

**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

"Great Colleges to Work For" Survey Results	Baseline 2015	2020	2021
Job Satisfaction/Support	75%	86%	NA
Teaching Environment	75%	80%	NA
Professional Development	77%	83%	78%
Compensation, Benefits & Work/Life Balance	78%	87%*	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%	87%*	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

Survey Average	75%	82%	81%
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***Recognition Categories**

Survey was changed in 2021