



PACE REPORT INTERPRETATION INSTRUCTIONS

Metropolitan Community College's (MCC) 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 MCC's choosing.

In addition to the PACE report, MCC also received a qualitative report, a demographic report, and a custom report. Like the PACE report, the demographic report includes comparisons to three comparison groups of MCC's choosing. The custom report includes comparisons to MCC's 2012 PACE results, where applicable.

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 norm base that share your institution's classification along that dimension. In determining an institution's classification, NILIE utilizes a compressed version of [The Carnegie Classification¹ of Institutions of Higher Education](#). Some classification groups have been compressed to facilitate comparisons. Metropolitan Community College elected to use the following comparison groups for its 2016 report:

- Size (Very Large 2-year)
- NILIE Normbase (all institutions in the NILIE normbase between 2012-2016)
- Previous Administration (MCC's 2012 PACE results)

A complete list of all institutions that comprise each comparison group is available on [NILIE's website²](#).

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 MCC'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.

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

² <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**

NILIE Tech compared with:

Table 5. Institutional Structure Item Mean 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>											
I 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

NILIE Tech compared with:

Table 5. Institutional Structure Item Mean 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>											
I 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. General guidelines for interpreting effect size are: .2 = small, .5 = moderate, and .8 = large. If your institution’s mean is larger than the norm base mean, the effect size will be positive; if your institution’s mean is less than the norm base 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 .5 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

NILIE Tech comparison 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