

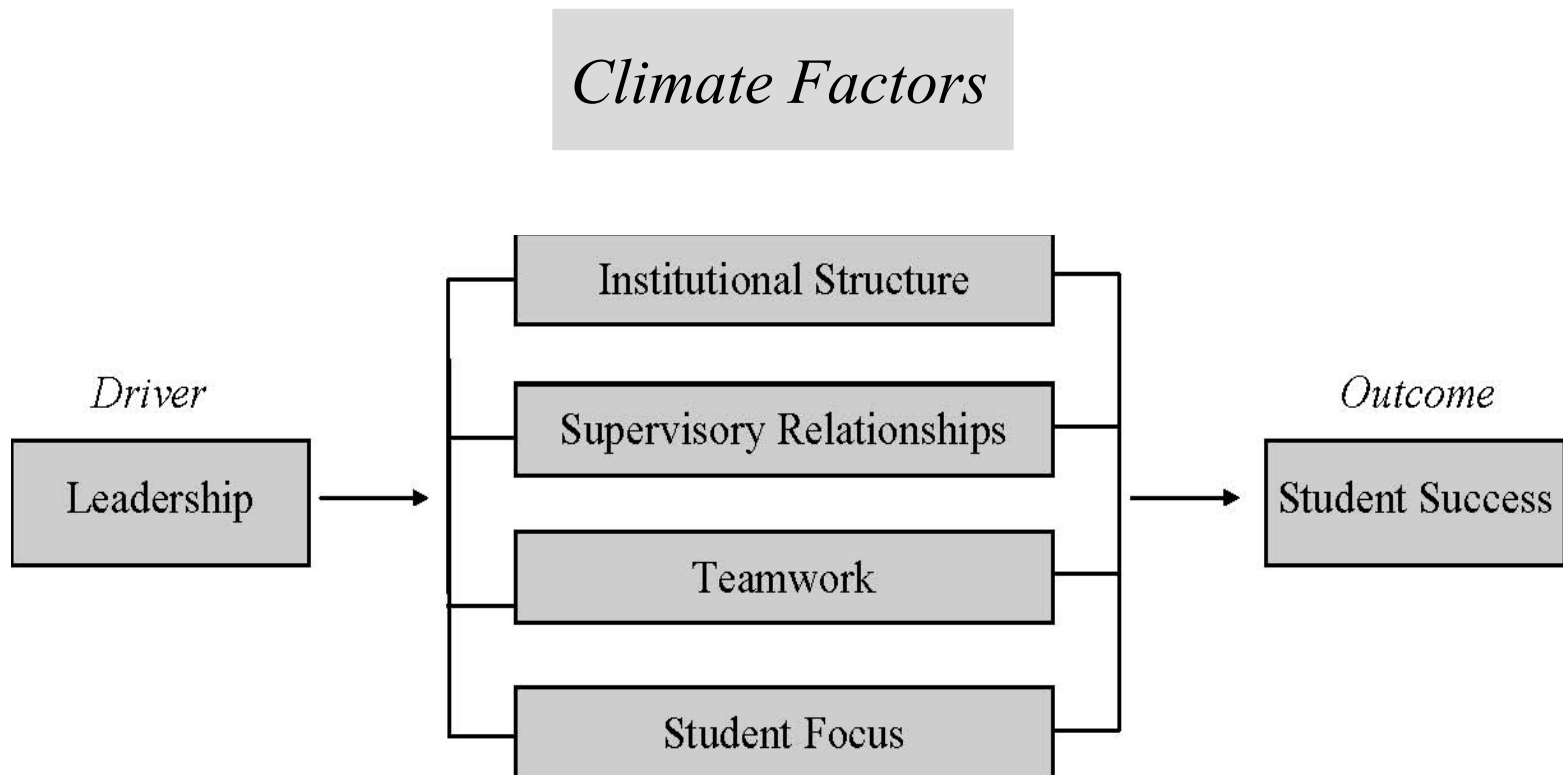
Personal Assessment  
of the  
College Environment  
(PACE)

November 2016 Deployment

# Presentation Overview

- PACE Model
- Survey Composition and Response Rates
- Harper College Results
- Conclusions

# PACE Model



# Organizational Systems

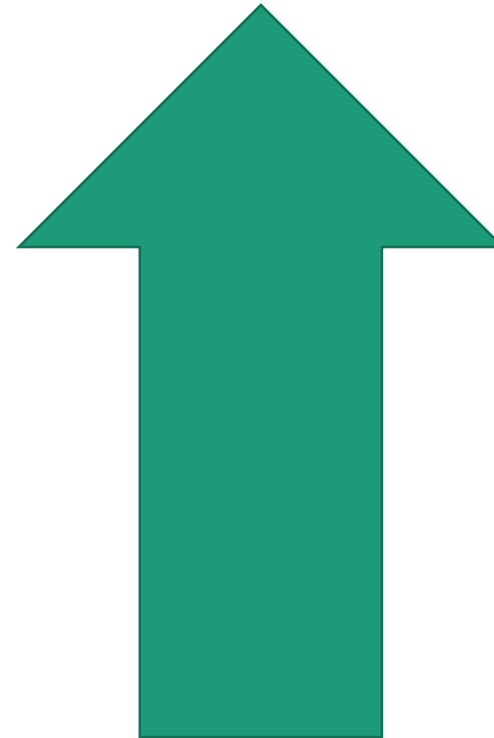
Most Effective

Collaborative

Consultative

Competitive

Coercive



Least Effective

# Survey

- 46 items grouped under the 4 climate factors
  - Institutional Structure
  - Supervisory Relationships
  - Teamwork
  - Student Focus
- 14 Custom items
- Respondents rate all items on a 5-point scale  
(1 = Very Dissatisfied . . . 5 = Very Satisfied)

# 2016 Response Rates

Personnel Classification	# of Responses	% of Invitees
Administrator	38	88.37%
Managerial/Supervisory	61	70.11%
Professional Technical	109	66.06%
Full-time Faculty	138	60.79%
Classified	113	58.25%
Adjunct Faculty	141	30.13%
Campus Operations*	25	24.75%

\*Campus Operations classification includes physical plant employees & campus police.

47% Overall Response Rate

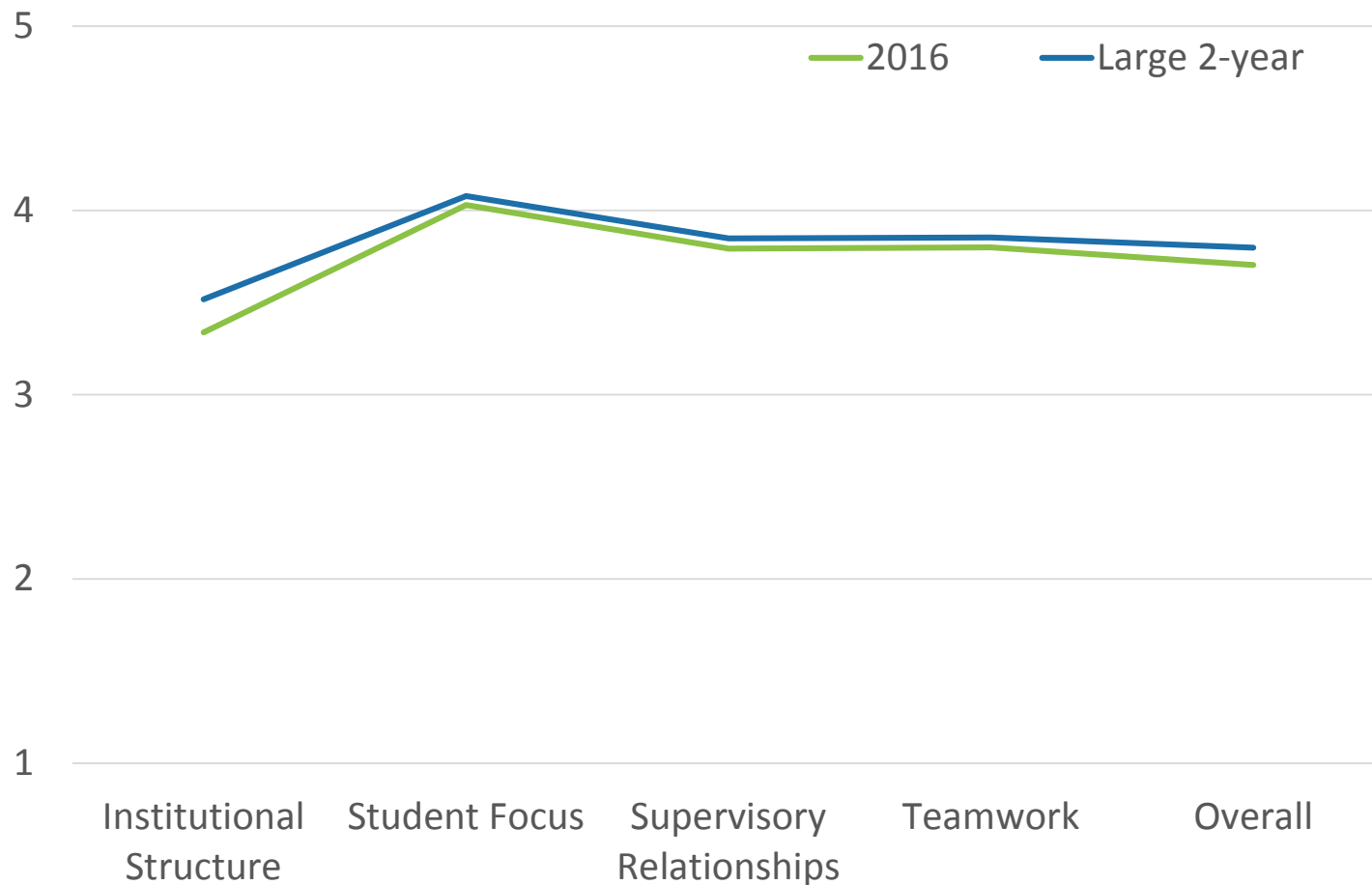
# Overall Climate Ratings

<b>Factor</b>	<b>2016</b>	<b>2013</b>	<b>2011</b>
Institutional Structure	3.34	3.44	3.53
Student Focus	4.03	4.10	4.18
Supervisory Relationships	3.79	3.88	3.92
Teamwork	3.80	3.85	3.95
Overall	3.70	3.78	3.86

Collaboration = ratings in the 4.0-5.0 range.

Consultative = ratings in the 3.00-3.99 range

# Harper College Climate Compared with the PACE Norm Base





# Overall Climate Rating by Employee Group

Personnel Classification	2016	2013	2011
Adjunct	3.61	3.69	3.97
Administrator	3.84	--	3.48
Classified	3.35	3.24	3.40
Faculty	3.10	3.28	3.19
Professional/Technical	3.35	3.39	3.33
Supervisory/Managerial	3.16	3.29	3.39
Harper College	3.70	3.78	3.86

# Items with the Highest Mean

The extent to which.....	Mean
My job is relevant to this institution's mission	4.33*+
Harper promotes partnerships with school districts	4.32*+
Harper inspires individuals to seek education beyond high school	4.30*+
Students receive an excellent education at this institution	4.25*+
My supervisor expresses confidence in my work	4.19*+

\*In top five in 2013

+In top five in 2011

# Items with the Lowest Mean

The extent to which.....	2016
I am able to appropriately influence the direction of this institution	2.89*+
I have the opportunity for advancement within this institution	3.02*+
Decisions are made at the appropriate level at this institution	3.07*+
Information is shared within the institution	3.08*+
A spirit of cooperation exists at this institution	3.13

\*In top five in 2013

+In top five in 2011

# Conclusions

- Overall
  - Overall Climate Rating: High Consultative range (3.70)
  - Similar to the PACE norm base for Large 2-year Schools
- Factors
  - Student Focus factor consistently highest mean rating
  - Mean ratings for all factors declining over time
- Items
  - Highest item ratings all in Collaborative range (over 4.0)
  - Lowest item ratings largely in low Consultative Range (under 3.25)

# Questions???



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