



NATIONAL INITIATIVE FOR LEADERSHIP
& INSTITUTIONAL EFFECTIVENESS

706 Hillsborough Street | Raleigh, NC 27603

Barton County Community College

Great Bend, Kansas

PACE Demographic Report

PACE Climate Survey for Community Colleges

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NATIONAL INITIATIVE FOR LEADERSHIP & INSTITUTIONAL EFFECTIVENESS

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Table 1. Demographic Frequency Distributions

BCCC compared with:

Demographic Items	Response Option	BCCC		2018		NILIE Normbase		Small 2-year	
		Count	%	Count	%	Count	%	Count	%
1 What is your personnel classification?	Faculty	91	38%	137	45%	26018	44%	3262	44%
	Administrator	16	7%	17	6%	6337	11%	779	11%
	Staff	130	55%	150	49%	26195	45%	3312	45%
	Total	237	100%	304	100%	58550	100%	7353	100%
2 Please select the race/ethnicity that best describes you?	African American or Black	5	2%	12	4%	4056	7%	378	5%
	Alaska Native or American Indian	1	0%	3	1%	467	1%	44	1%
	Asian	3	1%	2	1%	1403	2%	40	1%
	Hispanic/Latina/o/x	7	3%	8	3%	5949	10%	467	7%
	Middle Eastern or North African	0	0%	N/A	N/A	23	0%	0	0%
	Native Hawaiian or Pacific Islander	0	0%	0	0%	153	0%	12	0%
	White	199	85%	260	87%	42150	74%	5914	82%
	Two or more races	9	4%	14	5%	2388	4%	282	4%
	Prefer to self-describe	10	4%	N/A	N/A	266	0%	34	0%
Total	234	100%	299	100%	56855	100%	7171	100%	
3 Your status at this institution is?	Full-Time	178	75%	214	71%	44282	77%	5708	79%
	Part-Time	60	25%	87	29%	13293	23%	1538	21%
	Total	238	100%	301	100%	57575	100%	7246	100%
4 What is the highest level of education you have earned?	First Professional degree	1	0%	2	1%	915	2%	129	2%
	Doctoral degree	9	4%	20	7%	5682	10%	513	7%
	Master's degree	95	40%	125	41%	25716	44%	3178	44%
	Bachelor's degree	77	32%	77	25%	12761	22%	1633	22%
	Associate's degree	35	15%	51	17%	7967	14%	1179	16%
	Certificate	9	4%	N/A	N/A	165	0%	31	0%
	High School diploma or GED	11	5%	27	9%	4518	8%	583	8%
	No diploma or degree	1	0%	1	0%	172	0%	24	0%
Total	238	100%	303	100%	57896	100%	7270	100%	

N/A indicates response option previously unavailable

BCCC compared with:

Demographic Items (continued)		BCCC		2018		NILIE Normbase		Small 2-year		
		Count	%	Count	%	Count	%	Count	%	
5	What is your gender identity?	Man	70	30%	101	37%	18908	36%	2358	36%
		Woman	159	68%	172	63%	33466	64%	4132	63%
		Trans Man	1	0%	N/A	N/A	8	0%	1	0%
		Trans Woman	0	0%	N/A	N/A	6	0%	2	0%
		Gender Queer	2	1%	N/A	N/A	34	0%	4	0%
		Prefer to self-describe	3	1%	N/A	N/A	188	0%	32	0%
		Total	235	100%	273	100%	52610	100%	6529	100%
6	How many years have you worked at this institution?	5 years or less	92	41%	132	46%	22343	40%	2906	43%
		6-10 years	63	28%	68	24%	12058	22%	1558	23%
		11-15 years	25	11%	28	10%	8284	15%	923	14%
		16-20 years	17	8%	26	9%	6212	11%	672	10%
		21-25 years	9	4%	11	4%	2948	5%	362	5%
		26 years or more	18	8%	22	8%	3361	6%	404	6%
		Total	224	100%	287	100%	55206	100%	6825	100%
7	How many years have you worked in higher education?	5 years or less	75	33%	98	34%	14792	27%	2054	30%
		6-10 years	51	23%	71	24%	11496	21%	1392	20%
		11-15 years	33	15%	33	11%	9538	17%	1120	16%
		16-20 years	34	15%	40	14%	8185	15%	954	14%
		21-25 years	10	4%	19	7%	4763	9%	601	9%
		26 years or more	22	10%	30	10%	6353	12%	697	10%
		Total	225	100%	291	100%	55127	100%	6818	100%
8	What is your age?	29 or younger	12	6%	12	4%	2721	5%	341	6%
		30-39	42	21%	58	21%	8599	17%	1134	18%
		40-49	46	23%	62	23%	11866	24%	1497	24%
		50-59	43	21%	55	20%	14355	29%	1717	28%
		60 or older	58	29%	83	31%	12087	24%	1458	24%
		Total	201	100%	270	100%	49628	100%	6147	100%

Figure 1. Overall Climate by Personnel Classification

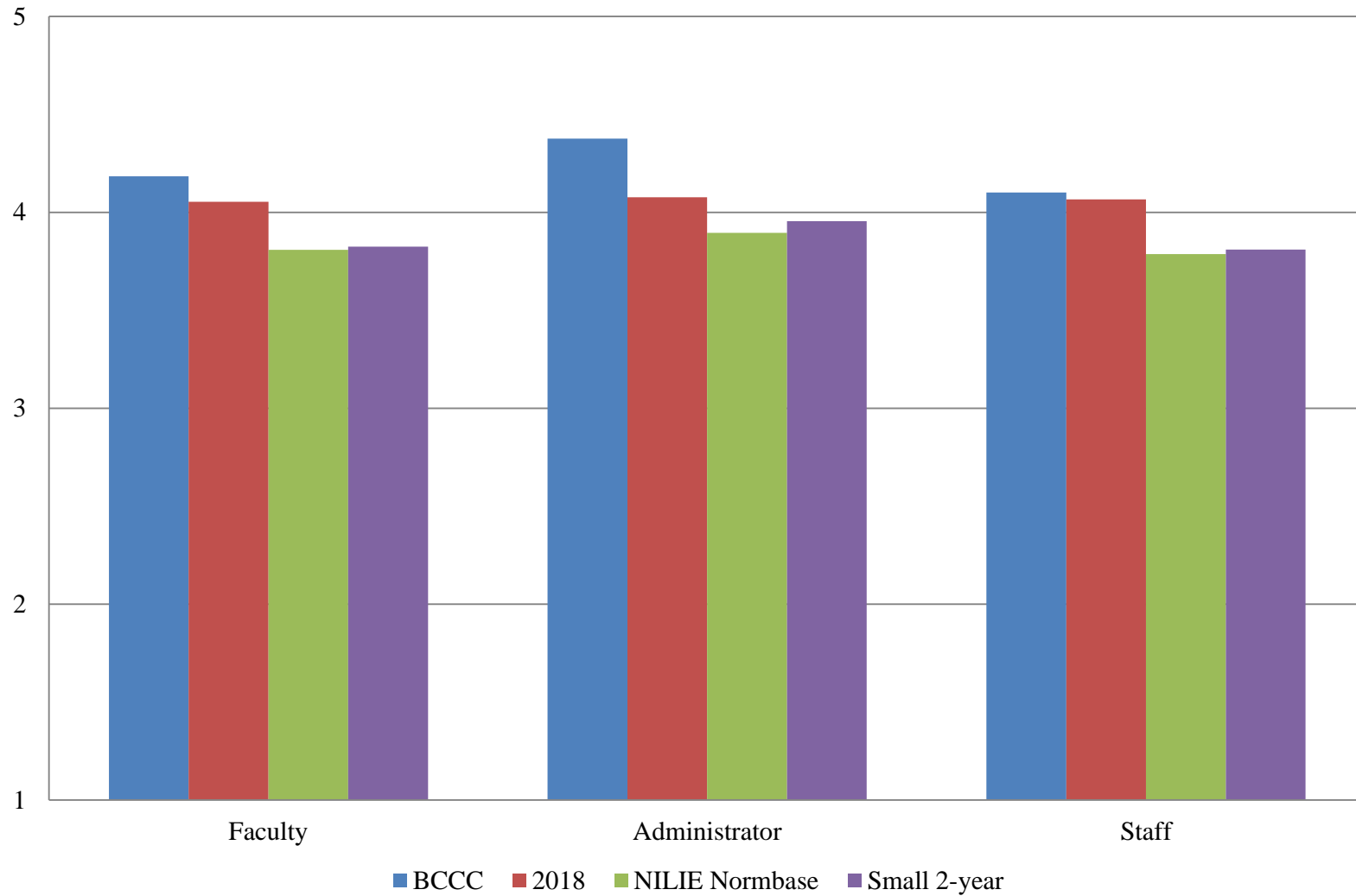


Table 2. Institutional Structure Mean Comparisons by Personnel Classification

BCCC compared with:

What is your personnel classification?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	248	4.009	3.906			3.502	***	.557	3.524	***	.531
Faculty	91	4.062	3.938			3.500	***	.591	3.521	***	.547
Administrator	16	4.279	4.008			3.594	**	.795	3.703	**	.703
Staff	130	3.924	3.883			3.495	***	.488	3.514	***	.489

Table 3. Student Focus Mean Comparisons by Personnel Classification

BCCC compared with:

What is your personnel classification?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	248	4.284	4.190			4.060	***	.340	4.044	***	.374
Faculty	91	4.354	4.222			4.096	***	.386	4.102	***	.385
Administrator	16	4.408	4.020			4.081	*	.539	4.047	*	.601
Staff	130	4.215	4.170			4.036	**	.277	4.005	***	.332

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

Table 4. Supervisory Relationships Mean Comparisons by Personnel Classification

BCCC compared with:

What is your personnel classification?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	247	4.198	4.097			3.867	***	.369	3.896	***	.346
Faculty	91	4.174	4.027			3.861	***	.350	3.866	**	.343
Administrator	16	4.446	4.151			3.986	*	.552	4.063		
Staff	129	4.170	4.170			3.858	***	.346	3.914	***	.302

Table 5. Teamwork Mean Comparisons by Personnel Classification

BCCC compared with:

What is your personnel classification?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	246	4.183	4.074			3.907	***	.286	3.951	***	.251
Faculty	91	4.189	4.044			3.891	**	.302	3.935	*	.266
Administrator	16	4.406	4.225			4.103			4.185		
Staff	128	4.135	4.115			3.897	**	.248	3.944	*	.209

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

Table 6. Overall Mean Comparisons by Personnel Classification

BCCC compared with:

What is your personnel classification?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	248	4.157	4.056			3.800	***	.473	3.818	***	.454
Faculty	91	4.183	4.054			3.808	***	.482	3.824	***	.452
Administrator	16	4.376	4.077			3.895	**	.695	3.955	*	.634
Staff	130	4.101	4.066			3.787	***	.423	3.809	***	.414

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

Figure 2. Overall Climate by Race/Ethnicity

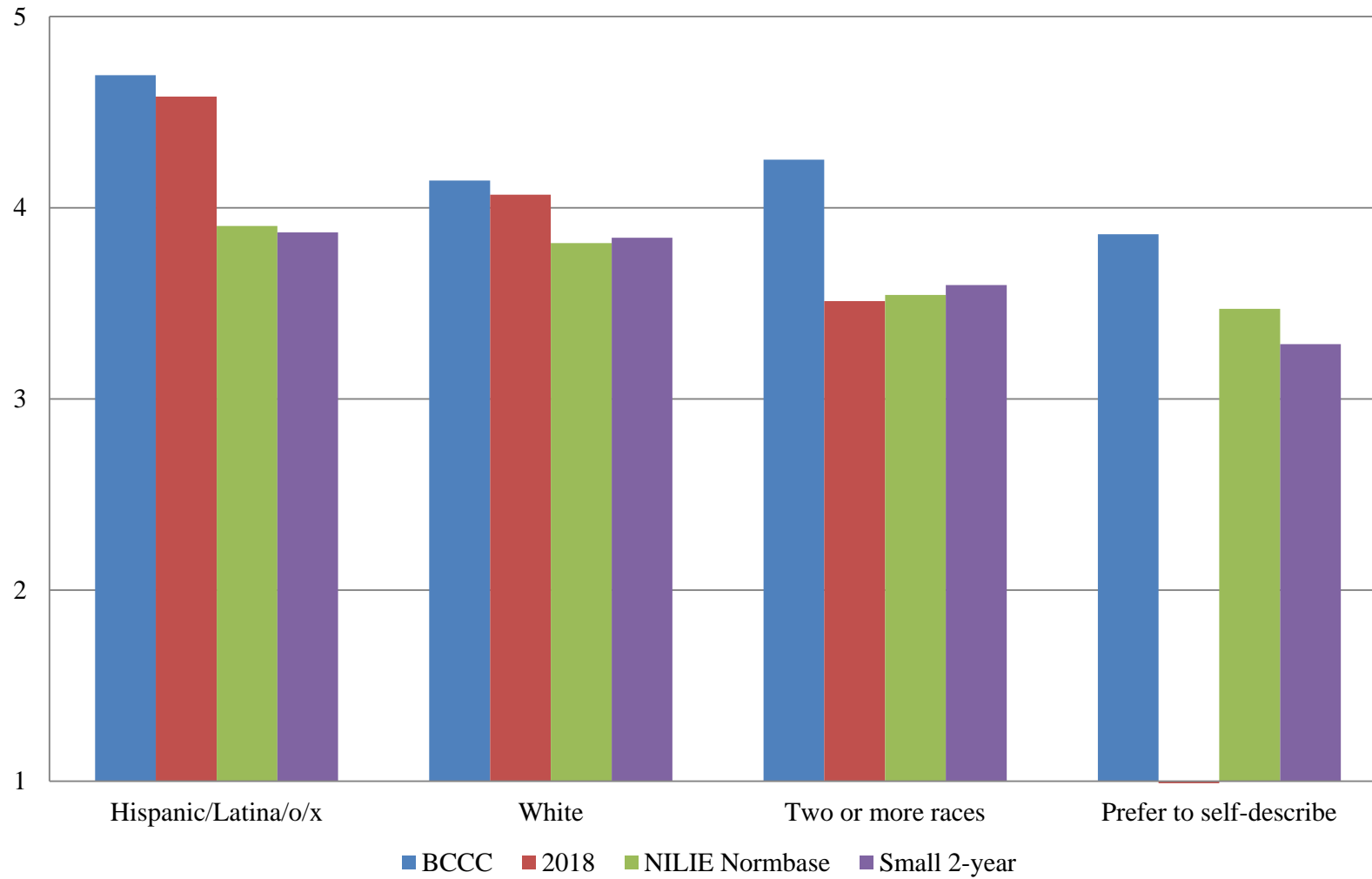


Table 7. Institutional Structure Mean Comparisons by Race/Ethnicity

BCCC compared with:

Please select the race/ethnicity that best describes you?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	248	4.009	3.906			3.502	***	.557	3.524	***	.531
African American or Black	5	--	3.893			3.652			3.756		
Alaska Native or American Indian	1	--	--			3.408			3.770		
Asian	3	--	--			3.743			3.926		
Hispanic/Latina/o/x	7	4.692	4.530			3.677	**	1.090	3.632	**	1.219
Middle Eastern or North African	0	--	N/A			3.863			--		
Native Hawaiian or Pacific Islander	0	--	--			3.343			3.361		
White	199	3.986	3.917			3.503	***	.544	3.542	***	.494
Two or more races	9	4.124	3.355	*	.904	3.194	**	.953	3.275	*	.856
Prefer to self-describe	10	3.809	N/A			3.051	*	.739	2.835	**	1.021

* 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

BCCC compared with:

Please select the race/ethnicity that best describes you?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	248	4.284	4.190			4.060	***	.340	4.044	***	.374
African American or Black	5	--	4.121			4.067			4.097		
Alaska Native or American Indian	1	--	--			3.945			4.180		
Asian	3	--	--			4.091			4.167		
Hispanic/Latina/o/x	7	4.786	4.705			4.120	*	.953	4.062	**	1.039
Middle Eastern or North African	0	--	N/A			4.346			--		
Native Hawaiian or Pacific Islander	0	--	--			3.956			3.922		
White	199	4.261	4.193			4.085	***	.282	4.063	***	.316
Two or more races	9	4.438	3.690	**	1.288	3.842	*	.808	3.876	*	.790
Prefer to self-describe	10	4.197	N/A			3.894			3.783		

* 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

BCCC compared with:

Please select the race/ethnicity that best describes you?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	247	4.198	4.097			3.867	***	.369	3.896	***	.346
African American or Black	5	--	4.071			3.970			4.019		
Alaska Native or American Indian	1	--	--			3.775			4.022		
Asian	3	--	--			3.981			4.051		
Hispanic/Latina/o/x	7	4.625	4.519			3.940	*	.760	3.935	*	.782
Middle Eastern or North African	0	--	N/A			4.113			--		
Native Hawaiian or Pacific Islander	0	--	--			3.745			3.575		
White	198	4.182	4.115			3.881	***	.345	3.922	***	.307
Two or more races	9	4.244	3.463			3.622			3.656		
Prefer to self-describe	10	3.797	N/A			3.508			3.302		

* 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

BCCC compared with:

Please select the race/ethnicity that best describes you?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	246	4.183	4.074			3.907	***	.286	3.951	***	.251
African American or Black	5	--	4.056			3.974			4.074		
Alaska Native or American Indian	1	--	--			3.854			4.047		
Asian	3	--	--			4.024			4.070		
Hispanic/Latina/o/x	7	4.667	4.646			3.982			3.960	*	.781
Middle Eastern or North African	0	--	N/A			3.967			--		
Native Hawaiian or Pacific Islander	0	--	--			3.865			3.986		
White	197	4.187	4.091			3.927	***	.274	3.984	**	.225
Two or more races	9	4.189	3.646			3.668			3.708		
Prefer to self-describe	10	3.533	N/A			3.612			3.412		

* 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

BCCC compared with:

Please select the race/ethnicity that best describes you?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	248	4.157	4.056			3.800	***	.473	3.818	***	.454
African American or Black	5	--	4.022			3.891			3.961		
Alaska Native or American Indian	1	--	--			3.706			3.983		
Asian	3	--	--			3.936			4.040		
Hispanic/Latina/o/x	7	4.694	4.581			3.904	**	1.004	3.871	**	1.103
Middle Eastern or North African	0	--	N/A			4.073			--		
Native Hawaiian or Pacific Islander	0	--	--			3.683			3.648		
White	199	4.141	4.067			3.815	***	.447	3.842	***	.411
Two or more races	9	4.251	3.511	*	.941	3.544	*	.851	3.595	*	.796
Prefer to self-describe	10	3.861	N/A			3.471			3.287		

* 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

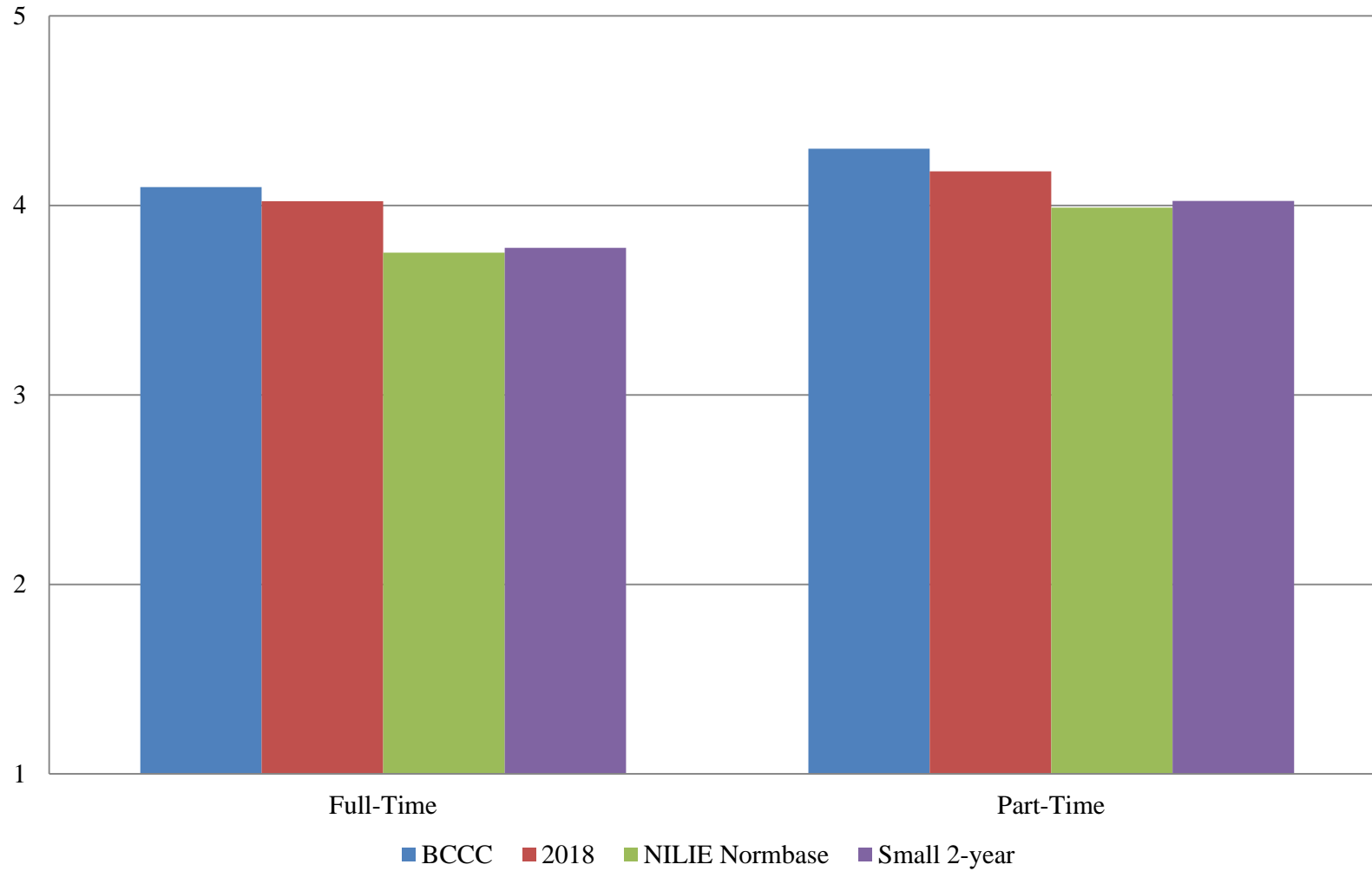


Table 12. Institutional Structure Mean Comparisons by Employment Status

BCCC compared with:

Your status at this institution is?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	248	4.009	3.906			3.502	***	.557	3.524	***	.531
Full-Time	178	3.926	3.845			3.415	***	.564	3.451	***	.526
Part-Time	60	4.206	4.112			3.799	***	.473	3.837	**	.419

Table 13. Student Focus Mean Comparisons by Employment Status

BCCC compared with:

Your status at this institution is?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	248	4.284	4.190			4.060	***	.340	4.044	***	.374
Full-Time	178	4.220	4.134			4.030	***	.295	4.016	***	.327
Part-Time	60	4.450	4.313			4.183	**	.402	4.180	**	.395

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

Table 14. Supervisory Relationships Mean Comparisons by Employment Status

BCCC compared with:

Your status at this institution is?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	247	4.198	4.097			3.867	***	.369	3.896	***	.346
Full-Time	177	4.158	4.105			3.829	***	.366	3.863	***	.339
Part-Time	60	4.268	4.135			4.008	*	.302	4.062		

Table 15. Teamwork Mean Comparisons by Employment Status

BCCC compared with:

Your status at this institution is?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	246	4.183	4.074			3.907	***	.286	3.951	***	.251
Full-Time	177	4.130	4.077			3.881	***	.257	3.929	**	.216
Part-Time	59	4.295	4.143			4.027	*	.291	4.091		

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

Table 16. Overall Mean Comparisons by Employment Status

BCCC compared with:

Your status at this institution is?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	248	4.157	4.056			3.800	***	.473	3.818	***	.454
Full-Time	178	4.096	4.022			3.750	***	.464	3.776	***	.438
Part-Time	60	4.299	4.179			3.988	**	.414	4.024	**	.362

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

Figure 4. Overall Climate by Highest Level of Education Earned

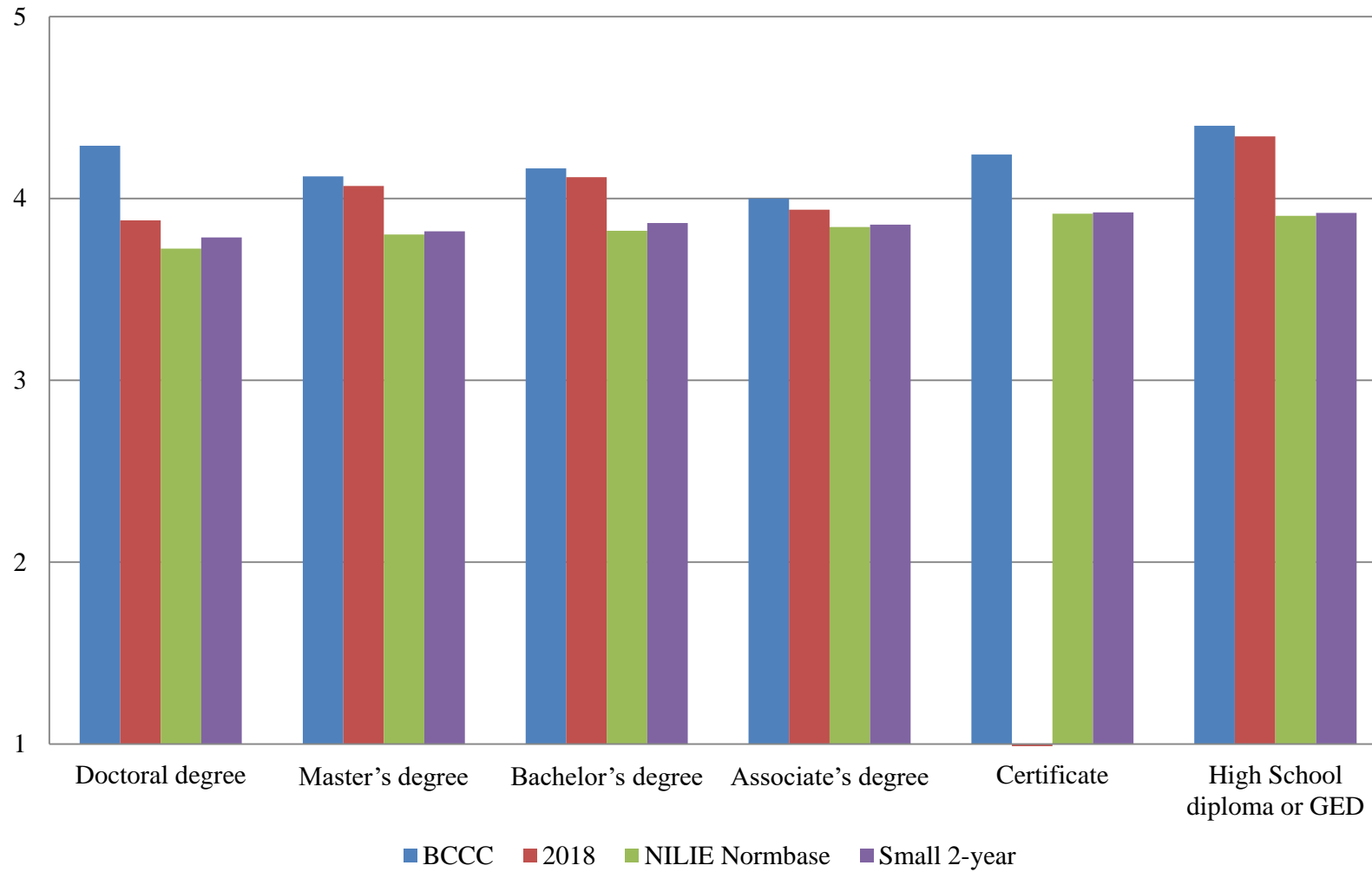


Table 17. Institutional Structure Mean Comparisons by Highest Level of Education Earned

BCCC compared with:

What is the highest level of education you have earned?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	248	4.009	3.906			3.502	***	.557	3.524	***	.531
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	1	--	--			3.445			3.368		
Doctoral degree (e.g., Ph.D., Ed.D.)	9	4.191	3.830			3.371	*	.817	3.417	*	.700
Master's degree	95	3.967	3.936			3.481	***	.527	3.513	***	.484
Bachelor's degree	77	4.023	3.949			3.536	***	.561	3.582	***	.523
Associate's degree	35	3.828	3.793			3.583			3.591		
Certificate	9	4.039	N/A			3.649			3.583		
High School diploma or GED	11	4.282	4.134			3.692	*	.695	3.694	*	.733
No diploma or degree	1	--	--			3.530			3.297		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

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

BCCC compared with:

What is the highest level of education you have earned?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	248	4.284	4.190			4.060	***	.340	4.044	***	.374
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	1	--	--			3.997			3.797		
Doctoral degree (e.g., Ph.D., Ed.D.)	9	4.483	4.025			4.007	*	.666	4.054		
Master's degree	95	4.227	4.171			4.072	*	.240	4.055	**	.270
Bachelor's degree	77	4.303	4.218			4.064	**	.376	4.058	***	.405
Associate's degree	35	4.190	4.128			4.097			4.077		
Certificate	9	4.517	N/A			4.136			4.200		
High School diploma or GED	11	4.398	4.479			4.117			4.089		
No diploma or degree	1	--	--			4.009			3.642		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

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

BCCC compared with:

What is the highest level of education you have earned?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	247	4.198	4.097			3.867	***	.369	3.896	***	.346
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	1	--	--			3.820			3.744		
Doctoral degree (e.g., Ph.D., Ed.D.)	9	4.269	3.804			3.813			3.880		
Master's degree	95	4.175	4.092			3.869	***	.347	3.895	**	.323
Bachelor's degree	77	4.190	4.171			3.889	**	.341	3.942	*	.295
Associate's degree	35	4.035	4.001			3.894			3.923		
Certificate	9	4.313	N/A			3.986			4.009		
High School diploma or GED	10	4.447	4.480			3.952			3.996		
No diploma or degree	1	--	--			3.791			3.507		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

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

BCCC compared with:

What is the highest level of education you have earned?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	246	4.183	4.074			3.907	***	.286	3.951	***	.251
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	1	--	--			3.906			3.840		
Doctoral degree (e.g., Ph.D., Ed.D.)	9	4.244	3.842			3.855			3.962		
Master's degree	94	4.186	4.128			3.924	**	.274	3.955	*	.251
Bachelor's degree	77	4.197	4.200			3.939	*	.273	4.023		
Associate's degree	35	4.005	3.837			3.906			3.949		
Certificate	9	4.007	N/A			4.029			4.051		
High School diploma or GED	10	4.353	4.346			3.950			4.005		
No diploma or degree	1	--	--			3.745			3.533		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

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

BCCC compared with:

What is the highest level of education you have earned?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	248	4.157	4.056			3.800	***	.473	3.818	***	.454
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	1	--	--			3.755			3.647		
Doctoral degree (e.g., Ph.D., Ed.D.)	9	4.290	3.879			3.724	*	.692	3.785		
Master's degree	95	4.121	4.069			3.802	***	.426	3.820	***	.401
Bachelor's degree	77	4.165	4.117			3.823	***	.467	3.865	***	.428
Associate's degree	35	4.000	3.938			3.844			3.856		
Certificate	9	4.242	N/A			3.916			3.923		
High School diploma or GED	11	4.400	4.342			3.905	*	.675	3.920	*	.690
No diploma or degree	1	--	--			3.756			3.523		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

Figure 5. Overall Climate by Gender Identity

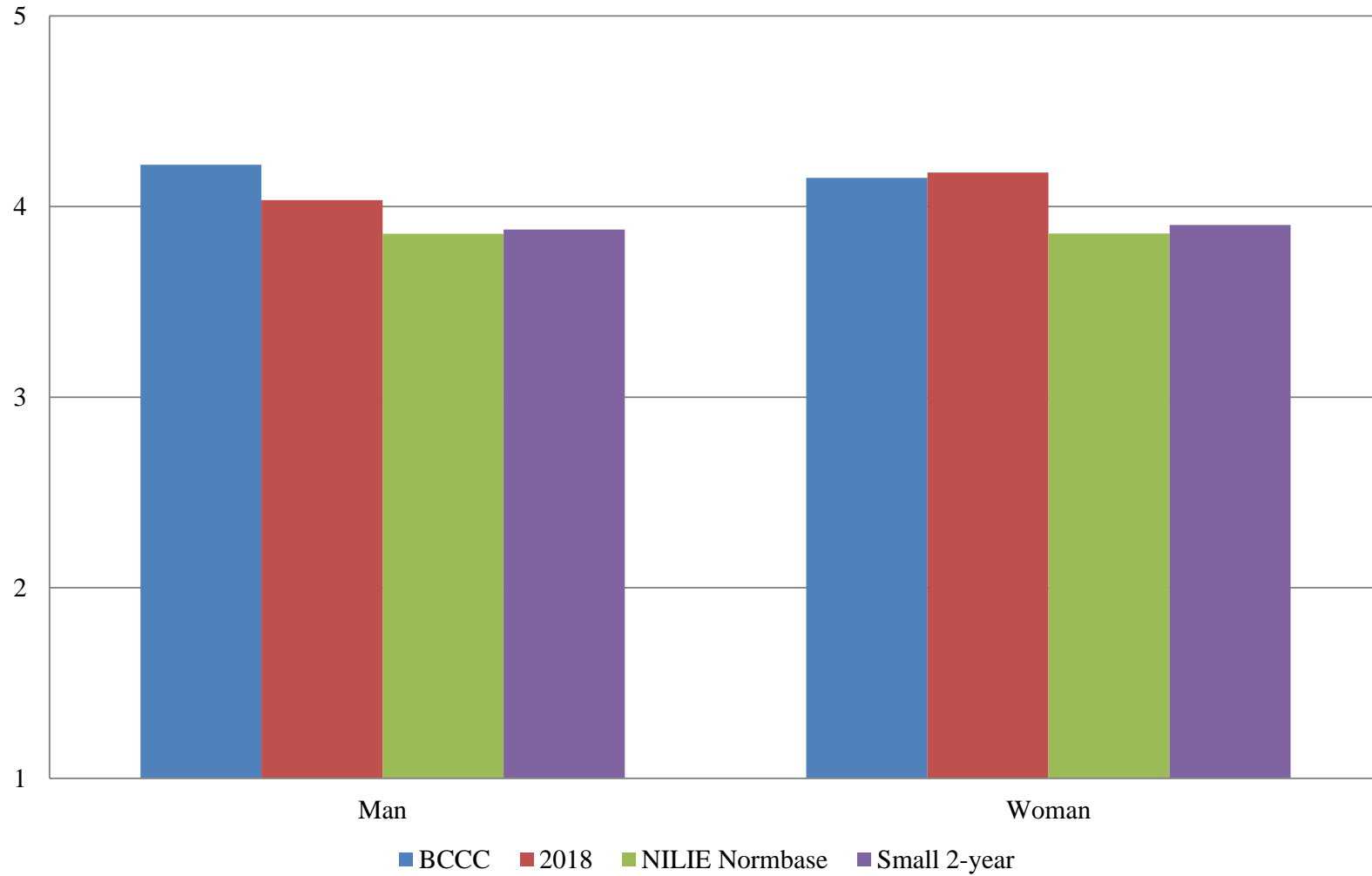


Table 22. Institutional Structure Mean Comparisons by Gender Identity

What is your gender identity?	<i>BCCC compared with:</i>										
	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	248	4.009	3.906			3.502	***	.557	3.524	***	.531
Man	70	4.039	3.881			3.576	***	.501	3.612	***	.460
Woman	159	4.015	4.038			3.570	***	.510	3.622	***	.461
Trans Man	1	--	N/A			3.476			--		
Trans Woman	0	--	N/A			--			--		
Gender Queer	2	--	N/A			3.137			--		
Prefer to self-describe	3	--	N/A			2.809			2.626		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

Table 23. Student Focus Mean Comparisons by Gender Identity

What is your gender identity?	<i>BCCC compared with:</i>										
	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	248	4.284	4.190			4.060	***	.340	4.044	***	.374
Man	70	4.300	4.155			4.091	**	.315	4.079	**	.337
Woman	159	4.280	4.256			4.109	***	.276	4.103	***	.293
Trans Man	1	--	N/A			3.927			--		
Trans Woman	0	--	N/A			--			--		
Gender Queer	2	--	N/A			3.750			--		
Prefer to self-describe	3	--	N/A			3.762			3.698		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

Table 24. Supervisory Relationships Mean Comparisons by Gender Identity

What is your gender identity?	<i>BCCC compared with:</i>										
	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	247	4.198	4.097			3.867	***	.369	3.896	***	.346
Man	70	4.327	4.059	*	.309	3.921	***	.462	3.942	***	.442
Woman	158	4.165	4.249			3.922	***	.281	3.986	**	.220
Trans Man	1	--	N/A			3.692			--		
Trans Woman	0	--	N/A			--			--		
Gender Queer	2	--	N/A			3.443			--		
Prefer to self-describe	3	--	N/A			3.314			3.266		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

Table 25. Teamwork Mean Comparisons by Gender Identity

What is your gender identity?	<i>BCCC compared with:</i>										
	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	246	4.183	4.074			3.907	***	.286	3.951	***	.251
Man	70	4.295	4.129			3.976	**	.345	4.020	**	.313
Woman	157	4.172	4.200			3.953	**	.231	4.032	*	.159
Trans Man	1	--	N/A			3.704			--		
Trans Woman	0	--	N/A			--			--		
Gender Queer	2	--	N/A			3.328			--		
Prefer to self-describe	3	--	N/A			3.445			3.443		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

Table 26. Overall Mean Comparisons by Gender Identity

BCCC compared with:

What is your gender identity?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	248	4.157	4.056			3.800	***	.473	3.818	***	.454
Man	70	4.219	4.033			3.857	***	.474	3.879	***	.450
Woman	159	4.150	4.179			3.858	***	.404	3.903	***	.355
Trans Man	1	--	N/A			3.683			--		
Trans Woman	0	--	N/A			--			--		
Gender Queer	2	--	N/A			3.411			--		
Prefer to self-describe	3	--	N/A			3.278			3.190		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

Figure 6. Overall Climate by Years at this Institution

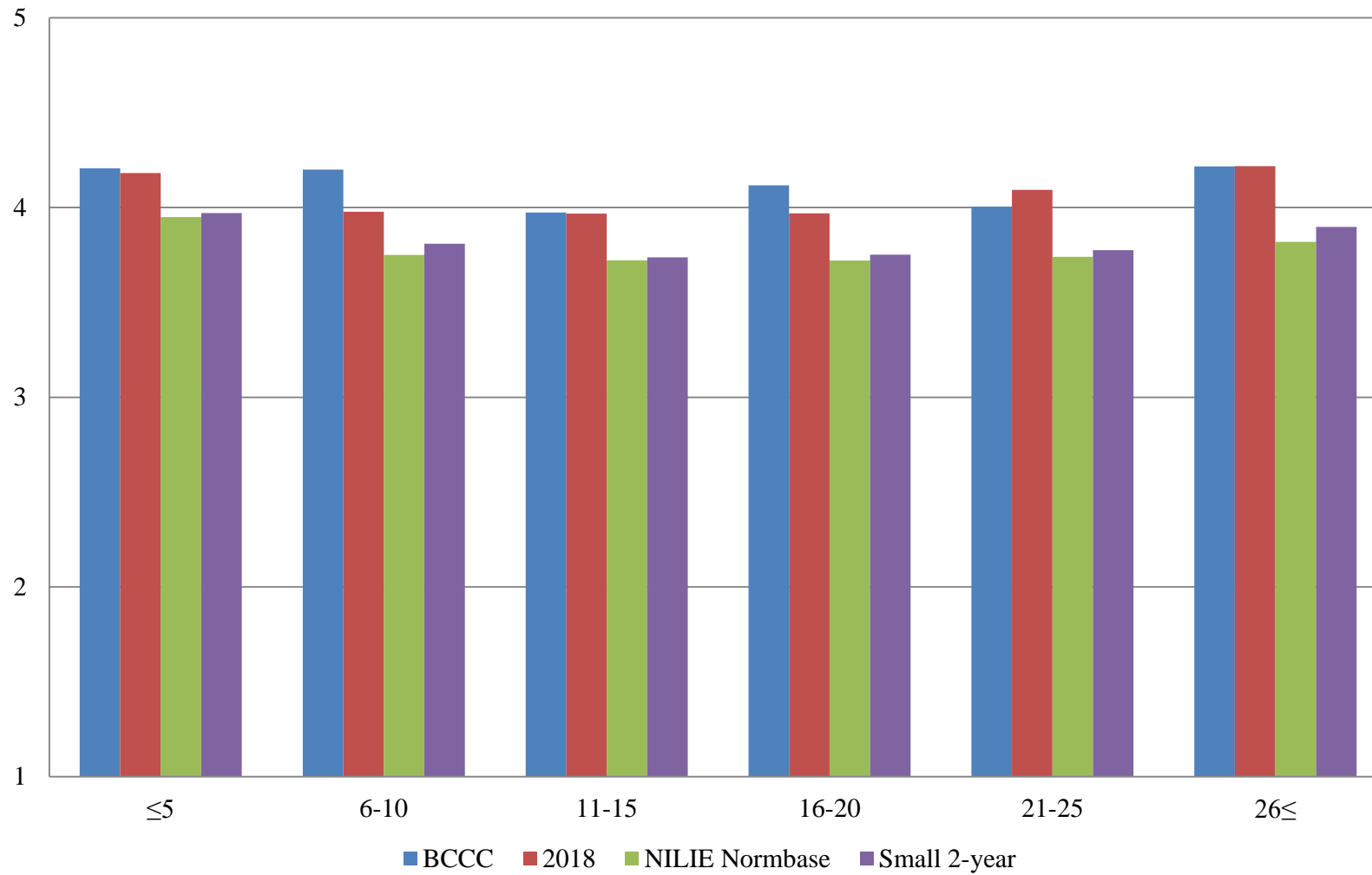


Table 27. Institutional Structure Mean Comparisons by Years at this Institution

BCCC compared with:

How many years have you worked at this institution?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	248	4.009	3.906			3.502	***	.557	3.524	***	.531
5 years or less	92	4.092	4.080			3.722	***	.428	3.755	***	.391
6-10 years	63	4.089	3.792	*	.362	3.428	***	.729	3.478	***	.671
11-15 years	25	3.753	3.889			3.381	*	.404	3.401		
16-20 years	17	3.952	3.802			3.361	**	.646	3.401	*	.615
21-25 years	9	3.583	3.811			3.379			3.413		
26 years or more	18	4.037	4.021			3.473	**	.624	3.588	*	.546

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

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

BCCC compared with:

How many years have you worked at this institution?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	248	4.284	4.190			4.060	***	.340	4.044	***	.374
5 years or less	92	4.325	4.226			4.134	**	.292	4.122	**	.307
6-10 years	63	4.346	4.130			4.027	***	.490	4.039	***	.494
11-15 years	25	4.063	4.140			4.027			4.006		
16-20 years	17	4.249	4.101			4.040			4.012		
21-25 years	9	4.292	4.273			4.063			4.076		
26 years or more	18	4.302	4.353			4.110			4.134		

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

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

BCCC compared with:

How many years have you worked at this institution?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	247	4.198	4.097			3.867	***	.369	3.896	***	.346
5 years or less	91	4.216	4.254			4.014	*	.237	4.038		
6-10 years	63	4.214	4.037			3.825	***	.432	3.904	**	.362
11-15 years	25	4.102	3.911			3.785			3.806		
16-20 years	17	4.137	3.969			3.783			3.851		
21-25 years	9	4.161	4.157			3.801			3.846		
26 years or more	18	4.316	4.298			3.889	*	.507	3.977		

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

Table 30. Teamwork Mean Comparisons by Years at this Institution

BCCC compared with:

How many years have you worked at this institution?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	246	4.183	4.074			3.907	***	.286	3.951	***	.251
5 years or less	90	4.201	4.185			4.031			4.067		
6-10 years	63	4.195	4.045			3.860	**	.340	3.977		
11-15 years	25	4.063	3.924			3.847			3.907		
16-20 years	17	4.216	4.101			3.858			3.888		
21-25 years	9	4.148	4.211			3.876			3.927		
26 years or more	18	4.228	4.269			3.962			4.029		

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

Table 31. Overall Mean Comparisons by Years at this Institution

BCCC compared with:

How many years have you worked at this institution?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	248	4.157	4.056			3.800	***	.473	3.818	***	.454
5 years or less	92	4.207	4.181			3.950	***	.350	3.970	**	.322
6-10 years	63	4.200	3.978			3.750	***	.597	3.808	***	.534
11-15 years	25	3.973	3.968			3.722			3.738		
16-20 years	17	4.118	3.970			3.720	*	.532	3.751	*	.522
21-25 years	9	4.004	4.093			3.740			3.776		
26 years or more	18	4.216	4.218			3.818	*	.551	3.898	*	.477

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

Figure 7. Overall Climate by Years in Higher Education

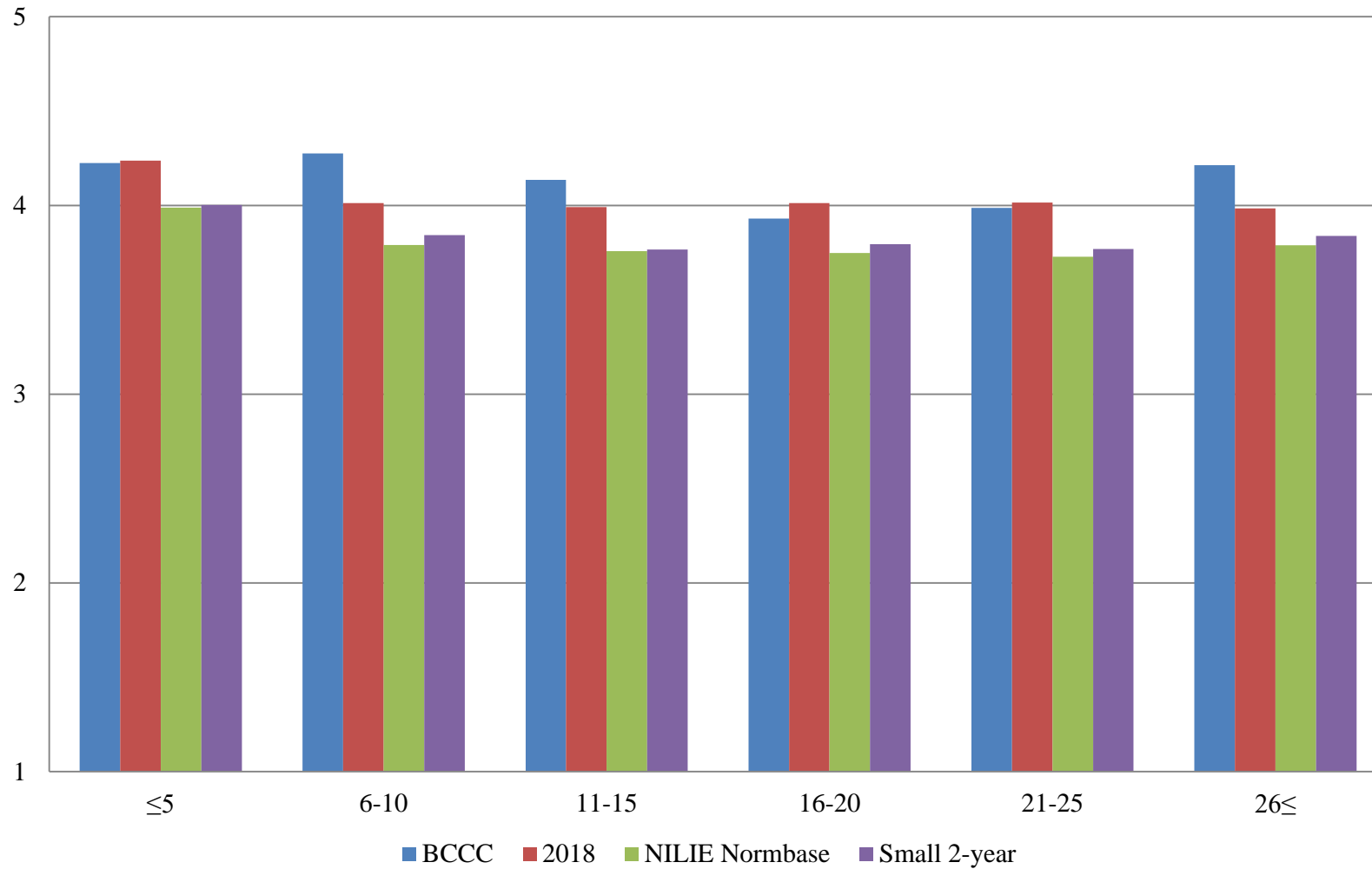


Table 32. Institutional Structure Mean Comparisons by Years in Higher Education

BCCC compared with:

How many years have you worked in higher education?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	248	4.009	3.906			3.502	***	.557	3.524	***	.531
5 years or less	75	4.111	4.111			3.783	***	.390	3.804	**	.379
6-10 years	51	4.194	3.888	*	.389	3.489	***	.789	3.553	***	.722
11-15 years	33	3.964	3.898			3.434	***	.582	3.422	***	.591
16-20 years	34	3.739	3.828			3.408	*	.363	3.456		
21-25 years	10	3.618	3.807			3.358			3.419		
26 years or more	22	3.992	3.778			3.445	**	.580	3.523	*	.518

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

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

BCCC compared with:

How many years have you worked in higher education?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	248	4.284	4.190			4.060	***	.340	4.044	***	.374
5 years or less	75	4.374	4.285			4.164	**	.327	4.147	**	.361
6-10 years	51	4.414	4.154	*	.394	4.036	***	.573	4.040	***	.580
11-15 years	33	4.237	4.134			4.039			4.008	*	.358
16-20 years	34	4.051	4.143			4.041			4.045		
21-25 years	10	4.271	4.158			4.044			4.040		
26 years or more	22	4.281	4.170			4.081			4.097		

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

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

BCCC compared with:

How many years have you worked in higher education?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	247	4.198	4.097			3.867	***	.369	3.896	***	.346
5 years or less	74	4.211	4.339			4.040			4.066		
6-10 years	51	4.269	4.043			3.870	**	.448	3.934	**	.392
11-15 years	33	4.197	3.975			3.822	*	.411	3.852	*	.393
16-20 years	34	4.031	4.061			3.817			3.884		
21-25 years	10	4.091	4.002			3.801			3.849		
26 years or more	22	4.353	4.002			3.857	**	.554	3.904	*	.521

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

Table 35. Teamwork Mean Comparisons by Years in Higher Education

BCCC compared with:

How many years have you worked in higher education?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	246	4.183	4.074			3.907	***	.286	3.951	***	.251
5 years or less	73	4.201	4.252			4.058			4.082		
6-10 years	51	4.267	3.994			3.892	**	.385	3.985	*	.309
11-15 years	33	4.227	3.960			3.871	*	.360	3.961		
16-20 years	34	3.943	4.053			3.878			3.951		
21-25 years	10	4.117	4.222			3.879			3.936		
26 years or more	22	4.277	4.087			3.931			3.959		

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

Table 36. Overall Mean Comparisons by Years in Higher Education

BCCC compared with:

How many years have you worked in higher education?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	248	4.157	4.056			3.800	***	.473	3.818	***	.454
5 years or less	75	4.225	4.237			3.988	**	.329	4.003	**	.317
6-10 years	51	4.275	4.012			3.790	***	.648	3.843	***	.591
11-15 years	33	4.136	3.991			3.757	**	.498	3.766	**	.498
16-20 years	34	3.930	4.012			3.748			3.795		
21-25 years	10	3.987	4.015			3.728			3.769		
26 years or more	22	4.213	3.984			3.789	**	.555	3.838	*	.513

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

Figure 8. Overall Climate by Age

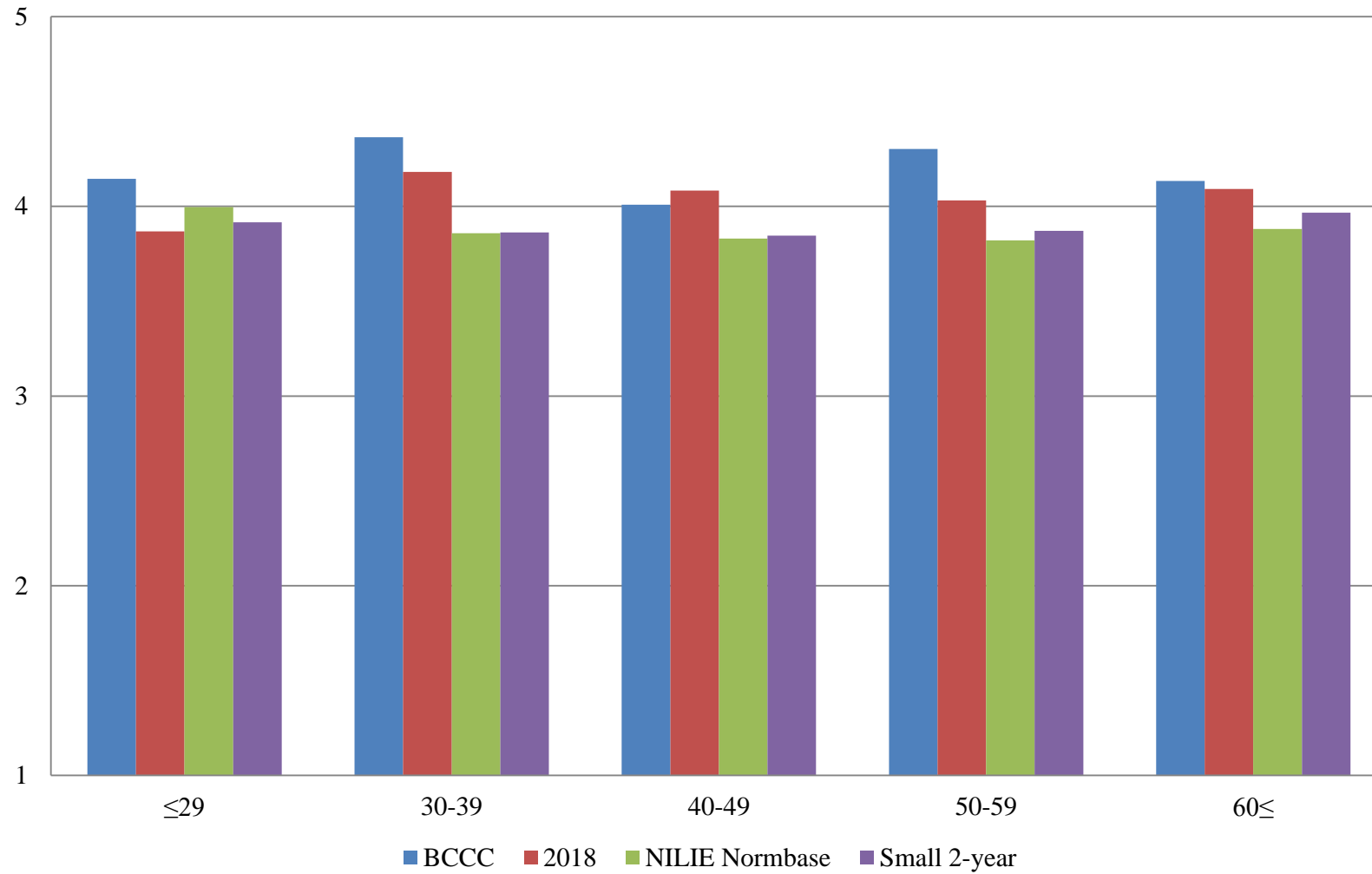


Table 37. Institutional Structure Mean Comparisons by Age

BCCC compared with:

What is your age?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	248	4.009	3.906			3.502	***	.557	3.524	***	.531
29 or younger	12	3.999	3.767			3.774			3.689		
30-39	42	4.201	4.061			3.568	***	.717	3.567	***	.715
40-49	46	3.890	3.976			3.537	**	.391	3.558	*	.361
50-59	43	4.221	3.840	*	.473	3.528	***	.766	3.584	***	.707
60 or older	58	3.907	3.930			3.600	**	.341	3.723		

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

Table 38. Student Focus Mean Comparisons by Age

What is your age?	<i>BCCC compared with:</i>										
	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	248	4.284	4.190			4.060	***	.340	4.044	***	.374
29 or younger	12	4.155	4.133			4.142			4.039		
30-39	42	4.437	4.214			4.069	***	.569	4.034	***	.622
40-49	46	4.151	4.193			4.071			4.060		
50-59	43	4.410	4.208			4.092	**	.498	4.097	**	.509
60 or older	58	4.272	4.229			4.132			4.170		

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

Table 39. Supervisory Relationships Mean Comparisons by Age

BCCC compared with:

What is your age?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	247	4.198	4.097			3.867	***	.369	3.896	***	.346
29 or younger	12	4.237	3.853			4.067			4.007		
30-39	42	4.444	4.256			3.948	***	.583	3.970	***	.564
40-49	46	4.030	4.096			3.906			3.924		
50-59	43	4.288	4.083			3.874	**	.461	3.942	*	.397
60 or older	57	4.229	4.124			3.934	*	.337	4.019		

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

Table 40. Teamwork Mean Comparisons by Age

BCCC compared with:

What is your age?	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	246	4.183	4.074			3.907	***	.286	3.951	***	.251
29 or younger	12	4.292	3.764			4.108			4.046		
30-39	42	4.448	4.247			3.986	**	.505	4.020	**	.492
40-49	45	4.019	4.119			3.938			3.974		
50-59	43	4.326	4.012			3.908	**	.429	3.986	*	.362
60 or older	57	4.144	4.151			3.978			4.068		

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

Table 41. Overall Mean Comparisons by Age

What is your age?	<i>BCCC compared with:</i>										
	BCCC		2018			NILIE Normbase			Small 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	248	4.157	4.056			3.800	***	.473	3.818	***	.454
29 or younger	12	4.145	3.867			3.995			3.915		
30-39	42	4.364	4.182			3.859	***	.692	3.862	***	.693
40-49	46	4.008	4.083			3.831			3.845		
50-59	43	4.303	4.031			3.820	***	.640	3.871	***	.583
60 or older	58	4.134	4.091			3.881	**	.339	3.967		

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