

# MULTI-INSTITUTIONAL STUDY OF LEADERSHIP (MSL)

## Global Citizenship, Ethics, and Diversity

The MSL is comprised of over 400 variables, scales, and composite measures representing students' demographics and pre-college experiences, experiences during college, and key outcome measures. It is adapted from the **Socially Responsible Leadership Scale (SRLS; Tyree, 1998)**, which measures the eight core values of the social change model (HERI, 1996); and the MSL focuses on understanding the influences of higher education in shaping social responsible leadership capacity and other leadership-related outcomes such as complex cognitive skills, leadership efficacy, social change behaviors, seeing alternative social perspectives, spiritual development, racial identity, resiliency, and agency.

### Multi-Institutional Study of Leadership 2014-2015 Mean Comparison Results

Mean Composite Scores Range from 1= Strongly Disagree to 5= Strongly Agree									
SRLS Mean Composite Scores	Comparison to National Benchmark				Comparison to Custom Peer Group				
	Washburn	National	Sig	Eff Size	Washburn	Peer Grp	Sig	Eff Size	
Consciousness of Self	4.09	4.05	Signif	Trivial	4.09	4.04	Signif	Trivial	
Congruence	4.26	4.24			4.26	4.26			
Commitment	4.42	4.40			4.42	4.42			
Collaboration	4.18	4.18			4.18	4.19			
Controversy with Civility	4.21	4.23			4.21	4.26	Signif	Trivial	
Citizenship	3.91	3.94			3.91	4.00	Signif	Trivial	
Resiliency	3.95	3.88	Signif	Trivial	3.95	3.85	Signif	Trivial	
Omnibus SRLS	4.17	4.17			4.17	4.19			
Mean Composite Scores Range from 1= Not at All Confident to 4= Very Confident									
MSL Mean Composite Scores	Comparison to National Benchmark				Comparison to Custom Peer Group				
	Washburn	National	Sig	Eff Size	Washburn	Peer Grp	Sig	Eff Size	
Leadership Efficacy	3.08	3.12			3.08	3.12			
Mean Composite Scores Range from 1= Not Grown at All to 4= Grown Very Much									
MSL Mean Composite Scores	Comparison to National Benchmark				Comparison to Custom Peer Group				
	Washburn	National	Sig	Eff Size	Washburn	Peer Grp	Sig	Eff Size	
Complex Cognitive Skills	3.17	3.18			3.17	3.21			
Mean Composite Scores Range from 1= Does Not Describe Me Well to 5= Describes Me Very Well									
MSL Mean Composite Scores	Comparison to National Benchmark				Comparison to Custom Peer Group				
	Washburn	National	Sig	Eff Size	Washburn	Peer Grp	Sig	Eff Size	
Social Perspective Taking	3.92	3.88			3.92	3.84	Signif	Trivial	
Mean Composite Scores Range from 1= Definitely False to 8= Definitely True									
MSL Mean Composite Scores	Comparison to National Benchmark				Comparison to Custom Peer Group				
	Washburn	National	Sig	Eff Size	Washburn	Peer Grp	Sig	Eff Size	
Hope Agency	6.67	6.62			6.67	6.69			
Hope Pathways	6.54	6.50			6.54	6.50			
Mean Composite Scores Range from 1= Strongly Disagree to 7= Strongly Agree									
MSL Mean Composite Scores	Comparison to National Benchmark				Comparison to Custom Peer Group				
	Washburn	National	Sig	Eff Size	Washburn	Peer Grp	Sig	Eff Size	
Private Collective Racial Esteem	5.63	5.52	Signif	Trivial	5.63	5.38	Signif	Small	
Public Collective Racial Esteem	5.02	4.94			5.02	4.91			
Importance to Identity	3.50	3.59			3.50	3.55			

Washburn University (N=1556, Response Rate 44.7%, Completion Rate 87.1%)

National Benchmark (N=77489, Response Rate 31.0%, Completion Rate 80.2%)

Custom Peer Group includes Denison, Drake, Elon, Kalamazoo, Mills, New Haven (N= 156082)

Green= WU Higher

Yellow= WU Equal

Red= WU Lower

### Delta Measures for Overall Scores- Change Over Time

SRLS Traits	Washburn University			National Benchmark			Custom Peer Group		
	Prior to College	Senior Year	Eff Size	Prior to College	Senior Year	Eff Size	Prior to College	Senior Year	Eff Size
Consciousness of Self	3.48	4.16	Mod	3.45	4.13	Large	3.45	4.14	Large
Congruence	3.94	4.30	Small	3.92	4.29	Mod	3.88	4.29	Mod
Commitment	4.12	4.44	Small	4.13	4.43	Small	4.13	4.45	Small
Collaboration	3.86	4.23	Mod	3.84	4.24	Mod	3.84	4.24	Mod
Controversy with Civility	3.81	4.24	Mod	3.86	4.27	Mod	3.90	4.31	Mod
Citizenship	3.65	3.97	Small	3.73	3.98	Small	3.79	4.05	Small
Resiliency	3.57	4.02	Mod	3.53	3.95	Mod	3.45	3.90	Mod
Omnibus SRLS	3.81	4.22	Mod	3.82	4.22	Mod	3.83	4.24	Large
MSL Constructs	Washburn University			National Benchmark			Custom Peer Group		
	Prior to College	Senior Year	Eff Size	Prior to College	Senior Year	Eff Size	Prior to College	Senior Year	Eff Size
Leadership Efficacy	2.79	3.21	Mod	2.83	3.24	Mod	2.82	3.26	Mod
Complex Cognitive Skills	2.99	3.29	Small	3.01	3.34	Mod	3.02	3.42	Mod
Social Perspective Taking	3.45	3.94	Mod	3.52	3.94	Mod	3.47	3.91	Mod
Hope Scale- Agency	3.87	6.75	Large	3.89	6.70	Large	3.90	6.75	Large
Hope Scale- Pathways	3.87	6.63	Large	3.89	6.57	Large	3.90	6.58	Large

All changes were significant: Green= Large effect size, Yellow= Moderate, and Red= Small effect size

### Custom questions were added to the MSL to directly assess Global Citizenship & Diversity:

- Approximately 56% agreed or strongly agreed that they felt informed about current world issues, 33% neither agreed nor disagreed, and 11% indicated that they did not feel informed.
- When asked how equipped they felt to live in a culture different from their own, 50% of respondents agreed or strongly agreed they felt equipped. One-third of respondents neither agreed nor disagreed, and almost 17% reported that they did not feel equipped.
- Over 68% reported their understanding of global issues had increased/significantly increased
- Almost 68% reported their knowledge of people from different races & cultures had increased/significantly increased
- 50% reported their ability to get along with people of different races & cultures had increased/significantly increased

