

**CIRP Construct Reports** 

**Graduating Seniors** 

### Whatsamatta University

comparison group 1: Public 4yr Colleges

comparison group 2: Public/Private Universities and Public 4yr Colleges



#### 2009-2010 College Senior Survey CIRP Construct Reports

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#### How to Read the CIRP Construct Mean Reports

CIRP Construct Definition – Summarizes the theoretical rationale for creating the construct.

#### Standard Deviation -

Measures the variability around the mean. A small standard deviation indicates that the responses for the construct tend to be very close to the mean, whereas a large standard deviation indicates that the responses are spread over a larger range of response options.

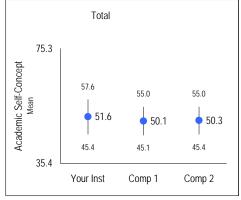
Statistical Significance -Uses t-test to examine the difference between the mean construct score for your institution and the comparison group. Constructs with mean differences that are larger than would be expected by chance are noted with one, two, or three stars, which correspond to the three standard levels of significance (\*p< .05, \*\*p< .01, and \*\*\*p< .001). Statistical significance measures the extent to which a difference is occurring by chance, not the extent to which a difference is important. Large sample sizes (like those in the comparison groups) tend to generate statistical significance even though the magnitude of the difference may be small and not practically significant. In order to provide additional context to statistical significance, effect sizes are provided.

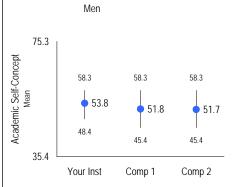
CIRP Constructs are designed to capture the experiences and outcomes institutions are often interested in understanding, but that present a measurement challenge because of their complex and multifaceted nature. To measure these broad underlying areas more precisely, we use Item Response Theory (IRT) to combine individual survey items into global measures that capture these areas. CIRP Constructs are more than a summation of related items; IRT uses response patterns to derive construct score estimates while simultaneously giving greater weight in the estimation process to survey items that tap into the construct more directly. This results in more accurate construct scores. Constructs are particularly useful for benchmarking. They allow you to determine if the experiences and outcomes for your students differ from your comparison groups. Two sets of reports are generated for CIRP Constructs. The Mean Report shows comparative information based on the mean score of a construct. The Percentage Report shows comparative information based on the percentage of students who score in the high, average, and low score group of a construct. We suggest you use the report that best fits your needs as an institution.

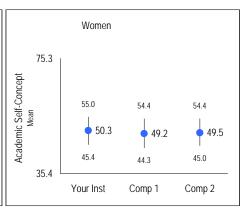
Academic Self-Concept is a unified measure of students' beliefs about their abilities and confidence in academic environments.

										/
			Total			Men			Women	/
	Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
	Total (n)	1,367	5,029	14,906	506	1,603	5,572	861	3,426	9,334
	Mean	51.6	50.1	50.3	53.8	51.8	51.7	50.3	49.2	49.5
7	Standard Deviation	7.92	7.86	7.84	8.49	8.29	8.22	7.25	7.51	7.50
	Significance	-	***	***	-	***	***	-	***	**
	Effect Size	-	0.19	0.16	-	0.24	0.26	-	0.14	0.10
/	25th percentile	45.4	45.1	45.4	48.4	45.4	45.4	45.4	44.3	45.0
	75th percentile	57.6	55.0	55.0	58.3	58.3	58.3	55.0	54.4	54.4

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







For more information about IRT and the CIRP Construct

Report at www.heri.ucla.edu

development process, see the CIRP Constructs Technical

#### Survey items and estimation 'weights':

Rate yourself on each of the following traits as compared with the average person your age:

- \* Academic ability (3.01)
- \* Self-confidence intellectual (1.51)
- \* Drive to achieve (1.18)
- \* Mathematical ability (1.14)

Survey Items and Estimation "Weights" – The survey items used in the creation of the CIRP Construct are presented in the order in which they contribute to the construct along with the estimation weights generated in IRT. Items that tap into a trait more effectively are given greater weight in the estimation process.

Charts – Provide a visual display of relevant construct scores for your institution and two comparison groups. The Y axis is defined by the highest and lowest possible construct score. Mean scores are represented by circles. The numbers at the top and bottom of the vertical line are values for the 75th and 25th percentile.

Comp 1 – The first comparison group is based on your institution's type, control, and selectivity.

Comp 2 – The second comparison group is based on your institution's type and control.

Mean – The arithmetic mean is computed for each CIRP Construct based on the construct score. CIRP constructs have been scaled to a population mean of 50 with a standard deviation of

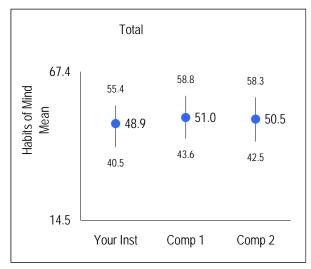
Effect Size - Determines the practical significance of the mean difference between your institution and the comparison group. It is calculated by dividing the mean difference by the standard deviation of the comparison group. Generally, an effect size of .2 is considered small, .5 medium, and .8 large. A positive sign indicates that your institution's mean is greater than the mean of the comparison group; a negative sign indicates your mean is smaller than the mean of the comparison group. Note that a negative effect size is sometimes preferred (e.g., a negative effect size on the "Academic Disengagement" CIRP Construct suggests your students score lower than comparison schools).

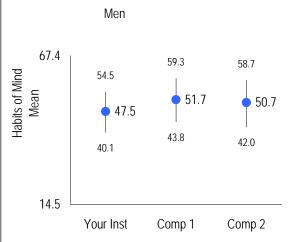
#### 2009-2010 College Senior Survey CIRP Construct Mean Report Habits of Mind Graduating Seniors

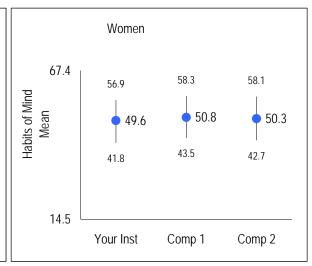
Habits of Mind is a unified measure of the behaviors and traits associated with academic success. These learning behaviors are seen as the foundation for lifelong learning.

		Total		Men			Women			
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Total (n)	268	1,160	6,164	93	339	2,291	175	821	3,873	
Mean	48.9	51.0	50.5	47.5	51.7	50.7	49.6	50.8	50.3	
Standard Deviation	9.99	10.24	10.19	9.79	10.33	10.25	10.05	10.20	10.16	
Significance	-	**	*	-	***	**	-			
Effect Size	-	-0.21	-0.16	-	-0.41	-0.31	-	-0.11	-0.07	
25th percentile	40.5	43.6	42.5	40.1	43.8	42.0	41.8	43.5	42.7	
75th percentile	55.4	58.8	58.3	54.5	59.3	58.7	56.9	58.3	58.1	

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

How often in the past year did you:

- \* Seek solutions to problems and explain them to others (2.49)
- \* Seek alternative solutions to a problem (2.08)
- \* Support your opinions with a logical argument (1.97)
- \* Evaluate the quality or reliability of information you received (1.84)
- \* Take a risk because you felt you had more to gain (1.54)
- \* Ask questions in class (1.32)

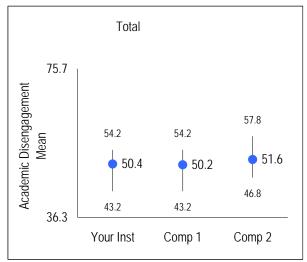
- \* Seek feedback on your academic work (1.20)
- \* Explore topics on your own, even though it was not required for a class (1.07)
- \* Revise your papers to improve your writing (1.06)
- \* Accept mistakes as part of the learning process (0.94)
- \* Look up scientific research articles and resources (0.67)

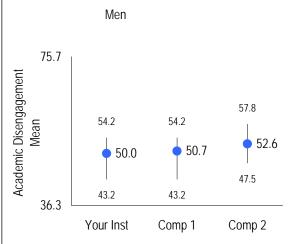
# 2009-2010 College Senior Survey CIRP Construct Mean Report Academic Disengagement Graduating Seniors

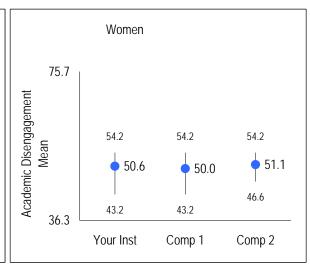
Academic Disengagement measures the extent to which students engage in behaviors that are inconsistent with academic success.

		Total			Men		Women		
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	268	1,161	6,168	93	339	2,292	175	822	3,876
Mean	50.4	50.2	51.6	50.0	50.7	52.6	50.6	50.0	51.1
Standard Deviation	7.84	7.58	7.80	7.51	7.93	8.16	8.02	7.42	7.52
Significance	-		*	-		**	-		
Effect Size	-	0.03	-0.15	-	-0.08	-0.31	-	0.09	-0.06
25th percentile	43.2	43.2	46.8	43.2	43.2	47.5	43.2	43.2	46.6
75th percentile	54.2	54.2	57.8	54.2	54.2	57.8	54.2	54.2	54.2

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

Since entering college, indicate how often you:

<sup>\*</sup> Came late to class (1.82)

<sup>\*</sup> Missed class for other reasons (1.76)

<sup>\*</sup> Failed to complete homework on time (1.26)

<sup>\*</sup> Fell asleep in class (1.00)

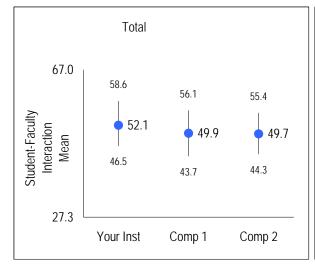


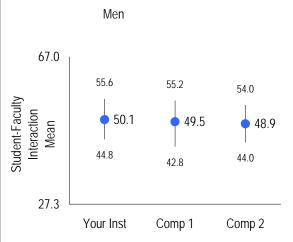
#### 2009-2010 College Senior Survey CIRP Construct Mean Report Student-Faculty Interaction Graduating Seniors

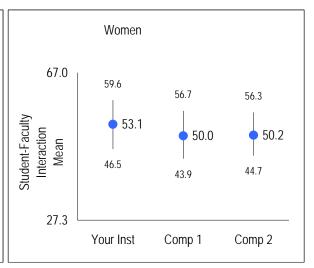
**Student-Faculty Interaction** measures the extent to which students and faculty interact in relationships that foster mentorship, support and guidance with respect to both academic and personal domains.

		Total			Men		Women		
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	266	1,160	6,160	93	339	2,290	173	821	3,870
Mean	52.1	49.9	49.7	50.1	49.5	48.9	53.1	50.0	50.2
Standard Deviation	8.83	9.19	8.67	9.01	9.15	8.48	8.57	9.21	8.75
Significance	-	***	***	-			-	***	***
Effect Size	-	0.24	0.27	-	0.06	0.13	-	0.34	0.34
25th percentile	46.5	43.7	44.3	44.8	42.8	44.0	46.5	43.9	44.7
75th percentile	58.6	56.1	55.4	55.6	55.2	54.0	59.6	56.7	56.3

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

- \* Help in achieving your professional goals (3.32)
- \* Advice and guidance about your educational program (2.89)
- \* Emotional support and encouragement (2.40)
- \* Feedback on your academic work (outside of grades) (2.33)
- \* An opportunity to discuss coursework outside of class (2.13)

- \* Encouragement to pursue graduate/professional study (1.91)
- \* Help to improve your study skills (1.84)
- \* A letter of recommendation (1.71)
- \* An opportunity to work on a research project (1.09)

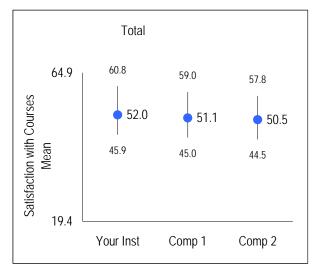


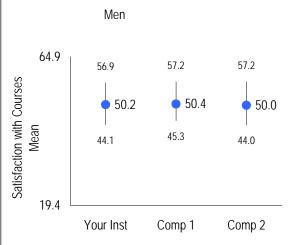
#### 2009-2010 College Senior Survey CIRP Construct Mean Report Satisfaction with Coursework Graduating Seniors

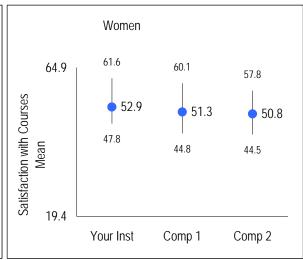
Satisfaction with Coursework measures the extent to which students see their coursework as relevant, useful and applicable to their academic success and future plans.

		Total			Men		Women		
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	268	1,161	6,166	93	339	2,292	175	822	3,874
Mean	52.0	51.1	50.5	50.2	50.4	50.0	52.9	51.3	50.8
Standard Deviation	9.05	9.41	9.34	9.08	9.41	9.54	8.92	9.40	9.22
Significance	-		*	-			-	*	**
Effect Size	-	0.10	0.16	-	-0.02	0.02	-	0.16	0.23
25th percentile	45.9	45.0	44.5	44.1	45.3	44.0	47.8	44.8	44.5
75th percentile	60.8	59.0	57.8	56.9	57.2	57.2	61.6	60.1	57.8

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

Please rate your satisfaction with this institution on each of the aspects of college life listed below:

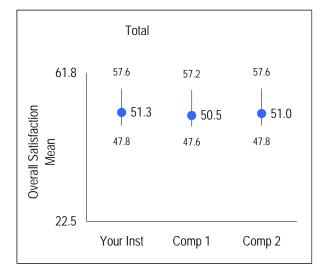
- \* Relevance of coursework to future career plans (3.52)
- \* Relevance of coursework to everyday life (3.13)
- \* Courses in your major field (1.54)
- \* General education and core curriculum courses (0.92)

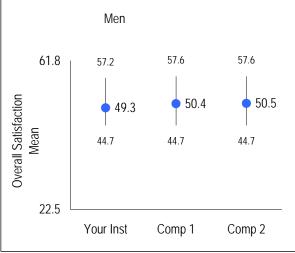
#### 2009-2010 College Senior Survey CIRP Construct Mean Report Overall Satisfaction Graduating Seniors

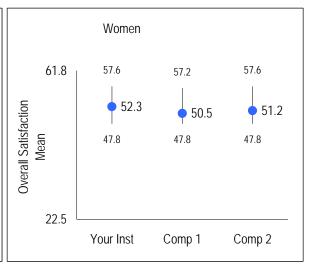
**Overall Satisfaction** is a unified measure of students' satisfaction with the college experience.

		Total		Men			Women		
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	268	1,161	6,169	93	339	2,291	175	822	3,878
Mean	51.3	50.5	51.0	49.3	50.4	50.5	52.3	50.5	51.2
Standard Deviation	8.19	8.06	8.01	8.75	8.46	8.22	7.70	7.90	7.87
Significance	-			-			-	**	
Effect Size	-	0.10	0.04	-	-0.13	-0.14	-	0.23	0.13
25th percentile	47.8	47.6	47.8	44.7	44.7	44.7	47.8	47.8	47.8
75th percentile	57.6	57.2	57.6	57.2	57.6	57.6	57.6	57.2	57.6

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

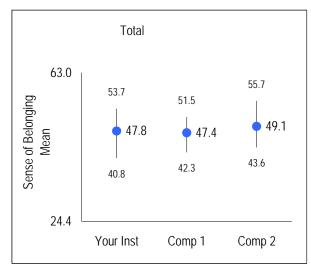
- \* Satisfaction with overall college experience (3.69)
- \* If you could make your college choice over, would you still choose to enroll at your current college? (1.90)
- \* Satisfaction with overall quality of instruction (1.69)

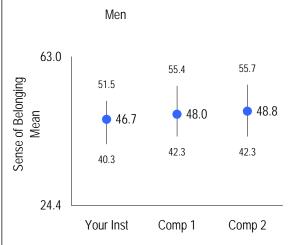
#### 2009-2010 College Senior Survey CIRP Construct Mean Report Sense of Belonging Graduating Seniors

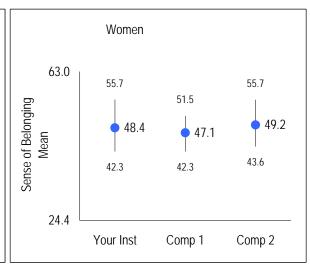
Sense of Belonging measures the extent to which students feel a sense of academic and social integration on campus.

		Total			Men		Women		
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	266	1,161	6,164	93	339	2,288	173	822	3,876
Mean	47.8	47.4	49.1	46.7	48.0	48.8	48.4	47.1	49.2
Standard Deviation	8.83	8.50	8.89	9.44	9.14	9.07	8.46	8.22	8.78
Significance	-		*	-		*	-		
Effect Size	-	0.05	-0.14	-	-0.14	-0.23	-	0.16	-0.09
25th percentile	40.8	42.3	43.6	40.3	42.3	42.3	42.3	42.3	43.6
75th percentile	53.7	51.5	55.7	51.5	55.4	55.7	55.7	51.5	55.7

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

Please indicate the extent to which you agree or disagree with the following statements:

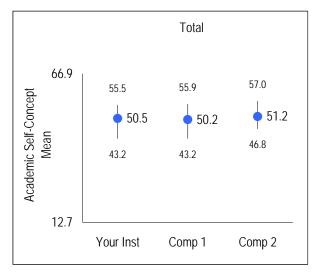
- \* I feel I am a member of this college (5.10)
- \* I feel a sense of belonging to this college (4.62)
- \* I see myself as part of the campus community (3.13)
- \* If asked, I would recommend this college to others (2.33)

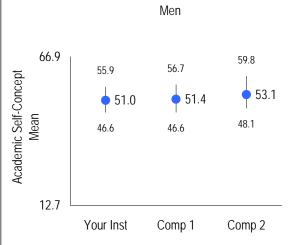
#### 2009-2010 College Senior Survey CIRP Construct Mean Report Academic Self-Concept Graduating Seniors

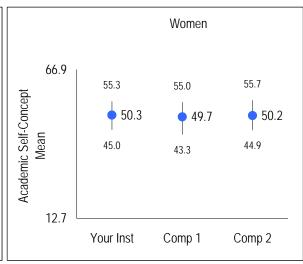
Academic Self-Concept is a unified measure of students' beliefs about their abilities and confidence in academic environments.

		Total			Men		Women		
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	266	1,159	6,153	93	339	2,285	173	820	3,868
Mean	50.5	50.2	51.2	51.0	51.4	53.1	50.3	49.7	50.2
Standard Deviation	7.64	8.08	8.22	7.50	7.86	8.31	7.72	8.12	7.98
Significance	-			-		*	-		
Effect Size	-	0.05	-0.09	-	-0.06	-0.25	-	0.08	0.02
25th percentile	45.9	44.6	46.4	46.6	46.6	48.1	45.0	43.3	44.9
75th percentile	55.5	55.9	57.0	55.9	56.7	59.8	55.3	55.0	55.7

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

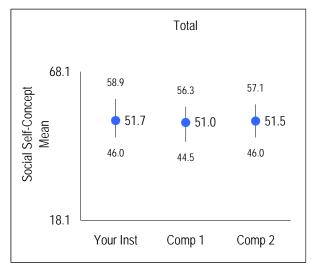
- \* Academic ability (3.01)
- \* Self-confidence intellectual (1.51)
- \* Drive to achieve (1.18)
- \* Mathematical ability (1.14)

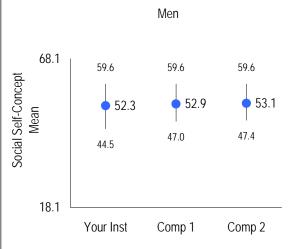
#### 2009-2010 College Senior Survey CIRP Construct Mean Report Social Self-Concept Graduating Seniors

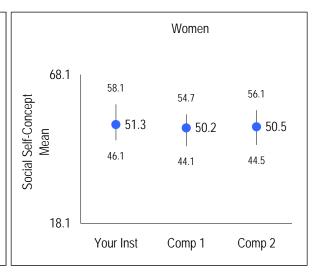
Social Self-Concept is a unified measure of students' beliefs about their abilities and confidence in social situations.

		Total			Men			Women		
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Total (n)	264	1,159	6,153	93	339	2,285	171	820	3,868	
Mean	51.7	51.0	51.5	52.3	52.9	53.1	51.3	50.2	50.5	
Standard Deviation	9.09	8.50	8.76	9.22	8.98	9.01	9.04	8.17	8.47	
Significance	-			-			-			
Effect Size	-	0.08	0.02	-	-0.06	-0.09	-	0.14	0.09	
25th percentile	46.0	44.5	46.0	44.5	47.0	47.4	46.1	44.1	44.5	
75th percentile	58.9	56.3	57.1	59.6	59.6	59.6	58.1	54.7	56.1	

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

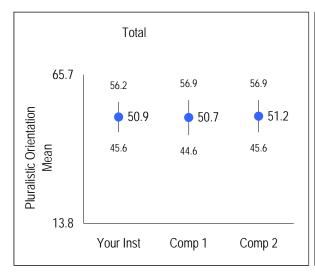
- \* Leadership ability (2.36)
- \* Public speaking ability (1.84)
- \* Self-confidence social (1.69)

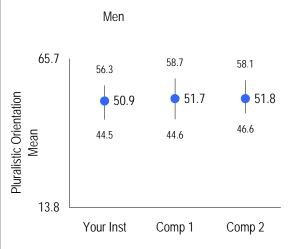
#### 2009-2010 College Senior Survey CIRP Construct Mean Report Pluralistic Orientation Graduating Seniors

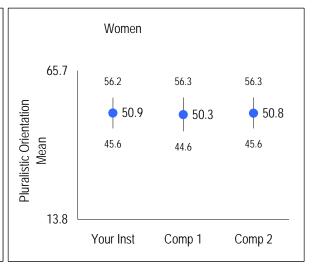
Pluralistic Orientation measures skills and dispositions appropriate for living and working in a diverse society.

		Total			Men		Women		
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	263	1,160	6,164	92	339	2,289	171	821	3,875
Mean	50.9	50.7	51.2	50.9	51.7	51.8	50.9	50.3	50.8
Standard Deviation	8.46	8.90	8.53	8.60	9.24	8.82	8.41	8.72	8.34
Significance	-			-			-		
Effect Size	-	0.02	-0.03	-	-0.09	-0.10	-	0.07	0.01
25th percentile	45.6	44.6	45.6	44.5	44.6	46.6	45.6	44.6	45.6
75th percentile	56.2	56.9	56.9	56.3	58.7	58.1	56.2	56.3	56.3

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

- \* Tolerance of others with different beliefs (3.35)
- \* Ability to work cooperatively with diverse people (3.14)
- \* Openness to having my views challenged (2.76)
- \* Ability to see the world from someone else's perspective (2.55)
- \* Ability to discuss and negotiate controversial issues (2.11)



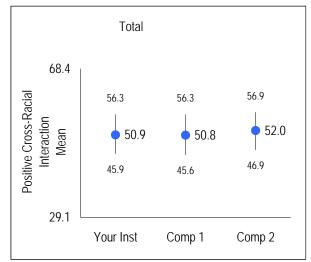
#### 2009-2010 College Senior Survey CIRP Construct Mean Report Positive Cross-Racial Interaction

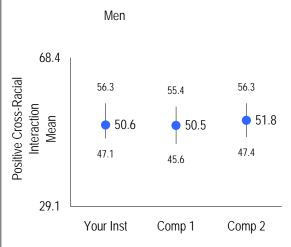
**Graduating Seniors** 

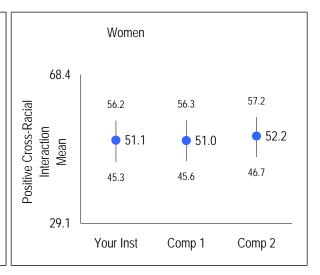
**Positive Cross-Racial Interaction** is a unified measure of students' level of positive interaction with diverse peers.

		Total			Men		Women		
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	265	1,158	6,152	93	338	2,282	172	820	3,870
Mean	50.9	50.8	52.0	50.6	50.5	51.8	51.1	51.0	52.2
Standard Deviation	8.42	8.36	8.32	8.78	7.95	7.94	8.23	8.53	8.54
Significance	-		*	-			-		
Effect Size	-	0.01	-0.14	-	0.01	-0.15	-	0.01	-0.13
25th percentile	45.9	45.6	46.9	47.1	45.6	47.4	45.3	45.6	46.7
75th percentile	56.3	56.3	56.9	56.3	55.4	56.3	56.2	56.3	57.2

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

To what extent have you experienced the following with students from a racial/ethnic group other than your own?

- \* Had intellectual discussions outside of class (3.57)
- \* Shared personal feelings and problems (3.52)
- \* Dined or shared a meal (2.72)

- \* Had meaningful and honest discussions about race/ethnic relations outside of class (2.46)
- \* Studied or prepared for class (2.22)
- \* Socialized or partied (2.12)

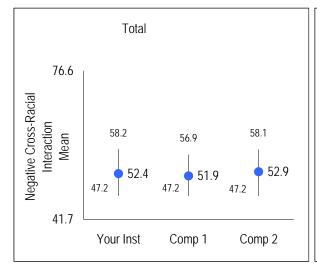
## 2009-2010 College Senior Survey CIRP Construct Mean Report Negative Cross-Racial Interaction

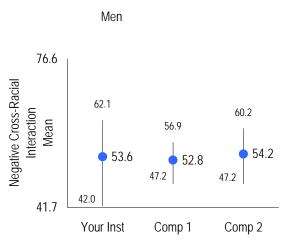
**Graduating Seniors** 

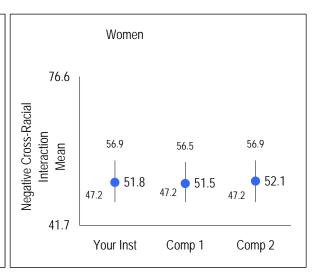
**Negative Cross-Racial Interaction** is a unified measure of students' level of negative interaction with diverse peers.

	Total				Men		Women			
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Total (n)	265	1,157	6,148	93	338	2,280	172	819	3,868	
Mean	52.4	51.9	52.9	53.6	52.8	54.2	51.8	51.5	52.1	
Standard Deviation	8.11	7.64	7.98	9.15	8.10	8.23	7.44	7.41	7.72	
Significance	-			-			-			
Effect Size	-	0.07	-0.06	-	0.10	-0.08	-	0.03	-0.04	
25th percentile	47.2	47.2	47.2	42.0	47.2	47.2	47.2	47.2	47.2	
75th percentile	58.2	56.9	58.1	62.1	56.9	60.2	56.9	56.5	56.9	

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

To what extent have you experienced the following with students from a racial/ethnic group other than your own?

<sup>\*</sup> Had tense, somewhat hostile interactions (3.81)

<sup>\*</sup> Felt insulted or threatened because of your race/ethnicity (2.63)

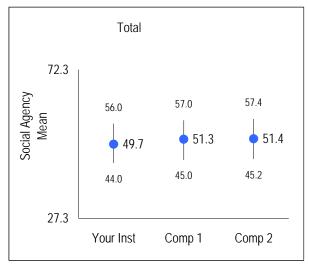
<sup>\*</sup> Had guarded interactions (2.10)

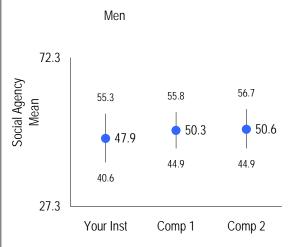
# 2009-2010 College Senior Survey CIRP Construct Mean Report Social Agency Graduating Seniors

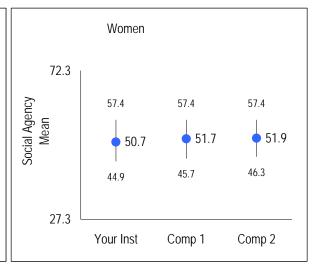
Social Agency measures the extent to which students' value political and social involvement as a personal goal.

	Total				Men		Women			
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Total (n)	266	1,159	6,156	93	339	2,286	173	820	3,870	
Mean	49.7	51.3	51.4	47.9	50.3	50.6	50.7	51.7	51.9	
Standard Deviation	9.31	9.15	9.07	9.83	9.07	9.12	8.89	9.16	9.01	
Significance	-	*	**	-	*	**	-			
Effect Size	-	-0.17	-0.19	-	-0.27	-0.30	-	-0.10	-0.13	
25th percentile	44.0	45.0	45.2	40.6	44.9	44.9	44.9	45.7	46.3	
75th percentile	56.0	57.0	57.4	55.3	55.8	56.7	57.4	57.4	57.4	

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

Indicate the importance to you personally of each of the following:

<sup>\*</sup> Participating in a community action program (2.64)

<sup>\*</sup> Helping to promote racial understanding (2.15)

<sup>\*</sup> Becoming a community leader (2.06)

<sup>\*</sup> Influencing social values (1.62)

<sup>\*</sup> Keeping up to date with political affairs (1.42)

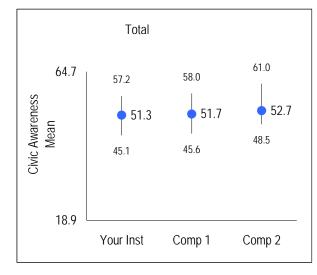
<sup>\*</sup> Helping others who are in difficulty (1.36)

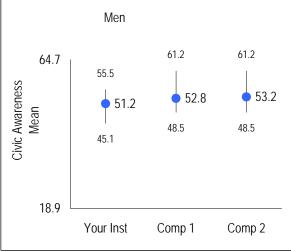
#### 2009-2010 College Senior Survey CIRP Construct Mean Report Civic Awareness Graduating Seniors

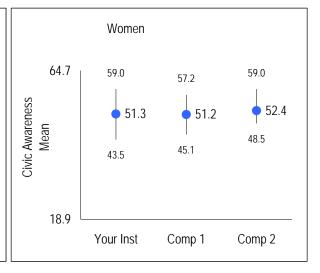
Civic Awareness measures changes in students' understanding of the issues facing their community, nation, and the world.

		Total			Men		Women			
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Total (n)	268	1,161	6,167	93	339	2,292	175	822	3,875	
Mean	51.3	51.7	52.7	51.2	52.8	53.2	51.3	51.2	52.4	
Standard Deviation	8.42	8.63	8.44	8.00	8.43	8.37	8.65	8.67	8.46	
Significance	-		**	-		*	-			
Effect Size	-	-0.04	-0.17	-	-0.19	-0.25	-	0.02	-0.12	
25th percentile	45.1	45.6	48.5	45.1	48.5	48.5	43.5	45.1	48.5	
75th percentile	57.2	58.0	61.0	55.5	61.2	61.2	59.0	57.2	59.0	

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

Compared with when you entered this college, how would you now describe your:

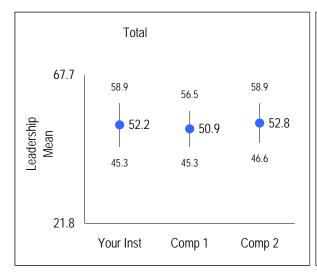
- \* Understanding of national issues (6.00)
- \* Understanding of global issues (3.32)
- \* Understanding of the problems facing your community (2.09)

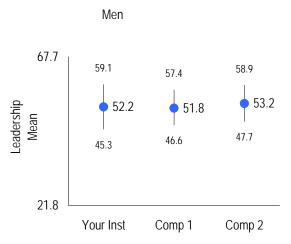
# 2009-2010 College Senior Survey CIRP Construct Mean Report Leadership Graduating Seniors

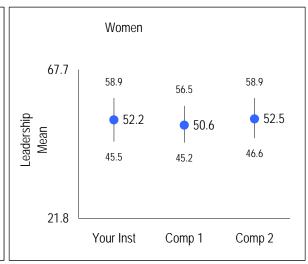
Leadership is a unified measure of students' beliefs about their leadership development and capability and their experiences as a leader.

		Total			Men			Women			
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2		
Total (n)	268	1,161	6,170	93	339	2,292	175	822	3,878		
Mean	52.2	50.9	52.8	52.2	51.8	53.2	52.2	50.6	52.5		
Standard Deviation	8.29	7.83	8.19	8.60	7.96	7.93	8.15	7.75	8.33		
Significance	-	*		-			-	*			
Effect Size	-	0.16	-0.07	-	0.05	-0.13	-	0.21	-0.03		
25th percentile	45.3	45.3	46.6	45.3	46.6	47.7	45.5	45.2	46.6		
75th percentile	58.9	56.5	58.9	59.1	57.4	58.9	58.9	56.5	58.9		

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

- \* Been a leader in an organization (2.30)
- \* I have effectively led a group to a common purpose (1.79)
- \* Participated in leadership training (1.62)
- \* Self-rating in leadership ability (1.33)
- \* Self-change in leadership ability (1.31)



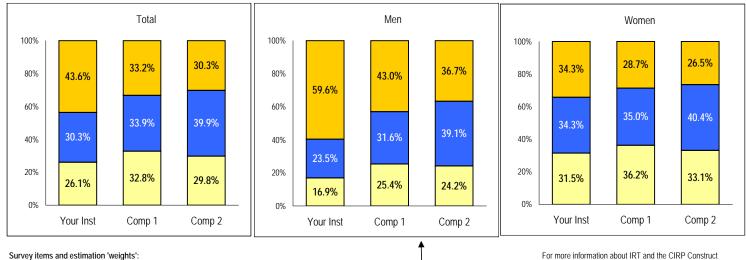
#### How to Read the CIRP Construct Percentage Reports

CIRP Constructs are designed to capture the experiences and outcomes institutions are often interested in understanding, but that present a measurement challenge because of their complex and multifaceted nature. To measure these broad underlying areas more precisely, we use Item Response Theory (IRT) to combine individual survey items into global measures that capture these areas. CIRP Constructs are more than a summation of related items; IRT uses response patterns to derive construct score estimates while simultaneously giving greater weight in the estimation process to survey items that tap into the construct more directly. This results in more accurate construct scores. Constructs are particularly useful for benchmarking. They allow you to determine if the experiences and outcomes for your students differ from your comparison groups. Two sets of reports are generated for CIRP Constructs. The Mean Report shows comparative information based on the mean score of a construct. The Percentage Report shows comparative information based on the percentage of students who score in the high, average, and low score group of a construct. We suggest you use the report that best fits your needs as an institution.

Academic Self-Concept is a unified measure of students' beliefs about their abilities and confidence in academic environments.

Total Men Women Your Inst Comp 1 Comp 2 Your Inst Comp 1 Comp 2 Your Inst Comp 1 Comp 2 Total (n) 1,361 4,996 14,835 503 1,586 5,527 858 3,410 9,308 ■ High Academic Self-Concept 33.2% 30.3% 59.6% 43.0% 36.7% 34.3% 28.7% 26.5% 43.6% 39.9% 23.5% 39.1% 40.4% Average Academic Self-Concept 30.3% 33.9% 31.6% 34.3% 35.0% ■ Low Academic Self-Concept 16.9% 25.4% 36.2% 26.1% 32.8% 29.8% 24.2% 31.5% 33.1% Significance (based on High score group)

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001



#### Survey items and estimation 'weights':

Rate yourself on each of the following traits as compared with the average person your age:

- \* Academic ability (3.01)
- \* Self-confidence intellectual (1.51)
- \* Drive to achieve (1.18)
- \* Mathematical ability (1.14)

Survey Items and Estimation "Weights" – The survey items used in the creation of the CIRP Construct are presented in the order in which they contribute to the construct along with the estimation weights generated in IRT. Items that tap into a trait more effectively are given greater weight in the estimation process.

Charts – Provide a visual display of construct score group percentages for your institution and two comparison groups. CIRP Constructs have been scaled to a mean of 50 with a standard deviation of 10. "Low" represents students who scored one-half standard deviation or more below the mean (less than 45). "Average" represents students who scored within one-half standard deviation of the mean (45 to 55). "High" represents students who scored one-half standard deviation or more above the mean (higher than 55).

development process, see the CIRP Constructs Technical

Report at www.heri.ucla.edu

CIRP Construct Definition -Summarizes the theoretical rationale for creating the construct

Comp 1 – The first comparison group is based on your institution's type, control, and selectivity.

Comp 2 – The second comparison group is based on your institution's type and control.

Statistical Significance uses a proportional difference test to examine the difference between the percentage of students in the high group for your institution and the percentage of students in the high group in the comparison group. Differences larger than what would be expected by chance are noted with one, two, or three stars, which correspond to the three standard levels of significance (\*p<.05, \*\*p<.01, \*\*\*p<.001). Statistical significance measures the extent to which a difference is occurring by chance, not the extent to which a difference is practically important. Large sample sizes (like those in the comparison groups) tend to generate statistical significance even though the magnitude of the difference might be small and not practically important.



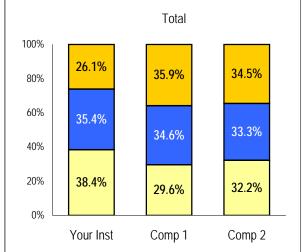
### 2009-2010 College Senior Survey CIRP Construct Percentage Report Habits of Mind

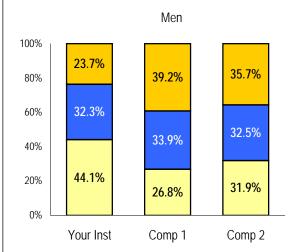
### Graduating Seniors

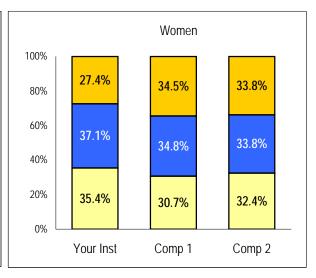
Habits of Mind is a unified measure of the behaviors and traits associated with academic success. These learning behaviors are seen as the foundation for lifelong learning.

		Total			Men		Women		
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	268	1,160	6,164	93	339	2,291	175	821	3,873
☐ High Habits of Mind	26.1%	35.9%	34.5%	23.7%	39.2%	35.7%	27.4%	34.5%	33.8%
Average Habits of Mind	35.4%	34.6%	33.3%	32.3%	33.9%	32.5%	37.1%	34.8%	33.8%
☐ Low Habits of Mind	38.4%	29.6%	32.2%	44.1%	26.8%	31.9%	35.4%	30.7%	32.4%
Significance (based on High score group)	-			-			-		

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

How often in the past year did you:

- \* Seek solutions to problems and explain them to others (2.49)
- \* Seek alternative solutions to a problem (2.08)
- \* Support your opinions with a logical argument (1.97)
- \* Evaluate the quality or reliability of information you received (1.84)
- \* Take a risk because you felt you had more to gain (1.54)
- \* Ask questions in class (1.32)

- \* Seek feedback on your academic work (1.20)
- \* Explore topics on your own, even though it was not required for a class (1.07)
- \* Revise your papers to improve your writing (1.06)
- \* Accept mistakes as part of the learning process (0.94)
- \*Look up scientific research articles and resources (0.67)

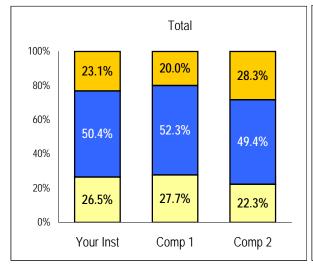
## 2009-2010 College Senior Survey CIRP Construct Percentage Report Academic Disengagement

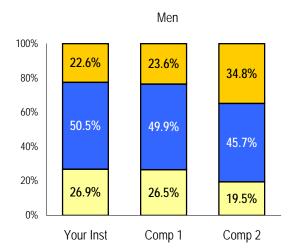
**Graduating Seniors** 

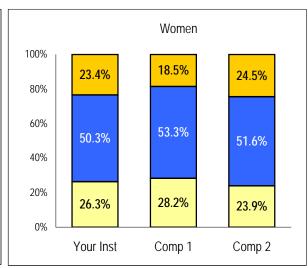
Academic Disengagement measures the extent to which students engage in behaviors that are inconsistent with academic success.

		Total			Men		Women		
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	268	1,161	6,168	93	339	2,292	175	822	3,876
□ High Academic Disengagement	23.1%	20.0%	28.3%	22.6%	23.6%	34.8%	23.4%	18.5%	24.5%
Average Academic Disengagement	50.4%	52.3%	49.4%	50.5%	49.9%	45.7%	50.3%	53.3%	51.6%
Low Academic Disengagement	26.5%	27.7%	22.3%	26.9%	26.5%	19.5%	26.3%	28.2%	23.9%
Significance (based on High score group)	-			-			-		

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

How often in the past year did you:

<sup>\*</sup> Came late to class (1.82)

<sup>\*</sup> Missed class for other reasons (1.76)

<sup>\*</sup> Failed to complete homework on time (1.26)

<sup>\*</sup> Fell asleep in class (1.00)



### CIRP Construct Percentage Report

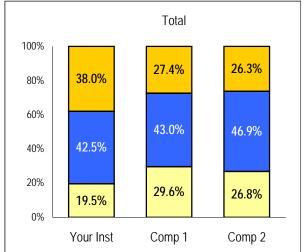
#### **Student-Faculty Interaction**

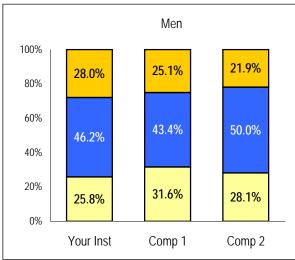
**Graduating Seniors** 

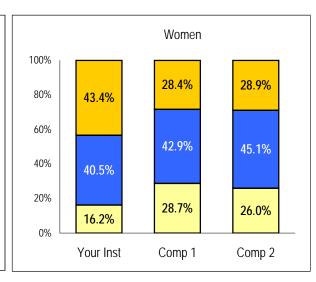
**Student-Faculty Interaction** measures the extent to which students and faculty interact in relationships that foster mentorship, support and guidance with respect to both academic and personal domains.

		Total			Men		Women		
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	266	1,160	6,160	93	339	2,290	173	821	3,870
High Student-Faculty Interaction	38.0%	27.4%	26.3%	28.0%	25.1%	21.9%	43.4%	28.4%	28.9%
Average Student-Faculty Interaction	42.5%	43.0%	46.9%	46.2%	43.4%	50.0%	40.5%	42.9%	45.1%
Low Student-Faculty Interaction	19.5%	29.6%	26.8%	25.8%	31.6%	28.1%	16.2%	28.7%	26.0%
Significance (based on High score group)	-	*	*	-			-	*	**

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

- \* Help in achieving your professional goals (3.32)
- \* Advice and guidance about your educational program (2.89)
- \* Emotional support and encouragement (2.40)
- \* Feedback on your academic work (outside of grades) (2.33)
- \* An opportunity to discuss coursework outside of class (2.13)

- \* Encouragement to pursue graduate/professional study (1.91)
- \* Help to improve your study skills (1.84)
- \* A letter of recommendation (1.71)
- \* An opportunity to work on a research project (1.09)

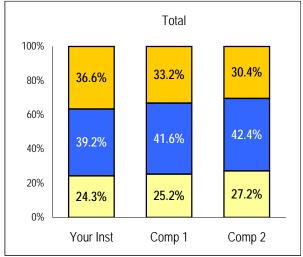


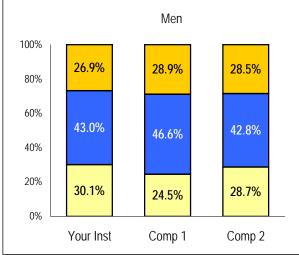
# 2009-2010 College Senior Survey CIRP Construct Percentage Report Satisfaction with Coursework Graduating Seniors

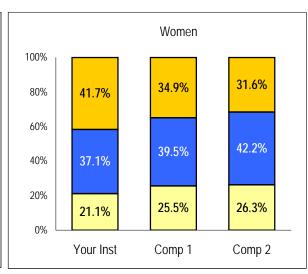
Satisfaction with Coursework measures the extent to which students see their coursework as relevant, useful and applicable to their academic success and future plans.

		Total			Men		Women		
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	268	1,161	6,166	93	339	2,292	175	822	3,874
☐ High Satisfaction with Courses	36.6%	33.2%	30.4%	26.9%	28.9%	28.5%	41.7%	34.9%	31.6%
Average Satisfaction with Courses	39.2%	41.6%	42.4%	43.0%	46.6%	42.8%	37.1%	39.5%	42.2%
Low Satisfaction with Courses	24.3%	25.2%	27.2%	30.1%	24.5%	28.7%	21.1%	25.5%	26.3%
Significance (based on High score group)	-			-			-	·	

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

Please rate your satisfaction with this institution on each of the aspects of college life listed below:

- \* Relevance of coursework to future career plans (3.52)
- \* Relevance of coursework to everyday life (3.13)
- \* Courses in your major field (1.54)
- \* General education and core curriculum courses (0.92)



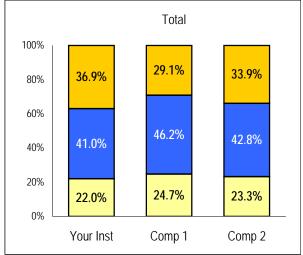
## 2009-2010 College Senior Survey CIRP Construct Percentage Report Overall Satisfaction

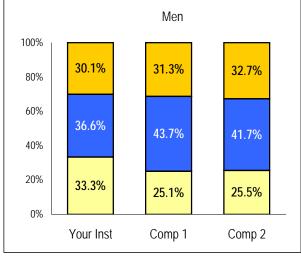
**Graduating Seniors** 

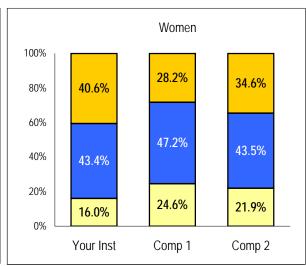
**Overall Satisfaction** is a unified measure of students' satisfaction with the college experience.

		Total			Men		Women		
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	268	1,161	6,169	93	339	2,291	175	822	3,878
☐ High Overall Satisfaction	36.9%	29.1%	33.9%	30.1%	31.3%	32.7%	40.6%	28.2%	34.6%
Average Overall Satisfaction	41.0%	46.2%	42.8%	36.6%	43.7%	41.7%	43.4%	47.2%	43.5%
■ Low Overall Satisfaction	22.0%	24.7%	23.3%	33.3%	25.1%	25.5%	16.0%	24.6%	21.9%
Significance (based on High score group)	-			-			-	*	

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

- \* Satisfaction with overall college experience (3.69)
- \* If you could make your college choice over, would you still choose to enroll at your current college? (1.90)
- \* Satisfaction with overall quality of instruction (1.69)

#### **CIRP Construct Percentage Report**

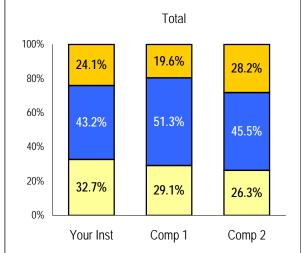
#### Sense of Belonging

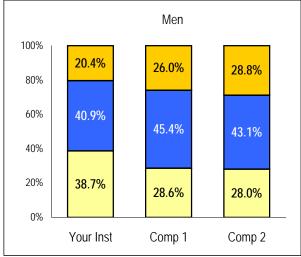
**Graduating Seniors** 

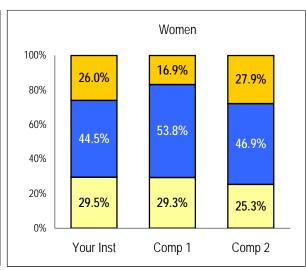
Sense of Belonging measures the extent to which students feel a sense of academic and social integration on campus.

		Total			Men		Women		
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	266	1,161	6,164	93	339	2,288	173	822	3,876
☐ High Sense of Belonging	24.1%	19.6%	28.2%	20.4%	26.0%	28.8%	26.0%	16.9%	27.9%
Average Sense of Belonging	43.2%	51.3%	45.5%	40.9%	45.4%	43.1%	44.5%	53.8%	46.9%
■ Low Sense of Belonging	32.7%	29.1%	26.3%	38.7%	28.6%	28.0%	29.5%	29.3%	25.3%
Significance (based on High score group)	-			-			-		

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

Please indicate the extent to which you agree or disagree with the following statements:

<sup>\*</sup> I feel I am a member of this college (5.10)

<sup>\*</sup> I feel a sense of belonging to this college (4.62)

<sup>\*</sup> I see myself as part of the campus community (3.13)

<sup>\*</sup> If asked, I would recommend this college to others (2.33)

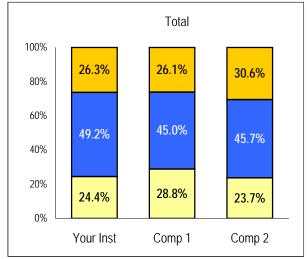
### 2009-2010 College Senior Survey CIRP Construct Percentage Report Academic Self-Concept

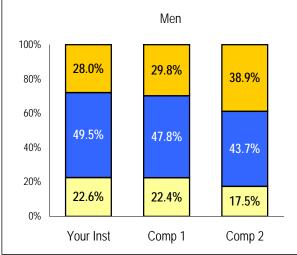
**Graduating Seniors** 

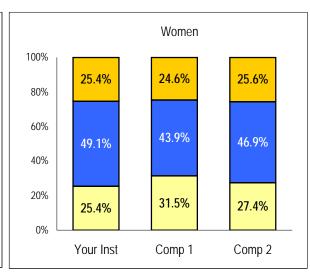
Academic Self-Concept is a unified measure of students' beliefs about their abilities and confidence in academic environments.

		Total			Men		Women		
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	266	1,159	6,153	93	339	2,285	173	820	3,868
□ High Academic Self-Concept	26.3%	26.1%	30.6%	28.0%	29.8%	38.9%	25.4%	24.6%	25.6%
Average Academic Self-Concept	49.2%	45.0%	45.7%	49.5%	47.8%	43.7%	49.1%	43.9%	46.9%
□ Low Academic Self-Concept	24.4%	28.8%	23.7%	22.6%	22.4%	17.5%	25.4%	31.5%	27.4%
Significance (based on High score group)	-			-			-		

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

- \* Academic ability (3.01)
- \* Self-confidence intellectual (1.51)
- \* Drive to achieve (1.18)
- \* Mathematical ability (1.14)

#### **CIRP Construct Percentage Report**

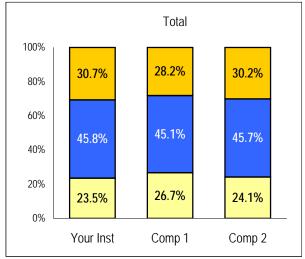
#### Social Self-Concept

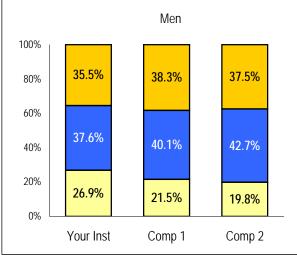
**Graduating Seniors** 

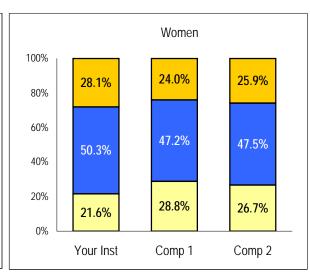
Social Self-Concept is a unified measure of students' beliefs about their abilities and confidence in social situations.

		Total			Men		Women		
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	264	1,159	6,153	93	339	2,285	171	820	3,868
☐ High Social Self-Concept	30.7%	28.2%	30.2%	35.5%	38.3%	37.5%	28.1%	24.0%	25.9%
Average Social Self-Concept	45.8%	45.1%	45.7%	37.6%	40.1%	42.7%	50.3%	47.2%	47.5%
☐ Low Social Self-Concept	23.5%	26.7%	24.1%	26.9%	21.5%	19.8%	21.6%	28.8%	26.7%
Significance (based on High score group)	-			-			-		

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

- \* Leadership ability (2.36)
- \* Public speaking ability (1.84)
- \* Self-confidence social (1.69)

### CIRP Construct Percentage Report

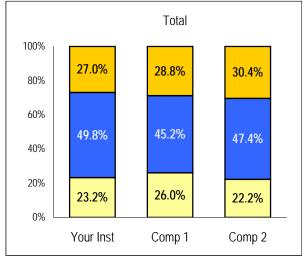
#### Pluralistic Orientation

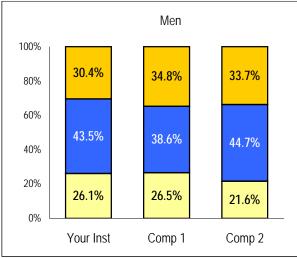
**Graduating Seniors** 

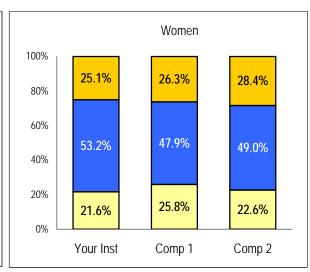
Pluralistic Orientation measures skills and dispositions appropriate for living and working in a diverse society.

		Total			Men			Women		
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Total (n)	263	1,160	6,164	92	339	2,289	171	821	3,875	
☐ High Pluralistic Orientation	27.0%	28.8%	30.4%	30.4%	34.8%	33.7%	25.1%	26.3%	28.4%	
Average Pluralistic Orientation	49.8%	45.2%	47.4%	43.5%	38.6%	44.7%	53.2%	47.9%	49.0%	
Low Pluralistic Orientation	23.2%	26.0%	22.2%	26.1%	26.5%	21.6%	21.6%	25.8%	22.6%	
Significance (based on High score group)	-			-			-			

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

- \* Tolerance of others with different beliefs (3.35)
- \* Ability to work cooperatively with diverse people (3.14)
- \* Openness to having my views challenged (2.76)
- \* Ability to see the world from someone else's perspective (2.55)
- \* Ability to discuss and negotiate controversial issues (2.11)



#### **CIRP Construct Percentage Report**

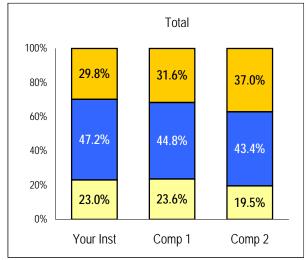
#### **Positive Cross-Racial Interaction**

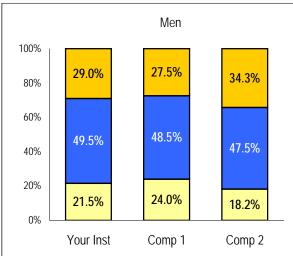
**Graduating Seniors** 

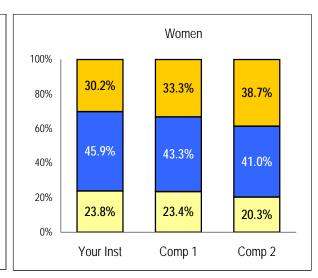
Positive Cross-Racial Interaction is a unified measure of students' level of positive interaction with diverse peers.

		Total			Men			Women		
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Total (n)	265	1,158	6,152	93	338	2,282	172	820	3,870	
☐ High Positive Cross-Racial Interaction	29.8%	31.6%	37.0%	29.0%	27.5%	34.3%	30.2%	33.3%	38.7%	
Average Positive Cross-Racial Interaction	47.2%	44.8%	43.4%	49.5%	48.5%	47.5%	45.9%	43.3%	41.0%	
Low Positive Cross-Racial Interaction	23.0%	23.6%	19.5%	21.5%	24.0%	18.2%	23.8%	23.4%	20.3%	
Significance (based on High score group)	-			-			-			

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

To what extent have you experienced the following with students from a racial/ethnic group other than your own?

- \* Had intellectual discussions outside of class (3.57)
- \* Shared personal feelings and problems (3.52)
- \* Dined or shared a meal (2.72)

- \* Had meaningful and honest discussions about race/ethnic relations outside of class (2.46)
- \* Studied or prepared for class (2.22)
- \* Socialized or partied (2.12)

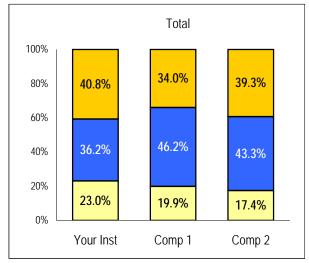
#### 2009-2010 College Senior Survey CIRP Construct Percentage Report Negative Cross-Racial Interaction

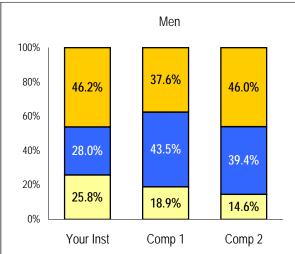
**Graduating Seniors** 

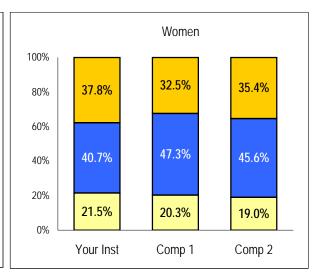
**Negative Cross-Racial Interaction** is a unified measure of students' level of negative interaction with diverse peers.

		Total			Men			Women		
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Total (n)	265	1,157	6,148	93	338	2,280	172	819	3,868	
☐ High Negative Cross-Racial Interaction	40.8%	34.0%	39.3%	46.2%	37.6%	46.0%	37.8%	32.5%	35.4%	
Average Negative Cross-Racial Interaction	36.2%	46.2%	43.3%	28.0%	43.5%	39.4%	40.7%	47.3%	45.6%	
■ Low Negative Cross-Racial Interaction	23.0%	19.9%	17.4%	25.8%	18.9%	14.6%	21.5%	20.3%	19.0%	
Significance (based on High score group)	-			-			-			

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

To what extent have you experienced the following with students from a racial/ethnic group other than your own?

<sup>\*</sup> Had tense, somewhat hostile interactions (3.81)

<sup>\*</sup> Felt insulted or threatened because of your race/ethnicity (2.63)

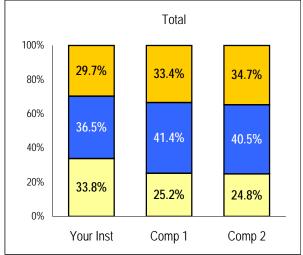
<sup>\*</sup> Had guarded interactions (2.10)

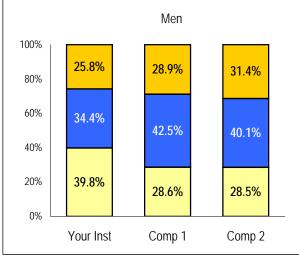
# 2009-2010 College Senior Survey CIRP Construct Percentage Report Social Agency Graduating Seniors

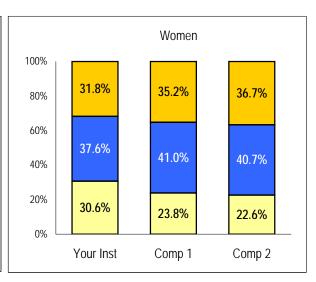
Social Agency measures the extent to which students' value political and social involvement as a personal goal.

		Total			Men			Women		
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Total (n)	266	1,159	6,156	93	339	2,286	173	820	3,870	
☐ High Social Agency	29.7%	33.4%	34.7%	25.8%	28.9%	31.4%	31.8%	35.2%	36.7%	
Average Social Agency	36.5%	41.4%	40.5%	34.4%	42.5%	40.1%	37.6%	41.0%	40.7%	
☐ Low Social Agency	33.8%	25.2%	24.8%	39.8%	28.6%	28.5%	30.6%	23.8%	22.6%	
Significance (based on High score group)	-			-			-			

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

Indicate the importance to you personally of each of the following:

- \* Participating in a community action program (2.64)
- \* Helping to promote racial understanding (2.15)
- \* Becoming a community leader (2.06)

- \* Influencing social values (1.62)
- \* Keeping up to date with political affairs (1.42)
- \* Helping others who are in difficulty (1.36)

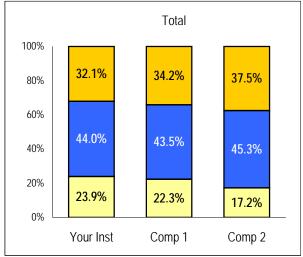


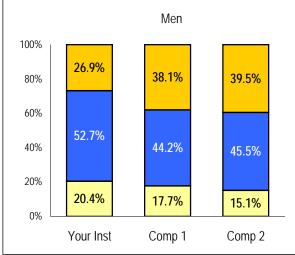
# 2009-2010 College Senior Survey CIRP Construct Percentage Report Civic Awareness Graduating Seniors

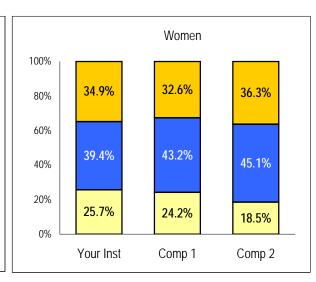
Civic Awareness measures changes in students' understanding of the issues facing their community, nation, and the world.

		Total			Men			Women		
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Total (n)	268	1,161	6,167	93	339	2,292	175	822	3,875	
☐ High Civic Awareness	32.1%	34.2%	37.5%	26.9%	38.1%	39.5%	34.9%	32.6%	36.3%	
Average Civic Awareness	44.0%	43.5%	45.3%	52.7%	44.2%	45.5%	39.4%	43.2%	45.1%	
■ Low Civic Awareness	23.9%	22.3%	17.2%	20.4%	17.7%	15.1%	25.7%	24.2%	18.5%	
Significance (based on High score group)	-			-			-			

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

Compared with when you entered this college, how would you now describe your:

- \* Understanding of national issues (6.00)
- \* Understanding of global issues (3.32)
- \* Understanding of the problems facing your community (2.09)

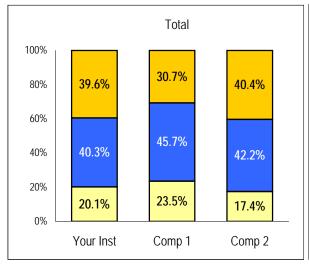


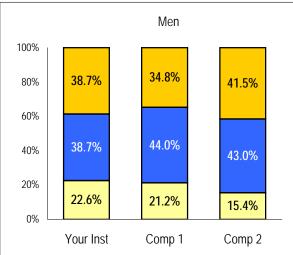
# 2009-2010 College Senior Survey CIRP Construct Percentage Report Leadership Graduating Seniors

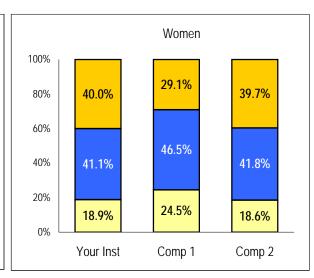
Leadership is a unified measure of students' beliefs about their leadership development and capability and their experiences as a leader.

		Total			Men			Women		
Whatsamatta University	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Total (n)	268	1,161	6,170	93	339	2,292	175	822	3,878	
☐ High Civic Awareness	39.6%	30.7%	40.4%	38.7%	34.8%	41.5%	40.0%	29.1%	39.7%	
Average Civic Awareness	40.3%	45.7%	42.2%	38.7%	44.0%	43.0%	41.1%	46.5%	41.8%	
■ Low Civic Awareness	20.1%	23.5%	17.4%	22.6%	21.2%	15.4%	18.9%	24.5%	18.6%	
Significance (based on High score group)	-			-			-			

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001







#### Survey items and estimation 'weights':

- \* Been a leader in an organization (2.30)
- \* I have effectively led a group to a common purpose (1.79)
- \* Participated in leadership training (1.62)
- \* Self-rating in leadership ability (1.33)
- \* Self-change in leadership ability (1.31)