Tacoma Community College
Tacoma, Washington

PACE Custom Report
Personal Assessment of the College Environment

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NILIE

NATIONAL INITIATIVE FOR LEADERSHIP & INSTITUTIONAL EFFECTIVENESS

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Table 1. Custom Items Frequency Distributions

			TCC		2016	
Custom Items	Response Option	Count	%	Count	%
The extent to which…					
1 innovation is encouraged at the college	Very dissatisfied	18	6%	24	7%
	Dissatisfied	27	9%	37	11%
	Neither	79	26%	91	27%
	Satisfied	130	43%	124	37%
	Very satisfied	47	16%	57	17%
	Total	**301**	**100%**	**333**	**100%**
2 the college plans for change	Very dissatisfied	17	6%	34	11%
	Dissatisfied	32	11%	42	13%
	Neither	80	27%	114	36%
	Satisfied	124	42%	96	30%
	Very satisfied	45	15%	34	11%
	Total	**298**	**100%**	**320**	**100%**
3 priorities are clearly understood at the college	Very dissatisfied	24	8%	33	10%
	Dissatisfied	52	17%	71	22%
	Neither	95	31%	93	28%
	Satisfied	102	33%	98	30%
	Very satisfied	32	10%	32	10%
	Total	**305**	**100%**	**327**	**100%**
4 the college is committed to improvement	Very dissatisfied	10	3%	27	8%
	Dissatisfied	26	8%	38	11%
	Neither	64	21%	82	25%
	Satisfied	138	45%	133	40%
	Very satisfied	68	22%	54	16%
	Total	**306**	**100%**	**334**	**100%**

TCC compared with:

Custom Items (continued)	Response Option	TCC		2016	
		Count	%	Count	%
The extent to which…					
5 the college is achieving its diversity goals	Very dissatisfied	22	7%	29	9%
	Dissatisfied	50	17%	34	10%
	Neither	102	34%	91	28%
	Satisfied	79	26%	119	37%
	Very satisfied	46	15%	53	16%
	Total	**299**	**100%**	**326**	**100%**
6 differences of opinion are encouraged at the college	Very dissatisfied	39	13%	49	15%
	Dissatisfied	58	19%	60	18%
	Neither	104	34%	102	31%
	Satisfied	73	24%	94	28%
	Very satisfied	30	10%	29	9%
	Total	**304**	**100%**	**334**	**100%**
7 resource allocation decisions are participatory	Very dissatisfied	39	14%	45	15%
	Dissatisfied	65	24%	64	21%
	Neither	97	36%	103	34%
	Satisfied	51	19%	73	24%
	Very satisfied	17	6%	18	6%
	Total	**269**	**100%**	**303**	**100%**
8 there is campus-wide input on matters of importance	Very dissatisfied	22	7%	48	15%
	Dissatisfied	43	14%	68	21%
	Neither	81	27%	89	27%
	Satisfied	117	39%	95	29%
	Very satisfied	38	13%	26	8%
	Total	**301**	**100%**	**326**	**100%**

TCC compared with:

Custom Items (continued)	Response Option	TCC		2016	
		Count	%	Count	%
The extent to which…					
9 technological innovation is supported at the college	Very dissatisfied	11	4%	18	5%
	Dissatisfied	29	10%	30	9%
	Neither	55	18%	71	21%
	Satisfied	144	48%	135	41%
	Very satisfied	63	21%	78	23%
	Total	**302**	**100%**	**332**	**100%**
10 there is a shared vision for the college	Very dissatisfied	15	5%	28	9%
	Dissatisfied	45	15%	47	14%
	Neither	82	27%	91	28%
	Satisfied	124	41%	119	36%
	Very satisfied	36	12%	43	13%
	Total	**302**	**100%**	**328**	**100%**

Table 2. Custom Item Mean Comparisons

	Custom Items	TCC		2016		
		N	Mean	Mean	Sig.	Effect size
The extent to which…						
1	innovation is encouraged at the college	301	3.535	3.459		
2	the college plans for change	298	3.497	3.169	***	.301
3	priorities are clearly understood at the college	305	3.216	3.076		
4	the college is committed to improvement	306	3.745	3.446	***	.279
5	the college is achieving its diversity goals	299	3.258	3.408		
6	differences of opinion are encouraged at the college	304	2.990	2.982		
7	resource allocation decisions are participatory	269	2.784	2.851		
8	there is campus-wide input on matters of importance	301	3.352	2.948	***	.353
9	technological innovation is supported at the college	302	3.725	3.678		
10	there is a shared vision for the college	302	3.401	3.311		

TCC compared with:

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

Table 3. Custom Demographic Frequency Distributions

	Demographic Items	Response Option	TCC	
			Count	%
1	Please select one personnel classification below that best describes your primary role at Tacoma Community College:	Administrative/Exempt	85	28%
		Classified	76	25%
		Full-time Faculty	88	29%
		Part-time Faculty	54	18%
		Total	**303**	**100%**
2	Please select one area of the college that your primary role fits best:	Academic Affairs	151	50%
		Administrative Services	62	21%
		President, College Advancement, or Equity, Diversity, and Inclusion	9	3%
		Student Affairs	78	26%
		Total	**300**	**100%**

Table 4. Institutional Structure Means by Primary Role

Please select one personnel classification below that best describes your primary role at Tacoma	TCC	
	N	Mean
Overall	322	3.281
Administrative/Exempt	85	3.174
Classified	76	3.334
Full-time Faculty	88	3.231
Part-time Faculty	54	3.525

Table 5. Student Focus Means by Primary Role

Please select one personnel classification below that best describes your primary role at Tacoma	TCC	
	N	Mean
Overall	322	3.891
Administrative/Exempt	85	3.734
Classified	76	3.989
Full-time Faculty	88	3.891
Part-time Faculty	54	4.034

Table 6. Supervisory Relationships Means by Primary Role

	TCC	
Please select one personnel classification below that best describes your primary role at Tacoma	N	Mean
Overall	322	3.702
Administrative/Exempt	85	3.656
Classified	76	3.562
Full-time Faculty	88	3.766
Part-time Faculty	54	3.841

Table 7. Teamwork Means by Primary Role

Please select one personnel classification below that best describes your primary role at Tacoma	TCC	
	N	Mean
Overall	322	3.855
Administrative/Exempt	85	3.988
Classified	76	3.842
Full-time Faculty	88	3.774
Part-time Faculty	54	3.815

Table 8. Overall Means by Primary Role

Please select one personnel classification below that best describes your primary role at Tacoma	TCC	
	N	Mean
Overall	322	3.630
Administrative/Exempt	85	3.563
Classified	76	3.628
Full-time Faculty	88	3.625
Part-time Faculty	54	3.791

Table 9. Institutional Structure Means by Area of College

Please select one area of the college that your primary role fits best:	TCC	
	N	Mean
Overall	322	3.281
Academic Affairs	151	3.344
Administrative Services	62	3.337
President, College Advancement, or Equity, Diversity, and Inclusion	9	3.558
Student Affairs	78	3.130

Table 10. Student Focus Means by Area of College

Please select one area of the college that your primary role fits best:	TCC	
	N	Mean
Overall	322	3.891
Academic Affairs	151	3.948
Administrative Services	62	3.919
President, College Advancement, or Equity, Diversity, and Inclusion	9	4.000
Student Affairs	78	3.780

Table 11. Supervisory Relationships Means by Area of College

Please select one area of the college that your primary role fits best:	TCC	
	N	Mean
Overall	322	3.702
Academic Affairs	151	3.780
Administrative Services	62	3.711
President, College Advancement, or Equity, Diversity, and Inclusion	9	4.023
Student Affairs	78	3.513

Table 12. Teamwork Means by Area of College

Please select one area of the college that your primary role fits best:	TCC	
	N	Mean
Overall	322	3.855
Academic Affairs	151	3.831
Administrative Services	62	3.989
President, College Advancement, or Equity, Diversity, and Inclusion	9	4.167
Student Affairs	78	3.853

Table 13. Overall Means by Area of College

Please select one area of the college that your primary role fits best:	TCC	
	N	Mean
Overall	322	3.630
Academic Affairs	151	3.688
Administrative Services	62	3.674
President, College Advancement, or Equity, Diversity, and Inclusion	9	3.885
Student Affairs	78	3.498