

**NC STATE
UNIVERSITY**

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 Demographics Report

PACE Climate Survey for Community Colleges

Lead Researchers

Jared King & Oscar R. Miranda Tapia

Conducted

September & October 2025

RESEARCH TEAM

Audrey J. Jaeger, Ph.D.

Executive Director

Sarah A. Deal, Ph.D.

Director of Research

Kaitlin S. Newhouse, Ph.D.

Associate Director of Research
and Evaluation

Daniel West, Ph.D.

Senior Research Associate

Connor Guerin

Research Associate

Jared King

Research Associate

Kayla Patterson

Research Associate

Natasha Spencer

Research Associate

Nyasia Lloyd

Research Associate

Oscar R. Miranda Tapia

Research Associate

Sam Dotson

Research Associate

CONTACT US

Phone

(919) 515-8567

Web

pace.ncsu.edu

North Carolina State University

Belk Center for Community College

Leadership and Research

706 Hillsborough Street

Raleigh, NC 27603

Fax

(919) 515-6305

Email

pace_survey@ncsu.edu

Suggested Citation: Belk Center for Community College Leadership and Research, North Carolina State University. PACE Climate Survey for Community Colleges Demographics Report, by King J., & Miranda Tapia, O. R. Raleigh, NC: 2025.

Table of Contents

Page

Table 1.	Demographic Frequency Distributions	1
Figure 1.	Overall Climate by Personnel Classification	3
Table 2.	Institutional Structure Mean Comparisons by Personnel Classification	4
Table 3.	Student Focus Mean Comparisons by Personnel Classification	4
Table 4.	Supervisory Relationships Mean Comparisons by Personnel Classification	5
Table 5.	Teamwork Mean Comparisons by Personnel Classification	5
Table 6.	Overall Mean Comparisons by Personnel Classification	6
Figure 2.	Overall Climate by Race/Ethnicity	7
Table 7.	Institutional Structure Mean Comparisons by Race/Ethnicity	8
Table 8.	Student Focus Mean Comparisons by Race/Ethnicity	9
Table 9.	Supervisory Relationships Mean Comparisons by Race/Ethnicity	10
Table 10.	Teamwork Mean Comparisons by Race/Ethnicity	11
Table 11.	Overall Mean Comparisons by Race/Ethnicity	12
Figure 3.	Overall Climate by Employment Status	13
Table 12.	Institutional Structure Mean Comparisons by Employment Status	14
Table 13.	Student Focus Mean Comparisons by Employment Status	14
Table 14.	Supervisory Relationships Mean Comparisons by Employment Status	15
Table 15.	Teamwork Mean Comparisons by Employment Status	15
Table 16.	Overall Mean Comparisons by Employment Status	16
Figure 4.	Overall Climate by Highest Level of Education Earned	17
Table 17.	Institutional Structure Mean Comparisons by Highest Level of Education Earned	18
Table 18.	Student Focus Mean Comparisons by Highest Level of Education Earned	19
Table 19.	Supervisory Relationships Mean Comparisons by Highest Level of Education Earned	20
Table 20.	Teamwork Mean Comparisons by Highest Level of Education Earned	21
Table 21.	Overall Mean Comparisons by Highest Level of Education Earned	22
Figure 5.	Overall Climate by Gender Identity	23
Table 22.	Institutional Structure Mean Comparisons by Gender Identity	24
Table 23.	Student Focus Mean Comparisons by Gender Identity	25
Table 24.	Supervisory Relationships Mean Comparisons by Gender Identity	26
Table 25.	Teamwork Mean Comparisons by Gender Identity	27
Table 26.	Overall Mean Comparisons by Gender Identity	28
Figure 6.	Overall Climate by Gender Identity (Transgender)	29
Table 27.	Institutional Structure Mean Comparisons by Gender Identity (Transgender)	30
Table 28.	Student Focus Mean Comparisons by Gender Identity (Transgender)	30
Table 29.	Supervisory Relationships Mean Comparisons by Gender Identity (Transgender)	31
Table 30.	Teamwork Mean Comparisons by Gender Identity (Transgender)	31
Table 31.	Overall Mean Comparisons by Gender Identity (Transgender)	32

Table of Contents (continued)**Page**

Figure 7.	Overall Climate by Years at this Institution	33
Table 32.	Institutional Structure Mean Comparisons by Years at this Institution	34
Table 33.	Student Focus Mean Comparisons by Years at this Institution	35
Table 34.	Supervisory Relationships Mean Comparisons by Years at this Institution	36
Table 35.	Teamwork Mean Comparisons by Years at this Institution	37
Table 36.	Overall Mean Comparisons by Years at this Institution	38
Figure 8.	Overall Climate by Years in Higher Education	39
Table 37.	Institutional Structure Mean Comparisons by Years in Higher Education	40
Table 38.	Student Focus Mean Comparisons by Years in Higher Education	41
Table 39.	Supervisory Relationships Mean Comparisons by Years in Higher Education	42
Table 40.	Teamwork Mean Comparisons by Years in Higher Education	43
Table 41.	Overall Mean Comparisons by Years in Higher Education	44
Figure 9.	Overall Climate by Age	45
Table 42.	Institutional Structure Mean Comparisons by Age	46
Table 43.	Student Focus Mean Comparisons by Age	47
Table 44.	Supervisory Relationships Mean Comparisons by Age	48
Table 45.	Teamwork Mean Comparisons by Age	49
Table 46.	Overall Mean Comparisons by Age	50

Table 1. Demographic Frequency Distributions

Demographic Items	Response Option	WWCC		<i>WWCC compared with:</i>					
		Count	%	2022		PACE Normbase		Washington	
				Count	%	Count	%	Count	%
1 What is your personnel classification?	Faculty	93	39%	50	34%	21331	42%	1277	39%
	Administrator	26	11%	27	18%	6410	13%	566	17%
	Staff	117	50%	70	48%	22575	45%	1433	44%
	Total	236	100%	147	100%	50316	100%	3276	100%
2 Please select the race/ethnicity that best describes you:	African American or Black	1	0%	0	0%	3942	8%	75	2%
	Alaska Native or American Indian	1	0%	1	1%	340	1%	26	1%
	Asian	0	0%	0	0%	1421	3%	108	3%
	Hispanic/Latina/o/x	24	11%	11	8%	3567	7%	283	9%
	Middle Eastern or North African	1	0%	0	0%	210	0%	15	0%
	Native Hawaiian or Pacific Islander	0	0%	0	0%	92	0%	26	1%
	White	175	77%	111	78%	34930	71%	2250	70%
	Two or more races	13	6%	9	6%	2213	5%	240	7%
	Prefer to self-describe	12	5%	11	8%	2265	5%	185	6%
Total	227	100%	143	100%	48980	100%	3208	100%	
3 Your status at this institution is:	Full-Time	204	86%	134	89%	39857	80%	2694	82%
	Part-Time	32	14%	17	11%	10269	20%	578	18%
	Total	236	100%	151	100%	50126	100%	3272	100%
4 What is the highest level of education you have earned?	First Professional degree	2	1%	0	0%	682	1%	33	1%
	Doctoral degree	19	8%	12	8%	5416	11%	300	9%
	Master's degree	85	36%	57	40%	21758	44%	1288	40%
	Bachelor's degree	66	28%	45	32%	11605	23%	842	26%
	Associate's degree	46	20%	22	15%	6160	12%	457	14%
	Certificate	10	4%	4	3%	1362	3%	114	4%
	High School diploma or GED	7	3%	2	1%	2342	5%	190	6%
	No diploma or degree	0	0%	0	0%	104	0%	7	0%
Total	235	100%	142	100%	49429	100%	3231	100%	

Demographic Items (continued)		WWCC		2022		PACE Normbase		Washington		
		Response Option	Count	%	Count	%	Count	%	Count	%
5 What is your gender identity?	Man	86	37%	46	33%	16032	33%	1020	32%	
	Woman	137	60%	82	59%	31031	63%	1986	62%	
	Non-binary	2	1%	N/A	N/A	211	0%	36	1%	
	Genderqueer/Gender non-conforming	3	1%	1	1%	214	0%	31	1%	
	Prefer to self-describe	2	1%	9	7%	1423	3%	137	4%	
	Total	230	100%	138	100%	48911	100%	3210	100%	
5a Do you identify as transgender?	Yes	2	1%	N/A	N/A	154	1%	33	2%	
	No	226	99%	N/A	N/A	27506	99%	2032	98%	
	Total	228	100%	N/A	N/A	27660	100%	2065	100%	
6 How many years have you worked at this institution?	5 years or less	120	51%	53	41%	18473	38%	1330	42%	
	6-10 years	42	18%	33	26%	10298	21%	684	22%	
	11-15 years	32	14%	17	13%	7273	15%	450	14%	
	16-20 years	24	10%	11	9%	5606	12%	332	10%	
	21-25 years	7	3%	8	6%	3633	7%	209	7%	
	26 years or more	11	5%	6	5%	3181	7%	172	5%	
	Total	236	100%	128	100%	48464	100%	3177	100%	
7 How many years have you worked in higher education?	5 years or less	83	36%	33	26%	11936	25%	903	28%	
	6-10 years	39	17%	29	22%	9147	19%	636	20%	
	11-15 years	42	18%	25	19%	8348	17%	562	18%	
	16-20 years	32	14%	17	13%	7339	15%	422	13%	
	21-25 years	14	6%	12	9%	5446	11%	315	10%	
	26 years or more	22	9%	13	10%	6088	13%	354	11%	
	Total	232	100%	129	100%	48304	100%	3192	100%	
8 What is your age?	29 or younger	13	6%	5	5%	2445	5%	237	8%	
	30-39	50	22%	17	18%	7364	16%	561	19%	
	40-49	64	28%	23	24%	11888	26%	808	27%	
	50-59	55	24%	27	28%	13456	29%	771	26%	
	60 or older	43	19%	25	26%	10493	23%	643	21%	
	Total	225	100%	97	100%	45646	100%	3020	100%	

N/A indicates survey item or response option previously unavailable

Figure 1. Overall Climate by Personnel Classification

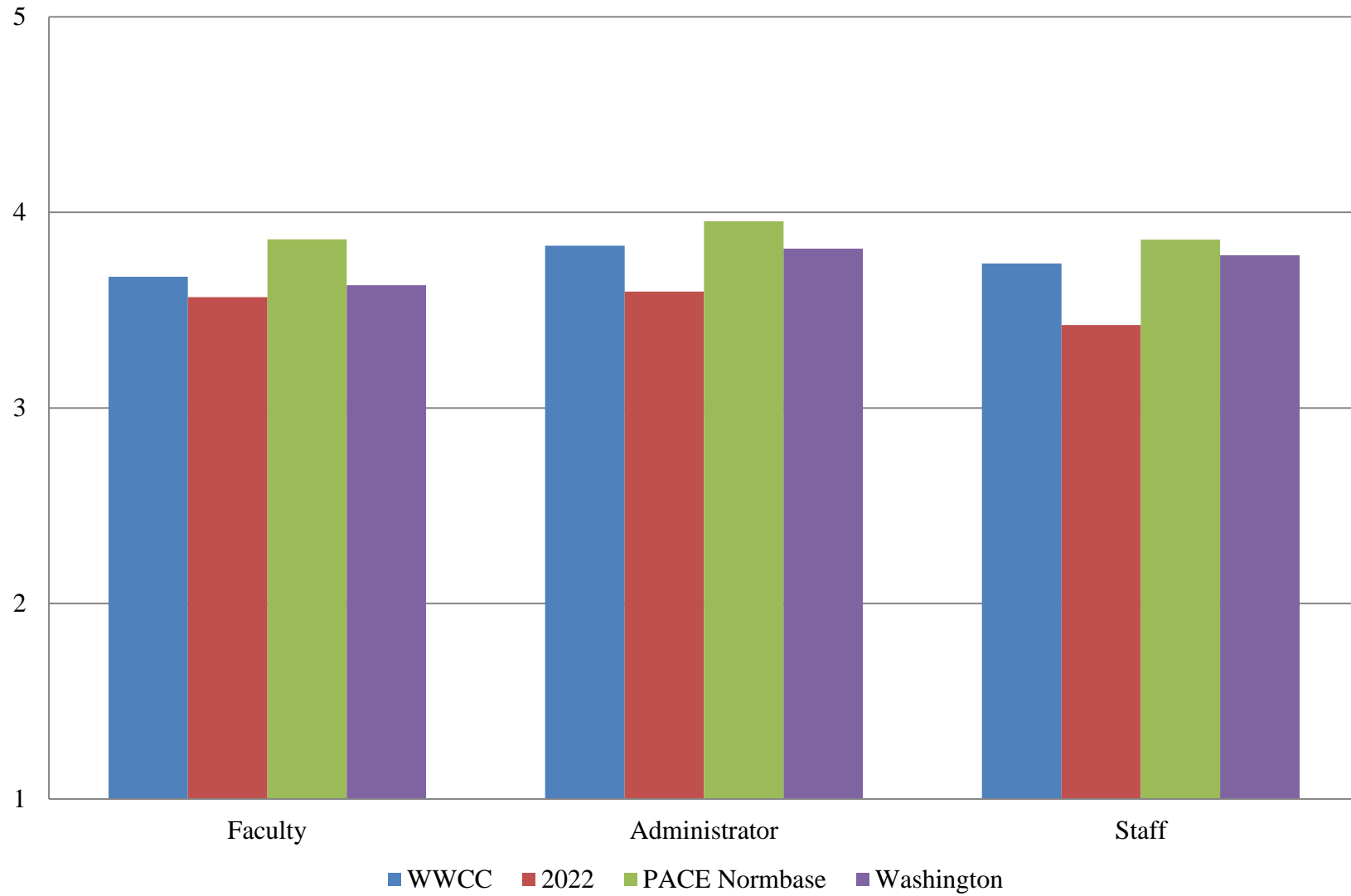


Table 2. Institutional Structure Mean Comparisons by Personnel Classification

WWCC compared with:

What is your personnel classification?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.296	3.040	**	.278	3.533	***	-.263	3.334		
Faculty	93	3.212	2.999			3.522	**	-.323	3.178		
Administrator	26	3.379	3.095			3.613			3.427		
Staff	117	3.348	2.963	**	.448	3.526	*	-.205	3.393		

Table 3. Student Focus Mean Comparisons by Personnel Classification

WWCC compared with:

What is your personnel classification?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.985	3.865			4.100	**	-.178	3.950		
Faculty	93	3.949	3.912			4.139	**	-.286	3.966		
Administrator	26	4.114	3.970			4.126			3.931		
Staff	117	3.997	3.740	**	.414	4.074			3.931		

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

Table 4. Supervisory Relationships Mean Comparisons by Personnel Classification

WWCC compared with:

What is your personnel classification?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.804	3.676			3.975	**	-.203	3.877		
Faculty	93	3.788	3.749			3.950			3.728		
Administrator	26	3.862	3.605			4.075			3.967		
Staff	117	3.831	3.515	*	.374	3.977			3.957		

Table 5. Teamwork Mean Comparisons by Personnel Classification

WWCC compared with:

What is your personnel classification?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	4.023	3.891			4.037			4.028		
Faculty	93	3.992	3.871			3.977			3.855		
Administrator	26	4.321	4.074			4.224			4.231		
Staff	117	4.029	3.782	*	.298	4.054			4.088		

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

Table 6. Overall Mean Comparisons by Personnel Classification

WWCC compared with:

What is your personnel classification?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.711	3.547	*	.227	3.867	***	-.214	3.735		
Faculty	93	3.670	3.567			3.862	*	-.251	3.627		
Administrator	26	3.830	3.595			3.954			3.814		
Staff	117	3.738	3.424	**	.471	3.860			3.781		

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

Figure 2. Overall Climate by Race/Ethnicity

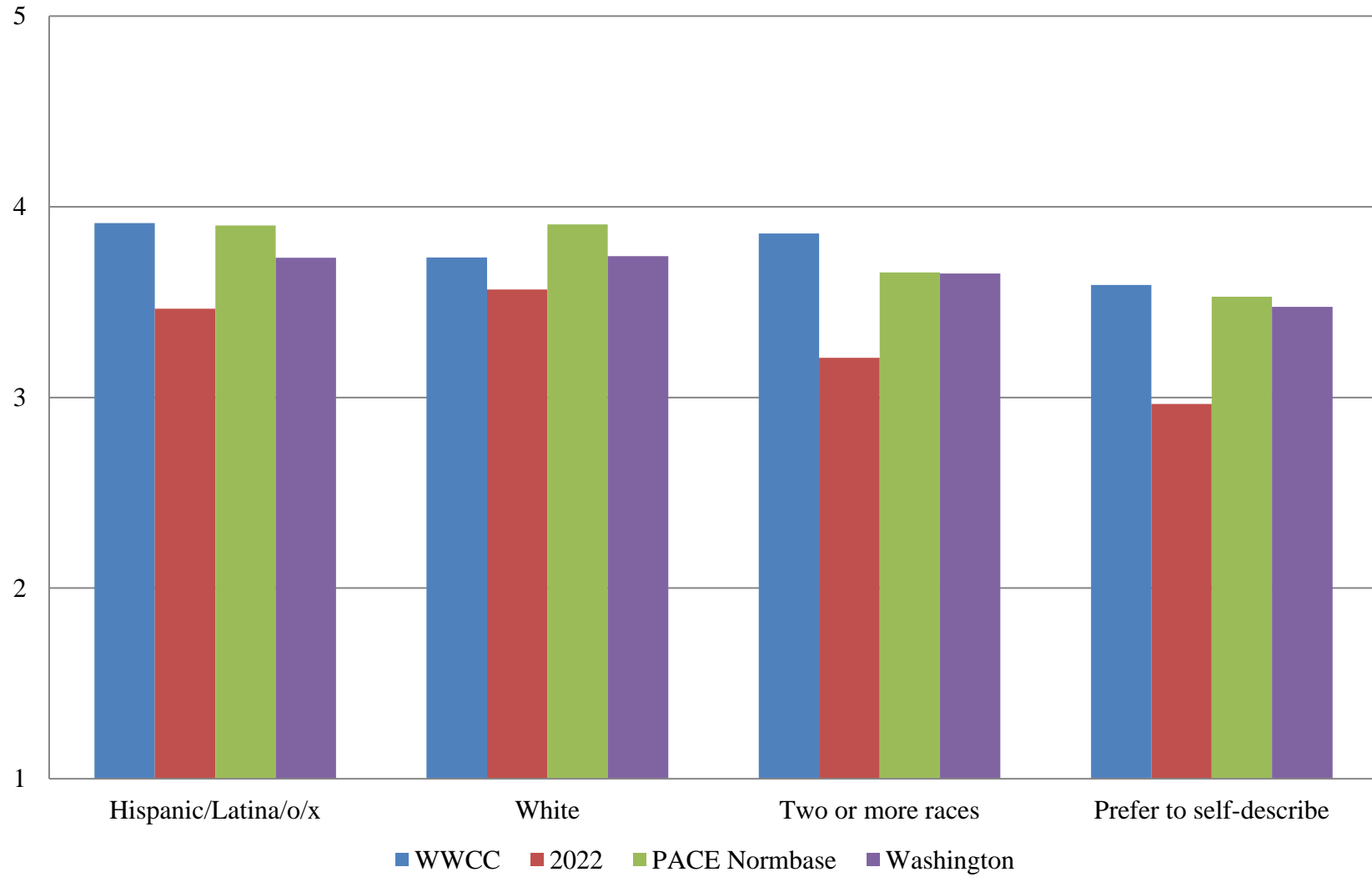


Table 7. Institutional Structure Mean Comparisons by Race/Ethnicity

WWCC compared with:

Please select the race/ethnicity that best describes you:	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.296	3.040	**	.278	3.533	***	-.263	3.334		
African American or Black	1	--	∅			3.627			3.403		
Alaska Native or American Indian	1	--	--			3.493			3.321		
Asian	0	∅	∅			3.762			3.685		
Hispanic/Latina/o/x	24	3.717	3.115	*	.814	3.618			3.401		
Middle Eastern or North African	1	--	∅			3.754			3.754		
Native Hawaiian or Pacific Islander	0	∅	∅			3.574			3.371		
White	175	3.291	3.061	*	.257	3.564	***	-.310	3.315		
Two or more races	13	3.423	2.606	*	.911	3.262			3.253		
Prefer to self-describe	12	3.118	2.419			3.099			3.011		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 8. Student Focus Mean Comparisons by Race/Ethnicity

WWCC compared with:

Please select the race/ethnicity that best describes you:	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.985	3.865			4.100	**	-.178	3.950		
African American or Black	1	--	∅			4.082			3.884		
Alaska Native or American Indian	1	--	--			4.036			3.827		
Asian	0	∅	∅			4.137			4.066		
Hispanic/Latina/o/x	24	4.172	3.819			4.121			3.898		
Middle Eastern or North African	1	--	∅			4.162			4.355		
Native Hawaiian or Pacific Islander	0	∅	∅			4.029			3.944		
White	175	4.003	3.917			4.144	**	-.232	3.973		
Two or more races	13	4.035	3.519	*	1.015	3.931			3.876		
Prefer to self-describe	12	3.938	3.326	*	1.000	3.849			3.738		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 9. Supervisory Relationships Mean Comparisons by Race/Ethnicity

WWCC compared with:

Please select the race/ethnicity that best describes you:	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.804	3.676			3.975	**	-.203	3.877		
African American or Black	1	--	∅			4.025			3.982		
Alaska Native or American Indian	1	--	--			3.882			3.898		
Asian	0	∅	∅			4.082			4.171		
Hispanic/Latina/o/x	24	3.828	3.459			3.975			3.827		
Middle Eastern or North African	1	--	∅			4.062			4.000		
Native Hawaiian or Pacific Islander	0	∅	∅			4.040			4.146		
White	175	3.851	3.657			4.012	**	-.199	3.886		
Two or more races	13	3.942	3.393	*	.958	3.772			3.749		
Prefer to self-describe	12	3.634	3.122			3.657			3.637		

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

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∅ indicates 0 responses

Table 10. Teamwork Mean Comparisons by Race/Ethnicity

WWCC compared with:

Please select the race/ethnicity that best describes you:	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	4.023	3.891			4.037			4.028		
African American or Black	1	--	∅			4.052			4.049		
Alaska Native or American Indian	1	--	--			3.913			4.026		
Asian	0	∅	∅			4.104			4.191		
Hispanic/Latina/o/x	24	4.074	3.644			4.030			4.029		
Middle Eastern or North African	1	--	∅			4.084			4.256		
Native Hawaiian or Pacific Islander	0	∅	∅			4.122			4.163		
White	175	4.079	3.941			4.085			4.037		
Two or more races	13	4.385	3.667	*	1.100	3.856			3.983		
Prefer to self-describe	12	3.847	3.270			3.708			3.766		

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

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∅ indicates 0 responses

Table 11. Overall Mean Comparisons by Race/Ethnicity

WWCC compared with:

Please select the race/ethnicity that best describes you:	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.711	3.547	*	.227	3.867	***	-.214	3.735		
African American or Black	1	--	∅			3.910			3.778		
Alaska Native or American Indian	1	--	--			3.797			3.704		
Asian	0	∅	∅			3.993			3.986		
Hispanic/Latina/o/x	24	3.915	3.465			3.901			3.732		
Middle Eastern or North African	1	--	∅			3.989			4.046		
Native Hawaiian or Pacific Islander	0	∅	∅			3.898			3.848		
White	175	3.734	3.566	*	.243	3.907	**	-.248	3.741		
Two or more races	13	3.860	3.208	**	1.279	3.655			3.650		
Prefer to self-describe	12	3.589	2.965			3.528			3.475		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Figure 3. Overall Climate by Employment Status

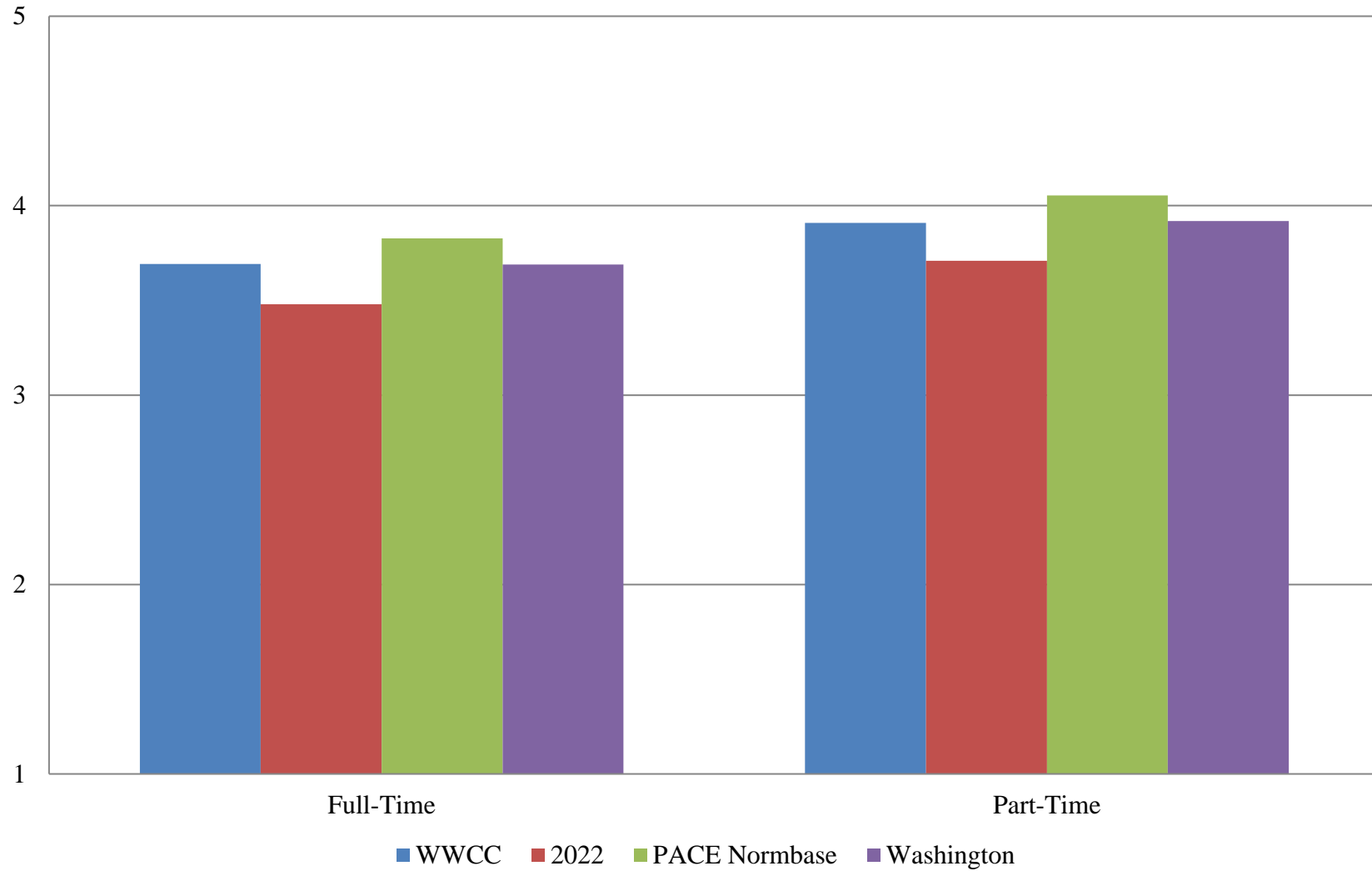


Table 12. Institutional Structure Mean Comparisons by Employment Status

WWCC compared with:

Your status at this institution is:	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.296	3.040	**	.278	3.533	***	-.263	3.334		
Full-Time	204	3.243	2.955	**	.325	3.453	***	-.234	3.244		
Part-Time	32	3.648	3.353			3.851			3.659		

Table 13. Student Focus Mean Comparisons by Employment Status

WWCC compared with:

Your status at this institution is:	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.985	3.865			4.100	**	-.178	3.950		
Full-Time	204	3.982	3.827	*	.251	4.074	*	-.147	3.910		
Part-Time	32	4.049	3.987			4.238			4.116		

* 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		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.804	3.676			3.975	**	-.203	3.877		
Full-Time	204	3.793	3.598	*	.226	3.950	**	-.186	3.852		
Part-Time	32	3.970	3.726			4.090			3.974		

Table 15. Teamwork Mean Comparisons by Employment Status

WWCC compared with:

Your status at this institution is:	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	4.023	3.891			4.037			4.028		
Full-Time	204	4.025	3.844			4.026			4.022		
Part-Time	32	4.188	3.995			4.115			4.051		

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

Table 16. Overall Mean Comparisons by Employment Status

WWCC compared with:

Your status at this institution is:	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.711	3.547	*	.227	3.867	***	-.214	3.735		
Full-Time	204	3.692	3.480	**	.310	3.827	**	-.188	3.689		
Part-Time	32	3.909	3.709			4.054			3.919		

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

Figure 4. Overall Climate by Highest Level of Education Earned

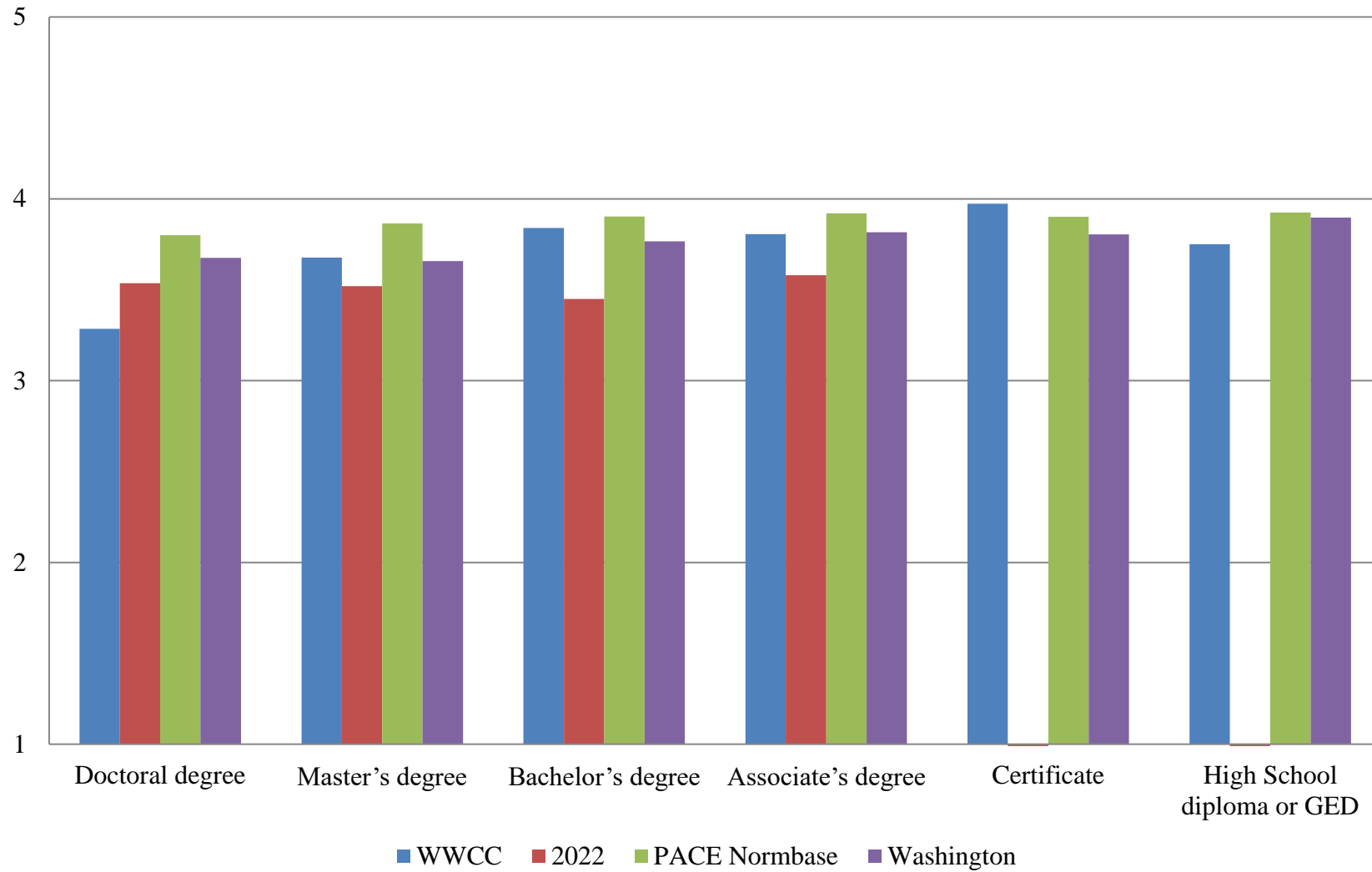


Table 17. Institutional Structure Mean Comparisons by Highest Level of Education Earned

WWCC compared with:

What is the highest level of education you have earned?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.296	3.040	**	.278	3.533	***	-.263	3.334		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	2	--	∅			3.570			3.469		
Doctoral degree (e.g., Ph.D., Ed.D.)	19	2.754	2.959			3.405	**	-.659	3.188		
Master's degree	85	3.186	2.971			3.503	**	-.346	3.189		
Bachelor's degree	66	3.427	3.000	*	.478	3.581			3.380		
Associate's degree	46	3.451	3.168			3.630			3.469		
Certificate	10	3.716	--			3.639			3.516		
High School diploma or GED	7	3.762	--			3.694			3.629		
No diploma or degree	0	∅	∅			3.690			4.063		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 18. Student Focus Mean Comparisons by Highest Level of Education Earned

WWCC compared with:

What is the highest level of education you have earned?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.985	3.865			4.100	**	-.178	3.950		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	2	--	∅			4.131			3.991		
Doctoral degree (e.g., Ph.D., Ed.D.)	19	3.725	4.062			4.074	*	-.517	4.048	*	-.524
Master's degree	85	3.937	3.846			4.106	*	-.267	3.911		
Bachelor's degree	66	4.072	3.768	*	.480	4.115			3.923		
Associate's degree	46	4.047	3.965			4.140			4.002		
Certificate	10	4.158	--			4.134			3.946		
High School diploma or GED	7	4.085	--			4.110			4.002		
No diploma or degree	0	∅	∅			4.103			4.226		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 19. Supervisory Relationships Mean Comparisons by Highest Level of Education Earned

WWCC compared with:

What is the highest level of education you have earned?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.804	3.676			3.975	**	-.203	3.877		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	2	--	∅			3.999			3.840		
Doctoral degree (e.g., Ph.D., Ed.D.)	19	3.226	3.788			3.933	***	-.806	3.782	*	-.598
Master's degree	85	3.824	3.622			3.979			3.808		
Bachelor's degree	66	4.004	3.502	**	.599	4.004			3.925		
Associate's degree	46	3.869	3.588			3.999			3.946		
Certificate	10	3.991	--			3.963			3.931		
High School diploma or GED	7	3.392	--			3.999			4.024		
No diploma or degree	0	∅	∅			3.838			4.392		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 20. Teamwork Mean Comparisons by Highest Level of Education Earned

WWCC compared with:

What is the highest level of education you have earned?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	4.023	3.891			4.037			4.028		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	2	--	∅			4.100			3.972		
Doctoral degree (e.g., Ph.D., Ed.D.)	19	3.825	3.400			3.955			3.916		
Master's degree	85	4.077	4.010			4.049			3.994		
Bachelor's degree	66	4.083	3.844			4.090			4.102		
Associate's degree	46	4.083	3.811			4.062			4.043		
Certificate	10	4.267	--			3.989			3.980		
High School diploma or GED	7	3.762	--			4.014			4.069		
No diploma or degree	0	∅	∅			3.906			4.286		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 21. Overall Mean Comparisons by Highest Level of Education Earned

WWCC compared with:

What is the highest level of education you have earned?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.711	3.547	*	.227	3.867	***	-.214	3.735		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	2	--	∅			3.906			3.778		
Doctoral degree (e.g., Ph.D., Ed.D.)	19	3.285	3.536			3.799	**	-.664	3.676	*	-.512
Master's degree	85	3.677	3.520			3.864	*	-.259	3.657		
Bachelor's degree	66	3.839	3.450	**	.549	3.902			3.766		
Associate's degree	46	3.806	3.580			3.920			3.816		
Certificate	10	3.973	--			3.901			3.805		
High School diploma or GED	7	3.750	--			3.925			3.896		
No diploma or degree	0	∅	∅			3.859			4.226		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Figure 5. Overall Climate by Gender Identity

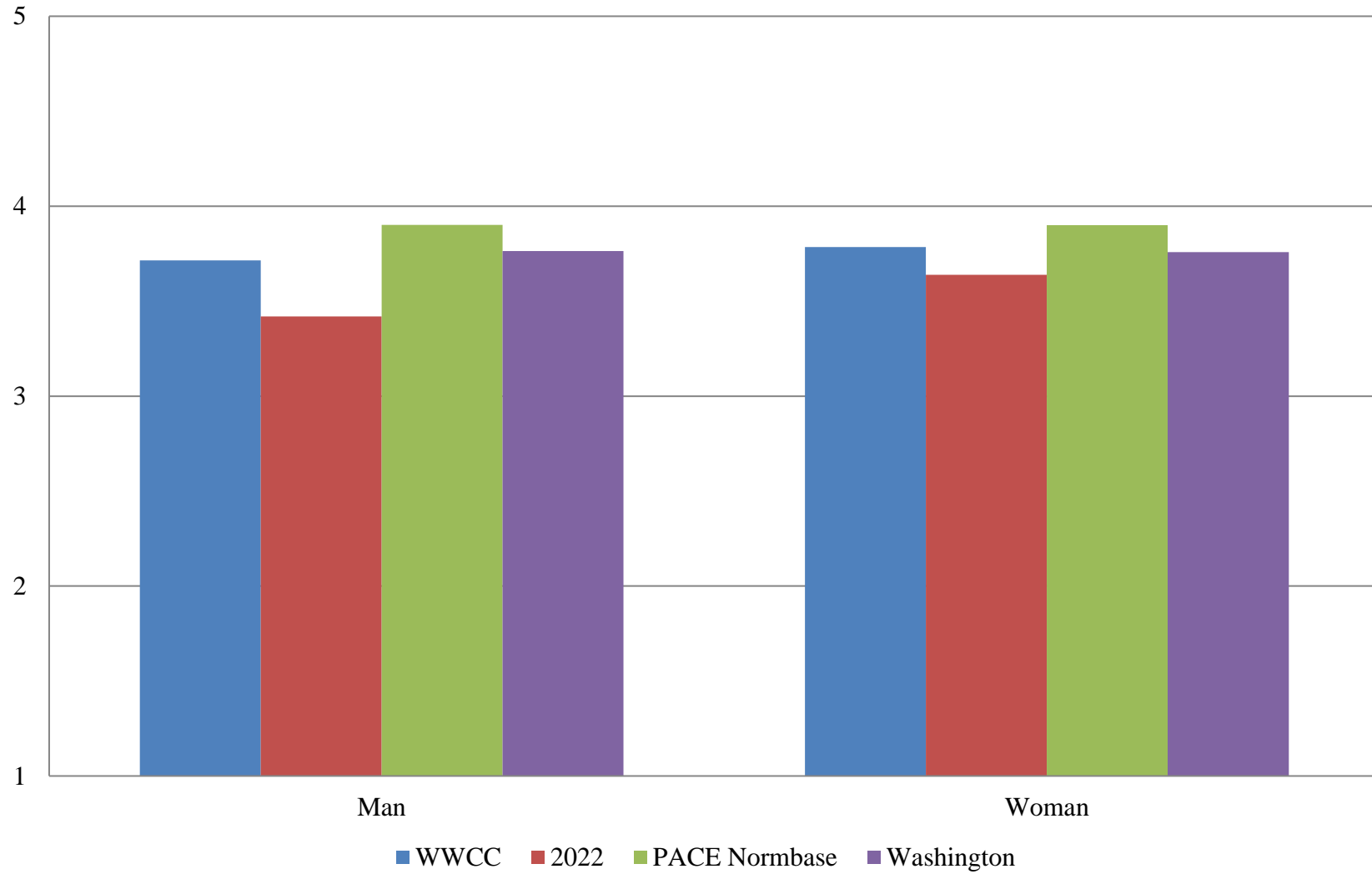


Table 22. Institutional Structure Mean Comparisons by Gender Identity

WWCC compared with:

What is your gender identity?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.296	3.040	**	.278	3.533	***	-.263	3.334		
Man	86	3.338	2.883	**	.512	3.582	*	-.263	3.375		
Woman	137	3.341	3.174			3.564	**	-.255	3.345		
Non-binary	2	--	N/A			2.953			2.833		
Genderqueer/Gender non-conforming	3	--	--			3.109			3.037		
Prefer to self-describe	2	--	2.409			2.905			2.802		

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

N/A indicates response option previously unavailable

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 23. Student Focus Mean Comparisons by Gender Identity

WWCC compared with:

What is your gender identity?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.985	3.865			4.100	**	-.178	3.950		
Man	86	3.986	3.822			4.125	*	-.212	3.977		
Woman	137	4.031	3.940			4.130			3.970		
Non-binary	2	--	N/A			3.728			3.642		
Genderqueer/Gender non-conforming	3	--	--			3.857			3.895		
Prefer to self-describe	2	--	3.259			3.734			3.535		

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

N/A indicates response option previously unavailable

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 24. Supervisory Relationships Mean Comparisons by Gender Identity

WWCC compared with:

What is your gender identity?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.804	3.676			3.975	**	-.203	3.877		
Man	86	3.787	3.510			3.997	*	-.246	3.893		
Woman	137	3.907	3.733			4.008			3.904		
Non-binary	2	--	N/A			3.653			3.676		
Genderqueer/Gender non-conforming	3	--	--			3.627			3.720		
Prefer to self-describe	2	--	2.935			3.506			3.375		

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

N/A indicates response option previously unavailable

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 25. Teamwork Mean Comparisons by Gender Identity

WWCC compared with:

What is your gender identity?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	4.023	3.891			4.037			4.028		
Man	86	3.970	3.746			4.068			4.041		
Woman	137	4.153	4.011			4.067			4.059		
Non-binary	2	--	N/A			3.750			3.896		
Genderqueer/Gender non-conforming	3	--	--			3.699			3.973		
Prefer to self-describe	2	--	3.163			3.596			3.524		

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

N/A indicates response option previously unavailable

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 26. Overall Mean Comparisons by Gender Identity

WWCC compared with:

What is your gender identity?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.711	3.547	*	.227	3.867	***	-.214	3.735		
Man	86	3.715	3.420	*	.416	3.901	*	-.249	3.764		
Woman	137	3.785	3.638			3.900			3.758		
Non-binary	2	--	N/A			3.456			3.420		
Genderqueer/Gender non-conforming	3	--	--			3.523			3.571		
Prefer to self-describe	2	--	2.878			3.377			3.251		

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

N/A indicates response option previously unavailable

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Figure 6. Overall Climate by Gender Identity (Transgender)

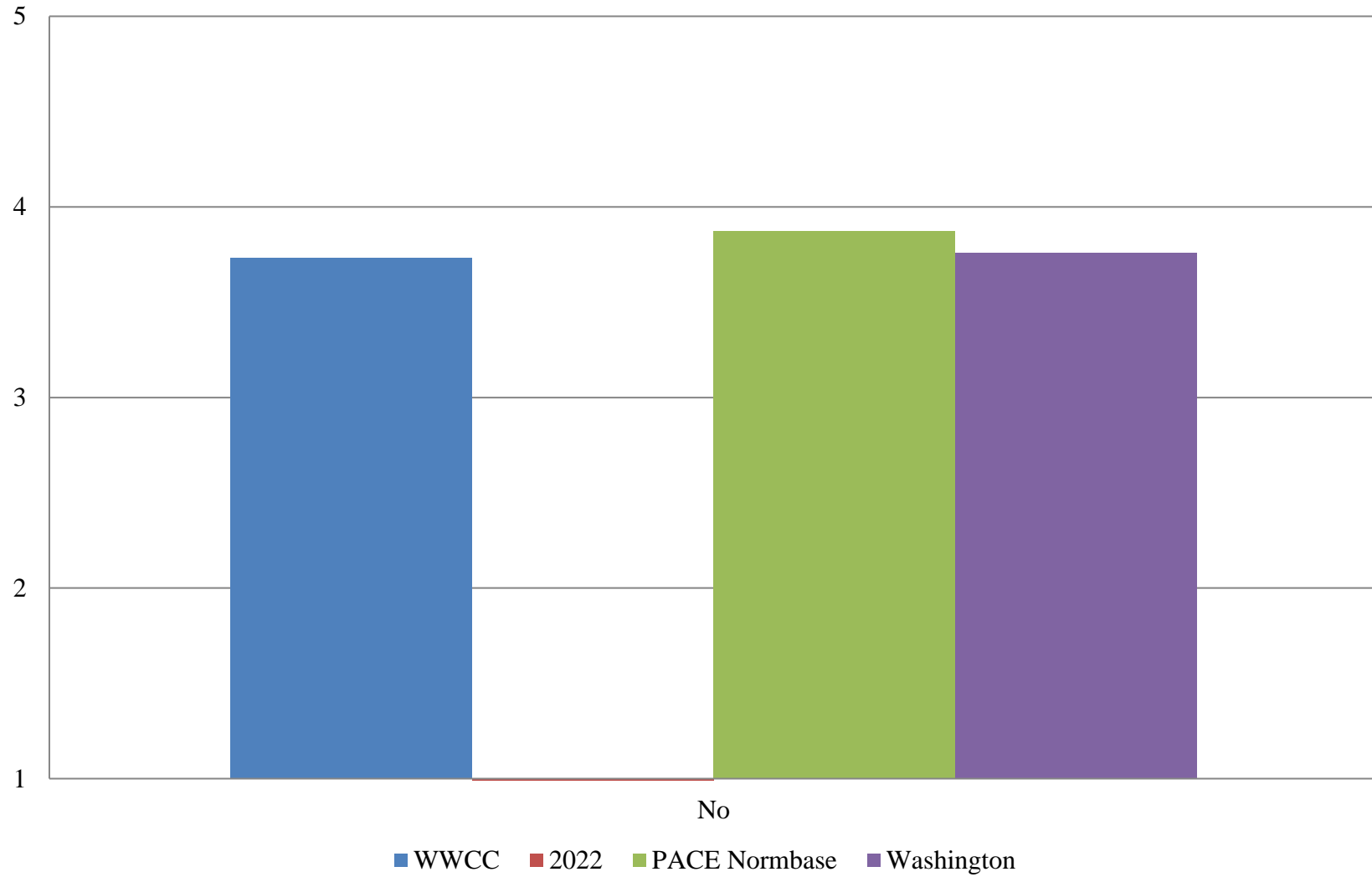


Table 27. Institutional Structure Mean Comparisons by Gender Identity (Transgender)

WWCC compared with:

Do you identify as transgender?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.296	N/A			3.533	***	-.263	3.334		
Yes	2	--	N/A			3.224			2.987		
No	226	3.312	N/A			3.517	***	-.230	3.333		

Table 28. Student Focus Mean Comparisons by Gender Identity (Transgender)

WWCC compared with:

Do you identify as transgender?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.985	N/A			4.100	**	-.178	3.950		
Yes	2	--	N/A			3.874			3.732		
No	226	4.003	N/A			4.103	*	-.160	3.966		

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

N/A indicates survey item previously unavailable

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 29. Supervisory Relationships Mean Comparisons by Gender Identity (Transgender)

WWCC compared with:

Do you identify as transgender?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.804	N/A			3.975	**	-.203	3.877		
Yes	2	--	N/A			3.841			3.758		
No	226	3.834	N/A			3.997	**	-.197	3.918		

Table 30. Teamwork Mean Comparisons by Gender Identity (Transgender)

WWCC compared with:

Do you identify as transgender?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	4.023	N/A			4.037			4.028		
Yes	2	--	N/A			3.942			4.005		
No	226	4.059	N/A			4.058			4.072		

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

N/A indicates survey item previously unavailable

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 31. Overall Mean Comparisons by Gender Identity (Transgender)

WWCC compared with:

	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Do you identify as transgender?											
Overall	254	3.711	N/A	*	.227	3.867	***	-.214	3.735		
Yes	2	--	N/A			3.662			3.527		
No	226	3.735	N/A			3.874	**	-.196	3.759		

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

N/A indicates survey item previously unavailable

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Figure 7. Overall Climate by Years at this Institution

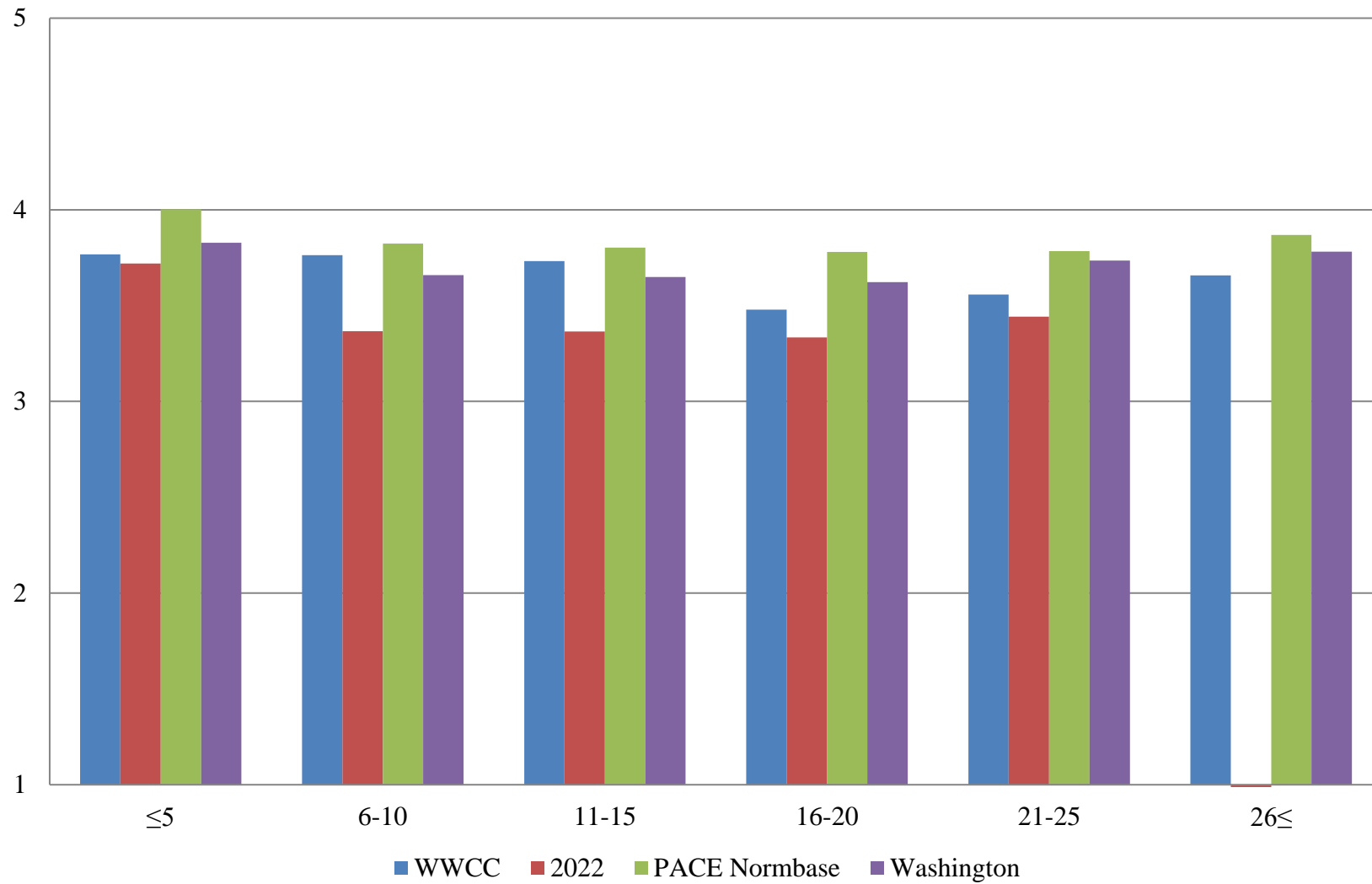


Table 32. Institutional Structure Mean Comparisons by Years at this Institution

WWCC compared with:

How many years have you worked at this institution?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.296	3.040	**	.278	3.533	***	-.263	3.334		
5 years or less	120	3.409	3.358			3.737	***	-.381	3.478		
6-10 years	42	3.306	2.687	**	.683	3.458			3.196		
11-15 years	32	3.241	2.804			3.420			3.213		
16-20 years	24	3.015	2.929			3.389	*	-.410	3.149		
21-25 years	7	2.846	2.804			3.377			3.286		
26 years or more	11	3.124	--			3.507			3.365		

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

-- indicates results redacted for confidentiality

Table 33. Student Focus Mean Comparisons by Years at this Institution

WWCC compared with:

How many years have you worked at this institution?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.985	3.865			4.100	**	-.178	3.950		
5 years or less	120	4.019	3.971			4.174	**	-.243	3.975		
6-10 years	42	3.982	3.766			4.074			3.884		
11-15 years	32	4.088	3.753			4.074			3.917		
16-20 years	24	3.795	3.619			4.056	*	-.415	3.931		
21-25 years	7	3.714	3.948			4.083			4.049		
26 years or more	11	4.042	--			4.135			4.043		

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

-- indicates results redacted for confidentiality

Table 34. Supervisory Relationships Mean Comparisons by Years at this Institution

WWCC compared with:

How many years have you worked at this institution?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.804	3.676			3.975	**	-.203	3.877		
5 years or less	120	3.829	3.804			4.093	***	-.323	3.972		
6-10 years	42	3.971	3.488	*	.587	3.937			3.823		
11-15 years	32	3.813	3.423			3.918			3.777		
16-20 years	24	3.548	3.424			3.900	*	-.421	3.765		
21-25 years	7	3.841	3.704			3.902			3.859		
26 years or more	11	3.685	--			3.972			3.909		

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

-- indicates results redacted for confidentiality

Table 35. Teamwork Mean Comparisons by Years at this Institution

WWCC compared with:

How many years have you worked at this institution?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	4.023	3.891			4.037			4.028		
5 years or less	120	4.037	3.961			4.147			4.117		
6-10 years	42	4.004	3.977			4.013			4.017		
11-15 years	32	4.146	3.812			3.985			3.926		
16-20 years	24	3.844	3.591			3.964			3.880		
21-25 years	7	4.583	3.490	*	1.222	3.965			3.976		
26 years or more	11	4.121	--			4.040			4.053		

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

-- indicates results redacted for confidentiality

Table 36. Overall Mean Comparisons by Years at this Institution

WWCC compared with:

How many years have you worked at this institution?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.711	3.547	*	.227	3.867	***	-.214	3.735		
5 years or less	120	3.768	3.720			4.002	***	-.329	3.828		
6-10 years	42	3.764	3.366	*	.584	3.824			3.660		
11-15 years	32	3.732	3.365			3.802			3.649		
16-20 years	24	3.479	3.334			3.780	*	-.417	3.623		
21-25 years	7	3.558	3.443			3.784			3.735		
26 years or more	11	3.658	--			3.869			3.782		

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

-- indicates results redacted for confidentiality

Figure 8. Overall Climate by Years in Higher Education

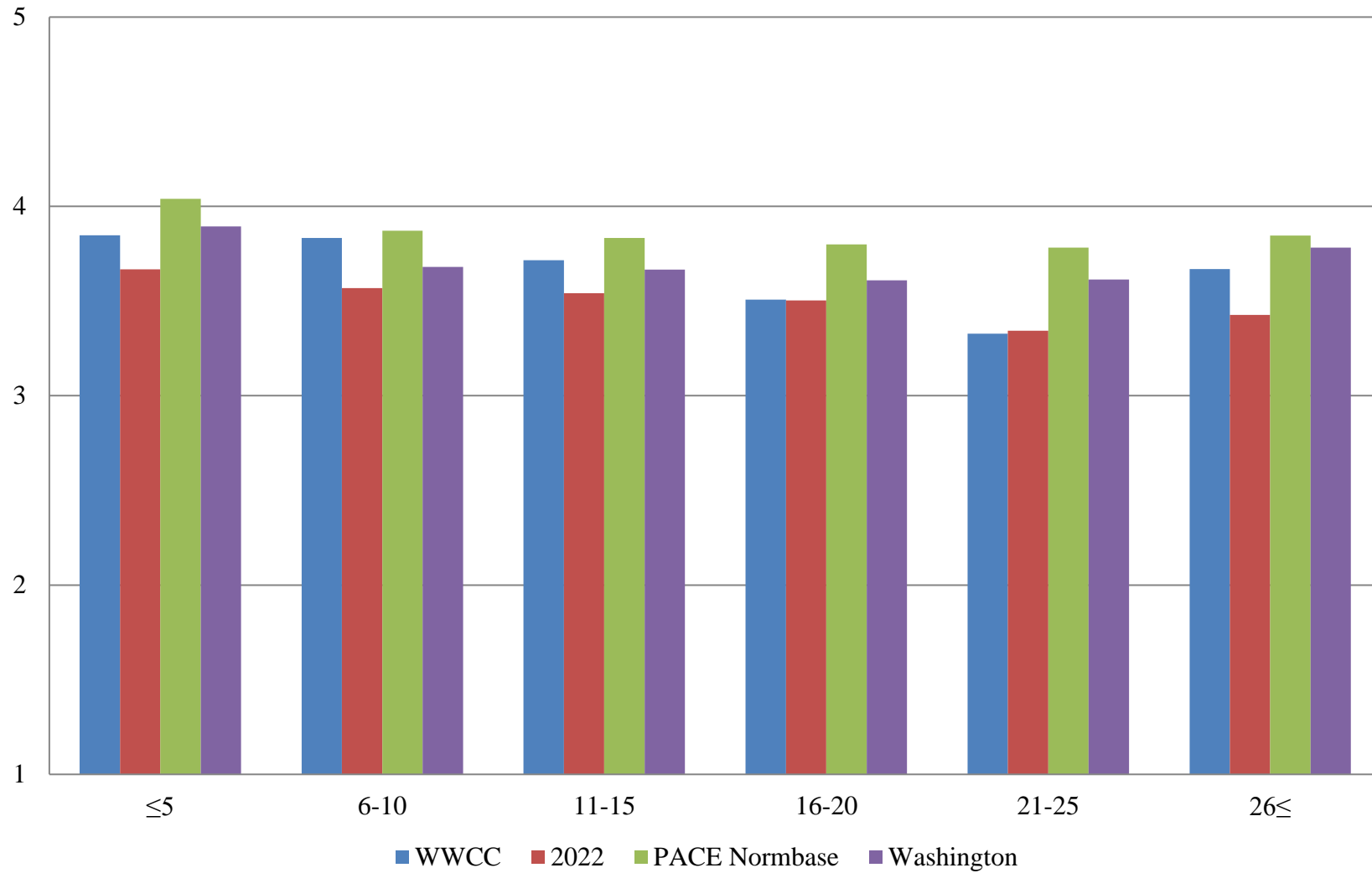


Table 37. Institutional Structure Mean Comparisons by Years in Higher Education

WWCC compared with:

How many years have you worked in higher education?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.296	3.040	**	.278	3.533	***	-.263	3.334		
5 years or less	83	3.544	3.321			3.802	**	-.308	3.577		
6-10 years	39	3.407	3.023			3.530			3.251		
11-15 years	42	3.234	3.028			3.462			3.216		
16-20 years	32	3.061	3.048			3.416	*	-.392	3.131		
21-25 years	14	2.624	2.613			3.386	**	-.832	3.154	*	-.602
26 years or more	22	3.076	2.931			3.477	*	-.429	3.349		

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

Table 38. Student Focus Mean Comparisons by Years in Higher Education

WWCC compared with:

How many years have you worked in higher education?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.985	3.865			4.100	**	-.178	3.950		
5 years or less	83	4.077	3.912			4.203			4.015		
6-10 years	39	4.072	3.859			4.093			3.880		
11-15 years	42	3.972	3.848			4.082			3.897		
16-20 years	32	3.850	3.903			4.066			3.898		
21-25 years	14	3.706	3.840			4.066	*	-.566	3.938		
26 years or more	22	3.993	3.772			4.111			4.055		

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

Table 39. Supervisory Relationships Mean Comparisons by Years in Higher Education

WWCC compared with:

How many years have you worked in higher education?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.804	3.676			3.975	**	-.203	3.877		
5 years or less	83	3.890	3.720			4.115	*	-.281	4.030		
6-10 years	39	4.024	3.726			3.985			3.840		
11-15 years	42	3.867	3.646			3.955			3.829		
16-20 years	32	3.560	3.501			3.914	*	-.418	3.749		
21-25 years	14	3.482	3.491			3.903			3.733		
26 years or more	22	3.788	3.628			3.956			3.910		

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

Table 40. Teamwork Mean Comparisons by Years in Higher Education

WWCC compared with:

How many years have you worked in higher education?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	4.023	3.891			4.037			4.028		
5 years or less	83	4.067	3.944			4.171			4.165		
6-10 years	39	4.021	4.011			4.056			4.026		
11-15 years	42	4.143	3.933			4.018			3.980		
16-20 years	32	3.816	3.838			3.994			3.916		
21-25 years	14	4.007	3.851			3.959			3.870		
26 years or more	22	4.216	3.583			4.017			4.051		

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

Table 41. Overall Mean Comparisons by Years in Higher Education

WWCC compared with:

How many years have you worked in higher education?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.711	3.547	*	.227	3.867	***	-.214	3.735		
5 years or less	83	3.848	3.667			4.040	*	-.273	3.894		
6-10 years	39	3.833	3.568			3.871			3.681		
11-15 years	42	3.716	3.541			3.833			3.666		
16-20 years	32	3.508	3.504			3.799	*	-.406	3.609		
21-25 years	14	3.328	3.343			3.782	*	-.623	3.613		
26 years or more	22	3.669	3.427			3.846			3.782		

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

Figure 9. Overall Climate by Age

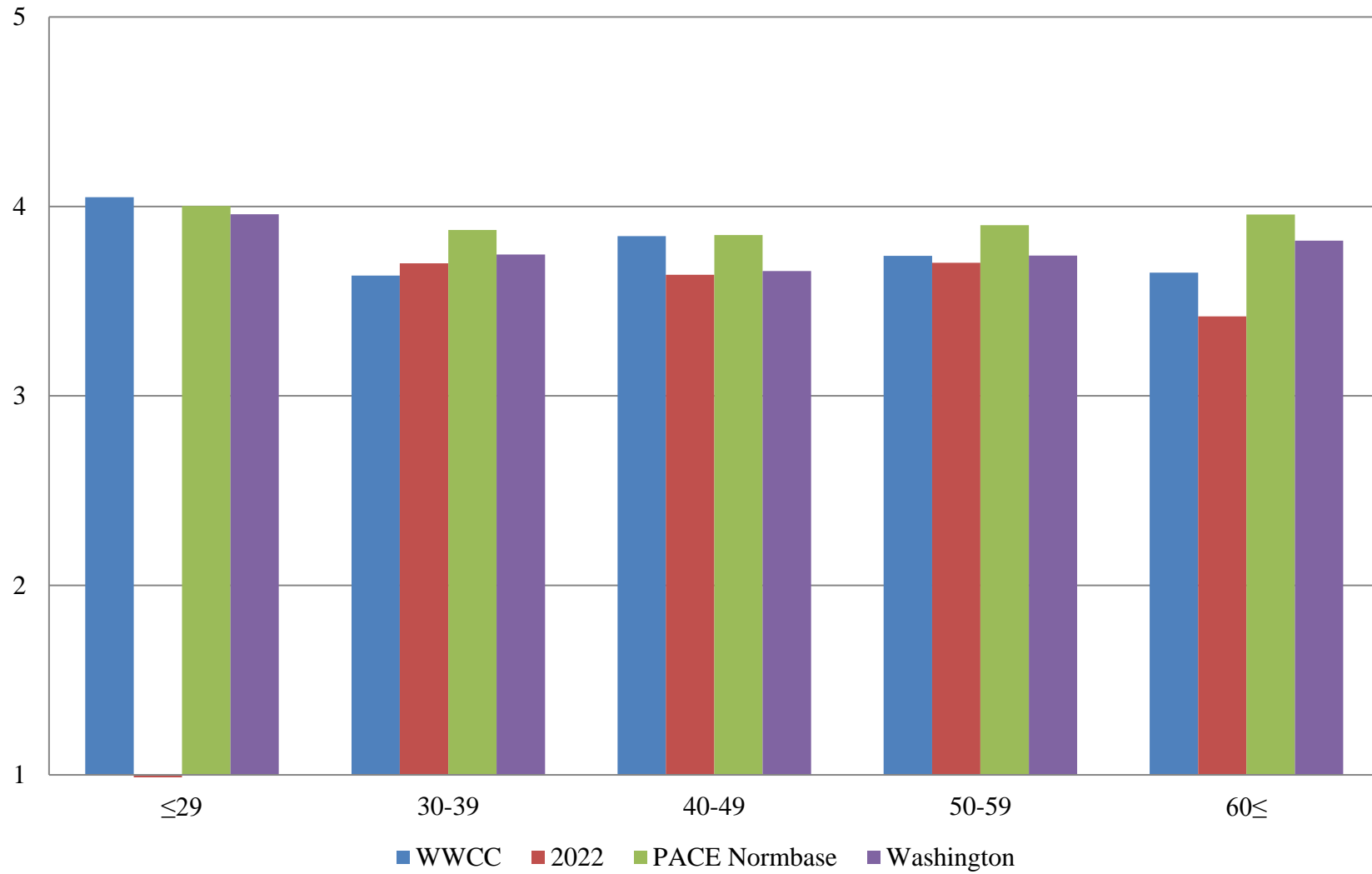


Table 42. Institutional Structure Mean Comparisons by Age

WWCC compared with:

What is your age?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.296	3.040	**	.278	3.533	***	-.263	3.334		
29 or younger	13	3.792	--			3.717			3.638		
30-39	50	3.173	3.403			3.516	**	-.379	3.300		
40-49	64	3.408	3.297			3.496			3.227		
50-59	55	3.263	3.068			3.568	*	-.342	3.325		
60 or older	43	3.306	2.823			3.669	**	-.412	3.458		

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

-- indicates results redacted for confidentiality

Table 43. Student Focus Mean Comparisons by Age

WWCC compared with:

What is your age?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.985	3.865			4.100	**	-.178	3.950		
29 or younger	13	4.115	--			4.138			4.037		
30-39	50	3.920	3.987			4.079			3.918		
40-49	64	4.112	3.914			4.088			3.891	**	.342
50-59	55	3.993	3.998			4.140			3.955		
60 or older	43	3.964	3.757			4.184	*	-.354	4.077		

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

-- indicates results redacted for confidentiality

Table 44. Supervisory Relationships Mean Comparisons by Age

WWCC compared with:

What is your age?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.804	3.676			3.975	**	-.203	3.877		
29 or younger	13	4.187	--			4.120			4.119		
30-39	50	3.736	3.718			4.012	*	-.333	3.929		
40-49	64	3.959	3.589			3.964			3.794		
50-59	55	3.898	3.961			4.005			3.904		
60 or older	43	3.654	3.603			4.033	**	-.463	3.915		

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

-- indicates results redacted for confidentiality

Table 45. Teamwork Mean Comparisons by Age

WWCC compared with:

What is your age?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	4.023	3.891			4.037			4.028		
29 or younger	13	4.249	--			4.204			4.258		
30-39	50	4.033	3.814			4.093			4.140		
40-49	64	4.172	4.065			4.032			3.991		
50-59	55	4.088	4.096			4.054			4.012		
60 or older	43	3.878	3.827			4.082			4.003		

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

-- indicates results redacted for confidentiality

Table 46. Overall Mean Comparisons by Age

WWCC compared with:

What is your age?	WWCC		2022			PACE Normbase			Washington		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	254	3.711	3.547	*	.227	3.867	***	-.214	3.735		
29 or younger	13	4.048	--			4.002			3.958		
30-39	50	3.635	3.700			3.876	*	-.334	3.747		
40-49	64	3.844	3.639			3.850			3.659	*	.259
50-59	55	3.739	3.702			3.902			3.741		
60 or older	43	3.651	3.419			3.958	**	-.430	3.820		

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

-- indicates results redacted for confidentiality