The Personal Assessment of the College Environment (PACE) Survey

This fall we administered the Personal Assessment of the College Environment (PACE) survey on campus. This national survey allows staff and faculty to report their satisfaction with TCC’s campus climate, and is organized around four broad areas: institutional structure, supervisory relationships, teamwork, and student focus. We last took this survey in fall 2007.

517 eligible employees were asked to take the online survey, with 272 (53%) responding. Employee responses in each of the four areas were scored and then categorized as being within a Coercive, Competitive, Consultative, or Collaborative Climates. Collaboration is the preferred climate, as literature indicates that colleges which work in a collaborative mode generally exhibit higher levels of productivity and job satisfaction, and evidence better communication and employee satisfaction.

How did we score? Results indicate that we have a healthy and positive campus climate. The PACE survey yielded an overall score of 3.76 out of a possible 5.0, suggesting we are operating within a high Consultative climate. We improved over our fall 2007 score of 3.34.

We are scoring our campus climate higher than we did several years ago, and we’ve advanced as a college from ranking below the national norm to ranking above the national norm.

Part-time faculty reported the highest composite score of 3.92, with classified staff reporting the lowest composite score of 3.50. Exempt staff scored 3.79, and full-time faculty scored 3.85. Of particular note is that no average composite score resided within the Coercive or Competitive climate. This is good news.
The statements we scored highest were: the extent to which I feel my job is relevant to this institution’s mission (4.52); the extent to which students received an excellent education at this institution (4.15); the extent to which this institution prepares students for further learning (4.15).

The statements we scored lowest were: the extent to which I have the opportunity for advancement within this institution (3.02); the extent to which decisions are made at the appropriate level at this institution (3.27); the extent to which I am able to appropriately influence the direction of this institution (3.27).

The complete report is available here, and includes a summary of comments submitted by employees: 2009 PACE Survey

Our PACE survey results have improved, are above the national norm, and indicate we’re working within a high Consultative campus climate. Our task now: to improve our institutional structure, supervisory relationships, and teamwork so that we advance our campus into a collaborative culture. We’re trending up, and we have work to do.

For more information on PACE, contact the TCC Office of Institutional Effectiveness: Scott Marsh, smarsh@tacomacc.edu, 253.566.5124.

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