



**NATIONAL INITIATIVE FOR LEADERSHIP
& INSTITUTIONAL EFFECTIVENESS**

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Northeast Lakeview College
San Antonio, Texas

PACE Executive Summary
Personal Assessment of the College Environment

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EXECUTIVE SUMMARY

During October and November 2018 the Personal Assessment of the College Environment (PACE) survey was administered to 378 employees at Northeast Lakeview College (NLC). Of those 378 employees, 157 (41.5%) completed and returned the instrument for analysis. Respondents were also given the opportunity to complete a qualitative section. Of the 157 NLC employees who completed the PACE survey, 99 (63.1%) provided written comments.

Employees completed a 46-item PACE instrument organized into four climate factors as follows: Institutional Structure, Student Focus, Supervisory Relationships, and Teamwork. They also completed a qualitative section and a customized section designed specifically for Alamo Colleges District. Respondents were asked to rate the four factors on a five-point Likert-type scale ranging from a low of “1” to a high of “5.” The PACE instrument administered at NLC included 57 total items and two qualitative questions.

At NLC, the PACE results yielded an overall 3.865 mean score. When disaggregated by NLC’s customized Personnel Classification categories, Part time Staff rated the campus climate the highest with a mean score of 4.103, followed by Adjunct/CE Faculty (4.079), Full time Faculty (3.853), and Full time Staff (3.718). The Administrator and Work Study categories were not large enough to report means. The most and least favorable areas cited in the qualitative questions pertain to the Institutional Structure climate factor.

Of the 46 standard PACE questions, the top mean scores have been identified at Northeast Lakeview College.

- The extent to which I feel my job is relevant to this institution’s mission, 4.391 (#8)
- The extent to which this institution prepares students for further learning, 4.268 (#37)
- The extent to which faculty meet the needs of students, 4.242 (#17)
- The extent to which students receive an excellent education at this institution, 4.222 (#31)
- The extent to which my supervisor expresses confidence in my work, 4.168 (#2)
- The extent to which this institution prepares students for a career, 4.140 (#35)
- The extent to which my work team coordinates its efforts with appropriate individuals and teams, 4.128 (#36)
- The extent to which there is a spirit of cooperation within my work team, 4.111 (#3)
- The extent to which students are satisfied with their educational experience at this institution, 4.107 (#42)
- The extent to which students’ competencies are enhanced, 4.080 (#19)

Of the 46 standard PACE questions, the bottom mean scores have been identified as areas in need of improvement at Northeast Lakeview College.

- The extent to which I have the opportunity for advancement within this institution, 3.062 (#38)
- The extent to which I am able to appropriately influence the direction of this institution, 3.255 (#15)
- The extent to which decisions are made at the appropriate level at this institution, 3.344 (#4)
- The extent to which this institution is appropriately organized, 3.425 (#32)
- The extent to which this institution has been successful in positively motivating my performance, 3.445 (#22)
- The extent to which a spirit of cooperation exists at this institution, 3.471 (#25)
- The extent to which my work is guided by clearly defined administrative processes, 3.517 (#44)
- The extent to which open and ethical communication is practiced at this institution, 3.519 (#16)
- The extent to which institutional teams use problem-solving techniques, 3.613 (#11)
- The extent to which work outcomes are clarified for me, 3.651 (#30)

The full PACE report includes: the standard PACE and demographic reports, which break out PACE climate factors by question response rates and by each standard demographic category; a personnel classification report; a custom report that includes custom and custom demographic questions included specifically for Alamo Colleges District; and a qualitative report. Report interpretation instructions and a data Excel file with a codebook are also included.