

**Illinois Valley  
Community College  
Oglesby, Illinois**

**PACE Demographics Report**  
PACE Climate Survey for Community Colleges

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**Table 1. Demographic Frequency Distributions**

*IVCC compared with:*

Demographic Items	Response Option	IVCC		2018		PACE Normbase		Small	
		Count	%	Count	%	Count	%	Count	%
<b>1</b> What is your personnel classification?	Faculty	81	46%	112	51%	25637	44%	5577	44%
	Administrator	17	10%	20	9%	6496	11%	1592	13%
	Staff	80	45%	87	40%	25511	44%	5435	43%
	<b>Total</b>	<b>178</b>	<b>100%</b>	<b>219</b>	<b>100%</b>	<b>57644</b>	<b>100%</b>	<b>12604</b>	<b>100%</b>
<b>2</b> Please select the race/ethnicity that best describes you?	African American or Black	0	0%	0	0%	4085	7%	531	4%
	Alaska Native or American Indian	0	0%	1	0%	472	1%	79	1%
	Asian	0	0%	0	0%	1515	3%	106	1%
	Hispanic/Latina/o/x	4	2%	3	1%	5300	9%	588	5%
	Middle Eastern or North African	0	0%	N/A	N/A	65	0%	5	0%
	Native Hawaiian or Pacific Islander	0	0%	0	0%	145	0%	21	0%
	White	156	91%	206	96%	41262	74%	10331	84%
	Two or more races	4	2%	5	2%	2414	4%	437	4%
	Prefer to self-describe	8	5%	N/A	N/A	721	1%	148	1%
<b>Total</b>	<b>172</b>	<b>100%</b>	<b>215</b>	<b>100%</b>	<b>55979</b>	<b>100%</b>	<b>12246</b>	<b>100%</b>	
<b>3</b> Your status at this institution is?	Full-Time	118	66%	137	62%	43396	76%	9825	79%
	Part-Time	60	34%	84	38%	13624	24%	2661	21%
	<b>Total</b>	<b>178</b>	<b>100%</b>	<b>221</b>	<b>100%</b>	<b>57020</b>	<b>100%</b>	<b>12486</b>	<b>100%</b>
<b>4</b> What is the highest level of education you have earned?	First Professional degree	2	1%	2	1%	932	2%	187	2%
	Doctoral degree	13	7%	16	7%	5828	10%	873	7%
	Master's degree	73	42%	95	43%	25586	45%	5363	43%
	Bachelor's degree	52	30%	56	25%	12601	22%	2998	24%
	Associate's degree	14	8%	30	14%	7449	13%	1953	16%
	Certificate	5	3%	N/A	N/A	455	1%	134	1%
	High School diploma or GED	15	9%	22	10%	3909	7%	882	7%
	No diploma or degree	0	0%	0	0%	142	0%	33	0%
<b>Total</b>	<b>174</b>	<b>100%</b>	<b>221</b>	<b>100%</b>	<b>56902</b>	<b>100%</b>	<b>12423</b>	<b>100%</b>	

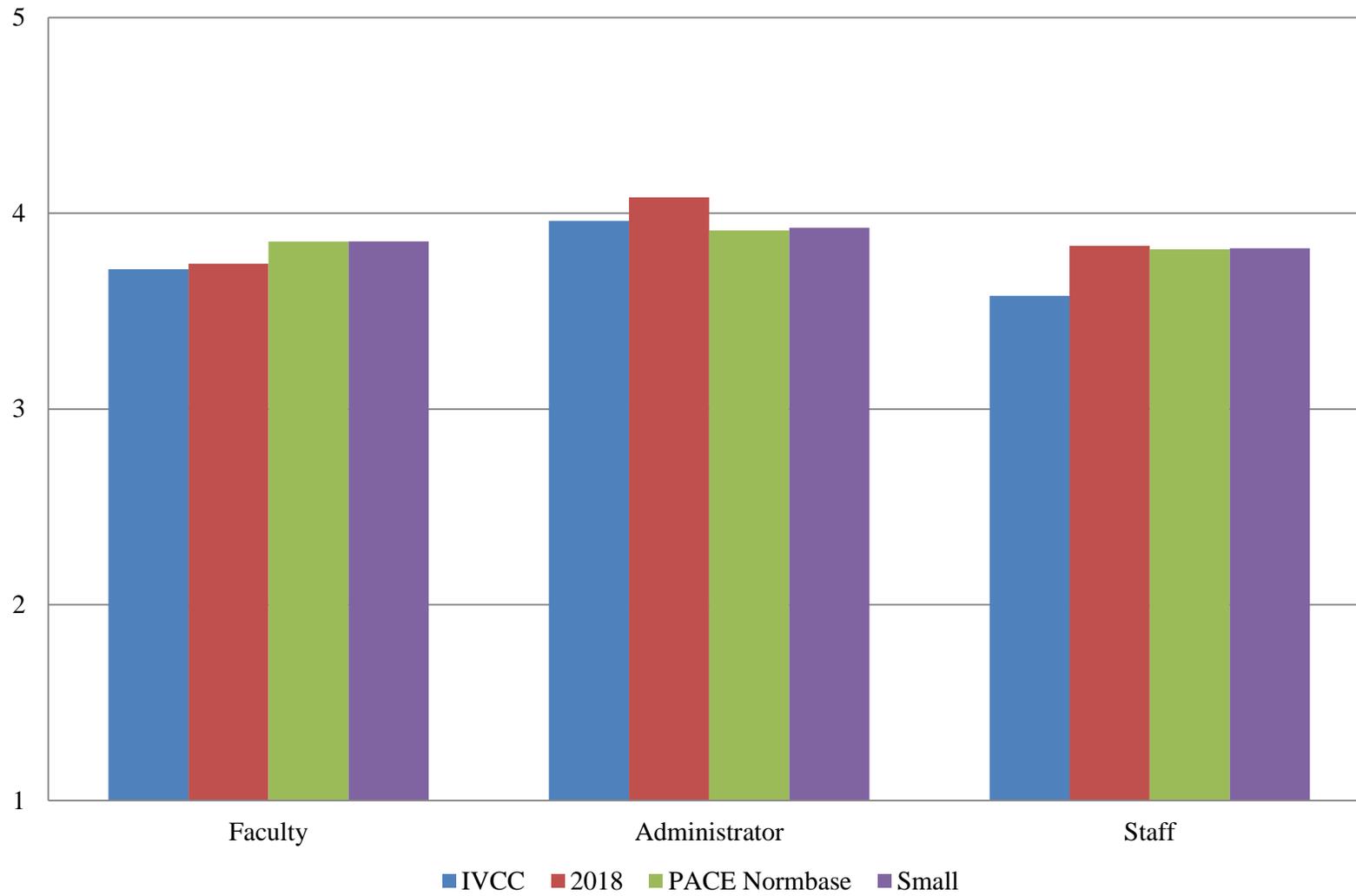
N/A indicates response option previously unavailable

*IVCC compared with:*

Demographic Items (continued)		IVCC		2018		PACE Normbase		Small	
		Count	%	Count	%	Count	%	Count	%
5	What is your gender identity?								
	Man	59	35%	63	34%	18463	35%	4005	35%
	Woman	101	59%	124	66%	33700	64%	7290	64%
	Trans Man	0	0%	N/A	N/A	20	0%	2	0%
	Trans Woman	0	0%	N/A	N/A	153	0%	4	0%
	Gender Queer	1	1%	N/A	N/A	76	0%	15	0%
	Prefer to self-describe	10	6%	N/A	N/A	461	1%	105	1%
	<b>Total</b>	<b>171</b>	<b>100%</b>	<b>187</b>	<b>100%</b>	<b>52873</b>	<b>100%</b>	<b>11421</b>	<b>100%</b>
6	How many years have you worked at this institution?								
	5 years or less	60	41%	63	31%	21711	40%	5145	44%
	6-10 years	22	15%	29	14%	11786	22%	2514	22%
	11-15 years	20	14%	38	19%	8169	15%	1585	14%
	16-20 years	13	9%	32	16%	6299	12%	1185	10%
	21-25 years	18	12%	23	11%	2957	5%	551	5%
	26 years or more	15	10%	17	8%	3347	6%	648	6%
	<b>Total</b>	<b>148</b>	<b>100%</b>	<b>202</b>	<b>100%</b>	<b>54269</b>	<b>100%</b>	<b>11628</b>	<b>100%</b>
7	How many years have you worked in higher education?								
	5 years or less	52	34%	46	23%	14115	26%	3605	31%
	6-10 years	20	13%	27	13%	11100	21%	2487	21%
	11-15 years	17	11%	37	18%	9468	17%	1871	16%
	16-20 years	19	13%	35	17%	8243	15%	1644	14%
	21-25 years	19	13%	30	15%	4828	9%	913	8%
	26 years or more	24	16%	27	13%	6355	12%	1110	10%
	<b>Total</b>	<b>151</b>	<b>100%</b>	<b>202</b>	<b>100%</b>	<b>54109</b>	<b>100%</b>	<b>11630</b>	<b>100%</b>
8	What is your age?								
	29 or younger	9	7%	6	3%	2563	5%	593	6%
	30-39	11	9%	18	10%	8355	17%	1976	19%
	40-49	25	20%	25	14%	11586	24%	2588	25%
	50-59	47	37%	59	33%	13814	29%	2863	28%
	60 or older	36	28%	69	39%	12076	25%	2351	23%
	<b>Total</b>	<b>128</b>	<b>100%</b>	<b>177</b>	<b>100%</b>	<b>48394</b>	<b>100%</b>	<b>10371</b>	<b>100%</b>

N/A indicates response option previously unavailable

**Figure 1. Overall Climate by Personnel Classification**



**Table 2. Institutional Structure Mean Comparisons by Personnel Classification**

*IVCC compared with:*

What is your personnel classification?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.250	3.438			3.540	***	-.319	3.536	***	-.317
Faculty	81	3.298	3.337			3.555	*	-.272	3.555	*	-.270
Administrator	17	3.685	3.875			3.603			3.630		
Staff	80	3.092	3.488	**	-.439	3.522	***	-.488	3.519	***	-.499

**Table 3. Student Focus Mean Comparisons by Personnel Classification**

*IVCC compared with:*

What is your personnel classification?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.939	4.077	*	-.227	4.090	**	-.230	4.067	**	-.201
Faculty	81	4.054	4.145			4.137			4.126		
Administrator	17	3.986	4.082			4.096			4.046		
Staff	80	3.794	3.997	*	-.324	4.060	***	-.414	4.035	***	-.390

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

**Table 4. Supervisory Relationships Mean Comparisons by Personnel Classification**

*IVCC compared with:*

What is your personnel classification?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.877	3.918			3.902			3.914		
Faculty	81	3.834	3.815			3.903			3.900		
Administrator	17	4.163	4.286			4.006			4.046		
Staff	80	3.832	3.969			3.888			3.918		

**Table 5. Teamwork Mean Comparisons by Personnel Classification**

*IVCC compared with:*

What is your personnel classification?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.877	3.930			3.951			3.979		
Faculty	81	3.804	3.753			3.938			3.971		
Administrator	17	4.157	4.172			4.140			4.175		
Staff	80	3.861	4.107			3.937			3.961		

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

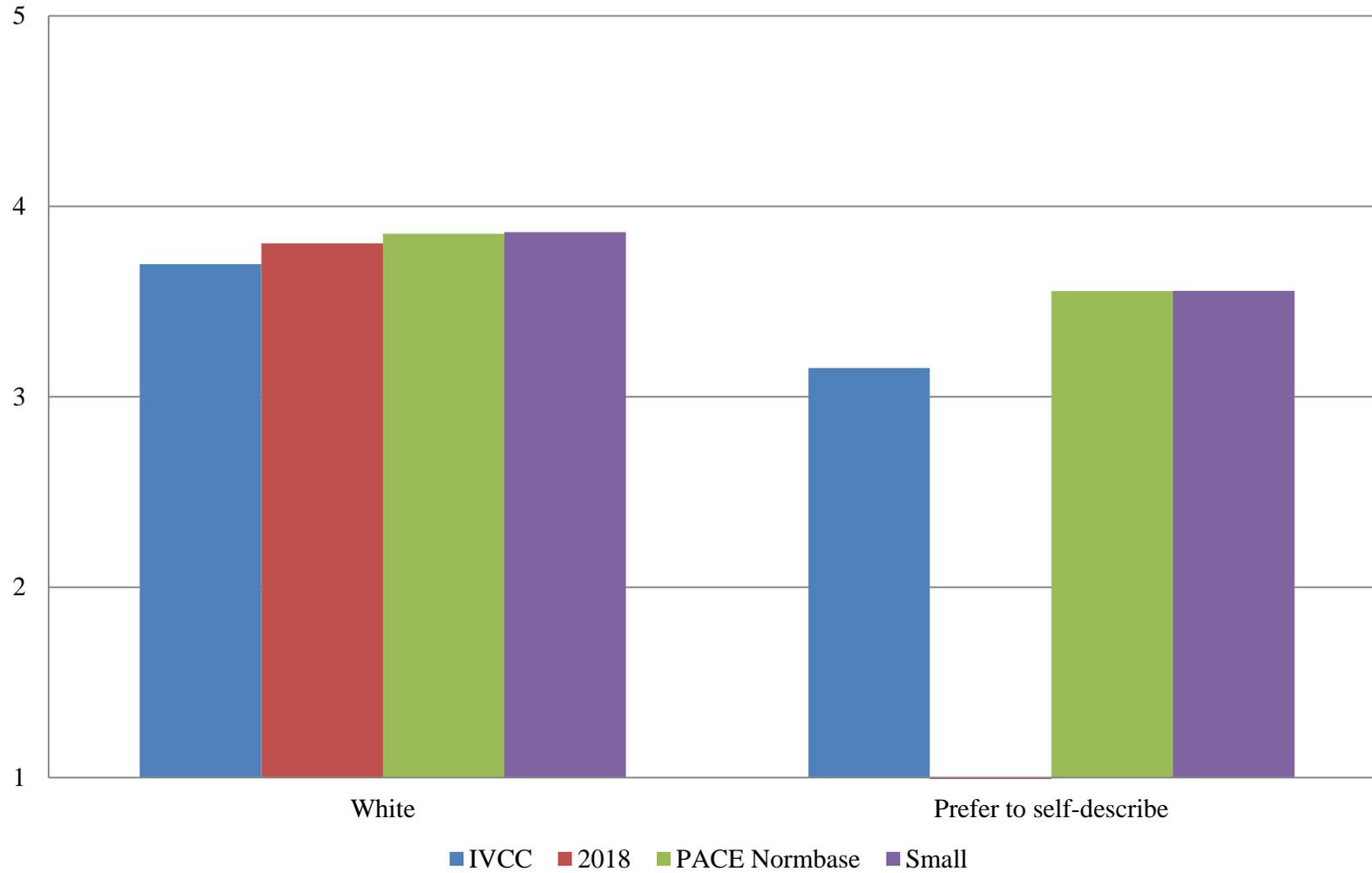
**Table 6. Overall Mean Comparisons by Personnel Classification**

*IVCC compared with:*

What is your personnel classification?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.682	3.803			3.835	**	-.204	3.837	**	-.210
Faculty	81	3.714	3.742			3.855			3.856		
Administrator	17	3.960	4.082			3.913			3.926		
Staff	80	3.579	3.834	*	-.354	3.816	**	-.320	3.821	**	-.344

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

**Figure 2. Overall Climate by Race/Ethnicity**



**Table 7. Institutional Structure Mean Comparisons by Race/Ethnicity**

*IVCC compared with:*

Please select the race/ethnicity that best describes you?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.250	3.438			3.540	***	-.319	3.536	***	-.317
African American or Black	0	∅	∅			3.687			3.817		
Alaska Native or American Indian	0	∅	--			3.428			3.671		
Asian	0	∅	∅			3.757			3.935		
Hispanic/Latina/o/x	4	--	--			3.689			3.604		
Middle Eastern or North African	0	∅	N/A			3.802			--		
Native Hawaiian or Pacific Islander	0	∅	∅			3.331			3.179		
White	156	3.275	3.437			3.547	***	-.307	3.559	***	-.320
Two or more races	4	--	--			3.273			3.295		
Prefer to self-describe	8	2.618	N/A			3.177			3.164		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

∅ indicates 0 responses

**Table 8. Student Focus Mean Comparisons by Race/Ethnicity**

*IVCC compared with:*

Please select the race/ethnicity that best describes you?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.939	4.077	*	-.227	4.090	**	-.230	4.067	**	-.201
African American or Black	0	∅	∅			4.088			4.122		
Alaska Native or American Indian	0	∅	--			3.982			4.105		
Asian	0	∅	∅			4.118			4.274		
Hispanic/Latina/o/x	4	--	--			4.128			3.985		
Middle Eastern or North African	0	∅	N/A			4.270			--		
Native Hawaiian or Pacific Islander	0	∅	∅			3.951			3.841		
White	156	3.948	4.080	*	-.226	4.120	***	-.279	4.095	**	-.240
Two or more races	4	--	--			3.899			3.908		
Prefer to self-describe	8	3.517	N/A			3.910			3.907		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

∅ indicates 0 responses

**Table 9. Supervisory Relationships Mean Comparisons by Race/Ethnicity**

*IVCC compared with:*

Please select the race/ethnicity that best describes you?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.877	3.918			3.902			3.914		
African American or Black	0	∅	∅			4.007			4.107		
Alaska Native or American Indian	0	∅	--			3.775			3.897		
Asian	0	∅	∅			4.005			4.178		
Hispanic/Latina/o/x	4	--	--			3.956			3.932		
Middle Eastern or North African	0	∅	N/A			4.047			--		
Native Hawaiian or Pacific Islander	0	∅	∅			3.708			3.562		
White	156	3.876	3.913			3.920			3.938		
Two or more races	4	--	--			3.694			3.683		
Prefer to self-describe	8	3.361	N/A			3.619			3.619		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

∅ indicates 0 responses

**Table 10. Teamwork Mean Comparisons by Race/Ethnicity**

*IVCC compared with:*

Please select the race/ethnicity that best describes you?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.877	3.930			3.951			3.979		
African American or Black	0	∅	∅			4.017			4.105		
Alaska Native or American Indian	0	∅	--			3.853			3.908		
Asian	0	∅	∅			4.048			4.245		
Hispanic/Latina/o/x	4	--	--			4.001			3.994		
Middle Eastern or North African	0	∅	N/A			4.052			--		
Native Hawaiian or Pacific Islander	0	∅	∅			3.851			3.833		
White	156	3.861	3.931			3.977			4.009	*	-.164
Two or more races	4	--	--			3.736			3.770		
Prefer to self-describe	8	3.437	N/A			3.675			3.714		

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

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N/A indicates response option previously unavailable

∅ indicates 0 responses

**Table 11. Overall Mean Comparisons by Race/Ethnicity**

*IVCC compared with:*

Please select the race/ethnicity that best describes you?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.682	3.803			3.835	**	-.204	3.837	**	-.210
African American or Black	0	∅	∅			3.924			4.016		
Alaska Native or American Indian	0	∅	--			3.724			3.872		
Asian	0	∅	∅			3.957			4.130		
Hispanic/Latina/o/x	4	--	--			3.917			3.844		
Middle Eastern or North African	0	∅	N/A			4.024			--		
Native Hawaiian or Pacific Islander	0	∅	∅			3.666			3.545		
White	156	3.696	3.805			3.856	**	-.220	3.864	**	-.234
Two or more races	4	--	--			3.613			3.625		
Prefer to self-describe	8	3.151	N/A			3.554			3.557		

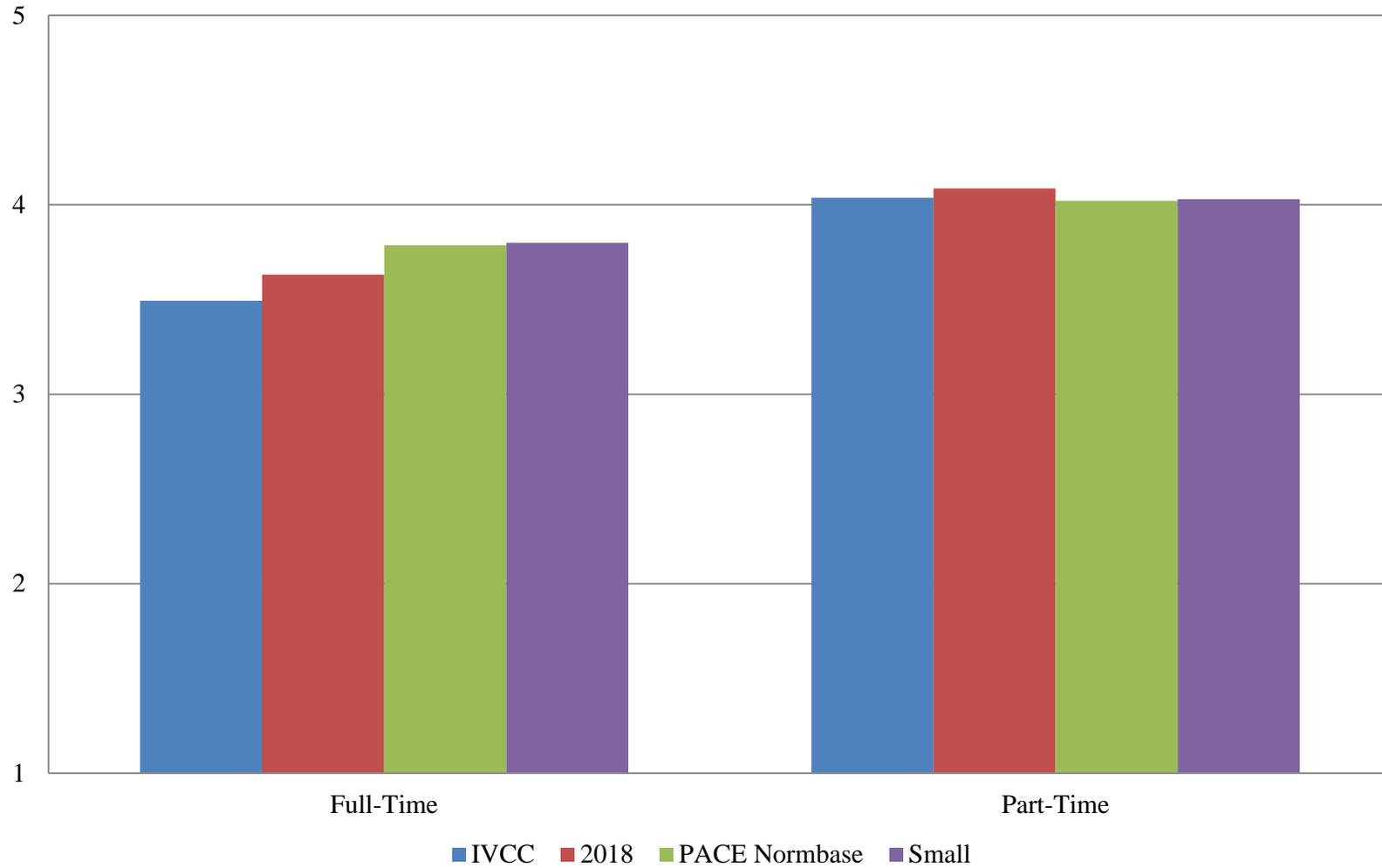
\* p < .05, \*\* p < .01, \*\*\* p < .001

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

∅ indicates 0 responses

**Figure 3. Overall Climate by Employment Status**



**Table 12. Institutional Structure Mean Comparisons by Employment Status**

*IVCC compared with:*

<b>Your status at this institution is?</b>	<b>IVCC</b>		<b>2018</b>			<b>PACE Normbase</b>			<b>Small</b>		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.250	3.438			3.540	***	-.319	3.536	***	-.317
Full-Time	118	2.985	3.164			3.451	***	-.516	3.468	***	-.542
Part-Time	60	3.749	3.886			3.835			3.838		

**Table 13. Student Focus Mean Comparisons by Employment Status**

*IVCC compared with:*

<b>Your status at this institution is?</b>	<b>IVCC</b>		<b>2018</b>			<b>PACE Normbase</b>			<b>Small</b>		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.939	4.077	*	-.227	4.090	**	-.230	4.067	**	-.201
Full-Time	118	3.799	3.993	**	-.327	4.059	***	-.408	4.044	***	-.402
Part-Time	60	4.191	4.203			4.215			4.190		

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

**Table 14. Supervisory Relationships Mean Comparisons by Employment Status**

*IVCC compared with:*

<b>Your status at this institution is?</b>	<b>IVCC</b>		<b>2018</b>			<b>PACE Normbase</b>			<b>Small</b>		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.877	3.918			3.902			3.914		
Full-Time	118	3.702	3.759			3.865	*	-.183	3.885	*	-.215
Part-Time	60	4.184	4.171			4.037			4.064		

**Table 15. Teamwork Mean Comparisons by Employment Status**

*IVCC compared with:*

<b>Your status at this institution is?</b>	<b>IVCC</b>		<b>2018</b>			<b>PACE Normbase</b>			<b>Small</b>		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.877	3.930			3.951			3.979		
Full-Time	118	3.731	3.819			3.927	*	-.205	3.962	**	-.252
Part-Time	60	4.123	4.104			4.061			4.099		

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

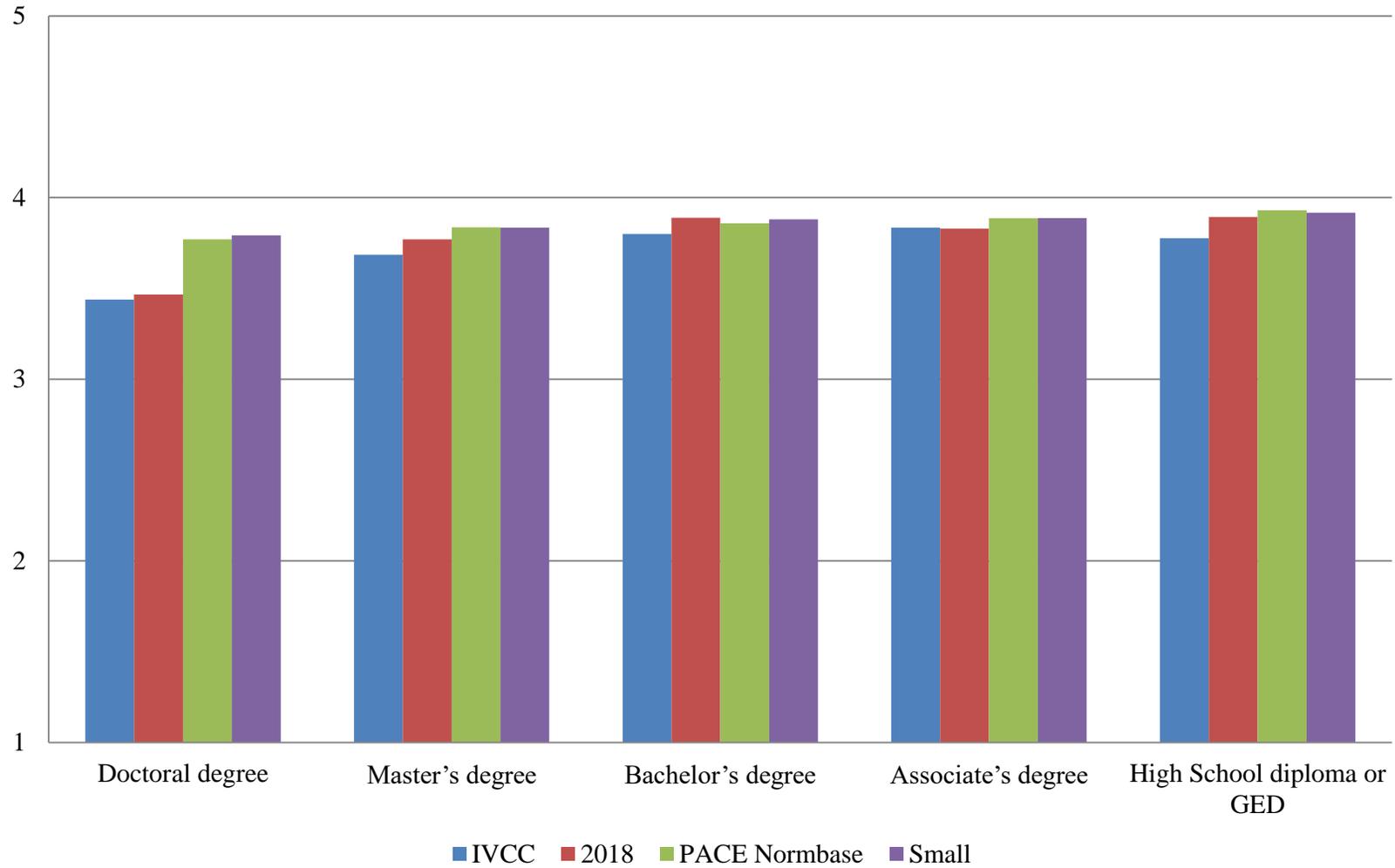
**Table 16. Overall Mean Comparisons by Employment Status**

*IVCC compared with:*

<b>Your status at this institution is?</b>	<b>IVCC</b>		<b>2018</b>			<b>PACE Normbase</b>			<b>Small</b>		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.682	3.803			3.835	**	-.204	3.837	**	-.210
Full-Time	118	3.493	3.631			3.786	***	-.396	3.799	***	-.427
Part-Time	60	4.037	4.086			4.021			4.029		

\* 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**

*IVCC compared with:*

What is the highest level of education you have earned?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.250	3.438			3.540	***	-.319	3.536	***	-.317
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	2	--	--			3.466			3.413		
Doctoral degree (e.g., Ph.D., Ed.D.)	13	2.951	2.985			3.420			3.442		
Master's degree	73	3.227	3.351			3.520	**	-.319	3.515	**	-.313
Bachelor's degree	52	3.430	3.598			3.574			3.587		
Associate's degree	14	3.488	3.527			3.633			3.625		
Certificate	5	--	N/A			3.707			3.704		
High School diploma or GED	15	3.383	3.590			3.716			3.702		
No diploma or degree	0	∅	∅			3.578			3.489		

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

-- indicates results redacted for confidentiality

N/A indicates responses option previously unavailable

∅ indicates 0 responses

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

*IVCC compared with:*

What is the highest level of education you have earned?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.939	4.077	*	-.227	4.090	**	-.230	4.067	**	-.201
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	2	--	--			4.033			3.913		
Doctoral degree (e.g., Ph.D., Ed.D.)	13	3.773	3.941			4.045			4.075		
Master's degree	73	3.952	4.080			4.100	*	-.230	4.072		
Bachelor's degree	52	3.971	4.026			4.094			4.080		
Associate's degree	14	4.081	4.217			4.135			4.113		
Certificate	5	--	N/A			4.171			4.198		
High School diploma or GED	15	3.890	3.998			4.135			4.105		
No diploma or degree	0	∅	∅			3.998			3.844		

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

-- indicates results redacted for confidentiality

N/A indicates responses option previously unavailable

∅ indicates 0 responses

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

*IVCC compared with:*

What is the highest level of education you have earned?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.877	3.918			3.902			3.914		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	2	--	--			3.848			3.821		
Doctoral degree (e.g., Ph.D., Ed.D.)	13	3.604	3.556			3.863			3.873		
Master's degree	73	3.910	3.907			3.902			3.912		
Bachelor's degree	52	3.958	4.026			3.925			3.967		
Associate's degree	14	3.967	3.791			3.931			3.950		
Certificate	5	--	N/A			3.996			4.040		
High School diploma or GED	15	4.055	4.042			3.979			3.968		
No diploma or degree	0	∅	∅			3.819			3.765		

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

-- indicates results redacted for confidentiality

N/A indicates responses option previously unavailable

∅ indicates 0 responses

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

*IVCC compared with:*

What is the highest level of education you have earned?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.877	3.930			3.951			3.979		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	2	--	--			3.936			3.953		
Doctoral degree (e.g., Ph.D., Ed.D.)	13	3.654	3.578			3.902			3.930		
Master's degree	73	3.814	3.848			3.965			3.996		
Bachelor's degree	52	4.056	4.076			3.983			4.037		
Associate's degree	14	3.917	3.904			3.957			3.979		
Certificate	5	--	N/A			4.022			4.102		
High School diploma or GED	15	3.926	4.129			3.989			3.986		
No diploma or degree	0	∅	∅			3.772			3.820		

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

-- indicates results redacted for confidentiality

N/A indicates responses option previously unavailable

∅ indicates 0 responses

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

*IVCC compared with:*

What is the highest level of education you have earned?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.682	3.803			3.835	**	-.204	3.837	**	-.210
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	2	--	--			3.783			3.729		
Doctoral degree (e.g., Ph.D., Ed.D.)	13	3.439	3.466			3.770			3.793		
Master's degree	73	3.686	3.770			3.836			3.835		
Bachelor's degree	52	3.800	3.889			3.859			3.880		
Associate's degree	14	3.835	3.828			3.887			3.887		
Certificate	5	--	N/A			3.946			3.978		
High School diploma or GED	15	3.777	3.894			3.930			3.916		
No diploma or degree	0	∅	∅			3.782			3.734		

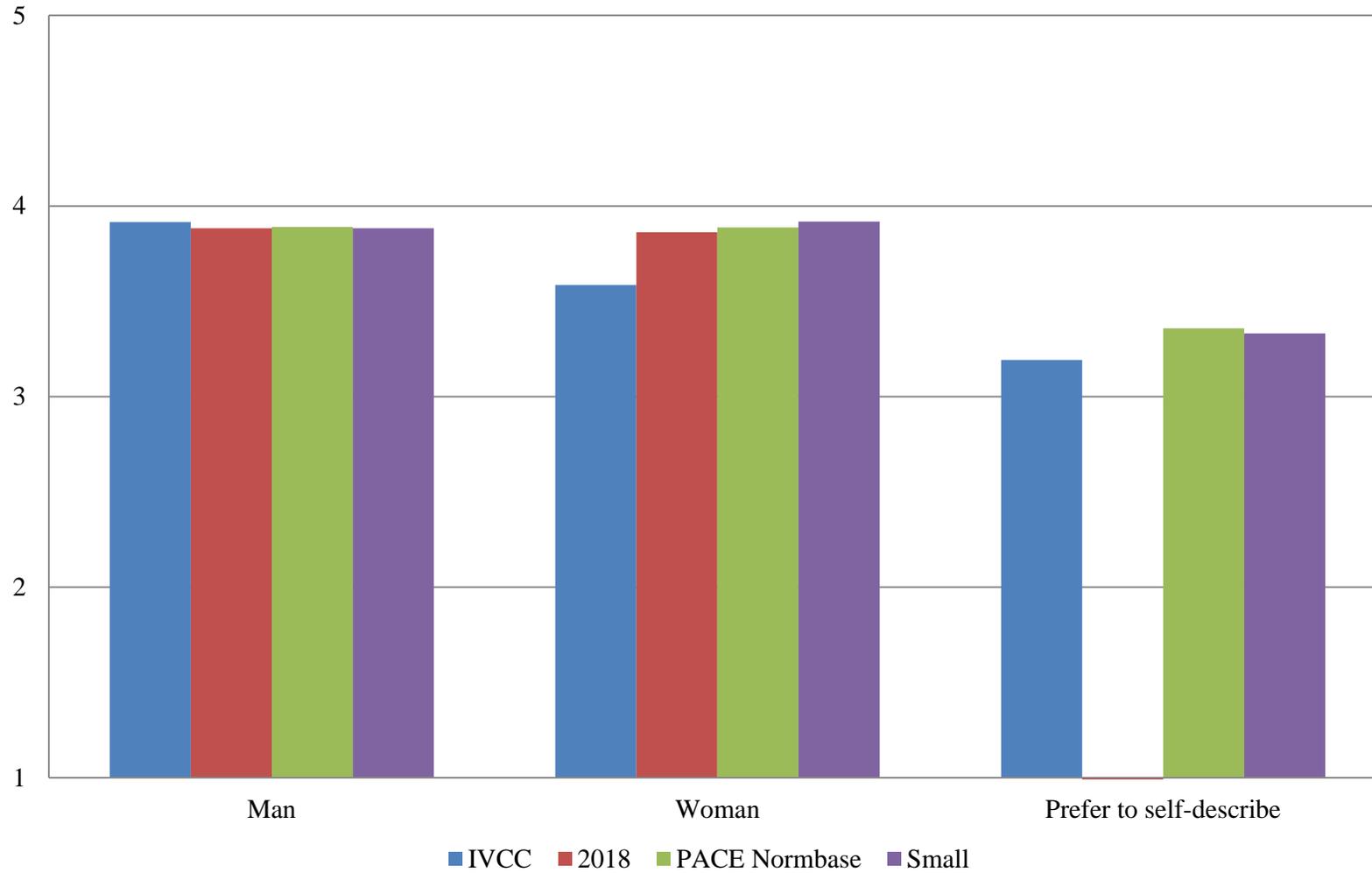
\* p < .05, \*\* p < .01, \*\*\* p < .001

-- indicates results redacted for confidentiality

N/A indicates responses option previously unavailable

∅ indicates 0 responses

**Figure 5. Overall Climate by Gender Identity**



**Table 22. Institutional Structure Mean Comparisons by Gender Identity**

*IVCC compared with:*

What is your gender identity?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.250	3.438			3.540	***	-.319	3.536	***	-.317
Man	59	3.575	3.538			3.609			3.600		
Woman	101	3.112	3.523	***	-.456	3.599	***	-.560	3.632	***	-.608
Trans Man	0	∅	N/A			2.936			--		
Trans Woman	0	∅	N/A			2.784			--		
Gender Queer	1	--	N/A			3.184			3.103		
Prefer to self-describe	10	2.599	N/A			2.934			2.883		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

∅ indicates 0 responses

**Table 23. Student Focus Mean Comparisons by Gender Identity**

What is your gender identity?	<i>IVCC compared with:</i>										
	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.939	4.077	*	-.227	4.090	**	-.230	4.067	**	-.201
Man	59	4.103	4.161			4.120			4.085		
Woman	101	3.850	4.102	**	-.446	4.134	***	-.461	4.129	***	-.467
Trans Man	0	∅	N/A			3.640			--		
Trans Woman	0	∅	N/A			3.633			--		
Gender Queer	1	--	N/A			3.805			3.767		
Prefer to self-describe	10	3.530	N/A			3.763			3.756		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

∅ indicates 0 responses

**Table 24. Supervisory Relationships Mean Comparisons by Gender Identity**

*IVCC compared with:*

What is your gender identity?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.877	3.918			3.902			3.914		
Man	59	4.097	3.977			3.954			3.952		
Woman	101	3.783	3.965			3.950			3.996	**	-.262
Trans Man	0	∅	N/A			3.832			--		
Trans Woman	0	∅	N/A			3.601			--		
Gender Queer	1	--	N/A			3.634			3.630		
Prefer to self-describe	10	3.468	N/A			3.424			3.380		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

∅ indicates 0 responses

**Table 25. Teamwork Mean Comparisons by Gender Identity**

What is your gender identity?	<i>IVCC compared with:</i>										
	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.877	3.930			3.951			3.979		
Man	59	3.988	3.988			4.018			4.042		
Woman	101	3.817	3.993			3.991			4.051	**	-.265
Trans Man	0	∅	N/A			4.022			--		
Trans Woman	0	∅	N/A			3.608			--		
Gender Queer	1	--	N/A			3.625			3.661		
Prefer to self-describe	10	3.517	N/A			3.515			3.505		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

∅ indicates 0 responses

**Table 26. Overall Mean Comparisons by Gender Identity**

*IVCC compared with:*

What is your gender identity?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.682	3.803			3.835	**	-.204	3.837	**	-.210
Man	59	3.916	3.883			3.891			3.882		
Woman	101	3.586	3.862	**	-.394	3.887	***	-.421	3.918	***	-.481
Trans Man	0	∅	N/A			3.512			--		
Trans Woman	0	∅	N/A			3.344			--		
Gender Queer	1	--	N/A			3.531			3.494		
Prefer to self-describe	10	3.192	N/A			3.358			3.330		

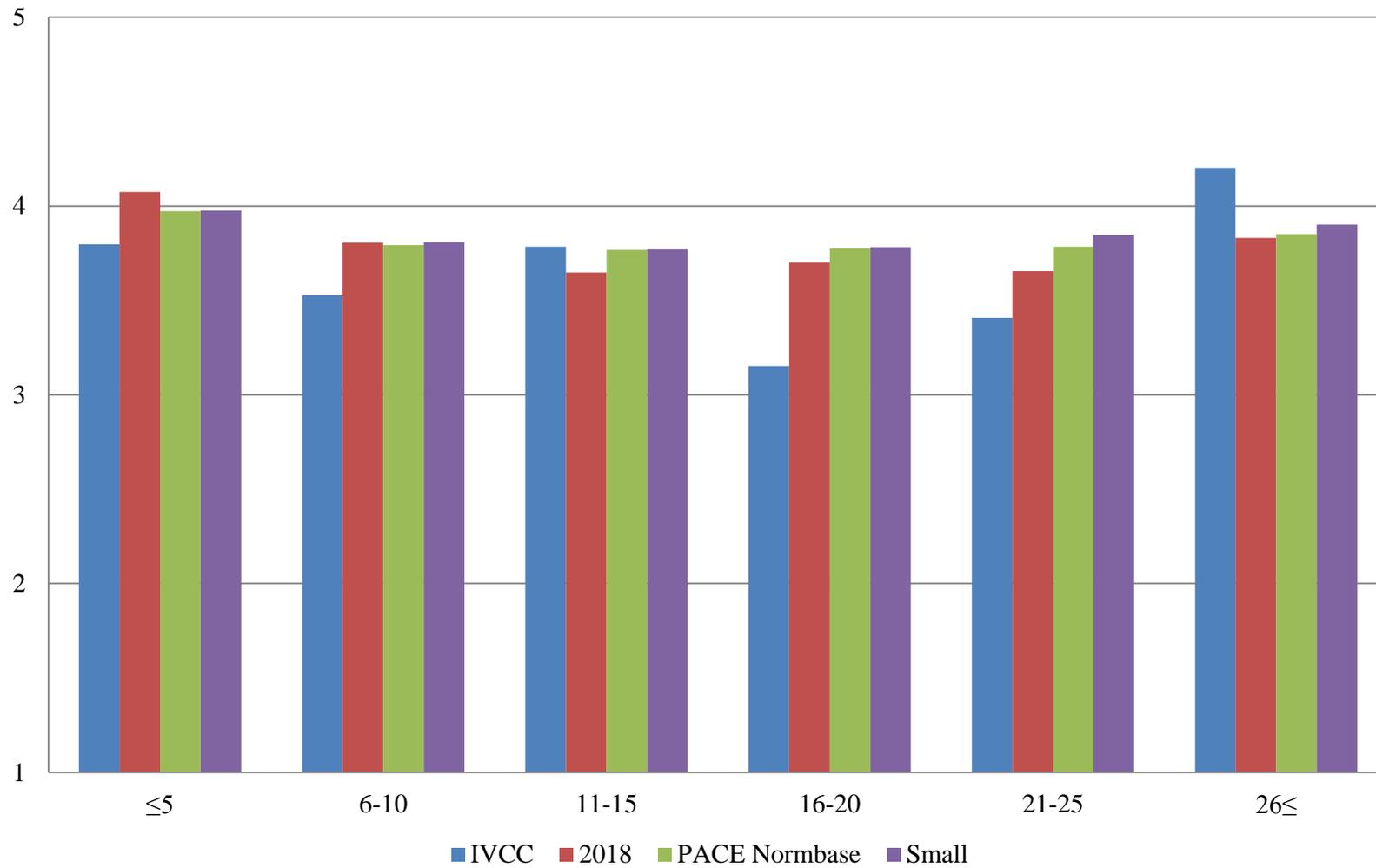
\* p < .05, \*\* p < .01, \*\*\* p < .001

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

∅ indicates 0 responses

**Figure 6. Overall Climate by Years at this Institution**



**Table 27. Institutional Structure Mean Comparisons by Years at this Institution**

*IVCC compared with:*

How many years have you worked at this institution?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.250	3.438			3.540	***	-.319	3.536	***	-.317
5 years or less	60	3.491	3.924	*	-.468	3.744	*	-.292	3.737	*	-.285
6-10 years	22	3.079	3.419			3.470	*	-.433	3.475	*	-.443
11-15 years	20	3.320	3.188			3.432			3.439		
16-20 years	13	2.589	3.190			3.430	***	-.929	3.440	***	-.958
21-25 years	18	2.690	3.108			3.423	***	-.813	3.490	***	-.885
26 years or more	15	3.839	3.423			3.510			3.571		

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

**Table 28. Student Focus Mean Comparisons by Years at this Institution**

*IVCC compared with:*

How many years have you worked at this institution?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.939	4.077	*	-.227	4.090	**	-.230	4.067	**	-.201
5 years or less	60	3.989	4.154			4.158	*	-.259	4.137		
6-10 years	22	3.739	4.058	*	-.602	4.060	*	-.496	4.047	*	-.507
11-15 years	20	4.042	4.000			4.061			4.045		
16-20 years	13	3.469	4.108	**	-1.045	4.082	***	-.978	4.064	***	-.992
21-25 years	18	3.835	4.032			4.104			4.131	*	-.517
26 years or more	15	4.278	4.097			4.139			4.146		

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

**Table 29. Supervisory Relationships Mean Comparisons by Years at this Institution**

*IVCC compared with:*

How many years have you worked at this institution?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.877	3.918			3.902			3.914		
5 years or less	60	3.959	4.129			4.034			4.051		
6-10 years	22	3.683	3.947			3.872			3.899		
11-15 years	20	3.975	3.772			3.829			3.830		
16-20 years	13	3.483	3.864			3.833			3.851		
21-25 years	18	3.687	3.839			3.846			3.922		
26 years or more	15	4.390	3.968			3.916	*	.559	3.984		

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

**Table 30. Teamwork Mean Comparisons by Years at this Institution**

*IVCC compared with:*

How many years have you worked at this institution?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.877	3.930			3.951			3.979		
5 years or less	60	3.849	4.162			4.062			4.090	*	-.274
6-10 years	22	3.913	3.931			3.911			3.970		
11-15 years	20	3.987	3.804			3.899			3.935		
16-20 years	13	3.288	3.828			3.916	*	-.656	3.926	*	-.693
21-25 years	18	3.719	3.780			3.933			4.017		
26 years or more	15	4.569	4.059	*	.959	3.998	*	.638	4.052	*	.614

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

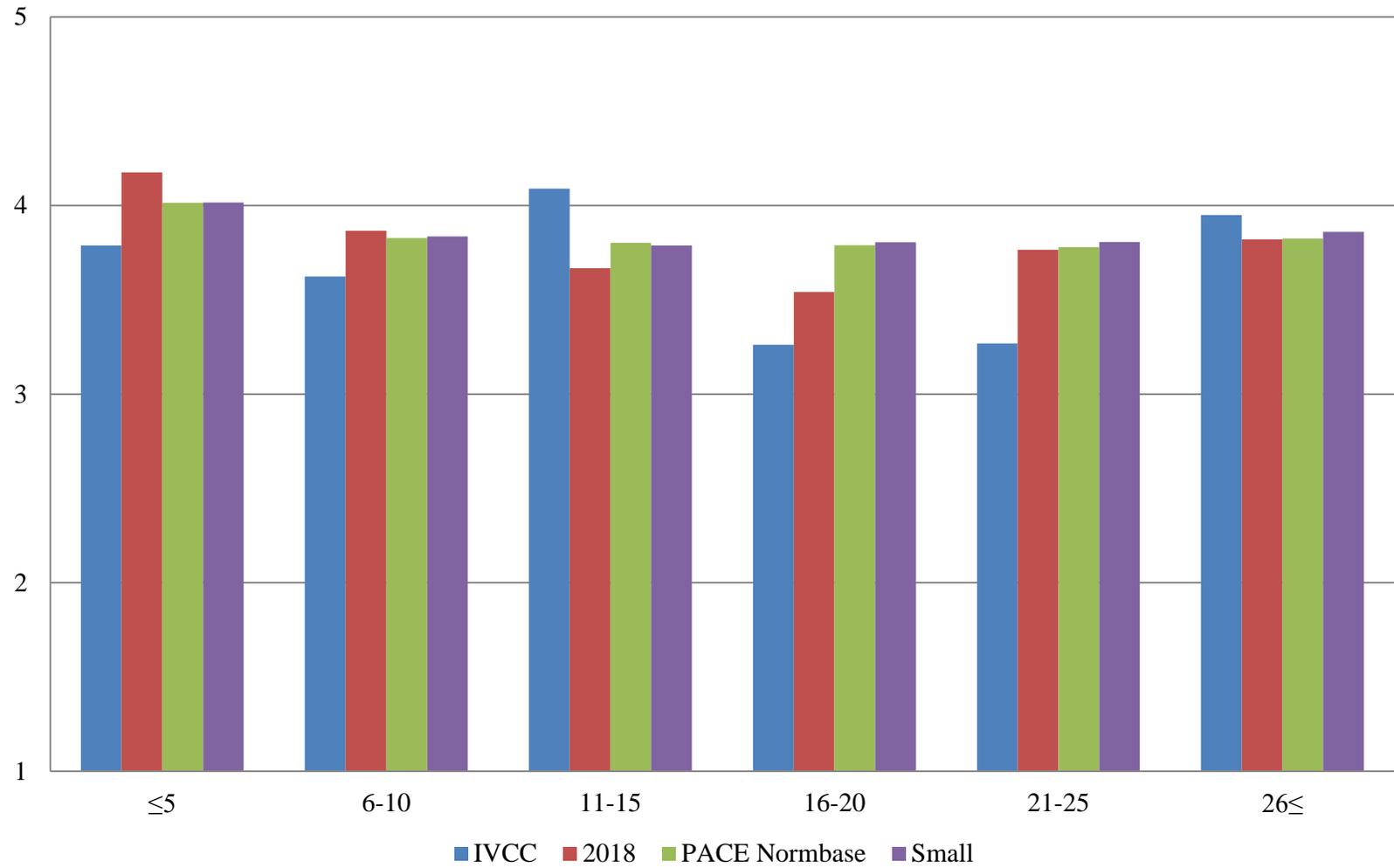
**Table 31. Overall Mean Comparisons by Years at this Institution**

*IVCC compared with:*

How many years have you worked at this institution?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.682	3.803			3.835	**	-.204	3.837	**	-.210
5 years or less	60	3.797	4.073			3.973			3.975		
6-10 years	22	3.527	3.806			3.793			3.808		
11-15 years	20	3.785	3.647			3.767			3.771		
16-20 years	13	3.153	3.700	*	-.722	3.775	**	-.843	3.782	**	-.888
21-25 years	18	3.407	3.654			3.785	*	-.519	3.848	**	-.630
26 years or more	15	4.202	3.831			3.851			3.901		

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

**Figure 7. Overall Climate by Years in Higher Education**



**Table 32. Institutional Structure Mean Comparisons by Years in Higher Education**

*IVCC compared with:*

How many years have you worked in higher education?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.250	3.438			3.540	***	-.319	3.536	***	-.317
5 years or less	52	3.498	4.092	***	-.696	3.811	**	-.372	3.799	**	-.365
6-10 years	20	3.134	3.505			3.526			3.524		
11-15 years	17	3.716	3.259			3.480			3.451		
16-20 years	19	2.799	3.061			3.455	**	-.725	3.475	**	-.753
21-25 years	19	2.607	3.230	*	-.665	3.419	***	-.878	3.453	***	-.923
26 years or more	24	3.473	3.373			3.486			3.533		

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

**Table 33. Student Focus Mean Comparisons by Years in Higher Education**

*IVCC compared with:*

How many years have you worked in higher education?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.939	4.077	*	-.227	4.090	**	-.230	4.067	**	-.201
5 years or less	52	3.975	4.245	*	-.416	4.189	*	-.334	4.167	*	-.307
6-10 years	20	3.838	4.091			4.066			4.050		
11-15 years	17	4.268	3.953			4.077			4.032		
16-20 years	19	3.595	3.928			4.071	**	-.746	4.065	**	-.758
21-25 years	19	3.813	4.116	*	-.600	4.085			4.080		
26 years or more	24	4.042	4.107			4.112			4.127		

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

**Table 34. Supervisory Relationships Mean Comparisons by Years in Higher Education**

*IVCC compared with:*

How many years have you worked in higher education?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.877	3.918			3.902			3.914		
5 years or less	52	3.909	4.192			4.065			4.084		
6-10 years	20	3.845	4.007			3.908			3.929		
11-15 years	17	4.192	3.810			3.869			3.871		
16-20 years	19	3.480	3.634			3.858			3.875	*	-.472
21-25 years	19	3.481	3.986	*	-.614	3.849			3.888	*	-.481
26 years or more	24	4.232	3.980			3.889			3.926		

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

**Table 35. Teamwork Mean Comparisons by Years in Higher Education**

*IVCC compared with:*

How many years have you worked in higher education?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.877	3.930			3.951			3.979		
5 years or less	52	3.873	4.209			4.090			4.114	*	-.284
6-10 years	20	3.983	3.966			3.940			3.994		
11-15 years	17	4.417	3.811	**	.792	3.923	*	.508	3.964	*	.493
16-20 years	19	3.338	3.781			3.924	**	-.622	3.962	**	-.700
21-25 years	19	3.347	3.935			3.934	**	-.618	3.978	**	-.699
26 years or more	24	4.349	3.966			3.972			3.994		

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

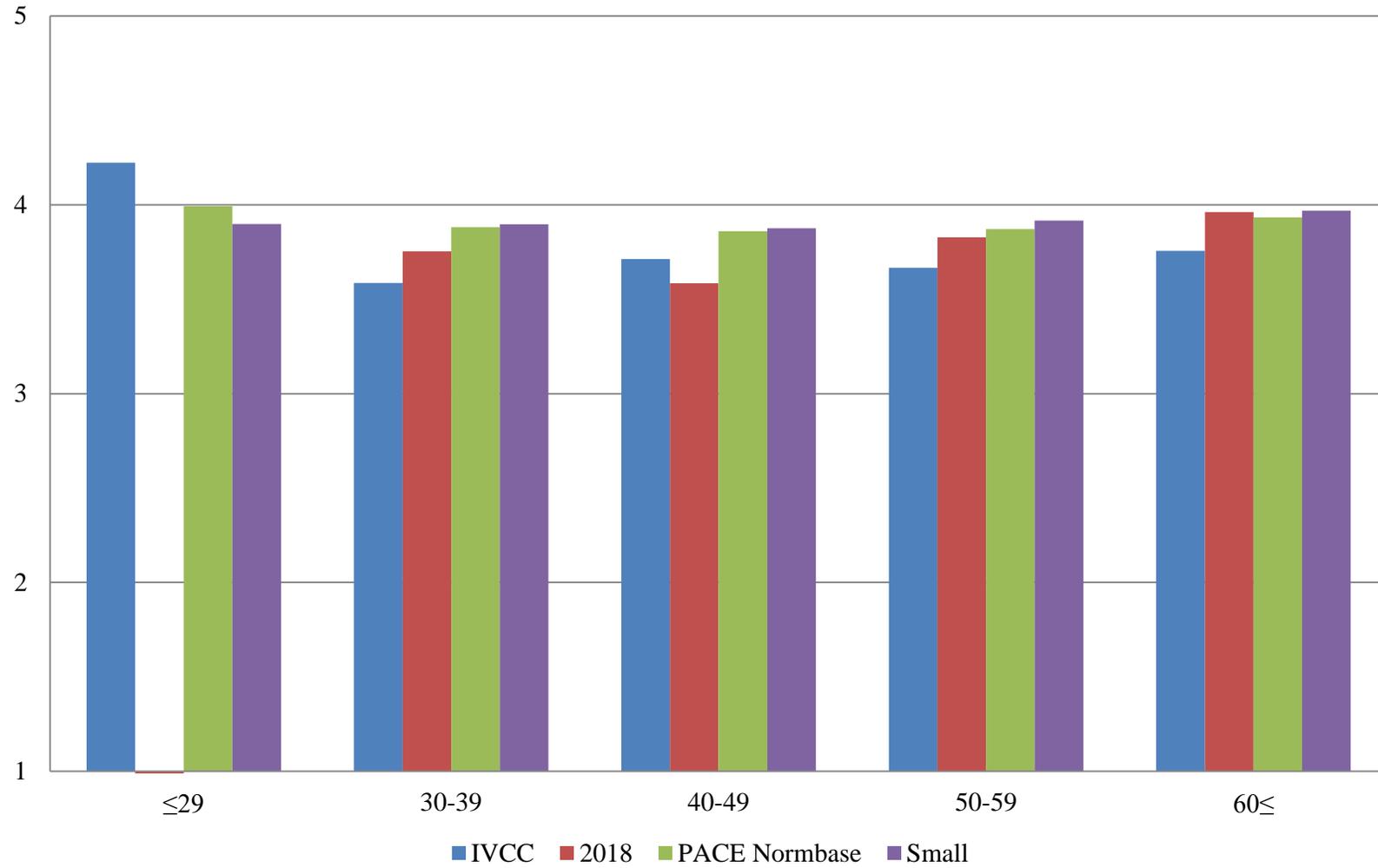
**Table 36. Overall Mean Comparisons by Years in Higher Education**

*IVCC compared with:*

How many years have you worked in higher education?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.682	3.803			3.835	**	-.204	3.837	**	-.210
5 years or less	52	3.787	4.176	*	-.516	4.015	*	-.316	4.015	*	-.327
6-10 years	20	3.623	3.865			3.827			3.836		
11-15 years	17	4.090	3.668	*	.631	3.801			3.788		
16-20 years	19	3.262	3.542			3.789	**	-.714	3.805	**	-.758
21-25 years	19	3.268	3.765	*	-.722	3.779	**	-.690	3.807	**	-.750
26 years or more	24	3.949	3.820			3.825			3.860		

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

**Figure 8. Overall Climate by Age**



**Table 37. Institutional Structure Mean Comparisons by Age**

*IVCC compared with:*

What is your age?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.250	3.438			3.540	***	-.319	3.536	***	-.317
29 or younger	9	3.986	--			3.766			3.622		
30-39	11	3.262	3.352			3.589			3.589		
40-49	25	3.379	3.163			3.569			3.596		
50-59	47	3.205	3.435			3.581	**	-.417	3.635	***	-.486
60 or older	36	3.352	3.631			3.664	*	-.350	3.707	*	-.411

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

-- indicates results redacted for confidentiality

**Table 38. Student Focus Mean Comparisons by Age**

*IVCC compared with:*

What is your age?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.939	4.077	*	-.227	4.090	**	-.230	4.067	**	-.201
29 or younger	9	4.258	--			4.142			4.038		
30-39	11	3.740	4.074			4.089			4.076		
40-49	25	4.008	3.851			4.097			4.089		
50-59	47	3.948	4.055			4.134	*	-.295	4.135	*	-.307
60 or older	36	4.006	4.216			4.175			4.190		

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

-- indicates results redacted for confidentiality

**Table 39. Supervisory Relationships Mean Comparisons by Age**

*IVCC compared with:*

What is your age?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.877	3.918			3.902			3.914		
29 or younger	9	4.368	--			4.065			4.008		
30-39	11	3.802	3.822			3.975			4.008		
40-49	25	3.755	3.780			3.935			3.949		
50-59	47	3.886	3.981			3.925			3.981		
60 or older	36	3.949	4.057			3.982			4.019		

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

-- indicates results redacted for confidentiality

**Table 40. Teamwork Mean Comparisons by Age**

*IVCC compared with:*

What is your age?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.877	3.930			3.951			3.979		
29 or younger	9	4.444	--			4.115			4.073		
30-39	11	3.642	3.907			4.014			4.066		
40-49	25	3.857	3.694			3.973			3.999		
50-59	47	3.789	3.981			3.968			4.049		
60 or older	36	3.873	4.075			4.037			4.074		

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

-- indicates results redacted for confidentiality

**Table 41. Overall Mean Comparisons by Age**

*IVCC compared with:*

What is your age?	IVCC		2018			PACE Normbase			Small		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	189	3.682	3.803			3.835	**	-.204	3.837	**	-.210
29 or younger	9	4.223	--			3.993			3.898		
30-39	11	3.585	3.753			3.882			3.896		
40-49	25	3.713	3.585			3.861			3.876		
50-59	47	3.666	3.828			3.871			3.916	*	-.347
60 or older	36	3.756	3.962			3.934			3.968		

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

-- indicates results redacted for confidentiality