



Personnel Assessment of the College
Environment (PACE) - Spring 2024
Key Findings

Alignment with MCC Mission and Goals

2023-2024 Institutional Focus:
Implement hospitable work
benefits for employees

Our focus is learning. Student success is our goal.

Attract, retain, engage, and value diverse and dynamic faculty, staff, and administrators who are committed to excellence in our ever-changing context.

- Reduce bias and increase diversity awareness for hiring managers during candidate screening and interview process
- Align employee development efforts with the Office of Human Resources
- Enhance inclusion efforts for employees
- Explore and implement progressive workplace measures to ensure the health, wellness, and engagement of employees
- Support an agile workforce by providing tools and services to allow for more modern remote capabilities

What is PACE?



PACE CAMPUS CLIMATE SURVEY

An initiative of the Belk Center at NC State

“The PACE Climate Survey allows community college leaders to better understand their institution’s culture and overall capacity to promote student success by hearing directly from employees about how they perceive and experience their work” (NILIE).

An external survey administered by the Belk Center that captures employee perceptions of the culture, policies, and practices of the college based on four climate factors: institutional structure, supervisory relationships, teamwork, and student focus.

A tool to assess institutional climate, which is correlated with individual- and institution-level performance and success.

A source of information that informs the college’s strategic planning and decision-making efforts.

[The Research Behind PACE](#)



PACE Overview

Survey	Audience	Purpose	Administration Timeframe	Format	Length
Personnel Assessment of the College Environment (PACE)	Employees working at the college in spring 2024. Includes faculty, staff, and administrators	Assessment of <u>institutional climate</u> from the employee perspective. Informs planning and decision- making.	February 19- March 18	Online survey delivered via email	15 minutes

563 employees
invited to
participate in
Spring 2024

311 employees
completed the
Survey

55% Response
Rate

PACE Climate Factors

Institutional Structure

The Institutional Structure climate factor focuses on the mission, leadership, spirit of cooperation, structural organization, decision-making, and communication within the institution.

Supervisory Relationships

Supervisory Relationships provides insight into the relationship between an employee and a supervisor and an employee's ability to be creative and express ideas related to the employee's work.

Teamwork

Teamwork explores the spirit of cooperation within work teams and effective coordination within teams.

Student Focus

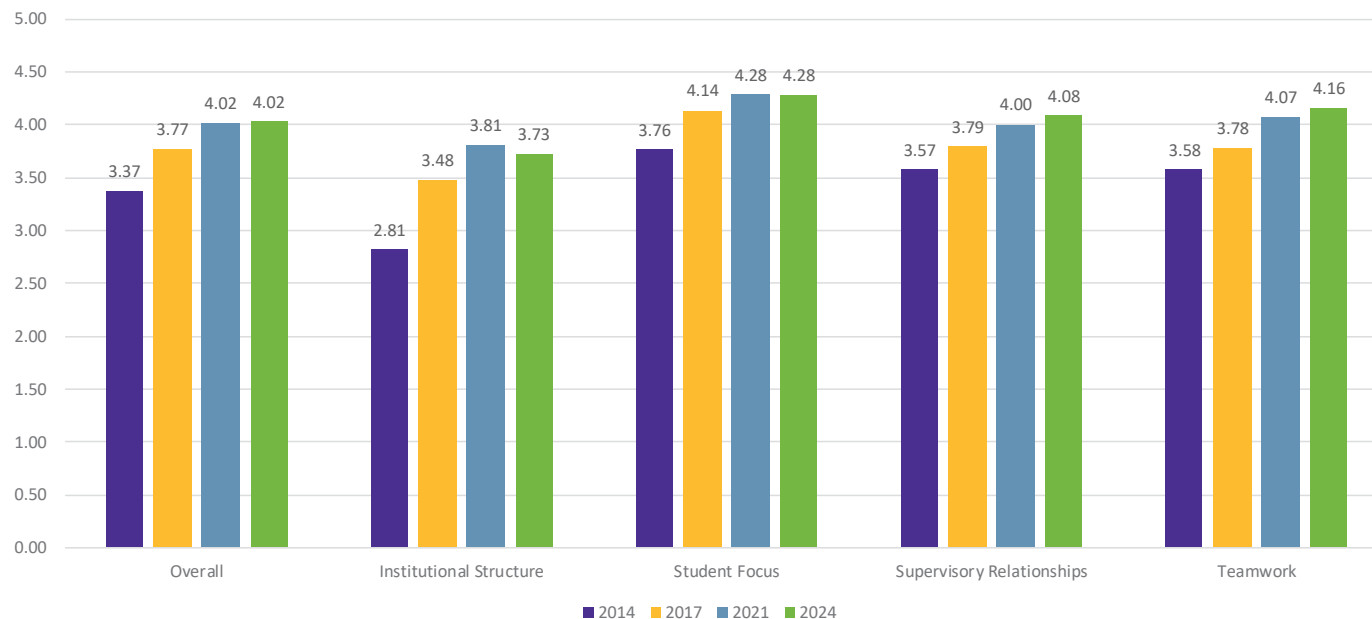
The Student Focus climate factor considers the centrality of students to the actions of the institution as well as the extent to which students are prepared for post-institution endeavors.

Overall

46 standard questions
rated on a 5-point
agreement scale
(Strongly Disagree, Disagree,
Neutral, Agree, Strongly Agree)

MCC Climate Factor Trend

MCC Climate Factor Trend
2014-2024



Notable Findings

- MCC made significant gains in all areas over the past 10 years.
- Overall, MCC's mean rating is the same as 2021.
- Supervisory Relationships and Teamwork increased since 2021.
- Institutional Structure declined compared to 2021.
- None of the changes from 2021 to 2024 are statistically significant.



Items corresponding to each climate factor were rated on a 5-point agreement scale; mean scores closer to 5 indicate higher levels of agreement.

Comparison Groups

PACE Normbase

- All institutions in the PACE database that administered between the 2018-2019 and 2022-2023 administration years.

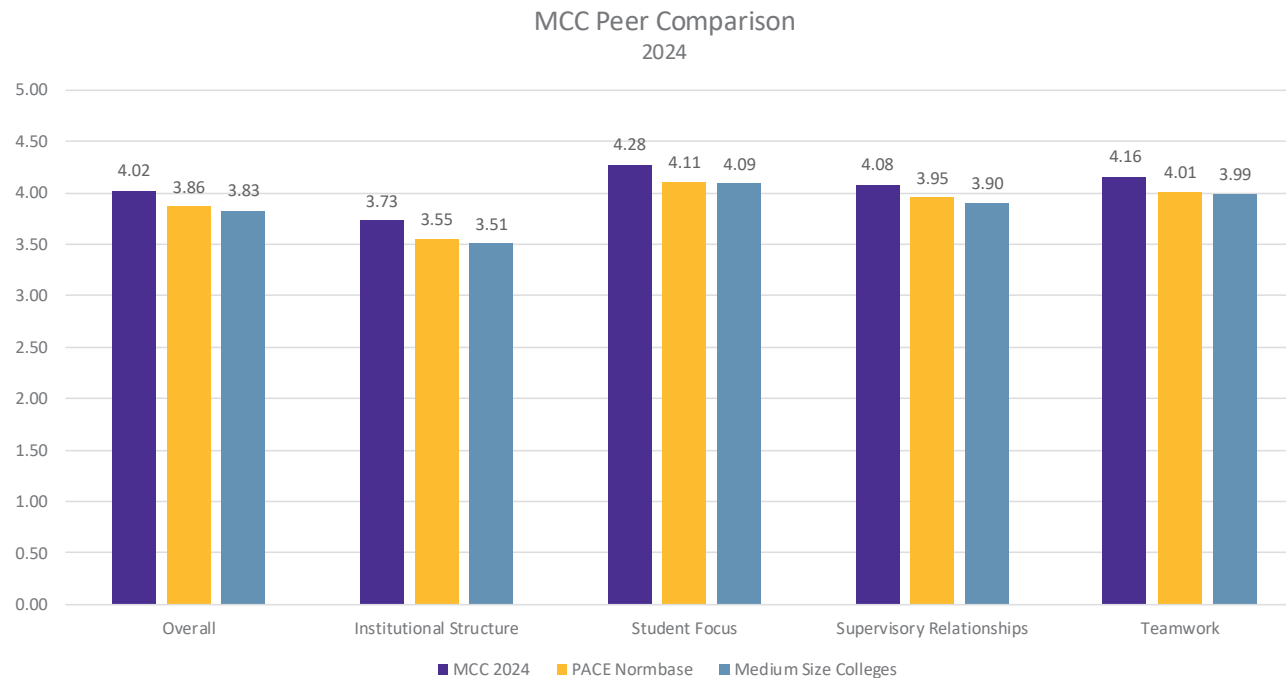
Medium Size Colleges

- Participating institutions with 5,000 to 9,999 students enrolled for credit.

Previous Administration

- A comparison to MCC's 2021 PACE results.

MCC Climate Factor Peer Comparison



Notable Findings

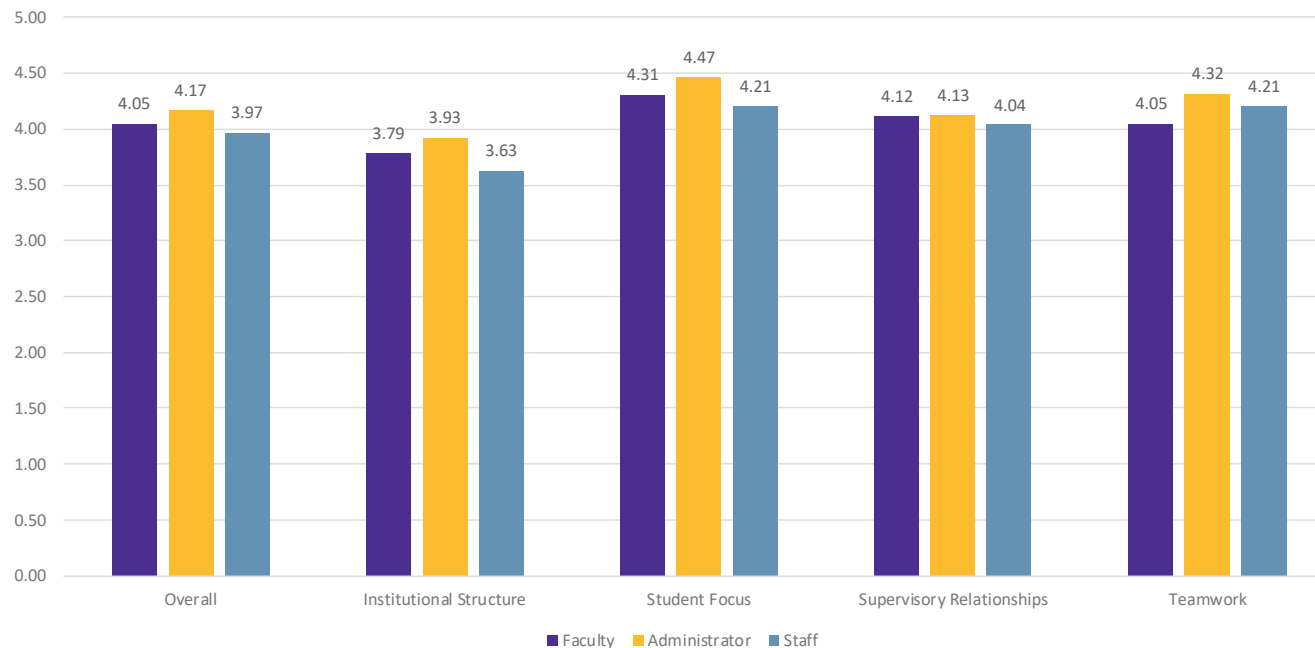
- MCC received higher mean ratings in all areas compared to the comparison groups.
- Differences between MCC and the comparison groups are statistically significant in all cases.



Items corresponding to each climate factor were rated on a 5-point agreement scale; mean scores closer to 5 indicate higher levels of agreement.

MCC Climate Factors by Personnel Classification

MCC Climate Factor Comparison by Personnel Classification
2024



Notable Findings

- Administrators rated MCC higher in all climate factors comparatively.
- Staff rated MCC lowest in all factors except Teamwork.
- All employee groups rated Student Focus the highest and Institutional Structure the lowest.



Items corresponding to each climate factor were rated on a 5-point agreement scale; mean scores closer to 5 indicate higher levels of agreement.

Strengths and Opportunities

Top 10 Mean Scores

Institutional Structure

- Q6. Institutional leadership is focused on meeting the needs of students (4.28) ↓0.08

Supervisory Relationships

- Q2. My supervisor/chair expresses confidence in my work (4.42) ↑0.12
- Q9. My supervisor/chair is open to the ideas, opinions, and beliefs of everyone (4.36) ↑0.17

Student Focus

- Q7. Student needs are central to what we do (4.44) ↑0.13
- Q8. I feel my job is relevant to the institution's mission (4.62) ↑0.09
- Q18. Student diversity is important at this institution (4.28) ↑0.16
- Q28. Staff meet the needs of students (4.28) ↑0.08
- Q31. Students receive an excellent education at this institution (4.33) ↑0.01
- Q35. This institution prepares students for a career (4.39) ↑0.07
- Q37. This institution prepares students for further learning (4.37) ↑0.03

Bottom 10 Mean Scores

Institutional Structure

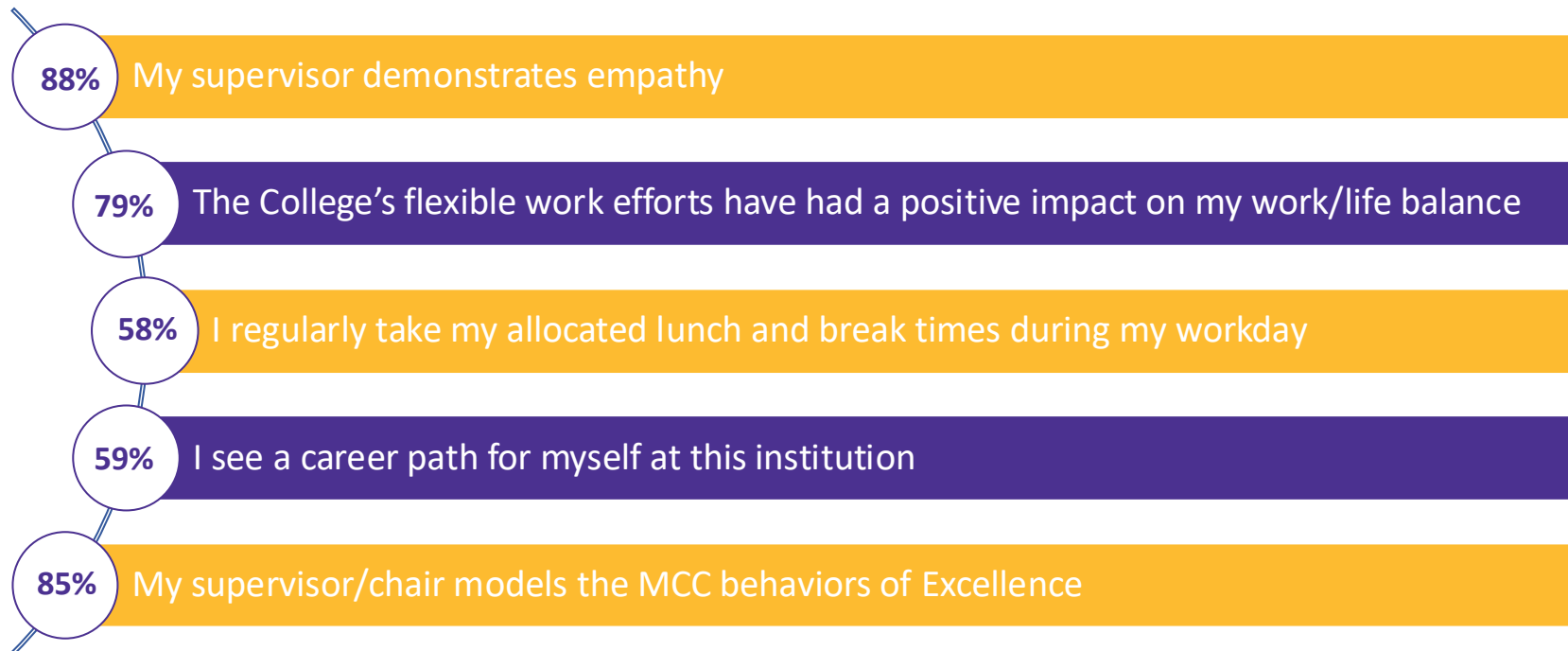
- Q4. Decisions are made at the appropriate level at this institution (3.72) ↑0.01
- Q10. Information is shared within this institution (3.57) ↓0.05
- Q11. Institutional teams use problem-solving techniques (3.70) ↓0.16
- Q15. I am able to appropriately influence the direction of this institution (3.37) ↓0.04
- Q16. Open and ethical communication is practiced at this institution (3.72) ↓0.06
- Q22. This institution has been successful in positively motivating my performance (3.64) ↓0.08
- Q32. This institution is appropriately organized (3.55) ↓0.21
- Q38. I have the opportunity for advancement at this institution (3.22) ↑0.01
- Q41. I receive adequate information regarding important activities at this institution (3.76) ↓0.12
- Q44. Administrative processes are clearly defined (3.39) ↓0.19



Items were rated on a 5-point agreement scale; mean scores closer to 5 indicate higher levels of agreement.

MCC Custom Questions

Note: these items were not included in prior survey administrations.



Percents represent proportion of respondents who agree or strongly agree with each statement; the inverse value indicates neutrality or disagreement

MCC Custom Questions

Note: these items were not included in prior survey administrations.



Racial Diversity Question Set

Top 5

- My supervisor/chair treats all employees equally regardless of racial/ethnic background (4.45) ↑0.11
- My supervisor/chair promotes meeting the needs of students from diverse racial/ethnic backgrounds (4.40) ↑0.10
- My supervisor/chair is open to the views of people from racially and ethnically diverse backgrounds (4.39) ↑0.05
- My supervisor/chair maintains an environment that is supportive of people from different races/ethnicities (4.38) ↑0.12
- My supervisor/chair provides feedback and evaluates subordinates fairly, regardless of race/ethnicity (4.38) ↑0.14
- My institution is accepting of people of different racial/ethnic backgrounds (4.31) ↑0.17

Bottom 5

- People of different racial/ethnic backgrounds are well-represented among institutional leadership (3.43) ↑0.36
- People of different racial/ethnic backgrounds are well-represented among faculty (3.59) ↑0.09
- People of different racial/ethnic backgrounds are well-represented among staff (3.68)
- Faculty pedagogical decisions integrate the experiences and voices of students from diverse racial/ethnic backgrounds (3.91) ↑0.10
- My institution incorporates perspectives of students from diverse racial/ethnic backgrounds when making institutional policies (3.93) ↑0.27



Items were rated on a 5-point agreement scale; mean scores closer to 5 indicate higher levels of agreement.

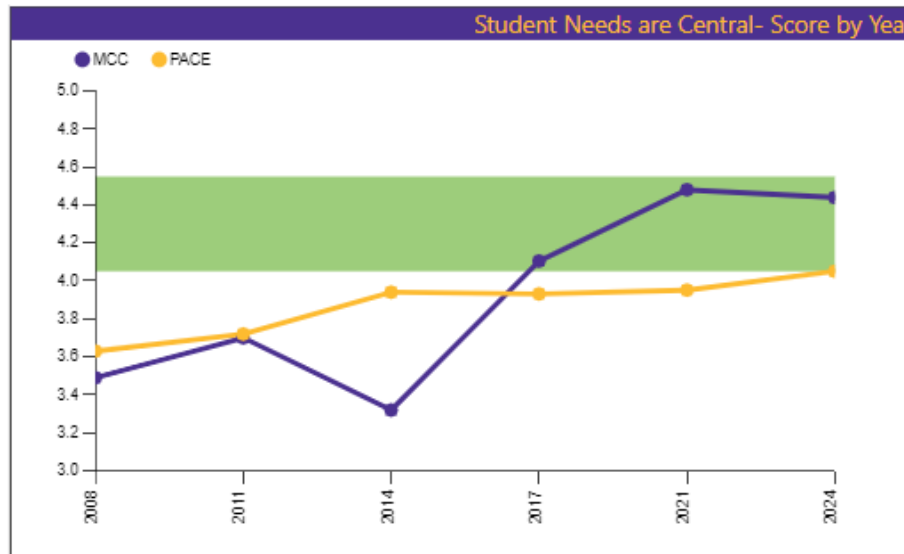
Racial Diversity Question Set

Question	2024	2021	Medium Comparison Group
My institution values racial/ethnic diversity	83% agreement	74% agreement	80% agreement
My institution has a strong commitment to promoting a healthy racial/ethnic campus climate	81% agreement	NA	82% agreement
My institution is accepting of people of different racial/ethnic backgrounds	89% agreement	80% agreement	84% agreement

KPIs – Valuing People

Meets Target

Q7. The extent to which student needs are central to what we do



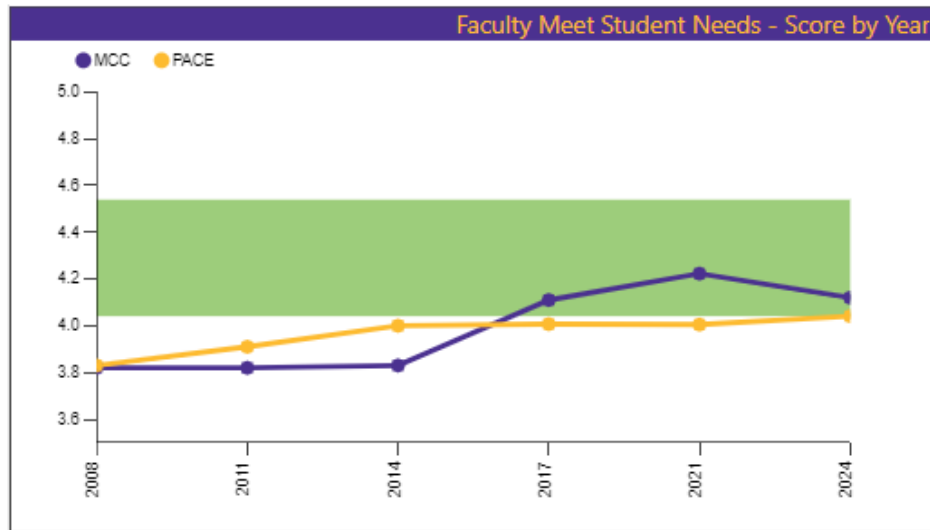
- MCC's mean rating reached a high point in 2021.
- MCC's current mean rating is slightly lower than the previous administration.
- MCC's current rating is within the target range.

Group	2017	2021	2024
MCC	4.10	4.48	4.44
PACE Normbase	3.93	3.95	4.05
Stat. Sig.	**	***	***

KPIs – Valuing People

Meets Target

Q17. The extent to which faculty meet the needs of students



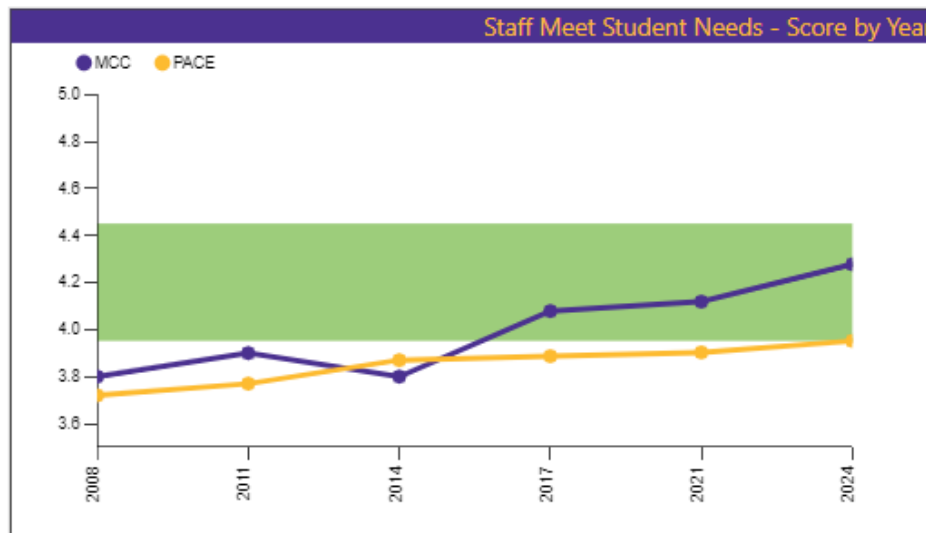
- MCC's mean rating has declined since 2021.
- MCC's current mean rating is slightly (not statistically significant) higher than the PACE Normbase.
- MCC's current rating is within the target range.

Group	2017	2021	2024
MCC	4.11	4.22	4.12
PACE Normbase	4.01	4.01	4.04
Stat. Sig.	*	***	

KPIs – Valuing People

Area of growth!

Q28. The extent to which staff meet the needs of students



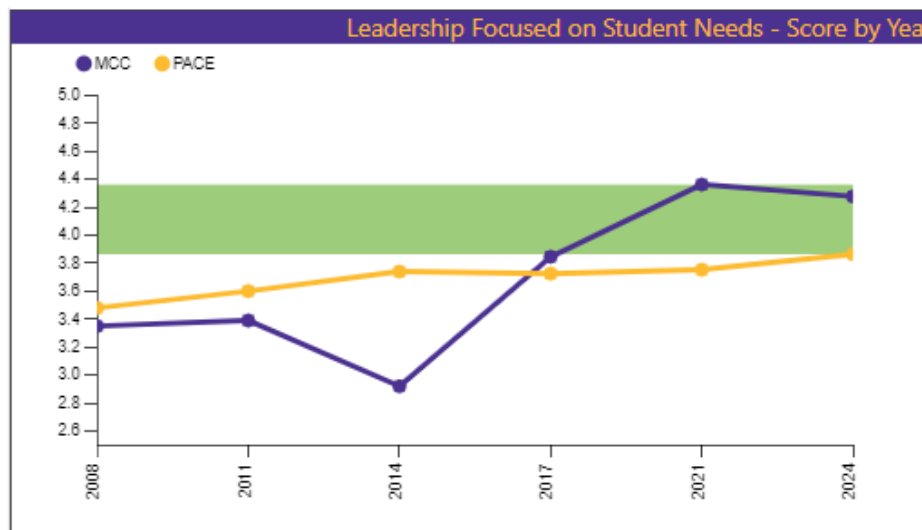
Group	2017	2021	2024
MCC	4.08	4.20	4.28
PACE Normbase	3.89	3.90	3.95
Stat. Sig.	***	***	***

- MCC's mean rating has increased 2014 reaching a new high in 2024.
- MCC's current mean rating is statistically significantly higher than the PACE Normbase.
- MCC's current rating places it within the target range.

KPIs – Valuing People

Meets Target

Q6. The extent to which leadership is focused on meeting the needs of students



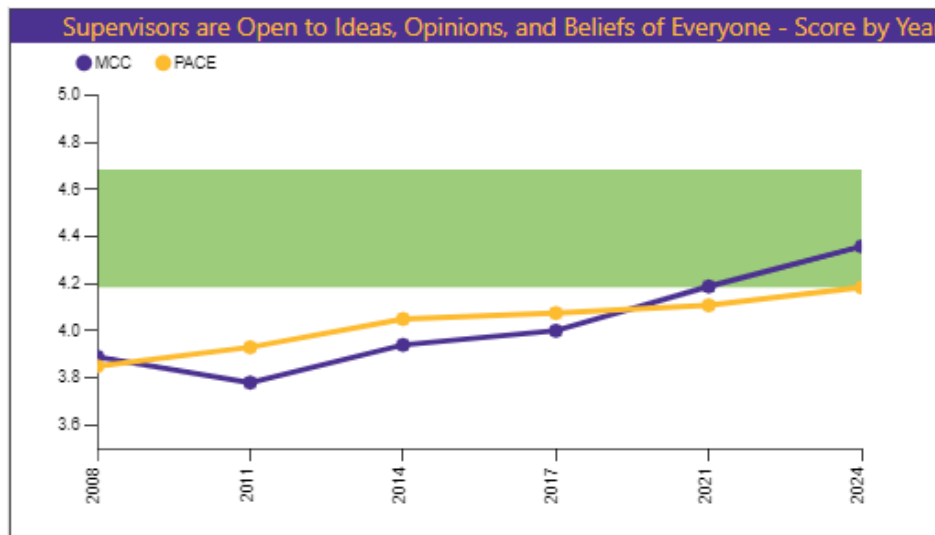
- MCC's mean rating has declined slightly since 2021.
- MCC's current mean rating is statistically significantly higher than the PACE Normbase.
- MCC's current rating places it within the target range.

Group	2017	2021	2024
MCC	3.85	4.36	4.28
PACE Normbase	3.73	3.75	3.86
Stat. Sig.	*	***	***

KPIs – Valuing People

Area of growth!

Q9. The extent to which my supervisor is open to the ideas, opinions, and beliefs of everyone



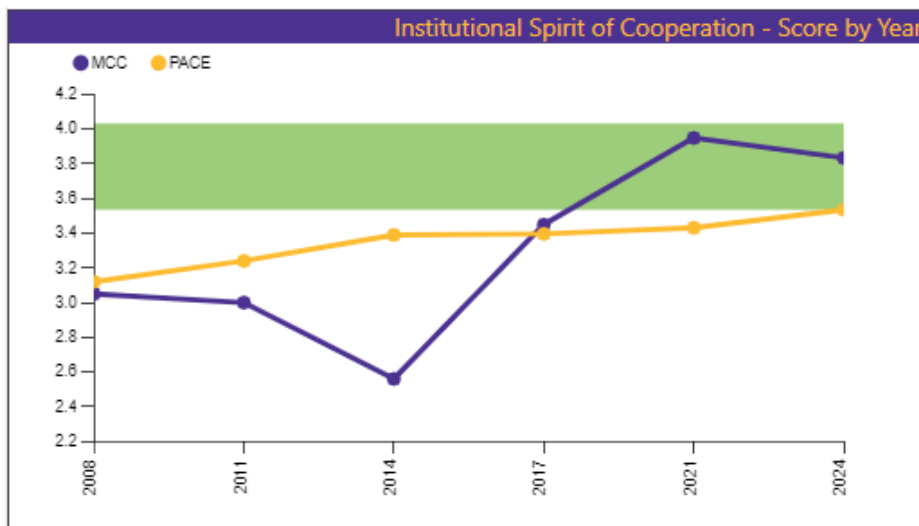
- MCC's mean rating reached a new high in 2024.
- MCC's current mean rating is statistically significantly higher than the PACE Normbase.
- MCC's current rating places it within the target range.

Group	2017	2021	2024
MCC	4.00	4.19	4.36
PACE Normbase	4.08	4.11	4.18
Stat. Sig.			**

KPIs – Valuing People

Meets Target

Q25. The extent to which a spirit of cooperation exists at this institution



- MCC's mean rating declined since 2021.
- MCC's current mean rating is statistically significantly higher than the PACE Normbase.
- MCC's current rating falls within the target range.

Group	2017	2021	2024
MCC	3.45	3.95	3.83
PACE Normbase	3.40	3.43	3.54
Stat. Sig.		***	***

PACE Results Dashboard

Updates coming in Fall
2024

Pace Survey



Visit the [Institutional Surveys page](#) on the MCC Employee Portal to access the dynamic PACE results dashboard.

