

2004 EMPLOYEE SURVEY  
DEGREE OF STATEMENT AGREEMENT

ATTACHMENT C

	FACULTY			CLASSIFIED			PROFESSIONAL N-F			ADMINISTRATORS			ALL EMPLOYEE GROUPS			
	Agree	Neutral	Disagree	Agree	Neutral	Disagree	Agree	Neutral	Disagree	Agree	Neutral	Disagree	Agree	Neutral	Disagree	
<b>STUDENT FOCUS</b>																
1	Student needs have the highest priority in our mission.															
	92.0%	2.5%	5.6%	97.4%	1.3%	1.3%	97.0%	1.5%	1.5%	100.0%	0.0%	0.0%	94.8%	1.8%	3.3%	
18	I am allowed to make decisions to help solve student problems.															
	84.5%	11.8%	3.7%	67.1%	26.3%	6.5%	79.1%	14.9%	6.0%	72.7%	22.7%	0.0%	78.9%	16.3%	4.8%	
52	SPC does a good job meeting the needs and expectations of its students.															
	93.8%	5.6%	0.6%	96.1%	3.9%	0.0%	94.0%	6.0%	0.0%	95.2%	4.8%	0.0%	94.6%	5.1%	0.3%	
53	I believe SPC employees as a whole are committed to helping students.															
	98.8%	1.2%	0.0%	98.6%	1.3%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	99.1%	0.9%	0.0%	
<b>LEARNING FOCUS</b>																
2	Students receive a quality education at SPC.															
	98.2%	1.2%	0.6%	100.0%	0.0%	0.0%	97.0%	3.0%	0.0%	100.0%	0.0%	0.0%	98.5%	1.2%	0.3%	
19	The physical facilities of SPC are conducive to effective learning for students.															
	74.6%	8.7%	16.8%	92.1%	3.9%	3.9%	91.0%	7.5%	1.5%	100.0%	0.0%	0.0%	83.7%	6.9%	9.3%	
30	I believe SPC's curriculum is updated effectively and equitably.															
	87.7%	9.3%	5.0%	84.3%	14.5%	1.3%	79.1%	20.9%	0.0%	86.4%	13.6%	0.0%	84.7%	13.2%	2.1%	
38	SPC prepares students for careers with the skills needed in the workplace.															
	95.7%	4.3%	0.0%	97.4%	2.6%	0.0%	95.5%	4.5%	0.0%	100.0%	0.0%	0.0%	96.4%	3.6%	0.0%	
<b>ACCESS AND DIVERSITY</b>																
3	A diverse multi-cultural environment is valued on SPC campuses.															
	78.7%	13.8%	7.5%	93.4%	5.3%	1.3%	86.6%	10.4%	3.0%	95.5%	4.5%	0.0%	84.1%	10.6%	4.5%	
4	College programs and services are affordable for students.															
	80.1%	15.5%	4.3%	92.1%	5.3%	2.6%	91.1%	7.5%	1.5%	90.9%	4.5%	4.5%	85.8%	10.5%	3.6%	
31	SPC provides educational programs and services that are available at convenient times and places.															
	87.6%	6.8%	5.5%	88.2%	7.9%	3.9%	91.0%	9.0%	0.0%	90.9%	9.1%	0.0%	88.2%	7.8%	3.9%	
43	SPC's open admissions policy provides students with equal access to educational programs and services.															
	90.7%	6.8%	2.5%	96.1%	2.6%	1.3%	98.5%	1.5%	0.0%	95.5%	4.5%	0.0%	93.9%	4.5%	1.5%	
<b>EMPLOYEE FOCUS</b>																
<i>Subcategory: Employee Empowerment</i>																
5	I am encouraged to develop creative and innovative ideas.															
	79.6%	10.5%	9.9%	60.5%	34.2%	5.2%	80.6%	11.9%	7.5%	81.9%	13.6%	4.5%	75.3%	16.5%	8.1%	
20	My work gives me the ability to contribute to the success of SPC.															
	95.1%	2.5%	2.5%	90.8%	6.6%	2.6%	98.6%	1.5%	0.0%	95.5%	4.5%	0.0%	94.8%	3.3%	1.8%	
21	Opportunities are provided for my professional growth and development.															
	69.0%	14.3%	16.8%	63.1%	22.4%	14.4%	86.6%	9.0%	4.5%	81.8%	13.6%	4.5%	71.7%	15.7%	12.6%	
39	I have control over those aspects of my job for which I am accountable.															
	88.9%	6.2%	4.9%	89.5%	5.3%	5.3%	86.6%	9.0%	4.5%	95.4%	4.5%	0.0%	88.2%	7.2%	4.5%	
46	Support staff and instructional staff are treated fairly and equitably.															
	57.8%	17.4%	24.9%	57.9%	17.1%	25.0%	61.2%	23.9%	14.9%	59.1%	27.3%	13.6%	58.5%	19.6%	22.0%	
<i>Subcategory: Supervisory Management</i>																
6	My supervisor provides me with the information necessary to do my job.															
	90.1%	5.6%	4.3%	84.2%	7.9%	7.9%	89.5%	6.0%	4.5%	77.3%	13.6%	9.1%	87.3%	6.6%	6.0%	
7	I have confidence in the fairness of my supervisor.															
	84.6%	6.2%	9.3%	81.6%	7.9%	10.5%	86.6%	10.4%	3.0%	86.4%	4.5%	9.0%	84.4%	7.2%	8.4%	

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22 My supervisor lets me know what is expected of me.	88.9%	5.6%	5.6%	90.8%	1.3%	7.9%	88.1%	7.5%	4.5%	81.9%	18.2%	0.0%	88.2%	6.0%	5.7%
32 My supervisor involves me in decisions that affect my job.	78.9%	13.7%	7.5%	81.6%	10.5%	7.9%	83.6%	9.0%	7.5%	81.9%	9.1%	9.1%	80.5%	11.7%	7.8%
48 My ideas are given serious consideration by my supervisor.	81.4%	11.8%	6.9%	79.0%	9.2%	11.8%	86.6%	9.0%	4.5%	86.3%	13.6%	0.0%	81.7%	11.1%	7.2%
<b>Subcategory: Cooperation &amp; Teamwork</b>															
8 I feel there is a spirit of cooperation between departments and work groups at SPC.	54.4%	28.4%	17.3%	60.0%	25.3%	14.7%	69.7%	18.2%	12.1%	81.8%	13.6%	4.5%	60.7%	24.5%	14.8%
44 People in my work group cooperate with each other to get the job done.	85.3%	9.9%	5.0%	89.4%	6.6%	3.9%	94.0%	4.5%	1.5%	100.0%	0.0%	0.0%	88.8%	7.6%	3.6%
<b>Subcategory: Rewards &amp; Recognition</b>															
23 I feel adequately rewarded for the work I do.	44.7%	16.8%	38.6%	56.0%	16.0%	28.0%	66.6%	24.2%	9.1%	77.3%	13.6%	9.1%	54.3%	17.9%	27.9%
33 I am recognized for my work.	59.3%	22.2%	14.9%	73.7%	6.6%	19.7%	72.7%	16.7%	10.6%	72.8%	27.3%	0.0%	66.3%	18.1%	15.7%
<b>QUALITY WORK ENVIRONMENT</b>															
<b>Subcategory: Organizational Communications</b>															
9 Communication between departments at SPC is effective and adequate.	44.5%	33.3%	22.2%	55.2%	18.4%	26.3%	49.2%	31.3%	19.4%	68.2%	13.6%	18.1%	49.2%	27.9%	22.8%
40 Communication within my department is effective and adequate.	81.5%	8.6%	9.9%	77.6%	11.8%	10.5%	89.5%	9.0%	1.5%	95.4%	4.5%	0.0%	82.5%	9.3%	8.1%
50 SPC encourages an open exchange of ideas.	55.3%	23.6%	21.1%	67.1%	22.4%	10.5%	70.2%	20.9%	9.0%	86.3%	9.1%	4.5%	62.7%	22.0%	15.3%
<b>Subcategory: Internal Employee Relations</b>															
10 Individuals at SPC with whom I interact understand my needs and expectations.	72.7%	18.6%	8.7%	80.3%	14.5%	5.3%	89.6%	7.5%	3.0%	86.4%	9.1%	4.5%	78.9%	14.5%	6.6%
11 I am proud to work for SPC.	90.7%	8.0%	1.2%	98.7%	0.0%	1.3%	98.5%	1.5%	0.0%	100.0%	0.0%	0.0%	94.9%	4.2%	0.9%
24 Individuals at SPC treat each other with respect and appreciation.	75.4%	16.7%	8.0%	80.3%	14.5%	5.2%	85.1%	11.9%	3.0%	95.5%	0.0%	4.5%	79.6%	14.1%	6.3%
34 I understand the needs and expectations of the individuals with whom I interact.	80.1%	18.6%	1.2%	89.5%	9.2%	1.3%	94.0%	6.0%	0.0%	95.5%	4.5%	0.0%	86.1%	13.0%	0.9%
47 SPC values and cares about me as an employee.	66.5%	14.3%	19.2%	80.0%	14.7%	5.4%	80.6%	16.4%	3.0%	86.4%	13.6%	0.0%	73.1%	15.4%	11.5%
<b>Subcategory: Physical Environment</b>															
12 SPC provides a clean, safe and secure environment for employees and students.	92.5%	3.1%	4.3%	98.6%	0.0%	1.3%	97.1%	1.5%	1.5%	100.0%	0.0%	0.0%	95.4%	1.8%	2.7%
25 The physical facilities in my area are adequate.	59.0%	13.7%	27.3%	79.0%	9.2%	11.8%	86.5%	3.0%	10.4%	81.8%	9.1%	9.1%	70.5%	9.9%	19.6%

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<b>COMMUNITY FOCUS</b>																
13	85.8%	12.4%	1.9%	90.8%	7.9%	1.3%	95.5%	4.5%	0.0%	95.4%	4.5%	0.0%	89.5%	9.4%	1.2%	
35	68.5%	21.6%	9.9%	63.2%	31.6%	5.3%	85.1%	11.9%	3.0%	81.8%	13.6%	4.5%	71.1%	21.6%	7.2%	
41	60.9%	32.9%	6.2%	73.7%	21.1%	5.3%	82.1%	16.4%	1.5%	72.7%	27.3%	0.0%	69.0%	26.2%	4.8%	
<b>LEADERSHIP FOCUS</b>																
<i>Subcategory: Planning &amp; Effectiveness</i>																
14	63.3%	25.5%	11.2%	77.7%	15.8%	6.6%	77.7%	19.4%	3.0%	86.3%	4.5%	9.1%	70.8%	20.8%	8.4%	
26	48.8%	26.5%	24.7%	40.8%	42.1%	17.1%	59.7%	26.9%	13.5%	63.7%	22.7%	13.6%	49.8%	30.0%	20.1%	
45	61.9%	23.8%	14.4%	65.8%	25.0%	9.2%	76.2%	16.4%	7.5%	81.8%	4.5%	13.6%	67.1%	21.5%	11.5%	
51	42.0%	35.8%	22.2%	22.3%	50.0%	27.7%	49.3%	37.3%	13.5%	63.7%	22.7%	13.6%	40.8%	38.4%	20.7%	
<i>Subcategory: Leadership</i>																
15	70.4%	14.8%	14.8%	80.3%	13.2%	6.6%	88.0%	7.5%	4.5%	86.4%	9.1%	4.5%	76.8%	13.2%	9.9%	
16	56.3%	21.9%	21.9%	82.9%	11.8%	5.2%	91.0%	6.0%	3.0%	77.3%	18.2%	4.5%	70.4%	16.6%	13.0%	
27	64.6%	20.5%	14.9%	85.5%	10.5%	3.9%	88.0%	9.0%	3.0%	86.4%	13.6%	0.0%	75.0%	16.0%	9.0%	
28	59.0%	20.5%	20.5%	76.3%	11.8%	11.8%	74.7%	20.9%	4.5%	86.4%	9.1%	4.5%	67.5%	18.4%	14.1%	
36	48.8%	28.1%	23.1%	63.2%	21.1%	15.8%	71.7%	17.9%	10.4%	77.3%	13.6%	9.0%	58.3%	23.3%	18.4%	
42	67.3%	15.7%	17.0%	77.7%	17.1%	5.2%	85.1%	14.9%	0.0%	90.9%	9.1%	0.0%	74.5%	16.1%	9.4%	
<i>Subcategory: Budgeting &amp; Allocation of Resources</i>																
17	36.4%	33.3%	30.3%	55.4%	29.7%	14.9%	60.6%	34.8%	4.5%	68.1%	31.8%	0.0%	48.2%	32.4%	19.4%	
29	72.7%	11.2%	16.1%	86.8%	2.6%	10.5%	85.1%	10.4%	4.5%	86.4%	13.6%	0.0%	79.8%	9.0%	11.1%	
37	37.7%	38.9%	23.4%	60.5%	32.9%	6.6%	62.7%	34.3%	3.0%	72.7%	18.2%	9.1%	50.1%	32.7%	14.1%	
49	69.2%	16.0%	14.8%	28.9%	42.1%	28.9%	59.7%	19.4%	20.9%	72.8%	13.6%	13.6%	58.2%	22.5%	19.2%	

