



**NATIONAL INITIATIVE FOR LEADERSHIP
& INSTITUTIONAL EFFECTIVENESS**

North Carolina State University | College of Education
310 Poe Hall, Box 7801 | Raleigh, NC 27695-7801

Walla Walla Community College
Walla Walla, Washington

PACE Custom Report
Personal Assessment of the College Environment

Lead Researchers
Laura A. Garland & Haruna Suzuki

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NATIONAL INITIATIVE FOR LEADERSHIP & INSTITUTIONAL EFFECTIVENESS

Audrey J. Jaeger, Ph.D.
Executive Director

Jemilia S. Davis
Research Associate

Andrea L. DeSantis
Research Associate

Laura A. Garland
Research Associate

Grey Reavis
Research Associate

Haruna Suzuki
Research Associate

Paige Patton
Graduate Intern

Phone
(919)515-8567

Web
nilie.ncsu.edu

North Carolina State University
College of Education 310
Poe Hall
Box 7801
Raleigh, NC 27695-7801

Fax
(919)515-6305

Email
pace_survey@ncsu.edu

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Table 1. Custom Items Frequency Distributions

Custom Items	Response Option	WWCC	
		Count	%
<i>The extent to which...</i>			
1 change occurs with well defined plans	Very dissatisfied	18	11%
	Dissatisfied	36	22%
	Neither	52	31%
	Satisfied	47	28%
	Very satisfied	14	8%
	Total	167	100%
2 leaders effectively communicate expectations associated with change	Very dissatisfied	18	11%
	Dissatisfied	34	20%
	Neither	36	21%
	Satisfied	58	34%
	Very satisfied	24	14%
	Total	170	100%
3 communication channels are available for ongoing feedback about change	Very dissatisfied	16	9%
	Dissatisfied	37	22%
	Neither	40	23%
	Satisfied	57	33%
	Very satisfied	21	12%
	Total	171	100%
4 employees impacted by change are actively involved in the change process	Very dissatisfied	20	12%
	Dissatisfied	34	20%
	Neither	49	29%
	Satisfied	46	28%
	Very satisfied	18	11%
	Total	167	100%

Custom Items (continued)	Response Option	WWCC	
		Count	%
<i>The extent to which...</i>			
5 change efforts are supported with appropriate resources to carry out the change	Very dissatisfied	15	9%
	Dissatisfied	38	23%
	Neither	50	31%
	Satisfied	44	27%
	Very satisfied	16	10%
	Total	163	100%
6 if the change involves significantly altering existing organization-wide systems or processes, a sufficient trial period is conducted before the change is fully implemented	Very dissatisfied	24	16%
	Dissatisfied	27	18%
	Neither	59	40%
	Satisfied	32	21%
	Very satisfied	7	5%
	Total	149	100%
7 overall, my organization handles change effectively	Very dissatisfied	20	12%
	Dissatisfied	34	20%
	Neither	48	28%
	Satisfied	50	29%
	Very satisfied	18	11%
	Total	170	100%
8 the college actively supports the community and economic development	Very dissatisfied	1	1%
	Dissatisfied	11	7%
	Neither	32	20%
	Satisfied	78	48%
	Very satisfied	40	25%
	Total	162	100%

Custom Items (continued)	Response Option	WWCC	
		Count	%
<i>The extent to which...</i>			
9 the college builds and maintains relationships with K-12 districts in our service area	Very dissatisfied	2	1%
	Dissatisfied	15	10%
	Neither	43	28%
	Satisfied	62	40%
	Very satisfied	33	21%
	Total	155	100%
10 the college builds partnerships with business and industry	Very dissatisfied	1	1%
	Dissatisfied	9	6%
	Neither	34	21%
	Satisfied	78	48%
	Very satisfied	39	24%
	Total	161	100%
11 the college has a positive image in the community	Very dissatisfied	2	1%
	Dissatisfied	7	4%
	Neither	18	10%
	Satisfied	85	49%
	Very satisfied	60	35%
	Total	172	100%
12 the institution supports community involvement	Very dissatisfied	2	1%
	Dissatisfied	8	5%
	Neither	29	18%
	Satisfied	76	46%
	Very satisfied	50	30%
	Total	165	100%

Custom Items (continued)	Response Option	WWCC	
		Count	%
<i>The extent to which...</i>			
13 my institution prioritizes creating a more inclusive campus community that is welcoming of employees from diverse backgrounds	Very dissatisfied	4	2%
	Dissatisfied	11	7%
	Neither	32	19%
	Satisfied	74	45%
	Very satisfied	45	27%
	Total	166	100%
14 my institution's practices are indicative of a culturally inclusive environment	Very dissatisfied	7	4%
	Dissatisfied	14	8%
	Neither	38	23%
	Satisfied	66	40%
	Very satisfied	41	25%
	Total	166	100%
15 my institution values equity and inclusion	Very dissatisfied	5	3%
	Dissatisfied	7	4%
	Neither	30	18%
	Satisfied	74	44%
	Very satisfied	51	31%
	Total	167	100%
16 the college is achieving its diversity goals	Very dissatisfied	4	3%
	Dissatisfied	13	9%
	Neither	52	34%
	Satisfied	54	36%
	Very satisfied	28	19%
	Total	151	100%

Custom Items (continued)	Response Option	WWCC	
		Count	%
<i>The extent to which...</i>			
17 the institution has demonstrated a commitment to diversity and inclusivity	Very dissatisfied	1	1%
	Dissatisfied	8	5%
	Neither	29	18%
	Satisfied	82	50%
	Very satisfied	45	27%
	Total	165	100%
18 this institution provides employees with adequate training/development regarding diversity and cultural competence	Very dissatisfied	9	6%
	Dissatisfied	18	11%
	Neither	52	32%
	Satisfied	58	36%
	Very satisfied	24	15%
	Total	161	100%
19 the college promotes cultural competency	Very dissatisfied	6	4%
	Dissatisfied	17	11%
	Neither	50	31%
	Satisfied	59	37%
	Very satisfied	29	18%
	Total	161	100%
20 the college offers opportunities for me to learn about people, cultures, and experiences different from my own	Very dissatisfied	8	5%
	Dissatisfied	27	16%
	Neither	53	32%
	Satisfied	47	28%
	Very satisfied	31	19%
	Total	166	100%

Table 2. Custom Item Mean Comparisons

Custom Items	WWCC	
	N	Mean
<i>The extent to which...</i>		
1 change occurs with well defined plans	167	3.018
2 leaders effectively communicate expectations associated with change	170	3.212
3 communication channels are available for ongoing feedback about change	171	3.175
4 employees impacted by change are actively involved in the change process	167	3.048
5 change efforts are supported with appropriate resources to carry out the change	163	3.049
6 if the change involves significantly altering existing organization-wide systems or processes, a sufficient trial period is conducted before the change is fully implemented	149	2.805
7 overall, my organization handles change effectively	170	3.071
8 the college actively supports the community and economic development	162	3.895
9 the college builds and maintains relationships with K-12 districts in our service area	155	3.703
10 the college builds partnerships with business and industry	161	3.901

Custom Items (Continued)	WWCC	
	N	Mean
<i>The extent to which...</i>		
11 the college has a positive image in the community	172	4.128
12 the institution supports community involvement	165	3.994
13 my institution prioritizes creating a more inclusive campus community that is welcoming of employees from diverse backgrounds	166	3.873
14 my institution's practices are indicative of a culturally inclusive environment	166	3.723
15 my institution values equity and inclusion	167	3.952
16 the college is achieving its diversity goals	151	3.589
17 the institution has demonstrated a commitment to diversity and inclusivity	165	3.982
18 this institution provides employees with adequate training/development regarding diversity and cultural competence	161	3.435
19 the college promotes cultural competency	161	3.547
20 the college offers opportunities for me to learn about people, cultures, and experiences different from my own	166	3.398

Table 3. Custom Demographic Frequency Distributions

WWCC compared with:

Demographic Items	Response Option	WWCC		2014	
		Count	%	Count	%
1 At what campus do you primarily work?	Walla Walla main campus	134	77%	229	83%
	Clarkston campus	22	13%	35	13%
	Coyote Ridge Corrections Center	10	6%	3	1%
	Washington State Penitentiary	4	2%	3	1%
	On-line	1	1%	4	1%
	Other	2	1%	2	1%
	Total		173	100%	276

Table 4. Institutional Structure Mean Comparisons by Primary Campus Location

At what campus do you primarily work?	<i>WWCC compared with:</i>				
	WWCC		2014		
	N	Mean	Mean	Sig.	Effect size
Overall	195	3.573	3.598		
Walla Walla main campus	134	3.529	3.573		
Clarkston campus	22	4.019	3.816		
Coyote Ridge Corrections Center	10	2.765	--		
Washington State Penitentiary	4	--			
On-line	1	--			
Other	2	--			

-- indicates results redacted for confidentiality

Table 5. Student Focus Item Mean Comparisons by Primary Campus Location

WWCC compared with:

At what campus do you primarily work?	WWCC		2014		
	N	Mean	Mean	Sig.	Effect size
Overall	195	4.089	4.122		
Walla Walla main campus	134	4.081	4.107		
Clarkston campus	22	4.305	4.294		
Coyote Ridge Corrections Center	10	3.625	--		
Washington State Penitentiary	4	--			
On-line	1	--			
Other	2	--			

-- indicates results redacted for confidentiality

Table 6. Supervisory Relationships Item Mean Comparisons by Primary Campus Location

WWCC compared with:

At what campus do you primarily work?	WWCC		2014		
	N	Mean	Mean	Sig.	Effect size
Overall	195	3.879	3.940		
Walla Walla main campus	134	3.913	3.952		
Clarkston campus	22	4.189	4.015		
Coyote Ridge Corrections Center	10	2.723	--		
Washington State Penitentiary	4	--			
On-line	1	--			
Other	2	--			

Table 7. Teamwork Item Mean Comparisons by Primary Campus Location

WWCC compared with:

At what campus do you primarily work?	WWCC		2014		
	N	Mean	Mean	Sig.	Effect size
Overall	195	3.963	4.046		
Walla Walla main campus	134	4.042	4.065		
Clarkston campus	22	4.311	4.142		
Coyote Ridge Corrections Center	10	2.733	--		
Washington State Penitentiary	4	--			
On-line	1	--			
Other	2	--			

Table 8. Overall Item Mean Comparisons by Primary Campus Location

At what campus do you primarily work?	<i>WWCC compared with:</i>				
	WWCC		2014		
	N	Mean	Mean	Sig.	Effect size
Overall	195	3.845	3.889		
Walla Walla main campus	134	3.846	3.885		
Clarkston campus	22	4.178	4.041		
Coyote Ridge Corrections Center	10	2.973	--		
Washington State Penitentiary	4	--			
On-line	1	--			
Other	2	--			

-- indicates results redacted for confidentiality