

PACE YC CLIMATE SURVEY

Yavapai College Convocation
August 10, 2020

PACE CLIMATE SURVEY - PURPOSE

To promote open and constructive communication concerning the campus climate.

The PACE Survey is organized into four climate factors:

1. Institutional Structure
2. Student Focus
3. Supervisory Relationships
4. Teamwork



OVERALL SATISFACTION

Climate Factor

Comparison Groups

Overall	3.837*
Institutional Structure	3.525
Student Focus	4.056
Supervisory Relationships	3.903
Teamwork	4.043*

- All PACE 2-yr participants (N=64,000)
- Medium size 2-yr institutions (N=19,000)
- Western region 2-yr schools (N=10,000)

* $p < .05$

OVERALL SATISFACTION BY EMPLOYEE TYPE

Staff 3.852

Administrators 3.818

Faculty 3.716



OVERALL SATISFACTION BY LOCATION

Prescott Campus	3.767
Verde Campus	3.821
Prescott Valley Center	4.117
Sedona Center	--
CTEC	4.019

* $p < .05$

TOP TEN SATISFACTION SCORES

1. The extent to which students receive an excellent education at this institution (4.125).
2. The extent to which non-teaching professional personnel meet the needs of students (4.114*).
3. The extent to which my primary work team uses problem-solving techniques (4.098*).
4. The extent to which I am given the opportunity to be creative in my work (4.076).
5. The extent to which this institution prepares students for a career (4.047*).

* $p < .05$



**You Can.
We Can.
Together.**

TOP TEN SATISFACTION SCORES (CON'T)

6. The extent to which I feel my job is relevant to this institution's mission (4.441).
7. The extent to which my supervisor/chair expresses confidence in my work (4.253).
8. The extent to which there is a spirit of cooperation within my work team (4.192*).
9. The extent to which this institution prepares students for further learning (4.150).
10. The extent to which my supervisor is open to the ideas, opinions, and beliefs of everyone (4.127).

* $p < .05$

SIGNIFICANT AREAS FOR IMPROVEMENT

- ❖ The extent to which administrative processes are clearly defined (3.236*).
- ❖ The extent to which professional development and training opportunities are available (3.562*).

* $p < .05$



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SCORES BELOW 3.5

- ❖ The extent to which I have the opportunity for advancement within the institution (3.205).
- ❖ The extent to which this institution is appropriately organized (3.217).
- ❖ The extent to which I am able to appropriately influence the direction of this institution (3.230).
- ❖ The extent to which information is shared within the institution (3.327).
- ❖ The extent to which decisions are made at the appropriate level at this institution (3.371).
- ❖ The extent to which open and ethical communication is practiced at this institution (3.440).

* $p < .05$

QUALITATIVE SUMMARY

“Most favorable are the people that work at this college, my colleagues, and the students. I enjoy coming to work, engaging with my colleagues and the students, and love the subjects I teach and teaching in general.”

“I feel that in the many years here at YC, what is being said, and what is being done, are two very different things. The voices of the employees are not heard; unless who you know counts.”

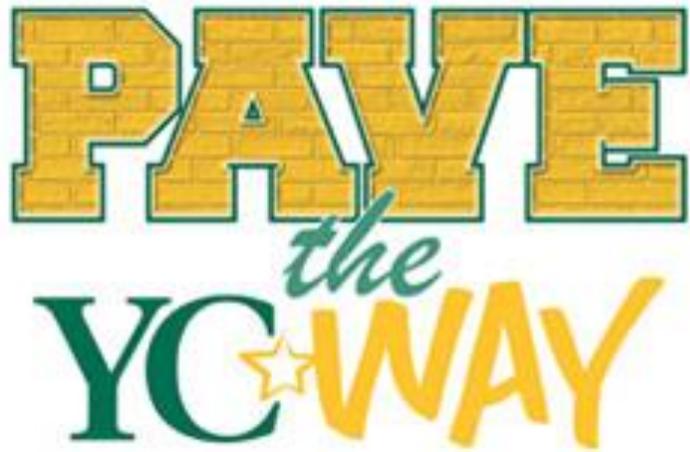
“Hopefully this survey is a starting point to expand the communication between administrators with faculty and staff.”

IN YOUR BREAK OUT ROOM FOR 10 MINUTES

1. For the two areas of opportunity:
 - The extent to which administrative processes are clearly defined (3.236*)
 - The extent to which professional development and training opportunities are available (3.562*)
2. Recommend three things the college can do to address this issue.
3. Put your ideas into the chat screen

* $p < .05$

FOR MORE RESULTS



<https://www.yc.edu/v6/marketing/pave-the-way.html>

QUESTIONS

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