

**NC STATE
UNIVERSITY**

PACE CAMPUS CLIMATE SURVEY

An initiative of the Belk Center at NC State

706 Hillsborough Street | Raleigh, NC 27603

Barton County Community College

Great Bend, Kansas

PACE Demographics Report

PACE Climate Survey for Community Colleges

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Conducted

September 2024

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Suggested Citation: Belk Center for Community College Leadership and Research, North Carolina State University. PACE Climate Survey for Community Colleges Demographics Report, by King, J., & Tentu, U.K. Raleigh, NC: 2024.

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Table 1. Demographic Frequency Distributions

Demographic Items	Response Option	BCCC		2022		<i>BCCC compared with:</i> PACE Normbase		Small	
		Count	%	Count	%	Count	%	Count	%
1 What is your personnel classification?	Faculty	95	41%	91	39%	20947	42%	6292	42%
	Administrator	10	4%	19	8%	5930	12%	1690	11%
	Staff	129	55%	126	53%	22562	46%	6917	46%
	Total	234	100%	236	100%	49439	100%	14899	100%
2 Please select the race/ethnicity that best describes you:	African American or Black	9	4%	10	4%	3887	8%	795	5%
	Alaska Native or American Indian	0	0%	0	0%	361	1%	104	1%
	Asian	1	0%	3	1%	1274	3%	129	1%
	Hispanic/Latina/o/x	4	2%	7	3%	3980	8%	539	4%
	Middle Eastern or North African	1	0%	2	1%	185	0%	27	0%
	Native Hawaiian or Pacific Islander	0	0%	0	0%	90	0%	14	0%
	White	205	90%	191	81%	33988	71%	11807	81%
	Two or more races	7	3%	12	5%	2138	4%	518	4%
	Prefer to self-describe	2	1%	11	5%	2193	5%	557	4%
Total	229	100%	236	100%	48096	100%	14490	100%	
3 Your status at this institution is:	Full-Time	184	79%	185	79%	39230	80%	12282	83%
	Part-Time	49	21%	50	21%	9958	20%	2534	17%
	Total	233	100%	235	100%	49188	100%	14816	100%
4 What is the highest level of education you have earned?	First Professional degree	0	0%	3	1%	693	1%	166	1%
	Doctoral degree	10	4%	11	5%	5347	11%	1158	8%
	Master's degree	82	36%	101	43%	21494	44%	6332	43%
	Bachelor's degree	70	31%	52	22%	11183	23%	3468	24%
	Associate's degree	41	18%	40	17%	6100	13%	2255	15%
	Certificate	9	4%	11	5%	1310	3%	463	3%
	High School diploma or GED	16	7%	18	8%	2336	5%	714	5%
	No diploma or degree	0	0%	0	0%	98	0%	31	0%
Total	228	100%	236	100%	48561	100%	14587	100%	

Demographic Items (continued)		BCCC		2022		<i>BCCC compared with:</i> PACE Normbase		Small	
		Response Option		Count	%	Count	%	Count	%
		Count	%	Count	%	Count	%		
5 What is your gender identity?	Man	79	35%	82	35%	15855	33%	4701	33%
	Woman	144	64%	143	61%	30404	63%	9212	64%
	Non-binary	0	0%	1	0%	142	0%	47	0%
	Genderqueer/Gender non-conforming	0	0%	1	0%	214	0%	53	0%
	Prefer to self-describe	3	1%	7	3%	1382	3%	412	3%
	Total	226	100%	234	100%	47997	100%	14425	100%
5a Do you identify as transgender?	Yes	0	0%	1	0%	105	1%	31	1%
	No	227	100%	227	100%	19018	99%	6008	99%
	Total	227	100%	228	100%	19123	100%	6039	100%
6 How many years have you worked at this institution?	5 years or less	111	49%	98	42%	18159	39%	5767	41%
	6-10 years	45	20%	55	24%	10102	21%	2937	21%
	11-15 years	34	15%	39	17%	7107	15%	2060	15%
	16-20 years	17	7%	15	6%	5518	12%	1501	11%
	21-25 years	6	3%	12	5%	3328	7%	891	6%
	26 years or more	14	6%	13	6%	2917	6%	794	6%
	Total	227	100%	232	100%	47131	100%	13950	100%
7 How many years have you worked in higher education?	5 years or less	92	41%	73	32%	11610	25%	3954	28%
	6-10 years	37	16%	51	22%	9098	19%	2763	20%
	11-15 years	32	14%	39	17%	8188	17%	2270	16%
	16-20 years	28	12%	29	13%	7240	15%	2046	15%
	21-25 years	19	8%	17	7%	5079	11%	1364	10%
	26 years or more	19	8%	21	9%	5745	12%	1527	11%
	Total	227	100%	230	100%	46960	100%	13924	100%
8 What is your age?	29 or younger	17	8%	13	6%	2346	5%	761	6%
	30-39	50	23%	48	22%	7080	16%	2212	17%
	40-49	62	28%	59	27%	11190	26%	3466	27%
	50-59	50	23%	48	22%	12781	29%	3776	29%
	60 or older	42	19%	53	24%	10301	24%	2794	21%
	Total	221	100%	221	100%	43698	100%	13009	100%

Figure 1. Overall Climate by Personnel Classification

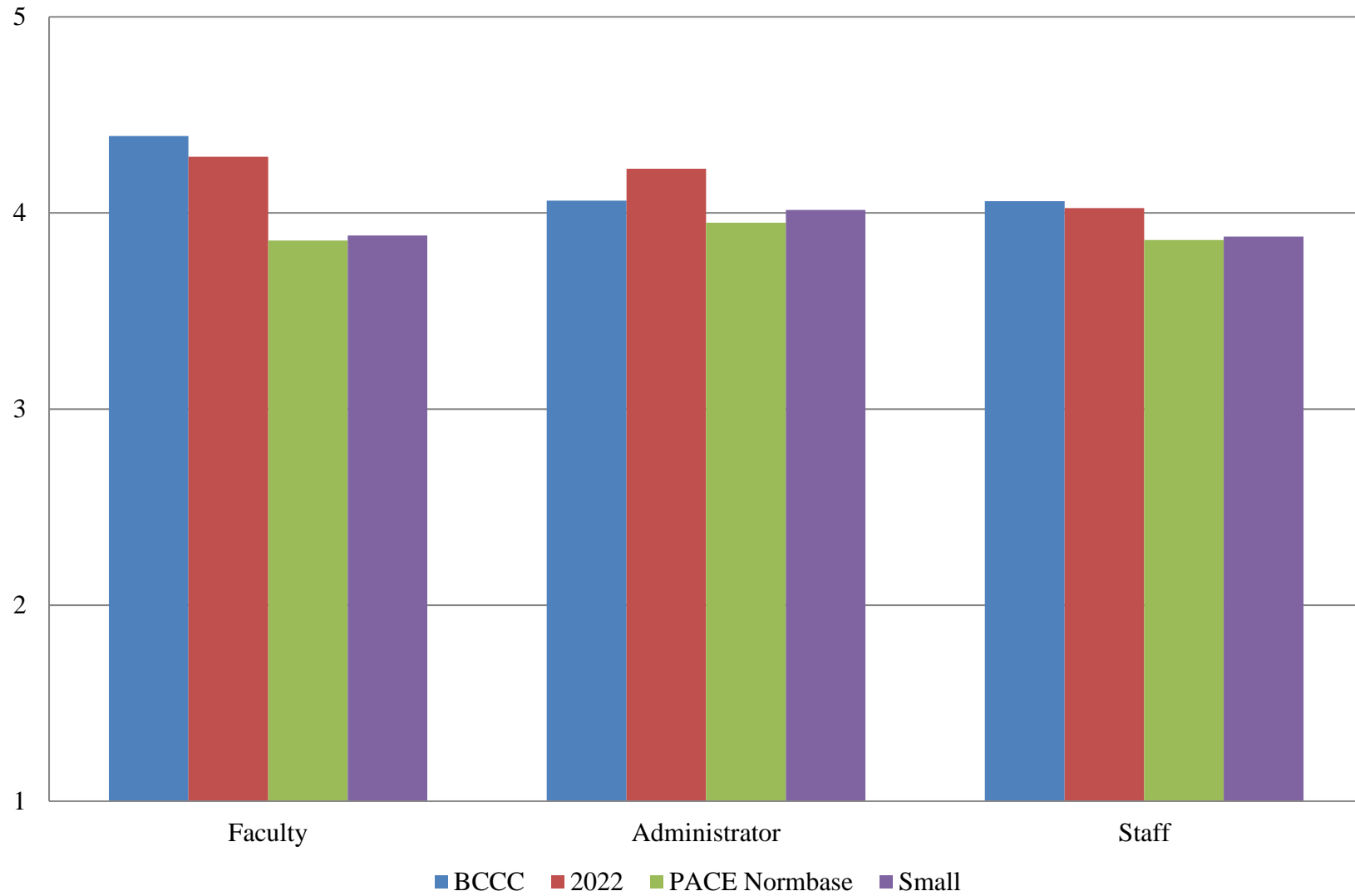


Table 2. Institutional Structure Mean Comparisons by Personnel Classification

BCCC compared with:

What is your personnel classification?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.005	3.977			3.538	***	.514	3.564	***	.492
Faculty	95	4.238	4.152			3.517	***	.746	3.538	***	.724
Administrator	10	3.833	4.084			3.612			3.719		
Staff	129	3.858	3.834			3.538	***	.366	3.556	***	.355

Table 3. Student Focus Mean Comparisons by Personnel Classification

BCCC compared with:

What is your personnel classification?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.320	4.311			4.108	***	.326	4.108	***	.335
Faculty	95	4.496	4.435			4.143	***	.529	4.147	***	.535
Administrator	10	4.152	4.298			4.125			4.137		
Staff	129	4.212	4.218			4.085	*	.201	4.080	*	.216

* p < .05, ** p < .01, *** p < .001

Table 4. Supervisory Relationships Mean Comparisons by Personnel Classification

BCCC compared with:

What is your personnel classification?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.242	4.161			3.965	***	.325	3.996	***	.300
Faculty	95	4.439	4.276			3.943	***	.570	3.978	***	.539
Administrator	10	4.177	4.279			4.064			4.122		
Staff	129	4.112	4.040			3.965	*	.173	3.991		

Table 5. Teamwork Mean Comparisons by Personnel Classification

BCCC compared with:

What is your personnel classification?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.285	4.227			4.029	***	.280	4.077	***	.241
Faculty	95	4.466	4.346			3.974	***	.514	4.035	***	.470
Administrator	10	4.217	4.333			4.223			4.287		
Staff	129	4.166	4.125			4.044			4.076		

* p < .05, ** p < .01, *** p < .001

Table 6. Overall Mean Comparisons by Personnel Classification

BCCC compared with:

What is your personnel classification?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.189	4.146			3.867	***	.438	3.892	***	.416
Faculty	95	4.392	4.287			3.859	***	.691	3.886	***	.664
Administrator	10	4.063	4.226			3.950			4.015		
Staff	129	4.060	4.025			3.863	**	.275	3.880	**	.263

* p < .05, ** p < .01, *** p < .001

Figure 2. Overall Climate by Race/Ethnicity

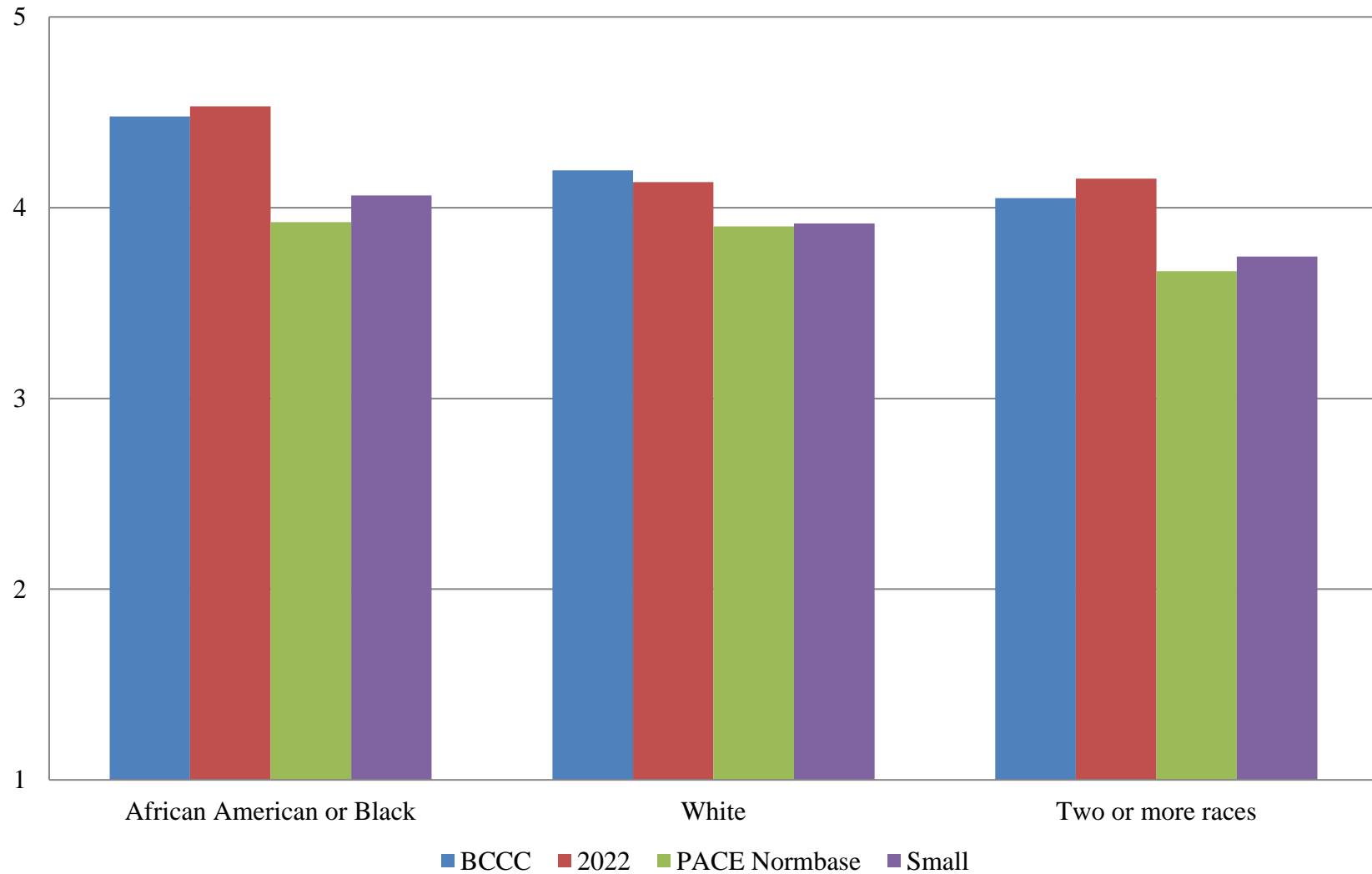


Table 7. Institutional Structure Mean Comparisons by Race/Ethnicity

BCCC compared with:

Please select the race/ethnicity that best describes you:	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.005	3.977			3.538	***	.514	3.564	***	.492
African American or Black	9	4.392	4.432			3.645	*	.846	3.847	*	.686
Alaska Native or American Indian	0	∅	∅			3.488			3.617		
Asian	1	--	--			3.772			3.825		
Hispanic/Latina/o/x	4	--	4.429			3.647			3.636		
Middle Eastern or North African	1	--	--			3.730			3.899		
Native Hawaiian or Pacific Islander	0	∅	∅			3.556			3.378		
White	205	4.013	3.960			3.561	***	.510	3.582	***	.486
Two or more races	7	3.838	3.958			3.283			3.389		
Prefer to self-describe	2	--	3.466			3.089			3.106		

* p < .05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 8. Student Focus Mean Comparisons by Race/Ethnicity

BCCC compared with:

Please select the race/ethnicity that best describes you:	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.320	4.311			4.108	***	.326	4.108	***	.335
African American or Black	9	4.540	4.588			4.095	*	.681	4.173		
Alaska Native or American Indian	0	∅	∅			4.020			4.030		
Asian	1	--	--			4.145			4.152		
Hispanic/Latina/o/x	4	--	4.667			4.140			4.071		
Middle Eastern or North African	1	--	--			4.203			4.265		
Native Hawaiian or Pacific Islander	0	∅	∅			4.053			3.869		
White	205	4.321	4.294			4.147	***	.285	4.137	***	.304
Two or more races	7	4.331	4.397			3.954			4.007		
Prefer to self-describe	2	--	3.797			3.856			3.840		

* p < .05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 9. Supervisory Relationships Mean Comparisons by Race/Ethnicity

BCCC compared with:

Please select the race/ethnicity that best describes you:	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.242	4.161			3.965	***	.325	3.996	***	.300
African American or Black	9	4.513	4.610			4.031			4.157		
Alaska Native or American Indian	0	∅	∅			3.884			3.977		
Asian	1	--	--			4.078			4.142		
Hispanic/Latina/o/x	4	--	4.341			3.980			4.010		
Middle Eastern or North African	1	--	--			4.044			4.089		
Native Hawaiian or Pacific Islander	0	∅	∅			4.014			3.747		
White	205	4.247	4.154			3.998	***	.302	4.020	***	.283
Two or more races	7	4.087	4.110			3.765			3.822		
Prefer to self-describe	2	--	3.552			3.640			3.673		

* p < .05, ** p < .01, *** p < .001

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∅ indicates 0 responses

Table 10. Teamwork Mean Comparisons by Race/Ethnicity

BCCC compared with:

Please select the race/ethnicity that best describes you:	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.285	4.227			4.029	***	.280	4.077	***	.241
African American or Black	9	4.500	4.467			4.066			4.192		
Alaska Native or American Indian	0	∅	∅			3.916			3.962		
Asian	1	--	--			4.102			4.153		
Hispanic/Latina/o/x	4	--	4.429			4.030			4.076		
Middle Eastern or North African	1	--	--			4.077			4.187		
Native Hawaiian or Pacific Islander	0	∅	∅			4.108			3.762		
White	205	4.296	4.219			4.074	***	.251	4.106	**	.224
Two or more races	7	4.048	4.389			3.859			3.949		
Prefer to self-describe	2	--	3.736			3.697			3.759		

* p < .05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 11. Overall Mean Comparisons by Race/Ethnicity

BCCC compared with:

Please select the race/ethnicity that best describes you:	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.189	4.146			3.867	***	.438	3.892	***	.416
African American or Black	9	4.478	4.532			3.924	*	.765	4.065		
Alaska Native or American Indian	0	∅	∅			3.793			3.871		
Asian	1	--	--			3.996			4.041		
Hispanic/Latina/o/x	4	--	4.452			3.917			3.912		
Middle Eastern or North African	1	--	--			3.986			4.086		
Native Hawaiian or Pacific Islander	0	∅	∅			3.890			3.661		
White	205	4.195	4.134			3.902	***	.417	3.917	***	.399
Two or more races	7	4.051	4.152			3.667			3.743		
Prefer to self-describe	2	--	3.611			3.520			3.541		

* p < .05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Figure 3. Overall Climate by Employment Status

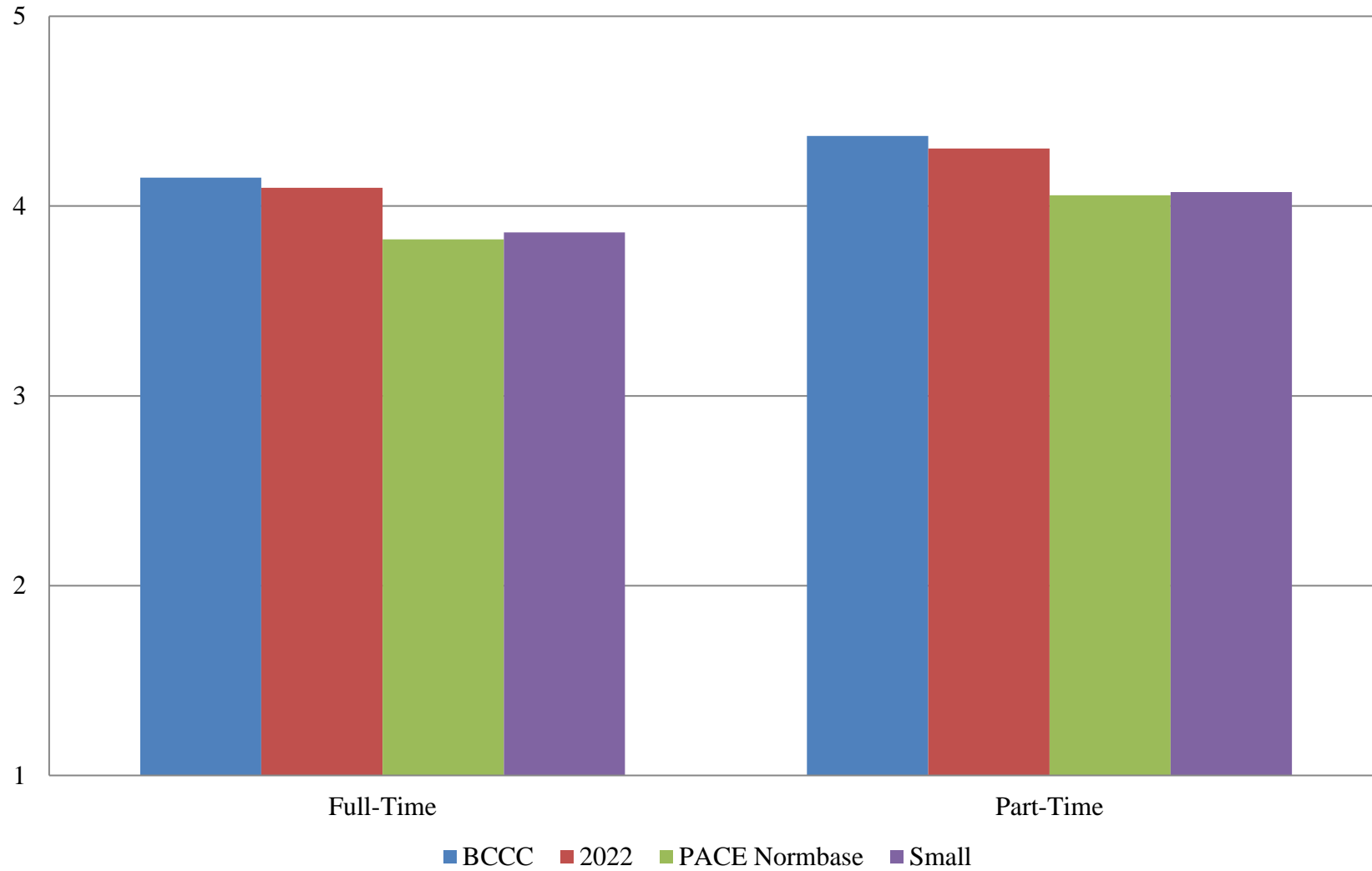


Table 12. Institutional Structure Mean Comparisons by Employment Status

BCCC compared with:

Your status at this institution is:	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.005	3.977			3.538	***	.514	3.564	***	.492
Full-Time	184	3.949	3.906			3.455	***	.546	3.504	***	.499
Part-Time	49	4.253	4.232			3.858	**	.450	3.863	**	.433

Table 13. Student Focus Mean Comparisons by Employment Status

BCCC compared with:

Your status at this institution is:	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.320	4.311			4.108	***	.326	4.108	***	.335
Full-Time	184	4.297	4.284			4.081	***	.341	4.089	***	.342
Part-Time	49	4.440	4.400			4.245	*	.292	4.237	*	.294

* p < .05, ** p < .01, *** p < .001

Table 14. Supervisory Relationships Mean Comparisons by Employment Status

BCCC compared with:

Your status at this institution is:	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.242	4.161			3.965	***	.325	3.996	***	.300
Full-Time	184	4.198	4.108			3.938	***	.305	3.974	***	.275
Part-Time	49	4.438	4.291			4.087	**	.417	4.130	**	.372

Table 15. Teamwork Mean Comparisons by Employment Status

BCCC compared with:

Your status at this institution is:	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.285	4.227			4.029	***	.280	4.077	***	.241
Full-Time	184	4.270	4.185			4.017	***	.278	4.068	**	.237
Part-Time	49	4.373	4.368			4.115	*	.285	4.159		

* p < .05, ** p < .01, *** p < .001

Table 16. Overall Mean Comparisons by Employment Status

BCCC compared with:

Your status at this institution is:	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.189	4.146			3.867	***	.438	3.892	***	.416
Full-Time	184	4.150	4.096			3.825	***	.451	3.861	***	.414
Part-Time	49	4.370	4.303			4.057	**	.416	4.074	**	.389

* p < .05, ** p < .01, *** p < .001

Figure 4. Overall Climate by Highest Level of Education Earned

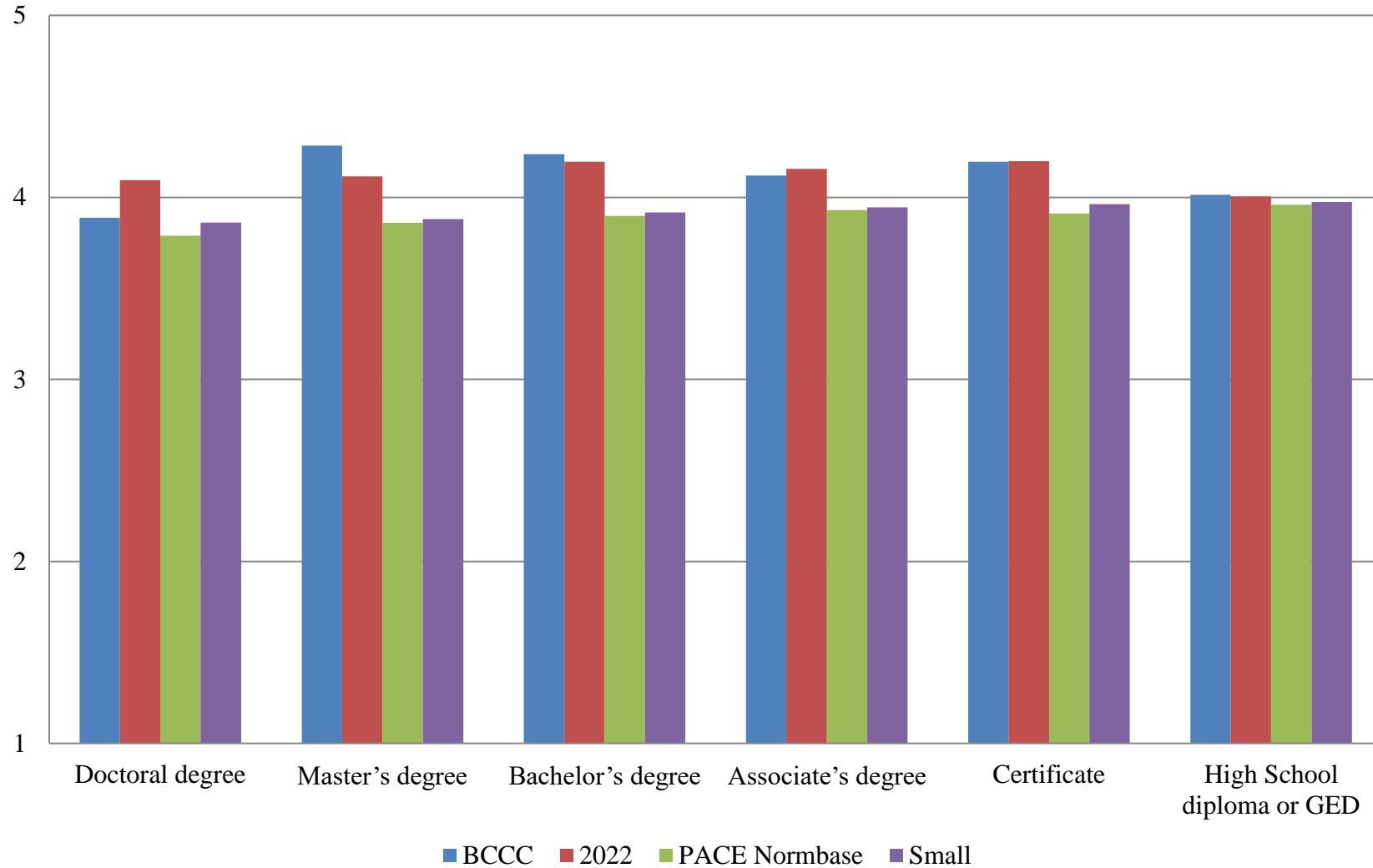


Table 17. Institutional Structure Mean Comparisons by Highest Level of Education Earned

BCCC compared with:

What is the highest level of education you have earned?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.005	3.977			3.538	***	.514	3.564	***	.492
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	0	∅	--			3.563			3.514		
Doctoral degree (e.g., Ph.D., Ed.D.)	10	3.711	3.920			3.387			3.480		
Master's degree	82	4.068	3.899			3.502	***	.615	3.521	***	.593
Bachelor's degree	70	4.063	4.005			3.580	***	.557	3.594	***	.548
Associate's degree	41	3.962	4.068			3.651	*	.364	3.669	*	.354
Certificate	9	4.074	4.091			3.655			3.704		
High School diploma or GED	16	3.860	3.979			3.743			3.767		
No diploma or degree	0	∅	∅			3.646			3.536		

* p < .05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 18. Student Focus Mean Comparisons by Highest Level of Education Earned

BCCC compared with:

What is the highest level of education you have earned?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.320	4.311			4.108	***	.326	4.108	***	.335
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	0	∅	--			4.114			4.122		
Doctoral degree (e.g., Ph.D., Ed.D.)	10	3.992	4.273			4.072			4.130		
Master's degree	82	4.414	4.266			4.110	***	.474	4.100	***	.496
Bachelor's degree	70	4.356	4.373			4.120	**	.379	4.113	***	.401
Associate's degree	41	4.220	4.306			4.156			4.156		
Certificate	9	4.407	4.516			4.140			4.179		
High School diploma or GED	16	4.292	4.182			4.151			4.152		
No diploma or degree	0	∅	∅			4.081			3.928		

* p < .05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 19. Supervisory Relationships Mean Comparisons by Highest Level of Education Earned

BCCC compared with:

What is the highest level of education you have earned?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.242	4.161			3.965	***	.325	3.996	***	.300
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	0	∅	--			3.987			4.013		
Doctoral degree (e.g., Ph.D., Ed.D.)	10	3.925	4.049			3.921			3.978		
Master's degree	82	4.331	4.159			3.965	***	.434	3.998	***	.410
Bachelor's degree	70	4.312	4.215			3.990	**	.381	4.023	**	.360
Associate's degree	41	4.176	4.128			3.996			4.016		
Certificate	9	4.179	4.122			3.969			4.024		
High School diploma or GED	16	3.976	3.968			4.015			4.027		
No diploma or degree	0	∅	∅			3.798			3.798		

* p < .05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 20. Teamwork Mean Comparisons by Highest Level of Education Earned

BCCC compared with:

What is the highest level of education you have earned?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.285	4.227			4.029	***	.280	4.077	***	.241
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	0	∅	--			4.075			4.150		
Doctoral degree (e.g., Ph.D., Ed.D.)	10	4.030	4.273			3.949			4.025		
Master's degree	82	4.462	4.272			4.040	***	.467	4.091	***	.437
Bachelor's degree	70	4.283	4.314			4.074	*	.235	4.121		
Associate's degree	41	4.179	4.157			4.060			4.081		
Certificate	9	4.111	4.142			4.006			4.067		
High School diploma or GED	16	4.010	3.798			4.044			4.043		
No diploma or degree	0	∅	∅			3.861			3.799		

* p < .05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 21. Overall Mean Comparisons by Highest Level of Education Earned

BCCC compared with:

What is the highest level of education you have earned?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.189	4.146			3.867	***	.438	3.892	***	.416
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	0	∅	--			3.892			3.897		
Doctoral degree (e.g., Ph.D., Ed.D.)	10	3.887	4.095			3.789			3.861		
Master's degree	82	4.284	4.115			3.860	***	.582	3.880	***	.564
Bachelor's degree	70	4.236	4.196			3.897	***	.475	3.917	***	.460
Associate's degree	41	4.119	4.156			3.930			3.945		
Certificate	9	4.196	4.198			3.911			3.962		
High School diploma or GED	16	4.013	4.005			3.960			3.975		
No diploma or degree	0	∅	∅			3.821			3.734		

* p < .05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Figure 5. Overall Climate by Gender Identity

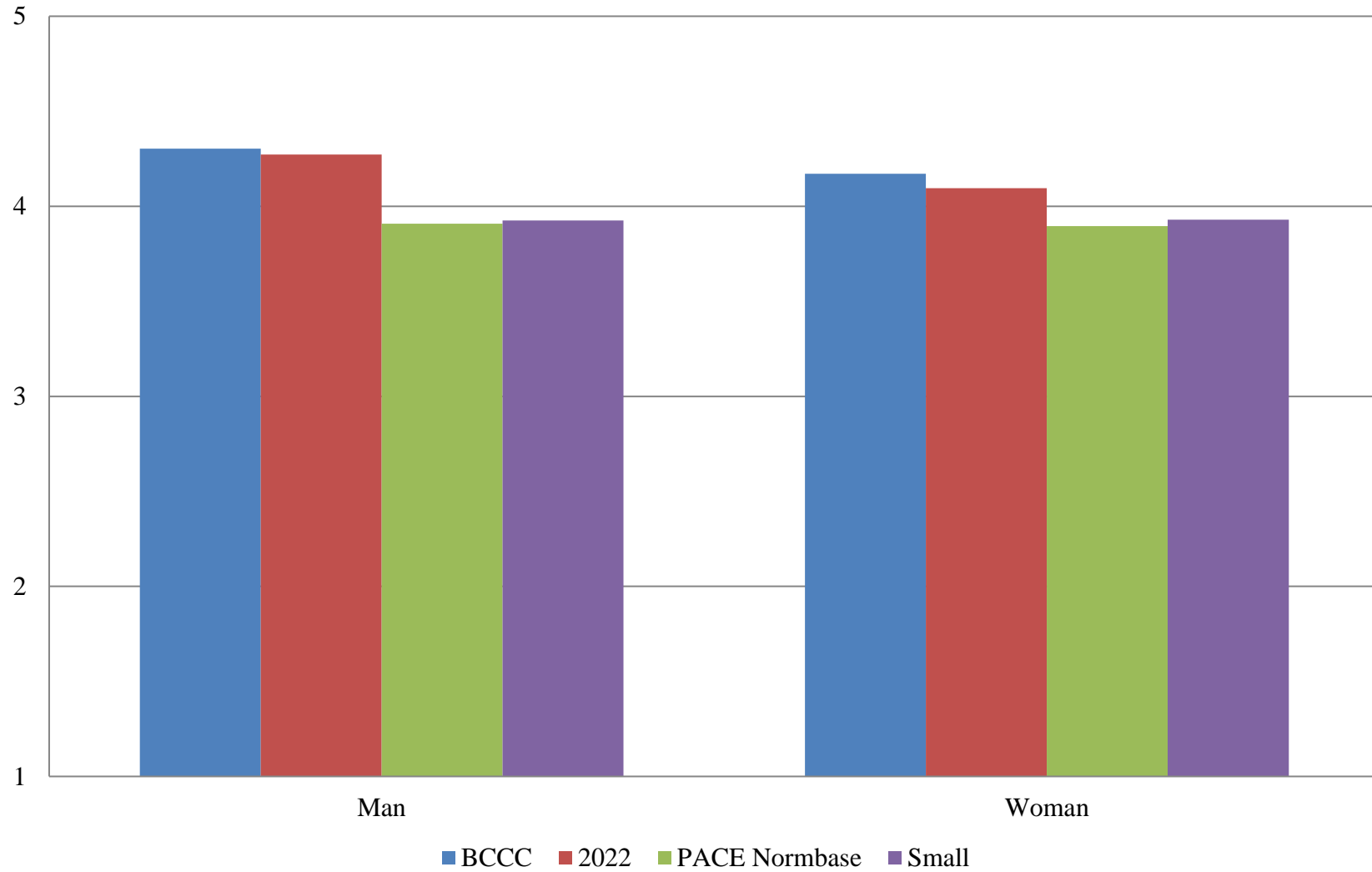


Table 22. Institutional Structure Mean Comparisons by Gender Identity

BCCC compared with:

What is your gender identity?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.005	3.977			3.538	***	.514	3.564	***	.492
Man	79	4.089	4.134			3.594	***	.531	3.620	***	.511
Woman	144	4.014	3.910			3.562	***	.512	3.597	***	.481
Non-binary	0	∅	--			2.880			2.852		
Genderqueer/Gender non-conforming	0	∅	--			3.069			3.206		
Prefer to self-describe	3	--	3.580			2.891			2.934		

* p < .05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 23. Student Focus Mean Comparisons by Gender Identity

BCCC compared with:

What is your gender identity?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.320	4.311			4.108	***	.326	4.108	***	.335
Man	79	4.437	4.410			4.135	***	.461	4.129	***	.483
Woman	144	4.300	4.275			4.135	**	.267	4.141	**	.267
Non-binary	0	∅	--			3.689			3.465		
Genderqueer/Gender non-conforming	0	∅	--			3.822			3.918		
Prefer to self-describe	3	--	3.856			3.747			3.756		

* p < .05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 24. Supervisory Relationships Mean Comparisons by Gender Identity

BCCC compared with:

What is your gender identity?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.242	4.161			3.965	***	.325	3.996	***	.300
Man	79	4.377	4.312			3.995	***	.448	4.013	***	.442
Woman	144	4.203	4.094			3.994	**	.253	4.035	*	.212
Non-binary	0	∅	--			3.630			3.541		
Genderqueer/Gender non-conforming	0	∅	--			3.562			3.709		
Prefer to self-describe	3	--	3.341			3.482			3.552		

* p < .05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 25. Teamwork Mean Comparisons by Gender Identity

BCCC compared with:

What is your gender identity?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.285	4.227			4.029	***	.280	4.077	***	.241
Man	79	4.405	4.292			4.071	***	.375	4.100	**	.361
Woman	144	4.255	4.224			4.056	**	.222	4.114	*	.167
Non-binary	0	∅	--			3.673			3.573		
Genderqueer/Gender non-conforming	0	∅	--			3.650			3.797		
Prefer to self-describe	3	--	3.419			3.579			3.659		

* p < .05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 26. Overall Mean Comparisons by Gender Identity

BCCC compared with:

What is your gender identity?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.189	4.146			3.867	***	.438	3.892	***	.416
Man	79	4.303	4.272			3.908	***	.525	3.925	***	.516
Woman	144	4.171	4.095			3.896	***	.392	3.929	***	.356
Non-binary	0	∅	--			3.405			3.301		
Genderqueer/Gender non-conforming	0	∅	--			3.477			3.599		
Prefer to self-describe	3	--	3.563			3.366			3.416		

* p < .05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Figure 6. Overall Climate by Gender Identity (Transgender)

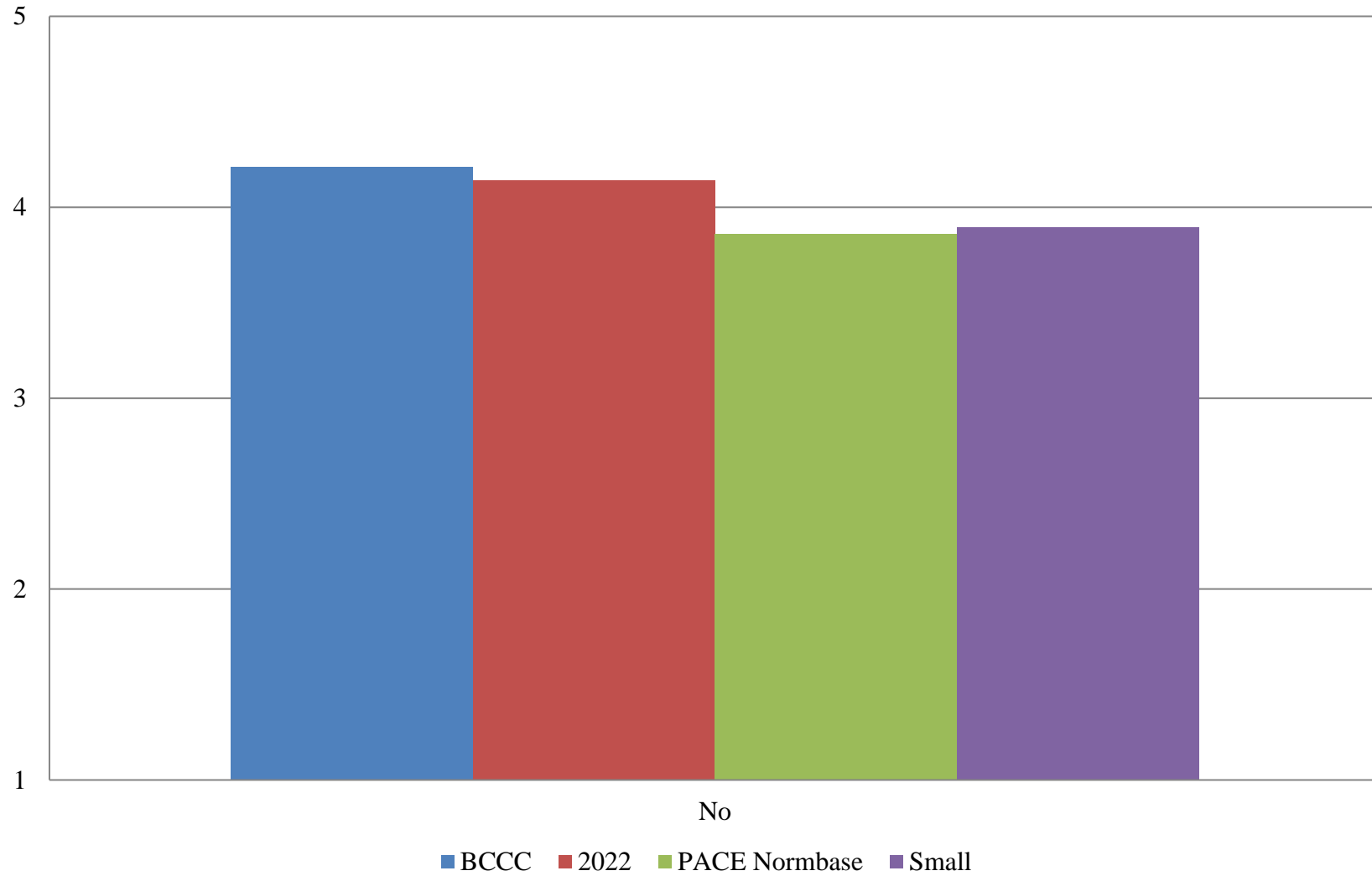


Table 27. Institutional Structure Mean Comparisons by Gender Identity (Transgender)

BCCC compared with:

Do you identify as transgender?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.005	3.977			3.538	***	.514	3.564	***	.492
Yes	0	∅	--			3.218			3.277		
No	227	4.026	3.973			3.487	***	.597	3.550	***	.538

Table 28. Student Focus Mean Comparisons by Gender Identity (Transgender)

BCCC compared with:

Do you identify as transgender?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.320	4.311			4.108	***	.326	4.108	***	.335
Yes	0	∅	--			3.879			3.860		
No	227	4.337	4.310			4.097	***	.381	4.100	***	.381

* p < .05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 29. Supervisory Relationships Mean Comparisons by Gender Identity (Transgender)

BCCC compared with:

Do you identify as transgender?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.242	4.161			3.965	***	.325	3.996	***	.300
Yes	0	∅	--			3.796			3.862		
No	227	4.265	4.152			3.988	***	.333	4.022	***	.302

Table 30. Teamwork Mean Comparisons by Gender Identity (Transgender)

BCCC compared with:

Do you identify as transgender?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.285	4.227			4.029	***	.280	4.077	***	.241
Yes	0	∅	--			3.958			4.000		
No	227	4.311	4.227			4.052	***	.292	4.094	***	.255

* p < .05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 31. Overall Mean Comparisons by Gender Identity (Transgender)

BCCC compared with:

	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Do you identify as transgender?											
Overall	244	4.189	4.146			3.867	***	.438	3.892	***	.416
Yes	0	∅	--			3.651			3.686		
No	227	4.211	4.141			3.859	***	.493	3.896	***	.447

* p < .05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Figure 7. Overall Climate by Years at this Institution

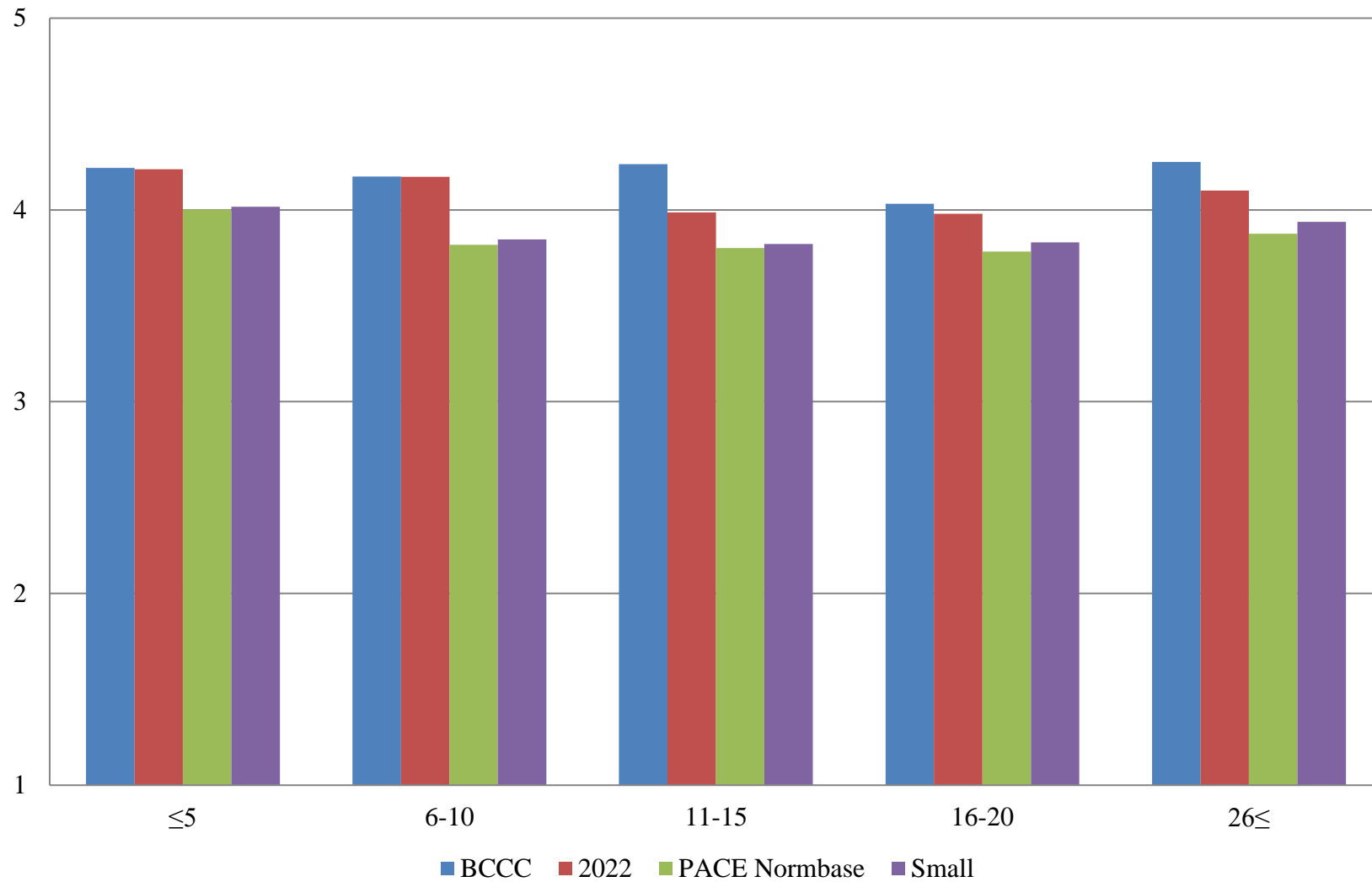


Table 32. Institutional Structure Mean Comparisons by Years at this Institution

BCCC compared with:

How many years have you worked at this institution?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.005	3.977			3.538	***	.514	3.564	***	.492
5 years or less	111	4.087	4.127			3.742	***	.398	3.760	***	.379
6-10 years	45	3.978	3.995			3.455	***	.574	3.481	***	.553
11-15 years	34	3.906	3.712			3.423	**	.527	3.447	**	.511
16-20 years	17	3.775	3.781			3.395			3.449		
21-25 years	6	--	4.033			3.386			3.408		
26 years or more	14	4.114	3.889			3.517	*	.653	3.586	*	.587

* p <.05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality

Table 33. Student Focus Mean Comparisons by Years at this Institution

BCCC compared with:

How many years have you worked at this institution?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.320	4.311			4.108	***	.326	4.108	***	.335
5 years or less	111	4.332	4.312			4.180	*	.236	4.178	*	.240
6-10 years	45	4.289	4.364			4.079	*	.328	4.079	*	.340
11-15 years	34	4.410	4.255			4.076	**	.519	4.077	**	.548
16-20 years	17	4.225	4.175			4.072			4.081		
21-25 years	6	--	4.525			4.099			4.095		
26 years or more	14	4.404	4.203			4.157			4.176		

* p <.05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality

Table 34. Supervisory Relationships Mean Comparisons by Years at this Institution

BCCC compared with:

How many years have you worked at this institution?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.242	4.161			3.965	***	.325	3.996	***	.300
5 years or less	111	4.241	4.217			4.084	*	.192	4.101		
6-10 years	45	4.243	4.166			3.923	*	.368	3.960	*	.340
11-15 years	34	4.360	3.988	*	.513	3.911	**	.526	3.929	**	.533
16-20 years	17	4.072	4.005			3.888			3.951		
21-25 years	6	--	4.231			3.913			3.953		
26 years or more	14	4.324	4.231			3.964			4.052		

* p < .05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality

Table 35. Teamwork Mean Comparisons by Years at this Institution

BCCC compared with:

How many years have you worked at this institution?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.285	4.227			4.029	***	.280	4.077	***	.241
5 years or less	111	4.276	4.233			4.139			4.164		
6-10 years	45	4.281	4.255			3.998	*	.304	4.060		
11-15 years	34	4.495	4.184			3.984	**	.554	4.033	**	.540
16-20 years	17	4.206	4.117			3.961			4.038		
21-25 years	6	--	4.347			3.980			4.031		
26 years or more	14	4.167	4.174			4.042			4.110		

* p < .05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality

Table 36. Overall Mean Comparisons by Years at this Institution

BCCC compared with:

How many years have you worked at this institution?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.189	4.146			3.867	***	.438	3.892	***	.416
5 years or less	111	4.219	4.212			4.002	**	.302	4.016	**	.285
6-10 years	45	4.174	4.172			3.818	**	.486	3.846	**	.462
11-15 years	34	4.239	3.987			3.802	***	.600	3.822	***	.600
16-20 years	17	4.032	3.981			3.783			3.831		
21-25 years	6	--	4.257			3.796			3.821		
26 years or more	14	4.250	4.100			3.876			3.938		

* p < .05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality

Figure 8. Overall Climate by Years in Higher Education

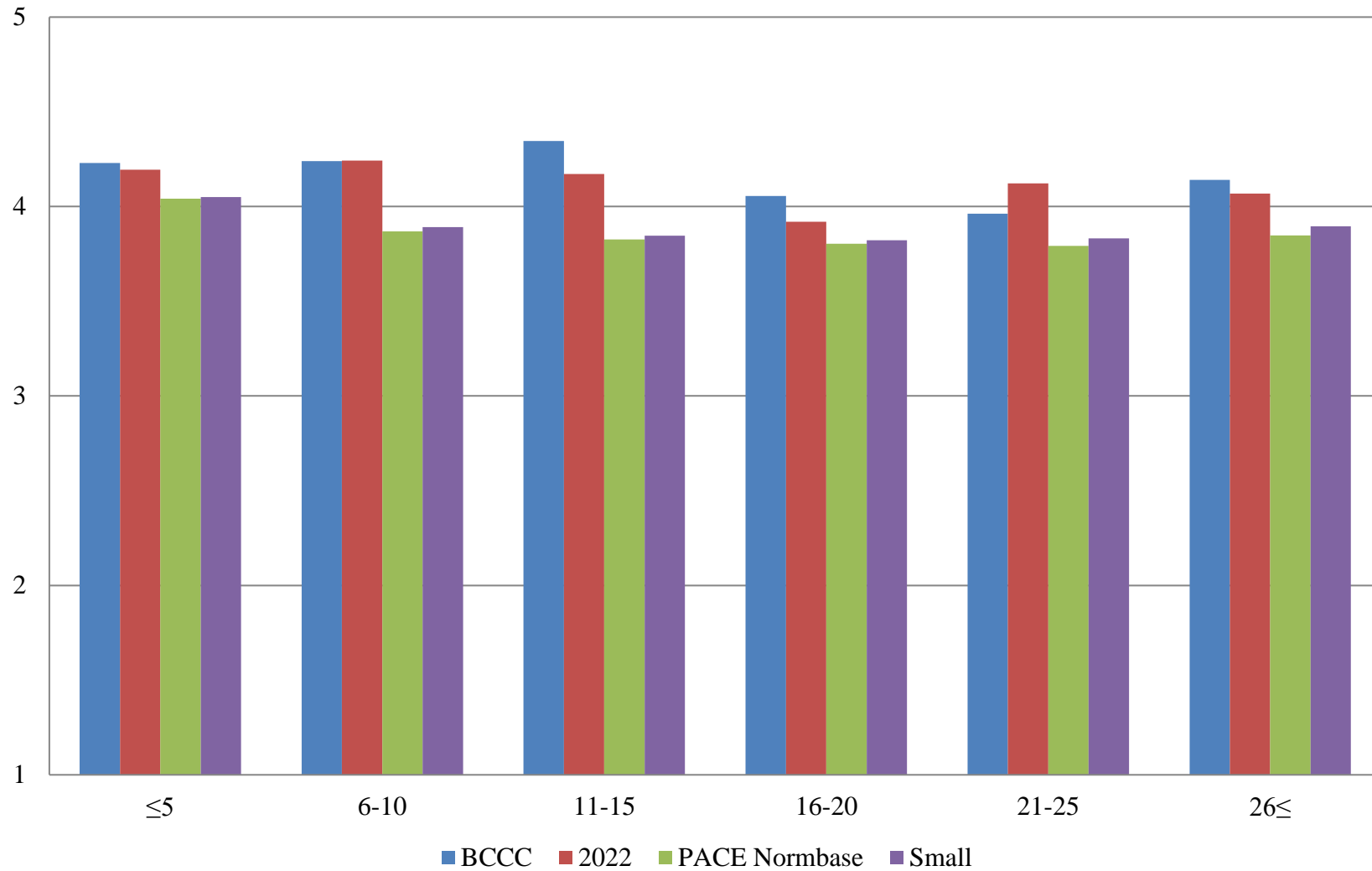


Table 37. Institutional Structure Mean Comparisons by Years in Higher Education

BCCC compared with:

How many years have you worked in higher education?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.005	3.977			3.538	***	.514	3.564	***	.492
5 years or less	92	4.087	4.100			3.812	**	.326	3.813	**	.327
6-10 years	37	4.101	4.085			3.530	***	.635	3.549	***	.618
11-15 years	32	4.052	4.032			3.462	***	.653	3.491	***	.627
16-20 years	28	3.773	3.750			3.421	*	.386	3.442	*	.373
21-25 years	19	3.869	3.741			3.396	*	.512	3.437	*	.480
26 years or more	19	3.898	3.829			3.477			3.536		

* p < .05, ** p < .01, *** p < .001

Table 38. Student Focus Mean Comparisons by Years in Higher Education

BCCC compared with:

How many years have you worked in higher education?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.320	4.311			4.108	***	.326	4.108	***	.335
5 years or less	92	4.321	4.315			4.210			4.207		
6-10 years	37	4.350	4.390			4.099	*	.391	4.101	*	.395
11-15 years	32	4.463	4.397			4.084	***	.594	4.072	***	.622
16-20 years	28	4.223	4.158			4.078			4.062		
21-25 years	19	4.260	4.356			4.079			4.098		
26 years or more	19	4.315	4.134			4.126			4.147		

* p < .05, ** p < .01, *** p < .001

Table 39. Supervisory Relationships Mean Comparisons by Years in Higher Education

BCCC compared with:

How many years have you worked in higher education?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.242	4.161			3.965	***	.325	3.996	***	.300
5 years or less	92	4.283	4.192			4.107	*	.217	4.126		
6-10 years	37	4.246	4.264			3.973			4.006		
11-15 years	32	4.495	4.119	*	.598	3.937	***	.651	3.953	***	.659
16-20 years	28	4.137	3.844			3.910			3.943		
21-25 years	19	3.844	4.231			3.910			3.956		
26 years or more	19	4.247	4.231			3.946			4.004		

* p < .05, ** p < .01, *** p < .001

Table 40. Teamwork Mean Comparisons by Years in Higher Education

BCCC compared with:

How many years have you worked in higher education?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.285	4.227			4.029	***	.280	4.077	***	.241
5 years or less	92	4.292	4.179			4.164			4.184		
6-10 years	37	4.357	4.352			4.044	*	.342	4.100		
11-15 years	32	4.542	4.234			4.005	***	.584	4.064	**	.559
16-20 years	28	4.250	4.075			3.996			4.037		
21-25 years	19	3.875	4.382			3.967			4.033		
26 years or more	19	4.202	4.203			4.017			4.066		

* p < .05, ** p < .01, *** p < .001

Table 41. Overall Mean Comparisons by Years in Higher Education

BCCC compared with:

How many years have you worked in higher education?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.189	4.146			3.867	***	.438	3.892	***	.416
5 years or less	92	4.230	4.194			4.042	*	.265	4.050	*	.258
6-10 years	37	4.240	4.243			3.868	**	.510	3.892	**	.489
11-15 years	32	4.345	4.172			3.827	***	.715	3.846	***	.705
16-20 years	28	4.055	3.920			3.804			3.822		
21-25 years	19	3.962	4.123			3.792			3.832		
26 years or more	19	4.140	4.068			3.848			3.896		

* p < .05, ** p < .01, *** p < .001

Figure 9. Overall Climate by Age

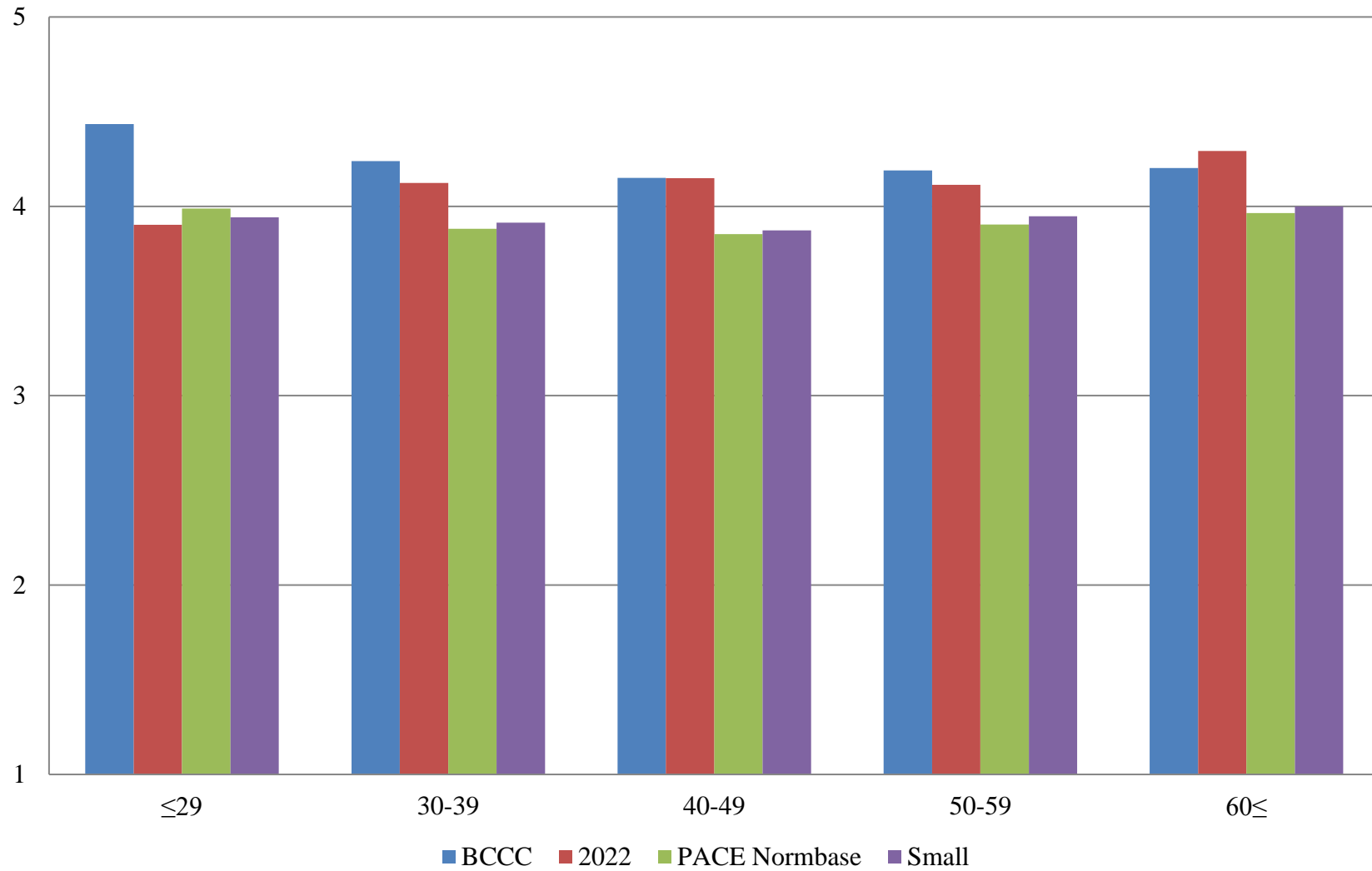


Table 42. Institutional Structure Mean Comparisons by Age

BCCC compared with:

What is your age?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.005	3.977			3.538	***	.514	3.564	***	.492
29 or younger	17	4.392	3.815			3.713	**	.764	3.635	***	.857
30-39	50	4.024	3.935			3.531	***	.545	3.567	***	.515
40-49	62	3.955	4.002			3.503	***	.495	3.536	***	.465
50-59	50	4.052	3.924			3.575	***	.531	3.633	***	.476
60 or older	42	3.987	4.149			3.678	*	.347	3.718	*	.309

* p < .05, ** p < .01, *** p < .001

Table 43. Student Focus Mean Comparisons by Age

BCCC compared with:

What is your age?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.320	4.311			4.108	***	.326	4.108	***	.335
29 or younger	17	4.467	4.017			4.135	*	.484	4.090	*	.565
30-39	50	4.333	4.324			4.094	**	.370	4.108	*	.364
40-49	62	4.291	4.366			4.093	*	.308	4.085	*	.321
50-59	50	4.349	4.306			4.150	*	.318	4.163	*	.306
60 or older	42	4.359	4.343			4.196			4.205		

* p < .05, ** p < .01, *** p < .001

Table 44. Supervisory Relationships Mean Comparisons by Age

BCCC compared with:

What is your age?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.242	4.161			3.965	***	.325	3.996	***	.300
29 or younger	17	4.448	3.905			4.091			4.068	*	.493
30-39	50	4.312	4.114			4.007	**	.367	4.041	*	.342
40-49	62	4.207	4.124			3.963	*	.286	3.983	*	.267
50-59	50	4.185	4.109			3.999			4.045		
60 or older	42	4.284	4.389			4.030	*	.305	4.073		

* p < .05, ** p < .01, *** p < .001

Table 45. Teamwork Mean Comparisons by Age

BCCC compared with:

What is your age?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.285	4.227			4.029	***	.280	4.077	***	.241
29 or younger	17	4.451	3.936			4.180			4.169		
30-39	50	4.424	4.231			4.086	**	.382	4.132	*	.351
40-49	62	4.231	4.147			4.030			4.066		
50-59	50	4.239	4.235			4.052			4.110		
60 or older	42	4.278	4.390			4.086			4.133		

* p < .05, ** p < .01, *** p < .001

Table 46. Overall Mean Comparisons by Age

BCCC compared with:

What is your age?	BCCC		2022			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.189	4.146			3.867	***	.438	3.892	***	.416
29 or younger	17	4.435	3.902			3.989	*	.613	3.943	**	.696
30-39	50	4.239	4.123			3.882	***	.494	3.913	***	.472
40-49	62	4.150	4.149			3.853	**	.405	3.873	**	.381
50-59	50	4.189	4.114			3.904	**	.394	3.948	*	.344
60 or older	42	4.202	4.292			3.964	*	.331	3.999		

* p < .05, ** p < .01, *** p < .001