



NATIONAL INITIATIVE FOR LEADERSHIP & INSTITUTIONAL EFFECTIVENESS

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Green River College Auburn, Washington

PACE Executive Summary Personal Assessment of the College Environment

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EXECUTIVE SUMMARY

During February 2018 the Personal Assessment of the College Environment (PACE) survey was administered to 1084 employees at Green River College (GRC). Of those 1084 employees, 551 (50.8%) completed and returned the instrument for analysis. Based on 551 respondents, we can say with 95% confidence that the true means of the subscales lie within 3% of the reported means. Respondents were also given the opportunity to complete a qualitative section. Of the 551 Green River College employees who completed the PACE survey, 325 (59.0%) 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 qualitative section, a customized section designed specifically for Green River College, and change readiness subscale report. Respondents were asked to rate the four factors on a five-point Likert-type scale ranging from a low of “1” to a high of “5.” The PACE instrument administered at GRC included 79 total items and two qualitative questions.

At GRC, the PACE results yielded an overall 3.627 mean score. When disaggregated by the Personnel Classification demographic category of the PACE instrument, Administrators rated the campus climate the highest with a mean score of 3.698, followed by Faculty (3.649) and Staff (3.589). The most favorable and least favorable areas cited in the qualitative questions pertain to the Institutional Structure climate factor.

Of the 46 standard PACE questions, the top mean scores have been identified at Green River College.

- The extent to which I feel my job is relevant to this institution’s mission, 4.315 (#8)
- The extent to which my supervisor expresses confidence in my work, 4.054 (#2)
- The extent to which this institution prepares students for further learning, 4.036 (#37)
- The extent to which student ethnic and cultural diversity are important at this institution, 3.978 (#18)
- The extent to which this institution prepares students for a career, 3.978 (#35)
- The extent to which I am given the opportunity to be creative in my work, 3.970 (#39)
- The extent to which my supervisor is open to the ideas, opinions, and beliefs of everyone, 3.963 (#9)
- The extent to which students receive an excellent education at this institution, 3.962 (#31)
- The extent to which there is a spirit of cooperation within my work team, 3.939 (#3)
- The extent to which my primary work team uses problem-solving techniques, 3.903 (14)

Of the 46 standard PACE questions, the bottom mean scores have been identified as areas in need of improvement at Green River College.

- The extent to which I have the opportunity for advancement within this institution, 2.904 (#38)
- The extent to which I am able to appropriately influence the direction of the institution, 2.992 (#15)
- The extent to which this institution is appropriately organized, 3.047 (#32)
- The extent to which decisions are made at the appropriate level at this institution, 3.130 (#4)
- The extent to which information is shared within this institution, 3.133 (#10)
- The extent to which open and ethical communication is practiced at this institution, 3.194 (#16)
- The extent to which institutional teams use problem-solving techniques, 3.200 (#11)
- The extent to which a spirit of cooperation exists at this institution, 3.229 (#25)
- The extent to which this institution has been successful in positively motivating my performance, 3.240 (#22)
- The extent to which my work is guided by clearly defined administrative processes, 3.320 (#44)

The full PACE report includes: the standard PACE and demographic reports, which break out PACE climate factors by question response rates and by each standard demographic category; a personnel classification report; a custom report that includes custom and custom demographic questions included specifically for GRC; a change readiness subscale report; a qualitative report; and a raw qualitative report. Report interpretation instructions and a raw data Excel file with a codebook are also included.