

Employee Perception Inventory Data Comparison Tool

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	One Year Change	Five Year Change	Trend
Perceptions (Strongly Agree=5; Agree=4; Undecided=3; Disagree=2; Strongly Disagree=1)														
I am familiar with the institution's stated mission.	4.61	4.49	4.43	4.44	4.49	4.59	4.55	4.49	4.57	4.57	4.55	-0.02	-0.04	
The University fosters an environment of spirituality on campus.	4.33	4.31	4.36	4.38	4.52	4.61	4.49	4.46	4.46	4.38	4.48	0.10	-0.13	
The University is dedicated to continuous growth and improvement.	4.11	4.13	4.17	4.27	4.40	4.50	4.38	4.34	4.35	4.08	4.24	0.16	-0.26	
The University incorporates its core values into everyday practice.	4.01	4.01	4.10	4.22	4.25	4.43	4.28	4.30	4.39	4.07	4.22	0.15	-0.21	
The President embodies the core values upon which the institution is based.	4.31	4.35	4.57	4.58	4.63	4.66	4.58	4.60	4.61	3.83	4.25	0.42	-0.41	
The University admits students who are receptive to our mission.	3.66	3.71	3.73	3.89	3.99	4.12	4.05	4.04	4.11	3.94	3.95	0.01	-0.17	
Students receive a quality education at this institution.	4.41	4.27	4.34	4.39	4.43	4.51	4.49	4.39	4.43	4.40	4.42	0.02	-0.09	
Average	4.21	4.18	4.24	4.31	4.39	4.49	4.40	4.37	4.42	4.18	4.30	0.12	-0.19	
University Affairs (Strongly Agree=5; Agree=4; Undecided=3; Disagree=2; Strongly Disagree=1)														
The Board of Trustees provides appropriate direction for the University.	3.82	3.89	3.94	3.90	4.04	4.06	4.09	4.09	4.12	3.82	3.96	0.14	-0.10	
The University welcomes individuals of diverse ethnic and religious backgrounds.	4.19	3.99	4.14	4.12	4.19	4.23	4.24	4.25	4.17	3.99	3.99	0.00	-0.24	
The University maintains an appropriate balance in the allocation of funds across the institution.	3.10	3.39	3.23	3.36	3.56	3.53	3.44	3.35	3.44	3.19	3.30	0.11	-0.23	
Campus leaders communicate relevant information to appropriate constituencies.	3.43	3.51	3.63	3.70	3.95	3.92	3.92	3.90	3.94	3.53	3.77	0.24	-0.15	
Campus leaders contribute positively to the institution's image and reputation.	3.96	4.00	4.12	4.14	4.28	4.34	4.32	4.30	4.27	4.00	4.18	0.18	-0.16	
Intercollegiate athletics contributes positively to the institution's image and reputation.	3.94	3.89	3.86	3.98	4.10	4.28	4.28	4.21	4.09	4.23	4.23	0.00	-0.05	
Average	3.74	3.78	3.82	3.87	4.02	4.06	4.05	4.02	4.01	3.79	3.91	0.11	-0.16	
Employee Affairs (Strongly Agree=5; Agree=4; Undecided=3; Disagree=2; Strongly Disagree=1)														
My work load is reasonable.	3.82	3.89	3.94	4.03	4.08	4.08	4.13	4.05	4.07	3.94	4.05	0.11	-0.03	
Considering my experience and level of formal education, my compensation is appropriate.	2.78	2.87	2.88	3.08	3.11	3.22	3.28	3.14	2.97	2.92	2.93	0.01	-0.29	
I have been adequately informed of the fringe benefits available to me.	4.03	4.10	4.09	4.15	4.14	4.18	4.20	4.19	4.15	4.09	4.06	-0.03	-0.12	
I have been adequately informed of the policies and procedures of LCU.	3.99	4.14	4.16	4.16	4.15	4.28	4.26	4.24	4.14	4.14	4.13	-0.01	-0.15	
I have adequate opportunities for professional development.	3.52	3.57	3.67	3.66	3.81	3.87	3.82	3.74	3.71	3.66	3.68	0.02	-0.19	
Chapel contributes to my spiritual well-being.	3.73	3.76	3.81	3.94	3.84	3.99	3.93	3.91	3.87	3.78	3.76	-0.02	-0.23	
I believe I change lives through my work at this institution.	4.45	4.41	4.37	4.36	4.41	4.44	4.35	4.35	4.42	4.39	4.36	-0.03	-0.08	
I feel a sense of belonging to Lubbock Christian University.	4.32	4.23	4.29	4.23	4.36	4.45	4.34	4.32	4.37	4.18	4.27	0.09	-0.18	
Average	3.83	3.87	3.90	3.94	3.97	4.06	4.03	3.98	3.95	3.88	3.88	0.00	-0.18	

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	One Year Change	Five Year Change	Trend
Physical Environment (Strongly Agree=5; Agree=4; Undecided=3; Disagree=2; Strongly Disagree=1)														
The institution provides a safe working environment.	4.20	4.18	4.18	4.27	4.30	4.32	4.39	4.32	4.33	4.33	4.43	0.10	0.11	
The general condition of buildings is satisfactory.	3.42	3.62	3.49	3.65	3.69	3.87	3.98	3.90	4.09	4.00	4.19	0.19	0.32	
The general condition of campus grounds is satisfactory.	3.54	3.55	3.68	3.90	4.00	4.19	4.12	4.18	4.23	4.17	4.35	0.18	0.16	
Custodial services meet my expectations.	3.35	3.81	4.11	4.20	4.26	4.40	4.17	4.28	4.34	4.31	4.40	0.09	0.00	
Campus parking is adequate.	3.75	3.57	3.59	3.68	3.59	3.80	3.70	3.63	3.72	3.79	3.79	0.00	-0.01	
Maintenance work orders are completed in a timely manner.	3.53	3.55	3.61	3.74	3.81	3.91	4.07	4.08	4.06	4.04	4.06	0.02	0.15	
I have access to the equipment needed to perform my duties successfully.	4.05	3.90	4.08	4.06	4.13	4.23	4.21	4.18	4.15	4.18	4.25	0.07	0.02	
Average	3.69	3.74	3.82	3.93	3.97	4.10	4.09	4.08	4.13	4.12	4.21	0.09	0.11	
Recent Initiatives (Strongly Agree=5; Agree=4; Undecided=3; Disagree=2; Strongly Disagree=1)														
The strategic plan (2009-2014) caused improvements to my programs/services	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	3.90	3.67	3.67	0.00	-0.17	
In my work at LCU, I intend to passionately pursue student success.	4.53	4.50	4.48	4.52	4.54									
The QEP (2008-2013) has caused improvements to my programs/services	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	4.26	4.28	4.28	4.26	4.30	4.25	4.23	4.31	4.30	4.30	0.00	0.00	
Average	3.90	3.90	3.90	3.94	4.06	4.07	4.06	4.03	4.11	3.99	3.99	0.00	-0.09	

Employee Perceptions Inventory Data Comparison Tool

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	One Year Change	Five Year Change	Trend
Satisfaction with Campus Services (Impressed with operation=5; Exceeds expectations=4; Satisfied=3; Needs improvement=2; Unsatisfactory=1)														
Admissions	3.60	3.73	3.56	3.26	3.70	3.85	3.83	3.78	3.74	3.60	3.37	-0.23	-0.48	
Alumni Relations	3.02	3.26	3.32	3.23	3.51	3.68	3.56	3.49	3.39	3.20	3.24	0.04	-0.44	
Business Office	3.37	3.59	3.54	3.57	3.67	3.75	3.74	3.71	3.63	3.63	3.54	-0.09	-0.21	
Cafeteria	3.46	3.41	3.43	3.46	3.46	3.56	3.45	3.49	3.57	3.58	3.75	0.17	0.19	
Center for Student Professional Development	3.12	3.17	3.31	3.36	3.27	3.66	3.60	3.50	3.25	3.02	3.59	0.57	-0.07	
ChapExpress										3.48	3.46	-0.02	3.46	
ChapStore	3.10	3.39	3.53	3.41	3.54	3.68	3.82	3.62	3.73	3.72	3.66	-0.06	-0.02	
Counseling Center	3.67	3.73	3.81	3.88	3.86	3.86	3.88	3.68	3.82	3.80	3.80	0.00	-0.06	
Development	3.10	3.29	3.17	3.17	3.48	3.72	3.78	3.63	3.63	3.60	3.42	-0.18	-0.30	
Disability Services	3.25	3.34	3.58	3.59	3.52	3.58	3.72	3.65	3.77	3.64	3.49	-0.15	-0.09	
Facilities/Maintenance	3.02	3.18	3.19	3.46	3.52	3.59	3.70	3.67	3.77	3.71	3.59	-0.12	0.00	
Financial Assistance	3.15	3.22	3.42	3.49	3.54	3.63	3.64	3.58	3.58	3.63	3.38	-0.25	-0.25	
Fitness Center	1.96	3.67	3.63	3.77	3.64	3.86	3.83	3.70	3.82	3.89	3.75	-0.14	-0.11	
Flight Plan Student Services	3.58	3.57	3.55	3.78	3.87	3.67	3.66						-3.67	
General Counsel	3.45	3.47	3.54	3.60	3.49	3.58	3.59	3.35	3.50	3.25		-3.25	-3.58	
Instructional Technology	3.32	3.40	3.38	3.46	3.52	3.77	3.75	3.69	3.72	3.64	3.60	-0.04	-0.17	
Koffee Kup	3.49	3.55	3.58	3.52	3.79								0.00	
Library Services	3.52	3.42	3.39	3.62	3.74	3.89	3.95	3.86	3.93	3.93	3.70	-0.23	-0.19	
MarCom	3.43	3.63	3.53	3.42	3.71	3.77	3.67	3.64	3.71	3.69	3.66	-0.03	-0.11	
Medical Services	3.69	3.68	3.64	3.54	3.73	3.86	3.81	3.73	3.80	3.82	3.66	-0.16	-0.20	
Mentoring	3.46	3.52	3.41	3.40	3.46	3.69	3.86	3.61	3.79	3.71	3.46	-0.25	-0.23	
Office of the President	3.68	3.73	4.03	4.13	4.19	4.16	4.16	4.07	4.15	3.64	3.56	-0.08	-0.60	
Planning and Assessment Support	3.55	3.63	3.71	3.63	3.77	3.89	3.96	3.82	3.77	3.60	3.47	-0.13	-0.42	
Post Office	3.71	3.79	3.82	3.85	3.97	4.01	3.97	3.96	4.01	3.99	3.83	-0.16	-0.18	
Public Relations	3.37	3.56	3.35	3.50	3.67	3.64	3.70	3.64	3.65	3.53	3.46	-0.07	-0.18	
Public Safety					3.79	3.92	4.03	3.83	3.80	4.00	3.76	-0.24	-0.16	
Registrar	3.80	3.85	3.72	3.85	3.95	3.97	3.96	3.86	4.02	4.08	3.84	-0.24	-0.13	
Student Affairs	3.58	3.65	3.67	3.67	3.84	3.88	3.98	3.83	3.97	4.00	3.73	-0.27	-0.15	
Starbucks						4.06	3.90	3.83	3.85	3.97	3.73	-0.24	-0.33	
Take 10	3.31	3.42	3.48	3.53	3.58	3.56	3.66	3.50	3.47				-3.56	
Technology Services	3.48	3.64	3.52	3.59	3.64	3.86	3.85	3.66	3.72	3.59	3.44	-0.15	-0.42	
Testing	3.60	3.69	3.65	3.57	3.65	3.74	3.98	3.67	3.85	3.78	3.52	-0.26	-0.22	
Tutoring	3.61	3.74	3.72	3.77	3.75	3.77	4.01	3.69	3.95	3.81	3.67	-0.14	-0.10	
Average	3.38	3.53	3.54	3.57	3.67	3.78	3.81	3.69	3.75	3.68	3.59	-0.09	-0.19	

Employee Perceptions Inventory Data Comparison Tool														
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	One Year Change	Five Year Change	Trend
Faculty Specific Questions (Strongly Agree=6; Agree=5; Somewhat Agree=4; Somewhat Disagree=3; Disagree=2; Strongly Disagree=1)														
The University supports and protects academic freedom	4.97	4.82	5.17	5.10	5.27	5.29	5.38	5.24	5.12	5.10	5.28	0.18	-0.01	
The University maintains an appropriate balance among instruction, scholarship, and public/professional service.	4.68	4.51	4.96	4.87	4.89	5.05	5.12	4.89	4.79	4.47	4.83	0.36	-0.22	
The University maintains an appropriate balance in the allocation of funds across academic departments	4.01	4.03	4.33	4.22	4.16	4.48	4.53	4.08	4.18	3.85	4.04	0.19	-0.44	
Academic leaders seek faculty input on important issues	4.00	4.14	4.31	4.21	4.62	4.84	4.74	4.87	4.63	4.21	4.52	0.31	-0.32	
The process for obtaining tenure is fair	4.26	4.49	4.80	4.68	4.53	4.96	4.86	5.00	4.57	4.37	4.63	0.26	-0.33	
The process for seeking advancement in rank is fair	4.02	4.24	4.36	4.57	4.53	4.76	4.81	4.92	4.67	4.42	4.59	0.17	-0.17	
The physical environment(s) in which I teach is conducive to student learning	4.49	4.53	4.72	4.69	4.86	4.84	5.12	4.93	5.02	5.05	5.12	0.07	0.28	
Adequate equipment and supplies are available to assist me in the instruction process	4.53	4.61	4.61	4.59	4.86	4.94	4.89	4.79	4.82	4.76	4.94	0.18	0.00	
The technology used to facilitate distance learning is dependable	4.10	4.32	4.73	4.58	4.66	4.97	4.88	4.78	4.90	4.53	4.59	0.06	-0.38	
SelfServe adequately meets my needs	4.60	4.65	4.86	4.82	4.95	5.16	5.18	4.67	4.82			0.00	-0.92	
The Faculty Portal adequately meets my needs.										3.45	4.24	0.79	5.09	
Library collections are sufficient to support the objectives of my courses	4.67	4.51	4.87	4.68	4.93	5.24	5.32	4.96	5.13	5.06	5.09	0.03	-0.15	
Sufficient academic support is available to assist students with my courses	4.71	4.94	5.04	5.10	5.03	5.25	5.24	5.03	5.14	5.01	5.17	0.16	-0.08	
I am adequately prepared to teach students to think critically	5.05	5.24	5.28	5.48	5.38	5.48	5.46	5.29	5.53	5.52	5.48	-0.04	0.00	
Students have adequate academic backgrounds to be successful at this institution	4.32	4.15	4.41	4.31	4.70	4.70	4.81	4.67	4.60	4.53	4.64	0.11	-0.06	
Average	4.46	4.51	4.75	4.71	4.81	5.00	5.02	4.87	4.85	4.60	4.80	0.20	-0.20	