

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. In doing so, the survey promotes open and honest communication to inform priorities for change.

Why Use the Survey

- Compare your campus climate to that of peer institutions by size, region, degree type, and more
- Gather employee insights on a new initiative, project, or practice
- Develop a strategic plan or evaluate the effectiveness of strategic plan implementation
- Fulfill accreditation or funding requirements
- Measure campus climate before, during, or after a change in leadership
- Assess differences in campus climate across a state or regional college system

What's On the Survey

The standard PACE Climate Survey includes:

- 46 questions assessing 4 Climate Factors:
 - ☐ Institutional Structure
 - ☐ Supervisory Relationships
 - ☐ Teamwork
 - ☐ Student Focus
- 8 demographic questions
- 4 open-ended questions

How It Works

1. Customize Your Survey

- ☐ Choose 3 Comparison Groups
- ☐ Create 3 Custom Demographic Questions
- ☐ Develop up to 20 Custom Questions
- ☐ Add an Optional Question Set

2. Administer the Survey

Belk Center staff will administer the survey to employees via e-mail or provide an open link that can be shared by your institution. Several reminders will be sent to employees at designated intervals.

3. Receive Survey Reports

Within 10 weeks of survey completion, Belk Center staff will generate your reports. Reports include an executive summary, the PACE 46 Report which breaks out the four climate factors by question response rates, an optional question set report (if applicable), demographic report, and qualitative reports. Report interpretation instructions and an anonymized data file with a codebook are also included.

Reach & Impact

170+
community colleges served

110+
repeat partners

162K+
total respondents

30+
years of development

4 Climate Factors



Institutional Structure

Mission, leadership, structural organization, decision-making, and internal communication—and the extent to which each are perceived positively by employees



Teamwork

Spirit of cooperation amongst work teams and the extent to which teams and departments are coordinated effectively



Supervisory Relationships

Relationships between employees and supervisors—and the extent to which employees are able to be creative and express ideas



Student Focus

Centrality of students to the actions of the institution and—the extent to which the institution prepares students for their future endeavors

Optional Question Sets

■ In Depth Institutional Structure

A more in-depth exploration of mission, leadership, structural organization, decision-making, and internal communication—and the extent to which each are perceived positively by employees

■ Change Readiness

The capacity, leadership, and culture required for change—and the extent to which employees are engaged in the change process

■ Racial Diversity

Differences in how individual's experience campus based on their race and ethnicity—and the extent to which the institution is a welcoming and inclusive environment for all.

■ Part-Time Faculty

Job security, advancement, compensation, training, and inclusion of part-time faculty—and the extent to which each contributes to their satisfaction

■ Student Success

Assessment of learning, completion, and workforce preparation—and the extent to which each supports equitable outcomes beyond graduation

Additional Services

Customizations

- Additional Open Ended Questions
- Additional Optional Question Sets (1 included)

Reports

- Qualitative Data File
- Additional Qualitative Data Analysis
- Supplemental Report
- PowerPoint Presentation

Consultations

- On-Site and Virtual Consulting
- Data Consultation

For more details on services, fees, and available discounts, visit

pace.ncsu.edu

About the Belk Center

The Belk Center for Community College Leadership and Research – originated through the long-standing commitment of the NC State College of Education to serving North Carolina's community colleges and with generous support from the John M. Belk Endowment – aims to be a nationally recognized model of critical partnership with North Carolina's community colleges in advancing equity in student access and success and increasing the attainment of postsecondary credentials of value. Learn more at belk-center.ced.ncsu.edu.

Contact the Belk Center to get started with your PACE Climate Survey

pace_survey@ncsu.edu | (919) 515-8567