

**Northeast Lakeview College**  
San Antonio, Texas

**PACE Custom Report**

PACE Climate Survey for Community Colleges

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**Table 1. Custom Items Frequency Distributions**

*NLC compared with:*

Custom Items	Response Option	NLC		2021	
		Count	%	Count	%
<b>1</b> I understand the priorities of the institution	Strongly Disagree	5	3%	2	2%
	Disagree	14	9%	3	2%
	Neither	15	10%	13	10%
	Agree	75	49%	53	43%
	Strongly Agree	45	29%	53	43%
	<b>Total</b>	<b>154</b>	<b>100%</b>	<b>124</b>	<b>100%</b>
<b>2</b> Innovation is encouraged at the institution	Strongly Disagree	8	5%	3	2%
	Disagree	22	15%	12	10%
	Neither	30	20%	17	14%
	Agree	57	38%	49	40%
	Strongly Agree	33	22%	43	35%
	<b>Total</b>	<b>150</b>	<b>100%</b>	<b>124</b>	<b>100%</b>
<b>3</b> I participate in decisions at the institution	Strongly Disagree	18	13%	8	7%
	Disagree	35	24%	12	10%
	Neither	32	22%	32	27%
	Agree	38	26%	37	31%
	Strongly Agree	21	15%	30	25%
	<b>Total</b>	<b>144</b>	<b>100%</b>	<b>119</b>	<b>100%</b>
<b>4</b> Differences of opinion are encouraged at the institution	Strongly Disagree	23	15%	10	8%
	Disagree	33	22%	14	11%
	Neither	42	28%	35	28%
	Agree	31	21%	39	31%
	Strongly Agree	21	14%	26	21%
	<b>Total</b>	<b>150</b>	<b>100%</b>	<b>124</b>	<b>100%</b>

*NLC compared with:*

Custom Items (continued)	Response Option	NLC		2021	
		Count	%	Count	%
<b>5</b> I am satisfied with my overall employment experience at this institution	Strongly Disagree	9	6%	3	2%
	Disagree	15	10%	9	7%
	Neither	30	20%	18	14%
	Agree	58	38%	50	40%
	Strongly Agree	41	27%	45	36%
	<b>Total</b>	<b>153</b>	<b>100%</b>	<b>125</b>	<b>100%</b>
<b>6</b> The institution's leadership/supervisory structure is representing my interests	Strongly Disagree	22	15%	12	10%
	Disagree	23	16%	7	6%
	Neither	30	21%	28	23%
	Agree	42	29%	43	35%
	Strongly Agree	29	20%	34	27%
	<b>Total</b>	<b>146</b>	<b>100%</b>	<b>124</b>	<b>100%</b>
<b>7</b> Policies affecting faculty and staff are consistent across campus	Strongly Disagree	21	14%	12	10%
	Disagree	35	24%	19	16%
	Neither	28	19%	19	16%
	Agree	40	28%	37	31%
	Strongly Agree	21	14%	33	28%
	<b>Total</b>	<b>145</b>	<b>100%</b>	<b>120</b>	<b>100%</b>
<b>8</b> The institution's technology tools allow me to meet my job responsibilities efficiently	Strongly Disagree	7	5%	3	2%
	Disagree	21	14%	11	9%
	Neither	20	13%	17	14%
	Agree	69	45%	46	37%
	Strongly Agree	37	24%	47	38%
	<b>Total</b>	<b>154</b>	<b>100%</b>	<b>124</b>	<b>100%</b>

*NLC compared with:*

Custom Items (continued)	Response Option	NLC		2021	
		Count	%	Count	%
<b>9</b> Workload demands for my time are included in the institution level planning process	Strongly Disagree	20	14%	11	9%
	Disagree	34	23%	20	16%
	Neither	32	22%	31	25%
	Agree	39	27%	36	29%
	Strongly Agree	22	15%	25	20%
	<b>Total</b>	<b>147</b>	<b>100%</b>	<b>123</b>	<b>100%</b>
<b>10</b> The institution provides a safe and secure working environment	Strongly Disagree	3	2%	2	2%
	Disagree	6	4%	5	4%
	Neither	20	13%	15	12%
	Agree	75	50%	47	37%
	Strongly Agree	47	31%	57	45%
	<b>Total</b>	<b>151</b>	<b>100%</b>	<b>126</b>	<b>100%</b>
<b>11</b> I would recommend working at the Alamo Colleges	Strongly Disagree	10	7%	1	1%
	Disagree	9	6%	7	6%
	Neither	28	19%	21	17%
	Agree	55	36%	43	34%
	Strongly Agree	49	32%	54	43%
	<b>Total</b>	<b>151</b>	<b>100%</b>	<b>126</b>	<b>100%</b>

**Table 2. Custom Item Mean Comparisons**

*NLC compared with:*

Custom Items	NLC		2021		
	N	Mean	Mean	Sig.	Effect size
<b>1</b> I understand the priorities of the institution	154	3.916	4.226	**	-.326
<b>2</b> Innovation is encouraged at the institution	150	3.567	3.944	**	-.342
<b>3</b> I participate in decisions at the institution	144	3.063	3.580	***	-.424
<b>4</b> Differences of opinion are encouraged at the institution	150	2.960	3.460	***	-.407
<b>5</b> I am satisfied with my overall employment experience at this institution	153	3.699	4.000	*	-.277
<b>6</b> The institution's leadership/supervisory structure is representing my interests	146	3.226	3.645	**	-.326
<b>7</b> Policies affecting faculty and staff are consistent across campus	145	3.034	3.500	**	-.356
<b>8</b> The institution's technology tools allow me to meet my job responsibilities efficiently	154	3.701	3.992	*	-.268
<b>9</b> Workload demands for my time are included in the institution level planning process	147	3.061	3.358		
<b>10</b> The institution provides a safe and secure working environment	151	4.040	4.206		

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

*NLC compared with:*

<b>Custom Items (Continued)</b>	<b>NLC</b>		<b>2021</b>		
	N	Mean	Mean	Sig.	Effect size
<b>11</b> I would recommend working at the Alamo Colleges	151	3.821	4.127	*	-.289

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

**Table 3. Custom Demographic Frequency Distributions**

*NLC compared with:*

Demographic Items	Response Option	NLC		2021	
		Count	%	Count	%
1 What is your personnel classification?	Administrator	9	6%	6	5%
	Full time Staff	73	49%	52	41%
	Full time Faculty	50	34%	41	33%
	Part time Staff	4	3%	10	8%
	Adjunct/CE Faculty	10	7%	16	13%
	Work Study	2	1%	1	1%
	<b>Total</b>		<b>148</b>	<b>100%</b>	<b>126</b>

**Table 4. Institutional Structure Mean Comparisons by Personnel Classification**

*NLC compared with:*

What is your personnel classification?	NLC		2021		
	N	Mean	Mean	Sig.	Effect size
Overall	160	3.443	3.773	**	-.356
Administrator	9	4.311	--		
Full time Staff	73	3.525	3.862	*	-.369
Full time Faculty	50	3.044	3.485	*	-.517
Part time Staff	4	--	3.767		
Adjunct/CE Faculty	10	3.995	4.252		
Work Study	2	--	--		

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

-- indicates results redacted for confidentiality

**Table 5. Student Focus Item Mean Comparisons by Personnel Classification**

*NLC compared with:*

What is your personnel classification?	NLC		2021		
	N	Mean	Mean	Sig.	Effect size
Overall	160	4.138	4.194		
Administrator	9	4.593	--		
Full time Staff	73	4.092	4.240		
Full time Faculty	50	4.130	4.150		
Part time Staff	4	--	4.170		
Adjunct/CE Faculty	10	4.335	4.246		
Work Study	2	--	--		

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

-- indicates results redacted for confidentiality

**Table 6. Supervisory Relationships Item Mean Comparisons by Personnel Classification**

*NLC compared with:*

What is your personnel classification?	NLC		2021		
	N	Mean	Mean	Sig.	Effect size
Overall	160	3.911	4.129	*	-.266
Administrator	9	4.479	--		
Full time Staff	73	3.890	4.114		
Full time Faculty	50	3.861	4.151		
Part time Staff	4	--	4.067		
Adjunct/CE Faculty	10	4.311	4.387		
Work Study	2	--	--		

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

-- indicates results redacted for confidentiality

**Table 7. Teamwork Item Mean Comparisons by Personnel Classification**

*NLC compared with:*

What is your personnel classification?	NLC		2021		
	N	Mean	Mean	Sig.	Effect size
Overall	160	3.958	4.156	*	-.233
Administrator	9	4.537	--		
Full time Staff	73	3.926	4.229		
Full time Faculty	50	3.896	4.142		
Part time Staff	4	--	4.150		
Adjunct/CE Faculty	10	4.087	4.146		
Work Study	2	--	--		

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

-- indicates results redacted for confidentiality

**Table 8. Overall Item Mean Comparisons by Personnel Classification**

*NLC compared with:*

What is your personnel classification?	NLC		2021		
	N	Mean	Mean	Sig.	Effect size
Overall	160	3.817	4.028	*	-.290
Administrator	9	4.461	--		
Full time Staff	73	3.820	4.077		
Full time Faculty	50	3.667	3.930		
Part time Staff	4	--	4.006		
Adjunct/CE Faculty	10	4.185	4.271		
Work Study	2	--	--		

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

-- indicates results redacted for confidentiality