



## EXECUTIVE SUMMARY

In April 2016, the Personal Assessment of the College Environment (PACE) survey was administered to 807 employees at Metropolitan Community College (MCC). Of those 807 employees, 514 (63.7%) completed and returned the instrument for analysis.

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 Customized section designed specifically for Metropolitan Community College. 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 MCC included 67 total items.

At MCC, the overall results yielded an overall 3.713 mean score. When disaggregated by the MCC’s Personnel Classification demographic, Exempt Staff (Administrators/Professional) rated the campus climate the highest with a mean score of 3.922, followed by Faculty/Counselors/Advisors (3.756) and Non-Exempt Staff (FT Hourly and PT Hourly) (3.594).

Of the 46 standard PACE questions, the top mean scores have been identified at Metropolitan Community College.

- The extent to which I feel my job is relevant to this institution's mission, 4.428 (#8)
- The extent to which students receive an excellent education at this institution, 4.193 (#31)
- The extent to which this institution prepares students for a career, 4.163 (#35)
- The extent to which student ethnic and cultural diversity are important at this institution, 4.152 (#18)
- The extent to which this institution prepares students for further learning, 4.140 (#37)
- The extent to which my supervisor expresses confidence in my work, 4.137 (#2)
- The extent to which the institution effectively promotes diversity in the workplace, 4.031 (#5)
- The extent to which the actions of this institution reflect its mission, 3.998 (#1)
- The extent to which faculty meet the needs of the students, 3.974 (#17)
- The extent to which professional development and training opportunities are available, 3.927 (#46)

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

- The extent to which information is shared within the institution, 3.018 (#10)
- The extent to which I am able to appropriately influence the direction of this institution, 3.159 (#15)
- The extent to which I have the opportunity for advancement within this institution, 3.186 (#38)
- The extent to which decisions are made at the appropriate level at this institution, 3.190 (#4)
- The extent to which this institution is appropriately organized, 3.263 (#32)
- The extent to which open and ethical communication is practiced at this institution, 3.311 (#16)
- The extent to which institutional teams use problem-solving techniques, 3.340 (#11)
- The extent to which a spirit of cooperation exists at this institution, 3.371 (#25)
- The extent to which my work is guided by clearly defined administrative processes, 3.445 (#44)
- The extent to which I receive adequate information regarding important activities at this institution, 3.503 (#41)

Respondents were also given an opportunity to provide comments about the most favorable aspects and the least favorable aspects of MCC. The responses provide insight and anecdotal evidence that support the survey questions.

The most favorable areas cited in the open-ended questions pertain to the institution's ability to positively motivate performance and the institution's actions, which reflect its mission. The least favorable aspects cited in the open-ended responses are consistent with the survey mean scores in that they reinforce a desire for improved communication across the institution. Additionally, respondents express concern regarding the level at which decisions are made at MCC.