



**MULTI-INSTITUTIONAL STUDY OF  
LEADERSHIP**

2021

**School Report**



**Module 3: General and  
Sub-Study Outcomes**

# Table of Contents

## General and Sub-Study Outcomes

Reading the Tables..... 3-3

Custom Report Columns..... 3-4

The General and Sub-Study Outcomes Tables..... 3-5

MSL2021 General Outcomes..... 3-6

MSL Sub-Study Outcomes..... 3-7

The MSL Delta Measure: Change Over Time..... 3-8

MSL2021 Delta Measure: Change Over Time..... 3-9

# General and Sub-Study Outcomes

This report provides key information on your students' reported achievement across the general and sub-study outcomes in the MSL. This report also provides statistical tests to indicate the extent to which your students score significantly differently than their peers in the comparison groups that you've selected. This report also includes the MSL Delta Measure tables, which provide a change over time analysis focused on outcome achievement for seniors at your school (for institutions who do not have four-year programs, such as community colleges, this measure has been adapted to include all students in your sample).

## Reading the Tables

Please consider the following when reviewing tables:

- The blue column in each table represents the results for your random sample respondents only.
- Different measures use different size scales. Please consult the header for each major variable to determine the scaling. For example, some measures may be built on a 4, 5, or 7-point scale, and thus a mean of 4 will be interpreted very differently from one scale to another.
- In tests of significance, a boxed 'S' indicates the result is statistically significant at the .01 level.
- For statistically significant results, effect sizes are calculated and reported as 'trivial,' 'small,' 'moderate,' or 'large.' We recommend that you examine closely any results with effect sizes of small or greater.
- Cells populated with a period indicate that an insufficient number of respondents, less than 15, answered that particular question for analyses to be conducted. The MSL requires 15 cases for a statistic to be reported to ensure respondent confidentiality as well as appropriate interpretations of the data are made. Basing a finding off of fewer than 15 cases may lead to erroneous conclusions.
- The data presented in these tables include all responses received from respondents in the survey for each item or measure. In some places, where individual items were missing (item missing data), composite measures were not calculated. To help identify cases in the data with high rates of missing data, we have calculated a variable called CORE\_PCT (CORE variable percentage). This variable will consist of a proportion of CORE variables with responses over the total number of CORE variables. This measure will be included in the analytic data file and may be used to filter specific cases with various levels of completeness.

## Custom Report Columns

The following table shows what custom report groupings were ordered to be included in this report. The left column indicates how the columns are designated in the report; the right column contains the definition of the data source for the column.

**Your institution did not select any custom peer groups for this report.**

## The General and Sub-Study Outcomes Tables

This table describes students' capacities across core outcomes and substudy outcomes in the MSL. Data represent your random sample, the MSL National Sample, and other benchmark/comparison sample groups pre-selected by your institution for inclusion in this report. Statistical tests of differences are provided comparing your general population data with data from each of your comparison groups using independent samples *t*-tests. Results in this section are useful for:

- benchmarking student capacity from your random sample with that of students in selected benchmark/comparison sample groups, and
- determining potential outcome areas that should be targeted for further development.

Mean (M): Represents the average score for all cases on an outcome measure with higher number indicating greater capacity.

Standard Deviation (SD): Indicator of the variation of the distribution from the mean.

Sig: Provides the results of an independent samples *t*-test to determine whether the mean for this comparison group is significantly different than the mean in the blue column (general population sample); significance is determined at the .01 level

Effect: Indicates the effect size, or magnitude, of any significantly different results

General Outcome Measure Scores and Comparisons																							
University of MSL2015				MSL National Sample				Coalition: Catholic				Custom Pk: 999999				MSL2012 School Data: 999999				Comparative Sample 1			
M	SD	M	SD	Sig	Effect	M	SD	Sig	Effect	M	SD	Sig	Effect	M	SD	Sig	Effect	M	SD	Sig	Effect		
<b>Social Change Model Leadership Outcomes</b>																							
Scored on a 5-point scale ranging from Strongly Disagree (1) to Strongly Agree (5)																							
Consciousness of Self	4.05	0.61	4.05	0.61		4.07	0.61			4.08	0.63			4.12	0.57	S	-	4.10	0.61				
Congruence	4.27	0.56	4.24	0.57		4.26	0.56			4.27	0.56			4.28	0.54			4.33	0.51				
Commitment	4.42	0.49	4.40	0.51		4.42	0.51			4.41	0.52			4.42	0.49			4.48	0.45				
Collaboration	4.21	0.53	4.18	0.54		4.21	0.54			4.21	0.55			4.23	0.52			4.26	0.52				
Controversy with Civility	4.29	0.51	4.23	0.53	S	-	4.24	0.53	S	-	4.26	0.55		4.27	0.52			4.34	0.49				
Citizenship	4.00	0.67	3.94	0.68	S	-	4.00	0.66			4.01	0.69		4.04	0.65			4.06	0.64				
Resiliency	3.88	0.67	3.88	0.65			3.90	0.65			3.90	0.66		3.98	0.64	S	-	3.96	0.63				
Omnibus SRLS	4.20	0.47	4.17	0.48	S	-	4.20	0.48			4.20	0.49		4.22	0.46			4.26	0.45				
Scored on a 4-point scale ranging from Not At All Confident (1) to Very Confident (4)																							
Leadership Efficacy	3.12	0.67	3.12	0.66			3.15	0.65			3.16	0.66		3.15	0.64			3.16	0.65				
Scored on a 4-point scale ranging from Not Grown At All (1) to Grown Very Much (4)																							
Complex Cognitive Skills	3.17	0.62	3.18	0.62			3.20	0.61			3.21	0.62		3.16	0.62			3.29	0.60				
Scored on on a 5-point scale from Does Not Describe Me Well (1) to Describes Me Very Well (5)																							
Social Perspective-Taking	3.96	0.72	3.88	0.74	S	-	3.89	0.73	S	-	3.92	0.74		3.94	0.72			4.05	0.68				
Significance: S = p < .01      Effect Sizes: Trivial -      Small ○      Moderate ◐      Large ●																							

Indicator of effect size: A dash indicates the effect is trivial, a white circle indicates a small effect, a half filled circle is a moderate effect, and a fully shaded circle is a large effect

Be sure to check the scaling for each measure before interpreting the mean scores

The presence of an 'S' indicates that the difference between this comparison group mean and the general population mean is statistically significant.

## MSL2021 General Outcomes

Texas Christian University		MSL National Sample				Barron's Selectivity: Highly Competitive				Carnegie Classification: Doctoral Universities: High Research Activity				Control: Private				Institutional Size: 10,000-19,999				
	M	SD	M	SD	Sig	Effect	M	SD	Sig	Effect	M	SD	Sig	Effect	M	SD	Sig	Effect	M	SD	Sig	Effect
<b>Core Outcomes</b>																						
<i>Scored on a 5-point scale ranging from Strongly Disagree (1) to Strongly Agree (5)</i>																						
Consciousness of Self	4.00	0.63	3.92	0.65	S	-	3.94	0.65			3.96	0.63			3.94	0.65			3.92	0.66	S	-
Congruence	4.30	0.53	4.21	0.57	S	-	4.24	0.55			4.24	0.57			4.23	0.56	S	-	4.21	0.58	S	-
Commitment	4.48	0.49	4.39	0.51	S	-	4.40	0.49	S	-	4.41	0.50	S	-	4.40	0.50	S	-	4.40	0.52	S	-
Collaboration	4.28	0.51	4.18	0.54	S	-	4.21	0.51	S	-	4.20	0.53	S	-	4.21	0.52	S	-	4.19	0.54	S	-
Controversy with Civility	4.31	0.49	4.23	0.52	S	-	4.24	0.50	S	-	4.24	0.52	S	-	4.25	0.51	S	-	4.24	0.53	S	-
Citizenship	4.04	0.63	3.91	0.69	S	-	3.95	0.68	S	-	3.94	0.69	S	-	3.96	0.67	S	-	3.93	0.70	S	-
Omnibus SRLS	4.23	0.45	4.13	0.48	S	-	4.16	0.46	S	-	4.16	0.47	S	-	4.16	0.47	S	-	4.14	0.49	S	-
<i>Scored on a 5-point scale ranging from Not at All True (1) to True Nearly All the Time (5)</i>																						
Resiliency	3.74	0.73	3.61	0.78	S	-	3.63	0.77	S	-	3.63	0.76	S	-	3.63	0.77	S	-	3.61	0.78	S	-
<i>Scored on a 5-point scale ranging from Not at All Accurate (1) to Completely Accurate (5)</i>																						
Hope (Agency)	4.01	0.71	3.83	0.78	S	○	3.88	0.75	S	-	3.89	0.75	S	-	3.88	0.76	S	-	3.87	0.78	S	-
Hope (Pathways)	3.92	0.72	3.83	0.73			3.86	0.71			3.86	0.71			3.85	0.72			3.85	0.72		
Social Generativity	3.41	0.94	3.37	0.97			3.39	0.96			3.41	0.96			3.41	0.95			3.39	0.97		
<i>Scored on a 4-point scale ranging from Not at All Confident (1) to Very Confident (4)</i>																						
Leadership Efficacy	3.21	0.64	3.10	0.67	S	-	3.16	0.65			3.14	0.66			3.13	0.66	S	-	3.11	0.67	S	-
<i>Scored on a 5-point scale ranging from Does Not Describe Me Well (1) to Describes Me Very Well (5)</i>																						
Social Perspective-Taking	4.01	0.74	3.96	0.75			3.93	0.75			3.97	0.75			3.96	0.75			3.99	0.76		
<b>Significance:</b> S = p < .01 <b>Effect Sizes:</b> Trivial -      Small ○      Moderate ◐      Large ●																						

## MSL Sub-Study Outcomes

Texas Christian University		MSL National Sample				Barron's Selectivity: Highly Competitive				Carnegie Classification: Doctoral Universities: High Research Activity				Control: Private				Institutional Size: 10,000-19,999				
	M	SD	M	SD	Sig	Effect	M	SD	Sig	Effect	M	SD	Sig	Effect	M	SD	Sig	Effect	M	SD	Sig	Effect
<b>Sub-Study Outcomes</b>																						
<i>Group 1 (50% of sample): Scored on a 4-point scale ranging from Never (1) to Very Often (4)</i>																						
Search for Meaning	1.79	0.76	1.71	0.83			1.68	0.82			1.73	0.81			1.72	0.82			1.71	0.82		
<i>Group 1 (50% of sample): Scored on a 5-point scale ranging from Not at All Accurate (1) to Completely Accurate (5)</i>																						
Cultural Competence	3.84	0.76	3.90	0.76			3.91	0.74			3.89	0.75			3.92	0.74			3.88	0.76		
Emotional Self-Awareness	3.82	0.74	3.76	0.80			3.79	0.79			3.80	0.78			3.78	0.79			3.77	0.79		
Emotional Self-Regulation	3.82	0.72	3.70	0.76			3.72	0.75			3.72	0.75			3.72	0.75			3.69	0.76	S	-
<i>Group 1 (50% of sample): Scored on a 5-point scale ranging from Strongly Disagree (1) to Strongly Agree (5)</i>																						
Leadership Motivation	4.03	0.52	3.93	0.53	S	○	3.97	0.51			3.96	0.52			3.96	0.52			3.95	0.53		
<i>Group 2 (50% of sample): Scored on a 5-point scale ranging from Not at All Accurate (1) to Completely Accurate (5)</i>																						
Curiosity	3.66	0.85	3.60	0.87			3.63	0.82			3.64	0.86			3.65	0.84			3.60	0.88		
Question Formulation	3.59	0.92	3.51	0.98			3.54	0.96			3.55	0.97			3.55	0.96			3.54	0.99		
Iterative Testing	3.49	0.85	3.46	0.82			3.47	0.79			3.47	0.83			3.48	0.81			3.46	0.85		
Social Capital Development	3.64	0.86	3.49	0.88			3.53	0.87			3.54	0.88			3.54	0.86			3.54	0.89		
Integrative Thinking	3.67	0.86	3.62	0.85			3.64	0.83			3.65	0.84			3.65	0.83			3.64	0.84		
Observational Awareness	3.87	0.81	3.77	0.80			3.81	0.78			3.80	0.80			3.81	0.78			3.79	0.82		
Create Problem-Solving	3.69	0.92	3.60	0.89			3.62	0.87			3.64	0.89			3.64	0.86			3.63	0.90		
<b>Significance:</b> S = p < .01 <b>Effect Sizes:</b> Trivial -      Small ○      Moderate ◐      Large ●																						

# The MSL Delta Measure: Change Over Time

This table describes changes in students' perceived capacities across core outcomes in the MSL and is limited to those students who have experienced the campus environment for the longest duration – respondents who identified as seniors and beyond (omitting graduate students). All MSL respondents are asked to retrospectively report on their capacities prior to college as well as present capacities. This table specifically analyzes only data provided by students who indicated they are in their senior year. Data represent seniors in your random sample, the MSL National Sample, and other benchmark/comparison sample groups pre-selected by your institution for inclusion in this report. Data in the blue columns represent seniors from your institution's random sample. Statistical tests in this table examine differences in the reported capacities of seniors prior to the start of college and currently. This is done using paired samples *t*-tests. Similar tests are provided for seniors in each of your comparison groups. The presence of an 'S' symbol indicates the differences are significant at the .01 level: the rate of change in students' capacities is above and beyond simple chance. Results in this section are useful for:

- determining the degree to which students change in their capacity across key outcomes while in college,
- identifying the extent to which outcomes of focus for your institution reflect developmental gains, and
- benchmarking against comparison groups to see where your students are either mirroring patterns of significant difference or demonstrating unique patterns.

Mean (M): Represents the average score for all cases on an outcome measure with higher number indicating greater capacity.

Standard Deviation (SD): Indicator of the variation of the distribution from the mean.

Sig: Provides the results of an independent samples *t*-test to determine whether the mean for this comparison group is significantly different than the mean in the blue column (general population sample); significance is determined at the .01 level

Effect: Indicates the effect size, or magnitude, of any significantly different results

## MSL2015 Delta Measure: Change Over Time

University of MSL2015	MSL National Sample			Coalition: Catholic			Custom Peer: 999999			MSL2012 School Data: 999999			Comparative Sample 1					
	M	SD	Sig Effect	M	SD	Sig Effect	M	SD	Sig Effect	M	SD	Sig Effect	M	SD	Sig Effect			
<b>Social Change Model of Leadership Outcomes</b>																		
Scored on a 5-point scale ranging from Strongly Disagree (1) to Strongly Agree (5); please note separate scale for Resiliency																		
<b>Consciousness of Self</b>																		
Prior to College	3.41	1.05	S	3.45	1.00	S	3.48	0.99	S	3.44	1.02	S	3.48	0.97	S	3.46	0.99	S
Senior Year	4.15	0.61	S	4.13	0.58	S	4.17	0.57	S	4.18	0.58	S	4.20	0.55	S	4.10	0.61	S
<b>Congruence</b>																		
Prior to College	3.84	0.98	S	3.92	0.86	S	3.94	0.86	S	3.92	0.87	S	3.97	0.80	S	3.95	0.87	S
Senior Year	4.33	0.56	S	4.29	0.55	S	4.32	0.54	S	4.30	0.55	S	4.32	0.52	S	4.33	0.51	S

Seniors' perceived capacity on outcome measure prior to college

Seniors' perceived capacity on outcome measure during spring semester senior year

Indicator of effect size: A dash indicates the effect is trivial, a white circle indicates a small effect, a half filled circle is a moderate effect, and a fully shaded circle is a large effect

Be sure to check the scaling for each measure before interpreting the mean scores

The presence of an 'S' indicates that the difference between this comparison group mean and the general population mean is statistically significant.



## MSL2021 Delta Measure: Change Over Time

Texas Christian University				MSL National Sample				Barron's Selectivity: Highly Competitive				Carnegie Classification: Doctoral Universities: High Research Activity				Control: Private				Institutional Size: 10,000-19,999			
	M	SD	Sig Effect	M	SD	Sig Effect	M	SD	Sig Effect	M	SD	Sig Effect	M	SD	Sig Effect	M	SD	Sig Effect	M	SD	Sig Effect		
<b>Consciousness of Self</b>																							
Prior to College	3.22	1.08	S ●	3.31	1.06	S ○	3.27	1.05	S ●	3.34	1.06	S ○	3.30	1.04	S ●	3.30	1.04	S ●	3.30	1.04	S ●		
Senior Year	4.06	0.61	S ●	4.00	0.63	S ○	4.02	0.61	S ●	4.03	0.62	S ○	4.04	0.63	S ●	4.03	0.63	S ●	4.03	0.63	S ●		
<b>Congruence</b>																							
Prior to College	3.89	0.90	S ○	3.90	0.88	S ○	3.89	0.86	S ○	3.87	0.89	S ○	3.91	0.86	S ○	3.90	0.89	S ○	3.90	0.89	S ○		
Senior Year	4.33	0.55	S ○	4.26	0.56	S ○	4.28	0.54	S ○	4.28	0.54	S ○	4.29	0.56	S ○	4.28	0.56	S ○	4.28	0.56	S ○		
<b>Commitment</b>																							
Prior to College	4.22	0.80	S ○	4.14	0.84	S ○	4.15	0.83	S ○	4.14	0.84	S ○	4.15	0.83	S ○	4.15	0.83	S ○	4.15	0.85	S ○		
Senior Year	4.52	0.47	S ○	4.42	0.51	S ○	4.42	0.49	S ○	4.43	0.50	S ○	4.44	0.50	S ○	4.44	0.50	S ○	4.45	0.49	S ○		
<b>Collaboration</b>																							
Prior to College	3.91	0.81	S ○	3.88	0.84	S ○	3.90	0.82	S ○	3.90	0.82	S ○	3.91	0.82	S ○	3.90	0.82	S ○	3.90	0.82	S ○		
Senior Year	4.39	0.51	S ○	4.24	0.53	S ○	4.26	0.50	S ○	4.26	0.51	S ○	4.27	0.52	S ○	4.27	0.53	S ○	4.27	0.53	S ○		
<b>Controversy with Civility</b>																							
Prior to College	3.78	1.02	S ○	3.93	0.86	S ○	3.90	0.87	S ○	3.92	0.85	S ○	3.94	0.86	S ○	3.95	0.86	S ○	3.95	0.86	S ○		
Senior Year	4.38	0.50	S ○	4.27	0.52	S ○	4.28	0.48	S ○	4.27	0.51	S ○	4.30	0.51	S ○	4.29	0.52	S ○	4.29	0.52	S ○		
<b>Citizenship</b>																							
Prior to College	3.99	0.82		3.89	0.86	S -	3.90	0.83	S -	3.91	0.85	S -	3.94	0.83	S -	3.92	0.84	S -	3.92	0.84	S -		
Senior Year	4.12	0.62		3.96	0.70	S -	3.99	0.69	S -	3.98	0.70	S -	4.03	0.68	S -	4.00	0.71	S -	4.00	0.71	S -		
<b>Omnibus SRLS</b>																							
Prior to College	3.87	0.61	S ○	3.87	0.58	S ○	3.86	0.57	S ○	3.88	0.57	S ○	3.89	0.57	S ○	3.88	0.58	S ○	3.88	0.58	S ○		
Senior Year	4.28	0.46	S ○	4.19	0.48	S ○	4.20	0.45	S ○	4.21	0.47	S ○	4.22	0.47	S ○	4.22	0.48	S ○	4.22	0.48	S ○		
<b>Resiliency</b>																							
Prior to College	3.19	0.81	S ●	3.26	0.90	S ○	3.24	0.86	S ○	3.25	0.88	S ○	3.28	0.87	S ○	3.25	0.88	S ○	3.25	0.88	S ○		
Senior Year	3.78	0.65	S ●	3.68	0.77	S ○	3.67	0.76	S ○	3.69	0.74	S ○	3.71	0.76	S ○	3.67	0.77	S ○	3.67	0.77	S ○		

**Significance:** S = p < .01      **Effect Sizes:** Trivial -      Small ○      Moderate ◐      Large ●

## MSL2021 Delta Measure: Change Over Time

Texas Christian University				MSL National Sample				Barron's Selectivity: Highly Competitive				Carnegie Classification: Doctoral Universities: High Research Activity				Control: Private				Institutional Size: 10,000-19,999				
	M	SD	Sig Effect	M	SD	Sig Effect	M	SD	Sig Effect	M	SD	Sig Effect	M	SD	Sig Effect	M	SD	Sig Effect	M	SD	Sig Effect			
<b>Leadership Efficacy</b>																								
Prior to College	2.85	0.80	S	●	2.76	0.76	S	●	2.79	0.73	S	●	2.79	0.76	S	●	2.81	0.75	S	●	2.80	0.76	S	●
Senior Year	3.29	0.66	S	●	3.19	0.65	S	●	3.25	0.61	S	●	3.23	0.62	S	●	3.25	0.63	S	●	3.22	0.64	S	●
<b>Social Perspective-Taking</b>																								
Prior to College	3.58	0.97	S	●	3.59	0.93	S	●	3.52	0.92	S	●	3.57	0.93	S	●	3.58	0.92	S	●	3.61	0.94	S	●
Senior Year	4.14	0.67	S	●	4.01	0.75	S	●	3.96	0.73	S	●	4.02	0.73	S	●	4.01	0.73	S	●	4.05	0.74	S	●
<b>Social Generativity</b>																								
Prior to College	3.45	0.99			3.29	1.05	S	-	3.29	1.02	S	-	3.34	1.04	S	-	3.34	1.03	S	-	3.33	1.04	S	-
Senior Year	3.50	0.89			3.45	0.97	S	-	3.47	0.96	S	-	3.48	0.96	S	-	3.51	0.94	S	-	3.47	0.97	S	-
<b>Hope Scale - Agency</b>																								
Prior to College	3.91	0.60			3.67	0.79	S	○	3.69	0.74	S	○	3.69	0.80	S	○	3.71	0.76	S	○	3.69	0.80	S	○
Senior Year	4.00	0.67			3.89	0.77	S	○	3.92	0.75	S	○	3.95	0.74	S	○	3.95	0.74	S	○	3.95	0.75	S	○
<b>Hope Scale - Pathways</b>																								
Prior to College	3.91	0.60			3.67	0.79	S	○	3.69	0.74	S	○	3.69	0.80	S	○	3.71	0.76	S	○	3.69	0.80	S	○
Senior Year	3.97	0.70			3.88	0.71	S	○	3.90	0.69	S	○	3.91	0.69	S	○	3.92	0.71	S	○	3.92	0.70	S	○

**Significance:** S = p < .01      **Effect Sizes:** Trivial -      Small ○      Moderate ●      Large ●