



NATIONAL INITIATIVE FOR LEADERSHIP
& INSTITUTIONAL EFFECTIVENESS

706 Hillsborough Street | Raleigh, NC 27603

Northeast Lakeview College

San Antonio, Texas

PACE Executive Summary

PACE Climate Survey for Community Colleges

Lead Researchers

Dominique Foster & Laura G. Maldonado

Conducted

January & February 2020



NATIONAL INITIATIVE FOR LEADERSHIP & INSTITUTIONAL EFFECTIVENESS

Audrey J. Jaeger, Ph.D.
Executive Director

Renee Barger
Research Associate

Andrea L. DeSantis
Assistant Director of Research

Dominique Foster
Research Associate

Laura G. Maldonado
Lead Research Associate

Greyson Norcross
Research Associate

Haruna Suzuki
Research Associate

Daniel West
Research Associate

Phone
(919)515-8567

Web
nilie.ncsu.edu

North Carolina State University
706 Hillsborough Street
Raleigh, NC 27603

Fax
(919)515-6305

Email
pace_survey@ncsu.edu

Suggested Citation: National Initiative for Leadership & Institutional Effectiveness, North Carolina State University. PACE Climate Survey for Community Colleges Executive Summary, by Maldonado, L. G. & Foster, D. Raleigh, NC: 2020.

EXECUTIVE SUMMARY

During January and February 2020 the PACE Climate Survey for Community Colleges (PACE) was administered to 386 employees at Northeast Lakeview College (NLC). Of those 386 employees, 192 (49.7%) completed and returned the instrument for analysis. Respondents were also given the opportunity to complete a qualitative section. Of the 192 NLC employees who completed the PACE survey, 118 (61.5%) provided written comments.

Employees completed a 46-item PACE instrument organized into four climate factors as follows: Institutional Structure, Student Focus, Supervisory Relationships, and Teamwork. They also completed a custom section designed specifically for Alamo Colleges District, a Student Success Subscale section, and a qualitative section. Respondents were asked to rate the items about the four climate factors on a five-point Likert-type scale ranging from a low of “1” to a high of “5.” The PACE instrument administered at NLC included 69 total items and two qualitative questions.

At NLC, the PACE results yielded an overall 4.013 mean score. When disaggregated by the personnel classification demographic category of the PACE instrument, Adjunct/CE Faculty rated the campus climate the highest with a mean score of 4.245, followed by Administrator (4.232), Work Study (4.186), Part time Staff (4.088), Full time Faculty (4.020), and Full time Staff (3.947). The most favorable and unfavorable areas cited in the qualitative questions pertain to the Institutional Structure climate factor.

Of the 46 standard PACE questions, NLC’s top 10 mean scores have been identified. Five pertain to the Student Focus climate factor, three pertain to the Supervisory Relationships climate factor, and two pertain to the Teamwork climate factor.

- The extent to which I feel my job is relevant to this institution’s mission, 4.445 (#8)
- The extent to which students receive an excellent education at this institution, 4.355 (#31)
- The extent to which my supervisor/chair expresses confidence in my work, 4.314 (#2)
- The extent to which this institution prepares students for further learning, 4.302 (#37)
- The extent to which my supervisor/chair is open to the ideas, opinions, and beliefs of everyone, 4.257 (#9)
- The extent to which I am given the opportunity to be creative in my work, 4.245 (#39)
- The extent to which there is a spirit of cooperation within my work team, 4.226 (#3)
- The extent to which student diversity is important at this institution, 4.189 (#18)
- The extent to which faculty meet the needs of students, 4.189 (#17)
- The extent to which a spirit of cooperation exists in my department, 4.188 (#43)

Of the 46 standard PACE questions, the bottom 10 mean scores have been identified as areas potentially in need of improvement at NLC. Nine pertain to the Institutional Structure climate factor and one pertains to the Supervisory Relationships climate factor.

- The extent to which administrative processes are clearly defined, 3.384 (#44)
- The extent to which I am able to appropriately influence the direction of this institution, 3.540 (#15)
- The extent to which I have the opportunity for advancement within this institution, 3.611 (#38)
- The extent to which decisions are made at the appropriate level at this institution, 3.614 (#4)
- The extent to which information is shared within the institution, 3.689 (#10)
- The extent to which this institution is appropriately organized, 3.699 (#32)
- The extent to which this institution has been successful in positively motivating my performance, 3.730 (#22)
- The extent to which unacceptable behaviors are identified and communicated to me, 3.753 (#13)
- The extent to which institutional teams use problem-solving techniques, 3.767 (#11)
- The extent to which open and ethical communication is practiced at this institution, 3.804 (#16)

The full PACE report includes the following items:

- PACE Report
- Demographics Report
- Personnel Classification Report
- Custom Report
- Student Success Subscale Report
- Qualitative Report
- Report Interpretation Instructions
- Excel Data File With Codebook