

Please provide constructive comments to help us better understand your experience at work, including comments fostering a culture of transparency and people being valued.
building projects have created over crowding with too many employees in some areas; individual office space needed for some positions
Did we really need to rebrand. The people now think we are the university of Nebraska with the new logo.
I am satisfied with the work environment, and my co-workers help me with any issues I have when needed. The idea of teamwork is implemented to great success here, i could not ask for more.
I feel we are currently working in a positive environment where I do not feel threatened or concerned about losing my job or retribution for having participated in this survey. This has not always been the case on this campus!
I find it a little hard to maintain a work-life balance.
I have felt very inclusive and welcomed working here. Co-workers and supervisors are great to work with. Everyone seems to treat each other with respect and I can feel confident reaching out to others when needing help/asking questions that pertain to any part of the organization and can expect a quick, thorough response. Students are number one priority and that is felt and seen.
I love my job here at NECC.
I truly believe that Northeast is dedicated the success of its students in region it serves. Northeast is a big happy family. So many of us get along well with others.
ive worked a lot of places but with place i wish i could have started thirty years ago im glad im here now i love my job the environment is so positive ive never known such a place i feel like i fit in thank you for hiring me
Love Northeast Community College!
Making sure all staff are equally being held accountable by supervisors is an issue
Me gusta trabajar en Northeast Community College, las personas son amables, educadas y respetuosas, igualmente los estudiantes. Para mi no es un trabajo, es una actividad, la cual disfruto a diario. El horario de trabajo, los beneficios que ofrece el Northeast son perfectos para mi. Hago mi trabajo bien y mi supervisor esta contento con mi trabajo.
Northeast College is a great place to work, I have room to grow career wise. I'm happy to come to work every day and work with a great team to get the things done.
Same problems exist such as communication, especially between departments, lack of professional development, and need for active listening by leadership. Professional development is for only a select few and not consistent throughout the organization. The big push for student pathways is a great idea and hopefully will result in meeting mission goals, but this method could also be utilized to create professional development pathways for employees with opportunities for advancement. Start with the job descriptions and coach and mentor paths for improvement. Supervisors should already know how to accomplish this, but the organization has just now started to train supervisors. With an organization that is over 50 years old, this should have already been accomplished. Departments need to consider how decisions made in one department affects other departments. Events that require set-up and teardown need to be planned and communicated to the other departments when requiring resources of the other department, not just last minute, make a call and see if this can be accomplished. With extraordinary effort, the tasks always get done, but the lack of planning is making emergencies for others. Leaders need to actively listen to feedback and actually consider another person's ideas, concerns, or method for accomplishing a task based on experience. There are a lot of intelligent people that work at this organization, but leadership is not actively listening to other perspectives and data when making decisions. Recommend revisiting the effective utilization of resources to accomplish the mission.
The college needs to do a better job of utilizing its resources and assets in the decision-making process. Fiscal responsibility needs to be more than a catch phrase
The executive leadership team should take more time to physically walk the buildings and interact with people to address concerns. There is no valuable face time as any brief interactions are only superficial or casual happenstance. There is a hierarchy where employees on the lower rungs of the social ladder aren't considered as much as others. These people don't really feel valued or heard, which is rather unfortunate. A classic case of "it's not what you know, it's who you know." Each building should be considered and actually examined on a regular basis with a fresh perspective, rather than just the ones that contain higher-status employees. Financial priorities should be reevaluated, especially when it comes to the state of some of the buildings. Money is frivolously spent on outside appearances rather than on repairing dilapidated or outdated areas of campus. The time off and benefits are great, but the pay vs. workload should reeeally be reconsidered. I've learned that there isn't much point in bringing up concerns because more often than not, they're just swept under the rug or returned with a ridiculous "solution" that doesn't actually fix the underlying issue. Altogether, Northeast is an okay place to work as long as you keep your head down, expectations somewhat low, and just do your work and go home.
We need to stop building new and remodel what we already have. I feel we've gotten too top heavy again and back to having tons of meetings with no resolutions. Stop needless traveling.
Being open about wanting to advance has been a liability rather than beneficial. There is no encouragement to pursue other roles within our organization, even when people know you want to advance your career. At times, when a job is posted, superiors make a point to mention the opening and talk badly about the potential workload or subtly infer that you do not have the qualifications to be considered or be selected. It feels like when you do your job well, it is not rewarded. Instead you are professionally stunted so a replacement doesn't have to be hired. A healthy work culture includes supervisors who relish the advancement and growth of their employees, not keep someone from advancing because you are scared to retrain and build up a new member of the team.
I appreciate the ability to work remotely. I find working for NECC to be a really satisfying part-time job for me. NECC seems to care about students and employees in a way I've never experienced elsewhere.

I love my time at Northeast Community College so far. We have great leadership and have had nothing but great things to say about the place I work. The only thing and its constructive would be to receive some recognition from direct report about doing great things. I cant wait to continue to work here at the college and grow.
Northeast is being tasked with increasing support for our local community and service area, despite experiencing a reduction in available resources. Over time, this increased workload may present challenges to our organizational culture and team morale. However, our employees consistently demonstrate their commitment as a team, stepping up to meet these demands. Northeast remains a great place to work, where we continue to make a meaningful difference each day.
<p>"Onward and upward" may be true for the student experience, but not for employees. For employees, it has been "backward and downward" for the last year. Morale and treatment of staff and faculty has been progressively worsening. Recognition is felt as being forced and not authentic. A simple "thank you" is non-existent. Hard work is congratulated by assigning additional work to the same high performer while others are not held accountable for missing deadlines, lack of attention to detail, etc.</p> <p>When culture or work atmosphere concerns are brought to the attention of HR, departmental leadership, or supervisors the concerns are disregarded. The coined phrase "Hawk family" is toxic. Employees are expected to give up true family events such as vacations, kids' birthdays, evenings, etc. to put in 50+ hour weeks. Annual leave must be justified by an employee and then is being denied for non-valid reasons. When time off (annual or sick) is approved, an employee's personal phone is being contacted. Struggling with the expectations of work and work/life balance? The solution is, "X free sessions of counseling."</p> <p>Let's stop expecting employees to treat Northeast as their only focus in life. Northeast is not a marriage. Northeast is not a child. Change starts with leadership and leaders who actually want to strive for improvement. Stop telling us we matter as employees and for ONCE actually show us. We all can do better, but it starts with the top.</p>
Administration should work to project an attitude of genuine openness (genuine is an important word here). Sometimes administrators come to employees with an agenda that seems hidden. They appear to want to manipulate people to move their own agendas forward. Later when we hear about the outcome, then it appears that they wanted a particular opinion or outcome all along and simply manipulated the employees' situation or words to support their own agenda. This is the kind of behavior that causes employees to become mistrustful and suspicious of the administration.
<p>As I completed this year's survey, I reflected on how my responses compared to past years. I've tracked our area's accomplishments, and it's clear we haven't developed any new programs in years. When new leadership came in, there was a lot of talk about improving communication and breaking down silos, but instead, it feels like the walls around them have only gotten taller.</p> <p>I am allowed to communicate with supervisors and department leaders outside my area, even asking clarifying questions about processes, but those leaders always respond only to my direct supervisor—if they respond at all. Once, when I found an error and left a voicemail requesting a callback, a department leader texted my supervisor to have them call instead, despite my information being accurate. There was no apology or acknowledgment of my concerns.</p> <p>The same issue exists with policies. I am required to follow strict policies for my tasks, but management seems to set their own policies when it suits them. One of the last questions in this survey asks, "Can I advance my career at Northeast Community College?" As support staff, I should see opportunity for growth, but there were only four full-time positions posted at the time of the survey. Two were remote positions. The lack of openings isn't due to turnover—positions aren't being filled when they become vacant.</p> <p>I've watched faculty struggle with work/life balance. Many of them seem to be stripped of the ability to simply teach, spending their time on assessments and constantly changing deadlines. Either leadership isn't seeing what's happening to the core of this college, or worse, they're ignoring it. Faculty have walked out of meetings in tears because of additional, non-curricular requirements. Their love of teaching is replaced by desperation and uncertainty about what else they could do if not teaching.</p> <p>Even with weekly meetings, my supervisor struggles to communicate effectively. Their attempts to bring us together haven't been successful, leaving us more isolated than ever. During the pandemic, the college felt united, but now we don't talk about student success anymore. Instead, we focus on student numbers and whether a student even needs a class to complete their degree or advance in their career. Leadership seems more concerned with paperwork, data, and assessments than with providing quality education.</p> <p>Adjuncts, too, are treated poorly. They receive little customer service and no recognition for the significant role they play in educating students. It's disheartening to watch morale decline, with shoulders sagging and faces falling. I'm concerned about what the college will look like in five years, as the current trend is unsustainable. And even though survey responses will likely be negative, I expect it will be spun into a positive narrative for the Board instead of using it to reflect on what should be done.</p>
Cutting course load for full time faculty is discouraging, and frustrating. In person classes seem to be cut before online courses, and our full time students are being told to take online versions of required courses. Not all students can learn online; it is a very specific learning style. Cutting course load also lessens the ability for current faculty to earn more, which in turn dampens faculty morale.
<p>Decisions are made without input or consideration from those directly involved. Northeast could certainly benefit if we took a serious look at our bureaucracy, however we need a transition plan in place. We are too busy with the "day to day" that we don't plan.</p> <p>We are told the need of being financially responsible, however Northeast has the reputation among our taxpayers of being anything but (recent examples include: logo change, physical plant equipment purchases, Executive suite remodel). Meanwhile, programs are denied low dollar purchases because they aren't "necessary", and we continue to have several manual processes instead of investing in technology to automate.</p>
During the day-to-day teaching, I often feel unnoticed and unappreciated. I often feel like my methods are being attacked, so I'm afraid to think outside the box because some dominant personalities don't like change. I'm afraid to voice my opinions and new ideas because they are ignored or put down. I feel like no matter what I do in my classroom, even if I feel like I'm doing amazing things, I will never be doing things right in some people's eyes. I have many close friends here, so I try to stay positive even when feeling attacked by certain people who want control and don't accept different ideas.

Faculty being required/requested to be on numerous committees to safeguard their rights/benefits within the college is demoralizing. Upper administration needs to understand that not all programs are created equal. Mandating classes have a minimum of 8 students may work for general education classes, but that does not meet the needs/standards of program based classes. If upper administration wants 100% devotion of faculty to their classes, then payment and limiting numbers to classes should be removed. If you want to pro-rate a class because it falls below the mandatory 8 but is a class that is required for graduation, you may end up with faculty who teach at a "pro-rated level". That is not going to benefit the college. With the increase of students coming to campus with dual-credits and sophomore level status, something needs to be done to accommodate those students so they can continue to be full-time, even if all of the classes they want to take are not offered each semester. If the college wants to save money, "rebranding" and relabeling everything probably needed to wait until funds were available to do them.

Faculty need to be afforded the same work flexibility that much of the salaried staff have. Faculty are meeting with students on campus or on line in the evenings, on campus on Sundays, even on zoom during a Nebraska game for homework questions. We are all in when students need us. In return for being 100% available when students need us, we should be allowed the flexibility to work off site when we need to focus on grading, course development and PD.

Faculty need to be treated as professionals. The current administration does not listen to faculty and does not respect faculty input as content experts.

I am multidecade employee at NECC. I love what I do, and I love NECC, but hate my job. I have since the last employee survey applied for 3 career advancement opportunities and been denied on all of them. I have more years of experience than my Dean, Director and Associate Director combined but get degraded and overlooked for advancements within my program or when I suggest new ideas or explain the reasons something in the past hasn't worked when they want to try it again. I have never wanted to quit NECC until recently (the last year). I feel I have lots of value to my program but have NO value to my supervisors. My director says we are a team, I'm honest we are not a team, it's my way or the highway according to my director and he lets it be known he is in charge and me as person don't matter. If I take my concerns to his supervisor (Dean) informs me, I am being insubordinate, and this is my director's program, and I should talk to him and not my Dean "There is a chain of command for a reason, I suggest you use it". I have never been worried about losing my job until this year. Because if I even a little bit go against the grain or have a different opinion and be critical for the betterment of the college or my program, I will be replaced because it is my idea not his. My director is the first to take credit for what I do, and the first to shame me in any kind of audience, so he can make himself look better. My director is a 100% bully. Many times, I have sat in the parking lot in my car in front of Human Resources to file a claim of a hostile work environment but cave and decide not to for the sake of retaliation and making my work life worse. I love NECC, but one or two persons is making my overall life and work life less than desirable. So therefore, I feel I have to look for another job to protect my family and provide for them. I will not come to you with problems without solutions. New Deans, Directors should have to go through an extensive leadership course for them to know how to lead a team does not manage people that work under them. Then to see if what they learned in the leadership courses, have the persons that work for them honestly fill out a questionnaire with effective criticism not be attack full. Negativity don't get positive results like you would want in any supervisor. I speak the truth, and I am not ashamed for how I filled out the survey or the comments of final thoughts. I am 100% honest. I am so honest I would have a conversation with anyone in the Executive Leadership Team who would like to have an open conversation. I believe in NECC, I promote NECC. If we don't get a handle on this, we will let a few bad apples upset the awesomeness NECC was and can be. Thank you

I am not sure what the financial situation is at the College, but I don't feel asking more of the faculty for less pay is the solution.

I am struggling this year with work life balance. I do not think that our dean and others higher up fully appreciate all that we do in our department. We have a lot of "other duties as assigned" and rarely get the time needed to effectively complete everything.

I also struggle with the new "8 students for a class to go." I understand where that is coming from, but I feel it will be detrimental to smaller programs or programs/classes that require a lower student to instructor ratio. I also struggle with the fact that it may delay graduation for some students and "punishes" instructors for low enrollment. I also see that is it unfair when seats for classes are extended but there is no extra compensation. I understand that we need to cut costs and be efficient as we can, but I also do not think there is a cookie cutter design that will work for every class and program. I think it would be better to talk with the individual programs and come up with a solution that works for them as well as being fiscally responsible.

I am tired. My work load is extensive and I don't feel it is equitable across my co-workers. I talk to my direct supervisor maybe once a month if we cross paths in the hallway.

I believe that the cabinet team has worked really hard in partnership with the faculty association to increase the transparency of information being shared through monthly meetings, however more work still needs to be done here as that is only a small group communicating all of the information. In terms of people being valued at Northeast I would say that we are still significantly lagging in this area, while staff members have received significant increases in their working conditions and benefits, faculty are still being treated as a necessary evil. Many staff members communicate to faculty members as if they are lower forms on campus, with very negative and speaking down type of language (especially in the accounting department). There is a clear culture divide between staff and faculty in which staff feel they are superior to the faculty on campus, which has been reflected in the "Meet a Hawk" section of the employee newsletter in statements they have made such as "staff are the true unsung heroes of the institution."

Northeast has CONTINUED to fail to address the desire for faculty to move-up to administrator positions at Northeast and fail to even have conversations with these employees of how they can reach their goals. Two faculty members were moved to program directors in the last year, however it was more out of a need to fill these positions while also leveling teaching load. Meanwhile you continue to have faculty qualified that are being passed over for external candidates that offer the same skillset and degree backgrounds as those internally.

CETL provides no true professional development or training that benefits faculty in areas that we need resources (i.e. instructional methods, teaching resources and tools, technology, conflict management in the classroom), instead they provide minimal topics in areas that have little impact for the faculty. CETL has been given too much power at the institution and act more as an autocratic leadership than as a team with the faculty continuing to create more red tape and directly have some faculty that they are creating higher barriers for.

Safety continues to be a MAJOR concern at the institution, while we have made hires in this area to address some of the concerns that have arose much of the primary issues have been wrote off. The hire in charge of health environment has told faculty that "window breakers in the classroom are not logical as the cost out-weighs the benefit", this is worrisome that in an active threat situation that the cost of a window-breaker is too expensive in protecting our students and human resources on campus. First aid kits have also been a concern in which we have been told are "cost prohibitive" to the institution. When reaching out to the Director of Risk Management indicating specialized trainings in that area for the institution to document I was met with an email response that said "oh that training is gross and really doesn't provide any valuable skills".

I'd like to see Northeast's executive team and board understand or rethink the value of our students. Often it seems that decisions are made with staff, faculty, and the executive team primarily in mind. The satisfactions of the students (the reason that EVERYONE on campus has a job) seems to be an afterthought. If students are satisfied with their experience it will directly and positively affect everyone one on campus. Including it's employees.

I do not feel the operations of the executive administration is transparent. Nor that the executive branch listens to what we are saying in these surveys. I was extremely disappointed when the result of this survey were reported last year. While it might be fine and dandy to compare our responses to other institutions and say the approval rating of the something is great at 30% because that is above the norm of other institutions, but in reality a 30% approval rating is a red flag in my min. Students do not pass with a 30% and neither should we. I thought this engagement survey was about us and improving Northeast, not comparing us to others and saying the results were wonderful just because we were above other institutions.

I understand fiscal responsibility, but it seems that we are making cuts that affect students the most (e.i. cutting low enrollment AA programs. While it may be true there may only be 3-5 graduates in a program each year, but those students are really AA degree students and by cutting their program of interest we are eliminating them from all the general education AA courses they would have taken). Another example is eliminating or hiding course sections until other sections are full. I understand not offering a section that has enrollment below 8 if there are 6 other sections, but eliminating sections that may only traditionally get enrollments of 10-12 I feel is unfair to the students. There is probably a reason that section is offered at that time, usually because it meets a need of a specific type of student. Just because it does not fill to 70%+ does not mean it is not worthy or necessary. I am financially conservative, but I am also a fierce advocate for students in their pursuit for their coursework needs.

Educating students is our business and should be our first priority, so if money is tight cuts need to come as far from the classroom as possible. Fluff and fat needs to be cut before courses and educational opportunities, which is what brings the students to us.

I don't feel comfortable giving any specific comments here because of anonymity.

I don't really see the point

I don't understand how teachers are expected to do all of the tasks that they are assigned and develop a current and engaging curriculum. There are simply not enough hours in the day.

I enjoy my work very much.

I enjoy working for Northeast Community College. The college is always working to strive to be the best! The college personnel are always friendly and helpful. Northeast also offers great education with an affordable price. Go Hawks!!!

I feel like Northeast Community College has a strong college and offers a lot of opportunities to students in our service area. I like the benefits offered at Northeast. I do have some concerns with the executive leadership. I feel like we have lost a lot of good employees without much for explanation. There have been a lot of retirements where the retirees have new jobs very quickly. I understand the need to be fiscally responsible but there have been a lot of programs cut that are necessary to provide services to our 20 county service area. We are responsible to our constituents and when we start cutting vital programs such as Paramedic/EMT due to numbers this can be a concern when some communities rely on small numbers to be first responders. We have lost a lot of good leaders from the college who were advocates for faculty and programs provided. It sometimes appears as if they were pushed out.

I feel there is entirely way too much classified staff at Northeast. It seems like they are always hiring another assistant or adding new positions that are not required. These positions take away valuable dollars that could be spent more on focusing on direct student needs. Some faculty are being overloaded with work beyond teaching that others on campus could be handling that workload.
If employees would have known we were going to spend a bunch of money on a new logo instead of using it on educational items, they would have been against it. We have set up hiring committees, which was a waste of time because it seemed like the administration had already made up their mind who they were going to hire.
I find it frustrating that anyone above the Deans has seemed to have lost touch with the mission of the school. They want to treat the school not as a place to taking ordinary people and make them extraordinary but as widgets just to be processed without consideration of the pedagogy involved with proper training. Processing numbers IS NOT what we do; raising/training the future business leaders of tomorrow is.
I find that there is a disconnect between upper management and faculty. People with little experience in the teaching field make sweeping changes with no input from the faculty. NECC leadership truly needs to research and collect data before making big changes to our educational programs. (need, how it affects students) Our current model of advising is trying to put all incoming freshmen into a cookie cutter form and many of our students are not quite ready for some of what is being asked of them. This also leaves minimal room for students to be involved in other campus programs. Currently our marketing department is not responsible to anyone about making deadlines or marketing programs.
I get that decisions are made using a lot of factors and know that some decisions don't go your way. I do not get how a person can ask for opinions, manipulate the results, and then expect us to express our opinions at other events. Twice in the last 1 1/2 years, I have been in groups that have been approached by an administrator for opinions on issues. Both times there were a couple of issues where most of the group had an opinion that was opposite of what the administrator was expressing. When the description of the event or the explanation of the issue came out later, our group was mentioned as giving opinions, but we were reported as the group being in favor of the opinion matching the administrator. If a decision is already made, please don't waste our time gathered feedback to check a box. If a decision has not been made, then mention that there are varying opinions, but the decision was based on several issues. Please don't manipulate our opinions and then expect us to buy into the process.
I have been extremely happy in my 2 1/2 years at Northeast. I haven't been this happy at any other college I've taught at.
I have heard students complain that their instructors are pushing liberal ideals from their position. Political discourse should be allowed, however, students should not be treated as if they are wrong if there are disagreements politically. It would be better if the students did not know the politics of the instructor so that discussion can remain open.
I have thoroughly enjoyed working at Northeast. I love the people I work with, and the work I do. The benefits package offered to all employees is hard to beat and I appreciate the work-life balance Northeast is able to provide.
I know a few individuals who have applied for internal jobs to advance their career. When they were not given the job, the feedback they receive is they don't have enough leadership experience. I would hope that moving forward we can be more honest and provide more genuine feedback. It seems almost as a dig at our organization that we aren't developing people with the leadership skills to jump into these positions. I really enjoy working here, and when a job opportunity came up where I could move closer to home, I chose not to apply because I couldn't imagine leaving Northeast at this time. I would miss the community I have here. Thanks for taking the time to push out this survey, and I look forward to seeing the enhancements that bloom from this feedback.
I like working at Northeast. Helping the students reach their goals and watching them succeed.

I love my job. I get to make a difference in a students life... no matter how big or small. On the days when it feels like I am not appreciated, administration has added one more requirement, or I am dealing with more red tape, I can go into my classroom and close my door and forget about all of the other stuff and educate my students,. It is where I am meant to be.

1. Teaching and Learning - When this department was created, it was to be a place where faculty to go to patriciate in professional development opportunities, learn about new and innovative ideas, and be a place to interact with each other. This department has become a policy and rule maker and the party planning committee. How did this department become the gate keepers for programs? It is no longer a conversation about what is right for the program, graduates, and community. The conversation is "do you think Teaching and Learning will approve"? This makes absolutely no sense. We must remove this roadblock for programs. They do not have any professional development programs - the comment I heard was that "we had programs, but no one came." These programs were during class times or over topics of their choosing. Survey faculty to see what is needed/wanted for professional development, so we have opportunities brought to campus. They have become the party planning committee. I appreciate the attention given during teacher appreciation week, but it is a problem that it is the first time we hear from them all semester. I want tips/tricks/new and innovative teaching techniques. I don't care about dressing up in a Hawaiian shirt, attending a Halloween party, or decorating a Christmas tree. I want real, useable ideas/suggestions for college classrooms. They could even create a faculty recognition process... something that builds faculty up instead of tearing them down.

2. Student athletes - I have and have had many student athletes. This semester has been a real struggle. The athletes (especially soccer) have missed an obscene amount of class. An while it is the student's choice to be an athlete, we need to help them understand they are here to get an education. I believe the group that handles the STUDENT in student athlete the best is the baseball team. They by far have the best attendance with translates to the best grades in my classes. I believe this is because they are students first and athletes second. I hope coaching and faculty can work together in the best interest of the student. I also hope that students from all areas that go to national competitions are treated like the athletes. The other groups must pay to participate while student athletes get EVERYTING for free including travel, hotel, meals, uniforms, shoes, bags, jackets, etc. All students competing on the national level should receive the same benefits. I know of students who did not participate in national academic competitions because of cost. We exist for higher education not to play sports. Ran out of room!

I love my job. The environment is friendly and respectful.

I think Northeast Community College represents big part of our student's success in life. For some of them even represents 'home' and 'family' when they study here.

My department is super helpful and interested on our well-being as well.

I miss the way the college was years ago. The morale is so different. Before no one ever feared their jobs or their programs, like they currently do. The turnover rate has definitely changed. Back in the day, no one ever left unless they were retiring or moving. People come and go all the time now. That speaks volumes.

I'm proud to be a part of this organization. Students are the priority and my department supports me--not always as quickly as I would like, but I understand the hierarchy and financial and time restraints.

I'm very happy at NECC. This is a wonderful opportunity to be here.

I pride myself on doing a good job, but the workload makes this difficult to accomplish. In the last 10+ years, I have not felt as though I could commit adequate time to a project because there are so many other priorities that need attention.

I see our values in the work we do everyday at Northeast, especially in terms of championing student success. The one value that seems less in focus is "We aspire to create an inclusive, diverse culture." In some ways we do this well; in other ways, not so much. We still have employees who do not respect and appreciate differences, which leaves us at a disadvantage. We have students (and probably employees too) who do not yet feel seen, safe and welcome here. Helping everyone understand the perspectives and values of those who have different backgrounds, experiences, and identities would be very beneficial.

We have collectively made progress in cross-departmental communication and collaboration in the last couple of years. I hope we will continue to do even better in the future.

I think we could be more productive in informing our community about the opportunities that are available within the college. We have a lot of room to work actively and engage our community. Many people in South Sioux City are not informed about Northeast and everything that is offered...marketing would be a great place to start. I am proud of Northeast and everything we do, and we should feel the need to inform our community of all the great opportunities they have within the facility-At least, that is my opinion.

It is not uncommon for vital information to still not be shared or to be misinterpreted in the communication process, however, the transparency and communication at Northeast have continued to improve.

The opportunity for career advancement still seems lacking as only a select few people have been given that chance. Without a clear pathway for the other employees seeking career advancement, continued professional development of those leadership skills appears to be a waste of time and resources. I encourage Northeast to seek out those who wish to advance and help them understand and develop the skills they need to achieve their goals.

Some faculty ideas have been openly acknowledged and honored in the past few months, helping build a sense of belonging and value. Yet, other concerns and questions are still brushed off or ignored when they still prove to be barriers to teaching, learning, or basic workplace needs.

Phasing in large changes to educational services such as class sizes, modalities, teaching load, overload limits, etc. would be more readily accepted than sudden sweeping changes that affect faculty in big and heavy ways. Perhaps, allowing for a heads-up one semester in advance of the changes would alleviate some shock and push-back.

<p>It seems like we are doing a lot of cuts in classes and increasing class size. Northeast has always advertised small class sizes, to give students more 1 on 1 with instructors, but now it seems like we are combining classes to get more students into one class. Also seems like there are a lot of budget cuts and it would help to understand the short-term goals of these and the long-term solution to the cuts.</p>
<p>It's hard for me to take these surveys seriously, when administration takes the results and forms them into something that is not at all what the actual climate is or listens to feedback from employees.</p> <p>Technical programs are asked to think outside the box, yet in the next breath are told "you can't do that because we need all the programs to do things the more alike or in alignment with each other. It's disheartening to work on a project to better the program only to be told "that won't work because no one else does it that way". The VP of Ed Services should have a better understanding of the programs on campus.</p> <p>The Dean for the Center of Teaching and Learning has been given way too much power. When CTL was first developed, it appeared it was going to be an amazing resource for faculty when we had different needs with teaching. It has turned into us being told by that Dean, I need to approve XYZ before you do ABC. Since when is this person the gatekeeper for programs trying to make needed changes? She has absolutely no idea or concept of our program. There needs to be a better checks and balances with her specifically. She has become a roadblock instead of any type of positive resource for faculty.</p> <p>The marketing department needs to be held to some level of accountability. When we need something by a specified deadline it is often 4-6 weeks before we receive the final draft. The same mistakes are made over and over on brochures or handouts and then not fixed for 3-4 edits. They do not help programs whatsoever to market. Timelines are drawn up for a certain project and although the programs given all of their information and meet the deadline, it falls along the wayside because marketing never circles back around. After many emails it's passed off and forgotten about. My suggestion is each division should be assigned a marketing person to help promote classes, certificates, programs, etc. It should not be part of my job as a faculty to also come up with flyers, brochures, and mailings. I'd like to give them the information and have them actually create something.</p> <p>The counselors on campus are absolutely amazing. They truly care about students and go out of their way to make sure students' mental health is in check. The activities they offer are wonderful for students. I appreciate being able to call them and they are so willing to help without making a student wait.</p>
<p>I understand the new brand, but can't we put some money into promoting specific programs to increase enrollment?</p>
<p>I used to be very happy with my employment here. I felt the college was doing everything right for the areas that we serve.</p> <p>Each year though it feels as if we have more to do, less time to do it, and more students to do it with. The more successful we become, the more is asked of us and then change is pushed onto us which seems in turn creates failure.</p> <p>I would like to have the college in full support of what we do with our students, and give us a "real" bottom line of what we have to do it with. I would like ourselves to be in full control of how our program operates and allows us to guide our students to be successful the way we think is best.</p>
<p>Love what I do and believe the college's mission and values are critical to our region. The college provides an exceptional experience for high school and traditional-age students and prepares them well for workforce or continuing education. We do not completely fulfill our mission with non-traditional learners or serving all areas of our region.</p> <p>Frustrated by organizational barriers, "red tape", and lack of employee feedback for decision making. Executive decisions do not seem to seek input from those who do the work, and communication is siloed across departments. Chain of command prohibits outreach and collaboration unless you are in a leadership position.</p> <p>Not sure administrators understand my role or department which makes resource allocation and institutional change frustrating.</p>
<p>"My contributions are important to the success of Northeast Community College." - Was not sure how to answer this. Does it mean that I believe my contributions are important, or that the institution sees them as important?</p> <p>Though I feel very supported by many individuals on campus (from immediate supervisors to offices like the foundation office), mandates often come from above that often don't seem to account for what's actually needed in the classroom or academic activities.</p> <p>Marketing needs to do more to promote the quality of programs on campus. If the school is not talking about what it has to offer, how can we expect students to want to come here? Instead of showing the community what we have to offer in our programs, we allow the "East Benjamin High" attitude to persist in the community.</p> <p>Enrollment could also be improved by assigning specific recruiters to programs. Instead, program recruitment is left to faculty. The time to do that is not a luxury many of us have. Unfortunately, those that have the greatest need to recruit are often the busiest because they run activities.</p>
<p>My department is currently in turmoil due to changes being made for Guided Pathways. Some are supportive of the change and others are not. This makes department meetings uncomfortable and I do not feel safe sharing my experiences and ideas.</p>
<p>My only feedback is that as a part-time employee of 16 years, I have NEVER been recognized for my years of service. It would be nice to be recognized for years of service even if I'm not full- or half-time! It still takes commitment and dedication, and I enjoy my job.</p>
<p>My responses to immediate supervisor were to the supervisor that just recently left since changes haven't been ironed out for the future.</p>
<p>My work experience has been great prior from the past year. We have great comments about our department, students are satisfy with our system. I feel blessed to have such an amazing coworkers, and supervisor we are always helping each other, and coming up with new inputs on how to help students to have better tools for them to communicate in many diverse cultures and languages, so we all can understand each other.</p>
<p>Need facility updates to keep up with other colleges. We are behind in the basics such as lighting</p>
<p>New leadership over the last couple of years has drastically changed my view on many of the items. Doing things like cutting instructional days and cutting course options is NOT what is best for students. I feel all of the faculty truly care what is best for students but I don't believe that is true in the executive leadership roles.</p>

Northeast has been a great place to work. Employees are treated well and professional development is encouraged. When I interact with people from other departments everyone is always very helpful and friendly. Everyone always seems to be working towards improving processes and making the student experience better.
Northeast is a very collaborative environment. However, I sometimes feel it's almost too collaborative with many team members and it can be difficult to know what was decided because there isn't a leader to get a definitive yes or no.
Northeast is a wonderful place to work. There are programs for our students to not only learn but be well rounded, healthy individuals. Thank you for asking for input about Northeast.
Northeast is the best community college in Nebraska and maybe the Midwest. The main thing I would want to fix and am working on this issue, is competition between some departments. In my division, all the departments work well together and collaborate well, which greatly benefits students. But there are departments that basically will not speak to my department, and since there is no communication, I really don't know why. There could be good collaboration that would improve both of our departments. It has been this way since I started work here, over 10 years ago.
Northeast truly is a great place to work! We have so many great things happening and great people at work. There are barriers to this greatness when decisions are made without all necessary parties being involved. Or when decisions are made, there is not adequate communication about the decision or change that will occur. Working in the Educational Services department, it comes across that decisions are made by the Teaching and Learning Department, and they do not take into consideration how the decisions or changes impact the work that we do when teaching. It would be nice to be included in those decisions. All employees need to be held accountable for completing their assigned tasks and jobs. There are faculty members that should dress professionally for their job.
Overall, Northeast continues to be one of the best community colleges, not just in the area, but in the United States. Unfortunately, due to outside threats such as budget and political pressure, we are making some decisions based on broad principles without (or even actively ignoring) how these decisions affect our students, our service area, and our employees. We should be working to be surgical with our responses, not haphazard. In any system as complex as a college, a small tweak in one place that is well thought-out and designed can make massive change down the line. Being quick to make a large change doesn't necessarily fix the issues. Often leaders that deal in such absolutes think they are decisive when they are actually divisive. They state that they are making big changes to counter big threats, but what they are actually doing is cutting-off others from power in order to consolidate their own power. In particular, there are massive issues in one division of the college that are being further exacerbated by heavy handed top-down leadership which leads to middle leadership that is afraid to make decisions and, instead, spends far too much time trying to outguess what their VP wants. This VP has attempted to share their vision of what they expect and why they make the decisions they do. However, if employees and leadership don't agree on the issues, and if leadership will not listen to the experts they have hired to do the day-to-day work of the college, then leadership repeating what they want over and over just becomes the equivalent of someone shouting because the listener doesn't speak the same language.
Responsibility only falls on those who accept it and all the others are just here for a pay check.
"Shared governance" is an absolute myth. Yes, we serve on committees together and we're allowed to share concerns, etc., but the cabinet always has their mind made up and they're just looking for validation. They don't really care what we think. It seems to me that our VPs could do a much better job if they were actually given the freedom to make decisions, rather than just doing what the boss tells them to do. We have very capable, highly educated directors and VPs, but we will never reach our full potential if they are just doing one person's bidding.
Sometimes, it feels like blanket rules are put in place that don't really respond to the needs of staff, instructors, or divisions. I wonder if placing more authority with the deans might help mitigate this because each dean knows their individual division and its needs better than the upper layers of administration do. Right now, it feels like there is a top-down approach to managing where it could be more productive if upper administration's decisions were more informed/motivated by what staff and faculty actually need and want. While certain things have been put in place to facilitate these conversations, it still feels like quite a bit is being pushed through by upper administration whether it has broad-based institutional support or not. It also feels like communication needs to be improved between upper administration and the divisions, as there have been several instances where people have panicked because of changes occurring that they were unprepared for and/or didn't really understand. This creates a great deal of distrust between staff/faculty and upper administration. Perhaps the VP of Ed Services could come to division meetings on a regular basis so that there can be easier/clearer communication between this position and the faculty?
Students get a great education at Northeast but we need to do better internally because there are too many good people that are unhappy.
Tax dollars are not always spent in practical ways at NECC. Some of the remodeling was not necessary. Executive leadership needs to be controlled by board of governors. Board of governors should not allow leadership to do whatever they want. President of college doesn't represent college well when socializing in the community
The concern of capacity at every level of employment continues to be ignored and feedback like this swept under the rug. Employees at every level are being asked to do more and more with less and less. This path is not sustainable, and the institution is risking burnout in their employees which will lead to decreased performance and ultimately losing good employees. We have already seen this happen in the past few years. The institution needs to seriously look at a way to reduce the number of meetings that are held throughout the week. Meetings are scheduled on top of meetings and employee's schedules in their calendars are not respected. More is not always better.

The culture and environment at the college allows me to explore new ways of teaching the curriculum to my students. I have been here over two years and have never worked in a place where the people are so helpful and always willing to go above and beyond to assist you. I often tell people that I wish that I had come to work here 20 years ago. Dr. Barrett knows each staff and faculty member by name and makes it a point to reach out to see how they're doing. I really can't say enough great things about Northeast Community College. I feel that I work with family instead of just co-workers.

The culture here is actually worse than last time. Arbitrary decisions made by the executive team are not seemingly made with student's interests in mind because none of them in Ed Services help students in any way. They seem to reflect goals of someone in admin who has some nebulous goal in mind. Guided Pathways effectively destroys years of experience and fine tuning of class offerings, programs, and program structures simply because someone went to a conference and learned a new word or term and decided we needed to change what was already working. The method we are using is going to kill SkillsUSA, has caused numerous faculty members to lose money and have to seek secondary employment elsewhere. Classes are not being offered when students want them, and the number of class offerings is shrinking. We have been told for many years that students' numbers in classes do not affect our bottom line yet now all decisions in Ed Services are made with that in mind. Apparently, we are now a business, and not an educational institution. The Board of Governors gives no impression that they truly care about the college, the students or the employees other than the employees give the BOG something to complain about. The term "we seem to be a necessary evil" comes up often in conversations. Ed services is a mess, and no one even knows who is making the decisions. Teaching and Learning seems to be able to make decisions that everyone has to follow and has become very powerful. We wasted thousands if not millions of dollars on a totally unnecessary rebrand that is a joke and has not accomplished one thing. Student activities are a mess since Carissa was made to feel unwelcome and are dying a slow death and students, I have asked don't know what is going on since activities are not published in a manner that most people know about them. A second honor society is ridiculous and confusing and another example of an administrator getting to make an arbitrary decision. A decision needs to be made to ensure SSC not only survives but prospers. Communication is still terrible from admin and there is little to no trust of the BOG or Admin - it simply has not been earned.

The Executive Leadership Team needs to realize that this is a business. The enallage for this is we are like a large tree the roots are the grounds and maintenance workers the trunk of the tree are the instructors, and the crown is the Administration part the more the crown increases you have to support it with more roots and trunk if not the tree is going go over and DIE!!!!

The leader of my team and my co-workers are amazing to work with!

The pay scale needs to be kept up, so we do not fall behind other states.

There are programs that have additional demands that require extra work (i.e. accreditation) that typically is above and beyond the regular work week without extra compensation.

Would like to see early retirement as a benefit.

There are several aspects of my job that I enjoy and appreciate. Working with and for students, flexibility to accomplish some tasks, and the ability to make some decisions related to how I complete my tasks and innovate my role are some.

Some dynamics are challenging. Academia feels more business-like than ever. I understand this in some ways and find it removing the joy of this work at the same time. I find advancement difficult without the departure of direct supervisors, primarily and also feel genuinely unsupported by my direct supervisor. They are very open to my controlling several of my work dynamics but also seem to 'allow' me to take on what feels like fits more in their role than mine. It's possible that there are several things that could be going on without my knowledge (I don't feel the need to know everything) and also, there are often things going on that don't seem sensitive that don't get passed along to employees under the supervisor's direction without intentionally questioning them regularly (items that do impact my daily role). However, it's not possible to know what to ask if you don't know what's going on. I have felt the continued increase in administrative duties being passed downward without reasonable compensation or removing other tasks. "Other duties as assigned" could be the death of a number of employees. I can't say whether this is a wide scale academic issue with certainty, but it is a challenge here.

I do appreciate the benefits provided to employees generally. Work-life balance is fine as long as I maintain firm boundaries. There is much potential here. We'll see if that potential is pursued and utilized.

There is a sense that my role plays a vital part in helping students achieve their goals and secure meaningful employment after graduation, which is a deeply rewarding mission. The position offers great compensation and work-life balance that is felt and appreciated. There are opportunities to further enhance team dynamics and effectiveness by fostering stronger accountability and better leveraging individual strengths. A collective focus on identifying and addressing areas for growth could create a more collaborative and productive environment for everyone.

The stress level of faculty is irrational. 15 credit hours is not equal for all faculty. Some faculty have instructor recourses and other do NOT. I am currently working well over 50 hours per week and unable to keep up with my workload. I do not receive help from my supervisor as they are overwhelmed too. Decisions are being made at an executive level but are not getting communicated to the people that it affects. The example is the implementation of a master class. CETL should be a place where faculty can GROW and LEARN. The department needs to improve their listening to try to help the faculty where they are at. Several times this semester I have given up personal family time to work so that I meet deadlines.

Very concerned about free High School tuition and the management of enrollment in online classes for dual credit. In the future there is a strong possibility that the current process will not be able to sustain itself with the current funding formulas. If there is a down turn in the economy it could take several years for Northeast to correct with incoming tuition paying high school students that will be on campus students post high school.

Also -Currently some high school students do not attend Northeast after High School that normally that would have due to the large amount of credits they obtain in high school they move directly to a four year college.

In general it could be a very poor business model for future tuition paying students and the sustainability of Northeast.

I believe in Northeast and I care about the future of Northeast.

We are instructed to watch be very careful with how we spend our money, but the administration does not seem to care how much they waste. For example, did we really need to spend all that money rebranding.

We are irresponsible with our approach to dual-enrollment. The vast majority of our dual enrollment students do not receive a college education. I have many students who come in with many college credits but are shocked by how much more difficult their courses here are. Students who would not pass a college class or sometimes (perhaps often) earning 'A's in their dual-enrollment courses. Many of our dual-enrollment teachers teach a high school class in the same classroom at the same time as their "college" class; in these cases, at least some (possibly most) teachers are just assigning a paper to enhance the class for dual-enrollment students. We claim that they are supposed to be following our curriculum, but I have seen no evidence they are (and at least some evidence they are not). Even if they were doing this, it is unfair to the other high school students to have to take a college class for high school credit; in other words, we would be complicit in hurting those non-dual enrollment students.

There is no question in my mind that our priorities are completely centered around getting as many degrees into as many hands as possible. We are not focused on providing a transformative experience. We are not focused on academically challenging our students. I don't think we, as a college, actually give a damn whether or not our students engage in any form of intellectual rigor, just as long as we can say enrollment is up and graduation rates are high. Administrators would likely be offended by this, and I'm willing to bet that in their hearts they don't believe that this is what we are doing; but our expansion of dual-enrollment without vetting or overseeing the people who we have licensed to give college credits in our name, and our continual expansion of online courses (which students now openly say they take in order to be able to more easily cheat their way through), not to fulfill the needs of students but to add convenience for them (many of our students who live on campus take several online courses), has finally turned us into a diploma mill. I am ashamed of what we have become.

We keep adding initiative after initiative. This often means many previous initiatives are abandoned or haphazardly completed. It is demoralizing and exhausting to put time and effort into a project knowing that there is a good chance nothing will come of it. We need to step back and do fewer things well instead of trying to do everything at a lower quality. The employees cannot keep up at the current pace. Burnout and indifference are bound to occur. We need at least a year without anything new added to our plate.

I do think the administration is doing a better job collecting feedback from employees, but need to work on follow up.

Inservice continues to need improvement. I know several employees have given suggestions. More than one occasion that has been met with something like "Well, we don't get attendance at breakout sessions." There is an unwillingness to truly listen to what is needed/wanted or try new ideas.

Recognition continues to be given to the same people for doing the activities that make a good news story. There are many employees who do their jobs very well but aren't acknowledged since they don't feature high tech equipment, large group activities, etc.

The center for teaching and learning should be renamed to better reflect its purpose. It really doesn't support improving instruction and seems more focused on establishing and enforcing policies. I know of 4 different people who contacted the center and didn't receive a response at all. Faculty has basically had to pursue their own professional development. For example, one area that has been grossly ignored is artificial intelligence.

I strongly believe Administration (President and Vice Presidents) should be required to teach. This would allow them to gain perspective regarding time requirements, technology issues, challenges assisting students, etc. This has been mentioned before and they agreed it would be helpful but nothing further was done. Realizing the time constraints, it could be an 8 weeks course or team-taught with a full time instructor.

There continues to be a "silo mentality" on campus. The lack of collaboration needs to be addressed.

We seem to be hiring a lot of administrative positions that I do not see reflected in helping our students.

When responding to the survey questions referring to the department's leadership, the responses are reflective of the division not the department as there were not any questions about divisions.

While Northeast is an outstanding place to work, the institution's direction seems increasingly aligned with a for-profit business model rather than an educational one. This approach suggests that leadership may not fully understand the work being done by employees, limiting opportunities for continuous improvement and effective change. When committees are responsible for decisions, there needs to be more diverse thought and critical thinking in areas such as decision-making, hiring, project planning, and assessing the impact of outcomes. Committee members' input should be valued equally to that of the committee leader. Employee input is valuable in decision-making and should be encouraged and incorporated into the process.

Students from around the world find a home at Northeast, where they can build lasting and meaningful relationships. Student success is a priority at Northeast, as demonstrated by the dedication of faculty and staff who provide a beautiful campus and valuable support services.

Employee benefit packages have improved in recent years, and opportunities for continuing education have expanded. However, employees could benefit from a more structured approach to professional development, with clearer guidance and support from supervisors.

A lack of trust in leadership creates discomfort and stress among employees, particularly when changes are announced or decisions are made. An increased focus on employee work/life balance has made Northeast a more rewarding and fulfilling place to work. Overall, Northeast has enhanced employee benefits and compensation, making the institution more competitive in the job market and appealing to potential candidates.

<p>While students are the focus of our organization, this survey had way too much emphasis on students, when it should be about Employee engagement. We don't need another survey to tell us that we love our students. We know that.</p> <p>Northeast is on the edge of change and have done some things very well, and others are not quite there yet. We have made a good first step to compensation and correcting some of the inequities but lack clear definitions of the criteria that was used to place jobs in the families and classes. Administration did not listen to employees about their jobs and grouping like jobs together. We are still using a system that we base compensation on who you report to vs. the job and responsibilities. We need clear rubrics or lists that determine the job family vs a vague description that we could read any job description into. The Market value is one piece to the compensation and was valued too high, we need to also look at internal responsibilities and value to the organization. We need to work on titles and the roles and responsibilities that job positions have and make sure that the titles fit. Ex. Director- Does that have the same meaning in Ed. Services as it does in Student Services? Or clear differences with Director and Associate Dean. Or Executive Administrative Assistant vs. Administrative Assistant. Or Faculty one vs Faculty two. Or titles do not match across the organization and make it hard to know who is responsible.</p> <p>Communication is always an area that we can do better. While we have made some things better with newsletter and Teams, there are many times that groups of employees get left out because Administration does not understand their roles and responsibilities to the organization or the line structure within the division. Administration should know the roles and responsibilities of all the staff and faculty within their division.</p> <p>If we are truly using a shared governance model, we need a clear communication about what that is. With specific examples of actions that may come with shared governance. Many think that is the committee structure to decide but have found in recent months that it is just to give feedback to Administration and then the decision is made with no explanation of why or the majority opinion of the committee.</p> <p>With the amount of space that we have to work in the shop, were working on top of each other, don't have a lot of room to maneuver lifts around or to get projects in without having to work on them in the alley way or having to pull them back outside for more room. There is some division in our department, but it's slowly getting handled, we have had meetings about it. I feel have learned a lot since I started teaching but I have a long way to go to catch up with most of my co-workers. My co-workers help me whenever I need help and so is my supervisor. I am enjoying my job, but more than that the difference I make with my students.</p> <p>With the new administration in place we are on the right track to make Northeast the best we can be. Northeast lives by its mission and values. Everyone on campus is very friendly and helpful.</p> <p>Work life balance is missing. We live in new world now, working 8-5 from an office space is not ideal for everyone. working environment needs to understand the needs to be flexible and less micromanaged. People can now work from any part of the world for any organization. Having a broader mindset is more important to build a good employee base.</p> <p>Executive leadership should assess each department's needs individually. Blanket rules and policy many times leads to dissatisfaction.</p> <p>I am proud to work at Northeast and proud of the graduates of Northeast. Northeast is truly an amazing college with the best students. I appreciate the President's transparency with staff about the current budget situation.</p> <p>I appreciate the efforts to increase transparency and communication over the past year. I enjoy working for the College and believe that we are doing great work.</p> <p>Northeast is a great place to work. The high majority of people want to do what is best for the college and are very willing to help each other and support each other. As with any organization, there are always areas of opportunity. I believe continued communication and education of our Mission, Vision and Values, as well as our strategic plan, is needed to help guide all our employees to appropriate actions and behaviors. I truly believe the high majority of people at Northeast have the students and the community we serve, as a top priority. There are areas to improve in this realm, but I know actions are being taken for a better tomorrow. I have seen exceptional growth in collaboration, communication, and teamwork the past few months and I know Northeast will continue to work together to be even better and stronger! Onward and Upward - Go Hawks!</p> <p>Northeast is a wonderful place to work. We take our role as a community college seriously. I'm encouraged by the focus on continuous improvement and efforts made to be more accountable with how and what we do.</p> <p>At its core, Northeast Community College is truly a great place. There will always be items to improve and that can be the case for any business. I truly enjoy the work I do. Department collaboration has improved, but can continue to improve in various ways. There are still a few processes that can improve such as the FMR process.</p> <p>I am proud to work at Northeast and to be a part of something that is great for students and the community we live in.</p> <p>I believe decisions made on campus don't involve the people it effects the most, or the people with the most knowledge in those areas/topics. I don't believe departments work well together and are not very accepting of all areas on campus. I have a wonderful supervisor and feel comfortable taking my concerns to him.</p> <p>I believe that Northeast Community College is a place that values its employees, however there is very minimal work life balance in the athletic department. Many of the members of the athletic department regularly put in long hours, and go above and beyond expectations without receiving recognition or appreciation for the work they do.</p> <p>I believe there are expectations from certain departments that are not effectively communicated throughout Northeast. It feels like instead of having a collaborative approach, we are met with "No, it must be done this way" instead of hearing out why we do what we do. It feels as if this department thinks they are above us and get to have the final say, regardless of the ideas and points we bring up. This mindset makes it hard for us to do our job, especially because these expectations never existed before.</p> <p>I enjoy working at Northeast! The environment is welcoming and everyone is focused on making it a great organization.</p>
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I feel departments still move forward and make changes without letting other areas know the changes and how they will be affected. I also feel like there should be some level of skip meetings where we meet with our direct supervisor's supervisor. I am grateful for each wage increase received I do not feel the increases we receive have kept up with inflation. I also think it should be based on performance to ensure everyone is working to their full potential.
I feel the college has leaned too heavily into recognition that focuses on routine accomplishments (mission moments) rather than true excellence or going above and beyond. While recognition is important, it should spotlight the exceptional contributions of departments and staff who often go unnoticed. For example, Physical Plant – Maclay building, Marketing created a new logo for the college, and Tech Services implementing services – advising and application. This lack of balanced recognition concerns me because it creates a toxic culture where exceptional staff feel undervalued and unappreciated.
I feel that some faculty are not prioritizing what is best for the students and their needs. Decisions about changes often seem to be driven by personal preferences, such as teaching schedules or opportunities for overload pay, rather than a focus on student success and well-being.
I greatly appreciate the positive and progressive work culture here, which is a refreshing contrast to my previous job (at another Higer Ed institution). The focus on enhancing the student experience is truly commendable. It's incredibly rewarding to feel valued and appreciated as an employee, and I'm grateful for the opportunity to contribute to such an impactful organization. All in all, I would love to see us continue embracing progressive changes, even small ones, that can lead to significant improvements in efficiency and productivity.
I love Northeast and everything about it. I truly believe we are making an impact here and I am so grateful to have such an awesome team and supervisor. I think the college should do more to promote DEI initiatives and could do a better job making minority populations feel included.
I'm satisfied with my experience at work and the college as a whole. I've worked here a while and have experienced some of the ups and downs in morale. I feel like genuine effort has been made since the last survey to appreciate and engage employees.
In my experience, Northeast is a great place to work. Northeast continues to evolve and change to make the environment a more engaging place for employees and students. Keep up the good work. Go Hawks!
I wanted to elaborate on a few of the questions where I wish there had been comment boxes. One of the questions that I struggled to answer was "I am satisfied with the workplace flexibility offered by Northeast Community College." I answered in the affirmative but that is because my immediate supervisor is understanding, flexible, and willing to work with us but that may not be the case in other departments, nor do I feel that hybrid or remote work or an adjusted schedule is granted in an equitable manner across the board.
Having questions broadly apply to the Executive Leadership Team with no opportunity to make comments or elaborate makes it hard to answer with one number. For example, if I feel that one member of the Executive Leadership Team does very poorly in an area, I don't feel comfortable answering that question with a low number and having that apply to all members of the team. The same applies if there are one or a few members of the team who perform very well in an area, but others perform poorly, it's hard to give a higher across that board score without being able to elaborate. I understand that we don't want to have people making broad accusations or calling anyone out by name, but it also makes it hard to give a solid answer and feel content with that answer across the board.
I feel that distribution of work is not equitable. I think this happens in all corporate environments however, it leads to burnout with good employees who are asked to do the work of employees who make far more than them but are unable to do their job duties properly and then push them back onto people below them or people in other areas. It's hard to be motivated to do your best when you and your department/office are overloaded and burnt out, yet you watch people in other departments within the same division not doing a whole lot and socializing throughout a good chunk of each day in a highly visible way.
Some areas and individuals within a division seem to receive near constant praise for doing their jobs while others never seem to be acknowledged even if they go above and beyond. Some jobs in the college lend themselves to recognition as the everyday duties in that area are highly visible and measurable whereas other areas everyday duties are more behind the scenes and not visible to those outside their area. I would like to see the Executive Leadership Team members make sure that they are recognizing those in their area whose contributions may not be "bright or shiny" but they are incredibly necessary for the College and our students as well as those that are more public jobs/duties.
Leadership in Student Services is toxic and non supportive Managers micromanage, closed to real diversity efforts Do not promote open communication.
Locks on the outside and bottom of glass doors is unsafe. Our office doesn't receive recognition for what we do where other offices seem to receive recognition quite often. Temperature in our office is always freezing I don't feel that our office works as a team as much as they used to.
Many departments go above and behind at Northeast while others are content with the status quo. The Hawks Shop and the Print Shop, for example, are two departments that are always putting on a smiling face and are willing to assist in whatever is necessary. Other departments make it harder for many other departments to effectively do their jobs. Many leaders on campus are carried by hardworking individuals under them who are putting in long hours to make everything possible. Some departments such as HR as always inviting conversation and willing to assist in whatever you need where other departments tend to make things harder for most campus groups. Some people are content with just doing their job while others are out to make Northeast the best school possible. If hours were tracked throughout campus, people would see how some are working less than those under them. Overall, the people and the students make Northeast a special place.
n/a

Northeast Community College does a lot of things right. However, it is clear that the institution's fear of backlash is preventing the institution from properly supporting minority groups. While we take the time to ensure free speech policy is passed and some groups are supported, we are unwilling to state that we support LGBT+ students right to exist. We are more fearful of groups like Black Lives Matter coming to campus to protest, while not doing anything as an institution to host an event for Martin Luther King Jr Day. Only a handful of employees and student groups take the time to promote or host cultural/historical/social events. If those employees were to go, I doubt those groups would receive the attention and care they currently receive.
Northeast Community College is an amazing college and employer. I am very thankful to be back at Northeast Community College, which I LOVE!!
Northeast Community College is hands down the best college for students to earn a meaningful degree at the least cost. I feel valued as a staff member in my department and the college environment. I LOVE LOVE LOVE my job! My coworkers and supervisor are supportive, collaborative, and amazing people.
Overall, I am very satisfied with my employment, co-workers, vision and values of the institution, opportunities, and benefits. I feel like my work duties keep growing, while the needs of students also keep increasing. This has led to feeling like I work consistently in the moment and feel like I can't catch up. I have felt comfortable expressing this to my supervisor and they have been open to ideas on how to improve the workload. I feel fortunate to have opportunities to interact with students and really get to know them. I enjoy the opportunities to get to aid in students' definitions of success and celebrate their unique selves.
Overall, my feeling towards working at Northeast are mixed. I feel supported by my supervisors and deans, but I do not feel supported by my team. I come to Northeast with a wealth of experience and knowledge but feel this is disregarded because I'm the new person on the team. I hopeful, with support from my immediate supervisor, that slow changes can help build morale and trust within the team. I'm very thankful to have a supportive, kind, and people-centered supervisor.
Overall, Northeast is well aligned with its mission, vision, and values. Departments, in my opinion, do not work well together. I have a supervisor that doesn't encourage it, it is mainly done by the supervisor and we aren't encouraged to get involved with other areas. I am an individual that has been interested in attaining a Master's degree. I am not a fan that after it's completed, we are required to stay unless we want to pay the college back a certain percentage back. My hopes is that that can be a discussion to re-evaluate because if that were to be removed, I feel more people would stay at the college if that isn't hanging over their heads if another opportunity becomes available elsewhere.
There are a lot of programs to learn at Northeast. I would have liked more training on understanding the different programs and when/what program to use; for example, My Northeast, Canvas, CRM Advise, DegreeWorks, Banner, SharePoint, etc. I am working to learn them and asking my director for assistance. This was not something that was sat down and discussed other than confirming I am getting the correct access to things.
There are many changes happening at the same time across campus. I agree with improvements being made, but on the engagement side, it's easy to see how it's impacted the campus climate. I see more exhaustion and frustration from others than I have in the past years. I would love to see a continuation of recognition initiatives that have been started, especially for the time commitment and mental load of taking on so much 'new' at once.
We need to communicate better between departments.
When a department knows their area/profession better than anyone maybe we should listen to the employees and their input of what they think is best for the students in that department. The marketing department needs to better understand what really goes on in each department and how it works in the real world with people who are embedded with students on an everyday basis and how costs work in the outside world.
I do not wish to discuss this.
I enjoy coming to work every day and working on projects that are cool and interesting while also having those projects increase my knowledge and understanding of technology I work with. I feel like everyone enjoys having everyone else around and is always willing to help anyone who needs it. And we all work well together trying to help the students and staff of Northeast Community College with all of their technical issues and needs. Overall, it is great to work here and I hope I will continue to work here for the foreseeable future.
I feel the leadership team does what it wants other than what the college needs. We have to think about our dollars and how it effects the school and tax payers. I have seen people get hired here with references from leadership and turns out it's personal friends. Personal were used instead of candidate credentials and strong internal candidates were also overlooked. the president doesn't seem to be equipped with the knowledge to get northeast a better future. We hear what they think we want to hear but not what we need. Also the president wage needs to be reviewed and adjusted.
I have enjoyed working here at Northeast and enjoy the people I work with every day. I appreciate the flexibility at work and the teamwork and collaboration that goes into each and every project. We have great support in all projects and tasks. We work with many different areas across the college and is great to be able to do that and learn and try to understand other processes. And our division does a good job of recognizing wins and accomplishments. It seems we are always working towards improving ourselves and learning more each day.
I love the work I do at Northeast Community College; I however am still disappointed in the workspace decisions in certain areas, if there were no offices to use, I would understand, but when they do a remodel and teardown offices for open concept cubicles it is very disappointing, especially when the work you do has you in different meetings then your coworkers. Microphones start to leak into each other and make calls an issue, or when the things you are working on require a certain amount of confidentiality. Cubicle workspaces seem to only make sense to the supervisors who get offices. To reiterate however, I love the work I do, and the people I am around.
In my role, I do not interact with students much, so it's hard to answer the questions about students and sometimes I put NA because I just don't know firsthand. Northeast is a great place to work and every employee I interact with is always kind and engaged with the work we're doing. I will say that there are only three people that when I am near them, I do not have the same good vibes, but that does not mean I won't help and work with them just like I do the other 200-300 people on staff.
I really do enjoy how Northeast has become more like a family. I feel more welcomed than I did when I started about 10 years ago.
No comments or concerns

<p>Northeast has a significant opportunity to achieve fiscal efficiencies by streamlining the technology stack used across various departments. Standardizing tools and consolidating products that serve multiple departments and divisions will reduce redundancy and simplify support. To achieve this, we must foster a culture that prioritizes the evaluation of new technology tools with a focus on institutional benefit, even if a solution isn't perfectly tailored to a specific department's needs.</p> <p>Our emphasis should be on driving net positive change for the institution as a whole, prioritizing what is best overall rather than catering to individual department preferences. This will require stronger accountability measures and the implementation of strict fiscal controls that are currently lacking. While tighter budgets in the future may naturally encourage some alignment, a deliberate and coordinated effort is still necessary to ensure sustainable progress.</p> <p>In particular, faculty and staff should leverage existing tools within our environment rather than continually seeking new solutions. Encouraging this shift will not only save resources but also enhance efficiency and collaboration across the college.</p>
<p>Northeast is a great place to work, I would recommend Northeast to anybody looking for employment. I love the support from each and every team member.</p>
<p>We were told there will be a decision to fill the position of every job that comes open due to budget cuts. In 2020 early retirement was offered and there were a number of open positions. I thought this is smart no reason to refill some of these. Instead new positions were created and then filled. These were all high wage positions as well. How many directors are needed? Ther are associates, senior, and regular directors etc. I guess studies have shown organizations run with multiple layers of leadership.</p> <p>There is also a lack of accountability. I've seen coworkers drop the ball over and over again but still get praised for accomplishing something that took them 2-3 times longer than it should have. There is a false sense of accomplishment by praising every little thing an employee does. Sam showed up on time today nice job Sam. Sam should be showing up on time every day. The number of employees rolling in 10-15 minutes late every day is astounding. Usually, the same employees that leave at 5 or before every day as well.</p>
<p>Work at Northeast has overall been good. My career has progressed nicely here.</p>
<p>I am fortunate to work at a Northeast where our leadership and the majority of colleagues are deeply committed to our mission, vision, and values. The overall positive sentiment expressed in our engagement surveys reinforces my belief in the strength of our culture and reflect the positive and inspiring work environment we've cultivated. I'm proud to be part of this team and look forward to a long and fulfilling career here. It is truly a privilege to be a part of Northeast Community College!</p>
<p>I am very happy in my position at Northeast. I feel valued and appreciated by my team and my supervisor. I do see a positive difference in our college culture since the last engagement survey and feel that our executive leadership team is trying to be more transparent and available. Given busy schedules, I do appreciate Dr. Barrett and the Cabinet's efforts at attending college events and departmental events. I personally only have positive experiences at Northeast, but I do feel comfortable speaking with my supervisor and VP should challenges arise and I also feel that they would do their best to help remedy the matter. I'm proud to be an employee at Northeast and would not hesitate to recommend family or friends to apply for positions here.</p>