

REPORT INTERPRETATION INSTRUCTIONS

Ventura College (VC) received the reports listed below. Further details and explanation regarding your institution's comparison groups begin on page two.

- **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 VC's choosing.
- **Demographics Report:** This report consists of mean, statistical significance, and effect size comparisons to three comparison groups of VC'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.
- **Personnel Classification Data File:** This data file is an Excel version of the data presented in Tables 6-9 of the Personnel Classification Report. It provides the PACE items organized by climate factor, with mean scores by personnel classification (faculty, administrator, and staff), overall means, and total response counts.
- **In-depth Institutional Structure Report:** This report consists of comparisons to three comparison groups of VC's choosing.
- **Racial Diversity Report:** This report consists of comparisons to two comparison groups of VC's choosing. The state of California does not have enough Racial Diversity administrations for a comparison to be made for this category.
- **Custom Report:** This report consists of a mean score for VC's custom item.
- **Qualitative Summary Report:** This report consists of a summative overview of qualitative findings, including client dashboard access, response rates, and top codes identified. This report is supplemented by a detailed interpretation guide for all Canvs materials.
- **Qualitative Data File:** This Excel data file provides qualitative responses broken down by identified nets, codes, and topics from Canvs analysis.
- **Disaggregated Quantitative Data File:** This Excel data file provides quantitative responses broken down by demographic question. Each tab in the data file correlates to a PACE demographic question.
- **Codebook:** This document is a guide for coded responses and serves as documentation of the layout and code definitions for the Disaggregated Quantitative Data File. All survey questions and their response options will be found in the codebook.

Confidentiality

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

Your PACE Climate Survey responses and personal details, such as your name, email, or IP address, will be kept private and protected. All responses are included in the overall reporting of the survey data. However, to protect your identity, when we report findings by group (e.g., personnel classification, gender, age), responses will not appear if fewer than seven people are in that group. If you write something in an open-ended question that might identify who you are, those identifying details will be edited to make sure your identity stays private. In rare situations, such as receiving a comment about harming yourself or another individual, we are legally obligated to report identifying information back to your institution.

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. VC elected to use the following comparison groups for its 2026 report:

PACE Normbase

All institutions in the PACE database that administered between the 2020-2021 and 2024-2025 administration years.

Size¹ (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).

State (California)

All institutions in the PACE database from a selected state that administered the survey between 2020-2021 and 2024-2025. Note that there must be at least two institutions in the state that have administered in order to use this comparison group and if applicable, your institution's previous administrations are also included in this comparison group.

Interpreting Frequency Distribution 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**

NOCC compared with:

Table 1. Institutional Structure Frequency Distributions

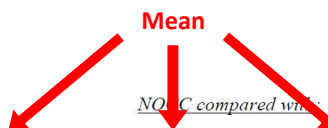
Institutional Structure	Response Option	NOCC		Small		2020		PACE Normbase	
		Count	%	Count	%	Count	%	Count	%
1 The actions of this institution reflect its mission	Strongly Disagree	30	6%	373	2%	49	9%	1482	3%
	Disagree	56	12%	1399	9%	85	16%	5391	9%
	Neither	97	21%	2232	14%	97	19%	8377	14%
	Agree	193	41%	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 ∅ 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

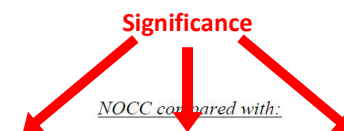


Institutional Structure	NOCC		Small			2020			PACE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
1 The actions of this institution reflect its mission	470	3.564	3.870	***	-.313	3.382	*	.154	3.876	***	-.312

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 VC 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



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

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