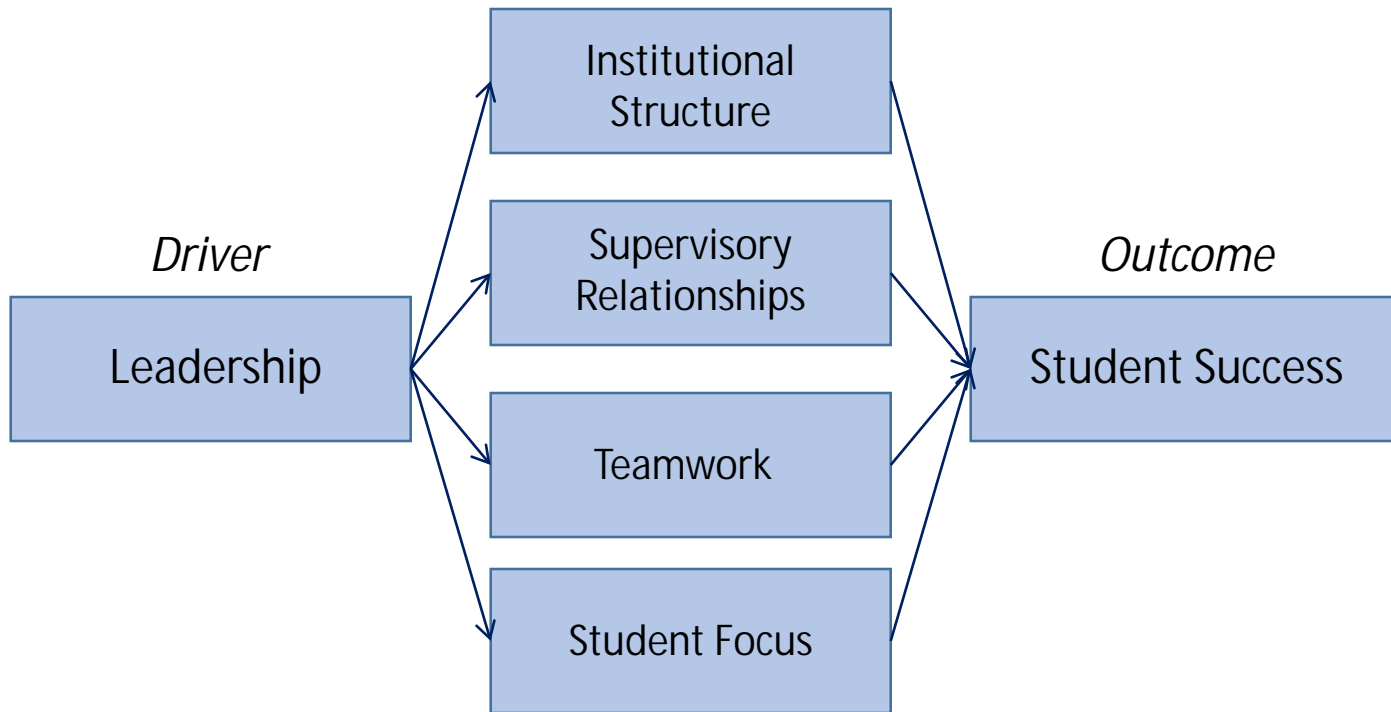


2017 Personal Assessment of the College Environment (PACE)

Measuring Climate at Tulsa Community College



The PACE Model



Four Organizational Systems

Coercive	Competitive	Consultative	Collaborative
Leaders have little confidence or trust in			

TCC Sample

Administered online to 2,352 employees, 887 (37.7%) completed survey

1. The first part of the document is a list of names and titles, including "The Hon. Mr. Justice" and "The Hon. Mr. Justice".

Would You Recommend TCC as a Place to Work?

Custom Questions	2017 Mean	2015 Mean	Sig.	Model
The extent to which...				
TCC offers a safe work environment for me	4.25	4.25		Collaborative
I am satisfied with working at TCC	4.05	4.18	*	
The Colleges academic programs adequately prepare students for employment and university transfer	4.04	4.04		
TCC is effective in its community partnerships and outreach	3.94	4.10	***	Consultative
The institution ensures quality instruction and academic support for its students	3.92	3.95		
The institutions facilities are safe, modern, and conducive to learning	3.90	3.89		
The College markets and communicates its programs and services	3.77	3.87		
TCCs technology is sufficient to support its operations and programs	3.74	3.73		
TCCs policies, processes, and services help remove barriers to student success	3.66	3.72		
TCCs website is accessible and user- friendly	3.53	3.43		
The institution has a performance-based culture dedicated to continuous improvement	3.47	3.34	*	
There is a positive relationship between faculty and/or staff with administration	3.38	3.49		
Faculty and/or staff are involved in development of new policies and procedures	3.35	3.35		
TCC is transparent regarding its budgeting and finances	3.25	3.25		
I am satisfied with TCCs performance appraisal process	3.07	2.96		
The institution addresses low-performing employees or detrimental workplace situations	2.90	2.70	**	Competitive
TCC compensates its employees	2.69	3.05	***	

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



2017 Racial Diversity SuQD)	1.6	1	0	c89	203.771	54.723	-45102	ref571.313	474	42.563	-70.0
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<p style="text-align: center;">2017 Racial Diversity Subscale Questions Supervisory Relationships</p> <p>The extent to which...</p>	TCC	Large 2-Year	Sig.	Norm	Sig.
My supervisor maintains an environment that is supportive of people from different races/ethnicities	4.24	4.21		4.15	**
My supervisor treats all employees equally based on racial/ethnic background	4.27	4.21		4.14	***
My supervisor is open to the views of people from racially and ethnically diverse backgrounds	4.29	4.26		4.19	

2017 Racial Diversity Subscale Questions Teamwork The extent to which...	TCC	Large 2-Year	Sig.	Norm	Sig.
Racial/ethnic diversity increases the level of trust among my immediate team members	3.93	3.86		3.78	***
Racial/ethnic diversity enhances my work teams performance	3.91	3.85		3.81	**
The racial/ethnic diversity of my work team members contributes to the ability to meet student needs	3.94	3.89		3.86	*

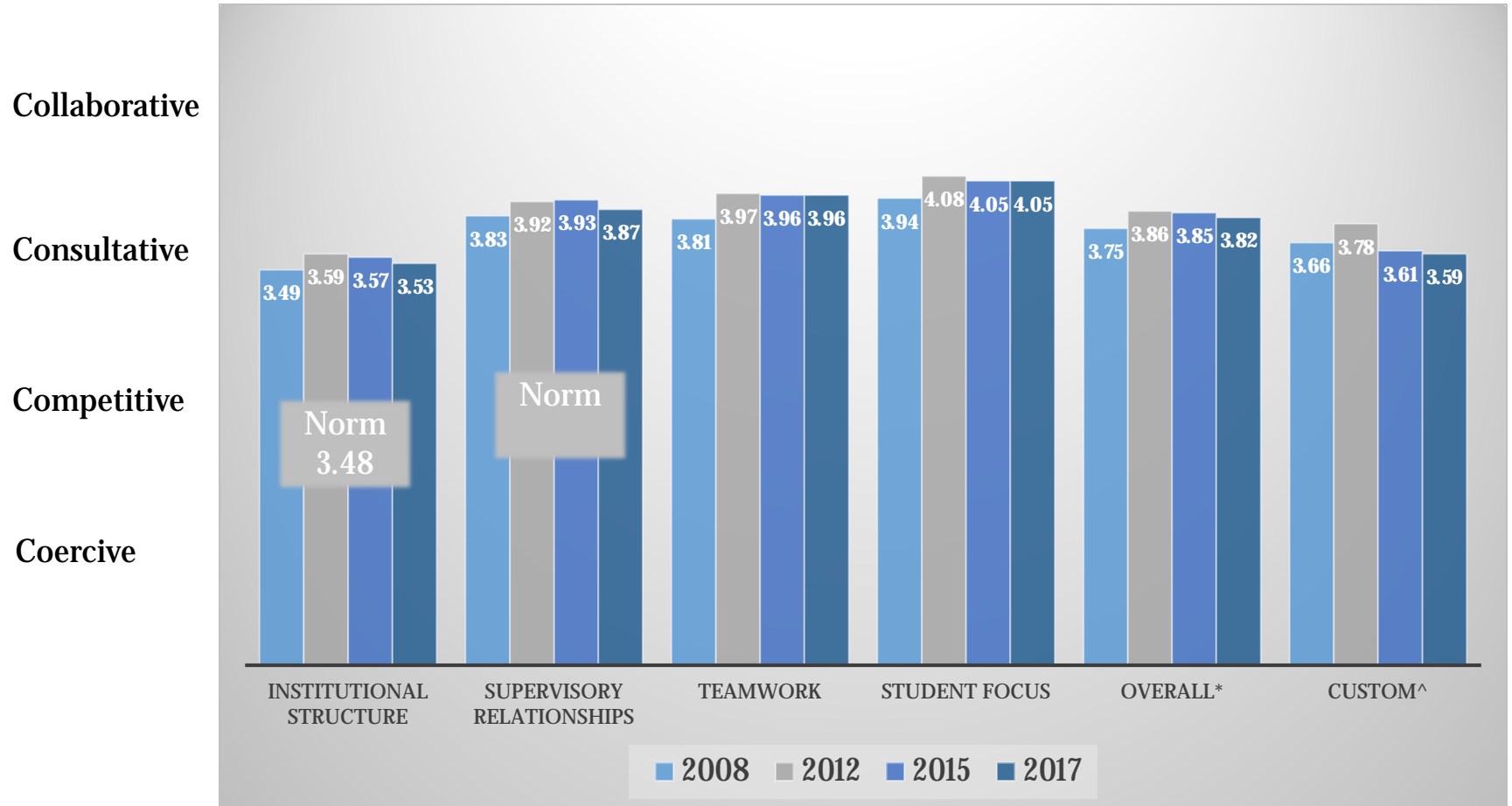
* $p < .05$, ** $p < .01$, *** $p < .001$

2017 Racial Diversity Subscale Questions Student Focus The extent to which...	TCC	Large 2-Year	Sig.	Norm	Sig.
Faculty pedagogical decisions integrate the experiences and voices of students from diverse racial/ethnic backgrounds	3.76	3.75		3.66	**
Students from diverse racial/ethnic backgrounds believe that institutional policies incorporate their perspectives	3.69	3.63		3.51	***
My institution advances the educational persistence of students from diverse racial/ethnic backgrounds	3.92	3.92		3.82	**
Students from diverse racial/ethnic backgrounds are satisfied with their educational experience at my institution	3.80	3.73		3.66	***

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



Climate Factor Means



*Overall does not include custom questions.

^ Number and type of custom questions not consistent across year.

Climate Factor Means by Personnel Classification

Collaborative

Consultative

Competitive

Coercive

	Institutional Structure	Supervisory Relationships	Teamwork	Student Focus	Overall
■ Faculty	3.66	3.97	4.06	4.13	3.92
▲ Staff	3.44	3.78	3.89	3.40	3.75
◆ Administrator	3.39	3.84	3.98	3.92	3.72

Top 10 Items (Means)

The extent to which...

1. I feel my job is relevant to this institutions mission (4.48 v. 4.52)*
2. My supervisor expresses confidence in my work (4.25 v. 4.30)
3. TCC offers a safe work environment for me (4.25 v. 4.22)
4. My supervisor is open to the ideas, opinions, and beliefs of everyone (4.18 v. 4.20)
5. Student ethnic and cultural diversity are important at this institution (4.17 v. 4.14)
6. This institution prepares students for further learning (4.13 v. 4.19)
7. Students receive an excellent education at this institution (4.08 v. 4.17)
8. This institution prepares students for a career (4.07 v. 4.07)
9. There is a spirit of cooperation within my work team (4.06 v. 4.08)
10. I am satisfied with working at TCC (4.05 v. 4.18)*

(2017 Mean v. 2015 Mean), * $p < .05$

Most Favorable Comments Themes

Institutional Structure (n=252)

- Strategic planning and metrics
- Diversity and inclusion
- Student focus

Supervisory Relationship (n=61)

-

Least Favorable Comments Themes

Institutional Structure (n=284)

- Handling of low-performing or problem employees
- More diversity training needed
- Issues of diversity at higher lev.9 (i)-26 (2)1.5.9 ifacul2y
- Lack of i2cl6di2gstudets and frotl62e staff i2 deci2i2n/po62cy maki2g
- Lack of rewrd8 syste fo facul6 and staff
- Lack of to -do and i2tedepartmetal6comui2ati2
- Low morale

SupervisoyReatiosip (=6)

- C6l6r favoi2s
- Decrease im2n pwer = increased workload with no com2ensatin
- A2djnct8 l6ack fedback and truesuevi2i2n

Teamwork (n=8)

- Individual wrk groups

StudetFous (=45)

- Not everyone on sam0 page

Othet(=50

- C2l2.6 (if-06(ram)(2)h5npe
- Lack of cope22 compnsati2 and ai2es
- New insnce befts



The vast majority of the faculty and staff are amazing. Student success is clearly their first priority and you can see how much they really love what they do. They make this environment the excellent place that it is."