



**NATIONAL INITIATIVE FOR LEADERSHIP  
& INSTITUTIONAL EFFECTIVENESS**

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**Illinois Valley Community College  
Oglesby, Illinois**

**PACE Demographics Report**  
Personal Assessment of the College Environment

**Lead Researchers**  
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## NATIONAL INITIATIVE FOR LEADERSHIP & INSTITUTIONAL EFFECTIVENESS

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**Table 1. Demographic Frequency Distributions**

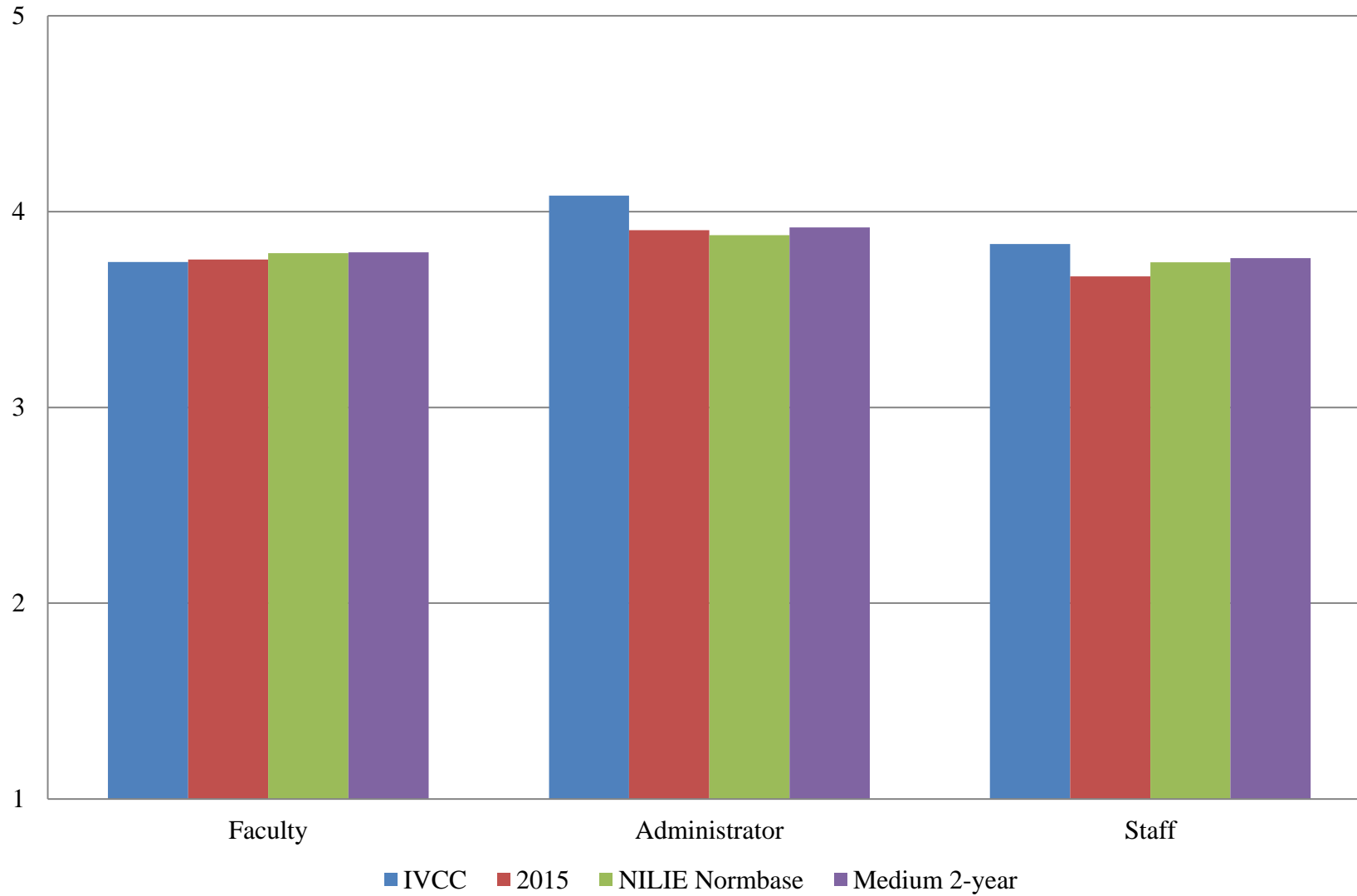
*IVCC compared with:*

Demographic Items	Response Option	IVCC		2015		NILIE Normbase		Medium 2-year	
		Count	%	Count	%	Count	%	Count	%
<b>1</b> What is your personnel classification:	Faculty	112	51%	104	48%	39792	47%	12962	45%
	Administrator	20	9%	19	9%	9072	11%	3371	12%
	Staff	87	40%	92	43%	35882	42%	12496	43%
	<b>Total</b>	<b>219</b>	<b>100%</b>	<b>215</b>	<b>100%</b>	<b>84746</b>	<b>100%</b>	<b>28829</b>	<b>100%</b>
<b>2</b> Please select the race/ethnicity that best describes you:	Hispanic or Latino, of any race	3	1%	3	1%	7237	9%	2810	10%
	American Indian or Alaska Native, not Hispanic or Latino	1	0%	0	0%	792	1%	158	1%
	Asian, not Hispanic or Latino	0	0%	1	0%	2526	3%	502	2%
	Black, not Hispanic or Latino	0	0%	1	0%	5806	7%	1197	4%
	Pacific Islander, not Hispanic or Latino	0	0%	0	0%	913	1%	38	0%
	White, not Hispanic or Latino	206	96%	205	96%	62487	76%	22468	80%
	Two or more races, not Hispanic or Latino	5	2%	3	1%	2920	4%	881	3%
	<b>Total</b>	<b>215</b>	<b>100%</b>	<b>213</b>	<b>100%</b>	<b>82681</b>	<b>100%</b>	<b>28054</b>	<b>100%</b>
<b>3</b> Your status at this institution is:	Full-Time	137	62%	139	65%	62657	74%	22453	79%
	Part-Time	84	38%	75	35%	21979	26%	6100	21%
	<b>Total</b>	<b>221</b>	<b>100%</b>	<b>214</b>	<b>100%</b>	<b>84636</b>	<b>100%</b>	<b>28553</b>	<b>100%</b>
<b>4</b> What is the highest degree you have earned:	First Professional degree	2	1%	1	0%	1535	2%	473	2%
	Doctoral degree	16	7%	12	6%	7301	9%	1976	7%
	Master's degree	95	43%	103	48%	36779	44%	12356	44%
	Bachelor's degree	56	25%	47	22%	18679	22%	6541	23%
	Associate's degree	30	14%	31	14%	11640	14%	4420	16%
	High School diploma or GED	22	10%	19	9%	7673	9%	2400	8%
	No diploma or degree	0	0%	1	0%	336	0%	114	0%
<b>Total</b>	<b>221</b>	<b>100%</b>	<b>214</b>	<b>100%</b>	<b>83943</b>	<b>100%</b>	<b>28280</b>	<b>100%</b>	

*IVCC compared with:*

Demographic Items (continued)	Response Option	IVCC		2015		NILIE Normbase		Medium 2-year	
		Count	%	Count	%	Count	%	Count	%
<b>5</b> What is your gender identity:	Man	63	29%	60	28%	29569	35%	9803	35%
	Woman	124	57%	132	62%	49502	59%	16731	59%
	Another gender identity	1	0%	0	0%	141	0%	45	0%
	I prefer not to respond	31	14%	22	10%	4656	6%	1642	6%
	<b>Total</b>	<b>219</b>	<b>100%</b>	<b>214</b>	<b>100%</b>	<b>83868</b>	<b>100%</b>	<b>28221</b>	<b>100%</b>
<b>6</b> How many years have you worked at this institution:	5 years or less	63	31%	52	25%	31283	40%	10602	40%
	6-10 years	29	14%	37	18%	17562	22%	5832	22%
	11-15 years	38	19%	43	21%	12398	16%	4044	15%
	16-20 years	32	16%	44	22%	8004	10%	2683	10%
	21-25 years	23	11%	14	7%	4854	6%	1536	6%
	26 years or more	17	8%	14	7%	4958	6%	1509	6%
<b>Total</b>	<b>202</b>	<b>100%</b>	<b>204</b>	<b>100%</b>	<b>79059</b>	<b>100%</b>	<b>26206</b>	<b>100%</b>	
<b>7</b> How many years have you worked in higher education:	5 years or less	46	23%	45	22%	21332	27%	7516	28%
	6-10 years	27	13%	32	16%	17101	21%	5743	22%
	11-15 years	37	18%	35	17%	13866	17%	4640	17%
	16-20 years	35	17%	39	19%	10820	14%	3726	14%
	21-25 years	30	15%	31	15%	7231	9%	2334	9%
	26 years or more	27	13%	19	9%	9208	12%	2750	10%
<b>Total</b>	<b>202</b>	<b>100%</b>	<b>201</b>	<b>100%</b>	<b>79558</b>	<b>100%</b>	<b>26709</b>	<b>100%</b>	
<b>8</b> Age:	29 or younger	6	3%	11	6%	3660	5%	1318	5%
	30-39	18	10%	24	13%	12155	17%	4285	18%
	40-49	25	14%	48	25%	17284	24%	5935	24%
	50-59	59	33%	55	29%	22242	31%	7553	31%
	60 or older	69	39%	51	27%	17346	24%	5304	22%
<b>Total</b>	<b>177</b>	<b>100%</b>	<b>189</b>	<b>100%</b>	<b>72687</b>	<b>100%</b>	<b>24395</b>	<b>100%</b>	

**Figure 1. Overall Climate by Personnel Classification**



**Table 2. Institutional Structure Mean Comparisons by Personnel Classification**

*IVCC compared with:*

What is your personnel classification:	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.438	3.281			3.470			3.477		
Faculty	112	3.337	3.270			3.488			3.475		
Administrator	20	3.875	3.530			3.587			3.645		
Staff	87	3.488	3.253			3.440			3.458		

**Table 3. Student Focus Mean Comparisons by Personnel Classification**

*IVCC compared with:*

What is your personnel classification:	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	4.077	3.965	*	.194	4.048			4.064		
Faculty	112	4.145	4.044			4.086			4.096		
Administrator	20	4.082	4.018			4.081			4.115		
Staff	87	3.997	3.864			4.015			4.032		

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

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**Table 4. Supervisory Relationships Mean Comparisons by Personnel Classification**

*IVCC compared with:*

What is your personnel classification:	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.918	3.929			3.826			3.839		
Faculty	112	3.815	3.974			3.828			3.832		
Administrator	20	4.286	4.099			3.958			3.987		
Staff	87	3.969	3.858			3.809			3.832		

**Table 5. Teamwork Mean Comparisons by Personnel Classification**

*IVCC compared with:*

What is your personnel classification:	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.930	3.944			3.859			3.891		
Faculty	112	3.753	3.915			3.857			3.888		
Administrator	20	4.172	4.207			4.056			4.081		
Staff	87	4.107	3.915			3.834	**	.280	3.867	*	.251

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

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**Table 6. Overall Mean Comparisons by Personnel Classification**

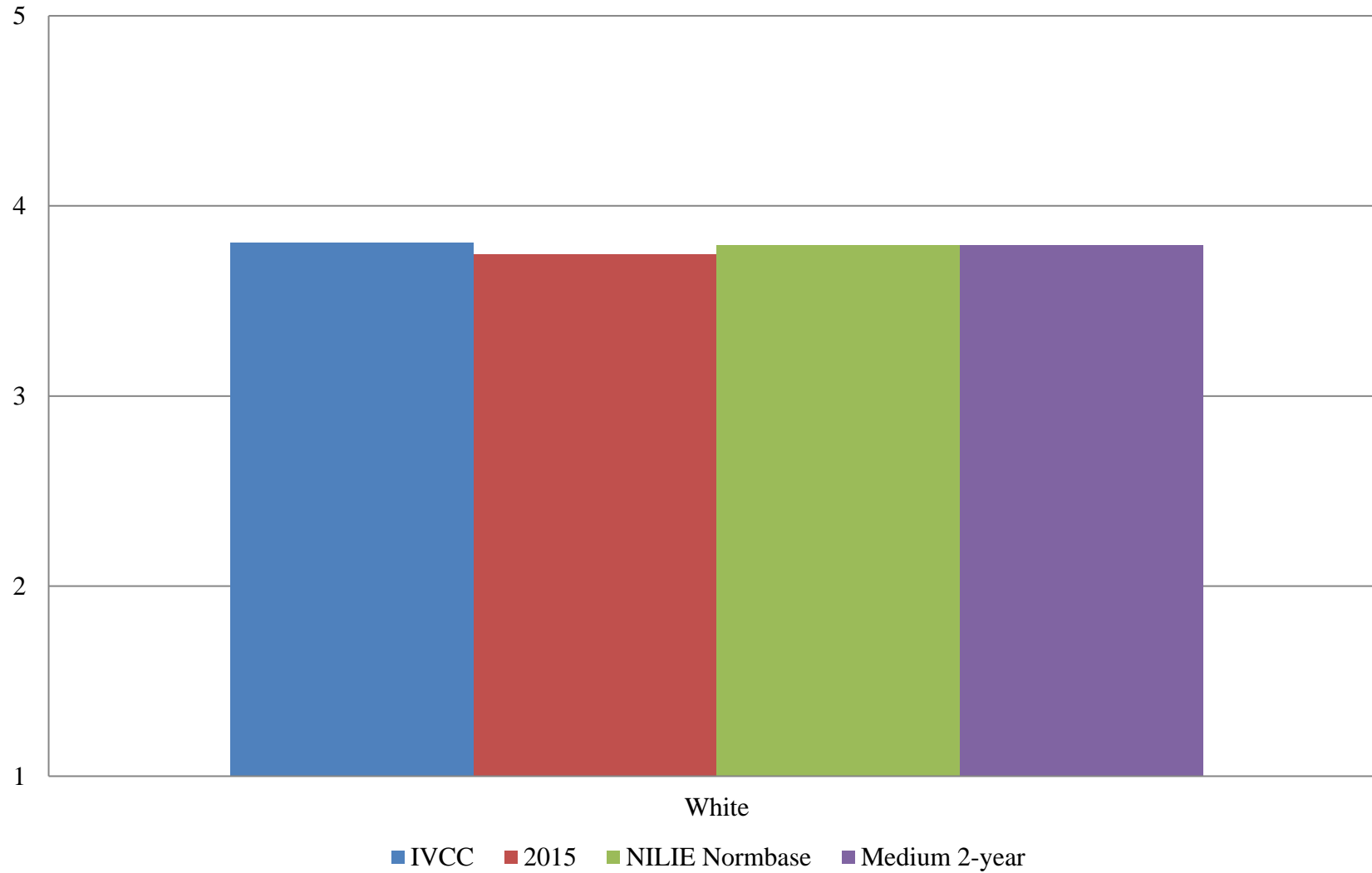
*IVCC compared with:*

What is your personnel classification:	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.803	3.728			3.769			3.784		
Faculty	112	3.742	3.755			3.788			3.792		
Administrator	20	4.082	3.904			3.880			3.920		
Staff	87	3.834	3.668			3.742			3.763		

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

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**Figure 2. Overall Climate by Race/Ethnicity**



**Table 7. Institutional Structure Mean Comparisons by Race/Ethnicity**

*IVCC compared with:*

Please select the race/ethnicity that best describes you:	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.438	3.281			3.470			3.477		
Hispanic or Latino, of any race	3	--	--			3.599			3.649		
American Indian or Alaska Native, not Hispanic or Latino	1	--	--			3.350			3.436		
Asian, not Hispanic or Latino	0	--	--			3.615			3.850		
Black, not Hispanic or Latino	0	--	--			3.582			3.700		
Native Hawaiian or Other Pacific Islander, not Hispanic or Latino	0	--	--			3.402			3.643		
White, not Hispanic or Latino	206	3.437	3.293			3.486			3.481		
Two or more races, not Hispanic or Latino	5	--	--			3.085			3.067		

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

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**Table 8. Student Focus Mean Comparisons by Race/Ethnicity**

*IVCC compared with:*

Please select the race/ethnicity that best describes you:	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	4.077	3.965	*	.194	4.048			4.064		
Hispanic or Latino, of any race	3	--	--			4.081			4.116		
American Indian or Alaska Native, not Hispanic or Latino	1	--	--			3.937			4.046		
Asian, not Hispanic or Latino	0	--	--			4.040			4.162		
Black, not Hispanic or Latino	0	--	--			4.035			4.108		
Native Hawaiian or Other Pacific Islander, not Hispanic or Latino	0	--	--			4.041			4.117		
White, not Hispanic or Latino	206	4.080	3.981			4.077			4.079		
Two or more races, not Hispanic or Latino	5	--	--			3.810			3.824		

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

-- indicates results redacted for confidentiality

**Table 9. Supervisory Relationships Mean Comparisons by Race/Ethnicity**

*IVCC compared with:*

Please select the race/ethnicity that best describes you:	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.918	3.929			3.826			3.839		
Hispanic or Latino, of any race	3	--	--			3.888			3.936		
American Indian or Alaska Native, not Hispanic or Latino	1	--	--			3.741			3.763		
Asian, not Hispanic or Latino	0	--	--			3.885			4.029		
Black, not Hispanic or Latino	0	--	--			3.896			4.007		
Native Hawaiian or Other Pacific Islander, not Hispanic or Latino	0	--	--			3.811			3.953		
White, not Hispanic or Latino	206	3.913	3.956			3.845			3.852		
Two or more races, not Hispanic or Latino	5	--	--			3.527			3.513		

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

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**Table 10. Teamwork Mean Comparisons by Race/Ethnicity**

*IVCC compared with:*

Please select the race/ethnicity that best describes you:	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.930	3.944			3.859			3.891		
Hispanic or Latino, of any race	3	--	--			3.929			3.996		
American Indian or Alaska Native, not Hispanic or Latino	1	--	--			3.770			3.837		
Asian, not Hispanic or Latino	0	--	--			3.909			4.057		
Black, not Hispanic or Latino	0	--	--			3.898			4.042		
Native Hawaiian or Other Pacific Islander, not Hispanic or Latino	0	--	--			3.804			3.989		
White, not Hispanic or Latino	206	3.931	3.946			3.884			3.905		
Two or more races, not Hispanic or Latino	5	--	--			3.574			3.556		

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

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**Table 11. Overall Mean Comparisons by Race/Ethnicity**

*IVCC compared with:*

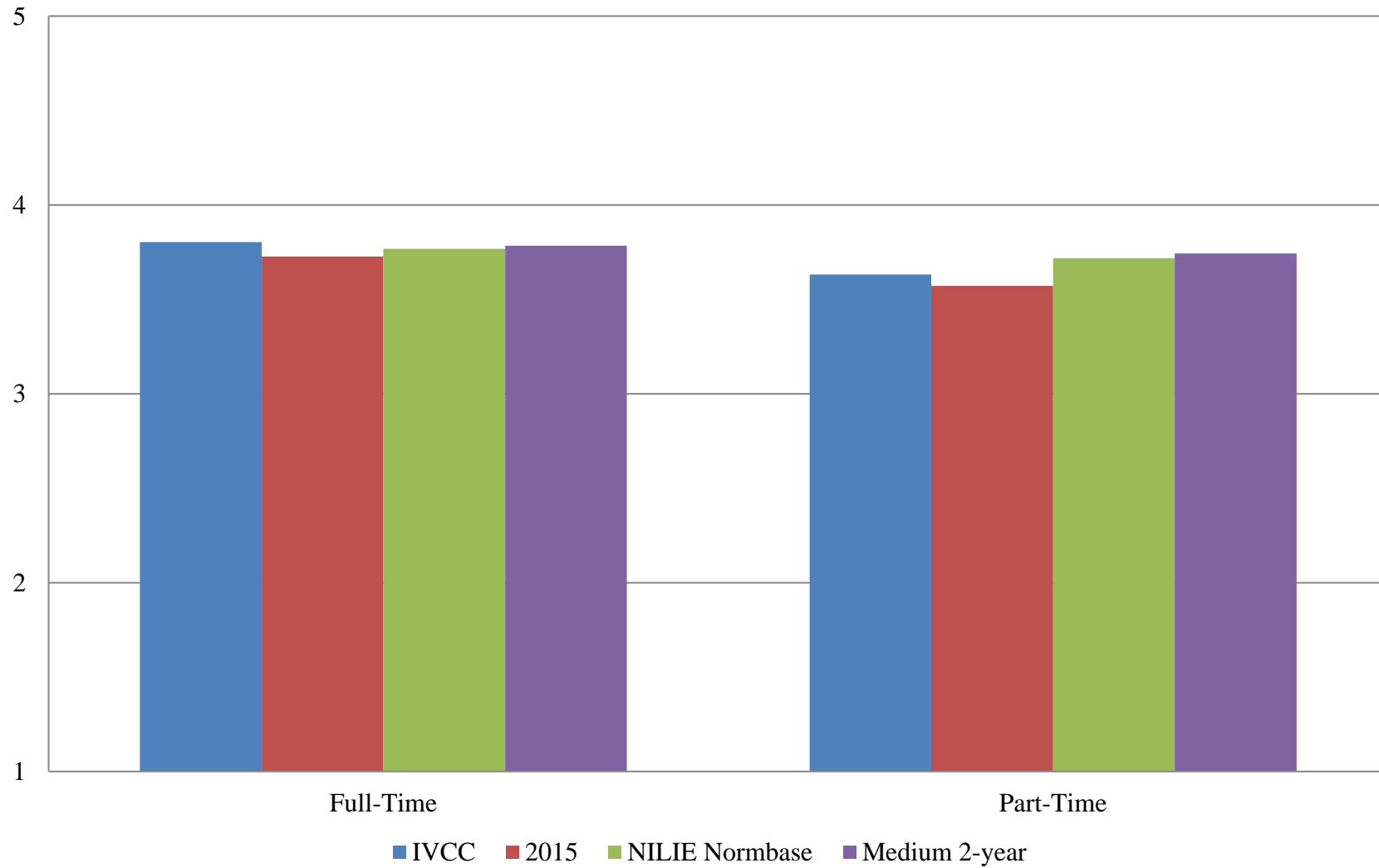
Please select the race/ethnicity that best describes you:	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.803	3.728			3.769			3.784		
Hispanic or Latino, of any race	3	--	--			3.847			3.895		
American Indian or Alaska Native, not Hispanic or Latino	1	--	--			3.664			3.732		
Asian, not Hispanic or Latino	0	--	--			3.839			4.008		
Black, not Hispanic or Latino	0	--	--			3.828			3.937		
Native Hawaiian or Other Pacific Islander, not Hispanic or Latino	0	--	--			3.733			3.897		
White, not Hispanic or Latino	206	3.805	3.744			3.791			3.795		
Two or more races, not Hispanic or Latino	5	--	--			3.461			3.453		

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

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**Figure 3. Overall Climate by Employment Status**



**Table 12. Institutional Structure Mean Comparisons by Employment Status**

*IVCC compared with:*

Your status at this institution is:	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.438	3.281			3.470			3.477		
Full-Time	137	3.164	3.006			3.380	**	-.241	3.407	**	-.271
Part-Time	84	3.886	3.829			3.737			3.755		

**Table 13. Student Focus Mean Comparisons by Employment Status**

*IVCC compared with:*

Your status at this institution is:	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	4.077	3.965	*	.194	4.048			4.064		
Full-Time	137	3.993	3.868			4.019			4.044		
Part-Time	84	4.203	4.153			4.148			4.151		

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

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**Table 14. Supervisory Relationships Mean Comparisons by Employment Status**

*IVCC compared with:*

Your status at this institution is:	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.918	3.929			3.826			3.839		
Full-Time	137	3.759	3.835			3.788			3.806		
Part-Time	84	4.171	4.142			3.947	*	.258	3.984	*	.219

**Table 15. Teamwork Mean Comparisons by Employment Status**

*IVCC compared with:*

Your status at this institution is:	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.930	3.944			3.859			3.891		
Full-Time	137	3.819	3.839			3.835			3.870		
Part-Time	84	4.104	4.152			3.953			3.998		

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

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**Table 16. Overall Mean Comparisons by Employment Status**

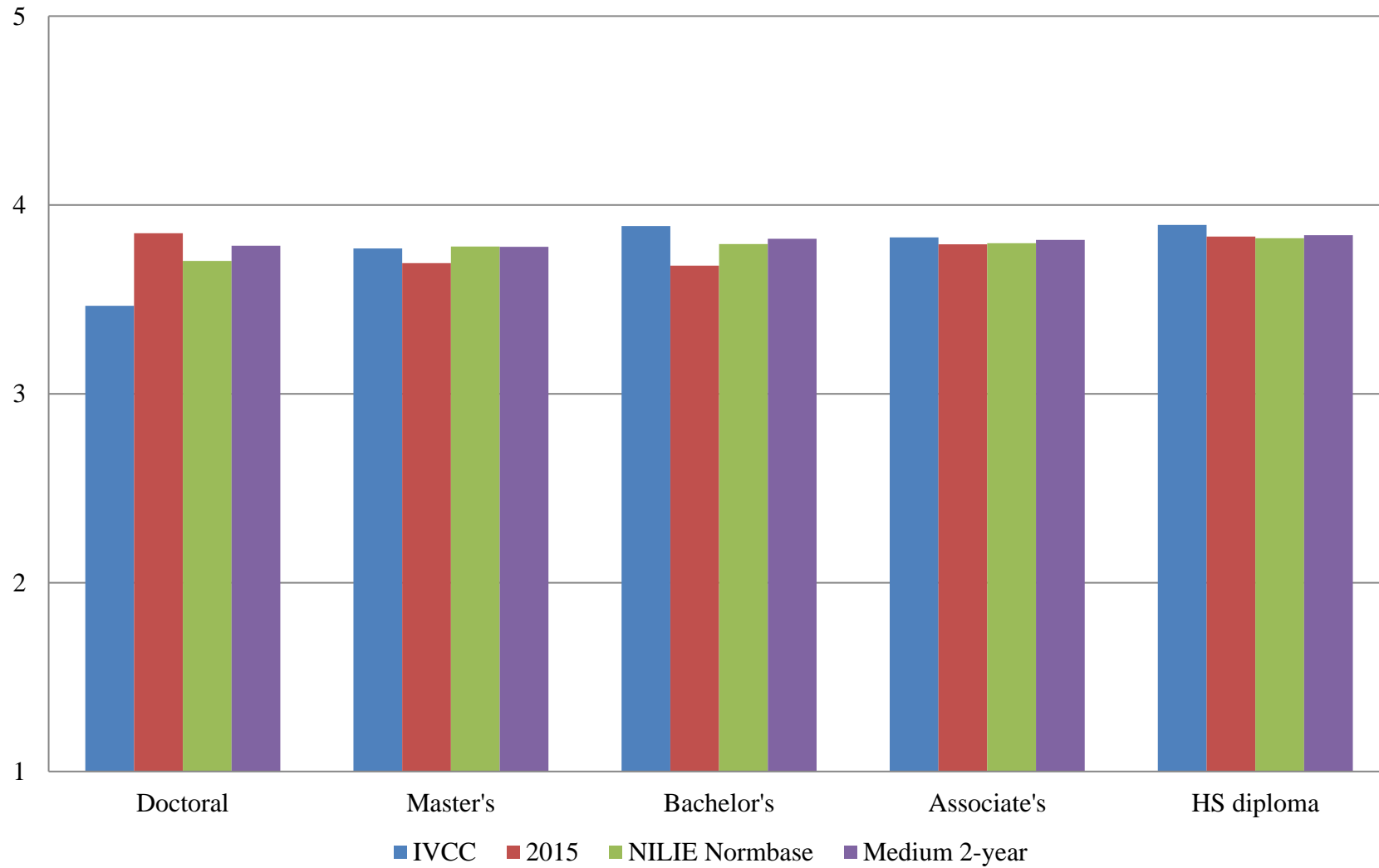
*IVCC compared with:*

<b>Your status at this institution is:</b>	<b>IVCC</b>		<b>2015</b>			<b>NILIE Normbase</b>			<b>Medium 2-year</b>		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.803	3.728			3.769			3.784		
Full-Time	137	3.631	3.571			3.718			3.744		
Part-Time	84	4.086	4.048			3.932			3.955		

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

-- indicates results redacted for confidentiality

**Figure 4. Overall Climate by Highest Degree Earned**



**Table 17. Institutional Structure Mean Comparisons by Highest Degree Earned**

*IVCC compared with:*

What is the highest degree you have earned?	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.438	3.281			3.470			3.477		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	2	--	--			3.493			3.528		
Doctoral degree (e.g., Ph.D., Ed.D.)	16	2.985	3.265			3.366			3.451		
Master's degree	95	3.351	3.203			3.464			3.451		
Bachelor's degree	56	3.598	3.296			3.502			3.521		
Associate's degree	30	3.527	3.410			3.523			3.534		
High School diploma or GED	22	3.590	3.465			3.582			3.604		
No diploma or degree	0	--	--			3.385			3.550		

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

-- indicates results redacted for confidentiality

**Table 18. Student Focus Mean Comparisons by Highest Degree Earned**

*IVCC compared with:*

What is the highest degree you have earned?	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	4.077	3.965	*	.194	4.048			4.064		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	2	--	--			4.045			4.078		
Doctoral degree (e.g., Ph.D., Ed.D.)	16	3.941	4.001			4.004			4.071		
Master's degree	95	4.080	3.953			4.062			4.066		
Bachelor's degree	56	4.026	3.863			4.057			4.075		
Associate's degree	30	4.217	4.072			4.071			4.083		
High School diploma or GED	22	3.998	4.049			4.075			4.098		
No diploma or degree	0	--	--			3.952			4.006		

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

-- indicates results redacted for confidentiality

**Table 19. Supervisory Relationships Mean Comparisons by Highest Degree Earned**

*IVCC compared with:*

What is the highest degree you have earned?	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.918	3.929			3.826			3.839		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	2	--	--			3.816			3.843		
Doctoral degree (e.g., Ph.D., Ed.D.)	16	3.556	4.212	*	-.938	3.769			3.856		
Master's degree	95	3.907	3.928			3.836			3.833		
Bachelor's degree	56	4.026	3.853			3.850			3.882		
Associate's degree	30	3.791	3.893			3.850			3.872		
High School diploma or GED	22	4.042	3.995			3.873			3.876		
No diploma or degree	0	--	--			3.644			3.837		

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

-- indicates results redacted for confidentiality



**Table 20. Teamwork Mean Comparisons by Highest Degree Earned**

*IVCC compared with:*

What is the highest degree you have earned?	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.930	3.944			3.859			3.891		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	2	--	--			3.875			3.877		
Doctoral degree (e.g., Ph.D., Ed.D.)	16	3.578	4.181			3.816			3.905		
Master's degree	95	3.848	3.874			3.885			3.908		
Bachelor's degree	56	4.076	3.921			3.894			3.943		
Associate's degree	30	3.904	3.977			3.846			3.879		
High School diploma or GED	22	4.129	3.993			3.861			3.864		
No diploma or degree	0	--	--			3.644			3.825		

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

-- indicates results redacted for confidentiality

**Table 21. Overall Mean Comparisons by Highest Degree Earned**

*IVCC compared with:*

What is the highest degree you have earned?	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.803	3.728			3.769			3.784		
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	2	--	--			3.777			3.803		
Doctoral degree (e.g., Ph.D., Ed.D.)	16	3.466	3.849			3.704			3.784		
Master's degree	95	3.770	3.692			3.779			3.778		
Bachelor's degree	56	3.889	3.679			3.793			3.820		
Associate's degree	30	3.828	3.792			3.797			3.815		
High School diploma or GED	22	3.894	3.833			3.824			3.839		
No diploma or degree	0	--	--			3.634			3.784		

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

-- indicates results redacted for confidentiality

**Figure 5. Overall Climate by Gender**



**Table 22. Institutional Structure Mean Comparisons by Gender**

What gender are you:	IVCC		<i>IVCC compared with:</i>								
	N	Mean	2015			NILIE Normbase			Medium 2-year		
			Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.438	3.281			3.470			3.477		
Man	63	3.538	3.271			3.521			3.538		
Woman	124	3.523	3.370			3.516			3.529		
Another gender identity	1	--	--			3.015			3.167		
I prefer not to respond	31	2.934	2.777			2.913			2.894		

**Table 23. Student Focus Mean Comparisons by Gender**

What gender are you:	IVCC		<i>IVCC compared with:</i>								
	N	Mean	2015			NILIE Normbase			Medium 2-year		
			Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	4.077	3.965	*	.194	4.048			4.064		
Man	63	4.161	3.871	**	.507	4.068			4.081		
Woman	124	4.102	4.054			4.082			4.101		
Another gender identity	1	--	--			3.752			3.931		
I prefer not to respond	31	3.807	3.704			3.748			3.765		

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

-- indicates results redacted for confidentiality

**Table 24. Supervisory Relationships Mean Comparisons by Gender**

What gender are you:	<i>IVCC compared with:</i>										
	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.918	3.929			3.826			3.839		
Man	63	3.977	3.961			3.865			3.885		
Woman	124	3.965	3.999			3.863			3.885		
Another gender identity	1	--	--			3.546			3.808		
I prefer not to respond	31	3.599	3.467			3.397			3.377		

**Table 25. Teamwork Mean Comparisons by Gender**

What gender are you:	<i>IVCC compared with:</i>										
	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.930	3.944			3.859			3.891		
Man	63	3.988	3.914			3.910			3.946		
Woman	124	3.993	4.023			3.888			3.927		
Another gender identity	1	--	--			3.526			3.634		
I prefer not to respond	31	3.601	3.455			3.480			3.482		

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

-- indicates results redacted for confidentiality

**Table 26. Overall Mean Comparisons by Gender**

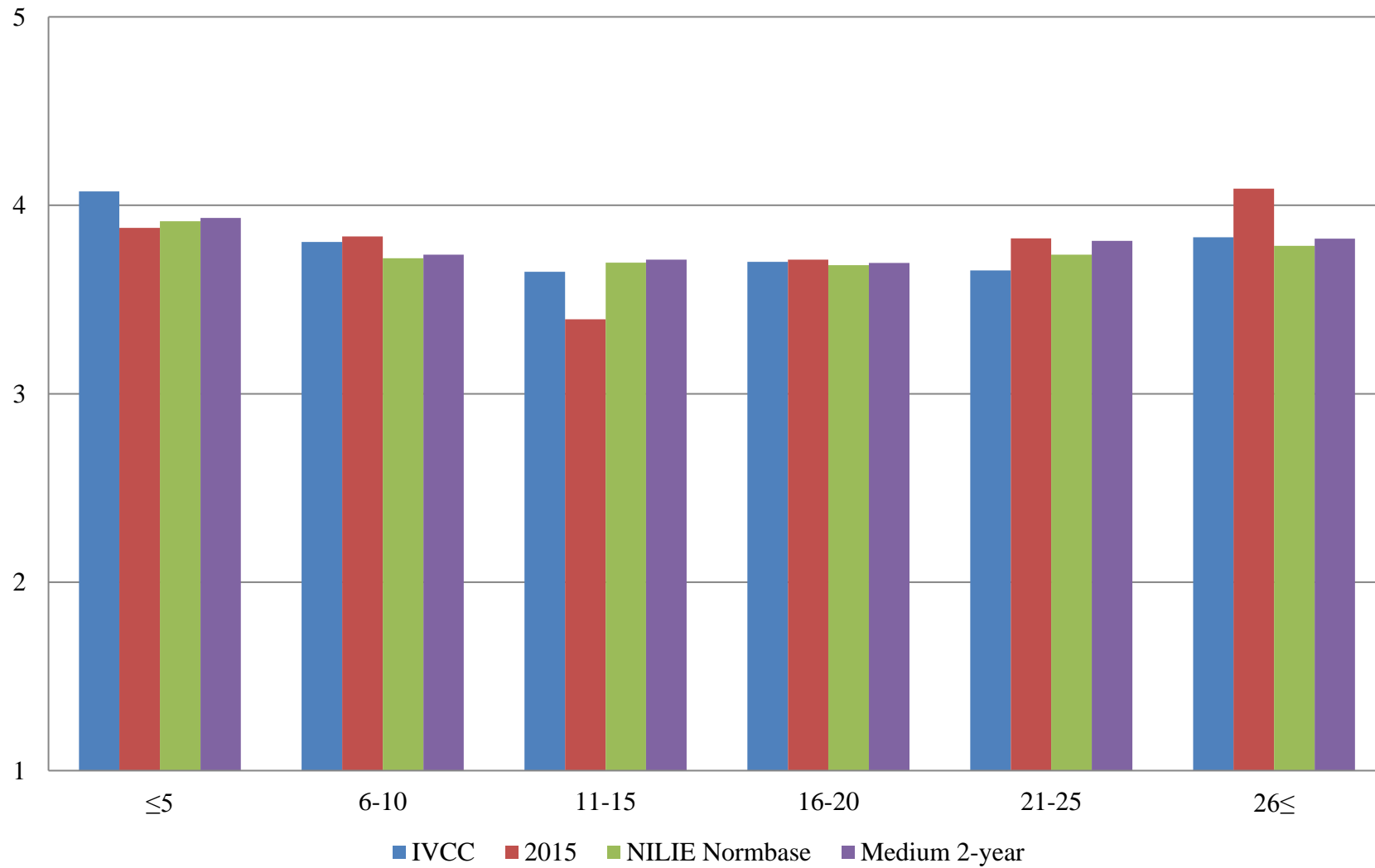
*IVCC compared with:*

What gender are you:	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.803	3.728			3.769			3.784		
Man	63	3.883	3.707			3.809			3.829		
Woman	124	3.862	3.810			3.808			3.829		
Another gender identity	1	--	--			3.418			3.600		
I prefer not to respond	31	3.439	3.304			3.338			3.330		

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

-- indicates results redacted for confidentiality

**Figure 6. Overall Climate by Years at this Institution**



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

*IVCC compared with:*

How many years have you worked at this institution?	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.438	3.281			3.470			3.477		
5 years or less	63	3.924	3.641			3.687	*	.276	3.705	*	.258
6-10 years	29	3.419	3.473			3.401			3.411		
11-15 years	38	3.188	2.774			3.353			3.353		
16-20 years	32	3.190	3.130			3.321			3.323		
21-25 years	23	3.108	3.313			3.384			3.460		
26 years or more	17	3.423	3.796			3.437			3.481		

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

-- indicates results redacted for confidentiality



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

*IVCC compared with:*

How many years have you worked at this institution?	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	4.077	3.965	*	.194	4.048			4.064		
5 years or less	63	4.154	4.035			4.114			4.125		
6-10 years	29	4.058	4.055			4.016			4.041		
11-15 years	38	4.000	3.722	*	.461	4.023			4.031		
16-20 years	32	4.108	3.982			4.022			4.039		
21-25 years	23	4.032	4.036			4.066			4.119		
26 years or more	17	4.097	4.135			4.095			4.114		

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

-- indicates results redacted for confidentiality

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

*IVCC compared with:*

How many years have you worked at this institution?	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.918	3.929			3.826			3.839		
5 years or less	63	4.129	3.973			3.970			3.986		
6-10 years	29	3.947	3.955			3.780			3.798		
11-15 years	38	3.772	3.699			3.750			3.774		
16-20 years	32	3.864	3.991			3.739			3.745		
21-25 years	23	3.839	4.134			3.790			3.868		
26 years or more	17	3.968	4.330			3.854			3.898		

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

-- indicates results redacted for confidentiality

**Table 30. Teamwork Mean Comparisons by Years at this Institution**

*IVCC compared with:*

How many years have you worked at this institution?	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.930	3.944			3.859			3.891		
5 years or less	63	4.162	3.965			3.981			4.014		
6-10 years	29	3.931	4.048			3.808			3.838		
11-15 years	38	3.804	3.658			3.804			3.842		
16-20 years	32	3.828	4.015			3.800			3.836		
21-25 years	23	3.780	3.986			3.868			3.964		
26 years or more	17	4.059	4.214			3.905			3.953		

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

-- indicates results redacted for confidentiality

**Table 31. Overall Mean Comparisons by Years at this Institution**

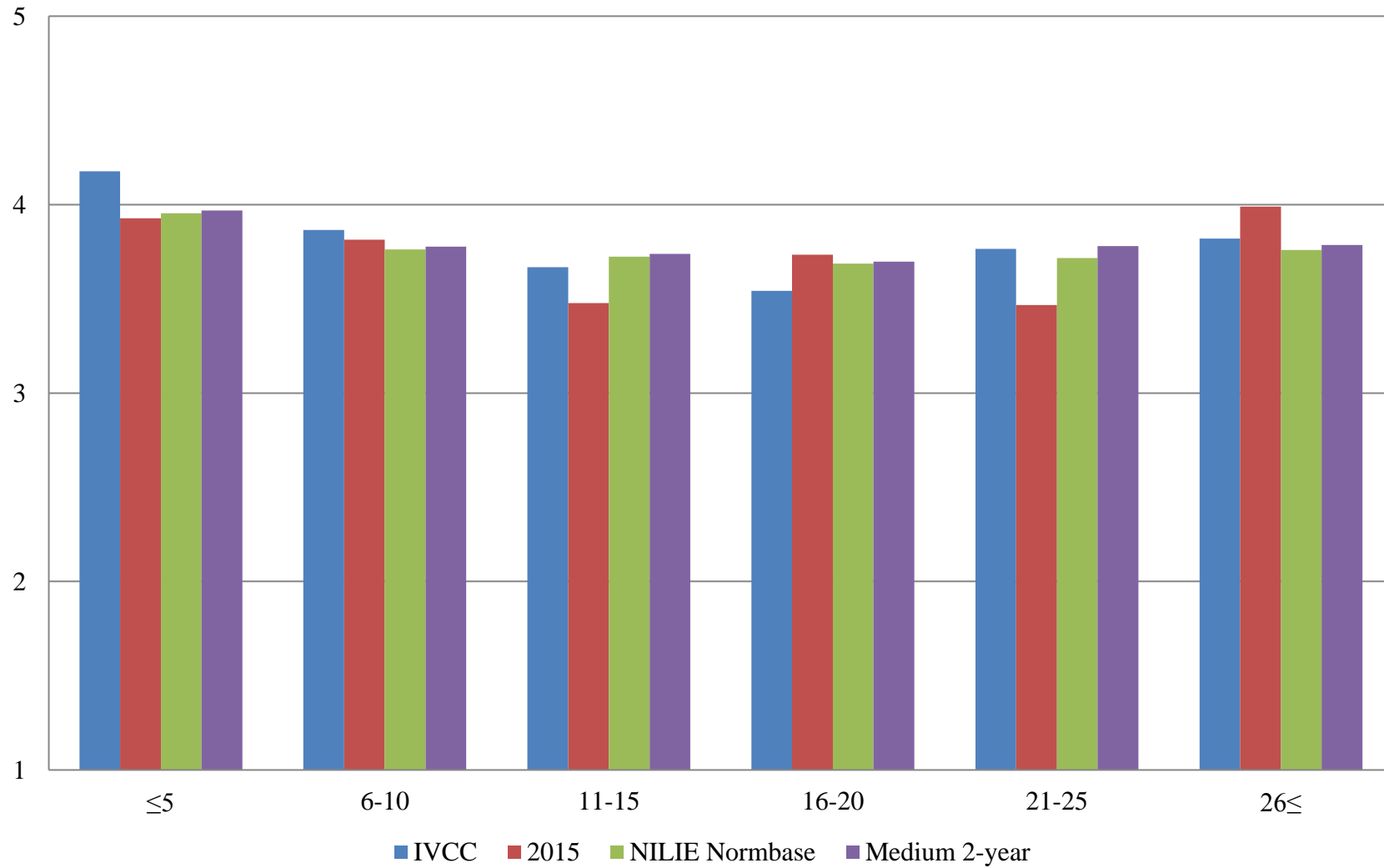
*IVCC compared with:*

How many years have you worked at this institution?	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.803	3.728			3.769			3.784		
5 years or less	63	4.073	3.880			3.915			3.933		
6-10 years	29	3.806	3.834			3.719			3.739		
11-15 years	38	3.647	3.395			3.696			3.711		
16-20 years	32	3.700	3.712			3.682			3.694		
21-25 years	23	3.654	3.825			3.738			3.812		
26 years or more	17	3.831	4.089			3.785			3.824		

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

-- indicates results redacted for confidentiality

**Figure 7. Overall Climate by Years in Higher Education**



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

*IVCC compared with:*

How many years have you worked in higher education?	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.438	3.281			3.470			3.477		
5 years or less	46	4.092	3.730	*	.472	3.749	**	.413	3.761	**	.406
6-10 years	27	3.505	3.477			3.465			3.465		
11-15 years	37	3.259	2.969			3.397			3.399		
16-20 years	35	3.061	3.188			3.341			3.343		
21-25 years	30	3.230	2.800			3.351			3.417		
26 years or more	27	3.373	3.569			3.409			3.432		

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

-- indicates results redacted for confidentiality

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

*IVCC compared with:*

How many years have you worked in higher education?	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	4.077	3.965	*	.194	4.048			4.064		
5 years or less	46	4.245	4.080			4.144			4.156		
6-10 years	27	4.091	4.007			4.025			4.046		
11-15 years	37	3.953	3.779			4.031			4.040		
16-20 years	35	3.928	3.981			4.010			4.021		
21-25 years	30	4.116	3.785	*	.646	4.046			4.094		
26 years or more	27	4.107	4.053			4.074			4.094		

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

-- indicates results redacted for confidentiality

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

*IVCC compared with:*

How many years have you worked in higher education?	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.918	3.929			3.826			3.839		
5 years or less	46	4.192	3.972			3.999			4.013		
6-10 years	27	4.007	3.939			3.831			3.847		
11-15 years	37	3.810	3.711			3.781			3.798		
16-20 years	35	3.634	3.996			3.745			3.753		
21-25 years	30	3.986	3.816			3.781			3.840		
26 years or more	27	3.980	4.328			3.819			3.849		

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

-- indicates results redacted for confidentiality



**Table 35. Teamwork Mean Comparisons by Years in Higher Education**

*IVCC compared with:*

How many years have you worked in higher education?	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.930	3.944			3.859			3.891		
5 years or less	46	4.209	4.024			4.009			4.035		
6-10 years	27	3.966	3.995			3.843			3.876		
11-15 years	37	3.811	3.658			3.823			3.863		
16-20 years	35	3.781	4.034			3.801			3.831		
21-25 years	30	3.935	3.784			3.851			3.934		
26 years or more	27	3.966	4.175			3.887			3.928		

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

-- indicates results redacted for confidentiality

**Table 36. Overall Mean Comparisons by Years in Higher Education**

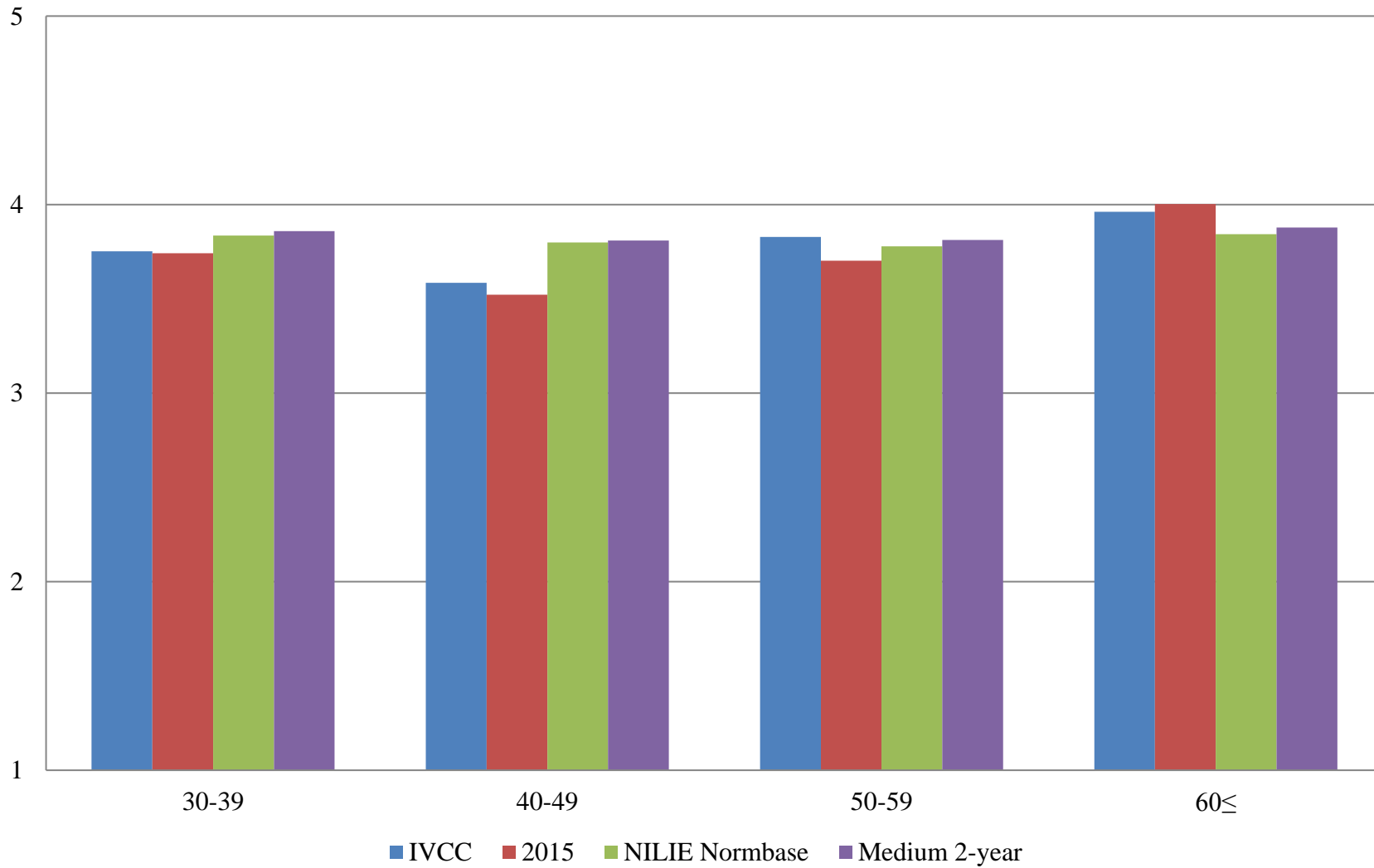
*IVCC compared with:*

How many years have you worked in higher education?	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.803	3.728			3.769			3.784		
5 years or less	46	4.176	3.928			3.954	*	.309	3.969	*	.295
6-10 years	27	3.865	3.814			3.762			3.776		
11-15 years	37	3.668	3.478			3.724			3.738		
16-20 years	35	3.542	3.734			3.688			3.698		
21-25 years	30	3.765	3.467			3.717			3.780		
26 years or more	27	3.820	3.990			3.759			3.785		

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

-- indicates results redacted for confidentiality

**Figure 8. Overall Climate by Age**



**Table 37. Institutional Structure Mean Comparisons by Age**

*IVCC compared with:*

What is your age?	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.438	3.281			3.470			3.477		
29 or younger	6	--	3.794			3.737			3.776		
30-39	18	3.352	3.330			3.549			3.577		
40-49	25	3.163	2.975			3.504			3.513		
50-59	59	3.435	3.189			3.480			3.504		
60 or older	69	3.631	3.699			3.562			3.587		

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

-- indicates results redacted for confidentiality

**Table 38. Student Focus Mean Comparisons by Age**

*IVCC compared with:*

What is your age?	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	4.077	3.965	*	.194	4.048			4.064		
29 or younger	6	--	4.188			4.122			4.151		
30-39	18	4.074	3.950			4.057			4.076		
40-49	25	3.851	3.824			4.059			4.070		
50-59	59	4.055	3.953			4.073			4.101		
60 or older	69	4.216	4.131			4.113			4.137		

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

-- indicates results redacted for confidentiality

**Table 39. Supervisory Relationships Mean Comparisons by Age**

*IVCC compared with:*

What is your age?	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.918	3.929			3.826			3.839		
29 or younger	6	--	3.989			4.037			4.071		
30-39	18	3.822	3.888			3.917			3.936		
40-49	25	3.780	3.765			3.864			3.866		
50-59	59	3.981	3.999			3.828			3.866		
60 or older	69	4.057	4.157			3.886			3.930		

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

-- indicates results redacted for confidentiality

**Table 40. Teamwork Mean Comparisons by Age**

*IVCC compared with:*

What is your age?	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.930	3.944			3.859			3.891		
29 or younger	6	--	4.040			4.082			4.135		
30-39	18	3.907	4.042			3.948			3.981		
40-49	25	3.694	3.790			3.891			3.921		
50-59	59	3.981	3.861			3.856			3.902		
60 or older	69	4.075	4.165			3.925			3.986		

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

-- indicates results redacted for confidentiality

**Table 41. Overall Mean Comparisons by Age**

*IVCC compared with:*

What is your age?	IVCC		2015			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	225	3.803	3.728			3.769			3.784		
29 or younger	6	--	3.994			3.966			4.004		
30-39	18	3.753	3.742			3.836			3.860		
40-49	25	3.585	3.522			3.799			3.809		
50-59	59	3.828	3.702			3.779			3.812		
60 or older	69	3.962	4.004			3.844			3.878		

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

-- indicates results redacted for confidentiality