

University Results 2008 - 2009

Number of Respondents 167
 Number of Tenured/Tenure-Track 457
 % Returned 36.5%

% 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	155	4.05	1.11	70	45%	46	30%	22	14%	11	7%	6	4%	12	7%
2 VPAA Payne	152	3.31	1.41	41	27%	34	22%	31	20%	23	15%	23	15%	15	9%
3 VPEM Crowson	91	3.40	1.09	17	19%	22	24%	38	42%	8	9%	6	7%	76	46%
4 VPFO Lewis	94	3.52	0.91	15	16%	30	32%	39	41%	9	10%	1	1%	73	44%
5 VPSS Parker	121	3.88	0.91	34	28%	47	39%	34	28%	4	3%	2	2%	46	28%
6 VP Advancement Holmes	101	3.24	1.12	13	13%	29	29%	38	38%	11	11%	10	10%	66	40%
7 Assoc. VPAA Eglsaer	141	3.63	1.23	46	33%	34	24%	30	21%	25	18%	6	4%	26	16%
8 Assoc. VPAA Muehsam	135	3.80	1.09	47	35%	32	24%	42	31%	10	7%	4	3%	32	19%
9 Assoc. VPR&SP Cook	95	3.71	0.99	23	24%	33	35%	28	29%	10	11%	1	1%	72	43%
10 Dean	164	3.88	1.24	71	43%	37	23%	33	20%	12	7%	11	7%	3	2%
11 Assoc. Deans (All grouped together)	242	3.89	1.17	47	19%	32	13%	25	10%	7	3%	9	4%	47	28%
14 Budget Decision Participation in Dept.	158	3.21	1.48	39	25%	43	27%	19	12%	26	16%	31	20%	9	5%
15 Selection of Admins.	146	2.72	1.44	19	13%	35	24%	21	14%	28	19%	43	29%	21	13%
16 Selection of Faculty	158	4.23	1.07	87	55%	41	26%	16	10%	8	5%	6	4%	9	5%
17 Strategic Planning in College	151	3.28	1.25	28	19%	44	29%	39	26%	23	15%	17	11%	16	10%
18 3/3 4/4 handled fairly	151	3.42	1.50	52	34%	32	21%	22	15%	18	12%	27	18%	16	10%
19 SAM Center Mentoring	125	3.61	1.17	30	24%	46	37%	29	23%	10	8%	10	8%	42	25%
20 SAM Center Advising	133	3.50	1.29	34	26%	45	34%	22	17%	18	14%	14	11%	34	20%
21 Physically Safe on Campus	162	4.33	0.97	92	57%	47	29%	12	7%	7	4%	4	2%	5	3%
22 LSC facilities adequate	150	3.68	1.06	36	24%	55	37%	41	27%	11	7%	7	5%	17	10%
23 LSC Services adequate	134	3.69	1.02	32	24%	48	36%	39	29%	11	8%	4	3%	33	20%
24 Human Resource Dept.	144	3.69	0.98	31	22%	57	40%	41	28%	11	8%	4	3%	23	14%
25 HKC	120	4.07	0.95	46	38%	46	38%	20	17%	6	5%	2	2%	47	28%
26 Support from Contracts and Grants	121	3.17	1.38	27	22%	26	21%	27	22%	22	18%	19	16%	46	28%
27 Computer Services	166	3.09	1.29	25	15%	47	28%	35	21%	36	22%	23	14%	1	1%
28 Library Services	158	4.17	0.90	68	43%	59	37%	22	14%	8	5%	1	1%	9	5%
29 Library good for Dept. Curriculum	151	4.02	1.04	61	40%	50	33%	25	17%	12	8%	3	2%	16	10%

A&S Results 2008 - 2009

Number of Respondents 55
 Number of Tenured/Tenure-Track 139
 % Returned 39.6%

% Respondents
not answering.

		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	%	n	%	
1	President Gaertner	53	4.13	1.02	24	45%	18	34%	6	11%	4	8%	1	2%	2	4%		
2	VPAA Payne	53	3.45	1.37	15	28%	14	26%	11	21%	6	11%	7	13%	2	4%		
3	VPEM Crowson	34	3.50	0.86	5	15%	10	29%	16	47%	3	9%	0	0%	21	38%		
4	VPFO Lewis	31	3.39	0.88	3	10%	10	32%	15	48%	2	6%	1	3%	24	44%		
5	VPSS Parker	43	3.74	0.93	9	21%	18	42%	13	30%	2	5%	1	2%	12	22%		
6	VP Advancement Holmes	34	2.94	1.10	1	3%	11	32%	12	35%	5	15%	5	15%	21	38%		
7	Assoc. VPAA Eglsaer	45	3.49	1.12	10	22%	12	27%	15	33%	6	13%	2	4%	10	18%		
8	Assoc. VPAA Muehsam	42	3.74	0.96	13	31%	7	17%	20	48%	2	5%	0	0%	13	24%		
9	Assoc. VPR&SP Cook	37	4.00	0.91	13	35%	13	35%	9	24%	2	5%	0	0%	18	33%		
10	Dean Hebert	55	4.51	0.84	39	71%	6	11%	9	16%	1	2%	0	0%	0	0%		
11	Assoc. Dean Nicolay	45	3.93	1.10	17	38%	14	31%	10	22%	2	4%	2	4%	10	18%		
12	Assoc. Dean Cook	44	4.14	0.85	16	36%	20	45%	7	16%	0	0%	1	2%	11	20%		
13	Assoc. Dean Rogers	45	3.80	1.16	14	31%	16	36%	11	24%	0	0%	4	9%	10	18%		
14	Budget Decision Participation in Dept.	50	3.66	1.32	17	34%	14	28%	9	18%	5	10%	5	10%	5	9%		
15	Selection of Admins.	46	2.63	1.44	5	11%	10	22%	10	22%	5	11%	16	35%	9	16%		
16	Selection of Faculty	49	4.37	0.91	29	59%	12	24%	5	10%	3	6%	0	0%	6	11%		
17	Strategic Planning in College	49	3.20	1.19	6	12%	16	33%	15	31%	6	12%	6	12%	6	11%		
18	3/3 4/4 handled fairly	52	3.46	1.47	17	33%	13	25%	8	15%	5	10%	9	17%	3	5%		
19	SAM Center Mentoring	44	3.16	1.24	6	14%	13	30%	13	30%	6	14%	6	14%	11	20%		
20	SAM Center Advising	50	2.96	1.29	7	14%	12	24%	10	20%	14	28%	7	14%	5	9%		
21	Physically Safe on Campus	55	4.18	1.09	29	53%	14	25%	7	13%	3	5%	2	4%	0	0%		
22	LSC facilities adequate	51	3.59	0.94	7	14%	23	45%	16	31%	3	6%	2	4%	4	7%		
23	LSC Services adequate	46	3.67	0.92	8	17%	20	43%	14	30%	3	7%	1	2%	9	16%		
24	Human Resource Dept.	49	3.69	0.96	9	18%	22	45%	14	29%	2	4%	2	4%	6	11%		
25	HKC	40	4.20	0.76	14	35%	22	55%	2	5%	2	5%	0	0%	15	27%		
26	Support from Contracts and Grants	45	3.16	1.38	10	22%	10	22%	8	18%	11	24%	6	13%	10	18%		
27	Computer Services	55	2.82	1.29	7	13%	11	20%	11	20%	17	31%	9	16%	0	0%		
28	Library Services	51	4.06	0.97	20	39%	19	37%	7	14%	5	10%	0	0%	4	7%		
29	Library good for Dept. Curriculum	49	3.96	1.10	18	37%	19	39%	6	12%	4	8%	2	4%	6	11%		
30	SH Press	34	3.76	1.18	11	32%	11	32%	7	21%	3	9%	2	6%	21	38%		
31	Recruiting Quality Students	53	3.15	1.22	7	13%	17	32%	11	21%	13	25%	5	9%	2	4%		
32	Teaching Load is fair	55	3.71	1.23	18	33%	17	31%	9	16%	8	15%	3	5%	0	0%		
33	Recognition for teaching	53	3.40	1.41	14	26%	16	30%	8	15%	7	13%	8	15%	2	4%		
34	Recognition for research	51	3.61	1.20	15	29%	13	25%	14	27%	6	12%	3	6%	4	7%		
35	Recognition for service	51	3.27	1.40	12	24%	13	25%	12	24%	5	10%	9	18%	4	7%		
36	Clerical Support	54	3.57	1.44	19	35%	15	28%	5	9%	8	15%	7	13%	1	2%		
37	Collegial Support in dept.	55	3.96	1.00	19	35%	21	38%	10	18%	4	7%	1	2%	0	0%		
38	Work environment	54	3.72	1.16	17	31%	16	30%	12	22%	7	13%	2	4%	1	2%		
39																		

Number of Respondents 7
 Number of Tenured/Tenure-Track 31
 % Returned 22.6%

	N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
1 President Gaertner	6	4.50	0.84	4	67%	11	67%	11	67%	11	67%	16	22%	21	29%
11 Assoc. Dean Mullings	7	4.29	1.25	5	71%	0	0%	1	14%	1	14%	0	0%	0	0%
14 Budget Decision Participation in Dept.	7	3.43	1.51	2	29%	2	29%	1	14%	1	14%	1	14%	0	0%
15 Selection of Admins.	6	2.33	1.51	0	0%	2	33%	1	17%	0	0%	3	50%	1	14%
16 Selection of Faculty	7	4.29	0.76	3	43%	3	43%	1	14%	0	0%	0	0%	0	0%
17 Strategic Planning in College	6	3.33	1.51	2	33%	1	17%	0	0%	3	50%	0	0%	1	14%
18 3/3 4/4 handled fairly	7	4.29	1.11	4	57%	2	29%	0	0%	1	14%	0	0%	0	0%
19 SAM Center Mentoring	5	4.40	0.55	2	40%	3	60%	0	0%	0	0%	0	0%	2	29%
20 SAM Center Advising	4	4.50	0.58	2	50%	2	50%	0	0%	0	0%	0	0%	3	43%
21 Physically Safe on Campus	6	4.83	0.41	5	83%	1	17%	0	0%	0	0%	0	0%	1	14%
22 LSC facilities adequate	5	4.00	1.22	2	40%	2	40%	0	0%	1	20%	0	0%	2	29%
23 LSC Services adequate	4	4.00	0.82	1	25%	2	50%	1	25%	0	0%	0	0%	3	43%
24 Human Resource Dept.	7	4.00	0.58	1	14%	5	71%	1	14%	0	0%	0	0%	0	0%
25 HKC	4	3.75	0.50	0	0%	3	75%	1	25%	0	0%	0	0%	3	43%
26 Support from Contracts and Grants	6	2.50	1.22	0	0%	2	33%	0	0%	3	50%	1	17%	1	14%
27 Computer Services	7	2.57	1.27	0	0%	2	29%	2	29%	1	14%	2	29%	0	0%
28 Library Services	7	3.86	1.07	2	29%	3	43%	1	14%	1	14%	0	0%	0	0%
29 Library good for Dept. Curriculum	7	3.71	0.76	1	14%	3	43%	3	43%	0	0%	0	0%	0	0%

Number of Respondents 22
 Number of Tenured/Tenure-Track 71
 % Returned 31.0%

	N	Mean	Std. Dev.	n	%	n	%	n	%	n	%	n	%	n	%
1 President Gaertner	20	3.90	1.21	8	40%	6	30%	3	15%	2	10%	1	5%	2	9%
2 VPAA Payne	20	3.20	1.28	4	20%	4	20%	6	30%	4	20%	2	10%	2	9%
3 VP EM Crowson	15	3.00	1.20	2	13%	2	13%	7	47%	2	13%	2	13%	7	32%
4 VPFO Lewis	18	3.67	0.97	5	28%	3	17%	9	50%	1	6%	0	0%	4	18%
5 VPSS Parker	18	3.83	1.10	6	33%	5	28%	6	33%	0	0%	1	6%	4	18%
6 VP Advancement Holmes	17	3.18	1.13	3	18%	1	6%	11	65%	0	0%	2	12%	5	23%
7 Assoc. VPAA Eglsaer	22	3.14	1.25	4	18%	4	18%	7	32%	5	23%	2	9%	0	0%
8 Assoc. VPAA Muehsam	19	3.79	1.03	6	32%	5	26%	6	32%	2	11%	0	0%	3	14%
9 Assoc. VPR&SP Cook	14	3.64	1.08	3	21%	5	36%	5	36%	0	0%	1	7%	8	36%
10 Dean Ashorn	22	3.50	1.06	4	18%	7	32%	8	36%	2	9%	1	5%	0	0%
14 Budget Decision Participation in Dept.	21	2.24	1.18	0	0%	5	24%	2	10%	7	33%	7	33%	1	5%
15 Selection of Admins.	22	2.77	1.41	3	14%	5	23%	3	14%	6	27%	5	23%	0	0%
16 Selection of Faculty	22	3.82	1.37	10	45%	4	18%	4	18%	2	9%	2	9%	0	0%
17 Strategic Planning in College	21	3.24	1.45	5	24%	5	24%	5	24%	2	10%	4	19%	1	5%
18 3/3 4/4 handled fairly	22	3.50	1.50	8	36%	4	18%	43(4)	244(3)	9(8%)	24(7)	33(15%)	24(11%)	43(19%)	27(12%)

H&SS Results 2008 - 2009

Number of Respondents 37
 Number of Tenured/Tenure-Track 123
 % Returned 30.1%

% Respondents
not answering.

Number and % Responding 5, 4, 3, 2, 1

	N	Mean	Std. Dev.	Number and % Responding 5, 4, 3, 2, 1										N/A		
				5		4		3		2		1		n	%	
1	President Gaertner	35	3.54	1.36	10	29%	12	34%	4	11%	5	14%	4	11%	2	5%
2	VPAA Payne	32	2.69	1.38	3	9%	7	22%	9	28%	3	9%	10	31%	5	14%
3	VPEM Crowson	18	2.56	1.04	0	0%	3	17%	8	44%	3	17%	4	22%	19	51%
4	VPFO Lewis	18	3.06	0.87	1	6%	4	22%	8	44%	5	28%	0	0%	19	51%
5	VPSS Parker	27	3.89	0.85	7	26%	11	41%	8	30%	1	4%	0	0%	10	27%
6	VP Advancement Holmes	18	2.89	1.18	2	11%	3	17%	6	33%	5	28%	2	11%	19	51%
7	Assoc. VPAA Eglsaer	33	3.61	1.30	11	33%	9	27%	3	9%	9	27%	1	3%	4	11%
8	Assoc. VPAA Muehsam	31	3.55	1.12	7	23%	10	32%	8	26%	5	16%	1	3%	6	16%
9	Assoc. VPR&SP Cook	20	3.20	1.15	3	15%	6	30%	3	15%	8	40%	0	0%	17	46%
10	Dean de Castro	35	3.43	1.44	10	29%	10	29%	6	17%	3	9%	6	17%	2	5%
11	Assoc. Dean Tayebi	32	4.00	1.22	15	47%	8	25%	5	16%	2	6%	2	6%	5	14%
12	Assoc. Dean Bruce	33	3.85	1.37	15	45%	7	21%	6	18%	1	3%	4	12%	4	11%
14	Budget Decision Participation in Dept.	36	2.89	1.51	8	22%	6	17%	4	11%	10	28%	8	22%	1	3%
15	Selection of Admins.	32	2.47	1.32	2	6%	8	25%	2	6%	11	34%	9	28%	5	14%
16	Selection of Faculty	35	4.23	1.09	19	54%	10	29%	2	6%	3	9%	1	3%	2	5%
17	Strategic Planning in College	33	3.09	1.18	4	12%	9	27%	9	27%	8	24%	3	9%	4	11%
18	3/3 4/4 handled fairly	34	3.03	1.51	7	21%	9	26%	4	12%	6	18%	8	24%	3	8%
19	SAM Center Mentoring	30	3.93	0.91	7	23%	17	57%	4	13%	1	3%	1	3%	7	19%
20	SAM Center Advising	30	3.83	1.21	9	30%	14	47%	3	10%	1	3%	3	10%	7	19%
21	Physically Safe on Campus	34	4.26	1.02	18	53%	11	32%	2	6%	2	6%	1	3%	3	8%
22	LSC facilities adequate	33	3.61	1.27	10	30%	9	27%	8	24%	3	9%	3	9%	4	11%
23	LSC Services adequate	29	3.55	1.15	7	24%	9	31%	7	24%	5	17%	1	3%	8	22%
24	Human Resource Dept.	28	3.50	0.96	4	14%	10	36%	11	39%	2	7%	1	4%	9	24%
25	HKC	26	3.77	1.07	8	31%	7	27%	9	35%	1	4%	1	4%	11	30%
26	Support from Contracts and Grants	26	3.00	1.39	5	19%	4	15%	8	31%	4	15%	5	19%	11	30%
27	Computer Services	36	3.00	1.39	6	17%	9	25%	7	19%	7	19%	7	19%	1	3%
28	Library Services	36	4.17	0.81	14	39%	15	42%	6	17%	1	3%	0	0%	1	3%
29	Library good for Dept. Curriculum	36	3.69	1.04	9	25%	13	36%	8	22%	6	17%	0	0%	1	3%
30	SH Press	20	3.45	1.28	5	25%	5	25%	6	30%	2	10%	2	10%	17	46%
31	Recruiting Quality Students	35	2.94	1.14	3	9%	8	23%	12	34%	8	23%	4	11%	2	5%
32	Teaching Load is fair	36	3.50	1.46	12	33%	9	25%	6	17%	3	8%	6	17%	1	3%
33	Recognition for teaching	36	3.19	1.37	5	14%	16	44%	2	6%	7	19%	6	17%	1	3%
34	Recognition for research	36	3.50	1.23	7	19%	15	42%	7	19%	3	8%	4	11%	1	3%
35	Recognition for service	36	2.75	1.38	3	8%	10	28%	9	25%	3	8%	11	31%	1	3%
36	Clerical Support	35	3.09	1.46	7	20%	9	26%	7	20%	4	11%	8	23%	2	5%
37	Collegial Support in dept.	34	3.41	1.23	7	21%	11	32%	8	24%	5	15%	3	9%	3	8%
38	Work environment	35	4.09	1.20	17	49%	10	29%	5	14%	0	0%	3	9%	2	5%
39	Free from intimidation/discrimination	36	3.83	1.28	15	42%	9	25%	5	14%	5	14%	2	6%	1	3%
40	Parking	35	2.37	1.42	4	11%	5	14%	4	11%	9	26%	13	37%	2	5%
41	Faculty Senate	29	2.86	0.99	2	7%	4	14%	13	45%	8	28%	2	7%	8	22%
42	Research Resources	35	2.71	1.07	0	0%	10	29%	11	31%	8	23%	6	17%	2	5%
43	Graduate Program Resources	34	2.35	0.92	1	3%	2	6%	10	29%	16	47%	5	15%	3	8%
44	Travel Allocation	36	2.50	1.25	3	8%	5	14%	8	22%	11	31%	9	25%	1	3%
45	IDEA Administered	36	2.61	1.46	5	14%	6	17%	7	19%	6	17%	12	33%	1	3%
46	IDEA Accuracy	36	2.25	1.16	1	3%	4	11%	11	31%	7	19%	13	36%	1	3%
47	Chair evaluation of my teaching	33	3.45	1.18	5	15%	15	45%	6	18%	4	12%	3	9%	4	11%
48	FES Instrument is adequate	35	2.83	1.18	1	3%	11	31%	11	31%	5	14%	7	20%	2	5%
49	Merit System is applied fairly	32	2.88	1.24	2	6%	10	31%	8	25%	6	19%	6	19%	5	14%
50	Promotion System is applied fairly	30	2.83	1.46	5	17%	6	20%	6	20%	5	17%	8	27%	7	19%
51	Tenure System is applied fairly	35	3.23	1.26	7	20%	7	20%	12	34%	5	14%	4	11%	2	5%
52	Post Tenure Review	27	3.74	1.10	7	26%	10	37%	8	30%	0	0%	2	7%	10	27%
53	Salary at SHSU	36	2.36	1.15	1	3%	6	17%	8	22%	11	31%	10	28%	1	3%
54	Salary other Universities	35	2.00	0.97	1	3%	2	6%	4	11%	17	49%	11	31%	2	5%
55	Reassigned time	26	3.04	1.15	3	12%	5	19%	11	42%	4	15%	3	12%	11	30%
56	Faculty Research Fund <5000	27	3.07	1.14	2	7%	9	33%	8	30%	5	19%	3	11%	10	27%
57	Enhancement Grant for Research	26	2.92	1.16	1	4%	9	35%	7	27%	5	19%	4	15%	11	30%
58	Adequate support for online courses	28	2.21	1.10	0	0%	4	14%	8	29%	6	21%	10	36%	9	24%

Comparison Across Colleges/Library		Total	A&S	COBA	CJ	ED	H&SS	Library
#	Question	Mean	Mean	Mean	Mean	Mean	Mean	Mean
21	Physically Safe on Campus	4.33	4.18	4.09	4.83	4.65	4.26	4.50
16	Selection of Faculty	4.23	4.37	3.82	4.29	4.22	4.23	4.63
28	Library Services	4.17	4.06	3.91	3.86	4.44	4.17	4.83
65	Chair values faculty	4.16	4.47	3.64	4.67	4.26	3.78	4.33
25	HKC	4.07	4.20	3.67	3.75	4.34	3.77	4.33
1	President Gaertner	4.05	4.13	3.90	4.50	4.51	3.54	3.67
29	Library good for Dept. Curriculum	4.02	3.96	4.10	3.71	4.35	3.69	5.00
66	Satisfied at SHSU	4.01	4.15	3.77	4.71	4.05	3.69	4.25
39	Free from intimidation/discrimination	3.99	4.07	3.82	4.86	3.84	3.83	4.50
38	Work environment	3.98	3.72	3.82	4.29	4.16	4.09	4.63
64	Dean values faculty	3.96	4.58	3.68	4.57	3.57	3.44	4.14
37	Collegial Support in dept.	3.95	3.96	4.05	4.86	4.11	3.41	4.38
52	Post Tenure Review	3.91	3.95	3.82	4.67	3.86	3.74	4.29
5	VPSS Parker	3.88	3.74	3.83	4.00	4.04	3.89	4.67
10	Dean	3.88	4.51	3.50	4.43	3.43	3.43	4.25
47	Chair evaluation of my teaching	3.81	3.82	3.77	4.14	4.00	3.45	4.67
60	University Center staff	3.80	3.47	3.74	4.00	4.00	3.88	0.00
8	Assoc. VPAA Muehsam	3.80	3.74	3.79	4.50	3.94	3.55	4.33

	Comparison Across Colleges/Library	Total	A&S	COBA	CJ	ED	H&SS	Library
#	Question	Mean	Mean	Mean	Mean	Mean	Mean	Mean
6	VP Advancement Holmes	3.24	2.94	3.18	3.67	3.81	2.89	3.50

Faculty Senate Survey Results - University Previous Comparison

Evaluate the Following:

		08-09	07-08	06-07	06-07	05-06	04-05	03-04	02-03	01-02	00-01	99-00
1	President	4.05	3.74	3.91	3.91	3.89	3.45	3.31	3.48	3.62	3.00	3.18
2	VPAA	3.31	3.31	3.34	3.34	3.16	2.59	2.50	2.77	2.96	2.44	2.58
3	VPEM	3.40	3.55	3.35	3.35	3.34	3.02					
4	VPFO	3.52	2.97	3.04	3.04	3.09	3.20	2.89	2.62	2.38	2.42	2.64
5	VPSS	3.88	3.84	3.80	3.80	3.87	2.34	1.99	2.08	1.92	2.16	2.55
6	VP Advancement	3.24	3.26	3.24	3.24	3.19	2.76	2.57	2.78	2.66		
7	Assoc. VPAA	3.63	3.68	3.68	3.68	3.69	3.55	3.54	3.73	3.78	3.43	3.46
8	Assoc. VPAA & Dean Grad.	3.80	3.70	3.58	3.58	3.67	3.60	3.39				
9	Assoc. VPR&SP	3.71	3.06	3.16	3.16	2.50	2.53	2.20	2.41	2.71	3.04	3.16
10	Dean	3.88	3.89	4.21	4.21	4.07	3.62	3.43	3.26	3.17	3.43	3.71
14	Budget Decision Participation in Dept.	3.21	2.98	3.13	4.05	3.19	2.34	2.26	2.16	2.24	2.17	2.25
15	Selection of Admins.	2.72	2.52	2.64	3.58	2.55	2.11	1.98	2.07	2.27	2.22	2.36
16	Selection of Faculty	4.23	4.14	4.33	4.17	4.50	3.48	3.34	3.20	3.40	3.45	3.44
17	Strategic Planning in College	3.28	3.26	3.40	3.90	3.31	2.47	2.29	2.40	2.46	2.31	2.39
18	3/3 4/4 handled fairly	3.42	3.59	3.75	3.59	3.54	3.48	3.39	3.09	3.09	3.45	3.32
19	SAM Center Mentoring	3.61	3.64	3.82	3.60	3.97	3.87	4.03	3.89			
20	SAM Center Advising	3.50	3.44	3.64	3.65	3.92	3.81	4.02	3.95			
21	Physically Safe on Campus	4.33	4.23	4.37	4.37	4.53	3.61	3.66	3.60	3.21	3.32	3.49
22	LSC facilities adequate	3.68	3.61	3.65	3.82	3.66	3.58	3.44	3.46	2.47	2.88	3.24
23	LSC Services adequate	3.69	3.49	3.60	3.64	3.63						
24	Human Resource Dept.	3.69	3.21	3.50	3.40	3.50	3.12	3.03	3.34	3.43	3.30	3.30
25	HKC	4.07	4.00	4.05	4.33	4.25	3.55	3.44	3.66	3.63	3.43	n/a
26	Support from Contracts and Grants	3.17	2.89	3.02	2.64	3.03	2.56	2.61	2.73	3.00	3.19	3.13
27	Computer Services	3.09	2.63	3.58	3.13	3.65	3.63	3.73	3.78	3.74	3.53	3.39
28	Library Services	4.17	4.12	4.17	3.75	4.32	4.05	3.98	3.93	3.74	3.65	3.77
29	Library good for Dept. Curriculum	4.02	3.95	3.90	3.08	4.06	3.93	3.88	3.80	3.73	3.50	3.66
30	SH Press	3.62	3.47	3.59	3.50	3.69	3.65	3.92	3.92	3.88	3.92	3.93
31	Recruiting Quality Students	3.14	3.07	3.08	3.71	3.46	3.17	3.09				
32	Teaching Load is fair	3.63	3.65	3.71	3.23	3.80	3.20	3.11				
33	Recognition for teaching	3.27	3.13	3.23	3.46	3.30	2.77	2.69				
34	Recognition for research	3.52	3.32	3.46	3.11	3.54	3.02	3.06				
35	Recognition for service	3.03	3.03	3.11	3.40	3.21	2.79	2.58				
36	Clerical Support	3.49	3.31	3.40	3.93	3.89	3.16	3.24				
37	Collegial Support in dept.	3.95	3.92	3.93	3.81	3.89	3.60	3.72				
38	Work environment	3.98	3.66	3.81	3.44	3.70	3.31	3.46				
39	Free from intimidation/discrimination	3.99	3.87	3.86	3.48	3.87	3.47	3.62				
40	Parking	2.52	3.11	3.44	3.25	3.27	2.78	2.72				
41	Faculty Senate	3.23	3.16	3.25	2.74	3.42	3.25	3.34	3.36	2.96	3.01	3.11
42	Research Resources	3.13	3.17	3.10	3.02	2.94	2.41	2.24	2.17	2.31	2.36	2.36
43	Graduate Program Resources	2.74	2.72	2.74	3.08	2.53	2.54	2.58	2.32	2.15	1.96	2.12
44	Travel Allocation	3.07	3.05	3.08	2.77	2.95	2.50	2.25	2.04	2.12	1.78	1.89
45	IDEA Administered fairly	2.81	2.82	2.77	2.47	2.90						
46	IDEA Accuracy	2.42	2.56	2.47	3.64	2.66	2.48	2.22	2.41	2.38	2.27	2.58
47	Chair evaluation of my teaching	3.81	3.60	3.64	3.12	3.78	3.49	3.67	3.62	3.34	3.62	3.40
48	FES Instrument is adequate	3.08	2.93	3.12	3.86	3.20	2.56	2.43				
49	Merit System is applied fairly	3.01	2.91	2.92	3.74	2.96	2.55	2.56	2.74	2.46	2.38	2.67
50	Promotion System is applied fairly	3.29	3.25	3.27	3.71	3.24	2.71	2.71	2.82	2.80	3.09	2.93
51	Tenure System is applied fairly	3.66	3.47	3.74	2.59	3.60	3.32	3.54	3.46	3.42	3.63	3.54
52	Post Tenure Review	3.91	3.67	3.71	2.32	3.68	3.30	3.51	3.63	3.29	3.57	3.45
53	Salary at SHSU	2.79	2.64	2.59	2.92	2.60	2.57	2.61	2.53	2.46	2.36	2.47
54	Salary other Universities	2.39	2.46	2.32	3.27	2.23	2.24	2.13	2.14	1.99	2.00	2.09
55	Reassigned time	3.17	3.07	3.15	3.15	3.16	2.94	3.03	2.82	2.76	2.98	3.00
56	Faculty Research Fund <5000	3.39	3.09	3.07	3.07	3.02	2.93	2.73				
57	Enhancement Grant for Research	3.34	3.06	3.03	3.03	3.03	2.82	2.57				
58	Adequate support for online courses	2.82	2.75	2.90	2.90	2.81						
59	University Center facilities	3.60	3.50	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
60	University Center staff	3.80	3.72	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
61	Communication with Admin.	3.01	2.82	2.96	2.96	2.94	2.35	2.25				
62	President values faculty	3.75	3.54	3.80	3.80	3.82	3.22	2.98				
63	Provost values faculty	3.31	3.30	3.39	3.39	3.40	2.58	2.52				
64	Dean values faculty	3.96	3.90	4.39	4.39	4.39	3.64	3.42				
65	Chair values faculty	4.16	3.96	4.22	4.22	4.19	3.78	4.07				
66	Satisfied at SHSU	4.01	3.71	4.07	4.07	4.02	3.53	3.57	3.66	3.71	3.72	3.50