

Demonstration Community College
Raleigh, North Carolina

PACE Demographics Report
PACE Climate Survey for Community Colleges

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Table 1. Demographic Frequency Distributions

SAMPLE compared with:

Demographic Items	Response Option	SAMPLE		PACE Normbase		2021		Size	
		Count	%	Count	%	Count	%	Count	%
1 What is your personnel classification?	Faculty	114	25%	24093	44%	91	50%	1871	47%
	Administrator	51	11%	6318	12%	17	9%	225	6%
	Staff	292	64%	24314	44%	73	40%	1870	47%
	Total	457	100%	54725	100%	181	100%	3966	100%
2 Please select the race/ethnicity that best describes you:	African American or Black	78	17%	4291	8%	1	1%	133	3%
	Alaska Native or American Indian	3	1%	438	1%	0	0%	41	1%
	Asian	8	2%	1341	3%	2	1%	155	4%
	Hispanic/Latina/o/x	14	3%	4903	9%	1	1%	84	2%
	Middle Eastern or North African	0	0%	94	0%	0	0%	1	0%
	Native Hawaiian or Pacific Islander	0	0%	135	0%	0	0%	8	0%
	White	300	67%	38328	72%	170	96%	3238	84%
	Two or more races	28	6%	2377	4%	3	2%	140	4%
	Prefer to self-describe	15	3%	1255	2%	0	0%	65	2%
Total	446	100%	53162	100%	177	100%	3865	100%	
3 Your status at this institution is:	Full-Time	456	100%	42099	77%	115	64%	3318	84%
	Part-Time	0	0%	12296	23%	66	36%	619	16%
	Total	456	100%	54395	100%	181	100%	3937	100%
4 What is the highest level of education you have earned?	First Professional degree	5	1%	867	2%	1	1%	44	1%
	Doctoral degree	66	15%	5721	11%	9	5%	498	13%
	Master's degree	162	36%	23975	44%	71	40%	1791	46%
	Bachelor's degree	130	29%	12006	22%	29	16%	799	20%
	Associate's degree	55	12%	7038	13%	46	26%	504	13%
	Certificate	9	2%	783	1%	0	0%	81	2%
	High School diploma or GED	27	6%	3446	6%	21	12%	209	5%
	No diploma or degree	0	0%	118	0%	1	1%	7	0%
Total	454	100%	53954	100%	178	100%	3933	100%	

SAMPLE compared with:

Demographic Items (continued)	Response Option	SAMPLE		PACE Normbase		2021		Size	
		Count	%	Count	%	Count	%	Count	%
5 What is your gender identity?	Man	154	32%	17633	35%	64	36%	1294	35%
	Woman	289	60%	32522	64%	114	64%	2364	64%
	Non-binary	16	3%	0	0%	0	0%	0	0%
	Genderqueer/Gender non-conforming	13	3%	130	0%	0	0%	13	0%
	Prefer to self-describe	8	2%	818	2%	0	0%	46	1%
	Total	480	100%	51103	100%	178	100%	3717	100%
5a Do you identify as transgender?	Yes	44	9%	181	0%	0	0%	2	0%
	No	439	91%	49846	100%	178	100%	3669	100%
	Total	483	100%	50027	100%	178	100%	3671	100%
6 How many years have you worked at this institution?	5 years or less	81	17%	20450	40%	48	28%	1529	41%
	6-10 years	81	17%	11175	22%	29	17%	771	21%
	11-15 years	81	17%	7733	15%	37	21%	608	16%
	16-20 years	80	17%	5975	12%	19	11%	441	12%
	21-25 years	80	17%	3012	6%	22	13%	200	5%
	26 years or more	80	17%	3149	6%	19	11%	198	5%
	Total	483	100%	51494	100%	174	100%	3747	100%
7 How many years have you worked in higher education?	5 years or less	81	17%	13270	26%	35	20%	814	22%
	6-10 years	81	17%	10328	20%	30	17%	723	19%
	11-15 years	81	17%	8996	18%	39	23%	708	19%
	16-20 years	80	17%	7827	15%	22	13%	656	17%
	21-25 years	80	17%	4813	9%	26	15%	389	10%
	26 years or more	80	17%	6079	12%	21	12%	462	12%
	Total	483	100%	51313	100%	173	100%	3752	100%
8 What is your age?	29 or younger	85	18%	2410	5%	2	1%	153	5%
	30-39	86	18%	7609	17%	24	14%	576	17%
	40-49	141	29%	11101	24%	53	32%	882	26%
	50-59	85	18%	13240	29%	56	34%	1017	30%
	60 or older	86	18%	11639	25%	31	19%	723	22%
	Total	483	100%	45999	100%	166	100%	3351	100%

Figure 1. Overall Climate by Personnel Classification

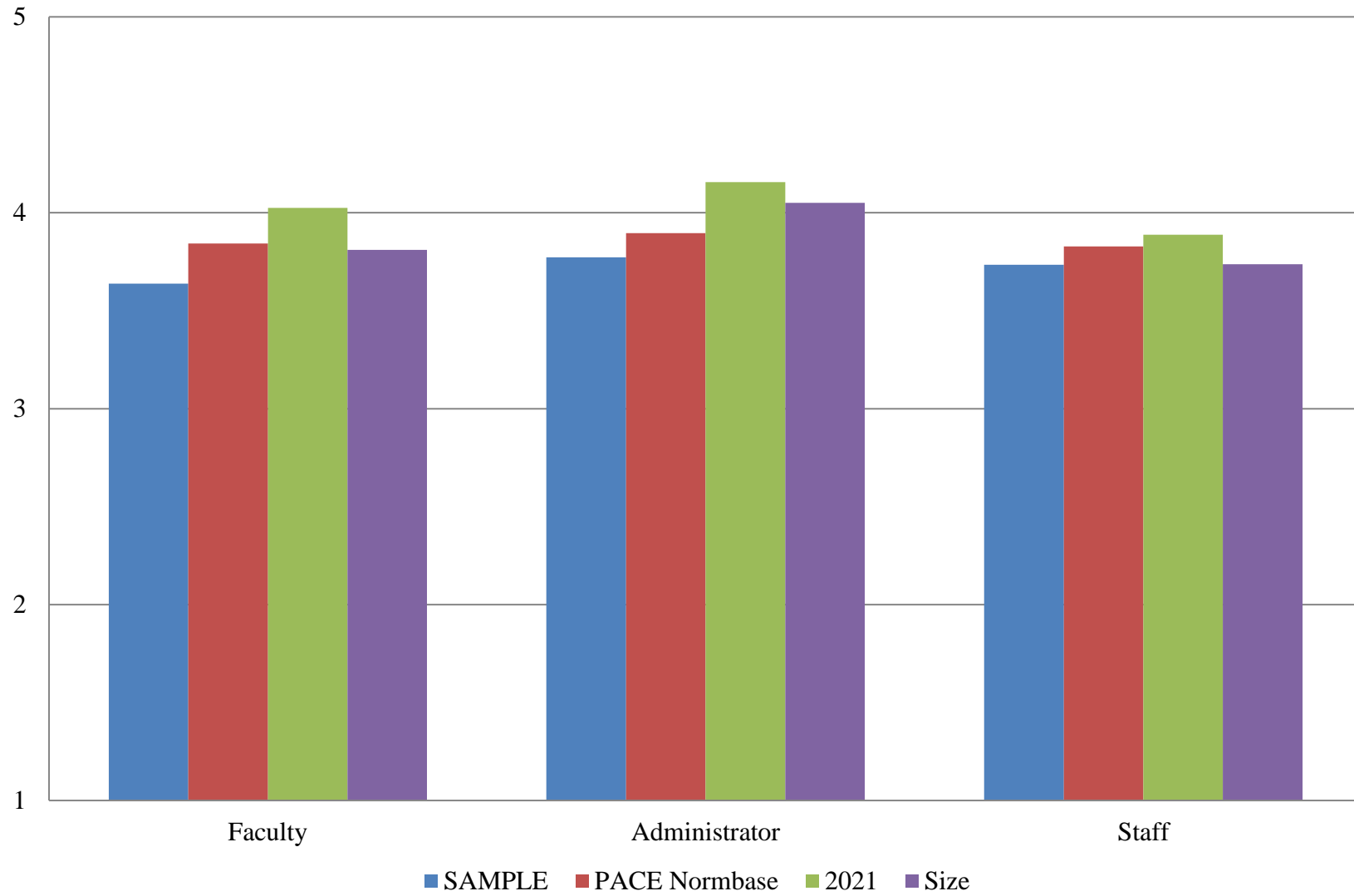


Table 2. Institutional Structure Mean Comparisons by Personnel Classification

SAMPLE compared with:

What is your personnel classification?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	480	3.327	3.530	***	-.222	3.749	***	-.458	3.481	***	-.176
Faculty	114	3.287	3.530	**	-.254	3.828	***	-.580	3.518	**	-.258
Administrator	51	3.400	3.575			4.014	*	-.644	3.876	***	-.581
Staff	289	3.324	3.529	***	-.231	3.590	*	-.291	3.429		

Table 3. Student Focus Mean Comparisons by Personnel Classification

SAMPLE compared with:

What is your personnel classification?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	478	3.982	4.087	***	-.158	4.261	***	-.415	4.065	**	-.133
Faculty	114	3.923	4.127	**	-.302	4.311	***	-.565	4.132	***	-.341
Administrator	51	4.157	4.080			4.283			4.158		
Staff	287	3.974	4.065	*	-.141	4.193	*	-.333	4.016		

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

Table 4. Supervisory Relationships Mean Comparisons by Personnel Classification

SAMPLE compared with:

What is your personnel classification?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	479	3.839	3.911			4.016	*	-.200	3.803		
Faculty	114	3.718	3.901	*	-.205	4.025	*	-.335	3.804		
Administrator	51	3.833	3.994			4.249			4.095	*	-.316
Staff	288	3.883	3.908			3.951			3.792		

Table 5. Teamwork Mean Comparisons by Personnel Classification

SAMPLE compared with:

What is your personnel classification?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	478	3.931	3.966			3.914			3.884		
Faculty	114	3.791	3.938			3.922			3.907		
Administrator	51	3.878	4.141	*	-.326	4.029			4.191	*	-.371
Staff	287	3.999	3.967			3.877			3.862	*	.143

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

Table 6. Overall Mean Comparisons by Personnel Classification

SAMPLE compared with:

What is your personnel classification?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	480	3.717	3.836	***	-.157	3.982	***	-.348	3.774		
Faculty	114	3.638	3.843	**	-.262	4.025	***	-.491	3.810	*	-.233
Administrator	51	3.773	3.896			4.157			4.051	*	-.397
Staff	289	3.735	3.829	*	-.127	3.888			3.738		

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

Figure 2. Overall Climate by Race/Ethnicity

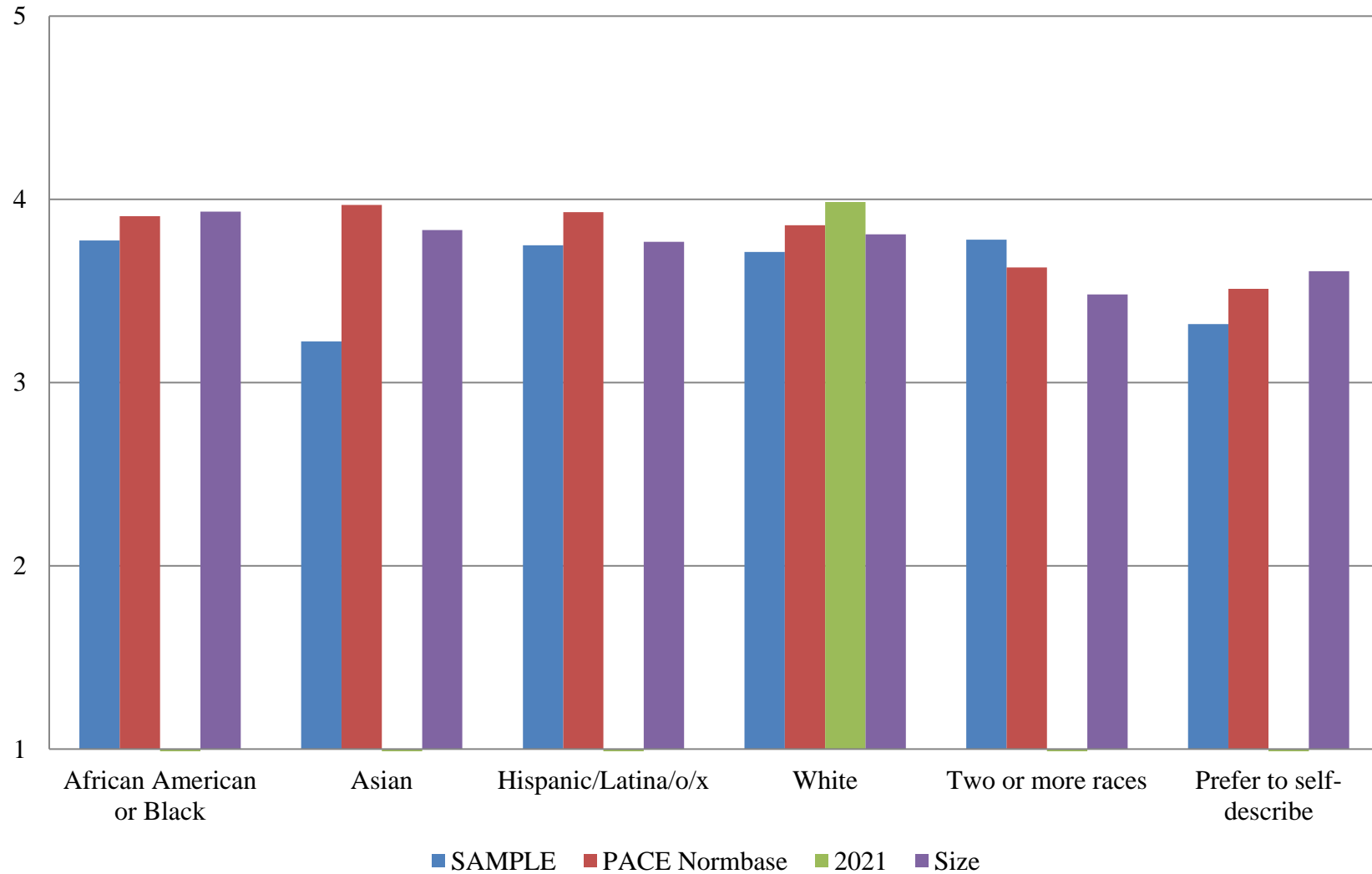


Table 7. Institutional Structure Mean Comparisons by Race/Ethnicity

SAMPLE compared with:

Please select the race/ethnicity that best describes you:	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	480	3.327	3.530	***	-.222	3.749	***	-.458	3.481	***	-.176
African American or Black	77	3.356	3.664	**	-.343	--			3.719	*	-.370
Alaska Native or American Indian	3	--	3.441			∅			3.742		
Asian	8	2.597	3.764	***	-1.328	--			3.635	**	-1.214
Hispanic/Latina/o/x	14	3.287	3.702			--			3.448		
Middle Eastern or North African	0	∅	3.863			∅			--		
Native Hawaiian or Pacific Islander	0	∅	3.363			∅			2.867		
White	299	3.335	3.539	***	-.228	3.747	***	-.458	3.519	***	-.217
Two or more races	28	3.436	3.272			--			3.073		
Prefer to self-describe	14	2.910	3.110			∅			3.233		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 8. Student Focus Mean Comparisons by Race/Ethnicity

SAMPLE compared with:

Please select the race/ethnicity that best describes you:	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	478	3.982	4.087	***	-.158	4.261	***	-.415	4.065	**	-.133
African American or Black	77	4.061	4.075			--			4.060		
Alaska Native or American Indian	3	--	3.985			∅			4.178		
Asian	8	3.435	4.112	**	-.987	--			3.949		
Hispanic/Latina/o/x	14	4.041	4.141			--			4.017		
Middle Eastern or North African	0	∅	4.283			∅			--		
Native Hawaiian or Pacific Islander	0	∅	3.951			∅			4.101		
White	297	3.980	4.119	***	-.224	4.264	***	-.435	4.104	***	-.210
Two or more races	28	4.014	3.914			--			3.886		
Prefer to self-describe	14	3.706	3.855			∅			3.959		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 9. Supervisory Relationships Mean Comparisons by Race/Ethnicity

SAMPLE compared with:

Please select the race/ethnicity that best describes you:	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	479	3.839	3.911			4.016	*	-.200	3.803		
African American or Black	77	3.889	3.995			--			4.002		
Alaska Native or American Indian	3	--	3.803			∅			4.004		
Asian	8	3.634	4.032			--			3.902		
Hispanic/Latina/o/x	14	3.863	3.968			--			3.881		
Middle Eastern or North African	0	∅	4.120			∅			--		
Native Hawaiian or Pacific Islander	0	∅	3.739			∅			3.266		
White	298	3.831	3.932	*	-.117	4.025	*	-.224	3.826		
Two or more races	28	3.926	3.715			--			3.540		
Prefer to self-describe	14	3.308	3.600			∅			3.689		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 10. Teamwork Mean Comparisons by Race/Ethnicity

SAMPLE compared with:

Please select the race/ethnicity that best describes you:	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	478	3.931	3.966			3.914			3.884		
African American or Black	77	4.046	4.013			--			4.072		
Alaska Native or American Indian	3	--	3.854			∅			3.890		
Asian	8	3.458	4.082	*	-.720	--			3.962		
Hispanic/Latina/o/x	14	4.077	4.014			--			3.830		
Middle Eastern or North African	0	∅	4.170			∅			--		
Native Hawaiian or Pacific Islander	0	∅	3.868			∅			3.729		
White	297	3.912	3.996			3.915			3.924		
Two or more races	28	3.858	3.781			--			3.569		
Prefer to self-describe	14	3.667	3.672			∅			3.680		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 11. Overall Mean Comparisons by Race/Ethnicity

SAMPLE compared with:

Please select the race/ethnicity that best describes you:	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	480	3.717	3.836	***	-.157	3.982	***	-.348	3.774		
African American or Black	77	3.776	3.909			--			3.933		
Alaska Native or American Indian	3	--	3.736			∅			3.946		
Asian	8	3.225	3.969	**	-.992	--			3.833	*	-.778
Hispanic/Latina/o/x	14	3.749	3.930			--			3.768		
Middle Eastern or North African	0	∅	4.084			∅			--		
Native Hawaiian or Pacific Islander	0	∅	3.687			∅			3.414		
White	299	3.713	3.858	***	-.200	3.985	***	-.365	3.810	*	-.137
Two or more races	28	3.780	3.628			--			3.480		
Prefer to self-describe	14	3.320	3.512			∅			3.608		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Figure 3. Overall Climate by Employment Status

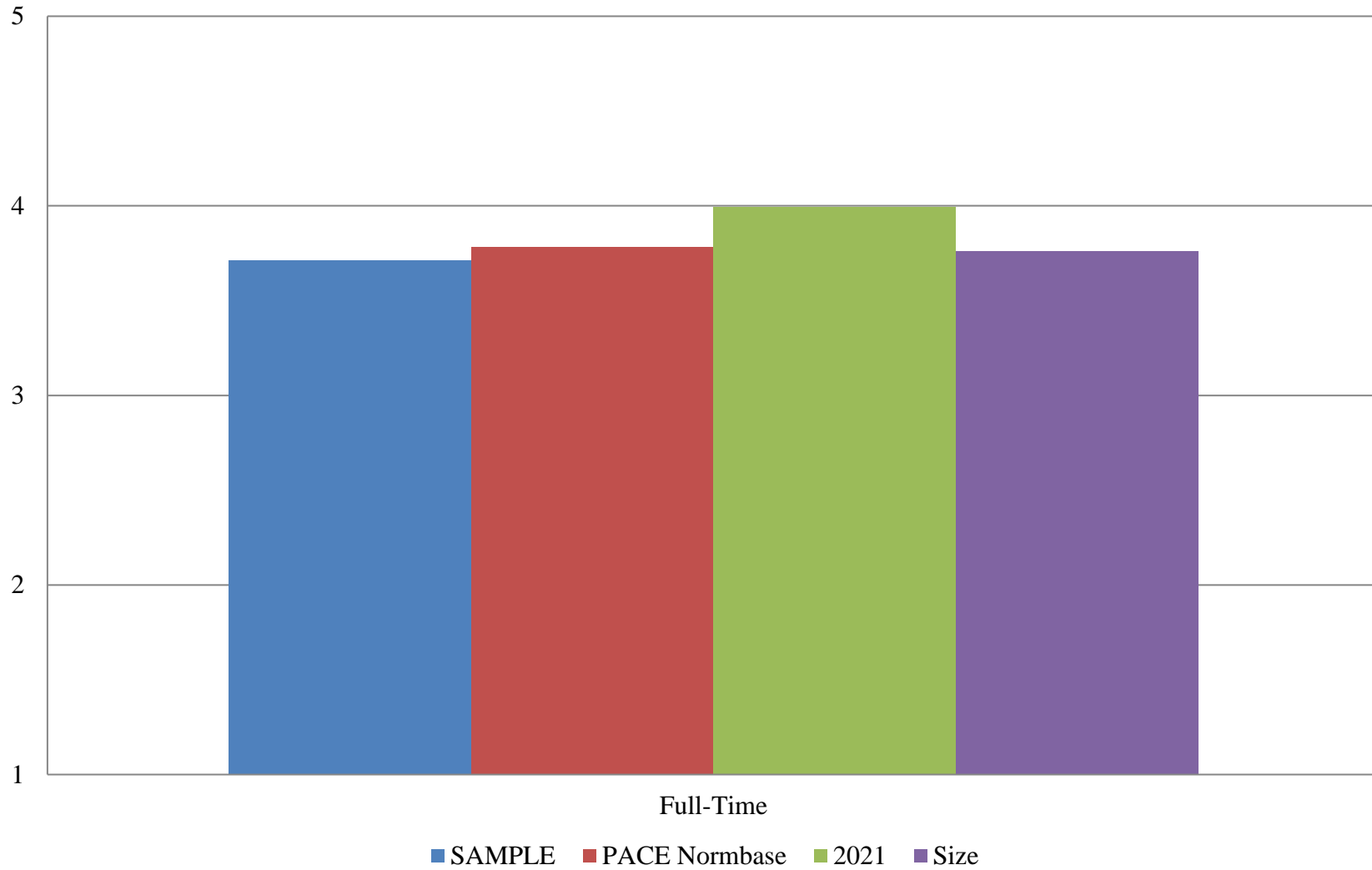


Table 12. Institutional Structure Mean Comparisons by Employment Status

SAMPLE compared with:

Your status at this institution is:	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	480	3.327	3.530	***	-.222	3.749	***	-.458	3.481	***	-.176
Full-Time	453	3.322	3.441	**	-.132	3.744	***	-.444	3.452	**	-.148
Part-Time	0	∅	3.848			3.759			3.730		

Table 13. Student Focus Mean Comparisons by Employment Status

SAMPLE compared with:

Your status at this institution is:	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	478	3.982	4.087	***	-.158	4.261	***	-.415	4.065	**	-.133
Full-Time	451	3.982	4.055	*	-.112	4.242	***	-.375	4.055	*	-.117
Part-Time	0	∅	4.224			4.292			4.205		

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

∅ indicates 0 responses

Table 14. Supervisory Relationships Mean Comparisons by Employment Status

SAMPLE compared with:

Your status at this institution is:	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	479	3.839	3.911			4.016	*	-.200	3.803		
Full-Time	452	3.833	3.873			4.061	*	-.248	3.792		
Part-Time	0	∅	4.058			3.938			3.924		

Table 15. Teamwork Mean Comparisons by Employment Status

SAMPLE compared with:

Your status at this institution is:	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	478	3.931	3.966			3.914			3.884		
Full-Time	451	3.925	3.942			3.988			3.890		
Part-Time	0	∅	4.084			3.778			3.968		

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

∅ indicates 0 responses

Table 16. Overall Mean Comparisons by Employment Status

SAMPLE compared with:

Your status at this institution is:	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	480	3.717	3.836	***	-.157	3.982	***	-.348	3.774		
Full-Time	453	3.713	3.785	*	-.098	3.997	***	-.361	3.760		
Part-Time	0	∅	4.036			3.956			3.941		

* p < .05, ** p < .01, *** p < .001
 ∅ indicates 0 responses

Figure 4. Overall Climate by Highest Level of Education Earned

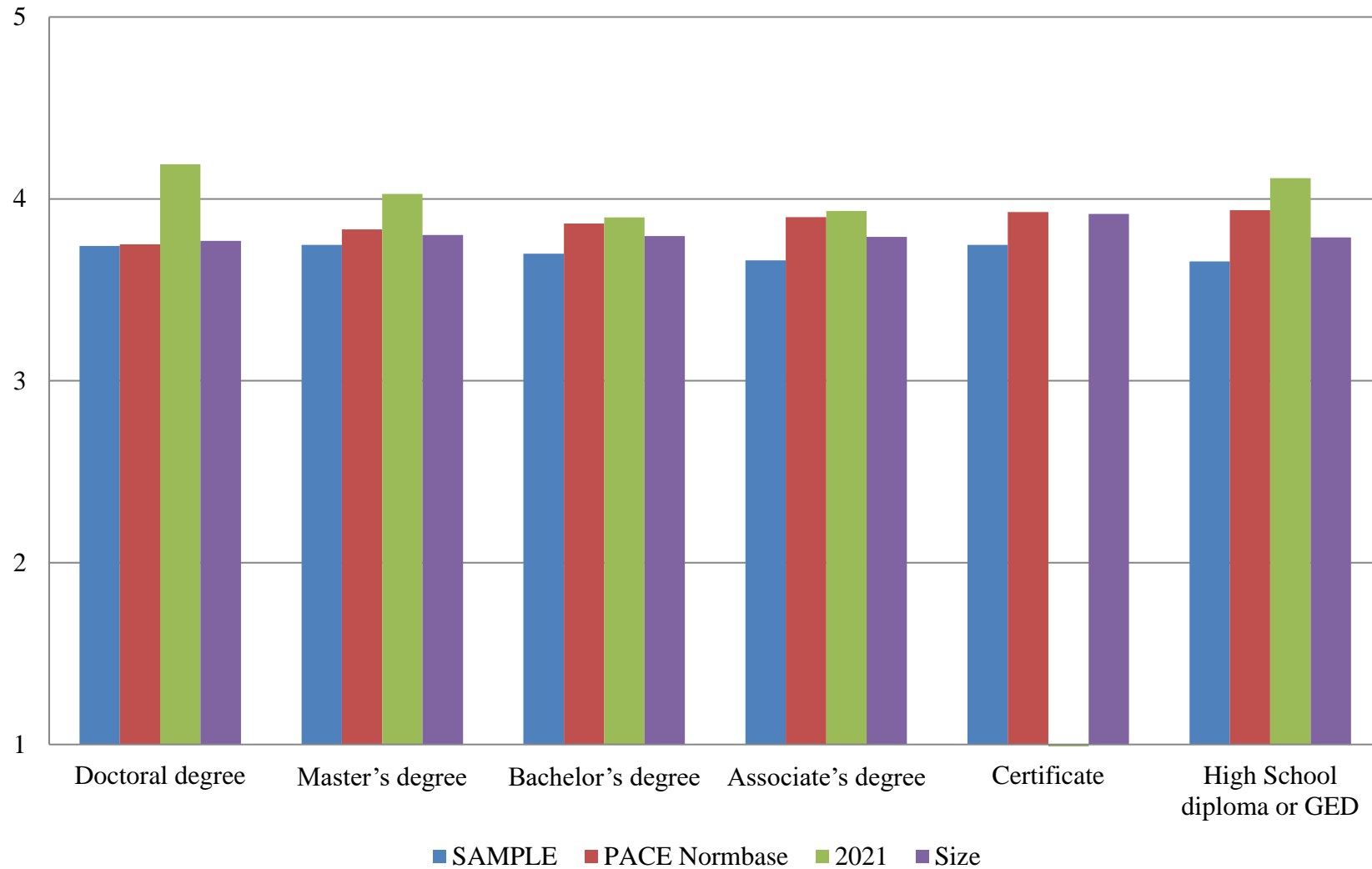


Table 17. Institutional Structure Mean Comparisons by Highest Level of Education Earned

SAMPLE compared with:

What is the highest level of education you have earned?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	480	3.327	3.530	***	-.222	3.749	***	-.458	3.481	***	-.176
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	5	--	3.443			--			3.202		
Doctoral degree (e.g., Ph.D., Ed.D.)	66	3.420	3.386			3.984			3.459		
Master's degree	161	3.359	3.503	*	-.155	3.834	***	-.515	3.494		
Bachelor's degree	129	3.288	3.575	***	-.327	3.646			3.520	**	-.268
Associate's degree	54	3.223	3.638	***	-.484	3.618	*	-.440	3.544	**	-.374
Certificate	9	3.257	3.676			∅			3.625		
High School diploma or GED	27	3.256	3.726	**	-.544	3.907	*	-.744	3.521		
No diploma or degree	0	∅	3.634			--			3.648		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

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

SAMPLE compared with:

What is the highest level of education you have earned?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	478	3.982	4.087	***	-.158	4.261	***	-.415	4.065	**	-.133
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	5	--	4.002			--			3.996		
Doctoral degree (e.g., Ph.D., Ed.D.)	66	4.065	4.029			4.491			4.051		
Master's degree	161	3.989	4.094	*	-.161	4.280	**	-.435	4.077		
Bachelor's degree	128	3.913	4.096	**	-.287	4.232	*	-.437	4.065	*	-.241
Associate's degree	54	3.954	4.141	*	-.302	4.260	*	-.492	4.130	*	-.298
Certificate	9	4.041	4.160			∅			4.192		
High School diploma or GED	26	4.082	4.135			4.246			4.091		
No diploma or degree	0	∅	4.041			--			4.167		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

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

SAMPLE compared with:

What is the highest level of education you have earned?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	479	3.839	3.911			4.016	*	-.200	3.803		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	5	--	3.847			--			3.642		
Doctoral degree (e.g., Ph.D., Ed.D.)	66	3.740	3.853			4.217			3.810		
Master's degree	161	3.889	3.909			4.062			3.835		
Bachelor's degree	129	3.850	3.935			3.899			3.829		
Associate's degree	54	3.821	3.949			3.990			3.762		
Certificate	9	3.907	3.981			∅			3.930		
High School diploma or GED	26	3.751	3.992			4.212			3.816		
No diploma or degree	0	∅	3.813			--			3.857		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

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

SAMPLE compared with:

What is the highest level of education you have earned?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	478	3.931	3.966			3.914			3.884		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	5	--	3.953			--			3.877		
Doctoral degree (e.g., Ph.D., Ed.D.)	66	3.922	3.889			4.007			3.897		
Master's degree	161	3.962	3.978			3.912			3.951		
Bachelor's degree	128	3.969	4.002			3.878			3.887		
Associate's degree	54	3.811	3.988			3.938			3.822		
Certificate	9	4.163	4.006			∅			4.069		
High School diploma or GED	26	3.846	4.004			4.133			3.817		
No diploma or degree	0	∅	3.852			--			3.738		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

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

SAMPLE compared with:

What is the highest level of education you have earned?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	480	3.717	3.836	***	-.157	3.982	***	-.348	3.774		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	5	--	3.768			--			3.622		
Doctoral degree (e.g., Ph.D., Ed.D.)	66	3.741	3.750			4.190			3.770		
Master's degree	161	3.746	3.832			4.027	**	-.372	3.802		
Bachelor's degree	129	3.699	3.865	*	-.226	3.898			3.795		
Associate's degree	54	3.662	3.899	*	-.329	3.933			3.791		
Certificate	9	3.746	3.927			∅			3.917		
High School diploma or GED	27	3.656	3.938	*	-.379	4.114	*	-.636	3.788		
No diploma or degree	0	∅	3.818			--			3.861		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Figure 5. Overall Climate by Gender Identity

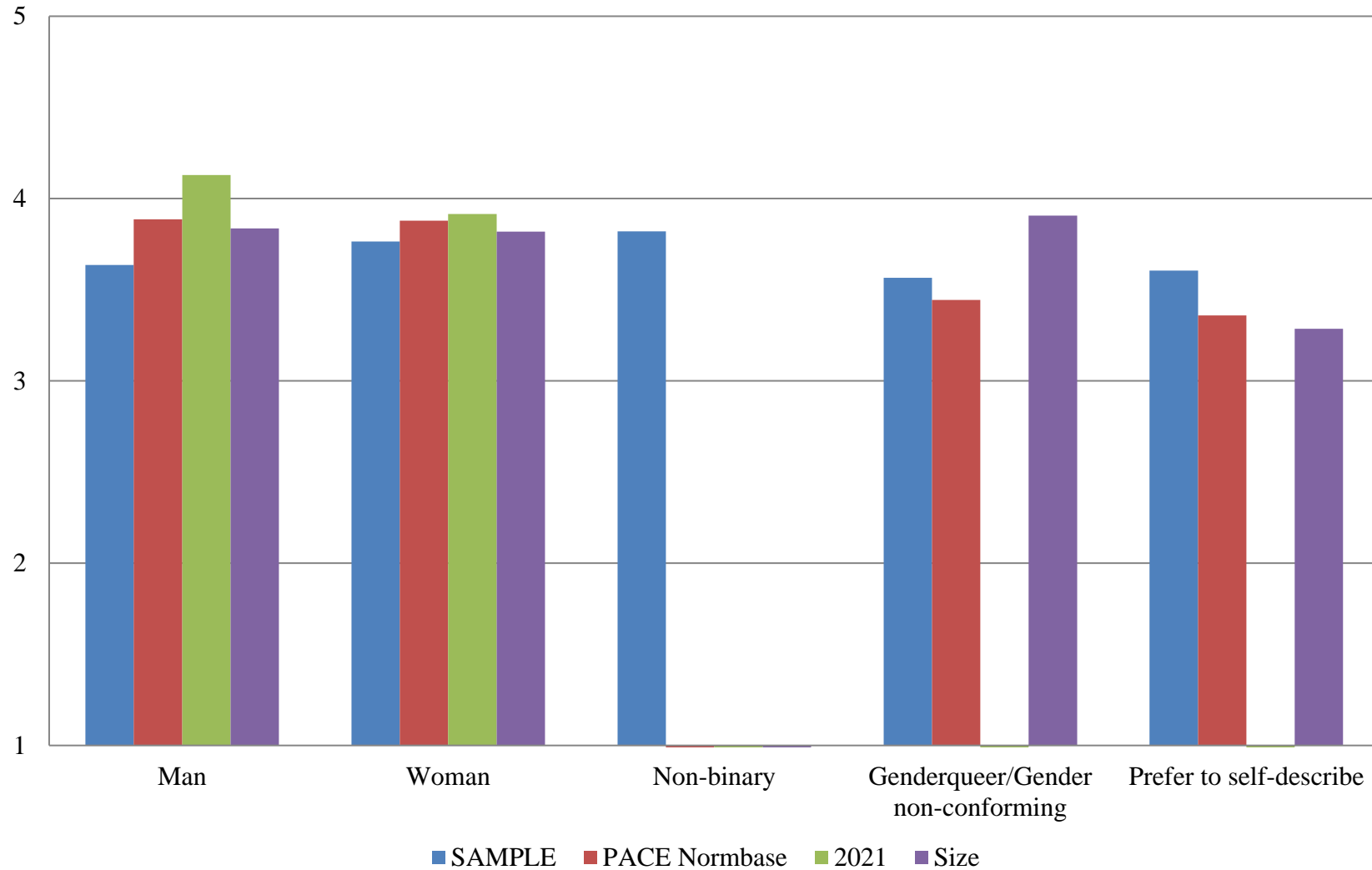


Table 22. Institutional Structure Mean Comparisons by Gender Identity

SAMPLE compared with:

What is your gender identity?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	480	3.327	3.530	***	-.222	3.749	***	-.458	3.481	***	-.176
Man	154	3.207	3.596	***	-.417	3.917	***	-.745	3.562	***	-.395
Woman	286	3.390	3.577	***	-.212	3.673	**	-.314	3.530	**	-.166
Non-binary	16	3.517	∅			N/A			∅		
Genderqueer/Gender non-conforming	13	3.093	3.077			N/A			3.427		
Prefer to self-describe	8	3.257	2.902			∅			2.819		

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

N/A indicates response option previously unavailable

∅ indicates 0 responses

Table 23. Student Focus Mean Comparisons by Gender Identity

SAMPLE compared with:

	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
What is your gender identity?											
Overall	478	3.982	4.087	***	-.158	4.261	***	-.415	4.065	**	-.133
Man	152	3.914	4.114	***	-.299	4.325	***	-.588	4.077	**	-.252
Woman	286	4.030	4.125	*	-.151	4.239	**	-.328	4.109	*	-.133
Non-binary	16	3.851	∅			∅			∅		
Genderqueer/Gender non-conforming	13	3.827	3.790			∅			4.202		
Prefer to self-describe	8	4.046	3.739			∅			3.822		

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

N/A indicates response option previously unavailable

∅ indicates 0 responses

Table 24. Supervisory Relationships Mean Comparisons by Gender Identity

SAMPLE compared with:

What is your gender identity?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	479	3.839	3.911			4.016	*	-.200	3.803		
Man	153	3.768	3.956	**	-.215	4.191	**	-.471	3.858		
Woman	286	3.881	3.952			3.936			3.848		
Non-binary	16	4.014	∅			∅			∅		
Genderqueer/Gender non-conforming	13	3.734	3.501			∅			4.061		
Prefer to self-describe	8	3.523	3.457			∅			3.322		

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

N/A indicates response option previously unavailable

∅ indicates 0 responses

Table 25. Teamwork Mean Comparisons by Gender Identity

SAMPLE compared with:

What is your gender identity?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	478	3.931	3.966			3.914			3.884		
Man	153	3.923	4.028			4.101			3.992		
Woman	285	3.936	4.000			3.821			3.912		
Non-binary	16	4.054	∅			∅			∅		
Genderqueer/Gender non-conforming	13	3.856	3.565			∅			4.195		
Prefer to self-describe	8	3.833	3.567			∅			3.293		

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

N/A indicates response option previously unavailable

∅ indicates 0 responses

Table 26. Overall Mean Comparisons by Gender Identity

SAMPLE compared with:

What is your gender identity?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	480	3.717	3.836	***	-.157	3.982	***	-.348	3.774		
Man	154	3.636	3.886	***	-.327	4.128	***	-.631	3.835	**	-.269
Woman	286	3.764	3.879	**	-.160	3.916			3.819		
Non-binary	16	3.821	∅			∅			∅		
Genderqueer/Gender non-conforming	13	3.566	3.443			∅			3.906		
Prefer to self-describe	8	3.605	3.359			∅			3.285		

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

N/A indicates response option previously unavailable

∅ indicates 0 responses

Figure 6. Overall Climate by Gender Identity

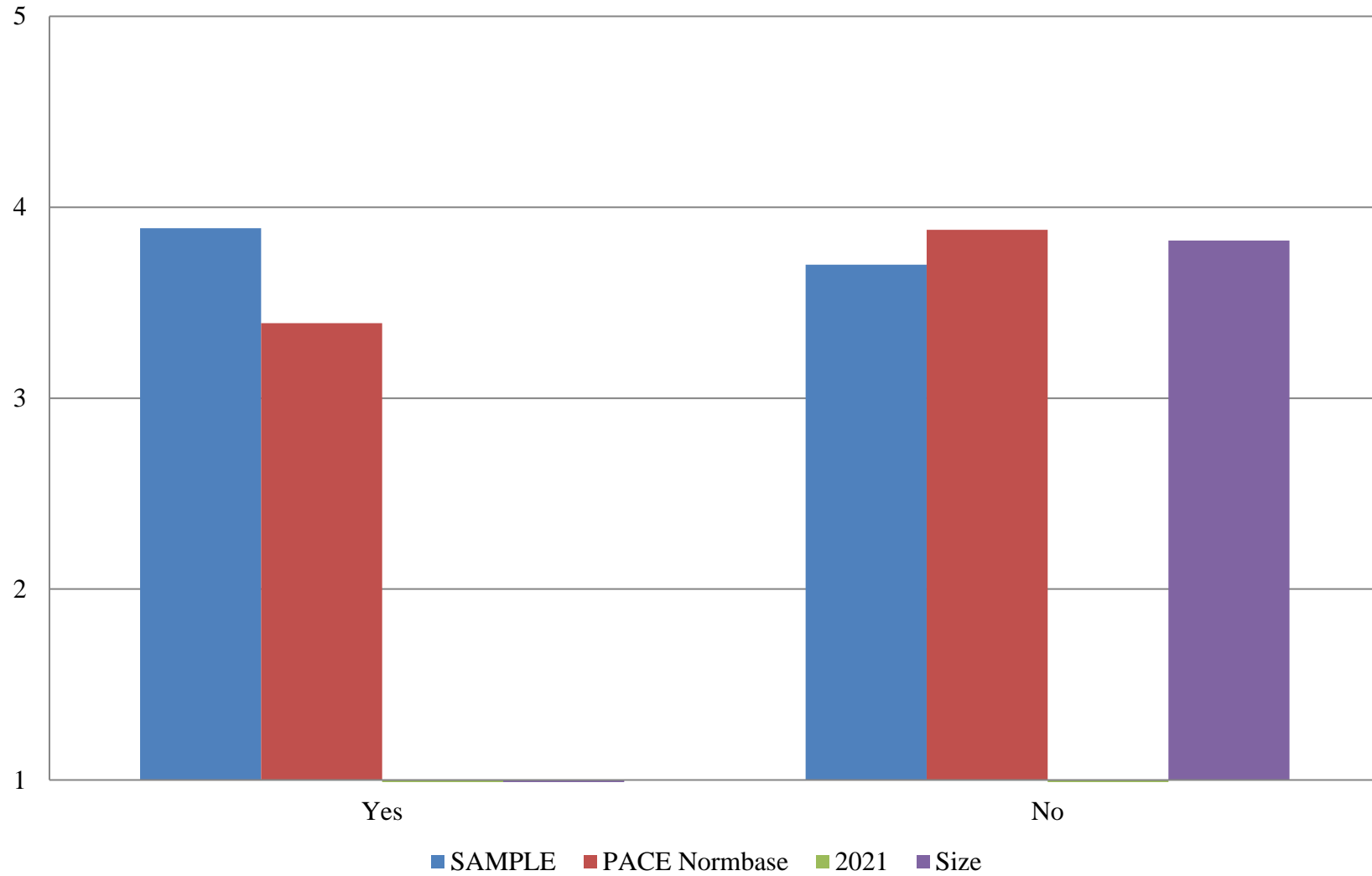


Table 27. Institutional Structure Mean Comparisons by Gender Identity (Transgender)

SAMPLE compared with:

	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Do you identify as transgender?											
Overall	480	3.327	3.530	***	-.222	N/A			3.481	***	-.176
Yes	44	3.538	2.844	***	.737	N/A			--		
No	436	3.305	3.584	***	-.310	N/A			3.541	***	-.273

Table 28. Student Focus Mean Comparisons by Gender Identity (Transgender)

SAMPLE compared with:

	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Do you identify as transgender?											
Overall	478	3.982	4.087	***	-.158	N/A			4.065	**	-.133
Yes	44	4.211	3.669	***	.741	N/A			--		
No	434	3.959	4.121	***	-.252	N/A			4.098	***	-.227

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

-- indicates results redacted for confidentiality

N/A indicates survey item previously unavailable

∅ indicates 0 responses

Table 29. Supervisory Relationships Mean Comparisons by Gender Identity (Transgender)

SAMPLE compared with:

Do you identify as transgender?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	479	3.839	3.911			4.016	*	-.200	3.803		
Yes	44	4.003	3.646	*	.378	∅			--		
No	435	3.823	3.953	**	-.151	4.028	**	-.233	3.852		

Table 30. Teamwork Mean Comparisons by Gender Identity (Transgender)

SAMPLE compared with:

Do you identify as transgender?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	478	3.931	3.966			N/A			3.884		
Yes	44	3.919	3.674			N/A			--		
No	434	3.932	4.009			N/A			3.941		

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

-- indicates results redacted for confidentiality

N/A indicates survey item previously unavailable

∅ indicates 0 responses

Table 31. Overall Mean Comparisons by Gender Identity (Transgender)

SAMPLE compared with:

	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Do you identify as transgender?											
Overall	480	3.717	3.836	***	-.157	N/A			3.774		
Yes	44	3.890	3.393	***	.647	N/A			--		
No	436	3.700	3.882	***	-.246	N/A			3.825	***	-.174

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

-- indicates results redacted for confidentiality

N/A indicates survey item previously unavailable

∅ indicates 0 responses

Figure 7. Overall Climate by Years at this Institution

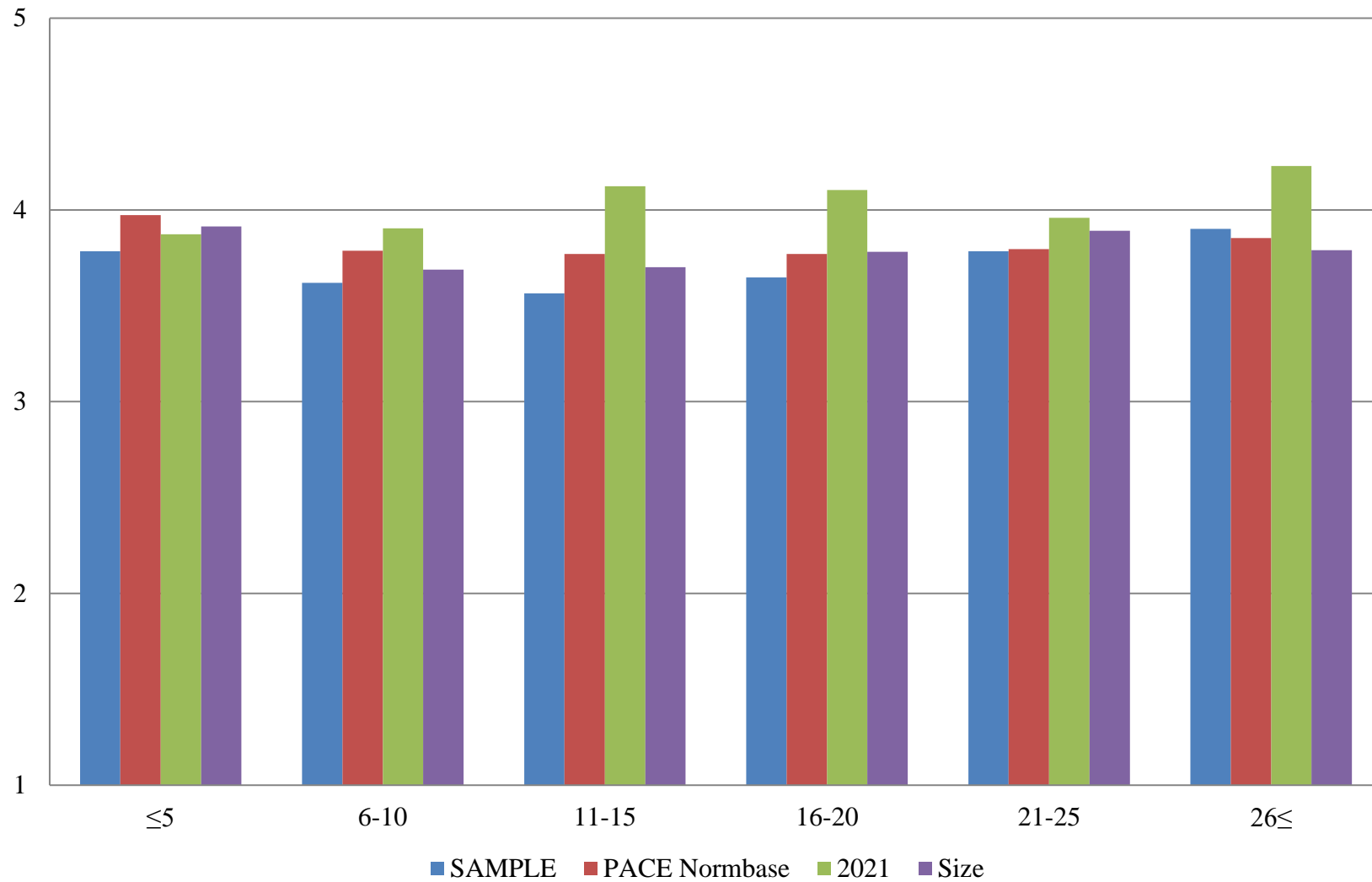


Table 32. Institutional Structure Mean Comparisons by Years at this Institution

SAMPLE compared with:

How many years have you worked at this institution?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	480	3.327	3.530	***	-.222	3.749	***	-.458	3.481	***	-.176
5 years or less	80	3.352	3.736	***	-.440	3.644			3.662	***	-.381
6-10 years	81	3.125	3.450	**	-.354	3.726	**	-.675	3.350	*	-.249
11-15 years	80	3.227	3.427			3.902	***	-.705	3.390		
16-20 years	79	3.289	3.416			3.819	*	-.558	3.470		
21-25 years	80	3.403	3.424			3.695			3.589		
26 years or more	80	3.566	3.513			3.980			3.495		

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

Table 33. Student Focus Mean Comparisons by Years at this Institution

SAMPLE compared with:

How many years have you worked at this institution?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	478	3.982	4.087	***	-.158	4.261	***	-.415	4.065	**	-.133
5 years or less	80	4.022	4.155			4.192			4.122		
6-10 years	81	3.875	4.056	*	-.277	4.230	*	-.506	4.010		
11-15 years	79	3.868	4.056	*	-.287	4.278	**	-.562	4.062	**	-.310
16-20 years	78	3.938	4.071			4.404	*	-.613	4.097	*	-.253
21-25 years	80	4.034	4.107			4.190			4.189		
26 years or more	80	4.155	4.141			4.488	*	-.533	4.122		

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

Table 34. Supervisory Relationships Mean Comparisons by Years at this Institution

SAMPLE compared with:

How many years have you worked at this institution?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	479	3.839	3.911			4.016	*	-.200	3.803		
5 years or less	80	3.942	4.041			3.830			3.969		
6-10 years	81	3.812	3.873			3.969			3.731		
11-15 years	79	3.634	3.842	*	-.233	4.212	**	-.615	3.673		
16-20 years	79	3.759	3.838			4.094			3.791		
21-25 years	80	3.926	3.873			4.061			3.903		
26 years or more	80	3.959	3.921			4.302			3.780		

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

Table 35. Teamwork Mean Comparisons by Years at this Institution

SAMPLE compared with:

How many years have you worked at this institution?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	478	3.931	3.966			3.914			3.884		
5 years or less	80	4.089	4.075			3.854			4.019		
6-10 years	80	3.965	3.926			3.571			3.819		
11-15 years	79	3.711	3.917			4.202	*	-.467	3.822		
16-20 years	79	3.755	3.923			4.209			3.900		
21-25 years	80	3.958	3.954			3.917			4.044		
26 years or more	80	4.102	4.002			4.130			3.908		

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

Table 36. Overall Mean Comparisons by Years at this Institution

SAMPLE compared with:

How many years have you worked at this institution?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	480	3.717	3.836	***	-.157	3.982	***	-.348	3.774		
5 years or less	80	3.785	3.973	*	-.255	3.873			3.914		
6-10 years	81	3.620	3.787	*	-.224	3.903			3.689		
11-15 years	80	3.565	3.770	*	-.272	4.124	***	-.676	3.701		
16-20 years	79	3.648	3.770			4.104	*	-.565	3.781		
21-25 years	80	3.785	3.796			3.958			3.892		
26 years or more	80	3.901	3.853			4.228			3.790		

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

Figure 8. Overall Climate by Years in Higher Education

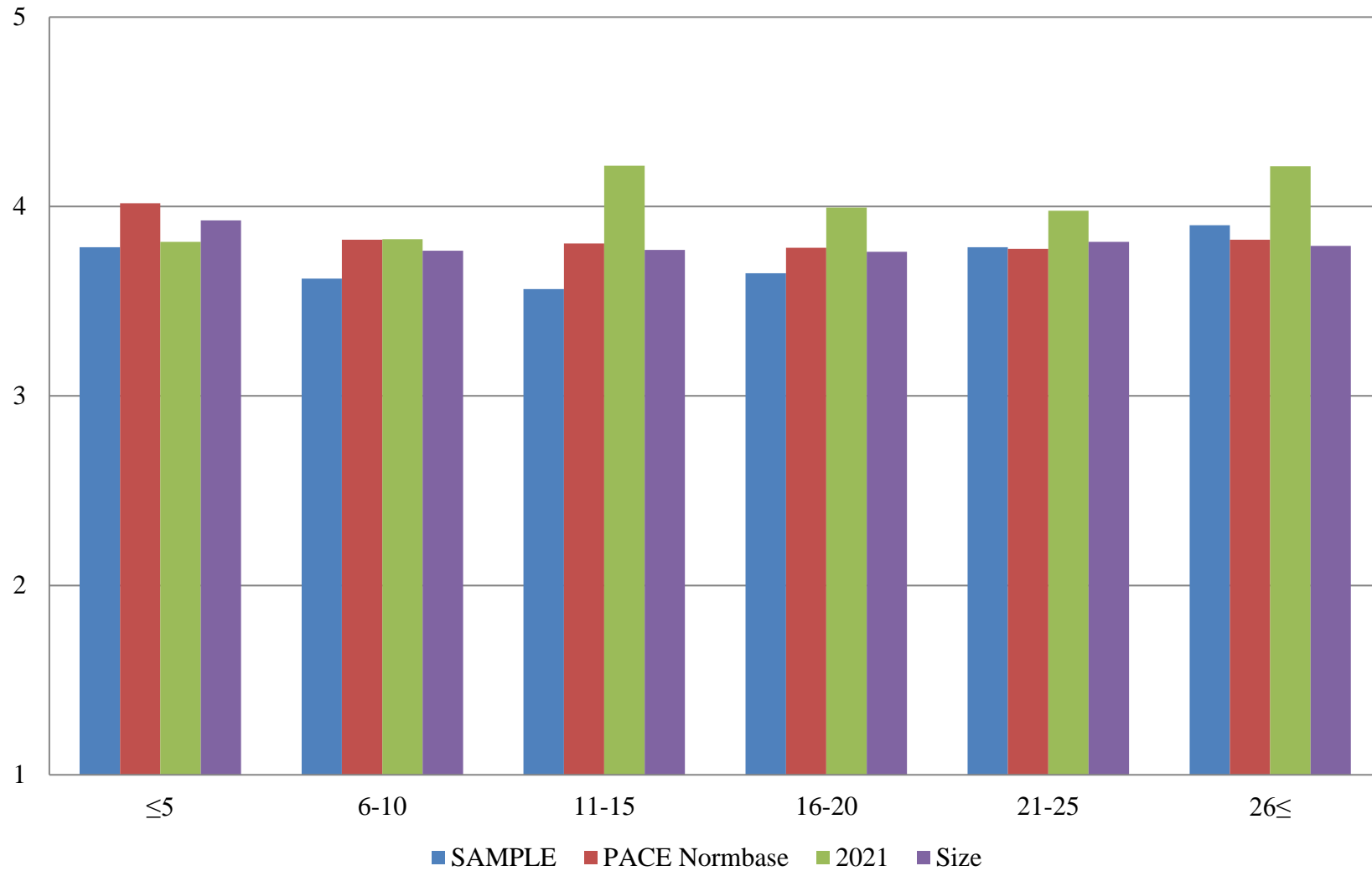


Table 37. Institutional Structure Mean Comparisons by Years in Higher Education

SAMPLE compared with:

How many years have you worked in higher education?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	480	3.327	3.530	***	-.222	3.749	***	-.458	3.481	***	-.176
5 years or less	80	3.352	3.807	***	-.536	3.564			3.687	***	-.414
6-10 years	81	3.125	3.510	***	-.422	3.630	**	-.586	3.470	***	-.391
11-15 years	80	3.227	3.473	*	-.272	4.021	***	-.842	3.451	*	-.253
16-20 years	79	3.289	3.436			3.701			3.459		
21-25 years	80	3.403	3.412			3.719			3.496		
26 years or more	80	3.566	3.482			3.982			3.500		

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

Table 38. Student Focus Mean Comparisons by Years in Higher Education

SAMPLE compared with:

How many years have you worked in higher education?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	478	3.982	4.087	***	-.158	4.261	***	-.415	4.065	**	-.133
5 years or less	80	4.022	4.188	*	-.257	4.176			4.149		
6-10 years	81	3.875	4.064	*	-.283	4.149			4.015		
11-15 years	79	3.868	4.073	**	-.314	4.420	***	-.784	4.103	**	-.388
16-20 years	78	3.938	4.062			4.178			4.070		
21-25 years	80	4.034	4.076			4.233			4.103		
26 years or more	80	4.155	4.112			4.459	*	-.490	4.101		

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

Table 39. Supervisory Relationships Mean Comparisons by Years in Higher Education

SAMPLE compared with:

How many years have you worked in higher education?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	479	3.839	3.911			4.016	*	-.200	3.803		
5 years or less	80	3.942	4.072			3.762			3.962		
6-10 years	81	3.812	3.913			3.849			3.832		
11-15 years	79	3.634	3.884	*	-.279	4.264	***	-.673	3.790		
16-20 years	79	3.759	3.859			4.085			3.771		
21-25 years	80	3.926	3.856			4.078			3.840		
26 years or more	80	3.959	3.895			4.277			3.784		

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

Table 40. Teamwork Mean Comparisons by Years in Higher Education

SAMPLE compared with:

How many years have you worked in higher education?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	478	3.931	3.966			3.914			3.884		
5 years or less	80	4.089	4.105			3.826			4.016		
6-10 years	80	3.965	3.958			3.588			3.886		
11-15 years	79	3.711	3.942	*	-.239	4.213	*	-.468	3.885		
16-20 years	79	3.755	3.937			4.141			3.875		
21-25 years	80	3.958	3.938			3.885			3.976		
26 years or more	80	4.102	3.972			4.117			3.930		

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

Table 41. Overall Mean Comparisons by Years in Higher Education

SAMPLE compared with:

How many years have you worked in higher education?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	480	3.717	3.836	***	-.157	3.982	***	-.348	3.774		
5 years or less	80	3.785	4.017	**	-.321	3.814			3.926		
6-10 years	81	3.620	3.824	*	-.271	3.828			3.767		
11-15 years	80	3.565	3.805	**	-.320	4.215	***	-.795	3.771	*	-.277
16-20 years	79	3.648	3.783			3.994			3.761		
21-25 years	80	3.785	3.777			3.978			3.813		
26 years or more	80	3.901	3.825			4.212			3.792		

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

Figure 9. Overall Climate by Age

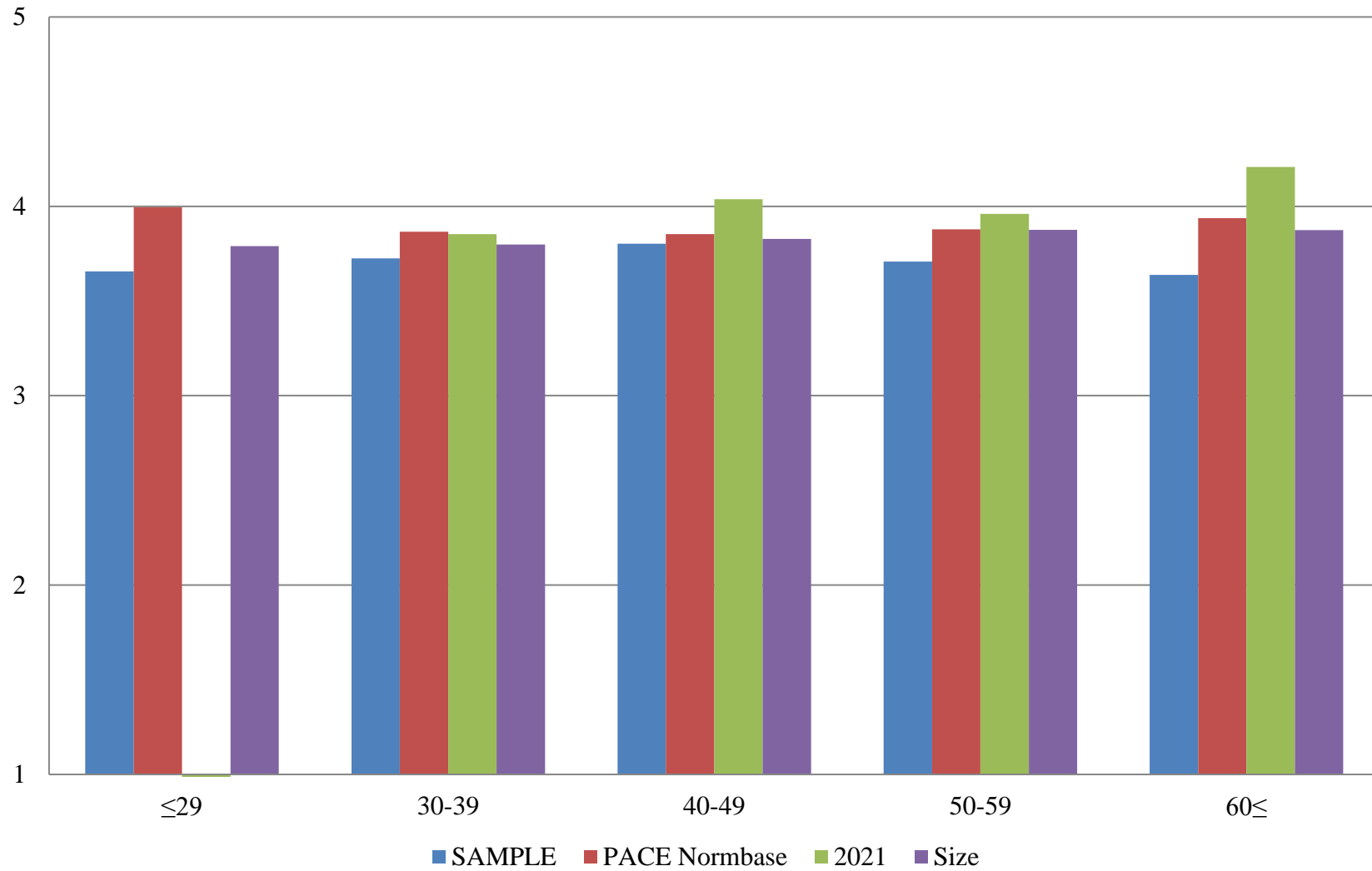


Table 42. Institutional Structure Mean Comparisons by Age

SAMPLE compared with:

What is your age?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	480	3.327	3.530	***	-.222	3.749	***	-.458	3.481	***	-.176
29 or younger	85	3.276	3.765	***	-.558	--			3.481		
30-39	86	3.314	3.557	*	-.269	3.619			3.474		
40-49	140	3.434	3.546			3.835	**	-.430	3.536		
50-59	85	3.338	3.583	*	-.270	3.713	*	-.413	3.612	**	-.326
60 or older	84	3.199	3.663	***	-.517	3.993	***	-.842	3.618	***	-.472

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

Table 43. Student Focus Mean Comparisons by Age

SAMPLE compared with:

	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
What is your age?											
Overall	478	3.982	4.087	***	-.158	4.261	***	-.415	4.065	**	-.133
29 or younger	85	3.971	4.139	*	-.250	--			3.969		
30-39	86	4.007	4.077			4.188			4.036		
40-49	139	4.020	4.087			4.294	*	-.396	4.077		
50-59	85	4.001	4.134			4.214			4.162	*	-.273
60 or older	83	3.885	4.176	***	-.459	4.402	***	-.802	4.173	***	-.477

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

Table 44. Supervisory Relationships Mean Comparisons by Age

SAMPLE compared with:

What is your age?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	479	3.839	3.911			4.016	*	-.200	3.803		
29 or younger	85	3.726	4.069	***	-.412	--			3.858		
30-39	86	3.856	3.968			3.799			3.888		
40-49	139	3.949	3.937			4.049			3.880		
50-59	85	3.803	3.943			4.061			3.886		
60 or older	84	3.792	3.989	*	-.229	4.267	**	-.594	3.863		

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

Table 45. Teamwork Mean Comparisons by Age

SAMPLE compared with:

What is your age?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	478	3.931	3.966			3.914			3.884		
29 or younger	85	3.862	4.132	**	-.305	--			4.028		
30-39	85	4.002	4.012			3.868			3.962		
40-49	139	4.008	3.986			4.028			3.951		
50-59	85	3.859	3.989			3.815			3.959		
60 or older	84	3.872	4.052			4.208			3.952		

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

Table 46. Overall Mean Comparisons by Age

SAMPLE compared with:

What is your age?	SAMPLE		PACE Normbase			2021			Size		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	480	3.717	3.836	***	-.157	3.982	***	-.348	3.774		
29 or younger	85	3.656	3.995	***	-.463	--			3.790		
30-39	86	3.725	3.865			3.853			3.799		
40-49	140	3.802	3.853			4.037			3.828		
50-59	85	3.708	3.879	*	-.229	3.960			3.875	*	-.235
60 or older	84	3.638	3.937	***	-.408	4.208	***	-.781	3.874	**	-.322

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