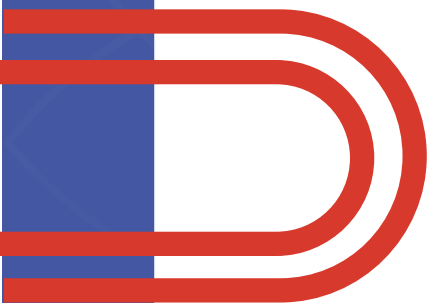




**NC STATE
UNIVERSITY**

PACE CAMPUS CLIMATE SURVEY

An initiative of the Belk Center at NC State

706 Hillsborough Street | Raleigh, NC 27603

Olympic College

Bremerton, Washington

PACE Executive Summary

PACE Climate Survey for Community Colleges

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Conducted

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EXECUTIVE SUMMARY

During January and February 2024, the PACE Climate Survey for Community Colleges (PACE) was administered to 988 employees at Olympic College (OC). Of those 988 employees, 397 (40.2%) completed and returned the instrument for analysis. Respondents were also given the opportunity to complete a qualitative section asking what they find most favorable and least favorable about their institution, and two diversity, equity, and inclusion questions. Of the 397 OC employees who completed the PACE survey, 209 (52.6%) provided written comments.

PACE Means

The PACE Climate Survey at OC included 95 five-point Likert-type scale questions ranging from a low of “1” to a high of “5”. OC’s survey included the standard PACE 46 questions, the Student Success Question Set, the Racial Diversity Question Set, and a set of custom questions selected by OC. The PACE 46 questions are organized into four climate factors as follows: Institutional Structure, Student Focus, Supervisory Relationships, and Teamwork. At OC, the overall mean score of the PACE Survey was 3.699. The Teamwork climate factor had the highest mean score of 4.026, followed by Supervisory Relationships (3.954), Student Focus (3.893), and Institutional Structure (3.213). When disaggregated by the custom Personnel Classification demographic category of the PACE instrument, Part-time Classified rated the campus climate the highest with a mean score of 3.961, followed by Administrative exempt (3.704), Full-time Classified (3.698), Adjunct Faculty (3.547), and Full-time Faculty (3.472).

Of the 46 standard PACE questions, OC’s top 10 mean scores have been identified as potential points of pride at OC. Four pertain to the Supervisory Relationships climate factor, four pertain to the Teamwork climate factor, and two pertain to the Student Focus climate factor.

- I feel my job is relevant to this institution’s mission, 4.481 (#8)
- My supervisor/chair is open to the ideas, opinions, and beliefs of everyone, 4.280 (#9)
- My supervisor/chair expresses confidence in my work, 4.279 (#2)
- Staff (non-instructional, non-administrator) meet the needs of students, 4.141 (#28)
- I am given the opportunity to be creative in my work, 4.115 (#39)
- There is a spirit of cooperation within my work team, 4.096 (#3)
- My primary work team uses problem-solving techniques, 4.084 (#14)
- A spirit of cooperation exists in my department, 4.059 (#43)
- I have the opportunity to express my ideas to my supervisor/chair in appropriate forums, 4.054 (#45)
- My work team coordinates its efforts with appropriate individuals and teams, 4.037 (#36)

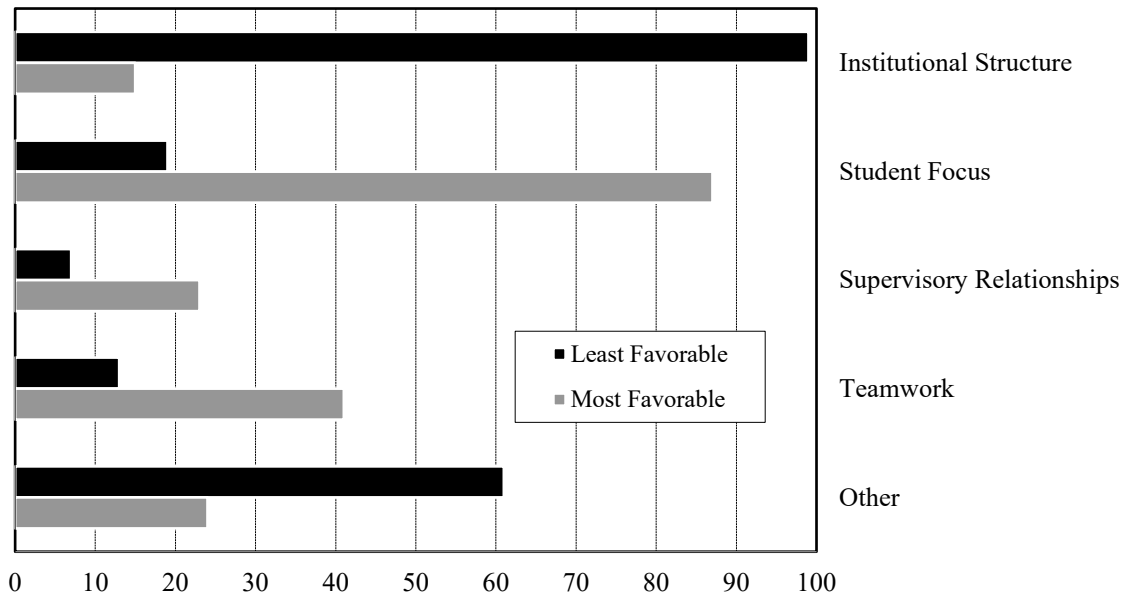
Of the 46 standard PACE questions, the bottom 10 mean scores have been identified as areas potentially in need of improvement at OC. All ten pertain to the Institutional Structure climate factor.

- Administrative processes are clearly defined, 2.836 (#44)
- This institution is appropriately organized, 2.869 (#32)
- I am able to appropriately influence the direction of this institution, 2.894 (#15)
- Information is shared within this institution, 2.896 (#10)
- Open and ethical communication is practiced at this institution, 2.971 (#16)
- Decisions are made at the appropriate level at this institution, 3.038 (#4)
- A spirit of cooperation exists at this institution, 3.076 (#25)
- I have the opportunity for advancement within this institution, 3.162 (#38)
- Institutional teams use problem-solving techniques, 3.281 (#11)
- This institution has been successful in positively motivating my performance, 3.285 (#22)

Qualitative Responses

Responses to the two qualitative questions that asked about what respondents found most favorable and least favorable about the institution were coded broadly back to one of the four climate factors or an “Other” category for those comments that did not fit into a climate factor. The greatest number of favorable comments fell within the Student Focus climate factor and the greatest number of unfavorable comments fell within the Institutional Structure climate factor. Respondents also completed two additional qualitative questions about priorities and barriers to diversity, equity, and inclusion at the institution. Responses to these items are listed in alphabetical order and quoted exactly as written except in instances where the integrity of the report or and/or confidentiality are compromised.

OC Comment Most Favorable and Least Favorable Response Rates



The full PACE report includes the following items:

- PACE Report
- Demographics Report
- Personnel Classification Report
- Custom Report
- Student Success Report
- Racial Diversity Report
- Qualitative Report
- Diversity, Equity, & Inclusion Qualitative Report
- Report Interpretation Instructions
- Excel Data File with Codebook
- Qualitative Comments Data File with 1 Demographic Item
- PACE Survey Discussion Guide
- PACE PowerPoint Presentation