



NATIONAL INITIATIVE FOR LEADERSHIP
& INSTITUTIONAL EFFECTIVENESS

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**Florida State College
at Jacksonville**
Jacksonville, Florida

PACE Custom Report
PACE Climate Survey for Community Colleges

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NATIONAL INITIATIVE FOR LEADERSHIP & INSTITUTIONAL EFFECTIVENESS

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Table 1. Custom Demographic Frequency Distributions

FSCJ compared with:

Demographic Items	Response Option	FSCJ		2018	
		Count	%	Count	%
1 What is your personnel classification?	Faculty	177	27%	217	33%
	Career	289	43%	275	41%
	Professional	130	19%	109	16%
	Administrator	71	11%	63	9%
	Total	667	100%	664	100%
2 What is your Division?	Academic Affairs	153	25%	184	32%
	Business Services	125	21%	105	18%
	Institutional Effectiveness and Advancement	43	7%	41	7%
	Online and Workforce Education	110	18%	108	19%
	Student Services	164	27%	128	22%
	Office of the General Counsel	0	0%	2	0%
	Office of the President	8	1%	3	1%
Total	603	100%	571	100%	
3 What is your annual salary?	\$25,000 or less	31	5%	33	5%
	\$25,001 to \$50,000	328	50%	303	48%
	\$50,001 to \$75,000	217	33%	233	37%
	\$75,001 to \$100,000	56	9%	45	7%
	\$100,001 to \$125,000	12	2%	7	1%
	\$125,001 or more	11	2%	4	1%
Total	655	100%	625	100%	

Table 2. Institutional Structure Mean Comparisons by Personnel Classification

FSCJ compared with:

What is your personnel classification?	2020		2018		
	N	Mean	Mean	Sig.	Effect size
Overall	701	3.802	3.265	***	.635
Faculty	177	3.730	3.009	***	.812
Career	288	3.795	3.442	***	.437
Professional	130	3.854	3.392	***	.567
Administrator	71	4.016	3.237	***	.971

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

Table 3. Student Focus Item Mean Comparisons by Personnel Classification

FSCJ compared with:

What is your personnel classification?	2020		2018		
	N	Mean	Mean	Sig.	Effect size
Overall	700	4.187	3.853	***	.519
Faculty	177	4.143	3.761	***	.575
Career	287	4.206	3.938	***	.421
Professional	130	4.176	3.909	**	.421
Administrator	71	4.276	3.827	***	.705

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

Table 4. Supervisory Relationships Item Mean Comparisons by Personnel Classification

FSCJ compared with:

What is your personnel classification?	2020		2018		
	N	Mean	Mean	Sig.	Effect size
Overall	701	4.239	3.972	***	.333
Faculty	177	4.187	3.803	***	.468
Career	288	4.222	4.080	*	.182
Professional	130	4.316	3.975	***	.435
Administrator	71	4.435	4.192	*	.350

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

Table 5. Teamwork Item Mean Comparisons by Personnel Classification

FSCJ compared with:

What is your personnel classification?	2020		2018		
	N	Mean	Mean	Sig.	Effect size
Overall	701	4.236	3.988	***	.280
Faculty	177	4.101	3.787	**	.329
Career	288	4.241	4.084	*	.182
Professional	130	4.346	4.005	**	.397
Administrator	71	4.514	4.315		

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

Table 6. Overall Item Mean Comparisons by Personnel Classification

FSCJ compared with:

What is your personnel classification?	2020		2018		
	N	Mean	Mean	Sig.	Effect size
Overall	701	4.078	3.709	***	.535
Faculty	177	4.015	3.528	***	.672
Career	288	4.076	3.834	***	.360
Professional	130	4.128	3.766	***	.532
Administrator	71	4.265	3.795	***	.790

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

Table 7. Institutional Structure Mean Comparisons by Division

FSCJ compared with:

What is your Division?	2020		2018		
	N	Mean	Mean	Sig.	Effect size
Overall	701	3.802	3.265	***	.635
Academic Affairs	153	3.791	3.193	***	.687
Business Services	125	3.899	3.485	***	.516
Institutional Effectiveness and Advancement	43	4.057	3.377	***	1.057
Online and Workforce Education	110	3.744	3.206	***	.631
Student Services	164	3.848	3.286	***	.696
Office of the General Counsel	0	--	--		
Office of the President	8	3.445	--		

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

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Table 8. Student Focus Item Mean Comparisons by Division

FSCJ compared with:

What is your Division?	2020		2018		
	N	Mean	Mean	Sig.	Effect size
Overall	700	4.187	3.853	***	.519
Academic Affairs	153	4.166	3.860	***	.458
Business Services	124	4.247	3.938	***	.480
Institutional Effectiveness and Advancement	43	4.247	3.862	**	.676
Online and Workforce Education	110	4.226	3.763	***	.673
Student Services	164	4.198	3.903	***	.480
Office of the General Counsel	0	--	--		
Office of the President	8	3.880	--		

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

-- indicates results redacted for confidentiality

Table 9. Supervisory Relationships Item Mean Comparisons by Division

FSCJ compared with:

What is your Division?	2020		2018		
	N	Mean	Mean	Sig.	Effect size
Overall	701	4.239	3.972	***	.333
Academic Affairs	153	4.257	3.981	**	.342
Business Services	125	4.200	4.098		
Institutional Effectiveness and Advancement	43	4.486	3.973	***	.775
Online and Workforce Education	110	4.275	3.975	**	.386
Student Services	164	4.306	3.933	***	.486
Office of the General Counsel	0	--	--		
Office of the President	8	3.902	--		

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

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Table 10. Teamwork Item Mean Comparisons by Division

FSCJ compared with:

What is your Division?	2020		2018		
	N	Mean	Mean	Sig.	Effect size
Overall	701	4.236	3.988	***	.280
Academic Affairs	153	4.223	3.960	**	.290
Business Services	125	4.249	4.184		
Institutional Effectiveness and Advancement	43	4.535	3.965	***	.814
Online and Workforce Education	110	4.229	4.010		
Student Services	164	4.310	3.946	***	.444
Office of the General Counsel	0	--	--		
Office of the President	8	3.829	--		

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

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Table 11. Overall Item Mean Comparisons by Division

FSCJ compared with:

What is your Division?	2020		2018		
	N	Mean	Mean	Sig.	Effect size
Overall	701	4.078	3.709	***	.535
Academic Affairs	153	4.074	3.689	***	.544
Business Services	125	4.111	3.865	**	.359
Institutional Effectiveness and Advancement	43	4.291	3.742	***	1.012
Online and Workforce Education	110	4.082	3.672	***	.604
Student Services	164	4.128	3.713	***	.625
Office of the General Counsel	0	--	--		
Office of the President	8	3.732	--		

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

-- indicates results redacted for confidentiality

Table 12. Institutional Structure Mean Comparisons by Annual Salary

FSCJ compared with:

What is your annual salary?	2020		2018		
	N	Mean	Mean	Sig.	Effect size
Overall	701	3.802	3.265	***	.635
\$25,000 or less	31	3.677	3.744		
\$25,001 to \$50,000	327	3.842	3.390	***	.547
\$50,001 to \$75,000	217	3.784	3.119	***	.805
\$75,001 to \$100,000	56	3.865	3.281	***	.698
\$100,001 to \$125,000	12	4.125	3.027	**	1.622
\$125,001 or more	11	4.070	--		

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

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Table 13. Student Focus Item Mean Comparisons by Annual Salary

FSCJ compared with:

What is your annual salary?	2020		2018		
	N	Mean	Mean	Sig.	Effect size
Overall	700	4.187	3.853	***	.519
\$25,000 or less	31	4.001	4.145		
\$25,001 to \$50,000	326	4.229	3.937	***	.443
\$50,001 to \$75,000	217	4.150	3.771	***	.619
\$75,001 to \$100,000	56	4.221	3.941	*	.487
\$100,001 to \$125,000	12	4.194	3.616		
\$125,001 or more	11	4.336	--		

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

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Table 14. Supervisory Relationships Item Mean Comparisons by Annual Salary

FSCJ compared with:

What is your annual salary?	2020		2018		
	N	Mean	Mean	Sig.	Effect size
Overall	701	4.239	3.972	***	.333
\$25,000 or less	31	3.934	4.147		
\$25,001 to \$50,000	327	4.259	4.016	***	.301
\$50,001 to \$75,000	217	4.284	3.934	***	.476
\$75,001 to \$100,000	56	4.244	4.145		
\$100,001 to \$125,000	12	4.550	3.785		
\$125,001 or more	11	4.548	--		

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

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Table 15. Teamwork Item Mean Comparisons by Annual Salary

FSCJ compared with:

What is your annual salary?	2020		2018		
	N	Mean	Mean	Sig.	Effect size
Overall	701	4.236	3.988	***	.280
\$25,000 or less	31	3.941	4.030		
\$25,001 to \$50,000	327	4.265	4.018	***	.280
\$50,001 to \$75,000	217	4.233	3.941	***	.343
\$75,001 to \$100,000	56	4.298	4.204		
\$100,001 to \$125,000	12	4.681	3.857		
\$125,001 or more	11	4.758	--		

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

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Table 16. Overall Item Mean Comparisons by Annual Salary

FSCJ compared with:

What is your annual salary?	2020		2018		
	N	Mean	Mean	Sig.	Effect size
Overall	701	4.078	3.709	***	.535
\$25,000 or less	31	3.859	4.002		
\$25,001 to \$50,000	327	4.113	3.789	***	.462
\$50,001 to \$75,000	217	4.076	3.624	***	.698
\$75,001 to \$100,000	56	4.117	3.814	*	.469
\$100,001 to \$125,000	12	4.335	3.462	*	1.299
\$125,001 or more	11	4.359	--		

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

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