UA - Pulaski Technical College

North Little Rock, Arkansas

PACE Custom Report

Personal Assessment of the College Environment

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Table 1. Custom Items Frequency Distributions

UA-PTC compared with:

Custom Items	Response Option	UA-PTC Count	UA-PTC %	2016 Count	2016 %
The extent to which…					
1 …the College's technology tools allow me to meet my job responsibilities efficiently	Very dissatisfied	17	9%	28	8%
	Dissatisfied	36	20%	45	14%
	Neither	25	14%	55	17%
	Satisfied	83	45%	149	45%
	Very satisfied	23	13%	56	17%
	Total	**184**	**100%**	**333**	**100%**
2 …IT services support my work	Very dissatisfied	19	10%	21	6%
	Dissatisfied	26	14%	30	9%
	Neither	28	15%	55	17%
	Satisfied	82	45%	158	48%
	Very satisfied	28	15%	63	19%
	Total	**183**	**100%**	**327**	**100%**
3 …employees address disagreements or problems in an open and assertive manner, rather than ignore or address them in a counter-productive way	Very dissatisfied	32	18%	53	17%
	Dissatisfied	34	19%	79	25%
	Neither	56	31%	88	28%
	Satisfied	49	27%	76	24%
	Very satisfied	10	6%	20	6%
	Total	**181**	**100%**	**316**	**100%**
4 …my supervisor resolves conflict in a fair manner	Very dissatisfied	13	7%	30	9%
	Dissatisfied	11	6%	26	8%
	Neither	34	19%	55	17%
	Satisfied	59	34%	106	33%
	Very satisfied	58	33%	104	32%
	Total	**175**	**100%**	**321**	**100%**

Custom Items (continued)	Response Option	UA-PTC		2016	
		Count	%	Count	%
The extent to which…					
5 ...hiring and promotion practices are fair and equitable	Very dissatisfied	40	22%	67	21%
	Dissatisfied	31	17%	50	16%
	Neither	45	25%	88	28%
	Satisfied	42	24%	84	26%
	Very satisfied	20	11%	29	9%
	Total	**178**	**100%**	**318**	**100%**
6 ...the College's employee benefits (e.g., medical, dental, work/life balance) meet my needs	Very dissatisfied	13	8%	34	12%
	Dissatisfied	14	8%	49	18%
	Neither	21	13%	62	22%
	Satisfied	88	53%	105	38%
	Very satisfied	30	18%	29	10%
	Total	**166**	**100%**	**279**	**100%**
7 ...my department has adequate financial resources to effectively provide high quality programs or services	Very dissatisfied	24	13%	50	15%
	Dissatisfied	37	21%	85	26%
	Neither	32	18%	64	20%
	Satisfied	64	36%	91	28%
	Very satisfied	21	12%	33	10%
	Total	**178**	**100%**	**323**	**100%**
8 ...my department ensures effective management of its operations	Very dissatisfied	10	5%	20	6%
	Dissatisfied	15	8%	23	7%
	Neither	33	18%	64	19%
	Satisfied	74	41%	144	43%
	Very satisfied	50	27%	83	25%
	Total	**182**	**100%**	**334**	**100%**

Custom Items (continued)	Response Option	UA-PTC		2016	
		Count	%	Count	%
The extent to which…					
9 ...the College effectively manages and allocates financial resources	Very dissatisfied	30	17%	60	19%
	Dissatisfied	30	17%	61	19%
	Neither	47	27%	107	34%
	Satisfied	52	30%	66	21%
	Very satisfied	17	10%	19	6%
	Total	**176**	**100%**	**313**	**100%**
10 ...I know how my work relates to the College's goals and priorities	Very dissatisfied	6	3%	15	4%
	Dissatisfied	9	5%	20	6%
	Neither	21	12%	35	10%
	Satisfied	73	41%	174	52%
	Very satisfied	71	39%	91	27%
	Total	**180**	**100%**	**335**	**100%**
11 ...I am meaningfully involved in the College's planning process	Very dissatisfied	13	8%	39	14%
	Dissatisfied	26	16%	39	14%
	Neither	37	22%	107	38%
	Satisfied	62	37%	77	27%
	Very satisfied	29	17%	22	8%
	Total	**167**	**100%**	**284**	**100%**
12 ...in my department, actions are taken to address employees who cannot or will not improve performance	Very dissatisfied	26	16%	41	14%
	Dissatisfied	26	16%	34	11%
	Neither	44	27%	65	22%
	Satisfied	47	28%	109	37%
	Very satisfied	22	13%	47	16%
	Total	**165**	**100%**	**296**	**100%**

Custom Items (continued)	Response Option	UA-PTC		2016	
		Count	%	Count	%
The extent to which…					
13 ...the employee evaluation process accurately measures my job performance	Very dissatisfied	20	11%	36	12%
	Dissatisfied	26	15%	50	16%
	Neither	36	20%	84	27%
	Satisfied	56	31%	105	34%
	Very satisfied	41	23%	37	12%
	Total	**179**	**100%**	**312**	**100%**
14 ...I feel engaged in decision-making through the College's committee structure	Very dissatisfied	21	12%	55	19%
	Dissatisfied	26	15%	49	17%
	Neither	39	23%	80	28%
	Satisfied	59	34%	77	27%
	Very satisfied	28	16%	27	9%
	Total	**173**	**100%**	**288**	**100%**
15 ...all employees are held accountable for achieving goals and meeting expectations	Very dissatisfied	35	20%	59	18%
	Dissatisfied	42	24%	64	20%
	Neither	35	20%	80	25%
	Satisfied	51	29%	92	28%
	Very satisfied	15	8%	30	9%
	Total	**178**	**100%**	**325**	**100%**
16 ...the College provides a safe and secure working environment	Very dissatisfied	9	5%	11	3%
	Dissatisfied	13	7%	21	6%
	Neither	17	9%	42	13%
	Satisfied	81	45%	172	52%
	Very satisfied	60	33%	84	25%
	Total	**180**	**100%**	**330**	**100%**

Custom Items (continued)	Response Option	UA-PTC		2016	
		Count	%	Count	%
The extent to which…					
17 ...College employees are visibly supportive and trusting of their colleagues	Very dissatisfied	21	12%	38	12%
	Dissatisfied	30	17%	54	16%
	Neither	43	24%	97	29%
	Satisfied	65	36%	103	31%
	Very satisfied	21	12%	37	11%
	Total	**180**	**100%**	**329**	**100%**
18 ...leaders have the knowledge, skills, and abilities necessary to be effective	Very dissatisfied	16	9%	42	13%
	Dissatisfied	25	14%	39	12%
	Neither	41	23%	91	28%
	Satisfied	70	39%	120	37%
	Very satisfied	29	16%	36	11%
	Total	**181**	**100%**	**328**	**100%**
19 ...campus facilities (e.g., offices, classrooms, labs) meet the needs of College employees and students	Very dissatisfied	14	8%	26	8%
	Dissatisfied	39	22%	44	13%
	Neither	29	16%	60	18%
	Satisfied	76	42%	151	46%
	Very satisfied	22	12%	49	15%
	Total	**180**	**100%**	**330**	**100%**
20 ...the College has established policies and processes that ensure the ethical behavior of all employees	Very dissatisfied	18	10%	34	10%
	Dissatisfied	22	12%	42	13%
	Neither	30	17%	80	24%
	Satisfied	83	47%	131	40%
	Very satisfied	25	14%	42	13%
	Total	**178**	**100%**	**329**	**100%**

Table 2. Custom Item Mean Comparisons

UA-PTC compared with:

	Custom Items	UA-PTC		2016		
		N	Mean	Mean	Sig.	Effect size
	The extent to which…					
1	…the College's technology tools allow me to meet my job responsibilities efficiently	184	3.321	3.480		
2	…IT services support my work	183	3.404	3.648	*	-.215
3	…employees address disagreements or problems in an open and assertive manner, rather than ignore or address them in a counter-productive way	181	2.840	2.782		
4	…my supervisor resolves conflict in a fair manner	175	3.789	3.710		
5	…hiring and promotion practices are fair and equitable	178	2.837	2.868		
6	…the College's employee benefits (e.g., medical, dental, work/life balance) meet my needs	166	3.651	3.165	***	.417
7	…my department has adequate financial resources to effectively provide high quality programs or services	178	3.118	2.913		
8	…my department ensures effective management of its operations	182	3.764	3.740		
9	…the College effectively manages and allocates financial resources	176	2.977	2.754	*	.187
10	…I know how my work relates to the College's goals and priorities	180	4.078	3.913		

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

Custom Items (Continued)	UA-PTC		2016		
	N	Mean	Mean	Sig.	Effect size
The extent to which…					
11 ...I am meaningfully involved in the College's planning process	167	3.407	3.014	***	.343
12 ...in my department, actions are taken to address employees who cannot or will not improve performance	165	3.079	3.294		
13 ...the employee evaluation process accurately measures my job performance	179	3.402	3.183		
14 ...I feel engaged in decision-making through the College's committee structure	173	3.272	2.903	**	.295
15 ...all employees are held accountable for achieving goals and meeting expectations	178	2.826	2.908		
16 ...the College provides a safe and secure working environment	180	3.944	3.900		
17 ...College employees are visibly supportive and trusting of their colleagues	180	3.194	3.143		
18 ...leaders have the knowledge, skills, and abilities necessary to be effective	181	3.392	3.210		
19 ...campus facilities (e.g., offices, classrooms, labs) meet the needs of College employees and students	180	3.294	3.464		
20 ...the College has established policies and processes that ensure the ethical behavior of all employees	178	3.421	3.319		

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