

**Northeast Lakeview College**  
San Antonio, Texas

**PACE Executive Summary**

PACE Climate Survey for Community Colleges

**Lead Researchers**

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**Conducted**

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# PACE CAMPUS CLIMATE SURVEY

An initiative of the Belk Center at NC State

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# EXECUTIVE SUMMARY

During September and October 2022, the PACE Climate Survey for Community Colleges (PACE) was administered to 334 employees at Northeast Lakeview College (NLC). Of those 334 employees, 160 (47.9%) 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 160 NLC employees who completed the PACE survey, 90 (56.3%) provided written comments.

## PACE Means

The PACE Climate Survey at NLC included 90 five-point Likert-type scale questions ranging from a low of “1” to a high of “5”. NLC’s survey included the standard PACE 46 questions, the Racial Diversity Question Set, the Change Readiness Question Set, and a custom section designed specifically for the Alamo Colleges District. The PACE 46 questions are organized into four climate factors as follows: Institutional Structure, Student Focus, Supervisory Relationships, and Teamwork. At NLC, the overall mean score of the PACE Survey was 3.817. The Student Focus climate factor had the highest mean score of 4.138, followed by Teamwork (3.958), Supervisory Relationships (3.911), and Institutional Structure (3.443). When disaggregated by the custom personnel classification demographic category of the PACE instrument, Administrators rated the campus climate the highest with a mean score of 4.461, followed by Adjunct/CE Faculty (4.185), Full time Staff (3.820), and Full time Faculty (3.667). Means for Part time Staff and Work Study were redacted for confidentiality.

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

- I feel my job is relevant to this institution’s mission, 4.440 (#8)
- My supervisor/chair expresses confidence in my work, 4.270 (#2)
- Student diversity is important at this institution, 4.260 (#18)
- Students receive an excellent education at this institution, 4.197 (#31)
- My supervisor/chair is open to the ideas, opinions, and beliefs of everyone, 4.189 (#9)
- This institution prepares students for further learning, 4.188 (#37)
- Non-teaching professional personnel meet the needs of students, 4.152 (#23)
- Student needs are central to what we do, 4.119 (#7)
- Students seem satisfied with their educational experience at this institution, 4.106 (#42)
- Faculty meet the needs of students, 4.076 (#17)

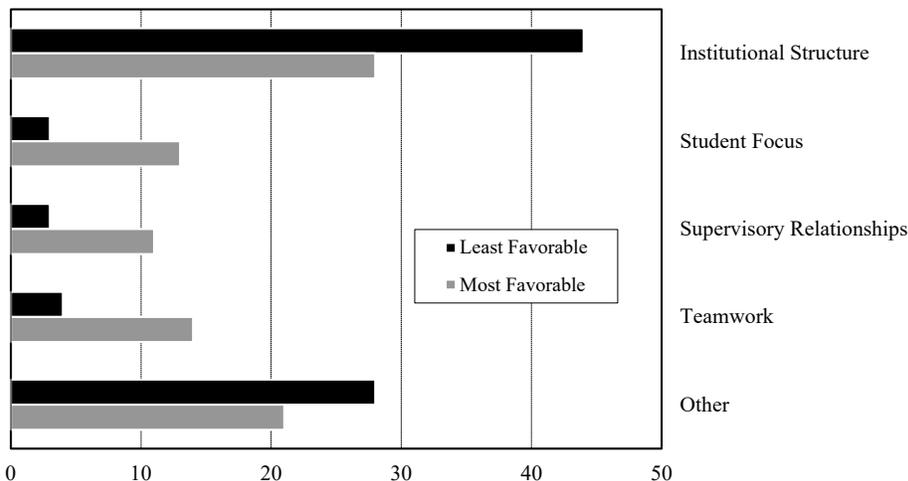
Of the 46 standard PACE questions, the bottom 10 mean scores have been identified as areas potentially in need of improvement at NLC. Nine pertain to the Institutional Structure climate factor and one pertains to the Supervisory Relationships climate factor.

- I am able to appropriately influence the direction of this institution, 2.993 (#15)
- Decisions are made at the appropriate level at this institution, 3.089 (#4)
- Administrative processes are clearly defined, 3.090 (#44)
- This institution is appropriately organized, 3.219 (#32)
- I have the opportunity for advancement within this institution, 3.230 (#38)
- Information is shared within the institution, 3.263 (#10)
- Open and ethical communication is practiced at this institution, 3.285 (#16)
- This institution has been successful in positively motivating my performance, 3.295 (#22)
- I have the opportunity to express my ideas to my supervisor/chair in appropriate forums, 3.474 (#45)
- A spirit of cooperation exists at this institution, 3.478 (#25)

### 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 Institutional Structure 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.

### NLC Comment Most Favorable and Least Favorable Response Rates



**The full PACE report includes the following items:**

- PACE Report
- Demographics Report
- Personnel Classification Report
- Racial Diversity Report
- Change Readiness Report
- Custom Report
- Qualitative Report
- Diversity, Equity, & Inclusion Qualitative Report
- Report Interpretation Instructions
- Excel Data File with Codebook
- PACE Climate Survey Discussion Guide