



**MULTI-INSTITUTIONAL STUDY OF
LEADERSHIP**

2021

School Report



**Module 4: Campus
Outcomes**

Table of Contents

Campus Outcomes

Reading the Tables.....	4-3
The Campus Outcomes Tables.....	4-4
Inputs by Outcome Measures - SCM Leadership Outcomes.....	4-5
Inputs by Outcome Measures.....	4-8
Environments by Outcome Measures - SCM Leadership Outcomes.....	4-11
Environments by Outcome Measures.....	4-28

Campus Outcomes

This module provides 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 MSL requires 15 cases for a statistic to be reported to ensure respondent confidentiality as well as appropriate interpretations of the data are made. Basing a finding off of fewer than 15 cases may lead to erroneous conclusions.
- The data presented in these tables include all responses received from respondents in the survey for each item or measure. In some places, where individual items were missing (item missing data), composite measures were not calculated. To help identify cases in the data with high rates of missing data, we have calculated a variable called CORE_PCT (CORE variable percentage). This variable will consist of a proportion of CORE variables with responses over the total number of CORE variables. This measure will be included in the analytic data file and may be used to filter specific cases with various levels of completeness.

The Campus 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
Student Characteristics																								
Scored on a 5-point scale ranging from Strongly Disagree (1) to Strongly Agree (5); please note separate scale for Resiliency																								
Age																								
(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	
Transfer Status																								
(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	
Enrollment Status																								
(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	
Political Views																								
(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		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

University of Illinois at Urbana-Champaign	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	
Student Characteristics																									
Gender																									
(1) Man	3.88	0.61		4.18	0.52		4.29	0.45	2	4.12	0.48	2	4.18	0.52		3.71	0.78	2	4.05	0.43	2	3.73	0.75		
(2) Woman	3.97	0.60		4.28	0.51		4.43	0.49	1	4.28	0.51	1	4.29	0.49		4.08	0.61	1	4.22	0.44	1	3.57	0.74		
(3) Transgender/Other	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
Race																									
(1) White/Caucasian	3.95	0.60		4.26	0.51		4.40	0.49		4.22	0.48		4.24	0.50		3.96	0.69		4.17	0.43		3.63	0.73		
(2) Middle Eastern/ Northern African	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(3) African American/ Black	4.03	0.82		4.35	0.67		.	.		4.28	0.65		4.16	0.53		3.97	0.92		.	.		3.54	0.86		
(4) American Indian/ Alaska Native	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(5) Asian American	3.89	0.51		4.17	0.45		4.33	0.42		4.18	0.48		4.18	0.50		3.84	0.73		4.09	0.40		3.59	0.75		
(6) Native Hawaiian/ Pacific Islander	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(7) Latino/Hispanic	4.00	0.65		4.28	0.61		4.47	0.49		4.33	0.52		4.43	0.51		4.07	0.70		4.26	0.49		3.70	0.73		
(8) Multiracial	3.92	0.65		4.26	0.56		4.42	0.47		4.20	0.52		4.34	0.48		3.90	0.69		4.18	0.45		3.57	0.88		
(9) Race Not Listed	3.89	0.67		4.08	0.48		4.16	0.49		4.06	0.47		4.17	0.53		3.76	0.63		4.02	0.47		3.75	0.67		
Class Standing																									
(1) First-Year	3.81	0.62		4.19	0.53		4.33	0.48		4.16	0.47		4.24	0.49		3.93	0.65		4.10	0.44		3.65	0.71		
(2) Sophomore	3.92	0.63		4.23	0.50		4.37	0.46		4.17	0.49		4.26	0.48		3.87	0.66		4.14	0.44		3.72	0.77		
(3) Junior	4.00	0.62		4.26	0.56		4.36	0.52		4.23	0.56		4.21	0.56		4.00	0.73		4.18	0.49		3.59	0.81		
(4) Senior+	3.96	0.57		4.22	0.47		4.37	0.48		4.23	0.47		4.23	0.48		3.88	0.74		4.14	0.41		3.55	0.70		
Sexual Orientation																									
(1) Heterosexual	3.94	0.60		4.24	0.52		4.40	0.47		4.22	0.50		4.25	0.52		3.92	0.74		4.16	0.45		3.66	0.73		
(2) LGBTQ+	3.90	0.60		4.20	0.48		4.29	0.50		4.16	0.49		4.20	0.47		3.96	0.61		4.12	0.41		3.54	0.78		
(3) Preferred Response Not Listed	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.

Significance: $p < .01$

Inputs by Outcome Measures - SCM Leadership Outcomes

University of Illinois at Urbana-Champaign	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
Student Characteristics																								
Age																								
(1) Traditional (Under 24)	3.93	0.60		4.23	0.52		4.38	0.48	2	4.21	0.50		4.24	0.51		3.92	0.70		4.15	0.44		3.62	0.75	
(2) Non-Traditional (24 or Older)	3.93	0.62		4.02	0.50		4.01	0.54	1	4.04	0.55		4.20	0.53		3.77	0.71		3.99	0.50		3.65	0.80	
Transfer Status																								
(1) Non-Transfer Student	3.92	0.61		4.23	0.50		4.36	0.48		4.20	0.49		4.23	0.51		3.93	0.70		4.14	0.44		3.62	0.76	
(2) Transfer Student	3.94	0.63		4.20	0.58		4.35	0.52		4.18	0.56		4.24	0.50		3.90	0.71		4.14	0.47		3.65	0.67	
Enrollment Status																								
(1) Full-Time	3.93	0.62		4.23	0.51		4.36	0.48		4.20	0.50		4.23	0.51		3.92	0.70		4.14	0.45		3.63	0.74	
(2) Part-Time	3.85	0.51		4.00	0.59		4.23	0.66		4.18	0.43		4.28	0.47		3.78	0.72		4.05	0.39		3.26	1.08	
Political Views																								
(1) Very Liberal	3.96	0.62		4.31	0.47		4.35	0.51		4.23	0.52		4.18	0.47		4.06	0.62	3	4.17	0.42		3.52	0.87	
(2) Liberal	3.92	0.62		4.25	0.48		4.40	0.46		4.23	0.49		4.32	0.47	5	3.96	0.68		4.18	0.42		3.65	0.71	
(3) Moderate	3.88	0.61		4.15	0.55		4.30	0.50		4.14	0.51		4.20	0.53		3.80	0.74	1	4.07	0.48		3.62	0.68	
(4) Conservative	4.01	0.57		4.21	0.59		4.41	0.47		4.26	0.40		4.17	0.49		3.93	0.62		4.17	0.40		3.71	0.86	
(5) Very Conservative	3.99	0.67		4.31	0.58		4.46	0.55		4.07	0.76		3.88	0.82	2	3.89	1.04		4.10	0.64		3.89	0.82	
GPA Estimate																								
(1) 3.50 - 4.00	3.93	0.58		4.26	0.48		4.40	0.46	3	4.22	0.48		4.25	0.47		3.96	0.65	3	4.17	0.42	3	3.67	0.72	
(2) 3.00 - 3.49	3.96	0.64		4.16	0.58		4.33	0.51		4.19	0.54		4.24	0.57		3.93	0.77	3	4.13	0.49		3.59	0.80	
(3) 2.50 - 2.99	3.77	0.63		4.12	0.57		4.07	0.51	1	3.97	0.49		4.07	0.51		3.39	0.77	1,2	3.89	0.40	1	3.31	0.88	
(4) 2.00 - 2.49	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(5) 1.99 or less	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(6) No college GPA	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.

Significance: p < .01

Inputs by Outcome Measures - SCM Leadership Outcomes

University of Illinois at Urbana-Champaign	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		
Student Characteristics																										
<i>Economic/Social Class</i>																										
(1) Low-income	4.12	0.56		4.38	0.58		4.44	0.45		4.27	0.44		4.27	0.52		3.89	0.82		4.24	0.41		3.68	0.72			
(2) Working-class	3.87	0.65		4.24	0.57		4.43	0.49		4.26	0.52		4.29	0.50		3.99	0.73		4.18	0.46		3.66	0.77			
(3) Middle-class	3.87	0.61		4.21	0.49		4.35	0.47		4.17	0.49		4.19	0.51		3.91	0.66		4.11	0.45		3.63	0.73			
(4) Upper-middle or professional-middle	3.99	0.55		4.24	0.51		4.36	0.49		4.20	0.50		4.25	0.50		3.93	0.72		4.15	0.43		3.59	0.75			
(5) Wealthy	4.01	0.64		4.12	0.38		4.25	0.55		4.17	0.50		4.32	0.52		3.68	0.75		4.09	0.44		3.64	1.04			
<i>Educational Generation Status</i>																										
(1) First Generation	3.92	0.59		4.23	0.51		4.37	0.48		4.19	0.49		4.23	0.50		3.91	0.71		4.14	0.44		3.60	0.75			
(2) Non-First Generation	3.98	0.68		4.26	0.54		4.39	0.49		4.26	0.52		4.26	0.51		3.93	0.67		4.19	0.46		3.76	0.79			
<i>Disability Status</i>																										
(1) Reported Disability	3.88	0.61		4.20	0.57		4.29	0.50		4.13	0.50		4.22	0.51		3.90	0.71		4.10	0.43		3.35	0.89	0		
(0) No Reported Disability	3.94	0.60		4.24	0.50		4.38	0.48		4.22	0.50		4.24	0.50		3.92	0.71		4.15	0.44		3.67	0.71	1		

Significance: p < .01

Inputs by Outcome Measures

University of Illinois at Urbana-Champaign	Leadership Efficacy			Social Perspective-Taking			Social Generativity			Hope Scale - Agency			Hope Scale - Pathways		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
Gender															
(1) Man	3.07	0.59		3.95	0.72		3.25	1.06		3.67	0.73	2	3.88	0.67	
(2) Woman	3.13	0.67		4.06	0.74		3.46	0.95		3.87	0.74	1	3.84	0.69	
(3) Transgender/Other	.	.		.	.		.	.		.	.		.	.
Race															
(1) White/Caucasian	3.16	0.61		3.99	0.74		3.46	0.96		3.92	0.73	5	3.92	0.65	
(2) Middle Eastern/ Northern African	.	.		.	.		.	.		.	.		.	.
(3) African American/ Black	2.94	0.92		3.96	0.78		3.27	1.14		3.34	0.99		3.68	0.97	
(4) American Indian/ Alaska Native	.	.		.	.		.	.		.	.		.	.
(5) Asian American	3.02	0.61		4.05	0.66		3.17	1.07		3.52	0.74	1	3.74	0.71	
(6) Native Hawaiian/ Pacific Islander	.	.		.	.		.	.		.	.		.	.
(7) Latino/Hispanic	3.08	0.69		4.13	0.76		3.59	0.98		3.86	0.71		3.96	0.62	
(8) Multiracial	3.26	0.65		3.99	0.81		3.31	0.99		3.71	0.78		3.89	0.67	
(9) Race Not Listed	2.88	0.56		3.89	0.77		3.39	0.93		3.58	0.61		3.74	0.68	
Class Standing															
(1) First-Year	3.04	0.63		3.96	0.76		3.36	0.91		3.75	0.71		3.86	0.66	
(2) Sophomore	3.02	0.62		3.97	0.72		3.34	0.95		3.74	0.74		3.79	0.68	
(3) Junior	3.16	0.69		4.06	0.75		3.52	1.03		3.82	0.83		3.91	0.73	
(4) Senior+	3.20	0.58		4.01	0.71		3.28	1.05		3.73	0.72		3.80	0.64	
Sexual Orientation															
(1) Heterosexual	3.12	0.64		4.01	0.74		3.33	1.03		3.81	0.74		3.88	0.65	
(2) LGBTQ+	3.05	0.62		3.99	0.71		3.50	0.92		3.66	0.78		3.76	0.74	
(3) Preferred Response Not Listed	.	.		.	.		.	.		.	.		.	.

Significance: p < .01

Inputs by Outcome Measures

University of Illinois at Urbana-Champaign	Leadership Efficacy			Social Perspective-Taking			Social Generativity			Hope Scale - Agency			Hope Scale - Pathways		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
Age															
(1) Traditional (Under 24)	3.10	0.63		4.01	0.73		3.37	0.99		3.76	0.74		3.84	0.68	
(2) Non-Traditional (24 or Older)	3.21	0.74		3.91	0.87		3.38	1.27		3.91	0.89		3.95	0.87	
Transfer Status															
(1) Non-Transfer Student	3.10	0.63		3.99	0.74		3.36	0.99		3.75	0.75		3.82	0.68	
(2) Transfer Student	3.17	0.64		4.10	0.70		3.46	1.02		3.81	0.74		3.97	0.67	
Enrollment Status															
(1) Full-Time	3.11	0.63		4.00	0.74		3.39	0.99		3.77	0.74	2	3.85	0.67	
(2) Part-Time	2.88	0.80		4.07	0.64		2.90	1.06		3.23	1.06	1	.	.	
Political Views															
(1) Very Liberal	3.11	0.68		4.09	0.73		3.71	0.91	3,4	3.67	0.84	5	3.78	0.75	
(2) Liberal	3.18	0.60		4.03	0.74		3.38	0.98		3.79	0.70		3.87	0.69	
(3) Moderate	3.02	0.62		3.97	0.68		3.22	1.02	1	3.70	0.72	5	3.80	0.59	
(4) Conservative	3.06	0.72		3.86	0.80		3.19	0.82	1	3.93	0.79		3.91	0.76	
(5) Very Conservative	3.45	0.58		3.84	1.12		3.62	1.32		4.37	0.71	1,3	4.35	0.62	
GPA Estimate															
(1) 3.50 - 4.00	3.12	0.60		4.00	0.73		3.44	0.96		3.86	0.70	2,3	3.87	0.66	
(2) 3.00 - 3.49	3.08	0.70		4.05	0.76		3.31	1.08		3.64	0.77	1	3.84	0.71	
(3) 2.50 - 2.99	2.92	0.78		3.80	0.76		2.94	0.91		3.22	0.81	1	3.66	0.83	
(4) 2.00 - 2.49	.	.		.	.		.	.		.	.		.	.
(5) 1.99 or less	.	.		.	.		.	.		.	.		.	.
(6) No college GPA	.	.		.	.		.	.		.	.		.	.

Significance: p < .01

Inputs by Outcome Measures

University of Illinois at Urbana-Champaign	Leadership Efficacy			Social Perspective-Taking			Social Generativity			Hope Scale - Agency			Hope Scale - Pathways		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
Economic/Social Class															
(1) Low-income	3.23	0.77		4.03	0.76		3.43	1.13		3.75	0.84		4.09	0.67	
(2) Working-class	3.10	0.65		4.07	0.73		3.37	0.99		3.72	0.74		3.79	0.65	
(3) Middle-class	3.02	0.62		4.05	0.67		3.36	0.98		3.72	0.75		3.79	0.71	
(4) Upper-middle or professional-middle	3.17	0.61		3.92	0.80		3.39	0.97		3.83	0.72		3.92	0.63	
(5) Wealthy	3.14	0.55		3.87	0.82		3.22	1.19		3.82	0.89		3.75	0.89	
Educational Generation Status															
(1) First Generation	3.09	0.63		3.98	0.73		3.38	0.99		3.76	0.75		3.84	0.68	
(2) Non-First Generation	3.14	0.65		4.13	0.77		3.32	1.00		3.75	0.73		3.89	0.71	
Disability Status															
(1) Reported Disability	3.19	0.68		4.05	0.75		3.51	0.99		3.62	0.90		3.90	0.73	
(0) No Reported Disability	3.09	0.62		4.00	0.73		3.35	0.99		3.79	0.71		3.84	0.67	

Significance: p < .01

Environments by Outcome Measures - SCM Leadership Outcomes

University of Illinois at Urbana-Champaign	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
Student Characteristics																								
Off-Campus Job																								
(1) Yes	4.02	0.64		4.26	0.56		4.44	0.51		4.23	0.56		4.22	0.59		3.95	0.72		4.19	0.49		3.83	0.67	0
(0) No	3.90	0.61		4.22	0.51		4.34	0.48		4.19	0.49		4.23	0.49		3.92	0.70		4.13	0.44		3.59	0.76	1
On-Campus Job																								
(1) Yes	3.94	0.61		4.27	0.48		4.37	0.46		4.23	0.49		4.22	0.45		4.04	0.60		4.17	0.43		3.62	0.76	
(0) No	3.92	0.61		4.21	0.53		4.36	0.49		4.19	0.51		4.23	0.52		3.88	0.73		4.13	0.45		3.63	0.75	
Community Service																								
(1) Yes	3.97	0.62		4.29	0.49		4.49	0.42	0	4.31	0.46	0	4.29	0.49		4.27	0.51	0	4.27	0.41	0	3.66	0.69	
(0) No	3.91	0.61		4.20	0.52		4.31	0.50	1	4.16	0.51	1	4.21	0.51		3.80	0.72	1	4.09	0.45	1	3.61	0.77	
Residential Setting																								
(1) Off-Campus	3.92	0.62		4.17	0.53		4.33	0.50		4.14	0.51		4.20	0.52		3.81	0.77		4.09	0.45		3.57	0.82	
(2) On-Campus	3.91	0.61		4.24	0.54		4.39	0.48		4.21	0.50		4.26	0.52		4.00	0.65		4.17	0.45		3.69	0.71	
Involvement in College Organizations																								
(0) Never	3.78	0.65	4	4.04	0.63	4	4.27	0.52	4	4.02	0.54	4	4.14	0.61		3.59	0.77	3,4	3.97	0.49	4	3.57	0.75	
(1) Once	3.71	0.71	4	4.12	0.49		4.30	0.47		4.10	0.53	4	4.15	0.48		3.57	0.83	3,4	3.99	0.46	4	3.58	0.73	
(2) Sometimes	3.88	0.59	4	4.22	0.50		4.30	0.49	4	4.14	0.46	4	4.25	0.48		3.85	0.63	4	4.10	0.40	4	3.60	0.73	
(3) Many times	3.90	0.60	4	4.21	0.47		4.32	0.48	4	4.20	0.47	4	4.15	0.52		3.98	0.61	0,1,4	4.12	0.44	4	3.59	0.76	
(4) Much of the time	4.14	0.54	0,1,2,3	4.38	0.46	0	4.53	0.44	0,2,3	4.40	0.47	0,1,2,3	4.34	0.45		4.25	0.60	0,1,2,3	4.34	0.40	0,1,2,3	3.73	0.77	
Leadership Positions in College Organizations																								
(0) Never	3.86	0.60	4	4.19	0.53	4	4.34	0.47	4	4.14	0.49	4	4.21	0.51		3.76	0.71	3,4	4.08	0.43	4	3.60	0.73	
(1) Once	3.77	0.68	4	4.17	0.53		4.22	0.54	4	4.14	0.53	4	4.19	0.51		3.85	0.74	4	4.04	0.46	4	3.54	0.66	
(2) Sometimes	3.91	0.64	4	4.20	0.50		4.27	0.48	4	4.15	0.51	4	4.20	0.55		3.92	0.63	4	4.11	0.43	4	3.55	0.88	
(3) Many times	4.00	0.52		4.23	0.49		4.34	0.50	4	4.25	0.47		4.20	0.49		4.09	0.57	0	4.18	0.44	4	3.66	0.70	
(4) Much of the time	4.22	0.57	0,1,2	4.42	0.47	0	4.64	0.38	0,1,2,3	4.46	0.46	0,1,2	4.40	0.44		4.41	0.53	0,1,2	4.43	0.39	0,1,2,3	3.82	0.76	

Significance: p < .01

Environments by Outcome Measures - SCM Leadership Outcomes

University of Illinois at Urbana-Champaign	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	
Student Characteristics																									
<i>Involvement in Off-Campus Organizations</i>																									
(0) Never	3.87	0.62		4.21	0.54		4.34	0.48		4.16	0.51		4.22	0.53		3.78	0.74	1,2,3,4	4.09	0.45		3.57	0.75		
(1) Once	3.93	0.66		4.22	0.50		4.41	0.52		4.20	0.52		4.22	0.47		4.15	0.53	0	4.19	0.43		3.67	0.70		
(2) Sometimes	4.04	0.57		4.31	0.47		4.37	0.46		4.28	0.49		4.30	0.47		4.22	0.50	0	4.25	0.42		3.73	0.77		
(3) Many times	4.03	0.52		4.20	0.44		4.31	0.50		4.23	0.50		4.19	0.42		4.15	0.56	0	4.17	0.40		3.74	0.67		
(4) Much of the time	4.14	0.54		4.31	0.50		4.56	0.42		4.40	0.36		4.31	0.49		4.25	0.57	0	4.34	0.39		3.82	0.79		
<i>Leadership Positions in Off-Campus Organizations</i>																									
(0) Never	3.86	0.61	4	4.20	0.53		4.34	0.48		4.16	0.50	4	4.22	0.50		3.83	0.72	1,2,4	4.10	0.44	4	3.55	0.74		
(1) Once	4.06	0.68		4.24	0.45		4.39	0.43		4.27	0.44		4.21	0.54		4.21	0.46	0	4.23	0.40		3.89	0.67		
(2) Sometimes	4.06	0.59		4.34	0.49		4.40	0.58		4.27	0.54		4.26	0.53		4.21	0.58	0	4.25	0.48		3.80	0.77		
(3) Many times	4.08	0.53		4.18	0.42		4.31	0.49		4.24	0.50		4.19	0.51		4.05	0.57		4.18	0.44		3.86	0.70		
(4) Much of the time	4.29	0.53	0	4.43	0.46		4.57	0.44		4.48	0.42	0	4.44	0.44		4.43	0.54	0	4.44	0.39	0	3.96	0.74		

Significance: p < .01

Environments by Outcome Measures - SCM Leadership Outcomes

University of Illinois at Urbana-Champaign	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
Student Characteristics																								
<i>Participation in Student Groups</i>																								
Academic/Departmental/Professional																								
(1) Yes	3.98	0.61		4.32	0.49	0	4.46	0.47	0	4.32	0.48	0	4.30	0.48		4.12	0.63	0	4.24	0.44	0	3.66	0.79	
(0) No	3.92	0.58		4.20	0.47	1	4.29	0.48	1	4.15	0.48	1	4.19	0.50		3.92	0.67	1	4.11	0.41	1	3.58	0.73	
Advocacy																								
(1) Yes	3.93	0.64		4.37	0.43		4.45	0.45		4.28	0.47		4.28	0.45		4.23	0.54		4.24	0.38		3.52	0.83	
(0) No	3.96	0.59		4.26	0.49		4.37	0.49		4.23	0.49		4.24	0.50		4.00	0.66		4.17	0.44		3.64	0.76	
Art/Theater/Music																								
(1) Yes	4.03	0.64		4.37	0.46		4.43	0.44		4.32	0.46		4.31	0.48		4.14	0.61		4.26	0.41		3.63	0.86	
(0) No	3.94	0.58		4.24	0.49		4.37	0.49		4.22	0.49		4.23	0.50		4.00	0.67		4.16	0.44		3.63	0.75	
Honor Societies																								
(1) Yes	3.99	0.60		4.29	0.50		4.44	0.46		4.32	0.50		4.27	0.47		4.14	0.67		4.24	0.43		3.67	0.82	
(0) No	3.94	0.59		4.26	0.48		4.35	0.49		4.21	0.48		4.24	0.50		3.98	0.65		4.16	0.43		3.61	0.74	
Identity-Based/Multicultural Organizations																								
(1) Yes	4.03	0.57		4.39	0.44	0	4.41	0.48		4.34	0.53		4.25	0.51		4.09	0.70		4.25	0.45		3.56	0.86	
(0) No	3.94	0.60		4.24	0.49	1	4.37	0.48		4.22	0.47		4.25	0.49		4.01	0.64		4.16	0.43		3.64	0.74	
International Interest																								
(1) Yes	3.96	0.57		4.31	0.50		4.35	0.48		4.29	0.50		4.28	0.47		4.06	0.58		4.21	0.43		3.77	0.75	
(0) No	3.95	0.60		4.26	0.48		4.38	0.48		4.23	0.48		4.24	0.50		4.02	0.67		4.18	0.43		3.60	0.77	
Media																								
(1) Yes	4.13	0.51		4.32	0.50		4.43	0.45		4.38	0.48		4.32	0.50		4.19	0.51		4.28	0.40		3.59	0.71	
(0) No	3.94	0.60		4.26	0.48		4.37	0.49		4.23	0.48		4.24	0.49		4.01	0.66		4.17	0.43		3.63	0.77	
Military																								
(1) Yes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(0) No	3.95	0.60		4.27	0.49		4.38	0.48		4.24	0.49		4.25	0.50		4.03	0.66		4.18	0.43		3.63	0.77	

Significance: p < .01

Environments by Outcome Measures - SCM Leadership Outcomes

University of Illinois at Urbana-Champaign	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
Student Characteristics																								
<i>Participation in Student Groups (Continued)</i>																								
Multicultural Social Fraternities and Sororities																								
(1) Yes	4.07	0.59		4.25	0.49		4.32	0.50		4.26	0.58		4.16	0.61		3.97	0.70		4.17	0.52		3.79	0.79	
(0) No	3.94	0.59		4.27	0.48		4.38	0.48		4.24	0.48		4.25	0.48		4.02	0.65		4.18	0.43		3.61	0.76	
Political																								
(1) Yes	4.02	0.49		4.40	0.47		4.42	0.48		4.27	0.50		4.31	0.49		4.32	0.53		4.30	0.40		3.57	0.91	
(0) No	3.95	0.60		4.26	0.48		4.38	0.48		4.24	0.48		4.24	0.49		4.01	0.66		4.17	0.43		3.63	0.76	
Recreational																								
(1) Yes	3.94	0.62		4.20	0.47		4.36	0.49		4.22	0.49		4.23	0.50		3.96	0.67		4.15	0.43		3.74	0.78	
(0) No	3.96	0.58		4.29	0.49		4.39	0.48		4.25	0.48		4.25	0.49		4.05	0.65		4.19	0.43		3.58	0.76	
Religious																								
(1) Yes	4.07	0.52		4.33	0.46		4.43	0.47		4.32	0.47		4.23	0.52		4.19	0.63	0	4.26	0.41		3.65	0.77	
(0) No	3.92	0.61		4.25	0.49		4.36	0.48		4.22	0.49		4.25	0.48		3.98	0.65	1	4.16	0.44		3.62	0.77	
Service																								
(1) Yes	4.00	0.52		4.30	0.44		4.45	0.47		4.31	0.46		4.30	0.46		4.23	0.56	0	4.27	0.41	0	3.70	0.74	
(0) No	3.94	0.62		4.25	0.50		4.35	0.48		4.21	0.49		4.23	0.50		3.95	0.67	1	4.15	0.43	1	3.60	0.77	
Social Fraternities or Sororities																								
(1) Yes	4.03	0.59		4.29	0.50		4.41	0.51		4.30	0.49		4.30	0.49		4.15	0.59	0	4.25	0.44		3.66	0.79	
(0) No	3.92	0.59		4.25	0.47		4.36	0.47		4.21	0.48		4.22	0.49		3.96	0.67	1	4.15	0.42		3.60	0.75	

Significance: p < .01

Environments by Outcome Measures - SCM Leadership Outcomes

University of Illinois at Urbana-Champaign	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
Student Characteristics																								
<i>Participation in Student Groups (Continued)</i>																								
Social/Special Interest																								
(1) Yes	3.96	0.64		4.30	0.46		4.39	0.49		4.28	0.48		4.25	0.47		4.08	0.63		4.20	0.44		3.66	0.77	
(0) No	3.95	0.57		4.25	0.49		4.37	0.48		4.22	0.49		4.25	0.50		4.00	0.66		4.17	0.43		3.61	0.76	
Sports-Intecollegiate or Varsity																								
(1) Yes	4.06	0.54		4.25	0.50		4.34	0.49		4.22	0.47		4.24	0.50		4.02	0.75		4.18	0.46		3.77	0.64	
(0) No	3.94	0.60		4.27	0.48		4.38	0.48		4.24	0.49		4.25	0.49		4.02	0.64		4.18	0.43		3.61	0.78	
Student Governance																								
(1) Yes	3.94	0.63		4.23	0.51		4.35	0.47		4.15	0.58		4.25	0.46		4.15	0.56		4.18	0.43		3.80	0.57	
(0) No	3.95	0.59		4.27	0.48		4.38	0.48		4.25	0.48		4.25	0.50		4.01	0.66		4.18	0.43		3.61	0.78	
LGBTQ Groups																								
(0) Never	3.95	0.60		4.26	0.49		4.38	0.48		4.24	0.48		4.25	0.50		4.02	0.66		4.18	0.43		3.64	0.75	
(1) Sometimes	4.08	0.52		4.42	0.42		4.37	0.49		4.27	0.48		4.29	0.42		4.13	0.56		4.25	0.38		3.58	0.92	
(2) Often	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(3) Very Often	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
Racial/Ethnic Groups																								
(0) Never	3.94	0.60		4.25	0.49		4.37	0.48		4.23	0.48		4.25	0.49		4.02	0.64		4.17	0.43		3.63	0.75	
(1) Sometimes	4.00	0.56		4.34	0.46		4.36	0.51		4.26	0.55		4.19	0.59		3.95	0.87		4.18	0.49		3.60	0.78	
(2) Often	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(3) Very Often	4.00	0.51		4.34	0.47		4.41	0.45		4.31	0.50		4.12	0.40		4.17	0.69		4.22	0.43		.	.	
Women's Groups																								
(0) Never	3.94	0.59		4.25	0.48		4.37	0.48		4.22	0.48		4.24	0.49		3.99	0.66		4.16	0.43		3.63	0.76	
(1) Sometimes	3.95	0.59		4.33	0.45		4.33	0.49		4.37	0.50		4.24	0.49		4.23	0.54		4.24	0.43		3.34	0.81	
(2) Often	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(3) Very Often	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.

Significance: p < .01

Environments by Outcome Measures - SCM Leadership Outcomes

University of Illinois at Urbana-Champaign	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
Student Characteristics																								
<i>Social Change Behaviors</i>																								
(0) Never	3.71	0.62	1,2,3	4.08	0.52	1,2,3	4.29	0.47	3	4.04	0.48	1,2,3	4.14	0.54	3	3.47	0.72	1,2,3	3.95	0.43	1,2,3	3.60	0.70	3
(1) Once	3.93	0.59	0,3	4.23	0.50	0,3	4.33	0.49	3	4.20	0.47	0,3	4.23	0.48		3.92	0.58	0,2,3	4.14	0.41	0,2,3	3.56	0.75	3
(2) Sometimes	4.04	0.57	0,3	4.32	0.49	0	4.42	0.48		4.28	0.50	0,3	4.27	0.49		4.28	0.52	0,1	4.27	0.41	0,1,3	3.63	0.75	3
(3) Often	4.45	0.53	0,1,2	4.58	0.48	0,1	4.63	0.50	0,1	4.59	0.50	0,1,2	4.52	0.51	0	4.62	0.51	0,1	4.56	0.46	0,1,2	4.21	0.87	0,1,2
<i>Socio-Cultural Conversations</i>																								
(0) Never	3.63	0.70	2,3	4.02	0.49	2,3	4.23	0.49	3	3.96	0.59	2,3	4.00	0.60	2,3	3.50	0.85	2,3	3.88	0.48	2,3	3.68	0.69	
(1) Once	3.77	0.59	2,3	4.11	0.52	3	4.25	0.47	3	4.05	0.44	2,3	4.12	0.45	3	3.71	0.65	2,3	4.00	0.41	2,3	3.50	0.67	3
(2) Sometimes	3.98	0.55	0,1,3	4.25	0.46	0,3	4.37	0.46	3	4.22	0.47	0,1,3	4.24	0.49	0,3	4.01	0.62	0,1,3	4.18	0.40	0,1,3	3.63	0.73	
(3) Often	4.26	0.61	0,1,2	4.51	0.56	0,1,2	4.64	0.48	0,1,2	4.60	0.44	0,1,2	4.57	0.47	0,1,2	4.39	0.62	0,1,2	4.48	0.42	0,1,2	3.86	0.94	1
<i>Campus Climate</i>																								
Belonging Climate																								
(1) Strongly Disagree	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(2) Disagree	3.68	0.64	5	4.08	0.52	5	4.18	0.48	5	3.88	0.56	4,5	3.96	0.57	4,5	3.47	0.94	4,5	3.88	0.47	4,5	3.35	0.81	5
(3) Neutral	3.73	0.61	4,5	4.11	0.53	5	4.24	0.53	5	4.05	0.49	4,5	4.13	0.51	5	3.78	0.67	5	4.00	0.44	4,5	3.41	0.71	4,5
(4) Agree	3.94	0.51	3,5	4.22	0.45	5	4.37	0.41	5	4.21	0.42	2,3,5	4.24	0.44	2,5	3.94	0.60	2,5	4.15	0.36	2,3,5	3.64	0.68	3,5
(5) Strongly Agree	4.45	0.47	2,3,4	4.61	0.42	2,3,4	4.69	0.40	2,3,4	4.64	0.40	2,3,4	4.58	0.44	2,3,4	4.45	0.58	2,3,4	4.57	0.37	2,3,4	4.21	0.61	2,3,4
Non-Discriminatory Climate																								
(1) Strongly Disagree	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(2) Disagree	4.07	0.54		4.28	0.56		4.39	0.46		4.23	0.54		4.20	0.56		4.10	0.81		4.21	0.46		3.79	0.74	
(3) Neutral	3.85	0.56		4.10	0.53	5	4.21	0.56	5	4.09	0.56	5	4.11	0.58	5	3.94	0.65		4.04	0.48	5	3.51	0.74	
(4) Agree	3.91	0.60		4.21	0.49		4.35	0.47		4.17	0.48		4.24	0.47		3.87	0.69		4.12	0.42		3.55	0.73	
(5) Strongly Agree	3.95	0.62		4.36	0.48	3	4.49	0.40	3	4.30	0.42	3	4.33	0.45	3	3.91	0.70		4.22	0.39	3	3.74	0.76	

Significance: p < .01

Environments by Outcome Measures - SCM Leadership Outcomes

University of Illinois at Urbana-Champaign	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	
Student Characteristics																									
Formal Leadership Training / Education																									
As part of academic curriculum																									
(1) Yes	4.08	0.50		4.38	0.46		4.47	0.47		4.36	0.48		4.36	0.45		4.24	0.56		4.32	0.42		3.76	0.66		
(0) No	4.05	0.59		4.33	0.50		4.43	0.46		4.34	0.48		4.30	0.48		4.20	0.63		4.26	0.44		3.55	0.80		
Campus-affiliated program																									
(1) Yes	4.05	0.57		4.32	0.49		4.42	0.48		4.34	0.50		4.32	0.49		4.22	0.62		4.27	0.46		3.57	0.76		
(0) No	4.07	0.54		4.39	0.48		4.48	0.41		4.36	0.45		4.33	0.44		4.21	0.58		4.30	0.39		3.74	0.75		
Non-campus-affiliated program																									
(1) Yes	4.14	0.56		4.38	0.53		4.49	0.46		4.41	0.45		4.33	0.52		4.27	0.65		4.33	0.46		3.65	0.76		
(0) No	4.03	0.55		4.33	0.47		4.42	0.46		4.33	0.49		4.32	0.45		4.19	0.58		4.26	0.42		3.62	0.76		
Academic College Experiences																									
Study Abroad																									
(1) Yes	4.01	0.57		4.26	0.45		4.41	0.41		4.28	0.44		4.27	0.45		4.18	0.50	0	4.24	0.40		3.68	0.67		
(0) No	3.92	0.62		4.22	0.52		4.35	0.49		4.19	0.51		4.23	0.51		3.90	0.71	1	4.13	0.45		3.62	0.76		
Experienced Internship																									
(1) Yes	4.03	0.60	0	4.26	0.48		4.42	0.47		4.28	0.50	0	4.27	0.51		4.04	0.67	0	4.22	0.43	0	3.71	0.77		
(0) No	3.85	0.61	1	4.20	0.54		4.32	0.49		4.15	0.50	1	4.20	0.51		3.85	0.71	1	4.09	0.45	1	3.57	0.73		
Learning Community Participant																									
(1) Yes	4.03	0.55		4.23	0.49		4.40	0.44		4.30	0.44		4.31	0.46		4.14	0.61	0	4.24	0.40		3.68	0.78		
(0) No	3.90	0.62		4.22	0.52		4.35	0.49		4.18	0.51		4.22	0.51		3.88	0.71	1	4.12	0.45		3.62	0.74		
Living-Learning Program																									
(1) Yes	3.97	0.60		4.26	0.46		4.41	0.44		4.20	0.48		4.26	0.50		4.00	0.62		4.18	0.42		3.62	0.82		
(0) No	3.91	0.62		4.22	0.53		4.35	0.49		4.20	0.51		4.23	0.51		3.90	0.72		4.13	0.45		3.63	0.74		
Research with a Faculty Member																									
(1) Yes	3.99	0.60		4.30	0.47		4.42	0.45		4.25	0.50		4.22	0.51		4.03	0.66		4.20	0.43		3.59	0.83		
(0) No	3.91	0.61		4.20	0.53		4.34	0.49		4.18	0.50		4.23	0.50		3.89	0.71		4.12	0.45		3.64	0.73		
First-Year or Freshman Seminar Course																									
(1) Yes	3.91	0.62		4.24	0.50		4.38	0.48		4.21	0.50		4.24	0.51		3.94	0.70		4.15	0.44		3.64	0.75		
(0) No	3.94	0.60		4.20	0.55		4.32	0.50		4.18	0.50		4.22	0.51		3.89	0.69		4.13	0.45		3.60	0.75		

Significance: p < .01

Environments by Outcome Measures - SCM Leadership Outcomes

University of Illinois at Urbana-Champaign	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		
Student Characteristics																										
<i>Academic College Experiences (Continued)</i>																										
Senior Capstone Participant																										
(1) Yes	3.95	0.56		4.19	0.42		4.41	0.44		4.28	0.46		4.23	0.47		4.01	0.58		4.17	0.37		3.60	0.75			
(0) No	3.92	0.62		4.23	0.53		4.35	0.49		4.19	0.50		4.23	0.51		3.91	0.71		4.14	0.45		3.63	0.75			
Resident Assistants																										
(1) Yes	4.12	0.55		4.37	0.40		4.41	0.40		4.30	0.45		4.28	0.43		4.34	0.49		4.30	0.36		3.89	0.64			
(0) No	3.92	0.61		4.22	0.52		4.36	0.49		4.20	0.50		4.23	0.51		3.91	0.70		4.14	0.45		3.62	0.75			
New Student Transitions																										
(1) Yes	4.15	0.52	0	4.32	0.50		4.51	0.47	0	4.38	0.43	0	4.43	0.44	0	4.23	0.60	0	4.33	0.38	0	3.64	0.81			
(0) No	3.90	0.62	1	4.21	0.52		4.34	0.48	1	4.18	0.50	1	4.21	0.51	1	3.88	0.70	1	4.12	0.45	1	3.62	0.74			
Campus-Wide Programming																										
(1) Yes	4.08	0.57		4.36	0.44		4.53	0.46	0	4.43	0.46	0	4.42	0.43	0	4.14	0.72		4.32	0.43	0	3.78	0.78			
(0) No	3.91	0.62		4.21	0.52		4.34	0.49	1	4.18	0.50	1	4.21	0.51	1	3.90	0.69		4.12	0.45	1	3.61	0.75			
Peer Helper																										
(1) Yes	4.04	0.54		4.30	0.49		4.45	0.45		4.29	0.52		4.27	0.47		4.10	0.64		4.24	0.44		3.72	0.74			
(0) No	3.91	0.62		4.22	0.52		4.35	0.49		4.19	0.50		4.22	0.51		3.90	0.70		4.13	0.45		3.61	0.75			

Significance: p < .01

Environments by Outcome Measures - SCM Leadership Outcomes

University of Illinois at Urbana-Champaign	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		
Student Characteristics																										
<i>Academic Major</i>																										
Agriculture / Natural Resources																										
(1) Yes	3.81	0.58		4.27	0.51		4.38	0.49		4.15	0.58		4.01	0.60		3.90	0.69		4.08	0.49		3.52	0.71			
(0) No	3.93	0.61		4.22	0.52		4.36	0.49		4.20	0.50		4.24	0.50		3.92	0.70		4.14	0.45		3.63	0.75			
Architecture / Urban Planning																										
(1) Yes	4.19	0.62		4.43	0.44		4.50	0.42		4.21	0.67		4.39	0.44		4.28	0.70		4.34	0.44		3.69	0.64			
(0) No	3.92	0.61		4.22	0.52		4.36	0.49		4.20	0.50		4.23	0.51		3.91	0.70		4.13	0.45		3.62	0.75			
Biological / Life Sciences																										
(1) Yes	3.95	0.64		4.24	0.52		4.44	0.51		4.27	0.53		4.28	0.51		4.09	0.63		4.20	0.49		3.62	0.75			
(0) No	3.92	0.61		4.22	0.52		4.35	0.48		4.19	0.50		4.23	0.51		3.91	0.70		4.13	0.44		3.63	0.75			
Business																										
(1) Yes	4.11	0.56		4.24	0.53		4.39	0.48		4.32	0.47		4.34	0.47		3.96	0.79		4.23	0.44		3.75	0.77			
(0) No	3.91	0.62		4.22	0.52		4.36	0.49		4.19	0.50		4.22	0.51		3.92	0.69		4.13	0.45		3.61	0.75			
Communication																										
(1) Yes	4.23	0.49	0	4.39	0.42		4.46	0.51		4.39	0.43		4.35	0.49		4.02	0.78		4.28	0.38		4.08	0.60	0		
(0) No	3.91	0.61	1	4.22	0.52		4.36	0.48		4.19	0.50		4.23	0.51		3.92	0.70		4.13	0.45		3.60	0.75	1		
Computer and Information Sciences																										
(1) Yes	3.79	0.64		4.20	0.58		4.16	0.62	0	4.07	0.56		4.14	0.59		3.73	0.72		4.01	0.49		3.67	0.72			
(0) No	3.93	0.61		4.23	0.51		4.37	0.47	1	4.21	0.50		4.24	0.50		3.93	0.70		4.15	0.44		3.62	0.75			
Education																										
(1) Yes	4.17	0.55		4.21	0.52		4.47	0.46		4.31	0.55		4.22	0.73		4.15	0.84		4.25	0.53		3.77	0.65			
(0) No	3.91	0.61		4.23	0.52		4.36	0.49		4.19	0.50		4.23	0.50		3.91	0.69		4.14	0.44		3.62	0.75			

Significance: p < .01

Environments by Outcome Measures - SCM Leadership Outcomes

University of Illinois at Urbana-Champaign	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
Student Characteristics																								
<i>Academic Major (Continued)</i>																								
Criminal Justice																								
(1) Yes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(0) No	3.92	0.61		4.23	0.52		4.36	0.49		4.20	0.50		4.23	0.51		3.92	0.70		4.14	0.45		3.63	0.75	
Engineering																								
(1) Yes	3.77	0.64	0	4.10	0.51	0	4.28	0.47		4.10	0.51		4.20	0.45		3.83	0.65		4.04	0.45		3.53	0.83	
(0) No	3.96	0.60	1	4.25	0.51	1	4.38	0.49		4.22	0.50		4.24	0.52		3.94	0.71		4.16	0.44		3.65	0.73	
Ecology																								
(1) Yes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(0) No	3.92	0.61		4.23	0.52		4.36	0.49		4.20	0.50		4.23	0.51		3.92	0.70		4.14	0.45		3.63	0.75	
Ethnic & Cultural Studies																								
(1) Yes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(0) No	3.92	0.61		4.23	0.52		4.36	0.49		4.20	0.50		4.23	0.51		3.92	0.70		4.14	0.45		3.63	0.75	
Foreign Languages and Literature																								
(1) Yes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(0) No	3.92	0.61		4.23	0.52		4.36	0.49		4.20	0.50		4.23	0.51		3.92	0.70		4.14	0.45		3.63	0.75	
Environmental Science																								
(1) Yes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(0) No	3.92	0.61		4.22	0.52		4.36	0.49		4.20	0.50		4.23	0.51		3.92	0.70		4.14	0.45		3.63	0.75	
Health-Related Professions																								
(1) Yes	3.92	0.64		4.25	0.59		4.42	0.51		4.32	0.45		4.29	0.50	0	4.22	0.52	0	4.25	0.41		3.79	0.68	
(0) No	3.92	0.61		4.22	0.51		4.36	0.48		4.19	0.50		4.23	0.51	1	3.90	0.71	1	4.13	0.45		3.61	0.75	

Significance: p < .01

Environments by Outcome Measures - SCM Leadership Outcomes

University of Illinois at Urbana-Champaign	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	
Student Characteristics																									
<i>Academic Major (Continued)</i>																									
Humanities																									
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
(0) No	3.93	0.61		4.23	0.52		4.36	0.48		4.20	0.50		4.23	0.51		3.92	0.70		4.14	0.45		3.63	0.74		
Liberal / General Studies																									
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
(0) No	3.92	0.61		4.22	0.52		4.36	0.49		4.20	0.50		4.23	0.51		3.92	0.70		4.14	0.45		3.62	0.75		
Mathematics / Statistics																									
(1) Yes	3.80	0.53		4.13	0.44		4.25	0.41		4.01	0.42		4.08	0.36		3.62	0.54		3.97	0.32		3.57	0.65		
(0) No	3.93	0.62		4.23	0.52		4.37	0.49		4.21	0.50		4.24	0.51		3.94	0.70		4.15	0.45		3.63	0.75		
Multi / Interdisciplinary Studies																									
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
(0) No	3.92	0.61		4.22	0.52		4.36	0.48		4.20	0.50		4.23	0.51		3.92	0.70		4.14	0.45		3.63	0.75		
Parks, Recreation, Leisure Studies, Sports Management																									
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
(0) No	3.93	0.61		4.23	0.52		4.36	0.49		4.20	0.50		4.23	0.51		3.92	0.70		4.14	0.45		3.62	0.75		
Library Sciences																									
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
(0) No	3.92	0.61		4.23	0.52		4.36	0.49		4.20	0.50		4.23	0.51		3.92	0.70		4.14	0.45		3.63	0.75		
Physical Sciences																									
(1) Yes	3.91	0.68		4.52	0.43		4.42	0.38		4.10	0.29		4.27	0.43		3.54	0.58		4.11	0.31		3.59	0.77		
(0) No	3.92	0.61		4.22	0.52		4.36	0.49		4.20	0.50		4.23	0.51		3.93	0.70		4.14	0.45		3.63	0.75		

Significance: p < .01

Environments by Outcome Measures - SCM Leadership Outcomes

University of Illinois at Urbana-Champaign	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	
Student Characteristics																									
<i>Academic Major (Continued)</i>																									
Pre-Professional																									
(1) Yes	3.97	0.66		4.24	0.66		4.54	0.41		4.36	0.45		4.24	0.52		4.20	0.58		4.27	0.48		3.61	0.79		
(0) No	3.92	0.61		4.23	0.51		4.35	0.49		4.19	0.50		4.23	0.51		3.91	0.70		4.14	0.45		3.63	0.75		
Military Science / Technology / Operations																									
(1) Yes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(0) No	3.92	0.61		4.23	0.52		4.36	0.49		4.20	0.50		4.23	0.51		3.92	0.70		4.14	0.45		3.63	0.75		
Public Administration																									
(1) Yes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(0) No	3.92	0.61		4.23	0.52		4.36	0.49		4.20	0.50		4.23	0.51		3.92	0.70		4.14	0.45		3.63	0.75		
Social Sciences																									
(1) Yes	3.91	0.51		4.28	0.50		4.36	0.45		4.14	0.52		4.16	0.49		3.92	0.60		4.14	0.41		3.40	0.70		0
(0) No	3.93	0.63		4.22	0.52		4.36	0.49		4.21	0.50		4.24	0.51		3.92	0.71		4.14	0.45		3.65	0.75		1
Visual and Performing Arts																									
(1) Yes	3.93	0.46		4.16	0.42		4.27	0.47		4.25	0.37		4.26	0.45		3.84	0.62		4.11	0.36		3.41	0.58		
(0) No	3.92	0.62		4.23	0.52		4.36	0.49		4.20	0.51		4.23	0.51		3.92	0.70		4.14	0.45		3.63	0.76		
Women / Gender Studies																									
(1) Yes	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(0) No	3.92	0.61		4.22	0.52		4.36	0.48		4.20	0.50		4.23	0.51		3.92	0.70		4.14	0.45		3.62	0.75		
Other																									
(1) Yes	3.98	0.78		4.32	0.50		4.48	0.46		4.31	0.52		4.35	0.65		3.79	1.02		4.21	0.54		3.72	0.92		
(0) No	3.92	0.60		4.22	0.52		4.35	0.49		4.19	0.50		4.22	0.50		3.93	0.68		4.14	0.44		3.62	0.74		
Undecided																									
(1) Yes	3.75	0.49		4.00	0.57		4.10	0.43	0	4.02	0.36		4.18	0.39		3.60	0.55		3.93	0.34		3.74	0.55		
(0) No	3.93	0.62		4.23	0.51		4.37	0.48	1	4.20	0.50		4.23	0.51		3.93	0.70		4.15	0.45		3.62	0.76		

Significance: p < .01

Environments by Outcome Measures - SCM Leadership Outcomes

University of Illinois at Urbana-Champaign	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	
Student Characteristics																									
COVID-19: General																									
Primary Class Instruction Mode: Fall 2020																									
(1) Completely online	3.91	0.58		4.19	0.51		4.32	0.48		4.16	0.50		4.21	0.50		3.85	0.70		4.10	0.43		3.60	0.74		
(2) Online most of the time	3.91	0.61		4.29	0.50		4.43	0.48		4.23	0.51		4.26	0.53		4.00	0.72		4.18	0.46		3.65	0.71		
(3) About half online and half in-person	4.08	0.63		4.35	0.42		4.45	0.41		4.34	0.41		4.29	0.44		4.16	0.57		4.29	0.39		3.60	0.71		
(4) In person most of the time	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(5) Completely in-person	4.13	0.65		4.33	0.47		4.48	0.48		4.36	0.47		4.31	0.43		4.11	0.71		4.29	0.45		3.68	1.04		
(6) I did not take classes in Fall 2020	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
Primary Class Instruction Mode: Current																									
(1) Completely online	3.92	0.62		4.22	0.53		4.37	0.49		4.19	0.51		4.23	0.53		3.90	0.74		4.14	0.46		3.61	0.75		
(2) Online most of the time	3.93	0.56		4.25	0.44		4.35	0.46		4.21	0.46		4.24	0.44		3.95	0.58		4.14	0.39		3.64	0.73		
(3) About half online and half in-person	4.13	0.47		4.28	0.52		4.53	0.41		4.44	0.45		4.32	0.49		4.12	0.69		4.30	0.43		3.70	0.83		
(4) In person most of the time	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(5) Completely in-person	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
(6) I am not taking classes currently	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
Adaptation to current educational context																									
(1) Not at all well	3.79	0.65	4	4.22	0.57		4.20	0.52	3,4	4.10	0.52	4	4.14	0.52	4	3.79	0.81		4.03	0.47	4	3.40	0.83	3,4	
(2) Somewhat well	3.81	0.59	3,4	4.15	0.51	4	4.33	0.47		4.13	0.50	4	4.16	0.53	4	3.87	0.67		4.07	0.43	4	3.45	0.72	3,4	
(3) Well	4.01	0.53	2	4.25	0.46		4.41	0.41	1	4.24	0.44		4.29	0.41		3.99	0.63		4.19	0.39		3.75	0.63	1,2	
(4) Very well	4.19	0.60	1,2	4.36	0.55	2	4.49	0.56	1	4.36	0.54	1,2	4.39	0.55	1,2	4.03	0.81		4.30	0.50	1,2	3.96	0.77	1,2	
Experienced enhancements due to campus adaptations																									
(1) Yes	3.97	0.59		4.23	0.54		4.37	0.48		4.24	0.49		4.28	0.49		3.92	0.73		4.17	0.44		3.68	0.74		
(0) No	3.91	0.61		4.23	0.51		4.36	0.49		4.18	0.50		4.22	0.52		3.92	0.69		4.13	0.45		3.60	0.75		

Significance: p < .01

Environments by Outcome Measures - SCM Leadership Outcomes

University of Illinois at Urbana-Champaign	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
Student Characteristics																								
COVID-19: Obstacles to Transitions																								
Course content not appropriate for online learning																								
(1) Yes	3.88	0.59		4.21	0.51		4.34	0.47		4.17	0.50		4.23	0.52		3.95	0.69		4.12	0.44		3.54	0.75	
(0) No	3.97	0.60		4.24	0.52		4.38	0.49		4.23	0.50		4.24	0.50		3.89	0.71		4.16	0.45		3.70	0.74	
Lack of instructor access																								
(1) Yes	3.94	0.60		4.25	0.53		4.39	0.49		4.22	0.51		4.26	0.53		3.99	0.69		4.17	0.46		3.62	0.77	
(0) No	3.92	0.60		4.21	0.50		4.35	0.48		4.18	0.49		4.21	0.49		3.86	0.71		4.12	0.43		3.62	0.74	
Lack of academic advising access																								
(1) Yes	3.96	0.63		4.24	0.54		4.39	0.49		4.25	0.52		4.27	0.52		4.05	0.70	0	4.19	0.48		3.65	0.77	
(0) No	3.92	0.59		4.22	0.51		4.35	0.48		4.18	0.49		4.22	0.50		3.87	0.70	1	4.12	0.43		3.61	0.74	
Inability to learn effectively online																								
(1) Yes	3.89	0.59		4.23	0.52		4.37	0.47		4.19	0.50		4.23	0.51		3.91	0.70		4.13	0.44		3.56	0.75	0
(0) No	4.01	0.61		4.23	0.51		4.35	0.52		4.22	0.49		4.24	0.51		3.94	0.72		4.16	0.46		3.76	0.72	1
Inability to access learning support services																								
(1) Yes	4.02	0.61	0	4.26	0.55		4.37	0.52		4.25	0.55		4.24	0.58		4.07	0.68	0	4.20	0.49		3.66	0.79	
(0) No	3.89	0.59	1	4.21	0.50		4.36	0.47		4.17	0.48		4.23	0.47		3.85	0.70	1	4.11	0.42		3.60	0.73	
Lack of interaction/communication with other students																								
(1) Yes	3.91	0.60		4.23	0.51		4.38	0.48		4.22	0.49		4.25	0.49		3.95	0.68		4.15	0.43		3.58	0.75	0
(0) No	4.00	0.60		4.22	0.53		4.30	0.52		4.13	0.53		4.18	0.56		3.81	0.78		4.11	0.49		3.78	0.71	1
Lack of access to necessary technology																								
(1) Yes	3.95	0.62		4.22	0.49		4.41	0.49		4.22	0.48		4.25	0.52		4.02	0.61		4.17	0.42		3.59	0.73	
(0) No	3.92	0.60		4.23	0.52		4.35	0.48		4.19	0.50		4.23	0.50		3.89	0.73		4.13	0.45		3.63	0.75	
Friend / family member passing due to COVID-19																								
(1) Yes	3.90	0.65		4.26	0.60		4.39	0.53		4.25	0.53		4.28	0.52		4.04	0.75		4.18	0.49		3.48	0.88	
(0) No	3.93	0.59		4.22	0.50		4.36	0.48		4.19	0.50		4.23	0.51		3.90	0.70		4.14	0.44		3.64	0.73	
Friend / family member being hospitalized due to COVID-19																								
(1) Yes	4.01	0.60		4.31	0.52		4.45	0.45		4.34	0.50	0	4.31	0.49		4.13	0.63	0	4.25	0.42	0	3.69	0.91	
(0) No	3.91	0.60		4.21	0.51		4.35	0.49		4.17	0.50	1	4.22	0.51		3.88	0.71	1	4.12	0.45	1	3.61	0.71	

Significance: p < .01

Environments by Outcome Measures - SCM Leadership Outcomes

University of Illinois at Urbana-Champaign	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
Student Characteristics																								
<i>COVID-19: Obstacles to Transitions (Continued)</i>																								
Personally being hospitalized due to COVID-19																								
(1) Yes	3.96	0.79		4.08	0.69		4.18	0.60		4.10	0.51		4.18	0.58		4.10	0.53		4.06	0.51		3.88	0.77	
(0) No	3.93	0.60		4.23	0.51		4.37	0.48		4.20	0.50		4.24	0.51		3.92	0.71		4.14	0.44		3.61	0.75	
Lack of access to appropriate study space																								
(1) Yes	3.90	0.61		4.25	0.51		4.40	0.47		4.20	0.51		4.24	0.52		3.95	0.69		4.15	0.45		3.56	0.78	
(0) No	3.98	0.58		4.19	0.53		4.31	0.51		4.20	0.48		4.22	0.49		3.87	0.73		4.12	0.44		3.72	0.69	
Inability to participate in on-campus activities																								
(1) Yes	3.94	0.59		4.24	0.50		4.39	0.46	0	4.23	0.49	0	4.25	0.50		3.95	0.69		4.16	0.43		3.61	0.75	
(0) No	3.90	0.66		4.16	0.57		4.25	0.56	1	4.09	0.52	1	4.15	0.52		3.81	0.76		4.06	0.50		3.68	0.77	
Loss of wages from employment																								
(1) Yes	3.99	0.63		4.26	0.56		4.39	0.51		4.22	0.55		4.24	0.53		4.02	0.70		4.19	0.49		3.60	0.80	
(0) No	3.91	0.59		4.22	0.50		4.36	0.48		4.19	0.48		4.23	0.50		3.88	0.70		4.12	0.43		3.63	0.73	
Loss or reduction of scholarship or grant aid																								
(1) Yes	4.00	0.63		4.21	0.53		4.35	0.47		4.25	0.53		4.27	0.56		4.06	0.70		4.21	0.46		3.72	0.89	
(0) No	3.92	0.60		4.23	0.52		4.37	0.49		4.19	0.50		4.23	0.50		3.90	0.70		4.13	0.44		3.61	0.73	
Loss or reduction of insurance coverage																								
(1) Yes	3.99	0.67		4.19	0.63		4.29	0.52		4.18	0.61		4.20	0.60		4.13	0.65		4.17	0.52		3.63	0.84	
(0) No	3.92	0.59		4.23	0.51		4.37	0.48		4.20	0.49		4.24	0.50		3.90	0.71		4.14	0.44		3.62	0.74	
Loss or cancellation of an expected internship or co-op																								
(1) Yes	4.00	0.60		4.21	0.52		4.36	0.50		4.19	0.56		4.21	0.51		4.06	0.67	0	4.16	0.45		3.66	0.71	
(0) No	3.91	0.60		4.23	0.51		4.37	0.48		4.20	0.48		4.24	0.51		3.88	0.71	1	4.14	0.44		3.61	0.76	
Loss or reduction of income of other family members																								
(1) Yes	3.98	0.63		4.28	0.54		4.44	0.48		4.27	0.54		4.27	0.55		4.07	0.65	0	4.23	0.47	0	3.66	0.73	
(0) No	3.91	0.59		4.21	0.50		4.34	0.48		4.17	0.48		4.22	0.49		3.86	0.72	1	4.11	0.43	1	3.60	0.76	
Another obstacle																								
(1) Yes	3.93	0.62		4.23	0.56		4.33	0.51		4.19	0.50		4.22	0.53		3.96	0.68		4.15	0.45		3.51	0.79	
(0) No	3.93	0.59		4.23	0.50		4.38	0.47		4.20	0.50		4.24	0.50		3.91	0.71		4.14	0.44		3.67	0.73	

Significance: p < .01

Environments by Outcome Measures - SCM Leadership Outcomes

University of Illinois at Urbana-Champaign	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		
Student Characteristics																										
COVID-19: Concerns																										
Sufficient access to food																										
(0) Not at all concerned	3.94	0.59		4.25	0.50		4.38	0.47		4.20	0.49		4.23	0.50		3.91	0.72		4.15	0.43		3.62	0.76			
(1) Somewhat concerned	3.87	0.59		4.12	0.52		4.28	0.51		4.15	0.51		4.25	0.51		3.91	0.65		4.09	0.47		3.58	0.73			
(2) Concerned	3.95	0.69		4.28	0.61		4.37	0.57		4.21	0.55		4.26	0.55		4.08	0.67		4.19	0.53		3.67	0.74			
(3) Very concerned	.	.		.	.		.	.		.	.		.	.		.	.		.	.		.	.
Sustainable access to housing																										
(0) Not at all concerned	3.93	0.59		4.23	0.50		4.38	0.48		4.22	0.49		4.24	0.50		3.90	0.72		4.14	0.44		3.61	0.76			
(1) Somewhat concerned	3.95	0.58		4.14	0.55		4.29	0.51		4.09	0.54		4.23	0.52		4.00	0.58		4.12	0.45		3.58	0.69			
(2) Concerned	3.88	0.59		4.28	0.59		4.31	0.56		4.11	0.54		4.10	0.51		3.87	0.67		4.10	0.50		3.73	0.75			
(3) Very concerned	3.98	0.93		4.35	0.76		4.52	0.44		4.41	0.55		4.33	0.64		4.10	0.78		4.28	0.57		3.92	0.78			
Ability to meet routine financial obligations																										
(0) Not at all concerned	3.92	0.60		4.22	0.50		4.35	0.48		4.18	0.49		4.20	0.52		3.87	0.72		4.12	0.44		3.60	0.75			
(1) Somewhat concerned	3.96	0.59		4.25	0.53		4.40	0.50		4.22	0.52		4.26	0.47		3.98	0.69		4.17	0.45		3.64	0.72			
(2) Concerned	3.93	0.57		4.20	0.51		4.35	0.47		4.21	0.47		4.28	0.47		4.00	0.62		4.17	0.44		3.59	0.80			
(3) Very concerned	3.85	0.71		4.27	0.60		4.40	0.51		4.25	0.54		4.33	0.58		3.96	0.77		4.18	0.51		3.69	0.74			
Adequate medical care																										
(0) Not at all concerned	3.97	0.60		4.26	0.51		4.41	0.47		4.23	0.49		4.25	0.51		3.92	0.72		4.17	0.44		3.66	0.74			
(1) Somewhat concerned	3.86	0.56		4.19	0.50		4.31	0.50		4.16	0.49		4.22	0.47		3.89	0.67		4.10	0.43		3.51	0.76			
(2) Concerned	3.73	0.57	3	4.13	0.50		4.21	0.48		4.05	0.52		4.12	0.52		3.83	0.71		4.00	0.44		3.53	0.72			
(3) Very concerned	4.18	0.74	2	4.27	0.66		4.43	0.53		4.36	0.51		4.33	0.56		4.22	0.60		4.28	0.48		3.87	0.84			

Significance: p < .01

Environments by Outcome Measures - SCM Leadership Outcomes

University of Illinois at Urbana-Champaign	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	
Student Characteristics																									
COVID-19: Concerns (Continued)																									
Sustainable employment for self																									
(0) Not at all concerned	3.95	0.58		4.24	0.52		4.35	0.49		4.19	0.49		4.20	0.53		3.91	0.72		4.13	0.45		3.69	0.73		
(1) Somewhat concerned	3.90	0.62		4.22	0.47		4.40	0.47		4.20	0.49		4.25	0.46		3.93	0.66		4.14	0.43		3.52	0.75		
(2) Concerned	3.96	0.55		4.21	0.52		4.29	0.51		4.17	0.51		4.24	0.48		3.91	0.66		4.13	0.42		3.63	0.81		
(3) Very concerned	3.92	0.66		4.23	0.56		4.45	0.45		4.26	0.50		4.31	0.55		3.93	0.79		4.19	0.46		3.60	0.73		
Sustainable employment for a parent/guardian																									
(0) Not at all concerned	3.96	0.59		4.25	0.49		4.39	0.48		4.21	0.49		4.24	0.51		3.87	0.72		4.15	0.43		3.63	0.75		
(1) Somewhat concerned	3.85	0.57		4.16	0.52		4.29	0.49		4.17	0.50		4.19	0.48		3.90	0.68		4.09	0.46		3.56	0.69		
(2) Concerned	3.92	0.60		4.18	0.53		4.34	0.50		4.14	0.56		4.24	0.50		4.07	0.63		4.15	0.47		3.59	0.85		
(3) Very concerned	3.96	0.69		4.30	0.57		4.44	0.48		4.28	0.50		4.30	0.55		4.01	0.75		4.21	0.46		3.73	0.70		
Ability to continue your education																									
(0) Not at all concerned	4.00	0.58	2	4.26	0.52		4.41	0.47		4.26	0.48	2	4.25	0.51		3.91	0.72		4.18	0.44		3.73	0.71	1,2	
(1) Somewhat concerned	3.82	0.60		4.19	0.49		4.28	0.52		4.12	0.51		4.20	0.48		3.95	0.65		4.09	0.44		3.45	0.78	0	
(2) Concerned	3.77	0.62	0	4.13	0.50		4.30	0.47		4.06	0.52	0	4.16	0.51		3.83	0.73		4.04	0.46		3.40	0.74	0	
(3) Very concerned	4.02	0.63		4.29	0.54		4.43	0.47		4.27	0.47		4.36	0.53		4.07	0.69		4.23	0.43		3.68	0.75		
Ability to pay for your education in the future																									
(0) Not at all concerned	3.98	0.59		4.25	0.50		4.36	0.49		4.20	0.51		4.22	0.51		3.88	0.74		4.14	0.45		3.68	0.76		
(1) Somewhat concerned	3.88	0.55		4.19	0.52		4.36	0.47		4.17	0.47		4.23	0.50		3.96	0.66		4.13	0.43		3.54	0.70		
(2) Concerned	3.80	0.60		4.12	0.49		4.28	0.50		4.12	0.49		4.16	0.49		3.89	0.61		4.06	0.43		3.52	0.79		
(3) Very concerned	3.96	0.66		4.30	0.54		4.46	0.45		4.30	0.49		4.33	0.51		4.00	0.75		4.22	0.45		3.61	0.74		

Significance: p < .01

Environments by Outcome Measures

University of Illinois at Urbana-Champaign	Leadership Efficacy			Social Perspective-Taking			Social Generativity			Hope Scale - Agency			Hope Scale - Pathways		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
Off-Campus Job															
(1) Yes	3.25	0.59		3.92	0.80		3.44	1.01		3.92	0.69		3.99	0.67	
(0) No	3.08	0.64		4.02	0.72		3.37	0.99		3.73	0.76		3.82	0.68	
On-Campus Job															
(1) Yes	3.10	0.61		4.05	0.71		3.54	0.86		3.86	0.77		3.80	0.70	
(0) No	3.11	0.65		3.99	0.75		3.33	1.03		3.73	0.74		3.86	0.67	
Community Service															
(1) Yes	3.28	0.58	0	4.09	0.69		3.72	0.84	0	3.98	0.65	0	3.92	0.60	
(0) No	3.04	0.64	1	3.97	0.75		3.26	1.01	1	3.68	0.77	1	3.82	0.70	
Residential Setting															
(1) Off-Campus	2.99	0.67		3.95	0.72		3.18	1.09	2	3.64	0.79		3.79	0.74	
(2) On-Campus	3.12	0.61		4.02	0.78		3.48	0.92	1	3.83	0.75		3.87	0.66	
Involvement in College Organizations															
(0) Never	2.99	0.75	4	3.90	0.76		2.98	1.04	3,4	3.53	0.86	4	3.74	0.77	4
(1) Once	2.91	0.60	4	3.81	0.80		3.10	0.94	4	3.54	0.78	4	3.82	0.71	
(2) Sometimes	3.00	0.60	4	4.05	0.72		3.28	0.94	4	3.65	0.67	4	3.83	0.66	4
(3) Many times	3.06	0.62	4	3.88	0.75	4	3.45	0.92	0	3.76	0.72	4	3.69	0.65	4
(4) Much of the time	3.39	0.54	0,1,2,3	4.16	0.69	3	3.75	0.96	0,1,2	4.09	0.68	0,1,2,3	4.06	0.62	0,2,3
Leadership Positions in College Organizations															
(0) Never	2.99	0.65	4	3.94	0.77	4	3.18	0.98	3,4	3.61	0.77	3,4	3.80	0.72	4
(1) Once	3.08	0.63	4	3.95	0.70		3.31	1.00	4	3.66	0.77	4	3.80	0.65	
(2) Sometimes	3.07	0.63	4	3.99	0.80		3.32	0.95	4	3.78	0.70	4	3.79	0.65	4
(3) Many times	3.22	0.52		4.04	0.64		3.58	0.91	0	3.92	0.65	0	3.80	0.57	4
(4) Much of the time	3.51	0.49	0,1,2	4.25	0.59	0	4.04	0.82	0,1,2	4.21	0.60	0,1,2	4.15	0.57	0,2,3

Significance: p < .01

Environments by Outcome Measures

University of Illinois at Urbana-Champaign	Leadership Efficacy			Social Perspective-Taking			Social Generativity			Hope Scale - Agency			Hope Scale - Pathways		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
<i>Involvement in Off-Campus Organizations</i>															
(0) Never	3.03	0.66	.4	3.97	0.78		3.22	1.01	.23	3.68	0.77		3.80	0.68	
(1) Once	3.17	0.48		4.00	0.68		3.56	0.90		3.84	0.72		3.88	0.63	
(2) Sometimes	3.22	0.61		4.15	0.65		3.69	0.87	.0	3.88	0.67		3.86	0.72	
(3) Many times	3.30	0.53		3.97	0.72		3.85	0.65	.0	4.01	0.70		4.00	0.59	
(4) Much of the time	3.47	0.60	.0	4.16	0.48		3.75	1.07		4.03	0.67		4.14	0.72	
<i>Leadership Positions in Off-Campus Organizations</i>															
(0) Never	3.03	0.65	.4	3.95	0.75		3.25	0.98	.24	3.69	0.75	.4	3.79	0.68	.4
(1) Once	3.20	0.51		4.13	0.67		3.65	0.92		3.87	0.67		3.91	0.64	
(2) Sometimes	3.28	0.58		4.22	0.70		3.77	0.87	.0	3.92	0.80		3.96	0.74	
(3) Many times	3.31	0.50		4.05	0.68		3.61	0.84		4.08	0.63		4.03	0.60	
(4) Much of the time	3.66	0.46	.0	4.26	0.53		4.15	0.94	.0	4.15	0.60	.0	4.22	0.62	.0

Significance: p < .01

Environments by Outcome Measures

University of Illinois at Urbana-Champaign	Leadership Efficacy			Social Perspective-Taking			Social Generativity			Hope Scale - Agency			Hope Scale - Pathways		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
Participation in Student Groups															
Academic/Departmental/Professional															
(1) Yes	3.22	0.60	0	4.09	0.73		3.59	0.93		3.85	0.76		3.88	0.67	
(0) No	3.04	0.62	1	3.98	0.70		3.40	1.00		3.73	0.72		3.82	0.68	
Advocacy															
(1) Yes	3.21	0.67		4.14	0.64		3.94	0.86	0	3.75	0.77		3.77	0.71	
(0) No	3.13	0.61		4.02	0.73		3.45	0.96	1	3.81	0.74		3.86	0.67	
Art/Theater/Music															
(1) Yes	3.25	0.57		4.13	0.70		3.64	0.93		3.81	0.72		3.91	0.64	
(0) No	3.11	0.63		4.02	0.73		3.47	0.98		3.80	0.76		3.84	0.68	
Honor Societies															
(1) Yes	3.22	0.63		4.12	0.67		3.57	1.01		3.95	0.78	0	3.98	0.69	
(0) No	3.11	0.61		4.01	0.74		3.47	0.95		3.74	0.73	1	3.81	0.66	
Identity-Based/Multicultural Organizations															
(1) Yes	3.18	0.59		4.07	0.68		3.53	1.00		3.67	0.84		3.77	0.70	
(0) No	3.13	0.63		4.03	0.73		3.50	0.96		3.83	0.72		3.87	0.66	
International Interest															
(1) Yes	3.15	0.62		4.12	0.70		3.62	0.92		3.79	0.64		3.80	0.61	
(0) No	3.14	0.62		4.02	0.72		3.48	0.98		3.80	0.77		3.87	0.68	
Media															
(1) Yes	3.21	0.58		4.01	0.79		3.70	0.97		3.99	0.58		4.01	0.51	
(0) No	3.13	0.62		4.04	0.71		3.48	0.97		3.78	0.76		3.84	0.68	
Military															
(1) Yes	.	.		.	.		.	.		.	.		.	.
(0) No	3.14	0.62		4.04	0.72		3.50	0.96		3.80	0.75		3.85	0.68	

Significance: p < .01

Environments by Outcome Measures

University of Illinois at Urbana-Champaign	Leadership Efficacy			Social Perspective-Taking			Social Generativity			Hope Scale - Agency			Hope Scale - Pathways		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
Participation in Student Groups (Continued)															
Multicultural Social Fraternities and Sororities															
(1) Yes	3.15	0.75		4.14	0.67		3.46	1.05		3.91	0.86		3.87	0.81	
(0) No	3.14	0.61		4.03	0.72		3.50	0.96		3.79	0.74		3.85	0.67	
Political															
(1) Yes	3.16	0.67		3.99	0.85		3.92	0.83		3.76	0.74		3.84	0.65	
(0) No	3.14	0.62		4.04	0.71		3.48	0.97		3.80	0.75		3.85	0.67	
Recreational															
(1) Yes	3.13	0.56		4.08	0.73		3.48	0.96		3.81	0.75		3.92	0.62	
(0) No	3.14	0.64		4.02	0.71		3.51	0.97		3.80	0.75		3.83	0.69	
Religious															
(1) Yes	3.21	0.64		4.09	0.69		3.66	0.92		3.96	0.68		3.92	0.68	
(0) No	3.12	0.61		4.02	0.73		3.47	0.97		3.76	0.76		3.84	0.67	
Service															
(1) Yes	3.27	0.55	0	4.06	0.68		3.73	0.87	0	3.95	0.65	0	3.95	0.58	
(0) No	3.09	0.64	1	4.03	0.73		3.43	0.98	1	3.75	0.77	1	3.82	0.70	
Social Fraternities or Sororities															
(1) Yes	3.22	0.64		4.07	0.71		3.68	0.96	0	3.96	0.77	0	3.98	0.64	0
(0) No	3.10	0.60		4.02	0.72		3.42	0.96	1	3.72	0.72	1	3.79	0.68	1

Significance: p < .01

Environments by Outcome Measures

University of Illinois at Urbana-Champaign	Leadership Efficacy			Social Perspective-Taking			Social Generativity			Hope Scale - Agency			Hope Scale - Pathways		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
Participation in Student Groups (Continued)															
Social/Special Interest															
(1) Yes	3.14	0.57		4.04	0.77		3.61	0.91		3.84	0.72		3.89	0.64	
(0) No	3.14	0.64		4.04	0.69		3.46	0.99		3.78	0.76		3.83	0.68	
Sports-Intecollegiate or Varsity															
(1) Yes	3.25	0.64		4.08	0.64		3.62	1.09		4.02	0.75		4.00	0.72	
(0) No	3.12	0.61		4.03	0.73		3.49	0.95		3.77	0.74		3.83	0.66	
Student Governance															
(1) Yes	3.26	0.58		4.03	0.69		3.75	0.84		4.05	0.56		3.99	0.54	
(0) No	3.13	0.62		4.04	0.72		3.49	0.97		3.78	0.76		3.84	0.68	
LGBTQ Groups															
(0) Never	3.14	0.62		4.03	0.72		3.49	0.97		3.82	0.73		3.86	0.67	
(1) Sometimes	3.18	0.52		4.03	0.63		3.81	0.94		3.71	0.81		3.76	0.75	
(2) Often	.	.		.	.		.	.		.	.		.	.
(3) Very Often	.	.		.	.		.	.		.	.		.	.
Racial/Ethnic Groups															
(0) Never	3.13	0.63		4.02	0.72		3.51	0.96		3.82	0.73		3.87	0.67	
(1) Sometimes	3.10	0.58		3.99	0.69		3.38	1.13		3.60	0.95		3.72	0.69	
(2) Often	.	.		.	.		.	.		.	.		.	.
(3) Very Often	3.34	0.49		4.30	0.47		.	.		3.77	0.70		3.67	0.61	
Women's Groups															
(0) Never	3.13	0.62		4.02	0.72		3.47	0.97		3.80	0.74		3.86	0.68	
(1) Sometimes	3.07	0.53		4.06	0.61		3.59	0.87		3.53	0.76		3.59	0.54	
(2) Often	.	.		.	.		.	.		.	.		.	.
(3) Very Often	.	.		.	.		.	.		.	.		.	.

Significance: p < .01

Environments by Outcome Measures

University of Illinois at Urbana-Champaign	Leadership Efficacy			Social Perspective-Taking			Social Generativity			Hope Scale - Agency			Hope Scale - Pathways		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
Social Change Behaviors															
(0) Never	2.89	0.63	1,2,3	3.85	0.77	3	2.85	1.00	1,2,3	3.56	0.76	2,3	3.77	0.66	3
(1) Once	3.09	0.62	0,3	4.01	0.71	3	3.29	0.89	0,2,3	3.75	0.72		3.81	0.69	3
(2) Sometimes	3.28	0.59	0	4.07	0.72	3	3.86	0.76	0,1,3	3.90	0.72	0	3.91	0.64	
(3) Often	3.52	0.61	0,1	4.52	0.53	0,1,2	4.55	0.57	0,1,2	4.18	0.74	0	4.22	0.75	0,1
Socio-Cultural Conversations															
(0) Never	2.72	0.75	2,3	3.89	0.81	3	2.77	1.10	2,3	3.43	0.86	2,3	3.77	0.69	3
(1) Once	2.93	0.58	2,3	3.81	0.66	3	3.09	0.90	2,3	3.61	0.71	2,3	3.63	0.68	2,3
(2) Sometimes	3.19	0.58	0,1,3	3.99	0.74	3	3.51	0.90	0,1,3	3.87	0.69	0,1	3.91	0.64	1,3
(3) Often	3.46	0.60	0,1,2	4.52	0.59	0,1,2	3.98	0.98	0,1,2	3.97	0.83	0,1	4.18	0.63	0,1,2
Campus Climate															
Belonging Climate															
(1) Strongly Disagree	.	.		.	.		.	.		.	.		.	.
(2) Disagree	2.94	0.75	5	3.83	0.77	5	2.84	1.08	4,5	3.29	0.72	4,5	3.72	0.85	5
(3) Neutral	2.90	0.63	4,5	3.91	0.73	5	3.19	0.98	5	3.48	0.75	4,5	3.63	0.67	4,5
(4) Agree	3.13	0.57	3,5	3.96	0.71	5	3.41	0.89	2,5	3.86	0.61	2,3,5	3.85	0.62	3,5
(5) Strongly Agree	3.55	0.51	2,3,4	4.42	0.68	2,3,4	3.96	0.98	2,3,4	4.36	0.61	2,3,4	4.34	0.58	2,3,4
Non-Discriminatory Climate															
(1) Strongly Disagree	.	.		.	.		.	.		.	.		.	.
(2) Disagree	3.29	0.64		3.91	0.65		3.87	0.91	3,4,5	3.83	0.83		4.00	0.73	
(3) Neutral	3.08	0.63		3.87	0.79		3.34	0.86	2	3.66	0.72		3.68	0.68	5
(4) Agree	3.03	0.65		4.03	0.73		3.30	0.98	2	3.73	0.75		3.83	0.67	
(5) Strongly Agree	3.15	0.59		4.06	0.71		3.30	1.09	2	3.88	0.74		3.97	0.66	3

Significance: p < .01

Environments by Outcome Measures

University of Illinois at Urbana-Champaign	Leadership Efficacy			Social Perspective-Taking			Social Generativity			Hope Scale - Agency			Hope Scale - Pathways		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
Formal Leadership Training / Education															
As part of academic curriculum															
(1) Yes	3.30	0.55		4.13	0.74		3.78	0.76		4.07	0.60		3.99	0.49	
(0) No	3.30	0.62		4.00	0.62		3.60	0.95		3.91	0.73		3.88	0.71	
Campus-affiliated program															
(1) Yes	3.30	0.62		4.06	0.66		3.65	0.89		3.96	0.68		3.90	0.67	
(0) No	3.30	0.54		4.03	0.71		3.70	0.90		3.97	0.71		3.95	0.57	
Non-campus-affiliated program															
(1) Yes	3.38	0.60		4.08	0.62		3.72	0.91		4.04	0.65		4.03	0.60	
(0) No	3.27	0.59		4.03	0.69		3.65	0.88		3.94	0.70		3.88	0.65	
Academic College Experiences															
Study Abroad															
(1) Yes	3.13	0.62		3.95	0.81		3.74	0.81	0	3.91	0.69		3.80	0.59	
(0) No	3.10	0.64		4.01	0.73		3.34	1.00	1	3.75	0.76		3.85	0.69	
Experienced Internship															
(1) Yes	3.26	0.57	0	4.04	0.74		3.54	0.96	0	3.91	0.72	0	3.93	0.63	
(0) No	3.01	0.66	1	3.98	0.73		3.28	1.00	1	3.67	0.76	1	3.79	0.70	
Learning Community Participant															
(1) Yes	3.21	0.61		4.15	0.61		3.57	0.91		3.87	0.69		3.99	0.66	
(0) No	3.09	0.64		3.98	0.75		3.35	1.00		3.74	0.76		3.82	0.68	
Living-Learning Program															
(1) Yes	3.11	0.66		4.00	0.77		3.49	0.92		3.83	0.78		3.86	0.70	
(0) No	3.11	0.63		4.00	0.73		3.36	1.01		3.75	0.74		3.84	0.68	
Research with a Faculty Member															
(1) Yes	3.13	0.61		4.03	0.69		3.49	1.01		3.86	0.75		3.84	0.69	
(0) No	3.10	0.64		4.00	0.75		3.35	0.99		3.73	0.75		3.85	0.68	
First-Year or Freshman Seminar Course															
(1) Yes	3.10	0.63		4.01	0.74		3.39	1.00		3.77	0.76		3.84	0.70	
(0) No	3.11	0.66		3.99	0.74		3.36	0.98		3.75	0.74		3.86	0.64	

Significance: p < .01

Environments by Outcome Measures

University of Illinois at Urbana-Champaign	Leadership Efficacy			Social Perspective-Taking			Social Generativity			Hope Scale - Agency			Hope Scale - Pathways		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
Academic College Experiences (Continued)															
Senior Capstone Participant															
(1) Yes	3.12	0.61		4.04	0.70		3.45	1.00		3.82	0.63		3.74	0.68	
(0) No	3.11	0.64		4.00	0.74		3.37	0.99		3.75	0.76		3.86	0.68	
Resident Assistants															
(1) Yes	3.30	0.64		4.04	0.46		3.77	0.93		3.92	0.69				
(0) No	3.10	0.64		4.00	0.74		3.37	0.99		3.76	0.75		3.85	0.68	
New Student Transitions															
(1) Yes	3.33	0.59	0	4.24	0.61	0	3.77	1.00	0	4.04	0.63	0	4.02	0.62	
(0) No	3.08	0.64	1	3.97	0.75	1	3.33	0.98	1	3.73	0.76	1	3.82	0.68	
Campus-Wide Programming															
(1) Yes	3.31	0.57		4.17	0.66		3.74	1.07	0	4.00	0.63		4.04	0.55	
(0) No	3.09	0.64		3.99	0.74		3.34	0.98	1	3.74	0.76		3.83	0.69	
Peer Helper															
(1) Yes	3.33	0.52	0	4.06	0.63		3.61	0.92		4.00	0.59	0	3.99	0.59	
(0) No	3.08	0.64	1	4.00	0.75		3.35	1.00		3.73	0.77	1	3.83	0.69	

Significance: p < .01

Environments by Outcome Measures

University of Illinois at Urbana-Champaign	Leadership Efficacy			Social Perspective-Taking			Social Generativity			Hope Scale - Agency			Hope Scale - Pathways		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
Academic Major															
Agriculture / Natural Resources															
(1) Yes	3.05	0.64		3.83	0.76		3.39	0.93		3.78	0.84		3.71	0.68	
(0) No	3.11	0.64		4.01	0.74		3.38	0.99		3.76	0.75		3.85	0.68	
Architecture / Urban Planning															
(1) Yes	3.11	0.63		4.09	0.81		3.96	0.79		3.99	0.58		3.92	0.74	
(0) No	3.11	0.64		4.00	0.74		3.36	0.99		3.76	0.76		3.84	0.68	
Biological / Life Sciences															
(1) Yes	3.13	0.67		4.02	0.67		3.50	0.91		3.86	0.64		3.79	0.73	
(0) No	3.10	0.63		4.00	0.74		3.37	1.00		3.75	0.76		3.85	0.68	
Business															
(1) Yes	3.24	0.68		4.13	0.71		3.46	1.08		3.97	0.71		4.07	0.61	
(0) No	3.09	0.63		3.99	0.74		3.37	0.98		3.74	0.75		3.82	0.68	
Communication															
(1) Yes	3.39	0.57		4.30	0.63		3.47	1.12		4.09	0.56		4.29	0.53	0
(0) No	3.09	0.64		3.99	0.74		3.38	0.99		3.75	0.76		3.82	0.68	1
Computer and Information Sciences															
(1) Yes	3.05	0.56		4.03	0.66		3.23	0.93		3.54	0.71		3.82	0.62	
(0) No	3.11	0.64		4.00	0.74		3.39	0.99		3.77	0.75		3.85	0.68	
Education															
(1) Yes	3.25	0.66		3.90	1.01		3.66	1.03		4.07	0.69		3.94	0.66	
(0) No	3.10	0.64		4.01	0.73		3.37	0.99		3.75	0.75		3.84	0.68	

Significance: p < .01

Environments by Outcome Measures

University of Illinois at Urbana-Champaign	Leadership Efficacy			Social Perspective-Taking			Social Generativity			Hope Scale - Agency			Hope Scale - Pathways		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
Academic Major (Continued)															
Criminal Justice															
(1) Yes
(0) No	3.11	0.64		4.00	0.74		3.38	0.99		3.76	0.75		3.84	0.68	
Engineering															
(1) Yes	3.01	0.60		3.91	0.78		3.34	0.98		3.68	0.74		3.86	0.65	
(0) No	3.13	0.64		4.02	0.73		3.39	0.99		3.78	0.75		3.84	0.69	
Ecology															
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.
(0) No	3.11	0.64		4.00	0.74		3.38	0.99		3.76	0.75		3.84	0.68	
Ethnic & Cultural Studies															
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.
(0) No	3.11	0.64		4.00	0.74		3.38	0.99		3.76	0.75		3.84	0.68	
Foreign Languages and Literature															
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.
(0) No	3.11	0.64		4.00	0.74		3.38	0.99		3.76	0.75		3.84	0.68	
Environmental Science															
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.
(0) No	3.11	0.64		4.00	0.74		3.38	0.99		3.76	0.75		3.84	0.68	
Health-Related Professions															
(1) Yes	3.26	0.62		4.11	0.67		3.74	0.86		3.92	0.78		3.82	0.60	
(0) No	3.10	0.64		4.00	0.74		3.36	0.99		3.75	0.75		3.85	0.69	

Significance: p < .01

Environments by Outcome Measures

University of Illinois at Urbana-Champaign	Leadership Efficacy			Social Perspective-Taking			Social Generativity			Hope Scale - Agency			Hope Scale - Pathways		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
Academic Major (Continued)															
Humanities															
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
(0) No	3.10	0.64		4.01	0.73		3.38	0.99		3.77	0.75		3.85	0.67	
Liberal / General Studies															
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
(0) No	3.10	0.64		4.00	0.74		3.38	0.99		3.76	0.75		3.85	0.68	
Mathematics / Statistics															
(1) Yes	2.88	0.52		3.72	0.45		3.03	0.95		3.60	0.62		3.61	0.74	
(0) No	3.12	0.64		4.02	0.75		3.40	0.99		3.77	0.76		3.86	0.67	
Multi / Interdisciplinary Studies															
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
(0) No	3.11	0.64		4.00	0.74		3.38	0.99		3.76	0.75		3.84	0.68	
Parks, Recreation, Leisure Studies, Sports Management															
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
(0) No	3.11	0.64		4.00	0.74		3.38	0.99		3.76	0.75		3.84	0.68	
Library Sciences															
(1) Yes	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
(0) No	3.11	0.64		4.00	0.74		3.38	0.99		3.76	0.75		3.84	0.68	
Physical Sciences															
(1) Yes	3.22	0.49		3.95	0.92		2.83	0.89		3.47	0.63		3.63	0.82	
(0) No	3.10	0.64		4.00	0.73		3.39	0.99		3.77	0.75		3.85	0.68	

Significance: p < .01

Environments by Outcome Measures

University of Illinois at Urbana-Champaign	Leadership Efficacy			Social Perspective-Taking			Social Generativity			Hope Scale - Agency			Hope Scale - Pathways		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
Academic Major (Continued)															
Pre-Professional															
(1) Yes	3.14	0.66		4.18	0.58		3.50	1.06		3.76	0.56		3.55	0.73	
(0) No	3.11	0.64		4.00	0.74		3.38	0.99		3.76	0.76		3.85	0.68	
Military Science / Technology / Operations															
(1) Yes	.	.		.	.		.	.		.	.		.	.
(0) No	3.11	0.64		4.00	0.74		3.38	0.99		3.76	0.75		3.85	0.68	
Public Administration															
(1) Yes	.	.		.	.		.	.		.	.		.	.
(0) No	3.11	0.64		4.00	0.74		3.38	0.99		3.76	0.75		3.84	0.68	
Social Sciences															
(1) Yes	3.04	0.59		3.98	0.78		3.42	0.86		3.76	0.72		3.79	0.64	
(0) No	3.11	0.64		4.01	0.73		3.37	1.01		3.76	0.76		3.85	0.68	
Visual and Performing Arts															
(1) Yes	3.05	0.74		3.98	0.63		3.22	0.89		3.60	0.90		3.75	0.54	
(0) No	3.11	0.63		4.00	0.74		3.39	0.99		3.77	0.75		3.85	0.68	
Women / Gender Studies															
(1) Yes	.	.		.	.		.	.		.	.		.	.
(0) No	3.11	0.64		4.00	0.74		3.38	0.99		3.76	0.75		3.84	0.68	
Other															
(1) Yes	3.12	0.77		4.14	0.70		3.20	1.21		3.68	0.99		3.89	0.85	
(0) No	3.11	0.63		4.00	0.74		3.39	0.98		3.77	0.73		3.84	0.67	
Undecided															
(1) Yes	2.87	0.67		3.79	0.77		2.81	0.99	0	3.52	0.63		3.81	0.58	
(0) No	3.12	0.63		4.01	0.74		3.40	0.99	1	3.77	0.75		3.85	0.68	

Significance: p < .01

Environments by Outcome Measures

University of Illinois at Urbana-Champaign	Leadership Efficacy			Social Perspective-Taking			Social Generativity			Hope Scale - Agency			Hope Scale - Pathways		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
COVID-19: General															
Primary Class Instruction Mode: Fall 2020															
(1) Completely online	3.05	0.65		3.96	0.73		3.26	0.99	3	3.69	0.74		3.81	0.69	
(2) Online most of the time	3.17	0.60		4.06	0.74		3.48	0.97		3.87	0.72		3.89	0.66	
(3) About half online and half in-person	3.27	0.56		3.94	0.77		3.87	0.85	1	3.91	0.77		3.98	0.61	
(4) In person most of the time	.	.		.	.		.	.		.	.		.	.
(5) Completely in-person	3.31	0.54		4.01	0.74		3.62	1.00		3.96	0.58		3.69	0.68	
(6) I did not take classes in Fall 2020	.	.		.	.		.	.		.	.		.	.
Primary Class Instruction Mode: Current															
(1) Completely online	3.11	0.65		3.98	0.75		3.35	1.00		3.73	0.75		3.83	0.71	
(2) Online most of the time	3.07	0.59		4.05	0.68		3.39	0.95		3.82	0.71		3.88	0.59	
(3) About half online and half in-person	3.24	0.50		4.15	0.84		3.81	1.15		4.21	0.65		4.03	0.71	
(4) In person most of the time	.	.		.	.		.	.		.	.		.	.
(5) Completely in-person	.	.		.	.		.	.		.	.		.	.
(6) I am not taking classes currently	.	.		.	.		.	.		.	.		.	.
Adaptation to current educational context															
(1) Not at all well	3.02	0.72		4.03	0.72		3.30	1.09		3.44	0.85	3,4	3.69	0.74	4
(2) Somewhat well	3.01	0.63	4	3.90	0.76	4	3.31	0.96		3.64	0.72	3,4	3.74	0.67	4
(3) Well	3.17	0.57		4.03	0.65		3.46	0.90		3.97	0.59	1,2	3.89	0.59	
(4) Very well	3.26	0.65	2	4.18	0.79	2	3.45	1.14		3.94	0.84	1,2	4.13	0.73	1,2
Experienced enhancements due to campus adaptations															
(1) Yes	3.08	0.63		4.06	0.71		3.30	1.03		3.78	0.77		3.89	0.67	
(0) No	3.11	0.64		3.98	0.74		3.40	0.98		3.75	0.74		3.83	0.68	

Significance: p < .01

Environments by Outcome Measures

University of Illinois at Urbana-Champaign	Leadership Efficacy			Social Perspective-Taking			Social Generativity			Hope Scale - Agency			Hope Scale - Pathways		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
COVID-19: Obstacles to Transitions															
Course content not appropriate for online learning															
(1) Yes	3.12	0.64		4.00	0.75		3.40	1.00		3.71	0.75		3.83	0.67	
(0) No	3.09	0.63		4.01	0.72		3.36	0.99		3.81	0.74		3.87	0.69	
Lack of instructor access															
(1) Yes	3.15	0.64		4.04	0.74		3.51	1.00	0	3.76	0.73		3.86	0.67	
(0) No	3.06	0.63		3.97	0.73		3.26	0.98	1	3.76	0.76		3.83	0.69	
Lack of academic advising access															
(1) Yes	3.14	0.63		3.98	0.75		3.59	0.98	0	3.78	0.75		3.88	0.65	
(0) No	3.08	0.64		4.01	0.73		3.28	0.99	1	3.75	0.75		3.83	0.69	
Inability to learn effectively online															
(1) Yes	3.09	0.65		4.00	0.73		3.39	1.01		3.74	0.74		3.83	0.67	
(0) No	3.12	0.60		4.01	0.74		3.34	0.96		3.80	0.76		3.89	0.71	
Inability to access learning support services															
(1) Yes	3.14	0.68		4.02	0.76		3.51	1.04		3.76	0.78		3.89	0.70	
(0) No	3.08	0.62		3.99	0.72		3.31	0.97		3.76	0.73		3.82	0.67	
Lack of interaction/communication with other students															
(1) Yes	3.11	0.63		4.02	0.71		3.39	1.00		3.74	0.75		3.83	0.67	
(0) No	3.05	0.67		3.95	0.82		3.31	0.99		3.83	0.74		3.91	0.70	
Lack of access to necessary technology															
(1) Yes	3.17	0.63		4.03	0.82		3.48	0.97		3.89	0.73		3.87	0.74	
(0) No	3.08	0.64		3.99	0.71		3.34	1.00		3.73	0.75		3.84	0.66	
Friend / family member passing due to COVID-19															
(1) Yes	3.26	0.69		4.03	0.75		3.63	1.04		3.74	0.74		3.89	0.71	
(0) No	3.08	0.63		4.00	0.73		3.34	0.98		3.76	0.75		3.84	0.68	
Friend / family member being hospitalized due to COVID-19															
(1) Yes	3.24	0.60		4.10	0.70		3.65	0.99	0	3.77	0.73		3.87	0.67	
(0) No	3.07	0.64		3.98	0.74		3.32	0.99	1	3.76	0.75		3.84	0.68	

Significance: p < .01

Environments by Outcome Measures

University of Illinois at Urbana-Champaign	Leadership Efficacy			Social Perspective-Taking			Social Generativity			Hope Scale - Agency			Hope Scale - Pathways		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
COVID-19: Obstacles to Transitions (Continued)															
Personally being hospitalized due to COVID-19															
(1) Yes	3.46	0.58		3.94	0.84		3.76	0.81		3.63	0.94		3.91	0.81	
(0) No	3.09	0.63		4.00	0.73		3.36	1.00		3.77	0.74		3.85	0.68	
Lack of access to appropriate study space															
(1) Yes	3.10	0.66		4.02	0.75		3.40	1.00		3.74	0.78		3.84	0.69	
(0) No	3.09	0.60		3.98	0.71		3.32	0.99		3.79	0.70		3.86	0.66	
Inability to participate in on-campus activities															
(1) Yes	3.13	0.62		4.01	0.73		3.38	0.99		3.79	0.74		3.86	0.66	
(0) No	2.97	0.67		3.96	0.75		3.33	1.01		3.64	0.77		3.77	0.76	
Loss of wages from employment															
(1) Yes	3.21	0.69	0	4.05	0.76		3.53	1.05		3.82	0.82		3.90	0.77	
(0) No	3.06	0.61	1	3.98	0.73		3.31	0.97		3.74	0.72		3.83	0.64	
Loss or reduction of scholarship or grant aid															
(1) Yes	3.18	0.73		4.15	0.76		3.57	0.99		3.81	0.73		3.88	0.76	
(0) No	3.09	0.62		3.98	0.73		3.35	0.99		3.75	0.75		3.84	0.67	
Loss or reduction of insurance coverage															
(1) Yes	3.27	0.74		4.05	0.81		3.55	1.00		3.82	0.70		3.96	0.76	
(0) No	3.09	0.62		4.00	0.73		3.35	0.99		3.76	0.75		3.84	0.67	
Loss or cancellation of an expected internship or co-op															
(1) Yes	3.25	0.58	0	3.95	0.76		3.58	0.92	0	3.89	0.68		3.90	0.64	
(0) No	3.05	0.64	1	4.02	0.73		3.31	1.01	1	3.72	0.76		3.83	0.69	
Loss or reduction of income of other family members															
(1) Yes	3.19	0.66		4.01	0.76		3.55	0.93	0	3.81	0.77		3.85	0.70	
(0) No	3.06	0.62		4.00	0.73		3.31	1.01	1	3.74	0.74		3.84	0.67	
Another obstacle															
(1) Yes	3.14	0.69		4.01	0.71		3.42	0.97		3.62	0.82	0	3.80	0.70	
(0) No	3.09	0.61		4.00	0.75		3.36	1.01		3.82	0.71	1	3.87	0.67	

Significance: p < .01

Environments by Outcome Measures

University of Illinois at Urbana-Champaign	Leadership Efficacy			Social Perspective-Taking			Social Generativity			Hope Scale - Agency			Hope Scale - Pathways		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
COVID-19: Concerns															
Sufficient access to food															
(0) Not at all concerned	3.11	0.61		3.98	0.74		3.31	1.01		3.79	0.74		3.83	0.66	
(1) Somewhat concerned	3.06	0.69		4.06	0.70		3.49	0.93		3.67	0.74		3.85	0.77	
(2) Concerned	2.94	0.82		4.12	0.74		3.71	0.90		3.68	0.62		3.92	0.69	
(3) Very concerned	.	.		.	.		.	.		.	.		.	.
Sustainable access to housing															
(0) Not at all concerned	3.10	0.62		4.00	0.74		3.31	1.01		3.77	0.75		3.83	0.66	
(1) Somewhat concerned	3.07	0.70		3.95	0.70		3.56	0.88		3.77	0.68		3.86	0.81	
(2) Concerned	3.06	0.66		3.99	0.71		3.59	0.82		3.67	0.72		3.87	0.64	
(3) Very concerned	3.40	0.75		.	.		4.07	0.86		3.63	0.99		4.08	0.59	
Ability to meet routine financial obligations															
(0) Not at all concerned	3.08	0.62		3.96	0.75		3.29	0.99		3.78	0.74		3.82	0.66	
(1) Somewhat concerned	3.13	0.62		4.03	0.72		3.35	0.98		3.77	0.74		3.82	0.68	
(2) Concerned	3.08	0.67		3.99	0.70		3.64	0.92		3.64	0.79		3.87	0.72	
(3) Very concerned	3.18	0.73		4.29	0.69		3.67	1.07		3.73	0.78		4.05	0.76	
Adequate medical care															
(0) Not at all concerned	3.13	0.61	2	4.02	0.74		3.34	1.00		3.84	0.75		3.86	0.65	3
(1) Somewhat concerned	3.07	0.60		3.96	0.72		3.32	0.98		3.66	0.72		3.75	0.75	3
(2) Concerned	2.84	0.74	0,3	3.90	0.68		3.40	0.99		3.56	0.64		3.74	0.67	3
(3) Very concerned	3.40	0.73	2	4.22	0.81		3.88	0.86		3.62	0.87		4.30	0.59	0,1,2

Significance: p < .01

Environments by Outcome Measures

University of Illinois at Urbana-Champaign	Leadership Efficacy			Social Perspective-Taking			Social Generativity			Hope Scale - Agency			Hope Scale - Pathways		
	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig	M	SD	Sig
COVID-19: Concerns (Continued)															
Sustainable employment for self															
(0) Not at all concerned	3.07	0.62		4.00	0.75		3.36	1.00		3.78	0.71		3.84	0.68	
(1) Somewhat concerned	3.13	0.61		3.94	0.69		3.29	0.96		3.79	0.78		3.80	0.71	
(2) Concerned	3.04	0.64		3.99	0.72		3.40	0.98		3.69	0.75		3.85	0.68	
(3) Very concerned	3.18	0.68		4.12	0.76		3.40	1.07		3.73	0.76		3.89	0.64	
Sustainable employment for a parent/guardian															
(0) Not at all concerned	3.10	0.61		4.02	0.73		3.28	1.03		3.77	0.76		3.85	0.66	
(1) Somewhat concerned	3.04	0.61		3.95	0.71		3.33	0.95		3.72	0.70		3.80	0.67	
(2) Concerned	3.04	0.69		3.99	0.76		3.60	0.86		3.77	0.75		3.84	0.73	
(3) Very concerned	3.25	0.71		4.10	0.66		3.54	0.98		3.80	0.76		3.92	0.73	
Ability to continue your education															
(0) Not at all concerned	3.13	0.61		4.01	0.72		3.31	1.04		3.86	0.71	2	3.88	0.66	
(1) Somewhat concerned	3.12	0.66		4.01	0.71		3.39	0.90		3.70	0.74		3.82	0.70	
(2) Concerned	2.92	0.63		3.88	0.74		3.34	0.94		3.50	0.75	0	3.71	0.70	
(3) Very concerned	3.14	0.74		4.22	0.69		3.68	0.99		3.69	0.85		3.90	0.74	
Ability to pay for your education in the future															
(0) Not at all concerned	3.10	0.61		3.99	0.74		3.30	1.01		3.84	0.75		3.87	0.69	
(1) Somewhat concerned	3.11	0.64		3.99	0.73		3.43	0.96		3.72	0.73		3.79	0.67	
(2) Concerned	3.04	0.61		3.94	0.72		3.33	0.91		3.61	0.72		3.80	0.67	
(3) Very concerned	3.12	0.72		4.11	0.70		3.48	1.02		3.73	0.78		3.90	0.67	

Significance: p < .01