

**Southwestern College Summary Comparison of Employee Survey Results  
2005 Through 2008**

		2005	2006	2007	2008
	<i>Scale: Strongly Agree - 5; Agree - 4; Neither Agree or Disagree - 3; Disagree - 2; Strongly Disagree - 1</i>				
<b>1</b>	<b>Leadership</b>	<b>3.60</b>	<b>3.68</b>	<b>3.77</b>	<b>3.71</b>
<b>2</b>	<b>Strategic Planning</b>	<b>3.44</b>	<b>3.40</b>	<b>3.44</b>	<b>3.51</b>
<b>3</b>	<b>Service Focus</b>	<b>4.06</b>	<b>4.18</b>	<b>4.24</b>	<b>4.16</b>
<b>4</b>	<b>Measurement, Analysis, and Knowledge Management</b>	<b>3.71</b>	<b>3.71</b>	<b>3.81</b>	<b>3.70</b>
<b>5</b>	<b>Human Resource Focus</b>	<b>3.86</b>	<b>3.97</b>	<b>3.99</b>	<b>4.01</b>
<b>6</b>	<b>Process Management</b>	<b>3.65</b>	<b>3.54</b>	<b>3.61</b>	<b>3.68</b>
<b>7</b>	<b>Results</b>	<b>3.66</b>	<b>3.70</b>	<b>3.75</b>	<b>3.75</b>
	<i>Scale: very satisfied - 4; satisfied - 3; dissatisfied - 2; very dissatisfied - 1</i>				
	<b>Overall Satisfaction</b>	<b>3.27</b>	<b>3.41</b>	<b>3.31</b>	<b>3.37</b>