
NSSE 2023 Topical Module Report

First-Year Experiences & Senior Transitions

Angelo State University

This module includes a set of items only for first-year students and a set only for seniors, with questions adapted from the Beginning College Survey of Student Engagement and the Strategic National Arts Alumni Project, respectively. The first-year items focus on academic perseverance, help-seeking behaviors, and institutional commitment, while the senior items explore post-graduation plans, links between the academic major and future plans, and confidence with skills developed during college.

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.

This page intentionally left blank.

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				ASU		Public Institutions		ASU	Public Institutions	
				Count	%	Count	%	Mean	Mean	Effect size ^d
1. During the current school year, about how often have you done the following?										
a. Studied when there were other interesting things to do	FYSfy01a	1	Never	4	3	680	5	2.9	2.7 *	.17 △
		2	Sometimes	55	34	5,408	38			
		3	Often	61	37	5,284	37			
		4	Very often	45	27	3,027	21			
		Total		165	100	14,399	100			
b. Found additional information for course assignments when you didn't understand the material	FYSfy01b	1	Never	4	2	391	3	2.9	2.9	.03
		2	Sometimes	52	32	4,290	30			
		3	Often	66	41	6,654	46			
		4	Very often	42	24	3,017	21			
		Total		164	100	14,352	100			
c. Participated in course discussions, even when you didn't feel like it	FYSfy01c	1	Never	11	7	851	6	2.7	2.7	-.03
		2	Sometimes	61	38	5,193	37			
		3	Often	62	37	5,587	39			
		4	Very often	31	19	2,726	19			
		Total		165	100	14,357	100			
d. Asked instructors for help when you struggled with course assignments	FYSfy01d	1	Never	10	5	1,442	10	2.7	2.5 *	.16 △
		2	Sometimes	65	40	6,188	43			
		3	Often	62	38	4,561	32			
		4	Very often	28	16	2,159	15			
		Total		165	100	14,350	100			
e. Finished something you have started when you encountered challenges	FYSfy01e	1	Never	1	0	159	1	3.1	3.1	.11
		2	Sometimes	31	19	2,937	21			
		3	Often	72	45	7,008	48			
		4	Very often	59	35	4,244	30			
		Total		163	100	14,348	100			
f. Stayed positive, even when you did poorly on a test or assignment	FYSfy01f	1	Never	9	5	681	5	2.9	2.8	.09
		2	Sometimes	50	30	4,830	33			
		3	Often	63	39	5,807	41			
		4	Very often	42	26	3,020	22			
		Total		164	100	14,338	100			
2. During the current school year, how difficult have the following been for you?										
a. Learning course material	FYSfy02a	1	Not at all difficult	11	7	562	4	3.4	3.5	-.06
		2	2	23	14	1,979	14			
		3	3	42	26	4,498	31			
		4	4	67	39	5,046	35			
		5	5	18	12	1,651	11			
		6	Very difficult	3	2	621	4			
		Total		164	100	14,357	100			
b. Managing your time	FYSfy02b	1	Not at all difficult	8	6	674	5	3.8	3.8	-.03
		2	2	17	11	1,737	12			
		3	3	46	28	3,424	24			
		4	4	46	26	4,093	28			
		5	5	20	13	2,667	19			
		6	Very difficult	27	16	1,755	12			
		Total		164	100	14,350	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				ASU		Public Institutions		ASU	Public Institutions	Effect size ^d
				Count	%	Count	%	Mean	Mean	
c. Getting help with school work	FYSfy02c	1	Not at all difficult	37	23	1,834	13	2.8	3.0	-.12
		2	2	33	21	3,536	24			
		3	3	40	24	4,154	29			
		4	4	33	19	2,959	21			
		5	5	11	8	1,224	8			
		6	Very difficult	9	5	634	4			
Total				163	100	14,341	100			
d. Interacting with faculty	FYSfy02d	1	Not at all difficult	43	26	2,429	17	2.6	2.8 *	-.18
		2	2	43	28	3,734	26			
		3	3	31	19	3,854	26			
		4	4	31	17	2,729	19			
		5	5	9	5	1,054	7			
		6	Very difficult	6	4	545	4			
Total				163	100	14,345	100			
3. During the current school year, about how often have you sought help with coursework from the following sources?										
a. Faculty members	FYSfy03a_16	1	Never	24	14	2,595	19	2.2	2.2	.06
		2	Sometimes	86	54	7,538	52			
		3	Often	46	28	3,244	22			
		4	Very often	7	4	948	7			
		Total				163	100			
b. Academic advisors	FYSfy03b_16	1	Never	65	42	5,948	42	1.8	1.8	.03
		2	Sometimes	61	36	5,562	38			
		3	Often	31	18	2,140	15			
		4	Very often	6	4	663	5			
		Total				163	100			
c. Learning support services (tutoring, writing center, success coaching, etc.)	FYSfy03c_16	1	Never	52	32	6,322	45	2.1	1.8 **	.26
		2	Sometimes	61	37	4,841	33			
		3	Often	39	24	2,213	15			
		4	Very often	11	7	935	7			
		Total				163	100			
d. Friends or other students	FYSfy03d_16	1	Never	19	12	1,176	9	2.8	2.7	.05
		2	Sometimes	37	23	4,396	32			
		3	Often	65	40	5,472	38			
		4	Very often	42	25	3,282	22			
		Total				163	100			
e. Family members	FYSfy03e_16	1	Never	60	38	5,264	38	2.0	2.0	.05
		2	Sometimes	46	29	4,859	34			
		3	Often	38	23	2,823	19			
		4	Very often	19	10	1,370	9			
		Total				163	100			
f. Other persons or offices	FYSfy03f_16	1	Never	86	54	8,354	58	1.7	1.6	.08
		2	Sometimes	49	29	3,967	28			
		3	Often	22	13	1,447	10			
		4	Very often	6	3	551	4			
		Total				163	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				ASU		Public Institutions		ASU	Public Institutions	Effect size ^d
				Count	%	Count	%	Mean	Mean	
4. During the current school year, did you take a course intended for first-year students as described below?^j										
a. A course that introduces students to college and helps develop success skills (study skills, goal setting, time management, etc.)	FYSfycourse	Yes		99	61	7,628	53	61%	53% * ▲	.17
		No		47	30	5,178	37			
		Unsure		17	9	1,472	11			
		Total		163	100	14,278	100			
b. A first-year seminar or other course focused on a specialized topic or academic subject that emphasizes discussion and analysis	FYSfyseminar	Yes		121	76	7,479	51	76%	51% *** ▲	.52
		No		27	17	4,626	33			
		Unsure		13	7	2,168	16			
		Total		161	100	14,273	100			
5a. During the current school year, have you seriously considered leaving this institution?^j										
	FYSfy04a	No		115	69	10,033	71	31%	29%	.03
		Yes		47	31	4,257	29			
		Total		162	100	14,290	100			

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				ASU		Public Institutions		ASU	Public Institutions	Effect size ^d
				Count	%	Count	%	Mean	Mean	
5b. [if answered "yes"] Why did you consider leaving? (Select all that apply.)										
	FYSfy04b_1_16	—	Academics are too difficult	6	11	793	19			
	FYSfy04b_2_16	—	Academics are too easy	2	5	175	4			
	FYSfy04b_3_16	—	Other academic issues (major not offered, course availability, advising, credit transfer, etc.)	5	11	740	17			
	FYSfy04b_4_16	—	Financial concerns (costs or financial aid)	19	39	1,577	38			
	FYSfy04b_5_16	—	To change your career options (transfer to another school or program, military service, etc.)	11	28	725	17			
	FYSfy04b_6_16	—	Difficulty managing demands of school and work	9	19	889	22			
	FYSfy04b_7_16	—	Too much emphasis on partying	0	0	327	8			
	FYSfy04b_8_16	—	Not enough opportunities to socialize and have fun	5	10	779	19			
	FYSfy04b_9_16	—	Experiences with faculty and staff	10	20	605	14			
	FYSfy04b_10_16	—	Experiences with other students	7	13	854	20			
	FYSfy04b_11_16	—	Campus climate, location, or culture	2	3	1,207	28			
	FYSfy04b_12_16	—	Unsafe or hostile environment	1	2	334	8			
	FYSfy04b_13_16	—	Personal reasons (family issues, physical or mental health, homesickness, stress, etc.)	24	49	2,062	47			
	FYSfy04b_14_16	—	A reason not listed above, please specify:	8	16	532	13			
6. How important is it to you that you graduate from <i>this institution</i>?										
	FYSfy05	1	Not important	4	3	641	5	5.2	5.0	.13
		2	2	7	4	514	4			
		3	3	9	7	975	7			
		4	4	14	10	1,980	14			
		5	5	23	16	2,338	17			
		6	Very important	106	61	7,809	54			
		Total		163	100	14,257	100			

First-Year Students

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		ASU	Public Institutions	ASU	Public Institutions	ASU	Public Institutions			
	Comparisons with: Public Institutions									
FYSfy01a	166	2.87	2.73	.065	.007	0.84	0.84	14,128	.029	.17
FYSfy01b	165	2.87	2.85	.063	.007	0.81	0.77	14,082	.738	.03
FYSfy01c	166	2.67	2.70	.066	.007	0.85	0.84	14,080	.701	-.03
FYSfy01d	166	2.65	2.52	.063	.007	0.81	0.87	14,077	.045	.16
FYSfy01e	164	3.15	3.06	.058	.006	0.74	0.74	14,072	.148	.11
FYSfy01f	165	2.87	2.79	.067	.007	0.86	0.83	14,068	.265	.09
FYSfy02a	165	3.41	3.48	.090	.010	1.16	1.12	14,083	.447	-.06
FYSfy02b	165	3.76	3.80	.109	.011	1.40	1.34	14,068	.721	-.03
FYSfy02c	164	2.85	3.00	.113	.011	1.44	1.30	167	.171	-.12
FYSfy02d	164	2.59	2.83	.108	.011	1.39	1.32	14,073	.021	-.18
FYSfy03a_16	164	2.22	2.17	.057	.007	0.73	0.81	14,053	.454	.06
FYSfy03b_16	164	1.84	1.82	.067	.007	0.86	0.85	14,042	.735	.03
FYSfy03c_16	164	2.07	1.83	.072	.008	0.92	0.91	14,030	.001	.26
FYSfy03d_16	164	2.77	2.73	.075	.008	0.96	0.90	14,052	.510	.05
FYSfy03e_16	164	2.05	2.00	.079	.008	1.01	0.97	14,037	.497	.05
FYSfy03f_16	164	1.66	1.60	.065	.007	0.84	0.82	14,044	.301	.08
FYSfycourse ^k	164	.611	.527	.0381	.0042	--	--	--	.032	.17
FYSfyseminar ^k	162	.759	.510	.0337	.0043	--	--	--	.000	.52
FYSfy04a ^k	163	.306	.293	.0362	.0039	--	--	--	.702	.03
FYSfy05	164	5.15	4.97	.103	.012	1.32	1.42	13,998	.102	.13

NSSE 2023 First-Year Experiences & Senior Transitions

Frequencies and Statistical Comparisons: Senior Transitions

Angelo State University

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				ASU		Public Institutions		ASU	Public Institutions	Effect size ^d
				Count	%	Count	%	Mean	Mean	
1. Do you expect to graduate this spring or summer?										
	FYSsr01_16	No		93	43	6,361	36			
		Yes		132	57	13,288	64			
		Total		225	100	19,649	100			
1a. [Excludes those who answered "No," not expecting spring/summer graduation] After graduation, what best describes your immediate plans?										
	FYSsr01a	—	Full-time employment	80	60	7,854	59			
		—	Part-time employment	5	3	712	5			
		—	Graduate or professional school	41	28	2,913	21			
		—	Military service	2	2	60	1			
		—	Service or volunteer activity (AmeriCorps, Peace Corps, Teach for America, etc.)	0	0	42	0			
		—	Internship (paid or unpaid)	1	1	525	4			
		—	Travel or gap year	2	1	523	4			
		—	No plans at this time	4	3	472	4			
		—	Other, please specify:	3	2	291	2			
		Total		138	100	13,392	100			
1b. [If immediate plans included full- or part-time employment] Do you already have a job for after graduation?^j										
	FYSsr01b	No		47	52	4,031	48	48%	52%	-.10
	(Means indicate the percentage who responded "Yes.")	Yes, I will start a new job		16	19	2,342	28			
		Yes, I will continue in my current job		21	28	2,135	25			
		Total		84	100	8,508	100			
2. [Excludes those who answered "No," not expecting spring/summer graduation] To what extent have courses in your major(s) prepared you for your post-graduation plans?										
	FYSsr02	1	Very little	10	7	826	7	3.1	3.0	.15
		2	Some	22	18	3,008	22			
		3	Quite a bit	45	31	4,996	38			
		4	Very much	61	44	4,502	33			
		Total		138	100	13,332	100			
3. Do you intend to work eventually in a field related to your major(s)?^j										
	FYSsr03	Yes		196	86	17,151	87	86%	87%	-.03
	(Means indicate the percentage who responded "Yes.")	No		13	6	734	4			
		Unsure		18	8	1,758	9			
		Total		227	100	19,643	100			
4. Do you plan to be self-employed, an independent contractor, or a freelance worker someday?^j										
	FYSsr04	Yes		53	24	3,726	20	24%	20%	.11
	(Means indicate the percentage who responded "Yes.")	No		110	47	10,453	51			
		Unsure		67	29	5,468	29			
		Total		230	100	19,647	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

NSSE 2023 First-Year Experiences & Senior Transitions

Frequencies and Statistical Comparisons: Senior Transitions

Angelo State University

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b			
				ASU		Public Institutions		ASU	Public Institutions		
				Count	%	Count	%	Mean	Mean	Effect size ^d	
5. Do you plan to start your own business (nonprofit or for-profit) someday?^j											
	FYSsr05		Yes	61	28	4,292	23	28%	23%	.12	
			No	112	48	9,540	47				
			Unsure	56	24	5,822	30				
			Total	229	100	19,654	100				
6. How much confidence do you have in your ability to complete tasks requiring the following skills and abilities?^j											
a. Critical thinking and analysis of arguments and information	FYSsr06a		1	Very little	3	1	133	1	3.4	3.4	.03
			2	Some	16	6	1,776	9			
			3	Quite a bit	89	40	7,601	38			
			4	Very much	123	53	10,074	52			
				Total	231	100	19,584	100			
b. Creative thinking and problem solving	FYSsr06b		1	Very little	2	1	109	1	3.5	3.4	.09
			2	Some	13	6	1,470	8			
			3	Quite a bit	77	34	7,443	38			
			4	Very much	138	59	10,535	54			
				Total	230	100	19,557	100			
c. Research skills	FYSsr06c		1	Very little	5	2	368	2	3.2	3.2	.03
			2	Some	36	15	3,203	16			
			3	Quite a bit	88	39	7,961	40			
			4	Very much	101	44	8,035	42			
				Total	230	100	19,567	100			
d. Clear writing	FYSsr06d		1	Very little	3	1	237	1	3.3	3.3	-.01
			2	Some	30	14	2,440	13			
			3	Quite a bit	92	39	7,884	40			
			4	Very much	106	46	9,011	46			
				Total	231	100	19,572	100			
e. Persuasive speaking	FYSsr06e		1	Very little	12	5	672	4	3.1	3.0	.08
			2	Some	40	18	4,608	24			
			3	Quite a bit	87	37	7,531	38			
			4	Very much	91	39	6,755	35			
				Total	230	100	19,566	100			
f. Technological skills	FYSsr06f		1	Very little	9	3	554	3	3.2	3.1	.08
			2	Some	43	18	4,075	21			
			3	Quite a bit	86	37	7,884	39			
			4	Very much	93	42	7,058	37			
				Total	231	100	19,571	100			
g. Financial and business management skills	FYSsr06g		1	Very little	33	14	3,153	16	2.7	2.5 *	.13
			2	Some	71	31	6,837	35			
			3	Quite a bit	71	31	5,708	29			
			4	Very much	55	25	3,855	20			
				Total	230	100	19,553	100			
h. Entrepreneurial skills	FYSsr06h		1	Very little	45	19	4,503	23	2.6	2.4 **	.20
			2	Some	73	32	6,968	35			
			3	Quite a bit	53	22	4,746	25			
			4	Very much	60	27	3,341	17			
				Total	231	100	19,558	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

NSSE 2023 First-Year Experiences & Senior Transitions

Frequencies and Statistical Comparisons: Senior Transitions

Angelo State University

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				ASU		Public Institutions		ASU	Public Institutions	
				Count	%	Count	%	Mean	Mean	Effect size ^d
i. Leadership skills	FYSsr06i	1	Very little	10	5	623	4	3.2	3.2	.08
		2	Some	36	16	3,339	18			
		3	Quite a bit	67	30	7,156	36			
		4	Very much	116	50	8,429	43			
		Total		229	100	19,547	100			
j. Networking and relationship building	FYSsr06j	1	Very little	10	5	1,154	6	3.1	3.0	.09
		2	Some	44	19	4,415	23			
		3	Quite a bit	92	40	7,151	36			
		4	Very much	83	36	6,840	34			
		Total		229	100	19,560	100			
7. To what extent has your coursework in your major(s) emphasized the following?										
a. Generating new ideas or brainstorming	FYSsr07a	1	Very little	4	2	573	4	3.2	3.1 *	.14
		2	Some	38	16	3,599	19			
		3	Quite a bit	85	37	7,864	40			
		4	Very much	103	44	7,499	38			
		Total		230	100	19,535	100			
b. Taking risks in your coursework without fear of penalty	FYSsr07b	1	Very little	37	17	3,759	20	2.7	2.6 **	.18
		2	Some	54	24	5,565	28			
		3	Quite a bit	64	27	5,554	28			
		4	Very much	73	32	4,652	24			
		Total		228	100	19,530	100			
c. Evaluating multiple approaches to a problem	FYSsr07c	1	Very little	7	4	776	5	3.2	3.1 *	.17
		2	Some	32	14	3,837	20			
		3	Quite a bit	90	40	7,784	39			
		4	Very much	101	43	7,120	36			
		Total		230	100	19,517	100			
d. Inventing new methods to arrive at unconventional solutions	FYSsr07d	1	Very little	17	8	2,079	12	2.9	2.8 *	.16
		2	Some	59	26	5,558	29			
		3	Quite a bit	75	32	6,469	33			
		4	Very much	79	33	5,344	27			
		Total		230	100	19,450	100			
8. Have you been creating an ePortfolio or other collection that includes samples of your work over time, shows your progress, and helps you reflect on the knowledge and skills you have gained?^j										
	FYSsr09_21	Yes		65	28	5,647	29	28%	29%	-.01
		No		151	65	12,139	63			
		Unsure		15	6	1,650	9			
		Total		231	100	19,436	100			

9. Is there anything your institution could have done better to prepare you for your career or further education? Please describe.

This final question asked students to respond in an open text box. Comments were recorded for 80 senior(s). Responses are provided in your NSSE23 Student Comments Report and in a separate SPSS data file.

These open-ended responses appear exactly as respondents entered them and may not be suitable for distribution without prior review.

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		ASU	Public Institutions	ASU	Public Institutions	ASU	Public Institutions			
		Comparisons with: Public Institutions								
FYSsr01b ^k	83	.475	.525	.0551	.0051	--	--	--	.368	-.10
FYSsr02	133	3.12	2.98	.082	.007	0.94	0.91	15,222	.077	.15
FYSsr03 ^k	227	.860	.870	.0231	.0022	--	--	--	.672	-.03
FYSsr04 ^k	230	.240	.197	.0282	.0026	--	--	--	.099	.11
FYSsr05 ^k	230	.280	.228	.0297	.0027	--	--	--	.063	.12
FYSsr06a	231	3.44	3.41	.044	.004	0.67	0.68	23,529	.622	.03
FYSsr06b	230	3.51	3.45	.043	.004	0.66	0.66	23,493	.155	.09
FYSsr06c	230	3.23	3.21	.053	.005	0.80	0.78	23,502	.689	.03
FYSsr06d	231	3.29	3.30	.049	.005	0.75	0.74	23,519	.916	-.01
FYSsr06e	230	3.10	3.03	.058	.006	0.88	0.85	23,505	.241	.08
FYSsr06f	231	3.17	3.10	.055	.005	0.84	0.83	23,516	.200	.08
FYSsr06g	230	2.67	2.54	.066	.006	1.00	0.98	23,484	.047	.13
FYSsr06h	231	2.57	2.36	.071	.007	1.08	1.02	234	.004	.20
FYSsr06i	229	3.25	3.18	.058	.006	0.88	0.84	23,478	.230	.08
FYSsr06j	230	3.07	2.99	.057	.006	0.87	0.91	23,503	.189	.09
FYSsr07a	230	3.23	3.11	.053	.005	0.80	0.84	23,475	.030	.14
FYSsr07b	228	2.74	2.55	.071	.007	1.08	1.06	23,460	.008	.18
FYSsr07c	230	3.21	3.07	.054	.006	0.82	0.86	23,433	.012	.17
FYSsr07d	230	2.91	2.75	.063	.006	0.96	0.98	23,343	.016	.16
FYSsr09_21 ^k	231	0.28	0.29	.0297	.0030	--	--	--	.925	-.01

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.