



Employee Satisfaction Survey

Spring 2026 Results

Lee College | Board of Regents

Who, When, and How

- Administered by Ruffalo Noel Levitz (RNL) — a validated, nationally used instrument
- Enables benchmarking against peer institutions
- Fielded institution-wide, confidential and voluntary, Spring 2026
- 323 respondents: 47.6% Staff, 37.5% Faculty, 14.9% Administration

Overall Satisfaction

- 84.4% are satisfied with their employment overall
- 95.7% would recommend Lee College to friends or family considering enrollment
- 93% believe that the work they do is valuable to the institution

4.24 / 5

Overall Satisfaction

Alignment with our Strategic Plan - Vision 2028

- Lee College is a caring community of teachers and learners focused on creating the ideal student experience, **which includes looking beyond stereotypes to ensure that all students have what they need to be successful**; innovating to build holistic pathways that **support student success**; providing **the highest quality instruction for transfer courses and workforce programs**; and supporting the greater community and generations of Lee College graduates with professional development and community education opportunities.
- Employees' top priorities:
 - Retention
 - Career outcomes
 - Transfer pathways
- 92.4% agree employees are:
 - “encouraged to look beyond stereotypes to support student success”

Strengths: Culture & Engagement

- 93.5% feel personally responsible for a caring, supportive learning environment
- 92.7% say the institution treats students as its top priority
- 94.8% consider themselves highly engaged at work

Quality Service Standards

- Safety — 88% agree safety is prioritized and addressed proactively
- Courtesy — 80% agree people are treated fairly and colleagues welcome differing views
- Wellbeing — 82% agree the institution encourages healthy work-life balance, though it's one of the widest importance-satisfaction gaps
- Efficiency — 73% agree resources and procedures support the work
- Growth — the weakest standard by a wide margin; the next two slides show why

Where the Data Shows a Gap: Advancement

- *Vision 2028 commits that employees will be “recognized for their contributions, valued as people, and given opportunities for professional growth and career advancement.”*
- 69% agree that if they do great work, they'll know it's recognized
- Only 58.4% agree they have opportunities for advancement
- 55% say advancement is very important to them — only 23% are very satisfied with it
- The widest gap of anything measured tied to a specific plan commitment

The Widest Gap: Pay

85%

Say pay is very important to them

25%

Are very satisfied with it



LEE COLLEGE

The Feedback Loop

- *Institutional Effectiveness depends on employee input shaping decisions. The survey suggests that loop isn't fully closed, in either direction:*
- 64.4% agree there are effective lines of communication between departments
- 65.9% agree that employee suggestions are used to improve the institution
- 64.0% agree employees are involved in institutional planning
- 68.4% agree leadership shares information regularly
- 63.9% agree there's good communication between leadership and faculty, staff, and administrators

Retention Signal

81%

Do not plan to leave in the next six months

19%

Plan to leave in the next six months

40% have considered leaving at some point in the last six months

Results by Employee Group

Overall Satisfaction (out of 5)



- Staff report considering leaving at a higher rate: 47.9% vs. 34.1% (Admin) and 32.7% (Faculty)
- Staff show the widest pay importance-satisfaction gap and the lowest agreement that advancement opportunities exist (53.6% vs. 63.5% Faculty, 61.4% Admin)
- Faculty show the strongest results overall: highest satisfaction, highest engagement, lowest attrition risk

The Bigger Picture – A strong Foundation

- 84% are satisfied
 - 93% believe that the work they do is valuable to the institution
 - 95% highly engaged
 - 96% would recommend Lee College
-
- Advancement, pay, and retention risk concentrated among staff
 - Lee College Employees are living Vision 2028.
 - Employees are telling us clearly where the mission is working and where they would like us to focus next

Benchmark Data





Thank You