



## NATIONAL INITIATIVE FOR LEADERSHIP & INSTITUTIONAL EFFECTIVENESS

North Carolina State University | College of Education  
310 Poe Hall, Box 7801 | Raleigh, NC 27695-7801



### PACE Survey

The purpose of the Personal Assessment of the College Environment (PACE) Survey is to improve the student experience by listening to faculty, staff, and administrators. The PACE promotes open and honest communication by giving your employees a voice, and the results of the help inform priorities for change at your institution. The standard PACE Survey includes:

- > 46 Items
- > 8 Demographic Questions
- > 2 Open-Ended Questions
- > 4 Climate Factors:
  - Institutional Structure
  - Supervisory Relationship
  - Teamwork
  - Student Focus

### Customize Your Survey

#### Choose 3 Custom Comparison Groups

Every institution may choose 3 comparison groups.

#### Create 3 Custom Demographic Questions

In addition to the standard PACE demographic questions, clients may include up to 3 custom demographic questions.

#### Develop 20 Custom Survey Questions

Clients may develop up to 20 custom questions to include in the PACE Survey. Samples of custom questions can be found on the NILIE website.

#### Add an Optional Subscale

Clients may select to include one subscale: Institutional Structure, Change Readiness, Racial Diversity, Part-time Faculty, Campus Safety, or Student Focus.

### Administer Your Survey

Over the course of one month, NILIE staff will administer the survey to employees via e-mail or provide an open link that can be administered by your institution. Several reminders will be sent to employees.

### Receive Your PACE Report

Within 8 weeks, NILIE staff will generate your report. The full PACE report includes: the standard PACE and demographic reports, which break out PACE climate factors by question response rates and by each standard demographic category; a personnel classification report; a custom report that includes any custom demographic questions included specifically for your institution (if applicable); a subscale report (if applicable); and a qualitative report. Report interpretation instructions and a raw data Excel file with a codebook are also included.

In addition to the PACE Survey, NILIE offers additional services for a fee. All add-on services are in addition to one of the survey options above and cannot be administered on their own. For more information, visit [nilie.ncsu.edu/additional-services](http://nilie.ncsu.edu/additional-services).

**Contact NILIE staff to get started with your PACE Survey**

[nilie.ncsu.edu](http://nilie.ncsu.edu) | [pace\\_survey@ncsu.edu](mailto:pace_survey@ncsu.edu) | (919) 515-8567

**NC STATE UNIVERSITY**

College of Education

## PACE Survey Customization Options

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### Add a Subscale



#### Institutional Structure

Provides insight into employee perceptions of institutional structure climate, specifically related to the institution's mission, leadership, decision making, organization, and communication.



#### Change Readiness

Helps identify the extent to which an institution engages in the change process through the lens of institutional capacity, leadership, and culture.



#### Diversity

Presents findings on the various factors that influence the racial climate of a campus, including its structural make up, psychological climate, and behavioral climate.



#### Part-Time Faculty

Addresses research based factors that contribute to the satisfaction of part-time faculty: job security, motivation and advancement, compensation and benefits, training and evaluation, and inclusion and access.



#### Campus Safety

Addresses safety climate, protocols, enforcement, and Title IX issues.



#### Student Focus

Provides insight into assessment of learning, completion, labor market, and equity college outcomes.

### Additional Services

#### Additional Customized Report

NILIE provides a second report centered on a different organizing variable than personnel classification, such as location or race/ethnicity.

#### PowerPoint Results Presentation

NILIE develops a PowerPoint presentation to represent client's PACE Survey results.

#### On-Site Consulting

On-site consulting provides report interpretation, recommendations based on report results and institutional documents (e.g., strategic planning documents), or other appropriate information. A PowerPoint presentation is included.

#### Raw Qualitative Data Files

NILIE provides a spreadsheet of all original qualitative comments.

#### Additional Open-Ended Questions

Clients may develop additional open-ended questions in consultation with NILIE. The questions will be added to the survey and NILIE will analyze them for inclusion in the final report.