



PACE Campus Climate Survey 2024 Barton Results

NC STATE
UNIVERSITY

PACE CAMPUS CLIMATE SURVEY

An initiative of the Belk Center at NC State

PACE

(Personal Assessment of the College Environment)

The mission of PACE is to promote open and constructive communication along four climate factors. Taken together the climate factors provide a valid source to define areas needing change or improvement and sets the stage for strategic planning.

- The **Institutional Structure** climate factor focuses on the mission, leadership, spirit of cooperation, structural organization, decision-making, and communication within the institution.
- **Supervisory Relationships** provides insight into the relationship between an employee and a supervisor and an employee's ability to be creative and express ideas related to the employee's work.
- **Teamwork** explores the spirit of cooperation within work teams and effective coordination within teams.
- The **Student Focus** climate factor considers the centrality of students to the actions of the institution as well as students are prepared for post-institution endeavors.

Fall 2024 Responders

- Administered to 536 employees at Barton County Community College (BCCC).
- Of those 536 employees, 244 (45.5%) completed and returned the instrument for analysis.

Month & Year	Total Employees	Surveys Completed	Percentage Completed
Apr. 2012	422	181	42.90%
Oct. 2014	608	324	53.30%
Oct. 2016	560	338	60.40%
Oct. 2018	531	315	59.30%
Oct. 2020	512	248	48.40%
Sept. 2022	514	252	49.03%
Sept. 2024	536	244	45.50%

Location	2022 Surveys Completed	2022 Percent of Total	2024 Surveys Completed	2024 Percent of Total
Great Bend	167	66%	168	73%
Online	30	12%	25	11%
Blank	18	7%	na	na
Fort Riley or Fort Leavenworth	20	8%	14	6%
Other	17	7%	23	10%

Barton's PACE 2024 Results

The overall mean score of the PACE Survey was 4.189/5.000, an all-time high. When disaggregated by the personnel classification demographic category of the PACE instrument:

- Faculty 4.392
- Administrators 4.063
- Staff 4.060

Category Mean Scores	2012	2014	2016	2018	2020	2022	2024
Student Focus	4.04	4.10	4.08	4.19	4.28	4.311	4.320
Teamwork	3.84	3.98	3.98	4.07	4.18	4.227	4.285
Supervisory	3.86	4.00	4.01	4.10	4.20	4.161	4.242
Institutional Structure	3.44	3.72	3.71	3.91	4.01	3.977	4.005

Coercive=1



Competitive=2



Consultative=3



Collaborative=4

Barton's PACE 2024 Top Ten

	Question	2024
1	I feel my job is relevant to this institution's mission.	4.583
2	My supervisor expresses confidence in my work.	4.496
3	Student needs are central to what we do.	4.475
4	My supervisor is open to the ideas, opinions, and beliefs of everyone.	4.432
5	Institutional leadership is focused on meeting the needs of students.	4.405
6	Students receive an excellent education at this institution.	4.403
7	The actions of this institution reflect its mission.	4.393
8	There is a spirit of cooperation within my work team.	4.387
9	This institution prepares students for further learning.	4.362
10	This institution prepares students for a career.	4.339

Coercive=1



Competitive=2



Consultative=3



Collaborative=4

Top Ten Opportunities to Improve

	Question	2024
1	I am able to appropriately influence the direction of this institution.	3.612
2	I have the opportunity for advancement within this institution.	3.619
3	Information is shared within this institution.	3.876
4	Administrative processes are clearly defined.	3.895
5	This institution is appropriately organized.	3.940
6	Decisions are made at the appropriate level at this institution.	3.992
7	The institution effectively promotes diversity in the workplace.	3.996
8	Open and ethical communication is practiced at this institution.	3.996
9	This institution has been successful in positively motivating my performance.	4.004
10	Institutional teams use problem-solving techniques.	4.026

Coercive=1



Competitive=2



Consultative=3

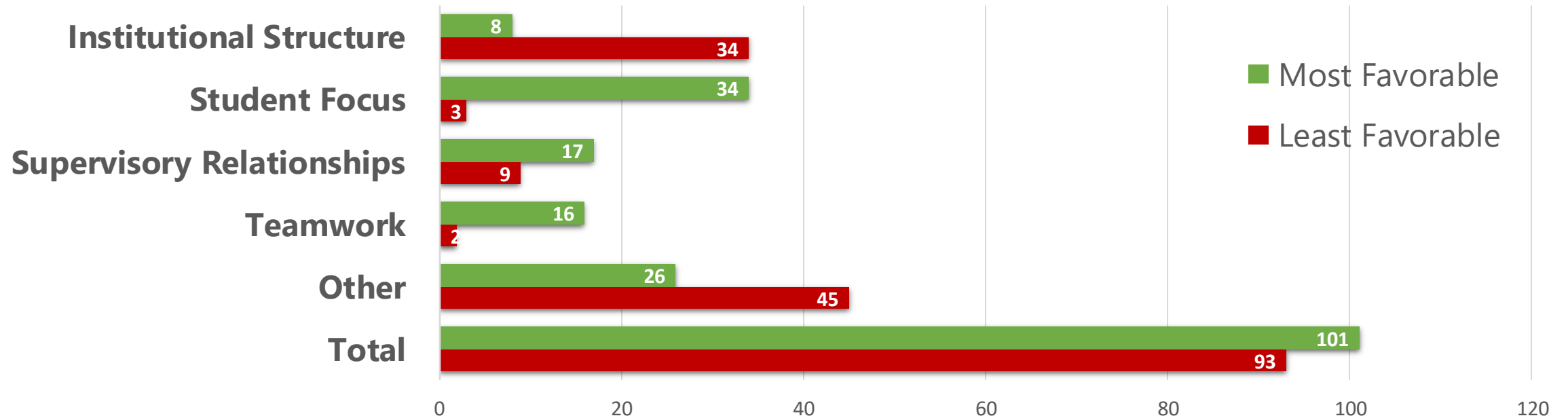


Collaborative=4

BCCC Most Favorable and Least Favorable Qualitative Comment Response Rates

Respondents were also allowed to complete a qualitative section asking what they found most favorable and least favorable about their institution.

- The greatest number of favorable comments fell within the Student Focus climate factor.
- The greatest number of unfavorable comments fell within the Institutional Structure climate factor.



STATISTICAL SIGNIFICANCE indicates the probability that the difference between your current mean and the comparison group mean is not due to chance alone. There are three levels of statistical significance or p-value used in our reports: $p < .05$ (*), $p < .01$ (**), and $p < .001$ (***). If a statistically significant difference exists between your institution's current mean and the comparison groups, one, two, or three asterisks will be in the "Sig." column, depending on the significance level. **The three asterisks indicate the significance level is .001, meaning there is a .1% chance that this result is due to chance alone.**

Table 5. Climate Factor Mean Comparisons

Climate Factor	<i>BCCC compared with:</i>							
	BCCC		PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	244	4.189	3.867	***	.438	3.892	***	.416
Institutional Structure	244	4.005	3.538	***	.514	3.564	***	.492
Student Focus	244	4.320	4.108	***	.326	4.108	***	.335
Supervisory Relationships	244	4.242	3.965	***	.325	3.996	***	.300
Teamwork	244	4.285	4.029	***	.280	4.077	***	.241



*Questions or
Comments*