



**NATIONAL INITIATIVE FOR LEADERSHIP
& INSTITUTIONAL EFFECTIVENESS**

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Walla Walla Community College
Walla Walla, Washington

PACE Executive Summary
Personal Assessment of the College Environment

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EXECUTIVE SUMMARY

During March 2018 the Personal Assessment of the College Environment (PACE) survey was administered to 686 employees at Walla Walla Community College (WWCC). Of those 686 employees, 195 (28.4%) completed and returned the instrument for analysis. Respondents were also given the opportunity to complete a qualitative section. Of the 195 Walla Walla Community College employees who completed the PACE survey, 97 (49.7%) 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, a customized section designed specifically for Walla Walla Community College, and a student focus subscale section. 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 WWCC included 78 total items and two qualitative questions.

At WWCC, the PACE results yielded an overall 3.845 mean score. When disaggregated by the Personnel Classification demographic category of the PACE instrument, Faculty rated the campus climate the highest with a mean score of 3.936, followed by Staff (3.803) and Administrators (3.789). The most favorable and unfavorable 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 Walla Walla Community College.

- The extent to which I feel my job is relevant to this institution’s mission, 4.510 (#8)
- The extent to which my supervisor expresses confidence in my work, 4.256 (#2)
- The extent to which this institution prepares students for a career, 4.220 (#35)
- The extent to which this institution prepares students for further learning, 4.203 (#37)
- The extent to which students receive an excellent education at this institution, 4.199 (#31)
- The extent to which classified personnel meet the needs of the students, 4.128 (#28)
- The extent to which my supervisor is open to the ideas, opinions, and beliefs of everyone, 4.119 (#9)
- The extent to which I am given the opportunity to be creative in my work, 4.087 (#39)
- The extent to which there is a spirit of cooperation within my work team, 4.077 (#3)
- The extent to which student ethnic and cultural diversity are important at this institution, 4.070 (#18)

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

- The extent to which I have the opportunity for advancement within this institution, 3.260 (#38)
- The extent to which information is shared within this institution, 3.306 (#10)
- The extent to which this institution is appropriately organized, 3.330 (#32)
- The extent to which I am able to appropriately influence the direction of this institution, 3.371 (#15)
- The extent to which decisions are made at the appropriate level at this institution, 3.441 (#4)
- The extent to which open and ethical communication is practiced at this institution, 3.487 (#16)
- The extent to which my work is guided by clearly defined administrative processes, 3.489 (#44)
- The extent to which institutional teams use problem-solving techniques, 3.563 (#11)
- The extent to which I receive adequate information regarding important activities at this institution, 3.623 (#41)
- The extent to which a spirit of cooperation exists at this institution, 3.624 (#25)

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 WWCC; a student focus subscale report; and a qualitative report. Report interpretation instructions and a raw data Excel file with a codebook are also included.