

**Northeast Texas Community College  
Strategic Plan - Goal Four  
Employee Satisfaction**

**As evidenced by the "Great Colleges to Work For" annual survey, NTCC will achieve recognition status in at least two categories each year**

<b>"Great Colleges to Work For" Survey Results</b>	<b>Baseline 2015</b>	<b>2020</b>	<b>2021</b>
Job Satisfaction/Support	75%	86%	NA
Teaching Environment	75%	80%	NA
Professional Development	77%	83%	78%
Compensation, Benefits & Work/Life Balance	78%	<b>87%*</b>	NA
Facilities	58%	87%	NA
Policies, Resources & Efficiency	68%	76%	NA
Shared Governance	68%	81%	NA
Pride	84%	92%	90%
Supervisors/Department chairs	80%	80%	NA
Senior Leadership	76%	<b>87%*</b>	NA
Faculty, Administration & Staff Relations	73%	81%	NA
Communication	68%	76%	75%
Collaboration	78%	83%	79%
Fairness	75%	76%	NA
Respect & Appreciation	74%	79%	NA

<b>Survey Average</b>	<b>75%</b>	<b>82%</b>	<b>81%</b>
-----------------------	------------	------------	------------

\*Recognition Categories

Survey was changed in 2021