Personal Assessment of the College Environment (PACE) Trend Data

	2013	2015	2017	2017
(highlights reflect 10 lowest rated for each year)				
(highlights reflect 10 highest rated questions)	**2013**	**2015**	**2017**	**2017**
	Mean	**Mean**	**Mean**	**NILIE Norm**
Institutional Structure				
1 The extent to which the actions of this institution reflect its mission	3.53	3.68	4.06	3.84
4 The extent to which decisions are made at the appropriate level at this institution	2.84	3.09	3.38	3.30
5 The extent to which the institution effectively promotes diversity in the workplace	3.76	3.78	3.91	3.88
6 The extent to which administrative leadership is focused on meeting the needs of students	3.33	3.50	3.91	3.72
10 The extent to which information is shared within this institution	2.98	3.20	3.45	3.25
11 The extent to which institutional teams use problem-solving technique	3.29	3.40	3.57	3.46
15 The extent to which I am able to appropriately influence the direction of this institution	2.92	3.01	3.28	3.15
16 The extent to which open and ethical communication is practiced at this institution	2.96	3.27	3.56	3.36
22 The extent to which this institution has been successful in positively motivating my performance	3.12	3.36	3.54	3.45
25 The extent to which a spirit of cooperation exists at this institution	2.77	3.20	3.62	3.41
29 The extent to which institution-wide policies guide my work	3.54	3.64	3.78	3.73
32 The extent to which this institution is appropriately organized	2.94	3.19	3.48	3.30
38 The extent to which I have the opportunity for advancement within this institution	3.05	3.22	3.37	3.14
41 The extent to which I receive adequate information regarding important activities at this institution	3.51	3.66	3.82	3.66
44 The extent to which my work is guided by clearly defined administrative process	3.18	3.34	3.57	3.50
Supervisory Relationships				
2 The extent to which my supervisor expresses confidence in my work	4.21	4.12	4.12	4.21
9 The extent to which my supervisor is open to the ideas, opinions, and beliefs of everyone	3.97	3.95	3.95	4.08
12 The extent to which positive work expectations are communicated to me	3.64	3.67	3.77	3.74
13 The extent to which unacceptable behaviors are identified and communicated to me	3.54	3.54	3.69	3.70
20 The extent to which I receive timely feedback for my work	3.70	3.67	3.79	3.71

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(highlights reflect 10 highest rated questions)	2013	2015	2017	2017
	Mean	Mean	Mean	NILIE Norm
21 The extent to which I receive appropriate feedback for my work	3.75	3.69	3.80	3.74
26 The extent to which my supervisor actively seeks my ideas	3.83	3.80	3.72	3.79
27 The extent to which my supervisor seriously considers my ideas	3.86	3.85	3.87	3.85
30 The extent to which work outcomes are clarified for me	3.62	3.62	3.74	3.70
34 The extent to which my supervisor helps me to improve my work	3.75	3.73	3.75	3.79
39 The extent to which I am given the opportunity to be creative in my work	3.84	3.87	3.95	4.00
45 The extent to which I have the opportunity to express my ideas in appropriate forums	3.49	3.65	3.77	3.67
46 The extent to which professional development and training opportunities are available	4.10	4.07	4.12	3.81
Teamwork				
3 The extent to which there is a spirit of cooperation within my work team	3.76	3.63	3.81	3.94
14 The extent to which my primary work team uses problem-solving techniques	3.85	3.76	3.78	3.90
24 The extent to which there is an opportunity for all ideas to be exchanged within my work team	3.73	3.63	3.75	3.81
33 The extent to which my work team provides an environment for free and open expression of ideas, opinions, and beliefs	3.68	3.70	3.73	3.85
36 The extent to which my work team coordinates its efforts with appropriate individuals and teams	3.83	3.81	3.88	3.89
43 The extent to which a spirit of cooperation exists in my department	3.69	3.63	3.73	3.86
Student Focus				
7 The extent to which student needs are central to what we do	3.62	3.65	4.03	3.93
8 The extent to which I feel my job is relevant to this institution's mission	4.33	4.36	4.36	4.41
17 The extent to which faculty meet the needs of the students	3.84	3.88	3.90	4.01
18 The extent to which student ethnic and cultural diversity are important at this institution	4.00	3.93	4.09	4.09
19 The extent to which students' competencies are enhanced	3.87	3.82	4.04	3.97

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(highlights reflect 10 highest rated questions)	**2013**	**2015**	**2017**	**2017**
	Mean	**Mean**	**Mean**	**NILIE Norm**
23 The extent to which non-teaching professional personnel meet the needs of the students	**3.92**	**4.01**	**4.09**	**3.93**
28 The extent to which classified (supporting) personnel meet the needs of the students	**3.70**	**3.74**	**3.86**	**3.89**
31 The extent to which students receive an excellent education at this institution	**4.18**	**4.22**	**4.22**	**4.16**
35 The extent to which this institution prepares students for a career	**4.07**	**4.06**	**4.22**	**4.15**
37 The extent to which this institution prepares students for further learning	**4.12**	**4.12**	**4.26**	**4.15**
40 The extent to which students are assisted with their personal development	**3.84**	**3.88**	**4.00**	**3.95**
42 The extent to which students are satisfied with their educational experience at this institution	**3.88**	**3.91**	**3.99**	**3.94**

Summary:

In the Fall of 2017, 640 employees were asked to complete the PACE survey. Of those 640, 305 (47.7%) provided feedback.

GRCC's 2017 overall mean score was 3.82

 - 2017 personnel classification results; Administrative mean score was 3.99, Faculty 3.83, Administrative Support 3.83, and Technical/Campus Operations 3.77

 - 2017 National Initiative for Leadership & Institutional Effectiveness (NILIE) overall mean score was 3.78