



2016 PACE Survey Results

PERSONAL ASSESSMENT OF CAMPUS ENVIRONMENT

Summary

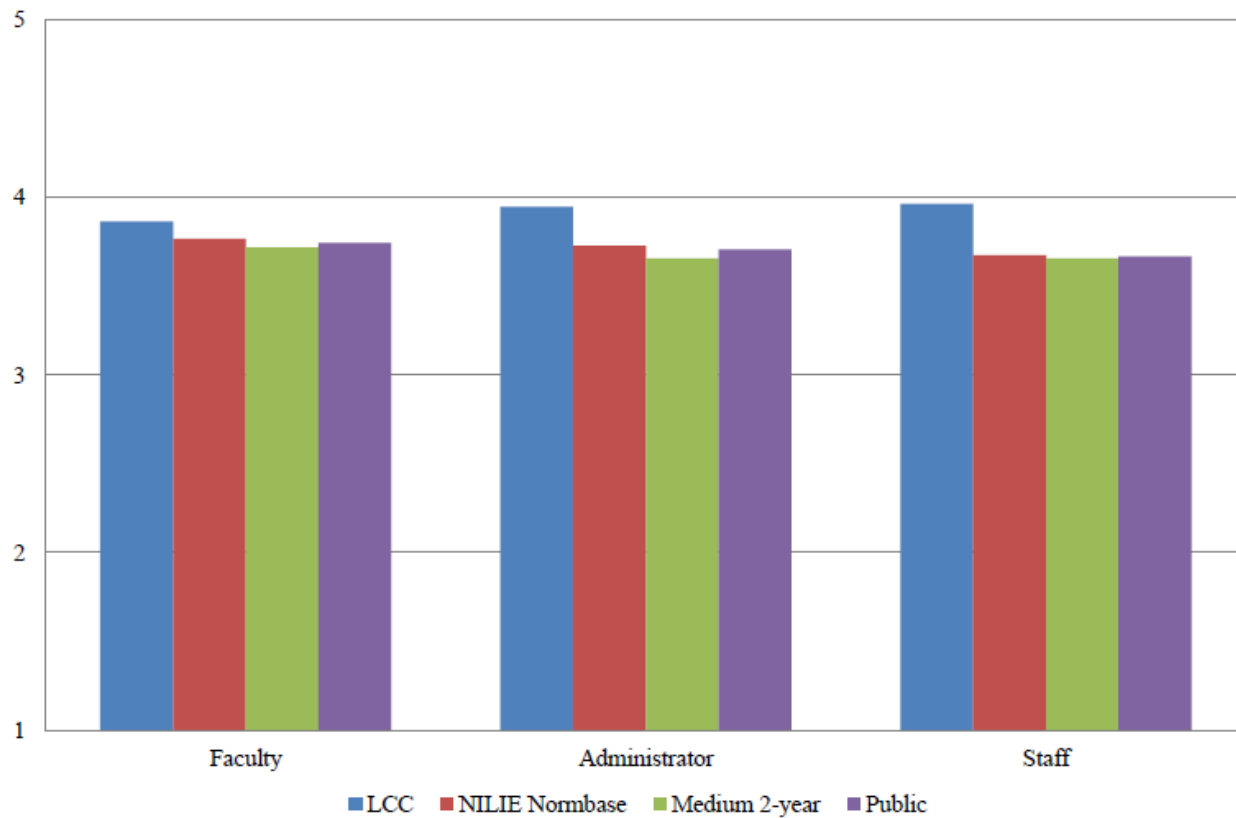
- ▶ Administered via email in February 2016 by the National Initiative for Leadership and Institutional Effectiveness (NILIE) out of North Carolina State University
- ▶ Survey was completed by 295 employees, including 95 faculty, 26 administrators and 155 staff
- ▶ 46 questions on survey in four benchmark areas, including:
 - ▶ Institutional Structure
 - ▶ Student Focus
 - ▶ Supervisory Relationships
 - ▶ Teamwork

Summary, continued

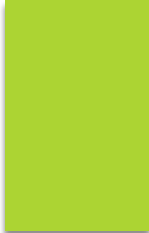
- ▶ Survey responses based on Likert scale of 1-5, with 5 being high
- ▶ Comparison groups are *All* (all institutions participating in survey—about 70,000 employees); *Medium 2-year* (all institutions matching LCC's [Carnegie classification](#)); and *Public* (all public institutions per funding type)
- ▶ Means scores for LCC: above average for 46 out of 46 questions
- ▶ Overall mean scores by employee category:

	LCC	All	Medium 2-year	Public
All Employees	3.919	3.688	3.675	3.672
Faculty	3.863	3.767	3.717	3.744
Administrator	3.946	3.727	3.656	3.706
Staff	3.964	3.675	3.655	3.668

Overall Results by Employee Category (chart)



NILIE Norm
base = all
institutions
participating
in survey



The best indication of your institutional success is Table 5 of your PACE report. LCC rates statistically higher than any other institutional category from our norm base. It's anecdotal but in all my years with NILIE I have never seen that before.

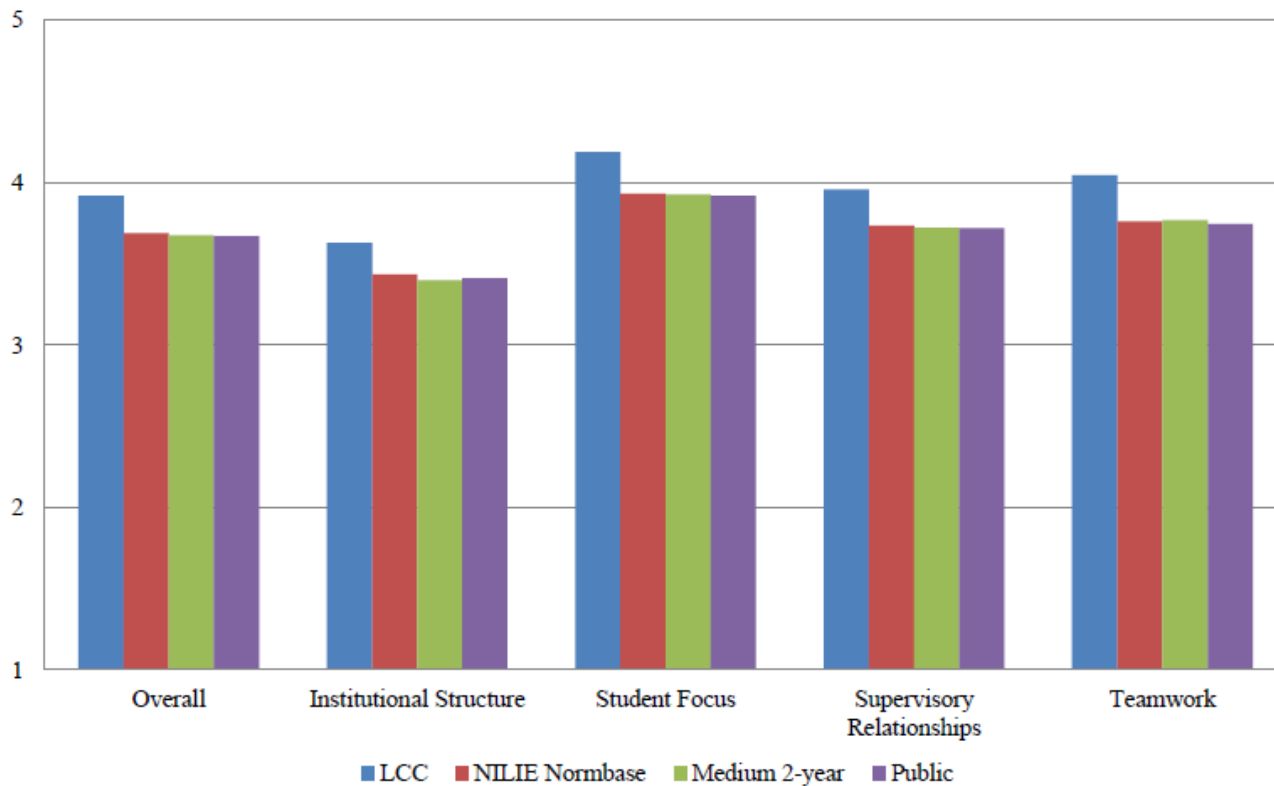
-Alessandra Dinin, Director of Research
North Carolina State University

Table 5. Climate Factor Mean Comparisons

Climate Factor	<i>LCC compared with:</i>											
	LCC		NILIE Normbase			Medium 2-year			Public			
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size	
Overall	295	3.919	3.688	***	.281	3.673	***	.306	3.672	***	.300	
Institutional Structure	295	3.628	3.434	***	.211	3.397	***	.255	3.411	***	.235	
Student Focus	294	4.189	3.930	***	.325	3.928	***	.336	3.919	***	.336	
Supervisory Relationship	295	3.957	3.735	***	.230	3.721	***	.247	3.720	***	.244	
Teamwork	294	4.046	3.759	***	.276	3.768	***	.270	3.746	***	.287	

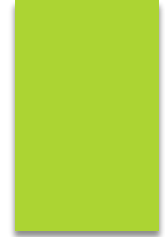
NILIE Norm base = all participating institutions
*** p <.001

Means by Comparison Group and Benchmark Area (chart)



NILIE Norm
base = all
institutions
participating
in survey

Highest Means & Rankings (top 10)



* Question	LCC	Rank	All	Rank	Med 2-yr	Rank	Public	Rank
SF 8 - I feel my job is relevant to this institution's mission	4.559	1	4.276	1	4.265	1	4.265	1
SR 2 - my supervisor expresses confidence in my work	4.303	2	4.074	2	4.061	2	4.062	2
SF 37 - this institution prepares students for further learning	4.290	3	4.016	5	4.007	5	4.009	5
SR 39 - I am given the opportunity to be creative in my work	4.268	4	3.909	8	3.900	9	3.900	8
SF 31 - students receive an excellent education at this institution	4.260	5	4.025	3	4.026	3	4.019	3
SF 35 - this institution prepares students for a career	4.225	6	4.025	4	4.021	4	4.013	4
SF 28 - classified personnel meet the needs of students	4.195	7	3.785	17	3.787	16	3.769	17
SR 9 - my supervisor is open to the ideas, opinions, and beliefs of everyone	4.188	8	3.962	7	3.946	6	3.948	7
SF 17 - faculty meet the needs of students	4.184	9	3.895	9	3.906	8	3.882	9
TW 3 - there is a spirit of cooperation within my work team	4.179	10	3.834	12	3.839	11	3.820	11

*Benchmark: SF = Student Focus; SR = Supervisory Relationships; TW = Teamwork

Lowest Means & Rankings (bottom 10)

* Question	LCC	Rank	All	Rank	Med 2-yr	Rank	Public	Rank
IS 10 - information is shared within the institution	3.332	46	3.217	44	3.133	44	3.191	44
IS 4 - decisions are made at the appropriate level at this institution	3.397	45	3.276	42	3.236	42	3.248	42
IS 15 - I am able to appropriately influence the direction of this institution	3.405	44	3.131	45	3.123	45	3.111	45
IS 38 - I have the opportunity for advancement within this institution	3.435	43	3.104	46	3.085	46	3.091	46
IS 32 - this institution is appropriately organized	3.446	42	3.275	43	3.227	43	3.243	43
IS 16 - open and ethical communication is practiced at this institution	3.488	41	3.320	41	3.249	41	3.290	41
IS 25 - a spirit of cooperation exists at this institution	3.564	40	3.363	40	3.317	40	3.334	40
IS 11 - institutional teams use problem-solving techniques	3.593	39	3.411	38	3.384	39	3.390	38
IS 22 - this institution has been successful in positively motivating my performance	3.686	38	3.409	39	3.385	38	3.386	39
IS 44 - my work is guided by clearly defined administrative processes	3.723	37	3.446	37	3.419	37	3.420	37

*Benchmark: IS = Institutional Structure

Lowest Means & Rankings, Notes

- ▶ LCC's mean scores for the lowest 10 are above the means reported for each comparison group, including *All*, *Medium 2-year*, and *Public* institutions
- ▶ LCC's lowest 10 are ALSO the lowest 10 for all of the comparison groups
- ▶ All 10 of LCC's lowest means fall into the "Institutional Structure" Benchmark; however, that is also the case for each of the comparison groups (*All*, *Medium 2-years*, and *Public*)
- ▶ NILIE recommends that the lowest 10 be viewed as areas most in need of improvement—the survey results clearly indicate that we are struggling with the same issues as our peer colleges around the country

Conclusion

- ▶ This presentation as well as the PACE survey report provided by NILIE will be posted on the LCC website.
- ▶ Questions? Contact Wendy Hall at whall@lowercolumbia.edu or Angie Rogers at arogers@lowercolumbia.edu