

# Faculty Senate Survey Results for 2014-15

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# University Results 2014 - 2015

Total Number of Respondents 257  
 # Tenured/Tenure-Track Responding 169  
 Actual # Tenured/Tenure-Track 259  
 % Responding of Tenure/Tenure-Track 65.3%

% Respondents  
not answering.

		Number and % Responding 5, 4, 3, 2, 1														
				5		4		3		2		1		N/A		
	N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%	
1	President Hoyt	220	3.57	1.11	46	21%	80	36%	61	28%	19	9%	14	6%	37	14%
2	VPAA Hebert	209	4.01	0.94	78	37%	70	33%	49	23%	10	5%	2	1%	48	19%
3	VPEM Thielemann	125	3.34	1.07	20	16%	32	26%	50	40%	16	13%	7	6%	132	51%
4	VPFO	122	3.33	1.09	18	15%	36	30%	44	36%	16	13%	8	7%	135	53%
5	VPSS Parker	137	3.68	1.05	32	23%	51	37%	38	28%	10	7%	6	4%	120	47%
6	VP Advancement Holmes	121	3.42	1.04	21	17%	34	28%	45	37%	17	14%	4	3%	136	53%
7	VP for IT Adams	159	3.25	1.18	24	15%	47	30%	49	31%	23	14%	16	10%	98	38%
8	Assoc. VPAA Eglsaer	166	3.75	1.04	44	27%	58	35%	49	30%	8	5%	7	4%	91	35%
9	Assoc. VPAA Tayebi	167	3.51	1.18	36	22%	56	34%	47	28%	13	8%	15	9%	90	35%
10	Assoc. VPR&SP Cook	143	3.64	1.02	35	24%	41	29%	51	36%	13	9%	3	2%	114	44%
11	Assoc. VPResAdm Davis	94	3.41	1.01	15	16%	25	27%	43	46%	6	6%	5	5%	163	63%
12	Assoc. VP DL Angrove	153	3.58	1.06	33	22%	49	32%	53	35%	10	7%	8	5%	104	40%
13	Deans - See individual college results	241	3.83	1.30	103	43%	55	23%	43	18%	19	8%	21	9%	16	6%
14	Associate Deans - See individual coll.	224	3.85	1.17	85	38%	61	27%	48	21%	19	8%	11	5%	33	13%
17	Budget Decision Participation in Dept.	201	2.83	1.39	29	14%	42	21%	44	22%	37	18%	49	24%	56	22%
18	Selection of Admins.	199	2.50	1.39	22	11%	31	16%	40	20%	37	19%	69	35%	58	23%
19	Selection of Faculty	211	3.63	1.44	80	38%	52	25%	31	15%	16	8%	32	15%	46	18%
20	Strategic Planning in College	196	2.90	1.39	30	15%	44	22%	45	23%	31	16%	46	23%	61	24%
21	Communication with Admin.	236	3.10	1.37	44	19%	60	25%	49	21%	42	18%	41	17%	21	8%
22	Faculty Senate	196	3.48	1.05	31	16%	76	39%	54	28%	26	13%	9	5%	61	24%
23	Information Resources (UCS)	255	3.59	1.27	69	27%	90	35%	46	18%	23	9%	27	11%	2	1%
24	DELTA Services adequate	195	3.83	1.10	62	32%	69	35%	41	21%	14	7%	9	5%	62	24%
25	Adequate support for online courses	204	3.96	1.01	72	35%	74	36%	41	20%	12	6%	5	2%	53	21%
26	Library Services	231	4.17	0.91	99	43%	89	39%	31	13%	8	3%	4	2%	26	10%
27	Library good for Dept. Curriculum	223	4.14	0.86	86	39%	95	43%	33	15%	6	3%	3	1%	34	13%
28	Support from Contracts and Grants	159	3.55	1.18	42	26%	42	26%	47	30%	18	11%	10	6%	98	38%
29	Research Resources	198	3.48	1.12	42	21%	59	30%	59	30%	29	15%	9	5%	59	23%
30	Graduate Program Resources	181	3.09	1.27	24	13%	54	30%	46	25%	29	16%	28	15%	76	30%
31	Travel Allocation	215	3.45	1.23	51	24%	61	28%	55	26%	30	14%	18	8%	42	16%
32	Recruiting Quality Students	243	3.00	1.18	23	9%	67	28%	73	30%	48	20%	32	13%	14	5%
33	SAM Center Advising	196	3.46	1.12	37	19%	68	35%	51	26%	29	15%	11	6%	61	24%
34	SAM Center Mentoring	163	3.51	1.02	28	17%	57	35%	54	33%	18	11%	6	4%	94	37%
35	LSC facilities adequate	203	3.49	1.06	33	16%	76	37%	64	32%	17	8%	13	6%	54	21%
36	LSC Services adequate	188	3.59	0.94	29	15%	77	41%	63	34%	13	7%	6	3%	69	27%

<b>N</b>	<b>Mean</b>	<b>Std. Dev.</b>	n	5	%	n	4	%	n	3	%	n	2	%	n	1	%	n	N/A	%
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Total Number of Respondents 29  
# Tenured/Tenure-Track Responding 22  
Actual # Tenured/Tenure-Track 73  
% Responding of Tenure/Tenure-Track 30.1%

**N Mean Std. Dev. n % n % n % n % n % n %**

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
36	LSC Services adequate	25	3.52	0.92	3	12%	10	40%	10	40%	1	4%	1	4%	4	14%
37	Aramark Services adequate	26	3.46	0.95	4	15%	8	31%	10	38%	4	15%	0	0%	3	10%
38	Human Resource Dept.	27	3.44	1.05	5	19%	7	26%	11	41%	3	11%	1	4%	2	7%
39	The Woodlands Center facilities	25	4.00	1.22	11	44%	8	32%	3	12%	1	4%	2	8%	4	14%
40	The Woodlands Center staff	24	3.67	1.09	6	25%	8	33%	7	29%	2	8%	1	4%	5	17%
41	Parking	28	2.82	1.47	5	18%	4	14%	8	29%	3	11%	8	29%	1	3%
42	Work environment	28	3.68	1.19	10	36%	4	14%	10	36%	3	11%	1	4%	1	3%
43	Free from intimidation/discrimination	27	4.07	1.21	15	56%	3	11%	6	22%	2	7%	1	4%	2	7%
44	Physically Safe on Campus	28	4.25	1.04	16	57%	5	18%	6	21%	0	0%	1	4%	1	3%
45	3/3 4/4 handled fairly	27	3.93	1.14	10	37%	9	33%	6	22%	0	0%	2	7%	2	7%
46	Teaching Load is fair	28	3.89	1.31	13	46%	6	21%	4	14%	3	11%	2	7%	1	3%
47	Recognition for teaching	27	3.19	1.00	2	7%	9	33%	9	33%	6	22%	1	4%	2	7%
48	Recognition for research	27	3.26	1.06	2	7%	11	41%	8	30%	4	15%	2	7%	2	7%
49	Recognition for service	28	3.00	1.28	4	14%	7	25%	5	18%	9	32%	3	11%	1	3%
50	Clerical Support	28	3.71	1.15	8	29%	10	36%	5	18%	4	14%	1	4%	1	3%
51	Collegial Support in dept.	28	3.86	1.11	10	36%	8	29%	7	25%	2	7%	1	4%	1	3%
52	Reassigned time	13	3.23	1.36	3	23%	2	15%	5	38%	1	8%	2	15%	16	55%
53	Faculty Research Fund <5000	18	3.11	1.37	3	17%	5	28%	4	22%	3	17%	3	17%	11	38%
54	Enhancement Grant for Research	15	3.33	1.35	3	20%	5	33%	3	20%	2	13%	2	13%	14	48%
55	IDEA Administered	29	2.86	1.36	2	7%	10	34%	7	24%	2	7%	8	28%	0	0%
56	IDEA Accuracy	29	2.00	1.22	0	0%	6	21%	3	10%	5	17%	15	52%	0	0%
57	IDEA On-Line Administered	19	2.42	1.35	0	0%	7	37%	1	5%	4	21%	7	37%	10	34%
58	IDEA On-Line Accuracy	19	2.00	1.20	0	0%	4	21%	1	5%	5	26%	9	47%	10	34%
59	Chair evaluation of my teaching	26	3.46	0.95	3	12%	11	42%	7	27%	5	19%	0	0%	3	10%
60	FES Instrument is adequate	28	2.86	1.04	2	7%	5	18%	10	36%	9	32%	2	7%	1	3%
61	Merit System is applied fairly	27	3.00	1.27	4	15%	6	22%	6	22%	8	30%	3	11%	2	7%
62	Market Adjustments applied fairly	20	1.95	1.15	0	0%	3	15%	3	15%	4	20%	10	50%	9	31%
63	Promotion System is applied fairly	24	3.13	1.19	4	17%	4	17%	9	38%	5	21%	2	8%	5	17%
64	Tenure System is applied fairly	24	3.21	1.38	6	25%	4	17%	6	25%	5	21%	3	13%	5	17%
65	Tenure Process clear at univ. level	24	2.79	1.32	3	13%	4	17%	7	29%	5	21%	5	21%	5	17%
66	Post Tenure Review	18	3.50	1.04	4	22%	3	17%	10	56%	0	0%	1	6%	11	38%
67	Collegiality for tenure & promotion	26	3.92	1.26	12	46%	6	23%	3	12%	4	15%	1	4%	3	10%
68	Collegiality for post-tenure & promotion	26	3.81	1.27	11	42%	5	19%	5	19%	4	15%	1	4%	3	10%
69	Salary at SHSU	28	2.57	1.03	0	0%	7	25%	6	21%	11	39%	4	14%	1	3%
70	Salary other Universities	28	2.25	1.11	0	0%	5	18%	6	21%	8	29%	9	32%	1	3%
71	Satisfied at SHSU	28	3.64	1.03	5	18%	13	46%	6	21%	3	11%	1	4%	1	3%

Total Number of Respondents 50  
 # Tenured/Tenure-Track Responding 38  
 Actual # Tenured/Tenure-Track 110  
 % Responding of Tenure/Tenure-Track 34.5%

	<b>N</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>
1 President Hoyt	43	3.02	1.37	7	16%	10	23%	12	28%	5	12%	9	21%	7	14%
2 VPAA Hebert	43	3.72	1.03	12	28%	12	28%	15	35%	3	7%	1	2%	7	14%
3 VPEM Thielemann	17	3.47	1.23	5	29%	2	12%	7	41%	2	12%	1	6%	33	66%
4 VPFO	17	2.94	1.60	4	24%	3	18%	3	18%	2	12%	5	29%	33	66%
5 VPSS Parker	23	3.74	1.25	8	35%	6	26%	6	26%	1	4%	2	9%	27	54%
6 VP Advancement Holmes	20	3.45	1.23	5	25%	4	20%	8	40%	1	5%	2	10%	30	60%
7 VP for IT Adams	32	2.84	1.37	5	16%	5	16%	9	28%	6	19%	7	22%	18	36%
8 Assoc. VPAA Eglsaer	28	3.54	1.23	7	25%	8	29%	9	32%	1	4%	3	11%	22	44%
9 Assoc. VPAA Tayebi	32	3.47	1.19	7	22%	9	28%	11	34%	2	6%	3	9%	18	36%
10 Assoc. VPR&SP Cook	36	3.81	1.19	14	39%	8	22%	8	22%	5	14%	1	3%	14	28%
11 Assoc. VPResAdm Davis	16	3.44	1.31	4	25%	4	25%	5	31%	1	6%	2	13%	34	68%
12 Assoc. VP DL Angrove	24	3.46	1.32	7	29%	4	17%	9	38%	1	4%	3	13%	26	52%
13 Dean Pascarella	46	4.17	1.00	22	48%	14	30%	7	15%	2	4%	1	2%	4	8%
14 Associate Dean Gaillard	39	4.00	1.00	14	36%	15	38%	7	18%	2	5%	1	3%	11	22%
15 Associate Dean Gillespie	40	3.83	1.20	14	35%	13	33%	8	20%	2	5%	3	8%	10	20%
17 Budget Decision Participation in Dept.	43	3.16	1.38	8	19%	12	28%	10	23%	5	12%	8	19%	7	14%
18 Selection of Admins.	42	2.00	1.27	2	5%	5	12%	6	14%	7	17%	22	52%	8	16%
19 Selection of Faculty	44	3.89	1.40	20	45%	13	30%	3	7%	2	5%	6	14%	6	12%
20 Strategic Planning in College	43	2.77	1.31	4	9%	9	21%	14	33%	5	12%	11	26%	7	14%
21 Communication with Admin.	46	2.67	1.23	4	9%	8	17%	12	26%	13	28%	9	20%	4	8%
22 Faculty Senate	44	3.32	1.12	7	16%	13	30%	13	30%	9	20%	2	5%	6	12%
23 Information Resources (UCS)	49	2.90	1.28	6	12%	10	20%	15	31%	9	18%	9	18%	1	2%
24 DELTA Services adequate	37	3.51	1.15	9	24%	10	27%	10	27%	7	19%	1	3%	13	26%
25 Adequate support for online courses	36	3.78	0.99	10	28%	12	33%	10	28%	4	11%	0	0%	14	28%
26 Library Services	47	3.91	1.06	15	32%	20	43%	7	15%	3	6%	2	4%	3	6%
27 Library good for Dept. Curriculum	45	3.93	0.96	13	29%	21	47%	7	16%	3	7%	1	2%	5	10%

	N	Mean	Std. Dev.	5		4		3		2		1		N/A	
				n	%	n	%	n	%	n	%	n	%	n	%
36 LSC Services adequate	35	3.60	0.88	4	11%	17	49%	11	31%	2	6%	1	3%	15	30%
37 Aramark Services adequate	42	2.64	1.23	2	5%	10	24%	11	26%	9	21%	10	24%	8	16%
38 Human Resource Dept.	43	2.91	1.17	4	9%	8	19%	18	42%	6	14%	7	16%	7	14%
39 The Woodlands Center facilities	17	4.12	0.93	8	47%	3	18%	6	35%	0	0%	0	0%	33	66%
40 The Woodlands Center staff	16	4.06	0.77	5	31%	7	44%	4	25%	0	0%	0	0%	34	68%
41 Parking	47	2.06	1.09	2	4%	3	6%	8	17%	17	36%	17	36%	3	6%
42 Work environment	46	3.52	1.07	9	20%	16	35%	12	26%	8	17%	1	2%	4	8%
43 Free from intimidation/discrimination	46	3.70	1.43	20	43%	8	17%	7	15%	6	13%	5	11%	4	8%
44 Physically Safe on Campus	48	4.19	1.00	24	50%	13	27%	8	17%	2	4%	1	2%	2	4%
45 3/3 4/4 handled fairly	41	3.32	1.39	11	27%	9	22%	8	20%	8	20%	5	12%	9	18%
46 Teaching Load is fair	49	3.57	1.17	12	24%	16	33%	12	24%	6	12%	3	6%	1	2%
47 Recognition for teaching	50	3.26	1.29	9	18%	15	30%	13	26%	6	12%	7	14%	0	0%
48 Recognition for research	41	3.46	1.21	9	22%	13	32%	10	24%	6	15%	3	7%	9	18%
49 Recognition for service	44	2.98	1.19	5	11%	11	25%	10	23%	14	32%	4	9%	6	12%
50 Clerical Support	47	3.49	1.20	11	23%	14	30%	12	26%	7	15%	3	6%	3	6%
51 Collegial Support in dept.	48	3.81	1.16	18	38%	12	25%	10	21%	7	15%	1	2%	2	4%

Total Number of Respondents 23  
# Tenured/Tenure-Track Responding 12  
Actual # Tenured/Tenure-Track 41  
% Responding of Tenure/Tenure-Track 29.3%

**N Mean Std. Dev. n % n % n % n % n % n %**

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
36	LSC Services adequate	14	3.79	0.70	2	14%	7	50%	5	36%	0	0%	0	0%	9	39%
37	Aramark Services adequate	18	2.83	1.04	0	0%	5	28%	8	44%	2	11%	3	17%	5	22%
38	Human Resource Dept.	18	3.56	0.92	2	11%	9	50%	4	22%	3	17%	0	0%	5	22%
39	The Woodlands Center facilities	15	4.20	0.86	6	40%	7	47%	1	7%	1	7%	0	0%	8	35%
40	The Woodlands Center staff	14	4.07	0.92	5	36%	6	43%	2	14%	1	7%	0	0%	9	39%
41	Parking	20	2.70	1.34	1	5%	6	30%	5	25%	2	10%	6	30%	3	13%
42	Work environment	20	3.50	1.28	5	25%	7	35%	2	10%	5	25%	1	5%	3	13%
43	Free from intimidation/discrimination	21	4.43	1.08	14	67%	5	24%	0	0%	1	5%	1	5%	2	9%
44	Physically Safe on Campus	21	4.57	0.68	14	67%	5	24%	2	10%	0	0%	0	0%	2	9%
45	3/3 4/4 handled fairly	17	3.71	0.92	3	18%	8	47%	4	24%	2	12%	0	0%	6	26%
46	Teaching Load is fair	22	4.27	0.83	10	45%	9	41%	2	9%	1	5%	0	0%	1	4%
47	Recognition for teaching	22	3.50	1.41	7	32%	5	23%	5	23%	2	9%	3	14%	1	4%
48	Recognition for research	14	3.21	1.25	2	14%	4	29%	5	36%	1	7%	2	14%	9	39%
49	Recognition for service	21	3.43	1.47	6	29%	6	29%	4	19%	1	5%	4	19%	2	9%
50	Clerical Support	17	3.71	0.99	3	18%	9	53%	2	12%	3	18%	0	0%	6	26%
51	Collegial Support in dept.	20	3.75	1.12	6	30%	6	30%	6	30%	1	5%	1	5%	3	13%
52	Reassigned time	8	3.38	0.74	0	0%	4	50%	3	38%	1	13%	0	0%	15	65%
53	Faculty Research Fund <5000	9	3.33	1.12	1	11%	3	33%	4	44%	0	0%	1	11%	14	61%
54	Enhancement Grant for Research	9	3.67	0.71	1	11%	4	44%	4	44%	0	0%	0	0%	14	61%
55	IDEA Administered	20	3.40	1.14	3	15%	7	35%	7	35%	1	5%	2	10%	3	13%
56	IDEA Accuracy	21	3.00	1.22	1	5%	8	38%	6	29%	2	10%	4	19%	2	9%
57	IDEA On-Line Administered	13	3.00	1.29	2	15%	2	15%	5	38%	2	15%	2	15%	10	43%
58	IDEA On-Line Accuracy	13	2.62	1.26	1	8%	2	15%	4	31%	3	23%	3	23%	10	43%
59	Chair evaluation of my teaching	16	3.63	1.36	5	31%	5	31%	3	19%	1	6%	2	13%	7	30%
60	FES Instrument is adequate	14	3.00	1.52	3	21%	2	14%	5	36%	0	0%	4	29%	9	39%
61	Merit System is applied fairly	13	3.08	1.44	3	23%	2	15%	3	23%	3	23%	2	15%	10	43%
62	Market Adjustments applied fairly	12	2.67	1.23	1	8%	2	17%	3	25%	4	33%	2	17%	11	48%
63	Promotion System is applied fairly	13	3.46	1.05	2	15%	5	38%	3	23%	3	23%	0	0%	10	43%
64	Tenure System is applied fairly	12	3.58	0.90	2	17%	4	33%	5	42%	1	8%	0	0%	11	48%
65	Tenure Process clear at univ. level	13	3.54	0.78	1	8%	6	46%	5	38%	1	8%	0	0%	10	43%
66	Post Tenure Review	9	4.00	0.50	1	11%	7	78%	1	11%	0	0%	0	0%	14	61%
67	Collegiality for tenure & promotion	14	3.79	1.48	7	50%	2	14%	1	7%	3	21%	1	7%	9	39%
68	Collegiality for post-tenure & promotion	14	3.86	1.51	8	57%	1	7%	1	7%	3	21%	1	7%	9	39%
69	Salary at SHSU	21	3.29	1.49	5	24%	7	33%	2	10%	3	14%	4	19%	2	9%
70	Salary other Universities	20	3.15	1.42	4	20%	5	25%	5	25%	2	10%	4	20%	3	13%
71	Satisfied at SHSU	22	4.00	1.02	8	36%	9	41%	2	9%	3	14%	0	0%	1	4%

Total Number of Respondents

49

<b>N</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>	<b>n</b>	<b>1</b> <b>%</b>	<b>n</b>	<b>N/A</b> <b>%</b>
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	N	Mean	Std. Dev.	5		4		3		2		1		N/A	
				n	%	n	%	n	%	n	%	n	%	n	%
36 LSC Services adequate	20	3.45	1.00	3	15%	6	30%	9	45%	1	5%	1	5%	9	31%
37 Aramark Services adequate	23	2.91	1.35	3	13%	5	22%	7	30%	3	13%	5	22%	6	21%
38 Human Resource Dept.	27	3.52	1.16	5	19%	10	37%	9	33%	0	0%	3	11%	2	7%
39 The Woodlands Center facilities	13	4.23	0.83	6	46%	4	31%	3	23%	0	0%	0	0%	16	55%
40 The Woodlands Center staff	11	4.00	0.89	4	36%	3	27%	4	36%	0	0%	0	0%	18	62%
41 Parking	29	2.28	1.31	3	10%	2	7%	5	17%	9	31%	10	34%	0	0%
42 Work environment	28	3.32	1.31	7	25%	6	21%	6	21%	7	25%	2	7%	1	3%
43 Free from intimidation/discrimination	28	3.89	1.29	13	46%	5	18%	6	21%	2	7%	2	7%	1	3%
44 Physically Safe on Campus	29	4.31	0.71	13	45%	12	41%	4	14%	0	0%	0	0%	0	0%
45 3/3 4/4 handled fairly	25	3.72	1.24	9	36%	6	24%	5	20%	4	16%	1	4%	4	14%
46 Teaching Load is fair	29	4.10	1.11	14	48%	8	28%	4	14%	2	7%	1	3%	0	0%
47 Recognition for teaching	26	3.50	1.27	7	27%	7	27%	6	23%	4	15%	2	8%	3	10%
48 Recognition for research	20	3.65	1.23	6	30%	6	30%	4	20%	3	15%	1	5%	9	31%
49 Recognition for service	22	3.41	1.26	5	23%	6	27%	6	27%	3	14%	2	9%	7	24%
50 Clerical Support	23	3.13	1.55	6	26%	4	17%	6	26%	1	4%	6	26%	6	21%
51 Collegial Support in dept.	26	3.62	1.33	8	31%	9	35%	2	8%	5	19%	2	8%	3	10%
52 Reassigned time	15	3.53	1.19	3	20%	6	40%	3	20%	2	13%	1	7%	14	48%
53 Faculty Research Fund <5000	13	3.85	1.14	6	46%	0	0%	6	46%	1	8%	0	0%	16	55%
54 Enhancement Grant for Research	12	3.75	1.14	5	42%	0	0%	6	50%	1	8%	0	0%	17	59%
55 IDEA Administered	28	3.18	1.49	6	21%	8	29%	6	21%	1	4%	7	25%	1	3%
56 IDEA Accuracy	28	3.00	1.39	4	14%	8	29%	6	21%	4	14%	6	21%	1	3%
57 IDEA On-Line Administered	14	3.29	1.44	3	21%	4	29%	4	29%	0	0%	3	21%	15	52%
58 IDEA On-Line Accuracy	15	2.80	1.42	2	13%	3	20%	4	27%	2	13%	4	27%	14	48%
59 Chair evaluation of my teaching	23	3.83	1.30	9	39%	7	30%	3	13%	2	9%	2	9%	6	21%

51532.1(RenureC& promo2.1(4 428435.7search)-4395.7(28)-2762.7(3.32)-353988(1.24)-3664.8(9)-2457.7(31%)-2426.9(6)-2457.7(27%)-2456.9(3)-2457.7(14%)-2456.9(2)-2735.5(9)0(%)-2735.2(2)

51532.1(post-RenureC& promo2.1(4 2061 Accsearch)-439568(28)-2762.7(3.00)-353988(1.24)-3664.8(9)-2457.7(36%)-245[54321]569.5(N)69167fs2n)-35397.7(45%)-2456.9(1)-2735.7.7(27%)-245

## COHS Results 2014 - 2015

Total Number of Respondents 18  
 # Tenured/Tenure-Track Responding 11  
 Actual # Tenured/Tenure-Track 25  
 % Responding of Tenure/Tenure-Track 44.0%

% Respondents  
not answering.

				Number and % Responding 5, 4, 3, 2, 1													
				5		4		3		2		1		N/A			
	N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%		
1	President Hoyt	15	4.07	0.70	4	27%	8	53%	3	20%	0	0%	0	0%	3	17%	
2	VPAA Hebert	15	4.27	0.70	6	40%	7	47%	2	13%	0	0%	0	0%	3	17%	
3	VPEM Thielemann	9	3.56	0.73	1	11%	3	33%	5	56%	0	0%	0	0%	9	50%	
4	VPFO	9	3.44	0.88	1	11%	3	33%	4	44%	1	11%	0	0%	9	50%	
5	VPSS Parker	10	3.40	1.07	1	10%	4	40%	4	40%	0	0%	1	10%	8	44%	
6	VP Advancement Holmes	10	3.50	0.97	2	20%	2	20%	5	50%	1	10%	0	0%	8	44%	
7	VP for IT Adams	11	3.55	1.13	2	18%	4	36%	4	36%	0	0%	1	9%	7	39%	
8	Assoc. VPAA Eglsaer	14	3.93	0.73	3	21%	7	50%	4	29%	0	0%	0	0%	4	22%	
9	Assoc. VPAA Tayebi	14	3.79	0.80	2	14%	8	57%	3	21%	1	7%	0	0%	4	22%	
10	Assoc. VPR&SP Cook	10	3.60	0.70	1	10%	4	40%	5	50%	0	0%	0	0%	8	44%	
11	Assoc. VPresAdm Davis	9	3.33	0.71	1	11%	1	11%	7	78%	0	0%	0	0%	9	50%	
12	Assoc. VP DL Angrove	13	3.92	0.76	3	23%	6	46%	4	31%	0	0%	0	0%	5	28%	
13	Dean Lacourse	16	3.38	1.20	2	13%	7	44%	4	25%	1	6%	2	13%	2	11%	
14	Associate Dean Keathley	15	3.33	1.23	2	13%	6	40%	4	27%	1	7%	2	13%	3	17%	
17	Budget Decision Participation in Dept.	16	2.50	1.46	2	13%	3	19%	1	6%	5	31%	5	31%	2	11%	
18	Selection of Admins.	15	2.13	1.36	1	7%	2	13%	2	13%	3	20%	7	47%	3	17%	
19	Selection of Faculty	17	3.47	1.74	8	47%	2	12%	1	6%	2	12%	4	24%	1	6%	
20	Strategic Planning in College	16	3.19	1.60	4	25%	5	31%	1	6%	2	13%	4	25%	2	11%	
21	Communication with Admin.	18	3.28	1.41	3	17%	8	44%	1	6%	3	17%	3	17%	0	0%	
22	Faculty Senate	15	3.60	0.74	1	7%	8	53%	5	33%	1	7%	0	0%	3	17%	
23	Information Resources (UCS)	18	3.83	1.42	8	44%	5	28%	1	6%	2	11%	2	11%	0	0%	
24	DELTA Services adequate	15	4.27	1.10	8	53%	5	33%	1	7%	0	0%	1	7%	3	17%	
25	Adequate support for online courses	15	4.27	0.96	8	53%	4	27%	2	13%	1	7%	0	0%	3	17%	
26	Library Services	15	4.07	0.88	5	33%	7	47%	2	13%	1	7%	0	0%	3	17%	
27	Library good for Dept. Curriculum	15	3.87	0.99	4	27%	7	47%	2	13%	2	13%	0	0%	3	17%	
28	Support from Contracts and Grants	12	3.50	1.17	2	17%	5	42%	3	25%	1	8%	1	8%	6	33%	
29	Research Resources	13	3.15	1.28	2	15%	4	31%	2	15%	4	31%	1	8%	5	28%	
30	Graduate Program Resources	11	3.00	1.10	0	0%	5	45%	2	18%	3	27%	1	9%	7	39%	
31	Travel Allocation	16	3.31	1.20	3	19%	4	25%	5	31%	3	19%	1	6%	2	11%	
32	Recruiting Quality Students	18	3.33	0.97	1	6%	8	44%	6	33%	2	11%	1	6%	0	0%	
33	SAM Center Advising	17	3.71	1.10	4	24%	7	41%	4	24%	1	6%	1	6%	1	6%	
34	SAM Center Mentoring	11	3.64	1.03	1	9%	7	64%	2	18%	0	0%	1	9%	7	39%	
35	LSC facilities adequate	16	3.81	0.98	4	25%	7	44%	3	19%	2	13%	0	0%	2	11%	

	<b>N</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>5</b>		<b>4</b>		<b>3</b>		<b>2</b>		<b>1</b>		<b>N/A</b>	
				<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>
36 LSC Services adequate	16	3.81	0.91	4	25%	6	38%	5	31%	1	6%	0	0%	2	11%
37 Aramark Services adequate	16	3.56	0.73	1	6%	8	50%	6	38%	1	6%	0	0%	2	11%
38 Human Resource Dept.	18	3.89	1.13	6	33%	7	39%	3	17%	1	6%	1	6%	0	0%
39 The Woodlands Center facilities	8	4.25	0.89	4	50%	2	25%	2	25%	0	0%	0	0%	10	56%
40 The Woodlands Center staff	7	4.00	1.00	3	43%	1	14%	3	43%	0	0%	0	0%	11	61%
41 Parking	17	2.18	1.38	1	6%	3	18%	2	12%	3	18%	8	47%	1	6%
42 Work environment	17	2.71	1.45	2	12%	4	24%	3	18%	3	18%	5	29%	1	6%
43 Free from intimidation/discrimination	18	3.72	1.41	7	39%	5	28%	2	11%	2	11%	2	11%	0	0%
44 Physically Safe on Campus	17	4.06	1.09	7	41%	6	35%	3	18%	0	0%	1	6%	1	6%
45 3/3 4/4 handled fairly	15	3.20	1.47	3	20%	5	33%	2	13%	2	13%	3	20%	3	17%
46 Teaching Load is fair	18	3.50	1.50	6	33%	5	28%	2	11%	2	11%	3	17%	0	0%
47 Recognition for teaching	18	3.17	1.38	4	22%	4	22%	3	17%	5	28%	2	11%	0	0%
48 Recognition for research	13	3.31	1.44	3	23%	4	31%	2	15%	2	15%	2	15%	5	28%

## CHSS Results 2014 - 2015

Total Number of Respondents 54  
 # Tenured/Tenure-Track Responding 31  
 Actual # Tenured/Tenure-Track 116  
 % Responding of Tenure/Tenure-Track 26.7%

% Respondents  
not answering.

		Number and % Responding 5, 4, 3, 2, 1														
				5		4		3		2		1		N/A		
	N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%	
1	President Hoyt	46	3.39	1.02	7	15%	14	30%	16	35%	8	17%	1	2%	8	15%
2	VPAA Hebert	41	3.90	0.92	12	29%	16	39%	10	24%	3	7%	0	0%	13	24%
3	VPEM Thielemann	24	2.88	0.95	0	0%	7	29%	9	38%	6	25%	2	8%	30	56%
4	VPFO	23	2.87	0.76	0	0%	4	17%	13	57%	5	22%	1	4%	31	57%
5	VPSS Parker	28	3.50	1.00	5	18%	8	29%	12	43%	2	7%	1	4%	26	48%
6	VP Advancement Holmes	24	3.08	0.88	2	8%	4	17%	12	50%	6	25%	0	0%	30	56%
7	VP for IT Adams	34	3.21	1.20	4	12%	12	35%	9	26%	5	15%	4	12%	20	37%
8	Assoc. VPAA Eglsaer	36	3.47	1.00	5	14%	13	36%	14	39%	2	6%	2	6%	18	33%
9	Assoc. VPAA Tayebi	39	3.36	1.25	8	21%	11	28%	11	28%	5	13%	4	10%	15	28%
10	Assoc. VPR&SP Cook	27	3.37	0.93	4	15%	6	22%	13	48%	4	15%	0	0%	27	50%
11	Assoc. VPResAdm Davis	17	2.82	0.88	0	0%	3	18%	10	59%	2	12%	2	12%	37	69%
12	Assoc. VP DL Angrove	34	3.26	1.08	4	12%	10	29%	14	41%	3	9%	3	9%	20	37%
13	Dean Zink	48	3.35	1.41	13	27%	11	23%	12	25%	4	8%	8	17%	6	11%
14	Associate Dean Hendrickson	45	3.62	1.23	14	31%	11	24%	12	27%	5	11%	3	7%	9	17%
15	Associate Dean Bruce	42	3.90	0.98	14	33%	13	31%	13	31%	1	2%	1	2%	12	22%
16	Associate Dean Callaway	45	3.73	1.19	15	33%	12	27%	12	27%	3	7%	3	7%	9	17%
17	Budget Decision Participation in Dept.	43	2.86	1.51	8	19%	9	21%	7	16%	7	16%	12	28%	11	20%
18	Selection of Admins.	43	2.58	1.43	6	14%	6	14%	9	21%	8	19%	14	33%	11	20%
19	Selection of Faculty	44	3.25	1.56	13	30%	10	23%	6	14%	5	11%	10	23%	10	19%
20	Strategic Planning in College	39	2.54	1.29	3	8%	6	15%	12	31%	6	15%	12	31%	15	28%
21	Communication with Admin.	50	2.68	1.38	6	12%	9	18%	12	24%	9	18%	14	28%	4	7%
22	Faculty Senate	41	3.37	1.16	5	12%	18	44%	9	22%	5	12%	4	10%	13	24%
23	Information Resources (UCS)	53	3.62	1.23	13	25%	21	40%	11	21%	2	4%	6	11%	1	2%
24	DELTA Services adequate	42	3.64	1.27	12	29%	15	36%	7	17%	4	10%	4	10%	12	22%
25	Adequate support for online courses	43	3.93	1.12	14	33%	20	47%	4	9%	2	5%	3	7%	11	20%
26	Library Services	50	4.28	0.76	22	44%	21	42%	6	12%	1	2%	0	0%	4	7%
27	Library good for Dept. Curriculum	48	4.25	0.73	20	42%	20	42%	8	17%	0	0%	0	0%	6	11%
28	Support from Contracts and Grants	29	3.24	1.38	7	24%	7	24%	4	14%	8	28%	3	10%	25	46%
29	Research Resources	41	3.54	1.25	10	24%	15	37%	6	15%	7	17%	3	7%	13	24%
30	Graduate Program Resources	37	3.35	1.16	5	14%	14	38%	11	30%	3	8%	4	11%	17	31%
31	Travel Allocation	45	3.47	1.36	14	31%	9	20%	11	24%	6	13%	5	11%	9	17%
32	Recruiting Quality Students	49	2.78	1.09	1	2%	13	27%	17	35%	10	20%	8	16%	5	9%
33	SAM Center Advising	43	3.56	1.12	11	26%	12	28%	10	23%	10	23%	0	0%	11	20%
34	SAM Center Mentoring	36	3.64	1.13	9	25%	13	36%	7	19%	6	17%	1	3%	18	33%



Total Number of Respondents 5  
 # Tenured/Tenure-Track Responding 4  
 Actual # Tenured/Tenure-Track 19  
 % Responding of Tenure/Tenure-Track 21.1%

	<b>N</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>	<b>n</b>	<b>%</b>
1 President Hoyt	4	3.75	0.50	0	0%	3	75%	1	25%	0	0%	0	0%	1	20%
2 VPAA Hebert	4	4.50	1.00	3	75%	0	0%	1	25%	0	0%	0	0%	1	20%
3 VPEM Thielemann	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	4	80%
4 VPFO	1	4.00		0	0%	1	100%	0	0%	0	0%	0	0%	4	80%
5 VPSS Parker	1	2.00		0	0%	0	0%	0	0%	1	100%	0	0%	4	80%
6 VP Advancement Holmes	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	4	80%
7 VP for IT Adams	1	2.00		0	0%	0	0%	0	0%	1	100%	0	0%	4	80%
8 Assoc. VPAA Eglsaer	3	4.00	1.00	1	33%	1	33%	1	33%	0	0%	0	0%	2	40%

	N	Mean	Std. Dev.	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
36	LSC Services adequate	5	3.40	1.34	1	20%	2	40%	0	0%	2	40%	0	0%	0	0%
37	Aramark Services adequate	5	2.20	1.30	0	0%	1	20%	1	20%	1	20%	2	40%	0	0%
38	Human Resource Dept.	5	3.60	0.89	1	20%	1	20%	3	60%	0	0%	0	0%	0	0%
39	The Woodlands Center facilities	3	4.33	0.58	1	33%	2	67%	0	0%	0	0%	0	0%	2	40%
40	The Woodlands Center staff	4	4.25	0.50	1	25%	3	75%	0	0%	0	0%	0	0%	1	20%
41	Parking	5	2.20	1.10	0	0%	0	0%	3	60%	0	0%	2	40%	0	0%
42	Work environment	5	3.80	1.64	2	40%	2	40%	0	0%	0	0%	1	20%	0	0%
43	Free from intimidation/discrimination	5	4.20	0.84	2	40%	2	40%	1	20%	0	0%	0	0%	0	0%
44	Physically Safe on Campus	5	4.40	0.89	3	60%	1	20%	1	20%	0	0%	0	0%	0	0%
45	3/3 4/4 handled fairly	0			0		0		0		0		0		5	100%
46	Teaching Load is fair	0			0		0		0		0		0		5	100%
47	Recognition for teaching	1	4.00		0	0%	1	100%	0	0%	0	0%	0	0%	4	80%
48	Recognition for research	4	3.50	0.58	0	0%	2	50%	2	50%	0	0%	0	0%	1	20%
49	Recognition for service	4	3.25	0.96	0	0%	2	50%	1	25%	1	25%	0	0%	1	20%
50	Clerical Support	5	3.60	0.55	0	0%	3	60%	2	40%	0	0%	0	0%	0	0%
51	Collegial Support in dept.	5	4.20	0.84	2	40%	2	40%	1	20%	0	0%	0	0%	0	0%
52	Reassigned time	2	4.50	0.71	1	50%	1	50%	0	0%	0	0%	0	0%	3	60%
53	Faculty Research Fund <5000	1	4.00		0	0%	1	100%	0	0%	0	0%	0	0%	4	80%
54	Enhancement Grant for Research	1	4.00		0	0%	1	100%	0	0%	0	0%	0	0%	4	80%
55	IDEA Administered	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	4	80%
56	IDEA Accuracy	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	4	80%
57	IDEA On-Line Administered	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	4	80%
58	IDEA On-Line Accuracy	1	3.00		0	0%	0	0%	1	100%	0	0%	0	0%	4	80%
59	Chair evaluation of my teaching	2	3.50	0.71	0	0%	1	50%	1	50%	0	0%	0	0%	3	60%
60	FES Instrument is adequate	4	3.75	1.26	1	25%	2	50%	0	0%	1	25%	0	0%	1	20%
61	Merit System is applied fairly	5	3.80	1.30	2	40%	1	20%	1	20%	1	20%	0	0%	0	0%
62	Market Adjustments applied fairly	4	3.00	1.83	1	25%	1	25%	0	0%	1	25%	1	25%	1	20%
63	Promotion System is applied fairly	4	3.75	1.26	1	25%	2	50%	0	0%	1	25%	0	0%	1	20%
64	Tenure System is applied fairly	4	4.50	1.00	3	75%	0	0%	1	25%	0	0%	0	0%	1	20%
65	Tenure Process clear at univ. level	5	3.40	1.14	1	20%	1	20%	2	40%	1	20%	0	0%	0	0%
66	Post Tenure Review	3	4.33	1.15	2	67%	0	0%	1	33%	0	0%	0	0%	2	40%
67	Collegiality for tenure & promotion	5	3.60	1.67	2	40%	1	20%	1	20%	0	0%	1	20%	0	0%
68	Collegiality for post-tenure & promotion	5	3.80	1.64	2	40%	2	40%	0	0%	0	0%	1	20%	0	0%
69	Salary at SHSU	5	3.60	1.14	1	20%	2	40%	1	20%	1	20%	0	0%	0	0%
70	Salary other Universities	5	3.20	1.30	0	0%	3	60%	1	20%	0	0%	1	20%	0	0%
71	Satisfied at SHSU	5	3.40	1.82	2	40%	1	20%	0	0%	1	20%	1	20%	0	0%

## Comparison Across Colleges/Library

		<b>Total</b>	<b>COS</b>	<b>COBA</b>	<b>CJ</b>	<b>COE</b>	<b>FAMC</b>	<b>COHS</b>	<b>CHSS</b>	<b>NGL</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>	<b>Mean</b>	<b>Mean</b>
44	Physically Safe on Campus	<b>4.38</b>	4.19	4.25	4.57	4.59	4.31	4.06	4.51	4.40
39	The Woodlands Center facilities	<b>4.26</b>	4.12	4.00	4.20	4.49	4.23	4.25	4.29	4.33
26	Library Services	<b>4.17</b>	3.91	4.12	4.20	4.20	4.38	4.07	4.28	4.60
27	Library good for Dept. Curriculum	<b>4.14</b>	3.93	4.16	4.16	4.13	4.39	3.87	4.25	4.40
40	The Woodlands Center staff	<b>4.04</b>	4.06	3.67	4.07	4.24	4.00	4.00	4.07	4.25
2	VPAA Hebert	<b>4.01</b>	3.72	4.22	3.88	4.30	3.86	4.27	3.90	4.50
25	Adequate support for online courses	<b>3.96</b>	3.78	3.64	4.32	4.07	4.06	4.27	3.93	3.50
46	Teaching Load is fair	<b>3.95</b>	3.57	3.89	4.27	4.25	4.10	3.50	4.02	
43	Free from intimidation/discrimination	<b>3.94</b>	3.70	4.07	4.43	4.15	3.89	3.72	3.76	4.20
13	Deans	<b>3.83</b>	4.17	3.24	3.91	4.46	3.78	3.38	3.35	4.00
24	DELTA Services adequate	<b>3.83</b>	3.51	3.67	4.06	4.03	4.13	4.27	3.64	3.75
71	Satisfied at SHSU	<b>3.80</b>	3.71	3.64	4.00	4.33	3.59	3.39	3.69	3.40
51	Collegial Support in dept.	<b>3.77</b>	3.81	3.86	3.75	4.09	3.62	3.61	3.50	4.20
8	Assoc. VPAA Eglsaer	<b>3.75</b>	3.54	3.52	3.69	4.31	3.76	3.93	3.47	4.00
45	3/3 4/4 handled fairly	<b>3.73</b>	3.32	3.93	3.71	4.10	3.72	3.20	3.84	
59	Chair evaluation of my teaching	<b>3.70</b>	3.54	3.46	3.63	4.29	3.83	3.13	3.68	3.50
5	VPSS Parker	<b>3.68</b>	3.74	3.82	3.71	3.79	3.78	3.40	3.50	2.00
10	Assoc. VPR&SP Cook	<b>3.64</b>	3.81	3.53	3.70	3.58	4.00	3.60	3.37	4.00
42	Work environment	<b>3.64</b>	3.52	3.68	3.50	3.82	3.32	2.71	4.08	3.80
50	Clerical Support	<b>3.63</b>	3.49	3.71	3.71	3.83	3.13	3.35	3.82	3.60
19	Selection of Faculty	<b>3.63</b>	3.89	3.96	3.53	3.66	3.45	3.47	3.25	4.20
68	Collegiality for post-tenure & promotion	<b>3.60</b>	3.42	3.81	3.86	3.91	3.68	3.25	3.38	3.80
23	Information Resources (UCS)	<b>3.59</b>	2.90	3.45	3.70	4.20	3.83	3.83	3.62	2.20
36	LSC Services adequate	<b>3.59</b>	3.60	3.52	3.79	3.74	3.45	3.81	3.37	3.40
12	Assoc. VP DL Angrove	<b>3.58</b>	3.46	3.52	3.33	3.70	4.07	3.92	3.26	4.33
67	Collegiality for tenure & promotion	<b>3.58</b>	3.44	3.92	3.79	3.97	3.77	3.00	3.21	3.60
1	President Hoyt	<b>3.57</b>	3.02	3.43	3.86	4.05	3.58	4.07	3.39	3.75
28	Support from Contracts and Grants	<b>3.55</b>	3.62	3.61	3.82	3.55	3.85	3.50	3.24	3.50
54	Enhancement Grant for Research	<b>3.54</b>	3.59	3.33	3.67	3.66	3.75	4.13	3.17	4.00
53	Faculty Research Fund <5000	<b>3.53</b>	3.62	3.11	3.33	3.69	3.85	3.78	3.34	4.00
34	SAM Center Mentoring	<b>3.51</b>	3.11	3.71	3.58	3.62	3.50	3.64	3.64	4.00
9	Assoc. VPAA Tayebi	<b>3.51</b>	3.47	3.00	3.92	3.49	4.07	3.79	3.36	3.50
48	Recognition for research	<b>3.51</b>	3.46	3.26	3.21	4.03	3.65	3.31	3.33	3.50
35	LSC facilities adequate	<b>3.49</b>	3.40	3.42	3.88	3.66	3.38	3.81	3.23	3.60

		<b>Total</b>	<b>COS</b>	<b>COBA</b>	<b>CJ</b>	<b>COE</b>	<b>FAMC</b>	<b>COHS</b>	<b>CHSS</b>	<b>NGL</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>	<b>Mean</b>	<b>Mean</b>
29	Research Resources	<b>3.48</b>	3.43	3.72	3.40	3.51	3.41	3.15	3.54	3.60
22	Faculty Senate	<b>3.48</b>	3.32	3.70	3.14	3.35	4.00	3.60	3.37	4.00
33	SAM Center Advising	<b>3.46</b>	2.83	3.58	3.69	3.71	3.50	3.71	3.56	4.33
47	Recognition for teaching	<b>3.46</b>	3.26	3.19	3.50	3.96	3.50	3.17	3.42	4.00
31	Travel Allocation	<b>3.45</b>	3.33	4.11	3.13	3.37	3.21	3.31	3.47	4.00
64	Tenure System is applied fairly	<b>3.44</b>	3.82	3.21	3.58	3.53	2.75	3.36	3.43	4.50
66	Post Tenure Review	<b>3.44</b>	3.43	3.50	4.00	3.04	3.63	3.40	3.38	4.33
6	VP Advancement Holmes	<b>3.42</b>	3.45	3.22	3.25	3.58	3.94	3.50	3.08	3.00
11	Assoc. VPResAdm Davis	<b>3.41</b>	3.44	3.27	3.29	3.64	4.18	3.33	2.82	3.00
38	Human Resource Dept.	<b>3.41</b>	2.91	3.44	3.56	3.45	3.52	3.89	3.48	3.60
3	VPEM Thielemann	<b>3.34</b>	3.47	2.90	3.29	3.80	3.47	3.56	2.88	3.00
4	VPFO	<b>3.33</b>	2.94	3.22	3.25	3.89	3.44	3.44	2.87	4.00
49	Recognition for service	<b>3.25</b>	2.98	3.00	3.43	3.58	3.41	3.06	3.32	3.25
7	VP for IT Adams	<b>3.25</b>	2.84	3.17	3.20	3.64	3.45	3.55	3.21	2.00
63	Promotion System is applied fairly	<b>3.25</b>	3.55	3.13	3.46	3.18	3.19	2.80	3.14	3.75
52	Reassigned time	<b>3.22</b>	3.09	3.23	3.38	3.25	3.53	2.69	3.29	4.50
60	FES Instrument is adequate	<b>3.20</b>	3.42	2.86	3.00	3.51	3.32	3.00	2.95	3.75
55	IDEA Administered	<b>3.12</b>	2.83	2.86	3.40	3.44	3.18	2.75	3.25	3.00
65	Tenure Process clear at univ. level	<b>3.11</b>	3.05	2.79	3.54	3.49	3.00	3.44	2.79	3.40
21	Communication with Admin.	<b>3.10</b>	2.67	2.93	3.41	3.86	3.32	3.28	2.68	2.80
30	Graduate Program Resources	<b>3.09</b>	2.80	3.14	3.40	3.25	2.68	3.00	3.35	3.00
37	Aramark Services adequate	<b>3.09</b>	2.64	3.46	2.83	3.55	2.91	3.56	2.98	2.20
32	Recruiting Quality Students	<b>3.00</b>	2.65	2.71	3.33	3.43	3.03	3.33	2.78	3.40
61	Merit System is applied fairly	<b>3.00</b>	3.25	3.00	3.08	3.11	3.00	2.42	2.67	3.80
20	Strategic Planning in College	<b>2.90</b>	2.77	2.68	2.87	3.55	2.85	3.19	2.54	3.20
56	IDEA Accuracy	<b>2.86</b>	2.78	2.00	3.00	3.10	3.00	2.75	3.11	3.00
57	IDEA On-Line Administered	<b>2.85</b>	2.38	2.42	3.00	3.00	3.29	2.45	3.03	3.00
17	Budget Decision Participation in Dept.	<b>2.83</b>	3.16	2.62	2.71	2.94	2.50	2.50	2.86	2.60
69	Salary at SHSU	<b>2.68</b>	2.66	2.57	3.29	2.78	2.50	2.50	2.51	3.60
58	IDEA On-Line Accuracy	<b>2.64</b>	2.24	2.00	2.62	2.91	2.80	2.45	2.94	3.00
70	Salary other Universities	<b>2.58</b>	2.52	2.25	3.15	2.56	2.88	1.94	2.67	3.20
18	Selection of Admins.	<b>2.50</b>	2.00	2.39	3.06	2.83	2.60	2.13	2.58	3.00
41	Parking	<b>2.32</b>	2.06	2.82	2.70	2.29	2.28	2.18	2.27	2.20
62	Market Adjustments applied fairly	<b>2.31</b>	1.97	1.95	2.67	2.53	2.80	2.33	2.18	3.00



		14-15	13-14	12-13	11-12	10-11	09-10	08-09	07-08	06-07	05-06	04-05	03-04
38	Human Resource Dept.	3.41	3.46	3.55	3.65	3.56	3.60	3.69	3.21	3.50	3.50	3.12	3.03
39	The Woodlands Center facilities	4.26	4.29	4.43	3.83	3.75	3.57	3.60	3.50				
40	The Woodlands Center staff	4.04	3.99	4.19	3.80	3.80	3.68	3.80	3.72				
41	Parking	2.32	2.35	2.93	2.87	2.91	2.40	2.52	3.11	3.44	3.27	2.78	2.72
42	Work environment	3.64	3.67	4.05	4.06	4.13	3.88	3.98	3.66	3.81	3.70	3.31	3.46
43	Free from intimidation/discrimination	3.94	3.88	4.21	3.96	4.01	4.06	3.99	3.87	3.86	3.87	3.47	3.62
44	Physically Safe on Campus	4.38	4.36	4.37	4.41	4.34	4.36	4.33	4.23	4.37	4.53	3.61	3.66
45	3/3 4/4 handled fairly	3.73	3.78	3.70	3.50	3.74	3.62	3.42	3.59	3.75	3.54	3.48	3.39
46	Teaching Load is fair	3.95	3.92	3.78	3.66	3.86	3.76	3.63	3.65	3.71	3.80	3.20	3.11
47	Recognition for teaching	3.46	3.52	3.52	3.29	3.30	3.45	3.27	3.13	3.23	3.30	2.77	2.69
48	Recognition for research	3.51	3.60	3.69	3.46	3.36	3.60	3.52	3.32	3.46	3.54	3.02	3.06
49	Recognition for service	3.25	3.27	3.25	3.02	3.08	3.24	3.03	3.03	3.11	3.21	2.79	2.58
50	Clerical Support	3.63	3.59	3.68	3.48	3.43	3.42	3.49	3.31	3.40	3.89	3.16	3.24
51	Collegial Support in dept.	3.77	3.88	4.03	3.98	3.95	3.99	3.95	3.92	3.93	3.89	3.60	3.72
52	Reassigned time	3.22	3.18	3.28	3.20	3.16	3.22	3.17	3.07	3.15	3.16	2.94	3.03
53	Faculty Research Fund <5000	3.53	3.36	3.48	3.48	3.60	3.38	3.39	3.09	3.07	3.02	2.93	2.73
54	Enhancement Grant for Research	3.54	3.44	3.54	3.63	3.57	3.44	3.34	3.06	3.03	3.03	2.82	2.57
55	IDEA Administered	3.12	3.02	2.85	2.93	2.76	2.92	2.81	2.82	2.77	2.90		
56	IDEA Accuracy	2.86	2.63	2.79	2.60	2.48	2.63	2.42	2.56	2.47	2.66	2.48	2.22
57	IDEA On-Line Administered	2.85	2.41	2.41	2.32								
58	IDEA On-Line Accuracy	2.64	2.17	2.31	2.03								
59	Chair evaluation of my teaching	3.70	3.65	3.82	3.76	3.74	3.68	3.81	3.60	3.64	3.78	3.49	3.67
60	FES Instrument is adequate	3.20	3.23	3.31	3.06	3.15	3.08		2.93	3.12	3.20	2.56	2.43
61	Merit System is applied fairly	3.00	2.99	3.18	2.82	3.01	2.98	3.08					
62	Market Adjustments applied fairly	2.31	2.22	2.56	2.45	2.62	2.78	3.01	2.91	2.92	2.96	2.55	2.56
63	Promotion System is applied fairly	3.25	3.40	3.59	3.47	3.21	3.28		3.25	3.27	3.24	2.71	2.71
64	Tenure System is applied fairly	3.44	3.76	3.92	3.84	3.76	3.72	3.29					
65	Tenure Process clear at univ. level	3.11	3.33	3.25	3.14	2.64	3.01	3.66	3.47	3.74	3.60	3.32	3.54
66	Post Tenure Review	3.44	3.47	3.81	3.73	3.75	3.82	3.91	3.67	3.71	3.68	3.30	3.51
67	Collegiality for tenure & promotion	3.58	3.72										
68	Collegiality for post-tenure & promotion	3.60	3.72										
69	Salary at SHSU	2.68	2.66	2.85	2.56	2.79	2.89	2.79	2.64	2.59	2.60	2.57	2.61
70	Salary other Universities	2.58	2.45	2.51	2.30	2.45	2.57	2.39	2.46	2.32	2.23	2.24	2.13
71	Satisfied at SHSU	3.80	3.89	4.11	3.85	3.87	3.92	4.01	3.71	4.07	4.02	3.53	3.57