

Faculty Senate Campus Perception Survey Results for 2017-2018

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University Results

2017 - 2018

Total number of respondents	359
Completed Surveys	300
Tenured/Tenure-Track	298
Tenured/Tenure-Track at SHSU	581
Percentage of Tenured/Tenure-Track Responding	51.29%
Instructors/Clinical Faculty Responding	39
Number of surveys where rank was unanswered (skipped question)	22

				Much more than Satisfactory (5)		More than Satisfactory (4)		Satisfactory (3)		Less than Satisfactory (2)		Much less than Satisfactory (1)		N/A		No Response
Administrator	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
University President (D. Hoyt)	308	3.16	1.11	37	12.01%	63	20.45%	113	36.69%	44	14.29%	24	7.79%	27	8.77%	40
Provost/VP Academic Affairs (R. Eglsaer)	309	3.53	1.08	62	20.06%	71	22.98%	96	31.07%	31	10.03%	10	3.24%	39	12.62%	39
VP Enrollment Management (H. Thielemann)	301	3.43	0.88	18	5.98%	46	15.28%	67	22.26%	15	4.98%	2	0.66%	153	50.83%	47
VP Finance and Operations (C. Hernandez)	302	3.12	1.10	20	6.62%	34	11.26%	70	23.18%	24	7.95%	15	4.97%	139	46.03%	46
VP University Advancement (F. Holmes)	301	3.36	0.97	20	6.64%	37	12.29%	69	22.92%	13	4.32%	6	1.99%	156	51.83%	47
VP Student Services (F. Parker)	305	3.73	0.98	51	16.72%	73	23.93%	67	21.97%	13	4.26%	5	1.64%	96	31.48%	43
VP Information Technology (M. Adams)	304	3.35	1.13	38	12.50%	52	17.11%	76	25.00%	26	8.55%	15	4.93%	97	31.91%	44
Assoc. VPAA (M. Robbins)	302	3.76	0.95	46	15.23%	40	13.25%	64	21.19%	9	2.98%	1	0.33%	142	47.02%	46
Dean of Students (J. Yarabeck)	302	3.63	1.02	43	14.24%	59	19.54%	65	21.52%	15	4.97%	6	1.99%	114	37.75%	46
Dean Grad Studies (K. Hendrickson)	305	3.42	1.20	45	14.75%	52		65	21.31%	22	7.21%	18	5.90%	103	33.77%	43
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	300	3.74	0.88	33	11.00%	50	16.67%	55	18.33%	6	2.00%	1	0.33%	155	51.67%	48
Assoc. VP Human Res. & RM (D. Hammonds)	299	3.35	1.04	26	8.70%	35	11.71%	68	22.74%	19	6.35%	7	2.34%	144	48.16%	49
Assoc. VP Distance Learning (B. Angrove)	301	3.54	1.01	35	11.63%	53	17.61%	69	22.92%	13	4.32%	7	2.33%	124	41.20%	47

University - Whole				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
I have an opportunity to participate in my departmental/program's budget decisions.	306	2.7128	1.3909776	29	9.48%	80	26.14%	42	13.73%	55	17.97%	83	27.12%	17	5.56%	42
I have an opportunity to participate in the selection of Administrators.	305	2.5321	1.3832037	28	9.18%	58	19.02%	40	13.11%	63	20.66%	91	29.84%	25	8.20%	43
I have an opportunity to participate in the selection of Faculty.	305	3.9452	1.2889457	135	44.26%	83	27.21%	20	6.56%	31	10.16%	23	7.54%	13	4.26%	43
I have an opportunity to participate in the Strategic Planning of my College/Library.	304	3.0784	1.3731901	44	14.47%	79	25.99%	52	17.11%	40	13.16%	53	17.43%	36	11.84%	44
Administration effectively communicates with the faculty.	306	2.96	1.3826545	43	14.05%	88	28.76%	47	15.36%	58	18.95%	64	20.92%	6	1.96%	42
Administration consistently follows official policies.	305	3.234	1.3972531	65	21.31%	75	24.59%	49	16.07%	47	15.41%	46	15.08%	23	7.54%	43
The University Faculty Senate is effective in representing faculty views to the administration.	304	3.3729	1.2574969	50	16.45%	72	23.68%	55	18.09%	34	11.18%	25	8.22%	68	22.37%	44
IT@Sam (Computer Services) meets my needs.	302	3.7575	1.2827707	107	35.43%	102	33.77%	29	9.60%	38	12.58%	25	8.28%	1	0.33%	46
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	299	3.8977	1.0292215	69	23.08%	83	27.76%	42	14.05%	14	4.68%	7	2.34%	84	28.09%	49
There is adequate support for developing online courses/degrees/programs.	300	3.9959	1.0446383	90	30.00%	94	31.33%	30	10.00%	20	6.67%	7	2.33%	59	19.67%	48
Library Services meets my needs.	302	4.2128	0.940111	132	43.71%	102	33.77%	29	9.60%	14	4.64%	5	1.66%	20	6.62%	46
The library meets the needs of my department's curriculum.	301	4.2146	0.9096854	121	40.20%	92	30.56%	35	11.63%	9	2.99%	4	1.33%	40	13.29%	47
I receive adequate support from the Office of Research and Sponsored Programs.	301	3.6933	1.1192061	62	20.60%	79	26.25%	45	14.95%	31	10.30%	8	2.66%	76	25.25%	47
The resources available for my research are adequate.	298	3.6204	1.1406963	67	22.48%	103	34.56%	49	16.44%	43	14.43%	12	4.03%	24	8.05%	50
The resources available to provide a successful graduate program are adequate.	300	3.1464	1.3254422	37	12.33%	83	27.67%	33	11.00%	50	16.67%	36	12.00%	61	20.33%	48
The allocation of travel reimbursements meets the needs of the faculty.	300	3.5284	1.3841466	93	31.00%	74	24.67%	35	11.67%	49	16.33%	31	10.33%	18	6.00%	48
The university is doing an adequate job recruiting quality students.	301	3.0989	1.287655	43	14.29%	81	26.91%	60	19.93%	59	19.60%	40	13.29%	18	5.98%	47
The SAM Center offers effective Advising Services.	301	3.4912	1.1975532	54	17.94%	69	22.92%	56	18.60%	33	10.96%	16	5.32%	73	24.25%	47
The SAM Center offers effective Mentoring Services.	298	3.5135	1.110676	37	12.42%	64	21.48%	52	17.45%	21	7.05%	11	3.69%	113	37.92%	50

University - Whole				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The facilities at the Lowman Student Center are adequate.	299	3.56	1.0268398	46	15.38%	95	31.77%	70	23.41%	31	10.37%	8	2.68%	49	16.39%	49
The services available through the campus bookstore are adequate.	297	3.3213	1.1458958	32	10.77%	74	24.92%	70	23.57%	23	7.74%	22	7.41%	76	25.59%	51
The services provided by ARAMARK are adequate.	300	3.251	1.1657946	33	11.00%	94	31.33%	69	23.00%	40	13.33%	27	9.00%	37	12.33%	48
The Human Resource Department offers me adequate services.	300	3.5933	1.1696854	62	20.67%	102	34.00%	59	19.67%	23	7.67%	22	7.33%	32	10.67%	48
The facilities at the Woodlands Center are adequate.	300	4.0052	1.0129238	74	24.67%	66	22.00%	35	11.67%	13	4.33%	4	1.33%	108	36.00%	48
The staff at the Woodlands Center is adequate.	299	3.6098	1.1713667	44	14.72%	51	17.06%	40	13.38%	19	6.35%	10	3.34%	135	45.15%	49
There is adequate parking for faculty.	302	2.8374	1.4060625	41	13.58%	73	24.17%	43	14.24%	62	20.53%	70	23.18%	13	4.30%	46
My physical work environment (office/classroom/lab) is adequate.	301	3.5729	1.2678329	83	27.57%	96	31.89%	48	15.95%	43	14.29%	25	8.31%	6	1.99%	47
I feel free from intimidation/discrimination in the workplace.	302	3.5421	1.4836073	116	38.41%	58	19.21%	39	12.91%	39	12.91%	45	14.90%	5	1.66%	46
I feel physically safe on campus.	302	4.2525	0.9429173	150	49.67%	96	31.79%	32	10.60%	14	4.64%	5	1.66%	5	1.66%	46
The 3/3 and 4/4 work load policy is handled fairly in my College.	300	3.7985	1.1830889	91	30.33%	93	31.00%	37	12.33%	33	11.00%	14	4.67%	32	10.67%	48
My teaching load is fair.	299	4.055	1.0984529	130	43.48%	91	30.43%	36	12.04%	24	8.03%	10	3.34%	8	2.68%	49
I receive adequate recognition for my teaching.	300	3.3103	1.2485426	61	20.33%	80	26.67%	59	19.67%	68	22.67%	22	7.33%	10	3.33%	48
I receive adequate recognition for my research.	301	3.2671	1.2549268	50	16.61%	85	28.24%	61	20.27%	51	16.94%	30	9.97%	24	7.97%	47
I receive adequate recognition for my service to the university.	301	3.189	1.3298125	58	19.27%	77	25.58%	57	18.94%	60	19.93%	39	12.96%	10	3.32%	47
I receive adequate clerical support.	299	3.6092	1.3316518	94	31.44%	79	26.42%	47	15.72%	34	11.37%	30	10.03%	15	5.02%	49
There is collegial support within my department/program.	301	3.7432	1.3285921	116	38.54%	76	25.25%	45	14.95%	30	9.97%	29	9.63%	5	1.66%	47
Administrative reassigned time is applied fairly in my college.	297	3.1737	1.2466131	34	11.45%	41	13.80%	63	21.21%	28	9.43%	24	8.08%	107	36.03%	51
I am satisfied with the guidelines for receiving a Faculty Research Fund. (\$5,000 or less).	299	3.7085	1.2091835	71	23.75%	67	22.41%	52	17.39%	15	5.02%	18	6.02%	76	25.42%	49
I am satisfied with the guidelines for receiving an Enhancement Grant for Research.	298	3.7028	1.1781788	65	21.81%	65	21.81%	50	16.78%	18	6.04%	14	4.70%	86	28.86%	50

University - Whole				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	300	2.8163	1.3870237	36	12.00%	69	23.00%	59	19.67%	45	15.00%	74	24.67%	17	5.67%	48
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	300	2.6127	1.3418958	27	9.00%	59	19.67%	57	19.00%	59	19.67%	82	27.33%	16	5.33%	48
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	298	2.7441	1.3771667	25	8.39%	47	15.77%	46	15.44%	35	11.74%	58	19.46%	87	29.19%	50
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	298	2.5468	1.3578914	19	6.38%	40	13.42%	39	13.09%	40	13.42%	65	21.81%	95	31.88%	50
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	298	3.6431	1.3044673	91	30.54%	71	23.83%	54	18.12%	26	8.72%	27	9.06%	29	9.73%	50
The FES is an adequate measurement of my performance as a faculty member.	298	3.1579	1.2480086	35	11.74%	106	35.57%	50	16.78%	57	19.13%	37	12.42%	13	4.36%	50
The merit system is applied fairly.	299	2.9434	1.3091131	33	11.04%	69	23.08%	65	21.74%	46	15.38%	52	17.39%	34	11.37%	49
Market adjustments are applied fairly.	298	2.3208	1.3296237	16	5.37%	41	13.76%	44	14.77%	42	14.09%	97	32.55%	58	19.46%	50
The promotion system is applied fairly.	297	3.3056	1.3235837	52	17.51%	78	26.26%	54	18.18%	31	10.44%	37	12.46%	45	15.15%	51
The tenure system is applied fairly in my department.	297	3.4297	1.4201814	79	26.60%	69	23.23%	41	13.80%	34	11.45%	40	13.47%	34	11.45%	51
The tenure system process at the university level is clear.	298	3.274	1.3549702	65	21.81%	71	23.83%	62	20.81%	42	14.09%	41	13.76%	17	5.70%	50
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	297	3.4223	1.3693193	61	20.54%	45	15.15%	47	15.82%	26	8.75%	27	9.09%	91	30.64%	51
Collegiality is an appropriate evaluation category for Tenure and Promotion.	296	3.5914	1.41854	100	33.78%	72	24.32%	40	13.51%	27	9.12%	40	13.51%	17	5.74%	52
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	298	3.6029	1.4156656	99	33.22%	69	23.15%	39	13.09%	27	9.06%	38	12.75%	26	8.72%	50
My salary is appropriate relative to my contribution to Sam Houston State University.	297	2.568	1.3352106	28	9.43%	60	20.20%	45	15.15%	79	26.60%	82	27.61%	3	1.01%	51
My salary is appropriate relative to my current rank when compared to similar universities.	298	2.3536	1.3010935	21	7.05%	47	15.77%	37	12.42%	80	26.85%	95	31.88%	18	6.04%	50
Overall, I am satisfied with my job at SHSU.	297	3.7872	1.1705728	99	33.33%	100	33.67%	46	15.49%	37	12.46%	14	4.71%	1	0.34%	51

College of Business Administration

Total number of respondents	43
Completed Surveys	40
Tenured/Tenure-Track	38
Tenured/Tenure-Track in Department	85
Percentage of Tenured/Tenure-Track Responding	44.71%
Instructors/Clinical Faculty Responding	2
Number of surveys where rank was skipped	3

				Much more than Satisfactory (5)		More than Satisfactory (4)		Satisfactory (3)		Less than Satisfactory (2)		Much less than Satisfactory (1)		N/A		No Response
Administrator	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
University President (D. Hoyt)	41	3.23	1.09	5	12.20%	9	21.95%	18	43.90%	6	14.63%	2	4.88%	1	2.44%	2
Provost/VP Academic Affairs (R. Eglsaer)	41	3.68	1.13	11	26.83%	11	26.83%	11	26.83%	3	7.32%	2	4.88%	3	7.32%	2
VP Enrollment Management (H. Thielemann)	38	3.30	1.00	3	7.89%	4	10.53%	10	26.32%	2	5.26%	1	2.63%	18	47.37%	5
VP Finance and Operations (C. Hernandez)	39	3.39	1.01	4	10.26%	5	12.82%	11	28.21%	2	5.13%	1	2.56%	16	41.03%	4
VP University Advancement (F. Holmes)	38	3.39	1.06	3	7.89%	5	13.16%	7	18.42%	2	5.26%	1	2.63%	20	52.63%	5
VP Student Services (F. Parker)	40	3.73	1.06	8	20.00%	6	15.00%	10	25.00%	1	2.50%	1	2.50%	14	35.00%	3
VP Information Technology (M. Adams)	40	3.55	1.13	7	17.50%	8	20.00%	10	25.00%	2	5.00%	2	5.00%	11	27.50%	3
Assoc. VPAA (M. Robbins)	38	3.73	0.85	4	10.53%	3	7.89%	8	21.05%	0	0.00%	0	0.00%	23	60.53%	5
Dean of Students (J. Yarabeck)	40	3.29	1.14	4	10.00%	6	15.00%	9	22.50%	3	7.50%	2	5.00%	16	40.00%	3
Dean Grad Studies (K. Hendrickson)	39	3.94	0.83	5	12.82%	5	12.82%	6	15.38%	0	0.00%	0	0.00%	23	58.97%	4
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	39	3.62	0.74	2	5.13%	4	10.26%	7	17.95%	0	0.00%	0	0.00%	26	66.67%	4
Assoc. VP Human Res. & RM (D. Hammonds)	38	3.45	1.02	3	7.89%	7	18.42%	7	18.42%	2	5.26%	1	2.63%	18	47.37%	5
Assoc. VP Distance Learning (B. Angrove)	39	3.52	1.06	4	10.26%	9	23.08%	6	15.38%	3	7.69%	1	2.56%	16	41.03%	4
Dean (M. Muehsam)	41	3.00	1.28	7	17.07%	7	17.07%	10	24.39%	11	26.83%	5	12.20%	1	2.44%	2
Associate Dean (K. Jesswein)	40	3.64	1.10	11	27.50%	10	25.00%	12	30.00%	5	12.50%	1	2.50%	1	2.50%	3
Associate Dean (V. Muehsam)	40	3.83	0.96	9	22.50%	16	40.00%	8	20.00%	2	5.00%	1	2.50%	4	10.00%	3

COBA				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
I have an opportunity to participate in my departmental/program's budget decisions.	41	2.125	1.144279	1	2.44%	6	14.63%	5	12.20%	13	31.71%	15	36.59%	1	2.44%	2
I have an opportunity to participate in the selection of Administrators.	41	1.9	1.019804	0	0.00%	4	9.76%	7	17.07%	10	24.39%	19	46.34%	1	2.44%	2
I have an opportunity to participate in the selection of Faculty.	40	3.7	1.228821	12	30.00%	16	40.00%	2	5.00%	8	20.00%	2	5.00%	0	0.00%	3
I have an opportunity to participate in the Strategic Planning of my College/Library.	40	3.38462	1.211386	6	15.00%	16	40.00%	9	22.50%	3	7.50%	5	12.50%	1	2.50%	3
Administration effectively communicates with the faculty.	41	2.92683	1.313908	3	7.32%	16	39.02%	6	14.63%	7	17.07%	9	21.95%	0	0.00%	2
Administration consistently follows official policies.	41	3.39474	1.136464	6	14.63%	15	36.59%	7	17.07%	8	19.51%	2	4.88%	3	7.32%	2
The University Faculty Senate is effective in representing faculty views to the administration.	41	3.62162	1.215916	10	24.39%	13	31.71%	7	17.07%	4	9.76%	3	7.32%	4	9.76%	2
IT@Sam (Computer Services) meets my needs.	41	4.17073	1.145563	21	51.22%	14	34.15%	0	0.00%	4	9.76%	2	4.88%	0	0.00%	2
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	41	4.24242	0.888659	15	36.59%	13	31.71%	4	9.76%	0	0.00%	1	2.44%	8	19.51%	2
There is adequate support for developing online courses/degrees/programs.	41	4.24242	0.888659	15	36.59%	13	31.71%	4	9.76%	0	0.00%	1	2.44%	8	19.51%	2
Library Services meets my needs.	40	4.26316	0.817062	17	42.50%	16	40.00%	3	7.50%	2	5.00%	0	0.00%	2	5.00%	3
The library meets the needs of my department's curriculum.	40	4.47059	0.605625	18	45.00%	14	35.00%	2	5.00%	0	0.00%	0	0.00%	6	15.00%	3
I receive adequate support from the Office of Research and Sponsored Programs.	40	3.52	0.899778	3	7.50%	11	27.50%	7	17.50%	4	10.00%	0	0.00%	15	37.50%	3
The resources available for my research are adequate.	40	3.37838	1.099173	6	15.00%	13	32.50%	8	20.00%	9	22.50%	1	2.50%	3	7.50%	3
The resources available to provide a successful graduate program are adequate.	39	3.09677	1.30396	5	12.82%	9	23.08%	5	12.82%	8	20.51%	4	10.26%	8	20.51%	4
The allocation of travel reimbursements meets the needs of the faculty.	39	4.26316	0.848659	18	46.15%	14	35.90%	4	10.26%	2	5.13%	0	0.00%	1	2.56%	4
The university is doing an adequate job recruiting quality students.	40	2.82051	1.059071	2	5.00%	9	22.50%	12	30.00%	12	30.00%	4	10.00%	1	2.50%	3
The SAM Center offers effective Advising Services.	40	3.63636	1.009596	7	17.50%	13	32.50%	7	17.50%	6	15.00%	0	0.00%	7	17.50%	3
The SAM Center offers effective Mentoring Services.	39	3.86364	1.057246	6	15.38%	11	28.21%	2	5.13%	2	5.13%	1	2.56%	17	43.59%	4

COBA				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The facilities at the Lowman Student Center are adequate.	40	3.76471	1.001729	8	20.00%	15	37.50%	7	17.50%	3	7.50%	1	2.50%	6	15.00%	3
The services available through the campus bookstore are adequate.	40	3.25806	1.106221	3	7.50%	12	30.00%	9	22.50%	4	10.00%	3	7.50%	9	22.50%	3
The services provided by ARAMARK are adequate.	40	3.55556	0.984447	4	10.00%	19	47.50%	8	20.00%	3	7.50%	2	5.00%	4	10.00%	3
The Human Resource Department offers me adequate services.	40	3.72222	1.043794	8	20.00%	16	40.00%	8	20.00%	2	5.00%	2	5.00%	4	10.00%	3
The facilities at the Woodlands Center are adequate.	40	3.81818	1.140296	12	30.00%	9	22.50%	7	17.50%	4	10.00%	1	2.50%	7	17.50%	3
The staff at the Woodlands Center is adequate.	39	3.54839	1.159497	8	20.51%	9	23.08%	7	17.95%	6	15.38%	1	2.56%	8	20.51%	4
There is adequate parking for faculty.	40	2.65	1.314344	4	10.00%	8	20.00%	8	20.00%	10	25.00%	10	25.00%	0	0.00%	3
My physical work environment (office/classroom/lab) is adequate.	40	3.6	1.260952	11	27.50%	15	37.50%	4	10.00%	7	17.50%	3	7.50%	0	0.00%	3
I feel free from intimidation/discrimination in the workplace.	40	3.65	1.275735	15	37.50%	7	17.50%	9	22.50%	7	17.50%	2	5.00%	0	0.00%	3
I feel physically safe on campus.	40	4.30769	0.789477	18	45.00%	17	42.50%	2	5.00%	2	5.00%	0	0.00%	1	2.50%	3
The 3/3 and 4/4 work load policy is handled fairly in my College.	40	3.81579	1.096772	12	30.00%	14	35.00%	6	15.00%	5	12.50%	1	2.50%	2	5.00%	3
My teaching load is fair.	40	3.85	1.173669	15	37.50%	13	32.50%	4	10.00%	7	17.50%	1	2.50%	0	0.00%	3
I receive adequate recognition for my teaching.	41	2.90244	1.121951	4	9.76%	9	21.95%	10	24.39%	15	36.59%	3	7.32%	0	0.00%	2
I receive adequate recognition for my research.	41	3.12821	1.264495	7	17.07%	9	21.95%	9	21.95%	10	24.39%	4	9.76%	2	4.88%	2
I receive adequate recognition for my service to the university.	41	3.125	1.187171	5	12.20%	13	31.71%	7	17.07%	12	29.27%	3	7.32%	1	2.44%	2
I receive adequate clerical support.	40	3.87179	1.113541	13	32.50%	15	37.50%	6	15.00%	3	7.50%	2	5.00%	1	2.50%	3
There is collegial support within my department/program.	41	3.58537	1.306188	12	29.27%	14	34.15%	5	12.20%	6	14.63%	4	9.76%	0	0.00%	2
Administrative reassigned time is applied fairly in my college.	39	3.28571	0.880631	3	7.69%	3	7.69%	12	30.77%	3	7.69%	0	0.00%	18	46.15%	4
I am satisfied with the guidelines for receiving a Faculty Research Fund. (\$5,000 or less).	40	3.66667	1.276569	8	20.00%	10	25.00%	4	10.00%	2	5.00%	3	7.50%	13	32.50%	3
I am satisfied with the guidelines for receiving an Enhancement Grant for Research.	39	3.65217	1.201763	6	15.38%	9	23.08%	4	10.26%	2	5.13%	2	5.13%	16	41.03%	4

COBA				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	40	2.775	1.405125	6	15.00%	9	22.50%	4	10.00%	12	30.00%	9	22.50%	0	0.00%	3
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	40	2.425	1.301682	4	10.00%	5	12.50%	7	17.50%	12	30.00%	12	30.00%	0	0.00%	3
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	40	2.625	1.363589	3	7.50%	9	22.50%	1	2.50%	11	27.50%	8	20.00%	8	20.00%	3
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	40	2.1875	1.333171	3	7.50%	4	10.00%	2	5.00%	10	25.00%	13	32.50%	8	20.00%	3
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	41	3.175	1.242729	6	14.63%	11	26.83%	13	31.71%	4	9.76%	6	14.63%	1	2.44%	2
The FES is an adequate measurement of my performance as a faculty member.	40	2.73684	1.249931	3	7.50%	9	22.50%	9	22.50%	9	22.50%	8	20.00%	2	5.00%	3
The merit system is applied fairly.	41	3	1.269296	6	14.63%	6	14.63%	11	26.83%	8	19.51%	5	12.20%	5	12.20%	2
Market adjustments are applied fairly.	40	2.22857	1.123406	1	2.50%	4	10.00%	9	22.50%	9	22.50%	12	30.00%	5	12.50%	3
The promotion system is applied fairly.	40	2.94118	1.493932	7	17.50%	7	17.50%	6	15.00%	5	12.50%	9	22.50%	6	15.00%	3
The tenure system is applied fairly in my department.	41	2.89189	1.555874	9	21.95%	6	14.63%	4	9.76%	8	19.51%	10	24.39%	4	9.76%	2
The tenure system process at the university level is clear.	40	2.74359	1.497313	7	17.50%	7	17.50%	6	15.00%	7	17.50%	12	30.00%	1	2.50%	3
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	40	3.15625	1.301667	7	17.50%	6	15.00%	7	17.50%	9	22.50%	3	7.50%	8	20.00%	3
Collegiality is an appropriate evaluation category for Tenure and Promotion.	40	3.46154	1.194993	9	22.50%	12	30.00%	8	20.00%	8	20.00%	2	5.00%	1	2.50%	3
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	40	3.74359	1.170535	13	32.50%	11	27.50%	9	22.50%	4	10.00%	2	5.00%	1	2.50%	3
My salary is appropriate relative to my contribution to Sam Houston State University.	40	2.5641	1.215179	3	7.50%	8	20.00%	4	10.00%	17	42.50%	7	17.50%	1	2.50%	3
My salary is appropriate relative to my current rank when compared to similar universities.	40	2.10256	1.2361	2	5.00%	5	12.50%	5	12.50%	10	25.00%	17	42.50%	1	2.50%	3
Overall, I am satisfied with my job at SHSU.	40	3.725	0.999687	9	22.50%	17	42.50%	9	22.50%	4	10.00%	1	2.50%	0	0.00%	3

College of Criminal Justice

Total number of respondents	22
Completed Surveys	19
Tenured/Tenure-Track	17
Tenured/Tenure-Track in Department	39
Percentage of Tenured/Tenure-Track Responding	43.59%
Instructors/Clinical Faculty Responding	3
Number of surveys where rank was skipped	2

	Much more than Satisfactory (5)					More than Satisfactory (4)		Satisfactory (3)		Less than Satisfactory (2)		Much less than Satisfactory (1)		N/A		No Response
Administrator	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
University President (D. Hoyt)	19	3.67	0.94	4	21.05%	6	31.58%	6	31.58%	2	10.53%	0	0.00%	1	5.26%	3
Provost/VP Academic Affairs (R. Eglsaer)	19	3.87	0.96	5	26.32%	4	21.05%	5	26.32%	1	5.26%	0	0.00%	4	21.05%	3
VP Enrollment Management (H. Thielemann)	19	3.73	0.75	2	10.53%	4	21.05%	5	26.32%	0	0.00%	0	0.00%	8	42.11%	3
VP Finance and Operations (C. Hernandez)	19	3.42	0.95	2	10.53%	3	15.79%	5	26.32%	2	10.53%	0	0.00%	7	36.84%	3
VP University Advancement (F. Holmes)	19	3.67	0.82	2	10.53%	2	10.53%	5	26.32%	0	0.00%	0	0.00%	10	52.63%	3
VP Student Services (F. Parker)	19	3.86	0.74	3	15.79%	6	31.58%	5	26.32%	0	0.00%	0	0.00%	5	26.32%	3
VP Information Technology (M. Adams)	19	3.67	0.85	3	15.79%	2	10.53%	7	36.84%	0	0.00%	0	0.00%	7	36.84%	3
Assoc. VPAA (M. Robbins)	19	3.90	0.94	4	21.05%	1	5.26%	5	26.32%	0	0.00%	0	0.00%	9	47.37%	3
Dean of Students (J. Yarabeck)	19	3.36	1.23	3	15.79%	1	5.26%	5	26.32%	1	5.26%	1	5.26%	8	42.11%	3
Dean Grad Studies (K. Hendrickson)	19	3.36	1.34	4	21.05%	2	10.53%	5	26.32%	1	5.26%	2	10.53%	5	26.32%	3
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	19	3.86	0.99	5	26.32%	3	15.79%	5	26.32%	1	5.26%	0	0.00%	5	26.32%	3
Assoc. VP Human Res. & RM (D. Hammonds)	19	3.42	0.86	2	10.53%	2	10.53%	7	36.84%	1	5.26%	0	0.00%	7	36.84%	3
Assoc. VP Distance Learning (B. Angrove)	19	3.58	0.95	3	15.79%	2	10.53%	6	31.58%	1	5.26%	0	0.00%	7	36.84%	3
Dean (P. Lyons)	21	3.81	1.33	10	47.62%	2	9.52%	6	28.57%	1	4.76%	2	9.52%	0	0.00%	1
Associate Dean (W. King)	21	4.00	1.20	11	52.38%	2	9.52%	6	28.57%	1	4.76%	1	4.76%	0	0.00%	1
Associate Dean (H. Miller)	21	3.78	1.03	6	28.57%	4	19.05%	6	28.57%	2	9.52%	0	0.00%	3	14.29%	1

COCJ				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
I have an opportunity to participate in my departmental/program's budget decisions.	20	2.82	1.25	1	5.00%	5	25.00%	5	25.00%	2	10.00%	4	20.00%	3	15.00%	2
I have an opportunity to participate in the selection of Administrators.	20	2.82	1.20	2	10.00%	2	10.00%	7	35.00%	3	15.00%	3	15.00%	3	15.00%	2
I have an opportunity to participate in the selection of Faculty.	20	4.28	1.04	10	50.00%	5	25.00%	2	10.00%	0	0.00%	1	5.00%	2	10.00%	2
I have an opportunity to participate in the Strategic Planning of my College/Library.	20	3.29	1.36	4	20.00%	4	20.00%	5	25.00%	1	5.00%	3	15.00%	3	15.00%	2
Administration effectively communicates with the faculty.	20	3.60	1.28	5	25.00%	8	40.00%	4	20.00%	0	0.00%	3	15.00%	0	0.00%	2
Administration consistently follows official policies.	20	4.00	1.11	8	40.00%	4	20.00%	5	25.00%	0	0.00%	1	5.00%	2	10.00%	2
The University Faculty Senate is effective in representing faculty views to the administration.	20	3.85	1.10	4	20.00%	5	25.00%	3	15.00%	0	0.00%	1	5.00%	7	35.00%	2
IT@Sam (Computer Services) meets my needs.	19	4.32	0.86	10	52.63%	6	31.58%	2	10.53%	1	5.26%	0	0.00%	0	0.00%	3
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	18	4.13	0.62	4	22.22%	9	50.00%	2	11.11%	0	0.00%	0	0.00%	3	16.67%	4
There is adequate support for developing online courses/degrees/programs.	19	4.12	0.76	5	26.32%	10	52.63%	1	5.26%	1	5.26%	0	0.00%	2	10.53%	3
Library Services meets my needs.	19	4.35	0.76	8	42.11%	8	42.11%	0	0.00%	1	5.26%	0	0.00%	2	10.53%	3
The library meets the needs of my department's curriculum.	19	4.24	0.81	7	36.84%	8	42.11%	1	5.26%	1	5.26%	0	0.00%	2	10.53%	3
I receive adequate support from the Office of Research and Sponsored Programs.	19	3.73	1.24	6	31.58%	2	10.53%	5	26.32%	1	5.26%	1	5.26%	4	21.05%	3
The resources available for my research are adequate.	19	4.33	0.75	9	47.37%	6	31.58%	3	15.79%	0	0.00%	0	0.00%	1	5.26%	3
The resources available to provide a successful graduate program are adequate.	19	3.94	1.03	6	31.58%	8	42.11%	1	5.26%	3	15.79%	0	0.00%	1	5.26%	3
The allocation of travel reimbursements meets the needs of the faculty.	19	3.72	1.37	8	42.11%	3	15.79%	2	10.53%	4	21.05%	1	5.26%	1	5.26%	3
The university is doing an adequate job recruiting quality students.	19	3.71	0.96	4	21.05%	6	31.58%	5	26.32%	2	10.53%	0	0.00%	2	10.53%	3
The SAM Center offers effective Advising Services.	19	4.13	0.78	3	15.79%	3	15.79%	2	10.53%	0	0.00%	0	0.00%	11	57.89%	3
The SAM Center offers effective Mentoring Services.	19	3.88	1.05	3	15.79%	2	10.53%	2	10.53%	1	5.26%	0	0.00%	11	57.89%	3

COCJ				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The facilities at the Lowman Student Center are adequate.	19	3.73	0.62	1	5.26%	6	31.58%	4	21.05%	0	0.00%	0	0.00%	8	42.11%	3
The services available through the campus bookstore are adequate.	19	4.07	0.88	5	26.32%	6	31.58%	2	10.53%	1	5.26%	0	0.00%	5	26.32%	3
The services provided by ARAMARK are adequate.	19	3.00	1.18	1	5.26%	4	21.05%	4	21.05%	2	10.53%	2	10.53%	6	31.58%	3
The Human Resource Department offers me adequate services.	19	4.11	1.10	10	52.63%	2	10.53%	4	21.05%	2	10.53%	0	0.00%	1	5.26%	3
The facilities at the Woodlands Center are adequate.	19	4.14	1.12	8	42.11%	2	10.53%	2	10.53%	2	10.53%	0	0.00%	5	26.32%	3
The staff at the Woodlands Center is adequate.	19	3.22	1.55	3	15.79%	1	5.26%	2	10.53%	1	5.26%	2	10.53%	10	52.63%	3
There is adequate parking for faculty.	19	3.28	1.41	4	21.05%	6	31.58%	2	10.53%	3	15.79%	3	15.79%	1	5.26%	3
My physical work environment (office/classroom/lab) is adequate.	19	3.61	1.21	6	31.58%	4	21.05%	3	15.79%	5	26.32%	0	0.00%	1	5.26%	3
I feel free from intimidation/discrimination in the workplace.	19	4.00	1.26	10	52.63%	3	15.79%	3	15.79%	2	10.53%	1	5.26%	0	0.00%	3
I feel physically safe on campus.	19	4.42	0.94	13	68.42%	2	10.53%	3	15.79%	1	5.26%	0	0.00%	0	0.00%	3
The 3/3 and 4/4 work load policy is handled fairly in my College.	19	4.44	0.96	13	68.42%	1	5.26%	3	15.79%	1	5.26%	0	0.00%	1	5.26%	3
My teaching load is fair.	19	4.68	0.73	16	84.21%	0	0.00%	3	15.79%	0	0.00%	0	0.00%	0	0.00%	3
I receive adequate recognition for my teaching.	19	4.11	1.07	10	52.63%	3	15.79%	4	21.05%	2	10.53%	0	0.00%	0	0.00%	3
I receive adequate recognition for my research.	19	3.76	1.39	8	42.11%	2	10.53%	4	21.05%	1	5.26%	2	10.53%	2	10.53%	3
I receive adequate recognition for my service to the university.	19	3.94	1.39	10	52.63%	2	10.53%	3	15.79%	1	5.26%	2	10.53%	1	5.26%	3
I receive adequate clerical support.	19	4.28	1.19	12	63.16%	2	10.53%	2	10.53%	1	5.26%	1	5.26%	1	5.26%	3
There is collegial support within my department/program.	19	4.11	1.33	11	57.89%	4	21.05%	1	5.26%	1	5.26%	2	10.53%	0	0.00%	3
Administrative reassigned time is applied fairly in my college.	19	4.09	1.08	6	31.58%	1	5.26%	3	15.79%	1	5.26%	0	0.00%	8	42.11%	3
I am satisfied with the guidelines for receiving a Faculty Research Fund. (\$5,000 or less).	19	3.73	1.39	6	31.58%	4	21.05%	2	10.53%	1	5.26%	2	10.53%	4	21.05%	3
I am satisfied with the guidelines for receiving an Enhancement Grant for Research.	19	4.00	1.17	7	36.84%	5	26.32%	2	10.53%	1	5.26%	1	5.26%	3	15.79%	3

COCJ				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	19	2.65	1.53	3	15.79%	3	15.79%	2	10.53%	3	15.79%	6	31.58%	2	10.53%	3
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	19	2.67	1.37	1	5.26%	6	31.58%	3	15.79%	2	10.53%	6	31.58%	1	5.26%	3
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	19	2.88	1.45	3	15.79%	3	15.79%	3	15.79%	3	15.79%	4	21.05%	3	15.79%	3
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	19	2.75	1.39	1	5.26%	6	31.58%	2	10.53%	2	10.53%	5	26.32%	3	15.79%	3
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	19	4.22	1.13	10	52.63%	5	26.32%	1	5.26%	1	5.26%	1	5.26%	1	5.26%	3
The FES is an adequate measurement of my performance as a faculty member.	19	3.72	1.24	5	26.32%	8	42.11%	2	10.53%	1	5.26%	2	10.53%	1	5.26%	3
The merit system is applied fairly.	19	3.38	1.45	4	21.05%	6	31.58%	1	5.26%	2	10.53%	3	15.79%	3	15.79%	3
Market adjustments are applied fairly.	19	2.62	1.60	3	15.79%	1	5.26%	2	10.53%	2	10.53%	5	26.32%	6	31.58%	3
The promotion system is applied fairly.	19	4.31	0.77	8	42.11%	5	26.32%	3	15.79%	0	0.00%	0	0.00%	3	15.79%	3
The tenure system is applied fairly in my department.	19	4.13	1.26	9	47.37%	2	10.53%	2	10.53%	1	5.26%	1	5.26%	4	21.05%	3
The tenure system process at the university level is clear.	19	4.13	0.93	7	36.84%	5	26.32%	3	15.79%	1	5.26%	0	0.00%	3	15.79%	3
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	19	4.00	1.51	9	47.37%	1	5.26%	1	5.26%	1	5.26%	2	10.53%	5	26.32%	3
Collegiality is an appropriate evaluation category for Tenure and Promotion.	19	4.38	0.86	9	47.37%	5	26.32%	1	5.26%	1	5.26%	0	0.00%	3	15.79%	3
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	19	4.31	0.85	8	42.11%	6	31.58%	1	5.26%	1	5.26%	0	0.00%	3	15.79%	3
My salary is appropriate relative to my contribution to Sam Houston State University.	19	3.47	1.46	6	31.58%	6	31.58%	1	5.26%	3	15.79%	3	15.79%	0	0.00%	3
My salary is appropriate relative to my current rank when compared to similar universities.	19	3.19	1.55	5	26.32%	3	15.79%	1	5.26%	4	21.05%	3	15.79%	3	15.79%	3
Overall, I am satisfied with my job at SHSU.	19	4.42	0.88	12	63.16%	4	21.05%	2	10.53%	1	5.26%	0	0.00%	0	0.00%	3

College of Education

Total number of respondents	67
Completed Surveys	52
Tenured/Tenure-Track	53
Tenured/Tenure-Track in Department	85
Percentage of Tenured/Tenure-Track Responding	62.35%
Instructors/Clinical Faculty Responding	9
Number of surveys where rank was skipped	5

	Much more than Satisfactory (5)				More than Satisfactory (4)		Satisfactory (3)		Less than Satisfactory (2)		Much less than Satisfactory (1)		N/A		No Response	
Administrator	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
University President (D. Hoyt)	58	3.13	1.08	8	13.79%	8	13.79%	23	39.66%	11	18.97%	3	5.17%	5	8.62%	9
Provost/VP Academic Affairs (R. Eglsaer)	58	3.62	1.01	12	20.69%	16	27.59%	20	34.48%	3	5.17%	2	3.45%	5	8.62%	9
VP Enrollment Management (H. Thielemann)	57	3.52	0.93	4	7.02%	12	21.05%	8	14.04%	5	8.77%	0	0.00%	28	49.12%	10
VP Finance and Operations (C. Hernandez)	57	3.52	1.04	6	10.53%	8	14.04%	11	19.30%	3	5.26%	1	1.75%	28	49.12%	10
VP University Advancement (F. Holmes)	57	3.33	0.98	4	7.02%	7	12.28%	16	28.07%	1	1.75%	2	3.51%	27	47.37%	10
VP Student Services (F. Parker)	57	3.56	0.95	7	12.28%	16	28.07%	15	26.32%	4	7.02%	1	1.75%	14	24.56%	10
VP Information Technology (M. Adams)	56	3.53	1.12	9	16.07%	7	12.50%	12	21.43%	5	8.93%	1	1.79%	22	39.29%	11
Assoc. VPAA (M. Robbins)	58	4.08	0.88	16	27.59%	12	20.69%	11	18.97%	1	1.72%	0	0.00%	18	31.03%	9
Dean of Students (J. Yarabeck)	55	4.00	0.76	10	18.18%	15	27.27%	10	18.18%	0	0.00%	0	0.00%	20	36.36%	12
Dean Grad Studies (K. Hendrickson)	58	3.40	1.10	9	15.52%	13	22.41%	15	25.86%	8	13.79%	2	3.45%	11	18.97%	9
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	56	3.82	0.85	7	12.50%	10	17.86%	10	17.86%	1	1.79%	0	0.00%	28	50.00%	11
Assoc. VP Human Res. & RM (D. Hammonds)	55	3.62	1.06	7	12.73%	9	16.36%	9	16.36%	3	5.45%	1	1.82%	26	47.27%	12
Assoc. VP Distance Learning (B. Angrove)	56	3.81	0.88	9	16.07%	13	23.21%	12	21.43%	2	3.57%	0	0.00%	20	35.71%	11
Dean (S. Edmonson)	57	3.81	1.22	23	40.35%	9	15.79%	13	22.81%	7	12.28%	2	3.51%	3	5.26%	10
Associate Dean (D. Price)	57	3.24	1.46	16	28.07%	8	14.04%	15	26.32%	5	8.77%	11	19.30%	2	3.51%	10
Associate Dean (S. Stewart)	56	3.06	1.36	11	19.64%	5	8.93%	16	28.57%	8	14.29%	8	14.29%	8	14.29%	11
Associate Dean (J. Nerren)	56	3.61	1.17	15	26.79%	10	17.86%	17	30.36%	4	7.14%	3	5.36%	7	12.50%	11

COE				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
I have an opportunity to participate in my departmental/program's budget decisions.	56	2.57	1.37	4	7.14%	12	21.43%	8	14.29%	9	16.07%	16	28.57%	7	12.50%	11
I have an opportunity to participate in the selection of Administrators.	55	2.66	1.32	5	9.09%	11	20.00%	8	14.55%	14	25.45%	12	21.82%	5	9.09%	12
I have an opportunity to participate in the selection of Faculty.	56	4.08	1.12	24	42.86%	16	28.57%	7	12.50%	2	3.57%	3	5.36%	4	7.14%	11
I have an opportunity to participate in the Strategic Planning of my College/Library.	56	3.78	1.13	15	26.79%	20	35.71%	9	16.07%	4	7.14%	3	5.36%	5	8.93%	11
Administration effectively communicates with the faculty.	56	3.35	1.23	11	19.64%	17	30.36%	10	17.86%	12	21.43%	4	7.14%	2	3.57%	11
Administration consistently follows official policies.	56	3.48	1.39	14	25.00%	18	32.14%	8	14.29%	3	5.36%	9	16.07%	4	7.14%	11
The University Faculty Senate is effective in representing faculty views to the administration.	56	3.37	1.34	11	19.64%	14	25.00%	8	14.29%	7	12.50%	6	10.71%	10	17.86%	11
IT@Sam (Computer Services) meets my needs.	55	4.09	1.10	25	45.45%	19	34.55%	4	7.27%	5	9.09%	2	3.64%	0	0.00%	12
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	55	4.23	0.88	21	38.18%	19	34.55%	5	9.09%	1	1.82%	1	1.82%	8	14.55%	12
There is adequate support for developing online courses/degrees/programs.	54	4.30	0.85	24	44.44%	20	37.04%	4	7.41%	1	1.85%	1	1.85%	4	7.41%	13
Library Services meets my needs.	55	4.53	0.66	32	58.18%	18	32.73%	2	3.64%	1	1.82%	0	0.00%	2	3.64%	12
The library meets the needs of my department's curriculum.	54	4.57	0.57	29	53.70%	16	29.63%	2	3.70%	0	0.00%	0	0.00%	7	12.96%	13
I receive adequate support from the Office of Research and Sponsored Programs.	55	3.91	1.03	15	27.27%	17	30.91%	8	14.55%	4	7.27%	1	1.82%	10	18.18%	12
The resources available for my research are adequate.	54	3.96	0.90	14	25.93%	24	44.44%	6	11.11%	5	9.26%	0	0.00%	5	9.26%	13
The resources available to provide a successful graduate program are adequate.	55	3.54	1.27	11	20.00%	21	38.18%	4	7.27%	7	12.73%	5	9.09%	7	12.73%	12
The allocation of travel reimbursements meets the needs of the faculty.	55	3.65	1.34	19	34.55%	14	25.45%	5	9.09%	10	18.18%	4	7.27%	3	5.45%	12
The university is doing an adequate job recruiting quality students.	55	3.65	1.24	14	25.45%	21	38.18%	7	12.73%	5	9.09%	5	9.09%	3	5.45%	12
The SAM Center offers effective Advising Services.	55	3.86	1.23	14	25.45%	13	23.64%	4	7.27%	3	5.45%	3	5.45%	18	32.73%	12
The SAM Center offers effective Mentoring Services.	54	3.58	1.10	6	11.11%	13	24.07%	7	12.96%	3	5.56%	2	3.70%	23	42.59%	13

COE				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The facilities at the Lowman Student Center are adequate.	55	3.88	1.07	17	30.91%	15	27.27%	10	18.18%	5	9.09%	1	1.82%	7	12.73%	12
The services available through the campus bookstore are adequate.	54	3.61	1.16	11	20.37%	9	16.67%	12	22.22%	4	7.41%	2	3.70%	16	29.63%	13
The services provided by ARAMARK are adequate.	54	3.70	0.96	11	20.37%	19	35.19%	15	27.78%	4	7.41%	1	1.85%	4	7.41%	13
The Human Resource Department offers me adequate services.	54	3.89	1.15	17	31.48%	17	31.48%	7	12.96%	3	5.56%	3	5.56%	7	12.96%	13
The facilities at the Woodlands Center are adequate.	55	4.09	1.03	18	32.73%	22	40.00%	2	3.64%	3	5.45%	2	3.64%	8	14.55%	12
The staff at the Woodlands Center is adequate.	54	3.53	1.20	12	22.22%	13	24.07%	9	16.67%	9	16.67%	2	3.70%	9	16.67%	13
There is adequate parking for faculty.	55	2.10	1.23	2	3.64%	9	16.36%	3	5.45%	16	29.09%	22	40.00%	3	5.45%	12
My physical work environment (office/classroom/lab) is adequate.	54	3.75	1.22	17	31.48%	18	33.33%	8	14.81%	5	9.26%	4	7.41%	2	3.70%	13
I feel free from intimidation/discrimination in the workplace.	55	3.42	1.70	24	43.64%	7	12.73%	2	3.64%	7	12.73%	13	23.64%	2	3.64%	12
I feel physically safe on campus.	55	4.38	0.87	30	54.55%	17	30.91%	2	3.64%	4	7.27%	0	0.00%	2	3.64%	12
The 3/3 and 4/4 work load policy is handled fairly in my College.	55	4.08	1.06	22	40.00%	17	30.91%	5	9.09%	5	9.09%	1	1.82%	5	9.09%	12
My teaching load is fair.	54	4.41	0.97	34	62.96%	13	24.07%	4	7.41%	1	1.85%	2	3.70%	0	0.00%	13
I receive adequate recognition for my teaching.	54	3.48	1.28	14	25.93%	16	29.63%	6	11.11%	13	24.07%	3	5.56%	2	3.70%	13
I receive adequate recognition for my research.	55	3.59	1.18	12	21.82%	18	32.73%	9	16.36%	7	12.73%	3	5.45%	6	10.91%	12
I receive adequate recognition for my service to the university.	55	3.46	1.34	14	25.45%	16	29.09%	8	14.55%	8	14.55%	6	10.91%	3	5.45%	12
I receive adequate clerical support.	54	3.48	1.39	16	29.63%	13	24.07%	11	20.37%	4	7.41%	8	14.81%	2	3.70%	13
There is collegial support within my department/program.	55	3.72	1.39	21	38.18%	15	27.27%	4	7.27%	7	12.73%	6	10.91%	2	3.64%	12
Administrative reassigned time is applied fairly in my college.	53	3.32	1.23	8	15.09%	9	16.98%	10	18.87%	7	13.21%	3	5.66%	16	30.19%	14
I am satisfied with the guidelines for receiving a Faculty Research Fund. (\$5,000 or less).	55	3.97	1.03	14	25.45%	12	21.82%	8	14.55%	2	3.64%	1	1.82%	18	32.73%	12
I am satisfied with the guidelines for receiving an Enhancement Grant for Research.	55	3.89	1.03	12	21.82%	14	25.45%	7	12.73%	3	5.45%	1	1.82%	18	32.73%	12

COE	Strongly Agree (5)				Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response	
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	55	3.24	1.49	13	23.64%	13	23.64%	10	18.18%	3	5.45%	12	21.82%	4	7.27%	12
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	55	2.81	1.47	9	16.36%	10	18.18%	10	18.18%	8	14.55%	15	27.27%	3	5.45%	12
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	54	3.16	1.48	11	20.37%	10	18.52%	9	16.67%	5	9.26%	10	18.52%	9	16.67%	13
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	54	2.83	1.46	8	14.81%	9	16.67%	9	16.67%	7	12.96%	13	24.07%	8	14.81%	13
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	53	3.68	1.28	16	30.19%	10	18.87%	9	16.98%	6	11.32%	3	5.66%	9	16.98%	14
The FES is an adequate measurement of my performance as a faculty member.	53	3.15	1.40	9	16.98%	15	28.30%	7	13.21%	8	15.09%	9	16.98%	5	9.43%	14
The merit system is applied fairly.	53	2.77	1.45	6	11.32%	13	24.53%	6	11.32%	8	15.09%	14	26.42%	6	11.32%	14
Market adjustments are applied fairly.	53	2.07	1.42	3	5.66%	8	15.09%	3	5.66%	4	7.55%	25	47.17%	10	18.87%	14
The promotion system is applied fairly.	52	3.46	1.21	9	17.31%	18	34.62%	8	15.38%	7	13.46%	4	7.69%	6	11.54%	15
The tenure system is applied fairly in my department.	52	3.59	1.36	14	26.92%	15	28.85%	8	15.38%	2	3.85%	7	13.46%	6	11.54%	15
The tenure system process at the university level is clear.	53	4.00	1.10	21	39.62%	15	28.30%	9	16.98%	3	5.66%	2	3.77%	3	5.66%	14
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	53	3.47	1.37	9	16.98%	10	18.87%	4	7.55%	5	9.43%	4	7.55%	21	39.62%	14
Collegiality is an appropriate evaluation category for Tenure and Promotion.	53	3.63	1.67	26	49.06%	5	9.43%	3	5.66%	4	7.55%	11	20.75%	4	7.55%	14
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	53	3.57	1.74	25	47.17%	3	5.66%	3	5.66%	3	5.66%	12	22.64%	7	13.21%	14
My salary is appropriate relative to my contribution to Sam Houston State University.	53	2.25	1.28	3	5.66%	9	16.98%	6	11.32%	14	26.42%	20	37.74%	1	1.89%	14
My salary is appropriate relative to my current rank when compared to similar universities.	53	2.14	1.25	3	5.66%	7	13.21%	5	9.43%	15	28.30%	21	39.62%	2	3.77%	14
Overall, I am satisfied with my job at SHSU.	52	4.04	1.16	23	44.23%	18	34.62%	4	7.69%	4	7.69%	3	5.77%	0	0.00%	15

College of Fine Arts and Mass

Communication

Total number of respondents	47
Completed Surveys	40
Tenured/Tenure-Track	39
Tenured/Tenure-Track in Department	69
Percentage of Tenured/Tenure-Track Responding	56.52%
Instructors/Clinical Faculty Responding	6
Number of surveys where rank was skipped	2

	Much more than Satisfactory (5)					More than Satisfactory (4)		Satisfactory (3)		Less than Satisfactory (2)		Much less than Satisfactory (1)		N/A		No Response
Administrator	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
University President (D. Hoyt)	39	3.12	1.04	3	7.69%	9	23.08%	12	30.77%	7	17.95%	2	5.13%	6	15.38%	8
Provost/VP Academic Affairs (R. Eglsaer)	39	3.38	0.96	4	10.26%	8	20.51%	13	33.33%	3	7.69%	1	2.56%	10	25.64%	8
VP Enrollment Management (H. Thielemann)	39	3.36	0.81	0	0.00%	7	17.95%	6	15.38%	0	0.00%	1	2.56%	25	64.10%	8
VP Finance and Operations (C. Hernandez)	39	2.93	0.93	1	2.56%	2	5.13%	8	20.51%	3	7.69%	1	2.56%	24	61.54%	8
VP University Advancement (F. Holmes)	39	3.33	0.94	2	5.13%	4	10.26%	6	15.38%	3	7.69%	0	0.00%	24	61.54%	8
VP Student Services (F. Parker)	39	4.19	0.82	11	28.21%	11	28.21%	4	10.26%	1	2.56%	0	0.00%	12	30.77%	8
VP Information Technology (M. Adams)	39	3.20	1.06	2	5.13%	9	23.08%	8	20.51%	4	10.26%	2	5.13%	14	35.90%	8
Assoc. VPAA (M. Robbins)	39	3.93	0.85	5	12.82%	4	10.26%	6	15.38%	0	0.00%	0	0.00%	24	61.54%	8
Dean of Students (J. Yarabeck)	39	3.95	0.92	7	17.95%	6	15.38%	6	15.38%	1	2.56%	0	0.00%	19	48.72%	8
Dean Grad Studies (K. Hendrickson)	39	3.79	0.77	3	7.69%	5	12.82%	6	15.38%	0	0.00%	0	0.00%	25	64.10%	8
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	39	3.80	0.60	1	2.56%	6	15.38%	3	7.69%	0	0.00%	0	0.00%	29	74.36%	8
Assoc. VP Human Res. & RM (D. Hammonds)	39	2.92	1.14	1	2.56%	3	7.69%	5	12.82%	2	5.13%	2	5.13%	26	66.67%	8
Assoc. VP Distance Learning (B. Angrove)	39	3.69	0.72	2	5.13%	5	12.82%	6	15.38%	0	0.00%	0	0.00%	26	66.67%	8
Dean (R. Shields)	40	3.03	1.39	8	20.00%	7	17.50%	7	17.50%	10	25.00%	6	15.00%	2	5.00%	7
Associate Dean (W. Barrett)	40	3.21	1.21	6	15.00%	3	7.50%	13	32.50%	3	7.50%	3	7.50%	12	30.00%	7
Associate Dean (B. Miller)	40	3.31	1.07	6	15.00%	6	15.00%	13	32.50%	6	15.00%	1	2.50%	8	20.00%	7

COFAMC				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
I have an opportunity to participate in my departmental/program's budget decisions.	39	2.42	1.43	3	7.69%	10	25.64%	2	5.13%	8	20.51%	15	38.46%	1	2.56%	8
I have an opportunity to participate in the selection of Administrators.	39	2.06	1.14	1	2.56%	5	12.82%	3	7.69%	12	30.77%	14	35.90%	4	10.26%	8
I have an opportunity to participate in the selection of Faculty.	39	3.67	1.35	12	30.77%	13	33.33%	2	5.13%	5	12.82%	4	10.26%	3	7.69%	8
I have an opportunity to participate in the Strategic Planning of my College/Library.	39	2.67	1.27	2	5.13%	8	20.51%	9	23.08%	5	12.82%	9	23.08%	6	15.38%	8
Administration effectively communicates with the faculty.	39	2.58	1.33	4	10.26%	7	17.95%	6	15.38%	11	28.21%	10	25.64%	1	2.56%	8
Administration consistently follows official policies.	39	2.81	1.39	6	15.38%	6	15.38%	9	23.08%	7	17.95%	9	23.08%	2	5.13%	8
The University Faculty Senate is effective in representing faculty views to the administration.	39	3.19	0.96	1	2.56%	10	25.64%	10	25.64%	3	7.69%	2	5.13%	13	33.33%	8
IT@Sam (Computer Services) meets my needs.	39	3.23	1.40	7	17.95%	15	38.46%	5	12.82%	4	10.26%	8	20.51%	0	0.00%	8
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	39	3.18	0.72	0	0.00%	4	10.26%	5	12.82%	2	5.13%	0	0.00%	28	71.79%	8
There is adequate support for developing online courses/degrees/programs.	39	3.83	1.05	7	17.95%	9	23.08%	3	7.69%	4	10.26%	0	0.00%	16	41.03%	8
Library Services meets my needs.	39	4.27	0.86	17	43.59%	9	23.08%	6	15.38%	1	2.56%	0	0.00%	6	15.38%	8
The library meets the needs of my department's curriculum.	39	4.33	0.80	18	46.15%	8	20.51%	7	17.95%	0	0.00%	0	0.00%	6	15.38%	8
I receive adequate support from the Office of Research and Sponsored Programs.	39	3.55	1.16	5	12.82%	8	20.51%	4	10.26%	4	10.26%	1	2.56%	17	43.59%	8
The resources available for my research are adequate.	38	3.18	1.24	5	13.16%	11	28.95%	5	13.16%	9	23.68%	3	7.89%	5	13.16%	9
The resources available to provide a successful graduate program are adequate.	39	2.45	1.03	0	0.00%	4	10.26%	7	17.95%	6	15.38%	5	12.82%	17	43.59%	8
The allocation of travel reimbursements meets the needs of the faculty.	39	2.72	1.46	6	15.38%	7	17.95%	4	10.26%	9	23.08%	10	25.64%	3	7.69%	8
The university is doing an adequate job recruiting quality students.	39	2.47	1.07	0	0.00%	8	20.51%	9	23.08%	11	28.21%	8	20.51%	3	7.69%	8
The SAM Center offers effective Advising Services.	39	3.19	0.99	4	10.26%	9	23.08%	14	35.90%	8	20.51%	1	2.56%	3	7.69%	8
The SAM Center offers effective Mentoring Services.	39	3.08	1.02	3	7.69%	4	10.26%	11	28.21%	6	15.38%	1	2.56%	14	35.90%	8

COFAMC				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The facilities at the Lowman Student Center are adequate.	38	3.13	1.02	3	7.89%	8	21.05%	13	34.21%	6	15.79%	2	5.26%	6	15.79%	9
The services available through the campus bookstore are adequate.	38	3.23	0.70	1	2.63%	6	15.79%	18	47.37%	0	0.00%	1	2.63%	12	31.58%	9
The services provided by ARAMARK are adequate.	39	2.80	1.04	1	2.56%	9	23.08%	11	28.21%	10	25.64%	4	10.26%	4	10.26%	8
The Human Resource Department offers me adequate services.	39	3.34	0.95	3	7.69%	13	33.33%	14	35.90%	3	7.69%	2	5.13%	4	10.26%	8
The facilities at the Woodlands Center are adequate.	39	4.07	0.80	5	12.82%	5	12.82%	4	10.26%	0	0.00%	0	0.00%	25	64.10%	8
The staff at the Woodlands Center is adequate.	39	4.00	0.85	4	10.26%	3	7.69%	4	10.26%	0	0.00%	0	0.00%	28	71.79%	8
There is adequate parking for faculty.	39	2.68	1.25	2	5.13%	10	25.64%	8	20.51%	8	20.51%	9	23.08%	2	5.13%	8
My physical work environment (office/classroom/lab) is adequate.	39	2.95	1.28	5	12.82%	10	25.64%	8	20.51%	10	25.64%	6	15.38%	0	0.00%	8
I feel free from intimidation/discrimination in the workplace.	39	3.36	1.40	11	28.21%	10	25.64%	5	12.82%	8	20.51%	5	12.82%	0	0.00%	8
I feel physically safe on campus.	39	4.36	0.73	20	51.28%	13	33.33%	6	15.38%	0	0.00%	0	0.00%	0	0.00%	8
The 3/3 and 4/4 work load policy is handled fairly in my College.	39	3.62	1.31	10	25.64%	13	33.33%	2	5.13%	6	15.38%	3	7.69%	5	12.82%	8
My teaching load is fair.	39	3.87	1.18	15	38.46%	13	33.33%	3	7.69%	7	17.95%	1	2.56%	0	0.00%	8
I receive adequate recognition for my teaching.	39	3.33	1.18	6	15.38%	15	38.46%	7	17.95%	8	20.51%	3	7.69%	0	0.00%	8
I receive adequate recognition for my research.	39	2.97	1.32	5	12.82%	10	25.64%	6	15.38%	9	23.08%	6	15.38%	3	7.69%	8
I receive adequate recognition for my service to the university.	39	3.00	1.24	5	12.82%	10	25.64%	7	17.95%	12	30.77%	4	10.26%	1	2.56%	8
I receive adequate clerical support.	39	3.39	1.40	10	25.64%	9	23.08%	8	20.51%	3	7.69%	6	15.38%	3	7.69%	8
There is collegial support within my department/program.	39	3.58	1.25	12	30.77%	8	20.51%	11	28.21%	4	10.26%	3	7.69%	1	2.56%	8
Administrative reassigned time is applied fairly in my college.	39	3.05	1.10	2	5.13%	4	10.26%	8	20.51%	3	7.69%	2	5.13%	20	51.28%	8
I am satisfied with the guidelines for receiving a Faculty Research Fund. (\$5,000 or less).	39	3.59	1.03	7	17.95%	7	17.95%	12	30.77%	2	5.13%	1	2.56%	10	25.64%	8
I am satisfied with the guidelines for receiving an Enhancement Grant for Research.	39	3.59	0.99	6	15.38%	7	17.95%	12	30.77%	1	2.56%	1	2.56%	12	30.77%	8

COFAMC				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	39	2.49	1.17	1	2.56%	7	17.95%	14	35.90%	5	12.82%	12	30.77%	0	0.00%	8
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	39	2.23	1.14	1	2.56%	5	12.82%	10	25.64%	9	23.08%	14	35.90%	0	0.00%	8
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	39	2.48	1.14	0	0.00%	4	10.26%	9	23.08%	1	2.56%	7	17.95%	18	46.15%	8
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	39	2.27	1.00	0	0.00%	1	2.56%	7	17.95%	2	5.13%	5	12.82%	24	61.54%	8
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	39	3.86	1.27	15	38.46%	9	23.08%	4	10.26%	5	12.82%	2	5.13%	4	10.26%	8
The FES is an adequate measurement of my performance as a faculty member.	39	3.00	1.08	2	5.13%	12	30.77%	12	30.77%	8	20.51%	4	10.26%	1	2.56%	8
The merit system is applied fairly.	39	2.64	1.12	1	2.56%	6	15.38%	14	35.90%	4	10.26%	8	20.51%	6	15.38%	8
Market adjustments are applied fairly.	39	2.19	1.09	1	2.56%	3	7.69%	7	17.95%	10	25.64%	10	25.64%	8	20.51%	8
The promotion system is applied fairly.	39	2.74	1.15	1	2.56%	9	23.08%	11	28.21%	6	15.38%	7	17.95%	5	12.82%	8
The tenure system is applied fairly in my department.	39	2.80	1.26	3	7.69%	9	23.08%	8	20.51%	8	20.51%	7	17.95%	4	10.26%	8
The tenure system process at the university level is clear.	39	2.68	1.23	4	10.26%	4	10.26%	13	33.33%	8	20.51%	8	20.51%	2	5.13%	8
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	38	2.74	1.20	2	5.26%	5	13.16%	10	26.32%	4	10.53%	6	15.79%	11	28.95%	9
Collegiality is an appropriate evaluation category for Tenure and Promotion.	38	3.33	1.45	10	26.32%	9	23.68%	7	18.42%	3	7.89%	7	18.42%	2	5.26%	9
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	39	3.38	1.40	11	28.21%	8	20.51%	7	17.95%	6	15.38%	5	12.82%	2	5.13%	8
My salary is appropriate relative to my contribution to Sam Houston State University.	39	2.49	1.26	3	7.69%	6	15.38%	9	23.08%	10	25.64%	11	28.21%	0	0.00%	8
My salary is appropriate relative to my current rank when compared to similar universities.	39	2.18	1.22	2	5.13%	4	10.26%	5	12.82%	10	25.64%	13	33.33%	5	12.82%	8
Overall, I am satisfied with my job at SHSU.	39	3.36	1.19	8	20.51%	11	28.21%	9	23.08%	9	23.08%	2	5.13%	0	0.00%	8

College of Health Sciences

Total number of respondents	32
Completed Surveys	26
Tenured/Tenure-Track	23
Tenured/Tenure-Track in Department	37
Percentage of Tenured/Tenure-Track Responding	62.16%
Instructors/Clinical Faculty Responding	8
Number of surveys where rank was skipped	1

				Much more than Satisfactory (5)		More than Satisfactory (4)		Satisfactory (3)		Less than Satisfactory (2)		Much less than Satisfactory (1)		N/A		No Response
Administrator	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
University President (D. Hoyt)	28	3.63	1.18	6	21.43%	4	14.29%	13	46.43%	1	3.57%	0	0.00%	4	14.29%	4
Provost/VP Academic Affairs (R. Eglsaer)	28	3.57	1.25	4	14.29%	8	28.57%	8	28.57%	3	10.71%	0	0.00%	5	17.86%	4
VP Enrollment Management (H. Thielemann)	27	3.36	0.00	1	3.70%	2	7.41%	8	29.63%	0	0.00%	0	0.00%	16	59.26%	5
VP Finance and Operations (C. Hernandez)	27	3.14	0.00	1	3.70%	3	11.11%	8	29.63%	1	3.70%	1	3.70%	13	48.15%	5
VP University Advancement (F. Holmes)	27	3.09	0.00	1	3.70%	2	7.41%	6	22.22%	1	3.70%	1	3.70%	16	59.26%	5
VP Student Services (F. Parker)	28	3.78	1.27	4	14.29%	7	25.00%	6	21.43%	1	3.57%	0	0.00%	10	35.71%	4
VP Information Technology (M. Adams)	28	3.47	0.00	3	10.71%	3	10.71%	7	25.00%	2	7.14%	0	0.00%	13	46.43%	4
Assoc. VPAA (M. Robbins)	27	3.42	1.33	0	0.00%	5	18.52%	7	25.93%	0	0.00%	0	0.00%	15	55.56%	5
Dean of Students (J. Yarabeck)	28	4.00	0.00	5	17.86%	7	25.00%	5	17.86%	0	0.00%	0	0.00%	11	39.29%	4
Dean Grad Studies (K. Hendrickson)	28	3.19	1.52	2	7.14%	1	3.57%	11	39.29%	2	7.14%	0	0.00%	12	42.86%	4
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	28	3.79	0.00	3	10.71%	7	25.00%	2	7.14%	2	7.14%	0	0.00%	14	50.00%	4
Assoc. VP Human Res. & RM (D. Hammonds)	28	3.69	0.00	3	10.71%	3	10.71%	7	25.00%	0	0.00%	0	0.00%	15	53.57%	4
Assoc. VP Distance Learning (B. Angrove)	28	3.67	1.33	4	14.29%	2	7.14%	9	32.14%	0	0.00%	0	0.00%	13	46.43%	4
Dean (R. Runyan)	28	2.95	1.77	2	7.14%	7	25.00%	3	10.71%	4	14.29%	4	14.29%	8	28.57%	4
Associate Dean (R. Keathley)	28	3.77	1.31	8	28.57%	10	35.71%	5	17.86%	0	0.00%	3	10.71%	2	7.14%	4
Associate Dean (S. Reichelt)	28	3.80	1.34	4	14.29%	6	21.43%	4	14.29%	0	0.00%	1	3.57%	13	46.43%	4
Assistant Dean (J. Didier)	28	3.40	1.52	2	7.14%	6	21.43%	4	14.29%	2	7.14%	1	3.57%	13	46.43%	4

COHS				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
I have an opportunity to participate in my departmental/program's budget decisions.	27	2.64	1.66	3	11.11%	6	22.22%	4	14.81%	3	11.11%	9	33.33%	2	7.41%	5
I have an opportunity to participate in the selection of Administrators.	27	2.84	1.68	4	14.81%	7	25.93%	3	11.11%	3	11.11%	8	29.63%	2	7.41%	5
I have an opportunity to participate in the selection of Faculty.	27	3.36	1.59	8	29.63%	6	22.22%	2	7.41%	5	18.52%	4	14.81%	2	7.41%	5
I have an opportunity to participate in the Strategic Planning of my College/Library.	27	2.83	1.61	2	7.41%	8	29.63%	4	14.81%	4	14.81%	6	22.22%	3	11.11%	5
Administration effectively communicates with the faculty.	27	2.85	1.48	4	14.81%	6	22.22%	3	11.11%	8	29.63%	5	18.52%	1	3.70%	5
Administration consistently follows official policies.	27	2.96	1.51	6	22.22%	4	14.81%	3	11.11%	9	33.33%	4	14.81%	1	3.70%	5
The University Faculty Senate is effective in representing faculty views to the administration.	27	3.50	1.63	6	22.22%	6	22.22%	3	11.11%	2	7.41%	3	11.11%	7	25.93%	5
IT@Sam (Computer Services) meets my needs.	26	4.15	1.10	13	50.00%	8	30.77%	2	7.69%	2	7.69%	1	3.85%	0	0.00%	6
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	27	4.14	1.00	8	29.63%	9	33.33%	5	18.52%	0	0.00%	0	0.00%	5	18.52%	5
There is adequate support for developing online courses/degrees/programs.	27	4.17	1.06	11	40.74%	8	29.63%	3	11.11%	2	7.41%	0	0.00%	3	11.11%	5
Library Services meets my needs.	27	4.16	1.01	11	40.74%	9	33.33%	3	11.11%	2	7.41%	0	0.00%	2	7.41%	5
The library meets the needs of my department's curriculum.	27	4.13	1.16	12	44.44%	4	14.81%	5	18.52%	2	7.41%	0	0.00%	4	14.81%	5
I receive adequate support from the Office of Research and Sponsored Programs.	27	3.52	1.44	5	18.52%	6	22.22%	6	22.22%	3	11.11%	1	3.70%	6	22.22%	5
The resources available for my research are adequate.	27	3.57	1.45	5	18.52%	7	25.93%	6	22.22%	1	3.70%	2	7.41%	6	22.22%	5
The resources available to provide a successful graduate program are adequate.	27	3.33	1.59	4	14.81%	4	14.81%	5	18.52%	4	14.81%	1	3.70%	9	33.33%	5
The allocation of travel reimbursements meets the needs of the faculty.	27	2.96	1.65	5	18.52%	4	14.81%	5	18.52%	5	18.52%	5	18.52%	3	11.11%	5
The university is doing an adequate job recruiting quality students.	27	3.41	1.37	7	25.93%	8	29.63%	5	18.52%	3	11.11%	4	14.81%	0	0.00%	5
The SAM Center offers effective Advising Services.	27	3.59	1.45	6	22.22%	7	25.93%	5	18.52%	2	7.41%	2	7.41%	5	18.52%	5
The SAM Center offers effective Mentoring Services.	27	3.61	1.26	4	14.81%	10	37.04%	6	22.22%	2	7.41%	1	3.70%	4	14.81%	5

COHS				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The facilities at the Lowman Student Center are adequate.	27	4.14	1.00	7	25.93%	12	44.44%	2	7.41%	1	3.70%	0	0.00%	5	18.52%	5
The services available through the campus bookstore are adequate.	27	4.30	1.07	9	33.33%	10	37.04%	0	0.00%	0	0.00%	1	3.70%	7	25.93%	5
The services provided by ARAMARK are adequate.	27	3.57	1.34	3	11.11%	10	37.04%	5	18.52%	2	7.41%	1	3.70%	6	22.22%	5
The Human Resource Department offers me adequate services.	27	3.96	0.82	3	11.11%	17	62.96%	4	14.81%	0	0.00%	0	0.00%	3	11.11%	5
The facilities at the Woodlands Center are adequate.	27	3.90	1.22	7	25.93%	7	25.93%	5	18.52%	2	7.41%	0	0.00%	6	22.22%	5
The staff at the Woodlands Center is adequate.	27	3.61	1.57	5	18.52%	7	25.93%	3	11.11%	0	0.00%	3	11.11%	9	33.33%	5
There is adequate parking for faculty.	27	2.96	1.40	6	22.22%	3	11.11%	7	25.93%	6	22.22%	5	18.52%	0	0.00%	5
My physical work environment (office/classroom/lab) is adequate.	27	3.54	1.34	7	25.93%	8	29.63%	6	22.22%	2	7.41%	3	11.11%	1	3.70%	5
I feel free from intimidation/discrimination in the workplace.	27	3.50	1.62	11	40.74%	4	14.81%	3	11.11%	3	11.11%	5	18.52%	1	3.70%	5
I feel physically safe on campus.	27	4.15	1.03	11	40.74%	11	40.74%	2	7.41%	1	3.70%	1	3.70%	1	3.70%	5
The 3/3 and 4/4 work load policy is handled fairly in my College.	27	3.39	1.45	4	14.81%	9	33.33%	4	14.81%	4	14.81%	2	7.41%	4	14.81%	5
My teaching load is fair.	27	3.85	1.08	9	33.33%	9	33.33%	6	22.22%	2	7.41%	1	3.70%	0	0.00%	5
I receive adequate recognition for my teaching.	27	2.92	1.45	4	14.81%	6	22.22%	5	18.52%	6	22.22%	5	18.52%	1	3.70%	5
I receive adequate recognition for my research.	27	3.04	1.69	5	18.52%	5	18.52%	3	11.11%	6	22.22%	4	14.81%	4	14.81%	5
I receive adequate recognition for my service to the university.	27	3.25	1.47	6	22.22%	3	11.11%	8	29.63%	5	18.52%	2	7.41%	3	11.11%	5
I receive adequate clerical support.	27	3.89	1.07	9	33.33%	10	37.04%	5	18.52%	2	7.41%	1	3.70%	0	0.00%	5
There is collegial support within my department/program.	27	3.54	1.39	8	29.63%	7	25.93%	5	18.52%	3	11.11%	3	11.11%	1	3.70%	5
Administrative reassigned time is applied fairly in my college.	27	3.06	1.65	1	3.70%	5	18.52%	7	25.93%	2	7.41%	2	7.41%	10	37.04%	5
I am satisfied with the guidelines for receiving a Faculty Research Fund. (\$5,000 or less).	27	3.28	1.63	2	7.41%	9	33.33%	1	3.70%	4	14.81%	2	7.41%	9	33.33%	5
I am satisfied with the guidelines for receiving an Enhancement Grant for Research.	27	3.42	1.56	4	14.81%	7	25.93%	2	7.41%	5	18.52%	1	3.70%	8	29.63%	5

COHS				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	27	3.50	1.45	7	25.93%	9	33.33%	5	18.52%	0	0.00%	5	18.52%	1	3.70%	5
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	27	3.08	1.49	5	18.52%	6	22.22%	7	25.93%	2	7.41%	6	22.22%	1	3.70%	5
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	27	3.10	1.71	3	11.11%	7	25.93%	5	18.52%	1	3.70%	5	18.52%	6	22.22%	5
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	27	2.86	1.83	3	11.11%	6	22.22%	3	11.11%	3	11.11%	6	22.22%	6	22.22%	5
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	27	3.64	1.31	6	22.22%	10	37.04%	6	22.22%	0	0.00%	3	11.11%	2	7.41%	5
The FES is an adequate measurement of my performance as a faculty member.	27	3.20	1.45	3	11.11%	11	40.74%	3	11.11%	4	14.81%	4	14.81%	2	7.41%	5
The merit system is applied fairly.	27	3.05	1.67	2	7.41%	8	29.63%	4	14.81%	3	11.11%	4	14.81%	6	22.22%	5
Market adjustments are applied fairly.	27	2.76	1.83	2	7.41%	6	22.22%	5	18.52%	1	3.70%	7	25.93%	6	22.22%	5
The promotion system is applied fairly.	27	3.29	1.59	3	11.11%	9	33.33%	3	11.11%	3	11.11%	3	11.11%	6	22.22%	5
The tenure system is applied fairly in my department.	27	3.14	1.64	3	11.11%	7	25.93%	4	14.81%	4	14.81%	3	11.11%	6	22.22%	5
The tenure system process at the university level is clear.	27	2.80	1.85	3	11.11%	4	14.81%	4	14.81%	4	14.81%	5	18.52%	7	25.93%	5
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	27	3.07	1.73	2	7.41%	3	11.11%	6	22.22%	0	0.00%	3	11.11%	13	48.15%	5
Collegiality is an appropriate evaluation category for Tenure and Promotion.	27	3.95	1.39	11	40.74%	4	14.81%	3	11.11%	3	11.11%	1	3.70%	5	18.52%	5
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	27	4.00	1.34	9	33.33%	6	22.22%	2	7.41%	2	7.41%	1	3.70%	7	25.93%	5
My salary is appropriate relative to my contribution to Sam Houston State University.	27	2.63	1.31	3	11.11%	4	14.81%	7	25.93%	6	22.22%	7	25.93%	0	0.00%	5
My salary is appropriate relative to my current rank when compared to similar universities.	27	2.68	1.61	3	11.11%	6	22.22%	3	11.11%	6	22.22%	7	25.93%	2	7.41%	5
Overall, I am satisfied with my job at SHSU.	27	3.96	1.04	10	37.04%	9	33.33%	6	22.22%	1	3.70%	1	3.70%	0	0.00%	5

College of Humanities and Social Sciences

Total number of respondents	72
Completed Surveys	64
Tenured/Tenure-Track	62
Tenured/Tenure-Track in Department	123
Percentage of Tenured/Tenure-Track Responding	50.41%
Instructors/Clinical Faculty Responding	7
Number of surveys where rank was skipped	3

				Much more than Satisfactory (5)		More than Satisfactory (4)		Satisfactory (3)		Less than Satisfactory (2)		Much less than Satisfactory (1)		N/A		No Response
Administrator	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
University President (D. Hoyt)	67	3.03	1.14	7	10.61%	13	19.70%	21	31.82%	13	19.70%	6	9.09%	6	9.09%	6
Provost/VP Academic Affairs (R. Eglsaer)	66	3.63	1.05	17	25.37%	13	19.40%	21	31.34%	9	13.43%	0	0.00%	7	10.45%	5
VP Enrollment Management (H. Thielemann)	66	3.32	0.89	3	4.55%	10	15.15%	12	18.18%	6	9.09%	0	0.00%	35	53.03%	6
VP Finance and Operations (C. Hernandez)	66	3.07	1.03	3	4.55%	6	9.09%	13	19.70%	6	9.09%	2	3.03%	36	54.55%	6
VP University Advancement (F. Holmes)	66	3.37	0.84	2	3.03%	12	18.18%	11	16.67%	5	7.58%	0	0.00%	36	54.55%	6
VP Student Services (F. Parker)	66	3.59	1.01	7	10.61%	17	25.76%	12	18.18%	3	4.55%	2	3.03%	25	37.88%	6
VP Information Technology (M. Adams)	66	3.43	0.97	5	7.58%	15	22.73%	13	19.70%	6	9.09%	1	1.52%	26	39.39%	6
Assoc. VPAA (M. Robbins)	66	3.62	1.07	10	15.15%	9	13.64%	13	19.70%	4	6.06%	1	1.52%	29	43.94%	6
Dean of Students (J. Yarabeck)	66	3.40	0.98	5	7.58%	15	22.73%	16	24.24%	4	6.06%	2	3.03%	24	36.36%	6
Dean Grad Studies (K. Hendrickson)	64	3.30	1.31	12	18.18%	14	21.21%	13	19.70%	8	12.12%	7	10.61%	12	18.18%	6
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	66	3.69	0.88	7	10.94%	10	15.63%	13	20.31%	2	3.13%	0	0.00%	32	50.00%	8
Assoc. VP Human Res. & RM (D. Hammonds)	66	3.22	1.06	5	7.58%	8	12.12%	15	22.73%	6	9.09%	2	3.03%	30	45.45%	6
Assoc. VP Distance Learning (B. Angrove)	66	3.38	1.08	5	7.58%	15	22.73%	12	18.18%	4	6.06%	3	4.55%	27	40.91%	6
Dean (A. Zink)	66	3.43	1.57	26	39.39%	9	13.64%	10	15.15%	7	10.61%	13	19.70%	1	1.52%	6
Associate Dean (C. Nardone)	66	3.72	1.30	20	30.30%	13	19.70%	13	19.70%	2	3.03%	6	9.09%	12	18.18%	6
Associate Dean (G. Sanford)	65	3.51	1.41	21	31.82%	14	21.21%	14	21.21%	4	6.06%	10	15.15%	3	4.55%	6
Interim Associate Dean (R. Bello)	65	3.78	1.17	16	24.62%	12	18.46%	10	15.38%	5	7.69%	2	3.08%	20	30.77%	7

COHSS				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
I have an opportunity to participate in my departmental/program's budget decisions.	65	2.80645	1.468362	8	12.31%	19	29.23%	7	10.77%	9	13.85%	19	29.23%	3	4.62%	7
I have an opportunity to participate in the selection of Administrators.	65	2.60345	1.519297	9	13.85%	12	18.46%	5	7.69%	11	16.92%	21	32.31%	7	10.77%	7
I have an opportunity to participate in the selection of Faculty.	65	3.73016	1.460662	28	43.08%	15	23.08%	3	4.62%	9	13.85%	8	12.31%	2	3.08%	7
I have an opportunity to participate in the Strategic Planning of my College/Library.	64	2.40385	1.496915	8	12.50%	7	10.94%	4	6.25%	12	18.75%	21	32.81%	12	18.75%	8
Administration effectively communicates with the faculty.	65	2.73016	1.438764	8	12.31%	16	24.62%	9	13.85%	11	16.92%	19	29.23%	2	3.08%	7
Administration consistently follows official policies.	65	3.01754	1.515895	13	20.00%	13	20.00%	7	10.77%	10	15.38%	14	21.54%	8	12.31%	7
The University Faculty Senate is effective in representing faculty views to the administration.	65	3.2381	1.287477	9	13.85%	10	15.38%	9	13.85%	10	15.38%	4	6.15%	23	35.38%	7
IT@Sam (Computer Services) meets my needs.	65	3.71875	1.268226	20	30.77%	26	40.00%	3	4.62%	10	15.38%	5	7.69%	1	1.54%	7
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	64	3.76596	1.095693	13	20.31%	19	29.69%	8	12.50%	5	7.81%	2	3.13%	17	26.56%	8
There is adequate support for developing online courses/degrees/programs.	65	3.84314	1.177777	18	27.69%	19	29.23%	4	6.15%	8	12.31%	2	3.08%	14	21.54%	7
Library Services meets my needs.	65	4.17188	1.00863	29	44.62%	24	36.92%	7	10.77%	1	1.54%	3	4.62%	1	1.54%	7
The library meets the needs of my department's curriculum.	65	4.10169	1.020052	24	36.92%	24	36.92%	7	10.77%	1	1.54%	3	4.62%	6	9.23%	7
I receive adequate support from the Office of Research and Sponsored Programs.	64	3.74468	1.138646	15	23.44%	15	23.44%	8	12.50%	8	12.50%	1	1.56%	17	26.56%	8
The resources available for my research are adequate.	64	3.57377	1.108226	15	23.44%	19	29.69%	14	21.88%	12	18.75%	1	1.56%	3	4.69%	8
The resources available to provide a successful graduate program are adequate.	65	3.17857	1.255092	6	9.23%	24	36.92%	8	12.31%	10	15.38%	8	12.31%	9	13.85%	7
The allocation of travel reimbursements meets the needs of the faculty.	65	3.72131	1.269196	23	35.38%	15	23.08%	9	13.85%	11	16.92%	3	4.62%	4	6.15%	7
The university is doing an adequate job recruiting quality students.	65	3.14516	1.389439	14	21.54%	13	20.00%	13	20.00%	12	18.46%	10	15.38%	3	4.62%	7
The SAM Center offers effective Advising Services.	65	3.46939	1.179797	13	20.00%	10	15.38%	15	23.08%	9	13.85%	2	3.08%	16	24.62%	7
The SAM Center offers effective Mentoring Services.	65	3.53846	1.05845	9	13.85%	10	15.38%	14	21.54%	5	7.69%	1	1.54%	26	40.00%	7

COHSS				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The facilities at the Lowman Student Center are adequate.	64	3.26923	0.901183	2	3.13%	22	34.38%	18	28.13%	8	12.50%	2	3.13%	12	18.75%	8
The services available through the campus bookstore are adequate.	64	2.96	1.130664	3	4.69%	15	23.44%	16	25.00%	9	14.06%	7	10.94%	14	21.88%	8
The services provided by ARAMARK are adequate.	65	3.16364	1.140393	6	9.23%	18	27.69%	15	23.08%	11	16.92%	5	7.69%	10	15.38%	7
The Human Resource Department offers me adequate services.	65	3.35714	1.40698	14	21.54%	18	27.69%	7	10.77%	8	12.31%	9	13.85%	9	13.85%	7
The facilities at the Woodlands Center are adequate.	65	4.15385	0.975034	18	27.69%	12	18.46%	7	10.77%	1	1.54%	1	1.54%	26	40.00%	7
The staff at the Woodlands Center is adequate.	65	3.93548	0.94819	9	13.85%	14	21.54%	6	9.23%	1	1.54%	1	1.54%	34	52.31%	7
There is adequate parking for faculty.	65	3.01639	1.454127	10	15.38%	20	30.77%	7	10.77%	9	13.85%	15	23.08%	4	6.15%	7
My physical work environment (office/classroom/lab) is adequate.	65	3.8254	1.215504	23	35.38%	21	32.31%	8	12.31%	7	10.77%	4	6.15%	2	3.08%	7
I feel free from intimidation/discrimination in the workplace.	65	3.35938	1.534674	20	30.77%	17	26.15%	7	10.77%	6	9.23%	14	21.54%	1	1.54%	7
I feel physically safe on campus.	65	4.14063	1.087819	32	49.23%	17	26.15%	10	15.38%	2	3.08%	3	4.62%	1	1.54%	7
The 3/3 and 4/4 work load policy is handled fairly in my College.	63	3.59016	1.19256	15	23.81%	23	36.51%	10	15.87%	9	14.29%	4	6.35%	2	3.17%	9
My teaching load is fair.	63	3.79365	1.143078	19	30.16%	25	39.68%	10	15.87%	5	7.94%	4	6.35%	0	0.00%	9
I receive adequate recognition for my teaching.	63	3.22222	1.35042	14	22.22%	16	25.40%	11	17.46%	14	22.22%	8	12.70%	0	0.00%	9
I receive adequate recognition for my research.	63	3.08197	1.205113	6	9.52%	21	33.33%	14	22.22%	12	19.05%	8	12.70%	2	3.17%	9
I receive adequate recognition for my service to the university.	63	3	1.447494	12	19.05%	16	25.40%	9	14.29%	12	19.05%	14	22.22%	0	0.00%	9
I receive adequate clerical support.	63	3.51667	1.335311	17	26.98%	20	31.75%	6	9.52%	11	17.46%	6	9.52%	3	4.76%	9
There is collegial support within my department/program.	63	3.6129	1.463037	26	41.27%	10	15.87%	11	17.46%	6	9.52%	9	14.29%	1	1.59%	9
Administrative reassigned time is applied fairly in my college.	63	3.02222	1.421875	9	14.29%	9	14.29%	11	17.46%	6	9.52%	10	15.87%	18	28.57%	9
I am satisfied with the guidelines for receiving a Faculty Research Fund. (\$5,000 or less).	62	3.88462	1.120677	19	30.65%	16	25.81%	12	19.35%	2	3.23%	3	4.84%	10	16.13%	10
I am satisfied with the guidelines for receiving an Enhancement Grant for Research.	62	3.83333	1.160699	17	27.42%	15	24.19%	10	16.13%	3	4.84%	3	4.84%	14	22.58%	10

COHSS				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	63	2.63492	1.212391	2	3.17%	18	28.57%	13	20.63%	15	23.81%	15	23.81%	0	0.00%	9
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	63	2.71429	1.252662	3	4.76%	20	31.75%	10	15.87%	16	25.40%	14	22.22%	0	0.00%	9
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	63	2.52174	1.246545	2	3.17%	11	17.46%	9	14.29%	11	17.46%	13	20.63%	17	26.98%	9
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	63	2.45455	1.176562	1	1.59%	10	15.87%	9	14.29%	12	19.05%	12	19.05%	19	30.16%	9
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	62	3.57377	1.464991	22	35.48%	17	27.42%	6	9.68%	6	9.68%	10	16.13%	1	1.61%	10
The FES is an adequate measurement of my performance as a faculty member.	63	3.01613	1.276234	7	11.11%	22	34.92%	6	9.52%	19	30.16%	8	12.70%	1	1.59%	9
The merit system is applied fairly.	63	2.77586	1.339623	6	9.52%	15	23.81%	11	17.46%	12	19.05%	14	22.22%	5	7.94%	9
Market adjustments are applied fairly.	63	2.27451	1.253676	2	3.17%	9	14.29%	10	15.87%	10	15.87%	20	31.75%	12	19.05%	9
The promotion system is applied fairly.	63	3.05882	1.433654	10	15.87%	13	20.63%	9	14.29%	8	12.70%	11	17.46%	12	19.05%	9
The tenure system is applied fairly in my department.	62	3.35714	1.419615	15	24.19%	16	25.81%	8	12.90%	8	12.90%	9	14.52%	6	9.68%	10
The tenure system process at the university level is clear.	63	2.83871	1.33433	8	12.70%	14	22.22%	13	20.63%	14	22.22%	13	20.63%	1	1.59%	9
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	63	3.61538	1.370296	14	22.22%	9	14.29%	8	12.70%	3	4.76%	5	7.94%	24	38.10%	9
Collegiality is an appropriate evaluation category	63	3.37705	1.439079	16	25.40%	19	30.16%	10	15.87%	4	6.35%	12	19.05%	2	3.17%	9
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	63	3.3	1.452584	15	23.81%	18	28.57%	9	14.29%	6	9.52%	12	19.05%	3	4.76%	9
My salary is appropriate relative to my contribution to Sam Houston State University.	62	2.48387	1.352917	6	9.68%	12	19.35%	7	11.29%	18	29.03%	19	30.65%	0	0.00%	10
My salary is appropriate relative to my current rank when compared to similar universities.	63	2.27869	1.256213	4	6.35%	10	15.87%	5	7.94%	22	34.92%	20	31.75%	2	3.17%	9
Overall, I am satisfied with my job at SHSU.	63	3.51613	1.32886	18	28.57%	19	30.16%	8	12.70%	11	17.46%	6	9.52%	1	1.59%	9

College of Science and Technology

Total number of respondents	53
Completed Surveys	47
Tenured/Tenure-Track	49
Tenured/Tenure-Track in Department	111
Percentage of Tenured/Tenure-Track Responding	44.14%
Instructors/Clinical Faculty Responding	1
Number of surveys where rank was skipped	3

				Much more than Satisfactory (5)		More than Satisfactory (4)		Satisfactory (3)		Less than Satisfactory (2)		Much less than Satisfactory (1)		N/A		No Response
Administrator	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
University President (D. Hoyt)	46	2.81	1.26	4	8.70%	9	19.57%	15	32.61%	5	10.87%	10	21.74%	3	6.52%	7
Provost/VP Academic Affairs (R. Eglsaer)	46	3.07	1.28	8	17.39%	7	15.22%	12	26.09%	10	21.74%	5	10.87%	4	8.70%	7
VP Enrollment Management (H. Thielemann)	44	3.52	0.81	5	11.36%	6	13.64%	17	38.64%	1	2.27%	0	0.00%	15	34.09%	9
VP Finance and Operations (C. Hernandez)	44	2.71	1.23	3	6.82%	6	13.64%	12	27.27%	6	13.64%	8	18.18%	9	20.45%	9
VP University Advancement (F. Holmes)	44	3.32	1.06	6	13.64%	4	9.09%	17	38.64%	2	4.55%	2	4.55%	13	29.55%	9
VP Student Services (F. Parker)	45	3.70	1.01	10	22.22%	10	22.22%	14	31.11%	2	4.44%	1	2.22%	8	17.78%	8
VP Information Technology (M. Adams)	45	3.07	1.30	8	17.78%	6	13.33%	16	35.56%	5	11.11%	7	15.56%	3	6.67%	8
Assoc. VPAA (M. Robbins)	44	3.54	1.02	7	15.91%	5	11.36%	12	27.27%	4	9.09%	0	0.00%	16	36.36%	9
Dean of Students (J. Yarabek)	45	3.53	1.12	10	22.22%	8	17.78%	13	28.89%	6	13.33%	1	2.22%	7	15.56%	8
Dean Grad Studies (K. Hendrickson)	45	3.31	1.45	10	22.22%	8	17.78%	8	17.78%	3	6.67%	7	15.56%	9	20.00%	8
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	44	3.72	0.94	8	18.18%	9	20.45%	14	31.82%	0	0.00%	1	2.27%	12	27.27%	9
Assoc. VP Human Res. & RM (D. Hammonds)	43	3.21	1.00	5	11.63%	2	4.65%	17	39.53%	4	9.30%	1	2.33%	14	32.56%	10
Assoc. VP Distance Learning (B. Angrove)	43	3.45	1.10	8	18.60%	5	11.63%	16	37.21%	2	4.65%	2	4.65%	10	23.26%	10
Dean (J. Pascrella)	47	3.77	1.10	15	31.91%	14	29.79%	11	23.40%	6	12.77%	1	2.13%	0	0.00%	6
Associate Dean (A. Gaillard)	46	3.90	1.02	15	32.61%	12	26.09%	12	26.09%	2	4.35%	1	2.17%	4	8.70%	7
Associate Dean (M. Gillespie)	47	4.09	1.07	21	44.68%	9	19.15%	11	23.40%	0	0.00%	2	4.26%	4	8.51%	6

COSET				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
I have an opportunity to participate in my departmental/program's budget decisions.	47	3.34	1.21	8	17.02%	17	36.17%	9	19.15%	9	19.15%	4	8.51%	0	0.00%	6
I have an opportunity to participate in the selection of Administrators.	47	2.66	1.38	4	8.51%	12	25.53%	6	12.77%	9	19.15%	13	27.66%	3	6.38%	6
I have an opportunity to participate in the selection of Faculty.	47	4.49	0.99	34	72.34%	7	14.89%	2	4.26%	3	6.38%	1	2.13%	0	0.00%	6
I have an opportunity to participate in the Strategic Planning of my College/Library.	47	3.07	1.22	4	8.51%	15	31.91%	9	19.15%	8	17.02%	6	12.77%	5	10.64%	6
Administration effectively communicates with the faculty.	47	2.85	1.43	6	12.77%	14	29.79%	7	14.89%	7	14.89%	13	27.66%	0	0.00%	6
Administration consistently follows official policies.	46	2.98	1.37	8	17.39%	8	17.39%	10	21.74%	9	19.57%	8	17.39%	3	6.52%	7
The University Faculty Senate is effective in representing faculty views to the administration.	45	3.15	1.30	8	17.78%	8	17.78%	13	28.89%	6	13.33%	6	13.33%	4	8.89%	8
IT@Sam (Computer Services) meets my needs.	46	3.17	1.31	9	19.57%	11	23.91%	11	23.91%	9	19.57%	6	13.04%	0	0.00%	7
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	44	3.42	1.21	7	15.91%	10	22.73%	9	20.45%	4	9.09%	3	6.82%	11	25.00%	9
There is adequate support for developing online courses/degrees/programs.	44	3.69	1.17	10	22.73%	13	29.55%	8	18.18%	2	4.55%	3	6.82%	8	18.18%	9
Library Services meets my needs.	46	3.63	1.12	9	19.57%	18	39.13%	6	13.04%	6	13.04%	2	4.35%	5	10.87%	7
The library meets the needs of my department's curriculum.	46	3.68	0.98	8	17.39%	17	36.96%	10	21.74%	4	8.70%	1	2.17%	6	13.04%	7
I receive adequate support from the Office of Research and Sponsored Programs.	46	3.77	1.16	13	28.26%	17	36.96%	5	10.87%	6	13.04%	2	4.35%	3	6.52%	7
The resources available for my research are adequate.	46	3.33	1.21	6	13.04%	20	43.48%	7	15.22%	7	15.22%	5	10.87%	1	2.17%	7
The resources available to provide a successful graduate program are adequate.	46	2.45	1.28	1	2.17%	13	28.26%	3	6.52%	12	26.09%	13	28.26%	4	8.70%	7
The allocation of travel reimbursements meets the needs of the faculty.	46	3.11	1.37	7	15.22%	15	32.61%	6	13.04%	8	17.39%	8	17.39%	2	4.35%	7
The university is doing an adequate job recruiting quality students.	45	2.68	1.22	2	4.44%	13	28.89%	7	15.56%	13	28.89%	9	20.00%	1	2.22%	8
The SAM Center offers effective Advising Services.	45	3.13	1.40	7	15.56%	12	26.67%	7	15.56%	5	11.11%	8	17.78%	6	13.33%	8
The SAM Center offers effective Mentoring Services.	44	3.36	1.27	6	13.64%	12	27.27%	8	18.18%	2	4.55%	5	11.36%	11	25.00%	9

COSET				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The facilities at the Lowman Student Center are adequate.	45	3.45	1.07	7	15.56%	15	33.33%	12	26.67%	6	13.33%	2	4.44%	3	6.67%	8
The services available through the campus bookstore are adequate.	44	2.86	1.22	1	2.27%	13	29.55%	9	20.45%	4	9.09%	8	18.18%	9	20.45%	9
The services provided by ARAMARK are adequate.	45	2.93	1.33	5	11.11%	12	26.67%	9	20.00%	7	15.56%	9	20.00%	3	6.67%	8
The Human Resource Department offers me adequate services.	45	3.39	1.21	7	15.56%	15	33.33%	11	24.44%	3	6.67%	5	11.11%	4	8.89%	8
The facilities at the Woodlands Center are adequate.	44	3.90	0.89	6	13.64%	7	15.91%	6	13.64%	1	2.27%	0	0.00%	24	54.55%	9
The staff at the Woodlands Center is adequate.	45	3.38	0.99	2	4.44%	5	11.11%	7	15.56%	1	2.22%	1	2.22%	29	64.44%	8
There is adequate parking for faculty.	46	3.51	1.30	12	26.09%	13	28.26%	7	15.22%	7	15.22%	4	8.70%	3	6.52%	7
My physical work environment (office/classroom/lab) is adequate.	46	3.50	1.21	10	21.74%	17	36.96%	9	19.57%	6	13.04%	4	8.70%	0	0.00%	7
I feel free from intimidation/discrimination in the workplace.	46	3.87	1.33	21	45.65%	9	19.57%	7	15.22%	4	8.70%	4	8.70%	1	2.17%	7
I feel physically safe on campus.	46	4.09	1.02	20	43.48%	15	32.61%	7	15.22%	3	6.52%	1	2.17%	0	0.00%	7
The 3/3 and 4/4 work load policy is handled fairly in my College.	46	3.84	1.20	15	32.61%	16	34.78%	5	10.87%	4	8.70%	3	6.52%	3	6.52%	7
My teaching load is fair.	46	4.15	0.98	20	43.48%	18	39.13%	4	8.70%	3	6.52%	1	2.17%	0	0.00%	7
I receive adequate recognition for my teaching.	46	3.39	1.07	8	17.39%	14	30.43%	13	28.26%	10	21.74%	1	2.17%	0	0.00%	7
I receive adequate recognition for my research.	46	3.39	1.09	6	13.04%	17	36.96%	12	26.09%	6	13.04%	3	6.52%	2	4.35%	7
I receive adequate recognition for my service to the university.	46	3.04	1.25	6	13.04%	12	26.09%	13	28.26%	8	17.39%	7	15.22%	0	0.00%	7
I receive adequate clerical support.	46	3.33	1.41	13	28.26%	10	21.74%	7	15.22%	9	19.57%	6	13.04%	1	2.17%	7
There is collegial support within my department/program.	46	4.11	1.07	21	45.65%	15	32.61%	6	13.04%	2	4.35%	2	4.35%	0	0.00%	7
Administrative reassigned time is applied fairly in my college.	46	3.00	1.29	5	10.87%	9	19.57%	11	23.91%	5	10.87%	7	15.22%	9	19.57%	7
I am satisfied with the guidelines for receiving a Faculty Research Fund. (\$5,000 or less).	46	3.59	1.40	15	32.61%	8	17.39%	10	21.74%	2	4.35%	6	13.04%	5	10.87%	7
I am satisfied with the guidelines for receiving an Enhancement Grant for Research.	46	3.58	1.36	14	30.43%	8	17.39%	10	21.74%	3	6.52%	5	10.87%	6	13.04%	7

COSET				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	46	2.59	1.36	4	8.70%	10	21.74%	10	21.74%	7	15.22%	15	32.61%	0	0.00%	7
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	46	2.44	1.33	4	8.70%	7	15.22%	9	19.57%	10	21.74%	15	32.61%	1	2.17%	7
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	45	2.45	1.35	3	6.67%	3	6.67%	9	20.00%	3	6.67%	11	24.44%	16	35.56%	8
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	45	2.43	1.40	3	6.67%	4	8.89%	6	13.33%	4	8.89%	11	24.44%	17	37.78%	8
The merit system is applied fairly.	46	3.27	1.16	7	15.22%	13	28.26%	14	30.43%	7	15.22%	4	8.70%	1	2.17%	7
Market adjustments are applied fairly.	46	2.45	1.40	3	6.52%	9	19.57%	7	15.22%	5	10.87%	16	34.78%	6	13.04%	7
The promotion system is applied fairly.	46	3.75	1.11	12	26.09%	17	36.96%	10	21.74%	2	4.35%	3	6.52%	2	4.35%	7
The tenure system is applied fairly in my department.	46	4.13	1.13	23	50.00%	12	26.09%	5	10.87%	3	6.52%	2	4.35%	1	2.17%	7
The tenure system process at the university level is clear.	46	3.80	0.99	12	26.09%	19	41.30%	10	21.74%	4	8.70%	1	2.17%	0	0.00%	7
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	46	3.73	1.30	15	32.61%	10	21.74%	8	17.39%	3	6.52%	4	8.70%	6	13.04%	7
Collegiality is an appropriate evaluation category for Tenure and Promotion.	45	3.78	1.26	16	35.56%	15	33.33%	6	13.33%	4	8.89%	4	8.89%	0	0.00%	8
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	46	3.67	1.30	14	30.43%	16	34.78%	6	13.04%	4	8.70%	5	10.87%	1	2.17%	7
My salary is appropriate relative to my contribution to Sam Houston State University.	46	2.74	1.29	3	6.52%	14	30.43%	8	17.39%	10	21.74%	11	23.91%	0	0.00%	7
My salary is appropriate relative to my current rank when compared to similar universities.	46	2.52	1.16	1	2.17%	10	21.74%	11	23.91%	11	23.91%	11	23.91%	2	4.35%	7
Overall, I am satisfied with my job at SHSU.	46	4.00	1.02	17	36.96%	18	39.13%	6	13.04%	4	8.70%	1	2.17%	0	0.00%	7

Newton Gresham Library

Total number of respondents	14
Completed Surveys	12
Tenured/Tenure-Track	13
Tenured/Tenure-Track in Department	20
Percentage of Tenured/Tenure-Track Responding	70.00%
Instructors/Clinical Faculty Responding	0
Number of surveys where rank was skipped	2

Administrator	N	Mean	Std. Dev.	Much more than Satisfactory (5)		More than Satisfactory (4)		Satisfactory (3)		Less than Satisfactory (2)		Much less than Satisfactory (1)		N/A		No Response
				N	%	N	%	N	%	N	%	N	%	N	%	N
University President (D. Hoyt)	12	3.27	0.86	0	0.00%	5	41.67%	5	41.67%	0	0.00%	1	8.33%	1	8.33%	3
Provost/VP Academic Affairs (R. Eglsaer)	12	3.55	0.66	1	8.33%	4	33.33%	6	50.00%	0	0.00%	0	0.00%	1	8.33%	3
VP Enrollment Management (H. Thielemann)	12	3.00	0.82	0	0.00%	1	8.33%	1	8.33%	1	8.33%	0	0.00%	9	75.00%	3
VP Finance and Operations (C. Hernandez)	12	2.60	1.02	0	0.00%	1	8.33%	2	16.67%	1	8.33%	1	8.33%	7	58.33%	3
VP University Advancement (F. Holmes)	12	3.50	0.50	0	0.00%	1	8.33%	1	8.33%	0	0.00%	0	0.00%	10	83.33%	3
VP Student Services (F. Parker)	12	3.50	1.12	1	8.33%	1	8.33%	1	8.33%	1	8.33%	0	0.00%	8	66.67%	3
VP Information Technology (M. Adams)	12	2.80	1.25	1	8.33%	2	16.67%	3	25.00%	2	16.67%	2	16.67%	2	16.67%	3
Assoc. VPAA (M. Robbins)	12	3.33	0.47	0	0.00%	1	8.33%	2	16.67%	0	0.00%	0	0.00%	9	75.00%	3
Dean of Students (J. Yarabeck)	11	3.50	0.50	0	0.00%	1	9.09%	1	9.09%	0	0.00%	0	0.00%	9	81.82%	4
Dean Grad Studies (K. Hendrickson)	12	3.67	0.47	0	0.00%	4	33.33%	2	16.67%	0	0.00%	0	0.00%	6	50.00%	3
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	12	3.50	0.50	0	0.00%	1	8.33%	1	8.33%	0	0.00%	0	0.00%	10	83.33%	3
Assoc. VP Human Res. & RM (D. Hammonds)	12	3.00	0.82	0	0.00%	1	8.33%	1	8.33%	1	8.33%	0	0.00%	9	75.00%	3
Assoc. VP Distance Learning (B. Angrove)	12	2.83	1.07	0	0.00%	2	16.67%	2	16.67%	1	8.33%	1	8.33%	6	50.00%	3
Interim Director (L. Shen)	12	3.75	1.01	3	25.00%	5	41.67%	2	16.67%	2	16.67%	0	0.00%	0	0.00%	3

NGL				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
I have an opportunity to participate in my departmental/program's budget decisions.	12	3.42	1.19	2	16.67%	5	41.67%	2	16.67%	2	16.67%	1	8.33%	0	0.00%	3
I have an opportunity to participate in the selection of Administrators.	12	3.50	1.38	3	25.00%	5	41.67%	1	8.33%	1	8.33%	2	16.67%	0	0.00%	3
I have an opportunity to participate in the selection of Faculty.	12	4.58	0.49	7	58.33%	5	41.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3
I have an opportunity to participate in the Strategic Planning of my College/Library.	12	3.45	1.16	3	25.00%	2	16.67%	3	25.00%	3	25.00%	0	0.00%	1	8.33%	3
Administration effectively communicates with the faculty.	12	3.25	1.23	2	16.67%	4	33.33%	2	16.67%	3	25.00%	1	8.33%	0	0.00%	3
Administration consistently follows official policies.	12	4.17	0.80	4	33.33%	7	58.33%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	3
The University Faculty Senate is effective in representing faculty views to the administration.	12	3.42	0.95	1	8.33%	6	50.00%	2	16.67%	3	25.00%	0	0.00%	0	0.00%	3
IT@Sam (Computer Services) meets my needs.	12	3.25	1.23	2	16.67%	4	33.33%	2	16.67%	3	25.00%	1	8.33%	0	0.00%	3
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	12	3.13	0.93	1	8.33%	1	8.33%	4	33.33%	2	16.67%	0	0.00%	4	33.33%	3
There is adequate support for developing online courses/degrees/programs.	12	3.25	0.97	1	8.33%	2	16.67%	3	25.00%	2	16.67%	0	0.00%	4	33.33%	3
Library Services meets my needs.	12	4.58	0.76	9	75.00%	1	8.33%	2	16.67%	0	0.00%	0	0.00%	0	0.00%	3
The library meets the needs of my department's curriculum.	12	4.33	1.05	6	50.00%	1	8.33%	1	8.33%	1	8.33%	0	0.00%	3	25.00%	3
I receive adequate support from the Office of Research and Sponsored Programs.	12	3.13	1.05	0	0.00%	4	33.33%	2	16.67%	1	8.33%	1	8.33%	4	33.33%	3
The resources available for my research are adequate.	11	4.64	0.48	7	63.64%	4	36.36%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4
The resources available to provide a successful graduate program are adequate.	11	4.80	0.40	4	36.36%	1	9.09%	0	0.00%	0	0.00%	0	0.00%	6	54.55%	4
The allocation of travel reimbursements meets the needs of the faculty.	11	4.70	0.46	7	63.64%	3	27.27%	0	0.00%	0	0.00%	0	0.00%	1	9.09%	4
The university is doing an adequate job recruiting quality students.	12	3.14	0.83	0	0.00%	3	25.00%	2	16.67%	2	16.67%	0	0.00%	5	41.67%	3
The SAM Center offers effective Advising Services.	12	3.60	0.49	0	0.00%	3	25.00%	2	16.67%	0	0.00%	0	0.00%	7	58.33%	3
The SAM Center offers effective Mentoring Services.	12	3.60	0.49	0	0.00%	3	25.00%	2	16.67%	0	0.00%	0	0.00%	7	58.33%	3

NGL				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The facilities at the Lowman Student Center are adequate.	12	3.40	1.02	2	16.67%	2	16.67%	4	33.33%	2	16.67%	0	0.00%	2	16.67%	3
The services available through the campus bookstore are adequate.	12	3.25	0.66	0	0.00%	3	25.00%	4	33.33%	1	8.33%	0	0.00%	4	33.33%	3
The services provided by ARAMARK are adequate.	12	3.08	1.44	2	16.67%	4	33.33%	2	16.67%	1	8.33%	3	25.00%	0	0.00%	3
The Human Resource Department offers me adequate services.	12	3.08	0.95	0	0.00%	5	41.67%	4	33.33%	2	16.67%	1	8.33%	0	0.00%	3
The facilities at the Woodlands Center are adequate.	12	3.60	0.49	0	0.00%	3	25.00%	2	16.67%	0	0.00%	0	0.00%	7	58.33%	3
The staff at the Woodlands Center is adequate.	12	3.25	1.09	1	8.33%	0	0.00%	2	16.67%	1	8.33%	0	0.00%	8	66.67%	3
There is adequate parking for faculty.	12	3.00	1.29	1	8.33%	5	41.67%	1	8.33%	3	25.00%	2	16.67%	0	0.00%	3
My physical work environment (office/classroom/lab) is adequate.	12	3.83	1.28	5	41.67%	3	25.00%	2	16.67%	1	8.33%	1	8.33%	0	0.00%	3
I feel free from intimidation/discrimination in the workplace.	12	3.58	1.38	5	41.67%	1	8.33%	3	25.00%	2	16.67%	1	8.33%	0	0.00%	3
I feel physically safe on campus.	12	4.42	0.86	7	58.33%	4	33.33%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	3
The 3/3 and 4/4 work load policy is handled fairly in my College.	12	3.00	0.00	0	0.00%	0	0.00%	2	16.67%	0	0.00%	0	0.00%	10	83.33%	3
My teaching load is fair.	12	4.00	1.00	2	16.67%	0	0.00%	2	16.67%	0	0.00%	0	0.00%	8	66.67%	3
I receive adequate recognition for my teaching.	12	3.60	0.80	1	8.33%	1	8.33%	3	25.00%	0	0.00%	0	0.00%	7	58.33%	3
I receive adequate recognition for my research.	12	3.33	1.05	1	8.33%	3	25.00%	4	33.33%	0	0.00%	1	8.33%	3	25.00%	3
I receive adequate recognition for my service to the university.	12	3.27	1.14	1	8.33%	5	41.67%	2	16.67%	2	16.67%	1	8.33%	1	8.33%	3
I receive adequate clerical support.	12	4.00	1.12	4	33.33%	1	8.33%	2	16.67%	1	8.33%	0	0.00%	4	33.33%	3
There is collegial support within my department/program.	12	4.08	0.95	5	41.67%	4	33.33%	2	16.67%	1	8.33%	0	0.00%	0	0.00%	3
Administrative reassigned time is applied fairly in my college.	12	3.00	0.82	0	0.00%	1	8.33%	1	8.33%	1	8.33%	0	0.00%	9	75.00%	3
I am satisfied with the guidelines for receiving a Faculty Research Fund. (\$5,000 or less).	12	3.25	0.43	0	0.00%	1	8.33%	3	25.00%	0	0.00%	0	0.00%	8	66.67%	3
I am satisfied with the guidelines for receiving an Enhancement Grant for Research.	12	3.00	0.00	0	0.00%	0	0.00%	3	25.00%	0	0.00%	0	0.00%	9	75.00%	3

NGL				Strongly Agree (5)		Somewhat agree (4)		Neither Agree or Disagree (3)		Somewhat Disagree (2)		Strongly Disagree (1)		N/A		No Response
Perception Question	N	Mean	Std. Dev.	N	%	N	%	N	%	N	%	N	%	N	%	N
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	12	2.00	1.00	0	0.00%	0	0.00%	1	8.33%	0	0.00%	1	8.33%	10	83.33%	3
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	12	2.00	1.00	0	0.00%	0	0.00%	1	8.33%	0	0.00%	1	8.33%	10	83.33%	3
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	12	2.00	1.00	0	0.00%	0	0.00%	1	8.33%	0	0.00%	1	8.33%	10	83.33%	3
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	12	2.00	1.00	0	0.00%	0	0.00%	1	8.33%	0	0.00%	1	8.33%	10	83.33%	3
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	12	3.50	0.87	1	8.33%	0	0.00%	3	25.00%	0	0.00%	0	0.00%	8	66.67%	3
The FES is an adequate measurement of my performance as a faculty member.	12	3.17	1.14	1	8.33%	5	41.67%	2	16.67%	3	25.00%	1	8.33%	0	0.00%	3
The merit system is applied fairly.	12	3.00	1.10	1	8.33%	2	16.67%	4	33.33%	2	16.67%	1	8.33%	2	16.67%	3
Market adjustments are applied fairly.	12	2.57	1.40	1	8.33%	1	8.33%	1	8.33%	2	16.67%	2	16.67%	5	41.67%	3
The promotion system is applied fairly.	12	3.71	0.88	2	16.67%	1	8.33%	4	33.33%	0	0.00%	0	0.00%	5	41.67%	3
The tenure system is applied fairly in my department.	12	3.78	1.23	3	25.00%	3	25.00%	2	16.67%	0	0.00%	1	8.33%	3	25.00%	3
The tenure system process at the university level is clear.	12	3.50	1.19	3	25.00%	3	25.00%	4	33.33%	1	8.33%	1	8.33%	0	0.00%	3
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	12	3.75	1.09	3	25.00%	1	8.33%	3	25.00%	1	8.33%	0	0.00%	4	33.33%	3
Collegiality is an appropriate evaluation category for Tenure and Promotion.	12	3.42	1.55	4	33.33%	3	25.00%	2	16.67%	0	0.00%	3	25.00%	0	0.00%	3
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	12	3.70	1.35	4	33.33%	2	16.67%	2	16.67%	1	8.33%	1	8.33%	2	16.67%	3
My salary is appropriate relative to my contribution to Sam Houston State University.	12	2.36	1.30	1	8.33%	1	8.33%	3	25.00%	2	16.67%	4	33.33%	1	8.33%	3
My salary is appropriate relative to my current rank when compared to similar universities.	12	2.45	1.37	1	8.33%	2	16.67%	2	16.67%	2	16.67%	4	33.33%	1	8.33%	3
Overall, I am satisfied with my job at SHSU.	12	3.50	1.04	2	16.67%	5	41.67%	2	16.67%	3	25.00%	0	0.00%	0	0.00%	3

Ranked Comparison Across Colleges/Library

	Total	COBA	COCJ	COE	COFAMC	COHS	COHSS	COSET	NGL
Questions	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
I feel physically safe on campus.	4.25	4.31	4.42	4.38	4.36	4.15	4.14	4.09	4.42
The library meets the needs of my department's curriculum.	4.21	4.47	4.24	4.57	4.33	4.13	4.10	3.68	4.33
Library Services meets my needs.	4.21	4.26	4.35	4.53	4.27	4.16	4.17	3.63	4.58
My teaching load is fair.	4.05	3.85	4.68	4.41	3.87	3.85	3.79	4.15	4.00
The facilities at the Woodlands Center are adequate.	4.01	3.82	4.14	4.09	4.07	3.90	4.15	3.90	3.60
There is adequate support for developing online courses/degrees/programs.	4.00	4.24	4.12	4.30	3.83	4.17	3.84	3.69	3.25
I have an opportunity to participate in the selection of Faculty.	3.95	3.70	4.28	4.08	3.67	3.36	3.73	4.49	4.58
The services that DELTA (Distance Education & Learning Technologies for Academics) provides are adequate.	3.90	4.24	4.13	4.23	3.18	4.14	3.77	3.42	3.13
The 3/3 and 4/4 work load policy is handled fairly in my College.	3.80	3.82	4.44	4.08	3.62	3.39	3.59	3.84	3.00
Overall, I am satisfied with my job at SHSU.	3.79	3.73	4.42	4.04	3.36	3.96	3.52	4.00	3.50
IT@Sam (Computer Services) meets my needs.	3.76	4.17	4.32	4.09	3.23	4.15	3.72	3.17	3.25
Assoc. VPAA (M. Robbins)	3.76	3.73	3.90	4.08	3.93	3.42	3.62	3.54	3.33
Assoc. VP Res. & Spec. Progs. (C. Hargrave)	3.74	3.62	3.86	3.82	3.80	3.79	3.69	3.72	3.50
There is collegial support within my department/program.	3.74	3.59	4.11	3.72	3.58	3.54	3.61	4.11	4.08
VP Student Services (F. Parker)	3.73	3.73	3.86	3.56	4.19	3.78	3.59	3.70	3.50
I am satisfied with the guidelines for receiving a Faculty Research Fund. (\$5,000 or less).	3.71	3.67	3.73	3.97	3.59	3.28	3.88	3.59	3.25
I am satisfied with the guidelines for receiving an Enhancement Grant for Research.	3.70	3.65	4.00	3.89	3.59	3.42	3.83	3.58	3.00
I receive adequate support from the Office of Research and Sponsored Programs.	3.69	3.52	3.73	3.91	3.55	3.52	3.74	3.77	3.13
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	3.64	3.18	4.22	3.68	3.86	3.64	3.57	3.74	3.50
Dean of Students (J. Yarabek)	3.63	3.29	3.36	4.00	3.95	4.00	3.40	3.53	3.50
The resources available for my research are adequate.	3.62	3.38	4.33	3.96	3.18	3.57	3.57	3.33	4.64
The staff at the Woodlands Center is adequate.	3.61	3.55	3.22	3.53	4.00	3.61	3.94	3.38	3.25
I receive adequate clerical support.	3.61	3.87	4.28	3.48	3.39	3.89	3.52	3.33	4.00
Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	3.60	3.74	4.31	3.57	3.38	4.00	3.30	3.67	3.70
The Human Resource Department offers me adequate services.	3.59	3.72	4.11	3.89	3.34	3.96	3.36	3.39	3.08
Collegiality is an appropriate evaluation category for Tenure and Promotion.	3.59	3.46	4.38	3.63	3.33	3.95	3.38	3.78	3.42
My physical work environment (office/classroom/lab) is adequate.	3.57	3.60	3.61	3.75	2.95	3.54	3.83	3.50	3.83
The facilities at the Lowman Student Center are adequate.	3.56	3.76	3.73	3.88	3.13	4.14	3.27	3.45	3.40
Assoc. VP Distance Learning (B. Angrove)	3.54	3.52	3.58	3.81	3.69	3.67	3.38	3.45	2.83
I feel free from intimidation/discrimination in the workplace.	3.54	3.65	4.00	3.42	3.36	3.50	3.36	3.87	3.58
Provost/VP Academic Affairs (R. Eglsaer)	3.53	3.68	3.87	3.62	3.38	3.57	3.63	3.07	3.55
The allocation of travel reimbursements meets the needs of the faculty.	3.53	4.26	3.72	3.65	2.72	2.96	3.72	3.11	4.70
The SAM Center offers effective Mentoring Services.	3.51	3.86	3.88	3.58	3.08	3.61	3.54	3.36	3.60
The SAM Center offers effective Advising Services.	3.49	3.64	4.13	3.86	3.19	3.59	3.47	3.13	3.60
The tenure system is applied fairly in my department.	3.43	2.89	4.13	3.59	2.80	3.14	3.36	4.13	3.78
VP Enrollment Management (H. Thielemann)	3.43	3.30	3.73	3.52	3.36	3.36	3.32	3.52	3.00
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	3.42	3.16	4.00	3.47	2.74	3.07	3.62	3.73	3.75
Dean Grad Studies (K. Hendrickson)	3.42	3.94	3.36	3.40	3.79	3.19	3.30	3.31	3.67
The University Faculty Senate is effective in representing faculty views to the administration.	3.37	3.62	3.85	3.37	3.19	3.50	3.24	3.15	3.42
VP University Advancement (F. Holmes)	3.36	3.39	3.67	3.33	3.33	3.09	3.37	3.32	3.50
Assoc. VP Human Res. & RM (D. Hammonds)	3.35	3.45	3.42	3.62	2.92	3.69	3.22	3.21	3.00
VP Information Technology (M. Adams)	3.35	3.55	3.67	3.53	3.20	3.47	3.43	3.07	2.80
The services available through the campus bookstore are adequate.	3.32	3.26	4.07	3.61	3.23	4.30	2.96	2.86	3.25
I receive adequate recognition for my teaching.	3.31	2.90	4.11	3.48	3.33	2.92	3.22	3.39	3.60
The promotion system is applied fairly.	3.31	2.94	4.31	3.46	2.74	3.29	3.06	3.75	3.71
The tenure system process at the university level is clear.	3.27	2.74	4.13	4.00	2.68	2.80	2.84	3.80	3.50
I receive adequate recognition for my research.	3.27	3.13	3.76	3.59	2.97	3.04	3.08	3.39	3.33

	Total	COBA	COCJ	COE	COFAMC	COHS	COHSS	COSET	NGL
Questions	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean	Mean
The services provided by ARAMARK are adequate.	3.25	3.56	3.00	3.70	2.80	3.57	3.16	2.93	3.08
Administration consistently follows official policies.	3.23	3.39	4.00	3.48	2.81	2.96	3.02	2.98	4.17
I receive adequate recognition for my service to the university.	3.19	3.13	3.94	3.46	3.00	3.25	3.00	3.04	3.27
Administrative reassigned time is applied fairly in my college.	3.17	3.29	4.09	3.32	3.05	3.06	3.02	3.00	3.00
University President (D. Hoyt)	3.16	3.23	3.67	3.13	3.12	3.63	3.03	2.81	3.27
The FES is an adequate measurement of my performance as a faculty member.	3.16	2.74	3.72	3.15	3.00	3.20	3.02	3.56	3.17
The resources available to provide a successful graduate program are adequate.	3.15	3.10	3.94	3.54	2.45	3.33	3.18	2.45	4.80
VP Finance and Operations (C. Hernandez)	3.12	3.39	3.42	3.52	2.93	3.14	3.07	2.71	2.60
The university is doing an adequate job recruiting quality students.	3.10	2.82	3.71	3.65	2.47	3.41	3.15	2.68	3.14
I have an opportunity to participate in the Strategic Planning of my College/Library.	3.08	3.38	3.29	3.78	2.67	2.83	2.40	3.07	3.45
Administration effectively communicates with the faculty.	2.96	2.93	3.60	3.35	2.58	2.85	2.73	2.85	3.25
The merit system is applied fairly.	2.94	3.00	3.38	2.77	2.64	3.05	2.78	3.27	3.00
There is adequate parking for faculty.	2.84	2.65	3.28	2.10	2.68	2.96	3.02	3.51	3.00
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	2.82	2.78	2.65	3.24	2.49	3.50	2.63	2.59	2.00
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	2.74	2.63	2.88	3.16	2.48	3.10	2.52	2.45	2.00
I have an opportunity to participate in my departmental/program's budget decisions.	2.71	2.13	2.82	2.57	2.42	2.64	2.81	3.34	3.42
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	2.61	2.43	2.67	2.81	2.23	3.08	2.71	2.44	2.00
My salary is appropriate relative to my contribution to Sam Houston State University.	2.57	2.56	3.47	2.25	2.49	2.63	2.48	2.74	2.36
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	2.55	2.19	2.75	2.83	2.27	2.86	2.45	2.43	2.00
I have an opportunity to participate in the selection of Administrators.	2.53	1.90	2.82	2.66	2.06	2.84	2.60	2.66	3.50
My salary is appropriate relative to my current rank when compared to similar universities.	2.35	2.10	3.19	2.14	2.18	2.68	2.28	2.52	2.45
Market adjustments are applied fairly.	2.32	2.23	2.62	2.07	2.19	2.76	2.27	2.45	2.57

Historical Comparisons	17-18	16-17	15-16	14-15	13-14	12-13	11-12	10-11	09-10	08-09	07-08	06-07	05-06	04-05	03-04	02-03	01-02	00-01	99-00	98-99	97-98	
President	3.16	2.92	3.2	3.57	3.42	3.68	3.54	3.39	4.19	4.05	3.74	3.91	3.89	3.45	3.31	3.48	3.62	3	3.18	3.28	3.7	
Provost/VPAA	3.53	3.53	4.16	4.01	4.11	4.26	4.04	3.03	3.31	3.31	3.31	3.34	3.16	2.59	2.5	2.77	2.96	2.44	2.58	2.4	3.1	
VP&M	3.43	3.29	3.37	3.34	3.32	3.2	3.1	3.28	3.37	3.4	3.55	3.35	3.34	3.02								
VP&O	3.12	3.03	3.31	3.33	3.07	3.33	3.33	3.22	3.58	3.52	2.97	3.04	3.09	3.2	2.89	2.62	2.38	2.42	2.64	2.56	3	
VP Advancement	3.36	3.81	3.27	3.42	3.28	3.37	3.36	3.37	3.47	3.24	3.26	3.24	3.19	2.76	2.57	2.78	2.66					
VP&S	3.73	3.25	3.73	3.68	3.54	3.95	3.77	3.81	3.89	3.88	3.84	3.8	3.87	2.34	1.99	2.08	1.92	2.16	2.55	2.6	2.8	
VP IT	3.35	3.32	3.22	3.25	3.11	3.15																
Associate VPAA	3.76	3.69	3.8	3.75	3.78	3.86	3.5	3.78	3.78	3.63	3.68	3.68	3.69	3.55	3.54	3.73	3.78	3.43	3.46			
Dean of Students	3.63																					
Dean Grad Studies AVPAA	3.42	3.47	3.9	3.51	3.48	3.34	3.57	3.51	3.73	3.8	3.7	3.58	3.67	3.6	3.39							
Assoc VP Res. & SP	3.74	3.58	3.81	3.64	3.71	3.78	3.72	3.79	3.77	3.71	3.06	3.16	2.5	2.53	2.2	2.41	2.71	3.04	3.16			
Assoc VP HR	3.35	3.22	3.25																			
Assoc VP Dist Lng	3.54	3.53	3.51	3.58	3.54	3.43	3.05	2.87	3.26													
Your Dean/Library Director		3.76	3.74	3.83	3.92	3.97	3.68	3.82	3.96	3.88	3.89	4.21	4.07	3.62	3.43	3.26	3.17	3.43	3.71	3.5	3.5	
Your Associate Dean 1		3.79																				
Your Associate Dean 2		3.47																				
Your Associate Dean 3		3.78																				
Budget Decision Participation in Dept.	2.71	2.95	2.91	2.83	2.92	3.1	3.06	2.94	3.18	3.21	2.98	3.13	3.19	2.34	2.26	2.16	2.24	2.17	2.25	2.18	2.2	
Selection of Admins.	2.53	2.65	2.51	2.5	2.73	2.88	2.72	2.44	2.73	2.72	2.52	2.64	2.55	2.11	1.98	2.07	2.27	2.22	2.36	2.33	2.6	
Selection of Faculty	3.95	3.94	4	3.63	4.2	4.25	4.18	4.19	4.21	4.23	4.14	4.33	4.5	3.48	3.34	3.2	3.4	3.45	3.44	3.4	3.5	
Administration follows policy	3.23	3.22	3.39																			
Strategic Planning in College	3.08	3.01	3	2.9	2.97	3.11	3.35	3.08	3.27	3.28	3.26	3.4	3.31	2.47	2.29	2.4	2.46	2.31	2.39			
Communication with Admin.	2.96	3.38	3.01	3.1	3.9	3.1	2.81	0.28	3	3.01	2.82	2.96	2.94	2.35	2.25							
Faculty Senate	3.37	3.39	3.65	3.48	3.39	3.59	3.46	3.36	3.36	3.23	3.16	3.25	3.42	3.25	3.34	3.36	2.96	3.01	3.11	3.26	3.5	
IT@Sam (Computer Services)	3.76	3.75	3.51	3.59	3.23	3.4	3.21	2.98	3.1	3.09	2.63	3.58	3.65	3.63	3.73	3.78	3.74	3.53	3.39	3.24	3.2	
DELTA Services Adequate	3.90	4.06	3.88	3.83	3.64	3.52	3.31	3.1	3.13													
Adequate support for online courses	4.00	3.97	3.79	3.96	3.57	3.35	3.26	3.06	3.03	2.82	2.75	2.9	2.81									
Library Services for Faculty	4.21	4.31	4.16	4.17	4.17	4.18	4.28	4.15	4.23	4.17	4.12	4.17	4.32	4.05	3.98	3.93	3.74	3.65	3.77	3.57	3.4	
Library good for Dept. Curriculum	4.21	4.3	4.14	4.14	4.15	4.09	4.15	4.04	4.18	3.02	3.95	3.9	4.06	3.93	3.88	3.8	3.73	3.5	3.66	3.41	3.4	
Support from Contracts and Grants/adequate support from the Office of Research and Sponsored Programs	3.37	3.71	3.65	3.55	3.38	3.58	3.57	3.54	3.53	3.17	2.89	3.02	3.03	2.56	2.61	2.73	3	3.19	3.13			
Research Resources	3.62	3.63	3.47	3.48	3.37	3.57	3.33	3.41	3.25	3.13	3.17	3.1	2.94	2.41	2.24	2.17	2.31	2.36	2.36	2.54	2.9	
Graduate Program Resources	3.15	3.09	3.05	3.09	2.97	2.95	2.85	2.92	2.96	2.74	2.72	2.74	2.53	2.54	2.58	2.32	2.14	1.96	2.12	1.96	2.4	
Travel Allocation	3.53	3.56	3.56	3.45	3.44	3.29	3.19	3.07	3.14	3.07	3.05	3.08	2.95	2.5	2.25	2.04	2.12	1.78	1.89	3.02	3.2	
Recruiting Quality Students	3.10	3.09	2.8	3	2.94	3.07	3.02	3.03	3.16	3.14	3.07	3.08	3.46	3.17	3.09							
SAM Center Advising	3.49	3.49	3.46	3.46	3.48	3.49	3.42	3.5	3.65	3.5	3.44	3.64	3.92	3.81	4.02	3.95						
SAM Center Mentoring	3.51	3.64	3.65	3.51	3.58	3.8	3.8	3.9	3.83	3.61	3.64	3.82	3.97	3.87	4.03	3.89						
LSC facilities adequate	3.56	3.73	3.62	3.49	3.54	3.71	3.86	3.77	3.74	3.68	3.61	3.65	3.66	3.58	3.44	3.46	2.47	2.88	3.24			
LSC services adequate/Bookstore	3.32	3.29	3.7	3.59	3.59	3.66	3.89	3.72	3.71	3.69	3.49	3.6	3.63									
Aramark services adequate	3.25	3.23	3.2	3.09	0.32	3.32	3.38	3.19	3.12													
Human Resource Dept.	3.59	3.56	3.47	3.41	3.46	3.55	3.65	3.56	3.6	3.69	3.21	3.5	3.5	3.12	3.03	3.34	3.43	3.3	3.3	3.32	3.2	
The Woodlands Center facilities	4.01	4.33	4.11	4.26	4.29	4.43	3.83	3.75	3.57	5.6	3.5											
The Woodlands Center staff	#VALUE!	4.17	3.95	4.04	3.99	4.19	3.8	3.8	3.68	3.8	3.72											
Parking	2.84	3.17	1.99	2.32	2.35	2.93	2.87	2.91	2.4	2.52	3.11	3.44	3.27	2.78	2.72							
Work environment	3.57	3.74	3.57	3.64	3.67	4.05	4.06	4.13	3.88	3.98	3.66	3.81	3.7	3.31	3.46							
Free from intimidation/discrimination	3.54	3.82	3.75	3.94	3.88	4.21	3.96	4.01	4.06	3.99	3.87	3.86	3.87	3.47	3.62							
Physically safe on campus	4.25	4.31	4.2	4.38	4.36	4.37	4.41	4.34	4.36	4.33	4.23	4.37	4.53	3.61	3.66	3.6	3.21	3.32	3.49	3.43	3.4	
3/3 4/4 handled fairly	3.80	3.68	3.74	3.73	3.78	3.7	3.5	3.74	3.62	3.42	3.59	3.75	3.54	3.48	3.66	3.39	3.09	3.09	3.45	3.32	3.41	3.5
Teaching Load is fair	4.05	3.79	3.89	3.95	3.92	3.78	3.66	3.86	3.76	3.63	3.65	3.71	3.8	3.2	3.11							
Recognition for teaching	3.31	3.28	3.51	3.46	3.52	3.52	3.29	3.3	3.45	3.27	3.13	3.23	3.3	2.77	2.69							
Recognition for research	3.27	3.22	3.48	3.51	3.6	3.69	3.46	3.36	3.6	3.52	3.32	3.46	3.54	3.02	3.06							
Recognition for service	3.19	3.15	3.24	3.25	3.27	3.25	3.02	3.08	3.24	3.03	3.03	3.11	3.21	2.79	2.58							
Clerical Support	3.61	3.61	3.7	3.63	3.59	3.68	3.48	3.43	3.42	3.49	3.31	3.4	3.89	3.16	3.24							
Clerical Support in dept./collegial support within my department/program.	3.74	3.73	3.69	3.77	3.88	4.03	3.98	3.95	3.99	3.95	3.92	3.93	3.89	3.6	3.72							
Reassigned time	3.17	3.19	3.09	3.22	3.18	3.28	3.2	3.16	3.22	3.17	3.07	3.15	3.16	2.94	3.03	2.82	2.76	2.98	3	2.78	3.1	
Faculty Research Fund <5000	3.71	3.41	3.7	3.53	3.36	3.48	3.48	3.6	3.38	3.39	3.09	3.07	3.02	2.93	2.73							
Enhancement Grant for Research	3.70	3.5	3.65	3.54	3.44	3.54	3.63	3.57	3.44	3.34	3.06	3.03	3.03	2.82	2.57							
IDEA Administered	2.82	2.83	3.13	3.12	3.02	2.85	2.93	2.76	2.92	2.81	2.82	2.77	2.9									
IDEA Accuracy	2.61	2.73	2.76	2.86	2.63	2.79	2.6	2.48	2.63	2.42	2.56	2.47	2.66	2.48	2.22	2.41	2.38	2.27	2.58	2.5	2.7	
IDEA On-Line Administered	2.74	2.82	2.65	2.85	2.41	2.41	2.32															

	17-18	16-17	15-16	14-15	13-14	12-13	11-12	10-11	09-10	08-09	07-08	06-07	05-06	04-05	03-04	02-03	01-02	00-01	99-00	98-99	97-98
IDEA On-Line Accuracy	2.55	2.65	2.41	2.64	2.17	2.31	2.03														
Chair evaluation of my teaching	3.64	3.66	3.62	3.7	3.65	3.82	3.76	3.74	3.68	3.81	3.6	3.64	3.78	3.49	3.67	3.62	3.34	3.62	3.4	3.2	3.3
FES Instrument is adequate	3.16	3.13	3.14	3.2	3.23	3.31	3.06	3.15	3.08		2.93	3.12	3.2	2.56	2.43						
Merit System is applied fairly	2.94	2.97	3.18	3	2.99	3.18	2.82	3.01	2.98	3.08											
Market Adjustments applied fairly	2.32	2.28	2.48	2.31	2.22	2.56	2.45	2.62	2.78	3.01	2.91	2.92	2.96	2.55	2.56	2.74	2.46	2.38	2.67	2.52	2.9
Promotion System is applied fairly	3.31	3.29	3.41	3.25	3.4	3.59	3.47	3.21	3.28		3.25	3.27	3.24	2.71	2.71	2.82	2.8	3.09	2.93	2.82	3.2
Tenure System is applied fairly	3.43	3.63	3.56	3.44	3.76	3.92	3.84	3.76	3.72	3.29											
Tenure Process clear at univ. level	3.27	3.35	3.34	3.11	3.33	3.25	3.14	2.64	3.01	3.66	3.47	3.74	3.6	3.32	3.54	3.46	3.42	3.63	3.54	3.54	3.7
Post Tenure Review	3.42	3.51	3.45	3.44	3.47	3.81	3.73	3.75	3.82	3.91	3.67	3.71	3.68	3.3	3.51	3.63	3.29	3.57	3.45		
Collegiality for tenure & promotion	3.59	3.81	3.69	3.58	3.72																
Collegiality for post-tenure & promotion	3.60	3.8	3.6	3.6	3.72																
Salary at SHSU	2.57	2.59	2.69	2.68	2.66	2.85	2.56	2.79	2.89	2.79	2.64	2.59	2.6	2.57	2.61	2.53	2.46	2.36	2.47	2.11	
Salary at Other Universities	2.35	2.38	2.45	2.58	2.45	2.51	2.3	2.45	2.57	2.39	2.46	2.32	2.23	2.24	2.13	2.14	1.99	2	2.09	1.8	
Satisfied at SHSU	3.79	3.74	3.68	3.8	3.89	4.11	3.85	3.78	3.92	4.01	3.71	4.07	4.02	3.53	3.57	3.66	3.71	3.72	3.5	3.9	