



## REPORT INTERPRETATION INSTRUCTIONS

Florida State College at Jacksonville (FSCJ) received the following reports:

- **PACE Report:** This 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 FSCJ's choosing.
- **Demographics Report:** This report consists of comparisons to three comparison groups of FSCJ's choosing.
- **Personnel Classification Report:** This report consists of mean scores by each personnel classification by both question and climate factor for the current survey administration. No comparisons are included.
- **Racial Diversity Subscale Report:** This report consists of comparisons to two comparison groups of FSCJ's choosing.
- **Custom Report:** This report consists of comparisons to FSCJ's 2018 PACE custom demographic results.
- **Qualitative Report:** This report consists of all favorable and unfavorable comments about FSCJ organized by climate factor.
- **Diversity, Equity, and Inclusion Qualitative Report:** This report consists of all comments from the DEI qualitative section.

### *Comparison Group Descriptions*

Every institution that participates in the PACE Climate Survey receives comparison data in up to 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 of Institutions of Higher Education.<sup>1</sup> Some classification groups have been compressed to facilitate comparisons. FSCJ elected to use the following comparison groups for its 2020 report:

- Previous Administration (FSCJ's 2018 PACE results)
- Transfer and Degree Type (Bacc./Assoc.)
- NILIE Normbase (all institutions in the NILIE database between 2015-2020)

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



*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,” “neither satisfied nor dissatisfied,” “dissatisfied,” and “very dissatisfied” for each PACE question corresponding to that climate factor. The other three columns provide the same statistics corresponding to the 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. Respondents who answered "not applicable" are treated as missing responses and are not calculated in frequencies or means.

*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.

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

Your Institution      Normbase Comparisons

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

*NILIE Tech compared with:*



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.

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

**Significance**

*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>											
1 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).

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

**Effect Size**

*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>											
1 the actions of this institution reflect its mission	243	3.679	3.893	**	-.218	3.796			3.847	**	-.170

*Confidentiality Statement*

PACE Climate Survey responses are confidential. Any results from demographic categories with fewer than seven respondents will automatically be redacted. No personalized information including, but not limited to, email addresses and IP addresses, will be reported to your institution. Open ended responses are reported without demographics and any phrasing or sentences in the open-ended responses that may reveal the identity of the survey respondent will be removed.