

**Northeast Lakeview College**  
San Antonio, Texas

**PACE Custom Report**

PACE Climate Survey for Community Colleges

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**Conducted**

October & November 2021

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Suggested Citation: Belk Center for Community College Leadership and Research, North Carolina State University. PACE Climate Survey for Community Colleges Custom Report, by VanZoest, E. R. & West, D. R. Raleigh, NC: 2021

**Table of Contents****Page**

|          |  |    |
|----------|--|----|
| Table 1. | Custom Items Frequency Distributions                                 | 1  |
| Table 2. | Custom Item Mean Comparisons   | 4  |
| Table 3. | Custom Demographic Frequency Distributions                           | 6  |
| Table 4. | Institutional Structure Mean Comparisons by Personnel Classification | 7  |
| Table 5. | Student Focus Item Mean Comparisons by Personnel Classification      | 8  |
| Table 6. | Supervisory Relationships Item Mean Comparisons by Personnel         | 9  |
| Table 7. | Teamwork Item Mean Comparisons by Personnel Classification           | 10 |
| Table 8. | Overall Item Mean Comparisons by Personnel Classification            | 11 |

**Table 1. Custom Items Frequency Distributions**

*NLC compared with:*

| Custom Items  | Response Option   | NLC        |             | 2020       |             |
|---|-------------------|------------|-------------|------------|-------------|
|   |                   | Count      | %           | Count      | %           |
| <i>The extent to which...</i>                                     |                   |            |             |            |             |
| <b>1</b> I understand the priorities of the institution           | Very dissatisfied | 2          | 2%          | 8          | 4%          |
|   | Dissatisfied      | 3          | 2%          | 6          | 3%          |
|   | Neither           | 13         | 10%         | 17         | 9%          |
|   | Satisfied         | 53         | 43%         | 91         | 50%         |
|   | Very satisfied    | 53         | 43%         | 60         | 33%         |
|   | <b>Total</b>      | <b>124</b> | <b>100%</b> | <b>182</b> | <b>100%</b> |
| <b>2</b> innovation is encouraged at the institution              | Very dissatisfied | 3          | 2%          | 6          | 3%          |
|   | Dissatisfied      | 12         | 10%         | 12         | 7%          |
|   | Neither           | 17         | 14%         | 22         | 12%         |
|   | Satisfied         | 49         | 40%         | 82         | 46%         |
|   | Very satisfied    | 43         | 35%         | 56         | 31%         |
|   | <b>Total</b>      | <b>124</b> | <b>100%</b> | <b>178</b> | <b>100%</b> |
| <b>3</b> I participate in decisions at the institution            | Very dissatisfied | 8          | 7%          | 7          | 4%          |
|   | Dissatisfied      | 12         | 10%         | 16         | 9%          |
|   | Neither           | 32         | 27%         | 44         | 26%         |
|   | Satisfied         | 37         | 31%         | 68         | 40%         |
|   | Very satisfied    | 30         | 25%         | 34         | 20%         |
|   | <b>Total</b>      | <b>119</b> | <b>100%</b> | <b>169</b> | <b>100%</b> |
| <b>4</b> differences of opinion are encouraged at the institution | Very dissatisfied | 10         | 8%          | 12         | 7%          |
|   | Dissatisfied      | 14         | 11%         | 22         | 12%         |
|   | Neither           | 35         | 28%         | 43         | 24%         |
|   | Satisfied         | 39         | 31%         | 66         | 37%         |
|   | Very satisfied    | 26         | 21%         | 34         | 19%         |
|   | <b>Total</b>      | <b>124</b> | <b>100%</b> | <b>177</b> | <b>100%</b> |

*NLC compared with:*

| Custom Items (continued)  | Response Option   | NLC        |             | 2020       |             |
|---|-------------------|------------|-------------|------------|-------------|
|   |                   | Count      | %           | Count      | %           |
| <i>The extent to which...</i>   |                   |            |             |            |             |
| 5 I am satisfied with my overall employment experience at this institution                | Very dissatisfied | 3          | 2%          | 5          | 3%          |
|   | Dissatisfied      | 9          | 7%          | 13         | 7%          |
|   | Neither           | 18         | 14%         | 18         | 10%         |
|   | Satisfied         | 50         | 40%         | 78         | 43%         |
|   | Very satisfied    | 45         | 36%         | 67         | 37%         |
|   | <b>Total</b>      | <b>125</b> | <b>100%</b> | <b>181</b> | <b>100%</b> |
| 6 the institution's leadership/supervisory structure is representing my interests         | Very dissatisfied | 12         | 10%         | 14         | 8%          |
|   | Dissatisfied      | 7          | 6%          | 13         | 7%          |
|   | Neither           | 28         | 23%         | 32         | 18%         |
|   | Satisfied         | 43         | 35%         | 70         | 40%         |
|   | Very satisfied    | 34         | 27%         | 47         | 27%         |
|   | <b>Total</b>      | <b>124</b> | <b>100%</b> | <b>176</b> | <b>100%</b> |
| 7 policies affecting faculty and staff are consistent across campus                       | Very dissatisfied | 12         | 10%         | 10         | 6%          |
|   | Dissatisfied      | 19         | 16%         | 22         | 13%         |
|   | Neither           | 19         | 16%         | 48         | 28%         |
|   | Satisfied         | 37         | 31%         | 63         | 37%         |
|   | Very satisfied    | 33         | 28%         | 29         | 17%         |
|   | <b>Total</b>      | <b>120</b> | <b>100%</b> | <b>172</b> | <b>100%</b> |
| 8 the institution's technology tools allow me to meet my job responsibilities efficiently | Very dissatisfied | 3          | 2%          | 2          | 1%          |
|   | Dissatisfied      | 11         | 9%          | 15         | 8%          |
|   | Neither           | 17         | 14%         | 23         | 13%         |
|   | Satisfied         | 46         | 37%         | 85         | 48%         |
|   | Very satisfied    | 47         | 38%         | 53         | 30%         |
|   | <b>Total</b>      | <b>124</b> | <b>100%</b> | <b>178</b> | <b>100%</b> |

*NLC compared with:*

| Custom Items (continued)   | Response Option   | NLC        |             | 2020       |             |
|--|-------------------|------------|-------------|------------|-------------|
|  |                   | Count      | %           | Count      | %           |
| <i>The extent to which...</i>  |                   |            |             |            |             |
| <b>9</b> workload demands for my time are included in the institution level planning process | Very dissatisfied | 11         | 9%          | 15         | 9%          |
|  | Dissatisfied      | 20         | 16%         | 24         | 14%         |
|  | Neither           | 31         | 25%         | 45         | 26%         |
|  | Satisfied         | 36         | 29%         | 62         | 36%         |
|  | Very satisfied    | 25         | 20%         | 27         | 16%         |
|  | <b>Total</b>      | <b>123</b> | <b>100%</b> | <b>173</b> | <b>100%</b> |
| <b>10</b> the institution provides a safe and secure working environment                     | Very dissatisfied | 2          | 2%          | 2          | 1%          |
|  | Dissatisfied      | 5          | 4%          | 2          | 1%          |
|  | Neither           | 15         | 12%         | 13         | 7%          |
|  | Satisfied         | 47         | 37%         | 91         | 51%         |
|  | Very satisfied    | 57         | 45%         | 70         | 39%         |
|  | <b>Total</b>      | <b>126</b> | <b>100%</b> | <b>178</b> | <b>100%</b> |
| <b>11</b> I would recommend working at the Alamo Colleges                                    | Very dissatisfied | 1          | 1%          | 7          | 4%          |
|  | Dissatisfied      | 7          | 6%          | 4          | 2%          |
|  | Neither           | 21         | 17%         | 19         | 10%         |
|  | Satisfied         | 43         | 34%         | 69         | 38%         |
|  | Very satisfied    | 54         | 43%         | 82         | 45%         |
|  | <b>Total</b>      | <b>126</b> | <b>100%</b> | <b>181</b> | <b>100%</b> |

**Table 2. Custom Item Mean Comparisons**

*NLC compared with:*

| Custom Items   | NLC |       | 2020  |      |             |
|--|-----|-------|-------|------|-------------|
|  | N   | Mean  | Mean  | Sig. | Effect size |
| <i>The extent to which...</i>  |     |       |       |      |             |
| <b>1</b> I understand the priorities of the institution  | 124 | 4.226 | 4.038 |      |             |
| <b>2</b> innovation is encouraged at the institution   | 124 | 3.944 | 3.955 |      |             |
| <b>3</b> I participate in decisions at the institution   | 119 | 3.580 | 3.627 |      |             |
| <b>4</b> differences of opinion are encouraged at the institution                                | 124 | 3.460 | 3.497 |      |             |
| <b>5</b> I am satisfied with my overall employment experience at this institution                | 125 | 4.000 | 4.044 |      |             |
| <b>6</b> the institution's leadership/supervisory structure is representing my interests         | 124 | 3.645 | 3.699 |      |             |
| <b>7</b> policies affecting faculty and staff are consistent across campus                       | 120 | 3.500 | 3.459 |      |             |
| <b>8</b> the institution's technology tools allow me to meet my job responsibilities efficiently | 124 | 3.992 | 3.966 |      |             |
| <b>9</b> workload demands for my time are included in the institution level planning process     | 123 | 3.358 | 3.358 |      |             |
| <b>10</b> the institution provides a safe and secure working environment                         | 126 | 4.206 | 4.264 |      |             |

*NLC compared with:*

| <b>Custom Items (Continued)</b>                           | <b>NLC</b> |       | <b>2020</b> |      |             |
|---|------------|-------|-------------|------|-------------|
|   | N          | Mean  | Mean        | Sig. | Effect size |
| <i>The extent to which...</i>                             |            |       |             |      |             |
| <b>11</b> I would recommend working at the Alamo Colleges | 126        | 4.127 | 4.188       |      |             |



**Table 3. Custom Demographic Frequency Distributions**

*NLC compared with:*

| Demographic Items          | Response Option    | NLC   |            | 2020        |            |
|----------------------------|--------------------|-------|------------|-------------|------------|
|                            |                    | Count | %          | Count       | %          |
| 1 Personnel Classification | Administrator      | 6     | 5%         | 7           | 4%         |
|                            | Full time Staff    | 52    | 41%        | 75          | 41%        |
|                            | Full time Faculty  | 41    | 33%        | 52          | 29%        |
|                            | Part time Staff    | 10    | 8%         | 13          | 7%         |
|                            | Adjunct/CE Faculty | 16    | 13%        | 24          | 13%        |
|                            | Work Study         | 1     | 1%         | 10          | 6%         |
|                            | <b>Total</b>       |       | <b>126</b> | <b>100%</b> | <b>181</b> |

**Table 4. Institutional Structure Mean Comparisons by Personnel Classification**

*NLC compared with:*

| Personnel Classification | NLC |       | 2020  |      |             |
|--------------------------|-----|-------|-------|------|-------------|
|                          | N   | Mean  | Mean  | Sig. | Effect size |
| Overall                  | 138 | 3.773 | 3.789 |      |             |
| Administrator            | 6   | --    | 4.067 |      |             |
| Full time Staff          | 51  | 3.862 | 3.705 |      |             |
| Full time Faculty        | 41  | 3.485 | 3.702 |      |             |
| Part time Staff          | 10  | 3.767 | 3.920 |      |             |
| Adjunct/CE Faculty       | 16  | 4.252 | 4.151 |      |             |
| Work Study               | 1   | --    | 4.094 |      |             |

\* p < .05, \*\* p < .01, \*\*\* p < .001

-- indicates results redacted for confidentiality

**Table 5. Student Focus Item Mean Comparisons by Personnel Classification**

*NLC compared with:*

| Personnel Classification | NLC |       | 2020  |      |             |
|--------------------------|-----|-------|-------|------|-------------|
|                          | N   | Mean  | Mean  | Sig. | Effect size |
| Overall                  | 138 | 4.194 | 4.196 |      |             |
| Administrator            | 6   | --    | 4.274 |      |             |
| Full time Staff          | 51  | 4.240 | 4.134 |      |             |
| Full time Faculty        | 41  | 4.150 | 4.238 |      |             |
| Part time Staff          | 10  | 4.170 | 4.360 |      |             |
| Adjunct/CE Faculty       | 16  | 4.246 | 4.399 |      |             |
| Work Study               | 1   | --    | 4.239 |      |             |

\* p < .05, \*\* p < .01, \*\*\* p < .001

-- indicates results redacted for confidentiality

**Table 6. Supervisory Relationships Item Mean Comparisons by Personnel Classification**

*NLC compared with:*

| Personnel Classification | NLC |       | 2020  |      |             |
|--------------------------|-----|-------|-------|------|-------------|
|                          | N   | Mean  | Mean  | Sig. | Effect size |
| Overall                  | 138 | 4.129 | 4.055 |      |             |
| Administrator            | 6   | --    | 4.284 |      |             |
| Full time Staff          | 51  | 4.114 | 4.030 |      |             |
| Full time Faculty        | 41  | 4.151 | 4.099 |      |             |
| Part time Staff          | 10  | 4.067 | 3.957 |      |             |
| Adjunct/CE Faculty       | 16  | 4.387 | 4.235 |      |             |
| Work Study               | 1   | --    | 4.206 |      |             |

\* p < .05, \*\* p < .01, \*\*\* p < .001

-- indicates results redacted for confidentiality

**Table 7. Teamwork Item Mean Comparisons by Personnel Classification**

*NLC compared with:*

| <b>Personnel Classification</b> | <b>NLC</b> |       | <b>2020</b> |      |             |
|---------------------------------|------------|-------|-------------|------|-------------|
|                                 | N          | Mean  | Mean        | Sig. | Effect size |
| Overall                         | 138        | 4.156 | 4.116       |      |             |
| Administrator                   | 6          | --    | 4.452       |      |             |
| Full time Staff                 | 51         | 4.229 | 4.027       |      |             |
| Full time Faculty               | 41         | 4.142 | 4.199       |      |             |
| Part time Staff                 | 10         | 4.150 | 4.110       |      |             |
| Adjunct/CE Faculty              | 16         | 4.146 | 4.235       |      |             |
| Work Study                      | 1          | --    | 4.250       |      |             |

\* p < .05, \*\* p < .01, \*\*\* p < .001

-- indicates results redacted for confidentiality

**Table 8. Overall Item Mean Comparisons by Personnel Classification**

*NLC compared with:*

| <b>Personnel Classification</b> | <b>NLC</b> |       | <b>2020</b> |      |             |
|---------------------------------|------------|-------|-------------|------|-------------|
|                                 | N          | Mean  | Mean        | Sig. | Effect size |
| Overall                         | 138        | 4.028 | 4.013       |      |             |
| Administrator                   | 6          | --    | 4.232       |      |             |
| Full time Staff                 | 51         | 4.077 | 3.947       |      |             |
| Full time Faculty               | 41         | 3.930 | 4.020       |      |             |
| Part time Staff                 | 10         | 4.006 | 4.088       |      |             |
| Adjunct/CE Faculty              | 16         | 4.271 | 4.245       |      |             |
| Work Study                      | 1          | --    | 4.186       |      |             |

\* p < .05, \*\* p < .01, \*\*\* p < .001

-- indicates results redacted for confidentiality