## 2024-2025 HCEA Job Satisfaction Survey Trend Report

	15-1	16-17	17-18	18-19	19-20	21-22	22-23	23-24	24-25	24-25 Overall- ES	24-25 Overall- All
18.89	% 90.9%	50.0%	79.4%	81.1%	85.4%	61.4%	62.5%	87.5%	55.2%	71.7%	70.8%
44.79	87.99	41.7%	61.8%	56.8%	85.4%	88.4%	67.3%	91.1%	58.6%	74.4%	72.1%
74.59	% 90.69	94.4%	97.1%	97.3%	91.4%	86.4%	85.7%	92.9%	79.3%	86.2%	86.6%
41.79	6 78.19	45.7%	69.7%	61.8%	68.7%	75.0%	65.4%	75.0%	49.1%	65.8%	62.7%
93.89	93.89	88.9%	90.9%	91.4%	91.4%	94.9%	91.8%	90.4%	89.1%	90.6%	89.0%
55.39	84.89	40.0%	58.8%	54.1%	79.1%	75.0%	61.1%	81.5%	57.9%	75.9%	75.5%
66.79	87.99	83.3%	85.3%	83.8%	97.9%	86.0%	80.4%	94.6%	81.0%	89.2%	88.4%
62.59	75.89	71.4%	88.2%	81.1%	81.2%	90.9%	80.4%	82.1%	69.0%	83.1%	82.6%
63.49	80.69	71.9%	75.9%	77.8%	78.7%	83.3%	82.0%	73.1%	72.5%	77.7%	77.5%
100.09	6 97.09	100.0%	100.0%	91.9%	97.8%	88.4%	87.5%	89.3%	77.6%	74.1%	71.8%
60.49	% 70.09	51.4%	63.6%	65.7%	93.6%	100.0%	83.3%	94.4%	92.9%	91.4%	90.0%
20.89	42.49	36.1%	58.8%	61.1%	47.9%	38.6%	49.1%	58.8%	50.0%	56.3%	55.2%
97.99	6 90.99	94.4%	100.0%	94.4%	95.8%	97.7%	96.3%	98.2%	96.4%	82.2%	84.5%
78.79	6 90.99	91.7%	88.2%	85.7%	93.6%	100.0%	98.2%	100.0%	89.5%	94.4%	93.4%
61.09	% 89.39	89.7%	79.3%	90.3%	76.6%	94.7%	90.9%	92.5%	77.8%	87.4%	87.5%
63.09	6 93.59	65.6%	86.7%	68.8%	72.9%	73.2%	72.5%	87.8%	84.3%	77.3%	72.2%
31.19	% 30.0%	40.0%	9.4%	31.4%	41.6%	32.6%	34.6%	47.2%	50.9%	74.3%	71.4%
95.79	6 93.99	90.6%	68.8%	71.9%	58.3%	74.3%	68.9%	72.7%	65.2%	70.5%	64.5%
23.49	% 34.49	45.7%	54.5%	45.7%	45.8%	23.8%	37.7%	32.7%	33.9%	43.7%	41.3%
91.79	84.49	91.7%	72.7%	66.7%	79.1%	84.1%	77.4%	74.1%	67.3%	70.0%	68.4%
43.89	% 39.49	50.0%	52.9%	51.4%	56.2%	34.1%	37.5%	46.4%	33.3%	33.5%	37.1%
11.19	6 9.19	14.3%	100.0%	100.0%	55.3%	41.9%	52.8%	44.7%	78.2%	80.9%	80.0%
19.09	6 18.29	77.1%	97.1%	86.5%	45.6%	25.6%	46.3%	15.4%	37.9%	42.2%	42.1%
91.39	6 93.99	91.4%	100.0%	97.3%	100.0%	90.7%	90.7%	94.1%	92.6%	90.2%	88.8%
59.19	6 78.19	67.6%	85.3%	77.1%	79.1%	89.7%	82.4%	83.3%	77.4%	79.4%	76.2%
70.29	72.79	77.8%	94.1%	81.1%	68.0%	73.8%	74.5%	76.8%	55.2%	73.1%	72.4%
18.69	6 16.79	13.9%	11.8%	5.7%	12.5%	7.0%	13.2%	3.6%	10.3%	9.7%	9.5%
11.49	% 10.09	11.4%	8.8%	17.1%	6.2%	0.0%	3.8%	1.8%	12.3%	5.7%	5.6%
37.09	% 33.39	38.9%	20.6%	14.3%	20.8%	23.3%	32.7%	13.0%	19.3%	17.6%	20.4%
				25.9%	35.4%	20.0%	16.2%	25.7%	17.5%	27.4%	31.5%
				85.2%	65.9%	90.6%	91.7%	87.9%	78.9%	82.8%	75.8%
					35.4%	60.0%	38.5%	26.0%	42.0%	44.3%	40.1%
					25.0%	52.4%	30.9%	20.0%	28.6%	17.6%	30.6%
ts 4	8 3	36	34	38 out of 73	48 out of 71	44 out of 74	56 out of 82	57 out of 87	39 out of 89		
Edward Cosentino	Molly Ketterer	Molly Ketterer	Molly Ketterer	Molly Ketterer	Julia Bialesk	Julia Bialeski	Julia Bialeski	Julia Bialeski	Kristian Rutledge		'
	44.75 74.55 41.75 93.85 66.75 62.55 63.45 100.05 60.45 20.85 97.95 78.75 61.05 63.00 31.15 95.75 23.45 91.75 43.85 11.15 19.00 91.33 59.15 70.25 11.45 37.05	74.5% 90.6% 41.7% 78.1% 93.8% 93.8% 55.3% 84.8% 66.7% 87.9% 62.5% 75.8% 63.4% 80.6% 100.0% 97.0% 60.4% 70.0% 20.8% 42.4% 97.9% 90.9% 78.7% 93.9% 61.0% 89.3% 63.0% 93.5% 31.1% 30.0% 95.7% 93.9% 23.4% 34.4% 91.7% 84.4% 43.8% 39.4% 11.1% 9.1% 19.0% 18.2% 91.3% 93.9% 59.1% 78.1% 70.2% 72.7% 18.6% 16.7% 11.4% 10.0% 37.0% 33.3%	44.7% 87.9% 41.7%  74.5% 90.6% 94.4%  41.7% 78.1% 45.7%  93.8% 93.8% 88.9%  55.3% 84.8% 40.0%  66.7% 87.9% 83.3%  62.5% 75.8% 71.4%  63.4% 80.6% 71.9%  100.0% 97.0% 100.0%  60.4% 70.0% 51.4%  20.8% 42.4% 36.1%  97.9% 90.9% 94.4%  78.7% 90.9% 91.7%  61.0% 89.3% 89.7%  63.0% 93.5% 65.6%  31.1% 30.0% 40.0%  95.7% 93.9% 90.6%  23.4% 34.4% 45.7%  91.7% 84.4% 91.7%  43.8% 39.4% 50.0%  11.1% 91.% 14.3%  19.0% 18.2% 77.1%  91.3% 93.9% 91.4%  59.1% 78.1% 67.6%  70.2% 72.7% 77.8%  18.6% 16.7% 13.9%  11.4% 10.0% 11.4%  37.0% 33.3% 38.9%	44.7% 87.9% 41.7% 61.8%  74.5% 90.6% 94.4% 97.1%  41.7% 78.1% 45.7% 69.7%  93.8% 93.8% 88.9% 90.9%  55.3% 84.8% 40.0% 58.8%  66.7% 87.9% 83.3% 85.3%  62.5% 75.8% 71.4% 88.2%  63.4% 80.6% 71.9% 75.9%  100.0% 97.0% 100.0% 100.0%  60.4% 70.0% 51.4% 63.6%  20.8% 42.4% 36.1% 58.8%  97.9% 90.9% 94.4% 100.0%  78.7% 90.9% 91.7% 88.2%  61.0% 89.3% 89.7% 79.3%  63.0% 93.5% 65.6% 86.7%  31.1% 30.0% 40.0% 9.4%  95.7% 93.9% 90.6% 68.8%  23.4% 34.4% 45.7% 54.5%  91.7% 84.4% 91.7% 72.7%  43.8% 39.4% 50.0% 52.9%  11.1% 9.1% 14.3% 100.0%  19.0% 18.2% 77.1% 97.1%  91.3% 93.9% 91.4% 100.0%  59.1% 78.1% 67.6% 85.3%  70.2% 72.7% 77.8% 94.1%  18.6% 16.7% 13.9% 11.8%  11.4% 10.0% 11.4% 8.8%  37.0% 33.3% 38.9% 20.6%	44.7%   87.9%   41.7%   61.8%   56.8%     74.5%   90.6%   94.4%   97.1%   97.3%     41.7%   78.1%   45.7%   69.7%   61.8%     93.8%   93.8%   88.9%   90.9%   91.4%     55.3%   84.8%   40.0%   58.8%   54.1%     66.7%   87.9%   83.3%   85.3%   83.8%     62.5%   75.8%   71.4%   88.2%   81.1%     63.4%   80.6%   71.9%   75.9%   77.8%     100.0%   97.0%   100.0%   100.0%   91.9%     60.4%   70.0%   51.4%   63.6%   65.7%     20.8%   42.4%   36.1%   58.8%   61.1%     97.9%   90.9%   94.4%   100.0%   94.4%     78.7%   90.9%   91.7%   88.2%   85.7%     66.0%   89.3%   89.7%   79.3%   90.3%     63.0%   93.5%   65.6%   86.7%   68.8%     31.1%   30.0%   40.0%   9.4%   31.4%     95.7%   93.9%   90.6%   68.8%   71.9%     23.4%   34.4%   45.7%   54.5%   45.7%     91.7%   84.4%   91.7%   72.7%   66.7%     43.8%   39.4%   50.0%   52.9%   51.4%     11.1%   9.1%   14.3%   100.0%   100.0%     19.0%   18.2%   77.1%   97.1%   86.5%     91.3%   93.9%   91.4%   100.0%   97.3%     59.1%   78.1%   67.6%   85.3%   77.1%     70.2%   72.7%   77.8%   94.1%   81.1%     11.4%   10.0%   11.4%   8.8%   17.1%     37.0%   33.3%   38.9%   20.6%   14.3%     30al   60.0%   60.0%   60.0%   60.0%     48.8%   33   36   34   38 out of 73     10al   60.0%   60.0%   60.0%   60.0%     60	44.7%   87.9%   41.7%   61.8%   56.8%   85.4%     74.5%   90.6%   94.4%   97.1%   97.3%   91.4%     41.7%   78.1%   45.7%   69.7%   61.8%   68.7%     93.8%   93.8%   88.9%   90.9%   91.4%   91.4%     55.3%   84.8%   40.0%   58.8%   54.1%   79.1%     66.7%   87.9%   83.3%   85.3%   83.8%   97.9%     62.5%   75.8%   71.4%   88.2%   81.1%   81.2%     63.4%   80.6%   71.9%   75.9%   77.8%   78.7%     100.0%   97.0%   100.0%   100.0%   91.9%   97.8%     60.4%   70.0%   51.4%   63.6%   65.7%   93.6%     20.8%   42.4%   36.1%   63.6%   65.7%   93.6%     61.0%   89.3%   89.7%   79.3%   90.3%   76.6%     66.0%   89.3%   89.7%   79.3%   90.3%   76.6%     63.0%   93.5%   65.6%   86.7%   68.8%   72.9%     31.1%   30.0%   40.0%   9.4%   31.4%   41.6%     95.7%   93.9%   90.6%   68.8%   71.9%   58.3%     23.4%   34.4%   45.7%   54.5%   45.7%   45.8%     91.7%   84.4%   91.7%   72.7%   66.7%   79.1%     43.8%   39.4%   50.0%   52.9%   51.4%   56.2%     11.1%   9.1%   14.3%   100.0%   97.3%   100.0%     59.1%   78.1%   67.6%   85.3%   77.1%   79.1%     70.2%   72.7%   77.8%   94.1%   81.1%   68.0%     18.6%   16.7%   13.9%   11.8%   5.7%   12.5%     11.4%   10.0%   11.4%   8.8%   17.1%   62.9%     37.0%   33.3%   38.9%   20.6%   14.3%   20.8%     30.0%   33.3%   38.9%   20.6%   14.3%   20.8%     30.0%   33.3%   38.9%   20.6%   14.3%   20.8%     30.0%   33.3%   38.9%   20.6%   14.3%   20.8%     37.0%   33.3%   38.9%   20.6%   14.3%   20.8%     30.0%   33.3%   38.9%   20.6%   14.3%   20.8%     30.0%   33.3%   38.9%   20.6%   14.3%   20.8%     30.0%   33.3%   38.9%   20.6%   14.3%   20.8%     30.0%   33.3%   38.9%   20.6%   14.3%   20.8%     30.0%   33.3%   38.9%   20.6%   14.3%   20.8%     30.0%   33.3%   38.9%   20.6%   14.3%   20.8%     30.0%   33.3%   38.9%   20.6%   33.4%   20.6%   33.4%     30.0%   33.3%   38.9%   20.6%   33.4%   20.6%   33.4%     30.0%   33.3%   38.9%   20.6%   34.8%   30.00   73.4%     30.0%   33.3%   38.9%   20.6%   34.8%   30.00   73.4%     30.0%   33.3%   38.9%   20.6%   34.8%   30.00   73.4%     30.	44.7%   87.9%   41.7%   61.8%   56.8%   85.4%   88.4%   74.5%   90.6%   94.4%   97.1%   97.3%   91.4%   86.4%   41.7%   78.1%   45.7%   69.7%   61.8%   68.7%   75.0%   93.8%   93.8%   88.9%   90.9%   91.4%   91.4%   94.9%   55.3%   84.8%   40.0%   58.8%   54.1%   79.1%   75.0%   66.7%   87.9%   83.3%   85.3%   83.8%   97.9%   86.0%   62.5%   75.8%   71.4%   88.2%   81.1%   81.2%   90.9%   63.4%   80.6%   71.9%   75.9%   77.8%   78.7%   83.3%   100.0%   97.0%   100.0%   91.9%   97.8%   88.4%   60.4%   70.0%   51.4%   63.6%   65.7%   93.6%   100.0%   20.8%   42.4%   36.1%   58.8%   61.1%   47.9%   38.6%   97.9%   90.9%   94.4%   100.0%   94.4%   95.8%   97.7%   78.7%   90.9%   91.7%   88.2%   85.7%   93.6%   100.0%   61.0%   89.3%   89.7%   79.3%   90.3%   76.6%   94.7%   63.0%   93.5%   65.6%   86.7%   68.8%   72.9%   73.2%   31.1%   30.0%   40.0%   9.4%   31.4%   41.6%   32.6%   95.7%   93.9%   90.6%   68.8%   71.9%   58.3%   74.3%   23.4%   34.4%   45.7%   54.5%   45.7%   45.8%   23.8%   91.7%   84.4%   91.7%   72.7%   66.7%   79.1%   84.1%   11.1%   9.1%   14.3%   100.0%   97.3%   100.0%   90.7%   59.1%   78.1%   67.6%   85.3%   77.1%   79.1%   86.5%   45.6%   25.6%   91.3%   93.9%   91.4%   100.0%   97.3%   100.0%   90.7%   59.1%   78.1%   67.6%   85.3%   77.1%   79.1%   86.5%   45.6%   25.6%   91.3%   93.9%   91.4%   100.0%   97.3%   100.0%   90.7%   59.1%   78.1%   67.6%   85.3%   77.1%   79.1%   86.5%   45.6%   25.6%   91.3%   93.9%   91.4%   100.0%   97.3%   100.0%   90.7%   59.1%   78.1%   67.6%   85.3%   77.1%   79.1%   86.5%   45.6%   25.6%   91.3%   93.9%   91.4%   100.0%   97.3%   100.0%   90.7%   59.1%   78.1%   67.6%   85.3%   77.1%   79.1%   86.5%   45.6%   25.6%   91.3%   93.9%   91.4%   100.0%   97.3%   100.0%   90.7%   59.1%   78.1%   67.6%   85.3%   77.1%   79.1%   86.5%   45.6%   25.6%   90.6%   35.4%   60.0%   37.0%   33.3%   38.9%   20.6%   14.3%   20.8%   23.3%   38.9%   20.6%   14.3%   20.8%   23.3%   38.0%   20.6%   14.3%   20.8%   23.3%   38.0%   20.6%   14.3%   20.8%   23.3%   38.0%	44.7%   87.9%   41.7%   61.8%   56.8%   85.4%   88.4%   67.3%     74.5%   90.6%   94.4%   97.1%   97.3%   91.4%   86.4%   85.7%     41.7%   78.1%   45.7%   69.7%   61.8%   68.7%   75.0%   65.4%     93.8%   93.8%   88.9%   90.9%   91.4%   91.4%   94.9%   91.8%     66.7%   87.9%   83.3%   85.3%   83.8%   97.9%   60.0%   80.4%     66.5%   75.8%   71.4%   88.2%   81.1%   81.2%   90.9%   80.4%     63.4%   80.6%   71.9%   75.9%   77.8%   78.7%   83.3%   82.0%     100.0%   97.0%   100.0%   100.0%   91.9%   97.8%   88.4%   87.5%     60.4%   770.0%   51.4%   63.6%   65.7%   93.6%   100.0%   83.3%     20.8%   42.4%   36.1%   58.8%   61.1%   47.9%   38.6%   49.1%     97.9%   90.9%   94.4%   100.0%   94.4%   95.8%   97.7%   96.3%     78.7%   90.9%   91.7%   88.2%   85.7%   93.6%   100.0%   98.2%     61.0%   89.3%   89.7%   79.3%   90.3%   76.6%   94.7%   90.9%     63.0%   93.5%   65.6%   86.7%   68.8%   72.9%   73.2%   72.5%     63.0%   93.5%   65.6%   86.7%   68.8%   72.9%   73.2%   72.5%     31.1%   30.0%   40.0%   94.4%   31.4%   41.6%   32.6%   34.6%     95.5%   93.9%   90.6%   68.8%   71.9%   58.3%   74.3%   68.9%     23.4%   34.4%   45.7%   54.5%   45.7%   45.8%   23.8%   37.7%     91.7%   84.4%   91.7%   72.7%   66.7%   79.1%   84.1%   77.4%     43.8%   39.4%   50.0%   52.9%   51.4%   56.2%   34.1%   37.5%     11.1%   9.1%   14.3%   100.0%   100.0%   55.3%   41.9%   52.8%     19.0%   18.2%   77.1%   97.1%   86.5%   45.6%   25.6%   46.3%     19.1%   18.2%   77.1%   97.1%   86.5%   45.6%   25.6%   46.3%     19.1%   18.6%   16.7%   13.9%   11.8%   5.7%   12.5%   7.0%   13.2%     11.4%   10.0%   11.4%   88.8%   17.1%   62.9%   90.6%   91.7%     11.4%   10.0%   11.4%   88.8%   17.1%   62.9%   90.6%   11.3%     10.0%   13.3%   38.9%   20.6%   14.3%   20.8%   23.3%   32.7%     12.5%   33.3%   33.3%   38.9%   20.6%   14.3%   20.8%   23.3%   32.7%     12.5%   33.3%   33.9%   20.6%   14.3%   20.8%   23.3%   32.7%     13.4%   10.0%   10.0%   10.0%   10.0%   10.0%   10.0%   10.0%   10.0%   10.0%   10.0%   10.0%   10.0%   10.0	44.7%   87.9%   41.7%   61.8%   56.8%   85.4%   88.4%   67.3%   91.1%     74.5%   90.6%   94.4%   97.1%   97.3%   91.4%   86.4%   85.7%   92.9%     41.7%   78.1%   45.7%   69.7%   61.8%   68.7%   75.0%   65.4%   75.0%     93.8%   93.8%   88.9%   90.9%   91.4%   91.4%   94.9%   91.8%   90.4%     55.3%   84.8%   40.0%   58.8%   54.1%   79.1%   75.0%   61.1%   81.5%     66.7%   87.9%   83.3%   85.3%   83.8%   97.9%   86.0%   80.4%   94.6%     62.5%   75.8%   71.4%   88.2%   81.1%   81.2%   90.9%   80.4%   82.1%     63.4%   80.6%   71.9%   75.9%   77.8%   78.7%   83.3%   82.0%   73.1%     100.0%   97.0%   100.0%   91.9%   97.8%   88.4%   87.5%   89.3%     60.4%   70.0%   51.4%   63.6%   65.7%   93.6%   100.0%   83.3%   94.4%     20.8%   42.4%   36.1%   58.8%   61.1%   47.9%   38.6%   49.1%   58.8%     97.9%   90.9%   94.4%   100.0%   94.4%   95.8%   97.7%   96.3%   98.2%     78.7%   90.9%   91.7%   88.2%   85.7%   93.6%   100.0%   98.2%     63.0%   93.5%   65.6%   86.7%   66.8%   72.9%   73.2%   72.5%   87.8%     31.1%   30.0%   40.0%   94.%   31.4%   41.6%   32.6%   34.6%   47.2%     95.7%   93.9%   90.6%   68.8%   71.9%   58.3%   74.3%   68.9%   72.7%     23.4%   34.4%   45.7%   54.5%   45.7%   45.8%   23.8%   37.7%   37.5%     43.8%   39.4%   50.0%   52.9%   51.4%   56.2%   34.1%   37.5%   46.4%     11.1%   91.%   14.3%   100.0%   97.3%   100.0%   97.3%   100.0%   90.7%   90.7%   94.1%     43.8%   39.4%   50.0%   52.9%   51.4%   56.2%   34.1%   37.5%   46.4%     11.1%   91.%   14.3%   100.0%   97.3%   100.0%   90.7%   90.7%   90.7%   90.7%     18.2%   77.1%   97.1%   86.5%   45.6%   25.6%   46.3%   15.4%     19.0%   18.2%   77.1%   97.1%   86.5%   77.1%   56.2%   34.1%   37.5%   46.4%     11.1%   91.%   14.3%   100.0%   97.3%   100.0%   90.7%		44.7%   87.9%   41.7%   61.8%   56.8%   85.4%   88.4%   67.3%   91.1%   58.6%   74.4%   74.5%   90.6%   94.4%   97.1%   97.3%   91.4%   86.4%   85.7%   92.9%   79.3%   86.2%   41.7%   78.1%   45.7%   69.7%   61.8%   68.7%   75.0%   65.4%   75.0%   49.1%   65.8%   93.8%   93.8%   98.9%   90.9%   91.4%   91.4%   94.9%   91.8%   90.4%   89.1%   90.6%   66.7%   87.9%   83.3%   85.3%   83.8%   97.9%   86.0%   80.4%   94.6%   81.0%   87.9%   66.7%   87.9%   83.3%   85.3%   83.8%   97.9%   86.0%   80.4%   94.6%   81.0%   83.2%   62.5%   75.8%   71.4%   88.2%   81.1%   81.2%   90.9%   80.4%   82.1%   69.0%   83.1%   66.4%   80.6%   71.9%   75.9%   77.8%   78.7%   83.3%   82.0%   73.1%   72.5%   77.7%   60.4%   70.0%   51.4%   63.6%   65.7%   93.6%   100.0%   97.0%   100.0%   91.9%   97.8%   88.4%   87.5%   89.3%   77.6%   74.1%   60.4%   70.0%   51.4%   63.6%   65.7%   93.6%   100.0%   83.3%   94.4%   92.9%   91.4%   99.9%   99.9%   94.4%   100.0%   94.4%   95.8%   97.7%   96.3%   98.2%   96.4%   82.2%   97.8%   61.0%   89.3%   89.7%   77.8%   78.7%   90.9%   94.4%   100.0%   94.4%   95.8%   97.7%   96.3%   98.2%   96.4%   82.2%   61.0%   89.3%   89.7%   79.3%   90.3%   90.9%   92.5%   77.8%   87.4%   63.0%   93.5%   65.5%   86.7%   66.8%   72.9%   73.2%   72.5%   87.3%   84.3%   77.3%   73.3%   94.4%   95.8%   77.6%   74.3%   63.0%   93.5%   65.5%   86.7%   66.8%   72.9%   73.2%   72.5%   87.3%   84.3%   77.3%   73.3%   30.0%   40.0%   94.4%   41.6%   32.6%   34.6%   47.2%   50.9%   77.8%   87.4%   63.0%   93.5%   65.5%   86.7%   66.8%   72.9%   73.2%   72.5%   87.3%   84.3%   77.3%   87.3%