

Personal Assessment of the College Environment (PACE)



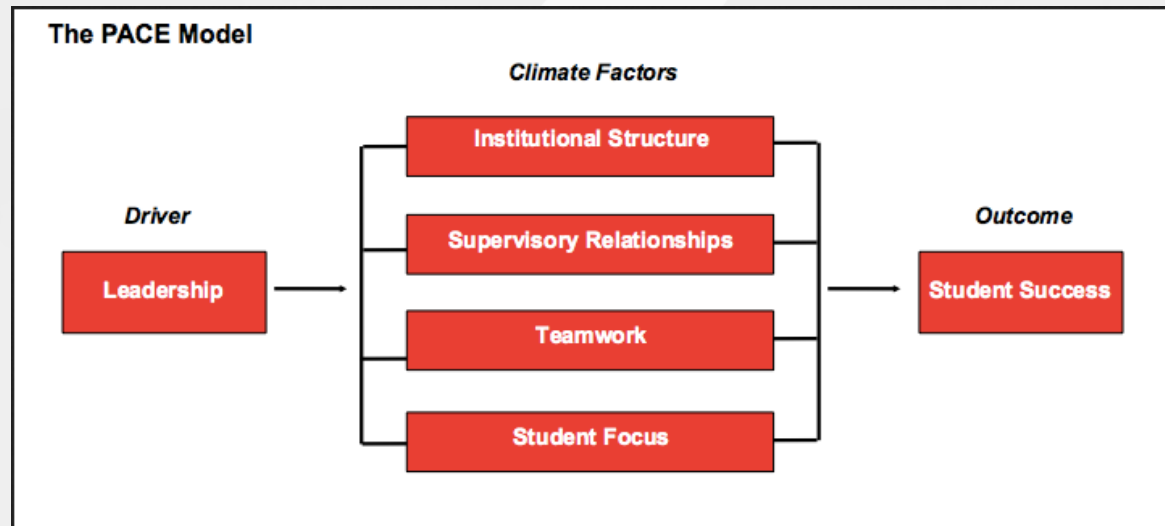
PACE Presentation

- What is PACE?
- When is it administered?
- How is PACE administered?
- To whom is PACE administered?
- Where are the results located?
- What are some of the results?



The PACE model

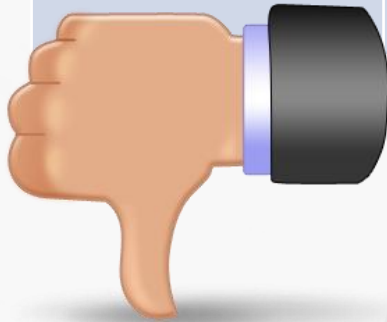
1. Institutional Structure
2. Supervisory Relationships
3. Teamwork
4. Student Focus



Purpose

- Personnel perception of college climate
- Establish priorities for change

Coercive	Competitive	Consultative	Collaborative
1-2	2-3	3-4	4-5



The four leadership & organizational systems



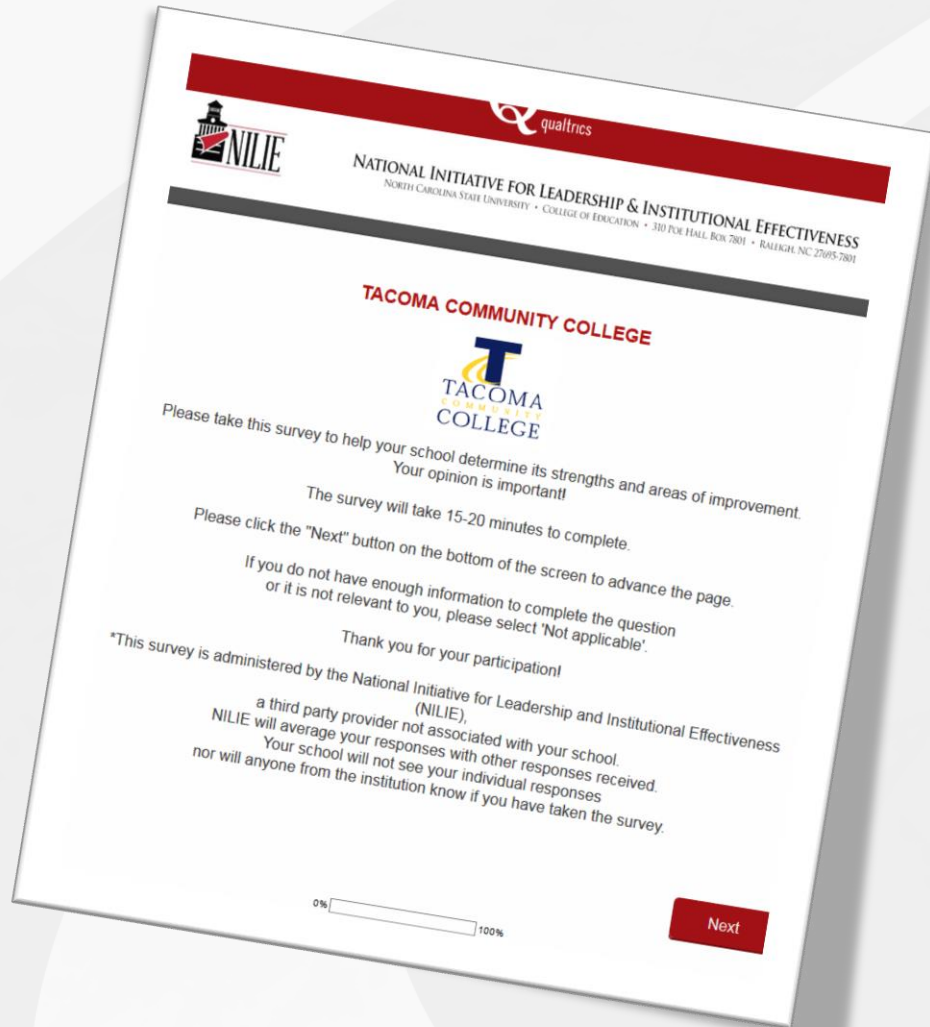
Better:

- Productivity
- Job satisfaction
- Communication
- Overall org. climate



PACE Survey instrument

- 56 total items (46 PACE instrument, 10 customized)
- Online survey tool
- Organized into the four climate factors
- 15-20 minutes
- Customized section -10
- Five-point Likert-type scale for PACE instrument & for customized section.
- Confidentiality



PACE Survey at TCC

- Winter 2016 (Late Feb early March)
- 2003, 2007, 2009, 2013, 2016
- Administered to 750 employees

Personnel Classification	Count
Faculty	137
Administrator	28
Staff	173
Overall	362*

48% (362) of all invited employees completed the surveyed

Overall results

- TCC is operating within a moderately healthy campus climate



Results



FOUR major reports



The PACE report

Benchmark to three comparison groups.



Demographic report

Benchmark to three comparison groups.



Custom report

Benchmark to TCC's 2013 results



Qualitative report

59.1% (214 respondents) provided written comments.



The PACE Report

Table 5. Climate Factor Mean Comparisons

Climate Factor	TCC		NILIE Normbase			Medium 2-year			2013		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	362	3.620	3.689			3.678			3.748	*	-.171
Institutional Structure	362	3.232	3.433	***	-.218	3.401	***	-.187	3.521	***	-.328
Student Focus	361	3.945	3.932			3.932			4.160	***	-.342
Supervisory Relationship	362	3.683	3.737			3.725			3.632		
Teamwork	362	3.846	3.761			3.773			3.764		

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



Demographics Report

Table 6. Overall Mean Comparisons by Personnel Classification

TCC compared with:

	TCC		NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	362	3.620	3.689			3.678		
Faculty	137	3.775	3.767			3.718		
Administrator	28	3.613	3.727			3.658		
Staff	173	3.473	3.676	***	-.258	3.660	**	-.238

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



Custom Report

Table 2. Custom Item Mean Comparisons

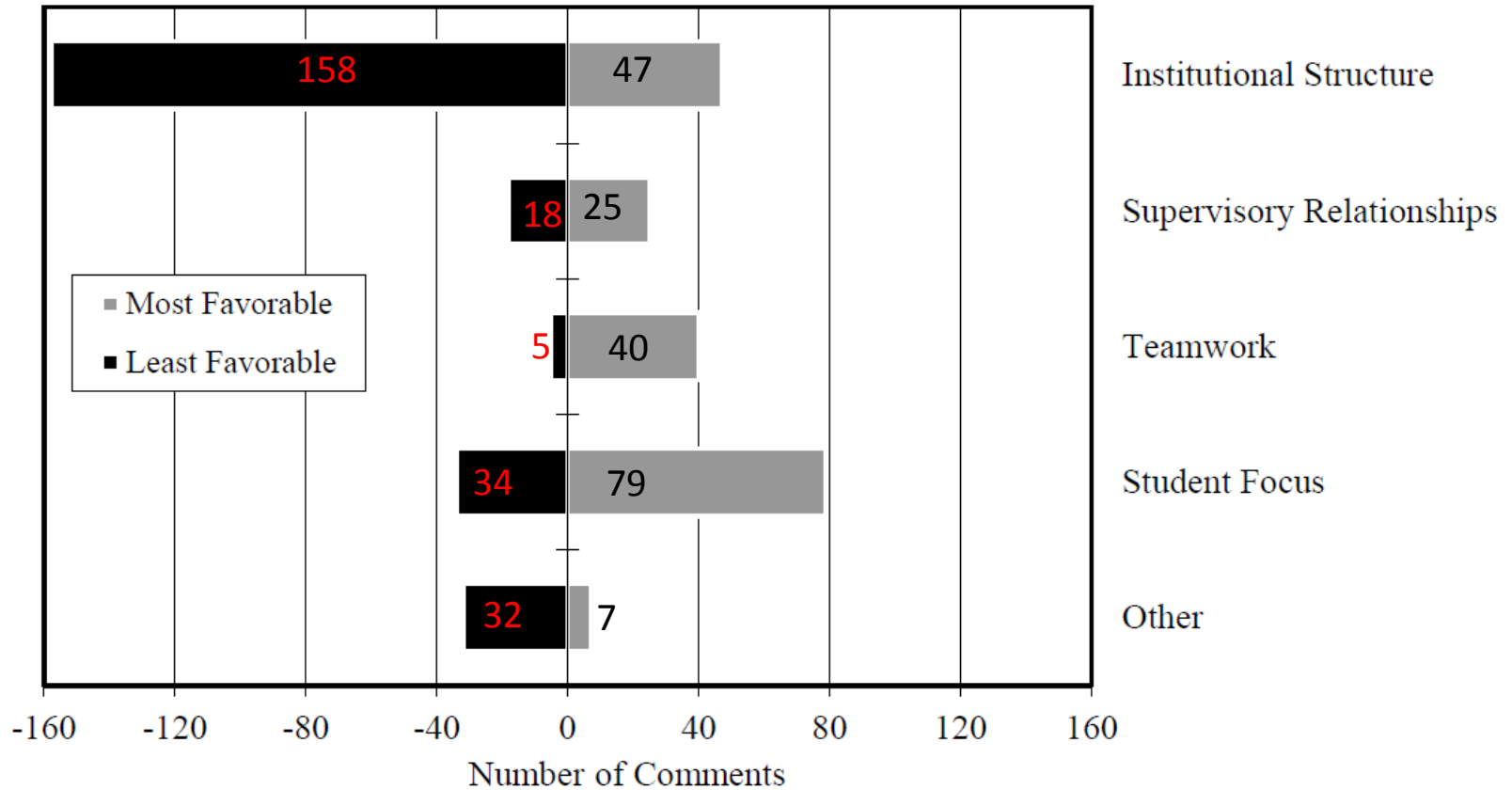
Custom Items	TCC		<i>TCC compared with:</i>		
	N	Mean	2013 Mean	Sig.	Effect size
<i>The extent to which...</i>					
1 innovation is encouraged at the college	333	3.459	3.823	***	-.337
2 the college plans for change	320	3.169	3.859	***	-.649
3 priorities are clearly understood at the college	327	3.076	3.615	***	-.487
4 the college is committed to improvement	334	3.446	4.007	***	-.529
5 the college is achieving its diversity goals	326	3.408	3.892	***	-.444
6 differences of opinion are encouraged at the college	334	2.982	3.286	**	-.263
7 resource allocation decisions are participatory	303	2.851	3.180	***	-.289
8 there is campus-wide input on matters of importance	326	2.948	3.355	***	-.348
9 technological innovation is supported at the college	332	3.678	4.318	***	-.654
10 there is a shared vision for the college	328	3.311	3.816	***	-.465

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



Qualitative report

Figure 11. Tacoma Community College Comment Response Rates



Of all the employees who completed(362) the survey, 59.1% (214 respondents) provided written comments.

Longitudinal and trend analysis

PACE Surveys at TCC - 2003-2016

Climate Factor	2003	2007	2009	2013	2016
Institutional Structure	3.69	3.42	3.52	3.52	3.23
Supervisory Relationships	3.38	2.90	3.74	3.63	3.68
Teamwork	3.84	3.43	3.82	3.76	3.85
Student Focus	3.95	3.75	4.07	4.16	3.95
Custom	3.42	3.00	3.60	3.72	3.25
Overall*	3.67	3.34	3.76	3.75	3.62

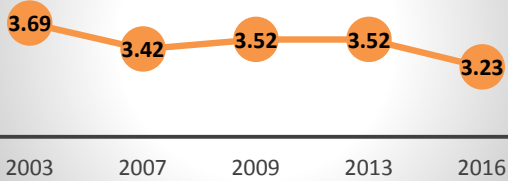
Red- lowest mean score, Green- highest mean score across the years, per climate factor

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

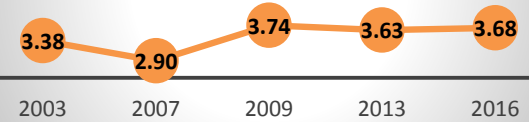
Longitudinal and trend analysis

Climate factors, custom & overall at TCC - 2003-2016

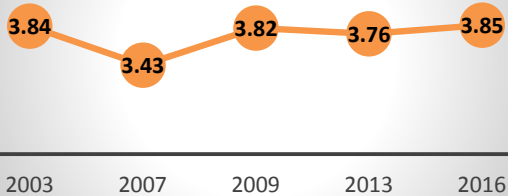
Institutional Structure



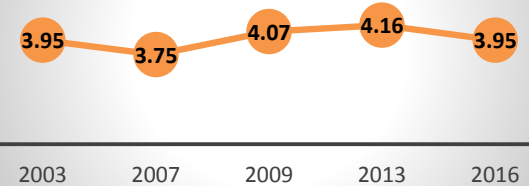
Supervisory Relationships



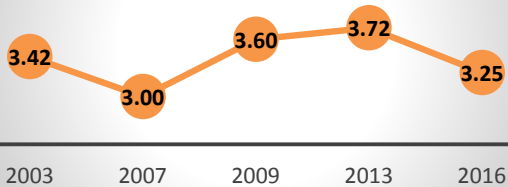
Teamwork



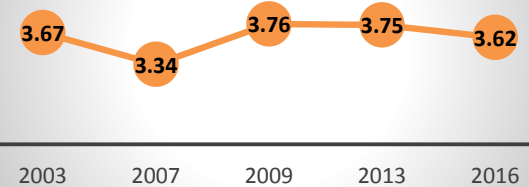
Student Focus



Custom



Overall*



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

Surveys Page on the Portal

MY TCC

Main

College Info

Campus Services

Instruction

Learning Resources

Student Services

Personal

 **Tip #8: This portal has a mobile interface for iPhones and Droi**







Surveys

 [Back](#)







[Organizational Learning & Effectiveness](#) » [Institutional Research](#) » Surveys

[SURVEY SCHEDULE 2010-2021](#)









Survey of Entering Student Engagement (SENSE):

- [2014 Survey](#)  (Username: ; Password: ); [Benchmark Scores Report](#)  and [2015 SENSE presentation](#) 
- [2011 Survey Benchmark Scores Report](#) 









Community College Survey of Student Engagement (CCSSE):

- [2014 Survey](#)  (Username: ; Password: ); [Benchmark Scores Report](#)  and [2014 CCSSE presentation](#) 
- [2011 Survey Benchmark Scores Report](#) 

Student Satisfaction Inventory (SSI):

- 2015 SSI Results : [Year-to-Year Results](#)  and [Peer Comparison](#)  and [Presentation](#) 
- 2012 SSI Results : [Year-to-Year Results](#)  and [Peer Comparison](#)  and [Presentation](#) 
- 2009 SSI Results : [Year-to-Year Results](#)  and [Peer Comparison](#) 

Personal Assessment of the College Environment (PACE):

- [2016 Survey \(old format\)](#)  and [Overview](#) 
- [2016 Survey \(new format\)](#)  and [Interpretation Instructions](#)  and [Demographics](#)  and [Custom Questions](#)  and [Qualitative Results](#) 
the old and new structure for this year.)
- [2013 Survey](#) 
- [2009 Survey](#) 

Closing Remarks

Listening sessions in mid to late October with an outside consultant. Participants should come prepared to answer:

- What is your ideal work climate?
- What concrete action will you as an employee commit to to help achieve that climate?

Thank You

