



**NATIONAL INITIATIVE FOR LEADERSHIP
& INSTITUTIONAL EFFECTIVENESS**

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Barton Community College
Great Bend, KA

PACE Demographics Report
Personal Assessment of the College Environment

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Table 1. Demographic Frequency Distributions

BCC compared with:

Demographic Items	Response Option	BCC		2016		NILIE Normbase		Medium 2-year	
		Count	%	Count	%	Count	%	Count	%
1 What is your personnel classification:	Faculty	137	45%	151	47%	39784	47%	12962	45%
	Administrator	17	6%	18	6%	9061	11%	3371	12%
	Staff	150	49%	152	47%	35844	42%	12496	43%
	Total	304	100%	321	100%	84689	100%	28829	100%
2 Please select the race/ethnicity that best describes you:	Hispanic or Latino, of any race	8	3%	8	3%	7237	9%	2810	10%
	American Indian or Alaska Native, not Hispanic or Latino	3	1%	3	1%	792	1%	158	1%
	Asian, not Hispanic or Latino	2	1%	2	1%	2526	3%	502	2%
	Black, not Hispanic or Latino	12	4%	10	3%	5806	7%	1197	4%
	Pacific Islander, not Hispanic or Latino	0	0%	2	1%	913	1%	38	0%
	White, not Hispanic or Latino	260	87%	272	88%	62487	76%	22468	80%
	Two or more races, not Hispanic or Latino	14	5%	13	4%	2920	4%	881	3%
	Total	299	100%	310	100%	82681	100%	28054	100%
3 Your status at this institution is:	Full-Time	214	71%	219	68%	62657	74%	22453	79%
	Part-Time	87	29%	103	32%	21979	26%	6100	21%
	Total	301	100%	322	100%	84636	100%	28553	100%
4 What is the highest degree you have earned:	First Professional degree	2	1%	2	1%	1535	2%	473	2%
	Doctoral degree	20	7%	13	4%	7301	9%	1976	7%
	Master's degree	125	41%	133	42%	36779	44%	12356	44%
	Bachelor's degree	77	25%	91	29%	18679	22%	6541	23%
	Associate's degree	51	17%	50	16%	11640	14%	4420	16%
	High School diploma or GED	27	9%	25	8%	7673	9%	2400	8%
	No diploma or degree	1	0%	2	1%	336	0%	114	0%
Total	303	100%	316	100%	83943	100%	28280	100%	

BCC compared with:

Demographic Items (continued)	Response Option	BCC		2016		NILIE Normbase		Medium 2-year	
		Count	%	Count	%	Count	%	Count	%
5 What is your gender identity:	Man	101	33%	99	31%	29569	35%	9803	35%
	Woman	172	57%	173	54%	49502	59%	16731	59%
	Another gender identity	3	1%	3	1%	141	0%	45	0%
	I prefer not to respond	26	9%	44	14%	4656	6%	1642	6%
	Total	302	100%	319	100%	83868	100%	28221	100%
6 How many years have you worked at this institution:	5 years or less	132	46%	131	43%	31283	40%	10602	40%
	6-10 years	68	24%	69	23%	17562	22%	5832	22%
	11-15 years	28	10%	41	13%	12398	16%	4044	15%
	16-20 years	26	9%	26	9%	8004	10%	2683	10%
	21-25 years	11	4%	20	7%	4854	6%	1536	6%
	26 years or more	22	8%	18	6%	4958	6%	1509	6%
Total	287	100%	305	100%	79059	100%	26206	100%	
7 How many years have you worked in higher education:	5 years or less	98	34%	111	36%	21332	27%	7516	28%
	6-10 years	71	24%	61	20%	17101	21%	5743	22%
	11-15 years	33	11%	47	15%	13866	17%	4640	17%
	16-20 years	40	14%	38	12%	10820	14%	3726	14%
	21-25 years	19	7%	23	7%	7231	9%	2334	9%
	26 years or more	30	10%	27	9%	9208	12%	2750	10%
Total	291	100%	307	100%	79558	100%	26709	100%	
8 Age:	29 or younger	12	4%	25	9%	3660	5%	1318	5%
	30-39	58	21%	63	22%	12155	17%	4285	18%
	40-49	62	23%	60	21%	17284	24%	5935	24%
	50-59	55	20%	61	21%	22242	31%	7553	31%
	60 or older	83	31%	77	27%	17346	24%	5304	22%
Total	270	100%	286	100%	72687	100%	24395	100%	

Figure 1. Overall Climate by Personnel Classification

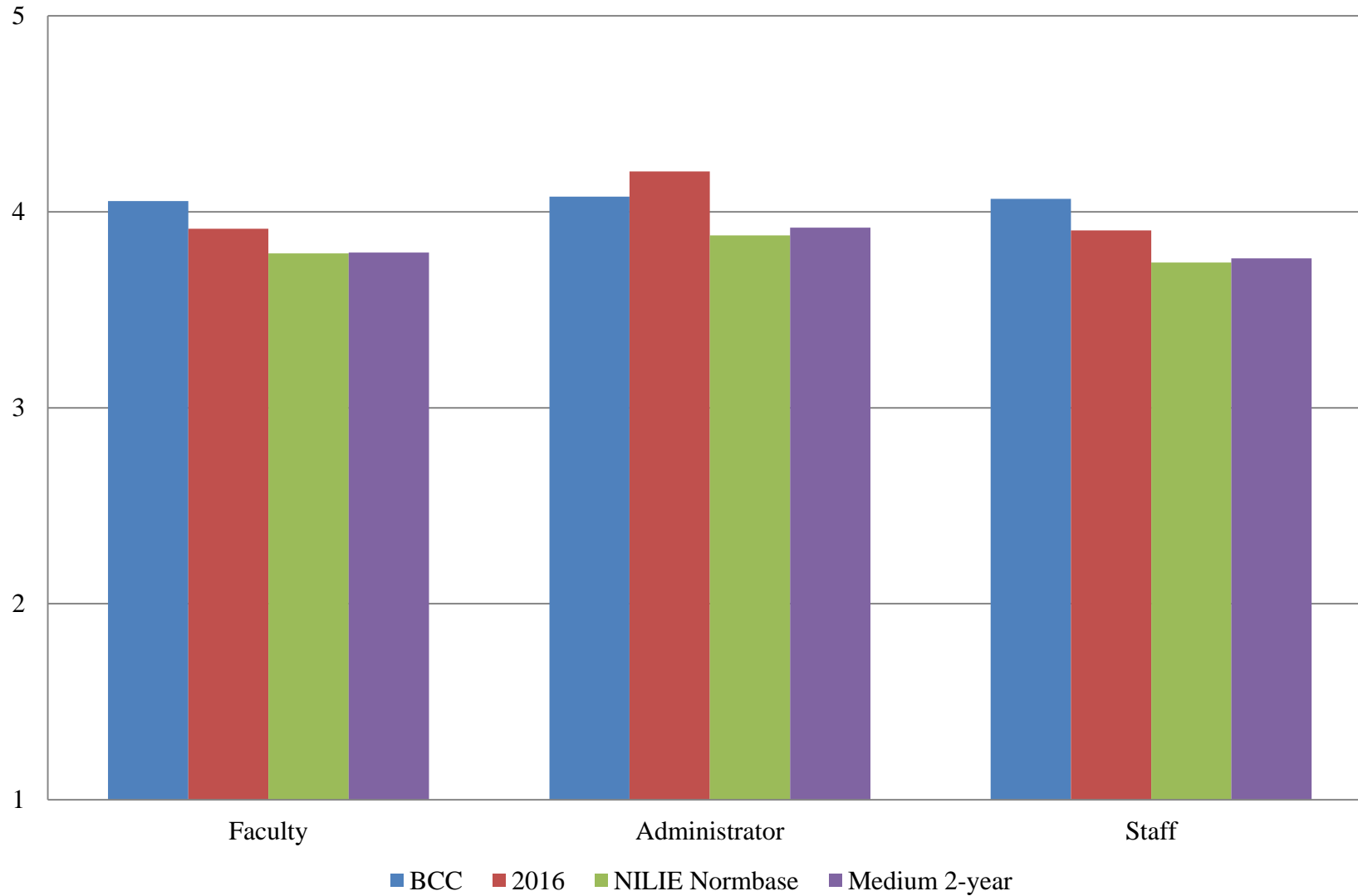


Table 2. Institutional Structure Mean Comparisons by Personnel Classification

BCC compared with:

What is your personnel classification:	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	3.906	3.711	**	.240	3.470	***	.486	3.477	***	.478
Faculty	137	3.938	3.722	*	.243	3.488	***	.482	3.475	***	.493
Administrator	17	4.008	4.080			3.587	*	.491	3.645		
Staff	150	3.883	3.647	**	.320	3.441	***	.510	3.458	***	.490

Table 3. Student Focus Mean Comparisons by Personnel Classification

BCC compared with:

What is your personnel classification:	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	4.190	4.087	*	.160	4.048	***	.219	4.064	***	.201
Faculty	137	4.222	4.131			4.086	*	.208	4.096	*	.198
Administrator	17	4.020	4.263			4.081			4.115		
Staff	150	4.170	3.992	**	.305	4.016	**	.243	4.032	**	.223

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

Table 4. Supervisory Relationships Mean Comparisons by Personnel Classification

BCC compared with:

What is your personnel classification:	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	4.097	4.008			3.826	***	.302	3.839	***	.290
Faculty	137	4.027	3.906			3.828	**	.224	3.832	*	.221
Administrator	17	4.151	4.256			3.958			3.987		
Staff	150	4.170	4.087			3.809	***	.397	3.832	***	.377

Table 5. Teamwork Mean Comparisons by Personnel Classification

BCC compared with:

What is your personnel classification:	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	314	4.074	3.980			3.859	***	.222	3.891	***	.193
Faculty	136	4.044	3.968			3.858	*	.190	3.888		
Administrator	17	4.225	4.324			4.056			4.081		
Staff	150	4.115	3.975			3.834	***	.288	3.867	**	.259

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

Table 6. Overall Mean Comparisons by Personnel Classification

BCC compared with:

What is your personnel classification:	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	4.056	3.929	*	.177	3.769	***	.384	3.784	***	.368
Faculty	137	4.054	3.914			3.788	***	.347	3.792	***	.345
Administrator	17	4.077	4.206			3.879			3.920		
Staff	150	4.066	3.906	*	.260	3.742	***	.441	3.763	***	.416

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

Figure 2. Overall Climate by Race/Ethnicity

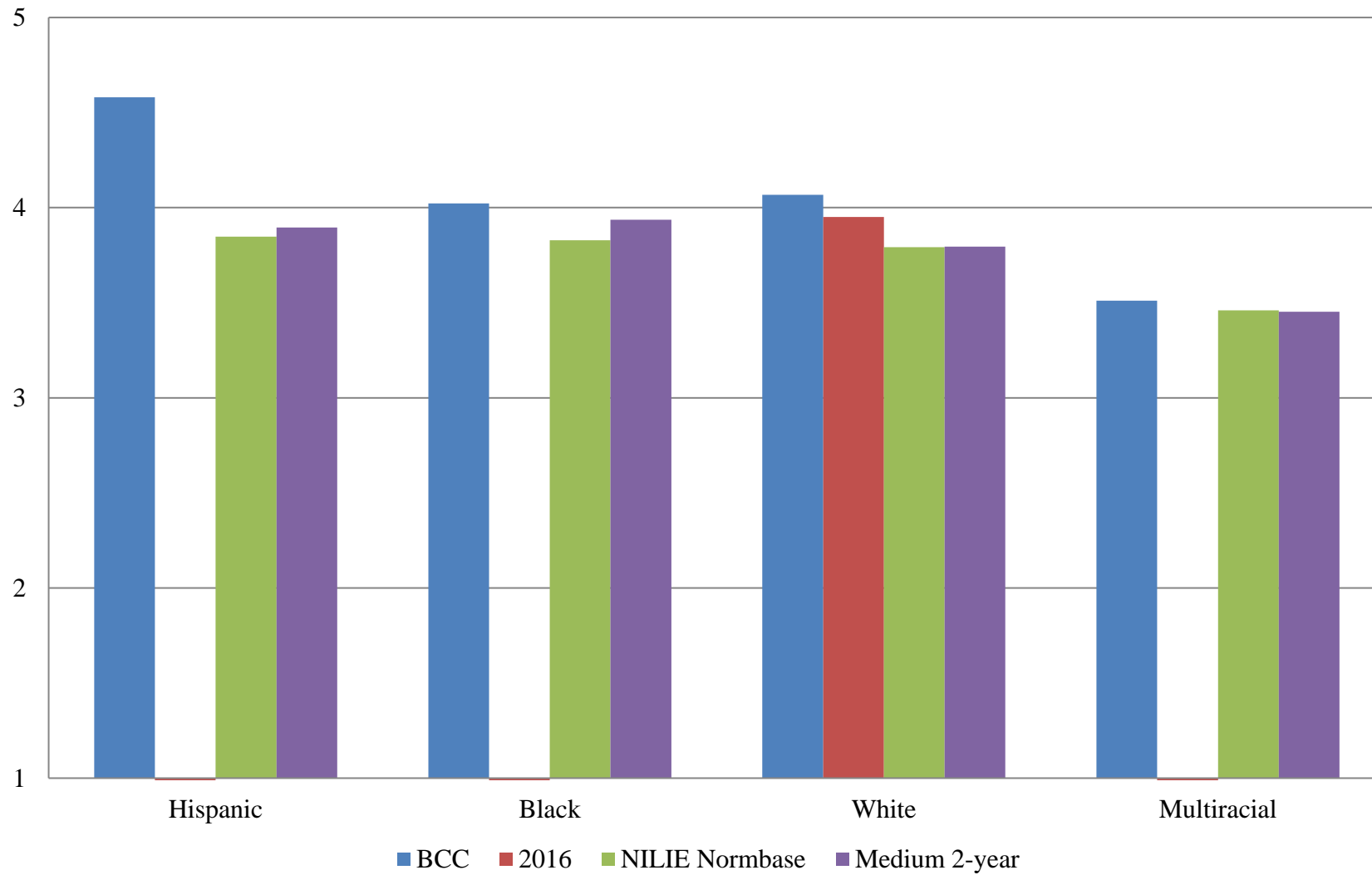


Table 7. Institutional Structure Mean Comparisons by Race/Ethnicity

BCC compared with:

Please select the race/ethnicity that best describes you:	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	3.906	3.711	**	.240	3.470	***	.486	3.477	***	.478
Hispanic or Latino, of any race	8	4.530	--			3.599	**	.992	3.649	**	.921
American Indian or Alaska Native, not Hispanic or Latino	3	--	--			3.350			3.436		
Asian, not Hispanic or Latino	2	--	--			3.615			3.850		
Black, not Hispanic or Latino	12	3.893	--			3.582			3.700		
Native Hawaiian or Other Pacific Islander, not Hispanic or Latino	0	--	--			3.402			3.643		
White, not Hispanic or Latino	260	3.917	3.734	**	.232	3.486	***	.491	3.481	***	.500
Two or more races, not Hispanic or Latino	14	3.355	--			3.085			3.067		

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

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Table 8. Student Focus Mean Comparisons by Race/Ethnicity

BCC compared with:

Please select the race/ethnicity that best describes you:	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	4.190	4.087	*	.160	4.048	***	.219	4.064	***	.201
Hispanic or Latino, of any race	8	4.705	--			4.081	*	.909	4.116	*	.846
American Indian or Alaska Native, not Hispanic or Latino	3	--	--			3.937			4.046		
Asian, not Hispanic or Latino	2	--	--			4.040			4.162		
Black, not Hispanic or Latino	12	4.121	--			4.035			4.108		
Native Hawaiian or Other Pacific Islander, not Hispanic or Latino	0	--	--			4.041			4.117		
White, not Hispanic or Latino	260	4.193	4.093			4.077	**	.188	4.079	**	.190
Two or more races, not Hispanic or Latino	14	3.690	--			3.810			3.824		

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

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Table 9. Supervisory Relationships Mean Comparisons by Race/Ethnicity

BCC compared with:

Please select the race/ethnicity that best describes you:	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	4.097	4.008			3.826	***	.302	3.839	***	.290
Hispanic or Latino, of any race	8	4.519	--			3.888			3.936		
American Indian or Alaska Native, not Hispanic or Latino	3	--	--			3.741			3.763		
Asian, not Hispanic or Latino	2	--	--			3.885			4.029		
Black, not Hispanic or Latino	12	4.071	--			3.896			4.007		
Native Hawaiian or Other Pacific Islander, not Hispanic or Latino	0	--	--			3.811			3.953		
White, not Hispanic or Latino	260	4.115	4.033			3.845	***	.306	3.852	***	.303
Two or more races, not Hispanic or Latino	14	3.463	--			3.527			3.513		

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

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Table 10. Teamwork Mean Comparisons by Race/Ethnicity

BCC compared with:

Please select the race/ethnicity that best describes you:	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	314	4.074	3.980			3.859	***	.222	3.891	***	.193
Hispanic or Latino, of any race	8	4.646	--			3.929	*	.750	3.996		
American Indian or Alaska Native, not Hispanic or Latino	3	--	--			3.770			3.837		
Asian, not Hispanic or Latino	2	--	--			3.909			4.057		
Black, not Hispanic or Latino	12	4.056	--			3.898			4.042		
Native Hawaiian or Other Pacific Islander, not Hispanic or Latino	0	--	--			3.804			3.989		
White, not Hispanic or Latino	260	4.091	4.023			3.884	***	.215	3.905	**	.198
Two or more races, not Hispanic or Latino	14	3.646	--			3.574			3.556		

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

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Table 11. Overall Mean Comparisons by Race/Ethnicity

BCC compared with:

Please select the race/ethnicity that best describes you:	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	4.056	3.929	*	.177	3.769	***	.384	3.784	***	.368
Hispanic or Latino, of any race	8	4.581	--			3.847	**	.931	3.895	*	.859
American Indian or Alaska Native, not Hispanic or Latino	3	--	--			3.664			3.732		
Asian, not Hispanic or Latino	2	--	--			3.839			4.008		
Black, not Hispanic or Latino	12	4.022	--			3.828			3.937		
Native Hawaiian or Other Pacific Islander, not Hispanic or Latino	0	--	--			3.733			3.897		
White, not Hispanic or Latino	260	4.067	3.951			3.791	***	.379	3.795	***	.380
Two or more races, not Hispanic or Latino	14	3.511	--			3.461			3.453		

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

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Figure 3. Overall Climate by Employment Status

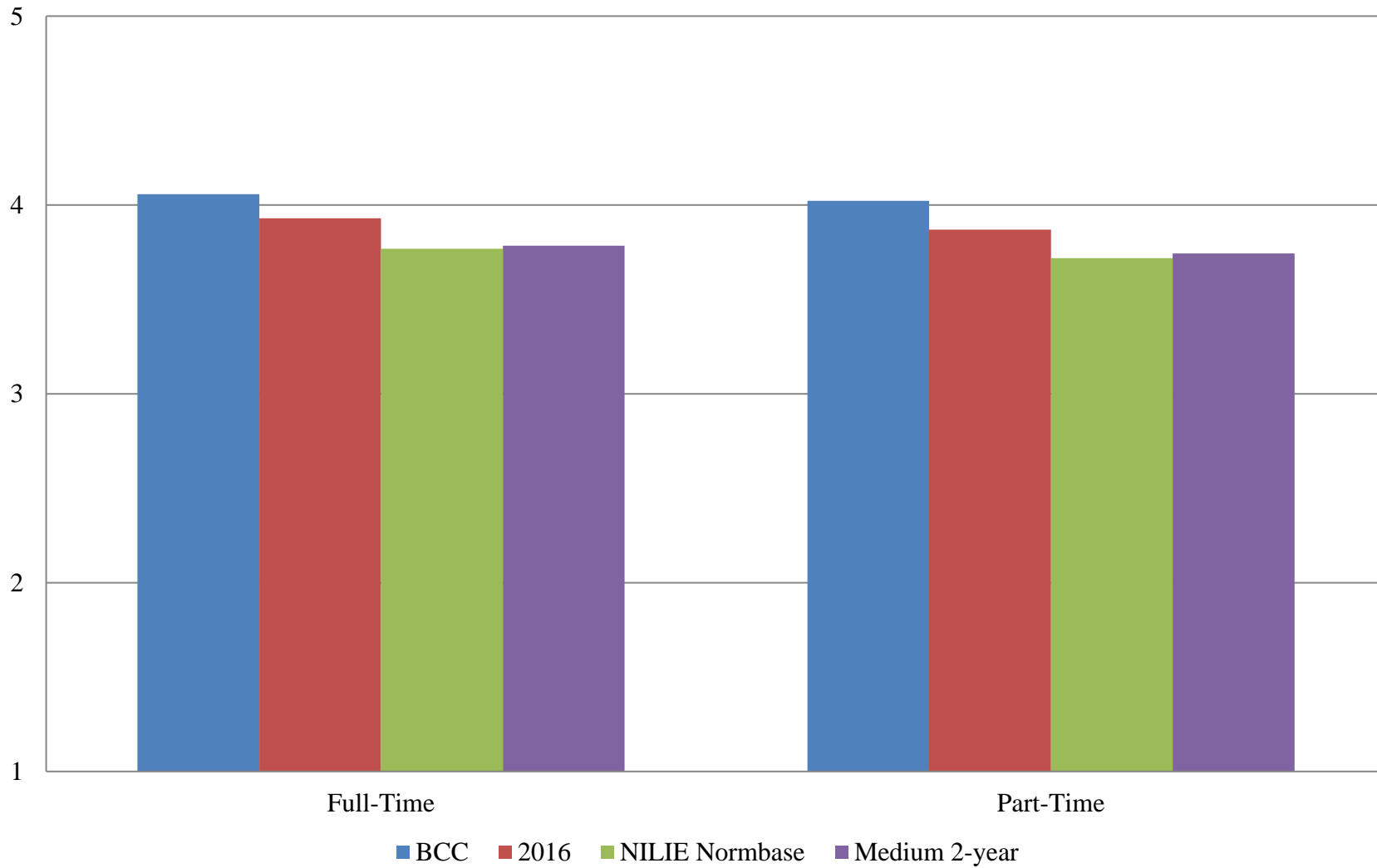


Table 12. Institutional Structure Mean Comparisons by Employment Status

BCC compared with:

Your status at this institution is:	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	3.906	3.711	**	.240	3.470	***	.486	3.477	***	.478
Full-Time	214	3.845	3.613	**	.290	3.380	***	.522	3.407	***	.491
Part-Time	87	4.112	3.912			3.737	***	.435	3.755	***	.417

Table 13. Student Focus Mean Comparisons by Employment Status

BCC compared with:

Your status at this institution is:	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	4.190	4.087	*	.160	4.048	***	.219	4.064	***	.201
Full-Time	214	4.134	4.015	*	.193	4.019	**	.183	4.044	*	.147
Part-Time	87	4.313	4.202			4.148	*	.250	4.151	*	.248

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

Table 14. Supervisory Relationships Mean Comparisons by Employment Status

BCC compared with:

Your status at this institution is:	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	4.097	4.008			3.826	***	.302	3.839	***	.290
Full-Time	214	4.105	3.987			3.788	***	.352	3.806	***	.335
Part-Time	87	4.135	4.065			3.947	*	.216	3.984		

Table 15. Teamwork Mean Comparisons by Employment Status

BCC compared with:

Your status at this institution is:	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	314	4.074	3.980			3.859	***	.222	3.891	***	.193
Full-Time	214	4.077	3.954			3.835	***	.248	3.870	**	.217
Part-Time	86	4.143	4.077			3.953			3.998		

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

Table 16. Overall Mean Comparisons by Employment Status

BCC compared with:

Your status at this institution is:	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	4.056	3.929	*	.177	3.769	***	.384	3.784	***	.368
Full-Time	214	4.022	3.869	*	.220	3.718	***	.412	3.744	***	.381
Part-Time	87	4.179	4.054			3.932	**	.328	3.955	**	.301

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

Figure 4. Overall Climate by Highest Degree Earned

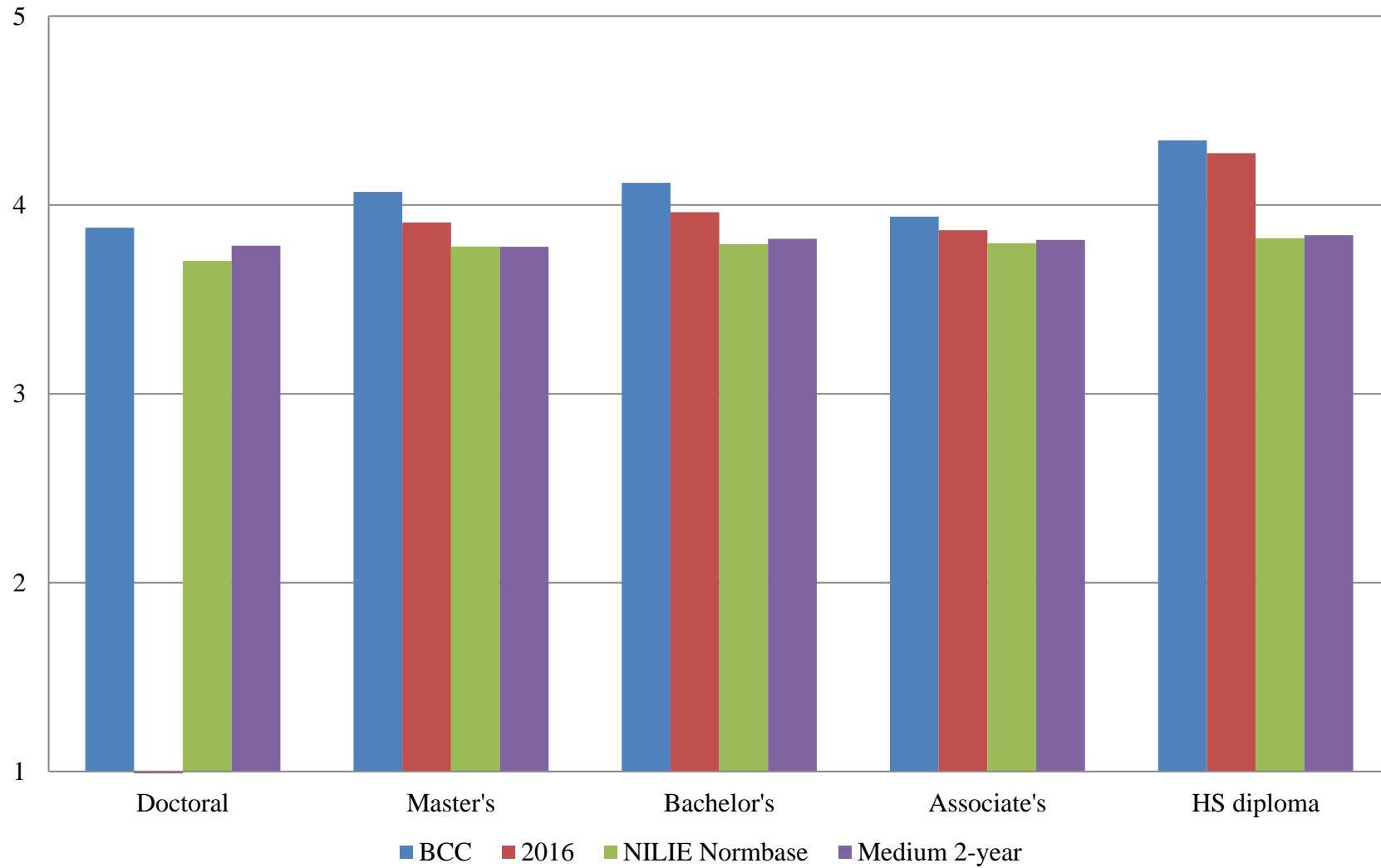


Table 17. Institutional Structure Mean Comparisons by Highest Degree Earned

BCC compared with:

What is the highest degree you have earned?	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	3.906	3.711	**	.240	3.470	***	.486	3.477	***	.478
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	2	--	--			3.493			3.528		
Doctoral degree (e.g., Ph.D., Ed.D.)	20	3.830	--			3.366	*	.470	3.451		
Master's degree	125	3.936	3.676	*	.301	3.464	***	.517	3.451	***	.528
Bachelor's degree	77	3.949	3.772			3.502	***	.516	3.521	***	.498
Associate's degree	51	3.793	3.645			3.523	*	.318	3.534	*	.307
High School diploma or GED	27	4.134	4.084			3.582	***	.643	3.604	**	.622
No diploma or degree	1	--	--			3.385			3.550		

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

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Table 18. Student Focus Mean Comparisons by Highest Degree Earned

BCC compared with:

What is the highest degree you have earned?	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	4.190	4.087	*	.160	4.048	***	.219	4.064	***	.201
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	2	--	--			4.045			4.078		
Doctoral degree (e.g., Ph.D., Ed.D.)	20	4.025	--			4.004			4.071		
Master's degree	125	4.171	4.078			4.062			4.066		
Bachelor's degree	77	4.218	4.100			4.057	*	.258	4.075	*	.237
Associate's degree	51	4.128	4.006			4.071			4.083		
High School diploma or GED	27	4.479	4.326			4.075	***	.635	4.098	**	.605
No diploma or degree	1	--	--			3.952			4.006		

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

-- indicates results redacted for confidentiality

Table 19. Supervisory Relationships Mean Comparisons by Highest Degree Earned

BCC compared with:

What is the highest degree you have earned?	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	4.097	4.008			3.826	***	.302	3.839	***	.290
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	2	--	--			3.816			3.843		
Doctoral degree (e.g., Ph.D., Ed.D.)	20	3.804	--			3.769			3.856		
Master's degree	125	4.092	3.962			3.836	**	.290	3.833	**	.294
Bachelor's degree	77	4.171	4.045			3.850	**	.362	3.882	**	.333
Associate's degree	51	4.001	3.991			3.850			3.872		
High School diploma or GED	27	4.480	4.383			3.873	***	.684	3.876	***	.681
No diploma or degree	1	--	--			3.644			3.837		

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

-- indicates results redacted for confidentiality

Table 20. Teamwork Mean Comparisons by Highest Degree Earned

BCC compared with:

What is the highest degree you have earned?	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	314	4.074	3.980			3.859	***	.222	3.891	***	.193
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	2	--	--			3.875			3.877		
Doctoral degree (e.g., Ph.D., Ed.D.)	19	3.842	--			3.816			3.905		
Master's degree	125	4.128	4.021			3.885	**	.254	3.908	**	.235
Bachelor's degree	77	4.200	3.953			3.894	**	.319	3.943	*	.275
Associate's degree	51	3.837	3.859			3.846			3.879		
High School diploma or GED	27	4.346	4.445			3.861	**	.502	3.864	*	.498
No diploma or degree	1	--	--			3.644			3.825		

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

-- indicates results redacted for confidentiality

Table 21. Overall Mean Comparisons by Highest Degree Earned

BCC compared with:

What is the highest degree you have earned?	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	4.056	3.929	*	.177	3.769	***	.384	3.784	***	.368
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	2	--	--			3.777			3.803		
Doctoral degree (e.g., Ph.D., Ed.D.)	20	3.879	--			3.704			3.784		
Master's degree	125	4.069	3.908			3.779	***	.388	3.778	***	.392
Bachelor's degree	77	4.117	3.961			3.793	***	.445	3.820	***	.416
Associate's degree	51	3.938	3.866			3.797			3.815		
High School diploma or GED	27	4.342	4.275			3.824	***	.700	3.839	***	.682
No diploma or degree	1	--	--			3.634			3.784		

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

-- indicates results redacted for confidentiality

Figure 5. Overall Climate by Gender



Table 22. Institutional Structure Mean Comparisons by Gender

What gender are you:	<i>BCC compared with:</i>										
	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	3.906	3.711	**	.240	3.470	***	.486	3.477	***	.478
Man	101	3.881	3.799			3.521	***	.395	3.538	***	.376
Woman	172	4.038	3.896	*	.223	3.516	***	.600	3.529	***	.588
Another gender identity	3	--	--			3.015			3.167		
I prefer not to respond	26	3.198	2.840			2.913			2.894		

Table 23. Student Focus Mean Comparisons by Gender

What gender are you:	<i>BCC compared with:</i>										
	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	4.190	4.087	*	.160	4.048	***	.219	4.064	***	.201
Man	101	4.155	4.128			4.068			4.081		
Woman	172	4.256	4.195			4.082	***	.281	4.101	***	.260
Another gender identity	3	--	--			3.752			3.931		
I prefer not to respond	26	3.825	3.540			3.748			3.765		

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

-- indicates results redacted for confidentiality

Table 24. Supervisory Relationships Mean Comparisons by Gender

What gender are you:	<i>BCC compared with:</i>										
	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	4.097	4.008			3.826	***	.302	3.839	***	.290
Man	101	4.059	4.073			3.865	*	.219	3.885	*	.200
Woman	172	4.249	4.188			3.863	***	.439	3.885	***	.419
Another gender identity	3	--	--			3.546			3.808		
I prefer not to respond	26	3.291	3.209			3.397			3.377		

Table 25. Teamwork Mean Comparisons by Gender

What gender are you:	<i>BCC compared with:</i>										
	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	314	4.074	3.980			3.859	***	.222	3.891	***	.193
Man	101	4.129	4.082			3.910	*	.234	3.946	*	.199
Woman	172	4.200	4.155			3.888	***	.323	3.927	***	.291
Another gender identity	3	--	--			3.526			3.634		
I prefer not to respond	25	3.145	3.223			3.480			3.482		

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

-- indicates results redacted for confidentiality

Table 26. Overall Mean Comparisons by Gender

BCC compared with:

What gender are you:	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	4.056	3.929	*	.177	3.769	***	.384	3.784	***	.368
Man	101	4.033	4.002			3.809	**	.296	3.829	**	.273
Woman	172	4.179	4.090			3.808	***	.510	3.829	***	.490
Another gender identity	3	--	--			3.418			3.600		
I prefer not to respond	26	3.373	3.178			3.338			3.330		

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

-- indicates results redacted for confidentiality

Figure 6. Overall Climate by Years at this Institution

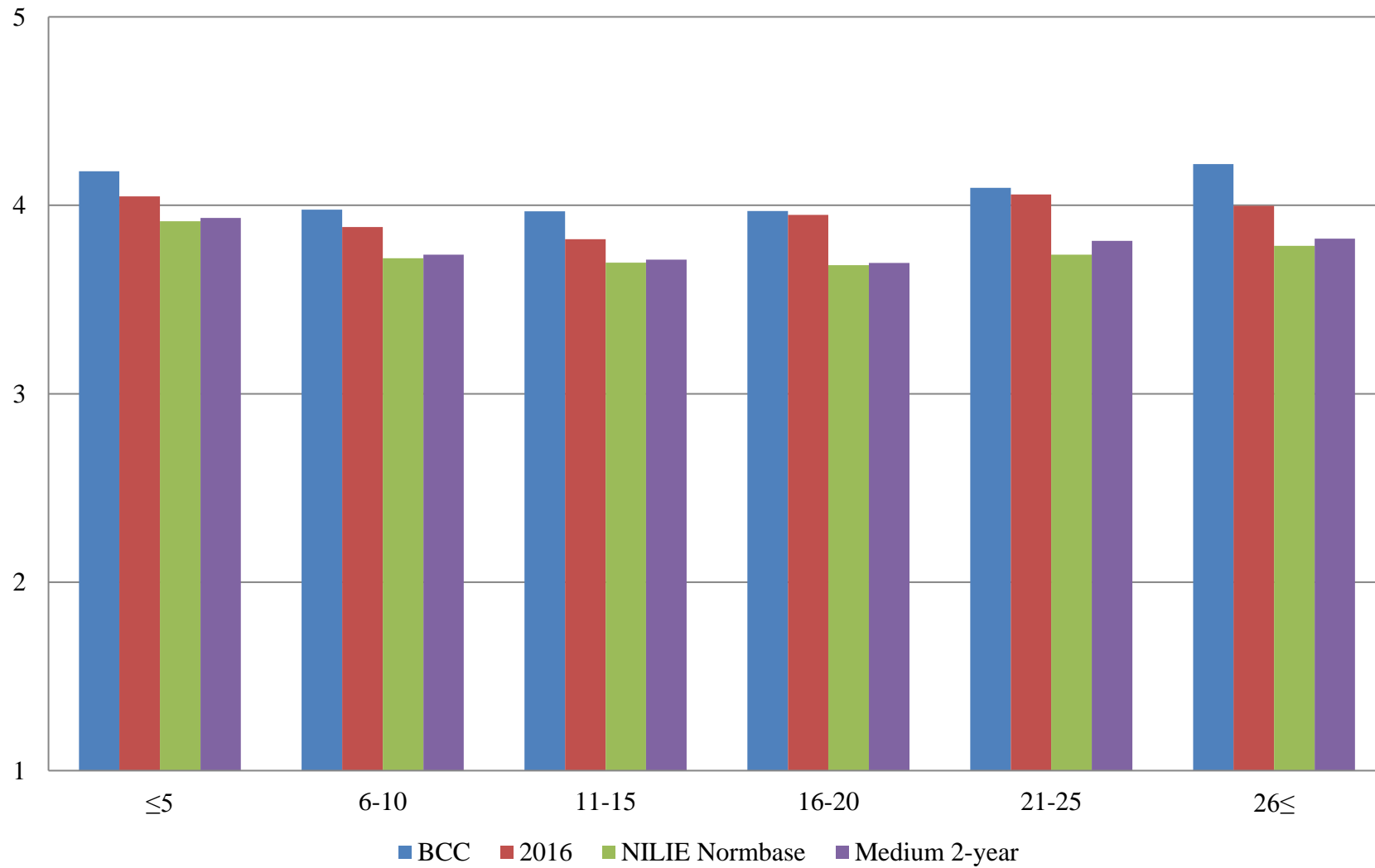


Table 27. Institutional Structure Mean Comparisons by Years at this Institution

BCC compared with:

How many years have you worked at this institution?	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	3.906	3.711	**	.240	3.470	***	.486	3.477	***	.478
5 years or less	132	4.080	3.891	*	.252	3.687	***	.458	3.705	***	.442
6-10 years	68	3.792	3.601			3.401	***	.436	3.411	***	.424
11-15 years	28	3.889	3.544			3.353	**	.588	3.353	**	.581
16-20 years	26	3.802	3.787			3.321	**	.530	3.323	**	.528
21-25 years	11	3.811	3.813			3.384			3.460		
26 years or more	22	4.021	3.793			3.437	**	.661	3.481	**	.629

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

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

BCC compared with:

How many years have you worked at this institution?	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	4.190	4.087	*	.160	4.048	***	.219	4.064	***	.201
5 years or less	132	4.226	4.137			4.114	*	.175	4.125		
6-10 years	68	4.130	4.016			4.016			4.041		
11-15 years	28	4.140	3.996			4.023			4.031		
16-20 years	26	4.101	4.161			4.022			4.039		
21-25 years	11	4.273	4.156			4.066			4.119		
26 years or more	22	4.353	4.083			4.095	*	.424	4.114		

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

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

BCC compared with:

How many years have you worked at this institution?	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	4.097	4.008			3.826	***	.302	3.839	***	.290
5 years or less	132	4.254	4.127			3.970	***	.331	3.986	***	.318
6-10 years	68	4.037	4.043			3.780	*	.283	3.798	*	.264
11-15 years	28	3.911	3.933			3.750			3.774		
16-20 years	26	3.969	3.908			3.739			3.745		
21-25 years	11	4.157	4.130			3.790			3.868		
26 years or more	22	4.298	4.140			3.854	*	.528	3.898	*	.504

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

Table 30. Teamwork Mean Comparisons by Years at this Institution

BCC compared with:

How many years have you worked at this institution?	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	314	4.074	3.980			3.859	***	.222	3.891	***	.193
5 years or less	132	4.185	4.077			3.981	*	.221	4.014	*	.189
6-10 years	67	4.045	3.979			3.808			3.838		
11-15 years	28	3.924	3.897			3.804			3.842		
16-20 years	26	4.101	4.005			3.800			3.836		
21-25 years	11	4.211	4.305			3.868			3.964		
26 years or more	22	4.269	4.014			3.905			3.953		

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

Table 31. Overall Mean Comparisons by Years at this Institution

BCC compared with:

How many years have you worked at this institution?	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	4.056	3.929	*	.177	3.769	***	.384	3.784	***	.368
5 years or less	132	4.181	4.047			3.915	***	.364	3.933	***	.345
6-10 years	68	3.978	3.884			3.719	**	.343	3.739	**	.320
11-15 years	28	3.968	3.820			3.696			3.711		
16-20 years	26	3.970	3.949			3.682	*	.386	3.694		
21-25 years	11	4.093	4.058			3.738			3.812		
26 years or more	22	4.218	3.997			3.785	**	.609	3.824	**	.583

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

Figure 7. Overall Climate by Years in Higher Education

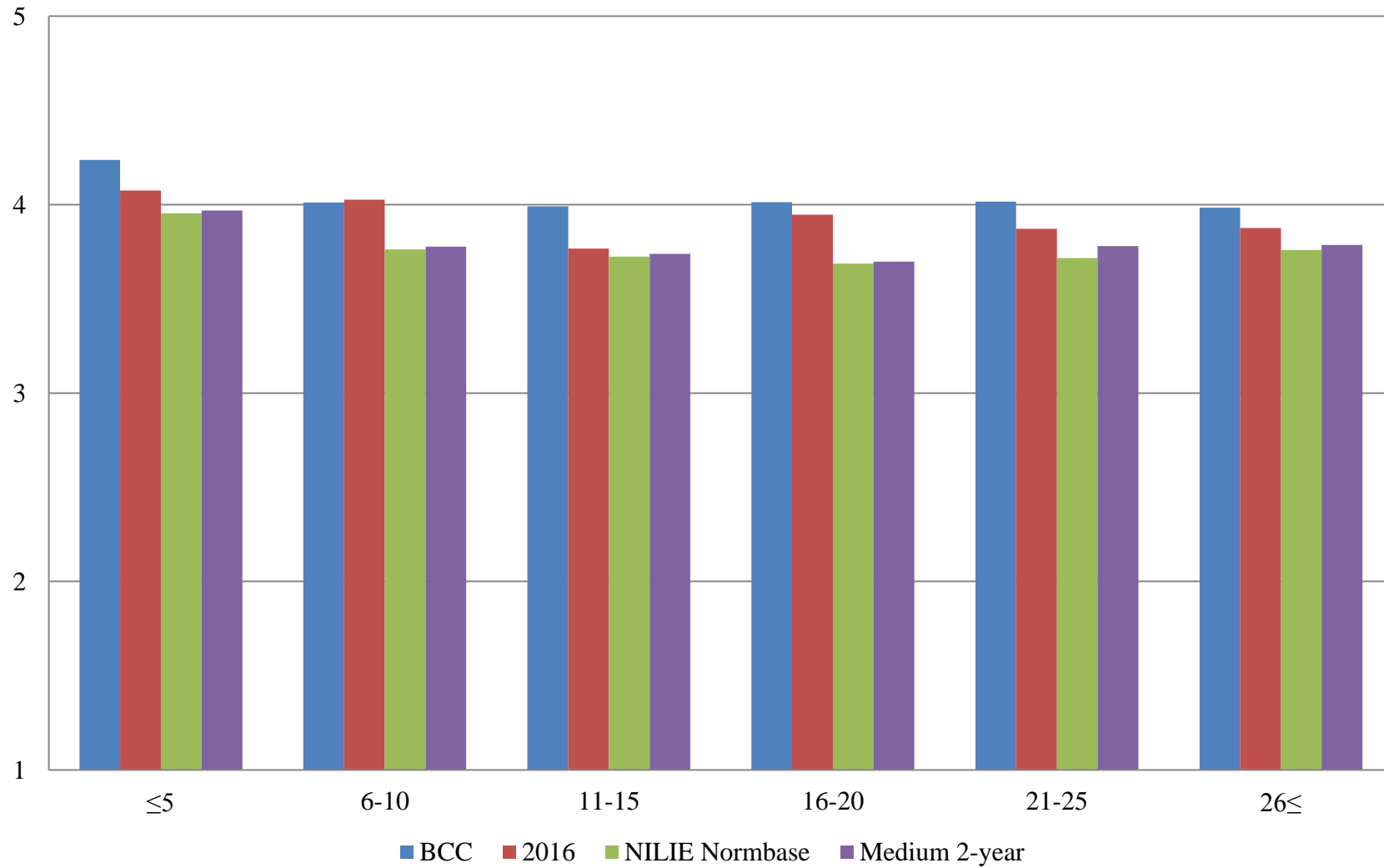


Table 32. Institutional Structure Mean Comparisons by Years in Higher Education

BCC compared with:

How many years have you worked in higher education?	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	3.906	3.711	**	.240	3.470	***	.486	3.477	***	.478
5 years or less	98	4.111	3.920	*	.307	3.749	***	.437	3.761	***	.430
6-10 years	71	3.888	3.801			3.465	***	.480	3.465	***	.478
11-15 years	33	3.898	3.508			3.397	**	.560	3.399	**	.555
16-20 years	40	3.828	3.741			3.341	***	.534	3.343	***	.528
21-25 years	19	3.807	3.608			3.351	*	.501	3.417		
26 years or more	30	3.778	3.616			3.409	*	.396	3.432	*	.373

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

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

BCC compared with:

How many years have you worked in higher education?	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	4.190	4.087	*	.160	4.048	***	.219	4.064	***	.201
5 years or less	98	4.285	4.164			4.144	*	.222	4.156	*	.209
6-10 years	71	4.154	4.124			4.025			4.046		
11-15 years	33	4.134	3.918			4.031			4.040		
16-20 years	40	4.143	4.101			4.010			4.021		
21-25 years	19	4.158	4.023			4.046			4.094		
26 years or more	30	4.170	4.067			4.074			4.094		

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

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

BCC compared with:

How many years have you worked in higher education?	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	4.097	4.008			3.826	***	.302	3.839	***	.290
5 years or less	98	4.339	4.158	*	.288	3.999	***	.404	4.013	***	.393
6-10 years	71	4.043	4.156			3.831	*	.238	3.847		
11-15 years	33	3.975	3.892			3.781			3.798		
16-20 years	40	4.061	4.004			3.745	*	.344	3.753	*	.338
21-25 years	19	4.002	3.945			3.781			3.840		
26 years or more	30	4.002	3.941			3.819			3.849		

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

Table 35. Teamwork Mean Comparisons by Years in Higher Education

BCC compared with:

How many years have you worked in higher education?	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	314	4.074	3.980			3.859	***	.222	3.891	***	.193
5 years or less	98	4.252	4.104			4.009	**	.267	4.035	*	.245
6-10 years	70	3.994	4.105			3.843			3.876		
11-15 years	33	3.960	3.824			3.823			3.863		
16-20 years	40	4.053	4.022			3.801			3.831		
21-25 years	19	4.222	4.046			3.851			3.934		
26 years or more	30	4.087	3.986			3.887			3.928		

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

Table 36. Overall Mean Comparisons by Years in Higher Education

BCC compared with:

How many years have you worked in higher education?	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	4.056	3.929	*	.177	3.769	***	.384	3.784	***	.368
5 years or less	98	4.237	4.075	*	.293	3.954	***	.394	3.969	***	.382
6-10 years	71	4.012	4.026			3.762	**	.337	3.776	**	.321
11-15 years	33	3.991	3.767			3.724	*	.355	3.738		
16-20 years	40	4.012	3.947			3.688	**	.429	3.698	**	.417
21-25 years	19	4.015	3.871			3.717			3.780		
26 years or more	30	3.984	3.876			3.759			3.785		

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

Figure 8. Overall Climate by Age

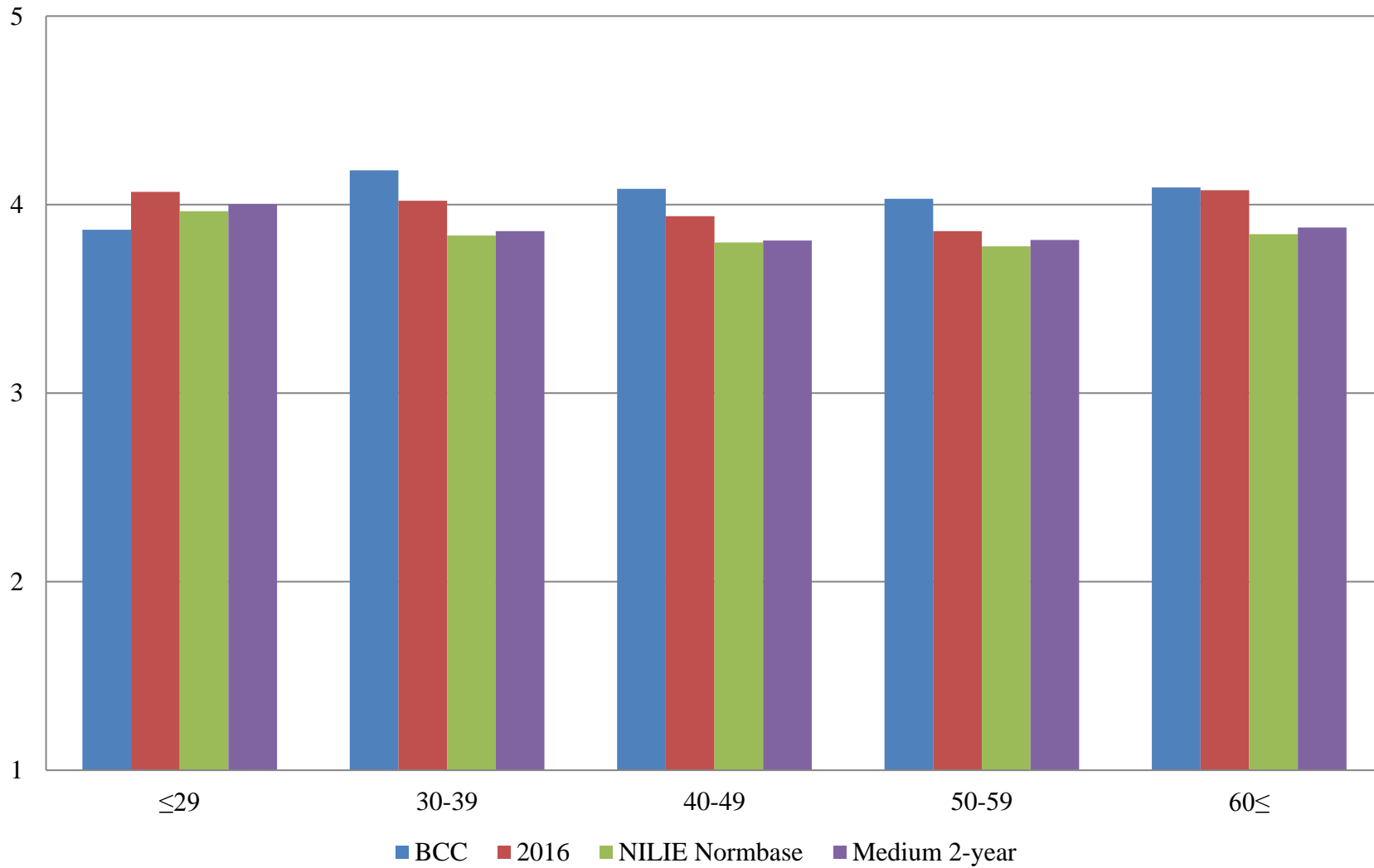


Table 37. Institutional Structure Mean Comparisons by Age

BCC compared with:

What is your age?	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	3.906	3.711	**	.240	3.470	***	.486	3.477	***	.478
29 or younger	12	3.767	3.859			3.737			3.776		
30-39	58	4.061	3.784	*	.390	3.549	***	.588	3.577	***	.556
40-49	62	3.976	3.764			3.504	***	.527	3.513	***	.518
50-59	55	3.840	3.633			3.480	**	.401	3.504	**	.376
60 or older	83	3.930	3.878			3.562	***	.408	3.587	***	.385

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

Table 38. Student Focus Mean Comparisons by Age

BCC compared with:

What is your age?	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	4.190	4.087	*	.160	4.048	***	.219	4.064	***	.201
29 or younger	12	4.133	4.137			4.122			4.151		
30-39	58	4.214	4.080			4.057			4.076		
40-49	62	4.193	4.116			4.059			4.070		
50-59	55	4.208	4.005			4.073			4.101		
60 or older	83	4.229	4.180			4.113			4.137		

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

Table 39. Supervisory Relationships Mean Comparisons by Age

BCC compared with:

What is your age?	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	4.097	4.008			3.826	***	.302	3.839	***	.290
29 or younger	12	3.853	4.264			4.037			4.071		
30-39	58	4.256	4.174			3.917	**	.397	3.936	**	.380
40-49	62	4.096	3.961			3.864	*	.262	3.866	*	.260
50-59	55	4.083	3.953			3.828	*	.282	3.866		
60 or older	83	4.124	4.174			3.886	*	.266	3.930	*	.226

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

Table 40. Teamwork Mean Comparisons by Age

BCC compared with:

What is your age?	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	314	4.074	3.980			3.859	***	.222	3.891	***	.193
29 or younger	12	3.764	4.041			4.082			4.135		
30-39	58	4.247	4.167			3.948	*	.325	3.981	*	.296
40-49	62	4.119	3.960			3.891			3.921		
50-59	55	4.012	3.905			3.856			3.902		
60 or older	83	4.151	4.144			3.925	*	.235	3.986		

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

Table 41. Overall Mean Comparisons by Age

BCC compared with:

What is your age?	BCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	315	4.056	3.929	*	.177	3.769	***	.384	3.784	***	.368
29 or younger	12	3.867	4.068			3.966			4.004		
30-39	58	4.182	4.021			3.836	***	.477	3.860	***	.449
40-49	62	4.083	3.939			3.799	**	.382	3.809	**	.372
50-59	55	4.031	3.860			3.779	*	.336	3.812	*	.298
60 or older	83	4.091	4.076			3.844	**	.330	3.878	**	.291

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



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