

2004 EMPLOYEE SURVEY
DEGREE OF STATEMENT AGREEMENT
ALL CHOICES

ATTACHMENT D

	FACULTY					CLASSIFIED PERSONNEL					PROFESSIONAL NON-FACULTY					ADMINISTRATORS					ALL EMPLOYEE GROUPS				
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
STUDENT FOCUS																									
1	Student needs have the highest priority in our mission.																								
18	I am allowed to make decisions to help solve student problems.																								
52	SPC does a good job meeting the needs and expectations of its students.																								
53	I believe SPC employees as a whole are committed to helping students.																								
LEARNING FOCUS																									
2	Students receive a quality education at SPC.																								
19	The physical facilities of SPC are conducive to effective learning for students.																								
30	I believe SPC's curriculum is updated effectively and equitably.																								
38	SPC prepares students for careers with the skills needed in the workplace.																								
ACCESS AND DIVERSITY																									
3	A diverse multi-cultural environment is valued on SPC campuses.																								
4	College programs and services are affordable for students.																								
31	SPC provides educational programs and services that are available at convenient times and places.																								
43	SPC's open admissions policy provides students with equal access to educational programs and services.																								
EMPLOYEE EMPOWERMENT																									
<i>Subcategory: Employee Empowerment</i>																									
5	I am encouraged to develop creative and innovative ideas.																								
20	My work gives me the ability to contribute to the success of SPC.																								
21	Opportunities are provided for my professional growth and development.																								
39	I have control over those aspects of my job for which I am accountable.																								
46	Support staff and instructional staff are treated fairly and equitably.																								
<i>Subcategory: Supervisory Management</i>																									
6	My supervisor provides me with the information necessary to do my job.																								
7	I have confidence in the fairness of my supervisor.																								
22	My supervisor lets me know what is expected of me.																								
32	My supervisor involves me in decisions that affect my job.																								
48	My ideas are given serious consideration by my supervisor.																								
<i>Subcategory: Cooperation & Teamwork</i>																									
8	I feel there is a spirit of cooperation between departments and work groups at SPC.																								
44	People in my work group cooperate with each other to get the job done.																								
<i>Subcategory: Rewards & Recognition</i>																									
23	I feel adequately rewarded for the work I do.																								
33	I am recognized for my work.																								

	FACULTY					CLASSIFIED PERSONNEL					PROFESSIONAL NON-FACULTY					ADMINISTRATORS					ALL EMPLOYEE GROUPS					
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	
QUALITY WORK ENVIRONMENT																										
<i>Subcategory: Organizational Communications</i>																										
9	Communication between departments at SPC is effective and adequate.	6.8%	37.7%	33.3%	17.9%	4.3%	11.8%	43.4%	18.4%	23.7%	2.6%	10.4%	38.8%	31.3%	14.9%	4.5%	9.1%	59.1%	13.6%	13.6%	4.5%	9.0%	40.2%	27.9%	18.9%	3.9%
40	Communication within my department is effective and adequate.	40.1%	41.4%	8.6%	6.8%	3.1%	35.5%	42.1%	11.8%	10.5%	0.0%	50.7%	38.8%	9.0%	1.5%	0.0%	54.5%	40.9%	4.5%	0.0%	0.0%	41.7%	40.8%	9.3%	6.6%	1.5%
50	SPC encourages an open exchange of ideas.	15.5%	39.8%	23.6%	16.8%	4.3%	13.2%	53.9%	22.4%	6.6%	3.9%	26.9%	43.3%	20.9%	7.5%	1.5%	13.6%	72.7%	9.1%	0.0%	4.5%	17.2%	45.5%	22.0%	11.4%	3.9%
<i>Subcategory: Individual Worth</i>																										
10	Individuals at SPC with whom I interact understand my needs and expectations.	17.4%	55.3%	18.6%	7.5%	1.2%	25.0%	55.3%	14.5%	5.3%	0.0%	25.4%	64.2%	7.5%	3.0%	0.0%	27.3%	59.1%	9.1%	4.5%	0.0%	21.4%	57.5%	14.5%	6.0%	0.6%
11	I am proud to work for SPC.	68.5%	22.2%	8.0%	1.2%	0.0%	73.7%	25.0%	0.0%	1.3%	0.0%	77.3%	21.2%	1.5%	0.0%	0.0%	90.5%	9.5%	0.0%	0.0%	0.0%	72.8%	22.1%	4.2%	0.9%	0.0%
24	Individuals at SPC treat each other with respect and appreciation.	23.5%	51.9%	16.7%	8.0%	0.0%	23.7%	56.6%	14.5%	3.9%	1.3%	28.4%	56.7%	11.9%	1.5%	1.5%	36.4%	59.1%	0.0%	4.5%	0.0%	25.2%	54.4%	14.1%	5.4%	0.9%
34	I understand the needs and expectations of the individuals with whom I interact.	24.2%	55.9%	18.6%	1.2%	0.0%	30.3%	59.2%	9.2%	1.3%	0.0%	35.8%	58.2%	6.0%	0.0%	0.0%	36.4%	59.1%	4.5%	0.0%	0.0%	28.6%	57.5%	13.0%	0.9%	0.0%
47	SPC values and cares about me as an employee.	19.9%	46.6%	14.3%	13.0%	6.2%	26.7%	53.3%	14.7%	2.7%	2.7%	31.3%	49.3%	16.4%	3.0%	0.0%	36.4%	50.0%	13.6%	0.0%	0.0%	24.8%	48.3%	15.4%	7.9%	3.6%
<i>Subcategory: Physical Environment</i>																										
12	SPC provides a clean, safe and secure environment for employees and students.	48.1%	44.4%	3.1%	3.7%	0.6%	61.3%	37.3%	0.0%	1.3%	0.0%	67.2%	29.9%	1.5%	1.5%	0.0%	90.9%	9.1%	0.0%	0.0%	0.0%	58.1%	37.3%	1.8%	2.4%	0.3%
25	The physical facilities in my area are adequate.	21.1%	37.9%	13.7%	15.5%	11.8%	23.7%	55.3%	9.2%	9.2%	2.6%	34.3%	52.2%	3.0%	10.4%	0.0%	40.9%	40.9%	9.1%	9.1%	0.0%	26.2%	44.3%	9.9%	13.0%	6.6%
COMMUNITY FOCUS																										
13	Our college does a good job responding to the needs of the communities we serve.	34.2%	51.6%	12.4%	1.9%	0.0%	44.7%	46.1%	7.9%	1.3%	0.0%	45.5%	50.0%	4.5%	0.0%	0.0%	31.8%	63.6%	4.5%	0.0%	0.0%	38.7%	50.8%	9.4%	1.2%	0.0%
35	Being involved in service to the community is an important part of my job.	29.6%	38.9%	21.6%	9.3%	0.6%	25.0%	38.2%	31.6%	5.3%	0.0%	46.3%	38.8%	11.9%	3.0%	0.0%	54.5%	27.3%	13.6%	4.5%	0.0%	33.3%	37.8%	21.6%	6.6%	0.6%
41	Our college listens actively to the needs of our community constituents.	20.5%	40.4%	32.9%	5.6%	0.6%	17.1%	56.6%	21.1%	5.3%	0.0%	28.4%	53.7%	16.4%	1.5%	0.0%	31.8%	40.9%	27.3%	0.0%	0.0%	22.0%	47.0%	26.2%	4.5%	0.3%
LEADERSHIP FOCUS																										
<i>Subcategory: Planning & Effectiveness</i>																										
14	I am informed and understand SPC's planning and institutional effectiveness efforts.	18.0%	45.3%	25.5%	8.1%	3.1%	22.4%	55.3%	15.8%	5.3%	1.3%	28.4%	49.3%	19.4%	1.5%	1.5%	31.8%	54.5%	4.5%	9.1%	0.0%	22.3%	48.5%	20.8%	6.3%	2.1%
26	As it plans for the future, my college asks for my ideas.	9.9%	38.9%	26.5%	15.4%	9.3%	14.5%	26.3%	42.1%	13.2%	3.9%	25.4%	34.3%	26.9%	9.0%	4.5%	18.2%	45.5%	22.7%	9.1%	4.5%	15.0%	34.8%	30.0%	13.2%	6.9%
45	I know the parts of the Institutional Plan that will affect me and my work.	10.6%	51.3%	23.8%	12.5%	1.9%	15.8%	50.0%	25.0%	9.2%	0.0%	26.9%	49.3%	16.4%	6.0%	1.5%	31.8%	50.0%	4.5%	9.1%	4.5%	16.6%	50.5%	21.5%	10.0%	1.5%
51	I am involved in SPC's planning and effectiveness efforts.	9.3%	32.7%	35.8%	16.0%	6.2%	2.6%	19.7%	50.0%	21.1%	6.6%	19.4%	29.9%	37.3%	6.0%	7.5%	27.3%	36.4%	22.7%	9.1%	4.5%	10.8%	30.0%	38.4%	14.4%	6.3%
<i>Subcategory: Leadership</i>																										
15	I receive the administrative support necessary to do my job.	20.4%	50.0%	14.8%	9.9%	4.9%	42.1%	38.2%	13.2%	5.3%	1.3%	37.3%	50.7%	7.5%	4.5%	0.0%	40.9%	45.5%	9.1%	4.5%	0.0%	30.0%	46.8%	13.2%	7.2%	2.7%
16	Our college's leaders use our vision and values to guide us.	15.0%	41.3%	21.9%	15.0%	6.9%	30.3%	52.6%	11.8%	3.9%	1.3%	32.8%	58.2%	6.0%	3.0%	0.0%	27.3%	50.0%	18.2%	4.5%	0.0%	23.0%	47.4%	16.6%	9.4%	3.6%
27	I believe those in leadership roles demonstrate a viable commitment to the institutional mission of the college.	17.4%	47.2%	20.5%	11.2%	3.7%	27.6%	57.9%	10.5%	1.3%	2.6%	35.8%	52.2%	9.0%	3.0%	0.0%	40.9%	45.5%	13.6%	0.0%	0.0%	25.0%	50.0%	16.0%	6.6%	2.4%
28	The top administrators at SPC are accessible and approachable.	24.2%	34.8%	20.5%	14.3%	6.2%	22.4%	53.9%	11.8%	9.2%	2.6%	28.4%	46.3%	20.9%	4.5%	0.0%	45.5%	40.9%	9.1%	0.0%	4.5%	25.9%	41.6%	18.4%	9.9%	4.2%
36	I have adequate communication with the top administrative staff at SPC.	15.0%	33.8%	28.1%	15.6%	7.5%	17.1%	46.1%	21.1%	10.5%	5.3%	23.9%	47.8%	17.9%	10.4%	0.0%	40.9%	36.4%	13.6%	4.5%	4.5%	19.0%	39.3%	23.3%	13.0%	5.4%
42	Our college's leaders create and support a work environment that helps me do my job.	22.0%	45.3%	15.7%	14.5%	2.5%	21.1%	56.6%	17.1%	2.6%	2.6%	29.9%	55.2%	14.9%	0.0%	0.0%	31.8%	59.1%	9.1%	0.0%	0.0%	23.9%	50.6%	16.1%	7.6%	1.8%
<i>Subcategory: Budgeting & Allocation of Resources</i>																										
17	I am satisfied with the budgeting process.	6.8%	29.6%	33.3%	23.5%	6.8%	9.5%	45.9%	29.7%	12.2%	2.7%	12.1%	48.5%	34.8%	4.5%	0.0%	13.6%	54.5%	31.8%	0.0%	0.0%	9.1%	39.1%	32.4%	15.5%	3.9%
29	I have sufficient resources to do my job.	23.6%	49.1%	11.2%	16.1%		35.5%	51.3%	2.6%	7.9%	2.6%	29.9%	55.2%	10.4%	4.5%	0.0%	40.9%	45.5%	13.6%	0.0%	0.0%	28.6%	51.2%	9.0%	10.5%	0.6%
37	SPC institutional goals and objectives are reflected in the budget.	9.3%	28.4%	38.9%	18.5%	4.9%	10.5%	50.0%	32.9%	5.3%	1.3%	22.4%	40.3%	34.3%	3.0%	0.0%	13.6%	59.1%	18.2%	9.1%	0.0%	12.6%	37.5%	32.7%	11.4%	2.7%
49	I have the opportunity to provide input to the budget process.	24.1%	45.1%	16.0%	10.5%	4.3%	9.2%	19.7%	42.1%	19.7%	9.2%	28.4%	31.3%	19.4%	16.4%	4.5%	45.5%	27.3%	13.6%	9.1%	4.5%	22.8%	35.4%	22.5%	13.5%	5.7%