

| Lubbock Christian University | | | | | |
|--|-----------------|-----------------|-----------------|-----------------|-----------------|
| Great Colleges to Work For Survey Results | | | | | |
| Category | 2013 LCU | 2014 LCU | 2015 LCU | 2016 LCU | 2017 LCU |
| Response Rate | 47% | 39% | 39% | 32% | 39% |
| Job Satisfaction/Support | 81% | 88% | 82% | 88% | 84% |
| Teaching Environment | 73% | 79% | 84% | 89% | 85% |
| Professional Development | 75% | 84% | 78% | 90% | 78% |
| Compensation, Benefits & Work/Life Balance | 71% | 79% | 81% | 83% | 81% |
| Facilities | 72% | 78% | 83% | 83% | 84% |
| Policies, Resources & Efficiency | 64% | 71% | 71% | 79% | 74% |
| Shared Governance | 58% | 71% | 81% | 78% | 82% |
| Pride | 90% | 94% | 94% | 97% | 93% |
| Supervisors/Department Chairs | 84% | 86% | 86% | 92% | 88% |
| Senior Leadership | 77% | 88% | 88% | 89% | 86% |
| Faculty, Administration & Staff Relations | 64% | 80% | 83% | 86% | 83% |
| Communication | 71% | 77% | 77% | 82% | 77% |
| Collaboration | 74% | 83% | 83% | 90% | 82% |
| Fairness | 71% | 77% | 78% | 84% | 77% |
| Respect & Appreciation | 69% | 80% | 81% | 87% | 79% |
| Cumulative Average | 74% | 81% | 82% | 87% | 82% |

Poor=0%-44%

Warrants Attention=45%-54%

Fair to Mediocre=55%-64%

Good=65%-74%

Very Good to Excellent=75%-100%

Lubbock Christian University

Great Colleges to Work For Survey Results 2017

| Category | 2017 LCU | 2017 Carnegie Master's | 2016 Honor Roll <3000 |
|--|----------|------------------------|-----------------------|
| Job Satisfaction/Support | 84% | 73% | 85% |
| Teaching Environment | 85% | 69% | 83% |
| Professional Development | 78% | 71% | 81% |
| Compensation, Benefits & Work/Life Balance | 81% | 69% | 80% |
| Facilities | 84% | 74% | 87% |
| Policies, Resources & Efficiency | 74% | 61% | 77% |
| Shared Governance | 82% | 62% | 83% |
| Pride | 93% | 77% | 90% |
| Supervisors/Department Chairs | 88% | 75% | 85% |
| Senior Leadership | 86% | 62% | 85% |
| Faculty, Administration & Staff Relations | 83% | 61% | 83% |
| Communication | 77% | 61% | 76% |
| Collaboration | 82% | 64% | 81% |
| Fairness | 77% | 63% | 78% |
| Respect & Appreciation | 79% | 65% | 79% |
| Cumulative Average | 82% | 67% | 82% |

Response Rate=39%

Poor=0%-44%

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Fair to Mediocre=55%-64%

Good=65%-74%

Very Good to Excellent=75%-100%

Lubbock Christian University

Great Colleges to Work For Survey Results by Employment Category 2017

| Category | 2017 Honor Roll <3000 | 2017 LCU Overall | Faculty | Exempt Staff | Non-Exempt Staff | Administration |
|--|-----------------------|------------------|---------|--------------|------------------|----------------|
| Job Satisfaction/Support | 85% | 84% | 82% | 86% | 76% | 93% |
| Teaching Environment | 83% | 85% | 75% | 91% | 87% | 94% |
| Professional Development | 81% | 78% | 82% | 70% | 62% | 96% |
| Compensation, Benefits & Work/Life Balance | 80% | 81% | 79% | 75% | 78% | 89% |
| Facilities | 87% | 84% | 75% | 89% | 78% | 96% |
| Policies, Resources & Efficiency | 77% | 74% | 72% | 69% | 73% | 80% |
| Shared Governance | 83% | 82% | 79% | 72% | 83% | 90% |
| Pride | 90% | 93% | 92% | 92% | 84% | 99% |
| Supervisors/Department Chairs | 85% | 88% | 92% | 91% | 83% | 86% |
| Senior Leadership | 85% | 86% | 86% | 78% | 85% | 93% |
| Faculty, Administration & Staff Relations | 83% | 83% | 85% | 72% | 83% | 90% |
| Communication | 76% | 77% | 78% | 74% | 70% | 84% |
| Collaboration | 81% | 82% | 84% | 77% | 76% | 87% |
| Fairness | 78% | 77% | 80% | 70% | 72% | 85% |
| Respect & Appreciation | 79% | 79% | 78% | 78% | 69% | 89% |
| Cumulative Average | 82% | 82% | 82% | 79% | 78% | 89% |

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| Policies, Resources & Efficiency | 79% | 61% | 78% |
| Shared Governance | 78% | 63% | 82% |
| Pride | 97% | 78% | 91% |
| Supervisors/Department Chairs | 92% | 75% | 85% |
| Senior Leadership | 89% | 61% | 86% |
| Faculty, Administration & Staff Relations | 86% | 60% | 83% |
| Communication | 82% | 60% | 76% |
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| Job Satisfaction/Support | 86% | 88% | 90% | 87% | 83% | 87% |
| Teaching Environment | 84% | 89% | 86% | 90% | 84% | 96% |
| Professional Development | 82% | 90% | 92% | 83% | 74% | 100% |
| Compensation, Benefits & Work/Life Balance | 81% | 83% | 78% | 88% | 81% | 90% |
| Facilities | 87% | 83% | 80% | 85% | 68% | 100% |
| Policies, Resources & Efficiency | 78% | 79% | 82% | 75% | 64% | 87% |
| Shared Governance | 82% | 78% | 76% | 81% | 60% | 95% |
| Pride | 91% | 97% | 99% | 98% | 87% | 100% |
| Supervisors/Department Chairs | 85% | 92% | 95% | 94% | 81% | 90% |
| Senior Leadership | 86% | 89% | 87% | 91% | 81% | 96% |
| Faculty, Administration & Staff Relations | 83% | 86% | 88% | 81% | 81% | 88% |
| Communication | 76% | 82% | 83% | 78% | 81% | 86% |
| Collaboration | 82% | 90% | 91% | 90% | 81% | 92% |
| Fairness | 79% | 84% | 84% | 87% | 73% | 89% |
| Respect & Appreciation | 80% | 87% | 86% | 86% | 86% | 94% |
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| Job Satisfaction/Support | 84% | 82% | 78% | 84% | 87% | 88% |
| Teaching Environment | 83% | 84% | 77% | 93% | 90% | 90% |
| Professional Development | 79% | 78% | 77% | 73% | 81% | 81% |
| Compensation, Benefits & Work/Life Balance | 80% | 81% | 75% | 83% | 89% | 87% |
| Facilities | 85% | 83% | 82% | 78% | 76% | 94% |
| Policies, Resources & Efficiency | 75% | 71% | 67% | 72% | 79% | 75% |
| Shared Governance | 80% | 81% | 74% | 87% | 91% | 88% |
| Pride | 90% | 94% | 93% | 98% | 98% | 92% |
| Supervisors/Department Chairs | 83% | 86% | 89% | 87% | 91% | 81% |
| Senior Leadership | 81% | 88% | 84% | 90% | 93% | 94% |
| Faculty, Administration & Staff Relations | 79% | 83% | 81% | 88% | 88% | 82% |
| Communication | 73% | 77% | 78% | 75% | 81% | 83% |
| Collaboration | 79% | 83% | 82% | 84% | 88% | 82% |
| Fairness | 75% | 78% | 75% | 78% | 87% | 83% |
| Respect & Appreciation | 78% | 81% | 78% | 78% | 84% | 88% |
| Cumulative Average | 80% | 82% | 80% | 83% | 87% | 85% |

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| Teaching Environment | 82% | 79% | 74% | 73% | 93% | 93% |
| Professional Development | 81% | 84% | 89% | 74% | 69% | 69% |
| Compensation, Benefits & Work/Life Balance | 81% | 79% | 78% | 76% | 81% | 81% |
| Facilities | 83% | 78% | 74% | 83% | 69% | 69% |
| Policies, Resources & Efficiency | 76% | 71% | 72% | 63% | 71% | 71% |
| Shared Governance | 79% | 71% | 68% | 65% | 67% | 67% |
| Pride | 90% | 94% | 96% | 98% | 84% | 84% |
| Supervisors/Department Chairs | 82% | 86% | 90% | 81% | 80% | 80% |
| Senior Leadership | 82% | 88% | 88% | 86% | 85% | 85% |
| Faculty, Administration & Staff Relations | 79% | 80% | 88% | 71% | 75% | 75% |
| Communication | 73% | 77% | 80% | 73% | 72% | 72% |
| Collaboration | 78% | 83% | 89% | 70% | 81% | 81% |
| Fairness | 75% | 77% | 80% | 72% | 73% | 73% |
| Respect & Appreciation | 79% | 80% | 84% | 67% | 75% | 75% |
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| Facilities | 72% | 78% | 83% |
| Policies, Resources & Efficiency | 64% | 71% | 77% |
| Shared Governance | 58% | 71% | 82% |
| Pride | 90% | 94% | 92% |
| Supervisors/Department Chairs | 84% | 86% | 85% |
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| Professional Development | 83% | 84% | 76% | 60% | 81% | 83% |
| Compensation, Benefits & Work/Life Balance | 81% | 79% | 63% | 73% | 72% | 82% |
| Facilities | 83% | 78% | 62% | 71% | 87% | 91% |
| Policies, Resources & Efficiency | 77% | 71% | 57% | 65% | 80% | 67% |
| Shared Governance | 82% | 71% | 45% | 68% | 78% | 69% |
| Pride | 92% | 94% | 88% | 86% | 94% | 96% |
| Supervisors/Department Chairs | 85% | 86% | 86% | 78% | 84% | 85% |
| Senior Leadership | 84% | 88% | 67% | 79% | 93% | 87% |
| Faculty, Administration & Staff Relations | 81% | 80% | 59% | 61% | 70% | 76% |
| Communication | 75% | 77% | 68% | 71% | 77% | 76% |
| Collaboration | 80% | 83% | 73% | 69% | 77% | 81% |
| Fairness | 77% | 77% | 66% | 69% | 77% | 80% |
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