



SATISFACTION SURVEY ON AU UNIQUENESS AND IDENTITY IMPLEMENTATION



Academic Year
2025



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**Institute for Research and Academic Services
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Preface

The Institute for Research and Academic Services (IRAS) has conducted the Satisfaction Survey on AU Uniqueness and Identity Implementation in order to check the notion and perception toward the AU's policy implementation from AU community and market employers. Moreover, the purpose of this research study is aimed to do accordingly to meet the standard criteria and indicators which determined by the Assumption University Revised Strategic Plan (2025 –2027) for the University's administrators and personnel to use as a guideline and a tool to efficiently manage the University and their units to engender the enhancement of the University's competitiveness

IRAS would like to thank the AU's personnel both lecturers and staff members from various faculties for assisting us in collecting data from students. Finally, IRAS would like to thank all those respondents who provided valuable and useful data.

Institute for Research and Academic Service

Executive Summary

The results of the Survey on AU Uniqueness and Identities Implementation as follows:

- AU Uniqueness
- AU Identity Development

1. AU Uniqueness

The AU Uniqueness perceived by faculty and staff members. They gave a high satisfaction feedback with the mean scores of 4.44, AU Culture was 4.49, AU Uniqueness was 4.47, AU Core Competencies was 4.45, AU Core Values was 4.36 and Integrity, Social Consciousness, Discipline was 4.46 and The AU Executive Board encourages AU personnel was 4.41 respectively.

2. AU Identity Students and Market Employer

2.1 The study results showed that respondents' overall mean score was 4.13, indicating a high level of agreement. Among the evaluated dimensions, ethics received the highest mean score of 4.13, followed by entrepreneurial spirit at 4.11, and English proficiency at 4.13.

2.2 Assumption University's Identity score by market employers were 4.29. Market Employer is the most satisfaction with English Proficiency's overall score were 4.38 for the major satisfaction of English Proficiency is on Under Standing score: 4.53 Ethics score were 4.28, and Entrepreneurial Spirit score were 4.20. This result reflects from market employer that Assumption University could be produce graduate with good language skills into the Labor Market.

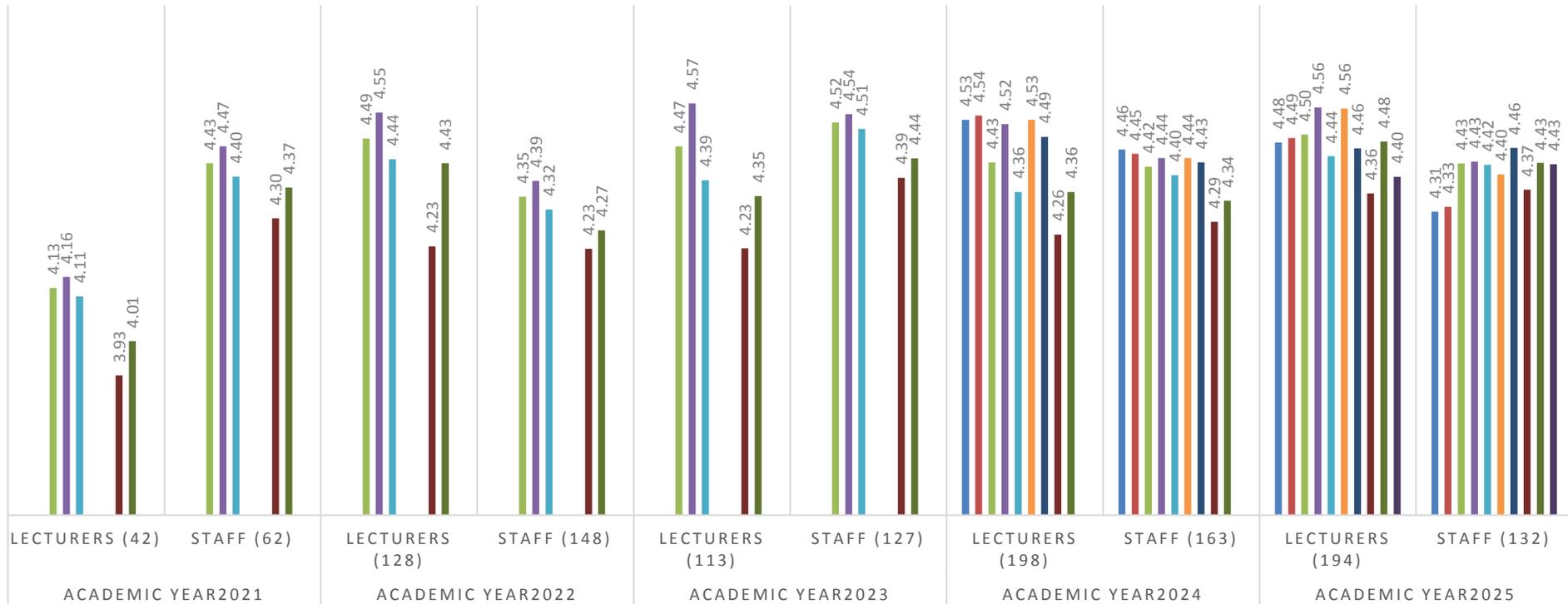
Conclusion

The overall of stakeholders (students, faculty members, staff members, and market employers) satisfaction toward AU Uniqueness and Identity score as the following table:

| Dimension | Faculty | | Staff | | Total | |
|--|----------|------|-----------|------|-------|------|
| | Mean | S.D. | Mean | S.D. | Mean | S.D. |
| AU Vision | 4.48 | 0.64 | 4.31 | 0.61 | 4.41 | 0.63 |
| AU Mission | 4.49 | 0.63 | 4.33 | 0.60 | 4.42 | 0.62 |
| AU Uniqueness | 4.50 | 0.59 | 4.43 | 0.55 | 4.47 | 0.57 |
| Catholic University | 4.56 | 0.60 | 4.43 | 0.57 | 4.51 | 0.59 |
| International University | 4.44 | 0.65 | 4.42 | 0.56 | 4.44 | 0.61 |
| AU Culture | 4.56 | 0.61 | 4.40 | 0.63 | 4.49 | 0.62 |
| AU Core Competencies | 4.46 | 0.61 | 4.46 | 0.56 | 4.46 | 0.59 |
| AU Core Values | 4.36 | 0.64 | 4.37 | 0.60 | 4.36 | 0.62 |
| Integrity, Social Consciousness, and Discipline | 4.48 | 0.58 | 4.43 | 0.56 | 4.46 | 0.57 |
| Leadership Efforts in Cultivating AU Values and Identity | 4.40 | 0.55 | 4.43 | 0.55 | 4.41 | 0.55 |
| Dimension | Students | | Employers | | Total | |
| | Mean | S.D. | Mean | S.D. | Mean | S.D. |
| AU Identity | 4.13 | 0.68 | 4.29 | 0.34 | 4.21 | 0.51 |
| Ethics | 4.13 | 0.72 | 4.28 | 0.38 | 4.21 | 0.55 |
| Integrity | 4.20 | 0.77 | 4.30 | 0.46 | 4.25 | 0.62 |
| Social Consciousness | 4.01 | 0.80 | 4.28 | 0.50 | 4.15 | 0.65 |
| Discipline | 4.18 | 0.78 | 4.27 | 0.51 | 4.23 | 0.65 |
| English Competency | 4.13 | 0.74 | 4.38 | 0.43 | 4.26 | 0.59 |
| Communicating | 4.03 | 0.78 | 4.44 | 0.51 | 4.24 | 0.65 |
| Under Standing | 4.17 | 0.81 | 4.53 | 0.56 | 4.35 | 0.69 |
| Learning | 4.20 | 0.79 | 4.17 | 0.72 | 4.19 | 0.76 |
| Entrepreneurial Spirit | 4.11 | 0.71 | 4.20 | 0.41 | 4.16 | 0.56 |
| Leadership | 4.10 | 0.75 | 4.20 | 0.52 | 4.15 | 0.64 |
| Management Knowledge | 4.11 | 0.76 | 4.21 | 0.52 | 4.16 | 0.64 |
| Labor Omnia Vincit | 4.13 | 0.77 | 4.20 | 0.50 | 4.17 | 0.64 |

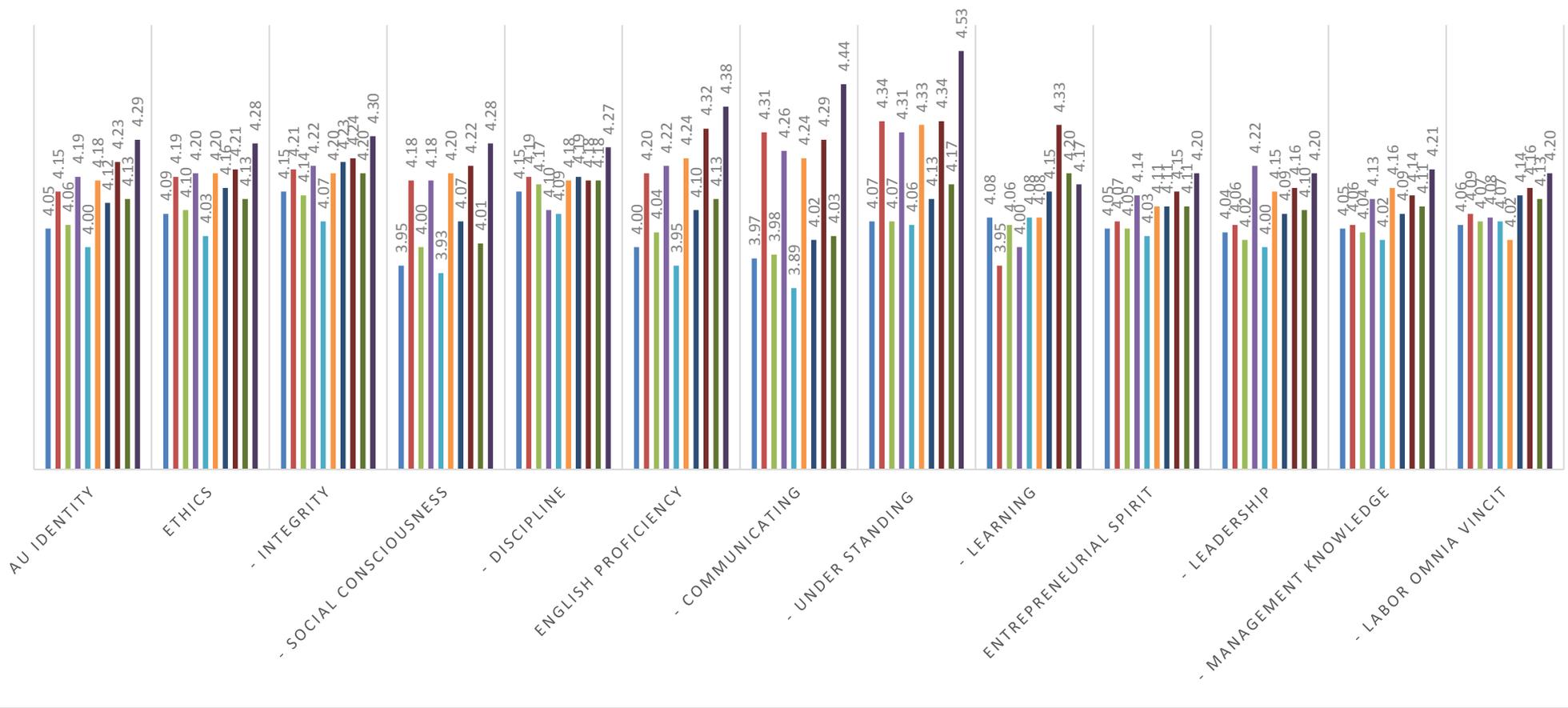
AU UNIQUENESS

- Vision
- Mission
- AU Uniqueness
- - Catholic University
- - International University
- AU Culture
- AU Core Competencies
- AU Core Values
- Integrity, Social Consciousness, and Discipline
- The AU Executive Board encourages AU personnel



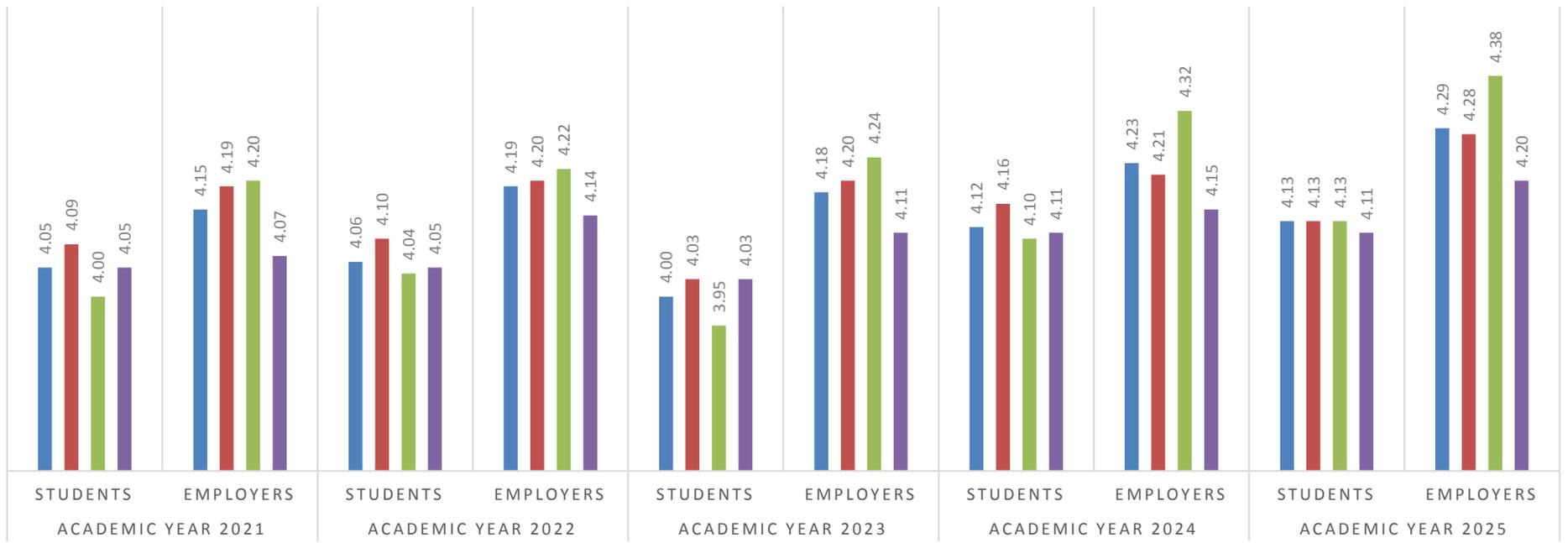
AU IDENTITY

- Academic Year 2021 Students
- Academic Year 2021 Employers
- Academic Year 2022 Students
- Academic Year 2022 Employers
- Academic Year 2023 Students
- Academic Year 2023 Employers
- Academic Year 2024 Students
- Academic Year 2024 Employers
- Academic Year 2025 Students
- Academic Year 2025 Employers



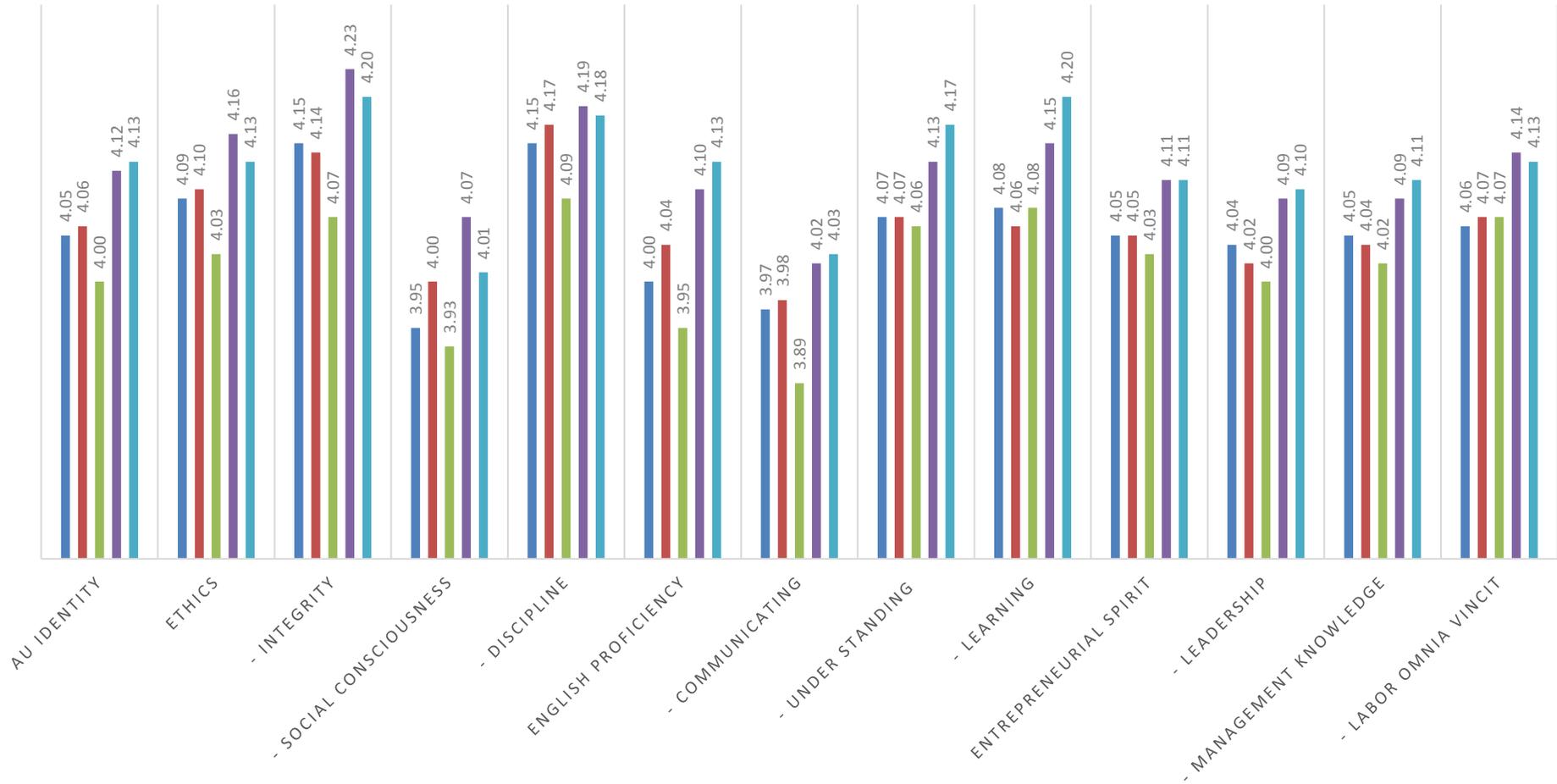
IDENTITY

■ AU Identity
 ■ Ethics
 ■ English Proficiency
 ■ Entrepreneurial Spirit



STUDENTS

■ Academic Year 2021 ■ Academic Year 2022 ■ Academic Year 2023 ■ Academic Year 2024 ■ Academic Year 2025



EMPLOYERS

■ Academic Year 2021
 ■ Academic Year 2022
 ■ Academic Year 2023
 ■ Academic Year 2024
 ■ Academic Year 2025

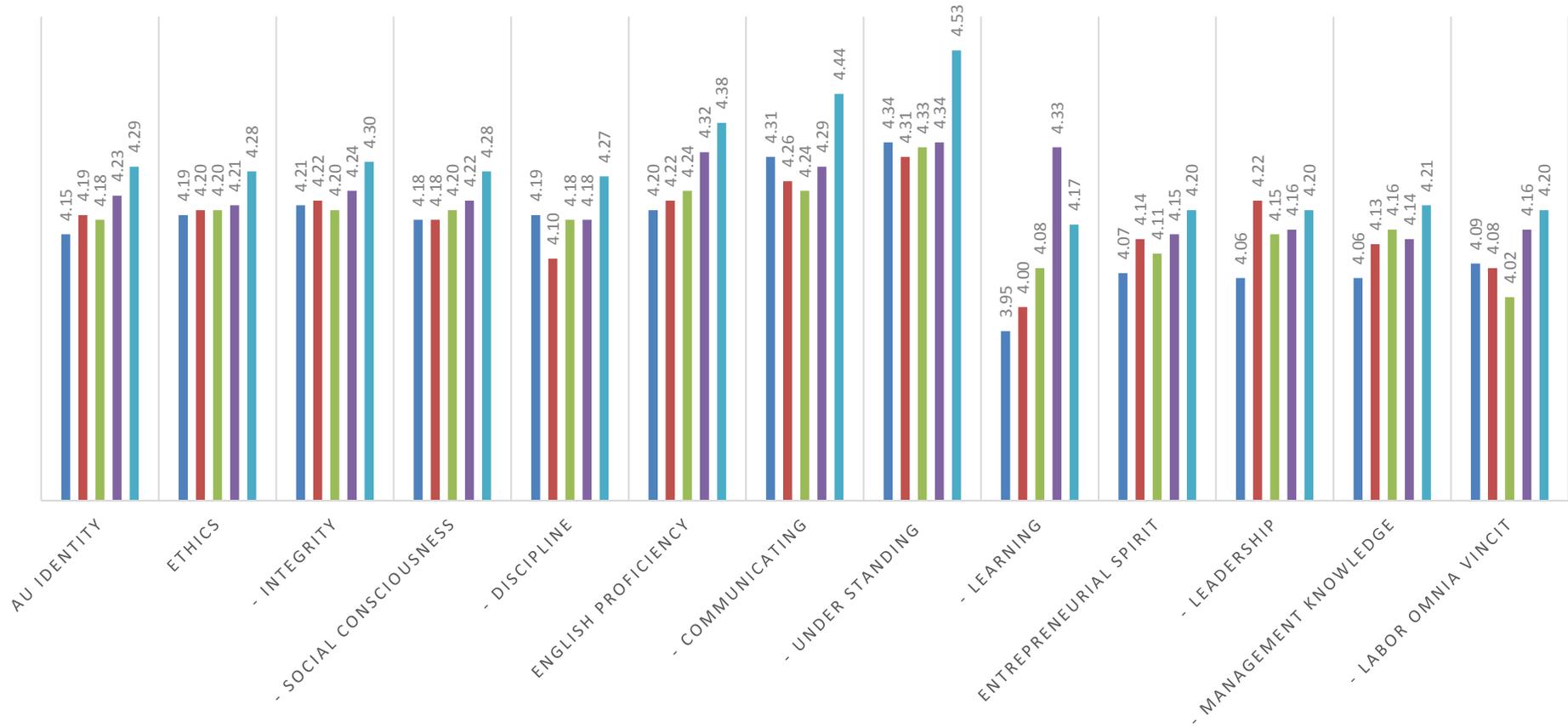


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Master's Degree/Ph.D

| | |
|--|----|
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Assumption University's Uniqueness and Identity

Uniqueness as an Institution Image

Assumption University of Thailand is an *International Catholic University* whose uniqueness as an educational institution is connected to its history, charism and mission. The University was founded by The Brothers of Saint Gabriel. This order was created by Saint Louis Marie Grignon de Montfort in La Rochelle, France in 1711, who opened schools for the poor, orphans and physically challenged. Education has been its priority and charism ever since. The word *charism* in general refers to a *gift* which comes from God. In a more specific way it refers to the unique beliefs that characterize an order of the church such as the Brothers of Saint Gabriel and its dedication to education. The Brothers of Saint Gabriel began its mission in Thailand in 1901. Assumption University of Thailand, founded in 1969, (better known as ABAC from its former name of Assumption Business Administration College) was the first university in Thailand to offer all classes in the English language. It became Thailand's first *international university*.

Even though it is an international university, its uniqueness is connected to its role as a Catholic university. We understand a *Catholic university* as a Catholic institution of higher learning characterized by shared Christian vision and goals, reflection in the light of faith, fidelity to tradition and commitment to service (*Association of Catholic Universities and Colleges*). It promotes *Catholic values*. These refer to the Gospel values expressed in the New Testament. The University emphasizes the core value of Christianity which is *love*.

Throughout the campuses, one encounters various *Catholic symbols* which express the University's charism. Throughout the university campus and its buildings and architecture there is a promotion of the teachings of Christ who proclaimed, "*I am the Way, the Truth, and the Life*" (*John 14:6*). It has also given a prominent place to the teaching of Christ concerning the value of the individual: "*You are the salt of the earth... You are the light of the world...*" (*Matthew 5:13-14*)

The University uses the statute of Our Lady as its symbol. It is a tradition handed down for centuries that Christians venerate the Mother of Christ as "the Seat of Wisdom". (*Sedes Sapientiae*). According to Christian belief, Christ is the wisdom seated on the Throne. This implies, on the one hand, that the Mother of Christ is the Dwelling Place of the Supreme Wisdom of all science. On the other hand, the university is the *Alma Mater*, or our Mother who is also the "Dwelling Place of Knowledge". In this context, "Assumption" which, besides its religious meaning in glorification of the Mother of Christ, has yet another meaning in Thai, namely "the Abode of Abiding Knowledge" Rightly, "Assumption University" is the Seat of Wisdom.

Also in connection with its charism, the University has erected statues and named buildings after St. Louis Marie Grignon de Montfort (who was the founder of the order), St. Peter, St. Paul, St. John Paul II, St. John XXIII, St. Gabriel, St. Rafael, St. Michael, St. Martin de Tours, St. Vincent Mary, Bernadette de Lourdes, Assumption, St. Philip & St. Bernard, St. Albert, St. Laurence, King David, King Solomon, and Queen of Sheba.

There is also a standard use of the Crucifix throughout the campus. The crucifix can be understood not only as the death and resurrection of Christ, but also the need of everyone to *die* to their body concerns and be reborn into a spiritual wisdom. This too is one role of education. These symbols can have great meaning for students of all faiths and even those who are without a religious faith.

The University has in its history recruited its *Catholic leaders* and presidents from the ranks of the members of the Montfort Brothers of St. Gabriel.

The University chapels hold various *Liturgical services* and sacramental rites. Special mass is celebrated to mark the beginning of the new academic year, Assumption Day, the feast of St. Louis Marie Grignon de Montfort, Christmas, Holy Week, Easter in addition to daily mass.

Identity of its Graduates

As a Catholic university, AU emphasizes the formation process of its graduates, even as it recognizes the wide diversity of cultures and religions of its students. This formation process can be summarized by three E's.

Ethics

As a Catholic institution, the University emphasizes the teaching of *Ethics*. This involves fostering the moral values and building the character of students through university courses, conferences and other activities and formation processes based on the promotion of Catholic values.

Among these values, the University promotes *Integrity, Social Consciousness, and Discipline*. Integrity refers to honesty, reliability, credibility and accountability. Social Consciousness refers to awareness of communal life with moral obligation to care, share and sacrifice for others. Discipline covers both self-discipline and social discipline. *Self-discipline* refers to the ability to control oneself to do things that should be done. *Social discipline* refers to respect for social norms and for the rights of others.

English Proficiency

English proficiency has always been a part of Assumption University's history and uniqueness. It continues to cultivate students' skills for global integration.

Assumption University prides itself as being the first *international university* in Thailand. It has always emphasized international programs, international scholars and students, and the importance of international recognition. An *international program* is understood as a program designed in line with international standards and curricula, using English as a medium of instruction, accessible to students worldwide and recognized by overseas universities and organizations. The University has always made a point to seek *international scholars*, teachers and researchers of diverse nationalities and cultures, and has always prided itself on attracting many *international students* from diverse nationalities and cultures.

The University has invested heavily in its *learning environment*. One can see on a large scale at the Suwannabhumi campus which has materialized Brother Martin's vision of a campus in the park. It also refers to the integration of architectural design, facilities, and atmosphere conducive to learning among its international students.

International recognition refers to networking and overseas collaboration through formal memoranda of understanding with distinguished universities and organizations, including acceptance of students and graduates worldwide. The University also promotes international conferences to enhance these connections.

Entrepreneurial Spirit

As a leading business university in Thailand, the creation of an *entrepreneurial spirit* has always been emphasized. This refers to a mindset which combines creativity with the exercise of responsible leadership, and the ability to take initiatives based on the motto: *Labor omnia vincit* (Labor conquers all things). This refers to the belief that human persons justify themselves and their existence by the nobility of their work which includes industrious effort, commitment, determination, and courage to face adversity. *Leadership* refers to personal attributes that cover positive thinking, passion for success, critical and creative thinking. *Management knowledge* refers to knowledge concerning managerial functions in organization.

DEFINITIONS OF TERMS

Accountability refers to one of the four core values. An individual who is secure in their values and commitments will possess integrity and accountability. They will be able to take responsibility for their decisions, which is important to improving themselves and developing as good leaders. They will also be in a position to serve their society and excel in their careers.

Catholic leader refers to the President of the University who is a member of Montfort Brothers of St. Gabriel.

Catholic spirit refers to one of the four core values. The Catholic spirit is a spirit of service. This means that all AU members should always be ready to serve other people, beyond even the ordinary responsibilities of their professions and their roles in society.

Catholic symbols refer to the use of symbols invested with an inner meaning expressing Christian beliefs:

- Crucifix, statue of Christ (“*I am the Way, the Truth, and the Life*”), Our Lady (Sedes Sapientia – the Seat of Wisdom), St. Louis Marie Grignon de Montfort, St. Peter, St. Paul, St. John Paul II, St. John XXIII, St. Gabriel, St. Rafael, St. Michael, St. Martin de Tours, St. Vincent Mary, Bernadette de Lourdes, Assumption, St. Philip & St. Bernard, St. Albert, St. Laurence, King David, King Solomon, Queen of Sheba.
- “You are the salt of the earth... You are the light of the world...” (Matthew 5:13-14, on the Gate of Wisdom)

Catholic university is defined as a Catholic institution of higher learning characterized by shared Christian vision and goals, reflection in the light of faith, fidelity to tradition and commitment to service. (*Association of Catholic Universities and Colleges*)

Catholic values refer to Gospel values expressed in the New Testament. The university emphasizes the core values of Catholic spirit, accountability, righteousness, and excellence.

Discipline refers to the ability to control oneself to do things that should be done.

English proficiency refers to the acquisition of the four skills of English usage.

Entrepreneurial spirit refers to the mindset to exercise responsible leadership and take initiatives based on management knowledge through the motto: LABOR OMNIA VINCIT.

Ethics refers to acquired moral values and character of students and graduates through the formation process based on Catholic values.

Excellence refers to one of the four core values. Excellence is a quality of being exceptionally good. The AU faculty and staff members should always try to do their best in order to achieve excellence in everything they do.

Integrity refers to personal character adherent to honesty, reliability, credibility and accountability.

International programs refer to programs designed in line with the international curricula, using English as a medium of instruction, accessible to students worldwide, and recognized by overseas universities and organizations.

International recognition refers to overseas collaboration through memoranda of understanding with universities and organizations as well as acceptance of students and graduates worldwide.

International scholars refer to faculty members and researchers of diverse nationalities and cultures.

International students refer to students of diverse nationalities and cultures.

International university refers to an international learning community, with international recognition, composed of international programs, international scholars and students.

Labor Omnia Vincit The Latin slogan of AU which is printed in its letterheads and inscribed on its buildings is *Labor Omnia Vincit*. This translates as “*effort defeats everything*”. Often in society, people merely accept what happens is a product of fate or fortune. But students at AU are taught to try to change their situation, to strive to overcome obstacles, not only through physical effort, but also by intellectual planning and critical thinking.

Leadership refers to personal attributes that cover positive thinking, passion for success, critical and creative thinking.

Learning environment refers to the integration of architectural design, facilities, and atmosphere conducive to learning among students of diverse nationalities and cultures.

Liturgical services refer to liturgical and sacramental rites. (Mass celebrated on different occasions, i.e., the beginning of the new academic year, Assumption Day, the feast of St. Louis Marie Grignon de Montfort, Christmas, Holy Week, Easter, Sundays, weekdays.)

Management knowledge refers to knowledge concerning managerial functions in organization.

Responsibility refers to the same thing as accountability as mentioned above.

Righteousness refers to one of the four core values. An individual who is educated with an attention to Truth and accountability will have developed a conscience and good will. They will be attentive to improving themselves and improving society in general. They will always be dedicated to justice.

Social consciousness refers to awareness of communal life with moral obligation to care, share and sacrifice for others.

Treasure within this refers to the inner potential of each individual. Education awakens this potential and allows it to develop. It allows to develop their innate skills and capacities and to overcome their weaknesses. If a student is committed to Truth, the education process will allow them to develop to their full potential.

Truth AU takes seriously its role as an International Catholic University. It is proud of its diverse faculty and diverse student body who come from every region of the world and every religion. So the University is supportive of the diversity of values. Yet, it is also dedicated to encouraging its students to rigorously strive for “Truth” in their education and in their individual lives. This Truth will differ based upon the background of the student, but it is crucial for creating a solid foundation for their values.

World Class University refers to one of the top 200 universities in the world university rankings by internationally recognized organization/agency.

Scoring and Interpretation of Scores

The outcomes of the Satisfaction Survey towards AU Uniqueness and Identity Implementation are measured by the mean scores of what respondents determine the AU Community's effort in setting and implementing the policy that helps students develop their identities. The score interval of mean scores are interpreted as follows:

| (Satisfaction) | (Scoring) |
|-----------------------|------------------|
| Most | 5 |
| More | 4 |
| Neutral | 3 |
| Less | 2 |
| Least | 1 |

| | | | |
|------|---------|---|-----------------|
| 1.00 | to 1.50 | = | very low level |
| 1.51 | to 2.50 | = | low level |
| 2.51 | to 3.50 | = | moderate level |
| 3.51 | to 4.50 | = | high level |
| 4.51 | to 5.00 | = | very high level |

AU Uniqueness and AU Identity Development

By

AU Community

Data collection

Data collection online questionnaires was done by the internal self-administration of each graduating students, faculty and staff members, and took 5 months period to complete in collecting the data. Overall respondents participated in this survey were 1,221 people which comprise of 895 graduating students, 194 lecturers and 132 staff members.

Table 1 Number and Percentage of Graduating Students / Faculty

| Faculty | Graduating Students | | Faculty | | Staff | |
|--|---------------------|---------------|------------|---------------|------------|---------------|
| | Count | Percent | Count | Percent | Count | Percent |
| Martin de Tours School of Management and Economics | 441 | 49.27 | 33 | 17.01 | 2 | 1.52 |
| Theodore Maria School of Arts | 140 | 15.64 | 40 | 20.62 | 1 | 0.76 |
| Bernadette de Lourdes School of Nursing Science | 24 | 2.68 | 11 | 5.67 | 2 | 1.52 |
| Vincent Mary School of Engineering, Science and Technology | 126 | 14.08 | 15 | 7.73 | 4 | 3.03 |
| Thomas Aquinas School of Law | 12 | 1.34 | 12 | 6.19 | 3 | 2.27 |
| Theophane Venard School of food Biotechnology and Innovation | 9 | 1.01 | 7 | 3.61 | 3 | 2.27 |
| Albert Laurence School of Communication Arts | 85 | 9.50 | 32 | 16.49 | 15 | 11.36 |
| Louis Nobiron School of Music | 13 | 1.45 | 4 | 2.06 | - | - |
| Montfort Del Rosario School of Architecture and Design | 45 | 5.03 | 11 | 5.67 | 3 | 2.27 |
| Graduate School of Business and Advanced Technology Management | - | - | 9 | 4.64 | - | - |
| Graduate School of Human Sciences | - | - | 9 | 4.64 | 1 | 0.76 |
| Support Unit Offices | - | - | 11 | 5.67 | 98 | 74.24 |
| Total | 895 | 100.00 | 194 | 100.00 | 132 | 100.00 |

Data analysis

Researcher used the program for analyzing statistic data, SPSS for Windows, to analyze the data that presented in descriptive statistics form such as number, percentage, mean and standard deviation to descriptive the data.

Table 2 Number and Percentage of Member Respondent by General Data

| Variable | Sex | Frequency | Percent |
|---------------------------|--------|-----------|---------|
| Graduating Students (895) | Male | 368 | 41.12 |
| | Female | 527 | 58.88 |
| Faculty (194) | Male | 89 | 45.88 |
| | Female | 105 | 54.12 |
| Staff (132) | Male | 45 | 34.09 |
| | Female | 87 | 65.91 |

Table 2: The demographic information demonstrated that graduating students total respondents 895 they were 368 male (41.12%) and 527 female (58.88%), faculty total respondents 194, they were 89 male (45.88%) and 105 female (54.12%), staff total respondents 132, they were 45 male (34.09%) and 87 female (65.91%) respectively.

Table 3 Mean and Standard Deviation by Satisfaction Level–Students and Employer

| Dimension | Students (n=895) | | Employers (n=1,066) | |
|---|---------------------|-------------|------------------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Ethics | 4.13 | 0.72 | 4.28 | 0.38 |
| Integrity | 4.20 | 0.77 | 4.30 | 0.46 |
| Empathy | 4.24 | 0.84 | 4.18 | 0.57 |
| Honesty | 4.20 | 0.83 | 4.43 | 0.58 |
| Nurturing Relationships Fully | 4.17 | 0.86 | 4.27 | 0.67 |
| Social Consciousness | 4.01 | 0.80 | 4.28 | 0.50 |
| Community Service Volunteering | 3.90 | 0.95 | 4.35 | 0.68 |
| Responsible Citizenship | 3.92 | 0.98 | 4.18 | 0.79 |
| Contributions to Group Effort | 4.20 | 0.85 | 4.32 | 0.72 |
| Discipline | 4.18 | 0.78 | 4.27 | 0.51 |
| Self-esteem | 4.20 | 0.88 | 4.27 | 0.68 |
| Self-discipline | 4.14 | 0.86 | 4.32 | 0.65 |
| Self-responsibility | 4.21 | 0.85 | 4.23 | 0.74 |
| English Proficiency | 4.13 | 0.74 | 4.38 | 0.43 |
| Communicating | 4.03 | 0.78 | 4.44 | 0.51 |
| Listening proficiency | 4.18 | 0.84 | 4.44 | 0.67 |
| Speaking proficiency | 3.94 | 0.91 | 4.44 | 0.62 |
| Reading proficiency | 4.07 | 0.88 | 4.47 | 0.65 |
| Writing proficiency | 3.94 | 0.92 | 4.39 | 0.65 |
| Under Standing | 4.17 | 0.81 | 4.53 | 0.56 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.17 | 0.81 | 4.53 | 0.56 |
| Learning | 4.20 | 0.79 | 4.17 | 0.72 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.20 | 0.79 | 4.17 | 0.72 |

| Dimension | Students (n=895) | | Employers (n=1,066) | |
|-------------------------------|---------------------|-------------|------------------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Entrepreneurial Spirit | 4.11 | 0.71 | 4.20 | 0.41 |
| Leadership | 4.10 | 0.75 | 4.20 | 0.52 |
| Creative Thinking | 4.08 | 0.85 | 4.25 | 0.65 |
| Critical Thinking | 4.11 | 0.81 | 4.19 | 0.66 |
| Decision Making | 4.10 | 0.83 | 4.16 | 0.71 |
| Management Knowledge | 4.11 | 0.76 | 4.21 | 0.52 |
| Digital Literacy | 4.18 | 0.80 | 4.17 | 0.71 |
| Business Understanding | 4.08 | 0.84 | 4.28 | 0.66 |
| Marketability Understanding | 4.08 | 0.85 | 4.16 | 0.69 |
| Labor Omnia Vincit | 4.13 | 0.77 | 4.20 | 0.50 |
| Teamwork | 4.13 | 0.85 | 4.25 | 0.70 |
| Self-motivation | 4.14 | 0.84 | 4.19 | 0.64 |
| Problem Solving | 4.13 | 0.85 | 4.16 | 0.68 |
| Total Overall | 4.13 | 0.68 | 4.29 | 0.34 |

Table 3: AU Uniqueness and Desired Output of education were presented by indicators and items. Students in each indicator demonstrated that overall, the respondents demonstrated a high level of satisfaction, with an overall mean score of 4.13, which is interpreted as High. Among the indicators, Ethics obtained the highest mean score of 4.13, followed by Entrepreneurial Spirit with 4.11, and English Proficiency with 4.13.

When analyzed by classification of level, the findings likewise revealed a high level of satisfaction. Both Integrity and Learning recorded mean scores of 4.20, while Discipline and Understanding obtained mean scores of 4.18 and 4.17, respectively. These results suggest that respondents consistently perceived the university's educational outcomes as being effectively achieved across all dimensions evaluated.

Employers in each indicator demonstrated that overall respondents were given the mean scores of 4.29 (High). Ethics with the mean scores 4.28, English proficiency was 4.38 and Entrepreneurial spirit was 4.20.

Table 4 Mean and Standard Deviation by Faculty members and Staff

| Indicators and Items | Lecturers (n=194) | | Staff (n=132) | | Total (n=326) | |
|---|----------------------|-------------|------------------|-------------|------------------|-------------|
| | Mean | S.D. | Mean | S.D. | Mean | S.D. |
| Vision | 4.48 | 0.64 | 4.31 | 0.61 | 4.41 | 0.63 |
| AU envisions itself in the next decade as: an international community of scholars; enlivened by Christian inspiration. | 4.47 | 0.71 | 4.33 | 0.61 | 4.41 | 0.67 |
| AU envisions itself in the next decade as: engaging in the pursuit of Truth and knowledge; and serving human society, especially through the creative use of interdisciplinary approaches and cyber technology. | 4.48 | 0.68 | 4.30 | 0.64 | 4.41 | 0.67 |
| Mission | 4.49 | 0.63 | 4.33 | 0.60 | 4.42 | 0.62 |
| AU is committed to be the light that leads learners and its stakeholders from all parts of the world towards wisdom, Truth, and Christian values and to discover the “Treasure Within” themselves. | 4.52 | 0.64 | 4.33 | 0.61 | 4.44 | 0.63 |
| AU envisions itself in the next decade as: engaging in the pursuit of Truth and knowledge; and serving human society, especially through the creative use of interdisciplinary approaches and cyber technology. | 4.46 | 0.71 | 4.33 | 0.62 | 4.40 | 0.68 |
| AU Uniqueness | 4.50 | 0.59 | 4.43 | 0.55 | 4.47 | 0.57 |
| Catholic University | 4.56 | 0.60 | 4.43 | 0.57 | 4.51 | 0.59 |
| AU is an International Catholic University that dedicates itself to the pursuit of Truth and knowledge. | 4.57 | 0.64 | 4.45 | 0.61 | 4.52 | 0.63 |
| AU follows the values of a Catholic University and appropriately displays Catholic symbols. | 4.57 | 0.65 | 4.42 | 0.62 | 4.51 | 0.64 |
| AU is effectively managed by Catholic Leader. | 4.52 | 0.70 | 4.43 | 0.61 | 4.48 | 0.66 |
| AU arranges Catholic rites and functions for the AU community and the public. | 4.58 | 0.61 | 4.42 | 0.64 | 4.51 | 0.63 |
| International University | 4.44 | 0.65 | 4.42 | 0.56 | 4.44 | 0.61 |
| AU is an international educational institution with strong international programs. | 4.45 | 0.72 | 4.45 | 0.61 | 4.45 | 0.68 |
| AU has a diverse community of international scholars. | 4.47 | 0.75 | 4.43 | 0.60 | 4.46 | 0.69 |
| AU does not discriminate between Thai and international personnel. | 4.50 | 0.76 | 4.43 | 0.64 | 4.47 | 0.71 |
| AU is widely recognized by international organizations. | 4.41 | 0.69 | 4.41 | 0.63 | 4.41 | 0.67 |
| The overall learning environment is conducive for the students’ learning. | 4.39 | 0.71 | 4.40 | 0.60 | 4.40 | 0.67 |
| AU Culture | 4.56 | 0.61 | 4.40 | 0.63 | 4.49 | 0.62 |
| Au culture is LABOR OMNIA VINCIT. “we can overcome all difficulties though hard work” | 4.56 | 0.61 | 4.40 | 0.63 | 4.49 | 0.62 |
| AU Core Competencies | 4.46 | 0.61 | 4.46 | 0.56 | 4.46 | 0.59 |
| AU as internationalization community. | 4.48 | 0.71 | 4.51 | 0.57 | 4.49 | 0.66 |
| AU nurtures an entrepreneurial mindset among students and faculty members. | 4.46 | 0.63 | 4.45 | 0.58 | 4.46 | 0.61 |
| AU programs and faculties main a strong network with academic and professional institution and the industry sectors. | 4.42 | 0.66 | 4.45 | 0.61 | 4.43 | 0.64 |
| AU ensure that graduates possess global competency, English competency is emphasized in the core function of teaching and learning. | 4.48 | 0.65 | 4.45 | 0.65 | 4.47 | 0.65 |
| AU Core Values | 4.36 | 0.64 | 4.37 | 0.60 | 4.36 | 0.62 |
| AU people have acquired the Catholic Spirit, namely, the spirit of service. | 4.33 | 0.73 | 4.36 | 0.61 | 4.34 | 0.68 |
| AU people are accountable and responsible persons. | 4.41 | 0.64 | 4.36 | 0.70 | 4.39 | 0.66 |
| AU people righteous and just persons. | 4.37 | 0.67 | 4.37 | 0.63 | 4.37 | 0.66 |
| AU people are always in pursuit of excellence. | 4.32 | 0.73 | 4.37 | 0.65 | 4.34 | 0.70 |

| Indicators and Items | Lecturers (n=194) | | Staff (n=132) | | Total (n=326) | |
|---|----------------------|-------------|------------------|-------------|------------------|-------------|
| | Mean | S.D. | Mean | S.D. | Mean | S.D. |
| Integrity, Social Consciousness, and Discipline | 4.48 | 0.58 | 4.43 | 0.56 | 4.46 | 0.57 |
| AU encourages students to develop their integrity: honesty, reliability, credibility, and accountability. | 4.53 | 0.61 | 4.44 | 0.60 | 4.49 | 0.61 |
| AU fosters social consciousness of caring, sharing and sacrifice. | 4.46 | 0.63 | 4.42 | 0.59 | 4.44 | 0.61 |
| AU promotes self-discipline e.g. hygiene, appropriate dress, and self-control. | 4.42 | 0.65 | 4.40 | 0.59 | 4.41 | 0.63 |
| AU promotes discipline e.g., punctuality, social norms, and respect for the rights of others. | 4.45 | 0.64 | 4.43 | 0.60 | 4.44 | 0.62 |
| AU promotes 3Es, namely, ethics, English proficiency, and entrepreneurial spirit. | 4.54 | 0.64 | 4.45 | 0.61 | 4.50 | 0.63 |
| The AU Executive Board encourages AU personnel to realize and/or adopt the..... | 4.40 | 0.55 | 4.43 | 0.55 | 4.41 | 0.55 |
| AU Vision | 4.37 | 0.61 | 4.42 | 0.58 | 4.39 | 0.60 |
| AU Mission | 4.39 | 0.61 | 4.42 | 0.58 | 4.40 | 0.60 |
| AU Uniqueness | 4.38 | 0.62 | 4.42 | 0.57 | 4.40 | 0.60 |
| AU Culture (LABOR OMNIA VINCIT: we can overcome all difficulties through hard work) | 4.38 | 0.59 | 4.39 | 0.58 | 4.39 | 0.59 |
| AU Core Competency (Internationalization, Entrepreneurial Spirit, Valuing diversity) | 4.41 | 0.57 | 4.42 | 0.59 | 4.41 | 0.58 |
| AU Core Value (CARE: Catholic Spirit, Accountability, Righteousness, and Excellence) | 4.40 | 0.60 | 4.44 | 0.58 | 4.41 | 0.59 |
| AU Identities (3Es: Ethics, English proficiency, and Entrepreneurial Spirit) | 4.45 | 0.58 | 4.46 | 0.57 | 4.46 | 0.57 |
| Total Overall | 4.46 | 0.50 | 4.39 | 0.52 | 4.44 | 0.51 |

Table 4: The data reflect responses regarding the vision, mission, uniqueness, international standing, AU culture, core competencies, core values, and integrity at the institution.

The results indicate strong alignment with AU’s vision and mission among both lecturers and staff. The overall mean scores were high (Vision 4.41, Mission 4.42), reflecting a shared understanding of the university’s future direction. Lecturers reported slightly higher levels of agreement (Vision 4.48, Mission 4.49) compared to staff (Vision 4.31, Mission 4.33), suggesting that lecturers demonstrate a marginally stronger alignment with the institution’s vision and mission.

AU’s uniqueness as an International Catholic University is clearly recognized by respondents. The overall mean score for AU Uniqueness was 4.47, indicating a high level of agreement. In particular, the item “AU is an International Catholic University that dedicates itself to the pursuit of Truth and knowledge” received a high mean score (Lecturers 4.57, Staff 4.45; Total 4.52), demonstrating strong confidence in Catholic leadership and governance.

The findings show that AU is widely perceived as an international university with strong academic programs, a diverse scholarly community, and non-discriminatory practices. The overall mean score for the International University dimension was 4.44, reflecting positive perceptions of AU’s international recognition and inclusive learning environment.

The results indicate strong agreement with AU's organizational culture, particularly the principle of *Labor Omnia Vincit*. Both lecturers and staff highly endorsed this value, with an overall mean score of 4.49, suggesting that hard work and perseverance are deeply embedded in the university culture.

Respondents expressed strong agreement regarding AU's core competencies, including internationalization, entrepreneurial mindset, strong academic and professional networks, and the development of global and English competencies. The overall mean score for AU Core Competencies was 4.46, indicating a consistently high level of alignment across both groups.

The findings demonstrate a high level of agreement with AU's core values, including Catholic spirit, accountability, righteousness, and the pursuit of excellence. The overall mean score for AU Core Values was 4.36, reflecting positive perceptions of value-based practices within the university community.

AU promotes integrity, social consciousness, and discipline among its members. The overall mean score for this dimension was 4.46, with individual item means ranging approximately from 4.41 to 4.50 indicating a strong institutional commitment to ethics, responsibility, and self-discipline.

AU Executive Board plays a supportive role in encouraging AU personnel to realize and adopt the university's vision, mission, uniqueness, culture, core competencies, core values, and institutional identities. The overall mean score for this item was 4.41, reflecting a high level of agreement among respondents. Lecturers reported a mean score of 4.40, while staff reported a slightly higher mean score of 4.43, suggesting that both groups positively perceive the Executive Board's efforts in reinforcing AU's institutional directions and values.

Overall, the data suggest that both lecturers and staff perceive AU as an institution strongly committed to academic excellence, Catholic values, and internationalization. While both groups show consistently positive perceptions across all dimensions, lecturers generally reported slightly higher mean scores than staff.

AU Identity

By

AU Market Employers

AU's Identity: Performance by Items
Table 5 Respondents' Profile of Market Employer

| Category | Sub-Category | Frequency | Percent |
|----------|-------------------------|--------------|---------------|
| Sex | Male | 414 | 38.84 |
| | Female | 652 | 61.16 |
| | Total | 1,066 | 100.00 |
| Age | Lower than 30 years old | 23 | 2.16 |
| | 30 - 39 years old | 470 | 44.09 |
| | 40 - 49 years old | 441 | 41.37 |
| | 50 - 59 years old | 102 | 9.57 |
| | 60 years old or over | 30 | 2.81 |
| | Total | 1,066 | 100.00 |

Table 5: 1,066 market employers answered to the questionnaires. They were 414 males (38.84%) and 652 females (61.16%). 23 market employers (2.16%) were younger than 30 years old, 470 market employers (44.09%) were 30 – 39 years old, 441 market employers (41.37%) were 40 – 49 years old, 102 market employers (9.57%) was 50 - 59 years old and 30 market employer (2.81%) were older than 60 years old.

Table 6 Number and Percentage of Market Employer

| Faculty | Bachelor's Degree | | Master's Degree | | Ph.D. | |
|--|-------------------|---------------|-----------------|---------------|-----------|---------------|
| | Count | Percent | Count | Percent | Count | Percent |
| Martin de Tours School of Management and Economics | 425 | 50.72 | 9 | 5.73 | - | - |
| Theodore Maria School of Arts | 182 | 21.72 | - | - | - | - |
| Bernadette de Lourdes School of Nursing Science | 20 | 2.39 | - | - | - | - |
| Vincent Mary School of Engineering, Science and Technology | 45 | 5.37 | 1 | 0.64 | 15 | 21.13 |
| Albert Laurence School of Communication Arts | 99 | 11.81 | - | - | - | - |
| Thomas Aquinas School of Law | 20 | 2.39 | 5 | 3.18 | - | - |
| Theophane Venard School of food Biotechnology and Innovation | 2 | 0.24 | - | - | 2 | 2.82 |
| Montfort del Rosario School of Architecture and Design | 23 | 2.74 | - | - | - | - |
| Louis Nobiron School of Music | 22 | 2.63 | - | - | - | - |
| Graduate School of Business and Advanced Technology Management | - | - | 119 | 75.80 | 34 | 47.89 |
| Graduate School of Human Sciences | - | - | 23 | 14.65 | 20 | 28.17 |
| Total | 838 | 100.00 | 157 | 100.00 | 71 | 100.00 |

Table 7 Number and Percentage of Market Employer Bachelor’s Degree

| Schools | Programs | | Respondents | |
|---|--------------|--|-------------|---------------|
| | | | Numbers | Percent |
| Martin de Tours School of Management and Economics (425) | 1 | Marketing | 128 | 30.12 |
| | 2 | Finance | 30 | 7.06 |
| | 3 | Accounting | 5 | 1.18 |
| | 4 | International Business Management | 60 | 14.12 |
| | 5 | Management Information Systems | 2 | 0.47 |
| | 6 | Hospitality and Tourism Management | 42 | 9.88 |
| | 7 | Real Estate | 20 | 4.71 |
| | 8 | Industrial Management and Logistics | 1 | 0.24 |
| | 9 | Supply Chain Management | 40 | 9.41 |
| | 10 | Business Economics | 10 | 2.35 |
| | 11 | Management-Leadership and Entrepreneurship | 2 | 0.47 |
| | 12 | Entrepreneurship and Innovation Management | 15 | 3.53 |
| | 13 | Design and Digital Innovation | 20 | 4.71 |
| | 14 | Digital Business Management | 20 | 4.71 |
| | 15 | Accountancy | 25 | 5.88 |
| | 16 | Insurance | 3 | 0.71 |
| | 17 | Sustainable Business Management | 2 | 0.47 |
| Total | | | 425 | 100.00 |
| Theodore Maria School of Arts (182) | 1 | Business English | 140 | 76.92 |
| | 2 | Business French | 2 | 1.10 |
| | 3 | Business Chinese | 30 | 16.48 |
| | 4 | Business Japanese | 10 | 5.49 |
| Total | | | 182 | 100.00 |
| Bernadette de Lourdes School of Nursing Science (20) | 1 | Nursing Science | 20 | 100.00 |
| | Total | | | 20 |
| Vincent Mary School of Engineering, Science and Technology (45) | 1 | Computer Engineering | 3 | 6.67 |
| | 2 | Mechatronics Engineering | 3 | 6.67 |
| | 3 | Aeronautic Engineering | 3 | 6.67 |
| | 4 | Electrical Engineering | 2 | 4.44 |
| | 5 | Electrical and Computer Engineering | 2 | 4.44 |
| | 6 | Mechatronics Eng | 2 | 4.44 |
| | 7 | Computer Science | 20 | 44.44 |
| | 8 | Information Technology | 10 | 22.22 |
| Total | | | 45 | 100.00 |
| Albert Laurence School of Communication Arts (99) | 1 | Public Relations | 5 | 5.05 |
| | 2 | Visual Communication Design | 8 | 8.08 |
| | 3 | Computer Generated Imagery | 5 | 5.05 |
| | 4 | Advertising | 10 | 10.10 |
| | 5 | Digital Media Communication | 35 | 35.35 |
| | 6 | Live Event Creation and Management | 5 | 5.05 |
| | 7 | Creative Commercial Communication | 25 | 25.25 |
| | 8 | Performance Communication | 1 | 1.01 |
| | 9 | New Media Communication | 1 | 1.01 |
| | 10 | Imagineer Media Entrepreneurship | 4 | 4.04 |
| Total | | | 99 | 100.00 |

Table 7 (cont.)

| Schools | Programs | | Respondents | |
|--|--------------|------------------------|-------------|---------------|
| | | | Numbers | Percent |
| Thomas Aquinas School of Law (20) | 1 | Business Law | 20 | 100.00 |
| | Total | | 20 | 100.00 |
| Theophane Venard School of food Biotechnology and Innovation (2) | 1 | Food Technology | 2 | 100.00 |
| | Total | | 2 | 100.00 |
| Montfort del Rosario School of Architecture and Design (23) | 1 | Architecture | 4 | 17.39 |
| | 2 | Interior Architecture | 9 | 39.13 |
| | 3 | Interior Design | 8 | 34.78 |
| | 4 | Product Design | 2 | 8.70 |
| | Total | | 23 | 100.00 |
| Louis Nobiron School of Music (22) | 1 | Music Business | 2 | 9.09 |
| | 2 | Music Entrepreneurship | 20 | 90.91 |
| | Total | | 22 | 100.00 |
| Bachelor's Degree Total | | | 838 | 100.00 |

Table 8 Number and Percentage of Market Employer Master’s Degree

| Schools | Programs | | Respondents | |
|--|--------------|---|-------------|---------------|
| | | | Numbers | Percent |
| Martin de Tours School of Management and Economics (9) | 1 | Supply Chain Management | 8 | 88.89 |
| | 2 | Business and Economics | 1 | 11.11 |
| | Total | | 9 | 100.00 |
| Vincent Mary School of Engineering, Science and Technology (1) | 1 | Computer Science | 1 | 100.00 |
| | Total | | 1 | 100.00 |
| Thomas Aquinas School of Law (5) | 1 | Law | 5 | 100.00 |
| | Total | | 5 | 100.00 |
| Graduate School of Business and Advanced Technology Management (119) | 1 | Business Administration | 60 | 50.42 |
| | 2 | Organization Development | 2 | 1.68 |
| | 3 | Hospitality and Tourism Management | 2 | 1.68 |
| | 4 | Management | 10 | 8.40 |
| | 5 | Teaching and Technology | 40 | 33.61 |
| | 6 | Information Technology and Management | 5 | 4.20 |
| | Total | | 119 | 100.00 |
| Graduate School of Human Sciences (23) | 1 | Curriculum and Instruction | 3 | 13.04 |
| | 2 | Educational Administration and Leadership | 6 | 26.09 |
| | 3 | Counseling Psychology | 7 | 30.43 |
| | 4 | English Language Teaching | 7 | 30.43 |
| | Total | | 23 | 100.00 |
| Master’s Degree Total | | | 157 | 100.00 |

Table 9 Number and Percentage of Market Employer Doctoral Degree

| Schools | Programs | | Respondents | |
|---|--------------|--|-------------|---------------|
| | | | Numbers | Percent |
| Vincent Mary School of Engineering, Science and Technology (15) | 1 | Information Technology | 15 | 100.00 |
| | Total | | 15 | 100.00 |
| Theophane Venard School of food Biotechnology and Innovation (2) | 1 | Food Biotechnology | 2 | 100.00 |
| | Total | | 2 | 100.00 |
| Graduate School of Business and Advanced Technology Management (34) | 1 | Organization Development | 5 | 14.71 |
| | 2 | Innovative Technology Management | 10 | 29.41 |
| | 3 | Teaching and Technology | 10 | 29.41 |
| | 4 | Technology, Education, and Management | 3 | 8.82 |
| | 5 | Hospitality and Tourism Management | 1 | 2.94 |
| | 6 | Arts, Music, Sports and Entertainment Management | 3 | 8.82 |
| | 7 | Business Administration | 2 | 5.88 |
| | Total | | 34 | 100.00 |
| Graduate School of Human Sciences (20) | 1 | Philosophy and Religious | 2 | 10.00 |
| | 2 | Education Administration and Leadership | 16 | 80.00 |
| | 3 | Counseling Psychology | 1 | 5.00 |
| | 4 | English Language Teaching | 1 | 5.00 |
| | Total | | 20 | 100.00 |
| Doctoral Degree Total | | | 71 | 100.00 |

AU's Identity Score

Table 10 Mean and Standard Deviation by AU's Identity Market Employer

| Dimension | All Respondents (n=1,066) | |
|---|---------------------------|-------------|
| | Mean | S.D. |
| Ethics | 4.28 | 0.38 |
| Integrity | 4.30 | 0.46 |
| Empathy | 4.18 | 0.57 |
| Honesty | 4.43 | 0.58 |
| Nurturing Relationships Fully | 4.27 | 0.67 |
| Social Consciousness | 4.28 | 0.50 |
| Community Service Volunteering | 4.35 | 0.68 |
| Responsible Citizenship | 4.18 | 0.79 |
| Contributions to Group Effort | 4.32 | 0.72 |
| Discipline | 4.27 | 0.51 |
| Self-esteem | 4.27 | 0.68 |
| Self-discipline | 4.32 | 0.65 |
| Self-responsibility | 4.23 | 0.74 |
| English Proficiency | 4.38 | 0.43 |
| Communicating | 4.44 | 0.51 |
| Listening proficiency | 4.44 | 0.67 |
| Speaking proficiency | 4.44 | 0.62 |
| Reading proficiency | 4.47 | 0.65 |
| Writing proficiency | 4.39 | 0.65 |
| Under Standing | 4.53 | 0.56 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.53 | 0.56 |
| Learning | 4.17 | 0.72 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.17 | 0.72 |
| Entrepreneurial Spirit | 4.20 | 0.41 |
| Leadership | 4.20 | 0.52 |
| Creative Thinking | 4.25 | 0.65 |
| Critical Thinking | 4.19 | 0.66 |
| Decision Making | 4.16 | 0.71 |
| Management Knowledge | 4.21 | 0.52 |
| Digital Literacy | 4.17 | 0.71 |
| Business Understanding | 4.28 | 0.66 |
| Marketability Understanding | 4.16 | 0.69 |
| Labor Omnia Vincit | 4.20 | 0.50 |
| Teamwork | 4.25 | 0.70 |
| Self-motivation | 4.19 | 0.64 |
| Problem Solving | 4.16 | 0.68 |
| AU's Identity: market employers Satisfaction overall | 4.29 | 0.34 |

Table 10: AU Uniqueness and Desired employers in each indicator demonstrated that overall respondents were given the mean scores of 4.29 (High). Ethics with the mean scores 4.28, English proficiency was 4.38 and Entrepreneurial spirit was 4.20.

Appendix

**Martin de Tours School of Management
and Economics**

| Martin de Tours School of Management and Economics | Students (n=441) | | Employers (n=425) | |
|---|---------------------|-------------|----------------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Ethics | 4.09 | 0.72 | 4.35 | 0.44 |
| Integrity | 4.16 | 0.79 | 4.22 | 0.56 |
| Empathy | 4.18 | 0.88 | 4.48 | 0.55 |
| Honesty | 4.15 | 0.86 | 4.36 | 0.66 |
| Nurturing Relationships Fully | 4.15 | 0.89 | 4.28 | 0.53 |
| Social Consciousness | 3.96 | 0.80 | 4.29 | 0.66 |
| Community Service Volunteering | 3.85 | 0.97 | 4.24 | 0.79 |
| Responsible Citizenship | 3.88 | 0.96 | 4.30 | 0.74 |
| Contributions to Group Effort | 4.16 | 0.89 | 4.26 | 0.52 |
| Discipline | 4.14 | 0.79 | 4.27 | 0.68 |
| Self-esteem | 4.17 | 0.91 | 4.31 | 0.64 |
| Self-discipline | 4.10 | 0.87 | 4.20 | 0.73 |
| Self-responsibility | 4.15 | 0.87 | 4.30 | 0.40 |
| English Proficiency | 4.06 | 0.73 | 4.48 | 0.49 |
| Communicating | 4.00 | 0.78 | 4.45 | 0.65 |
| Listening proficiency | 4.15 | 0.87 | 4.48 | 0.62 |
| Speaking proficiency | 3.91 | 0.91 | 4.51 | 0.64 |
| Reading proficiency | 4.03 | 0.91 | 4.47 | 0.62 |
| Writing proficiency | 3.92 | 0.92 | 4.53 | 0.56 |
| Under Standing | 4.15 | 0.82 | 4.53 | 0.56 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.15 | 0.82 | 4.29 | 0.66 |
| Learning | 4.21 | 0.79 | 4.29 | 0.66 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.21 | 0.79 | 4.43 | 0.41 |
| Entrepreneurial Spirit | 4.12 | 0.71 | 4.22 | 0.53 |
| Leadership | 4.07 | 0.75 | 4.23 | 0.69 |
| Creative Thinking | 4.02 | 0.87 | 4.24 | 0.67 |
| Critical Thinking | 4.11 | 0.79 | 4.18 | 0.72 |
| Decision Making | 4.09 | 0.86 | 4.22 | 0.53 |
| Management Knowledge | 4.13 | 0.74 | 4.17 | 0.73 |
| Digital Literacy | 4.15 | 0.81 | 4.29 | 0.69 |
| Business Understanding | 4.12 | 0.81 | 4.19 | 0.68 |
| Marketability Understanding | 4.12 | 0.85 | 4.22 | 0.52 |
| Labor Omnia Vincit | 4.15 | 0.77 | 4.25 | 0.72 |
| Teamwork | 4.11 | 0.88 | 4.23 | 0.67 |
| Self-motivation | 4.21 | 0.82 | 4.18 | 0.69 |
| Problem Solving | 4.13 | 0.87 | 4.22 | 0.42 |
| Total Overall | 4.09 | 0.67 | 4.32 | 0.33 |

| Employers Bachelor's Degree | Marketing (n=128) | | Finance (n=30) | | Accounting (n=5) | |
|---|----------------------|-------------|----------------|-------------|---------------------|-------------|
| | Mean | S.D. | Mean | S.D. | Mean | S.D. |
| Ethics | 4.35 | 0.37 | 4.44 | 0.31 | 4.20 | 0.48 |
| Integrity | 4.40 | 0.47 | 4.51 | 0.42 | 4.40 | 0.43 |
| Empathy | 4.28 | 0.63 | 4.43 | 0.50 | 4.40 | 0.55 |
| Honesty | 4.59 | 0.55 | 4.50 | 0.51 | 4.60 | 0.55 |
| Nurturing Relationships Fully | 4.34 | 0.67 | 4.60 | 0.56 | 4.20 | 0.45 |
| Social Consciousness | 4.34 | 0.46 | 4.38 | 0.39 | 4.13 | 0.51 |
| Community Service Volunteering | 4.48 | 0.56 | 4.33 | 0.48 | 4.20 | 0.45 |
| Responsible Citizenship | 4.20 | 0.77 | 4.37 | 0.72 | 4.00 | 1.00 |
| Contributions to Group Effort | 4.35 | 0.74 | 4.43 | 0.63 | 4.20 | 0.84 |
| Discipline | 4.31 | 0.50 | 4.43 | 0.47 | 4.07 | 0.68 |
| Self-esteem | 4.29 | 0.65 | 4.53 | 0.51 | 3.80 | 0.84 |
| Self-discipline | 4.28 | 0.65 | 4.40 | 0.56 | 4.40 | 0.89 |
| Self-responsibility | 4.36 | 0.68 | 4.37 | 0.56 | 4.00 | 0.71 |
| English Proficiency | 4.49 | 0.36 | 4.53 | 0.45 | 4.38 | 0.43 |
| Communicating | 4.58 | 0.41 | 4.50 | 0.45 | 4.55 | 0.45 |
| Listening proficiency | 4.61 | 0.58 | 4.50 | 0.51 | 4.60 | 0.55 |
| Speaking proficiency | 4.55 | 0.59 | 4.53 | 0.51 | 4.40 | 0.89 |
| Reading proficiency | 4.59 | 0.57 | 4.50 | 0.57 | 4.60 | 0.55 |
| Writing proficiency | 4.59 | 0.54 | 4.47 | 0.51 | 4.60 | 0.55 |
| Under Standing | 4.59 | 0.60 | 4.60 | 0.50 | 4.20 | 0.84 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.59 | 0.60 | 4.60 | 0.50 | 4.20 | 0.84 |
| Learning | 4.30 | 0.63 | 4.50 | 0.57 | 4.40 | 0.55 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.30 | 0.63 | 4.50 | 0.57 | 4.40 | 0.55 |
| Entrepreneurial Spirit | 4.27 | 0.36 | 4.34 | 0.47 | 4.07 | 0.48 |
| Leadership | 4.31 | 0.47 | 4.34 | 0.48 | 3.93 | 0.55 |
| Creative Thinking | 4.33 | 0.65 | 4.30 | 0.53 | 3.80 | 0.45 |
| Critical Thinking | 4.30 | 0.61 | 4.47 | 0.51 | 4.20 | 0.45 |
| Decision Making | 4.30 | 0.66 | 4.27 | 0.64 | 3.80 | 1.10 |
| Management Knowledge | 4.26 | 0.46 | 4.29 | 0.56 | 4.07 | 0.64 |
| Digital Literacy | 4.16 | 0.67 | 4.30 | 0.70 | 4.00 | 0.71 |
| Business Understanding | 4.34 | 0.59 | 4.23 | 0.68 | 4.00 | 0.71 |
| Marketability Understanding | 4.27 | 0.64 | 4.33 | 0.61 | 4.20 | 0.84 |
| Labor Omnia Vincit | 4.25 | 0.50 | 4.40 | 0.51 | 4.20 | 0.56 |
| Teamwork | 4.31 | 0.67 | 4.43 | 0.63 | 4.40 | 0.89 |
| Self-motivation | 4.24 | 0.62 | 4.37 | 0.56 | 4.00 | 0.00 |
| Problem Solving | 4.20 | 0.68 | 4.40 | 0.56 | 4.20 | 0.84 |
| Total Overall | 4.37 | 0.29 | 4.44 | 0.37 | 4.22 | 0.40 |

| Employers Bachelor's Degree | International Business Management (n=60) | | Management Information Systems (n=2) | | Hospitality and Tourism Management (n=42) | |
|---|--|-------------|--------------------------------------|-------------|---|-------------|
| | Mean | S.D. | Mean | S.D. | Mean | S.D. |
| Ethics | 4.23 | 0.42 | 4.28 | 0.55 | 4.18 | 0.46 |
| Integrity | 4.37 | 0.38 | 4.33 | 0.47 | 4.21 | 0.45 |
| Empathy | 4.20 | 0.40 | 4.00 | 0.00 | 4.17 | 0.38 |
| Honesty | 4.43 | 0.53 | 4.50 | 0.71 | 4.36 | 0.62 |
| Nurturing Relationships Fully | 4.47 | 0.62 | 4.50 | 0.71 | 4.12 | 0.77 |
| Social Consciousness | 4.16 | 0.64 | 4.33 | 0.47 | 4.23 | 0.57 |
| Community Service Volunteering | 4.12 | 0.72 | 4.50 | 0.71 | 4.19 | 0.80 |
| Responsible Citizenship | 4.32 | 0.83 | 4.50 | 0.71 | 4.19 | 0.77 |
| Contributions to Group Effort | 4.05 | 0.83 | 4.00 | 0.00 | 4.31 | 0.78 |
| Discipline | 4.17 | 0.55 | 4.17 | 0.71 | 4.10 | 0.58 |
| Self-esteem | 4.15 | 0.73 | 4.50 | 0.71 | 4.07 | 0.81 |
| Self-discipline | 4.28 | 0.67 | 4.50 | 0.71 | 4.12 | 0.71 |
| Self-responsibility | 4.07 | 0.82 | 3.50 | 2.12 | 4.10 | 0.76 |
| English Proficiency | 4.39 | 0.42 | 4.63 | 0.18 | 4.43 | 0.38 |
| Communicating | 4.38 | 0.48 | 4.38 | 0.18 | 4.59 | 0.41 |
| Listening proficiency | 4.28 | 0.67 | 4.50 | 0.71 | 4.43 | 0.70 |
| Speaking proficiency | 4.35 | 0.63 | 4.00 | 0.00 | 4.60 | 0.63 |
| Reading proficiency | 4.38 | 0.72 | 5.00 | 0.00 | 4.74 | 0.45 |
| Writing proficiency | 4.48 | 0.57 | 4.00 | 0.00 | 4.60 | 0.63 |
| Under Standing | 4.53 | 0.57 | 5.00 | 0.00 | 4.43 | 0.55 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.53 | 0.57 | 5.00 | 0.00 | 4.43 | 0.55 |
| Learning | 4.25 | 0.60 | 4.50 | 0.71 | 4.26 | 0.70 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.25 | 0.60 | 4.50 | 0.71 | 4.26 | 0.70 |
| Entrepreneurial Spirit | 4.24 | 0.40 | 4.17 | 0.55 | 4.16 | 0.39 |
| Leadership | 4.32 | 0.56 | 4.33 | 0.00 | 4.05 | 0.49 |
| Creative Thinking | 4.33 | 0.63 | 4.00 | 0.00 | 3.98 | 0.64 |
| Critical Thinking | 4.33 | 0.66 | 5.00 | 0.00 | 4.21 | 0.68 |
| Decision Making | 4.30 | 0.83 | 4.00 | 0.00 | 3.95 | 0.70 |
| Management Knowledge | 4.21 | 0.50 | 3.83 | 1.18 | 4.20 | 0.54 |
| Digital Literacy | 4.22 | 0.80 | 4.00 | 1.41 | 4.10 | 0.76 |
| Business Understanding | 4.30 | 0.70 | 3.50 | 0.71 | 4.31 | 0.68 |
| Marketability Understanding | 4.10 | 0.68 | 4.00 | 1.41 | 4.19 | 0.71 |
| Labor Omnia Vincit | 4.19 | 0.58 | 4.33 | 0.47 | 4.22 | 0.53 |
| Teamwork | 4.17 | 0.83 | 3.50 | 0.71 | 4.26 | 0.73 |
| Self-motivation | 4.28 | 0.78 | 5.00 | 0.00 | 4.31 | 0.75 |
| Problem Solving | 4.13 | 0.77 | 4.50 | 0.71 | 4.10 | 0.69 |
| Total Overall | 4.29 | 0.31 | 4.36 | 0.43 | 4.25 | 0.33 |

| Employers Bachelor's Degree | Real Estate (n=20) | | Industrial Management and Logistics(n=1) | | Supply Chain Management (n=40) | |
|---|-----------------------|-------------|---|-------------|--------------------------------------|-------------|
| | Mean | S.D. | Mean | S.D. | Mean | S.D. |
| Ethics | 4.41 | 0.40 | 4.22 | 0.00 | 4.27 | 0.46 |
| Integrity | 4.35 | 0.46 | 5.00 | 0.00 | 4.28 | 0.47 |
| Empathy | 4.10 | 0.64 | 5.00 | 0.00 | 4.13 | 0.61 |
| Honesty | 4.60 | 0.50 | 5.00 | 0.00 | 4.40 | 0.50 |
| Nurturing Relationships Fully | 4.35 | 0.75 | 5.00 | 0.00 | 4.33 | 0.66 |
| Social Consciousness | 4.33 | 0.60 | 3.67 | 0.00 | 4.18 | 0.63 |
| Community Service Volunteering | 4.15 | 0.81 | 4.00 | 0.00 | 4.08 | 0.69 |
| Responsible Citizenship | 4.35 | 0.81 | 3.00 | 0.00 | 4.23 | 0.83 |
| Contributions to Group Effort | 4.50 | 0.76 | 4.00 | 0.00 | 4.25 | 0.71 |
| Discipline | 4.53 | 0.38 | 4.00 | 0.00 | 4.35 | 0.51 |
| Self-esteem | 4.70 | 0.47 | 4.00 | 0.00 | 4.40 | 0.67 |
| Self-discipline | 4.50 | 0.51 | 4.00 | 0.00 | 4.45 | 0.60 |
| Self-responsibility | 4.40 | 0.50 | 4.00 | 0.00 | 4.20 | 0.65 |
| English Proficiency | 4.30 | 0.55 | 5.00 | 0.00 | 4.46 | 0.45 |
| Communicating | 4.41 | 0.82 | 5.00 | 0.00 | 4.45 | 0.55 |
| Listening proficiency | 4.25 | 1.16 | 5.00 | 0.00 | 4.53 | 0.64 |
| Speaking proficiency | 4.60 | 0.68 | 5.00 | 0.00 | 4.45 | 0.68 |
| Reading proficiency | 4.55 | 0.76 | 5.00 | 0.00 | 4.50 | 0.64 |
| Writing proficiency | 4.25 | 0.97 | 5.00 | 0.00 | 4.33 | 0.69 |
| Under Standing | 4.60 | 0.60 | 5.00 | 0.00 | 4.50 | 0.60 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.60 | 0.60 | 5.00 | 0.00 | 4.50 | 0.60 |
| Learning | 3.90 | 0.97 | 5.00 | 0.00 | 4.43 | 0.59 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 3.90 | 0.97 | 5.00 | 0.00 | 4.43 | 0.59 |
| Entrepreneurial Spirit | 4.12 | 0.56 | 4.00 | 0.00 | 4.23 | 0.42 |
| Leadership | 4.13 | 0.61 | 4.00 | 0.00 | 4.20 | 0.59 |
| Creative Thinking | 4.10 | 0.79 | 4.00 | 0.00 | 4.33 | 0.73 |
| Critical Thinking | 4.20 | 0.95 | 4.00 | 0.00 | 4.13 | 0.72 |
| Decision Making | 4.10 | 0.72 | 4.00 | 0.00 | 4.15 | 0.70 |
| Management Knowledge | 4.17 | 0.58 | 4.00 | 0.00 | 4.26 | 0.60 |
| Digital Literacy | 4.05 | 0.76 | 4.00 | 0.00 | 4.28 | 0.68 |
| Business Understanding | 4.45 | 0.89 | 4.00 | 0.00 | 4.30 | 0.72 |
| Marketability Understanding | 4.00 | 0.73 | 4.00 | 0.00 | 4.20 | 0.72 |
| Labor Omnia Vincit | 4.05 | 0.64 | 4.00 | 0.00 | 4.22 | 0.46 |
| Teamwork | 3.85 | 0.99 | 4.00 | 0.00 | 4.20 | 0.65 |
| Self-motivation | 4.10 | 0.64 | 4.00 | 0.00 | 4.23 | 0.53 |
| Problem Solving | 4.20 | 0.70 | 4.00 | 0.00 | 4.23 | 0.66 |
| Total Overall | 4.28 | 0.43 | 4.41 | 0.00 | 4.32 | 0.39 |

| Employers Bachelor's Degree | Business Economics (n=10) | | Management-Leadership and Entrepreneurship (n=2) | | Entrepreneurship and Innovation Management (n=15) | |
|---|---------------------------|-------------|--|-------------|---|-------------|
| | Mean | S.D. | Mean | S.D. | Mean | S.D. |
| Ethics | 4.28 | 0.26 | 4.72 | 0.39 | 4.20 | 0.41 |
| Integrity | 4.17 | 0.28 | 4.67 | 0.47 | 4.20 | 0.45 |
| Empathy | 4.00 | 0.00 | 5.00 | 0.00 | 4.00 | 0.53 |
| Honesty | 4.20 | 0.42 | 4.50 | 0.71 | 4.33 | 0.49 |
| Nurturing Relationships Fully | 4.30 | 0.48 | 4.50 | 0.71 | 4.27 | 0.59 |
| Social Consciousness | 4.20 | 0.45 | 4.83 | 0.24 | 4.20 | 0.53 |
| Community Service Volunteering | 4.30 | 0.67 | 5.00 | 0.00 | 4.13 | 0.64 |
| Responsible Citizenship | 4.00 | 0.82 | 5.00 | 0.00 | 4.07 | 0.80 |
| Contributions to Group Effort | 4.30 | 0.67 | 4.50 | 0.71 | 4.40 | 0.63 |
| Discipline | 4.47 | 0.42 | 4.67 | 0.47 | 4.20 | 0.56 |
| Self-esteem | 4.60 | 0.52 | 4.00 | 1.41 | 4.33 | 0.62 |
| Self-discipline | 4.60 | 0.52 | 5.00 | 0.00 | 4.20 | 0.77 |
| Self-responsibility | 4.20 | 0.42 | 5.00 | 0.00 | 4.07 | 0.70 |
| English Proficiency | 4.52 | 0.48 | 4.38 | 0.06 | 4.39 | 0.49 |
| Communicating | 4.55 | 0.44 | 4.63 | 0.53 | 4.45 | 0.45 |
| Listening proficiency | 4.40 | 0.52 | 4.50 | 0.71 | 4.40 | 0.51 |
| Speaking proficiency | 4.60 | 0.52 | 5.00 | 0.00 | 4.53 | 0.52 |
| Reading proficiency | 4.70 | 0.48 | 4.50 | 0.71 | 4.53 | 0.64 |
| Writing proficiency | 4.50 | 0.53 | 4.50 | 0.71 | 4.33 | 0.49 |
| Under Standing | 4.50 | 0.53 | 4.50 | 0.71 | 4.53 | 0.52 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.50 | 0.53 | 4.50 | 0.71 | 4.53 | 0.52 |
| Learning | 4.50 | 0.53 | 4.00 | 1.41 | 4.20 | 0.86 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.50 | 0.53 | 4.00 | 1.41 | 4.20 | 0.86 |
| Entrepreneurial Spirit | 4.40 | 0.28 | 4.28 | 1.02 | 4.19 | 0.40 |
| Leadership | 4.33 | 0.54 | 4.33 | 0.94 | 4.18 | 0.58 |
| Creative Thinking | 4.50 | 0.53 | 4.50 | 0.71 | 4.27 | 0.70 |
| Critical Thinking | 4.10 | 0.57 | 4.00 | 1.41 | 4.13 | 0.64 |
| Decision Making | 4.40 | 0.84 | 4.50 | 0.71 | 4.13 | 0.74 |
| Management Knowledge | 4.60 | 0.38 | 4.50 | 0.71 | 4.24 | 0.44 |
| Digital Literacy | 4.70 | 0.48 | 4.50 | 0.71 | 4.40 | 0.63 |
| Business Understanding | 4.40 | 0.52 | 4.50 | 0.71 | 4.20 | 0.68 |
| Marketability Understanding | 4.70 | 0.48 | 4.50 | 0.71 | 4.13 | 0.74 |
| Labor Omnia Vincit | 4.27 | 0.26 | 4.00 | 1.41 | 4.13 | 0.39 |
| Teamwork | 4.30 | 0.48 | 4.00 | 1.41 | 4.20 | 0.68 |
| Self-motivation | 4.40 | 0.52 | 4.00 | 1.41 | 4.07 | 0.46 |
| Problem Solving | 4.10 | 0.32 | 4.00 | 1.41 | 4.13 | 0.52 |
| Total Overall | 4.40 | 0.27 | 4.46 | 0.45 | 4.26 | 0.37 |

| Employers Bachelor's Degree | Design and Digital Innovation (n=20) | | Digital Business Management (n=20) | | Accountancy (n=25) | |
|---|--------------------------------------|-------------|------------------------------------|-------------|--------------------|-------------|
| | Mean | S.D. | Mean | S.D. | Mean | S.D. |
| Ethics | 4.12 | 0.45 | 4.26 | 0.35 | 4.37 | 0.30 |
| Integrity | 4.25 | 0.49 | 4.38 | 0.35 | 4.44 | 0.38 |
| Empathy | 4.05 | 0.60 | 4.20 | 0.41 | 4.32 | 0.69 |
| Honesty | 4.25 | 0.72 | 4.45 | 0.51 | 4.56 | 0.51 |
| Nurturing Relationships Fully | 4.45 | 0.76 | 4.50 | 0.51 | 4.44 | 0.51 |
| Social Consciousness | 4.13 | 0.58 | 4.17 | 0.51 | 4.47 | 0.33 |
| Community Service Volunteering | 4.20 | 0.52 | 4.15 | 0.75 | 4.44 | 0.58 |
| Responsible Citizenship | 4.20 | 0.89 | 4.20 | 0.77 | 4.44 | 0.77 |
| Contributions to Group Effort | 4.00 | 0.73 | 4.15 | 0.75 | 4.52 | 0.59 |
| Discipline | 3.97 | 0.57 | 4.22 | 0.46 | 4.21 | 0.53 |
| Self-esteem | 3.95 | 0.51 | 4.20 | 0.52 | 4.20 | 0.87 |
| Self-discipline | 4.00 | 0.73 | 4.40 | 0.50 | 4.40 | 0.50 |
| Self-responsibility | 3.95 | 0.76 | 4.05 | 0.83 | 4.04 | 0.84 |
| English Proficiency | 4.29 | 0.46 | 4.28 | 0.41 | 4.47 | 0.29 |
| Communicating | 4.16 | 0.59 | 4.40 | 0.50 | 4.44 | 0.48 |
| Listening proficiency | 4.20 | 0.62 | 4.45 | 0.51 | 4.44 | 0.65 |
| Speaking proficiency | 4.15 | 0.67 | 4.40 | 0.60 | 4.48 | 0.71 |
| Reading proficiency | 4.15 | 0.88 | 4.45 | 0.60 | 4.28 | 0.79 |
| Writing proficiency | 4.15 | 0.88 | 4.30 | 0.66 | 4.56 | 0.58 |
| Under Standing | 4.45 | 0.51 | 4.50 | 0.51 | 4.44 | 0.51 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.45 | 0.51 | 4.50 | 0.51 | 4.44 | 0.51 |
| Learning | 4.25 | 0.55 | 3.95 | 0.76 | 4.52 | 0.51 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.25 | 0.55 | 3.95 | 0.76 | 4.52 | 0.51 |
| Entrepreneurial Spirit | 3.94 | 0.49 | 3.99 | 0.50 | 4.29 | 0.36 |
| Leadership | 3.87 | 0.74 | 4.05 | 0.52 | 4.19 | 0.48 |
| Creative Thinking | 4.00 | 0.92 | 3.95 | 0.83 | 4.16 | 0.80 |
| Critical Thinking | 3.80 | 0.89 | 4.20 | 0.41 | 4.16 | 0.69 |
| Decision Making | 3.80 | 0.77 | 4.00 | 0.65 | 4.24 | 0.72 |
| Management Knowledge | 3.88 | 0.60 | 3.98 | 0.69 | 4.31 | 0.48 |
| Digital Literacy | 3.80 | 0.89 | 3.80 | 0.70 | 4.24 | 0.66 |
| Business Understanding | 4.00 | 0.79 | 4.05 | 0.89 | 4.44 | 0.65 |
| Marketability Understanding | 3.85 | 0.67 | 4.10 | 0.79 | 4.24 | 0.60 |
| Labor Omnia Vincit | 4.07 | 0.58 | 3.95 | 0.50 | 4.39 | 0.52 |
| Teamwork | 4.30 | 0.80 | 3.90 | 0.64 | 4.60 | 0.58 |
| Self-motivation | 3.95 | 0.94 | 4.10 | 0.55 | 4.20 | 0.71 |
| Problem Solving | 3.95 | 0.83 | 3.85 | 0.67 | 4.36 | 0.70 |
| Total Overall | 4.11 | 0.40 | 4.18 | 0.35 | 4.38 | 0.24 |

| Employers Bachelor's Degree | Insurance (n=3) | | Sustainable Business Management (n=2) | |
|---|-----------------|-------------|---------------------------------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Ethics | 4.26 | 0.23 | 4.39 | 0.08 |
| Integrity | 4.22 | 0.51 | 4.17 | 0.24 |
| Empathy | 3.67 | 0.58 | 4.50 | 0.71 |
| Honesty | 4.67 | 0.58 | 4.50 | 0.71 |
| Nurturing Relationships Fully | 4.33 | 1.15 | 3.50 | 0.71 |
| Social Consciousness | 4.56 | 0.38 | 4.67 | 0.47 |
| Community Service Volunteering | 4.33 | 0.58 | 5.00 | 0.00 |
| Responsible Citizenship | 4.33 | 0.58 | 4.00 | 1.41 |
| Contributions to Group Effort | 5.00 | 0.00 | 5.00 | 0.00 |
| Discipline | 4.00 | 0.33 | 4.33 | 0.00 |
| Self-esteem | 4.33 | 0.58 | 4.50 | 0.71 |
| Self-discipline | 3.67 | 0.58 | 5.00 | 0.00 |
| Self-responsibility | 4.00 | 1.00 | 3.50 | 0.71 |
| English Proficiency | 4.22 | 0.19 | 4.21 | 0.18 |
| Communicating | 4.00 | 0.00 | 4.13 | 0.18 |
| Listening proficiency | 4.00 | 0.00 | 3.50 | 0.71 |
| Speaking proficiency | 4.00 | 0.00 | 4.00 | 0.00 |
| Reading proficiency | 4.00 | 0.00 | 5.00 | 0.00 |
| Writing proficiency | 4.00 | 0.00 | 4.00 | 0.00 |
| Under Standing | 4.00 | 0.00 | 4.50 | 0.71 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.00 | 0.00 | 4.50 | 0.71 |
| Learning | 4.67 | 0.58 | 4.00 | 0.00 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.67 | 0.58 | 4.00 | 0.00 |
| Entrepreneurial Spirit | 4.11 | 0.11 | 3.94 | 0.08 |
| Leadership | 4.22 | 0.19 | 3.83 | 0.24 |
| Creative Thinking | 4.33 | 0.58 | 3.50 | 0.71 |
| Critical Thinking | 4.33 | 0.58 | 4.50 | 0.71 |
| Decision Making | 4.00 | 0.00 | 3.50 | 0.71 |
| Management Knowledge | 3.89 | 0.19 | 4.00 | 0.47 |
| Digital Literacy | 4.00 | 1.00 | 4.50 | 0.71 |
| Business Understanding | 4.00 | 0.00 | 4.00 | 1.41 |
| Marketability Understanding | 3.67 | 0.58 | 3.50 | 0.71 |
| Labor Omnia Vincit | 4.22 | 0.19 | 4.00 | 0.47 |
| Teamwork | 4.00 | 0.00 | 4.00 | 0.00 |
| Self-motivation | 4.33 | 0.58 | 3.50 | 2.12 |
| Problem Solving | 4.33 | 0.58 | 4.50 | 0.71 |
| Total Overall | 4.20 | 0.17 | 4.18 | 0.06 |

Theodore Maria School of Arts

| Theodore Maria School of Arts | Students (n=140) | | Employers (n=182) | |
|---|---------------------|-------------|----------------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Ethics | 4.30 | 0.68 | 4.20 | 0.38 |
| Integrity | 4.37 | 0.70 | 4.18 | 0.49 |
| Empathy | 4.38 | 0.73 | 4.09 | 0.56 |
| Honesty | 4.41 | 0.73 | 4.35 | 0.60 |
| Nurturing Relationships Fully | 4.34 | 0.80 | 4.09 | 0.71 |
| Social Consciousness | 4.20 | 0.74 | 4.23 | 0.52 |
| Community Service Volunteering | 4.11 | 0.85 | 4.16 | 0.69 |
| Responsible Citizenship | 4.09 | 1.00 | 4.20 | 0.82 |
| Contributions to Group Effort | 4.38 | 0.72 | 4.32 | 0.72 |
| Discipline | 4.32 | 0.72 | 4.20 | 0.53 |
| Self-esteem | 4.30 | 0.80 | 4.20 | 0.70 |
| Self-discipline | 4.33 | 0.79 | 4.30 | 0.68 |
| Self-responsibility | 4.33 | 0.75 | 4.09 | 0.78 |
| English Proficiency | 4.21 | 0.70 | 4.31 | 0.44 |
| Communicating | 4.16 | 0.72 | 4.40 | 0.57 |
| Listening proficiency | 4.24 | 0.79 | 4.40 | 0.70 |
| Speaking proficiency | 4.07 | 0.84 | 4.41 | 0.64 |
| Reading proficiency | 4.21 | 0.83 | 4.46 | 0.64 |
| Writing proficiency | 4.11 | 0.87 | 4.33 | 0.69 |
| Under Standing | 4.22 | 0.75 | 4.54 | 0.54 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.22 | 0.75 | 4.54 | 0.54 |
| Learning | 4.24 | 0.76 | 3.99 | 0.78 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.24 | 0.76 | 3.99 | 0.78 |
| Entrepreneurial Spirit | 4.19 | 0.68 | 4.14 | 0.38 |
| Leadership | 4.18 | 0.74 | 4.11 | 0.50 |
| Creative Thinking | 4.21 | 0.82 | 4.13 | 0.66 |
| Critical Thinking | 4.14 | 0.82 | 4.16 | 0.58 |
| Decision Making | 4.19 | 0.79 | 4.03 | 0.69 |
| Management Knowledge | 4.20 | 0.69 | 4.12 | 0.52 |
| Digital Literacy | 4.29 | 0.72 | 4.12 | 0.75 |
| Business Understanding | 4.16 | 0.80 | 4.20 | 0.61 |
| Marketability Understanding | 4.16 | 0.75 | 4.05 | 0.68 |
| Labor Omnia Vincit | 4.19 | 0.74 | 4.18 | 0.46 |
| Teamwork | 4.24 | 0.75 | 4.19 | 0.63 |
| Self-motivation | 4.14 | 0.84 | 4.21 | 0.62 |
| Problem Solving | 4.19 | 0.82 | 4.14 | 0.66 |
| Total Overall | 4.22 | 0.64 | 4.22 | 0.33 |

| Employers Bachelor's Degree | Business English (n=140) | | Business French (n=2) | | Business Chinese (n=30) | | Business Japanese (n=10) | |
|---|--------------------------|-------------|-----------------------|-------------|-------------------------|-------------|--------------------------|-------------|
| | Mean | S.D. | Mean | S.D. | Mean | S.D. | Mean | S.D. |
| Ethics | 4.20 | 0.40 | 4.06 | 0.08 | 4.19 | 0.33 | 4.31 | 0.34 |
| Integrity | 4.16 | 0.50 | 4.17 | 0.24 | 4.21 | 0.47 | 4.33 | 0.35 |
| Empathy | 4.09 | 0.57 | 4.00 | 0.00 | 4.10 | 0.55 | 4.20 | 0.63 |
| Honesty | 4.32 | 0.59 | 4.50 | 0.71 | 4.40 | 0.67 | 4.50 | 0.53 |
| Nurturing Relationships Fully | 4.07 | 0.75 | 4.00 | 0.00 | 4.13 | 0.63 | 4.30 | 0.48 |
| Social Consciousness | 4.22 | 0.55 | 4.00 | 0.00 | 4.23 | 0.39 | 4.33 | 0.50 |
| Community Service Volunteering | 4.19 | 0.73 | 4.00 | 0.00 | 4.03 | 0.61 | 4.20 | 0.42 |
| Responsible Citizenship | 4.16 | 0.84 | 4.00 | 0.00 | 4.33 | 0.66 | 4.30 | 0.95 |
| Contributions to Group Effort | 4.31 | 0.75 | 4.00 | 0.00 | 4.33 | 0.66 | 4.50 | 0.53 |
| Discipline | 4.21 | 0.56 | 4.00 | 0.00 | 4.13 | 0.44 | 4.27 | 0.49 |
| Self-esteem | 4.21 | 0.70 | 4.00 | 0.00 | 4.07 | 0.64 | 4.50 | 0.85 |
| Self-discipline | 4.32 | 0.70 | 4.00 | 0.00 | 4.23 | 0.63 | 4.20 | 0.63 |
| Self-responsibility | 4.09 | 0.82 | 4.00 | 0.00 | 4.10 | 0.66 | 4.10 | 0.57 |
| English Proficiency | 4.28 | 0.45 | 4.63 | 0.06 | 4.35 | 0.39 | 4.57 | 0.28 |
| Communicating | 4.35 | 0.58 | 4.88 | 0.18 | 4.52 | 0.54 | 4.60 | 0.50 |
| Listening proficiency | 4.34 | 0.71 | 5.00 | 0.00 | 4.63 | 0.56 | 4.50 | 0.85 |
| Speaking proficiency | 4.37 | 0.65 | 5.00 | 0.00 | 4.50 | 0.57 | 4.50 | 0.71 |
| Reading proficiency | 4.40 | 0.67 | 5.00 | 0.00 | 4.60 | 0.56 | 4.70 | 0.48 |
| Writing proficiency | 4.30 | 0.69 | 4.50 | 0.71 | 4.33 | 0.76 | 4.70 | 0.48 |
| Under Standing | 4.51 | 0.56 | 5.00 | 0.00 | 4.63 | 0.49 | 4.70 | 0.48 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.51 | 0.56 | 5.00 | 0.00 | 4.63 | 0.49 | 4.70 | 0.48 |
| Learning | 3.99 | 0.80 | 4.00 | 0.00 | 3.90 | 0.76 | 4.40 | 0.52 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 3.99 | 0.80 | 4.00 | 0.00 | 3.90 | 0.76 | 4.40 | 0.52 |
| Entrepreneurial Spirit | 4.11 | 0.40 | 4.33 | 0.16 | 4.20 | 0.30 | 4.29 | 0.32 |
| Leadership | 4.07 | 0.53 | 4.17 | 0.24 | 4.26 | 0.41 | 4.27 | 0.34 |
| Creative Thinking | 4.13 | 0.69 | 4.00 | 0.00 | 4.17 | 0.59 | 4.10 | 0.57 |
| Critical Thinking | 4.11 | 0.60 | 4.50 | 0.71 | 4.33 | 0.48 | 4.40 | 0.52 |
| Decision Making | 3.96 | 0.70 | 4.00 | 0.00 | 4.27 | 0.64 | 4.30 | 0.48 |
| Management Knowledge | 4.12 | 0.53 | 4.67 | 0.47 | 4.11 | 0.49 | 4.17 | 0.50 |
| Digital Literacy | 4.11 | 0.78 | 4.50 | 0.71 | 4.13 | 0.63 | 4.20 | 0.63 |
| Business Understanding | 4.20 | 0.63 | 5.00 | 0.00 | 4.17 | 0.59 | 4.20 | 0.42 |
| Marketability Understanding | 4.04 | 0.69 | 4.50 | 0.71 | 4.03 | 0.67 | 4.10 | 0.74 |
| Labor Omnia Vincit | 4.15 | 0.48 | 4.17 | 0.24 | 4.23 | 0.38 | 4.43 | 0.39 |
| Teamwork | 4.19 | 0.67 | 4.50 | 0.71 | 4.13 | 0.51 | 4.30 | 0.48 |
| Self-motivation | 4.17 | 0.62 | 4.00 | 0.00 | 4.33 | 0.61 | 4.50 | 0.53 |
| Problem Solving | 4.09 | 0.69 | 4.00 | 0.00 | 4.23 | 0.57 | 4.50 | 0.53 |
| Total Overall | 4.20 | 0.35 | 4.34 | 0.05 | 4.25 | 0.26 | 4.39 | 0.24 |

**Bernadette de Lourdes School
of Nursing Science**

| Bernadette de Lourdes School of Nursing Science | Students (n=24) | | Employers (n=20) | |
|---|--------------------|-------------|---------------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Ethics | 4.19 | 0.87 | 4.32 | 0.35 |
| Integrity | 4.15 | 0.99 | 4.30 | 0.36 |
| Empathy | 4.17 | 1.05 | 4.00 | 0.46 |
| Honesty | 4.17 | 0.96 | 4.50 | 0.51 |
| Nurturing Relationships Fully | 4.13 | 1.03 | 4.40 | 0.50 |
| Social Consciousness | 4.15 | 0.83 | 4.38 | 0.46 |
| Community Service Volunteering | 4.13 | 0.85 | 4.60 | 0.68 |
| Responsible Citizenship | 4.13 | 0.85 | 4.00 | 0.79 |
| Contributions to Group Effort | 4.21 | 0.88 | 4.55 | 0.60 |
| Discipline | 4.25 | 0.87 | 4.28 | 0.39 |
| Self-esteem | 4.25 | 0.90 | 4.35 | 0.49 |
| Self-discipline | 4.17 | 0.92 | 4.35 | 0.75 |
| Self-responsibility | 4.33 | 0.87 | 4.15 | 0.59 |
| English Proficiency | 4.11 | 0.94 | 4.57 | 0.40 |
| Communicating | 4.07 | 0.97 | 4.60 | 0.47 |
| Listening proficiency | 4.17 | 0.96 | 4.55 | 0.69 |
| Speaking proficiency | 3.96 | 1.08 | 4.35 | 0.75 |
| Reading proficiency | 4.17 | 1.01 | 4.75 | 0.44 |
| Writing proficiency | 4.00 | 1.02 | 4.75 | 0.44 |
| Under Standing | 4.08 | 1.06 | 4.65 | 0.49 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.08 | 1.06 | 4.65 | 0.49 |
| Learning | 4.17 | 0.96 | 4.45 | 0.60 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.17 | 0.96 | 4.45 | 0.60 |
| Entrepreneurial Spirit | 4.19 | 0.94 | 4.26 | 0.52 |
| Leadership | 4.14 | 0.95 | 4.27 | 0.68 |
| Creative Thinking | 4.17 | 0.96 | 4.35 | 0.67 |
| Critical Thinking | 4.08 | 0.97 | 4.20 | 0.77 |
| Decision Making | 4.17 | 1.01 | 4.25 | 0.85 |
| Management Knowledge | 4.17 | 1.01 | 4.23 | 0.53 |
| Digital Literacy | 4.21 | 0.98 | 4.20 | 0.62 |
| Business Understanding | 4.13 | 1.03 | 4.25 | 0.72 |
| Marketability Understanding | 4.17 | 1.05 | 4.25 | 0.72 |
| Labor Omnia Vincit | 4.26 | 0.94 | 4.28 | 0.52 |
| Teamwork | 4.29 | 0.95 | 4.35 | 0.81 |
| Self-motivation | 4.29 | 0.95 | 4.20 | 0.77 |
| Problem Solving | 4.21 | 0.98 | 4.30 | 0.73 |
| Total Overall | 4.16 | 0.90 | 4.38 | 0.36 |

**Vincent Mary School of Engineering,
Science and Technology**

| Vincent Mary School of Engineering, Science and Technology | Students (n= 126) | | Employers (n=45) | |
|---|----------------------|-------------|---------------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Ethics | 4.04 | 0.72 | 4.20 | 0.42 |
| Integrity | 4.14 | 0.77 | 4.24 | 0.51 |
| Empathy | 4.22 | 0.82 | 4.27 | 0.45 |
| Honesty | 4.14 | 0.83 | 4.24 | 0.65 |
| Nurturing Relationships Fully | 4.05 | 0.88 | 4.22 | 0.67 |
| Social Consciousness | 3.86 | 0.86 | 4.07 | 0.61 |
| Community Service Volunteering | 3.71 | 1.03 | 4.13 | 0.89 |
| Responsible Citizenship | 3.71 | 1.06 | 3.71 | 0.87 |
| Contributions to Group Effort | 4.17 | 0.86 | 4.38 | 0.81 |
| Discipline | 4.13 | 0.83 | 4.28 | 0.53 |
| Self-esteem | 4.13 | 0.91 | 4.38 | 0.61 |
| Self-discipline | 4.04 | 0.94 | 4.38 | 0.65 |
| Self-responsibility | 4.22 | 0.88 | 4.09 | 0.76 |
| English Proficiency | 4.07 | 0.80 | 4.26 | 0.48 |
| Communicating | 3.94 | 0.85 | 4.31 | 0.51 |
| Listening proficiency | 4.14 | 0.86 | 4.47 | 0.59 |
| Speaking proficiency | 3.81 | 1.02 | 4.31 | 0.60 |
| Reading proficiency | 4.03 | 0.89 | 4.18 | 0.75 |
| Writing proficiency | 3.79 | 0.97 | 4.29 | 0.59 |
| Under Standing | 4.13 | 0.85 | 4.27 | 0.65 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.13 | 0.85 | 4.27 | 0.65 |
| Learning | 4.14 | 0.86 | 4.20 | 0.59 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.14 | 0.86 | 4.20 | 0.59 |
| Entrepreneurial Spirit | 4.01 | 0.74 | 4.10 | 0.44 |
| Leadership | 4.03 | 0.76 | 4.07 | 0.48 |
| Creative Thinking | 4.02 | 0.86 | 4.22 | 0.64 |
| Critical Thinking | 4.06 | 0.84 | 3.93 | 0.62 |
| Decision Making | 4.01 | 0.79 | 4.04 | 0.74 |
| Management Knowledge | 3.97 | 0.84 | 4.18 | 0.54 |
| Digital Literacy | 4.15 | 0.87 | 4.20 | 0.69 |
| Business Understanding | 3.87 | 0.92 | 4.38 | 0.58 |
| Marketability Understanding | 3.88 | 0.95 | 3.96 | 0.74 |
| Labor Omnia Vincit | 4.03 | 0.81 | 4.04 | 0.57 |
| Teamwork | 4.05 | 0.90 | 4.24 | 0.68 |
| Self-motivation | 3.97 | 0.91 | 3.98 | 0.69 |
| Problem Solving | 4.07 | 0.88 | 3.91 | 0.63 |
| Total Overall | 4.04 | 0.70 | 4.19 | 0.39 |

| Employers Bachelor's Degree | Computer Engineering (n=3) | | Mechatronics Engineering (n=3) | |
|---|-------------------------------|-------------|-----------------------------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Ethics | 3.63 | 0.28 | 3.96 | 0.17 |
| Integrity | 4.00 | 0.00 | 4.00 | 0.00 |
| Empathy | 4.00 | 0.00 | 4.00 | 0.00 |
| Honesty | 4.00 | 0.00 | 4.00 | 0.00 |
| Nurturing Relationships Fully | 4.00 | 0.00 | 4.00 | 0.00 |
| Social Consciousness | 3.56 | 0.51 | 3.78 | 0.19 |
| Community Service Volunteering | 4.33 | 1.15 | 3.67 | 1.15 |
| Responsible Citizenship | 3.00 | 0.00 | 3.00 | 0.00 |
| Contributions to Group Effort | 3.33 | 0.58 | 4.67 | 0.58 |
| Discipline | 3.33 | 0.58 | 4.11 | 0.38 |
| Self-esteem | 3.33 | 0.58 | 4.33 | 1.15 |
| Self-discipline | 3.33 | 0.58 | 4.33 | 1.15 |
| Self-responsibility | 3.33 | 0.58 | 3.67 | 1.15 |
| English Proficiency | 4.00 | 0.00 | 3.94 | 0.10 |
| Communicating | 4.00 | 0.00 | 3.83 | 0.29 |
| Listening proficiency | 4.00 | 0.00 | 4.33 | 0.58 |
| Speaking proficiency | 4.00 | 0.00 | 3.67 | 0.58 |
| Reading proficiency | 4.00 | 0.00 | 3.67 | 0.58 |
| Writing proficiency | 4.00 | 0.00 | 3.67 | 0.58 |
| Under Standing | 4.00 | 0.00 | 4.00 | 0.00 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.00 | 0.00 | 4.00 | 0.00 |
| Learning | 4.00 | 0.00 | 4.00 | 0.00 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.00 | 0.00 | 4.00 | 0.00 |
| Entrepreneurial Spirit | 3.89 | 0.19 | 3.78 | 0.29 |
| Leadership | 3.56 | 0.38 | 3.89 | 0.51 |
| Creative Thinking | 4.00 | 0.00 | 3.67 | 1.53 |
| Critical Thinking | 3.33 | 0.58 | 3.67 | 0.58 |
| Decision Making | 3.33 | 0.58 | 4.33 | 0.58 |
| Management Knowledge | 4.11 | 0.19 | 3.67 | 0.33 |
| Digital Literacy | 4.00 | 0.00 | 3.33 | 0.58 |
| Business Understanding | 4.67 | 0.58 | 4.67 | 0.58 |
| Marketability Understanding | 3.67 | 0.58 | 3.00 | 0.00 |
| Labor Omnia Vincit | 4.00 | 0.33 | 3.78 | 0.19 |
| Teamwork | 4.67 | 0.58 | 4.33 | 0.58 |
| Self-motivation | 3.67 | 0.58 | 3.67 | 0.58 |
| Problem Solving | 3.67 | 0.58 | 3.33 | 0.58 |
| Total Overall | 3.84 | 0.11 | 3.90 | 0.19 |

| Employers Bachelor's Degree | Aeronautic Engineering (n=3) | | Electrical Engineering (n=2) | | Electrical and Computer Engineering (n=2) | |
|---|------------------------------|-------------|------------------------------|-------------|---|-------------|
| | Mean | S.D. | Mean | S.D. | Mean | S.D. |
| Ethics | 3.93 | 0.06 | 4.33 | 0.00 | 4.28 | 0.86 |
| Integrity | 4.00 | 0.00 | 4.50 | 0.24 | 4.50 | 0.71 |
| Empathy | 4.00 | 0.00 | 4.00 | 0.00 | 4.50 | 0.71 |
| Honesty | 4.00 | 0.00 | 5.00 | 0.00 | 4.50 | 0.71 |
| Nurturing Relationships Fully | 4.00 | 0.00 | 4.50 | 0.71 | 4.50 | 0.71 |
| Social Consciousness | 3.78 | 0.19 | 3.83 | 0.24 | 3.83 | 1.18 |
| Community Service Volunteering | 3.00 | 0.00 | 4.00 | 1.41 | 4.00 | 1.41 |
| Responsible Citizenship | 3.67 | 1.15 | 2.50 | 0.71 | 3.50 | 0.71 |
| Contributions to Group Effort | 4.67 | 0.58 | 5.00 | 0.00 | 4.00 | 1.41 |
| Discipline | 4.00 | 0.00 | 4.67 | 0.00 | 4.50 | 0.71 |
| Self-esteem | 4.00 | 0.00 | 4.50 | 0.71 | 4.50 | 0.71 |
| Self-discipline | 4.00 | 0.00 | 4.50 | 0.71 | 5.00 | 0.00 |
| Self-responsibility | 4.00 | 0.00 | 5.00 | 0.00 | 4.00 | 1.41 |
| English Proficiency | 4.17 | 0.29 | 3.83 | 0.24 | 4.13 | 0.18 |
| Communicating | 4.17 | 0.29 | 4.00 | 0.00 | 4.38 | 0.53 |
| Listening proficiency | 4.00 | 0.00 | 4.00 | 0.00 | 4.50 | 0.71 |
| Speaking proficiency | 4.00 | 0.00 | 4.00 | 0.00 | 4.50 | 0.71 |
| Reading proficiency | 4.33 | 0.58 | 4.00 | 0.00 | 4.50 | 0.71 |
| Writing proficiency | 4.33 | 0.58 | 4.00 | 0.00 | 4.00 | 0.00 |
| Under Standing | 4.67 | 0.58 | 3.50 | 0.71 | 4.00 | 0.00 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.67 | 0.58 | 3.50 | 0.71 | 4.00 | 0.00 |
| Learning | 3.67 | 0.58 | 4.00 | 0.00 | 4.00 | 0.00 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 3.67 | 0.58 | 4.00 | 0.00 | 4.00 | 0.00 |
| Entrepreneurial Spirit | 3.85 | 0.26 | 3.94 | 0.08 | 3.89 | 0.79 |
| Leadership | 3.56 | 0.19 | 3.67 | 0.00 | 4.00 | 0.47 |
| Creative Thinking | 4.67 | 0.58 | 4.00 | 0.00 | 4.50 | 0.71 |
| Critical Thinking | 3.00 | 0.00 | 3.00 | 0.00 | 4.00 | 0.00 |
| Decision Making | 3.00 | 0.00 | 4.00 | 0.00 | 3.50 | 0.71 |
| Management Knowledge | 4.00 | 0.33 | 4.00 | 0.47 | 4.00 | 1.41 |
| Digital Literacy | 4.00 | 0.00 | 4.00 | 0.00 | 4.00 | 1.41 |
| Business Understanding | 4.67 | 0.58 | 4.50 | 0.71 | 4.00 | 1.41 |
| Marketability Understanding | 3.33 | 0.58 | 3.50 | 0.71 | 4.00 | 1.41 |
| Labor Omnia Vincit | 4.00 | 0.58 | 4.17 | 0.24 | 3.67 | 0.47 |
| Teamwork | 4.33 | 1.15 | 4.50 | 0.71 | 3.50 | 0.71 |
| Self-motivation | 3.67 | 0.58 | 4.00 | 0.00 | 4.00 | 0.00 |
| Problem Solving | 4.00 | 0.00 | 4.00 | 0.00 | 3.50 | 0.71 |
| Total Overall | 3.98 | 0.02 | 4.04 | 0.05 | 4.10 | 0.61 |

| Employers Bachelor's Degree | Mechatronics Eng. Artificial Intelligence Eng. (n=2) | | Computer Science (n=20) | | Information Technology (n=10) | |
|---|---|-------------|-------------------------------|-------------|-------------------------------------|-------------|
| | Mean | S.D. | Mean | S.D. | Mean | S.D. |
| Ethics | 3.72 | 0.24 | 4.31 | 0.34 | 4.37 | 0.48 |
| Integrity | 3.33 | 0.47 | 4.27 | 0.48 | 4.50 | 0.61 |
| Empathy | 4.00 | 0.00 | 4.25 | 0.44 | 4.60 | 0.52 |
| Honesty | 3.50 | 0.71 | 4.30 | 0.57 | 4.30 | 0.95 |
| Nurturing Relationships Fully | 2.50 | 0.71 | 4.25 | 0.64 | 4.60 | 0.52 |
| Social Consciousness | 3.67 | 0.00 | 4.32 | 0.46 | 4.10 | 0.89 |
| Community Service Volunteering | 4.00 | 1.41 | 4.30 | 0.73 | 4.30 | 0.95 |
| Responsible Citizenship | 4.00 | 1.41 | 4.05 | 0.76 | 3.70 | 0.95 |
| Contributions to Group Effort | 3.00 | 0.00 | 4.60 | 0.60 | 4.30 | 0.95 |
| Discipline | 4.17 | 0.24 | 4.33 | 0.47 | 4.50 | 0.53 |
| Self-esteem | 4.50 | 0.71 | 4.45 | 0.51 | 4.60 | 0.52 |
| Self-discipline | 5.00 | 0.00 | 4.35 | 0.59 | 4.60 | 0.52 |
| Self-responsibility | 3.00 | 0.00 | 4.20 | 0.62 | 4.30 | 0.82 |
| English Proficiency | 3.46 | 0.06 | 4.30 | 0.45 | 4.65 | 0.50 |
| Communicating | 3.38 | 0.18 | 4.35 | 0.47 | 4.75 | 0.42 |
| Listening proficiency | 4.00 | 1.41 | 4.55 | 0.60 | 4.80 | 0.42 |
| Speaking proficiency | 3.50 | 0.71 | 4.45 | 0.51 | 4.60 | 0.70 |
| Reading proficiency | 2.50 | 0.71 | 4.10 | 0.72 | 4.80 | 0.42 |
| Writing proficiency | 3.50 | 0.71 | 4.30 | 0.57 | 4.80 | 0.42 |
| Under Standing | 3.00 | 0.00 | 4.35 | 0.59 | 4.60 | 0.70 |
| Ability to use communicative English proficiency to understand a cultural diversity | 3.00 | 0.00 | 4.35 | 0.59 | 4.60 | 0.70 |
| Learning | 4.00 | 0.00 | 4.20 | 0.70 | 4.60 | 0.52 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.00 | 0.00 | 4.20 | 0.70 | 4.60 | 0.52 |
| Entrepreneurial Spirit | 3.39 | 0.08 | 4.20 | 0.40 | 4.33 | 0.47 |
| Leadership | 3.83 | 0.24 | 4.22 | 0.44 | 4.27 | 0.52 |
| Creative Thinking | 4.00 | 0.00 | 4.20 | 0.62 | 4.40 | 0.52 |
| Critical Thinking | 4.00 | 0.00 | 4.10 | 0.55 | 4.30 | 0.48 |
| Decision Making | 3.50 | 0.71 | 4.35 | 0.59 | 4.10 | 0.88 |
| Management Knowledge | 3.33 | 0.00 | 4.28 | 0.49 | 4.43 | 0.50 |
| Digital Literacy | 3.50 | 0.71 | 4.35 | 0.75 | 4.50 | 0.53 |
| Business Understanding | 3.50 | 0.71 | 4.35 | 0.49 | 4.40 | 0.52 |
| Marketability Understanding | 3.00 | 0.00 | 4.15 | 0.67 | 4.40 | 0.52 |
| Labor Omnia Vincit | 3.00 | 0.00 | 4.10 | 0.54 | 4.30 | 0.67 |
| Teamwork | 3.50 | 0.71 | 4.25 | 0.64 | 4.30 | 0.67 |
| Self-motivation | 2.50 | 0.71 | 4.10 | 0.64 | 4.30 | 0.67 |
| Problem Solving | 3.00 | 1.41 | 3.95 | 0.51 | 4.30 | 0.67 |
| Total Overall | 3.52 | 0.03 | 4.27 | 0.32 | 4.45 | 0.44 |

Thomas Aquinas School of Law

| Thomas Aquinas School of Law | Students (n=12) | | Employers (n=20) | |
|---|--------------------|-------------|---------------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Ethics | 4.27 | 0.73 | 4.41 | 0.41 |
| Integrity | 4.28 | 0.72 | 4.38 | 0.51 |
| Empathy | 4.33 | 0.78 | 4.25 | 0.72 |
| Honesty | 4.25 | 0.75 | 4.45 | 0.60 |
| Nurturing Relationships Fully | 4.25 | 0.75 | 4.45 | 0.51 |
| Social Consciousness | 4.28 | 0.75 | 4.28 | 0.54 |
| Community Service Volunteering | 4.42 | 0.79 | 4.35 | 0.75 |
| Responsible Citizenship | 4.17 | 0.83 | 4.00 | 0.92 |
| Contributions to Group Effort | 4.25 | 0.75 | 4.50 | 0.61 |
| Discipline | 4.25 | 0.77 | 4.55 | 0.46 |
| Self-esteem | 4.33 | 0.78 | 4.50 | 0.61 |
| Self-discipline | 4.17 | 0.83 | 4.50 | 0.51 |
| Self-responsibility | 4.25 | 0.75 | 4.65 | 0.59 |
| English Proficiency | 4.15 | 0.71 | 4.45 | 0.43 |
| Communicating | 4.13 | 0.67 | 4.54 | 0.47 |
| Listening proficiency | 4.25 | 0.75 | 4.55 | 0.51 |
| Speaking proficiency | 3.92 | 0.67 | 4.60 | 0.50 |
| Reading proficiency | 4.17 | 0.72 | 4.55 | 0.51 |
| Writing proficiency | 4.17 | 0.83 | 4.45 | 0.60 |
| Under Standing | 4.17 | 0.72 | 4.60 | 0.50 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.17 | 0.72 | 4.60 | 0.50 |
| Learning | 4.17 | 0.83 | 4.20 | 0.70 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.17 | 0.83 | 4.20 | 0.70 |
| Entrepreneurial Spirit | 4.14 | 0.63 | 4.30 | 0.49 |
| Leadership | 4.19 | 0.67 | 4.25 | 0.53 |
| Creative Thinking | 4.25 | 0.75 | 4.30 | 0.57 |
| Critical Thinking | 4.17 | 0.72 | 4.15 | 0.67 |
| Decision Making | 4.17 | 0.83 | 4.30 | 0.66 |
| Management Knowledge | 4.08 | 0.62 | 4.28 | 0.59 |
| Digital Literacy | 4.17 | 0.72 | 4.30 | 0.66 |
| Business Understanding | 4.17 | 0.72 | 4.45 | 0.60 |
| Marketability Understanding | 3.92 | 0.67 | 4.10 | 0.72 |
| Labor Omnia Vincit | 4.14 | 0.64 | 4.37 | 0.55 |
| Teamwork | 4.17 | 0.83 | 4.45 | 0.60 |
| Self-motivation | 4.00 | 0.60 | 4.30 | 0.66 |
| Problem Solving | 4.25 | 0.75 | 4.35 | 0.67 |
| Total Overall | 4.19 | 0.68 | 4.38 | 0.38 |

**Theophane Venard School of food
Biotechnology and Innovation**

| Theophane Venard School of food Biotechnology and Innovation | Students (n=9) | | Employers (n=2) | |
|---|----------------|-------------|-----------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Ethics | 4.22 | 0.69 | 4.33 | 0.16 |
| Integrity | 4.30 | 0.73 | 4.67 | 0.00 |
| Empathy | 4.33 | 0.71 | 4.00 | 0.00 |
| Honesty | 4.22 | 0.83 | 5.00 | 0.00 |
| Nurturing Relationships Fully | 4.33 | 0.71 | 5.00 | 0.00 |
| Social Consciousness | 3.96 | 0.93 | 4.33 | 0.00 |
| Community Service Volunteering | 3.89 | 0.93 | 4.50 | 0.71 |
| Responsible Citizenship | 3.67 | 1.32 | 4.00 | 0.00 |
| Contributions to Group Effort | 4.33 | 0.87 | 4.50 | 0.71 |
| Discipline | 4.41 | 0.80 | 4.00 | 0.47 |
| Self-esteem | 4.44 | 0.73 | 4.50 | 0.71 |
| Self-discipline | 4.44 | 0.88 | 4.00 | 0.00 |
| Self-responsibility | 4.33 | 0.87 | 3.50 | 0.71 |
| English Proficiency | 4.66 | 0.53 | 4.46 | 0.41 |
| Communicating | 4.64 | 0.55 | 3.88 | 0.53 |
| Listening proficiency | 4.67 | 0.50 | 3.50 | 0.71 |
| Speaking proficiency | 4.67 | 0.50 | 4.00 | 1.41 |
| Reading proficiency | 4.67 | 0.50 | 3.50 | 0.71 |
| Writing proficiency | 4.56 | 0.73 | 4.50 | 0.71 |
| Under Standing | 4.67 | 0.50 | 5.00 | 0.00 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.67 | 0.50 | 5.00 | 0.00 |
| Learning | 4.67 | 0.50 | 4.50 | 0.71 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.67 | 0.50 | 4.50 | 0.71 |
| Entrepreneurial Spirit | 4.40 | 0.70 | 4.28 | 0.39 |
| Leadership | 4.33 | 0.87 | 4.50 | 0.24 |
| Creative Thinking | 4.33 | 0.87 | 4.50 | 0.71 |
| Critical Thinking | 4.22 | 1.09 | 5.00 | 0.00 |
| Decision Making | 4.44 | 0.73 | 4.00 | 0.00 |
| Management Knowledge | 4.37 | 0.81 | 4.50 | 0.24 |
| Digital Literacy | 4.56 | 0.53 | 4.50 | 0.71 |
| Business Understanding | 4.33 | 0.87 | 4.50 | 0.71 |
| Marketability Understanding | 4.22 | 1.09 | 4.50 | 0.71 |
| Labor Omnia Vincit | 4.48 | 0.50 | 3.83 | 0.71 |
| Teamwork | 4.67 | 0.50 | 4.50 | 0.71 |
| Self-motivation | 4.44 | 0.73 | 3.50 | 0.71 |
| Problem Solving | 4.33 | 0.87 | 3.50 | 0.71 |
| Total Overall | 4.42 | 0.58 | 4.36 | 0.32 |

| Employers Bachelor's Degree | Food Technology (n=2) | |
|---|--------------------------|-------------|
| | Mean | S.D. |
| Ethics | 4.33 | 0.16 |
| Integrity | 4.67 | 0.00 |
| Empathy | 4.00 | 0.00 |
| Honesty | 5.00 | 0.00 |
| Nurturing Relationships Fully | 5.00 | 0.00 |
| Social Consciousness | 4.33 | 0.00 |
| Community Service Volunteering | 4.50 | 0.71 |
| Responsible Citizenship | 4.00 | 0.00 |
| Contributions to Group Effort | 4.50 | 0.71 |
| Discipline | 4.00 | 0.47 |
| Self-esteem | 4.50 | 0.71 |
| Self-discipline | 4.00 | 0.00 |
| Self-responsibility | 3.50 | 0.71 |
| English Proficiency | 4.46 | 0.41 |
| Communicating | 3.88 | 0.53 |
| Listening proficiency | 3.50 | 0.71 |
| Speaking proficiency | 4.00 | 1.41 |
| Reading proficiency | 3.50 | 0.71 |
| Writing proficiency | 4.50 | 0.71 |
| Under Standing | 5.00 | 0.00 |
| Ability to use communicative English proficiency to understand a cultural diversity | 5.00 | 0.00 |
| Learning | 4.50 | 0.71 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.50 | 0.71 |
| Entrepreneurial Spirit | 4.28 | 0.39 |
| Leadership | 4.50 | 0.24 |
| Creative Thinking | 4.50 | 0.71 |
| Critical Thinking | 5.00 | 0.00 |
| Decision Making | 4.00 | 0.00 |
| Management Knowledge | 4.50 | 0.24 |
| Digital Literacy | 4.50 | 0.71 |
| Business Understanding | 4.50 | 0.71 |
| Marketability Understanding | 4.50 | 0.71 |
| Labor Omnia Vincit | 3.83 | 0.71 |
| Teamwork | 4.50 | 0.71 |
| Self-motivation | 3.50 | 0.71 |
| Problem Solving | 3.50 | 0.71 |
| Total Overall | 4.36 | 0.32 |

Albert Laurence School of Communication Arts

| Albert Laurence School of Communication Arts | Students (n=85) | | Employers (n=99) | |
|---|--------------------|-------------|---------------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Ethics | 4.22 | 0.68 | 4.20 | 0.37 |
| Integrity | 4.32 | 0.67 | 4.10 | 0.50 |
| Empathy | 4.41 | 0.74 | 4.08 | 0.58 |
| Honesty | 4.27 | 0.76 | 4.17 | 0.55 |
| Nurturing Relationships Fully | 4.27 | 0.75 | 4.05 | 0.75 |
| Social Consciousness | 4.09 | 0.79 | 4.28 | 0.50 |
| Community Service Volunteering | 3.95 | 0.91 | 4.30 | 0.68 |
| Responsible Citizenship | 4.06 | 0.92 | 4.13 | 0.83 |
| Contributions to Group Effort | 4.27 | 0.79 | 4.39 | 0.62 |
| Discipline | 4.25 | 0.75 | 4.23 | 0.50 |
| Self-esteem | 4.25 | 0.80 | 4.25 | 0.70 |
| Self-discipline | 4.27 | 0.79 | 4.30 | 0.65 |
| Self-responsibility | 4.24 | 0.83 | 4.13 | 0.79 |
| English Proficiency | 4.13 | 0.74 | 4.24 | 0.47 |
| Communicating | 4.07 | 0.77 | 4.40 | 0.53 |
| Listening proficiency | 4.25 | 0.74 | 4.36 | 0.69 |
| Speaking proficiency | 4.00 | 0.87 | 4.39 | 0.68 |
| Reading proficiency | 4.08 | 0.83 | 4.56 | 0.56 |
| Writing proficiency | 3.95 | 0.94 | 4.29 | 0.69 |
| Under Standing | 4.20 | 0.78 | 4.54 | 0.54 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.20 | 0.78 | 4.54 | 0.54 |
| Learning | 4.12 | 0.78 | 3.80 | 0.83 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.12 | 0.78 | 3.80 | 0.83 |
| Entrepreneurial Spirit | 4.13 | 0.73 | 4.13 | 0.31 |
| Leadership | 4.14 | 0.75 | 4.08 | 0.43 |
| Creative Thinking | 4.15 | 0.78 | 4.20 | 0.47 |
| Critical Thinking | 4.15 | 0.79 | 4.03 | 0.61 |
| Decision Making | 4.12 | 0.82 | 4.01 | 0.54 |
| Management Knowledge | 4.15 | 0.76 | 4.19 | 0.42 |
| Digital Literacy | 4.24 | 0.80 | 4.16 | 0.60 |
| Business Understanding | 4.13 | 0.84 | 4.21 | 0.59 |
| Marketability Understanding | 4.09 | 0.80 | 4.20 | 0.55 |
| Labor Omnia Vincit | 4.11 | 0.76 | 4.11 | 0.37 |
| Teamwork | 4.15 | 0.81 | 4.13 | 0.55 |
| Self-motivation | 4.07 | 0.84 | 4.09 | 0.43 |
| Problem Solving | 4.11 | 0.79 | 4.12 | 0.61 |
| Total Overall | 4.16 | 0.69 | 4.19 | 0.32 |

| Employers Bachelor's Degree | Public Relations (n=5) | | Visual Communication Design (n=8) | | Computer Generated Imagery (n=5) | |
|---|------------------------|-------------|-----------------------------------|-------------|----------------------------------|-------------|
| | Mean | S.D. | Mean | S.D. | Mean | S.D. |
| Ethics | 4.44 | 0.39 | 4.24 | 0.50 | 4.27 | 0.17 |
| Integrity | 4.20 | 0.73 | 4.17 | 0.67 | 3.93 | 0.49 |
| Empathy | 4.40 | 0.55 | 4.25 | 0.46 | 3.80 | 0.45 |
| Honesty | 4.00 | 1.00 | 4.13 | 0.83 | 4.20 | 0.45 |
| Nurturing Relationships Fully | 4.20 | 0.84 | 4.13 | 0.83 | 3.80 | 0.84 |
| Social Consciousness | 4.53 | 0.30 | 4.21 | 0.56 | 4.47 | 0.51 |
| Community Service Volunteering | 4.40 | 0.55 | 4.13 | 0.64 | 4.60 | 0.55 |
| Responsible Citizenship | 4.60 | 0.55 | 4.38 | 0.92 | 4.40 | 0.55 |
| Contributions to Group Effort | 4.60 | 0.55 | 4.13 | 0.64 | 4.40 | 0.55 |
| Discipline | 4.60 | 0.43 | 4.33 | 0.56 | 4.40 | 0.37 |
| Self-esteem | 4.60 | 0.55 | 4.13 | 0.83 | 4.20 | 0.84 |
| Self-discipline | 4.60 | 0.55 | 4.75 | 0.46 | 4.60 | 0.55 |
| Self-responsibility | 4.60 | 0.55 | 4.13 | 0.83 | 4.40 | 0.55 |
| English Proficiency | 4.67 | 0.36 | 4.33 | 0.53 | 4.02 | 0.71 |
| Communicating | 4.60 | 0.29 | 4.38 | 0.58 | 4.65 | 0.78 |
| Listening proficiency | 4.40 | 0.55 | 4.38 | 0.74 | 4.60 | 0.89 |
| Speaking proficiency | 5.00 | 0.00 | 4.25 | 0.71 | 4.60 | 0.89 |
| Reading proficiency | 4.60 | 0.55 | 4.63 | 0.52 | 4.80 | 0.45 |
| Writing proficiency | 4.40 | 0.55 | 4.25 | 0.89 | 4.60 | 0.89 |
| Under Standing | 4.60 | 0.55 | 4.50 | 0.53 | 4.60 | 0.89 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.60 | 0.55 | 4.50 | 0.53 | 4.60 | 0.89 |
| Learning | 4.80 | 0.45 | 4.13 | 0.64 | 2.80 | 0.45 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.80 | 0.45 | 4.13 | 0.64 | 2.80 | 0.45 |
| Entrepreneurial Spirit | 4.24 | 0.14 | 4.31 | 0.47 | 3.91 | 0.45 |
| Leadership | 4.00 | 0.00 | 4.38 | 0.49 | 3.93 | 0.83 |
| Creative Thinking | 4.00 | 0.00 | 4.63 | 0.52 | 4.00 | 0.71 |
| Critical Thinking | 4.00 | 0.00 | 4.13 | 0.83 | 3.80 | 1.10 |
| Decision Making | 4.00 | 0.00 | 4.38 | 0.52 | 4.00 | 0.71 |
| Management Knowledge | 4.60 | 0.43 | 4.29 | 0.49 | 3.93 | 0.37 |
| Digital Literacy | 4.60 | 0.55 | 4.25 | 0.46 | 3.80 | 0.84 |
| Business Understanding | 4.60 | 0.55 | 4.25 | 0.71 | 4.20 | 0.84 |
| Marketability Understanding | 4.60 | 0.55 | 4.38 | 0.52 | 3.80 | 0.45 |
| Labor Omnia Vincit | 4.13 | 0.18 | 4.25 | 0.53 | 3.87 | 0.30 |
| Teamwork | 4.20 | 0.45 | 4.13 | 0.64 | 3.80 | 0.45 |
| Self-motivation | 4.00 | 0.00 | 4.25 | 0.46 | 4.00 | 0.00 |
| Problem Solving | 4.20 | 0.45 | 4.38 | 0.74 | 3.80 | 0.45 |
| Total Overall | 4.45 | 0.18 | 4.29 | 0.47 | 4.06 | 0.34 |

| Employers Bachelor's Degree | Advertising (n=10) | | Digital Media Communication (n=35) | | Live Event Creation and Management (n=5) | |
|---|-----------------------|-------------|--|-------------|---|-------------|
| | Mean | S.D. | Mean | S.D. | Mean | S.D. |
| Ethics | 4.07 | 0.45 | 4.16 | 0.35 | 4.33 | 0.34 |
| Integrity | 3.93 | 0.49 | 4.12 | 0.45 | 4.33 | 0.24 |
| Empathy | 3.60 | 0.70 | 4.09 | 0.56 | 4.40 | 0.55 |
| Honesty | 4.10 | 0.57 | 4.23 | 0.43 | 4.40 | 0.55 |
| Nurturing Relationships Fully | 4.10 | 0.74 | 4.06 | 0.76 | 4.20 | 0.45 |
| Social Consciousness | 4.17 | 0.69 | 4.14 | 0.49 | 4.40 | 0.37 |
| Community Service Volunteering | 4.00 | 0.82 | 4.23 | 0.77 | 4.20 | 0.45 |
| Responsible Citizenship | 4.10 | 0.99 | 3.86 | 0.81 | 4.40 | 0.55 |
| Contributions to Group Effort | 4.40 | 0.52 | 4.34 | 0.73 | 4.60 | 0.55 |
| Discipline | 4.10 | 0.57 | 4.21 | 0.48 | 4.27 | 0.55 |
| Self-esteem | 4.10 | 0.88 | 4.34 | 0.64 | 4.40 | 0.55 |
| Self-discipline | 4.40 | 0.70 | 4.26 | 0.66 | 4.00 | 0.71 |
| Self-responsibility | 3.80 | 0.92 | 4.03 | 0.89 | 4.40 | 0.55 |
| English Proficiency | 4.17 | 0.44 | 4.26 | 0.43 | 4.27 | 0.43 |
| Communicating | 4.20 | 0.59 | 4.42 | 0.50 | 4.60 | 0.55 |
| Listening proficiency | 4.30 | 0.82 | 4.34 | 0.73 | 4.80 | 0.45 |
| Speaking proficiency | 4.30 | 0.67 | 4.37 | 0.69 | 4.40 | 0.89 |
| Reading proficiency | 4.20 | 0.79 | 4.60 | 0.55 | 4.80 | 0.45 |
| Writing proficiency | 4.00 | 0.67 | 4.37 | 0.65 | 4.40 | 0.89 |
| Under Standing | 4.70 | 0.48 | 4.57 | 0.50 | 4.60 | 0.55 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.70 | 0.48 | 4.57 | 0.50 | 4.60 | 0.55 |
| Learning | 3.60 | 0.84 | 3.80 | 0.83 | 3.60 | 0.55 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 3.60 | 0.84 | 3.80 | 0.83 | 3.60 | 0.55 |
| Entrepreneurial Spirit | 4.13 | 0.23 | 4.14 | 0.30 | 4.13 | 0.18 |
| Leadership | 4.03 | 0.43 | 4.10 | 0.42 | 4.07 | 0.28 |
| Creative Thinking | 4.20 | 0.63 | 4.20 | 0.47 | 4.20 | 0.45 |
| Critical Thinking | 4.20 | 0.63 | 4.06 | 0.59 | 3.80 | 0.45 |
| Decision Making | 3.70 | 0.67 | 4.03 | 0.57 | 4.20 | 0.45 |
| Management Knowledge | 4.23 | 0.32 | 4.22 | 0.43 | 3.87 | 0.18 |
| Digital Literacy | 4.40 | 0.70 | 4.20 | 0.63 | 3.80 | 0.45 |
| Business Understanding | 4.20 | 0.63 | 4.23 | 0.60 | 4.00 | 0.00 |
| Marketability Understanding | 4.10 | 0.57 | 4.23 | 0.60 | 3.80 | 0.45 |
| Labor Omnia Vincit | 4.13 | 0.42 | 4.10 | 0.36 | 4.47 | 0.38 |
| Teamwork | 4.40 | 0.70 | 4.11 | 0.53 | 4.40 | 0.55 |
| Self-motivation | 4.10 | 0.74 | 4.09 | 0.45 | 4.40 | 0.55 |
| Problem Solving | 3.90 | 0.74 | 4.09 | 0.61 | 4.60 | 0.55 |
| Total Overall | 4.12 | 0.28 | 4.19 | 0.31 | 4.24 | 0.29 |

| Employers Bachelor's Degree | Creative Commercial Communication (n=25) | | Performance Communication (n=1) | | New Media Communication (n=1) | | Imagineer Media Entrepreneurship (n=4) | |
|---|--|-------------|---------------------------------|-------------|-------------------------------|-------------|--|-------------|
| | Mean | S.D. | Mean | S.D. | Mean | S.D. | Mean | S.D. |
| Ethics | 4.26 | 0.38 | 4.00 | 0.00 | 4.11 | 0.00 | 4.00 | 0.24 |
| Integrity | 4.09 | 0.57 | 4.33 | 0.00 | 4.33 | 0.00 | 3.92 | 0.42 |
| Empathy | 4.12 | 0.53 | 5.00 | 0.00 | 4.00 | 0.00 | 4.00 | 0.82 |
| Honesty | 4.20 | 0.58 | 4.00 | 0.00 | 4.00 | 0.00 | 3.75 | 0.50 |
| Nurturing Relationships Fully | 3.96 | 0.84 | 4.00 | 0.00 | 5.00 | 0.00 | 4.00 | 0.00 |
| Social Consciousness | 4.49 | 0.37 | 4.33 | 0.00 | 4.00 | 0.00 | 3.83 | 0.58 |
| Community Service Volunteering | 4.56 | 0.51 | 4.00 | 0.00 | 4.00 | 0.00 | 4.25 | 0.96 |
| Responsible Citizenship | 4.36 | 0.81 | 5.00 | 0.00 | 4.00 | 0.00 | 3.25 | 0.50 |
| Contributions to Group Effort | 4.56 | 0.51 | 4.00 | 0.00 | 4.00 | 0.00 | 4.00 | 0.82 |
| Discipline | 4.20 | 0.54 | 3.33 | 0.00 | 4.00 | 0.00 | 4.25 | 0.32 |
| Self-esteem | 4.16 | 0.75 | 3.00 | 0.00 | 4.00 | 0.00 | 4.50 | 0.58 |
| Self-discipline | 4.24 | 0.66 | 3.00 | 0.00 | 4.00 | 0.00 | 4.00 | 0.00 |
| Self-responsibility | 4.20 | 0.76 | 4.00 | 0.00 | 4.00 | 0.00 | 4.25 | 0.50 |
| English Proficiency | 4.22 | 0.52 | 4.33 | 0.00 | 4.00 | 0.00 | 4.00 | 0.00 |
| Communicating | 4.39 | 0.54 | 5.00 | 0.00 | 4.00 | 0.00 | 4.00 | 0.00 |
| Listening proficiency | 4.32 | 0.69 | 5.00 | 0.00 | 4.00 | 0.00 | 4.00 | 0.00 |
| Speaking proficiency | 4.40 | 0.71 | 5.00 | 0.00 | 4.00 | 0.00 | 4.00 | 0.00 |
| Reading proficiency | 4.60 | 0.50 | 5.00 | 0.00 | 4.00 | 0.00 | 4.00 | 0.00 |
| Writing proficiency | 4.24 | 0.72 | 5.00 | 0.00 | 4.00 | 0.00 | 4.00 | 0.00 |
| Under Standing | 4.48 | 0.59 | 5.00 | 0.00 | 4.00 | 0.00 | 4.00 | 0.00 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.48 | 0.59 | 5.00 | 0.00 | 4.00 | 0.00 | 4.00 | 0.00 |
| Learning | 3.80 | 0.91 | 3.00 | 0.00 | 4.00 | 0.00 | 4.00 | 0.00 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 3.80 | 0.91 | 3.00 | 0.00 | 4.00 | 0.00 | 4.00 | 0.00 |
| Entrepreneurial Spirit | 4.12 | 0.35 | 4.00 | 0.00 | 4.00 | 0.00 | 3.97 | 0.06 |
| Leadership | 4.08 | 0.41 | 3.67 | 0.00 | 4.00 | 0.00 | 3.92 | 0.17 |
| Creative Thinking | 4.20 | 0.41 | 4.00 | 0.00 | 4.00 | 0.00 | 4.00 | 0.00 |
| Critical Thinking | 4.08 | 0.57 | 3.00 | 0.00 | 4.00 | 0.00 | 3.75 | 0.50 |
| Decision Making | 3.96 | 0.54 | 4.00 | 0.00 | 4.00 | 0.00 | 4.00 | 0.00 |
| Management Knowledge | 4.20 | 0.45 | 3.67 | 0.00 | 4.00 | 0.00 | 4.00 | 0.00 |
| Digital Literacy | 4.12 | 0.53 | 3.00 | 0.00 | 4.00 | 0.00 | 4.00 | 0.00 |
| Business Understanding | 4.20 | 0.65 | 4.00 | 0.00 | 4.00 | 0.00 | 4.00 | 0.00 |
| Marketability Understanding | 4.28 | 0.54 | 4.00 | 0.00 | 4.00 | 0.00 | 4.00 | 0.00 |
| Labor Omnia Vincit | 4.07 | 0.36 | 4.67 | 0.00 | 4.00 | 0.00 | 4.00 | 0.00 |
| Teamwork | 4.04 | 0.54 | 5.00 | 0.00 | 4.00 | 0.00 | 4.00 | 0.00 |
| Self-motivation | 4.04 | 0.35 | 4.00 | 0.00 | 4.00 | 0.00 | 4.00 | 0.00 |
| Problem Solving | 4.12 | 0.60 | 5.00 | 0.00 | 4.00 | 0.00 | 4.00 | 0.00 |
| Total Overall | 4.20 | 0.35 | 4.11 | 0.00 | 4.04 | 0.00 | 3.99 | 0.10 |

Louis Nobiron School of Music

| Louis Nobiron School of Music | Students (n=13) | | Employers (n=22) | |
|---|--------------------|-------------|---------------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Ethics | 4.27 | 0.94 | 4.34 | 0.26 |
| Integrity | 4.44 | 0.90 | 4.33 | 0.44 |
| Empathy | 4.46 | 0.88 | 4.18 | 0.66 |
| Honesty | 4.46 | 0.97 | 4.45 | 0.67 |
| Nurturing Relationships Fully | 4.38 | 0.96 | 4.36 | 0.66 |
| Social Consciousness | 4.23 | 0.94 | 4.38 | 0.49 |
| Community Service Volunteering | 4.23 | 0.93 | 4.50 | 0.80 |
| Responsible Citizenship | 4.23 | 1.01 | 4.50 | 0.60 |
| Contributions to Group Effort | 4.23 | 0.93 | 4.14 | 0.71 |
| Discipline | 4.15 | 1.13 | 4.32 | 0.49 |
| Self-esteem | 4.15 | 1.14 | 4.41 | 0.50 |
| Self-discipline | 4.15 | 1.14 | 4.27 | 0.70 |
| Self-responsibility | 4.15 | 1.14 | 4.27 | 0.83 |
| English Proficiency | 4.24 | 0.95 | 4.36 | 0.59 |
| Communicating | 4.12 | 0.96 | 4.34 | 0.76 |
| Listening proficiency | 4.23 | 0.93 | 4.23 | 1.19 |
| Speaking proficiency | 4.15 | 0.99 | 4.41 | 0.50 |
| Reading proficiency | 4.08 | 1.12 | 4.50 | 0.91 |
| Writing proficiency | 4.00 | 1.08 | 4.23 | 0.87 |
| Under Standing | 4.38 | 0.87 | 4.59 | 0.59 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.38 | 0.87 | 4.59 | 0.59 |
| Learning | 4.23 | 1.01 | 4.14 | 0.64 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.23 | 1.01 | 4.14 | 0.64 |
| Entrepreneurial Spirit | 4.26 | 0.96 | 4.21 | 0.58 |
| Leadership | 4.31 | 0.94 | 4.32 | 0.62 |
| Creative Thinking | 4.31 | 0.95 | 4.59 | 0.59 |
| Critical Thinking | 4.38 | 0.96 | 4.09 | 0.97 |
| Decision Making | 4.23 | 1.01 | 4.27 | 0.77 |
| Management Knowledge | 4.23 | 1.01 | 4.21 | 0.70 |
| Digital Literacy | 4.31 | 0.95 | 4.14 | 0.89 |
| Business Understanding | 4.23 | 1.09 | 4.23 | 0.87 |
| Marketability Understanding | 4.15 | 1.07 | 4.27 | 0.77 |
| Labor Omnia Vincit | 4.23 | 0.97 | 4.09 | 0.65 |
| Teamwork | 4.38 | 0.96 | 4.14 | 1.21 |
| Self-motivation | 4.15 | 0.99 | 4.09 | 0.68 |
| Problem Solving | 4.15 | 1.07 | 4.05 | 0.72 |
| Total Overall | 4.26 | 0.93 | 4.30 | 0.44 |

| Employers Bachelor's Degree | Music Business (n=2) | | Music Entrepreneurship (n=20) | |
|---|-------------------------|-------------|----------------------------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Ethics | 4.22 | 0.47 | 4.36 | 0.25 |
| Integrity | 3.83 | 1.18 | 4.38 | 0.33 |
| Empathy | 3.00 | 1.41 | 4.30 | 0.47 |
| Honesty | 4.00 | 1.41 | 4.50 | 0.61 |
| Nurturing Relationships Fully | 4.50 | 0.71 | 4.35 | 0.67 |
| Social Consciousness | 4.17 | 0.24 | 4.40 | 0.50 |
| Community Service Volunteering | 4.00 | 1.41 | 4.55 | 0.76 |
| Responsible Citizenship | 4.00 | 0.00 | 4.55 | 0.60 |
| Contributions to Group Effort | 4.50 | 0.71 | 4.10 | 0.72 |
| Discipline | 4.67 | 0.00 | 4.28 | 0.50 |
| Self-esteem | 5.00 | 0.00 | 4.35 | 0.49 |
| Self-discipline | 4.50 | 0.71 | 4.25 | 0.72 |
| Self-responsibility | 4.50 | 0.71 | 4.25 | 0.85 |
| English Proficiency | 3.88 | 1.59 | 4.40 | 0.48 |
| Communicating | 3.63 | 1.94 | 4.41 | 0.61 |
| Listening proficiency | 3.00 | 2.83 | 4.35 | 0.99 |
| Speaking proficiency | 4.50 | 0.71 | 4.40 | 0.50 |
| Reading proficiency | 3.50 | 2.12 | 4.60 | 0.75 |
| Writing proficiency | 3.50 | 2.12 | 4.30 | 0.73 |
| Under Standing | 4.00 | 1.41 | 4.65 | 0.49 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.00 | 1.41 | 4.65 | 0.49 |
| Learning | 4.00 | 1.41 | 4.15 | 0.59 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.00 | 1.41 | 4.15 | 0.59 |
| Entrepreneurial Spirit | 3.78 | 1.26 | 4.25 | 0.52 |
| Leadership | 3.83 | 1.18 | 4.37 | 0.57 |
| Creative Thinking | 4.50 | 0.71 | 4.60 | 0.60 |
| Critical Thinking | 3.00 | 1.41 | 4.20 | 0.89 |
| Decision Making | 4.00 | 1.41 | 4.30 | 0.73 |
| Management Knowledge | 4.17 | 1.18 | 4.22 | 0.69 |
| Digital Literacy | 4.00 | 1.41 | 4.15 | 0.88 |
| Business Understanding | 4.50 | 0.71 | 4.20 | 0.89 |
| Marketability Understanding | 4.00 | 1.41 | 4.30 | 0.73 |
| Labor Omnia Vincit | 3.33 | 1.41 | 4.17 | 0.55 |
| Teamwork | 3.00 | 2.83 | 4.25 | 1.02 |
| Self-motivation | 3.50 | 0.71 | 4.15 | 0.67 |
| Problem Solving | 3.50 | 0.71 | 4.10 | 0.72 |
| Total Overall | 3.96 | 1.11 | 4.34 | 0.37 |

**Montfort del Rosario School of
Architecture and Design**

| Montfort del Rosario School of Architecture and Design | Students (n= 45) | | Employers (n=23) | |
|---|---------------------|-------------|---------------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Ethics | 3.98 | 0.64 | 4.39 | 0.33 |
| Integrity | 3.99 | 0.63 | 4.39 | 0.42 |
| Empathy | 4.07 | 0.72 | 4.22 | 0.42 |
| Honesty | 3.98 | 0.69 | 4.57 | 0.59 |
| Nurturing Relationships Fully | 3.93 | 0.72 | 4.39 | 0.66 |
| Social Consciousness | 3.90 | 0.70 | 4.36 | 0.40 |
| Community Service Volunteering | 3.82 | 0.81 | 4.43 | 0.59 |
| Responsible Citizenship | 3.87 | 0.81 | 4.39 | 0.78 |
| Contributions to Group Effort | 4.00 | 0.77 | 4.26 | 0.69 |
| Discipline | 4.06 | 0.67 | 4.42 | 0.42 |
| Self-esteem | 4.09 | 0.73 | 4.43 | 0.59 |
| Self-discipline | 3.96 | 0.77 | 4.48 | 0.59 |
| Self-responsibility | 4.13 | 0.76 | 4.35 | 0.57 |
| English Proficiency | 4.06 | 0.59 | 4.40 | 0.48 |
| Communicating | 3.89 | 0.61 | 4.33 | 0.54 |
| Listening proficiency | 4.02 | 0.69 | 4.09 | 0.73 |
| Speaking proficiency | 3.76 | 0.74 | 4.39 | 0.58 |
| Reading proficiency | 3.98 | 0.69 | 4.48 | 0.73 |
| Writing proficiency | 3.82 | 0.78 | 4.35 | 0.78 |
| Under Standing | 4.11 | 0.71 | 4.52 | 0.67 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.11 | 0.71 | 4.52 | 0.67 |
| Learning | 4.18 | 0.68 | 4.35 | 0.65 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.18 | 0.68 | 4.35 | 0.65 |
| Entrepreneurial Spirit | 3.95 | 0.59 | 4.25 | 0.48 |
| Leadership | 4.01 | 0.61 | 4.35 | 0.54 |
| Creative Thinking | 4.00 | 0.71 | 4.43 | 0.59 |
| Critical Thinking | 4.04 | 0.67 | 4.22 | 0.85 |
| Decision Making | 3.98 | 0.69 | 4.39 | 0.78 |
| Management Knowledge | 3.87 | 0.66 | 4.22 | 0.68 |
| Digital Literacy | 3.96 | 0.67 | 4.17 | 0.72 |
| Business Understanding | 3.80 | 0.79 | 4.09 | 0.90 |
| Marketability Understanding | 3.84 | 0.74 | 4.39 | 0.84 |
| Labor Omnia Vincit | 3.99 | 0.63 | 4.17 | 0.58 |
| Teamwork | 4.00 | 0.74 | 4.48 | 0.73 |
| Self-motivation | 3.96 | 0.71 | 4.04 | 0.77 |
| Problem Solving | 4.00 | 0.67 | 4.00 | 0.80 |
| Total Overall | 4.00 | 0.57 | 4.35 | 0.39 |

| Employers Bachelor's Degree | Architecture (n=4) | | Interior Architecture (n=9) | | Interior Design (n=8) | | Product Design (n=2) | |
|--|-----------------------|-------------|-----------------------------------|-------------|--------------------------|-------------|-------------------------|-------------|
| | Mean | S.D. | Mean | S.D. | Mean | S.D. | Mean | S.D. |
| Ethics | 4.78 | 0.31 | 4.40 | 0.27 | 4.28 | 0.30 | 4.06 | 0.08 |
| Integrity | 4.75 | 0.32 | 4.37 | 0.48 | 4.29 | 0.38 | 4.17 | 0.24 |
| Empathy | 4.75 | 0.50 | 4.22 | 0.44 | 4.00 | 0.00 | 4.00 | 0.00 |
| Honesty | 5.00 | 0.00 | 4.56 | 0.73 | 4.38 | 0.52 | 4.50 | 0.71 |
| Nurturing Relationships Fully | 4.50 | 0.58 | 4.33 | 0.71 | 4.50 | 0.76 | 4.00 | 0.00 |
| Social Consciousness | 5.00 | 0.00 | 4.30 | 0.20 | 4.21 | 0.40 | 4.00 | 0.00 |
| Community Service Volunteering | 5.00 | 0.00 | 4.33 | 0.71 | 4.38 | 0.52 | 4.00 | 0.00 |
| Responsible Citizenship | 5.00 | 0.00 | 4.33 | 0.87 | 4.13 | 0.83 | 4.50 | 0.71 |
| Contributions to Group Effort | 5.00 | 0.00 | 4.22 | 0.67 | 4.13 | 0.64 | 3.50 | 0.71 |
| Discipline | 4.58 | 0.63 | 4.52 | 0.29 | 4.33 | 0.40 | 4.00 | 0.47 |
| Self-esteem | 4.50 | 1.00 | 4.56 | 0.53 | 4.25 | 0.46 | 4.50 | 0.71 |
| Self-discipline | 4.50 | 0.58 | 4.78 | 0.44 | 4.38 | 0.52 | 3.50 | 0.71 |
| Self-responsibility | 4.75 | 0.50 | 4.22 | 0.67 | 4.38 | 0.52 | 4.00 | 0.00 |
| English Proficiency | 4.83 | 0.19 | 4.30 | 0.62 | 4.32 | 0.36 | 4.29 | 0.29 |
| Communicating | 4.75 | 0.50 | 4.11 | 0.67 | 4.34 | 0.33 | 4.38 | 0.18 |
| Listening proficiency | 4.75 | 0.50 | 4.00 | 0.87 | 3.88 | 0.64 | 4.00 | 0.00 |
| Speaking proficiency | 4.75 | 0.50 | 4.44 | 0.53 | 4.38 | 0.52 | 3.50 | 0.71 |
| Reading proficiency | 5.00 | 0.00 | 4.00 | 0.87 | 4.63 | 0.52 | 5.00 | 0.00 |
| Writing proficiency | 4.50 | 1.00 | 4.00 | 0.87 | 4.50 | 0.53 | 5.00 | 0.00 |
| Under Standing | 4.75 | 0.50 | 4.33 | 0.87 | 4.50 | 0.53 | 5.00 | 0.00 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.75 | 0.50 | 4.33 | 0.87 | 4.50 | 0.53 | 5.00 | 0.00 |
| Learning | 5.00 | 0.00 | 4.44 | 0.53 | 4.13 | 0.64 | 3.50 | 0.71 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 5.00 | 0.00 | 4.44 | 0.53 | 4.13 | 0.64 | 3.50 | 0.71 |
| Entrepreneurial Spirit | 4.83 | 0.21 | 4.12 | 0.47 | 4.11 | 0.42 | 4.17 | 0.55 |
| Leadership | 4.83 | 0.19 | 4.37 | 0.48 | 4.04 | 0.55 | 4.50 | 0.71 |
| Creative Thinking | 4.75 | 0.50 | 4.22 | 0.67 | 4.38 | 0.52 | 5.00 | 0.00 |
| Critical Thinking | 4.75 | 0.50 | 4.44 | 0.73 | 3.63 | 0.92 | 4.50 | 0.71 |
| Decision Making | 5.00 | 0.00 | 4.44 | 0.73 | 4.13 | 0.83 | 4.00 | 1.41 |
| Management Knowledge | 5.00 | 0.00 | 4.00 | 0.71 | 4.21 | 0.50 | 3.67 | 0.94 |
| Digital Literacy | 5.00 | 0.00 | 4.11 | 0.78 | 3.88 | 0.35 | 4.00 | 1.41 |
| Business Understanding | 5.00 | 0.00 | 3.78 | 0.83 | 4.25 | 0.89 | 3.00 | 0.00 |
| Marketability Understanding | 5.00 | 0.00 | 4.11 | 0.93 | 4.50 | 0.76 | 4.00 | 1.41 |
| Labor Omnia Vincit | 4.67 | 0.47 | 4.00 | 0.62 | 4.08 | 0.56 | 4.33 | 0.00 |
| Teamwork | 4.50 | 0.58 | 4.44 | 0.88 | 4.38 | 0.74 | 5.00 | 0.00 |
| Self-motivation | 5.00 | 0.00 | 3.78 | 0.67 | 3.88 | 0.83 | 4.00 | 0.00 |
| Problem Solving | 4.50 | 1.00 | 3.78 | 0.83 | 4.00 | 0.76 | 4.00 | 0.00 |
| Total Overall | 4.81 | 0.23 | 4.27 | 0.41 | 4.24 | 0.30 | 4.17 | 0.26 |

Employers' Master's Degree/PH.D.

| Employers' Master's Degree/PH.D. | Master's Degree (n= 157) | | PH.D (n= 71) | |
|---|-----------------------------|-------------|-----------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Ethics | 4.38 | 0.31 | 4.26 | 0.40 |
| Integrity | 4.41 | 0.41 | 4.23 | 0.50 |
| Empathy | 4.25 | 0.64 | 4.20 | 0.47 |
| Honesty | 4.62 | 0.51 | 4.32 | 0.69 |
| Nurturing Relationships Fully | 4.36 | 0.56 | 4.18 | 0.76 |
| Social Consciousness | 4.37 | 0.39 | 4.28 | 0.48 |
| Community Service Volunteering | 4.59 | 0.51 | 4.65 | 0.66 |
| Responsible Citizenship | 4.17 | 0.71 | 4.07 | 0.76 |
| Contributions to Group Effort | 4.36 | 0.68 | 4.13 | 0.81 |
| Discipline | 4.35 | 0.43 | 4.27 | 0.58 |
| Self-esteem | 4.39 | 0.59 | 3.92 | 0.79 |
| Self-discipline | 4.25 | 0.59 | 4.45 | 0.79 |
| Self-responsibility | 4.41 | 0.66 | 4.44 | 0.69 |
| English Proficiency | 4.41 | 0.42 | 4.34 | 0.43 |
| Communicating | 4.43 | 0.49 | 4.42 | 0.44 |
| Listening proficiency | 4.52 | 0.61 | 4.48 | 0.65 |
| Speaking proficiency | 4.43 | 0.59 | 4.45 | 0.65 |
| Reading proficiency | 4.39 | 0.65 | 4.41 | 0.69 |
| Writing proficiency | 4.37 | 0.59 | 4.32 | 0.67 |
| Under Standing | 4.59 | 0.53 | 4.46 | 0.61 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.59 | 0.53 | 4.46 | 0.61 |
| Learning | 4.22 | 0.69 | 4.14 | 0.70 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.22 | 0.69 | 4.14 | 0.70 |
| Entrepreneurial Spirit | 4.30 | 0.37 | 4.17 | 0.42 |
| Leadership | 4.36 | 0.44 | 4.12 | 0.56 |
| Creative Thinking | 4.41 | 0.59 | 4.21 | 0.75 |
| Critical Thinking | 4.32 | 0.61 | 4.01 | 0.77 |
| Decision Making | 4.34 | 0.69 | 4.13 | 0.81 |
| Management Knowledge | 4.29 | 0.45 | 4.19 | 0.60 |
| Digital Literacy | 4.25 | 0.63 | 4.13 | 0.77 |
| Business Understanding | 4.38 | 0.59 | 4.35 | 0.68 |
| Marketability Understanding | 4.24 | 0.66 | 4.08 | 0.79 |
| Labor Omnia Vincit | 4.27 | 0.48 | 4.21 | 0.52 |
| Teamwork | 4.34 | 0.66 | 4.21 | 0.77 |
| Self-motivation | 4.22 | 0.61 | 4.21 | 0.72 |
| Problem Solving | 4.24 | 0.67 | 4.20 | 0.69 |
| Total Overall | 4.36 | 0.30 | 4.26 | 0.34 |

**Martin De Tours School of Management
and Economics**

| Martin De Tours School of Management and Economics | Master's Degree (n=9) | |
|---|--------------------------|-------------|
| | Mean | S.D. |
| Ethics | 4.35 | 0.39 |
| Integrity | 4.33 | 0.53 |
| Empathy | 4.33 | 0.50 |
| Honesty | 4.33 | 0.71 |
| Nurturing Relationships Fully | 4.33 | 0.50 |
| Social Consciousness | 4.41 | 0.36 |
| Community Service Volunteering | 4.44 | 0.53 |
| Responsible Citizenship | 4.22 | 0.67 |
| Contributions to Group Effort | 4.56 | 0.53 |
| Discipline | 4.30 | 0.42 |
| Self-esteem | 4.33 | 0.50 |
| Self-discipline | 4.22 | 0.44 |
| Self-responsibility | 4.33 | 0.50 |
| English Proficiency | 4.47 | 0.44 |
| Communicating | 4.42 | 0.47 |
| Listening proficiency | 4.44 | 0.53 |
| Speaking proficiency | 4.33 | 0.50 |
| Reading proficiency | 4.56 | 0.53 |
| Writing proficiency | 4.33 | 0.50 |
| Under Standing | 4.56 | 0.53 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.56 | 0.53 |
| Learning | 4.44 | 0.53 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.44 | 0.53 |
| Entrepreneurial Spirit | 4.28 | 0.42 |
| Leadership | 4.33 | 0.41 |
| Creative Thinking | 4.22 | 0.44 |
| Critical Thinking | 4.33 | 0.50 |
| Decision Making | 4.44 | 0.53 |
| Management Knowledge | 4.30 | 0.48 |
| Digital Literacy | 4.22 | 0.44 |
| Business Understanding | 4.22 | 0.67 |
| Marketability Understanding | 4.44 | 0.53 |
| Labor Omnia Vincit | 4.22 | 0.44 |
| Teamwork | 4.22 | 0.44 |
| Self-motivation | 4.22 | 0.44 |
| Problem Solving | 4.22 | 0.44 |
| Total Overall | 4.37 | 0.38 |

| Master's Degree | Supply Chain Management (n=8) | | Business and Economics (n=1) | |
|---|-------------------------------|-------------|------------------------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Ethics | 4.38 | 0.41 | 4.11 | 0.00 |
| Integrity | 4.38 | 0.55 | 4.00 | 0.00 |
| Empathy | 4.38 | 0.52 | 4.00 | 0.00 |
| Honesty | 4.38 | 0.74 | 4.00 | 0.00 |
| Nurturing Relationships Fully | 4.38 | 0.52 | 4.00 | 0.00 |
| Social Consciousness | 4.42 | 0.39 | 4.33 | 0.00 |
| Community Service Volunteering | 4.50 | 0.53 | 4.00 | 0.00 |
| Responsible Citizenship | 4.25 | 0.71 | 4.00 | 0.00 |
| Contributions to Group Effort | 4.50 | 0.53 | 5.00 | 0.00 |
| Discipline | 4.33 | 0.44 | 4.00 | 0.00 |
| Self-esteem | 4.38 | 0.52 | 4.00 | 0.00 |
| Self-discipline | 4.25 | 0.46 | 4.00 | 0.00 |
| Self-responsibility | 4.38 | 0.52 | 4.00 | 0.00 |
| English Proficiency | 4.53 | 0.43 | 4.00 | 0.00 |
| Communicating | 4.47 | 0.47 | 4.00 | 0.00 |
| Listening proficiency | 4.50 | 0.53 | 4.00 | 0.00 |
| Speaking proficiency | 4.38 | 0.52 | 4.00 | 0.00 |
| Reading proficiency | 4.63 | 0.52 | 4.00 | 0.00 |
| Writing proficiency | 4.38 | 0.52 | 4.00 | 0.00 |
| Under Standing | 4.63 | 0.52 | 4.00 | 0.00 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.63 | 0.52 | 4.00 | 0.00 |
| Learning | 4.50 | 0.53 | 4.00 | 0.00 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.50 | 0.53 | 4.00 | 0.00 |
| Entrepreneurial Spirit | 4.32 | 0.44 | 4.00 | 0.00 |
| Leadership | 4.38 | 0.42 | 4.00 | 0.00 |
| Creative Thinking | 4.25 | 0.46 | 4.00 | 0.00 |
| Critical Thinking | 4.38 | 0.52 | 4.00 | 0.00 |
| Decision Making | 4.50 | 0.53 | 4.00 | 0.00 |
| Management Knowledge | 4.33 | 0.50 | 4.00 | 0.00 |
| Digital Literacy | 4.25 | 0.46 | 4.00 | 0.00 |
| Business Understanding | 4.25 | 0.71 | 4.00 | 0.00 |
| Marketability Understanding | 4.50 | 0.53 | 4.00 | 0.00 |
| Labor Omnia Vincit | 4.25 | 0.46 | 4.00 | 0.00 |
| Teamwork | 4.25 | 0.46 | 4.00 | 0.00 |
| Self-motivation | 4.25 | 0.46 | 4.00 | 0.00 |
| Problem Solving | 4.25 | 0.46 | 4.00 | 0.00 |
| Total Overall | 4.41 | 0.39 | 4.04 | 0.00 |

**Vincent Mary School of Engineering,
Science and Technology**

| Vincent Mary School of Engineering, Science and Technology | Master's Degree (n=1) | | Ph.D. (n=15) | |
|---|--------------------------|-------------|-----------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Ethics | 4.00 | 0.00 | 4.55 | 0.22 |
| Integrity | 3.67 | 0.00 | 4.56 | 0.30 |
| Empathy | 3.00 | 0.00 | 4.27 | 0.46 |
| Honesty | 4.00 | 0.00 | 4.87 | 0.35 |
| Nurturing Relationships Fully | 4.00 | 0.00 | 4.53 | 0.52 |
| Social Consciousness | 4.33 | 0.00 | 4.60 | 0.29 |
| Community Service Volunteering | 4.00 | 0.00 | 4.80 | 0.41 |
| Responsible Citizenship | 5.00 | 0.00 | 4.33 | 0.49 |
| Contributions to Group Effort | 4.00 | 0.00 | 4.67 | 0.49 |
| Discipline | 4.00 | 0.00 | 4.49 | 0.49 |
| Self-esteem | 4.00 | 0.00 | 4.27 | 0.70 |
| Self-discipline | 4.00 | 0.00 | 4.47 | 0.52 |
| Self-responsibility | 4.00 | 0.00 | 4.73 | 0.59 |
| English Proficiency | 4.00 | 0.00 | 4.42 | 0.18 |
| Communicating | 4.00 | 0.00 | 4.58 | 0.28 |
| Listening proficiency | 4.00 | 0.00 | 4.73 | 0.46 |
| Speaking proficiency | 4.00 | 0.00 | 4.53 | 0.64 |
| Reading proficiency | 4.00 | 0.00 | 4.47 | 0.64 |
| Writing proficiency | 4.00 | 0.00 | 4.60 | 0.51 |
| Under Standing | 4.00 | 0.00 | 4.27 | 0.46 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.00 | 0.00 | 4.27 | 0.46 |
| Learning | 4.00 | 0.00 | 4.40 | 0.51 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.00 | 0.00 | 4.40 | 0.51 |
| Entrepreneurial Spirit | 4.00 | 0.00 | 4.42 | 0.33 |
| Leadership | 4.00 | 0.00 | 4.51 | 0.45 |
| Creative Thinking | 4.00 | 0.00 | 4.73 | 0.59 |
| Critical Thinking | 4.00 | 0.00 | 4.40 | 0.74 |
| Decision Making | 4.00 | 0.00 | 4.40 | 0.74 |
| Management Knowledge | 4.00 | 0.00 | 4.38 | 0.43 |
| Digital Literacy | 4.00 | 0.00 | 4.47 | 0.64 |
| Business Understanding | 4.00 | 0.00 | 4.27 | 0.59 |
| Marketability Understanding | 4.00 | 0.00 | 4.40 | 0.63 |
| Labor Omnia Vincit | 4.00 | 0.00 | 4.38 | 0.43 |
| Teamwork | 4.00 | 0.00 | 4.53 | 0.64 |
| Self-motivation | 4.00 | 0.00 | 4.33 | 0.62 |
| Problem Solving | 4.00 | 0.00 | 4.27 | 0.70 |
| Total Overall | 4.00 | 0.00 | 4.46 | 0.20 |

| Master's Degree | Computer Science (n=1) | |
|---|---------------------------|-------------|
| | Mean | S.D. |
| Ethics | 4.00 | 0.00 |
| Integrity | 3.67 | 0.00 |
| Empathy | 3.00 | 0.00 |
| Honesty | 4.00 | 0.00 |
| Nurturing Relationships Fully | 4.00 | 0.00 |
| Social Consciousness | 4.33 | 0.00 |
| Community Service Volunteering | 4.00 | 0.00 |
| Responsible Citizenship | 5.00 | 0.00 |
| Contributions to Group Effort | 4.00 | 0.00 |
| Discipline | 4.00 | 0.00 |
| Self-esteem | 4.00 | 0.00 |
| Self-discipline | 4.00 | 0.00 |
| Self-responsibility | 4.00 | 0.00 |
| English Proficiency | 4.00 | 0.00 |
| Communicating | 4.00 | 0.00 |
| Listening proficiency | 4.00 | 0.00 |
| Speaking proficiency | 4.00 | 0.00 |
| Reading proficiency | 4.00 | 0.00 |
| Writing proficiency | 4.00 | 0.00 |
| Under Standing | 4.00 | 0.00 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.00 | 0.00 |
| Learning | 4.00 | 0.00 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.00 | 0.00 |
| Entrepreneurial Spirit | 4.00 | 0.00 |
| Leadership | 4.00 | 0.00 |
| Creative Thinking | 4.00 | 0.00 |
| Critical Thinking | 4.00 | 0.00 |
| Decision Making | 4.00 | 0.00 |
| Management Knowledge | 4.00 | 0.00 |
| Digital Literacy | 4.00 | 0.00 |
| Business Understanding | 4.00 | 0.00 |
| Marketability Understanding | 4.00 | 0.00 |
| Labor Omnia Vincit | 4.00 | 0.00 |
| Teamwork | 4.00 | 0.00 |
| Self-motivation | 4.00 | 0.00 |
| Problem Solving | 4.00 | 0.00 |
| Total Overall | 4.00 | 0.00 |

| Ph.D. | Information Technology (n=15) | |
|---|-------------------------------|-------------|
| | Mean | S.D. |
| Ethics | 4.55 | 0.22 |
| Integrity | 4.56 | 0.30 |
| Empathy | 4.27 | 0.46 |
| Honesty | 4.87 | 0.35 |
| Nurturing Relationships Fully | 4.53 | 0.52 |
| Social Consciousness | 4.60 | 0.29 |
| Community Service Volunteering | 4.80 | 0.41 |
| Responsible Citizenship | 4.33 | 0.49 |
| Contributions to Group Effort | 4.67 | 0.49 |
| Discipline | 4.49 | 0.49 |
| Self-esteem | 4.27 | 0.70 |
| Self-discipline | 4.47 | 0.52 |
| Self-responsibility | 4.73 | 0.59 |
| English Proficiency | 4.42 | 0.18 |
| Communicating | 4.58 | 0.28 |
| Listening proficiency | 4.73 | 0.46 |
| Speaking proficiency | 4.53 | 0.64 |
| Reading proficiency | 4.47 | 0.64 |
| Writing proficiency | 4.60 | 0.51 |
| Under Standing | 4.27 | 0.46 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.27 | 0.46 |
| Learning | 4.40 | 0.51 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.40 | 0.51 |
| Entrepreneurial Spirit | 4.42 | 0.33 |
| Leadership | 4.51 | 0.45 |
| Creative Thinking | 4.73 | 0.59 |
| Critical Thinking | 4.40 | 0.74 |
| Decision Making | 4.40 | 0.74 |
| Management Knowledge | 4.38 | 0.43 |
| Digital Literacy | 4.47 | 0.64 |
| Business Understanding | 4.27 | 0.59 |
| Marketability Understanding | 4.40 | 0.63 |
| Labor Omnia Vincit | 4.38 | 0.43 |
| Teamwork | 4.53 | 0.64 |
| Self-motivation | 4.33 | 0.62 |
| Problem Solving | 4.27 | 0.70 |
| Total Overall | 4.46 | 0.20 |

Thomas Aquinas School of Law

| Thomas Aquinas School of Law | Master's Degree (n=5) | |
|---|--------------------------|-------------|
| | Mean | S.D. |
| Ethics | 4.38 | 0.31 |
| Integrity | 4.40 | 0.55 |
| Empathy | 4.00 | 1.00 |
| Honesty | 5.00 | 0.00 |
| Nurturing Relationships Fully | 4.20 | 0.84 |
| Social Consciousness | 4.47 | 0.38 |
| Community Service Volunteering | 4.40 | 0.55 |
| Responsible Citizenship | 4.60 | 0.55 |
| Contributions to Group Effort | 4.40 | 0.89 |
| Discipline | 4.27 | 0.49 |
| Self-esteem | 4.20 | 0.45 |
| Self-discipline | 4.00 | 0.71 |
| Self-responsibility | 4.60 | 0.55 |
| English Proficiency | 4.92 | 0.14 |
| Communicating | 4.95 | 0.11 |
| Listening proficiency | 5.00 | 0.00 |
| Speaking proficiency | 5.00 | 0.00 |
| Reading proficiency | 4.80 | 0.45 |
| Writing proficiency | 5.00 | 0.00 |
| Under Standing | 5.00 | 0.00 |
| Ability to use communicative English proficiency to understand a cultural diversity | 5.00 | 0.00 |
| Learning | 4.80 | 0.45 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.80 | 0.45 |
| Entrepreneurial Spirit | 4.62 | 0.32 |
| Leadership | 4.53 | 0.45 |
| Creative Thinking | 4.40 | 0.55 |
| Critical Thinking | 4.60 | 0.55 |
| Decision Making | 4.60 | 0.55 |
| Management Knowledge | 4.67 | 0.24 |
| Digital Literacy | 4.60 | 0.55 |
| Business Understanding | 4.60 | 0.55 |
| Marketability Understanding | 4.80 | 0.45 |
| Labor Omnia Vincit | 4.67 | 0.33 |
| Teamwork | 4.80 | 0.45 |
| Self-motivation | 4.60 | 0.55 |
| Problem Solving | 4.60 | 0.55 |
| Total Overall | 4.64 | 0.15 |

| Master's Degree | Law (n=5) | |
|---|--------------|-------------|
| | Mean | S.D. |
| Ethics | 4.38 | 0.31 |
| Integrity | 4.40 | 0.55 |
| Empathy | 4.00 | 1.00 |
| Honesty | 5.00 | 0.00 |
| Nurturing Relationships Fully | 4.20 | 0.84 |
| Social Consciousness | 4.47 | 0.38 |
| Community Service Volunteering | 4.40 | 0.55 |
| Responsible Citizenship | 4.60 | 0.55 |
| Contributions to Group Effort | 4.40 | 0.89 |
| Discipline | 4.27 | 0.49 |
| Self-esteem | 4.20 | 0.45 |
| Self-discipline | 4.00 | 0.71 |
| Self-responsibility | 4.60 | 0.55 |
| English Proficiency | 4.92 | 0.14 |
| Communicating | 4.95 | 0.11 |
| Listening proficiency | 5.00 | 0.00 |
| Speaking proficiency | 5.00 | 0.00 |
| Reading proficiency | 4.80 | 0.45 |
| Writing proficiency | 5.00 | 0.00 |
| Under Standing | 5.00 | 0.00 |
| Ability to use communicative English proficiency to understand a cultural diversity | 5.00 | 0.00 |
| Learning | 4.80 | 0.45 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.80 | 0.45 |
| Entrepreneurial Spirit | 4.62 | 0.32 |
| Leadership | 4.53 | 0.45 |
| Creative Thinking | 4.40 | 0.55 |
| Critical Thinking | 4.60 | 0.55 |
| Decision Making | 4.60 | 0.55 |
| Management Knowledge | 4.67 | 0.24 |
| Digital Literacy | 4.60 | 0.55 |
| Business Understanding | 4.60 | 0.55 |
| Marketability Understanding | 4.80 | 0.45 |
| Labor Omnia Vincit | 4.67 | 0.33 |
| Teamwork | 4.80 | 0.45 |
| Self-motivation | 4.60 | 0.55 |
| Problem Solving | 4.60 | 0.55 |
| Total Overall | 4.64 | 0.15 |

**Theophane Venard School of food
Biotechnology and Innovation**

| Theophane Venard School of food Biotechnology and Innovation | Ph.D. (n=2) | |
|---|----------------|-------------|
| | Mean | S.D. |
| Ethics | 4.22 | 0.16 |
| Integrity | 4.33 | 0.47 |
| Empathy | 4.50 | 0.71 |
| Honesty | 5.00 | 0.00 |
| Nurturing Relationships Fully | 3.50 | 0.71 |
| Social Consciousness | 4.33 | 0.47 |
| Community Service Volunteering | 5.00 | 0.00 |
| Responsible Citizenship | 4.50 | 0.71 |
| Contributions to Group Effort | 3.50 | 0.71 |
| Discipline | 4.00 | 0.47 |
| Self-esteem | 3.00 | 1.41 |
| Self-discipline | 5.00 | 0.00 |
| Self-responsibility | 4.00 | 0.00 |
| English Proficiency | 4.25 | 0.24 |
| Communicating | 4.25 | 0.00 |
| Listening proficiency | 4.50 | 0.71 |
| Speaking proficiency | 4.00 | 0.00 |
| Reading proficiency | 4.00 | 0.00 |
| Writing proficiency | 4.50 | 0.71 |
| Under Standing | 5.00 | 0.00 |
| Ability to use communicative English proficiency to understand a cultural diversity | 5.00 | 0.00 |
| Learning | 3.50 | 0.71 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 3.50 | 0.71 |
| Entrepreneurial Spirit | 4.11 | 0.16 |
| Leadership | 4.00 | 0.47 |
| Creative Thinking | 3.50 | 2.12 |
| Critical Thinking | 4.00 | 0.00 |
| Decision Making | 4.50 | 0.71 |
| Management Knowledge | 4.33 | 0.94 |
| Digital Literacy | 4.00 | 1.41 |
| Business Understanding | 4.50 | 0.71 |
| Marketability Understanding | 4.50 | 0.71 |
| Labor Omnia Vincit | 4.00 | 0.00 |
| Teamwork | 4.00 | 0.00 |
| Self-motivation | 4.00 | 0.00 |
| Problem Solving | 4.00 | 0.00 |
| Total Overall | 4.19 | 0.18 |

| Ph.D. | Food Biotechnology (n=2) | |
|---|-----------------------------|-------------|
| | Mean | S.D. |
| Ethics | 4.22 | 0.16 |
| Integrity | 4.33 | 0.47 |
| Empathy | 4.50 | 0.71 |
| Honesty | 5.00 | 0.00 |
| Nurturing Relationships Fully | 3.50 | 0.71 |
| Social Consciousness | 4.33 | 0.47 |
| Community Service Volunteering | 5.00 | 0.00 |
| Responsible Citizenship | 4.50 | 0.71 |
| Contributions to Group Effort | 3.50 | 0.71 |
| Discipline | 4.00 | 0.47 |
| Self-esteem | 3.00 | 1.41 |
| Self-discipline | 5.00 | 0.00 |
| Self-responsibility | 4.00 | 0.00 |
| English Proficiency | 4.25 | 0.24 |
| Communicating | 4.25 | 0.00 |
| Listening proficiency | 4.50 | 0.71 |
| Speaking proficiency | 4.00 | 0.00 |
| Reading proficiency | 4.00 | 0.00 |
| Writing proficiency | 4.50 | 0.71 |
| Under Standing | 5.00 | 0.00 |
| Ability to use communicative English proficiency to understand a cultural diversity | 5.00 | 0.00 |
| Learning | 3.50 | 0.71 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 3.50 | 0.71 |
| Entrepreneurial Spirit | 4.11 | 0.16 |
| Leadership | 4.00 | 0.47 |
| Creative Thinking | 3.50 | 2.12 |
| Critical Thinking | 4.00 | 0.00 |
| Decision Making | 4.50 | 0.71 |
| Management Knowledge | 4.33 | 0.94 |
| Digital Literacy | 4.00 | 1.41 |
| Business Understanding | 4.50 | 0.71 |
| Marketability Understanding | 4.50 | 0.71 |
| Labor Omnia Vincit | 4.00 | 0.00 |
| Teamwork | 4.00 | 0.00 |
| Self-motivation | 4.00 | 0.00 |
| Problem Solving | 4.00 | 0.00 |
| Total Overall | 4.19 | 0.18 |

Graduate School of Business and Advanced Technology Management

| Graduate School of Business and Advanced Technology Management | Master's Degree (n=119) | | Ph.D. (n=34) | |
|---|-------------------------------|-------------|-----------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Ethics | 4.41 | 0.31 | 4.18 | 0.41 |
| Integrity | 4.48 | 0.38 | 4.15 | 0.51 |
| Empathy | 4.29 | 0.66 | 4.21 | 0.41 |
| Honesty | 4.72 | 0.45 | 4.15 | 0.74 |
| Nurturing Relationships Fully | 4.42 | 0.56 | 4.09 | 0.83 |
| Social Consciousness | 4.40 | 0.36 | 4.22 | 0.44 |
| Community Service Volunteering | 4.65 | 0.48 | 4.74 | 0.67 |
| Responsible Citizenship | 4.19 | 0.69 | 3.97 | 0.90 |
| Contributions to Group Effort | 4.37 | 0.69 | 3.94 | 0.89 |
| Discipline | 4.36 | 0.45 | 4.17 | 0.69 |
| Self-esteem | 4.38 | 0.61 | 3.74 | 0.83 |
| Self-discipline | 4.26 | 0.62 | 4.29 | 0.97 |
| Self-responsibility | 4.44 | 0.70 | 4.47 | 0.79 |
| English Proficiency | 4.43 | 0.42 | 4.30 | 0.45 |
| Communicating | 4.46 | 0.50 | 4.38 | 0.45 |
| Listening proficiency | 4.55 | 0.62 | 4.35 | 0.65 |
| Speaking proficiency | 4.50 | 0.59 | 4.44 | 0.61 |
| Reading proficiency | 4.41 | 0.67 | 4.47 | 0.61 |
| Writing proficiency | 4.39 | 0.63 | 4.26 | 0.75 |
| Under Standing | 4.63 | 0.53 | 4.47 | 0.66 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.63 | 0.53 | 4.47 | 0.66 |
| Learning | 4.18 | 0.74 | 4.06 | 0.65 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.18 | 0.74 | 4.06 | 0.65 |
| Entrepreneurial Spirit | 4.33 | 0.38 | 4.17 | 0.43 |
| Leadership | 4.40 | 0.45 | 4.06 | 0.62 |
| Creative Thinking | 4.46 | 0.62 | 4.15 | 0.78 |
| Critical Thinking | 4.39 | 0.64 | 3.91 | 0.87 |
| Decision Making | 4.35 | 0.71 | 4.12 | 0.84 |
| Management Knowledge | 4.29 | 0.47 | 4.15 | 0.59 |
| Digital Literacy | 4.24 | 0.67 | 4.06 | 0.81 |
| Business Understanding | 4.43 | 0.62 | 4.38 | 0.65 |
| Marketability Understanding | 4.19 | 0.70 | 4.00 | 0.82 |
| Labor Omnia Vincit | 4.30 | 0.50 | 4.31 | 0.47 |
| Teamwork | 4.37 | 0.71 | 4.24 | 0.85 |
| Self-motivation | 4.25 | 0.64 | 4.38 | 0.65 |
| Problem Solving | 4.28 | 0.72 | 4.32 | 0.68 |
| Total Overall | 4.39 | 0.30 | 4.22 | 0.34 |

| Master's Degree | Business Administration (n=60) | | Organization Development (n=2) | | Hospitality and Tourism Management (n=2) | |
|---|--------------------------------|-------------|--------------------------------|-------------|--|-------------|
| | Mean | S.D. | Mean | S.D. | Mean | S.D. |
| Ethics | 4.45 | 0.30 | 4.39 | 0.39 | 4.11 | 0.00 |
| Integrity | 4.55 | 0.32 | 4.67 | 0.47 | 4.00 | 0.47 |
| Empathy | 4.37 | 0.64 | 4.50 | 0.71 | 3.50 | 0.71 |
| Honesty | 4.82 | 0.39 | 5.00 | 0.00 | 5.00 | 0.00 |
| Nurturing Relationships Fully | 4.47 | 0.57 | 4.50 | 0.71 | 3.50 | 0.71 |
| Social Consciousness | 4.40 | 0.37 | 4.50 | 0.71 | 4.17 | 0.24 |
| Community Service Volunteering | 4.65 | 0.48 | 5.00 | 0.00 | 4.50 | 0.71 |
| Responsible Citizenship | 4.22 | 0.72 | 4.50 | 0.71 | 4.00 | 0.00 |
| Contributions to Group Effort | 4.33 | 0.71 | 4.00 | 1.41 | 4.00 | 0.00 |
| Discipline | 4.40 | 0.45 | 4.00 | 0.00 | 4.17 | 0.24 |
| Self-esteem | 4.38 | 0.67 | 4.00 | 0.00 | 4.50 | 0.71 |
| Self-discipline | 4.30 | 0.65 | 4.00 | 0.00 | 4.50 | 0.71 |
| Self-responsibility | 4.52 | 0.62 | 4.00 | 0.00 | 3.50 | 0.71 |
| English Proficiency | 4.49 | 0.38 | 4.17 | 0.35 | 4.04 | 0.06 |
| Communicating | 4.53 | 0.49 | 4.00 | 0.35 | 4.13 | 0.18 |
| Listening proficiency | 4.55 | 0.62 | 4.00 | 1.41 | 4.00 | 1.41 |
| Speaking proficiency | 4.53 | 0.62 | 4.00 | 0.00 | 4.00 | 0.00 |
| Reading proficiency | 4.50 | 0.57 | 4.00 | 0.00 | 4.50 | 0.71 |
| Writing proficiency | 4.52 | 0.54 | 4.00 | 0.00 | 4.00 | 0.00 |
| Under Standing | 4.63 | 0.58 | 4.50 | 0.71 | 4.00 | 0.00 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.63 | 0.58 | 4.50 | 0.71 | 4.00 | 0.00 |
| Learning | 4.32 | 0.60 | 4.00 | 0.00 | 4.00 | 0.00 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.32 | 0.60 | 4.00 | 0.00 | 4.00 | 0.00 |
| Entrepreneurial Spirit | 4.41 | 0.34 | 4.72 | 0.08 | 4.44 | 0.00 |
| Leadership | 4.49 | 0.44 | 4.83 | 0.24 | 4.83 | 0.24 |
| Creative Thinking | 4.48 | 0.70 | 5.00 | 0.00 | 5.00 | 0.00 |
| Critical Thinking | 4.55 | 0.59 | 4.50 | 0.71 | 4.50 | 0.71 |
| Decision Making | 4.43 | 0.70 | 5.00 | 0.00 | 5.00 | 0.00 |
| Management Knowledge | 4.37 | 0.46 | 4.83 | 0.24 | 4.33 | 0.00 |
| Digital Literacy | 4.40 | 0.62 | 5.00 | 0.00 | 5.00 | 0.00 |
| Business Understanding | 4.38 | 0.56 | 4.50 | 0.71 | 4.50 | 0.71 |
| Marketability Understanding | 4.33 | 0.68 | 5.00 | 0.00 | 3.50 | 0.71 |
| Labor Omnia Vincit | 4.38 | 0.46 | 4.50 | 0.24 | 4.17 | 0.24 |
| Teamwork | 4.53 | 0.65 | 5.00 | 0.00 | 4.50 | 0.71 |
| Self-motivation | 4.30 | 0.53 | 4.50 | 0.71 | 3.50 | 0.71 |
| Problem Solving | 4.30 | 0.72 | 4.00 | 0.00 | 4.50 | 0.71 |
| Total Overall | 4.45 | 0.26 | 4.43 | 0.22 | 4.20 | 0.02 |

| Master's Degree | Management (n=10) | | Teaching and Technology (n=40) | | Information Technology and Management (n=5) | |
|---|----------------------|-------------|--------------------------------------|-------------|--|-------------|
| | Mean | S.D. | Mean | S.D. | Mean | S.D. |
| Ethics | 4.48 | 0.27 | 4.36 | 0.33 | 4.44 | 0.37 |
| Integrity | 4.43 | 0.39 | 4.38 | 0.43 | 4.67 | 0.33 |
| Empathy | 4.10 | 0.57 | 4.23 | 0.70 | 4.60 | 0.55 |
| Honesty | 4.70 | 0.48 | 4.53 | 0.51 | 5.00 | 0.00 |
| Nurturing Relationships Fully | 4.50 | 0.71 | 4.38 | 0.49 | 4.40 | 0.55 |
| Social Consciousness | 4.63 | 0.25 | 4.34 | 0.32 | 4.53 | 0.56 |
| Community Service Volunteering | 4.70 | 0.48 | 4.60 | 0.50 | 4.80 | 0.45 |
| Responsible Citizenship | 4.50 | 0.53 | 4.05 | 0.68 | 4.40 | 0.89 |
| Contributions to Group Effort | 4.70 | 0.48 | 4.38 | 0.67 | 4.40 | 0.89 |
| Discipline | 4.37 | 0.48 | 4.35 | 0.43 | 4.13 | 0.51 |
| Self-esteem | 4.30 | 0.48 | 4.40 | 0.59 | 4.40 | 0.55 |
| Self-discipline | 4.50 | 0.71 | 4.18 | 0.55 | 4.00 | 0.71 |
| Self-responsibility | 4.30 | 0.67 | 4.48 | 0.72 | 4.00 | 1.22 |
| English Proficiency | 4.45 | 0.44 | 4.35 | 0.46 | 4.43 | 0.37 |
| Communicating | 4.45 | 0.48 | 4.44 | 0.51 | 4.30 | 0.60 |
| Listening proficiency | 4.50 | 0.71 | 4.65 | 0.53 | 4.40 | 0.55 |
| Speaking proficiency | 4.70 | 0.48 | 4.43 | 0.59 | 4.60 | 0.55 |
| Reading proficiency | 4.20 | 0.79 | 4.43 | 0.71 | 3.80 | 1.10 |
| Writing proficiency | 4.40 | 0.84 | 4.25 | 0.71 | 4.40 | 0.55 |
| Under Standing | 4.50 | 0.53 | 4.70 | 0.46 | 4.60 | 0.55 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.50 | 0.53 | 4.70 | 0.46 | 4.60 | 0.55 |
| Learning | 4.40 | 0.84 | 3.93 | 0.89 | 4.40 | 0.55 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.40 | 0.84 | 3.93 | 0.89 | 4.40 | 0.55 |
| Entrepreneurial Spirit | 4.36 | 0.30 | 4.17 | 0.42 | 4.31 | 0.40 |
| Leadership | 4.47 | 0.39 | 4.22 | 0.44 | 4.33 | 0.41 |
| Creative Thinking | 4.60 | 0.70 | 4.38 | 0.49 | 4.20 | 0.45 |
| Critical Thinking | 4.10 | 0.57 | 4.20 | 0.69 | 4.40 | 0.55 |
| Decision Making | 4.70 | 0.48 | 4.08 | 0.73 | 4.40 | 0.55 |
| Management Knowledge | 4.27 | 0.44 | 4.16 | 0.48 | 4.07 | 0.43 |
| Digital Literacy | 4.10 | 0.74 | 4.03 | 0.66 | 3.60 | 0.55 |
| Business Understanding | 4.50 | 0.71 | 4.43 | 0.71 | 4.80 | 0.45 |
| Marketability Understanding | 4.20 | 0.63 | 4.03 | 0.70 | 3.80 | 0.84 |
| Labor Omnia Vincit | 4.33 | 0.54 | 4.14 | 0.56 | 4.53 | 0.51 |
| Teamwork | 4.40 | 0.70 | 4.08 | 0.73 | 4.40 | 0.89 |
| Self-motivation | 4.50 | 0.71 | 4.10 | 0.74 | 4.60 | 0.55 |
| Problem Solving | 4.10 | 0.99 | 4.25 | 0.71 | 4.60 | 0.55 |
| Total Overall | 4.43 | 0.26 | 4.29 | 0.35 | 4.40 | 0.25 |

| Ph.D | Organization Development (n=5) | | Innovative Technology Management (n=10) | | Teaching and Technology (n=10) | |
|---|--------------------------------|-------------|---|-------------|--------------------------------|-------------|
| | Mean | S.D. | Mean | S.D. | Mean | S.D. |
| Ethics | 4.18 | 0.32 | 4.28 | 0.44 | 4.23 | 0.28 |
| Integrity | 4.33 | 0.41 | 4.20 | 0.53 | 4.13 | 0.50 |
| Empathy | 4.40 | 0.55 | 4.30 | 0.48 | 4.10 | 0.32 |
| Honesty | 4.40 | 0.89 | 3.90 | 0.74 | 4.30 | 0.82 |
| Nurturing Relationships Fully | 4.20 | 0.45 | 4.40 | 0.84 | 4.00 | 0.67 |
| Social Consciousness | 4.40 | 0.43 | 4.20 | 0.50 | 4.20 | 0.28 |
| Community Service Volunteering | 4.60 | 0.55 | 4.60 | 0.70 | 5.00 | 0.00 |
| Responsible Citizenship | 4.40 | 0.89 | 4.10 | 0.99 | 3.70 | 0.95 |
| Contributions to Group Effort | 4.20 | 0.84 | 3.90 | 0.99 | 3.90 | 0.74 |
| Discipline | 3.80 | 0.77 | 4.43 | 0.55 | 4.37 | 0.37 |
| Self-esteem | 3.40 | 0.55 | 4.10 | 0.88 | 3.80 | 0.63 |
| Self-discipline | 4.00 | 1.00 | 4.30 | 0.82 | 4.60 | 0.70 |
| Self-responsibility | 4.00 | 1.00 | 4.90 | 0.32 | 4.70 | 0.48 |
| English Proficiency | 4.40 | 0.37 | 4.28 | 0.52 | 4.16 | 0.50 |
| Communicating | 4.60 | 0.55 | 4.23 | 0.48 | 4.28 | 0.34 |
| Listening proficiency | 4.60 | 0.55 | 4.60 | 0.52 | 4.10 | 0.57 |
| Speaking proficiency | 4.60 | 0.55 | 4.20 | 0.79 | 4.40 | 0.52 |
| Reading proficiency | 4.60 | 0.55 | 4.00 | 0.67 | 4.40 | 0.52 |
| Writing proficiency | 4.60 | 0.55 | 4.10 | 0.74 | 4.20 | 0.42 |
| Under Standing | 4.60 | 0.55 | 4.50 | 0.71 | 4.30 | 0.82 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.60 | 0.55 | 4.50 | 0.71 | 4.30 | 0.82 |
| Learning | 4.00 | 0.00 | 4.10 | 0.74 | 3.90 | 0.74 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.00 | 0.00 | 4.10 | 0.74 | 3.90 | 0.74 |
| Entrepreneurial Spirit | 4.22 | 0.14 | 4.16 | 0.70 | 4.19 | 0.39 |
| Leadership | 4.07 | 0.15 | 4.27 | 0.87 | 4.07 | 0.56 |
| Creative Thinking | 3.80 | 0.45 | 4.30 | 0.95 | 4.50 | 0.71 |
| Critical Thinking | 4.00 | 0.71 | 4.30 | 0.95 | 3.70 | 0.82 |
| Decision Making | 4.40 | 0.55 | 4.20 | 1.03 | 4.00 | 0.94 |
| Management Knowledge | 4.27 | 0.28 | 3.97 | 0.82 | 4.17 | 0.61 |
| Digital Literacy | 4.40 | 0.55 | 4.10 | 0.88 | 4.00 | 0.82 |
| Business Understanding | 4.40 | 0.55 | 4.00 | 0.82 | 4.50 | 0.53 |
| Marketability Understanding | 4.00 | 0.71 | 3.80 | 0.92 | 4.00 | 0.94 |
| Labor Omnia Vincit | 4.33 | 0.24 | 4.23 | 0.63 | 4.33 | 0.52 |
| Teamwork | 4.80 | 0.45 | 4.30 | 0.95 | 4.20 | 0.79 |
| Self-motivation | 4.20 | 0.45 | 4.00 | 0.82 | 4.50 | 0.53 |
| Problem Solving | 4.00 | 0.71 | 4.40 | 0.84 | 4.30 | 0.67 |
| Total Overall | 4.27 | 0.20 | 4.24 | 0.48 | 4.19 | 0.31 |

| Ph.D | Technology, Education, and Management (n=3) | | Hospitality and Tourism Management (n=1) | |
|---|---|-------------|--|-------------|
| | Mean | S.D. | Mean | S.D. |
| Ethics | 4.33 | 0.58 | 4.11 | 0.00 |
| Integrity | 4.33 | 0.88 | 4.00 | 0.00 |
| Empathy | 4.33 | 0.58 | 4.00 | 0.00 |
| Honesty | 4.33 | 1.15 | 4.00 | 0.00 |
| Nurturing Relationships Fully | 4.33 | 1.15 | 4.00 | 0.00 |
| Social Consciousness | 4.56 | 0.19 | 4.33 | 0.00 |
| Community Service Volunteering | 5.00 | 0.00 | 5.00 | 0.00 |
| Responsible Citizenship | 4.33 | 0.58 | 4.00 | 0.00 |
| Contributions to Group Effort | 4.33 | 1.15 | 4.00 | 0.00 |
| Discipline | 4.11 | 0.69 | 4.00 | 0.00 |
| Self-esteem | 4.33 | 0.58 | 3.00 | 0.00 |
| Self-discipline | 4.33 | 1.15 | 5.00 | 0.00 |
| Self-responsibility | 3.67 | 0.58 | 4.00 | 0.00 |
| English Proficiency | 4.64 | 0.34 | 4.00 | 0.00 |
| Communicating | 4.92 | 0.14 | 4.00 | 0.00 |
| Listening proficiency | 5.00 | 0.00 | 3.00 | 0.00 |
| Speaking proficiency | 5.00 | 0.00 | 5.00 | 0.00 |
| Reading proficiency | 5.00 | 0.00 | 5.00 | 0.00 |
| Writing proficiency | 4.67 | 0.58 | 3.00 | 0.00 |
| Under Standing | 4.33 | 0.58 | 4.00 | 0.00 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.33 | 0.58 | 4.00 | 0.00 |
| Learning | 4.67 | 0.58 | 4.00 | 0.00 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.67 | 0.58 | 4.00 | 0.00 |
| Entrepreneurial Spirit | 4.26 | 0.17 | 4.00 | 0.00 |
| Leadership | 4.00 | 0.67 | 4.00 | 0.00 |
| Creative Thinking | 3.67 | 0.58 | 4.00 | 0.00 |
| Critical Thinking | 4.00 | 1.00 | 4.00 | 0.00 |
| Decision Making | 4.33 | 0.58 | 4.00 | 0.00 |
| Management Knowledge | 4.44 | 0.51 | 4.00 | 0.00 |
| Digital Literacy | 4.33 | 0.58 | 4.00 | 0.00 |
| Business Understanding | 4.67 | 0.58 | 4.00 | 0.00 |
| Marketability Understanding | 4.33 | 0.58 | 4.00 | 0.00 |
| Labor Omnia Vincit | 4.33 | 0.33 | 4.00 | 0.00 |
| Teamwork | 4.33 | 0.58 | 4.00 | 0.00 |
| Self-motivation | 4.67 | 0.58 | 4.00 | 0.00 |
| Problem Solving | 4.00 | 0.00 | 4.00 | 0.00 |
| Total Overall | 4.41 | 0.29 | 4.04 | 0.00 |

| Ph.D | Arts, Music, Sports and Entertainment Management (n=3) | | Business Administration (n=2) | |
|---|--|-------------|-------------------------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Ethics | 3.59 | 0.64 | 4.06 | 0.08 |
| Integrity | 3.78 | 0.51 | 3.83 | 0.24 |
| Empathy | 4.00 | 0.00 | 4.00 | 0.00 |
| Honesty | 4.00 | 0.00 | 4.00 | 0.00 |
| Nurturing Relationships Fully | 3.33 | 1.53 | 3.50 | 0.71 |
| Social Consciousness | 3.78 | 0.77 | 4.00 | 0.47 |
| Community Service Volunteering | 4.00 | 1.73 | 5.00 | 0.00 |
| Responsible Citizenship | 3.67 | 1.15 | 3.50 | 0.71 |
| Contributions to Group Effort | 3.67 | 1.53 | 3.50 | 0.71 |
| Discipline | 3.22 | 1.35 | 4.33 | 0.47 |
| Self-esteem | 2.67 | 1.15 | 3.50 | 0.71 |
| Self-discipline | 3.00 | 1.73 | 5.00 | 0.00 |
| Self-responsibility | 4.00 | 1.73 | 4.50 | 0.71 |
| English Proficiency | 4.47 | 0.51 | 4.33 | 0.24 |
| Communicating | 4.42 | 0.58 | 4.50 | 0.00 |
| Listening proficiency | 4.00 | 1.00 | 4.00 | 0.00 |
| Speaking proficiency | 4.67 | 0.58 | 4.00 | 0.00 |
| Reading proficiency | 5.00 | 0.00 | 5.00 | 0.00 |
| Writing proficiency | 4.00 | 1.73 | 5.00 | 0.00 |
| Under Standing | 5.00 | 0.00 | 4.50 | 0.71 |
| Ability to use communicative English proficiency to understand a cultural diversity | 5.00 | 0.00 | 4.50 | 0.71 |
| Learning | 4.00 | 1.00 | 4.00 | 0.00 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.00 | 1.00 | 4.00 | 0.00 |
| Entrepreneurial Spirit | 4.04 | 0.17 | 4.22 | 0.16 |
| Leadership | 3.56 | 0.38 | 3.83 | 0.71 |
| Creative Thinking | 4.00 | 1.00 | 3.50 | 0.71 |
| Critical Thinking | 3.33 | 1.15 | 3.50 | 0.71 |
| Decision Making | 3.33 | 0.58 | 4.50 | 0.71 |
| Management Knowledge | 4.22 | 0.51 | 4.17 | 0.24 |
| Digital Literacy | 3.67 | 0.58 | 3.50 | 2.12 |
| Business Understanding | 5.00 | 0.00 | 4.50 | 0.71 |
| Marketability Understanding | 4.00 | 1.00 | 4.50 | 0.71 |
| Labor Omnia Vincit | 4.33 | 0.33 | 4.67 | 0.47 |
| Teamwork | 3.00 | 1.00 | 4.50 | 0.71 |
| Self-motivation | 5.00 | 0.00 | 5.00 | 0.00 |
| Problem Solving | 5.00 | 0.00 | 4.50 | 0.71 |
| Total Overall | 4.03 | 0.33 | 4.20 | 0.00 |

Graduate School of Human Sciences

| Graduate School of Human Sciences | Master's Degree (n=23) | | Ph.D. (n=20) | |
|---|------------------------|-------------|--------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Ethics | 4.23 | 0.27 | 4.19 | 0.41 |
| Integrity | 4.12 | 0.33 | 4.13 | 0.52 |
| Empathy | 4.09 | 0.42 | 4.10 | 0.55 |
| Honesty | 4.13 | 0.46 | 4.15 | 0.59 |
| Nurturing Relationships Fully | 4.13 | 0.46 | 4.15 | 0.75 |
| Social Consciousness | 4.19 | 0.50 | 4.15 | 0.58 |
| Community Service Volunteering | 4.43 | 0.59 | 4.35 | 0.75 |
| Responsible Citizenship | 3.87 | 0.81 | 4.00 | 0.65 |
| Contributions to Group Effort | 4.26 | 0.69 | 4.10 | 0.72 |
| Discipline | 4.39 | 0.37 | 4.30 | 0.40 |
| Self-esteem | 4.57 | 0.51 | 4.05 | 0.60 |
| Self-discipline | 4.30 | 0.47 | 4.65 | 0.59 |
| Self-responsibility | 4.30 | 0.56 | 4.20 | 0.52 |
| English Proficiency | 4.21 | 0.34 | 4.35 | 0.53 |
| Communicating | 4.14 | 0.34 | 4.36 | 0.53 |
| Listening proficiency | 4.26 | 0.54 | 4.50 | 0.76 |
| Speaking proficiency | 4.04 | 0.47 | 4.45 | 0.76 |
| Reading proficiency | 4.13 | 0.55 | 4.30 | 0.86 |
| Writing proficiency | 4.13 | 0.34 | 4.20 | 0.62 |
| Under Standing | 4.30 | 0.47 | 4.55 | 0.60 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.30 | 0.47 | 4.55 | 0.60 |
| Learning | 4.17 | 0.49 | 4.15 | 0.88 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.17 | 0.49 | 4.15 | 0.88 |
| Entrepreneurial Spirit | 4.13 | 0.25 | 3.98 | 0.42 |
| Leadership | 4.14 | 0.35 | 3.93 | 0.40 |
| Creative Thinking | 4.26 | 0.45 | 4.00 | 0.46 |
| Critical Thinking | 3.96 | 0.37 | 3.90 | 0.55 |
| Decision Making | 4.22 | 0.67 | 3.90 | 0.79 |
| Management Knowledge | 4.22 | 0.33 | 4.10 | 0.68 |
| Digital Literacy | 4.26 | 0.45 | 4.00 | 0.73 |
| Business Understanding | 4.13 | 0.34 | 4.35 | 0.81 |
| Marketability Understanding | 4.26 | 0.45 | 3.95 | 0.83 |
| Labor Omnia Vincit | 4.03 | 0.28 | 3.92 | 0.57 |
| Teamwork | 4.13 | 0.34 | 3.95 | 0.69 |
| Self-motivation | 4.00 | 0.43 | 3.85 | 0.81 |
| Problem Solving | 3.96 | 0.37 | 3.95 | 0.69 |
| Total Overall | 4.19 | 0.26 | 4.18 | 0.40 |

| Master's Degree | Curriculum and Instruction (n=3) | | Educational Administration and Leadership (n=6) | |
|---|-------------------------------------|-------------|--|-------------|
| | Mean | S.D. | Mean | S.D. |
| Ethics | 4.52 | 0.45 | 4.11 | 0.26 |
| Integrity | 4.33 | 0.58 | 4.11 | 0.46 |
| Empathy | 4.33 | 0.58 | 4.17 | 0.41 |
| Honesty | 4.33 | 0.58 | 4.17 | 0.75 |
| Nurturing Relationships Fully | 4.33 | 0.58 | 4.00 | 0.63 |
| Social Consciousness | 4.44 | 0.51 | 4.00 | 0.84 |
| Community Service Volunteering | 4.67 | 0.58 | 4.17 | 0.75 |
| Responsible Citizenship | 4.00 | 1.00 | 3.83 | 1.17 |
| Contributions to Group Effort | 4.67 | 0.58 | 4.00 | 1.10 |
| Discipline | 4.78 | 0.38 | 4.22 | 0.40 |
| Self-esteem | 5.00 | 0.00 | 4.17 | 0.41 |
| Self-discipline | 4.67 | 0.58 | 4.33 | 0.52 |
| Self-responsibility | 4.67 | 0.58 | 4.17 | 0.75 |
| English Proficiency | 4.67 | 0.58 | 4.24 | 0.21 |
| Communicating | 4.67 | 0.58 | 4.21 | 0.25 |
| Listening proficiency | 4.67 | 0.58 | 4.33 | 0.52 |
| Speaking proficiency | 4.67 | 0.58 | 3.83 | 0.41 |
| Reading proficiency | 4.67 | 0.58 | 4.50 | 0.55 |
| Writing proficiency | 4.67 | 0.58 | 4.17 | 0.41 |
| Under Standing | 4.67 | 0.58 | 4.33 | 0.52 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.67 | 0.58 | 4.33 | 0.52 |
| Learning | 4.67 | 0.58 | 4.17 | 0.41 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.67 | 0.58 | 4.17 | 0.41 |
| Entrepreneurial Spirit | 4.52 | 0.50 | 4.09 | 0.15 |
| Leadership | 4.56 | 0.51 | 4.00 | 0.37 |
| Creative Thinking | 4.67 | 0.58 | 4.17 | 0.41 |
| Critical Thinking | 4.33 | 0.58 | 3.83 | 0.41 |
| Decision Making | 4.67 | 0.58 | 4.00 | 1.10 |
| Management Knowledge | 4.56 | 0.51 | 4.33 | 0.42 |
| Digital Literacy | 4.67 | 0.58 | 4.17 | 0.41 |
| Business Understanding | 4.33 | 0.58 | 4.33 | 0.52 |
| Marketability Understanding | 4.67 | 0.58 | 4.50 | 0.55 |
| Labor Omnia Vincit | 4.44 | 0.51 | 3.94 | 0.14 |
| Teamwork | 4.33 | 0.58 | 4.17 | 0.41 |
| Self-motivation | 4.67 | 0.58 | 3.83 | 0.41 |
| Problem Solving | 4.33 | 0.58 | 3.83 | 0.41 |
| Total Overall | 4.57 | 0.49 | 4.15 | 0.11 |

| Master's Degree | Counseling Psychology (n=7) | | English Language Teaching (n=7) | |
|---|--------------------------------|-------------|------------------------------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Ethics | 4.21 | 0.22 | 4.24 | 0.22 |
| Integrity | 4.05 | 0.13 | 4.10 | 0.25 |
| Empathy | 4.14 | 0.38 | 3.86 | 0.38 |
| Honesty | 4.00 | 0.00 | 4.14 | 0.38 |
| Nurturing Relationships Fully | 4.00 | 0.00 | 4.29 | 0.49 |
| Social Consciousness | 4.19 | 0.33 | 4.24 | 0.25 |
| Community Service Volunteering | 4.71 | 0.49 | 4.29 | 0.49 |
| Responsible Citizenship | 3.57 | 0.53 | 4.14 | 0.69 |
| Contributions to Group Effort | 4.29 | 0.49 | 4.29 | 0.49 |
| Discipline | 4.38 | 0.36 | 4.38 | 0.30 |
| Self-esteem | 4.71 | 0.49 | 4.57 | 0.53 |
| Self-discipline | 4.29 | 0.49 | 4.14 | 0.38 |
| Self-responsibility | 4.14 | 0.38 | 4.43 | 0.53 |
| English Proficiency | 4.00 | 0.00 | 4.19 | 0.34 |
| Communicating | 4.00 | 0.00 | 4.00 | 0.29 |
| Listening proficiency | 4.14 | 0.38 | 4.14 | 0.69 |
| Speaking proficiency | 3.86 | 0.38 | 4.14 | 0.38 |
| Reading proficiency | 4.00 | 0.00 | 3.71 | 0.49 |
| Writing proficiency | 4.00 | 0.00 | 4.00 | 0.00 |
| Under Standing | 4.00 | 0.00 | 4.43 | 0.53 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.00 | 0.00 | 4.43 | 0.53 |
| Learning | 4.00 | 0.00 | 4.14 | 0.69 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 4.00 | 0.00 | 4.14 | 0.69 |
| Entrepreneurial Spirit | 4.03 | 0.08 | 4.10 | 0.17 |
| Leadership | 4.05 | 0.13 | 4.19 | 0.33 |
| Creative Thinking | 4.00 | 0.00 | 4.43 | 0.53 |
| Critical Thinking | 4.00 | 0.00 | 3.86 | 0.38 |
| Decision Making | 4.14 | 0.38 | 4.29 | 0.49 |
| Management Knowledge | 4.05 | 0.13 | 4.14 | 0.18 |
| Digital Literacy | 4.14 | 0.38 | 4.29 | 0.49 |
| Business Understanding | 4.00 | 0.00 | 4.00 | 0.00 |
| Marketability Understanding | 4.00 | 0.00 | 4.14 | 0.38 |
| Labor Omnia Vincit | 4.00 | 0.00 | 3.95 | 0.30 |
| Teamwork | 4.00 | 0.00 | 4.14 | 0.38 |
| Self-motivation | 4.00 | 0.00 | 3.86 | 0.38 |
| Problem Solving | 4.00 | 0.00 | 3.86 | 0.38 |
| Total Overall | 4.08 | 0.09 | 4.17 | 0.23 |

| Ph.D. | Counseling Psychology (n=2) | | Education Administration and Leadership (n=16) | | Counseling Psychology (n=1) | | English Language Teaching (n=1) | |
|---|-----------------------------|-------------|--|-------------|-----------------------------|-------------|---------------------------------|-------------|
| | Mean | S.D. | Mean | S.D. | Mean | S.D. | Mean | S.D. |
| Ethics | 3.94 | 0.08 | 4.26 | 0.43 | 3.78 | 0.00 | 4.11 | 0.00 |
| Integrity | 3.50 | 0.24 | 4.21 | 0.53 | 4.00 | 0.00 | 4.33 | 0.00 |
| Empathy | 3.50 | 0.71 | 4.19 | 0.54 | 4.00 | 0.00 | 4.00 | 0.00 |
| Honesty | 4.00 | 0.00 | 4.13 | 0.62 | 4.00 | 0.00 | 5.00 | 0.00 |
| Nurturing Relationships Fully | 3.00 | 0.00 | 4.31 | 0.70 | 4.00 | 0.00 | 4.00 | 0.00 |
| Social Consciousness | 4.00 | 0.00 | 4.21 | 0.63 | 3.67 | 0.00 | 4.00 | 0.00 |
| Community Service Volunteering | 4.50 | 0.71 | 4.44 | 0.73 | 3.00 | 0.00 | 4.00 | 0.00 |
| Responsible Citizenship | 4.00 | 0.00 | 4.00 | 0.73 | 4.00 | 0.00 | 4.00 | 0.00 |
| Contributions to Group Effort | 3.50 | 0.71 | 4.19 | 0.75 | 4.00 | 0.00 | 4.00 | 0.00 |
| Discipline | 4.33 | 0.00 | 4.35 | 0.41 | 3.67 | 0.00 | 4.00 | 0.00 |
| Self-esteem | 4.00 | 0.00 | 4.13 | 0.62 | 3.00 | 0.00 | 4.00 | 0.00 |
| Self-discipline | 5.00 | 0.00 | 4.69 | 0.60 | 4.00 | 0.00 | 4.00 | 0.00 |
| Self-responsibility | 4.00 | 0.00 | 4.25 | 0.58 | 4.00 | 0.00 | 4.00 | 0.00 |
| English Proficiency | 3.38 | 0.53 | 4.50 | 0.40 | 3.75 | 0.00 | 4.58 | 0.00 |
| Communicating | 3.13 | 0.18 | 4.50 | 0.35 | 4.25 | 0.00 | 4.75 | 0.00 |
| Listening proficiency | 3.50 | 2.12 | 4.56 | 0.51 | 5.00 | 0.00 | 5.00 | 0.00 |
| Speaking proficiency | 3.00 | 1.41 | 4.63 | 0.50 | 4.00 | 0.00 | 5.00 | 0.00 |
| Reading proficiency | 2.50 | 0.71 | 4.50 | 0.63 | 4.00 | 0.00 | 5.00 | 0.00 |
| Writing proficiency | 3.50 | 0.71 | 4.31 | 0.60 | 4.00 | 0.00 | 4.00 | 0.00 |
| Under Standing | 4.00 | 1.41 | 4.63 | 0.50 | 4.00 | 0.00 | 5.00 | 0.00 |
| Ability to use communicative English proficiency to understand a cultural diversity | 4.00 | 1.41 | 4.63 | 0.50 | 4.00 | 0.00 | 5.00 | 0.00 |
| Learning | 3.00 | 0.00 | 4.38 | 0.81 | 3.00 | 0.00 | 4.00 | 0.00 |
| Ability to use communicative English proficiency to continuously search for new knowledge | 3.00 | 0.00 | 4.38 | 0.81 | 3.00 | 0.00 | 4.00 | 0.00 |
| Entrepreneurial Spirit | 3.33 | 0.00 | 4.06 | 0.39 | 3.78 | 0.00 | 4.22 | 0.00 |
| Leadership | 3.50 | 0.24 | 3.96 | 0.40 | 4.00 | 0.00 | 4.33 | 0.00 |
| Creative Thinking | 4.00 | 1.41 | 4.00 | 0.37 | 4.00 | 0.00 | 4.00 | 0.00 |
| Critical Thinking | 4.00 | 0.00 | 3.88 | 0.50 | 3.00 | 0.00 | 5.00 | 0.00 |
| Decision Making | 2.50 | 0.71 | 4.00 | 0.63 | 5.00 | 0.00 | 4.00 | 0.00 |
| Management Knowledge | 3.50 | 0.24 | 4.15 | 0.73 | 4.33 | 0.00 | 4.33 | 0.00 |
| Digital Literacy | 3.50 | 0.71 | 4.06 | 0.77 | 4.00 | 0.00 | 4.00 | 0.00 |
| Business Understanding | 4.00 | 1.41 | 4.31 | 0.79 | 5.00 | 0.00 | 5.00 | 0.00 |
| Marketability Understanding | 3.00 | 0.00 | 4.06 | 0.85 | 4.00 | 0.00 | 4.00 | 0.00 |
| Labor Omnia Vincit | 3.00 | 0.47 | 4.08 | 0.45 | 3.00 | 0.00 | 4.00 | 0.00 |
| Teamwork | 3.00 | 0.00 | 4.13 | 0.62 | 3.00 | 0.00 | 4.00 | 0.00 |
| Self-motivation | 2.00 | 0.00 | 4.13 | 0.50 | 3.00 | 0.00 | 4.00 | 0.00 |
| Problem Solving | 4.00 | 1.41 | 4.00 | 0.63 | 3.00 | 0.00 | 4.00 | 0.00 |
| Total Overall | 3.55 | 0.15 | 4.27 | 0.35 | 3.77 | 0.00 | 4.31 | 0.00 |

Faculty members and Staff

| Faculty/Staff | Indicators and Items | Mean | S.D. |
|--|--|-------------|-------------|
| Martin de Tours School of Management and Economics (n=35) | Vision | 4.63 | 0.59 |
| | Mission | 4.59 | 0.59 |
| | AU Uniqueness | 4.58 | 0.58 |
| | Catholic University | 4.65 | 0.57 |
| | International University | 4.53 | 0.64 |
| | AU Culture | 4.69 | 0.58 |
| | AU Core Competencies | 4.54 | 0.56 |
| | AU Core Values | 4.47 | 0.64 |
| | Integrity, Social Consciousness, and Discipline | 4.58 | 0.56 |
| | Leadership Efforts in Cultivating AU Values and Identity | 4.38 | 0.57 |
| Theodore Maria School of Arts (n=41) | Vision | 4.57 | 0.68 |
| | Mission | 4.61 | 0.62 |
| | AU Uniqueness | 4.58 | 0.65 |
| | Catholic University | 4.66 | 0.60 |
| | International University | 4.51 | 0.73 |
| | AU Culture | 4.63 | 0.58 |
| | AU Core Competencies | 4.50 | 0.71 |
| | AU Core Values | 4.38 | 0.67 |
| | Integrity, Social Consciousness, and Discipline | 4.57 | 0.56 |
| | Leadership Efforts in Cultivating AU Values and Identity | 4.46 | 0.55 |
| Bernadette de Lourdes School of Nursing Science (n=13) | Vision | 4.42 | 0.49 |
| | Mission | 4.46 | 0.52 |
| | AU Uniqueness | 4.74 | 0.38 |
| | Catholic University | 4.73 | 0.44 |
| | International University | 4.74 | 0.39 |
| | AU Culture | 4.62 | 0.51 |
| | AU Core Competencies | 4.81 | 0.33 |
| | AU Core Values | 4.67 | 0.45 |
| | Integrity, Social Consciousness, and Discipline | 4.62 | 0.48 |
| | Leadership Efforts in Cultivating AU Values and Identity | 4.62 | 0.51 |
| Vincent Mary School of Engineering, Science and Technology (n=19) | Vision | 4.58 | 0.61 |
| | Mission | 4.63 | 0.57 |
| | AU Uniqueness | 4.58 | 0.56 |
| | Catholic University | 4.61 | 0.57 |
| | International University | 4.56 | 0.57 |
| | AU Culture | 4.47 | 0.70 |
| | AU Core Competencies | 4.54 | 0.61 |
| | AU Core Values | 4.46 | 0.62 |
| | Integrity, Social Consciousness, and Discipline | 4.61 | 0.57 |
| | Leadership Efforts in Cultivating AU Values and Identity | 4.35 | 0.49 |
| Thomas Aquinas School of Law (n= 15) | Vision | 4.33 | 0.45 |
| | Mission | 4.43 | 0.53 |
| | AU Uniqueness | 4.48 | 0.42 |
| | Catholic University | 4.60 | 0.52 |
| | International University | 4.39 | 0.45 |
| | AU Culture | 4.80 | 0.41 |
| | AU Core Competencies | 4.38 | 0.45 |
| | AU Core Values | 4.35 | 0.46 |
| | Integrity, Social Consciousness, and Discipline | 4.40 | 0.44 |
| | Leadership Efforts in Cultivating AU Values and Identity | 4.61 | 0.47 |
| Theophane Venard School of food Biotechnology and Innovation (n=10) | Vision | 4.35 | 0.63 |
| | Mission | 4.20 | 0.67 |
| | AU Uniqueness | 4.40 | 0.49 |
| | Catholic University | 4.33 | 0.64 |
| | International University | 4.46 | 0.44 |
| | AU Culture | 4.70 | 0.48 |
| | AU Core Competencies | 4.45 | 0.48 |
| | AU Core Values | 4.28 | 0.55 |
| | Integrity, Social Consciousness, and Discipline | 4.42 | 0.53 |
| | Leadership Efforts in Cultivating AU Values and Identity | 4.30 | 0.41 |

| Faculty/Staff | Indicators and Items | Mean | S.D. |
|---|--|-------------|-------------|
| Albert Laurence School of Communication Arts (n=47) | Vision | 4.24 | 0.62 |
| | Mission | 4.22 | 0.67 |
| | AU Uniqueness | 4.30 | 0.54 |
| | Catholic University | 4.35 | 0.58 |
| | International University | 4.26 | 0.56 |
| | AU Culture | 4.28 | 0.65 |
| | AU Core Competencies | 4.31 | 0.56 |
| | AU Core Values | 4.19 | 0.67 |
| | Integrity, Social Consciousness, and Discipline | 4.32 | 0.58 |
| | Leadership Efforts in Cultivating AU Values and Identity | 4.30 | 0.58 |
| Louis Nobiron School of Music (n=4) | Vision | 4.50 | 0.58 |
| | Mission | 4.50 | 0.58 |
| | AU Uniqueness | 3.97 | 0.43 |
| | Catholic University | 4.25 | 0.79 |
| | International University | 3.75 | 0.68 |
| | AU Culture | 3.75 | 0.50 |
| | AU Core Competencies | 3.94 | 0.52 |
| | AU Core Values | 3.44 | 0.55 |
| | Integrity, Social Consciousness, and Discipline | 3.55 | 0.53 |
| | Leadership Efforts in Cultivating AU Values and Identity | 4.32 | 0.41 |
| Montfort Del Rosario School of Architecture and Design (n=14) | Vision | 4.14 | 0.97 |
| | Mission | 4.32 | 0.82 |
| | AU Uniqueness | 4.31 | 0.74 |
| | Catholic University | 4.36 | 0.71 |
| | International University | 4.27 | 0.81 |
| | AU Culture | 4.36 | 0.50 |
| | AU Core Competencies | 4.34 | 0.69 |
| | AU Core Values | 4.23 | 0.65 |
| | Integrity, Social Consciousness, and Discipline | 4.34 | 0.64 |
| | Leadership Efforts in Cultivating AU Values and Identity | 4.27 | 0.71 |
| Graduate School of Business and Advanced Technology Management (n=9) | Vision | 4.61 | 0.78 |
| | Mission | 4.61 | 0.70 |
| | AU Uniqueness | 4.67 | 0.66 |
| | Catholic University | 4.61 | 0.69 |
| | International University | 4.71 | 0.66 |
| | AU Culture | 4.67 | 0.71 |
| | AU Core Competencies | 4.58 | 0.72 |
| | AU Core Values | 4.50 | 0.74 |
| | Integrity, Social Consciousness, and Discipline | 4.76 | 0.66 |
| | Leadership Efforts in Cultivating AU Values and Identity | 4.41 | 0.47 |
| Graduate School of Human Sciences (n=10) | Vision | 4.65 | 0.47 |
| | Mission | 4.65 | 0.47 |
| | AU Uniqueness | 4.63 | 0.51 |
| | Catholic University | 4.73 | 0.40 |
| | International University | 4.56 | 0.70 |
| | AU Culture | 4.70 | 0.48 |
| | AU Core Competencies | 4.63 | 0.50 |
| | AU Core Values | 4.48 | 0.69 |
| | Integrity, Social Consciousness, and Discipline | 4.54 | 0.57 |
| | Leadership Efforts in Cultivating AU Values and Identity | 4.30 | 0.67 |

| Faculty/Staff | Indicators and Items | Mean | S.D. |
|-------------------------------------|--|-------------|-------------|
| Support Unit Offices Faculty (n=11) | Vision | 4.73 | 0.47 |
| | Mission | 4.68 | 0.64 |
| | AU Uniqueness | 4.67 | 0.57 |
| | Catholic University | 4.70 | 0.58 |
| | International University | 4.64 | 0.59 |
| | AU Culture | 4.73 | 0.65 |
| | AU Core Competencies | 4.64 | 0.65 |
| | AU Core Values | 4.61 | 0.56 |
| | Integrity, Social Consciousness, and Discipline | 4.67 | 0.41 |
| | Leadership Efforts in Cultivating AU Values and Identity | 4.64 | 0.50 |
| Support Unit Offices Staff (n=98) | Vision | 4.29 | 0.60 |
| | Mission | 4.30 | 0.58 |
| | AU Uniqueness | 4.39 | 0.56 |
| | Catholic University | 4.40 | 0.58 |
| | International University | 4.39 | 0.57 |
| | AU Culture | 4.38 | 0.63 |
| | AU Core Competencies | 4.44 | 0.57 |
| | AU Core Values | 4.35 | 0.57 |
| | Integrity, Social Consciousness, and Discipline | 4.39 | 0.57 |
| | Leadership Efforts in Cultivating AU Values and Identity | 4.42 | 0.55 |

Questionnaire



Questionnaire: AU Vision Mission Uniqueness and Core Values (Lecturer/Officer)

Instructions:Please indicate your level of agreement or satisfaction with the following indicators which represent Assumption University’s dedication to its Uniqueness and Core Values. Your honest input is highly appreciated, and your identity will be kept confidential.

| | | |
|---|--|--------------------------------|
| Gender: | <input type="radio"/> 1.Male | <input type="radio"/> 2.Female |
| Position | Faculty/Office | |
| <input type="radio"/> 1.Lecturer <input type="radio"/> 2.Officer | <input type="radio"/> 1. MSME <input type="radio"/> 2. Arts <input type="radio"/> 3. Nursing Science <input type="radio"/> 4. Engineering Sci. and Tech. <input type="radio"/> 5. Law <input type="radio"/> 6. Biotechnology <input type="radio"/> 7. Communication Arts <input type="radio"/> 8. Music <input type="radio"/> 9. Architecture and Design <input type="radio"/> 12. Other, please specify | |

| Vision | Level of Agreement | | | | |
|--|--|---|---|---|---|
| | Strongly Disagree ←.....→ Strongly Agree | | | | |
| 1. AU envisions itself in the next decade as: an international community of scholars; enlivened by Christian inspiration. | ① | ② | ③ | ④ | ⑤ |
| 2. AU envisions itself in the next decade as: engaging in the pursuit of Truth and knowledge; and serving human society, especially through the creative use of interdisciplinary approaches and cyber technology. | ① | ② | ③ | ④ | ⑤ |

| Mission | Level of Agreement | | | | |
|--|--|---|---|---|---|
| | Strongly Disagree ←.....→ Strongly Agree | | | | |
| 1. AU is committed to be the light that leads learners and its stakeholders from all parts of the world towards wisdom, Truth, and Christian values and to discover the “Treasure Within” themselves. | ① | ② | ③ | ④ | ⑤ |
| 2. AU envisions itself in the next decade as: engaging in the pursuit of Truth and knowledge; and serving human society, especially through the creative use of interdisciplinary approaches and cyber technology. | ① | ② | ③ | ④ | ⑤ |

AU Uniqueness

| AU Uniqueness | Level of Agreement | | | | |
|--|--------------------|---------|---|---|----------------|
| | Strongly Disagree | ←.....→ | | | Strongly Agree |
| 1. AU is an International Catholic University that dedicates itself to the pursuit of Truth and knowledge. | ① | ② | ③ | ④ | ⑤ |
| 2. AU follows the values of a Catholic University and appropriately displays Catholic symbols. | ① | ② | ③ | ④ | ⑤ |
| 3. AU is effectively managed by the Catholic Leader. | ① | ② | ③ | ④ | ⑤ |
| 4. AU arranges Catholic rites and functions for the AU community and the public. | ① | ② | ③ | ④ | ⑤ |
| 5. AU is an international educational institution with strong international programs. | ① | ② | ③ | ④ | ⑤ |
| 6. AU is a diverse community of international scholars. | ① | ② | ③ | ④ | ⑤ |
| 7. AU does not discriminate between Thai and international personnel. | ① | ② | ③ | ④ | ⑤ |
| 8. AU is widely recognized by international organizations. | ① | ② | ③ | ④ | ⑤ |
| 9. The overall learning environment is conducive for the students' learning. | ① | ② | ③ | ④ | ⑤ |

AU Culture

| AU Culture | Level of Agreement | | | | |
|--|--------------------|---------|---|---|----------------|
| | Strongly Disagree | ←.....→ | | | Strongly Agree |
| 1. Au culture is LABOR OMNIA VINCIT. "we can overcome all difficulties though hard work" | ① | ② | ③ | ④ | ⑤ |

AU Core Competencies

| AU Core Competencies | Level of Agreement | | | | |
|--|--------------------|---------|---|---|----------------|
| | Strongly Disagree | ←.....→ | | | Strongly Agree |
| 1. AU as internationalization community. | ① | ② | ③ | ④ | ⑤ |
| 2. AU nurtures an entrepreneurial mindset among students and faculty members. | ① | ② | ③ | ④ | ⑤ |
| 3. AU programs and faculties main a strong network with academic and professional institution and the industry sectors. | ① | ② | ③ | ④ | ⑤ |
| 4. AU ensure that graduates possess global competency, English competency is emphasized in the core function of teaching and learning. | ① | ② | ③ | ④ | ⑤ |

AU Core Values

| AU Core Values | Level of Agreement | | | | |
|--|--------------------|---------|---|---|----------------|
| | Strongly Disagree | ←.....→ | | | Strongly Agree |
| 1. AU people have acquired the Catholic Spirit, namely, the spirit of service. | ① | ② | ③ | ④ | ⑤ |
| 2. AU people are accountable and responsible persons. | ① | ② | ③ | ④ | ⑤ |
| 3. AU people righteous and just persons. | ① | ② | ③ | ④ | ⑤ |
| 4. AU people are always in pursuit of excellence. | ① | ② | ③ | ④ | ⑤ |

Integrity, Social Consciousness, and Discipline

| Integrity, Social Consciousness, and Discipline | Level of Agreement | | | | |
|--|--------------------|---------|---|---|----------------|
| | Strongly Disagree | ←.....→ | | | Strongly Agree |
| 1. AU encourages students to develop their integrity: honesty, reliability, credibility, and accountability. | ① | ② | ③ | ④ | ⑤ |
| 2. AU fosters social consciousness of caring, sharing and sacrifice. | ① | ② | ③ | ④ | ⑤ |
| 3. AU promotes self-discipline e.g. hygiene, appropriate dress, and self-control. | ① | ② | ③ | ④ | ⑤ |
| 4. AU promotes discipline e.g., punctuality, social norms, and respect for the rights of others. | ① | ② | ③ | ④ | ⑤ |
| 5. AU promotes 3Es, namely, ethics, English proficiency, and entrepreneurial spirit. | ① | ② | ③ | ④ | ⑤ |

Leadership Efforts in Cultivating AU Values and Identity

| The AU Executive Board encourages AU personnel to realize and/or adopt the..... | Level of Agreement | | | | |
|---|--------------------|---------|---|---|----------------|
| | Strongly Disagree | ←.....→ | | | Strongly Agree |
| 1. AU Vision | ① | ② | ③ | ④ | ⑤ |
| 2. AU Mission | ① | ② | ③ | ④ | ⑤ |
| 3. AU Uniqueness | ① | ② | ③ | ④ | ⑤ |
| 4. AU Culture (LABOR OMNIA VINCIT: we can overcome all difficulties through hard work) | ① | ② | ③ | ④ | ⑤ |
| 5. AU Core Competency (Internationalization, Entrepreneurial Spirit, Valuing diversity) | ① | ② | ③ | ④ | ⑤ |
| 6. AU Core Value (CARE: Catholic Spirit, Accountability, Righteousness, and Excellence) | ① | ② | ③ | ④ | ⑤ |
| 7. AU Identities (3Es: Ethics, English proficiency, and Entrepreneurial Spirit) | ① | ② | ③ | ④ | ⑤ |



Questionnaire: AU Students Identity

Faculty

- | | | |
|--|-----------------------------------|---|
| <input type="checkbox"/> 1. MSME | <input type="checkbox"/> 2. Arts | <input type="checkbox"/> 3. Nursing Science |
| <input type="checkbox"/> 4. Engineering and Sci. Tech. | <input type="checkbox"/> 5. Law | <input type="checkbox"/> 6. Biotechnology |
| <input type="checkbox"/> 7. Communication Arts | <input type="checkbox"/> 8. Music | <input type="checkbox"/> 9. Architecture and Design |
| <input type="checkbox"/> 10. Office..... | | |

- Sex** 1. Male 2. Female

| I have learned to be a person of great character. | Self-perception level | | | | |
|---|------------------------------|-------|---------|----------|-------------------|
| | Strongly agree | Agree | Neutral | Disagree | Strongly disagree |
| Ethics | | | | | |
| 1. Empathy: I care for others. | 5 | 4 | 3 | 2 | 1 |
| 2. Honesty: I am honest and straightforward. | 5 | 4 | 3 | 2 | 1 |
| 3. Nurturing Relationships Fully: I have good relationships with others. | 5 | 4 | 3 | 2 | 1 |
| Social Consciousness | | | | | |
| 1. Community Service Volunteering: I participate in community service projects. | 5 | 4 | 3 | 2 | 1 |
| 2. Responsible Citizenship: I am active in political affairs. | 5 | 4 | 3 | 2 | 1 |
| 3. Contributions to Group Effort: I participate in group works. | 5 | 4 | 3 | 2 | 1 |
| Discipline | | | | | |
| 1. Self-esteem: I respect for myself. | 5 | 4 | 3 | 2 | 1 |
| 2. Self-discipline: I can control myself. | 5 | 4 | 3 | 2 | 1 |
| 3. Self-responsibility: I am responsible for myself. | 5 | 4 | 3 | 2 | 1 |

| I have learned to acquire English skills. | Self-perception level | | | | |
|---|------------------------------|--------------|----------------|-----------------|--------------------------|
| | Strongly agree | Agree | Neutral | Disagree | Strongly disagree |
| English proficiency | | | | | |
| 1. Listening proficiency: I am good at listening skills. | 5 | 4 | 3 | 2 | 1 |
| 2. Speaking proficiency: I am good at speaking skills. | 5 | 4 | 3 | 2 | 1 |
| 3. Reading proficiency: I am good at reading skills. | 5 | 4 | 3 | 2 | 1 |
| 4. Writing proficiency: I am good at writing skills. | 5 | 4 | 3 | 2 | 1 |
| 5. Ability to use communicative English proficiency to understand a cultural diversity: I can use English proficiency to understand cultural differences. | 5 | 4 | 3 | 2 | 1 |
| 6. Ability to use communicative English proficiency to continuously search for new knowledge: I can use English proficiency to continuously seek new knowledge. | 5 | 4 | 3 | 2 | 1 |
| I have learned to acquire the entrepreneurial spirit. | Self-perception level | | | | |
| | Strongly agree | Agree | Neutral | Disagree | Strongly disagree |
| Leadership | | | | | |
| 1. Creative Thinking: I have a creative mind. | 5 | 4 | 3 | 2 | 1 |
| 2. Critical Thinking: I have a critical mind. | 5 | 4 | 3 | 2 | 1 |
| 3. Decision Making: I can make decisions appropriately. | 5 | 4 | 3 | 2 | 1 |
| Management Knowledge | | | | | |
| 1. Digital Literacy: I am able to deal with information through digital platforms. | 5 | 4 | 3 | 2 | 1 |
| 2. Business Understanding: I understand business doing. | 5 | 4 | 3 | 2 | 1 |
| 3. Marketability Understanding: I understand the essence of market ability. | 5 | 4 | 3 | 2 | 1 |
| Labor Omnia Vincit | | | | | |
| 1. Teamwork: I have a teamwork spirit. | 5 | 4 | 3 | 2 | 1 |
| 2. Self-motivation: I can motivate myself. | 5 | 4 | 3 | 2 | 1 |
| 3. Problem Solving: I have problem-solving skills. | 5 | 4 | 3 | 2 | 1 |

😊 Thank you for your information 😊

Part 2 Instructions: Please rate your level of satisfaction with AU graduates in terms of the following characteristics.

| Ethics | Satisfaction level | | | | |
|-----------------------------------|--------------------|---------|---|---|------|
| | Least | ←.....→ | | | Most |
| Integrity | | | | | |
| 1. Empathy | 1 | 2 | 3 | 4 | 5 |
| 2. Honesty | 1 | 2 | 3 | 4 | 5 |
| 3. Nurturing Relationships Fully | 1 | 2 | 3 | 4 | 5 |
| Social Consciousness | | | | | |
| 4. Community Service Volunteering | 1 | 2 | 3 | 4 | 5 |
| 5. Responsible Citizenship | 1 | 2 | 3 | 4 | 5 |
| 6. Contributions to Group Effort | 1 | 2 | 3 | 4 | 5 |
| Discipline | | | | | |
| 7. Self-esteem | 1 | 2 | 3 | 4 | 5 |
| 8. Self-discipline | 1 | 2 | 3 | 4 | 5 |
| 9. Self-responsibility | 1 | 2 | 3 | 4 | 5 |

| English Proficiency | Satisfaction level | | | | |
|--|--------------------|---------|---|---|------|
| | Least | ←.....→ | | | Most |
| Communicating | | | | | |
| 1. Listening proficiency | 1 | 2 | 3 | 4 | 5 |
| 2. Speaking proficiency | 1 | 2 | 3 | 4 | 5 |
| 3. Reading proficiency | 1 | 2 | 3 | 4 | 5 |
| 4. Writing proficiency | 1 | 2 | 3 | 4 | 5 |
| Under Standing | | | | | |
| 5. Ability to use communicative English proficiency to understand a cultural diversity | 1 | 2 | 3 | 4 | 5 |
| Learning | | | | | |
| 6. Ability to use communicative English proficiency to continuously search for new knowledge | 1 | 2 | 3 | 4 | 5 |
| Entrepreneurship | | | | | |
| Satisfaction level | | | | | |
| Least ←.....→ Most | | | | | |
| Leadership | | | | | |
| 1. Creative Thinking | 1 | 2 | 3 | 4 | 5 |
| 2. Critical Thinking | 1 | 2 | 3 | 4 | 5 |
| 3. Decision Making | 1 | 2 | 3 | 4 | 5 |
| Management Knowledge | | | | | |
| 4. Digital Literacy | 1 | 2 | 3 | 4 | 5 |
| 5. Business Understanding | 1 | 2 | 3 | 4 | 5 |
| 6. Marketability Understanding | 1 | 2 | 3 | 4 | 5 |
| Labor Omnia Vincit | | | | | |
| 7. Teamwork | 1 | 2 | 3 | 4 | 5 |
| 8. Self-motivation | 1 | 2 | 3 | 4 | 5 |
| 9. Problem Solving | 1 | 2 | 3 | 4 | 5 |

Recommendation(s)

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☺Thank you for your partic