Number of Respondents	181
Number of Tenured/Tenure-Track	483
% Returned	37.5%

		N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
1	President Gaertner	174	4.19	0.95	81	47%	58	33%	25	14%	7	4%	3	2%	7	4%
2	VPAA Payne	175	3.31	1.31	38	22%	49	28%	41	23%	24	14%	23	13%	6	3%
3	VPEM Thielemann	112	3.37	0.98	13	12%	37	33%	45	40%	12	11%	5	4%	69	38%
4	VPFO Gibson	137	3.58	1.03	25	18%	52	38%	46	34%	6	4%	8	6%	44	24%
5	VPSS Parker	13833 0 Td [(4)-1(4)]TJ E06< /P /P 61-20602P 61-20602P 61-20602P 61-2 18.722 0.139 Td [(1)-1(24)]TJ EMC /P << /MCID 657 >>BDC 3.944 0 Tg														
						172	3.18	1.47	44	26%	40	23%	23	13%	33	19%
	17	Selection of Admins.				171	2.73	1.46	26	15%						
							35	20%	26	15%	34	20%	50	29%	10	6%
18	Selection of Faculty	173	4.21	1.05	94	54%	41	24%	21	12%	14	8%	3	2%	8	4%
19	Strategic Planning in College	158	3.27	1.19	24	15%	50	32%	44	28%	24	15%	16	10%	23	13%
20	3/3 4/4 handled fairly	172	3.62	1.39	64	37%	39	23%	31	18%	16	9%	22	13%	9	5%
21	SAM Center Mentoring	135	3.83	1.04	41	30%	48	36%	32							

			5		4		3		2		1		N/A	
N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%

							5	18%	7	25%	6	21%	5	18%	0	0%				
18	Selection of Faculty	27	4.00	1.07	13	48%	3	11%	9	33%	2	7%	0	0%	1	4%				
19	Strategic Planning in College	26	3.92	0.74	5	19%	15	58%	5	19%	1	4%	0	0%	2	7%				
20	3/3 4/4 handled fairly	28	4.00	1.28	14	50%	6	21%	4	14%	2	7%	2	7%	0	0%				
21	SAM Center Mentoring	21	3.76	1.04	4	19%	12	57%	2	10%	2	10%	1	5%	7	25%				
22	SAM Center Advising	25	3.88	1.13	9	36%	8	32%	5	20%	2	8%	1	4%	3	11%				
23	Physically Safe on Campus	28	4.21	0.88	11	39%	14	50%	2	7%	0	0%	1	4%	0	0%				
24	LSC facilities adequate	28	3.43	1.03	3	11%	14	50%	3	11%	8	29%	0	0%	0	0%				
25	LSC Services adequate	24	3.46	1.14	4	17%	10	42%		15%	11	42%	4	15%	4	15%	3	12%	2	
31	DELTA Services adequate				18	3.06		1.39	1	6%	9	50%	3	17%	0	0%	5	28%	10	
32	Library Services				27	4.15		0.72	9	33%	13	48%	5	19%	0	0%	0	0%	1	
33	Library good for Dept. Curriculum				26															
			4.27	0.72	11	42%	11	42%	4	15%	0	0%	0	0%	2	7%				
34	Blackboard	27	3.96	0.98	9	33%	11	41%	4	15%	3	11%	0	0%	1	4%				
35	E-College	11																		

		N	Mean	Std. Dev.	5		4		3		2		1		N/A	
					n	%	n	%	n	%	n	%	n	%	n	%
37	Teaching Load is fair	11	4.00	1.18	4	36%	5	45%	1	9%	0	0%	1	9%	1	8%
38	Recognition for teaching	12	4.25	0.97	6	50%	4	33%	1	8%	1	8%	0	0%	0	0%
39	Recognition for research	12	4.33	0.78	6	50%	4	33%	2	17%	0	0%	0	0%	0	0%
40	Recognition for service	12	4.00	1.04	5	42%	3	25%	3	25%	1	8%	0	0%	0	0%
41	Clerical Support	11	4.55	0.52	6	55%	5	45%	0	0%	0	0%	0	0%	1	8%
42	Collegial Support in dept.	12	4.42	1.00	8	67%	2	17%	1	8%	1	8%	0	0%	0	0%
43	Work environment	12	3.92	0.90	3	25%	6	50%	2	17%	1	8%	0	0%	0	0%
44	Free from intimidation/discrimination	12	4.08	1.38	7	58%	2	17%	1	8%	1	8%	1	8%	0	0%
45	Parking	12	3.67	1.37	3	25%	6	50%	1	8%	0	0%	2	17%	0	0%
46	Faculty Senate	8	4.13	0.64	2	25%	5	63%	1	13%	0	0%	0	0%	4	33%
47	Research Resources	12	4.25	0.62	4	33%	7	58%	1	8%	0	0%	0	0%	0	0%
48	Graduate Program Res/MCID 763 >>BDC -0.001 Tc 0.001 Tw 19 -0.139 Td [(1)-1(2o718(2o718(2o718(2o718(2o7 (0)Tj EMC /P <</MCID 819 >>B/0)-1(%)]TJ EMC /P <</MCID 669 >>39 >>3 12y t-11 Te -B/0a-11 Tc-11 Thing01 7N6836(6)-1(2)]TJ 110(.)-1(6)-1(4)]TJ EMC /P <</ch R4 -1.528 Td [01 7N6836(6)-1(2)]TJ 1112 /P <</MCID 7751t7MC4a111 0 01 7N6836(6)-1(2)]TJ 1116															

									5	17%	1	3%	1	3%	5	15%				
8	Assoc. VPAA Tayebi	33	3.85	1.09	10	30%	13	39%	7	21%	1	3%	2	6%	1	3%				
9	Assoc. VPR&SP Cook	23	3.87	0.97	6	26%	10	43%	6	26%	0	0%	1	4%	11	32%				
10	Assoc. VPResAdm Davis	21	3.38	1.24	5	24%	4	19%	8	38%	2	10%	2	10%	13	38%				
11	Assoc. VP DL Angrove	30	3.17	1.21	4	13%	9	30%	8	27%	6	20%	3	10%	4	12%				
12	Dean Brown	34	3.41	1.33	9	26%	9	26%	6	18%	7	21%	3	9%	0	0%				
13	Assoc. Dean Irby	34	3.50	1.38	11	32%	7	21%	8	24%	4	12%	4	12%	0	0%				
14	Assoc. Dean Smith	34	3.12	1.20	5	15%	7	21%	13	38%	5	15%	4	12%	0	0%				
16	Budget Decision Participation in Dept.	32	2.91	1.61	8	25%	6					24	2.88		1.08	0	0%	8	33%	

	N	Mean	Std. Dev.	5		4		3		2		1		N/A	
				n	%	n	%	n	%	n	%	n	%	n	%
37 Teaching Load is fair	33	3.97	1.19	15	45%										

H&SS Results 2009 - 2010

Number of Respondents 38
Number of Tenured/Tenure-Track 121
% Returned 31.4%

					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 Gaertner	34	4.06	1.07	15	44%	10	29%	6	18%	2	6%	1	3%	4	11%		
2	VPAA Payne	34	2.97	1.40	6	18%	7	21%	8	24%	6	18%	7	21%	4	11%		
3	VPEM Thielemann	23	3.09	1.04	3	13%	3	13%	11	48%	5	22%	1	4%	15	39%		
4	VPFO Gibson	25	3.28	1.06	3	12%	7	28%	11	44%	2	8%	2	8%	13	34%		
5	VPSS Parker	30	3.93	0.98	11	37%	8	27%	9	30%	2	7%	0	0%	8	21%		
6	VP Advancement Holmes	21	3.43	1.21	5	24%	5	24%	6	29%	4	19%	1	5%	17	45%		
7	Assoc. VPAA Eglsaer	35	3.54	1.17	9	26%	9	26%	11	31%	4	11%	2	6%	3	8%		
8	Assoc. VPAA Tayebi	37	3.81	1.15	14	38%	7	19%	13	35%	1	3%	2	5%	1	3%		
9	Assoc. VPR&SP Cook	25	3.40	1.32	7	28%	4	16%	9	36%	2	8%	3	12%	13	34%		
10	Assoc. VPResAdm Davis	18	2.94	1.00	1	6%	3	17%	10	56%	2	11%	2	11%	20	53%		
11	Assoc. VP DL Angrove	29	2.55	1.33	2	7%	5	17%	10	34%	2	7%	10	34%	9	24%		
12	Dean de Castro	36	3.81	1.26	14	39%	11	31%	2	6%	8	22%	1	3%	2	5%		
13	Assoc. Dean Bruce	36	3.92	1.08	13	36%	12	33%	7	19%	3	8%	1	3%	2	5%		
14	Assoc. Dean Bilhartz	33	3.55	1.12	8	24%	9	27%	10	30%	5	15%	1	3%	5	13%		
16	Budget Decision Participation in Dept.	37	3.03	1.36	6	16%	10	27%	6	16%	9	24%	6	16%	1	3%		
17	Selection of Admins.	37	2.51	1.45	4	11%	8	22%	4	11%	8	22%	13	35%	1	3%		
18	Selection of Faculty	36	4.19	1.06	20	56%	7	19%	5	14%	4	11%	0	0%	2	5%		
19	Strategic Planning in College	31	3.00	1.41	5	16%	8	26%	7	23%	4	13%	7	23%	7	18%		
20	3/3 4/4 handled fairly	37	3.27	1.43	11	30%	5	14%	9	24%	7	19%	5	14%	1	3%		
21	SAM Center Mentoring	32	4.22	0.87	15	47%	10	31%	6	19%	1	3%	0	0%	6	16%		
22	SAM Center Advising	35	4.17	0.95	15	43%	14	40%	4	11%	1	3%	1	3%	3	8%		
23	Physically Safe on Campus	38	4.45	0.65	20	53%	15	39%	3	8%	0	0%	0	0%	0	0%		
24	LSC facilities adequate	34	4.09	1.03	14	41%	13	38%	4	12%	2	6%	1	3%	4	11%		
25	LSC Services adequate	33	3.85	1.09	11	33%	0	0%	3	18%	4	24%	4	24%	6	35%	21	55%
	36 Recruiting Quality Students			35 2	91	1.01	1	3%	9	26%	15	43%	6	17%	4	11%	3	8%

		N	Mean	Std. Dev.	5		4		3		2		1		N/A	
					n	%	n	%	n	%	n	%	n	%	n	%
37	Teaching Load is fair	38	3.61	1.10	9	24%	12	32%	12	32%	3	8%	2	5%	0	0%
38	Recognition for teaching	38	3.32	1.32	9	24%	10	26%	6	16%	10	26%	3	8%	0	0%
39																

NGL

#	Question	Total Mean	A&S Mean	COBA Mean	CJ Mean	ED Mean	H&SS Mean	Library Mean
23	Physically Safe on Campus	4.36	4.31	4.21	4.58	4.39	4.45	4.29
32	Library Services	4.23	4.12	4.15	4.50	4.25	4.32	4.57
18	Selection of Faculty	4.21	4.47	4.00	4.17	4.06	4.19	3.71
1	President Gaertner	4.19	4.20	4.14	4.64	4.32	4.06	3.50
33	Library good for Dept. Curriculum	4.18	3.97	4.27	4.25	4.19	4.40	4.50
44	Free from intimidation/discrimination	4.06	4.05	4.36	4.08	4.06	3.92	3.71
28	HKC	4.00	3.88	3.91	4.00	4.33	4.04	3.67
42	Collegial Support in dept.	3.99	3.87	4.43	4.42	4.15	3.55	4.14
72	Chair values faculty	3.97	4.02	3.86	4.50	4.24	3.66	2.67
12	Dean	3.96	4.37	3.68	4.33	3.41	3.81	4.29
73	Satisfied at SHSU	3.92	3.95	3.89	4.25	4.03	3.65	4.14
5	VPSS Parker	3.89	3.87	3.86	3.83	3.96	3.93	3.50
43	Work environment	3.88	3.69	3.93	3.92	4.09	3.89	4.14
21	SAM Center Mentoring	3.83	3.52	3.76	4.00	4.09	4.22	3.00
59	Post Tenure Review	3.82	3.62	4.14	4.00	4.22	3.57	4.00
34	Blackboard	3.81	3.81	3.96	3.67	3.79	3.82	3.00
71	Dean values faculty	3.78	4.26	3.68	4.33	3.03	3.51	4.00
7	Assoc. VPAA Eglsaer	3.78	3.80	3.43	4.38	4.14	3.54	3.86
9	Assoc. VPR&SP Cook	3.77	4.00	3.35	4.33	3.87	3.40	3.33
37	Teaching Load is fair	3.76	3.87	3.50	4.00	3.97	3.61	1.00
13	Assoc. Deans (All grouped together)	3.75	4.07	3.11	4.17	3.31	3.74	-
24	LSC facilities adequate	3.74	3.48	3.43	4.08	4.10	4.09	3.17
8								

		Total	A&S	COBA	CJ	ED	H&SS	Library
#	Question	Mean	Mean	Mean	Mean	Mean	Mean	Mean
38	Recognition for teaching	3.45	3.65	3.25	4.25	3.21	3.32	1.00
64	Enhancement Grant for Research	3.44	3.59	3.50	4.10	3.73	2.63	2.50
41	Clerical Support	3.42	3.47	3.22	4.55	3.47	3.11	3.50
10	Assoc. VPResAd[63 2[(3.e f* 262.08 3.64 608 608 608 605(D05D 58 >>7 [(R)-34(ec)-56(og)-29(n)-29(i)-20(t)-50.)-21(50)]TJ7-29(i)-20(t)-50.)-21(5a.116 -1.767 Td (#)Tp)Tj EMo c. VPReoTuCID 58 >>BDC							

	VPFO	**3.58**	**3.52**	**2.97**	**3.04**	**3.04**	**3.09**	**3.20**	**2.89**	**2.62**	**2.38**	**2.42**
	VPSS	**3.89**	**3.88**	**3.84**	**3.80**	**3.80**	**3.87**	**2.34**	**1.99**	**2.08**	**1.92**	**2.16**
	VP Advancement	**3.47**	**3.24**	**3.26**	**3.24**	**3.24**	**3.19**	**2.76**	**2.57**	**2.78**	**2.66**	
	Assoc. VPAA	**3.78**	**3.63**	**3.68**	**3.68**	**3.68**	**3.69**	**3.55**	**3.54**	**3.73**	**3.78**	**3.43**
	Assoc. VPAA & Dean Grad.	**3.73**	**3.80**	**3.70**	**3.58**	**3.58**	**3.67**	**3.60**	**3.39**			
	Assoc. VPR&SP	**3.77**	**3.71**	**3.06**	**3.16**	**3.16**	**2.50**	**2.53**	**2.20**	**2.41**	**2.71**	**3.04**
	Assoc. VPRes Admin	**3.41**										
	Assoc. VP D.L.	**3.26**										
	Dean	**3.96**	**3.88**	**3.89**	**4.21**	**4.21**	**4.07**	**3.62**	**3.43**	**3.26**	**3.17**	**3.43**
	Budget Decision Participation in Dept.	**3.18**	**3.21**	**2.98**	**3.13**	**4.05**	**3.19**	**2.34**	**2.26**	**2.16**	**2.24**	**2.17**
	Selection of Admins.	**2.73**	**2.72**	**2.52**	**2.64**	**3.58**	**2.55**	**2.11**	**1.98**	**2.07**	**2.27**	**2.22**
	Selection of Faculty	**4.21**	**4.23**	**4.14**	**4.33**	**4.17**	**4.50**	**3.48**	**3.34**	**3.20**	**3.40**	**3.45**
	Strategic Planning in College	**3.27**	**3.28**	**3.26**	**3.40**	**3.90**	**3.31**	**2.47**	**2.29**	**2.40**	**2.46**	**2.31**
	3/3 4/4 handled fairly	**3.62**	**3.42**	**3.59**	**3.75**	**3.59**	**3.54**	**3.48**	**3.39**	**3.09**	**3.09**	**3.45**
	SAM Center Mentoring	**3.83**	**3.61**	**3.64**	**3.82**	**3.60**	**3.97**	**3.87**	**4.03**	**3.89**		
	SAM Center Advising	**3.65**	**3.50**	**3.44**	**3.64**	**3.65**	**3.92**	**3.81**	**4.02**	**3.95**		
	Physically Safe on Campus	**4.36**	**4.33**	**4.23**	**4.37**	**4.37**	**4.53**	**3.61**	**3.66**	**3.60**	**3.21**	**3.32**
	LSC facilities adequate	**3.74**	**3.68**	**3.61**	**3.65**	**3.82**	**3.66**	**3.58**	**3.44**	**3.46**	**2.47**	**2.88**
	LSC Services adequate	**3.71**	**3.69**	**3.49**	**3.60**	**3.64**	**3.63**					
	Aramark Services adequate	**3.12**										
	Human Resource Dept.	**3.60**	**3.69**	**3.21**	**3.50**	**3.40**	**3.50**	**3.12**	**3.03**	**3.34**	**3.43**	**3.30**
	HKC	**4.00**	**4.07**	**4.00**	**4.05**	**4.33**	**4.25**	**3.55**	**3.44**	**3.66**	**3.63**	**3.43**
	Support from Contracts and Grants	**3.53**	**3.17**	**2.89**	**3.02**	**2.64**	**3.03**	**2.56**	**2.61**	**2.73**	**3.00**	**3.19**
	Information Resources (UCS)	**3.10**	**3.09**	**2.63**	**3.58**	**3.13**	**3.65**	**3.63**	**3.73**	**3.78**	**3.74**	**3.53**
	DELTA services adequate	**3.13**										
	Library Services	**4.23**	**4.17**	**4.12**	**4.17**	**3.75**	**4.32**	**4.05**	**3.98**	**3.93**	**3.74**	**3.65**
	Library good for Dept. Curriculum	**4.18**	**4.02**	**3.95**	**3.90**	**3.08**	**4.06**	**3.93**	**3.88**	**3.80**	**3.73**	**3.50**
	Blackboard	**3.81**										
	E-College	**2.72**										
	Recruiting Quality Students	**3.16**	**3.14**	**3.07**	**3.08**	**3.71**	**3.46**	**3.17**	**3.09**			