

Table 4.5: Climate Survey

Climate Survey Items	GAP 2016 Survey	SCORE 2013 Survey	Result
Having support of my superior	0.45	0.31	declined
Having support from upper-level administration	0.69	0.95	improved
Administration response to employee concerns	0.87	1.22	improved
Administration response to my concerns	0.62	1.22	improved
Opportunities in my job to use my best talents	0.47	0.61	improved
Opportunities to get additional training to improve my job skills	0.55	0.69	improved
Recognition and/or reward for doing my job well	0.22	0.4	improved
Opportunity to actively participate in continuous improvement	0.24	0.44	improved
Opportunities for career advancement at HCC	0.63	0.68	improved
College's effectiveness in communicating with the public/ external community	0.92	1.1	improved
Admin's effectiveness in communicating with the HCC Community	0.84	1.06	improved