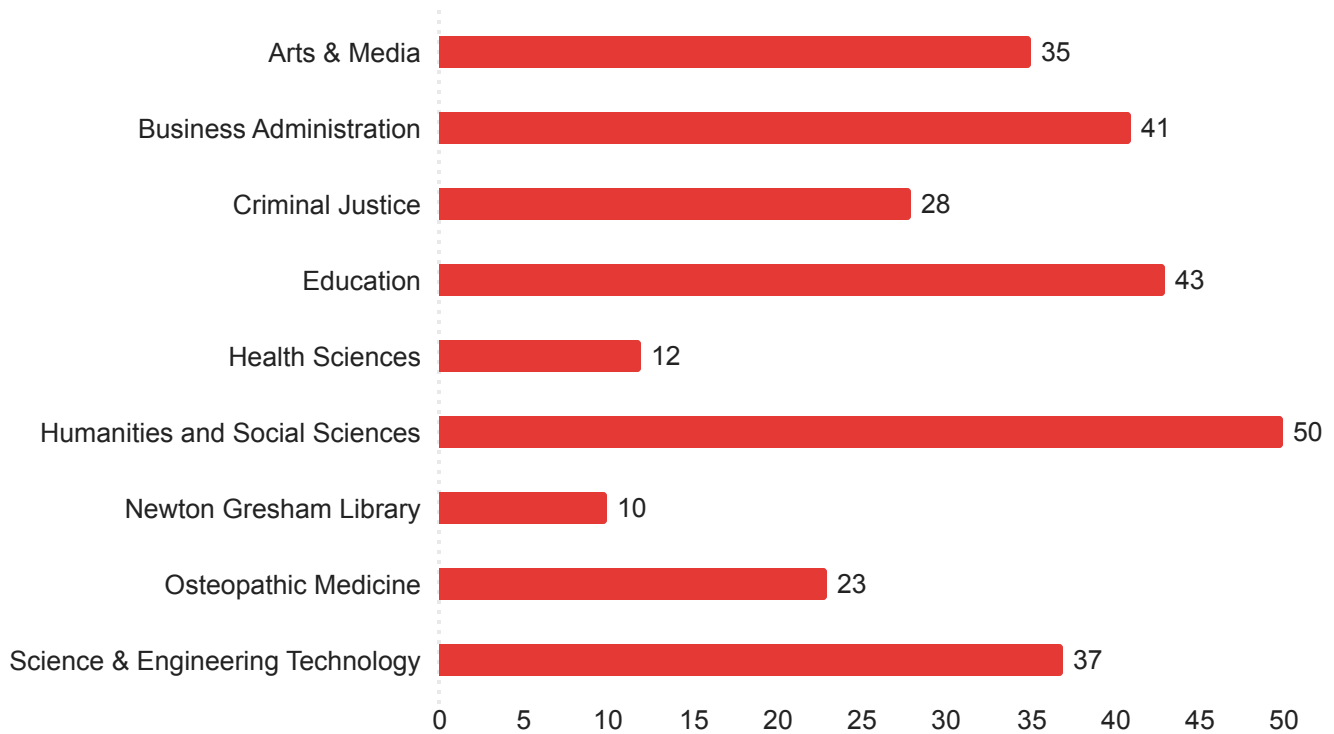


Quantitative Results - Faculty Perception Faculty Perception Survey 2024-25

Q2 - Please select your college.



Field	Choice Count	
Business Administration	14.70%	41
Criminal Justice	10.04%	28
Education	15.41%	43
Arts & Media	12.54%	35
Health Sciences	4.30%	12
Humanities and Social Sciences	17.92%	50
Science & Engineering Technology	13.26%	37
Newton Gresham Library	3.58%	10
Osteopathic Medicine	8.24%	23
Total		279

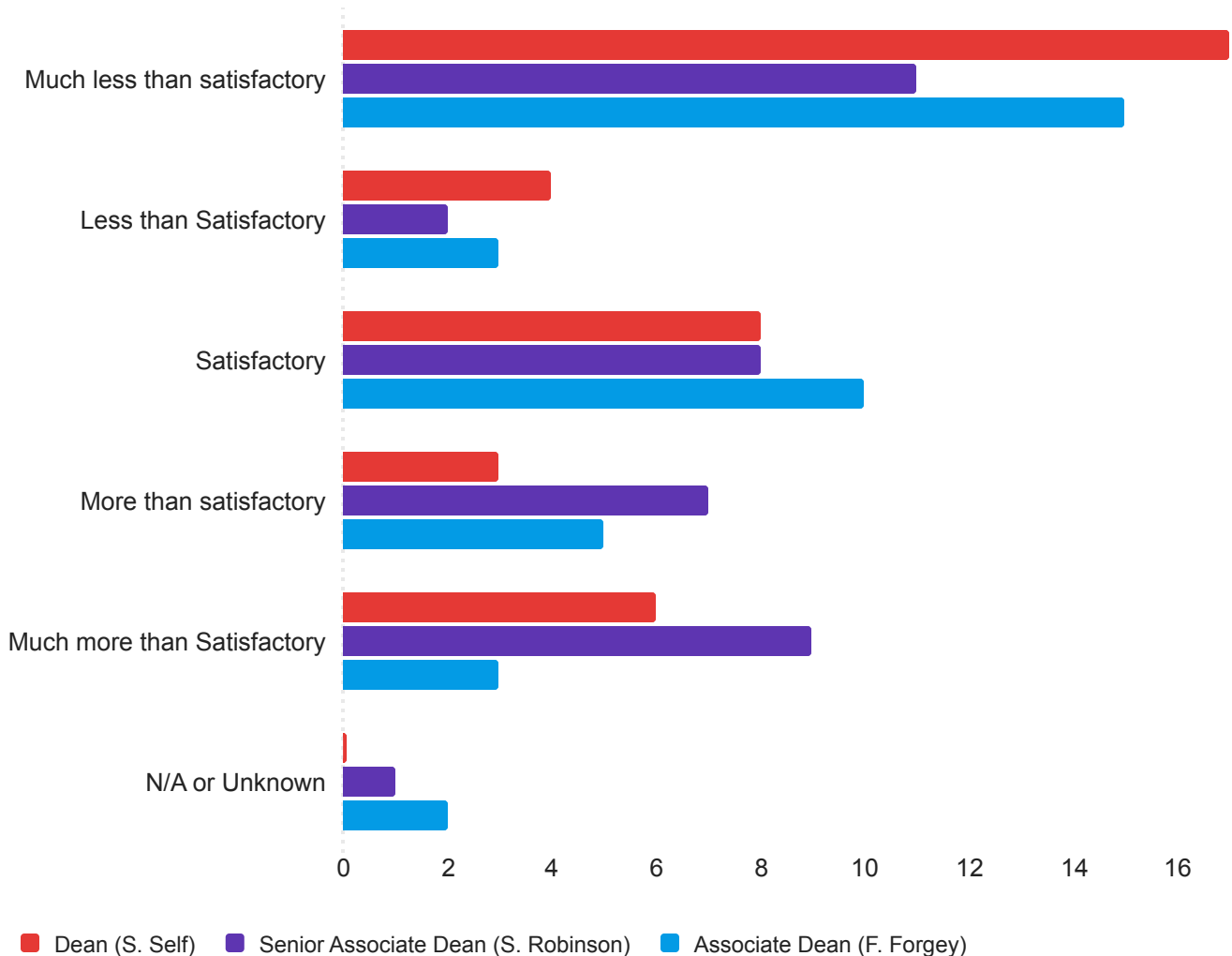
Q4 - Please rate each individual's performance using the button under the indicator with which you agree.

Field	Much less than satisfactory		Less than Satisfactory		Satisfactory		More than satisfactory		Much more than Satisfactory		NA/ Unknown		Total
University President (A. White)	8.70%	20	17.39%	40	26.09%	60	22.61%	52	12.61%	29	12.61%	29	230
Provost/VP Academic Affairs (M. Stephenson)	12.17%	28	12.61%	29	26.09%	60	19.57%	45	16.52%	38	13.04%	30	230
VP Finance and Operations (A. Withers)	6.96%	16	13.48%	31	21.74%	50	6.96%	16	3.91%	9	46.96%	108	230
VP for Student Affairs (D. Moore)	4.78%	11	6.09%	14	20.87%	48	11.30%	26	5.65%	13	51.30%	118	230
VP University Advancement (M. Bathea)	6.52%	15	6.52%	15	18.26%	42	6.96%	16	3.48%	8	58.26%	134	230
VP Strategic Enrollment & Innovation (H. Thielemann)	20.00%	46	16.09%	37	16.96%	39	7.83%	18	3.48%	8	35.65%	82	230
Chief Strategy Officer (D. Glaser)	13.91%	32	9.57%	22	23.04%	53	10.43%	24	7.39%	17	35.65%	82	230
Chief Marketing Officer (J. Harris)	19.57%	45	19.57%	45	16.52%	38	4.35%	10	3.48%	8	36.52%	84	230
Director of Athletics (B. Williams)	3.91%	9	6.52%	15	22.17%	51	6.52%	15	7.83%	18	53.04%	122	230
Deputy to the President (M. Johnson)	3.91%	9	4.35%	10	15.65%	36	5.65%	13	6.96%	16	63.48%	146	230
Vice Provost (A. Gaillard)	8.70%	20	8.26%	19	20.00%	46	14.35%	33	14.35%	33	34.35%	79	230
VP Research & Strategic Partnerships & Chief Research Officer (C. Hargrave)	7.39%	17	12.61%	29	24.78%	57	16.96%	39	7.83%	18	30.43%	70	230
Assoc. Prov and Dean Grad Studies (K. Hendrickson)	10.00%	23	17.39%	40	19.13%	44	10.00%	23	6.09%	14	37.39%	86	230
Assoc. VP for AA (S. Franklin)	3.91%	9	6.52%	15	19.13%	44	13.04%	30	11.30%	26	46.09%	106	230
Assoc. VP Distance Learning (B. Angrove)	6.96%	16	8.26%	19	22.17%	51	9.13%	21	6.09%	14	47.39%	109	230
Asst. VP for Undergraduate Student Success (P. Cody)	6.52%	15	5.65%	13	18.70%	43	3.91%	9	3.48%	8	61.74%	142	230
Executive Director Experiential Learning (C. Cardinal)	6.09%	14	7.39%	17	15.65%	36	4.35%	10	2.61%	6	63.91%	147	230
Associate VP for People and Procurement Ops (R. Beassie)	9.57%	22	6.09%	14	18.70%	43	5.65%	13	3.91%	9	56.09%	129	230
Asst. VP for Student Affairs & Dean of Students (C. Smith)	5.65%	13	8.70%	20	18.70%	43	6.96%	16	6.52%	15	53.48%	123	230
Assoc. VP Student Experience & Chief Retention Officer (J. Bias)	9.57%	22	8.70%	20	17.39%	40	10.00%	23	6.96%	16	47.39%	109	230

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

College of Business Administration

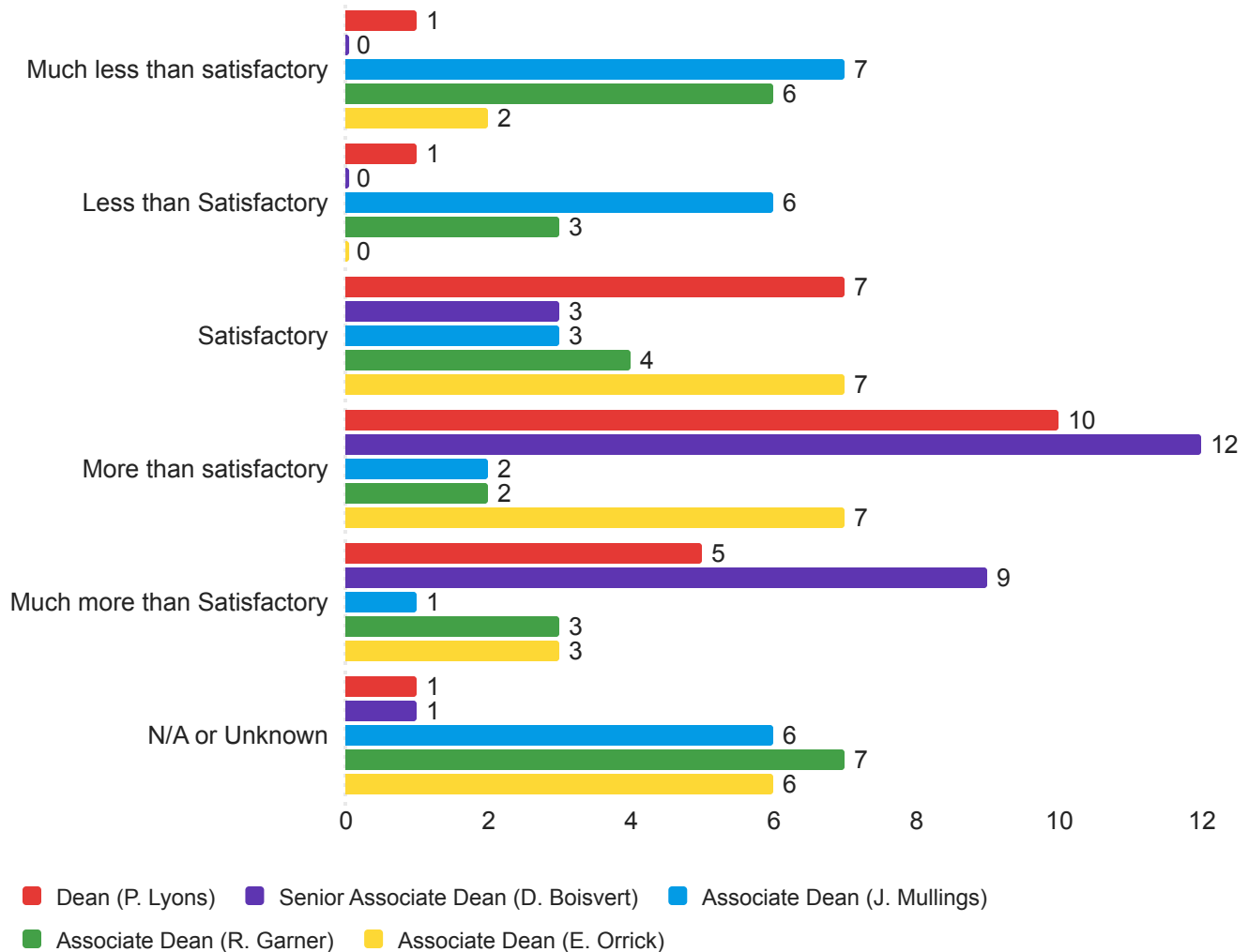
Q5 - Please rate each individual's performance using the button under the indica...



Field	Much less than satisfactory		Less than Satisfactory		Satisfactory		More than satisfactory		Much more than Satisfactory		N/A or Unknown		Total
Dean (S. Self)	44.74%	17	10.53%	4	21.05%	8	7.89%	3	15.79%	6	0.00%	0	38
Senior Associate Dean (S. Robinson)	28.95%	11	5.26%	2	21.05%	8	18.42%	7	23.68%	9	2.63%	1	38
Associate Dean (F. Forgey)	39.47%	15	7.89%	3	26.32%	10	13.16%	5	7.89%	3	5.26%	2	38

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

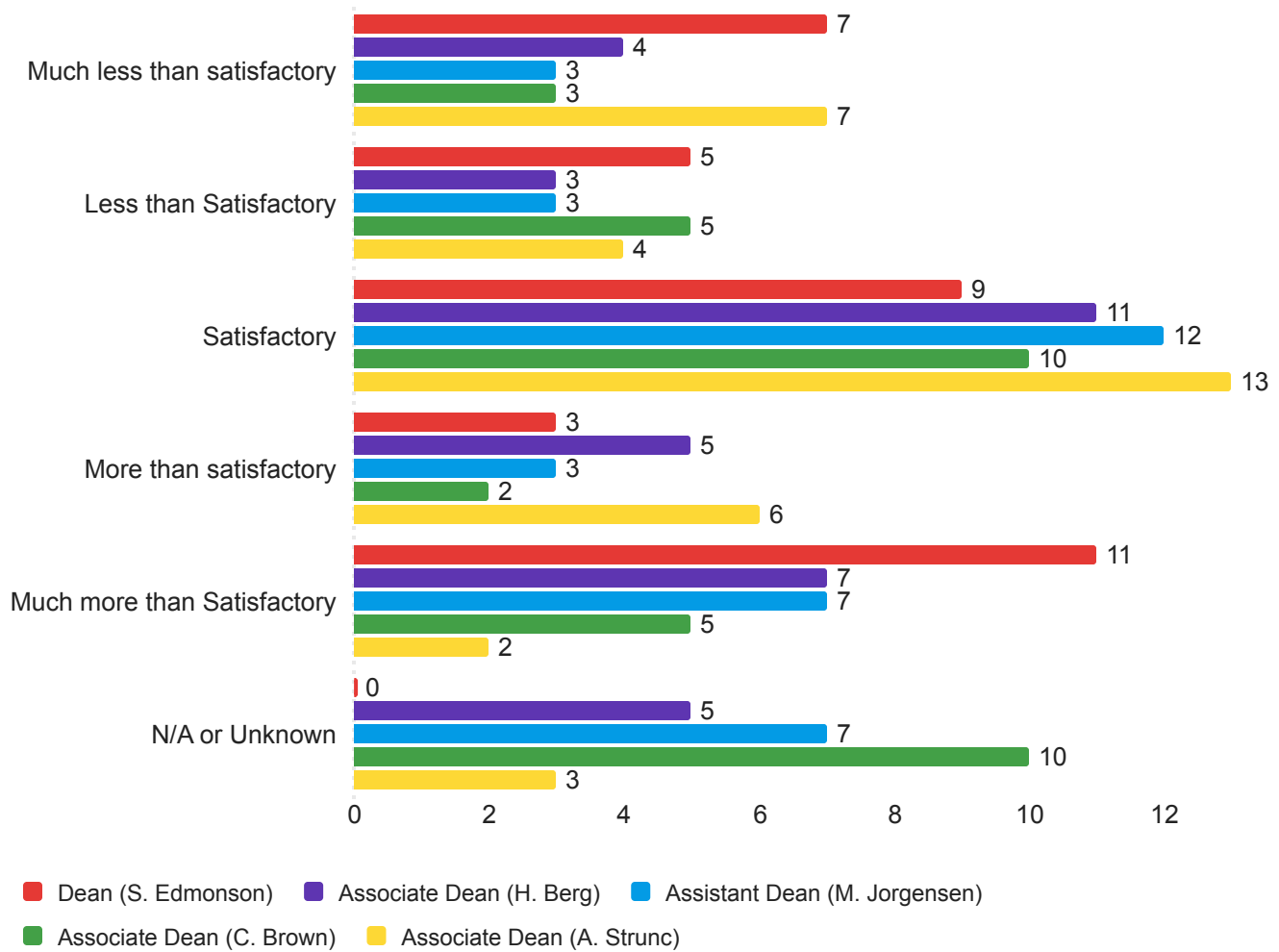
College of Criminal Justice



Field	Much less than satisfactory		Less than Satisfactory		Satisfactory		More than satisfactory		Much more than Satisfactory		N/A or Unknown		Total
Dean (P. Lyons)	4.00%	1	4.00%	1	28.00%	7	40.00%	10	20.00%	5	4.00%	1	25
Senior Associate Dean (D. Boisvert)	0.00%	0	0.00%	0	12.00%	3	48.00%	12	36.00%	9	4.00%	1	25
Associate Dean (J. Mullings)	28.00%	7	24.00%	6	12.00%	3	8.00%	2	4.00%	1	24.00%	6	25
Associate Dean (R. Garner)	24.00%	6	12.00%	3	16.00%	4	8.00%	2	12.00%	3	28.00%	7	25
Associate Dean (E. Orrick)	8.00%	2	0.00%	0	28.00%	7	28.00%	7	12.00%	3	24.00%	6	25

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

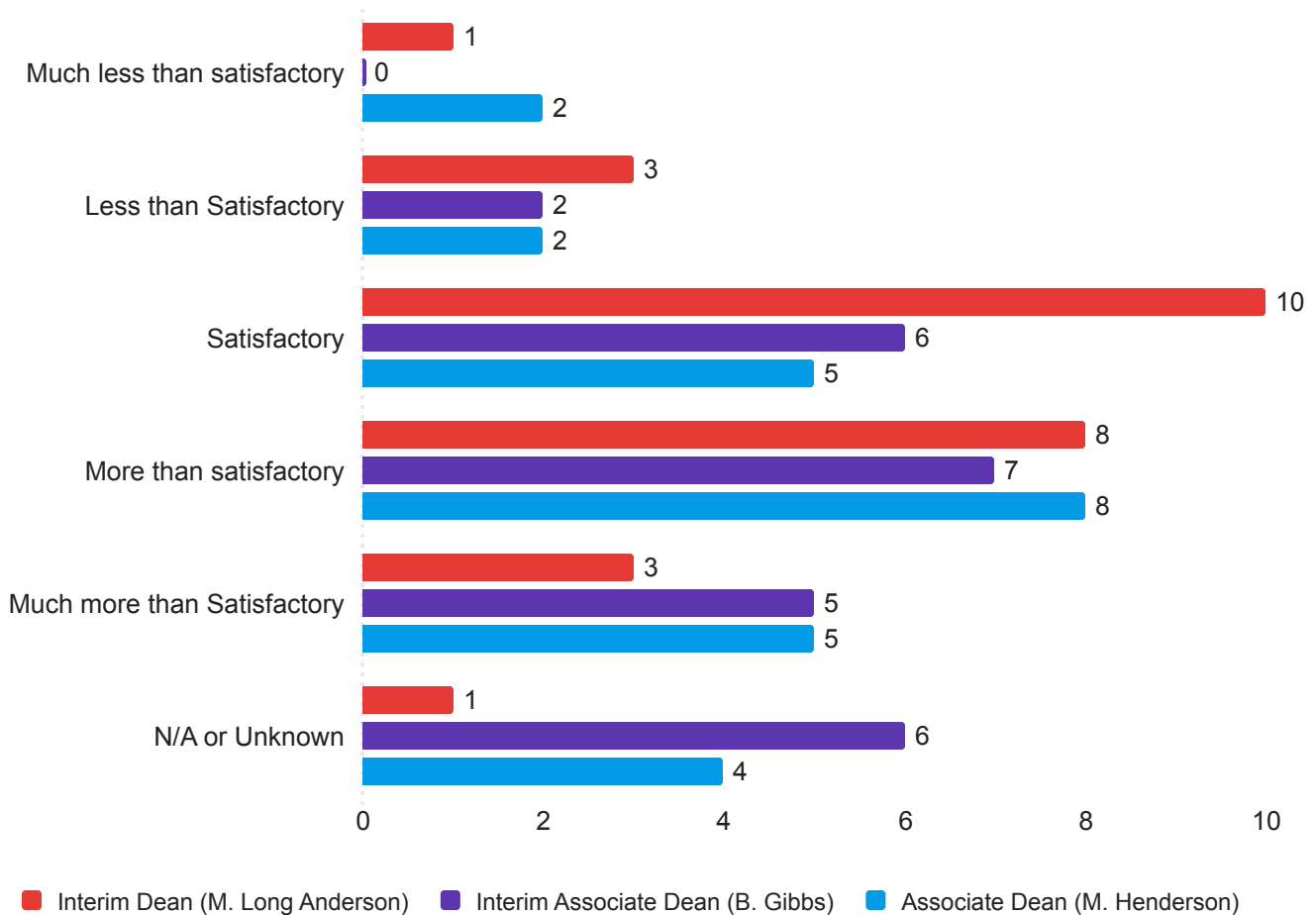
College of Education



Field	Much less than satisfactory		Less than Satisfactory		Satisfactory		More than satisfactory		Much more than Satisfactory		N/A or Unknown		Total
Dean (S. Edmonson)	20.00%	7	14.29%	5	25.71%	9	8.57%	3	31.43%	11	0.00%	0	35
Associate Dean (H. Berg)	11.43%	4	8.57%	3	31.43%	11	14.29%	5	20.00%	7	14.29%	5	35
Assistant Dean (M. Jorgensen)	8.57%	3	8.57%	3	34.29%	12	8.57%	3	20.00%	7	20.00%	7	35
Associate Dean (C. Brown)	8.57%	3	14.29%	5	28.57%	10	5.71%	2	14.29%	5	28.57%	10	35
Associate Dean (A. Strunc)	20.00%	7	11.43%	4	37.14%	13	17.14%	6	5.71%	2	8.57%	3	35

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

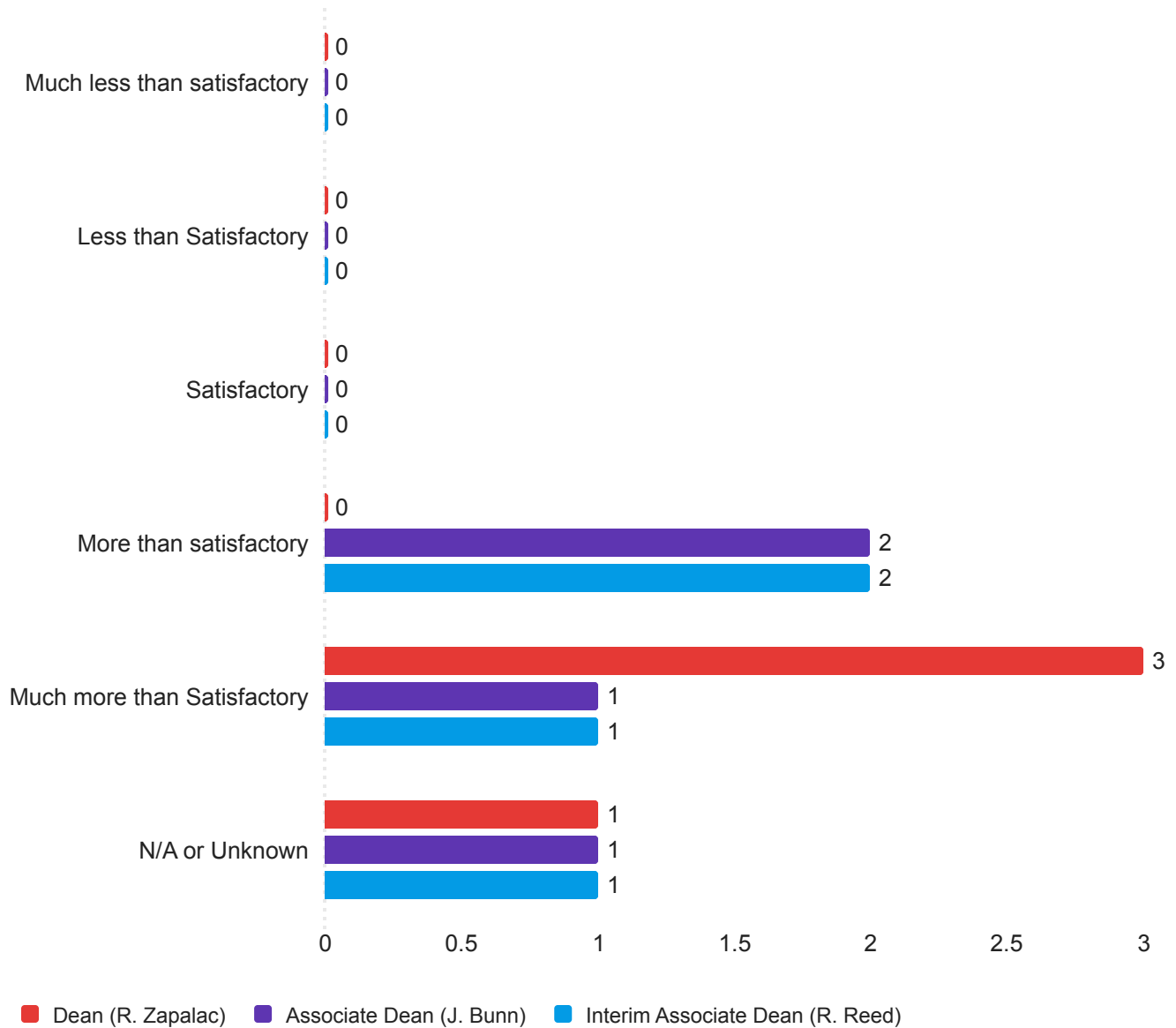
College of Arts & Media



Field	Much less than satisfactory		Less than Satisfactory		Satisfactory		More than satisfactory		Much more than Satisfactory		N/A or Unknown		Total
Interim Dean (M. Long Anderson)	3.85%	1	11.54%	3	38.46%	10	30.77%	8	11.54%	3	3.85%	1	26
Interim Associate Dean (B. Gibbs)	0.00%	0	7.69%	2	23.08%	6	26.92%	7	19.23%	5	23.08%	6	26
Associate Dean (M. Henderson)	7.69%	2	7.69%	2	19.23%	5	30.77%	8	19.23%	5	15.38%	4	26

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

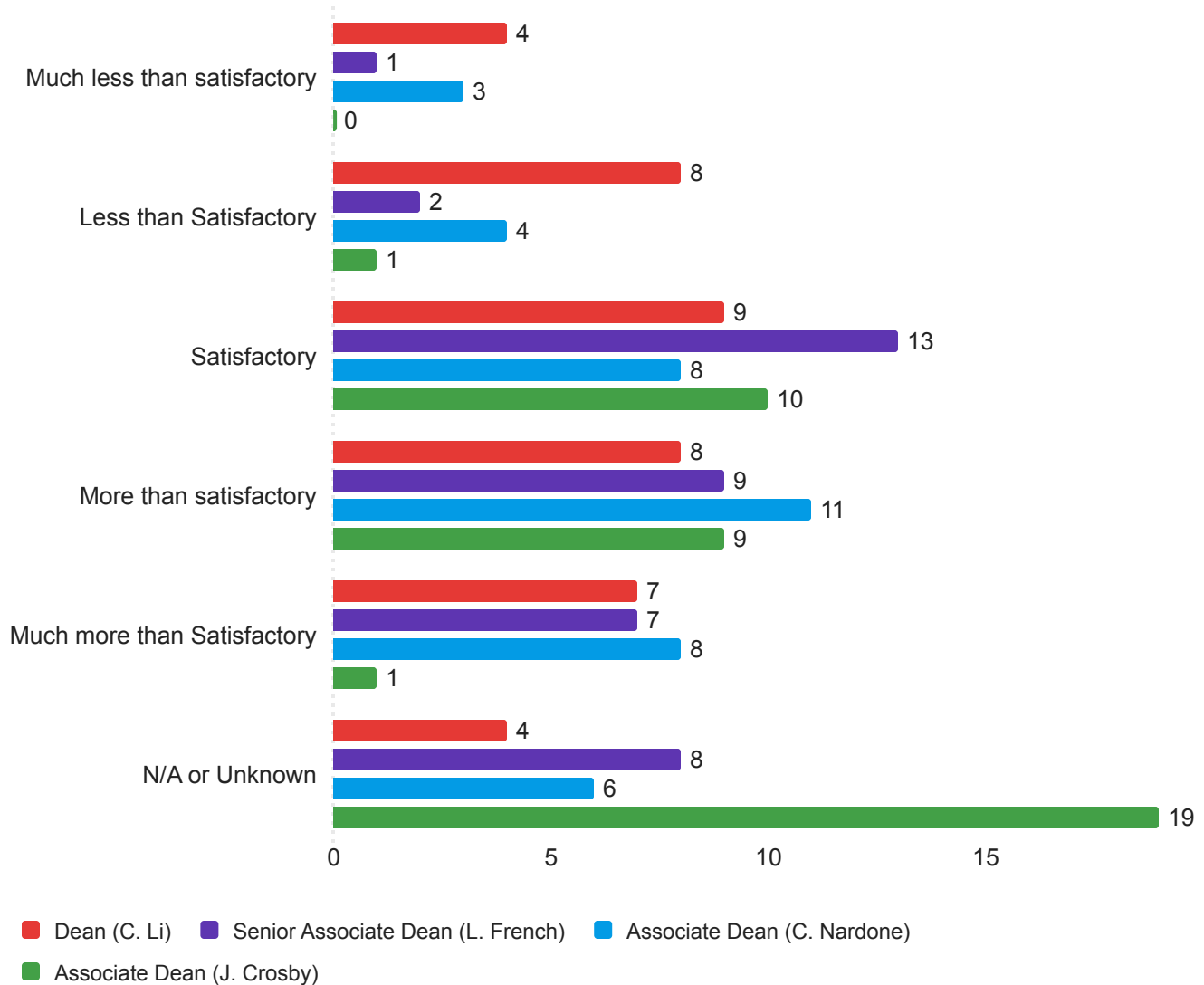
College of Health Sciences



Field	Much less than satisfactory		Less than Satisfactory		Satisfactory		More than satisfactory		Much more than Satisfactory		N/A or Unknown		Total
Dean (R. Zapalac)	0.00%	0	0.00%	0	0.00%	0	0.00%	0	75.00%	3	25.00%	1	4
Associate Dean (J. Bunn)	0.00%	0	0.00%	0	0.00%	0	50.00%	2	25.00%	1	25.00%	1	4
Interim Associate Dean (R. Reed)	0.00%	0	0.00%	0	0.00%	0	50.00%	2	25.00%	1	25.00%	1	4

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

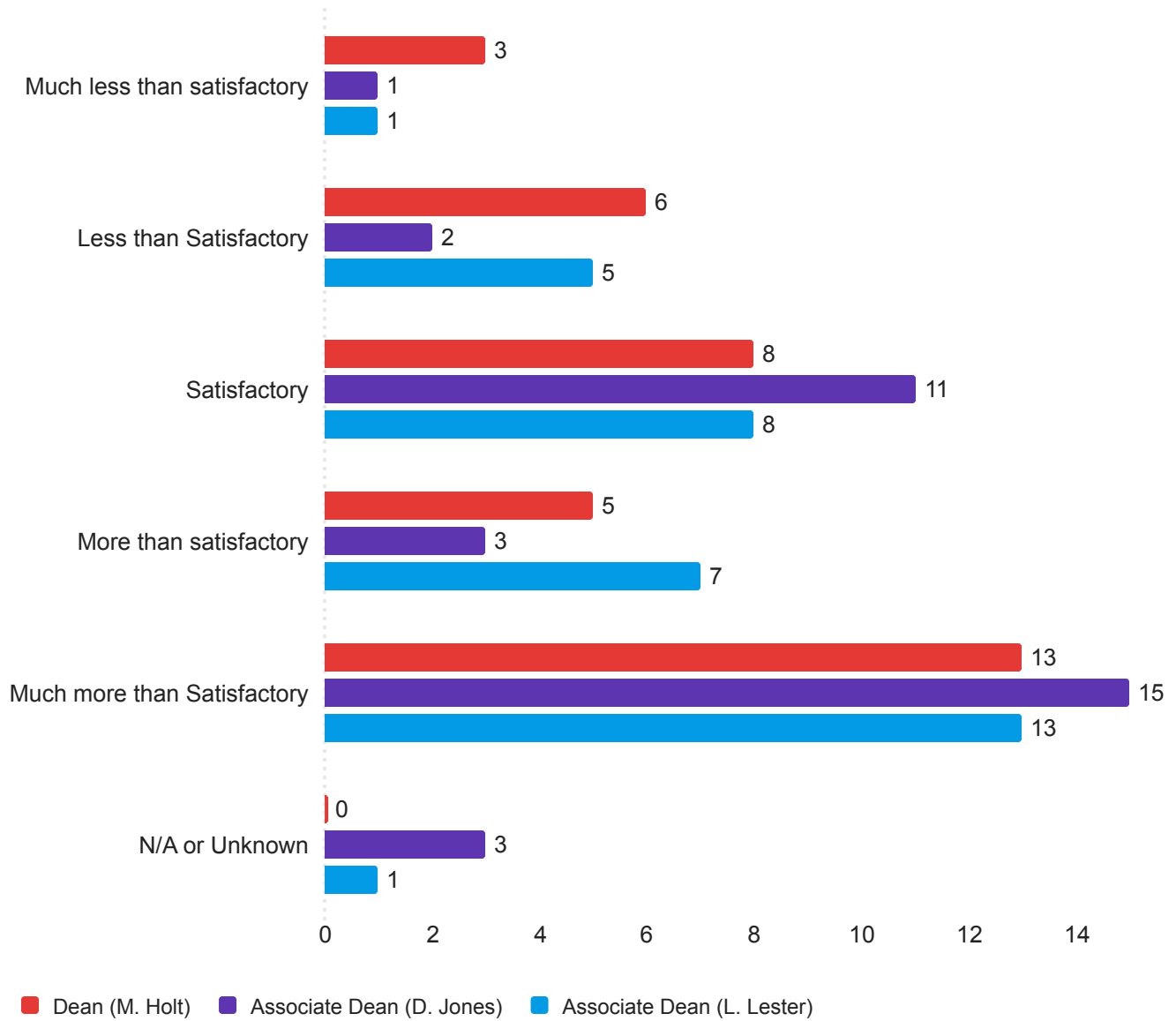
College of Humanities and Social Sciences



Field	Much less than satisfactory		Less than Satisfactory		Satisfactory		More than satisfactory		Much more than Satisfactory		N/A or Unknown		Total
Dean (C. Li)	10.00%	4	20.00%	8	22.50%	9	20.00%	8	17.50%	7	10.00%	4	40
Senior Associate Dean (L. French)	2.50%	1	5.00%	2	32.50%	13	22.50%	9	17.50%	7	20.00%	8	40
Associate Dean (C. Nardone)	7.50%	3	10.00%	4	20.00%	8	27.50%	11	20.00%	8	15.00%	6	40
Associate Dean (J. Crosby)	0.00%	0	2.50%	1	25.00%	10	22.50%	9	2.50%	1	47.50%	19	40

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

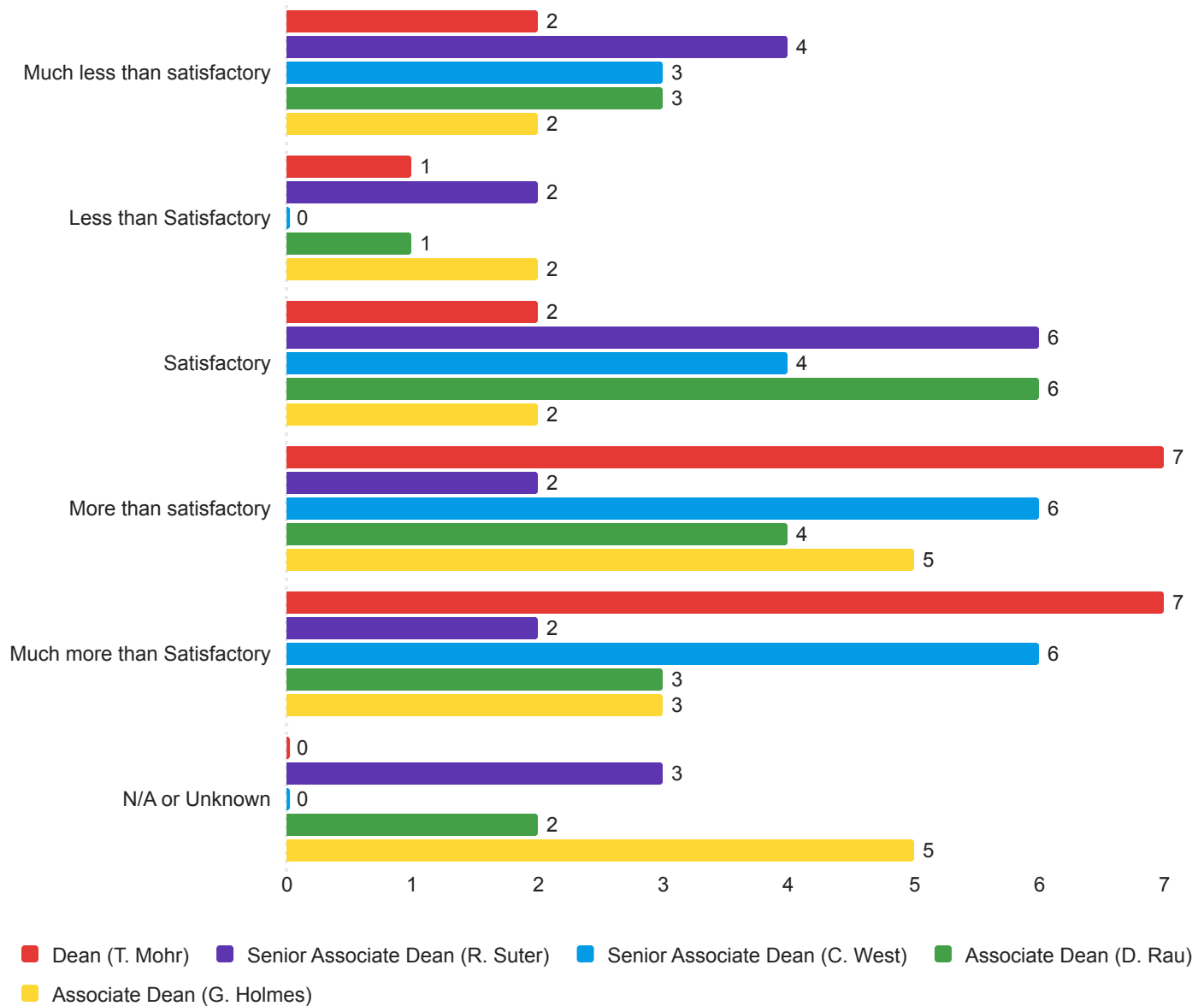
College of Science & Engineering Technology



Field	Much less than satisfactory		Less than Satisfactory		Satisfactory		More than satisfactory		Much more than Satisfactory		N/A or Unknown		Total
Dean (M. Holt)	8.57%	3	17.14%	6	22.86%	8	14.29%	5	37.14%	13	0.00%	0	35
Associate Dean (D. Jones)	2.86%	1	5.71%	2	31.43%	11	8.57%	3	42.86%	15	8.57%	3	35
Associate Dean (L. Lester)	2.86%	1	14.29%	5	22.86%	8	20.00%	7	37.14%	13	2.86%	1	35

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

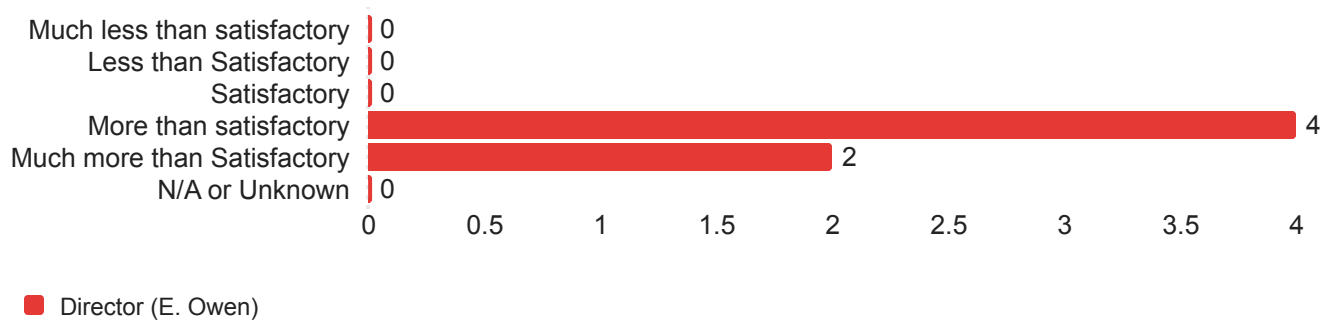
College of Osteopathic Medicine



Field	Much less than satisfactory		Less than Satisfactory		Satisfactory		More than satisfactory		Much more than Satisfactory		N/A or Unknown	Total
Dean (T. Mohr)	10.53%	2	5.26%	1	10.53%	2	36.84%	7	36.84%	7	0.00%	19
Senior Associate Dean (R. Suter)	21.05%	4	10.53%	2	31.58%	6	10.53%	2	10.53%	2	15.79%	19
Senior Associate Dean (C. West)	15.79%	3	0.00%	0	21.05%	4	31.58%	6	31.58%	6	0.00%	19
Associate Dean (D. Rau)	15.79%	3	5.26%	1	31.58%	6	21.05%	4	15.79%	3	10.53%	19
Associate Dean (G. Holmes)	10.53%	2	10.53%	2	10.53%	2	26.32%	5	15.79%	3	26.32%	19

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

Newton Gresham Library



Field	Choice Count
Much less than satisfactory	0.00% 0
Less than Satisfactory	0.00% 0
Satisfactory	0.00% 0
More than satisfactory	66.67% 4
Much more than Satisfactory	33.33% 2
N/A or Unknown	0.00% 0
Total	6

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

Question	1 = strongly disagree		2 = somewhat disagree		3 = neither agree or disagree		4 = somewhat agree		5 = strongly agree		N/A or unknown		Total
I have an opportunity to participate in my departmental/program's budget decisions.	37.22%	83	14.35%	32	12.56%	28	18.39%	41	13.00%	29	4.48%	10	223
I have an opportunity to participate in the selection of Administrators.	37.67%	84	17.49%	39	13.45%	30	18.83%	42	6.28%	14	6.28%	14	223
I have an opportunity to participate in the selection of faculty.	10.76%	24	8.07%	18	8.52%	19	30.94%	69	40.81%	91	0.90%	2	223
I have an opportunity to participate in the Strategic Planning of my College/Library.	24.22%	54	15.70%	35	16.14%	36	21.52%	48	14.80%	33	7.62%	17	223
Administration effectively communicates with the faculty.	24.66%	55	21.08%	47	15.70%	35	22.87%	51	14.80%	33	0.90%	2	223
Administration consistently follows official policies.	17.94%	40	8.52%	19	17.94%	40	24.66%	55	22.87%	51	8.07%	18	223
The University Faculty Senate is effective in representing faculty views to the administration.	11.21%	25	13.00%	29	18.83%	42	21.52%	48	20.63%	46	14.80%	33	223

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

Questio	1 = strongly disagree		2 = somewhat disagree		3 = neither agree or disagree		4 = somewhat agree		5 = strongly agree		N/A or unknown		Total
IT@Sam (Computer Services) meets my needs.	18.10%	40	18.55%	41	10.86%	24	29.86%	66	21.72%	48	0.90%	2	221
The services that SHSU Online provides are adequate.	8.14%	18	15.38%	34	13.57%	30	29.41%	65	23.98%	53	9.50%	21	221
There is adequate support for developing online courses/degrees/programs.	10.41%	23	12.67%	28	14.48%	32	27.15%	60	22.62%	50	12.67%	28	221
Library Services meets my needs.	2.71%	6	8.60%	19	10.86%	24	24.43%	54	47.06% 104		6.33%	14	221
The library meets the needs of my department's curriculum.	3.17%	7	7.24%	16	14.48%	32	22.17%	49	43.44%	96	9.50%	21	221
I receive adequate support from the Office of Research and Sponsored Programs.	5.88%	13	15.38%	34	19.46%	43	23.98%	53	17.19%	38	18.10%	40	221
The resources available for my research are adequate.	17.19%	38	14.48%	32	16.29%	36	25.34%	56	14.03%	31	12.67%	28	221
The resources available to provide a successful graduate program are adequate.	25.79%	57	14.93%	33	17.65%	39	17.19%	38	7.69%	17	16.74%	37	221
The allocation of travel reimbursements meets the needs of the faculty.	23.53%	52	17.65%	39	9.95%	22	27.15%	60	16.29%	36	5.43%	12	221
The University is doing an adequate job recruiting quality students.	30.32%	67	31.22%	69	16.29%	36	12.67%	28	5.88%	13	3.62%	8	221
The SAM Center offers effective Advising Services.	16.29%	36	21.72%	48	14.48%	32	13.57%	30	6.79%	15	27.15%	60	221
The SAM Center offers effective Mentoring Services.	14.48%	32	14.93%	33	12.67%	28	9.05%	20	5.88%	13	42.99%	95	221
The facilities at the Lowman Student Center are adequate.	2.26%	5	1.36%	3	12.22%	27	33.03%	73	36.65%	81	14.48%	32	221
The services available through the campus bookstore are adequate.	16.29%	36	14.03%	31	16.29%	36	18.10%	40	10.86%	24	24.43%	54	221
The services provided by ARAMARK are adequate.	10.86%	24	13.57%	30	21.72%	48	26.24%	58	7.24%	16	20.36%	45	221
The Human Resource Department offers me adequate services.	9.50%	21	14.03%	31	20.81%	46	26.24%	58	11.31%	25	18.10%	40	221

Questio	1 = strongly disagree	2 = somewhat disagree	3 = neither agree or disagree	4 = somewhat agree	5 = strongly agree	N/A or unknown	Total
The facilities at the Woodlands Center are adequate.	2.26% 5	3.17% 7	9.95% 22	15.84% 35	11.76% 26	57.01% 126	221
The staff at the Woodlands Center is adequate.	1.36% 3	2.71% 6	9.95% 22	11.76% 26	10.86% 24	63.35% 140	221
There is adequate parking for faculty.	13.12% 29	14.03% 31	12.67% 28	28.96% 64	26.70% 59	4.52% 10	221
My physical work environment (office/classroom/lab) is adequate.	11.76% 26	12.22% 27	10.41% 23	35.75% 79	28.05% 62	1.81% 4	221
I feel free from intimidation/discrimination in the workplace.	15.38% 34	15.38% 34	13.57% 30	15.84% 35	37.56% 83	2.26% 5	221
I feel physically safe on campus.	3.17% 7	9.95% 22	13.57% 30	23.98% 53	47.06% 104	2.26% 5	221
My work environment adequately meets accessibility needs.	7.24% 16	4.98% 11	13.57% 30	19.46% 43	36.20% 80	18.55% 41	221

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

Question	1 = strongly disagree		2 = somewhat disagree		3 = neither agree or disagree		4 = somewhat agree		5 = strongly agree		N/A or unknown		Total
The 3/3 and 4/4 work load policy is handled fairly in my College.	14.16%	31	15.07%	33	11.87%	26	21.00%	46	22.37%	49	15.53%	34	219
My teaching load is fair.	12.33%	27	13.70%	30	11.42%	25	24.20%	53	36.53%	80	1.83%	4	219
I receive adequate recognition for my teaching.	22.83%	50	18.26%	40	15.98%	35	21.92%	48	18.26%	40	2.74%	6	219
I receive adequate recognition for my research.	18.72%	41	14.16%	31	19.18%	42	18.26%	40	16.44%	36	13.24%	29	219
I receive adequate recognition for my service to the university.	25.57%	56	20.09%	44	15.07%	33	19.18%	42	16.89%	37	3.20%	7	219
I receive adequate clerical support.	17.81%	39	13.24%	29	11.87%	26	19.63%	43	33.33%	73	4.11%	9	219
There is collegial support within my department/program.	14.61%	32	15.98%	35	8.68%	19	25.57%	56	33.79%	74	1.37%	3	219
Administrative reassigned time is applied fairly in my college.	14.61%	32	11.42%	25	14.61%	32	11.87%	26	12.33%	27	35.16%	77	219
I am satisfied with the guidelines for receiving an internal grant.	10.50%	23	8.22%	18	18.72%	41	23.74%	52	16.89%	37	21.92%	48	219
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	20.55%	45	14.16%	31	22.37%	49	22.83%	50	12.33%	27	7.76%	17	219
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	24.20%	53	13.24%	29	23.74%	52	18.72%	41	12.33%	27	7.76%	17	219
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	19.18%	42	13.70%	30	21.00%	46	15.07%	33	9.13%	20	21.92%	48	219
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	21.92%	48	13.24%	29	20.55%	45	12.33%	27	8.68%	19	23.29%	51	219

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

Question	1 = strongly disagree		2 = somewhat disagree		3 = neither agree or disagree		4 = somewhat agree		5 = strongly agree		N/A or unkown		Total
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	12.04%	26	10.19%	22	12.04%	26	26.39%	57	34.26%	74	5.09%	11	216
The FES is an adequate measurement of my performance as a faculty member.	16.20%	35	21.30%	46	15.28%	33	26.39%	57	14.35%	31	6.48%	14	216
The merit system is applied fairly.	33.80%	73	12.50%	27	15.74%	34	16.67%	36	6.48%	14	14.81%	32	216
Market adjustments are applied fairly.	50.00%	108	10.19%	22	11.11%	24	2.78%	6	1.39%	3	24.54%	53	216
The promotion system is applied fairly.	17.59%	38	10.65%	23	18.98%	41	21.76%	47	20.37%	44	10.65%	23	216
The tenure system is applied fairly in my department.	13.89%	30	8.33%	18	12.50%	27	19.91%	43	30.09%	65	15.28%	33	216
The tenure system process at the university level is clear.	13.89%	30	12.96%	28	14.35%	31	25.46%	55	20.37%	44	12.96%	28	216
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	10.19%	22	7.87%	17	12.96%	28	15.28%	33	21.76%	47	31.94%	69	216
My salary is appropriate relative to my contribution to Sam Houston State University.	50.93%	110	22.22%	48	10.65%	23	12.04%	26	4.17%	9	0.00%	0	216
My salary is appropriate relative to my current rank when compared to similar universities.	58.80%	127	18.52%	40	6.02%	13	6.94%	15	4.63%	10	5.09%	11	216
Overall, I am satisfied with my job at SHSU.	14.81%	32	20.37%	44	17.13%	37	29.17%	63	17.59%	38	0.93%	2	216