



**NATIONAL INITIATIVE FOR LEADERSHIP
& INSTITUTIONAL EFFECTIVENESS**

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Walla Walla Community College
Walla Walla, Washington

PACE Demographic Report
Personal Assessment of the College Environment

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NATIONAL INITIATIVE FOR LEADERSHIP & INSTITUTIONAL EFFECTIVENESS

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Table 1. Demographic Frequency Distributions

WWCC compared with:

Demographic Items	Response Option	WWCC		NILIE Normbase		Medium 2-year		2014	
		Count	%	Count	%	Count	%	Count	%
1 What is your personnel classification:	Faculty	70	40%	33842	45%	11210	45%	116	42%
	Administrator	25	14%	7397	10%	2822	11%	37	13%
	Staff	79	45%	33791	45%	11110	44%	125	45%
	Total	174	100%	75030	100%	25142	100%	278	100%
2 Please select the race/ethnicity that best describes you:	Hispanic or Latino, of any race	19	11%	10892	15%	2743	11%	20	7%
	American Indian or Alaska Native, not Hispanic or Latino	4	2%	559	1%	138	1%	2	1%
	Asian, not Hispanic or Latino	2	1%	1824	2%	473	2%	1	0%
	Black, not Hispanic or Latino	4	2%	6335	9%	1204	5%	2	1%
	Pacific Islander, not Hispanic or Latino	0	0%	796	1%	41	0%	0	0%
	White, not Hispanic or Latino	141	82%	49974	68%	18978	78%	234	87%
	Two or more races, not Hispanic or Latino	3	2%	2824	4%	844	3%	11	4%
	Total	173	100%	73204	100%	24421	100%	270	100%
3 Your status at this institution is:	Full-Time	129	75%	55923	75%	19593	79%	211	76%
	Part-Time	42	25%	18570	25%	5183	21%	65	24%
	Total	171	100%	74493	100%	24776	100%	276	100%
4 What is the highest degree you have earned:	First Professional degree	0	0%	1289	2%	431	2%	2	1%
	Doctoral degree	14	8%	6768	9%	1792	7%	17	6%
	Master's degree	68	39%	32985	44%	10823	44%	110	40%
	Bachelor's degree	50	29%	16565	22%	5659	23%	66	24%
	Associate's degree	28	16%	10433	14%	3782	15%	54	20%
	High School diploma or GED	12	7%	6278	8%	2058	8%	23	8%
	No diploma or degree	1	1%	278	0%	99	0%	0	0%
Total	173	100%	74596	100%	24644	100%	272	100%	

WWCC compared with:

Demographic Items (continued)		Response Option	WWCC		NILIE Normbase		Medium 2-year		2014	
			Count	%	Count	%	Count	%	Count	%
5 What is your gender identity:	Man		50	29%	26351	35%	8628	35%	96	36%
	Woman		109	64%	42770	57%	14309	58%	174	64%
	Another gender identity		1	1%	153	0%	43	0%	0	0%
	I prefer not to respond		11	6%	5254	7%	1669	7%	0	0%
	Total		171	100%	74528	100%	24649	100%	270	100%
6 How many years have you worked at this institution:	5 years or less		89	53%	28309	40%	9376	41%	123	46%
	6-10 years		38	23%	15858	22%	5227	23%	59	22%
	11-15 years		18	11%	10981	16%	3398	15%	36	13%
	16-20 years		12	7%	7103	10%	2272	10%	22	8%
	21-25 years		6	4%	4109	6%	1238	5%	19	7%
	26 years or more		5	3%	4300	6%	1258	6%	8	3%
Total		168	100%	70660	100%	22769	100%	267	100%	
7 How many years have you worked in higher education:	5 years or less		67	40%	18852	26%	6528	28%	90	33%
	6-10 years		30	18%	15406	22%	5075	22%	64	24%
	11-15 years		28	17%	12579	18%	4060	17%	44	16%
	16-20 years		23	14%	9850	14%	3279	14%	27	10%
	21-25 years		8	5%	6325	9%	1988	9%	22	8%
	26 years or more		11	7%	8231	12%	2395	10%	24	9%
Total		167	100%	71243	100%	23325	100%	271	100%	
8 Age:	29 or younger		14	9%	3392	5%	1130	5%	19	8%
	30-39		31	20%	11077	17%	3826	18%	43	17%
	40-49		37	24%	15610	24%	5249	25%	58	23%
	50-59		43	28%	19456	30%	6457	30%	90	36%
	60 or older		30	19%	15668	24%	4630	22%	42	17%
Total		155	100%	65203	100%	21292	100%	252	100%	

Figure 1. Overall Climate by Personnel Classification

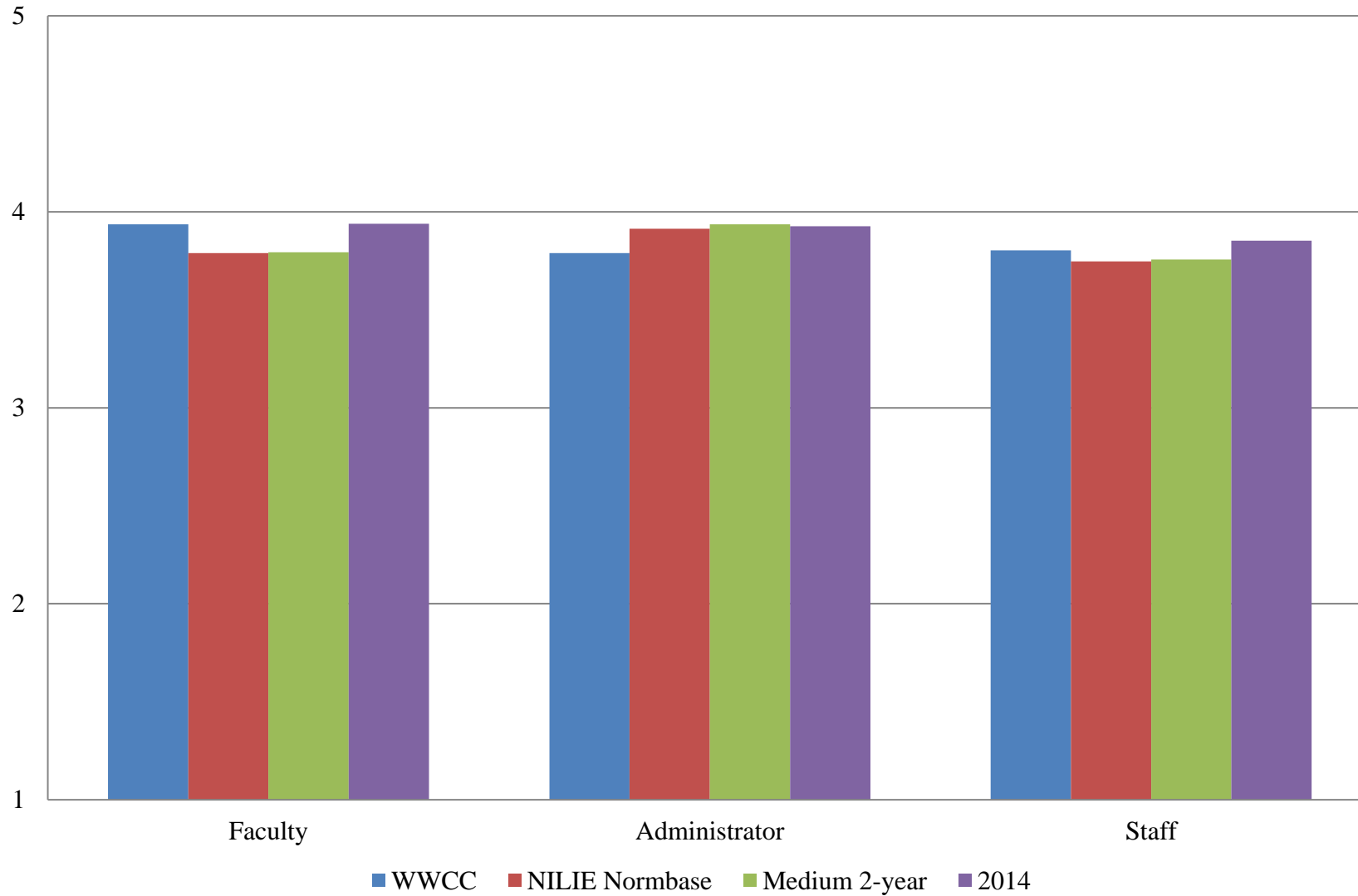


Table 2. Institutional Structure Mean Comparisons by Personnel Classification

WWCC compared with:

What is your personnel classification:	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.573	3.479			3.478			3.598		
Faculty	70	3.701	3.483			3.476	*	.238	3.634		
Administrator	25	3.364	3.635			3.671			3.645		
Staff	79	3.525	3.461			3.458			3.571		

Table 3. Student Focus Mean Comparisons by Personnel Classification

WWCC compared with:

What is your personnel classification:	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	4.089	4.045			4.061			4.122		
Faculty	70	4.159	4.077			4.094			4.169		
Administrator	25	3.957	4.100			4.126			4.046		
Staff	79	4.085	4.016			4.028			4.120		

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

Table 4. Supervisory Relationships Mean Comparisons by Personnel Classification

WWCC compared with:

What is your personnel classification:	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.879	3.830			3.837			3.940		
Faculty	70	3.965	3.837			3.838			4.021		
Administrator	25	3.944	3.988			3.998			4.023		
Staff	79	3.817	3.807			3.819			3.854		

Table 5. Teamwork Mean Comparisons by Personnel Classification

WWCC compared with:

What is your personnel classification:	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.963	3.868			3.889			4.046		
Faculty	70	4.000	3.877			3.889			4.052		
Administrator	25	4.195	4.088			4.104			4.184		
Staff	79	3.949	3.834			3.859			4.007		

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

Table 6. Overall Mean Comparisons by Personnel Classification

WWCC compared with:

What is your personnel classification:	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.845	3.773			3.782			3.889		
Faculty	70	3.936	3.789			3.793			3.939		
Administrator	25	3.789	3.913			3.937			3.926		
Staff	79	3.803	3.747			3.757			3.852		

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

Figure 2. Overall Climate by Race/Ethnicity

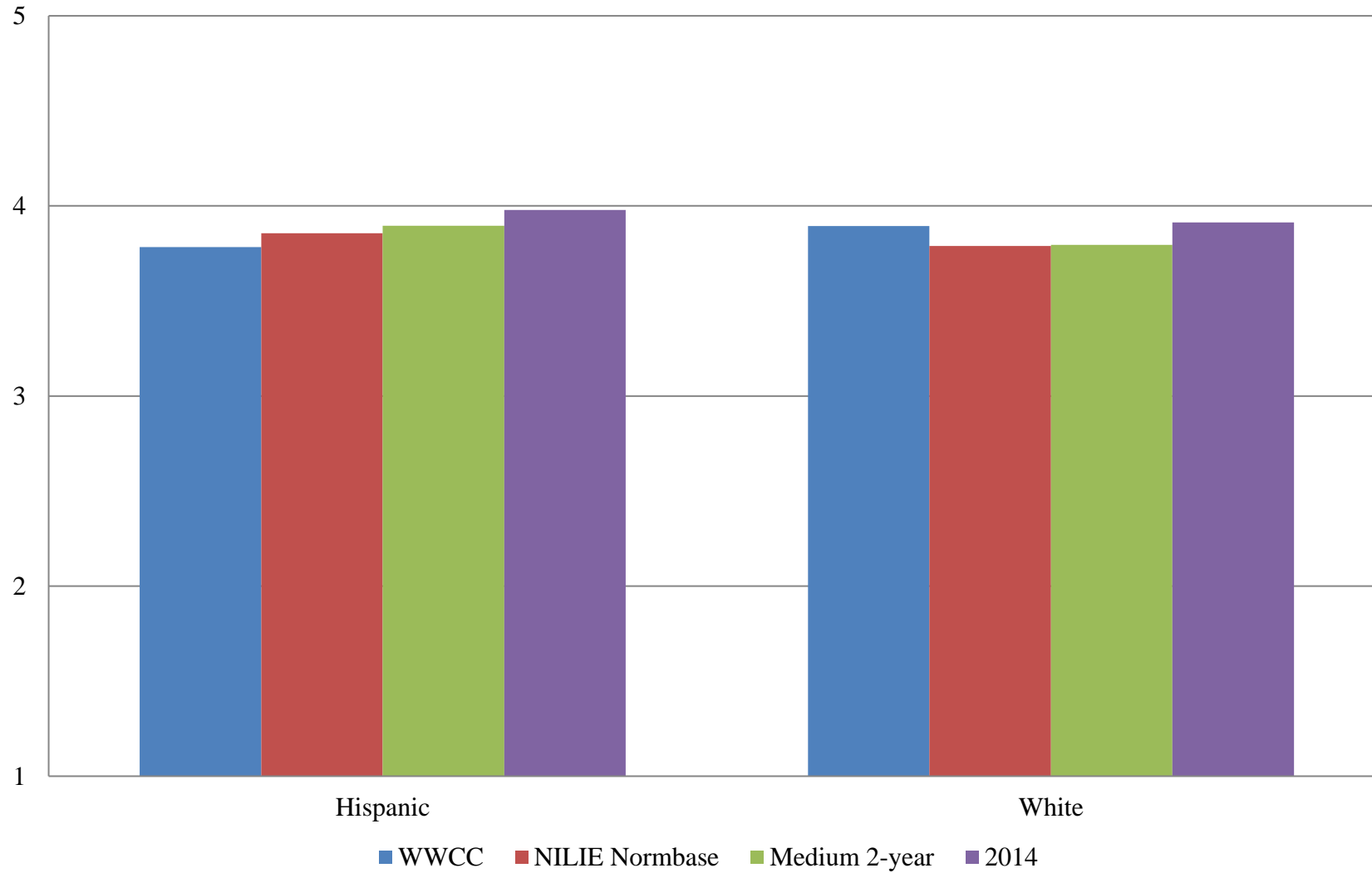


Table 7. Institutional Structure Mean Comparisons by Race/Ethnicity

WWCC compared with:

Please select the race/ethnicity that best describes you:	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.573	3.479			3.478			3.598		
Hispanic or Latino, of any race	19	3.553	3.628			3.656			3.802		
American Indian or Alaska Native, not Hispanic or Latino	4	--									
Asian, not Hispanic or Latino	2	--									
Black, not Hispanic or Latino	4	--									
Native Hawaiian or Other Pacific Islander, not Hispanic or Latino	0	--									
White, not Hispanic or Latino	141	3.601	3.480			3.483			3.613		
Two or more races, not Hispanic or Latino	3	--									

Table 8. Student Focus Mean Comparisons by Race/Ethnicity

WWCC compared with:

Please select the race/ethnicity that best describes you:	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	4.089	4.045			4.061			4.122		
Hispanic or Latino, of any race	19	3.921	4.096			4.120			4.087		
American Indian or Alaska Native, not Hispanic or Latino	4	--									
Asian, not Hispanic or Latino	2	--									
Black, not Hispanic or Latino	4	--									
Native Hawaiian or Other Pacific Islander, not Hispanic or Latino	0	--									
White, not Hispanic or Latino	141	4.135	4.066			4.078			4.146		
Two or more races, not Hispanic or Latino	3	--									

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Table 9. Supervisory Relationships Mean Comparisons by Race/Ethnicity

WWCC compared with:

Please select the race/ethnicity that best describes you:	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.879	3.830			3.837			3.940		
Hispanic or Latino, of any race	19	3.867	3.885			3.929			4.022		
American Indian or Alaska Native, not Hispanic or Latino	4	--									
Asian, not Hispanic or Latino	2	--									
Black, not Hispanic or Latino	4	--									
Native Hawaiian or Other Pacific Islander, not Hispanic or Latino	0	--									
White, not Hispanic or Latino	141	3.946	3.849			3.852			3.969		
Two or more races, not Hispanic or Latino	3	--									

Table 10. Teamwork Mean Comparisons by Race/Ethnicity

WWCC compared with:

Please select the race/ethnicity that best describes you:	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.963	3.868			3.889			4.046		
Hispanic or Latino, of any race	19	3.865	3.919			3.988			4.113		
American Indian or Alaska Native, not Hispanic or Latino	4	--									
Asian, not Hispanic or Latino	2	--									
Black, not Hispanic or Latino	4	--									
Native Hawaiian or Other Pacific Islander, not Hispanic or Latino	0	--									
White, not Hispanic or Latino	141	4.051	3.896			3.905			4.064		
Two or more races, not Hispanic or Latino	3	--									

Table 11. Overall Mean Comparisons by Race/Ethnicity

WWCC compared with:

Please select the race/ethnicity that best describes you:	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.845	3.773			3.782			3.889		
Hispanic or Latino, of any race	19	3.783	3.856			3.895			3.979		
American Indian or Alaska Native, not Hispanic or Latino	4	--									
Asian, not Hispanic or Latino	2	--									
Black, not Hispanic or Latino	4	--									
Native Hawaiian or Other Pacific Islander, not Hispanic or Latino	0	--									
White, not Hispanic or Latino	141	3.894	3.789			3.795			3.912		
Two or more races, not Hispanic or Latino	3	--									

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Figure 3. Overall Climate by Employment Status

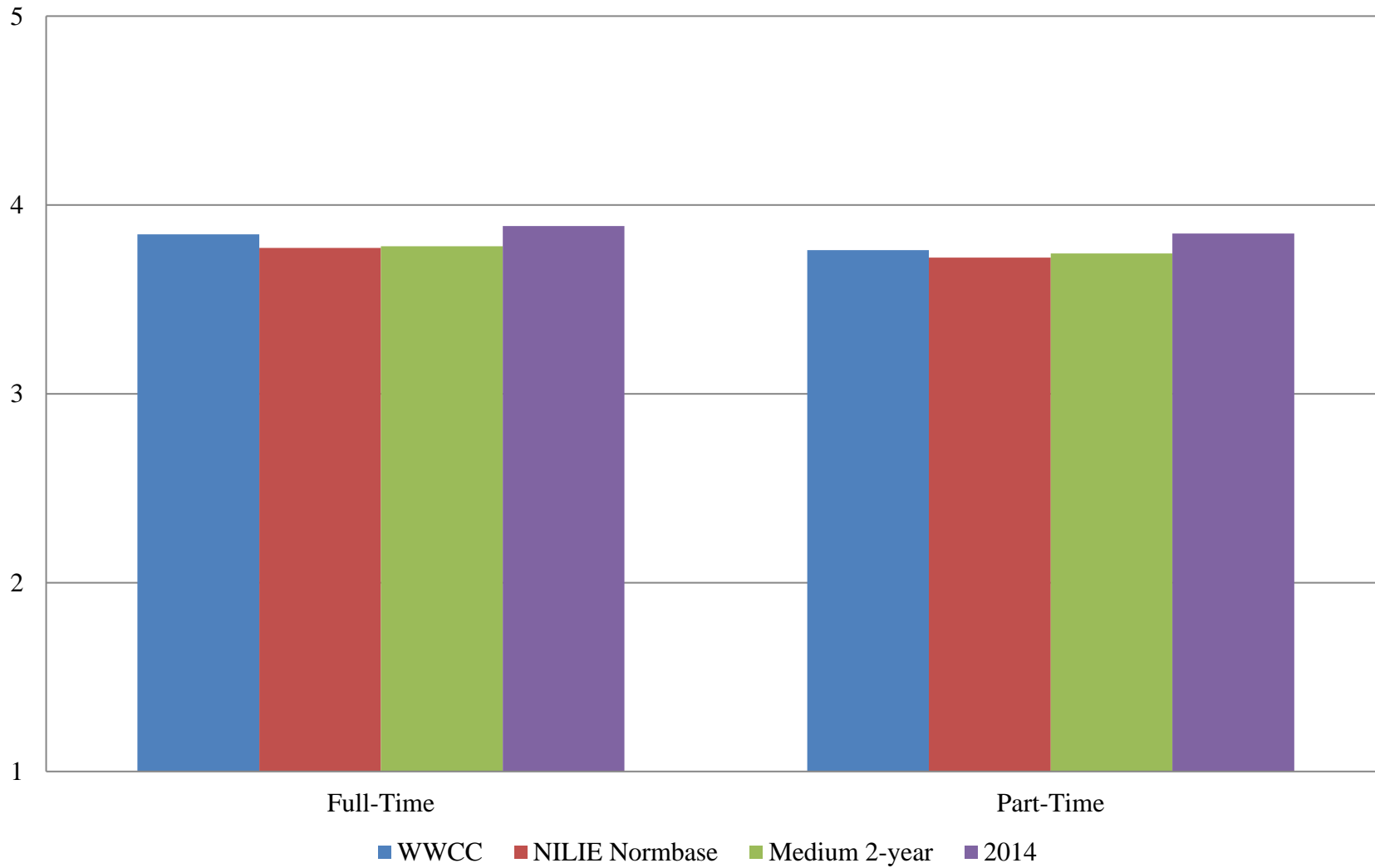


Table 12. Institutional Structure Mean Comparisons by Employment Status

WWCC compared with:

Your status at this institution is:	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.573	3.479			3.478			3.598		
Full-Time	129	3.439	3.393			3.410			3.520		
Part-Time	42	4.035	3.751	*	.327	3.755	*	.324	3.861		

Table 13. Student Focus Mean Comparisons by Employment Status

WWCC compared with:

Your status at this institution is:	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	4.089	4.045			4.061			4.122		
Full-Time	129	4.032	4.014			4.041			4.097		
Part-Time	42	4.338	4.154			4.152			4.212		

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

Table 14. Supervisory Relationships Mean Comparisons by Employment Status

WWCC compared with:

Your status at this institution is:	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.879	3.830			3.837			3.940		
Full-Time	129	3.812	3.786			3.802			3.916		
Part-Time	42	4.223	3.972			3.989			4.049		

Table 15. Teamwork Mean Comparisons by Employment Status

WWCC compared with:

Your status at this institution is:	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.963	3.868			3.889			4.046		
Full-Time	129	3.935	3.838			3.868			4.021		
Part-Time	42	4.314	3.982	*	.355	4.000	*	.341	4.149		

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

Table 16. Overall Mean Comparisons by Employment Status

WWCC compared with:

Your status at this institution is:	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.845	3.773			3.782			3.889		
Full-Time	129	3.761	3.721			3.742			3.849		
Part-Time	42	4.205	3.948	*	.340	3.957	*	.332	4.045		

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

Figure 4. Overall Climate by Highest Degree Earned

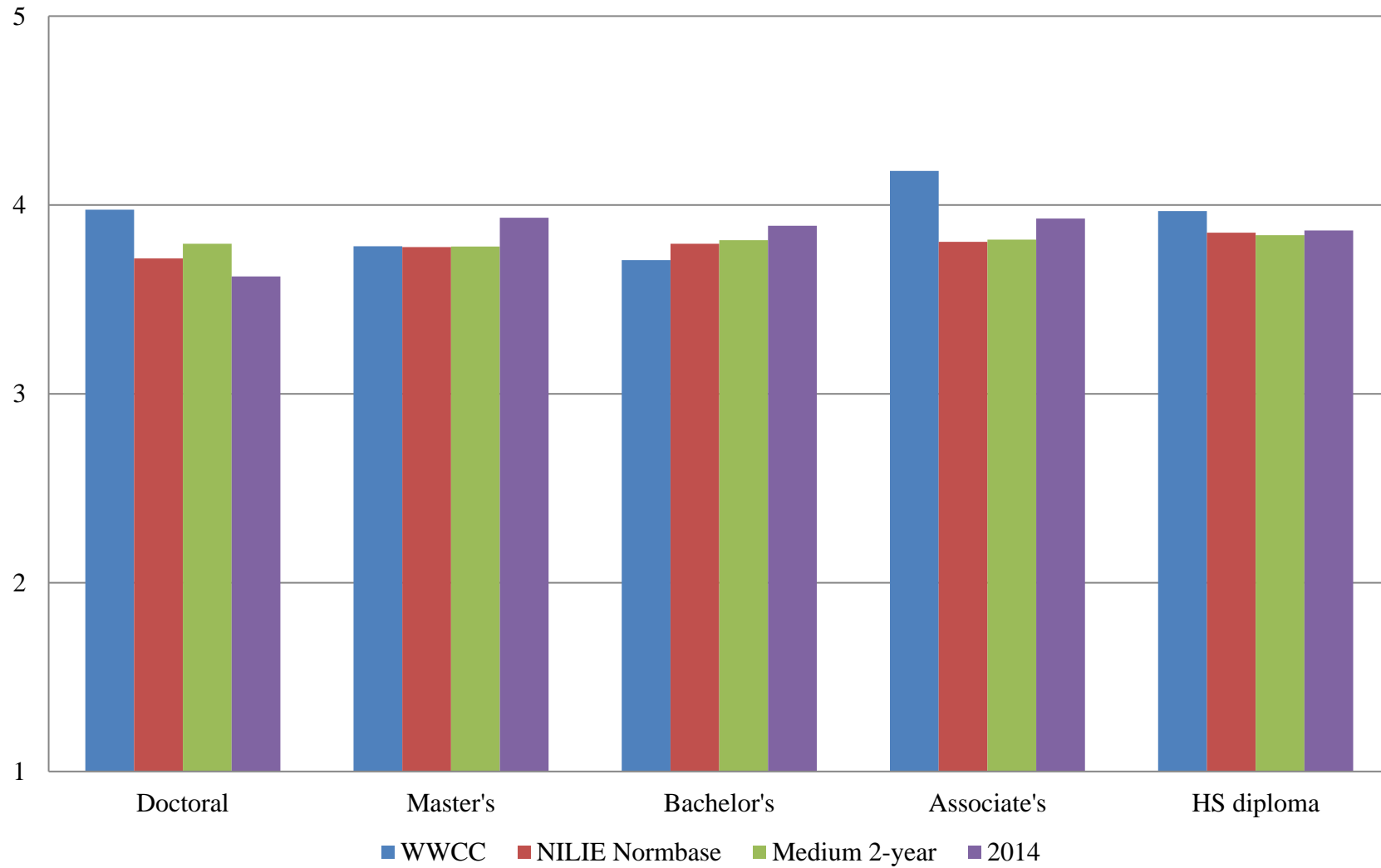


Table 17. Institutional Structure Mean Comparisons by Highest Degree Earned

WWCC compared with:

What is the highest degree you have earned?	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.573	3.479			3.478			3.598		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	0	--									
Doctoral degree (e.g., Ph.D., Ed.D.)	14	3.642	3.378			3.456			3.209		
Master's degree	68	3.460	3.463			3.454			3.646		
Bachelor's degree	50	3.406	3.510			3.521			3.592		
Associate's degree	28	4.008	3.546	**	.539	3.549	**	.545	3.627	*	.478
High School diploma or GED	12	3.829	3.633			3.608			3.622		
No diploma or degree	1	--									

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

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Table 18. Student Focus Mean Comparisons by Highest Degree Earned

WWCC compared with:

What is the highest degree you have earned?	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	4.089	4.045			4.061			4.122		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	0	--									
Doctoral degree (e.g., Ph.D., Ed.D.)	14	4.173	4.009			4.078			4.002		
Master's degree	68	4.031	4.053			4.066			4.140		
Bachelor's degree	50	3.982	4.051			4.070			4.105		
Associate's degree	28	4.385	4.068	**	.498	4.078	**	.502	4.126	*	.474
High School diploma or GED	12	4.230	4.093			4.101			4.159		
No diploma or degree	1	--									

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

-- indicates results redacted for confidentiality

Table 19. Supervisory Relationships Mean Comparisons by Highest Degree Earned

WWCC compared with:

What is the highest degree you have earned?	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.879	3.830			3.837			3.940		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	0	--									
Doctoral degree (e.g., Ph.D., Ed.D.)	14	4.130	3.784			3.871			3.737		
Master's degree	68	3.843	3.835			3.834			3.983		
Bachelor's degree	50	3.736	3.853			3.870			3.920		
Associate's degree	28	4.128	3.855			3.870			4.032		
High School diploma or GED	12	3.942	3.890			3.871			3.864		
No diploma or degree	1	--									

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

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Table 20. Teamwork Mean Comparisons by Highest Degree Earned

WWCC compared with:

What is the highest degree you have earned?	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.963	3.868			3.889			4.046		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	0	--									
Doctoral degree (e.g., Ph.D., Ed.D.)	14	4.086	3.843			3.921			3.653		
Master's degree	68	3.963	3.892			3.906			4.122		
Bachelor's degree	50	3.883	3.899			3.932			4.107		
Associate's degree	28	4.292	3.848	*	.461	3.878	*	.444	4.049		
High School diploma or GED	12	3.875	3.882			3.871			3.901		
No diploma or degree	1	--									

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

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Table 21. Overall Mean Comparisons by Highest Degree Earned

WWCC compared with:

What is the highest degree you have earned?	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.845	3.773			3.782			3.889		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	0	--									
Doctoral degree (e.g., Ph.D., Ed.D.)	14	3.975	3.716			3.794			3.622		
Master's degree	68	3.781	3.777			3.779			3.933		
Bachelor's degree	50	3.707	3.795			3.814			3.889		
Associate's degree	28	4.180	3.804	**	.510	3.817	**	.509	3.927		
High School diploma or GED	12	3.968	3.852			3.840			3.865		
No diploma or degree	1	--									

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

-- indicates results redacted for confidentiality

Figure 5. Overall Climate by Gender

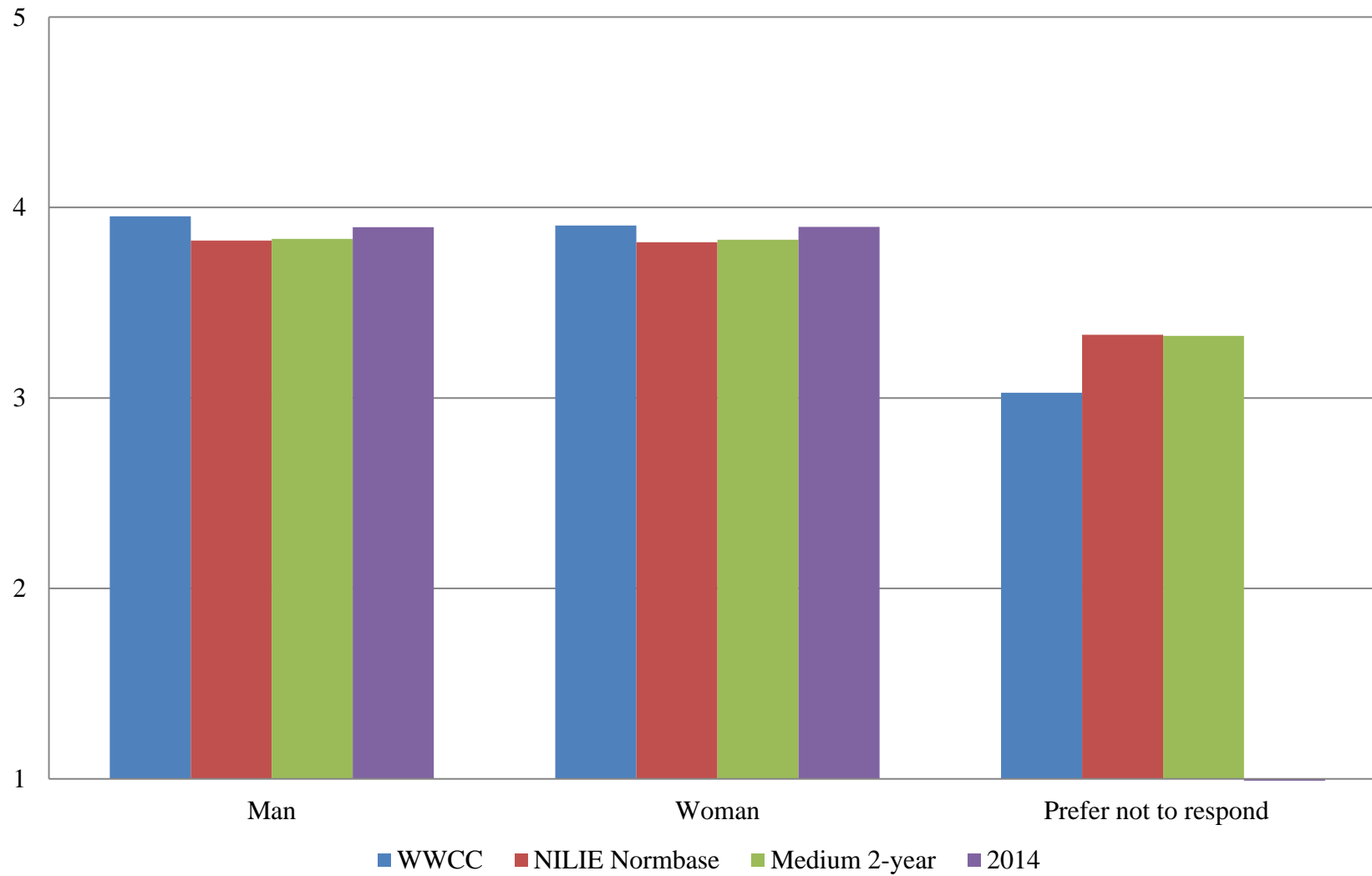


Table 22. Institutional Structure Mean Comparisons by Gender

What gender are you:	<i>WWCC compared with:</i>										
	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.573	3.479			3.478			3.598		
Man	50	3.642	3.546			3.553			3.613		
Woman	109	3.641	3.532			3.534			3.601		
Another gender identity	1	--							NA		
I prefer not to respond	11	2.733	2.911			2.890			NA		

Table 23. Student Focus Mean Comparisons by Gender

What gender are you:	<i>WWCC compared with:</i>										
	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	4.089	4.045			4.061			4.122		
Man	50	4.189	4.074			4.081			4.095		
Woman	109	4.139	4.082			4.102			4.140		
Another gender identity	1	--							NA		
I prefer not to respond	11	3.468	3.736			3.759			NA		

-- indicates results redacted for confidentiality
 NA = Item not included in previous administration

Table 24. Supervisory Relationships Mean Comparisons by Gender

What gender are you:	<i>WWCC compared with:</i>										
	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.879	3.830			3.837			3.940		
Man	50	4.020	3.883			3.889			3.940		
Woman	109	3.944	3.871			3.887			3.959		
Another gender identity	1	--							NA		
I prefer not to respond	11	2.911	3.394			3.371			NA		

Table 25. Teamwork Mean Comparisons by Gender

What gender are you:	<i>WWCC compared with:</i>										
	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.963	3.868			3.889			4.046		
Man	50	4.158	3.934			3.952			4.087		
Woman	109	4.030	3.900			3.927			4.034		
Another gender identity	1	--							NA		
I prefer not to respond	11	3.136	3.486			3.487			NA		

-- indicates results redacted for confidentiality
 NA = Item not included in previous administration

Table 26. Overall Mean Comparisons by Gender

WWCC compared with:

What gender are you:	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.845	3.773			3.782			3.889		
Man	50	3.954	3.827			3.836			3.897		
Woman	109	3.906	3.817			3.831			3.899		
Another gender identity	1	--							NA		
I prefer not to respond	11	3.027	3.332			3.326			NA		

-- indicates results redacted for confidentiality
 NA = Item not included in previous administration

Figure 6. Overall Climate by Years at this Institution

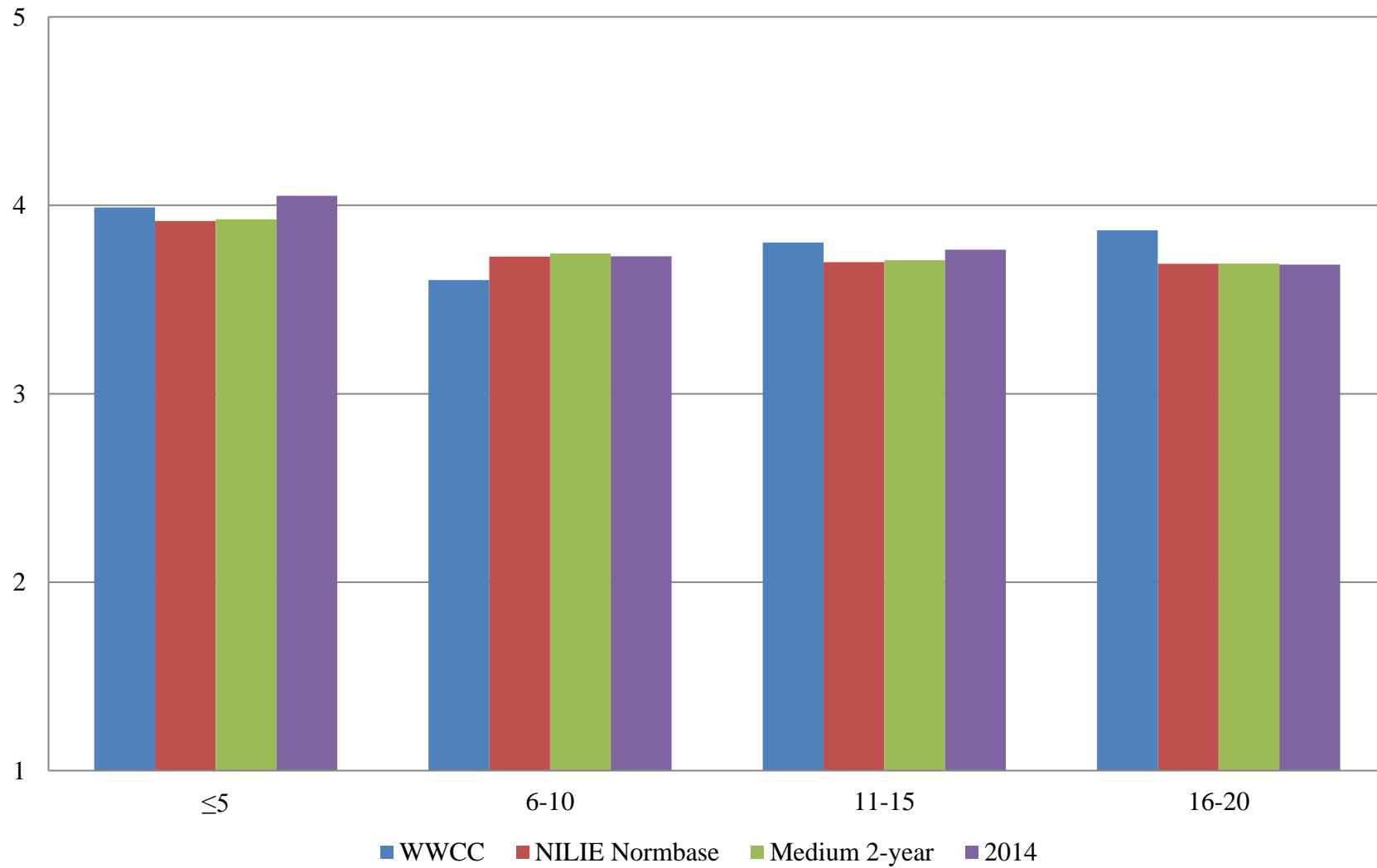


Table 27. Institutional Structure Mean Comparisons by Years at this Institution

WWCC compared with:

How many years have you worked at this institution?	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.573	3.479			3.478			3.598		
5 years or less	89	3.727	3.694			3.700			3.800		
6-10 years	38	3.240	3.415			3.419			3.425		
11-15 years	18	3.601	3.365			3.360			3.438		
16-20 years	12	3.588	3.338			3.322			3.315		
21-25 years	6	--									
26 years or more	5	--									

Table 28. Student Focus Mean Comparisons by Years at this Institution

WWCC compared with:

How many years have you worked at this institution?	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	4.089	4.045			4.061			4.122		
5 years or less	89	4.154	4.112			4.118			4.193		
6-10 years	38	3.920	4.017			4.043			4.049		
11-15 years	18	4.084	4.020			4.030			3.964		
16-20 years	12	4.205	4.014			4.038			4.088		
21-25 years	6	--									
26 years or more	5	--									

-- indicates results redacted for confidentiality

Table 29. Supervisory Relationships Mean Comparisons by Years at this Institution

WWCC compared with:

How many years have you worked at this institution?	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.879	3.830			3.837			3.940		
5 years or less	89	4.085	3.972			3.979			4.132		
6-10 years	38	3.688	3.788			3.802			3.718		
11-15 years	18	3.714	3.748			3.766			3.860		
16-20 years	12	3.696	3.750			3.742			3.681		
21-25 years	6	--									
26 years or more	5	--									

Table 30. Teamwork Mean Comparisons by Years at this Institution

WWCC compared with:

How many years have you worked at this institution?	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.963	3.868			3.889			4.046		
5 years or less	89	4.132	3.986			4.007			4.207		
6-10 years	38	3.689	3.822			3.851			3.872		
11-15 years	18	3.935	3.801			3.828			3.968		
16-20 years	12	4.250	3.816			3.830			3.808		
21-25 years	6	--									
26 years or more	5	--									

-- indicates results redacted for confidentiality

Table 31. Overall Mean Comparisons by Years at this Institution

WWCC compared with:

How many years have you worked at this institution?	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.845	3.773			3.782			3.889		
5 years or less	89	3.989	3.917			3.926			4.050		
6-10 years	38	3.603	3.728			3.744			3.730		
11-15 years	18	3.803	3.698			3.709			3.764		
16-20 years	12	3.867	3.690			3.691			3.686		
21-25 years	6	--									
26 years or more	5	--									

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Figure 7. Overall Climate by Years in Higher Education

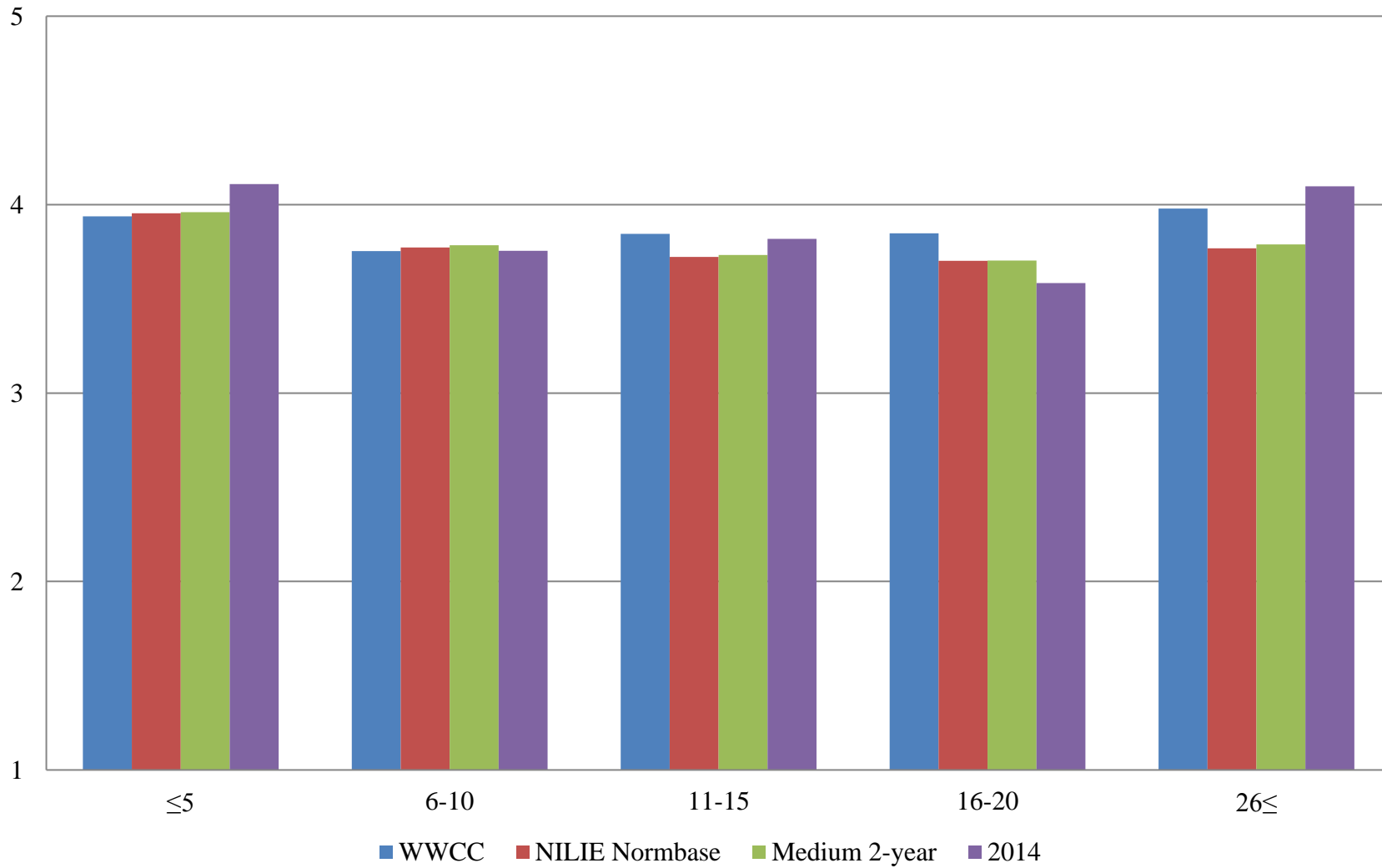


Table 32. Institutional Structure Mean Comparisons by Years in Higher Education

WWCC compared with:

How many years have you worked in higher education?	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.573	3.479			3.478			3.598		
5 years or less	67	3.693	3.752			3.753			3.888		
6-10 years	30	3.429	3.483			3.480			3.441		
11-15 years	28	3.574	3.405			3.396			3.503		
16-20 years	23	3.560	3.362			3.351			3.177		
21-25 years	8	--									
26 years or more	11	3.676	3.426			3.442			3.798		

Table 33. Student Focus Mean Comparisons by Years in Higher Education

WWCC compared with:

How many years have you worked in higher education?	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	4.089	4.045			4.061			4.122		
5 years or less	67	4.123	4.139			4.147			4.246		
6-10 years	30	4.093	4.026			4.047			4.060		
11-15 years	28	4.069	4.027			4.037			4.022		
16-20 years	23	4.115	4.009			4.025			3.865		
21-25 years	8	--									
26 years or more	11	4.168	4.069			4.098			4.353		

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Table 34. Supervisory Relationships Mean Comparisons by Years in Higher Education

WWCC compared with:

How many years have you worked in higher education?	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.879	3.830			3.837			3.940		
5 years or less	67	4.001	4.000			4.002			4.174		
6-10 years	30	3.786	3.842			3.855			3.760		
11-15 years	28	3.892	3.771			3.788			3.855		
16-20 years	23	3.807	3.763			3.760			3.713		
21-25 years	8	--									
26 years or more	11	3.999	3.828			3.850			4.154		

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Table 35. Teamwork Mean Comparisons by Years in Higher Education

WWCC compared with:

How many years have you worked in higher education?	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.963	3.868			3.889			4.046		
5 years or less	67	4.080	4.011			4.027			4.238		
6-10 years	30	3.806	3.859			3.884			3.908		
11-15 years	28	3.968	3.818			3.860			4.113		
16-20 years	23	4.116	3.820			3.833			3.759		
21-25 years	8	--									
26 years or more	11	4.333	3.909			3.926			4.189		

Table 36. Overall Mean Comparisons by Years in Higher Education

WWCC compared with:

How many years have you worked in higher education?	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.845	3.773			3.782			3.889		
5 years or less	67	3.937	3.954			3.959			4.108		
6-10 years	30	3.753	3.773			3.785			3.755		
11-15 years	28	3.844	3.722			3.733			3.818		
16-20 years	23	3.849	3.701			3.704			3.584		
21-25 years	8	--									
26 years or more	11	3.979	3.768			3.789			4.097		

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Figure 8. Overall Climate by Age

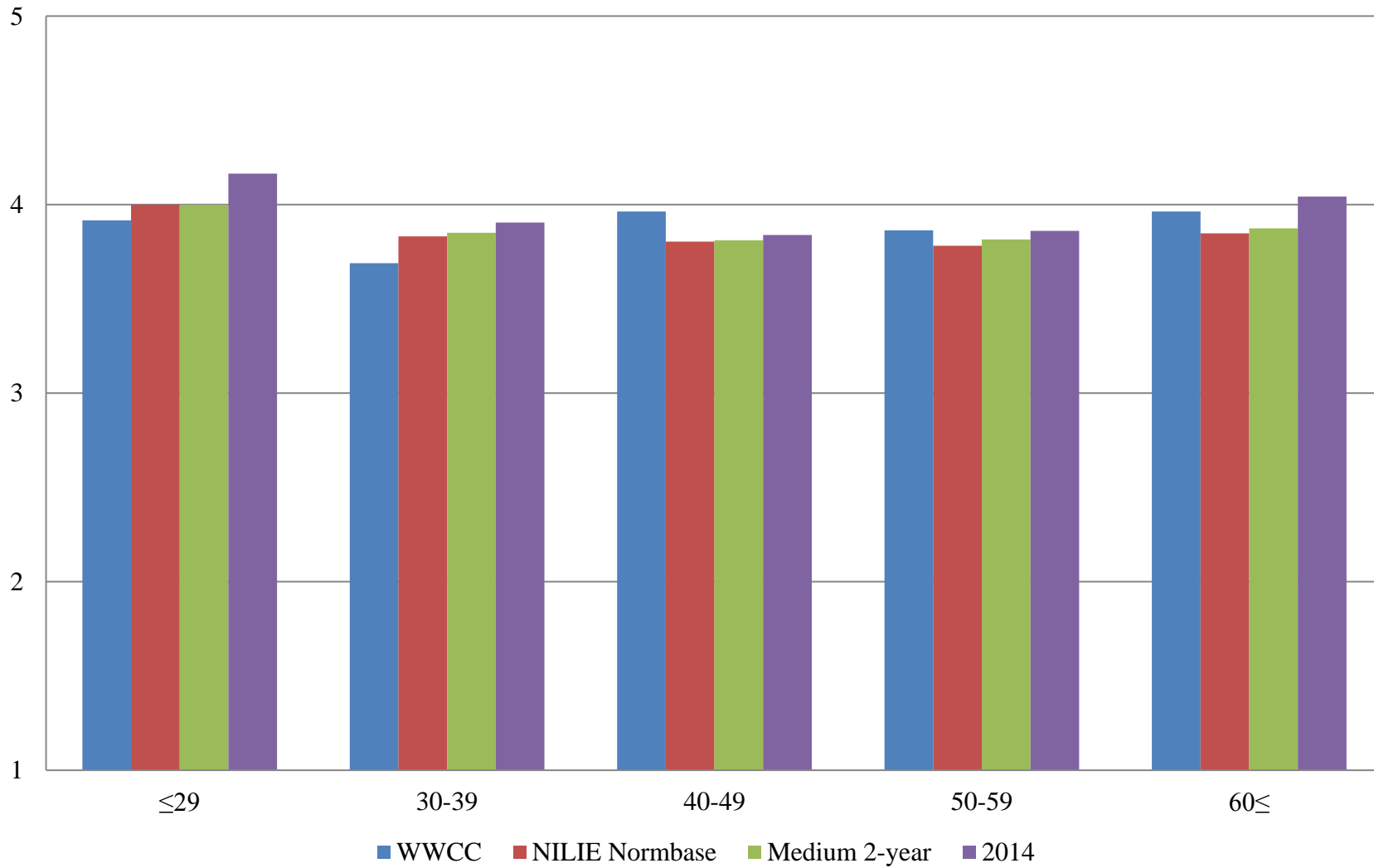


Table 37. Institutional Structure Mean Comparisons by Age

WWCC compared with:

What is your age?	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.573	3.479			3.478			3.598		
29 or younger	14	3.683	3.786			3.777			3.932		
30-39	31	3.344	3.550			3.567			3.582		
40-49	37	3.659	3.518			3.516			3.546		
50-59	43	3.650	3.490			3.515			3.554		
60 or older	30	3.712	3.569			3.584			3.803		

Table 38. Student Focus Mean Comparisons by Age

WWCC compared with:

What is your age?	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	4.089	4.045			4.061			4.122		
29 or younger	14	4.067	4.140			4.145			4.266		
30-39	31	3.999	4.047			4.065			4.144		
40-49	37	4.112	4.059			4.067			4.038		
50-59	43	4.148	4.067			4.105			4.128		
60 or older	30	4.227	4.111			4.134			4.227		

Table 39. Supervisory Relationships Mean Comparisons by Age

WWCC compared with:

What is your age?	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.879	3.830			3.837			3.940		
29 or younger	14	3.980	4.068			4.065			4.213		
30-39	31	3.757	3.915			3.929			3.942		
40-49	37	4.072	3.863			3.867			3.904		
50-59	43	3.840	3.829			3.865			3.935		
60 or older	30	3.934	3.892			3.924			4.075		

Table 40. Teamwork Mean Comparisons by Age

WWCC compared with:

What is your age?	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.963	3.868			3.889			4.046		
29 or younger	14	4.117	4.116			4.123			4.430		
30-39	31	3.833	3.947			3.975			4.160		
40-49	37	4.195	3.897			3.926			4.023		
50-59	43	3.895	3.858			3.898			3.938		
60 or older	30	4.131	3.939			3.980			4.165		

Table 41. Overall Mean Comparisons by Age

WWCC compared with:

What is your age?	WWCC		NILIE Normbase			Medium 2-year			2014		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	195	3.845	3.773			3.782			3.889		
29 or younger	14	3.917	4.000			3.999			4.164		
30-39	31	3.689	3.832			3.851			3.905		
40-49	37	3.964	3.804			3.810			3.838		
50-59	43	3.864	3.781			3.815			3.861		
60 or older	30	3.964	3.848			3.874			4.043		