

Barton County Community College
Great Bend, Kansas

PACE Executive Summary

PACE Climate Survey for Community Colleges

Lead Researchers

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Conducted

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PACE CAMPUS CLIMATE SURVEY

An initiative of the Belk Center at NC State

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EXECUTIVE SUMMARY

During August and September 2022, the PACE Climate Survey for Community Colleges (PACE) was administered to 514 employees at Barton County Community College (BCCC). Of those 514 employees, 252 (49.0%) 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 252 BCCC employees who completed the PACE survey, 108 (42.9%) provided written comments.

PACE Means

The PACE Climate Survey at BCCC included 94 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 Racial Diversity Question Set, the Part-time Faculty Question Set, and custom questions specifically selected for 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 4.146. The Student Focus climate factor had the highest mean score of 4.311, followed by Teamwork (4.227), Supervisory Relationships (4.161), and Institutional Structure (3.977). When disaggregated by the personnel classification demographic category of the PACE instrument, Faculty rated the campus climate the highest with a mean score of 4.287, followed by Administrators (4.226) and Staff (4.025).

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 Relationships climate factor, and one pertains to the Teamwork climate factor.

- I feel my job is relevant to this institution’s mission, 4.574 (#8)
- Student needs are central to what we do, 4.452 (#7)
- My supervisor/chair expresses confidence in my work, 4.404 (#2)
- This institution prepares students for further learning, 4.387 (#37)
- This institution prepares students for a career, 4.348 (#35)
- The actions of this institution reflect its mission, 4.344 (#1)
- Institutional leadership is focused on meeting the needs of students, 4.332 (#6)
- My supervisor/chair is open to the ideas, opinions, and beliefs of everyone, 4.305 (#9)
- Student diversity is important at this institution, 4.302 (#18)
- There is a spirit of cooperation within my work team, 4.296 (#3)

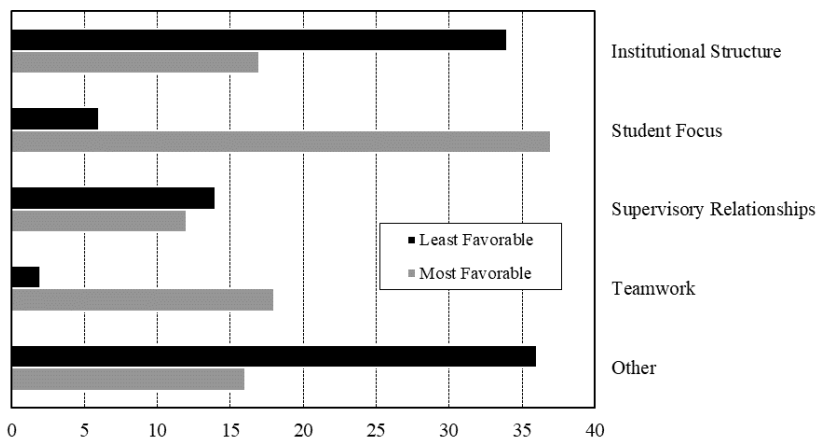
Of the 46 standard PACE questions, the bottom 10 mean scores have been identified as areas potentially in need of improvement at BCCC. All 10 pertain to the Institutional Structure climate factor.

- I am able to appropriately influence the direction of this institution, 3.589 (#15)
- I have the opportunity for advancement within this institution, 3.702 (#38)
- Information is shared within the institution, 3.806 (#10)
- Administrative processes are clearly defined, 3.856 (#44)
- This institution is appropriately organized, 3.884 (#32)
- Institutional teams use problem-solving techniques, 3.919 (#11)
- Open and ethical communication is practiced at this institution, 3.940 (#16)
- This institution has been successful in positively motivating my performance, 3.968 (#22)
- The institution effectively promotes diversity in the workplace, 3.972 (#5)
- Decisions are made at the appropriate level at this institution, 3.984 (#4)

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 or 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
- Racial Diversity Report
- Part-time Faculty Report
- Qualitative Report
- Diversity, Equity, & Inclusion Qualitative Report
- Report Interpretation Instructions
- Excel Data File with Codebook
- PACE Climate Survey Discussion Guide