

**ATTACHMENT B.3**  
**2006 Employee Survey**  
**Subscale and Statement Means Not Meeting 3.50 Benchmark**

**Summary of Improvements and Set-Backs from 2004 Employee Survey**

	<b>Survey Statement</b>	<b>2004</b>	<b>2006</b>	<b>Improvement</b>	<b>Set-Back</b>
46.	Support staff and instructional staff are treated fairly and equitably.				
	Faculty	3.25	3.51	X	
	Classified	3.34	3.56	X	
	Administrators	3.59	3.24		X
	ALL	3.48	3.56	X	
48.	I feel there is a spirit of cooperation between departments and work groups at SPC.				
	Faculty	3.44	3.55	X	
	Administrators	4.09	3.44		X
9.	Communication between departments at SPC is effective and adequate.				
	Administrators	3.55	3.24		X
50.	SPC encourages an open exchange of ideas.				
	Faculty	3.45	3.68	X	
12.	SPC provides a clean, safe and secure environment for employees and students.				
	Faculty	3.41	3.69	X	
26.	As it plans for the future, my college asks for my ideas.				
	ALL	3.38	3.50	X	
16.	Our college's leaders use our vision and values to guide us.				
	Faculty	3.43	3.84	X	
28.	I have adequate communication with the top administrative staff at SPC.				
	Faculty	3.33	3.65	X	
17.	I am satisfied with the budget process.				
	Classified	3.47	3.66	X	
	ALL	3.34	3.53	X	
37.	SPC institutional goals and objectives are reflected in the budget.				
	Faculty	3.19	3.53	X	
	ALL	3.46	3.61	X	
	<b>Leadership Focus Subscale</b>				
	Faculty	3.49	3.69	X	
	<b>Planning and Effectiveness Subscale</b>				
	Faculty	3.43	3.65	X	

NOTE: Improvement indicates Statement or Subscale Mean improved to meet or exceed the 3.50 benchmark from 2004 to 2006. Set-Back indicates that the Statement or Subscale Mean fell below the 3.50 benchmark from 2004 to 2005.