	
30	Research Resources	5	4.00	1.22	2	40%	2	40%	0	0%	1	20%	0	0%	1	17%	
31	Graduate Program Resources	2	4.00	1.41	1	50%	0	0%	1	50%	0	0%	0	0%	4	67%	
32	Travel Allocation	6	4.33	0.52	2	33%	4	67%	0	0%	0	0%	0	0%	0	0%	
33	Recruiting Quality Students	5	2.20	0.45	0	0%	0	0%	1	20%	4	80%	0	0%	1	17%	
34	SAM Center Advising	3	3.67	1.15	1	33%	0	0%	2	67%	0	0%	0	0%	3	50%	
35	SAM Center Mentoring	3	3.33	1.53	1	33%	0	0%	1	33%	1	33%	0	0%	3	50%	
36	LSC facilities adequate	5	3.60	1.14	1	20%	2	40%	1	20%	1	20%	0	0%	1	17%	

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
37	LSC Services adequate	5	3.60	1.67	2	40%	1	20%	1	20%	0	0%	1	20%	1	17%
38	Aramark Services adequate	6	2.83	1.47	0	0%	3	50%	1	17%	0	0%	2	33%	0	0%
39	Human Resource Dept.	6	3.50	1.38	1	17%	3	50%	1	17%	0	0%	1	17%	0	0%
40	The Woodlands Center facilities	3	3.00	2.00	1	33%	0	0%	1	33%	0	0%	1	33%	3	50%
41	The Woodlands Center staff	3	3.33	2.08	1	33%	1	33%	0	0%	0	0%	1	33%	3	50%
42	Parking	6	1.67	1.03	0	0%	0	0%	2	33%	0	0%	4	67%	0	0%
43	Work environment	6	4.17	1.17	3	50%	2	33%	0	0%	1	17%	0	0%	0	0%
44	Free from intimidation/discrimination	6	4.33	0.82	3	50%	2	33%	1	17%	0	0%	0	0%	0	0%
45	Physically Safe on Campus	6	4.17	1.17	3	50%	2	33%	0	0%	1	17%	0	0%	0	0%
46	3/3 4/4 handled fairly	1	2.00		0	0%	0	0%	0	0%	1	100%	0	0%	5	83%
47	Teaching Load is fair	2	3.00	0.00	0	0%	0	0%	2	100%	0	0%	0	0%	4	67%
48	Recognition for teaching	3	3.00	1.73	1	33%	0	0%	0	0%	2	67%	0	0%	3	50%
49	Recognition for research	4	3.50	1.29	1	25%	1	25%	1	25%	1	25%	0	0%	2	33%
50	Recognition for service	6	3.33	1.21	1	17%	2	33%	1	17%	2	33%	0	0%	0	0%
51	Clerical Support	5	3.80	0.84	1	20%	2	40%	2	40%	0	0%	0	0%	1	17%
52	Collegial Support in dept.	6	4.00	0.63	1	17%	4	67%	1	17%	0	0%	0	0%	0	0%
53	Reassigned time	3	3.67	1.15	1	33%	0	0%	2	67%	0	0%	0	0%	3	50%
54	Faculty Research Fund <5000	2	4.00	1.41	1	50%	0	0%	1	50%	0	0%	0	0%	4	67%
55	Enhancement Grant for Research	2	4.00	1.41	1	50%	0	0%	1	50%	0	0%	0	0%	4	67%
56	IDEA Administered	3	3.67	0.58	0	0%	2	67%	1	33%	0	0%	0	0%	3	50%
57	IDEA Accuracy	2	3.50	0.71	0	0%	1	50%	1	50%	0	0%	0	0%	4	67%
58	IDEA On-Line Administered	3	3.67	0.58	0	0%	2	67%	1	33%	0	0%	0	0%	3	50%
59	IDEA On-Line Accuracy	3	3.00	1.00	0	0%	1	33%	1	33%	1	33%	0	0%	3	50%
60	Chair evaluation of my teaching	4	4.25	0.50	1	25%	3	75%	0	0%	0	0%	0	0%	2	33%
61	FES Instrument is adequate	6	3.50	1.38	1	17%	3	50%	1	17%	0	0%	1	17%	0	0%
62	Merit System is applied fairly	5	3.80	0.84	1	20%	2	40%	2	40%	0	0%	0	0%	1	17%
63	Market Adjustments applied fairly	3	2.67	2.08	1	33%	0	0%	0	0%	1	33%	1	33%	3	50%
64	Promotion System is applied fairly	4	3.75	0.96	1	25%	1	25%	2	50%	0	0%	0	0%	2	33%
65	Tenure System is applied fairly	6	3.67	1.03	2	33%	0	0%	4	67%	0	0%	0	0%	0	0%
66	Tenure Process clear at univ. level	6	3.17	1.17	1	17%	1	17%	2	33%	2	33%	0	0%	0	0%
67	Post Tenure Review	3	4.00	1.00	1	33%	1	33%	1	33%	0	0%	0	0%	3	50%
68	Collegiality for tenure & promotion	6	4.00	1.55	3	50%	2	33%	0	0%	0	0%	1	17%	0	0%
69	Collegiality for post-tenure & promotion	5	4.00	1.73	3	60%	1	20%	0	0%	0	0%	1	20%	1	17%
70	Salary at SHSU	6	2.67	1.03	0	0%	1	17%	3	50%	1	17%	1	17%	0	0%
71	Salary other Universities	6	2.83	1.17	0	0%	2	33%	2	33%	1	17%	1	17%	0	0%
72	Satisfied at SHSU	6	4.00	0.89	2	33%	2	33%	2	33%	0	0%	0	0%	0	0%

## Ranked Comparison Across Colleges/Library

		Total	COS	COBA	CJ	COE	FA&MC	COHS	CH&SS	NGL
#	Question	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
45	Physically Safe on Campus	4.20	4.17	4.58	4.57	4.42	4.04	3.73	3.76	4.17
2	VPAA Hebert	4.16	4.03	4.42	3.85	4.68	4.21	4.07	3.76	4.20
27	Library Services	4.16	3.74	4.41	4.36	4.33	4.04	3.93	4.20	4.83
28	Library good for Dept. Curriculum	4.14	3.83	4.57	4.00	4.21	4.04	3.93	4.12	5.00
40	The Woodlands Center facilities	4.11	3.75	4.27	4.25	4.35	3.88	4.25	4.06	3.00
19	Selection of Faculty	4.00	4.31	4.21	4.07	4.13	3.59	3.93	3.60	4.00
41	The Woodlands Center staff	3.95	3.73	3.83	4.25	4.32	3.81	3.82	3.94	3.33
9	Grad Stud & AVPAA Robbins	3.90	3.86	3.63	3.50	4.50	4.25	4.50	2.88	4.00
47	Teaching Load is fair	3.89	3.78	4.15	4.07	4.00	3.89	3.00	4.08	3.00
25	DELTA Services adequate	3.88	3.54	4.19	3.62	4.14	3.87	4.31	3.47	4.17
10	Assoc. VPR&SP Cook	3.81	3.85	3.62	4.00	3.73	4.07	3.60	3.93	3.00
8	Assoc. VPAA Eglsaer	3.80	3.65	3.78	3.80	4.45	3.91	4.00	3.18	4.00
26	Adequate support for online courses	3.79	3.65	4.00	3.77	3.96	3.64	3.86	3.58	3.75
44	Free from intimidation/discrimination	3.75	3.94	4.45	4.07	3.75	2.96	3.27	3.29	4.33
13	Deans	3.74	4.00	3.42	3.87	4.13	3.48	4.13	3.28	4.33
46	3/3 4/4 handled fairly	3.74	3.74	4.25	4.15	3.75	3.62	2.46	3.71	2.00
5	VPSS Parker	3.73	3.36	3.88	4.00	3.72	3.78	4.00	3.73	3.00
37	LSC Services adequate	3.70	3.65	3.54	3.40	4.05	3.92	3.67	3.53	3.60
54	Faculty Research Fund <5000	3.70	3.76	3.82	4.00	3.73	3.62	3.55	3.38	4.00
51	Clerical Support	3.70	3.69	4.13	3.54	4.13	3.15	3.80	3.36	3.80
52	Collegial Support in dept.	3.69	3.74	4.21	3.93	3.92	3.08	3.67	3.16	4.00
68	Collegiality for tenure & promotion	3.69	3.65	3.81	3.25	4.08	3.56	3.73	3.46	4.00
72	Satisfied at SHSU	3.68	3.61	4.00	3.79	3.92	3.33	3.80	3.32	4.00
29	Support from Contracts and Grants	3.65	3.97	3.74	3.55	3.86	3.48	3.46	3.20	3.50
23	Faculty Senate	3.65	3.23	3.97	3.25	3.81	3.72	3.42	3.70	4.00
55	Enhancement Grant for Research	3.65	3.82	3.58	4.22	3.67	3.67	3.55	3.12	4.00
35	SAM Center Mentoring	3.65	3.55	3.58	3.60	3.82	3.95	3.43	3.53	3.33
60	Chair evaluation of my teaching	3.62	3.57	3.31	3.79	4.17	4.08	3.33	3.04	4.25
36	LSC facilities adequate	3.62	3.38	3.57	3.44	4.00	3.77	3.67	3.47	3.60
69	Collegiality for post-tenure & promotion	3.60	3.70	3.73	3.25	4.09	3.20	3.69	3.35	4.00
43	Work environment	3.57	3.22	3.91	3.79	3.92	3.19	2.93	3.84	4.17
32	Travel Allocation	3.56	3.15	4.45	3.57	3.75	3.04	3.33	3.28	4.33
65	Tenure System is applied fairly	3.56	4.03	3.74	3.92	3.67	3.19	3.15	2.91	3.67
12	Assoc. VP DL Angrove	3.51	2.90	3.71	4.00	3.74	3.91	4.14	2.84	3.67
24	Information Resources (UCS)	3.51	2.86	3.97	3.29	4.08	3.33	3.80	3.67	2.50

		<b>Total</b>	<b>COS</b>	<b>COBA</b>	<b>CJ</b>	<b>COE</b>	<b>FA&amp;MC</b>	<b>COHS</b>	<b>CH&amp;SS</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>
48	Recognition for teaching	<b>3.51</b>	3.42	3.71	4.00	3.88	3.31	2.87	3.42	3.00
49	Recognition for research	<b>3.48</b>	3.38	3.65	3.58	3.92	3.41	3.18	3.12	3.50
39	Human Resource Dept.	<b>3.47</b>	3.13	3.75	3.50	4.00	3.56	3.77	2.79	3.50
30	Research Resources	<b>3.47</b>	3.29	3.73	3.46	4.00	2.92	3.31	3.40	4.00
34	SAM Center Advising	<b>3.46</b>	3.16	3.68	3.60	3.67	3.46	3.40	3.28	3.67
67	Post Tenure Review	<b>3.45</b>	3.72	3.13	4.38	3.26	3.35	3.17	3.29	4.00
64	Promotion System is applied fairly	<b>3.41</b>	3.63	3.59	4.08	3.70	3.16	2.87	2.82	3.75
20	Administration follows policies	<b>3.39</b>	3.00	3.94	3.62	3.95	3.24	3.50	2.52	4.00
3	VPEM Thielemann	<b>3.37</b>	2.94	3.43	3.25	4.06	3.35	3.88	2.69	4.00
66	Tenure Process clear at univ. level	<b>3.34</b>	3.48	3.15	3.91	3.75	3.50	3.29	2.63	3.17
4	VPFO Hernandez	<b>3.31</b>	3.00	3.42	3.25	3.56	3.35	3.89	3.00	3.00
6	VP Advancement Holmes	<b>3.27</b>	3.14	3.32	3.25	3.53	3.42	3.17	3.08	1.00
11	Assoc. VP Hum Res Hammonds	<b>3.25</b>	2.93	3.71	2.75	3.76	3.19	4.00	2.37	4.00
50	Recognition for service	<b>3.24</b>	3.17	3.61	3.17	3.83	2.96	2.80	2.88	3.33
7	VP for IT Adams	<b>3.22</b>	2.50	3.50	3.33	3.56	3.17	3.75	3.50	1.67
38	Aramark Services adequate	<b>3.20</b>	2.81	3.47	2.64	3.82	3.04	3.40	3.21	2.83
1	President Hoyt	<b>3.20</b>	2.71	3.29	3.62	3.00	3.48	4.20	3.00	2.40
62	Merit System is applied fairly	<b>3.18</b>	3.61	3.06	3.54	3.04	3.33	3.07	2.52	3.80
61	FES Instrument is adequate	<b>3.14</b>	3.46	2.88	3.36	3.67	2.88	2.80	2.81	3.50
56	IDEA Administered	<b>3.13</b>	3.11	3.15	3.38	3.33	2.89	3.13	2.96	3.67
53	Reassigned time	<b>3.09</b>	3.06	3.67	3.33	3.00	2.88	2.71	2.83	3.67
31	Graduate Program Resources	<b>3.05</b>	2.48	3.39	3.29	3.54	2.90	2.78	2.90	4.00
22	Communication with Admin.	<b>3.01</b>	2.76	3.33	3.07	3.50	3.04	3.07	2.24	3.50
21	Strategic Planning in College	<b>3.00</b>	2.63	2.81	2.87	3.67	3.08	3.50	2.60	3.67
17	Budget Decision Participation in Dept.	<b>2.91</b>	3.54	2.80	2.14	3.04	3.00	2.79	2.44	2.83
33	Recruiting Quality Students	<b>2.80</b>	2.56	2.78	3.14	3.39	2.37	3.47	2.58	2.20
57	IDEA Accuracy	<b>2.76</b>	2.75	2.30	3.15	3.38	2.78	2.60	2.60	3.50
70	Salary at SHSU	<b>2.69</b>	2.89	2.88	2.62	2.50	2.59	2.47	2.65	2.67
58	IDEA On-Line Administered	<b>2.65</b>	2.53	2.65	3.20	3.05	2.36	2.33	2.00	3.67
18	Selection of Admins.	<b>2.51</b>	2.39	2.03	2.87	3.30	2.52	2.38	2.24	3.20
63	Market Adjustments applied fairly	<b>2.48</b>	2.50	2.61	2.67	2.33	2.67	2.33	2.17	2.67
71	Salary other Universities	<b>2.45</b>	2.50	2.64	2.64	2.52	2.38	2.13	2.16	2.83
59	IDEA On-Line Accuracy	<b>2.41</b>	2.31	2.08	2.90	3.00	2.30	2.22	1.93	3.00
42	Parking	<b>1.99</b>	1.75	2.48	2.21	1.83	1.89	2.07	1.88	1.67

## Faculty Senate Survey Results - University Previous Comparison

Evaluate the Following:

	15-16	14-15	13-14	12-13	11-12	10-11	09-10	08-09	07-08	06-07	05-06	04-05	03-04	02-03	01-02	00-01	99-00	98-99	97-98	
1	President	3.20	3.57	3.42	3.68	3.54	3.39	4.19	4.05	3.74	3.91	3.89	3.45	3.31	3.48	3.62	3.00	3.18	3.28	3.70
2	VPAA/Provost	4.16	4.01	4.11	4.26	4.04	3.03	3.31	3.31	3.31	3.34	3.16	2.59	2.50	2.77	2.96	2.44	2.58	2.40	3.10
3	VPPEM	3.37	3.34	3.32	3.20	3.10	3.28	3.37	3.40	3.55	3.35	3.34	3.02							
4	VPFO	3.31	3.33	3.07	3.33	3.33	3.22	3.58	3.52	2.97	3.04	3.09	3.20	2.89	2.62	2.38	2.42	2.64	2.56	3.00
5	VPSS	3.73	3.68	3.54	3.95	3.77	3.81	3.89	3.88	3.84	3.80	3.87	2.34	1.99	2.08	1.92	2.16	2.55	2.60	2.80
6	VP Advancement	3.27	3.42	3.28	3.37	3.36	3.37	3.47	3.24	3.26	3.24	3.19	2.76	2.57	2.78	2.66				
7	VP IT	3.22	3.25	3.11	3.15															
8	Assoc. VPAA	3.80	3.75	3.78	3.86	3.50	3.78	3.78	3.63	3.68	3.68	3.69	3.55	3.54	3.73	3.78	3.43	3.46		
9	Grad Stud AVPAA	3.90	3.51	3.48	3.34	3.57	3.51	3.73	3.80	3.70	3.58	3.67	3.60	3.39						
10	Assoc. VPR&SP	3.81	3.64	3.71	3.78	3.72	3.79	3.77	3.71	3.06	3.16	2.50	2.53	2.20	2.41	2.71	3.04	3.16		
11	Assoc VP Hum Res	3.25																		
12	Assoc VP DL	3.51	3.58	3.54	3.43	3.05	2.87	3.26												
13	Deans/Director	3.74	3.83	3.92	3.97	3.68	3.82	3.96	3.88	3.89	4.21	4.07	3.62	3.43	3.26	3.17	3.43	3.71	3.50	3.50
17	Budget Decision Participation in Dept.	2.91	2.83	2.92	3.10	3.06	2.94	3.18	3.21	2.98	3.13	3.19	2.34	2.26	2.16	2.24	2.17	2.25	2.18	2.20
18	Selection of Admins.	2.51	2.50	2.73	2.88	2.72	2.44	2.73	2.72	2.52	2.64	2.55	2.11	1.98	2.07	2.27	2.22	2.36	2.33	2.60
19	Selection of Faculty	4.00	3.63	4.20	4.25	4.18	4.19	4.21	4.23	4.14	4.33	4.50	3.48	3.34	3.20	3.40	3.45	3.44	3.40	3.50
20	Administration follows policies	3.39																		
21	Strategic Planning in College	3.00	2.90	2.97	3.31	3.35	3.08	3.27	3.28	3.26	3.40	3.31	2.47	2.29	2.40	2.46	2.31	2.39		
22	Communication with Admin.	3.01	3.10	2.90	3.10	2.81	2.77	3.00	3.01	2.82	2.96	2.94	2.35	2.25						
23	Faculty Senate	3.65	3.48	3.39	3.59	3.46	3.36	3.36	3.23	3.16	3.25	3.42	3.25	3.34	3.36	2.96	3.01	3.11	3.26	3.50
24	Information Resources (UCS)	3.51	3.59	3.23	3.40	3.21	2.98	3.10	3.09	2.63	3.58	3.65	3.63	3.73	3.78	3.74	3.53	3.39	3.24	3.20
25	DELTA Services adequate	3.88	3.83	3.64	3.52	3.31	3.10	3.13												
26	Adequate support for online courses	3.79	3.96	3.57	3.35	3.26	3.06	3.03	2.82	2.75	2.90	2.81								
27	Library Services	4.16	4.17	4.17	4.18	4.28	4.15	4.23	4.17	4.12	4.17	4.32	4.05	3.98	3.93	3.74	3.65	3.77	3.57	3.40
28	Library good for Dept. Curriculum	4.14	4.14	4.15	4.09	4.15	4.04	4.18	4.02	3.95	3.90	4.06	3.93	3.88	3.80	3.73	3.50	3.66	3.41	3.40
29	Support from Contracts and Grants	3.65	3.55	3.38	3.58	3.57	3.54	3.53	3.17	2.89	3.02	3.03	2.56	2.61	2.73	3.00	3.19	3.13		
30	Research Resources	3.47	3.48	3.37	3.57	3.33	3.41	3.25	3.13	3.17	3.10	2.94	2.41	2.24	2.17	2.31	2.36	2.36	2.54	2.90
31	Graduate Program Resources	3.05	3.09	2.97	2.95	2.85	2.92	2.96	2.74	2.72	2.74	2.53	2.54	2.58	2.32	2.15	1.96	2.12	1.96	2.40
32	Travel Allocation	3.56	3.45	3.44	3.29	3.19	3.07	3.14	3.07	3.05	3.08	2.95	2.50	2.25	2.04	2.12	1.78	1.89	3.02	3.20
33	Recruiting Quality Students	2.80	3.00	2.94	3.07	3.02	3.03	3.16	3.14	3.07	3.08	3.46	3.17	3.09						
34	SAM Center Advising	3.46	3.46	3.48	3.49	3.42	3.50	3.65	3.50	3.44	3.64	3.92	3.81	4.02	3.95					
35	SAM Center Mentoring	3.65	3.51	3.58	3.80	3.80	3.90	3.83	3.61	3.64	3.82	3.97	3.87	4.03	3.89					
36	LSC facilities adequate	3.62	3.49	3.54	3.71	3.86	3.77	3.74	3.68	3.61	3.65	3.66	3.58	3.44	3.46	2.47	2.88	3.24		
37	LSC Services adequate	3.70	3.59	3.59	3.66	3.89	3.72	3.71	3.69	3.49	3.60	3.63								
38	Aramark Services adequate	3.20	3.09	3.15	3.32	3.38	3.19	3.12												
39	Human Resource Dept.	3.47	3.41	3.46	3.55	3.65	3.56	3.60	3.69	3.21	3.50	3.50	3.12	3.03	3.34	3.43	3.30	3.30	3.32	3.20
40	The Woodlands Center facilities	4.11	4.26	4.29	4.43	3.83	3.75	3.57	3.60	3.50										
41	The Woodlands Center staff	3.95	4.04	3.99	4.19	3.80	3.80	3.68	3.80	3.72										
42	Parking	1.99	2.32	2.35	2.93	2.87	2.91	2.40	2.52	3.11	3.44	3.27	2.78	2.72						
43	Work environment	3.57	3.64	3.67	4.05	4.06	4.13	3.88	3.98	3.66	3.81	3.70	3.31	3.46						
44	Free from intimidation/discrimination	3.75	3.94	3.88	4.21	3.96	4.01	4.06	3.99	3.87	3.86	3.87	3.47	3.62						
45	Physically Safe on Campus	4.20	4.38	4.36	4.37	4.41	4.34	4.36	4.33	4.23	4.37	4.53	3.61	3.66	3.60	3.21	3.32	3.49	3.43	3.40
46	3/3 4/4 handled fairly	3.74	3.73	3.78	3.70	3.50	3.74	3.62	3.42	3.59	3.75	3.54	3.48	3.39	3.09	3.09	3.45	3.32	3.41	3.50
47	Teaching Load is fair	3.89	3.95	3.92	3.78	3.66	3.86	3.76	3.63	3.65	3.71	3.80	3.20	3.11						
48	Recognition for teaching	3.51	3.46	3.52	3.52	3.29	3.30	3.45	3.27	3.13	3.23	3.30	2.77	2.69						
49	Recognition for research	3.48	3.51	3.60	3.69	3.46	3.36	3.60	3.52	3.32	3.46	3.54	3.02	3.06						
50	Recognition for service	3.24	3.25	3.27	3.25	3.02	3.08	3.24	3.03	3.03	3.11	3.21	2.79	2.58						
51	Clerical Support	3.70	3.63	3.59	3.68	3.48	3.43	3.42	3.49	3.31	3.40	3.89	3.16	3.24						
52	Collegial Support in dept.	3.69	3.77	3.88	4.03	3.98	3.95	3.99	3.95	3.92	3.93	3.89	3.60	3.72						

		15-16	14-15	13-14	12-13	11-12	10-11	09-10	08-09	07-08	06-07	05-06	04-05	03-04	02-03	01-02	00-01	99-00	98-99	97-98
53	Reassigned time	3.09	3.22	3.18	3.28	3.20	3.16	3.22	3.17	3.07	3.15	3.16	2.94	3.03	2.82	2.76	2.98	3.00	2.78	3.10
54	Faculty Research Fund <5000	3.70	3.53	3.36	3.48	3.48	3.60	3.38	3.39	3.09	3.07	3.02	2.93	2.73						
55	Enhancement Grant for Research	3.65	3.54	3.44	3.54	3.63	3.57	3.44	3.34	3.06	3.03	3.03	2.82	2.57						
56	IDEA Administered	3.13	3.12	3.02	2.85	2.93	2.76	2.92	2.81	2.82	2.77	2.90								
57	IDEA Accuracy	2.76	2.86	2.63	2.79	2.60	2.48	2.63	2.42	2.56	2.47	2.66	2.48	2.22	2.41	2.38	2.27	2.58	2.50	2.70
58	IDEA On-Line Administered	2.65	2.85	2.41	2.41	2.32														
59	IDEA On-Line Accuracy	2.41	2.64	2.17	2.31	2.03														
60	Chair evaluation of my teaching	3.62	3.70	3.65	3.82	3.76	3.74	3.68	3.81	3.60	3.64	3.78	3.49	3.67	3.62	3.34	3.62	3.40	3.20	3.30
61	FES Instrument is adequate	3.14	3.20	3.23	3.31	3.06	3.15	3.08		2.93	3.12	3.20	2.56	2.43						
62	Merit System is applied fairly	3.18	3.00	2.99	3.18	2.82	3.01	2.98	3.08											
63	Market Adjustments applied fairly	2.48	2.31	2.22	2.56	2.45	2.62	2.78	3.01	2.91	2.92	2.96	2.55	2.56	2.74	2.46	2.38	2.67	2.52	2.90
64	Promotion System is applied fairly	3.41	3.25	3.40	3.59	3.47	3.21	3.28		3.25	3.27	3.24	2.71	2.71	2.82	2.80	3.09	2.93	2.82	3.20
65	Tenure System is applied fairly	3.56	3.44	3.76	3.92	3.84	3.76	3.72	3.29											
66	Tenure Process clear at univ. level	3.34	3.11	3.33	3.25	3.14	2.64	3.01	3.66	3.47	3.74	3.60	3.32	3.54	3.46	3.42	3.63	3.54	3.54	3.70
67	Post Tenure Review	3.45	3.44	3.47	3.81	3.73	3.75	3.82	3.91	3.67	3.71	3.68	3.30	3.51	3.63	3.29	3.57	3.45		
68	Collegiality for tenure & promotion	3.69	3.58	3.72																
69	Collegiality for post-tenure & promotion	3.60	3.60	3.72																
70	Salary at SHSU	2.69	2.68	2.66	2.85	2.56	2.79	2.89	2.79	2.64	2.59	2.60	2.57	2.61	2.53	2.46	2.36	2.47	2.11	
71	Salary other Universities	2.45	2.58	2.45	2.51	2.30	2.45	2.57	2.39	2.46	2.32	2.23	2.24	2.13	2.14	1.99	2.00	2.09	1.80	
72	Satisfied at SHSU	3.68	3.80	3.89	4.11	3.85	3.87	3.92	4.01	3.71	4.07	4.02	3.53	3.57	3.66	3.71	3.72	3.50	3.90	