



# 2017 PACE Survey Results

PERSONAL ASSESSMENT OF CAMPUS ENVIRONMENT

# Summary

- ▶ Administered via email in January 2017 by the National Initiative for Leadership and Institutional Effectiveness (NILIE) out of North Carolina State University.
- ▶ Survey was completed by 239 employees, including 74 faculty, 20 administrators and 133 staff.
- ▶ Survey responses based on Likert scale of 1-5, with 5 being high.
- ▶ 46 questions on survey in four benchmark areas, including:
  - ▶ Institutional Structure
  - ▶ Student Focus
  - ▶ Supervisory Relationships
  - ▶ Teamwork

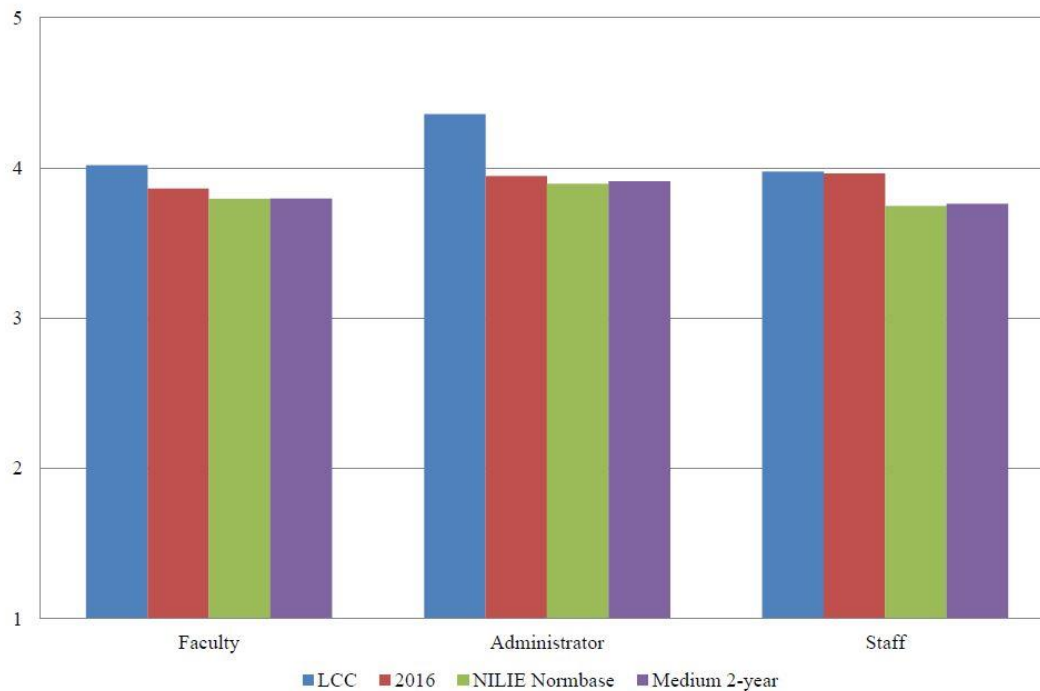
# Summary, continued

- ▶ Comparison groups are previous results for LCC, *All* (all institutions participating in survey—over 79,000 employees); and *Medium 2-year* (all institutions matching LCC's [Carnegie classification](#)).
- ▶ Means scores for LCC: above all comparison groups, including LCC 2016 for every question except “I am given the opportunity to be creative in my work,” which was slightly below LCC 2016 (4.244 vs. 4.268 mean score).
- ▶ Overall mean scores by employee category:

	LCC - 2017	LCC - 2016	All	Medium 2-year
All Employees	4.015	3.919	3.773	3.784
Faculty	4.017	3.863	3.793	3.795
Administrator	4.357	3.946	3.894	3.910
Staff	3.976	3.964	3.746	3.762

# Overall Results by Employee Category (chart)

Figure 1. Overall Climate by Personnel Classification



NILIE Norm base = all institutions participating in survey

2016 = LCC scores in 2016

LCC = LCC scores in 2017

The best indication of your institutional success is Table 5 of your PACE report.

-Alessandra Dinin, Director of Research  
North Carolina State University

**Table 5. Climate Factor Mean Comparisons**

Climate Factor	<i>LCC compared with:</i>										
	LCC		2016			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	239	4.015	3.919			3.773	***	.320	3.784	***	.312
Institutional Structure	239	3.760	3.628			3.479	***	.309	3.478	***	.314
Student Focus	237	4.247	4.189			4.051	***	.302	4.061	***	.297
Supervisory Relationships	239	4.071	3.957			3.829	***	.269	3.842	***	.259
Teamwork	239	4.129	4.046			3.862	***	.275	3.892	***	.250

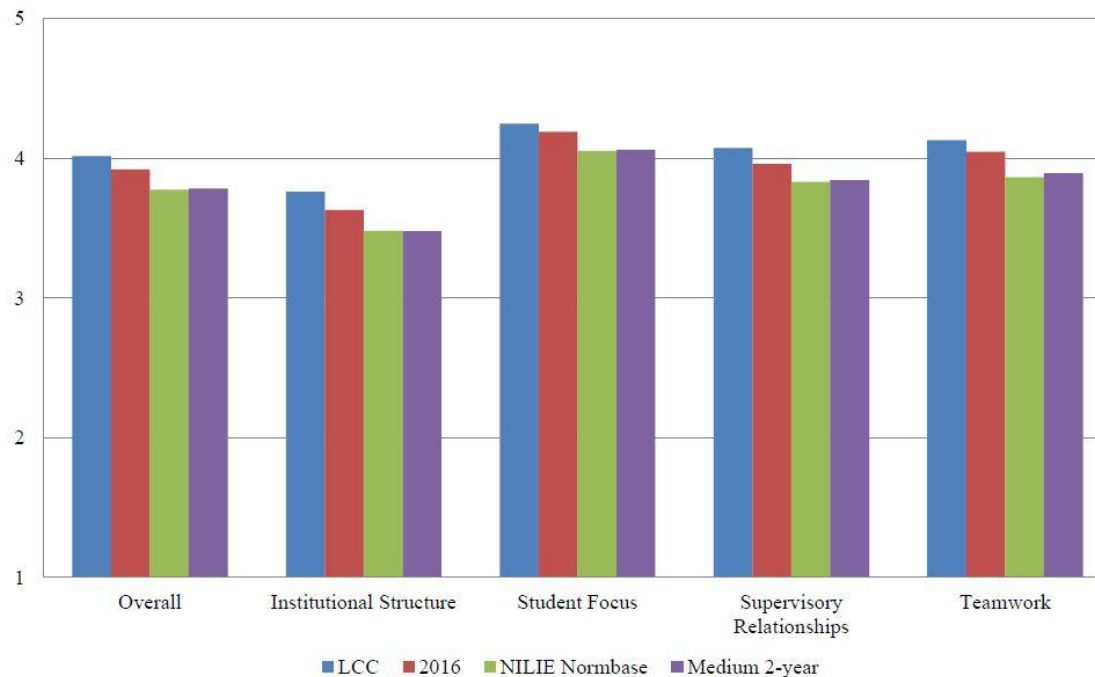
NILIE Norm base = all participating institutions

LCC = 2017 survey; 2016 = LCC scores in 2016

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# Means by Comparison Group and Benchmark Area (chart)

Figure 1. Means by Comparison Group and Climate Factor



NILIE Norm base = all institutions participating in survey

2016 = LCC scores in 2016

LCC = LCC scores in 2017

# Highest Means & Rankings (top 10)

* Question	LCC	Rank	2016	Rank	All	Rank	Med 2-yr	Rank
SF 8 - I feel my job is relevant to this institution's mission	4.602	1	4.559	1	4.412	1	4.413	1
SF 37 - this institution prepares students for further learning	4.380	2	4.290	3	4.156	4	4.157	5
SR 2 - my supervisor expresses confidence in my work	4.338	3	4.303	2	4.201	2	4.217	2
SF 31 - students receive an excellent education at this institution	4.291	4	4.260	5	4.167	3	4.180	3
SR 9 - my supervisor is open to the ideas, opinions, and beliefs of everyone	4.281	5	4.188	8	4.073	7	4.092	6
SF 35 - this institution prepares students for a career	4.269	6	4.225	6	4.154	5	4.175	4
SF 23 - non-teaching professional personnel meet the needs of students	4.250	7	4.102	14	3.939	13	3.964	11
SR 39 - I am given the opportunity to be creative in my work	4.244	8	4.268	4	4.010	8	4.027	9
SF 28 - classified personnel meet the needs of students	4.235	9	4.195	7	3.887	17	3.895	19
TW 3 - there is a spirit of cooperation within my work team	4.233	10	4.179	10	3.935	14	3.959	13

\*Benchmark: SF = Student Focus; SR = Supervisory Relationships; TW = Teamwork  
LCC = 2017 Survey; 2016 = LCC 2016 Survey

# Lowest Means & Rankings (bottom 10)

* Question	LCC	Rank	2016	Rank	All	Rank	Med 2-yr	Rank
IS 10 - information is shared within the institution	3.461	46	3.332	46	3.240	44	3.207	44
IS 38 - I have the opportunity for advancement within this institution	3.479	45	3.435	43	3.137	46	3.148	46
IS 15 - I am able to appropriately influence the direction of this institution	3.530	44	3.405	44	3.139	45	3.167	45
IS 4 - decisions are made at the appropriate level at this institution	3.606	43	3.397	45	3.293	43	3.292	43
IS 16 - open and ethical communication is practiced at this institution	3.690	42	3.488	41	3.346	41	3.324	41
IS 32 - this institution is appropriately organized	3.691	41	3.446	42	3.299	42	3.301	42
IS 11 - institutional teams use problem-solving techniques	3.731	40	3.593	39	3.461	38	3.462	38
IS 44 - my work is guided by clearly defined administrative processes	3.766	39	3.723	37	3.491	37	3.504	37
IS 25 - a spirit of cooperation exists at this institution	3.785	38	3.564	40	3.394	40	3.394	40
SR 13 - unacceptable behaviors are identified and communicated to me	3.858	37	3.725	36	3.688	33	3.704	32

\*Benchmark: IS = Institutional Structure; SR = Supervisory Relationships  
LCC = 2017 Survey; 2016 = LCC 2016 Survey



# Notes

- ▶ LCC's 2017 mean scores for the lowest 10 questions are above the means reported for each comparison group, including *LCC 2016, All, and Medium 2-year* institutions.
- ▶ All 10 of LCC's lowest means in 2017 fall into the "Institutional Structure" Benchmark except for one, that falls into Supervisory Relationship; the lowest 10 for all comparison groups fall into "Institutional Structure."
- ▶ NILIE recommends that the lowest 10 be viewed as areas most in need of improvement—the 2017 survey results clearly indicate that we are grappling with the same issues as our peer colleges around the country.

# Questions?

- ▶ 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](mailto:whall@lowercolumbia.edu) or Angie Rogers at [arogers@lowercolumbia.edu](mailto:arogers@lowercolumbia.edu)