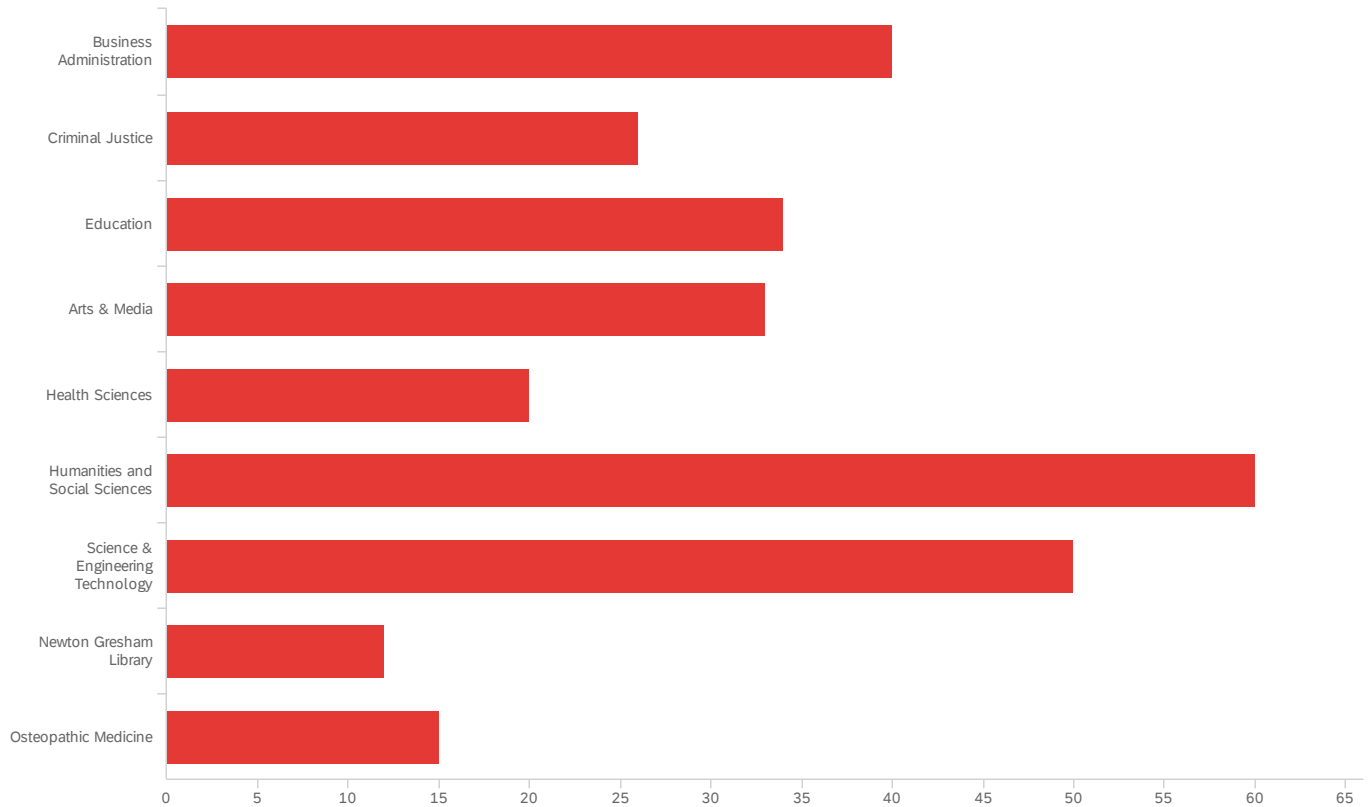


# Quantitative Results - Faculty Perception

Faculty Perception Survey 2023

April 19, 2023 8:21 AM MDT

Q2 - Please select your college.



#	Field	Choice Count
1	Business Administration	13.79% 40
2	Criminal Justice	8.97% 26
3	Education	11.72% 34
4	Arts & Media	11.38% 33
5	Health Sciences	6.90% 20
6	Humanities and Social Sciences	20.69% 60
7	Science & Engineering Technology	17.24% 50
8	Newton Gresham Library	4.14% 12
10	Osteopathic Medicine	5.17% 15
		290

Showing rows 1 - 10 of 10

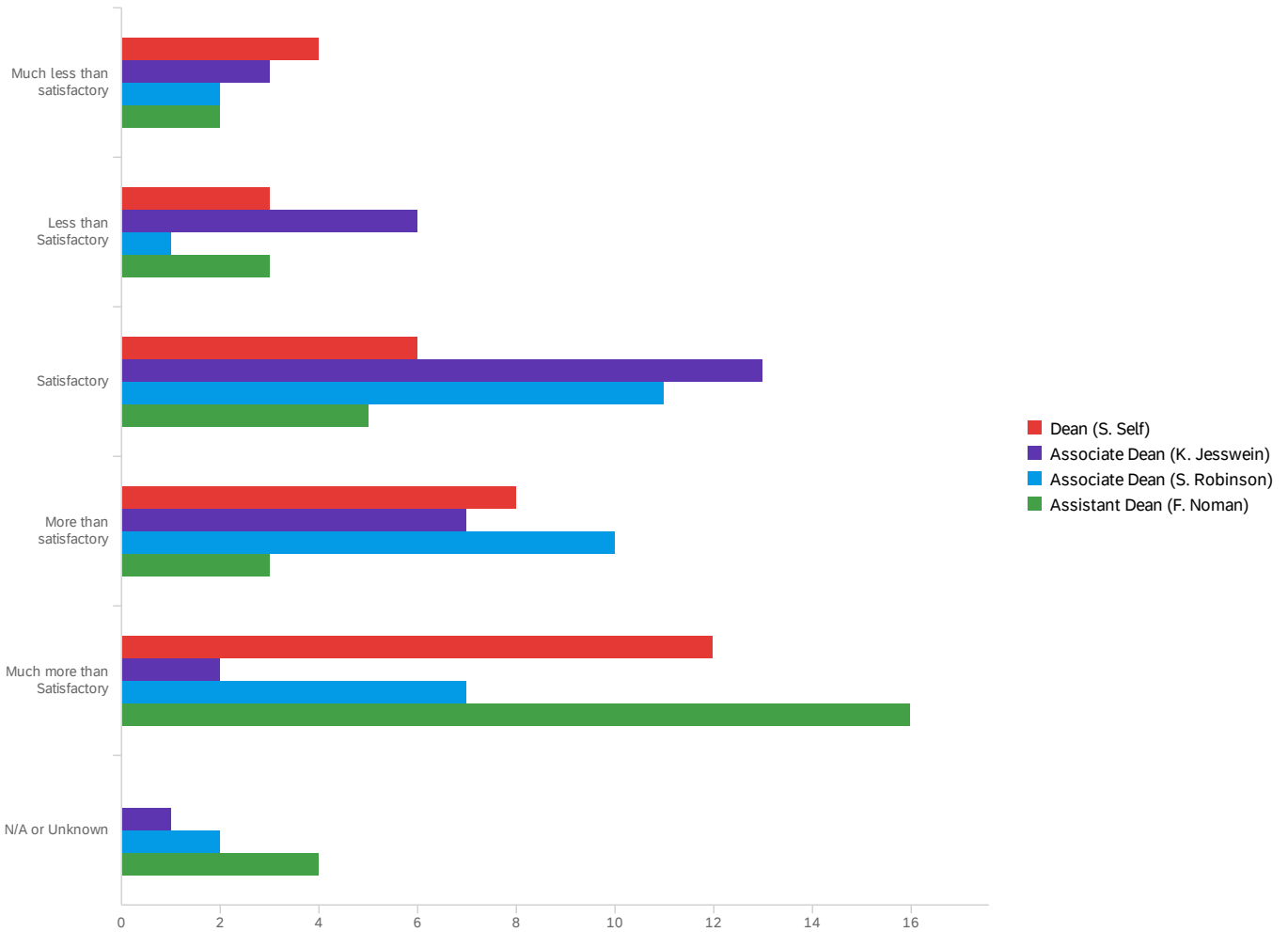
Q4 - Please rate each individual's performance using the button under the indicator with which you agree.

#	Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
1	University President (A. White)	3.27% 8	7.35% 18	20.82% 51	34.69% 85	24.49% 60	9.39% 23	245
2	Provost/VP Academic Affairs (M. Stephenson)	8.23% 20	8.23% 20	18.52% 45	27.16% 66	25.93% 63	11.93% 29	243
3	VP Finance and Operations (A. Withers)	1.65% 4	6.58% 16	13.58% 33	9.88% 24	7.41% 18	60.91% 148	243
4	VP Strategic Enrollment & Innovation (H. Thielemann)	7.79% 19	8.61% 21	22.13% 54	10.66% 26	6.15% 15	44.67% 109	244
5	Interim VP University Advancement (T. Mooney)	2.49% 6	2.49% 6	15.35% 37	6.64% 16	6.64% 16	66.39% 160	241
6	Interim VP Student Services (D. Miller)	2.92% 7	4.58% 11	17.08% 41	17.92% 43	15.00% 36	42.50% 102	240
7	Chief Strategy Officer (D. Glaser)	7.50% 18	5.42% 13	17.50% 42	12.08% 29	10.00% 24	47.50% 114	240
8	Chief Marketing Officer (J. Harris)	2.52% 6	7.56% 18	15.55% 37	7.56% 18	5.04% 12	61.76% 147	238
9	Director of Athletics (B. Williams)	2.50% 6	3.75% 9	15.00% 36	12.08% 29	7.92% 19	58.75% 141	240
10	Deputy to the President (M. Johnson)	1.68% 4	2.10% 5	10.08% 24	5.46% 13	6.30% 15	74.37% 177	238
11	Vice Provost (A. Gaillard)	3.75% 9	6.25% 15	19.17% 46	20.83% 50	20.42% 49	29.58% 71	240
12	Assoc. Provost Res. & Spons. Progs. (C. Hargrave)	7.11% 17	6.28% 15	18.83% 45	14.64% 35	15.48% 37	37.66% 90	239
13	Assoc. Prov and Dean Grad Studies (K. Hendrickson)	7.92% 19	7.92% 19	17.92% 43	15.42% 37	11.67% 28	39.17% 94	240
14	Assoc. VP for AA (S. Franklin)	3.39% 8	1.69% 4	19.49% 46	16.10% 38	14.41% 34	44.92% 106	236
15	Assoc. VP Distance Learning (B. Angrove)	4.22% 10	4.22% 10	19.83% 47	16.03% 38	10.55% 25	45.15% 107	237
16	Assoc. VP Student Success (A. Salazar)	2.10% 5	4.20% 10	16.81% 40	7.98% 19	9.66% 23	59.24% 141	238
17	Interim Assoc. VP Faculty Success (A. Simmons)	2.93% 7	8.79% 21	15.48% 37	13.81% 33	10.88% 26	48.12% 115	239

#	Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
18	Assoc. VP Human Res. & Diversity (R. Beassie)	6.69% 16	6.28% 15	17.99% 43	10.46% 25	7.53% 18	51.05% 122	239
19	Dean of Students (C. Smith)	2.11% 5	4.64% 11	18.57% 44	11.81% 28	7.17% 17	55.70% 132	237
20	Chief Diversity Officer (J. Bias)	5.79% 14	7.44% 18	16.94% 41	20.66% 50	20.66% 50	28.51% 69	242

Showing rows 1 - 20 of 20

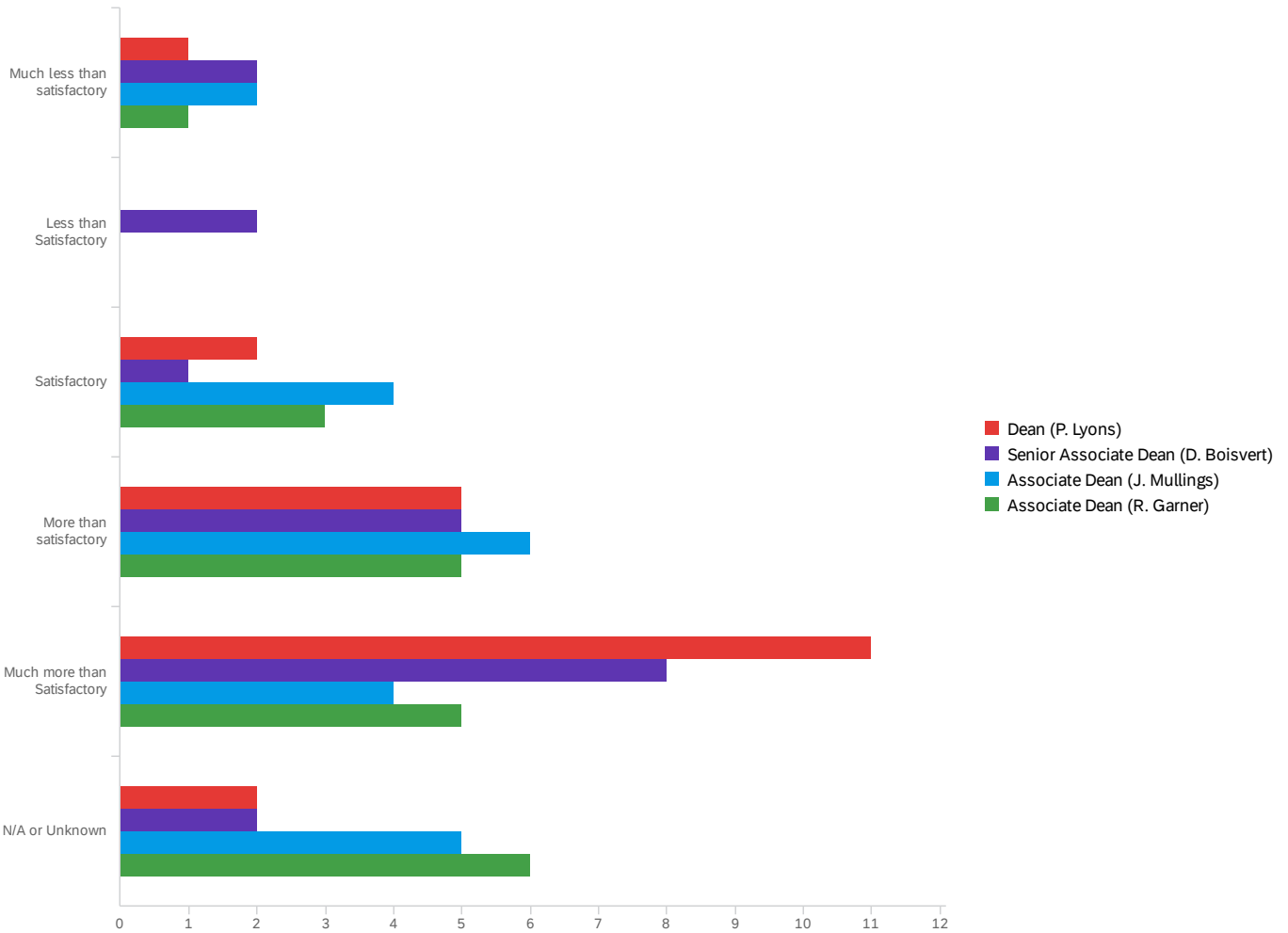
Q5 - Please rate each individual's performance using the button under the indicator with which you agree.



#	Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
1	Dean (S. Self)	12.12% 4	9.09% 3	18.18% 6	24.24% 8	36.36% 12	0.00% 0	33
2	Associate Dean (K. Jesswein)	9.38% 3	18.75% 6	40.63% 13	21.88% 7	6.25% 2	3.13% 1	32
3	Associate Dean (S. Robinson)	6.06% 2	3.03% 1	33.33% 11	30.30% 10	21.21% 7	6.06% 2	33
4	Assistant Dean (F. Noman)	6.06% 2	9.09% 3	15.15% 5	9.09% 3	48.48% 16	12.12% 4	33

Showing rows 1 - 4 of 4

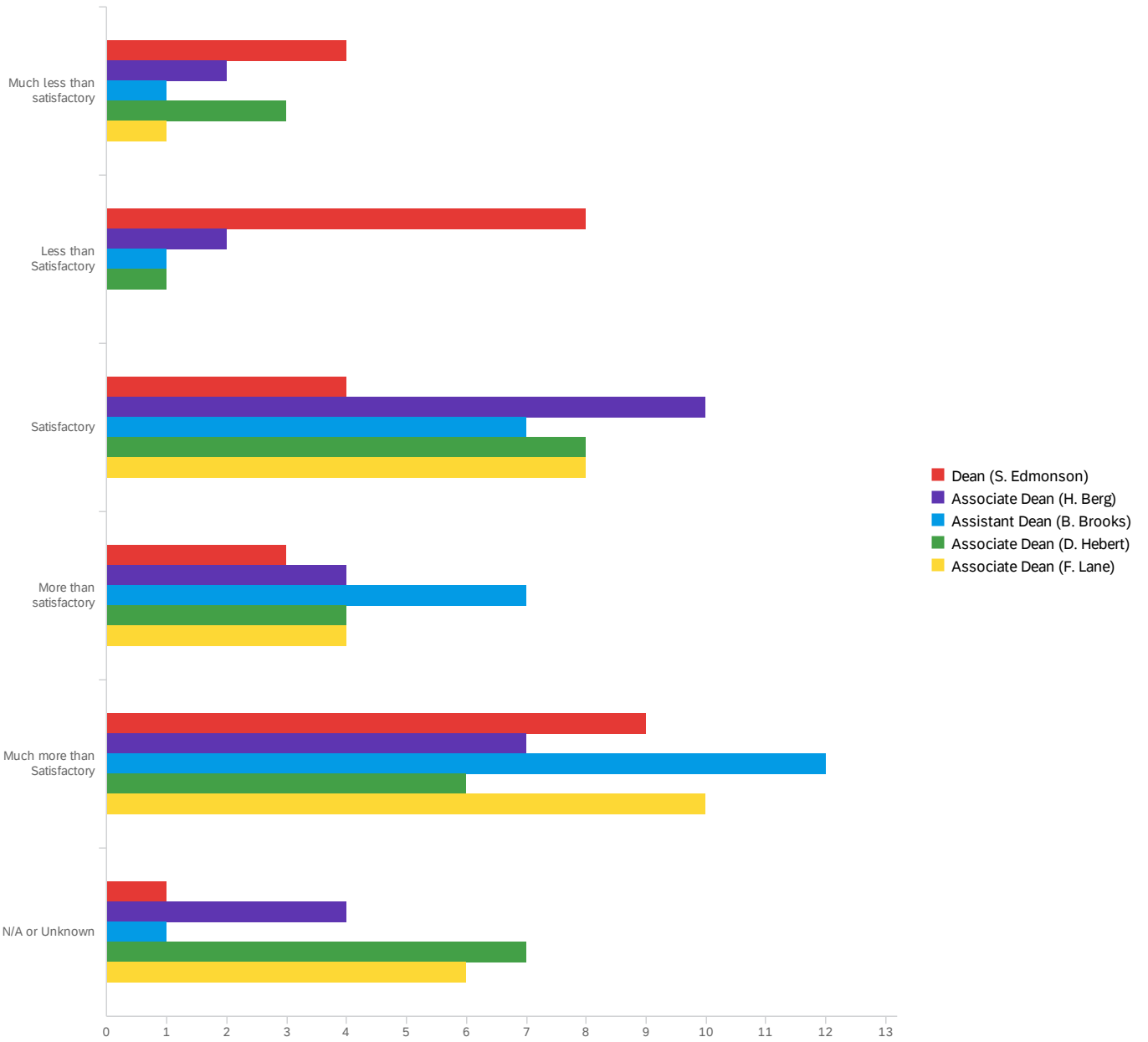
Q6 - Please rate each individual's performance using the button under the indicator with which you agree.



#	Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
1	Dean (P. Lyons)	4.76% 1	0.00% 0	9.52% 2	23.81% 5	52.38% 11	9.52% 2	21
2	Senior Associate Dean (D. Boisvert)	10.00% 2	10.00% 2	5.00% 1	25.00% 5	40.00% 8	10.00% 2	20
3	Associate Dean (J. Mullings)	9.52% 2	0.00% 0	19.05% 4	28.57% 6	19.05% 4	23.81% 5	21
4	Associate Dean (R. Garner)	5.00% 1	0.00% 0	15.00% 3	25.00% 5	25.00% 5	30.00% 6	20

Showing rows 1 - 4 of 4

Q7 - Please rate each individual's performance using the button under the indicator with which you agree.

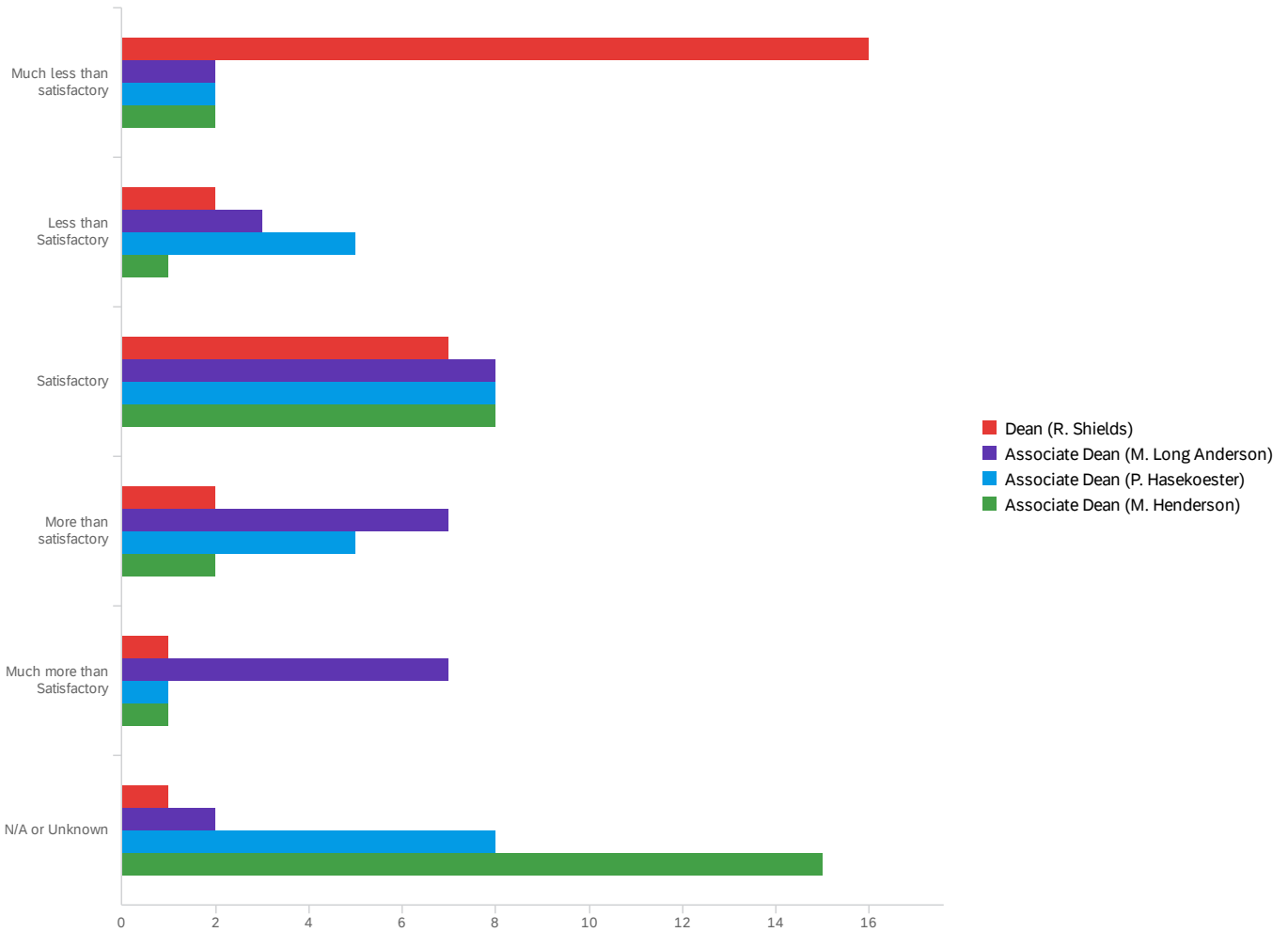


#	Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
1	Dean (S. Edmonson)	13.79% 4	27.59% 8	13.79% 4	10.34% 3	31.03% 9	3.45% 1	29
2	Associate Dean (H. Berg)	6.90% 2	6.90% 2	34.48% 10	13.79% 4	24.14% 7	13.79% 4	29
3	Assistant Dean (B. Brooks)	3.45% 1	3.45% 1	24.14% 7	24.14% 7	41.38% 12	3.45% 1	29

#	Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
4	Associate Dean (D. Hebert)	10.34% 3	3.45% 1	27.59% 8	13.79% 4	20.69% 6	24.14% 7	29
5	Associate Dean (F. Lane)	3.45% 1	0.00% 0	27.59% 8	13.79% 4	34.48% 10	20.69% 6	29

Showing rows 1 - 5 of 5

Q8 - Please rate each individual's performance using the button under the indicator with which you agree.

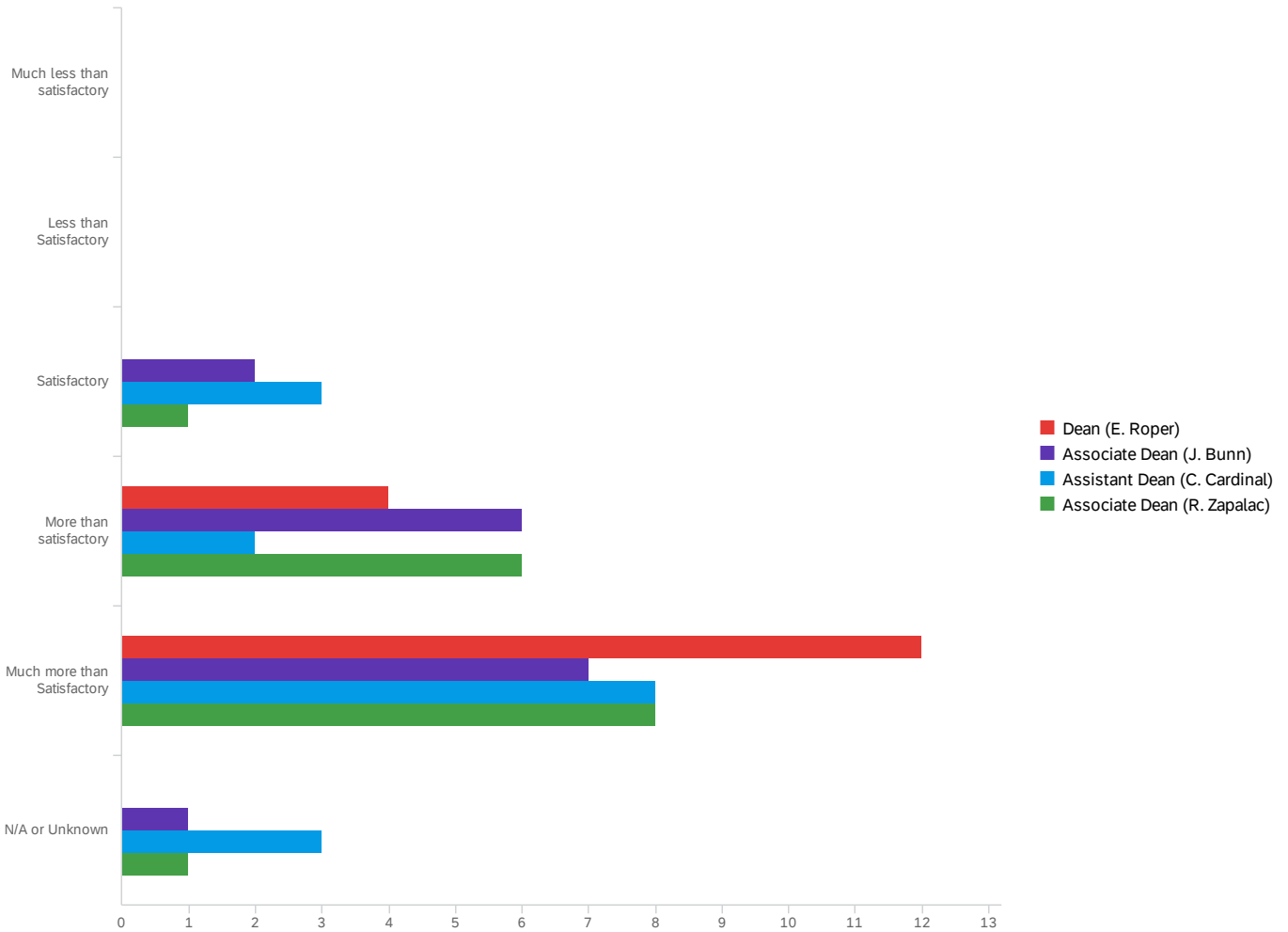


#	Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
1	Dean (R. Shields)	55.17% 16	6.90% 2	24.14% 7	6.90% 2	3.45% 1	3.45% 1	29
2	Associate Dean (M. Long Anderson)	6.90% 2	10.34% 3	27.59% 8	24.14% 7	24.14% 7	6.90% 2	29
3	Associate Dean (P. Hasekoester)	6.90% 2	17.24% 5	27.59% 8	17.24% 5	3.45% 1	27.59% 8	29
4	Associate Dean (M. Henderson)	6.90% 2	3.45% 1	27.59% 8	6.90% 2	3.45% 1	51.72% 15	29

Showing rows 1 - 4 of 4



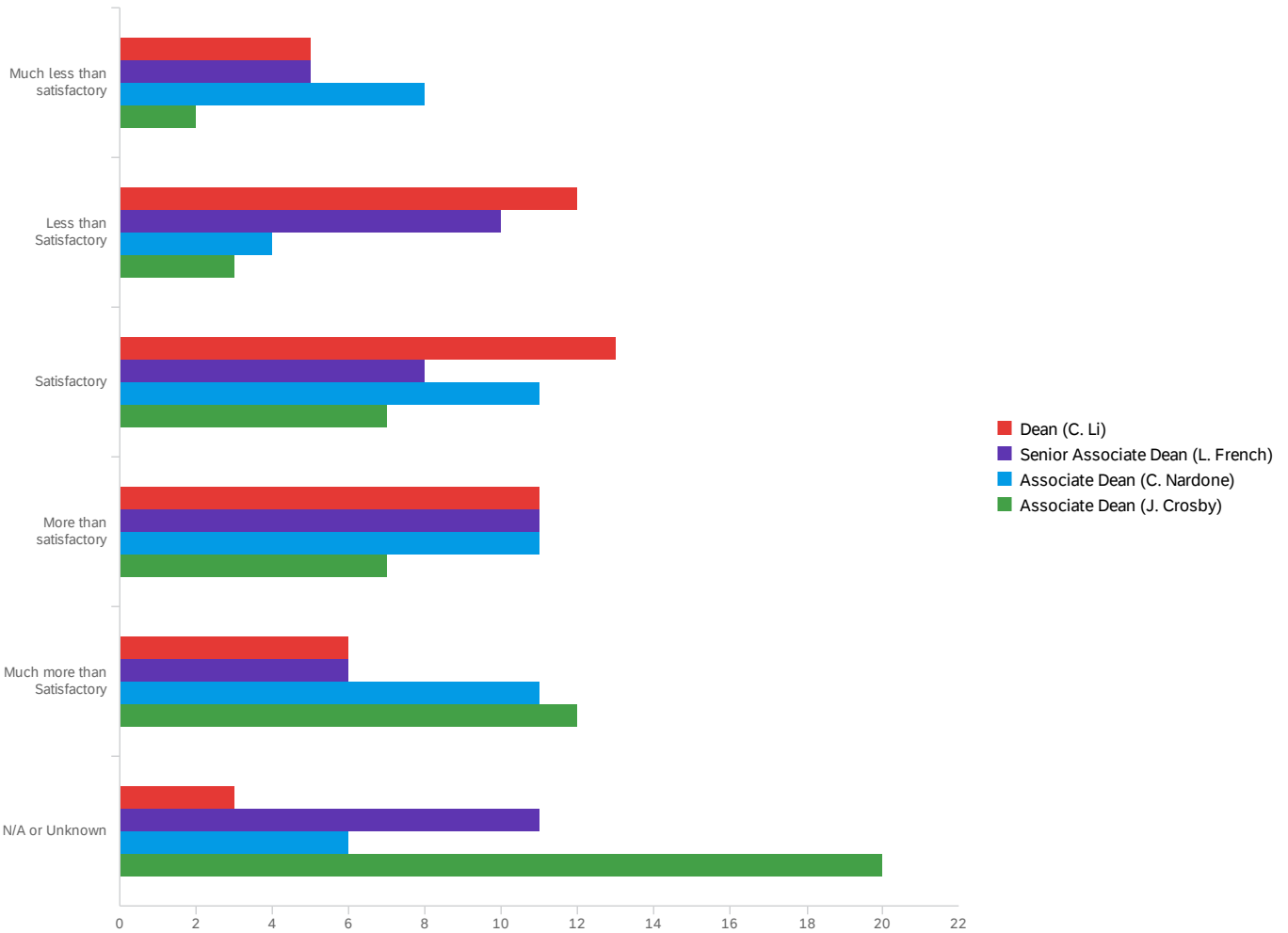
Q9 - Please rate each individual's performance using the button under the indicator with which you agree.



#	Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
1	Dean (E. Roper)	0.00% 0	0.00% 0	0.00% 0	25.00% 4	75.00% 12	0.00% 0	16
2	Associate Dean (J. Bunn)	0.00% 0	0.00% 0	12.50% 2	37.50% 6	43.75% 7	6.25% 1	16
3	Assistant Dean (C. Cardinal)	0.00% 0	0.00% 0	18.75% 3	12.50% 2	50.00% 8	18.75% 3	16
4	Associate Dean (R. Zapalac)	0.00% 0	0.00% 0	6.25% 1	37.50% 6	50.00% 8	6.25% 1	16

Showing rows 1 - 4 of 4

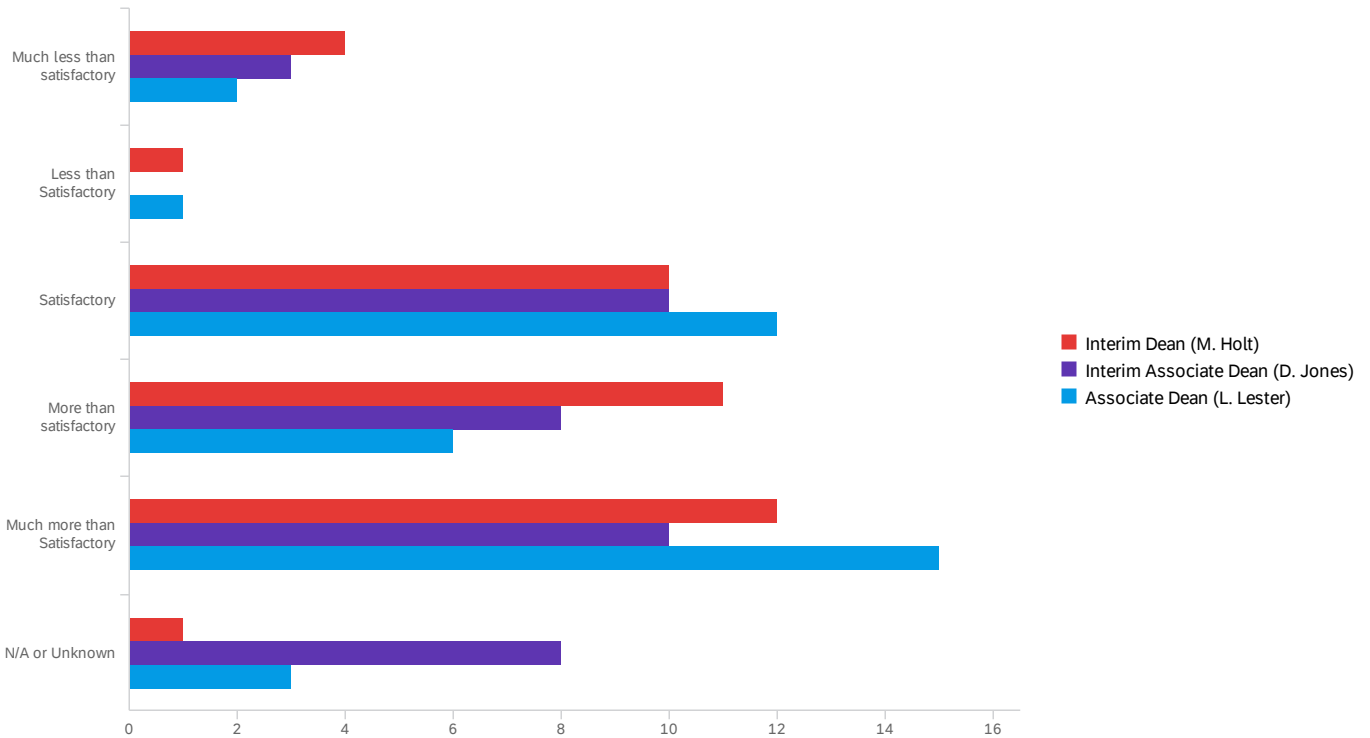
Q10 - Please rate each individual's performance using the button under the indicator with which you agree.



#	Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
1	Dean (C. Li)	10.00% 5	24.00% 12	26.00% 13	22.00% 11	12.00% 6	6.00% 3	50
2	Senior Associate Dean (L. French)	9.80% 5	19.61% 10	15.69% 8	21.57% 11	11.76% 6	21.57% 11	51
3	Associate Dean (C. Nardone)	15.69% 8	7.84% 4	21.57% 11	21.57% 11	21.57% 11	11.76% 6	51
4	Associate Dean (J. Crosby)	3.92% 2	5.88% 3	13.73% 7	13.73% 7	23.53% 12	39.22% 20	51

Showing rows 1 - 4 of 4

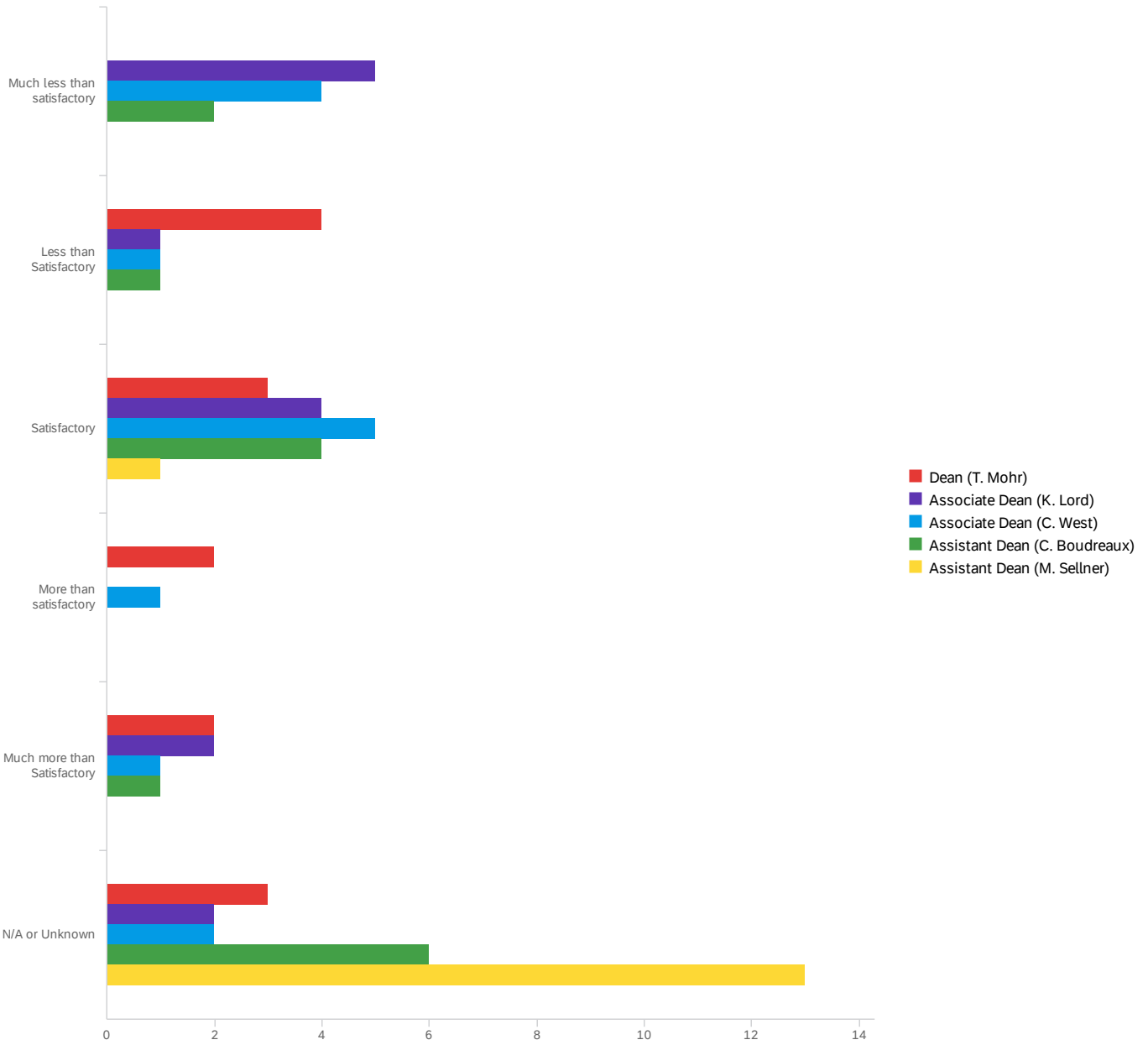
Q11 - Please rate each individual's performance using the button under the indicator with which you agree.



#	Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
1	Interim Dean (M. Holt)	10.26% 4	2.56% 1	25.64% 10	28.21% 11	30.77% 12	2.56% 1	39
2	Interim Associate Dean (D. Jones)	7.69% 3	0.00% 0	25.64% 10	20.51% 8	25.64% 10	20.51% 8	39
3	Associate Dean (L. Lester)	5.13% 2	2.56% 1	30.77% 12	15.38% 6	38.46% 15	7.69% 3	39

Showing rows 1 - 3 of 3

Q18 - Please rate each individual's performance using the button under the indicator with which you agree.



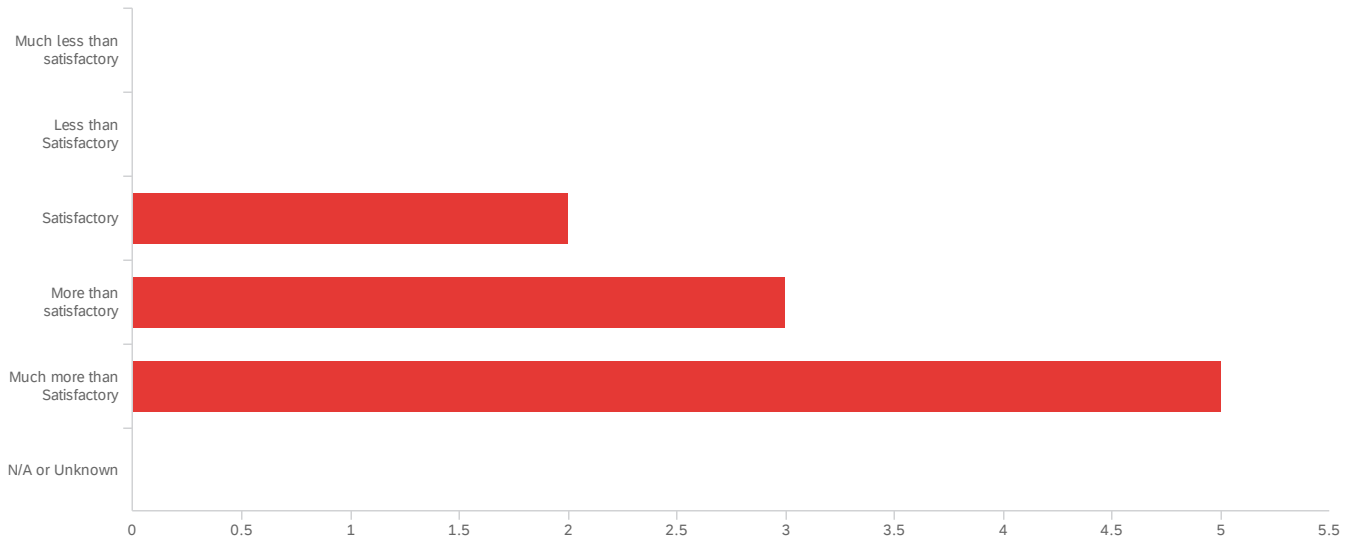
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Dean (T. Mohr)	2.00	6.00	3.79	1.52	2.31	14
2	Associate Dean (K. Lord)	1.00	6.00	2.93	1.83	3.35	14
3	Associate Dean (C. West)	1.00	6.00	3.00	1.69	2.86	14

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
4	Assistant Dean (C. Boudreaux)	1.00	6.00	4.07	1.91	3.64	14
5	Assistant Dean (M. Sellner)	3.00	6.00	5.79	0.77	0.60	14

#	Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
1	Dean (T. Mohr)	0.00% 0	28.57% 4	21.43% 3	14.29% 2	14.29% 2	21.43% 3	14
2	Associate Dean (K. Lord)	35.71% 5	7.14% 1	28.57% 4	0.00% 0	14.29% 2	14.29% 2	14
3	Associate Dean (C. West)	28.57% 4	7.14% 1	35.71% 5	7.14% 1	7.14% 1	14.29% 2	14
4	Assistant Dean (C. Boudreaux)	14.29% 2	7.14% 1	28.57% 4	0.00% 0	7.14% 1	42.86% 6	14
5	Assistant Dean (M. Sellner)	0.00% 0	0.00% 0	7.14% 1	0.00% 0	0.00% 0	92.86% 13	14

Showing rows 1 - 5 of 5

Q12 - Please rate each individual's performance using the button under the indicator with which you agree.

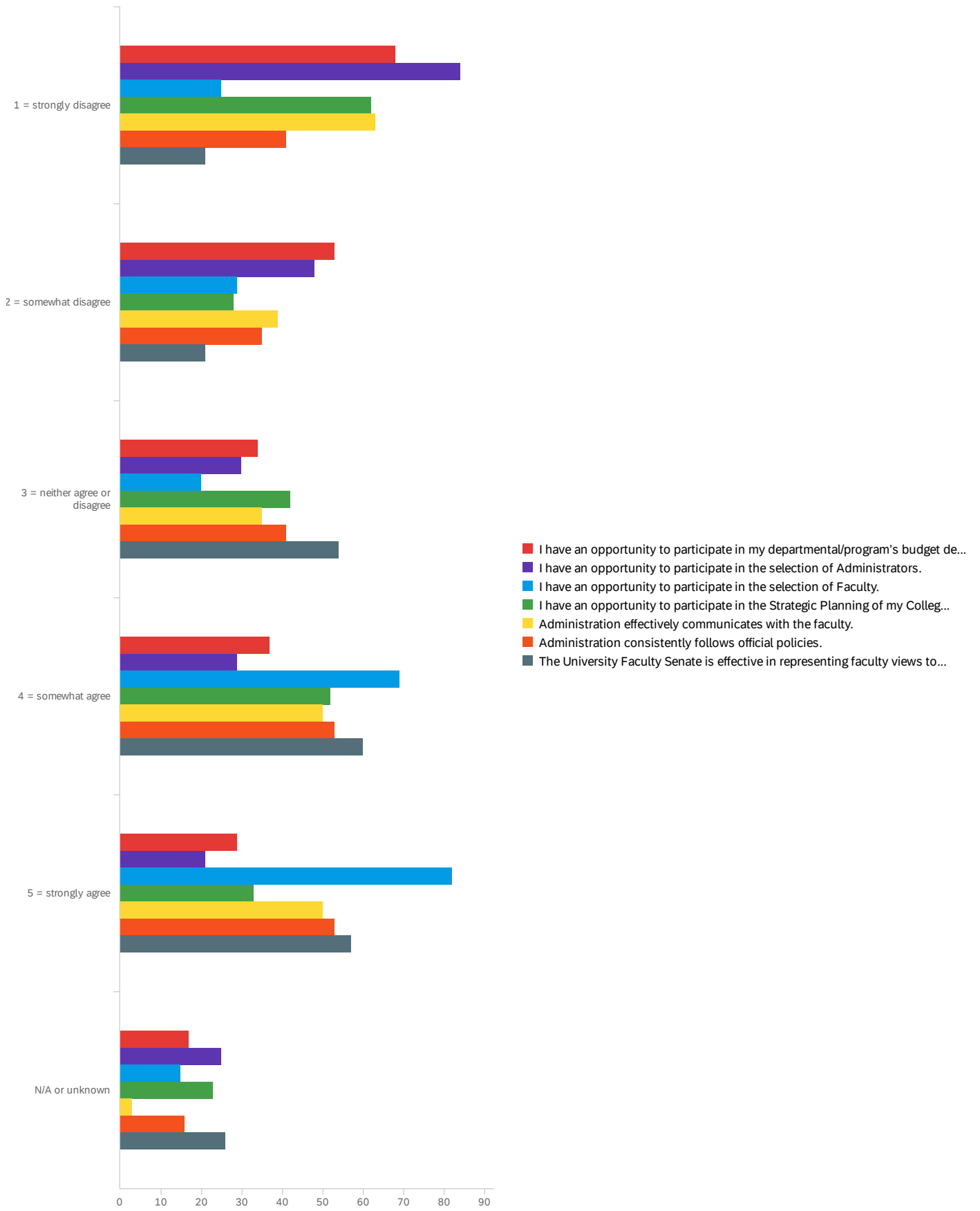


#	Field	Choice Count
1	Much less than satisfactory	0.00% 0
2	Less than Satisfactory	0.00% 0
3	Satisfactory	20.00% 2
4	More than satisfactory	30.00% 3
5	Much more than Satisfactory	50.00% 5
6	N/A or Unknown	0.00% 0

10

Showing rows 1 - 7 of 7

Q13 - Please state your level of agreement (on a scale of 1 to 5) with each statement.



#	Field	1 = strongly disagree	2 = somewhat disagree	3 = neither agree or disagree	4 = somewhat agree	5 = strongly agree	N/A or unknown	Total
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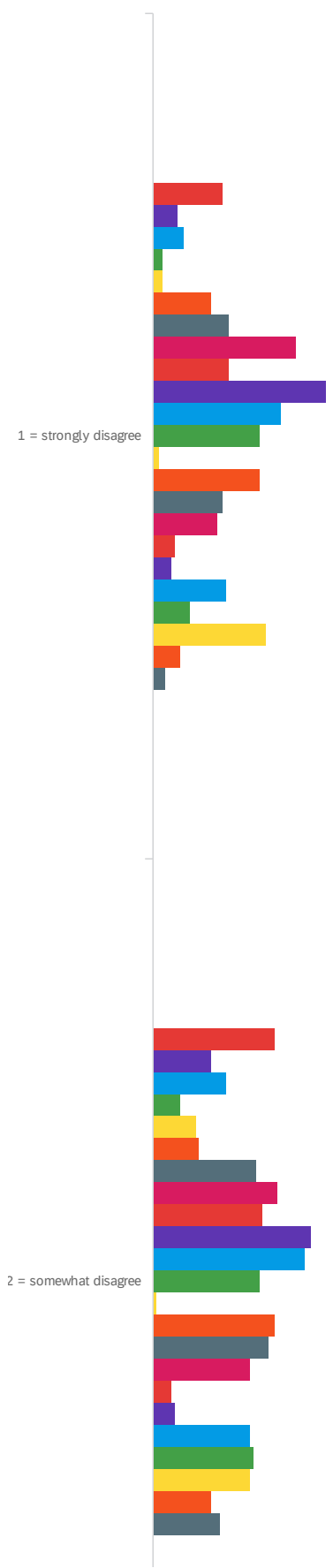


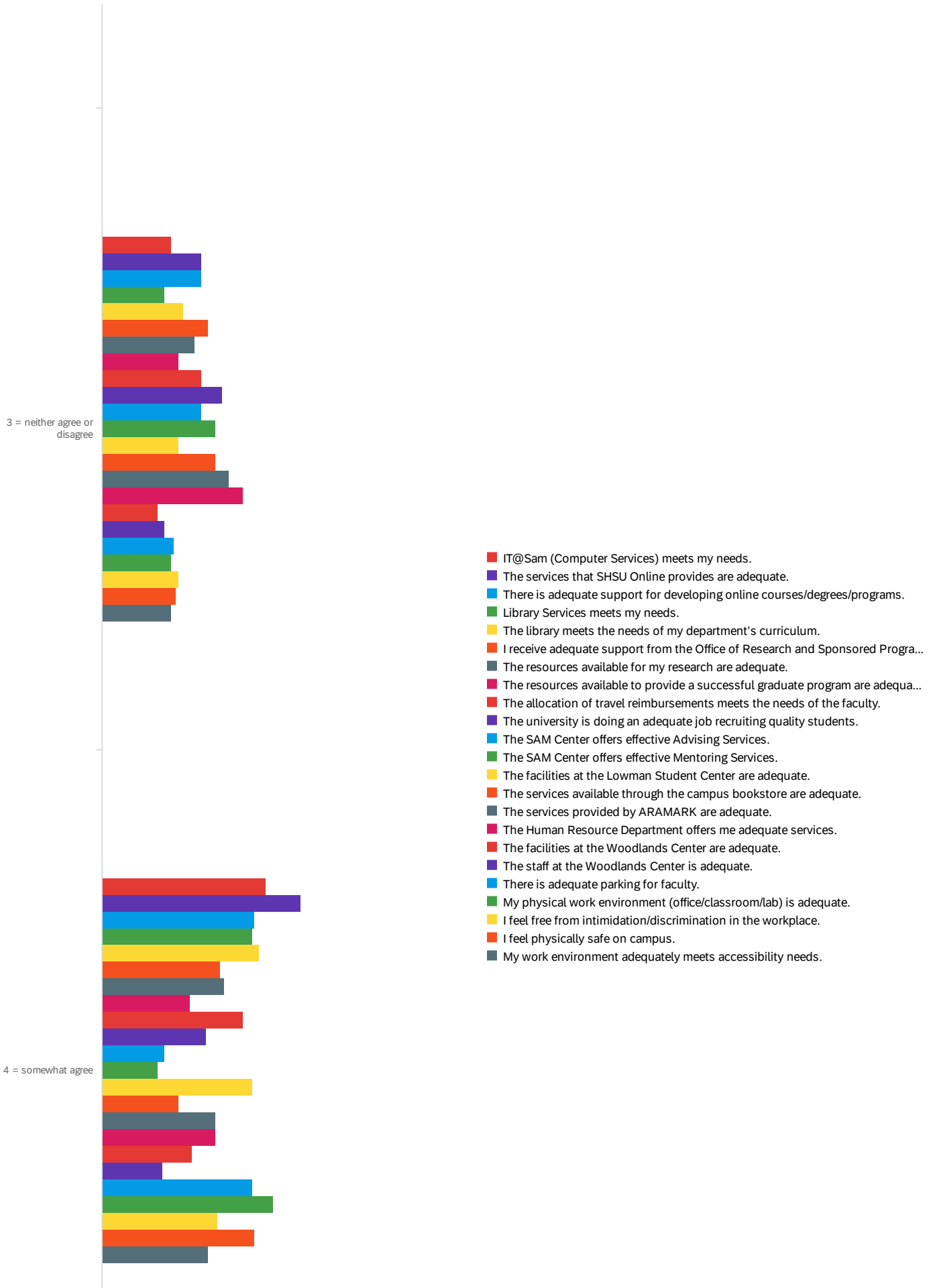
#	Field	1 = strongly disagree		2 = somewhat disagree		3 = neither agree or disagree		4 = somewhat agree		5 = strongly agree		N/A or unknown		Total
1	I have an opportunity to participate in my departmental/program's budget decisions.	28.57%	68	22.27%	53	14.29%	34	15.55%	37	12.18%	29	7.14%	17	238
2	I have an opportunity to participate in the selection of Administrators.	35.44%	84	20.25%	48	12.66%	30	12.24%	29	8.86%	21	10.55%	25	237
3	I have an opportunity to participate in the selection of Faculty.	10.42%	25	12.08%	29	8.33%	20	28.75%	69	34.17%	82	6.25%	15	240
4	I have an opportunity to participate in the Strategic Planning of my College/Library.	25.83%	62	11.67%	28	17.50%	42	21.67%	52	13.75%	33	9.58%	23	240
5	Administration effectively communicates with the faculty.	26.25%	63	16.25%	39	14.58%	35	20.83%	50	20.83%	50	1.25%	3	240
6	Administration consistently follows official policies.	17.15%	41	14.64%	35	17.15%	41	22.18%	53	22.18%	53	6.69%	16	239
7	The University Faculty Senate is effective in representing faculty views to the administration.	8.79%	21	8.79%	21	22.59%	54	25.10%	60	23.85%	57	10.88%	26	239

Showing rows 1 - 7 of 7

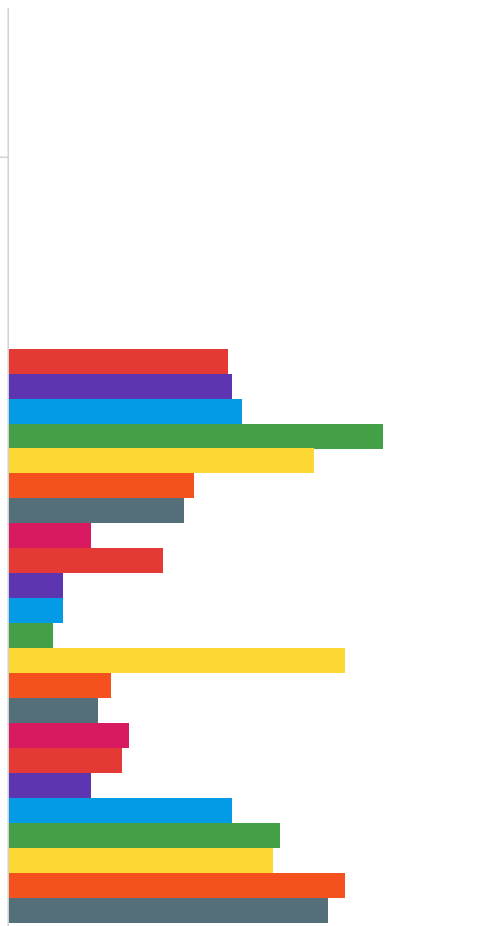
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I have an opportunity to participate in my departmental/program's budget decisions.	1.00	6.00	2.82	1.62	2.62	238

Q14 - Please state your level of agreement (on a scale of 1 to 5) with each statement.

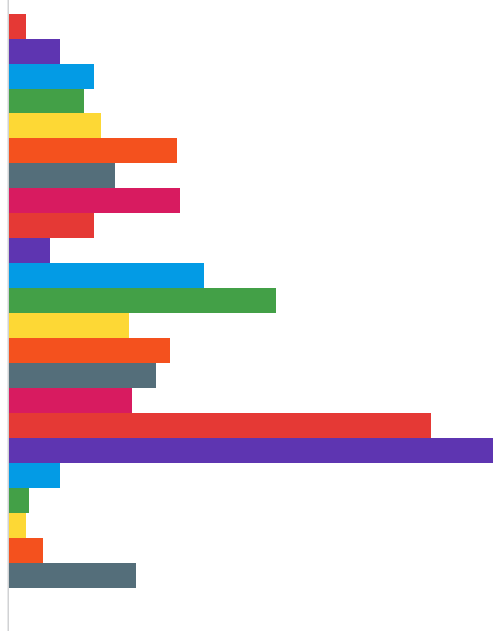


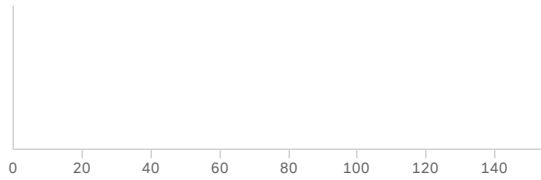


5 = strongly agree



N/A or unknown



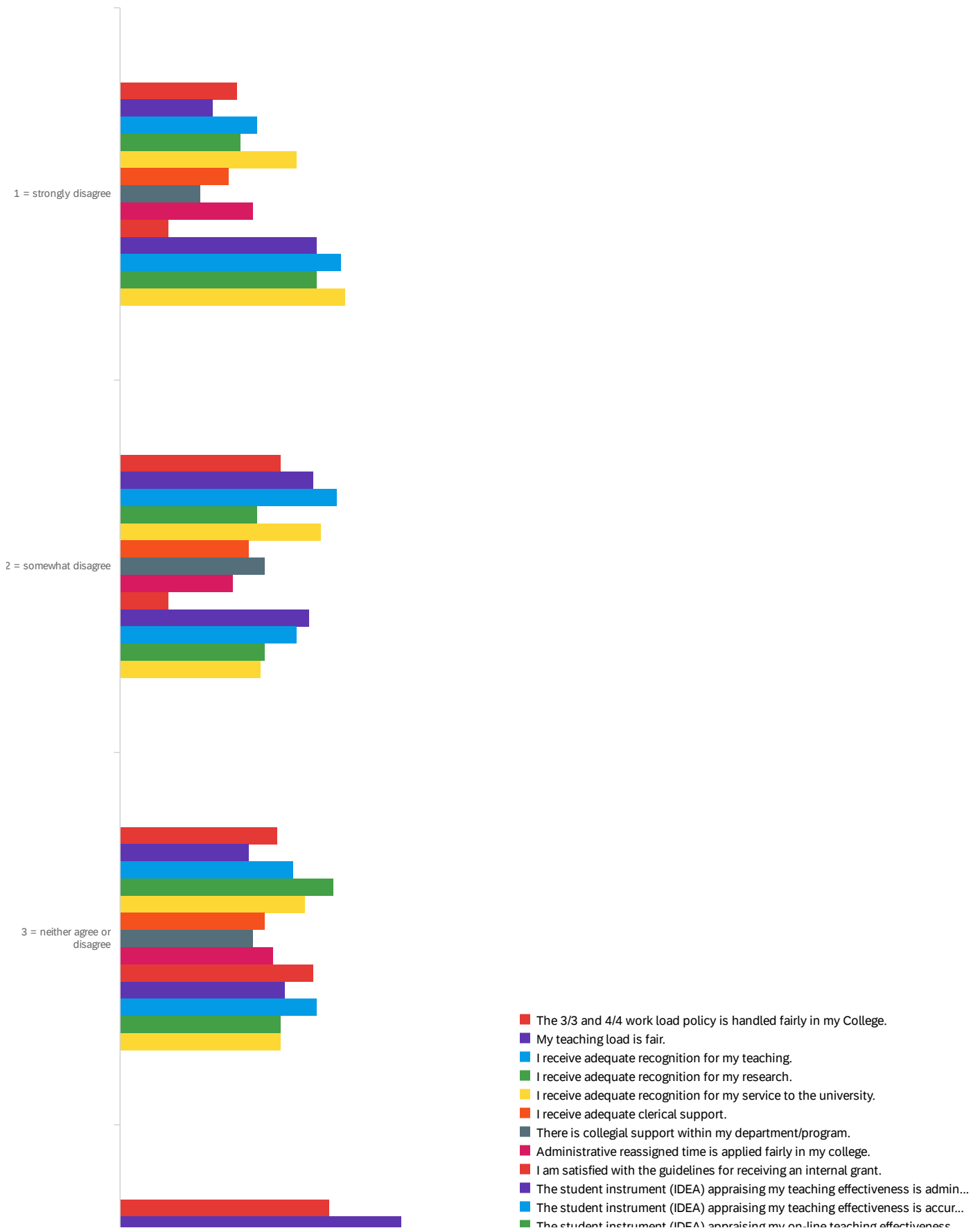


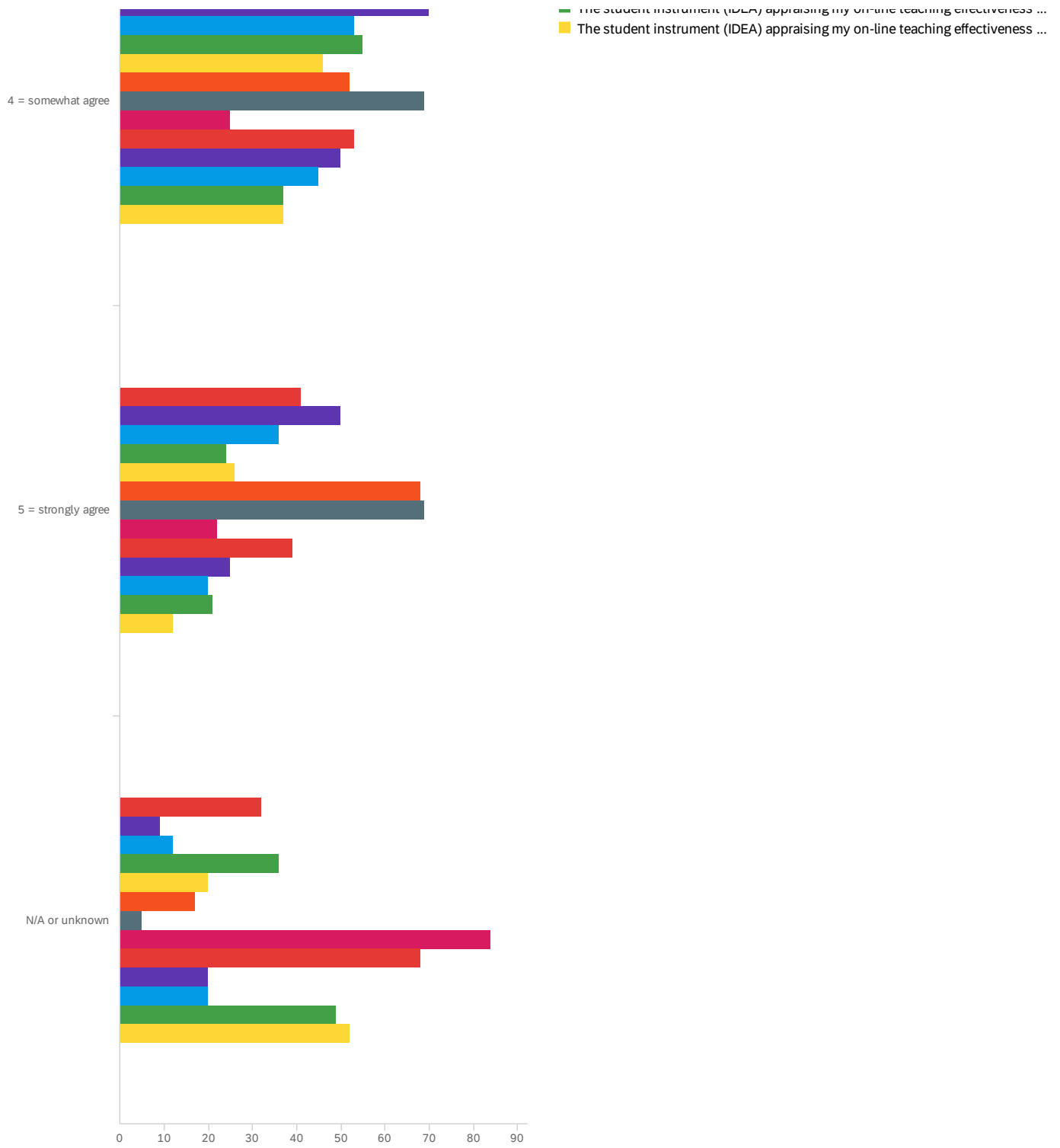
#	Field	1 = strongly disagree		2 = somewhat disagree		3 = neither agree or disagree		4 = somewhat agree		5 = strongly agree		N/A or unknown		Total
1	IT@Sam (Computer Services) meets my needs.	9.87%	23	17.17%	40	12.88%	30	30.47%	71	27.47%	64	2.15%	5	233
2	The services that SHSU Online provides are adequate.	3.39%	8	8.05%	19	18.22%	43	36.44%	86	27.54%	65	6.36%	15	236
3	There is adequate support for developing online courses/degrees/programs.	4.24%	10	10.17%	24	18.22%	43	27.97%	66	28.81%	68	10.59%	25	236
4	Library Services meets my needs.	1.28%	3	3.83%	9	11.49%	27	27.66%	65	46.38%	109	9.36%	22	235
5	The library meets the needs of my department's curriculum.	1.27%	3	5.93%	14	14.83%	35	28.81%	68	37.71%	89	11.44%	27	236
6	I receive adequate support from the Office of Research and Sponsored Programs.	8.12%	19	6.41%	15	19.66%	46	21.79%	51	23.08%	54	20.94%	49	234
7	The resources available for my research are adequate.	10.68%	25	14.53%	34	17.09%	40	22.65%	53	21.79%	51	13.25%	31	234
8	The resources available to provide a successful graduate program are adequate.	20.17%	47	17.60%	41	14.16%	33	16.31%	38	10.30%	24	21.46%	50	233
9	The allocation of travel reimbursements meets the needs of the faculty.	10.64%	25	15.32%	36	18.30%	43	25.96%	61	19.15%	45	10.64%	25	235
10	The university is doing an adequate job recruiting quality students.	24.36%	57	22.22%	52	22.22%	52	19.23%	45	6.84%	16	5.13%	12	234
11	The SAM Center offers effective Advising Services.	17.87%	42	21.28%	50	18.30%	43	11.49%	27	6.81%	16	24.26%	57	235
12	The SAM Center offers effective Mentoring Services.	14.96%	35	14.96%	35	20.94%	49	10.26%	24	5.56%	13	33.33%	78	234
13	The facilities at the Lowman Student Center are adequate.	0.85%	2	0.43%	1	14.10%	33	27.78%	65	41.88%	98	14.96%	35	234
14	The services available through the campus bookstore are adequate.	14.96%	35	17.09%	40	20.94%	49	14.10%	33	12.82%	30	20.09%	47	234
15	The services provided by ARAMARK are adequate.	9.83%	23	16.24%	38	23.50%	55	20.94%	49	11.11%	26	18.38%	43	234

#	Field	1 = strongly disagree		2 = somewhat disagree		3 = neither agree or disagree		4 = somewhat agree		5 = strongly agree		N/A or unknown		Total
16	The Human Resource Department offers me adequate services.	8.97%	21	13.68%	32	26.07%	61	20.94%	49	14.96%	35	15.38%	36	234
17	The facilities at the Woodlands Center are adequate.	3.02%	7	2.59%	6	10.34%	24	16.81%	39	14.22%	33	53.02%	123	232
18	The staff at the Woodlands Center is adequate.	2.60%	6	3.03%	7	11.69%	27	11.26%	26	10.39%	24	61.04%	141	231
19	There is adequate parking for faculty.	10.34%	24	13.79%	32	13.36%	31	28.02%	65	28.02%	65	6.47%	15	232
20	My physical work environment (office/classroom/lab) is adequate.	5.13%	12	14.10%	33	12.82%	30	31.62%	74	33.76%	79	2.56%	6	234
21	I feel free from intimidation/discrimination in the workplace.	15.81%	37	13.68%	32	14.10%	33	21.37%	50	32.91%	77	2.14%	5	234
22	I feel physically safe on campus.	3.85%	9	8.12%	19	13.68%	32	28.21%	66	41.88%	98	4.27%	10	234
23	My work environment adequately meets accessibility needs.	1.72%	4	9.48%	22	12.93%	30	19.83%	46	40.09%	93	15.95%	37	232

Showing rows 1 - 23 of 23

Q15 - Please state your level of agreement (on a scale of 1 to 5) with each statement.



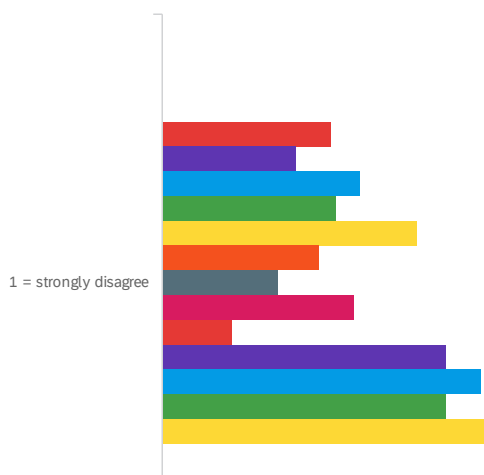


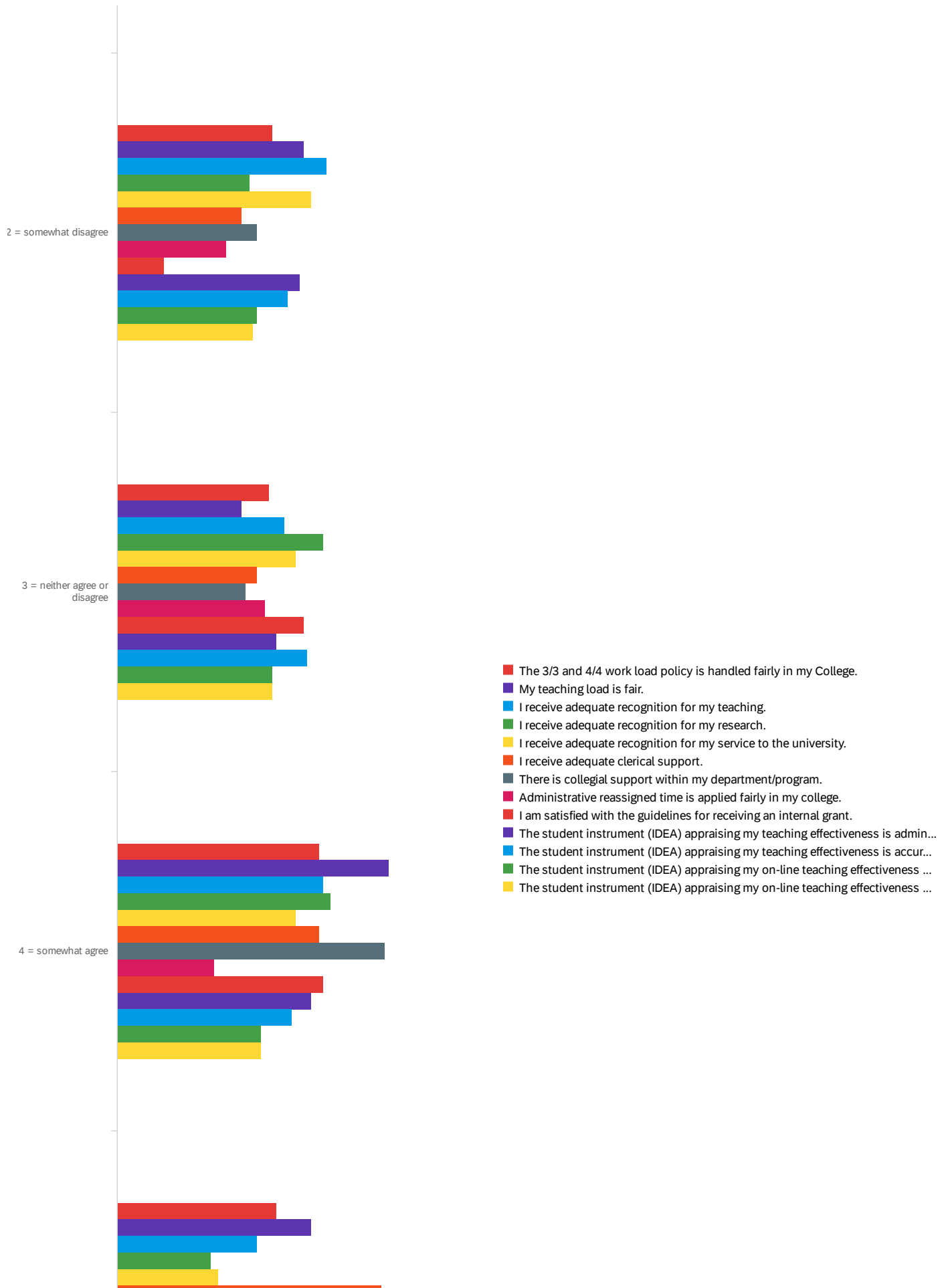
#	Field	1 = strongly disagree	2 = somewhat disagree	3 = neither agree or disagree	4 = somewhat agree	5 = strongly agree	N/A or unknown	Total
1	The 3/3 and 4/4 work load policy is handled fairly in my College.	12.45% 29	17.17% 40	16.74% 39	22.32% 52	17.60% 41	13.73% 32	233
2	My teaching load is fair.	9.91% 23	20.69% 48	13.79% 32	30.17% 70	21.55% 50	3.88% 9	232

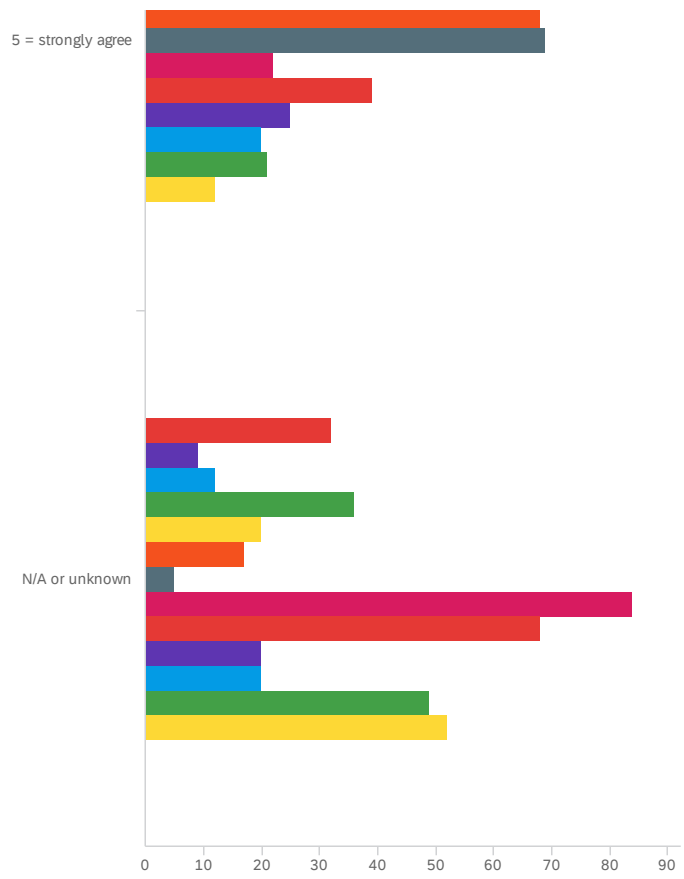


#	Field	1 = strongly disagree	2 = somewhat disagree	3 = neither agree or disagree	4 = somewhat agree	5 = strongly agree	N/A or unknown	Total
3	I receive adequate recognition for my teaching.	14.66% 34	23.28% 54	18.53% 43	22.84% 53	15.52% 36	5.17% 12	232
4	I receive adequate recognition for my research.	12.93% 30	14.66% 34	22.84% 53	23.71% 55	10.34% 24	15.52% 36	232
5	I receive adequate recognition for my service to the university.	18.97% 44	21.55% 50	19.83% 46	19.83% 46	11.21% 26	8.62% 20	232
6	I receive adequate clerical support.	11.64% 27	13.79% 32	15.52% 36	22.41% 52	29.31% 68	7.33% 17	232
7	There is collegial support within my department/program.	8.62% 20	15.52% 36	14.22% 33	29.74% 69	29.74% 69	2.16% 5	232
8	Administrative reassigned time is applied fairly in my college.	14.35% 33	12.17% 28	16.52% 38	10.87% 25	9.57% 22	36.52% 84	230
9	I am satisfied with the guidelines for receiving an internal grant.	5.17% 12	5.17% 12	20.69% 48	22.84% 53	16.81% 39	29.31% 68	232
10	The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	21.12% 49	20.26% 47	17.67% 41	21.55% 50	10.78% 25	8.62% 20	232
11	The student instrument (IDEA) appraising my teaching effectiveness is accurate.	23.61% 55	18.88% 44	21.03% 49	19.31% 45	8.58% 20	8.58% 20	233
12	The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	21.12% 49	15.52% 36	17.24% 40	15.95% 37	9.05% 21	21.12% 49	232
13	The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	24.14% 56	15.09% 35	17.24% 40	15.95% 37	5.17% 12	22.41% 52	232

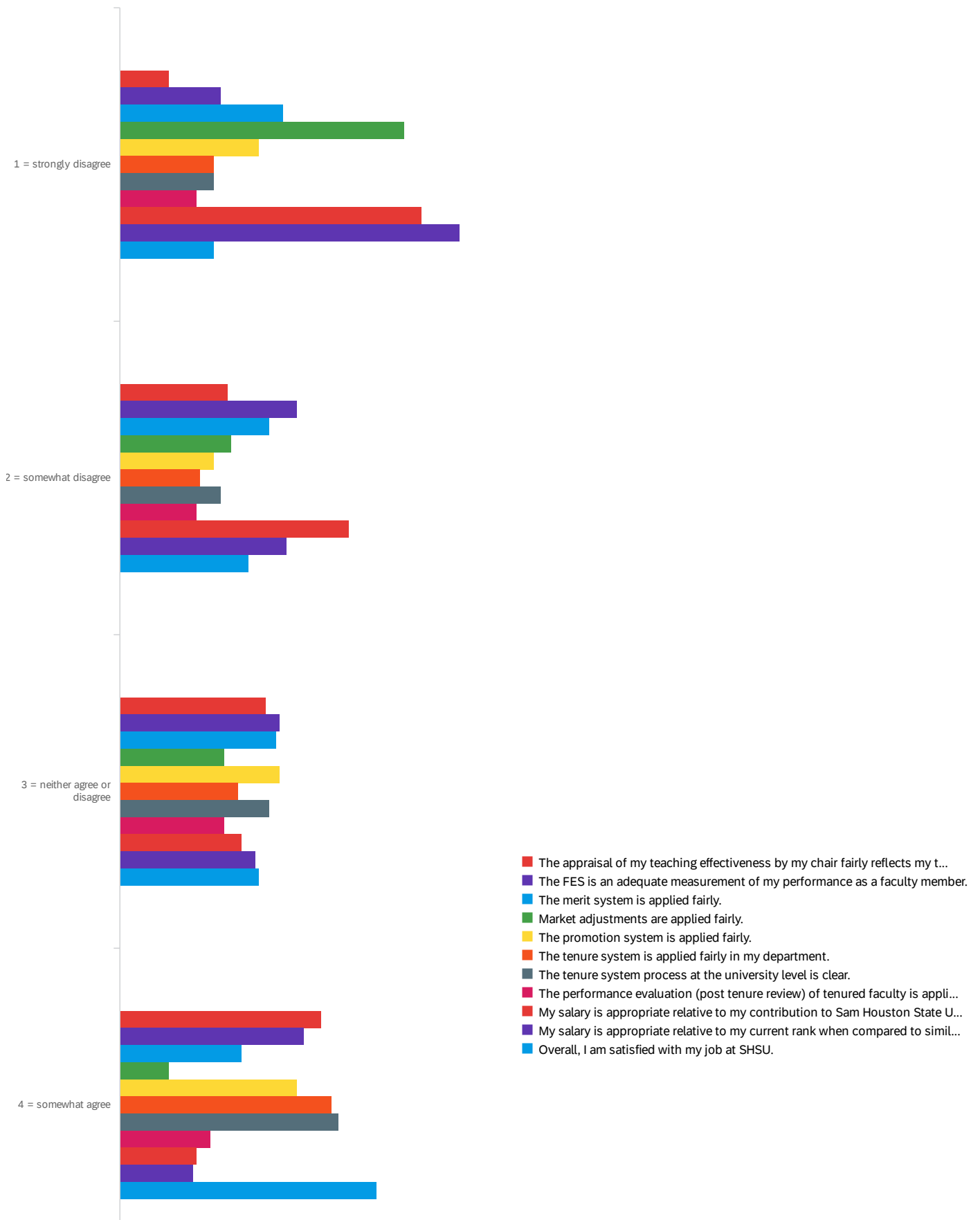
Showing rows 1 - 13 of 13

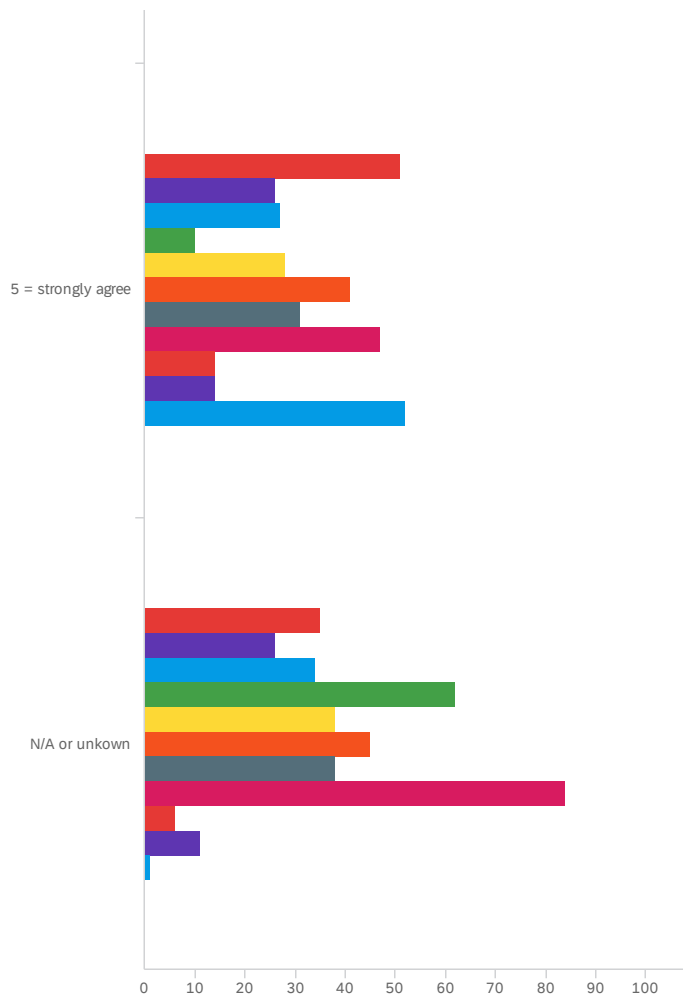






Q16 - Please state your level of agreement (on a scale of 1 to 5) with each statement.





#	Field	1 = strongly disagree	2 = somewhat disagree	3 = neither agree or disagree	4 = somewhat agree	5 = strongly agree	N/A or unknown	Total
1	The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	6.06% 14	13.42% 31	18.18% 42	25.11% 58	22.08% 51	15.15% 35	231
2	The FES is an adequate measurement of my performance as a faculty member.	12.55% 29	22.08% 51	19.91% 46	22.94% 53	11.26% 26	11.26% 26	231
3	The merit system is applied fairly.	20.35% 47	18.61% 43	19.48% 45	15.15% 35	11.69% 27	14.72% 34	231
4	Market adjustments are applied fairly.	35.65% 82	13.91% 32	13.04% 30	6.09% 14	4.35% 10	26.96% 62	230
5	The promotion system is applied fairly.	17.39% 40	11.74% 27	20.00% 46	22.17% 51	12.17% 28	16.52% 38	230
6	The tenure system is applied fairly in my department.	11.69% 27	9.96% 23	14.72% 34	26.41% 61	17.75% 41	19.48% 45	231
7	The tenure system process at the university level is clear.	11.69% 27	12.55% 29	18.61% 43	27.27% 63	13.42% 31	16.45% 38	231

#	Field	1 = strongly disagree	2 = somewhat disagree	3 = neither agree or disagree	4 = somewhat agree	5 = strongly agree	N/A or unknown	Total
8	The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	9.52% 22	9.52% 22	12.99% 30	11.26% 26	20.35% 47	36.36% 84	231
9	My salary is appropriate relative to my contribution to Sam Houston State University.	37.83% 87	28.70% 66	15.22% 35	9.57% 22	6.09% 14	2.61% 6	230
10	My salary is appropriate relative to my current rank when compared to similar universities.	42.42% 98	20.78% 48	16.88% 39	9.09% 21	6.06% 14	4.76% 11	231
11	Overall, I am satisfied with my job at SHSU.	11.69% 27	16.02% 37	17.32% 40	32.03% 74	22.51% 52	0.43% 1	231

Showing rows 1 - 11 of 11

**End of Report**