



**NATIONAL INITIATIVE FOR LEADERSHIP
& INSTITUTIONAL EFFECTIVENESS**

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Stanislaus State
Turlock, California

PACE Executive Summary
Personal Assessment of the College Environment

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EXECUTIVE SUMMARY

During March and April 2018 the Personal Assessment of the College Environment (PACE) survey was administered to 1250 employees at Stanislaus State (Stan State). Of those 1250 employees, 327 (26.2%) completed and returned the instrument for analysis. Respondents were also given the opportunity to complete a qualitative section. Of the 327 Stanislaus State employees who completed the PACE survey, 174 (53.2%) 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 and a customized section designed specifically for Stanislaus State. 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 Stan State included 66 total items and two qualitative questions.

At Stan State, the PACE results yielded an overall 3.705 mean score. When disaggregated by the Personnel Classification demographic category of the PACE instrument, Administrators rated the campus climate the highest with a mean score of 3.843, followed by Staff (3.701) and Faculty (3.663). The most favorable areas cited in the qualitative questions pertain to the Institutional Structure climate factor, while the least favorable areas specifically address factors in the “Other” category, particularly facilities.

Of the 46 standard PACE questions, the top mean scores have been identified at Stanislaus State.

- The extent to which I feel my job is relevant to this institution’s mission, 4.409 (#8)
- The extent to which my supervisor expresses confidence in my work, 4.146 (#2)
- The extent to which student ethnic and cultural diversity are important at this institution, 4.126 (#18)
- The extent to which I am given the opportunity to be creative in my work, 4.014 (#39)
- The extent to which my supervisor is open to the ideas, opinions, and beliefs of everyone, 4.012 (#9)
- The extent to which student needs are central to what we do, 3.997 (#7)
- The extent to which students receive an excellent education at this institution, 3.997 (#31)
- The extent to which non-teaching professional personnel meet the needs of students, 3.976 (#23)
- The extent to which students’ competencies are enhanced, 3.851 (#19)
- The extent to which administrative leadership is focused on meeting the needs of students, 3.848 (#6)

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

- The extent to which I have the opportunity for advancement within this institution, 3.195 (#38)
- The extent to which information is shared within this institution, 3.240 (#10)
- The extent to which this institution is appropriately organized, 3.253 (#32)
- The extent to which I am able to appropriately influence the direction of this institution, 3.271 (#15)
- The extent to which this institution has been successful in positively motivating my performance, 3.287 (#22)
- The extent to which decisions are made at the appropriate level at this institution, 3.320 (#4)
- The extent to which open and ethical communication is practiced at this institution, 3.338 (#16)
- The extent to which institutional teams use problem-solving techniques, 3.349 (#11)
- The extent to which my work is guided by clearly defined administrative processes, 3.429 (#44)
- The extent to which unacceptable behaviors are identified and communicated to me, 3.472 (#13)

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 Stan State; a qualitative report; and a raw qualitative report. Report interpretation instructions and a raw data Excel file with a codebook are also included.