

Faculty Senate Survey Results for 2013-14

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University Results 2013 - 2014

Number of Respondents 185
 Number of Tenured/Tenure-Track 524
 % Responding 35.3%

% 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 Gibson	177	3.42	1.07	30	17%	53	30%	66	37%	17	10%	11	6%	8	4%	
2	VPAA Hebert	175	4.11	0.93	70	40%	67	38%	28	16%	7	4%	3	2%	10	5%	
3	VPEM Thielemann	96	3.32	1.06	12	13%	30	31%	39	41%	7	7%	8	8%	89	48%	
4	VPFO Hooten	106	3.07	1.28	17	16%	23	22%	32	30%	18	17%	16	15%	79	43%	
5	VPSS Parker	117	3.54	1.10	27	23%	30	26%	47	40%	5	4%	8	7%	68	37%	
6	VP Advancement Holmes	105	3.28	1.22	19	18%	27	26%	35	33%	12	11%	12	11%	80	43%	
7	VP for IT Adams	141	3.11	1.19	20	14%	32	23%	49	35%	24	17%	16	11%	44	24%	
8	Assoc. VPAA Eglsaer	139	3.78	1.11	46	33%	38	27%	41	29%	7	5%	7	5%	46	25%	
9	Assoc. VPAA Tayebi	141	3.48	1.14	31	22%	39	28%	48	34%	13	9%	10	7%	44	24%	
10	Assoc. VPR&SP Cook	113	3.71	1.01	30	27%	33	29%	39	35%	9	8%	2	2%	72	39%	
11	Assoc. VPresAdm Davis	79	3.30	0.98	10	13%	20	25%	36	46%	10	13%	3	4%	106	57%	
12	Assoc. VP DL Angrove	125	3.54	1.06	24	19%	44	35%	37	30%	15	12%	5	4%	60	32%	
13	Deans - See individual college results	180	3.92	1.21	77	43%	49	27%	28	16%	15	8%	11	6%	5	3%	
14	Associate Deans - See individual coll.	331	3.83	1.29	127	38%	86	26%	74	22%	22	7%	22	7%	224	121%	
17	Budget Decision Participation in Dept.	173	2.92	1.43	32	18%	35	20%	32	18%	36	21%	38	22%	12	6%	
18	Selection of Admins.	172	2.73	1.48	28	16%	35	20%	23	13%	34	20%	52	30%	13	7%	
19	Selection of Faculty	178	4.20	1.01	92	52%	46	26%	25	14%	13	7%	2	1%	7	4%	
20	Strategic Planning in College	167	2.97	1.37	33	20%	24	14%	46	28%	33	20%	31	19%	18	10%	
21	Communication with Admin.	183	2.90	1.27	22	12%	43	23%	42	23%	47	26%	29	16%	2	1%	
22	Faculty Senate	155	3.39	1.10	24	15%	53	34%	49	32%	18	12%	11	7%	30	16%	
23	Information Resources (UCS)	181	3.23	1.23	27	15%	61	34%	40	22%	33	18%	20	11%	4	2%	
24	DELTA Services adequate	143	3.64	1.14	35	24%	54	38%	28	20%	19	13%	7	5%	42	23%	
25	Adequate support for online courses	138	3.57	1.14	30	22%	51	37%	33	24%	15	11%	9	7%	47	25%	
26	Library Services	174	4.17	0.85	69	40%	76	44%	20	11%	8	5%	1	1%	11	6%	
27	Library good for Dept. Curriculum	168	4.15	0.84	65	39%	72	43%	24	14%	6	4%	1	1%	17	9%	
28	Support from Contracts and Grants	141	3.38	1.25	31	22%	38	27%	41	29%	16	11%	15	11%	44	24%	
29	Research Resources	172	3.37	1.18	31	18%	57	33%	42	24%	29	17%	13	8%	13	7%	
30	Graduate Program Resources	155	2.97	1.25	21	14%	35	23%	38	25%	41	26%	20	13%	30	16%	
31	Travel Allocation	181	3.44	1.33	46	25%	56	31%	35	19%	20	11%	24	13%	4	2%	
32	Recruiting Quality Students	179	2.94	1.10	13	7%	42	23%	66	37%	37	21%	21	12%	6	3%	
33	SAM Center Advising	137	3.48	1.16	25	18%	55	40%	29	21%	17	12%	11	8%	48	26%	
34	SAM Center Mentoring	117	3.58	1.08	24	21%	42	36%	36	31%	8	7%	7	6%	68	37%	
35	LSC facilities adequate	149	3.54	0.96	20	13%	65	44%	46	31%	12	8%	6	4%	36	19%	

		N	Mean	Std. Dev.	5		4		3		2		1		N/A	
					n	%	n	%	n	%	n	%	n	%	n	%
36	LSC Services adequate	133	3.59	0.89	18	14%	57	43%	48	36%	6	5%	4	3%	52	28%
37	Aramark Services adequate	162	3.15	1.05	10	6%	59	36%	54	33%	24	15%	15	9%	23	12%
38	Human Resource Dept.	158	3.46	1.09	25	16%	62	39%	41	26%	21	13%	9	6%	27	15%
39	The Woodlands Center facilities	109	4.29	0.82	53	49%	38	35%	16	15%	1	1%	1	1%	76	41%
40	The Woodlands Center staff	96	3.99	0.96	33	34%	37	39%	20	21%	4	4%	2	2%	89	48%
41	Parking	179	2.35	1.27	7	4%	39	22%	27	15%	42	23%	64	36%	6	3%
42	Work environment	183	3.67	1.21	49	27%	74	40%	27	15%	17	9%	16	9%	2	1%
43	Free from intimidation/discrimination	180	3.88	1.23	76	42%	49	27%	22	12%	24	13%	9	5%	5	3%
44	Physically Safe on Campus	183	4.36	0.79	92	50%	71	39%	15	8%	3	2%	2	1%	2	1%
45	3/3 4/4 handled fairly	170	3.78	1.22	61	36%	50	29%	32	19%	15	9%	12	7%	15	8%
46	Teaching Load is fair	178	3.92	1.17	69	39%	61	34%	22	12%	16	9%	10	6%	7	4%
47	Recognition for teaching	171	3.52	1.29	50	29%	44	26%	38	22%	23	13%	16	9%	14	8%
48	Recognition for research	171	3.60	1.20	46	27%	53	31%	42	25%	17	10%	13	8%	14	8%
49	Recognition for service	177	3.27	1.24	32	18%	50	28%	48	27%	28	16%	19	11%	8	4%
50	Clerical Support	172	3.59	1.35	56	33%	50	29%	25	15%	22	13%	19	11%	13	7%
51	Collegial Support in dept.	181	3.88	1.16	67	37%	60	33%	28	15%	17	9%	9	5%	4	2%
52	Reassigned time	122	3.18	1.24	21	17%	29	24%	37	30%	21	17%	14	11%	63	34%
53	Faculty Research Fund <5000	135	3.36	1.30	29	21%	41	30%	33	24%	14	10%	18	13%	50	27%
54	Enhancement Grant for Research	130	3.44	1.24	31	24%	34	26%	39	30%	13	10%	13	10%	55	30%
55	IDEA Administered	172	3.02	1.35	25	15%	45	26%	48	28%	17	10%	37	22%	13	7%
56	IDEA Accuracy	173	2.63	1.30	16	9%	32	18%	42	24%	38	22%	45	26%	12	6%
57	IDEA On-Line Administered	91	2.41	1.26	7	8%	9	10%	29	32%	15	16%	31	34%	94	51%
58	IDEA On-Line Accuracy	94	2.17	1.21	7	7%	4	4%	24	26%	22	23%	37	39%	91	49%
59	Chair evaluation of my teaching	169	3.65	1.29	49	29%	65	38%	20	12%	17	10%	18	11%	16	9%
60	FES Instrument is adequate	176	3.23	1.21	22	13%	67	38%	38	22%	28	16%	21	12%	9	5%
61	Merit System is applied fairly	167	2.99	1.31	23	14%	41	25%	45	27%	27	16%	31	19%	18	10%
62	Market Adjustments applied fairly	148	2.22	1.26	9	6%	16	11%	34	23%	28	19%	61	41%	37	20%
63	Promotion System is applied fairly	168	3.40	1.23	34	20%	55	33%	40	24%	22	13%	17	10%	17	9%
64	Tenure System is applied fairly	172	3.76	1.13	51	30%	62	36%	35	20%	15	9%	9	5%	13	7%
65	Tenure Process clear at univ. level	172	3.33	1.24	33	19%	55	32%	33	19%	37	22%	14	8%	13	7%
66	Post Tenure Review	135	3.47	1.29	33	24%	43	32%	31	23%	11	8%	17	13%	50	27%
67	Collegiality for tenure & promotion	173	3.72	1.29	62	36%	49	28%	27	16%	21	12%	14	8%	12	6%
68	Collegiality for post-tenure & promotion	167	3.72	1.26	58	35%	50	30%	27	16%	19	11%	13	8%	18	10%
69	Salary at SHSU	182	2.66	1.25	13	7%	40	22%	43	24%	45	25%	41	23%	3	2%
70	Salary other Universities	179	2.45	1.21	10	6%	30	17%	40	22%	50	28%	49	27%	6	3%
71	Satisfied at SHSU	184	3.89	0.95	53	29%	76	41%	38	21%	15	8%	2	1%	1	1%

COBA Results 2013 - 2014

Number of Respondents 24
 Number of Tenured/Tenure-Track 71
 % Responding 33.8%

% Respondents
not answering.

		Number and % Responding 5, 4, 3, 2, 1														
		N	Mean	Std. Dev.	5		4		3		2		1		N/A	
					n	%	n	%	n	%	n	%	n	%	n	%
1	President Gibson	23	3.48	1.04	5	22%	5	22%	9	39%	4	17%	0	0%	1	4%
2	VPAA Hebert	22	4.09	0.97	10	45%	5	23%	6	27%	1	5%	0	0%	2	8%
3	VPEM Thielemann	14	3.43	1.09	2	14%	5	36%	5	36%	1	7%	1	7%	10	42%
4	VPFO Hooten	14	2.86	1.46	3	21%	1	7%	4	29%	3	21%	3	21%	10	42%
5	VPSS Parker	13	4.00	0.91	5	38%	3	23%	5	38%	0	0%	0	0%	11	46%
6	VP Advancement Holmes	13	3.23	1.30	3	23%	2	15%	4	31%	3	23%	1	8%	11	46%
7	VP for IT Adams	17	2.94	1.25	2	12%	3	18%	7	41%	2	12%	3	18%	7	29%
8	Assoc. VPAA Eglsaer	17	3.71	1.16	6	35%	2	12%	8	47%	0	0%	1	6%	7	29%
9	Assoc. VPAA Tayebi	13	3.31	1.32	3	23%	2	15%	6	46%	0	0%	2	15%	11	46%
10	Assoc. VPR&SP Cook	14	3.71	0.91	4	29%	2	14%	8	57%	0	0%	0	0%	10	42%
11	Assoc. VPResAdm Davis	11	3.36	1.03	2	18%	2	18%	5	45%	2	18%	0	0%	13	54%
12	Assoc. VP DL Angrove	18	3.28	1.02	2	11%	6	33%	5	28%	5	28%	0	0%	6	25%
13	Dean Muehsam	24	3.38	1.38	7	29%	5	21%	4	17%	6	25%	2	8%	0	0%
14	Associate Dean Lilly	20	3.60	1.19	5	25%	7	35%	4	20%	3	15%	1	5%	4	17%
15	Associate Dean Muehsam	23	4.00	0.90	8	35%	8	35%	6	26%	1	4%	0	0%	1	4%
17	Budget Decision Participation in Dept.	23	2.52	1.31	2	9%	4	17%	4	17%	7	30%	6	26%	1	4%
18	Selection of Admins.	23	2.22	1.28	1	4%	4	17%	3	13%	6	26%	9	39%	1	4%
19	Selection of Faculty	23	4.04	0.93	9	39%	7	30%	6	26%	1	4%	0	0%	1	4%
20	Strategic Planning in College	21	2.57	1.43	3	14%	2	10%	6	29%	3	14%	7	33%	3	13%
21	Communication with Admin.	24	3.04	1.16	2	8%	7	29%	8	33%	4	17%	3	13%	0	0%
22	Faculty Senate	20	3.50	1.19	5	25%	5	25%	6	30%	3	15%	1	5%	4	17%
23	Information Resources (UCS)	24	3.50	1.14	4	17%	10	42%	6	25%	2	8%	2	8%	0	0%
24	DELTA Services adequate	17	3.76	0.75	2	12%	10	59%	4	24%	1	6%	0	0%	7	29%
25	Adequate support for online courses	16	3.81	0.75	2	13%	10	63%	3	19%	1	6%	0	0%	8	33%
26	Library Services	22	4.18	0.80	8	36%	11	50%	2	9%	1	5%	0	0%	2	8%
27	Library good for Dept. Curriculum	21	4.19	0.60	6	29%	13	62%	2	10%	0	0%	0	0%	3	13%
28	Support from Contracts and Grants	19	3.53	1.17	4	21%	7	37%	4	21%	3	16%	1	5%	5	21%
29	Research Resources	23	3.83	1.15	7	30%	9	39%	5	22%	0	0%	2	9%	1	4%
30	Graduate Program Resources	19	3.16	1.21	2	11%	7	37%	4	21%	4	21%	2	11%	5	21%
31	Travel Allocation	23	4.57	0.66	15	65%	6	26%	2	9%	0	0%	0	0%	1	4%
32	Recruiting Quality Students	23	2.87	1.29	3	13%	4	17%	7	30%	5	22%	4	17%	1	4%
33	SAM Center Advising	17	4.12	0.99	8	47%	4	24%	4	24%	1	6%	0	0%	7	29%
34	SAM Center Mentoring	14	4.21	0.80	6	43%	5	36%	3	21%	0	0%	0	0%	10	42%
35	LSC facilities adequate	20	3.75	0.91	3	15%	11	55%	5	25%	0	0%	1	5%	4	17%

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
36	LSC Services adequate	20	3.75	0.72	3	15%	9	45%	8	40%	0	0%	0	0%	4	17%
37	Aramark Services adequate	22	3.41	0.91	1	5%	11	50%	7	32%	2	9%	1	5%	2	8%
38	Human Resource Dept.	20	3.50	1.00	4	20%	5	25%	8	40%	3	15%	0	0%	4	17%
39	The Woodlands Center facilities	21	4.38	0.67	10	48%	9	43%	2	10%	0	0%	0	0%	3	13%
40	The Woodlands Center staff	21	3.90	0.83	5	24%	10	48%	5	24%	1	5%	0	0%	3	13%
41	Parking	23	3.00	1.41	3	13%	8	35%	3	13%	4	17%	5	22%	1	4%
42	Work environment	23	4.00	1.00	7	30%	12	52%	2	9%	1	4%	1	4%	1	4%
43	Free from intimidation/discrimination	22	4.32	0.89	12	55%	6	27%	3	14%	1	5%	0	0%	2	8%
44	Physically Safe on Campus	23	4.39	0.99	14	61%	6	26%	2	9%	0	0%	1	4%	1	4%
45	3/3 4/4 handled fairly	24	4.33	0.82	13	54%	6	25%	5	21%	0	0%	0	0%	0	0%
46	Teaching Load is fair	24	4.13	0.99	10	42%	9	38%	4	17%	0	0%	1	4%	0	0%
47	Recognition for teaching	21	3.48	0.98	4	19%	5	24%	9	43%	3	14%	0	0%	3	13%
48	Recognition for research	21	3.38	0.97	3	14%	5	24%	11	52%	1	5%	1	5%	3	13%
49	Recognition for service	22	3.50	0.86	3	14%	7	32%	10	45%	2	9%	0	0%	2	8%
50	Clerical Support	23	3.96	1.11	8	35%	10	43%	2	9%	2	9%	1	4%	1	4%
51	Collegial Support in dept.	23	4.00	1.04	9	39%	8	35%	3	13%	3	13%	0	0%	1	4%
52	Reassigned time	13	3.46	1.20	3	23%	3	23%	5	38%	1	8%	1	8%	11	46%
53	Faculty Research Fund <5000	19	3.89	0.81	5	26%	7	37%	7	37%	0	0%	0	0%	5	21%
54	Enhancement Grant for Research	19	3.74	0.81	4	21%	6	32%	9	47%	0	0%	0	0%	5	21%
55	IDEA Administered	22	3.36	1.05	2	9%	9	41%	8	36%	1	5%	2	9%	2	8%
56	IDEA Accuracy	22	2.45	1.37	2	9%	4	18%	3	14%	6	27%	7	32%	2	8%
57	IDEA On-Line Administered	9	2.89	0.93	0	0%	2	22%	5	56%	1	11%	1	11%	15	63%
58	IDEA On-Line Accuracy	10	1.80	0.79	0	0%	0	0%	2	20%	4	40%	4	40%	14	58%
59	Chair evaluation of my teaching	20	3.45	1.05	3	15%	7	35%	7	35%	2	10%	1	5%	4	17%
60	FES Instrument is adequate	21	3.29	0.90	1	5%	8	38%	9	43%	2	10%	1	5%	3	13%
61	Merit System is applied fairly	19	3.21	1.03	2	11%	5	26%	8	42%	3	16%	1	5%	5	21%
62	Market Adjustments applied fairly	17	2.94	1.03	1	6%	4	24%	6	35%	5	29%	1	6%	7	29%
63	Promotion System is applied fairly	19	3.26	0.87	1	5%	7	37%	7	37%	4	21%	0	0%	5	21%
64	Tenure System is applied fairly	20	3.20	0.89	2	10%	4	20%	10	50%	4	20%	0	0%	4	17%
65	Tenure Process clear at univ. level	21	3.19	1.12	2	10%	8	38%	4	19%	6	29%	1	5%	3	13%
66	Post Tenure Review	16	3.56	1.15	3	19%	7	44%	3	19%	2	13%	1	6%	8	33%
67	Collegiality for tenure & promotion	22	3.59	1.44	9	41%	4	18%	1	5%	7	32%	1	5%	2	8%
68	Collegiality for post-tenure & promotion	21	3.57	1.29	7	33%	5	24%	2	10%	7	33%	0	0%	3	13%
69	Salary at SHSU	23	3.26	1.01	2	9%	8	35%	8	35%	4	17%	1	4%	1	4%
70	Salary other Universities	23	2.83	1.23	2	9%	5	22%	7	30%	5	22%	4	17%	1	4%
71	Satisfied at SHSU	24	4.08	0.83	8	33%	11	46%	4	17%	1	4%	0	0%	0	0%

COS Results 2013 - 2014

Number of Respondents 38
 Number of Tenured/Tenure-Track 107
 % Responding 35.5%

% 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 Gibson	35	2.83	1.27	3	9%	9	26%	9	26%	7	20%	7	20%	3	8%	
2	VPAA Hebert	35	3.77	1.11	11	31%	11	31%	8	23%	4	11%	1	3%	3	8%	
3	VPEM Thielemann	23	3.09	1.08	2	9%	5	22%	12	52%	1	4%	3	13%	15	39%	
4	VPFO Hooten	23	2.48	1.24	2	9%	2	9%	7	30%	6	26%	6	26%	15	39%	
5	VPSS Parker	24	3.38	1.01	3	13%	7	29%	12	50%	0	0%	2	8%	14	37%	
6	VP Advancement Holmes	24	3.17	1.24	3	13%	7	29%	9	38%	1	4%	4	17%	14	37%	
7	VP for IT Adams	33	2.73	1.18	3	9%	4	12%	13	39%	7	21%	6	18%	5	13%	
8	Assoc. VPAA Eglsaer	28	3.54	1.20	7	25%	8	29%	8	29%	3	11%	2	7%	10	26%	
9	Assoc. VPAA Tayebi	30	3.40	1.28	8	27%	5	17%	11	37%	3	10%	3	10%	8	21%	
10	Assoc. VPR&SP Cook	33	4.06	1.00	13	39%	12	36%	6	18%	1	3%	1	3%	5	13%	
11	Assoc. VPResAdm Davis	20	3.00	1.08	2	10%	3	15%	10	50%	3	15%	2	10%	18	47%	
12	Assoc. VP DL Angrove	26	3.46	1.03	5	19%	6	23%	12	46%	2	8%	1	4%	12	32%	
13	Dean Pascarella	37	4.32	0.85	20	54%	10	27%	6	16%	1	3%	0	0%	1	3%	
14	Associate Dean Gaillard	29	4.03	1.12	13	45%	8	28%	5	17%	2	7%	1	3%	9	24%	
15	Associate Dean Gillespie	29	4.03	1.12	12	41%	10	34%	5	17%	0	0%	2	7%	9	24%	
17	Budget Decision Participation in Dept.	33	3.45	1.35	10	30%	7	21%	7	21%	6	18%	3	9%	5	13%	
18	Selection of Admins.	32	2.13	1.21	2	6%	3	9%	4	13%	11	34%	12	38%	6	16%	
19	Selection of Faculty	35	4.57	0.65	23	66%	9	26%	3	9%	0	0%	0	0%	3	8%	
20	Strategic Planning in College	29	2.79	1.21	3	10%	4	14%	11	38%	6	21%	5	17%	9	24%	
21	Communication with Admin.	38	2.79	1.34	4	11%	9	24%	9	24%	7	18%	9	24%	0	0%	
22	Faculty Senate	33	3.18	1.16	4	12%	9	27%	13	39%	3	9%	4	12%	5	13%	
23	Information Resources (UCS)	36	3.00	1.24	3	8%	12	33%	9	25%	6	17%	6	17%	2	5%	
24	DELTA Services adequate	27	3.52	1.19	6	22%	10	37%	4	15%	6	22%	1	4%	11	29%	
25	Adequate support for online courses	24	3.33	1.27	5	21%	6	25%	8	33%	2	8%	3	13%	14	37%	
26	Library Services	34	4.00	0.89	10	29%	17	50%	4	12%	3	9%	0	0%	4	11%	
27	Library good for Dept. Curriculum	33	3.97	0.85	9	27%	16	48%	6	18%	2	6%	0	0%	5	13%	
28	Support from Contracts and Grants	31	3.94	1.06	11	35%	11	35%	6	19%	2	6%	1	3%	7	18%	
29	Research Resources	36	3.28	1.21	6	17%	12	33%	6	17%	10	28%	2	6%	2	5%	
30	Graduate Program Resources	33	2.64	1.27	3	9%	6	18%	7	21%	10	30%	7	21%	5	13%	
31	Travel Allocation	36	3.39	1.08	5	14%	13	36%	11	31%	5	14%	2	6%	2	5%	
32	Recruiting Quality Students	35	2.60	1.09	2	6%	3	9%	16	46%	7	20%	7	20%	3	8%	
33	SAM Center Advising	31	2.87	1.34	3	10%	9	29%	7	23%	5	16%	7	23%	7	18%	
34	SAM Center Mentoring	24	3.33	1.20	4	17%	7	29%	9	38%	1	4%	3	13%	14	37%	
35	LSC facilities adequate	27	3.33	0.96	2	7%	11	41%	9	33%	4	15%	1	4%	11	29%	

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
36	LSC Services adequate	24	3.46	0.98	3	13%	9	38%	9	38%	2	8%	1	4%	14	37%
37	Aramark Services adequate	31	2.77	1.15	2	6%	6	19%	11	35%	7	23%	5	16%	7	18%
38	Human Resource Dept.	30	3.07	1.14	1	3%	13	43%	7	23%	5	17%	4	13%	8	21%
39	The Woodlands Center facilities	10	4.20	1.03	5	50%	3	30%	1	10%	1	10%	0	0%	28	74%
40	The Woodlands Center staff	10	3.50	1.08	2	20%	3	30%	3	30%	2	20%	0	0%	28	74%
41	Parking	37	2.27	1.15	1	3%	6	16%	6	16%	13	35%	11	30%	1	3%
42	Work environment	37	3.41	1.14	6	16%	14	38%	8	22%	7	19%	2	5%	1	3%
43	Free from intimidation/discrimination	36	4.00	1.07	14	39%	13	36%	5	14%	3	8%	1	3%	2	5%
44	Physically Safe on Campus	37	4.19	0.91	16	43%	14	38%	6	16%	0	0%	1	3%	1	3%
45	3/3 4/4 handled fairly	37	3.46	1.37	10	27%	11	30%	7	19%	4	11%	5	14%	1	3%
46	Teaching Load is fair	38	3.71	1.18	11	29%	14	37%	6	16%	5	13%	2	5%	0	0%
47	Recognition for teaching	36	3.42	1.32	11	31%	5	14%	11	31%	6	17%	3	8%	2	5%
48	Recognition for research	35	3.34	1.24	8	23%	7	20%	12	34%	5	14%	3	9%	3	8%
49	Recognition for service	35	3.06	1.16	5	14%	6	17%	13	37%	8	23%	3	9%	3	8%
50	Clerical Support	34	3.65	1.23	9	26%	13	38%	6	18%	3	9%	3	9%	4	11%
51	Collegial Support in dept.	38	3.92	1.10	15	39%	10	26%	9	24%	3	8%	1	3%	0	0%
52	Reassigned time	25	3.08	1.08	3	12%	4	16%	12	48%	4	16%	2	8%	13	34%
53	Faculty Research Fund <5000	29	3.62	1.15	7	24%	10	34%	8	28%	2	7%	2	7%	9	24%
54	Enhancement Grant for Research	28	3.86	0.97	9	32%	8	29%	9	32%	2	7%	0	0%	10	26%
55	IDEA Administered	38	2.87	1.44	6	16%	8	21%	9	24%	5	13%	10	26%	0	0%
56	IDEA Accuracy	38	2.55	1.27	3	8%	6	16%	10	26%	9	24%	10	26%	0	0%
57	IDEA On-Line Administered	12	2.25	1.48	2	17%	0	0%	2	17%	3	25%	5	42%	26	68%
58	IDEA On-Line Accuracy	12	2.25	1.48	2	17%	0	0%	2	17%	3	25%	5	42%	26	68%
59	Chair evaluation of my teaching	37	3.46	1.35	7	19%	18	49%	3	8%	3	8%	6	16%	1	3%
60	FES Instrument is adequate	38	3.21	1.26	5	13%	14	37%	8	21%	6	16%	5	13%	0	0%
61	Merit System is applied fairly	36	2.89	1.37	5	14%	7	19%	12	33%	3	8%	9	25%	2	5%
62	Market Adjustments applied fairly	29	1.93	1.25	2	7%	1	3%	6	21%	4	14%	16	55%	9	24%
63	Promotion System is applied fairly	37	3.49	1.26	8	22%	14	38%	7	19%	4	11%	4	11%	1	3%
64	Tenure System is applied fairly	37	4.03	0.99	12	32%	19	51%	2	5%	3	8%	1	3%	1	3%
65	Tenure Process clear at univ. level	36	3.33	1.20	6	17%	13	36%	6	17%	9	25%	2	6%	2	5%
66	Post Tenure Review	31	3.35	1.43	7	23%	11	35%	5	16%	2	6%	6	19%	7	18%
67	Collegiality for tenure & promotion	37	3.32	1.43	10	27%	9	24%	7	19%	5	14%	6	16%	1	3%
68	Collegiality for post-tenure & promotion	37	3.32	1.38	9	24%	10	27%	7	19%	6	16%	5	14%	1	3%
69	Salary at SHSU	37	2.49	1.12	0	0%	8	22%	12	32%	7	19%	10	27%	1	3%
70	Salary other Universities	36	2.31	1.12	0	0%	6	17%	11	31%	7	19%	12	33%	2	5%
71	Satisfied at SHSU	38	3.58	1.06	7	18%	16	42%	8	21%	6	16%	1	3%	0	0%

CJ Results 2013 - 2014

Number of Respondents 15
 Number of Tenured/Tenure-Track 41
 % Responding 36.6%

% 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 Gibson	15	3.87	0.64	2	13%	9	60%	4	27%	0	0%	0	0%	0	0%
2	VPAA Hebert	14	4.21	0.70	5	36%	7	50%	2	14%	0	0%	0	0%	1	7%
3	VPEM Thielemann	2	4.50	0.71	1	50%	1	50%	0	0%	0	0%	0	0%	13	87%
4	VPFO Hooten	5	3.40	1.52	1	20%	2	40%	1	20%	0	0%	1	20%	10	67%
5	VPSS Parker	7	4.00	0.82	2	29%	3	43%	2	29%	0	0%	0	0%	8	53%
6	VP Advancement Holmes	4	3.50	1.73	1	25%	2	50%	0	0%	0	0%	1	25%	11	73%
7	VP for IT Adams	7	3.86	1.07	2	29%	3	43%	1	14%	1	14%	0	0%	8	53%
8	Assoc. VPAA Eglsaer	9	4.11	1.27	4	44%	4	44%	0	0%	0	0%	1	11%	6	40%
9	Assoc. VPAA Tayebi	10	4.00	0.94	3	30%	5	50%	1	10%	1	10%	0	0%	5	33%
10	Assoc. VPR&SP Cook	9	4.22	0.97	4	44%	4	44%	0	0%	1	11%	0	0%	6	40%
11	Assoc. VPResAdm Davis	3	3.67	1.53	1	33%	1	33%	0	0%	1	33%	0	0%	12	80%
12	Assoc. VP DL Angrove	9	3.89	1.05	3	33%	3	33%	2	22%	1	11%	0	0%	6	40%
13	Dean Webb	15	3.53	1.68	7	47%	2	13%	1	7%	2	13%	3	20%	0	0%
14	Associate Dean Miller	14	3.79	1.37	5	36%	5	36%	2	14%	0	0%	2	14%	1	7%
15	Associate Dean King	15	3.67	1.45	6	40%	3	20%	3	20%	1	7%	2	13%	0	0%
17	Budget Decision Participation in Dept.	15	2.47	1.55	2	13%	3	20%	1	7%	3	20%	6	40%	0	0%
18	Selection of Admins.	15	2.60	1.50	2	13%	3	20%	2	13%	3	20%	5	33%	0	0%
19	Selection of Faculty	15	4.13	1.19	8	53%	4	27%	0	0%	3	20%	0	0%	0	0%
20	Strategic Planning in College	15	3.27	1.58	5	33%	2	13%	3	20%	2	13%	3	20%	0	0%
21	Communication with Admin.	15	2.80	1.47	2	13%	4	27%	2	13%	3	20%	4	27%	0	0%
22	Faculty Senate	11	3.82	1.17	3	27%	5	45%	2	18%	0	0%	1	9%	4	27%
23	Information Resources (UCS)	15	3.93	1.10	6	40%	4	27%	3	20%	2	13%	0	0%	0	0%
24	DELTA Services adequate	12	4.25	0.75	5	42%	5	42%	2	17%	0	0%	0	0%	3	20%
25	Adequate support for online courses	11	3.73	1.19	3	27%	5	45%	0	0%	3	27%	0	0%	4	27%
26	Library Services	15	4.13	0.74	5	33%	7	47%	3	20%	0	0%	0	0%	0	0%
27	Library good for Dept. Curriculum	15	3.93	0.88	5	33%	4	27%	6	40%	0	0%	0	0%	0	0%
28	Support from Contracts and Grants	11	3.91	1.04	4	36%	3	27%	3	27%	1	9%	0	0%	4	27%
29	Research Resources	13	4.08	1.04	6	46%	3	23%	3	23%	1	8%	0	0%	2	13%
30	Graduate Program Resources	15	3.53	1.25	4	27%	4	27%	4	27%	2	13%	1	7%	0	0%
31	Travel Allocation	15	3.07	1.28	1	7%	6	40%	4	27%	1	7%	3	20%	0	0%
32	Recruiting Quality Students	15	3.20	1.21	1	7%	7	47%	3	20%	2	13%	2	13%	0	0%
33	SAM Center Advising	7	4.43	0.53	3	43%	4	57%	0	0%	0	0%	0	0%	8	53%
34	SAM Center Mentoring	7	4.14	0.69	2	29%	4	57%	1	14%	0	0%	0	0%	8	53%
35	LSC facilities adequate	11	3.64	1.03	2	18%	5	45%	2	18%	2	18%	0	0%	4	27%

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
36	LSC Services adequate	10	3.70	1.16	2	20%	5	50%	2	20%	0	0%	1	10%	5	33%
37	Aramark Services adequate	11	3.55	1.13	2	18%	5	45%	1	9%	3	27%	0	0%	4	27%
38	Human Resource Dept.	12	4.00	0.95	4	33%	5	42%	2	17%	1	8%	0	0%	3	20%
39	The Woodlands Center facilities	9	4.56	0.53	5	56%	4	44%	0	0%	0	0%	0	0%	6	40%
40	The Woodlands Center staff	7	4.71	0.49	5	71%	2	29%	0	0%	0	0%	0	0%	8	53%
41	Parking	15	2.80	1.47	1	7%	6	40%	2	13%	1	7%	5	33%	0	0%
42	Work environment	15	3.93	0.70	3	20%	8	53%	4	27%	0	0%	0	0%	0	0%
43	Free from intimidation/discrimination	15	3.93	1.22	7	47%	3	20%	2	13%	3	20%	0	0%	0	0%
44	Physically Safe on Campus	15	4.53	0.92	11	73%	2	13%	1	7%	1	7%	0	0%	0	0%
45	3/3 4/4 handled fairly	15	3.53	1.13	3	20%	5	33%	5	33%	1	7%	1	7%	0	0%
46	Teaching Load is fair	15	3.47	1.36	4	27%	4	27%	4	27%	1	7%	2	13%	0	0%
47	Recognition for teaching	15	3.00	1.56	3	20%	4	27%	2	13%	2	13%	4	27%	0	0%
48	Recognition for research	14	3.43	1.60	5	36%	3	21%	2	14%	1	7%	3	21%	1	7%
49	Recognition for service	15	2.80	1.57	3	20%	3	20%	1	7%	4	27%	4	27%	0	0%
50	Clerical Support	14	4.00	1.30	7	50%	3	21%	2	14%	1	7%	1	7%	1	7%
51	Collegial Support in dept.	15	3.40	1.18	1	7%	9	60%	2	13%	1	7%	2	13%	0	0%
52	Reassigned time	11	3.00	1.26	0	0%	6	55%	1	9%	2	18%	2	18%	4	27%
53	Faculty Research Fund <5000	14	4.00	1.18	5	36%	7	50%	0	0%	1	7%	1	7%	1	7%
54	Enhancement Grant for Research	13	4.00	1.22	5	38%	6	46%	0	0%	1	8%	1	8%	2	13%
55	IDEA Administered	15	3.73	1.22	5	33%	4	27%	4	27%	1	7%	1	7%	0	0%
56	IDEA Accuracy	15	3.20	1.37	3	20%	4	27%	3	20%	3	20%	2	13%	0	0%
57	IDEA On-Line Administered	10	3.10	1.29	2	20%	1	10%	4	40%	2	20%	1	10%	5	33%
58	IDEA On-Line Accuracy	10	2.40	1.17	1	10%	0	0%	3	30%	4	40%	2	20%	5	33%
59	Chair evaluation of my teaching	13	3.00	1.68	3	23%	4	31%	0	0%	2	15%	4	31%	2	13%
60	FES Instrument is adequate	13	2.92	1.44	1	8%	6	46%	0	0%	3	23%	3	23%	2	13%
61	Merit System is applied fairly	12	2.92	1.62	2	17%	4	33%	1	8%	1	8%	4	33%	3	20%
62	Market Adjustments applied fairly	11	1.64	1.03	0	0%	1	9%	1	9%	2	18%	7	64%	4	27%
63	Promotion System is applied fairly	12	4.00	0.95	4	33%	5	42%	2	17%	1	8%	0	0%	3	20%
64	Tenure System is applied fairly	13	4.15	0.80	5	38%	5	38%	3	23%	0	0%	0	0%	2	13%
65	Tenure Process clear at univ. level	13	4.15	0.80	5	38%	5	38%	3	23%	0	0%	0	0%	2	13%
66	Post Tenure Review	9	3.33	1.22	1	11%	4	44%	2	22%	1	11%	1	11%	6	40%
67	Collegiality for tenure & promotion	13	3.46	1.27	2	15%	6	46%	3	23%	0	0%	2	15%	2	13%
68	Collegiality for post-tenure & promotion	13	3.46	1.27	2	15%	6	46%	3	23%	0	0%	2	15%	2	13%
69	Salary at SHSU	15	2.67	1.40	2	13%	3	20%	1	7%	6	40%	3	20%	0	0%
70	Salary other Universities	15	2.27	1.44	1	7%	3	20%	2	13%	2	13%	7	47%	0	0%
71	Satisfied at SHSU	15	3.80	0.94	3	20%	8	53%	2	13%	2	13%	0	0%	0	0%

COE Results 2013 - 2014

Number of Respondents 33
 Number of Tenured/Tenure-Track 81
 % Responding 40.7%

% 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 Gibson	32	3.72	0.92	8	25%	9	28%	13	41%	2	6%	0	0%	1	3%	
2	VPAA Hebert	32	4.47	0.67	18	56%	11	34%	3	9%	0	0%	0	0%	1	3%	
3	VPEM Thielemann	21	3.62	0.97	3	14%	10	48%	6	29%	1	5%	1	5%	12	36%	
4	VPFO Hooten	21	3.43	1.16	4	19%	7	33%	5	24%	4	19%	1	5%	12	36%	
5	VPSS Parker	24	3.67	1.01	5	21%	9	38%	8	33%	1	4%	1	4%	9	27%	
6	VP Advancement Holmes	22	3.50	1.01	4	18%	6	27%	10	45%	1	5%	1	5%	11	33%	
7	VP for IT Adams	29	3.55	0.95	5	17%	10	34%	10	34%	4	14%	0	0%	4	12%	
8	Assoc. VPAA Eglsaer	31	4.06	0.96	13	42%	9	29%	7	23%	2	6%	0	0%	2	6%	
9	Assoc. VPAA Tayebi	31	3.23	1.18	5	16%	7	23%	12	39%	4	13%	3	10%	2	6%	
10	Assoc. VPR&SP Cook	19	3.37	1.07	3	16%	5	26%	8	42%	2	11%	1	5%	14	42%	
11	Assoc. VPResAdm Davis	17	3.47	0.80	2	12%	5	29%	9	53%	1	6%	0	0%	16	48%	
12	Assoc. VP DL Angrove	25	3.80	1.12	7	28%	10	40%	6	24%	0	0%	2	8%	8	24%	
13	Dean Bruce	33	3.70	1.26	11	33%	9	27%	8	24%	2	6%	3	9%	0	0%	
14	Associate Dean Harman	32	3.13	1.54	9	28%	4	13%	9	28%	2	6%	8	25%	1	3%	
15	Associate Dean Smith	31	3.26	1.41	9	29%	4	13%	8	26%	6	19%	4	13%	2	6%	
17	Budget Decision Participation in Dept.	30	2.93	1.36	5	17%	6	20%	6	20%	8	27%	5	17%	3	9%	
18	Selection of Admins.	31	3.45	1.43	9	29%	9	29%	5	16%	3	10%	5	16%	2	6%	
19	Selection of Faculty	31	3.94	1.21	14	45%	7	23%	5	16%	4	13%	1	3%	2	6%	
20	Strategic Planning in College	30	3.10	1.42	8	27%	3	10%	7	23%	8	27%	4	13%	3	9%	
21	Communication with Admin.	31	3.13	1.26	5	16%	8	26%	7	23%	8	26%	3	10%	2	6%	
22	Faculty Senate	28	3.36	1.22	5	18%	9	32%	8	29%	3	11%	3	11%	5	15%	
23	Information Resources (UCS)	31	3.55	1.18	6	19%	14	45%	4	13%	5	16%	2	6%	2	6%	
24	DELTA Services adequate	31	4.23	0.92	13	42%	15	48%	1	3%	1	3%	1	3%	2	6%	
25	Adequate support for online courses	31	4.13	0.96	12	39%	14	45%	3	10%	1	3%	1	3%	2	6%	
26	Library Services	31	4.35	0.75	15	48%	13	42%	2	6%	1	3%	0	0%	2	6%	
27	Library good for Dept. Curriculum	31	4.42	0.72	16	52%	13	42%	1	3%	1	3%	0	0%	2	6%	
28	Support from Contracts and Grants	25	3.12	1.17	2	8%	9	36%	7	28%	4	16%	3	12%	8	24%	
29	Research Resources	32	3.25	1.05	2	6%	13	41%	11	34%	3	9%	3	9%	1	3%	
30	Graduate Program Resources	31	3.35	1.08	5	16%	9	29%	10	32%	6	19%	1	3%	2	6%	
31	Travel Allocation	33	3.55	1.48	12	36%	8	24%	4	12%	4	12%	5	15%	0	0%	
32	Recruiting Quality Students	33	3.45	0.94	3	9%	16	48%	7	21%	7	21%	0	0%	0	0%	
33	SAM Center Advising	21	3.62	0.86	3	14%	9	43%	7	33%	2	10%	0	0%	12	36%	
34	SAM Center Mentoring	20	3.60	0.88	3	15%	8	40%	7	35%	2	10%	0	0%	13	39%	
35	LSC facilities adequate	30	4.03	0.72	8	27%	15	50%	7	23%	0	0%	0	0%	3	9%	

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
36	LSC Services adequate	26	3.96	0.77	7	27%	11	42%	8	31%	0	0%	0	0%	7	21%
37	Aramark Services adequate	31	3.42	1.06	3	10%	14	45%	10	32%	1	3%	3	10%	2	6%
38	Human Resource Dept.	28	4.04	0.74	7	25%	16	57%	4	14%	1	4%	0	0%	5	15%
39	The Woodlands Center facilities	26	4.58	0.58	16	62%	9	35%	1	4%	0	0%	0	0%	7	21%
40	The Woodlands Center staff	26	4.27	1.00	13	50%	10	38%	1	4%	1	4%	1	4%	7	21%
41	Parking	33	2.03	1.16	0	0%	6	18%	4	12%	8	24%	15	45%	0	0%
42	Work environment	33	3.94	1.20	12	36%	15	45%	0	0%	4	12%	2	6%	0	0%
43	Free from intimidation/discrimination	33	3.85	1.23	14	42%	7	21%	6	18%	5	15%	1	3%	0	0%
44	Physically Safe on Campus	33	4.45	0.62	17	52%	14	42%	2	6%	0	0%	0	0%	0	0%
45	3/3 4/4 handled fairly	30	4.23	0.97	15	50%	10	33%	2	7%	3	10%	0	0%	3	9%
46	Teaching Load is fair	32	4.38	0.83	17	53%	12	38%	1	3%	2	6%	0	0%	1	3%
47	Recognition for teaching	32	3.78	1.26	12	38%	9	28%	5	16%	4	13%	2	6%	1	3%
48	Recognition for research	32	3.94	1.11	12	38%	11	34%	5	16%	3	9%	1	3%	1	3%
49	Recognition for service	32	3.53	1.27	8	25%	11	34%	6	19%	4	13%	3	9%	1	3%
50	Clerical Support	31	3.45	1.46	9	29%	10	32%	3	10%	4	13%	5	16%	2	6%
51	Collegial Support in dept.	32	4.16	1.05	14	44%	13	41%	3	9%	0	0%	2	6%	1	3%
52	Reassigned time	27	3.22	1.37	7	26%	4	15%	7	26%	6	22%	3	11%	6	18%
53	Faculty Research Fund <5000	25	3.20	1.29	4	16%	8	32%	5	20%	5	20%	3	12%	8	24%
54	Enhancement Grant for Research	26	3.12	1.28	4	15%	7	27%	6	23%	6	23%	3	12%	7	21%
55	IDEA Administered	31	3.26	1.37	6	19%	9	29%	9	29%	1	3%	6	19%	2	6%
56	IDEA Accuracy	32	2.53	1.34	4	13%	3	9%	8	25%	8	25%	9	28%	1	3%
57	IDEA On-Line Administered	25	2.48	1.36	2	8%	4	16%	7	28%	3	12%	9	36%	8	24%
58	IDEA On-Line Accuracy	26	2.23	1.31	2	8%	2	8%	7	27%	4	15%	11	42%	7	21%
59	Chair evaluation of my teaching	33	3.73	1.31	11	33%	12	36%	3	9%	4	12%	3	9%	0	0%
60	FES Instrument is adequate	33	3.27	1.21	4	12%	13	39%	8	24%	4	12%	4	12%	0	0%
61	Merit System is applied fairly	30	2.73	1.28	2	7%	8	27%	7	23%	6	20%	7	23%	3	9%
62	Market Adjustments applied fairly	27	1.81	1.08	1	4%	1	4%	4	15%	7	26%	14	52%	6	18%
63	Promotion System is applied fairly	30	3.40	1.35	7	23%	10	33%	5	17%	4	13%	4	13%	3	9%
64	Tenure System is applied fairly	31	3.77	1.23	10	32%	11	35%	6	19%	1	3%	3	10%	2	6%
65	Tenure Process clear at univ. level	32	3.59	1.19	8	25%	11	34%	7	22%	4	13%	2	6%	1	3%
66	Post Tenure Review	25	3.52	1.12	4	16%	11	44%	6	24%	2	8%	2	8%	8	24%
67	Collegiality for tenure & promotion	31	3.74	1.29	10	32%	12	39%	3	10%	3	10%	3	10%	2	6%
68	Collegiality for post-tenure & promotion	29	3.83	1.26	10	34%	11	38%	4	14%	1	3%	3	10%	4	12%
69	Salary at SHSU	33	2.52	1.15	1	3%	6	18%	10	30%	8	24%	8	24%	0	0%
70	Salary other Universities	33	2.33	1.08	1	3%	4	12%	8	24%	12	36%	8	24%	0	0%
71	Satisfied at SHSU	33	4.09	0.84	12	36%	13	39%	7	21%	1	3%	0	0%	0	0%

FAMC Results 2013 - 2014

Number of Respondents 24
 Number of Tenured/Tenure-Track 67
 % Responding 35.8%

% 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 Gibson	22	3.45	0.96	3	14%	7	32%	10	45%	1	5%	1	5%	2	8%	
2	VPAA Hebert	23	4.22	0.95	10	43%	10	43%	2	9%	0	0%	1	4%	1	4%	
3	VPEM Thielemann	13	3.31	1.25	2	15%	4	31%	5	38%	0	0%	2	15%	11	46%	
4	VPFO Hooten	15	3.27	1.39	3	20%	4	27%	5	33%	0	0%	3	20%	9	38%	
5	VPSS Parker	20	3.50	1.24	5	25%	5	25%	7	35%	1	5%	2	10%	4	17%	
6	VP Advancement Holmes	16	3.31	1.45	4	25%	4	25%	4	25%	1	6%	3	19%	8	33%	
7	VP for IT Adams	17	3.24	1.15	3	18%	3	18%	7	41%	3	18%	1	6%	7	29%	
8	Assoc. VPAA Eglsaer	16	3.63	1.31	5	31%	4	25%	5	31%	0	0%	2	13%	8	33%	
9	Assoc. VPAA Tayebi	17	3.65	0.93	4	24%	4	24%	8	47%	1	6%	0	0%	7	29%	
10	Assoc. VPR&SP Cook	10	3.60	0.70	1	10%	4	40%	5	50%	0	0%	0	0%	14	58%	
11	Assoc. VPResAdm Davis	9	3.67	0.71	1	11%	4	44%	4	44%	0	0%	0	0%	15	63%	
12	Assoc. VP DL Angrove	13	4.00	0.91	4	31%	6	46%	2	15%	1	8%	0	0%	11	46%	
13	Dean Robbins	24	3.88	1.12	9	38%	7	29%	4	17%	4	17%	0	0%	0	0%	
14	Associate Dean Miller	22	4.09	0.92	9	41%	7	32%	5	23%	1	5%	0	0%	2	8%	
15	Associate Dean Barrett	16	3.44	1.26	5	31%	1	6%	7	44%	2	13%	1	6%	8	33%	
17	Budget Decision Participation in Dept.	22	3.14	1.42	6	27%	3	14%	3	14%	8	36%	2	9%	2	8%	
18	Selection of Admins.	21	3.05	1.50	4	19%	6	29%	3	14%	3	14%	5	24%	3	13%	
19	Selection of Faculty	24	4.08	0.97	10	42%	8	33%	4	17%	2	8%	0	0%	0	0%	
20	Strategic Planning in College	24	3.42	1.18	5	21%	6	25%	9	38%	2	8%	2	8%	0	0%	
21	Communication with Admin.	24	3.00	1.41	6	25%	2	8%	5	21%	8	33%	3	13%	0	0%	
22	Faculty Senate	21	3.33	1.15	4	19%	5	24%	7	33%	4	19%	1	5%	3	13%	
23	Information Resources (UCS)	24	2.96	1.20	2	8%	7	29%	6	25%	6	25%	3	13%	0	0%	
24	DELTA Services adequate	15	3.33	1.18	3	20%	3	20%	6	40%	2	13%	1	7%	9	38%	
25	Adequate support for online courses	15	3.53	0.83	2	13%	5	33%	7	47%	1	7%	0	0%	9	38%	
26	Library Services	22	4.27	0.83	10	45%	9	41%	2	9%	1	5%	0	0%	2	8%	
27	Library good for Dept. Curriculum	22	4.32	0.78	10	45%	10	45%	1	5%	1	5%	0	0%	2	8%	
28	Support from Contracts and Grants	14	2.93	1.21	1	7%	3	21%	7	50%	0	0%	3	21%	10	42%	
29	Research Resources	19	2.89	0.88	0	0%	5	26%	8	42%	5	26%	1	5%	5	21%	
30	Graduate Program Resources	15	2.40	1.06	0	0%	3	20%	3	20%	6	40%	3	20%	9	38%	
31	Travel Allocation	24	2.92	1.50	5	21%	4	17%	5	21%	4	17%	6	25%	0	0%	
32	Recruiting Quality Students	24	2.71	0.91	0	0%	5	21%	9	38%	8	33%	2	8%	0	0%	
33	SAM Center Advising	24	3.54	1.02	3	13%	12	50%	5	21%	3	13%	1	4%	0	0%	
34	SAM Center Mentoring	16	3.31	1.14	2	13%	5	31%	7	44%	0	0%	2	13%	8	33%	
35	LSC facilities adequate	19	3.05	1.08	1	5%	6	32%	7	37%	3	16%	2	11%	5	21%	

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
36	LSC Services adequate	18	3.28	0.67	0	0%	7	39%	9	50%	2	11%	0	0%	6	25%
37	Aramark Services adequate	23	3.26	0.92	1	4%	9	39%	9	39%	3	13%	1	4%	1	4%
38	Human Resource Dept.	23	3.39	1.08	4	17%	6	26%	9	39%	3	13%	1	4%	1	4%
39	The Woodlands Center facilities	6	3.50	0.84	1	17%	1	17%	4	67%	0	0%	0	0%	18	75%
40	The Woodlands Center staff	3	3.67	1.15	1	33%	0	0%	2	67%	0	0%	0	0%	21	88%
41	Parking	24	2.25	1.15	0	0%	5	21%	4	17%	7	29%	8	33%	0	0%
42	Work environment	24	3.33	1.49	6	25%	8	33%	3	13%	2	8%	5	21%	0	0%
43	Free from intimidation/discrimination	24	3.58	1.47	9	38%	6	25%	2	8%	4	17%	3	13%	0	0%
44	Physically Safe on Campus	24	4.17	0.76	8	33%	13	54%	2	8%	1	4%	0	0%	0	0%
45	3/3 4/4 handled fairly	23	3.57	1.27	6	26%	8	35%	4	17%	3	13%	2	9%	1	4%
46	Teaching Load is fair	24	3.92	1.10	8	33%	10	42%	3	13%	2	8%	1	4%	0	0%
47	Recognition for teaching	23	3.61	1.37	7	30%	8	35%	3	13%	2	9%	3	13%	1	4%
48	Recognition for research	22	3.73	0.98	5	23%	9	41%	5	23%	3	14%	0	0%	2	8%
49	Recognition for service	23	3.30	1.22	4	17%	7	30%	6	26%	4	17%	2	9%	1	4%
50	Clerical Support	22	2.95	1.62	6	27%	3	14%	3	14%	4	18%	6	27%	2	8%
51	Collegial Support in dept.	23	3.70	1.11	6	26%	8	35%	6	26%	2	9%	1	4%	1	4%
52	Reassigned time	16	3.13	1.15	2	13%	4	25%	5	31%	4	25%	1	6%	8	33%
53	Faculty Research Fund <5000	15	3.13	1.51	4	27%	2	13%	4	27%	2	13%	3	20%	9	38%
54	Enhancement Grant for Research	15	3.33	1.35	4	27%	2	13%	6	40%	1	7%	2	13%	9	38%
55	IDEA Administered	24	2.71	1.27	2	8%	4	17%	9	38%	3	13%	6	25%	0	0%
56	IDEA Accuracy	24	2.54	1.28	2	8%	3	13%	8	33%	4	17%	7	29%	0	0%
57	IDEA On-Line Administered	12	2.50	1.45	1	8%	2	17%	4	33%	0	0%	5	42%	12	50%
58	IDEA On-Line Accuracy	13	2.23	1.36	1	8%	1	8%	4	31%	1	8%	6	46%	11	46%
59	Chair evaluation of my teaching	24	4.00	0.93	8	33%	10	42%	4	17%	2	8%	0	0%	0	0%
60	FES Instrument is adequate	24	3.38	1.17	4	17%	8	33%	7	29%	3	13%	2	8%	0	0%
61	Merit System is applied fairly	22	3.27	1.16	3	14%	7	32%	7	32%	3	14%	2	9%	2	8%
62	Market Adjustments applied fairly	19	2.63	1.34	2	11%	2	11%	8	42%	1	5%	6	32%	5	21%
63	Promotion System is applied fairly	22	3.45	1.22	4	18%	9	41%	4	18%	3	14%	2	9%	2	8%
64	Tenure System is applied fairly	24	3.75	1.15	6	25%	11	46%	4	17%	1	4%	2	8%	0	0%
65	Tenure Process clear at univ. level	23	3.17	1.34	4	17%	7	30%	4	17%	5	22%	3	13%	1	4%
66	Post Tenure Review	20	3.70	1.26	7	35%	4	20%	7	35%	0	0%	2	10%	4	17%
67	Collegiality for tenure & promotion	23	4.22	1.04	12	52%	6	26%	4	17%	0	0%	1	4%	1	4%
68	Collegiality for post-tenure & promotion	22	3.95	1.21	9	41%	7	32%	4	18%	0	0%	2	9%	2	8%
69	Salary at SHSU	23	2.74	1.42	3	13%	5	22%	4	17%	5	22%	6	26%	1	4%
70	Salary other Universities	23	2.52	1.31	2	9%	4	17%	4	17%	7	30%	6	26%	1	4%
71	Satisfied at SHSU	23	3.87	0.87	6	26%	9	39%	7	30%	1	4%	0	0%	1	4%

COHS Results 2013 - 2014

Number of Respondents 5
 Number of Tenured/Tenure-Track 16
 % Responding 31.3%

% 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 Gibson	5	4.40	0.89	3	60%	1	20%	1	20%	0	0%	0	0%	0	0%	
2	VPAA Hebert	5	4.40	0.89	3	60%	1	20%	1	20%	0	0%	0	0%	0	0%	
3	VPEM Thielemann	3	3.67	1.15	1	33%	0	0%	2	67%	0	0%	0	0%	2	40%	
4	VPFO Hooten	3	4.00	1.00	1	33%	1	33%	1	33%	0	0%	0	0%	2	40%	
5	VPSS Parker	3	4.33	1.15	2	67%	0	0%	1	33%	0	0%	0	0%	2	40%	
6	VP Advancement Holmes	3	4.00	1.00	1	33%	1	33%	1	33%	0	0%	0	0%	2	40%	
7	VP for IT Adams	4	3.75	0.96	1	25%	1	25%	2	50%	0	0%	0	0%	1	20%	
8	Assoc. VPAA Eglsaer	3	3.67	0.58	0	0%	2	67%	1	33%	0	0%	0	0%	2	40%	
9	Assoc. VPAA Tayebi	3	4.00	0.00	0	0%	3	100%	0	0%	0	0%	0	0%	2	40%	
10	Assoc. VPR&SP Cook	2	3.50	0.71	0	0%	1	50%	1	50%	0	0%	0	0%	3	60%	
11	Assoc. VPresAdm Davis	3	4.00	1.00	1	33%	1	33%	1	33%	0	0%	0	0%	2	40%	
12	Assoc. VP DL Angrove	3	4.33	0.58	1	33%	2	67%	0	0%	0	0%	0	0%	2	40%	
13	Dean Lacourse	5	4.20	0.84	2	40%	2	40%	1	20%	0	0%	0	0%	0	0%	
17	Budget Decision Participation in Dept.	5	2.80	1.79	1	20%	1	20%	1	20%	0	0%	2	40%	0	0%	
18	Selection of Admins.	5	2.80	1.30	0	0%	2	40%	1	20%	1	20%	1	20%	0	0%	
19	Selection of Faculty	5	4.00	0.71	1	20%	3	60%	1	20%	0	0%	0	0%	0	0%	
20	Strategic Planning in College	5	4.80	0.45	4	80%	1	20%	0	0%	0	0%	0	0%	0	0%	
21	Communication with Admin.	5	3.20	1.30	1	20%	1	20%	1	20%	2	40%	0	0%	0	0%	
22	Faculty Senate	4	3.50	0.58	0	0%	2	50%	2	50%	0	0%	0	0%	1	20%	
23	Information Resources (UCS)	5	3.20	1.30	1	20%	1	20%	1	20%	2	40%	0	0%	0	0%	
24	DELTA Services adequate	4	4.25	0.96	2	50%	1	25%	1	25%	0	0%	0	0%	1	20%	
25	Adequate support for online courses	4	3.75	0.50	0	0%	3	75%	1	25%	0	0%	0	0%	1	20%	
26	Library Services	5	4.40	0.55	2	40%	3	60%	0	0%	0	0%	0	0%	0	0%	
27	Library good for Dept. Curriculum	4	4.50	0.58	2	50%	2	50%	0	0%	0	0%	0	0%	1	20%	
28	Support from Contracts and Grants	5	2.80	1.79	1	20%	1	20%	1	20%	0	0%	2	40%	0	0%	
29	Research Resources	4	2.25	1.50	0	0%	1	25%	1	25%	0	0%	2	50%	1	20%	
30	Graduate Program Resources	3	3.00	1.00	0	0%	1	33%	1	33%	1	33%	0	0%	2	40%	
31	Travel Allocation	5	2.80	1.10	0	0%	1	20%	3	60%	0	0%	1	20%	0	0%	
32	Recruiting Quality Students	5	3.80	0.84	1	20%	2	40%	2	40%	0	0%	0	0%	0	0%	
33	SAM Center Advising	4	2.75	1.50	1	25%	0	0%	0	0%	3	75%	0	0%	1	20%	
34	SAM Center Mentoring	4	3.00	1.41	1	25%	0	0%	1	25%	2	50%	0	0%	1	20%	
35	LSC facilities adequate	4	3.50	1.00	1	25%	0	0%	3	75%	0	0%	0	0%	1	20%	
36	LSC Services adequate	4	3.75	0.96	1	25%	1	25%	2	50%	0	0%	0	0%	1	20%	

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
37	Aramark Services adequate	4	3.50	0.58	0	0%	2	50%	2	50%	0	0%	0	0%	1	20%
38	Human Resource Dept.	4	3.75	0.50	0	0%	3	75%	1	25%	0	0%	0	0%	1	20%
39	The Woodlands Center facilities	4	4.00	0.82	1	25%	2	50%	1	25%	0	0%	0	0%	1	20%
40	The Woodlands Center staff	4	3.75	0.96	1	25%	1	25%	2	50%	0	0%	0	0%	1	20%
41	Parking	5	1.80	1.10	0	0%	0	0%	2	40%	0	0%	3	60%	0	0%
42	Work environment	5	2.00	1.00	0	0%	0	0%	2	40%	1	20%	2	40%	0	0%
43	Free from intimidation/discrimination	5	3.00	1.00	0	0%	2	40%	1	20%	2	40%	0	0%	0	0%
44	Physically Safe on Campus	5	4.60	0.55	3	60%	2	40%	0	0%	0	0%	0	0%	0	0%
45	3/3 4/4 handled fairly	5	3.00	1.87	1	20%	2	40%	0	0%	0	0%	2	40%	0	0%
46	Teaching Load is fair	5	3.20	1.64	1	20%	2	40%	0	0%	1	20%	1	20%	0	0%
47	Recognition for teaching	5	3.80	1.10	1	20%	3	60%	0	0%	1	20%	0	0%	0	0%
48	Recognition for research	4	4.25	0.50	1	25%	3	75%	0	0%	0	0%	0	0%	1	20%
49	Recognition for service	5	3.80	0.84	1	20%	2	40%	2	40%	0	0%	0	0%	0	0%
50	Clerical Support	5	3.20	0.84	0	0%	2	40%	2	40%	1	20%	0	0%	0	0%
51	Collegial Support in dept.	5	3.60	0.89	1	20%	1	20%	3	60%	0	0%	0	0%	0	0%
52	Reassigned time	4	2.75	1.26	0	0%	1	25%	2	50%	0	0%	1	25%	1	20%
53	Faculty Research Fund <5000	3	3.33	0.58	0	0%	1	33%	2	67%	0	0%	0	0%	2	40%
54	Enhancement Grant for Research	3	3.33	0.58	0	0%	1	33%	2	67%	0	0%	0	0%	2	40%
55	IDEA Administered	5	2.40	1.67	1	20%	0	0%	1	20%	1	20%	2	40%	0	0%
56	IDEA Accuracy	5	2.20	1.30	0	0%	1	20%	1	20%	1	20%	2	40%	0	0%
57	IDEA On-Line Administered	1	1.00	-	0	0%	0	0%	0	0%	0	0%	1	100%	4	80%
58	IDEA On-Line Accuracy	1	1.00	-	0	0%	0	0%	0	0%	0	0%	1	100%	4	80%
59	Chair evaluation of my teaching	5	3.00	1.87	1	20%	2	40%	0	0%	0	0%	2	40%	0	0%
60	FES Instrument is adequate	4	2.25	1.50	0	0%	1	25%	1	25%	0	0%	2	50%	1	20%
61	Merit System is applied fairly	5	2.40	0.89	0	0%	0	0%	3	60%	1	20%	1	20%	0	0%
62	Market Adjustments applied fairly	5	2.00	1.00	0	0%	0	0%	2	40%	1	20%	2	40%	0	0%
63	Promotion System is applied fairly	5	2.80	1.10	0	0%	1	20%	3	60%	0	0%	1	20%	0	0%
64	Tenure System is applied fairly	3	3.67	0.58	0	0%	2	67%	1	33%	0	0%	0	0%	2	40%
65	Tenure Process clear at univ. level	4	2.25	1.26	0	0%	1	25%	0	0%	2	50%	1	25%	1	20%
66	Post Tenure Review	1	2.00	-	0	0%	0	0%	0	0%	1	100%	0	0%	4	80%
67	Collegiality for tenure & promotion	3	4.00	1.00	1	33%	1	33%	1	33%	0	0%	0	0%	2	40%
68	Collegiality for post-tenure & promotion	3	4.00	1.00	1	33%	1	33%	1	33%	0	0%	0	0%	2	40%
69	Salary at SHSU	5	1.80	0.45	0	0%	0	0%	0	0%	4	80%	1	20%	0	0%
70	Salary other Universities	4	1.75	0.50	0	0%	0	0%	0	0%	3	75%	1	25%	1	20%
71	Satisfied at SHSU	5	4.20	0.84	2	40%	2	40%	1	20%	0	0%	0	0%	0	0%

CHSS Results 2013 - 2014

Number of Respondents 38
 Number of Tenured/Tenure-Track 123
 % Responding 30.9%

% 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 Gibson	37	3.32	1.06	5	14%	10	27%	17	46%	2	5%	3	8%	1	3%	
2	VPAA Hebert	37	3.97	0.96	11	30%	18	49%	5	14%	2	5%	1	3%	1	3%	
3	VPEM Thielemann	17	3.00	1.00	1	6%	4	24%	7	41%	4	24%	1	6%	21	55%	
4	VPFO Hooten	21	3.14	1.20	3	14%	5	24%	7	33%	4	19%	2	10%	17	45%	
5	VPSS Parker	22	3.14	1.32	5	23%	2	9%	9	41%	3	14%	3	14%	16	42%	
6	VP Advancement Holmes	18	3.00	1.28	3	17%	3	17%	5	28%	5	28%	2	11%	20	53%	
7	VP for IT Adams	28	2.93	1.39	4	14%	7	25%	6	21%	5	18%	6	21%	10	26%	
8	Assoc. VPAA Eglsaer	28	3.75	1.11	9	32%	7	25%	9	32%	2	7%	1	4%	10	26%	
9	Assoc. VPAA Tayebi	31	3.55	1.18	7	23%	11	35%	7	23%	4	13%	2	6%	7	18%	
10	Assoc. VPR&SP Cook	22	3.36	1.05	4	18%	5	23%	8	36%	5	23%	0	0%	16	42%	
11	Assoc. VPResAdm Davis	12	3.00	1.13	1	8%	3	25%	4	33%	3	25%	1	8%	26	68%	
12	Assoc. VP DL Angrove	23	3.04	1.15	2	9%	7	30%	6	26%	6	26%	2	9%	15	39%	
13	Dean Young	34	4.32	0.91	18	53%	11	32%	4	12%	0	0%	1	3%	4	11%	
14	Associate Dean Hendrickson	33	4.18	0.92	15	45%	11	33%	5	15%	2	6%	0	0%	5	13%	
15	Associate Dean Bilhartz	34	4.03	0.97	14	41%	9	26%	9	26%	2	6%	0	0%	4	11%	
16	Associate Dean Miller	33	4.24	0.97	17	52%	9	27%	6	18%	0	0%	1	3%	5	13%	
17	Budget Decision Participation in Dept.	37	2.81	1.51	6	16%	8	22%	8	22%	3	8%	12	32%	1	3%	
18	Selection of Admins.	37	2.92	1.66	10	27%	6	16%	4	11%	5	14%	12	32%	1	3%	
19	Selection of Faculty	37	4.27	1.10	23	62%	5	14%	6	16%	2	5%	1	3%	1	3%	
20	Strategic Planning in College	35	2.54	1.29	4	11%	3	9%	10	29%	9	26%	9	26%	3	8%	
21	Communication with Admin.	38	2.74	1.13	1	3%	11	29%	9	24%	11	29%	6	16%	0	0%	
22	Faculty Senate	30	3.40	0.93	2	7%	14	47%	9	30%	4	13%	1	3%	8	21%	
23	Information Resources (UCS)	38	3.03	1.28	5	13%	10	26%	10	26%	7	18%	6	16%	0	0%	
24	DELTA Services adequate	31	2.94	1.26	4	13%	7	23%	7	23%	9	29%	4	13%	7	18%	
25	Adequate support for online courses	33	3.06	1.34	6	18%	7	21%	8	24%	7	21%	5	15%	5	13%	
26	Library Services	38	4.00	1.01	14	37%	14	37%	7	18%	2	5%	1	3%	0	0%	
27	Library good for Dept. Curriculum	38	3.97	1.03	14	37%	13	34%	8	21%	2	5%	1	3%	0	0%	
28	Support from Contracts and Grants	28	2.96	1.37	6	21%	2	7%	10	36%	5	18%	5	18%	10	26%	
29	Research Resources	37	3.24	1.26	7	19%	10	27%	8	22%	9	24%	3	8%	1	3%	
30	Graduate Program Resources	36	2.78	1.33	6	17%	4	11%	8	22%	12	33%	6	17%	2	5%	
31	Travel Allocation	37	3.19	1.39	6	16%	14	38%	5	14%	5	14%	7	19%	1	3%	
32	Recruiting Quality Students	37	2.78	1.08	3	8%	4	11%	17	46%	8	22%	5	14%	1	3%	
33	SAM Center Advising	30	3.43	1.17	4	13%	14	47%	6	20%	3	10%	3	10%	8	21%	
34	SAM Center Mentoring	29	3.55	1.15	6	21%	11	38%	7	24%	3	10%	2	7%	9	24%	

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
35	LSC facilities adequate	32	3.34	1.00	3	9%	12	38%	12	38%	3	9%	2	6%	6	16%
36	LSC Services adequate	25	3.32	1.03	2	8%	10	40%	9	36%	2	8%	2	8%	13	34%
37	Aramark Services adequate	33	2.76	1.09	1	3%	8	24%	11	33%	8	24%	5	15%	5	13%
38	Human Resource Dept.	33	3.18	1.26	5	15%	10	30%	8	24%	6	18%	4	12%	5	13%
39	The Woodlands Center facilities	28	4.18	1.02	14	50%	7	25%	6	21%	0	0%	1	4%	10	26%
40	The Woodlands Center staff	20	3.85	1.04	6	30%	7	35%	6	30%	0	0%	1	5%	18	47%
41	Parking	34	2.09	1.29	2	6%	4	12%	5	15%	7	21%	16	47%	4	11%
42	Work environment	38	3.87	1.09	12	32%	15	39%	7	18%	2	5%	2	5%	0	0%
43	Free from intimidation/discrimination	37	3.81	1.37	16	43%	10	27%	2	5%	6	16%	3	8%	1	3%
44	Physically Safe on Campus	38	4.37	0.71	18	47%	17	45%	2	5%	1	3%	0	0%	0	0%
45	3/3 4/4 handled fairly	36	3.72	1.23	13	36%	8	22%	9	25%	4	11%	2	6%	2	5%
46	Teaching Load is fair	38	3.92	1.26	17	45%	10	26%	4	11%	5	13%	2	5%	0	0%
47	Recognition for teaching	37	3.59	1.34	12	32%	10	27%	7	19%	4	11%	4	11%	1	3%
48	Recognition for research	35	3.57	1.40	11	31%	11	31%	5	14%	3	9%	5	14%	3	8%
49	Recognition for service	37	3.14	1.40	7	19%	10	27%	8	22%	5	14%	7	19%	1	3%
50	Clerical Support	36	3.72	1.41	16	44%	6	17%	5	14%	6	17%	3	8%	2	5%
51	Collegial Support in dept.	38	3.92	1.34	18	47%	10	26%	2	5%	5	13%	3	8%	0	0%
52	Reassigned time	23	3.17	1.44	5	22%	6	26%	4	17%	4	17%	4	17%	15	39%
53	Faculty Research Fund <5000	29	2.79	1.42	4	14%	6	21%	7	24%	4	14%	8	28%	9	24%
54	Enhancement Grant for Research	25	2.96	1.46	5	20%	4	16%	7	28%	3	12%	6	24%	13	34%
55	IDEA Administered	37	2.78	1.36	3	8%	11	30%	8	22%	5	14%	10	27%	1	3%
56	IDEA Accuracy	37	2.78	1.25	2	5%	11	30%	9	24%	7	19%	8	22%	1	3%
57	IDEA On-Line Administered	21	1.90	0.89	0	0%	0	0%	7	33%	5	24%	9	43%	17	45%
58	IDEA On-Line Accuracy	21	2.14	1.15	1	5%	1	5%	6	29%	5	24%	8	38%	17	45%
59	Chair evaluation of my teaching	35	4.00	1.19	15	43%	12	34%	3	9%	3	9%	2	6%	3	8%
60	FES Instrument is adequate	35	3.29	1.30	6	17%	13	37%	5	14%	7	20%	4	11%	3	8%
61	Merit System is applied fairly	35	3.03	1.42	7	20%	8	23%	5	14%	9	26%	6	17%	3	8%
62	Market Adjustments applied fairly	33	2.30	1.40	3	9%	5	15%	5	15%	6	18%	14	42%	5	13%
63	Promotion System is applied fairly	35	3.20	1.43	9	26%	6	17%	9	26%	5	14%	6	17%	3	8%
64	Tenure System is applied fairly	36	3.67	1.35	14	39%	7	19%	7	19%	5	14%	3	8%	2	5%
65	Tenure Process clear at univ. level	35	3.09	1.42	8	23%	7	20%	5	14%	10	29%	5	14%	3	8%
66	Post Tenure Review	27	3.52	1.42	9	33%	6	22%	6	22%	2	7%	4	15%	11	29%
67	Collegiality for tenure & promotion	36	4.08	1.05	16	44%	11	31%	6	17%	2	6%	1	3%	2	5%
68	Collegiality for post-tenure & promotion	35	4.23	1.00	18	51%	10	29%	5	14%	1	3%	1	3%	3	8%
69	Salary at SHSU	38	2.58	1.41	4	11%	8	21%	6	16%	8	21%	12	32%	0	0%
70	Salary other Universities	37	2.43	1.32	3	8%	7	19%	4	11%	12	32%	11	30%	1	3%
71	Satisfied at SHSU	38	3.89	1.03	12	32%	15	39%	7	18%	3	8%	1	3%	0	0%

NGL Results 2013 - 2014

Number of Respondents 8
 Number of Tenured/Tenure-Track 18
 % Responding 44.4%

% 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 Gibson	8	3.50	0.93	1	13%	3	38%	3	38%	1	13%	0	0%	0	0%	
2	VPAA Hebert	7	4.14	0.69	2	29%	4	57%	1	14%	0	0%	0	0%	1	13%	
3	VPEM Thielemann	3	3.33	0.58	0	0%	1	33%	2	67%	0	0%	0	0%	5	63%	
4	VPFO Hooten	4	3.00	0.82	0	0%	1	25%	2	50%	1	25%	0	0%	4	50%	
5	VPSS Parker	4	3.25	0.50	0	0%	1	25%	3	75%	0	0%	0	0%	4	50%	
6	VP Advancement Holmes	5	3.20	0.84	0	0%	2	40%	2	40%	1	20%	0	0%	3	38%	
7	VP for IT Adams	6	2.83	0.75	0	0%	1	17%	3	50%	2	33%	0	0%	2	25%	
8	Assoc. VPAA Eglsaer	7	3.86	0.90	2	29%	2	29%	3	43%	0	0%	0	0%	1	13%	
9	Assoc. VPAA Tayebi	6	3.67	0.82	1	17%	2	33%	3	50%	0	0%	0	0%	2	25%	
10	Assoc. VPR&SP Cook	4	3.50	1.00	1	25%	0	0%	3	75%	0	0%	0	0%	4	50%	
11	Assoc. VPresAdm Davis	4	3.25	0.50	0	0%	1	25%	3	75%	0	0%	0	0%	4	50%	
12	Assoc. VP DL Angrove	8	3.50	0.53	0	0%	4	50%	4	50%	0	0%	0	0%	0	0%	
13	Director Holder	8	3.63	1.69	3	38%	3	38%	0	0%	0	0%	2	25%	0	0%	
17	Budget Decision Participation in Dept.	8	2.75	1.28	0	0%	3	38%	2	25%	1	13%	2	25%	0	0%	
18	Selection of Admins.	8	2.25	1.28	0	0%	2	25%	1	13%	2	25%	3	38%	0	0%	
19	Selection of Faculty	8	4.25	1.04	4	50%	3	38%	0	0%	1	13%	0	0%	0	0%	
20	Strategic Planning in College	8	3.00	1.41	1	13%	3	38%	0	0%	3	38%	1	13%	0	0%	
21	Communication with Admin.	8	2.63	1.30	1	13%	1	13%	1	13%	4	50%	1	13%	0	0%	
22	Faculty Senate	8	3.63	0.92	1	13%	4	50%	2	25%	1	13%	0	0%	0	0%	
23	Information Resources (UCS)	8	2.75	1.16	0	0%	3	38%	1	13%	3	38%	1	13%	0	0%	
24	DELTA Services adequate	6	3.50	0.55	0	0%	3	50%	3	50%	0	0%	0	0%	2	25%	
25	Adequate support for online courses	4	3.25	0.50	0	0%	1	25%	3	75%	0	0%	0	0%	4	50%	
26	Library Services	7	4.71	0.49	5	71%	2	29%	0	0%	0	0%	0	0%	1	13%	
27	Library good for Dept. Curriculum	4	4.75	0.50	3	75%	1	25%	0	0%	0	0%	0	0%	4	50%	
28	Support from Contracts and Grants	8	3.63	1.06	2	25%	2	25%	3	38%	1	13%	0	0%	0	0%	
29	Research Resources	8	4.13	0.99	3	38%	4	50%	0	0%	1	13%	0	0%	0	0%	
30	Graduate Program Resources	3	4.00	1.00	1	33%	1	33%	1	33%	0	0%	0	0%	5	63%	
31	Travel Allocation	8	3.88	0.99	2	25%	4	50%	1	13%	1	13%	0	0%	0	0%	
32	Recruiting Quality Students	7	2.86	0.90	0	0%	1	14%	5	71%	0	0%	1	14%	1	13%	
33	SAM Center Advising	3	4.00	0.00	0	0%	3	100%	0	0%	0	0%	0	0%	5	63%	
34	SAM Center Mentoring	3	3.67	0.58	0	0%	2	67%	1	33%	0	0%	0	0%	5	63%	
35	LSC facilities adequate	6	3.83	0.41	0	0%	5	83%	1	17%	0	0%	0	0%	2	25%	
36	LSC Services adequate	6	3.83	0.41	0	0%	5	83%	1	17%	0	0%	0	0%	2	25%	

		N	Mean	Std. Dev.	5		4		3		2		1		N/A	
					n	%	n	%	n	%	n	%	n	%	n	%
37	Aramark Services adequate	7	3.57	0.53	0	0%	4	57%	3	43%	0	0%	0	0%	1	13%
38	Human Resource Dept.	8	3.25	0.89	0	0%	4	50%	2	25%	2	25%	0	0%	0	0%
39	The Woodlands Center facilities	5	4.00	0.71	1	20%	3	60%	1	20%	0	0%	0	0%	3	38%
40	The Woodlands Center staff	5	3.80	0.45	0	0%	4	80%	1	20%	0	0%	0	0%	3	38%
41	Parking	8	3.00	1.20	0	0%	4	50%	1	13%	2	25%	1	13%	0	0%
42	Work environment	8	3.50	1.69	3	38%	2	25%	1	13%	0	0%	2	25%	0	0%
43	Free from intimidation/discrimination	8	4.00	1.41	4	50%	2	25%	1	13%	0	0%	1	13%	0	0%
44	Physically Safe on Campus	8	4.63	0.52	5	63%	3	38%	0	0%	0	0%	0	0%	0	0%
45	3/3 4/4 handled fairly	0			0		0		0		0		0		8	100%
46	Teaching Load is fair	2	3.00	2.83	1	50%	0	0%	0	0%	0	0%	1	50%	6	75%
47	Recognition for teaching	2	2.50	0.71	0	0%	0	0%	1	50%	1	50%	0	0%	6	75%
48	Recognition for research	8	3.63	0.92	1	13%	4	50%	2	25%	1	13%	0	0%	0	0%
49	Recognition for service	8	3.63	0.92	1	13%	4	50%	2	25%	1	13%	0	0%	0	0%
50	Clerical Support	7	3.57	0.98	1	14%	3	43%	2	29%	1	14%	0	0%	1	13%
51	Collegial Support in dept.	7	3.57	1.51	3	43%	1	14%	0	0%	3	43%	0	0%	1	13%
52	Reassigned time	3	4.00	1.00	1	33%	1	33%	1	33%	0	0%	0	0%	5	63%
53	Faculty Research Fund <5000	1	1.00		0	0%	0	0%	0	0%	0	0%	1	100%	7	88%
54	Enhancement Grant for Research	1	1.00		0	0%	0	0%	0	0%	0	0%	1	100%	7	88%
55	IDEA Administered	0			0		0		0		0		0		8	100%
56	IDEA Accuracy	0			0		0		0		0		0		8	100%
57	IDEA On-Line Administered	1	2.00		0	0%	0	0%	0	0%	1	100%	0	0%	7	88%
58	IDEA On-Line Accuracy	1	2.00		0	0%	0	0%	0	0%	1	100%	0	0%	7	88%
59	Chair evaluation of my teaching	2	3.50	2.12	1	50%	0	0%	0	0%	1	50%	0	0%	6	75%
60	FES Instrument is adequate	8	3.38	1.19	1	13%	4	50%	0	0%	3	38%	0	0%	0	0%
61	Merit System is applied fairly	8	3.38	1.41	2	25%	2	25%	2	25%	1	13%	1	13%	0	0%
62	Market Adjustments applied fairly	7	2.71	1.11	0	0%	2	29%	2	29%	2	29%	1	14%	1	13%
63	Promotion System is applied fairly	8	3.50	0.93	1	13%	3	38%	3	38%	1	13%	0	0%	0	0%
64	Tenure System is applied fairly	8	3.75	1.04	2	25%	3	38%	2	25%	1	13%	0	0%	0	0%
65	Tenure Process clear at univ. level	8	3.25	0.71	0	0%	3	38%	4	50%	1	13%	0	0%	0	0%
66	Post Tenure Review	6	3.17	1.60	2	33%	0	0%	2	33%	1	17%	1	17%	2	25%
67	Collegiality for tenure & promotion	8	3.00	1.31	2	25%	0	0%	2	25%	4	50%	0	0%	0	0%
68	Collegiality for post-tenure & promotion	7	3.00	1.41	2	29%	0	0%	1	14%	4	57%	0	0%	1	13%
69	Salary at SHSU	8	3.13	1.13	1	13%	2	25%	2	25%	3	38%	0	0%	0	0%
70	Salary other Universities	8	3.13	0.99	1	13%	1	13%	4	50%	2	25%	0	0%	0	0%
71	Satisfied at SHSU	8	3.88	1.13	3	38%	2	25%	2	25%	1	13%	0	0%	0	0%

Comparison Across Colleges/Library

		Total	COS	COBA	CJ	ED	FAMC	COHS	CHSS	Library
#	Question	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
44	Physically Safe on Campus	4.36	4.19	4.39	4.53	4.45	4.17	4.60	4.37	4.63
39	The Woodlands Center facilities	4.29	4.20	4.38	4.56	4.58	3.50	4.00	4.18	4.00
19	Selection of Faculty	4.20	4.57	4.04	4.13	3.94	4.08	4.00	4.27	4.25
26	Library Services	4.17	4.00	4.18	4.13	4.35	4.27	4.40	4.00	4.71
27	Library good for Dept. Curriculum	4.15	3.97	4.19	3.93	4.42	4.32	4.50	3.97	4.75
2	VPAA Hebert	4.11	3.77	4.09	4.21	4.47	4.22	4.40	3.97	4.14
40	The Woodlands Center staff	3.99	3.50	3.90	4.71	4.27	3.67	3.75	3.85	3.80
13	Deans	3.92	4.32	3.38	3.53	3.70	3.88	4.20	4.32	3.63
46	Teaching Load is fair	3.92	3.71	4.13	3.47	4.38	3.92	3.20	3.92	3.00
71	Satisfied at SHSU	3.89	3.58	4.08	3.80	4.09	3.87	4.20	3.89	3.88
43	Free from intimidation/discrimination	3.88	4.00	4.32	3.93	3.85	3.58	3.00	3.81	4.00
51	Collegial Support in dept.	3.88	3.92	4.00	3.40	4.16	3.70	3.60	3.92	3.57
8	Assoc. VPAA Eglsaer	3.78	3.54	3.71	4.11	4.06	3.63	3.67	3.75	3.86
45	3/3 4/4 handled fairly	3.78	3.46	4.33	3.53	4.23	3.57	3.00	3.72	
64	Tenure System is applied fairly	3.76	4.03	3.20	4.15	3.77	3.75	3.67	3.67	3.75
68	Collegiality for post-tenure & promotion	3.72	3.32	3.57	3.46	3.83	3.95	4.00	4.23	3.00
67	Collegiality for tenure & promotion	3.72	3.32	3.59	3.46	3.74	4.22	4.00	4.08	3.00
10	Assoc. VPR&SP Cook	3.71	4.06	3.71	4.22	3.37	3.60	3.50	3.36	3.50
42	Work environment	3.67	3.41	4.00	3.93	3.94	3.33	2.00	3.87	3.50
59	Chair evaluation of my teaching	3.65	3.46	3.45	3.00	3.73	4.00	3.00	4.00	3.50
24	DELTA Services adequate	3.64	3.52	3.76	4.25	4.23	3.33	4.25	2.94	3.50
48	Recognition for research	3.60	3.34	3.38	3.43	3.94	3.73	4.25	3.57	3.63
36	LSC Services adequate	3.59	3.46	3.75	3.70	3.96	3.28	3.75	3.32	3.83
50	Clerical Support	3.59	3.65	3.96	4.00	3.45	2.95	3.20	3.72	3.57
34	SAM Center Mentoring	3.58	3.33	4.21	4.14	3.60	3.31	3.00	3.55	3.67
25	Adequate support for online courses	3.57	3.33	3.81	3.73	4.13	3.53	3.75	3.06	3.25
35	LSC facilities adequate	3.54	3.33	3.75	3.64	4.03	3.05	3.50	3.34	3.83
5	VPSS Parker	3.54	3.38	4.00	4.00	3.67	3.50	4.33	3.14	3.25
12	Assoc. VP DL Angrove	3.54	3.46	3.28	3.89	3.80	4.00	4.33	3.04	3.50
47	Recognition for teaching	3.52	3.42	3.48	3.00	3.78	3.61	3.80	3.59	2.50
9	Assoc. VPAA Tayebi	3.48	3.40	3.31	4.00	3.23	3.65	4.00	3.55	3.67
33	SAM Center Advising	3.48	2.87	4.12	4.43	3.62	3.54	2.75	3.43	4.00
66	Post Tenure Review	3.47	3.35	3.56	3.33	3.52	3.70	2.00	3.52	3.17
38	Human Resource Dept.	3.46	3.07	3.50	4.00	4.04	3.39	3.75	3.18	3.25
31	Travel Allocation	3.44	3.39	4.57	3.07	3.55	2.92	2.80	3.19	3.88

		Total	COS	COBA	CJ	ED	FAMC	COHS	CHSS	Library
#	Question	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
54	Enhancement Grant for Research	3.44	3.86	3.74	4.00	3.12	3.33	3.33	2.96	1.00
1	President Gibson	3.42	2.83	3.48	3.87	3.72	3.45	4.40	3.32	3.50
63	Promotion System is applied fairly	3.40	3.49	3.26	4.00	3.40	3.45	2.80	3.20	3.50
22	Faculty Senate	3.39	3.18	3.50	3.82	3.36	3.33	3.50	3.40	3.63
28	Support from Contracts and Grants	3.38	3.94	3.53	3.91	3.12	2.93	2.80	2.96	3.63
29	Research Resources	3.37	3.28	3.83	4.08	3.25	2.89	2.25	3.24	4.13
53	Faculty Research Fund <5000	3.36	3.62	3.89	4.00	3.20	3.13	3.33	2.79	1.00
65	Tenure Process clear at univ. level	3.33	3.33	3.19	4.15	3.59	3.17	2.25	3.09	3.25
3	VPEM Thielemann	3.32	3.09	3.43	4.50	3.62	3.31	3.67	3.00	3.33
11	Assoc. VPResAdm Davis	3.30	3.00	3.36	3.67	3.47	3.67	4.00	3.00	3.25
6	VP Advancement Holmes	3.28	3.17	3.23	3.50	3.50	3.31	4.00	3.00	3.20
49	Recognition for service	3.27	3.06	3.50	2.80	3.53	3.30	3.80	3.14	3.63
60	FES Instrument is adequate	3.23	3.21	3.29	2.92	3.27	3.38	2.25	3.29	3.38
23	Information Resources (UCS)	3.23	3.00	3.50	3.93	3.55	2.96	3.20	3.03	2.75
52	Reassigned time	3.18	3.08	3.46	3.00	3.22	3.13	2.75	3.17	4.00
37	Aramark Services adequate	3.15	2.77	3.41	3.55	3.42	3.26	3.50	2.76	3.57
7	VP for IT Adams	3.11	2.73	2.94	3.86	3.55	3.24	3.75	2.93	2.83
4	VPFO Hooten	3.07	2.48	2.86	3.40	3.43	3.27	4.00	3.14	3.00
55	IDEA Administered	3.02	2.87	3.36	3.73	3.26	2.71	2.40	2.78	
61	Merit System is applied fairly	2.99	2.89	3.21	2.92	2.73	3.27	2.40	3.03	3.38
30	Graduate Program Resources	2.97	2.64	3.16	3.53	3.35	2.40	3.00	2.78	4.00
20	Strategic Planning in College	2.97	2.79	2.57	3.27	3.10	3.42	4.80	2.54	3.00
32	Recruiting Quality Students	2.94	2.60	2.87	3.20	3.45	2.71	3.80	2.78	2.86
17	Budget Decision Participation in Dept.	2.92	3.45	2.52	2.47	2.93	3.14	2.80	2.81	2.75
21	Communication with Admin.	2.90	2.79	3.04	2.80	3.13	3.00	3.20	2.74	2.63
18	Selection of Admins.	2.73	2.13	2.22	2.60	3.45	3.05	2.80	2.92	2.25
69	Salary at SHSU	2.66	2.49	3.26	2.67	2.52	2.74	1.80	2.58	3.13
56	IDEA Accuracy	2.63	2.55	2.45	3.20	2.53	2.54	2.20	2.78	
70	Salary other Universities	2.45	2.31	2.83	2.27	2.33	2.52	1.75	2.43	3.13
57	IDEA On-Line Administered	2.41	2.25	2.89	3.10	2.48	2.50	1.00	1.90	2.00
41	Parking	2.35	2.27	3.00	2.80	2.03	2.25	1.80	2.09	3.00
62	Market Adjustments applied fairly	2.22	1.93	2.94	1.64	1.81	2.63	2.00	2.30	2.71
58	IDEA On-Line Accuracy	2.17	2.25	1.80	2.40	2.23	2.23	1.00	2.14	2.00
14	Assoc. Deans									

Faculty Senate Survey Results - University Previous Comparison

Evaluate the Following:

		13-14	12-13	11-12	10-11	09-10	08-09	07-08	06-07	05-06	04-05	03-04
1	President Gibson	3.42	3.68	3.54	3.39	4.19	4.05	3.74	3.91	3.89	3.45	3.31
2	VPAA Hebert	4.11	4.26	4.04	3.03	3.31	3.31	3.31	3.34	3.16	2.59	2.50
3	VPEM Thielemann	3.32	3.20	3.10	3.28	3.37	3.40	3.55	3.35	3.34	3.02	
4	VPFO Hooten	3.07	3.33	3.33	3.22	3.58	3.52	2.97	3.04	3.09	3.20	2.89
5	VPSS Parker	3.54	3.95	3.77	3.81	3.89	3.88	3.84	3.80	3.87	2.34	1.99
6	VP Advancement Holmes	3.28	3.37	3.36	3.37	3.47	3.24	3.26	3.24	3.19	2.76	2.57
7	VP IT Adams	3.11	3.15									
8	Assoc. VPAA Eglsaer	3.78	3.86	3.50	3.78	3.78	3.63	3.68	3.68	3.69	3.55	3.54
9	Assoc. VPAA Tayebi	3.48	3.34	3.57	3.51	3.73	3.80	3.70	3.58	3.67	3.60	3.39
10	Assoc. VPR&SP Cook	3.71	3.78	3.72	3.79	3.77	3.71	3.06	3.16	2.50	2.53	2.20
11	Assoc. VPResAdm Davis	3.30	3.31	3.02	3.20	3.41						
12	Assoc. VP DL Angrove	3.54	3.43	3.05	2.87	3.26						
13	Deans/Director	3.92	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.	2.92	3.10	3.06	2.94	3.18	3.21	2.98	3.13	3.19	2.34	2.26
18	Selection of Admins.	2.73	2.88	2.72	2.44	2.73	2.72	2.52	2.64	2.55	2.11	1.98
19	Selection of Faculty	4.20	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	2.97	3.31	3.35	3.08	3.27	3.28	3.26	3.40	3.31	2.47	2.29
21	Communication with Admin.	2.90	3.10	2.81	2.77	3.00	3.01	2.82	2.96	2.94	2.35	2.25
22	Faculty Senate	3.39	3.59	3.46	3.36	3.36	3.23	3.16	3.25	3.42	3.25	3.34
23	Information Resources (UCS)	3.23	3.40	3.21	2.98	3.10	3.09	2.63	3.58	3.65	3.63	3.73
24	DELTA Services adequate	3.64	3.52	3.31	3.10	3.13						
25	Adequate support for online courses	3.57	3.35	3.26	3.06	3.03	2.82	2.75	2.90	2.81		
26	Library Services	4.17	4.18	4.28	4.15	4.23	4.17	4.12	4.17	4.32	4.05	3.98
27	Library good for Dept. Curriculum	4.15	4.09	4.15	4.04	4.18	4.02	3.95	3.90	4.06	3.93	3.88
28	Support from Contracts and Grants	3.38	3.58	3.57	3.54	3.53	3.17	2.89	3.02	3.03	2.56	2.61
29	Research Resources	3.37	3.57	3.33	3.41	3.25	3.13	3.17	3.10	2.94	2.41	2.24
30	Graduate Program Resources	2.97	2.95	2.85	2.92	2.96	2.74	2.72	2.74	2.53	2.54	2.58
31	Travel Allocation	3.44	3.29	3.19	3.07	3.14	3.07	3.05	3.08	2.95	2.50	2.25
32	Recruiting Quality Students	2.94	3.07	3.02	3.03	3.16	3.14	3.07	3.08	3.46	3.17	3.09
33	SAM Center Advising	3.48	3.49	3.42	3.50	3.65	3.50	3.44	3.64	3.92	3.81	4.02
34	SAM Center Mentoring	3.58	3.80	3.80	3.90	3.83	3.61	3.64	3.82	3.97	3.87	4.03
35	LSC facilities adequate	3.54	3.71	3.86	3.77	3.74	3.68	3.61	3.65	3.66	3.58	3.44
36	LSC Services adequate	3.59	3.66	3.89	3.72	3.71	3.69	3.49	3.60	3.63		
37	Aramark Services adequate	3.15	3.32	3.38	3.19	3.12						

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