

## PACE (Personal Assessment of the College Environment) Fall 2020 Results

The mission of PACE is to promote open and constructive communication along four climate factors. Each climate factor has a unique focus, the combination of which create an integrative tool useful in understanding the campus climate. Taken together the climate factors provide a valid source to define areas needing change or improvement and sets the stage for strategic planning.

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

In April 2012, October 2014, October 2016, October 2018, and October 2020 the Personal Assessment of the College Environment (PACE) survey was administered to employees at Barton Community College (Barton).

Month and Year	Total Employees	Surveys Completed	Percentage Completed
April 2012	422	181	42.90%
October 2014	608	324	53.30%
October 2016	560	338	60.40%
October 2018	531	315	59.30%
October 2020	512	248	48.40%

The PACE results yielded an overall 4.157 mean score, up from 4.056 in 2018. When disaggregated by the personnel classification demographic category of the PACE instrument, Administrators rated the campus climate the highest with a mean score of 4.376, followed by Faculty (4.183) and Staff (4.101), all also up from their 2018 means.

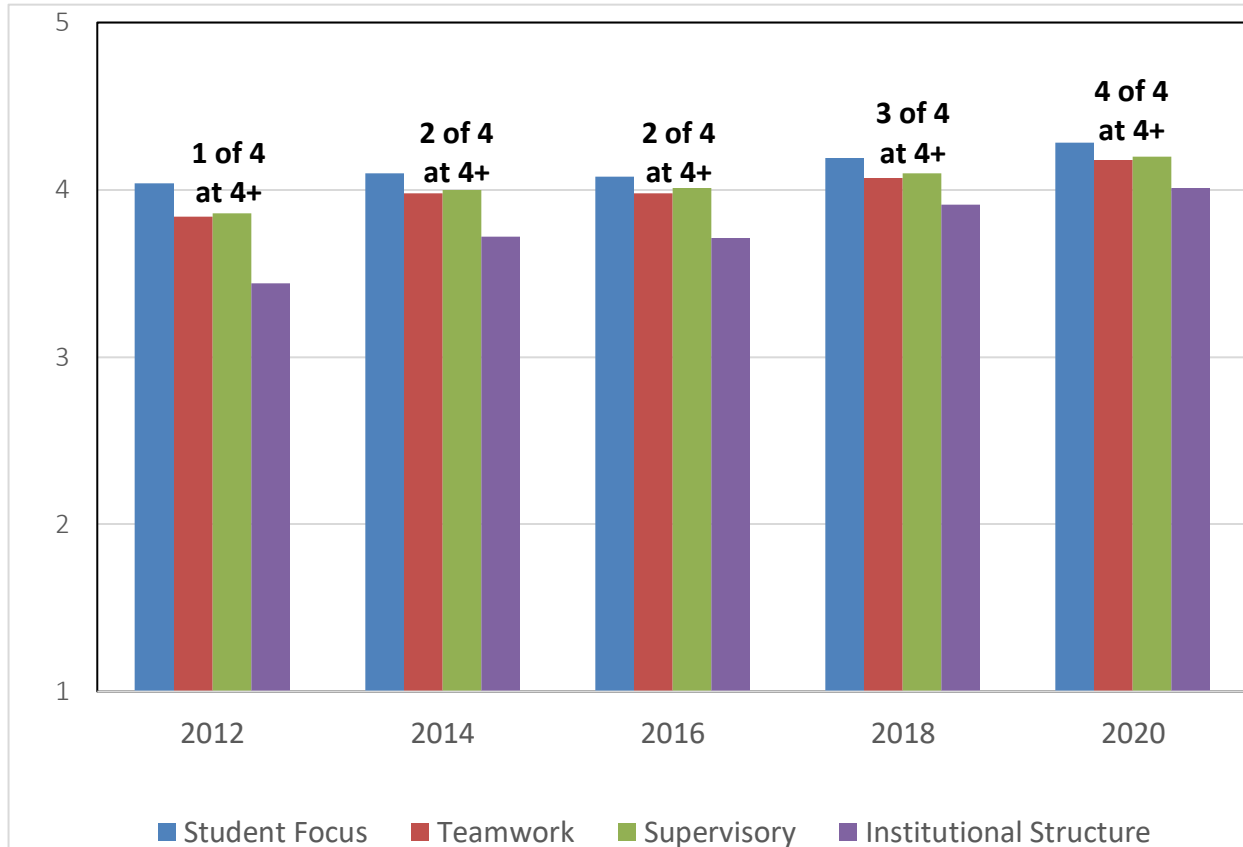
**Coercive=1 • Competitive=2 • Consultative=3 • Collaborative=4**

Category Mean Scores	2012	NORM 2012	2014	NORM 2014	2016	NORM 2016	2018	NORM 2018	2020	NORM 2020
Student Focus	4.04	3.38	4.10	4.05	4.08	3.94	4.19	4.05	<b>4.28</b>	<b>4.06</b>
Teamwork	3.84	3.73	3.98	3.84	3.98	3.77	4.07	3.86	<b>4.18</b>	<b>4.07</b>
Supervisory	3.86	3.70	4.00	3.82	4.01	3.75	4.10	3.83	<b>4.20</b>	<b>4.10</b>
Institutional Structure	3.44	3.38	3.72	3.47	3.71	3.44	3.91	3.47	<b>4.01</b>	<b>3.91</b>

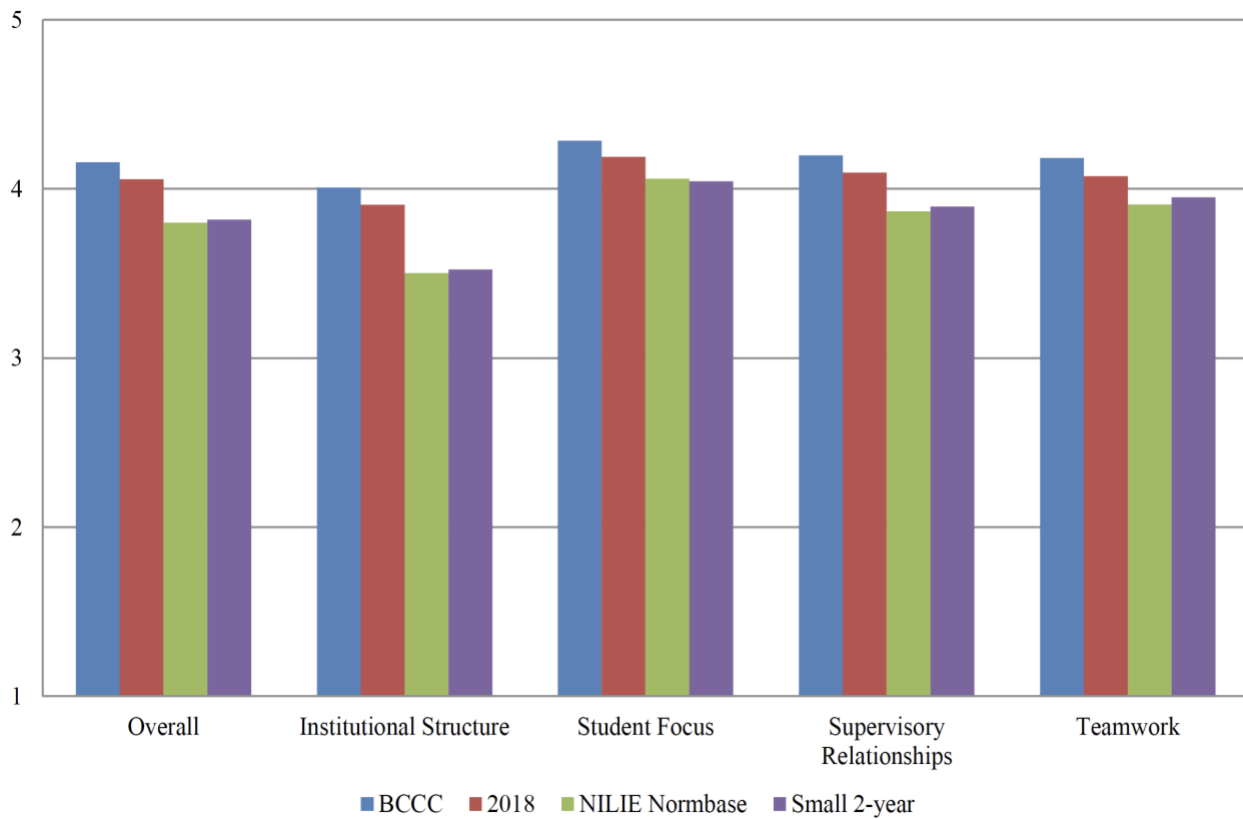
The results from the PACE instrument in 2018 indicated a healthy campus climate with 3 out of 4 categories in Collaborative System 4. Of the studies completed by NILIE, few institutions have been found to achieve a fully Collaborative (System 4) environment. **In 2020, all four of Barton Community College's individual climate factors reached the top level (Collaborative) mean score of 4.0 or higher.**

## Pace Result Improvement 2012-2020

Coercive=1 • Competitive=2 • Consultative=3 • Collaborative=4



## 2020 Vs. BCC 2018, NILIE Normbase, and Comparable Colleges



## Top Ten Means

Of the 46 standard PACE questions, the top mean scores have been identified at Barton. Eight of the top ten matched the 2018 report. All top ten scores improved over 2018.

Question	Mean	vs. 2018
The extent to which I feel my job is relevant to this institution's mission	4.519	+ .088
The extent to which student needs are central to what we do	4.413	+ .154
The extent to which my supervisor/chair expresses confidence in my work	4.413	+ .079
The extent to which the actions of this institution reflect its mission	4.351	+ .163
The extent to which administrative leadership is focused on meeting student needs	4.343	+ .232
The extent to which this institution prepares students for a career	4.335	+ .128
The extent to which this institution prepares students for further learning	4.326	+ .061
The extent to which I am given the opportunity to be creative in my work	4.322	+ .127
The extent to which students receive an excellent education at this institution	4.318	+ .135
The extent to which professional development and training opportunities are available	4.283	+ .308

## Bottom Ten Means

Of the 46 standard PACE questions, the bottom mean scores have been identified as areas in need of improvement at Barton. Nine of the ten match the bottom ten from 2018. However, nine of the ten scores have increased from 2018 and two of the bottom ten are still at the Collaborative (4+) level.

Question	Mean	vs. 2018
The extent to which I have the opportunity for advancement within this institution	3.569	+ .020
The extent to which I am able to appropriately influence the direction of this institution	3.703	+ .360
The extent to which information is shared within the institution	3.811	+ .046
The extent to which open and ethical communication is practiced at this institution	3.926	+ .056
The extent to which administrative processes are clearly defined	3.932	- .045
The extent to which a spirit of cooperation exists at this institution	3.983	+ .065
The extent to which institutional teams use problem-solving techniques	3.991	+ .124
The extent to which this institution is appropriately organized	3.996	+ .100
The extent to which this institution is successful in positively motivating performance	4.000	+ .165
The extent to which the institution effectively promotes diversity in the workplace	4.012	+ .037

## Top Five Most Positive Effects

Of the 46 standard PACE questions, the top significant positive effect size ( $p < .01$  to  $p < .001$ ) mean comparisons to 2018. There were no significant negative effect size comparisons to BCC 2018.

Question	2020	2018	P <
Professional development & training opportunities are available	4.283	4.007	+ 0.308
Positive work expectations are communicated to me	4.203	3.968	+ 0.246
Administrative leadership is focused on meeting the needs of students	4.343	4.141	+ 0.232
My primary work team uses problem-solving techniques	4.227	4.024	+ 0.221
The actions of this institution reflect its mission	4.351	4.188	+ 0.218