

Joliet Junior College

Joliet, Illinois

PACE Executive Summary

PACE Climate Survey for Community Colleges

Lead Researchers

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Conducted

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PACE CAMPUS CLIMATE SURVEY

An initiative of the Belk Center at NC State

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EXECUTIVE SUMMARY

During February and March 2023, the PACE Climate Survey for Community Colleges (PACE) was administered to 1,516 employees at Joliet Junior College (JJC). Of those 1,516 employees, 425 (28.0%) completed and returned the instrument for analysis. Respondents were also given the opportunity to complete a qualitative section asking what they find most favorable and least favorable about their institution, and two diversity, equity, and inclusion questions. Of the 425 JJC employees who completed the PACE survey, 254 (59.8%) provided written comments.

PACE Means

The PACE Climate Survey at JJC included 84 five-point Likert-type scale questions ranging from a low of “1” to a high of “5”. JJC’s survey included the standard PACE 46 questions and the Racial Diversity Question Set. The PACE 46 questions are organized into four climate factors as follows: Institutional Structure, Student Focus, Supervisory Relationships, and Teamwork. At JJC, the overall mean score of the PACE Survey was 3.906. The Student Focus climate factor had the highest mean score of 4.146, followed by Teamwork (4.050), Supervisory Relationships (4.016), and Institutional Structure (3.570). When disaggregated by the custom personnel classification demographic category of the PACE instrument, Adjunct Faculty rated the campus climate the highest with a mean score of 4.054, followed by Staff (3.908), Administrators (3.904), and Full-time Faculty (3.835).

Of the 46 standard PACE questions, JJC’s top 10 mean scores have been identified as potential points of pride at JJC. Five pertain to the Student Focus climate factor, three pertain to the Supervisory Relationships climate factor, one pertains to the Teamwork climate factor, and one pertains to the Institutional Structure climate factor.

- I feel my job is relevant to this institution’s mission, 4.549 (#8)
- Student diversity is important at this institution, 4.411 (#18)
- My supervisor/chair expresses confidence in my work, 4.309 (#2)
- This institution prepares students for a career, 4.264 (#35)
- This institution prepares students for further learning, 4.247 (#37)
- Students receive an excellent education at this institution, 4.241 (#31)
- My supervisor/chair is open to the ideas, opinions, and beliefs of everyone, 4.213 (#9)
- The institution effectively promotes diversity in the workplace, 4.194 (#5)
- My primary work team uses problem-solving techniques, 4.193 (#14)
- I have the opportunity to express my ideas to my supervisor/chair in appropriate forums, 4.130 (#45)

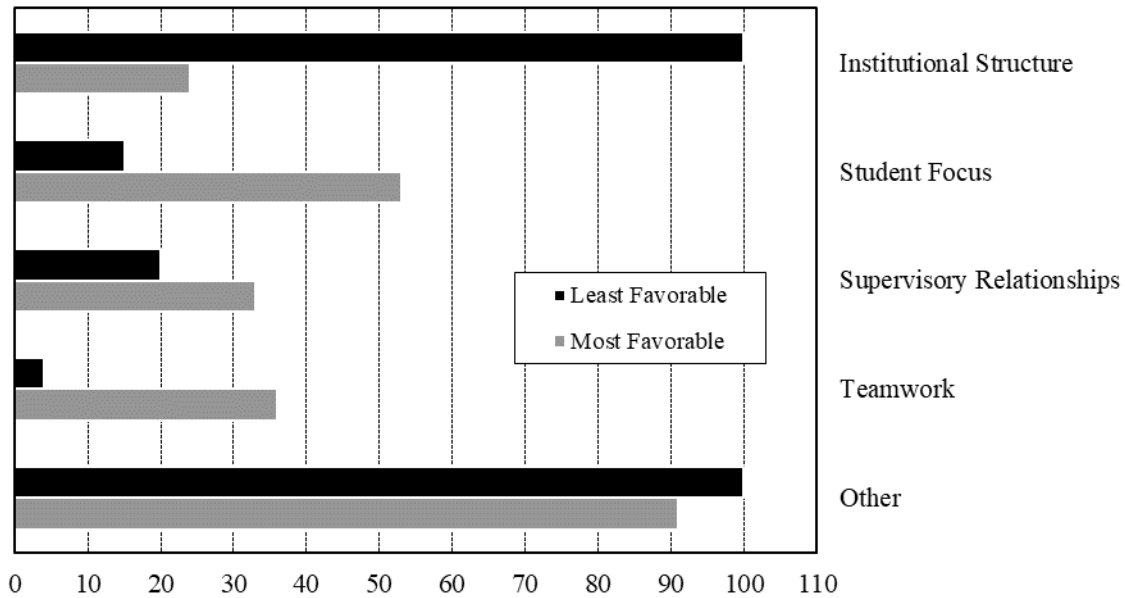
Of the 46 standard PACE questions, the bottom 10 mean scores have been identified as areas potentially in need of improvement at JJC. All 10 pertain to the Institutional Structure climate factor.

- I am able to appropriately influence the direction of this institution, 3.125 (#15)
- I have the opportunity for advancement within this institution, 3.179 (#38)
- Administrative processes are clearly defined, 3.293 (#44)
- This institution is appropriately organized, 3.318 (#32)
- Decisions are made at the appropriate level at this institution, 3.328 (#4)
- Information is shared within the institution, 3.365 (#10)
- This institution has been successful in positively motivating my performance, 3.431 (#22)
- Open and ethical communication is practiced at this institution, 3.499 (#16)
- Institutional teams use problem-solving techniques, 3.566 (#11)
- A spirit of cooperation exists at this institution, 3.568 (#25)

Qualitative Responses

Responses to the two qualitative questions that asked about what respondents found most favorable and least favorable about the institution were coded broadly back to one of the four climate factors or an “Other” category for those comments that did not fit into a climate factor. The greatest number of favorable comments fell within the Student Focus climate factor and the greatest number of unfavorable comments fell within the Institutional Structure climate factor. Respondents also completed two additional qualitative questions about priorities and barriers to diversity, equity, and inclusion at the institution. Responses to these items are listed in alphabetical order and quoted exactly as written except in instances where the integrity of the report or and/or confidentiality are compromised.

JJC Comment Most Favorable and Least Favorable Response Rates



The full PACE report includes the following items:

- PACE Report
- Demographics Report
- Personnel Classification Report
- Custom Report
- Racial Diversity Report
- Qualitative Report
- Diversity, Equity, & Inclusion Qualitative Report
- Report Interpretation Instructions
- Detailed Survey Question List
- 2023 PACE Survey Discussion Guide