



## PACE REPORT INTERPRETATION INSTRUCTIONS

Stanislaus State's (Stan State) PACE report consists of nine tables and one figure. The tables are of two types: frequency distributions and mean comparisons. Figure 1 compares your institution's overall PACE mean and means for each of the four PACE climate factors (Institutional Structure, Student Focus, Supervisory Relationships, and Teamwork) with three comparison groups of Stan State's choosing.

In addition to the PACE report, Stan State also received a qualitative report, a raw qualitative report, a demographic report, a personnel classification report, and a custom report. Like the PACE report, the demographic report includes comparisons to three comparison groups of Stan State's choosing. The custom report only represents Stan State's 2018 data. The personnel classification report only includes mean scores by each personnel classification for the most recent survey administration.

### *Comparison Group Descriptions*

Every institution that participates in PACE receives comparison data in three categories of its choosing. When a comparison group is selected, your institution is compared to all other institutions in the NILIE normbase that share your institution's classification along that dimension. In determining an institution's classification, NILIE utilizes a compressed version of [The Carnegie Classification<sup>1</sup> of Institutions of Higher Education](#). Some classification groups have been compressed to facilitate comparisons. Stanislaus State elected to use the following comparison groups for its 2018 report:

- NILIE Normbase (all institutions in the NILIE normbase between 2013-2018)
- Transfer and Degree Type (Bac. & Higher)
- Size (4-year)

A complete list of all institutions that comprise each comparison group is available on [NILIE's website<sup>2</sup>](#).

### *Interpreting Frequency Distributions Tables*

The frequency distributions tables report basic statistics for each question on the PACE survey. Questions are grouped by the four NILIE climate factors with one table for each factor. In the first (gray) column, each table presents the count (n) and percentage of respondents at your institution who answered "very satisfied," "satisfied," "neutral," "dissatisfied," and "very dissatisfied" for each PACE question corresponding to that climate factor. The other three columns provide the same statistics corresponding to Stan State's selected comparison groups. Statistical significance is not reported in the frequency distribution tables, so bear in mind that any differences across columns may occur due to chance and do not have substantive meanings.

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<sup>1</sup> <http://carnegieclassifications.iu.edu/>

<sup>2</sup> <http://nilie.ncsu.edu/comparison-groups/>



*Interpreting Item Mean Comparisons Tables*

The mean comparison tables report your institution’s mean for each question on the PACE instrument. The mean comparison tables follow the same structure as that of the frequency comparison table. The gray column presents your institution’s data for each PACE item by climate factor, in the form of the total number of respondents (n) to that item and the mean score for that item. The other three columns present mean difference comparison between your institution and the three comparison groups with corresponding statistical significance and effect size.

**Your Institution**      **Normbase Comparisons**

**Table 5. Institutional Structure Item Mean Comparisons**

*NILIE Tech compared with:*

Institutional Structure	NILIE Tech		Small 2-year			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
<i>The extent to which...</i>											
<b>1</b> the actions of this institution reflect its mission	243	3.679	3.893	**	-.218	3.796			3.847	**	-.170

Three levels of statistical significance are reported:  $p < .05$  (\*),  $p < .01$  (\*\*), and  $p < .001$  (\*\*\*) . If the statistical significance column for an item is blank, then the mean difference for that item may be due to chance alone and should not be considered meaningful for the sake of informing institutional decision-making. However, even if there is a statistically significant difference, there may not be a practically meaningful difference between two means, especially if your institutional sample is large.

**Significance**

**Table 5. Institutional Structure Item Mean Comparisons**

*NILIE Tech compared with:*

Institutional Structure	NILIE Tech		Small 2-year			City			NILIE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
<i>The extent to which...</i>											
<b>1</b> the actions of this institution reflect its mission	243	3.679	3.893	**	-.218	3.796			3.847	**	-.170

Therefore, we also report effect size in the item mean comparisons tables. Effect size (Cohen’s D) is reported to three decimal places. If your institution’s mean is larger than the normbase mean, the effect size will be positive; if your institution’s mean is less than the normbase mean, the effect size will be negative. Practically speaking, we encourage your institution’s leadership to pay special attention to items with absolute value effect sizes of .2 or greater, as these are the



areas in which your institution is doing well (positive effect size) or may need to take action for change (negative effect size).

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	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
<i>The extent to which...</i>											
<b>1</b> the actions of this institution reflect its mission	243	3.679	3.893	**	-.218	3.796			3.847	**	-.170

**Effect Size**

