



**MULTI-INSTITUTIONAL STUDY OF  
LEADERSHIP**

2015

**School Report**



**Campus: Inputs and  
Environments by  
Outcomes**

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# Campus: Inputs and Environments by Outcomes

This report provide examinations of the relationships that exist between key demographic characteristics (e.g., race, gender) and outcome measures as well as student experiences during college (e.g., student organization involvement, mentoring relationships, participation in leadership training programs) and outcome measures. These results point to critical differences in outcome achievement among student sub-populations as well as the experiences during college that seem to have the greatest influences on your students' outcomes.

## Reading the Tables

Please consider the following when reviewing tables:

- 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.
- 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 MSU 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.

## The Campus Inputs and Environments by Outcomes Tables

These tables describe significant relationships between input and environmental variables and core outcomes in the MSL. Data represent your institution’s random sample and do not include benchmark sample data. Statistical tests in this table examine significant differences between categories of input and environmental variables across core MSL outcomes. If a variable is significant at the .01 level, the ‘SIG’ column will indicate the category number with which the significant difference exists. *This is different than the previous significance test results, as here we are looking closer at where the significant difference is within your institution across multiple groups.* To summarize, the presence of a number indicates that there is a significant difference, and the number itself represents the column that the result is different from. Results in this section are useful for:

- identifying student populations with differential rates of outcome achievement, and
- identifying collegiate experiences related to changes in scores across outcome measures.

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

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

### Inputs by Outcome Measures - SCM Leadership Outcomes

University of MSL2015	Consciousness of Self			Congruence			Commitment			Collaboration			Controversy with Civility			Citizenship			Resiliency			Omnibus SRLS			
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	
<b>Student Characteristics</b>																									
Scored on a 5-point scale ranging from Strongly Disagree (1) to Strongly Agree (5); please note separate scale for Resiliency																									
<b>Age</b>																									
(1) Traditional (Under 24)	4.03	0.61	2	4.27	0.56		4.42	0.49		4.21	0.53		4.29	0.5		4	0.66		3.85	0.66	2	4.2	0.47		
(2) Non-Traditional (24 or Older)	4.27	0.55	1	4.29	0.63		4.48	0.47		4.35	0.51		4.36	0.54		4.09	0.72		4.23	0.6	1	4.31	0.46		
<b>Transfer Status</b>																									
(1) Non-Transfer Student	4.02	0.61	2	4.27	0.56		4.41	0.49		4.2	0.53		4.29	0.5		4	0.67		3.84	0.67	2	4.19	0.47		
(2) Transfer Student	4.17	0.56	1	4.29	0.59		4.46	0.48		4.29	0.52		4.34	0.52		4.02	0.67		4.06	0.63	1	4.26	0.46		
<b>Enrollment Status</b>																									
(1) Full-Time	4.04	0.61		4.27	0.56		4.42	0.49		4.21	0.53		4.29	0.5		4	0.67		3.87	0.66	2	4.2	0.47		
(2) Part-Time	4.21	0.57		4.28	0.58		4.51	0.48		4.26	0.46		4.29	0.55		4.12	0.67		4.12	0.66	1	4.28	0.46		
<b>Political Views</b>																									
(1) Very Liberal	4.09	0.72		4.35	0.63		4.44	0.59		4.26	0.59		4.45	0.54	3,4,5	4.06	0.73		3.9	0.74		4.27	0.53		
(2) Liberal	4.05	0.58		4.29	0.52		4.43	0.45		4.25	0.49		4.37	0.44	3	4.04	0.65		3.88	0.65		4.24	0.43		
(3) Moderate	3.98	0.61	4	4.2	0.6		4.39	0.51		4.18	0.56		4.25	0.5	1,2	3.96	0.67		3.84	0.67		4.16	0.49		
(4) Conservative	4.15	0.55	3	4.32	0.53		4.47	0.45		4.21	0.51		4.15	0.56	1,2	3.97	0.65		3.94	0.61		4.21	0.44		
(5) Very Conservative	4.27	0.64		4.38	0.55		4.47	0.38		4.12	0.5		4.02	0.57	1,2	3.92	0.61		3.99	0.7		4.2	0.39		

Categories of responses listed under each variable are assigned a unique number to report significant differences.

If this column is blank there are no significant differences between mean scores on a category of a variable with other categories of the same variable. If numbers appear here, it indicates that the mean score on this category is significantly different than the ones associated with the numbers listed. In this example, students who report as Very Liberal score significantly higher on Controversy with Civility than their (3)Moderate, (4)Conservative, and (5)Very Conservative peers.

## Inputs by Outcome Measures - SCM Leadership Outcomes

Metropolitan State University of Denver	Consciousness of Self			Congruence			Commitment			Collaboration			Controversy with Civility			Citizenship			Omnibus SRLS			Resiliency			
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	
<b>Student Characteristics</b>																									
<i>Scored on a 5-point scale ranging from Strongly Disagree (1) to Strongly Agree (5)</i>																									
<b>Gender</b>																									
(1) Male	4.04	0.6		4.23	0.58		4.39	0.52		4.11	0.55	2	4.18	0.55	2	3.75	0.7	2	4.11	0.47	2	4.04	0.68		
(2) Female	4.14	0.62		4.28	0.59		4.47	0.5		4.22	0.55	1	4.29	0.55	1	3.91	0.72	1	4.21	0.5	1	3.98	0.66		
<b>Race</b>																									
(1) White/Caucasian	4.14	0.59		4.28	0.57		4.46	0.48		4.18	0.54		4.26	0.55		3.85	0.71		4.19	0.47		4.02	0.65		
(2) Middle Eastern/ Northern African	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.		
(3) African American/ Black	4.15	0.61		4.25	0.58		4.51	0.41		4.21	0.58		4.35	0.51		4.05	0.67		4.24	0.44		3.77	0.82		
(4) American Indian/ Alaska Native	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.		
(5) Asian American	3.88	0.7		4.15	0.63		4.3	0.58		4.05	0.53		4.11	0.57		3.76	0.71		4.04	0.5		3.77	0.69		
(6) Native Hawaiian/ Pacific Islander	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.		
(7) Latino/Hispanic	3.98	0.66		4.2	0.63		4.37	0.58		4.16	0.56		4.27	0.56		3.87	0.71		4.14	0.53		3.94	0.7		
(8) Multiracial	4.07	0.65		4.28	0.61		4.43	0.56		4.18	0.6		4.23	0.56		3.79	0.77		4.16	0.53		4.12	0.67		
(9) Race Not Listed	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.		
<b>Class Standing</b>																									
(1) First-Year	3.95	0.73	4	4.16	0.62		4.37	0.58		4.07	0.58		4.14	0.54		3.74	0.71		4.07	0.51	4	3.85	0.78	4	
(2) Sophomore	4.03	0.6	4	4.17	0.62	4	4.39	0.52		4.14	0.54		4.24	0.53		3.82	0.7		4.13	0.49		3.95	0.65		
(3) Junior	4.02	0.62	4	4.22	0.58		4.39	0.52		4.11	0.57		4.23	0.54		3.83	0.72		4.13	0.49		3.97	0.69		
(4) Senior+	4.22	0.56	1,2,3	4.37	0.55	2	4.51	0.46		4.25	0.52		4.3	0.57		3.9	0.72		4.26	0.47	1	4.11	0.62	1	
<b>Sexual Orientation</b>																									
(1) Heterosexual	4.1	0.61		4.26	0.57		4.44	0.5		4.18	0.54		4.24	0.55		3.83	0.71	2	4.17	0.48		4.01	0.66		
(2) Bisexual, Gay/Lesbian, Questioning	4.13	0.67		4.32	0.69		4.45	0.52		4.19	0.63		4.36	0.53		4.02	0.71	1	4.24	0.54		3.99	0.71		

**Significance: p < .01**

## Inputs by Outcome Measures - SCM Leadership Outcomes

Metropolitan State University of Denver	Consciousness of Self			Congruence			Commitment			Collaboration			Controversy with Civility			Citizenship			Omnibus SRLS			Resiliency		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
<b>Student Characteristics</b>																								
<i>Scored on a 5-point scale ranging from Strongly Disagree (1) to Strongly Agree (5)</i>																								
<b>Age</b>																								
(1) Traditional (Under 24)	4.04	0.66	2	4.22	0.6		4.41	0.55		4.12	0.57	2	4.21	0.57		3.82	0.73		4.13	0.51		3.93	0.68	2
(2) Non-Traditional (24 or Older)	4.15	0.57	1	4.3	0.57		4.46	0.47		4.22	0.53	1	4.29	0.53		3.88	0.71		4.21	0.47		4.07	0.66	1
<b>Transfer Status</b>																								
(1) Non-Transfer Student	4.06	0.64		4.21	0.62		4.43	0.53		4.11	0.59	2	4.22	0.56		3.8	0.73		4.13	0.51		3.98	0.68	
(2) Transfer Student	4.13	0.59		4.29	0.56		4.45	0.49		4.22	0.51	1	4.28	0.54		3.89	0.7		4.21	0.47		4.02	0.66	
<b>Enrollment Status</b>																								
(1) Full-Time	4.12	0.62		4.26	0.59		4.43	0.51		4.17	0.55		4.25	0.56		3.85	0.72		4.18	0.49		4	0.68	
(2) Part-Time	4.04	0.58		4.26	0.57		4.45	0.47		4.2	0.51		4.25	0.5		3.85	0.66		4.17	0.45		4.03	0.63	
<b>Political Views</b>																								
(1) Very Liberal	4.07	0.63		4.28	0.65		4.44	0.52		4.17	0.55		4.31	0.48	5	3.89	0.73		4.19	0.49		3.89	0.73	
(2) Liberal	4.11	0.61		4.29	0.55		4.42	0.51		4.19	0.52		4.32	0.5	4,5	3.89	0.69		4.2	0.47		3.96	0.66	
(3) Moderate	4.08	0.61		4.22	0.58		4.45	0.48		4.18	0.54		4.27	0.52	4,5	3.85	0.7		4.17	0.47		4.03	0.67	
(4) Conservative	4.13	0.64		4.31	0.57		4.43	0.54		4.13	0.57		4.09	0.59	2,3	3.82	0.73		4.15	0.52		4.05	0.64	
(5) Very Conservative	4.28	0.61		4.34	0.77		4.61	0.57		4.24	0.66		3.91	0.92	1,2,3	3.66	0.92		4.18	0.6		4.26	0.57	
<b>GPA Estimate</b>																								
(1) 3.50 - 4.00	4.2	0.6	3	4.34	0.6	3	4.53	0.48	3	4.25	0.55		4.29	0.55		3.95	0.7		4.26	0.49	3	4.11	0.61	3
(2) 3.00 - 3.49	4.07	0.64		4.24	0.56		4.41	0.49		4.14	0.53		4.24	0.53		3.81	0.73		4.15	0.48		3.98	0.69	
(3) 2.50 - 2.99	4	0.59	1	4.14	0.6	1	4.36	0.53	1	4.13	0.57		4.18	0.59		3.77	0.71		4.09	0.49	1	3.87	0.68	1
(4) 2.00 - 2.49	4.02	0.53		4.31	0.58		4.34	0.54		4.1	0.59		4.28	0.53		3.63	0.65		4.1	0.45		3.83	0.77	
(5) 1.99 or less	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.	
(6) No college GPA	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.	
<b>Educational Generation Status</b>																								
(1) First Generation	4.12	0.6		4.28	0.58		4.45	0.5		4.18	0.55		4.25	0.55		3.84	0.72		4.18	0.49		4.01	0.66	
(2) Non-First Generation	4.06	0.67		4.23	0.6		4.43	0.51		4.18	0.54		4.29	0.52		3.89	0.69		4.18	0.49		3.98	0.69	

**Significance: p < .01**

## Inputs by Outcome Measures - SCM Leadership Outcomes

Metropolitan State University of Denver	Consciousness of Self			Congruence			Commitment			Collaboration			Controversy with Civility			Citizenship			Omnibus SRLS			Resiliency		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
<b>Student Characteristics</b>																								
<i>Scored on a 5-point scale ranging from Strongly Disagree (1) to Strongly Agree (5)</i>																								
<b>Disability Status</b>																								
(1) Reported Disability	4.01	0.71		4.27	0.64		4.38	0.6		4.07	0.6		4.3	0.58		3.86	0.76		4.14	0.54		3.91	0.73	
(0) No Reported Disability	4.12	0.6		4.27	0.58		4.45	0.49		4.19	0.54		4.25	0.55		3.85	0.71		4.18	0.48		4.02	0.66	

**Significance:  $p < .01$**

## Inputs by Outcome Measures

Metropolitan State University of Denver	Leadership Efficacy Scored on a 4-point scale ranging from Not At All Confident (1) to Very Confident (4)			Complex Cognitive Skills Scored on a 4-point scale ranging from Not Grown At All (1) to Grown Very Much (4)			Social Perspective-Taking Scored part on on a 5-point scale from Does Not Describe Me Well (1) to Describes Me Very Well (5)			Hope Scale - Agency Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)			Hope Scale - Pathways Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
<b>Student Characteristics</b>															
<b>Gender</b>															
(1) Male	3.2	0.7		3.21	0.65		3.88	0.76		6.48	1.18	2	6.66	1.03	
(2) Female	3.11	0.71		3.27	0.64		3.98	0.74		6.8	1	1	6.64	0.98	
<b>Race</b>															
(1) White/Caucasian	3.18	0.67		3.25	0.64		3.93	0.75		6.73	1.06		6.71	0.96	
(2) Middle Eastern/Northern African	.	.		.	.		.	.		.	.		.	.	
(3) African American/Black	2.98	0.81		3.39	0.72		3.92	0.77		6.81	0.85		6.68	0.93	
(4) American Indian/Alaska Native	.	.		.	.		.	.		.	.		.	.	
(5) Asian American	2.95	0.89		3.14	0.78		3.81	0.6		6.69	0.9		6.61	0.95	
(6) Native Hawaiian/Pacific Islander	.	.		.	.		.	.		.	.		.	.	
(7) Latino/Hispanic	3.03	0.71		3.27	0.59		3.95	0.78		6.58	1.15		6.54	1	
(8) Multiracial	3.21	0.74		3.18	0.68		4.02	0.79		6.6	1.17		6.57	1.15	
(9) Race Not Listed	.	.		.	.		.	.		.	.		.	.	
<b>Class Standing</b>															
(1) First-Year	2.9	0.82	4	2.92	0.72	2,3,4	3.81	0.81		6.58	1.25		6.62	1.09	
(2) Sophomore	3.07	0.75		3.23	0.61	1	3.91	0.78		6.55	1.13		6.59	1.09	
(3) Junior	3.1	0.69		3.3	0.6	1	4	0.71		6.61	1.03		6.59	0.95	
(4) Senior+	3.27	0.64	1	3.32	0.61	1	3.96	0.76		6.81	1.05		6.72	0.96	
<b>Sexual Orientation</b>															
(1) Heterosexual	3.14	0.7		3.24	0.64		3.92	0.75	2	6.68	1.07		6.64	0.98	
(2) Bisexual, Gay/Lesbian, Questioning	3.11	0.71		3.32	0.66		4.14	0.71	1	6.72	1.16		6.77	1.03	
<b>Age</b>															
(1) Traditional (Under 24)	3.04	0.72	2	3.18	0.67	2	3.86	0.78	2	6.7	1.05		6.61	0.98	
(2) Non-Traditional (24 or Older)	3.22	0.68	1	3.3	0.62	1	4.02	0.72	1	6.68	1.11		6.68	1.01	

**Significance: p < .01**



## Inputs by Outcome Measures

Metropolitan State University of Denver	Leadership Efficacy Scored on a 4-point scale ranging from Not At All Confident (1) to Very Confident (4)			Complex Cognitive Skills Scored on a 4-point scale ranging from Not Grown At All (1) to Grown Very Much (4)			Social Perspective-Taking Scored part on on a 5-point scale from Does Not Describe Me Well (1) to Describes Me Very Well (5)			Hope Scale - Agency Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)			Hope Scale - Pathways Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
<b>Student Characteristics</b>															
<i>Transfer Status</i>															
(1) Non-Transfer Student	3.07	0.74		3.18	0.67		3.88	0.78		6.68	1.02		6.67	0.96	
(2) Transfer Student	3.19	0.68		3.29	0.62		4	0.72		6.69	1.12		6.64	1.01	
<i>Enrollment Status</i>															
(1) Full-Time	3.16	0.71		3.26	0.64		3.94	0.76		6.72	1.08		6.67	1	
(2) Part-Time	3.06	0.7		3.22	0.62		4	0.71		6.53	1.05		6.59	0.97	
<i>Political Views</i>															
(1) Very Liberal	3.22	0.73		3.4	0.6		4.05	0.63		6.39	1.28	4	6.52	1.2	
(2) Liberal	3.05	0.73		3.27	0.62		3.97	0.73		6.66	1.12		6.65	0.94	
(3) Moderate	3.16	0.7		3.24	0.61		3.96	0.75		6.67	1.02		6.62	1.01	
(4) Conservative	3.15	0.69		3.2	0.7		3.88	0.73		6.93	0.96	1	6.79	0.8	
(5) Very Conservative	3.42	0.56		3.07	0.89		3.62	0.99		7.07	0.98		6.88	1	
<i>GPA Estimate</i>															
(1) 3.50 - 4.00	3.22	0.7		3.27	0.61		3.97	0.72		6.92	0.96	2,3	6.77	0.94	
(2) 3.00 - 3.49	3.1	0.71		3.25	0.66		3.93	0.75		6.61	1.06	1	6.61	1.01	
(3) 2.50 - 2.99	3.14	0.67		3.25	0.64		3.93	0.81		6.45	1.2	1	6.5	1.05	
(4) 2.00 - 2.49	2.91	0.73		3.07	0.72		4.03	0.81		6.41	1.06		6.66	0.98	
(5) 1.99 or less	.	.		.	.		.	.		.	.		.	.	
(6) No college GPA	.	.		.	.		.	.		.	.		.	.	
<i>Educational Generation Status</i>															
(1) First Generation	3.15	0.7		3.25	0.65		3.93	0.76		6.69	1.07		6.67	0.99	
(2) Non-First Generation	3.14	0.72		3.26	0.63		3.99	0.71		6.73	1.09		6.62	0.98	
<i>Disability Status</i>															
(1) Reported Disability	3.07	0.74		3.23	0.64		4.07	0.76		6.42	1.27	0	6.6	1.18	
(0) No Reported Disability	3.15	0.7		3.25	0.64		3.93	0.75		6.73	1.04	1	6.66	0.96	

**Significance: p < .01**

## Environments by Outcome Measures - SCM Leadership Outcomes

Metropolitan State University of Denver	Consciousness of Self			Congruence			Commitment			Collaboration			Controversy with Civility			Citizenship			Omnibus SRLS			Resiliency		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
<b>Student Characteristics</b>																								
<i>Scored on a 5-point scale ranging from Strongly Disagree (1) to Strongly Agree (5)</i>																								
<b>Off-Campus Job</b>																								
(1) Yes	4.16	0.57	0	4.27	0.57		4.46	0.49		4.21	0.53	0	4.27	0.55		3.85	0.71		4.2	0.47		4.04	0.64	0
(0) No	3.97	0.68	1	4.23	0.63		4.38	0.53		4.1	0.56	1	4.21	0.54		3.85	0.73		4.12	0.51		3.91	0.73	1
<b>On-Campus Job</b>																								
(1) Yes	3.99	0.64		4.25	0.52		4.4	0.47		4.09	0.49		4.27	0.5		3.87	0.7		4.14	0.43		3.92	0.66	
(0) No	4.11	0.61		4.26	0.59		4.44	0.51		4.18	0.55		4.25	0.55		3.85	0.71		4.18	0.49		4.01	0.67	
<b>Community Service</b>																								
(1) Yes	4.24	0.57	0	4.43	0.52	0	4.57	0.44	0	4.35	0.49	0	4.38	0.53	0	4.23	0.6	0	4.36	0.43	0	4.11	0.64	0
(0) No	4.04	0.62	1	4.19	0.6	1	4.38	0.52	1	4.1	0.55	1	4.2	0.55	1	3.69	0.69	1	4.09	0.48	1	3.96	0.68	1
<b>Residential Setting</b>																								
(1) Off-Campus	4.11	0.61		4.27	0.59		4.45	0.5		4.18	0.55		4.26	0.55		3.85	0.72		4.18	0.49		4.01	0.66	
(2) On-Campus	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.	
<b>Involvement in College Organizations</b>																								
(0) Never	4.05	0.64		4.21	0.62		4.4	0.53		4.11	0.58	2	4.2	0.57	2	3.71	0.73	2,3,4	4.11	0.51	2,4	3.99	0.67	
(1) Once	4.11	0.56		4.22	0.54		4.41	0.52		4.18	0.5		4.21	0.55		3.88	0.61		4.17	0.46		3.89	0.74	
(2) Sometimes	4.22	0.56		4.36	0.54		4.53	0.44		4.29	0.49	0	4.37	0.46	0	4.1	0.65	0	4.31	0.42	0	4.13	0.63	
(3) Many times	4.05	0.59		4.38	0.52		4.48	0.42		4.27	0.42		4.35	0.51		4.1	0.63	0	4.27	0.4		4	0.62	
(4) Much of the time	4.34	0.58		4.5	0.49		4.62	0.37		4.39	0.51		4.44	0.45		4.3	0.62	0	4.43	0.42	0	4.16	0.57	
<b>Leadership Positions in College Organizations</b>																								
(0) Never	4.09	0.61		4.24	0.58		4.44	0.5		4.16	0.55		4.24	0.55		3.8	0.71	2	4.16	0.49		4	0.68	
(1) Once	3.92	0.65		4.2	0.63		4.35	0.6		4.16	0.56		4.28	0.55		3.89	0.75		4.14	0.51		3.99	0.66	
(2) Sometimes	4.26	0.52		4.39	0.55		4.39	0.52		4.23	0.49		4.31	0.5		4.17	0.48	0	4.29	0.45		4.1	0.6	
(3) Many times	4.18	0.58		4.4	0.57		4.47	0.44		4.22	0.48		4.25	0.59		4.1	0.59		4.27	0.44		3.96	0.63	
(4) Much of the time	4.34	0.55		4.47	0.53		4.55	0.35		4.34	0.54		4.36	0.57		4.22	0.8		4.38	0.48		4.16	0.56	

**Significance: p < .01**

## Environments by Outcome Measures - SCM Leadership Outcomes

Metropolitan State University of Denver	Consciousness of Self			Congruence			Commitment			Collaboration			Controversy with Civility			Citizenship			Omnibus SRLS			Resiliency		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
<i>Involvement in Off-Campus Organizations</i>																								
(0) Never	4.03	0.65	3	4.18	0.61	4	4.38	0.54	4	4.09	0.57	3,4	4.19	0.58	3,4	3.66	0.72	1,2,3,4	4.09	0.5	3,4	3.92	0.71	3
(1) Once	4.09	0.58		4.25	0.58		4.41	0.5		4.2	0.54		4.29	0.54		3.99	0.7	0	4.2	0.49		4.01	0.68	
(2) Sometimes	4.12	0.6		4.29	0.55		4.45	0.48		4.19	0.52		4.27	0.5		3.93	0.65	0,3,4	4.2	0.44		4.06	0.65	
(3) Many times	4.29	0.5	0	4.38	0.5		4.53	0.42		4.35	0.44	0	4.39	0.47	0	4.2	0.57	0,2	4.35	0.41	0	4.17	0.53	0
(4) Much of the time	4.24	0.48		4.54	0.48	0	4.64	0.37	0	4.43	0.46	0	4.42	0.48	0	4.29	0.56	0,2	4.42	0.38	0	4.2	0.53	
<i>Leadership Positions in Off-Campus Organizations</i>																								
(0) Never	4.04	0.64	2	4.2	0.6	2	4.41	0.52		4.12	0.56	2	4.21	0.56		3.73	0.72	2,3,4	4.11	0.49	2,3	3.94	0.7	2,4
(1) Once	4.1	0.53		4.22	0.52		4.41	0.53		4.17	0.49		4.21	0.54		3.9	0.63		4.17	0.47		4.07	0.54	
(2) Sometimes	4.32	0.54	0	4.43	0.48	0	4.48	0.44		4.34	0.45	0	4.36	0.48		4.14	0.55	0	4.34	0.39	0	4.18	0.57	0
(3) Many times	4.24	0.48		4.41	0.56		4.52	0.46		4.33	0.49		4.42	0.45		4.25	0.59	0	4.36	0.44	0	4.09	0.59	
(4) Much of the time	4.18	0.56		4.48	0.56		4.62	0.43		4.35	0.58		4.35	0.6		4.16	0.69	0	4.35	0.47		4.29	0.51	0

**Significance: p < .01**

## Environments by Outcome Measures - SCM Leadership Outcomes

Metropolitan State University of Denver	Consciousness of Self			Congruence			Commitment			Collaboration			Controversy with Civility			Citizenship			Omnibus SRLS			Resiliency				
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig		
<b>Participation in Student Groups</b>																										
Academic/Departmental/Professional																										
(1) Yes	4.17	0.6		4.34	0.58		4.5	0.51		4.27	0.55		4.36	0.52	0	4.03	0.67	0	4.28	0.46	0	4.13	0.6			
(0) No	4.09	0.61		4.25	0.59		4.42	0.5		4.16	0.54		4.23	0.55	1	3.82	0.71	1	4.16	0.49	1	3.98	0.68			
Advocacy																										
(1) Yes	4.14	0.59		4.21	0.64		4.33	0.65		4.22	0.55		4.35	0.58		4.2	0.67		4.24	0.54		4.16	0.58			
(0) No	4.1	0.61		4.26	0.58		4.44	0.5		4.17	0.55		4.25	0.55		3.84	0.71		4.17	0.48		4	0.67			
Art/Theater/Music																										
(1) Yes	4	0.64		4.2	0.65		4.37	0.6		4.14	0.58		4.26	0.54		3.83	0.78		4.13	0.52		3.91	0.66			
(0) No	4.11	0.61		4.27	0.58		4.45	0.49		4.18	0.54		4.25	0.55		3.85	0.7		4.18	0.48		4.02	0.67			
Campus-Wide Programming																										
(1) Yes	4.22	0.59		4.35	0.72		4.46	0.65		4.25	0.62		4.32	0.58		4.13	0.7	0	4.28	0.57		4.15	0.61			
(0) No	4.09	0.61		4.26	0.58		4.44	0.5		4.17	0.54		4.25	0.55		3.84	0.71	1	4.17	0.48		4	0.67			
Honor Societies																										
(1) Yes	4.2	0.59		4.37	0.55	0	4.51	0.48		4.19	0.52		4.29	0.52		3.99	0.69	0	4.25	0.45		4.07	0.65			
(0) No	4.07	0.61		4.23	0.59	1	4.42	0.51		4.17	0.55		4.24	0.55		3.81	0.71	1	4.15	0.49		3.99	0.67			
Identity-Based/Multicultural Organizations																										
(1) Yes	4.2	0.55		4.37	0.61		4.49	0.48		4.25	0.51		4.37	0.52		4.19	0.65	0	4.31	0.46		4.04	0.58			
(0) No	4.09	0.62		4.25	0.58		4.43	0.51		4.17	0.55		4.24	0.55		3.82	0.71	1	4.16	0.49		4	0.68			
International Interest																										
(1) Yes	4.03	0.49		4.2	0.67		4.35	0.53		4.16	0.58		4.22	0.51		3.9	0.69		4.14	0.48		4.11	0.6			
(0) No	4.1	0.62		4.26	0.58		4.44	0.5		4.18	0.54		4.25	0.55		3.85	0.71		4.18	0.49		4	0.67			
Media																										
(1) Yes	4.12	0.54		4.28	0.68		4.38	0.59		4.2	0.56		4.23	0.56		3.95	0.72		4.19	0.53		4.1	0.65			
(0) No	4.1	0.62		4.26	0.58		4.44	0.5		4.17	0.54		4.25	0.55		3.85	0.71		4.18	0.48		4	0.67			
Military																										
(1) Yes	4.27	0.57		4.41	0.52		4.53	0.63		4.28	0.57		4.37	0.54		4.07	0.76		4.32	0.53		4.27	0.68			
(0) No	4.1	0.61		4.26	0.59		4.43	0.5		4.17	0.54		4.25	0.55		3.84	0.71		4.17	0.48		4	0.67			

Significance:  $p < .01$

## Environments by Outcome Measures - SCM Leadership Outcomes

Metropolitan State University of Denver	Consciousness of Self			Congruence			Commitment			Collaboration			Controversy with Civility			Citizenship			Omnibus SRLS			Resiliency			
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	
<b>Participation in Student Groups (Continued)</b>																									
Multicultural Social Fraternities and Sororities																									
(1) Yes	4.11	0.62		4.28	0.74		4.33	0.7		4.22	0.63		4.26	0.63		4.03	0.74		4.2	0.61		4.09	0.61		
(0) No	4.1	0.61		4.26	0.58		4.44	0.5		4.17	0.54		4.25	0.54		3.85	0.71		4.18	0.48		4	0.67		
New Student Transitions																									
(1) Yes	4.11	0.58		4.29	0.46		4.44	0.48		4.19	0.4		4.28	0.5		3.91	0.71		4.2	0.43		4.08	0.5		
(0) No	4.1	0.62		4.26	0.59		4.44	0.51		4.17	0.55		4.25	0.55		3.85	0.71		4.17	0.49		4	0.68		
Peer Helper																									
(1) Yes	4.1	0.63		4.31	0.5		4.49	0.51		4.22	0.48		4.33	0.51		3.96	0.64		4.23	0.43		4.1	0.6		
(0) No	4.1	0.61		4.25	0.6		4.43	0.5		4.17	0.55		4.24	0.55		3.84	0.72		4.17	0.49		3.99	0.68		
Political																									
(1) Yes	4.18	0.45		4.3	0.59		4.43	0.6		4.25	0.48		4.27	0.73		3.91	0.75		4.22	0.48		4.17	0.46		
(0) No	4.1	0.62		4.26	0.59		4.44	0.5		4.17	0.55		4.25	0.54		3.85	0.71		4.17	0.49		4	0.67		
Recreational																									
(1) Yes	4.14	0.56		4.32	0.56		4.5	0.47		4.25	0.51		4.32	0.48		3.98	0.64		4.25	0.43		4.16	0.56		
(0) No	4.1	0.62		4.25	0.59		4.43	0.51		4.16	0.55		4.24	0.55		3.83	0.72		4.17	0.49		3.99	0.68		
Religious																									
(1) Yes	4.11	0.64		4.34	0.59		4.46	0.52		4.27	0.52		4.28	0.55		4.14	0.62	0	4.26	0.48		3.98	0.63		
(0) No	4.1	0.61		4.25	0.58		4.43	0.5		4.16	0.55		4.25	0.55		3.82	0.72	1	4.17	0.48		4.01	0.67		
Resident Assistants																									
(1) Yes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.		
(0) No	4.1	0.61		4.26	0.58		4.44	0.5		4.18	0.54		4.26	0.54		3.85	0.71		4.18	0.48		4.01	0.67		
Service																									
(1) Yes	4.29	0.53	0	4.33	0.51		4.54	0.51		4.37	0.47	0	4.42	0.52	0	4.2	0.57	0	4.36	0.42	0	4.16	0.57		
(0) No	4.08	0.62	1	4.25	0.59		4.43	0.5		4.16	0.55	1	4.24	0.55	1	3.82	0.72	1	4.16	0.49	1	3.99	0.67		
Social Fraternities or Sororities																									
(1) Yes	4.03	0.51		3.99	0.73	0	4.18	0.59	0	4.03	0.6		4.14	0.55		3.63	0.8		4	0.55		3.8	0.72		
(0) No	4.1	0.62		4.27	0.58	1	4.45	0.5	1	4.18	0.54		4.26	0.55		3.86	0.71		4.18	0.48		4.01	0.67		

**Significance: p < .01**

## Environments by Outcome Measures - SCM Leadership Outcomes

Metropolitan State University of Denver	Consciousness of Self			Congruence			Commitment			Collaboration			Controversy with Civility			Citizenship			Omnibus SRLS			Resiliency			
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	
<b>Participation in Student Groups (Continued)</b>																									
Social/Special Interest																									
(1) Yes	4.17	0.59		4.37	0.61		4.54	0.52		4.19	0.65		4.31	0.58		4.04	0.78		4.26	0.52		4.19	0.58		
(0) No	4.1	0.61		4.25	0.58		4.43	0.5		4.17	0.54		4.25	0.54		3.84	0.7		4.17	0.48		3.99	0.67		
Sports-Intecollegiate or Varsity																									
(1) Yes	4.06	0.59		4.21	0.56		4.42	0.54		4.18	0.54		4.15	0.64		3.86	0.67		4.15	0.49		4.06	0.65		
(0) No	4.1	0.61		4.27	0.59		4.44	0.5		4.17	0.55		4.26	0.54		3.85	0.72		4.18	0.48		4	0.67		
Student Governance																									
(1) Yes	4.27	0.64		4.47	0.55		4.5	0.56		4.32	0.46		4.45	0.5		4.17	0.81		4.4	0.45		4.17	0.62		
(0) No	4.1	0.61		4.26	0.59		4.44	0.5		4.17	0.55		4.25	0.55		3.84	0.71		4.17	0.48		4	0.67		
LGBTQ Groups																									
(0) Never	4.09	0.62		4.26	0.58		4.43	0.5		4.17	0.55		4.25	0.55		3.83	0.71	1	4.17	0.49		4	0.67		
(1) Sometimes	4.25	0.44		4.35	0.61		4.51	0.38		4.27	0.37		4.44	0.38		4.24	0.6	0	4.34	0.33		4.11	0.57		
(2) Often	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.		
(3) Very Often	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.		
Racial/Ethnic Groups																									
(0) Never	4.1	0.61		4.25	0.59		4.43	0.51		4.17	0.55		4.24	0.55		3.83	0.71	1	4.17	0.49		4	0.67		
(1) Sometimes	4.21	0.59		4.41	0.59		4.61	0.37		4.36	0.48		4.46	0.47		4.26	0.55	0	4.38	0.41		4.24	0.59		
(2) Often	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.		
(3) Very Often	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.		
Women's Groups																									
(0) Never	4.09	0.61		4.25	0.58		4.43	0.5		4.17	0.55		4.25	0.55		3.83	0.71	1	4.17	0.48		4	0.67		
(1) Sometimes	4.26	0.62		4.42	0.65		4.52	0.54		4.15	0.49		4.34	0.56		4.31	0.55	0	4.34	0.46		4.25	0.57		
(2) Often	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.		
(3) Very Often	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.		
<b>Social Change Behaviors</b>																									
(0) Never	3.98	0.65	1,2	4.14	0.62	1,2	4.36	0.53	1,2	4.05	0.57	1,2	4.14	0.56	1,2	3.57	0.7	1,2	4.04	0.49	1,2	3.9	0.71	1,2	
(1) Once	4.19	0.54	0	4.31	0.54	0,2	4.48	0.48	0	4.25	0.48	0	4.3	0.52	0,2	4.02	0.59	0,2	4.25	0.43	0,2	4.07	0.59	0	
(2) Sometimes	4.3	0.55	0	4.51	0.46	0,1	4.57	0.44	0	4.4	0.48	0	4.47	0.47	0,1	4.35	0.53	0,1	4.43	0.4	0,1	4.18	0.6	0	
(3) Often	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.		

Significance:  $p < .01$

## Environments by Outcome Measures - SCM Leadership Outcomes

Metropolitan State University of Denver	Consciousness of Self			Congruence			Commitment			Collaboration			Controversy with Civility			Citizenship			Omnibus SRLS			Resiliency		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
<b>Socio-Cultural Conversations</b>																								
(0) Never	3.84	0.72	1,2,3	3.97	0.67	1,2,3	4.25	0.6	2,3	3.91	0.6	1,2,3	3.97	0.55	1,2,3	3.49	0.73	1,2,3	3.9	0.53	1,2,3	3.75	0.75	2,3
(1) Once	4.01	0.54	0,2,3	4.18	0.53	0,2,3	4.37	0.45	2,3	4.1	0.48	0,2,3	4.13	0.49	0,2,3	3.73	0.63	0,2,3	4.08	0.4	0,2,3	3.93	0.64	2,3
(2) Sometimes	4.21	0.56	0,1,3	4.4	0.53	0,1	4.52	0.48	0,1,3	4.27	0.52	0,1,3	4.38	0.53	0,1,3	4	0.68	0,1,3	4.29	0.44	0,1,3	4.11	0.61	0,1,3
(3) Often	4.48	0.52	0,1,2	4.59	0.45	0,1	4.72	0.34	0,1,2	4.56	0.44	0,1,2	4.73	0.32	0,1,2	4.38	0.59	0,1,2	4.58	0.36	0,1,2	4.37	0.55	0,1,2
<b>Campus Climate</b>																								
Belonging Climate																								
(1) Strongly Disagree	3.99	0.91	5	4.37	0.67		4.49	0.47		4.16	0.75	5	4.11	0.88	5	3.74	1	5	4.14	0.64	5	3.83	0.92	5
(2) Disagree	3.94	0.63	5	4.21	0.62	5	4.33	0.62	5	4	0.65	5	4.15	0.5	5	3.62	0.88	5	4.03	0.52	5	3.8	0.72	5
(3) Neutral	3.98	0.62	5	4.15	0.61	5	4.36	0.52	5	4.05	0.53	4,5	4.14	0.55	4,5	3.67	0.66	4,5	4.05	0.47	4,5	3.86	0.65	4,5
(4) Agree	4.12	0.57	5	4.28	0.55	5	4.44	0.48	5	4.2	0.5	3,5	4.28	0.51	3,5	3.89	0.68	3,5	4.2	0.46	3,5	4.04	0.61	3,5
(5) Strongly Agree	4.54	0.46	1,2,3,4	4.6	0.44	2,3,4	4.74	0.32	2,3,4	4.61	0.43	1,2,3,4	4.62	0.45	1,2,3,4	4.44	0.53	1,2,3,4	4.59	0.34	1,2,3,4	4.5	0.57	1,2,3,4
Non-Discriminatory Climate																								
(1) Strongly Disagree	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.	
(2) Disagree	4.13	0.54		4.26	0.52		4.39	0.48		4.17	0.52		4.13	0.52		3.96	0.67		4.17	0.43		4.08	0.63	
(3) Neutral	3.97	0.61	5	4.15	0.63	5	4.27	0.64	5	4.06	0.59	5	4.08	0.61	5	3.77	0.68		4.05	0.55	5	3.86	0.67	5
(4) Agree	4.04	0.61	5	4.2	0.6	5	4.37	0.5	5	4.1	0.52	5	4.22	0.52	5	3.84	0.68		4.13	0.47	5	3.93	0.65	5
(5) Strongly Agree	4.2	0.62	3,4	4.37	0.56	3,4	4.58	0.42	3,4	4.29	0.54	3,4	4.37	0.52	3,4	3.87	0.77		4.27	0.47	3,4	4.12	0.67	3,4

**Significance: p < .01**

## Environments by Outcome Measures - SCM Leadership Outcomes

Metropolitan State University of Denver	Consciousness of Self			Congruence			Commitment			Collaboration			Controversy with Civility			Citizenship			Omnibus SRLS			Resiliency				
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig		
<b>Mentor Relationships</b>																										
Faculty/Instructor																										
(0) Never	4.08	0.61		4.24	0.59		4.41	0.51		4.15	0.56		4.22	0.55	3	3.76	0.74	3	4.14	0.49	3	3.98	0.68			
(1) Once	4.05	0.57		4.23	0.49		4.36	0.5		4.09	0.44		4.22	0.5		3.78	0.63		4.12	0.42		3.98	0.56			
(2) Sometimes	4.06	0.61		4.2	0.62		4.41	0.5		4.12	0.55	3	4.19	0.55	3	3.84	0.71		4.13	0.49	3	3.95	0.68			
(3) Often	4.19	0.62		4.35	0.56		4.52	0.49		4.29	0.53	2	4.37	0.52	0.2	4.01	0.66	0	4.28	0.46	0.2	4.1	0.66			
Student Affairs Professional Staff																										
(0) Never	4.11	0.61		4.27	0.58		4.43	0.51		4.17	0.55		4.25	0.54		3.82	0.73		4.17	0.49		4.02	0.66			
(1) Once	4.15	0.62		4.29	0.58		4.48	0.46		4.22	0.49		4.3	0.52		3.81	0.75		4.2	0.49		4.07	0.7			
(2) Sometimes	4.07	0.64		4.21	0.62		4.43	0.52		4.15	0.58		4.21	0.57		3.86	0.67		4.15	0.5		3.9	0.69			
(3) Often	4.09	0.58		4.25	0.55		4.48	0.49		4.23	0.53		4.32	0.56		4.04	0.61		4.23	0.46		4.06	0.66			
Employer																										
(0) Never	4.02	0.64	3	4.2	0.6	3	4.39	0.51	3	4.12	0.56	3	4.21	0.55	3	3.76	0.72	3	4.11	0.5	3	3.94	0.71	3		
(1) Once	4.24	0.6		4.4	0.51		4.6	0.54		4.37	0.56		4.37	0.62		3.98	0.79		4.32	0.52		4.14	0.71			
(2) Sometimes	4.16	0.53		4.3	0.56		4.42	0.49		4.18	0.49		4.25	0.51		3.91	0.65		4.2	0.44		4.04	0.56			
(3) Often	4.29	0.55	0	4.41	0.55	0	4.57	0.46	0	4.31	0.5	0	4.4	0.53	0	4.06	0.67	0	4.33	0.45	0	4.17	0.61	0		
Community Member																										
(0) Never	4.06	0.61	3	4.21	0.59	3	4.39	0.5	3	4.12	0.55	3	4.2	0.55	3	3.74	0.71	2,3	4.12	0.48	3	3.97	0.68	3		
(1) Once	4.02	0.73		4.32	0.62		4.45	0.43		4.29	0.45		4.45	0.41		3.97	0.58		4.24	0.43		3.91	0.68			
(2) Sometimes	4.15	0.61		4.34	0.58		4.48	0.57		4.24	0.55		4.26	0.57	3	4.01	0.68	0	4.24	0.51		4.03	0.61			
(3) Often	4.31	0.56	0	4.47	0.5	0	4.63	0.39	0	4.39	0.48	0	4.5	0.44	0.2	4.26	0.61	0	4.42	0.39	0	4.21	0.61	0		
Parent/Guardian																										
(0) Never	4.04	0.63	3	4.2	0.59	3	4.39	0.48	3	4.12	0.55	3	4.2	0.52	3	3.78	0.74	3	4.12	0.48	3	3.99	0.67			
(1) Once	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.			
(2) Sometimes	4.08	0.62		4.27	0.6		4.4	0.62		4.14	0.62		4.22	0.62		3.8	0.66		4.14	0.53		3.98	0.67			
(3) Often	4.18	0.59	0	4.33	0.57	0	4.51	0.47	0	4.25	0.5	0	4.33	0.54	0	3.95	0.69	0	4.25	0.46	0	4.03	0.67			

**Significance: p < .01**



## Environments by Outcome Measures - SCM Leadership Outcomes

Metropolitan State University of Denver	Consciousness of Self			Congruence			Commitment			Collaboration			Controversy with Civility			Citizenship			Omnibus SRLS			Resiliency				
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig		
<b>Mentor Relationships (Continued)</b>																										
Other Student																										
(0) Never	4.08	0.62		4.25	0.6		4.4	0.5		4.13	0.55	3	4.2	0.56	3	3.79	0.75	3	4.14	0.5	3	3.98	0.7			
(1) Once	3.99	0.66		4.15	0.6		4.29	0.55		4.15	0.48		4.26	0.4		3.69	0.64		4.09	0.48		3.99	0.66			
(2) Sometimes	4.08	0.58		4.24	0.57		4.46	0.52		4.17	0.53		4.26	0.52		3.88	0.63		4.18	0.46		4.02	0.59			
(3) Often	4.19	0.61		4.35	0.56		4.53	0.48		4.3	0.54	0	4.39	0.56	0	4.02	0.67	0	4.29	0.47	0	4.06	0.67			
<b>Formal Leadership Training Experience</b>																										
Leadership Conference																										
(0) Never	4.08	0.62		4.24	0.59		4.43	0.51		4.16	0.55		4.24	0.55		3.82	0.71	1,2	4.16	0.49		3.98	0.67			
(1) Once	4.24	0.61		4.44	0.51		4.51	0.46		4.31	0.5		4.33	0.55		4.18	0.64	0	4.33	0.46		4.23	0.56			
(2) Sometimes	4.34	0.42		4.57	0.39		4.61	0.36		4.35	0.44		4.41	0.5		4.24	0.69	0	4.42	0.37		4.28	0.55			
(3) Often	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.			
Leadership Retreat																										
(0) Never	4.1	0.61		4.25	0.59		4.44	0.5		4.17	0.55		4.25	0.55		3.84	0.71		4.17	0.49		4	0.67			
(1) Once	4.15	0.69		4.3	0.54		4.39	0.58		4.19	0.54		4.21	0.62		3.94	0.87		4.19	0.53		4.19	0.64			
(2) Sometimes	4.19	0.49		4.38	0.43		4.43	0.5		4.26	0.47		4.32	0.44		4.2	0.5		4.29	0.38		3.98	0.71			
(3) Often	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.			
Leadership Lecture/Workshop Series																										
(0) Never	4.07	0.62		4.23	0.59		4.42	0.51		4.15	0.55		4.24	0.55		3.81	0.7	1	4.15	0.49	1	3.98	0.67			
(1) Once	4.33	0.56		4.49	0.46		4.58	0.39		4.35	0.43		4.34	0.49		4.17	0.61	0	4.38	0.39	0	4.2	0.56			
(2) Sometimes	4.32	0.5		4.43	0.46		4.5	0.49		4.33	0.49		4.35	0.54		4.12	0.79		4.34	0.46		4.26	0.62			
(3) Often	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.			
Positional Leader Training																										
(0) Never	4.09	0.61		4.25	0.59		4.43	0.51		4.16	0.55		4.24	0.55		3.82	0.71	1,2	4.16	0.49		3.99	0.67			
(1) Once	4.33	0.45		4.52	0.39		4.6	0.42		4.38	0.49		4.42	0.53		4.25	0.7	0	4.41	0.44		4.25	0.55			
(2) Sometimes	4.21	0.66		4.45	0.45		4.56	0.41		4.37	0.4		4.41	0.52		4.31	0.52	0	4.39	0.37		4.18	0.61			
(3) Often	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.			

Significance:  $p < .01$

## Environments by Outcome Measures - SCM Leadership Outcomes

Metropolitan State University of Denver	Consciousness of Self			Congruence			Commitment			Collaboration			Controversy with Civility			Citizenship			Omnibus SRLS			Resiliency				
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig		
<b>Formal Leadership Training Experience (Continued)</b>																										
Leadership Course																										
(0) Never	4.08	0.62		4.24	0.6		4.43	0.51		4.16	0.55		4.24	0.55		3.83	0.7		4.16	0.49		3.99	0.67			
(1) Once	4.23	0.46		4.42	0.41		4.5	0.42		4.29	0.51		4.34	0.47		4.04	0.73		4.3	0.42		4.08	0.74			
(2) Sometimes	4.3	0.51		4.37	0.49		4.51	0.53		4.33	0.52		4.35	0.55		4.09	0.86		4.32	0.49		4.31	0.56			
(3) Often	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.			
Short-Term Service Immersion																										
(0) Never	4.1	0.62		4.25	0.59		4.43	0.51		4.17	0.55		4.25	0.55		3.84	0.71		4.17	0.49		4	0.67			
(1) Once	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.			
(2) Sometimes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.			
(3) Often	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.			
Emerging or New Leaders Program																										
(0) Never	4.1	0.62		4.26	0.59		4.44	0.51		4.17	0.55		4.25	0.55		3.85	0.71		4.17	0.49		4	0.67			
(1) Once	4.17	0.48		4.41	0.55		4.42	0.52		4.25	0.46		4.32	0.49		3.94	0.7		4.24	0.44		4.07	0.57			
(2) Sometimes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.			
(3) Often	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.			
Living-Learning Leadership Program																										
(0) Never	4.1	0.62		4.26	0.59		4.44	0.5		4.18	0.55		4.26	0.55		3.85	0.71		4.18	0.49		4.01	0.67			
(1) Once	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.			
(2) Sometimes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.			
(3) Often	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.			
Peer Leadership Educator Team																										
(0) Never	4.1	0.62		4.26	0.59		4.44	0.5		4.17	0.55		4.26	0.55		3.85	0.72		4.18	0.49		4	0.67			
(1) Once	4.21	0.4		4.31	0.43		4.37	0.43		4.24	0.36		4.24	0.45		3.87	0.63		4.2	0.35		4.06	0.62			
(2) Sometimes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.			
(3) Often	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.			

**Significance: p < .01**

## Environments by Outcome Measures - SCM Leadership Outcomes

Metropolitan State University of Denver	Consciousness of Self			Congruence			Commitment			Collaboration			Controversy with Civility			Citizenship			Omnibus SRLS			Resiliency				
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig		
<b>Formal Leadership Training Experience (Continued)</b>																										
Outdoor Adventure Leadership Program																										
(0) Never	4.1	0.61		4.26	0.59		4.44	0.5		4.17	0.55		4.25	0.55		3.84	0.71		4.17	0.48		4	0.67			
(1) Once	4.09	0.68		4.39	0.52		4.48	0.47		4.36	0.41		4.43	0.49		4.31	0.55		4.34	0.43		.	.			
(2) Sometimes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.			
(3) Often	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.			
Women's Leadership Program																										
(0) Never	4.1	0.61		4.26	0.58		4.44	0.5		4.17	0.55		4.25	0.55		3.84	0.71		4.17	0.48		4	0.67			
(1) Once	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.			
(2) Sometimes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.			
(3) Often	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.			
Multicultural Leadership Program																										
(0) Never	4.1	0.61		4.26	0.59		4.44	0.51		4.17	0.55		4.25	0.55		3.84	0.71		4.17	0.49		4	0.67			
(1) Once	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.			
(2) Sometimes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.			
(3) Often	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.			
<b>Formal Leadership Training Program</b>																										
Leadership Certificate Program																										
(1) Yes	4.23	0.52		4.41	0.48		4.49	0.62		4.37	0.53		4.31	0.53		4.15	0.71		4.32	0.5		4.18	0.69			
(0) No	4.1	0.61		4.26	0.59		4.44	0.5		4.17	0.54		4.25	0.55		3.85	0.71		4.17	0.48		4	0.67			
Leadership Capstone Experience																										
(1) Yes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.			
(0) No	4.1	0.61		4.26	0.59		4.44	0.51		4.17	0.55		4.25	0.55		3.85	0.71		4.17	0.49		4	0.67			
Leadership Minor																										
(1) Yes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.			
(0) No	4.1	0.61		4.26	0.58		4.44	0.5		4.18	0.54		4.25	0.55		3.85	0.71		4.18	0.48		4	0.67			
Leadership Major																										
(1) Yes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.			
(0) No	4.1	0.61		4.26	0.59		4.44	0.51		4.17	0.55		4.25	0.55		3.85	0.71		4.17	0.49		4	0.67			

**Significance: p < .01**

## Environments by Outcome Measures - SCM Leadership Outcomes

Metropolitan State University of Denver	Consciousness of Self			Congruence			Commitment			Collaboration			Controversy with Civility			Citizenship			Omnibus SRLS			Resiliency			
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	
<b>Academic College Experiences</b>																									
Study Abroad																									
(1) Yes	4.08	0.52		4.16	0.53		4.38	0.47		4.15	0.5		4.23	0.53		3.91	0.61		4.15	0.44		4.06	0.55		
(0) No	4.1	0.62		4.27	0.59		4.44	0.51		4.17	0.55		4.25	0.55		3.84	0.72		4.18	0.49		4	0.68		
Experienced Internship																									
(1) Yes	4.22	0.56	0	4.34	0.58	0	4.51	0.47	0	4.29	0.51	0	4.32	0.54		4.03	0.66	0	4.28	0.46	0	4.11	0.57	0	
(0) No	4.04	0.63	1	4.22	0.59	1	4.4	0.52	1	4.12	0.55	1	4.22	0.55		3.76	0.72	1	4.12	0.49	1	3.95	0.71	1	
Learning Community Participant																									
(1) Yes	4.12	0.57		4.27	0.55		4.49	0.45		4.2	0.5		4.32	0.51		3.96	0.66	0	4.22	0.43		4.1	0.62		
(0) No	4.09	0.63		4.26	0.6		4.42	0.52		4.17	0.56		4.23	0.56		3.81	0.72	1	4.16	0.5		3.97	0.68		
Living-Learning Program																									
(1) Yes	4.15	0.57		4.22	0.6		4.45	0.56		4.4	0.52		4.3	0.55		4.07	0.63		4.26	0.48		4.24	0.58		
(0) No	4.1	0.61		4.26	0.58		4.44	0.5		4.17	0.54		4.25	0.55		3.84	0.71		4.17	0.48		4	0.67		
Research with a Faculty Member																									
(1) Yes	4.14	0.66		4.22	0.67		4.5	0.48		4.2	0.52		4.35	0.49		3.93	0.67		4.22	0.47		4.12	0.64		
(0) No	4.09	0.61		4.26	0.58		4.43	0.51		4.17	0.55		4.24	0.55		3.84	0.71		4.17	0.49		3.99	0.67		
First-Year or Freshman Seminar Course																									
(1) Yes	4.07	0.62		4.24	0.59		4.45	0.49		4.19	0.52		4.27	0.51		3.89	0.68		4.18	0.47		3.97	0.66		
(0) No	4.11	0.61		4.27	0.58		4.43	0.51		4.17	0.56		4.25	0.56		3.83	0.72		4.17	0.49		4.02	0.67		
Senior Capstone Participant																									
(1) Yes	4.29	0.53	0	4.38	0.51	0	4.55	0.44	0	4.28	0.49	0	4.34	0.53		4	0.66	0	4.3	0.43	0	4.1	0.57		
(0) No	4.05	0.62	1	4.23	0.6	1	4.41	0.52	1	4.15	0.56	1	4.23	0.55		3.81	0.72	1	4.14	0.49	1	3.98	0.69		

**Significance: p < .01**

## Environments by Outcome Measures - SCM Leadership Outcomes

Metropolitan State University of Denver	Consciousness of Self			Congruence			Commitment			Collaboration			Controversy with Civility			Citizenship			Omnibus SRLS			Resiliency		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
<b>Academic Major</b>																								
Agriculture/Natural Resources																								
(1) Yes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.	
(0) No	4.1	0.61		4.26	0.58		4.44	0.5		4.18	0.54		4.25	0.55		3.85	0.71		4.18	0.48		4.01	0.67	
Architecture/Urban Planning																								
(1) Yes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.	
(0) No	4.1	0.61		4.26	0.58		4.44	0.5		4.18	0.54		4.25	0.55		3.85	0.71		4.18	0.48		4.01	0.66	
Biological/Life Sciences																								
(1) Yes	3.99	0.81		4.21	0.61		4.42	0.49		4.07	0.55		4.2	0.51		3.67	0.67		4.09	0.47		3.88	0.84	
(0) No	4.11	0.59		4.27	0.58		4.44	0.51		4.19	0.54		4.26	0.55		3.87	0.71		4.19	0.48		4.02	0.65	
Business																								
(1) Yes	4.14	0.61		4.21	0.63		4.38	0.56		4.14	0.61		4.16	0.63		3.75	0.72		4.12	0.55		4.05	0.63	
(0) No	4.1	0.61		4.27	0.58		4.45	0.49		4.18	0.53		4.27	0.53		3.87	0.71		4.19	0.47		4	0.67	
Communication																								
(1) Yes	4.23	0.6		4.35	0.58		4.49	0.54		4.34	0.5		4.33	0.54		4.01	0.72		4.29	0.51		4.09	0.64	
(0) No	4.1	0.61		4.26	0.58		4.44	0.5		4.17	0.54		4.25	0.55		3.85	0.71		4.17	0.48		4	0.67	
Computer and Information Sciences																								
(1) Yes	3.98	0.6		4.15	0.52		4.26	0.53		3.97	0.52	0	4.11	0.47		3.54	0.64	0	4	0.43	0	3.91	0.79	
(0) No	4.11	0.61		4.27	0.59		4.45	0.5		4.19	0.54	1	4.26	0.55		3.87	0.71	1	4.19	0.48	1	4.01	0.66	
Education																								
(1) Yes	4.07	0.53		4.34	0.52		4.46	0.48		4.19	0.51		4.24	0.55		3.98	0.65		4.21	0.44		4.07	0.73	
(0) No	4.11	0.61		4.26	0.59		4.44	0.51		4.18	0.55		4.26	0.55		3.85	0.71		4.18	0.49		4	0.66	

**Significance: p < .01**

## Environments by Outcome Measures - SCM Leadership Outcomes

Metropolitan State University of Denver	Consciousness of Self			Congruence			Commitment			Collaboration			Controversy with Civility			Citizenship			Omnibus SRLS			Resiliency			
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	
<b>Academic Major (Continued)</b>																									
Criminal Justice																									
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
(0) No	4.1	0.61		4.26	0.59		4.44	0.5		4.18	0.54		4.25	0.55		3.85	0.71		4.18	0.48		4.01	0.67		
Engineering																									
(1) Yes	4.16	0.53		4.28	0.57		4.44	0.51		4.27	0.53		4.22	0.54		4.04	0.65		4.24	0.49		3.88	0.61		
(0) No	4.1	0.62		4.26	0.59		4.44	0.5		4.17	0.54		4.26	0.55		3.84	0.71		4.17	0.48		4.02	0.67		
Ecology																									
(1) Yes	4.04	0.63		4.24	0.59		4.49	0.52		4.17	0.54		4.32	0.48		3.67	0.8		4.16	0.44		4.18	0.63		
(0) No	4.11	0.61		4.26	0.58		4.44	0.5		4.18	0.54		4.25	0.55		3.87	0.7		4.18	0.49		4	0.67		
Ethnic & Cultural Studies																									
(1) Yes	4.27	0.47		4.32	0.47		4.55	0.33		4.11	0.44		4.15	0.68		3.98	0.56		4.23	0.38		4.09	0.59		
(0) No	4.1	0.61		4.26	0.59		4.44	0.51		4.18	0.55		4.26	0.54		3.85	0.71		4.18	0.49		4.01	0.67		
Foreign Languages and Literature																									
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	
(0) No	4.1	0.61		4.26	0.58		4.44	0.5		4.18	0.54		4.25	0.55		3.85	0.71		4.18	0.48		4.01	0.67		
Environmental Science																									
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	
(0) No	4.1	0.61		4.26	0.59		4.44	0.5		4.18	0.54		4.25	0.55		3.85	0.71		4.18	0.48		4	0.67		
Health-Related Professions																									
(1) Yes	4.15	0.58		4.27	0.6		4.47	0.51		4.28	0.55		4.3	0.55		3.93	0.68		4.23	0.5		4.03	0.65		
(0) No	4.1	0.62		4.26	0.58		4.43	0.5		4.16	0.54		4.25	0.55		3.84	0.71		4.17	0.48		4	0.67		

**Significance: p < .01**

## Environments by Outcome Measures - SCM Leadership Outcomes

Metropolitan State University of Denver	Consciousness of Self			Congruence			Commitment			Collaboration			Controversy with Civility			Citizenship			Omnibus SRLS			Resiliency				
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig		
<b>Academic Major (Continued)</b>																										
Humanities																										
(1) Yes	4.05	0.62		4.36	0.57		4.45	0.42		4.1	0.62		4.23	0.54		3.67	0.81		4.13	0.48		3.93	0.64			
(0) No	4.11	0.61		4.26	0.59		4.44	0.51		4.18	0.54		4.26	0.55		3.86	0.7		4.18	0.48		4.01	0.67			
Liberal/General Studies																										
(1) Yes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(0) No	4.1	0.61		4.26	0.58		4.44	0.5		4.18	0.54		4.25	0.54		3.85	0.71		4.18	0.48		4.01	0.67			
Mathematics/Statistics																										
(1) Yes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(0) No	4.1	0.61		4.26	0.58		4.44	0.5		4.18	0.54		4.25	0.55		3.85	0.71		4.18	0.48		4.01	0.67			
Multi/Interdisciplinary Studies																										
(1) Yes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(0) No	4.1	0.61		4.26	0.59		4.44	0.51		4.18	0.54		4.25	0.55		3.85	0.71		4.18	0.48		4.01	0.67			
Parks, Recreation, Leisure Studies, Sports Management																										
(1) Yes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(0) No	4.1	0.61		4.26	0.59		4.44	0.5		4.18	0.54		4.26	0.55		3.85	0.71		4.18	0.48		4.01	0.67			
Library Sciences																										
(1) Yes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(0) No	4.1	0.61		4.26	0.58		4.44	0.5		4.18	0.54		4.25	0.55		3.85	0.71		4.18	0.48		4.01	0.67			
Physical Sciences																										
(1) Yes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(0) No	4.1	0.61		4.26	0.59		4.44	0.51		4.18	0.54		4.26	0.54		3.86	0.71		4.18	0.48		4.01	0.66			

**Significance: p < .01**

## Environments by Outcome Measures - SCM Leadership Outcomes

Metropolitan State University of Denver	Consciousness of Self			Congruence			Commitment			Collaboration			Controversy with Civility			Citizenship			Omnibus SRLS			Resiliency			
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	
<b>Academic Major (Continued)</b>																									
Pre-Professional																									
(1) Yes	4.15	0.49		4.17	0.63		4.37	0.56		4.09	0.58		4.31	0.56		3.63	0.94		4.11	0.5		4.05	0.66		
(0) No	4.1	0.61		4.27	0.58		4.44	0.5		4.18	0.54		4.25	0.55		3.86	0.7		4.18	0.48		4.01	0.67		
Military Science/Technology/Operations																									
(1) Yes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.		
(0) No	4.1	0.61		4.26	0.59		4.44	0.5		4.18	0.54		4.25	0.55		3.85	0.71		4.18	0.48		4.01	0.67		
Public Administration																									
(1) Yes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.		
(0) No	4.1	0.61		4.26	0.59		4.44	0.5		4.18	0.54		4.26	0.55		3.85	0.71		4.18	0.48		4.01	0.67		
Social Sciences																									
(1) Yes	4.13	0.58		4.28	0.58		4.46	0.5		4.23	0.48		4.39	0.47	0	4.06	0.63	0	4.25	0.46		4.06	0.63		
(0) No	4.1	0.62		4.26	0.59		4.44	0.51		4.17	0.55		4.23	0.55	1	3.82	0.72	1	4.17	0.49		4	0.67		
Visual and Performing Arts																									
(1) Yes	3.98	0.75		4.28	0.61		4.45	0.46		4.15	0.55		4.29	0.48		3.83	0.56		4.16	0.46		3.95	0.58		
(0) No	4.11	0.6		4.26	0.58		4.44	0.51		4.18	0.54		4.25	0.55		3.86	0.72		4.18	0.48		4.01	0.67		
Undecided																									
(1) Yes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.		
(0) No	4.11	0.61		4.26	0.59		4.44	0.5		4.18	0.54		4.25	0.55		3.85	0.71		4.18	0.48		4.01	0.66		
Women/Gender Studies																									
(1) Yes	3.91	0.7		4.16	0.74		4.33	0.6		3.91	0.52		4.13	0.62		3.66	0.77		4.02	0.53		3.58	0.67	0	
(0) No	4.11	0.61		4.27	0.58		4.44	0.5		4.18	0.54		4.26	0.54		3.86	0.71		4.18	0.48		4.02	0.66	1	

**Significance: p < .01**



## Environments by Outcome Measures

Metropolitan State University of Denver	Leadership Efficacy Scored on a 4-point scale ranging from Not At All Confident (1) to Very Confident (4)			Complex Cognitive Skills Scored on a 4-point scale ranging from Not Grown At All (1) to Grown Very Much (4)			Social Perspective-Taking Scored part on on a 5-point scale from Does Not Describe Me Well (1) to Describes Me Very Well (5)			Hope Scale - Agency Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)			Hope Scale - Pathways Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
<b>Student Characteristics</b>															
<i>Off-Campus Job</i>															
(1) Yes	3.19	0.69	0	3.23	0.65		3.95	0.75		6.75	1.01	0	6.72	0.93	0
(0) No	3.04	0.73	1	3.3	0.61		3.95	0.75		6.53	1.21	1	6.5	1.1	1
<i>On-Campus Job</i>															
(1) Yes	3.04	0.64		3.3	0.57		3.96	0.78		6.65	1.12		6.63	0.95	
(0) No	3.15	0.71		3.24	0.65		3.95	0.75		6.69	1.08		6.65	0.99	
<i>Community Service</i>															
(1) Yes	3.25	0.68	0	3.34	0.6	0	4.06	0.71	0	6.92	0.94	0	6.79	0.89	0
(0) No	3.09	0.71	1	3.21	0.65	1	3.9	0.76	1	6.59	1.12	1	6.59	1.03	1
<i>Residential Setting</i>															
(1) Off-Campus	3.15	0.7		3.25	0.64		3.95	0.75		6.7	1.07		6.66	0.99	
(2) On-Campus	.	.		.	.		.	.		.	.		.	.	
<i>Involvement in College Organizations</i>															
(0) Never	3.07	0.73		3.18	0.67	2	3.9	0.8		6.61	1.13	4	6.6	1.04	
(1) Once	3.16	0.7		3.3	0.6		3.94	0.69		6.69	1.05		6.6	1.01	
(2) Sometimes	3.27	0.66		3.38	0.54	0	4.07	0.68		6.82	0.98		6.82	0.87	
(3) Many times	3.18	0.6		3.36	0.58		3.99	0.66		6.64	1.03		6.56	0.89	
(4) Much of the time	3.45	0.62		3.27	0.69		4.08	0.67		7.32	0.52	0	7.11	0.58	
<i>Leadership Positions in College Organizations</i>															
(0) Never	3.11	0.72		3.23	0.65		3.93	0.76		6.66	1.09		6.64	1	
(1) Once	3.18	0.58		3.41	0.59		4.01	0.85		6.56	1.12		6.55	1.2	
(2) Sometimes	3.33	0.64		3.33	0.53		4.12	0.63		6.95	0.84		6.71	0.88	
(3) Many times	3.17	0.65		3.14	0.67		3.89	0.74		6.56	1.19		6.6	0.84	
(4) Much of the time	3.44	0.62		3.37	0.65		4.15	0.56		7.26	0.52		7.1	0.58	

**Significance: p < .01**

## Environments by Outcome Measures

Metropolitan State University of Denver	Leadership Efficacy Scored on a 4-point scale ranging from Not At All Confident (1) to Very Confident (4)			Complex Cognitive Skills Scored on a 4-point scale ranging from Not Grown At All (1) to Grown Very Much (4)			Social Perspective-Taking Scored part on on a 5-point scale from Does Not Describe Me Well (1) to Describes Me Very Well (5)			Hope Scale - Agency Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)			Hope Scale - Pathways Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
<b><i>Involvement in Off-Campus Organizations</i></b>															
(0) Never	3.08	0.73		3.19	0.67		3.86	0.8	4	6.57	1.13	3	6.59	1.02	
(1) Once	3.16	0.72		3.31	0.57		3.96	0.77		6.71	1.01		6.68	1.06	
(2) Sometimes	3.15	0.66		3.27	0.63		4.05	0.7		6.74	1.07		6.66	1	
(3) Many times	3.28	0.63		3.41	0.55		4.05	0.61		6.98	0.89	0	6.85	0.77	
(4) Much of the time	3.28	0.72		3.29	0.59		4.19	0.61	0	6.81	1.02		6.74	0.96	
<b><i>Leadership Positions in Off-Campus Organizations</i></b>															
(0) Never	3.05	0.72	2,3,4	3.2	0.66	2,3	3.89	0.78	2	6.59	1.11	2	6.58	1.02	
(1) Once	3.14	0.59		3.23	0.62		3.94	0.76		6.76	0.97		6.69	0.92	
(2) Sometimes	3.35	0.59	0	3.42	0.51	0	4.15	0.66	0	6.99	0.88	0	6.9	0.78	
(3) Many times	3.35	0.64	0	3.47	0.54	0	4.05	0.57		6.89	1.09		6.65	1.07	
(4) Much of the time	3.49	0.71	0	3.23	0.66		4.17	0.63		6.83	1.03		6.94	0.91	

**Significance: p < .01**

## Environments by Outcome Measures

Metropolitan State University of Denver	Leadership Efficacy Scored on a 4-point scale ranging from Not At All Confident (1) to Very Confident (4)			Complex Cognitive Skills Scored on a 4-point scale ranging from Not Grown At All (1) to Grown Very Much (4)			Social Perspective-Taking Scored part on on a 5-point scale from Does Not Describe Me Well (1) to Describes Me Very Well (5)			Hope Scale - Agency Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)			Hope Scale - Pathways Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
<b>Participation in Student Groups</b>															
Academic/Departmental/Professional															
(1) Yes	3.3	0.64	0	3.36	0.61		4.03	0.75		6.88	0.95		6.8	0.97	
(0) No	3.11	0.71	1	3.23	0.64		3.94	0.75		6.65	1.1		6.62	0.99	
Advocacy															
(1) Yes	3.35	0.66		3.41	0.5		4.19	0.69		6.74	1.42		6.78	1.29	
(0) No	3.14	0.71		3.25	0.64		3.94	0.75		6.68	1.07		6.65	0.98	
Art/Theater/Music															
(1) Yes	3.08	0.72		3.34	0.53		3.84	0.78		6.51	1.07		6.52	0.87	
(0) No	3.15	0.7		3.24	0.65		3.96	0.75		6.71	1.08		6.67	1	
Campus-Wide Programming															
(1) Yes	3.33	0.57		3.3	0.57		3.94	0.84		7.01	1.03		6.68	1.01	
(0) No	3.13	0.71		3.25	0.64		3.95	0.75		6.67	1.08		6.65	0.99	
Honor Societies															
(1) Yes	3.25	0.67		3.35	0.58		3.92	0.72		6.83	1.04		6.77	0.9	
(0) No	3.11	0.71		3.22	0.65		3.96	0.76		6.64	1.09		6.62	1.01	
Identity-Based/Multicultural Organizations															
(1) Yes	3.21	0.7		3.35	0.55		4.04	0.69		6.8	0.99		6.7	0.93	
(0) No	3.14	0.71		3.24	0.65		3.94	0.76		6.67	1.09		6.65	1	
International Interest															
(1) Yes	3.27	0.61		3.45	0.56		3.85	0.75		6.77	0.96		6.57	0.92	
(0) No	3.14	0.71		3.24	0.64		3.96	0.75		6.68	1.09		6.66	0.99	
Media															
(1) Yes	3.27	0.67		3.36	0.69		3.96	0.78		6.81	1.03		6.62	1.11	
(0) No	3.13	0.71		3.24	0.64		3.95	0.75		6.68	1.08		6.65	0.98	
Military															
(1) Yes	3.36	0.61		3.37	0.54		3.97	0.76		6.97	0.98		6.7	1.23	
(0) No	3.13	0.71		3.25	0.64		3.95	0.75		6.68	1.08		6.65	0.98	

**Significance: p < .01**

## Environments by Outcome Measures

Metropolitan State University of Denver	Leadership Efficacy Scored on a 4-point scale ranging from Not At All Confident (1) to Very Confident (4)			Complex Cognitive Skills Scored on a 4-point scale ranging from Not Grown At All (1) to Grown Very Much (4)			Social Perspective-Taking Scored part on on a 5-point scale from Does Not Describe Me Well (1) to Describes Me Very Well (5)			Hope Scale - Agency Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)			Hope Scale - Pathways Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
<b>Participation in Student Groups (Continued)</b>															
Multicultural Social Fraternities and Sororities															
(1) Yes	3.29	0.62		3.25	0.52		3.81	0.78		6.94	0.99		6.73	1	
(0) No	3.14	0.71		3.25	0.64		3.96	0.75		6.68	1.08		6.65	0.99	
New Student Transitions															
(1) Yes	3.22	0.63		3.29	0.55		3.79	0.74		6.8	1.05		6.71	0.97	
(0) No	3.14	0.71		3.25	0.65		3.96	0.75		6.68	1.08		6.65	0.99	
Peer Helper															
(1) Yes	3.26	0.65		3.29	0.6		4.05	0.74		6.8	1.08		6.82	1.01	
(0) No	3.12	0.71		3.24	0.65		3.94	0.75		6.67	1.08		6.63	0.99	
Political															
(1) Yes	3.48	0.53		3.51	0.44		3.93	0.83		6.54	1.08		6.59	1	
(0) No	3.13	0.71		3.24	0.64		3.95	0.75		6.69	1.08		6.65	0.99	
Recreational															
(1) Yes	3.35	0.61	0	3.34	0.54		4.03	0.72		6.86	0.91		6.77	0.81	
(0) No	3.11	0.71	1	3.24	0.65		3.94	0.75		6.66	1.1		6.64	1.01	
Religious															
(1) Yes	3.15	0.67		3.31	0.54		4.01	0.74		6.71	1.05		6.55	1	
(0) No	3.14	0.71		3.24	0.65		3.94	0.75		6.68	1.08		6.66	0.99	
Resident Assistants															
(1) Yes	.	.		.	.		.	.		.	.		.	.	
(0) No	3.14	0.7		3.25	0.64		3.95	0.75		6.69	1.07		6.66	0.98	
Service															
(1) Yes	3.28	0.57	0	3.44	0.47	0	4.05	0.72		6.8	1.04		6.64	0.98	
(0) No	3.13	0.71	1	3.23	0.65	1	3.94	0.75		6.68	1.08		6.65	0.99	
Social Fraternities or Sororities															
(1) Yes	3.19	0.64		3.31	0.58		3.66	0.73		6.43	1.26		6.26	1.33	
(0) No	3.14	0.71		3.25	0.64		3.96	0.75		6.69	1.07		6.67	0.97	

**Significance: p < .01**

## Environments by Outcome Measures

Metropolitan State University of Denver	Leadership Efficacy Scored on a 4-point scale ranging from Not At All Confident (1) to Very Confident (4)			Complex Cognitive Skills Scored on a 4-point scale ranging from Not Grown At All (1) to Grown Very Much (4)			Social Perspective-Taking Scored part on on a 5-point scale from Does Not Describe Me Well (1) to Describes Me Very Well (5)			Hope Scale - Agency Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)			Hope Scale - Pathways Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
<b>Participation in Student Groups (Continued)</b>															
Social/Special Interest															
(1) Yes	3.3	0.67		3.44	0.47		4.07	0.68		6.84	1.07		6.77	1.06	
(0) No	3.13	0.71		3.23	0.65		3.94	0.76		6.67	1.08		6.64	0.98	
Sports-Intecollegiate or Varsity															
(1) Yes	3.23	0.64		3.17	0.63		3.85	0.77		6.69	1.06		6.59	1.09	
(0) No	3.13	0.71		3.26	0.64		3.96	0.75		6.69	1.08		6.66	0.98	
Student Governance															
(1) Yes	3.4	0.56		3.49	0.53		3.74	1.02		6.47	1.36		6.36	1.13	
(0) No	3.14	0.71		3.24	0.64		3.96	0.74		6.69	1.07		6.66	0.99	
LGBTQ Groups															
(0) Never	3.14	0.71		3.24	0.64		3.94	0.75		6.68	1.08		6.65	1	
(1) Sometimes	3.2	0.56		3.38	0.48		4.12	0.74		6.76	0.98		6.83	0.68	
(2) Often	.	.		.	.		.	.		.	.		.	.	
(3) Very Often	.	.		.	.		.	.		.	.		.	.	
Racial/Ethnic Groups															
(0) Never	3.14	0.7		3.24	0.64		3.94	0.75		6.67	1.08		6.64	1	
(1) Sometimes	3.26	0.77		3.43	0.51		4.28	0.64		6.93	1.01		6.81	0.86	
(2) Often	.	.		.	.		.	.		.	.		.	.	
(3) Very Often	.	.		.	.		.	.		.	.		.	.	
Women's Groups															
(0) Never	3.14	0.71		3.24	0.64		3.94	0.75		6.67	1.08		6.64	0.99	
(1) Sometimes	3.27	0.68		3.36	0.6		4.17	0.66		6.95	1.21		6.86	0.96	
(2) Often	.	.		.	.		.	.		.	.		.	.	
(3) Very Often	.	.		.	.		.	.		.	.		.	.	

**Significance: p < .01**

## Environments by Outcome Measures

Metropolitan State University of Denver	Leadership Efficacy Scored on a 4-point scale ranging from Not At All Confident (1) to Very Confident (4)			Complex Cognitive Skills Scored on a 4-point scale ranging from Not Grown At All (1) to Grown Very Much (4)			Social Perspective-Taking Scored part on on a 5-point scale from Does Not Describe Me Well (1) to Describes Me Very Well (5)			Hope Scale - Agency Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)			Hope Scale - Pathways Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
<b>Social Change Behaviors</b>															
(0) Never	3.03	0.75	1,2	3.12	0.7	1,2	3.87	0.78	2	6.55	1.14	2	6.52	1.06	1,2
(1) Once	3.21	0.64	0	3.35	0.54	0	3.94	0.73	2	6.77	0.99		6.76	0.89	0
(2) Sometimes	3.32	0.63	0	3.44	0.51	0	4.18	0.63	0,1	6.94	0.95	0	6.85	0.91	0
(3) Often	.	.		.	.		.	.		.	.		.	.	
<b>Socio-Cultural Conversations</b>															
(0) Never	2.89	0.78	2,3	3.01	0.69	2,3	3.77	0.8	2,3	6.41	1.22	2,3	6.39	1.07	2,3
(1) Once	3.04	0.72	2,3	3.17	0.66	2,3	3.8	0.69	2,3	6.53	1.09	2,3	6.51	1.01	2,3
(2) Sometimes	3.26	0.6	0,1,3	3.36	0.56	0,1,3	4.05	0.74	0,1,3	6.83	0.99	0,1	6.79	0.91	0,1
(3) Often	3.55	0.55	0,1,2	3.6	0.5	0,1,2	4.42	0.59	0,1,2	7.21	0.76	0,1	7.12	0.8	0,1
<b>Campus Climate</b>															
Belonging Climate															
(1) Strongly Disagree	3	0.89		2.83	0.93	5	3.69	0.92	5	6.24	1.86	5	6.86	1.16	
(2) Disagree	2.95	0.8	5	3	0.81	5	3.96	0.67	5	6.2	1.32	4,5	6.44	1.1	5
(3) Neutral	3.05	0.71	5	3.15	0.64	5	3.86	0.8	5	6.47	1.11	4,5	6.5	1.05	5
(4) Agree	3.15	0.66	5	3.27	0.56	5	3.91	0.7	5	6.78	0.94	2,3,5	6.65	0.91	5
(5) Strongly Agree	3.54	0.59	2,3,4	3.72	0.46	1,2,3,4	4.43	0.61	1,2,3,4	7.4	0.66	1,2,3,4	7.21	0.78	2,3,4
Non-Discriminatory Climate															
(1) Strongly Disagree	.	.		.	.		.	.		.	.		.	.	
(2) Disagree	3.26	0.64		3.16	0.71		4.03	0.58		6.71	0.98		6.66	0.89	
(3) Neutral	3.03	0.66		3.15	0.67	5	3.84	0.76		6.53	1.12		6.51	1.07	
(4) Agree	3.1	0.7		3.18	0.66	5	3.91	0.75		6.57	1.08	5	6.55	0.98	
(5) Strongly Agree	3.19	0.73		3.37	0.58	3,4	4.01	0.76		6.86	1.05	4	6.78	0.97	

**Significance: p < .01**

## Environments by Outcome Measures

Metropolitan State University of Denver	Leadership Efficacy Scored on a 4-point scale ranging from Not At All Confident (1) to Very Confident (4)			Complex Cognitive Skills Scored on a 4-point scale ranging from Not Grown At All (1) to Grown Very Much (4)			Social Perspective-Taking Scored part on on a 5-point scale from Does Not Describe Me Well (1) to Describes Me Very Well (5)			Hope Scale - Agency Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)			Hope Scale - Pathways Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
<b>Mentor Relationships</b>															
Faculty/Instructor															
(0) Never	3.08	0.72	3	3.14	0.68	3	3.91	0.79		6.58	1.17	3	6.64	1.03	
(1) Once	3.06	0.65		3.22	0.73		3.82	0.69		6.46	1.1		6.42	0.96	
(2) Sometimes	3.11	0.7		3.21	0.6	3	3.95	0.71		6.69	1.07		6.58	0.97	
(3) Often	3.28	0.69	0	3.44	0.55	0.2	4.04	0.74		6.88	0.91	0	6.79	0.94	
Student Affairs Professional Staff															
(0) Never	3.12	0.72		3.21	0.66	3	3.94	0.76		6.62	1.13		6.63	1.02	
(1) Once	3.26	0.66		3.25	0.62		4.04	0.72		6.83	1.06		6.6	1	
(2) Sometimes	3.09	0.68		3.26	0.6		3.89	0.72		6.76	1.02		6.66	0.93	
(3) Often	3.24	0.67		3.45	0.55	0	4.06	0.75		6.88	0.83		6.78	0.9	
Employer															
(0) Never	3.03	0.74	1,2,3	3.18	0.65	3	3.9	0.76		6.52	1.16	3	6.54	1.04	3
(1) Once	3.39	0.73	0	3.4	0.71		4.07	0.8		6.8	1		6.63	1.1	
(2) Sometimes	3.24	0.58	0	3.32	0.57		3.96	0.72		6.8	0.92		6.78	0.79	
(3) Often	3.36	0.6	0	3.37	0.61	0	4.07	0.74		7.12	0.81	0	6.92	0.93	0
Community Member															
(0) Never	3.07	0.72	2,3	3.21	0.66		3.9	0.76	3	6.58	1.1	3	6.58	1.02	
(1) Once	3.1	0.73		3.28	0.67		4.15	0.69		6.71	1.16		6.54	1.06	
(2) Sometimes	3.3	0.64	0	3.3	0.57		3.97	0.72		6.91	1.03		6.83	0.88	
(3) Often	3.38	0.58	0	3.42	0.57		4.16	0.7	0	7	0.89	0	6.88	0.86	
Parent/Guardian															
(0) Never	3.1	0.73		3.17	0.66	3	3.93	0.75		6.57	1.18	3	6.66	1.03	
(1) Once	.	.		.	.		.	.		.	.		.	.	
(2) Sometimes	3.2	0.64		3.33	0.58		3.96	0.73		6.57	1.04		6.57	1.04	
(3) Often	3.17	0.7		3.32	0.62	0	3.98	0.76		6.87	0.94	0	6.68	0.92	

Significance: p < .01

## Environments by Outcome Measures

Metropolitan State University of Denver	Leadership Efficacy Scored on a 4-point scale ranging from Not At All Confident (1) to Very Confident (4)			Complex Cognitive Skills Scored on a 4-point scale ranging from Not Grown At All (1) to Grown Very Much (4)			Social Perspective-Taking Scored part on on a 5-point scale from Does Not Describe Me Well (1) to Describes Me Very Well (5)			Hope Scale - Agency Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)			Hope Scale - Pathways Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
<b>Mentor Relationships (Continued)</b>															
Other Student															
(0) Never	3.13	0.72		3.17	0.68	3	3.91	0.78		6.59	1.14	3	6.61	1.05	
(1) Once	3.03	0.71		3.23	0.58		4.01	0.68		6.42	1.22		6.62	1.06	
(2) Sometimes	3.16	0.66		3.3	0.55		3.94	0.68		6.74	0.95		6.64	0.89	
(3) Often	3.18	0.7		3.42	0.59	0	4.06	0.76		6.94	0.97	0	6.78	0.91	
<b>Formal Leadership Training Experience</b>															
Leadership Conference															
(0) Never	3.11	0.71	1,2	3.24	0.64		3.94	0.75		6.65	1.09		6.62	1	
(1) Once	3.42	0.61	0	3.38	0.55		4.02	0.77		6.93	0.96		6.83	0.78	
(2) Sometimes	3.53	0.52	0	3.36	0.7		4.01	0.6		7.28	0.91		7.12	0.92	
(3) Often	.	.		.	.		.	.		.	.		.	.	
Leadership Retreat															
(0) Never	3.13	0.71		3.24	0.64		3.95	0.75		6.66	1.08		6.65	0.99	
(1) Once	3.27	0.67		3.28	0.73		3.92	0.95		6.88	1.12		6.75	1	
(2) Sometimes	3.52	0.68		3.44	0.58		4.1	0.54		7.17	0.73		6.66	1.01	
(3) Often	.	.		.	.		.	.		.	.		.	.	
Leadership Lecture/Workshop Series															
(0) Never	3.1	0.71	1,2	3.23	0.64		3.94	0.76		6.63	1.1	2	6.62	1	
(1) Once	3.47	0.52	0	3.37	0.54		4.09	0.66		7.01	0.95		6.85	0.81	
(2) Sometimes	3.54	0.56	0	3.4	0.68		4	0.6		7.23	0.63	0	6.95	1	
(3) Often	.	.		.	.		.	.		.	.		.	.	
Positional Leader Training															
(0) Never	3.13	0.71		3.24	0.64		3.93	0.76		6.65	1.09		6.63	0.99	
(1) Once	3.32	0.64		3.44	0.49		4.19	0.71		7.11	0.97		6.97	0.76	
(2) Sometimes	3.42	0.49		3.51	0.53		4.2	0.57		7.22	0.7		6.93	0.91	
(3) Often	.	.		.	.		.	.		.	.		.	.	

**Significance: p < .01**



## Environments by Outcome Measures

Metropolitan State University of Denver	Leadership Efficacy Scored on a 4-point scale ranging from Not At All Confident (1) to Very Confident (4)			Complex Cognitive Skills Scored on a 4-point scale ranging from Not Grown At All (1) to Grown Very Much (4)			Social Perspective-Taking Scored part on on a 5-point scale from Does Not Describe Me Well (1) to Describes Me Very Well (5)			Hope Scale - Agency Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)			Hope Scale - Pathways Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
<b>Formal Leadership Training Experience (Continued)</b>															
Leadership Course															
(0) Never	3.11	0.71		3.23	0.64		3.94	0.76		6.65	1.09		6.63	0.99	
(1) Once	3.38	0.66		3.48	0.45		4.1	0.68		6.92	0.96		6.78	0.87	
(2) Sometimes	3.47	0.54		3.32	0.7		3.93	0.58		7.13	0.74		6.92	1	
(3) Often	.	.		.	.		.	.		.	.		.	.	
Short-Term Service Immersion															
(0) Never	3.13	0.71		3.24	0.64		3.95	0.75		6.67	1.08		6.65	1	
(1) Once	.	.		.	.		.	.		.	.		.	.	
(2) Sometimes	.	.		.	.		.	.		.	.		.	.	
(3) Often	.	.		.	.		.	.		.	.		.	.	
Emerging or New Leaders Program															
(0) Never	3.13	0.71		3.24	0.64		3.95	0.75		6.68	1.09		6.65	0.99	
(1) Once	3.36	0.63		3.41	0.56		4.15	0.75		6.84	0.97		6.6	1.1	
(2) Sometimes	.	.		.	.		.	.		.	.		.	.	
(3) Often	.	.		.	.		.	.		.	.		.	.	
Living-Learning Leadership Program															
(0) Never	3.14	0.71		3.25	0.64		3.95	0.75		6.69	1.08		6.66	0.99	
(1) Once	.	.		.	.		.	.		.	.		.	.	
(2) Sometimes	.	.		.	.		.	.		.	.		.	.	
(3) Often	.	.		.	.		.	.		.	.		.	.	
Peer Leadership Educator Team															
(0) Never	3.13	0.71		3.24	0.64		3.95	0.75		6.68	1.09		6.65	0.99	
(1) Once	3.35	0.61		3.32	0.61		4.12	0.67		6.88	0.61		6.74	0.77	
(2) Sometimes	.	.		.	.		.	.		.	.		.	.	
(3) Often	.	.		.	.		.	.		.	.		.	.	

**Significance: p < .01**

## Environments by Outcome Measures

Metropolitan State University of Denver	Leadership Efficacy Scored on a 4-point scale ranging from Not At All Confident (1) to Very Confident (4)			Complex Cognitive Skills Scored on a 4-point scale ranging from Not Grown At All (1) to Grown Very Much (4)			Social Perspective-Taking Scored part on on a 5-point scale from Does Not Describe Me Well (1) to Describes Me Very Well (5)			Hope Scale - Agency Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)			Hope Scale - Pathways Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
<b>Formal Leadership Training Experience (Continued)</b>															
Outdoor Adventure Leadership Program															
(0) Never	3.14	0.71		3.25	0.64		3.95	0.75		6.68	1.08		6.66	0.99	
(1) Once	3.38	0.5		3.5	0.48		.	.		6.62	0.92		6.48	0.62	
(2) Sometimes	.	.		.	.		.	.		.	.		.	.	
(3) Often	.	.		.	.		.	.		.	.		.	.	
Women's Leadership Program															
(0) Never	3.14	0.71		3.24	0.64		3.95	0.75		6.68	1.08		6.65	0.99	
(1) Once	.	.		.	.		.	.		.	.		.	.	
(2) Sometimes	.	.		.	.		.	.		.	.		.	.	
(3) Often	.	.		.	.		.	.		.	.		.	.	
Multicultural Leadership Program															
(0) Never	3.14	0.71		3.24	0.64		3.94	0.75		6.68	1.08		6.65	0.99	
(1) Once	.	.		.	.		.	.		.	.		.	.	
(2) Sometimes	.	.		.	.		.	.		.	.		.	.	
(3) Often	.	.		.	.		.	.		.	.		.	.	
<b>Formal Leadership Training Program</b>															
Leadership Certificate Program															
(1) Yes	3.29	0.63		3.19	0.53		3.79	0.62		7.15	0.73		6.63	1.17	
(0) No	3.14	0.71		3.25	0.64		3.95	0.75		6.67	1.08		6.65	0.99	
Leadership Capstone Experience															
(1) Yes	.	.		.	.		.	.		.	.		.	.	
(0) No	3.14	0.71		3.25	0.64		3.95	0.75		6.68	1.08		6.65	0.99	
Leadership Minor															
(1) Yes	.	.		.	.		.	.		.	.		.	.	
(0) No	3.14	0.71		3.25	0.64		3.95	0.75		6.68	1.08		6.65	0.98	
Leadership Major															
(1) Yes	.	.		.	.		.	.		.	.		.	.	
(0) No	3.14	0.71		3.25	0.64		3.95	0.75		6.68	1.08		6.65	0.99	

**Significance: p < .01**

## Environments by Outcome Measures

Metropolitan State University of Denver	Leadership Efficacy Scored on a 4-point scale ranging from Not At All Confident (1) to Very Confident (4)			Complex Cognitive Skills Scored on a 4-point scale ranging from Not Grown At All (1) to Grown Very Much At (4)			Social Perspective-Taking Scored part on on a 5-point scale from Does Not Describe Me Well (1) to Describes Me Very Well (5)			Hope Scale - Agency Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)			Hope Scale - Pathways Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
<b>Academic College Experiences</b>															
Study Abroad															
(1) Yes	3.08	0.69		3.2	0.65		3.86	0.61		6.98	0.71		6.74	0.73	
(0) No	3.15	0.71		3.25	0.64		3.95	0.76		6.66	1.1		6.64	1	
Experienced Internship															
(1) Yes	3.34	0.59	0	3.34	0.6	0	4.03	0.74		6.9	0.93	0	6.76	0.86	
(0) No	3.04	0.74	1	3.21	0.65	1	3.91	0.75		6.58	1.13	1	6.59	1.04	
Learning Community Participant															
(1) Yes	3.23	0.67		3.27	0.62		3.92	0.76		6.92	0.85	0	6.78	0.85	
(0) No	3.11	0.71		3.24	0.64		3.96	0.75		6.6	1.14	1	6.61	1.03	
Living-Learning Program															
(1) Yes	3.31	0.54		3.36	0.42		3.98	0.7		6.8	1.07		6.71	0.93	
(0) No	3.14	0.71		3.25	0.65		3.95	0.75		6.68	1.08		6.65	0.99	
Research with a Faculty Member															
(1) Yes	3.28	0.72		3.32	0.63		3.98	0.72		6.89	0.94		6.87	0.8	
(0) No	3.13	0.7		3.24	0.64		3.95	0.75		6.66	1.09		6.62	1.01	
First-Year or Freshman Seminar Course															
(1) Yes	3.14	0.68		3.29	0.58		3.91	0.77		6.66	1.03		6.61	0.96	
(0) No	3.14	0.72		3.23	0.66		3.97	0.74		6.69	1.1		6.67	1	
Senior Capstone Participant															
(1) Yes	3.3	0.63	0	3.35	0.6		4.03	0.74		6.84	1.02		6.73	0.94	
(0) No	3.1	0.72	1	3.22	0.65		3.93	0.75		6.64	1.09		6.63	1	

**Significance: p < .01**

## Environments by Outcome Measures

Metropolitan State University of Denver	Leadership Efficacy Scored on a 4-point scale ranging from Not At All Confident (1) to Very Confident (4)			Complex Cognitive Skills Scored on a 4-point scale ranging from Not Grown At All (1) to Grown Very Much At (4)			Social Perspective-Taking Scored part on on a 5-point scale from Does Not Describe Me Well (1) to Describes Me Very Well (5)			Hope Scale - Agency Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)			Hope Scale - Pathways Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
<b>Academic Major</b>															
Agriculture/Natural Resources															
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
(0) No	3.14	0.7		3.25	0.64		3.95	0.75		6.69	1.08		6.65	0.99	
Architecture/Urban Planning															
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
(0) No	3.14	0.7		3.25	0.64		3.95	0.75		6.69	1.07		6.65	0.99	
Biological/Life Sciences															
(1) Yes	2.98	0.83		3.21	0.58		3.97	0.85		6.45	1.21		6.5	1.07	
(0) No	3.16	0.69		3.25	0.64		3.95	0.74		6.71	1.06		6.67	0.98	
Business															
(1) Yes	3.29	0.65	0	3.21	0.66		3.89	0.75		6.89	0.88		6.77	0.85	
(0) No	3.12	0.71	1	3.26	0.64		3.96	0.75		6.65	1.11		6.63	1.01	
Communication															
(1) Yes	3.31	0.61		3.35	0.74		4.06	0.61		6.67	1.23		6.63	0.86	
(0) No	3.14	0.71		3.25	0.63		3.95	0.76		6.69	1.07		6.65	1	
Computer and Information Sciences															
(1) Yes	2.95	0.8	0	2.97	0.73	0	3.81	0.75		6.41	1.34		6.51	1.2	
(0) No	3.16	0.7		3.27	0.63	1	3.96	0.75		6.7	1.06		6.66	0.98	
Education															
(1) Yes	3.22	0.72		3.24	0.73		3.81	0.7		6.62	1.21		6.52	1.05	
(0) No	3.14	0.7		3.25	0.64		3.96	0.75		6.69	1.07		6.66	0.99	

**Significance: p < .01**

## Environments by Outcome Measures

Metropolitan State University of Denver	Leadership Efficacy Scored on a 4-point scale ranging from Not At All Confident (1) to Very Confident (4)			Complex Cognitive Skills Scored on a 4-point scale ranging from Not Grown At All (1) to Grown Very Much (4)			Social Perspective-Taking Scored part on on a 5-point scale from Does Not Describe Me Well (1) to Describes Me Very Well (5)			Hope Scale - Agency Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)			Hope Scale - Pathways Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
<b>Academic Major (Continued)</b>															
Criminal Justice															
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
(0) No	3.15	0.7		3.25	0.64		3.95	0.75		6.69	1.08		6.65	0.99	
Engineering															
(1) Yes	3.22	0.6		3.32	0.53		3.92	0.8		6.71	1.14		6.6	1.11	
(0) No	3.14	0.71		3.25	0.65		3.96	0.75		6.69	1.07		6.66	0.98	
Ecology															
(1) Yes	3.26	0.62		3.38	0.62		4.11	0.86		6.61	1.04		6.87	1.03	
(0) No	3.14	0.71		3.24	0.64		3.94	0.74		6.69	1.08		6.64	0.99	
Ethnic & Cultural Studies															
(1) Yes	3.1	0.53		3.28	0.82		4.05	0.62		6.8	0.82		6.81	0.82	
(0) No	3.15	0.71		3.25	0.63		3.95	0.75		6.69	1.08		6.65	1	
Foreign Languages and Literature															
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.	
(0) No	3.14	0.7		3.25	0.64		3.95	0.75		6.69	1.08		6.65	0.99	
Environmental Science															
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.	
(0) No	3.14	0.7		3.25	0.64		3.95	0.75		6.68	1.08		6.65	0.99	
Health-Related Professions															
(1) Yes	3.12	0.7		3.27	0.6		3.98	0.77		6.78	0.9		6.57	0.95	
(0) No	3.15	0.7		3.25	0.64		3.95	0.75		6.68	1.1		6.67	1	

**Significance: p < .01**

## Environments by Outcome Measures

Metropolitan State University of Denver	Leadership Efficacy Scored on a 4-point scale ranging from Not At All Confident (1) to Very Confident (4)			Complex Cognitive Skills Scored on a 4-point scale ranging from Not Grown At All (1) to Grown Very Much (4)			Social Perspective-Taking Scored part on on a 5-point scale from Does Not Describe Me Well (1) to Describes Me Very Well (5)			Hope Scale - Agency Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)			Hope Scale - Pathways Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
<b>Academic Major (Continued)</b>															
Humanities															
(1) Yes	3.07	0.74	.	3.3	0.61	.	3.95	0.77	.	6.69	1.21	.	6.69	1.2	.
(0) No	3.15	0.7	.	3.25	0.64	.	3.95	0.75	.	6.69	1.07	.	6.65	0.98	.
Liberal/General Studies															
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
(0) No	3.15	0.7	.	3.25	0.64	.	3.95	0.75	.	6.69	1.08	.	6.65	0.99	.
Mathematics/Statistics															
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
(0) No	3.14	0.7	.	3.25	0.64	.	3.95	0.75	.	6.69	1.08	.	6.65	0.99	.
Multi/Interdisciplinary Studies															
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
(0) No	3.14	0.7	.	3.25	0.64	.	3.95	0.75	.	6.69	1.08	.	6.66	0.99	.
Parks, Recreation, Leisure Studies, Sports Management															
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
(0) No	3.14	0.7	.	3.25	0.64	.	3.95	0.75	.	6.69	1.08	.	6.65	0.99	.
Library Sciences															
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
(0) No	3.14	0.7	.	3.25	0.64	.	3.95	0.75	.	6.69	1.08	.	6.65	0.99	.
Physical Sciences															
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
(0) No	3.14	0.7	.	3.25	0.64	.	3.96	0.75	.	6.69	1.08	.	6.66	0.99	.

**Significance: p < .01**

## Environments by Outcome Measures

Metropolitan State University of Denver	Leadership Efficacy Scored on a 4-point scale ranging from Not At All Confident (1) to Very Confident (4)			Complex Cognitive Skills Scored on a 4-point scale ranging from Not Grown At All (1) to Grown Very Much At (4)			Social Perspective-Taking Scored part on on a 5-point scale from Does Not Describe Me Well (1) to Describes Me Very Well (5)			Hope Scale - Agency Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)			Hope Scale - Pathways Scored on an 8-point scale ranging from Definitely False (1) to Definitely True (8)		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
<b>Academic Major (Continued)</b>															
Pre-Professional															
(1) Yes	3.04	0.77		3.15	0.79		3.91	0.71		6.5	1.36		6.84	0.85	
(0) No	3.15	0.7		3.25	0.64		3.95	0.75		6.69	1.07		6.65	0.99	
Military Science/Technology/Operations															
(1) Yes	.	.		.	.		.	.		.	.		.	.	
(0) No	3.15	0.7		3.25	0.64		3.96	0.75		6.68	1.08		6.65	1	
Public Administration															
(1) Yes	.	.		.	.		.	.		.	.		.	.	
(0) No	3.14	0.71		3.25	0.64		3.95	0.75		6.69	1.08		6.65	0.99	
Social Sciences															
(1) Yes	3.13	0.7		3.33	0.55		4.06	0.67		6.73	1.04		6.7	0.94	
(0) No	3.15	0.71		3.24	0.65		3.94	0.76		6.68	1.08		6.65	1	
Visual and Performing Arts															
(1) Yes	2.91	0.88		3.38	0.57		4.01	0.67		6.54	1.02		6.57	1.01	
(0) No	3.16	0.69		3.24	0.64		3.95	0.75		6.7	1.08		6.66	0.99	
Undecided															
(1) Yes	.	.		.	.		.	.		.	.		.	.	
(0) No	3.15	0.7		3.25	0.64		3.95	0.75		6.69	1.08		6.65	0.99	
Women/Gender Studies															
(1) Yes	2.89	0.87		2.86	0.77	0	3.69	0.71		6.06	1.24		6.35	1.16	
(0) No	3.15	0.7		3.26	0.63	1	3.96	0.75		6.7	1.07		6.66	0.99	

**Significance: p < .01**