



**NC STATE  
UNIVERSITY**

## **PACE CAMPUS CLIMATE SURVEY**

An initiative of the Belk Center at NC State

706 Hillsborough Street | Raleigh, NC 27603

# **Hennepin Technical College**

Brooklyn Park, Minnesota

### **PACE Custom Report**

PACE Climate Survey for Community Colleges

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**Conducted**

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**Table 1. Custom Frequency Distributions**

Custom Items	Response Option	HTC	
		Count	%
<b>1</b> I feel welcomed at work	Strongly Disagree	2	2%
	Disagree	7	6%
	Neither	7	6%
	Agree	55	48%
	Strongly Agree	44	38%
	<b>Total</b>	<b>115</b>	<b>100%</b>
<b>2</b> I feel a sense of belonging at this workplace	Strongly Disagree	3	3%
	Disagree	14	12%
	Neither	9	8%
	Agree	51	44%
	Strongly Agree	38	33%
	<b>Total</b>	<b>115</b>	<b>100%</b>
<b>3</b> I feel like I can be myself at work	Strongly Disagree	5	4%
	Disagree	8	7%
	Neither	12	10%
	Agree	51	44%
	Strongly Agree	39	34%
	<b>Total</b>	<b>115</b>	<b>100%</b>
<b>4</b> I have <i>not</i> felt isolated or left out at work because of my identity (such as race, gender, sexuality, age, nationality)	Strongly Disagree	2	2%
	Disagree	12	10%
	Neither	9	8%
	Agree	50	43%
	Strongly Agree	42	37%
	<b>Total</b>	<b>115</b>	<b>100%</b>

Custom Items (continued)	Response Option	HTC	
		Count	%
5 I feel physically safe while on campus	Strongly Disagree	6	5%
	Disagree	16	14%
	Neither	16	14%
	Agree	48	42%
	Strongly Agree	27	24%
	<b>Total</b>	<b>113</b>	<b>100%</b>
6 I feel safe in the community surrounding the campus	Strongly Disagree	5	4%
	Disagree	12	11%
	Neither	22	19%
	Agree	49	43%
	Strongly Agree	25	22%
	<b>Total</b>	<b>113</b>	<b>100%</b>
7 I am able to openly express my suggestions or concerns without fear of retaliation	Strongly Disagree	8	7%
	Disagree	16	14%
	Neither	12	10%
	Agree	47	41%
	Strongly Agree	32	28%
	<b>Total</b>	<b>115</b>	<b>100%</b>
8 My supervisor is open to the views of people from diverse identities and backgrounds	Strongly Disagree	1	1%
	Disagree	6	5%
	Neither	8	7%
	Agree	37	32%
	Strongly Agree	62	54%
	<b>Total</b>	<b>114</b>	<b>100%</b>

Custom Items (continued)	Response Option	HTC	
		Count	%
<b>9</b> I think I need more training on equity, diversity, and inclusion	Strongly Disagree	22	19%
	Disagree	26	23%
	Neither	29	25%
	Agree	30	26%
	Strongly Agree	8	7%
	<b>Total</b>	<b>115</b>	<b>100%</b>
<b>10</b> I think my colleagues and supervisors need more training on equity, diversity, and inclusion	Strongly Disagree	19	17%
	Disagree	22	20%
	Neither	23	21%
	Agree	23	21%
	Strongly Agree	25	22%
	<b>Total</b>	<b>112</b>	<b>100%</b>
<b>11</b> My supervisor provides feedback and evaluates employees fairly, regardless of their background, culture, or identity	Strongly Disagree	1	1%
	Disagree	4	4%
	Neither	12	11%
	Agree	38	35%
	Strongly Agree	54	50%
	<b>Total</b>	<b>109</b>	<b>100%</b>
<b>12</b> Faculty and staff treat students of different backgrounds, cultures, and identities with respect	Strongly Disagree	2	2%
	Disagree	14	12%
	Neither	18	16%
	Agree	45	40%
	Strongly Agree	34	30%
	<b>Total</b>	<b>113</b>	<b>100%</b>

Custom Items (continued)	Response Option	HTC	
		Count	%
<b>13</b> I have <i>not</i> been harassed or discriminated against at my current employer in the last four years	Strongly Disagree	5	4%
	Disagree	9	8%
	Neither	8	7%
	Agree	40	35%
	Strongly Agree	53	46%
	<b>Total</b>	<b>115</b>	<b>100%</b>
<b>14</b> I have <i>not</i> observed others being harassed or discriminated against at my current employer in the last four years	Strongly Disagree	11	10%
	Disagree	18	16%
	Neither	11	10%
	Agree	35	31%
	Strongly Agree	38	34%
	<b>Total</b>	<b>113</b>	<b>100%</b>
<b>15</b> At this workplace, I know how to report an incident of discrimination, harassment, or bias	Strongly Disagree	3	3%
	Disagree	11	10%
	Neither	9	8%
	Agree	46	40%
	Strongly Agree	45	39%
	<b>Total</b>	<b>114</b>	<b>100%</b>
<b>16</b> Our campus takes appropriate action when people have been harassed or discriminated against	Strongly Disagree	8	8%
	Disagree	9	9%
	Neither	36	35%
	Agree	31	30%
	Strongly Agree	20	19%
	<b>Total</b>	<b>104</b>	<b>100%</b>

Custom Items (continued)	Response Option	HTC	
		Count	%
17 My supervisor makes people of different backgrounds, cultures, and identities feel welcomed at work	Strongly Disagree	0	0%
	Disagree	2	2%
	Neither	15	14%
	Agree	36	33%
	Strongly Agree	57	52%
	<b>Total</b>	<b>110</b>	<b>100%</b>
18 This workplace is welcoming to employees with disabilities	Strongly Disagree	4	4%
	Disagree	5	5%
	Neither	24	22%
	Agree	46	42%
	Strongly Agree	30	28%
	<b>Total</b>	<b>109</b>	<b>100%</b>
19 This employer is committed to meeting the accommodation needs of employees with visible or invisible disabilities	Strongly Disagree	2	2%
	Disagree	4	4%
	Neither	30	28%
	Agree	42	39%
	Strongly Agree	29	27%
	<b>Total</b>	<b>107</b>	<b>100%</b>
20 If I needed to, I would feel comfortable requesting an accommodation for a disability at this workplace	Strongly Disagree	5	4%
	Disagree	10	9%
	Neither	13	11%
	Agree	54	47%
	Strongly Agree	32	28%
	<b>Total</b>	<b>114</b>	<b>100%</b>



**Table 2. Custom Item Means**

Custom Items	HTC	
	N	Mean
1 I feel welcomed at work	115	4.148
2 I feel a sense of belonging at this workplace	115	3.930
3 I feel like I can be myself at work	115	3.965
4 I have <i>not</i> felt isolated or left out at work because of my identity (such as race, gender, sexuality, age, nationality)	115	4.026
5 I feel physically safe while on campus	113	3.655
6 I feel safe in the community surrounding the campus	113	3.681
7 I am able to openly express my suggestions or concerns without fear of retaliation	115	3.687
8 My supervisor is open to the views of people from diverse identities and backgrounds	114	4.342
9 I think I need more training on equity, diversity, and inclusion	115	2.791
10 I think my colleagues and supervisors need more training on equity, diversity, and inclusion	112	3.116

Custom Items (Continued)		HTC	
		N	Mean
11	My supervisor provides feedback and evaluates employees fairly, regardless of their background, culture, or identity	109	4.284
12	Faculty and staff treat students of different backgrounds, cultures, and identities with respect	113	3.841
13	I have <i>not</i> been harassed or discriminated against at my current employer in the last four years	115	4.104
14	I have <i>not</i> observed others being harassed or discriminated against at my current employer in the last four years	113	3.628
15	At this workplace, I know how to report an incident of discrimination, harassment, or bias	114	4.044
16	Our campus takes appropriate action when people have been harassed or discriminated against	104	3.442
17	My supervisor makes people of different backgrounds, cultures, and identities feel welcomed at work	110	4.345
18	This workplace is welcoming to employees with disabilities	109	3.853
19	This employer is committed to meeting the accommodation needs of employees with visible or invisible disabilities	107	3.860
20	If I needed to, I would feel comfortable requesting an accommodation for a disability at this workplace	114	3.860

**Table 3. Custom Demographic Frequency Distributions**

<b>Demographic Items</b>		Response Option	<b>HTC</b>	
			Count	%
<b>1</b>	Would you recommend this college as a place to work?	Yes	92	82%
		No	20	18%
		<b>Total</b>	<b>112</b>	<b>100%</b>

**Table 4. Institutional Structure Means by Workplace Recommendation**

<b>Would you recommend this college as a place to work?</b>	<b>HTC</b>	
	N	Mean
Overall	124	3.489
Yes	92	3.732
No	20	2.434

**Table 5. Student Focus Means by Workplace Recommendation**

<b>Would you recommend this college as a place to work?</b>	<b>HTC</b>	
	N	Mean
Overall	124	3.983
Yes	92	4.132
No	20	3.355

**Table 6. Supervisory Relationships Means by Workplace Recommendation**

<b>Would you recommend this college as a place to work?</b>	<b>HTC</b>	
	N	Mean
Overall	124	4.004
Yes	92	4.144
No	20	3.277

**Table 7. Teamwork Means by Workplace Recommendation**

<b>Would you recommend this college as a place to work?</b>	<b>HTC</b>	
	N	Mean
Overall	124	4.185
Yes	92	4.376
No	20	3.492

**Table 8. Overall Means by Workplace Recommendation**

<b>Would you recommend this college as a place to work?</b>	<b>HTC</b>	
	N	Mean
Overall	124	3.850
Yes	92	4.038
No	20	3.043