
NSSE 2023 Topical Module Report

Inclusiveness & Engagement with Diversity

St. Olaf College

This module examines environments, processes, and activities that reflect the engagement and validation of cultural diversity and promote greater understanding of societal differences. Questions explore students' exposure to inclusive teaching practices and intercultural learning; perceptions of institutional values and commitment regarding diversity; and participation in diversity-related programming and coursework.

Comparison group details are in the online Selected Comparison Groups report, linked in the Data & Reports table on the Institution Interface. A PDF copy is also saved in your report download folder.

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First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				St. Olaf		Carnegie		St. Olaf	Carnegie	Effect size ^d
				Count	%	Count	%	Mean	Mean	
1. During the current school year, how much has your coursework emphasized the following?										
a. Developing the skills necessary to work effectively with people from various backgrounds	ICDskills	1	Very little	22	7	301	9	2.7	2.6	.04
		2	Some	101	34	1,135	34			
		3	Quite a bit	122	41	1,309	40			
		4	Very much	51	17	563	17			
		Total		296	100	3,308	100			
b. Recognizing your own cultural norms and biases	ICDbiases	1	Very little	11	4	280	9	3.0	2.7 ***	.23
		2	Some	71	24	937	29			
		3	Quite a bit	133	45	1,356	41			
		4	Very much	79	27	727	22			
		Total		294	100	3,300	100			
c. Sharing your own perspectives and experiences	ICDperspective	1	Very little	7	2	140	4	3.0	2.9 *	.12
		2	Some	63	21	842	26			
		3	Quite a bit	149	51	1,525	46			
		4	Very much	76	26	797	24			
		Total		295	100	3,304	100			
d. Exploring your own background through projects, assignments, or programs	ICDbackground	1	Very little	26	9	542	17	2.6	2.5 **	.16
		2	Some	106	36	1,142	35			
		3	Quite a bit	112	38	1,082	32			
		4	Very much	51	17	534	16			
		Total		295	100	3,300	100			
e. Learning about other cultures	ICDcultures	1	Very little	11	4	229	8	2.9	2.8 ***	.21
		2	Some	74	25	1,033	31			
		3	Quite a bit	134	46	1,331	40			
		4	Very much	76	26	713	22			
		Total		295	100	3,306	100			
f. Discussing issues of equity or privilege	ICDequity	1	Very little	10	3	252	8	3.0	2.8 ***	.28
		2	Some	56	19	914	28			
		3	Quite a bit	138	47	1,322	40			
		4	Very much	90	31	813	24			
		Total		294	100	3,301	100			
g. Respecting the expression of diverse ideas	ICDideas	1	Very little	5	2	124	4	3.1	3.0 **	.16
		2	Some	51	17	749	23			
		3	Quite a bit	144	49	1,479	44			
		4	Very much	95	32	951	29			
		Total		295	100	3,303	100			
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICDcommitment	1	Very little	6	2	149	5	3.1	2.9 **	.17
		2	Some	54	18	847	25			
		3	Quite a bit	150	51	1,426	43			
		4	Very much	86	29	869	27			
		Total		296	100	3,291	100			

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				St. Olaf		Carnegie		St. Olaf	Carnegie	Effect size ^d
				Count	%	Count	%	Mean	Mean	
b. Providing students with the knowledge and skills needed for success in a multicultural world	ICDresources	1	Very little	7	2	174	5	3.0	2.8 **	.15
		2	Some	75	25	989	29			
		3	Quite a bit	140	47	1,393	43			
		4	Very much	74	25	729	23			
		Total		296	100	3,285	100			
c. Creating an overall sense of community among students	ICDcommunity	1	Very little	8	3	146	5	3.1	3.0	.12
		2	Some	59	20	770	23			
		3	Quite a bit	137	46	1,446	44			
		4	Very much	92	31	931	28			
		Total		296	100	3,293	100			
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICDstigma	1	Very little	7	2	170	5	3.1	2.9 ***	.22
		2	Some	43	14	788	23			
		3	Quite a bit	151	51	1,424	43			
		4	Very much	95	32	908	28			
		Total		296	100	3,290	100			
e. Providing information about anti-discrimination and harassment policies	ICDdiscrimination	1	Very little	6	2	155	5	3.1	2.9 **	.18
		2	Some	59	20	855	25			
		3	Quite a bit	139	47	1,389	43			
		4	Very much	91	31	893	27			
		Total		295	100	3,292	100			
f. Taking allegations of discrimination or harassment seriously	ICDallegations	1	Very little	17	6	282	9	3.0	2.8 *	.13
		2	Some	63	21	879	26			
		3	Quite a bit	133	45	1,255	38			
		4	Very much	82	28	871	27			
		Total		295	100	3,287	100			
g. Helping students develop the skills to confront discrimination and harassment	ICDconfront	1	Very little	22	7	310	10	2.7	2.7	.05
		2	Some	99	33	1,080	32			
		3	Quite a bit	113	38	1,235	38			
		4	Very much	62	21	658	20			
		Total		296	100	3,283	100			
3. How much does your institution provide a supportive environment for the following forms of diversity?										
a. Racial/ethnic identity	ICDrace	1	Very little	7	2	162	5	3.0	2.9 *	.13
		2	Some	60	20	863	26			
		3	Quite a bit	143	48	1,349	41			
		4	Very much	85	29	913	29			
		Total		295	100	3,287	100			
b. Gender identity	ICDgender	1	Very little	3	1	120	4	3.2	3.1 *	.15
		2	Some	48	16	729	21			
		3	Quite a bit	137	47	1,366	41			
		4	Very much	106	36	1,076	34			
		Total		294	100	3,291	100			
c. Economic background	ICDecon	1	Very little	19	6	293	9	2.8	2.7	.06
		2	Some	96	32	1,143	34			
		3	Quite a bit	118	40	1,124	34			
		4	Very much	62	21	726	23			
		Total		295	100	3,286	100			

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				St. Olaf		Carnegie		St. Olaf	Carnegie	
				Count	%	Count	%	Mean	Mean	Effect size ^d
d. Political affiliation	ICDpolitics	1	Very little	37	13	433	14	2.5	2.5	-.01
		2	Some	115	39	1,225	37			
		3	Quite a bit	96	33	1,083	33			
		4	Very much	46	16	534	17			
		Total		294	100	3,275	100			
e. Religious affiliation	ICDreligion	1	Very little	10	3	180	6	2.9	2.9	.02
		2	Some	88	30	866	26			
		3	Quite a bit	115	39	1,379	42			
		4	Very much	80	27	854	27			
		Total		293	100	3,279	100			
f. Sexual orientation	ICDsexorient	1	Very little	3	1	106	3	3.2	3.1 *	.15
		2	Some	49	17	724	21			
		3	Quite a bit	129	44	1,327	40			
		4	Very much	113	39	1,126	36			
		Total		294	100	3,283	100			
g. Disability status	ICDability	1	Very little	16	5	380	12	2.8	2.7 ***	.19
		2	Some	79	27	1,084	33			
		3	Quite a bit	131	45	1,093	33			
		4	Very much	66	23	726	23			
		Total		292	100	3,283	100			
h. Citizenship or immigration status	ICDcitizen	1	Very little	12	4	260	8	2.9	2.8 **	.19
		2	Some	83	28	1,073	32			
		3	Quite a bit	111	38	1,178	36			
		4	Very much	88	30	764	24			
		Total		294	100	3,275	100			

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				St. Olaf		Carnegie		St. Olaf	Carnegie	Effect size ^d
				Count	%	Count	%	Mean	Mean	
4. During the current school year, about how often have you done the following?										
a. Attended events, activities, or presentations that reflect an appreciation for diverse groups of people	ICDevents	1	Never	37	13	376	12	2.5	2.4	.04
		2	Sometimes	120	41	1,498	45			
		3	Often	99	34	1,000	30			
		4	Very often	39	13	414	13			
		Total		295	100	3,288	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICDcenters	1	Never	78	27	874	28	2.2	2.2	.00
		2	Sometimes	121	41	1,347	40			
		3	Often	68	23	715	21			
		4	Very often	28	9	349	11			
		Total		295	100	3,285	100			
c. Participated in a diversity-related club or organization	ICDclub	1	Never	121	41	1,335	41	1.9	1.9	-.01
		2	Sometimes	99	33	1,070	32			
		3	Often	46	16	552	16			
		4	Very often	29	10	320	10			
		Total		295	100	3,277	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICDprotest	1	Never	188	64	1,939	60	1.6	1.6	-.02
		2	Sometimes	60	20	852	26			
		3	Often	27	9	334	10			
		4	Very often	18	6	143	4			
		Total		293	100	3,268	100			
e. Reflected on your cultural identity	ICDreflect	1	Never	28	9	613	19	2.7	2.4 ***	.30
		2	Sometimes	101	34	1,270	38			
		3	Often	105	36	905	28			
		4	Very often	61	21	497	15			
		Total		295	100	3,285	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				St. Olaf		Carnegie		St. Olaf	Carnegie	Effect size ^d
				Count	%	Count	%	Mean	Mean	
1. During the current school year, how much has your coursework emphasized the following?										
a. Developing the skills necessary to work effectively with people from various backgrounds	ICDskills	1	Very little	11	5	220	9	2.9	2.8 *	.16
		2	Some	51	25	795	30			
		3	Quite a bit	91	44	1,015	38			
		4	Very much	52	26	617	23			
		Total		205	100	2,647	100			
b. Recognizing your own cultural norms and biases	ICDbiases	1	Very little	12	6	178	7	3.0	2.9 *	.16
		2	Some	35	17	687	26			
		3	Quite a bit	98	47	1,038	39			
		4	Very much	60	30	746	27			
		Total		205	100	2,649	100			
c. Sharing your own perspectives and experiences	ICDperspective	1	Very little	6	3	137	6	3.0	3.0	.06
		2	Some	46	22	570	22			
		3	Quite a bit	93	46	1,143	43			
		4	Very much	59	29	796	29			
		Total		204	100	2,646	100			
d. Exploring your own background through projects, assignments, or programs	ICDbackground	1	Very little	25	13	402	16	2.6	2.6	.02
		2	Some	68	33	812	32			
		3	Quite a bit	71	35	820	31			
		4	Very much	39	19	610	22			
		Total		203	100	2,644	100			
e. Learning about other cultures	ICDcultures	1	Very little	8	4	225	8	3.0	2.8 ***	.25
		2	Some	49	24	769	29			
		3	Quite a bit	81	40	979	37			
		4	Very much	66	33	671	25			
		Total		204	100	2,644	100			
f. Discussing issues of equity or privilege	ICDequity	1	Very little	6	3	210	8	3.1	2.9 **	.20
		2	Some	44	22	669	26			
		3	Quite a bit	82	40	931	35			
		4	Very much	73	35	835	31			
		Total		205	100	2,645	100			
g. Respecting the expression of diverse ideas	ICDideas	1	Very little	7	4	132	6	3.1	3.0 **	.20
		2	Some	35	17	592	24			
		3	Quite a bit	88	43	1,093	40			
		4	Very much	75	37	830	30			
		Total		205	100	2,647	100			
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICDcommitment	1	Very little	7	4	163	6	2.7	2.8	-.10
		2	Some	76	36	823	30			
		3	Quite a bit	90	45	1,014	39			
		4	Very much	32	16	644	24			
		Total		205	100	2,644	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				St. Olaf		Carnegie		St. Olaf	Carnegie	Effect size ^d
				Count	%	Count	%	Mean	Mean	
b. Providing students with the knowledge and skills needed for success in a multicultural world	ICDresources	1	Very little	8	4	222	8	2.8	2.7	.07
		2	Some	66	32	921	35			
		3	Quite a bit	99	49	973	37			
		4	Very much	30	15	528	20			
		Total		203	100	2,644	100			
c. Creating an overall sense of community among students	ICDcommunity	1	Very little	14	7	205	8	2.7	2.8	-.09
		2	Some	67	33	744	29			
		3	Quite a bit	88	42	1,049	39			
		4	Very much	36	18	645	24			
		Total		205	100	2,643	100			
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICDstigma	1	Very little	14	7	219	9	2.7	2.8	-.12
		2	Some	72	35	794	29			
		3	Quite a bit	90	44	1,007	39			
		4	Very much	29	15	614	24			
		Total		205	100	2,634	100			
e. Providing information about anti-discrimination and harassment policies	ICDdiscrimination	1	Very little	9	5	198	8	2.8	2.8	.00
		2	Some	63	30	782	29			
		3	Quite a bit	94	47	1,021	39			
		4	Very much	38	19	638	24			
		Total		204	100	2,639	100			
f. Taking allegations of discrimination or harassment seriously	ICDallegations	1	Very little	21	10	433	16	2.7	2.6	.10
		2	Some	66	32	820	30			
		3	Quite a bit	79	39	847	33			
		4	Very much	39	19	530	21			
		Total		205	100	2,630	100			
g. Helping students develop the skills to confront discrimination and harassment	ICDconfront	1	Very little	29	14	424	16	2.4	2.5	-.06
		2	Some	84	41	997	38			
		3	Quite a bit	68	33	761	29			
		4	Very much	24	12	454	18			
		Total		205	100	2,636	100			
3. How much does your institution provide a supportive environment for the following forms of diversity?										
a. Racial/ethnic identity	ICDrace	1	Very little	15	7	208	8	2.6	2.7	-.11
		2	Some	90	44	944	35			
		3	Quite a bit	63	31	953	37			
		4	Very much	35	18	525	20			
		Total		203	100	2,630	100			
b. Gender identity	ICDgender	1	Very little	6	3	178	7	3.0	2.8	.12
		2	Some	54	26	791	29			
		3	Quite a bit	90	44	979	38			
		4	Very much	54	27	684	27			
		Total		204	100	2,632	100			
c. Economic background	ICDecon	1	Very little	17	8	392	15	2.6	2.5	.13
		2	Some	87	42	1,032	38			
		3	Quite a bit	61	30	790	30			
		4	Very much	38	19	416	16			
		Total		203	100	2,630	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				St. Olaf		Carnegie		St. Olaf	Carnegie	
				Count	%	Count	%	Mean	Mean	Effect size ^d
d. Political affiliation	ICDpolitics	1	Very little	39	19	473	19	2.3	2.4	-.09
		2	Some	88	43	1,056	40			
		3	Quite a bit	59	28	735	28			
		4	Very much	18	9	361	13			
		Total		204	100	2,625	100			
e. Religious affiliation	ICDreligion	1	Very little	14	7	214	8	2.7	2.7	.00
		2	Some	73	35	927	35			
		3	Quite a bit	79	39	967	37			
		4	Very much	38	19	522	20			
		Total		204	100	2,630	100			
f. Sexual orientation	ICDsexorient	1	Very little	6	3	158	6	2.9	2.9	.07
		2	Some	57	28	773	29			
		3	Quite a bit	85	42	968	37			
		4	Very much	56	28	726	29			
		Total		204	100	2,625	100			
g. Disability status	ICDability	1	Very little	27	13	507	19	2.5	2.4	.07
		2	Some	86	41	954	36			
		3	Quite a bit	58	29	731	28			
		4	Very much	33	17	431	17			
		Total		204	100	2,623	100			
h. Citizenship or immigration status	ICDcitizen	1	Very little	17	8	339	12	2.6	2.6	.05
		2	Some	77	38	987	37			
		3	Quite a bit	77	38	797	31			
		4	Very much	32	16	494	20			
		Total		203	100	2,617	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				St. Olaf		Carnegie		St. Olaf	Carnegie	
				Count	%	Count	%	Mean	Mean	Effect size ^d
4. During the current school year, about how often have you done the following?										
a. Attended events, activities, or presentations that reflect an appreciation for diverse groups of people	ICDevents	1	Never	18	9	354	14	2.5	2.4	.03
		2	Sometimes	100	49	1,118	43			
		3	Often	61	30	776	29			
		4	Very often	26	13	378	14			
		Total		205	100	2,626	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICDcenters	1	Never	50	25	699	28	2.2	2.2	.00
		2	Sometimes	93	45	1,067	40			
		3	Often	43	21	549	21			
		4	Very often	19	10	305	11			
		Total		205	100	2,620	100			
c. Participated in a diversity-related club or organization	ICDclub	1	Never	91	45	1,058	42	1.9	1.9	-.08
		2	Sometimes	65	32	869	32			
		3	Often	31	15	399	15			
		4	Very often	17	9	287	11			
		Total		204	100	2,613	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICDprotest	1	Never	97	48	1,299	50	1.7	1.7	.01
		2	Sometimes	74	35	852	33			
		3	Often	21	11	300	11			
		4	Very often	12	6	172	6			
		Total		204	100	2,623	100			
e. Reflected on your cultural identity	ICDreflect	1	Never	14	7	377	14	2.7	2.5 ***	.23
		2	Sometimes	73	35	1,030	39			
		3	Often	72	35	719	28			
		4	Very often	46	23	500	19			
		Total		205	100	2,626	100			

First-Year Students

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		St. Olaf	Carnegie	St. Olaf	Carnegie	St. Olaf	Carnegie			
ICDskills	296	2.68	2.65	.049	.013	0.84	0.87	4,456	.469	.04
ICDbiases	294	2.95	2.75	.047	.014	0.81	0.89	346	.000	.23
ICDperspective	295	3.00	2.90	.044	.013	0.75	0.82	345	.029	.12
ICDbackground	295	2.64	2.48	.051	.015	0.87	0.95	347	.003	.16
ICDcultures	295	2.93	2.75	.047	.014	0.81	0.88	346	.000	.21
ICDequity	294	3.05	2.80	.046	.014	0.79	0.90	348	.000	.28
ICDideas	295	3.11	2.98	.043	.013	0.74	0.82	4,445	.008	.16
ICDcommitment	296	3.07	2.93	.043	.013	0.74	0.84	352	.002	.17
ICDresources	296	2.95	2.83	.045	.013	0.77	0.84	348	.007	.15
ICDcommunity	296	3.06	2.96	.046	.013	0.79	0.84	4,435	.052	.12
ICDstigma	296	3.13	2.94	.043	.013	0.74	0.85	354	.000	.22
ICDdiscrimination	295	3.07	2.92	.045	.013	0.77	0.84	347	.002	.18
ICDallegations	295	2.95	2.83	.049	.014	0.85	0.92	346	.022	.13
ICDconfront	296	2.73	2.69	.051	.014	0.88	0.90	4,422	.408	.05
ICDrace	295	3.04	2.93	.045	.013	0.77	0.86	349	.017	.13
ICDgender	294	3.18	3.05	.043	.013	0.73	0.83	4,427	.010	.15
ICDecon	295	2.76	2.70	.050	.014	0.86	0.92	344	.293	.06
ICDpolitics	294	2.51	2.52	.053	.014	0.91	0.92	4,408	.854	-.01
ICDreligion	293	2.91	2.89	.049	.013	0.84	0.87	4,411	.702	.02
ICDsexorient	294	3.20	3.08	.043	.013	0.74	0.84	4,418	.013	.15
ICDability	292	2.85	2.67	.049	.015	0.83	0.95	348	.000	.19
ICDcitizen	294	2.94	2.77	.050	.014	0.86	0.90	341	.001	.19
ICDevents	295	2.47	2.44	.051	.013	0.88	0.86	4,425	.474	.04
ICDcenters	295	2.15	2.15	.054	.015	0.92	0.95	4,419	.992	.00
ICDclub	295	1.94	1.95	.057	.015	0.98	0.98	4,414	.896	-.01
ICDprotest	293	1.57	1.59	.052	.013	0.90	0.84	4,402	.750	-.02
ICDreflect	295	2.67	2.39	.053	.015	0.91	0.96	4,422	.000	.30

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		St. Olaf	Carnegie	St. Olaf	Carnegie	St. Olaf	Carnegie			
ICDskills	206	2.90	2.75	.059	.017	0.84	0.91	238	.016	.16
ICDbiases	206	3.01	2.87	.058	.016	0.84	0.90	238	.018	.16
ICDperspective	204	3.01	2.96	.056	.016	0.80	0.86	3,186	.424	.06
ICDbackground	203	2.61	2.59	.066	.018	0.94	1.00	3,181	.766	.02
ICDcultures	204	3.01	2.79	.059	.017	0.85	0.92	237	.000	.25
ICDequity	206	3.08	2.89	.058	.017	0.83	0.94	242	.002	.20
ICDIdeas	206	3.13	2.95	.057	.016	0.82	0.87	3,188	.006	.20
ICDcommitment	206	2.73	2.81	.054	.016	0.77	0.88	243	.135	-.10
ICDresources	203	2.75	2.69	.053	.016	0.75	0.88	242	.242	.07
ICDcommunity	206	2.70	2.79	.059	.016	0.84	0.90	3,183	.199	-.09
ICDstigma	206	2.66	2.77	.057	.017	0.81	0.91	241	.071	-.12
ICDdiscrimination	205	2.80	2.80	.056	.016	0.80	0.90	240	.975	.00
ICDallegations	206	2.68	2.58	.063	.018	0.90	0.99	240	.143	.10
ICDconfront	206	2.43	2.49	.061	.018	0.87	0.96	240	.353	-.06
ICDrace	203	2.60	2.69	.061	.016	0.87	0.88	3,165	.133	-.11
ICDgender	204	2.95	2.84	.056	.016	0.80	0.90	240	.057	.12
ICDecon	203	2.60	2.48	.062	.017	0.89	0.93	3,165	.083	.13
ICDpolitics	204	2.27	2.35	.061	.017	0.88	0.93	236	.184	-.09
ICDreligion	204	2.70	2.69	.060	.016	0.85	0.88	3,167	.966	.00
ICDsexorient	204	2.94	2.88	.057	.016	0.82	0.89	238	.323	.07
ICDability	204	2.50	2.43	.064	.018	0.92	0.98	3,161	.329	.07
ICDcitizen	203	2.63	2.58	.060	.017	0.85	0.94	238	.428	.05
ICDevents	206	2.46	2.43	.058	.017	0.83	0.90	3,164	.678	.03
ICDcenters	206	2.15	2.16	.063	.018	0.91	0.96	3,157	.967	.00
ICDclub	204	1.87	1.95	.067	.018	0.96	1.00	3,148	.292	-.08
ICDprotest	205	1.74	1.73	.061	.016	0.87	0.89	3,158	.876	.01
ICDreflect	206	2.73	2.51	.062	.018	0.89	0.96	239	.001	.23

Endnotes

- a. Column percentages are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Percentages may not sum to 100 due to rounding. Counts are unweighted; column percentages cannot be replicated from counts. Comparison group details are in the Selected Comparison Groups report, linked in the Data & Reports table on the Institution Interface.
- b. All statistics are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Unless otherwise noted, statistical comparisons are two-tailed independent t-tests. Items with categorical response sets are left blank.
- c. These are the values used to calculate means. For the majority of items, these values match the codes in the data file and codebook.
- d. Effect size for independent t-tests uses Cohen's d; z-tests use Cohen's h.
- e. Statistics are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Categorical items are not listed.
- f. The 95% confidence interval for the population mean is equal to the sample mean plus or minus 1.96 times the standard error of the mean.
- g. A measure of the amount individual scores deviate from the mean of all the scores in the distribution.
- h. Degrees of freedom used to compute the t-tests. Values differ from Ns due to weighting and whether equal variances were assumed.
- i. Statistical comparisons are two-tailed independent t-tests or z-tests. Statistical significance represents the probability that the difference between your students' mean and that of the students in the comparison group is due to chance.
- j. Statistical comparison uses z-test to compare the proportion who responded (depending on the item) "Done or in progress" or "Yes" with all who responded otherwise.
- k. Mean represents the proportion who responded (depending on the item) "Done or in progress" or "Yes."

Key to symbols:

- ▲ **Your students' average** was significantly higher ($p < .05$) with an effect size at least .3 in magnitude.
- △ **Your students' average** was significantly higher ($p < .05$) with an effect size less than .3 in magnitude.
- ▽ **Your students' average** was significantly lower ($p < .05$) with an effect size less than .3 in magnitude.
- ▼ **Your students' average** was significantly lower ($p < .05$) with an effect size at least .3 in magnitude.

Note: It is important to interpret the direction of differences relative to item wording and your institutional context. You may not see all of these symbols in your report.