

**NC STATE
UNIVERSITY**

PACE CAMPUS CLIMATE SURVEY

An initiative of the Belk Center at NC State

706 Hillsborough Street | Raleigh, NC 27603

Ventura College

Ventura, California

PACE Demographics Report

PACE Climate Survey for Community Colleges

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Table 1. Demographic Frequency Distributions

Demographic Items	Response Option	VC		PACE Normbase		<i>VC compared with:</i> Large		California	
		Count	%	Count	%	Count	%	Count	%
1 What is your personnel classification?	Faculty	104	63%	21482	42%	7215	43%	1053	52%
	Administrator	12	7%	6494	13%	2079	12%	243	12%
	Staff	49	30%	22809	45%	7358	44%	726	36%
	Total	165	100%	50785	100%	16652	100%	2022	100%
2 Please select the race/ethnicity that best describes you:	African American or Black	1	1%	3946	8%	1724	11%	50	3%
	Alaska Native or American Indian	0	0%	341	1%	152	1%	4	0%
	Asian	8	5%	1426	3%	577	4%	297	15%
	Hispanic/Latina/o/x	41	25%	3579	7%	1866	12%	296	15%
	Middle Eastern or North African	3	2%	210	0%	94	1%	30	2%
	Native Hawaiian or Pacific Islander	0	0%	93	0%	32	0%	13	1%
	White	80	49%	35326	71%	10098	62%	951	49%
	Two or more races	18	11%	2229	5%	788	5%	169	9%
	Prefer to self-describe	12	7%	2280	5%	837	5%	149	8%
Total	163	100%	49430	100%	16168	100%	1959	100%	
3 Your status at this institution is:	Full-Time	135	81%	40262	80%	12447	75%	1490	74%
	Part-Time	32	19%	10332	20%	4119	25%	519	26%
	Total	167	100%	50594	100%	16566	100%	2009	100%
4 What is the highest level of education you have earned?	First Professional degree	5	3%	691	1%	244	1%	37	2%
	Doctoral degree	31	19%	5458	11%	1895	12%	312	16%
	Master's degree	88	53%	21932	44%	7259	44%	984	49%
	Bachelor's degree	28	17%	11730	24%	3693	23%	414	21%
	Associate's degree	8	5%	6226	12%	1910	12%	139	7%
	Certificate	2	1%	1374	3%	429	3%	38	2%
	High School diploma or GED	3	2%	2370	5%	876	5%	58	3%
	No diploma or degree	0	0%	107	0%	31	0%	7	0%
Total	165	100%	49888	100%	16337	100%	1989	100%	

Demographic Items (continued)	Response Option	<i>VC compared with:</i>							
		VC		PACE Normbase		Large		California	
		Count	%	Count	%	Count	%	Count	%
5 What is your gender identity?	Man	52	32%	16182	33%	5390	33%	644	33%
	Woman	109	66%	31312	63%	10166	63%	1202	61%
	Non-binary	2	1%	214	0%	58	0%	18	1%
	Genderqueer/Gender non-conforming	0	0%	215	0%	72	0%	14	1%
	Prefer to self-describe	2	1%	1435	3%	481	3%	95	5%
	Total	165	100%	49358	100%	16167	100%	1973	100%
5a Do you identify as transgender?	Yes	1	1%	157	1%	44	1%	7	1%
	No	164	99%	27949	99%	7777	99%	1259	99%
	Total	165	100%	28106	100%	7821	100%	1266	100%
6 How many years have you worked at this institution?	5 years or less	57	35%	18698	38%	5767	36%	587	30%
	6-10 years	27	16%	10373	21%	3339	21%	496	25%
	11-15 years	34	21%	7326	15%	2428	15%	238	12%
	16-20 years	22	13%	5657	12%	2003	12%	292	15%
	21-25 years	10	6%	3661	7%	1323	8%	191	10%
	26 years or more	15	9%	3208	7%	1254	8%	165	8%
	Total	165	100%	48923	100%	16114	100%	1969	100%
7 How many years have you worked in higher education?	5 years or less	28	17%	12105	25%	3675	23%	264	13%
	6-10 years	20	12%	9214	19%	2912	18%	352	18%
	11-15 years	25	15%	8413	17%	2819	18%	339	17%
	16-20 years	37	22%	7399	15%	2411	15%	358	18%
	21-25 years	24	14%	5496	11%	1906	12%	299	15%
	26 years or more	32	19%	6133	13%	2249	14%	360	18%
	Total	166	100%	48760	100%	15972	100%	1972	100%
8 What is your age?	29 or younger	9	6%	2476	5%	706	5%	64	3%
	30-39	17	10%	7419	16%	2236	15%	344	18%
	40-49	55	34%	12015	26%	3681	25%	519	28%
	50-59	49	30%	13575	29%	4512	30%	530	28%
	60 or older	33	20%	10602	23%	3859	26%	406	22%
	Total	163	100%	46087	100%	14994	100%	1863	100%

Figure 1. Overall Climate by Personnel Classification

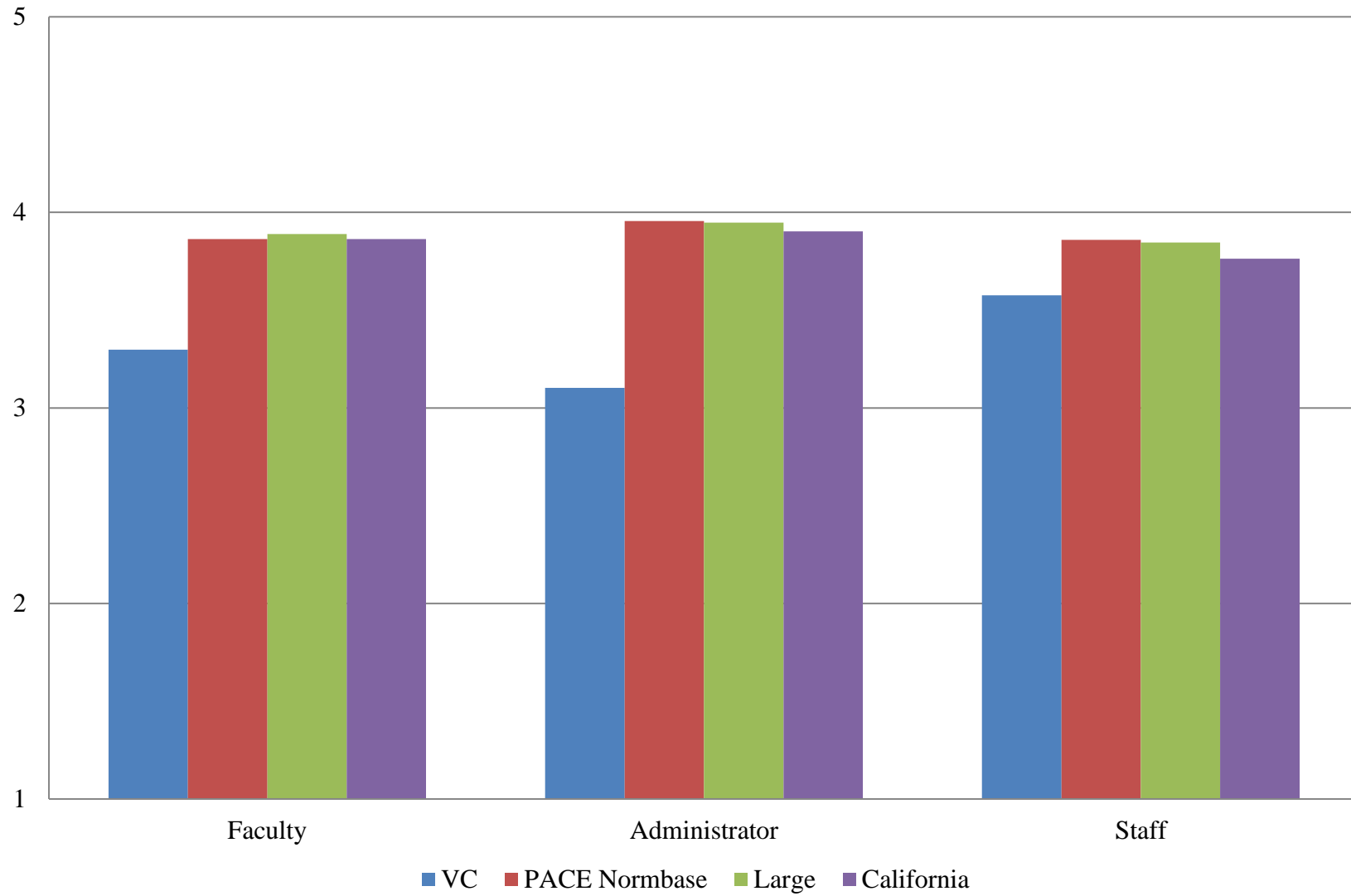


Table 2. Institutional Structure Mean Comparisons by Personnel Classification

VC compared with:

What is your personnel classification?	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	198	2.871	3.533	***	-.734	3.564	***	-.765	3.506	***	-.676
Faculty	104	2.752	3.522	***	-.805	3.584	***	-.890	3.540	***	-.815
Administrator	12	2.627	3.616	***	-1.170	3.594	***	-1.147	3.575	***	-1.024
Staff	49	3.037	3.524	***	-.561	3.536	***	-.557	3.433	**	-.437

Table 3. Student Focus Mean Comparisons by Personnel Classification

VC compared with:

What is your personnel classification?	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	198	3.805	4.100	***	-.456	4.126	***	-.482	4.067	***	-.368
Faculty	104	3.818	4.139	***	-.483	4.163	***	-.510	4.098	***	-.397
Administrator	12	3.534	4.127	***	-.986	4.161	***	-1.046	4.080	*	-.728
Staff	49	3.875	4.073	*	-.317	4.099	*	-.348	4.040		

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

Table 4. Supervisory Relationships Mean Comparisons by Personnel Classification

VC compared with:

What is your personnel classification?	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	197	3.588	3.975	***	-.458	3.953	***	-.425	3.927	***	-.379
Faculty	104	3.481	3.951	***	-.545	3.951	***	-.551	3.970	***	-.561
Administrator	12	3.053	4.075	***	-1.294	4.058	***	-1.256	3.978	***	-.996
Staff	49	3.806	3.976			3.924			3.841		

Table 5. Teamwork Mean Comparisons by Personnel Classification

VC compared with:

What is your personnel classification?	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	197	3.502	4.038	***	-.592	4.008	***	-.546	3.974	***	-.480
Faculty	104	3.263	3.979	***	-.754	3.976	***	-.753	3.965	***	-.705
Administrator	12	3.403	4.225	***	-1.096	4.202	***	-1.042	4.210	**	-.949
Staff	49	3.839	4.053			3.995			3.921		

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

Table 6. Overall Mean Comparisons by Personnel Classification

VC compared with:

What is your personnel classification?	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	198	3.388	3.867	***	-.658	3.873	***	-.651	3.825	***	-.559
Faculty	104	3.298	3.863	***	-.739	3.889	***	-.780	3.863	***	-.722
Administrator	12	3.102	3.956	***	-1.292	3.948	***	-1.284	3.902	***	-1.008
Staff	49	3.576	3.859	**	-.400	3.846	*	-.362	3.763		

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

Figure 2. Overall Climate by Race/Ethnicity

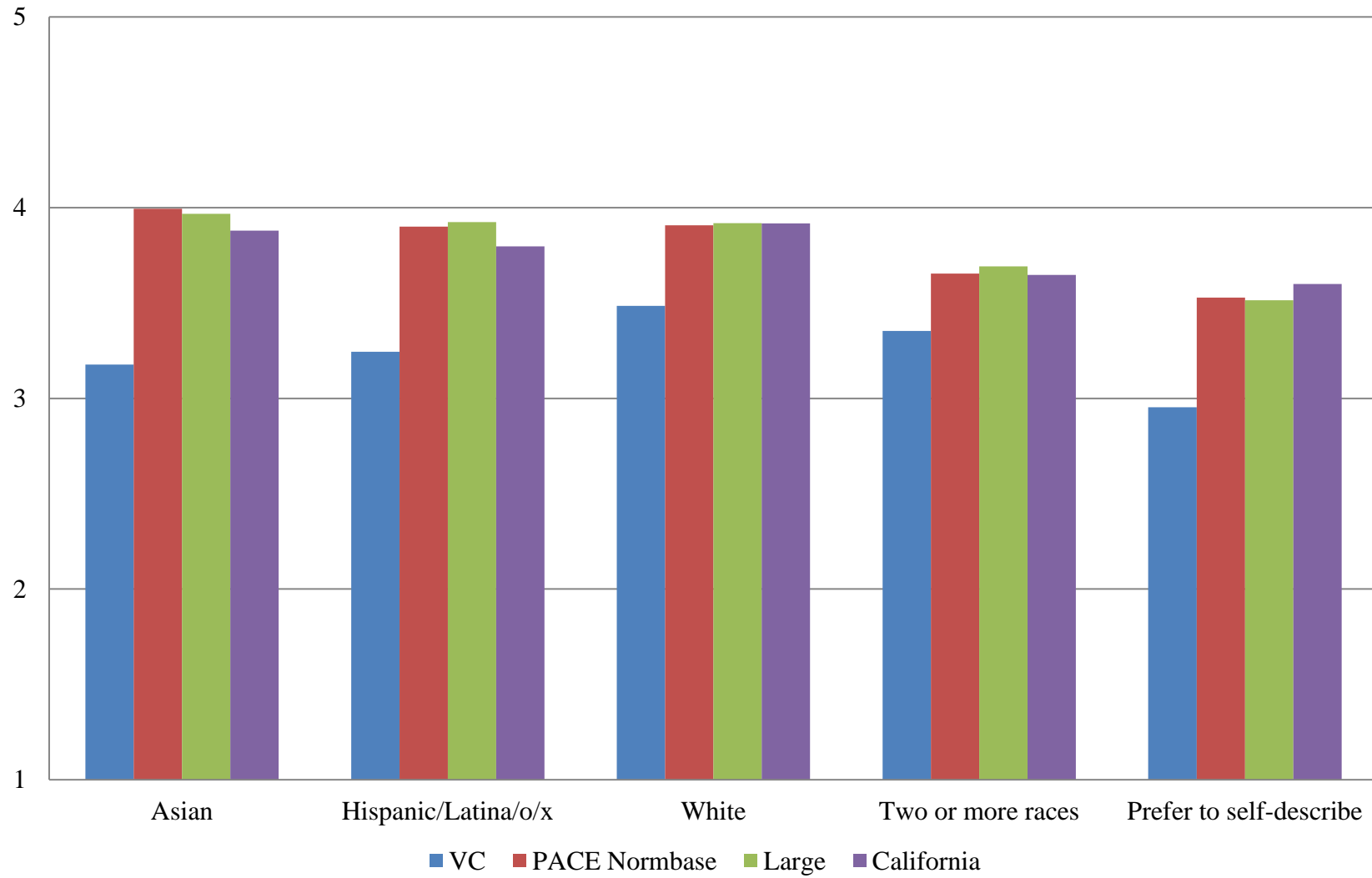


Table 7. Institutional Structure Mean Comparisons by Race/Ethnicity

VC compared with:

Please select the race/ethnicity that best describes you:	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	198	2.871	3.533	***	-.734	3.564	***	-.765	3.506	***	-.676
African American or Black	1	--	3.627			3.622			3.542		
Alaska Native or American Indian	0	∅	3.496			3.424			--		
Asian	8	2.704	3.763	***	-1.180	3.753	***	-1.211	3.635	**	-.987
Hispanic/Latina/o/x	41	2.706	3.616	***	-.948	3.660	***	-.987	3.481	***	-.751
Middle Eastern or North African	3	--	3.754			3.783			3.638		
Native Hawaiian or Pacific Islander	0	∅	3.569			3.805			3.884		
White	80	2.944	3.564	***	-.705	3.598	***	-.751	3.579	***	-.722
Two or more races	18	2.773	3.261	*	-.506	3.329	*	-.594	3.266	*	-.502
Prefer to self-describe	12	2.544	3.100	*	-.576	3.110	*	-.581	3.219	*	-.676

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 8. Student Focus Mean Comparisons by Race/Ethnicity

VC compared with:

Please select the race/ethnicity that best describes you:	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	198	3.805	4.100	***	-.456	4.126	***	-.482	4.067	***	-.368
African American or Black	1	--	4.082			4.082			4.005		
Alaska Native or American Indian	0	∅	4.038			4.053			--		
Asian	8	3.724	4.137			4.119			4.061		
Hispanic/Latina/o/x	41	3.663	4.120	***	-.638	4.170	***	-.716	4.050	**	-.499
Middle Eastern or North African	3	--	4.162			4.126			4.007		
Native Hawaiian or Pacific Islander	0	∅	4.030			4.158			4.265		
White	80	3.899	4.143	***	-.404	4.182	***	-.465	4.162	***	-.418
Two or more races	18	3.867	3.931			3.972			3.891		
Prefer to self-describe	12	3.598	3.849			3.871			3.899		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 9. Supervisory Relationships Mean Comparisons by Race/Ethnicity

VC compared with:

Please select the race/ethnicity that best describes you:	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	197	3.588	3.975	***	-.458	3.953	***	-.425	3.927	***	-.379
African American or Black	1	--	4.026			3.972			3.938		
Alaska Native or American Indian	0	∅	3.884			3.832			--		
Asian	8	3.096	4.082	***	-1.230	4.040	***	-1.200	3.959	**	-.957
Hispanic/Latina/o/x	41	3.437	3.974	***	-.605	3.968	***	-.597	3.875	**	-.447
Middle Eastern or North African	3	--	4.062			4.021			3.775		
Native Hawaiian or Pacific Islander	0	∅	4.019			4.115			4.121		
White	80	3.717	4.012	**	-.362	3.994	**	-.336	4.014	**	-.366
Two or more races	18	3.520	3.772			3.790			3.799		
Prefer to self-describe	12	2.908	3.657	**	-.768	3.608	*	-.705	3.711	**	-.837

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 10. Teamwork Mean Comparisons by Race/Ethnicity

Please select the race/ethnicity that best describes you:	<i>VC compared with:</i>										
	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	197	3.502	4.038	***	-.592	4.008	***	-.546	3.974	***	-.480
African American or Black	1	--	4.052			3.999			3.951		
Alaska Native or American Indian	0	∅	3.914			3.892			--		
Asian	8	3.438	4.105	*	-.780	4.065	*	-.761	3.993		
Hispanic/Latina/o/x	41	3.404	4.029	***	-.667	4.029	***	-.666	3.934	**	-.504
Middle Eastern or North African	3	--	4.084			4.016			3.776		
Native Hawaiian or Pacific Islander	0	∅	4.117			4.286			4.179		
White	80	3.514	4.085	***	-.652	4.059	***	-.608	4.072	***	-.608
Two or more races	18	3.435	3.856			3.864			3.808		
Prefer to self-describe	12	2.694	3.709	***	-.971	3.651	**	-.884	3.728	**	-.958

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 11. Overall Mean Comparisons by Race/Ethnicity

Please select the race/ethnicity that best describes you:	<i>VC compared with:</i>										
	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	198	3.388	3.867	***	-.658	3.873	***	-.651	3.825	***	-.559
African American or Black	1	--	3.911			3.887			3.825		
Alaska Native or American Indian	0	∅	3.799			3.762			--		
Asian	8	3.177	3.994	**	-1.104	3.967	**	-1.095	3.879	*	-.875
Hispanic/Latina/o/x	41	3.244	3.900	***	-.833	3.925	***	-.858	3.796	***	-.630
Middle Eastern or North African	3	--	3.989			3.969			3.793		
Native Hawaiian or Pacific Islander	0	∅	3.890			4.048			4.090		
White	80	3.485	3.907	***	-.605	3.919	***	-.616	3.917	***	-.615
Two or more races	18	3.354	3.655			3.692			3.647		
Prefer to self-describe	12	2.954	3.528	*	-.705	3.515	*	-.669	3.599	*	-.779

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

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∅ indicates 0 responses

Figure 3. Overall Climate by Employment Status

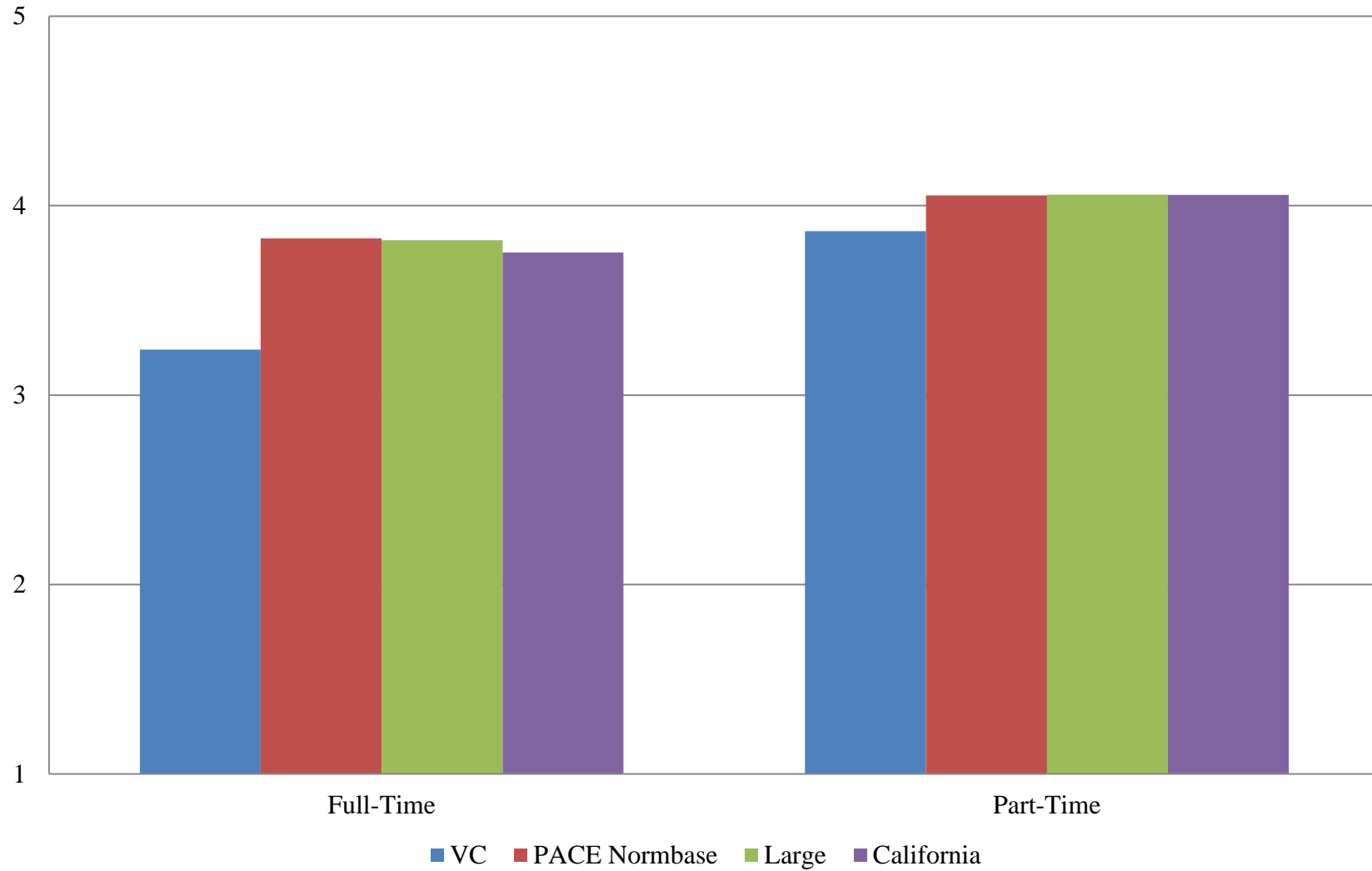


Table 12. Institutional Structure Mean Comparisons by Employment Status

VC compared with:

Your status at this institution is:	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	198	2.871	3.533	***	-.734	3.564	***	-.765	3.506	***	-.676
Full-Time	135	2.649	3.454	***	-.899	3.460	***	-.901	3.382	***	-.789
Part-Time	32	3.538	3.850	*	-.358	3.880	*	-.403	3.864	*	-.370

Table 13. Student Focus Mean Comparisons by Employment Status

VC compared with:

Your status at this institution is:	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	198	3.805	4.100	***	-.456	4.126	***	-.482	4.067	***	-.368
Full-Time	135	3.702	4.074	***	-.592	4.101	***	-.618	4.022	***	-.475
Part-Time	32	4.258	4.238			4.236			4.229		

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

Table 14. Supervisory Relationships Mean Comparisons by Employment Status

VC compared with:

Your status at this institution is:	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	197	3.588	3.975	***	-.458	3.953	***	-.425	3.927	***	-.379
Full-Time	135	3.456	3.950	***	-.585	3.911	***	-.528	3.861	***	-.451
Part-Time	32	3.874	4.090			4.080			4.105		

Table 15. Teamwork Mean Comparisons by Employment Status

VC compared with:

Your status at this institution is:	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	197	3.502	4.038	***	-.592	4.008	***	-.546	3.974	***	-.480
Full-Time	135	3.348	4.027	***	-.752	3.983	***	-.683	3.940	***	-.600
Part-Time	32	3.880	4.116			4.107			4.081		

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

Table 16. Overall Mean Comparisons by Employment Status

VC compared with:

Your status at this institution is:	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	198	3.388	3.867	***	-.658	3.873	***	-.651	3.825	***	-.559
Full-Time	135	3.240	3.827	***	-.821	3.818	***	-.790	3.753	***	-.672
Part-Time	32	3.865	4.054			4.059			4.056		

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

Figure 4. Overall Climate by Highest Level of Education Earned

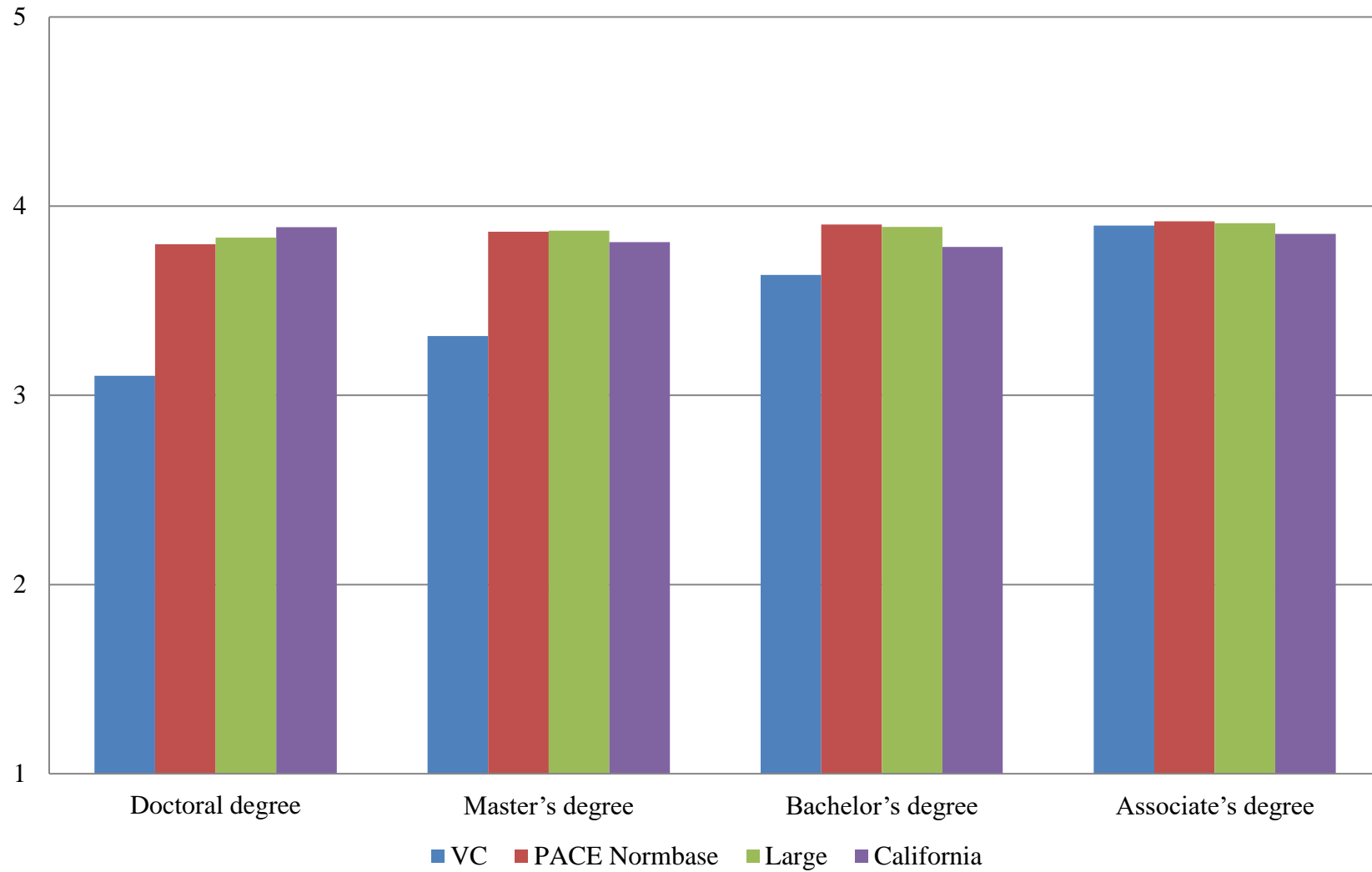


Table 17. Institutional Structure Mean Comparisons by Highest Level of Education Earned

VC compared with:

What is the highest level of education you have earned?	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	198	2.871	3.533	***	-.734	3.564	***	-.765	3.506	***	-.676
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	5	--	3.573			3.746			3.698		
Doctoral degree (e.g., Ph.D., Ed.D.)	31	2.531	3.406	***	-.886	3.470	***	-.970	3.548	***	-1.080
Master's degree	88	2.735	3.503	***	-.839	3.535	***	-.881	3.465	***	-.762
Bachelor's degree	28	3.117	3.581	**	-.540	3.589	**	-.539	3.465		
Associate's degree	8	3.600	3.629			3.638			3.589		
Certificate	2	--	3.644			3.677			3.898		
High School diploma or GED	3	--	3.689			3.705			3.853		
No diploma or degree	0	∅	3.669			3.720			--		

* 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

VC compared with:

What is the highest level of education you have earned?	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	198	3.805	4.100	***	-.456	4.126	***	-.482	4.067	***	-.368
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	5	--	4.132			4.202			4.192		
Doctoral degree (e.g., Ph.D., Ed.D.)	31	3.728	4.073	**	-.514	4.107	**	-.557	4.098	**	-.529
Master's degree	88	3.786	4.106	***	-.504	4.135	***	-.538	4.052	***	-.376
Bachelor's degree	28	3.915	4.115			4.135			4.048		
Associate's degree	8	4.173	4.140			4.163			4.101		
Certificate	2	--	4.137			4.161			4.349		
High School diploma or GED	3	--	4.107			4.122			4.290		
No diploma or degree	0	∅	4.094			4.165			--		

* 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

VC compared with:

What is the highest level of education you have earned?	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	197	3.588	3.975	***	-.458	3.953	***	-.425	3.927	***	-.379
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	5	--	4.000			4.021			4.086		
Doctoral degree (e.g., Ph.D., Ed.D.)	31	3.245	3.932	***	-.781	3.941	***	-.812	4.024	***	-.924
Master's degree	88	3.486	3.979	***	-.589	3.954	***	-.551	3.916	***	-.476
Bachelor's degree	28	3.900	4.003			3.963			3.851		
Associate's degree	8	3.986	4.000			3.952			3.888		
Certificate	2	--	3.968			3.902			3.989		
High School diploma or GED	3	--	3.992			3.978			4.187		
No diploma or degree	0	∅	3.840			3.967			--		

* 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

VC compared with:

What is the highest level of education you have earned?	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	197	3.502	4.038	***	-.592	4.008	***	-.546	3.974	***	-.480
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	5	--	4.103			4.152			4.225		
Doctoral degree (e.g., Ph.D., Ed.D.)	31	2.970	3.955	***	-1.022	3.978	***	-1.076	4.046	***	-1.173
Master's degree	88	3.473	4.049	***	-.642	4.011	***	-.581	3.967	***	-.493
Bachelor's degree	28	3.780	4.090			4.039			3.936		
Associate's degree	8	3.896	4.063			4.027			3.971		
Certificate	2	--	3.995			3.921			3.902		
High School diploma or GED	3	--	4.008			3.979			4.069		
No diploma or degree	0	∅	3.907			4.061			--		

* 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

VC compared with:

What is the highest level of education you have earned?	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	198	3.388	3.867	***	-.658	3.873	***	-.651	3.825	***	-.559
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	5	--	3.908			3.993			4.007		
Doctoral degree (e.g., Ph.D., Ed.D.)	31	3.104	3.799	***	-.900	3.835	***	-.961	3.889	***	-1.041
Master's degree	88	3.313	3.864	***	-.762	3.870	***	-.759	3.810	***	-.629
Bachelor's degree	28	3.636	3.902	*	-.379	3.891			3.784		
Associate's degree	8	3.897	3.920			3.910			3.854		
Certificate	2	--	3.906			3.891			4.037		
High School diploma or GED	3	--	3.920			3.918			4.085		
No diploma or degree	0	∅	3.850			3.937			--		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Figure 5. Overall Climate by Gender Identity

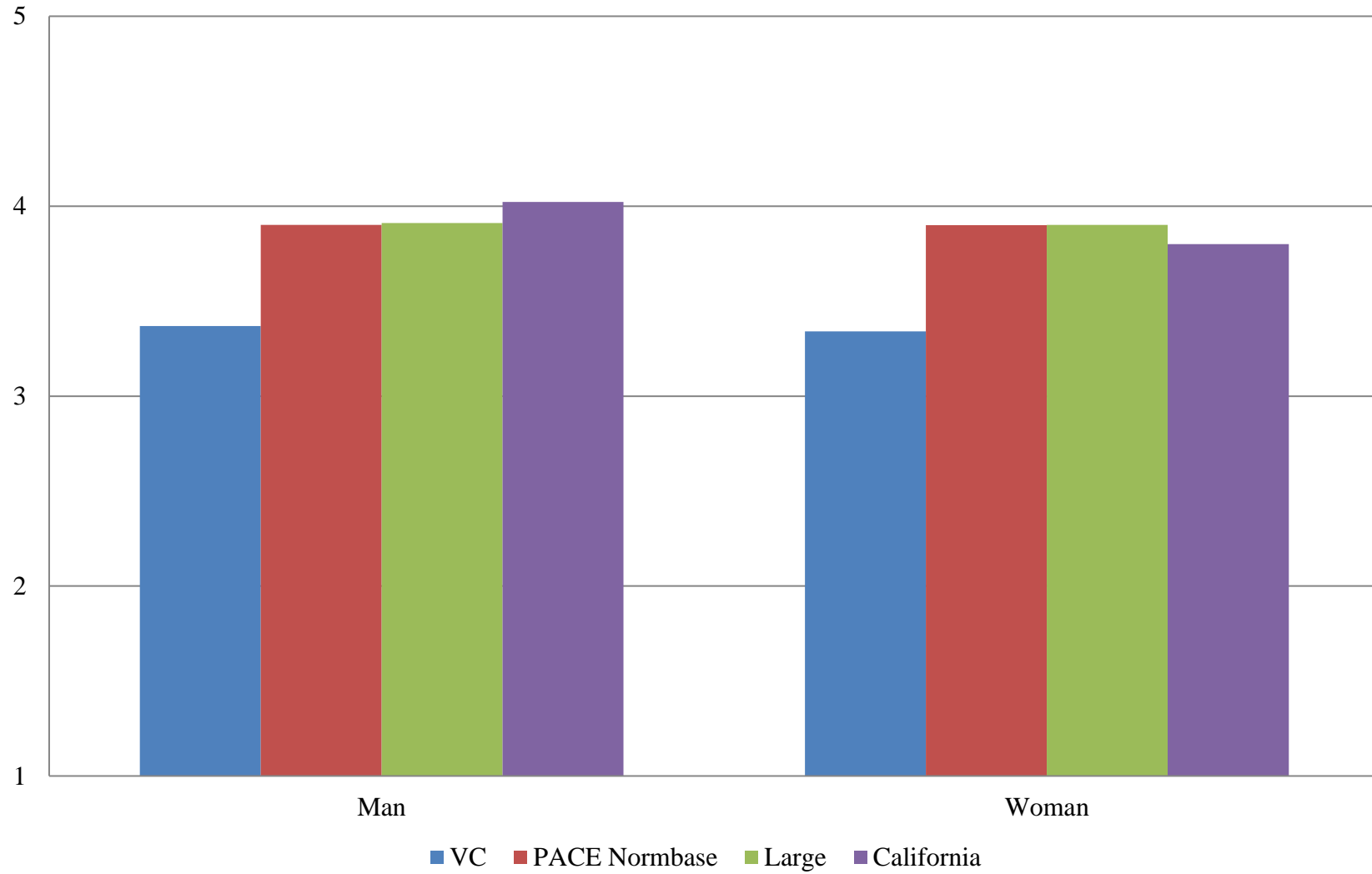


Table 22. Institutional Structure Mean Comparisons by Gender Identity

What is your gender identity?	<i>VC compared with:</i>										
	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	198	2.871	3.533	***	-.734	3.564	***	-.765	3.506	***	-.676
Man	52	2.828	3.582	***	-.815	3.617	***	-.858	3.743	***	-1.003
Woman	109	2.797	3.564	***	-.876	3.590	***	-.900	3.468	***	-.732
Non-binary	2	--	2.963			3.171			2.468		
Genderqueer/Gender non-conforming	0	∅	3.113			3.044			3.110		
Prefer to self-describe	2	--	2.904			2.888			2.891		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 23. Student Focus Mean Comparisons by Gender Identity

What is your gender identity?	<i>VC compared with:</i>										
	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	198	3.805	4.100	***	-.456	4.126	***	-.482	4.067	***	-.368
Man	52	3.819	4.125	***	-.468	4.159	***	-.513	4.243	***	-.676
Woman	109	3.795	4.130	***	-.547	4.152	***	-.567	4.041	***	-.353
Non-binary	2	--	3.737			3.949			3.447		
Genderqueer/Gender non-conforming	0	∅	3.860			3.705			3.699		
Prefer to self-describe	2	--	3.733			3.748			3.706		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 24. Supervisory Relationships Mean Comparisons by Gender Identity

What is your gender identity?	<i>VC compared with:</i>										
	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	197	3.588	3.975	***	-.458	3.953	***	-.425	3.927	***	-.379
Man	52	3.573	3.997	***	-.498	3.977	***	-.470	4.092	***	-.618
Woman	109	3.481	4.008	***	-.644	3.979	***	-.596	3.901	***	-.476
Non-binary	2	--	3.657			3.665			3.313		
Genderqueer/Gender non-conforming	0	∅	3.633			3.514			3.493		
Prefer to self-describe	2	--	3.504			3.431			3.525		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 25. Teamwork Mean Comparisons by Gender Identity

VC compared with:

What is your gender identity?	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	197	3.502	4.038	***	-.592	4.008	***	-.546	3.974	***	-.480
Man	52	3.345	4.069	***	-.813	4.043	***	-.766	4.143	***	-.862
Woman	109	3.531	4.068	***	-.606	4.031	***	-.550	3.943	***	-.422
Non-binary	2	--	3.754			3.753			3.476		
Genderqueer/Gender non-conforming	0	∅	3.704			3.500			3.631		
Prefer to self-describe	2	--	3.593			3.546			3.577		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Table 26. Overall Mean Comparisons by Gender Identity

VC compared with:

What is your gender identity?	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	198	3.388	3.867	***	-.658	3.873	***	-.651	3.825	***	-.559
Man	52	3.368	3.902	***	-.713	3.911	***	-.718	4.022	***	-.891
Woman	109	3.341	3.900	***	-.802	3.901	***	-.783	3.800	***	-.599
Non-binary	2	--	3.464			3.587			3.096		
Genderqueer/Gender non-conforming	0	∅	3.527			3.404			3.442		
Prefer to self-describe	2	--	3.376			3.343			3.358		

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

-- indicates results redacted for confidentiality

∅ indicates 0 responses

Figure 6. Overall Climate by Gender Identity (Transgender)

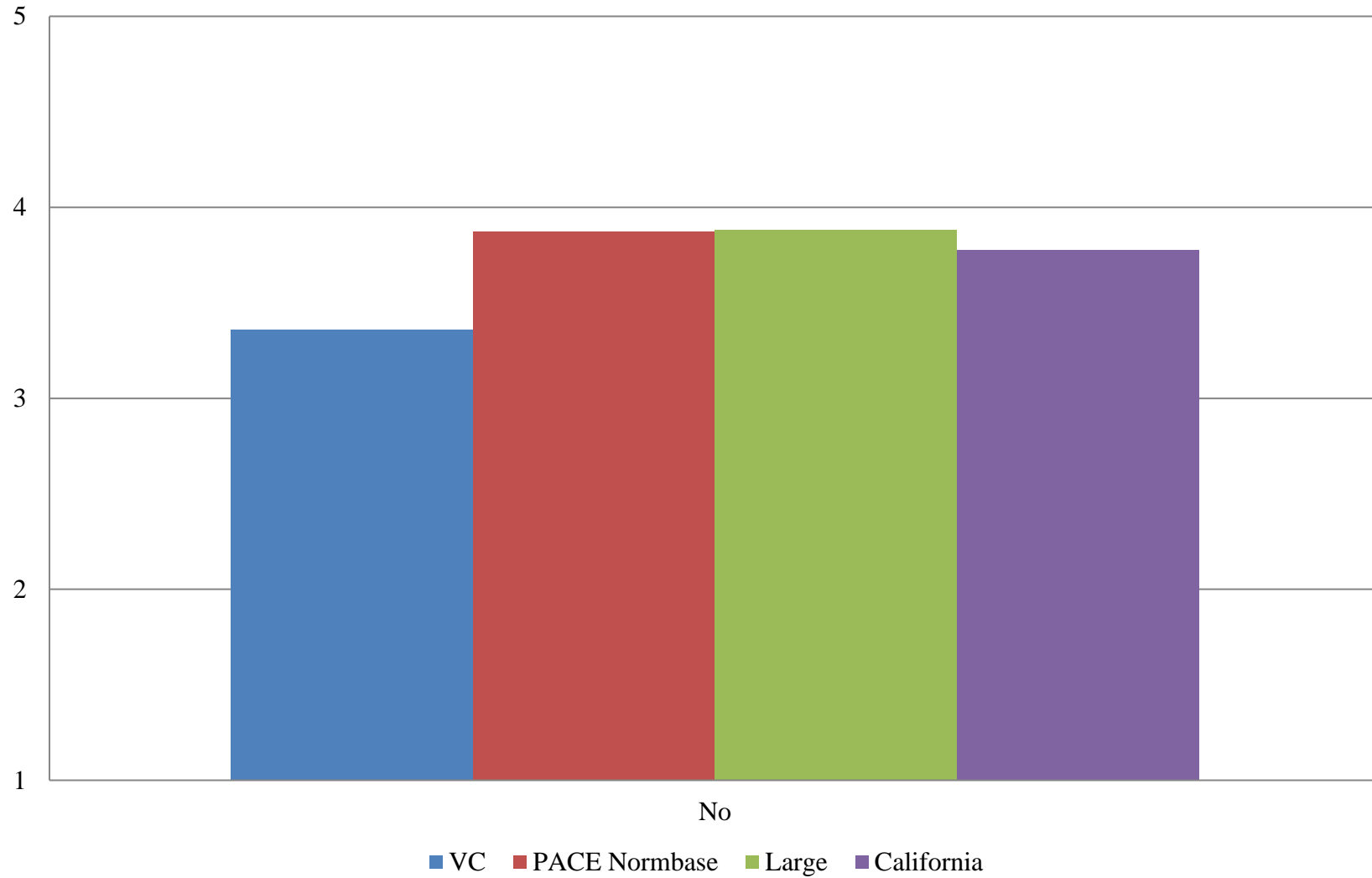


Table 27. Institutional Structure Mean Comparisons by Gender Identity (Transgender)

VC compared with:

Do you identify as transgender?	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	198	2.871	3.533	***	-.734	3.564	***	-.765	3.506	***	-.676
Yes	1	--	3.223			3.415			2.806		
No	164	2.816	3.518	***	-.786	3.558	***	-.836	3.419	***	-.638

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

VC compared with:

Do you identify as transgender?	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	198	3.805	4.100	***	-.456	4.126	***	-.482	4.067	***	-.368
Yes	1	--	3.876			4.006			3.726		
No	164	3.809	4.103	***	-.471	4.138	***	-.519	4.036	***	-.327

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

-- indicates results redacted for confidentiality

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

VC compared with:

Do you identify as transgender?	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	197	3.588	3.975	***	-.458	3.953	***	-.425	3.927	***	-.379
Yes	1	--	3.846			3.885			3.790		
No	164	3.526	3.997	***	-.567	3.967	***	-.521	3.875	***	-.386

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

VC compared with:

Do you identify as transgender?	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	197	3.502	4.038	***	-.592	4.008	***	-.546	3.974	***	-.480
Yes	1	--	3.941			3.892			3.929		
No	164	3.461	4.059	***	-.675	4.017	***	-.611	3.941	***	-.483

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

-- indicates results redacted for confidentiality

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

VC compared with:

	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Do you identify as transgender?											
Overall	198	3.388	3.867	***	-.658	3.873	***	-.651	3.825	***	-.559
Yes	1	--	3.663			3.765			3.475		
No	164	3.357	3.874	***	-.727	3.882	***	-.726	3.775	***	-.536

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

-- indicates results redacted for confidentiality

Figure 7. Overall Climate by Years at this Institution

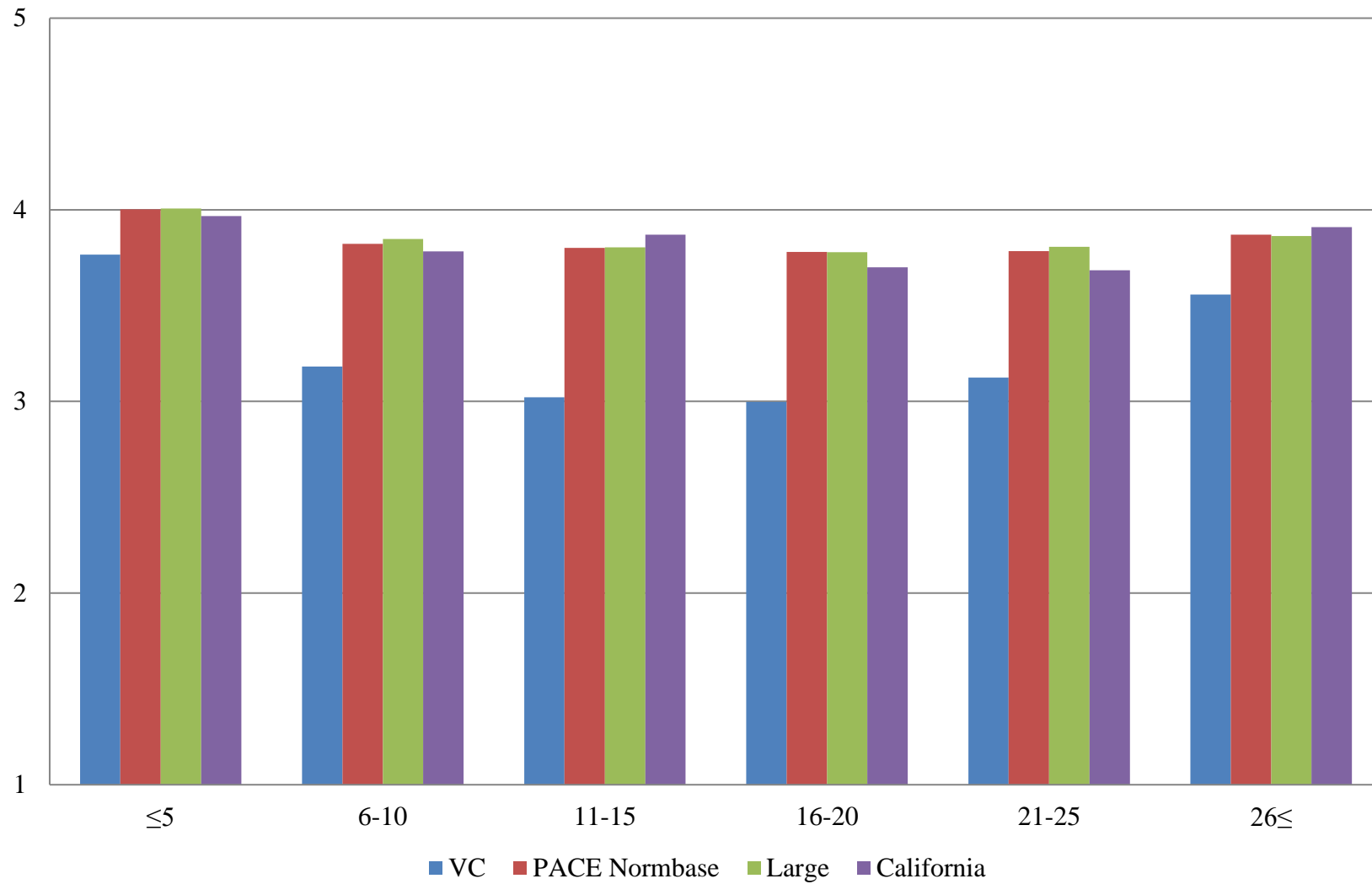


Table 32. Institutional Structure Mean Comparisons by Years at this Institution

VC compared with:

How many years have you worked at this institution?	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	198	2.871	3.533	***	-.734	3.564	***	-.765	3.506	***	-.676
5 years or less	57	3.327	3.737	***	-.477	3.768	***	-.510	3.705	**	-.421
6-10 years	27	2.582	3.457	***	-.968	3.522	***	-1.028	3.419	***	-.863
11-15 years	34	2.319	3.420	***	-1.218	3.452	***	-1.259	3.514	***	-1.294
16-20 years	22	2.403	3.387	***	-1.078	3.404	***	-1.111	3.320	***	-.986
21-25 years	10	2.604	3.378	**	-.854	3.428	**	-.914	3.328	*	-.792
26 years or more	15	3.210	3.508			3.519			3.640		

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

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

VC compared with:

How many years have you worked at this institution?	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	198	3.805	4.100	***	-.456	4.126	***	-.482	4.067	***	-.368
5 years or less	57	4.052	4.174			4.200			4.133		
6-10 years	27	3.608	4.074	***	-.727	4.120	***	-.787	4.029	**	-.569
11-15 years	34	3.580	4.073	***	-.775	4.080	***	-.759	4.119	***	-.829
16-20 years	22	3.567	4.056	***	-.775	4.082	***	-.791	3.990	**	-.660
21-25 years	10	3.939	4.084			4.126			4.022		
26 years or more	15	3.978	4.135			4.158			4.203		

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

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

VC compared with:

How many years have you worked at this institution?	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	197	3.588	3.975	***	-.458	3.953	***	-.425	3.927	***	-.379
5 years or less	57	3.911	4.092			4.067			4.067		
6-10 years	27	3.427	3.936	**	-.592	3.925	**	-.563	3.909	*	-.508
11-15 years	34	3.343	3.917	***	-.675	3.901	***	-.645	4.006	***	-.787
16-20 years	22	3.146	3.900	***	-.899	3.868	***	-.859	3.800	***	-.749
21-25 years	10	3.054	3.901	**	-1.000	3.885	**	-.982	3.724	*	-.752
26 years or more	15	3.563	3.974			3.936			3.904		

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

Table 35. Teamwork Mean Comparisons by Years at this Institution

VC compared with:

How many years have you worked at this institution?	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	197	3.502	4.038	***	-.592	4.008	***	-.546	3.974	***	-.480
5 years or less	57	3.987	4.147			4.121			4.100		
6-10 years	27	3.306	4.013	***	-.770	3.978	***	-.704	3.949	**	-.629
11-15 years	34	2.985	3.985	***	-1.088	3.944	***	-1.024	3.999	***	-1.039
16-20 years	22	3.080	3.965	***	-.952	3.938	***	-.899	3.874	***	-.801
21-25 years	10	2.967	3.966	***	-1.096	3.972	***	-1.122	3.834	**	-.876
26 years or more	15	3.589	4.042	*	-.521	4.002			4.003		

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

Table 36. Overall Mean Comparisons by Years at this Institution

VC compared with:

How many years have you worked at this institution?	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	198	3.388	3.867	***	-.658	3.873	***	-.651	3.825	***	-.559
5 years or less	57	3.766	4.002	*	-.332	4.007	*	-.332	3.968		
6-10 years	27	3.182	3.823	***	-.883	3.848	***	-.889	3.783	***	-.733
11-15 years	34	3.022	3.802	***	-1.082	3.803	***	-1.061	3.871	***	-1.153
16-20 years	22	2.998	3.780	***	-1.083	3.779	***	-1.072	3.700	***	-.937
21-25 years	10	3.124	3.784	**	-.924	3.807	**	-.956	3.684	*	-.765
26 years or more	15	3.558	3.870			3.863			3.910		

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

Figure 8. Overall Climate by Years in Higher Education

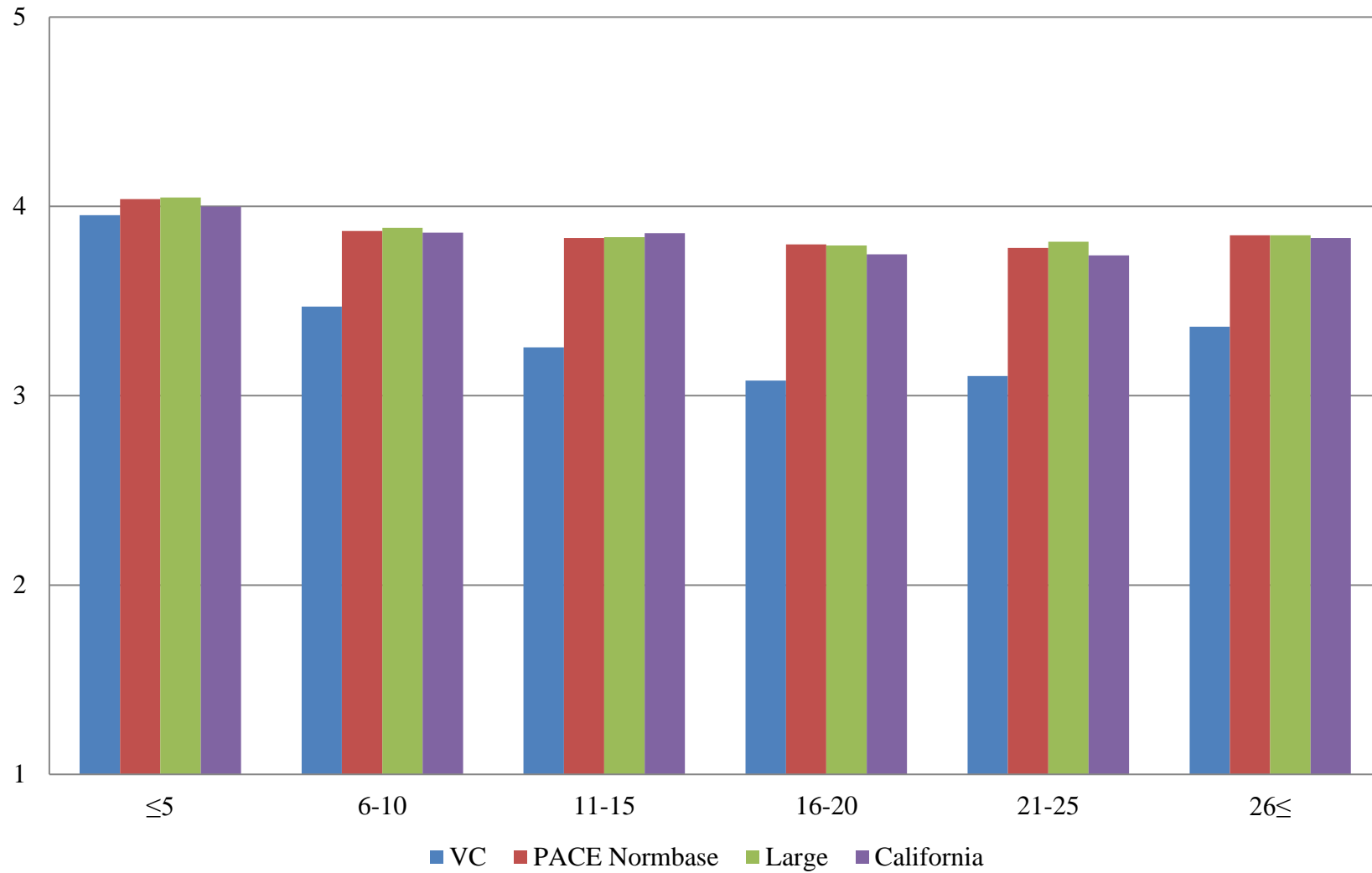


Table 37. Institutional Structure Mean Comparisons by Years in Higher Education

VC compared with:

How many years have you worked in higher education?	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	198	2.871	3.533	***	-.734	3.564	***	-.765	3.506	***	-.676
5 years or less	28	3.616	3.800			3.836			3.747		
6-10 years	20	2.831	3.529	***	-.782	3.580	***	-.832	3.543	***	-.774
11-15 years	25	2.585	3.463	***	-.983	3.503	***	-1.023	3.512	***	-.970
16-20 years	37	2.533	3.415	***	-.972	3.431	***	-.990	3.393	***	-.902
21-25 years	24	2.432	3.385	***	-1.041	3.443	***	-1.122	3.357	***	-.974
26 years or more	32	2.918	3.479	***	-.599	3.499	***	-.631	3.533	***	-.662

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

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

VC compared with:

How many years have you worked in higher education?	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	198	3.805	4.100	***	-.456	4.126	***	-.482	4.067	***	-.368
5 years or less	28	4.177	4.202			4.228			4.151		
6-10 years	20	3.899	4.093			4.135			4.074		
11-15 years	25	3.619	4.083	***	-.736	4.099	***	-.732	4.076	**	-.664
16-20 years	37	3.568	4.065	***	-.789	4.094	***	-.815	4.014	***	-.626
21-25 years	24	3.712	4.066	**	-.556	4.110	**	-.621	4.056	*	-.532
26 years or more	32	3.910	4.111			4.128			4.110		

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

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

VC compared with:

How many years have you worked in higher education?	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	197	3.588	3.975	***	-.458	3.953	***	-.425	3.927	***	-.379
5 years or less	28	4.108	4.114			4.093			4.102		
6-10 years	20	3.723	3.983			3.963			3.987		
11-15 years	25	3.574	3.956	*	-.453	3.936	*	-.420	4.007	*	-.479
16-20 years	37	3.193	3.914	***	-.850	3.870	***	-.776	3.830	***	-.679
21-25 years	24	3.353	3.900	**	-.641	3.904	**	-.658	3.829	*	-.540
26 years or more	32	3.413	3.958	***	-.640	3.936	***	-.600	3.868	**	-.506

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

Table 40. Teamwork Mean Comparisons by Years in Higher Education

VC compared with:

How many years have you worked in higher education?	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	197	3.502	4.038	***	-.592	4.008	***	-.546	3.974	***	-.480
5 years or less	28	4.030	4.170			4.144			4.119		
6-10 years	20	3.733	4.056			4.023			3.967		
11-15 years	25	3.547	4.019	**	-.523	3.966	*	-.448	4.028	*	-.501
16-20 years	37	3.250	3.995	***	-.819	3.961	***	-.756	3.942	***	-.698
21-25 years	24	3.046	3.958	***	-.979	3.972	***	-1.005	3.906	***	-.845
26 years or more	32	3.253	4.019	***	-.845	3.992	***	-.793	3.944	***	-.723

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

Table 41. Overall Mean Comparisons by Years in Higher Education

VC compared with:

How many years have you worked in higher education?	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	198	3.388	3.867	***	-.658	3.873	***	-.651	3.825	***	-.559
5 years or less	28	3.953	4.039			4.047			3.999		
6-10 years	20	3.470	3.870	*	-.553	3.887	*	-.560	3.862	*	-.505
11-15 years	25	3.256	3.834	***	-.811	3.838	***	-.791	3.859	***	-.774
16-20 years	37	3.081	3.799	***	-1.000	3.794	***	-.972	3.747	***	-.837
21-25 years	24	3.104	3.781	***	-.930	3.813	***	-.986	3.742	***	-.835
26 years or more	32	3.364	3.848	***	-.653	3.848	***	-.647	3.833	**	-.611

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

Figure 9. Overall Climate by Age

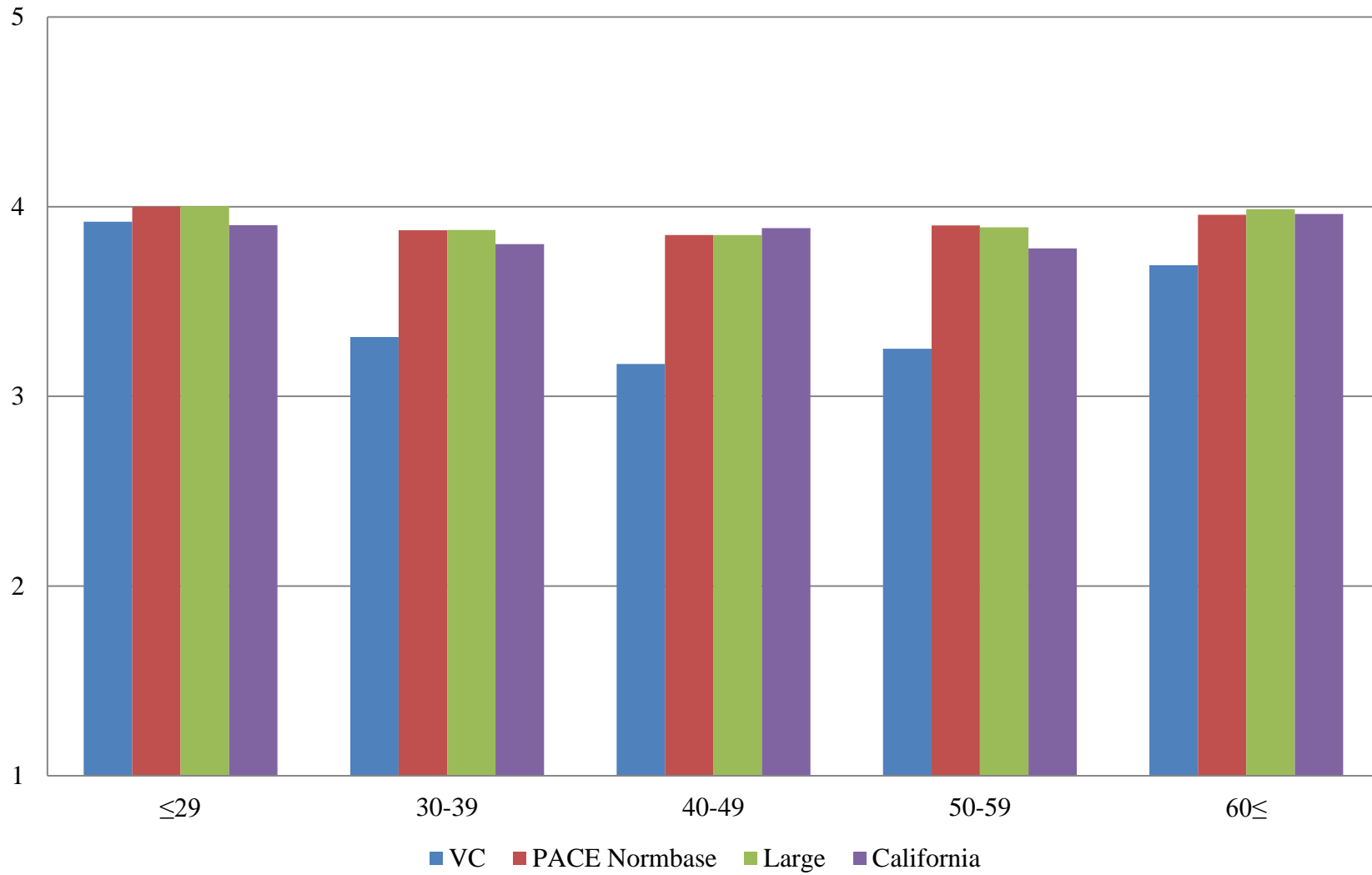


Table 42. Institutional Structure Mean Comparisons by Age

VC compared with:

What is your age?	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	198	2.871	3.533	***	-.734	3.564	***	-.765	3.506	***	-.676
29 or younger	9	3.533	3.714			3.761			3.504		
30-39	17	2.708	3.516	***	-.895	3.544	***	-.917	3.416	**	-.721
40-49	55	2.629	3.496	***	-.960	3.527	***	-.988	3.580	***	-1.030
50-59	49	2.636	3.568	***	-1.044	3.579	***	-1.075	3.458	***	-.880
60 or older	33	3.278	3.669	*	-.444	3.719	**	-.502	3.691	*	-.462

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

Table 43. Student Focus Mean Comparisons by Age

What is your age?	<i>VC compared with:</i>										
	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	198	3.805	4.100	***	-.456	4.126	***	-.482	4.067	***	-.368
29 or younger	9	4.139	4.136			4.175			4.077		
30-39	17	3.660	4.079	**	-.643	4.099	**	-.645	3.995		
40-49	55	3.672	4.088	***	-.653	4.119	***	-.686	4.102	***	-.640
50-59	49	3.785	4.140	***	-.573	4.158	***	-.600	4.053	**	-.390
60 or older	33	4.045	4.183			4.218			4.221		

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

Table 44. Supervisory Relationships Mean Comparisons by Age

What is your age?	<i>VC compared with:</i>										
	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	197	3.588	3.975	***	-.458	3.953	***	-.425	3.927	***	-.379
29 or younger	9	4.077	4.118			4.066			4.063		
30-39	17	3.610	4.012	*	-.484	3.984			3.967		
40-49	55	3.308	3.964	***	-.773	3.931	***	-.721	3.993	***	-.803
50-59	49	3.486	4.004	***	-.619	3.961	***	-.555	3.848	**	-.389
60 or older	33	3.760	4.033			4.045	*	-.349	4.005		

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

Table 45. Teamwork Mean Comparisons by Age

What is your age?	<i>VC compared with:</i>										
	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	197	3.502	4.038	***	-.592	4.008	***	-.546	3.974	***	-.480
29 or younger	9	4.111	4.203			4.133			4.200		
30-39	17	3.598	4.093	*	-.562	4.059	*	-.509	4.043		
40-49	55	3.241	4.032	***	-.867	3.980	***	-.787	4.024	***	-.841
50-59	49	3.257	4.054	***	-.891	4.013	***	-.826	3.891	***	-.630
60 or older	33	3.805	4.083			4.091			4.044		

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

Table 46. Overall Mean Comparisons by Age

What is your age?	<i>VC compared with:</i>										
	VC		PACE Normbase			Large			California		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	198	3.388	3.867	***	-.658	3.873	***	-.651	3.825	***	-.559
29 or younger	9	3.920	4.000			4.002			3.902		
30-39	17	3.313	3.876	**	-.779	3.877	**	-.756	3.802	*	-.599
40-49	55	3.171	3.850	***	-.937	3.851	***	-.918	3.887	***	-.952
50-59	49	3.252	3.901	***	-.909	3.891	***	-.893	3.780	***	-.679
60 or older	33	3.692	3.957	*	-.373	3.987	*	-.409	3.962	*	-.371

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