

BARTON COUNTY COMMUNITY COLLEGE

2024 PACE SURVEY QUESTION LIST

Below is a list of all survey items included in Barton County Community College’s (BCCC) PACE Climate Survey.

The PACE46 are separated into four climate factors: Institutional Structure (IS), Supervisory Relationships (SR), Teamwork (TW), and Student Focus (SF). See the Report Interpretation Instructions for definitions of these climate factors.

PACE46

pace1	The actions of this institution reflect its mission (IS)
pace2	My supervisor expresses confidence in my work (SR)
pace3	There is a spirit of cooperation within my work team (TW)
pace4	Decisions are made at the appropriate level at this institution (IS)
pace5	The institution effectively promotes diversity in the workplace (IS)
pace6	Institutional leadership is focused on meeting the needs of students (IS)
pace7	Student needs are central to what we do (SF)
pace8	I feel my job is relevant to this institution’s mission (SF)
pace9	My supervisor is open to the ideas, opinions, and beliefs of everyone (SR)
pace10	Information is shared within this institution (IS)
pace11	Institutional teams use problem-solving techniques (IS)
pace12	Work expectations are communicated to me (SR)
pace13	Unacceptable behaviors are identified and communicated to me (SR)
pace14	My primary work team uses problem-solving techniques (TW)
pace15	I am able to appropriately influence the direction of this institution (IS)
pace16	Open and ethical communication is practiced at this institution (IS)
pace17	Faculty meet the needs of the students (SF)
pace18	Student diversity is important at this institution (SF)
pace19	Students’ competencies are enhanced (SF)
pace20	I receive timely feedback for my work (SR)
pace21	I receive appropriate feedback for my work (SR)
pace22	This institution has been successful in positively motivating my performance (IS)
pace23	Administrators meet the needs of students (SF)
pace24	There is an opportunity for all ideas to be exchanged within my work team (TW)
pace25	A spirit of cooperation exists at this institution (IS)

- pace26 My supervisor actively seeks my ideas (SR)
- pace27 My supervisor seriously considers my ideas (SR)
- pace28 Staff (non-instructional, non-administrator) meet the needs of students (SF)
- pace29 Institution-wide policies guide my work (IS)
- pace30 Work outcomes are clarified for me (SR)
- pace31 Students receive an excellent education at this institution (SF)
- pace32 This institution is appropriately organized (IS)
- pace33 My work team provides an environment for free and open expression of ideas, opinions, and beliefs (TW)
- pace34 My supervisor helps me to improve my work (SR)
- pace35 This institution prepares students for a career (SF)
- pace36 My work team coordinates its efforts with appropriate individuals and teams (TW)
- pace37 This institution prepares students for further learning (SF)
- pace38 I have the opportunity for advancement within this institution (IS)
- pace39 I am given the opportunity to be creative in my work (SR)
- pace40 Students are assisted with their personal development (SF)
- pace41 I receive adequate information regarding important activities at this institution (IS)
- pace42 Students seem satisfied with their educational experience at this institution (SF)
- pace43 A spirit of cooperation exists in my department (TW)
- pace44 Administrative processes are clearly defined (IS)
- pace45 I have the opportunity to express my ideas to my supervisor in appropriate forums (SR)
- pace46 Professional development and training opportunities are available (SR)

Part-time Faculty Question Set

- pt1 Compensation is a major consideration in my decision to teach part-time
- pt2 My part-time position provides necessary income for me
- pt3 My part-time position provides reasonable benefits (e.g., health insurance, retirement, etc.)
- pt4 Teaching part-time aligns with my current lifestyle
- pt5 Part-time teaching provides a personal outlet for my interests not related directly to financial compensation or employment
- pt6 I am compensated well for advising/counseling students
- pt7 Part-time faculty at this institution often get hired into full-time positions
- pt8 Part-time teaching is a path to a full-time position
- pt9 Full-time positions were not available at the time that I was searching for employment
- pt10 I feel that I have job security
- pt11 I was given training at this institution before teaching (e.g., instructional and/or technological support)

- pt12 Student evaluations are provided to me within six months of the completion of the course
- pt13 Performance evaluations are conducted at least once per academic year
- pt14 My institution provides the opportunity for me to engage in professional development
- pt15 I have access to support services (instructional and/or technological support)
- pt16 I am welcome to attend meetings (e.g., department, unit, college-wide)
- pt17 My participation in meetings (e.g., department, unit, college-wide) is valued
- pt18 Full-time faculty respect me
- pt19 I am satisfied with my working relationships with institutional leaders

BCCC Custom Questions

- custom1 I believe Barton students acquire the skills needed to be successful in their academic program
- custom2 I believe Barton develops strategies to identify and address on-going workforce needs
- custom3 I believe Barton builds effective partnerships to address workforce needs
- custom4 I believe Barton is a leader of economic development in the community
- custom5 I believe Barton provides individuals access to enriching activities and events (music and theater performances, gallery exhibits, athletic events, etc.)
- custom6 I believe Barton pursues the College Vision with innovative and outstanding people, programs, and services
- custom7 Unacceptable employee behaviors are addressed in a timely manner by the appropriate supervisor, including the College's administrative personnel
- custom8 I believe the college has provided information for an understanding of my role in accreditation
- custom9 I feel a connection in contributing to accreditation efforts

The items below represent standard, customized, and the part-time faculty question set demographic questions.

dem1: What is your personnel classification?

- Faculty
- Administrator
- Staff

dem2: Please select the race/ethnicity that best describes you:

- Hispanic/Latina/o/x
- Alaska Native or American Indian
- Asian

African American or Black
Native Hawaiian or Pacific Islander
White
Two or more races
Middle Eastern or North African
Prefer to self-describe _____*

*Respondents were given the option to self-describe, if desired.

**dem3: Your status at this institution is:*

Full-Time
Part-Time

*For reporting purposes, dem3 was created based on responses to cudem3. See Table 1 for coding details.

dem4: What is the highest level of education you have earned?

First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)
Doctoral degree (e.g., Ph.D., Ed.D.)
Master's degree
Bachelor's degree
Associate's degree
High School diploma or GED
No diploma or degree
Certificate

dem5: What is your gender identity?

Man
Woman
Non-binary
Genderqueer/Gender non-conforming
Prefer to self-describe _____*

*Respondents were given the option to self-describe, if desired.

dem5a: Do you identify as transgender?

Yes
No

dem6: How many years have you worked at this institution?

- 5 years or less
- 6-10 years
- 11-15 years
- 16-20 years
- 21-25 years
- 26 years or more

dem7: How many years have you worked in higher education?

- 5 years or less
- 6-10 years
- 11-15 years
- 16-20 years
- 21-25 years
- 26 years or more

dem8: What is your age?

- 29 or younger
- 30-39
- 40-49
- 50-59
- 60 or older

cudem1: What is your primary employment location?

- Great Bend
- Grandview Plaza
- Fort Riley/Fort Leavenworth
- Military School
- Online
- Other Locations

cudem2: Select the category which best identifies your primary instructional role:

- Not an Instructor
- Great Bend - Academic Transfer
- Great Bend - Technical & Workforce
- Grandview Plaza
- Fort Riley - Academic Transfer
- Fort Riles - Military School
- Fort Leavenworth
- Remote Location – High School
- Remote Location – BOL

cudem3: Your status at this institution is:

- Full time
- Part time
- Adjunct

Table 1

Coding of cudem3 response options to standard dem3 response options.

Cudem3 Response		Coded dem3 Response	
1	Full time	1	Full time
2	Part time	2	Part time
3	Adjunct	2	Part time

ptdem1: What is the total number of institutions at which you are teaching this semester?

- 1
- 2
- 3
- 4
- 5+

ptdem2: I have a full-time career in an industry outside academia.

- Yes
- No

ptdem3: My preference would be to have full-time status at this institution.

Yes

No

ptdem4: Have you ever pursued a full-time teaching position at this institution?

Yes

No

ptdem5: Are you currently seeking full-time status at this institution?

Yes

No

ptdem6: I am responsible for teaching developmental/remedial/general education classes.

Yes

No

ptdem7: I am responsible for teaching online courses.

Yes

No

ptdem8: On average, how much are you paid per course at this institution?

\$2,000 or less

\$2,001-\$3,000

\$3,001-\$4,000

\$4,001 or more

ptdem9: Mark all resources not available to you in your last term as part-time faculty at this institution.

Use of private office

An email account

A personal computer

A phone/voicemail

Shared office space

Access to parking

Faculty lounge area

Classroom supplies (e.g., markers, erasers, etc.)

Mailbox

Photocopy & Printer

Library

IT Support

Professional Development

Administrative Support