

Faculty Senate Survey Results for 2015-16

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Total Number of Respondents	182
Tenured/Tenure-Track Responding	164
Tenured/Tenure-Track @ SHSU	534
% of Tenure/Tenure-Track Responding	30.7%

	N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
1 President Hoyt	172	3.20	1.19	25	15%	48	28%	54	31%	26	15%	19	11%	10	5%
2 VPAA Hebert	170	4.16	1.06	84	49%	50	29%	23	14%	6	4%	7	4%	12	7%
3 VPEM Thielemann	99	3.37	1.07	14	14%	32	32%	37	37%	9	9%	7	7%	83	46%
4 VPFO Hernandez	105	3.31	1.11	16	15%	29	28%	41	39%	10	10%	9	9%	77	42%
5 VPSS Parker	124	3.73	1.06	34	27%	39	31%	42	34%	2	2%	7	6%	58	32%
6 VP Advancement Holmes	100	3.27	1.11	15	15%	24	24%	43	43%	9	9%	9	9%	82	45%
7 VP for IT Adams	124	3.22	1.18	16	13%	39	31%	40	32%	14	11%	15	12%	58	32%
8 Assoc. VPAA Eglsaer	136	3.80	1.09	43	32%	45	33%	31	23%	12	9%	5	4%	46	25%
9 Grad Stud & AVPAA Robbins	113	3.90	1.10	43	38%	32	28%	26	23%	8	7%	4	4%	69	38%
10 Assoc. VPR&SP Cook	105	3.81	0.88	25	24%	41	39%	34	32%	4	4%	1	1%	77	42%
11 Assoc. VP Hum Res Hammonds	106	3.25	1.14	16	15%	27	25%	41	39%	12	11%	10	9%	76	42%
12 Assoc. VP DL Angrove	118	3.51	1.08	23	19%	38	32%	39	33%	12	10%	6	5%	64	35%
13 Deans - See individual college results	179	3.74	1.33	67	37%	54	30%	21	12%	19	11%	18	10%	3	2%
14 Associate Deans - See individual coll.	169	3.89	1.19	69	41%	43	25%	36	21%	11	7%	10	6%	13	7%

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
37	LSC Services adequate	141	3.70	0.93	28	20%	58	41%	43	30%	9	6%	3	2%	41	23%
38	Aramark Services adequate	165	3.20	1.22	23	14%	51	31%	49	30%	20	12%	22	13%	17	9%
39	Human Resource Dept.	165	3.47	1.14	31	19%	59	36%	44	27%	19	12%	12	7%	17	9%
40	The Woodlands Center facilities	122	4.11	0.98	53	43%	40	33%	22	18%	4	3%	3	2%	60	33%
41	The Woodlands Center staff	111	3.95	1.03	41	37%	34	31%	28	25%	5	5%	3	3%	71	39%
42	Parking	178	1.99	1.23	7	4%	23	13%	22	12%	36	20%	90	51%	4	2%
43	Work environment	180	3.57	1.25	45	25%	69	38%	26	14%	24	13%	16	9%	2	1%
44	Free from intimidation/discrimination	178	3.75	1.40	78	44%	36	20%	24	13%	21	12%	19	11%	4	2%
45	Physically Safe on Campus	178	4.20	1.10	97	54%	44	25%	19	11%	11	6%	7	4%	4	2%
46	3/3 4/4 handled fairly	167	3.74	1.21	54	32%	54	32%	33	20%	13	8%	13	8%	15	8%
47	Teaching Load is fair	175	3.89	1.13	65	37%	56	32%	32	18%	14	8%	8	5%	7	4%
48	Recognition for teaching	172	3.51	1.24	43	25%	52	30%	42	24%	19	11%	16	9%	10	5%
49	Recognition for research	163	3.48	1.28	41	25%	49	30%	38	23%	17	10%	18	11%	19	10%
50	Recognition for service	173	3.24	1.28	35	20%	41	24%	49	28%	27	16%	21	12%	9	5%
51	Clerical Support	172	3.70	1.28	63	37%	40	23%	37	22%	18	10%	14	8%	10	5%
52	Collegial Support in dept.	178	3.69	1.26	57	32%	57	32%	33	19%	14	8%	17	10%	4	2%
53	Reassigned time	116	3.09	1.26	16	14%	29	25%	39	34%	13	11%	19	16%	66	36%
54	Faculty Research Fund <5000	137	3.70	1.11	37	27%	46	34%	38	28%	8	6%	8	6%	45	25%
55	Enhancement Grant for Research	133	3.65	1.14	35	26%	43	32%	37	28%	9	7%	9	7%	49	27%
56	IDEA Administered	176	3.13	1.26	21	12%	61	35%	41	23%	25	14%	28	16%	6	3%
57	IDEA Accuracy	175	2.76	1.31	14	8%	49	28%	35	20%	35	20%	42	24%	7	4%
58	IDEA On-Line Administered	112	2.65	1.29	9	8%	25	22%	24	21%	26	23%	28	25%	70	38%
59	IDEA On-Line Accuracy	109	2.41	1.21	3	3%	23	21%	24	22%	25	23%	34	31%	73	40%
60	Chair evaluation of my teaching	173	3.62	1.27	49	28%	63	36%	25	14%	19	11%	17	10%	9	5%
61	FES Instrument is adequate	178	3.14	1.30	28	16%	54	30%	36	20%	35	20%	25	14%	4	2%
62	Merit System is applied fairly	168	3.18	1.27	29	17%	46	27%	41	24%	31	18%	21	13%	14	8%
63	Market Adjustments applied fairly	149	2.48	1.36	16	11%	21	14%	30	20%	33	22%	49	33%	33	18%
64	Promotion System is applied fairly	160	3.41	1.23	35	22%	45	28%	48	30%	15	9%	17	11%	22	12%
65	Tenure System is applied fairly	167	3.56	1.24	47	28%	44	26%	45	27%	17	10%	14	8%	15	8%
66	Tenure Process clear at univ. level	169	3.34	1.21	30	18%	57	34%	36	21%	32	19%	14	8%	13	7%
67	Post Tenure Review	128	3.45	1.24	30	23%	36	28%	37	29%	12	9%	13	10%	54	30%
68	Collegiality for tenure & promotion	174	3.69	1.28	59	34%	50	29%	32	18%	18	10%	15	9%	8	4%
69	Collegiality for post-tenure & promotion	166	3.60	1.26	48	29%	53	32%	31	19%	19	11%	15	9%	16	9%
70	Salary at SHSU	177	2.69	1.27	12	7%	43	24%	46	26%	31	18%	45	25%	5	3%
71	Salary other Universities	176	2.45	1.27	11	6%	30	17%	43	24%	36	20%	56	32%	6	3%
72	Satisfied at SHSU	180	3.68	1.10	41	23%	78	43%	35	19%	15	8%	11	6%	2	1%

COBA Results 2015 - 2016

Total Number of Respondents 33
 Tenured/Tenure-Track Responding 32
 Tenured/Tenure-Track @ SHSU 74
 % of Tenure/Tenure-Track Responding 43.2%

% Respondents
not answering.

		Number and % Responding 5, 4, 3, 2, 1														
		N	Mean	Std. Dev.	5		4		3		2		1		N/A	
					n	%	n	%	n	%	n	%	n	%	n	%
1	President Hoyt	31	3.29	1.10	4	13%	9	29%	13	42%	2	6%	3	10%	2	6%
2	VPAA Hebert	31	4.42	0.76	18	58%	8	26%	5	16%	0	0%	0	0%	2	6%
3	VPEM Thielemann	21	3.43	0.87	2	10%	8	38%	8	38%	3	14%	0	0%	12	36%
4	VPFO Hernandez	19	3.42	1.22	4	21%	5	26%	7	37%	1	5%	2	11%	14	42%
5	VPSS Parker	26	3.88	0.86	8	31%	7	27%	11	42%	0	0%	0	0%	7	21%
6	VP Advancement Holmes	19	3.32	1.16	3	16%	5	26%	8	42%	1	5%	2	11%	14	42%
7	VP for IT Adams	24	3.50	0.98	3	13%	10	42%	8	33%	2	8%	1	4%	9	27%
8	Assoc. VPAA Eglsaer	27	3.78	1.09	7	26%	12	44%	4	15%	3	11%	1	4%	6	18%
9	Grad Stud & AVPAA Robbins	19	3.63	0.96	4	21%	6	32%	7	37%	2	11%	0	0%	14	42%
10	Assoc. VPR&SP Cook	21	3.62	0.92	3	14%	9	43%	8	38%	0	0%	1	5%	12	36%
11	Assoc. VP Hum Res Hammonds	21	3.71	0.78	3	14%	10	48%	7	33%	1	5%	0	0%	12	36%
12	Assoc. VP DL Angrove	21	3.71	0.78	3	14%	10	48%	7	33%	1	5%	0	0%	12	36%
13	Dean Muehsam	33	3.42	1.37	9	27%	10	30%	3	9%	8	24%	3	9%	0	0%
14	Associate Dean Lilly	33	3.82	1.29	12	36%	12	36%	3	9%	3	9%	3	9%	0	0%
15	Associate Dean Muehsam	32	4.25	0.84	15	47%	11	34%	5	16%	1	3%	0	0%	1	3%
17	Budget Decision Participation in Dept.	30	2.80	1.40	4	13%	6	20%	8	27%	4	13%	8	27%	3	9%
18	Selection of Admins.	31	2.03	1.14	1	3%	2	6%	8	26%	6	19%	14	45%	2	6%
19	Selection of Faculty	33	4.21	1.02	17	52%	10	30%	2	6%	4	12%	0	0%	0	0%
20	Administration follows policies	32	3.94	1.01	10	31%	14	44%	5	16%	2	6%	1	3%	1	3%
21	Strategic Planning in College	31	2.81	1.35	3	10%	9	29%	5	16%	7	23%	7	23%	2	6%
22	Communication with Admin.	33	3.33	1.08	5	15%	10	30%	10	30%	7	21%	1	3%	0	0%
23	Faculty Senate	31	3.97	0.87	9	29%	14	45%	6	19%	2	6%	0	0%	2	6%
24	Information Resources (UCS)	32	3.97	0.97	9	28%	17	53%	3	9%	2	6%	1	3%	1	3%
25	DELTA Services adequate	27	4.19	0.68	9	33%	14	52%	4	15%	0	0%	0	0%	6	18%
26	Adequate support for online courses	29	4.00	0.96	10	34%	12	41%	4	14%	3	10%	0	0%	4	12%
27	Library Services	29	4.41	0.87	16	55%	11	38%	1	3%	0	0%	1	3%	4	12%
28	Library good for Dept. Curriculum	28	4.57	0.74	19	68%	7	25%	1	4%	1	4%	0	0%	5	15%
29	Support from Contracts and Grants	19	3.74	1.19	5	26%	8	42%	4	21%	0	0%	2	11%	14	42%
30	Research Resources	30	3.73	1.14	9	30%	10	33%	6	20%	4	13%	1	3%	3	9%
31	Graduate Program Resources	28	3.39	1.29	6	21%	9	32%	6	21%	4	14%	3	11%	5	15%
32	Travel Allocation	33	4.45	0.90	21	64%	8	24%	3	9%	0	0%	1	3%	0	0%
33	Recruiting Quality Students	32	2.78	1.21	2	6%	8	25%	9	28%	7	22%	6	19%	1	3%
34	SAM Center Advising	28	3.68	1.22	9	32%	8	29%	5	18%	5	18%	1	4%	5	15%
35	SAM Center Mentoring	24	3.58	1.25	7	29%	6	25%	7	29%	2	8%	2	8%	9	27%

Total Number of Respondents	36
Tenured/Tenure-Track Responding	34
Tenured/Tenure-Track @ SHSU	109
% of Tenure/Tenure-Track Responding	31.2%

CJ Results 2015 - 2016

Total Number of Respondents 15
 Tenured/Tenure-Track Responding 12
 Tenured/Tenure-Track @ SHSU 40
 % of Tenure/Tenure-Track Responding 30.0%

			Number and % Responding 5, 4, 3, 2, 1										% Respondents not answering.			
			5		4		3		2		1		N/A			
	N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%	
1	President Hoyt	13	3.62	0.51	0	0%	8	62%	5	38%	0	0%	0	0%	2	13%
2	VPAA Hebert	13	3.85	1.14	5	38%	3	23%	3	23%	2	15%	0	0%	2	13%
3	VPEM Thielemann	4	3.25	0.96	0	0%	2	50%	1	25%	1	25%	0	0%	11	73%
4	VPFO Hernandez	4	3.25	0.96	0	0%	2	50%	1	25%	1	25%	0	0%	11	73%
5	VPSS Parker	7	4.00	0.58	1	14%	5	71%	1	14%	0	0%	0	0%	8	53%
6	VP Advancement Holmes	4	3.25	0.96	0	0%	2	50%	1	25%	1	25%	0	0%	11	73%
7	VP for IT Adams	6	3.33	1.03	1	17%	1	17%	3	50%	1	17%	0	0%	9	60%
8	Assoc. VPAA Eglsaer	10	3.80	1.23	3	30%	4	40%	2	20%	0	0%	1	10%	5	33%
9	Grad Stud & AVPAA Robbins	6	3.50	0.84	1	17%	1	17%	4	67%	0	0%	0	0%	9	60%
10	Assoc. VPR&SP Cook	7	4.00	0.82	2	29%	3	43%	2	29%	0	0%	0	0%	8	53%
11	Assoc. VP Hum Res Hammonds	4	2.75	0.96	0	0%	1	25%	1	25%	2	50%	0	0%	11	73%
12	Assoc. VP DL Angrove	6	4.00	0.89	2	33%	2	33%	2	33%	0	0%	0	0%	9	60%
13	Dean Lyons	15	3.87	1.25	6	40%	4	27%	3	20%	1	7%	1	7%	0	0%
14	Associate Dean King	13	4.31	0.95	8	62%	1	8%	4	31%	0	0%	0	0%	2	13%
15	Associate Dean Miller	14	3.64	1.34	5	36%	3	21%	3	21%	2	14%	1	7%	1	7%
17	Budget Decision Participation in Dept.	14	2.14	1.41	2	14%	0	0%	2	14%	4	29%	6	43%	1	7%
18	Selection of Admins.	15	2.87	1.55	3	20%	3	20%	2	13%	3	20%	4	27%	0	0%
19	Selection of Faculty	15	4.07	0.96	6	40%	5	33%	3	20%	1	7%	0	0%	0	0%
20	Administration follows policies	13	3.62	1.39	4	31%	4	31%	3	23%	0	0%	2	15%	2	13%
21	Strategic Planning in College	15	2.87	1.41	1	7%	6	40%	2	13%	2	13%	4	27%	0	0%
22	Communication with Admin.	15	3.07	1.53	3	20%	4	27%	3	20%	1	7%	4	27%	0	0%
23	Faculty Senate	8	3.25	1.04	0	0%	4	50%	3	38%	0	0%	1	13%	7	47%
24	Information Resources (UCS)	14	3.29	1.27	2	14%	6	43%	1	7%	4	29%	1	7%	1	7%
25	DELTA Services adequate	13	3.62	1.12	3	23%	5	38%	2	15%	3	23%	0	0%	2	13%
26	Adequate support for online courses	13	3.77	1.01	3	23%	6	46%	2	15%	2	15%	0	0%	2	13%
27	Library Services	14	4.36	0.63	6	43%	7	50%	1	7%	0	0%	0	0%	1	7%
28	Library good for Dept. Curriculum	12	4.00	0.95	4	33%	5	42%	2	17%	1	8%	0	0%	3	20%
29	Support from Contracts and Grants	11	3.55	0.93	1	9%	6	55%	2	18%	2	18%	0	0%	4	27%
30	Research Resources	13	3.46	0.88	1	8%	6	46%	4	31%	2	15%	0	0%	2	13%
31	Graduate Program Resources	14	3.29	1.07	1	7%	6	43%	4	29%	2	14%	1	7%	1	7%
32	Travel Allocation	14	3.57	1.09	2	14%	7	50%	3	21%	1	7%	1	7%	1	7%
33	Recruiting Quality Students	14	3.14	1.10	2	14%	3	21%	4	29%	5	36%	0	0%	1	7%
34	SAM Center Advising	10	3.60	0.97	2	20%	3	30%	4	40%	1	10%	0	0%	5	33%
35	SAM Center Mentoring	10	3.60	0.97	2	20%	3	30%	4	40%	1	10%	0	0%	5	33%

Total Number of Respondents	24
Tenured/Tenure-Track Responding	21
Tenured/Tenure-Track @ SHSU	83
% of Tenure/Tenure-Track Responding	25.3%

Total Number of Respondents 27
 Tenured/Tenure-Track Responding 24
 Tenured/Tenure-Track @ SHSU 69
 % of Tenure/Tenure-Track Responding 34.8%

	N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
1 President Hoyt	25	3.48	1.12	6	24%	5	20%	10	40%	3	12%	1	4%	2	7%
2 VPAA Hebert	24	4.21	1.02	12	50%	7	29%	4	17%	0	0%	1	4%	3	11%
3 VPEM Thielemann	20	3.35	1.18	4	20%	4	20%	9	45%	1	5%	2	10%	7	26%
4 VPFO Hernandez	20	3.35	1.23	4	20%	5	25%	7	35%	2	10%	2	10%	7	26%
5 VPSS Parker	23	3.78	1.20	7	30%	9	39%	4	17%	1	4%	2	9%	4	15%
6 VP Advancement Holmes	19	3.42	1.26	6	32%	1	5%	8	42%	3	16%	1	5%	8	30%
7 VP for IT Adams	23	3.17	1.40	5	22%	5	22%	6	26%	3	13%	4	17%	4	15%
8 Assoc. VPAA Eglsaer	22	3.91	0.92	7	32%	7	32%	7	32%	1	5%	0	0%	5	19%
9 Grad Stud & AVPAA Robbins	20	4.25	1.07	11	55%	5	25%	3	15%	0	0%	1	5%	7	26%
10 Assoc. VPR&SP Cook	15	4.07	0.88	6	40%	4	27%	5	33%	0	0%	0	0%	12	44%
11 Assoc. VP Hum Res Hammonds	21	3.19	1.33	5	24%	2	10%	9	43%	2	10%	3	14%	6	22%
12 Assoc. VP DL Angrove	22	3.91	0.97	8	36%	5	23%	8	36%	1	5%	0	0%	5	19%
13 Dean Shields	27	3.48	1.58	10	37%	7	26%	1	4%	4	15%	5	19%	0	0%
14 Associate Dean Miller	26	4.08	0.98	11	42%	8	31%	5	19%	2	8%	0	0%	1	4%
15 Associate Dean Barrett	25	3.36	1.32	7	28%	5	20%	4	16%	8	32%	1	4%	2	7%
17 Budget Decision Participation in Dept.	27	3.00	1.47	5	19%	7	26%	4	15%	5	19%	6	22%	0	0%
18 Selection of Admins.	23	2.52	1.38	2	9%	4	17%	6	26%	3	13%	8	35%	4	15%
19 Selection of Faculty	27	3.59	1.39	10	37%	5	19%	6	22%	3	11%	3	11%	0	0%
20 Administration follows policies	25	3.24	1.56	8	32%	4	16%	4	16%	4	16%	5	20%	2	7%
21 Strategic Planning in College	24	3.08	1.59	6	25%	5	21%	5	21%	1	4%	7	29%	3	11%
22 Communication with Admin.	27	3.04	1.48	7	26%	3	11%	6	22%	6	22%	5	19%	0	0%
23 Faculty Senate	25	3.72	1.06	6	24%	11	44%	3	12%	5	20%	0	0%	2	7%

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
36	LSC facilities adequate	26	3.77	0.95	6	23%	11	42%	6	23%	3	12%	0	0%	1	4%
37	LSC Services adequate	26	3.92	0.89	7	27%	12	46%	5	19%	2	8%	0	0%	1	4%
38	Aramark Services adequate	26	3.04	1.48	5	19%	6	23%	7	27%	1	4%	7	27%	1	4%
39	Human Resource Dept.	25	3.56	1.23	6	24%	8	32%	8	32%	0	0%	3	12%	2	7%
40	The Woodlands Center facilities	16	3.88	1.26	7	44%	3	19%	4	25%	1	6%	1	6%	11	41%
41	The Woodlands Center staff	16	3.81	1.17	6	38%	3	19%	6	38%	0	0%	1	6%	11	41%
42	Parking	27	1.89	1.34	3	11%	0	0%	4	15%	4	15%	16	59%	0	0%
43	Work environment	27	3.19	1.30	4	15%	10	37%	3	11%	7	26%	3	11%	0	0%
44	Free from intimidation/discrimination	26	2.96	1.40	6	23%	2	8%	7	27%	7	27%	4	15%	1	4%
45	Physically Safe on Campus	26	4.04	1.15	12	46%	7	27%	4	15%	2	8%	1	4%	1	4%
46	3/3 4/4 handled fairly	26	3.62	1.33	8	31%	8	31%	5	19%	2	8%	3	12%	1	4%
47	Teaching Load is fair	27	3.89	1.25	11	41%	8	30%	4	15%	2	7%	2	7%	0	0%
48	Recognition for teaching	26	3.31	1.19	5	19%	6	23%	9	35%	4	15%	2	8%	1	4%
49	Recognition for research	22	3.41	1.33	6	27%	5	23%	5	23%	4	18%	2	9%	5	19%
50	Recognition for service	26	2.96	1.43	5	19%	5	19%	5	19%	6	23%	5	19%	1	4%
51	Clerical Support	27	3.15	1.56	9	33%	2	7%	5	19%	6	22%	5	19%	0	0%
52	Collegial Support in dept.	26	3.08	1.41	5	19%	6	23%	6	23%	4	15%	5	19%	1	4%
53	Reassigned time	17	2.88	1.27	1	6%	5	29%	6	35%	1	6%	4	24%	10	37%
54	Faculty Research Fund <5000	21	3.62	1.32	7	33%	5	24%	5	24%	2	10%	2	10%	6	22%
55	Enhancement Grant for Research	21	3.67	1.28	7	33%	5	24%	6	29%	1	5%	2	10%	6	22%
56	IDEA Administered	27	2.89	1.34	2	7%	9	33%	7	26%	2	7%	7	26%	0	0%
57	IDEA Accuracy	27	2.78	1.31	2	7%	7	26%	8	30%	3	11%	7	26%	0	0%
58	IDEA On-Line Administered	11	2.36	1.50	1	9%	2	18%	2	18%	1	9%	5	45%	16	59%
59	IDEA On-Line Accuracy	10	2.30	1.25	0	0%	2	20%	3	30%	1	10%	4	40%	17	63%
60	Chair evaluation of my teaching	26	4.08	1.16	12	46%	9	35%	1	4%	3	12%	1	4%	1	4%
61	FES Instrument is adequate	26	2.88	1.42	5	19%	4	15%	5	19%	7	27%	5	19%	1	4%
62	Merit System is applied fairly	24	3.33	1.34	7	29%	3	13%	7	29%	5	21%	2	8%	3	11%
63	Market Adjustments applied fairly	24	2.67	1.61	6	25%	1	4%	4	17%	5	21%	8	33%	3	11%
64	Promotion System is applied fairly	25	3.16	1.46	7	28%	3	12%	6	24%	5	20%	4	16%	2	7%
65	Tenure System is applied fairly	26	3.19	1.47	7	27%	4	15%	7	27%	3	12%	5	19%	1	4%
66	Tenure Process clear at univ. level	26	3.50	1.33	7	27%	8	31%	5	19%	3	12%	3	12%	1	4%
67	Post Tenure Review	20	3.35	1.39	5	25%	5	25%	5	25%	2	10%	3	15%	7	26%
68	Collegiality for tenure & promotion	25	3.56	1.26	6	24%	10	40%	3	12%	4	16%	2	8%	2	7%
69	Collegiality for post-tenure & promotion	25	3.20	1.22	3	12%	9	36%	6	24%	4	16%	3	12%	2	7%
70	Salary at SHSU	27	2.59	1.37	3	11%	5	19%	4	15%	8	30%	7	26%	0	0%
71	Salary other Universities	26	2.38	1.20	2	8%	3	12%	4	15%	11	42%	6	23%	1	4%
72	Satisfied at SHSU	27	3.33	1.30	6	22%	7	26%	7	26%	4	15%	3	11%	0	0%

N	Mean	Std. Dev.	n	5	%	n	4	%	n	3	%	n	2	%	n	1	%	n	N/A	%
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CH&SS Results 2015 - 2016

Total Number of Respondents 26
 Tenured/Tenure-Track Responding 24
 Tenured/Tenure-Track @ SHSU 115
 % of Tenure/Tenure-Track Responding 20.9%

% Respondents
not answering.

		Number and % Responding 5, 4, 3, 2, 1														% Respondents not answering.	
		N	Mean	Std. Dev.	5		4		3		2		1		N/A		
					n	%	n	%	n	%	n	%	n	%	n	%	
1	President Hoyt	25	3.00	1.15	2	8%	8	32%	5	20%	8	32%	2	8%	1	4%	
2	VPAA Hebert	25	3.76	1.39	10	40%	7	28%	3	12%	2	8%	3	12%	1	4%	
3	VPEM Thielemann	13	2.69	1.03	0	0%	3	23%	5	38%	3	23%	2	15%	13	50%	
4	VPFO Hernandez	13	3.00	1.00	1	8%	2	15%	7	54%	2	15%	1	8%	13	50%	
5	VPSS Parker	15	3.73	1.39	6	40%	3	20%	4	27%	0	0%	2	13%	11	42%	
6	VP Advancement Holmes	13	3.08	0.95	1	8%	2	15%	8	62%	1	8%	1	8%	13	50%	
7	VP for IT Adams	18	3.50	1.10	2	11%	9	50%	5	28%	0	0%	2	11%	8	31%	
8	Assoc. VPAA Eglsaer	22	3.18	1.33	4	18%	6	27%	5	23%	4	18%	3	14%	4	15%	
9	Grad Stud & AVPAA Robbins	16	2.88	1.41	3	19%	2	13%	4	25%	4	25%	3	19%	10	38%	
10	Assoc. VPR&SP Cook	14	3.93	0.83	4	29%	5	36%	5	36%	0	0%	0	0%	12	46%	
11	Assoc. VP Hum Res Hammonds	19	2.37	1.01	0	0%	2	11%	8	42%	4	21%	5	26%	7	27%	
12	Assoc. VP DL Angrove	19	2.84	1.21	2	11%	4	21%	4	21%	7	37%	2	11%	7	27%	
13	Dean Zink	25	3.28	1.54	7	28%	7	28%	2	8%	4	16%	5	20%	1	4%	
14	Associate Dean Bruce	24	4.00	1.22	12	50%	4	17%	5	21%	2	8%	1	4%	2	8%	
15	Associate Dean Callaway	24	3.88	1.23	9	38%	9	38%	1	4%	4	17%	1	4%	2	8%	
17	Budget Decision Participation in Dept.	25	2.44	1.39	2	8%	5	20%	4	16%	5	20%	9	36%	1	4%	
18	Selection of Admins.	25	2.24	1.36	2	8%	3	12%	5	20%	4	16%	11	44%	1	4%	
19	Selection of Faculty	25	3.60	1.55	11	44%	4	16%	3	12%	3	12%	4	16%	1	4%	
20	Administration follows policies	25	2.52	1.19	1	4%	4	16%	9	36%	4	16%	7	28%	1	4%	
21	Strategic Planning in College	25	2.60	1.35	1	4%	8	32%	4	16%	4	16%	8	32%	1	4%	
22	Communication with Admin.	25	2.24	1.42	2	8%	4	16%	4	16%	3	12%	12	48%	1	4%	
23	Faculty Senate	20	3.70	0.98	4	20%	9	45%	4	20%	3	15%	0	0%	6	23%	
24	Information Resources (UCS)	24	3.67	0.92	4	17%	11	46%	6	25%	3	13%	0	0%	2	8%	
25	DELTA Services adequate	19	3.47	1.39	5	26%	6	32%	4	21%	1	5%	3	16%	7	27%	
26	Adequate support for online courses	19	3.58	1.30	5	26%	7	37%	3	16%	2	11%	2	11%	7	27%	
27	Library Services	25	4.20	1.00	12	48%	8	32%	4	16%	0	0%	1	4%	1	4%	
28	Library good for Dept. Curriculum	25	4.12	1.05	12	48%	6	24%	6	24%	0	0%	1	4%	1	4%	
29	Support from Contracts and Grants	20	3.20	1.32	3	15%	7	35%	4	20%	3	15%	3	15%	6	23%	
30	Research Resources	25	3.40	1.04	3	12%	10	40%	7	28%	4	16%	1	4%	1	4%	
31	Graduate Program Resources	21	2.90	1.34	3	14%	4	19%	6	29%	4	19%	4	19%	5	19%	
32	Travel Allocation	25	3.28	1.17	5	20%	5	20%	8	32%	6	24%	1	4%	1	4%	
33	Recruiting Quality Students	24	2.58	1.38	2	8%	5	21%	6	25%	3	13%	8	33%	2	8%	
34	SAM Center Advising	18	3.28	1.41	3	17%	8	44%	1	6%	3	17%	3	17%	8	31%	
35	SAM Center Mentoring	17	3.53	1.23	4	24%	6	35%	3	18%	3	18%	1	6%	9	35%	

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
36	LSC facilities adequate	19	3.47	1.17	3	16%	8	42%	5	26%	1	5%	2	11%	7	27%
37	LSC Services adequate	17	3.53	0.94	3	18%	5	29%	7	41%	2	12%	0	0%	9	35%
38	Aramark Services adequate	24	3.21	1.10	3	13%	6	25%	10	42%	3	13%	2	8%	2	8%
39	Human Resource Dept.	24	2.79	1.28	2	8%	7	29%	3	13%	8	33%	4	17%	2	8%
40	The Woodlands Center facilities	18	4.06	1.00	8	44%	4	22%	5	28%	1	6%	0	0%	8	31%
41	The Woodlands Center staff	16	3.94	0.93	6	38%	3	19%	7	44%	0	0%	0	0%	10	38%
42	Parking	24	1.88	1.30	1	4%	3	13%	3	13%	2	8%	15	63%	2	8%
43	Work environment	25	3.84	1.21	8	32%	11	44%	2	8%	2	8%	2	8%	1	4%
44	Free from intimidation/discrimination	24	3.29	1.65	9	38%	4	17%	1	4%	5	21%	5	21%	2	8%
45	Physically Safe on Campus	25	3.76	1.27	9	36%	7	28%	5	20%	2	8%	2	8%	1	4%
46	3/3 4/4 handled fairly	24	3.71	0.95	5	21%	10	42%	6	25%	3	13%	0	0%	2	8%
47	Teaching Load is fair	25	4.08	0.70	7	28%	13	52%	5	20%	0	0%	0	0%	1	4%
48	Recognition for teaching	24	3.42	1.28	5	21%	8	33%	6	25%	2	8%	3	13%	2	8%
49	Recognition for research	25	3.12	1.36	4	16%	7	28%	7	28%	2	8%	5	20%	1	4%
50	Recognition for service	24	2.88	1.30	3	13%	4	17%	9	38%	3	13%	5	21%	2	8%
51	Clerical Support	25	3.36	1.22	5	20%	6	24%	10	40%	1	4%	3	12%	1	4%
52	Collegial Support in dept.	25	3.16	1.49	5	20%	8	32%	4	16%	2	8%	6	24%	1	4%
53	Reassigned time	18	2.83	1.34	2	11%	4	22%	5	28%	3	17%	4	22%	8	31%
54	Faculty Research Fund <5000	16	3.38	1.41	5	31%	2	13%	5	31%	2	13%	2	13%	10	38%
55	Enhancement Grant for Research	17	3.12	1.41	4	24%	2	12%	6	35%	2	12%	3	18%	9	35%
56	IDEA Administered	25	2.96	1.27	2	8%	8	32%	7	28%	3	12%	5	20%	1	4%
57	IDEA Accuracy	25	2.60	1.19	1	4%	5	20%	8	32%	5	20%	6	24%	1	4%
58	IDEA On-Line Administered	14	2.00	1.04	0	0%	1	7%	4	29%	3	21%	6	43%	12	46%
59	IDEA On-Line Accuracy	14	1.93	1.07	0	0%	1	7%	4	29%	2	14%	7	50%	12	46%
60	Chair evaluation of my teaching	23	3.04	1.40	3	13%	8	35%	4	17%	3	13%	5	22%	3	12%
61	FES Instrument is adequate	26	2.81	1.30	2	8%	8	31%	4	15%	7	27%	5	19%	0	0%
62	Merit System is applied fairly	25	2.52	1.33	3	12%	3	12%	4	16%	9	36%	6	24%	1	4%
63	Market Adjustments applied fairly	23	2.17	1.23	1	4%	3	13%	4	17%	6	26%	9	39%	3	12%
64	Promotion System is applied fairly	22	2.82	1.18	0	0%	8	36%	7	32%	2	9%	5	23%	4	15%
65	Tenure System is applied fairly	22	2.91	1.34	3	14%	5	23%	5	23%	5	23%	4	18%	4	15%
66	Tenure Process clear at univ. level	24	2.63	1.17	0	0%	8	33%	4	17%	7	29%	5	21%	2	8%
67	Post Tenure Review	17	3.29	1.21	2	12%	7	41%	4	24%	2	12%	2	12%	9	35%
68	Collegiality for tenure & promotion	26	3.46	1.30	6	23%	9	35%	5	19%	3	12%	3	12%	0	0%
69	Collegiality for post-tenure & promotion	26	3.35	1.35	5	19%	10	38%	4	15%	3	12%	4	15%	0	0%
70	Salary at SHSU	26	2.65	1.20	1	4%	6	23%	8	31%	5	19%	6	23%	0	0%
71	Salary other Universities	25	2.16	1.25	1	4%	3	12%	6	24%	4	16%	11	44%	1	4%
72	Satisfied at SHSU	25	3.32	1.18	3	12%	10	40%	7	28%	2	8%	3	12%	1	4%

	N	Mean	Std. Dev.	5		4		3		2		1		N/A	
				n	%	n	%	n	%	n	%	n	%	n	%
37 LSC Services adequate	5	3.60	1.67	2	40%	1	20%	1	20%	0	0%	1	20%	1	17%
38 Aramark Services adequate	6	2.83	1.47	0	0%	3	50%	1	17%	0	0%	2	33%	0	0%
39 Human Resource Dept.	6	3.50	1.38	1	17%	3	50%	1	17%	0	0%	1	17%	0	0%
40 The Woodlands Center facilities	3	3.00	2.00	1	33%	0	0%	1	33%	0	0%	1	33%	3	50%
41 The Woodlands Center staff	3	3.33	2.08	1	33%	1	33%	0	0%	0	0%	1	33%	3	50%
42 Parking	6	1.67	1.03	0	0%	0	0%	2	33%	0	0%	4	67%	0	0%
43 Work environment	6	4.17	1.17	3	50%	2	33%	0	0%	1	17%	0	0%	0	0%
44 Free from intimidation/discrimination	6	4.33	0.82	3	50%	2	33%	1	17%	0	0%	0	0%	0	0%
45 Physically Safe on Campus	6	4.17	1.17	3	50%	2	33%	0	0%	1	17%	0	0%	0	0%
46 3/3 4/4 handled fairly	1	2.00		0	0%	0	0%	0	0%	1	100%	0	0%	5	83%
47 Teaching Load is fair	2	3.00	0.00	0	0%	0	0%	2	100%	0	0%	0	0%	4	67%

45 Physically Safe on Campus 6 4.1753%38 Ara5 17

48 Recovef-2735.2(2)-2180(100%)-2178.5(0)-2735.5(0)5-3539.8(1EnD(ce7(50 Gra50 5gr Research)-4672(17%)-2457.7(330%)-2735.2((1)157.7(17%)-2456.9(0)5)-2457.7(17%))JJO -1.5417 TD[38]

#	Question	Total Mean	COS Mean	COBA Mean	CJ Mean	COE Mean	FA&MC Mean	COHS Mean	CH&SS Mean	NGL Mean
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Faculty Senate Survey Results - University Previous Comparison

Evaluate the Following:

	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	
1	President	3.20	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	3.00	3.18	3.28	3.70
2	VPAA/Provost	4.16	4.01	4.11	4.26	4.04	3.03	3.31	3.31	3.31	3.34	3.16	2.59	2.50	2.77	2.96	2.44	2.58	2.40	3.10
3	VPPEM	3.37	3.34	3.32	3.20	3.10	3.28	3.37	3.40	3.55	3.35	3.34	3.02							
4	VPFO	3.31	3.33	3.07	3.33	3.33	3.22	3.58	3.52	2.97	3.04	3.09	3.20	2.89	2.62	2.38	2.42	2.64	2.56	3.00
5	VPSS	3.73	3.68	3.54	3.95	3.77	3.81	3.89	3.88	3.84	3.80	3.87	2.34	1.99	2.08	1.92	2.16	2.55	2.60	2.80
6	VP Advancement	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				
7	VP IT	3.22	3.25	3.11	3.15															
8	Assoc. VPAA	3.80	3.75	3.78	3.86	3.50	3.78	3.78	3.63	3.68	3.68	3.69	3.55	3.54	3.73	3.78	3.43	3.46		
9	Grad Stud AVPAA	3.90	3.51	3.48	3.34	3.57	3.51	3.73	3.80	3.70	3.58	3.67	3.60	3.39						
10	Assoc. VPR&SP	3.81	3.64	3.71	3.78	3.72	3.79	3.77	3.71	3.06	3.16	2.50	2.53	2.20	2.41	2.71	3.04	3.16		
11	Assoc VP Hum Res	3.25																		
12	Assoc VP DL	3.51	3.58	3.54	3.43	3.05	2.87	3.26												
13	Deans/Director	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	3.50	3.50
17	Budget Decision Participation in Dept.	2.91	2.83	2.92	3.10	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	2.20
18	Selection of Admins.	2.51	2.50	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	2.60
19	Selection of Faculty	4.00	3.63	4.20	4.25	4.18	4.19	4.21	4.23	4.14	4.33	4.50	3.48	3.34	3.20	3.40	3.45	3.44	3.40	3.50
20	Administration follows policies	3.39																		
21	Strategic Planning in College	3.00	2.90	2.97	3.31	3.35	3.08	3.27	3.28	3.26	3.40	3.31	2.47	2.29	2.40	2.46	2.31	2.39		
22	Communication with Admin.	3.01	3.10	2.90	3.10	2.81	2.77	3.00	3.01	2.82	2.96	2.94	2.35	2.25						
23	Faculty Senate	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	3.50
24	Information Resources (UCS)	3.51	3.59	3.23	3.40	3.21	2.98	3.10	3.09	2.63	3.58	3.65	3.63	3.73	3.78	3.74	3.53	3.39	3.24	3.20
25	DELTA Services adequate	3.88	3.83	3.64	3.52	3.31	3.10	3.13												
26	Adequate support for online courses	3.79	3.96	3.57	3.35	3.26	3.06	3.03	2.82	2.75	2.90	2.81								
27	Library Services	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	3.40
28	Library good for Dept. Curriculum	4.14	4.14	4.15	4.09	4.15	4.04	4.18	4.02	3.95	3.90	4.06	3.93	3.88	3.80	3.73	3.50	3.66	3.41	3.40
29	Support from Contracts and Grants	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	3.00	3.19	3.13		
30	Research Resources	3.47	3.48	3.37	3.57	3.33	3.41	3.25	3.13	3.17	3.10	2.94	2.41	2.24	2.17	2.31	2.36	2.36	2.54	2.90
31	Graduate Program Resources	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	2.15	1.96	2.12	1.96	2.40
32	Travel Allocation	3.56	3.45	3.44	3.29	3.19	3.07	3.14	3.07	3.05	3.08	2.95	2.50	2.25	2.04	2.12	1.78	1.89	3.02	3.20
33	Recruiting Quality Students	2.80	3.00	2.94	3.07	3.02	3.03	3.16	3.14	3.07	3.08	3.46	3.17	3.09						
34	SAM Center Advising	3.46	3.46	3.48	3.49	3.42	3.50	3.65	3.50	3.44	3.64	3.92	3.81	4.02	3.95					
35	SAM Center Mentoring	3.65	3.51	3.58	3.80	3.80	3.90	3.83	3.61	3.64	3.82	3.97	3.87	4.03	3.89					
36	LSC facilities adequate	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		
37	LSC Services adequate	3.70	3.59	3.59	3.66	3.89	3.72	3.71	3.69	3.49	3.60	3.63								
38	Aramark Services adequate	3.20	3.09	3.15	3.32	3.38	3.19	3.12												
39	Human Resource Dept.	3.47	3.41	3.46	3.55	3.65	3.56	3.60	3.69	3.21	3.50	3.50	3.12	3.03	3.34	3.43	3.30	3.30	3.32	3.20
40	The Woodlands Center facilities	4.11	4.26	4.29	4.43	3.83	3.75	3.57	3.60	3.50										
41	The Woodlands Center staff	3.95	4.04	3.99	4.19	3.80	3.80	3.68	3.80	3.72										
42	Parking	1.99	2.32	2.35	2.93	2.87	2.91	2.40	2.52	3.11	3.44	3.27	2.78	2.72						
43	Work environment	3.57	3.64	3.67	4.05	4.06	4.13	3.88	3.98	3.66	3.81	3.70	3.31	3.46						
44	Free from intimidation/discrimination	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						
45	Physically Safe on Campus	4.20	4.38	4.36	4.37	4.41	4.34	4.36	4.33	4.23	4.37	4.53	3.61	3.66	3.60	3.21	3.32	3.49	3.43	3.40
46	3/3 4/4 handled fairly	3.74	3.73	3.78	3.70	3.50	3.74	3.62	3.42	3.59	3.75	3.54	3.48	3.39	3.09	3.09	3.45	3.32	3.41	3.50
47	Teaching Load is fair	3.89	3.95	3.92	3.78	3.66	3.86	3.76	3.63	3.65	3.71	3.80	3.20	3.11						
48	Recognition for teaching	3.51	3.46	3.52	3.52	3.29	3.30	3.45	3.27	3.13	3.23	3.30	2.77	2.69						
49	Recognition for research	3.48	3.51	3.60	3.69	3.46	3.36	3.60	3.52	3.32	3.46	3.54	3.02	3.06						
50	Recognition for service	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						
51	Clerical Support	3.70	3.63	3.59	3.68	3.48	3.43	3.42	3.49	3.31	3.40	3.89	3.16	3.24						
52	Collegial Support in dept.	3.69	3.77	3.88	4.03	3.98	3.95	3.99	3.95	3.92	3.93	3.89	3.60	3.72						

