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## **PACE CAMPUS CLIMATE SURVEY**

An initiative of the Belk Center at NC State

706 Hillsborough Street | Raleigh, NC 27603

# **Walla Walla Community College**

Walla Walla, Washington

### **PACE Custom Report**

PACE Climate Survey for Community Colleges

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**Conducted**

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**Table 1. Custom Frequency Distributions**

*WWCC compared with:*

Custom Items	Response Option	WWCC		2022	
		Count	%	Count	%
<b>1</b> Individuals are held accountable for inappropriate behavior	Strongly Disagree	23	10%	N/A	N/A
	Disagree	54	24%	N/A	N/A
	Neither	70	32%	N/A	N/A
	Agree	58	26%	N/A	N/A
	Strongly Agree	16	7%	N/A	N/A
	<b>Total</b>		<b>221</b>	<b>100%</b>	<b>N/A</b>
<b>2</b> I am treated with civility by Executive Leadership/Admin	Strongly Disagree	8	3%	N/A	N/A
	Disagree	10	4%	N/A	N/A
	Neither	34	15%	N/A	N/A
	Agree	106	46%	N/A	N/A
	Strongly Agree	73	32%	N/A	N/A
	<b>Total</b>		<b>231</b>	<b>100%</b>	<b>N/A</b>
<b>3</b> Effective lines of communication exist among campuses and locations	Strongly Disagree	16	7%	N/A	N/A
	Disagree	57	25%	N/A	N/A
	Neither	56	25%	N/A	N/A
	Agree	82	36%	N/A	N/A
	Strongly Agree	15	7%	N/A	N/A
	<b>Total</b>		<b>226</b>	<b>100%</b>	<b>N/A</b>
<b>4</b> The institution effectively uses its financial resources to maximize educational objectives	Strongly Disagree	12	5%	31	21%
	Disagree	38	17%	31	21%
	Neither	74	34%	51	34%
	Agree	78	36%	32	21%
	Strongly Agree	17	8%	5	3%
	<b>Total</b>		<b>219</b>	<b>100%</b>	<b>150</b>

N/A indicates survey item previously unavailable

*WWCC compared with:*

Custom Items (continued)	Response Option	WWCC		2022	
		Count	%	Count	%
<b>5</b> I think harassment is a problem at the college	Strongly Disagree	61	27%	N/A	N/A
	Disagree	83	37%	N/A	N/A
	Neither	47	21%	N/A	N/A
	Agree	19	8%	N/A	N/A
	Strongly Agree	15	7%	N/A	N/A
	<b>Total</b>	<b>225</b>	<b>100%</b>	<b>N/A</b>	<b>N/A</b>
<b>6</b> Leaders effectively communicate key decisions	Strongly Disagree	28	12%	N/A	N/A
	Disagree	36	16%	N/A	N/A
	Neither	45	19%	N/A	N/A
	Agree	96	41%	N/A	N/A
	Strongly Agree	27	12%	N/A	N/A
	<b>Total</b>	<b>232</b>	<b>100%</b>	<b>N/A</b>	<b>N/A</b>
<b>7</b> I would recommend my institution as a great place to work	Strongly Disagree	12	5%	N/A	N/A
	Disagree	30	13%	N/A	N/A
	Neither	51	22%	N/A	N/A
	Agree	92	39%	N/A	N/A
	Strongly Agree	49	21%	N/A	N/A
	<b>Total</b>	<b>234</b>	<b>100%</b>	<b>N/A</b>	<b>N/A</b>
<b>8</b> I am treated with civility (here defined as “respect, courtesy, and consideration”) by my immediate supervisor	Strongly Disagree	9	4%	N/A	N/A
	Disagree	7	3%	N/A	N/A
	Neither	19	8%	N/A	N/A
	Agree	67	29%	N/A	N/A
	Strongly Agree	130	56%	N/A	N/A
	<b>Total</b>	<b>232</b>	<b>100%</b>	<b>N/A</b>	<b>N/A</b>

N/A indicates survey item previously unavailable

*WWCC compared with:*

Custom Items (continued)	Response Option	WWCC		2022	
		Count	%	Count	%
<b>9</b> I feel I have the opportunity to contribute to my department's strategic plan	Strongly Disagree	11	5%	14	9%
	Disagree	18	8%	9	6%
	Neither	41	18%	36	24%
	Agree	85	37%	66	43%
	Strongly Agree	77	33%	27	18%
	<b>Total</b>	<b>232</b>	<b>100%</b>	<b>152</b>	<b>100%</b>
<b>10</b> There is an overall trusting relationship between faculty and staff and Executive Leadership/Admin	Strongly Disagree	48	21%	N/A	N/A
	Disagree	61	27%	N/A	N/A
	Neither	52	23%	N/A	N/A
	Agree	50	22%	N/A	N/A
	Strongly Agree	16	7%	N/A	N/A
	<b>Total</b>	<b>227</b>	<b>100%</b>	<b>N/A</b>	<b>N/A</b>
<b>11</b> I feel comfortable voicing my concerns to Executive Leadership/Admin	Strongly Disagree	31	13%	N/A	N/A
	Disagree	41	18%	N/A	N/A
	Neither	49	21%	N/A	N/A
	Agree	77	33%	N/A	N/A
	Strongly Agree	33	14%	N/A	N/A
	<b>Total</b>	<b>231</b>	<b>100%</b>	<b>N/A</b>	<b>N/A</b>
<b>12</b> The budget development process in my department is inclusive	Strongly Disagree	19	9%	N/A	N/A
	Disagree	41	19%	N/A	N/A
	Neither	65	30%	N/A	N/A
	Agree	67	31%	N/A	N/A
	Strongly Agree	22	10%	N/A	N/A
	<b>Total</b>	<b>214</b>	<b>100%</b>	<b>N/A</b>	<b>N/A</b>

N/A indicates survey item previously unavailable

*WWCC compared with:*

Custom Items (continued)	Response Option	WWCC		2022	
		Count	%	Count	%
<b>13</b> My institution prioritizes creating a more inclusive campus community that is welcoming of employees from diverse backgrounds	Strongly Disagree	10	4%	13	8%
	Disagree	20	9%	18	11%
	Neither	55	24%	39	25%
	Agree	104	46%	62	39%
	Strongly Agree	36	16%	25	16%
	<b>Total</b>	<b>225</b>	<b>100%</b>	<b>157</b>	<b>100%</b>
<b>14</b> The institution translates our strategic plan into concrete action plans	Strongly Disagree	21	9%	N/A	N/A
	Disagree	35	15%	N/A	N/A
	Neither	76	34%	N/A	N/A
	Agree	78	35%	N/A	N/A
	Strongly Agree	16	7%	N/A	N/A
	<b>Total</b>	<b>226</b>	<b>100%</b>	<b>N/A</b>	<b>N/A</b>
<b>15</b> My supervisor maintains an environment that respects employees of different identities (race, ethnicity, gender, socioeconomic class, sexual orientation, ability, etc.)	Strongly Disagree	8	3%	N/A	N/A
	Disagree	7	3%	N/A	N/A
	Neither	20	9%	N/A	N/A
	Agree	96	41%	N/A	N/A
	Strongly Agree	101	44%	N/A	N/A
	<b>Total</b>	<b>232</b>	<b>100%</b>	<b>N/A</b>	<b>N/A</b>
<b>16</b> This college provides advancement opportunities for all employees regardless of background	Strongly Disagree	21	9%	30	20%
	Disagree	31	14%	26	17%
	Neither	60	27%	33	22%
	Agree	81	36%	44	29%
	Strongly Agree	33	15%	18	12%
	<b>Total</b>	<b>226</b>	<b>100%</b>	<b>151</b>	<b>100%</b>

N/A indicates survey item previously unavailable

*WWCC compared with:*

Custom Items (continued)	Response Option	WWCC		2022	
		Count	%	Count	%
<b>17</b> Constituency groups are appropriately involved in decisions that have college-wide impact	Strongly Disagree	16	8%	N/A	N/A
	Disagree	33	16%	N/A	N/A
	Neither	72	35%	N/A	N/A
	Agree	71	35%	N/A	N/A
	Strongly Agree	12	6%	N/A	N/A
	<b>Total</b>	<b>204</b>	<b>100%</b>	<b>N/A</b>	<b>N/A</b>
<b>18</b> This institution provides employees with adequate training/development regarding diversity and cultural competence	Strongly Disagree	15	7%	12	8%
	Disagree	40	18%	21	14%
	Neither	60	26%	35	23%
	Agree	84	37%	62	41%
	Strongly Agree	29	13%	23	15%
	<b>Total</b>	<b>228</b>	<b>100%</b>	<b>153</b>	<b>100%</b>
<b>19</b> My experience at this institution has been inclusive regardless of my background	Strongly Disagree	10	4%	15	10%
	Disagree	16	7%	17	11%
	Neither	42	18%	39	25%
	Agree	112	49%	59	38%
	Strongly Agree	49	21%	24	16%
	<b>Total</b>	<b>229</b>	<b>100%</b>	<b>154</b>	<b>100%</b>
<b>20</b> I feel comfortable expressing my beliefs	Strongly Disagree	22	10%	27	17%
	Disagree	40	17%	36	23%
	Neither	47	20%	26	17%
	Agree	94	41%	52	33%
	Strongly Agree	28	12%	16	10%
	<b>Total</b>	<b>231</b>	<b>100%</b>	<b>157</b>	<b>100%</b>

**Table 2. Custom Item Mean Comparisons**

*WWCC compared with:*

Custom Items	WWCC		2022		
	N	Mean	Mean	Sig.	Effect size
<b>1</b> Individuals are held accountable for inappropriate behavior	221	2.955	N/A		
<b>2</b> I am treated with civility by Executive Leadership/Admin	231	3.978	N/A		
<b>3</b> Effective lines of communication exist among campuses and locations	226	3.102	N/A		
<b>4</b> The institution effectively uses its financial resources to maximize educational objectives	219	3.228	2.660	***	.538
<b>5</b> I think harassment is a problem at the college	225	2.307	N/A		
<b>6</b> Leaders effectively communicate key decisions	232	3.250	N/A		
<b>7</b> I would recommend my institution as a great place to work	234	3.581	N/A		
<b>8</b> I am treated with civility (here defined as “respect, courtesy, and consideration”) by my immediate supervisor	232	4.302	N/A		
<b>9</b> I feel I have the opportunity to contribute to my department’s strategic plan	232	3.858	3.546	**	.279
<b>10</b> There is an overall trusting relationship between faculty and staff and Executive Leadership/Admin	227	2.670	N/A		

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

N/A indicates survey item previously unavailable

*WWCC compared with:*

Custom Items (Continued)	WWCC		2022		
	N	Mean	Mean	Sig.	Effect size
11 I feel comfortable voicing my concerns to Executive Leadership/Admin	231	3.173	N/A		
12 The budget development process in my department is inclusive	214	3.150	N/A		
13 My institution prioritizes creating a more inclusive campus community that is welcoming of employees from diverse backgrounds	225	3.604	3.433		
14 The institution translates our strategic plan into concrete action plans	226	3.146	N/A		
15 My supervisor maintains an environment that respects employees of different identities (race, ethnicity, gender, socioeconomic class, sexual orientation, ability, etc.)	232	4.185	N/A		
16 This college provides advancement opportunities for all employees regardless of background	226	3.327	2.960	**	.299
17 Constituency groups are appropriately involved in decisions that have college-wide impact	204	3.147	N/A		
18 This institution provides employees with adequate training/development regarding diversity and cultural competence	228	3.316	3.412		
19 My experience at this institution has been inclusive regardless of my background	229	3.760	3.390	**	.344
20 I feel comfortable expressing my beliefs	231	3.286	2.962	*	.265

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

N/A indicates survey item previously unavailable

**Table 3. Custom Demographic Frequency Distributions**

*WWCC compared with:*

Demographic Items	Response Option	WWCC		2022	
		Count	%	Count	%
1 At what campus do you primarily work?	Walla Walla Main Campus	187	79%	122	83%
	Clarkston Campus	25	11%	15	10%
	Coyote Ridge Corrections Center	6	3%	1	1%
	Washington State Penitentiary	13	6%	4	3%
	Online	4	2%	4	3%
	Other	1	0%	1	1%
	<b>Total</b>		<b>236</b>	<b>100%</b>	<b>147</b>
2 What is your personnel classification?	Full-time Faculty	76	32%	N/A	
	Part-time Faculty	17	7%	N/A	
	Administrator	26	11%	N/A	
	Staff	117	50%	N/A	
	<b>Total</b>		<b>236</b>	<b>100%</b>	<b>N/A</b>

**Table 4. Institutional Structure Mean Comparisons by Campus**

*WWCC compared with:*

At what campus do you primarily work?	WWCC		2022		
	N	Mean	Mean	Sig.	Effect size
Overall	254	3.296	3.040	**	.278
Walla Walla Main Campus	187	3.285	2.936	***	.395
Clarkston Campus	25	3.406	3.529		
Coyote Ridge Corrections Center	6	--	--		
Washington State Penitentiary	13	3.508	--		
Online	4	--	--		
Other	1	--	--		

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

-- indicates results redacted for confidentiality

**Table 5. Student Focus Mean Comparisons by Campus**

*WWCC compared with:*

<b>At what campus do you primarily work?</b>	<b>WWCC</b>		<b>2022</b>		
	N	Mean	Mean	Sig.	Effect size
Overall	254	3.985	3.865		
Walla Walla Main Campus	187	3.977	3.810	*	.266
Clarkston Campus	25	4.171	4.019		
Coyote Ridge Corrections Center	6	--	--		
Washington State Penitentiary	13	4.136	--		
Online	4	--	--		
Other	1	--	--		

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

-- indicates results redacted for confidentiality

**Table 6. Supervisory Relationships Mean Comparisons by Campus**

*WWCC compared with:*

At what campus do you primarily work?	WWCC		2022		
	N	Mean	Mean	Sig.	Effect size
Overall	254	3.804	3.676		
Walla Walla Main Campus	187	3.801	3.561	*	.276
Clarkston Campus	25	4.138	3.786		
Coyote Ridge Corrections Center	6	--	--		
Washington State Penitentiary	13	3.840	--		
Online	4	--	--		
Other	1	--	--		

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

-- indicates results redacted for confidentiality

**Table 7. Teamwork Mean Comparisons by Campus**

*WWCC compared with:*

At what campus do you primarily work?	WWCC		2022		
	N	Mean	Mean	Sig.	Effect size
Overall	254	4.023	3.891		
Walla Walla Main Campus	187	4.078	3.837	*	.287
Clarkston Campus	25	4.200	3.856		
Coyote Ridge Corrections Center	6	--	--		
Washington State Penitentiary	13	3.769	--		
Online	4	--	--		
Other	1	--	--		

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

-- indicates results redacted for confidentiality

**Table 8. Overall Mean Comparisons by Campus**

*WWCC compared with:*

At what campus do you primarily work?	WWCC		2022		
	N	Mean	Mean	Sig.	Effect size
Overall	254	3.711	3.547	*	.227
Walla Walla Main Campus	187	3.714	3.457	**	.370
Clarkston Campus	25	3.924	3.774		
Coyote Ridge Corrections Center	6	--	--		
Washington State Penitentiary	13	3.795	--		
Online	4	--	--		
Other	1	--	--		

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

-- indicates results redacted for confidentiality

**Table 9. Institutional Structure Means by Personnel Classification**

<b>What is your personnel classification?</b>	<b>WWCC</b>	
	N	Mean
Overall	254	3.296
Full-time Faculty	76	3.233
Part-time Faculty	17	3.118
Administrator	26	3.379
Staff	117	3.348

**Table 10. Student Focus Means by Personnel Classification**

<b>What is your personnel classification?</b>	<b>WWCC</b>	
	N	Mean
Overall	254	3.985
Full-time Faculty	76	4.007
Part-time Faculty	17	3.690
Administrator	26	4.114
Staff	117	3.997

**Table 11. Supervisory Relationships Means by Personnel Classification**

<b>What is your personnel classification?</b>	<b>WWCC</b>	
	N	Mean
Overall	254	3.804
Full-time Faculty	76	3.812
Part-time Faculty	17	3.680
Administrator	26	3.862
Staff	117	3.831

**Table 12. Teamwork Means by Personnel Classification**

<b>What is your personnel classification?</b>	<b>WWCC</b>	
	N	Mean
Overall	254	4.023
Full-time Faculty	76	4.003
Part-time Faculty	17	3.941
Administrator	26	4.321
Staff	117	4.029

**Table 13. Overall Means by Personnel Classification**

<b>What is your personnel classification?</b>	<b>WWCC</b>	
	N	Mean
Overall	254	3.711
Full-time Faculty	76	3.699
Part-time Faculty	17	3.542
Administrator	26	3.830
Staff	117	3.738