



## EXECUTIVE SUMMARY

During May 2017, the Personal Assessment of the College Environment (PACE) survey was administered to 1235 employees at Joliet Junior College (JJC). Of those 1235 employees, 462 (37.4%) completed and returned the instrument for analysis. Respondents were also given the opportunity to complete a qualitative section. Of the 462 Joliet Junior College employees who completed the PACE survey, 53% (245 respondents) provided written comments.

Employees completed a 46-item PACE instrument organized into four climate factors as follows: Institutional Structure, Student Focus, Supervisory Relationships, and Teamwork. They also completed a qualitative section and an Institutional Structure subscale. Respondents were asked to rate the four factors on a five-point Likert-type scale ranging from a low of “1” to a high of “5.” The PACE instrument administered at JJC included 72 total items and two qualitative questions.

At JJC, the overall PACE results yielded an overall 3.779 mean score. When disaggregated by the Personnel Classification demographic category of the PACE instrument, Faculty rated the campus climate the highest with a mean score of 3.841, followed by Administrators and Staff (3.758). The most favorable and unfavorable areas cited in the qualitative questions pertain to the Institutional Structure climate factor.

Of the 46 standard PACE questions, the top mean scores have been identified at Joliet Junior College.

- The extent to which I feel my job is relevant to this institution’s mission, 4.411 (#8)
- The extent to which student ethnic and cultural diversity are important at this institution, 4.245 (#18)
- The extent to which my supervisor expresses confidence in my work, 4.236 (#2)
- The extent to which this institution prepares students for a career, 4.204 (#35)
- The extent to which this institution prepares students for further learning, 4.193 (#37)
- The extent to which students receive an excellent education at this institution, 4.188 (#31)
- The extent to which my supervisor is open to the ideas, opinions, and beliefs of everyone, 4.103 (#9)
- The extent to which I am given the opportunity to be creative in my work, 4.002 (#39)
- The extent to which the institution effectively promotes diversity in the workplace, 4.000 (#5)
- The extent to which students’ competencies are enhanced, 3.993 (#19)

Of the 46 standard PACE questions, the bottom mean scores have been identified as areas in need of improvement at Joliet Junior College.

- The extent to which I am able to appropriately influence the direction of this institution, 3.100 (#15)
- The extent to which I have the opportunity for advancement within this institution, 3.108 (#38)
- The extent to which decisions are made at the appropriate level at this institution, 3.224 (#4)
- The extent to which information is shared within this institution, 3.240 (#10)
- The extent to which this institution is appropriately organized, 3.298 (#32)
- The extent to which open and ethical communication is practiced at this institution, 3.347 (#16)
- The extent to which institutional teams use problem-solving techniques, 3.421 (#11)
- The extent to which this institution has been successful in positively motivating my performance, 3.444 (#22)
- The extent to which a spirit of cooperation exists at this institution, 3.454 (#25)
- The extent to which my work is guided by clearly defined administrative processes, 3.521 (#44)

The full PACE report includes: the standard PACE and demographic reports which break out PACE climate factors by question response rates and by each standard demographic category, a personnel classification report, an Institutional Structure subscale report, and a qualitative report. Report interpretation instructions and a raw data Excel file with a codebook are also included.