

Tacoma Community College Tacoma, Washington

Executive Summary

PACE Climate Survey for Community Colleges

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EXECUTIVE SUMMARY

During February and March 2022, the PACE Climate Survey for Community Colleges (PACE) was administered to 878 employees at Tacoma Community College (TCC). Of those 878 employees, 335 (38.2%) completed and returned the instrument for analysis. Respondents were also given the opportunity to complete a qualitative section asking what they find most favorable and least favorable about their institution. Of the 335 TCC employees who completed the PACE survey, 199 (59.4%) provided written comments.

Employees completed a 46-item PACE instrument organized into four climate factors as follows: Institutional Structure, Student Focus, Supervisory Relationships, and Teamwork. They also completed a custom section specifically for TCC, a Racial Diversity Question Set section, and a qualitative section. Respondents were asked to rate the items about the four climate factors on a five-point Likert-type scale ranging from a low of “1” to a high of “5.” The PACE instrument administered at TCC included 67 total items and four qualitative questions.

At TCC, the PACE results yielded an overall 3.807 mean score. When disaggregated by the custom personnel classification demographic category of the PACE instrument, Hourly employees rated the campus climate the highest with a mean score of 4.196, followed by Part-time Faculty (4.052), Administrative/Exempt (3.892), Classified (3.726), and Full-time Faculty (3.465). The greatest number of favorable comments fell within the Student Focus climate factor and the greatest number of unfavorable comments fell within the Institutional Structure climate factor.

Of the 46 standard PACE questions, TCC’s top 10 mean scores have been identified as potential points of pride at TCC. Four pertain to the Supervisory Relationships climate factor and three pertain to each of the Teamwork and Student Focus climate factors.

- The extent to which I feel my job is relevant to this institution’s mission, 4.483 (#8)
- The extent to which my supervisor/chair expresses confidence in my work, 4.335 (#2)
- The extent to which my supervisor/chair is open to the ideas, opinions, and beliefs of everyone, 4.257 (#9)
- The extent to which student diversity is important at this institution, 4.241 (#18)
- The extent to which my primary work team uses problem-solving techniques, 4.121 (#14)
- The extent to which classified personnel meet the needs of students, 4.093 (#28)
- The extent to which there is a spirit of cooperation within my work team, 4.091 (#3)
- The extent to which I am given the opportunity to be creative in my work, 4.079 (#39)
- The extent to which my supervisor/chair seriously considers my ideas, 4.075 (#27)
- The extent to which my work team coordinates its efforts with appropriate individuals and teams, 4.059 (#36)

Of the 46 standard PACE questions, the bottom 10 mean scores have been identified as areas potentially in need of improvement at TCC. All ten pertain to the Institutional Structure climate factor.

- The extent to which I have the opportunity for advancement within this institution, 3.007 (#38)
- The extent to which this institution is appropriately organized, 3.128 (#32)
- The extent to which I am able to appropriately influence the direction of this institution, 3.142 (#15)
- The extent to which administrative processes are clearly defined, 3.150 (#44)
- The extent to which this institution has been successful in positively motivating my performance, 3.272 (#22)
- The extent to which decisions are made at the appropriate level at this institution, 3.322 (#4)
- The extent to which institutional teams use problem-solving techniques, 3.395 (#11)
- The extent to which open and ethical communication is practiced at this institution, 3.451 (#16)
- The extent to which information is shared within the institution, 3.485 (#10)
- The extent to which a spirit of cooperation exists at this institution, 3.503 (#25)

The full PACE report includes the following items:

- PACE Report
- Demographics Report
- Personnel Classification Report
- Custom Report
- Racial Diversity Report
- Qualitative Report
- Diversity, Equity, & Inclusion Qualitative Report
- Report Interpretation Instructions
- Excel Data File with Codebook