



**NATIONAL INITIATIVE FOR LEADERSHIP  
& INSTITUTIONAL EFFECTIVENESS**

North Carolina State University | College of Education

**Yavapai College**  
Prescott, Arizona

**PACE Demographics Report**  
PACE Climate Survey for Community Colleges

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**NATIONAL INITIATIVE FOR LEADERSHIP & INSTITUTIONAL EFFECTIVENESS**

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**Table 1. Demographic Frequency Distributions**

*YC compared with:*

Demographic Items	Response Option	YC		NILIE Normbase		Medium 2-year		West	
		Count	%	Count	%	Count	%	Count	%
<b>1</b> What is your personnel classification?	Faculty	113	26%	28077	45%	8383	43%	4086	43%
	Administrator	37	8%	6983	11%	2714	14%	1317	14%
	Staff	286	66%	26819	43%	8334	43%	4133	43%
	<b>Total</b>	<b>436</b>	<b>100%</b>	<b>61879</b>	<b>100%</b>	<b>19431</b>	<b>100%</b>	<b>9536</b>	<b>100%</b>
<b>2</b> Please select the race/ethnicity that best describes you?	African American or Black	0	0%	3933	7%	743	4%	301	3%
	Alaska Native or American Indian	2	0%	486	1%	102	1%	85	1%
	Asian	4	1%	1548	3%	391	2%	527	6%
	Hispanic/Latina/o/x	18	4%	6216	10%	1488	8%	993	11%
	Middle Eastern or North African	1	0%	N/A	N/A	N/A	N/A	N/A	N/A
	Native Hawaiian or Pacific Islander	0	0%	168	0%	24	0%	74	1%
	White	344	83%	45174	75%	15497	82%	6791	73%
	Two or more races	26	6%	2469	4%	645	3%	518	6%
	Prefer to self-describe	18	4%	N/A	N/A	N/A	N/A	N/A	N/A
<b>Total</b>	<b>413</b>	<b>100%</b>	<b>59994</b>	<b>100%</b>	<b>18890</b>	<b>100%</b>	<b>9289</b>	<b>100%</b>	
<b>3</b> Your status at this institution is?	Full-Time	329	76%	46266	76%	14949	78%	7163	75%
	Part-Time	102	24%	14586	24%	4273	22%	2368	25%
	<b>Total</b>	<b>431</b>	<b>100%</b>	<b>60852</b>	<b>100%</b>	<b>19222</b>	<b>100%</b>	<b>9531</b>	<b>100%</b>
<b>4</b> What is the highest level of education you have earned?	First Professional degree	7	2%	1156	2%	376	2%	163	2%
	Doctoral degree	29	7%	5795	9%	1416	7%	1102	12%
	Master's degree	153	36%	27206	45%	8473	44%	3817	40%
	Bachelor's degree	108	25%	13477	22%	4525	24%	2041	22%
	Associate's degree	54	13%	8348	14%	2797	15%	1257	13%
	Certificate	25	6%	N/A	N/A	N/A	N/A	N/A	N/A
	High School diploma or GED	48	11%	4891	8%	1505	8%	1041	11%
	No diploma or degree	0	0%	210	0%	69	0%	66	1%
<b>Total</b>	<b>424</b>	<b>100%</b>	<b>61083</b>	<b>100%</b>	<b>19161</b>	<b>100%</b>	<b>9487</b>	<b>100%</b>	

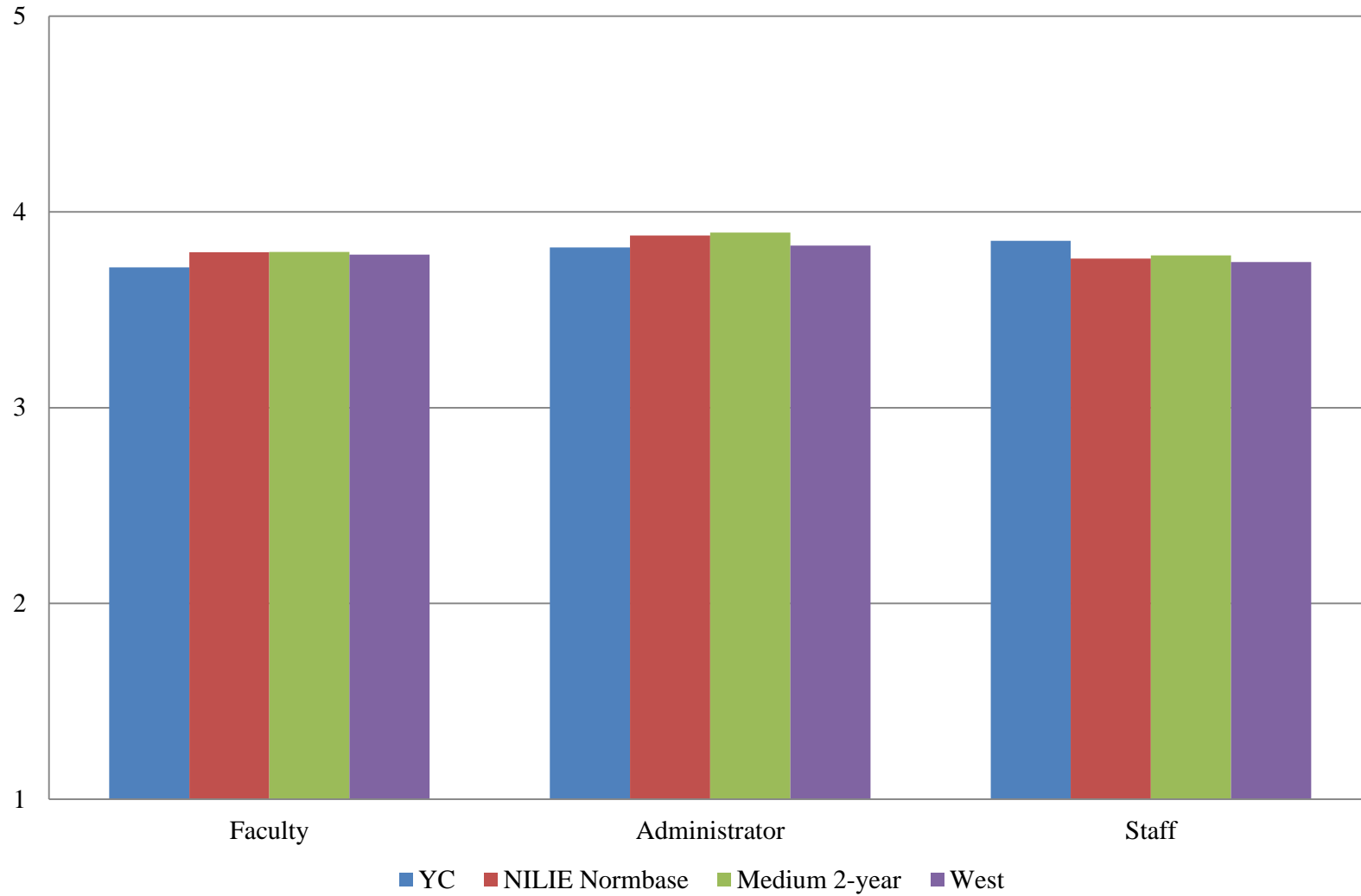
N/A indicates response option previously unavailable

*YC compared with:*

Demographic Items (continued)		Response Option	YC		NILIE Normbase		Medium 2-year		West	
			Count	%	Count	%	Count	%	Count	%
<b>5</b> What is your gender identity?	Man	162	40%	20128	37%	6163	36%	3222	38%	
	Woman	232	57%	34828	63%	11025	64%	5348	62%	
	Trans Man	0	0%	N/A	N/A	N/A	N/A	N/A	N/A	
	Trans Woman	0	0%	N/A	N/A	N/A	N/A	N/A	N/A	
	Gender Queer	4	1%	N/A	N/A	N/A	N/A	N/A	N/A	
	Prefer to self-describe	9	2%	N/A	N/A	N/A	N/A	N/A	N/A	
	<b>Total</b>		<b>407</b>	<b>100%</b>	<b>54956</b>	<b>100%</b>	<b>17188</b>	<b>100%</b>	<b>8570</b>	<b>100%</b>
<b>6</b> How many years have you worked at this institution?	5 years or less	213	53%	23327	40%	7360	41%	3902	43%	
	6-10 years	75	19%	12899	22%	4105	23%	1863	20%	
	11-15 years	42	11%	8862	15%	2721	15%	1352	15%	
	16-20 years	34	9%	6312	11%	1919	11%	988	11%	
	21-25 years	18	5%	3179	5%	923	5%	484	5%	
	26 years or more	17	4%	3584	6%	1043	6%	528	6%	
	<b>Total</b>		<b>399</b>	<b>100%</b>	<b>58163</b>	<b>100%</b>	<b>18071</b>	<b>100%</b>	<b>9117</b>	<b>100%</b>
<b>7</b> How many years have you worked in higher education?	5 years or less	162	41%	15577	27%	5083	28%	2626	29%	
	6-10 years	65	16%	12298	21%	3876	21%	1810	20%	
	11-15 years	50	13%	10049	17%	3081	17%	1515	17%	
	16-20 years	45	11%	8383	14%	2616	15%	1267	14%	
	21-25 years	36	9%	5087	9%	1480	8%	806	9%	
	26 years or more	39	10%	6668	11%	1902	11%	1060	12%	
	<b>Total</b>		<b>397</b>	<b>100%</b>	<b>58062</b>	<b>100%</b>	<b>18038</b>	<b>100%</b>	<b>9084</b>	<b>100%</b>
<b>8</b> What is your age?	29 or younger	38	11%	2775	5%	895	6%	521	6%	
	30-39	52	15%	9067	17%	2876	18%	1459	18%	
	40-49	54	16%	12408	24%	3855	24%	1963	24%	
	50-59	92	27%	15216	29%	4768	30%	2197	27%	
	60 or older	106	31%	12658	24%	3683	23%	1969	24%	
	<b>Total</b>		<b>342</b>	<b>100%</b>	<b>52124</b>	<b>100%</b>	<b>16077</b>	<b>100%</b>	<b>8109</b>	<b>100%</b>

N/A indicates response option previously unavailable

**Figure 1. Overall Climate by Personnel Classification**



**Table 2. Institutional Structure Mean Comparisons by Personnel Classification**

*YC compared with:*

What is your personnel classification?	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	511	3.525	3.483			3.477			3.472		
Faculty	113	3.351	3.488			3.465			3.474		
Administrator	37	3.499	3.578			3.584			3.526		
Staff	285	3.521	3.466			3.473			3.454		

**Table 3. Student Focus Mean Comparisons by Personnel Classification**

*YC compared with:*

What is your personnel classification?	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	509	4.056	4.044			4.065			4.016		
Faculty	113	4.113	4.081			4.099			4.055		
Administrator	37	3.906	4.070			4.091			4.005		
Staff	285	4.042	4.014			4.040			3.990		

\* p < .05, \*\* p < .01, \*\*\* p < .001



**Table 4. Supervisory Relationships Mean Comparisons by Personnel Classification**

*YC compared with:*

What is your personnel classification?	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	510	3.903	3.850			3.859			3.833		
Faculty	113	3.743	3.846			3.850			3.839		
Administrator	37	3.923	3.971			3.984			3.911		
Staff	286	3.940	3.835			3.850			3.806	*	.145

**Table 5. Teamwork Mean Comparisons by Personnel Classification**

*YC compared with:*

What is your personnel classification?	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	509	4.043	3.889	***	.159	3.915	**	.136	3.894	***	.152
Faculty	113	3.786	3.877			3.897			3.879		
Administrator	37	4.216	4.078			4.103			4.060		
Staff	285	4.128	3.872	***	.266	3.893	***	.245	3.870	***	.266

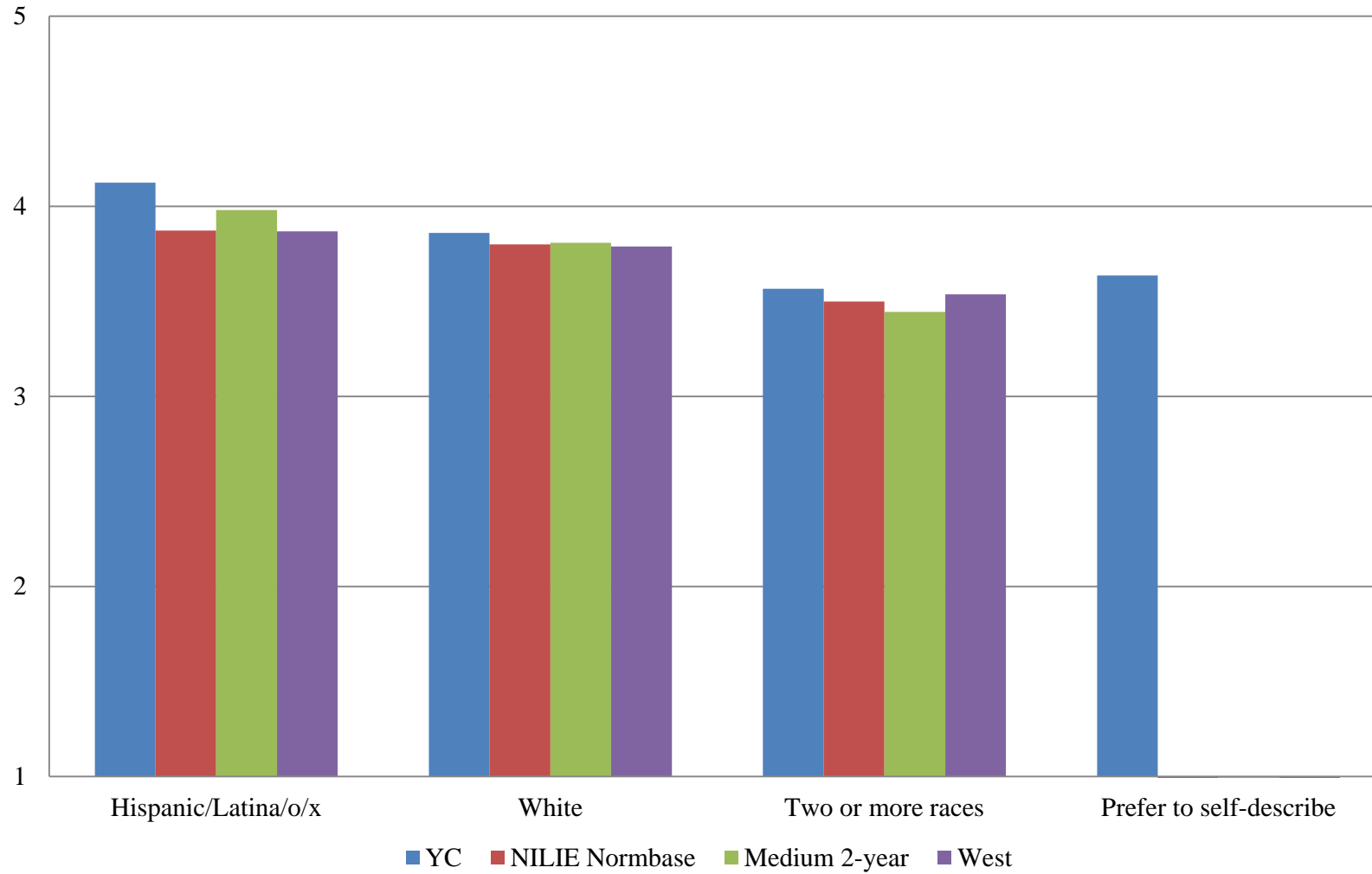
\* p < .05, \*\* p < .01, \*\*\* p < .001

**Table 6. Overall Mean Comparisons by Personnel Classification**

What is your personnel classification?	<i>YC compared with:</i>										
	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	512	3.837	3.783			3.792			3.767	*	.091
Faculty	113	3.716	3.794			3.796			3.781		
Administrator	37	3.818	3.880			3.894			3.828		
Staff	286	3.852	3.762	*	.121	3.778			3.744	*	.146

\* p < .05, \*\* p < .01, \*\*\* p < .001

**Figure 2. Overall Climate by Race/Ethnicity**



**Table 7. Institutional Structure Mean Comparisons by Race/Ethnicity**

Please select the race/ethnicity that best describes you?	<i>YC compared with:</i>										
	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	511	3.525	3.483			3.477			3.472		
African American or Black	0	--	3.621			3.518			3.461		
Alaska Native or American Indian	2	--	3.423			3.534			3.287		
Asian	4	--	3.719			3.811			3.695		
Hispanic/Latina/o/x	18	4.003	3.637			3.769			3.651		
Middle Eastern or North African	1	--	N/A			N/A			N/A		
Native Hawaiian or Pacific Islander	0	--	3.374			3.094			3.394		
White	343	3.534	3.487			3.483			3.477		
Two or more races	26	3.118	3.136			3.046			3.201		
Prefer to self-describe	18	3.110	N/A			N/A			N/A		

\* p < .05, \*\* p < .01, \*\*\* p < .001

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N/A indicates response option previously unavailable

**Table 8. Student Focus Mean Comparisons by Race/Ethnicity**

Please select the race/ethnicity that best describes you?	<i>YC compared with:</i>										
	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	509	4.056	4.044			4.065			4.016		
African American or Black	0	--	4.039			3.934			3.921		
Alaska Native or American Indian	2	--	3.960			4.056			3.935		
Asian	4	--	4.071			4.146			4.043		
Hispanic/Latina/o/x	18	4.255	4.095			4.182			4.050		
Middle Eastern or North African	1	--	N/A			N/A			N/A		
Native Hawaiian or Pacific Islander	0	--	3.957			3.882			3.972		
White	343	4.080	4.070			4.087			4.047		
Two or more races	26	3.899	3.804			3.784			3.827		
Prefer to self-describe	18	3.782	N/A			N/A			N/A		

\* p < .05, \*\* p < .01, \*\*\* p < .001

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

**Table 9. Supervisory Relationships Mean Comparisons by Race/Ethnicity**

Please select the race/ethnicity that best describes you?	<i>YC compared with:</i>										
	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	510	3.903	3.850			3.859			3.833		
African American or Black	0	--	3.949			3.915			3.876		
Alaska Native or American Indian	2	--	3.793			3.817			3.600		
Asian	4	--	3.956			4.014			3.924		
Hispanic/Latina/o/x	18	4.134	3.910			4.012			3.915		
Middle Eastern or North African	1	--	N/A			N/A			N/A		
Native Hawaiian or Pacific Islander	0	--	3.772			3.421			3.756		
White	344	3.938	3.864			3.876			3.853		
Two or more races	26	3.613	3.584			3.533			3.617		
Prefer to self-describe	18	3.879	N/A			N/A			N/A		

\* p < .05, \*\* p < .01, \*\*\* p < .001

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N/A indicates response option previously unavailable

**Table 10. Teamwork Mean Comparisons by Race/Ethnicity**

Please select the race/ethnicity that best describes you?	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	509	4.043	3.889	***	.159	3.915	**	.136	3.894	***	.152
African American or Black	0	--	3.944			3.931			3.860		
Alaska Native or American Indian	2	--	3.868			3.949			3.827		
Asian	4	--	3.996			4.024			3.975		
Hispanic/Latina/o/x	18	4.157	3.958			4.064			3.978		
Middle Eastern or North African	1	--	N/A			N/A			N/A		
Native Hawaiian or Pacific Islander	0	--	3.876			3.444			3.836		
White	343	4.076	3.910	**	.175	3.932	**	.155	3.927	**	.156
Two or more races	26	3.929	3.626			3.590			3.642		
Prefer to self-describe	18	4.174	N/A			N/A			N/A		

\* p < .05, \*\* p < .01, \*\*\* p < .001

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

**Table 11. Overall Mean Comparisons by Race/Ethnicity**

Please select the race/ethnicity that best describes you?	<i>YC compared with:</i>										
	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	512	3.837	3.783			3.792			3.767	*	.091
African American or Black	0	--	3.863			3.791			3.750		
Alaska Native or American Indian	2	--	3.722			3.794			3.603		
Asian	4	--	3.912			3.983			3.884		
Hispanic/Latina/o/x	18	4.124	3.873			3.981			3.868		
Middle Eastern or North African	1	--	N/A			N/A			N/A		
Native Hawaiian or Pacific Islander	0	--	3.701			3.440			3.702		
White	344	3.859	3.799			3.809			3.789		
Two or more races	26	3.566	3.499			3.445			3.537		
Prefer to self-describe	18	3.637	N/A			N/A			N/A		

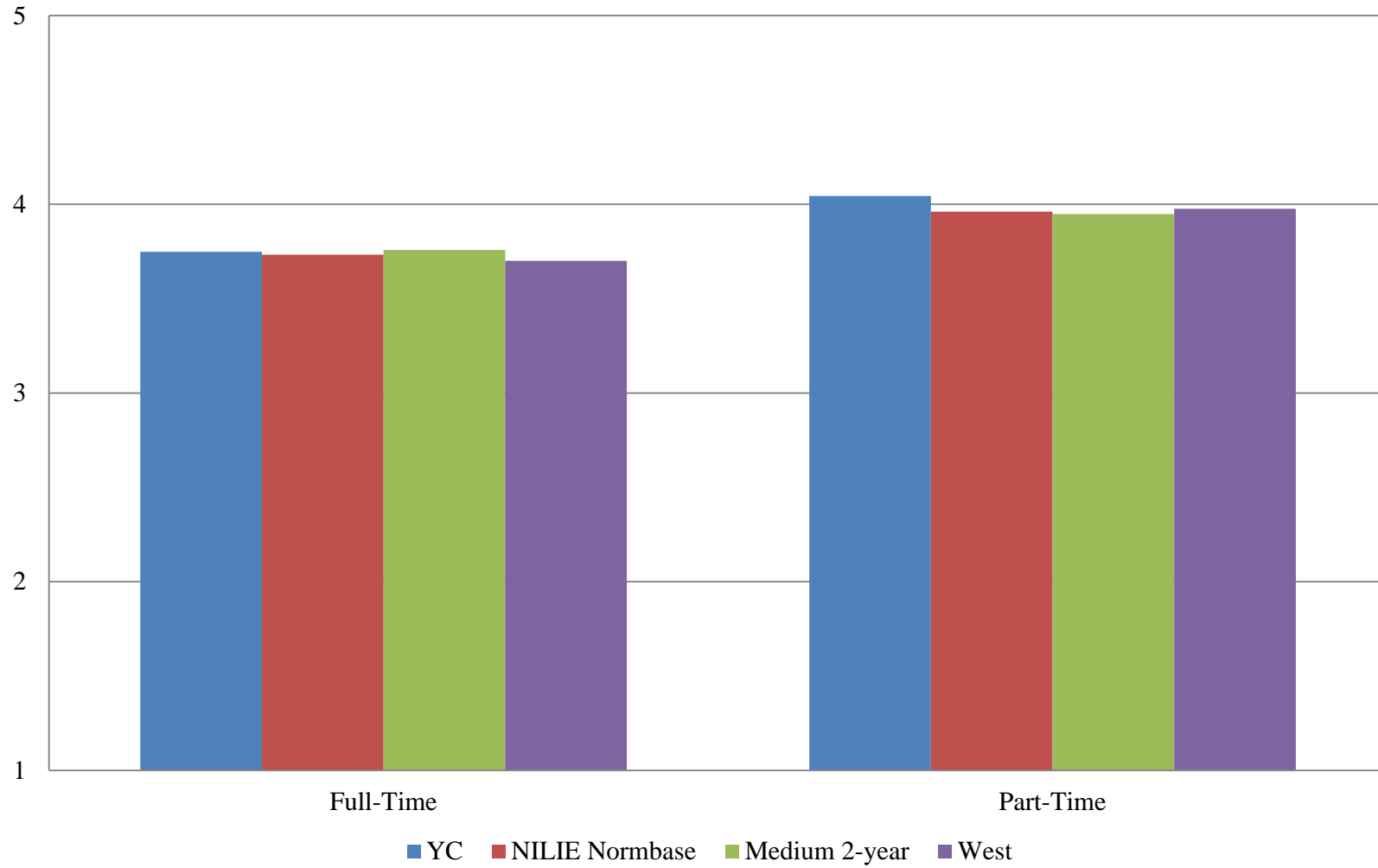
\* p < .05, \*\* p < .01, \*\*\* p < .001

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable



**Figure 3. Overall Climate by Employment Status**



**Table 12. Institutional Structure Mean Comparisons by Employment Status**

*YC compared with:*

<b>Your status at this institution is?</b>	<b>YC</b>		<b>NILIE Normbase</b>			<b>Medium 2-year</b>			<b>West</b>		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	511	3.525	3.483			3.477			3.472		
Full-Time	327	3.368	3.395			3.409			3.360		
Part-Time	102	3.828	3.768			3.741			3.800		

**Table 13. Student Focus Mean Comparisons by Employment Status**

*YC compared with:*

<b>Your status at this institution is?</b>	<b>YC</b>		<b>NILIE Normbase</b>			<b>Medium 2-year</b>			<b>West</b>		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	509	4.056	4.044			4.065			4.016		
Full-Time	327	3.997	4.014			4.048			3.973		
Part-Time	102	4.197	4.160			4.152			4.154		

\* p <.05, \*\* p < .01, \*\*\* p < .001

**Table 14. Supervisory Relationships Mean Comparisons by Employment Status**

*YC compared with:*

<b>Your status at this institution is?</b>	<b>YC</b>		<b>NILIE Normbase</b>			<b>Medium 2-year</b>			<b>West</b>		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	510	3.903	3.850			3.859			3.833		
Full-Time	328	3.837	3.812			3.834			3.781		
Part-Time	102	4.102	3.981			3.978			3.990		

**Table 15. Teamwork Mean Comparisons by Employment Status**

*YC compared with:*

<b>Your status at this institution is?</b>	<b>YC</b>		<b>NILIE Normbase</b>			<b>Medium 2-year</b>			<b>West</b>		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	509	4.043	3.889	***	.159	3.915	**	.136	3.894	***	.152
Full-Time	327	4.023	3.864	**	.164	3.905	*	.126	3.854	**	.171
Part-Time	102	4.159	3.995			3.986			4.036		

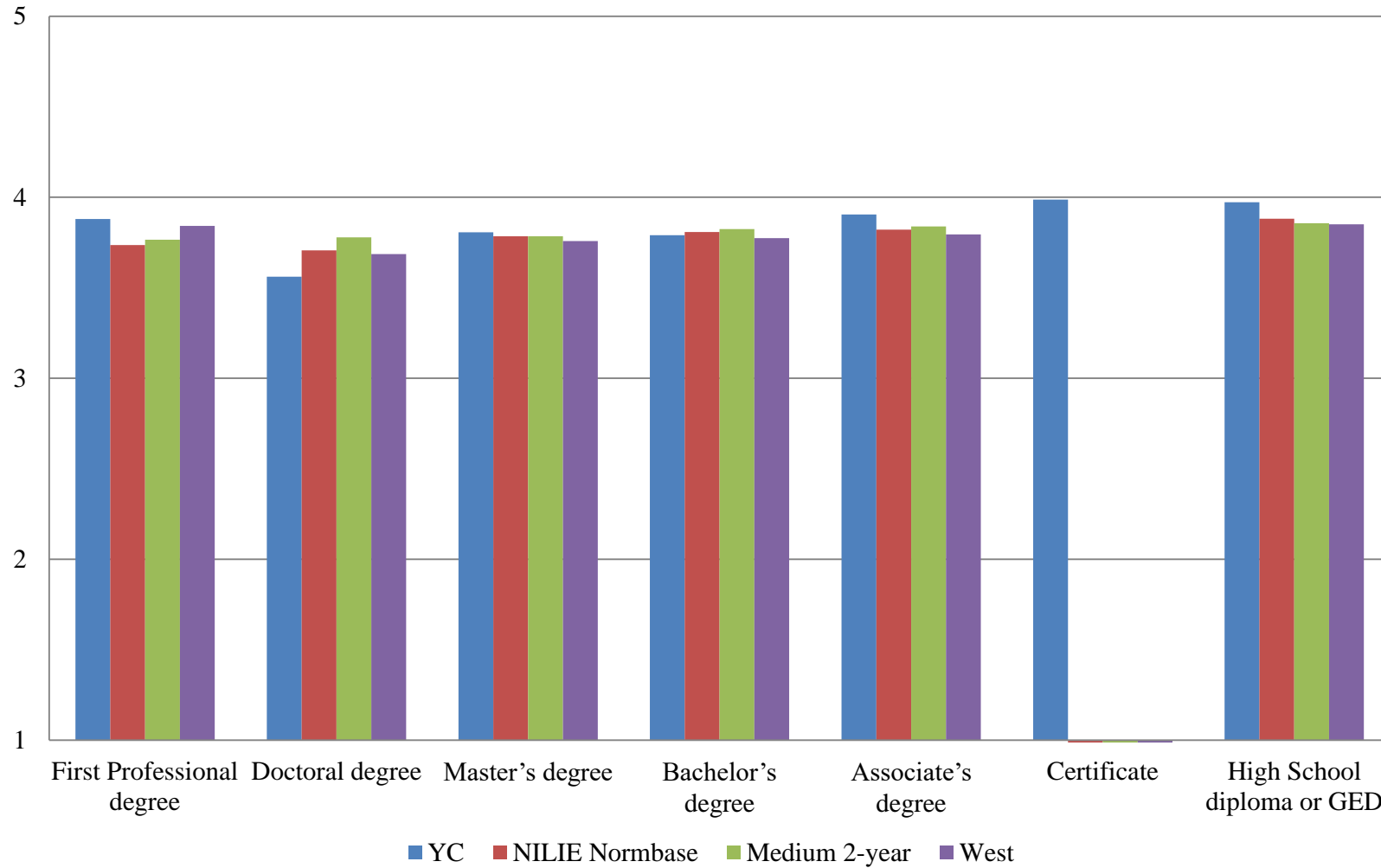
\* p < .05, \*\* p < .01, \*\*\* p < .001

**Table 16. Overall Mean Comparisons by Employment Status**

Your status at this institution is?	<i>YC compared with:</i>										
	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	512	3.837	3.783			3.792			3.767	*	.091
Full-Time	328	3.748	3.732			3.758			3.701		
Part-Time	102	4.044	3.960			3.948			3.977		

\* p < .05, \*\* p < .01, \*\*\* p < .001

**Figure 4. Overall Climate by Highest Level of Education Earned**



**Table 17. Institutional Structure Mean Comparisons by Highest Level of Education Earned**

*YC compared with:*

What is the highest level of education you have earned?	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	511	3.525	3.483			3.477			3.472		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	7	3.752	3.431			3.442			3.567		
Doctoral degree (e.g., Ph.D., Ed.D.)	29	3.068	3.359			3.429			3.342		
Master's degree	152	3.446	3.463			3.441			3.438		
Bachelor's degree	108	3.410	3.519			3.524			3.478		
Associate's degree	54	3.563	3.555			3.558			3.524		
Certificate	25	3.781	N/A			N/A			N/A		
High School diploma or GED	48	3.779	3.661			3.636			3.629		
No diploma or degree	0	--	3.575			3.572			3.836		

\* p < .05, \*\* p < .01, \*\*\* p < .001

N/A indicates responses option previously unavailable

**Table 18. Student Focus Mean Comparisons by Highest Level of Education Earned**

*YC compared with:*

What is the highest level of education you have earned?	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	509	4.056	4.044			4.065			4.016		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	7	3.807	3.987			4.036			4.068		
Doctoral degree (e.g., Ph.D., Ed.D.)	29	4.042	3.991			4.062			3.963		
Master's degree	152	4.038	4.055			4.069			4.011		
Bachelor's degree	108	4.040	4.053			4.068			4.016		
Associate's degree	54	4.016	4.076			4.097			4.044		
Certificate	25	4.138	N/A			N/A			N/A		
High School diploma or GED	48	4.214	4.099			4.112			4.059		
No diploma or degree	0	--	4.053			4.009			4.252		

\* p < .05, \*\* p < .01, \*\*\* p < .001

N/A indicates responses option previously unavailable

**Table 19. Supervisory Relationships Mean Comparisons by Highest Level of Education Earned**

*YC compared with:*

What is the highest level of education you have earned?	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	510	3.903	3.850			3.859			3.833		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	7	4.052	3.794			3.829			3.879		
Doctoral degree (e.g., Ph.D., Ed.D.)	29	3.653	3.789			3.862			3.767		
Master's degree	153	3.884	3.853			3.856			3.831		
Bachelor's degree	108	3.892	3.873			3.894			3.831		
Associate's degree	54	4.052	3.876			3.901			3.842		
Certificate	25	4.016	N/A			N/A			N/A		
High School diploma or GED	48	3.932	3.930			3.881			3.910		
No diploma or degree	0	--	3.808			3.836			4.030		

\* p < .05, \*\* p < .01, \*\*\* p < .001

N/A indicates responses option previously unavailable



**Table 20. Teamwork Mean Comparisons by Highest Level of Education Earned**

*YC compared with:*

What is the highest level of education you have earned?	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	509	4.043	3.889	***	.159	3.915	**	.136	3.894	***	.152
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	7	3.976	3.891			3.928			3.995		
Doctoral degree (e.g., Ph.D., Ed.D.)	29	3.661	3.836			3.922			3.818		
Master's degree	152	4.067	3.905	*	.168	3.930			3.905	*	.166
Bachelor's degree	108	4.059	3.924			3.952			3.926		
Associate's degree	54	4.235	3.882	**	.371	3.911	*	.346	3.892	*	.354
Certificate	25	4.180	N/A			N/A			N/A		
High School diploma or GED	48	4.069	3.927			3.883			3.909		
No diploma or degree	0	--	3.792			3.790			4.121		

\* p < .05, \*\* p < .01, \*\*\* p < .001

N/A indicates responses option previously unavailable

**Table 21. Overall Mean Comparisons by Highest Level of Education Earned**

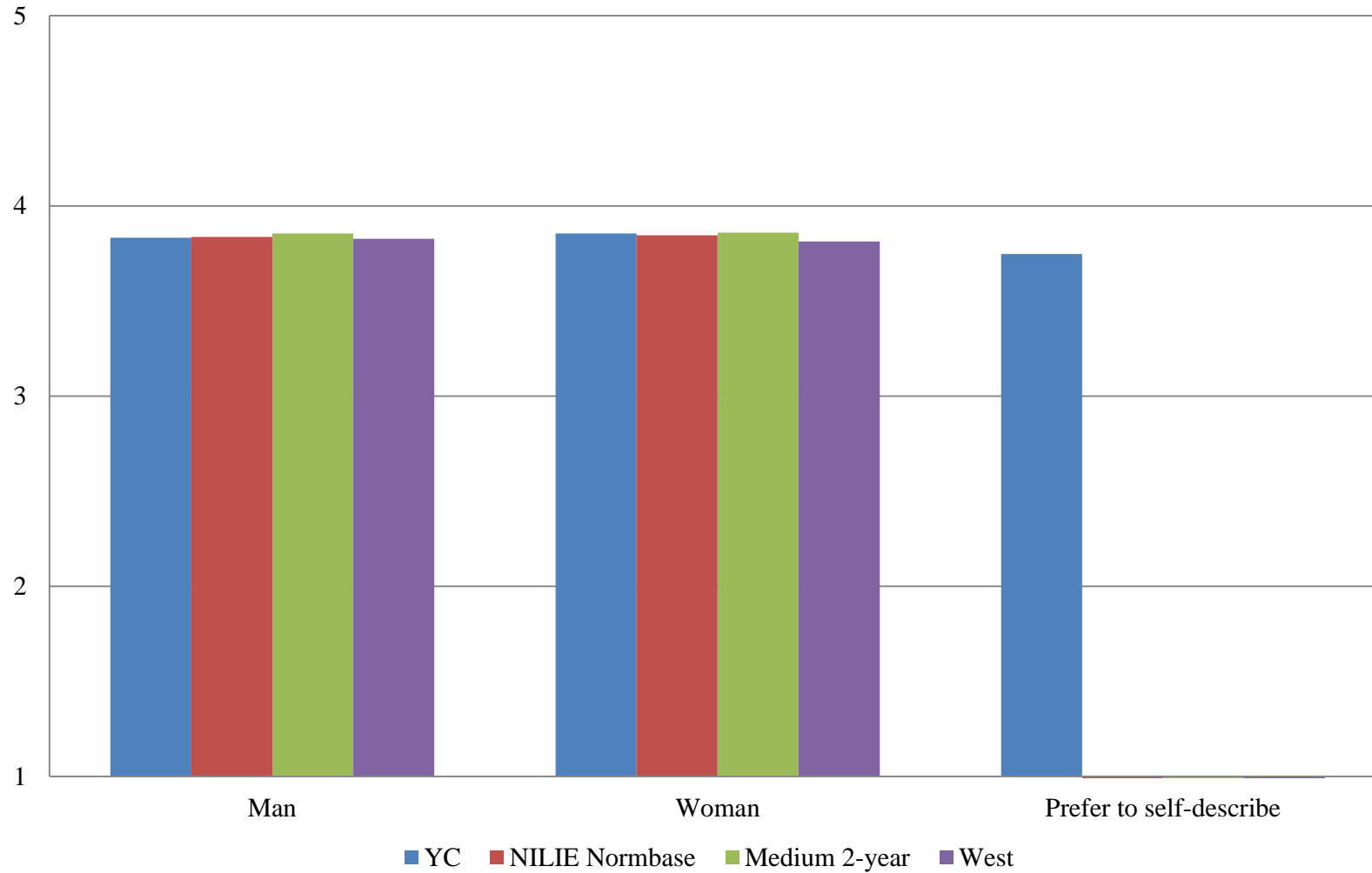
*YC compared with:*

What is the highest level of education you have earned?	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	512	3.837	3.783			3.792			3.767	*	.091
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	7	3.880	3.736			3.765			3.841		
Doctoral degree (e.g., Ph.D., Ed.D.)	29	3.562	3.706			3.779			3.685		
Master's degree	153	3.806	3.785			3.785			3.759		
Bachelor's degree	108	3.791	3.808			3.824			3.774		
Associate's degree	54	3.905	3.821			3.839			3.795		
Certificate	25	3.988	N/A			N/A			N/A		
High School diploma or GED	48	3.972	3.881			3.857			3.851		
No diploma or degree	0	--	3.792			3.781			4.027		

\* p < .05, \*\* p < .01, \*\*\* p < .001

N/A indicates responses option previously unavailable

**Figure 5. Overall Climate by Gender Identity**



**Table 22. Institutional Structure Mean Comparisons by Gender Identity**

What is your gender identity?	<i>YC compared with:</i>										
	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	511	3.525	3.483			3.477			3.472		
Man	161	3.527	3.552			3.563			3.551		
Woman	232	3.515	3.557			3.555			3.521		
Trans Man	0	--	N/A			N/A			N/A		
Trans Woman	0	--	N/A			N/A			N/A		
Gender Queer	4	--	N/A			N/A			N/A		
Prefer to self-describe	9	3.142	N/A			N/A			N/A		

\* p < .05, \*\* p < .01, \*\*\* p < .001

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

**Table 23. Student Focus Mean Comparisons by Gender Identity**

What is your gender identity?	<i>YC compared with:</i>										
	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	509	4.056	4.044			4.065			4.016		
Man	161	4.049	4.072			4.099			4.055		
Woman	232	4.087	4.095			4.114			4.050		
Trans Man	0	--	N/A			N/A			N/A		
Trans Woman	0	--	N/A			N/A			N/A		
Gender Queer	4	--	N/A			N/A			N/A		
Prefer to self-describe	9	4.113	N/A			N/A			N/A		

\* p < .05, \*\* p < .01, \*\*\* p < .001

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

**Table 24. Supervisory Relationships Mean Comparisons by Gender Identity**

What is your gender identity?	<i>YC compared with:</i>										
	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	510	3.903	3.850			3.859			3.833		
Man	162	3.897	3.900			3.916			3.884		
Woman	232	3.933	3.910			3.930			3.881		
Trans Man	0	--	N/A			N/A			N/A		
Trans Woman	0	--	N/A			N/A			N/A		
Gender Queer	4	--	N/A			N/A			N/A		
Prefer to self-describe	9	3.949	N/A			N/A			N/A		

\* p < .05, \*\* p < .01, \*\*\* p < .001

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

**Table 25. Teamwork Mean Comparisons by Gender Identity**

What is your gender identity?	YC		<i>YC compared with:</i>								
	N	Mean	NILIE Normbase			Medium 2-year			West		
			Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	509	4.043	3.889	***	.159	3.915	**	.136	3.894	***	.152
Man	161	4.053	3.955			3.979			3.955		
Woman	232	4.075	3.937	*	.146	3.970			3.933	*	.146
Trans Man	0	--	N/A			N/A			N/A		
Trans Woman	0	--	N/A			N/A			N/A		
Gender Queer	4	--	N/A			N/A			N/A		
Prefer to self-describe	9	4.111	N/A			N/A			N/A		

\* p < .05, \*\* p < .01, \*\*\* p < .001

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

**Table 26. Overall Mean Comparisons by Gender Identity**

*YC compared with:*

What is your gender identity?	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	512	3.837	3.783			3.792			3.767	*	.091
Man	162	3.833	3.836			3.854			3.827		
Woman	232	3.855	3.845			3.859			3.813		
Trans Man	0	--	N/A			N/A			N/A		
Trans Woman	0	--	N/A			N/A			N/A		
Gender Queer	4	--	N/A			N/A			N/A		
Prefer to self-describe	9	3.747	N/A			N/A			N/A		

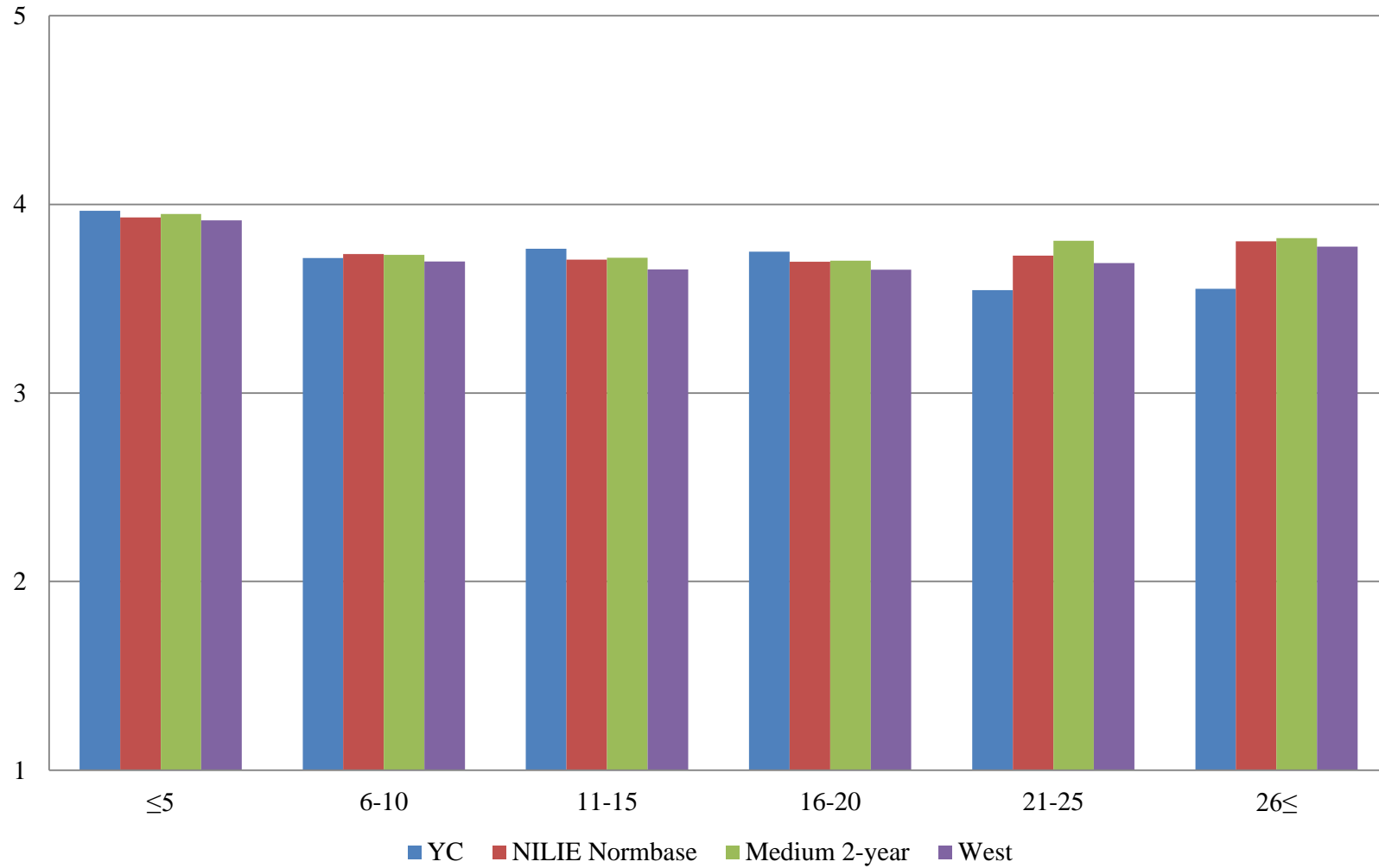
\* p < .05, \*\* p < .01, \*\*\* p < .001

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable



**Figure 6. Overall Climate by Years at this Institution**



**Table 27. Institutional Structure Mean Comparisons by Years at this Institution**

*YC compared with:*

	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
<b>How many years have you worked at this institution?</b>											
Overall	511	3.525	3.483			3.477			3.472		
5 years or less	213	3.723	3.702			3.710			3.670		
6-10 years	75	3.273	3.413			3.383			3.369		
11-15 years	42	3.305	3.366			3.360			3.324		
16-20 years	34	3.297	3.333			3.329			3.296		
21-25 years	18	3.044	3.368			3.453	*	-.472	3.369		
26 years or more	17	3.134	3.452			3.448			3.448		

\* p <.05, \*\* p < .01, \*\*\* p < .001

**Table 28. Student Focus Mean Comparisons by Years at this Institution**

*YC compared with:*

	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
<b>How many years have you worked at this institution?</b>											
Overall	509	4.056	4.044			4.065			4.016		
5 years or less	213	4.133	4.115			4.136			4.082		
6-10 years	75	3.970	4.013			4.026			3.969		
11-15 years	42	4.029	4.016			4.031			3.957		
16-20 years	34	4.017	4.021			4.055			3.997		
21-25 years	18	3.982	4.053			4.123			4.014		
26 years or more	17	3.994	4.094			4.118			4.054		

\* p <.05, \*\* p < .01, \*\*\* p < .001

**Table 29. Supervisory Relationships Mean Comparisons by Years at this Institution**

*YC compared with:*

<b>How many years have you worked at this institution?</b>	<b>YC</b>		<b>NILIE Normbase</b>			<b>Medium 2-year</b>			<b>West</b>		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	510	3.903	3.850			3.859			3.833		
5 years or less	213	4.024	3.995			4.014			3.993		
6-10 years	75	3.851	3.811			3.810			3.776		
11-15 years	42	3.879	3.766			3.785			3.702		
16-20 years	34	3.856	3.759			3.746			3.695		
21-25 years	18	3.544	3.784			3.870			3.719		
26 years or more	17	3.635	3.884			3.908			3.832		

\* p <.05, \*\* p < .01, \*\*\* p < .001

**Table 30. Teamwork Mean Comparisons by Years at this Institution**

*YC compared with:*

How many years have you worked at this institution?	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	509	4.043	3.889	***	.159	3.915	**	.136	3.894	***	.152
5 years or less	213	4.139	4.011	*	.139	4.047			4.046		
6-10 years	75	4.029	3.842			3.865			3.817		
11-15 years	42	4.117	3.823			3.838			3.786	*	.324
16-20 years	34	4.109	3.836			3.846			3.794		
21-25 years	18	3.919	3.864			3.935			3.792		
26 years or more	17	3.539	3.952			3.973	*	-.500	3.929		

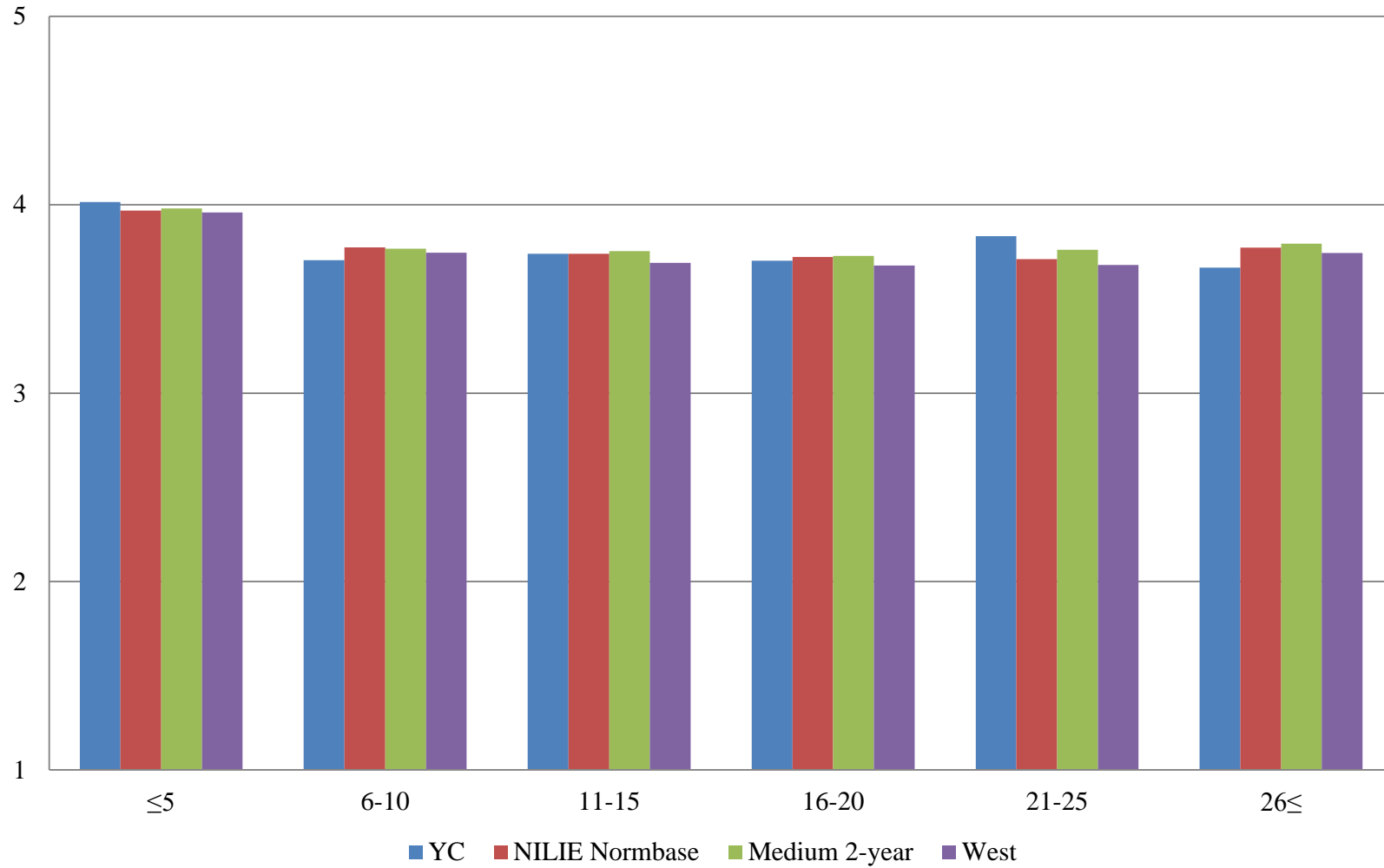
\* p < .05, \*\* p < .01, \*\*\* p < .001

**Table 31. Overall Mean Comparisons by Years at this Institution**

How many years have you worked at this institution?	<i>YC compared with:</i>										
	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	512	3.837	3.783			3.792			3.767	*	.091
5 years or less	213	3.965	3.931			3.949			3.915		
6-10 years	75	3.715	3.736			3.732			3.697		
11-15 years	42	3.764	3.706			3.717			3.655		
16-20 years	34	3.749	3.696			3.701			3.654		
21-25 years	18	3.545	3.727			3.807			3.689		
26 years or more	17	3.553	3.805			3.820			3.775		

\* p <.05, \*\* p < .01, \*\*\* p < .001

**Figure 7. Overall Climate by Years in Higher Education**



**Table 32. Institutional Structure Mean Comparisons by Years in Higher Education**

*YC compared with:*

	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
<b>How many years have you worked in higher education?</b>											
Overall	511	3.525	3.483			3.477			3.472		
5 years or less	162	3.808	3.764			3.767			3.744		
6-10 years	65	3.300	3.471			3.438			3.431		
11-15 years	50	3.332	3.414			3.404			3.369		
16-20 years	45	3.252	3.380			3.368			3.337		
21-25 years	36	3.354	3.340			3.390			3.318		
26 years or more	39	3.215	3.424			3.433			3.416		

\* p <.05, \*\* p < .01, \*\*\* p < .001



**Table 33. Student Focus Mean Comparisons by Years in Higher Education**

*YC compared with:*

	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
<b>How many years have you worked in higher education?</b>											
Overall	509	4.056	4.044			4.065			4.016		
5 years or less	162	4.156	4.146			4.165			4.120		
6-10 years	65	3.922	4.019			4.026			3.979		
11-15 years	50	4.035	4.026			4.042			3.959		
16-20 years	45	4.019	4.022			4.046			3.985		
21-25 years	36	4.090	4.032			4.087			4.002		
26 years or more	39	4.050	4.064			4.096			4.028		

\* p <.05, \*\* p < .01, \*\*\* p < .001

**Table 34. Supervisory Relationships Mean Comparisons by Years in Higher Education**

*YC compared with:*

	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
<b>How many years have you worked in higher education?</b>											
Overall	510	3.903	3.850			3.859			3.833		
5 years or less	162	4.070	4.022			4.026			4.024		
6-10 years	65	3.808	3.856			3.856			3.842		
11-15 years	50	3.817	3.804			3.832			3.756		
16-20 years	45	3.790	3.789			3.792			3.721		
21-25 years	36	3.974	3.782			3.825			3.744		
26 years or more	39	3.759	3.844			3.869			3.795		

\* p <.05, \*\* p < .01, \*\*\* p < .001

**Table 35. Teamwork Mean Comparisons by Years in Higher Education**

	<i>YC compared with:</i>										
	YC		NILIE Normbase			Medium 2-year			West		
<b>How many years have you worked in higher education?</b>	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	509	4.043	3.889	***	.159	3.915	**	.136	3.894	***	.152
5 years or less	162	4.150	4.038			4.060			4.071		
6-10 years	65	4.074	3.873			3.893			3.871		
11-15 years	50	4.026	3.850			3.887			3.821		
16-20 years	45	4.003	3.850			3.867			3.826		
21-25 years	36	4.235	3.862	*	.385	3.912	*	.342	3.818	*	.427
26 years or more	39	3.802	3.916			3.942			3.894		

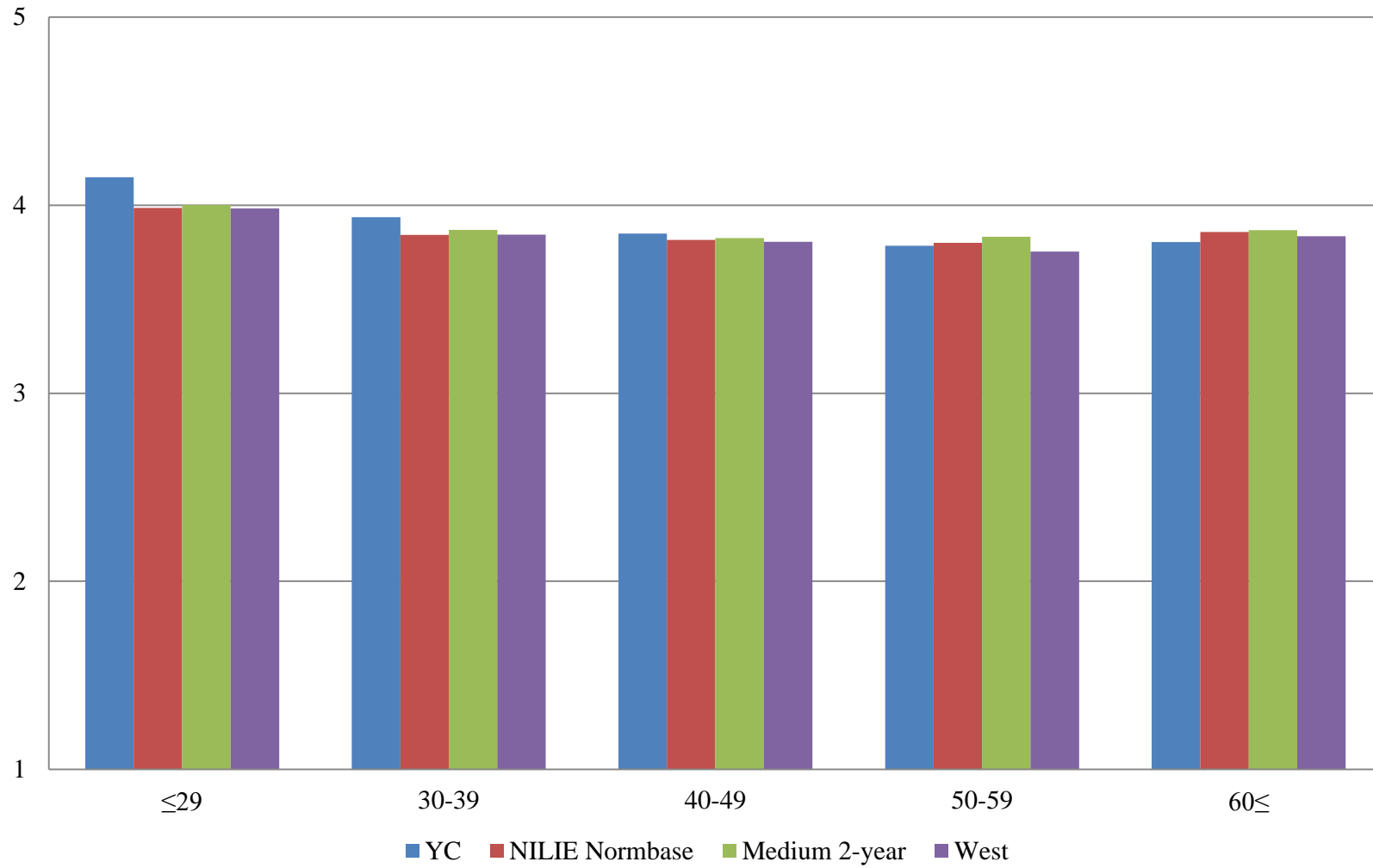
\* p <.05, \*\* p < .01, \*\*\* p < .001

**Table 36. Overall Mean Comparisons by Years in Higher Education**

How many years have you worked in higher education?	<i>YC compared with:</i>										
	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	512	3.837	3.783			3.792			3.767	*	.091
5 years or less	162	4.014	3.970			3.980			3.959		
6-10 years	65	3.705	3.773			3.767			3.746		
11-15 years	50	3.740	3.739			3.754			3.692		
16-20 years	45	3.703	3.723			3.729			3.677		
21-25 years	36	3.833	3.712			3.762			3.680		
26 years or more	39	3.666	3.772			3.793			3.744		

\* p <.05, \*\* p < .01, \*\*\* p < .001

**Figure 8. Overall Climate by Age**



**Table 37. Institutional Structure Mean Comparisons by Age**

What is your age?	<i>YC compared with:</i>										
	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	511	3.525	3.483			3.477			3.472		
29 or younger	38	3.926	3.764			3.780			3.729		
30-39	52	3.559	3.550			3.571			3.550		
40-49	54	3.539	3.522			3.521			3.527		
50-59	92	3.406	3.503			3.525			3.464		
60 or older	106	3.471	3.573			3.568			3.550		

\* p <.05, \*\* p < .01, \*\*\* p < .001

**Table 38. Student Focus Mean Comparisons by Age**

What is your age?	<i>YC compared with:</i>										
	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	509	4.056	4.044			4.065			4.016		
29 or younger	38	4.180	4.127			4.155			4.106		
30-39	52	4.201	4.049			4.076			4.036		
40-49	54	4.042	4.058			4.070			4.035		
50-59	92	4.091	4.077			4.116			4.022		
60 or older	106	4.023	4.112			4.133			4.071		

\* p <.05, \*\* p < .01, \*\*\* p < .001

**Table 39. Supervisory Relationships Mean Comparisons by Age**

What is your age?	<i>YC compared with:</i>										
	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	510	3.903	3.850			3.859			3.833		
29 or younger	38	4.259	4.060			4.059			4.089		
30-39	52	4.060	3.933			3.959			3.934		
40-49	54	3.928	3.889			3.900			3.874		
50-59	92	3.843	3.854			3.888			3.795		
60 or older	106	3.859	3.910			3.922			3.897		

\* p <.05, \*\* p < .01, \*\*\* p < .001



**Table 40. Teamwork Mean Comparisons by Age**

What is your age?	<i>YC compared with:</i>										
	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	509	4.043	3.889	***	.159	3.915	**	.136	3.894	***	.152
29 or younger	38	4.390	4.106	*	.338	4.123	*	.331	4.155		
30-39	52	4.153	3.973			4.014			4.006		
40-49	54	4.068	3.917			3.943			3.908		
50-59	92	4.005	3.885			3.927			3.860		
60 or older	106	4.082	3.953			3.974			3.951		

\* p <.05, \*\* p < .01, \*\*\* p < .001

**Table 41. Overall Mean Comparisons by Age**

What is your age?	<i>YC compared with:</i>										
	YC		NILIE Normbase			Medium 2-year			West		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	512	3.837	3.783			3.792			3.767	*	.091
29 or younger	38	4.148	3.986			4.001			3.983		
30-39	52	3.936	3.841			3.868			3.843		
40-49	54	3.848	3.815			3.825			3.805		
50-59	92	3.784	3.799			3.832			3.753		
60 or older	106	3.803	3.857			3.867			3.834		

\* p <.05, \*\* p < .01, \*\*\* p < .001