



University Results/2005-2006

38 Work environment	186	3.70	1.40	69	37%	63	34%	6	3%	26	14%	22	12%	2	1%
39 Free from intimidation/discrimination	186	3.87	1.45	95	51%	39	21%	6	3%	24	13%	22	12%	2	1%
40 Parking	184	3.27	1.43	42	22%	64	34%	9	5%	40	21%	29	15%	4	2%
41 Course Fee is allocated effectively	144	3.78	1.12	38	20%	65	35%	23	12%	7	4%	11	6%	44	23%
42 Faculty Senate	157	3.42	1.19	28	15%	60	32%	32	17%	24	13%	13	7%	31	16%
43 Research Resources	181	2.94	1.35	23	12%	56	30%	24	13%	43	23%	35	19%	7	4%
44 Graduate Program Resources	161	2.53	1.34	11	6%	42	22%	17	9%	43	23%	48	26%	27	14%
45 Travel Allocation	185	2.95	1.57	41	22%	47	25%	11	6%	34	18%	52	28%	3	2%
46 IDEA Administered	178	2.90	1.28	14	7%	59	31%	37	20%	31	16%	37	20%	10	5%
47 IDEA Accuracy	175	2.66	1.27	13	7%	42	22%	31	16%	50	27%	39	21%	13	7%
48 Chair evaluation of my teaching	163	3.78	1.31	64	34%	43	23%	28	15%	12	6%	16	9%	25	13%
49 FES Instrument is adequate	180	3.20	1.27	24	13%	69	37%	30	16%	33	18%	24	13%	8	4%
50 Merit System is applied fairly	164	2.96	1.45	24	13%	55	29%	17	9%	27	14%	41	22%	24	13%
51 Promotion System is applied fairly	160	3.24	1.32	29	15%	52	28%	31	16%	24	13%	24	13%	28	15%
52 Tenure System is applied fairly	163	3.60	1.29	47	25%	55	29%	27	14%	17	9%	17	9%	25	13%
53 Post Tenure Review	121	3.68	1.37	44	23%	35	19%	16	9%	11	6%	15	8%	67	36%
54 Salary at SHSU	187	2.60	1.35	18	10%	43	23%	24	13%	51	27%	51	27%	1	1%
55 Salary other Universities	180	2.23	1.30	9	5%	36	19%	14	7%	50	27%	71	38%	8	4%
56 Reassigned time	138	3.16	1.32	21	11%	46	24%	28	15%	20	11%	23	12%	50	27%
57 Faculty Research Fund <5000	152	3.02	1.34	27	14%	28	15%	47	25%	21	11%	29	15%	36	19%
58 Enhancement Grant for Research	148	3.03	1.29	21	11%	35	19%	46	24%	19	10%	27	14%	40	21%
59 Adequate support for online courses	141	2.81	1.29	13	7%	37	20%	31	16%	30	16%	30	16%	47	25%
60 I support online courses.	185	3.10	1.39	32	17%	57	30%	28	15%	33	18%	35	19%	3	2%
61 I support online degrees.	183	2.17	1.38	15	8%	28	15%	19	10%	33	18%	88	47%	5	3%
62 Communication with Admin.	183	2.94	1.21	12	6%	66	35%	31	16%	47	25%	27	14%	5	3%
63 President values faculty	178	3.82	1.19	60	32%	67	36%	22	12%	17	9%	12	6%	10	5%
64 Provost values faculty	182	3.40	1.41	47	25%	59	31%	26	14%	20	11%	30	16%	6	3%
65 Dean values faculty	185	4.39	1.07	119	63%	44	23%	8	4%	3	2%	11	6%	3	2%
66 Chair values faculty	173	4.19	1.32	109	58%	31	16%	8	4%	7	4%	18	10%	15	8%
67 Satisfied at SHSU	186	4.02	1.58	158	85%	15	8%	13	7%	10	5%	10	5%	10	5%

**A&S Results/2005 - 2006**

A&S Results (57/127~45%)	N	Mean	Std Dev.	5		4		3		2		1		N/A	
				n	%	n	%	n	%	n	%	n	%	n	%
Rank	57	<b>1.88</b>	0.80												
1 President Gaertner	56	<b>2.69</b>	1.16	3	5%	8	14%	19	33%	9	16%	10	18%	8	14%
10 Dean Hebert	56	<b>4.50</b>	0.81	35	61%	17	30%	2	4%	1	2%	1	2%	1	2%
11 Assoc. Dean Nicolay	41	<b>3.78</b>	0.85	7	12%	21	37%	11	19%	1	2%	1	2%	16	28%
12 Assoc. Dean Plishker	41	<b>3.80</b>	0.84	8	14%	19	33%	13	23%	0	0%	1	2%	16	28%
13 Chair	50	<b>3.54</b>	1.43	17	30%	13	23%	7	12%	6	11%	7	12%	7	12%
14 Budget Decision Participation in Dept.	55	<b>3.56</b>	1.45	17	30%	20	35%	5	9%	3	5%	10	18%	2	4%
15 Selection of Admins.	54	<b>2.65</b>	1.46	8	14%	9	16%	10	18%	10	18%	17	30%	3	5%
16 Selection of Faculty	56	<b>4.54</b>	0.79	37	65%	15	26%	1	2%	3	5%	0	0%	1	2%
17 Strategic Planning in College	55	<b>3.25</b>	1.25	6	11%	25	44%	9	16%	7	12%	8	14%	2	4%
18 3/3 4/4 handled fairly	54	<b>3.20</b>	1.38	8	14%	22	39%	8	14%	5	9%	11	19%	3	5%
19 SAM Center Mentoring	42	<b>3.52</b>	1.21	10	18%	15	26%	6	11%	9	16%	2	4%	15	26%
20 SAM Center Advising	52	<b>3.42</b>	1.35	13	23%	18	32%	4	7%	12	21%	5	9%	5	9%
21 Physically Safe on Campus	56	<b>4.54</b>	0.71	34	60%	20	35%	1	2%	0	0%	1	2%	1	2%
22 LSC facilities adequate	52	<b>3.69</b>	1.16	14	25%	21	37%	6	11%	9	16%	2	4%	5	9%
23 LSC Services adequate	46	<b>3.54</b>	1.03	7	12%	21	37%	9	16%	8	14%	1	2%	11	19%
24 Human Resource Dept.	53	<b>3.55</b>	0.93	7	12%	23	40%	16	28%	6	11%	1	2%	4	7%
25 HKC	31	<b>4.19</b>	1.17	17	30%	8	14%	3	5%	1	2%	2	4%	26	46%
26 Support from Contracts and Grants	46	<b>3.09</b>	1.40	9	16%	11	19%	9	16%	9	16%	8	14%	11	19%
27 Computer Services	56	<b>3.20</b>	1.44	12	21%	18	32%	5	9%	11	19%	10	18%	1	2%
28 Library Services	54	<b>4.41</b>	0.79	28	49%	23	40%	1	2%	1	2%	1	2%	3	5%
29 Library good for Dept. Curriculum	52	<b>4.23</b>	0.76	19	33%	29	51%	1	2%	3	5%	0	0%	5	9%
30 SH Press	39	<b>3.79</b>	1.00	10	18%	16	28%	9	16%	3	5%	1	2%	18	32%
31 Recruiting Quality Students	54	<b>3.31</b>	1.10	4	7%	27	47%	9	16%	10	18%	4	7%	3	5%
32 Teaching Load is fair	56	<b>3.52</b>	1.31	15	26%	19	33%	7	12%	10	18%	5	9%	1	2%
33 Recognition for teaching	54														
		<b>2.87</b>	1.36	10	18%	8	14%	9	16%	19	33%	8	14%	3	5%
34 Recognition for research	49	<b>3.41</b>	1.31	12	21%	14	25%	10	18%	8	14%	5	9%	8	14%
35 Recognition for service	55	<b>3.11</b>	1.36	10	18%	14	25%	12	21%	10	18%	9	16%	2	4%
36 Clerical Support	55	<b>3.18</b>	1.58	15	26%	15	26%	3	5%	9	16%	13	23%	2	4%
37 Collegial Support in dept.	56	<b>3.93</b>	1.11	20	35%	22	39%	6	11%	6	11%	2	4%	1	2%

A&S Results/2005 - 2006

38	Work environment	56	<b>3.43</b>	1.44	16	28%	18	32%	4	7%	10	18%	8	14%	1	2%
39	Free from intimidation/discrimination	56	<b>3.89</b>	1.40	28	49%	13	23%	0	0%	11	19%	4	7%	1	2%
40	Parking	55	<b>3.15</b>	1.31	8	14%	21	37%	3	5%	17	30%	6	11%	2	4%
41	Course Fee is allocated effectively	54	<b>3.72</b>	1.20	15	26%	23	40%	6	11%	6	11%	4	7%	3	5%
42	Faculty Senate	51	<b>3.04</b>	1.17	3	5%	19	33%	13	23%	9	16%	7	12%	6	11%
43	Research Resources	54	<b>2.61</b>	1.43	5	9%	16	28%	3	5%	13	23%	17	30%	3	5%
44	Graduate Program Resources	46	<b>1.83</b>	1.04	0	0%	5	9%	6	11%	11	19%	24	42%	11	19%
45	Travel Allocation	55	<b>2.42</b>	1.40	4	7%	14	25%	3	5%	14	25%	20	35%	2	4%
46	IDEA Administered	55	<b>2.47</b>	1.40	5	9%	12	21%	6	11%	13	23%	19	33%	2	4%
47	IDEA Accuracy	54	<b>2.37</b>	1.23	3	5%	10	18%	6	11%	20	35%	15	26%	3	5%
48	Chair evaluation of my teaching	46	<b>3.50</b>	1.30	13	23%	11	19%	13	23%	4	7%	5	9%	11	19%
49	FES Instrument is adequate	54	<b>2.89</b>	1.33	6	11%	15	26%	11	19%	11	19%	11	19%	3	5%
50	Merit System is applied fairly	51	<b>2.84</b>	1.42	6	11%	16	28%	6	11%	10	18%	13	23%	6	11%
51	Promotion System is applied fairly	47	<b>3.13</b>	1.42	9	16%	14	25%	7	12%	8	14%	9	16%	10	18%
52	Tenure System is applied fairly	48	<b>3.71</b>	1.27	15	26%	17	30%	8	14%	3	5%	5	9%	9	16%
53	Post Tenure Review	37	<b>3.38</b>	1.42	11	19%	8	14%	7	12%	6	11%	5	9%	20	35%
54	Salary at SHSU	56	<b>2.80</b>	1.29	7	12%	11	19%	11	19%	18	32%	9	16%	1	2%
55	Salary other Universities	55	<b>2.51</b>	1.40	6	11%	11	19%	5	9%	16	28%	17	30%	2	4%
56	Reassigned time	42	<b>3.21</b>	1.24	5	9%	16	28%	10	18%	5	9%	6	11%	15	26%
57	Faculty Research Fund <5000	41	<b>3.20</b>	1.23	8	14%	6	11%	18	32%	4	7%	5	9%	16	28%
58	Enhancement Grant for Research	42	<b>3.19</b>	1.29	8	14%	8	14%	17	30%	2	4%	7	12%	15	26%
59	Adequate support for online courses	37	<b>2.68</b>	1.25	3	5%	7	12%	10	18%	9	16%	8	14%	20	35%
60	I support online courses.	54	<b>2.83</b>	1.28	5	9%	15	26%	10	18%	14	25%	10	18%	3	5%
61	I support online degrees.	54	<b>1.74</b>	1.23	3	5%	4	7%	5	9%	6	11%	36	63%	3	5%
62	Communication with Admin.	54	<b>2.87</b>	1.06	1	2%	18	32%	14	25%	15	26%	6	11%	3	5%
63	President values faculty	53	<b>3.57</b>	1.17	10	18%	24	42%	10	18%	4	7%	5	9%	4	7%
64	Provost values faculty	55	<b>3.16</b>	1.29	8	14%	17	30%	15	26%	6	11%	9	16%	2	4%
65	Dean values faculty	56	<b>4.79</b>	0.49	46	81%	8	14%	2	4%	0	0%	0	0%	1	2%
66	Chair values faculty	51	<b>4.24</b>	1.23	32	56%	9	16%	3	5%	4	7%	3	5%	6	11%
67	Satisfied at SHSU	55	<b>4.09</b>	1.06	23	40%	22	39%	4	7%	4	7%	2	4%	2	4%



**CJ Results/2005-2006**

38 Work environment	11	<b>4.00</b>	1.18	5	42%	3	25%	1	8%	2	17%	0	0%	1	8%
39 Free from intimidation/discrimination	12	<b>3.83</b>	1.40	4	33%	6	50%	0	0%	0	0%	2	17%	0	0%
40 Parking	12	<b>3.83</b>	1.40	5	42%	4	33%	0	0%	2	17%	1	8%	0	0%
41 Course Fee is allocated effectively	2	<b>4.00</b>	0.00	0	0%	2	17%	0	0%	0	0%	0	0%	10	83%
42 Faculty Senate	7	<b>3.86</b>	0.69	1	8%	4	33%	2	17%	0	0%	0	0%	5	42%
43 Research Resources	12	<b>3.25</b>	1.42	2	17%	5	42%	1	8%	2	17%	2	17%	0	0%
44 Graduate Program Resources	12	<b>2.83</b>	1.34	1	8%	4	33%	1	8%	4	33%	2	17%	0	0%
45 Travel Allocation	12	<b>3.17</b>	1.34	1	8%	6	50%	1	8%	2	17%	2	17%	0	0%
46 IDEA Administered	9	<b>3.11</b>	0.78	0	0%	3	25%	4	33%	2	17%	0	0%	3	25%
47 IDEA Accuracy	10	<b>3.20</b>	1.03	0	0%	5	42%	3	25%	1	8%	1	8%	2	17%
48 Chair evaluation of my teaching	11	<b>3.45</b>	1.69	4	33%	3	25%	1	8%	0	0%	3	25%	1	8%
49 FES Instrument is adequate	11	<b>2.55</b>	1.51	1	8%	3	25%	1	8%	2	17%	4	33%	1	8%
50 Merit System is applied fairly	9	<b>2.33</b>	1.41	1	8%	1	8%	1	8%	3	25%	3	25%	3	25%
51 Promotion System is applied fairly	10	<b>3.30</b>	0.82	0	0%	5	42%	3	25%	2	17%	0	0%	2	17%
52 Tenure System is applied fairly	10	<b>3.50</b>	0.97	1	8%	5	42%	2	17%	2	17%	0	0%	2	17%
53 Post Tenure Review	6	<b>4.00</b>	1.10	2	17%	3	25%	0	0%	1	8%	0	0%	6	50%
54 Salary at SHSU	12	<b>1.83</b>	1.34	1	8%	1	8%	0	0%	3	25%	7	58%	0	0%

**COBA Results/2005-2006**

**COBA Results (31/59~53%)      N    Mean    Std Dev.**

Rank	31	1.68	0.79	5		4		3		2		1		N/A		
				n	%	n	%	n	%	n	%	n	%	n	%	
1	President Gaertner	30	<b>4.07</b>	0.78	9	29%	15	48%	5	16%	1	3%	0	0%	1	3%
2	VPAA Payne	29	<b>3.48</b>	1.15	7	23%	7	23%	9	29%	5	16%	1	3%	2	6%
3	VPEM Thielemann	18	<b>3.17</b>	1.15	2	6%	5	16%	7	23%	2	6%	2	6%	13	42%
4	VPFO Parker	21	<b>3.24</b>	0.83	1	3%	7	23%	9	29%	4	13%	0	0%	10	32%
5	VPSS Parker	22	<b>3.77</b>	0.75	4	13%	9	29%	9	29%	0	0%	0	0%	9	29%
6	VP Advancement Holmes	21	<b>2.90</b>	0.83	0	0%	4	13%	13	42%	2	6%	2	6%	10	32%
7	Assoc. VPAA Eglsaer	20	<b>3.65</b>	0.93	4	13%	7	23%	7	23%	2	6%	0	0%	11	35%
8	Assoc. VPAA Muehsam	28	<b>3.89</b>	0.96	8	26%	11	35%	8	26%	0	0%	1	3%	3	10%
9	Assoc. VPR&SP Plishker	18	<b>2.39</b>	1.14	1	3%	1	3%	7	23%	4	13%	5	16%	13	42%
10	Dean	30	<b>4.10</b>	0.99	12	39%	12	39%	4	13%	1	3%	1	3%	1	3%
11	Assoc. Dean Ashorn	28	<b>2.79</b>	1.34	3	10%	6	19%	8	26%	4	13%	7	23%	3	10%
12	Assoc. Dean															
13	Chair	31	<b>3.90</b>	1.08	10	32%	12	39%	7	23%	0	0%	2	6%	0	0%
14	Budget Decision Participation in Dept.	29	<b>3.03</b>	1.48	5	16%	9	29%	4	13%	4	13%	7	23%	2	6%
15	Selection of Admins.	22	<b>1.77</b>	1.19	1	3%	2	6%	1	3%	5	16%	13	42%	9	29%
16	Selection of Faculty	30	<b>4.70</b>	0.53	22	71%	7	23%	1	3%	0	0%	0	0%	1	3%
17	Strategic Planning in College	28	<b>3.79</b>	0.96	5	16%	16	52%	4	13%	2	6%	1	3%	3	10%
18	3/3 4/4 handled fairly	29	<b>4.34</b>	1.14	19	61%	6	19%	0	0%	3	10%	1	3%	2	6%
19	SAM Center Mentoring	25	<b>4.24</b>	0.83	11	35%	10	32%	3	10%	1	3%	0	0%	6	19%
20	SAM Center Advising	28	<b>4.29</b>	0.76	13	42%	10	32%	5	16%	0	0%	0	0%	3	10%
21	Physically Safe on Campus	31	<b>4.81</b>	0.40	25	81%	6	19%	0	0%	0	0%	0	0%	0	0%
22	LSC facilities adequate	26	<b>3.62</b>	1.17	6	19%	11	35%	3	10%	5	16%	1	3%	5	16%
23	LSC Services adequate	21	<b>3.62</b>	1.24	5	16%	9	29%	3	10%	2	6%	2	6%	10	32%
24	Human Resource Dept.	31	<b>3.45</b>	1.12	5	16%	12	39%	8	26%	4	13%	2	6%	0	0%
25	HKC	18	<b>4.33</b>	0.91	10	32%	5	16%	2	6%	1	3%	0	0%	13	42%
26	Support from Contracts and Grants	21	<b>3.38</b>	1.16	3	10%	8	26%	6	19%	2	6%	2	6%	10	32%
27	Computer Services	31	<b>4.13</b>	0.76	10	32%	16	52%	4	13%	1	3%	0	0%	0	0%
28	Library Services	30	<b>4.17</b>	0.75	10	32%	16	52%	3	10%	1	3%	0	0%	1	3%
29	Library good for Dept. Curriculum	27	<b>3.85</b>	0.99	6	19%	15	48%	3	10%	2	6%	1	3%	4	13%
30	SH Press	15	<b>3.80</b>	1.01	3	10%	8	26%	3	10%	0	0%	1	3%	16	52%
31	Recruiting Quality Students	30	<b>3.43</b>	1.10	3	10%	16	52%	4	13%	5	16%	2	6%	1	3%
32	Teaching Load is fair	31	<b>4.23</b>	1.20	19	61%	6	19%	1	3%	4	13%	1	3%	0	0%
33	Recognition for teaching	29	<b>3.72</b>	1.16	8	26%	11	35%	6	19%	2	6%	2	6%	2	6%
34	Recognition for research	29	<b>3.86</b>	1.09	9	29%	12	39%	4	13%	3	10%	1	3%	2	6%
35	Recognition for service	27	<b>3.37</b>	1.24	5	16%	10	32%	4	13%	6	19%	2	6%	4	13%
36	Clerical Support	30	<b>3.60</b>	1.40	10	32%	9	29%	4	13%	3	10%	4	13%	1	3%
37	Collegial Support in dept.	31	<b>4.68</b>	0.65	23	74%	7	23%	0	0%	1	3%	0	0%	0	0%

**COBA Results/2005-2006**

<b>4.55</b>	0.68	19	61%	11	35%	0	0%	1	3%	0	0%	0	0%
<b>4.48</b>	1.06	23	74%	4	13%	1	3%	2	6%	1	3%	0	0%
<b>4.10</b>	1.03	12	39%	13	42%	2	6%	2	6%	1	3%	1	3%
<b>4.10</b>	0.64	5	16%	12	39%	3	10%	0	0%	0	0%	11	35%
<b>4.00</b>	0.98	10	32%	11	35%	4	13%	3	10%	0	0%	3	10%
<b>3.50</b>	1.14	4	13%	16	52%	3	10%	5	16%	2	6%	1	3%
<b>2.81</b>	1.20	1	3%	9	29%	4	13%	8	26%	4	13%	5	16%
<b>4.39</b>	1.05	20	65%	7	23%	1	3%	2	6%	1	3%	0	0%
<b>3.19</b>	1.22	2	6%	15	48%	6	19%	3	10%	5	16%	0	0%
<b>2.69</b>	1.37	3	10%	6	19%	7	23%	5	16%	8	26%	2	6%
<b>3.89</b>	1.34	12	39%	9	29%	2	6%	2	6%	3	10%	3	10%

49	FES Instrument is adequate	30	<b>3.53</b>	1.04	3	10%	17	55%	5	16%	3	10%	2	6%	1	3%
50	Merit System is applied fairly	28	<b>3.39</b>	1.37	5	16%	13	42%	3	10%	2	6%	5	16%	3	10%
51	Promotion System is applied fairly	27	<b>3.59</b>	1.19	6	19%	11	35%	5	16%	3	10%	2	6%	4	13%
52	Tenure System is applied fairly	28	<b>3.79</b>	1.13	7	23%	14	45%	3	10%	2	6%	2	6%	3	10%
53	Post Tenure Review	21	<b>3.71</b>	1.42	8	26%	6	19%	3	10%	1	3%	3	10%	10	32%
54	Salary at SHSU	31	<b>2.94</b>	1.29	3	10%	10	32%	5	16%	8	26%	5	16%	0	0%
55	Salary other Universities	29	<b>2.28</b>	1.28	0	0%	9	29%	1	3%	8	26%	11	35%	2	6%
56	Reassigned time	25	<b>3.92</b>	1.04	8	26%	10	32%	5	16%	1	3%	1	3%	6	19%
57	Faculty Research Fund <5000	25	<b>2.80</b>	1.41	4	13%	4	13%	6	19%	5	16%	6	19%	6	19%
58	Enhancement Grant for Research	21	<b>3.05</b>	1.32	2	6%	8	26%	4	13%	3	10%	4	13%	10	32%
59	Adequate support for online courses	21	<b>2.62</b>	1.02	0	0%	5	16%	6	19%	7	23%	3	10%	10	32%
60	I support online courses.	31	<b>2.81</b>	1.28	2	6%	9	29%	8	26%	5	16%	7	23%	0	0%
61	I support online degrees.	31	<b>1.94</b>	1.03	0	0%	3	10%	6	19%	8	26%	14	45%	0	0%
62	Communication with Admin.	31	<b>3.42</b>	1.15	4	13%	15	48%	4	13%	6	19%	2	6%	0	0%
63	President values faculty	31	<b>4.19</b>	0.95	13	42%	14	45%	2	6%	1	3%	1	3%	0	0%

3	10%	3	10%	1	3%	0	0%
1	3%	0	0%	1	3%	1	3%
1	3%	0	0%	1	3%	0	0%
1	3%	0	0%	1	3%	0	0%

COE Results/2005-2006

COE Results (30/62-48%)				N	Mean	Std Dev.	5		4		3		2		1		N/A	
Rank				n	%	n	%	n	%	n	%	n	%	n	%	n	%	
1	President Gaertner	30	4.13	0.78	11	37%	12	40%	7	23%	0	0%	0	0%	0	0%	0	0%
2	VPAA Payne	30	3.53	1.36	8	27%	11	37%	4	13%	3	10%	4	13%	0	0%	0	0%
3	VPEM Thielemann	18	3.83	0.71	3	10%	9	30%	6	20%	0	0%	0	0%	12	40%		
4	VPFO Parker	19	3.37	0.90	3	10%	3	10%	11	37%	2	7%	0	0%	11	37%		
5	VPSS Parker	23	4.09	0.85	9	30%	7	23%	7	23%	0	0%	0	0%	7	23%		
6	VP Advancement Holmes	19	3.53	0.84	3	10%	5	17%	10	33%	1	3%	0	0%	11	37%		
7	Assoc. VPAA Eglsaer	24	3.79	0.72	4	13%	11	37%	9	30%	0	0%	0	0%	6	20%		
8	Assoc. VPAA Muehsam	27	3.48	0.94	2	7%	13	43%	10	33%	0	0%	2	7%	3	10%		
9	Assoc. VPR&SP Plishker	24	2.21	1.18	1	3%	2	7%	7	23%	5	17%	9	30%	6	20%		
10	Dean Brown	30	4.13	1.25	17	57%	6	20%	3	10%	2	7%	2	7%	0	0%		
11	Assoc. Dean Smith	27	3.41	1.31	6	20%	9	30%	5	17%	4	13%	3	10%	3	10%		
12	Assoc. Dean																	
13	Chair	29	3.83	1.61	15	50%	7	23%	0	0%	1	3%	6	20%	1	3%		
14	Budget Decision Participation in Dept.	30	3.27	1.53	9	30%	6	20%	5	17%	4	13%	6	20%	0	0%		
15	Selection of Admins.	25	2.76	1.54	3	10%	8	27%	3	10%	2	7%	9	30%	5	17%		
16	Selection of Faculty	30	4.73	0.64	24	80%	5	17%	0	0%	1	3%	0	0%	0	0%		
17	Strategic Planning in College	30	3.93	1.11	12	40%	8	27%	7	23%	2	7%	1	3%	0	0%		
18	3/3 4/4 handled fairly	28	3.32	1.63	10	33%	6	20%	1	3%	5	17%	6	20%	2	7%		
19	SAM Center Mentoring	17	4.29	0.85	8	27%	7	23%	1	3%	1	3%	0	0%	13	43%		
20	SAM Center Advising	18	4.33	0.97	10	33%	6	20%	0	0%	2	7%	0	0%	12	40%		
21	Physically Safe on Campus	29	4.52	0.87	20	67%	6	20%	1	3%	2	7%	0	0%	1	3%		
22	LSC facilities adequate	28	4.18	0.94	11	37%	14	47%	1	3%	1	3%	1	3%	2	7%		
23	LSC Services adequate	27	4.15	0.77	9	30%	14	47%	3	10%	1	3%	0	0%	3	10%		
24	Human Resource Dept.	27	4.04	0.81	8	27%	13	43%	5	17%	1	3%	0	0%	3	10%		
25	HKC	21	4.67	0.58	15	50%	5	17%	1	3%	0	0%	0	0%	9	30%		
26	Support from Contracts and Grants	26	2.77	1.53	5	17%	5	17%	2	7%	7	23%	7	23%	4	13%		
27	Computer Services	29	4.24	0.99	15	50%	9	30%	2	7%	3	10%	0	0%	1	3%		
28	Library Services	29	4.41	0.73	15	50%	12	40%	1	3%	1	3%	0	0%	1	3%		
29	Library good for Dept. Curriculum	29	4.38	0.86	16	53%	10	33%	1	3%	2	7%	0	0%	1	3%		
30	SH Press	20	3.80	1.01	5	17%	8	27%	6	20%	0	0%	1	3%	10	33%		
31	Recruiting Quality Students	30	4.10	0.66	7	23%	20	67%	2	7%	1	3%	0	0%	0	0%		
32	Teaching Load is fair	29	3.90	1.45	14	47%	8	27%	1	3%	2	7%	4	13%	1	3%		
33	Recognition for teaching	29	3.72	1.46	12	40%	8	27%	2	7%	3	10%	4	13%	1	3%		
34	Recognition for research	29	3.59	1.52	12	40%	6	20%	2	7%	5	17%	4	13%	1	3%		
35	Recognition for service	27	3.52	1.55	10	33%	7	23%	2	7%	3	10%	5	17%	3	10%		
36	Clerical Support	30	3.67	1.40	10	33%	11	37%	2	7%	3	10%	4	13%	0	0%		
37	Collegial Support in dept.	29	3.90	1.52	15	50%	7	23%	1	3%	1	3%	5	17%	1	3%		

**COE Results/2005-2006**

38 Work environment	30	<b>3.97</b>	1.38	15	50%	8	27%	1	3%	3	10%	3	10%	0	0%
39 Free from intimidation/discrimination	29	<b>3.48</b>	1.68	13	43%	5	17%	0	0%	5	17%	6	20%	1	3%
40 Parking	30	<b>3.53</b>	1.46	10	33%	9	30%	2	7%	5	17%	4	13%	0	0%
41 Course Fee is allocated effectively	26	<b>3.85</b>	1.29	9	30%	11	37%	2	7%	1	3%	3	10%	4	13%
42 Faculty Senate	24	<b>3.96</b>	1.04	9	30%	8	27%	4	13%	3	10%	0	0%	6	20%
43 Research Resources	29	<b>3.31</b>	1.34	7	23%	7	23%	6	20%	6	20%	3	10%	1	3%

H&SS Results/2005-2006

H&SS Results (51/102~50%)		N	Mean	Std Dev.	n		%		n		%		n		%	
Rank					n	%	n	%	n	%	n	%	n	%	n	%
1	President Gaertner	48	3.88	0.94	12	24%	24	47%	6	12%	6	12%	0	0%	3	6%
2	VPAA Payne	50	3.18	1.32	7	14%	18	35%	11	22%	5	10%	9T7nRank			

**H&SS Results/2005-2006**

38	Work environment	51	<b>3.20</b>	1.46	9	18%	22	43%	0	0%	10	20%	10	20%	0	0%
39	Free from intimidation/discrimination	51	<b>3.53</b>	1.54	20	39%	11	22%	5	10%	6	12%	9	18%	0	0%
40	Parking	50	<b>2.48</b>	1.42	4	8%	14	27%	1	2%	14	27%	17	33%	1	2%
41	Course Fee is allocated effectively	36	<b>3.61</b>	1.18	8	16%	14	27%	10	20%	0	0%	4	8%	15	29%
42	Faculty Senate	42	<b>3.12</b>	1.25	4	8%	17	33%	7	14%	8	16%	6	12%	9	18%
43	Research Resources	51	<b>2.67</b>	1.28	5	10%	10	20%	9	18%	17	33%	10	20%	0	0%
44	Graduate Program Resources	43	<b>2.58</b>	1.26	2	4%	12	24%	5	10%	14	27%	10	20%	8	16%
45	Travel Allocation	51	<b>1.98</b>	1.27	4	8%	4	8%	4	8%	14	27%	25	49%	0	0%
46	IDEA Administered	51	<b>3.06</b>	1.22	5	10%	16	31%	15	29%	7	14%	8	16%	0	0%
47	IDEA Accuracy	51	<b>2.71</b>	1.27	5	10%	10	20%	11	22%	15	29%	10	20%	0	0%
48	Chair evaluation of my teaching	46	<b>3.87</b>	1.17	17	33%	15	29%	7	14%	5	10%	2	4%	5	10%
49	FES Instrument is adequate	48	<b>3.31</b>	1.19	8	16%	16	31%	10	20%	11	22%	3	6%	3	6%
50	Merit System is applied fairly	43	<b>3.02</b>	1.52	8	16%	14	27%	3	6%	7	14%	11	22%	8	16%
51	Promotion System is applied fairly	46	<b>3.17</b>	1.35	9	18%	12	24%	10	20%	8	16%	7	14%	5	10%
52	Tenure System is applied fairly	45	<b>3.38</b>	1.39	12	24%	12	24%	8	16%	7	14%	6	12%	6	12%
53	Post Tenure Review	39	<b>3.90</b>	1.29	16	31%	13	25%	4	8%	2	4%	4	8%	12	24%
54	Salary at SHSU	51	<b>2.27</b>	1.36	3	6%	11	22%	4	8%	12	24%	21	41%	0	0%
55	Salary other Universities	50	<b>1.86</b>	1.16	1	2%	7	14%	3	6%	12	24%	27	53%	1	2%
56	Reassigned time	39	<b>2.92</b>	1.38	6	12%	9	18%	8	16%	8	16%	8	16%	12	24%
57	Faculty Research Fund <5000	48	<b>2.71</b>	1.41	7	14%	7	14%	13	25%	7	14%	14	27%	3	6%
58	Enhancement Grant for Research	46	<b>2.67</b>	1.37	6	12%	6	12%	14	27%	7	14%	13	25%	5	10%
59	Adequate support for online courses	45	<b>2.73</b>	1.42	6	12%	9	18%	10	20%	7	14%	13	25%	6	12%
60	I support online courses.	51	<b>3.00</b>	1.48	9	18%	15	29%	7	14%	7	14%	13	25%	0	0%
61	I support online degrees.	50	<b>2.12</b>	1.39	4	8%	8	16%	3	6%	10	20%	25	49%	1	2%
62	Communication with Admin.	50	<b>2.56</b>	1.21	2	4%	13	25%	7	14%	17	33%	11	22%	1	2%
63	President values faculty	48	<b>3.79</b>	1.35	19	37%	15	29%	4	8%	5	10%	5	10%	3	6%
64	Provost values faculty	49	<b>3.37</b>	1.67	18	35%	12	24%	2	4%	4	8%	13	25%	2	4%
65	Dean values faculty	50	<b>4.22</b>	1.25	30	59%	11	22%	4	8%	0	0%	5	10%	1	2%
66	Chair values faculty	50	<b>4.08</b>	1.41	30	59%	9	18%	2	4%	3	6%	6	12%	1	2%
67	Satisfied at SHSU	51	<b>3.76</b>	1.19	14	27%	24	47%	4	8%	5	10%	4	8%	0	0%



**NGL Results/2005-2006**

38	Work environment	7	<b>4.29</b>	1.50	5	71%	1	14%	0	0%	0	0%	1	14%	0	0%
39	Free from intimidation/discrimination	7	<b>5.00</b>	0.00	7	100%	0	0%	0	0%	0	0%	0	0%	0	0%
40	Parking	7	<b>4.29</b>	0.76	3	43%	3	43%	1	14%	0	0%	0	0%	0	0%
41	Course Fee is allocated effectively	6	<b>3.83</b>	0.75	1	14%	3	43%	2	29%	0	0%	0	0%	1	14%
42	Faculty Senate	5	<b>3.40</b>	1.14	1	14%	1	14%	2	29%	1	14%	0	0%	2	29%
43	Research Resources	5	<b>3.00</b>	1.22	0	0%	2	29%	2	29%	0	0%	1	14%	2	29%
44	Graduate Program Resources	6	<b>3.17</b>	1.33	0	0%	4	57%	0	0%	1	14%	1	14%	1	14%
45	Travel Allocation	7	<b>4.00</b>	1.15	3	43%	2	29%	1	14%	1	14%	0	0%	0	0%
46	IDEA Administered	2	<b>4.00</b>	0.00	0	0%	2	29%	0	0%	0	0%	0	0%	5	71%
47	IDEA Accuracy	2	<b>4.50</b>	0.71	1	14%	1	14%	0	0%	0	0%	0	0%	5	71%
48	Chair evaluation of my teaching	2	<b>3.50</b>	2.12	1	14%	0	0%	0	0%	1	14%	0	0%	5	71%
49	FES Instrument is adequate	7	<b>3.71</b>	0.76	0	0%	6	86%	0	0%	1	14%	0	0%	0	0%
50	Merit System is applied fairly	6	<b>3.00</b>	1.41	1	14%	1	14%	2	29%	1	14%	1	14%	1	14%
51	Promotion System is applied fairly	7	<b>2.86</b>	1.21	1	14%	0	0%	4	57%	1	14%	1	14%	0	0%
52	Tenure System is applied fairly	7	<b>4.00</b>	0.82	2	29%	3	43%	2	29%	0	0%	0	0%	0	0%
53	Post Tenure Review	1	<b>5.00</b>		1	14%	0	0%	0	0%	0	0%	0	0%	6	86%
54	Salary at SHSU	7	<b>2.71</b>	1.38	1	14%	1	14%	1	14%	3	43%	1	14%	0	0%
55	Salary other Universities	7	<b>2.29</b>	0.95	0	0%	1	14%	1	14%	4	57%	1	14%	0	0%
56	Reassigned time	1	<b>5.00</b>		1	14%	0	0%	0	0%	0	0%	0	0%	6	86%
57	Faculty Research Fund <5000	4	<b>3.25</b>	0.50	0	0%	1	14%	3	43%	0	0%	0	0%	3	43%
58	Enhancement Grant for Research	4	<b>3.25</b>	0.50	0	0%	1	14%	3	43%	0	0%	0	0%	3	43%
59	Adequate support for online courses	4	<b>3.25</b>	0.96	0	0%	2	29%	1	14%	1	14%	0	0%	3	43%
60	I support online courses.	7	<b>4.00</b>	1.15	3	43%	2	29%	1	14%	1	14%	0	0%	0	0%
61	I support online degrees.	7	<b>3.57</b>	1.27	2	29%	2	29%	1	14%	2	29%	0	0%	0	0%
62	Communication with Admin.	7	<b>2.43</b>	1.27	0	0%	2	29%	1	14%	2	29%	2	29%	0	0%
63	President values faculty	7	<b>2.86</b>	1.35	1	14%	1	14%	2	29%	2	29%	1	14%	0	0%
64	Provost values faculty	7	<b>2.57</b>	1.27	0	0%	2	29%	2	29%	1	14%	2	29%	0	0%
65	Dean values faculty	7	<b>5.00</b>	0.00	7	100%	0	0%	0	0%	0	0%	0	0%	0	0%
66	Chair values faculty	3	<b>4.67</b>	0.58	2	29%	1	14%	0	0%	0	0%	0	0%	4	57%
67	Satisfied at SHSU	7	<b>3.86</b>	1.35	2	29%	4	57%	0	0%	0	0%	1	14%	0	0%

	<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	<b>4.53</b>	4.54	4.81	4.73	4.52	4.31	4.57
16	Selection of Faculty	<b>4.50</b>	4.54	4.70	3.00	4.73	4.53	4.71
65	Dean values faculty	<b>4.39</b>	4.79	4.40	3.17	4.27	4.22	5.00
28	Library Services	<b>4.32</b>	4.41	4.17	4.17	4.41	4.20	5.00
25	HKC	<b>4.25</b>	4.19	4.33	3.80	4.67	4.09	4.00
66	Chair values faculty	<b>4.19</b>	4.24	4.52	3.88	4.00	4.08	4.67
10	Dean	<b>4.07</b>	4.50	4.10	3.00	4.13	3.76	
29	Library good for Dept. Curriculum	<b>4.06</b>	4.23	3.85	4.00	4.38	3.76	5.00
67	Satisfied at SHSU	<b>4.02</b>	4.09	4.39	3.75	4.07	3.76	3.86
19	SAM Center Mentoring	<b>3.97</b>	3.52	4.24	3.83	4.29	4.14	4.00
20	SAM Center Advising	<b>3.92</b>	3.42	4.29	3.25	4.33	4.18	3.50
37	Collegial Support in dept.	<b>3.89</b>	3.93	4.68	3.42	3.90	3.43	4.33
1	President Gaertner	<b>3.89</b>	3.75	4.07	4.18	4.13	3.88	2.67
5	VPSS Parker	<b>3.87</b>	3.75	3.77	3.33	4.09	3.97	3.75
39	Free from intimidation/discrimination	<b>3.87</b>	3.89	4.48	3.83	3.48	3.53	5.00
63	President values faculty	<b>3.82</b>	3.57	4.19	4.08	4.07	3.79	2.86
32	Teaching Load is fair	<b>3.80</b>	3.52	4.23	3.67	3.90	3.80	5.00
48	Chair evaluation of my teaching	<b>3.78</b>	3.50	3.89	3.45	4.10	3.87	3.50
41	Course Fee is allocated effectively	<b>3.78</b>	3.72	4.10	4.00	3.85	3.61	3.83
13	Chair	<b>3.71</b>	3.54	3.90	3.75	3.83	3.70	3.57
12	Assoc. Dean 2	<b>3.71</b>	3.80		4.33		3.43	
38	Work environment	<b>3.70</b>	3.43	4.55	4.00	3.97	3.20	4.29
7	Assoc. VPAA Eglsaer	<b>3.69</b>	3.63	3.65	3.91	3.79	3.70	3.00
30	SH Press	<b>3.69</b>	3.79	3.80	4.00	3.80	3.49	3.40
53	Post Tenure Review	<b>3.68</b>	3.38	3.71	4.00	3.59	3.90	5.00
8	Assoc. VPAA Muehsam	<b>3.67</b>	3.42	3.89	3.50	3.48	3.98	3.00
22	LSC facilities adequate	<b>3.66</b>	3.69	3.62	3.33	4.18	3.43	3.40
27	Computer Services	<b>3.65</b>	3.20	4.13	3.36	4.24	3.69	3.00
23	LSC Services adequate	<b>3.63</b>	3.54	3.62	3.67	4.15	3.40	3.40
52	Tenure System is applied fairly	<b>3.60</b>	3.71	3.79	3.50	3.52	3.38	4.00
18	3/3 4/4 handled fairly	<b>3.54</b>	3.20	4.34	3.30	3.32	3.60	5.00
34	Recognition for research	<b>3.54</b>	3.41	3.86	3.33	3.59	3.53	3.33
11	Assoc. Dean 1	<b>3.52</b>	3.78	2.79	3.67	3.41	3.83	

24	Human Resource Dept.	<b>3.50</b>	3.55	3.45	3.45	4.04	3.21	3.20
31	Recruiting Quality Students	<b>3.46</b>	3.31	3.43	3.45	4.10	3.34	2.71
42	Faculty Senate	<b>3.42</b>	3.04	4.00	3.86	3.96	3.12	3.40
36	Clerical Support	<b>3.41</b>	3.18	3.60	3.92	3.67	3.18	4.50
64	Provost values faculty	<b>3.40</b>	3.16	3.94	3.55	3.48	3.37	2.57
3	VPEM Thielemann	<b>3.34</b>	3.19	3.17	3.33	3.83	3.33	3.00
17	Strategic Planning in College	<b>3.31</b>	3.25	3.79	2.82	3.93	2.72	4.00
33	Recognition for teaching	<b>3.30</b>	2.87	3.72	3.08	3.72	3.35	3.00
40	Parking	<b>3.27</b>	3.15	4.10	3.83	3.53	2.48	4.29
51	Promotion System is applied fairly	<b>3.24</b>	3.13	3.59	3.30	3.26	3.17	2.86
35	Recognition for service	<b>3.21</b>	3.11	3.37	2.90	3.52	3.06	3.67
49	FES Instrument is adequate	<b>3.20</b>	2.89	3.53	2.55	3.37	3.31	3.71
6	VP Advancement Holmes	<b>3.19</b>	2.89	2.90	3.33	3.53	3.74	3.00
14	Budget Decision Participation in Dept.	<b>3.19</b>	3.56	3.03	2.00	3.27	3.04	3.67
2	VPAA Payne	<b>3.16</b>	2.80	3.48	3.55	3.53	3.18	2.17
56	Reassigned time	<b>3.16</b>	3.21	3.92	2.44	2.82	2.92	5.00
60	I support online courses.	<b>3.10</b>	2.83	2.81	3.75	3.57	3.00	4.00
4	VPFO Parker	<b>3.09</b>	2.77	3.24	3.00	3.37	3.29	2.50
26	Support from Contracts and Grants	<b>3.03</b>	3.09	3.38	3.57	2.77	2.86	3.50
58	Enhancement Grant for Research	<b>3.03</b>	3.19	3.05	2.67	3.46	2.67	3.25
57	Faculty Research Fund <5000	<b>3.02</b>	3.20	2.80	3.09	3.52	2.71	3.25
50	Merit System is applied fairly	<b>2.96</b>	2.84	3.39	2.33	2.85	3.02	3.00
45	Travel Allocation	<b>2.95</b>	2.42	4.39	3.17	3.79	1.98	4.00
62	Communication with Admin.	<b>2.94</b>	2.87	3.42	3.33	3.17	2.56	2.43
43	Research Resources	<b>2.94</b>	2.61	2.31	3.22	2.60	2.94	3.71
2.94	2.83	2.81		2.94				

Previous Comparison

**Faculty Senate Survey Results - University Previous Comparison**

Evaluate the Following:

		05-06	04-05	03-04	02-03	01-02	00-01	99-00	98-99	97-98
1	President Gaertner	3.89	3.45	3.31	3.48	3.62	3.00	3.18	3.28	3.70
2	VPAA Payne	3.16	2.59	2.50	2.77	2.96	2.44	2.58	2.40	3.10
3	VPEM Thielemann	3.34	3.02							
4	VPFO Parker	3.09	3.20	2.89	2.62	2.38	2.42	2.64	2.56	3.00
5	VPSS Parker	3.87	2.34	1.99	2.08	1.92	2.16	2.55	2.60	2.80
6	VP Advancement Holmes	3.19	2.76	2.57	2.78	2.66				
7	Assoc. VPAA Eglisaer	3.69	3.55	3.54	3.73	3.78	3.43	3.46	n/a	n/a
8	Assoc. VPAA Muehsam	3.67	3.60	3.39						
9	Assoc. VPR&SP Plishker	2.50	2.53	2.20	2.41	2.71	3.04	3.16	n/a	n/a
10	Dean	4.07	3.62	3.43	3.26	3.17	3.43	3.71	3.50	3.50
11	Assoc. Dean 1									
12	Assoc. Dean 2									
13	Chair	3.71	3.70	3.90			3.90	4.13	3.69	3.60
14	Computer Services	3.65	3.63	3.73	3.78	3.74	3.53	3.39	3.24	3.20
15	Support from Contracts and Grants	3.03	2.56	2.61	2.73	3.00	3.19	3.13	n/a	n/a
16	HKC	4.25	3.55	3.44	3.66	3.63	3.43	n/a	n/a	n/a
17	Human Resource Dept.	3.50	3.12	3.03	3.34	3.43	3.30	3.30	3.32	3.20
18	Library Services	4.32	4.05	3.98	3.93	3.74	3.65	3.77	3.57	3.40
19	LSC facilities adequate	3.66	3.58	3.44	3.46	2.47	2.88	3.24	n/a	n/a
20	LSC Services adequate	3.63								
21	Physically Safe on Campus	4.53	3.61	3.66	3.60	3.21	3.32	3.49	3.43	3.40
22	SAM Center Advising	3.92	3.81	4.02	3.95					
23	SAM Center Mentoring	3.97	3.87	4.03	3.89					
24	SH Press	3.69	3.65	3.92	3.92	3.88	3.92	3.93	3.84	3.90
25	Budget Decision Participation in Dept.	3.19	2.34	2.26	2.16	2.24	2.17	2.25	2.18	2.20
26	Research Resources	2.94	2.41	2.24	2.17	2.31	2.36	2.36	2.54	2.90
27	Selection of Admins.	2.55	2.11	1.98	2.07	2.27	2.22	2.36	2.33	2.60
28	Selection of Faculty	4.50	3.48	3.34	3.20	3.40	3.45	3.44	3.40	3.50
29	Strategic Planning in College	3.31	2.47	2.29	2.40	2.46	2.31	2.39	n/a	n/a
30	3/3 4/4 handled fairly	3.54	3.48	3.39	3.09	3.09	3.45	3.32	3.41	3.50
31	Library good for Dept. Curriculum	4.06	3.93	3.88	3.80	3.73	3.50	3.66	3.41	3.40
32	Recruiting Quality Students	3.46	3.17	3.09						
33	Teaching Load is fair	3.80	3.20	3.11						

**Previous Comparison**

<b>34</b>	Recognition for teaching	<b>3.30</b>	<b>2.77</b>	<b>2.69</b>						
<b>35</b>	Recognition for research	<b>3.54</b>	<b>3.02</b>	<b>3.06</b>						
<b>36</b>	Recognition for service	<b>3.21</b>	<b>2.79</b>	<b>2.58</b>						
<b>37</b>	Clerical Support	<b>3.89</b>	<b>3.16</b>	<b>3.24</b>						
<b>38</b>	Collegial Support in dept.	<b>3.89</b>	<b>3.60</b>	<b>3.72</b>						
<b>39</b>	FES Instrument is adequate	<b>3.20</b>	<b>2.56</b>	<b>2.43</b>						
<b>40</b>	Work environment	<b>3.70</b>	<b>3.31</b>	<b>3.46</b>						
<b>41</b>	Free from intimidation/discrimination	<b>3.87</b>	<b>3.47</b>	<b>3.62</b>						
<b>42</b>	Parking	<b>3.27</b>	<b>2.78</b>	<b>2.72</b>						
<b>43</b>	Course Fee is allocated effectively	<b>3.78</b>	<b>3.58</b>	<b>3.61</b>	<b>3.35</b>	<b>2.53</b>	<b>2.63</b>	<b>2.72</b>	<b>2.70</b>	<b>2.60</b>
<b>44</b>	Faculty Senate	<b>3.42</b>	<b>3.25</b>	<b>3.34</b>	<b>3.36</b>	<b>2.96</b>	<b>3.01</b>	<b>3.11</b>	<b>3.26</b>	<b>3.50</b>
<b>45</b>	Graduate Program Resources	<b>2.53</b>	<b>2.54</b>	<b>2.58</b>	<b>2.32</b>	<b>2.15</b>	<b>1.96</b>	<b>2.12</b>	<b>1.96</b>	<b>2.40</b>
<b>46</b>	Travel Allocation	<b>2.95</b>	<b>2.50</b>	<b>2.25</b>	<b>2.04</b>	<b>2.12</b>	<b>1.78</b>	<b>1.89</b>	<b>3.02</b>	<b>3.20</b>
<b>47</b>	IDEA Administered fairly	<b>2.90</b>								
<b>48</b>	IDEA Accuracy	<b>2.66</b>	<b>2.48</b>	<b>2.22</b>	<b>2.41</b>	<b>2.38</b>	<b>2.27</b>	<b>2.58</b>	<b>2.50</b>	<b>2.70</b>
<b>49</b>	Chair evaluation of my teaching	<b>3.78</b>	<b>3.49</b>	<b>3.67</b>	<b>3.62</b>	<b>3.34</b>	<b>3.62</b>	<b>3.40</b>	<b>3.20</b>	<b>3.30</b>
<b>50</b>	Salary at SHSU	<b>2.60</b>	<b>2.57</b>	<b>2.61</b>	<b>2.53</b>	<b>2.46</b>	<b>2.36</b>	<b>2.47</b>	<b>2.11</b>	<b>n/a</b>
<b>51</b>	Salary other Universities	<b>2.23</b>	<b>2.24</b>	<b>2.13</b>	<b>2.14</b>	<b>1.99</b>	<b>2.00</b>	<b>2.09</b>	<b>1.80</b>	<b>n/a</b>
<b>52</b>	Merit System is applied fairly	<b>2.96</b>	<b>2.55</b>	<b>2.56</b>	<b>2.74</b>	<b>2.46</b>	<b>2.38</b>	<b>2.67</b>	<b>2.52</b>	<b>2.90</b>
<b>53</b>	Promotion System is applied fairly	<b>3.24</b>	<b>2.71</b>	<b>2.71</b>	<b>2.82</b>	<b>2.80</b>	<b>3.09</b>	<b>2.93</b>	<b>2.82</b>	<b>3.20</b>
<b>54</b>	Tenure System is applied fairly	<b>3.60</b>	<b>3.32</b>	<b>3.54</b>	<b>3.46</b>	<b>3.42</b>	<b>3.63</b>	<b>3.54</b>	<b>3.54</b>	<b>3.70</b>
<b>55</b>	Post Tenure Review	<b>3.68</b>	<b>3.30</b>	<b>3.51</b>	<b>3.63</b>	<b>3.29</b>	<b>3.57</b>	<b>3.45</b>	<b>n/a</b>	<b>n/a</b>
<b>56</b>	Reassigned time	<b>3.16</b>	<b>2.94</b>	<b>3.03</b>	<b>2.82</b>	<b>2.76</b>	<b>2.98</b>	<b>3.00</b>	<b>2.78</b>	<b>3.10</b>
<b>57</b>	Faculty Research Fund <5000	<b>3.02</b>	<b>2.93</b>	<b>2.73</b>						
<b>58</b>	Enhancement Grant for Research	<b>3.03</b>	<b>2.82</b>	<b>2.57</b>						
<b>59</b>	Adequate support for online courses	<b>2.81</b>								
<b>60</b>	I support online courses.	<b>3.10</b>	<b>2.92</b>	<b>3.02</b>	<b>3.09</b>	<b>3.23</b>	<b>3.07</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>61</b>	I support online degrees.	<b>2.17</b>	<b>2.01</b>	<b>2.12</b>	<b>1.83</b>	<b>2.08</b>	<b>1.93</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>62</b>	Communication with Admin.	<b>2.94</b>	<b>2.35</b>	<b>2.25</b>						
<b>63</b>	President values faculty	<b>3.82</b>	<b>3.22</b>	<b>2.98</b>						
<b>64</b>	Provost values faculty	<b>3.40</b>	<b>2.58</b>	<b>2.52</b>						
<b>65</b>	Dean values faculty	<b>4.39</b>	<b>3.64</b>	<b>3.42</b>						
<b>66</b>	Chair values faculty	<b>4.19</b>	<b>3.78</b>	<b>4.07</b>						
<b>67</b>	Satisfied at SHSU	<b>4.02</b>	<b>3.53</b>	<b>3.57</b>	<b>3.66</b>	<b>3.71</b>	<b>3.72</b>	<b>3.50</b>	<b>3.90</b>	