

Assessing the Understanding of Mission among Faculty, Staff and Administrators in Jesuit Catholic Institutions

Sponsored by the Association of Catholic Colleges and Universities

Office of Institutional Research

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Contents

Introduction and Executive Summary.....	2
Methodology.....	3
Response Rates.....	3
Demographic Results.....	4
Descriptive Statistic Results.....	6
Statistical Results of Independent T-Tests.....	7
Qualitative Thematic Analysis.....	16
Key Findings.....	17
Survey Instrument.....	19

Study Contributors

Susana Luzuriaga, *Director of Institutional Research, Xavier University*
Morgan Thompson, *Research Assistant Intern, Xavier University*
Kelly Pokrywka, *Research Analyst, Xavier University*
Debra Mooney, Ph.D., *Assistant to the President for Mission and Identity/CMO, Xavier University*
Joe Shadle, *Director, Center for Mission and Identity, Xavier University*

Participating Institutions

Canisius College

Creighton University

University of Detroit Mercy

Georgetown University

Loyola University Chicago

Rockhurst University

Saint Joseph’s University

Spring Hill College

Wheeling Jesuit University

Xavier University

Assessing the Understanding of Mission among Faculty, Staff and Administrators in Jesuit Catholic Institutions

Introduction and Executive Summary

Faculty, staff and administrators are at the heart of higher education institutions, and for Catholic Colleges and Universities, they also embody the essence of what makes them Catholic. Whether with their everyday interactions with students, or with the indirect activities and decisions, they build and influence the future of their organizations, as well as the future of their students. It is easy to suggest then, that the understanding and practice of the mission of every individual in an institution is, therefore, one of the key objectives at Catholic Colleges and Universities.

In an effort to assess the experience of mission by faculty, staff, and administrators at Catholic Institutions, the Association of Catholic Colleges and Universities sponsored a project proposed by Xavier University. The study consisted of a survey, designed to measure the extent to which the experience at their institution has contributed to faculty, staff, and administrators' understanding and development of Catholic mission related values. The study zoomed in on Jesuit Catholic institutions because about a decade ago this group of universities had previously agreed upon a set of 13 questions that suitably captured the intention of their mission statements. These 13 questions have been used often to assess students and alumni's understanding of mission. A total of 10 institutions administered the survey to their employees independently during September of 2013, and sent their results to Xavier University.

The results presented in this report will be and have the potential of being utilized in various formats: One, it serves as a sample population and reference for any Catholic institution that embraces the Catholic values mentioned in this study. Two, the results are being delivered to participant institutions with benchmarking data. Three, the results can be compared at each participating institution with assessment reports from previous surveys to students and alumni. And four, it serves as a baseline for an eventual re-administration (potentially within three to five years.)

Probably the most salient finding of the study was that employees who self-identified with Catholic affiliation, as well as those who had worked at their institution 11 years or longer felt that their institutions had contributed more to their knowledge of mission than their respective counterparts (non-Catholic and employees 5 years or less). Among the items included in the survey, "Understanding the mission of the institution" was the Jesuit value that respondents indicated had the highest contribution to their knowledge at their institution, and "Actively working to further ecological justice and care for the environment" had the lowest contribution. The analysis of the open ended responses from all 10 participating institutions revealed that "everyday life on campus, including conversations with colleagues, interactions with Jesuit clergy, daily mass, and the nature of work itself" as well as the "many opportunities to attend conferences, seminars, retreats, and other programs" were the largest contributors to their understanding of the Jesuit Catholic mission, identity, and values. And finally, the most cited hope was that in the future, "Jesuit Catholic institutions would continue to offer an excellent education through Jesuit Catholic values and would grow its commitment to these values even more."

Methodology

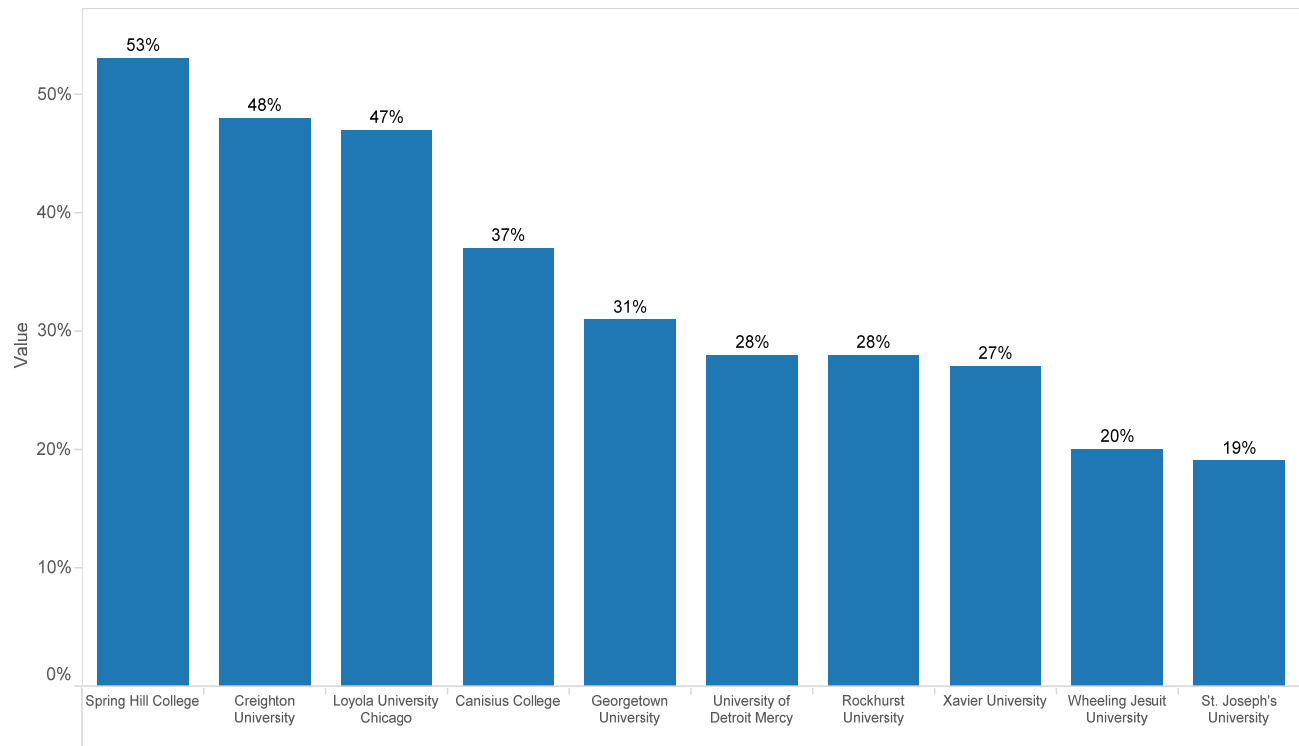
Xavier University invited all 28 Jesuit Catholic institutions to join in the study. Out of these, 10 schools eventually participated (list of institutions is in the report cover). Each institution administered the “*Survey on Jesuit Catholic Identity*”, which consisted of a specific set of 13 pre-existing questions plus 9 new ones, designed by the Xavier’s Center for Mission and Identity. The participant institutions invited their own full and part-time faculty, staff, and administrators using their own survey collection tools. The survey was collected for at least two weeks during the month of September of 2013. Each institution re-coded all their responses to a numeric code provided by Xavier University (XU). When the data was submitted from all the participants, XU performed the quantitative and qualitative analysis on the aggregated data.

Data from all ten institutions was included in the analysis. Thus, the results displayed in the following pages pertain to all respondents in the study, and do not necessarily represent the results of a particular participant institution. The only value by institution is the response rate.

XU performed descriptive statistics for all the demographic questions, as well as for questions A through F. In addition, independent T-tests were performed by slicing the data into specific demographic breakdowns, and finally, a qualitative analysis of the two open-ended questions was done.

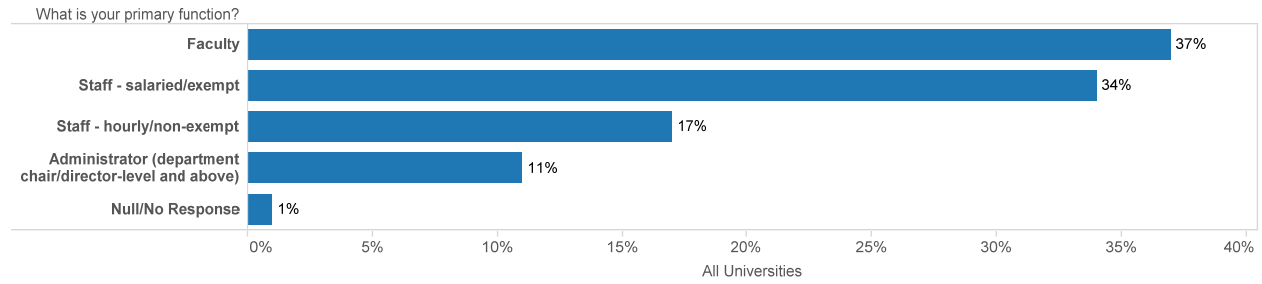
Response Rates

Percent of Respondents for Each Institution (Number of Respondents/Number of Employees Invited); Average Response Rate for All Institutions = 34%

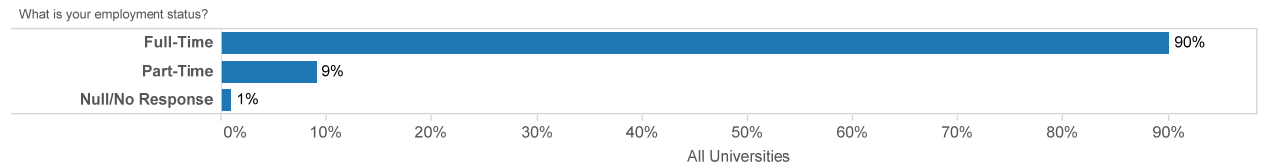


Demographic Results

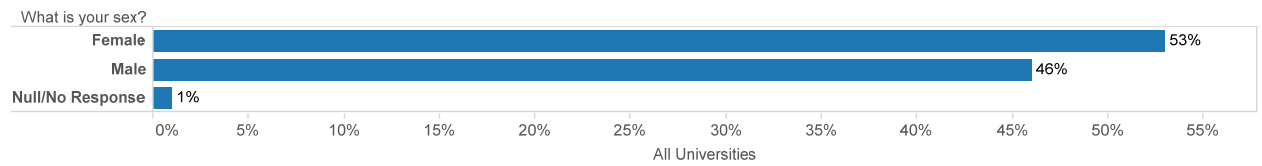
What is your primary function?



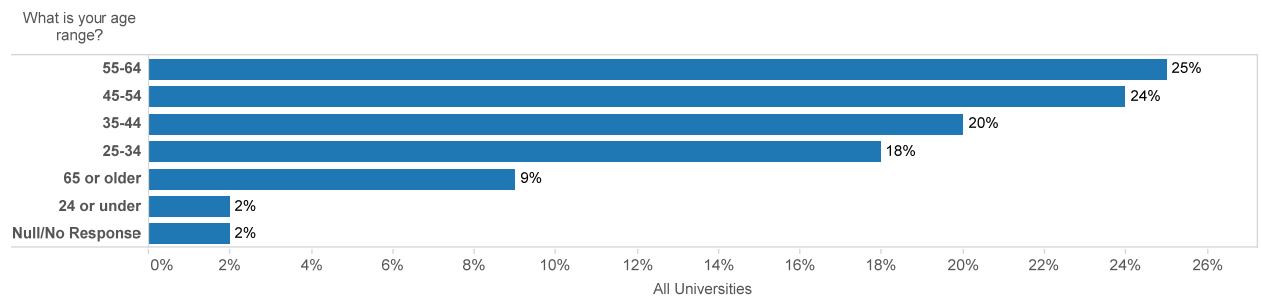
What is your employment status?



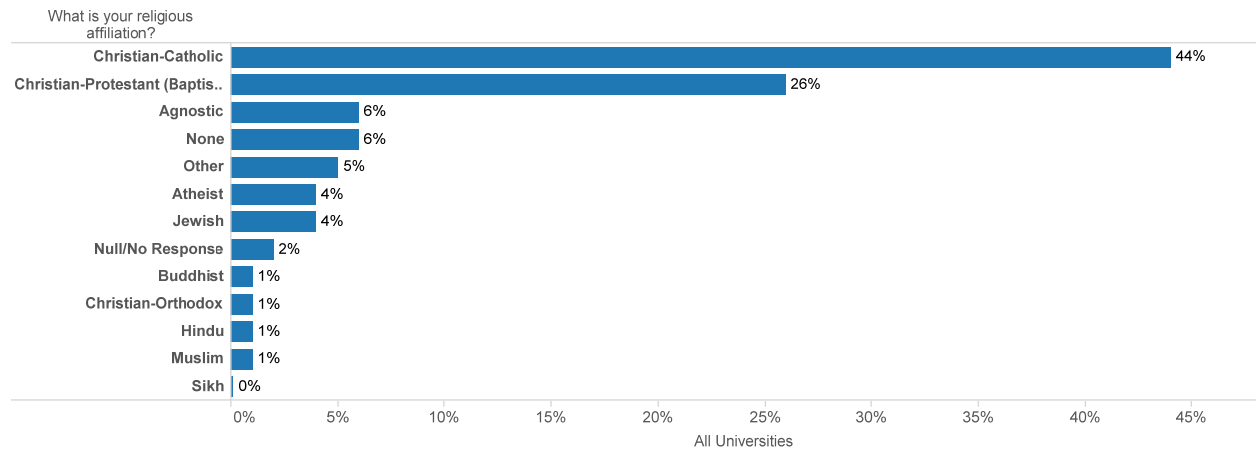
What is your sex?



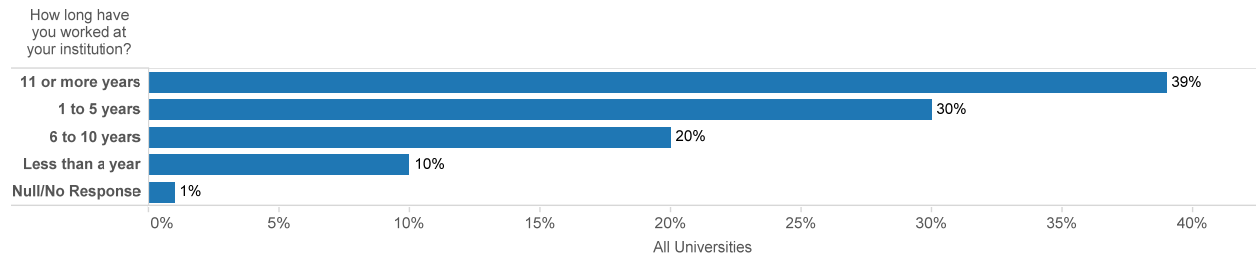
What is your age range?



What is your religious affiliation?

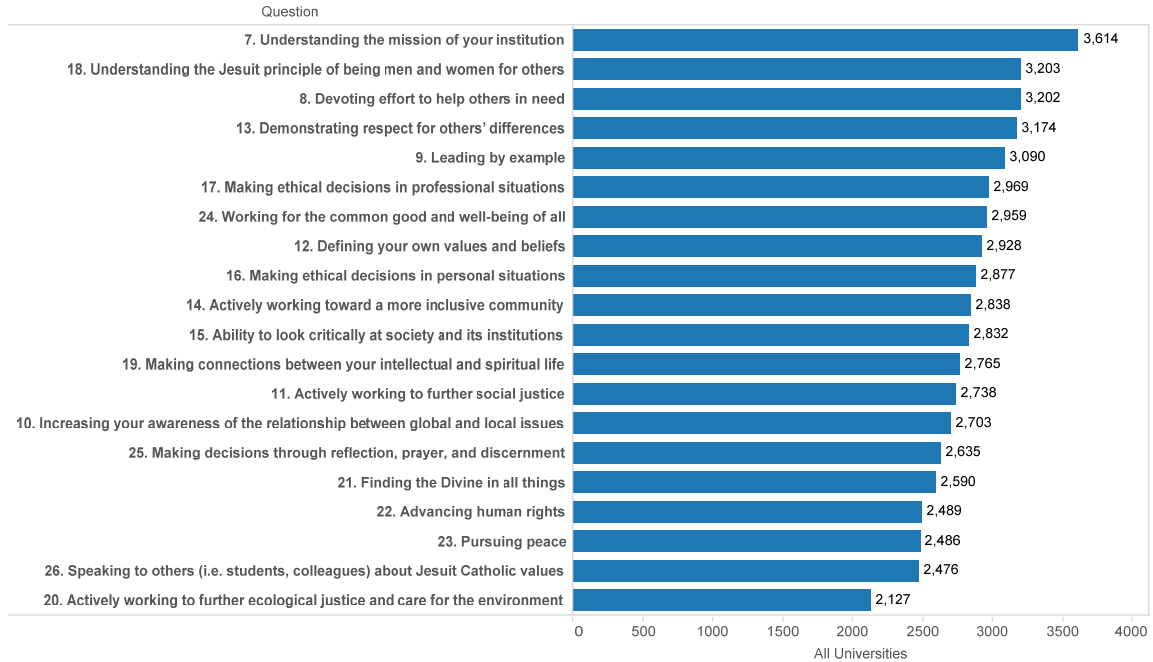


How long have you worked at your institution?

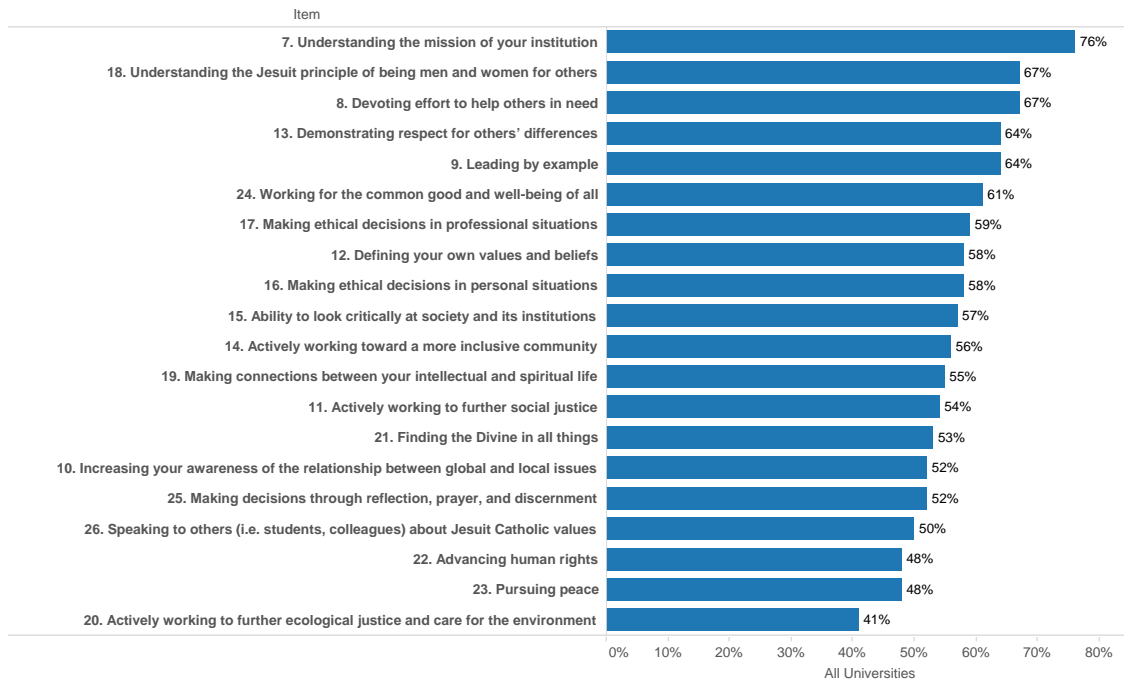


Descriptive Statistic Results

To what extent has your experience at your institution contributed to your knowledge of the following items: Frequency of respondents answering "Quite a bit" or "Very much"



To what extent has your experience at this institution contributed to your knowledge of the following items: Average percentage of respondents answering "Quite a bit" or "Very much"



***The order of the questions is different between the frequency chart and the percentage chart because the percent shown for each question was calculated by averaging the percent of respondents at each institution who answered "quite a bit" or "very much" for each question. Null responses were excluded from analysis of individual institutions.

Statistical Results of Independent T-Tests

To what extent has your experience at your institution contributed to your knowledge of the following items:

Significance Test for Faculty vs. All Staff (Administrators, Exempt, and Hourly): Mean Values and Significance Results

Item	Faculty	All Staff (Admin, Exempt, & Hourly)	Significance of Faculty vs. All Staff
7. Understanding the mission of your institution	2.88	2.86	-
8. Devoting effort to help others in need	2.68	2.72	-
9. Leading by example	2.66	2.67	-
10. Increasing your awareness of the relationship between global and local iss..	2.55	2.50	
11. Actively working to further social justice	2.57	2.50	**
12. Defining your own values and beliefs	2.60	2.59	-
13. Demonstrating respect for others' differences	2.69	2.71	-
14. Actively working toward a more inclusive community	2.57	2.60	-
15. Ability to look critically at society and its institutions	2.62	2.56	*
16. Making ethical decisions in personal situations	2.55	2.62	*
17. Making ethical decisions in professional situations	2.59	2.65	-
18. Understanding the Jesuit principle of being men and women for others	2.74	2.71	-
19. Making connections between your intellectual and spiritual life	2.55	2.55	-
20. Actively working to further ecological justice and care for the environment	2.30	2.29	-
21. Finding the Divine in all things	2.45	2.47	-
22. Advancing human rights	2.45	2.45	-
23. Pursuing peace	2.42	2.45	-
24. Working for the common good and well-being of all	2.62	2.64	-
25. Making decisions through reflection, prayer, and discernment	2.46	2.51	-
26. Speaking to others (i.e. students, colleagues) about Jesuit Catholic values	2.46	2.39	*

Independent Sample T-Tests were conducted. * = $p < .05$. ** = $p < .01$. *** = $p < .001$.

To what extent has your experience at your institution contributed to your knowledge of the following items:

Significance Test for Faculty vs. Exempt and Hourly Staff: Mean Values and Significance Results

Item	Faculty	Exempt and Hourly Staff	Significance of Faculty vs. Exempt and Hourly
7. Understanding the mission of your institution	2.88	2.80	**
8. Devoting effort to help others in need	2.68	2.69	-
9. Leading by example	2.66	2.63	-
10. Increasing your awareness of the relationship between global and local iss..	2.55	2.49	*
11. Actively working to further social justice	2.57	2.47	***
12. Defining your own values and beliefs	2.60	2.56	-
13. Demonstrating respect for others' differences	2.69	2.71	-
14. Actively working toward a more inclusive community	2.57	2.59	-
15. Ability to look critically at society and its institutions	2.62	2.52	**
16. Making ethical decisions in personal situations	2.55	2.60	-
17. Making ethical decisions in professional situations	2.59	2.64	-
18. Understanding the Jesuit principle of being men and women for others	2.74	2.67	*
19. Making connections between your intellectual and spiritual life	2.55	2.51	-
20. Actively working to further ecological justice and care for the environment	2.30	2.27	-
21. Finding the Divine in all things	2.45	2.42	-
22. Advancing human rights	2.45	2.44	-
23. Pursuing peace	2.42	2.45	-
24. Working for the common good and well-being of all	2.62	2.62	-
25. Making decisions through reflection, prayer, and discernment	2.46	2.46	-
26. Speaking to others (i.e. students, colleagues) about Jesuit Catholic values	2.46	2.34	***

Independent Sample T-Tests were conducted. * = $p < .05$. ** = $p < .01$. *** = $p < .001$.

To what extent has your experience at your institution contributed to your knowledge of the following items:

Significance Test for Hourly Staff vs. Exempt Staff: Mean Values and Significance Results

Item	Hourly Staff	Exempt Staff	Significance of Hourly vs. Exempt
7. Understanding the mission of your institution	2.73	2.83	*
8. Devoting effort to help others in need	2.72	2.68	-
9. Leading by example	2.63	2.63	-
10. Increasing your awareness of the relationship between global and local iss..	2.44	2.52	*
11. Actively working to further social justice	2.41	2.50	*
12. Defining your own values and beliefs	2.57	2.56	-
13. Demonstrating respect for others' differences	2.72	2.70	-
14. Actively working toward a more inclusive community	2.57	2.59	-
15. Ability to look critically at society and its institutions	2.50	2.54	-
16. Making ethical decisions in personal situations	2.61	2.59	-
17. Making ethical decisions in professional situations	2.65	2.64	-
18. Understanding the Jesuit principle of being men and women for others	2.61	2.71	*
19. Making connections between your intellectual and spiritual life	2.48	2.53	-
20. Actively working to further ecological justice and care for the environment	2.33	2.25	*
21. Finding the Divine in all things	2.47	2.39	-
22. Advancing human rights	2.43	2.44	-
23. Pursuing peace	2.48	2.43	-
24. Working for the common good and well-being of all	2.61	2.63	-
25. Making decisions through reflection, prayer, and discernment	2.49	2.45	-
26. Speaking to others (i.e. students, colleagues) about Jesuit Catholic values	2.27	2.37	*

Independent Sample T-Tests were conducted. * = $p < .05$. ** = $p < .01$. *** = $p < .001$.

To what extent has your experience at your institution contributed to your knowledge of the following items:

Significance Test for Administrators/Exempt Staff vs. Hourly Staff: Mean Values and Significance Results

Item	Admin and Exempt Staff	Hourly Staff	Significance of Admin/Exempt vs. Hourly
7. Understanding the mission of your institution	2.90	2.73	***
8. Devoting effort to help others in need	2.72	2.72	-
9. Leading by example	2.68	2.63	-
10. Increasing your awareness of the relationship between global and local iss..	2.52	2.44	*
11. Actively working to further social justice	2.53	2.41	**
12. Defining your own values and beliefs	2.60	2.57	-
13. Demonstrating respect for others' differences	2.71	2.72	-
14. Actively working toward a more inclusive community	2.62	2.57	-
15. Ability to look critically at society and its institutions	2.58	2.50	*
16. Making ethical decisions in personal situations	2.62	2.61	-
17. Making ethical decisions in professional situations	2.65	2.65	-
18. Understanding the Jesuit principle of being men and women for others	2.75	2.61	**
19. Making connections between your intellectual and spiritual life	2.57	2.48	*
20. Actively working to further ecological justice and care for the environment	2.28	2.33	-
21. Finding the Divine in all things	2.47	2.47	-
22. Advancing human rights	2.46	2.43	-
23. Pursuing peace	2.44	2.48	-
24. Working for the common good and well-being of all	2.65	2.61	-
25. Making decisions through reflection, prayer, and discernment	2.51	2.49	-
26. Speaking to others (i.e. students, colleagues) about Jesuit Catholic values	2.44	2.27	***

Independent Sample T-Tests were conducted. * = $p < .05$. ** = $p < .01$. *** = $p < .001$.

To what extent has your experience at your institution contributed to your knowledge of the following items:

Significance Test for Full-Time vs. Part-Time: Mean Values and Significance Results

Item	Full-Time	Part-Time	Significance of Full-Time vs. Part-Time
7. Understanding the mission of your institution	2.88	2.73	**
8. Devoting effort to help others in need	2.71	2.62	*
9. Leading by example	2.67	2.59	-
10. Increasing your awareness of the relationship between global and local iss..	2.52	2.48	-
11. Actively working to further social justice	2.53	2.47	-
12. Defining your own values and beliefs	2.60	2.54	-
13. Demonstrating respect for others' differences	2.70	2.73	-
14. Actively working toward a more inclusive community	2.60	2.54	-
15. Ability to look critically at society and its institutions	2.59	2.54	-
16. Making ethical decisions in personal situations	2.60	2.55	-
17. Making ethical decisions in professional situations	2.63	2.63	-
18. Understanding the Jesuit principle of being men and women for others	2.73	2.62	*
19. Making connections between your intellectual and spiritual life	2.55	2.48	-
20. Actively working to further ecological justice and care for the environment	2.29	2.30	-
21. Finding the Divine in all things	2.47	2.41	-
22. Advancing human rights	2.46	2.35	*
23. Pursuing peace	2.45	2.41	-
24. Working for the common good and well-being of all	2.64	2.60	-
25. Making decisions through reflection, prayer, and discernment	2.50	2.39	*
26. Speaking to others (i.e. students, colleagues) about Jesuit Catholic values	2.43	2.27	**

Independent Sample T-Tests were conducted. * = $p < .05$. ** = $p < .01$. *** = $p < .001$.

To what extent has your experience at your institution contributed to your knowledge of the following items:

Significance Test for Female vs. Male: Mean Values and Significance Results

Item	Female	Male	Significance of Female vs. Male
7. Understanding the mission of your institution	2.86	2.87	-
8. Devoting effort to help others in need	2.72	2.69	-
9. Leading by example	2.68	2.66	-
10. Increasing your awareness of the relationship between global and local iss..	2.52	2.52	-
11. Actively working to further social justice	2.53	2.52	-
12. Defining your own values and beliefs	2.61	2.58	-
13. Demonstrating respect for others' differences	2.70	2.71	-
14. Actively working toward a more inclusive community	2.59	2.60	-
15. Ability to look critically at society and its institutions	2.58	2.59	-
16. Making ethical decisions in personal situations	2.59	2.59	-
17. Making ethical decisions in professional situations	2.63	2.64	-
18. Understanding the Jesuit principle of being men and women for others	2.74	2.71	-
19. Making connections between your intellectual and spiritual life	2.55	2.54	-
20. Actively working to further ecological justice and care for the environment	2.31	2.27	-
21. Finding the Divine in all things	2.50	2.42	**
22. Advancing human rights	2.46	2.44	-
23. Pursuing peace	2.44	2.44	-
24. Working for the common good and well-being of all	2.64	2.63	-
25. Making decisions through reflection, prayer, and discernment	2.52	2.45	*
26. Speaking to others (i.e. students, colleagues) about Jesuit Catholic values	2.44	2.39	-

Independent Sample T-Tests were conducted. * = $p < .05$. ** = $p < .01$. *** = $p < .001$.

To what extent has your experience at your institution contributed to your knowledge of the following items:

Significance Test for Catholic vs. Non-Catholic: Mean Values and Significance Results

Item	Catholic	Non-Catholic	Significance of Catholic vs. Non-Catholic
7. Understanding the mission of your institution	2.92	2.81	***
8. Devoting effort to help others in need	2.77	2.65	***
9. Leading by example	2.73	2.61	***
10. Increasing your awareness of the relationship between global and local iss..	2.57	2.47	***
11. Actively working to further social justice	2.61	2.46	***
12. Defining your own values and beliefs	2.72	2.48	***
13. Demonstrating respect for others' differences	2.79	2.63	***
14. Actively working toward a more inclusive community	2.66	2.54	***
15. Ability to look critically at society and its institutions	2.65	2.53	***
16. Making ethical decisions in personal situations	2.71	2.49	***
17. Making ethical decisions in professional situations	2.73	2.55	***
18. Understanding the Jesuit principle of being men and women for others	2.81	2.64	***
19. Making connections between your intellectual and spiritual life	2.70	2.42	***
20. Actively working to further ecological justice and care for the environment	2.36	2.24	***
21. Finding the Divine in all things	2.62	2.33	***
22. Advancing human rights	2.53	2.39	***
23. Pursuing peace	2.52	2.37	***
24. Working for the common good and well-being of all	2.72	2.56	***
25. Making decisions through reflection, prayer, and discernment	2.65	2.36	***
26. Speaking to others (i.e. students, colleagues) about Jesuit Catholic values	2.56	2.30	***

Independent Sample T-Tests were conducted. * = $p < .05$. ** = $p < .01$. *** = $p < .001$.

To what extent has your experience at your institution contributed to your knowledge of the following items:

Significance Test for 5 or less years of employment vs. 11 or more years of employment:
Mean Values and Significance Results

Item	5 years or less of employment	More than 11 years of employment	Significance of 5 years or less vs. 11 years or more
7. Understanding the mission of your institution	2.72	3.02	***
8. Devoting effort to help others in need	2.61	2.80	***
9. Leading by example	2.60	2.75	***
10. Increasing your awareness of the relationship between global and local iss..	2.47	2.58	***
11. Actively working to further social justice	2.46	2.60	***
12. Defining your own values and beliefs	2.54	2.67	***
13. Demonstrating respect for others' differences	2.67	2.76	**
14. Actively working toward a more inclusive community	2.57	2.63	*
15. Ability to look critically at society and its institutions	2.51	2.65	***
16. Making ethical decisions in personal situations	2.56	2.64	**
17. Making ethical decisions in professional situations	2.60	2.69	**
18. Understanding the Jesuit principle of being men and women for others	2.63	2.81	***
19. Making connections between your intellectual and spiritual life	2.50	2.61	***
20. Actively working to further ecological justice and care for the environment	2.24	2.36	***
21. Finding the Divine in all things	2.38	2.55	***
22. Advancing human rights	2.38	2.53	***
23. Pursuing peace	2.40	2.49	**
24. Working for the common good and well-being of all	2.58	2.68	**
25. Making decisions through reflection, prayer, and discernment	2.42	2.58	***
26. Speaking to others (i.e. students, colleagues) about Jesuit Catholic values	2.36	2.48	***

Independent Sample T-Tests were conducted. * = $p < .05$. ** = $p < .01$. *** = $p < .001$.

To what extent has your experience at your institution contributed to your knowledge of the following items:

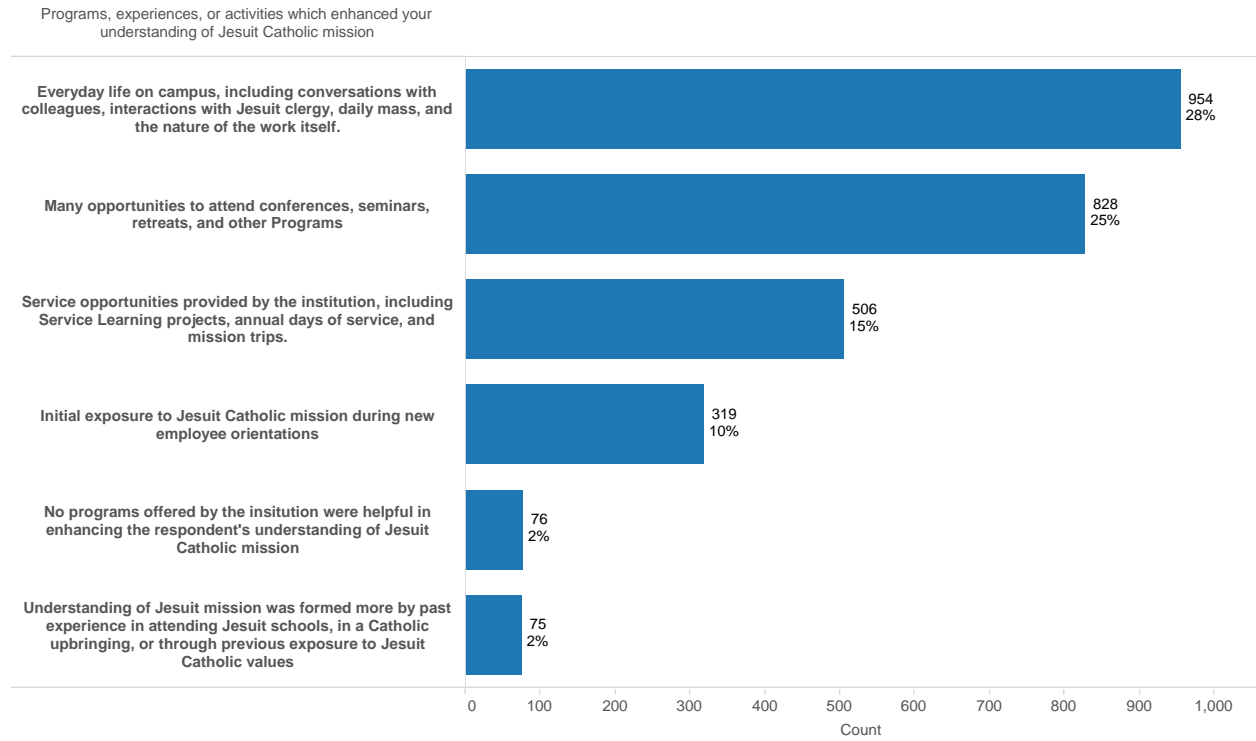
Significance Test for Age 34 years or younger vs. Age 35 years or older: Mean Values and Significance Results

Item	Age of 34 years or younger	Age of 35 years or older	Significance of 34 or younger vs. 35 or older
7. Understanding the mission of your institution	2.71	2.90	***
8. Devoting effort to help others in need	2.62	2.72	**
9. Leading by example	2.60	2.68	*
10. Increasing your awareness of the relationship between global and local iss..	2.50	2.53	-
11. Actively working to further social justice	2.47	2.54	-
12. Defining your own values and beliefs	2.54	2.61	*
13. Demonstrating respect for others' differences	2.67	2.72	-
14. Actively working toward a more inclusive community	2.59	2.60	-
15. Ability to look critically at society and its institutions	2.53	2.60	*
16. Making ethical decisions in personal situations	2.57	2.60	-
17. Making ethical decisions in professional situations	2.61	2.64	-
18. Understanding the Jesuit principle of being men and women for others	2.63	2.74	**
19. Making connections between your intellectual and spiritual life	2.47	2.57	**
20. Actively working to further ecological justice and care for the environment	2.20	2.31	***
21. Finding the Divine in all things	2.32	2.50	***
22. Advancing human rights	2.38	2.47	*
23. Pursuing peace	2.40	2.45	-
24. Working for the common good and well-being of all	2.62	2.64	-
25. Making decisions through reflection, prayer, and discernment	2.40	2.51	**
26. Speaking to others (i.e. students, colleagues) about Jesuit Catholic values	2.39	2.42	-

Independent Sample T-Tests were conducted. * = $p < .05$. ** = $p < .01$. *** = $p < .001$.

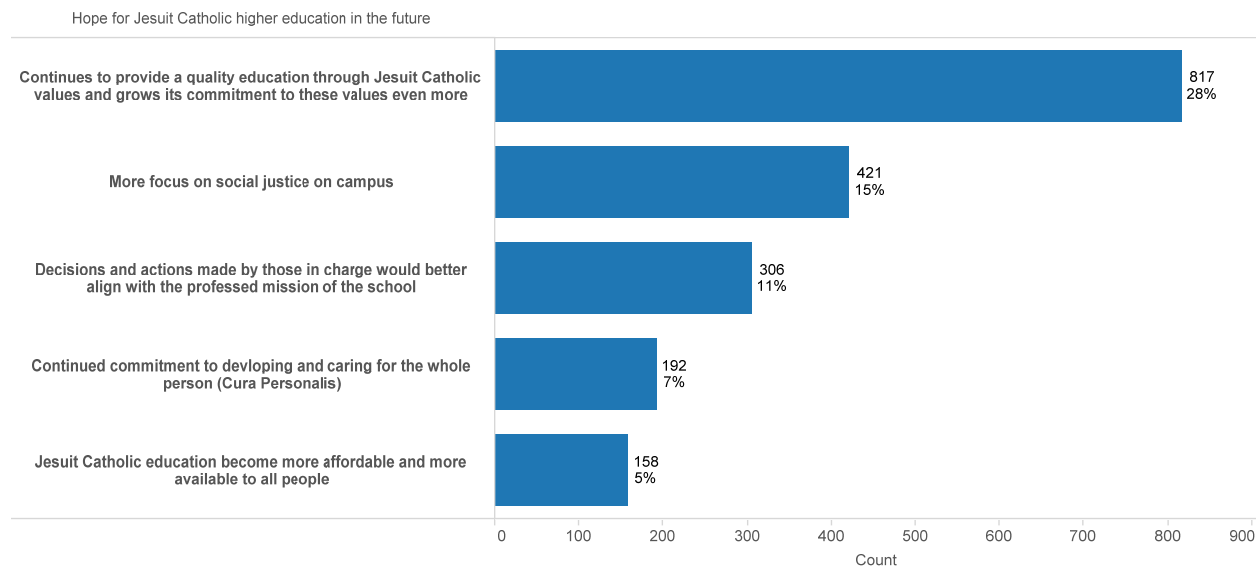
Qualitative Thematic Analysis

Please describe one or more programs, experiences or activities at your institution which significantly enhanced your understanding of Jesuit Catholic mission, identity and/or values: Highest frequency and percent of respondents who cited the following salient themes



Total number of responses = 3, 352

What is your hope for Jesuit Catholic higher education in the future: Highest frequency and percent of respondents who cited the following salient themes



Total number of responses = 2, 886

Key Findings

The following are the findings of the analysis:

- There is a statically significant difference between respondents who are Catholic versus respondents who are Non-Catholic. In all 20 questions, Catholic respondents felt that the experiences at their respective institution contributed more to their knowledge of Jesuit Catholic values than Non-Catholic respondents.
- There is a statistically significant difference between respondents with 5 years of service or less vs. those with 11 years of service or more. In all 20 questions, respondents who have worked at their institutions longer felt that the experiences at their respective institution contributed more to their knowledge of Jesuit Catholic values than those who have worked for fewer years.
- In six out of the 20 questions, there is a statistically significant difference between the responses between Faculty, and Exempt and Hourly Staff. Faculty respondents felt that the experiences at their respective institution contributed more to their Jesuit Catholic values than Exempt and Hourly Staff.
- In seven out of the 20 questions, there is a statistically significant difference between the responses between Administrators and Exempt Staff, and Hourly Staff. Administrators and Exempt Staff felt that the experiences at their respective institution contributed more to their Jesuit Catholic values than Hourly Staff.
- Of all 20 questions in the survey instrument, the Jesuit value that respondents indicated had the highest contribution to their knowledge at their institution is: "understanding the mission of their institution." (76% responding "quite a bit" or "very much"), followed by "understanding the Jesuit principle of being men and women for others" (67% responding "quite a bit" or "very much").
- Of all 20 questions in the survey instrument, the Jesuit value that respondents indicated had the lowest contribution to their knowledge at their institution is: "actively working to further ecological justice and care for the environment." (41% responding "quite a bit" or "very much").

The results of the qualitative analysis of the open-ended responses provided important insights. The most salient findings in those themes are:

- Respondents quoted that the activities that mostly enhanced their understanding of Jesuit Catholic mission, identity and/or values are: everyday life on campus, including conversations with colleagues, interactions with Jesuit clergy, daily mass, and the nature of the work itself. This general theme was cited 954 times, which represents 28% of responses overall.
- Respondents also indicated that conferences, retreats, lectures, and other similar experiences have had a great influence on their understanding of Jesuit Catholic mission, identity and/or values (cited 828 times, 25% of responses).
- Regarding the question on their hope for Jesuit Catholic higher education for the future, most respondents cited that, in the future, they wish for Jesuit Catholic institutions to continue their commitment in providing excellent education through Jesuit Catholic values and would grow its commitment to these values even more (cited 817 times, 28% of responses).
- The second highest hope from respondents is that more focus is placed on social justice on Jesuit

Catholic campuses. Third largest aspiration was that decisions and actions made by those in charge would be better aligned with the professed mission of the institution.

- Finally, respondents verbalized their wish for a continued commitment to developing and caring for the whole person (*Cura Personalis*), as well as that Jesuit Catholic education becomes more affordable and more available to all people.

Survey Instrument

Survey of Faculty, Staff and Administrators on Jesuit Catholic Identity

Please answer the following questions. Participation is entirely voluntary. You may skip any questions you do not feel comfortable answering. Your decision will have no effect on any future services you may be entitled from the University. You are free to withdraw from the study at any time without penalty.

- A. What is your primary function?
 - a. Faculty
 - b. Staff - hourly/non-exempt
 - c. Staff - salaried/exempt
 - d. Administrator (department chair/director-level and above)

- B. What is your employment status?
 - a. Full-time
 - b. Part-time

- C. What is your sex?
 - a. Female
 - b. Male

- D. What is your age range?
 - a. 24 or under
 - b. 25-34
 - c. 35-44
 - d. 45-54
 - e. 55-64
 - f. 65 or older

- E. What is your religious affiliation?
 - a. Agnostic
 - b. Atheist
 - c. Buddhist
 - d. Christian – Catholic
 - e. Christian - Orthodox
 - f. Christian – protestant (Baptist, Lutheran, Methodist, Presbyterian, etc.)
 - g. Hindu
 - h. Jewish
 - i. Muslim
 - j. Sikh
 - k. None
 - l. Other

- F. How long have you worked at this institution?

- a. Less than a year
- b. 1 to 5 years
- c. 6 to 10 years
- d. 11 or more years

G. To what extent has your experience at this institution contributed to your knowledge of the following?

	A. Very Little	B. Some	C. Quite a bit	D. Very Much
1. Understanding the mission of your institution				
2. Devoting effort to help others in need				
3. Leading by example				
4. Increasing your awareness of the relationship between global and local issues				
5. Actively working to further social justice				
6. Defining your own values and beliefs				
7. Demonstrating respect for others' differences				
8. Actively working toward a more inclusive community				
9. Ability to look critically at society and its institutions				
10. Making ethical decisions in personal situations				
11. Making ethical decisions in professional situations				
12. Understanding the Jesuit principle of being men and women for others				
13. Making connections between your intellectual and spiritual life				
14. Actively working to further ecological justice and care for the environment				
15. Finding the Divine in all things				
16. Advancing human rights				
17. Pursuing peace				
18. Working for the common good and well-being of all				
19. Making decisions through reflection, prayer, and discernment				
20. Speaking to others (i.e. students, colleagues) about Jesuit Catholic values				

H. Please describe one or more programs, experiences or activities at your institution which significantly enhanced your understanding of Jesuit Catholic mission, identity and/or values.

I. What is your hope for Jesuit Catholic higher education in the future?