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APPENDIX A:
SCREENING PROTOCOL

SCREENING PROTOCOL

Regional Director Reads:

Thank you for agreeing to be a candidate for participation in this research project. In order to participate in this study it is necessary that you meet a specific set of criteria for participation. It is necessary that you meet ALL criteria before completing the survey.

I am going to read the criteria for participation. If any of the criteria does not apply to you, you are ineligible to participate in the study and will be asked to leave the survey area.

Criteria:

1. Are you an elected or appointed NCC or President for your campus RHA? If so, please remain, If not, please leave the survey area.
2. Have you been in your appointed or elected position as NCC or President for at least one semester? If so, please remain, If not, please leave the survey area.
3. Are you currently or have you at any time while serving as an NCC or President served as Resident Advisor (RA) on your campus? If so, please leave the survey area. All other candidates may remain.

Congratulations you have met the criteria for participation! Please complete the survey and the Incentive Registration Form. Thank you very much for your participation.

APPENDIX B:
RESULTS FROM FACTOR ANALYSIS

Factor Loadings from Factor Analysis

Scale & Item Number	Factor Loading
<hr/>	
Critical Thinking Scale	
30. Calculated risk taking	.676
29. Building group consensus	.646
27. Diplomatic conflict resolution	.643
49. Ability to learn from my mistakes	.614
48. Critical examination of my mistakes	.611
28. Ethical decision making	.604
26. Negotiating for a desired outcome	.603
22. Giving constructive criticism to others	.601
32. Practical implication of knowledge	.596
47. Developing compromises	.591
31. Creative problem-solving	.547
23. Receiving constructive criticism	.545
43. Assessing politics associated with issues	.545
42. Expressing disagreement tactfully	.543
46. Understanding what is important to others	.531
20. Identifying others strengths/weaknesses	.506
25. Motivating other people	.496
21. Influencing others	.493
53. Critical thinking skills	.487
51. Ability to perform under pressure	.481

52. Development of good judgment	.461
24. Delegation of tasks	.458
50. Supervisory skills	.456
Career Development Scale	
57. Ability to perform well in my career	.825
56. Development of transferable career skills	.818
58. Skill development that will help advance career	.738
55. Positively impact my overall learning experience	.686
60. Preparation for post-graduate leadership roles	.644
54. Contributes to my intellectual growth	.499
59. Contributes to loyalty to my home institution	.430
Organization and Planning Scale	
35. Promoting/marketing events	.664
34. Planning activities/events	.616
44. Developing organizational agendas	.543
45. Setting deadlines	.532
19. Running effective meetings	.512
39. Managing organization finances	.471
Time Management Scale	
38. Personal time management	.749
37. Personal stress management	.607
15. Ability to balance pers., acad., and prof. Life	.532
36. Managing multiple tasks	.454

33. Establishing priorities	.402
Self-Confidence Scale	
17. Self-confidence in my social skills	.666
16. Self-confidence in my abilities	.665
18. Assertiveness in interactions with others	.583
Diversity Awareness Scale	
13. Sensitivity toward people who are different	.642
12. Respect for the rights of others	.627
11. Appreciation of different perspectives	.580
14. Understanding different cultures	.420
Technology Scale	
40. Use of computer software	.848
41. Finding internet resources	.780

APPENDIX C:
STUDENT LEADERSHIP OUTCOMES INVENTORY

STUDENT LEADERSHIP OUTCOMES INVENTORY

You have been identified as a Residence Hall Association Leader. Please take about 15 minutes to complete this survey about your leadership experiences. The information you provide will be used to improve leadership development opportunities for NACURH Leaders, as well as, add to the knowledge base concerning student leadership. Your individual responses will be kept confidential. Thanks for participating in this study of student leadership within NACURH.

- 1) What is your current leadership position?
 - 1) NCC
 - 2) President

- 2) How long have you been in this position?
 - 1) Less than one academic term (semester, quarter, etc)
 - 2) 1 academic term
 - 3) 2 academic terms
 - 4) 3 academic terms
 - 5) More than 3 academic terms

- 3) Sex:
 - 1) Male
 - 2) Female

- 4) Age (in years):
 - 1) Younger than 18
 - 2) 18-19
 - 3) 20-21
 - 4) 22-24
 - 5) 25+

- 5) Class Standing
 - 1) Freshman
 - 2) Sophomore
 - 3) Junior
 - 4) Senior
 - 5) Graduate Student

- 6) Ethnicity:
 - 1) Asian
 - 2) Black
 - 3) Hispanic
 - 4) Native American
 - 5) White
 - 12) Other

- 7) Did you participate in any training in conjunction with you most recent or current leadership role?
 - 1) Yes
 - 2) No

- 8) What is the status of your primary advisor?
 - 1) Full-time Professional
 - 2) Graduate Student

- 9) What is the size of you on campus-population?
 - 1) 999 or less
 - 2) 1000 or greater

- 10) What Region is your RHA affiliated with?
 - 1) CAACURH
 - 2) GLACURH
 - 3) IACURH
 - 4) MACURH
 - 5) NEACURH
 - 12) PACURH
 - 13) SAACURH
 - 14) SWACURH

Think about each statement below in the context of the skills you improved or developed as a RHA leader. Indicate your level of agreement with each statement based upon your experiences in the primary student leadership role you identified above. If you don't understand the statement or it doesn't apply to your situation then choose the n/a option.

strongly disagree = 1 disagree = 2 agree = 3 strongly agree = 4 not applicable = 5

Skills and attributes enhanced by my primary student leadership experience

11) Appreciation for different perspectives	1	2	3	4	5
12) Respect for the rights of others	1	2	3	4	5
13) Sensitivity toward people who are different from me	1	2	3	4	5
14) Understanding of different cultures	1	2	3	4	5
15) Ability to balance personal, academic and professional life	1	2	3	4	5
16) Self-confidence in my abilities	1	2	3	4	5
17) Self-confidence in my social skills	1	2	3	4	5
18) Assertiveness in my interactions with others	1	2	3	4	5
19) Ability to run effective meetings	1	2	3	4	5
20) Ability to identify strengths and weaknesses of others	1	2	3	4	5
21) Influencing others	1	2	3	4	5
22) Giving constructive criticism to others	1	2	3	4	5
23) Receiving constructive criticism from others	1	2	3	4	5
24) Delegation of tasks to others	1	2	3	4	5
25) Motivating other people	1	2	3	4	5
26) Negotiating for a desired outcome	1	2	3	4	5
27) Diplomatic conflict resolution	1	2	3	4	5
28) Ethical decision making	1	2	3	4	5
29) Building consensus within a group	1	2	3	4	5
30) Calculated risk taking	1	2	3	4	5
31) Creative problem-solving	1	2	3	4	5

32) Practical application of knowledge/information	1	2	3	4	5
33) Establishing priorities	1	2	3	4	5
34) Planning activities/events	1	2	3	4	5
35) Promoting/marketing events	1	2	3	4	5
36) Managing multiple tasks	1	2	3	4	5
37) Personal stress management	1	2	3	4	5
38) Personal time management	1	2	3	4	5
39) Managing organization finances	1	2	3	4	5
40) Use of computer software (word processing, spreadsheets, etc.)	1	2	3	4	5
41) Locating resources on the Internet	1	2	3	4	5
42) Expressing disagreement tactfully	1	2	3	4	5
43) Assessing politics associated with issues	1	2	3	4	5
44) Developing organization agendas	1	2	3	4	5
45) Setting deadlines	1	2	3	4	5
46) Understanding what is important to others	1	2	3	4	5
47) Developing compromises	1	2	3	4	5
48) Critical examination of my mistakes	1	2	3	4	5
49) Ability to learn from my mistakes	1	2	3	4	5
50) Supervisory skills	1	2	3	4	5
51) Ability to perform under pressure	1	2	3	4	5
52) Development of good judgment	1	2	3	4	5
53) Critical thinking skills	1	2	3	4	5
54) Contributes to my intellectual development	1	2	3	4	5
55) Contributes positively to my overall college learning experience	1	2	3	4	5
56) Contributes to the development of transferable career skills	1	2	3	4	5
57) Contributes to my ability to perform well in my career	1	2	3	4	5

- | | | | | | |
|--|---|---|---|---|---|
| 58) Contributes to skill development to help me advance in my career | 1 | 2 | 3 | 4 | 5 |
| 59) Contributes to my loyalty to my home institution | 1 | 2 | 3 | 4 | 5 |
| 60) Prepares me for post-graduate leadership opportunities | 1 | 2 | 3 | 4 | 5 |

Participants who return a completed survey are eligible for entry in a drawing for one (1) registration for NACURH 2001 at the University of Southern California. Once you complete the survey please make sure to return it to your Regional Director.

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APPENDIX D:
NACURH ENDORSEMENT LETTER

TO: Dr. Joan B. Hirt, Thesis Chair
FROM: Bob Tattershall, NACURH National Advisor
RE: Patrick Romero-Aldaz Thesis Research

Dr. Hirt:

This correspondence serves as confirmation that Patrick Romero-Aldaz is conducting the proposed research project with the consent and endorsement of NACURH, Inc. as directed by an affirmative vote of the National Board of Directors. Patrick Has presented the nature of the study to the board and has explained the process through which data collection will proceed.

Per his agreement with NACURH, Patrick has agreed to, upon completion of the research project, present a summary of the findings at the NACURH 2001 Conference to be held at the University of Southern California in late May. It is the hope of the board that the findings of this research will prove beneficial to the students of NACURH member schools.

Sincerely,

Bob Tattershall
NACURH Advisor

APPENDIX E:
COVER LETTER

Patrick Romero-Aldaz
2090 Harper Hall
Blacksburg, VA 24060
540-232-2456
pra99@vt.edu

Dear RHA Leader,

My name is Patrick Romero-Aldaz and I am a graduate student in the Higher Education and Student Affairs Administration program at Virginia Tech. I am currently conducting research on the outcomes gained from residence hall leadership experiences.

I am writing you because I would like to invite you to participate in this study. As a participant, you will be asked to complete a survey. The survey consists of questions about the skills gained through your experience as a President or NCC in your campus' RHA.

As an incentive to participate in the study, all students who complete and return the surveys to their Regional Director will be entered in a drawing for a free registration to NACURH 2001 (value \$242.00). All you need to do to enter the drawing is complete the survey and make sure that it is returned to the Regional Director. You must also include with the survey the incentive registration form. The winner will be selected and notified shortly after April 1, 2001.

Your participation in the study would be greatly appreciated. If you have any questions, you can contact me at the contact information listed above.

Thank You!

Patrick I. Romero-Aldaz
Researcher