

Lubbock Christian University Employee Survey Comparison

Employee Perceptions Inventory Data Comparison Tool-- Perceptions (Strongly Agree=5; Agree=4; Undecided=3; Disagree=2; Strongly Disagree=1)	2003	2004	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	One Year Change	Five Year Change	Trend
I am familiar with the institution's stated mission.	4.54	4.61	4.49	4.60	4.52	4.60	4.57	4.61	4.49	4.43	4.44	4.49	4.59	4.55	4.49	-0.06	0.05	
The University fosters an environment of spirituality on campus.	4.22	4.26	4.05	4.06	4.14	4.32	4.23	4.33	4.31	4.36	4.38	4.52	4.61	4.49	4.46	-0.03	0.08	
The University is dedicated to continuous growth and improvement.	4.20	4.20	3.94	4.07	4.12	4.28	4.02	4.11	4.13	4.17	4.27	4.40	4.50	4.38	4.34	-0.04	0.07	
The University incorporates its core values into everyday practice.	3.89	3.99	3.66	3.59	3.83	4.04	3.96	4.01	4.01	4.10	4.22	4.25	4.43	4.28	4.30	0.02	0.08	
The President embodies the core values upon which the institution is based.	4.38	4.55	4.31	4.26	4.25	4.38	4.20	4.31	4.35	4.57	4.58	4.63	4.66	4.58	4.60	0.02	0.02	
The University admits students who are receptive to our mission.	3.66	3.73	3.63	3.68	3.74	3.82	3.72	3.66	3.71	3.73	3.89	3.99	4.12	4.05	4.04	-0.01	0.15	
Students receive a quality education at this institution.	4.23	4.45	4.19	4.31	4.25	4.38	4.37	4.41	4.27	4.34	4.39	4.43	4.51	4.49	4.39	-0.10	0.00	
Average	4.16	4.26	4.04	4.08	4.12	4.26	4.15	4.21	4.18	4.24	4.31	4.39	4.49	4.40	4.37	-0.03	0.06	
University Affairs (Strongly Agree=5; Agree=4; Undecided=3; Disagree=2; Strongly Disagree=1)																		
The Board of Trustees provides appropriate direction for the University.	3.93	4.12	3.84	3.87	3.94	3.91	3.74	3.82	3.89	3.94	3.90	4.04	4.06	4.09	4.09	0.00	0.19	
The University welcomes individuals of diverse ethnic and religious backgrounds.	4.07	4.08	3.94	3.94	3.95	4.08	4.08	4.19	3.99	4.14	4.12	4.19	4.23	4.24	4.25	0.01	0.13	
The University maintains an appropriate balance in the allocation of funds across the institution.	3.07	3.29	2.83	2.86	3.06	3.28	3.10	3.10	3.39	3.23	3.36	3.56	3.53	3.44	3.35	-0.09	-0.01	
Campus leaders communicate relevant information to appropriate constituencies.	3.38	3.40	2.88	3.12	3.23	3.47	3.40	3.43	3.51	3.63	3.70	3.95	3.92	3.92	3.90	-0.02	0.20	
Campus leaders contribute positively to the institution's image and reputation.	3.99	4.01	3.66	3.87	3.81	4.00	3.97	3.96	4.00	4.12	4.14	4.28	4.34	4.32	4.30	-0.02	0.16	
Intercollegiate athletics contributes positively to the institution's image and reputation.	3.59	3.89	3.64	4.09	3.96	4.03	4.17	3.94	3.89	3.86	3.98	4.10	4.28	4.28	4.21	-0.07	0.23	
Average	3.67	3.80	3.47	3.63	3.66	3.80	3.74	3.74	3.78	3.82	3.87	4.02	4.06	4.05	4.02	-0.03	0.15	
Employee Affairs (Strongly Agree=5; Agree=4; Undecided=3; Disagree=2; Strongly Disagree=1)																		
My work load is reasonable.	4.04	4.04	3.81	3.73	3.85	3.97	3.87	3.82	3.89	3.94	4.03	4.08	4.08	4.13	4.05	-0.08	0.02	
Considering my experience and level of formal education, my compensation is appropriate.	3.08	3.14	2.92	2.87	3.04	2.99	2.93	2.78	2.87	2.88	3.08	3.11	3.22	3.28	3.14	-0.14	0.06	
I have been adequately informed of the fringe benefits available to me.	3.87	3.96	3.65	3.87	3.97	4.19	3.99	4.03	4.10	4.09	4.15	4.14	4.18	4.20	4.19	-0.01	0.04	
I have been adequately informed of the policies and procedures of LCU.	3.96	3.98	3.81	3.94	4.06	4.16	4.01	3.99	4.14	4.16	4.16	4.15	4.28	4.26	4.24	-0.02	0.08	
I have adequate opportunities for professional development.	3.40	3.70	3.35	3.57	3.60	3.64	3.54	3.52	3.57	3.67	3.66	3.81	3.87	3.82	3.74	-0.08	0.08	
Chapel contributes to my spiritual well-being.	3.81	3.98	3.85	3.83	3.86	3.77	3.66	3.73	3.76	3.81	3.94	3.84	3.99	3.93	3.91	-0.02	-0.03	
I believe I change lives through my work at this institution.	4.38	4.59	4.26	4.39	4.31	4.45	4.42	4.45	4.41	4.37	4.36	4.41	4.44	4.35	4.35	0.00	-0.01	
I feel a sense of belonging to Lubbock Christian University.	4.23	4.41	4.07	4.19	4.07	4.34	4.22	4.32	4.23	4.29	4.23	4.36	4.45	4.34	4.32	-0.02	0.09	
Average	3.85	3.98	3.72	3.80	3.85	3.94	3.83	3.83	3.87	3.90	3.94	3.97	4.06	4.03	3.98	-0.04	0.04	
Physical Environment (Strongly Agree=5; Agree=4; Undecided=3; Disagree=2; Strongly Disagree=1)																		
The institution provides a safe working environment.	4.28	4.37	4.18	4.20	4.23	4.28	4.24	4.20	4.18	4.18	4.27	4.30	4.32	4.39	4.32	-0.07	0.05	
The general condition of buildings is satisfactory.	3.54	3.74	3.70	3.70	3.67	3.69	3.34	3.42	3.62	3.49	3.65	3.69	3.87	3.98	3.90	-0.08	0.25	
The general condition of campus grounds is satisfactory.	3.66	4.19	3.93	3.92	3.81	3.85	3.28	3.54	3.55	3.68	3.90	4.00	4.19	4.12	4.18	0.06	0.28	
Custodial services meet my expectations.	3.03	4.19	4.01	3.94	3.94	3.83	3.67	3.35	3.81	4.11	4.20	4.26	4.40	4.17	4.28	0.11	0.08	
Campus parking is adequate.	3.76	3.39	3.62	3.19	3.33	3.47	3.50	3.75	3.57	3.59	3.68	3.59	3.80	3.70	3.63	-0.07	-0.05	
Maintenance work orders are completed in a timely manner.	3.82	3.77	3.65	3.74	3.68	3.55	3.35	3.53	3.55	3.61	3.74	3.81	3.91	4.07	4.08	0.01	0.34	
I have access to the equipment needed to perform my duties successfully.	3.84	4.10	3.96	3.94	3.92	4.12	4.05	4.05	3.90	4.08	4.06	4.13	4.23	4.21	4.18	-0.03	0.12	
Average	3.70	3.96	3.86	3.80	3.80	3.83	3.63	3.69	3.74	3.82	3.93	3.97	4.10	4.09	4.08	-0.01	0.15	

Lubbock Christian University Employee Survey Comparison

Employee Perceptions Inventory Data Comparison Tool-- Perceptions (Strongly Agree=5; Agree=4; Undecided=3; Disagree=2; Strongly Disagree=1)	2003	2004	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	One Year Change	Five Year Change	Trend
Recent Initiatives (Strongly Agree=5; Agree=4; Undecided=3; Disagree=2; Strongly Disagree=1)																		
Student success is my job.			4.04	4.20														
I had input to the 2009-2014 strategic planning process					3.24													
The HMO option improves the medical plan						3.65												
I have given or plan to give to the university during the current campaign.			3.75	3.73														
The vision statement was communicated successfully.					4.09													
The strategic plan (2009-2014) caused improvements to my programs/services						3.30	3.28	3.36	3.43	3.42	3.41	3.53						
Initiatives have been implemented in my area to support the priorities listed in the strategic plan for 2015-2020.													3.84	3.87	3.82	-0.05		
I do or plan to participate in the university 403(b) retirement plan.			4.17	3.99														
In my work at LCU, I intend to passionately pursue student success.					4.60	4.62	4.51	4.53	4.50	4.48	4.52	4.54						
The Quality Enhancement Plan will improve student learning at this institution.				3.52	4.02													
Use of the health savings account will help me prepare for future medical expenses.			3.02															
The QEP (2008-2013) has caused improvements to my programs/services						3.51	3.42	3.44	3.39	3.40	3.53							
I received an opportunity to provide input in the strategic planning process in 2014.												3.89						
In my work at LCU, I have opportunities to promote spiritual development among students.					4.26	4.35	4.25	4.26	4.26	4.28	4.28	4.26	4.30	4.25	4.23	-0.02	-0.05	
The PPO Option in health care was a positive development in employee benefits.				3.34														
A low-cost HDHP with a HAS is preferable to a more expensive low-deductible plan with no ability to save for future medical expenses.			2.99															
Average			3.59	3.76	4.04	3.89	3.87	3.90	3.90	3.90	3.94	4.06	4.07	4.06	4.03	-0.04	0.09	

## Lubbock Christian University Employee Survey Comparison

Employee Perceptions Inventory Data Comparison Tool--Satisfaction with Campus Services																
Scale: Impressed with operation=5; Exceeds expectations=4; Satisfied=3; Needs improvement=2; Unsatisfactory=1)																
Item	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	One Year Change	Five Year Change	Trend
Academic Support/Center for Student Success	3.50	3.42	3.41	3.44	3.40											
Admissions	3.51	3.54	3.56	3.19	3.10	3.60	3.73	3.56	3.26	3.70	3.85	3.83	3.78	-0.05	0.52	
Alumni Relations	2.78	2.95	2.90	2.70	2.53	3.02	3.26	3.32	3.23	3.51	3.68	3.56	3.49	-0.07	0.26	
Business Office	3.47	3.49	3.43	3.54	3.49	3.37	3.59	3.54	3.57	3.67	3.75	3.74	3.71	-0.03	0.14	
Cafeteria	2.97	2.96	3.11	3.17	3.24	3.46	3.41	3.43	3.46	3.46	3.56	3.45	3.49	0.04	0.03	
Career Services						3.12	3.17	3.31	3.36	3.27	3.66	3.60	3.50	-0.10	0.14	
ChapStore	3.40	3.42	3.33	3.20	3.25	3.10	3.39	3.53	3.41	3.54	3.68	3.82	3.62	-0.20	0.21	
Counseling Center	3.66	3.76	3.78	3.80	3.83	3.67	3.73	3.81	3.88	3.86	3.86	3.88	3.68	-0.20	-0.20	
Development	2.86	2.94	3.08	2.89	2.95	3.10	3.29	3.17	3.17	3.48	3.72	3.78	3.63	-0.15	0.46	
Disability Services						3.25	3.34	3.58	3.59	3.52	3.58	3.72	3.65	-0.07	0.06	
Facilities/Maintenance	3.16	3.15	3.26	3.15	2.93	3.02	3.18	3.19	3.46	3.52	3.59	3.70	3.67	-0.03	0.21	
Financial Assistance	3.29	3.17	3.17	3.42	3.52	3.15	3.22	3.42	3.49	3.54	3.63	3.64	3.58	-0.06	0.09	
Fitness Center	3.10	3.11	3.03	2.74	2.41	1.96	3.67	3.63	3.77	3.64	3.86	3.83	3.70	-0.13	-0.07	
Flight Plan Student Services						3.58	3.57	3.55	3.78	3.87	3.67	3.66				
General Counsel						3.45	3.47	3.54	3.60	3.49	3.58	3.59	3.35	-0.24	-0.25	
Instructional Technology	3.48	3.17	3.29	3.33	3.40	3.32	3.40	3.38	3.46	3.52	3.77	3.75	3.69	-0.06	0.23	
Koffee Kup	3.73	3.73	3.64	3.48	3.47	3.49	3.55	3.58	3.52	3.79						
Library Services	3.55	3.42	3.52	3.45	3.48	3.52	3.42	3.39	3.62	3.74	3.89	3.95	3.86	-0.09	0.24	
MarCom	3.06	3.42	3.36	3.28	3.22	3.43	3.63	3.53	3.42	3.71	3.77	3.67	3.64	-0.03	0.22	
Medical Services	3.46	3.78	3.78	3.97	3.70	3.69	3.68	3.64	3.54	3.73	3.86	3.81	3.73	-0.08	0.19	
Mentoring						3.46	3.52	3.41	3.40	3.46	3.69	3.86	3.61	-0.25	0.21	
Office of the President	3.80	3.83	3.72	3.61	3.62	3.68	3.73	4.03	4.13	4.19	4.16	4.16	4.07	-0.09	-0.06	
Planning and Assessment Support	3.41	3.31	3.73	3.64	3.37	3.55	3.63	3.71	3.63	3.77	3.89	3.96	3.82	-0.14	0.19	
Post Office	3.61	3.67	3.71	3.65	3.64	3.71	3.79	3.82	3.85	3.97	4.01	3.97	3.96	-0.01	0.11	
Public Relations	3.34	3.37	3.31	3.14	3.22	3.37	3.56	3.35	3.50	3.67	3.64	3.70	3.64	-0.06	0.14	
Public Safety										3.79	3.92	4.03	3.83	-0.20		
Registrar	3.57	3.64	3.53	3.62	3.62	3.80	3.85	3.72	3.85	3.95	3.97	3.96	3.86	-0.10	0.01	
Student Affairs	3.57	3.37	3.62	3.58	3.63	3.58	3.65	3.67	3.67	3.84	3.88	3.98	3.83	-0.15	0.16	
Starbucks											4.06	3.90	3.83	-0.07		
Take 10	3.04	2.98	3.25	3.25	3.31	3.31	3.42	3.48	3.53	3.58	3.56	3.66	3.50	-0.16	-0.03	
Technology Services	2.86	2.85	2.96	3.16	3.39	3.48	3.64	3.52	3.59	3.64	3.86	3.85	3.66	-0.19	0.07	
Testing						3.60	3.69	3.65	3.57	3.65	3.74	3.98	3.67	-0.31	0.10	
Tutoring						3.61	3.74	3.72	3.77	3.75	3.77	4.01	3.69	-0.32	-0.08	
Average	3.33	3.35	3.39	3.35	3.32	3.38	3.53	3.54	3.57	3.67	3.78	3.81	3.69	-0.12	0.12	

## Lubbock Christian University Employee Survey Comparison

Employee Perceptions Inventory Data Comparison Tool--Faculty Specific Questions  
Levels of Agreement: Strongly Agree=5; Agree=4; Undecided=3; Disagree=2; Strongly Disagree=1

Item	2003	2004	2006	2007	2008	2009	One Year Change	Five Year Change	Trend
The University supports and protects academic freedom	4.03	4.04	3.68	4.00	3.91	4.02	0.11	-0.02	
The University maintains an appropriate balance among instruction, scholarship, and public/professional service.	3.73	4.24	3.55	3.67	3.81	3.79	-0.02	-0.45	
The University maintains an appropriate balance in the allocation of funds across academic departments	3.03	3.24	2.86	3.00	3.21	3.21	0.00	-0.03	
Academic leaders seek faculty input on important issues	3.23	3.68	2.81	2.93	3.24	3.43	0.19	-0.25	
The process for obtaining tenure is fair	3.84	3.90	3.58	3.93	3.83	3.91	0.08	0.01	
The process for seeking advancement in rank is fair	3.78	3.86	3.53	3.79	3.74	3.72	-0.02	-0.14	
The physical environment(s) in which I teach is conducive to student learning	3.67	3.61	3.78	3.67	3.60	4.00	0.40	0.39	
Adequate equipment and supplies are available to assist me in the instruction process	3.50	3.43	3.46	3.57	3.28	3.85	0.57	0.42	
The technology used to facilitate distance learning is dependable	3.41	3.06	3.18	2.76	3.15	3.41	0.26	0.35	
IQ Web adequately meets my needs	3.84	3.65	3.84	3.70	3.61				
SelfServe adequately meets my needs						3.53			
Library collections are sufficient to support the objectives of my courses	3.49	3.39	3.42	3.59	3.47	3.56	0.09	0.17	
Sufficient academic support is available to assist students with my courses	3.84	4.05	3.69	3.50	3.64	3.98	0.34	-0.07	
I am adequately prepared to teach students to think critically				4.27	4.20	4.37	0.17		
Student feedback promotes academic improvement on this campus	3.49	3.32	3.13						
Students have adequate academic backgrounds to be successful at this institution	3.32	3.35	3.24	3.60	3.19	3.55	0.36	0.20	
Average	3.59	3.60	3.39	3.54	3.54	3.72	0.18	0.12	

## Lubbock Christian University Employee Survey Comparison

Employee Perceptions Inventory Data Comparison Tool--Faculty Specific Questions												
Levels of Agreement: Strongly Agree=6; Agree=5; Somewhat Agree=4; Somewhat Disagree=3; Disagree=2; Strongly Disagree=1												
Item	2010	2011	2012	2013	2014	2015	2016	2017	2018	One Year Change	Five Year Change	Trend
The University supports and protects academic freedom	5.03	4.97	4.82	5.17	5.10	5.27	5.29	5.38	5.24	-0.14	0.14	
The University maintains an appropriate balance among instruction, scholarship, and public/professional service.	4.56	4.68	4.51	4.96	4.87	4.89	5.05	5.12	4.89	-0.23	0.02	
The University maintains an appropriate balance in the allocation of funds across academic departments	3.96	4.01	4.03	4.33	4.22	4.16	4.48	4.53	4.08	-0.45	-0.14	
Academic leaders seek faculty input on important issues	4.18	4.00	4.14	4.31	4.21	4.62	4.84	4.74	4.87	0.13	0.66	
The process for obtaining tenure is fair	4.92	4.26	4.49	4.80	4.68	4.53	4.96	4.86	5.00	0.14	0.32	
The process for seeking advancement in rank is fair	4.61	4.02	4.24	4.36	4.57	4.53	4.76	4.81	4.92	0.11	0.35	
The physical environment(s) in which I teach is conducive to student learning	4.51	4.49	4.53	4.72	4.69	4.86	4.84	5.12	4.93	-0.19	0.24	
Adequate equipment and supplies are available to assist me in the instruction process	4.55	4.53	4.61	4.61	4.59	4.86	4.94	4.89	4.79	-0.10	0.20	
The technology used to facilitate distance learning is dependable	4.45	4.10	4.32	4.73	4.58	4.66	4.97	4.88	4.78	-0.10	0.20	
SelfServe adequately meets my needs	4.42	4.60	4.65	4.86	4.82	4.95	5.16	5.18	4.67	-0.51	-0.15	
Library collections are sufficient to support the objectives of my courses	4.50	4.67	4.51	4.87	4.68	4.93	5.24	5.32	4.96	-0.36	0.28	
Sufficient academic support is available to assist students with my courses	4.67	4.71	4.94	5.04	5.10	5.03	5.25	5.24	5.03	-0.21	-0.07	
I am adequately prepared to teach students to think critically	5.18	5.05	5.24	5.28	5.48	5.38	5.48	5.46	5.29	-0.17	-0.19	
Students have adequate academic backgrounds to be successful at this institution	4.23	4.32	4.15	4.41	4.31	4.70	4.70	4.81	4.67	-0.14	0.36	
Average	4.56	4.46	4.51	4.75	4.71	4.81	5.00	5.02	4.87	-0.16	0.16	