

**Section 1: Campus Culture and Policies**

RATE IMPORTANCE (1 = "Not important at all" / 5 = "Very important") AND SATISFACTION (1 = "Not satisfied at all" / 5 = "Very satisfied")	2019 SAT Mean	2017 SAT Mean	SAT Sign diff	Change in SAT
This institution promotes excellent employee-student relationships	3.46	3.51	NS	-0.050
This institution treats students as its top priority	3.40	3.48	NS	-0.080
This institution does a good job of meeting the needs of students	3.32	3.37	NS	-0.050
The mission, purpose, and values of this institution are well understood by most employees	3.41	3.41	NS	0.000
Most employees are generally supportive of the mission, purpose, and values of this institution	3.51	3.48	NS	0.030
The goals and objectives of this institution are consistent with its mission and values	3.37	3.50	*	-0.130
This institution involves its employees in planning for the future	2.83	3.08	***	-0.250
This institution plans carefully	2.83	2.87	NS	-0.040
The leadership of this institution has a clear sense of purpose	3.01	3.16	*	-0.150
This institution does a good job of meeting the needs of its faculty	3.02	3.28	***	-0.260
This institution does a good job of meeting the needs of staff	2.94	3.14	**	-0.200
This institution does a good job of meeting the needs of administrators	3.66	3.67	NS	-0.010
This institution makes sufficient budgetary resources available to achieve important objectives	3.03	3.06	NS	-0.030
This institution makes sufficient staff resources available to achieve important objectives	2.88	2.99	NS	-0.110
There are effective lines of communication between departments	2.64	2.64	NS	0.000
Administrators share information regularly with faculty and staff	3.01	3.05	NS	-0.040
There is good communication between the faculty and the administration at this institution	3.01	3.01	NS	0.000
There is good communication between staff and the administration at this institution	2.94	2.95	NS	-0.010
Faculty take pride in their work	3.77	3.72	NS	0.050
Staff take pride in their work	3.71	3.73	NS	-0.020
Administrators take pride in their work	3.52	3.57	NS	-0.050
There is a spirit of teamwork and cooperation at this institution	2.88	2.93	NS	-0.050
The reputation of this institution continues to improve	3.35	3.41	NS	-0.060
This institution is well-respected in the community	3.41	3.33	NS	0.080
Efforts to improve quality are paying off at this institution	3.20	3.31	NS	-0.110
Employee suggestions are used to improve our institution	2.76	2.90	*	-0.140
This institution consistently follows clear processes for selecting new employees	2.92	2.93	NS	-0.010
This institution consistently follows clear processes for orienting and training new employees	3.20	3.22	NS	-0.020
This institution consistently follows clear processes for recognizing employee achievements	2.95	3.03	NS	-0.080

This institution has written procedures that clearly define who is responsible for each operation and service	2.93	2.83	NS	0.100
My immediate supervisor provides me with information about what is going on at the college	3.71	3.70	NS	0.010
This institution does an excellent job of keeping employees informed about matters affecting us	3.13	3.15	NS	-0.020
My senior administrator is held accountable for their work	3.35	3.38	NS	-0.030
This institution has high performance standards	3.19	3.17	NS	0.020
I understand what my immediate supervisor expects from me	3.93	3.95	NS	-0.020
I am held accountable for meeting specified job performance standards and held accountable when I do not	3.94	3.92	NS	0.020
Employees are held accountable for meeting specified job performance standards and held accountable when they do not	3.12	3.05	NS	0.070
Systems and processes are in place to address under-performing employees	2.78	2.68	NS	0.100
Under-performing employees are held accountable	2.56	2.47	NS	0.090
Efforts to improve the effectiveness of the Board of Governors' leadership are paying off at this institution	3.10	3.12	NS	-0.020
Efforts to improve the integrity of Human Resources operations are paying off at this institution	3.09	2.89	**	0.200
Efforts to improve the integrity of financial practices are paying off at this institution	3.24	3.32	NS	-0.080
Efforts to improve the effectiveness of administrative leadership are paying off at this institution	2.98	3.09	NS	-0.110
Pima Community College fosters an environment that is inclusive of diverse identities	3.81	3.86	NS	-0.050
The institution does a good job involving employees in college planning	2.88	3.08	**	-0.200
Efforts to improve the college climate are paying off at the institution	2.94	3.10	NS	-0.160

**Section 4: Work environment**

<b>RATE IMPORTANCE (1 = "Not important at all" / 5 = "Very important") AND SATISFACTION (1 = "Not satisfied at all" / 5 = "Very satisfied")</b>	<b>2019 SAT Mean</b>	<b>2017 SAT Mean</b>	<b>SAT Sign diff</b>	<b>Change in SAT</b>
It is easy for me to get information at this institution	3.16	3.17	NS	-0.010
I learn about important campus events in a timely manner	3.54	3.57	NS	-0.030
I am empowered to resolve problems quickly	3.28	3.31	NS	-0.030
I am comfortable answering student questions about institutional policies and procedures	3.41	3.43	NS	-0.020
I have the information I need to do my job well	3.66	3.66	NS	0.000
My job responsibilities are communicated clearly to me	3.77	3.79	NS	-0.020
My supervisor pays attention to what I have to say	3.89	3.92	NS	-0.030
My supervisor helps me improve my job performance	3.73	3.77	NS	-0.040
My department or work unit has written, up-to-date objectives	3.51	3.50	NS	0.010
My department meets as a team to plan and coordinate work	3.65	3.64	NS	0.010
My department has the budget needed to do its job well	3.12	3.06	NS	0.060
My department has the staff needed to do its job well	2.93	2.90	NS	0.030
I am paid fairly for the work I do	2.99	3.16	*	-0.170
The employee benefits available to me are valuable	3.77	3.78	NS	-0.010
I have adequate opportunities for advancement	2.83	2.83	NS	0.000
I have adequate opportunities for training to improve my skills	3.54	3.48	NS	0.060
I have adequate opportunities for professional development	3.60	3.56	NS	0.040
The type of work I do on most days is personally rewarding	4.14	4.09	NS	0.050
The work I do is appreciated by my supervisor	3.88	3.87	NS	0.010
The work I do is valuable to the institution	3.88	3.89	NS	-0.010
I am proud to work at this institution	3.95	4.04	NS	-0.090
I have a clear understanding of the new academic structure of the college	3.03	3.23	**	-0.200
The restructure of the academic area has improved processes and effectiveness in my area of PCC	2.87	2.95	NS	-0.080
The new academic structure is an improvement over the previous structure	3.02	3.18	*	-0.160
The new academic structure will enable PCC to better meet the needs of students	3.03	3.22	**	-0.190

<b>Overall satisfaction</b>	<b>2019 Mean</b>	<b>2017 Mean</b>	<b>SAT Sign diff</b>	<b>Change in SAT</b>
Rate your overall satisfaction with your employment here so far:	3.63	3.78	**	-0.150