



PACE Survey -- Longitudinal Tracking

Overview

In March 2016 the Personal Assessment of the College Environment (PACE) Survey was administered to 750 employees at Tacoma Community College (TCC). 362 (48.3%) of the employees completed the survey. Since 2003, TCC has participated in this national survey on a regular cycle (2003, 2007, 2009, 2013, and 2016). The survey is designed to obtain perceptions of personnel concerning the college climate and to provide data to assist TCC in promoting more open communications among faculty, staff, and administrators. The longitudinal mean scores are outlined below to allow the campus community to identify trends over time.

Employees completed a 46-item PACE instrument organized into four climate factors as follows: Institutional Structure, Supervisory Relationships, Teamwork, and Student Focus. They also completed a Customized section designed specifically for Tacoma Community College. The instrument was specifically designed to compare the existing climate at TCC to a range of four managerial systems found to exist in colleges and to a Norm Base of 87 community colleges across North America. At TCC, the overall results from the PACE instrument indicate a moderately healthy campus climate, yielding an overall 3.62 mean score or middle range of the Consultative system (page 2, PACE Report).

Table 5. Tacoma Community College Climate as Rated by All Employees

Factor	2003 TCC	2007 TCC	2009 TCC	2013 TCC	2016 TCC	Norm Base**
Institutional Structure	3.69	3.42	3.52	3.52	3.23	3.47
Supervisory Relationships	3.38	2.9	3.74	3.63	3.68	3.82
Teamwork	3.84	3.43	3.82	3.76	3.85	3.85
Student Focus	3.95	3.75	4.07	4.16	3.95	4.04
Custom	3.42	3	3.6	3.72	3.25	3.76
Overall*	3.67	3.34	3.76	3.75	3.62	3.76

* Overall does not include the customized section developed specifically for TCC.

**NILIE PACE Norm Base, which includes approximately 87 different climate studies conducted at two-year institutions since July 2013. These studies include small, medium, and large institutions.

