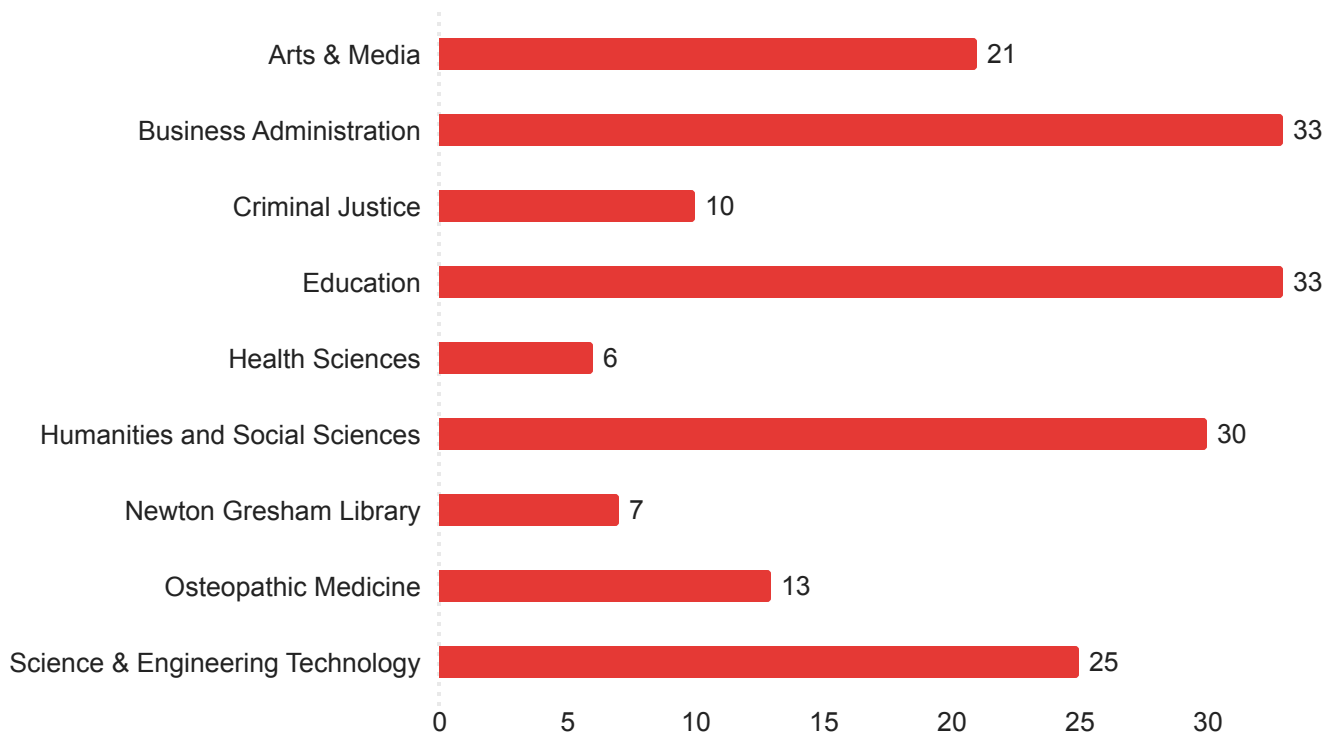


Quantitative Results - Faculty Perception Survey 2024

Q2 - Please select your college.



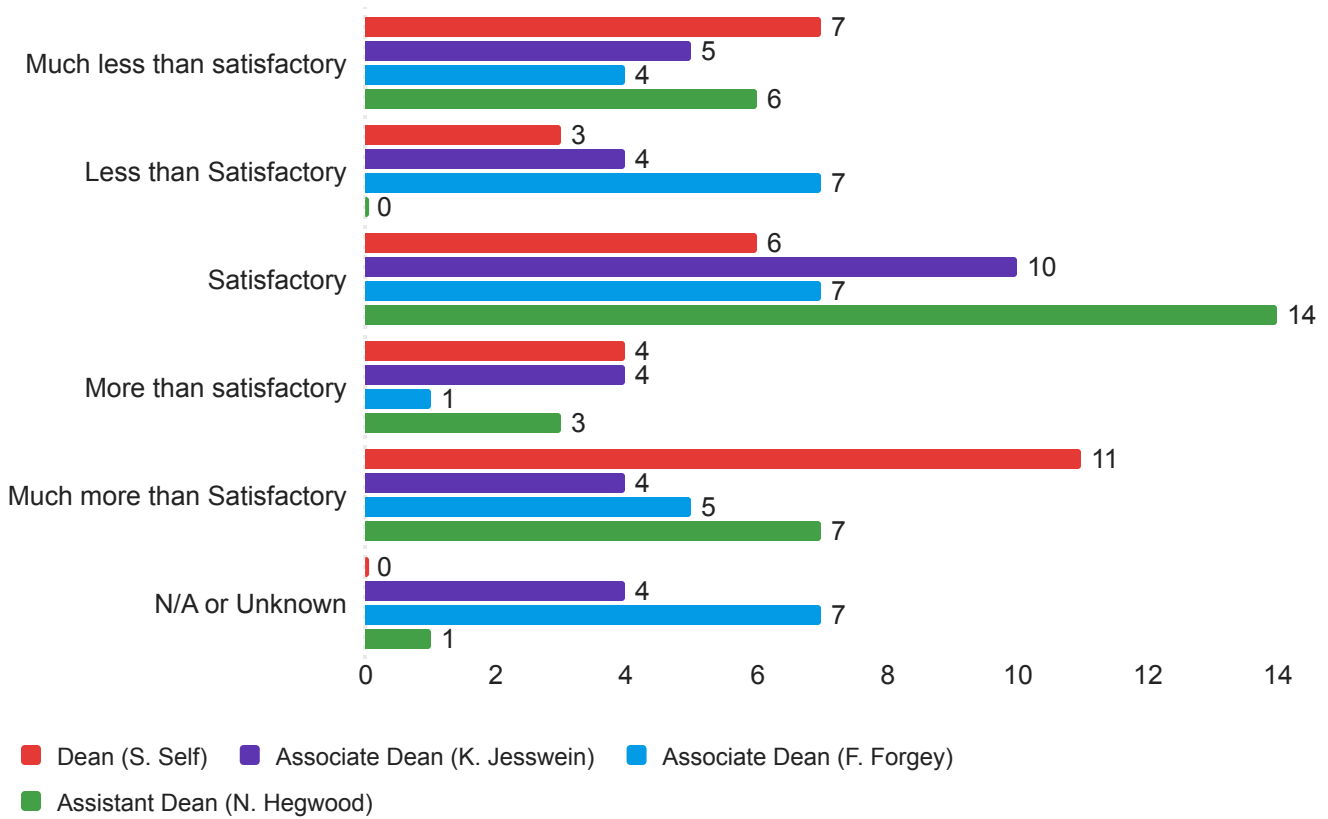
Field	Choice Count
Business Administration	18.54% 33
Criminal Justice	5.62% 10
Education	18.54% 33
Arts & Media	11.80% 21
Health Sciences	3.37% 6
Humanities and Social Sciences	16.85% 30
Science & Engineering Technology	14.04% 25
Newton Gresham Library	3.93% 7
Osteopathic Medicine	7.30% 13
Total	178

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
University President (A. White)	5.30%	8	9.93%	15	27.15%	41	24.50%	37	22.52%	34	10.60%	16	151
Provost/VP Academic Affairs (M. Stephenson)	9.33%	14	8.67%	13	25.33%	38	26.67%	40	18.67%	28	11.33%	17	150
VP Finance and Operations (A. Withers)	4.73%	7	7.43%	11	25.00%	37	6.08%	9	7.43%	11	49.32%	73	148
VP Strategic Enrollment & Innovation (H. Thielemann)	18.54%	28	15.89%	24	21.19%	32	3.31%	5	2.65%	4	38.41%	58	151
Interim VP University Advancement (M. Bathea)	2.68%	4	6.04%	9	15.44%	23	7.38%	11	5.37%	8	63.09%	94	149
Interim VP Student Services (D. Miller)	2.70%	4	3.38%	5	20.27%	30	14.86%	22	18.24%	27	40.54%	60	148
Chief Strategy Officer (D. Glaser)	7.33%	11	10.67%	16	18.00%	27	14.67%	22	6.67%	10	42.67%	64	150
Chief Marketing Officer (J. Harris)	8.72%	13	14.77%	22	14.09%	21	10.07%	15	4.03%	6	48.32%	72	149
Director of Athletics (B. Williams)	2.68%	4	5.37%	8	18.12%	27	7.38%	11	8.72%	13	57.72%	86	149
Deputy to the President (M. Johnson)	2.68%	4	3.36%	5	12.08%	18	5.37%	8	8.72%	13	67.79%	101	149
Vice Provost (A. Gaillard)	4.03%	6	6.04%	9	25.50%	38	17.45%	26	20.81%	31	26.17%	39	149
Assoc. Provost Res. & Spons. Progs. (C. Hargrave)	8.72%	13	8.05%	12	23.49%	35	15.44%	23	10.07%	15	34.23%	51	149
Assoc. Prov and Dean Grad Studies (K. Hendrickson)	8.00%	12	11.33%	17	24.67%	37	12.67%	19	11.33%	17	32.00%	48	150
Assoc. VP for AA (S. Franklin)	4.70%	7	6.71%	10	20.13%	30	14.77%	22	12.75%	19	40.94%	61	149
Assoc. VP Distance Learning (B. Angrove)	9.46%	14	6.76%	10	20.95%	31	13.51%	20	10.14%	15	39.19%	58	148
Assoc. VP Student Success (A. Salazar)	6.00%	9	6.67%	10	15.33%	23	14.67%	22	19.33%	29	38.00%	57	150
Interim Assoc. VP Faculty Success (A. Simmons)	7.38%	11	8.05%	12	16.78%	25	8.05%	12	11.41%	17	48.32%	72	149
Associate VP for People and Procurement Ops (R. Beassie)	6.71%	10	8.72%	13	18.12%	27	6.71%	10	4.70%	7	55.03%	82	149
Dean of Students (C. Smith)	3.40%	5	3.40%	5	20.41%	30	6.12%	9	7.48%	11	59.18%	87	147
Chief Experience Officer (J. Bias)	9.40%	14	10.74%	16	14.09%	21	12.08%	18	12.75%	19	40.94%	61	149

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

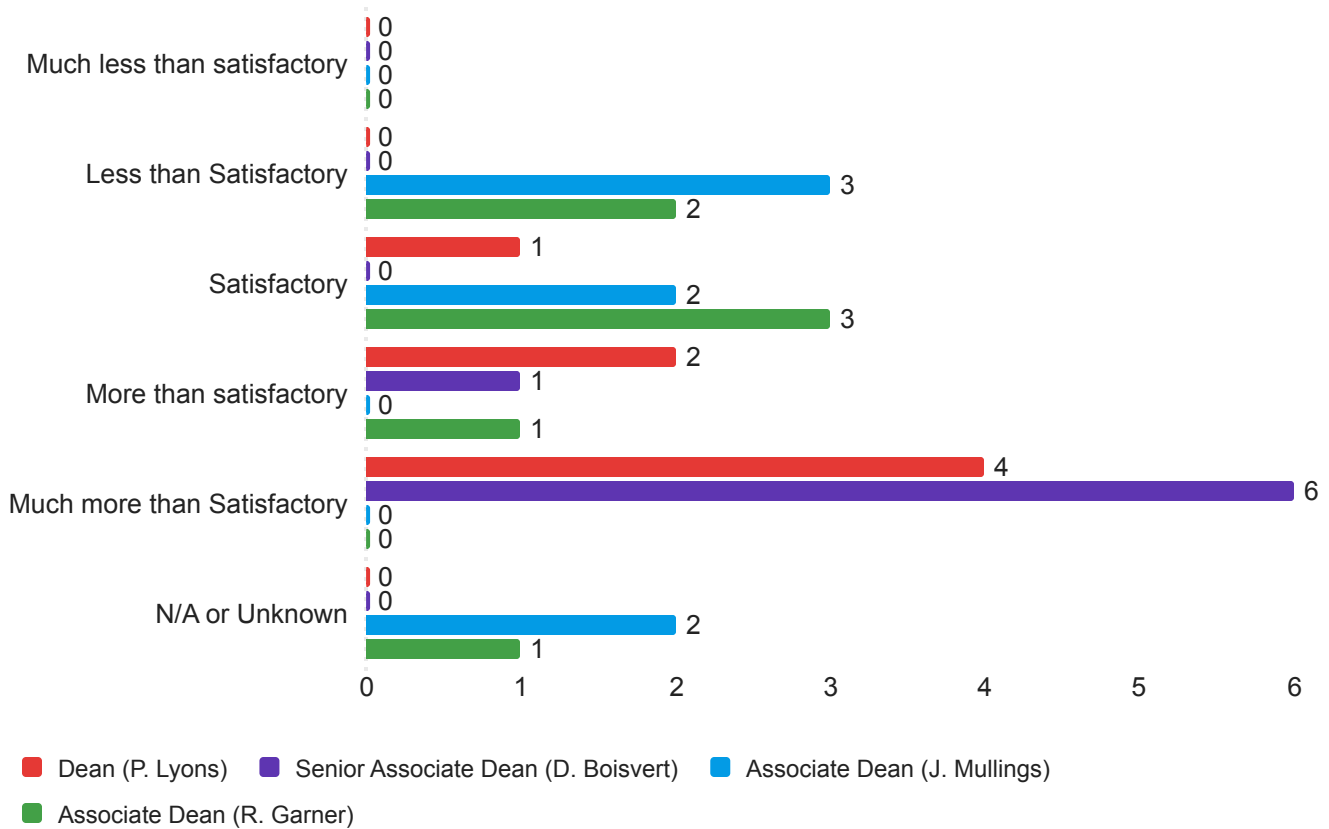
College of Business Administration



Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
Dean (S. Self)	22.58% 7	9.68% 3	19.35% 6	12.90% 4	35.48% 11	0.00% 0	31
Associate Dean (K. Jesswein)	16.13% 5	12.90% 4	32.26% 10	12.90% 4	12.90% 4	12.90% 4	31
Associate Dean (F. Forgey)	12.90% 4	22.58% 7	22.58% 7	3.23% 1	16.13% 5	22.58% 7	31
Assistant Dean (N. Hegwood)	19.35% 6	0.00% 0	45.16% 14	9.68% 3	22.58% 7	3.23% 1	31

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

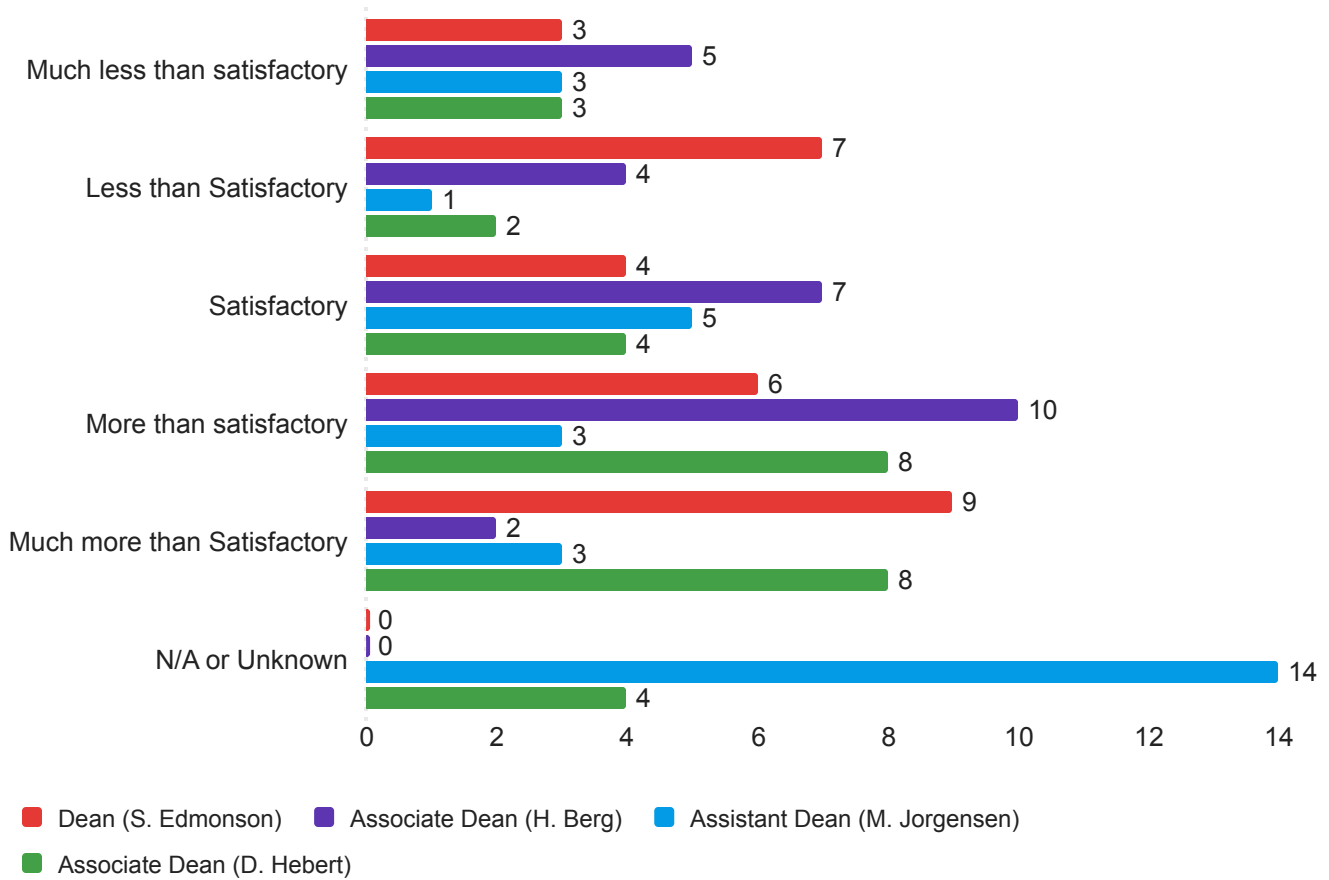
College of Criminal Justice



Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
Dean (P. Lyons)	0.00% 0	0.00% 0	14.29% 1	28.57% 2	57.14% 4	0.00% 0	7
Senior Associate Dean (D. Boisvert)	0.00% 0	0.00% 0	0.00% 0	14.29% 1	85.71% 6	0.00% 0	7
Associate Dean (J. Mullings)	0.00% 0	42.86% 3	28.57% 2	0.00% 0	0.00% 0	28.57% 2	7
Associate Dean (R. Garner)	0.00% 0	28.57% 2	42.86% 3	14.29% 1	0.00% 0	14.29% 1	7

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

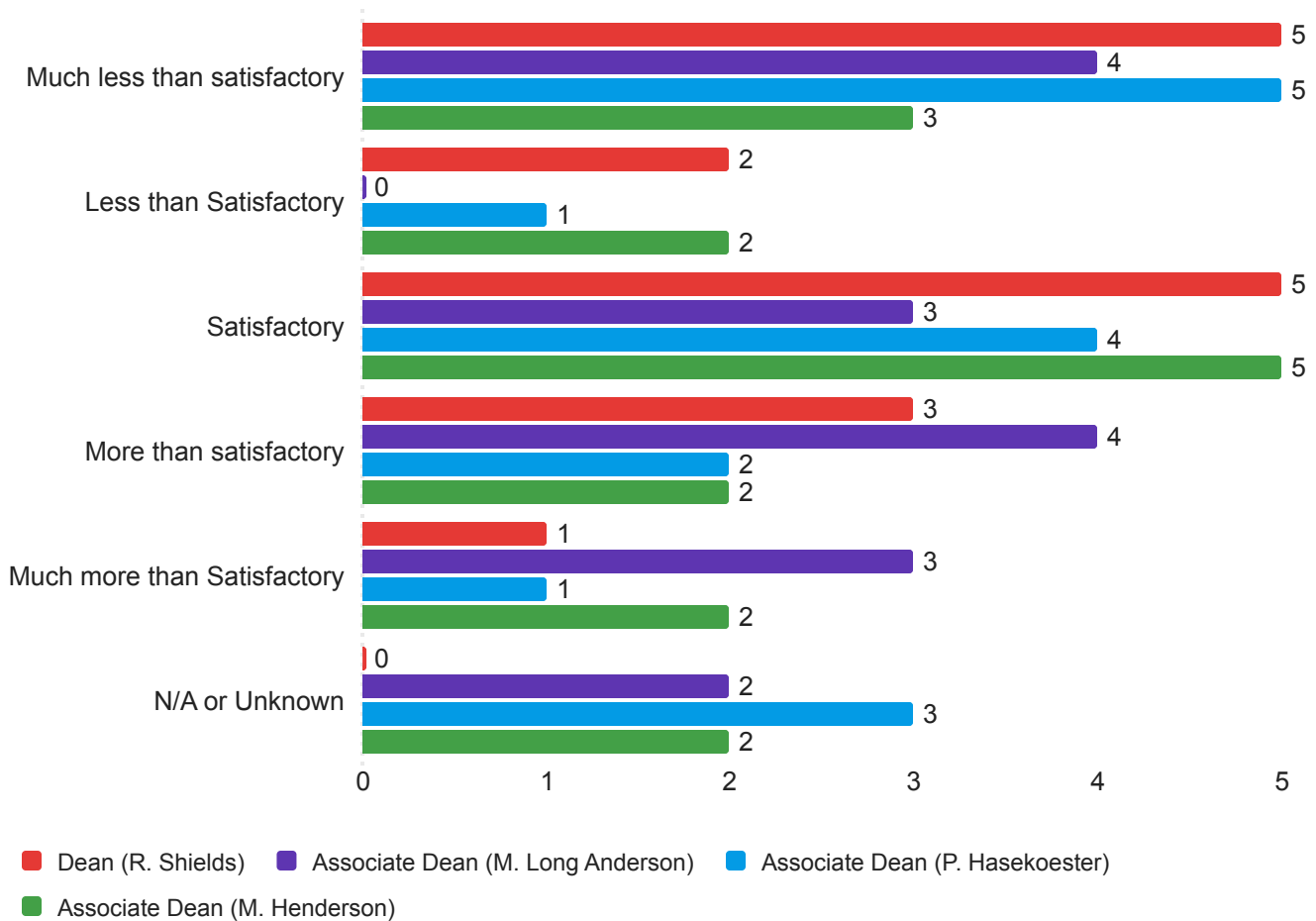
College of Education



Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
Dean (S. Edmonson)	10.34% 3	24.14% 7	13.79% 4	20.69% 6	31.03% 9	0.00% 0	29
Associate Dean (H. Berg)	17.86% 5	14.29% 4	25.00% 7	35.71% 10	7.14% 2	0.00% 0	28
Assistant Dean (M. Jorgensen)	10.34% 3	3.45% 1	17.24% 5	10.34% 3	10.34% 3	48.28% 14	29
Associate Dean (D. Hebert)	10.34% 3	6.90% 2	13.79% 4	27.59% 8	27.59% 8	13.79% 4	29

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

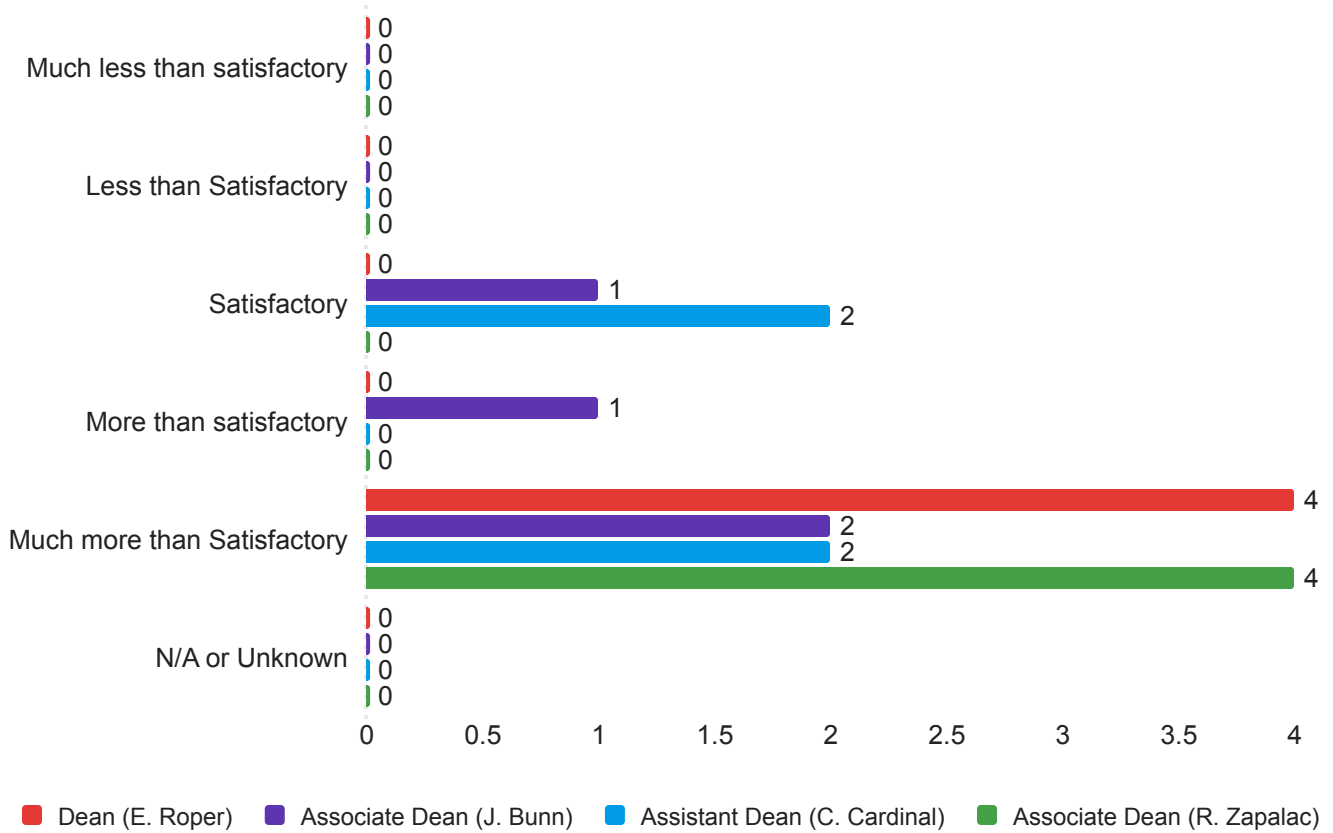
College of Arts & Media



Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
Dean (R. Shields)	31.25% 5	12.50% 2	31.25% 5	18.75% 3	6.25% 1	0.00% 0	16
Associate Dean (M. Long Anderson)	25.00% 4	0.00% 0	18.75% 3	25.00% 4	18.75% 3	12.50% 2	16
Associate Dean (P. Hasekoester)	31.25% 5	6.25% 1	25.00% 4	12.50% 2	6.25% 1	18.75% 3	16
Associate Dean (M. Henderson)	18.75% 3	12.50% 2	31.25% 5	12.50% 2	12.50% 2	12.50% 2	16

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

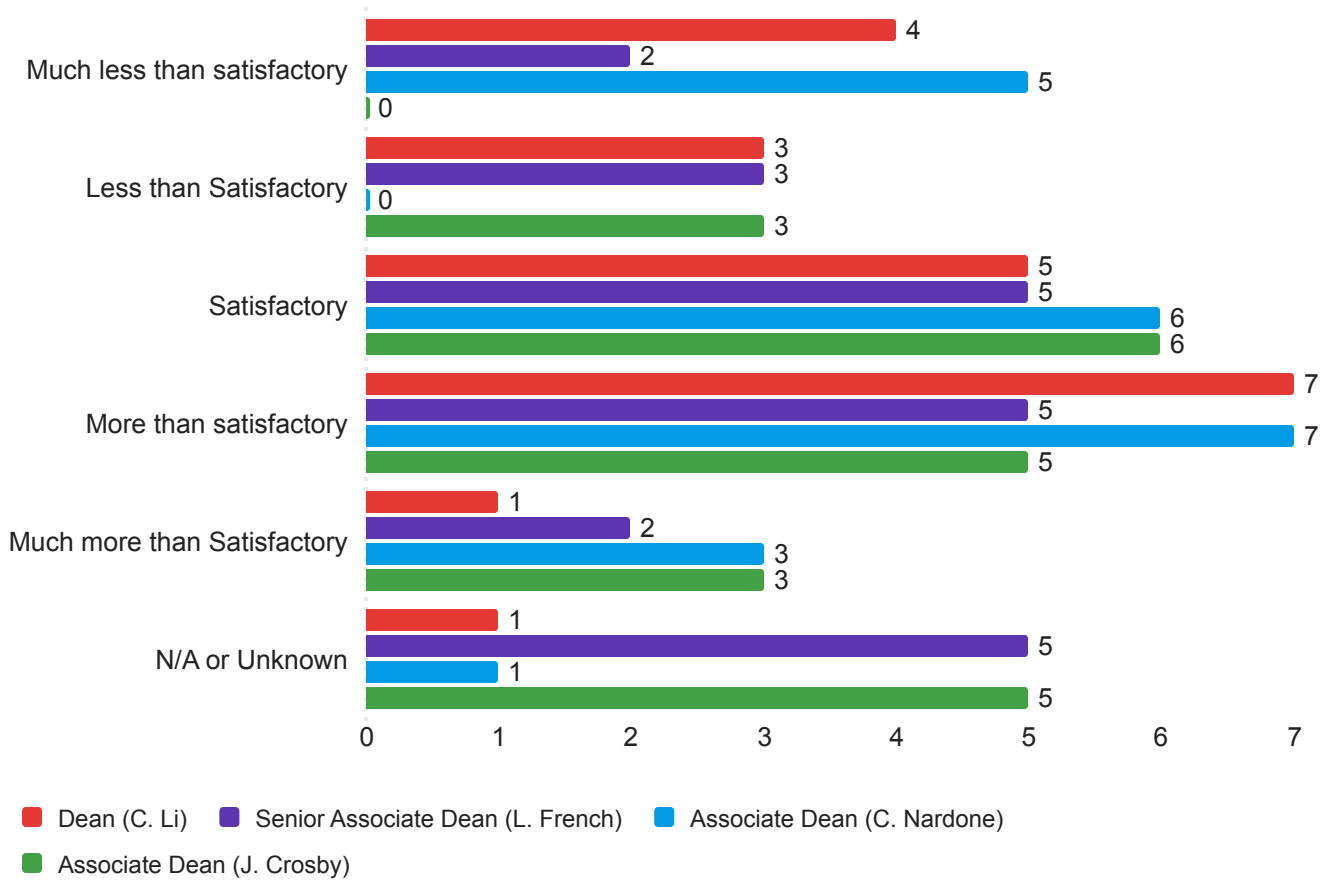
College of Health Sciences



Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
Dean (E. Roper)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 4	0.00% 0	4
Associate Dean (J. Bunn)	0.00% 0	0.00% 0	25.00% 1	25.00% 1	50.00% 2	0.00% 0	4
Assistant Dean (C. Cardinal)	0.00% 0	0.00% 0	50.00% 2	0.00% 0	50.00% 2	0.00% 0	4
Associate Dean (R. Zapalac)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 4	0.00% 0	4

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

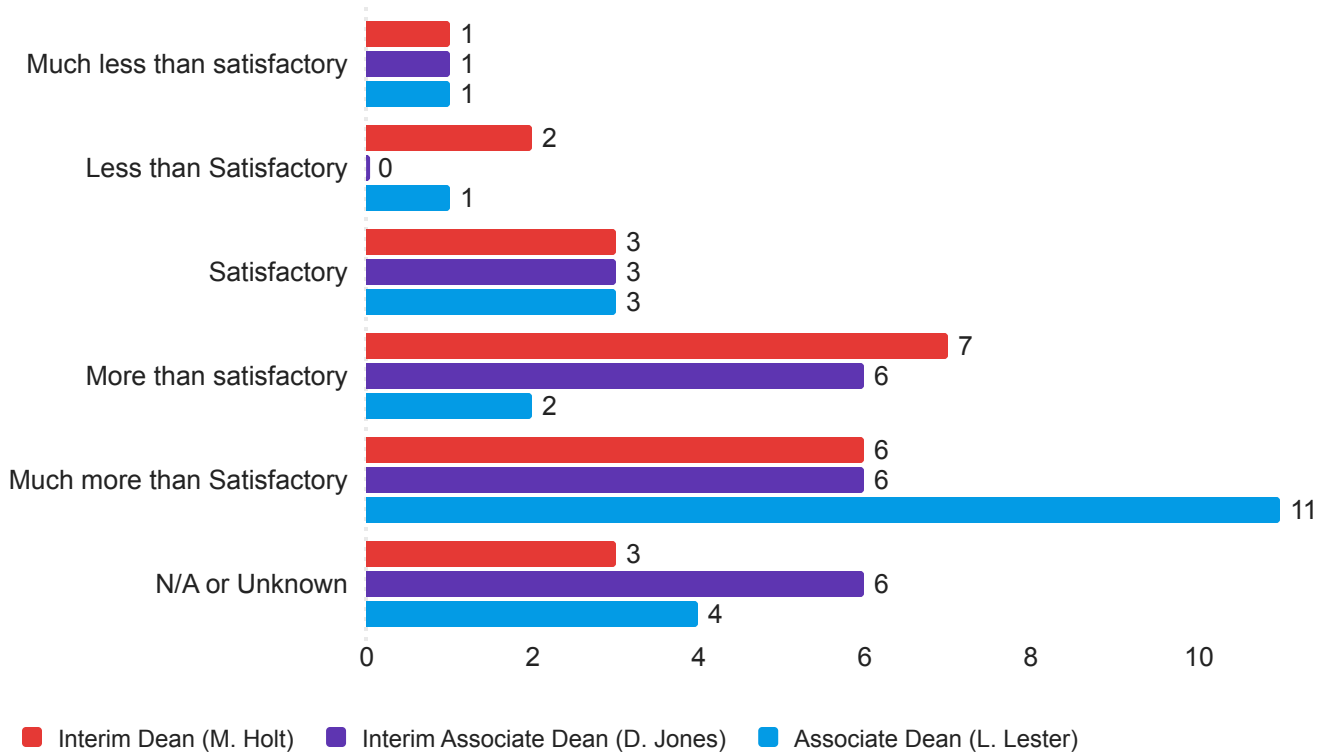
College of Humanities and Social Sciences



Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
Dean (C. Li)	19.05% 4	14.29% 3	23.81% 5	33.33% 7	4.76% 1	4.76% 1	21
Senior Associate Dean (L. French)	9.09% 2	13.64% 3	22.73% 5	22.73% 5	9.09% 2	22.73% 5	22
Associate Dean (C. Nardone)	22.73% 5	0.00% 0	27.27% 6	31.82% 7	13.64% 3	4.55% 1	22
Associate Dean (J. Crosby)	0.00% 0	13.64% 3	27.27% 6	22.73% 5	13.64% 3	22.73% 5	22

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

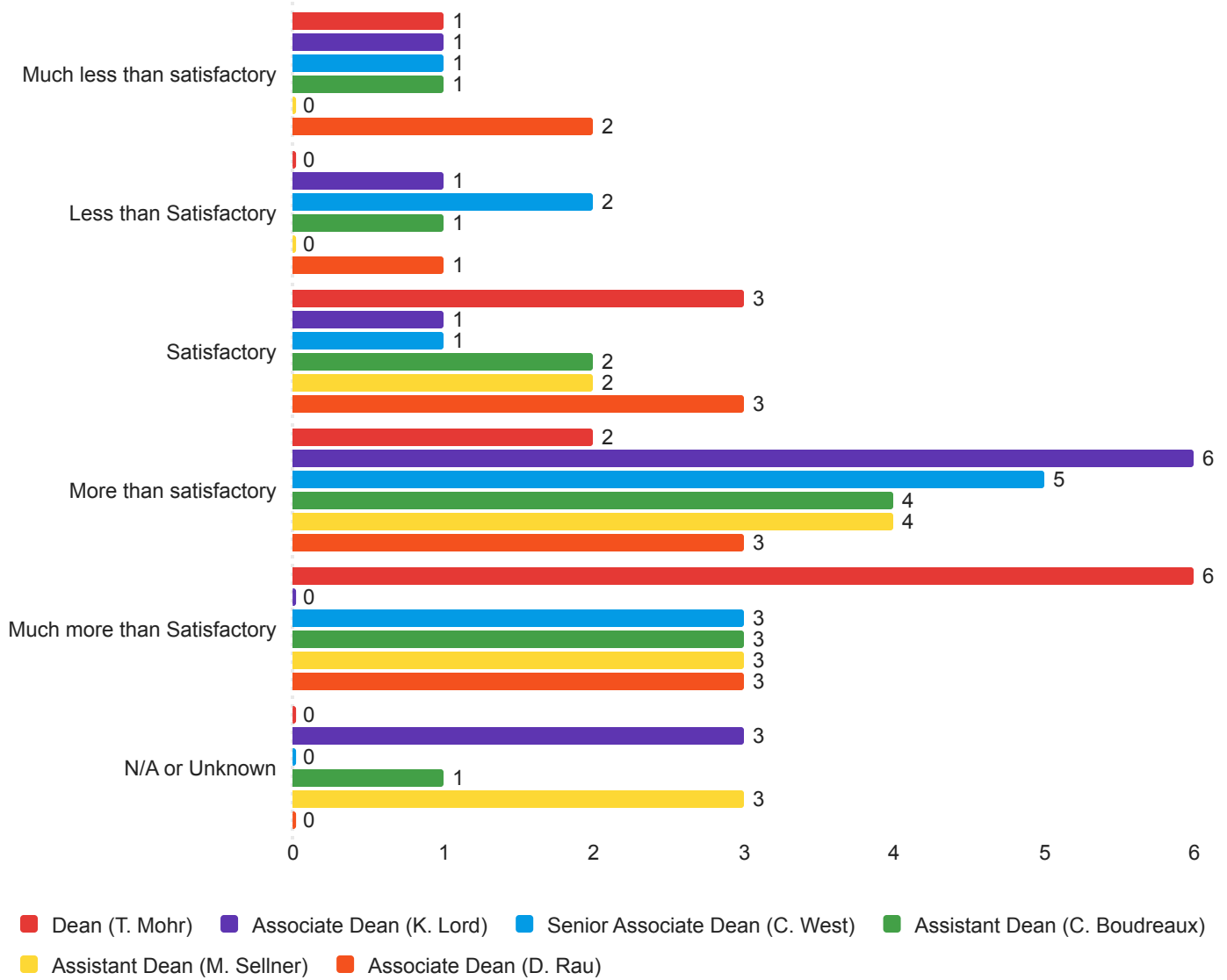
College of Science & Engineering Technology



Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
Interim Dean (M. Holt)	4.55% 1	9.09% 2	13.64% 3	31.82% 7	27.27% 6	13.64% 3	22
Interim Associate Dean (D. Jones)	4.55% 1	0.00% 0	13.64% 3	27.27% 6	27.27% 6	27.27% 6	22
Associate Dean (L. Lester)	4.55% 1	4.55% 1	13.64% 3	9.09% 2	50.00% 11	18.18% 4	22

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

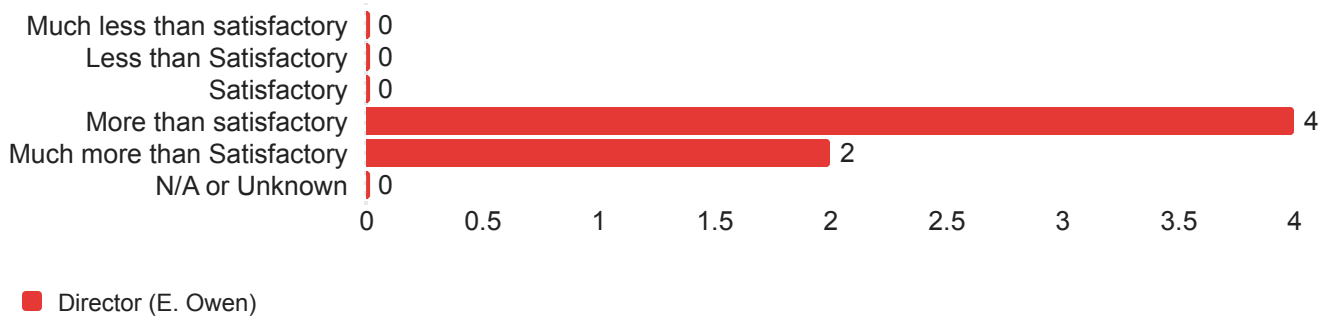
College of Osteopathic Medicine



Field	Much less than satisfactory	Less than Satisfactory	Satisfactory	More than satisfactory	Much more than Satisfactory	N/A or Unknown	Total
Dean (T. Mohr)	8.33% 1	0.00% 0	25.00% 3	16.67% 2	50.00% 6	0.00% 0	12
Associate Dean (K. Lord)	8.33% 1	8.33% 1	8.33% 1	50.00% 6	0.00% 0	25.00% 3	12
Senior Associate Dean (C. West)	8.33% 1	16.67% 2	8.33% 1	41.67% 5	25.00% 3	0.00% 0	12
Assistant Dean (C. Boudreaux)	8.33% 1	8.33% 1	16.67% 2	33.33% 4	25.00% 3	8.33% 1	12
Assistant Dean (M. Sellner)	0.00% 0	0.00% 0	16.67% 2	33.33% 4	25.00% 3	25.00% 3	12
Associate Dean (D. Rau)	16.67% 2	8.33% 1	25.00% 3	25.00% 3	25.00% 3	0.00% 0	12

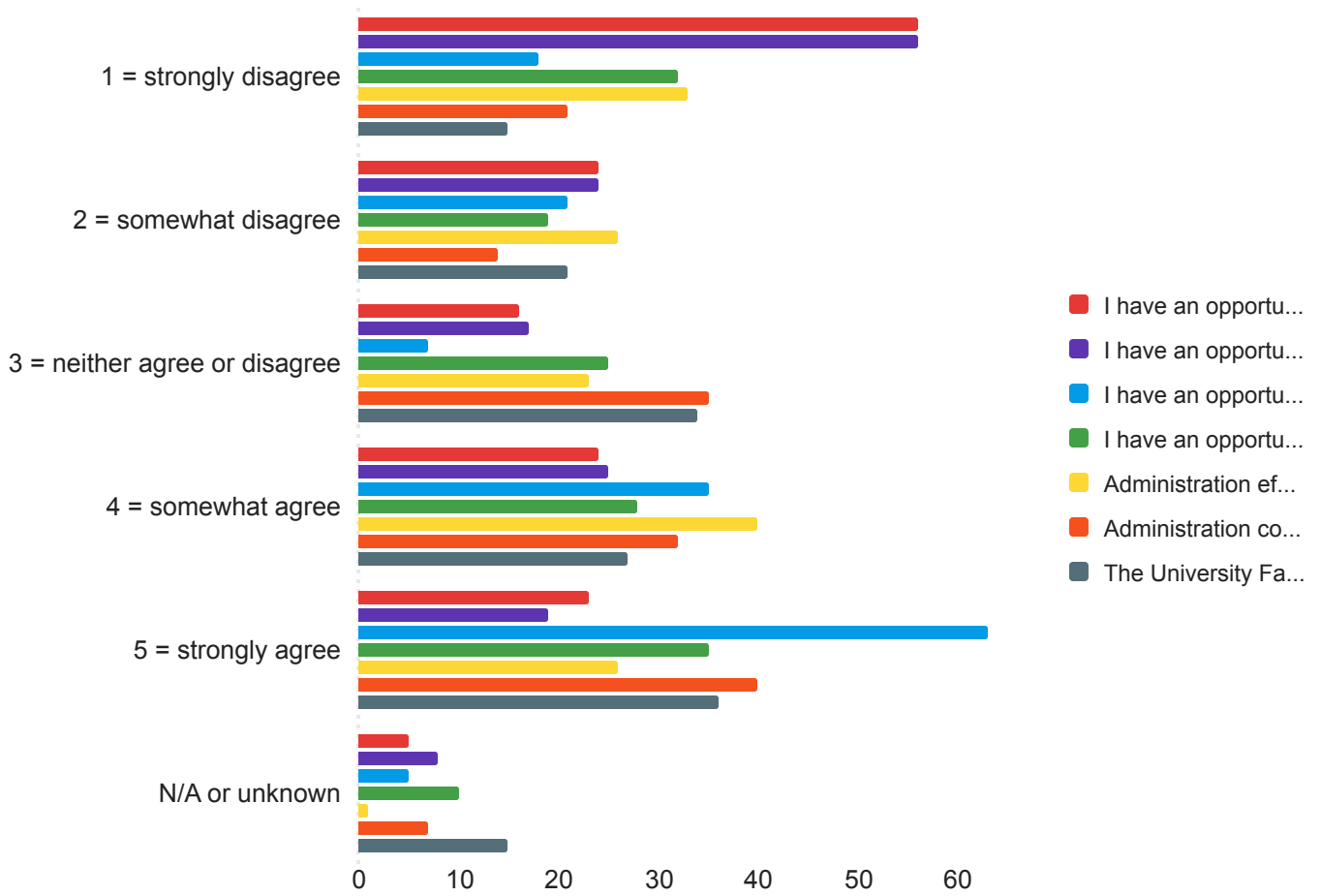
Q12 - Please rate each individual's performance using the button under the indicator with which you agree.

Newton Gresham Library



Field	Choice Count
Much less than satisfactory	0.00% 0
Less than Satisfactory	0.00% 0
Satisfactory	0.00% 0
More than satisfactory	66.67% 4
Much more than Satisfactory	33.33% 2
N/A or Unknown	0.00% 0
Total	6

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



Question	1 = strongly disagree	2 = somewhat disagree	3 = neither agree or disagree	4 = somewhat agree	5 = strongly agree	N/A or unknown	Total
I have an opportunity to participate in my departmental/program's budget decisions.	37.84% 56	16.22% 24	10.81% 16	16.22% 24	15.54% 23	3.38% 5	148
I have an opportunity to participate in the selection of Administrators.	37.58% 56	16.11% 24	11.41% 17	16.78% 25	12.75% 19	5.37% 8	149
I have an opportunity to participate in the selection of Faculty.	12.08% 18	14.09% 21	4.70% 7	23.49% 35	42.28% 63	3.36% 5	149
I have an opportunity to participate in the Strategic Planning of my College/Library.	21.48% 32	12.75% 19	16.78% 25	18.79% 28	23.49% 35	6.71% 10	149
Administration effectively communicates with the faculty.	22.15% 33	17.45% 26	15.44% 23	26.85% 40	17.45% 26	0.67% 1	149
Administration consistently follows official policies.	14.09% 21	9.40% 14	23.49% 35	21.48% 32	26.85% 40	4.70% 7	149
The University Faculty Senate is effective in representing faculty views to the administration.	10.14% 15	14.19% 21	22.97% 34	18.24% 27	24.32% 36	10.14% 15	148

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

Questio	1 = strongly disagree	2 = somewhat disagree	3 = neither agree or disagree	4 = somewhat agree	5 = strongly agree	N/A or unknown	Total
IT@Sam (Computer Services) meets my needs.	25.52% 37	18.62% 27	13.10% 19	27.59% 40	14.48% 21	0.69% 1	145
The services that SHSU Online provides are adequate.	10.27% 15	9.59% 14	19.18% 28	34.25% 50	21.23% 31	5.48% 8	146
There is adequate support for developing online courses/degrees/programs.	10.96% 16	9.59% 14	18.49% 27	28.77% 42	23.29% 34	8.90% 13	146
Library Services meets my needs.	1.38% 2	5.52% 8	14.48% 21	29.66% 43	42.76% 62	6.21% 9	145
The library meets the needs of my department's curriculum.	2.07% 3	6.21% 9	15.86% 23	26.21% 38	39.31% 57	10.34% 15	145
I receive adequate support from the Office of Research and Sponsored Programs.	8.33% 12	8.33% 12	22.92% 33	27.78% 40	17.36% 25	15.28% 22	144
The resources available for my research are adequate.	13.19% 19	15.28% 22	18.06% 26	28.47% 41	17.36% 25	7.64% 11	144
The resources available to provide a successful graduate program are adequate.	21.38% 31	19.31% 28	17.24% 25	14.48% 21	9.66% 14	17.93% 26	145
The allocation of travel reimbursements meets the needs of the faculty.	21.92% 32	15.07% 22	9.59% 14	29.45% 43	19.86% 29	4.11% 6	146
The university is doing an adequate job recruiting quality students.	32.41% 47	24.14% 35	15.86% 23	18.62% 27	8.28% 12	0.69% 1	145
The SAM Center offers effective Advising Services.	12.33% 18	17.12% 25	19.86% 29	15.75% 23	8.90% 13	26.03% 38	146
The SAM Center offers effective Mentoring Services.	11.03% 16	11.72% 17	23.45% 34	8.28% 12	6.21% 9	39.31% 57	145
The facilities at the Lowman Student Center are adequate.	1.38% 2	1.38% 2	15.17% 22	33.10% 48	37.93% 55	11.03% 16	145
The services available through the campus bookstore are adequate.	19.18% 28	14.38% 21	20.55% 30	18.49% 27	6.85% 10	20.55% 30	146
The services provided by ARAMARK are adequate.	15.17% 22	15.17% 22	24.14% 35	20.69% 30	8.28% 12	16.55% 24	145
The Human Resource Department offers me adequate services.	9.59% 14	13.70% 20	25.34% 37	23.97% 35	15.07% 22	12.33% 18	146

Questio	1 = strongly disagree	2 = somewhat disagree	3 = neither agree or disagree	4 = somewhat agree	5 = strongly agree	N/A or unknown	Total
The facilities at the Woodlands Center are adequate.	0.69% 1	2.07% 3	11.03% 16	20.69% 30	19.31% 28	46.21% 67	145
The staff at the Woodlands Center is adequate.	0.69% 1	2.07% 3	15.86% 23	13.10% 19	13.79% 20	54.48% 79	145
There is adequate parking for faculty.	17.01% 25	12.24% 18	10.88% 16	25.17% 37	30.61% 45	4.08% 6	147
My physical work environment (office/classroom/lab) is adequate.	9.59% 14	13.01% 19	11.64% 17	32.19% 47	32.19% 47	1.37% 2	146
I feel free from intimidation/discrimination in the workplace.	17.01% 25	19.05% 28	9.52% 14	17.69% 26	36.05% 53	0.68% 1	147
I feel physically safe on campus.	0.68% 1	5.44% 8	12.93% 19	34.01% 50	46.26% 68	0.68% 1	147
My work environment adequately meets accessibility needs.	2.76% 4	5.52% 8	17.24% 25	24.14% 35	39.31% 57	11.03% 16	145

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

Question	1 = strongly disagree	2 = somewhat disagree	3 = neither agree or disagree	4 = somewhat agree	5 = strongly agree	N/A or unknown	Total
The 3/3 and 4/4 workload policy is handled fairly in my College.	13.29% 19	14.69% 21	16.78% 24	19.58% 28	20.98% 30	14.69% 21	143
My teaching load is fair.	9.72% 14	17.36% 25	15.28% 22	28.47% 41	26.39% 38	2.78% 4	144
I receive adequate recognition for my teaching.	20.83% 30	15.28% 22	14.58% 21	25.00% 36	21.53% 31	2.78% 4	144
I receive adequate recognition for my research.	18.75% 27	10.42% 15	22.92% 33	22.92% 33	15.97% 23	9.03% 13	144
I receive adequate recognition for my service to the university.	25.69% 37	15.28% 22	15.97% 23	21.53% 31	18.06% 26	3.47% 5	144
I receive adequate clerical support.	18.75% 27	11.81% 17	15.97% 23	24.31% 35	27.78% 40	1.39% 2	144
There is collegial support within my department/program.	18.18% 26	13.99% 20	11.19% 16	26.57% 38	29.37% 42	0.70% 1	143
Administrative reassigned time is applied fairly in my college.	17.93% 26	13.79% 20	14.48% 21	13.10% 19	9.66% 14	31.03% 45	145
I am satisfied with the guidelines for receiving an internal grant.	4.86% 7	5.56% 8	23.61% 34	18.75% 27	22.22% 32	25.00% 36	144
The student instrument (IDEA) appraising my teaching effectiveness is administered effectively.	19.31% 28	13.79% 20	17.24% 25	26.21% 38	16.55% 24	6.90% 10	145
The student instrument (IDEA) appraising my teaching effectiveness is accurate.	24.14% 35	20.00% 29	14.48% 21	22.07% 32	12.41% 18	6.90% 10	145
The student instrument (IDEA) appraising my on-line teaching effectiveness is administered effectively.	20.83% 30	10.42% 15	13.89% 20	20.14% 29	12.50% 18	22.22% 32	144
The student instrument (IDEA) appraising my on-line teaching effectiveness is accurate.	22.38% 32	13.99% 20	12.59% 18	15.38% 22	10.49% 15	25.17% 36	143

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

Question	1 = strongly disagree	2 = somewhat disagree	3 = neither agree or disagree	4 = somewhat agree	5 = strongly agree	N/A or unkown	Total
The appraisal of my teaching effectiveness by my chair fairly reflects my teaching performance.	11.81% 17	12.50% 18	15.28% 22	27.08% 39	27.78% 40	5.56% 8	144
The FES is an adequate measurement of my performance as a faculty member.	20.00% 29	20.00% 29	15.17% 22	30.34% 44	12.41% 18	2.07% 3	145
The merit system is applied fairly.	28.28% 41	17.24% 25	14.48% 21	19.31% 28	15.86% 23	4.83% 7	145
Market adjustments are applied fairly.	44.44% 64	17.36% 25	11.11% 16	8.33% 12	4.86% 7	13.89% 20	144
The promotion system is applied fairly.	18.88% 27	13.99% 20	20.98% 30	17.48% 25	18.18% 26	10.49% 15	143
The tenure system is applied fairly in my department.	13.10% 19	12.41% 18	13.79% 20	24.14% 35	26.21% 38	10.34% 15	145
The tenure system process at the university level is clear.	11.81% 17	9.72% 14	18.75% 27	31.94% 46	21.53% 31	6.25% 9	144
The performance evaluation (post tenure review) of tenured faculty is applied fairly in my department.	6.94% 10	8.33% 12	14.58% 21	18.06% 26	18.75% 27	33.33% 48	144
My salary is appropriate relative to my contribution to Sam Houston State University.	39.58% 57	23.61% 34	13.19% 19	13.89% 20	9.03% 13	0.69% 1	144
My salary is appropriate relative to my current rank when compared to similar universities.	45.14% 65	23.61% 34	9.72% 14	11.11% 16	6.94% 10	3.47% 5	144
Overall, I am satisfied with my job at SHSU.	8.97% 13	15.86% 23	24.14% 35	32.41% 47	18.62% 27	0.00% 0	145