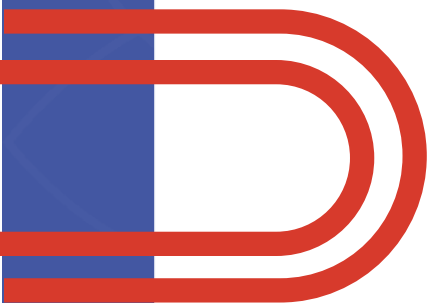




**NC STATE
UNIVERSITY**

PACE CAMPUS CLIMATE SURVEY

An initiative of the Belk Center at NC State

706 Hillsborough Street | Raleigh, NC 27603

Green River College

Auburn, Washington

PACE Executive Summary

PACE Climate Survey for Community Colleges

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Conducted

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Suggested Citation: Belk Center for Community College Leadership and Research, North Carolina State University. PACE Climate Survey for Community Colleges Executive Summary, by West, D. R., & VanZoest, E. R. Raleigh, NC: 2024.

EXECUTIVE SUMMARY

During April and May 2024, the PACE Climate Survey for Community Colleges (PACE) was administered to 1,134 employees at Green River College (GRC). Of those 1,134 employees, 436 (38.4%) 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 436 GRC employees who completed the PACE survey, 258 (59.2%) provided written comments.

PACE Means

The PACE Climate Survey at GRC included 58 five-point Likert-type scale questions ranging from a low of “1” to a high of “5”. GRC’s survey included the standard PACE 46 questions and the Student Success Question Set. The PACE 46 questions are organized into four climate factors as follows: Institutional Structure, Student Focus, Supervisory Relationships, and Teamwork. At GRC, the overall mean score of the PACE Survey was 3.691. The Teamwork climate factor had the highest mean score of 4.074, followed by Student Focus (3.963), Supervisory Relationships (3.808), and Institutional Structure (3.230). When disaggregated by the personnel classification demographic category of the PACE instrument, Staff rated the campus climate the highest with a mean score of 3.795, followed by Administrators (3.689), and Faculty (3.519).

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

- I feel my job is relevant to this institution’s mission, 4.512 (#8)
- Student diversity is important at this institution, 4.209 (#18)
- There is a spirit of cooperation within my work team, 4.177 (#3)
- My supervisor/chair expresses confidence in my work, 4.166 (#2)
- My work team coordinates its efforts with appropriate individuals and teams, 4.149 (#36)
- My primary work team uses problem-solving techniques, 4.143 (#14)
- I am given the opportunity to be creative in my work, 4.119 (#39)
- This institution prepares students for further learning, 4.089 (#37)
- A spirit of cooperation exists in my department, 4.071 (#43)
- Staff (non-instructional, non-administrator) meet the needs of students, 4.053 (#28)

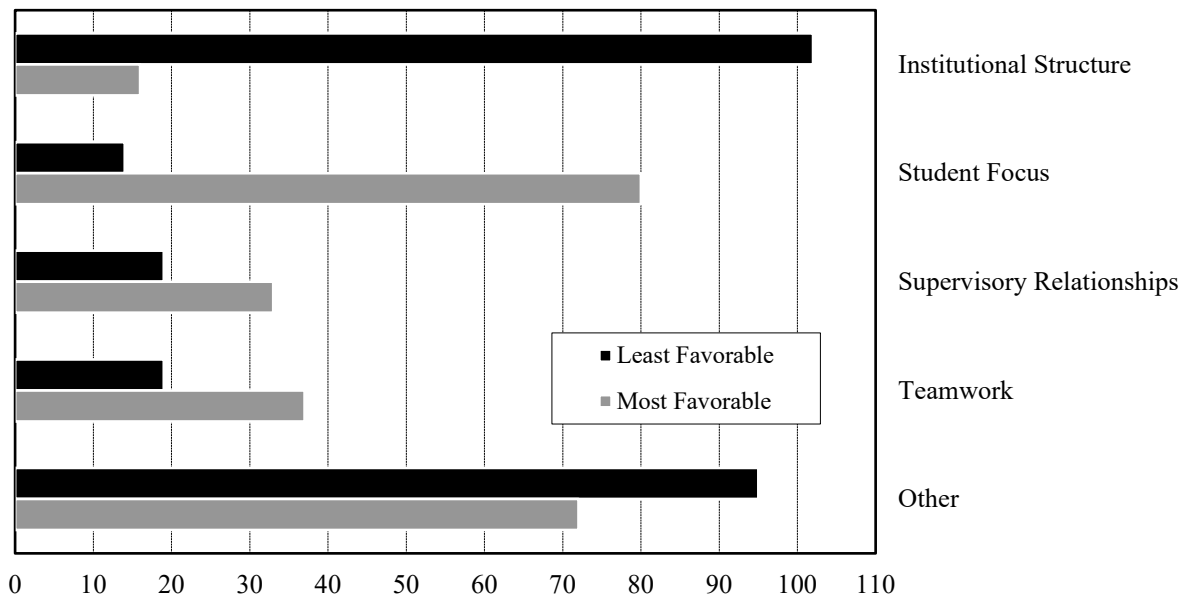
Of the 46 standard PACE questions, the bottom 10 mean scores have been identified as areas potentially in need of improvement at GRC. All ten pertain to the Institutional Structure climate factor.

- Administrative processes are clearly defined, 2.882 (#44)
- Open and ethical communication is practiced at this institution, 2.928 (#16)
- This institution is appropriately organized, 2.947 (#32)
- I am able to appropriately influence the direction of this institution, 2.952 (#15)
- Information is shared within this institution, 2.993 (#10)
- Decisions are made at the appropriate level at this institution, 3.014 (#4)
- I have the opportunity for advancement within this institution, 3.060 (#38)
- A spirit of cooperation exists at this institution, 3.092 (#25)
- This institution has been successful in positively motivating my performance, 3.230 (#22)
- Institutional teams use problem-solving techniques, 3.258 (#11)

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.

GRC Comment Most Favorable and Least Favorable Response Rates



The full PACE report includes the following items:

- PACE Report
- Demographics Report
- Personnel Classification Report
- Student Success Report
- Qualitative Report
- Diversity, Equity, & Inclusion Qualitative Report
- Report Interpretation Instructions
- Detailed Survey Question List
- PACE Survey Discussion Guide