



PACE Campus Climate Survey 2022 Barton Results

NC STATE
UNIVERSITY

PACE CAMPUS CLIMATE SURVEY
An initiative of the Belk Center at NC State

PACE (*Personal Assessment of the College Environment*)

The mission of PACE is to promote open and constructive communication along four climate factors. Taken together the climate factors provide a valid source to define areas needing change or improvement and sets the stage for strategic planning.

- The **Institutional Structure** climate factor focuses on the mission, leadership, spirit of cooperation, structural organization, decision-making, and communication within the institution.
- **Supervisory Relationships** provides insight into the relationship between an employee and a supervisor and an employee's ability to be creative and express ideas related to the employee's work.
- **Teamwork** explores the spirit of cooperation within work teams and effective coordination within teams.
- The **Student Focus** climate factor considers the centrality of students to the actions of the institution as well as students are prepared for post-institution endeavors.

Fall 2022 Responders

- 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.

Month & Year	Total Employees	Surveys Completed	Percentage Completed
Apr. 2012	422	181	42.90%
Oct. 2014	608	324	53.30%
Oct. 2016	560	338	60.40%
Oct. 2018	531	315	59.30%
Oct. 2020	512	248	48.40%
Sept. 2022	514	252	49.03%

Location	2020 Surveys Completed	2020 Percent of Total	2022 Percent of Total	2022 Surveys Completed
Great Bend	168	67%	167	66%
Online	29	12%	30	12%
Blank	22	9%	18	7%
Fort Riley or Fort Leavenworth	18	7%	20	8%
Other	12	5%	17	7%

Barton's PACE 2022 Results

The PACE results yielded an overall 4.146 mean score, a little down from 4.157 in 2020. 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) up from 4.183 in 2020**
- **Administration (4.226) down from 4.376**
- **Staff (4.025), also down from 4.101**

Category Mean Scores	2012	2014	2016	2018	2020	2022	Norm 2022
Student Focus	4.04	4.10	4.08	4.19	4.28	4.311	4.087
Teamwork	3.84	3.98	3.98	4.07	4.18	4.227	3.966
Supervisory	3.86	4.00	4.01	4.10	4.20	4.161	3.911
Institutional Structure	3.44	3.72	3.71	3.91	4.01	3.977	3.530

Coercive=1



Competitive=2



Consultative=3



Collaborative=4

Barton's PACE 2022 Top Ten

Question	2022	vs. 2020
I feel my job is relevant to this institution's mission	4.574	4.519
Student needs are central to what we do	4.452	4.413
My supervisor/chair expresses confidence in my work	4.404	4.413
This institution prepares students for further learning	4.387	4.326
This institution prepares students for a career	4.348	4.335
The actions of this institution reflect its mission	4.344	4.351
Institutional leadership is focused on meeting student needs	4.332	4.343
My supervisor/chair is open to the ideas, opinions, and beliefs of everyone	4.305	4.280
Student diversity is important at this institution (Largest Increase)	4.302	4.209
There is a spirit of cooperation within my work team	4.296	4.246

Coercive=1



Competitive=2



Consultative=3



Collaborative=4

Top Ten Opportunities to Improve

Question	2022	vs. 2020
I am able to appropriately influence the direction of this institution	3.589	3.703
I have the opportunity for advancement within this institution	3.702	3.569
Information is shared within the institution	3.806	3.811
Administrative processes are clearly defined	3.856	3.932
This institution is appropriately organized	3.884	3.996
Institutional teams use problem-solving techniques	3.919	3.991
Open and ethical communication is practiced at this institution	3.940	3.926
This institution is successful in positively motivating performance	3.968	4.000
The institution effectively promotes diversity in the workplace	3.972	4.012
Decisions are made at the appropriate level at this institution	3.984	4.016

Coercive=1



Competitive=2



Consultative=3



Collaborative=4

Biggest Areas of Improvement vs. 2020

Top areas must have the following qualities:

- Statistically significant local control
- 90% Response Rate
- Improvement of >1%

#	Question	2022	2020	Improvement
1	I have the opportunity for advancement within this institution	3.702	3.569	0.133
2	Students seem satisfied with their educational experience at this institution	4.236	4.135	0.101
3	There is an opportunity for all ideas to be exchanged within my work team	4.182	4.105	0.077
4	This institution prepares students for further learning	4.387	4.326	0.061
5	There is a spirit of cooperation within my work team	4.296	4.246	0.050
6	Unacceptable behaviors are identified and communicated to me	4.115	4.070	0.045
7	My work team coordinates its efforts with appropriate individuals and teams	4.252	4.210	0.042
8	Student needs are central to what we do	4.452	4.413	0.039
9	Faculty meet the needs of students	4.275	4.237	0.038
10	Non-teaching professional personnel meet the needs of students	4.250	4.213	0.037



*Questions or
Comments*