



**NATIONAL INITIATIVE FOR LEADERSHIP  
& INSTITUTIONAL EFFECTIVENESS**

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**NILIE Technical and  
Community College  
Raleigh, North Carolina**

**Demographic Report**  
Personal Assessment of the College Environment

**Lead Researchers**  
Author 1 & Author 2

**Conducted**  
Month Year



**NATIONAL INITIATIVE FOR LEADERSHIP & INSTITUTIONAL EFFECTIVENESS**

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**Table 1. Demographic Frequency Distributions**

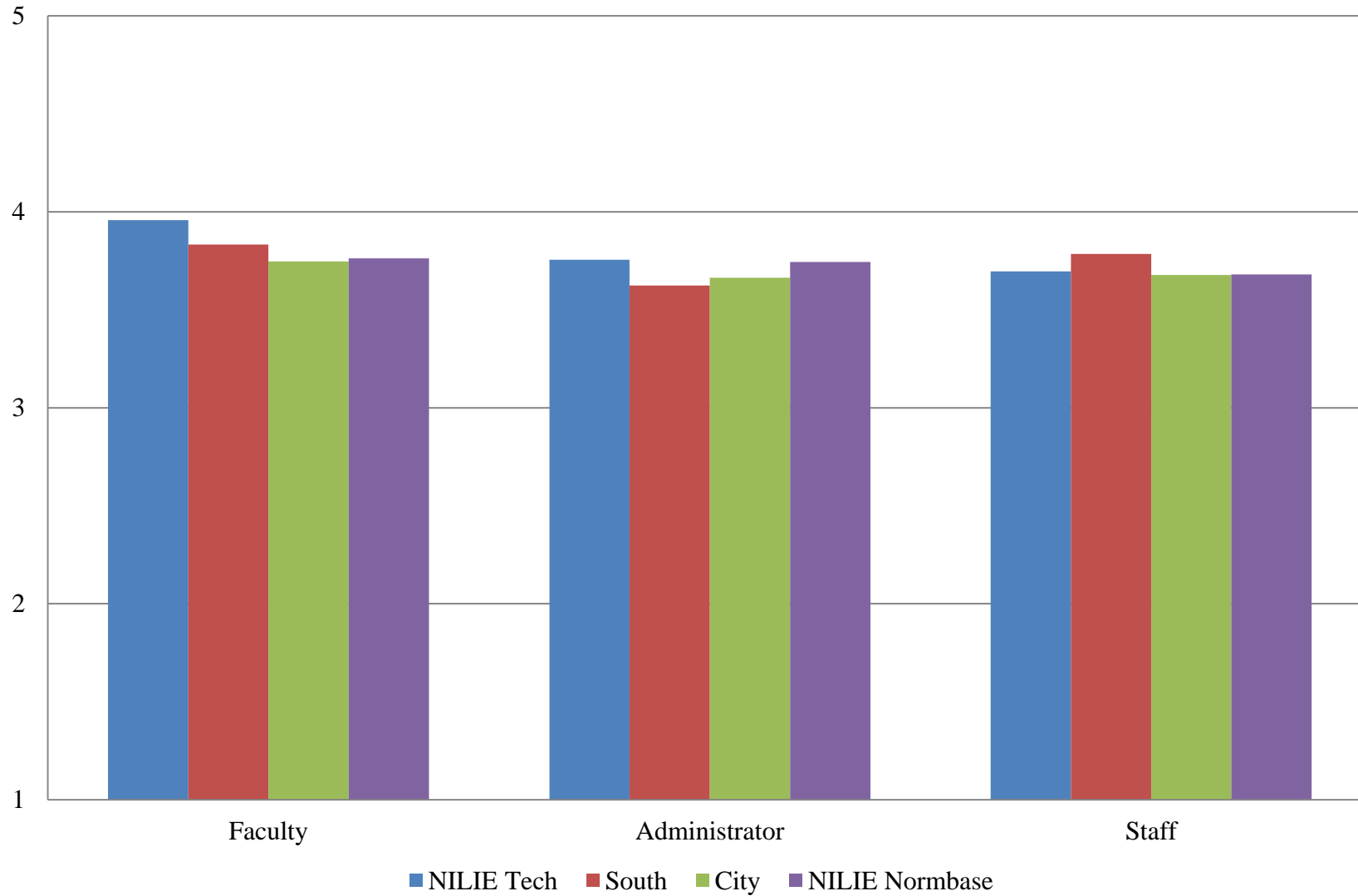
*NILIE Tech compared with:*

Demographic Items	Response Option	NILIE Tech		South		City		NILIE Normbase	
		Count	%	Count	%	Count	%	Count	%
<b>1</b> What is your personnel classification:	Faculty	75	29%	7604	48%	17780	48%	33135	47%
	Administrator	41	16%	1306	8%	3903	11%	7913	11%
	Staff	147	56%	7046	44%	15039	41%	28896	41%
	<b>Total</b>	<b>263</b>	<b>100%</b>	<b>15956</b>	<b>100%</b>	<b>36722</b>	<b>100%</b>	<b>69944</b>	<b>100%</b>
<b>2</b> Please select the race/ethnicity that best describes you:	Hispanic or Latino, of any race	60	24%	3106	19%	4157	11%	5705	8%
	American Indian or Alaska Native, not Hispanic or Latino	0	0%	204	1%	524	1%	703	1%
	Asian, not Hispanic or Latino	4	2%	256	2%	1395	4%	2051	3%
	Black, not Hispanic or Latino	31	12%	1394	9%	3551	10%	5776	8%
	Pacific Islander, not Hispanic or Latino	0	0%	39	0%	293	1%	897	1%
	White, not Hispanic or Latino	146	57%	10416	65%	25210	69%	54117	76%
	Two or more races, not Hispanic or Latino	14	5%	589	4%	1276	4%	2201	3%
	<b>Total</b>	<b>255</b>	<b>100%</b>	<b>16004</b>	<b>100%</b>	<b>36406</b>	<b>100%</b>	<b>71450</b>	<b>100%</b>
<b>3</b> Your status at this institution is:	Full-Time	222	84%	11783	75%	27497	73%	52623	72%
	Part-Time	41	16%	3865	25%	10073	27%	20708	28%
	<b>Total</b>	<b>263</b>	<b>100%</b>	<b>15648</b>	<b>100%</b>	<b>37570</b>	<b>100%</b>	<b>73331</b>	<b>100%</b>
<b>4</b> What is the highest degree you have earned:	First Professional degree	2	1%	287	2%	725	2%	1404	2%
	Doctoral degree	14	5%	1563	10%	3059	8%	5972	8%
	Master's degree	105	41%	7494	47%	15691	43%	31381	44%
	Bachelor's degree	61	24%	3223	20%	8039	22%	16073	22%
	Associate's degree	52	20%	2124	13%	5111	14%	10066	14%
	High School diploma or GED	23	9%	1291	8%	3821	10%	6685	9%
	No diploma or degree	1	0%	64	0%	185	1%	335	0%
<b>Total</b>	<b>258</b>	<b>100%</b>	<b>16046</b>	<b>100%</b>	<b>36631</b>	<b>100%</b>	<b>71916</b>	<b>100%</b>	

*NILIE Tech compared with:*

Demographic Items (continued)	Response Option	NILIE Tech		South		City		NILIE Normbase	
		Count	%	Count	%	Count	%	Count	%
<b>5</b> What is your gender identity:	Man	48	19%	6064	37%	13924	37%	26985	37%
	Woman	199	80%	9535	58%	22084	59%	43364	60%
	Another gender identity	0	0%	14	0%	39	0%	57	0%
	I prefer not to respond	1	0%	761	5%	1383	4%	2409	3%
	<b>Total</b>	<b>248</b>	<b>100%</b>	<b>16374</b>	<b>100%</b>	<b>37430</b>	<b>100%</b>	<b>72815</b>	<b>100%</b>
<b>6</b> How many years have you worked at this institution:	5 years or less	110	44%	6532	41%	13712	39%	27301	40%
	6-10 years	53	21%	3757	24%	7787	22%	15280	23%
	11-15 years	39	16%	2496	16%	5551	16%	10483	16%
	16-20 years	19	8%	1356	9%	3371	10%	6251	9%
	21-25 years	16	6%	861	5%	2260	6%	4175	6%
	26 years or more	14	6%	844	5%	2187	6%	3985	6%
<b>Total</b>	<b>251</b>	<b>100%</b>	<b>15846</b>	<b>100%</b>	<b>34868</b>	<b>100%</b>	<b>67475</b>	<b>100%</b>	
<b>7</b> How many years have you worked in higher education:	5 years or less	91	37%	4365	28%	9545	27%	19313	28%
	6-10 years	59	24%	3633	23%	7574	22%	15051	22%
	11-15 years	35	14%	2789	18%	6129	18%	11943	17%
	16-20 years	26	11%	2034	13%	4501	13%	8644	13%
	21-25 years	20	8%	1298	8%	3205	9%	6117	9%
	26 years or more	16	6%	1678	11%	4061	12%	7557	11%
<b>Total</b>	<b>247</b>	<b>100%</b>	<b>15797</b>	<b>100%</b>	<b>35015</b>	<b>100%</b>	<b>68625</b>	<b>100%</b>	
<b>8</b> Age:	29 or younger	5	2%	777	5%	1564	5%	3213	5%
	30-39	43	18%	2556	18%	5324	17%	10430	17%
	40-49	59	25%	3510	24%	7756	24%	15028	24%
	50-59	61	26%	4198	29%	9917	31%	19533	31%
	60 or older	65	28%	3521	24%	7572	24%	14780	23%
<b>Total</b>	<b>233</b>	<b>100%</b>	<b>14562</b>	<b>100%</b>	<b>32133</b>	<b>100%</b>	<b>62984</b>	<b>100%</b>	

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



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

*NILIE Tech compared with:*

What is your personnel classification:	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.434	3.492			3.422			3.432		
Faculty	75	3.688	3.521			3.450	*	.253	3.487		
Administrator	41	3.301	3.387			3.435			3.502		
Staff	147	3.354	3.509	*	-.174	3.402			3.409		

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

*NILIE Tech compared with:*

What is your personnel classification:	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	4.007	3.976			3.964			3.939		
Faculty	75	4.138	4.054			4.032			4.032		
Administrator	41	3.983	3.768			3.826			3.915		
Staff	147	3.958	4.005			3.936			3.938		

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

-- indicates results redacted for confidentiality



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

*NILIE Tech compared with:*

What is your personnel classification:	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.868	3.849			3.755			3.742	*	.131
Faculty	75	4.020	3.927			3.793	*	.251	3.803	*	.238
Administrator	41	3.949	3.690			3.722			3.804		
Staff	147	3.770	3.864			3.734			3.737		

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

*NILIE Tech compared with:*

What is your personnel classification:	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.991	3.886			3.787	**	.200	3.766	***	.217
Faculty	75	4.149	3.966			3.816	**	.332	3.825	**	.323
Administrator	41	4.049	3.799			3.801			3.885		
Staff	147	3.906	3.897			3.766			3.756		

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

-- indicates results redacted for confidentiality

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

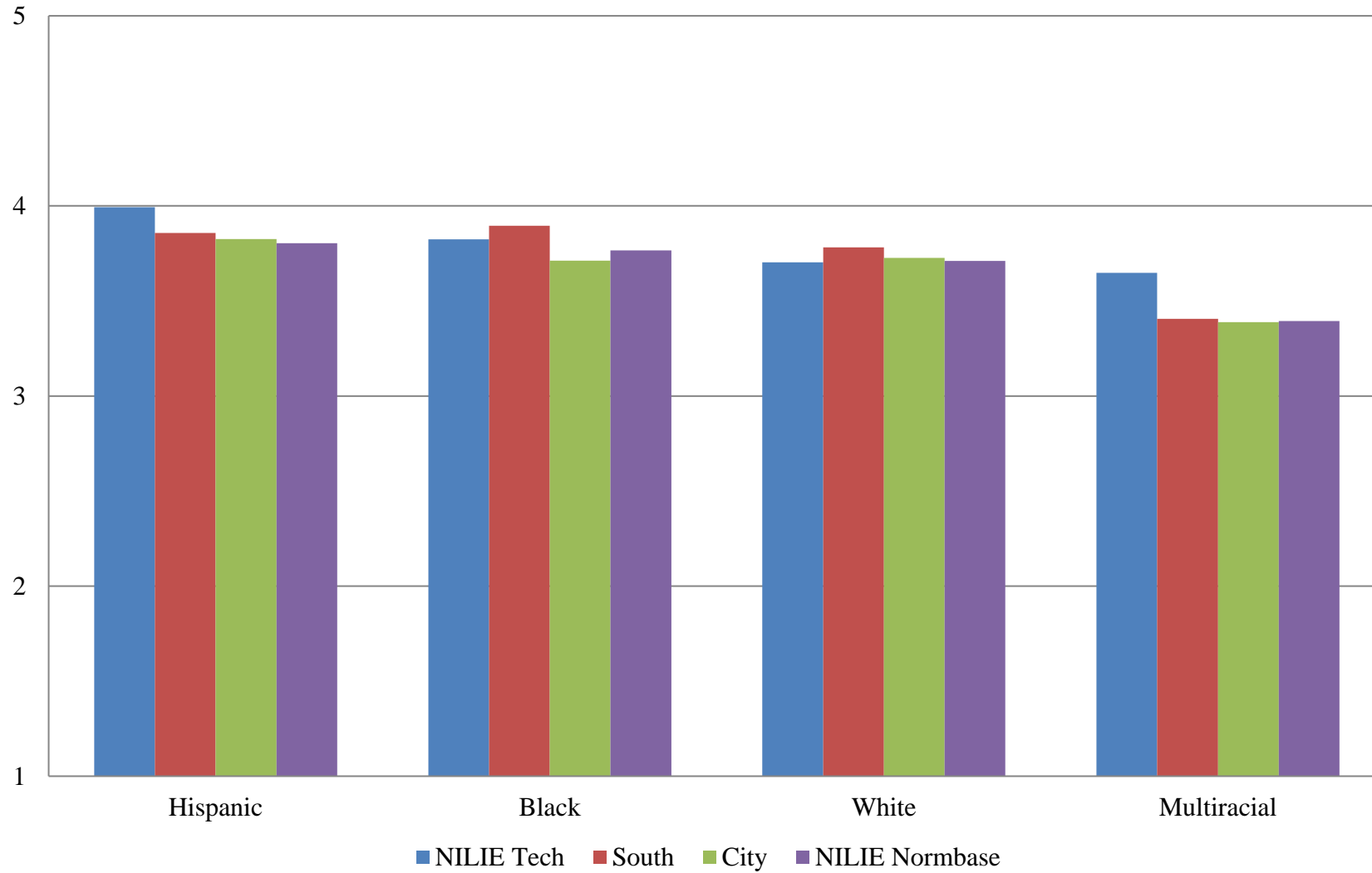
*NILIE Tech compared with:*

What is your personnel classification:	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.775	3.767			3.702			3.693		
Faculty	75	3.957	3.832			3.746	*	.268	3.762	*	.246
Administrator	41	3.755	3.624			3.664			3.744		
Staff	147	3.697	3.786			3.678			3.681		

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

-- indicates results redacted for confidentiality

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



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

*NILIE Tech compared with:*

Please select the race/ethnicity that best describes you:	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.434	3.492			3.422			3.432		
Hispanic or Latino, of any race	60	3.765	3.600			3.575			3.570		
American Indian or Alaska Native, not Hispanic or Latino	0	--									
Asian, not Hispanic or Latino	4	--									
Black, not Hispanic or Latino	31	3.503	3.681			3.442			3.531		
Native Hawaiian or Other Pacific Islander, not Hispanic or Latino	0	--									
White, not Hispanic or Latino	146	3.333	3.499	*	-.181	3.448			3.449		
Two or more races, not Hispanic or Latino	14	3.264	3.044			3.003			3.048		

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

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

*NILIE Tech compared with:*

Please select the race/ethnicity that best describes you:	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	4.007	3.976			3.964			3.939		
Hispanic or Latino, of any race	60	4.153	4.087			4.058			4.032		
American Indian or Alaska Native, not Hispanic or Latino	0	--									
Asian, not Hispanic or Latino	4	--									
Black, not Hispanic or Latino	31	3.946	4.082			3.969			3.992		
Native Hawaiian or Other Pacific Islander, not Hispanic or Latino	0	--									
White, not Hispanic or Latino	146	3.974	3.984			3.990			3.954		
Two or more races, not Hispanic or Latino	14	4.013	3.676			3.728			3.731		

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

-- indicates results redacted for confidentiality

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

*NILIE Tech compared with:*

Please select the race/ethnicity that best describes you:	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.868	3.849			3.755			3.742	*	.131
Hispanic or Latino, of any race	60	4.049	3.905			3.866			3.840		
American Indian or Alaska Native, not Hispanic or Latino	0	--									
Asian, not Hispanic or Latino	4	--									
Black, not Hispanic or Latino	31	3.975	3.950			3.767			3.817		
Native Hawaiian or Other Pacific Islander, not Hispanic or Latino	0	--									
White, not Hispanic or Latino	146	3.791	3.871			3.775			3.757		
Two or more races, not Hispanic or Latino	14	3.734	3.507			3.459			3.445		

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

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

*NILIE Tech compared with:*

Please select the race/ethnicity that best describes you:	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.991	3.886			3.787	**	.200	3.766	***	.217
Hispanic or Latino, of any race	60	4.116	3.960			3.919			3.876		
American Indian or Alaska Native, not Hispanic or Latino	0	--									
Asian, not Hispanic or Latino	4	--									
Black, not Hispanic or Latino	31	4.078	3.958			3.768			3.814		
Native Hawaiian or Other Pacific Islander, not Hispanic or Latino	0	--									
White, not Hispanic or Latino	146	3.944	3.909			3.809			3.784		
Two or more races, not Hispanic or Latino	14	3.690	3.561			3.534			3.498		

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

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

*NILIE Tech compared with:*

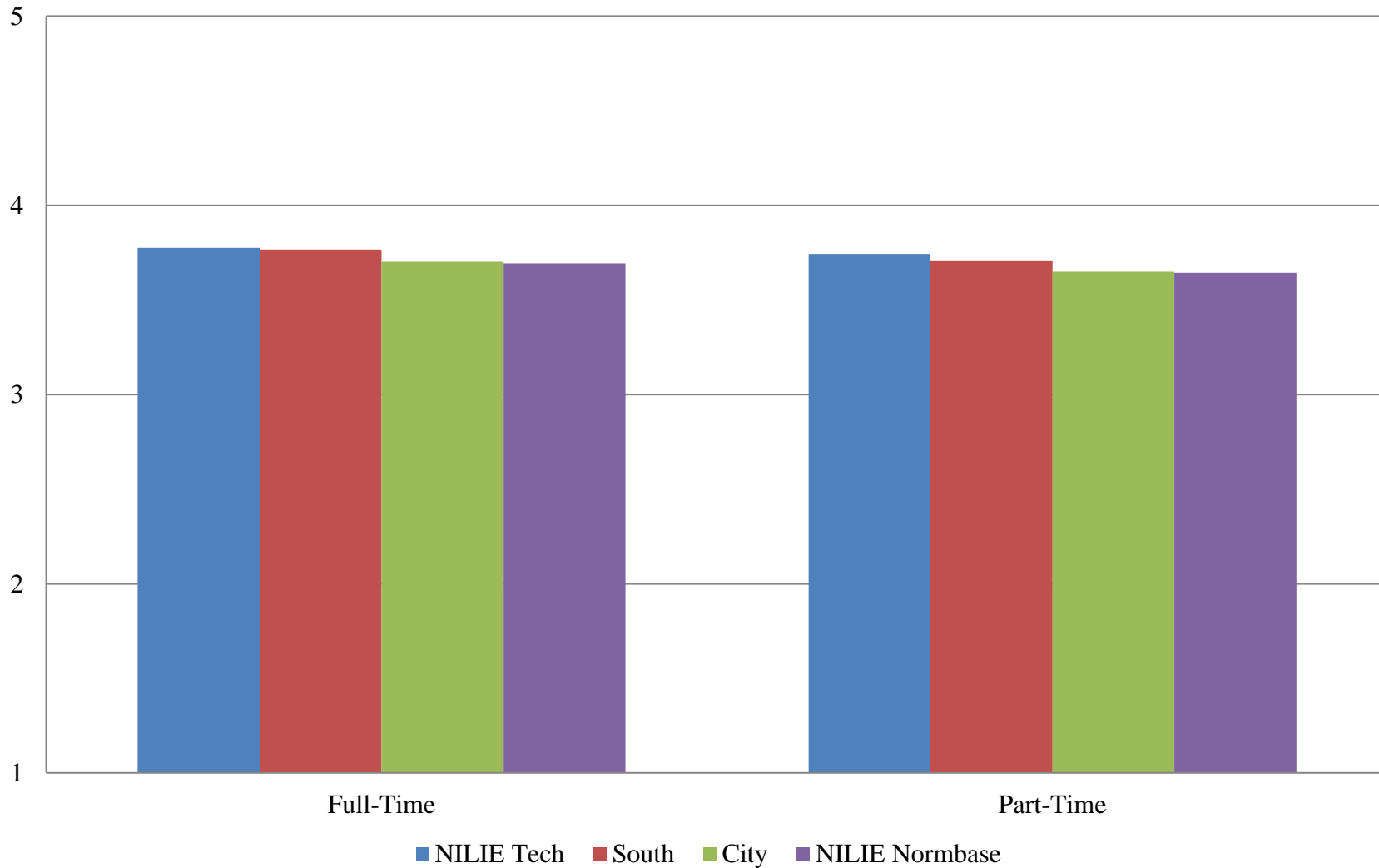
Please select the race/ethnicity that best describes you:	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.775	3.767			3.702			3.693		
Hispanic or Latino, of any race	60	3.993	3.858			3.825			3.803		
American Indian or Alaska Native, not Hispanic or Latino	0	--									
Asian, not Hispanic or Latino	4	--									
Black, not Hispanic or Latino	31	3.824	3.896			3.711			3.766		
Native Hawaiian or Other Pacific Islander, not Hispanic or Latino	0	--									
White, not Hispanic or Latino	146	3.703	3.782			3.727			3.710		
Two or more races, not Hispanic or Latino	14	3.649	3.406			3.388			3.395		

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

-- indicates results redacted for confidentiality



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



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

*NILIE Tech compared with:*

Your status at this institution is:	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.434	3.492			3.422			3.432		
Full-Time	222	3.389	3.390			3.331			3.343		
Part-Time	41	3.743	3.800			3.674			3.679		

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

*NILIE Tech compared with:*

Your status at this institution is:	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	4.007	3.976			3.964			3.939		
Full-Time	222	3.992	3.937			3.932			3.915		
Part-Time	41	4.124	4.104			4.059			4.021		

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

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

*NILIE Tech compared with:*

Your status at this institution is:	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.868	3.849			3.755			3.742	*	.131
Full-Time	222	3.835	3.797			3.716			3.705	*	.136
Part-Time	41	4.061	4.013			3.870			3.858		

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

*NILIE Tech compared with:*

Your status at this institution is:	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.991	3.886			3.787	**	.200	3.766	***	.217
Full-Time	222	3.960	3.847			3.759	**	.197	3.743	**	.211
Part-Time	41	4.208	4.014			3.877	*	.331	3.850	*	.351

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

-- indicates results redacted for confidentiality

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

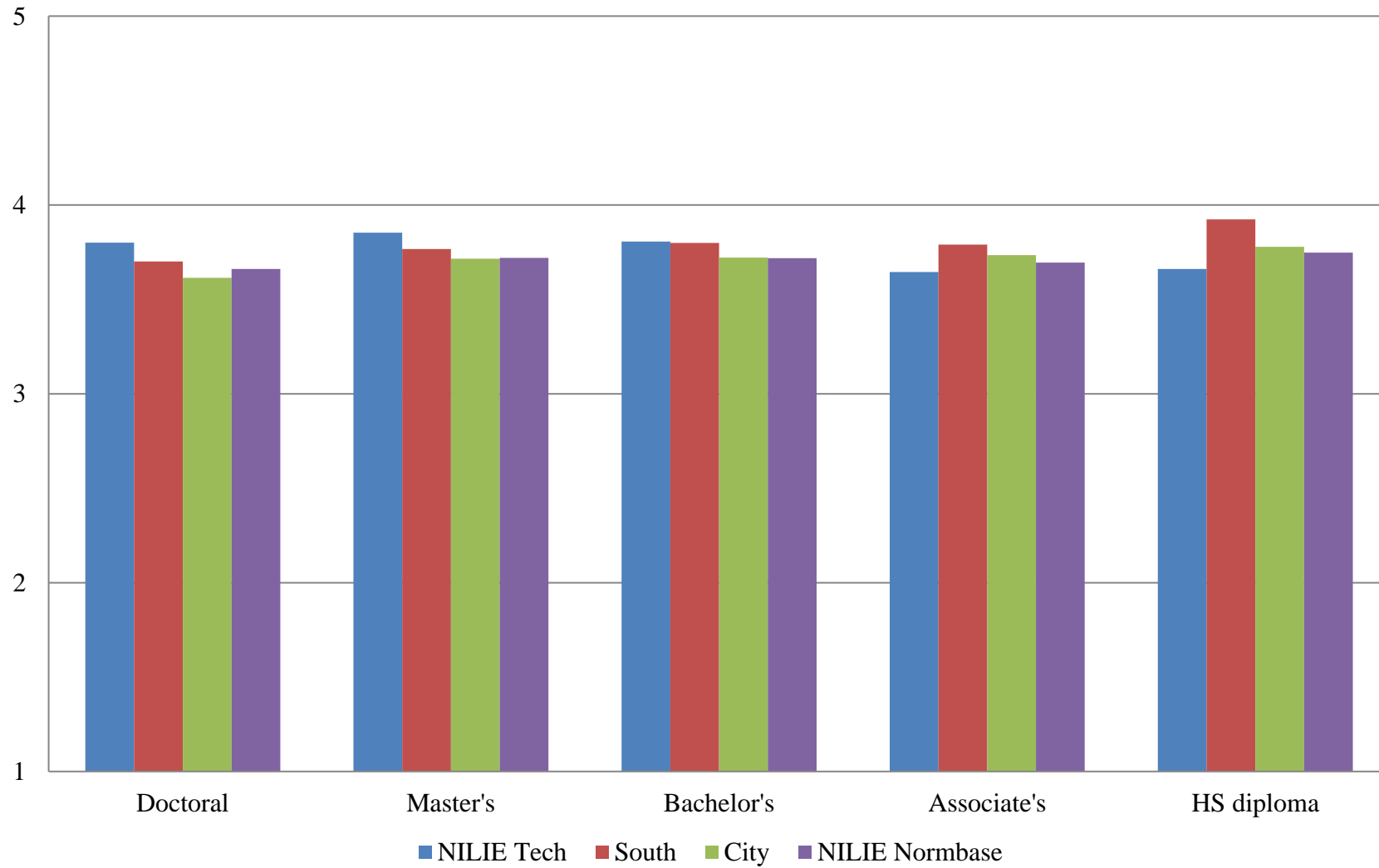
*NILIE Tech compared with:*

<b>Your status at this institution is:</b>	<b>NILIE Tech</b>		<b>South</b>			<b>City</b>			<b>NILIE Normbase</b>		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.775	3.767			3.702			3.693		
Full-Time	222	3.743	3.705			3.649			3.644		
Part-Time	41	3.991	3.967			3.857			3.841		

\* 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**

*NILIE Tech compared with:*

What is the highest degree you have earned?	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.434	3.492			3.422			3.432		
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	3.589	3.374			3.293			3.363		
Master's degree	105	3.496	3.467			3.418			3.443		
Bachelor's degree	61	3.463	3.540			3.451			3.468		
Associate's degree	52	3.300	3.536			3.480			3.453		
High School diploma or GED	23	3.355	3.713	*	-.425	3.534			3.523		
No diploma or degree	1	--									

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

-- indicates results redacted for confidentiality

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

*NILIE Tech compared with:*

What is the highest degree you have earned?	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	4.007	3.976			3.964			3.939		
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	4.144	3.950			3.901			3.933		
Master's degree	105	4.068	3.976			3.983			3.968		
Bachelor's degree	61	4.049	4.004			3.975			3.951		
Associate's degree	52	3.871	3.991			3.992			3.940		
High School diploma or GED	23	3.965	4.107			4.015			3.985		
No diploma or degree	1	--									

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

-- indicates results redacted for confidentiality

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

*NILIE Tech compared with:*

What is the highest degree you have earned?	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.868	3.849			3.755			3.742	*	.131
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	3.644	3.792			3.676			3.714		
Master's degree	105	3.943	3.856			3.769			3.771		
Bachelor's degree	61	3.893	3.865			3.764			3.764		
Associate's degree	52	3.818	3.871			3.784			3.740		
High School diploma or GED	23	3.657	3.989			3.839			3.795		
No diploma or degree	1	--									

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

-- indicates results redacted for confidentiality



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

*NILIE Tech compared with:*

What is the highest degree you have earned?	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.991	3.886			3.787	**	.200	3.766	***	.217
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	4.011	3.831			3.716			3.755		
Master's degree	105	4.134	3.911	*	.226	3.818	**	.313	3.809	**	.321
Bachelor's degree	61	4.019	3.914			3.814			3.800		
Associate's degree	52	3.779	3.870			3.776			3.730		
High School diploma or GED	23	3.815	3.971			3.822			3.772		
No diploma or degree	1	--									

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

-- indicates results redacted for confidentiality

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

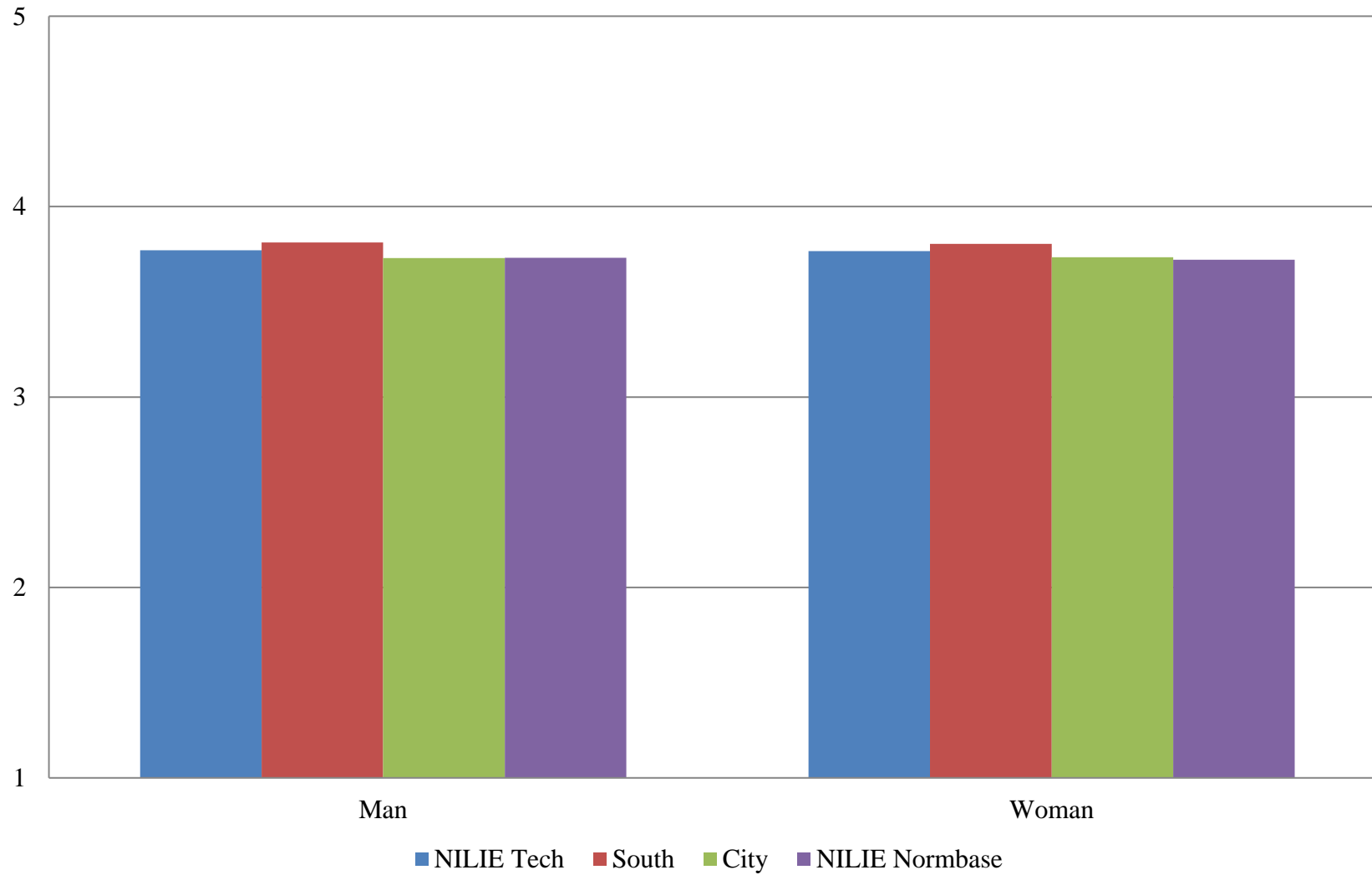
*NILIE Tech compared with:*

What is the highest degree you have earned?	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.775	3.767			3.702			3.693		
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	3.801	3.701			3.614			3.661		
Master's degree	105	3.854	3.767			3.716			3.720		
Bachelor's degree	61	3.806	3.798			3.721			3.718		
Associate's degree	52	3.645	3.790			3.735			3.694		
High School diploma or GED	23	3.661	3.924			3.778			3.748		
No diploma or degree	1	--									

\* 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**

*NILIE Tech compared with:*

What gender are you:	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.434	3.492			3.422			3.432		
Man	48	3.448	3.539			3.459			3.482		
Woman	199	3.440	3.538			3.460			3.464		
Another gender identity	0	--									
I prefer not to respond	1	--									

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

*NILIE Tech compared with:*

What gender are you:	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	4.007	3.976			3.964			3.939		
Man	48	3.976	4.005			3.967			3.957		
Woman	199	4.003	4.011			3.994			3.964		
Another gender identity	0	--									
I prefer not to respond	1	--									

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

-- indicates results redacted for confidentiality

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

*NILIE Tech compared with:*

What gender are you:	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.868	3.849			3.755			3.742	*	.131
Man	48	3.819	3.898			3.786			3.779		
Woman	199	3.855	3.878			3.783			3.768		
Another gender identity	0	--									
I prefer not to respond	1	--									

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

*NILIE Tech compared with:*

What gender are you:	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.991	3.886			3.787	**	.200	3.766	***	.217
Man	48	4.044	3.939			3.827			3.813		
Woman	199	3.953	3.912			3.808	*	.142	3.785	*	.162
Another gender identity	0	--									
I prefer not to respond	1	--									

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

-- indicates results redacted for confidentiality

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

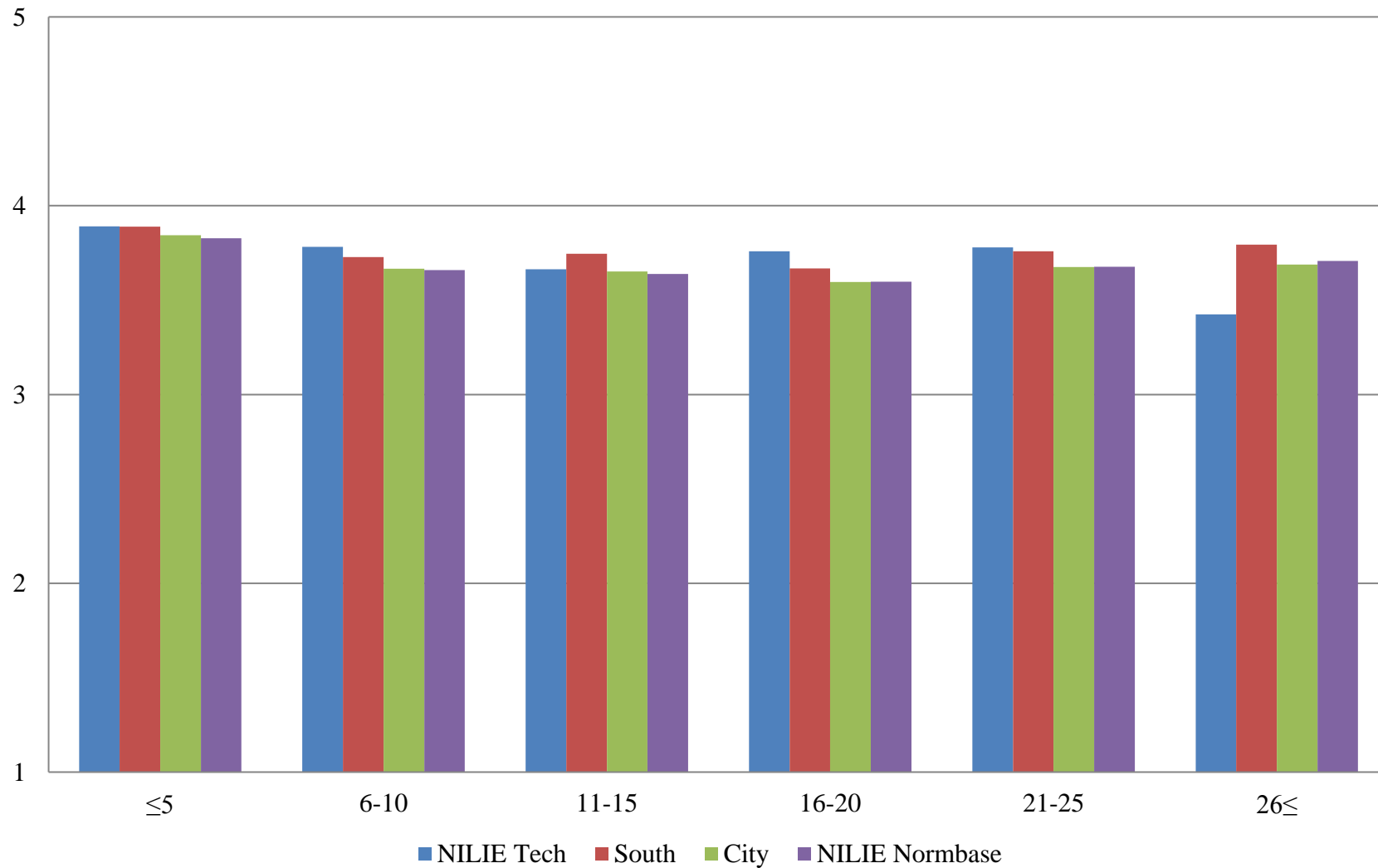
*NILIE Tech compared with:*

What gender are you:	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.775	3.767			3.702			3.693		
Man	48	3.770	3.812			3.730			3.731		
Woman	199	3.766	3.805			3.734			3.720		
Another gender identity	0	--									
I prefer not to respond	1	--									

\* 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**

*NILIE Tech compared with:*

How many years have you worked at this institution?	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.434	3.492			3.422			3.432		
5 years or less	110	3.606	3.686			3.634			3.634		
6-10 years	53	3.461	3.426			3.364			3.382		
11-15 years	39	3.289	3.420			3.322			3.332		
16-20 years	19	3.315	3.324			3.252			3.277		
21-25 years	16	3.393	3.408			3.337			3.359		
26 years or more	14	2.940	3.454	*	-.545	3.361			3.399		

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

-- indicates results redacted for confidentiality



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

*NILIE Tech compared with:*

How many years have you worked at this institution?	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	4.007	3.976			3.964			3.939		
5 years or less	110	4.014	4.042			4.029			3.996		
6-10 years	53	3.967	3.968			3.945			3.925		
11-15 years	39	4.018	3.997			3.954			3.934		
16-20 years	19	4.243	3.912			3.918	*	.451	3.906		
21-25 years	16	3.988	3.990			3.988			3.968		
26 years or more	14	3.947	4.008			3.981			3.988		

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

-- indicates results redacted for confidentiality

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

*NILIE Tech compared with:*

How many years have you worked at this institution?	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.868	3.849			3.755			3.742	*	.131
5 years or less	110	4.008	3.951			3.893			3.875		
6-10 years	53	3.836	3.808			3.722			3.709		
11-15 years	39	3.715	3.834			3.712			3.687		
16-20 years	19	3.753	3.780			3.648			3.648		
21-25 years	16	3.944	3.863			3.725			3.723		
26 years or more	14	3.586	3.908			3.757			3.769		

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

-- indicates results redacted for confidentiality

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

*NILIE Tech compared with:*

How many years have you worked at this institution?	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.991	3.886			3.787	**	.200	3.766	***	.217
5 years or less	110	4.112	3.971			3.905	*	.210	3.879	*	.232
6-10 years	53	4.096	3.849			3.753	*	.332	3.728	*	.354
11-15 years	39	3.834	3.882			3.755			3.727		
16-20 years	19	3.947	3.818			3.710			3.693		
21-25 years	16	3.946	3.955			3.801			3.799		
26 years or more	14	3.518	3.974			3.789			3.803		

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

-- indicates results redacted for confidentiality

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

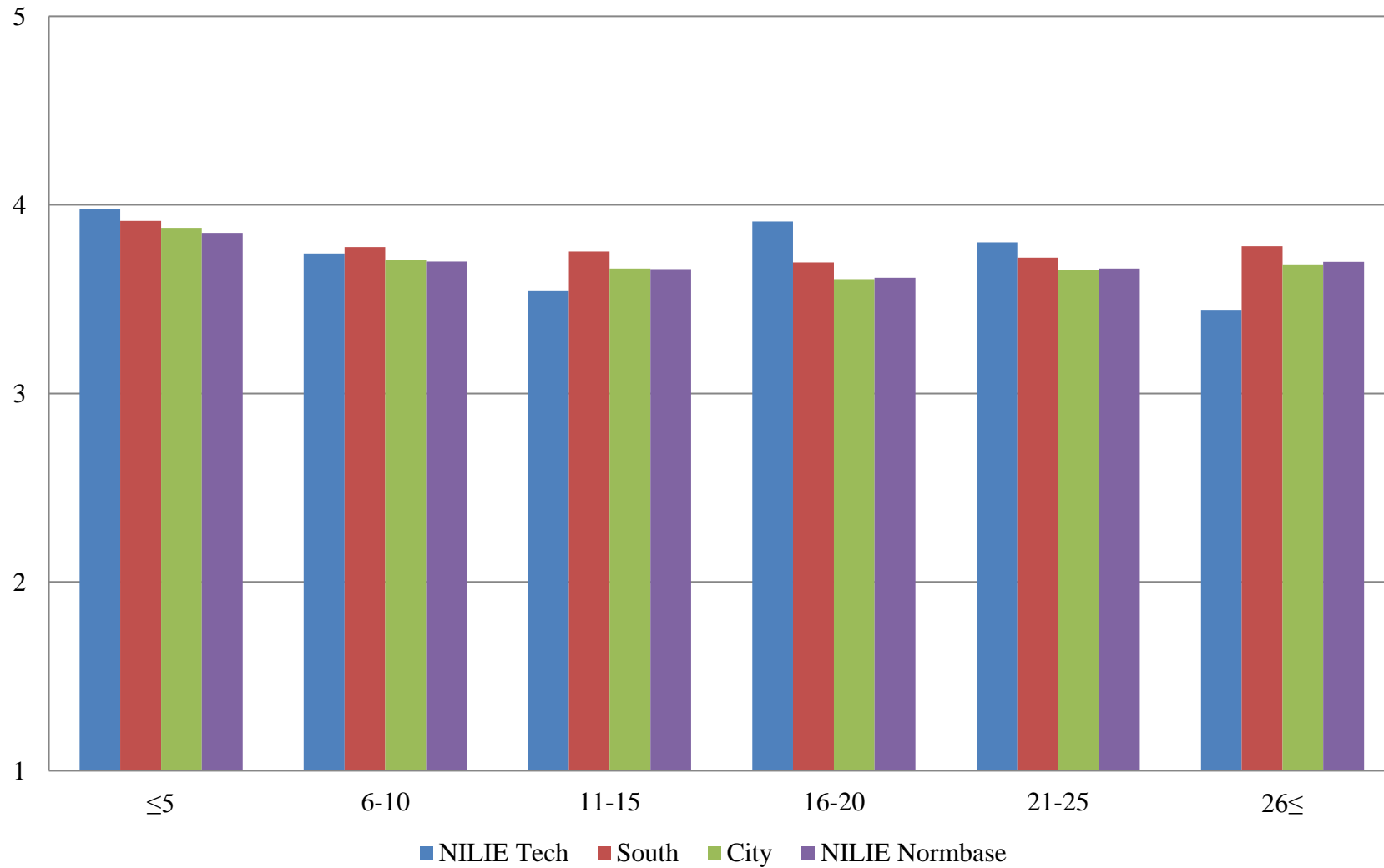
*NILIE Tech compared with:*

How many years have you worked at this institution?	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.775	3.767			3.702			3.693		
5 years or less	110	3.891	3.889			3.844			3.827		
6-10 years	53	3.782	3.728			3.666			3.659		
11-15 years	39	3.663	3.745			3.651			3.638		
16-20 years	19	3.759	3.668			3.595			3.598		
21-25 years	16	3.780	3.758			3.675			3.676		
26 years or more	14	3.425	3.793			3.688			3.707		

\* 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**

*NILIE Tech compared with:*

How many years have you worked in higher education?	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.434	3.492			3.422			3.432		
5 years or less	91	3.660	3.725			3.688			3.677		
6-10 years	59	3.435	3.500			3.427			3.441		
11-15 years	35	3.188	3.455			3.351			3.367		
16-20 years	26	3.564	3.368			3.272			3.299		
21-25 years	20	3.478	3.361			3.300			3.334		
26 years or more	16	2.930	3.452	*	-.542	3.357			3.385		

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

-- indicates results redacted for confidentiality

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

*NILIE Tech compared with:*

How many years have you worked in higher education?	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	4.007	3.976			3.964			3.939		
5 years or less	91	4.091	4.061			4.055			4.014		
6-10 years	59	3.961	3.981			3.959			3.935		
11-15 years	35	3.963	3.993			3.952			3.936		
16-20 years	26	4.196	3.935			3.918			3.913		
21-25 years	20	4.088	3.971			3.969			3.956		
26 years or more	16	3.861	3.997			3.974			3.982		

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

-- indicates results redacted for confidentiality

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

*NILIE Tech compared with:*

How many years have you worked in higher education?	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.868	3.849			3.755			3.742	*	.131
5 years or less	91	4.134	3.972			3.914	*	.242	3.889	*	.262
6-10 years	59	3.765	3.862			3.777			3.758		
11-15 years	35	3.562	3.821			3.715			3.711		
16-20 years	26	3.973	3.784			3.659			3.663		
21-25 years	20	3.800	3.832			3.722			3.722		
26 years or more	16	3.609	3.884			3.747			3.752		

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

-- indicates results redacted for confidentiality



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

*NILIE Tech compared with:*

How many years have you worked in higher education?	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.991	3.886			3.787	**	.200	3.766	***	.217
5 years or less	91	4.230	3.987	*	.255	3.931	**	.309	3.894	**	.336
6-10 years	59	4.023	3.883			3.783			3.761	*	.256
11-15 years	35	3.581	3.874			3.756			3.740		
16-20 years	26	4.115	3.853			3.716			3.711	*	.386
21-25 years	20	4.010	3.879			3.785			3.781		
26 years or more	16	3.732	3.959			3.803			3.806		

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

-- indicates results redacted for confidentiality

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

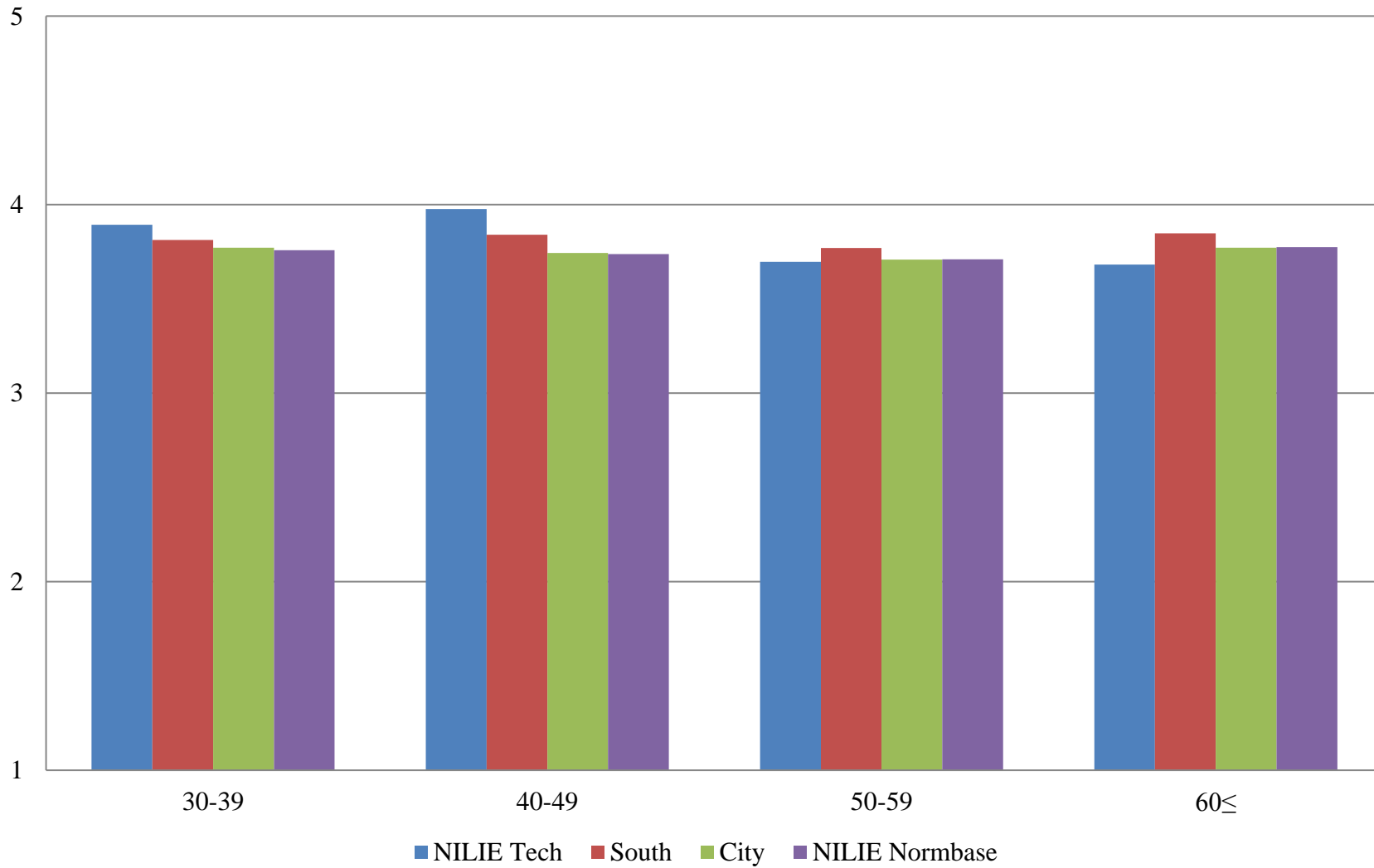
*NILIE Tech compared with:*

How many years have you worked in higher education?	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.775	3.767			3.702			3.693		
5 years or less	91	3.979	3.915			3.877			3.851		
6-10 years	59	3.742	3.775			3.709			3.699		
11-15 years	35	3.542	3.752			3.661			3.659		
16-20 years	26	3.911	3.695			3.606			3.614		
21-25 years	20	3.800	3.719			3.656			3.663		
26 years or more	16	3.439	3.781			3.684			3.698		

\* 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**

*NILIE Tech compared with:*

What is your age?	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.434	3.492			3.422			3.432		
29 or younger	5	--									
30-39	43	3.570	3.540			3.504			3.511		
40-49	59	3.709	3.567			3.469	*	.263	3.480		
50-59	61	3.329	3.497			3.425			3.449		
60 or older	65	3.308	3.587	*	-.293	3.501			3.526		

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

-- indicates results redacted for confidentiality

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

*NILIE Tech compared with:*

What is your age?	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	4.007	3.976			3.964			3.939		
29 or younger	5	--									
30-39	43	4.041	3.983			3.971			3.951		
40-49	59	4.112	4.037			3.991			3.968		
50-59	61	3.970	3.986			3.989			3.967		
60 or older	65	4.016	4.056			4.026			4.014		

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

-- indicates results redacted for confidentiality

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

*NILIE Tech compared with:*

What is your age?	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.868	3.849			3.755			3.742	*	.131
29 or younger	5	--									
30-39	43	3.970	3.906			3.851			3.829		
40-49	59	4.082	3.925			3.802	*	.301	3.794	*	.306
50-59	61	3.774	3.845			3.755			3.752		
60 or older	65	3.741	3.915			3.815			3.814		

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

-- indicates results redacted for confidentiality

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

*NILIE Tech compared with:*

What is your age?	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.991	3.886			3.787	**	.200	3.766	***	.217
29 or younger	5	--									
30-39	43	4.233	3.959			3.883	*	.359	3.853	*	.385
40-49	59	4.142	3.961			3.828	*	.313	3.811	*	.327
50-59	61	3.972	3.875			3.776			3.769		
60 or older	65	3.874	3.948			3.858			3.843		

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

-- indicates results redacted for confidentiality

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

*NILIE Tech compared with:*

What is your age?	NILIE Tech		South			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	266	3.775	3.767			3.702			3.693		
29 or younger	5	--									
30-39	43	3.892	3.812			3.772			3.759		
40-49	59	3.977	3.840			3.744	*	.294	3.737	*	.299
50-59	61	3.697	3.770			3.709			3.709		
60 or older	65	3.682	3.847			3.772			3.775		

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

-- indicates results redacted for confidentiality