

Lubbock Christian University
Great Colleges to Work For Survey Results

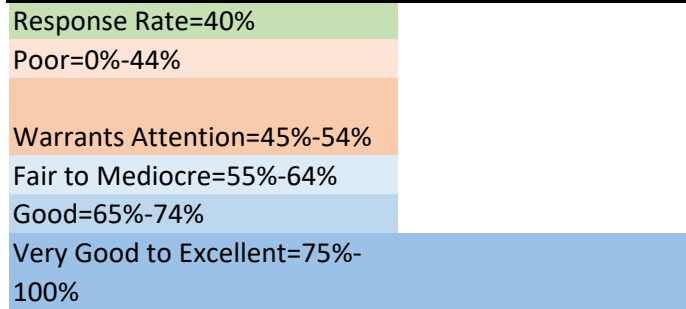
Category	2013 LCU	2014 LCU	2015 LCU	2016 LCU	2017 LCU	2018 LCU	2019 LCU	Trends
Response Rate	47%	39%	39%	32%	39%	46%	40%	
Job Satisfaction/Support	81%	88%	82%	88%	84%	86%	85%	
Teaching Environment	73%	79%	84%	89%	85%	86%	81%	
Professional Development	75%	84%	78%	90%	78%	82%	81%	
Compensation, Benefits & Work/Life Balance	71%	79%	81%	83%	81%	77%	78%	
Facilities	72%	78%	83%	83%	84%	86%	87%	
Policies, Resources & Efficiency	64%	71%	71%	79%	74%	73%	74%	
Shared Governance	58%	71%	81%	78%	82%	83%	79%	
Pride	90%	94%	94%	97%	93%	95%	92%	
Supervisors/Department Chairs	84%	86%	86%	92%	88%	85%	89%	
Senior Leadership	77%	88%	88%	89%	86%	87%	84%	
Faculty, Administration & Staff Relations	64%	80%	83%	86%	83%	88%	84%	
Communication	71%	77%	77%	82%	77%	79%	77%	
Collaboration	74%	83%	83%	90%	82%	81%	84%	
Fairness	71%	77%	78%	84%	77%	78%	79%	
Respect & Appreciation	69%	80%	81%	87%	79%	81%	82%	
Cumulative Average	74%	81%	82%	87%	82%	83%	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 2019

Category	LCU	Carnegie Master's	Honor Roll <3000	
Job Satisfaction/Support	85%	74%	85%	Honor Roll Designation
Teaching Environment	81%	69%	83%	Honor Roll Designation
Professional Development	81%	70%	80%	Honor Roll Designation
Compensation, Benefits & Work/Life Balance	78%	69%	77%	Honor Roll Designation
Facilities	87%	72%	86%	Honor Roll Designation
Policies, Resources & Efficiency	74%	61%	75%	
Shared Governance	79%	61%	78%	Honor Roll Designation
Pride	92%	78%	90%	
Supervisors/Department Chairs	89%	76%	85%	Honor Roll Designation
Senior Leadership	84%	61%	80%	Honor Roll Designation
Faculty, Administration & Staff Relations	84%	62%	79%	
Communication	77%	60%	75%	
Collaboration	84%	65%	80%	
Fairness	79%	62%	76%	
Respect & Appreciation	82%	65%	78%	Honor Roll Designation
Survey Average	82%	67%	80%	



Lubbock Christian University

Great Colleges to Work For Survey Results by Employment Category 2019

Category	Honor Roll <3000	LCU Overall	Faculty	Exempt Staff	Non-Exempt Staff	Administration
Response Rate by Category		40%	46%	30%	4-5%	16%
Job Satisfaction/Support	85%	85%	85%	81%	*	92%
Teaching Environment	83%	81%	79%	80%	*	90%
Professional Development	80%	81%	79%	84%	*	85%
Compensation, Benefits & Work/Life Balance	77%	78%	75%	76%	*	82%
Facilities	86%	87%	82%	89%	*	94%
Policies, Resources & Efficiency	75%	74%	71%	74%	*	75%
Shared Governance	78%	79%	80%	77%	*	77%
Pride	90%	92%	92%	93%	*	88%
Supervisors/Department Chairs	85%	89%	92%	84%	*	86%
Senior Leadership	80%	84%	86%	80%	*	84%
Faculty, Administration & Staff Relations	79%	84%	84%	85%	*	79%
Communication	75%	77%	78%	73%	*	81%
Collaboration	80%	84%	86%	78%	*	91%
Fairness	76%	79%	75%	82%	*	82%
Respect & Appreciation	78%	82%	80%	81%	*	84%
Survey Average	80%	82%	82%	81%	*	84%

Poor=0%-44%

Warrants Attention=45%-54%

Fair to Mediocre=55%-64%

Good=65%-74%

Very Good to Excellent=75%-100%

Honor Roll Designation for this category

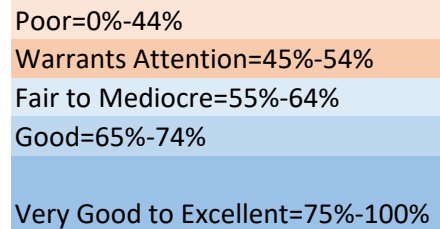
*Too few respondents for results to display (4 Non-exempt staff and 5 Unspecified)

Lubbock Christian University

Great Colleges to Work For Survey Results 2018

Category	LCU	Carnegie Master's	Honor Roll <3000
Job Satisfaction/Support	86%	74%	87%
Teaching Environment	86%	69%	85%
Professional Development	82%	71%	83%
Compensation, Benefits & Work/Life Balance	77%	70%	80%
Facilities	86%	72%	86%
Policies, Resources & Efficiency	73%	61%	77%
Shared Governance	83%	63%	81%
Pride	95%	79%	93%
Supervisors/Department Chairs	85%	75%	87%
Senior Leadership	87%	62%	85%
Faculty, Administration & Staff Relations	88%	61%	84%
Communication	79%	61%	77%
Collaboration	81%	65%	82%
Fairness	78%	63%	78%
Respect & Appreciation	81%	64%	81%
Cumulative Average	83%	67%	83%

Response Rate=46%



Lubbock Christian University

Great Colleges to Work For Survey Results by Employment Category 2018

Category	Honor Roll <3000	LCU Overall	Faculty	Exempt Staff	Non-Exempt Staff	Administration
Job Satisfaction/Support	87%	86%	84%	88%	80%	88%
Teaching Environment	85%	86%	81%	89%	94%	89%
Professional Development	83%	82%	87%	73%	70%	93%
Compensation, Benefits & Work/Life Balance	80%	77%	77%	72%	78%	86%
Facilities	86%	86%	88%	81%	73%	97%
Policies, Resources & Efficiency	77%	73%	74%	68%	65%	82%
Shared Governance	81%	83%	81%	85%	84%	85%
Pride	93%	95%	96%	97%	91%	93%
Supervisors/Department Chairs	87%	85%	87%	85%	79%	81%
Senior Leadership	85%	87%	89%	85%	83%	86%
Faculty, Administration & Staff Relations	84%	88%	92%	84%	87%	90%
Communication	77%	79%	82%	71%	82%	81%
Collaboration	82%	81%	86%	77%	73%	86%
Fairness	78%	78%	79%	72%	72%	88%
Respect & Appreciation	81%	81%	80%	81%	83%	80%
Cumulative Average	83%	83%	84%	80%	79%	86%

Response Rate=46%

Poor=0%-44%

Warrants Attention=45%-54%

Fair to Mediocre=55%-64%

Good=65%-74%

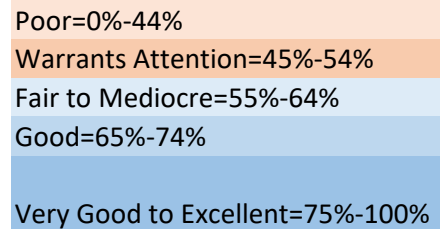
Very Good to Excellent=75%-100%

Lubbock Christian University

Great Colleges to Work For Survey Results 2017

Category	LCU	Carnegie Master's	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%



Lubbock Christian University

Great Colleges to Work For Survey Results by Employment Category 2017

Category	Honor Roll <3000	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%

Response Rate=39%

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 2016

Category	LCU	Carnegie Master's	Honor Roll <3000
Job Satisfaction/Support	88%	74%	86%
Teaching Environment	89%	68%	84%
Professional Development	90%	71%	82%
Compensation, Benefits & Work/Life Balance	83%	70%	81%
Facilities	83%	73%	87%
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%
Collaboration	90%	63%	82%
Fairness	84%	62%	79%
Respect & Appreciation	87%	64%	80%
Cumulative Average	87%	67%	82%

Response Rate=32%

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 by Employment Category 2016

Category	Honor Roll <3000	LCU Overall	Faculty	Exempt Staff	Non-Exempt Staff	Administration
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%
Cumulative Average	82%	87%	87%	87%	78%	92%

Response Rate=32%

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 2015

Category	LCU	Carnegie Master's	Honor Roll <3000
Job Satisfaction/Support	82%	74%	84%
Teaching Environment	84%	71%	83%
Professional Development	78%	72%	79%
Compensation, Benefits & Work/Life Balance	81%	71%	80%
Facilities	83%	74%	85%
Policies, Resources & Efficiency	71%	62%	75%
Shared Governance	81%	65%	80%
Pride	94%	78%	90%
Supervisors/Department Chairs	86%	74%	83%
Senior Leadership	88%	62%	81%
Faculty, Administration & Staff Relations	83%	61%	79%
Communication	77%	61%	73%
Collaboration	83%	64%	79%
Fairness	78%	63%	75%
Respect & Appreciation	81%	65%	78%
Cumulative Average	82%	67%	80%

Response Rate=39%

Poor=0%-44%

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Lubbock Christian University

Great Colleges to Work For Survey Results by Employment Category 2015

Category	Honor Roll <3000	LCU Overall	Faculty	Exempt Staff	Non-Exempt Staff	Administration
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%

Response Rate=39%

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 2014			
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Job Satisfaction/Support	88%	73%	85%
Teaching Environment	79%	70%	82%
Professional Development	84%	72%	81%
Compensation, Benefits & Work/Life Balance	79%	70%	81%
Facilities	78%	73%	83%
Policies, Resources & Efficiency	71%	62%	76%
Shared Governance	71%	63%	79%
Pride	94%	77%	90%
Supervisors/Department Chairs	86%	74%	82%
Senior Leadership	88%	61%	82%
Faculty, Administration & Staff Relations	80%	61%	79%
Communication	77%	60%	73%
Collaboration	83%	64%	78%
Fairness	77%	63%	75%
Respect & Appreciation	80%	66%	79%
Cumulative Average	81%	67%	80%

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Lubbock Christian University

Great Colleges to Work For Survey Results by Employment Category 2014

Category	Honor Roll <3000	LCU Overall	Faculty	Exempt Staff	Non-Exempt Staff	Administration
Job Satisfaction/Support	85%	88%	91%	81%	77%	77%
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%
Cumulative Average	80%	81%	83%	76%	77%	77%

Response Rate=39%

Poor=0%-44%

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Fair to Mediocre=55%-64%

Good=65%-74%

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Lubbock Christian University			
Great Colleges to Work For Survey Results 2013			
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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%
Senior Leadership	77%	88%	84%
Faculty, Administration & Staff Relations	64%	80%	81%
Communication	71%	77%	75%
Collaboration	74%	83%	80%
Fairness	71%	77%	77%
Respect & Appreciation	69%	80%	79%
Cumulative Average	74%	81%	82%

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Lubbock Christian University

Great Colleges to Work For Survey Results by Employment Category 2013

Category	Honor Roll <3000	LCU Overall	Faculty	Exempt Staff	Non-Exempt Staff	Administration
Job Satisfaction/Support	86%	88%	79%	77%	85%	87%
Teaching Environment	85%	79%	61%	76%	100%	82%
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%
Respect & Appreciation	79%	80%	63%	68%	62%	81%
Cumulative Average	82%	81%	69%	72%	83%	82%

Response Rate=47%

Poor=0%-44%

Warrants Attention=45%-54%

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