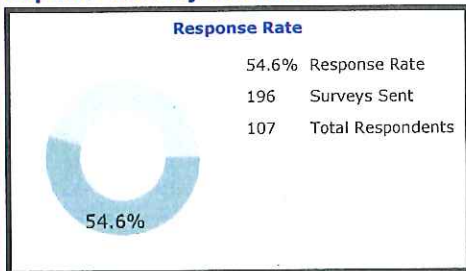
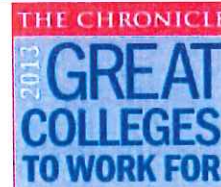


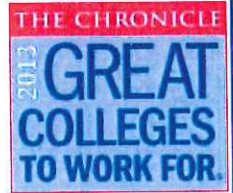
Texas Lutheran University
 ModernThink Higher Education Insight Survey 2013
 Topline Survey Results



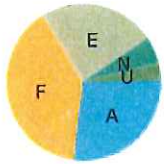
	Poor 0% - 44%	Warrants Attention 45% - 54%	Fair to Mediocre 55% - 64%	Good 65% - 74%	Very Good to Excellent 75% - 100%	
				2013 Honor Roll < 3,000	2013 Carnegie Bac	
			2013	2012		
Job Satisfaction/Support			83%	73%	86%	73%
Teaching Environment			84%	73%	85%	69%
Professional Development			82%	78%	83%	70%
Compensation, Benefits & Work/Life Balance			78%	69%	81%	68%
Facilities			83%	76%	83%	70%
Policies, Resources & Efficiency			71%	67%	77%	59%
Shared Governance			90%	81%	82%	63%
Pride			93%	86%	92%	78%
Supervisors/Department Chairs			85%	81%	85%	73%
Senior Leadership			91%	83%	84%	59%
Faculty, Administration & Staff Relations			88%	77%	81%	57%
Communication			78%	74%	75%	60%
Collaboration			79%	74%	80%	63%
Fairness			78%	73%	77%	62%
Respect & Appreciation			78%	67%	79%	63%
Survey Average			83%	75%	82%	66%

*Results in the first one or two columns (two if you participated in the program last year) of the table reflect your school's average percent positive for each survey dimension, that is, the percentage of your faculty and staff that responded with "Strongly Agree" or "Agree" to the statements comprising each theme.

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 ModernThink Higher Education Insight Survey 2013
 Topline Results by Job Category



Response Distribution



27%	29	Administration
39%	42	Faculty
24%	26	Exempt Prof'l Staff
5%	6	Non-exempt Staff
3%	4	Unspecified

	Poor 0% - 44%	Warrants Attention 45% - 54%	Fair to Mediocre 55% - 64%	Good 65% - 74%	Very Good to Excellent 75% - 100%	
	OVERALL	2013 Honor Roll < 3,000	Administration	Faculty	Exempt Prof'l Staff	Non-exempt Staff
Job Satisfaction/Support	83%	86%	82%	83%	81%	88%
Teaching Environment	84%	85%	87%	82%	86%	74%
Professional Development	82%	83%	84%	84%	76%	83%
Compensation, Benefits & Work/Life Balance	78%	81%	81%	76%	78%	79%
Facilities	83%	83%	89%	79%	86%	75%
Policies, Resources & Efficiency	71%	77%	69%	72%	69%	83%
Shared Governance	90%	82%	87%	95%	89%	76%
Pride	93%	92%	94%	93%	89%	100%
Supervisors/Department Chairs	85%	85%	83%	86%	83%	95%
Senior Leadership	91%	84%	92%	88%	95%	88%
Faculty, Administration & Staff Relations	88%	81%	93%	87%	88%	74%
Communication	78%	75%	75%	78%	76%	91%
Collaboration	79%	80%	74%	83%	80%	66%
Fairness	78%	77%	76%	78%	78%	85%
Respect & Appreciation	78%	79%	76%	79%	75%	87%
Survey Average	83%	82%	82%	83%	82%	85%

*Job Category distributions have been truncated and may not total 100%.