

Tacoma Community College
Tacoma, Washington

PACE Custom Report

PACE Climate Survey for Community Colleges

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Conducted

February and March 2022

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Suggested Citation: Belk Center for Community College Leadership and Research, North Carolina State University. PACE Climate Survey for Community Colleges Custom Report, by West, D. R. & VanZoest, E. R. Raleigh, NC: 2022.

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Table 1. Custom Items Frequency Distributions

Custom Items	Response Option	TCC	
		Count	%
<i>The extent to which...</i>			
1 I am able to report incidents of unethical or illegal behavior without retribution	Very dissatisfied	24	8%
	Dissatisfied	24	8%
	Neither	57	20%
	Satisfied	94	33%
	Very satisfied	88	31%
	Total	287	100%
2 the college has established policies and processes that ensure ethical behavior of all employees	Very dissatisfied	20	7%
	Dissatisfied	31	10%
	Neither	61	20%
	Satisfied	113	37%
	Very satisfied	78	26%
	Total	303	100%

Table 2. Custom Item Means

Custom Items		TCC	
		N	Mean
<i>The extent to which...</i>			
1	I am able to report incidents of unethical or illegal behavior without retribution	287	3.690
2	the college has established policies and processes that ensure ethical behavior of all employees	303	3.653

Table 3. Custom Demographic Frequency Distributions

TCC compared with:

Demographic Items	Response Option	TCC		2019	
		Count	%	Count	%
1 Please select one personnel classification that best describes your primary role at Tacoma Community College:	Administrative/Exempt	93	30%	85	28%
	Classified	70	23%	76	25%
	Full-time Faculty	80	26%	88	29%
	Part-time Faculty	39	13%	54	18%
	Hourly	23	8%	N/A	N/A
	Total	305	100%	303	100%
2 Please select one area of the college that your primary role fits best:	Academic Affairs	145	48%	151	50%
	Administrative Services	67	22%	62	21%
	President, College Advancement, or Equity, Diversity, and Inclusion	13	4%	9	3%
	Student Affairs	76	25%	78	26%
	Total	301	100%	300	100%

Table 4. Institutional Structure Mean Comparisons by Personnel Classification

TCC compared with:

Please select one personnel classification that best describes your primary role at Tacoma Community College:	TCC		2019		
	N	Mean	Mean	Sig.	Effect size
Overall	335	3.453	3.281	*	.199
Administrative/Exempt	93	3.548	3.174	**	.471
Classified	70	3.362	3.334		
Full-time Faculty	80	2.935	3.231	*	-.360
Part-time Faculty	39	3.897	3.525		
Hourly	23	4.057	N/A		

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

N/A indicates response option previously unavailable

Table 5. Student Focus Item Mean Comparisons by Personnel Classification

TCC compared with:

Please select one personnel classification that best describes your primary role at Tacoma Community College:	TCC		2019		
	N	Mean	Mean	Sig.	Effect size
Overall	335	3.990	3.891	*	.153
Administrative/Exempt	93	3.932	3.734	*	.351
Classified	70	3.948	3.989		
Full-time Faculty	80	3.867	3.891		
Part-time Faculty	39	4.136	4.034		
Hourly	23	4.278	N/A		

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

N/A indicates response option previously unavailable

Table 6. Supervisory Relationships Item Mean Comparisons by Personnel Classification

TCC compared with:

Please select one personnel classification that best describes your primary role at Tacoma Community College:	TCC		2019		
	N	Mean	Mean	Sig.	Effect size
Overall	335	3.946	3.702	***	.266
Administrative/Exempt	93	4.070	3.656	**	.490
Classified	70	3.824	3.562		
Full-time Faculty	80	3.626	3.766		
Part-time Faculty	39	4.110	3.841		
Hourly	23	4.241	N/A		

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

N/A indicates response option previously unavailable

Table 7. Teamwork Item Mean Comparisons by Personnel Classification

TCC compared with:

Please select one personnel classification that best describes your primary role at Tacoma Community College:	TCC		2019		
	N	Mean	Mean	Sig.	Effect size
Overall	334	4.051	3.855	**	.206
Administrative/Exempt	92	4.295	3.988	**	.404
Classified	70	3.999	3.842		
Full-time Faculty	80	3.642	3.774		
Part-time Faculty	39	4.120	3.815		
Hourly	23	4.310	N/A		

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

N/A indicates response option previously unavailable

Table 8. Overall Item Mean Comparisons by Personnel Classification

TCC compared with:

Please select one personnel classification that best describes your primary role at Tacoma Community College:	TCC		2019		
	N	Mean	Mean	Sig.	Effect size
Overall	335	3.807	3.630	**	.243
Administrative/Exempt	93	3.892	3.563	***	.517
Classified	70	3.726	3.628		
Full-time Faculty	80	3.465	3.625		
Part-time Faculty	39	4.052	3.791		
Hourly	23	4.196	N/A		

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

N/A indicates response option previously unavailable

Table 9. Institutional Structure Mean Comparisons by Area of College

TCC compared with:

Please select one area of the college that your primary role fits best:	TCC		2019		
	N	Mean	Mean	Sig.	Effect size
Overall	335	3.453	3.281	*	.199
Academic Affairs	145	3.347	3.344		
Administrative Services	67	3.554	3.337		
President, College Advancement, or Equity, Diversity, and Inclusion	13	3.808	3.558		
Student Affairs	76	3.438	3.130	*	.390

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

Table 10. Student Focus Item Mean Comparisons by Area of College

TCC compared with:

Please select one area of the college that your primary role fits best:	TCC		2019		
	N	Mean	Mean	Sig.	Effect size
Overall	335	3.990	3.891	*	.153
Academic Affairs	145	3.984	3.948		
Administrative Services	67	3.960	3.919		
President, College Advancement, or Equity, Diversity, and Inclusion	13	4.195	4.000		
Student Affairs	76	3.946	3.780		

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

Table 11. Supervisory Relationships Item Mean Comparisons by Area of College

TCC compared with:

Please select one area of the college that your primary role fits best:	TCC		2019		
	N	Mean	Mean	Sig.	Effect size
Overall	335	3.946	3.702	***	.266
Academic Affairs	145	3.850	3.780		
Administrative Services	67	3.981	3.711		
President, College Advancement, or Equity, Diversity, and Inclusion	13	4.229	4.023		
Student Affairs	76	3.967	3.513	**	.537

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

Table 12. Teamwork Item Mean Comparisons by Area of College

TCC compared with:

Please select one area of the college that your primary role fits best:	TCC		2019		
	N	Mean	Mean	Sig.	Effect size
Overall	334	4.051	3.855	**	.206
Academic Affairs	145	3.981	3.831		
Administrative Services	67	4.015	3.989		
President, College Advancement, or Equity, Diversity, and Inclusion	13	4.423	4.167		
Student Affairs	75	4.148	3.853	*	.343

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

Table 13. Overall Item Mean Comparisons by Area of College

TCC compared with:

Please select one area of the college that your primary role fits best:	TCC		2019		
	N	Mean	Mean	Sig.	Effect size
Overall	335	3.807	3.630	**	.243
Academic Affairs	145	3.738	3.688		
Administrative Services	67	3.840	3.674		
President, College Advancement, or Equity, Diversity, and Inclusion	13	4.092	3.885		
Student Affairs	76	3.812	3.498	**	.506

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