



College Employee Satisfaction Survey Lee College – Spring 2026

College Employee Satisfaction Survey™ - Overall Report

SECTION 1: Overall

	Percent				Mean	Standard Deviation	Valid N
	Extremely Unlikely	Somewhat Unlikely	Somewhat Likely	Extremely Likely			
How likely would you be to recommend this institution to friends or family looking to enroll at a college or university like this one?	2.2%	2.4%	25.4%	70.3%	3.64	0.64	323
How likely would you be to recommend this institution as a good place to work?	3.4%	7.5%	35.7%	53.4%	3.39	0.77	322

SECTION 2: Campus culture and policies

There are many aspects of campus culture. Please indicate your level of agreement with the following statements based on your employment experience at this institution.

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
I feel personally responsible for contributing to a caring and supportive learning environment for students	3.3%	3.3%	17.8%	75.7%	3.66	.70	304
This institution treats students as its top priority	3.2%	4.1%	21.6%	71.1%	3.61	.72	315
Employees are encouraged to look beyond stereotypes to support student success	3.3%	4.3%	24.3%	68.1%	3.57	.73	304
I feel empowered to act in ways that positively impact student experiences outside of my formal job duties	3.7%	7.3%	23.9%	65.1%	3.50	.79	301
My supervisor/academic department head pays attention to what I have to say	7.3%	7.3%	21.1%	64.4%	3.43	.91	303
My manager/academic department head communicates openly and honestly with me	7.6%	6.9%	21.1%	64.4%	3.42	.92	303
Safety is prioritized and addressed proactively across campus operations	5.3%	6.6%	25.1%	63.0%	3.46	.84	303
My supervisor/academic department head helps me improve my job performance	7.2%	5.9%	27.3%	59.5%	3.39	.89	304
My job responsibilities are communicated clearly to me	6.9%	5.0%	30.4%	57.8%	3.39	.87	303
People of all backgrounds are treated fairly at this institution	8.0%	12.5%	23.2%	56.3%	3.28	.97	311
The goals and objectives of this institution are aligned with its mission and values	4.5%	5.1%	34.4%	55.9%	3.42	.79	311
I have the information I need to do my job well	4.0%	7.3%	35.0%	53.8%	3.39	.79	303
This institution is well-respected in the community	4.2%	8.0%	36.5%	51.3%	3.35	.80	312
There is good communication in my department	8.2%	10.5%	30.5%	50.8%	3.24	.94	305
Campus policies support creating a sense of belonging for both students and employees	4.3%	11.6%	33.7%	50.5%	3.30	.84	303

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
Faculty take pride in their work (teaching, scholarship, and service)	3.9%	7.7%	39.0%	49.4%	3.34	.78	310
My colleagues welcome opinions different from their own	7.0%	10.3%	33.4%	49.3%	3.25	.90	302
Staff and administration take pride in their work	3.2%	8.1%	40.0%	48.7%	3.34	.76	310
Lee College's Quality Service Standards help guide how employees interact with students, colleagues, and the community	5.6%	8.6%	38.4%	47.4%	3.27	.84	302
Most employees are generally supportive of the mission, purpose, and values of this institution	3.5%	5.1%	44.1%	47.3%	3.35	.74	313
I am empowered to resolve problems quickly	7.9%	14.8%	32.5%	44.9%	3.14	.95	305
The mission, purpose, and values of this institution are well understood by most employees	5.4%	8.0%	42.5%	44.1%	3.25	.82	313
My department or work unit has written, up-to-date objectives	7.1%	12.5%	39.1%	41.3%	3.15	.90	312
I am comfortable answering student questions about institutional policies and procedures	5.3%	13.5%	41.4%	39.8%	3.16	.85	304
There is a spirit of teamwork and cooperation at this institution	8.9%	18.2%	34.5%	38.3%	3.02	.96	313
The leadership of this institution has articulated at clear vision	5.8%	14.2%	41.7%	38.2%	3.12	.86	309
My department has the staff needed to do its job well	10.6%	19.9%	31.4%	38.1%	2.97	1.00	312
My department has the budget needed to do its job well	10.6%	14.5%	41.5%	33.4%	2.98	.95	311
This institution has written procedures that clearly define who is responsible for each operation and service	8.9%	18.5%	40.9%	31.7%	2.95	.93	303
This institution makes sufficient staff resources available to achieve important objectives	5.8%	21.8%	42.2%	30.2%	2.97	.87	308
This institution makes sufficient budgetary resources available to achieve important objectives	5.2%	20.1%	44.7%	30.1%	3.00	.84	309
Leadership shares information regularly with faculty and staff	13.2%	18.4%	38.5%	29.9%	2.85	1.00	304
There is good communication between leadership and faculty, staff, and administrators at this institution	15.1%	21.0%	37.7%	26.2%	2.75	1.01	305

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
Employee suggestions are used to improve our institution	12.0%	22.1%	42.2%	23.7%	2.78	.94	308
This institution involves its employees in planning	10.9%	25.1%	41.8%	22.2%	2.75	.92	311
There are effective lines of communication between department	13.2%	22.4%	44.7%	19.7%	2.71	.93	304

SECTION 3: Institutional Goals

There are many aspects of campus culture. Please indicate your level of agreement with the following statements based on your employment experience at this institution.

	Percent			Mean	Standard Deviation	Valid N
	Not Important (0-3)	Somewhat Important (4-6)	Critical (7-10)			
Retain more of its current students to graduation	1.0%	5.7%	93.3%	9.00	1.70	301
Help students turn educational goals into careers that support long-term financial stability	1.0%	6.1%	92.9%	9.06	1.67	298
Improve students' quality of life by helping them achieve meaningful educational and career outcomes	1.0%	9.7%	89.3%	8.89	1.79	300
Improve employee morale	1.0%	10.5%	88.4%	8.75	1.85	297
Strengthen transfer pathways so students can successfully move on to four-year institutions	1.0%	11.4%	87.6%	8.60	1.89	293
Improve the quality of existing academic programs	2.0%	13.5%	84.5%	8.45	2.05	299
Improve the academic ability of entering student classes	1.4%	14.4%	84.2%	8.35	2.04	296
Increase the enrollment of new students	2.7%	13.2%	84.1%	8.27	2.22	299
Maintain or improve the financial health of the institution.	1.7%	14.4%	83.9%	8.39	2.19	299
Develop new academic programs	3.6%	19.6%	76.9%	7.80	2.45	292
Improve the appearance of campus buildings and grounds	4.0%	24.3%	71.7%	7.50	2.61	293
Expand academic program modalities such as face to face, hybrid, or online.	5.0%	24.9%	70.1%	7.57	2.65	291
Increase the diversity of racial and ethnic groups represented among the student body	5.5%	25.5%	69.0%	7.36	2.75	286
Recruit students from new geographic markets	5.9%	28.3%	65.8%	7.05	2.75	289

SECTION 4: Employee Experience

Please rate your overall satisfaction with your employment at this institution thus far:

Percent					Mean	Standard Deviation	Valid N
Extremely Dissatisfied	Somewhat Dissatisfied	Neither Satisfied nor Dissatisfied	Somewhat Satisfied	Extremely Satisfied			
3.0%	6.0%	6.6%	33.4%	51.0%	4.24	1.02	302

How likely would you be to continue to work at this institution if you were offered the same job at another institution?

Percent					Mean	Standard Deviation	Valid N
Extremely unlikely	Somewhat unlikely	Neither likely or unlikely	Somewhat likely	Extremely likely			
3.3%	8.3%	13.2%	24.4%	50.8%	4.11	1.12	303

SECTION 4: Employee Experience (cont.)

Please indicate your level of agreement with the following statements based on your employment experience.

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
I consider myself to be highly engaged at work	1.7%	3.6%	21.5%	73.3%	3.66	0.63	303
In my current role, I am motivated to do my best work	3.0%	3.3%	20.8%	72.9%	3.64	0.69	303
The work I do is valuable to the institution	1.7%	5.0%	22.2%	71.2%	3.63	0.66	302
I am proud to work at this institution	2.0%	5.3%	23.8%	68.9%	3.60	0.68	302
The employee benefits available to me are valuable	2.7%	5.3%	27.2%	64.8%	3.54	0.72	301
The work I do is appreciated by my supervisor/academic department head	5.6%	9.0%	20.6%	64.8%	3.45	0.88	301
Most days, I feel a sense of accomplishment from what I do	3.0%	4.3%	28.8%	63.9%	3.54	0.72	302
I am satisfied with the amount of flexibility I have in my work schedule	5.6%	7.0%	23.8%	63.6%	3.45	0.85	302
The type of work I do on most days is personally rewarding	2.3%	6.3%	29.8%	61.6%	3.51	0.72	302
My role (title) and responsibilities are a good fit for my education and experience level	6.3%	8.3%	30.6%	54.8%	3.34	0.88	301
This institution encourages a healthy work-life balance	8.6%	9.3%	30.2%	51.8%	3.25	0.95	301
My workload is reasonable	6.6%	11.6%	30.6%	51.2%	3.26	0.91	301
I have opportunities for professional development	6.0%	12.3%	32.3%	49.3%	3.25	0.89	300
My job is secure at this institution	7.7%	11.4%	39.8%	41.1%	3.14	0.90	299
When I need a break, my workplace has formal or informal spaces to connect with colleagues and relax	13.1%	15.4%	33.2%	38.3%	2.97	1.03	298
I am paid fairly for the work I do	13.0%	21.3%	31.3%	34.3%	2.87	1.03	300
If I do great work, I know it will be recognized	13.7%	17.0%	39.0%	30.3%	2.86	1.00	300

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
I have opportunities for advancement	17.8%	23.8%	31.9%	26.5%	2.67	1.05	298
In the last six months, I've considered leaving this institution	45.0%	14.8%	21.1%	19.1%	2.14	1.19	298
I plan to leave this institution in the next six months	61.4%	19.8%	9.1%	9.7%	1.67	0.99	298

SECTION 4: Employee Experience (cont.)

Please indicate how important each of the following is to you and then rate your satisfaction with each based on your employment experience thus far at this institution.

	Percent - Importance				Mean	Valid N	Percent - Satisfaction				Mean	Valid N	Gap
	Not Important at All	Somewhat Unimportant	Somewhat Important	Very Important			Very Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Very Satisfied			
Healthy work-life balance	0.0%	0.0%	10.1%	89.9%	3.90	298	5.3%	12.8%	36.3%	45.6%	3.22	281	-0.68
Pay	0.0%	0.7%	14.4%	84.9%	3.84	298	8.1%	19.8%	47.0%	25.1%	2.89	283	-0.95
Benefits (such as insurance, tuition benefits, etc.)	0.3%	3.7%	11.8%	84.2%	3.80	297	4.0%	7.9%	29.2%	58.8%	3.43	277	-0.37
Feeling respected and valued as a person at work	0.7%	1.7%	15.8%	81.9%	3.79	298	6.0%	16.4%	31.0%	46.6%	3.18	281	-0.61
Flexible work schedule	0.0%	1.0%	19.1%	79.9%	3.79	298	7.1%	10.6%	28.6%	53.7%	3.29	283	-0.50
A campus culture that emphasizes care, safety, and courtesy	0.7%	2.0%	20.2%	77.1%	3.74	297	7.5%	8.2%	32.6%	51.6%	3.28	279	-0.46
Support for professional growth and long-term career development	0.7%	3.1%	29.5%	66.8%	3.62	295	10.4%	14.7%	41.6%	33.3%	2.98	279	-0.64
Opportunities to contribute meaningfully to student success beyond my job title	1.0%	5.8%	28.1%	65.1%	3.57	292	2.5%	7.2%	41.5%	48.7%	3.36	277	-0.21
Advancement Opportunities	2.3%	10.7%	32.2%	54.7%	3.39	298	14.4%	21.2%	41.0%	23.4%	2.73	278	-0.66
Professional development opportunities	1.0%	6.4%	38.0%	54.5%	3.46	297	6.8%	15.8%	41.6%	35.8%	3.06	279	-0.40
Recognition	4.0%	13.1%	44.6%	38.3%	3.17	298	10.4%	17.1%	42.9%	29.6%	2.92	280	-0.25

SECTION 5: Demographics

How long have you worked at this institution?

	Count	Percent
Less than 1 year	38	12.7%
1 to 5 years	125	41.7%
6 to 10 years	58	19.3%
11 to 20 years	42	14.0%
More than 20 years	37	12.3%
All responses	300	100.0%

Employment status:

	Count	Percent
Full-time	251	83.4%
Part-time	50	16.6%
All responses	301	100.0%

Position:

<i>Is your position:</i>	Count	Percent
Faculty	111	37.5%
Staff	141	47.6%
Administrator	44	14.9%
All responses	296	100.0%

Faculty Results

Lee College

Spring 2026



College Employee Satisfaction Survey™ - Faculty

SECTION 1: Overall

	Percent				Mean	Standard Deviation	Valid N
	Extremely Unlikely	Somewhat Unlikely	Somewhat Likely	Extremely Likely			
How likely would you be to recommend this institution to friends or family looking to enroll at a college or university like this one?	3.6%	3.6%	26.1%	66.7%	3.56	0.73	111
How likely would you be to recommend this institution as a good place to work?	2.7%	8.1%	32.4%	56.8%	3.43	0.76	111

SECTION 2: Campus culture and policies

There are many aspects of campus culture. Please indicate your level of agreement with the following statements based on your employment experience at this institution.

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
I feel personally responsible for contributing to a caring and supportive learning environment for students	2.7%	0.9%	14.5%	81.8%	3.75	.61	110
My manager/academic department head communicates openly and honestly with me	9.1%	4.5%	13.6%	72.7%	3.50	.95	110
This institution treats students as its top priority	2.7%	7.3%	23.6%	70.9%	3.63	.68	110
My supervisor/academic department head pays attention to what I have to say	7.3%	6.4%	16.4%	70.0%	3.49	.91	110
My supervisor/academic department head helps me improve my job performance	6.4%	8.2%	16.4%	69.1%	3.48	.90	110
Employees are encouraged to look beyond stereotypes to support student success	3.6%	2.7%	25.5%	68.2%	3.58	.72	110
I feel empowered to act in ways that positively impact student experiences outside of my formal job duties	2.8%	9.2%	22.9%	65.1%	3.50	.78	109
People of all backgrounds are treated fairly at this institution	6.4%	9.2%	20.2%	64.2%	3.42	.91	109
The goals and objectives of this institution are aligned with its mission and values	2.8%	5.5%	30.3%	61.5%	3.50	.73	109
My job responsibilities are communicated clearly to me	5.5%	2.7%	32.7%	59.1%	3.45	.80	110
My colleagues' welcome opinions different from their own	5.5%	7.3%	31.2%	56.0%	3.38	.85	109
Safety is prioritized and addressed proactively across campus operations	3.7%	9.2%	32.1%	55.0%	3.39	.80	109
Most employees are generally supportive of the mission, purpose, and values of this institution	2.7%	4.5%	38.2%	54.5%	3.45	.71	110
This institution is well-respected in the community	1.8%	8.2%	35.5%	54.5%	3.43	.72	110
Faculty take pride in their work (teaching, scholarship, and service)	1.8%	3.6%	40.9%	53.6%	3.46	.66	110

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
Staff and administration take pride in their work	1.9%	4.7%	40.2%	53.3%	3.45	.68	107
There is good communication in my department	8.2%	11.8%	27.3%	52.7%	3.25	.96	110
I have the information I need to do my job well	2.7%	4.5%	40.0%	52.7%	3.43	.71	110
Campus policies support creating a sense of belonging for both students and employees	2.8%	11.9%	34.9%	50.5%	3.33	.79	109
The mission, purpose, and values of this institution are well understood by most employees	2.7%	7.3%	43.6%	46.4%	3.34	.73	110
Lee College's Quality Service Standards help guide how employees interact with students, colleagues, and the community	4.6%	6.5%	43.5%	45.4%	3.30	.79	108
There is a spirit of teamwork and cooperation at this institution	7.3%	20.0%	28.2%	44.5%	3.10	.97	110
My department or work unit has written, up-to-date objectives	4.5%	12.7%	40.9%	41.8%	3.20	.83	110
My department has the staff needed to do its job well	6.4%	11.9%	40.4%	41.3%	3.17	.88	109
The leadership of this institution has articulated at clear vision	5.5%	17.3%	37.3%	40.0%	3.12	.89	110
I am comfortable answering student questions about institutional policies and procedures	4.5%	11.8%	44.5%	39.1%	3.18	.81	110
I am empowered to resolve problems quickly	9.1%	15.5%	37.3%	38.2%	3.05	.95	110
This institution has written procedures that clearly define who is responsible for each operation and service	5.5%	17.3%	42.7%	34.5%	3.06	.86	110
Leadership shares information regularly with faculty and staff	14.5%	16.4%	35.5%	33.6%	2.88	1.04	110
This institution makes sufficient staff resources available to achieve important objectives	4.7%	21.5%	41.1%	32.7%	3.02	.86	107
This institution makes sufficient budgetary resources available to achieve important objectives	4.6%	22.9%	40.4%	32.1%	3.00	.86	109
My department has the budget needed to do its job well	10.1%	10.1%	47.7%	32.1%	3.02	.91	109
There is good communication between leadership and faculty, staff, and administrators at this institution	16.4%	15.5%	41.8%	26.4%	2.78	1.02	110

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
This institution involves its employees in planning	10.0%	23.6%	42.7%	23.6%	2.80	.92	110
Employee suggestions are used to improve our institution	12.0%	18.5%	47.2%	22.2%	2.80	.92	108
There are effective lines of communication between departments	8.2%	25.2%	44.5%	21.8%	2.80	.88	110

SECTION 3: Institutional Goals

There are many aspects of campus culture. Please indicate your level of agreement with the following statements based on your employment experience at this institution.

	Percent			Mean	Standard Deviation	Valid N
	Not Important (0-3)	Somewhat Important (4-6)	Critical (7-10)			
Retain more of its current students to graduation	0.9%	3.7%	95.4%	9.13	1.42	109
Help students turn educational goals into careers that support long-term financial stability	0.0%	5.6%	94.4%	9.07	1.35	108
Improve students' quality of life by helping them achieve meaningful educational and career outcomes	0.0%	7.5%	92.5%	8.99	1.53	108
Increase the enrollment of new students	1.9%	10.3%	87.9%	8.45	1.98	108
Improve the academic ability of entering student classes	0.0%	12.3%	87.7%	8.56	1.84	108
Improve the quality of existing academic programs	0.9%	12.1%	86.9%	8.63	1.85	108
Improve employee morale	0.0%	13.3%	86.7%	8.51	1.74	105
Maintain or improve the financial health of the institution.	0.0%	14.2%	85.8%	8.52	1.85	107
Strengthen transfer pathways so students can successfully move on to four-year institutions	1.0%	13.5%	85.6%	8.44	1.91	104
Develop new academic programs	2.0%	28.0%	70.0%	7.40	2.36	106
Recruit students from new geographic markets	3.1%	28.1%	68.8%	7.15	2.68	104
Expand academic program modalities such as face to face, hybrid, or online.	6.1%	26.5%	67.3%	7.20	2.88	105
Improve the appearance of campus buildings and grounds	5.2%	28.9%	66.0%	6.96	2.61	104
Increase the diversity of racial and ethnic groups represented among the student body	9.3%	29.9%	60.8%	6.66	2.95	104

SECTION 4: Employee Experience

Please rate your overall satisfaction with your employment at this institution thus far:

Percent					Mean	Standard Deviation	Valid N
Extremely Dissatisfied	Somewhat Dissatisfied	Neither Satisfied nor Dissatisfied	Somewhat Satisfied	Extremely Satisfied			
2.7%	4.5%	45.5%	35.1%	53.2%	4.32	0.95	111

How likely would you be to continue to work at this institution if you were offered the same job at another institution?

Percent					Mean	Standard Deviation	Valid N
Extremely unlikely	Somewhat unlikely	Neither likely or unlikely	Somewhat likely	Extremely likely			
3.6%	7.2%	12.6%	19.8%	56.8%	4.19	1.13	111

SECTION 4: Employee Experience (cont.)

Please indicate your level of agreement with the following statements based on your employment experience.

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
I consider myself to be highly engaged at work	1.8%	2.7%	15.3%	80.2%	3.74	0.60	111
In my current role, I am motivated to do my best work	3.6%	3.6%	16.2%	76.6%	3.66	0.72	111
The type of work I do on most days is personally rewarding	0.9%	3.6%	20.9%	74.5%	3.69	0.59	110
Most days, I feel a sense of accomplishment from what I do	3.6%	2.7%	19.8%	73.9%	3.64	0.71	111
I am proud to work at this institution	2.7%	6.4%	18.2%	72.7%	3.61	0.73	110
The work I do is valuable to the institution	2.7%	5.5%	20.9%	70.9%	3.60	0.72	110
The work I do is appreciated by my supervisor/academic department head	4.5%	5.5%	20.0%	70.0%	3.55	0.80	110
The employee benefits available to me are valuable	2.7%	4.5%	23.6%	69.1%	3.59	0.71	110
I am satisfied with the amount of flexibility I have in my work schedule	6.3%	6.3%	25.2%	62.2%	3.43	0.87	111
My role (title) and responsibilities are a good fit for my education and experience level	3.6%	3.6%	30.9%	61.8%	3.51	0.74	110
My workload is reasonable	5.5%	10.1%	27.5%	56.9%	3.36	0.88	109
This institution encourages a healthy work-life balance	9.2%	9.2%	25.7%	56.0%	3.28	0.97	109
I have opportunities for professional development	6.4%	10.1%	34.9%	48.6%	3.26	0.89	109
My job is secure at this institution	8.3%	12.8%	37.6%	41.3%	3.12	0.93	109
When I need a break, my workplace has formal or informal spaces to connect with colleagues and relax	12.0%	15.7%	34.3%	38.0%	2.98	1.01	108
I am paid fairly for the work I do	13.8%	22.0%	31.2%	33.0%	2.83	1.04	109
If I do great work, I know it will be recognized	13.8%	17.4%	37.6%	31.2%	2.86	1.01	109

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
I have opportunities for advancement	15.9%	20.6%	38.3%	25.2%	2.73	1.01	107
In the last six months, I've considered leaving this institution	57.0%	10.3%	15.9%	16.8%	1.93	1.19	107
I plan to leave this institution in the next six months	64.8%	19.4%	5.6%	10.2%	1.61	0.98	108

SECTION 4: Employee Experience (cont.)

Please indicate how important each of the following is to you and then rate your satisfaction with each based on your employment experience thus far at this institution.

	Percent - Importance				Mean	Valid N	Percent - Satisfaction				Mean	Valid N	Gap
	Not Important at All	Somewhat Unimportant	Somewhat Important	Very Important			Very Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Very Satisfied			
Healthy work-life balance	0.0%	0.0%	12.0%	88.0%	3.88	108	5.8%	11.7%	35.9%	46.6%	3.23	103	-0.65
Benefits (such as insurance, tuition benefits, etc.)	0.9%	3.7%	14.7%	80.7%	3.75	109	1.9%	7.8%	29.1%	61.2%	3.50	103	-0.25
Flexible work schedule	0.0%	0.0%	22.9%	77.1%	3.77	109	3.8%	8.6%	30.5%	57.1%	3.41	105	-0.36
Feeling respected and valued as a person at work	1.8%	1.8%	20.2%	76.1%	3.71	109	3.8%	16.2%	35.2%	44.8%	3.21	105	-0.50
Pay	0.0%	0.9%	23.9%	75.2%	3.74	109	9.5%	19.0%	50.5%	21.0%	2.83	105	-0.91
A campus culture that emphasizes care, safety, and courtesy	0.0%	3.7%	28.4%	67.9%	3.64	109	6.8%	8.7%	35.9%	48.5%	3.26	103	-0.38
Opportunities to contribute meaningfully to student success beyond my job title	0.0%	7.5%	29.2%	63.2%	3.56	106	1.0%	9.7%	41.7%	47.6%	3.36	103	-0.20
Support for professional growth and long-term career development	1.9%	5.6%	38.9%	53.7%	3.44	108	4.9%	16.5%	46.6%	32.0%	3.06	103	-0.38
Professional development opportunities	2.8%	8.3%	38.9%	50.0%	3.36	108	6.9%	16.7%	47.1%	29.4%	2.99	102	-0.37
Advancement Opportunities	4.6%	18.3%	34.9%	42.2%	3.15	109	12.9%	16.8%	46.5%	23.8%	2.81	101	-0.34
Recognition	5.5%	11.9%	52.3%	30.3%	3.07	109	7.8%	19.4%	41.7%	31.1%	2.96	103	-0.11

SECTION 5: Demographics

How long have you worked at this institution?

	Count	Percent
Less than 1 year	16	14.4%
1 to 5 years	40	36.0%
6 to 10 years	20	18.0%
11 to 20 years	16	14.4%
More than 20 years	19	17.1%
All responses	111	100.0%

Employment status:

	Count	Percent
Full-time	84	75.7%
Part-time	27	24.3%
All responses	111	100.0%

Position:

<i>Is your position:</i>	Count	Percent
Faculty	111	100.0%
Staff	0	0.0%
Administrator	0	0.0%
All responses	111	100.0%

Staff

Lee College

Spring 2026



College Employee Satisfaction Survey™ - Staff

SECTION 1: Overall

	Percent				Mean	Standard Deviation	Valid N
	Extremely Unlikely	Somewhat Unlikely	Somewhat Likely	Extremely Likely			
How likely would you be to recommend this institution to friends or family looking to enroll at a college or university like this one?	0.7%	1.4%	26.2%	71.6%	3.69	0.54	141
How likely would you be to recommend this institution as a good place to work?	2.1%	7.8%	34.0%	56.0%	3.44	0.73	141

SECTION 2: Campus culture and policies

There are many aspects of campus culture. Please indicate your level of agreement with the following statements based on your employment experience at this institution.

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
Employees are encouraged to look beyond stereotypes to support student success	2.1%	5.0%	19.1%	73.8%	3.65	.68	141
This institution treats students as its top priority	2.1%	5.7%	21.3%	70.9%	3.61	.69	141
I feel personally responsible for contributing to a caring and supportive learning environment for students	3.6%	4.3%	19.3%	72.9%	3.61	.74	140
I feel empowered to act in ways that positively impact student experiences outside of my formal job duties	2.2%	7.9%	22.3%	67.6%	3.55	.73	139
Safety is prioritized and addressed proactively across campus operations	5.7%	7.1%	19.1%	68.1%	3.50	.86	141
The goals and objectives of this institution are aligned with its mission and values	5.0%	5.0%	33.6%	56.4%	3.41	.80	140
My manager/academic department head communicates openly and honestly with me	7.2%	8.6%	22.3%	61.9%	3.39	.92	139
Most employees are generally supportive of the mission, purpose, and values of this institution	3.5%	5.7%	41.1%	49.6%	3.37	.75	141
Faculty take pride in their work (teaching, scholarship, and service)	4.3%	8.0%	34.8%	52.9%	3.36	.81	138
My supervisor/academic department head pays attention to what I have to say	7.9%	9.3%	22.1%	60.7%	3.36	.95	140
I have the information I need to do my job well	4.3%	9.4%	33.1%	53.2%	3.35	.82	139
Staff and administration take pride in their work	3.5%	10.6%	34.0%	51.8%	3.34	.81	141
My job responsibilities are communicated clearly to me	7.9%	7.9%	27.1%	57.1%	3.34	.93	140
My supervisor/academic department head helps me improve my job performance	7.8%	5.7%	31.2%	55.3%	3.34	.90	141
Lee College's Quality Service Standards help guide how employees interact with students, colleagues, and the community	5.0%	7.9%	35.7%	51.4%	3.34	.83	140

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
This institution is well-respected in the community	5.7%	7.8%	36.2%	50.4%	3.31	.85	141
Campus policies support creating a sense of belonging for both students and employees	5.0%	12.1%	29.3%	53.6%	3.31	.87	140
People of all backgrounds are treated fairly at this institution	7.8%	13.5%	20.6%	58.2%	3.29	.97	141
I am empowered to resolve problems quickly	6.4%	12.8%	31.2%	49.6%	3.24	.91	141
The mission, purpose, and values of this institution are well understood by most employees	7.1%	7.8%	39.7%	45.4%	3.23	.88	141
My colleagues welcome opinions different from their own	6.4%	11.3%	35.5%	46.8%	3.23	.89	141
There is good communication in my department	7.8%	9.9%	34.8%	47.5%	3.22	.92	141
The leadership of this institution has articulated at clear vision	5.8%	12.9%	41.7%	39.6%	3.15	.86	139
My department or work unit has written, up-to-date objectives	8.6%	12.9%	36.4%	42.1%	3.12	.94	140
I am comfortable answering student questions about institutional policies and procedures	5.7%	14.3%	42.9%	37.1%	3.11	.86	140
There is a spirit of teamwork and cooperation at this institution	9.2%	17.7%	35.5%	37.6%	3.01	.96	141
This institution makes sufficient staff resources available to achieve important objectives	5.0%	23.0%	38.8%	33.1%	3.00	.88	139
This institution makes sufficient budgetary resources available to achieve important objectives	4.3%	21.6%	45.3%	28.8%	2.99	.83	139
My department has the budget needed to do its job well	11.4%	16.4%	34.3%	37.9%	2.99	1.00	140
This institution has written procedures that clearly define who is responsible for each operation and service	10.0%	17.9%	39.3%	32.9%	2.95	.95	140
My department has the staff needed to do its job well	13.5%	23.4%	19.9%	43.3%	2.93	1.10	141
Leadership shares information regularly with faculty and staff	13.6%	19.3%	37.9%	29.3%	2.83	1.00	140
Employee suggestions are used to improve our institution	10.8%	25.2%	38.8%	25.2%	2.78	.95	139

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
This institution involves its employees in planning	11.5%	25.9%	38.8%	23.7%	2.75	.95	139
There is good communication between leadership and faculty, staff, and administrators at this institution	15.6%	23.4%	32.6%	28.4%	2.74	1.04	141
There are effective lines of communication between department	15.0%	20.7%	40.7%	23.6%	2.73	.99	140

SECTION 3: Institutional Goals

There are many aspects of campus culture. Please indicate your level of agreement with the following statements based on your employment experience at this institution.

	Percent			Mean	Standard Deviation	Valid N
	Not Important (0-3)	Somewhat Important (4-6)	Critical (7-10)			
Improve employee morale	0.7%	7.3%	92.0%	8.99	1.75	140
Help students turn educational goals into careers that support long-term financial stability	1.5%	8.0%	90.5%	8.96	1.92	139
Retain more of its current students to graduation	0.7%	8.0%	91.2%	8.86	1.86	140
Improve students' quality of life by helping them achieve meaningful educational and career outcomes	1.4%	11.5%	87.1%	8.82	1.96	140
Strengthen transfer pathways so students can successfully move on to four-year institutions	0.7%	11.7%	87.6%	8.76	1.83	139
Improve the quality of existing academic programs	2.9%	12.3%	84.8%	8.43	2.14	139
Improve the academic ability of entering student classes	1.5%	16.9%	81.6%	8.32	2.14	139
Maintain or improve the financial health of the institution.	2.2%	16.9%	80.9%	8.27	2.34	140
Develop new academic programs	4.5%	13.5%	82.0%	8.21	2.42	135
Increase the enrollment of new students	3.6%	16.1%	80.3%	8.09	2.47	140
Expand academic program modalities such as face to face, hybrid, or online.	3.8%	21.2%	75.0%	7.93	2.47	135
Increase the diversity of racial and ethnic groups represented among the student body	3.8%	23.8%	72.3%	7.85	2.64	133
Improve the appearance of campus buildings and grounds	3.9%	24.8%	71.3%	7.66	2.67	137
Recruit students from new geographic markets	6.4%	28.8%	64.8%	7.00	2.83	133

SECTION 4: Employee Experience

Please rate your overall satisfaction with your employment at this institution thus far:

Percent					Mean	Standard Deviation	Valid N
Extremely Dissatisfied	Somewhat Dissatisfied	Neither Satisfied nor Dissatisfied	Somewhat Satisfied	Extremely Satisfied			
3.6%	7.1%	7.9%	32.1%	49.3%	4.16	1.08	140

How likely would you be to continue to work at this institution if you were offered the same job at another institution?

Percent					Mean	Standard Deviation	Valid N
Extremely unlikely	Somewhat unlikely	Neither likely or unlikely	Somewhat likely	Extremely likely			
4.3%	7.8%	13.5%	29.1%	45.4%	4.04	1.14	141

SECTION 4: Employee Experience (cont.)

Please indicate your level of agreement with the following statements based on your employment experience.

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
The work I do is valuable to the institution	1.4%	5.7%	23.4%	69.5%	3.61	0.66	141
In my current role, I am motivated to do my best work	3.5%	2.8%	23.4%	70.2%	3.60	0.72	141
I consider myself to be highly engaged at work	2.1%	3.5%	26.2%	68.1%	3.60	0.66	141
I am proud to work at this institution	2.1%	4.3%	28.4%	65.2%	3.57	0.68	141
The employee benefits available to me are valuable	2.9%	5.7%	30.7%	60.7%	3.49	0.73	140
I am satisfied with the amount of flexibility I have in my work schedule	5.0%	8.6%	20.0%	66.4%	3.48	0.85	140
Most days, I feel a sense of accomplishment from what I do	2.8%	6.4%	36.2%	54.6%	3.43	0.74	141
The work I do is appreciated by my supervisor/academic department head	6.4%	11.3%	20.6%	61.7%	3.38	0.92	141
This institution encourages a healthy work-life balance	6.4%	7.8%	33.3%	52.5%	3.32	0.87	141
The type of work I do on most days is personally rewarding	4.3%	8.5%	38.3%	48.9%	3.32	0.80	141
My workload is reasonable	7.1%	11.3%	29.8%	51.8%	3.26	0.92	141
My role (title) and responsibilities are a good fit for my education and experience level	9.2%	12.1%	33.3%	45.4%	3.15	0.96	141
My job is secure at this institution	6.4%	12.1%	41.8%	39.7%	3.15	0.87	141
I have opportunities for professional development	7.1%	16.4%	31.4%	45.0%	3.14	0.94	140
When I need a break, my workplace has formal or informal spaces to connect with colleagues and relax	12.9%	16.4%	32.9%	37.9%	2.96	1.03	140
If I do great work, I know it will be recognized	12.8%	19.1%	37.6%	30.5%	2.86	1.00	141
I am paid fairly for the work I do	15.7%	20.7%	30.0%	33.6%	2.81	1.07	140

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
I have opportunities for advancement	18.6%	27.9%	28.6%	25.0%	2.60	1.06	140
In the last six months, I've considered leaving this institution	35.7%	16.4%	25.0%	22.9%	2.35	1.19	140
I plan to leave this institution in the next six months	55.4%	20.9%	12.9%	10.8%	1.79	1.04	139

SECTION 4: Employee Experience (cont.)

Please indicate how important each of the following is to you and then rate your satisfaction with each based on your employment experience thus far at this institution.

	Percent - Importance				Mean	Valid N	Percent - Satisfaction				Mean	Valid N	Gap
	Not Important at All	Somewhat Unimportant	Somewhat Important	Very Important			Very Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Very Satisfied			
Pay	0.0%	0.7%	8.5%	90.8%	3.90	141	8.5%	22.3%	44.6%	24.6%	2.85	130	-1.05
Healthy work-life balance	0.0%	0.0%	7.1%	92.9%	3.93	141	4.7%	12.4%	32.6%	50.4%	3.29	129	-0.64
Benefits (such as insurance, tuition benefits, etc.)	0.0%	2.9%	11.4%	85.7%	3.83	140	6.3%	9.5%	25.4%	58.7%	3.37	126	-0.46
Advancement Opportunities	1.4%	7.1%	33.3%	58.2%	3.48	141	15.5%	22.5%	41.1%	20.9%	2.67	129	-0.81
Professional development opportunities	0.0%	6.4%	36.9%	56.7%	3.50	141	9.3%	15.5%	38.8%	36.4%	3.02	129	-0.48
Flexible work schedule	0.0%	1.4%	16.3%	82.3%	3.81	141	10.0%	11.5%	23.8%	54.6%	3.23	130	-0.58
Recognition	1.4%	12.8%	40.4%	45.4%	3.30	141	11.6%	16.3%	44.2%	27.9%	2.88	129	-0.42
Feeling respected and valued as a person at work	0.0%	1.4%	14.2%	84.4%	3.83	141	7.8%	16.3%	27.9%	48.1%	3.16	129	-0.67
A campus culture that emphasizes care, safety, and courtesy	0.7%	0.7%	14.3%	84.3%	3.82	140	8.6%	8.6%	28.9%	53.9%	3.28	128	-0.54
Opportunities to contribute meaningfully to student success beyond my job title	0.7%	5.1%	26.8%	67.4%	3.61	138	4.0%	6.3%	42.1%	47.6%	3.33	126	-0.28
Support for professional growth and long-term career development	0.0%	2.2%	23.7%	74.1%	3.72	139	15.6%	13.3%	38.3%	32.8%	2.88	128	-0.84

SECTION 5: Demographics

How long have you worked at this institution?

	Count	Percent
Less than 1 year	18	12.9%
1 to 5 years	64	45.7%
6 to 10 years	30	21.4%
11 to 20 years	16	11.4%
More than 20 years	12	8.6%
All responses	140	100.0%

Employment status:

	Count	Percent
Full-time	119	84.4%
Part-time	22	15.6%
All responses	141	100.0%

Position:

<i>Is your position:</i>	Count	Percent
Faculty	0	0.0%
Staff	141	100.0%
Administrator	0	0.0%
All responses	141	100.0%

Administration

Lee College

Spring 2026



College Employee Satisfaction Survey™ - Administration

SECTION 1: Overall

	Percent				Mean	Standard Deviation	Valid N
	Extremely Unlikely	Somewhat Unlikely	Somewhat Likely	Extremely Likely			
How likely would you be to recommend this institution to friends or family looking to enroll at a college or university like this one?	2.3%	2.3%	18.2%	77.3%	3.70	0.63	44
How likely would you be to recommend this institution as a good place to work?	4.7%	9.3%	41.9%	44.2%	3.26	0.82	43

SECTION 2: Campus culture and policies

There are many aspects of campus culture. Please indicate your level of agreement with the following statements based on your employment experience at this institution.

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
This institution treats students as its top priority	4.7%	0.0%	16.3%	79.1%	3.70	.71	43
I feel personally responsible for contributing to a caring and supportive learning environment for students	4.5%	6.8%	22.7%	65.9%	3.50	.82	44
Safety is prioritized and addressed proactively across campus operations	9.1%	0.0%	22.7%	68.2%	3.50	.90	44
My supervisor/academic department head pays attention to what I have to say	6.8%	4.5%	31.8%	56.8%	3.39	.87	44
I feel empowered to act in ways that positively impact student experiences outside of my formal job duties	9.1%	2.3%	29.5%	59.1%	3.39	.92	44
The goals and objectives of this institution are aligned with its mission and values	4.7%	7.0%	34.9%	53.5%	3.37	.82	43
My job responsibilities are communicated clearly to me	9.3%	2.3%	32.6%	55.8%	3.35	.92	43
Employees are encouraged to look beyond stereotypes to support student success	4.5%	6.8%	38.6%	50.0%	3.34	.81	44
This institution is well-respected in the community	4.7%	9.3%	34.9%	51.2%	3.33	.84	43
I have the information I need to do my job well	6.8%	9.1%	29.5%	54.5%	3.32	.91	44
Campus policies support creating a sense of belonging for both students and employees	4.5%	11.4%	36.4%	47.7%	3.27	.85	44
My manager/academic department head communicates openly and honestly with me	6.8%	9.1%	36.4%	47.7%	3.25	.89	44
My supervisor/academic department head helps me improve my job performance	9.1%	2.3%	43.2%	45.5%	3.25	.89	44
I am comfortable answering student questions about institutional policies and procedures	4.5%	15.9%	34.1%	45.5%	3.20	.88	44
There is good communication in my department	11.4%	9.1%	29.5%	50.0%	3.18	1.02	44

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
The mission, purpose, and values of this institution are well understood by most employees	4.7%	14.0%	44.2%	37.2%	3.14	.83	43
Staff and administration take pride in their work	2.3%	11.6%	58.1%	27.9%	3.12	.70	43
I am empowered to resolve problems quickly	9.1%	15.9%	29.5%	45.5%	3.11	.99	44
Most employees are generally supportive of the mission, purpose, and values of this institution	4.7%	4.7%	67.4%	23.3%	3.09	.68	43
My department or work unit has written, up-to-date objectives	7.0%	14.0%	41.9%	37.2%	3.09	.89	43
This institution makes sufficient budgetary resources available to achieve important objectives	9.3%	11.6%	44.2%	34.9%	3.05	.92	43
Lee College's Quality Service Standards help guide how employees interact with students, colleagues, and the community	9.1%	15.9%	36.4%	38.6%	3.05	.96	44
The leadership of this institution has articulated at clear vision	7.0%	11.6%	53.5%	27.9%	3.02	.83	43
My colleagues welcome opinions different from their own	11.4%	13.6%	36.4%	38.6%	3.02	1.00	44
Faculty take pride in their work (teaching, scholarship, and service)	4.7%	20.9%	46.5%	27.9%	2.98	.83	43
People of all backgrounds are treated fairly at this institution	14.0%	14.0%	32.6%	39.5%	2.98	1.06	43
There is a spirit of teamwork and cooperation at this institution	9.3%	16.3%	48.8%	25.6%	2.91	.89	43
Leadership shares information regularly with faculty and staff	11.4%	20.5%	45.5%	22.7%	2.80	.93	44
This institution makes sufficient staff resources available to achieve important objectives	9.3%	23.3%	46.5%	20.9%	2.79	.89	43
My department has the budget needed to do its job well	14.0%	18.6%	41.9%	25.6%	2.79	.99	43
This institution involves its employees in planning	9.3%	27.9%	46.5%	16.3%	2.70	.86	43
Employee suggestions are used to improve our institution	14.0%	25.6%	37.2%	23.3%	2.70	.99	43
There is good communication between leadership and faculty, staff, and administrators at this institution	13.6%	22.7%	43.2%	20.5%	2.70	.95	44

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
This institution has written procedures that clearly define who is responsible for each operation and service	14.0%	25.6%	41.9%	18.6%	2.65	.95	43
My department has the staff needed to do its job well	14.0%	30.2%	34.9%	20.9%	2.63	.98	43
There are effective lines of communication between department	18.2%	22.7%	52.3%	6.8%	2.48	.88	44

SECTION 3: Institutional Goals

There are many aspects of campus culture. Please indicate your level of agreement with the following statements based on your employment experience at this institution.

	Percent			Mean	Standard Deviation	Valid N
	Not Important (0-3)	Somewhat Important (4-6)	Critical (7-10)			
Help students turn educational goals into careers that support long-term financial stability	2.3%	2.3%	95.5%	9.34	1.60	44
Retain more of its current students to graduation	2.3%	4.5%	93.2%	9.11	1.91	44
Improve students' quality of life by helping them achieve meaningful educational and career outcomes	2.3%	11.4%	86.4%	8.75	1.98	44
Strengthen transfer pathways so students can successfully move on to four-year institutions	2.3%	7.0%	90.7%	8.43	2.13	44
Improve employee morale	4.5%	15.9%	79.5%	8.41	2.38	44
Maintain or improve the financial health of the institution.	2.4%	9.5%	88.1%	8.39	2.30	44
Increase the enrollment of new students	2.3%	14.0%	83.7%	8.33	2.10	43
Improve the appearance of campus buildings and grounds	2.4%	11.9%	85.7%	8.14	2.32	44
Improve the quality of existing academic programs	2.3%	20.5%	77.3%	8.09	2.27	44
Improve the academic ability of entering student classes	4.8%	14.3%	81.0%	7.86	2.28	42
Increase the diversity of racial and ethnic groups represented among the student body	2.6%	23.1%	74.4%	7.59	2.48	41
Develop new academic programs	5.0%	17.5%	77.5%	7.42	2.70	43
Expand academic program modalities such as face to face, hybrid, or online.	4.5%	34.1%	61.4%	7.39	2.41	44
Recruit students from new geographic markets	9.3%	27.9%	62.8%	7.05	2.75	44

SECTION 4: Employee Experience

Please rate your overall satisfaction with your employment at this institution thus far:

Percent					Mean	Standard Deviation	Valid N
Extremely Dissatisfied	Somewhat Dissatisfied	Neither Satisfied nor Dissatisfied	Somewhat Satisfied	Extremely Satisfied			
2.3%	4.5%	9.1%	31.8%	52.3%	4.27	0.97	44

How likely would you be to continue to work at this institution if you were offered the same job at another institution?

Percent					Mean	Standard Deviation	Valid N
Extremely unlikely	Somewhat unlikely	Neither likely or unlikely	Somewhat likely	Extremely likely			
0.0%	11.4%	13.6%	25.0%	50.0%	4.14	1.05	44

SECTION 4: Employee Experience (cont.)

Please indicate your level of agreement with the following statements based on your employment experience.

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
The work I do is valuable to the institution	0.0%	2.3%	15.9%	81.8%	3.80	0.46	44
In my current role, I am motivated to do my best work	0.0%	4.5%	20.5%	75.0%	3.70	0.55	44
I am proud to work at this institution	0.0%	6.8%	18.2%	75.0%	3.68	0.60	44
I consider myself to be highly engaged at work	0.0%	6.8%	20.5%	72.7%	3.66	0.61	44
The type of work I do on most days is personally rewarding	0.0%	6.8%	22.7%	70.5%	3.64	0.61	44
Most days, I feel a sense of accomplishment from what I do	2.3%	2.3%	25.0%	70.5%	3.64	0.65	44
The employee benefits available to me are valuable	2.3%	2.3%	27.3%	68.2%	3.61	0.65	44
I have opportunities for professional development	2.3%	6.8%	29.5%	61.4%	3.50	0.73	44
My role (title) and responsibilities are a good fit for my education and experience level	4.7%	9.3%	20.9%	65.1%	3.47	0.85	43
I am satisfied with the amount of flexibility I have in my work schedule	6.8%	4.5%	29.5%	59.1%	3.41	0.87	44
The work I do is appreciated by my supervisor/academic department head	6.8%	9.1%	22.7%	61.4%	3.39	0.92	44
I am paid fairly for the work I do	0.0%	25.0%	34.1%	40.9%	3.16	0.81	44
My job is secure at this institution	11.4%	6.8%	38.6%	43.2%	3.14	0.98	44
My workload is reasonable	9.1%	15.9%	36.4%	38.6%	3.05	0.96	44
This institution encourages a healthy work-life balance	13.6%	15.9%	27.3%	43.2%	3.00	1.08	44
When I need a break, my workplace has formal or informal spaces to connect with colleagues and relax	18.2%	9.1%	31.8%	40.9%	2.95	1.12	44
If I do great work, I know it will be recognized	13.6%	11.4%	47.7%	27.3%	2.89	0.97	44

	Percent				Mean	Standard Deviation	Valid N
	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree			
I have opportunities for advancement	18.2%	20.5%	25.0%	36.4%	2.80	1.13	44
In the last six months, I've considered leaving this institution	50.0%	15.9%	22.7%	11.4%	1.95	1.10	44
I plan to leave this institution in the next six months	70.5%	20.5%	4.5%	4.5%	1.43	0.79	44

SECTION 4: Employee Experience (cont.)

Please indicate how important each of the following is to you and then rate your satisfaction with each based on your employment experience thus far at this institution.

	Percent - Importance				Mean	Valid N	Percent - Satisfaction				Mean	Valid N	Gap
	Not Important at All	Somewhat Unimportant	Somewhat Important	Very Important			Very Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Very Satisfied			
Pay	0.0%	0.0%	11.6%	88.4%	3.88	43	2.3%	14.0%	46.5%	37.2%	3.19	43	-0.69
Benefits (such as insurance, tuition benefits, etc.)	0.0%	7.0%	7.0%	86.0%	3.79	43	2.3%	2.3%	39.5%	55.8%	3.49	43	-0.30
Feeling respected and valued as a person at work	0.0%	2.3%	11.6%	86.0%	3.84	43	4.8%	14.3%	33.3%	47.6%	3.24	42	-0.60
Healthy work-life balance	0.0%	0.0%	15.9%	84.1%	3.84	44	6.8%	15.9%	45.5%	31.8%	3.02	44	-0.82
Flexible work schedule	0.0%	2.3%	18.6%	79.1%	3.77	43	7.0%	9.3%	39.5%	44.2%	3.21	43	-0.56
A campus culture that emphasizes care, safety, and courtesy	2.3%	2.3%	18.6%	76.7%	3.70	43	4.7%	7.0%	32.6%	55.8%	3.40	43	-0.30
Advancement Opportunities	0.0%	4.7%	23.3%	72.1%	3.67	43	16.3%	20.9%	32.6%	30.2%	2.77	43	-0.90
Support for professional growth and long-term career development	0.0%	0.0%	27.9%	72.1%	3.72	43	9.3%	11.6%	44.2%	34.9%	3.05	43	-0.67
Opportunities to contribute meaningfully to student success beyond my job title	4.7%	4.7%	27.9%	62.8%	3.49	43	2.3%	4.7%	37.2%	55.8%	3.47	43	-0.02
Professional development opportunities	0.0%	2.3%	37.2%	60.5%	3.58	43	0.0%	16.3%	37.2%	46.5%	3.30	43	-0.28
Recognition	9.3%	16.3%	41.9%	32.6%	2.98	43	9.3%	16.3%	41.9%	32.6%	2.98	43	0.00

SECTION 5: Demographics

How long have you worked at this institution?

	Count	Percent
Less than 1 year	4	9.1%
1 to 5 years	18	40.9%
6 to 10 years	7	15.9%
11 to 20 years	9	20.5%
More than 20 years	6	13.6%
All responses	44	100.0%

Employment status:

	Count	Percent
Full-time	43	97.7%
Part-time	1	2.3%
All responses	44	100.0%

Position:

<i>Is your position:</i>	Count	Percent
Faculty	0	0.0%
Staff	0	0.0%
Administrator	44	100.0%
All responses	44	100.0%