Faculty Senate Survey Results for 2012 - 2013

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University Results 2012 - 2013

Number of Respondents	166
Number of Tenured/Tenure-Track	467
% Responding	35.5%

					Number and % Responding 5, 4, 3, 2, 1											% Respondents not answering.
					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
1	President Gibson	152	3.68	1.01	32	21%	63	41%	40	26%	11	7%	6	4%	14	8%
2	VPAA Hebert	155	4.26	0.87	76	49%	49	32%	26	17%	2	1%	2	1%	11	7%
3	VPEM Thielemann	101	3.20	1.03	9	9%	30	30%	42	42%	12	12%	8	8%	65	39%
4	VPFO Hooten	102	3.33	1.00	9	9%	39	38%	38	37%	9	9%	7	7%	64	39%
5	VPSS Parker	110	3.95	0.84	31	28%	47	43%	27	25%	5	5%	0	0%	56	34%
6	VP Advancement Holmes	99	3.37	0.95	10	10%	35	35%	41	41%	8	8%	5	5%	67	40%
7	VP for IT Adams	122	3.15	1.10	13	11%	33	27%	46	38%	19	16%	11	9%	44	27%
8	Assoc. VPAA Eglsaer	126	3.86	0.98	37	29%	46	37%	34	27%	6	5%	3	2%	40	24%
9	Assoc. VPAA Tayebi	123	3.34	1.25	27	22%	27	22%	45	37%	9	7%	15	12%	43	26%
10	Assoc. VPR&SP Cook	103	3.78	1.07	33	32%	28	27%	31	30%	8	8%	3	3%	63	38%
11	Assoc. VPResAdm Davis	64	3.31	1.07	7	11%	22	34%	25	39%	4	6%	6	9%	102	61%
12	Assoc. VP DL Angrove	116	3.43	1.11	20	17%	39	34%	36	31%	13	11%	8	7%	50	30%
13	Deans -- See individual college results	160	3.97	1.13	67	42%	44	28%	35	22%	5	3%	9	6%	6	4%
14	Associate deans differ per college/library	250	3.50	1.35	74	30%	66	26%	51	20%	28	11%	31	12%	37	22%
17	Budget Decision Participation in Dept.	154	3.10	1.36	25	16%	47	31%	28	18%	26	17%	28	18%	12	7%
18	Selection of Admins.	145	2.88	1.29	16	11%	36	25%	37	26%	27	19%	29	20%	21	13%
19	Selection of Faculty	159	4.25	1.01	85	53%	46	29%	14	9%	11	7%	3	2%	7	4%
20	Strategic Planning in College	151	3.31	1.25	32	21%	37	25%	43	28%	24	16%	15	10%	15	9%
21	3/3 4/4 handled fairly	149	3.70	1.19	44	30%	51	34%	29	19%	15	10%	10	7%	17	10%
22	SAM Center Mentoring	120	3.80	1.03	33	28%	46	38%	29	24%	8	7%	4	3%	46	28%
23	SAM Center Advising	133	3.49	1.25	32	24%	43	32%	29	22%	16	12%	13	10%	33	20%
24	Physically Safe on Campus	158	4.37	0.84	85	54%	54	34%	13	8%	4	3%	2	1%	8	5%
25	LSC facilities adequate	145	3.71	1.02	35	24%	55	38%	36	25%	16	11%	3	2%	21	13%
26	LSC Services adequate	140	3.66	0.99	32	23%	48	34%	43	31%	15	11%	2	1%	26	16%
27	Aramark Services adequate	149	3.32	1.06	19	13%	49	33%	51	34%	21	14%	9	6%	17	10%
28	Human Resource Dept.	161	3.55	1.06	29	18%	64	40%	43	27%	17	11%	8	5%	5	3%
29	HKC	112	3.97	0.86	34	30%	47	42%	25	22%	6	5%	0	0%	54	33%
30	Support from Contracts and Grants	137	3.58	1.18	35	26%	42	31%	37	27%	13	9%	10	7%	29	17%
31	Information Resources (UCS)	159	3.40	1.18	28	18%	59	37%	33	21%	27	17%	12	8%	7	4%
32	DELTA Services adequate	122	3.52	1.17	26	21%	45	37%	27	22%	15	12%	9	7%	44	27%
33	Library Services	157	4.18	0.85	66	42%	60	38%	26	17%	4	3%	1	1%	9	5%
34	Library good for Dept. Curriculum	151	4.09	0.91	59	39%	56	37%	29	19%	5	3%	2	1%	15	9%
35	Recruiting Quality Students	158	3.07	1.10	12	8%	47	30%	57	36%	24	15%	18	11%	8	5%
36	Teaching Load is fair	154	3.78	1.13	47	31%	56	36%	28	18%	16	10%	7	5%	12	7%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
37	Recognition for teaching	155	3.52	1.16	33	21%	56	36%	33	21%	24	15%	9	6%	11	7%
38	Recognition for research	156	3.69	1.08	40	26%	56	36%	36	23%	19	12%	5	3%	10	6%
39	Recognition for service	157	3.25	1.30	29	18%	48	31%	34	22%	25	16%	21	13%	9	5%
40	Clerical Support	154	3.68	1.15	42	27%	53	34%	37	24%	12	8%	10	6%	12	7%
41	Collegial Support in dept.	161	4.03	1.11	67	42%	59	37%	16	10%	11	7%	8	5%	5	3%
42	Work environment	161	4.05	1.16	74	46%	49	30%	19	12%	10	6%	9	6%	5	3%
43	Free from intimidation/discrimination	161	4.21	1.14	89	55%	42	26%	15	9%	5	3%	10	6%	5	3%
44	Parking	160	2.93	1.36	24	15%	38	24%	32	20%	35	22%	31	19%	6	4%
45	Faculty Senate	140	3.59	1.11	31	22%	50	36%	38	27%	13	9%	8	6%	26	16%
46	Research Resources	158	3.57	1.13	32	20%	65	41%	31	20%	21	13%	9	6%	8	5%
47	Graduate Program Resources	142	2.95	1.30	17	12%	41	29%	25	18%	36	25%	23	16%	24	14%
48	Travel Allocation	162	3.29	1.34	36	22%	44	27%	35	22%	25	15%	22	14%	4	2%
49	IDEA Administered	152	2.85	1.23	13	9%	39	26%	39	26%	34	22%	27	18%	14	8%
50	IDEA Accuracy	154	2.79	1.29	16	10%	33	21%	40	26%	32	21%	33	21%	12	7%
51	IDEA On-Line Administered	78	2.41	1.28	6	8%	11	14%	17	22%	19	24%	25	32%	88	53%
52	IDEA On-Line Accuracy	75	2.31	1.27	5	7%	9	12%	18	24%	15	20%	28	37%	91	55%
53	Chair evaluation of my teaching	144	3.82	1.22	54	38%	42	29%	26	18%	12	8%	10	7%	22	13%
54	FES Instrument is adequate	161	3.31	1.14	22	14%	57	35%	45	28%	23	14%	14	9%	5	3%
55	Merit System is applied fairly	153	3.18	1.25	22	14%	49	32%	37	24%	25	16%	20	13%	13	8%
56	Market Adjustments applied fairly	142	2.56	1.27	10	7%	28	20%	32	23%	34	24%	38	27%	24	14%
57	Promotion System is applied fairly	151	3.59	1.12	28	19%	69	46%	30	20%	12	8%	12	8%	15	9%
58	Tenure System is applied fairly	154	3.92	1.04	51	33%	63	41%	21	14%	15	10%	4	3%	12	7%
59	Tenure Process clear at univ. level	159	3.25	1.30	31	19%	44	28%	37	23%	27	17%	20	13%	7	4%
60	Post Tenure Review	128	3.81	1.14	42	33%	43	34%	28	22%	7	5%	8	6%	38	23%
61	Salary at SHSU	162	2.85	1.14	9	6%	46	28%	41	25%	44	27%	22	14%	4	2%
62	Salary other Universities	158	2.51	1.20	4	3%	39	25%	32	20%	41	26%	42	27%	8	5%
63	Reassigned time	119	3.28	1.06	15	13%	36	30%	41	34%	21	18%	6	5%	47	28%
64	Faculty Research Fund <5000	121	3.48	1.13	21	17%	46	38%	34	28%	10	8%	10	8%	45	27%
65	Enhancement Grant for Research	114	3.54	1.06	21	18%	42	37%	35	31%	10	9%	6	5%	52	31%
66	Adequate support for online courses	122	3.35	1.27	21	17%	47	39%	25	20%	12	10%	17	14%	44	27%
67	The Woodlands Center facilities	95	4.43	0.72	53	56%	31	33%	10	11%	1	1%	0	0%	71	43%
68	The Woodlands Center staff	84	4.19	0.91	38	45%	29	35%	13	15%	3	4%	1	1%	82	49%
69	Communication with Admin.	160	3.10	1.17	16	10%	51	32%	44	28%	31	19%	18	11%	6	4%
70	President values faculty	142	3.41	1.20	28	20%	44	31%	43	30%	12	8%	15	11%	24	14%
71	Provost values faculty	145	4.10	1.01	62	43%	51	35%	19	13%	10	7%	3	2%	21	13%
72	Dean values faculty	157	3.84	1.17	58	37%	46	29%	32	20%	12	8%	9	6%	9	5%
73	Chair values faculty	144	4.12	1.17	74	51%	39	27%	13	9%	10	7%	8	6%	22	13%

COS Results 2012 - 2013

Number of Respondents	34
Number of Tenured/Tenure-Track	103
% Responding	33.0%

					Number and % Responding 5, 4, 3, 2, 1										% Respondents not answering.	
					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
1	President Gibson	32	3.16	1.32	5	16%	10	31%	7	22%	5	16%	5	16%	2	6%
2	VPAA Hebert	33	3.76	1.15	11	33%	8	24%	11	33%	1	3%	2	6%	1	3%
3	VPEM Thielemann	20	2.70	1.22	2	10%	2	10%	8	40%	4	20%	4	20%	14	41%
4	VPFO Hooten	22	2.68	1.25	2	9%	3	14%	8	36%	4	18%	5	23%	12	35%
5	VPSS Parker	21	3.95	0.86	6	29%	9	43%	5	24%	1	5%	0	0%	13	38%
6	VP Advancement Holmes	20	3.55	0.94	4	20%	5	25%	9	45%	2	10%	0	0%	14	41%
7	VP for IT Adams	28	2.86	1.24	2	7%	7	25%	10	36%	3	11%	6	21%	6	18%
8	Assoc. VPAA Eglsaer	24	3.50	0.83	3	13%	8	33%	11	46%	2	8%	0	0%	10	29%
9	Assoc. VPAA Tayebi	24	2.92	1.44	5	21%	2	8%	9	38%	2	8%	6	25%	10	29%
10	Assoc. VPR&SP Cook	29	3.93	1.13	12	41%	7	24%	7	24%	2	7%	1	3%	5	15%
11	Assoc. VPResAdm Davis	13	3.46	1.27	3	23%	4	31%	3	23%	2	15%	1	8%	21	62%
12	Assoc. VP DL Angrove	21	3.62	0.97	4	19%	8	38%	6	29%	3	14%	0	0%	13	38%
13	Dean Pascarella	33	4.27	0.80	16	48%	10	30%	7	21%	0	0%	0	0%	1	3%
14	Associate Dean Gaillard	24	3.63	1.31	7	29%	8	33%	5	21%	1	4%	3	13%	10	29%
15	Associate Dean Gillespie	28	3.68	1.25	8	29%	10	36%	6	21%	1	4%	3	11%	6	18%
17	Budget Decision Participation in Dept.	32	3.56	1.11	6	19%	13	41%	8	25%	3	9%	2	6%	2	6%
18	Selection of Admins.	29	2.52	1.30	2	7%	6	21%	5	17%	8	28%	8	28%	5	15%
19	Selection of Faculty	33	4.64	0.65	23	70%	9	27%	0	0%	1	3%	0	0%	1	3%
20	Strategic Planning in College	28	3.25	1.27	6	21%	6	21%	7	25%	7	25%	2	7%	6	18%
21	3/3 4/4 handled fairly	32	3.66	1.18	9	28%	10	31%	8	25%	3	9%	2	6%	2	6%
22	SAM Center Mentoring	27	3.56	1.09	5	19%	10	37%	9	33%	1	4%	2	7%	7	21%
23	SAM Center Advising	31	3.00	1.18	2	6%	11	35%	7	23%	7	23%	4	13%	3	9%
24	Physically Safe on Campus	31	4.42	0.89	18	58%	10	32%	2	6%	0	0%	1	3%	3	9%
25	LSC facilities adequate	30	3.63	1.03	6	20%	12	40%	8	27%	3	10%	1	3%	4	12%
26	LSC Services adequate	28	3.71	0.85	5	18%	12	43%	9	32%	2	7%	0	0%	6	18%
27	Aramark Services adequate	30	3.23	1.04	4	13%	7	23%	12	40%	6	20%	1	3%	4	12%
28	Human Resource Dept.	32	3.38	1.04	4	13%	11	34%	12	38%	3	9%	2	6%	2	6%
29	HKC	23	4.04	0.88	8	35%	9	39%	5	22%	1	4%	0	0%	11	32%
30	Support from Contracts and Grants	32	3.97	1.18	15	47%	6	19%	7	22%	3	9%	1	3%	2	6%
31	Information Resources (UCS)	33	3.18	1.29	4	12%	13	39%	6	18%	5	15%	5	15%	1	3%
32	DELTA Services adequate	24	3.79	0.88	5	21%	11	46%	6	25%	2	8%	0	0%	10	29%
33	Library Services	33	3.88	0.99	11	33%	10	30%	9	27%	3	9%	0	0%	1	3%
34	Library good for Dept. Curriculum	32	3.84	1.14	10	31%	13	41%	5	16%	2	6%	2	6%	2	6%
35	Recruiting Quality Students	33	2.82	1.04	1	3%	8	24%	12	36%	8	24%	4	12%	1	3%
36	Teaching Load is fair	33	3.70	1.07	8	24%	13	39%	7	21%	4	12%	1	3%	1	3%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
37	Recognition for teaching	33	3.42	1.03	5	15%	11	33%	11	33%	5	15%	1	3%	1	3%
38	Recognition for research	32	3.72	0.92	7	22%	12	38%	10	31%	3	9%	0	0%	2	6%
39	Recognition for service	32	3.16	1.17	4	13%	8	25%	13	41%	3	9%	4	13%	2	6%
40	Clerical Support	32	3.63	1.01	6	19%	13	41%	9	28%	3	9%	1	3%	2	6%
41	Collegial Support in dept.	32	4.13	1.07	14	44%	13	41%	1	3%	3	9%	1	3%	2	6%
42	Work environment	33	3.82	1.18	12	36%	9	27%	8	24%	2	6%	2	6%	1	3%
43	Free from intimidation/discrimination	33	4.18	1.13	18	55%	8	24%	3	9%	3	9%	1	3%	1	3%
44	Parking	33	2.88	1.32	4	12%	8	24%	7	21%	8	24%	6	18%	1	3%
45	Faculty Senate	27	3.30	1.27	5	19%	8	30%	7	26%	4	15%	3	11%	7	21%
46	Research Resources	33	3.24	1.15	2	6%	17	52%	4	12%	7	21%	3	9%	1	3%
47	Graduate Program Resources	32	2.19	1.20	1	3%	6	19%	2	6%	12	38%	11	34%	2	6%
48	Travel Allocation	33	3.12	1.05	3	9%	9	27%	12	36%	7	21%	2	6%	1	3%
49	IDEA Administered	32	2.97	1.43	5	16%	9	28%	5	16%	6	19%	7	22%	2	6%
50	IDEA Accuracy	34	2.74	1.50	5	15%	8	24%	5	15%	5	15%	11	32%	0	0%
51	IDEA On-Line Administered	12	2.83	1.70	3	25%	2	17%	1	8%	2	17%	4	33%	22	65%
52	IDEA On-Line Accuracy	10	2.40	1.71	2	20%	1	10%	1	10%	1	10%	5	50%	24	71%
53	Chair evaluation of my teaching	30	3.87	1.31	12	40%	10	33%	3	10%	2	7%	3	10%	4	12%
54	FES Instrument is adequate	33	3.52	1.28	8	24%	11	33%	8	24%	2	6%	4	12%	1	3%
55	Merit System is applied fairly	31	3.35	1.40	7	23%	11	35%	4	13%	4	13%	5	16%	3	9%
56	Market Adjustments applied fairly	29	2.24	1.35	1	3%	6	21%	6	21%	2	7%	14	48%	5	15%
57	Promotion System is applied fairly	31	3.61	1.15	6	19%	14	45%	7	23%	1	3%	3	10%	3	9%
58	Tenure System is applied fairly	31	4.13	1.15	15	48%	10	32%	3	10%	1	3%	2	6%	3	9%
59	Tenure Process clear at univ. level	33	3.39	1.39	9	27%	8	24%	8	24%	3	9%	5	15%	1	3%
60	Post Tenure Review	24	3.63	1.53	10	42%	5	21%	3	13%	2	8%	4	17%	10	29%
61	Salary at SHSU	33	2.79	1.02	0	0%	10	30%	10	30%	9	27%	4	12%	1	3%
62	Salary other Universities	33	2.24	1.06	0	0%	5	15%	8	24%	10	30%	10	30%	1	3%
63	Reassigned time	23	3.26	1.05	3	13%	6	26%	9	39%	4	17%	1	4%	11	32%
64	Faculty Research Fund <5000	28	3.21	1.42	5	18%	11	39%	2	7%	5	18%	5	18%	6	18%
65	Enhancement Grant for Research	27	3.56	1.37	8	30%	9	33%	3	11%	4	15%	3	11%	7	21%
66	Adequate support for online courses	22	3.77	1.15	5	23%	12	55%	2	9%	1	5%	2	9%	12	35%
67	The Woodlands Center facilities	11	4.45	0.69	6	55%	4	36%	1	9%	0	0%	0	0%	23	68%
68	The Woodlands Center staff	10	4.30	0.82	5	50%	3	30%	2	20%	0	0%	0	0%	24	71%
69	Communication with Admin.	33	2.67	1.31	1	3%	11	33%	7	21%	4	12%	10	30%	1	3%
70	President values faculty	32	3.03	1.43	6	19%	7	22%	8	25%	4	13%	7	22%	2	6%
71	Provost values faculty	31	3.61	1.28	9	29%	10	32%	6	19%	3	10%	3	10%	3	9%
72	Dean values faculty	32	4.31	0.64	13	41%	16	50%	3	9%	0	0%	0	0%	2	6%
73	Chair values faculty	32	4.41	0.98	20	63%	8	25%	2	6%	1	3%	1	3%	2	6%

COBA Results 2012 - 2013

Number of Respondents	25
Number of Tenured/Tenure-Track	67
% Responding	37.3%

					Number and % Responding 5, 4, 3, 2, 1										% Respondents not answering.	
					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
1	President Gibson	22	3.86	0.94	7	32%	6	27%	8	36%	1	5%	0	0%	3	12%
2	VPAA Hebert	21	4.33	0.80	11	52%	6	29%	4	19%	0	0%	0	0%	4	16%
3	VPEM Thielemann	17	2.88	1.17	1	6%	4	24%	7	41%	2	12%	3	18%	8	32%
4	VPFO Hooten	16	3.69	0.79	3	19%	5	31%	8	50%	0	0%	0	0%	9	36%
5	VPSS Parker	17	4.12	0.78	6	35%	7	41%	4	24%	0	0%	0	0%	8	32%
6	VP Advancement Holmes	15	3.40	0.74	1	7%	5	33%	8	53%	1	7%	0	0%	10	40%
7	VP for IT Adams	17	3.24	0.83	1	6%	5	29%	8	47%	3	18%	0	0%	8	32%
8	Assoc. VPAA Eglsaer	20	3.65	0.99	4	20%	7	35%	8	40%	0	0%	1	5%	5	20%
9	Assoc. VPAA Tayebi	15	3.00	1.07	2	13%	1	7%	8	53%	3	20%	1	7%	10	40%
10	Assoc. VPR&SP Cook	12	3.83	0.83	3	25%	4	33%	5	42%	0	0%	0	0%	13	52%
11	Assoc. VPResAdm Davis	6	3.17	1.33	1	17%	1	17%	3	50%	0	0%	1	17%	19	76%
12	Assoc. VP DL Angrove	17	3.24	1.09	1	6%	8	47%	3	18%	4	24%	1	6%	8	32%
13	Dean Muehsam	23	3.65	1.11	6	26%	7	30%	7	30%	2	9%	1	4%	2	8%
14	Associate Dean Ashorn	22	2.82	1.22	3	14%	2	9%	8	36%	6	27%	3	14%	3	12%
15	Associate Dean Muehsam	21	4.14	0.79	7	33%	11	52%	2	10%	1	5%	0	0%	4	16%
17	Budget Decision Participation in Dept.	23	3.13	1.39	3	13%	9	39%	4	17%	2	9%	5	22%	2	8%
18	Selection of Admins.	22	3.09	1.02	1	5%	7	32%	9	41%	3	14%	2	9%	3	12%
19	Selection of Faculty	21	4.38	0.86	12	57%	6	29%	2	10%	1	5%	0	0%	4	16%
20	Strategic Planning in College	22	3.14	1.08	2	9%	6	27%	9	41%	3	14%	2	9%	3	12%
21	3/3 4/4 handled fairly	24	4.42	0.72	13	54%	8	33%	3	13%	0	0%	0	0%	1	4%
22	SAM Center Mentoring	17	4.06	0.83	6	35%	6	35%	5	29%	0	0%	0	0%	8	32%
23	SAM Center Advising	21	3.67	1.15	6	29%	7	33%	3	14%	5	24%	0	0%	4	16%
24	Physically Safe on Campus	23	4.35	0.93	12	52%	9	39%	1	4%	0	0%	1	4%	2	8%
25	LSC facilities adequate	22	3.55	1.01	4	18%	7	32%	9	41%	1	5%	1	5%	3	12%
26	LSC Services adequate	22	3.59	0.91	4	18%	7	32%	9	41%	2	9%	0	0%	3	12%
27	Aramark Services adequate	23	3.48	0.85	2	9%	10	43%	8	35%	3	13%	0	0%	2	8%
28	Human Resource Dept.	24	3.25	1.19	4	17%	6	25%	8	33%	4	17%	2	8%	1	4%
29	HKC	16	4.00	0.82	5	31%	6	38%	5	31%	0	0%	0	0%	9	36%
30	Support from Contracts and Grants	14	3.93	0.83	3	21%	8	57%	2	14%	1	7%	0	0%	11	44%
31	Information Resources (UCS)	23	3.48	1.04	3	13%	10	43%	6	26%	3	13%	1	4%	2	8%
32	DELTA Services adequate	15	3.33	0.98	1	7%	7	47%	3	20%	4	27%	0	0%	10	40%
33	Library Services	22	4.14	0.77	8	36%	9	41%	5	23%	0	0%	0	0%	3	12%
34	Library good for Dept. Curriculum	22	4.18	0.80	9	41%	8	36%	5	23%	0	0%	0	0%	3	12%
35	Recruiting Quality Students	23	2.91	0.95	1	4%	4	17%	12	52%	4	17%	2	9%	2	8%
36	Teaching Load is fair	23	3.83	0.98	5	22%	12	52%	4	17%	1	4%	1	4%	2	8%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
37	Recognition for teaching	24	3.29	1.08	3	13%	9	38%	4	17%	8	33%	0	0%	1	4%
38	Recognition for research	23	3.78	0.85	4	17%	12	52%	5	22%	2	9%	0	0%	2	8%
39	Recognition for service	24	3.08	1.25	3	13%	7	29%	6	25%	5	21%	3	13%	1	4%
40	Clerical Support	23	4.00	0.80	6	26%	12	52%	4	17%	1	4%	0	0%	2	8%
41	Collegial Support in dept.	24	4.38	0.77	12	50%	10	42%	1	4%	1	4%	0	0%	1	4%
42	Work environment	23	4.39	0.66	11	48%	10	43%	2	9%	0	0%	0	0%	2	8%
43	Free from intimidation/discrimination	23	4.70	0.56	17	74%	5	22%	1	4%	0	0%	0	0%	2	8%
44	Parking	23	3.78	1.04	6	26%	10	43%	3	13%	4	17%	0	0%	2	8%
45	Faculty Senate	17	4.00	0.87	5	29%	8	47%	3	18%	1	6%	0	0%	8	32%
46	Research Resources	23	4.04	0.82	7	30%	11	48%	4	17%	1	4%	0	0%	2	8%
47	Graduate Program Resources	19	3.00	1.20	2	11%	5	26%	5	26%	5	26%	2	11%	6	24%
48	Travel Allocation	23	4.43	0.79	14	61%	5	22%	4	17%	0	0%	0	0%	2	8%
49	IDEA Administered	24	3.21	1.14	2	8%	10	42%	5	21%	5	21%	2	8%	1	4%
50	IDEA Accuracy	24	3.04	1.16	2	8%	7	29%	8	33%	4	17%	3	13%	1	4%
51	IDEA On-Line Administered	11	2.18	1.08	0	0%	2	18%	1	9%	5	45%	3	27%	14	56%
52	IDEA On-Line Accuracy	11	2.36	1.29	0	0%	3	27%	2	18%	2	18%	4	36%	14	56%
53	Chair evaluation of my teaching	22	3.68	1.25	6	27%	9	41%	3	14%	2	9%	2	9%	3	12%
54	FES Instrument is adequate	23	3.39	0.99	3	13%	7	30%	10	43%	2	9%	1	4%	2	8%
55	Merit System is applied fairly	20	3.25	1.16	2	10%	8	40%	5	25%	3	15%	2	10%	5	20%
56	Market Adjustments applied fairly	20	2.80	1.28	2	10%	4	20%	6	30%	4	20%	4	20%	5	20%
57	Promotion System is applied fairly	19	3.58	0.84	2	11%	9	47%	6	32%	2	11%	0	0%	6	24%
58	Tenure System is applied fairly	21	3.90	1.00	7	33%	7	33%	5	24%	2	10%	0	0%	4	16%
59	Tenure Process clear at univ. level	23	2.96	1.15	2	9%	6	26%	6	26%	7	30%	2	9%	2	8%
60	Post Tenure Review	18	4.11	0.76	6	33%	8	44%	4	22%	0	0%	0	0%	7	28%
61	Salary at SHSU	24	3.08	1.21	3	13%	6	25%	8	33%	4	17%	3	13%	1	4%
62	Salary other Universities	23	2.91	1.35	3	13%	5	22%	7	30%	3	13%	5	22%	2	8%
63	Reassigned time	14	3.64	0.84	2	14%	6	43%	5	36%	1	7%	0	0%	11	44%
64	Faculty Research Fund <5000	16	3.88	0.81	4	25%	6	38%	6	38%	0	0%	0	0%	9	36%
65	Enhancement Grant for Research	14	3.71	0.73	2	14%	6	43%	6	43%	0	0%	0	0%	11	44%
66	Adequate support for online courses	14	2.64	1.55	2	14%	3	21%	2	14%	2	14%	5	36%	11	44%
67	The Woodlands Center facilities	16	4.38	0.81	9	56%	4	25%	3	19%	0	0%	0	0%	9	36%
68	The Woodlands Center staff	13	3.92	0.95	4	31%	5	38%	3	23%	1	8%	0	0%	12	48%
69	Communication with Admin.	23	3.09	1.04	3	13%	3	13%	11	48%	5	22%	1	4%	2	8%
70	President values faculty	18	3.78	0.81	4	22%	6	33%	8	44%	0	0%	0	0%	7	28%
71	Provost values faculty	19	4.05	0.78	6	32%	8	42%	5	26%	0	0%	0	0%	6	24%
72	Dean values faculty	22	3.59	1.14	7	32%	3	14%	8	36%	4	18%	0	0%	3	12%
73	Chair values faculty	22	4.27	0.94	11	50%	8	36%	1	5%	2	9%	0	0%	3	12%

CJ Results 2012 - 2013

Number of Respondents	15
Number of Tenured/Tenure-Track	33
% Responding	45.5%

					Number and % Responding 5, 4, 3, 2, 1										% Respondents not answering.	
					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
1	President Gibson	14	3.93	0.73	3	21%	7	50%	4	29%	0	0%	0	0%	1	7%
2	VPAA Hebert	14	4.36	0.74	7	50%	5	36%	2	14%	0	0%	0	0%	1	7%
3	VPEM Thielemann	4	3.75	0.96	1	25%	1	25%	2	50%	0	0%	0	0%	11	73%
4	VPFO Hooten	4	3.75	0.50	0	0%	3	75%	1	25%	0	0%	0	0%	11	73%
5	VPSS Parker	8	4.25	0.89	4	50%	2	25%	2	25%	0	0%	0	0%	7	47%
6	VP Advancement Holmes	3	3.33	0.58	0	0%	1	33%	2	67%	0	0%	0	0%	12	80%
7	VP for IT Adams	7	3.71	1.11	2	29%	2	29%	2	29%	1	14%	0	0%	8	53%
8	Assoc. VPAA Eglsaer	11	4.45	0.93	7	64%	3	27%	0	0%	1	9%	0	0%	4	27%
9	Assoc. VPAA Tayebi	11	3.64	0.81	2	18%	3	27%	6	55%	0	0%	0	0%	4	27%
10	Assoc. VPR&SP Cook	9	4.11	0.93	4	44%	2	22%	3	33%	0	0%	0	0%	6	40%
11	Assoc. VPResAdm Davis	2	3.00	0.00	0	0%	0	0%	2	100%	0	0%	0	0%	13	87%
12	Assoc. VP DL Angrove	8	3.75	1.49	4	50%	0	0%	3	38%	0	0%	1	13%	7	47%
13	Dean Webb	15	3.60	1.50	5	33%	5	33%	2	13%	0	0%	3	20%	0	0%
14	Associate Dean Miller	14	3.50	1.45	5	36%	2	14%	4	29%	1	7%	2	14%	1	7%
15	Associate Dean King	15	3.80	1.32	7	47%	1	7%	5	33%	1	7%	1	7%	0	0%
17	Budget Decision Participation in Dept.	14	2.50	1.45	1	7%	4	29%	1	7%	3	21%	5	36%	1	7%
18	Selection of Admins.	13	2.62	1.33	0	0%	5	38%	2	15%	2	15%	4	31%	2	13%
19	Selection of Faculty	14	3.64	1.22	3	21%	7	50%	1	7%	2	14%	1	7%	1	7%
20	Strategic Planning in College	14	3.14	1.56	3	21%	5	36%	0	0%	3	21%	3	21%	1	7%
21	3/3 4/4 handled fairly	14	3.43	1.28	3	21%	5	36%	2	14%	3	21%	1	7%	1	7%
22	SAM Center Mentoring	8	4.00	0.76	2	25%	4	50%	2	25%	0	0%	0	0%	7	47%
23	SAM Center Advising	8	4.38	0.92	5	63%	1	13%	2	25%	0	0%	0	0%	7	47%
24	Physically Safe on Campus	13	4.62	0.65	9	69%	3	23%	1	8%	0	0%	0	0%	2	13%
25	LSC facilities adequate	10	3.50	1.18	2	20%	4	40%	1	10%	3	30%	0	0%	5	33%
26	LSC Services adequate	8	3.63	1.41	3	38%	2	25%	0	0%	3	38%	0	0%	7	47%
27	Aramark Services adequate	10	3.40	0.97	1	10%	4	40%	3	30%	2	20%	0	0%	5	33%
28	Human Resource Dept.	15	4.00	0.76	4	27%	7	47%	4	27%	0	0%	0	0%	0	0%
29	HKC	8	3.63	1.06	2	25%	2	25%	3	38%	1	13%	0	0%	7	47%
30	Support from Contracts and Grants	13	3.92	0.86	4	31%	4	31%	5	38%	0	0%	0	0%	2	13%
31	Information Resources (UCS)	15	3.93	0.96	4	27%	8	53%	1	7%	2	13%	0	0%	0	0%
32	DELTA Services adequate	12	4.00	0.95	4	33%	5	42%	2	17%	1	8%	0	0%	3	20%
33	Library Services	15	4.47	0.52	7	47%	8	53%	0	0%	0	0%	0	0%	0	0%
34	Library good for Dept. Curriculum	15	4.27	0.70	6	40%	7	47%	2	13%	0	0%	0	0%	0	0%
35	Recruiting Quality Students	14	3.57	1.09	2	14%	7	50%	3	21%	1	7%	1	7%	1	7%
36	Teaching Load is fair	15	3.93	1.28	6	40%	6	40%	0	0%	2	13%	1	7%	0	0%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
37	Recognition for teaching	15	3.33	1.29	2	13%	7	47%	2	13%	2	13%	2	13%	0	0%
38	Recognition for research	15	3.73	1.03	3	20%	8	53%	1	7%	3	20%	0	0%	0	0%
39	Recognition for service	14	3.29	1.20	1	7%	7	50%	3	21%	1	7%	2	14%	1	7%
40	Clerical Support	13	4.00	1.15	5	38%	5	38%	2	15%	0	0%	1	8%	2	13%
41	Collegial Support in dept.	15	3.93	0.80	4	27%	6	40%	5	33%	0	0%	0	0%	0	0%
42	Work environment	15	4.00	1.07	6	40%	5	33%	2	13%	2	13%	0	0%	0	0%
43	Free from intimidation/discrimination	15	3.60	1.55	6	40%	3	20%	3	20%	0	0%	3	20%	0	0%
44	Parking	15	3.47	1.64	6	40%	3	20%	1	7%	2	13%	3	20%	0	0%
45	Faculty Senate	12	3.92	0.90	4	33%	3	25%	5	42%	0	0%	0	0%	3	20%
46	Research Resources	15	3.93	1.03	5	33%	6	40%	2	13%	2	13%	0	0%	0	0%
47	Graduate Program Resources	15	3.80	0.86	3	20%	7	47%	4	27%	1	7%	0	0%	0	0%
48	Travel Allocation	15	3.53	1.19	4	27%	4	27%	3	20%	4	27%	0	0%	0	0%
49	IDEA Administered	15	3.07	1.10	1	7%	4	27%	7	47%	1	7%	2	13%	0	0%
50	IDEA Accuracy	15	3.00	1.13	1	7%	4	27%	6	40%	2	13%	2	13%	0	0%
51	IDEA On-Line Administered	8	2.25	0.89	0	0%	0	0%	4	50%	2	25%	2	25%	7	47%
52	IDEA On-Line Accuracy	8	2.13	0.83	0	0%	0	0%	3	38%	3	38%	2	25%	7	47%
53	Chair evaluation of my teaching	14	3.21	1.31	2	14%	5	36%	3	21%	2	14%	2	14%	1	7%
54	FES Instrument is adequate	15	3.13	1.06	1	7%	5	33%	5	33%	3	20%	1	7%	0	0%
55	Merit System is applied fairly	14	3.64	0.93	2	14%	7	50%	3	21%	2	14%	0	0%	1	7%
56	Market Adjustments applied fairly	10	2.50	1.18	0	0%	3	30%	1	10%	4	40%	2	20%	5	33%
57	Promotion System is applied fairly	14	3.86	1.03	4	29%	6	43%	2	14%	2	14%	0	0%	1	7%
58	Tenure System is applied fairly	14	3.93	1.00	4	29%	7	50%	1	7%	2	14%	0	0%	1	7%
59	Tenure Process clear at univ. level	15	3.73	0.96	3	20%	7	47%	3	20%	2	13%	0	0%	0	0%
60	Post Tenure Review	14	4.14	0.77	5	36%	6	43%	3	21%	0	0%	0	0%	1	7%
61	Salary at SHSU	15	3.00	1.25	1	7%	6	40%	2	13%	4	27%	2	13%	0	0%
62	Salary other Universities	15	2.67	1.35	0	0%	6	40%	3	20%	1	7%	5	33%	0	0%
63	Reassigned time	12	3.58	0.90	2	17%	4	33%	5	42%	1	8%	0	0%	3	20%
64	Faculty Research Fund <5000	10	3.50	1.18	2	20%	3	30%	4	40%	0	0%	1	10%	5	33%
65	Enhancement Grant for Research	10	3.70	1.25	3	30%	3	30%	3	30%	0	0%	1	10%	5	33%
66	Adequate support for online courses	12	3.92	0.90	3	25%	6	50%	2	17%	1	8%	0	0%	3	20%
67	The Woodlands Center facilities	8	4.75	0.46	6	75%	2	25%	0	0%	0	0%	0	0%	7	47%
68	The Woodlands Center staff	8	4.50	0.76	5	63%	2	25%	1	13%	0	0%	0	0%	7	47%
69	Communication with Admin.	15	3.67	0.72	1	7%	9	60%	4	27%	1	7%	0	0%	0	0%
70	President values faculty	12	3.67	0.89	2	17%	5	42%	4	33%	1	8%	0	0%	3	20%
71	Provost values faculty	12	3.83	1.19	5	42%	2	17%	3	25%	2	17%	0	0%	3	20%
72	Dean values faculty	15	3.60	1.55	6	40%	3	20%	3	20%	0	0%	3	20%	0	0%
73	Chair values faculty	7	3.86	1.46	3	43%	2	29%	1	14%	0	0%	1	14%	8	53%

COE Results 2012 - 2013

Number of Respondents 31
Number of Tenured/Tenure-Track 81
% Responding 38.3%

% 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 Gibson	30	3.97	0.81	8	27%	14	47%	7	23%	1	3%	0	0%	1	3%
2	VPAA Hebert	30	4.43	0.73	17	57%	9	30%	4	13%	0	0%	0	0%	1	3%
3	VPEM Thielemann	23	3.57	0.84	3	13%	9	39%	9	39%	2	9%	0	0%	8	26%
4	VPFO Hooten	23	3.61	0.72	2	9%	11	48%	9	39%	1	4%	0	0%	8	26%
5	VPSS Parker	24	3.75	0.74	3	13%	13	54%	7	29%	1	4%	0	0%	7	23%
6	VP Advancement Holmes	24	3.38	1.10	3	13%	9	38%	8	33%	2	8%	2	8%	7	23%
7	VP for IT Adams	25	3.44	1.00	4	16%	7	28%	11	44%	2	8%	1	4%	6	19%
8	Assoc. VPAA Eglsaer	27	4.15	0.77	10	37%	11	41%	6	22%	0	0%	0	0%	4	13%
9	Assoc. VPAA Tayebi	28	3.21	1.29	5	18%	7	25%	9	32%	3	11%	4	14%	3	10%
10	Assoc. VPR&SP Cook	24	3.54	1.32	8	33%	4	17%	7	29%	3	13%	2	8%	7	23%
11	Assoc. VPResAdm Davis	19	3.47	1.02	3	16%	6	32%	8	42%	1	5%	1	5%	12	39%
12	Assoc. VP DL Angrove	29	3.38	1.27	6	21%	8	28%	10	34%	1	3%	4	14%	2	6%
13	Dean Bruce	29	4.38	0.78	16	55%	8	28%	5	17%	0	0%	0	0%	2	6%
14	Associate Dean Irby	31	2.48	1.46	5	16%	2	6%	7	23%	6	19%	11	35%	0	0%
15	Associate Dean Smith	30	3.20	1.37	7	23%	6	20%	7	23%	6	20%	4	13%	1	3%
17	Budget Decision Participation in Dept.	28	2.64	1.28	3	11%	5	18%	4	14%	11	39%	5	18%	3	10%
18	Selection of Admins.	28	2.93	1.41	3	11%	10	36%	4	14%	4	14%	7	25%	3	10%
19	Selection of Faculty	30	4.17	1.09	15	50%	9	30%	3	10%	2	7%	1	3%	1	3%
20	Strategic Planning in College	30	3.37	1.22	7	23%	6	20%	10	33%	5	17%	2	7%	1	3%
21	3/3 4/4 handled fairly	29	3.72	1.07	7	24%	12	41%	6	21%	3	10%	1	3%	2	6%
22	SAM Center Mentoring	19	3.63	1.12	5	26%	6	32%	4	21%	4	21%	0	0%	12	39%
23	SAM Center Advising	21	3.57	1.40	7	33%	5	24%	5	24%	1	5%	3	14%	10	32%
24	Physically Safe on Campus	31	4.52	0.68	18	58%	12	39%	0	0%	1	3%	0	0%	0	0%
25	LSC facilities adequate	28	4.21	0.83	12	43%	11	39%	4	14%	1	4%	0	0%	3	10%
26	LSC Services adequate	27	4.15	0.77	10	37%	11	41%	6	22%	0	0%	0	0%	4	13%
27	Aramark Services adequate	29	3.52	1.12	6	21%	9	31%	10	34%	2	7%	2	7%	2	6%
28	Human Resource Dept.	29	3.90	0.77	6	21%	15	52%	7	24%	1	3%	0	0%	2	6%
29	HKC	23	4.30	0.70	10	43%	10	43%	3	13%	0	0%	0	0%	8	26%
30	Support from Contracts and Grants	27	3.15	1.46	6	22%	7	26%	4	15%	5	19%	5	19%	4	13%
31	Information Resources (UCS)	28	3.64	1.25	8	29%	10	36%	4	14%	4	14%	2	7%	3	10%
32	DELTA Services adequate	30	3.47	1.36	8	27%	9	30%	6	20%	3	10%	4	13%	1	3%
33	Library Services	28	4.43	0.69	15	54%	10	36%	3	11%	0	0%	0	0%	3	10%
34	Library good for Dept. Curriculum	28	4.32	0.86	15	54%	8	29%	4	14%	1	4%	0	0%	3	10%
35	Recruiting Quality Students	30	3.33	1.06	3	10%	12	40%	9	30%	4	13%	2	7%	1	3%
36	Teaching Load is fair	30	4.20	0.92	14	47%	10	33%	4	13%	2	7%	0	0%	1	3%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
37	Recognition for teaching	30	3.63	1.33	11	37%	6	20%	6	20%	5	17%	2	7%	1	3%
38	Recognition for research	29	3.76	1.18	10	34%	8	28%	6	21%	4	14%	1	3%	2	6%
39	Recognition for service	29	3.28	1.51	9	31%	5	17%	5	17%	5	17%	5	17%	2	6%
40	Clerical Support	30	3.50	1.20	9	30%	4	13%	11	37%	5	17%	1	3%	1	3%
41	Collegial Support in dept.	30	4.17	1.15	15	50%	10	33%	2	7%	1	3%	2	7%	1	3%
42	Work environment	30	4.27	1.05	16	53%	10	33%	1	3%	2	7%	1	3%	1	3%
43	Free from intimidation/discrimination	29	4.34	1.14	18	62%	8	28%	0	0%	1	3%	2	7%	2	6%
44	Parking	30	2.50	1.33	2	7%	6	20%	7	23%	5	17%	10	33%	1	3%
45	Faculty Senate	28	3.43	1.23	5	18%	11	39%	6	21%	3	11%	3	11%	3	10%
46	Research Resources	28	3.54	1.20	7	25%	8	29%	8	29%	3	11%	2	7%	3	10%
47	Graduate Program Resources	29	3.10	1.32	4	14%	10	34%	4	14%	7	24%	4	14%	2	6%
48	Travel Allocation	30	3.33	1.30	6	20%	10	33%	5	17%	6	20%	3	10%	1	3%
49	IDEA Administered	30	2.53	1.25	2	7%	6	20%	5	17%	10	33%	7	23%	1	3%
50	IDEA Accuracy	30	2.37	1.22	3	10%	2	7%	5	17%	13	43%	7	23%	1	3%
51	IDEA On-Line Administered	24	2.17	1.37	2	8%	3	13%	3	13%	5	21%	11	46%	7	23%
52	IDEA On-Line Accuracy	25	1.92	1.26	2	8%	1	4%	3	12%	6	24%	13	52%	6	19%
53	Chair evaluation of my teaching	30	3.90	1.16	12	40%	8	27%	6	20%	3	10%	1	3%	1	3%
54	FES Instrument is adequate	30	3.27	1.17	4	13%	10	33%	9	30%	4	13%	3	10%	1	3%
55	Merit System is applied fairly	30	2.53	1.22	3	10%	2	7%	10	33%	8	27%	7	23%	1	3%
56	Market Adjustments applied fairly	29	2.17	1.07	2	7%	0	0%	7	24%	12	41%	8	28%	2	6%
57	Promotion System is applied fairly	29	3.52	1.21	5	17%	14	48%	4	14%	3	10%	3	10%	2	6%
58	Tenure System is applied fairly	29	3.83	1.07	8	28%	13	45%	4	14%	3	10%	1	3%	2	6%
59	Tenure Process clear at univ. level	29	3.72	1.22	9	31%	10	34%	5	17%	3	10%	2	7%	2	6%
60	Post Tenure Review	20	4.20	0.77	8	40%	8	40%	4	20%	0	0%	0	0%	11	35%
61	Salary at SHSU	30	2.70	1.15	2	7%	6	20%	7	23%	11	37%	4	13%	1	3%
62	Salary other Universities	30	2.53	1.20	1	3%	8	27%	3	10%	12	40%	6	20%	1	3%
63	Reassigned time	26	3.04	1.11	3	12%	5	19%	10	38%	6	23%	2	8%	5	16%
64	Faculty Research Fund <5000	24	3.33	1.13	4	17%	6	25%	10	42%	2	8%	2	8%	7	23%
65	Enhancement Grant for Research	24	3.50	1.02	4	17%	8	33%	9	38%	2	8%	1	4%	7	23%
66	Adequate support for online courses	29	3.17	1.28	4	14%	9	31%	9	31%	2	7%	5	17%	2	6%
67	The Woodlands Center facilities	22	4.59	0.59	14	64%	7	32%	1	5%	0	0%	0	0%	9	29%
68	The Woodlands Center staff	20	4.40	0.82	11	55%	7	35%	1	5%	1	5%	0	0%	11	35%
69	Communication with Admin.	30	3.37	1.19	6	20%	8	27%	9	30%	5	17%	2	7%	1	3%
70	President values faculty	28	3.68	1.28	9	32%	8	29%	7	25%	1	4%	3	11%	3	10%
71	Provost values faculty	29	4.41	0.68	15	52%	11	38%	3	10%	0	0%	0	0%	2	6%
72	Dean values faculty	29	4.03	0.91	11	38%	9	31%	8	28%	1	3%	0	0%	2	6%
73	Chair values faculty	30	3.87	1.20	11	37%	10	33%	5	17%	2	7%	2	7%	1	3%

FA&MC Results 2012 - 2013

Number of Respondents	19
Number of Tenured/Tenure-Track	58
% Responding	32.8%

					Number and % Responding 5, 4, 3, 2, 1											% Respondents not answering.
					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
1	President Gibson	17	4.00	0.71	4	24%	9	53%	4	24%	0	0%	0	0%	2	11%
2	VPAA Hebert	19	4.74	0.45	14	74%	5	26%	0	0%	0	0%	0	0%	0	0%
3	VPEM Thielemann	14	3.50	0.76	1	7%	6	43%	6	43%	1	7%	0	0%	5	26%
4	VPFO Hooten	14	3.29	0.91	0	0%	7	50%	5	36%	1	7%	1	7%	5	26%
5	VPSS Parker	13	3.92	0.86	3	23%	7	54%	2	15%	1	8%	0	0%	6	32%
6	VP Advancement Holmes	13	3.08	0.86	0	0%	4	31%	7	54%	1	8%	1	8%	6	32%
7	VP for IT Adams	15	2.80	1.01	1	7%	2	13%	6	40%	5	33%	1	7%	4	21%
8	Assoc. VPAA Eglsaer	14	3.57	1.09	2	14%	7	50%	3	21%	1	7%	1	7%	5	26%
9	Assoc. VPAA Tayebi	13	3.85	1.07	3	23%	7	54%	2	15%	0	0%	1	8%	6	32%
10	Assoc. VPR&SP Cook	9	3.67	0.87	1	11%	5	56%	2	22%	1	11%	0	0%	10	53%
11	Assoc. VPResAdm Davis	9	3.44	0.73	0	0%	5	56%	3	33%	1	11%	0	0%	10	53%
12	Assoc. VP DL Angrove	12	3.83	0.72	2	17%	6	50%	4	33%	0	0%	0	0%	7	37%
13	Dean Robbins	19	4.11	0.88	8	42%	5	26%	6	32%	0	0%	0	0%	0	0%
14	Associate Dean Miller	18	3.89	0.96	5	28%	8	44%	3	17%	2	11%	0	0%	1	5%
17	Budget Decision Participation in Dept.	19	3.21	1.47	4	21%	6	32%	3	16%	2	11%	4	21%	0	0%
18	Selection of Admins.	19	3.53	1.35	6	32%	4	21%	5	26%	2	11%	2	11%	0	0%
19	Selection of Faculty	19	4.16	1.17	10	53%	5	26%	2	11%	1	5%	1	5%	0	0%
20	Strategic Planning in College	19	3.53	1.43	7	37%	3	16%	4	21%	3	16%	2	11%	0	0%
21	3/3 4/4 handled fairly	19	3.32	1.29	4	21%	5	26%	5	26%	3	16%	2	11%	0	0%
22	SAM Center Mentoring	15	3.87	0.83	3	20%	8	53%	3	20%	1	7%	0	0%	4	21%
23	SAM Center Advising	17	3.12	1.41	2	12%	7	41%	3	18%	1	6%	4	24%	2	11%
24	Physically Safe on Campus	19	3.84	1.07	6	32%	7	37%	3	16%	3	16%	0	0%	0	0%
25	LSC facilities adequate	17	3.47	0.94	2	12%	7	41%	5	29%	3	18%	0	0%	2	11%
26	LSC Services adequate	18	3.28	1.07	2	11%	6	33%	6	33%	3	17%	1	6%	1	5%
27	Aramark Services adequate	19	2.95	1.22	1	5%	7	37%	4	21%	4	21%	3	16%	0	0%
28	Human Resource Dept.	19	3.42	1.30	4	21%	7	37%	3	16%	3	16%	2	11%	0	0%
29	HKC	15	4.07	0.80	5	33%	6	40%	4	27%	0	0%	0	0%	4	21%
30	Support from Contracts and Grants	16	3.06	1.00	1	6%	4	25%	7	44%	3	19%	1	6%	3	16%
31	Information Resources (UCS)	19	3.16	1.34	3	16%	6	32%	4	21%	3	16%	3	16%	0	0%
32	DELTA Services adequate	14	3.86	0.95	4	29%	5	36%	4	29%	1	7%	0	0%	5	26%
33	Library Services	18	4.00	0.77	5	28%	8	44%	5	28%	0	0%	0	0%	1	5%
34	Library good for Dept. Curriculum	19	3.74	0.87	4	21%	7	37%	7	37%	1	5%	0	0%	0	0%
35	Recruiting Quality Students	19	2.74	1.24	1	5%	5	26%	5	26%	4	21%	4	21%	0	0%
36	Teaching Load is fair	19	3.26	1.24	3	16%	6	32%	5	26%	3	16%	2	11%	0	0%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
37	Recognition for teaching	19	3.26	1.19	2	11%	8	42%	4	21%	3	16%	2	11%	0	0%
38	Recognition for research	18	3.56	1.34	6	33%	4	22%	3	17%	4	22%	1	6%	1	5%
39	Recognition for service	19	3.47	1.31	5	26%	6	32%	2	11%	5	26%	1	5%	0	0%
40	Clerical Support	19	3.26	1.56	5	26%	5	26%	4	21%	0	0%	5	26%	0	0%
41	Collegial Support in dept.	19	3.68	1.25	6	32%	6	32%	3	16%	3	16%	1	5%	0	0%
42	Work environment	19	3.47	1.50	7	37%	3	16%	4	21%	2	11%	3	16%	0	0%
43	Free from intimidation/discrimination	19	4.32	0.89	10	53%	6	32%	2	11%	1	5%	0	0%	0	0%
44	Parking	19	3.11	1.20	3	16%	4	21%	5	26%	6	32%	1	5%	0	0%
45	Faculty Senate	16	3.69	1.01	4	25%	5	31%	5	31%	2	13%	0	0%	3	16%
46	Research Resources	18	3.17	1.15	1	6%	8	44%	4	22%	3	17%	2	11%	1	5%
47	Graduate Program Resources	12	2.58	1.44	1	8%	3	25%	2	17%	2	17%	4	33%	7	37%
48	Travel Allocation	19	2.47	1.35	1	5%	4	21%	5	26%	2	11%	7	37%	0	0%
49	IDEA Administered	19	2.58	1.17	0	0%	5	26%	6	32%	3	16%	5	26%	0	0%
50	IDEA Accuracy	19	2.42	1.12	0	0%	4	21%	5	26%	5	26%	5	26%	0	0%
51	IDEA On-Line Administered	4	3.25	0.50	0	0%	1	25%	3	75%	0	0%	0	0%	15	79%
52	IDEA On-Line Accuracy	3	3.00	0.00	0	0%	0	0%	3	100%	0	0%	0	0%	16	84%
53	Chair evaluation of my teaching	17	3.59	1.00	4	24%	4	24%	7	41%	2	12%	0	0%	2	11%
54	FES Instrument is adequate	19	2.95	1.13	1	5%	6	32%	5	26%	5	26%	2	11%	0	0%
55	Merit System is applied fairly	19	3.53	0.96	3	16%	7	37%	6	32%	3	16%	0	0%	0	0%
56	Market Adjustments applied fairly	17	3.12	1.17	2	12%	5	29%	4	24%	5	29%	1	6%	2	11%
57	Promotion System is applied fairly	19	3.42	1.30	5	26%	4	21%	6	32%	2	11%	2	11%	0	0%
58	Tenure System is applied fairly	19	3.53	1.02	3	16%	8	42%	4	21%	4	21%	0	0%	0	0%
59	Tenure Process clear at univ. level	18	2.83	1.25	2	11%	3	17%	6	33%	4	22%	3	17%	1	5%
60	Post Tenure Review	15	3.20	0.94	1	7%	4	27%	8	53%	1	7%	1	7%	4	21%
61	Salary at SHSU	19	2.74	1.15	0	0%	6	32%	6	32%	3	16%	4	21%	0	0%
62	Salary other Universities	19	2.42	1.07	0	0%	4	21%	4	21%	7	37%	4	21%	0	0%
63	Reassigned time	15	3.07	0.96	1	7%	4	27%	5	33%	5	33%	0	0%	4	21%
64	Faculty Research Fund <5000	12	3.67	0.78	0	0%	10	83%	0	0%	2	17%	0	0%	7	37%
65	Enhancement Grant for Research	14	3.29	0.83	0	0%	7	50%	4	29%	3	21%	0	0%	5	26%
66	Adequate support for online courses	13	3.46	0.88	1	8%	6	46%	4	31%	2	15%	0	0%	6	32%
67	The Woodlands Center facilities	6	4.00	0.89	2	33%	2	33%	2	33%	0	0%	0	0%	13	68%
68	The Woodlands Center staff	4	4.00	0.82	1	25%	2	50%	1	25%	0	0%	0	0%	15	79%
69	Communication with Admin.	19	3.21	1.13	2	11%	7	37%	4	21%	5	26%	1	5%	0	0%
70	President values faculty	18	3.39	1.20	3	17%	6	33%	6	33%	1	6%	2	11%	1	5%
71	Provost values faculty	18	4.39	0.85	10	56%	6	33%	1	6%	1	6%	0	0%	1	5%
72	Dean values faculty	19	3.95	1.08	7	37%	6	32%	5	26%	0	0%	1	5%	0	0%
73	Chair values faculty	18	3.78	1.44	8	44%	4	22%	2	11%	2	11%	2	11%	1	5%

H&SS Results 2012 - 2013

Number of Respondents	31
Number of Tenured/Tenure-Track	110
% Responding	28.2%

% 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 Gibson	29	3.55	0.95	3	10%	15	52%	7	24%	3	10%	1	3%	2	6%
2	VPAA Hebert	30	4.20	0.81	12	40%	13	43%	4	13%	1	3%	0	0%	1	3%
3	VPEM Thielemann	19	3.16	0.96	1	5%	6	32%	8	42%	3	16%	1	5%	12	39%
4	VPFO Hooten	18	3.33	1.08	2	11%	7	39%	5	28%	3	17%	1	6%	13	42%
5	VPSS Parker	22	3.91	0.97	7	32%	8	36%	5	23%	2	9%	0	0%	9	29%
6	VP Advancement Holmes	19	3.37	1.12	2	11%	8	42%	6	32%	1	5%	2	11%	12	39%
7	VP for IT Adams	24	3.21	1.18	3	13%	8	33%	6	25%	5	21%	2	8%	7	23%
8	Assoc. VPAA Eglsaer	24	3.83	1.13	8	33%	8	33%	5	21%	2	8%	1	4%	7	23%
9	Assoc. VPAA Tayebi	28	3.57	1.29	9	32%	5	18%	10	36%	1	4%	3	11%	3	10%
10	Assoc. VPR&SP Cook	17	3.71	1.05	5	29%	4	24%	6	35%	2	12%	0	0%	14	45%
11	Assoc. VPResAdm Davis	12	2.83	1.19	0	0%	4	33%	5	42%	0	0%	3	25%	19	61%
12	Assoc. VP DL Angrove	22	3.09	1.19	3	14%	5	23%	7	32%	5	23%	2	9%	9	29%
13	Dean de Castro	30	3.50	1.50	11	37%	6	20%	5	17%	3	10%	5	17%	1	3%
14	Associate Dean Hendrickson	20	4.30	1.13	12	60%	5	25%	1	5%	1	5%	1	5%	11	35%
15	Associate Dean Bilhartz	27	3.70	1.30	8	30%	11	41%	3	11%	2	7%	3	11%	4	13%
17	Budget Decision Participation in Dept.	27	3.22	1.48	6	22%	8	30%	5	19%	2	7%	6	22%	4	13%
18	Selection of Admins.	27	2.93	1.11	3	11%	4	15%	10	37%	8	30%	2	7%	4	13%
19	Selection of Faculty	31	4.32	0.94	17	55%	10	32%	1	3%	3	10%	0	0%	0	0%
20	Strategic Planning in College	28	3.29	1.21	4	14%	9	32%	10	36%	1	4%	4	14%	3	10%
21	3/3 4/4 handled fairly	31	3.52	1.34	8	26%	11	35%	5	16%	3	10%	4	13%	0	0%
22	SAM Center Mentoring	30	3.80	1.16	9	30%	12	40%	5	17%	2	7%	2	7%	1	3%
23	SAM Center Advising	31	3.65	1.11	7	23%	12	39%	8	26%	2	6%	2	6%	0	0%
24	Physically Safe on Campus	31	4.48	0.68	18	58%	10	32%	3	10%	0	0%	0	0%	0	0%
25	LSC facilities adequate	29	3.72	1.13	8	28%	11	38%	5	17%	4	14%	1	3%	2	6%
26	LSC Services adequate	27	3.63	1.11	7	26%	8	30%	8	30%	3	11%	1	4%	4	13%
27	Aramark Services adequate	30	3.23	1.17	4	13%	9	30%	10	33%	4	13%	3	10%	1	3%
28	Human Resource Dept.	31	3.71	1.07	7	23%	14	45%	5	16%	4	13%	1	3%	0	0%
29	HKC	18	3.94	0.64	3	17%	11	61%	4	22%	0	0%	0	0%	13	42%
30	Support from Contracts and Grants	27	3.67	1.07	6	22%	10	37%	9	33%	0	0%	2	7%	4	13%
31	Information Resources (UCS)	31	3.42	1.12	6	19%	9	29%	9	29%	6	19%	1	3%	0	0%
32	DELTA Services adequate	23	3.00	1.38	3	13%	7	30%	5	22%	3	13%	5	22%	8	26%
33	Library Services	31	4.23	0.99	15	48%	11	35%	3	10%	1	3%	1	3%	0	0%
34	Library good for Dept. Curriculum	31	4.13	0.85	12	39%	12	39%	6	19%	1	3%	0	0%	0	0%
35	Recruiting Quality Students	30	3.23	1.14	3	10%	10	33%	12	40%	1	3%	4	13%	1	3%
36	Teaching Load is fair	31	3.71	1.27	11	35%	8	26%	6	19%	4	13%	2	6%	0	0%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
37	Recognition for teaching	31	3.87	1.09	9	29%	14	45%	5	16%	1	3%	2	6%	0	0%
38	Recognition for research	31	3.71	1.07	8	26%	11	35%	8	26%	3	10%	1	3%	0	0%
39	Recognition for service	30	3.27	1.41	6	20%	11	37%	3	10%	5	17%	5	17%	1	3%
40	Clerical Support	29	3.83	1.20	10	34%	10	34%	5	17%	2	7%	2	7%	2	6%
41	Collegial Support in dept.	30	3.93	1.41	14	47%	10	33%	0	0%	2	7%	4	13%	1	3%
42	Work environment	30	4.37	1.00	18	60%	8	27%	2	7%	1	3%	1	3%	1	3%
43	Free from intimidation/discrimination	31	4.10	1.25	16	52%	8	26%	4	13%	0	0%	3	10%	0	0%
44	Parking	29	2.34	1.34	2	7%	5	17%	5	17%	6	21%	11	38%	2	6%
45	Faculty Senate	29	3.55	1.12	6	21%	10	34%	9	31%	2	7%	2	7%	2	6%
46	Research Resources	31	3.58	1.12	7	23%	11	35%	7	23%	5	16%	1	3%	0	0%
47	Graduate Program Resources	29	3.17	1.20	4	14%	9	31%	6	21%	8	28%	2	7%	2	6%
48	Travel Allocation	31	2.94	1.53	6	19%	7	23%	6	19%	3	10%	9	29%	0	0%
49	IDEA Administered	31	2.81	1.17	3	10%	5	16%	10	32%	9	29%	4	13%	0	0%
50	IDEA Accuracy	31	3.16	1.29	5	16%	8	26%	10	32%	3	10%	5	16%	0	0%
51	IDEA On-Line Administered	18	2.50	1.25	1	6%	3	17%	5	28%	4	22%	5	28%	13	42%
52	IDEA On-Line Accuracy	17	2.76	1.25	1	6%	4	24%	6	35%	2	12%	4	24%	14	45%
53	Chair evaluation of my teaching	29	4.21	1.21	17	59%	6	21%	3	10%	1	3%	2	7%	2	6%
54	FES Instrument is adequate	30	3.43	1.17	5	17%	12	40%	6	20%	5	17%	2	7%	1	3%
55	Merit System is applied fairly	30	3.03	1.27	3	10%	10	33%	7	23%	5	17%	5	17%	1	3%
56	Market Adjustments applied fairly	29	2.59	1.30	2	7%	6	21%	7	24%	6	21%	8	28%	2	6%
57	Promotion System is applied fairly	29	3.62	1.12	4	14%	17	59%	4	14%	1	3%	3	10%	2	6%
58	Tenure System is applied fairly	30	4.00	1.08	11	37%	13	43%	2	7%	3	10%	1	3%	1	3%
59	Tenure Process clear at univ. level	30	2.90	1.45	5	17%	7	23%	5	17%	6	20%	7	23%	1	3%
60	Post Tenure Review	28	3.64	1.34	9	32%	9	32%	4	14%	3	11%	3	11%	3	10%
61	Salary at SHSU	31	2.81	1.22	3	10%	7	23%	6	19%	11	35%	4	13%	0	0%
62	Salary other Universities	30	2.33	1.24	0	0%	8	27%	5	17%	6	20%	11	37%	1	3%
63	Reassigned time	26	3.31	1.26	4	15%	10	38%	5	19%	4	15%	3	12%	5	16%
64	Faculty Research Fund <5000	26	3.65	1.02	6	23%	8	31%	10	38%	1	4%	1	4%	5	16%
65	Enhancement Grant for Research	22	3.55	1.01	4	18%	7	32%	9	41%	1	5%	1	5%	9	29%
66	Adequate support for online courses	30	3.27	1.39	6	20%	10	33%	5	17%	4	13%	5	17%	1	3%
67	The Woodlands Center facilities	27	4.48	0.64	15	56%	10	37%	2	7%	0	0%	0	0%	4	13%
68	The Woodlands Center staff	24	4.17	0.96	10	42%	10	42%	3	13%	0	0%	1	4%	7	23%
69	Communication with Admin.	30	2.93	1.23	3	10%	8	27%	7	23%	8	27%	4	13%	1	3%
70	President values faculty	27	3.26	1.13	3	11%	10	37%	7	26%	5	19%	2	7%	4	13%
71	Provost values faculty	28	4.21	0.96	13	46%	11	39%	1	4%	3	11%	0	0%	3	10%
72	Dean values faculty	30	3.40	1.43	9	30%	7	23%	5	17%	5	17%	4	13%	1	3%
73	Chair values faculty	30	4.27	1.17	19	63%	5	17%	2	7%	3	10%	1	3%	1	3%

NGL Results 2012 - 2013

Number of Respondents	11
Number of Tenured/Tenure-Track	15
% Responding	73.3%

					Number and % Responding 5, 4, 3, 2, 1											% Respondents not answering.
					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
1	President Gibson	8	3.63	1.06	2	25%	2	25%	3	38%	1	13%	0	0%	3	27%
2	VPAA Hebert	8	4.38	0.74	4	50%	3	38%	1	13%	0	0%	0	0%	3	27%
3	VPEM Thielemann	4	3.50	0.58	0	0%	2	50%	2	50%	0	0%	0	0%	7	64%
4	VPFO Hooten	5	3.60	0.55	0	0%	3	60%	2	40%	0	0%	0	0%	6	55%
5	VPSS Parker	5	4.00	1.00	2	40%	1	20%	2	40%	0	0%	0	0%	6	55%
6	VP Advancement Holmes	5	3.40	0.89	0	0%	3	60%	1	20%	1	20%	0	0%	6	55%
7	VP for IT Adams	6	3.00	1.10	0	0%	2	33%	3	50%	0	0%	1	17%	5	45%
8	Assoc. VPAA Eglsaer	6	4.33	0.82	3	50%	2	33%	1	17%	0	0%	0	0%	5	45%
9	Assoc. VPAA Tayebi	4	4.00	0.82	1	25%	2	50%	1	25%	0	0%	0	0%	7	64%
10	Assoc. VPR&SP Cook	3	3.67	0.58	0	0%	2	67%	1	33%	0	0%	0	0%	8	73%
11	Assoc. VPResAdm Davis	3	3.67	0.58	0	0%	2	67%	1	33%	0	0%	0	0%	8	73%
12	Assoc. VP DL Angrove	7	3.57	0.53	0	0%	4	57%	3	43%	0	0%	0	0%	4	36%
13	Director Holder	11	4.18	0.87	5	45%	3	27%	3	27%	0	0%	0	0%	0	0%
17	Budget Decision Participation in Dept.	11	3.09	1.30	2	18%	2	18%	3	27%	3	27%	1	9%	0	0%
18	Selection of Admins.	7	2.14	1.57	1	14%	0	0%	2	29%	0	0%	4	57%	4	36%
19	Selection of Faculty	11	3.82	1.17	5	45%	0	0%	5	45%	1	9%	0	0%	0	0%
20	Strategic Planning in College	10	3.60	1.17	3	30%	2	20%	3	30%	2	20%	0	0%	1	9%
21	3/3 4/4 handled fairly	0			0		0		0		0		0		11	100%
22	SAM Center Mentoring	4	4.50	1.00	3	75%	0	0%	1	25%	0	0%	0	0%	7	64%
23	SAM Center Advising	4	4.50	1.00	3	75%	0	0%	1	25%	0	0%	0	0%	7	64%
24	Physically Safe on Campus	10	4.10	0.88	4	40%	3	30%	3	30%	0	0%	0	0%	1	9%
25	LSC facilities adequate	9	3.44	0.88	1	11%	3	33%	4	44%	1	11%	0	0%	2	18%
26	LSC Services adequate	10	3.20	0.92	1	10%	2	20%	5	50%	2	20%	0	0%	1	9%
27	Aramark Services adequate	8	3.63	0.74	1	13%	3	38%	4	50%	0	0%	0	0%	3	27%
28	Human Resource Dept.	11	3.00	1.00	0	0%	4	36%	4	36%	2	18%	1	9%	0	0%
29	HKC	9	3.11	1.17	1	11%	3	33%	1	11%	4	44%	0	0%	2	18%
30	Support from Contracts and Grants	8	3.00	1.07	0	0%	3	38%	3	38%	1	13%	1	13%	3	27%
31	Information Resources (UCS)	10	2.90	0.88	0	0%	3	30%	3	30%	4	40%	0	0%	1	9%
32	DELTA Services adequate	4	3.50	1.29	1	25%	1	25%	1	25%	1	25%	0	0%	7	64%
33	Library Services	10	4.40	0.70	5	50%	4	40%	1	10%	0	0%	0	0%	1	9%
34	Library good for Dept. Curriculum	4	4.75	0.50	3	75%	1	25%	0	0%	0	0%	0	0%	7	64%
35	Recruiting Quality Students	9	2.89	1.17	1	11%	1	11%	4	44%	2	22%	1	11%	2	18%
36	Teaching Load is fair	3	3.33	0.58	0	0%	1	33%	2	67%	0	0%	0	0%	8	73%
37	Recognition for teaching	3	4.00	1.00	1	33%	1	33%	1	33%	0	0%	0	0%	8	73%

					5		4		3		2		1		N/A	
		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
38	Recognition for research	8	3.13	1.55	2	25%	1	13%	3	38%	0	0%	2	25%	3	27%
39	Recognition for service	9	3.33	1.22	1	11%	4	44%	2	22%	1	11%	1	11%	2	18%
40	Clerical Support	8	3.63	0.92	1	13%	4	50%	2	25%	1	13%	0	0%	3	27%
41	Collegial Support in dept.	11	3.64	0.92	2	18%	4	36%	4	36%	1	9%	0	0%	0	0%
42	Work environment	11	3.64	1.57	4	36%	4	36%	0	0%	1	9%	2	18%	0	0%
43	Free from intimidation/discrimination	11	3.91	1.22	4	36%	4	36%	2	18%	0	0%	1	9%	0	0%
44	Parking	11	3.00	1.00	1	9%	2	18%	4	36%	4	36%	0	0%	0	0%
45	Faculty Senate	11	3.73	0.90	2	18%	5	45%	3	27%	1	9%	0	0%	0	0%
46	Research Resources	10	3.80	1.23	3	30%	4	40%	2	20%	0	0%	1	10%	1	9%
47	Graduate Program Resources	6	3.67	1.21	2	33%	1	17%	2	33%	1	17%	0	0%	5	45%
48	Travel Allocation	11	3.36	1.36	2	18%	5	45%	0	0%	3	27%	1	9%	0	0%
49	IDEA Administered	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	10	91%
50	IDEA Accuracy	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	10	91%
51	IDEA On-Line Administered	1	2.00		0	0%	0	0%	0	0%	1	100%	0	0%	10	91%
52	IDEA On-Line Accuracy	1	2.00		0	0%	0	0%	0	0%	1	100%	0	0%	10	91%
53	Chair evaluation of my teaching	2	4.00	1.41	1	50%	0	0%	1	50%	0	0%	0	0%	9	82%
54	FES Instrument is adequate	11	3.18	1.08	0	0%	6	55%	2	18%	2	18%	1	9%	0	0%
55	Merit System is applied fairly	9	3.67	1.22	2	22%	4	44%	2	22%	0	0%	1	11%	2	18%
56	Market Adjustments applied fairly	8	3.38	1.30	1	13%	4	50%	1	13%	1	13%	1	13%	3	27%
57	Promotion System is applied fairly	10	3.60	1.26	2	20%	5	50%	1	10%	1	10%	1	10%	1	9%
58	Tenure System is applied fairly	10	4.10	0.74	3	30%	5	50%	2	20%	0	0%	0	0%	1	9%
59	Tenure Process clear at univ. level	11	3.09	1.14	1	9%	3	27%	4	36%	2	18%	1	9%	0	0%
60	Post Tenure Review	9	3.89	1.05	3	33%	3	33%	2	22%	1	11%	0	0%	2	18%
61	Salary at SHSU	10	3.10	1.10	0	0%	5	50%	2	20%	2	20%	1	10%	1	9%
62	Salary other Universities	8	2.88	1.13	0	0%	3	38%	2	25%	2	25%	1	13%	3	27%
63	Reassigned time	3	3.33	0.58	0	0%	1	33%	2	67%	0	0%	0	0%	8	73%
64	Faculty Research Fund <5000	5	3.00	1.22	0	0%	2	40%	2	40%	0	0%	1	20%	6	55%
65	Enhancement Grant for Research	3	3.67	0.58	0	0%	2	67%	1	33%	0	0%	0	0%	8	73%
66	Adequate support for online courses	2	3.50	0.71	0	0%	1	50%	1	50%	0	0%	0	0%	9	82%
67	The Woodlands Center facilities	5	3.60	1.14	1	20%	2	40%	1	20%	1	20%	0	0%	6	55%
68	The Woodlands Center staff	5	3.60	1.34	2	40%	0	0%	2	40%	1	20%	0	0%	6	55%
69	Communication with Admin.	10	3.20	0.92	0	0%	5	50%	2	20%	3	30%	0	0%	1	9%
70	President values faculty	7	3.29	1.25	1	14%	2	29%	3	43%	0	0%	1	14%	4	36%
71	Provost values faculty	8	4.25	1.04	4	50%	3	38%	0	0%	1	13%	0	0%	3	27%
72	Dean values faculty	10	3.80	1.55	5	50%	2	20%	0	0%	2	20%	1	10%	1	9%
73	Chair values faculty	5	3.80	1.64	2	40%	2	40%	0	0%	0	0%	1	20%	6	55%

Comparison Across Colleges/Library

		Total	COS	COBA	CJ	ED	FA&MC	H&SS
#	Question	Mean	Mean	Mean	Mean	Mean	Mean	Mean
67	University Center facilities	**4.43**	4.45	4.38	4.75	4.59	4.00	4.48
24	Physically Safe on Campus	**4.37**	4.42	4.35	4.62	4.52	3.84	4.48
2	VPAA Hebert	**4.26**	3.76	4.33	4.36	4.43	4.74	4.20
19	Selection of Faculty	**4.25**	4.64	4.38	3.64	4.17	4.16	4.32
43	Free from intimidation/discrimination	**4.21**	4.18	4.70	3.60	4.34	4.32	4.10
68	University Center staff	**4.19**	4.30	3.92	4.50	4.40	4.00	4.17
33	Library Services	**4.18**	3.88	4.14	4.47	4.43	4.00	4.23
73	Chair values faculty	**4.12**	4.41	4.27	3.86	3.87	3.78	4.27
74	Satisfied at SHSU	**4.11**	4.15	4.29	4.00	4.13	4.00	4.03
71	Provost values faculty	**4.10**	3.61	4.05	3.83	4.41	4.39	4.21
34	Library good for Dept. Curriculum	**4.09**	3.84	4.18	4.27	4.32	3.74	4.13
42	Work environment	**4.05**	3.82	4.39	4.00	4.27	3.47	4.37
41	Collegial Support in dept.	**4.03**	4.13	4.38	3.93	4.17	3.68	3.93
29	HKC	**3.97**	4.04	4.00	3.63	4.30	4.07	3.94
13	Deans	**3.97**	4.27	3.65	3.60	4.38	4.11	3.50
5	VPSS Parker	**3.95**	3.95	4.12	4.25	3.75	3.92	3.91
58	Tenure System is applied fairly	**3.92**	4.13	3.90	3.93	3.83	3.53	4.00
8	Assoc. VPAA Eglsaer	**3.86**	3.50	3.65	4.45	4.15	3.57	3.83
72	Dean values faculty	**3.84**	4.31	3.59	3.60	4.03	3.95	3.40
53	Chair evaluation of my teaching	**3.82**	3.87	3.68	3.21	3.90	3.59	4.21
60	Post Tenure Review	**3.81**	3.63	4.11	4.14	4.20	3.20	3.64
22	SAM Center Mentoring	**3.80**	3.56	4.06	4.00	3.63	3.87	3.80
36	Teaching Load is fair	**3.78**	3.70	3.83	3.93	4.20	3.26	3.71
10	Assoc. VPR&SP Cook	**3.78**	3.93	3.83	4.11	3.54	3.67	3.71
25	LSC facilities adequate	**3.71**	3.63	3.55	3.50	4.21	3.47	3.72
21	3/3 4/4 handled fairly	**3.70**	3.66	4.42	3.43	3.72	3.32	3.52
38	Recognition for research	**3.69**	3.72	3.78	3.73	3.76	3.56	3.71
1	President Gibson	**3.68**	3.16	3.86	3.93	3.97	4.00	3.55
40	Clerical Support	**3.68**	3.63	4.00	4.00	3.50	3.26	3.83
26	LSC Services adequate	**3.66**	3.71	3.59	3.63	4.15	3.28	3.63
45	Faculty Senate	**3.59**	3.30	4.00	3.92	3.43	3.69	3.55
57	Promotion System is applied fairly	**3.59**	3.61	3.58	3.86	3.52	3.42	3.62
30	Support from Contracts and Grants	**3.58**	3.97	3.93	3.92	3.15	3.06	3.67
46	Research Resources	**3.57**	3.24	4.04	3.93	3.54	3.17	3.58
28	Human Resource Dept.	**3.55**	3.38	3.25	4.00	3.90	3.42	3.71
65	Enhancement Grant for Research	**3.54**	3.56	3.71	3.70	3.50	3.29	3.55

		Total	COS	COBA	CJ	ED	FA&MC	H&SS
#	Question	Mean	Mean	Mean	Mean	Mean	Mean	Mean
32	DELTA Services adequate	**3.52**	3.79	3.33	4.00	3.47	3.86	3.00
37	Recognition for teaching	**3.52**	3.42	3.29	3.33	3.63	3.26	3.87
23	SAM Center Advising	**3.49**	3.00	3.67	4.38	3.57	3.12	3.65
64	Faculty Research Fund <5000	**3.48**	3.21	3.88	3.50	3.33	3.67	3.65
12	Assoc. VP DL Angrove	**3.43**	3.62	3.24	3.75	3.38	3.83	3.09
70	President values faculty	**3.41**	3.03	3.78	3.67	3.68	3.39	3.26
31	Information Resources (UCS)	**3.40**	3.18	3.48	3.93	3.64	3.16	3.42
6	VP Advancement Holmes	**3.37**	3.55	3.40	3.33	3.38	3.08	3.37
66	Adequate support for online courses	**3.35**	3.77	2.64	3.92	3.17	3.46	3.27
9	Assoc. VPAA Tayebi	**3.34**	2.92	3.00	3.64	3.21	3.85	3.57
4	VPFO Hooten	**3.33**	2.68	3.69	3.75	3.61	3.29	3.33
27	Aramark Services adequate	**3.32**	3.23	3.48	3.40	3.52	2.95	3.23
11	Assoc. VPResAdm Davis	**3.31**	3.46	3.17	3.00	3.47	3.44	2.83
20	Strategic Planning in College	**3.31**	3.25	3.14	3.14	3.37	3.53	3.29
54	FES Instrument is adequate	**3.31**	3.52	3.39	3.13	3.27	2.95	3.43
48	Travel Allocation	**3.29**	3.12	4.43	3.53	3.33	2.47	2.94
63	Reassigned time	**3.28**	3.26	3.64	3.58	3.04	3.07	3.31
39	Recognition for service	**3.25**	3.16	3.08	3.29	3.28	3.47	3.27
59	Tenure Process clear at univ. level	**3.25**	3.39	2.96	3.73	3.72	2.83	2.90
3	VPEM Thielemann	**3.20**	2.70	2.88	3.75	3.57	3.50	3.16
55	Merit System is applied fairly	**3.18**	3.35	3.25	3.64	2.53	3.53	3.03
7	VP for IT Adams	**3.15**	2.86	3.24	3.71	3.44	2.80	3.21
69	Communication with Admin.	**3.10**	2.67	3.09	3.67	3.37	3.21	2.93
17	Budget Decision Participation in Dept.	**3.10**	3.56	3.13	2.50	2.64	3.21	3.22
35	Recruiting Quality Students	**3.07**	2.82	2.91	3.57	3.33	2.74	3.23
47	Graduate Program Resources	**2.95**	2.19	3.00	3.80	3.10	2.58	3.17
44	Parking	**2.93**	2.88	3.78	3.47	2.50	3.11	2.34
18	Selection of Admins.	**2.88**	2.52	3.09	2.62	2.93	3.53	2.93
61	Salary at SHSU	**2.85**	2.79	3.08	3.00	2.70	2.74	2.81
49	IDEA Administered	**2.85**	2.97	3.21	3.07	2.53	2.58	2.81
50	IDEA Accuracy	**2.79**	2.74	3.04	3.00	2.37	2.42	3.16
56	Market Adjustments applied fairly	**2.56**	2.24	2.80	2.50	2.17	3.12	2.59
62	Salary other Universities	**2.51**	2.24	2.91	2.67	2.53	2.42	2.33
51	IDEA On-Line Administered	**2.41**	2.83	2.18	2.25	2.17	3.25	2.50
52	IDEA On-Line Accuracy	**2.31**	2.40	2.36	2.13	1.92	3.00	2.76
14	Assoc. Deans							

Faculty Senate Survey Results - University Previous Comparison

Evaluate the Following:

		12-13	11-12	10-11	09-10	08-09	07-08	06-07	05-06	04-05	03-04
1	President Gibson	3.68	3.54	3.39	4.19	4.05	3.74	3.91	3.89	3.45	3.31
2	VPAA Hebert	4.26	4.04	3.03	3.31	3.31	3.31	3.34	3.16	2.59	2.50
3	VPEM Thielemann	3.20	3.10	3.28	3.37	3.40	3.55	3.35	3.34	3.02	
4	VPFO Hooten	3.33	3.33	3.22	3.58	3.52	2.97	3.04	3.09	3.20	2.89
5	VPSS Parker	3.95	3.77	3.81	3.89	3.88	3.84	3.80	3.87	2.34	1.99
6	VP Advancement Holmes	3.37	3.36	3.37	3.47	3.24	3.26	3.24	3.19	2.76	2.57
7	VP IT Adams	3.15									
8	Assoc. VPAA Eglsaer	3.86	3.50	3.78	3.78	3.63	3.68	3.68	3.69	3.55	3.54
9	Assoc. VPAA Tayebi	3.34	3.57	3.51	3.73	3.80	3.70	3.58	3.67	3.60	3.39
10	Assoc. VPR&SP Cook	3.78	3.72	3.79	3.77	3.71	3.06	3.16	2.50	2.53	2.20
11	Assoc. VPResAdm Davis	3.31	3.02	3.20	3.41						
12	Assoc. VP DL Angrove	3.43	3.05	2.87	3.26						
13	Deans/Director	3.97	3.68	3.82	3.96	3.88	3.89	4.21	4.07	3.62	3.43
17	Budget Decision Participation in Dept.	3.10	3.06	2.94	3.18	3.21	2.98	3.13	3.19	2.34	2.26
18	Selection of Admins.	2.88	2.72	2.44	2.73	2.72	2.52	2.64	2.55	2.11	1.98
19	Selection of Faculty	4.25	4.18	4.19	4.21	4.23	4.14	4.33	4.50	3.48	3.34
20	Strategic Planning in College	3.31	3.35	3.08	3.27	3.28	3.26	3.40	3.31	2.47	2.29
21	3/3 4/4 handled fairly	3.70	3.50	3.74	3.62	3.42	3.59	3.75	3.54	3.48	3.39
22	SAM Center Mentoring	3.80	3.80	3.90	3.83	3.61	3.64	3.82	3.97	3.87	4.03
23	SAM Center Advising	3.49	3.42	3.50	3.65	3.50	3.44	3.64	3.92	3.81	4.02
24	Physically Safe on Campus	4.37	4.41	4.34	4.36	4.33	4.23	4.37	4.53	3.61	3.66
25	LSC facilities adequate	3.71	3.86	3.77	3.74	3.68	3.61	3.65	3.66	3.58	3.44
26	LSC Services adequate	3.66	3.89	3.72	3.71	3.69	3.49	3.60	3.63		
27	Aramark Services adequate	3.32	3.38	3.19	3.12						
28	Human Resource Dept.	3.55	3.65	3.56	3.60	3.69	3.21	3.50	3.50	3.12	3.03
29	HKC	3.97	3.92	3.97	4.00	4.07	4.00	4.05	4.25	3.55	3.44
30	Support from Contracts and Grants	3.58	3.57	3.54	3.53	3.17	2.89	3.02	3.03	2.56	2.61
31	Information Resources (UCS)	3.40	3.21	2.98	3.10	3.09	2.63	3.58	3.65	3.63	3.73
32	DELTA Services adequate	3.52	3.31	3.10	3.13						
33	Library Services	4.18	4.28	4.15	4.23	4.17	4.12	4.17	4.32	4.05	3.98
34	Library good for Dept. Curriculum	4.09	4.15	4.04	4.18	4.02	3.95	3.90	4.06	3.93	3.88
35	Recruiting Quality Students	3.07	3.02	3.03	3.16	3.14	3.07	3.08	3.46	3.17	3.09
36	Teaching Load is fair	3.78	3.66	3.86	3.76	3.63	3.65	3.71	3.80	3.20	3.11
37	Recognition for teaching	3.52	3.29	3.30	3.45	3.27	3.13	3.23	3.30	2.77	2.69

		12-13	11-12	10-11	09-10	08-09	07-08	06-07	05-06	04-05	03-04
38	Recognition for research	3.69	3.46	3.36	3.60	3.52	3.32	3.46	3.54	3.02	3.06
39	Recognition for service	3.25	3.02	3.08	3.24	3.03	3.03	3.11	3.21	2.79	2.58
40	Clerical Support	3.68	3.48	3.43	3.42	3.49	3.31	3.40	3.89	3.16	3.24
41	Collegial Support in dept.	4.03	3.98	3.95	3.99	3.95	3.92	3.93	3.89	3.60	3.72
42	Work environment	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	4.21	3.96	4.01	4.06	3.99	3.87	3.86	3.87	3.47	3.62
44	Parking	2.93	2.87	2.91	2.40	2.52	3.11	3.44	3.27	2.78	2.72
45	Faculty Senate	3.59	3.46	3.36	3.36	3.23	3.16	3.25	3.42	3.25	3.34
46	Research Resources	3.57	3.33	3.41	3.25	3.13	3.17	3.10	2.94	2.41	2.24
47	Graduate Program Resources	2.95	2.85	2.92	2.96	2.74	2.72	2.74	2.53	2.54	2.58
48	Travel Allocation	3.29	3.19	3.07	3.14	3.07	3.05	3.08	2.95	2.50	2.25
49	IDEA Administered	2.85	2.93	2.76	2.92	2.81	2.82	2.77	2.90		
50	IDEA Accuracy	2.79	2.60	2.48	2.63	2.42	2.56	2.47	2.66	2.48	2.22
51	IDEA On-Line Administered	2.41	2.32								
52	IDEA On-Line Accuracy	2.31	2.03								
53	Chair evaluation of my teaching	3.82	3.76	3.74	3.68	3.81	3.60	3.64	3.78	3.49	3.67
54	FES Instrument is adequate	3.31	3.06	3.15	3.08		2.93	3.12	3.20	2.56	2.43
55	Merit System is applied fairly	3.18	2.82	3.01	2.98	3.08					
56	Market Adjustments applied fairly	2.56	2.45	2.62	2.78	3.01	2.91	2.92	2.96	2.55	2.56
57	Promotion System is applied fairly	3.59	3.47	3.21	3.28		3.25	3.27	3.24	2.71	2.71
58	Tenure System is applied fairly	3.92	3.84	3.76	3.72	3.29					
59	Tenure Process clear at univ. level	3.25	3.14	2.64	3.01	3.66	3.47	3.74	3.60	3.32	3.54
60	Post Tenure Review	3.81	3.73	3.75	3.82	3.91	3.67	3.71	3.68	3.30	3.51
61	Salary at SHSU	2.85	2.56	2.79	2.89	2.79	2.64	2.59	2.60	2.57	2.61
62	Salary other Universities	2.51	2.30	2.45	2.57	2.39	2.46	2.32	2.23	2.24	2.13
63	Reassigned time	3.28	3.20	3.16	3.22	3.17	3.07	3.15	3.16	2.94	3.03
64	Faculty Research Fund <5000	3.48	3.48	3.60	3.38	3.39	3.09	3.07	3.02	2.93	2.73
65	Enhancement Grant for Research	3.54	3.63	3.57	3.44	3.34	3.06	3.03	3.03	2.82	2.57
66	Adequate support for online courses	3.35	3.26	3.06	3.03	2.82	2.75	2.90	2.81		
67	The Woodlands Center facilities	4.43	3.83	3.75	3.57	3.60	3.50				
68	The Woodlands Center staff	4.19	3.80	3.80	3.68	3.80	3.72				
69	Communication with Admin.	3.10	2.81	2.77	3.00	3.01	2.82	2.96	2.94	2.35	2.25
70	President values faculty	3.41	3.22	3.22	3.71	3.75	3.54	3.80	3.82	3.22	2.98
71	Provost values faculty	4.10	3.85	2.87	3.19	3.31	3.30	3.39	3.40	2.58	2.52
72	Dean values faculty	3.84	3.41	3.66	3.78	3.96	3.90	4.39	4.39	3.64	3.42
73	Chair values faculty	4.12	4.10	3.98	3.97	4.16	3.96	4.22	4.19	3.78	4.07
74	Satisfied at SHSU	4.11	3.85	3.87	3.92	4.01	3.71	4.07	4.02	3.53	3.57