



January, 2020

**Institutional Research,
Planning &
Effectiveness**

Mission: To foster an “expectation of excellence” within the college and lead NVC toward continuously creating opportunities for success for our students and community partners. The NVC IE team objective is to ensure a system of ongoing, integrated, and institution-wide planning and evaluation. NVC’s mission, vision, and values provide guidance for development and deployment of institutional effectiveness.

Contact Us

Eliza A. Hernandez, Ph.D.
Director of Institutional
Research, Planning, &
Effectiveness
210-486-4284
ehernandez716@alamo.edu

Lydia Beaver
Coordinator Measurement &
Evaluation
210-486-4284
lbeaver4@alamo.edu

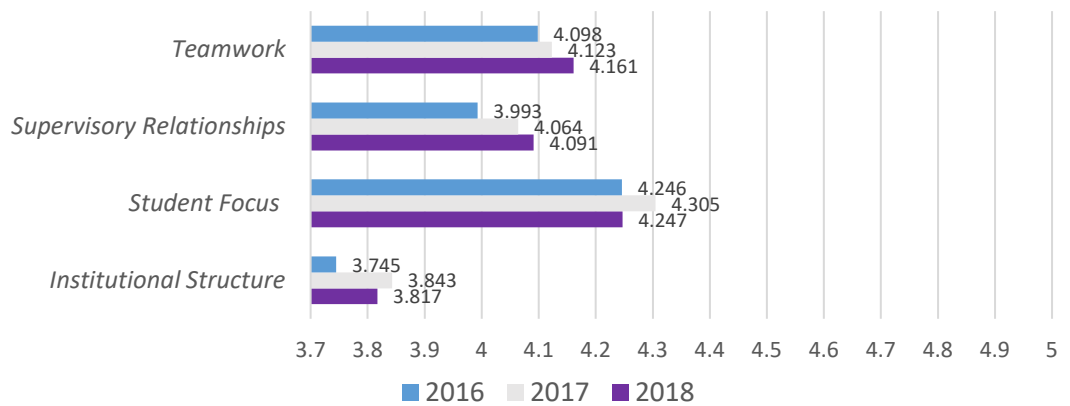
Petra Ortega
IT Data Analyst
portega16@alamo.edu

Priscilla Muñiz
Academic Support Specialist
Newsletter Editor
pmuniz11@alamo.edu

PACE is Underway at NVC!

Personal Assessment of the College Environment (PACE) is a survey to obtain NVC employee perceptions about our college climate. You should have received an email earlier this week with instructions for completing the survey. We encourage you to fill it out to guide leadership. Employee responses from 2016-2018 for the four PACE climate factors are shown below. NVC aims to meet the collaborative system target of 4 or above on a 1 to 5 scale. Collaborative systems produce better results in productivity, job satisfaction, communication, and overall organizational climate. Three of four factors meet this target with Student Focus ranked best by employees.

NVC PACE Climate Factors Results



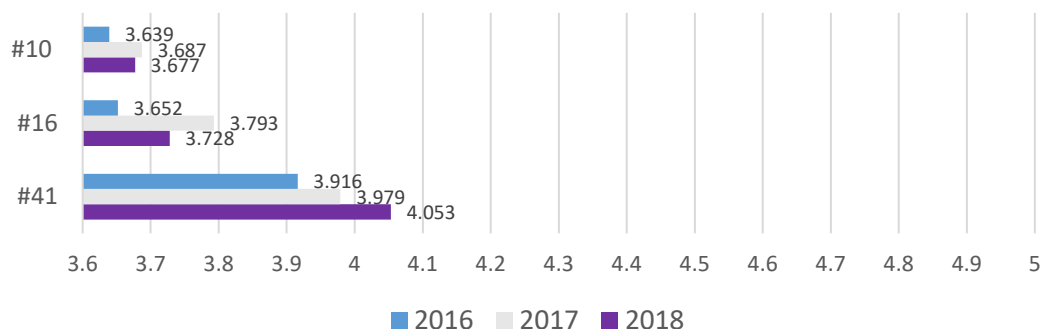
Source: PACE Reports 2016, 2017, 2018

Institutional Structure Question Results

The Institutional Structure climate factor focuses on mission, leadership, spirit of cooperation, structural organization, decision-making, and communication. College leaders have included three questions from this section in the leadership scorecard to measure communication outcomes. The three questions are:

- #10: Information is shared within the institution.
 - #16: Open and ethical communication is practiced at this institution.
 - #41: I receive adequate information regarding important activities at this institution.
- Question #41 shows an improvement over the three year time period.

NVC PACE Institutional Structure Climate Factor
Question Results



Source: PACE Reports 2016, 2017, 2018

To view additional PACE results on [AlamoShare IRPE Click Here](#)