

# University Results 2007 - 2008

Number of Respondents 177  
 Number of Tenured/Tenure-Track 457  
 % Returned 38.7%

% 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 Gaertner	171	3.74	1.14	51	30%	57	33%	40	23%	13	8%	10	6%	6	3%
2 VPAA Payne	172	3.31	1.28	32	19%	56	33%	39	23%	23	13%	22	13%	5	3%
3 VPEM Crowson	88	3.55	1.02	17	19%	27	31%	35	40%	5	6%	4	5%	89	50%
4 VPFO Parker	118	2.97	1.26	15	13%	28	24%	32	27%	25	21%	18	15%	59	33%
5 VPSS Parker	116	3.84	0.96	32	28%	43	37%	34	29%	4	3%	3	3%	61	34%
6 VP Advancement Holmes	100	3.26	1.12	16	16%	25	25%	34	34%	19	19%	6	6%	77	44%
7 Assoc. VPAA Eglsaer	144	3.68	1.06	37	26%	47	33%	42	29%	13	9%	5	3%	33	19%
8 Assoc. VPAA Muehsam	147	3.70	1.09	39	27%	52	35%	35	24%	15	10%	6	4%	30	17%
9 Assoc. VPR&SP Ward	123	3.06	1.28	16	13%	34	28%	35	28%	17	14%	21	17%	54	31%
10 Dean	175	3.89	1.24	76	43%	43	25%	27	15%	19	11%	10	6%	2	1%
11 Assoc. Deans (All grouped together)	258	3.58	1.32	49	19%	32	12%	35	14%	26	10%	11	4%	24	14%
14 Budget Decision Participation in Dept.	171	2.98	1.42	35	20%	31	18%	35	20%	36	21%	34	20%	6	3%
15 Selection of Admins.	158	2.52	1.41	17	11%	29	18%	30	19%	25	16%	57	36%	19	11%
16 Selection of Faculty	176	4.14	1.08	88	50%	47	27%	25	14%	10	6%	6	3%	1	1%
17 Strategic Planning in College	167	3.26	1.30	30	18%	55	33%	35	21%	23	14%	24	14%	10	6%
18 3/3 4/4 handled fairly	164	3.59	1.39	56	34%	45	27%	23	14%	19	12%	21	13%	13	7%
19 SAM Center Mentoring	132	3.64	1.13	34	26%	44	33%	35	27%	11	8%	8	6%	45	25%
20 SAM Center Advising	132	3.44	1.26	32	24%	37	28%	33	25%	17	13%	13	10%	45	25%
21 Physically Safe on Campus	174	4.23	0.96	85	49%	60	34%	17	10%	8	5%	4	2%	3	2%
22 LSC facilities adequate	166	3.61	1.06	30	18%	75	45%	36	22%	16	10%	9	5%	11	6%
23 LSC Services adequate	154	3.49	1.04	25	16%	59	38%	43	28%	21	14%	6	4%	23	13%
24 Human Resource Dept.	160	3.21	1.13	18	11%	53	33%	48	30%	26	16%	15	9%	17	10%
25 HKC	124	4.00	0.97	45	36%	45	36%	25	20%	7	6%	2	2%	53	30%
26 Support from Contracts and Grants	136	2.89	1.31	19	14%	27	20%	35	26%	30	22%	25	18%	41	23%
27 Computer Services	173	2.63	1.39	21	12%	33	19%	29	17%	41	24%	49	28%	4	2%
28 Library Services	172	4.12	0.94	67	39%	73	42%	21	12%	7	4%	4	2%	5	3%
29 Library good for Dept. Curriculum	165	3.95	1.03	56	34%	66	40%	29	18%	7	4%	7	4%	12	7%

## A&S Results 2007 - 2008

Number of Respondents 44  
 Number of Tenured/Tenure-Track 139  
 % Returned 31.7%

% Respondents  
not answering.

		Number and % Responding 5, 4, 3, 2, 1														N/A	
				5		4		3		2		1					
N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%	n	%	
1	President Gaertner	44	3.57	1.21	11	25%	15	34%	9	20%	6	14%	3	7%	0	0%	
2	VPAA Payne	44	3.05	1.36	8	18%	9	20%	12	27%	7	16%	8	18%	0	0%	
3	VPEM Crowson	21	3.71	0.85	5	24%	5	24%	11	52%	0	0%	0	0%	23	52%	
4	VPFO Parker	32	2.72	1.35	3	9%	7	22%	9	28%	4	13%	9	28%	12	27%	
5	VPSS Parker	29	3.55	1.18	6	21%	11	38%	8	28%	1	3%	3	10%	15	34%	
6	VP Advancement Holmes	29	2.93	1.19	3	10%	7	24%	7	24%	9	31%	3	10%	15	34%	
7	Assoc. VPAA Eglsaer	36	3.42	1.23	7	19%	12	33%	10	28%	3	8%	4	11%	8	18%	
8	Assoc. VPAA Muehsam	38	3.29	1.14	4	11%	15	39%	11	29%	4	11%	4	11%	6	14%	
9	Assoc. VPR&SP Ward	29	2.66	1.42	2	7%	9	31%	5	17%	3	10%	10	34%	15	34%	
10	Dean Hebert	44	4.27	1.23	29	66%	6	14%	4	9%	2	5%	3	7%	0	0%	
11	Assoc. Dean Nicolay	33	3.73	1.28	12	36%	8	24%	8	24%	2	6%	3	9%	11	25%	
12	Assoc. Dean Cook	32	3.63	1.34	10	31%	10	31%	6	19%	2	6%	4	13%	12	27%	
13	Assoc. Dean Rogers	34	3.71	1.45	14	41%	8	24%	5	15%	2	6%	5	15%	10	23%	
14	Budget Decision Participation in Dept.	44	3.20	1.27	10	23%	6	14%	15	34%	9	20%	4	9%	0	0%	
15	Selection of Admins.	42	2.26	1.27	1	2%	8	19%	10	24%	5	12%	18	43%	2	5%	
16	Selection of Faculty	43	4.02	1.30	23	53%	8	19%	5	12%	4	9%	3	7%	1	2%	
17	Strategic Planning in College	41	2.90	1.24	2	5%	15	37%	9	22%	7	17%	8	20%	3	7%	
18	3/3 4/4 handled fairly	43	3.28	1.49	12	28%	10	23%	7	16%	6	14%	8	19%	1	2%	
19	SAM Center Mentoring	36	3.36	1.15	6	17%	11	31%	12	33%	4	11%	3	8%	8	18%	
20	SAM Center Advising	36	2.94	1.26	4	11%	9	25%	10	28%	7	19%	6	17%	8	18%	
21	Physically Safe on Campus	42	4.21	1.00	20	48%	16	38%	2	5%	3	7%	1	2%	2	5%	
22	LSC facilities adequate	40	3.60	1.17	6	15%	23	58%	5	13%	1	3%	5	13%	4	9%	
23	LSC Services adequate	38	3.47	1.11	5	13%	18	47%	8	21%	4	11%	3	8%	6	14%	
24	Human Resource Dept.	38	3.08	1.26	5	13%	10	26%	12	32%	5	13%	6	16%	6	14%	
25	HKC	26	3.81	1.13	9	35%	7	27%	7	27%	2	8%	1	4%	18	41%	
26	Support from Contracts and Grants	36	2.78	1.53	7	19%	6	17%	6	17%	6	17%	11	31%	8	18%	
27	Computer Services	44	2.34	1.36	5	11%	4	9%	8	18%	11	25%	16	36%	0	0%	
28	Library Services	43	3.95	1.23	17	40%	17	40%	3	7%	2	5%	4	9%	1	2%	
29	Library good for Dept. Curriculum	41	3.83	1.26	14	34%	16	39%	6	15%	0	0%	5	12%	3	7%	
30	SH Press	31	3.35	1.23	7	23%	7	23%	9	29%	6	19%	2	6%	13	30%	
31	Recruiting Quality Students	43	2.88	1.16	2	5%	13	30%	13	30%	8	19%	7	16%	1	2%	
32	Teaching Load is fair	43	3.40	1.42	12	28%	11	26%	9	21%	4	9%	7	16%	1	2%	
33	Recognition for teaching	43	3.00	1.33	4	9%	16	37%	8	19%	6	14%	9	21%	1	2%	
34	Recognition for research	41	3.02	1.21	3	7%	14	34%	12	29%	5	12%	7	17%	3	7%	
35	Recognition for service	42	2.83	1.25	3	7%	13	31%	7	17%	12	29%	7	17%	2	5%	
36	Clerical Support	42	3.17	1.43	8	19%	13	31%	8	19%	4	10%	9	21%	2	5%	
37	Collegial Support in dept.	44	3.98	1.19	20	45%	10	23%	10	23%	1	2%	3	7%	0	0%	
38	Work environment	44	3.30	1.36	9	20%	15	34%	6	14%	8	18%	6	14%	0	0%	
39	Free from intimidation/discrimination	44	3.68	1.51	19	43%	10	23%	4	9%	4	9%	7	16%	0	0%	
40	Parking	43	2.72	1.47	7	16%	7	16%	9	21%	7	16%	13	30%	1	2%	
41	Faculty Senate	37	2.89	1.35	6	16%	5	14%	13	35%	5	14%	8	22%	7	16%	
42	Research Resources	43	2.72	1.22	3	7%	9	21%	13	30%	9	21%	9	21%	1	2%	
43	Graduate Program Resources	39	2.10	1.27	3	8%	3	8%	6	15%	10	26%	17	44%	5	11%	
44	Travel Allocation	44	2.61	1.48	5	11%	11	25%	6	14%	6	14%	16	36%	0	0%	
45	IDEA Administered	43	2.70	1.41	6	14%	7	16%	10	23%	8	19%	12	28%	1	2%	
46	IDEA Accuracy	43	2.65	1.38	4	9%	9	21%	12	28%	4	9%	14	33%	1	2%	
47	Chair evaluation of my teaching	39	3.51	1.14	7	18%	16	41%	9	23%	4	10%	3	8%	5	11%	
48	FES Instrument is adequate	43	2.88	1.28	4	9%	11	26%	13	30%	6	14%	9	21%	1	2%	
49	Merit System is applied fairly	42	2.86	1.35	4	10%	13	31%	8	19%	7	17%	10	24%	2	5%	
50	Promotion System is applied fairly	40	3.35	1.21	5	13%	18	45%	8	20%	4	10%	5	13%	4	9%	
51	Tenure System is applied fairly	42	3.79	1.20	14	33%	14	33%	8	19%	3	7%	3	7%	2	5%	
52	Post Tenure Review	36	3.75	1.18	11	31%	13	36%	6	17%	4	11%	2	6%	8	18%	
53	Salary at SHSU	44	2.75	1.28	4	9%	9	20%	13	30%	8	18%	10	23%	0	0%	
54	Salary other Universities	42	2.31	1.24	1	2%	9	21%	7	17%	10	24%	15	36%	2	5%	
55	Reassigned time	31	2.94	1.00	1	3%	7	23%	16	52%	3	10%	4	13%	13	30%	
56	Faculty Research Fund <5000	37	3.27	1.33	7	19%	11	30%	10	27%	3	8%	6	16%	7	16%	
57	Enhancement Grant for Research	36	3.14	1.31	7	19%	7	19%	11	31%	6	17%	5	14%	8	18%	
58	Adequate support for online courses	31	2.81	1.14	2	6%	5	16%	15	48%	3	10%	6	19%	13	30%	
59	University Center facilities	15	3.27	1.03	2	13%	3	20%	8	53%	1	7%	1	7%	29	66%	
60	University Center staff	15	3.20	1.08	2	13%	3	20%	7	47%	2	13%	1	7%	29	66%	
61	Communication with Admin.	40	2.60	1.28	3	8%	8	20%	9	23%	10	25%	10	25%	4	9%	
62	President values faculty	42	3.67	1.24	12	29%	15	36%	8	19%	3	7%	4	10%	2	5%	
63	Provost values faculty	42	3.24	1.46	11	26%	9	21%	9	21%	5	12%	8	19%	2	5%	
64	Dean values faculty	42	4.29	1.04	25	60%	8	19%	6	14%	2	5%	1	2%	2	5%	
65	Chair values faculty	42	4.12	1.04	19	45%	14	33%	5	12%	3	7%	1	2%	2	5%	
66	Satisfied at SHSU	42	3.74	0.89	7	17%	22	52%	8	19%	5	12%	0	0%	2	5%	

Number of Respondents 35  
 Number of Tenured/Tenure-Track 71  
 % Returned 49.3%

	N	Mean	Std. Dev.													
				n	%	n	%	n	%	n	%	n	%	n	%	
1	President Gaertner	35	4.17	0.95	15	43%	14	40%	4	11%	1	3%	1	3%	0	0%
2	VPAA Payne	33	3.67	0.89	4	12%	18	55%	8	24%	2	6%	1	3%	2	6%
3	VPEM Crowson	19	3.26	1.10	2	11%	6	32%	8	42%	1	5%	2	11%	16	46%
4	VPFO Parker	21	3.10	1.14	2	10%	6	29%	7	33%	4	19%	2	10%	14	40%
5	VPSS Parker	20	3.65	0.75	3	15%	7	35%	10	50%	0	0%	0	0%	15	43%
6	VP Advancement Holmes	19	2.68	0.95	1	5%	1	5%	10	53%	5	26%	2	11%	16	46%
7	Assoc. VPAA Eglsaer	27	3.52	1.01	5	19%	8	30%	11	41%	2	7%	1	4%	8	23%
8	Assoc. VPAA Muehsam	29	4.10	0.82	10	34%	13	45%	5	17%	1	3%	0	0%	6	17%
9	Assoc. VPR&SP Ward	21	3.29	1.15	4	19%	3	14%	11	52%	1	5%	2	10%	14	40%
10	Dean Lewis	35	3.57	1.07	7	20%	13	37%	9	26%	5	14%	1	3%	0	0%
11	Assoc. Dean Ashorn	34	2.88	1.20	5	15%	4	12%	10	29%	12	35%	3	9%	1	3%
14	Budget Decision Participation in Dept.	32	2.75	1.57	8	25%	2	6%	5	16%	8	25%	9	28%	3	9%
15	Selection of Admins.	29	2.83	1.69	7	24%	6	21%	2	7%	3	10%	11	38%	6	17%
16	Selection of Faculty	35	4.46	0.98	24	69%	6	17%	3	9%	1	3%	1	3%	0	0%
17	Strategic Planning in College	31	3.58	1.15	5	16%	16	52%	5	16%	2	6%	3	10%	4	11%
18	3/3 4/4 handled fairly	35	3.97	1.22	14	40%	14	40%	2	6%	2	6%	3	9%	0	0%
19	SAM Center Mentoring	27	4.00	1.11	12	44%	6	22%	7	26%	1	4%	1	4%	8	23%
20	SAM Center Advising	26	4.12	0.99	12	46%	7	27%	5	19%	2	8%	0	0%	9	26%
21	Physically Safe on Campus	35	4.37	0.97	21	60%	9	26%	3	9%	1	3%	1	3%	0	0%
22	LSC facilities adequate	34	3.44	1.11	6	18%	11	32%	11	32%	4	12%	2	6%	1	3%
23	LSC Services adequate	32	3.22	1.10	5	16%	6	19%	14	44%	5	16%	2	6%	3	9%
24	Human Resource Dept.	34	3.03	1.22	4	12%	8	24%	12	35%	5	15%	5	15%	1	3%
25	HKC	26	4.15	0.78	10	38%	10	38%	6	23%	0	0%	0	0%	9	26%
26	Support from Contracts and Grants	21	3.14	1.28	4	19%	3	14%	9	43%	2	738	263%	1953%		
30	SH Press	20	3.70	0.73	3	15%	8	40%	9	45%	0	0%	0	0%	15	43%
31	Recruiting Quality Students	34	2.91	1.03	2	6%	7	21%	14	41%	8	24%	3	9%	1	3%
32	Teaching Load is fair															

CJ Results 2007 - 2008

Number of Respondents 13  
 Number of Tenured/Tenure-Track 31  
 % Returned 41.9%

% Respondents not answering.

			Number and % Responding 5, 4, 3, 2, 1												
1	N	Mean	Std. Dev.	5		4		3		2		1		N/A	
				n	%	n	%	n	%	n	%	n	%	n	%
1	12	3.83	0.94	4	33%	2	17%	6	50%	0	0%	0	0%	1	8%
2	12	3.67	0.98	3	25%	3	25%	5	42%	1	8%	0	0%	1	8%
3	3	4.33	1.15	2	67%	0	0%	1	33%	0	0%	0	0%	10	77%
4	6	3.67	1.21	2	33%	1	17%	2	33%	1	17%	0	0%	7	54%
5	5	4.40	0.55	2	40%	3	60%	0	0%	0	0%	0	0%	8	62%
6	4	4.50	0.58	2	50%	2	50%	0	0%	0	0%	0	0%	9	69%
7	8	3.75	1.16	3	38%	1	13%	3	38%	1	13%	0	0%	5	38%
8	10	4.00	0.94	4	40%	2	20%	4	40%	0	0%	0	0%	3	23%
9	10	3.10	1.45	2	20%	3	30%	0	0%	4	40%	1	10%	3	23%
10	10	3.60	1.07	2	20%	4	40%	2	20%	2	20%	0	0%	3	23%
23	7	4.00	1.15	3	43%	2	29%	1	14%	1	14%	0	0%	6	46%
24	12	3.67	0.78	1	8%	7	58%	3	25%	1	8%	0	0%	1	8%
25	9	4.33	1.00	5	56%	3	33%	0	0%	1	11%	0	0%	4	31%
26	10	3.50	1.18	1	10%	6	60%	1	10%	1	10%	1	10%	3	23%
27	12	2.67	1.61	3	25%	0	0%	3	25%	2	17%	4	33%	1	8%
28	12	4.25	0.75	5	42%	5	42%	2	17%	0	0%	0	0%	1	8%
29	12	3.92	0.90	3	25%	6	50%	2	17%	1	8%	0	0%	1	8%
30	2	2.50	0.71	0	0%	0	0%	1	50%	1	50%	0	0%	11	85%
31	13	3.23	0.73	0	0%	5	38%	6	46%	2	15%	0	0%	0	0%
32	13	3.85	1.41	6	46%	3	23%	1	8%	2	15%	1	8%	0	0%
33	13	3.46	1.45	5	38%	1	8%	3	23%	3	23%	1	8%	0	0%
34	13	3.85	1.28	5	38%	4	31%	2	15%	1	8%	1	8%	0	0%
35	13	3.46	1.33	4	31%	2	15%	4	31%	2	15%	1	8%	0	0%
36	13	4.00	1.35	7	54%	2	15%	2	15%	1	8%	1	8%	0	0%
37	13	4.15	0.99	6	46%	4	31%	2	15%	1	8%	0	0%	0	0%
38	13	4.00	1.08	5	38%	5	38%	1	8%	2	15%	0	0%	0	0%
39	13	3.92	1.61	8	62%	1	8%	1	8%	1	8%	2	15%	0	0%
40	13	3.92	1.12	4	31%	6	46%	2	15%	0	0%	1	8%	0	0%
41	8	3.63	0.74	1	13%	3	38%	4	50%	0	0%	0	0%	5	38%
42	12	3.58	1.08	2	17%	6	50%	1	8%	3	25%	0	0%	1	8%
43	12	3.50	0.90	1	8%	6	50%	3	25%	2	17%	0	0%	1	8%
44	12	3.50	1.09	3	25%	2	17%	5	42%	2	17%	0	0%	1	8%
45	13	3.23	1.17	1	8%	5	38%	5	38%	0	0%	2	15%	0	0%
46	13	2.85	1.14	0	0%	5	38%	3	23%	3	23%	2	15%	0	0%
47	13	4.23	0.73	5	38%	6	46%	2	15%	0	0%	0	0%	0	0%
48	13	2.62	1.19	1	8%	2	15%	3	23%	5	38%	2	15%	0	0%
49	12	3.08	1.24	1	8%	4	33%	4	33%	1	8%	2	17%	1	8%
50	13	3.69	1.03	2	15%	7	54%	3	23%	0	0%	1	8%	0	0%
51	12	3.92	1.08	3	25%	7	58%	1	8%	0	0%	1	8%	1	8%
52	9	3.78	1.39	3	33%	4	44%	0	0%	1	11%	1	11%	4	31%
53	13	3.08	1.38	2	15%	4	31%	2	15%	3	23%	2	15%	0	0%
54	12	3.25	1.29	2	17%	4	33%	2	17%	3	25%	1	8%	1	8%
55	9	3.56	1.33	2	22%	4	44%	1	11%	1	11%	1	11%	4	31%
56	11	3.55	1.44	4	36%	2	18%	2	18%	2	18%	1	9%	2	15%
57	11	3.55	1.44	4	36%	2	18%	2	18%	2	18%	1	9%	2	15%
58	6	2.83	1.33	1	17%	1	17%	0	0%	4	67%	0	0%	7	54%
59	7	4.14	0.69	2	29%	4	57%	1	14%	0	0%	0	0%	6	46%
60	7	4.29	0.76	3	43%	3	43%	1	14%	0	0%	0	0%	6	46%
61	12	3.58	0.79	1	8%	6	50%	4	33%	1	8%	0	0%	1	8%
62	13	4.00	0.82	3	23%	8	62%	1	8%	1	8%	0	0%	0	0%
63	13	3.85	0.90	3	23%	6	46%	3	23%	1	8%	0	0%	0	0%
64	13	3.62	1.61	6	46%	2	15%	1	8%	2	15%	2	15%	0	0%
65	9	4.67	1.00	8	89%	0	0%	0	0%	1	11%	0	0%	4	31%
66	13	3.77	0.93	3	23%	5	38%	4	31%	1	8%	0	0%	0	0%





# NGL Results 2007 - 2008

Number of Respondents 9  
 Number of Tenured/Tenure-Track 15  
 % Returned 60.0%

% 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 Gaertner	8	3.50	0.93	1	13%	3	38%	3	38%	1	13%	0	0%	1	11%
2 VPAA Payne	9	3.56	1.24	2	22%	4	44%	0	0%	3	33%	0	0%	0	0%
3 VPAA Crowson	2	3.50	0.71	0	0%	1	50%	1	50%	0	0%	0	0%	7	78%
4 VPFO Parker	3	3.00	1.00	0	0%	1	33%	1	33%	1	33%	0	0%	6	67%
5 VPSS Parker	4	3.00	0.82	0	0%	1	25%	2	50%	1	25%	0	0%	5	56%
6 VP Advancement Holmes	2	3.50	0.71	0	0%	1	50%	1	50%	0	0%	0	0%	7	78%
7 Assoc. VPAA Eglsaer	7	4.00	0.82	2	29%	3	43%	2	29%	0	0%	0	0%	2	22%
8 Assoc. VPAA Muehsam	5	4.00	1.00	2	40%	1	20%	2	40%	0	0%	0	0%	4	44%
9 Assoc. VPR&SP Ward	4	2.75	0.96	0	0%	1	25%	1	25%	2	50%	0	0%	5	56%
10 Director Holder	9	4.22	0.97	4	44%	4	44%	0	0%	1	11%	0	0%	0	0%
14 Budget Decision Participation in Dept.	9	3.56	0.88	1	11%	4	44%	3	33%	1	11%	0	0%	0	0%
15 Selection of Admins.	5	2.40	1.34	0	0%	1	20%	2	40%	0	0%	2	40%	4	44%
16 Selection of Faculty	9	4.00	0.87	3	33%	3	33%	3	33%	0	0%	0	0%	0	0%
17 Strategic Planning in College	9	3.56	0.88	1	11%	4	44%	3	33%	1	11%	0	0%	0	0%
18 3/3 4/4 handled fairly	0			0		0		0		0		0		9	100%
19 SAM Center Mentoring	3	3.67	1.15	1	33%	0	0%	2	67%	0	0%	0	0%	6	67%
20 SAM Center Advising	2	3.00	0.00	0	0%	0	0%	2	100%	0	0%	0	0%	7	78%
21 Physically Safe on Campus	9	4.00	1.00	3	33%	4	44%	1	11%	1	11%	0	0%	0	0%
22 LSC facilities adequate	9	3.67	1.12	2	22%	4	44%	1	11%	2	22%	0	0%	0	0%
23 LSC Services adequate	8	3.50	0.76	0	0%	5	63%	2	25%	1	13%	0	0%	1	11%
24 Human Resource Dept.	8	3.75	0.46	0	0%	6	75%	2	25%	0	0%	0	0%	1	11%
25 HKC	7	3.71	1.11	2	29%	2	29%	2	29%	1	14%	0	0%	2	22%
26 Support from Contracts and Grants	3	2.67	0.58	0	0%	0	0%	2	67%	1	33%	0	0%	6	67%
27 Computer Services	9	2.56	1.01	0	0%	2	22%	2	22%	4	44%	1	11%	0	0%
28 Library Services	7	4.57	0.79	5	71%	1	14%	1	14%	0	0%	0	0%	2	22%
29 Library good for Dept. Curriculum	3	4.67	0.58	2	67%	1	33%	0	0%	0	0%	0	0%	6	67%
30 SH Press	3	3.67	1.15	1	33%	0	0%	2	67%	0	0%	0	0%	6	67%
31 Recruiting Quality Students	6	2.67	0.82	0	0%	1	17%	2	33%	3	50%	0	0%	3	33%
32 Teaching Load is fair	1	5.00		1	100%	0	0%	0	0%	0	0%	0	0%	8	89%
33 Recognition for teaching	1	5.00		1	100%	0	0%	0	0%	0	0%	0	0%	8	89%
34 Recognition for research	8	4.25	0.46	2	25%	6	75%	0	0%	0	0%	0	0%	1	11%
35 Recognition for service	9	3.78	0.83	2	22%	3	33%	4	44%	0	0%	0	0%	0	0%
36 Clerical Support	8	4.38	0.74	4	50%	3	38%	1	13%	0	0%	0	0%	1	11%
37 Collegial Support in dept.	8	4.25	0.89	4	50%	2	25%	2	25%	0	0%	0	0%	1	11%
38 Work environment	9	3.78	1.48	4	44%	2	22%	1	11%	1	11%	1	11%	0	0%
39 Free from intimidation/discrimination	9	4.11	1.05	4	44%	3	33%	1	11%	1	11%	0	0%	0	0%
40 Parking	9	3.44	1.42	2	22%	4	44%	0	0%	2	22%	1	11%	0	0%
41 Faculty Senate	7	4.00	0.82	2	29%	3	43%	2	29%	0	0%	0	0%	2	22%
42 Research Resources	8	3.75	1.04	2	25%	3	38%	2	25%	1	13%	0	0%	1	11%
43 Graduate Program Resources	4	4.25	0.96	2	50%	1	25%	1	25%	0	0%	0	0%	5	56%
44 Travel Allocation	9	4.22	0.83	4	44%	3	33%	2	22%	0	0%	0	0%	0	0%
45 IDEA Administered	0			0		0		0		0		0		9	100%
46 IDEA Accuracy	0			0		0		0		0		0		9	100%
47 Chair evaluation of my teaching	0			0		0		0		0		0		9	100%
48 FES Instrument is adequate	9	3.44	1.13	1	11%	4	44%	3	33%	0	0%	1	11%	0	0%
49 Merit System is applied fairly	6	4.17	0.98	3	50%	1	17%	2	33%	0	0%	0	0%	3	33%
50 Promotion System is applied fairly	6	3.83	0.98	2	33%	1	17%	3	50%	0	0%	0	0%	3	33%
51 Tenure System is applied fairly	6	3.50	1.52	2	33%	1	17%	2	33%	0	0%	1	17%	3	33%
52 Post Tenure Review	5	4.00	1.00	2	40%	1	20%	2	40%	0	0%	0	0%	4	44%
53 Salary at SHSU	9	3.44	1.24	1	11%	5	56%	1	11%	1	11%	1	11%	0	0%
54 Salary other Universities	6	3.50	1.05	1	17%	2	33%	2	33%	1	17%	0	0%	3	33%
55 Reassigned time	2	2.00	1.41	0	0%	0	0%	1	50%	0	0%	1	50%	7	78%

<b>Comparison Across Colleges/Library</b>		<b>Total</b>	<b>A&amp;S</b>	<b>COBA</b>	<b>CJ</b>	<b>ED</b>	<b>H&amp;SS</b>	<b>Library</b>
<b>#</b>	<b>Question</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>
21	Physically Safe on Campus	4.23	4.21	4.37	4.38	4.42	3.97	4.00



	<b>Comparison Across Colleges/Library</b>	<b>Total</b>	<b>A&amp;S</b>	<b>COBA</b>	<b>CJ</b>	<b>ED</b>	<b>H&amp;SS</b>	<b>Library</b>
<b>#</b>	<b>Question</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>
56	Faculty Research Fund <5000	<b>3.09</b>	3.27	3.12	3.55	3.25	2.57	3.67
55	Reassigned time	<b>3.07</b>	2.94	3.79	3.56	3.15	2.56	2.00
31	Recruiting Quality Students	<b>3.07</b>	2.88	2.91	3.23	3.69	2.89	2.67
57	Enhancement Grant for Research	<b>3.06</b>	3.14	3.13	3.55	3.24	2.59	3.67
9	Assoc. VPR&SP Ward	<b>3.06</b>	2.66	3.29	3.10	3.54	3.03	2.75
44	Travel Allocation	<b>3.05</b>	2.61	4.03	3.50	3.29	2.08	4.22
35	Recognition for service	<b>3.03</b>	2.83	3.24	3.46	2.90	2.97	3.78
14	Budget Decision Participation in Dept.	<b>2.98</b>	3.20	2.75	3.31	2.87	2.59	3.56
4	VPFO Parker	<b>2.97</b>	2.72	3.10	3.67	3.57	2.43	3.00
48	FES Instrument is adequate	<b>2.93</b>	2.88	2.94	2.62	3.10	2.79	3.44
49	Merit System is applied fairly	<b>2.91</b>	2.86	3.00	3.08	2.48	2.95	4.17
26	Support from Contracts and Grants	<b>2.89</b>	2.78	3.14	3.50	2.90	2.79	2.67
45	IDEA Administered	<b>2.82</b>	2.70	2.85	3.23	2.74	2.74	0.00
61	Communication with Admin.	<b>2.82</b>	2.60	2.85	3.58	3.06	2.42	3.33
58	Adequate support for online courses	<b>2.75</b>	2.81	2.29	2.83	2.81	2.91	1.00
43	Graduate Program Resources	<b>2.72</b>	2.10	3.06	3.50	3.13	2.33	4.25
53	Salary at SHSU	<b>2.64</b>	2.75	2.62	3.08	2.23	2.57	3.44
27	Computer Services	<b>2.63</b>	2.34	2.77	2.67	2.69	2.69	2.56
46	IDEA Accuracy	<b>2.56</b>	2.65	2.37	2.85	2.61	2.41	0.00
15	Selection of Admins.	<b>2.52</b>	2.26	2.83	2.67	2.67	2.35	2.40
54	Salary other Universities	<b>2.46</b>	2.31	2.26	3.25	2.43	2.38	3.50

## Faculty Senate Survey Results - University Previous Comparison

Evaluate the Following:

		07-08	06-07	06-07	05-06	04-05	03-04	02-03	01-02	00-01	99-00	98-99
1	President	3.74	3.91	3.91	3.89	3.45	3.31	3.48	3.62	3.00	3.18	3.28
2	VPAA	3.31	3.34	3.34	3.16	2.59	2.50	2.77	2.96	2.44	2.58	2.40
3	VPEM	3.55	3.35	3.35	3.34	3.02						
4	VPFO	2.97	3.04	3.04	3.09	3.20	2.89	2.62	2.38	2.42	2.64	2.56
5	VPSS	3.84	3.80	3.80	3.87	2.34	1.99	2.08	1.92	2.16	2.55	2.60
6	VP Advancement	3.26	3.24	3.24	3.19	2.76	2.57	2.78	2.66			
7	Assoc. VPAA	3.68	3.68	3.68	3.69	3.55	3.54	3.73	3.78	3.43	3.46	n/a
8	Assoc. VPAA & Dean Grad.	3.70	3.58	3.58	3.67	3.60	3.39					
9	Assoc. VPR&SP	3.06	3.16	3.16	2.50	2.53	2.20	2.41	2.71	3.04	3.16	n/a
10	Dean	3.89	4.21	4.21	4.07	3.62	3.43	3.26	3.17	3.43	3.71	3.50
14	Budget Decision Participation in Dept.	2.98	3.13	4.05	3.19	2.34	2.26	2.16	2.24	2.17	2.25	2.18
15	Selection of Admins.	2.52	2.64	3.58	2.55	2.11	1.98	2.07	2.27	2.22	2.36	2.33
16	Selection of Faculty	4.14	4.33	4.17	4.50	3.48	3.34	3.20	3.40	3.45	3.44	3.40
17	Strategic Planning in College	3.26	3.40	3.90	3.31	2.47	2.29	2.40	2.46	2.31	2.39	n/a
18	3/3 4/4 handled fairly	3.59	3.75	3.59	3.54	3.48	3.39	3.09	3.09	3.45	3.32	3.41
19	SAM Center Mentoring	3.64	3.82	3.60	3.97	3.87	4.03	3.89				
20	SAM Center Advising	3.44	3.64	3.65	3.92	3.81	4.02	3.95				
21	Physically Safe on Campus	4.23	4.37	4.37	4.53	3.61	3.66	3.60	3.21	3.32	3.49	3.43
22	LSC facilities adequate	3.61	3.65	3.82	3.66	3.58	3.44	3.46	2.47	2.88	3.24	n/a
23	LSC Services adequate	3.49	3.60	3.64	3.63							
24	Human Resource Dept.	3.21	3.50	3.40	3.50	3.12	3.03	3.34	3.43	3.30	3.30	3.32
25	HKC	4.00	4.05	4.33	4.25	3.55	3.44	3.66	3.63	3.43	n/a	n/a
26	Support from Contracts and Grants	2.89	3.02	2.64	3.03	2.56	2.61	2.73	3.00	3.19	3.13	n/a
27	Computer Services	2.63	3.58	3.13	3.65	3.63	3.73	3.78	3.74	3.53	3.39	3.24
28	Library Services	4.12	4.17	3.75	4.32	4.05	3.98	3.93	3.74	3.65	3.77	3.57
29	Library good for Dept. Curriculum	3.95	3.90	3.08	4.06	3.93	3.88	3.80	3.73	3.50	3.66	3.41
30	SH Press	3.47	3.59	3.50	3.69	3.65	3.92	3.92	3.88	3.92	3.93	3.84
31	Recruiting Quality Students	3.07	3.08	3.71	3.46	3.17	3.09					
32	Teaching Load is fair	3.65	3.71	3.23	3.80	3.20	3.11					
33	Recognition for teaching	3.13	3.23	3.46	3.30	2.77	2.69					
34	Recognition for research	3.32	3.46	3.11	3.54	3.02	3.06					
35	Recognition for service	3.03	3.11	3.40	3.21	2.79	2.58					
36	Clerical Support	3.31	3.40	3.93	3.89	3.16	3.24					
37	Collegial Support in dept.	3.92	3.93	3.81	3.89	3.60	3.72					
38	Work environment	3.66	3.81	3.44	3.70	3.31	3.46					
39	Free from intimidation/discrimination	3.87	3.86	3.48	3.87	3.47	3.62					
40	Parking	3.11	3.44	3.25	3.27	2.78	2.72					
41	Faculty Senate	3.16	3.25	2.74	3.42	3.25	3.34	3.36	2.96	3.01	3.11	3.26
42	Research Resources	3.17	3.10	3.02	2.94	2.41	2.24	2.17	2.31	2.36	2.36	2.54
43	Graduate Program Resources	2.72	2.74	3.08	2.53	2.54	2.58	2.32	2.15	1.96	2.12	1.96
44	Travel Allocation	3.05	3.08	2.77	2.95	2.50	2.25	2.04	2.12	1.78	1.89	3.02
45	IDEA Administered fairly	2.82	2.77	2.47	2.90							
46	IDEA Accuracy	2.56	2.47	3.64	2.66	2.48	2.22	2.41	2.38	2.27	2.58	2.50
47	Chair evaluation of my teaching	3.60	3.64	3.12	3.78	3.49	3.67	3.62	3.34	3.62	3.40	3.20
48	FES Instrument is adequate	2.93	3.12	3.86	3.20	2.56	2.43					
49	Merit System is applied fairly	2.91	2.92	3.74	2.96	2.55	2.56	2.74	2.46	2.38	2.67	2.52
50	Promotion System is applied fairly	3.25	3.27	3.71	3.24	2.71	2.71	2.82	2.80	3.09	2.93	2.82
51	Tenure System is applied fairly	3.47	3.74	2.59	3.60	3.32	3.54	3.46	3.42	3.63	3.54	3.54
52	Post Tenure Review	3.67	3.71	2.32	3.68	3.30	3.51	3.63	3.29	3.57	3.45	n/a
53	Salary at SHSU	2.64	2.59	2.92	2.60	2.57	2.61	2.53	2.46	2.36	2.47	2.11
54	Salary other Universities	2.46	2.32	3.27	2.23	2.24	2.13	2.14	1.99	2.00	2.09	1.80
55	Reassigned time	3.07	3.15	3.15	3.16	2.94	3.03	2.82	2.76	2.98	3.00	2.78
56	Faculty Research Fund <5000	3.09	3.07	3.07	3.02	2.93	2.73					
57	Enhancement Grant for Research	3.06	3.03	3.03	3.03	2.82	2.57					
58	Adequate support for online courses	2.75	2.90	2.90	2.81							
59	University Center facilities	3.50	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
60	University Center staff	3.72	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
61	Communication with Admin.	2.82	2.96	2.96	2.94	2.35	2.25					
62	President values faculty	3.54	3.80	3.80	3.82	3.22	2.98					
63	Provost values faculty	3.30	3.39	3.39	3.40	2.58	2.52					
64	Dean values faculty	3.90	4.39	4.39	4.39	3.64	3.42					
65	Chair values faculty	3.96	4.22	4.22	4.19	3.78	4.07					
66	Satisfied at SHSU	3.71	4.07	4.07	4.02	3.53	3.57	3.66	3.71	3.72	3.50	3.90