

In January and February 2017, the Personal Assessment of the College Environment (PACE) survey was administered to 2,352 employees at Tulsa Community College (TCC). Of those 2,352 employees, 887 (37.7%) completed and returned the instrument for analysis.

Employees completed a 46-item PACE instrument organized into four climate factors as follows: Institutional Structure, Student Focus, Supervisory Relationships, and Teamwork. They also completed a qualitative section, a customized section designed specifically for Tulsa Community College, and a

Of the 46 standard PACE questions, the bottom mean scores have been identified as areas in need of improvement at Tulsa Community College.

The extent to which I have the opportunity for advancement within this institution, 2.971 (#38)

The extent to which I am able to appropriately influence the direction of this institution, 3.130 (#15)

The extent to which this institution is appropriately organized, 3.250 (#32)

The extent to which information is shared within this institution, 3.285 (#10)

The extent to which decisions are made at the appropriate level at this institution, 3.378 (#4)

The extent to which this institution has been successful in positively motivating my performance, 3.410 (#22)

The extent to which institutional teams use problem-solving techniques, 3.457 (#11)

The extent to which my work is guided by clearly defined administrative processes, 3.530 (#44)

The extent to which open and ethical communication is practiced at this institution, 3.531 (#16)

The extent to which a spirit of cooperation exists at this institution, 3.564 (#25)