



NATIONAL INITIATIVE FOR LEADERSHIP
& INSTITUTIONAL EFFECTIVENESS

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

PACE Demographics Report
PACE Climate Survey for Community Colleges

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NATIONAL INITIATIVE FOR LEADERSHIP & INSTITUTIONAL EFFECTIVENESS

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Table 1. Demographic Frequency Distributions

FSCJ compared with:

Demographic Items	Response Option	FSCJ		2018		Bacc./Assoc.		NILIE Normbase	
		Count	%	Count	%	Count	%	Count	%
1 What is your personnel classification?	Faculty	177	27%	217	33%	3586	45%	26018	44%
	Administrator	71	11%	63	9%	951	12%	6337	11%
	Staff	419	63%	384	58%	3447	43%	26195	45%
	Total	667	100%	664	100%	7984	100%	58550	100%
2 Please select the race/ethnicity that best describes you?	African American or Black	131	20%	102	17%	540	7%	4056	7%
	Alaska Native or American Indian	3	0%	4	1%	57	1%	467	1%
	Asian	18	3%	18	3%	276	4%	1403	2%
	Hispanic/Latina/o/x	19	3%	25	4%	597	8%	5949	10%
	Middle Eastern or North African	0	0%	N/A	N/A	3	0%	23	0%
	Native Hawaiian or Pacific Islander	0	0%	3	0%	56	1%	153	0%
	White	414	64%	426	69%	5702	74%	42150	74%
	Two or more races	39	6%	37	6%	439	6%	2388	4%
	Prefer to self-describe	25	4%	N/A	N/A	34	0%	266	0%
Total	649	100%	615	100%	7704	100%	56855	100%	
3 Your status at this institution is?	Full-Time	663	100%	657	100%	6218	78%	44282	77%
	Part-Time	2	0%	1	0%	1751	22%	13293	23%
	Total	665	100%	658	100%	7969	100%	57575	100%
4 What is the highest level of education you have earned?	First Professional degree	9	1%	10	2%	145	2%	915	2%
	Doctoral degree	95	14%	108	17%	993	13%	5682	10%
	Master's degree	232	35%	236	37%	3316	42%	25716	44%
	Bachelor's degree	192	29%	162	25%	1684	21%	12761	22%
	Associate's degree	84	13%	72	11%	969	12%	7967	14%
	Certificate	11	2%	N/A	N/A	9	0%	165	0%
	High School diploma or GED	38	6%	55	9%	751	10%	4518	8%
	No diploma or degree	0	0%	3	0%	33	0%	172	0%
Total	661	100%	646	100%	7900	100%	57896	100%	

FSCJ compared with:

Demographic Items (continued)	Response Option	FSCJ		2018		Bacc./Assoc.		NILIE Normbase	
		Count	%	Count	%	Count	%	Count	%
5 What is your gender identity?	Man	228	35%	214	39%	2677	37%	18908	36%
	Woman	414	63%	337	61%	4460	62%	33466	64%
	Trans Man	0	0%	N/A	N/A	0	0%	8	0%
	Trans Woman	0	0%	N/A	N/A	1	0%	6	0%
	Gender Queer	1	0%	N/A	N/A	5	0%	34	0%
	Prefer to self-describe	14	2%	N/A	N/A	21	0%	188	0%
	Total		657	100%	551	100%	7164	100%	52610
6 How many years have you worked at this institution?	5 years or less	234	37%	215	35%	3164	42%	22343	40%
	6-10 years	161	25%	165	27%	1689	22%	12058	22%
	11-15 years	100	16%	104	17%	1132	15%	8284	15%
	16-20 years	78	12%	62	10%	856	11%	6212	11%
	21-25 years	29	5%	33	5%	379	5%	2948	5%
	26 years or more	34	5%	29	5%	371	5%	3361	6%
	Total		636	100%	608	100%	7591	100%	55206
7 How many years have you worked in higher education?	5 years or less	162	25%	125	21%	2019	27%	14792	27%
	6-10 years	136	21%	142	24%	1614	21%	11496	21%
	11-15 years	111	17%	131	22%	1312	17%	9538	17%
	16-20 years	103	16%	101	17%	1113	15%	8185	15%
	21-25 years	50	8%	41	7%	697	9%	4763	9%
	26 years or more	74	12%	64	11%	813	11%	6353	12%
	Total		636	100%	604	100%	7568	100%	55127
8 What is your age?	29 or younger	26	4%	22	4%	395	6%	2721	5%
	30-39	92	16%	82	15%	1118	16%	8599	17%
	40-49	140	24%	133	24%	1643	24%	11866	24%
	50-59	161	28%	185	34%	1960	29%	14355	29%
	60 or older	164	28%	127	23%	1748	25%	12087	24%
	Total		583	100%	549	100%	6864	100%	49628

Figure 1. Overall Climate by Personnel Classification

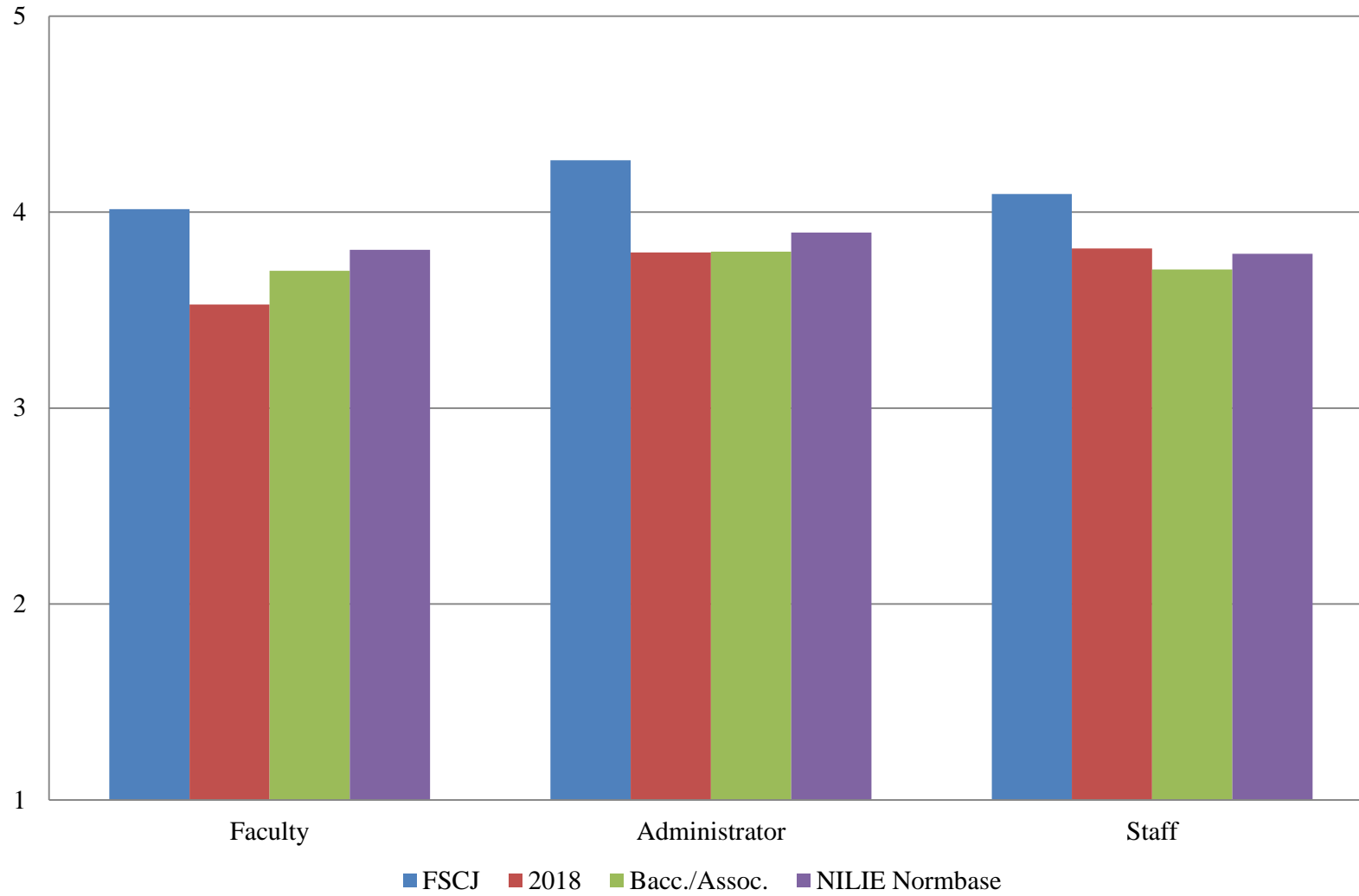


Table 2. Institutional Structure Mean Comparisons by Personnel Classification

FSCJ compared with:

What is your personnel classification?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	3.802	3.265	***	.635	3.368	***	.486	3.502	***	.330
Faculty	177	3.730	3.009	***	.812	3.362	***	.393	3.500	**	.242
Administrator	71	4.016	3.237	***	.971	3.438	***	.685	3.594	***	.490
Staff	418	3.813	3.428	***	.477	3.361	***	.525	3.495	***	.362

Table 3. Student Focus Mean Comparisons by Personnel Classification

FSCJ compared with:

What is your personnel classification?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	700	4.187	3.853	***	.519	3.955	***	.346	4.060	***	.193
Faculty	177	4.143	3.761	***	.575	3.990	**	.221	4.096		
Administrator	71	4.276	3.827	***	.705	3.959	***	.504	4.081	**	.321
Staff	417	4.197	3.930	***	.420	3.929	***	.413	4.036	***	.249

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

Table 4. Supervisory Relationships Mean Comparisons by Personnel Classification

FSCJ compared with:

What is your personnel classification?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	4.239	3.972	***	.333	3.818	***	.470	3.867	***	.416
Faculty	177	4.187	3.803	***	.468	3.781	***	.448	3.861	***	.364
Administrator	71	4.435	4.192	*	.350	3.932	***	.606	3.986	***	.539
Staff	418	4.252	4.050	***	.257	3.834	***	.466	3.858	***	.437

Table 5. Teamwork Mean Comparisons by Personnel Classification

FSCJ compared with:

What is your personnel classification?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	4.236	3.988	***	.280	3.866	***	.379	3.907	***	.342
Faculty	177	4.101	3.787	**	.329	3.799	***	.293	3.891	**	.213
Administrator	71	4.514	4.315			4.104	***	.513	4.103	***	.495
Staff	418	4.274	4.062	***	.246	3.886	***	.407	3.897	***	.394

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

Table 6. Overall Mean Comparisons by Personnel Classification

FSCJ compared with:

What is your personnel classification?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	4.078	3.709	***	.535	3.710	***	.493	3.800	***	.368
Faculty	177	4.015	3.528	***	.672	3.701	***	.401	3.808	***	.265
Administrator	71	4.265	3.795	***	.790	3.798	***	.696	3.895	***	.535
Staff	418	4.092	3.815	***	.412	3.707	***	.531	3.787	***	.411

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

Figure 2. Overall Climate by Race/Ethnicity

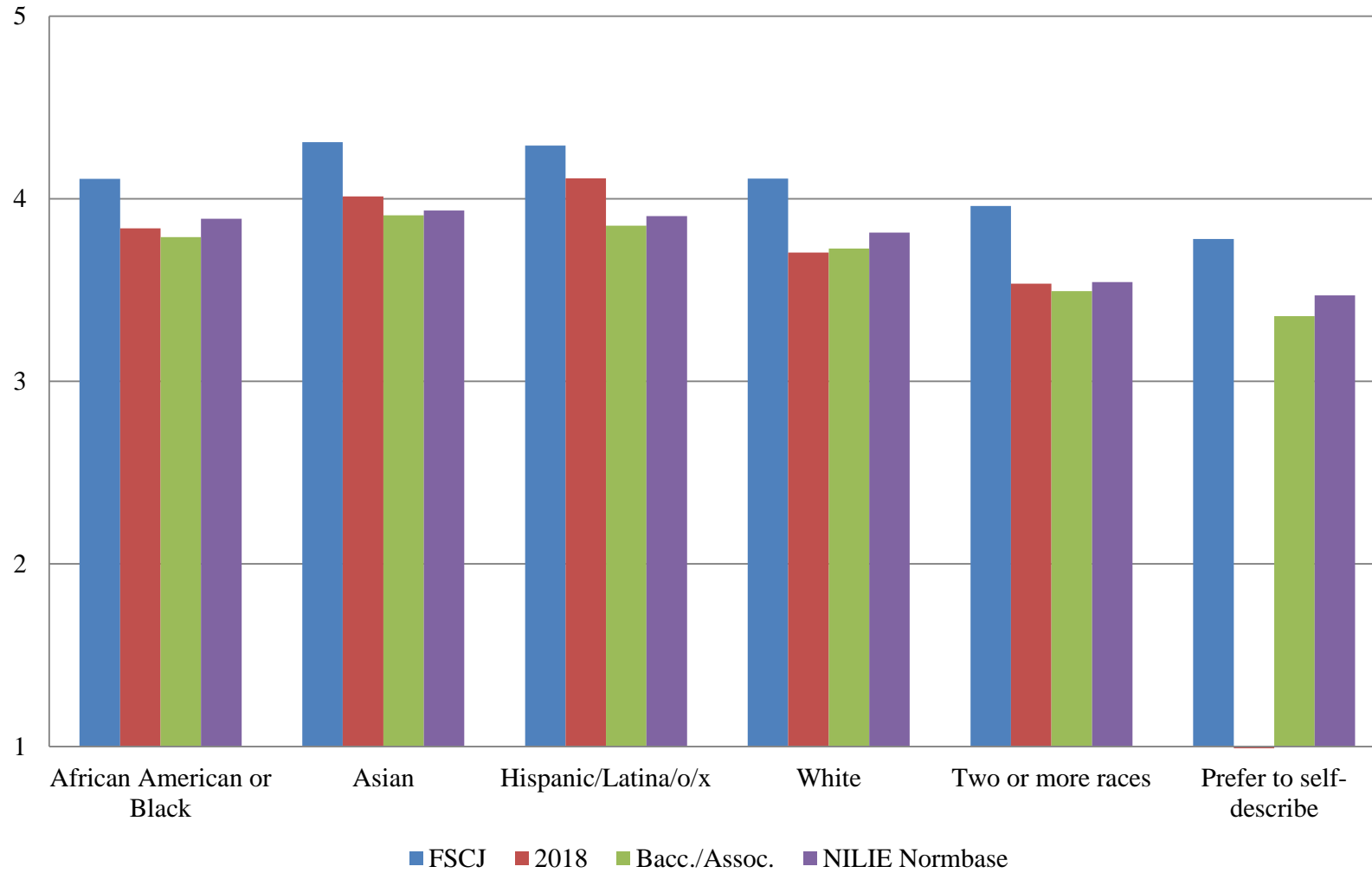


Table 7. Institutional Structure Mean Comparisons by Race/Ethnicity

FSCJ compared with:

Please select the race/ethnicity that best describes you?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	3.802	3.265	***	.635	3.368	***	.486	3.502	***	.330
African American or Black	130	3.859	3.522	**	.432	3.476	***	.431	3.652	*	.229
Alaska Native or American Indian	3	--	--			2.825			3.408		
Asian	18	4.148	3.712			3.678	*	.534	3.743		
Hispanic/Latina/o/x	19	4.199	3.748			3.588	**	.676	3.677	*	.561
Middle Eastern or North African	0	--	N/A			--			3.863		
Native Hawaiian or Pacific Islander	0	--	--			3.332			3.343		
White	414	3.831	3.233	***	.727	3.375	***	.524	3.503	***	.370
Two or more races	39	3.646	3.078	*	.582	3.119	***	.556	3.194	**	.463
Prefer to self-describe	25	3.423	N/A			2.872	*	.545	3.051		

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

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N/A indicates response option previously unavailable

Table 8. Student Focus Mean Comparisons by Race/Ethnicity

FSCJ compared with:

Please select the race/ethnicity that best describes you?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	700	4.187	3.853	***	.519	3.955	***	.346	4.060	***	.193
African American or Black	130	4.200	3.933	**	.429	3.921	***	.409	4.067	*	.194
Alaska Native or American Indian	3	--	--			3.450			3.945		
Asian	18	4.301	4.058			4.057			4.091		
Hispanic/Latina/o/x	19	4.388	4.341			4.010	*	.564	4.120		
Middle Eastern or North African	0	--	N/A			--			4.346		
Native Hawaiian or Pacific Islander	0	--	--			3.899			3.956		
White	413	4.213	3.868	***	.570	3.990	***	.348	4.085	***	.206
Two or more races	39	4.102	3.671	*	.553	3.758	**	.462	3.842	*	.352
Prefer to self-describe	25	3.887	N/A			3.890			3.894		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

Table 9. Supervisory Relationships Mean Comparisons by Race/Ethnicity

FSCJ compared with:

Please select the race/ethnicity that best describes you?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	4.239	3.972	***	.333	3.818	***	.470	3.867	***	.416
African American or Black	130	4.252	4.039	*	.292	3.964	***	.340	3.970	***	.322
Alaska Native or American Indian	3	--	--			3.397			3.775		
Asian	18	4.418	4.172			3.976	*	.549	3.981	*	.516
Hispanic/Latina/o/x	19	4.268	4.183			3.951			3.940		
Middle Eastern or North African	0	--	N/A			--			4.113		
Native Hawaiian or Pacific Islander	0	--	--			3.706			3.745		
White	414	4.278	3.986	***	.375	3.826	***	.512	3.881	***	.454
Two or more races	39	4.126	3.859			3.623	**	.502	3.622	**	.506
Prefer to self-describe	25	4.042	N/A			3.347	*	.656	3.508	*	.496

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

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N/A indicates response option previously unavailable

Table 10. Teamwork Mean Comparisons by Race/Ethnicity

FSCJ compared with:

Please select the race/ethnicity that best describes you?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	4.236	3.988	***	.280	3.866	***	.379	3.907	***	.342
African American or Black	130	4.263	4.019	*	.308	3.944	***	.343	3.974	***	.310
Alaska Native or American Indian	3	--	--			3.606			3.854		
Asian	18	4.452	4.369			4.066			4.024	*	.496
Hispanic/Latina/o/x	19	4.368	4.413			4.019			3.982		
Middle Eastern or North African	0	--	N/A			--			3.967		
Native Hawaiian or Pacific Islander	0	--	--			3.815			3.865		
White	414	4.276	3.977	***	.341	3.879	***	.409	3.927	***	.368
Two or more races	39	4.111	3.772			3.644	*	.429	3.668	*	.412
Prefer to self-describe	25	3.927	N/A			3.556			3.612		

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

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N/A indicates response option previously unavailable

Table 11. Overall Mean Comparisons by Race/Ethnicity

FSCJ compared with:

Please select the race/ethnicity that best describes you?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	4.078	3.709	***	.535	3.710	***	.493	3.800	***	.368
African American or Black	130	4.109	3.838	**	.418	3.790	***	.430	3.891	**	.286
Alaska Native or American Indian	3	--	--			3.243			3.706		
Asian	18	4.310	4.012			3.909	*	.548	3.936	*	.497
Hispanic/Latina/o/x	19	4.292	4.112			3.853	*	.586	3.904	*	.492
Middle Eastern or North African	0	--	N/A			--			4.073		
Native Hawaiian or Pacific Islander	0	--	--			3.644			3.683		
White	414	4.111	3.706	***	.609	3.727	***	.531	3.815	***	.406
Two or more races	39	3.961	3.535	*	.514	3.494	***	.566	3.544	**	.502
Prefer to self-describe	25	3.779	N/A			3.358			3.471		

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

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N/A indicates response option previously unavailable

Figure 3. Overall Climate by Employment Status

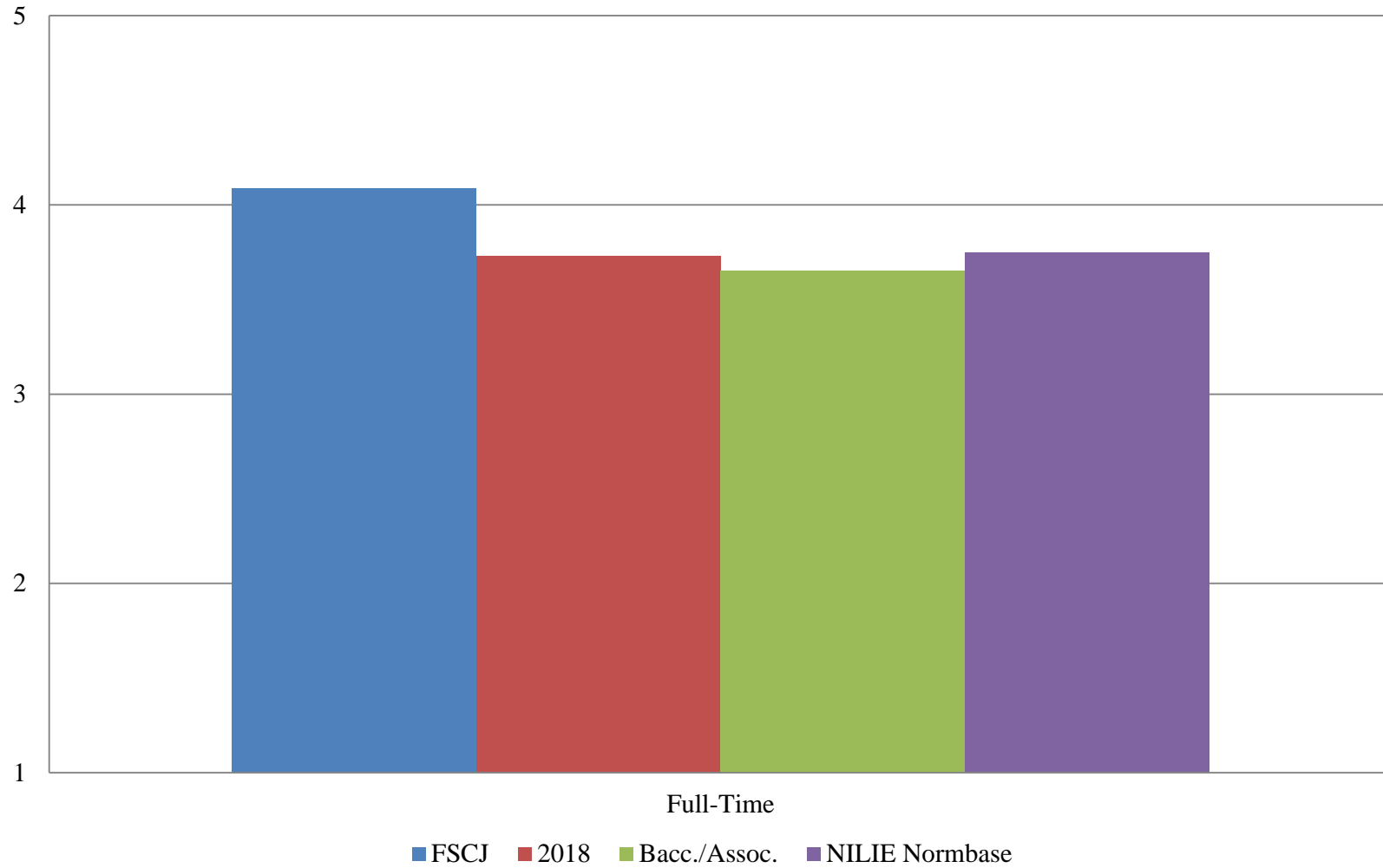


Table 12. Institutional Structure Mean Comparisons by Employment Status

FSCJ compared with:

Your status at this institution is?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	3.802	3.265	***	.635	3.368	***	.486	3.502	***	.330
Full-Time	662	3.811	3.283	***	.628	3.262	***	.624	3.415	***	.438
Part-Time	2	--	--			3.732			3.799		

Table 13. Student Focus Mean Comparisons by Employment Status

FSCJ compared with:

Your status at this institution is?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	700	4.187	3.853	***	.519	3.955	***	.346	4.060	***	.193
Full-Time	661	4.190	3.874	***	.493	3.915	***	.419	4.030	***	.249
Part-Time	2	--	--			4.110			4.183		

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

-- indicates results redacted for confidentiality

Table 14. Supervisory Relationships Mean Comparisons by Employment Status

FSCJ compared with:

Your status at this institution is?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	4.239	3.972	***	.333	3.818	***	.470	3.867	***	.416
Full-Time	662	4.252	3.991	***	.331	3.785	***	.521	3.829	***	.472
Part-Time	2	--	--			3.941			4.008		

Table 15. Teamwork Mean Comparisons by Employment Status

FSCJ compared with:

Your status at this institution is?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	4.236	3.988	***	.280	3.866	***	.379	3.907	***	.342
Full-Time	662	4.250	4.001	***	.284	3.839	***	.417	3.881	***	.381
Part-Time	2	--	--			3.977			4.027		

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

-- indicates results redacted for confidentiality

Table 16. Overall Mean Comparisons by Employment Status

FSCJ compared with:

Your status at this institution is?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	4.078	3.709	***	.535	3.710	***	.493	3.800	***	.368
Full-Time	662	4.088	3.728	***	.526	3.652	***	.596	3.750	***	.454
Part-Time	2	--	--			3.923			3.988		

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

-- indicates results redacted for confidentiality

Figure 4. Overall Climate by Highest Level of Education Earned

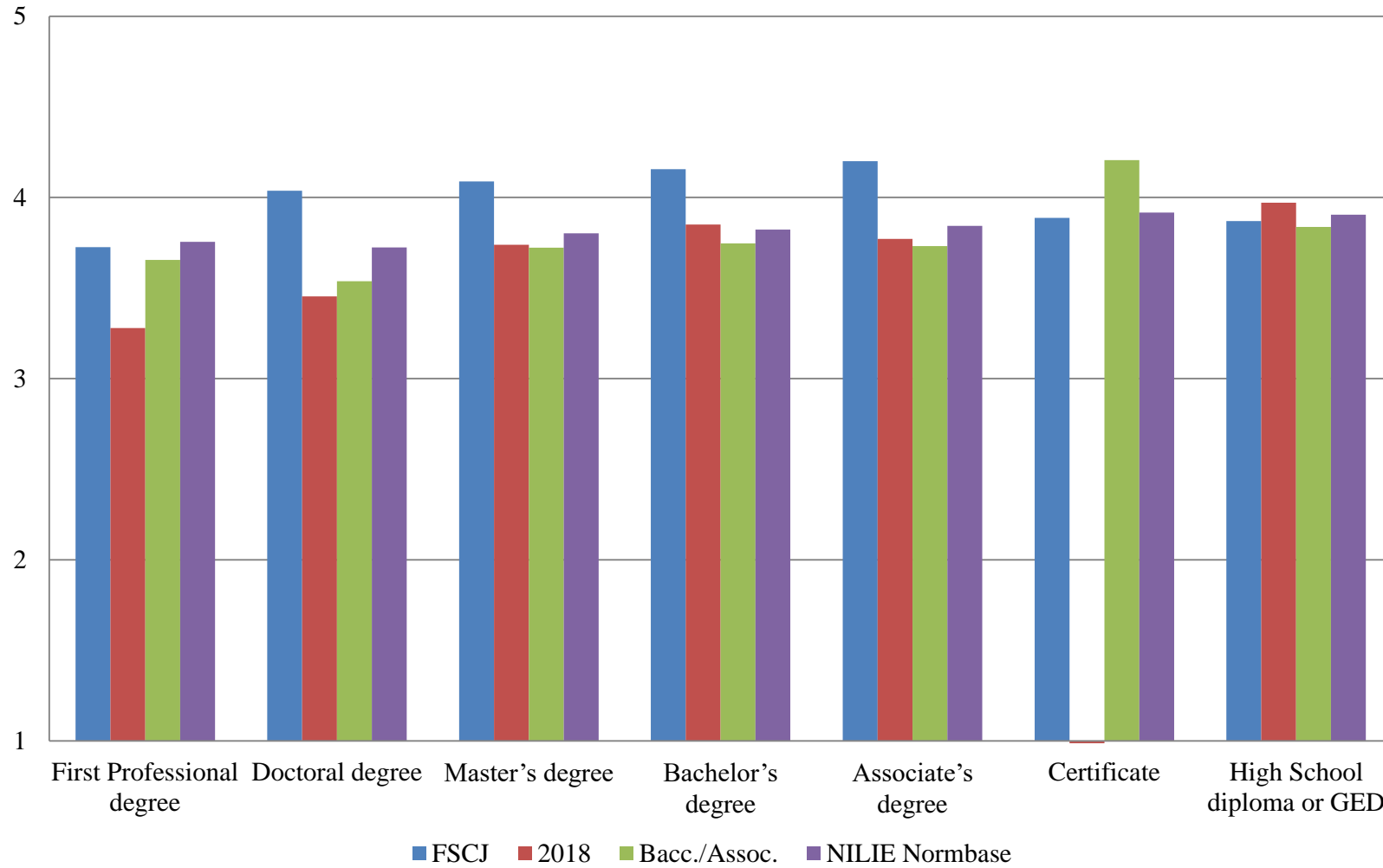


Table 17. Institutional Structure Mean Comparisons by Highest Level of Education Earned

FSCJ compared with:

What is the highest level of education you have earned?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	3.802	3.265	***	.635	3.368	***	.486	3.502	***	.330
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	9	3.220	2.550			3.295			3.445		
Doctoral degree (e.g., Ph.D., Ed.D.)	95	3.757	2.924	***	.939	3.120	***	.670	3.371	***	.386
Master's degree	232	3.793	3.238	***	.669	3.369	***	.477	3.481	***	.338
Bachelor's degree	192	3.896	3.479	***	.525	3.403	***	.580	3.536	***	.415
Associate's degree	84	3.979	3.364	***	.831	3.401	***	.677	3.583	***	.462
Certificate	11	3.630	N/A			3.833			3.649		
High School diploma or GED	37	3.615	3.700			3.597			3.692		
No diploma or degree	0	--	--			3.786			3.530		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

Table 18. Student Focus Mean Comparisons by Highest Level of Education Earned

FSCJ compared with:

What is the highest level of education you have earned?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	700	4.187	3.853	***	.519	3.955	***	.346	4.060	***	.193
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	9	3.748	3.573			3.910			3.997		
Doctoral degree (e.g., Ph.D., Ed.D.)	95	4.106	3.661	***	.638	3.836	***	.366	4.007		
Master's degree	232	4.188	3.890	***	.476	3.976	***	.323	4.072	**	.179
Bachelor's degree	191	4.249	3.954	***	.464	3.972	***	.431	4.064	***	.291
Associate's degree	84	4.319	3.912	***	.698	3.972	***	.554	4.097	**	.353
Certificate	11	3.886	N/A			4.443	*	-.958	4.136		
High School diploma or GED	37	4.064	4.038			4.006			4.117		
No diploma or degree	0	--	--			4.243			4.009		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

Table 19. Supervisory Relationships Mean Comparisons by Highest Level of Education Earned

FSCJ compared with:

What is the highest level of education you have earned?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	4.239	3.972	***	.333	3.818	***	.470	3.867	***	.416
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	9	4.147	3.715			3.743			3.820		
Doctoral degree (e.g., Ph.D., Ed.D.)	95	4.238	3.779	***	.563	3.682	***	.603	3.813	***	.455
Master's degree	232	4.269	4.033	**	.299	3.826	***	.509	3.869	***	.453
Bachelor's degree	192	4.293	4.087	*	.269	3.862	***	.494	3.889	***	.458
Associate's degree	84	4.320	3.989	**	.432	3.828	***	.531	3.894	***	.482
Certificate	11	4.124	N/A			4.338			3.986		
High School diploma or GED	37	3.977	4.124			3.937			3.952		
No diploma or degree	0	--	--			4.028			3.791		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

Table 20. Teamwork Mean Comparisons by Highest Level of Education Earned

FSCJ compared with:

What is the highest level of education you have earned?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	4.236	3.988	***	.280	3.866	***	.379	3.907	***	.342
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	9	4.037	3.792			3.877			3.906		
Doctoral degree (e.g., Ph.D., Ed.D.)	95	4.180	3.690	***	.501	3.676	***	.471	3.855	**	.317
Master's degree	232	4.269	4.079	*	.218	3.883	***	.402	3.924	***	.361
Bachelor's degree	192	4.338	4.090	**	.303	3.934	***	.426	3.939	***	.423
Associate's degree	84	4.330	4.011	*	.387	3.883	***	.466	3.906	***	.447
Certificate	11	4.045	N/A			4.389			4.029		
High School diploma or GED	37	3.941	4.168			3.931			3.950		
No diploma or degree	0	--	--			4.100			3.745		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

Table 21. Overall Mean Comparisons by Highest Level of Education Earned

FSCJ compared with:

What is the highest level of education you have earned?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	4.078	3.709	***	.535	3.710	***	.493	3.800	***	.368
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	9	3.726	3.279			3.655			3.755		
Doctoral degree (e.g., Ph.D., Ed.D.)	95	4.037	3.454	***	.804	3.537	***	.629	3.724	***	.384
Master's degree	232	4.089	3.739	***	.520	3.722	***	.504	3.802	***	.383
Bachelor's degree	192	4.156	3.850	***	.466	3.747	***	.571	3.823	***	.455
Associate's degree	84	4.200	3.772	***	.679	3.732	***	.642	3.844	***	.489
Certificate	11	3.888	N/A			4.206			3.916		
High School diploma or GED	37	3.870	3.971			3.837			3.905		
No diploma or degree	0	--	--			4.006			3.756		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

Figure 5. Overall Climate by Gender Identity

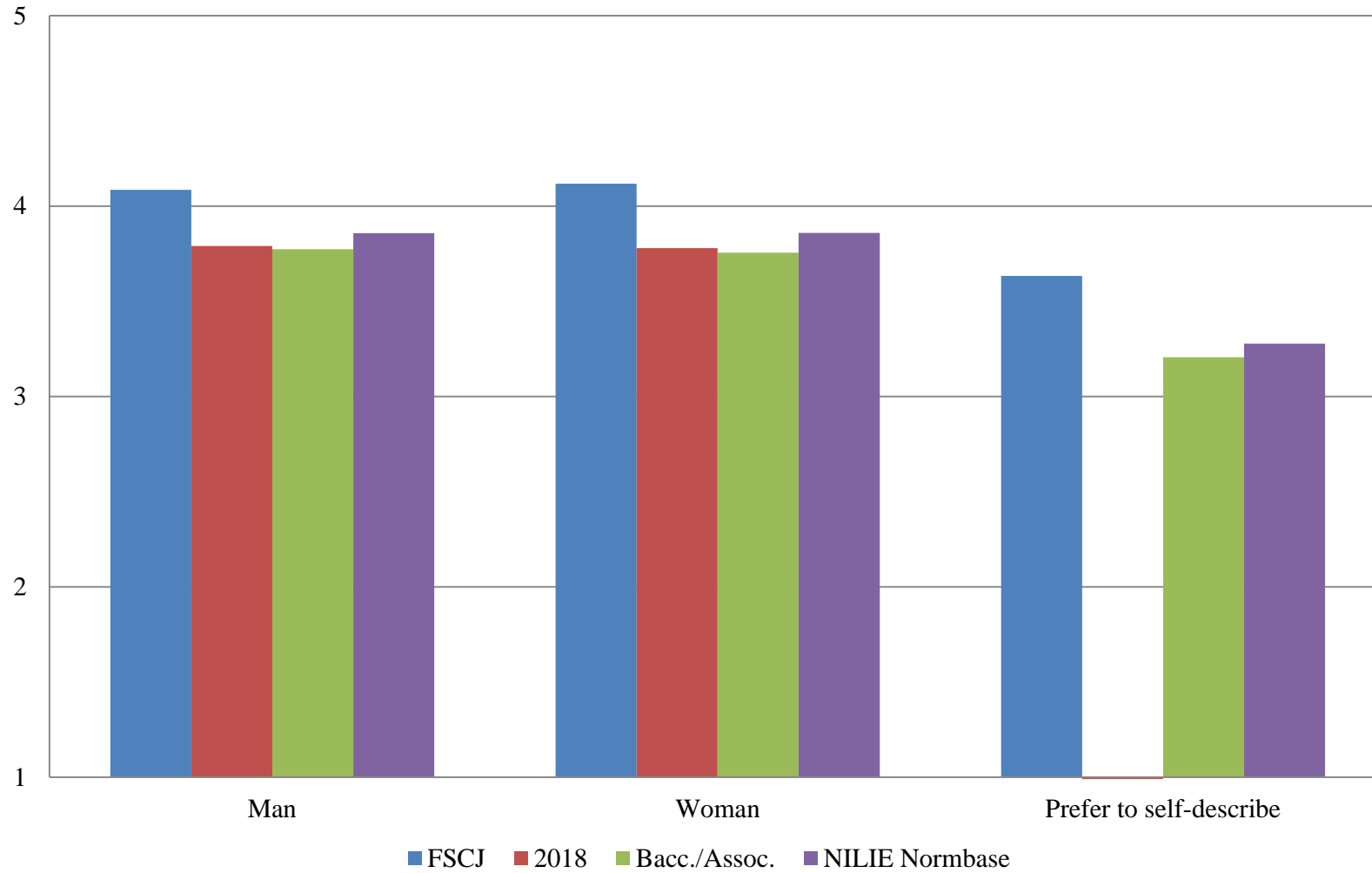


Table 22. Institutional Structure Mean Comparisons by Gender Identity

FSCJ compared with:

What is your gender identity?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	3.802	3.265	***	.635	3.368	***	.486	3.502	***	.330
Man	228	3.820	3.374	***	.516	3.456	***	.408	3.576	***	.265
Woman	413	3.840	3.350	***	.597	3.411	***	.492	3.570	***	.309
Trans Man	0	--	N/A			--			3.476		
Trans Woman	0	--	N/A			--			--		
Gender Queer	1	--	N/A			--			3.137		
Prefer to self-describe	14	3.343	N/A			2.700			2.809		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

Table 23. Student Focus Mean Comparisons by Gender Identity

FSCJ compared with:

What is your gender identity?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	700	4.187	3.853	***	.519	3.955	***	.346	4.060	***	.193
Man	228	4.180	3.954	***	.348	4.005	***	.260	4.091	*	.134
Woman	412	4.211	3.906	***	.488	3.990	***	.346	4.109	***	.165
Trans Man	0	--	N/A			--			3.927		
Trans Woman	0	--	N/A			--			--		
Gender Queer	1	--	N/A			--			3.750		
Prefer to self-describe	14	3.898	N/A			3.754			3.762		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

Table 24. Supervisory Relationships Mean Comparisons by Gender Identity

FSCJ compared with:

What is your gender identity?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	4.239	3.972	***	.333	3.818	***	.470	3.867	***	.416
Man	228	4.246	3.995	**	.313	3.864	***	.440	3.921	***	.369
Woman	413	4.284	4.056	***	.295	3.870	***	.474	3.922	***	.419
Trans Man	0	--	N/A			--			3.692		
Trans Woman	0	--	N/A			--			--		
Gender Queer	1	--	N/A			--			3.443		
Prefer to self-describe	14	3.779	N/A			3.141			3.314		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

Table 25. Teamwork Mean Comparisons by Gender Identity

FSCJ compared with:

What is your gender identity?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	4.236	3.988	***	.280	3.866	***	.379	3.907	***	.342
Man	228	4.244	4.081	*	.188	3.925	***	.343	3.976	***	.290
Woman	413	4.287	4.018	***	.312	3.906	***	.392	3.953	***	.353
Trans Man	0	--	N/A			--			3.704		
Trans Woman	0	--	N/A			--			--		
Gender Queer	1	--	N/A			--			3.328		
Prefer to self-describe	14	3.550	N/A			3.508			3.445		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

Table 26. Overall Mean Comparisons by Gender Identity

FSCJ compared with:

What is your gender identity?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	4.078	3.709	***	.535	3.710	***	.493	3.800	***	.368
Man	228	4.085	3.790	***	.414	3.773	***	.418	3.857	***	.298
Woman	413	4.117	3.779	***	.506	3.755	***	.505	3.858	***	.359
Trans Man	0	--	N/A			--			3.683		
Trans Woman	0	--	N/A			--			--		
Gender Queer	1	--	N/A			--			3.411		
Prefer to self-describe	14	3.633	N/A			3.206			3.278		

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

-- indicates results redacted for confidentiality

N/A indicates response option previously unavailable

Figure 6. Overall Climate by Years at this Institution

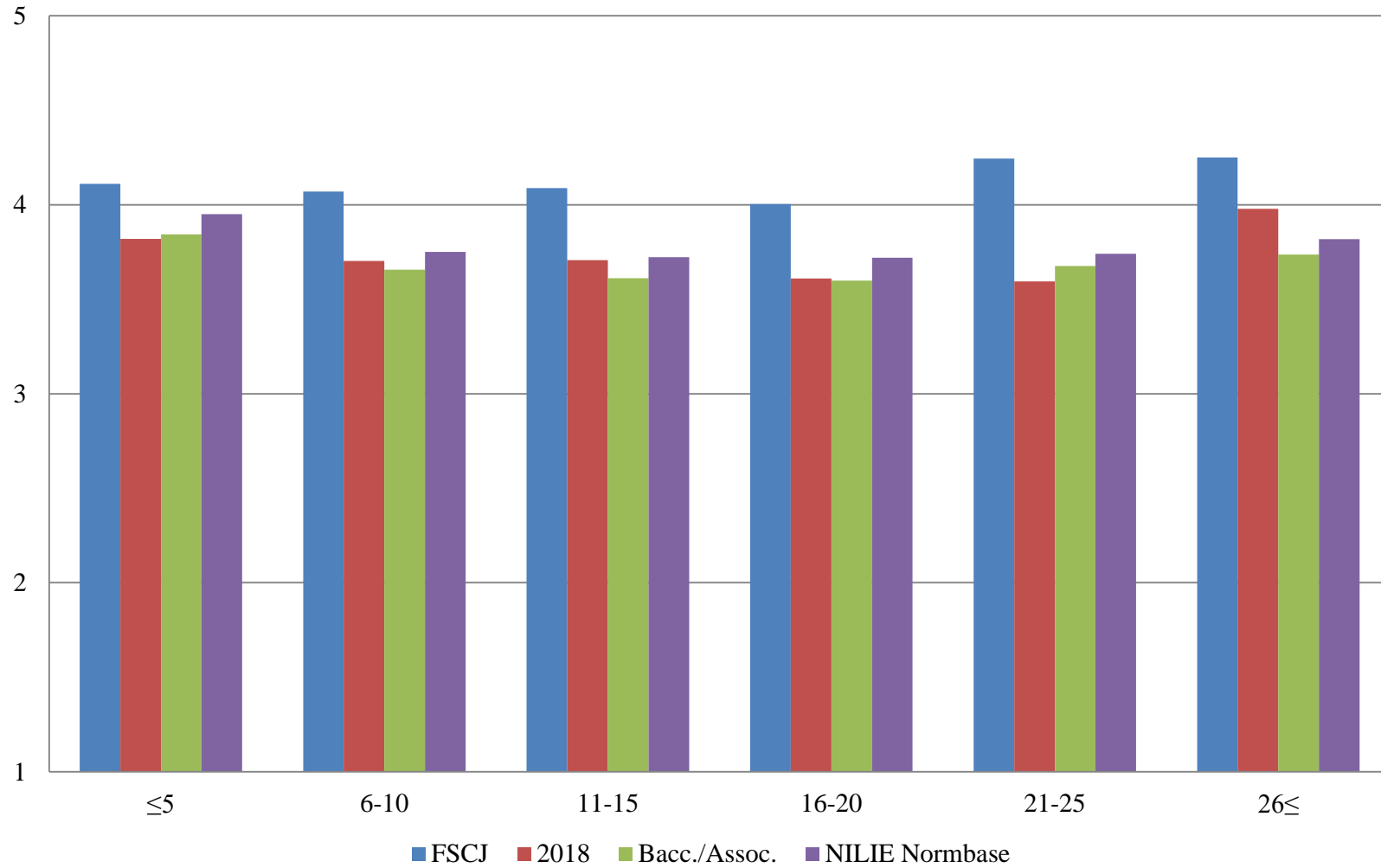


Table 27. Institutional Structure Mean Comparisons by Years at this Institution

FSCJ compared with:

How many years have you worked at this institution?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	3.802	3.265	***	.635	3.368	***	.486	3.502	***	.330
5 years or less	234	3.868	3.457	***	.477	3.563	***	.348	3.722	**	.169
6-10 years	161	3.781	3.241	***	.678	3.283	***	.570	3.428	***	.390
11-15 years	100	3.736	3.231	***	.618	3.225	***	.570	3.381	***	.386
16-20 years	78	3.731	3.092	***	.711	3.187	***	.603	3.361	***	.405
21-25 years	29	4.022	3.137	***	1.125	3.281	***	.852	3.379	***	.715
26 years or more	33	4.002	3.507	*	.671	3.374	***	.756	3.473	***	.587

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

Table 28. Student Focus Mean Comparisons by Years at this Institution

FSCJ compared with:

How many years have you worked at this institution?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	700	4.187	3.853	***	.519	3.955	***	.346	4.060	***	.193
5 years or less	233	4.228	3.980	***	.372	4.015	***	.318	4.134	*	.144
6-10 years	161	4.150	3.839	***	.468	3.924	***	.335	4.027	*	.188
11-15 years	100	4.197	3.889	***	.512	3.906	***	.432	4.027	**	.260
16-20 years	78	4.118	3.746	***	.630	3.918	**	.307	4.040		
21-25 years	29	4.229	3.760	**	.763	3.990			4.063		
26 years or more	33	4.316	4.026	*	.550	4.018	**	.485	4.110		

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

Table 29. Supervisory Relationships Mean Comparisons by Years at this Institution

FSCJ compared with:

How many years have you worked at this institution?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	4.239	3.972	***	.333	3.818	***	.470	3.867	***	.416
5 years or less	234	4.251	4.044	**	.251	3.954	***	.348	4.014	***	.278
6-10 years	161	4.261	3.981	**	.346	3.773	***	.542	3.825	***	.485
11-15 years	100	4.304	3.974	**	.450	3.714	***	.646	3.785	***	.571
16-20 years	78	4.142	3.901			3.701	***	.478	3.783	***	.398
21-25 years	29	4.421	3.826	**	.789	3.767	***	.735	3.801	***	.698
26 years or more	33	4.414	4.264			3.815	***	.706	3.889	***	.624

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

Table 30. Teamwork Mean Comparisons by Years at this Institution

FSCJ compared with:

How many years have you worked at this institution?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	4.236	3.988	***	.280	3.866	***	.379	3.907	***	.342
5 years or less	234	4.201	3.976	*	.242	3.983	***	.235	4.031	**	.186
6-10 years	161	4.261	4.003	**	.291	3.813	***	.439	3.860	***	.408
11-15 years	100	4.312	3.964	**	.417	3.779	***	.531	3.847	***	.474
16-20 years	78	4.191	4.012			3.776	***	.406	3.858	**	.343
21-25 years	29	4.443	3.901	**	.731	3.845	***	.640	3.876	**	.595
26 years or more	33	4.369	4.397			3.922	**	.502	3.962	**	.452

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

Table 31. Overall Mean Comparisons by Years at this Institution

FSCJ compared with:

How many years have you worked at this institution?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	4.078	3.709	***	.535	3.710	***	.493	3.800	***	.368
5 years or less	234	4.111	3.820	***	.401	3.843	***	.365	3.950	***	.219
6-10 years	161	4.070	3.703	***	.541	3.656	***	.559	3.750	***	.425
11-15 years	100	4.088	3.707	***	.596	3.611	***	.636	3.722	***	.482
16-20 years	78	4.003	3.610	**	.554	3.598	***	.539	3.720	***	.379
21-25 years	29	4.245	3.594	***	1.028	3.676	***	.800	3.740	***	.690
26 years or more	33	4.250	3.978			3.736	***	.747	3.818	***	.598

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

Figure 7. Overall Climate by Years in Higher Education

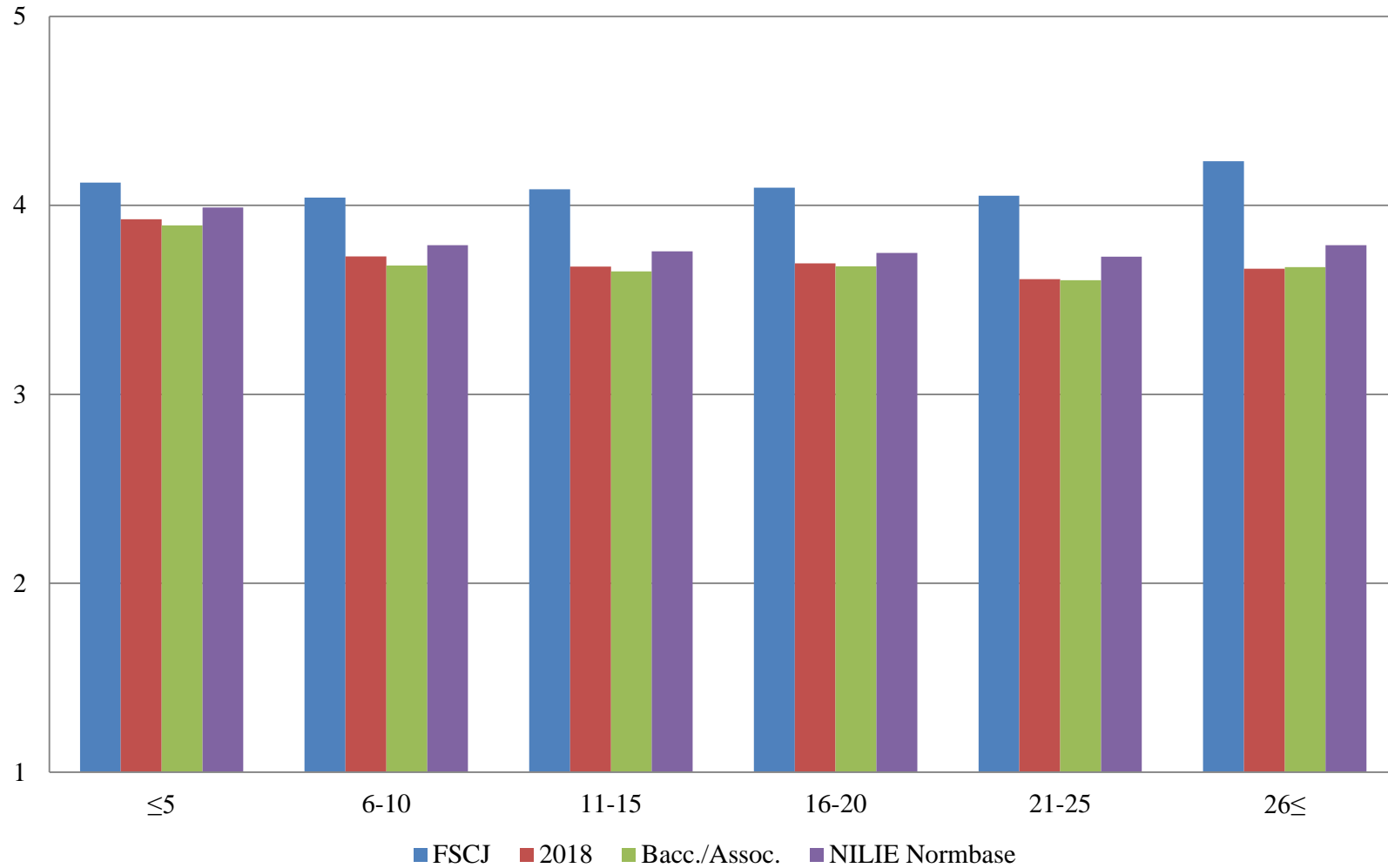


Table 32. Institutional Structure Mean Comparisons by Years in Higher Education

FSCJ compared with:

How many years have you worked in higher education?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	3.802	3.265	***	.635	3.368	***	.486	3.502	***	.330
5 years or less	161	3.916	3.617	**	.391	3.643	***	.320	3.783	*	.159
6-10 years	136	3.737	3.278	***	.547	3.324	***	.465	3.489	**	.277
11-15 years	111	3.758	3.205	***	.663	3.283	***	.537	3.434	***	.356
16-20 years	103	3.786	3.244	***	.639	3.302	***	.554	3.408	***	.416
21-25 years	50	3.747	3.042	***	.793	3.170	***	.632	3.358	**	.418
26 years or more	74	3.992	3.173	***	.984	3.308	***	.775	3.445	***	.581

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

Table 33. Student Focus Mean Comparisons by Years in Higher Education

FSCJ compared with:

How many years have you worked in higher education?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	700	4.187	3.853	***	.519	3.955	***	.346	4.060	***	.193
5 years or less	160	4.231	4.083	*	.245	4.053	***	.271	4.164		
6-10 years	136	4.119	3.870	**	.358	3.930	**	.276	4.036		
11-15 years	111	4.223	3.811	***	.639	3.904	***	.470	4.039	**	.281
16-20 years	103	4.171	3.795	***	.577	3.959	**	.328	4.041	*	.202
21-25 years	50	4.147	3.895	*	.429	3.933	*	.336	4.044		
26 years or more	74	4.286	3.801	***	.850	3.964	***	.493	4.081	**	.311

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

Table 34. Supervisory Relationships Mean Comparisons by Years in Higher Education

FSCJ compared with:

How many years have you worked in higher education?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	4.239	3.972	***	.333	3.818	***	.470	3.867	***	.416
5 years or less	161	4.224	4.117			3.995	***	.274	4.040	**	.220
6-10 years	136	4.245	4.004	*	.295	3.805	***	.491	3.870	***	.421
11-15 years	111	4.277	3.985	**	.366	3.768	***	.558	3.822	***	.500
16-20 years	103	4.312	3.959	***	.505	3.776	***	.605	3.817	***	.555
21-25 years	50	4.226	3.851	*	.482	3.724	***	.572	3.801	***	.473
26 years or more	74	4.377	3.948	**	.508	3.752	***	.674	3.857	***	.581

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

Table 35. Teamwork Mean Comparisons by Years in Higher Education

FSCJ compared with:

How many years have you worked in higher education?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	4.236	3.988	***	.280	3.866	***	.379	3.907	***	.342
5 years or less	161	4.214	4.019			4.020	**	.216	4.058	*	.175
6-10 years	136	4.232	3.993	*	.263	3.831	***	.391	3.892	***	.349
11-15 years	111	4.242	3.951	*	.317	3.814	***	.420	3.871	***	.375
16-20 years	103	4.255	4.039			3.855	***	.417	3.878	***	.396
21-25 years	50	4.283	3.985			3.805	***	.498	3.879	**	.422
26 years or more	74	4.424	4.008	**	.473	3.842	***	.595	3.931	***	.515

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

Table 36. Overall Mean Comparisons by Years in Higher Education

FSCJ compared with:

How many years have you worked in higher education?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	4.078	3.709	***	.535	3.710	***	.493	3.800	***	.368
5 years or less	161	4.121	3.926	*	.293	3.894	***	.314	3.988	*	.184
6-10 years	136	4.041	3.730	***	.437	3.682	***	.476	3.790	***	.335
11-15 years	111	4.085	3.676	***	.607	3.651	***	.580	3.757	***	.433
16-20 years	103	4.094	3.693	***	.598	3.678	***	.574	3.748	***	.463
21-25 years	50	4.052	3.609	**	.670	3.604	***	.622	3.728	**	.432
26 years or more	74	4.234	3.665	***	.812	3.673	***	.748	3.789	***	.584

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

Figure 8. Overall Climate by Age

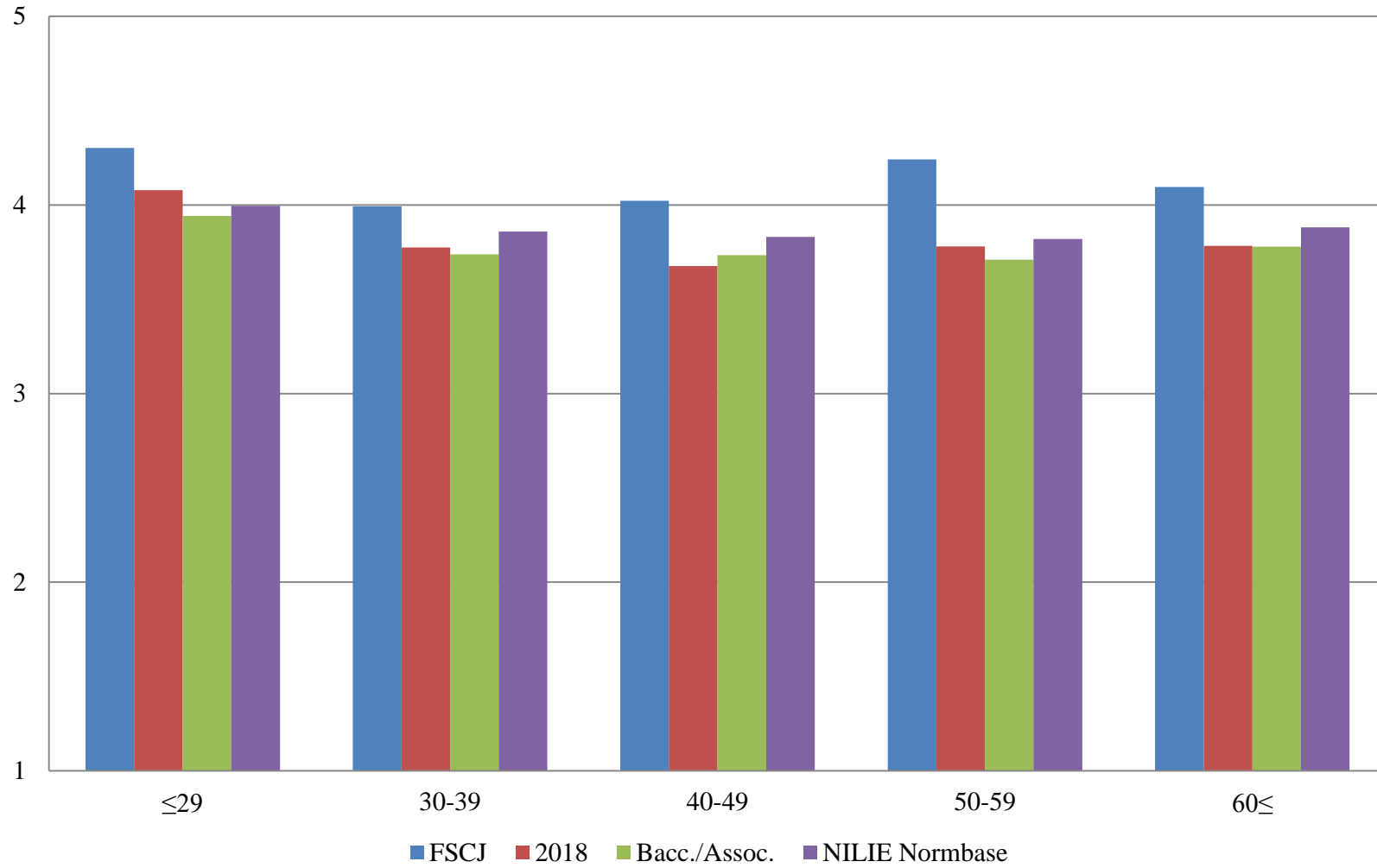


Table 37. Institutional Structure Mean Comparisons by Age

FSCJ compared with:

What is your age?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	3.802	3.265	***	.635	3.368	***	.486	3.502	***	.330
29 or younger	26	4.097	3.725			3.652	*	.516	3.774		
30-39	92	3.746	3.362	**	.448	3.384	***	.415	3.568		
40-49	140	3.715	3.226	***	.567	3.376	***	.379	3.537	*	.197
50-59	161	3.995	3.381	***	.752	3.377	***	.696	3.528	***	.517
60 or older	163	3.817	3.318	***	.614	3.463	***	.402	3.600	**	.241

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

Table 38. Student Focus Mean Comparisons by Age

FSCJ compared with:

What is your age?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	700	4.187	3.853	***	.519	3.955	***	.346	4.060	***	.193
29 or younger	26	4.294	4.128			4.061			4.142		
30-39	91	4.095	3.903			3.947	*	.223	4.069		
40-49	140	4.094	3.800	***	.406	3.963	*	.194	4.071		
50-59	161	4.316	3.949	***	.591	3.974	***	.517	4.092	***	.350
60 or older	163	4.208	3.932	***	.475	4.009	***	.304	4.132		

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

Table 39. Supervisory Relationships Mean Comparisons by Age

FSCJ compared with:

What is your age?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	4.239	3.972	***	.333	3.818	***	.470	3.867	***	.416
29 or younger	26	4.464	4.274			4.085	*	.496	4.067	*	.498
30-39	92	4.146	4.061			3.874	**	.314	3.948	*	.232
40-49	140	4.241	3.967	**	.331	3.863	***	.429	3.906	***	.381
50-59	161	4.411	4.008	***	.550	3.798	***	.684	3.874	***	.599
60 or older	163	4.237	4.028	*	.268	3.874	***	.419	3.934	***	.347

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

Table 40. Teamwork Mean Comparisons by Age

FSCJ compared with:

What is your age?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	4.236	3.988	***	.280	3.866	***	.379	3.907	***	.342
29 or younger	26	4.474	4.361			4.126	*	.401	4.108	*	.425
30-39	92	4.109	3.942			3.928			3.986		
40-49	140	4.203	3.966	*	.262	3.906	***	.310	3.938	**	.280
50-59	161	4.356	3.972	***	.451	3.835	***	.527	3.908	***	.462
60 or older	163	4.275	4.127			3.920	***	.372	3.978	***	.318

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

Table 41. Overall Mean Comparisons by Age

FSCJ compared with:

What is your age?	FSCJ		2018			Bacc./Assoc.			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	701	4.078	3.709	***	.535	3.710	***	.493	3.800	***	.368
29 or younger	26	4.302	4.078			3.942	*	.522	3.995	*	.433
30-39	92	3.993	3.774			3.738	**	.347	3.859		
40-49	140	4.023	3.675	***	.480	3.733	***	.393	3.831	**	.257
50-59	161	4.241	3.780	***	.692	3.710	***	.711	3.820	***	.559
60 or older	163	4.095	3.783	***	.475	3.779	***	.433	3.881	***	.288

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