

MEMORANDUM

November 18, 2004

TO: SSCC Community
FROM: Jill Wakefield, President
RE: Climate Survey Results

I want to thank each of you for participating in last year's Employee Survey of our campus climate. It was clear that you dedicated substantial time and thought to provide your perspectives of the strengths of SSCC and how we might make the college a better place to work and learn.

The statistics were compiled by SSCC's Research Office. A subcommittee of the College Council and the Institutional Effectiveness Committee analyzed the results and presented a list of issues and strategies to the President's Cabinet for consideration. Attached is a summary of the study issues and strategies for implementation. If, after reviewing this plan of action you have suggestions or additional activities, please do not hesitate to contact me or a member of the President's Cabinet.

What is working well at SSCC:

1. Pride in working at South. Positive work environment.
2. Humor and friendliness in the workplace.
3. Cooperation within unit/relationships with colleagues in department.
4. Satisfaction with student-centered focus/value of education.
5. SSCC values diversity.
6. Instructional environment.
7. Safety and security on campus.
8. Food services on campus.

What could be improved to make SSCC a better place to work and learn:

1. Financial resources available for the college.
2. The spirit of cooperation across different units of the college.
3. The extent to which employee input is sought in the decision-making process at the college.
4. The effectiveness of collaboration between the three colleges within the Seattle Community College District.
5. The extent to which staffing levels are adequate for faculty and administrative support.
6. The adequacy of parking space.
7. The adequacy of ventilation, heating and cooling.

The plan of action to address the areas of concern follows.

Plan of Action for Climate Survey Results
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Areas for Improvement	Recommendations from College Council/ Institutional Effectiveness Subcommittee	Status
1. Communication	Establish common goals (across College/across District)	District Strategic Planning process underway to tie District and campus goals. District intranet now available.
Spirit of cooperation across different units at South; opportunities for employees to get together	Get-togethers, Q&A sessions Small group discussions People in similar positions meet	<ol style="list-style-type: none"> 1. Olympic Hall events 2. Doable Action Teams 3. New Faculty and Staff orientations 4. Civility initiatives 5. EDAC brown bag lunches 6. Quarterly all campus meetings on new initiatives
“Don’t Know What’s Going On”	Combine Activities across Units	
	Orientations for new faculty and new employees	Orientations to be conducted for new employees (<i>K.Vedick/P.Wilkins</i>)
	Electronic/ physical bulletin board	New portal being studied (<i>N. Kent</i>)
	Clarify administrator responsibilities	President’s Cabinet to address in 2004-2005 (<i>President’s Cabinet</i>)
Across campuses within District	College involvement in District policies	District strategic planning process
2. Inadequate Financial Resources		
Inadequate staffing		Legislative request includes salary increases. Foundation increasing fundraising efforts. District fundraising campaign planned for 2005-2007

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3. Inclusive Decision-Making		
SSCC	Public Forums/ Open meetings Communicate how decisions are made/ Specifics	Public forums planned on Civility, follow up to Vincent Tinto Day to increase persistence and learning. Reformat Cabinet meeting notes to identify decisions made.
4. Campus Services		
Parking		New parking plan under discussion by College Council. 200 new parking places added fall 2004 south of Olympic Hall. <i>(K. Buttleman)</i>
Storage		Storage has been added in Olympic Hall, Technology Center, Science and Smith Buildings. Welding storage addition in design. Renovations in Pastry and Auto Collision buildings will include storage. <i>(Campus Services)</i>
Heating/Cooling		HVAC projects now underway in Culinary, Technology Center, Smith Building and Brockey Center. <i>(Campus Services)</i>
Office Space (Faculty)		10 new offices in Olympic Hall. Offices remodeled in Smith and Science Buildings. New Building A at Duwamish <i>(Campus Services)</i>
5. Salaries – No Raises	More lobbying efforts	Top priority for 2005 legislative session

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6. Low Morale – Faculty Issues of		
Equity		Work with SCCFT and WFSE
Load		<i>(President’s Cabinet)</i>
Recognition of Individual Achievement	Part-time faculty awards	Review current recognition awards
7. Civility	Civility Committee established	Civility discussion held fall 2004; follow-up activities planned.
8. Lack of Upper-Level Courses in Transfer Area	Refer to Academic Programs	Academic programs continues to expand course offerings.

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