

Tacoma Community College
Tacoma, Washington

PACE Demographics Report
PACE Climate Survey for Community Colleges

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Table 1. Demographic Frequency Distributions

TCC compared with:

Demographic Items	Response Option	TCC		2019		PACE Normbase		Medium	
		Count	%	Count	%	Count	%	Count	%
1 What is your personnel classification?	Faculty	119	39%	142	47%	25637	44%	6662	43%
	Administrator	93	30%	85	28%	6496	11%	1948	13%
	Staff	93	30%	76	25%	25511	44%	6888	44%
	Total	305	100%	303	100%	57644	100%	15498	100%
2 Please select the race/ethnicity that best describes you?	African American or Black	24	8%	26	9%	4085	7%	878	6%
	Alaska Native or American Indian	1	0%	2	1%	472	1%	118	1%
	Asian	16	5%	16	5%	1515	3%	385	3%
	Hispanic/Latina/o/x	12	4%	17	6%	5300	9%	1043	7%
	Middle Eastern or North African	2	1%	N/A	N/A	65	0%	9	0%
	Native Hawaiian or Pacific Islander	4	1%	2	1%	145	0%	42	0%
	White	194	64%	210	72%	41262	74%	11834	78%
	Two or more races	26	9%	20	7%	2414	4%	649	4%
	Prefer to self-describe	23	8%	N/A	N/A	721	1%	134	1%
Total	302	100%	293	100%	55979	100%	15092	100%	
3 Your status at this institution is?	Full-Time	237	78%	234	78%	43396	76%	12102	79%
	Part-Time	66	22%	67	22%	13624	24%	3260	21%
	Total	303	100%	301	100%	57020	100%	15362	100%
4 What is the highest level of education you have earned?	First Professional degree	4	1%	2	1%	932	2%	228	1%
	Doctoral degree	46	15%	38	13%	5828	10%	1583	10%
	Master's degree	120	39%	141	47%	25586	45%	7054	46%
	Bachelor's degree	82	27%	73	24%	12601	22%	3272	21%
	Associate's degree	37	12%	31	10%	7449	13%	2019	13%
	Certificate	3	1%	N/A	N/A	455	1%	103	1%
	High School diploma or GED	11	4%	17	6%	3909	7%	1004	7%
	No diploma or degree	1	0%	0	0%	142	0%	41	0%
Total	304	100%	302	100%	56902	100%	15304	100%	

N/A indicates response option previously unavailable

TCC compared with:

Demographic Items (continued)		TCC		2019		PACE Normbase		Medium		
		Count	%	Count	%	Count	%	Count	%	
5	What is your gender identity?	Man	97	32%	83	31%	18463	35%	4726	33%
		Woman	185	61%	184	69%	33700	64%	9314	66%
		Trans Man	1	0%	N/A	N/A	20	0%	2	0%
		Trans Woman	0	0%	N/A	N/A	153	0%	2	0%
		Gender Queer	5	2%	N/A	N/A	76	0%	22	0%
		Prefer to self-describe	14	5%	N/A	N/A	461	1%	89	1%
		Total	302	100%	267	100%	52873	100%	14155	100%
6	How many years have you worked at this institution?	5 years or less	119	41%	136	45%	21711	40%	5727	39%
		6-10 years	81	28%	58	19%	11786	22%	3348	23%
		11-15 years	30	10%	43	14%	8169	15%	2288	16%
		16-20 years	30	10%	34	11%	6299	12%	1651	11%
		21-25 years	21	7%	13	4%	2957	5%	752	5%
		26 years or more	10	3%	15	5%	3347	6%	790	5%
		Total	291	100%	299	100%	54269	100%	14556	100%
7	How many years have you worked in higher education?	5 years or less	79	27%	80	27%	14115	26%	3635	25%
		6-10 years	63	21%	63	21%	11100	21%	3041	21%
		11-15 years	48	16%	46	15%	9468	17%	2605	18%
		16-20 years	37	13%	49	16%	8243	15%	2309	16%
		21-25 years	35	12%	27	9%	4828	9%	1309	9%
		26 years or more	34	11%	32	11%	6355	12%	1655	11%
		Total	296	100%	297	100%	54109	100%	14554	100%
8	What is your age?	29 or younger	21	8%	17	6%	2548	5%	671	5%
		30-39	41	16%	51	19%	8265	17%	2278	18%
		40-49	75	29%	66	25%	11394	24%	3199	25%
		50-59	70	27%	83	31%	13505	28%	3763	29%
		60 or older	54	21%	49	18%	11798	25%	3059	24%
		Total	261	100%	266	100%	47510	100%	12970	100%

N/A indicates response option previously unavailable

Figure 1. Overall Climate by Personnel Classification

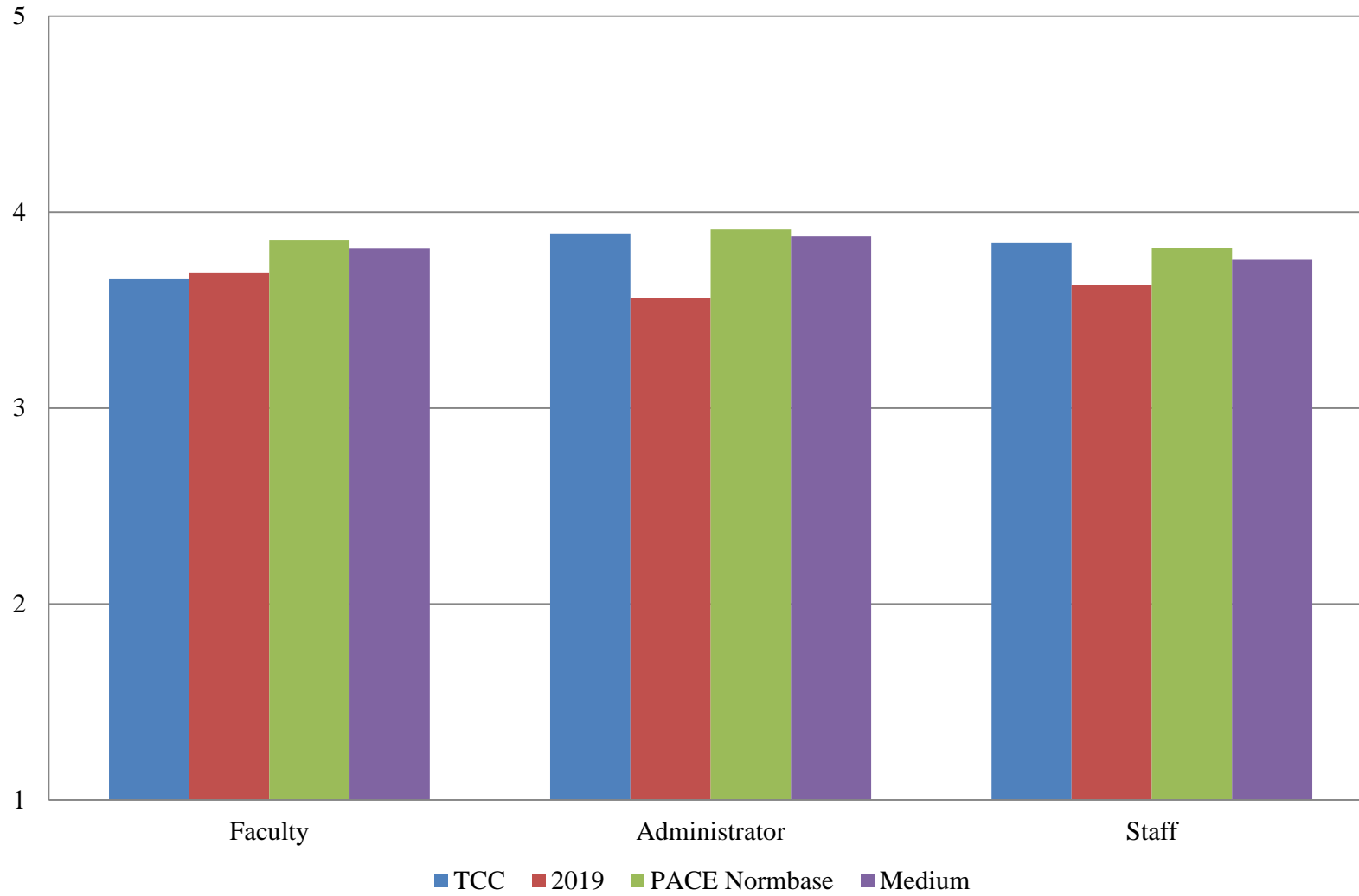


Table 2. Institutional Structure Mean Comparisons by Personnel Classification

TCC compared with:

What is your personnel classification?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.453	3.281	*	.199	3.540			3.471		
Faculty	119	3.251	3.343			3.555	***	-.322	3.490	**	-.261
Administrator	93	3.548	3.174	**	.471	3.603			3.551		
Staff	93	3.533	3.334			3.522			3.445		

Table 3. Student Focus Mean Comparisons by Personnel Classification

TCC compared with:

What is your personnel classification?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.990	3.891	*	.153	4.090	**	-.153	4.058		
Faculty	119	3.955	3.946			4.137	**	-.273	4.110	**	-.244
Administrator	93	3.932	3.734	*	.351	4.096	**	-.272	4.083	*	-.257
Staff	93	4.030	3.989			4.060			4.017		

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

Table 4. Supervisory Relationships Mean Comparisons by Personnel Classification

TCC compared with:

What is your personnel classification?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.946	3.702	***	.266	3.902			3.855		
Faculty	119	3.785	3.795			3.903			3.867		
Administrator	93	4.070	3.656	**	.490	4.006			3.957		
Staff	93	3.927	3.562	*	.380	3.888			3.827		

Table 5. Teamwork Mean Comparisons by Personnel Classification

TCC compared with:

What is your personnel classification?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	334	4.051	3.855	**	.206	3.951			3.926	*	.131
Faculty	119	3.799	3.789			3.938			3.923		
Administrator	92	4.295	3.988	**	.404	4.140			4.128		
Staff	93	4.076	3.842			3.937			3.890		

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

Table 6. Overall Mean Comparisons by Personnel Classification

TCC compared with:

What is your personnel classification?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.807	3.630	**	.243	3.835			3.788		
Faculty	119	3.657	3.688			3.855	**	-.255	3.814	*	-.211
Administrator	93	3.892	3.563	***	.517	3.913			3.877		
Staff	93	3.842	3.628			3.816			3.756		

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

Figure 2. Overall Climate by Race/Ethnicity

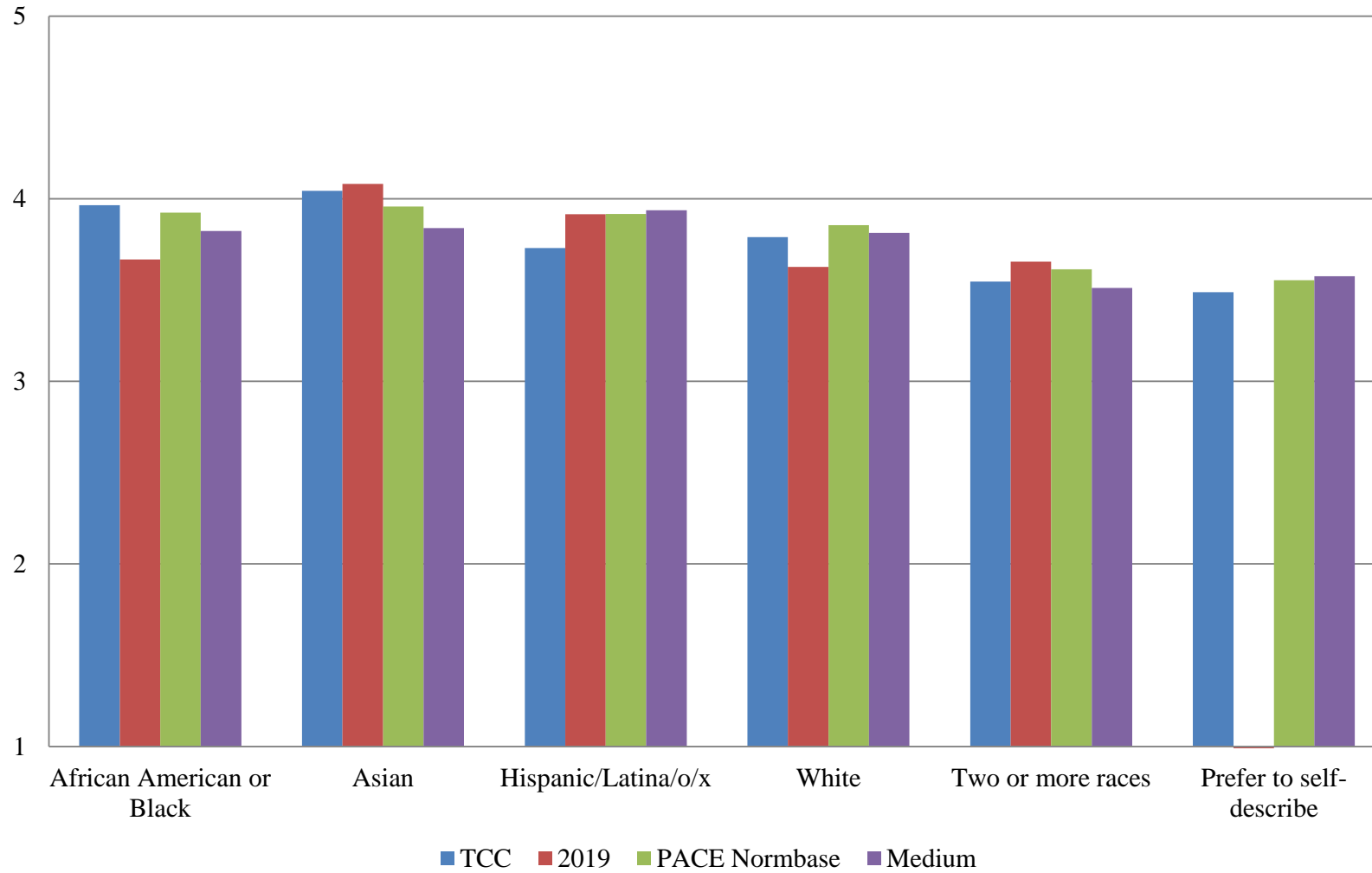


Table 7. Institutional Structure Mean Comparisons by Race/Ethnicity

TCC compared with:

Please select the race/ethnicity that best describes you?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.453	3.281	*	.199	3.540			3.471		
African American or Black	24	3.617	3.349			3.687			3.564		
Alaska Native or American Indian	1	--	--			3.428			3.398		
Asian	16	3.868	3.851			3.757			3.614		
Hispanic/Latina/o/x	12	3.428	3.510			3.689			3.713		
Middle Eastern or North African	2	--	N/A			3.802			3.643		
Native Hawaiian or Pacific Islander	4	--	--			3.331			3.333		
White	194	3.423	3.290			3.547			3.487		
Two or more races	26	3.133	3.305			3.273			3.144		
Prefer to self-describe	23	3.029	N/A			3.177			3.149		

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

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N/A indicates response option previously unavailable

Table 8. Student Focus Mean Comparisons by Race/Ethnicity

TCC compared with:

Please select the race/ethnicity that best describes you?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.990	3.891	*	.153	4.090	**	-.153	4.058		
African American or Black	24	3.998	3.808			4.088			3.976		
Alaska Native or American Indian	1	--	--			3.982			3.971		
Asian	16	4.032	4.182			4.118			3.984		
Hispanic/Latina/o/x	12	3.975	4.113			4.128			4.142		
Middle Eastern or North African	2	--	N/A			4.270			4.176		
Native Hawaiian or Pacific Islander	4	--	--			3.951			4.058		
White	194	4.003	3.915			4.120	**	-.189	4.093	*	-.151
Two or more races	26	3.786	3.814			3.899			3.808		
Prefer to self-describe	23	3.712	N/A			3.910			3.886		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

Table 9. Supervisory Relationships Mean Comparisons by Race/Ethnicity

TCC compared with:

Please select the race/ethnicity that best describes you?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.946	3.702	***	.266	3.902			3.855		
African American or Black	24	4.214	3.835	*	.574	4.007			3.922		
Alaska Native or American Indian	1	--	--			3.775			3.728		
Asian	16	4.204	4.111			4.005			3.925		
Hispanic/Latina/o/x	12	3.782	4.063			3.956			3.969		
Middle Eastern or North African	2	--	N/A			4.047			3.902		
Native Hawaiian or Pacific Islander	4	--	--			3.708			3.595		
White	194	3.904	3.661	**	.268	3.920			3.875		
Two or more races	26	3.645	3.810			3.694			3.606		
Prefer to self-describe	23	3.684	N/A			3.619			3.693		

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

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N/A indicates response option previously unavailable

Table 10. Teamwork Mean Comparisons by Race/Ethnicity

TCC compared with:

Please select the race/ethnicity that best describes you?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	334	4.051	3.855	**	.206	3.951			3.926	*	.131
African American or Black	24	4.208	3.801			4.017			3.955		
Alaska Native or American Indian	1	--	--			3.853			3.849		
Asian	16	4.156	4.385			4.048			3.948		
Hispanic/Latina/o/x	12	3.903	4.216			4.001			4.030		
Middle Eastern or North African	2	--	N/A			4.052			3.820		
Native Hawaiian or Pacific Islander	4	--	--			3.851			3.731		
White	194	4.037	3.824	*	.228	3.977			3.952		
Two or more races	25	3.864	3.875			3.736			3.649		
Prefer to self-describe	23	3.812	N/A			3.675			3.775		

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

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N/A indicates response option previously unavailable

Table 11. Overall Mean Comparisons by Race/Ethnicity

TCC compared with:

Please select the race/ethnicity that best describes you?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.807	3.630	**	.243	3.835			3.788		
African American or Black	24	3.965	3.668	*	.569	3.924			3.823		
Alaska Native or American Indian	1	--	--			3.724			3.698		
Asian	16	4.044	4.082			3.957			3.840		
Hispanic/Latina/o/x	12	3.731	3.915			3.917			3.937		
Middle Eastern or North African	2	--	N/A			4.024			3.866		
Native Hawaiian or Pacific Islander	4	--	--			3.666			3.642		
White	194	3.789	3.627	*	.231	3.856			3.813		
Two or more races	26	3.547	3.655			3.613			3.511		
Prefer to self-describe	23	3.489	N/A			3.554			3.575		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

Figure 3. Overall Climate by Employment Status

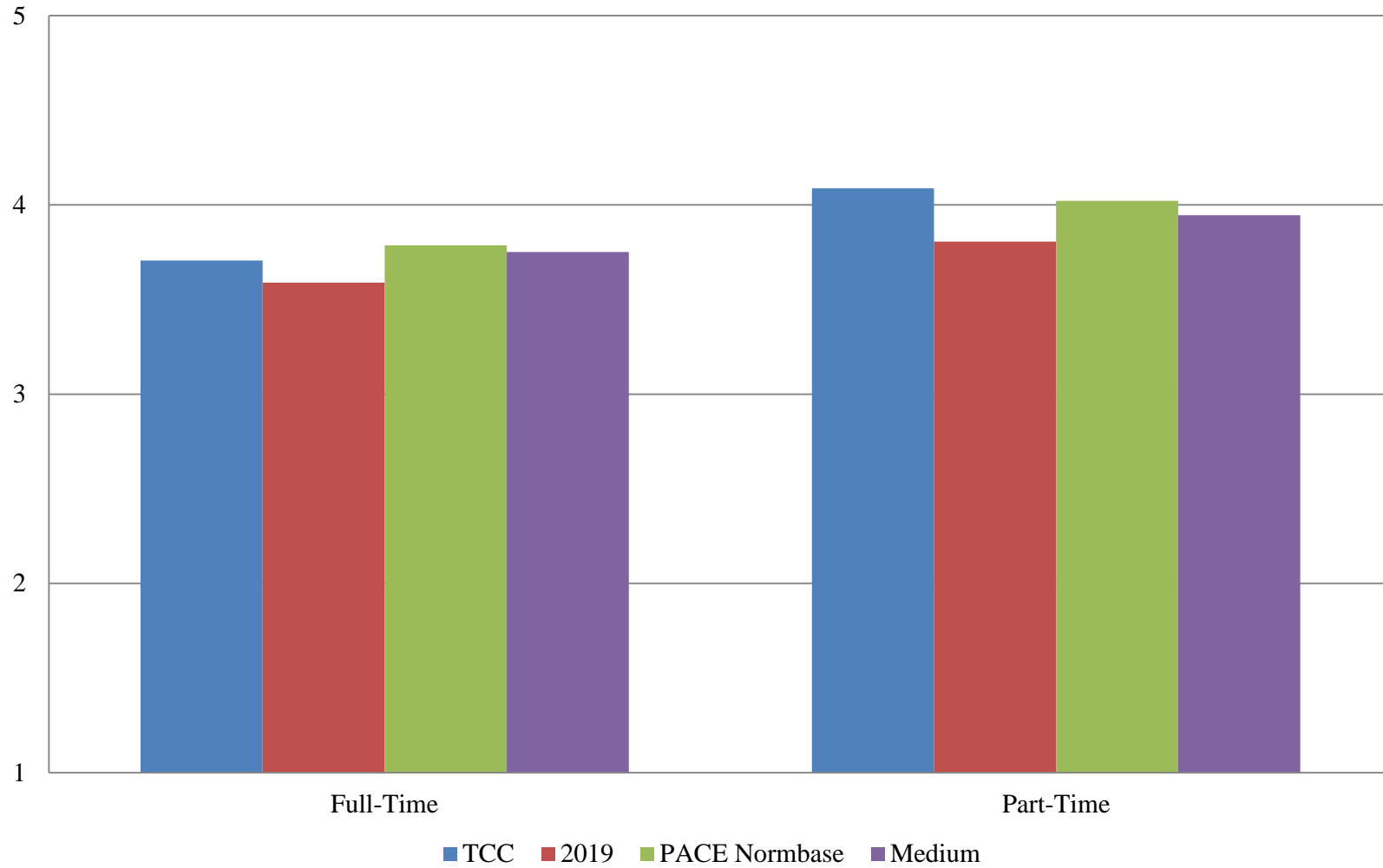


Table 12. Institutional Structure Mean Comparisons by Employment Status

TCC compared with:

Your status at this institution is?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.453	3.281	*	.199	3.540			3.471		
Full-Time	237	3.297	3.215			3.451	**	-.171	3.402		
Part-Time	66	3.910	3.551	*	.380	3.835			3.730		

Table 13. Student Focus Mean Comparisons by Employment Status

TCC compared with:

Your status at this institution is?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.990	3.891	*	.153	4.090	**	-.153	4.058		
Full-Time	237	3.915	3.857			4.059	***	-.225	4.036	**	-.194
Part-Time	66	4.173	4.038			4.215			4.158		

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

Table 14. Supervisory Relationships Mean Comparisons by Employment Status

TCC compared with:

Your status at this institution is?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.946	3.702	***	.266	3.902			3.855		
Full-Time	237	3.858	3.654	*	.223	3.865			3.825		
Part-Time	66	4.149	3.855			4.037			3.972		

Table 15. Teamwork Mean Comparisons by Employment Status

TCC compared with:

Your status at this institution is?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	334	4.051	3.855	**	.206	3.951			3.926	*	.131
Full-Time	236	3.992	3.869			3.927			3.914		
Part-Time	66	4.217	3.848	*	.386	4.061			3.995		

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

Table 16. Overall Mean Comparisons by Employment Status

Your status at this institution is?	<i>TCC compared with:</i>										
	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.807	3.630	**	.243	3.835			3.788		
Full-Time	237	3.706	3.590			3.786			3.751		
Part-Time	66	4.087	3.805	*	.357	4.021			3.945		

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

Figure 4. Overall Climate by Highest Level of Education Earned

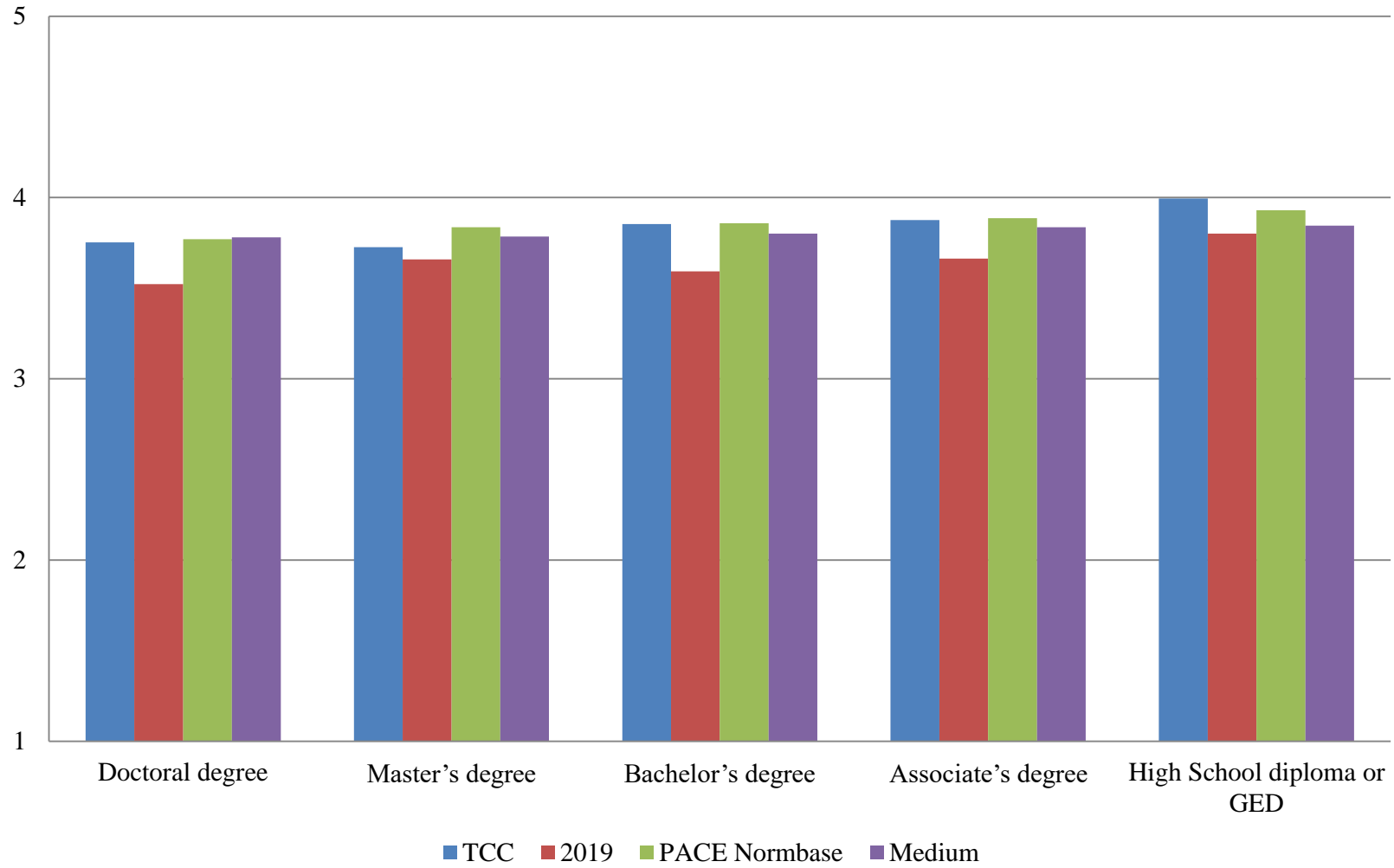


Table 17. Institutional Structure Mean Comparisons by Highest Level of Education Earned

TCC compared with:

What is the highest level of education you have earned?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.453	3.281	*	.199	3.540			3.471		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	4	--	--			3.466			3.292		
Doctoral degree (e.g., Ph.D., Ed.D.)	46	3.393	3.138			3.420			3.451		
Master's degree	120	3.328	3.311			3.520	*	-.209	3.441		
Bachelor's degree	82	3.515	3.235	*	.327	3.574			3.496		
Associate's degree	37	3.583	3.432			3.633			3.564		
Certificate	3	--	N/A			3.707			3.624		
High School diploma or GED	11	3.686	3.440			3.716			3.615		
No diploma or degree	1	--	∅			3.578			3.476		

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

-- indicates results redacted for confidentiality

N/A indicates responses option previously unavailable

∅ indicates 0 responses

Table 18. Student Focus Mean Comparisons by Highest Level of Education Earned

TCC compared with:

What is the highest level of education you have earned?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.990	3.891	*	.153	4.090	**	-.153	4.058		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	4	--	--			4.033			3.985		
Doctoral degree (e.g., Ph.D., Ed.D.)	46	4.002	3.927			4.045			4.051		
Master's degree	120	3.939	3.886			4.100	**	-.250	4.062	*	-.197
Bachelor's degree	82	4.009	3.822			4.094			4.043		
Associate's degree	37	4.045	4.035			4.135			4.115		
Certificate	3	--	N/A			4.171			4.126		
High School diploma or GED	11	4.004	3.946			4.135			4.083		
No diploma or degree	1	--	∅			3.998			3.901		

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

-- indicates results redacted for confidentiality

N/A indicates responses option previously unavailable

∅ indicates 0 responses

Table 19. Supervisory Relationships Mean Comparisons by Highest Level of Education Earned

TCC compared with:

What is the highest level of education you have earned?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.946	3.702	***	.266	3.902			3.855		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	4	--	--			3.848			3.756		
Doctoral degree (e.g., Ph.D., Ed.D.)	46	3.861	3.577			3.863			3.853		
Master's degree	120	3.873	3.740			3.902			3.855		
Bachelor's degree	82	3.978	3.684	*	.328	3.925			3.876		
Associate's degree	37	3.937	3.502			3.931			3.874		
Certificate	3	--	N/A			3.996			3.924		
High School diploma or GED	11	4.243	3.932			3.979			3.891		
No diploma or degree	1	--	∅			3.819			3.843		

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

-- indicates results redacted for confidentiality

N/A indicates responses option previously unavailable

∅ indicates 0 responses

Table 20. Teamwork Mean Comparisons by Highest Level of Education Earned

TCC compared with:

What is the highest level of education you have earned?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	334	4.051	3.855	**	.206	3.951			3.926	*	.131
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	4	--	--			3.936			3.856		
Doctoral degree (e.g., Ph.D., Ed.D.)	46	3.923	3.514			3.902			3.922		
Master's degree	119	3.964	3.888			3.965			3.953		
Bachelor's degree	82	4.152	3.877			3.983			3.937	*	.227
Associate's degree	37	4.151	3.898			3.957			3.905		
Certificate	3	--	N/A			4.022			3.977		
High School diploma or GED	11	4.167	4.125			3.989			3.898		
No diploma or degree	1	--	∅			3.772			3.743		

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

-- indicates results redacted for confidentiality

N/A indicates responses option previously unavailable

∅ indicates 0 responses

Table 21. Overall Mean Comparisons by Highest Level of Education Earned

TCC compared with:

What is the highest level of education you have earned?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.807	3.630	**	.243	3.835			3.788		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	4	--	--			3.783			3.678		
Doctoral degree (e.g., Ph.D., Ed.D.)	46	3.752	3.522			3.770			3.781		
Master's degree	120	3.726	3.659			3.836			3.786		
Bachelor's degree	82	3.853	3.592	*	.362	3.859			3.800		
Associate's degree	37	3.875	3.663			3.887			3.836		
Certificate	3	--	N/A			3.946			3.884		
High School diploma or GED	11	3.995	3.800			3.930			3.846		
No diploma or degree	1	--	∅			3.782			3.716		

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

-- indicates results redacted for confidentiality

N/A indicates responses option previously unavailable

∅ indicates 0 responses

Figure 5. Overall Climate by Gender Identity

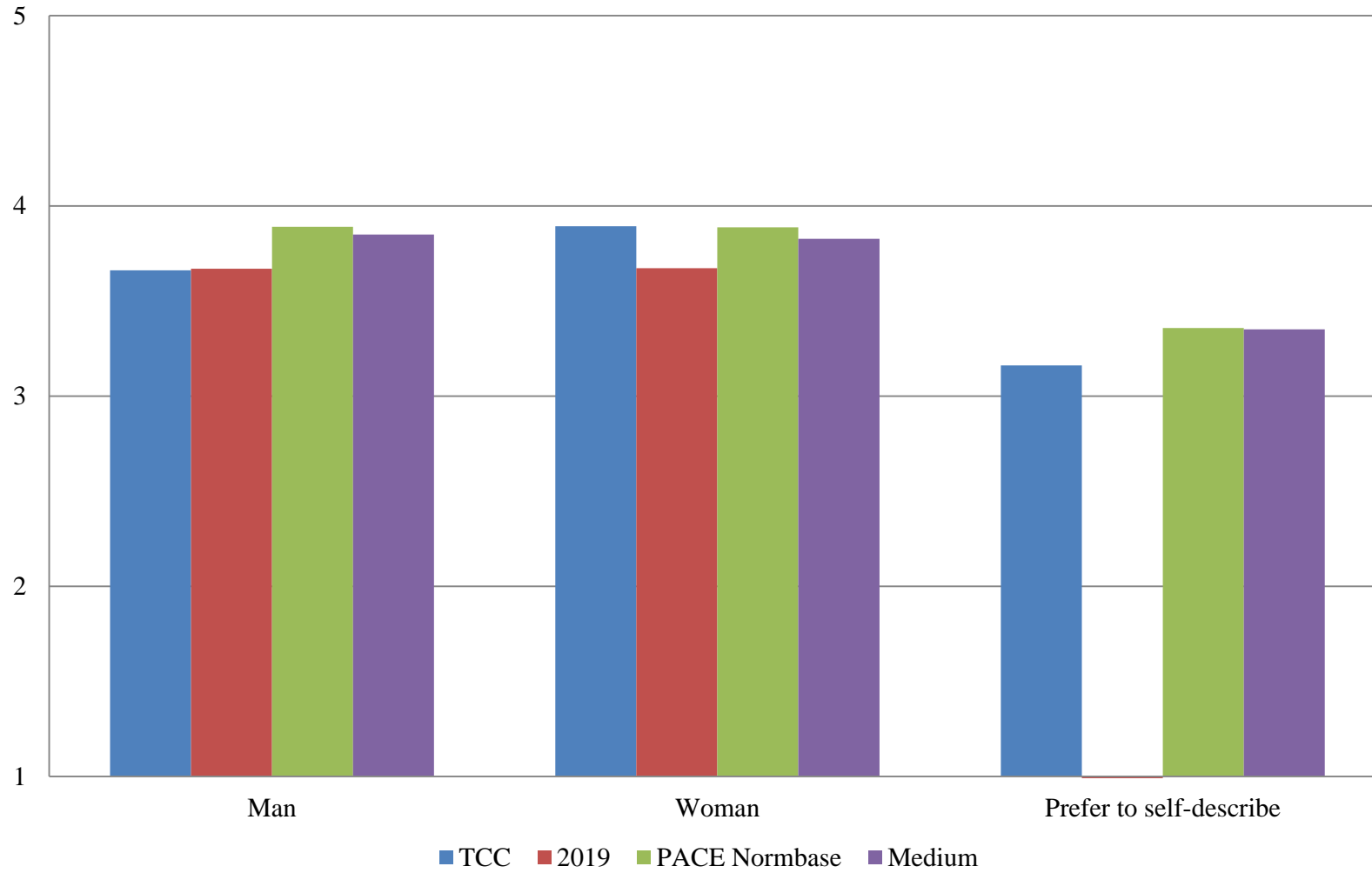


Table 22. Institutional Structure Mean Comparisons by Gender Identity

What is your gender identity?	<i>TCC compared with:</i>										
	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.453	3.281	*	.199	3.540			3.471		
Man	97	3.264	3.292			3.609	***	-.373	3.554	**	-.320
Woman	185	3.569	3.362	*	.265	3.599			3.514		
Trans Man	1	--	N/A			2.936			--		
Trans Woman	0	∅	N/A			2.784			--		
Gender Queer	5	--	N/A			3.184			3.462		
Prefer to self-describe	14	2.714	N/A			2.934			2.857		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

∅ indicates 0 responses

Table 23. Student Focus Mean Comparisons by Gender Identity

What is your gender identity?	<i>TCC compared with:</i>										
	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.990	3.891	*	.153	4.090	**	-.153	4.058		
Man	97	3.866	3.918			4.120	***	-.384	4.090	***	-.352
Woman	185	4.046	3.920	*	.214	4.134			4.091		
Trans Man	1	--	N/A			3.640			--		
Trans Woman	0	∅	N/A			3.633			--		
Gender Queer	5	--	N/A			3.805			4.119		
Prefer to self-describe	14	3.510	N/A			3.763			3.770		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

∅ indicates 0 responses

Table 24. Supervisory Relationships Mean Comparisons by Gender Identity

What is your gender identity?	<i>TCC compared with:</i>										
	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.946	3.702	***	.266	3.902			3.855		
Man	97	3.809	3.759			3.954			3.913		
Woman	185	4.020	3.726	**	.339	3.950			3.891	*	.147
Trans Man	1	--	N/A			3.832			--		
Trans Woman	0	∅	N/A			3.601			--		
Gender Queer	5	--	N/A			3.634			3.946		
Prefer to self-describe	14	3.217	N/A			3.424			3.468		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

∅ indicates 0 responses

Table 25. Teamwork Mean Comparisons by Gender Identity

What is your gender identity?	<i>TCC compared with:</i>										
	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	334	4.051	3.855	**	.206	3.951			3.926	*	.131
Man	97	3.953	3.926			4.018			3.988		
Woman	184	4.117	3.829	**	.318	3.991			3.952	*	.175
Trans Man	1	--	N/A			4.022			--		
Trans Woman	0	∅	N/A			3.608			--		
Gender Queer	5	--	N/A			3.625			3.926		
Prefer to self-describe	14	3.417	N/A			3.515			3.542		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

∅ indicates 0 responses

Table 26. Overall Mean Comparisons by Gender Identity

TCC compared with:

What is your gender identity?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.807	3.630	**	.243	3.835			3.788		
Man	97	3.661	3.669			3.891	**	-.301	3.850	*	-.253
Woman	185	3.893	3.672	**	.340	3.887			3.826		
Trans Man	1	--	N/A			3.512			--		
Trans Woman	0	∅	N/A			3.344			--		
Gender Queer	5	--	N/A			3.531			3.836		
Prefer to self-describe	14	3.161	N/A			3.358			3.351		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

∅ indicates 0 responses

Figure 6. Overall Climate by Years at this Institution

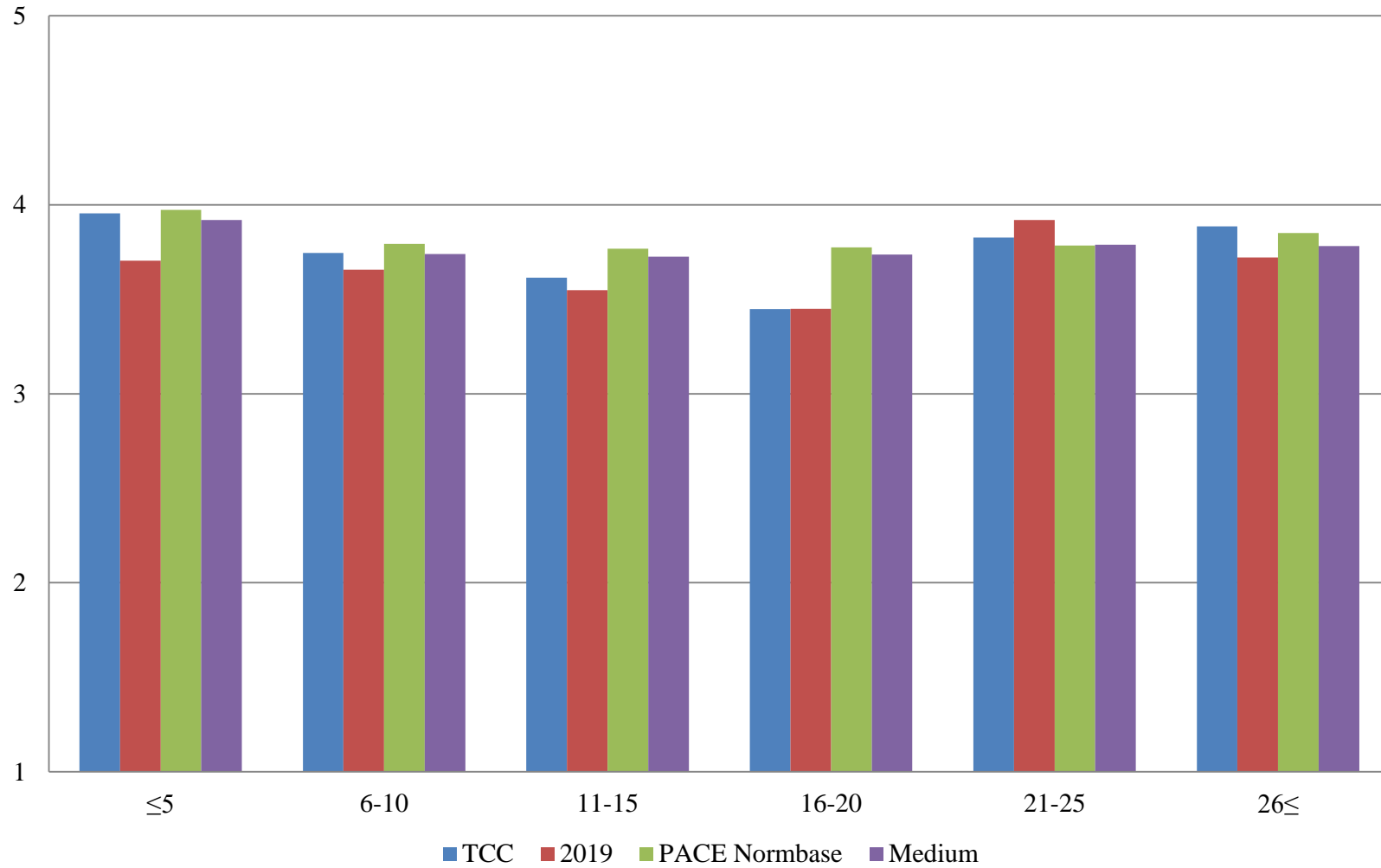


Table 27. Institutional Structure Mean Comparisons by Years at this Institution

TCC compared with:

How many years have you worked at this institution?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.453	3.281	*	.199	3.540			3.471		
5 years or less	119	3.643	3.400	*	.286	3.744			3.669		
6-10 years	81	3.299	3.328			3.470			3.391		
11-15 years	30	3.355	3.132			3.432			3.374		
16-20 years	30	3.162	3.047			3.430			3.380		
21-25 years	21	3.432	3.477			3.423			3.432		
26 years or more	10	3.393	3.367			3.510			3.410		

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

Table 28. Student Focus Mean Comparisons by Years at this Institution

TCC compared with:

How many years have you worked at this institution?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.990	3.891	*	.153	4.090	**	-.153	4.058		
5 years or less	119	4.004	3.834	*	.252	4.158	*	-.236	4.113		
6-10 years	81	3.978	3.993			4.060			4.021		
11-15 years	30	3.901	3.903			4.061			4.036		
16-20 years	30	3.819	3.866			4.082	*	-.420	4.057	*	-.395
21-25 years	21	4.017	4.300			4.104			4.098		
26 years or more	10	4.264	4.058			4.139			4.092		

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

Table 29. Supervisory Relationships Mean Comparisons by Years at this Institution

TCC compared with:

How many years have you worked at this institution?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.946	3.702	***	.266	3.902			3.855		
5 years or less	119	4.150	3.840	**	.374	4.034			3.985	*	.194
6-10 years	81	3.882	3.667			3.872			3.822		
11-15 years	30	3.585	3.516			3.829			3.781		
16-20 years	30	3.412	3.475			3.833	**	-.474	3.779	*	-.404
21-25 years	21	4.004	3.995			3.846			3.851		
26 years or more	10	3.992	3.659			3.916			3.857		

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

Table 30. Teamwork Mean Comparisons by Years at this Institution

TCC compared with:

How many years have you worked at this institution?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	334	4.051	3.855	**	.206	3.951			3.926	*	.131
5 years or less	119	4.222	3.940	*	.322	4.062			4.033	*	.209
6-10 years	81	4.117	3.742	*	.422	3.911			3.883	*	.241
11-15 years	30	3.744	3.956			3.899			3.867		
16-20 years	30	3.515	3.577			3.916	*	-.419	3.901	*	-.411
21-25 years	21	3.976	4.115			3.933			3.939		
26 years or more	10	4.093	4.042			3.998			3.945		

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

Table 31. Overall Mean Comparisons by Years at this Institution

TCC compared with:

How many years have you worked at this institution?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.807	3.630	**	.243	3.835			3.788		
5 years or less	119	3.954	3.704	**	.357	3.973			3.919		
6-10 years	81	3.745	3.657			3.793			3.739		
11-15 years	30	3.614	3.547			3.767			3.725		
16-20 years	30	3.448	3.450			3.775	*	-.443	3.736	*	-.399
21-25 years	21	3.826	3.919			3.785			3.788		
26 years or more	10	3.885	3.720			3.851			3.782		

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

Figure 7. Overall Climate by Years in Higher Education

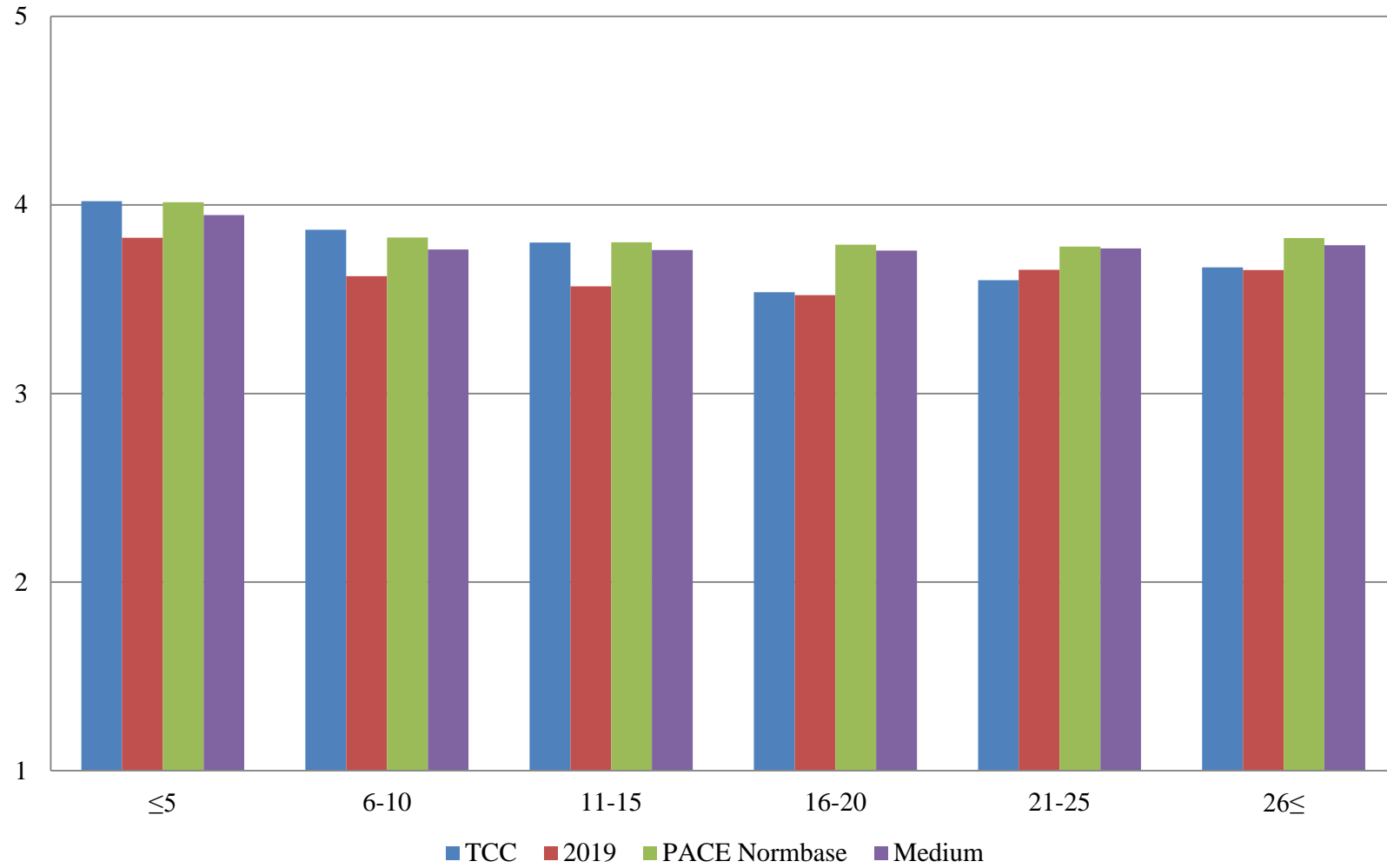


Table 32. Institutional Structure Mean Comparisons by Years in Higher Education

TCC compared with:

How many years have you worked in higher education?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.453	3.281	*	.199	3.540			3.471		
5 years or less	79	3.733	3.571			3.811			3.720		
6-10 years	63	3.464	3.277			3.526			3.440		
11-15 years	48	3.442	3.206			3.480			3.418		
16-20 years	37	3.189	3.108			3.455			3.410		
21-25 years	35	3.236	3.223			3.419			3.411		
26 years or more	34	3.244	3.298			3.486			3.432		

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

Table 33. Student Focus Mean Comparisons by Years in Higher Education

TCC compared with:

How many years have you worked in higher education?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.990	3.891	*	.153	4.090	**	-.153	4.058		
5 years or less	79	4.048	3.960			4.189			4.143		
6-10 years	63	4.017	3.851			4.066			4.016		
11-15 years	48	3.972	3.904			4.077			4.046		
16-20 years	37	3.934	3.857			4.071			4.041		
21-25 years	35	3.916	3.916			4.085			4.085		
26 years or more	34	3.910	4.039			4.112			4.089		

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

Table 34. Supervisory Relationships Mean Comparisons by Years in Higher Education

TCC compared with:

How many years have you worked in higher education?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.946	3.702	***	.266	3.902			3.855		
5 years or less	79	4.185	3.916	*	.333	4.065			3.996	*	.224
6-10 years	63	4.068	3.723	*	.389	3.908			3.848		
11-15 years	48	3.956	3.553	*	.460	3.869			3.833		
16-20 years	37	3.493	3.564			3.858	*	-.415	3.829	*	-.378
21-25 years	35	3.668	3.809			3.849			3.823		
26 years or more	34	3.798	3.641			3.889			3.848		

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

Table 35. Teamwork Mean Comparisons by Years in Higher Education

TCC compared with:

How many years have you worked in higher education?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	334	4.051	3.855	**	.206	3.951			3.926	*	.131
5 years or less	79	4.335	4.025	*	.374	4.090	*	.275	4.046	**	.322
6-10 years	63	4.177	3.807	*	.397	3.940			3.895	*	.288
11-15 years	48	4.021	3.779			3.923			3.901		
16-20 years	37	3.725	3.846			3.924			3.918		
21-25 years	35	3.732	3.938			3.934			3.937		
26 years or more	34	3.933	3.791			3.972			3.957		

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

Table 36. Overall Mean Comparisons by Years in Higher Education

TCC compared with:

How many years have you worked in higher education?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.807	3.630	**	.243	3.835			3.788		
5 years or less	79	4.019	3.826			4.015			3.947		
6-10 years	63	3.868	3.622			3.827			3.763		
11-15 years	48	3.801	3.568			3.801			3.761		
16-20 years	37	3.538	3.522			3.789	*	-.340	3.759		
21-25 years	35	3.602	3.657			3.779			3.770		
26 years or more	34	3.669	3.654			3.825			3.787		

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

Figure 8. Overall Climate by Age

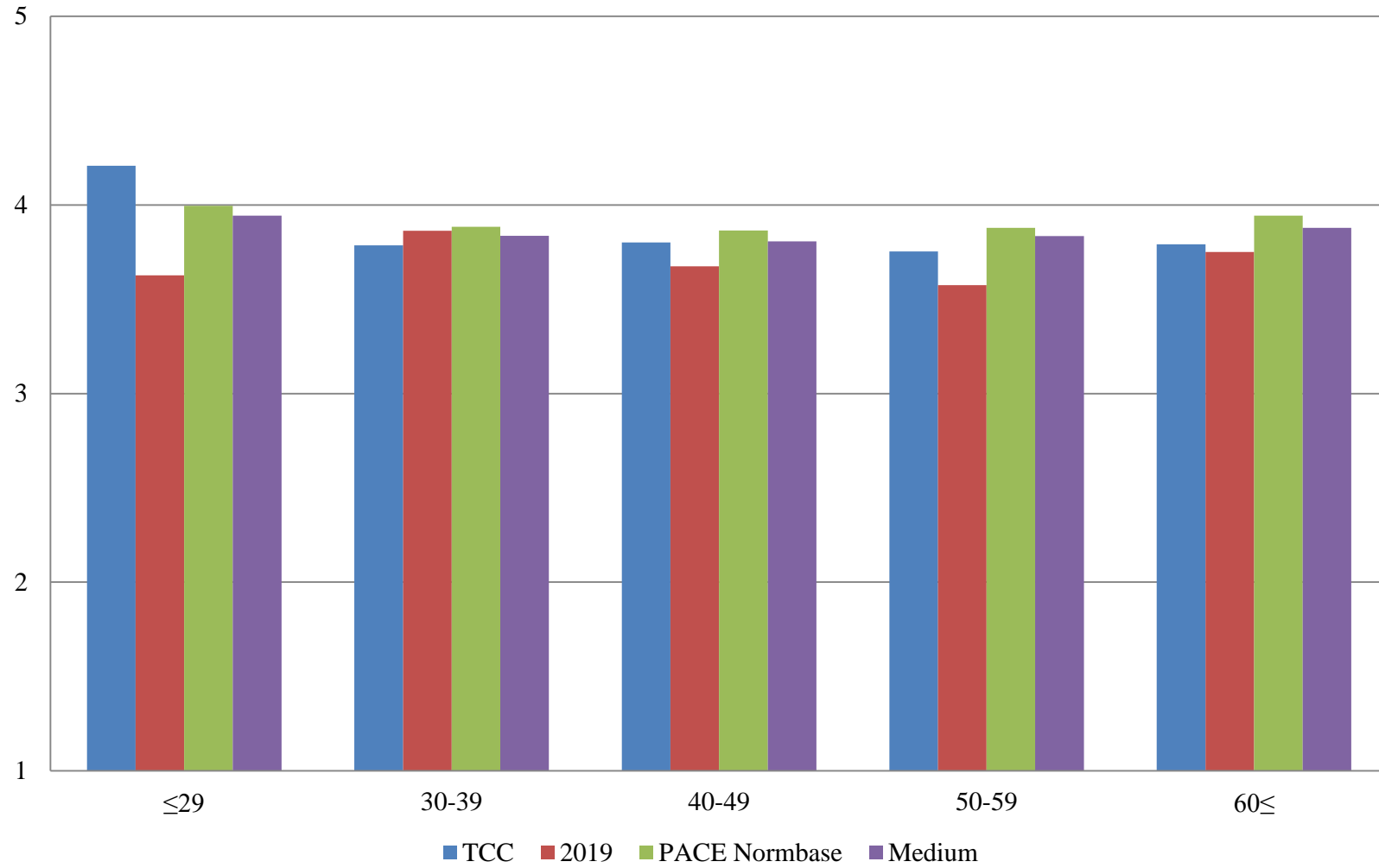


Table 37. Institutional Structure Mean Comparisons by Age

TCC compared with:

What is your age?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.453	3.281	*	.199	3.540			3.471		
29 or younger	21	3.963	3.235	*	.814	3.769			3.712		
30-39	41	3.361	3.487			3.590			3.525		
40-49	75	3.445	3.353			3.573			3.490		
50-59	70	3.412	3.251			3.588			3.530		
60 or older	54	3.434	3.449			3.674	*	-.270	3.586		

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

Table 38. Student Focus Mean Comparisons by Age

What is your age?	<i>TCC compared with:</i>										
	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.990	3.891	*	.153	4.090	**	-.153	4.058		
29 or younger	21	4.200	3.804			4.144			4.097		
30-39	41	3.982	4.019			4.090			4.060		
40-49	75	3.961	3.915			4.100			4.046		
50-59	70	3.900	3.866			4.139	**	-.379	4.121	**	-.367
60 or older	54	4.058	4.009			4.181			4.137		

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

Table 39. Supervisory Relationships Mean Comparisons by Age

TCC compared with:

What is your age?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.946	3.702	***	.266	3.902			3.855		
29 or younger	21	4.369	3.813	*	.760	4.067			3.999	*	.446
30-39	41	3.925	4.001			3.977			3.926		
40-49	75	3.930	3.734			3.940			3.890		
50-59	70	3.888	3.627			3.934			3.886		
60 or older	54	3.904	3.743			3.993			3.933		

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

Table 40. Teamwork Mean Comparisons by Age

TCC compared with:

What is your age?	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	334	4.051	3.855	**	.206	3.951			3.926	*	.131
29 or younger	21	4.468	3.900			4.119			4.102		
30-39	41	4.218	4.195			4.017			3.997		
40-49	75	4.080	3.856			3.978			3.958		
50-59	70	4.017	3.719			3.976			3.936		
60 or older	54	3.892	4.020			4.048			3.996		

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

Table 41. Overall Mean Comparisons by Age

What is your age?	<i>TCC compared with:</i>										
	TCC		2019			PACE Normbase			Medium		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	335	3.807	3.630	**	.243	3.835			3.788		
29 or younger	21	4.208	3.627	*	.847	3.995			3.942		
30-39	41	3.786	3.863			3.883			3.837		
40-49	75	3.801	3.675			3.865			3.807		
50-59	70	3.753	3.575			3.878			3.835		
60 or older	54	3.791	3.750			3.943			3.879		

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