

IUPUI compared with

***SCHOOL N = 80; ALL OTHER IUPUI N = 776

Urban **Doc-Int NSSE 2002** NSSE Other Schools' UrbanDoc-Int 2002 Mean Effect Size Mean Sig Effect Size1 Mean Effect Size 1 Mean Effect Size Variable Mean**Academic and Intellectual Experiences** 1=never, 2=sometimes, 3=often, 4=very often Asked questions in class or contributed to CLQUEST class discussions ** *** ** 3.37 3.05 .37 2.98 .45 2.94 *** .49 3.10 .32 Made a class presentation CLPRESEN 3.01 2.71 ** *** *** .34 2.68 .39 2.68 .39 2.81 .24 Prepared two or more drafts of a paper or REWROPAP assignment before turning it in 2.94 .27 *** *** 2.67 2.56 .38 2.48 .47 2.50 .45 Worked on a paper or project that required integrating ideas or information from various INTEGRAT sources 3.65 3.32 *** .43 3.25 *** .51 3.23 *** .54 3.33 .43 Included diverse perspectives (different races, religions, genders, political beliefs, etc.) in DIVCLASS class discussions or writing assignments. 3.25 2.67 *** .60 2.67 .62 2.60 .70 2.73 .58 Came to class without completing readings or CLUNPREP assignments 1.95 2.09 2.07 2.14 -.24 2.12 -.22 Worked with other students on projects during CLASSGRP g. 3.01 2.51 *** .57 2.50 *** .60 2.44 *** 2.45 .66 Worked with classmates outside of class to OCCGRP prepare class assignments 2.76 2.57 2.56 2.69 2.72 Put together ideas or concepts from different courses when completing assignments or INTIDEAS during class discussions 3.16 2.79 .44 2.75 .51 2.78 *** .47 2.82 .42 Tutored or taught other students (paid or TUTOR voluntary) 1.74 1.99 .27 1.69 ** .34 1.77 .24 1.85 Participated in a community-based project as a COMMPROJ part of a regular course 1.77 1.47 ** .39 ** ** .22 1.48 .38 1.54 .29 1.59

All Other IUPUI Schools

Education

a * p<.05 ** p<.01 ***p<.001 (2-tailed).



IUPUI compared with Education **All Other IUPUI Schools** ***SCHOOL N = 80; ALL OTHER IUPUI N = 776 Urban **Doc-Int** NSSE 2002 NSSE Other Schools' UrbanDoc-Int 2002 Mean Effect Size Effect Size Mean Effect Size Variable Mean Mean 1. Academic and Intellectual Experiences (continued) 1=never, 2=sometimes, 3=often, 4=very often Used an electronic medium (list-serv, chat group, Internet, etc.) to discuss or complete an ITACADEM assignment 2.90 3.27 .37 2.70 .55 2.75 .49 2.76 .49 **EMAIL** Used email to communicate with an instructor 3.42 .25 *** .57 3.21 2.91 3.00 .46 3.07 .40 Discussed grades or assignments with an FACGRADE n. instructor ** *** 3.06 2.78 .33 2.68 .46 2.73 *** .40 2.81 .30 Talked about career plans with a faculty **FACPLANS** member or advisor 2.24 2.16 2.15 2.29 2.45 -.22 Discussed ideas from your reading or classes FACIDEAS with faculty members outside of class 2.14 1.98 1.89 .30 1.96 2.09 Received prompt feedback from faculty on **FACFEED** your academic performance (written or oral) 2.74 2.69 2.72 2.84 2.81 Worked harder than you thought you could to

.44

.34

2.63

1.51

2.78

2.59

2.56

.39

.37

2.62

1.65

2.77

2.52

2.55

.39

.37

2.68

1.82

2.86

2.58

2.64

a * p<.05	** p<.01	***p<.001	(2-tailed).

meet an instructor's standards or expectations.

Discussed ideas from your readings or classes with others outside of class (students, family

Had serious conversations with students of a

Had serious conversations with students who differ from you in terms of their religious

beliefs, political opinions, or personal values

different race or ethnicity than your own

Worked with faculty members on activities other than coursework (committees,

orientation, student life activities, etc.)

members, coworkers, etc.)

WORKHARD

FACOTHER

OOCIDEAS

DIVRSTUD

DIFFSTU2

2.95

1.56

3.09

2.67

2.77

2.58

1.55

2.81

2.62

2.56

.32

-.28

.27



		The College Student Report		E1 4	411.041	TUDIU					IUPUI c	ompare	d with			
		***SCHOOL N = 80; ALL OTHER IUPUI N = 77	76	Education	All Oth	er IUPUI	Schools		Urban			Doc-	Int		NSSE 2	2002
2.	Me	ental Activities	Variable	Mean	Other Schools' Mean 1=very little.	Sig 2=some. 3=a	Effect Size	Urban Mean erv much	Sig ^a	Effect Size b	Doc-Int Mean	Sig a	Effect Size b	NSSE 2002 Mean	Sig ^a	Effect Size b
		Memorizing facts, ideas, or methods from your courses and readings so you can repeat them in pretty much the same form	MEMORIZE	2.10	2.85	***	82	2.76	***	71	2.76	***	72	2.75	***	69
	b.	Analyzing the basic elements of an idea, experience, or theory such as examining a particular case or situation in depth and considering its components	ANALYZE	3.33	3.28			3.23			3.20			3.27		
	c.	Synthesizing and organizing ideas, information, or experiences into new, more complex interpretations and relationships	SYNTHESZ	3.40	3.09	**	.37	2.97	***	.51	2.97	***	.52	3.05	***	.41
	d.	Making judgments about the value of information, arguments, or methods such as examining how others gathered and interpreted data and assessing the soundness of their conclusions	EVALUATE	3,26	2.94	**	.36	2.84	***	.48	2.85	***	.46	2.93	**	.37
	e.	Applying theories or concepts to practical problems or in new situations	APPLYING	3.28	3.17		.30	3.08	*	.23	3.12		.40	3.17		.31
3.	Re	ading and Writing			1=none, 2= b	etween 1 and	4, 3=between	5 and 10, 4=l	petween 11 an	d 20, 5=mor	e than 20					
	a.	Number of assigned textbooks, books, or book-length packs of course readings	READASGN	3.20	2.96	*	.24	3.13			3.15			3.32		
	b.	Number of books read on your own (not assigned) for personal enjoyment or academic enrichment	READOWN	2.48	2.14	**	.33	2.28			2.21	*	.26	2.21	*	.27
	c.	Number of written papers or reports of 20 pages or more	WRITEMOR	1.50	1.61			1.58			1.62			1.65		
	d.	Number of written papers or reports between 5 and 19 pages	WRITEMID	2.85	2.49	**	.38	2.49	***	.38	2.53	**	.33	2.69		
	e.	Number of written papers or reports of fewer than 5 pages	WRITESML	3.35	2.82	***	.46	2.90	***	.37	2.99	**	.30	3.12		

a * p<.05 ** p<.01 ***p<.001 (2-tailed).



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	***SCHOOL N = 80; ALL OTHER IUPUI N = 7	76	Education	All Oth	er IUPUI	Schools		Urban			Doc-	Int]	NSSE 2	2002	
4.	Challenge of Examinations	Variable	Mean	Other Schools' Mean 1=very little to	Sig	Effect Size	Urban Mean	Sig ^a	Effect Size ^b	Doc-Int Mean	Sig ^a	Effect Size b	NSSE 2002 Mean	Sig ^a	Effect Size b	
	To what extent did your exams during the current school year challenge you to do your best work?	EXAMS	5.01	5.58	***	46	5.46	**	36	5.46	**	38	5.51	***	43	
5.	Quality of Advising			1=poor, 2=fa	ir, 3=good, 4	=excellent										
	Overall how would you evaluate the quality of academic advising you have received at your institution?	ADVISE	2.10	2.63	***	55	2.53	***	44	2.66	***	58	2.86	***	80	
6.	Enriching Educational Experiences					e you done or d missing) Mean						,				
	a. Practicum, internship, field experience, co-op experience, or clinical assignment	INTERN	0.94	.62	***	.65	.72	***	.49	.75	***	.42	.76	***	.41	
	b. Community service or volunteer work	VOLUNTER	0.59	.52			.57			.64			.69			
	Participate in a learning community or some c. other formal program where groups of students take two or more classes together	LEARNCOM	0.70	.23	***	1.11	.24	***	1.10	.26	***	1.03	.26	***	1.02	
	Work on a research project with a faculty d. member outside of course or program requirements	RESEARCH	0.17	.25			.20			.26			.28	*	25	
	e. Foreign language coursework	FORLANG	0.23	.33			.35	*	25	.34	*	24	.44	***	43	
	f. Study abroad	STUDYABR	0.05	.07			.10			.14	*	24	.20	***	36	
	g. Independent study or self-designed major	INDSTUDY	0.13	.29	***	36	.24	*	27	.26	**	31	.31	***	40	
	Culminating senior experience h. (comprehensive exam, capstone course, thesis, project, etc.)	SENIORX	0.34	.62	***	57	.58	***	48	.57	***	46	.63	***	60	

a * p<.05 ** p<.01 ***p<.001 (2-tailed).



IUPUI compared with Education **All Other IUPUI Schools** ***SCHOOL N = 80; ALL OTHER IUPUI N = 776 Urban **Doc-Int NSSE 2002** NSSE Other Schools' UrbanDoc-Int 2002 Mean Effect Size Mean Effect Size Effect Size Mean Effect Size Variable Mean Mean 1=0 hrs/wk, 2=1-5 hrs/wk, 3=6-10 hrs/wk, 4=11-15 hrs/wk, 5=16-20 hrs/wk, Time Usage 6=21-25 hrs/wk, 7=26-30 hrs/wk, 8=more than 30 hrs/wk Preparing for class (studying, reading, writing, rehearsing, and other activities related to your ACADPR01 academic program) 4.28 3.77 3.90 .28 4.02 4.16 Working for pay on campus WORKON01 1.68 -.22 1.30 1.54 1.74 -.28 1.88 -.37 Working for pay off campus WORKOF01 4.78 5.13 4.99 4.14 .23 3.64 .41 Participating in co-curricular activities (organizations, campus publications, student COCURR01 government, etc.) 1.49 1.42 1.52 2.04 1.86 -.28 -.39 Relaxing and socializing (watching TV, SOCIAL01 partying, exercising, etc.) 3.60 3.56 3.61 3.72 3.75 Providing care for dependents living with you CAREDE01 (parents, children, spouse, etc.) 3.46 3.17 2.76 2.33 2.23 .55 Commuting to class COMMUTE g. 2.51 2.47 2.41 2.23 .26 2.06 .44 **Educational and Personal Growth** 1=very little, 2=some, 3=quite a bit, 4=very much Acquiring a broad general education **GNGENLED** 3.25 3.14 3.05 .25 3.08 3.26 Acquiring job or work-related knowledge and **GNWORK** 2.98 2.89 2.99 3.19 2.97 .23 Writing clearly and effectively **GNWRITE** 3.11 3.02 2.92 2.87 3.06 .23 .28 Speaking clearly and effectively GNSPEAK 3.05 2.87 2.77 .31 2.80 .28 2.96

a * p<.05 ** p<.01 ***p<.001 (2-tailed).



	- Inc c	ollege Student Report		El	All Oak	HIDIII	Calanda				IUPUI co	ompared	d with			
	***SCHO	OL N = 80; ALL OTHER IUPUI N = 7	76	Education	All Othe	r IUPUI	Schools		Urban			Doc-l	Int	N	NSSE 2	002
			Variable	Mean	Other Schools' Mean	Sig	Effect Size	Urban Mean	Sig ^a	Effect Size b	Doc-Int Mean	Sig a	Effect Size b	NSSE 2002 Mean	Sig ^a	Effect Size b
8.	Educational a	and Personal Growth (continued)	T		1=very little, 2	=some, 3=qi	uite a bit, 4=ve	ry much			1					
	a. Thinking o	critically and analytically	GNANALY	3.25	3.32			3.18			3.22			3.33		
	b. Analyzing	quantitative problems	GNQUANT	2.76	2.99	*	27	2.84			2.88			2.90		
	c. Using con	nputing and information technology	GNCMPTS	3.03	3.20			2.93			3.03			3.00		
	d. Working 6	ffectively with others	GNOTHERS	3.23	3.00	*	.26	2.93	**	.34	3.02	*	.23	3.13		
	e. Voting in	local, state, or national elections	GNCITIZN	1.64	1.57			1.67			1.67			1.76		
	f. Learning 6	effectively on your own	GNINQ	3.06	3.03			2.96			3.00			3.11		
	g. Understan	ding yourself	GNSELF	2.95	2.79			2.75			2.82			3.01		
:	Understan ethnic bac	ding people of other racial and kgrounds	GNDIVERS	2.88	2.57	**	.31	2.59	*	.29	2.59	*	.28	2.67		
	i. Solving co	omplex real-world problems	GNPROBSV	2.69	2.60			2.54			2.65			2.70		
	Developin ethics	g a personal code of values and	GNETHICS	2.45	2.47			2.43			2.55			2.73	*	28
	k. Contributi	ng to the welfare of your community	GNCOMMUN	2.34	2.12			2.08	*	.27	2.19			2.35		

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		The College Student Report	ſ				IUPUI compared with										
	,	***SCHOOL N = 80; ALL OTHER IUPUI N = 77	76	Education	All Othe	er IUPUI S	chools		Urban			Doc-		1	NSSE 2	2002	
9.		titutional Environment	Variable	Mean	Other Schools' Mean 1=very little, 2	Sig 2=some, 3=quit	Effect Size e a bit, 4=ve	Urban Mean ery much	Sig a	Effect Size b	Doc-Int Mean	Sig a	Effect Size b	NSSE 2002 Mean	Sig a	Effect Size ^b	
	a.	Spending significant amounts of time studying and on academic work	ENVSCHOL	3.01	3.06			2.96			3.02			3.11			
		Providing the support you need to help you succeed academically	ENVSUPRT	2.63	2.74			2.58			2.69			2.87	*	28	
	c. (Encouraging contact among students from different economic, social, and racial or ethnic backgrounds	ENVDIVRS	2.53	2.32			2.31	*	.22	2.29	*	.24	2.38			
		Helping you cope with your non-academic responsibilities (work, family, etc.)	ENVNACAD	1.68	1.71			1.69			1.76			1.92	*	26	
	٤.	Providing the support you need to thrive socially	ENVSOCAL	1.78	1.74			1.82			1.94			2.10	***	35	
	f. (Attending campus events and activities (special speakers, cultural performances, athletic events, etc.)	ENVEVENT	1.99	1.96			2.11			2.28	**	31	2.51	***	54	
10.	Qua	ality of Relationships			1=unfriendly,	unsupportive, s	ense of alien	ation to 7=fri	iendly, suppor	tive, sense of	belonging	,					
	a.]	Relationships with other students	ENVSTU	5.93	5.41	***	.39	5.35	***	.42	5.55	*	.29	5.70			
	_				1=unavailable	e, unhelpful, uns	sympathetic t	to 7=available	e, helpful, syn	npathetic				1			
	b.]	Relationships with faculty members	ENVFAC	5.45	5.33			5.23			5.30			5.55			
	_				1=unhelpful, i	nconsiderate, r	igid to 7=hel	lpful, consider	rate, flexible								
	C.	Relationships with administrative personnel and offices	ENVADM	3.91	4.54	***	40	4.22			4.37	*	27	4.57	***	40	
	Sati	isfaction			1=poor, 2=fai	ir, 3=good, 4=e	xcellent										
11.		How would you evaluate your entire educational experience at this institution?	ENTIREXP	2.97	3.06			2.98			3.07			3.24	**	37	
	_	,	11		1=definitely ne	o, 2=probably i	10, 3=probal	bly yes, 4=def	finitely yes		,						
12.		If you could start over again, would you go to the same institution you are now attending?	SAMECOLL	2.73	3.01	**	35	2.91			2.99	**	30	3.13	***	48	

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Variable

IUPUI compared with All Other IUPUI Schools **Education** Urban **NSSE 2002** Doc-Int NSSE Urban Other Schools' Doc-Int 2002 Mean Effect Size Mean Effect Size b Mean Effect Size b Mean Effect Size b

Ben

mark Items														
evel of Academic Challenge			1=never, 2=se	ometimes, 3=	often, 4=very o	often								
Preparing for class (studying, reading, writing,														
rehearsing, and other activities related to your	ACADPR01													
academic program)		4.28	3.77	*	0.28	3.90			4.02			4.16		
		Г	1=none, 2= b	etween 1 and	4, 3=between 3	5 and 10, 4=b	etween 11 and	d 20, 5=more	than 20			1		
Number of assigned textbooks, books, or book-length packs of course readings	READASGN	3.20	2.96	*	0.24	3.13			3.15			3.32		
Number of written papers or reports of 20 pages or more	WRITEMOR	1.50	1.61			1.58			1.62			1.65		
Number of written papers or reports between 5 and 19 pages	WRITEMID	2.85	2.49	**	0.38	2.49	***	.38	2.53	**	.33	2.69		
Number of written papers or reports of fewer than 5 pages	WRITESML	3.35	2.82	***	0.46	2.90	***	.37	2.99	**	.30	3.12		
			1=very little, 2	2=some, 3=q	uite a bit, 4=ve	ry much								
Analyzing the basic elements of an idea, experience, or theory such as examining a particular case or situation in depth and considering its components	ANALYZE	3,33	3.28			3.23			3.20			3.27		
Synthesizing and organizing ideas, information, or experiences into new, more complex interpretations and relationships	SYNTHESZ	3.40	3.09	**	0.37	2.97	***	.51	2.97	***	.52	3.05	***	.41
Making judgments about the value of information, arguments, or methods such as examining how others gathered and	EVALUATE								12.2					-
interpreted data and assessing the soundness														
of their conclusions		3.26	2.94	**	0.36	2.84	***	.48	2.85	***	.46	2.93	**	.37
Applying theories or concepts to practical problems or in new situations	APPLYING	3.28	3.17			3.08	*	.23	3.12			3.17		

a * p<.05 ** p<.01 ***p<.001 (2-tailed).



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**:	*SCHOOL N = 80; ALL OTHER IUPUI N = 77	6	Education	All Othe	r IUPUI	Schools		Urban			Doc-l	[nt	ľ	NSSE 2	2002
2. Activo	e and Collaborative Learning	Variable	Mean	Other Schools' Mean 1=never, 2=so	Sig metimes, 3=	Effect Size often, 4=very o	Urban Mean often	Sig ^a	Effect Size b	Doc-Int Mean	Sig a	Effect Size b	NSSE 2002 Mean	Sig a	Effect Size b
	sked questions in class or contributed to ass discussions	CLQUEST	3.37	3.05	**	0.37	2.98	***	.45	2.94	***	.49	3.10	**	.32
	ade a class presentation	CLPRESEN	3.01	2.71	**	0.34	2.68	***	.39	2.68	***	.39	2.81	*	.24
cla	orked with other students on projects during ass	CLASSGRP	3.01	2.51	***	0.57	2.50	***	.60	2.44	***	.67	2.45	***	.66
pre	orked with classmates outside of class to epare class assignments	OCCGRP	2.76	2.57			2.56			2.69			2.72		
vo	ntored or taught other students (paid or lluntary)	TUTOR	1.99	1.74	*	0.27	1.69	**	.34	1.77	*	.24	1.85		
pa	rticipated in a community-based project as a rt of a regular course	COMMPROJ	1.77	1.47	**	0.39	1.48	**	.38	1.54	**	.29	1.59	*	.22
wi	scussed ideas from your readings or classes th others outside of class (students, family	OOCIDEAS	2.00	2.01	**	0.24	2.70	**	27	2.77	**	27	2.06	*	27
me	embers, coworkers, etc.)		3.09	2.81	**	0.34	2.78	**	.37	2.77	**	.37	2.86	*	.27
3. Stude	ent-Faculty Interactions			1=never, 2=so.	matimas 3-	often 4-very e	often								
	scussed grades or assignments with an	E. COD LDE		1-never, 2-so	metimes, 5 =	ojien, 4-very o	gien								
	structor	FACGRADE	3.06	2.78	**	0.33	2.68	***	.46	2.73	***	.40	2.81	**	.30
me	alked about career plans with a faculty ember or advisor	FACPLANS	2.24	2.16			2.15			2.29			2.45	*	22
wi	scussed ideas from your reading or classes th faculty members outside of class	FACIDEAS	2.14	1.98			1.89	**	.30	1.96			2.09		
otl	orked with faculty members on activities her than coursework (committees, ientation, student life activities, etc.)	FACOTHER	1.56	1.55			1.51			1.65			1.82	**	28
	eceived prompt feedback from faculty on our academic performance (written or oral)	FACFEED	2.84	2.74			2.69			2.72			2.81		
				Which of the fo											
	ork on a research project with a faculty ember outside of course or program	RESEARCH	0.17	0.25			.20			.26			.28	*	25

a * p<.05 ** p<.01 ***p<.001 (2-tailed).



IUPUI compared with Education **All Other IUPUI Schools** ***SCHOOL N = 80; ALL OTHER IUPUI N = 776 Urban **Doc-Int NSSE 2002** NSSE Other Schools' UrbanDoc-Int 2002 Mean Effect Size Effect Size Effect Size Mean Effect Size Variable Mean Mean Mean 1=0 hrs/wk, 2=1-5 hrs/wk, 3=6-10 hrs/wk, 4=11-15 hrs/wk, 5=16-20 hrs/wk,4. Enriching Educational Experiences 6=21-25 hrs/wk, 7=26-30 hrs/wk, 8=more than 30 hrs/wk Participating in co-curricular activities (organizations, campus publications, student COCURR01 1.52 government, etc.) 1.49 1.42 1.86 -.28 2.04 -.39 Which of the following have you done or do you plan to do before you graduate from your institution? 0=No, 1=Yes (undecided=missing) Means are the proportion of students responding "Yes." Practicum, internship, field experience, co-op INTERN experience, or clinical assignment 0.94 0.62 0.65 .72 .49 .75 *** .42 .76 *** .41 Community service or volunteer work VOLUNTER 0.59 0.52 .57 .64 .69 Foreign language coursework **FORLANG** * .35 *** 0.23 0.33 -.25 .34 -.24 .44 -.43 Study abroad STUDYABR 0.05 0.07 .10 -.24 .20 .14 -.36 Independent study or self-designed major INDSTUDY 0.13 0.29 *** -0.36 .24 -.27 .26 -.31 .31 -.40 Culminating senior experience SENIORX (comprehensive exam, capstone course, thesis, 0.34 -0.57.58 project, etc.) 0.62 -.48 .57 -.46 .63 -.60 1=never, 2=sometimes, 3=often, 4=very often Had serious conversations with students of a DIVRSTUD 2.59 2.52 different race or ethnicity than your own 2.67 2.62 2.58 Had serious conversations with students who differ from you in terms of their religious DIFFSTU2 beliefs, political opinions, or personal values 2.77 2.56 2.56 2.55 .23 2.64 Used an electronic medium (list-serv, chat group, Internet, etc.) to discuss or complete an ITACADEM *** assignment 3.27 2.90 0.37 2.70 *** .55 2.75 .49 2.76 .49 1=very little, 2=some, 3=quite a bit, 4=very much Encouraging contact among students from different economic, social, and racial or ethnic **ENVDIVRS** backgrounds 2.53 2.32 2.31 .22 2.29 .24 2.38

a * p<.05 ** p<.01 ***p<.001 (2-tailed).



The conege student Report															
-		F.1 4.	A II O 41	. HIDIII	G.L1	IUPUI compared with									
***SCHOOL N = 80; ALL OTHER IUPUI N = 77	76	Education	All Oth	All Other IUPUI Schools			Urban			Doc-	Int]	NSSE 2	2002	
	Variable	Mean	Other Schools' Mean	Sig	Effect Size	Urban Mean	Sig a	Effect Size b	Doc-Int Mean	Sig a	Effect Size b	NSSE 2002 Mean	Sig a	Effect Size	
upportive Campus Environment			1=very little,	2=some, 3=qi	uite a bit, 4=ve	ery much									
Providing the support you need to help you succeed academically	ENVSUPRT	2.63	2.74			2.58			2.69			2.87	*	28	
Helping you cope with your non-academic responsibilities (work, family, etc.)	ENVNACAD	1.68	1.71			1.69			1.76			1.92	*	20	
Providing the support you need to thrive socially	ENVSOCAL	1.78	1.74			1.82			1.94			2.10	***	3:	
			1=unfriendly,	unsupportive	, sense of alien	ation to 7=fri	endly, suppor	rtive, sense of	belonging	,					
Relationships with other students	ENVSTU	5.93	5.41	***	0.39	5.35	***	.42	5.55	*	.29	5.70			
			1=unavailable	e, unhelpful, u	ınsympathetic i	to 7=available	, helpful, syn	npathetic							
Relationships with faculty members	ENVFAC	5.45	5.33			5.23			5.30			5.55			
			1=unhelpful,	inconsiderate,	, rigid to 7=he	lpful, consider	ate, flexible								
Relationships with administrative personnel and offices	ENVADM	3.91	4.54	***	-0.40	4.22	·		4.37	*	27	4.57	***	40	

a * p<.05 ** p<.01 ***p<.001 (2-tailed).