

Barton County Community College
Great Bend, Kansas

PACE Demographic Report

PACE Climate Survey for Community Colleges

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Table 1. Demographic Frequency Distributions

BCCC compared with:

Demographic Items	Response Option	BCCC		PACE Normbase		Medium		2020	
		Count	%	Count	%	Count	%	Count	%
1 What is your personnel classification?	Faculty	91	39%	24093	44%	6364	44%	91	38%
	Administrator	19	8%	6318	12%	1767	12%	16	7%
	Staff	126	53%	24314	44%	6292	44%	130	55%
	Total	236	100%	54725	100%	14423	100%	237	100%
2 Please select the race/ethnicity that best describes you?	African American or Black	10	4%	4291	8%	877	6%	5	2%
	Alaska Native or American Indian	0	0%	438	1%	85	1%	1	0%
	Asian	3	1%	1341	3%	300	2%	3	1%
	Hispanic/Latina/o/x	7	3%	4903	9%	633	5%	7	3%
	Middle Eastern or North African	2	1%	94	0%	18	0%	0	0%
	Native Hawaiian or Pacific Islander	0	0%	135	0%	22	0%	0	0%
	White	191	81%	38328	72%	11155	80%	199	85%
	Two or more races	12	5%	2377	4%	575	4%	9	4%
	Prefer to self-describe	11	5%	1255	2%	297	2%	10	4%
Total	236	100%	53162	100%	13962	100%	234	100%	
3 Your status at this institution is?	Full-Time	185	79%	42099	77%	11261	79%	178	75%
	Part-Time	50	21%	12296	23%	3051	21%	60	25%
	Total	235	100%	54395	100%	14312	100%	238	100%
4 What is the highest level of education you have earned?	First Professional degree	3	1%	867	2%	202	1%	1	0%
	Doctoral degree	11	5%	5721	11%	1345	9%	9	4%
	Master's degree	101	43%	23975	44%	6549	46%	95	40%
	Bachelor's degree	52	22%	12006	22%	3116	22%	77	32%
	Associate's degree	40	17%	7038	13%	1907	13%	35	15%
	Certificate	11	5%	783	1%	238	2%	9	4%
	High School diploma or GED	18	8%	3446	6%	771	5%	11	5%
	No diploma or degree	0	0%	118	0%	35	0%	1	0%
Total	236	100%	53954	100%	14163	100%	238	100%	

Demographic Items (continued)		BCCC		PACE Normbase		<i>BCCC compared with:</i> Medium		2020			
		Response Option		Count	%	Count	%	Count	%	Count	%
		Count	%	Count	%	Count	%	Count	%		
5 What is your gender identity?	Man	82	35%	17635	34%	4542	34%	71	30%		
	Woman	143	61%	32563	64%	8617	64%	159	68%		
	Non-binary	1	0%	N/A	N/A	N/A	N/A	N/A	N/A		
	Genderqueer/Gender non-conforming	1	0%	130	0%	46	0%	2	1%		
	Prefer to self-describe	7	3%	818	2%	193	1%	3	1%		
	Total	234	100%	51146	100%	13398	100%	235	100%		
5a Do you identify as transgender?	Yes	1	0%	N/A	N/A	N/A	N/A	N/A	N/A		
	No	227	97%	N/A	N/A	N/A	N/A	N/A	N/A		
	Total	228	100%	N/A	N/A	N/A	N/A	N/A	N/A		
6 How many years have you worked at this institution?	5 years or less	98	42%	20450	40%	5293	40%	92	41%		
	6-10 years	55	24%	11175	22%	3163	24%	63	28%		
	11-15 years	39	17%	7733	15%	2066	15%	25	11%		
	16-20 years	15	6%	5975	12%	1482	11%	17	8%		
	21-25 years	12	5%	3012	6%	681	5%	9	4%		
	26 years or more	13	6%	3149	6%	707	5%	18	8%		
	Total	232	100%	51494	100%	13392	100%	224	100%		
7 How many years have you worked in higher education?	5 years or less	73	32%	13270	26%	3358	25%	75	33%		
	6-10 years	51	22%	10328	20%	2828	21%	51	23%		
	11-15 years	39	17%	8996	18%	2391	18%	33	15%		
	16-20 years	29	13%	7827	15%	2146	16%	34	15%		
	21-25 years	17	7%	4813	9%	1212	9%	10	4%		
	26 years or more	21	9%	6079	12%	1447	11%	22	10%		
	Total	230	100%	51313	100%	13382	100%	225	100%		
8 What is your age?	29 or younger	13	6%	2391	5%	579	5%	12	6%		
	30-39	48	22%	7539	16%	2036	17%	42	21%		
	40-49	59	27%	11037	24%	2946	25%	46	23%		
	50-59	48	22%	13182	29%	3391	29%	43	21%		
	60 or older	53	24%	11613	25%	2825	24%	58	29%		
	Total	221	100%	45762	100%	11777	100%	201	100%		

N/A indicates response option or survey item previously unavailable

Figure 1. Overall Climate by Personnel Classification

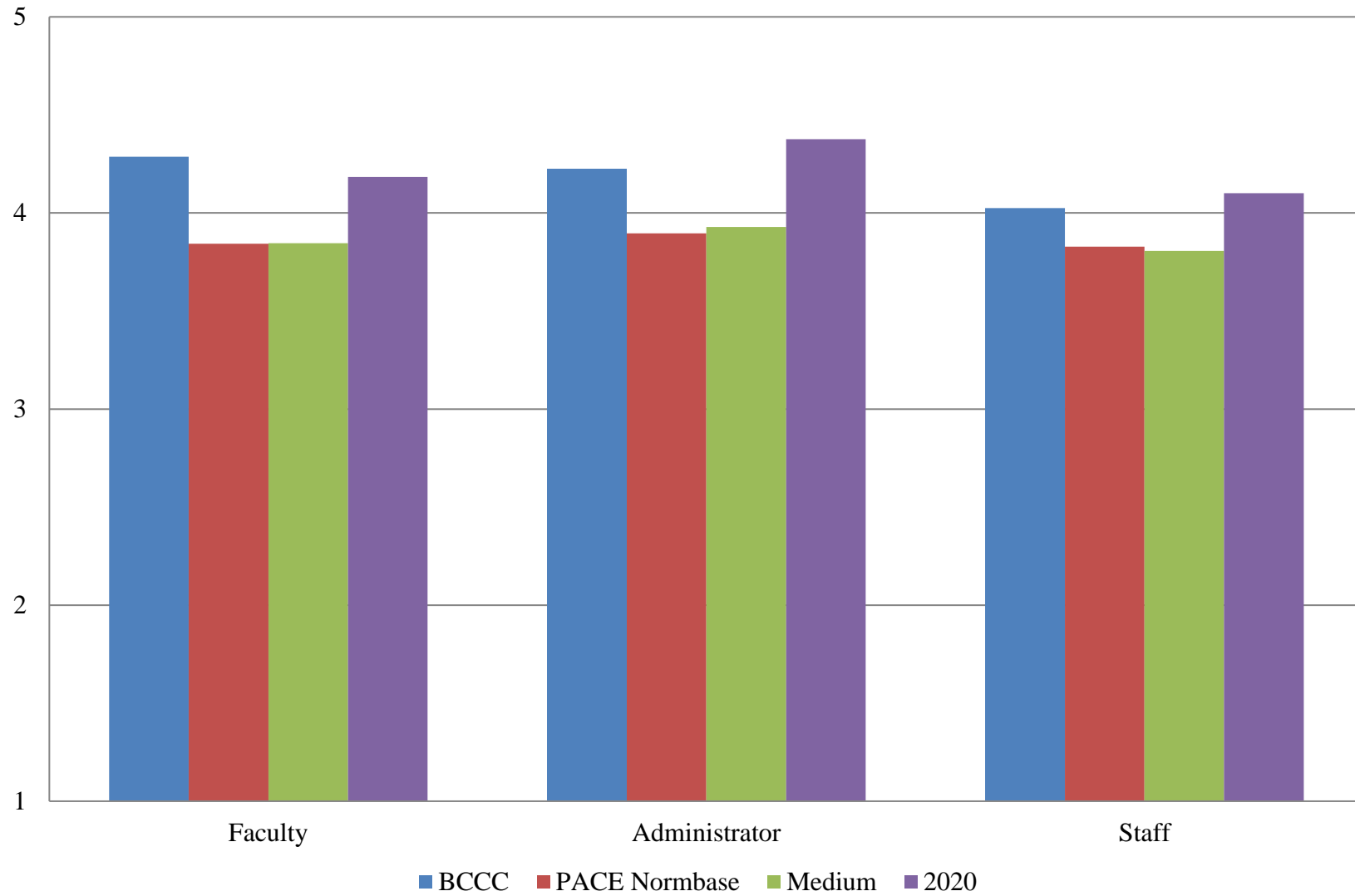


Table 2. Institutional Structure Mean Comparisons by Personnel Classification

BCCC compared with:

What is your personnel classification?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	251	3.977	3.530	***	.488	3.513	***	.522	4.009		
Faculty	91	4.152	3.530	***	.650	3.515	***	.688	4.062		
Administrator	19	4.084	3.575	*	.587	3.612	*	.543	4.279		
Staff	125	3.834	3.529	***	.344	3.494	***	.397	3.924		

Table 3. Student Focus Mean Comparisons by Personnel Classification

BCCC compared with:

What is your personnel classification?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	252	4.311	4.087	***	.340	4.089	***	.352	4.284		
Faculty	91	4.435	4.127	***	.459	4.133	***	.472	4.354		
Administrator	19	4.298	4.080			4.115			4.408		
Staff	126	4.218	4.065	**	.238	4.054	**	.270	4.215		

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

Table 4. Supervisory Relationships Mean Comparisons by Personnel Classification

BCCC compared with:

What is your personnel classification?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	252	4.161	3.911	***	.283	3.904	***	.296	4.198		
Faculty	91	4.276	3.901	***	.423	3.906	***	.425	4.174		
Administrator	19	4.279	3.994			4.017			4.446		
Staff	126	4.040	3.908			3.881	*	.181	4.170		

Table 5. Teamwork Mean Comparisons by Personnel Classification

BCCC compared with:

What is your personnel classification?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	251	4.227	3.966	***	.275	3.982	***	.266	4.183		
Faculty	91	4.346	3.938	***	.417	3.967	***	.405	4.189		
Administrator	19	4.333	4.141			4.176			4.406		
Staff	125	4.125	3.967			3.962			4.135		

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

Table 6. Overall Mean Comparisons by Personnel Classification

BCCC compared with:

What is your personnel classification?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	252	4.146	3.836	***	.412	3.831	***	.433	4.157		
Faculty	91	4.287	3.843	***	.570	3.845	***	.591	4.183		
Administrator	19	4.226	3.896	*	.480	3.929			4.376		
Staff	126	4.025	3.829	**	.266	3.807	***	.306	4.101		

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

Figure 2. Overall Climate by Race/Ethnicity

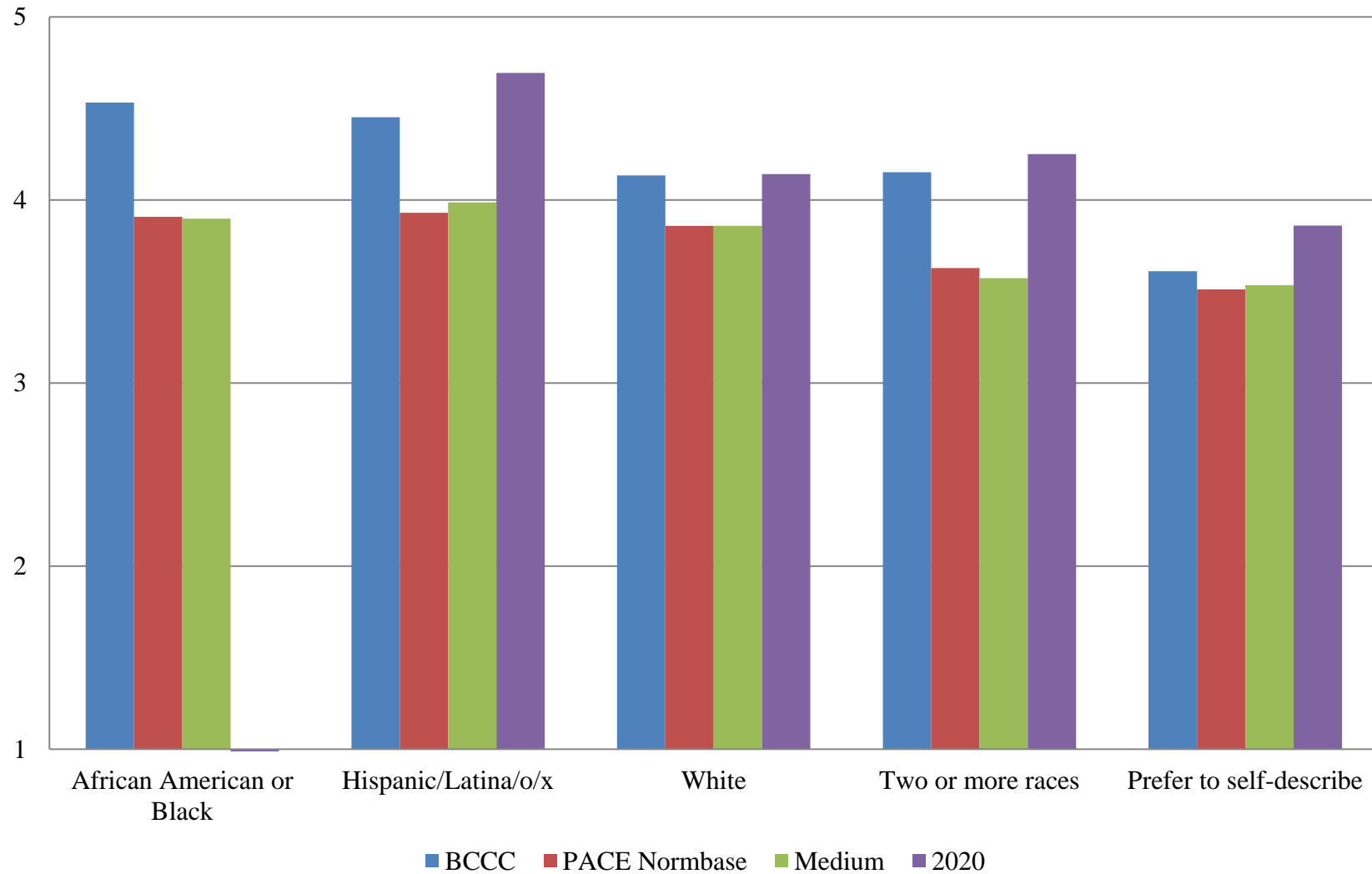


Table 7. Institutional Structure Mean Comparisons by Race/Ethnicity

BCCC compared with:

Please select the race/ethnicity that best describes you?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	251	3.977	3.530	***	.488	3.513	***	.522	4.009		
African American or Black	10	4.432	3.664	**	.857	3.644	**	.923	--		
Alaska Native or American Indian	0	∅	3.441			3.566			--		
Asian	3	--	3.764			3.777			--		
Hispanic/Latina/o/x	7	4.429	3.702	*	.770	3.758	*	.760	4.692		
Middle Eastern or North African	2	--	3.863			3.555			∅		
Native Hawaiian or Pacific Islander	0	∅	3.363			3.291			∅		
White	190	3.960	3.539	***	.471	3.532	***	.493	3.986		
Two or more races	12	3.958	3.272	*	.701	3.206	**	.756	4.124		
Prefer to self-describe	11	3.466	3.110			3.121			3.809		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 8. Student Focus Mean Comparisons by Race/Ethnicity

BCCC compared with:

Please select the race/ethnicity that best describes you?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	252	4.311	4.087	***	.340	4.089	***	.352	4.284		
African American or Black	10	4.588	4.075	*	.748	4.049	*	.808	--		
Alaska Native or American Indian	0	∅	3.985			4.061			--		
Asian	3	--	4.112			4.093			--		
Hispanic/Latina/o/x	7	4.667	4.141			4.181			4.786		
Middle Eastern or North African	2	--	4.283			4.185			∅		
Native Hawaiian or Pacific Islander	0	∅	3.951			3.952			∅		
White	191	4.294	4.119	***	.281	4.123	***	.290	4.261		
Two or more races	12	4.397	3.914	*	.673	3.884	*	.707	4.438		
Prefer to self-describe	11	3.797	3.855			3.831			4.197		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 9. Supervisory Relationships Mean Comparisons by Race/Ethnicity

BCCC compared with:

Please select the race/ethnicity that best describes you?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	252	4.161	3.911	***	.283	3.904	***	.296	4.198		
African American or Black	10	4.610	3.995	*	.716	3.993	*	.737	--		
Alaska Native or American Indian	0	∅	3.803			3.870			--		
Asian	3	--	4.032			4.011			--		
Hispanic/Latina/o/x	7	4.341	3.968			4.026			4.625		
Middle Eastern or North African	2	--	4.120			3.840			∅		
Native Hawaiian or Pacific Islander	0	∅	3.739			3.718			∅		
White	191	4.154	3.932	***	.259	3.929	***	.266	4.182		
Two or more races	12	4.110	3.715			3.641			4.244		
Prefer to self-describe	11	3.552	3.600			3.651			3.797		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 10. Teamwork Mean Comparisons by Race/Ethnicity

BCCC compared with:

Please select the race/ethnicity that best describes you?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	251	4.227	3.966	***	.275	3.982	***	.266	4.183		
African American or Black	10	4.467	4.013			4.034			--		
Alaska Native or American Indian	0	∅	3.854			3.845			--		
Asian	3	--	4.082			4.011			--		
Hispanic/Latina/o/x	7	4.429	4.014			4.101			4.667		
Middle Eastern or North African	2	--	4.170			3.919			∅		
Native Hawaiian or Pacific Islander	0	∅	3.868			3.871			∅		
White	190	4.219	3.996	***	.241	4.011	**	.230	4.187		
Two or more races	12	4.389	3.781	*	.582	3.743	*	.624	4.189		
Prefer to self-describe	11	3.736	3.672			3.738			3.533		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 11. Overall Mean Comparisons by Race/Ethnicity

BCCC compared with:

Please select the race/ethnicity that best describes you?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	252	4.146	3.836	***	.412	3.831	***	.433	4.157		
African American or Black	10	4.532	3.909	**	.827	3.899	**	.888	--		
Alaska Native or American Indian	0	∅	3.736			3.814			--		
Asian	3	--	3.969			3.953			--		
Hispanic/Latina/o/x	7	4.452	3.930			3.986			4.694		
Middle Eastern or North African	2	--	4.084			3.841			∅		
Native Hawaiian or Pacific Islander	0	∅	3.687			3.661			∅		
White	191	4.134	3.858	***	.380	3.859	***	.392	4.141		
Two or more races	12	4.152	3.628	*	.641	3.574	*	.698	4.251		
Prefer to self-describe	11	3.611	3.512			3.535			3.861		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Figure 3. Overall Climate by Employment Status

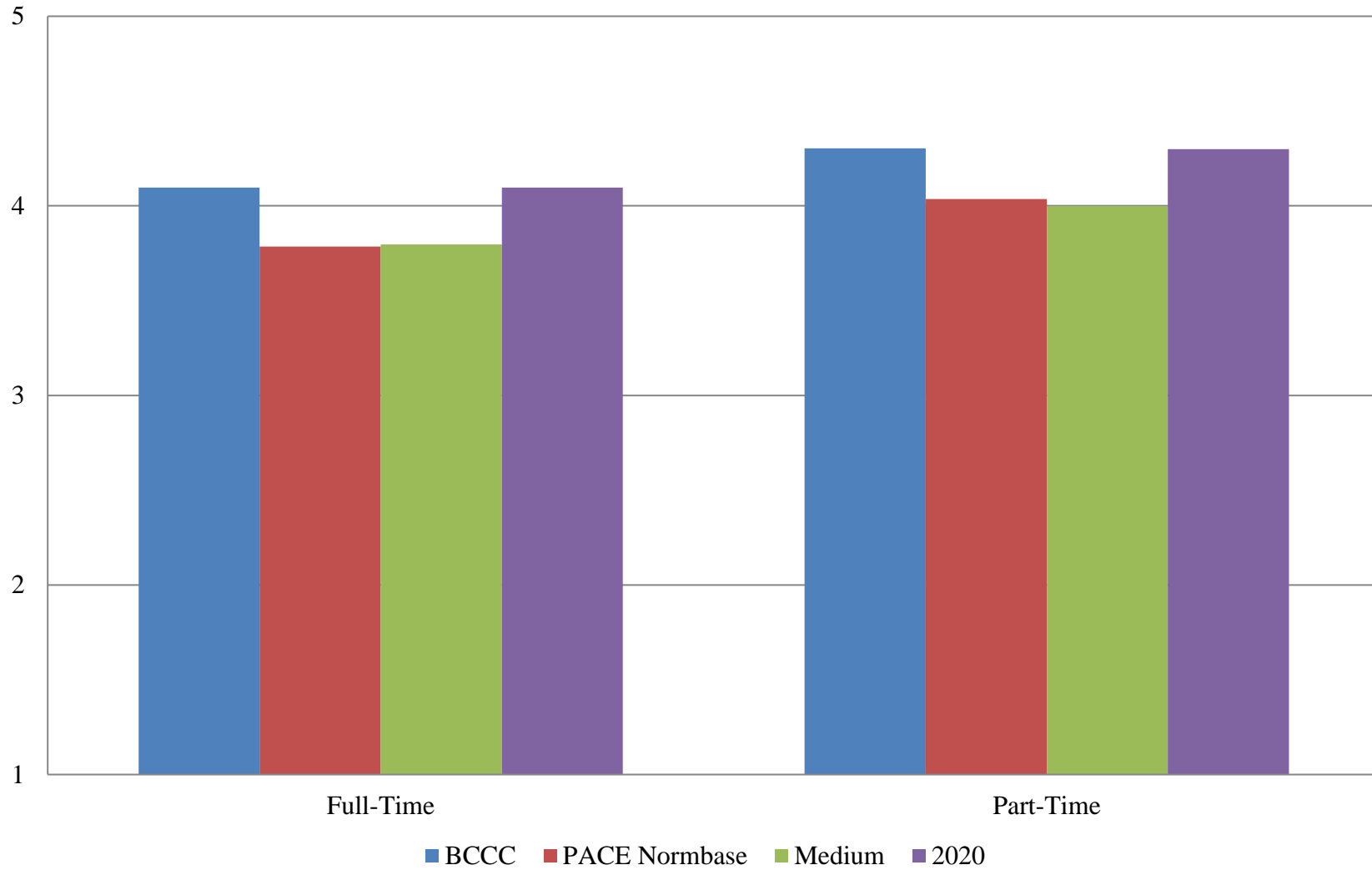


Table 12. Institutional Structure Mean Comparisons by Employment Status

BCCC compared with:

Your status at this institution is?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	251	3.977	3.530	***	.488	3.513	***	.522	4.009		
Full-Time	185	3.906	3.441	***	.512	3.444	***	.525	3.926		
Part-Time	49	4.232	3.848	**	.440	3.790	***	.506	4.206		

Table 13. Student Focus Mean Comparisons by Employment Status

BCCC compared with:

Your status at this institution is?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	252	4.311	4.087	***	.340	4.089	***	.352	4.284		
Full-Time	185	4.284	4.055	***	.355	4.064	***	.358	4.220		
Part-Time	50	4.400	4.224			4.212	*	.288	4.450		

* 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		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	252	4.161	3.911	***	.283	3.904	***	.296	4.198		
Full-Time	185	4.108	3.873	***	.266	3.880	***	.263	4.158		
Part-Time	50	4.291	4.058			4.021	*	.312	4.268		

Table 15. Teamwork Mean Comparisons by Employment Status

BCCC compared with:

Your status at this institution is?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	251	4.227	3.966	***	.275	3.982	***	.266	4.183		
Full-Time	185	4.185	3.942	***	.256	3.978	**	.227	4.130		
Part-Time	49	4.368	4.084	*	.310	4.045	*	.347	4.295		

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

Table 16. Overall Mean Comparisons by Employment Status

BCCC compared with:

Your status at this institution is?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	252	4.146	3.836	***	.412	3.831	***	.433	4.157		
Full-Time	185	4.096	3.785	***	.419	3.796	***	.421	4.096		
Part-Time	50	4.303	4.036	*	.354	3.999	**	.405	4.299		

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

Figure 4. Overall Climate by Highest Level of Education Earned

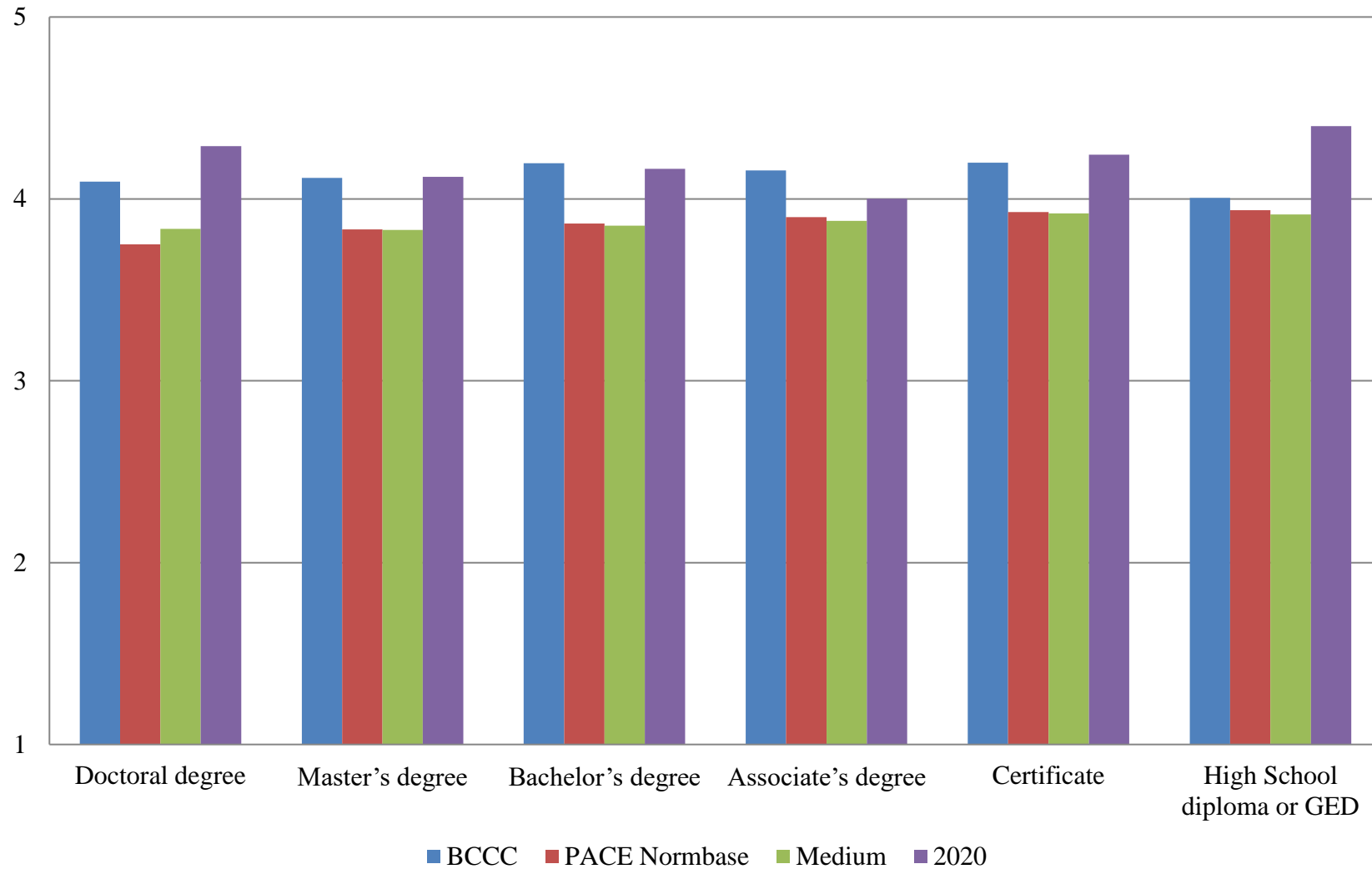


Table 17. Institutional Structure Mean Comparisons by Highest Level of Education Earned

BCCC compared with:

What is the highest level of education you have earned?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	251	3.977	3.530	***	.488	3.513	***	.522	4.009		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	3	--	3.443			3.356			--		
Doctoral degree (e.g., Ph.D., Ed.D.)	11	3.920	3.386			3.492			4.191		
Master's degree	100	3.899	3.503	***	.429	3.481	***	.465	3.967		
Bachelor's degree	52	4.005	3.575	***	.492	3.550	***	.539	4.023		
Associate's degree	40	4.068	3.638	**	.502	3.609	***	.551	3.828		
Certificate	11	4.091	3.676			3.650			4.039		
High School diploma or GED	18	3.979	3.726			3.694			4.282		
No diploma or degree	0	∅	3.634			3.586			--		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

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		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	252	4.311	4.087	***	.340	4.089	***	.352	4.284		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	3	--	4.002			3.986			--		
Doctoral degree (e.g., Ph.D., Ed.D.)	11	4.273	4.029			4.092			4.483		
Master's degree	101	4.266	4.094	**	.265	4.091	**	.281	4.227		
Bachelor's degree	52	4.373	4.096	**	.436	4.082	***	.476	4.303		
Associate's degree	40	4.306	4.141			4.136			4.190		
Certificate	11	4.516	4.160			4.166			4.517		
High School diploma or GED	18	4.182	4.135			4.167			4.398		
No diploma or degree	0	∅	4.041			4.065			--		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

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		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	252	4.161	3.911	***	.283	3.904	***	.296	4.198		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	3	--	3.847			3.831			--		
Doctoral degree (e.g., Ph.D., Ed.D.)	11	4.049	3.853			3.926			4.269		
Master's degree	101	4.159	3.909	**	.285	3.908	**	.291	4.175		
Bachelor's degree	52	4.215	3.935	*	.322	3.926	*	.338	4.190		
Associate's degree	40	4.128	3.949			3.927			4.035		
Certificate	11	4.122	3.981			3.966			4.313		
High School diploma or GED	18	3.968	3.992			3.928			4.447		
No diploma or degree	0	∅	3.813			3.796			--		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

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		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	251	4.227	3.966	***	.275	3.982	***	.266	4.183		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	3	--	3.953			3.955			--		
Doctoral degree (e.g., Ph.D., Ed.D.)	11	4.273	3.889			3.998			4.244		
Master's degree	100	4.272	3.978	**	.312	4.006	**	.293	4.186		
Bachelor's degree	52	4.314	4.002	*	.338	4.006	*	.342	4.197		
Associate's degree	40	4.157	3.988			3.964			4.005		
Certificate	11	4.142	4.006			4.023			4.007		
High School diploma or GED	18	3.798	4.004			3.946			4.353		
No diploma or degree	0	∅	3.852			3.752			--		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

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		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	252	4.146	3.836	***	.412	3.831	***	.433	4.157		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	3	--	3.768			3.731			--		
Doctoral degree (e.g., Ph.D., Ed.D.)	11	4.095	3.750			3.836			4.290		
Master's degree	101	4.115	3.832	***	.379	3.828	***	.399	4.121		
Bachelor's degree	52	4.196	3.865	**	.454	3.852	***	.486	4.165		
Associate's degree	40	4.156	3.899	*	.358	3.880	*	.400	4.000		
Certificate	11	4.198	3.927			3.920			4.242		
High School diploma or GED	18	4.005	3.938			3.914			4.400		
No diploma or degree	0	∅	3.818			3.784			--		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Figure 5. Overall Climate by Gender Identity

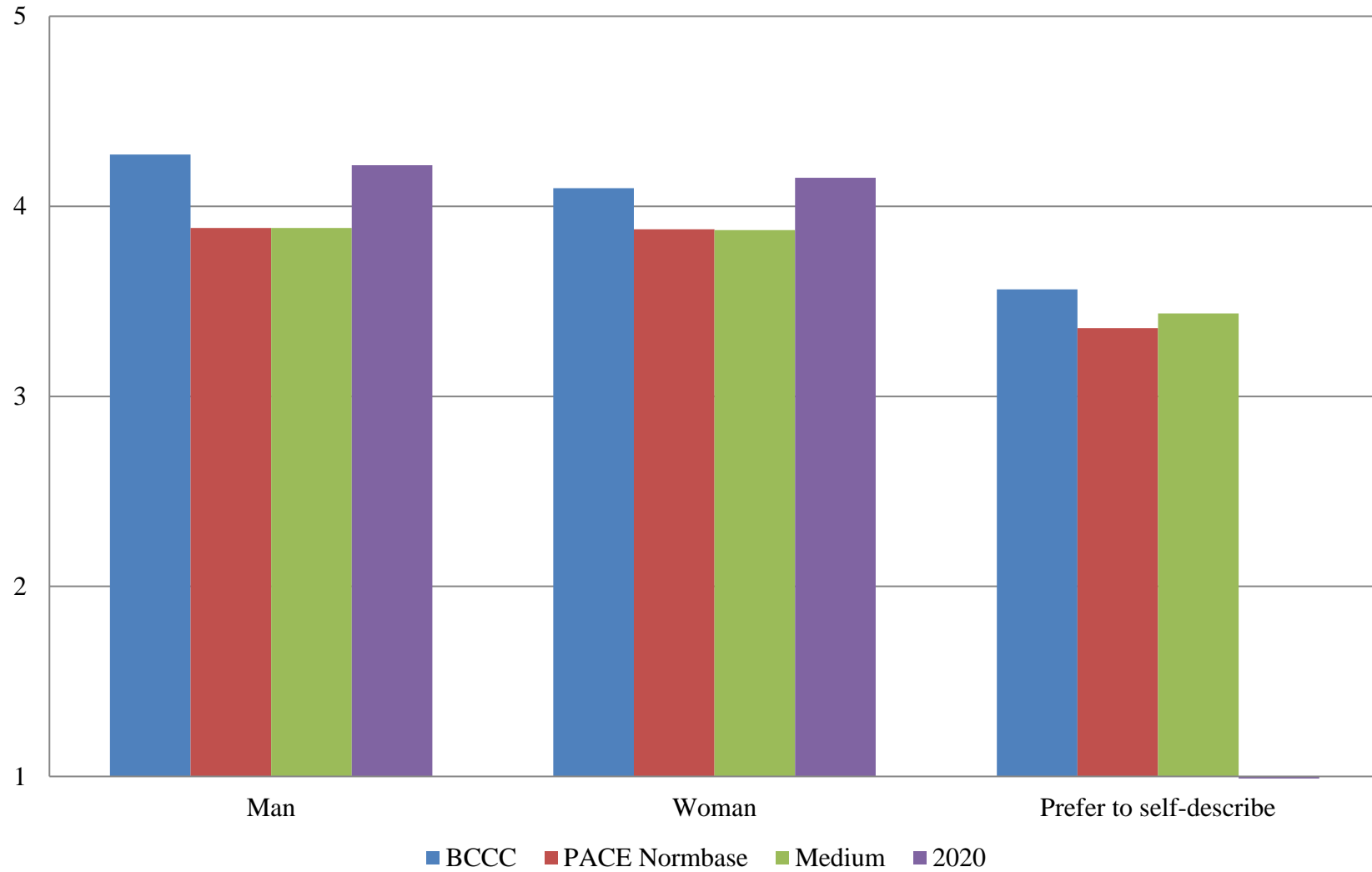


Table 22. Institutional Structure Mean Comparisons by Gender Identity

BCCC compared with:

What is your gender identity?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	251	3.977	3.530	***	.488	3.513	***	.522	4.009		
Man	81	4.134	3.596	***	.578	3.590	***	.603	4.030		
Woman	143	3.910	3.577	***	.377	3.560	***	.409	4.015		
Non-binary	1	--	N/A			N/A			N/A		
Genderqueer/Gender non-conforming	1	--	3.077			3.002			--		
Prefer to self-describe	7	3.580	2.902			2.934			--		

* 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

BCCC compared with:

What is your gender identity?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	252	4.311	4.087	***	.340	4.089	***	.352	4.284		
Man	82	4.410	4.114	***	.443	4.114	***	.469	4.297		
Woman	143	4.275	4.124	**	.241	4.129	**	.246	4.280		
Non-binary	1	--	N/A			N/A			N/A		
Genderqueer/Gender non-conforming	1	--	3.790			3.900			--		
Prefer to self-describe	7	3.856	3.739			3.765			--		

* 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

BCCC compared with:

What is your gender identity?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	252	4.161	3.911	***	.283	3.904	***	.296	4.198		
Man	82	4.312	3.956	***	.407	3.950	***	.418	4.328		
Woman	143	4.094	3.952	*	.166	3.948	*	.172	4.165		
Non-binary	1	--	N/A			N/A			N/A		
Genderqueer/Gender non-conforming	1	--	3.501			3.511			--		
Prefer to self-describe	7	3.341	3.457			3.586			--		

* 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

BCCC compared with:

What is your gender identity?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	251	4.227	3.966	***	.275	3.982	***	.266	4.183		
Man	81	4.292	4.028	**	.289	4.043	*	.283	4.298		
Woman	143	4.224	3.999	**	.241	4.013	**	.231	4.172		
Non-binary	1	--	N/A			N/A			N/A		
Genderqueer/Gender non-conforming	1	--	3.565			3.591			--		
Prefer to self-describe	7	3.419	3.567			3.728			--		

* 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		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	252	4.146	3.836	***	.412	3.831	***	.433	4.157		
Man	82	4.272	3.886	***	.505	3.886	***	.524	4.216		
Woman	143	4.095	3.878	***	.301	3.875	***	.317	4.150		
Non-binary	1	--	N/A			N/A			N/A		
Genderqueer/Gender non-conforming	1	--	3.443			3.450			--		
Prefer to self-describe	7	3.563	3.359			3.437			--		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

Figure 6. Overall Climate by Gender Identity

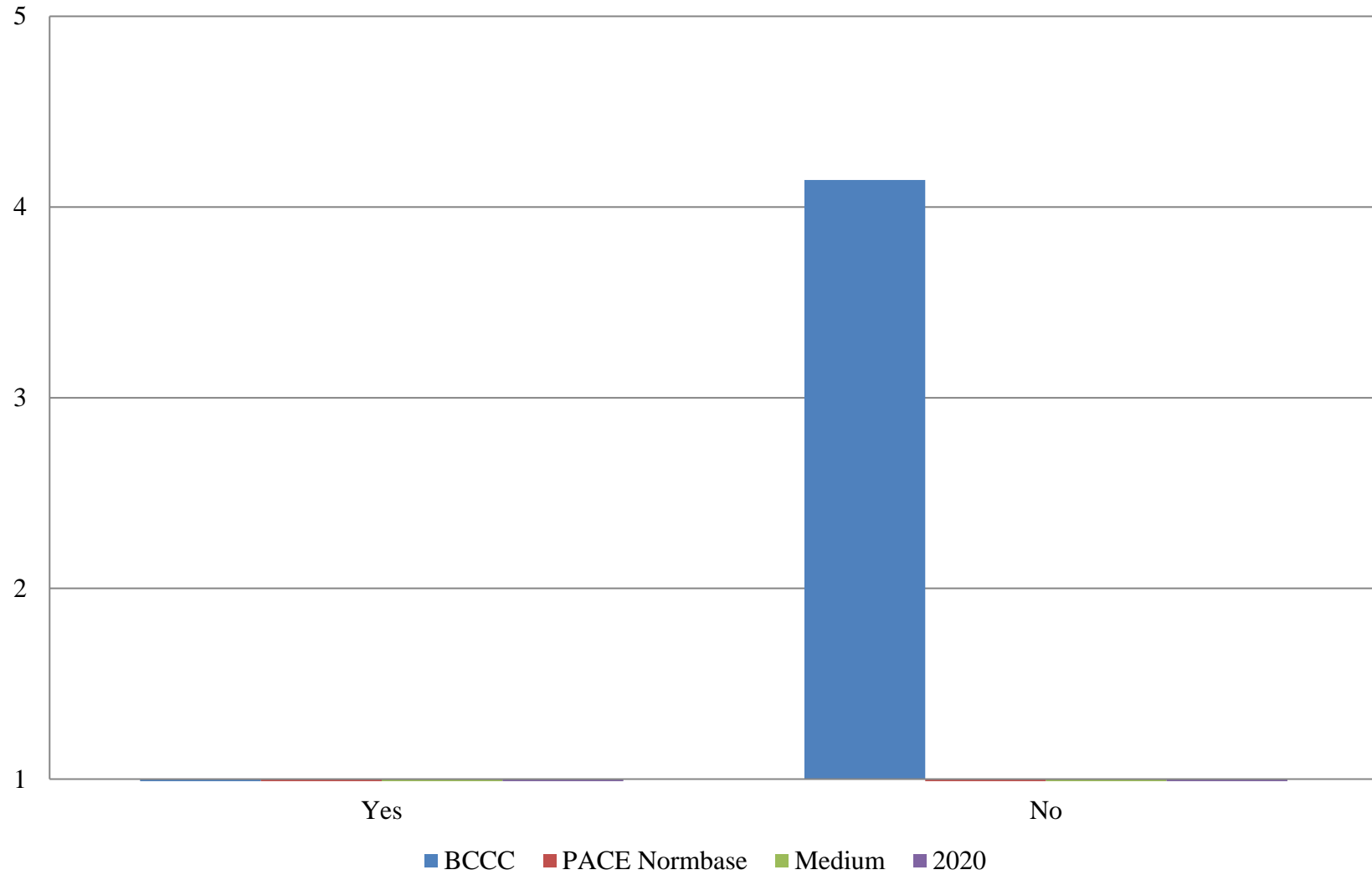


Table 27. Institutional Structure Mean Comparisons by Gender Identity (Transgender)

BCCC compared with:

	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Do you identify as transgender?											
Overall	251	3.977	N/A			N/A			N/A		
Yes	1	--	N/A			N/A			N/A		
No	226	3.973	N/A			N/A			N/A		

Table 28. Student Focus Mean Comparisons by Gender Identity (Transgender)

BCCC compared with:

	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Do you identify as transgender?											
Overall	252	4.311	N/A			N/A			N/A		
Yes	1	--	N/A			N/A			N/A		
No	227	4.310	N/A			N/A			N/A		

-- indicates results redacted for confidentiality
 N/A indicates survey item previously unavailable

Table 29. Supervisory Relationships Mean Comparisons by Gender Identity (Transgender)

BCCC compared with:

Do you identify as transgender?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	252	4.161	3.911	***	.283	3.904	***	.296	4.198		
Yes	1	--	3.636			3.719			--		
No	227	4.152	3.953	***	.230	3.948	***	.238	4.203		

Table 30. Teamwork Mean Comparisons by Gender Identity (Transgender)

BCCC compared with:

Do you identify as transgender?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	251	4.227	N/A			N/A			N/A		
Yes	1	--	N/A			N/A			N/A		
No	226	4.227	N/A			N/A			N/A		

-- indicates results redacted for confidentiality
 N/A indicates survey item previously unavailable

Table 31. Overall Mean Comparisons by Gender Identity (Transgender)

BCCC compared with:

Do you identify as transgender?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	252	4.146	N/A			N/A			N/A		
Yes	1	--	N/A			N/A			N/A		
No	227	4.141	N/A			N/A			N/A		

-- indicates results redacted for confidentiality
 N/A indicates survey item previously unavailable

Figure 7. Overall Climate by Years at this Institution

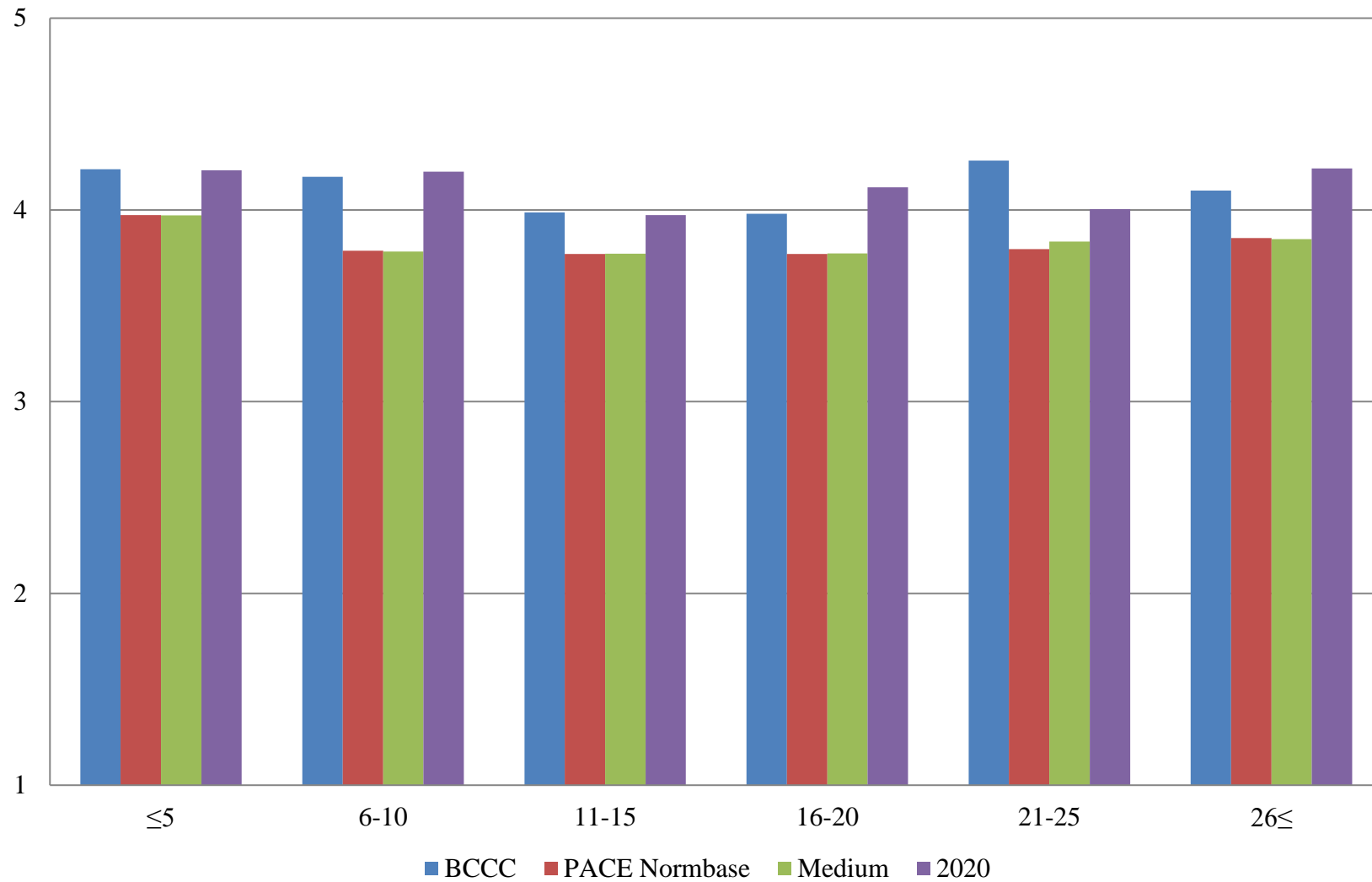


Table 32. Institutional Structure Mean Comparisons by Years at this Institution

BCCC compared with:

How many years have you worked at this institution?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	251	3.977	3.530	***	.488	3.513	***	.522	4.009		
5 years or less	97	4.127	3.736	***	.448	3.722	***	.484	4.092		
6-10 years	55	3.995	3.450	***	.595	3.433	***	.620	4.089		
11-15 years	39	3.712	3.427			3.424	*	.328	3.753		
16-20 years	15	3.781	3.416			3.411			3.952		
21-25 years	12	4.033	3.424	*	.672	3.469	*	.648	3.583		
26 years or more	13	3.889	3.513			3.477			4.037		

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

Table 33. Student Focus Mean Comparisons by Years at this Institution

BCCC compared with:

How many years have you worked at this institution?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	252	4.311	4.087	***	.340	4.089	***	.352	4.284		
5 years or less	98	4.312	4.155	*	.238	4.157	*	.247	4.325		
6-10 years	55	4.364	4.056	***	.471	4.059	***	.481	4.346		
11-15 years	39	4.255	4.056			4.063			4.063		
16-20 years	15	4.175	4.071			4.071			4.249		
21-25 years	12	4.525	4.107	*	.672	4.133	*	.665	4.292		
26 years or more	13	4.203	4.141			4.135			4.302		

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

Table 34. Supervisory Relationships Mean Comparisons by Years at this Institution

BCCC compared with:

How many years have you worked at this institution?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	252	4.161	3.911	***	.283	3.904	***	.296	4.198		
5 years or less	98	4.217	4.041	*	.208	4.039	*	.213	4.216		
6-10 years	55	4.166	3.873	*	.329	3.861	*	.346	4.214		
11-15 years	39	3.988	3.842			3.836			4.102		
16-20 years	15	4.005	3.838			3.839			4.137		
21-25 years	12	4.231	3.873			3.914			4.161		
26 years or more	13	4.231	3.921			3.941			4.316		

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

Table 35. Teamwork Mean Comparisons by Years at this Institution

BCCC compared with:

How many years have you worked at this institution?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	251	4.227	3.966	***	.275	3.982	***	.266	4.183		
5 years or less	97	4.233	4.075			4.090			4.201		
6-10 years	55	4.255	3.926	*	.339	3.953	*	.324	4.195		
11-15 years	39	4.184	3.917			3.928			4.063		
16-20 years	15	4.117	3.923			3.944			4.216		
21-25 years	12	4.347	3.954			3.985			4.148		
26 years or more	13	4.174	4.002			4.009			4.228		

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

Table 36. Overall Mean Comparisons by Years at this Institution

BCCC compared with:

How many years have you worked at this institution?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	252	4.146	3.836	***	.412	3.831	***	.433	4.157		
5 years or less	98	4.212	3.973	**	.324	3.971	***	.341	4.207		
6-10 years	55	4.172	3.787	***	.515	3.783	***	.532	4.200		
11-15 years	39	3.987	3.770			3.772			3.973		
16-20 years	15	3.981	3.770			3.772			4.118		
21-25 years	12	4.257	3.796	*	.635	3.834	*	.613	4.004		
26 years or more	13	4.100	3.853			3.848			4.216		

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

Figure 8. Overall Climate by Years in Higher Education

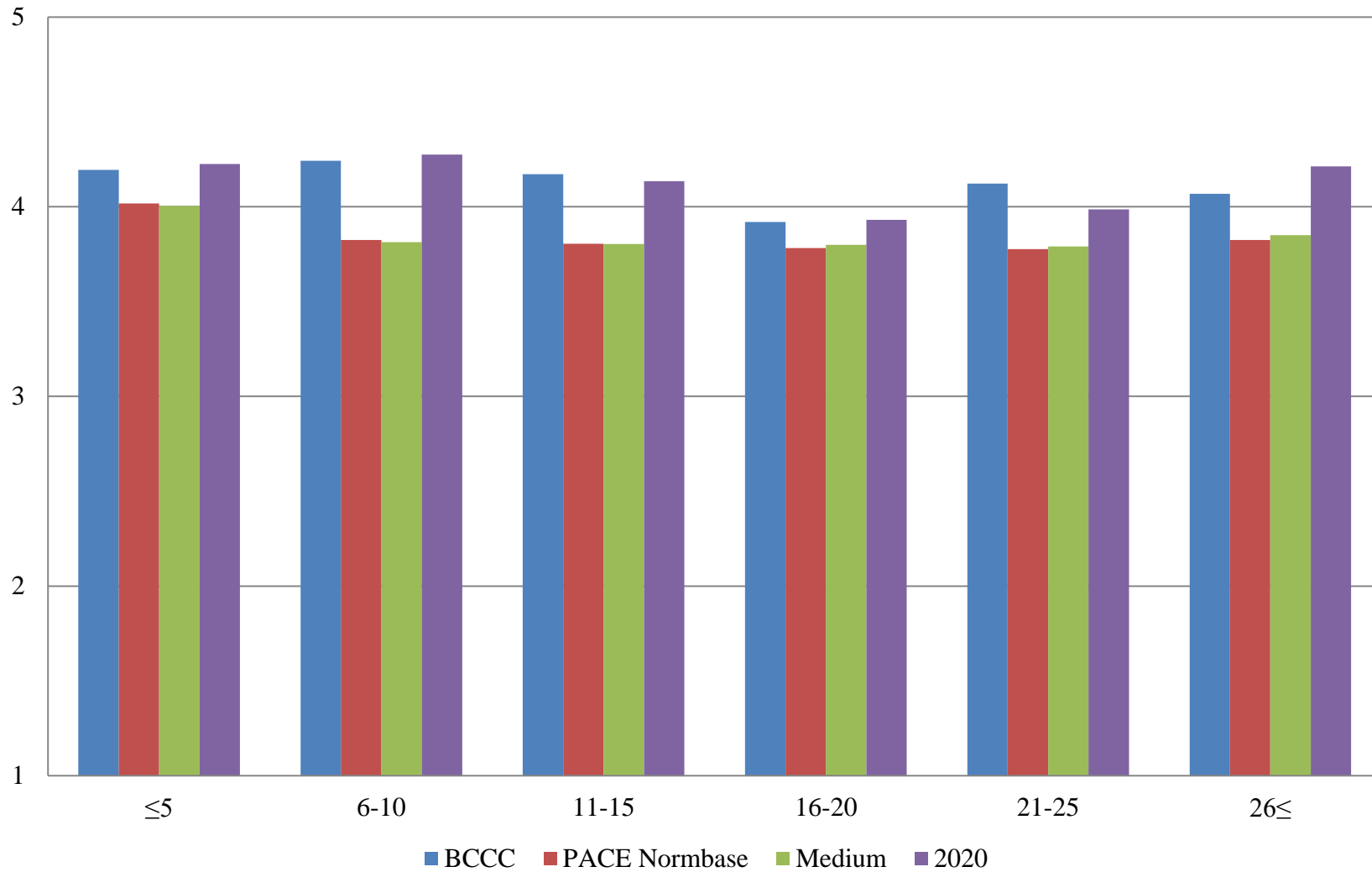


Table 37. Institutional Structure Mean Comparisons by Years in Higher Education

BCCC compared with:

How many years have you worked in higher education?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	251	3.977	3.530	***	.488	3.513	***	.522	4.009		
5 years or less	73	4.100	3.807	**	.347	3.776	***	.399	4.111		
6-10 years	50	4.085	3.510	***	.633	3.489	***	.667	4.194		
11-15 years	39	4.032	3.473	***	.617	3.464	***	.648	3.964		
16-20 years	29	3.750	3.436			3.449			3.739		
21-25 years	17	3.741	3.412			3.425			3.618		
26 years or more	21	3.829	3.482			3.492			3.992		

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

Table 38. Student Focus Mean Comparisons by Years in Higher Education

BCCC compared with:

How many years have you worked in higher education?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	252	4.311	4.087	***	.340	4.089	***	.352	4.284		
5 years or less	73	4.315	4.188			4.190			4.374		
6-10 years	51	4.390	4.064	***	.489	4.058	***	.507	4.414		
11-15 years	39	4.397	4.073	**	.497	4.075	**	.519	4.237		
16-20 years	29	4.158	4.062			4.067			4.051		
21-25 years	17	4.356	4.076			4.091			4.271		
26 years or more	21	4.134	4.112			4.137			4.281		

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

Table 39. Supervisory Relationships Mean Comparisons by Years in Higher Education

BCCC compared with:

How many years have you worked in higher education?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	252	4.161	3.911	***	.283	3.904	***	.296	4.198		
5 years or less	73	4.192	4.072			4.058			4.211		
6-10 years	51	4.264	3.913	**	.397	3.896	**	.415	4.269		
11-15 years	39	4.119	3.884			3.878			4.197		
16-20 years	29	3.844	3.859			3.879			4.031		
21-25 years	17	4.231	3.856			3.861			4.091		
26 years or more	21	4.231	3.895			3.927			4.353		

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

Table 40. Teamwork Mean Comparisons by Years in Higher Education

BCCC compared with:

How many years have you worked in higher education?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	251	4.227	3.966	***	.275	3.982	***	.266	4.183		
5 years or less	73	4.179	4.105			4.105			4.201		
6-10 years	50	4.352	3.958	**	.408	3.974	**	.402	4.267		
11-15 years	39	4.234	3.942			3.959			4.227		
16-20 years	29	4.075	3.937			3.972			3.943		
21-25 years	17	4.382	3.938			3.961			4.117		
26 years or more	21	4.203	3.972			4.012			4.277		

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

Table 41. Overall Mean Comparisons by Years in Higher Education

BCCC compared with:

How many years have you worked in higher education?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	252	4.146	3.836	***	.412	3.831	***	.433	4.157		
5 years or less	73	4.194	4.017	*	.244	4.005	*	.272	4.225		
6-10 years	51	4.243	3.824	***	.556	3.813	***	.580	4.275		
11-15 years	39	4.172	3.805	**	.491	3.804	**	.511	4.136		
16-20 years	29	3.920	3.783			3.799			3.930		
21-25 years	17	4.123	3.777			3.791			3.987		
26 years or more	21	4.068	3.825			3.850			4.213		

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

Figure 9. Overall Climate by Age

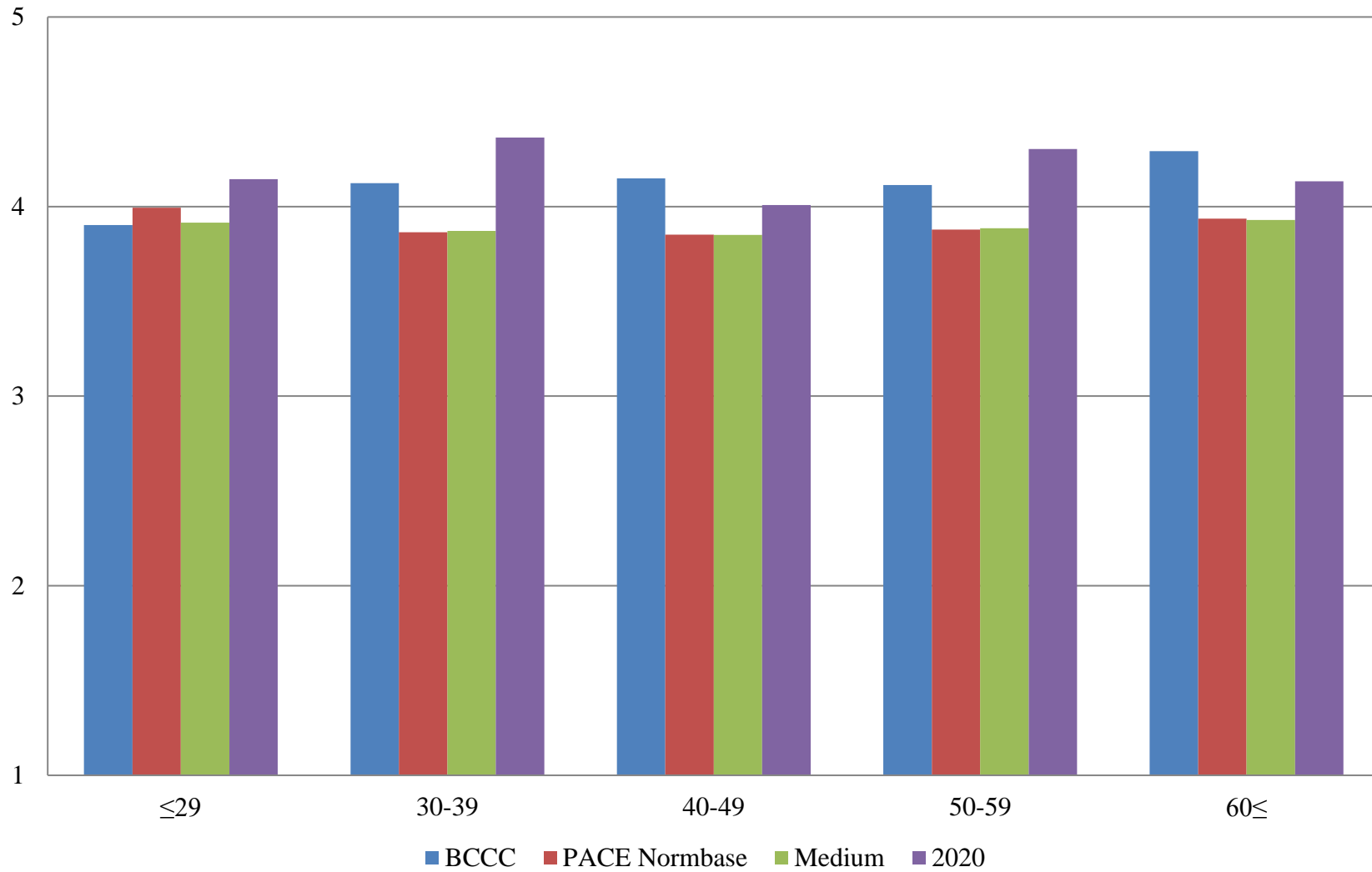


Table 42. Institutional Structure Mean Comparisons by Age

BCCC compared with:

What is your age?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	251	3.977	3.530	***	.488	3.513	***	.522	4.009		
29 or younger	13	3.815	3.764			3.660			3.999		
30-39	48	3.935	3.555	**	.422	3.544	**	.446	4.201		
40-49	59	4.002	3.546	***	.504	3.538	***	.528	3.890		
50-59	48	3.924	3.582	**	.378	3.584	**	.387	4.221	*	-.442
60 or older	52	4.149	3.663	***	.543	3.644	***	.582	3.907		

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

Table 43. Student Focus Mean Comparisons by Age

BCCC compared with:

	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
What is your age?											
Overall	252	4.311	4.087	***	.340	4.089	***	.352	4.284		
29 or younger	13	4.017	4.137			4.074			4.155		
30-39	48	4.324	4.076	**	.375	4.081	**	.382	4.437		
40-49	59	4.366	4.087	**	.427	4.082	***	.458	4.151		
50-59	48	4.306	4.134			4.151			4.410		
60 or older	53	4.343	4.176			4.176	*	.279	4.272		

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

Table 44. Supervisory Relationships Mean Comparisons by Age

BCCC compared with:

What is your age?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	252	4.161	3.911	***	.283	3.904	***	.296	4.198		
29 or younger	13	3.905	4.069			3.980			4.237		
30-39	48	4.114	3.966			3.981			4.444	*	-.505
40-49	59	4.124	3.937			3.929			4.030		
50-59	48	4.109	3.943			3.942			4.288		
60 or older	53	4.389	3.988	***	.468	3.979	***	.484	4.229		

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

Table 45. Teamwork Mean Comparisons by Age

BCCC compared with:

What is your age?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	251	4.227	3.966	***	.275	3.982	***	.266	4.183		
29 or younger	13	3.936	4.131			4.099			4.292		
30-39	48	4.231	4.011			4.058			4.448		
40-49	59	4.147	3.986			4.010			4.019		
50-59	48	4.235	3.989			4.000			4.326		
60 or older	52	4.390	4.051	**	.374	4.050	**	.384	4.144		

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

Table 46. Overall Mean Comparisons by Age

BCCC compared with:

What is your age?	BCCC		PACE Normbase			Medium			2020		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	252	4.146	3.836	***	.412	3.831	***	.433	4.157		
29 or younger	13	3.902	3.994			3.915			4.145		
30-39	48	4.123	3.864	*	.349	3.872	*	.352	4.364		
40-49	59	4.149	3.852	**	.401	3.850	**	.416	4.008		
50-59	48	4.114	3.879	*	.315	3.886	*	.317	4.303		
60 or older	53	4.292	3.937	***	.483	3.929	***	.515	4.134		

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