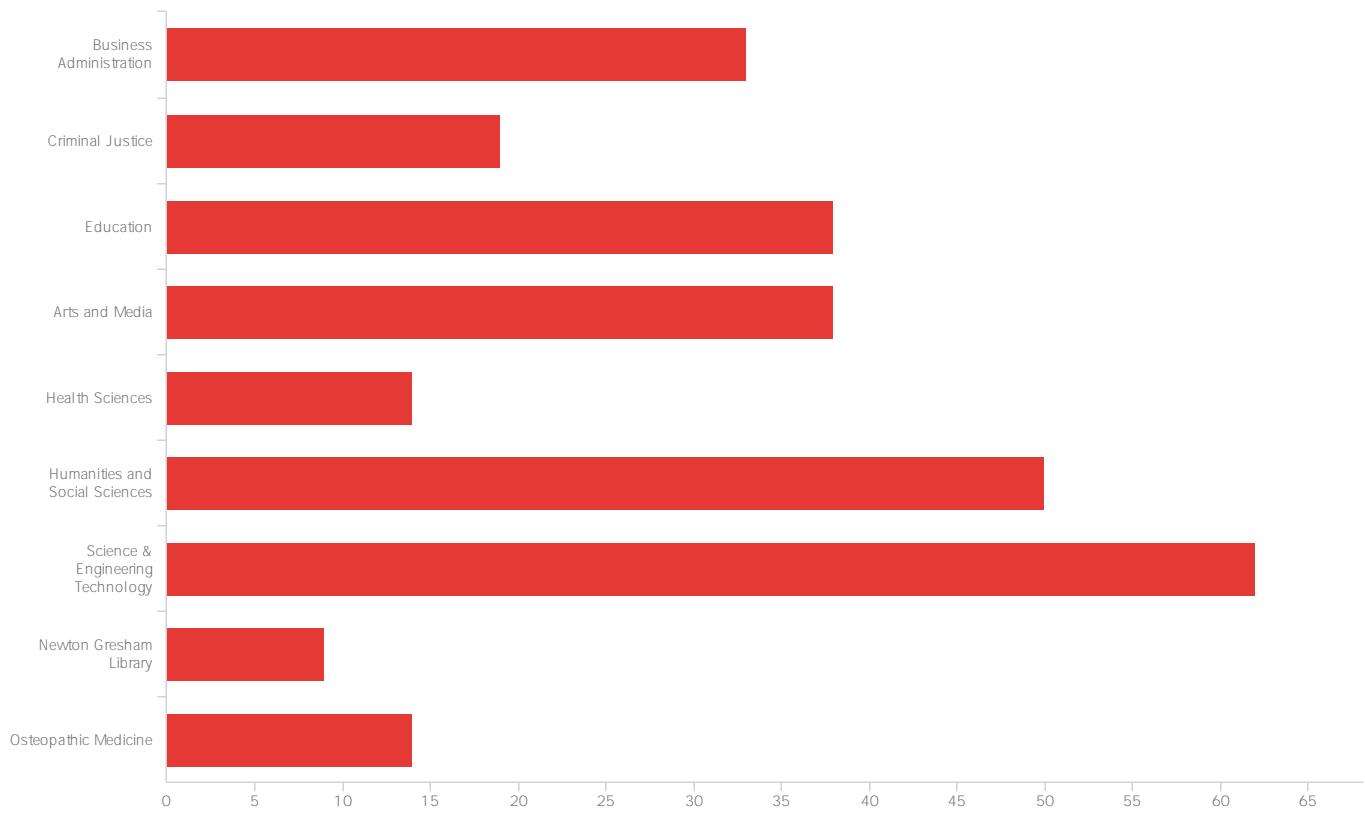




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#	Field	Choice Count
1	Business Administration	11.91% 33
2	Criminal Justice	6.86% 19
3	Education	13.72% 38
4	Arts and Media	13.72% 38
5	Health Sciences	5.05% 14
6	Humanities and Social Sciences	18.05% 50
7	Science & Engineering Technology	22.38% 62
8	Newton Gresham Library	3.25% 9
10	Osteopathic Medicine	5.05% 14
		277

Showing rows 1 - 10 of 10

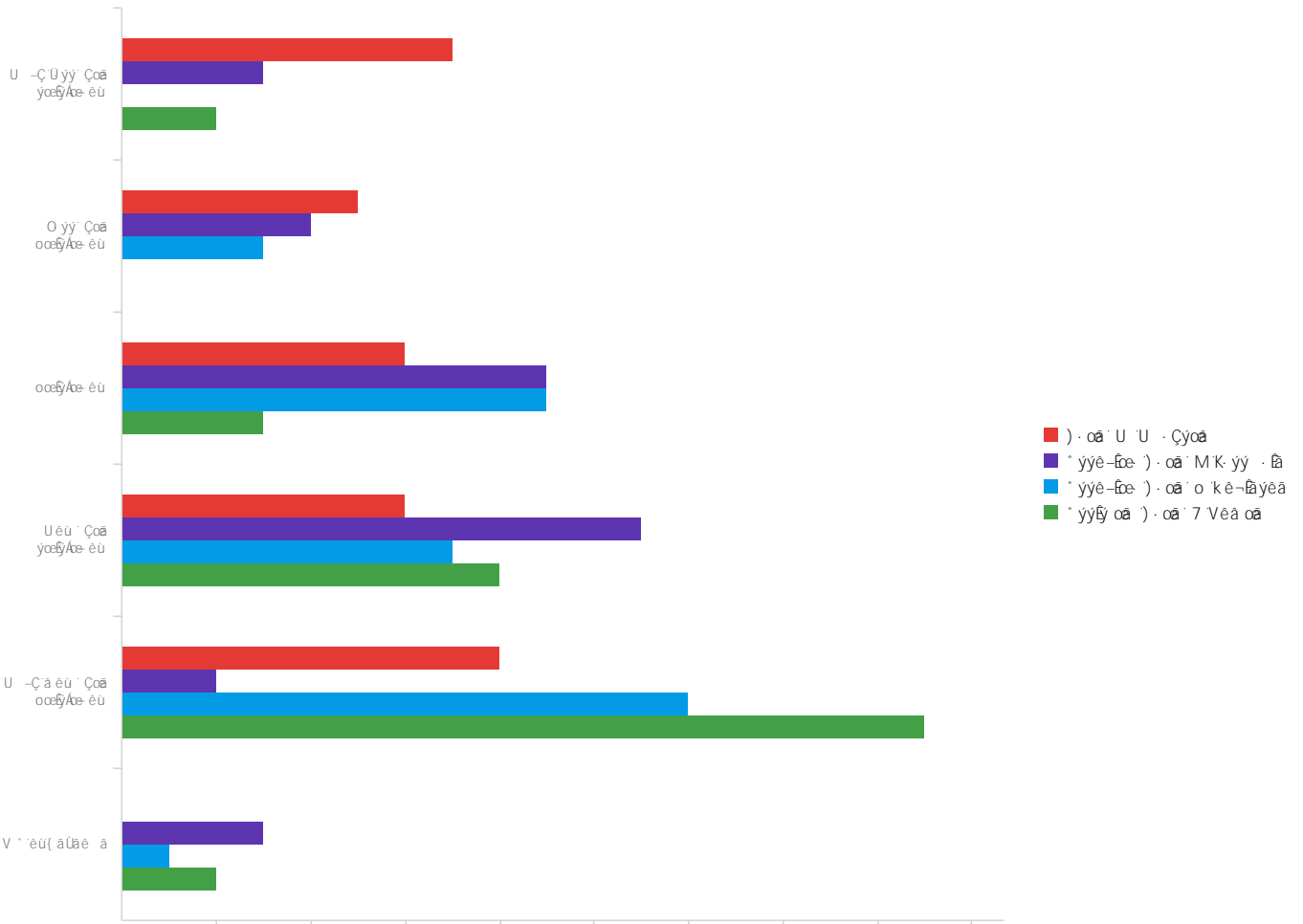
Q3 - Please select your rank.

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

#	Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
1	University President (A. White)	1.55% 4	3.88% 10	21.71% 56	31.01% 80	37.97% 96	10.85% 28	258
2	Interim Provost/VP Academic Affairs (C. Maynard)	8.56% 22	9.73% 25	29.96% 77	19.84% 51	9.73% 25	22.18% 57	257
3	Interim Vice Provost (A. Gaillard)	4.74% 12	1.58% 4	24.90% 63	13.44% 34	47.88% 123	45.45% 115	253
4	VP Finance and Operations (C. Hernandez)	11.67% 30	34.44% 88	33.33% 85	10.00% 25	0.00% 0	0.00% 0	253

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



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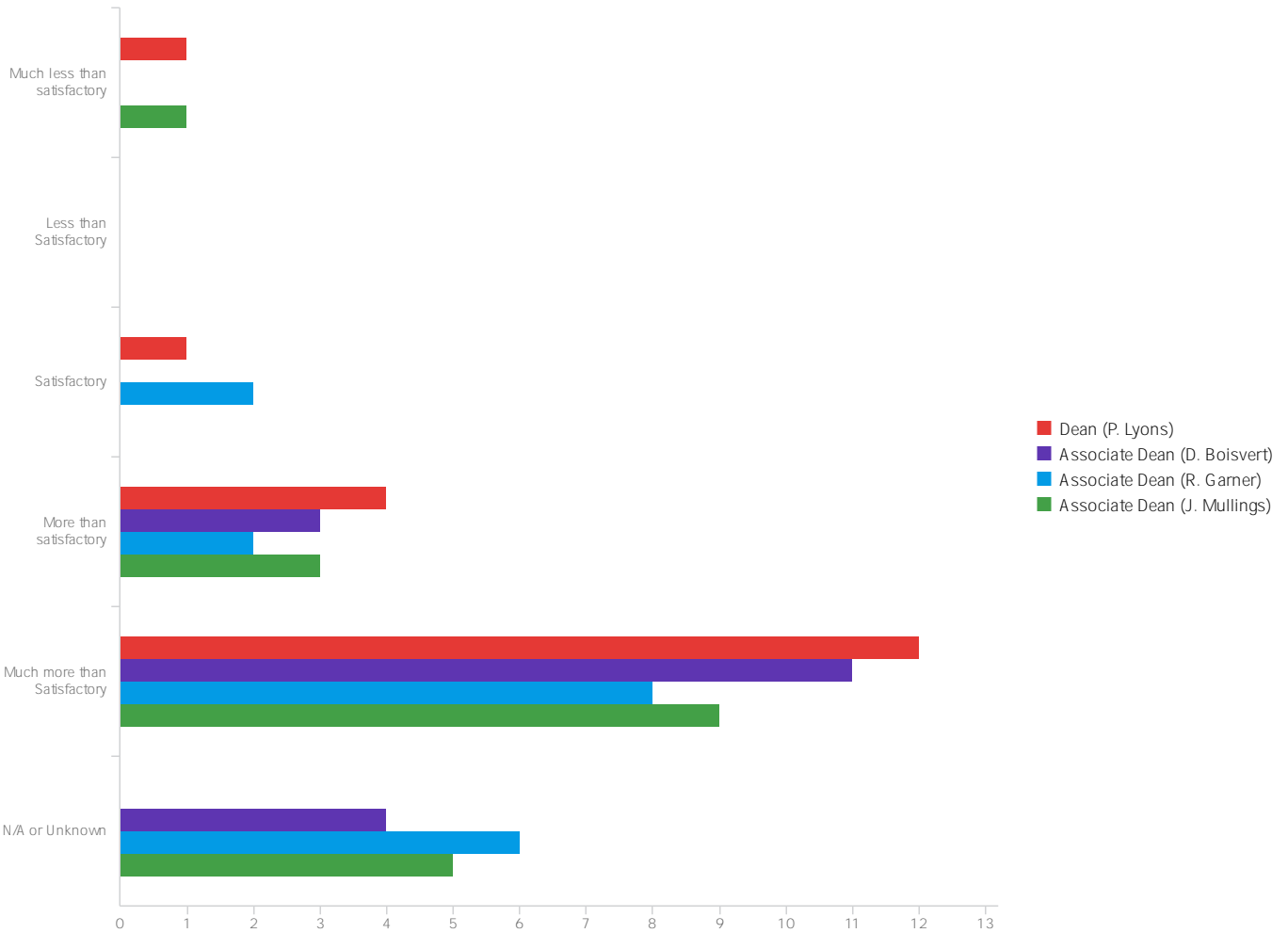
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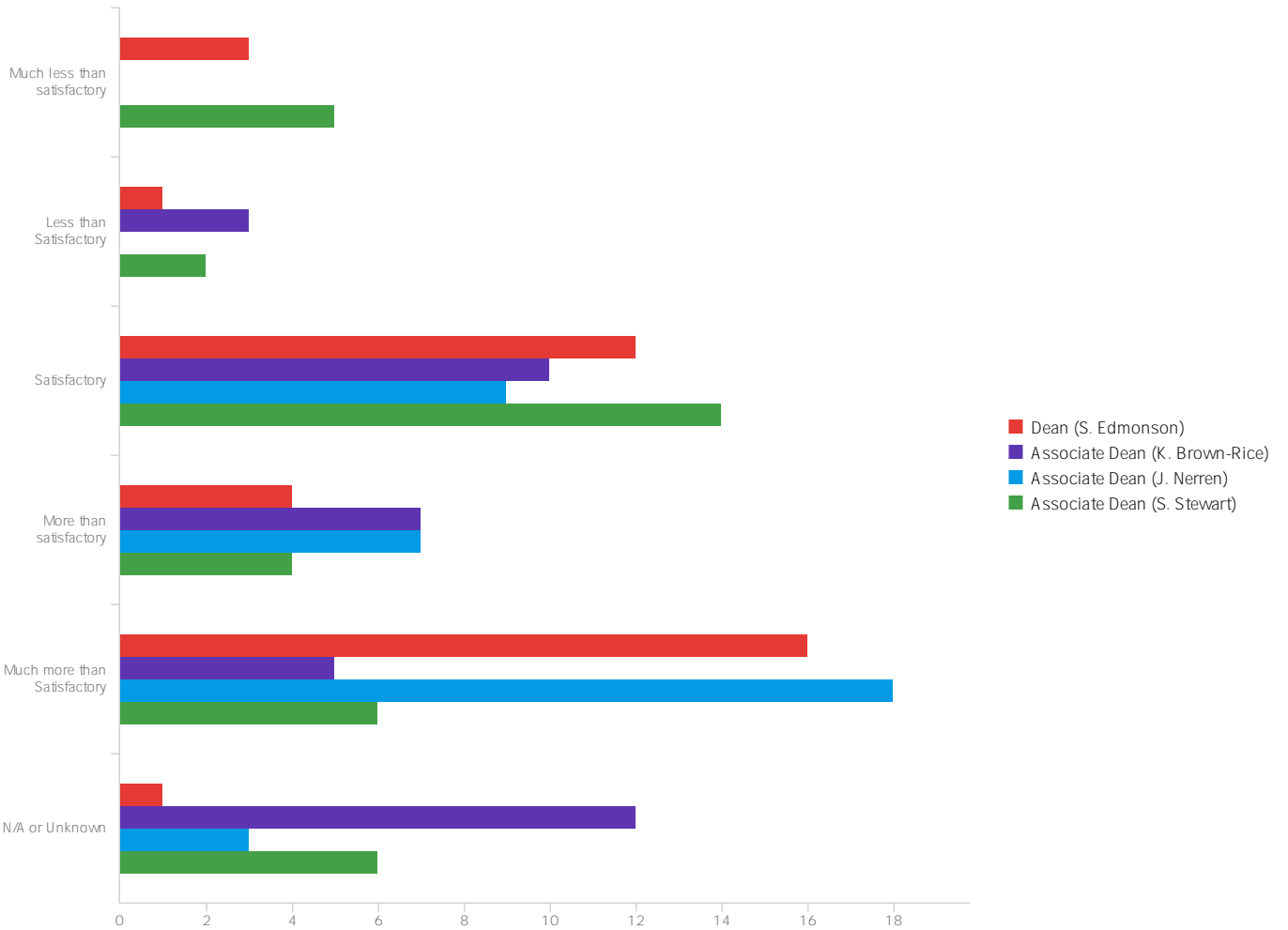
Q6 - Please rate each individual's performance using the button under the indicator with which you agree.



#	Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
1	Dean (P. Lyons)	5.56% 1	0.00% 0	5.56% 1	22.22% 4	66.67% 12	0.00% 0	18
2	Associate Dean (D. Boisvert)	0.00% 0	0.00% 0	0.00% 0	16.67% 3	61.11% 11	22.22% 4	18
3	Associate Dean (R. Gamer)	0.00% 0	0.00% 0	11.11% 2	11.11% 2	44.44% 8	33.33% 6	18
4	Associate Dean (J. Mullings)	5.56% 1	0.00% 0	0.00% 0	16.67% 3	50.00% 9	27.78% 5	18

Showing rows 1 - 4 of 4

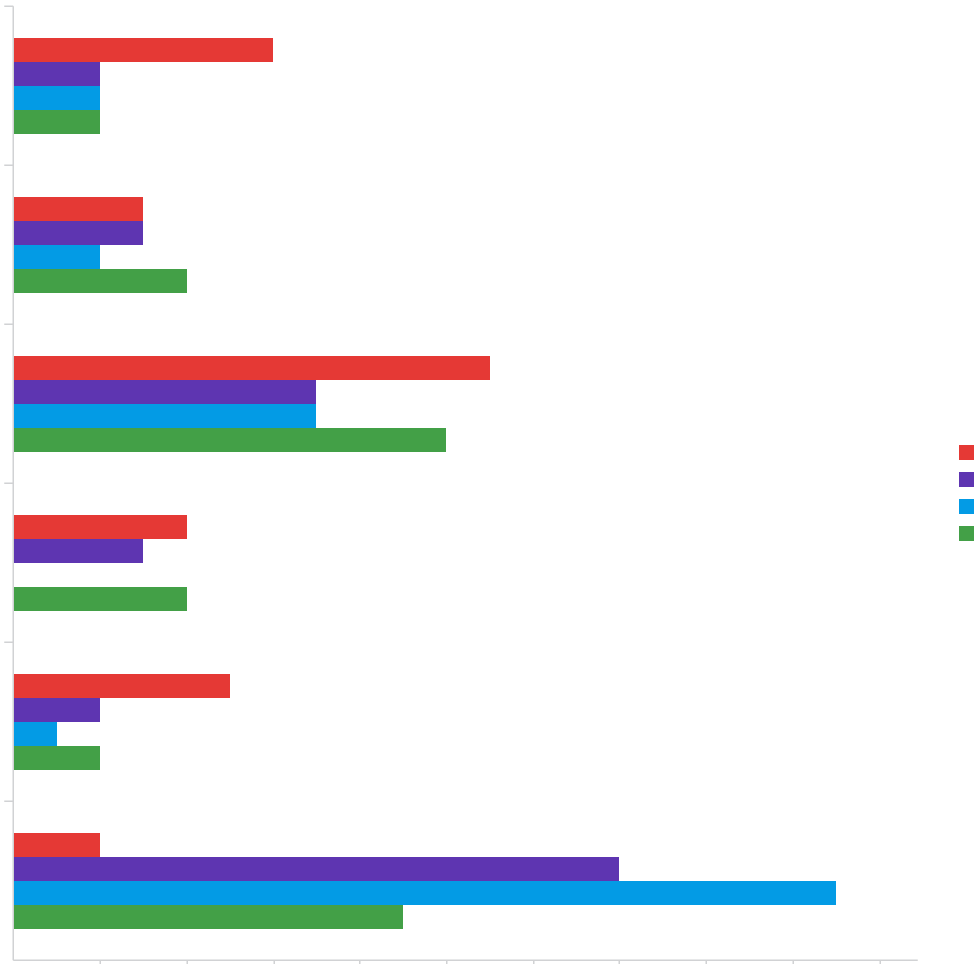
Q7 - Please rate each individual's performance using the button under the indicator with which you agree.



#	Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
1	Dean (S. Edmonson)	8.11% 3	2.70% 1	32.43% 12	10.81% 4	43.24% 16	2.70% 1	37
2	Associate Dean (K. Brown-Rice)	0.00% 0	8.11% 3	27.03% 10	18.92% 7	13.51% 5	32.43% 12	37
3	Associate Dean (J. Nerren)	0.00% 0	0.00% 0	24.32% 9	18.92% 7	48.65% 18	8.11% 3	37
4	Associate Dean (S. Stewart)	13.51% 5	5.41% 2	37.84% 14	10.81% 4	16.22% 6	16.22% 6	37

Showing rows 1 - 4 of 4

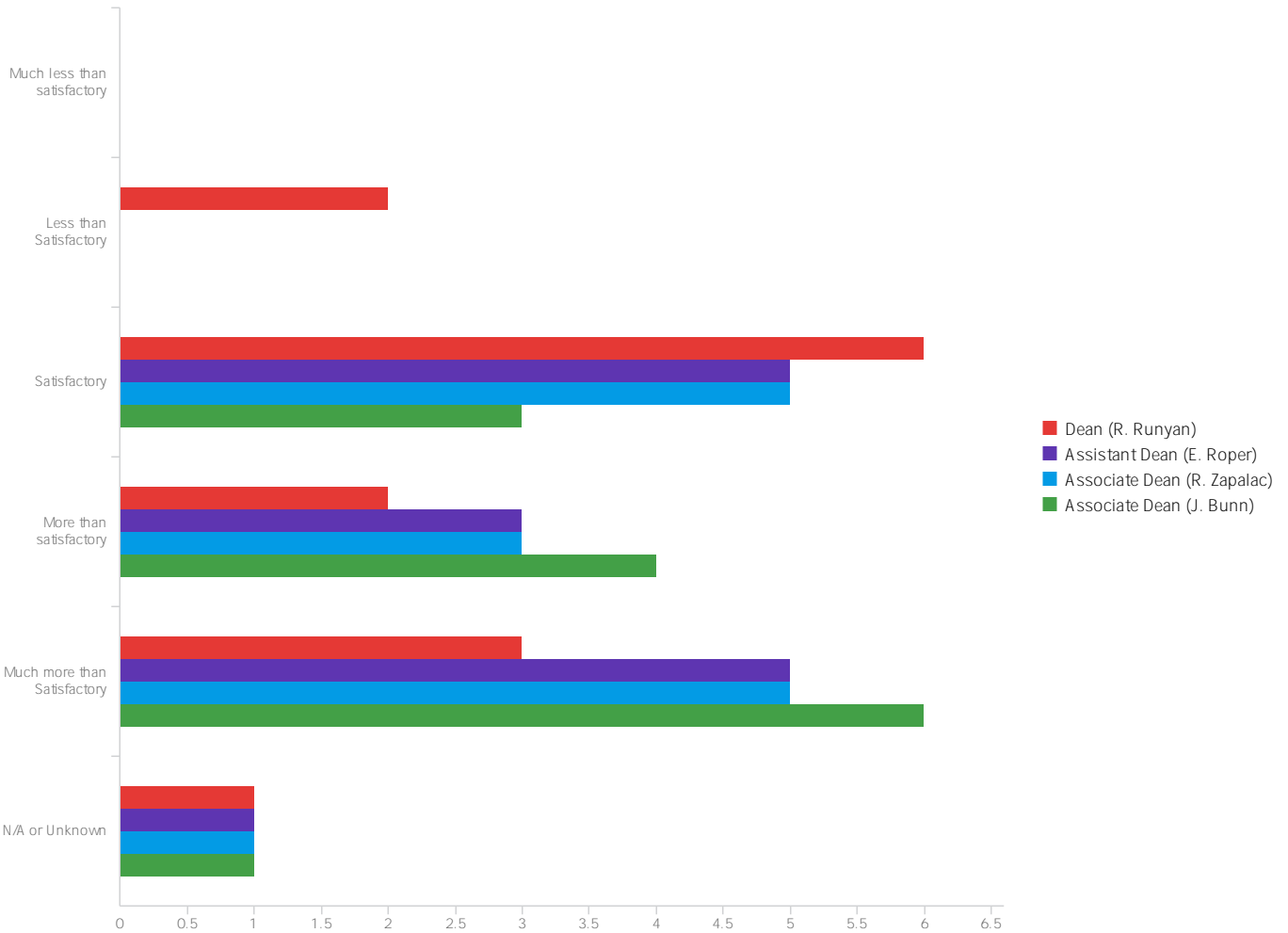
Q8 - Please rate each individual's performance using the button under the indicator with which you agree.



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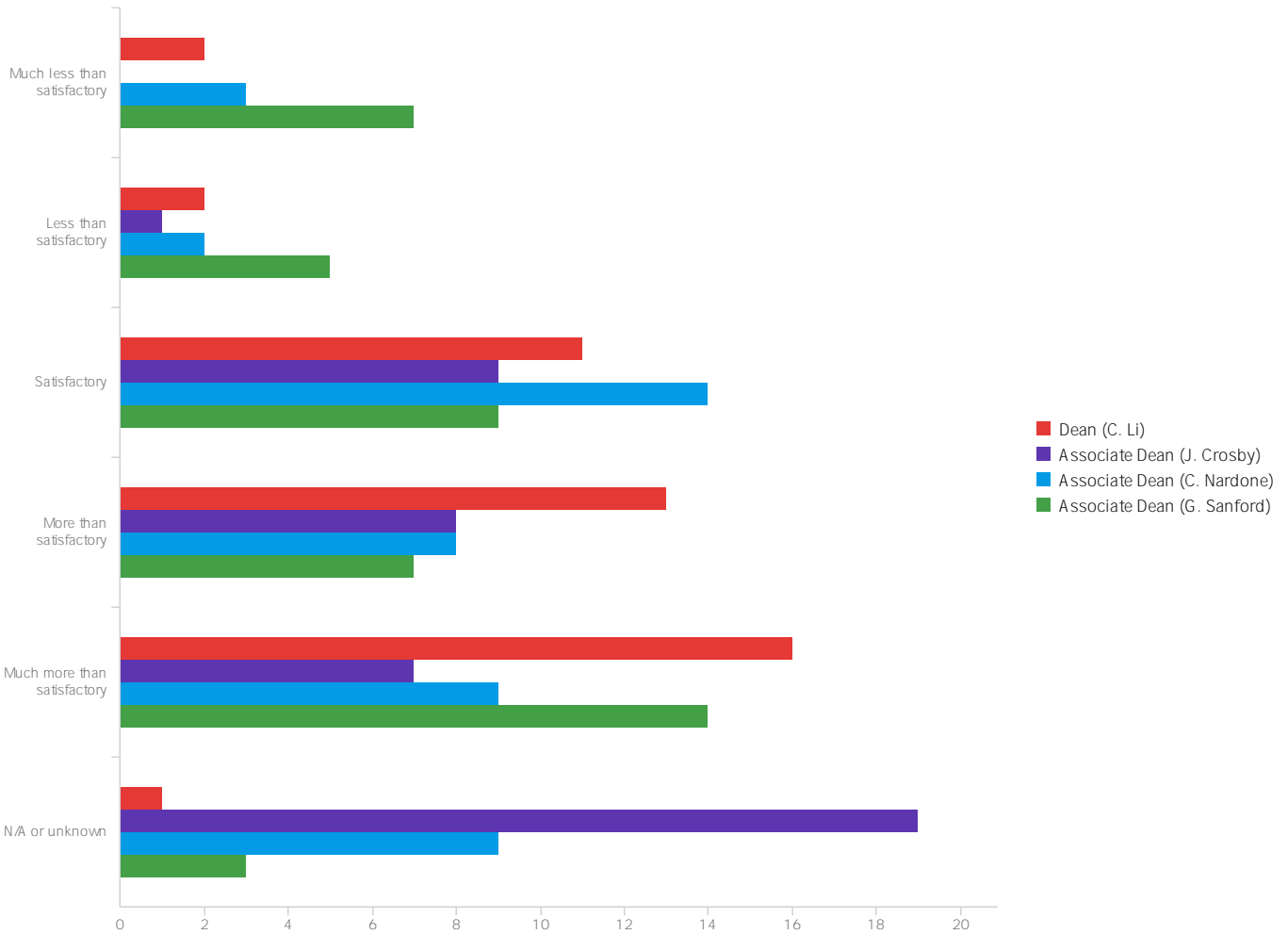
Q9 - Please rate each individual's performance using the button under the indicator with which you agree.



#	Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
1	Dean (R. Runyan)	0.00% 0	14.29% 2	42.86% 6	14.29% 2	21.43% 3	7.14% 1	14
2	Assistant Dean (E. Roper)	0.00% 0	0.00% 0	35.71% 5	21.43% 3	35.71% 5	7.14% 1	14
3	Associate Dean (R. Zapalac)	0.00% 0	0.00% 0	35.71% 5	21.43% 3	35.71% 5	7.14% 1	14
4	Associate Dean (J. Bunn)	0.00% 0	0.00% 0	21.43% 3	28.57% 4	42.86% 6	7.14% 1	14

Showing rows 1 - 4 of 4

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

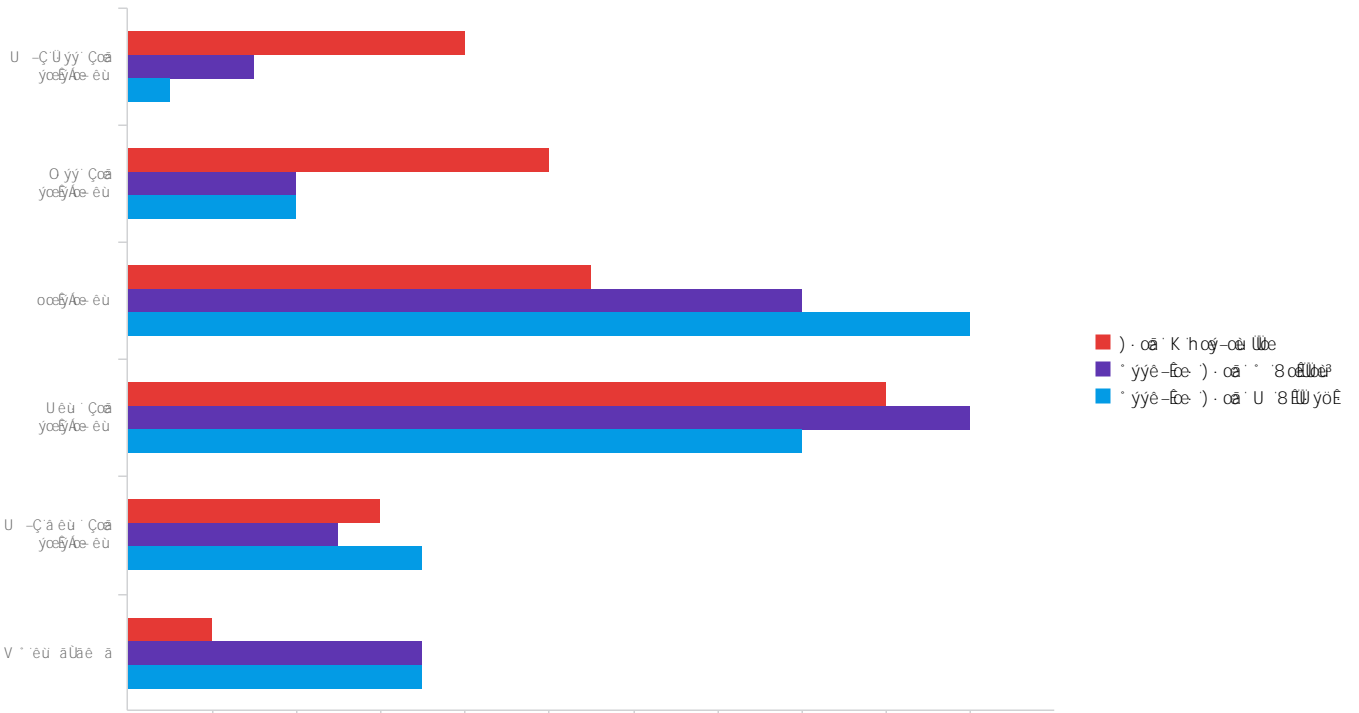


#	Field	Much less than satisfactory	Less than satisfactory	Satisfactory	More than satisfactory	Much more than satisfactory	N/A or unknown	Total
1	Dean (C. Li)	4.44% 2	4.44% 2	24.44% 11	28.89% 13	35.56% 16	2.22% 1	45
2	Associate Dean (J. Crosby)	0.00% 0	2.27% 1	20.45% 9	18.18% 8	15.91% 7	43.18% 19	44
3	Associate Dean (C. Nardone)	6.67% 3	4.44% 2	31.11% 14	17.78% 8	20.00% 9	20.00% 9	45
4	Associate Dean (G. Sanford)	15.56% 7	11.11% 5	20.00% 9	15.56% 7	31.11% 14	6.67% 3	45

Showing rows 1 - 4 of 4

Q11 - Please rate each individual's performance using the button under the indicator with

which you agree.



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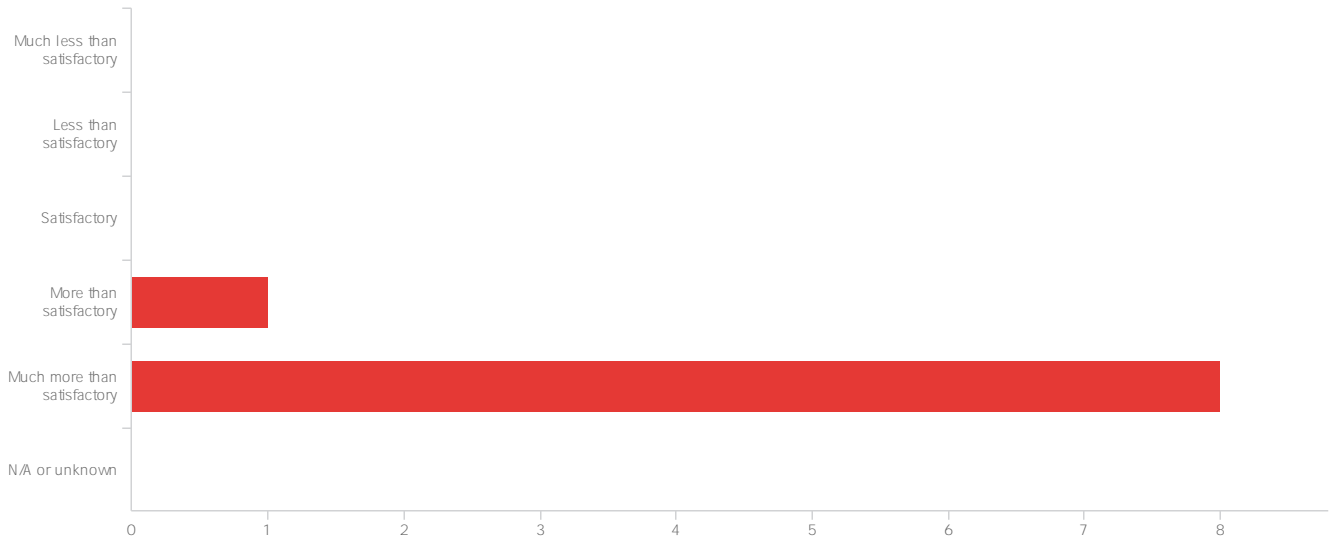
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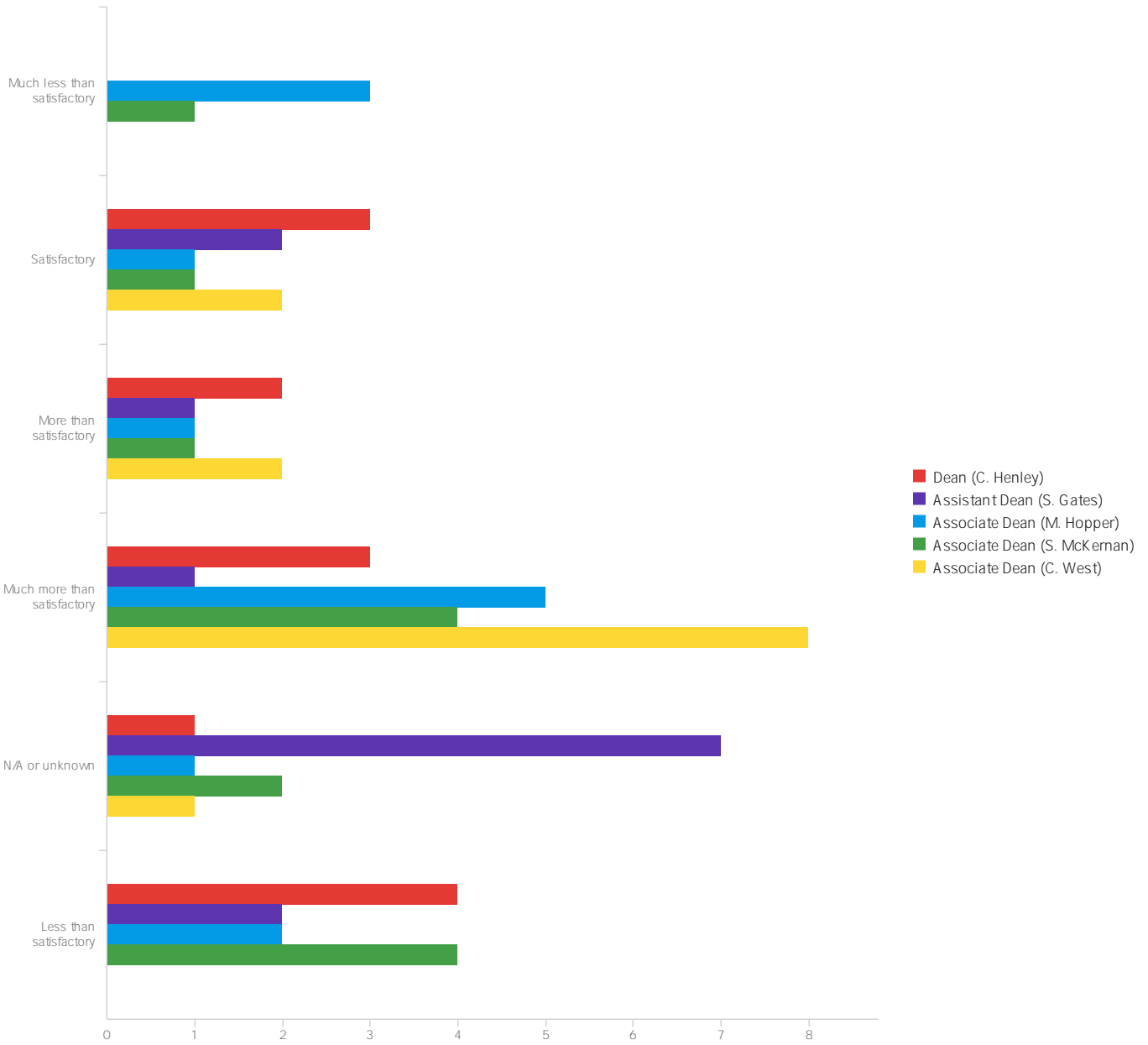
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(Eric Owens - NGL executive director)



#	Field	Choice Count
1	Much less than satisfactory	0.00% 0
2	Less than satisfactory	0.00% 0
3	Satisfactory	0.00% 0
4	More than satisfactory	11.11% 1
5	Much more than satisfactory	88.89% 8
6	N/A or unknown	0.00% 0

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



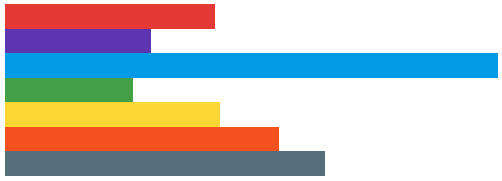
#	Field	Much less than satisfactory	Satisfactory	More than satisfactory	Much more than satisfactory	N/A or unknown	Less than satisfactory	Total
1	Dean (C. Henley)	0.00% 0	23.08% 3	15.38% 2	23.08% 3	7.69% 1	30.77% 4	13
2	Assistant Dean (S. Gates)	0.00% 0	15.38% 2	7.69% 1	7.69% 1	53.85% 7	15.38% 2	13
3	Associate Dean (M. Hopper)	23.08% 3						

#	Field	Much less than satisfactory	Satisfactory	More than satisfactory	Much more than satisfactory	N/A or unknown	Less than satisfactory	Total
4	Associate Dean (S. McKernan)	7.69% 1	7.69% 1	7.69% 1	30.77% 4	15.38% 2	30.77% 4	13
5	Associate Dean (C. West)	0.00% 0	15.38% 2	15.38% 2	61.54% 8	7.69% 1	0.00% 0	13

Showing rows 1 - 5 of 5

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

1



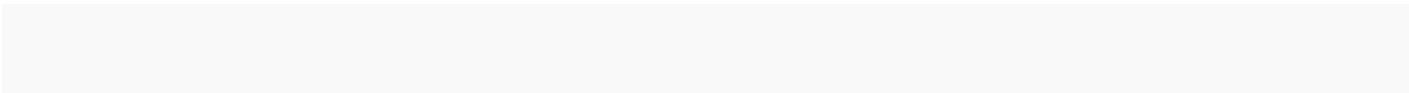
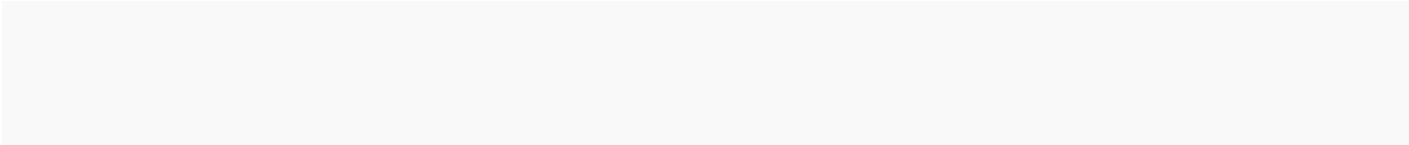






# Field

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

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

#	Field	1 = strongly disagree		2 = somewhat disagree		3 = neither agree or disagree		4 = somewhat agree		5 = strongly agree		N/A or unknown		Total
1	The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	6.05%	15	11.29%	28	14.92%	37	27.42%	68	28.63%	71	11.69%	29	248
2	The FES is an adequate measurement of my performance as a faculty member.	11.65%	29	20.48%	51	14.86%	37	26.91%	67	14.46%	36	11.65%	29	249
3	The merit system is applied fairly.	12.05%	30	17.27%	43	14.46%	36	22.09%	55	14.86%	37	19.28%	48	249
4	Market adjustments are applied fairly.	23.29%	58	14.86%	37	13.65%	34	5.22%	13	8.03%	20	34.94%	87	249
5	The promotion system is applied fairly.	10.84%	27	10.04%	25	14.46%	36	25.70%	64	16.87%	42	22.09%	55	249
6	The tenure system is applied fairly in my department	6.85%	17	8.06%	20	11.69%	29	25.40%	63	27.02%	67	20.97%	52	248
7	The tenure system process at the university level is clear.	10.84%	27	17.27%	43	16.87%	42	24.10%	60	15.26%	38	15.66%	39	249
8	The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department	6.83%	17	4.42%	11	12.45%	31	18.88%	47	17.67%	44	39.76%	99	249
9	Collegiality is an appropriate evaluation category for Tenure and Promotion.	20.48%	51	13.65%	34	10.44%	26	19.68%	49	24.50%	61	11.24%	28	249
10	Collegiality is an appropriate evaluation category for Post-Tenure and Promotion.	20.48%	51	13.25%	33	9.64%	24	19.68%	49	24.10%	60	12.85%	32	249
11	My salary is appropriate relative to my contribution to Sam Houston State University.	27.02%	67	25.40%	63	13.71%	34	18.95%	47	11.69%	29	3.23%	8	248
12	My salary is appropriate relative to my current rank when compared to similar universities.	27.71%	69	27.31%	68	12.05%	30	15.66%	39	10.44%	26	6.83%	17	249
13	Overall, I am satisfied with my job at SHSU.	4.44%	11	14.92%	37	18.15%	45	34.68%	86	27.42%	68	0.40%	1	248

Showing rows 1 - 13 of 13

**End of Report**

