

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 Executive Summary

PACE Climate Survey for Community Colleges

Lead Researchers

Jared King &

Uttej Kumar Tentu

Conducted

September 2024

RESEARCH TEAM

Audrey J. Jaeger, Ph.D.

Executive Director

Kaitlin S. Newhouse, Ph.D.

Associate Director of
Research and Evaluation

Daniel West, Ph.D.

Senior Research
Associate

Ece Yilmaz, Ph.D.

Senior Research Associate

Jared King

Research Associate

Kayla Patterson

Research Associate

Natasha Spencer

Research Associate

Oscar R. Miranda Tapia

Research Associate

Uttej Kumar Tentu

Research Associate

CONTACT US

Phone

(919) 515-8567

Web

pace.ncsu.edu

North Carolina State University

Belk Center for Community College
Leadership and Research
706 Hillsborough Street
Raleigh, NC 27603

Fax

(919) 515-6305

Email

pace_survey@ncsu.edu

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

EXECUTIVE SUMMARY

During September 2024, the PACE Climate Survey for Community Colleges (PACE) was administered to 536 employees at Barton County Community College (BCCC). Of those 536 employees, 244 (45.5%) completed and returned the instrument for analysis. Respondents were also given the opportunity to complete a qualitative section asking what they find most favorable and least favorable about their institution, and two diversity, equity, and inclusion questions. Of the 244 BCCC employees who completed the PACE survey, 103 (21.1%) provided written comments.

PACE Means

The PACE Climate Survey at BCCC included 74 five-point Likert-type scale questions ranging from a low of “1” to a high of “5”. BCCC’s survey included the standard PACE 46 questions, the Part-Time Faculty Question Set, and a set of custom questions selected by BCCC. The PACE 46 questions are organized into four climate factors as follows: Institutional Structure, Student Focus, Supervisory Relationships, and Teamwork. At BCCC, the overall mean score of the PACE Survey was 4.189. The Student Focus climate factor had the highest mean score of 4.320, followed by Teamwork (4.285), Supervisory Relationships (4.242), and Institutional Structure (4.005). When disaggregated by the personnel classification demographic category of the PACE instrument, Faculty rated the campus climate the highest with a mean score of 4.392, followed by Administrators (4.063) and Staff (4.060).

Of the 46 standard PACE questions, BCCC’s top 10 mean scores have been identified as potential points of pride at BCCC. Five pertain to the Student Focus climate factor, two pertain to the Institutional Structure climate factor, two pertain to the Supervisory Relationship climate factor, and one pertains to the Teamwork climate factor.

- I feel my job is relevant to this institution’s mission, 4.583 (#8)
- My supervisor expresses confidence in my work, 4.496 (#2)
- Student needs are central to what we do, 4.475 (#7)
- My supervisor is open to the ideas, opinions, and beliefs of everyone, 4.432 (#9)
- Institutional leadership is focused on meeting the needs of students, 4.405 (#6)
- Students receive an excellent education at this institution, 4.403 (#31)
- The actions of this institution reflect its mission, 4.393 (#1)
- There is a spirit of cooperation within my work team, 4.387 (#3)
- This institution prepares students for further learning, 4.362 (#37)
- This institution prepares students for a career, 4.339 (#35)

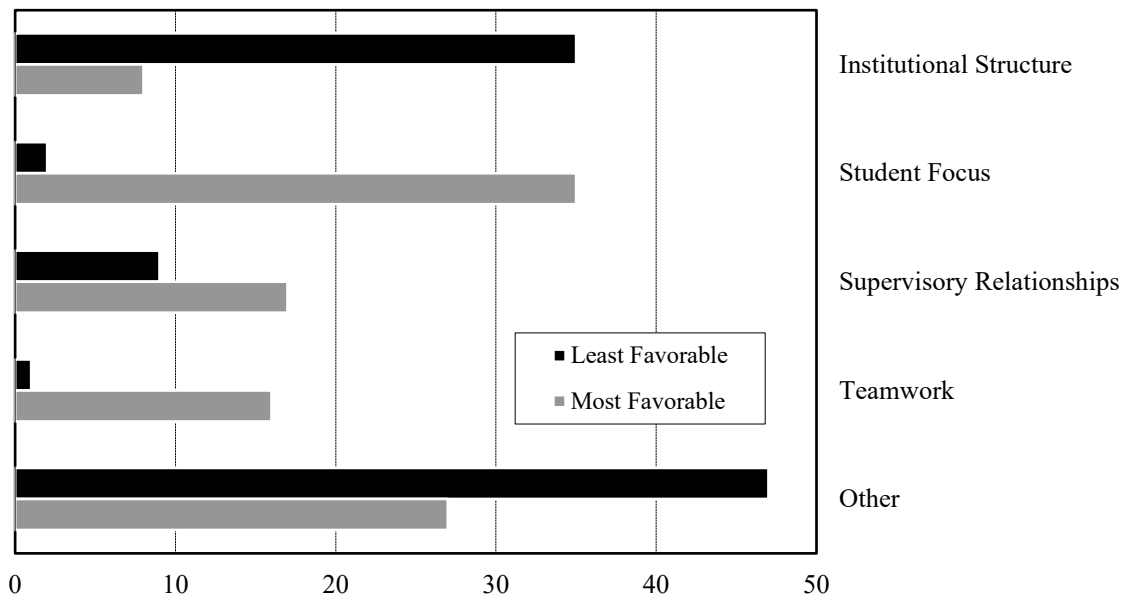
Of the 46 standard PACE questions, the bottom 10 mean scores have been identified as areas potentially in need of improvement at BCCC. All 10 pertain to the Institutional Structure climate factor.

- I am able to appropriately influence the direction of this institution, 3.612 (#15)
- I have the opportunity for advancement within this institution, 3.619 (#38)
- Information is shared within this institution, 3.876 (#10)
- Administrative processes are clearly defined, 3.895 (#44)
- This institution is appropriately organized, 3.940 (#32)
- Decisions are made at the appropriate level at this institution, 3.992 (#4)
- The institution effectively promotes diversity in the workplace, 3.996 (#5)
- Open and ethical communication is practiced at this institution, 3.996 (#16)
- This institution has been successful in positively motivating my performance, 4.004 (#22)
- Institutional teams use problem-solving techniques, 4.026 (#11)

Qualitative Responses

Responses to the two qualitative questions that asked about what respondents found most favorable and least favorable about the institution were coded broadly back to one of the four climate factors or an “Other” category for those comments that did not fit into a climate factor. The greatest number of favorable comments fell within the Student Focus climate factor and the greatest number of unfavorable comments fell within the Institutional Structure climate factor. Respondents also completed two additional qualitative questions about priorities and barriers to diversity, equity, and inclusion at the institution. Responses to these items are listed in alphabetical order and quoted exactly as written except in instances where the integrity of the report and/or confidentiality are compromised.

BCCC Comment Most Favorable and Least Favorable Response Rates



The full PACE report includes the following items:

- PACE Report
- Demographics Report
- Personnel Classification Report
- Custom Report
- Part-Time Faculty Report
- Qualitative Report
- Diversity, Equity, & Inclusion Qualitative Report
- Report Interpretation Instructions
- Detailed Survey Question List
- PACE Survey Discussion Guide