

**NC STATE
UNIVERSITY**

PACE CAMPUS CLIMATE SURVEY

An initiative of the Belk Center at NC State

706 Hillsborough Street | Raleigh, NC 27603

Hennepin Technical College

Brooklyn Park, Minnesota

PACE Executive Summary

PACE Climate Survey for Community Colleges

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Conducted

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EXECUTIVE SUMMARY

During February 2024, the PACE Climate Survey for Community Colleges (PACE) was administered to 476 employees at Hennepin Technical College (HTC). Of those 476 employees, 124 (26%) completed and returned the instrument for analysis. Respondents were also given the opportunity to complete a qualitative section asking what they find most favorable and least favorable about their institution, and two diversity, equity, and inclusion questions. Of the 124 HTC employees who completed the PACE survey, 64 (51.6%) provided written comments.

PACE Means

The PACE Climate Survey at HTC included 98 five-point Likert-type scale questions ranging from a low of “1” to a high of “5”. HTC’s survey included the standard PACE 46 questions, the Racial Diversity Question Set, the Student Success question set, and a set of custom questions selected by the Minnesota State Colleges and Universities System Office. The PACE 46 questions are organized into four climate factors as follows: Institutional Structure, Student Focus, Supervisory Relationships, and Teamwork. At HTC, the overall mean score of the PACE Survey was 3.850. The Teamwork climate factor had the highest mean score of 4.185, followed by Supervisory Relationships (4.004), Student Focus (3.983), and Institutional Structure (3.489). When disaggregated by the personnel classification demographic category of the PACE instrument, Administrators rated the campus climate the highest with a mean score of 4.178, followed by Staff (3.895) and Faculty (3.688).

Of the 46 standard PACE questions, HTC’s top 10 mean scores have been identified as potential points of pride at HTC. Five pertain to the Teamwork climate factor, three pertain to the Supervisory Relationships climate factor, and two pertain to the Student Focus climate factor.

- I feel my job is relevant to this institution’s mission, 4.451 (#8)
- My supervisor/chair expresses confidence in my work, 4.430 (#2)
- My supervisor/chair is open to the ideas, opinions, and beliefs of everyone, 4.430 (#9)
- This institution prepares students for a career, 4.376 (#35)
- A spirit of cooperation exists in my department, 4.271 (#43)
- I have the opportunity to express my ideas to my supervisor/chair in appropriate forums, 4.220 (#45)
- There is a spirit of cooperation within my work team, 4.211 (#3)
- My primary work team uses problem-solving techniques, 4.207 (#14)
- There is an opportunity for all ideas to be exchanged within my work team, 4.158 (#24)
- My work team coordinates its efforts with appropriate individuals and teams, 4.150 (#36)

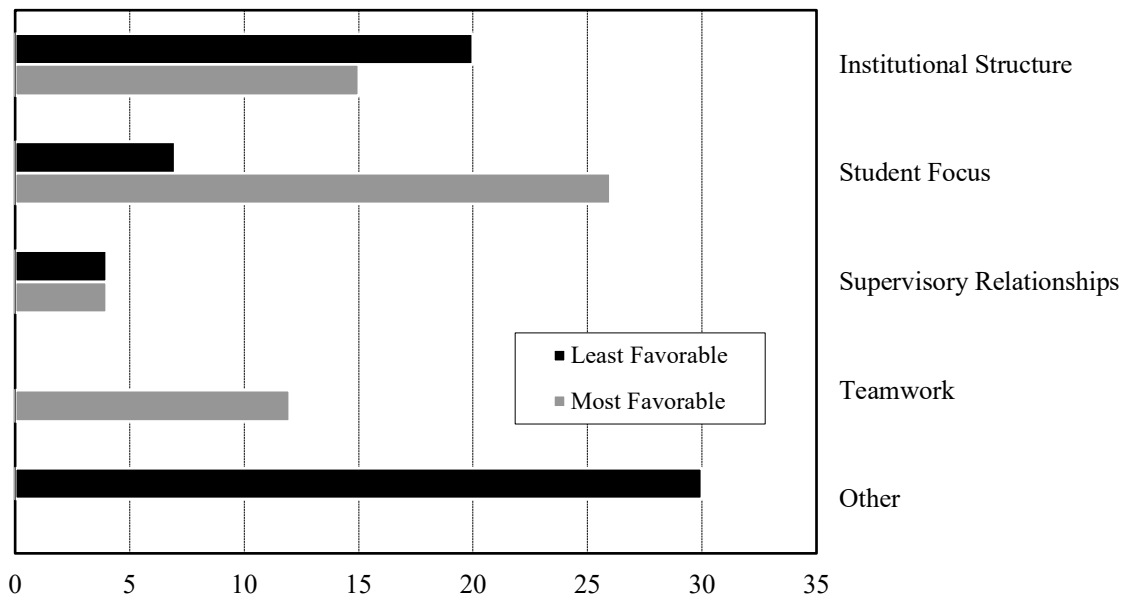
Of the 46 standard PACE questions, the bottom 10 mean scores have been identified as areas potentially in need of improvement at HTC. Nine pertain to the Institutional Structure climate factor and one pertains to the Student Focus climate factor.

- I have the opportunity for advancement within this institution, 3.053 (#38)
- This institution is appropriately organized, 3.125 (#32)
- I am able to appropriately influence the direction of this institution, 3.246 (#15)
- Administrative processes are clearly defined, 3.319 (#44)
- Information is shared within this institution, 3.382 (#10)
- Decisions are made at the appropriate level at this institution, 3.397 (#4)
- A spirit of cooperation exists at this institution, 3.467 (#25)
- Open and ethical communication is practiced at this institution, 3.467 (#16)
- Administrators meet the needs of students, 3.487 (#23)
- This institution has been successful in positively motivating my performance, 3.517 (#22)

Qualitative Responses

Responses to the two qualitative questions that asked about what respondents found most favorable and least favorable about the institution were coded broadly back to one of the four climate factors or an “Other” category for those comments that did not fit into a climate factor. The greatest number of favorable comments fell within the Student Focus climate factor and the greatest number of unfavorable comments fell within the Institutional Structure climate factor. Respondents also completed two additional qualitative questions about priorities and barriers to diversity, equity, and inclusion at the institution. Responses to these items are listed in alphabetical order and quoted exactly as written except in instances where the integrity of the report or and/or confidentiality are compromised.

HTC Comment Most Favorable and Least Favorable Response Rates



The full PACE report includes the following items:

- PACE Report
- Demographics Report
- Personnel Classification Report
- Custom Report
- Student Success Report
- Racial Diversity Report
- Qualitative Report
- Diversity, Equity, & Inclusion Qualitative Report
- Report Interpretation Instructions
- Excel Data File with Codebook
- Tabulated Qualitative Data File with One Demographic Item
- Custom Data File Analysis Report
- PACE Survey Discussion Guide