

ATTACHMENT C.3
2006 Employee Survey
Subscales and Statements Not Meeting 70% Agreement Benchmark
Summary of Improvements and Set-Backs from 2004 Employee Survey

	Survey Statement	2004	2006	Improvement	Set-Back
30	I believe SPC's curriculum is updated effectively and equitably.				
	Administrators	86.4%	64.7%		X
21.	Opportunities are provided for my professional growth and development.				
	Faculty	69.0%	76.4%	X	
	Administrators	81.8%	64.7%		X
46.	Support staff and instructional staff are treated fairly and equitably.				
	Professional N-F	61.2%	77.6%	X	
8.	I feel there is a spirit of cooperation between departments and work groups at SPC.				
	Professional N-F	69.7%	71.2%	X	
	Administrators	81.8%	58.8%		X
23.	I feel adequately rewarded for the work I do.				
	Professional N-F	66.6%	71.6%	X	
	Administrators	77.3%	58.8%		X
33.	I am recognized for my work.				
	Classified	73.7%	68.2%		X
47.	SPC values and cares about me as an employee.				
	Faculty	66.5%	71.0%	X	
25.	The physical facilities in my area are adequate.				
	Faculty	59.0%	73.7%	X	
35.	Being involved in service to the community is an important part of my job.				
	ALL	71.1%	69.8%		X
41.	Our college listens actively to the needs of our community constituents.				
	ALL	69.0%	73.7%	X	
14.	I am informed and understand SPC's planning and institutional effectiveness efforts.				
	Faculty	63.3%	71.6%	X	
	Classified	77.7%	69.7%		X
26.	As it plans for the future, my college asks for my ideas.				
	Administrators	63.7%	70.6%	X	
45.	I know the parts of the Institutional Plan that will affect me and my work.				
	Professional N-F	76.2%	67.2%		X
27.	I believe those in leadership roles demonstrate a viable commitment to the mission of the college.				
	Faculty	64.6%	74.2%	X	
28.	The top administrators at SPC are accessible and approachable.				
	Faculty	59.0%	73.5%	X	
	ALL	67.5%	78.7%	X	

	Survey Statement	2004	2006	Improvement	Set-Back
42.	Our college's leaders create and support a work environment that helps me do my job.				
	Faculty	67.3%	74.7%	X	
37.	SPC institutional goals and objectives are reflected in the budget.				
	Professional N-F	62.7%	70.1%	X	
	Administrators	72.7%	52.9%		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.