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**Table 1. Institutional Structure Frequency Distributions**

*LCC compared with:*

Institutional Structure	Response Option	LCC		NILIE Normbase		Medium 2-year		Public	
		Count	%	Count	%	Count	%	Count	%
<i>The extent to which...</i>									
<b>1</b> the actions of this institution reflect its mission	Very dissatisfied	4	1%	2357	3%	717	3%	2335	3%
	Dissatisfied	19	7%	8316	12%	2892	12%	8245	12%
	Neither	38	13%	10013	14%	3402	15%	9786	15%
	Satisfied	138	47%	32417	46%	10887	47%	30786	46%
	Very satisfied	92	32%	17463	25%	5468	23%	16191	24%
	<b>Total</b>	<b>291</b>	<b>100%</b>	<b>70566</b>	<b>100%</b>	<b>23366</b>	<b>100%</b>	<b>67343</b>	<b>100%</b>
<b>4</b> decisions are made at the appropriate level at this institution	Very dissatisfied	17	6%	5767	8%	1880	8%	5685	9%
	Dissatisfied	55	19%	14551	21%	5147	22%	14272	21%
	Neither	68	24%	15116	22%	5129	22%	14580	22%
	Satisfied	91	32%	23052	33%	7537	33%	21716	33%
	Very satisfied	56	20%	11128	16%	3405	15%	10216	15%
	<b>Total</b>	<b>287</b>	<b>100%</b>	<b>69614</b>	<b>100%</b>	<b>23098</b>	<b>100%</b>	<b>66469</b>	<b>100%</b>
<b>5</b> the institution effectively promotes diversity in the workplace	Very dissatisfied	10	3%	3074	4%	922	4%	3032	5%
	Dissatisfied	22	8%	6316	9%	2151	9%	6199	9%
	Neither	66	23%	13364	19%	4747	20%	12881	19%
	Satisfied	93	32%	26370	38%	9016	39%	25080	38%
	Very satisfied	98	34%	20858	30%	6378	27%	19683	29%
	<b>Total</b>	<b>289</b>	<b>100%</b>	<b>69982</b>	<b>100%</b>	<b>23214</b>	<b>100%</b>	<b>66875</b>	<b>100%</b>
<b>6</b> administrative leadership is focused on meeting the needs of students	Very dissatisfied	9	3%	4379	6%	1372	6%	4346	6%
	Dissatisfied	29	10%	9571	14%	3376	14%	9436	14%
	Neither	54	19%	11060	16%	3783	16%	10747	16%
	Satisfied	109	38%	25961	37%	8773	38%	24611	37%
	Very satisfied	89	31%	19362	28%	5998	26%	17988	27%
	<b>Total</b>	<b>290</b>	<b>100%</b>	<b>70333</b>	<b>100%</b>	<b>23302</b>	<b>100%</b>	<b>67128</b>	<b>100%</b>

*LCC compared with:*

<b>Institutional Structure (continued)</b>		<b>LCC</b>		<b>NILIE Normbase</b>		<b>Medium 2-year</b>		<b>Public</b>	
		Count	%	Count	%	Count	%	Count	%
<i>The extent to which...</i>									
<b>10</b> information is shared within the institution	Response Option								
	Very dissatisfied	28	10%	7770	11%	2789	12%	7639	11%
	Dissatisfied	59	20%	14733	21%	5237	22%	14358	21%
	Neither	53	18%	14555	21%	4940	21%	14023	21%
	Satisfied	92	32%	21298	30%	6879	29%	20034	30%
	Very satisfied	60	21%	12142	17%	3516	15%	11241	17%
	<b>Total</b>	<b>292</b>	<b>100%</b>	<b>70498</b>	<b>100%</b>	<b>23361</b>	<b>100%</b>	<b>67295</b>	<b>100%</b>
<b>11</b> institutional teams use problem-solving techniques	Very dissatisfied	8	3%	2796	4%	878	4%	2762	4%
	Dissatisfied	39	15%	8937	14%	3177	15%	8773	14%
	Neither	59	22%	20022	31%	6885	32%	19307	31%
	Satisfied	103	39%	24615	38%	8238	38%	23214	38%
	Very satisfied	54	21%	8221	13%	2515	12%	7573	12%
	<b>Total</b>	<b>263</b>	<b>100%</b>	<b>64591</b>	<b>100%</b>	<b>21693</b>	<b>100%</b>	<b>61629</b>	<b>100%</b>
<b>15</b> I am able to appropriately influence the direction of this institution	Very dissatisfied	11	4%	7141	11%	2324	11%	6987	11%
	Dissatisfied	54	20%	12101	18%	4110	19%	11778	19%
	Neither	70	27%	19745	30%	6730	31%	18886	30%
	Satisfied	75	28%	18208	28%	6113	28%	17147	27%
	Very satisfied	54	20%	8379	13%	2667	12%	7789	12%
	<b>Total</b>	<b>264</b>	<b>100%</b>	<b>65574</b>	<b>100%</b>	<b>21944</b>	<b>100%</b>	<b>62587</b>	<b>100%</b>
<b>16</b> open and ethical communication is practiced at this institution	Very dissatisfied	24	8%	6986	10%	2421	10%	6883	10%
	Dissatisfied	42	15%	12292	18%	4479	19%	12063	18%
	Neither	60	21%	14615	21%	5002	22%	14166	21%
	Satisfied	92	32%	23148	33%	7454	32%	21763	33%
	Very satisfied	69	24%	12709	18%	3819	16%	11686	18%
	<b>Total</b>	<b>287</b>	<b>100%</b>	<b>69750</b>	<b>100%</b>	<b>23175</b>	<b>100%</b>	<b>66561</b>	<b>100%</b>

*LCC compared with:*

Institutional Structure (continued)	Response Option	LCC		NILIE Normbase		Medium 2-year		Public	
		Count	%	Count	%	Count	%	Count	%
<i>The extent to which...</i>									
<b>22</b> this institution has been successful in positively motivating my performance	Very dissatisfied	21	8%	6440	9%	2094	9%	6336	10%
	Dissatisfied	31	11%	11161	16%	3917	17%	10877	16%
	Neither	42	15%	14246	21%	4857	21%	13732	21%
	Satisfied	107	38%	22796	33%	7532	33%	21509	32%
	Very satisfied	79	28%	14835	21%	4743	20%	13829	21%
	<b>Total</b>	<b>280</b>	<b>100%</b>	<b>69478</b>	<b>100%</b>	<b>23143</b>	<b>100%</b>	<b>66283</b>	<b>100%</b>
<b>25</b> a spirit of cooperation exists at this institution	Very dissatisfied	20	7%	6375	9%	2107	9%	6296	9%
	Dissatisfied	44	16%	12051	17%	4327	19%	11831	18%
	Neither	45	16%	14207	20%	4813	21%	13720	21%
	Satisfied	100	36%	24103	35%	8021	35%	22739	34%
	Very satisfied	71	25%	13009	19%	3936	17%	11961	18%
	<b>Total</b>	<b>280</b>	<b>100%</b>	<b>69745</b>	<b>100%</b>	<b>23204</b>	<b>100%</b>	<b>66547</b>	<b>100%</b>
<b>29</b> institution-wide policies guide my work	Very dissatisfied	3	1%	2875	4%	860	4%	2841	4%
	Dissatisfied	12	4%	6160	9%	2133	9%	6083	9%
	Neither	63	23%	17039	25%	5811	26%	16576	25%
	Satisfied	129	47%	28813	42%	9753	43%	27239	42%
	Very satisfied	70	25%	13530	20%	4226	19%	12505	19%
	<b>Total</b>	<b>277</b>	<b>100%</b>	<b>68417</b>	<b>100%</b>	<b>22783</b>	<b>100%</b>	<b>65244</b>	<b>100%</b>
<b>32</b> this institution is appropriately organized	Very dissatisfied	16	6%	5995	9%	1965	9%	5939	9%
	Dissatisfied	49	18%	13369	19%	4704	20%	13140	20%
	Neither	52	19%	15767	23%	5521	24%	15263	23%
	Satisfied	100	37%	22941	33%	7672	33%	21486	33%
	Very satisfied	50	19%	10664	16%	3092	13%	9718	15%
	<b>Total</b>	<b>267</b>	<b>100%</b>	<b>68736</b>	<b>100%</b>	<b>22954</b>	<b>100%</b>	<b>65546</b>	<b>100%</b>

*LCC compared with:*

Institutional Structure (continued)	Response Option	LCC		NILIE Normbase		Medium 2-year		Public	
		Count	%	Count	%	Count	%	Count	%
<i>The extent to which...</i>									
<b>38</b> I have the opportunity for advancement within this institution	Very dissatisfied	29	11%	9673	15%	3100	14%	9401	15%
	Dissatisfied	31	12%	11250	17%	3896	18%	10849	17%
	Neither	56	22%	17027	26%	5901	27%	16175	26%
	Satisfied	86	33%	17212	26%	5735	26%	16365	26%
	Very satisfied	58	22%	10099	15%	3104	14%	9472	15%
	<b>Total</b>	<b>260</b>	<b>100%</b>	<b>65261</b>	<b>100%</b>	<b>21736</b>	<b>100%</b>	<b>62262</b>	<b>100%</b>
<b>41</b> I receive adequate information regarding important activities at this institution	Very dissatisfied	12	4%	4154	6%	1433	6%	4077	6%
	Dissatisfied	32	12%	9856	14%	3623	16%	9631	15%
	Neither	51	19%	11613	17%	4086	18%	11230	17%
	Satisfied	98	36%	28757	41%	9532	41%	27271	41%
	Very satisfied	81	30%	15239	22%	4523	19%	14197	21%
	<b>Total</b>	<b>274</b>	<b>100%</b>	<b>69619</b>	<b>100%</b>	<b>23197</b>	<b>100%</b>	<b>66406</b>	<b>100%</b>
<b>44</b> my work is guided by clearly defined administrative processes	Very dissatisfied	13	5%	5025	7%	1640	7%	4952	8%
	Dissatisfied	25	9%	9820	14%	3412	15%	9652	15%
	Neither	54	20%	15894	23%	5440	24%	15366	24%
	Satisfied	106	40%	25157	37%	8484	37%	23719	36%
	Very satisfied	69	26%	12625	18%	3901	17%	11654	18%
	<b>Total</b>	<b>267</b>	<b>100%</b>	<b>68521</b>	<b>100%</b>	<b>22877</b>	<b>100%</b>	<b>65343</b>	<b>100%</b>

**Table 2. Student Focus Frequency Distributions**

*LCC compared with:*

Student Focus	Response Option	LCC		NILIE Normbase		Medium 2-year		Public	
		Count	%	Count	%	Count	%	Count	%
<i>The extent to which...</i>									
<b>7</b> student needs are central to what we do	Very dissatisfied	3	1%	3389	5%	1047	4%	3364	5%
	Dissatisfied	22	8%	8255	12%	2889	12%	8141	12%
	Neither	35	12%	8771	12%	2985	13%	8483	13%
	Satisfied	111	39%	26019	37%	8889	38%	24765	37%
	Very satisfied	114	40%	24033	34%	7521	32%	22506	33%
	<b>Total</b>	<b>285</b>	<b>100%</b>	<b>70467</b>	<b>100%</b>	<b>23331</b>	<b>100%</b>	<b>67259</b>	<b>100%</b>
<b>8</b> I feel my job is relevant to this institution's mission	Very dissatisfied	1	0%	2740	4%	936	4%	2720	4%
	Dissatisfied	5	2%	3292	5%	1102	5%	3247	5%
	Neither	9	3%	4225	6%	1389	6%	4090	6%
	Satisfied	91	31%	21731	31%	7320	31%	20592	31%
	Very satisfied	184	63%	38466	55%	12582	54%	36577	54%
	<b>Total</b>	<b>290</b>	<b>100%</b>	<b>70454</b>	<b>100%</b>	<b>23329</b>	<b>100%</b>	<b>67226</b>	<b>100%</b>
<b>17</b> faculty meet the needs of students	Very dissatisfied	2	1%	1788	3%	549	2%	1771	3%
	Dissatisfied	12	4%	5418	8%	1774	8%	5318	8%
	Neither	36	13%	10311	15%	3373	15%	9931	16%
	Satisfied	106	39%	29617	44%	10031	45%	28077	44%
	Very satisfied	116	43%	19484	29%	6483	29%	18416	29%
	<b>Total</b>	<b>272</b>	<b>100%</b>	<b>66618</b>	<b>100%</b>	<b>22210</b>	<b>100%</b>	<b>63513</b>	<b>100%</b>
<b>18</b> student ethnic and cultural diversity are important at this institution	Very dissatisfied	6	2%	2259	3%	667	3%	2238	3%
	Dissatisfied	11	4%	4404	6%	1539	7%	4331	7%
	Neither	55	20%	10551	15%	3826	17%	10079	15%
	Satisfied	103	37%	27955	41%	9497	41%	26567	40%
	Very satisfied	105	38%	23807	35%	7423	32%	22631	34%
	<b>Total</b>	<b>280</b>	<b>100%</b>	<b>68976</b>	<b>100%</b>	<b>22952</b>	<b>100%</b>	<b>65846</b>	<b>100%</b>

*LCC compared with:*

Student Focus (continued)	Response Option	LCC		NILIE Normbase		Medium 2-year		Public	
		Count	%	Count	%	Count	%	Count	%
<i>The extent to which...</i>									
<b>19</b> students' competencies are enhanced	Very dissatisfied	1	0%	1623	2%	480	2%	1598	3%
	Dissatisfied	4	1%	4848	7%	1541	7%	4741	7%
	Neither	44	16%	12019	18%	4007	18%	11603	18%
	Satisfied	137	49%	31236	47%	10667	48%	29689	47%
	Very satisfied	91	33%	16949	25%	5466	25%	15930	25%
	<b>Total</b>		<b>277</b>	<b>100%</b>	<b>66675</b>	<b>100%</b>	<b>22161</b>	<b>100%</b>	<b>63561</b>
<b>23</b> non-teaching professional personnel meet the needs of students	Very dissatisfied	0	0%	2222	3%	725	3%	2199	3%
	Dissatisfied	14	5%	6008	9%	1975	9%	5909	9%
	Neither	32	12%	11115	17%	3618	16%	10683	17%
	Satisfied	132	50%	29291	44%	10040	45%	27849	44%
	Very satisfied	87	33%	18265	27%	6114	27%	17259	27%
	<b>Total</b>		<b>265</b>	<b>100%</b>	<b>66901</b>	<b>100%</b>	<b>22472</b>	<b>100%</b>	<b>63899</b>
<b>28</b> classified personnel meet the needs of students	Very dissatisfied	1	0%	1765	3%	499	2%	1735	3%
	Dissatisfied	9	3%	4524	7%	1492	7%	4447	7%
	Neither	32	12%	14132	23%	4791	23%	13691	23%
	Satisfied	120	45%	27052	43%	9314	45%	25566	43%
	Very satisfied	105	39%	15033	24%	4817	23%	14036	24%
	<b>Total</b>		<b>267</b>	<b>100%</b>	<b>62506</b>	<b>100%</b>	<b>20913</b>	<b>100%</b>	<b>59475</b>
<b>31</b> students receive an excellent education at this institution	Very dissatisfied	1	0%	1811	3%	577	3%	1780	3%
	Dissatisfied	4	1%	4308	6%	1413	6%	4205	6%
	Neither	25	9%	8156	12%	2682	12%	7771	12%
	Satisfied	136	50%	30159	44%	10292	45%	28614	44%
	Very satisfied	107	39%	23916	35%	7838	34%	22787	35%
	<b>Total</b>		<b>273</b>	<b>100%</b>	<b>68350</b>	<b>100%</b>	<b>22802</b>	<b>100%</b>	<b>65157</b>

*LCC compared with:*

Student Focus (continued)	Response Option	LCC		NILIE Normbase		Medium 2-year		Public	
		Count	%	Count	%	Count	%	Count	%
<i>The extent to which...</i>									
<b>35</b> this institution prepares students for a career	Very dissatisfied	2	1%	1869	3%	637	3%	1856	3%
	Dissatisfied	3	1%	4042	6%	1326	6%	3960	6%
	Neither	33	12%	8338	12%	2720	12%	8030	12%
	Satisfied	124	46%	30030	44%	10251	45%	28641	44%
	Very satisfied	105	39%	23752	35%	7771	34%	22374	34%
	<b>Total</b>	<b>267</b>	<b>100%</b>	<b>68031</b>	<b>100%</b>	<b>22705</b>	<b>100%</b>	<b>64861</b>	<b>100%</b>
<b>37</b> this institution prepares students for further learning	Very dissatisfied	2	1%	1879	3%	609	3%	1850	3%
	Dissatisfied	4	1%	4182	6%	1365	6%	4079	6%
	Neither	22	8%	7833	11%	2646	12%	7439	11%
	Satisfied	129	47%	31372	46%	10775	47%	29877	46%
	Very satisfied	115	42%	22911	34%	7356	32%	21760	33%
	<b>Total</b>	<b>272</b>	<b>100%</b>	<b>68177</b>	<b>100%</b>	<b>22751</b>	<b>100%</b>	<b>65005</b>	<b>100%</b>
<b>40</b> students are assisted with their personal development	Very dissatisfied	1	0%	1683	3%	490	2%	1658	3%
	Dissatisfied	3	1%	4681	7%	1584	7%	4583	7%
	Neither	39	15%	13030	20%	4481	21%	12532	20%
	Satisfied	126	49%	29347	45%	10064	46%	27895	45%
	Very satisfied	89	34%	16359	25%	5154	24%	15397	25%
	<b>Total</b>	<b>258</b>	<b>100%</b>	<b>65100</b>	<b>100%</b>	<b>21773</b>	<b>100%</b>	<b>62065</b>	<b>100%</b>
<b>42</b> students are satisfied with their educational experience at this institution	Very dissatisfied	0	0%	1165	2%	354	2%	1153	2%
	Dissatisfied	6	2%	4115	6%	1326	6%	4042	7%
	Neither	42	16%	12173	19%	4112	19%	11647	19%
	Satisfied	144	56%	33625	53%	11502	54%	31880	52%
	Very satisfied	63	25%	12916	20%	4191	20%	12243	20%
	<b>Total</b>	<b>255</b>	<b>100%</b>	<b>63994</b>	<b>100%</b>	<b>21485</b>	<b>100%</b>	<b>60965</b>	<b>100%</b>



**Table 3. Supervisory Relationships Frequency Distributions**

*LCC compared with:*

Supervisory Relationships	Response Option	LCC		NILIE Normbase		Medium 2-year		Public	
		Count	%	Count	%	Count	%	Count	%
<i>The extent to which...</i>									
<b>2</b> my supervisor expresses confidence in my work	Very dissatisfied	6	2%	3873	6%	1297	6%	3815	6%
	Dissatisfied	21	7%	5626	8%	2009	9%	5508	8%
	Neither	24	8%	6481	9%	2104	9%	6239	9%
	Satisfied	67	23%	19733	28%	6446	28%	18667	28%
	Very satisfied	172	59%	34562	49%	11431	49%	32834	49%
	<b>Total</b>	<b>290</b>	<b>100%</b>	<b>70275</b>	<b>100%</b>	<b>23287</b>	<b>100%</b>	<b>67063</b>	<b>100%</b>
<b>9</b> my supervisor is open to the ideas, opinions, and beliefs of everyone	Very dissatisfied	10	3%	5068	7%	1712	7%	4969	7%
	Dissatisfied	19	7%	6370	9%	2212	9%	6234	9%
	Neither	33	11%	7402	11%	2418	10%	7116	11%
	Satisfied	74	25%	18809	27%	6253	27%	17825	27%
	Very satisfied	156	53%	32682	46%	10719	46%	30996	46%
	<b>Total</b>	<b>292</b>	<b>100%</b>	<b>70331</b>	<b>100%</b>	<b>23314</b>	<b>100%</b>	<b>67140</b>	<b>100%</b>
<b>12</b> positive work expectations are communicated to me	Very dissatisfied	11	4%	3778	5%	1161	5%	3717	6%
	Dissatisfied	21	7%	8735	13%	3027	13%	8580	13%
	Neither	40	14%	11708	17%	4065	18%	11319	17%
	Satisfied	118	41%	28566	41%	9548	41%	27055	41%
	Very satisfied	96	34%	16771	24%	5296	23%	15692	24%
	<b>Total</b>	<b>286</b>	<b>100%</b>	<b>69558</b>	<b>100%</b>	<b>23097</b>	<b>100%</b>	<b>66363</b>	<b>100%</b>
<b>13</b> unacceptable behaviors are identified and communicated to me	Very dissatisfied	7	3%	2760	4%	840	4%	2715	4%
	Dissatisfied	22	9%	6523	10%	2190	10%	6396	11%
	Neither	66	26%	15622	25%	5395	25%	15099	25%
	Satisfied	103	40%	26925	42%	9136	43%	25459	42%
	Very satisfied	60	23%	11878	19%	3668	17%	11042	18%
	<b>Total</b>	<b>258</b>	<b>100%</b>	<b>63708</b>	<b>100%</b>	<b>21229</b>	<b>100%</b>	<b>60711</b>	<b>100%</b>

*LCC compared with:*

Supervisory Relationships (continued)	Response Option	LCC		NILIE Normbase		Medium 2-year		Public	
		Count	%	Count	%	Count	%	Count	%
<i>The extent to which...</i>									
<b>20</b> I receive timely feedback for my work	Very dissatisfied	12	4%	4698	7%	1524	7%	4606	7%
	Dissatisfied	24	8%	8571	12%	2969	13%	8369	13%
	Neither	46	16%	13124	19%	4359	19%	12628	19%
	Satisfied	113	40%	25919	37%	8699	38%	24515	37%
	Very satisfied	90	32%	17115	25%	5543	24%	16131	24%
	<b>Total</b>	<b>285</b>	<b>100%</b>	<b>69427</b>	<b>100%</b>	<b>23094</b>	<b>100%</b>	<b>66249</b>	<b>100%</b>
<b>21</b> I receive appropriate feedback for my work	Very dissatisfied	11	4%	4024	6%	1304	6%	3951	6%
	Dissatisfied	26	9%	8732	13%	3011	13%	8505	13%
	Neither	44	16%	12403	18%	4138	18%	11923	18%
	Satisfied	110	39%	27348	39%	9167	40%	25878	39%
	Very satisfied	89	32%	17102	25%	5540	24%	16136	24%
	<b>Total</b>	<b>280</b>	<b>100%</b>	<b>69609</b>	<b>100%</b>	<b>23160</b>	<b>100%</b>	<b>66393</b>	<b>100%</b>
<b>26</b> my supervisor actively seeks my ideas	Very dissatisfied	21	8%	5665	8%	1881	8%	5551	8%
	Dissatisfied	30	11%	7727	11%	2600	11%	7497	11%
	Neither	43	16%	11694	17%	3807	17%	11187	17%
	Satisfied	73	26%	21375	31%	7181	31%	20292	31%
	Very satisfied	109	39%	22212	32%	7450	33%	20984	32%
	<b>Total</b>	<b>276</b>	<b>100%</b>	<b>68673</b>	<b>100%</b>	<b>22919</b>	<b>100%</b>	<b>65511</b>	<b>100%</b>
<b>27</b> my supervisor seriously considers my ideas	Very dissatisfied	14	5%	5503	8%	1810	8%	5390	8%
	Dissatisfied	21	8%	6906	10%	2318	10%	6698	10%
	Neither	40	14%	10886	16%	3552	16%	10443	16%
	Satisfied	77	28%	21295	31%	7150	31%	20205	31%
	Very satisfied	124	45%	24032	35%	8062	35%	22729	35%
	<b>Total</b>	<b>276</b>	<b>100%</b>	<b>68622</b>	<b>100%</b>	<b>22892</b>	<b>100%</b>	<b>65465</b>	<b>100%</b>

*LCC compared with:*

Supervisory Relationships (continued)	Response Option	LCC		NILIE Normbase		Medium 2-year		Public	
		Count	%	Count	%	Count	%	Count	%
<i>The extent to which...</i>									
<b>30</b> work outcomes are clarified for me	Very dissatisfied	8	3%	3454	5%	1070	5%	3402	5%
	Dissatisfied	15	5%	7842	11%	2660	12%	7687	12%
	Neither	55	20%	15071	22%	5194	23%	14620	22%
	Satisfied	124	45%	28079	41%	9522	42%	26579	40%
	Very satisfied	73	27%	14393	21%	4469	20%	13370	20%
	<b>Total</b>	<b>275</b>	<b>100%</b>	<b>68839</b>	<b>100%</b>	<b>22915</b>	<b>100%</b>	<b>65658</b>	<b>100%</b>
<b>34</b> my supervisor helps me to improve my work	Very dissatisfied	14	5%	4942	7%	1595	7%	4860	7%
	Dissatisfied	16	6%	7210	11%	2479	11%	7044	11%
	Neither	50	18%	13154	19%	4389	19%	12581	19%
	Satisfied	77	28%	22678	33%	7683	34%	21495	33%
	Very satisfied	117	43%	20541	30%	6735	29%	19372	30%
	<b>Total</b>	<b>274</b>	<b>100%</b>	<b>68525</b>	<b>100%</b>	<b>22881</b>	<b>100%</b>	<b>65352</b>	<b>100%</b>
<b>39</b> I am given the opportunity to be creative in my work	Very dissatisfied	5	2%	4073	6%	1320	6%	3978	6%
	Dissatisfied	10	4%	5594	8%	1912	8%	5449	8%
	Neither	26	10%	8767	13%	3003	13%	8359	13%
	Satisfied	95	35%	24935	36%	8377	36%	23666	36%
	Very satisfied	133	49%	25845	37%	8475	37%	24585	37%
	<b>Total</b>	<b>269</b>	<b>100%</b>	<b>69214</b>	<b>100%</b>	<b>23087</b>	<b>100%</b>	<b>66037</b>	<b>100%</b>
<b>45</b> I have the opportunity to express my ideas in appropriate forums	Very dissatisfied	10	4%	4436	6%	1396	6%	4349	7%
	Dissatisfied	24	9%	8144	12%	2859	12%	7953	12%
	Neither	60	22%	13524	20%	4573	20%	13073	20%
	Satisfied	99	37%	26716	39%	9105	40%	25324	39%
	Very satisfied	76	28%	15769	23%	4960	22%	14700	22%
	<b>Total</b>	<b>269</b>	<b>100%</b>	<b>68589</b>	<b>100%</b>	<b>22893</b>	<b>100%</b>	<b>65399</b>	<b>100%</b>

*LCC compared with:*

<b>Supervisory Relationships (continued)</b>	Response Option	<b>LCC</b>		<b>NILIE Normbase</b>		<b>Medium 2-year</b>		<b>Public</b>	
		Count	%	Count	%	Count	%	Count	%
<b>46</b> professional development and training opportunities are available	Very dissatisfied	9	3%	4645	7%	1580	7%	4566	7%
	Dissatisfied	17	6%	7673	11%	2841	12%	7467	11%
	Neither	38	14%	10485	15%	3804	17%	10085	15%
	Satisfied	115	42%	25773	37%	8789	38%	24454	37%
	Very satisfied	95	35%	20328	30%	5932	26%	19146	29%
	<b>Total</b>	<b>274</b>	<b>100%</b>	<b>68904</b>	<b>100%</b>	<b>22946</b>	<b>100%</b>	<b>65718</b>	<b>100%</b>

**Table 4. Teamwork Frequency Distributions**

*LCC compared with:*

Teamwork	Response Option	LCC		NILIE Normbase		Medium 2-year		Public	
		Count	%	Count	%	Count	%	Count	%
<i>The extent to which...</i>									
<b>3</b> there is a spirit of cooperation within my work team	Very dissatisfied	6	2%	4346	6%	1430	6%	4276	6%
	Dissatisfied	26	9%	8471	12%	2837	12%	8296	12%
	Neither	20	7%	7740	11%	2501	11%	7398	11%
	Satisfied	97	33%	22858	33%	7609	33%	21651	33%
	Very satisfied	142	49%	26163	38%	8738	38%	24830	37%
	<b>Total</b>	<b>291</b>	<b>100%</b>	<b>69578</b>	<b>100%</b>	<b>23115</b>	<b>100%</b>	<b>66451</b>	<b>100%</b>
<b>14</b> my primary work team uses problem-solving techniques	Very dissatisfied	4	1%	2911	4%	907	4%	2868	5%
	Dissatisfied	16	6%	6523	10%	2203	10%	6399	10%
	Neither	41	15%	11560	17%	3810	17%	11015	17%
	Satisfied	99	36%	26910	41%	9268	42%	25612	40%
	Very satisfied	118	42%	18335	28%	6057	27%	17400	27%
	<b>Total</b>	<b>278</b>	<b>100%</b>	<b>66239</b>	<b>100%</b>	<b>22245</b>	<b>100%</b>	<b>63294</b>	<b>100%</b>
<b>24</b> there is an opportunity for all ideas to be exchanged within my work team	Very dissatisfied	11	4%	4356	6%	1405	6%	4278	7%
	Dissatisfied	25	9%	8133	12%	2807	12%	7912	12%
	Neither	32	12%	10073	15%	3338	15%	9641	15%
	Satisfied	101	36%	25693	38%	8640	38%	24338	37%
	Very satisfied	109	39%	19831	29%	6584	29%	18814	29%
	<b>Total</b>	<b>278</b>	<b>100%</b>	<b>68086</b>	<b>100%</b>	<b>22774</b>	<b>100%</b>	<b>64983</b>	<b>100%</b>
<b>33</b> my work team provides an environment for free and open expression of ideas, opinions and beliefs	Very dissatisfied	11	4%	4558	7%	1486	7%	4480	7%
	Dissatisfied	18	7%	7671	11%	2622	12%	7462	12%
	Neither	34	12%	9793	14%	3236	14%	9371	14%
	Satisfied	98	36%	24845	37%	8462	37%	23572	36%
	Very satisfied	112	41%	21016	31%	6939	31%	19896	31%
	<b>Total</b>	<b>273</b>	<b>100%</b>	<b>67883</b>	<b>100%</b>	<b>22745</b>	<b>100%</b>	<b>64781</b>	<b>100%</b>

*LCC compared with:*

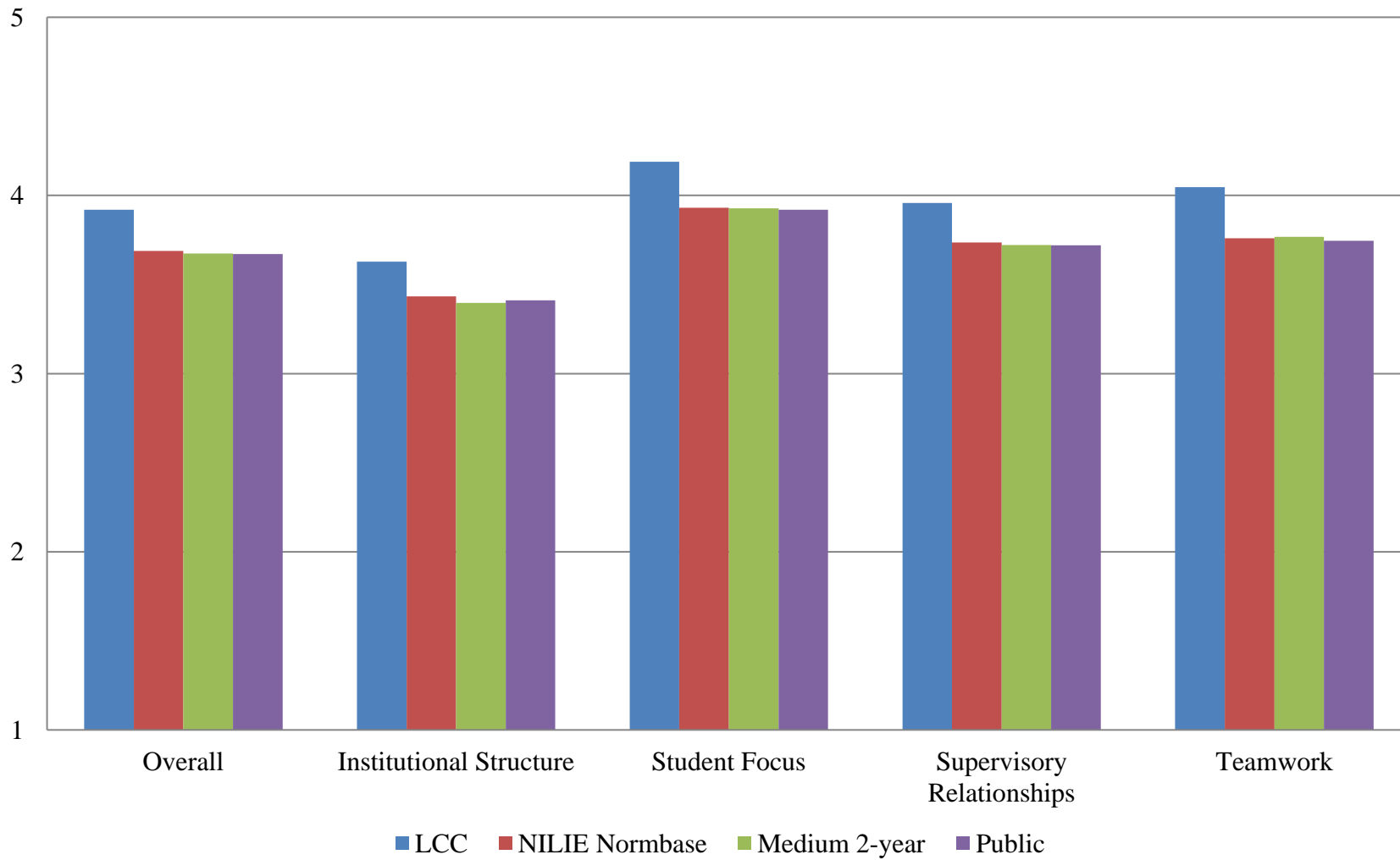
<b>Teamwork (continued)</b>	Response Option	<b>LCC</b>		<b>NILIE Normbase</b>		<b>Medium 2-year</b>		<b>Public</b>	
		Count	%	Count	%	Count	%	Count	%
<b>36</b> my work team coordinates its efforts with appropriate individuals and teams	Very dissatisfied	7	3%	3126	5%	1021	5%	3077	5%
	Dissatisfied	18	7%	6425	10%	2165	10%	6309	10%
	Neither	34	13%	11672	18%	3885	17%	11190	18%
	Satisfied	113	42%	27252	41%	9319	42%	25850	41%
	Very satisfied	97	36%	17979	27%	5973	27%	17005	27%
	<b>Total</b>	<b>269</b>	<b>100%</b>	<b>66454</b>	<b>100%</b>	<b>22363</b>	<b>100%</b>	<b>63431</b>	<b>100%</b>
<b>43</b> a spirit of cooperation exists in my department	Very dissatisfied	14	5%	5162	7%	1631	7%	5080	8%
	Dissatisfied	19	7%	7851	11%	2623	11%	7664	12%
	Neither	29	11%	8934	13%	2836	12%	8566	13%
	Satisfied	90	33%	24058	35%	8092	35%	22763	35%
	Very satisfied	123	45%	23140	33%	7879	34%	21896	33%
	<b>Total</b>	<b>275</b>	<b>100%</b>	<b>69145</b>	<b>100%</b>	<b>23061</b>	<b>100%</b>	<b>65969</b>	<b>100%</b>

**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

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

**Figure 1. Means by Comparison Group and Climate Factor**





**Table 6. Institutional Structure Item Mean Comparisons**

Institutional Structure		<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
<i>The extent to which...</i>												
<b>1</b>	the actions of this institution reflect its mission	291	4.014	3.770	***	.232	3.749	***	.254	3.746	***	.253
<b>4</b>	decisions are made at the appropriate level at this institution	287	3.397	3.276			3.236	*	.136	3.248	*	.124
<b>5</b>	the institution effectively promotes diversity in the workplace	289	3.855	3.795			3.766			3.780		
<b>6</b>	administrative leadership is focused on meeting the needs of students	290	3.828	3.659	*	.141	3.629	**	.169	3.633	**	.163
<b>10</b>	information is shared within the institution	292	3.332	3.217			3.133	**	.159	3.191		
<b>11</b>	institutional teams use problem-solving techniques	263	3.593	3.411	**	.179	3.384	***	.208	3.390	**	.199
<b>15</b>	I am able to appropriately influence the direction of this institution	264	3.405	3.131	***	.233	3.123	***	.242	3.111	***	.249
<b>16</b>	open and ethical communication is practiced at this institution	287	3.488	3.320	*	.136	3.249	**	.193	3.290	**	.159
<b>22</b>	this institution has been successful in positively motivating my performance	280	3.686	3.409	***	.222	3.385	***	.243	3.386	***	.240
<b>25</b>	a spirit of cooperation exists at this institution	280	3.564	3.363	**	.164	3.317	***	.204	3.334	**	.188
<b>29</b>	institution-wide policies guide my work	277	3.906	3.643	***	.256	3.630	***	.274	3.621	***	.277
<b>32</b>	this institution is appropriately organized	267	3.446	3.275	*	.143	3.227	**	.187	3.243	**	.170
<b>38</b>	I have the opportunity for advancement within this institution	260	3.435	3.104	***	.258	3.085	***	.278	3.091	***	.268
<b>41</b>	I receive adequate information regarding important activities at this institution	274	3.745	3.590	*	.135	3.521	**	.194	3.570	*	.151
<b>44</b>	my work is guided by clearly defined administrative processes	267	3.723	3.446	***	.239	3.419	***	.265	3.420	***	.260

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

**Table 7. Student Focus Item Mean Comparisons**

*LCC compared with:*

Student Focus	LCC		NILIE Normbase			Medium 2-year			Public		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
<i>The extent to which...</i>											
7 student needs are central to what we do	285	4.091	3.838	***	.219	3.812	***	.244	3.816	***	.236
8 I feel my job is relevant to this institution's mission	290	4.559	4.276	***	.274	4.265	***	.284	4.265	***	.281
17 faculty meet the needs of students	272	4.184	3.895	***	.289	3.906	***	.281	3.882	***	.299
18 student ethnic and cultural diversity are important at this institution	280	4.036	3.966			3.935			3.957		
19 students' competencies are enhanced	277	4.130	3.855	***	.286	3.862	***	.286	3.843	***	.297
23 non-teaching professional personnel meet the needs of students	265	4.102	3.828	***	.266	3.839	***	.258	3.815	***	.276
28 classified personnel meet the needs of students	267	4.195	3.785	***	.418	3.787	***	.427	3.769	***	.432
31 students receive an excellent education at this institution	273	4.260	4.025	***	.240	4.026	***	.242	4.019	***	.244
35 this institution prepares students for a career	267	4.225	4.025	***	.204	4.021	***	.209	4.013	***	.215
37 this institution prepares students for further learning	272	4.290	4.016	***	.283	4.007	***	.296	4.009	***	.288
40 students are assisted with their personal development	258	4.159	3.830	***	.339	3.818	***	.360	3.818	***	.349
42 students are satisfied with their educational experience at this institution	255	4.035	3.828	***	.234	3.831	***	.236	3.820	***	.241

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

**Table 8. Supervisory Relationships Item Mean Comparisons**

*LCC compared with:*

Supervisory Relationships	LCC		NILIE Normbase			Medium 2-year			Public		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
<i>The extent to which...</i>											
<b>2</b> my supervisor expresses confidence in my work	290	4.303	4.074	***	.194	4.061	***	.204	4.062	***	.203
<b>9</b> my supervisor is open to the ideas, opinions, and beliefs of everyone	292	4.188	3.962	**	.180	3.946	**	.192	3.948	**	.190
<b>12</b> positive work expectations are communicated to me	286	3.934	3.659	***	.243	3.640	***	.262	3.639	***	.258
<b>13</b> unacceptable behaviors are identified and communicated to me	258	3.725	3.606			3.594	*	.129	3.588	*	.131
<b>20</b> I receive timely feedback for my work	285	3.860	3.608	***	.214	3.596	***	.225	3.592	***	.227
<b>21</b> I receive appropriate feedback for my work	280	3.857	3.643	**	.186	3.632	**	.197	3.629	***	.198
<b>26</b> my supervisor actively seeks my ideas	276	3.793	3.681			3.686			3.666		
<b>27</b> my supervisor seriously considers my ideas	276	4.000	3.750	***	.200	3.757	**	.194	3.736	***	.210
<b>30</b> work outcomes are clarified for me	275	3.869	3.612	***	.237	3.596	***	.256	3.591	***	.254
<b>34</b> my supervisor helps me to improve my work	274	3.974	3.681	***	.243	3.677	***	.248	3.665	***	.254
<b>39</b> I am given the opportunity to be creative in my work	269	4.268	3.909	***	.310	3.900	***	.319	3.900	***	.315
<b>45</b> I have the opportunity to express my ideas in appropriate forums	269	3.770	3.601	*	.146	3.584	**	.163	3.582	**	.162
<b>46</b> professional development and training opportunities are available	274	3.985	3.718	***	.225	3.639	***	.293	3.702	***	.236

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

**Table 9. Teamwork Item Mean Comparisons**

*LCC compared with:*

Teamwork	LCC		NILIE Normbase			Medium 2-year			Public		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
<i>The extent to which...</i>											
<b>3</b> there is a spirit of cooperation within my work team	291	4.179	3.834	***	.281	3.839	***	.277	3.820	***	.290
<b>14</b> my primary work team uses problem-solving techniques	278	4.119	3.773	***	.317	3.781	***	.314	3.763	***	.324
<b>24</b> there is an opportunity for all ideas to be exchanged within my work team	278	3.978	3.712	***	.224	3.711	***	.226	3.700	***	.233
<b>33</b> my work team provides an environment for free and open expression of ideas, opinions and beliefs	273	4.033	3.738	***	.246	3.736	***	.249	3.725	***	.255
<b>36</b> my work team coordinates its efforts with appropriate individuals and teams	269	4.022	3.760	***	.239	3.763	***	.239	3.747	***	.250
<b>43</b> a spirit of cooperation exists in my department	275	4.051	3.754	***	.240	3.779	***	.222	3.739	***	.251

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