REPORT INTERPRETATION INSTRUCTIONS

Joliet Junior College (JJC) received the reports listed below. Further details and explanation regarding your institution's comparison groups are located on page two and three.

- **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 JJC's choosing.
- **Demographics Report**: This report consists of mean, statistical significance, and effect size comparisons to three comparison groups of JJC'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.
- **Custom Report**: This report consists of comparisons to JJC's 2023 PACE results.
- **Racial Diversity Report**: This report consists of comparisons to three comparison groups of JJC's choosing.
- **Qualitative Report**: This report consists of the most favorable and least favorable comments about JJC organized by climate factor. All responses to question #1 are included in the "favorable" tables (Tables 1-5), and all responses to question #2 are included in the "unfavorable" tables (Tables 6-10).
- **Diversity, Equity, and Inclusion Qualitative Report**: This report consists of all comments from the DEI qualitative section. All responses to question #1 are included in Table 1, and all responses to question #2 are included in Table 2.
- **Detailed Question List**: This document provides a detailed list of all questions and response options included in the survey.

Confidentiality

As a reminder, we redact any response options (e.g., demographic categories) with fewer than seven responses. The full confidentiality statement is here:

> PACE Climate Survey responses will be kept confidential to the extent possible; however, there are rare exceptions when information may be shared. Personalized information such as email and IP addresses will not be reported to your institution except in rare circumstances. For example, information may be relayed to appropriate personnel in the event there is a safety concern. When results are reported by demographic category, responses from demographic groups with fewer than seven respondents will not be reported. All responses will be included when results are not reported by demographic categories. Any phrasing or sentences in the open-ended responses that may reveal the identity of the survey respondent will be edited to protect the identity of the respondent.

Climate Factors

Together, the unique focus of each climate factor provides a comprehensive picture of the campus climate at an institution.

- The **Institutional Structure** climate factor focuses on the mission, leadership, spirit of cooperation, structural organization, decision-making, and communication within the institution.
- **Supervisory Relationships** provides insight into the relationship between an employee and a supervisor and an employee's ability to be creative and express ideas related to the employee's work.
- **Teamwork** explores the spirit of cooperation within work teams and effective coordination within teams.
- The **Student Focus** climate factor considers the centrality of students to the actions of the institution as well as the extent to which students are prepared for post-institution endeavors.

Comparison Group Descriptions

In your reports, your institution is compared to similar institutions in our database that have administered the PACE Survey in the last five years. JJC elected to use the following comparison groups for its 2025 report:

PACE Normbase
All institutions in the PACE database that administered between the 2019-2020 and 2023-2024 administration years.

Previous Administration
A comparison to JJC's 2023 PACE results.

Size[1] **(Large)**
The Size comparison group is derived from the total number of students enrolled for credit for the fall term. The five size categories are: Very Small (Under 1,000 students enrolled), Small (1,000 - 4,999 students enrolled), Medium (5,000 - 9,999 students enrolled), Large (10,000 - 19,999 students enrolled), and Very Large (20,000 or more students enrolled).

Interpreting Frequency Distributions Tables

The frequency distributions tables in your reports present statistics for each question on the PACE Survey. Questions are grouped by the four PACE climate factors (see page two for descriptions of the four climate factors) with one table for each factor. In the first (gray) column, each table presents the count and percentage of respondents at your institution who answered "strongly agree," "agree," "neither agree nor disagree," "disagree," and "strongly disagree" for each question on the PACE Survey. Respondents who answered "not applicable" are treated as missing responses and are not included in frequencies.

The other three columns provide the same statistics corresponding to your selected comparison groups. These tables do not report statistical significance or effect size and are intended to show only the distribution of responses within your administration and your comparison groups. In order to understand to what extent and how your institution differed from your comparison groups, you will want to review the *mean comparison tables* throughout your reports.

Your Institution

Comparison Groups

Table 1. Institutional Structure Frequency Distributions

NOCC compared with:

			NOCC		Small		2020		PACE Normbase	
	Institutional Structure	Response Option	Count	%	Count	%	Count	%	Count	%
1	The actions of this institution reflect its mission	Strongly Disagree	30	6%	373	2%	49	9%	1482	3%
		Disagree	56	12%	1399	9%	85	16%	5391	9%
		Neither	97	21%	2232	14%	97	19%	8377	14%
		Agree	193	41%	7756	49%	193	37%	27321	46%
		Strongly Agree	94	20%	4084	26%	94	18%	16288	28%
		Total	**470**	**100%**	**15844**	**100%**	**518**	**100%**	**58859**	**100%**

[1] https://surveys.nces.ed.gov/IPEDS2k12_13/Downloads/Forms/IPEDSGlossary.pdf

Interpreting Item Mean Comparisons Tables

The mean comparison tables in your reports present your institution's mean for each question on the PACE Survey. The mean comparison tables follow the same structure as the frequency comparison tables. The gray column presents your institution's data for each PACE item, showing the total number of respondents (N) to that item and the mean score for that item. The other three columns present mean difference comparisons between your institution and the three comparison groups you selected with corresponding statistical significance and effect size. In your reports, -- indicates the results are redacted for confidentiality, whereas Ø indicates a mean could not be calculated for this response option because there were zero responses. Respondents who answered "not applicable" are treated as missing responses and are not included in means.

Table 6. Institutional Structure Item Mean Comparisons

Mean

NOCC compared with:

Institutional Structure	NOCC		Small			2020			PACE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
1 The actions of this institution reflect its mission	470	3.564	3.870	***	-.313	3.382	*	.154	3.876	***	-.312

Statistical Significance

Statistical significance is an indicator of the probability that the difference between your current mean and the comparison group mean is not due to chance alone. There are three levels of statistical significance or p value used in our reports: $p < .05$ (*), $p < .01$ (**), and $p < .001$ (***). If there is a statistically significant difference between your institution's current mean and the comparison groups, either one, two, or three asterisks will be in the "Sig." column depending on the level of significance. 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. In the example below, there is a significant difference between JJC and the Small 2-year comparison group. The three asterisks indicate the significance level is .001, meaning that there is a .1% chance that this result is due to chance alone. However, it is important to note that 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. For this reason, we report an *effect size* in the tables as well.

Table 6. Institutional Structure Item Mean Comparisons

Significance

NOCC compared with:

Institutional Structure	NOCC		Small			2020			PACE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
1 The actions of this institution reflect its mission	470	3.564	3.870	***	-.313	3.382	*	.154	3.876	***	-.312

Effect Size

When making comparisons between your current administration and a comparison group, you want to know if the statistically significant differences are practically *meaningful* differences. Not all differences are meaningful and worth exploring, so we begin by looking for statistically significant differences, as previously discussed in the *statistical significance* section. While the significance level or p-value notes that the differences are statistically significant, we still do not know how different. Effect size (Cohen's D) is used to describe the magnitude of the difference, which helps to further understand the relationship between the two items being compared. The higher the absolute value of the effect size, the bigger the difference between the two items being compared, be that a positive or negative difference. Practically speaking, we encourage your institution's leadership to pay special attention to items with effect sizes of .2 or greater, as these are the areas in which there are the largest differences between your institution and your selected comparison groups.

Table 6. Institutional Structure Item Mean Comparisons

Effect Size

NOCC compared with:

Institutional Structure	NOCC		Small			2020			PACE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
1 The actions of this institution reflect its mission	470	3.564	3.870	***	-.313	3.382	*	.154	3.876	***	-.312