

Golden West College

Huntington Beach, California

PACE Executive Summary

PACE Climate Survey for Community Colleges

Lead Researchers

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Conducted

April and May 2023



PACE CAMPUS CLIMATE SURVEY

An initiative of the Belk Center at NC State

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Suggested Citation: Belk Center for Community College Leadership and Research, North Carolina State University. PACE Climate Survey for Community Colleges Executive Summary, by Norcross, G. A. B., & Harry, D. T. Raleigh, NC: 2023.

EXECUTIVE SUMMARY

During April and May 2023, the PACE Climate Survey for Community Colleges (PACE) was administered to employees at Golden West College (GWC) via an open link. 225 employees 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, and two diversity, equity, and inclusion questions. Of the 225 GWC employees who completed the PACE survey, 100 (44.4%) provided written comments.

PACE Means

The PACE Climate Survey at GWC included 79 five-point Likert-type scale questions ranging from a low of “1” to a high of “5”. GWC’s survey included the standard PACE 46 questions, the Change Readiness Question Set, and a custom section designed specifically by GWC and the Coast Community College District. The PACE 46 questions are organized into four climate factors as follows: Institutional Structure, Student Focus, Supervisory Relationships, and Teamwork. At GWC, the overall mean score of the PACE Survey was 3.636. The Student Focus climate factor had the highest mean score of 3.939, followed by Teamwork (3.875), Supervisory Relationships (3.851), and Institutional Structure (3.158). When disaggregated by the custom personnel classification demographic category of the PACE instrument, Part-time faculty members rated the campus climate the highest with a mean score of 3.926, followed by Managers/Administrators (3.707), Full-time faculty member (3.529), and Classified/confidential professionals (3.410). The mean for Other (e.g., professional experts, substitutes, short-term) was redacted for confidentiality.

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

- I feel my job is relevant to this institution’s mission, 4.392 (#8)
- My supervisor/chair expresses confidence in my work, 4.234 (#2)
- My supervisor/chair is open to the ideas, opinions, and beliefs of everyone, 4.129 (#9)
- This institution prepares students for further learning, 4.047 (#37)
- Classified personnel meet the needs of students, 4.015 (#28)
- Professional development and training opportunities are available, 4.000 (#46)
- My primary work team uses problem-solving techniques, 3.995 (#14)
- I have the opportunity to express my ideas to my supervisor/chair in appropriate forums, 3.995 (#45)
- Students receive an excellent education at this institution, 3.979 (#31)
- There is a spirit of cooperation within my work team, 3.968 (#3)

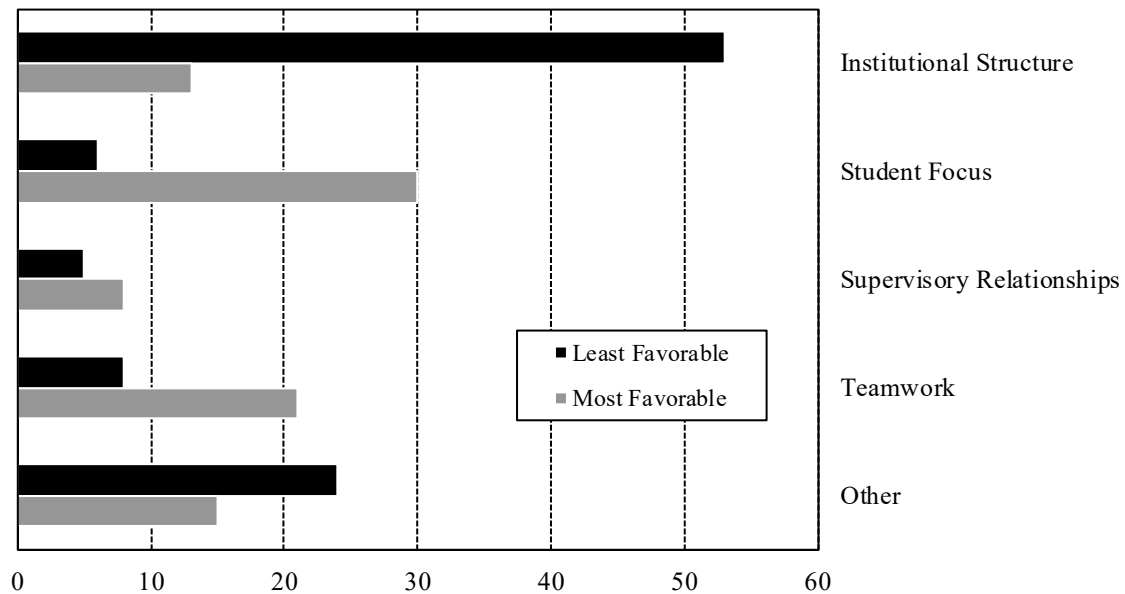
Of the 46 standard PACE questions, the bottom 10 mean scores have been identified as areas potentially in need of improvement at GWC. All ten pertain to the Institutional Structure climate factor.

- This institution is appropriately organized, 2.713 (#32)
- Administrative processes are clearly defined, 2.822 (#44)
- Information is shared within the institution, 2.918 (#10)
- I am able to appropriately influence the direction of this institution, 2.933 (#15)
- Open and ethical communication is practiced at this institution, 2.948 (#16)
- Decisions are made at the appropriate level at this institution, 2.991 (#4)
- I have the opportunity for advancement within this institution, 3.070 (#38)
- A spirit of cooperation exists at this institution, 3.093 (#25)
- This institution has been successful in positively motivating my performance, 3.132 (#22)
- Institutional teams use problem-solving techniques, 3.239 (#11)

Qualitative Responses

Responses to the two qualitative questions that asked about what respondents found most favorable and least favorable about the institution were coded broadly back to one of the four climate factors or an “Other” category for those comments that did not fit into a climate factor. 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. Respondents also completed two additional qualitative questions about priorities and barriers to diversity, equity, and inclusion at the institution. Responses to these items are listed in alphabetical order and quoted exactly as written except in instances where the integrity of the report or and/or confidentiality are compromised.

GWC Comment Most Favorable and Least Favorable Response Rates



The full PACE report includes the following items:

- PACE Report
- Demographics Report
- Personnel Classification Report
- Custom Report
- Change Readiness Report
- Qualitative Report
- Diversity, Equity, & Inclusion Qualitative Report
- Report Interpretation Instructions
- Detailed Survey Question List
- Cudem4 data file
- PACE Climate Survey Discussion Guide