

**Table 5. Climate Factor Mean Comparisons**

Climate Factor	<i>GWC compared with:</i>							
	GWC		2020			PACE Normbase		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	224	3.636	3.799	*	-.217	3.836	***	-.265
Institutional Structure	224	3.158	3.471	***	-.349	3.530	***	-.407
Student Focus	224	3.939	4.054			4.087	***	-.223
Supervisory Relationships	224	3.851	3.903			3.911		
Teamwork	224	3.875	3.987			3.966		

\* p < .05, \*\* p < .01, \*\*\* p < .001

**Figure 1. Means by Comparison Group and Climate Factor**

