NATIONAL INITIATIVE FOR LEADERSHIP & INSTITUTIONAL EFFECTIVENESS

Metropolitan Community College
Omaha, Nebraska

Personal Assessment of the College Environment (PACE) Custom Report

by

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The National Initiative for Leadership
& Institutional Effectiveness

North Carolina State University

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Table 1. Custom Items Frequency Distributions

MCC compared with:

Custom Items	Response Option	MCC Count	MCC %	2012 Count	2012 %
The extent to which…					
1 I am satisfied with my job overall	Very dissatisfied	10	2%	9	2%
	Dissatisfied	30	6%	18	3%
	Neither	67	14%	55	11%
	Satisfied	199	41%	241	46%
	Very satisfied	184	38%	197	38%
	Total	**490**	**100%**	**520**	**100%**
2 innovation is encouraged at the institution	Very dissatisfied	13	3%	N/A	N/A
	Dissatisfied	50	10%	N/A	N/A
	Neither	119	24%	N/A	N/A
	Satisfied	191	39%	N/A	N/A
	Very satisfied	114	23%	N/A	N/A
	Total	**487**	**100%**	**N/A**	**N/A**
3 the physical environment supports my work processes	Very dissatisfied	23	5%	9	2%
	Dissatisfied	41	8%	40	8%
	Neither	83	17%	66	13%
	Satisfied	230	47%	248	48%
	Very satisfied	110	23%	154	30%
	Total	**487**	**100%**	**517**	**100%**
4 the College environment supports personal accountability	Very dissatisfied	26	5%	N/A	N/A
	Dissatisfied	62	13%	N/A	N/A
	Neither	122	25%	N/A	N/A
	Satisfied	180	37%	N/A	N/A
	Very satisfied	96	20%	N/A	N/A
	Total	**486**	**100%**	**N/A**	**N/A**

N/A - Item not included in 2012 administration
-- indicates results redacted for confidentiality

MCC compared with:

Custom Items (continued)	Response Option	MCC Count	MCC %	2012 Count	2012 %
The extent to which…					
5 this institution has a fair employee recognition and awards program	Very dissatisfied	32	7%	29	6%
	Dissatisfied	68	14%	55	11%
	Neither	127	27%	139	27%
	Satisfied	173	36%	200	39%
	Very satisfied	78	16%	89	17%
	Total	**478**	**100%**	**512**	**100%**
6 this institution provides a comprehensive employee benefits package (e.g., medical, leave, flexible schedule, tuition reimbursement)	Very dissatisfied	6	1%	5	1%
	Dissatisfied	13	3%	13	3%
	Neither	20	4%	28	5%
	Satisfied	176	36%	192	37%
	Very satisfied	270	56%	279	54%
	Total	**485**	**100%**	**517**	**100%**
7 I am satisfied with the overall leadership	Very dissatisfied	32	7%	16	3%
	Dissatisfied	75	15%	40	8%
	Neither	95	19%	75	14%
	Satisfied	177	36%	220	42%
	Very satisfied	110	22%	168	32%
	Total	**489**	**100%**	**519**	**100%**
8 there is a positive relationship between faculty/staff/administration	Very dissatisfied	26	5%	18	4%
	Dissatisfied	68	14%	52	10%
	Neither	122	25%	111	22%
	Satisfied	179	37%	228	45%
	Very satisfied	86	18%	102	20%
	Total	**481**	**100%**	**511**	**100%**

N/A - Item not included in 2012 administration
-- indicates results redacted for confidentiality

Custom Items (continued)	Response Option	MCC Count	MCC %
The extent to which…			
9 I feel prepared to deal with an on-campus emergency situation	Very dissatisfied	18	4%
	Dissatisfied	44	9%
	Neither	103	21%
	Satisfied	221	45%
	Very satisfied	101	21%
	Total	**487**	**100%**
10 in general, I feel safe when on a Metropolitan Community College campus or center	Very dissatisfied	3	1%
	Dissatisfied	12	2%
	Neither	50	10%
	Satisfied	221	45%
	Very satisfied	204	42%
	Total	**490**	**100%**
11 MCC creates a welcoming environment for individuals of diverse backgrounds (e.g., gender, race, ethnicity, national origin, age, physical disability, economic background, sexual orientation or religious beliefs)	Very dissatisfied	3	1%
	Dissatisfied	12	2%
	Neither	53	11%
	Satisfied	234	49%
	Very satisfied	180	37%
	Total	**482**	**100%**
12 the College's computer information system allows me to meet my job responsibilities efficiently	Very dissatisfied	47	10%
	Dissatisfied	92	19%
	Neither	88	18%
	Satisfied	180	37%
	Very satisfied	77	16%
	Total	**484**	**100%**

N/A - Item not included in 2012 administration
-- indicates results redacted for confidentiality

Custom Items (continued)	Response Option	MCC Count	MCC %
The extent to which…			
13 the College's goals and strategic initiatives have been clearly communicated to me	Very dissatisfied	15	3%
	Dissatisfied	54	11%
	Neither	107	22%
	Satisfied	205	42%
	Very satisfied	102	21%
	Total	**483**	**100%**
14 the institution provides employees with adequate training regarding diversity and cultural competence	Very dissatisfied	15	3%
	Dissatisfied	44	9%
	Neither	114	24%
	Satisfied	208	43%
	Very satisfied	99	21%
	Total	**480**	**100%**
15 I feel the College is technologically current	Very dissatisfied	40	8%
	Dissatisfied	83	17%
	Neither	94	19%
	Satisfied	187	39%
	Very satisfied	80	17%
	Total	**484**	**100%**
16 this organization provides opportunities for all employees to grow and develop at all levels without barriers or discrimination	Very dissatisfied	25	5%
	Dissatisfied	50	10%
	Neither	103	22%
	Satisfied	203	42%
	Very satisfied	98	20%
	Total	**479**	**100%**

N/A - Item not included in 2012 administration
-- indicates results redacted for confidentiality

Custom Items (continued)	Response Option	MCC Count	MCC %
The extent to which…			
17 College employees (faculty and staff) are adequately trained on what to do when a victim reports sexual misconduct	Very dissatisfied	22	5%
	Dissatisfied	58	12%
	Neither	103	22%
	Satisfied	195	41%
	Very satisfied	100	21%
	Total	**478**	**100%**
18 I am aware the College offers victims of sexual misconduct adequate support, resources and services	Very dissatisfied	20	4%
	Dissatisfied	45	10%
	Neither	99	21%
	Satisfied	204	43%
	Very satisfied	103	22%
	Total	**471**	**100%**
19 College employees are aware of the College's policies on sexual misconduct	Very dissatisfied	13	3%
	Dissatisfied	37	8%
	Neither	85	18%
	Satisfied	224	46%
	Very satisfied	124	26%
	Total	**483**	**100%**
20 appropriate data are gathered and used to inform decisions.	Very dissatisfied	46	10%
	Dissatisfied	93	20%
	Neither	137	29%
	Satisfied	133	28%
	Very satisfied	60	13%
	Total	**469**	**100%**

N/A - Item not included in 2012 administration
-- indicates results redacted for confidentiality

Table 2. Custom Item Mean Comparisons

MCC compared with:

	Custom Items	MCC		2012		
		N	Mean	Mean	Sig.	Effect size
The extent to which…						
1	I am satisfied with my job overall	490	4.055	4.152		
2	innovation is encouraged at the institution	487	3.704	N/A		
3	the physical environment supports my work processes	487	3.745	3.963	***	-.219
4	the College environment supports personal accountability	486	3.531	N/A		
5	this institution has a fair employee recognition and awards program	478	3.412	3.518		
6	this institution provides a comprehensive employee benefits package (e.g., medical, leave, flexible schedule, tuition reimbursement)	485	4.425	4.406		
7	I am satisfied with the overall leadership	489	3.528	3.933	***	-.366
8	there is a positive relationship between faculty/staff/administration	481	3.480	3.673	**	-.182
9	I feel prepared to deal with an on-campus emergency situation	487	3.704	N/A		
10	in general, I feel safe when on a Metropolitan Community College campus or center	490	4.247	N/A		

N/A - Item not included in 2012 administration

	Custom Items (Continued)	MCC	
		N	Mean
The extent to which…			
11	MCC creates a welcoming environment for individuals of diverse backgrounds (e.g., gender, race, ethnicity, national origin, age, physical disability, economic background, sexual orientation or religious beliefs)	482	4.195
12	the College's computer information system allows me to meet my job responsibilities efficiently	484	3.306
13	the College's goals and strategic initiatives have been clearly communicated to me	483	3.673
14	the institution provides employees with adequate training regarding diversity and cultural competence	480	3.692
15	I feel the College is technologically current	484	3.380
16	this organization provides opportunities for all employees to grow and develop at all levels without barriers or discrimination	479	3.624
17	College employees (faculty and staff) are adequately trained on what to do when a victim reports sexual misconduct	478	3.613
18	I am aware the College offers victims of sexual misconduct adequate support, resources and services	471	3.690
19	College employees are aware of the College's policies on sexual misconduct	483	3.847
20	appropriate data are gathered and used to inform decisions	469	3.145

N/A - Item not included in 2012 administration

Table 3. Custom Demographic Frequency Distributions

MCC compared with:

	Demographic Items	Response Option	MCC Count	MCC %	2012 Count	2012 %
1	What is your personnel classification	Exempt Staff (Administrators/Professional)	111	23%	113	22%
		Non-Exempt Staff (FT Hourly and PT Hourly)	203	42%	221	43%
		Faculty/Counselors/Advisors	168	35%	184	36%
		Total	**482**	**100%**	**518**	**100%**
2	How do you define "opportunity for advancement"	Increased responsibility and pay within my current position (reclassification)	144	30%	160	31%
		Increased responsibility and pay achieved by moving to a higher level position (promotion)	259	54%	261	50%
		Opportunities for college-paid advanced training and education within my current position	65	13%	74	14%
		Opportunities to participate in campus internships with release time from current duties	11	2%	15	3%
		Total	**479**	**99%**	**510**	**98%**
3	Would you recommend Metropolitan Community College as a place to work	Yes	442	92%	491	95%
		No	38	8%	25	5%
		Total	**480**	**100%**	**516**	**100%**

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Table 4. Institutional Structure Mean Comparisons by Personnel Classification

MCC compared with:

What is your personnel classification	MCC N	MCC Mean	2012 Mean	2012 Sig.	2012 Effect size
Overall	514	3.451	3.629	***	-.220
Exempt Staff (Administrators/Professional)	111	3.684	3.761		
Non-Exempt Staff (FT Hourly and PT Hourly)	203	3.365	3.490		
Faculty/Counselors/Advisors	168	3.431	3.718	**	-.345

Table 5. Student Focus Item Mean Comparisons by Personnel Classification

MCC compared with:

	MCC		2012		
What is your personnel classification	N	Mean	Mean	Sig.	Effect size
Overall	514	4.011	4.122	**	-.185
Exempt Staff (Administrators/Professional)	111	4.086	4.197		
Non-Exempt Staff (FT Hourly and PT Hourly)	203	4.004	4.056		
Faculty/Counselors/Advisors	168	4.017	4.164	*	-.246

Table 6. Supervisory Relationships Item Mean Comparisons by Personnel Classification

MCC compared with:

What is your personnel classification	MCC N	MCC Mean	2012 Mean	2012 Sig.	2012 Effect size
Overall	514	3.774	3.803		
Exempt Staff (Administrators/Professional)	111	3.991	4.089		
Non-Exempt Staff (FT Hourly and PT Hourly)	203	3.571	3.624		
Faculty/Counselors/Advisors	168	3.892	3.835		

Table 7. Teamwork Item Mean Comparisons by Personnel Classification

MCC compared with:

What is your personnel classification	MCC		2012		
	N	Mean	Mean	Sig.	Effect size
Overall	513	3.684	3.756		
Exempt Staff (Administrators/Professional)	111	4.042	3.999		
Non-Exempt Staff (FT Hourly and PT Hourly)	203	3.461	3.590		
Faculty/Counselors/Advisors	168	3.758	3.810		

Table 8. Overall Item Mean Comparisons by Personnel Classification

MCC compared with:

What is your personnel classification	MCC N	MCC Mean	2012 Mean	2012 Sig.	2012 Effect size
Overall	514	3.713	3.819	*	-.148
Exempt Staff (Administrators/Professional)	111	3.922	3.996		
Non-Exempt Staff (FT Hourly and PT Hourly)	203	3.594	3.682		
Faculty/Counselors/Advisors	168	3.756	3.879		

Table 9. Institutional Structure Mean Comparisons by Advancement Definition

MCC compared with:

How do you define "opportunity for advancement"	MCC		2012		
	N	Mean	Mean	Sig.	Effect size
Overall	514	3.451	3.629	***	-.220
Increased responsibility and pay within my current position (reclassification)	144	3.370	3.618	**	-.317
Increased responsibility and pay achieved by moving to a higher level position (promotion)	259	3.465	3.599		
Opportunities for college-paid advanced training and education within my current position	65	3.710	3.842		
Opportunities to participate in campus internships with release time from current duties	11	--			

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Table 10. Student Focus Item Mean Comparisons by Advancement Definition

MCC compared with:

How do you define "opportunity for advancement"	MCC		2012		
	N	Mean	Mean	Sig.	Effect size
Overall	514	4.011	4.122	**	-.185
Increased responsibility and pay within my current position (reclassification)	144	4.040	4.109		
Increased responsibility and pay achieved by moving to a higher level position (promotion)	259	3.996	4.117	*	-.208
Opportunities for college-paid advanced training and education within my current position	65	4.129	4.236		
Opportunities to participate in campus internships with release time from current duties	11	--			

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Table 11. Supervisory Relationships Item Mean Comparisons by Advancement Definition

MCC compared with:

How do you define "opportunity for advancement"	MCC		2012		
	N	Mean	Mean	Sig.	Effect size
Overall	514	3.774	3.803		
Increased responsibility and pay within my current position (reclassification)	144	3.670	3.806		
Increased responsibility and pay achieved by moving to a higher level position (promotion)	259	3.815	3.813		
Opportunities for college-paid advanced training and education within my current position	65	3.908	3.889		
Opportunities to participate in campus internships with release time from current duties	11	--			

Table 12. Teamwork Item Mean Comparisons by Advancement Definition

MCC compared with:

How do you define "opportunity for advancement"	MCC		2012		
	N	Mean	Mean	Sig.	Effect size
Overall	513	3.684	3.756		
Increased responsibility and pay within my current position (reclassification)	144	3.567	3.747		
Increased responsibility and pay achieved by moving to a higher level position (promotion)	259	3.738	3.736		
Opportunities for college-paid advanced training and education within my current position	65	3.891	3.941		
Opportunities to participate in campus internships with release time from current duties	11	--			

Table 13. Overall Item Mean Comparisons by Advancement Definition

MCC compared with:

How do you define "opportunity for advancement"	MCC		2012		
	N	Mean	Mean	Sig.	Effect size
Overall	514	3.713	3.819	*	-.148
Increased responsibility and pay within my current position (reclassification)	144	3.650	3.811	*	-.230
Increased responsibility and pay achieved by moving to a higher level position (promotion)	259	3.734	3.809		
Opportunities for college-paid advanced training and education within my current position	65	3.897	3.968		
Opportunities to participate in campus internships with release time from current duties	11	--			

Table 14. Institutional Structure Mean Comparisons by Recommendation

MCC compared with:

Would you recommend Metropolitan Community College as a place to work	MCC		2012		
	N	Mean	Mean	Sig.	Effect size
Overall	514	3.451	3.629	***	-.220
Yes	442	3.580	3.701	*	-.163
No	38	2.223	--		

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Table 15. Student Focus Item Mean Comparisons by Recommendation

MCC compared with:

Would you recommend Metropolitan Community College as a place to work	MCC		2012		
	N	Mean	Mean	Sig.	Effect size
Overall	514	4.011	4.122	**	-.185
Yes	442	4.099	4.169	*	-.134
No	38	3.284	--		

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Table 16. Supervisory Relationships Item Mean Comparisons by Recommendation

MCC compared with:

Would you recommend Metropolitan Community College as a place to work	MCC		2012		
	N	Mean	Mean	Sig.	Effect size
Overall	514	3.774	3.803		
Yes	442	3.896	3.888		
No	38	2.475	--		

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Table 17. Teamwork Item Mean Comparisons by Recommendation

MCC compared with:

Would you recommend Metropolitan Community College as a place to work	MCC		2012		
	N	Mean	Mean	Sig.	Effect size
Overall	513	3.684	3.756		
Yes	442	3.818	3.844		
No	38	2.445	--		

Table 18. Overall Item Mean Comparisons by Recommendation

MCC compared with:

Would you recommend Metropolitan Community College as a place to work	MCC		2012		
	N	Mean	Mean	Sig.	Effect size
Overall	514	3.713	3.819	*	-.148
Yes	442	3.833	3.891		
No	38	2.582	--		

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Appendix: Tobacco/Smoke-free Support

The extent to which I would support MCC becoming tobacco/smoke-free	MCC	
	Count	%
Very dissatisfied	36	7%
Dissatisfied	23	5%
Neither	48	10%
Satisfied	73	15%
Very satisfied	293	60%
Total	**485**	**100%**