**Employee Perception Inventory Data Comparison Tool** 

| Employee Perception Inventory Data Comparison Tool   |         |         |         |        |        |        |       |        |       |        |         |                 |              |  |
|--|---------|---------|---------|--------|--------|--------|-------|--------|-------|--------|---------|-----------------|--------------|--|
|  |         |         |         |        |        |        |       |        |       |        |         | One Year        | Five Year    |  |
|  |         | 2012    |         |        |        |        |       |        |       |        |         | Change          | Change       | Trend                                  |
| Percept  |         |         |         |        |        |        |       |        |       |        | trongly | / 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        | $\bigvee$                              |
| 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         | 0.00    | 0       | 00      | 0.00   | 0.00   |        |       |        |       | 0.0    | 0.00    | 0.0.            | <b>3</b> 111 |  |
| 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    |         |         |        |        | 4.49   |       |        |       |        | 4.30    | 0.12            | -0.19        | *                                      |
|  |         |         |         |        |        |        |       |        |       |        |         |                 | 00           |  |
|  | Anairs  | S (SIIO | ligiy A | gree=3 | , Agre | e=4, U | nueci | ueu=3; | טוכמט | 166=2  | Stron   | gly Disagree=1) |              |  |
| The Board of Trustees provides appropriate           | 2.00    | 2.00    | 2.04    | 2.00   | 4.04   | 4.00   | 4.00  | 4.00   | 4.40  | 2 00   | 2.00    | 0.44            | 0.40         |  |
| 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       | 4.40    | 0.00    |         | 4.40   | 4.40   | 4.00   | 4.04  | 4.05   | 4.47  | 0.00   | 0.00    | 0.00            | 0.04         |  |
| 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        | V                                      |
| 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    |         |         |        |        | 4.28   |       |        | 4.09  |        | 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 | (Stro   | ngly A  | gree=5 | ; Agre | e=4; U | ndeci | ded=3; | Disag | ree=2: | Stron   | gly Disagree=1) |              |  |
| My work load is reasonable.                          | 3.82    |         | 3.94    |        | 4.08   |        | 4.13  |        | 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      |         |         | 1100    |        |        | 1110   |       |        | 77.7  |        |         | 5.55            |              |  |
| 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       |         |         |         |        |        |        |       |        |       |        |         | 0.0.            |              |  |
| 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    |         | 3.81    |        | 3.84   |        | 3.93  |        | 3.87  |        | 3.76    | -0.02           | -0.23        |  |
| I believe I change lives through my work at this     | 0.70    | 0.70    | 0.01    | О.О Т  | 0.0 T  | 0.00   | 5.00  | 5.01   | 3.07  | 5.75   | 5.7 0   | 0.02            | 0.20         | \ \ .                                  |
| institution.   | 4 45    | 4.41    | 4.37    | 4.36   | 4 41   | 4.44   | 4 35  | 4 35   | 4.42  | 4 30   | 4.36    | -0.03           | -0.08        |  |
| I feel a sense of belonging to Lubbock Christian     | 7.73    | 7.71    | 4.07    | 4.00   |        | 7.77   | 4.00  | 4.00   | 7.72  | 7.00   | 4.00    | 0.00            | 0.00         |  |
| University.  | 4 32    | 4.23    | 4 20    | 4 23   | 4 36   | 4.45   | 4 34  | 4 32   | 4 37  | 4 12   | 4.27    | 0.09            | -0.18        | \\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\ |
| Average  | 3.83    |         |         |        |        | 4.43   |       |        |       |        |         | 0.00            | -0.18        |  |
| 7.110.1490   | 3.03    | 3.07    | 3.90    | 3.34   | 3.37   | 4.00   | 4.03  | 3.30   | 3.33  | 3.00   | 3.00    | 0.00            | 0.10         |  |

|  |          |       |        |        |        |        |       |        |       |        |       | One Year        | Five Year |        |
|--|----------|-------|--------|--------|--------|--------|-------|--------|-------|--------|-------|-----------------|-----------|--------|
|  | 2011     | 2012  | 2013   | 2014   | 2015   | 2016   | 2017  | 2018   | 2019  | 2020   | 2021  | Change          | 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     |       | 3.68   |        | 4.00   |        |       | 4.18   |       | 4.17   | 4.35  | 0.18            | 0.16      |        |
| Custodial services meet my expectations.   | 3.35     | 3.81  | 4.11   |        | 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 Init  | tiatives | (Stro | ngly A | gree=5 | ; Agre | e=4; U | ndeci | ded=3; | Disag | ree=2; | Stron | gly 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  |          |       |        |        |        |        |       |        |       |        |       |                 |           | $\sim$ |
| 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 |                    |         |         |       |        |          |       |       |        |         |       |                  |                 |                        |
|---|--------------------|---------|---------|-------|--------|----------|-------|-------|--------|---------|-------|------------------|-----------------|------------------------|
|   | One Year Five Year |         |         |       |        |          |       |       |        |         |       |                  |                 |                        |
|   | 2011               | 2012    | 2013    | 2014  | 2015   | 2016     | 2017  | 2018  | 2019   | 2020    | 2021  |                  | Change          | Trend                  |
|   |                    |         |         |       | 20.0   | 20.0     |       |       | 20.0   |         |       |                  | i onenge        | 110110                 |
| Satisfaction with Cam                               | pus Se             | ervices | s (Impr | essed | with o | peration | on=5; | Excee | ds exp | ectatio | ns=4; | Satisfied=3; Nee | eds improvement | t=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    |         |       | 3.67   | 3.64     | 3.70  | 3.64  | 3.65   | 3.53    | 3.46  | -0.07            | -0.18           |                        |
| Public Safety                                       | 0.0.               | 0.00    | 0.00    | 0.00  | 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   | 0.00               | 0.00    | J.U.    | 0.01  | 0.0    | 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   | 0.0.    | 0.70  | 0.2              | -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               |         |         |       |        | 3.78     | 3.81  | 3.69  | 3.75   | 3.68    | 3.59  | -0.09            | -0.19           |                        |
| ,   | 0.00               | 0.00    | 0.07    | 0.07  | 0.07   | 0.70     | 0.01  | 0.00  | 0.70   | 0.00    | 0.00  | 0.00             | 0.10            |                        |

| Paculty Specific Questions   Paculty Specif   | Employee Perceptions Inventory Data Comparison Tool |        |         |        |        |        |       |        |        |      |        |         |                 |                  |              |
|--|---|--------|---------|--------|--------|--------|-------|--------|--------|------|--------|---------|-----------------|------------------|--------------|
| Faculty Specific Questions (Strongly Agree=6: Agree=5; Somewhat Agree=4; Somewhat Disagree=3; Disagree=2; Strongly Disagree=1) The University maintains an appropriate denoted sacademic freedom The University maintains an appropriate denoted solve the solution of the structure of the solution of the so |   |        |         |        |        | •      |       |        |        |      |        |         | One Year        |                  |              |
| The University supports and protects academic freedom  The University maintains an appropriate balance among instruction, scholarship, and public/professional service.  The University maintains an appropriate balance among instruction, scholarship, and public/professional service.  The University maintains an appropriate balance among instruction, scholarship, and public/professional service.  The University maintains an appropriate balance among instruction, scholarship, and public/professional service.  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  The process for solar balancement in rank is fair  The process for seeking advancement in rank is fair  The prospect for seeking advancement in rank is fair  The process for seeking advancement in rank is fair  The process for seeking advancement in rank is fair  The process for seeking advancement in a decorate the process of seeking advancement in rank is fair  The process for seeking advancement in a service.  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 process for seeking advancement in rank is fair  The process for seeking advancement in a service in the process of seeking advancement in a service in the process of seeking advancement in a service in the process of seeking advancement in a service in the process of seeking advancement in a service in the process of seeking advancement in a service in the process of seeking advancement in a service in the process of seeking advancement in a service in the process of seeking advancement in a service in the se |   | 2011   | 2012    | 2013   | 2014   | 2015   | 2016  | 2017   | 2018   | 2019 | 2020   | 2021    | Change          | Change           | Trend        |
| 4,97   4,82   5,17   5,10   5,29   5,38   5,24   5,12   5,10   5,28   0,18   0,01  |   | (Stror | ngly Ag | gree=6 | ; Agre | e=5; S | omewl | nat Ag | ree=4; | Some | what [ | Disagre | ee=3; Disagree= | 2; Strongly Disa | agree=1)     |
| 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 The process for seeking advancement in rank is fair  The process for seeking advancement in rank is fair  The physical environment(s) in which I teach is conducive to student learning  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  4.60 4.65 4.86 4.82 4.95 5.16 5.18 4.67 4.82  The Faculty Portal adequately meets my needs  The Faculty Portal adequately meets my needs  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 such 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  The process of my courses  4.67 4.51 4.87 4.68 4.93 5.48 5.48 5.48 5.48 5.48 5.48 5.48 5.48   | The University supports and protects                |        |         |        |        |        |       |        |        |      |        |         |                 |                  | <            |
| balance among instruction, scholarship, and public/professional service.  The University maintains an appropriate balance in the allocation of funds across academic departments  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  Academic leaders seek faculty input on important issues  Academic leaders seek faculty input on important issues  The process for obtaining tenure is fair  The process for obtaining tenure is fair  The process for seeking advancement in rank is fair  The process for seeking advancement in rank is fair  The physical environment(s) in which I teach is conducive to student learning  Acequate equipment and supplies are available to assist me in the instruction process  The technology used to facilitate distance learning is dependable  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 Faculty Portal adequately meets my needs  The Faculty Portal adequately meets my needs  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  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  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  Contact the objectives of 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  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  Contact the objectives of 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  Contact the objectives of my courses  4.72 4.73 4.75 4.70 4.70 4.81 4.67 4.60 4.53 4.64 0.11 -0.06                                | 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            | $\checkmark$ |
| 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 The process for seeking advancement in rank is fair The process for seeking advancement in rank is fair The process for seeking advancement in rank is fair The process for seeking advancement in rank is fair The process for seeking advancement in rank is fair The process for seeking advancement in rank is fair The process for seeking advancement in rank is fair The process for seeking advancement in rank is fair 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 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 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 process for seeking advancement in rank is fair 4.02 4.24 4.36 4.57 4.58 4.66 4.84 5.12 4.93 5.02 5.05 5.12 0.07 0.28  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  The Faculty Portal adequately meets my needs 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  Library collections are sufficient to support the objectives of 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  Library collections are sufficient to support the objectives of my courses 4.71 4.94 5.04 5.10 5.03 5.25 | The University maintains an appropriate             |        |         |        |        |        |       |        |        |      |        |         |                 |                  | \<br>\       |
| The University maintains an appropriate balance in the allocation of funds across academic departments  4.01   | balance among instruction, scholarship,             |        |         |        |        |        |       |        |        |      |        |         |                 |                  |              |
| The University maintains an appropriate balance in the allocation of funds across academic departments  4.01   | 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            | $\vee$       |
| Academic leaders seek faculty input on important issues  | The University maintains an appropriate             |        |         |        |        |        |       |        |        |      |        |         |                 |                  |              |
| Academic leaders seek faculty input on important issues of the process for obtaining tenure is fair  | balance in the allocation of funds across           |        |         |        |        |        |       |        |        |      |        |         |                 |                  | $\sim$       |
| Academic leaders seek faculty input on important issues of the process for obtaining tenure is fair  | 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            |              |
| Important issues   | Academic leaders seek faculty input on              |        |         |        |        |        |       |        |        |      |        |         |                 |                  |              |
| The process for obtaining tenure is fair The process for seeking advancement in rank is fair The process for seeking advancement in rank is fair The process for seeking advancement in rank is fair The physical environment(s) in which I teach is conducive to student learning Adequate equipment and supplies are available to assist me in the instruction process The technology used to facilitate distance learning is dependable  4.10 4.32 4.73 4.88 4.86 4.97 4.88 4.79 4.82 4.76 4.94 0.18 0.00  SelfServe adequately meets my needs The Faculty Portal adequately meets my needs 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  Students to think critically Students have adequate academic backgrounds to be successful at this institution  4.80 4.80 4.87 4.88 4.90 4.87 4.88 4.90 4.53 4.59 0.00  4.81 4.82 4.93 5.16 5.18 4.67 4.82  4.82 4.93 5.16 5.18 4.67 4.82  4.94 5.18 4.90 4.94 4.90 4.95 5.16 5.18 4.90 4.95 5.16 5.18 4.90 4.95 5.16 5.18 4.90 4.95 5.16 5.18 4.90 4.95 5.16 5.18 4.90 4.95 5.16 5.18 4.90 4.95 5.16 5.18 4.90 4.95 5.16 5.18 4.90 4.95 5.16 5.18 4.90 4.95 5.16 5.18 4.90 4.95 5.16 5.18 4.90 4.95 5.16 5.18 4.90 4.95 5.16 5.18 4.90 4.95 5.16 5.18 4.90 4.90 4.90 4.90 4.90 4.90 4.90 4.90  | 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            | <i></i>      |
| The process for seeking advancement in rank is fair  4.02  |   |        |         |        |        |        |       | 4.86   |        |      |        |         |                 |                  | <b>/</b>     |
| 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 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  The Faculty Portal adequately meets my needs.  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  Suddents 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  Suddents 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  |   |        |         |        |        |        |       |        |        |      |        |         |                 |                  |              |
| The physical environment(s) in which I teach is conducive to student learning A.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 The Faculty Portal adequately meets my needs. Library collections are sufficient to support the objectives of my courses Sufficient academic support is available to assist students with my courses I am adequately prepared to teach students with my courses Suddents with my courses 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  The physical environment (s) in which I 4.49 4.89 4.79 4.89 4.90 4.50 5.12 0.07 0.28  4.69 4.80 4.89 4.79 4.89 4.79 4.89 4.79 4.89 4.79 4.89 4.79 4.80 | ,   | 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            |              |
| teach is conducive to student learning 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 The Faculty Portal adequately meets my needs. Library collections are sufficient to support the objectives of my courses Sufficient academic support is available to assist students with my courses I am adequately prepared to teach students with my courses I am adequately prepared to teach students to think critically Sudents have adequate academic backgrounds to be successful at this institution  4.49 4.53 4.72 4.69 4.86 4.94 4.89 4.79 4.82 4.76 4.94 0.18 0.00  4.50 4.86 4.97 4.88 4.78 4.90 4.53 4.59 0.06 -0.38  4.67 4.51 4.87 4.68 4.95 5.16 5.18 4.67 4.82  4.68 4.93 5.24 5.32 4.96 5.13 5.06 5.09 0.03 -0.15  5.09 0.00 -0.92  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  4.67 4.51 4.87 4.68 4.93 5.24 5.32 4.96 5.13 5.06 5.09 0.00 -0.92  The production of 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  Sudents have adequate academic backgrounds to be successful at this institution  |   |        |         |        |        |        |       |        |        |      |        |         |                 |                  |              |
| Adequate equipment and supplies are available to assist me in the instruction process  4.53  | ` '   | 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             |              |
| available to assist me in the instruction process  4.53  | U   |        |         |        |        |        |       |        |        |      |        |         |                 |                  |              |
| 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.  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 1 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  | available to assist me in the instruction           |        |         |        |        |        |       |        |        |      |        |         |                 |                  |              |
| 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.  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 1 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  | 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             |              |
| Learning is dependable   |   |        |         |        |        |        |       |        |        |      |        |         |                 |                  | ~~~          |
| SelfServe adequately meets my needs The Faculty Portal adequately meets my needs.  Library collections are sufficient to support the objectives of my courses  4.67  | <b>.</b> ,  | 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            |              |
| The Faculty Portal adequately meets my needs.  Library collections are sufficient to support the objectives of my courses  4.67  |   |        |         |        |        |        |       |        |        |      |        |         |                 |                  |              |
| Needs.   Substitution   Substituti   |   |        |         |        |        |        |       |        |        |      |        |         |                 |                  | /            |
| Library collections are sufficient to support the objectives of my courses   |   |        |         |        |        |        |       |        |        |      | 3.45   | 4.24    | 0.79            | 5.09             | /            |
| the objectives of my courses   |   |        |         |        |        |        |       |        |        |      |        |         |                 |                  |              |
| Sufficient academic support is available to assist students with 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            | <b>✓</b> ✓   |
| 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  |   |        |         |        |        | 1100   | -     |        | 1100   |      |        |         | 5.00            | 0110             | ~~~          |
| 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  |   | 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            |              |
| 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  |   |        |         |        |        |        |       |        |        |      |        |         |                 |                  | ~~/          |
| 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  | , , ,   | 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             | · v          |
| 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   |   |        |         |        |        |        |       |        |        |      |        |         |                 |                  | ~            |
| 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  |   |        |         |        |        |        |       |        |        |      |        |         |                 |                  |              |
|  | 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            | $\sim$       |
| /···   | Average   | 4.46   | 4.51    |        | 4.71   | 4.81   |       | 5.02   |        | 4.85 | 4.60   | 4.80    | 0.20            | -0.20            |              |