



NATIONAL INITIATIVE FOR LEADERSHIP & INSTITUTIONAL EFFECTIVENESS

NILIE Technical College Raleigh, North Carolina

Personal Assessment of the College Environment (PACE) Safety Subscale Report

by

Katie Ratterree & Alessandra Dinin

The National Initiative for Leadership
& Institutional Effectiveness

North Carolina State University

September 2016



National Initiative for Leadership and Institutional Effectiveness

Audrey Jaeger, PhD, Executive Director
Dawn Crotty, Executive Assistant
Alessandra Dinin, Director of Research
Katie Ratterree, Assistant Director of Research
Greg King, Researcher
Laura Garland, Researcher

Phone: 919-515-8567
919-515-6289
Fax: 919-515-6305
Web: <http://ced.ncsu.edu/ahe/nilie>

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

Table of Contents	Page
Campus Safety Literature Review	1
Table 1. Campus Safety Climate Frequency Distributions	3
Table 2. Campus Safety Protocols Frequency Distributions	6
Table 3. Campus Safety Enforcement Frequency Distributions	8
Table 4. Title IX Frequency Distributions	9
Table 5. Campus Safety Supplemental Item Frequency Distributions	10
Table 6. Campus Safety Climate Item Mean Comparisons	11
Table 7. Campus Safety Protocols Item Mean Comparisons	12
Table 8. Campus Safety Enforcement Item Mean Comparisons	13
Table 9. Title IX Item Mean Comparisons	14
Table 10. Mean Comparisons by Personnel Classification	15
Table 11. Mean Comparisons by Race/Ethnicity	16
Table 12. Mean Comparisons by Employment Status	17
Table 13. Mean Comparisons by Highest Degree Earned	18
Table 14. Mean Comparisons by Gender	19
Table 15. Mean Comparisons by Years at this Institution	20
Table 16. Mean Comparisons by Years in Higher Education	21
Table 17. Mean Comparisons by Age	22
Table 18. Mean Comparisons by Campus Safety Training Participation	22
Table 19. Mean Comparisons by Campus Safety Training Opportunity	23
Table 20. Mean Comparisons by Title IX Coordinator	23

Campus Safety Literature Review

Following the inception of the 1990 Clery Act, which called for full disclosure of campus crime statistics, higher education research regarding safety and security started to emerge (Gregory and Janosik, 2002). Public awareness of campus crimes across the country increased as a result of the new law (Baker and Boland, 2011). The tragic Virginia Tech and Northern Illinois shootings in the 2000's further emphasized college campus' focus on safety, particularly as it relates to practices and protocols, fear, and emergency communication (Baker and Boland, 2011; Barton, Jenson, & Kaufman, 2010; Gow, Townsend, McGee, & Anderson, 2008; and Kaminski, Koons-Witt, Thompson, & Weiss, 2010). More recently, a "Dear Colleague" letter from then Assistant Secretary for Civil Rights, Russlynn Ali, called on colleges to clarify, strengthen, and streamline Title IX policies related to sexual assault on campus (2011).

Although often discussed in regard to students, concerns of campus safety pertain to all members of an institution's community, including employees. Baker and Boland explain, "It is the campus' responsibility to make safety a critical issue so that faculty and staff can focus on their specific job duties and make safety a less salient issue" (2011, p. 696). An employee's negative perception of safety has the potential to manifest itself as fear, a reaction that may interfere with social interactions, collaboration, and teamwork, ultimately having a negative impact on the entire campus (Warr, 2000).

Fear can vary between demographic groups, time of day, and location (del Carmen, Polk, Segal, and Bing, 2000; Fisher & Nasar, 1992; Kaminski et al, 2010; McConnell, 1997; McReedy & Dennis, 1996; and Warr, 1990). Because the measure of fear is highly subjective it is not readily assessed in comparison to pre-determined goals or objectives (Warr, 2000). Instead, interpretations of fear should be context specific and individually informed to provide an accurate overview of the campus environment. As a result, an individual's fear is not necessarily equivalent to the actual level of risk, highlighting the importance of using campus climate surveys and not solely relying on statistics to measure campus safety (Warr, 2000; Wilcox & Pritchard, 2007).

The National Initiative for Leadership and Institutional Effectiveness (NILIE) researchers created a campus safety subscale to assist campus leaders in their efforts to assess and ultimately improve the

- Safety climate
- Safety protocols
- Safety enforcement
- Title IX

NILIE recognizes the need to address campus safety climate for administrators, faculty, and staff, and provides a tool that institutional leaders can use to better understand their campuses. The subjective nature of perceived safety makes a climate survey not only appropriate but also a necessary component to garner a comprehensive view of campus safety.

References

- Ali, R. (2011, April 4). *Dear colleague letter*. Washington, DC: U.S. Department of Education, Office for Civil Rights.
- Baker, K., & Boland, K. (2011). Assessing safety: A campus-wide initiative. *College student journal*, 45 (4), 683.
- Barton, M. S., Jensen, B. L., & Kaufman, J. M. (2010). Social disorganization theory and the college campus. *Journal of Criminal Justice*, 38 (3), 245-254.
- del Carmen, A., Polk, O. E., Segal, C., & Bing III, R. L. (2000). Fear of crime on campus: Examining fear variables of CRCJ majors and nonmajors in pre-and post-serious crime environments. *Journal of Security Administration*, 23 (1), 21.
- Fisher, B. S., & Nasar, J. L. (1992). Fear of crime in relation to three exterior site features prospect, refuge, and escape. *Environment and Behavior*, 24 (1), 35-65.
- Gow, G., Townsend, D., McGee, T., & Anderson, P. (2008, June). Communication technology and campus safety: Critical sociotechnical concerns for emergency messaging at Canadian universities. In *Technology and Society, 2008*. ISTAS 2008. IEEE International Symposium on (pp. 1-5).
- Gregory, D. E., & Janosik, S. M. (2002). Clery Act: How Effective Is It-Perceptions from the Field-The Current State of the Research and Recommendations for Improvement, *Stetson Law Review*, 32 (7).
- Kaminski, R. J., Koons-Witt, B. A., Thompson, N. S., & Weiss, D. (2010). The impacts of the Virginia Tech and Northern Illinois University shootings on fear of crime on campus. *Journal of Criminal Justice*, 38(1), 88-98.
- McConnell, E. H. (1997). Fear of crime on campus: A study of a southern university. *Journal of Security Administration*, 20 (2), 22.
- McCreeley, K. R., & Dennis, B. G. (1996). Sex-related offenses and fear of crime on campus. *Journal of Contemporary Criminal Justice*, 12 (1), 69-80.
- Warr, M. (1990). Dangerous situations: Social context and fear of victimization. *Social forces*, 68 (3), 891-907.
- Warr, M. (2000). Fear of crime in the United States: Avenues for research and policy. *Criminal justice*, 4 (4), 451-489.
- Wilcox, P., Jordan, C. E., & Pritchard, A. J. (2007). A multidimensional examination of campus safety victimization, perceptions of danger, worry about crime, and precautionary behavior among college women in the Post-Clery Era. *Crime & Delinquency*, 53 (2), 219-254.

Table 1. Campus Safety Climate Frequency Distributions

Campus Safety Climate	Response Option	NILIE Tech	
		Count	%
<i>The extent to which...</i>			
1 I think campus safety is an important issue	Strongly disagree	16	6%
	Disagree somewhat	56	21%
	Neither	59	22%
	Agree somewhat	86	33%
	Strongly agree	46	17%
	Total	263	100%
2 I feel safe in my workplace	Strongly disagree	12	5%
	Disagree somewhat	19	7%
	Neither	56	21%
	Agree somewhat	99	38%
	Strongly agree	77	29%
	Total	263	100%
3 I feel safe on campus during the daytime	Strongly disagree	12	5%
	Disagree somewhat	34	13%
	Neither	49	18%
	Agree somewhat	94	35%
	Strongly agree	77	29%
	Total	266	100%
4 I feel safe on campus in the evenings (e.g., adequate lighting, doors lock, call box/blue light stations, etc.)	Strongly disagree	8	3%
	Disagree somewhat	19	7%
	Neither	39	15%
	Agree somewhat	105	40%
	Strongly agree	91	35%
	Total	262	100%

Campus Safety Climate (continued)		Response Option	NILIE Tech	
			Count	%
<i>The extent to which...</i>				
5 I feel safe on campus during the weekend	Strongly disagree	1	0%	
	Disagree somewhat	5	2%	
	Neither	14	5%	
	Agree somewhat	90	35%	
	Strongly agree	150	58%	
	Total	260	100%	
6 Institutional policies reflect a commitment to employee safety	Strongly disagree	11	4%	
	Disagree somewhat	18	7%	
	Neither	18	7%	
	Agree somewhat	71	27%	
	Strongly agree	143	55%	
	Total	261	100%	
7 the institution communicates issues of campus safety in a timely manner	Strongly disagree	33	12%	
	Disagree somewhat	65	25%	
	Neither	54	20%	
	Agree somewhat	75	28%	
	Strongly agree	38	14%	
	Total	265	100%	
8 sufficient resources are allocated to campus safety	Strongly disagree	5	2%	
	Disagree somewhat	39	16%	
	Neither	73	30%	
	Agree somewhat	88	37%	
	Strongly agree	35	15%	
	Total	240	100%	

Campus Safety Climate (continued)		NILIE Tech	
		Count	%
<i>The extent to which...</i>			
9 bullying does not occur between employees at this institution	Strongly disagree	7	3%
	Disagree somewhat	30	11%
	Neither	48	18%
	Agree somewhat	112	42%
	Strongly agree	67	25%
Total		264	100%
10 harassment does not occur between employees at this institution	Strongly disagree	6	2%
	Disagree somewhat	19	8%
	Neither	59	24%
	Agree somewhat	119	49%
	Strongly agree	41	17%
Total		244	100%
11 intimidation does not occur between employees at this institution	Strongly disagree	9	4%
	Disagree somewhat	11	4%
	Neither	32	13%
	Agree somewhat	118	47%
	Strongly agree	81	32%
Total		251	100%

Table 2. Campus Safety Protocols Frequency Distributions

Campus Safety Protocols	Response Option	NILIE Tech	
		Count	%
<i>The extent to which...</i>			
12 the institution offers employee training regarding campus safety	Strongly disagree	1	0%
	Disagree somewhat	5	2%
	Neither	14	5%
	Agree somewhat	90	35%
	Strongly agree	150	58%
	Total	260	100%
13 campus safety trainings are useful	Strongly disagree	11	4%
	Disagree somewhat	18	7%
	Neither	18	7%
	Agree somewhat	71	27%
	Strongly agree	143	55%
	Total	261	100%
14 employees are trained to respond to campus crises	Strongly disagree	33	12%
	Disagree somewhat	65	25%
	Neither	54	20%
	Agree somewhat	75	28%
	Strongly agree	38	14%
	Total	265	100%
15 I know how to report an issue of campus safety	Strongly disagree	5	2%
	Disagree somewhat	39	16%
	Neither	73	30%
	Agree somewhat	88	37%
	Strongly agree	35	15%
	Total	240	100%

Campus Safety Protocols (continued)	Response Option	NILIE Tech	
		Count	%
<i>The extent to which...</i>			
16 the institution communicates clear safety protocols	Strongly disagree	7	3%
	Disagree somewhat	30	11%
	Neither	48	18%
	Agree somewhat	112	42%
	Strongly agree	67	25%
	Total	264	100%
17 the institution follows safety protocols	Strongly disagree	6	2%
	Disagree somewhat	19	8%
	Neither	59	24%
	Agree somewhat	119	49%
	Strongly agree	41	17%
	Total	244	100%
18 safety policies are current	Strongly disagree	9	4%
	Disagree somewhat	11	4%
	Neither	32	13%
	Agree somewhat	118	47%
	Strongly agree	81	32%
	Total	251	100%
19 there are ways to offer feedback about my perception of campus safety	Strongly disagree	8	3%
	Disagree somewhat	19	7%
	Neither	39	15%
	Agree somewhat	105	40%
	Strongly agree	91	35%
	Total	262	100%

Table 3. Campus Safety Enforcement Frequency Distributions

Campus Safety Enforcement	Response Option	NILIE Tech	
		Count	%
<i>The extent to which...</i>			
20 campus security is available	Strongly disagree	8	3%
	Disagree somewhat	7	3%
	Neither	43	16%
	Agree somewhat	115	44%
	Strongly agree	89	34%
	Total	262	100%
21 campus security is helpful	Strongly disagree	6	2%
	Disagree somewhat	12	5%
	Neither	50	20%
	Agree somewhat	120	48%
	Strongly agree	62	25%
	Total	250	100%
22 campus security responds promptly	Strongly disagree	12	5%
	Disagree somewhat	27	10%
	Neither	49	19%
	Agree somewhat	97	37%
	Strongly agree	76	29%
	Total	261	100%

Table 4. Title IX Frequency Distributions

Title IX	Response Option	NILIE Tech	
		Count	%
<i>The extent to which...</i>			
23 I am familiar with Title IX policies	Strongly disagree	11	4%
	Disagree somewhat	23	9%
	Neither	47	18%
	Agree somewhat	109	41%
	Strongly agree	74	28%
	Total	264	100%
24 I understand how Title IX applies to me	Strongly disagree	21	8%
	Disagree somewhat	41	16%
	Neither	63	24%
	Agree somewhat	80	30%
	Strongly agree	58	22%
	Total	263	100%
25 I know how to report violations of Title IX compliance	Strongly disagree	2	1%
	Disagree somewhat	16	6%
	Neither	47	18%
	Agree somewhat	121	47%
	Strongly agree	69	27%
	Total	255	100%
26 I feel comfortable reporting violations of Title IX compliance	Strongly disagree	7	3%
	Disagree somewhat	22	9%
	Neither	36	14%
	Agree somewhat	99	38%
	Strongly agree	94	36%
	Total	258	100%

Table 5. Campus Safety Supplemental Item Frequency Distributions

Supplemental Items	Response Option	NILIE Tech	
		Count	%
1 I participate in campus safety training	Yes	133	57%
	No	100	43%
	Total	233	100%
2 I have the opportunity to participate in campus safety training	Yes	97	39%
	No	154	61%
	Total	251	100%
3 I know who the Title IX Coordinator is on my campus	Yes	147	63%
	No	85	37%
	Total	232	100%

Table 6. Campus Safety Climate Item Mean Comparisons

Campus Safety Climate	NILIE Tech	
	N	Mean
<i>The extent to which...</i>		
1 I think campus safety is an important issue	263	3.342
2 I feel safe in my workplace	263	3.798
3 I feel safe on campus during the daytime	266	3.714
4 I feel safe on campus in the evenings (e.g., adequate lighting, doors lock, call box/blue light stations, etc.)	262	3.962
5 I feel safe on campus during the weekend	260	4.473
6 Institutional policies reflect a commitment to employee safety	261	4.215
7 the institution communicates issues of campus safety in a timely manner	265	3.075
8 sufficient resources are allocated to campus safety	240	3.454
9 bullying does not occur between employees at this institution	264	3.765
10 harassment does not occur between employees at this institution	244	3.697
11 intimidation does not occur between employees at this institution	251	4.000

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

Table 7. Campus Safety Protocols Item Mean Comparisons

Campus Safety Protocols	NILIE Tech	
	N	Mean
<i>The extent to which...</i>		
12 the institution offers employee training regarding campus safety	260	4.473
13 campus safety trainings are useful	261	4.215
14 employees are trained to respond to campus crises	265	3.075
15 I know how to report an issue of campus safety	240	3.454
16 the institution communicates clear safety protocols	264	3.765
17 the institution follows safety protocols	244	3.697
18 safety policies are current	251	4.000
19 there are ways to offer feedback about my perception of campus safety	262	3.962

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

Table 8. Campus Safety Enforcement Item Mean Comparisons

Campus Safety Enforcement	NILIE Tech	
	N	Mean
<i>The extent to which...</i>		
20 campus security is available	262	4.031
21 campus security is helpful	250	3.880
22 campus security responds promptly	261	3.759

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

Table 9. Title IX Item Mean Comparisons

Title IX	NILIE Tech	
	N	Mean
<i>The extent to which...</i>		
23 I am familiar with Title IX policies	264	3.803
24 I understand how Title IX applies to me	263	3.430
25 I know how to report violations of Title IX compliance	255	3.937
26 I feel comfortable reporting violations of Title IX compliance	258	3.973

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

Table 10. Mean Comparisons by Personnel Classification

What is your personnel classification?	NILIE Tech	
	N	Mean
Overall	266	3.802
Faculty	75	3.946
Administrator	41	3.822
Staff	147	3.734

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

-- indicates results redacted for confidentiality

Table 11. Mean Comparisons by Race/Ethnicity

Please select the race/ethnicity that best describes you:	NILIE Tech	
	N	Mean
Overall	266	3.802
Hispanic or Latino, of any race	60	3.989
American Indian or Alaska Native, not Hispanic or Latino	0	--
Asian, not Hispanic or Latino	4	--
Black, not Hispanic or Latino	31	3.853
Native Hawaiian or Other Pacific Islander, not Hispanic or Latino	0	--
White, not Hispanic or Latino	146	3.739
Two or more races, not Hispanic or Latino	14	3.661

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

-- indicates results redacted for confidentiality

Table 12. Mean Comparisons by Employment Status

Your status at this institution is:	NILIE Tech	
	N	Mean
Overall	266	3.802
Full-Time	222	3.770
Part-Time	41	4.033

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

-- indicates results redacted for confidentiality

Table 13. Mean Comparisons by Highest Degree Earned

What is the highest degree you have earned?	NILIE Tech	
	N	Mean
Overall	266	3.802
First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)	2	--
Doctoral degree (e.g., Ph.D., Ed.D.)	14	3.808
Master's degree	105	3.877
Bachelor's degree	61	3.856
Associate's degree	52	3.686
High School diploma or GED	23	3.690
No diploma or degree	1	--

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

-- indicates results redacted for confidentiality

Table 14. Mean Comparisons by Gender

What gender are you:	NILIE Tech	
	N	Mean
Overall	266	3.802
Man	48	3.822
Woman	199	3.786
Another gender identity	0	--
I prefer not to respond	1	--

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

-- indicates results redacted for confidentiality

Table 15. Mean Comparisons by Years at this Institution

How many years have you worked at this institution?	NILIE Tech	
	N	Mean
Overall	266	3.802
5 years or less	110	3.914
6-10 years	53	3.808
11-15 years	39	3.691
16-20 years	19	3.811
21-25 years	16	3.806
26 years or more	14	3.462

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

-- indicates results redacted for confidentiality

Table 16. Mean Comparisons by Years in Higher Education

How many years have you worked in higher education?	NILIE Tech	
	N	Mean
Overall	266	3.802
5 years or less	91	4.007
6-10 years	59	3.771
11-15 years	35	3.533
16-20 years	26	3.999
21-25 years	20	3.810
26 years or more	16	3.421

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

-- indicates results redacted for confidentiality

Table 17. Mean Comparisons by Age

What is your age?	NILIE Tech	
	N	Mean
Overall	266	3.802
29 or younger	5	--
30 - 39	43	3.886
40 - 49	59	4.010
50 - 59	61	3.719
60 or older	65	3.722

Table 18. Mean Comparisons by Campus Safety Training Participation

I participate in campus safety training	NILIE Tech	
	N	Mean
Overall	266	3.802
Yes	133	3.854
No	100	3.730

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

-- indicates results redacted for confidentiality

Table 19. Mean Comparisons by Campus Safety Training Opportunity

I have the opportunity to participate in campus safety training	NILIE Tech	
	N	Mean
Overall	266	3.802
Yes	97	3.844
No	154	3.800

Table 20. Mean Comparisons by Title IX Coordinator

I know who the Title IX Coordinator is on my campus	NILIE Tech	
	N	Mean
Overall	266	3.802
Yes	147	3.831
No	85	3.746

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

-- indicates results redacted for confidentiality