



**NATIONAL INITIATIVE FOR LEADERSHIP
& INSTITUTIONAL EFFECTIVENESS**

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Stanislaus State
Turlock, California

PACE Custom Report
Personal Assessment of the College Environment

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NATIONAL INITIATIVE FOR LEADERSHIP & INSTITUTIONAL EFFECTIVENESS

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Table 1. Custom Items Frequency Distributions

Custom Items	Response Option	Stan State	
		Count	%
<i>The extent to which...</i>			
1 the institution effectively promotes diversity in the workplace	Very dissatisfied	11	4%
	Dissatisfied	20	7%
	Neither	56	19%
	Satisfied	122	42%
	Very satisfied	82	28%
	Total	291	100%
2 my colleagues genuinely welcome difference	Very dissatisfied	15	5%
	Dissatisfied	25	9%
	Neither	53	18%
	Satisfied	118	41%
	Very satisfied	79	27%
	Total	290	100%
3 the college values differences in age, gender, sexual orientation, gender identity or expression, race or ethnicity, and people with disabilities	Very dissatisfied	12	4%
	Dissatisfied	17	6%
	Neither	44	15%
	Satisfied	125	44%
	Very satisfied	88	31%
	Total	286	100%
4 my institution prioritizes creating a more inclusive campus community that is welcoming of employees from diverse backgrounds	Very dissatisfied	11	4%
	Dissatisfied	17	6%
	Neither	47	16%
	Satisfied	135	47%
	Very satisfied	77	27%
	Total	287	100%

Custom Items (continued)	Response Option	Stan State	
		Count	%
<i>The extent to which...</i>			
5 the environment at this institution is supportive of the expression of different opinions, styles and perceptions	Very dissatisfied	15	5%
	Dissatisfied	31	11%
	Neither	56	19%
	Satisfied	126	44%
	Very satisfied	61	21%
	Total	289	100%
6 my institution utilizes practices that demonstrate a culturally inclusive environment	Very dissatisfied	10	3%
	Dissatisfied	18	6%
	Neither	63	22%
	Satisfied	125	43%
	Very satisfied	74	26%
	Total	290	100%
7 my institution values equity and inclusion	Very dissatisfied	14	5%
	Dissatisfied	28	10%
	Neither	41	14%
	Satisfied	131	45%
	Very satisfied	75	26%
	Total	289	100%
8 the increase of equity and diversity efforts has added value to the institution	Very dissatisfied	12	4%
	Dissatisfied	15	5%
	Neither	53	19%
	Satisfied	119	42%
	Very satisfied	83	29%
	Total	282	100%

Custom Items (continued)	Response Option	Stan State	
		Count	%
<i>The extent to which...</i>			
9 the college facilities support growth in programs and enrollment	Very dissatisfied	39	14%
	Dissatisfied	48	17%
	Neither	60	21%
	Satisfied	88	31%
	Very satisfied	45	16%
	Total	280	100%
10 the college facilities meet students' needs	Very dissatisfied	31	11%
	Dissatisfied	63	23%
	Neither	59	21%
	Satisfied	89	32%
	Very satisfied	35	13%
	Total	277	100%
11 I am satisfied with classroom and educational equipment at my institution	Very dissatisfied	24	10%
	Dissatisfied	65	28%
	Neither	50	21%
	Satisfied	71	30%
	Very satisfied	23	10%
	Total	233	100%
12 the institution's facilities are safe, modern, and conducive to learning	Very dissatisfied	20	7%
	Dissatisfied	75	27%
	Neither	66	24%
	Satisfied	93	34%
	Very satisfied	23	8%
	Total	277	100%

Custom Items (continued)	Response Option	Stan State	
		Count	%
<i>The extent to which...</i>			
13 the physical environment supports teaching and learning	Very dissatisfied	17	6%
	Dissatisfied	44	16%
	Neither	71	26%
	Satisfied	111	41%
	Very satisfied	31	11%
	Total	274	100%
14 the college's processes for evaluating effectiveness help identify opportunities for improvement	Very dissatisfied	18	7%
	Dissatisfied	47	17%
	Neither	94	35%
	Satisfied	91	34%
	Very satisfied	20	7%
	Total	270	100%
15 the college's processes for implementing improvement lead to actual improvement	Very dissatisfied	20	8%
	Dissatisfied	49	18%
	Neither	99	37%
	Satisfied	77	29%
	Very satisfied	21	8%
	Total	266	100%
16 my department has goals (formal or informal) focused on quality service	Very dissatisfied	15	5%
	Dissatisfied	26	9%
	Neither	36	13%
	Satisfied	123	43%
	Very satisfied	86	30%
	Total	286	100%

Custom Items (continued)	Response Option	Stan State	
		Count	%
<i>The extent to which...</i>			
17 my institution's planning process fosters improvement	Very dissatisfied	13	5%
	Dissatisfied	30	11%
	Neither	92	33%
	Satisfied	109	39%
	Very satisfied	33	12%
	Total	277	100%
18 the institution has a performance-based culture dedicated to continuous improvement	Very dissatisfied	28	10%
	Dissatisfied	50	18%
	Neither	88	31%
	Satisfied	89	31%
	Very satisfied	29	10%
	Total	284	100%
19 institutional policies reflect a commitment to employee safety	Very dissatisfied	12	4%
	Dissatisfied	24	8%
	Neither	62	22%
	Satisfied	127	45%
	Very satisfied	58	20%
	Total	283	100%
20 employees are trained to respond to campus crises	Very dissatisfied	15	5%
	Dissatisfied	40	14%
	Neither	75	27%
	Satisfied	106	37%
	Very satisfied	47	17%
	Total	283	100%

Table 2. Custom Item Mean Comparisons

Custom Items	Stan State	
	N	Mean
<i>The extent to which...</i>		
1 the institution effectively promotes diversity in the workplace	291	3.838
2 my colleagues genuinely welcome difference	290	3.762
3 the college values differences in age, gender, sexual orientation, gender identity or expression, race or ethnicity, and people with disabilities	286	3.909
4 my institution prioritizes creating a more inclusive campus community that is welcoming of employees from diverse backgrounds	287	3.871
5 the environment at this institution is supportive of the expression of different opinions, styles and perceptions	289	3.647
6 my institution utilizes practices that demonstrate a culturally inclusive environment	290	3.810
7 my institution values equity and inclusion	289	3.779
8 the increase of equity and diversity efforts has added value to the institution	282	3.872
9 the college facilities support growth in programs and enrollment	280	3.186
10 the college facilities meet students' needs	277	3.123

Custom Items (Continued)		Stan State	
		N	Mean
<i>The extent to which...</i>			
11	I am satisfied with classroom and educational equipment at my institution	233	3.017
12	the institution's facilities are safe, modern, and conducive to learning	277	3.087
13	the physical environment supports teaching and learning	274	3.347
14	the college's processes for evaluating effectiveness help identify opportunities for improvement	270	3.178
15	the college's processes for implementing improvement lead to actual improvement	266	3.113
16	my department has goals (formal or informal) focused on quality service	286	3.836
17	my institution's planning process fosters improvement	277	3.430
18	the institution has a performance-based culture dedicated to continuous improvement	284	3.144
19	institutional policies reflect a commitment to employee safety	283	3.689
20	employees are trained to respond to campus crises	283	3.459

Table 3. Custom Demographic Frequency Distributions

Demographic Items	Response Option	Stan State	
		Count	%
1 What is your legal sex?	Male	91	32%
	Female	195	68%
	Total	286	100%
	<hr/>		
2 Do you identify as Lesbian, Gay, or Bisexual?	Yes	14	5%
	No	251	87%
	I prefer not to respond	24	8%
	Other	0	0%
	Total	289	100%
<hr/>			
3 What gender are you:	Man	83	29%
	Woman	189	66%
	Transgender	0	0%
	Another gender identity	0	0%
	I prefer not to respond	15	5%
	Total	287	100%

Table 4. Institutional Structure Mean Comparisons by Legal Sex

What is your legal sex?	Stan State	
	N	Mean
Overall	327	3.470
Male	91	3.402
Female	195	3.517

Table 5. Student Focus Item Mean Comparisons by Legal Sex

What is your legal sex?	Stan State	
	N	Mean
Overall	327	3.943
Male	91	3.874
Female	195	3.978

Table 6. Supervisory Relationships Item Mean Comparisons by Legal Sex

What is your legal sex?	Stan State	
	N	Mean
Overall	326	3.774
Male	91	3.654
Female	195	3.791

Table 7. Teamwork Item Mean Comparisons by Legal Sex

What is your legal sex?	Stan State	
	N	Mean
Overall	326	3.741
Male	91	3.631
Female	195	3.795

Table 8. Overall Item Mean Comparisons by Legal Sex

What is your legal sex?	Stan State	
	N	Mean
Overall	327	3.705
Male	91	3.615
Female	195	3.749

Table 9. Institutional Structure Mean Comparisons by LGB Identity

Do you identify as Lesbian, Gay, or Bisexual?	Stan State	
	N	Mean
Overall	327	3.470
Yes	14	--
No	251	3.506
I prefer not to respond	24	3.349
Other	0	--

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Table 10. Student Focus Item Mean Comparisons by LGB Identity

Do you identify as Lesbian, Gay, or Bisexual?	Stan State	
	N	Mean
Overall	327	3.943
Yes	14	--
No	251	3.959
I prefer not to respond	24	3.961
Other	0	--

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Table 11. Supervisory Relationships Item Mean Comparisons by LGB Identity

Do you identify as Lesbian, Gay, or Bisexual?	Stan State	
	N	Mean
Overall	326	3.774
Yes	14	--
No	251	3.753
I prefer not to respond	24	3.738
Other	0	--

Table 12. Teamwork Item Mean Comparisons by LGB Identity

Do you identify as Lesbian, Gay, or Bisexual?	Stan State	
	N	Mean
Overall	326	3.741
Yes	14	--
No	251	3.751
I prefer not to respond	24	3.924
Other	0	--

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Table 13. Overall Item Mean Comparisons by LGB Identity

Do you identify as Lesbian, Gay, or Bisexual?	Stan State	
	N	Mean
Overall	327	3.705
Yes	14	--
No	251	3.720
I prefer not to respond	24	3.693
Other	0	--

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Table 14. Institutional Structure Mean Comparisons by Gender Identity

What gender are you:	Stan State	
	N	Mean
Overall	327	3.470
Man	83	3.408
Woman	189	3.539
Transgender	0	--
Another gender identity	0	--
I prefer not to respond	15	--

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Table 15. Student Focus Item Mean Comparisons by Gender Identity

What gender are you:	Stan State	
	N	Mean
Overall	327	3.943
Man	83	3.859
Woman	189	3.992
Transgender	0	--
Another gender identity	0	--
I prefer not to respond	15	--

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Table 16. Supervisory Relationships Item Mean Comparisons by Gender Identity

What gender are you:	Stan State	
	N	Mean
Overall	326	3.774
Man	83	3.658
Woman	189	3.821
Transgender	0	--
Another gender identity	0	--
I prefer not to respond	15	--

Table 17. Teamwork Item Mean Comparisons by Gender Identity

What gender are you:	Stan State	
	N	Mean
Overall	326	3.741
Man	83	3.636
Woman	189	3.823
Transgender	0	--
Another gender identity	0	--
I prefer not to respond	15	--

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Table 18. Overall Item Mean Comparisons by Gender Identity

What gender are you:	Stan State	
	N	Mean
Overall	327	3.705
Man	83	3.616
Woman	189	3.772
Transgender	0	--
Another gender identity	0	--
I prefer not to respond	15	--

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