

TECHNICAL REPORT:
SUMMARY OF PEER GROUP SELECTION
August 2009

Angel A. Sanchez
Office of Institutional Research
California State University, Stanislaus

Technical Report: Summary of Peer Group Selection

The Backdrop

CSU Stanislaus Mission Statement

The faculty, staff, administrators, and students of California State University, Stanislaus are committed to creating a learning environment which encourages all members of the campus community to expand their intellectual, creative and social horizons. We challenge one another to realize our potential, to appreciate and contribute to the enrichment of our diverse community, and to develop a passion for lifelong learning. To facilitate this mission, we promote academic excellence in the teaching and scholarly activities of our faculty, encourage personalized student learning, foster interactions and partnerships with surrounding communities, and provide opportunities for the intellectual, cultural, and artistic enrichment of the region (California State University, Stanislaus 2007-2008 Fact Book, 2008; *see also* California State University, Stanislaus Strategic Plan, 2010; California State University, Stanislaus Academic Senate Approval of Vision and University Values, 2005;

<http://www.csustan.edu/StrategicPlanning/Pages/StrategyPlan2010/MissionVisionCoreValues.html>).

California State University, Stanislaus (CSU Stanislaus) performs remarkable work and activity in the area of institutional assessment, strategic planning, and university-wide surveys of students and faculty. These efforts, and other information feedback processes, are important in informing leadership and stakeholders about the execution of the University mission. The results from projects, such as the National Survey of Student Engagement (NSSE), the Faculty Survey of Student Engagement (FSSE), the Collegiate Learning Assessment (CLA), Graduating Senior Survey, Graduate School Exit Survey, Undergraduate and Graduate Alumni Surveys, and other college or department assessment efforts, all serve in combination to evaluate institutional outcomes, performance, and progress that inform the planning, decision-making, and policy-making processes of the University.

Together with analyses of student data from the university Enrollment Reporting System (ERS), the assessments and survey results provide a robust and compelling story about where we have been and where we are today. The Office of the President, University Leadership and governance committees, including the Academic Senate, then perform the challenging work of navigating where we—the University—should go.

Feedback Process Vital

Assessment and planning are essential components in the University's information feedback loop, and vital to maintaining a vigorous and healthy university-wide environment. With the addition of meaningful inputs, the process is improved. Such would be the case with the addition of comparative benchmarking. Through periodic engagement in comparative analysis, the process lends itself to further understanding university performances compared to other like or similar peer institutions. This is the basic theory underpinning comparative benchmarking.

Often, the question of “How are we doing?” arises in regards to a particular feature of the University, milestone or policy, and inevitably the question begs further to know, how we, in relation to other institutions, are doing. Yet, due to the lack of a benchmark comparison group (or groups),

the answers are limited. This report seeks to complete the analysis and selection of peer institutions for benchmark comparison purposes. From this position, likely questions as to how we may compare to other institutions on a particular education parameter may then be answerable.

Default Comparison Groups

Largely because of its membership in various external organizations and projects such as the Carnegie Foundation Classification System, the NSSE/FSSE, the Voluntary System of Accountability/College Portrait, and the Consortium for Student Retention Data Exchange (CSRDE), CSU Stanislaus is provided with numerous peer comparison options. Each of these organizations and projects are interested in the correlates or factors that lead to college success, and in most cases, such as the NSSE/FSSE and CSRDE, the project allows the University the option of selecting its own comparison group for benchmarking. If there is no selection, the project may—as in the case of NSSE—provide a default comparison group.

While these projects may provide default comparison institutions for benchmarking, a concern lays in the comparison group measurements, in that they could be grossly inaccurate. There are institutions in the comparison groups, for example, that may not be at all similar to the CSU Stanislaus mission, the students, the faculty, or the University's resource characteristics. In fact, arguably the default comparison institutions may not represent any aspirational group -- or reference group -- CSU Stanislaus would like to belong to.

Determining Peer Institutions

It is important to note first there is no established methodology for determining peer institutions. The approach of most American universities has ranged from entirely subjective criteria-based selections, to qualitative analysis, to highly quantitative data-driven approaches, and/or a combination of these. Moreover, a fair amount of subjective or administrative judgment, too, plays a role in deciding the comparison institutions.

Second, a common reason for determining peers is for comparative assessment, in that, a focus institution may see how well it is performing on certain indicators as compared to similar institutions. Key questions may be posed such as, are enrollment goals being met? Are outreach and student diversity goals being met? What about goals in faculty and staff hiring? What about student services and student satisfaction, and/or student performance?

Third, and logically, given the wide array of institutional or education parameters of interest, there may be a need for more than one set of peer groups.

To summarize, there are at least two kinds of peer groups CSU Stanislaus is concerned with:

- **Comparison Group:** A selection of similar institutions based on institution type (public, four-years, Carnegie Classification) and enrollment profile characteristics (Ward, 2006).
- **Aspirational Group:** Institutions with similar institutional characteristics, and yet significantly different on several key performance indicators, such as significantly higher graduation rates, retention rates, or endowments as described in *Identifying Peer Institutions: Utilizing The New Carnegie Classifications and Other Web Resources* (Ward, 2006).

This report focuses on the former. The latter is recommended for future analysis, and is likely to call for intuitive knowledge and judgment to weigh-in. Aspirational peer analysis tends to be a highly subjective process thus considered more art than science.

Previous CSU Stanislaus Reports

In summer 2004, the Office of Faculty Affairs and the Office of Institutional Research, in consultation with the Provost and Deans Council, performed analyses to identify peer institutions for benchmarking CSU Stanislaus on various performance indicators. The results of previous work were presented in the summary report, *Summary of Peer Group Selection*. (California State University, Stanislaus [CSUS], Office of Institutional Research, 2004). The analysis used two main sources of data to generate institutional profiles for comparison: the Integrated Postsecondary Education Data System (IPEDS) and US News & World Report.

In fall 2005, the subject of peer institutions was revisited and the results were reported in *Peer Institutions as an External Source of Institutional Quality* (California State University, Stanislaus [CSUS], Office of Assessment and Quality Assurance, 2006). The Office of Assessment and Quality Assurance worked in collaboration with the Office of Institutional Research and the Office of Faculty Affairs to analyze and identify potential peer institutions as a means for placing institutional data in a context that allows for comparisons of similar universities.

The analytical process used a combination of quantitative and qualitative judgments to arrive at a reasonable set of peer institutions for comparison. Some of the major parameters were presented in the previous reports (CSUS, 2004; CSUS, 2006). The IPEDS Feedback Report displayed a comparison group of 64 institutions. The characteristics included the 2005 Basic Carnegie Classification for Master's Colleges and Universities (medium programs), and public institutions. However, many of these were larger, urban or metropolitan-based institutions. In subsequent analyses, the 64 institutions were pared down to 33 institutions. The list was finally reduced to a narrower comparison group comprised of 14 institutions.

Categorical Variables of Interest

There is no attempt to reanalyze previous data or to challenge the previous selection of peers. Rather, the attempt is to revisit the selection of 14 institutions, affirm these as the starting point, and to explore whether or not a narrower group or subset of these provides added value as another comparison group.

The Executive Peer Tool (ExPT) of NCES IPEDS (<http://nces.ed.gov/ipeds/pas/expt/>) was used in the current analysis to further narrow a qualifying set of institutions. The most current institutional data (Fall 2007) were downloaded from the NCES IPEDS Feedback Report and imported into SPSS for subsequent descriptive analyses of the selected colleges and universities. The ExPT allows comparisons between a focus institution and peer institutions using data available in the printed IPEDS Data Feedback Report (DFR) and the additional variables from the latest collection year. In all, 15 categorical descriptions accounting for 73 variables were used in profiling the institutional characteristics of interest. The variables of interest were selected in the ExPT to generate selected group facts and statistics that may be compared with CSU Stanislaus (the focus institution). The variables used for comparative analysis are displayed in Appendix A.

Analysis

There is no exact fit between selected comparison institutions and CSU Stanislaus. The variations in such factors as headcount enrollment, number of faculty, organizational complexity, costs and resources, and demographic make-up, are wide-ranging in variance. However, a *reasonable similarity* profile may be produced that provides relevant or meaningful comparison groups.

Two sets of comparison institutions are proposed for benchmarking. The first set was identified in the previous reports, as the group comprised of 14 institutions (CSUS, 2006). Table 1 displays the comparison group of 14 institutions (*Comparison group-14*). The second group is a subset of the 14 institutions. These are indicated in the shaded area of Table 1 (*Comparison group-6*) and represent a selection based on student diversity characteristics—a key interest of CSU Stanislaus as a Hispanic Serving Institution (HSI).

Table 1.
National Center for Education Statistics, IPEDS Data Feedback Report 2008, Selected Institutions for Comparative Benchmarking with CSU Stanislaus

Institution Name	City	State	Unit id	Headcount Fall 2007	HSI (√)
Bloomsburg University of Pennsylvania	Bloomsburg	PA	211158	8,745	
California State University-Bakersfield	Bakersfield	CA	110486	7,700	(√)
Eastern Washington University	Cheney	WA	235097	10,686	
Millersville University of Pennsylvania	Millersville	PA	214041	8,306	
New Jersey City University	Jersey City	NJ	185129	8,437	(√)
Rowan University	Glassboro	NJ	184782	10,091	
Sonoma State University	Rohnert Park	CA	123572	8,770	
The University of Texas at Brownsville*	Brownsville	TX	227377	11,376	(√)
The University of West Florida	Pensacola	FL	138354	10,358	
University of Massachusetts-Dartmouth	North Dartmouth	MA	167987	9,080	
University of Michigan-Dearborn	Dearborn	MI	171137	8,336	
University of Minnesota-Duluth	Duluth	MN	174233	11,184	
University of North Carolina-Wilmington	Wilmington	NC	199218	12,180	
Winona State University	Winona	MN	175272	8,334	

(√) HSI: Hispanic Serving Institution. *Excludes headcount enrollment of 5,839 H.S. dual enrolled students as reported in IPEDS.
Note: Shaded area identifies Comparison Group of 6 institutions.

Among the 14 institutions, three are Hispanic Serving Institutions (HSI)—one of the major parameters for CSU Stanislaus when measuring issues related to student diversity. Focusing on Comparison group-6, however, the enrollments range within 7,000 to 11,000 full-time and part-time students. Other noteworthy similarities: all are suburban or medium size cities; all are diverse in student makeup; all are state-supported and in the Carnegie Classification of Masters Institutions. They are within reasonable size, FTES and headcount; they are similar in U.S. News and World Report ranking of Best Colleges (as identified in CSUS, 2006); they are similar in the proportion of first-time, full-time undergraduates; all are similar in costs and tuition; similar in finance; similar in faculty size and makeup; and similar in accreditations.

The statistical characteristics and variables for both Comparison group-14 and Comparison group-6 are displayed in Table 2. For additional detail, each institution is displayed in Appendix B.

Table 2.
Detailed Comparison Group Data, National Center for Education Statistics, IPEDS Data Feedback Report 2008, Comparison Group-14 and Comparison Group-6 Institutions

Variable Name	Focus: CSU Stanislaus	Comparison Group-14 Institutions (Median)	Comparison Group-6 Institutions (Median)
1) Unduplicated 12-month headcount of all students and of undergraduate students, total FTE enrollment (academic year 2006-07), and full- and part-time fall enrollment (Fall 2007)			
Unduplicated headcount - total	9,735	10,320	9,884
Unduplicated headcount - undergraduates	7,536	8,309	7,768
Total FTE enrollment	7,048	7,924	8,032
Full-time fall enrollment	5,741	6,982	6,237
Part-time fall enrollment	3,095	1,794	2,484
2) Enrollment by student level: Fall 2007			
Total	8,836	8,758	9,564
First-time, degree/certificate-seeking undergraduate	987	1,340	1,184
Transfer-in, degree/certificate-seeking undergraduate	979	602	885
Continuing, degree/certificate-seeking undergraduate	5,122	5,292	5,425
Graduate	1,748	1,120	1,415
3) Percent of all undergraduate students enrolled, by race/ethnicity, and percent who are women: Fall 2007			
White, non-Hispanic	40%	74%	49%
Black, non-Hispanic	4%	7%	6%
Hispanic	30%	5%	23%
Asian or Pacific Islander	12%	3%	5%
American Indian or Alaska Native	1%	1%	1%
Race/ethnicity unknown	11%	9%	12%
Nonresident alien	1%	1%	2%
Women	65%	58%	61%
4) Percent of all graduate students enrolled, by race/ethnicity, and percent who are women: Fall 2007			
White, non-Hispanic	45%	71%	57%
Black, non-Hispanic	3%	2%	4%
Hispanic	20%	3%	11%
Asian or Pacific Islander	7%	2%	3%
American Indian or Alaska Native	1%	0%	1%
Race/ethnicity unknown	23%	9%	12%
Nonresident alien	1%	3%	3%
Women	71%	71%	70%
5) Percentile SAT scores of first-time, degree/certificate-seeking undergraduate students: Fall 2007			
25th percentile Critical Reading	400	460	430
75th percentile Critical Reading	530	560	550
25th percentile Math	420	475	440
75th percentile Math	540	565	550
6) Academic year tuition and required fees for full-time, first-time, degree/certificate-seeking undergraduates: 2005-06–2007-08			
2007-08	\$3,330	\$6,974	\$3,879
7) Percent of full-time, first-time, degree/certificate-seeking undergraduate students receiving financial aid, by type of aid: 2006-07			
Federal grants	39%	22%	39%
State and local grants	46%	38%	41%
Institutional grants	42%	34%	28%
Loans	30%	50%	31%

Table 2.
Detailed Comparison Group Data, National Center for Education Statistics, IPEDS Data Feedback Report 2008, Comparison Group-14 and Comparison Group-6 Institutions (cont'd)

Variable Name	Focus: CSU Stanislaus	Comparison Group-14 Institutions (Median)	Comparison Group-6 Institutions (Median)
8) Graduation rates of full-time, first-time, degree/certificate-seeking undergraduates within 150% of normal time to program completion, by race/ethnicity: 2001 cohort			
Graduation rate, overall, degree/certificate-seekers	52%	52%	44%
White, non-Hispanic	55%	53%	48%
Black, non-Hispanic	19%	36%	28%
Hispanic	47%	42%	41%
Asian or Pacific Islander	57%	49%	41%
American Indian or Alaska Native	0%	43%	36%
Race/ethnicity unknown	57%	43%	42%
Nonresident alien	50%	53%	44%
9) Graduation rate cohort as a percent of all undergraduates and as a percent of total entering students (Fall 2007); graduation rate and transfer-out rate (2001 cohort); and retention rates (Fall 2007)			
Graduation rate, overall, degree/certificate-seekers	52%	52%	44%
Full-time retention rate	81%	74%	73%
Part-time retention rate	65%	58%	52%
10) Number of degrees awarded, by level: Academic year 2006-07			
Doctor's degrees	0	0	0
Master's degrees	212	284	363
Bachelor's degrees	1,459	1,371	1,468
11) Percent distribution of core revenues, by source: Fiscal year 2007			
Tuition and fees	11%	37%	20%
State appropriations	58%	36%	42%
Local appropriations	0%	0%	0%
Government grants and contracts	19%	17%	22%
Other core revenues	12%	10%	11%
12) Core revenues per FTE enrollment, by source: Fiscal year 2007			
Tuition and fees	\$1,614	\$5,674	\$3,295
13) Core expenses per FTE enrollment, by function: Fiscal year 2007			
Instruction	\$6,007	\$5,656	\$5,168
Research	\$219	\$255	\$319
Public service	\$234	\$242	\$476
Academic support	\$1,633	\$1,423	\$1,324
Institutional support	\$1,555	\$1,907	\$1,579
Student services	\$1,633	\$1,162	\$1,312
Other core expenses	\$2,653	\$4,034	\$3,988
14) Full-time equivalent staff by assigned position: Fall 2007			
Instruction, research and public service	379	382	355
Executive, administrative and managerial	34	44	40
Other professional	217	191	237
Non-professional	261	348	322
15) Average salaries of full-time instructional staff equated to 9-month contracts, by academic rank: Academic year 2007-08			
All ranks	\$71,756	\$72,651	\$67,554
Professor	\$90,533	\$90,865	\$89,608
Associate professor	\$67,519	\$71,198	\$67,985
Assistant professor	\$62,063	\$58,494	\$59,826
Instructor	N/A	\$45,271	\$49,517
Lecturer	\$52,525	\$54,163	\$51,663
No academic rank	N/A	\$41,803	\$41,800

Similarity Scores

To understand further the selected institutions and how these compare with CSU Stanislaus today, a descriptive scale of similarity-dissimilarity was constructed.

Using the IPEDS ExPT, information was computed and downloaded for all institutions, including CSU Stanislaus. For each variable, CSU Stanislaus' values were subtracted from the peer institutions' values. All values are standardized to display the percentage point difference from CSU Stanislaus' values. In describing differences arithmetically, the directionality (\pm) is not important. Important is the distance peer values are from the focus institution (CSU Stanislaus) values. Appendix C shows the raw difference scores for all variables. Next, for purposes of summarizing differences, a simple arithmetic approach was used to create an index of similarity based on an incremental scale of 1 to 10, with 1 representing very similar and 10 very dissimilar. Each point on the incremental scale represents up to ± 10 percentage points of difference on a given indicator. For example, a score of 1 represents a ± 0 to 10 percentage point difference; a score of 2 represents a ± 10.1 to 20 percent difference; a score of 3 represents a ± 20.1 to 30 percent difference, and so forth, up to a score of 10 that represents a ± 90.1 to 100 percent or more difference with CSU Stanislaus.

A score less than 3.0 is considered to have reasonable similarity, whereas a score greater than or equal to 3.0 is considered dissimilar to very dissimilar. Appendix D displays all institutions' scores, including the comparison group means and standard deviations for each variable. Also displayed is the summary score for each category.

Results

The total summary score for all categories and variables shows a similarity score of 3.3 for Comparison group-14 and a similarity score of 2.9 for Comparison group-6, suggesting overall, a slightly closer fit for Comparison group-6. The categories yielding the most similarity for either Comparison group-14 or Comparison group-6 are categories 3, 4, 5, 7, 8, 9, 11, and 15. Within these categories, however, Comparison group-14 is slightly closer to the focus institution in categories 8, 9 and 15, whereas Comparison group-6 is slightly closer in categories 3, 4, 5, 7, and 11.

Conclusion

The findings show the Comparison group-6 institutions to be generally as meaningful or relevant as the Comparison group-14 institutions. Moreover, the results suggest that using Comparison group-6 or Comparison group-14 institutions to be variable- or category-dependent.

Comparison group-6 appears to provide a better fit when comparisons are based on undergraduate diversity factors. Comparison group-14 appears to provide a better fit when comparisons are based on graduation, retention rates, and on average faculty salaries by rank. Thus, based on these results, it is recommended to proceed testing comparative benchmarking using the NSSE and FSSE results and to examine where appropriate, whether or not the comparisons are meaningful for CSU Stanislaus.

Finally, when determining aspirational peers, it is recommended the University convene and involve selected members of administrators, faculty, staff, and students to judge and determine—in light of the CSU Stanislaus mission and vision—which institutions are the best or likely representations of the University's aspirations.

References

- California State University, Stanislaus, Office of Institutional Research (2004, September). *Summary of Peer Group Selection*. Report presented at the Deans Council meeting. Retrieved August 1, 2009 from, California State University Stanislaus Office of Institutional Research Web site: <http://www.csustan.edu/IR/Pages/documents/2004CSUSSummaryofPeerGroupSelection.pdf>.
- California State University, Stanislaus. (2005). *Academic Senate Approval of Vision and University Values*. Turlock, California, Academic Senate Resolution approved on May 27, 2005. Retrieved August 1, 2009 from, California State University Stanislaus Strategic Planning Web site: <http://www.csustan.edu/StrategicPlanning/>.
- California State University, Stanislaus, Office of Assessment and Quality Assurance (2006, January). *Peer Institutions as an External Source of Institutional Quality, California State University, Stanislaus*. Retrieved August 1, 2009 from, California State University Stanislaus Office of Institutional Research Web site: <http://www.csustan.edu/ir/Pages/documents/PeerInstitutions.pdf>.
- California State University, Stanislaus. (2008). *2007-2008 Fact Book*. Retrieved August 1, 2009 from, California State University Stanislaus Office of Institutional Research Web site: http://www.csustan.edu/IR/Pages/documents/0708FactBook_FORPOSTINGTOWEBSITE.pdf
- California State University, Stanislaus. (2009). *2010 Strategic Plan*. Retrieved August 1, 2009 from, California State University Stanislaus Strategic Planning Web site: <http://www.csustan.edu/StrategicPlanning/Pages/StrategyPlan2010/MissionVisionCoreValues.html>.
- Ward, J. (2006) *Identifying Peer Institutions: Utilizing the New Carnegie Classifications and Other Web Resources*. Retrieved August 1, 2009 from, Pacific American Association of College Registrars and Admission Officers (PACRAO) Web site: <http://www.pacrao.org/docs/resources/writersteam/SelectingPeerInstitutions.doc>.

APPENDIX A.**National Center for Education Statistics, IPEDS Data Feedback Report 2008, Focus institution=California State University, Stanislaus**

1. Unduplicated 12-month headcount of all students and of undergraduate students, total FTE enrollment (academic year 2006-07), and full- and part-time fall enrollment (Fall 2007)
 - a. Unduplicated headcount - total
 - b. Unduplicated headcount - undergraduates
 - c. Total FTE enrollment
 - d. Full-time fall enrollment
 - e. Part-time fall enrollment
2. Enrollment by student level: Fall 2007
 - a. Total
 - b. First-time, degree/certificate-seeking undergraduate
 - c. Transfer-in, degree/certificate-seeking undergraduate
 - d. Continuing, degree/certificate-seeking undergraduate
 - e. Graduate
3. Percent of all undergraduate students enrolled, by race/ethnicity, and percent who are women: Fall 2007
 - a. White, non-Hispanic
 - b. Black, non-Hispanic
 - c. Hispanic
 - d. Asian or Pacific Islander
 - e. American Indian or Alaska Native
 - f. Race/ethnicity unknown
 - g. Nonresident alien
 - h. Women
4. Percent of all graduate students enrolled, by race/ethnicity, and percent who are women: Fall 2007
 - a. White, non-Hispanic
 - b. Black, non-Hispanic
 - c. Hispanic
 - d. Asian or Pacific Islander
 - e. American Indian or Alaska Native
 - f. Race/ethnicity unknown
 - g. Nonresident alien
 - h. Women
5. Percentile SAT scores of first-time, degree/certificate-seeking undergraduate students: Fall 2007
 - a. 25th percentile Critical Reading
 - b. 75th percentile Critical Reading
 - c. 25th percentile Math
 - d. 75th percentile Math
6. Academic year tuition and required fees for full-time, first-time, degree/certificate-seeking undergraduates: 2005-06–2007-08
 - a. 2007-08
7. Percent of full-time, first-time, degree/certificate-seeking undergraduate students receiving financial aid, by type of aid: 2006-07
 - a. Federal grants
 - b. State and local grants
 - c. Institutional grants
 - d. Loans
8. Graduation rates of full-time, first-time, degree/certificate-seeking undergraduates within 150% of normal time to program completion, by race/ethnicity: 2001 cohort
 - a. Graduation rate, overall, degree/certificate-seekers
 - b. White, non-Hispanic
 - c. Black, non-Hispanic
 - d. Hispanic
 - e. Asian or Pacific Islander
 - f. American Indian or Alaska Native
 - g. Race/ethnicity unknown
 - h. Nonresident alien
9. Graduation rate cohort as a percent of all undergraduates and as a percent of total entering students (Fall 2007); graduation rate and transfer-out rate (2001 cohort); and retention rates (Fall 2007)
 - a. Graduation rate, overall, degree/certificate-seekers
 - b. Full-time retention rate
 - c. Part-time retention rate
10. Number of degrees awarded, by level: Academic year 2006-07
 - a. Doctor's degrees
 - b. Master's degrees
 - c. Bachelor's degrees
11. Percent distribution of core revenues, by source: Fiscal year 2007
 - a. Tuition and fees
 - b. State appropriations
 - c. Local appropriations
 - d. Government grants and contracts
 - e. Other core revenues
12. Core revenues per FTE enrollment, by source: Fiscal year 2007
 - a. Tuition and fees
13. Core expenses per FTE enrollment, by function: Fiscal year 2007
 - a. Instruction
 - b. Research
 - c. Public service
 - d. Academic support
 - e. Institutional support
 - f. Student services
 - g. Other core expenses
14. Full-time equivalent staff by assigned position: Fall 2007
 - a. Instruction, research and public service
 - b. Executive, administrative and managerial
 - c. Other professional
 - d. Non-professional
15. Average salaries of full-time instructional staff equated to 9-month contracts, by academic rank: Academic year 2007-08
 - a. All ranks
 - b. Professor
 - c. Associate professor
 - d. Assistant professor
 - e. Instructor
 - f. Lecturer
 - g. No academic rank

APPENDIX B.
DETAILED INSTITUTIONAL DATA
National Center for Education Statistics, IPEDS Data Feedback Report 2008

Focus institution=California State University, Stanislaus

Variable Name	CSU Stanislaus Focus Institution	Bloomsburg University of Pennsylvania	California State University-Bakersfield (Group 6)	Eastern Washington University (Group 6)	Millersville University of Pennsylvania	New Jersey City University (Group 6)	Rowan University	Sonoma State University (Group 6)
1) Unduplicated 12-month headcount of all students and of undergraduate students, total FTE enrollment (academic year 2006-07), and full- and part-time fall enrollment (Fall 2007)								
Unduplicated headcount - total	9,735	10237	9338	14756	11765	10430	11385	9181
Unduplicated headcount - undergraduates	7,536	8901	7139	12899	8475	7683	9857	7853
Total FTE enrollment	7,048	8439	7915	9955	7933	5637	8549	8161
Full-time fall enrollment	5,741	7718	5915	8883	6824	4537	7924	7266
Part-time fall enrollment	3,095	1027	1785	1803	1482	3900	2167	1504
2) Enrollment by student level: Fall 2007								
Total	8,836	8745	7700	10686	8306	8437	10091	8770
First-time, degree/certificate-seeking undergraduate	987	1685	869	1335	1345	804	1246	1706
Transfer-in, degree/certificate-seeking undergraduate	979	422	726	1082	523	809	897	961
Continuing, degree/certificate-seeking undergraduate	5,122	5561	4515	7030	5296	4629	6356	5016
Graduate	1,748	807	1590	1239	1047	2152	1179	1087
3) Percent of all undergraduate students enrolled, by race/ethnicity, and percent who are women: Fall 2007								
White, non-Hispanic	40%	81	33	64	78	27	78	67
Black, non-Hispanic	4%	7	8	4	7	19	8	2
Hispanic	30%	2	38	8	4	35	7	11
Asian or Pacific Islander	12%	1	7	4	2	7	3	5
American Indian or Alaska Native	1%	0	1	2	0	0	0	1
Race/ethnicity unknown	11%	8	11	17	9	12	3	13
Nonresident alien	1%	1	2	2	0	1	1	1
Women	65%	59	66	57	56	62	53	62
4) Percent of all graduate students enrolled, by race/ethnicity, and percent who are women: Fall 2007								
White, non-Hispanic	45%	90	48	73	80	43	78	66
Black, non-Hispanic	3%	2	6	2	3	7	9	2
Hispanic	20%	1	28	6	1	14	3	7
Asian or Pacific Islander	7%	1	4	2	1	3	3	3
American Indian or Alaska Native	1%	0	1	2	0	0	0	1
Race/ethnicity unknown	23%	3	11	12	15	28	6	20
Nonresident alien	1%	4	2	3	0	4	1	1
Women	71%	70	72	69	73	71	73	74

APPENDIX B.
DETAILED INSTITUTIONAL DATA (cont'd)
National Center for Education Statistics, IPEDS Data Feedback Report 2008
Focus institution=California State University, Stanislaus

Variable Name	CSU Stanislaus <i>Focus Institution</i>	Bloomsburg University of Pennsylvania	California State University-Bakersfield <i>(Group 6)</i>	Eastern Washington University <i>(Group 6)</i>	Millersville University of Pennsylvania	New Jersey City University <i>(Group 6)</i>	Rowan University	Sonoma State University <i>(Group 6)</i>
5) Percentile SAT scores of first-time, degree/certificate-seeking undergraduate students: Fall 2007								
25th percentile Critical Reading	400	450	400	430	470	430	490	460
75th percentile Critical Reading	530	540	510	550	570	460	590	560
25th percentile Math	420	470	410	430	480	440	510	460
75th percentile Math	540	560	540	550	580	510	620	560
6) Academic year tuition and required fees for full-time, first-time, degree/certificate-seeking undergraduates: 2005-06–2007-08								
2007-08	\$3,330	6623	3714	4905	6624	8155	10068	3946
7) Percent of full-time, first-time, degree/certificate-seeking undergraduate students receiving financial aid, by type of aid: 2006-07								
Federal grants	39%	25	50	28	19	54	21	16
State and local grants	46%	35	43	38	34	55	28	22
Institutional grants	42%	22	60	19	20	6	20	21
Loans	30%	61	22	48	66	29	64	30
8) Graduation rates of full-time, first-time, degree/certificate-seeking undergraduates within 150% of normal time to program completion, by race/ethnicity: 2001 cohort								
Graduation rate, overall, degree/certificate-seekers	52%	62	40	47	67	31	64	56
White, non-Hispanic	55%	63	46	50	71	35	68	58
Black, non-Hispanic	19%	48	14	21	28	28	47	50
Hispanic	47%	35	39	45	38	25	42	49
Asian or Pacific Islander	57%	60	33	31	65	41	57	49
American Indian or Alaska Native	0%	67	50	22	50	0	75	50
Race/ethnicity unknown	57%		51	40		40	60	51
Nonresident alien	50%	67	0	50	100	67	55	0
9) Graduation rate cohort as a percent of all undergraduates and as a percent of total entering students (Fall 2007); graduation rate and transfer-out rate (2001 cohort); and retention rates (Fall 2007)								
Graduation rate, overall, degree/certificate-seekers	52%	62	40	47	67	31	64	56
Full-time retention rate	81%	81	73	73	83	73	86	74
Part-time retention rate	65%	77	25	55	45	55	60	29
10) Number of degrees awarded, by level: Academic year 2006-07								
Doctor's degrees	0	0	0	32	0	0	1	0
Master's degrees	212	322	333	528	234	479	323	228
Bachelor's degrees	1,459	1516	1291	1845	1361	970	1822	1688

APPENDIX B.
DETAILED INSTITUTIONAL DATA (cont'd)
National Center for Education Statistics, IPEDS Data Feedback Report 2008
Focus institution=California State University, Stanislaus

Variable Name	CSU Stanislaus <i>Focus Institution</i>	Bloomsburg University of Pennsylvania	California State University-Bakersfield <i>(Group 6)</i>	Eastern Washington University <i>(Group 6)</i>	Millersville University of Pennsylvania	New Jersey City University <i>(Group 6)</i>	Rowan University	Sonoma State University <i>(Group 6)</i>
11) Percent distribution of core revenues, by source: Fiscal year 2007								
Tuition and fees	11%	44	19	31	40	34	39	20
State appropriations	58%	34	54	31	36	41	37	42
Local appropriations	0%	0	0	0	0	0	0	0
Government grants and contracts	19%	15	20	23	14	18	14	26
Other core revenues	12%	7	7	15	11	6	9	12
12) Core revenues per FTE enrollment, by source: Fiscal year 2007								
Tuition and fees	\$1,614	5674	2577	5241	5651	7257	7521	3566
13) Core expenses per FTE enrollment, by function: Fiscal year 2007								
Instruction	\$6,007	5656	4811	6133	5752	8340	7669	5071
Research	\$219	34	1089	214	68	0	255	0
Public service	\$234	242	16	334	653	0	228	4331
Academic support	\$1,633	1210	1423	1030	1240	2061	1840	1203
Institutional support	\$1,555	2133	1299	1391	2106	3360	2972	1766
Student services	\$1,633	1100	1341	1282	1162	2084	1624	1468
Other core expenses	\$2,653	2583	3111	3942	2682	4810	5066	3728
14) Full-time equivalent staff by assigned position: Fall 2007								
Instruction, research and public service	379	409	337	495	362	393	570	370
Executive, administrative and managerial	34	33	30	143	48	42	102	83
Other professional	217	168	208	266	176	170	157	304
Non-professional	261	358	245	471	354	347	564	297
15) Average salaries of full-time instructional staff equated to 9-month contracts, by academic rank: Academic year 2007-08								
All ranks	\$71,756	73404	71898	55166	74325	84631	80974	74454
Professor	\$90,533	94029	92068	69244	94479	104267	104948	89827
Associate professor	\$67,519	74683	72675	60625	74868	82092	81662	68707
Assistant professor	\$62,063	58175	63073	50607	58813	67837	63125	63021
Instructor	N/A	47394			45271	49517	55392	
Lecturer	\$52,525		56178				54163	59888
No academic rank	N/A			40268				

APPENDIX C.

Raw Score Differences

Focus institution=California State University, Stanislaus

Variable Name	CSU Stanislaus Focus Institution	Bloomsburg University of Pennsylvania	California State University-Bakersfield (Group 6)	Eastern Washington University (Group 6)	Millersville University of Pennsylvania	New Jersey City University (Group 6)	Rowan University	Sonoma State University (Group 6)	The University of Texas at Brownsville (Group 6)	The University of West Florida (Group 6)	University of Massachusetts-Dartmouth	University of Michigan-Dearborn	University of Minnesota-Duluth	University of North Carolina-Wilmington	Winona State University
Unduplicated 12-month headcount of all students and of undergraduate students, total FTE enrollment (academic year 2006-07), and full- and part-time fall enrollment (Fall 2007)															
Unduplicated headcount - total	9,735	5.2	-4.1	51.6	20.9	7.1	16.9	-5.7	-42.4	15.3	-1.9	6.9	28.3	34.2	-4.0
Unduplicated headcount - undergraduates	7,536	18.1	-5.3	71.2	12.5	2.0	30.8	4.2	-30.2	25.5	8.7	2.6	47.1	56.5	11.8
Total FTE enrollment	7,048	19.7	12.3	41.2	12.6	-20.0	21.3	15.8	-61.6	15.6	10.3	-11.2	40.6	52.0	11.4
Full-time fall enrollment	5,741	34.4	3.0	54.7	18.9	-21.0	38.0	26.6	-71.2	14.2	25.4	-22.2	65.0	81.0	24.4
Part-time fall enrollment	3,095	-66.8	-42.3	-41.7	-52.1	26.0	-30.0	-51.4	2.2	22.7	-39.2	25.0	-44.8	-42.2	-61.4
Enrollment by student level: Fall 2007															
Total	8,836	-1.0	-12.9	20.9	-6.0	-4.5	14.2	-0.7	94.8	17.2	2.8	-5.7	26.6	37.8	-5.7
First-time, degree/certificate-seeking undergraduate	987	70.7	-12.0	35.3	36.3	-18.5	26.2	72.8	68.4	4.7	95.2	-9.5	127.0	94.5	73.6
Transfer-in, degree/certificate-seeking undergraduate	979	-56.9	-25.8	10.5	-46.6	-17.4	-8.4	-1.8	-56.4	49.8	-51.2	-30.5	-54.4	32.2	-49.4
Continuing, degree/certificate-seeking undergraduate	5,122	8.6	-11.9	37.3	3.4	-9.6	24.1	-2.1	65.0	13.9	1.4	-9.4	26.9	46.3	3.2
Graduate	1,748	-53.8	-9.0	-29.1	-40.1	23.1	-32.6	-37.8	-52.1	-5.1	-34.0	8.1	-56.1	-34.0	-62.9
Percent of all undergraduate students enrolled, by race/ethnicity, and percent who are women: Fall 2007															
White, non-Hispanic	40%	41%	-7%	24%	38%	-13%	38%	27%	-36%	37%	39%	25%	49%	45%	47%
Black, non-Hispanic	4%	3%	4%	0%	3%	15%	4%	-2%	--	6%	3%	6%	-3%	1%	-3%
Hispanic	30%	-28%	8%	-22%	-26%	5%	-23%	-19%	61%	-25%	-27%	-27%	-29%	-27%	-29%
Asian or Pacific Islander	12%	-11%	-5%	-8%	-10%	-5%	-9%	-7%	--	-7%	-9%	-6%	-9%	-10%	-10%
American Indian or Alaska Native	1%	--	0%	1%	--	--	--	0%	--	0%	0%	0%	0%	0%	--
Race/ethnicity unknown	11%	-3%	0%	6%	-2%	1%	-8%	2%	-10%	--	-3%	3%	-7%	-7%	-6%
Nonresident alien	1%	0%	1%	1%	--	0%	0%	0%	3%	1%	--	0%	0%	--	3%
Women	65%	-6%	1%	-8%	-9%	-3%	-12%	-3%	-6%	-5%	-16%	-13%	-17%	-6%	-4%

APPENDIX C.

Raw Score Differences (cont'd)

Focus institution=California State University, Stanislaus

Variable Name	CSU Stanislaus Institution	Bloomburg University of Pennsylvania	California State University- Bakersfield (Group 6)	Eastern Washington University (Group 6)	Millersville University of Pennsylvania	New Jersey City University (Group 6)	Rowan University	Sonoma State University (Group 6)	The University of Texas at Brownsville (Group 6)	The University of West Florida (Group 6)	University of Massachusetts- Dartmouth	University of Michigan- Dearborn	University of Minnesota- Duluth	University of North Carolina- Wilmington	Winona State University
Percent of all graduate students enrolled, by race/ethnicity, and percent who are women: Fall 2007															
White, non-Hispanic	45%	45%	3%	28%	35%	-2%	33%	21%	-26%	31%	18%	20%	27%	39%	25%
Black, non-Hispanic	3%	-1%	3%	-1%	0%	4%	6%	-1%	-2%	9%	-1%	2%	-2%	2%	-2%
Hispanic	20%	-19%	8%	-14%	-19%	-6%	-17%	-13%	54%	-16%	-18%	-17%	--	-18%	--
Asian or Pacific Islander	7%	-6%	-3%	-5%	-6%	-4%	-4%	-4%	-6%	-4%	-5%	0%	-5%	-6%	-5%
American Indian or Alaska Native	1%	--	0%	1%	--	--	--	0%	--	0%	--	--	3%	--	--
Race/ethnicity unknown	23%	-20%	-12%	-11%	-8%	5%	-17%	-3%	-22%	--	-14%	-15%	-14%	-17%	0%
Nonresident alien	1%	3%	1%	2%	--	3%	0%	0%	3%	2%	22%	10%	10%	1%	2%
Women	71%	-1%	1%	-2%	2%	0%	2%	3%	-7%	-6%	-16%	-26%	-12%	-6%	1%
Percentile SAT scores of first-time, degree/certificate-seeking undergraduate students: Fall 2007															
25th percentile Critical Reading	400	12.5	0.0	7.5	17.5	7.5	22.5	15.0	--	20.0	17.5	--	25.0	30.0	--
75th percentile Critical Reading	530	1.9	-3.8	3.8	7.5	-13.2	11.3	5.7	--	11.3	5.7	--	13.2	15.1	--
25th percentile Math	420	11.9	-2.4	2.4	14.3	4.8	21.4	9.5	--	14.3	16.7	27.4	26.2	28.6	--
75th percentile Math	540	3.7	0.0	1.9	7.4	-5.6	14.8	3.7	--	5.6	7.4	18.5	18.5	16.7	--
Academic year tuition and required fees for full-time, first-time, degree/certificate-seeking undergraduates: 2005-06-2007-08															
2007-08	\$3,330	98.9	11.5	47.3	98.9	144.9	202.3	18.5	14.4	-14.1	158.0	125.8	173.1	32.1	119.9
Percent of full-time, first-time, degree/certificate-seeking undergraduate students receiving financial aid, by type of aid: 2006-07															
Federal grants	39%	-14%	11%	-11%	-20%	15%	-18%	-23%	35%	-17%	-18%	-19%	-24%	-25%	-24%
State and local grants	46%	-11%	-3%	-8%	-12%	9%	-18%	-24%	-9%	29%	3%	27%	-19%	-16%	-29%
Institutional grants	42%	-20%	18%	-23%	-22%	-36%	-22%	-21%	-8%	-6%	-8%	14%	9%	-23%	3%
Loans	30%	31%	-8%	18%	36%	-1%	34%	0%	1%	12%	22%	5%	29%	16%	31%

APPENDIX C.

Raw Score Differences (cont'd)

Focus institution=California State University, Stanislaus

Variable Name	CSU Stanislaus Focus Institution	Bloomsborg University of Pennsylvania	California State University- Bakersfield (Group 6)	Eastern Washington University (Group 6)	Millersville University of Pennsylvania	New Jersey City University (Group 6)	Rowan University	Sonoma State University (Group 6)	The University of Texas at Brownsville (Group 6)	The University of West Florida (Group 6)	University of Massachusetts- Dartmouth	University of Michigan- Dearborn	University of Minnesota- Duluth	University of North Carolina- Wilmington	Winona State University
Graduation rates of full-time, first-time, degree/certificate-seeking undergraduates within 150% of normal time to program completion, by race/ethnicity: 2001 cohort															
Graduation rate, overall, degree/certificate-seekers	52%	10%	-12%	-5%	15%	-21%	12%	4%	-34%	-4%	-5%	1%	-2%	13%	3%
White, non-Hispanic	55%	8%	-9%	-5%	16%	-20%	13%	3%	-47%	-6%	-8%	0%	-5%	10%	13%
Black, non-Hispanic	19%	29%	-5%	2%	9%	9%	28%	31%	--	32%	19%	21%	17%	37%	10%
Hispanic	47%	-12%	-8%	-2%	-9%	-22%	-5%	2%	-30%	-5%	9%	9%	-19%	22%	6%
Asian or Pacific Islander	57%	3%	-24%	-26%	8%	-16%	0%	-8%	--	-2%	-19%	-1%	4%	13%	-12%
American Indian or Alaska Native	0%	67%	50%	22%	50%	--	75%	50%	--	36%	13%	--	11%	50%	83%
Race/ethnicity unknown	57%	--	-6%	-17%	--	-17%	3%	-6%	--	-13%	-4%	-17%	-16%	-1%	-21%
Nonresident alien	50%	17%	--	0%	50%	17%	5%	--	-8%	-5%	--	17%	20%	-21%	23%
Graduation rate cohort as a percent of all undergraduates and as a percent of total entering students (Fall 2007); graduation rate and transfer-out rate (2001 cohort); and retention rates (Fall 2007)															
Graduation rate, overall, degree/certificate-seekers	52%	10%	-12%	-5%	15%	-21%	12%	4%	-34%	-4%	-5%	1%	-2%	13%	3%
Full-time retention rate	81%	0%	-8%	-8%	2%	-8%	5%	-7%	-13%	-8%	-5%	0%	-6%	4%	-10%
Part-time retention rate	65%	12%	-40%	-10%	-20%	-10%	-5%	-36%	-17%	1%	-5%	3%	-5%	-32%	-32%
Number of degrees awarded, by level: Academic year 2006-07															
Doctor's degrees	0	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Master's degrees	212	51.9	57.1	149.1	10.4	125.9	52.4	7.5	-13.7	85.4	15.6	188.7	0.9	64.2	-45.8
Bachelor's degrees	1,459	3.9	-11.5	26.5	-6.7	-33.5	24.9	15.7	-37.0	12.7	-20.7	-16.8	5.9	55.4	-5.3
Percent distribution of core revenues, by source: Fiscal year 2007															
Tuition and fees	11%	33%	8%	20%	29%	23%	28%	9%	-1%	5%	26%	40%	28%	13%	35%
State appropriations	58%	-24%	-4%	-27%	-22%	-17%	-21%	-16%	-40%	-11%	-21%	-37%	-34%	-22%	-24%
Local appropriations	0%	--	--	--	--	--	--	--	9%	--	--	--	--	--	--
Government grants and contracts	19%	-4%	1%	4%	-5%	-1%	-5%	7%	35%	2%	-2%	-9%	-6%	-10%	-10%
Other core revenues	12%	-5%	-5%	3%	-1%	-6%	-3%	0%	-3%	5%	-3%	6%	12%	19%	-2%
Core revenues per FTE enrollment, by source: Fiscal year 2007															
Tuition and fees	\$1,614	251.5	59.7	224.7	250.1	349.6	366.0	120.9	-1.1	87.3	367.1	441.1	367.7	263.0	255.2

APPENDIX C.

Raw Score Differences (cont'd)

Focus institution=California State University, Stanislaus

Variable Name	CSU Stanislaus Focus Institution	Bloomsburg University of Pennsylvania	California State University-Bakersfield (Group 6)	Eastern Washington University (Group 6)	Millersville University of Pennsylvania	New Jersey City University (Group 6)	Rowan University	Sonoma State University (Group 6)	The University of Texas at Brownsville (Group 6)	The University of West Florida (Group 6)	University of Massachusetts-Dartmouth	University of Michigan-Dearborn	University of Minnesota-Duluth	University of North Carolina-Wilmington	Winona State University
Core expenses per FTE enrollment, by function: Fiscal year 2007															
Instruction	\$6,007	-5.8	-19.9	2.1	-4.2	38.8	27.7	-15.6	-36.6	-12.4	20.6	8.6	-15.5	12.5	-23.5
Research	\$219	-84.5	397.3	-2.3	-68.9	--	16.4	--	93.2	246.1	944.3	109.1	595.4	485.8	-16.9
Public service	\$234	3.4	-93.2	42.7	179.1	--	-2.6	1750.9	164.1	290.6	-38.0	-23.1	79.1	15.0	-81.6
Academic support	\$1,633	-25.9	-12.9	-36.9	-24.1	26.2	12.7	-26.3	-25.0	18.9	76.4	11.8	-7.7	-16.1	-24.7
Institutional support	\$1,555	37.2	-16.5	-10.5	35.4	116.1	91.1	13.6	-16.1	68.1	51.1	22.6	-29.8	21.5	-17.8
Student services	\$1,633	-32.6	-17.9	-21.5	-28.8	27.6	-0.6	-10.1	-38.1	-38.2	-37.8	-33.9	-53.6	-52.0	-22.7
Other core expenses	\$2,653	-2.6	17.3	48.6	1.1	81.3	91.0	40.5	132.2	52.1	162.8	64.6	109.0	63.9	-19.9
Full-time equivalent staff by assigned position: Fall 2007															
Instruction, research and public service	379	7.9	-11.1	30.6	-4.5	3.7	50.4	-2.4	-63.6	-10.3	17.9	-6.3	34.3	46.7	6.9
Executive, administrative and managerial	34	-2.9	-11.8	320.6	41.2	23.5	200.0	144.1	8.8	-20.6	32.4	144.1	338.2	120.6	-35.3
Other professional	217	-22.6	-4.1	22.6	-18.9	-21.7	-27.6	40.1	-77.9	88.0	51.6	-16.6	8.8	92.6	-7.8
Non-professional	261	37.2	-6.1	80.5	35.6	33.0	116.1	13.8	-33.0	38.3	33.3	-44.4	80.8	182.4	-23.4
Average salaries of full-time instructional staff equated to 9-month contracts, by academic rank: Academic year 2007-08															
All ranks	\$71,756	2.3	0.2	-23.1	3.6	17.9	12.8	3.8	-22.6	-11.9	12.9	3.2	-11.4	-2.6	-13.5
Professor	\$90,533	3.9	1.7	-23.5	4.4	15.2	15.9	-0.8	-19.4	-1.3	10.6	1.5	-3.8	0.6	-15.6
Associate professor	\$67,519	10.6	7.6	-10.2	10.9	21.6	20.9	1.8	-8.1	-0.4	15.5	12.2	3.3	7.6	-13.0
Assistant professor	\$62,063	-6.3	1.6	-18.5	-5.2	9.3	1.7	1.5	-11.8	-8.8	7.9	8.0	-11.2	-2.5	-16.7
Instructor	N/A	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Lecturer	\$52,525	--	7.0	--	--	--	3.1	14.0	-20.8	-10.2	7.8	-12.8	--	-15.3	--
No academic rank	N/A	--	--	--	--	--	--	--	--	--	--	--	--	--	--

APPENDIX D. Institution Similarity/Dissimilarity Scores

Category and Variable Name	Bloomsburg University of Pennsylvania	California State University-Bakersfield (Group 6)	Eastern Washington University (Group 6)	Millsville University of Pennsylvania	New Jersey City University (Group 6)	Rowan University	Sonoma State University (Group 6)	The University of Texas at Brownsville (Group 6)	The University of West Florida (Group 6)	University of Massachusetts-Dartmouth	University of Michigan-Dearborn	University of Minnesota-Duluth	University of North Carolina-Wilmington	Winona State University	Group 14 Mean	Group 6 Mean	Group 14 SD	Group 6 SD
1) Unduplicated 12-month headcount of all students and of undergraduate students, total FTE enrollment (academic year 2006-07), and full- and part-time fall enrollment (Fall 2007)																		
Unduplicated headcount - total	1.0	1.0	6.0	2.0	1.0	2.0	1.0	5.0	2.0	1.0	1.0	3.0	4.0	1.0	2.2	2.7	1.7	2.3
Unduplicated headcount - undergraduates	2.0	1.0	8.0	2.0	1.0	4.0	1.0	4.0	3.0	1.0	1.0	5.0	6.0	2.0	2.9	3.0	2.2	2.8
Total FTE enrollment	2.0	2.0	5.0	2.0	2.0	3.0	2.0	7.0	2.0	2.0	2.0	5.0	6.0	2.0	3.1	3.3	1.8	2.2
Full-time fall enrollment	4.0	1.0	6.0	2.0	3.0	4.0	3.0	8.0	2.0	3.0	3.0	7.0	9.0	3.0	4.1	3.8	2.4	2.6
Part-time fall enrollment	7.0	5.0	5.0	6.0	3.0	3.0	6.0	1.0	3.0	4.0	3.0	5.0	5.0	7.0	4.5	3.8	1.7	1.8
Category: Similarity/Dissimilarity Score	3.2	2.0	6.0	2.8	2.0	3.2	2.6	5.0	2.4	2.2	2.0	5.0	6.0	3.0	3.4	3.3	1.5	1.7
2) Enrollment by student level: Fall 2007																		
Total	1.0	2.0	3.0	1.0	1.0	2.0	1.0	10.0	2.0	1.0	1.0	3.0	4.0	1.0	2.4	3.2	2.4	3.4
First-time, degree/certificate-seeking undergraduate	8.0	2.0	4.0	4.0	2.0	3.0	8.0	7.0	1.0	10.0	1.0	10.0	10.0	8.0	5.6	4.0	3.5	2.9
Transfer-in, degree/certificate-seeking undergraduate	6.0	3.0	2.0	5.0	2.0	1.0	1.0	6.0	5.0	6.0	4.0	6.0	4.0	5.0	4.0	3.2	1.9	1.9
Continuing, degree/certificate-seeking undergraduate	1.0	2.0	4.0	1.0	1.0	3.0	1.0	7.0	2.0	1.0	1.0	3.0	5.0	1.0	2.4	2.8	1.9	2.3
Graduate	6.0	1.0	3.0	5.0	3.0	4.0	4.0	6.0	1.0	4.0	1.0	6.0	4.0	7.0	3.9	3.0	2.0	1.9
Category: Similarity/Dissimilarity Score	4.4	2.0	3.2	3.2	1.8	2.6	3.0	7.2	2.2	4.4	1.6	5.6	5.4	4.4	3.6	3.2	1.7	2.0
3) Percent of all undergraduate students enrolled, by race/ethnicity, and percent who are women: Fall 2007																		
White, non-Hispanic	5.0	1.0	3.0	4.0	2.0	4.0	3.0	4.0	4.0	4.0	3.0	5.0	5.0	5.0	3.7	2.8	1.2	1.2
Black, non-Hispanic	1.0	1.0	1.0	1.0	2.0	1.0	1.0	--	1.0	1.0	1.0	1.0	1.0	1.0	1.1	1.2	0.3	0.4
Hispanic	3.0	1.0	3.0	3.0	1.0	3.0	2.0	7.0	3.0	3.0	3.0	3.0	1.0	3.0	2.8	2.8	1.5	2.2
Asian or Pacific Islander	2.0	1.0	1.0	1.0	1.0	1.0	1.0	--	1.0	1.0	1.0	1.0	1.0	1.0	1.1	1.0	0.3	0.0
American Indian or Alaska Native	--	1.0	1.0	--	--	--	1.0	--	1.0	1.0	1.0	1.0	1.0	--	--	--	--	--
Race/ethnicity unknown	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	--	1.0	1.0	1.0	1.0	1.0	1.0	1.0	0.0	0.0
Nonresident alien	1.0	1.0	1.0	--	1.0	1.0	1.0	1.0	1.0	--	1.0	1.0	--	1.0	1.0	1.0	0.0	0.0
Women	1.0	1.0	1.0	1.0	1.0	2.0	1.0	1.0	1.0	2.0	2.0	2.0	1.0	1.0	1.3	1.0	0.5	0.0
Category: Similarity/Dissimilarity Score	2.0	1.0	1.5	1.8	1.3	1.9	1.4	2.8	1.7	1.9	1.6	1.9	1.6	1.9	1.7	1.6	0.4	0.6
4) Percent of all graduate students enrolled, by race/ethnicity, and percent who are women: Fall 2007																		
White, non-Hispanic	5.0	1.0	3.0	4.0	1.0	4.0	3.0	3.0	4.0	2.0	2.0	3.0	4.0	3.0	3.0	2.5	1.2	1.2
Black, non-Hispanic	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	0.0	0.0
Hispanic	2.0	1.0	2.0	2.0	1.0	2.0	2.0	6.0	2.0	2.0	2.0	--	2.0	--	2.2	2.3	1.3	1.9
Asian or Pacific Islander	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	0.0	0.0
American Indian or Alaska Native	--	1.0	1.0	--	--	--	1.0	--	1.0	--	--	1.0	--	--	--	--	--	--
Race/ethnicity unknown	2.0	2.0	2.0	1.0	1.0	2.0	1.0	3.0	--	2.0	2.0	2.0	2.0	1.0	1.8	1.8	0.6	0.8
Nonresident alien	1.0	1.0	1.0	--	1.0	1.0	1.0	1.0	1.0	3.0	1.0	1.0	1.0	1.0	1.2	1.0	0.6	0.0
Women	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	2.0	3.0	2.0	1.0	1.0	1.3	1.0	0.6	0.0
Category: Similarity/Dissimilarity Score	1.9	1.1	1.5	1.7	1.0	1.7	1.4	2.3	1.6	1.9	1.7	1.6	1.7	1.3	1.6	1.5	0.3	0.5

APPENDIX D. Institution Similarity/Dissimilarity Scores (cont'd)

Category and Variable Name	Bloomsburg University of Pennsylvania	California State University-Bakersfield (Group 6)	Eastern Washington University (Group 6)	Millersville University of Pennsylvania	New Jersey City University (Group 6)	Rowan University	Sonoma State University (Group 6)	The University of Texas at Brownsville (Group 6)	The University of West Florida (Group 6)	University of Massachusetts-Dartmouth	University of Michigan-Dearborn	University of Minnesota-Duluth	University of North Carolina-Wilmington	Winona State University	Group 14 Mean	Group 6 Mean	Group 14 SD	Group 6 SD
5) Percentile SAT scores of first-time, degree/certificate-seeking undergraduate students: Fall 2007																		
25th percentile Critical Reading	2.0	1.0	1.0	2.0	1.0	3.0	2.0	--	2.0	2.0	--	3.0	3.0	--	2.0	1.4	0.8	0.5
75th percentile Critical Reading	1.0	1.0	1.0	1.0	2.0	2.0	1.0	--	2.0	1.0	--	2.0	2.0	--	1.5	1.4	0.5	0.5
25th percentile Math	2.0	1.0	1.0	2.0	1.0	3.0	1.0	--	2.0	2.0	3.0	3.0	3.0	--	2.0	1.2	0.9	0.4
75th percentile Math	1.0	1.0	1.0	1.0	1.0	2.0	1.0	--	1.0	1.0	2.0	2.0	2.0	--	1.3	1.0	0.5	0.0
Category: Similarity/Dissimilarity Score	1.5	1.0	1.0	1.5	1.3	2.5	1.3	--	1.8	1.5	2.5	2.5	2.5	--	1.7	1.3	0.6	0.3
6) Academic year tuition and required fees for full-time, first-time, degree/certificate-seeking undergraduates: 2005-06-2007-08																		
2007-08	10.0	2.0	5.0	10.0	10.0	10.0	2.0	2.0	2.0	10.0	10.0	10.0	4.0	10.0	6.9	3.8	3.8	3.3
Category: Similarity/Dissimilarity Score	10.0	2.0	5.0	10.0	10.0	10.0	2.0	2.0	2.0	10.0	10.0	10.0	4.0	10.0	6.9	3.8	3.8	3.3
7) Percent of full-time, first-time, degree/certificate-seeking undergraduate students receiving financial aid, by type of aid: 2006-07																		
Federal grants	2.0	2.0	2.0	2.0	2.0	2.0	3.0	4.0	2.0	2.0	2.0	3.0	3.0	3.0	2.4	2.5	0.6	0.8
State and local grants	2.0	1.0	1.0	2.0	1.0	2.0	3.0	1.0	3.0	1.0	3.0	2.0	2.0	3.0	1.9	1.7	0.8	1.0
Institutional grants	2.0	2.0	3.0	3.0	4.0	3.0	3.0	1.0	1.0	1.0	2.0	1.0	3.0	1.0	2.1	2.3	1.0	1.2
Loans	4.0	1.0	2.0	4.0	1.0	4.0	1.0	1.0	2.0	3.0	1.0	3.0	2.0	4.0	2.4	1.3	1.3	0.5
Category: Similarity/Dissimilarity Score	2.5	1.5	2.0	2.8	2.0	2.8	2.5	1.8	2.0	1.8	2.0	2.3	2.5	2.8	2.2	2.0	0.4	0.3
8) Graduation rates of full-time, first-time, degree/certificate-seeking undergraduates within 150% of normal time to program completion, by race/ethnicity: 2001 cohort																		
Graduation rate, overall, degree/certificate-seekers	1.0	2.0	1.0	2.0	3.0	2.0	1.0	4.0	1.0	1.0	1.0	1.0	2.0	1.0	1.6	2.0	0.9	1.3
White, non-Hispanic	1.0	1.0	1.0	2.0	2.0	2.0	1.0	5.0	1.0	1.0	1.0	1.0	1.0	2.0	1.6	1.8	1.1	1.6
Black, non-Hispanic	3.0	1.0	1.0	1.0	1.0	3.0	4.0	--	4.0	2.0	3.0	2.0	4.0	1.0	2.3	2.2	1.3	1.6
Hispanic	2.0	1.0	1.0	1.0	3.0	1.0	1.0	3.0	1.0	1.0	1.0	2.0	3.0	1.0	1.6	1.7	0.9	1.0
Asian or Pacific Islander	1.0	3.0	3.0	1.0	2.0	1.0	1.0	--	1.0	2.0	1.0	1.0	2.0	2.0	1.6	2.0	0.8	1.0
American Indian or Alaska Native	7.0	5.0	3.0	5.0	--	8.0	5.0	--	4.0	2.0	--	2.0	5.0	9.0	5.0	4.3	2.3	1.0
Race/ethnicity unknown	--	6.0	2.0	--	2.0	1.0	6.0	--	2.0	1.0	2.0	2.0	1.0	3.0	2.5	3.6	1.8	2.2
Nonresident alien	2.0	--	1.0	5.0	2.0	1.0	--	1.0	1.0	--	2.0	2.0	3.0	3.0	2.1	1.3	1.2	0.5
Category: Similarity/Dissimilarity Score	2.4	2.7	1.6	2.4	2.1	2.4	2.7	3.3	1.9	1.4	1.6	1.6	2.6	2.8	2.3	2.4	0.6	0.6
9) Graduation rate cohort as a percent of all undergraduates and as a percent of total entering students (Fall 2007); graduation rate and transfer-out rate (2001 cohort); and retention rates (Fall 2007)																		
Graduation rate, overall, degree/certificate-seekers	1.0	2.0	1.0	2.0	3.0	2.0	1.0	4.0	1.0	1.0	1.0	1.0	1.0	1.0	1.6	2.0	0.9	1.3
Full-time retention rate	1.0	1.0	1.0	1.0	1.0	1.0	1.0	2.0	1.0	1.0	1.0	1.0	1.0	1.0	1.1	1.2	0.3	0.4
Part-time retention rate	2.0	4.0	1.0	2.0	1.0	1.0	4.0	2.0	1.0	1.0	1.0	1.0	4.0	4.0	2.1	2.2	1.3	1.5
Category: Similarity/Dissimilarity Score	1.3	2.3	1.0	1.7	1.7	1.3	2.0	2.7	1.0	1.0	1.0	1.0	2.0	2.0	1.6	1.8	0.6	0.7
10) Number of degrees awarded, by level: Academic year 2006-07																		
Doctor's degrees	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Master's degrees	6.0	6.0	10.0	2.0	10.0	6.0	1.0	2.0	9.0	2.0	10.0	1.0	7.0	5.0	5.5	6.3	3.4	4.0
Bachelor's degrees	1.0	2.0	3.0	1.0	4.0	3.0	2.0	4.0	2.0	3.0	2.0	1.0	6.0	1.0	2.5	2.8	1.5	1.0
Category: Similarity/Dissimilarity Score	3.5	4.0	6.5	1.5	7.0	4.5	1.5	3.0	5.5	2.5	6.0	1.0	6.5	3.0	4.0	4.6	2.0	2.1

APPENDIX D. Institution Similarity/Dissimilarity Scores (cont'd)

Category and Variable Name	Bloomsburg University of Pennsylvania	California State University-Bakersfield (Group 6)	Eastern Washington University (Group 6)	Millersville University of Pennsylvania	New Jersey City University (Group 6)	Rowan University	Sonoma State University (Group 6)	The University of Texas at Brownsville (Group 6)	The University of West Florida (Group 6)	University of Massachusetts-Dartmouth	University of Michigan-Dearborn	University of Minnesota-Duluth	University of North Carolina-Wilmington	Winona State University	Group 14 Mean	Group 6 Mean	Group 14 SD	Group 6 SD
11) Percent distribution of core revenues, by source: Fiscal year 2007																		
Tuition and fees	4.0	1.0	2.0	3.0	3.0	3.0	1.0	1.0	1.0	3.0	4.0	3.0	2.0	4.0	2.5	1.5	1.2	0.8
State appropriations	3.0	1.0	3.0	3.0	2.0	3.0	2.0	4.0	2.0	3.0	4.0	4.0	3.0	3.0	2.9	2.3	0.9	1.0
Local appropriations	--	--	--	--	--	--	--	1.0	--	--	--	--	--	--	--	--	--	--
Government grants and contracts	1.0	1.0	1.0	1.0	1.0	1.0	1.0	4.0	1.0	1.0	1.0	1.0	1.0	1.0	1.2	1.5	0.8	1.2
Other core revenues	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	2.0	2.0	1.0	1.1	1.0	0.4	0.0
Category: Similarity/Dissimilarity Score	2.3	1.0	1.8	2.0	1.8	2.0	1.3	2.2	1.3	2.0	2.5	2.5	2.0	2.3	1.9	1.5	0.5	0.4
12) Core revenues per FTE enrollment, by source: Fiscal year 2007																		
Tuition and fees	10.0	6.0	10.0	10.0	10.0	10.0	10.0	1.0	9.0	10.0	10.0	10.0	10.0	10.0	9.0	7.7	2.5	3.6
Category: Similarity/Dissimilarity Score	10.0	6.0	10.0	10.0	10.0	10.0	10.0	1.0	9.0	10.0	10.0	10.0	10.0	10.0	9.0	7.7	2.5	3.6
13) Core expenses per FTE enrollment, by function: Fiscal year 2007																		
Instruction	1.0	2.0	1.0	1.0	4.0	3.0	2.0	4.0	2.0	3.0	1.0	2.0	2.0	3.0	2.2	2.5	1.1	1.2
Research	9.0	10.0	1.0	7.0	--	2.0	--	10.0	10.0	10.0	10.0	10.0	10.0	2.0	7.6	7.8	3.7	4.5
Public service	1.0	9.0	5.0	10.0	--	1.0	10.0	10.0	10.0	4.0	3.0	8.0	2.0	9.0	6.3	8.8	3.7	2.2
Academic support	3.0	2.0	4.0	3.0	3.0	2.0	3.0	3.0	2.0	8.0	1.0	1.0	2.0	3.0	2.9	2.8	1.7	0.8
Institutional support	4.0	2.0	2.0	4.0	10.0	10.0	2.0	2.0	7.0	6.0	3.0	3.0	3.0	2.0	4.3	4.2	2.9	3.5
Student services	4.0	2.0	3.0	3.0	3.0	1.0	2.0	4.0	4.0	4.0	4.0	6.0	6.0	3.0	3.5	3.0	1.4	0.9
Other core expenses	1.0	2.0	5.0	1.0	9.0	10.0	5.0	10.0	6.0	10.0	7.0	10.0	7.0	2.0	6.1	6.2	3.5	2.9
Category: Similarity/Dissimilarity Score	3.3	4.1	3.0	4.1	5.8	4.1	4.0	6.1	5.9	6.4	4.1	5.7	4.6	3.4	4.6	4.8	1.1	1.3
14) Full-time equivalent staff by assigned position: Fall 2007																		
Instruction, research and public service	1.0	2.0	4.0	1.0	1.0	6.0	1.0	7.0	2.0	2.0	1.0	4.0	5.0	1.0	2.7	2.8	2.1	2.3
Executive, administrative and managerial	1.0	2.0	10.0	5.0	3.0	10.0	10.0	1.0	3.0	4.0	10.0	10.0	10.0	4.0	5.9	4.8	3.8	4.1
Other professional	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	2.0	2.0	2.0	2.0	2.0	2.0	1.4	1.2	0.5	0.4
Non-professional	4.0	1.0	9.0	4.0	4.0	10.0	2.0	4.0	4.0	4.0	5.0	9.0	10.0	3.0	5.2	4.0	3.0	2.8
Category: Similarity/Dissimilarity Score	1.8	1.5	6.0	2.8	2.3	6.8	3.5	3.3	2.8	3.0	4.5	6.3	6.8	2.5	3.8	3.2	1.9	1.5
15) Average salaries of full-time instructional staff equated to 9-month contracts, by academic rank: Academic year 2007-08																		
All ranks	1.0	1.0	3.0	1.0	2.0	2.0	1.0	3.0	2.0	2.0	1.0	2.0	1.0	2.0	1.7	2.0	0.7	0.9
Professor	1.0	1.0	3.0	1.0	2.0	2.0	1.0	2.0	1.0	2.0	1.0	1.0	1.0	2.0	1.5	1.7	0.7	0.8
Associate professor	2.0	1.0	2.0	2.0	3.0	3.0	1.0	1.0	1.0	2.0	2.0	1.0	1.0	2.0	1.7	1.5	0.7	0.8
Assistant professor	1.0	1.0	2.0	1.0	1.0	1.0	1.0	2.0	1.0	1.0	1.0	2.0	1.0	2.0	1.3	1.3	0.5	0.5
Instructor	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Lecturer	--	1.0	--	--	--	1.0	2.0	3.0	2.0	1.0	2.0	--	2.0	--	--	--	--	--
No academic rank	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Category: Similarity/Dissimilarity Score	1.3	1.0	2.5	1.3	2.0	1.8	1.2	2.2	1.4	1.6	1.4	1.5	1.2	2.0	1.6	1.7	0.4	0.6
All Categories: Similarity/Dissimilarity Score	3.4	2.2	3.5	3.3	3.5	3.8	2.7	3.0	2.8	3.4	3.5	3.9	4.0	3.4	3.3	2.9	0.5	0.5