

Northeast Lakeview College
San Antonio, Texas

PACE Executive Summary
PACE Climate Survey for Community Colleges

Lead Researchers
Emily R. VanZoest &
Daniel R. West

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Research Team

Audrey J. Jaeger, Ph.D.

Executive Director

Kaitlin S. Newhouse, Ph.D.

Senior Research Associate

Greyson A. B. Norcross

Research Associate

Daniel R. West

Research Associate

Emily R. VanZoest

Research Associate

Additional Report Editors

Kara Reddish

Research Assistant

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

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EXECUTIVE SUMMARY

During October and November 2021, the PACE Climate Survey for Community Colleges (PACE) was administered to 413 employees at Northeast Lakeview College (NLC). Of those 413 employees, 139 (33.7%) 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. Of the 139 NLC employees who completed the PACE survey, 77 (55.4%) provided written comments.

Employees completed a 46-item PACE instrument organized into four climate factors as follows: Institutional Structure, Student Focus, Supervisory Relationships, and Teamwork. They also completed a custom section specifically for Alamo Colleges District, Change Readiness Question Set, a Racial Diversity Question Set, and a qualitative section. Respondents were asked to rate the items about the four climate factors on a five-point Likert-type scale ranging from a low of “1” to a high of “5.” The PACE instrument administered at NLC included 89 total items and four qualitative questions.

At NLC, the PACE results yielded an overall 4.028 mean score. When disaggregated by the custom personnel classification demographic category of the PACE instrument, Adjunct/CE Faculty rated the campus climate the highest with a mean score of 4.271, followed by Full time Staff (4.077), Part time Staff (4.006), and Full time Faculty (3.930). The Administrator and Work Study means were redacted for confidentiality. The greatest number of favorable comments fell within the Institutional Structure climate factor and the greatest number of unfavorable comments fell within the Institutional Structure climate factor.

Of the 46 standard PACE questions, NLC’s top 10 mean scores have been identified as points of pride at NLC. Six pertain to the Student Focus climate factor, two pertain to the Supervisory Relationships climate factor, and two pertain to the Teamwork climate factor.

- The extent to which my supervisor/chair expresses confidence in my work, 4.423 (#2)
- The extent to which I feel my job is relevant to this institution’s mission, 4.419 (#8)
- The extent to which my supervisor/chair is open to the ideas, opinions, and beliefs of everyone, 4.353 (#9)
- The extent to which this institution prepares students for further learning, 4.338 (#37)
- The extent to which student diversity is important at this institution, 4.308 (#18)
- The extent to which students receive an excellent education at this institution, 4.285 (#31)
- The extent to which faculty meet the needs of students, 4.250 (#17)
- The extent to which student needs are central to what we do, 4.248 (#7)
- The extent to which there is a spirit of cooperation within my work team, 4.232 (#3)
- The extent to which a spirit of cooperation exists in my department, 4.231 (#43)

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

- The extent to which I am able to appropriately influence the direction of this institution, 3.295 (#15)
- The extent to which I have the opportunity for advancement within this institution, 3.468 (#38)
- The extent to which decisions are made at the appropriate level at this institution, 3.533 (#4)
- The extent to which administrative processes are clearly defined, 3.551 (#44)
- The extent to which open and ethical communication is practiced at this institution, 3.667 (#16)
- The extent to which information is shared within the institution, 3.672 (#10)
- The extent to which institutional teams use problem-solving techniques, 3.713 (#11)
- The extent to which this institution is appropriately organized, 3.748 (#32)
- The extent to which this institution has been successful in positively motivating my performance, 3.784 (#22)
- The extent to which a spirit of cooperation exists at this institution, 3.887 (#25)

The full PACE report includes the following items:

- PACE Report
- Demographics Report
- Personnel Classification Report
- Custom Report
- Change Readiness Report
- Racial Diversity Report
- Qualitative Report
- Diversity, Equity, & Inclusion Qualitative Report
- Report Interpretation Instructions
- Excel Data File with Codebook