

2017 HERI Staff Survey Data

		All	Men	Women	GQGN	Straight	LGBQO	Staff of Color	White	Psych Disability	Physical Disability	No Disability	
STAFFRANK What best describes your role: - Selected Choice		Senior administrator	4.9%	8.3%	3.0%	0.0%	5.7%	0.0%	5.5%	4.8%	2.7%	5.7%	6.6%
		Staff	91.8%	87.3%	94.4%	88.9%	91.2%	95.5%	92.1%	91.8%	94.1%	91.4%	91.1%
		Other:	3.3%	4.4%	2.5%	11.1%	3.1%	4.5%	2.4%	3.4%	3.2%	2.9%	2.3%
		Total	633	229	395	9	547	66	127	525	187	70	302
DEPTDISC Which of the following best describes YOUR UNIT on campus: - Selected Choice		Academic advising	4.3%	0.9%	6.4%	0.0%	4.1%	6.1%	5.1%	4.0%	6.5%	4.3%	3.7%
		Library services	5.4%	3.5%	6.7%	0.0%	5.0%	9.1%	1.7%	6.2%	7.0%	5.8%	5.7%
		Research Institute or Support/Oversight (e.g., Institutional Review Board, Office of Contracts and Grants)	2.2%	1.8%	2.6%	0.0%	1.9%	4.5%	4.3%	2.1%	2.2%	1.4%	2.0%
		Other Academic Affairs	19.4%	13.7%	22.8%	11.1%	19.9%	13.6%	19.7%	19.2%	19.9%	18.8%	19.8%
		Campus Safety/Police	1.8%	3.5%	0.8%	0.0%	2.0%	0.0%	2.6%	1.7%	2.2%	0.0%	1.3%
		Dining Services	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
		Facilities -- Custodial Services	3.8%	7.5%	1.8%	0.0%	3.5%	4.5%	5.1%	3.5%	5.9%	5.8%	2.7%
		Facilities -- Maintenance	6.6%	14.6%	2.1%	0.0%	7.2%	1.5%	3.4%	7.3%	4.8%	10.1%	7.4%
		Finance and Treasury	3.2%	2.2%	3.8%	0.0%	3.2%	4.5%	2.6%	3.3%	2.2%	1.4%	3.7%
		Health Center/Hospital	1.4%	0.9%	1.8%	0.0%	1.7%	0.0%	0.9%	1.5%	0.5%	0.0%	1.7%
		Human Resources (including academic personnel)	2.4%	0.9%	3.3%	0.0%	2.6%	1.5%	4.3%	2.3%	2.7%	5.8%	2.7%
		Information Technology Services	7.2%	12.8%	3.6%	22.2%	7.2%	9.1%	5.1%	7.7%	6.5%	10.1%	8.1%
		Institutional Research/Assessment/Planning	0.8%	0.4%	1.0%	0.0%	0.9%	0.0%	0.0%	1.0%	0.5%	0.0%	1.3%
		Legal affairs	0.3%	0.0%	0.3%	11.1%	0.2%	1.5%	0.0%	0.4%	0.5%	0.0%	0.3%
		Transportation and Parking	0.3%	0.4%	0.3%	0.0%	0.4%	0.0%	0.0%	0.4%	0.5%	0.0%	0.3%
		Alumni Affairs	0.5%	0.0%	0.8%	0.0%	0.6%	0.0%	0.0%	0.6%	0.5%	0.0%	0.7%
		Communications	1.3%	0.9%	1.3%	11.1%	1.1%	3.0%	0.9%	1.5%	1.1%	2.9%	1.0%
		Public Relations	1.6%	1.8%	1.5%	0.0%	1.9%	0.0%	0.0%	1.9%	1.6%	2.9%	1.3%
		University Advancement/Development/Planned Giving	2.9%	1.8%	3.6%	0.0%	3.0%	1.5%	0.0%	3.5%	2.7%	0.0%	4.0%
		Admissions / Enrollment Management / Registrar	4.2%	2.7%	5.1%	0.0%	3.5%	7.6%	6.8%	3.5%	4.3%	1.4%	3.4%
		Athletics (Varsity / Club)	1.1%	2.2%	0.5%	0.0%	1.3%	0.0%	0.9%	1.2%	0.0%	0.0%	1.0%
		Financial Aid	3.2%	1.8%	4.1%	0.0%	3.7%	0.0%	1.7%	3.5%	3.8%	4.3%	3.0%
		Housing/Residential Life	2.4%	2.2%	2.6%	0.0%	2.4%	1.5%	4.3%	2.1%	1.1%	2.9%	3.4%
		Student Affairs (e.g., Dean of Students, Student Government, Judicial Affairs, Orientation, Campus Activities, College Union, Student Recreation)	7.4%	6.2%	8.2%	0.0%	7.4%	7.6%	10.3%	6.7%	8.1%	8.7%	5.4%
		Diversity, Equity, and Inclusion	0.8%	0.4%	0.8%	11.1%	0.6%	3.0%	1.7%	0.6%	0.5%	0.0%	1.0%
		Office of the Chancellor/President	0.6%	0.9%	0.5%	0.0%	0.7%	0.0%	0.9%	0.6%	0.0%	0.0%	0.3%
		Office of the Provost / Vice President	0.6%	0.4%	0.8%	0.0%	0.6%	1.5%	0.9%	0.6%	0.5%	0.0%	0.3%

		All	Men	Women	GQGN	Straight	LGBQ	Staff of Color	White	Psych Disability	Physical Disability	No Disability
Other, please specify:		14.2%	15.5%	13.1%	33.3%	13.5%	18.2%	17.1%	13.3%	14.0%	13.0%	14.4%
Total		625	226	390	9	539	66	117	520	186	69	298
DIRECTREPORT How many direct reports do you have (excluding student employees)?												
I do not directly supervise employees		61.9%	58.3%	63.5%	77.8%	61.4%	66.7%	57.0%	63.4%	61.5%	58.6%	63.5%
1 to 2		18.2%	16.2%	19.5%	11.1%	18.5%	16.7%	18.2%	18.1%	20.3%	21.4%	15.0%
3 to 5		10.4%	11.0%	10.1%	11.1%	9.7%	13.6%	14.0%	9.5%	8.0%	10.0%	12.6%
6 to 10		5.4%	9.2%	3.3%	0.0%	6.0%	0.0%	6.6%	5.0%	4.8%	4.3%	6.0%
11 or more		4.1%	5.3%	3.5%	0.0%	4.4%	3.0%	4.1%	4.0%	5.3%	5.7%	3.0%
Total		632	228	395	9	546	66	121	524	187	70	301
EMPLOYYRS1 How many years have you been employed: - At this institution												
Less Than One Year		12.3%	12.5%	12.5%	0.0%	11.8%	18.8%	12.6%	12.4%	10.3%	12.9%	11.6%
1-4 Years		28.7%	29.5%	28.5%	22.2%	29.2%	28.1%	32.8%	27.8%	31.5%	15.7%	28.1%
5-10 Years		21.4%	22.3%	20.4%	44.4%	21.2%	25.0%	18.5%	22.5%	20.1%	21.4%	22.9%
11-15 Years		10.4%	8.9%	11.0%	22.2%	10.3%	12.5%	11.8%	10.0%	9.2%	17.1%	9.9%
16-20 Years		11.2%	13.4%	10.2%	0.0%	11.2%	6.3%	9.2%	11.4%	8.7%	8.6%	12.3%
More Than 20 Years		15.9%	13.4%	17.5%	11.1%	16.3%	9.4%	15.1%	15.9%	20.1%	24.3%	15.1%
Total		616	224	383	9	534	64	119	510	184	70	292
EMPLOYYRS2 How many years have you been employed: - In your current position												
Less Than One Year		17.6%	14.1%	20.1%	0.0%	16.5%	26.3%	21.4%	16.6%	16.1%	14.0%	18.5%
1-4 Years		39.6%	39.7%	39.9%	25.0%	40.3%	42.1%	35.7%	40.4%	42.9%	22.8%	38.9%
5-10 Years		19.3%	19.6%	18.9%	25.0%	18.8%	19.3%	19.4%	19.7%	18.0%	26.3%	18.5%
11-15 Years		9.5%	9.5%	9.2%	25.0%	9.7%	8.8%	14.3%	8.5%	6.2%	12.3%	11.1%
16-20 Years		6.8%	9.0%	5.6%	0.0%	7.2%	1.8%	3.1%	7.4%	5.0%	10.5%	5.9%
More Than 20 Years		7.2%	8.0%	6.2%	25.0%	7.6%	1.8%	6.1%	7.4%	11.8%	14.0%	7.0%
Total		545	199	338	8	474	57	98	458	161	57	270
CMPSAT01 Please rate your satisfaction with your institution in each area: - Interactions among different racial or ethnic groups												
Very Satisfied		15.0%	19.4%	12.8%	0.0%	16.2%	7.9%	12.3%	15.5%	13.3%	19.1%	15.5%
Satisfied		44.9%	48.8%	43.4%	12.5%	45.8%	34.9%	34.9%	46.7%	40.0%	50.0%	46.3%
Neutral		29.7%	23.2%	32.2%	87.5%	29.5%	31.7%	35.8%	28.6%	33.9%	23.5%	27.7%
Dissatisfied		9.4%	7.1%	10.9%	0.0%	7.9%	20.6%	14.2%	8.7%	11.1%	5.9%	9.8%
Very Dissatisfied		1.0%	1.4%	0.8%	0.0%	0.6%	4.8%	2.8%	0.6%	1.7%	1.5%	0.7%
Total		595	211	376	8	518	63	106	497	180	68	296
		3.63	3.78	3.56	3.13	3.69	3.21	3.4	3.68	3.52	3.79	3.66
		0.88	0.89	0.88	0.35	0.86	1.02	0.97	0.86	0.92	0.87	0.88
		0.04	0.06	0.05	0.13	0.04	0.13	0.09	0.04	0.07	0.11	0.05
		0.78	0.79	0.77	0.13	0.73	1.04	0.95	0.74	0.84	0.76	0.77

		All	Men	Women	GQGN	Straight	LGBQ	Staff of Color	White	Psych Disability	Physical Disability	No Disability	
CMPSAT02 Please rate your satisfaction with your institution in each area: - Overall sense of community among students, staff, and faculty		Very Satisfied	12.7%	15.3%	11.5%	0.0%	13.4%	8.1%	11.4%	13.0%	10.3%	10.0%	14.1%
	Satisfied	47.2%	48.4%	47.2%	12.5%	48.6%	38.7%	39.0%	48.7%	44.3%	55.7%	49.2%	
	Neutral	24.8%	22.3%	25.5%	62.5%	24.2%	27.4%	29.5%	24.3%	24.9%	15.7%	25.3%	
	Dissatisfied	13.4%	12.6%	13.6%	25.0%	12.5%	22.6%	18.1%	12.2%	19.5%	14.3%	9.4%	
	Very Dissatisfied	1.8%	1.4%	2.1%	0.0%	1.3%	3.2%	1.9%	1.8%	1.1%	4.3%	2.0%	
	Total	604	215	381	8	529	62	105	507	185	70	297	
		3.56	3.64	3.52	2.88	3.6	3.26	3.4	3.59	3.43	3.53	3.64	
		0.94	0.94	0.94	0.64	0.92	1.01	0.98	0.92	0.95	1	0.91	
		0.04	0.06	0.05	0.23	0.04	0.13	0.1	0.04	0.07	0.12	0.05	
		0.88	0.88	0.88	0.41	0.84	1.01	0.95	0.86	0.91	1.01	0.83	
CMPSAT03 Please rate your satisfaction with your institution in each area: - My personal safety on campus		Very Satisfied	30.7%	42.6%	24.6%	0.0%	32.5%	20.6%	13.1%	34.5%	29.6%	28.6%	31.9%
	Satisfied	50.2%	42.1%	54.2%	75.0%	49.0%	58.7%	51.4%	49.3%	45.7%	54.3%	51.3%	
	Neutral	14.2%	11.1%	16.0%	12.5%	14.0%	12.7%	27.1%	12.0%	19.9%	15.7%	11.7%	
	Dissatisfied	4.3%	3.2%	4.7%	12.5%	4.0%	7.9%	5.6%	3.9%	4.3%	0.0%	4.4%	
	Very Dissatisfied	0.7%	0.9%	0.5%	0.0%	0.6%	0.0%	2.8%	0.2%	0.5%	1.4%	0.7%	
	Total	606	216	382	8	529	63	107	507	186	70	298	
		4.06	4.22	3.98	3.63	4.09	3.92	3.66	4.14	3.99	4.09	4.09	
		0.82	0.84	0.8	0.74	0.82	0.81	0.88	0.79	0.85	0.76	0.82	
		0.03	0.06	0.04	0.26	0.04	0.1	0.08	0.04	0.06	0.09	0.05	
		0.68	0.7	0.64	0.55	0.67	0.65	0.77	0.62	0.72	0.57	0.66	
CMPSAT04 Please rate your satisfaction with your institution in each area: - Racial and ethnic diversity of the faculty		Very Satisfied	6.5%	10.7%	4.2%	0.0%	7.1%	3.2%	0.9%	7.8%	8.1%	10.0%	5.4%
	Satisfied	26.8%	32.2%	24.0%	12.5%	28.1%	14.3%	23.4%	27.5%	22.0%	24.3%	30.6%	
	Neutral	42.4%	41.1%	43.0%	50.0%	43.1%	34.9%	40.2%	43.0%	36.0%	40.0%	44.2%	
	Dissatisfied	21.0%	13.6%	24.8%	37.5%	19.1%	38.1%	27.1%	19.5%	29.0%	24.3%	16.7%	
	Very Dissatisfied	3.3%	2.3%	4.0%	0.0%	2.7%	9.5%	8.4%	2.2%	4.8%	1.4%	3.1%	
	Total	601	214	379	8	524	63	107	502	186	70	294	
		3.12	3.36	3	2.75	3.18	2.63	2.81	3.19	2.99	3.17	3.19	
		0.93	0.93	0.9	0.71	0.91	0.96	0.92	0.91	1.02	0.96	0.88	
		0.04	0.06	0.05	0.25	0.04	0.12	0.09	0.04	0.07	0.12	0.05	
		0.86	0.86	0.82	0.5	0.83	0.91	0.85	0.83	1.03	0.93	0.78	
CMPSAT05 Please rate your satisfaction with your institution in each area: - Racial and ethnic diversity of the staff		Very Satisfied	6.3%	10.7%	3.9%	0.0%	7.0%	3.2%	2.8%	7.3%	8.1%	10.0%	5.8%
	Satisfied	26.9%	30.8%	24.9%	12.5%	28.1%	16.1%	25.2%	27.0%	18.8%	24.3%	30.5%	
	Neutral	37.6%	36.9%	37.8%	50.0%	38.1%	27.4%	36.4%	37.7%	32.8%	40.0%	38.3%	

		All	Men	Women	GQGN	Straight	LGBQO	Staff of		Psych	Physical	No
								Color	White	Disability	Disability	Disability
	Dissatisfied	25.4%	18.2%	29.1%	37.5%	23.7%	41.9%	27.1%	25.2%	34.4%	22.9%	21.7%
	Very Dissatisfied	3.8%	3.3%	4.2%	0.0%	3.0%	11.3%	8.4%	2.8%	5.9%	2.9%	3.7%
	Total	603	214	381	8	527	62	107	504	186	70	295
		3.06	3.28	2.95	2.75	3.12	2.58	2.87	3.11	2.89	3.16	3.13
		0.96	0.99	0.93	0.71	0.95	1	0.98	0.96	1.04	0.99	0.94
		0.04	0.07	0.05	0.25	0.04	0.13	0.09	0.04	0.08	0.12	0.05
		0.92	0.98	0.87	0.5	0.91	1	0.96	0.92	1.08	0.97	0.89
CMPSAT06 Please rate your satisfaction with your institution in each area: - Racial and ethnic diversity of the student body												
	Very Satisfied	7.0%	10.3%	5.3%	0.0%	7.3%	7.9%	1.9%	8.4%	8.6%	8.6%	7.1%
	Satisfied	29.0%	30.4%	28.8%	0.0%	30.4%	15.9%	26.2%	29.1%	23.2%	31.4%	32.0%
	Neutral	40.7%	41.1%	39.7%	75.0%	40.9%	34.9%	44.9%	40.1%	37.3%	34.3%	41.5%
	Dissatisfied	21.2%	16.4%	23.8%	25.0%	19.3%	38.1%	21.5%	21.0%	27.0%	25.7%	18.0%
	Very Dissatisfied	2.2%	1.9%	2.4%	0.0%	2.1%	3.2%	5.6%	1.4%	3.8%	0.0%	1.4%
	Total	600	214	378	8	523	63	107	501	185	70	294
		3.18	3.31	3.11	2.75	3.21	2.87	2.97	3.22	3.06	3.23	3.26
		0.92	0.93	0.91	0.46	0.91	0.99	0.88	0.92	1	0.94	0.88
		0.04	0.06	0.05	0.16	0.04	0.12	0.09	0.04	0.07	0.11	0.05
		0.84	0.86	0.82	0.21	0.83	0.98	0.78	0.84	1	0.87	0.78
CMPSAT07 Please rate your satisfaction with your institution in each area: - Commitment to hiring women and minorities												
	Very Satisfied	10.5%	17.8%	6.6%	0.0%	11.6%	4.8%	6.7%	11.5%	9.8%	13.0%	11.8%
	Satisfied	39.3%	40.8%	38.4%	37.5%	40.6%	28.6%	34.3%	40.1%	28.8%	33.3%	42.9%
	Neutral	34.1%	32.4%	35.0%	37.5%	33.1%	38.1%	34.3%	34.1%	33.7%	34.8%	33.4%
	Dissatisfied	12.8%	6.6%	16.3%	12.5%	11.6%	22.2%	15.2%	12.3%	22.3%	13.0%	9.5%
	Very Dissatisfied	3.3%	2.3%	3.7%	12.5%	3.0%	6.3%	9.5%	2.0%	5.4%	5.8%	2.4%
	Total	601	213	380	8	525	63	105	504	184	69	296
		3.41	3.65	3.28	3	3.46	3.03	3.13	3.47	3.15	3.35	3.52
		0.95	0.93	0.94	1.07	0.95	0.98	1.07	0.92	1.05	1.05	0.91
		0.04	0.06	0.05	0.38	0.04	0.12	0.1	0.04	0.08	0.13	0.05
		0.91	0.86	0.88	1.14	0.9	0.97	1.14	0.85	1.1	1.11	0.82
CMPSAT08 Please rate your satisfaction with your institution in each area: - Sexual orientation differences												
	Very Satisfied	15.9%	20.8%	13.5%	0.0%	16.1%	14.3%	10.6%	16.7%	15.2%	14.5%	16.0%
	Satisfied	48.9%	47.2%	50.9%	0.0%	51.0%	39.7%	39.4%	50.8%	43.5%	36.2%	55.4%
	Neutral	29.2%	26.4%	30.1%	62.5%	28.9%	23.8%	42.3%	26.9%	32.6%	36.2%	25.2%
	Dissatisfied	5.3%	4.2%	5.5%	25.0%	3.6%	19.0%	6.7%	5.0%	8.7%	13.0%	2.4%
	Very Dissatisfied	0.7%	1.4%	0.0%	12.5%	0.4%	3.2%	1.0%	0.6%	0.0%	0.0%	1.0%
	Total	599	212	379	8	522	63	104	502	184	69	294
		3.74	3.82	3.72	2.5	3.79	3.43	3.52	3.78	3.65	3.52	3.83

		All	Men	Women	GQGND	Straight	LGBQO	Staff of Color	White	Psych Disability	Physical Disability	No Disability
		0.81	0.86	0.76	0.76	0.77	1.06	0.81	0.8	0.84	0.9	0.76
		0.03	0.06	0.04	0.27	0.03	0.13	0.08	0.04	0.06	0.11	0.04
		0.66	0.74	0.58	0.57	0.59	1.12	0.66	0.64	0.71	0.81	0.57
CMPSAT09 Please rate your satisfaction with your institution in each area: -												
Political differences	Very Satisfied	8.2%	11.4%	6.6%	0.0%	8.2%	8.1%	6.7%	8.4%	7.6%	8.6%	8.5%
	Satisfied	38.0%	33.2%	41.2%	12.5%	39.1%	33.9%	24.0%	40.3%	35.7%	35.7%	42.0%
	Neutral	36.1%	35.1%	36.1%	62.5%	35.6%	37.1%	49.0%	33.3%	43.8%	42.9%	30.7%
	Dissatisfied	13.9%	14.2%	13.7%	12.5%	13.4%	14.5%	16.3%	13.6%	10.3%	11.4%	14.0%
	Very Dissatisfied	3.8%	6.2%	2.4%	12.5%	3.6%	6.5%	3.8%	4.4%	2.7%	1.4%	4.8%
	Total	598	211	379	8	522	62	104	501	185	70	293
		3.33	3.29	3.36	2.75	3.35	3.23	3.13	3.35	3.35	3.39	3.35
		0.95	1.05	0.88	0.89	0.94	1.01	0.9	0.96	0.87	0.86	0.98
		0.04	0.07	0.05	0.31	0.04	0.13	0.09	0.04	0.06	0.1	0.06
		0.89	1.09	0.78	0.79	0.88	1.03	0.82	0.93	0.75	0.73	0.97
CMPSAT10 Please rate your satisfaction with your institution in each area: -												
Religious differences	Very Satisfied	10.0%	14.0%	8.0%	0.0%	9.9%	11.3%	6.7%	10.6%	9.3%	7.4%	11.5%
	Satisfied	41.6%	39.3%	43.8%	0.0%	43.4%	30.6%	27.9%	44.4%	37.4%	38.2%	46.6%
	Neutral	33.7%	31.8%	34.2%	62.5%	33.9%	29.0%	45.2%	31.3%	37.4%	38.2%	29.7%
	Dissatisfied	11.4%	10.3%	11.4%	37.5%	9.1%	27.4%	15.4%	10.4%	11.5%	10.3%	9.1%
	Very Dissatisfied	3.3%	4.7%	2.7%	0.0%	3.6%	1.6%	4.8%	3.4%	4.4%	5.9%	3.0%
	Total	599	214	377	8	525	62	104	502	182	68	296
		3.44	3.48	3.43	2.63	3.47	3.23	3.16	3.48	3.36	3.31	3.54
		0.94	1.01	0.89	0.52	0.92	1.03	0.94	0.93	0.96	0.97	0.92
		0.04	0.07	0.05	0.18	0.04	0.13	0.09	0.04	0.07	0.12	0.05
		0.88	1.02	0.79	0.27	0.85	1.06	0.88	0.87	0.92	0.93	0.85
CMPSAT11 Please rate your satisfaction with your institution in each area: -												
Gender differences	Very Satisfied	13.0%	17.4%	10.8%	0.0%	13.0%	14.3%	7.7%	13.9%	10.4%	13.2%	14.5%
	Satisfied	46.6%	46.5%	47.6%	0.0%	49.4%	25.4%	39.4%	48.0%	42.9%	36.8%	52.0%
	Neutral	30.6%	28.6%	31.2%	50.0%	30.0%	31.7%	42.3%	28.3%	33.0%	36.8%	25.7%
	Dissatisfied	7.7%	4.2%	9.3%	25.0%	5.9%	22.2%	7.7%	7.8%	12.1%	8.8%	5.4%
	Very Dissatisfied	2.2%	3.3%	1.1%	25.0%	1.7%	6.3%	2.9%	2.0%	1.6%	4.4%	2.4%
	Total	599	213	378	8	524	63	104	502	182	68	296
		3.61	3.7	3.58	2.25	3.66	3.19	3.41	3.64	3.48	3.46	3.71
		0.89	0.92	0.84	0.89	0.84	1.13	0.85	0.89	0.9	0.98	0.87
		0.04	0.06	0.04	0.31	0.04	0.14	0.08	0.04	0.07	0.12	0.05
		0.78	0.84	0.71	0.79	0.71	1.29	0.73	0.79	0.8	0.97	0.75
CMPSAT13 Please rate your satisfaction with your institution in each area: -												
Campus emergencies	Very Satisfied	16.1%	17.8%	15.6%	0.0%	16.1%	19.0%	12.1%	17.2%	15.1%	18.6%	15.6%

		All	Men	Women	GQGN	Straight	LGBQ	Staff of Color	White	Psych Disability	Physical Disability	No Disability
Satisfied		48.3%	50.9%	46.7%	50.0%	49.3%	41.3%	48.6%	48.1%	42.7%	41.4%	54.1%
Neutral		23.6%	21.0%	24.5%	50.0%	22.8%	28.6%	26.2%	23.2%	25.4%	24.3%	19.7%
Dissatisfied		9.7%	8.4%	10.6%	0.0%	9.6%	9.5%	9.3%	9.6%	15.1%	14.3%	8.2%
Very Dissatisfied		2.3%	1.9%	2.6%	0.0%	2.3%	1.6%	3.7%	2.0%	1.6%	1.4%	2.4%
Total		601	214	379	8	523	63	107	501	185	70	294
		3.66	3.74	3.62	3.5	3.67	3.67	3.56	3.69	3.55	3.61	3.72
		0.94	0.91	0.96	0.53	0.93	0.95	0.95	0.93	0.98	1	0.91
		0.04	0.06	0.05	0.19	0.04	0.12	0.09	0.04	0.07	0.12	0.05
		0.88	0.83	0.92	0.29	0.87	0.9	0.91	0.87	0.96	0.99	0.82
CMPSAT14 Please rate your satisfaction with your institution in each area: -												
Sexual assault												
Very Satisfied		12.9%	14.6%	12.1%	0.0%	13.4%	9.5%	9.5%	13.6%	10.9%	11.8%	13.9%
Satisfied		34.2%	39.2%	31.7%	25.0%	35.1%	33.3%	30.5%	34.7%	30.1%	32.4%	38.0%
Neutral		37.2%	33.5%	38.8%	62.5%	37.2%	34.9%	43.8%	36.3%	38.8%	38.2%	35.9%
Dissatisfied		11.7%	10.4%	12.4%	12.5%	10.7%	15.9%	11.4%	11.6%	14.8%	14.7%	7.8%
Very Dissatisfied		4.0%	2.4%	5.0%	0.0%	3.6%	6.3%	4.8%	3.8%	5.5%	2.9%	4.4%
Total		599	212	379	8	522	63	105	501	183	68	295
		3.4	3.53	3.34	3.13	3.44	3.24	3.29	3.43	3.26	3.35	3.49
		0.99	0.95	1.01	0.64	0.97	1.04	0.96	0.99	1.02	0.97	0.98
		0.04	0.06	0.05	0.23	0.04	0.13	0.09	0.04	0.08	0.12	0.06
		0.97	0.89	1.02	0.41	0.95	1.09	0.92	0.98	1.04	0.95	0.95
CMPSAT15 Please rate your satisfaction with your institution in each area: -												
Discrimination/bias												
Very Satisfied		12.10%	16.00%	10.10%	0.00%	12.90%	6.30%	6.70%	13.00%	9.90%	12.10%	12.90%
Satisfied		33.30%	35.20%	32.40%	25.00%	35.10%	23.80%	22.10%	35.40%	26.50%	31.80%	37.80%
Neutral		36.00%	36.60%	35.10%	62.50%	35.90%	34.90%	42.30%	35.20%	35.40%	31.80%	34.40%
Dissatisfied		14.60%	9.90%	17.30%	12.50%	12.10%	31.70%	19.20%	13.60%	22.10%	21.20%	11.60%
Very Dissatisfied		4.00%	2.30%	5.10%	0.00%	4.00%	3.20%	9.60%	2.80%	6.10%	3.00%	3.40%
Total		597	213	376	8	521	63	104	500	181	66	294
		3.35	3.53	3.25	3.13	3.41	2.98	2.97	3.42	3.12	3.29	3.45
		1	0.95	1.02	0.64	0.99	0.98	1.04	0.97	1.06	1.03	0.97
		0.04	0.07	0.05	0.23	0.04	0.12	0.1	0.04	0.08	0.13	0.06
		1	0.91	1.04	0.41	0.98	0.95	1.08	0.95	1.12	1.07	0.94
INSTDESCR01 Indicate how well each of the following describes your institution: -												
Faculty respect staff												
Very Descriptive		20.60%	23.50%	19.00%	14.30%	20.60%	23.00%	20.40%	20.30%	16.50%	20.90%	22.40%
Somewhat Descriptive		57.50%	57.70%	57.40%	57.10%	56.90%	57.40%	61.20%	57.00%	53.30%	56.70%	57.60%
Not Descriptive		21.90%	18.80%	23.60%	28.60%	22.50%	19.70%	18.40%	22.70%	30.20%	22.40%	20.00%
Total		593	213	373	7	520	61	103	498	182	67	295
		1.99	2.05	1.95	1.86	1.98	2.03	2.02	1.98	1.86	1.99	2.02
		0.65	0.65	0.65	0.69	0.66	0.66	0.63	0.66	0.67	0.66	0.65
		0.03	0.04	0.03	0.26	0.03	0.08	0.06	0.03	0.05	0.08	0.04

		All	Men	Women	GQGN	Straight	LGBQ	Staff of Color	White	Psych Disability	Physical Disability	No Disability
		0.43	0.42	0.43	0.48	0.43	0.43	0.39	0.43	0.45	0.44	0.42
INSTDESCR02 Indicate how well each of the following describes your institution: - Staff concerns are considered when making policy	Very Descriptive	15.70%	22.50%	11.90%	12.50%	16.30%	13.10%	15.80%	15.40%	14.30%	16.40%	17.20%
	Somewhat Descriptive	53.50%	51.60%	55.00%	37.50%	52.90%	60.70%	52.50%	54.10%	46.70%	47.80%	54.10%
	Not Descriptive	30.70%	25.80%	33.20%	50.00%	30.80%	26.20%	31.70%	30.50%	39.00%	35.80%	28.70%
	Total	592	213	371	8	520	61	101	499	182	67	296
		1.85	1.97	1.79	1.63	1.86	1.87	1.84	1.85	1.75	1.81	1.89
		0.67	0.7	0.64	0.74	0.67	0.62	0.67	0.66	0.69	0.7	0.67
		0.03	0.05	0.03	0.26	0.03	0.08	0.07	0.03	0.05	0.09	0.04
		0.44	0.48	0.41	0.55	0.45	0.38	0.45	0.44	0.47	0.49	0.45
INSTDESCR03 Indicate how well each of the following describes your institution: - Staff respect each other	Very Descriptive	46.70%	45.50%	47.20%	57.10%	47.30%	47.50%	36.30%	48.90%	44.50%	50.70%	50.80%
	Somewhat Descriptive	47.60%	50.70%	46.10%	28.60%	48.10%	39.30%	52.00%	46.70%	50.00%	46.30%	42.40%
	Not Descriptive	5.70%	3.80%	6.70%	14.30%	4.60%	13.10%	11.80%	4.40%	5.50%	3.00%	6.70%
	Total	595	213	375	7	522	61	102	501	182	67	297
		2.41	2.42	2.41	2.43	2.43	2.34	2.25	2.45	2.39	2.48	2.44
		0.6	0.57	0.61	0.79	0.58	0.7	0.65	0.58	0.59	0.56	0.62
		0.02	0.04	0.03	0.3	0.03	0.09	0.06	0.03	0.04	0.07	0.04
		0.36	0.32	0.38	0.62	0.34	0.5	0.42	0.34	0.35	0.31	0.38
INSTDESCR04 Indicate how well each of the following describes your institution: - Staff respect the faculty	Very Descriptive	37.50%	34.40%	39.30%	33.30%	38.40%	31.70%	31.40%	38.50%	38.00%	34.30%	37.90%
	Somewhat Descriptive	56.40%	58.00%	55.60%	50.00%	55.50%	61.70%	63.70%	55.20%	54.70%	62.70%	55.60%
	Not Descriptive	6.10%	7.50%	5.10%	16.70%	6.00%	6.70%	4.90%	6.30%	7.30%	3.00%	6.50%
	Total	587	212	369	6	515	60	102	493	179	67	293
		2.31	2.27	2.34	2.17	2.32	2.25	2.26	2.32	2.31	2.31	2.31
		0.58	0.59	0.57	0.75	0.58	0.57	0.54	0.59	0.6	0.53	0.59
		0.02	0.04	0.03	0.31	0.03	0.07	0.05	0.03	0.04	0.06	0.03
		0.34	0.35	0.33	0.57	0.34	0.33	0.3	0.34	0.36	0.28	0.35
INSTDESCR05 Indicate how well each of the following describes your institution: - Students respect staff	Very Descriptive	43.00%	40.00%	44.20%	71.40%	42.40%	50.80%	44.10%	42.30%	41.70%	36.40%	44.40%
	Somewhat Descriptive	51.20%	53.80%	50.10%	28.60%	51.90%	42.60%	49.00%	52.20%	50.00%	56.10%	50.50%
	Not Descriptive	5.80%	6.20%	5.70%	0.00%	5.60%	6.60%	6.90%	5.50%	8.30%	7.60%	5.10%
	Total	588	210	371	7	516	61	102	494	180	66	293
		2.37	2.34	2.39	2.71	2.37	2.44	2.37	2.37	2.33	2.29	2.39
		0.59	0.59	0.59	0.49	0.59	0.62	0.61	0.59	0.63	0.6	0.58
		0.02	0.04	0.03	0.18	0.03	0.08	0.06	0.03	0.05	0.07	0.03
		0.35	0.35	0.35	0.24	0.35	0.38	0.37	0.34	0.39	0.36	0.34

		All	Men	Women	GQGN	Straight	LGBQ	Staff of Color	White	Psych Disability	Physical Disability	No Disability	
INSTDESCR06 Indicate how well each of the following describes your institution: - Staff respect students		Very Descriptive	59.30%	55.70%	61.10%	71.40%	58.40%	67.20%	53.90%	60.50%	58.70%	59.10%	62.40%
		Somewhat Descriptive	38.80%	41.40%	37.50%	28.60%	39.70%	32.80%	41.20%	38.30%	38.00%	39.40%	36.30%
		Not Descriptive	1.90%	2.90%	1.30%	0.00%	1.90%	0.00%	4.90%	1.20%	3.40%	1.50%	1.40%
		Total	590	210	373	7	517	61	102	496	179	66	295
			2.57	2.53	2.6	2.71	2.56	2.67	2.49	2.59	2.55	2.58	2.61
			0.53	0.55	0.52	0.49	0.53	0.47	0.59	0.52	0.56	0.53	0.52
			0.02	0.04	0.03	0.18	0.02	0.06	0.06	0.02	0.04	0.06	0.03
			0.28	0.31	0.27	0.24	0.29	0.22	0.35	0.27	0.32	0.28	0.27
CLIMOPN01 Please indicate the extent to which you agree or disagree with the following statements. This institution: - Encourages staff to have a public voice and share their ideas openly		Strongly Agree	10.80%	13.30%	9.60%	0.00%	11.80%	4.90%	10.80%	10.90%	8.30%	6.10%	13.40%
		Agree	54.30%	54.30%	54.80%	28.60%	54.90%	54.10%	46.10%	55.90%	51.40%	54.50%	55.90%
		Disagree	26.50%	24.80%	26.80%	57.10%	26.00%	31.10%	30.40%	25.80%	32.60%	27.30%	23.40%
		Strongly Disagree	8.40%	7.60%	8.80%	14.30%	7.30%	9.80%	12.70%	7.40%	7.70%	12.10%	7.40%
		Total	582	210	365	7	508	61	102	488	181	66	299
			2.68	2.73	2.65	2.14	2.71	2.54	2.55	2.7	2.6	2.55	2.75
			0.78	0.79	0.77	0.69	0.77	0.74	0.85	0.76	0.75	0.79	0.78
			0.03	0.05	0.04	0.26	0.03	0.1	0.08	0.03	0.06	0.1	0.04
			0.61	0.62	0.6	0.48	0.59	0.55	0.73	0.57	0.56	0.62	0.6
CLIMOPN02 Please indicate the extent to which you agree or disagree with the following statements. This institution: - Encourages students to have a public voice and share their ideas openly		Strongly Agree	31.60%	33.80%	31.00%	0.00%	32.70%	27.90%	28.20%	32.40%	28.40%	27.90%	34.90%
		Agree	62.50%	60.00%	63.60%	85.70%	62.20%	60.70%	59.20%	63.00%	63.40%	61.80%	62.40%
		Disagree	4.60%	5.20%	4.10%	14.30%	4.10%	9.80%	10.70%	3.50%	7.10%	8.80%	1.70%
		Strongly Disagree	1.20%	1.00%	1.40%	0.00%	1.00%	1.60%	1.90%	1.00%	1.10%	1.50%	1.00%
		Total	582	210	365	7	508	61	103	487	183	68	298
			3.25	3.27	3.24	2.86	3.27	3.15	3.14	3.27	3.19	3.16	3.31
			0.59	0.6	0.59	0.38	0.58	0.65	0.67	0.57	0.6	0.64	0.56
			0.02	0.04	0.03	0.14	0.03	0.08	0.07	0.03	0.04	0.08	0.03
			0.35	0.36	0.35	0.14	0.34	0.43	0.45	0.33	0.36	0.41	0.31
CLIMOPN03 Please indicate the extent to which you agree or disagree with the following statements. This institution: - Has campus administrators who regularly speak about the value of diversity		Strongly Agree	33.10%	34.30%	32.50%	28.60%	34.40%	27.90%	25.50%	35.20%	29.30%	35.30%	36.00%
		Agree	56.80%	53.30%	59.00%	42.90%	57.40%	47.50%	52.90%	57.30%	57.60%	54.40%	58.20%

	All	Men	Women	GQGN	Straight	LGBQ	Staff of Color	White	Psych Disability	Physical Disability	No Disability
Disagree	8.40%	10.50%	6.80%	28.60%	6.90%	21.30%	16.70%	6.50%	10.90%	8.80%	4.70%
Strongly Disagree	1.70%	1.90%	1.60%	0.00%	1.40%	3.30%	4.90%	1.00%	2.20%	1.50%	1.00%
Total	583	210	366	7	509	61	102	489	184	68	297
	3.21	3.2	3.22	3	3.25	3	2.99	3.27	3.14	3.24	3.29
	0.66	0.7	0.64	0.82	0.64	0.8	0.79	0.62	0.69	0.67	0.6
	0.03	0.05	0.03	0.31	0.03	0.1	0.08	0.03	0.05	0.08	0.03
	0.44	0.49	0.41	0.67	0.41	0.63	0.62	0.39	0.47	0.45	0.36
CLIMOPN04 Please indicate the extent to which you agree or disagree with the following statements. This institution: - Promotes the appreciation of cultural differences											
Strongly Agree	25.60%	27.40%	24.70%	14.30%	27.40%	16.70%	18.40%	27.30%	22.70%	27.90%	27.90%
Agree	60.00%	56.70%	62.00%	57.10%	59.40%	58.30%	56.30%	60.90%	57.80%	57.40%	62.10%
Disagree	12.50%	13.00%	12.00%	28.60%	11.20%	23.30%	20.40%	10.70%	17.80%	11.80%	8.70%
Strongly Disagree	1.90%	2.90%	1.40%	0.00%	2.00%	1.70%	4.90%	1.20%	1.60%	2.90%	1.30%
Total	583	208	368	7	508	60	103	488	185	68	298
	3.09	3.09	3.1	2.86	3.12	2.9	2.88	3.14	3.02	3.1	3.16
	0.67	0.72	0.64	0.69	0.67	0.68	0.76	0.64	0.69	0.72	0.63
	0.03	0.05	0.03	0.26	0.03	0.09	0.07	0.03	0.05	0.09	0.04
	0.45	0.51	0.41	0.48	0.45	0.46	0.57	0.41	0.47	0.51	0.39
CLIMOPN05 Please indicate the extent to which you agree or disagree with the following statements. This institution: - Provides the campus community with opportunities to share feelings about issues of concern											
Strongly Agree	20.20%	21.40%	19.60%	14.30%	21.50%	11.50%	20.00%	20.30%	16.50%	18.20%	24.20%
Agree	59.00%	58.10%	59.20%	71.40%	58.70%	62.30%	57.00%	59.60%	59.30%	53.00%	58.60%
Disagree	17.40%	16.70%	17.90%	14.30%	16.40%	23.00%	17.00%	17.20%	21.40%	21.20%	14.50%
Strongly Disagree	3.40%	3.80%	3.30%	0.00%	3.40%	3.30%	6.00%	2.90%	2.70%	7.60%	2.70%
Total	580	210	363	7	506	61	100	488	182	66	297
	2.96	2.97	2.95	3	2.98	2.82	2.91	2.97	2.9	2.82	3.04
	0.72	0.73	0.71	0.58	0.72	0.67	0.78	0.7	0.69	0.82	0.7
	0.03	0.05	0.04	0.22	0.03	0.09	0.08	0.03	0.05	0.1	0.04
	0.51	0.54	0.51	0.33	0.51	0.45	0.61	0.49	0.48	0.67	0.49
CLIMOPN06 Please indicate the extent to which you agree or disagree with the following statements. This institution: - Rewards staff for their participation in diversity efforts											
Strongly Agree	9.90%	6.70%	11.70%	14.30%	11.20%	1.60%	4.00%	11.50%	6.70%	4.40%	12.20%
Agree	44.20%	47.60%	42.30%	42.90%	44.30%	41.00%	38.00%	45.40%	38.80%	47.10%	49.10%
Disagree	37.20%	35.60%	38.30%	28.60%	36.10%	47.50%	40.00%	36.50%	44.40%	36.80%	32.40%
Strongly Disagree	8.70%	10.10%	7.70%	14.30%	8.40%	9.80%	18.00%	6.60%	10.10%	11.80%	6.30%

		All	Men	Women	GQGN	Straight	LGBQO	Staff of Color	White	Psych Disability	Physical Disability	No Disability
Total		565	208	350	7	490	61	100	471	178	68	287
		2.55	2.51	2.58	2.57	2.58	2.34	2.28	2.62	2.42	2.44	2.67
		0.79	0.77	0.8	0.98	0.8	0.68	0.81	0.77	0.76	0.76	0.77
		0.03	0.05	0.04	0.37	0.04	0.09	0.08	0.04	0.06	0.09	0.05
		0.62	0.59	0.63	0.95	0.64	0.46	0.65	0.6	0.58	0.58	0.59
CLIMOPN07 Please indicate the extent to which you agree or disagree with the following statements. This institution: - Has effective hiring practices and policies that increase staff diversity												
Strongly Agree		9.40%	9.90%	9.10%	14.30%	10.50%	3.30%	7.20%	10.00%	7.80%	6.00%	11.50%
Agree		57.00%	63.90%	53.10%	57.10%	57.70%	46.70%	46.40%	59.10%	52.00%	58.20%	60.40%
Disagree		26.40%	20.30%	30.10%	14.30%	25.90%	33.30%	29.90%	25.30%	30.70%	29.90%	21.50%
Strongly Disagree		7.10%	5.90%	7.70%	14.30%	6.00%	16.70%	16.50%	5.50%	9.50%	6.00%	6.60%
Total		561	202	352	7	487	60	97	470	179	67	288
		2.69	2.78	2.64	2.71	2.73	2.37	2.44	2.74	2.58	2.64	2.77
		0.74	0.7	0.75	0.95	0.73	0.8	0.85	0.71	0.77	0.69	0.74
		0.03	0.05	0.04	0.36	0.03	0.1	0.09	0.03	0.06	0.08	0.04
		0.55	0.49	0.57	0.9	0.53	0.64	0.73	0.51	0.59	0.48	0.54
CLIMOPN08 Please indicate the extent to which you agree or disagree with the following statements. This institution: - Has a lot of racial tension												
Strongly Agree		3.30%	2.90%	3.40%	14.30%	3.00%	6.60%	11.00%	1.90%	4.30%	4.30%	3.10%
Agree		20.90%	17.60%	23.20%	0.00%	19.00%	37.70%	24.00%	20.40%	25.00%	18.60%	18.20%
Disagree		65.00%	65.20%	65.00%	57.10%	67.10%	45.90%	58.00%	66.30%	62.50%	70.00%	66.30%
Strongly Disagree		10.80%	14.30%	8.40%	28.60%	10.80%	9.80%	7.00%	11.50%	8.20%	7.10%	12.40%
Total		574	210	357	7	499	61	100	480	184	70	291
		2.17	2.09	2.22	2	2.14	2.41	2.39	2.13	2.26	2.2	2.12
		0.65	0.65	0.64	1	0.63	0.76	0.78	0.62	0.67	0.63	0.65
		0.03	0.05	0.03	0.38	0.03	0.1	0.08	0.03	0.05	0.08	0.04
		0.42	0.43	0.41	1	0.4	0.58	0.6	0.38	0.44	0.39	0.42
CLIMOPN09 Please indicate the extent to which you agree or disagree with the following statements. This institution: - Takes responsibility for educating underprepared students												
Strongly Agree		4.90%	6.20%	4.30%	0.00%	4.80%	6.60%	5.50%	4.70%	4.00%	1.60%	5.60%
Agree		59.70%	62.10%	58.40%	57.10%	60.10%	57.40%	53.80%	60.80%	50.30%	64.50%	64.40%
Disagree		29.40%	26.20%	31.30%	28.60%	29.30%	29.50%	30.80%	29.10%	37.10%	22.60%	25.10%
Strongly Disagree		6.00%	5.60%	6.10%	14.30%	5.90%	6.60%	9.90%	5.40%	8.60%	11.30%	4.90%
Total		531	195	329	7	461	61	91	446	175	62	267
		2.63	2.69	2.61	2.43	2.64	2.64	2.55	2.65	2.5	2.56	2.71
		0.67	0.67	0.67	0.79	0.67	0.71	0.75	0.66	0.71	0.72	0.65
		0.03	0.05	0.04	0.3	0.03	0.09	0.08	0.03	0.05	0.09	0.04

	All	Men	Women	GQGND	Straight	LGBQO	Staff of Color	White	Psych Disability	Physical Disability	No Disability
	0.45	0.45	0.45	0.62	0.44	0.5	0.56	0.43	0.5	0.51	0.42
INSTOPN01 Please indicate the extent to which you agree or disagree with the following statements. - I feel unsafe on this campus											
Strongly Agree	2.10%	2.90%	1.60%	0.00%	1.40%	4.90%	2.90%	1.80%	2.20%	1.40%	2.00%
Agree	8.20%	8.10%	8.20%	14.30%	8.10%	9.80%	12.50%	7.40%	8.10%	5.80%	7.70%
Disagree	55.00%	39.50%	63.20%	85.70%	54.30%	55.70%	63.50%	53.00%	61.80%	59.40%	52.30%
Strongly Disagree	34.80%	49.50%	27.00%	0.00%	36.20%	29.50%	21.20%	37.80%	28.00%	33.30%	37.90%
Total	584	210	367	7	508	61	104	487	186	69	298
	1.78	1.64	1.84	2.14	1.75	1.9	1.97	1.73	1.84	1.75	1.74
	0.68	0.75	0.63	0.38	0.66	0.77	0.67	0.67	0.65	0.63	0.69
	0.03	0.05	0.03	0.14	0.03	0.1	0.07	0.03	0.05	0.08	0.04
	0.46	0.57	0.39	0.14	0.43	0.59	0.46	0.46	0.42	0.39	0.47
INSTOPN02 Please indicate the extent to which you agree or disagree with the following statements. - I feel my contributions are valued by my department											
Strongly Agree	22.00%	25.70%	20.40%	0.00%	22.20%	21.00%	17.50%	23.10%	17.80%	21.40%	23.80%
Agree	53.20%	46.20%	57.10%	62.50%	54.60%	45.20%	50.50%	53.50%	52.40%	48.60%	55.40%
Disagree	17.60%	18.10%	17.10%	25.00%	16.30%	25.80%	19.40%	17.30%	24.30%	20.00%	13.40%
Strongly Disagree	7.20%	10.00%	5.40%	12.50%	6.90%	8.10%	12.60%	6.10%	5.40%	10.00%	7.40%
Total	586	210	368	8	509	62	103	490	185	70	298
	2.9	2.88	2.92	2.5	2.92	2.79	2.73	2.93	2.83	2.81	2.96
	0.82	0.91	0.77	0.76	0.81	0.87	0.9	0.8	0.78	0.89	0.82
	0.03	0.06	0.04	0.27	0.04	0.11	0.09	0.04	0.06	0.11	0.05
	0.67	0.83	0.59	0.57	0.66	0.76	0.81	0.65	0.61	0.79	0.67
INSTOPN03 Please indicate the extent to which you agree or disagree with the following statements. - I achieve a healthy balance between my personal life and my professional life											
Strongly Agree	22.10%	24.30%	21.30%	0.00%	22.40%	22.60%	17.80%	23.10%	18.00%	25.00%	24.10%
Agree	56.20%	53.30%	57.70%	62.50%	55.80%	56.50%	59.40%	55.70%	56.80%	45.60%	56.50%
Disagree	15.10%	14.30%	15.30%	25.00%	14.90%	16.10%	11.90%	15.50%	17.50%	22.10%	12.40%
Strongly Disagree	6.70%	8.10%	5.70%	12.50%	6.90%	4.80%	10.90%	5.70%	7.70%	7.40%	7.00%
Total	584	210	366	8	509	62	101	490	183	68	299
	2.94	2.94	2.95	2.5	2.94	2.97	2.84	2.96	2.85	2.88	2.98
	0.8	0.84	0.77	0.76	0.8	0.77	0.85	0.78	0.8	0.87	0.8
	0.03	0.06	0.04	0.27	0.04	0.1	0.08	0.04	0.06	0.11	0.05
	0.64	0.71	0.59	0.57	0.65	0.59	0.71	0.61	0.64	0.76	0.65

		All	Men	Women	GQGN	Straight	LGBQ	Staff of Color	White	Psych Disability	Physical Disability	No Disability
CONSACTION01 How often in the past year at this institution have you: - Challenged others on issues of discrimination												
	Very Often	1.40%	1.40%	0.80%	33.30%	1.00%	5.10%	2.00%	1.20%	2.20%	1.40%	1.00%
	Often	5.90%	6.30%	5.50%	16.70%	4.40%	18.60%	15.80%	3.70%	4.40%	5.80%	6.80%
	Sometimes	29.50%	29.50%	30.00%	0.00%	27.80%	40.70%	36.60%	28.00%	31.10%	36.20%	22.70%
	Seldom	31.40%	30.00%	32.50%	16.70%	33.00%	16.90%	25.70%	32.70%	31.10%	27.50%	33.90%
	Never	31.80%	32.90%	31.10%	33.30%	33.80%	18.60%	19.80%	34.40%	31.10%	29.00%	35.60%
	Total	576	207	363	6	503	59	101	483	183	69	295
		2.14	2.14	2.12	3	2.06	2.75	2.54	2.05	2.15	2.23	2.04
		0.98	1	0.95	1.9	0.94	1.12	1.04	0.94	0.99	0.99	0.97
		0.04	0.07	0.05	0.77	0.04	0.15	0.1	0.04	0.07	0.12	0.06
		0.96	0.99	0.89	3.6	0.88	1.26	1.09	0.88	0.98	0.97	0.95
CONSACTION02 How often in the past year at this institution have you: - Educated yourself about individuals who are different from you												
	Very Often	13.00%	13.00%	13.00%	16.70%	12.20%	20.30%	16.00%	12.40%	20.20%	15.90%	9.20%
	Often	38.40%	38.00%	39.10%	16.70%	38.00%	44.10%	41.00%	37.90%	36.10%	34.80%	37.40%
	Sometimes	37.70%	32.20%	40.40%	66.70%	38.60%	28.80%	36.00%	38.30%	35.50%	33.30%	41.50%
	Seldom	6.60%	10.60%	4.40%	0.00%	7.00%	3.40%	2.00%	7.50%	4.90%	7.20%	8.20%
	Never	4.20%	6.30%	3.00%	0.00%	4.20%	3.40%	5.00%	3.90%	3.30%	8.70%	3.70%
	Total	575	208	361	6	502	59	100	483	183	69	294
		3.5	3.41	3.55	3.5	3.47	3.75	3.61	3.47	3.65	3.42	3.4
		0.95	1.05	0.88	0.84	0.94	0.94	0.95	0.94	0.97	1.12	0.9
		0.04	0.07	0.05	0.34	0.04	0.12	0.1	0.04	0.07	0.13	0.05
		0.9	1.09	0.78	0.7	0.88	0.88	0.91	0.88	0.93	1.25	0.81
CONSACTION03 How often in the past year at this institution have you: - Participated in a coalition of different groups to address social justice issues												
	Very Often	5.10%	4.40%	5.20%	16.70%	3.80%	16.90%	11.20%	3.70%	7.10%	7.20%	4.40%
	Often	9.90%	11.30%	8.80%	33.30%	10.60%	6.80%	11.20%	9.50%	8.20%	7.20%	10.50%
	Sometimes	22.50%	18.10%	25.30%	0.00%	21.20%	27.10%	31.60%	20.70%	25.10%	29.00%	20.30%
	Seldom	24.80%	21.10%	27.00%	16.70%	24.60%	28.80%	18.40%	25.90%	24.00%	15.90%	25.40%
	Never	37.70%	45.10%	33.60%	33.30%	39.90%	20.30%	27.60%	40.00%	35.50%	40.60%	39.30%
	Total	573	204	363	6	501	59	98	482	183	69	295
		2.2	2.09	2.25	2.83	2.14	2.71	2.6	2.11	2.27	2.25	2.15
		1.19	1.22	1.16	1.72	1.17	1.34	1.31	1.15	1.23	1.26	1.18
		0.05	0.09	0.06	0.7	0.05	0.17	0.13	0.05	0.09	0.15	0.07
		1.42	1.48	1.35	2.97	1.36	1.79	1.71	1.32	1.51	1.6	1.4

		All	Men	Women	GQGN	Straight	LGBQ	Staff of Color	White	Psych Disability	Physical Disability	No Disability
CONSACTION04 How often in the past year at this institution have you: - Attended programs focused on diversity (e.g., presentations, performances, art exhibits, debates)												
	Very Often	6.60%	5.30%	7.20%	16.70%	5.80%	15.30%	13.10%	5.20%	10.90%	10.10%	3.40%
	Often	19.50%	16.00%	21.80%	0.00%	18.50%	25.40%	21.20%	19.30%	16.40%	14.50%	21.20%
	Sometimes	34.60%	34.50%	34.40%	50.00%	34.70%	33.90%	33.30%	35.00%	33.30%	37.70%	35.50%
	Seldom	23.00%	21.40%	24.20%	0.00%	24.50%	15.30%	15.20%	24.40%	26.80%	18.80%	21.20%
	Never	16.30%	22.80%	12.40%	33.30%	16.50%	10.20%	17.20%	16.10%	12.60%	18.80%	18.80%
	Total	575	206	363	6	502	59	99	483	183	69	293
		2.77	2.6	2.87	2.67	2.73	3.2	2.98	2.73	2.86	2.78	2.69
		1.14	1.16	1.11	1.51	1.12	1.19	1.26	1.1	1.17	1.21	1.1
		0.05	0.08	0.06	0.61	0.05	0.15	0.13	0.05	0.09	0.15	0.06
		1.29	1.34	1.23	2.27	1.25	1.41	1.59	1.22	1.36	1.47	1.22
HAREXP01 Please indicate how often at this institution you have: - Had students from underrepresented groups on campus approach me for advice												
	Very Often	5.9%	4.3%	6.9%	0.0%	6.2%	5.0%	9.9%	4.9%	6.5%	4.3%	6.1%
	Often	11.6%	8.6%	12.9%	33.3%	11.3%	15.0%	15.8%	10.7%	16.1%	10.1%	10.1%
	Sometimes	21.4%	19.0%	22.9%	16.7%	21.8%	20.0%	20.8%	21.4%	22.0%	29.0%	18.2%
	Seldom	22.6%	27.1%	20.1%	16.7%	21.8%	23.3%	16.8%	23.5%	24.2%	20.3%	21.6%
	Never	38.5%	41.0%	37.2%	33.3%	38.9%	36.7%	36.6%	39.4%	31.2%	36.2%	43.9%
	Total	579	210	363	6	504	60	101	485	186	69	296
		2.24	2.08	2.32	2.5	2.24	2.28	2.46	2.18	2.42	2.26	2.13
		1.24	1.15	1.28	1.38	1.25	1.25	1.38	1.2	1.26	1.18	1.25
		0.05	0.08	0.07	0.56	0.06	0.16	0.14	0.05	0.09	0.14	0.07
		1.54	1.33	1.64	1.9	1.56	1.56	1.91	1.45	1.59	1.4	1.56
HAREXP02 Please indicate how often at this institution you have: - Assisted a student with a problem about discrimination												
	Very Often	2.1%	1.4%	2.5%	0.0%	1.8%	5.0%	4.0%	1.7%	2.7%	1.4%	2.0%
	Often	4.3%	3.8%	4.1%	33.3%	4.2%	6.7%	5.0%	4.1%	4.8%	7.2%	3.4%
	Sometimes	14.2%	11.4%	16.0%	0.0%	13.1%	25.0%	13.9%	14.0%	16.7%	18.8%	13.2%
	Seldom	18.8%	17.6%	19.8%	0.0%	18.7%	20.0%	19.8%	18.6%	20.4%	13.0%	16.6%
	Never	60.6%	65.7%	57.6%	66.7%	62.3%	43.3%	57.4%	61.6%	55.4%	59.4%	64.9%
	Total	579	210	363	6	504	60	101	484	186	69	296
		1.68	1.58	1.74	2	1.64	2.1	1.78	1.66	1.79	1.78	1.61
		1	0.94	1.03	1.55	0.98	1.19	1.11	0.98	1.06	1.08	0.97
		0.04	0.06	0.05	0.63	0.04	0.15	0.11	0.04	0.08	0.13	0.06
		1.01	0.88	1.06	2.4	0.96	1.41	1.23	0.95	1.12	1.17	0.95

		All	Men	Women	GQGN	Straight	LGBQ	Staff of Color	White	Psych Disability	Physical Disability	No Disability
HAREXP03 Please indicate how often at this institution you have: - Witnessed discrimination												
	Very Often	2.1%	1.9%	2.2%	0.0%	2.0%	3.4%	5.0%	1.4%	3.8%	1.4%	1.3%
	Often	5.0%	3.3%	5.8%	16.7%	3.2%	18.6%	10.9%	3.9%	9.1%	8.7%	3.7%
	Sometimes	13.8%	8.6%	17.0%	0.0%	14.1%	13.6%	18.8%	12.8%	13.4%	13.0%	12.4%
	Seldom	31.8%	32.5%	31.3%	33.3%	32.7%	30.5%	26.7%	32.9%	33.3%	27.5%	29.9%
	Never	47.3%	53.6%	43.7%	50.0%	48.1%	33.9%	38.6%	49.0%	40.3%	49.3%	52.7%
	Total	579	209	364	6	505	59	101	484	186	69	298
		1.83	1.67	1.91	1.83	1.78	2.27	2.17	1.76	2.03	1.86	1.71
		0.98	0.91	1.02	1.17	0.94	1.22	1.2	0.92	1.12	1.05	0.92
		0.04	0.06	0.05	0.48	0.04	0.16	0.12	0.04	0.08	0.13	0.05
		0.97	0.83	1.03	1.37	0.88	1.48	1.44	0.85	1.25	1.1	0.84
HAREXP04 Please indicate how often at this institution you have: - Been sexually harassed												
	Very Often	0.7%	0.0%	1.1%	0.0%	0.6%	1.6%	1.0%	0.6%	1.1%	1.4%	0.7%
	Often	1.7%	1.4%	1.9%	0.0%	1.0%	8.2%	2.0%	1.6%	3.8%	2.9%	1.0%
	Sometimes	4.0%	1.0%	5.5%	14.3%	4.0%	4.9%	3.0%	4.1%	5.4%	1.4%	3.0%
	Seldom	11.2%	9.6%	12.1%	14.3%	10.3%	18.0%	16.8%	10.5%	12.4%	13.0%	11.4%
	Never	82.4%	88.0%	79.5%	71.4%	84.2%	67.2%	77.2%	83.1%	77.4%	81.2%	83.9%
	Total	581	209	365	7	505	61	101	486	186	69	298
		1.27	1.16	1.33	1.43	1.24	1.59	1.33	1.26	1.39	1.3	1.23
		0.68	0.49	0.76	0.79	0.63	1.02	0.72	0.67	0.84	0.77	0.62
		0.03	0.03	0.04	0.3	0.03	0.13	0.07	0.03	0.06	0.09	0.04
		0.46	0.24	0.58	0.62	0.39	1.05	0.52	0.45	0.7	0.6	0.38
HAREXP05 Please indicate how often at this institution you have: - Reported an incident of discrimination to a campus authority												
	Very Often	0.3%	0.5%	0.3%	0.0%	0.4%	0.0%	1.0%	0.2%	0.5%	0.0%	0.3%
	Often	0.7%	0.5%	0.8%	0.0%	0.2%	1.6%	2.0%	0.4%	0.5%	1.5%	0.7%
	Sometimes	5.5%	3.8%	6.4%	14.3%	5.3%	8.2%	10.2%	4.5%	8.2%	4.5%	3.7%
	Seldom	9.2%	11.5%	7.7%	14.3%	8.1%	18.0%	12.2%	8.6%	8.7%	13.4%	10.7%
	Never	84.3%	83.7%	84.8%	71.4%	85.9%	72.1%	74.5%	86.2%	82.1%	80.6%	84.6%
	Total	578	209	362	7	505	61	98	487	184	67	298
		1.24	1.22	1.24	1.43	1.21	1.39	1.43	1.2	1.29	1.27	1.21
		0.61	0.58	0.63	0.79	0.58	0.71	0.84	0.55	0.68	0.62	0.57
		0.03	0.04	0.03	0.3	0.03	0.09	0.08	0.02	0.05	0.08	0.03
		0.38	0.34	0.39	0.62	0.33	0.51	0.7	0.3	0.47	0.38	0.32
HAREXP06 Please indicate how often at this institution you have: - Reported an incident of sexual harassment to a campus authority												
	Very Often	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Often	0.7%	1.0%	0.6%	0.0%	0.6%	1.6%	1.0%	0.6%	1.1%	1.5%	0.3%

		All	Men	Women	GQGN	Straight	LGBQO	Staff of		Psych	Physical	No
								Color	White	Disability	Disability	Disability
	Sometimes	1.7%	1.0%	1.9%	14.3%	1.8%	1.6%	1.0%	1.9%	2.2%	1.5%	1.7%
	Seldom	8.2%	10.6%	6.9%	0.0%	7.4%	11.5%	10.1%	7.7%	7.7%	13.4%	9.1%
	Never	89.4%	87.5%	90.6%	85.7%	90.2%	85.2%	87.9%	89.9%	89.0%	83.6%	88.9%
	Total	575	208	360	7	501	61	99	483	181	67	297
		1.14	1.15	1.13	1.29	1.13	1.2	1.15	1.13	1.15	1.21	1.13
		0.44	0.46	0.43	0.76	0.43	0.54	0.46	0.44	0.49	0.54	0.41
		0.02	0.03	0.02	0.29	0.02	0.07	0.05	0.02	0.04	0.07	0.02
		0.2	0.21	0.18	0.57	0.18	0.29	0.21	0.19	0.24	0.29	0.17
HAREXP07 Please indicate how often at this institution you have...racial remarks: -												
Faculty	Very Often	0.9%	1.0%	0.8%	0.0%	0.8%	1.7%	2.0%	0.6%	2.2%	2.9%	0.3%
	Often	1.4%	0.5%	1.9%	0.0%	1.4%	1.7%	4.1%	0.8%	2.2%	5.8%	0.7%
	Sometimes	7.6%	7.7%	7.5%	16.7%	7.2%	13.8%	15.3%	6.0%	9.8%	5.8%	7.1%
	Seldom	15.8%	15.8%	15.5%	33.3%	14.9%	22.4%	17.3%	15.3%	13.6%	11.6%	16.6%
	Never	74.4%	75.1%	74.3%	50.0%	75.7%	60.3%	61.2%	77.3%	72.3%	73.9%	75.3%
	Total	577	209	362	6	503	58	98	484	184	69	295
		1.39	1.36	1.4	1.67	1.37	1.62	1.68	1.32	1.48	1.52	1.34
		0.76	0.73	0.78	0.82	0.75	0.91	1.01	0.68	0.92	1.04	0.67
		0.03	0.05	0.04	0.33	0.03	0.12	0.1	0.03	0.07	0.12	0.04
		0.58	0.53	0.61	0.67	0.56	0.84	1.02	0.46	0.84	1.08	0.45
HAREXP08 Please indicate how often at this institution you have...racial remarks: -												
Staff	Very Often	0.7%	1.4%	0.3%	0.0%	0.4%	3.3%	2.0%	0.4%	1.1%	0.0%	0.3%
	Often	3.1%	1.4%	3.6%	28.6%	2.8%	6.6%	7.0%	2.3%	4.3%	8.7%	2.0%
	Sometimes	10.7%	9.5%	11.0%	28.6%	9.1%	24.6%	19.0%	9.2%	13.4%	8.7%	11.1%
	Seldom	22.5%	24.3%	21.9%	0.0%	22.3%	21.3%	28.0%	21.3%	18.8%	21.7%	23.8%
	Never	63.1%	63.3%	63.3%	42.9%	65.4%	44.3%	44.0%	66.8%	62.4%	60.9%	62.8%
	Total	582	210	365	7	506	61	100	488	186	69	298
		1.56	1.53	1.56	2.43	1.5	2.03	1.95	1.48	1.63	1.65	1.53
		0.85	0.84	0.85	1.4	0.8	1.12	1.05	0.79	0.95	0.97	0.8
		0.04	0.06	0.04	0.53	0.04	0.14	0.1	0.04	0.07	0.12	0.05
		0.73	0.7	0.71	1.95	0.65	1.27	1.1	0.62	0.89	0.94	0.63
HAREXP09 Please indicate how often at this institution you have...racial remarks: -												
Students	Very Often	0.9%	2.4%	0.0%	0.0%	1.0%	0.0%	1.0%	0.8%	1.6%	0.0%	0.7%
	Often	2.4%	1.5%	3.0%	0.0%	2.4%	3.4%	6.1%	1.7%	3.8%	7.2%	1.7%
	Sometimes	12.3%	11.2%	12.9%	14.3%	11.3%	22.4%	18.4%	11.2%	12.9%	13.0%	11.9%
	Seldom	25.7%	29.6%	23.7%	14.3%	26.2%	22.4%	24.5%	25.8%	24.2%	24.6%	25.5%
	Never	58.7%	55.3%	60.3%	71.4%	59.0%	51.7%	50.0%	60.5%	57.5%	55.1%	60.2%
	Total	576	206	363	7	503	58	98	484	186	69	294
		1.61	1.66	1.59	1.43	1.6	1.78	1.84	1.56	1.68	1.72	1.57
		0.86	0.91	0.83	0.79	0.85	0.92	1	0.82	0.95	0.95	0.82

		All	Men	Women	GQGN	Straight	LGBQO	Staff of Color	White	Psych Disability	Physical Disability	No Disability
		0.04	0.06	0.04	0.3	0.04	0.12	0.1	0.04	0.07	0.11	0.05
		0.74	0.83	0.69	0.62	0.73	0.84	1	0.67	0.9	0.91	0.67
HAREXP10 Please indicate how often at this institution you have...racial remarks: -												
Senior Administrators	Very Often	0.7%	1.0%	0.6%	0.0%	0.6%	1.7%	1.0%	0.6%	0.5%	1.5%	1.0%
	Often	1.0%	0.5%	1.4%	0.0%	0.8%	3.4%	4.1%	0.4%	2.2%	3.0%	0.3%
	Sometimes	4.7%	3.4%	5.2%	16.7%	3.8%	8.6%	8.2%	3.9%	5.5%	9.0%	3.7%
	Seldom	12.5%	11.7%	13.0%	16.7%	12.2%	17.2%	20.4%	11.0%	12.6%	11.9%	12.5%
	Never	81.0%	83.5%	79.8%	66.7%	82.6%	69.0%	66.3%	84.0%	79.2%	74.6%	82.4%
	Total	574	206	362	6	501	58	98	482	183	67	296
		1.28	1.24	1.3	1.5	1.25	1.52	1.53	1.23	1.32	1.45	1.25
		0.67	0.63	0.68	0.84	0.62	0.92	0.89	0.6	0.73	0.89	0.64
		0.03	0.04	0.04	0.34	0.03	0.12	0.09	0.03	0.05	0.11	0.04
		0.44	0.4	0.46	0.7	0.38	0.85	0.79	0.35	0.53	0.8	0.41
HAREXP11 Please indicate how often at this institution you have... other types of remarks: - Faculty												
	Very Often	1.7%	1.9%	1.7%	0.0%	1.8%	1.7%	6.0%	1.0%	2.7%	2.9%	1.7%
	Often	3.6%	2.9%	4.2%	0.0%	3.4%	6.8%	3.0%	3.7%	6.0%	7.2%	2.7%
	Sometimes	16.0%	17.2%	14.7%	50.0%	14.8%	25.4%	19.0%	15.1%	19.6%	8.7%	14.9%
	Seldom	22.4%	18.2%	25.2%	0.0%	22.8%	18.6%	26.0%	21.6%	22.3%	30.4%	20.7%
	Never	56.3%	59.8%	54.3%	50.0%	57.3%	47.5%	46.0%	58.5%	49.5%	50.7%	60.0%
	Total	576	209	361	6	501	59	100	482	184	69	295
		1.72	1.69	1.74	2	1.7	1.97	1.97	1.67	1.9	1.81	1.65
		0.97	0.98	0.97	1.1	0.96	1.08	1.15	0.93	1.08	1.06	0.95
		0.04	0.07	0.05	0.45	0.04	0.14	0.11	0.04	0.08	0.13	0.06
		0.95	0.97	0.94	1.2	0.93	1.17	1.32	0.87	1.17	1.13	0.89
HAREXP12 Please indicate how often at this institution you have... other types of remarks: - Staff												
	Very Often	1.7%	1.4%	1.9%	0.0%	1.2%	4.9%	5.9%	0.8%	1.1%	1.4%	2.0%
	Often	4.3%	3.3%	4.7%	14.3%	4.2%	6.6%	5.0%	4.1%	7.6%	8.7%	2.7%
	Sometimes	19.4%	19.9%	18.6%	42.9%	17.6%	31.1%	24.8%	18.4%	21.1%	18.8%	19.3%
	Seldom	30.0%	27.0%	32.1%	14.3%	30.4%	27.9%	32.7%	29.3%	33.0%	33.3%	25.7%
	Never	44.6%	48.3%	42.7%	28.6%	46.6%	29.5%	31.7%	47.3%	37.3%	37.7%	50.3%
	Total	583	211	365	7	506	61	101	488	185	69	300
		1.89	1.82	1.91	2.43	1.83	2.3	2.21	1.82	2.02	2.03	1.8
		0.98	0.96	0.98	1.13	0.94	1.12	1.13	0.93	0.99	1.03	0.97
		0.04	0.07	0.05	0.43	0.04	0.14	0.11	0.04	0.07	0.12	0.06
		0.95	0.92	0.97	1.29	0.89	1.24	1.27	0.86	0.99	1.06	0.95
HAREXP13 Please indicate how often at this institution you have... other types of remarks: - Students												
	Very Often	1.2%	2.4%	0.6%	0.0%	1.4%	0.0%	3.0%	0.8%	1.6%	1.4%	1.0%
	Often	4.0%	2.9%	4.7%	0.0%	3.6%	6.8%	8.0%	3.1%	7.1%	8.7%	2.4%

		All	Men	Women	GQGN	Straight	LGBQ	Staff of Color	White	Psych Disability	Physical Disability	No Disability
Sometimes		16.9%	16.8%	16.9%	16.7%	16.2%	22.0%	25.0%	15.4%	15.8%	21.7%	17.3%
Seldom		31.1%	30.3%	31.9%	16.7%	31.8%	27.1%	26.0%	31.8%	35.3%	27.5%	26.5%
Never		46.8%	47.6%	46.0%	66.7%	47.0%	44.1%	38.0%	48.9%	40.2%	40.6%	52.7%
Total		575	208	361	6	500	59	100	481	184	69	294
		1.82	1.82	1.82	1.5	1.81	1.92	2.12	1.75	1.95	2.03	1.72
		0.94	0.97	0.91	0.84	0.93	0.97	1.1	0.88	1	1.06	0.9
		0.04	0.07	0.05	0.34	0.04	0.13	0.11	0.04	0.07	0.13	0.05
		0.87	0.95	0.84	0.7	0.87	0.94	1.22	0.78	0.99	1.12	0.81
HAREXP14 Please indicate how often at this institution you have... other types of remarks: - Senior Administrators												
Very Often		1.7%	1.4%	1.9%	0.0%	1.4%	1.7%	5.2%	1.0%	2.2%	3.0%	2.0%
Often		3.0%	3.4%	2.8%	0.0%	2.4%	8.6%	5.2%	2.5%	4.4%	4.5%	1.3%
Sometimes		9.2%	9.1%	8.6%	50.0%	8.7%	10.3%	12.4%	8.9%	9.4%	13.4%	9.1%
Seldom		19.8%	13.9%	23.5%	0.0%	19.9%	20.7%	21.6%	19.4%	21.5%	22.4%	18.5%
Never		66.3%	72.1%	63.2%	50.0%	67.6%	58.6%	55.7%	68.2%	62.4%	56.7%	69.0%
Total		575	208	361	6	503	58	97	484	181	67	297
		1.54	1.48	1.57	2	1.5	1.74	1.82	1.49	1.62	1.75	1.49
		0.91	0.9	0.9	1.1	0.86	1.07	1.15	0.84	0.98	1.05	0.87
		0.04	0.06	0.05	0.45	0.04	0.14	0.12	0.04	0.07	0.13	0.05
		0.82	0.81	0.82	1.2	0.74	1.14	1.33	0.7	0.96	1.1	0.76
HARFORM01 At this institution, how often have you been discriminated against or excluded from activities because of your: - Ability/disability status												
Very Often		0.3%	0.0%	0.6%	0.0%	0.4%	0.0%	1.0%	0.2%	1.1%	1.4%	0.0%
Often		1.4%	0.5%	1.9%	0.0%	1.0%	1.7%	2.0%	1.3%	3.8%	7.1%	0.3%
Sometimes		2.6%	2.9%	2.5%	0.0%	2.2%	5.2%	5.9%	1.9%	3.2%	7.1%	1.0%
Seldom		4.4%	3.9%	4.7%	0.0%	3.6%	6.9%	13.7%	2.3%	6.5%	5.7%	3.4%
Never		91.3%	92.8%	90.3%	100.0%	92.8%	86.2%	77.5%	94.4%	85.5%	78.6%	95.3%
Total		574	207	361	6	501	58	102	479	186	70	297
		1.15	1.11	1.18	1	1.13	1.22	1.35	1.11	1.28	1.47	1.06
		0.55	0.43	0.62	0	0.51	0.62	0.77	0.48	0.79	1	0.32
		0.02	0.03	0.03	0	0.02	0.08	0.08	0.02	0.06	0.12	0.02
		0.31	0.19	0.38	0	0.26	0.39	0.59	0.23	0.63	1.01	0.1
HARFORM02 At this institution, how often have you been discriminated against or excluded from activities because of your: - Age												
Very Often		1.7%	1.4%	1.9%	0.0%	1.2%	5.1%	3.9%	1.5%	3.8%	1.4%	1.4%
Often		1.7%	1.9%	1.4%	16.7%	1.4%	3.4%	2.9%	1.7%	3.2%	2.9%	1.4%
Sometimes		10.5%	5.3%	13.6%	0.0%	9.6%	15.3%	8.8%	10.6%	15.1%	11.4%	7.4%
Seldom		13.4%	13.5%	13.6%	0.0%	13.2%	10.2%	19.6%	12.1%	16.7%	17.1%	11.8%
Never		72.6%	77.9%	69.4%	83.3%	74.5%	66.1%	64.7%	74.1%	61.3%	67.1%	78.0%
Total		574	208	360	6	499	59	102	479	186	70	296

		All	Men	Women	GQGN	Straight	LGBQ	Staff of Color	White	Psych Disability	Physical Disability	No Disability
		1.47	1.36	1.53	1.5	1.41	1.71	1.62	1.44	1.72	1.54	1.36
		0.88	0.79	0.92	1.22	0.82	1.16	1.03	0.86	1.08	0.91	0.79
		0.04	0.05	0.05	0.5	0.04	0.15	0.1	0.04	0.08	0.11	0.05
		0.77	0.63	0.84	1.5	0.66	1.35	1.07	0.74	1.16	0.83	0.62
HARFORM03 At this institution, how often have you been discriminated against or excluded from activities because of your: - Citizenship status												
	Very Often	0.2%	0.0%	0.3%	0.0%	0.2%	0.0%	1.0%	0.0%	0.5%	1.4%	0.0%
	Often	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Sometimes	0.7%	1.0%	0.6%	0.0%	0.4%	1.7%	4.0%	0.0%	0.5%	0.0%	1.0%
	Seldom	1.4%	2.4%	0.8%	0.0%	1.2%	0.0%	5.0%	0.6%	2.2%	0.0%	1.4%
	Never	97.7%	96.6%	98.3%	100.0%	98.2%	98.3%	90.1%	99.4%	96.8%	98.6%	97.6%
	Total	574	208	360	6	500	58	101	480	186	70	295
		1.03	1.04	1.03	1	1.03	1.03	1.17	1.01	1.05	1.06	1.03
		0.26	0.25	0.27	0	0.24	0.26	0.58	0.08	0.36	0.48	0.23
		0.01	0.02	0.01	0	0.01	0.03	0.06	0	0.03	0.06	0.01
		0.07	0.06	0.07	0	0.06	0.07	0.34	0.01	0.13	0.23	0.05
HARFORM04 At this institution, how often have you been discriminated against or excluded from activities because of your: - Gender												
	Very Often	1.4%	0.5%	1.9%	0.0%	0.8%	5.1%	2.0%	1.3%	2.7%	4.3%	1.0%
	Often	3.1%	1.0%	4.2%	16.7%	2.8%	5.1%	3.0%	3.1%	3.8%	1.4%	2.7%
	Sometimes	10.3%	7.2%	11.7%	33.3%	9.4%	16.9%	13.9%	9.6%	14.7%	5.7%	7.4%
	Seldom	9.9%	8.2%	10.8%	16.7%	9.6%	5.1%	11.9%	9.4%	14.1%	14.3%	7.1%
	Never	75.2%	83.1%	71.4%	33.3%	77.3%	67.8%	69.3%	76.6%	64.7%	74.3%	81.8%
	Total	573	207	360	6	498	59	101	478	184	70	296
		1.46	1.28	1.54	2.33	1.4	1.75	1.56	1.43	1.66	1.47	1.34
		0.9	0.68	0.98	1.21	0.83	1.21	0.97	0.88	1.04	0.99	0.81
		0.04	0.05	0.05	0.49	0.04	0.16	0.1	0.04	0.08	0.12	0.05
		0.81	0.46	0.97	1.47	0.7	1.47	0.95	0.78	1.08	0.98	0.66
HARFORM05 At this institution, how often have you been discriminated against or excluded from activities because of your: - Job classification (e.g., Title, Position)												
	Very Often	6.4%	5.3%	7.1%	0.0%	5.8%	6.7%	14.7%	5.0%	9.8%	14.5%	4.3%
	Often	8.7%	5.3%	10.1%	33.3%	8.4%	10.0%	8.8%	8.5%	15.8%	8.7%	5.4%
	Sometimes	20.5%	17.0%	22.7%	0.0%	20.2%	25.0%	19.6%	20.5%	21.7%	14.5%	21.4%
	Seldom	16.5%	14.6%	17.5%	16.7%	17.0%	13.3%	16.7%	16.6%	17.4%	15.9%	16.1%
	Never	48.0%	57.8%	42.5%	50.0%	48.7%	45.0%	40.2%	49.4%	35.3%	46.4%	52.8%
	Total	577	206	365	6	501	60	102	482	184	69	299
		2.09	1.86	2.22	2.17	2.06	2.2	2.41	2.03	2.47	2.29	1.92
		1.27	1.2	1.29	1.47	1.24	1.3	1.46	1.22	1.37	1.49	1.16

		All	Men	Women	GQGND	Straight	LGBQO	Staff of Color	White	Psych Disability	Physical Disability	No Disability
		0.05	0.08	0.07	0.6	0.06	0.17	0.14	0.06	0.1	0.18	0.07
		1.6	1.43	1.66	2.17	1.54	1.69	2.13	1.49	1.87	2.21	1.35
HARFORM06 At this institution, how often have you been discriminated against or excluded from activities because of your: - Level of education												
	Very Often	2.3%	1.9%	2.5%	0.0%	2.2%	1.7%	4.9%	1.9%	3.3%	1.4%	2.0%
	Often	3.1%	1.9%	3.9%	0.0%	2.8%	3.4%	3.9%	3.3%	6.0%	2.9%	2.7%
	Sometimes	11.3%	8.7%	12.7%	16.7%	10.2%	16.9%	13.7%	10.6%	14.7%	15.7%	10.0%
	Seldom	12.8%	10.1%	14.0%	33.3%	12.8%	13.6%	13.7%	12.7%	14.7%	8.6%	11.4%
	Never	70.5%	77.3%	66.9%	50.0%	72.1%	64.4%	63.7%	71.5%	61.4%	71.4%	73.9%
	Total	576	207	363	6	501	59	102	481	184	70	299
		1.54	1.41	1.61	1.67	1.5	1.64	1.73	1.51	1.75	1.54	1.47
		0.97	0.88	1.01	0.82	0.94	1	1.14	0.94	1.11	0.96	0.92
		0.04	0.06	0.05	0.33	0.04	0.13	0.11	0.04	0.08	0.11	0.05
		0.93	0.77	1.02	0.67	0.89	0.99	1.31	0.89	1.24	0.92	0.85
HARFORM07 At this institution, how often have you been discriminated against or excluded from activities because of your: - Political beliefs												
	Very Often	0.5%	1.0%	0.3%	0.0%	0.4%	1.7%	1.0%	0.4%	0.0%	1.4%	0.3%
	Often	1.0%	1.9%	0.6%	0.0%	1.2%	0.0%	2.0%	1.0%	1.6%	1.4%	1.4%
	Sometimes	4.9%	4.4%	5.2%	0.0%	4.6%	5.1%	5.1%	5.0%	3.8%	5.7%	5.1%
	Seldom	10.3%	9.7%	10.5%	16.7%	9.6%	8.5%	22.2%	7.7%	14.5%	12.9%	8.1%
	Never	83.3%	83.0%	83.4%	83.3%	84.2%	84.7%	69.7%	85.9%	80.1%	78.6%	85.1%
	Total	574	206	362	6	500	59	99	482	186	70	295
		1.25	1.28	1.24	1.17	1.24	1.25	1.42	1.22	1.27	1.34	1.24
		0.64	0.72	0.59	0.41	0.63	0.71	0.77	0.62	0.61	0.78	0.64
		0.03	0.05	0.03	0.17	0.03	0.09	0.08	0.03	0.04	0.09	0.04
		0.41	0.53	0.35	0.17	0.4	0.5	0.59	0.39	0.37	0.61	0.41
HARFORM08 At this institution, how often have you been discriminated against or excluded from activities because of your: - Race/ethnicity												
	Very Often	1.0%	1.0%	1.1%	0.0%	1.0%	0.0%	5.9%	0.0%	1.1%	1.4%	1.0%
	Often	0.9%	0.5%	1.1%	0.0%	0.8%	0.0%	5.0%	0.2%	1.1%	0.0%	1.4%
	Sometimes	3.5%	5.8%	2.2%	0.0%	3.4%	3.4%	6.9%	2.7%	4.3%	2.9%	2.4%
	Seldom	7.7%	11.6%	5.5%	0.0%	7.0%	5.1%	14.9%	6.2%	8.1%	7.1%	8.1%
	Never	87.0%	81.2%	90.1%	100.0%	87.8%	91.5%	67.3%	90.9%	85.4%	88.6%	87.2%
	Total	575	207	362	6	500	59	101	481	185	70	296
		1.21	1.29	1.18	1	1.2	1.12	1.67	1.12	1.24	1.19	1.21
		0.64	0.68	0.62	0	0.63	0.42	1.18	0.42	0.68	0.62	0.65
		0.03	0.05	0.03	0	0.03	0.05	0.12	0.02	0.05	0.07	0.04
		0.42	0.47	0.39	0	0.4	0.18	1.38	0.17	0.47	0.39	0.42

		All	Men	Women	GQGN	Straight	LGBQ	Staff of Color	White	Psych Disability	Physical Disability	No Disability
HARFORM09 At this institution, how often have you been discriminated against or excluded from activities because of your: - Religious/spiritual beliefs												
	Very Often	0.3%	0.5%	0.3%	0.0%	0.2%	0.0%	1.0%	0.2%	0.0%	0.0%	0.7%
	Often	1.0%	2.4%	0.3%	0.0%	1.2%	0.0%	1.0%	1.0%	1.1%	1.4%	1.4%
	Sometimes	4.4%	3.4%	5.0%	0.0%	3.8%	6.8%	4.0%	4.6%	3.8%	5.7%	4.1%
	Seldom	8.9%	7.2%	9.7%	16.7%	8.0%	10.2%	19.0%	6.9%	10.8%	10.0%	8.8%
	Never	85.4%	86.5%	84.8%	83.3%	86.8%	83.1%	75.0%	87.3%	84.4%	82.9%	85.1%
	Total	574	207	361	6	500	59	100	481	186	70	295
		1.22	1.23	1.22	1.17	1.2	1.24	1.34	1.2	1.22	1.26	1.24
		0.6	0.67	0.57	0.41	0.58	0.57	0.7	0.58	0.56	0.63	0.65
		0.03	0.05	0.03	0.17	0.03	0.07	0.07	0.03	0.04	0.08	0.04
		0.36	0.45	0.32	0.17	0.33	0.32	0.49	0.34	0.31	0.4	0.43
HARFORM10 At this institution, how often have you been discriminated against or excluded from activities because of your: - Sexual orientation												
	Very Often	0.3%	0.5%	0.3%	0.0%	0.2%	1.7%	1.0%	0.2%	0.5%	0.0%	0.3%
	Often	0.9%	1.4%	0.3%	16.7%	0.6%	3.3%	1.0%	1.0%	2.2%	2.9%	0.7%
	Sometimes	1.9%	1.9%	1.7%	16.7%	0.6%	10.0%	4.0%	1.5%	3.2%	0.0%	0.7%
	Seldom	3.3%	3.8%	3.0%	0.0%	2.2%	8.3%	8.9%	2.1%	2.7%	2.9%	3.7%
	Never	93.6%	92.3%	94.7%	66.7%	96.4%	76.7%	85.1%	95.2%	91.4%	94.3%	94.6%
	Total	575	208	361	6	500	60	101	481	186	70	296
		1.11	1.14	1.08	1.83	1.06	1.45	1.24	1.09	1.18	1.11	1.08
		0.48	0.55	0.4	1.33	0.36	0.93	0.67	0.45	0.64	0.53	0.42
		0.02	0.04	0.02	0.54	0.02	0.12	0.07	0.02	0.05	0.06	0.02
		0.23	0.3	0.16	1.77	0.13	0.86	0.44	0.2	0.41	0.28	0.17
HARFORM11 At this institution, how often have you been discriminated against or excluded from activities because of your: - Socioeconomic status												
	Very Often	0.9%	1.0%	0.8%	0.0%	0.4%	1.7%	3.0%	0.4%	1.1%	0.0%	1.0%
	Often	1.0%	1.0%	1.1%	0.0%	1.0%	0.0%	2.0%	0.8%	1.1%	0.0%	1.0%
	Sometimes	5.0%	4.3%	5.5%	0.0%	5.0%	6.7%	5.0%	5.0%	6.5%	10.0%	3.7%
	Seldom	9.7%	8.2%	10.4%	16.7%	8.6%	13.3%	21.8%	7.2%	15.1%	12.9%	7.4%
	Never	83.4%	85.5%	82.1%	83.3%	85.1%	78.3%	68.3%	86.5%	76.3%	77.1%	86.9%
	Total	577	207	364	6	502	60	101	483	186	70	298
		1.26	1.24	1.28	1.17	1.23	1.33	1.5	1.21	1.35	1.33	1.22
		0.68	0.67	0.69	0.41	0.62	0.75	0.91	0.61	0.74	0.65	0.65
		0.03	0.05	0.04	0.17	0.03	0.1	0.09	0.03	0.05	0.08	0.04
		0.46	0.44	0.48	0.17	0.39	0.56	0.83	0.37	0.55	0.43	0.43

		All	Men	Women	GQGN	Straight	LGBQO	Staff of Color	White	Psych Disability	Physical Disability	No Disability	
JOBSATIS01 How satisfied are you with the following aspects of your job? - Autonomy and independence		Very Satisfied	37.8%	38.3%	37.6%	33.3%	37.8%	41.7%	31.4%	39.0%	30.3%	37.1%	40.8%
	Satisfied	45.1%	42.6%	46.7%	33.3%	46.4%	31.7%	44.1%	45.6%	45.4%	44.3%	46.2%	
	Marginally Satisfied	12.5%	11.5%	13.0%	16.7%	11.4%	18.3%	17.6%	11.2%	18.4%	12.9%	9.4%	
	Not Satisfied	4.7%	7.7%	2.8%	16.7%	4.4%	8.3%	6.9%	4.1%	5.9%	5.7%	3.7%	
	Total	577	209	362	6	502	60	102	482	185	70	299	
		3.16	3.11	3.19	2.83	3.18	3.07	3.00	3.20	3.00	3.13	3.24	
		0.82	0.89	0.76	1.17	0.8	0.97	0.88	0.79	0.85	0.85	0.77	
		0.03	0.06	0.04	0.48	0.04	0.13	0.09	0.04	0.06	0.10	0.04	
		0.67	0.79	0.58	1.37	0.64	0.94	0.77	0.63	0.73	0.72	0.59	
JOBSATIS02 How satisfied are you with the following aspects of your job? - Collegiality among staff		Very Satisfied	31.5%	30.0%	32.6%	16.7%	32.0%	31.7%	24.8%	32.8%	27.4%	27.1%	33.8%
	Satisfied	45.2%	45.4%	45.0%	50.0%	45.8%	35.0%	45.5%	45.1%	43.0%	48.6%	45.9%	
	Marginally Satisfied	17.6%	18.4%	16.9%	33.3%	17.0%	21.7%	20.8%	17.0%	23.7%	21.4%	14.2%	
	Not Satisfied	5.7%	6.3%	5.5%	0.0%	5.2%	11.7%	8.9%	5.0%	5.9%	2.9%	6.1%	
	Total	575	207	362	6	500	60	101	481	186	70	296	
		3.02	2.99	3.05	2.83	3.05	2.87	2.86	3.06	2.92	3.00	3.07	
		0.85	0.86	0.85	0.75	0.84	1	0.89	0.83	0.86	0.78	0.85	
		0.04	0.06	0.04	0.31	0.04	0.13	0.09	0.04	0.06	0.09	0.05	
		0.72	0.74	0.72	0.57	0.7	1	0.8	0.7	0.74	0.61	0.72	
JOBSATIS03 How satisfied are you with the following aspects of your job? - Competence of colleagues		Very Satisfied	27.3%	23.6%	28.7%	66.7%	27.9%	23.3%	20.8%	28.4%	25.9%	31.4%	27.2%
	Satisfied	49.1%	54.3%	47.0%	0.0%	50.2%	41.7%	45.5%	50.0%	47.0%	45.7%	52.7%	
	Marginally Satisfied	18.1%	14.9%	19.6%	33.3%	16.3%	28.3%	24.8%	16.6%	21.1%	18.6%	13.8%	
	Not Satisfied	5.6%	7.2%	4.7%	0.0%	5.6%	6.7%	8.9%	5.0%	5.9%	4.3%	6.4%	
	Total	576	208	362	6	502	60	101	482	185	70	298	
		2.98	2.94	3.00	3.33	3.00	2.82	2.78	3.02	2.93	3.04	3.01	
		0.82	0.82	0.82	1.03	0.82	0.87	0.88	0.81	0.84	0.82	0.82	
		0.03	0.06	0.04	0.42	0.04	0.11	0.09	0.04	0.06	0.10	0.05	
		0.68	0.67	0.67	1.07	0.67	0.76	0.77	0.65	0.71	0.68	0.67	
JOBSATIS04 How satisfied are you with the following aspects of your job? - Departmental support for work-life balance		Very Satisfied	30.2%	28.2%	30.7%	66.7%	30.5%	28.3%	27.7%	30.5%	27.4%	30.0%	29.6%
	Satisfied	41.3%	45.5%	39.6%	0.0%	42.3%	35.0%	33.7%	43.6%	35.5%	40.0%	45.8%	
	Marginally Satisfied	19.1%	17.2%	20.2%	16.7%	18.2%	23.3%	21.8%	18.3%	22.6%	20.0%	18.2%	
	Not Satisfied	9.4%	9.1%	9.4%	16.7%	9.0%	13.3%	16.8%	7.7%	14.5%	10.0%	6.4%	
	Total	576	209	361	6	501	60	101	482	186	70	297	
		2.92	2.93	2.92	3.17	2.94	2.78	2.72	2.97	2.76	2.90	2.99	

		All	Men	Women	GQGN	Straight	LGBQ	Staff of Color	White	Psych Disability	Physical Disability	No Disability
		0.93	0.9	0.94	1.33	0.92	1.01	1.05	0.89	1.01	0.95	0.86
		0.04	0.06	0.05	0.54	0.04	0.13	0.1	0.04	0.07	0.11	0.05
		0.86	0.82	0.88	1.77	0.84	1.02	1.1	0.8	1.03	0.9	0.74
JOBSATIS05 How satisfied are you with the following aspects of your job? - Flexibility in relation to family matters or emergencies												
	Very Satisfied	53.8%	53.1%	54.0%	66.7%	53.9%	56.7%	49.0%	54.9%	46.8%	55.7%	57.6%
	Satisfied	35.2%	39.2%	33.5%	0.0%	35.3%	28.3%	38.2%	34.7%	37.1%	32.9%	33.7%
	Marginally Satisfied	8.3%	6.7%	8.9%	33.3%	8.2%	11.7%	10.8%	7.7%	11.8%	7.1%	6.7%
	Not Satisfied	2.6%	1.0%	3.6%	0.0%	2.6%	3.3%	2.0%	2.7%	4.3%	4.3%	2.0%
	Total	576	209	361	6	501	60	102	481	186	70	297
		3.40	3.44	3.38	3.33	3.41	3.38	3.34	3.42	3.26	3.40	3.47
		0.75	0.66	0.79	1.03	0.75	0.83	0.75	0.75	0.83	0.81	0.71
		0.03	0.05	0.04	0.42	0.03	0.11	0.07	0.03	0.06	0.10	0.04
		0.56	0.44	0.63	1.07	0.56	0.68	0.56	0.56	0.69	0.65	0.51
JOBSATIS06 How satisfied are you with the following aspects of your job? - Institutional support for work-life balance												
	Very Satisfied	23.8%	23.6%	23.5%	50.0%	23.9%	28.3%	19.8%	24.7%	20.4%	21.4%	25.6%
	Satisfied	43.4%	42.8%	44.2%	16.7%	43.6%	38.3%	38.6%	44.8%	36.0%	40.0%	46.5%
	Marginally Satisfied	22.9%	23.6%	22.7%	16.7%	23.1%	20.0%	27.7%	21.6%	29.0%	31.4%	20.2%
	Not Satisfied	9.9%	10.1%	9.7%	16.7%	9.4%	13.3%	13.9%	8.9%	14.5%	7.1%	7.7%
	Total	576	208	362	6	502	60	101	482	186	70	297
		2.81	2.80	2.81	3.00	2.82	2.82	2.64	2.85	2.62	2.76	2.90
		0.91	0.92	0.9	1.26	0.9	1	0.95	0.89	0.97	0.88	0.87
		0.04	0.06	0.05	0.52	0.04	0.13	0.1	0.04	0.07	0.10	0.05
		0.83	0.84	0.82	1.6	0.81	1	0.91	0.8	0.94	0.77	0.76
JOBSATIS07 How satisfied are you with the following aspects of your job? - Overall job satisfaction												
	Very Satisfied	26.0%	28.2%	24.3%	42.9%	26.5%	19.7%	25.5%	26.1%	19.4%	24.3%	28.8%
	Satisfied	46.0%	40.2%	50.0%	14.3%	46.1%	49.2%	38.2%	47.8%	47.3%	45.7%	46.5%
	Marginally Satisfied	21.5%	24.4%	19.6%	28.6%	21.6%	19.7%	23.5%	20.7%	22.0%	17.1%	20.7%
	Not Satisfied	6.6%	7.2%	6.1%	14.3%	5.8%	11.5%	12.7%	5.4%	11.3%	12.9%	4.0%
	Total	578	209	362	7	501	61	102	483	186	70	299
		2.91	2.89	2.93	2.86	2.93	2.77	2.76	2.95	2.75	2.81	3.00
		0.85	0.9	0.82	1.21	0.84	0.9	0.98	0.83	0.9	0.95	0.81
		0.04	0.06	0.04	0.46	0.04	0.12	0.1	0.04	0.07	0.11	0.05
		0.73	0.81	0.68	1.48	0.71	0.81	0.95	0.68	0.81	0.91	0.66
JOBSATIS08 How satisfied are you with the following aspects of your job? - Professional relationships with colleagues												
	Very Satisfied	29.4%	29.7%	29.3%	28.6%	29.2%	32.8%	26.5%	30.2%	23.7%	25.7%	32.9%

		All	Men	Women	GQND	Straight	LGBQO	Staff of Color	White	Psych Disability	Physical Disability	No Disability
	Satisfied	52.7%	50.2%	54.5%	28.6%	54.2%	36.1%	50.0%	52.9%	52.2%	57.1%	51.8%
	Marginally Satisfied	14.3%	15.8%	13.4%	14.3%	13.7%	21.3%	18.6%	13.6%	19.9%	14.3%	12.3%
	Not Satisfied	3.6%	4.3%	2.7%	28.6%	3.0%	9.8%	4.9%	3.3%	4.3%	2.9%	3.0%
	Total	581	209	365	7	504	61	102	486	186	70	301
		3.08	3.05	3.10	2.57	3.10	2.92	2.98	3.10	2.95	3.06	3.15
		0.76	0.79	0.73	1.27	0.73	0.97	0.81	0.75	0.78	0.72	0.74
		0.03	0.05	0.04	0.48	0.03	0.12	0.08	0.03	0.06	0.09	0.04
		0.58	0.63	0.53	1.62	0.54	0.94	0.65	0.56	0.61	0.52	0.55
JOBSATIS09 How satisfied are you with the following aspects of your job? - Prospects for career advancement												
	Very Satisfied	7.9%	8.6%	7.7%	0.0%	8.5%	4.9%	7.9%	8.0%	2.7%	2.9%	12.0%
	Satisfied	30.7%	36.4%	27.5%	28.6%	31.2%	27.9%	23.8%	32.0%	28.0%	27.1%	32.7%
	Marginally Satisfied	28.5%	22.0%	32.2%	28.6%	29.4%	23.0%	25.7%	29.3%	25.8%	28.6%	28.0%
	Not Satisfied	32.8%	33.0%	32.5%	42.9%	30.8%	44.3%	42.6%	30.7%	43.5%	41.4%	27.3%
	Total	579	209	363	7	503	61	101	485	186	70	300
		2.14	2.21	2.10	1.86	2.17	1.93	1.97	2.17	1.90	1.91	2.29
		0.97	1	0.95	0.9	0.97	0.96	0.99	0.96	0.9	0.9	1
		0.04	0.07	0.05	0.34	0.04	0.12	0.1	0.04	0.07	0.11	0.06
		0.94	1	0.9	0.81	0.93	0.93	0.99	0.92	0.82	0.8	1
JOBSATIS10 How satisfied are you with the following aspects of your job? - Quality of students												
	Very Satisfied	33.3%	32.0%	34.0%	33.3%	33.6%	39.7%	19.0%	36.0%	31.1%	30.4%	33.8%
	Satisfied	57.3%	54.9%	58.6%	66.7%	56.6%	51.7%	70.0%	55.1%	58.5%	59.4%	58.3%
	Marginally Satisfied	8.0%	10.2%	6.8%	0.0%	8.1%	8.6%	8.0%	7.8%	9.3%	8.7%	6.6%
	Not Satisfied	1.4%	2.9%	0.6%	0.0%	1.6%	0.0%	3.0%	1.1%	1.1%	1.4%	1.4%
	Total	565	206	353	6	491	58	100	472	183	69	290
		3.22	3.16	3.26	3.33	3.22	3.31	3.05	3.26	3.20	3.19	3.24
		0.65	0.72	0.6	0.52	0.66	0.63	0.63	0.64	0.64	0.65	0.63
		0.03	0.05	0.03	0.21	0.03	0.08	0.06	0.03	0.05	0.08	0.04
		0.42	0.52	0.36	0.27	0.43	0.39	0.39	0.41	0.41	0.42	0.4
JOBSATIS11 How satisfied are you with the following aspects of your job? - Relationship with my supervisor												
	Very Satisfied	43.9%	44.0%	44.1%	28.6%	45.0%	32.8%	40.2%	44.6%	37.1%	41.4%	46.7%
	Satisfied	35.4%	32.5%	37.5%	14.3%	36.3%	31.1%	32.4%	36.2%	37.6%	34.3%	36.0%
	Marginally Satisfied	11.4%	11.0%	11.6%	14.3%	11.0%	14.8%	14.7%	10.7%	14.0%	14.3%	9.3%
	Not Satisfied	9.3%	12.4%	6.9%	42.9%	7.8%	21.3%	12.7%	8.5%	11.3%	10.0%	8.0%
	Total	579	209	363	7	502	61	102	484	186	70	300
		3.14	3.08	3.19	2.29	3.19	2.75	3.00	3.17	3.01	3.07	3.21
		0.95	1.02	0.89	1.38	0.92	1.14	1.03	0.93	0.98	0.98	0.92
		0.04	0.07	0.05	0.52	0.04	0.15	0.1	0.04	0.07	0.12	0.05
		0.91	1.05	0.8	1.9	0.84	1.29	1.07	0.87	0.97	0.97	0.84

		All	Men	Women	GQGN	Straight	LGBQ	Staff of Color	White	Psych Disability	Physical Disability	No Disability	
JOBSATIS12 How satisfied are you with the following aspects of your job? - Relative equity of salary and job benefits		Very Satisfied	11.2%	12.4%	10.2%	33.3%	11.1%	13.3%	8.8%	11.8%	9.7%	11.4%	12.0%
	Satisfied	31.6%	34.4%	29.7%	50.0%	32.6%	26.7%	27.5%	32.2%	27.4%	24.3%	36.3%	
	Marginally Satisfied	27.5%	27.8%	27.5%	16.7%	27.0%	30.0%	23.5%	28.3%	26.3%	25.7%	26.3%	
	Not Satisfied	29.7%	25.4%	32.7%	0.0%	29.2%	30.0%	40.2%	27.7%	36.6%	38.6%	25.3%	
	Total	579	209	364	6	503	60	102	484	186	70	300	
		2.24	2.34	2.17	3.17	2.26	2.23	2.05	2.28	2.10	2.09	2.35	
		1	0.99	1	0.75	1	1.03	1.02	1	1.01	1.05	0.99	
		0.04	0.07	0.05	0.31	0.04	0.13	0.1	0.05	0.07	0.13	0.06	
		1	0.99	1	0.57	1	1.06	1.04	0.99	1.02	1.09	0.98	
JOBSATIS13 How satisfied are you with the following aspects of your job? - Support for career advancement		Very Satisfied	12.5%	13.5%	11.9%	14.3%	13.6%	4.9%	10.1%	13.0%	8.2%	5.7%	17.4%
	Satisfied	31.4%	36.1%	29.1%	14.3%	32.0%	29.5%	27.3%	32.4%	23.4%	31.4%	34.1%	
	Marginally Satisfied	26.7%	19.2%	31.3%	14.3%	27.4%	21.3%	23.2%	27.3%	30.4%	27.1%	23.4%	
	Not Satisfied	29.3%	31.3%	27.7%	57.1%	27.0%	44.3%	39.4%	27.3%	38.0%	35.7%	25.1%	
	Total	576	208	361	7	500	61	99	484	184	70	299	
		2.27	2.32	2.25	1.86	2.32	1.95	2.08	2.31	2.02	2.07	2.44	
		1.02	1.06	0.99	1.21	1.02	0.97	1.04	1.01	0.97	0.95	1.05	
		0.04	0.07	0.05	0.46	0.05	0.12	0.1	0.05	0.07	0.11	0.06	
		1.04	1.12	0.98	1.48	1.03	0.95	1.08	1.02	0.95	0.91	1.1	
JOBSATIS14 How satisfied are you with the following aspects of your job? - Tolerance of different staff opinions and beliefs		Very Satisfied	17.9%	22.1%	15.5%	16.7%	19.4%	8.3%	12.9%	18.9%	15.2%	14.3%	19.1%
	Satisfied	49.0%	43.3%	52.4%	50.0%	50.5%	41.7%	46.5%	49.7%	45.7%	50.0%	51.7%	
	Marginally Satisfied	23.0%	23.6%	22.7%	16.7%	21.6%	26.7%	25.7%	22.2%	21.7%	30.0%	23.2%	
	Not Satisfied	10.1%	11.1%	9.4%	16.7%	8.4%	23.3%	14.9%	9.1%	17.4%	5.7%	6.0%	
	Total	575	208	361	6	499	60	101	481	184	70	298	
		2.75	2.76	2.74	2.67	2.81	2.35	2.57	2.78	2.59	2.73	2.84	
		0.87	0.92	0.83	1.03	0.84	0.94	0.9	0.86	0.95	0.78	0.8	
		0.04	0.06	0.04	0.42	0.04	0.12	0.09	0.04	0.07	0.09	0.05	
		0.75	0.85	0.69	1.07	0.71	0.88	0.81	0.73	0.9	0.61	0.64	
JOBSATIS15 How satisfied are you with the following aspects of your job? - Workspace		Very Satisfied	26.0%	27.9%	24.8%	33.3%	26.3%	27.1%	24.8%	26.5%	21.0%	24.3%	28.9%
	Satisfied	42.8%	42.8%	42.4%	66.7%	43.2%	37.3%	34.7%	44.5%	37.1%	37.1%	46.0%	
	Marginally Satisfied	19.4%	17.3%	20.9%	0.0%	19.5%	16.9%	20.8%	18.8%	22.6%	18.6%	17.8%	
	Not Satisfied	11.8%	12.0%	11.8%	0.0%	11.0%	18.6%	19.8%	10.1%	19.4%	20.0%	7.4%	
	Total	577	208	363	6	502	59	101	483	186	70	298	
		2.83	2.87	2.80	3.33	2.85	2.73	2.64	2.87	2.60	2.66	2.96	

		All	Men	Women	GQND	Straight	LGBQO	Staff of Color	White	Psych Disability	Physical Disability	No Disability
		0.95	0.96	0.95	0.52	0.94	1.06	1.06	0.92	1.03	1.06	0.87
		0.04	0.07	0.05	0.21	0.04	0.14	0.11	0.04	0.08	0.13	0.05
		0.9	0.92	0.89	0.27	0.88	1.13	1.13	0.85	1.05	1.13	0.76
JOBSATIS16 How satisfied are you with the following aspects of your job? - Health benefits												
	Very Satisfied	31.2%	25.8%	34.0%	50.0%	31.4%	35.0%	27.7%	32.2%	26.9%	22.1%	35.2%
	Satisfied	51.0%	54.5%	49.4%	16.7%	51.8%	40.0%	49.5%	51.0%	50.5%	51.5%	49.8%
	Marginally Satisfied	13.9%	15.8%	12.7%	16.7%	13.0%	18.3%	17.8%	13.1%	17.0%	22.1%	11.6%
	Not Satisfied	4.0%	3.8%	3.9%	16.7%	3.8%	6.7%	5.0%	3.7%	5.5%	4.4%	3.3%
	Total	577	209	362	6	500	60	101	482	182	68	301
		3.09	3.02	3.14	3.00	3.11	3.03	3.00	3.12	2.99	2.91	3.17
		0.78	0.76	0.78	1.26	0.77	0.9	0.81	0.77	0.81	0.79	0.76
		0.03	0.05	0.04	0.52	0.03	0.12	0.08	0.03	0.06	0.10	0.04
		0.6	0.57	0.6	1.6	0.59	0.81	0.66	0.59	0.66	0.62	0.57
JOBSATIS17 How satisfied are you with the following aspects of your job? - Job security												
	Very Satisfied	29.8%	33.3%	27.9%	16.7%	30.7%	28.3%	27.5%	30.5%	21.9%	27.5%	34.2%
	Satisfied	51.0%	49.0%	51.7%	83.3%	52.1%	40.0%	48.0%	51.5%	50.3%	43.5%	51.8%
	Marginally Satisfied	13.3%	12.4%	14.1%	0.0%	12.6%	15.0%	12.7%	13.5%	19.1%	24.6%	9.3%
	Not Satisfied	5.9%	5.2%	6.4%	0.0%	4.6%	16.7%	11.8%	4.6%	8.7%	4.3%	4.7%
	Total	578	210	362	6	501	60	102	482	183	69	301
		3.05	3.10	3.01	3.17	3.09	2.80	2.91	3.08	2.85	2.94	3.16
		0.82	0.81	0.82	0.41	0.78	1.04	0.93	0.79	0.86	0.84	0.77
		0.03	0.06	0.04	0.17	0.03	0.13	0.09	0.04	0.06	0.10	0.04
		0.67	0.66	0.68	0.17	0.61	1.08	0.87	0.62	0.74	0.7	0.6
JOBSATIS18 How satisfied are you with the following aspects of your job? - Retirement benefits												
	Very Satisfied	30.4%	29.0%	31.4%	16.7%	30.9%	32.2%	27.0%	31.3%	22.4%	20.6%	36.2%
	Satisfied	51.1%	52.2%	50.6%	50.0%	52.2%	40.7%	52.0%	50.7%	51.9%	50.0%	49.3%
	Marginally Satisfied	14.0%	15.9%	12.8%	16.7%	13.5%	16.9%	13.0%	14.2%	18.6%	22.1%	11.1%
	Not Satisfied	4.5%	2.9%	5.3%	16.7%	3.4%	10.2%	8.0%	3.8%	7.1%	7.4%	3.4%
	Total	573	207	360	6	498	59	100	479	183	68	298
		3.07	3.07	3.08	2.67	3.11	2.95	2.98	3.10	2.90	2.84	3.18
		0.79	0.75	0.81	1.03	0.76	0.95	0.85	0.77	0.83	0.84	0.76
		0.03	0.05	0.04	0.42	0.03	0.12	0.09	0.04	0.06	0.10	0.04
		0.62	0.56	0.65	1.07	0.57	0.91	0.73	0.6	0.69	0.7	0.58
JOBSATIS19 How satisfied are you with the following aspects of your job? - Salary												
	Very Satisfied	8.9%	10.5%	7.8%	14.3%	8.5%	13.3%	10.8%	8.6%	4.4%	2.9%	11.4%
	Satisfied	31.7%	32.9%	31.4%	14.3%	33.6%	18.3%	22.5%	33.7%	24.9%	27.9%	36.8%
	Marginally Satisfied	32.2%	31.0%	32.5%	57.1%	31.4%	38.3%	31.4%	32.2%	38.1%	35.3%	28.4%
	Not Satisfied	27.2%	25.7%	28.3%	14.3%	26.6%	30.0%	35.3%	25.5%	32.6%	33.8%	23.4%

		All	Men	Women	GQGN	Straight	LGBQO	Staff of Color	White	Psych Disability	Physical Disability	No Disability
Total		574	210	357	7	497	60	102	478	181	68	299
		2.22	2.28	2.19	2.29	2.24	2.15	2.09	2.25	2.01	2.00	2.36
		0.95	0.96	0.94	0.95	0.94	1.01	1.01	0.93	0.87	0.86	0.96
		0.04	0.07	0.05	0.36	0.04	0.13	0.1	0.04	0.06	0.10	0.06
		0.9	0.93	0.88	0.9	0.88	1.01	1.01	0.87	0.76	0.75	0.93
JOBSATIS20 How satisfied are you with the following aspects of your job? - Leave policies (e.g., paternity/maternity leave, caring for a family member, medical leave)												
	Very Satisfied	28.3%	34.2%	24.8%	33.3%	28.8%	25.5%	22.9%	29.7%	25.0%	25.8%	30.7%
	Satisfied	50.9%	52.8%	50.1%	33.3%	50.9%	47.3%	51.0%	50.4%	47.2%	48.5%	49.1%
	Marginally Satisfied	13.6%	10.1%	15.6%	16.7%	13.7%	14.5%	14.6%	13.6%	19.9%	18.2%	12.2%
	Not Satisfied	7.2%	3.0%	9.5%	16.7%	6.6%	12.7%	11.5%	6.3%	8.0%	7.6%	8.0%
	Total	552	199	347	6	483	55	96	462	176	66	287
		3.00	3.18	2.90	2.83	3.02	2.85	2.85	3.03	2.89	2.92	3.02
		0.84	0.73	0.88	1.17	0.83	0.95	0.91	0.83	0.87	0.86	0.87
		0.04	0.05	0.05	0.48	0.04	0.13	0.09	0.04	0.07	0.11	0.05
		0.71	0.53	0.78	1.37	0.69	0.9	0.82	0.68	0.76	0.75	0.75
INSTPRIORITY01 To what extent is each of the following currently a priority at this institution? - Develop a sense of community among staff and faculty												
	Highest Priority	4.9%	3.9%	5.6%	0.0%	5.3%	1.7%	5.1%	4.8%	5.4%	2.9%	4.7%
	High Priority	22.4%	25.9%	20.5%	14.3%	22.3%	25.0%	27.6%	21.2%	15.7%	26.1%	26.1%
	Medium Priority	35.2%	36.1%	34.8%	28.6%	35.5%	33.3%	36.7%	35.0%	40.0%	37.7%	31.5%
	Low Priority	37.5%	34.1%	39.0%	57.1%	36.9%	40.0%	30.6%	39.0%	38.9%	33.3%	37.6%
	Total	568	205	356	7	493	60	98	477	185	69	295
		1.95	2.00	1.93	1.57	1.96	1.88	2.07	1.92	1.88	1.99	1.98
		0.89	0.87	0.9	0.79	0.9	0.85	0.89	0.89	0.87	0.85	0.91
		0.04	0.06	0.05	0.3	0.04	0.11	0.09	0.04	0.06	0.10	0.05
		0.79	0.76	0.82	0.62	0.8	0.71	0.79	0.79	0.75	0.72	0.83
INSTPRIORITY02 To what extent is each of the following currently a priority at this institution? - Develop a sense of community among students and staff												
	Highest Priority	4.8%	3.0%	5.9%	0.0%	5.3%	0.0%	4.1%	5.1%	4.9%	4.3%	5.5%
	High Priority	27.5%	32.2%	25.1%	14.3%	27.0%	33.3%	28.9%	27.1%	23.0%	31.9%	29.8%
	Medium Priority	39.1%	32.7%	42.7%	42.9%	38.5%	40.0%	33.0%	40.4%	41.0%	36.2%	37.3%
	Low Priority	28.6%	32.2%	26.3%	42.9%	29.1%	26.7%	34.0%	27.5%	31.1%	27.5%	27.4%
	Total	563	202	354	7	488	60	97	473	183	69	292
		2.09	2.06	2.11	1.71	2.09	2.07	2.03	2.10	2.02	2.13	2.13
		0.86	0.87	0.86	0.76	0.88	0.78	0.9	0.86	0.86	0.87	0.88
		0.04	0.06	0.05	0.29	0.04	0.1	0.09	0.04	0.06	0.11	0.05
		0.75	0.76	0.74	0.57	0.77	0.61	0.8	0.74	0.74	0.76	0.78

		All	Men	Women	GQGN	Straight	LGBQ	Staff of Color	White	Psych Disability	Physical Disability	No Disability
INSTPRIORITY03 To what extent is each of the following currently a priority at this institution? - Increase or maintain institutional prestige	Highest Priority	20.8%	19.0%	21.6%	28.6%	21.3%	23.3%	17.5%	21.5%	24.5%	17.4%	18.6%
	High Priority	47.7%	47.8%	48.6%	0.0%	49.3%	36.7%	40.2%	49.4%	42.4%	46.4%	52.4%
	Medium Priority	25.2%	25.9%	24.4%	42.9%	24.5%	20.0%	30.9%	23.6%	26.6%	29.0%	24.0%
	Low Priority	6.3%	7.3%	5.3%	28.6%	4.9%	20.0%	11.3%	5.4%	6.5%	7.2%	5.1%
	Total	568	205	356	7	493	60	97	478	184	69	296
		2.83	2.79	2.87	2.29	2.87	2.63	2.64	2.87	2.85	2.74	2.84
		0.83	0.84	0.81	1.25	0.8	1.06	0.9	0.81	0.87	0.83	0.78
		0.03	0.06	0.04	0.47	0.04	0.14	0.09	0.04	0.06	0.10	0.05
	0.69	0.7	0.66	1.57	0.64	1.12	0.82	0.65	0.75	0.7	0.61	
INSTPRIORITY04 To what extent is each of the following currently a priority at this institution? - Recruit more traditionally underrepresented students	Highest Priority	22.0%	19.7%	23.4%	16.7%	22.2%	24.6%	19.6%	23.0%	21.2%	22.1%	21.3%
	High Priority	46.1%	43.3%	47.9%	33.3%	47.6%	33.3%	35.1%	48.3%	40.8%	45.6%	52.2%
	Medium Priority	25.0%	29.1%	22.5%	33.3%	23.7%	29.8%	30.9%	23.4%	28.8%	25.0%	21.3%
	Low Priority	7.0%	7.9%	6.3%	16.7%	6.5%	12.3%	14.4%	5.3%	9.2%	7.4%	5.2%
	Total	560	203	351	6	490	57	97	470	184	68	291
		2.83	2.75	2.88	2.50	2.86	2.70	2.60	2.89	2.74	2.82	2.90
		0.85	0.86	0.84	1.05	0.84	0.98	0.96	0.82	0.9	0.86	0.79
		0.04	0.06	0.04	0.43	0.04	0.13	0.1	0.04	0.07	0.10	0.05
	0.72	0.74	0.7	1.1	0.7	0.96	0.93	0.67	0.81	0.74	0.62	
INSTPRIORITY05 To what extent is each of the following currently a priority at this institution? - Promote gender diversity among the staff	Highest Priority	9.6%	10.4%	9.3%	0.0%	10.7%	5.1%	13.5%	8.9%	9.8%	11.9%	9.0%
	High Priority	36.3%	42.8%	32.6%	33.3%	37.0%	28.8%	31.3%	37.4%	31.1%	44.8%	39.4%
	Medium Priority	37.9%	35.3%	39.7%	16.7%	36.4%	45.8%	35.4%	38.2%	38.8%	34.3%	36.0%
	Low Priority	16.3%	11.4%	18.4%	50.0%	15.8%	20.3%	19.8%	15.5%	20.2%	9.0%	15.6%
	Total	560	201	353	6	486	59	96	471	183	67	289
		2.39	2.52	2.33	1.83	2.43	2.19	2.39	2.40	2.31	2.60	2.42
		0.87	0.83	0.88	0.98	0.88	0.82	0.96	0.85	0.9	0.82	0.86
		0.04	0.06	0.05	0.4	0.04	0.11	0.1	0.04	0.07	0.10	0.05
	0.76	0.69	0.78	0.97	0.78	0.67	0.91	0.73	0.82	0.67	0.74	
INSTPRIORITY06 To what extent is each of the following currently a priority at this institution? - Promote racial and ethnic diversity among the staff	Highest Priority	15.4%	14.2%	16.0%	16.7%	16.4%	10.3%	17.7%	15.1%	17.3%	13.2%	15.0%
	High Priority	42.9%	48.5%	39.9%	33.3%	43.8%	37.9%	36.5%	44.2%	34.1%	51.5%	47.3%
	Medium Priority	30.2%	29.4%	30.9%	16.7%	29.4%	29.3%	24.0%	31.4%	33.0%	29.4%	27.9%

		All	Men	Women	GQGN	Straight	LGBQ	Staff of Color	White	Psych Disability	Physical Disability	No Disability
Low Priority		11.5%	7.8%	13.2%	33.3%	10.3%	22.4%	21.9%	9.2%	15.7%	5.9%	9.9%
Total		566	204	356	6	493	58	96	477	185	68	294
		2.62	2.69	2.59	2.33	2.66	2.36	2.50	2.65	2.53	2.72	2.67
		0.88	0.81	0.91	1.21	0.87	0.95	1.03	0.85	0.96	0.77	0.85
		0.04	0.06	0.05	0.49	0.04	0.12	0.1	0.04	0.07	0.09	0.05
		0.77	0.66	0.83	1.47	0.76	0.9	1.05	0.71	0.91	0.59	0.72
INSTPRIORITY07 To what extent is each of the following currently a priority at this institution? - Create and sustain partnerships with surrounding communities												
Highest Priority		8.2%	6.4%	9.1%	16.7%	7.8%	11.9%	8.3%	8.1%	10.4%	7.4%	5.9%
High Priority		38.3%	40.7%	37.6%	0.0%	39.2%	35.6%	34.4%	39.4%	30.6%	36.8%	42.8%
Medium Priority		35.7%	34.8%	35.3%	83.3%	35.5%	33.9%	38.5%	35.2%	37.2%	38.2%	37.6%
Low Priority		17.8%	18.1%	17.9%	0.0%	17.5%	18.6%	18.8%	17.4%	21.9%	17.6%	13.8%
Total		561	204	351	6	487	59	96	472	183	68	290
		2.37	2.35	2.38	2.33	2.37	2.41	2.32	2.38	2.30	2.34	2.41
		0.87	0.85	0.88	0.82	0.86	0.93	0.88	0.86	0.93	0.86	0.8
		0.04	0.06	0.05	0.33	0.04	0.12	0.09	0.04	0.07	0.10	0.05
		0.75	0.72	0.78	0.67	0.74	0.87	0.77	0.75	0.86	0.73	0.64
SUPERVISOR01 Indicate the extent to which you agree or disagree with each of the following. My supervisor: - Supports my professional development												
Strongly Agree		39.0%	35.6%	41.1%	28.6%	40.1%	30.5%	32.3%	40.4%	33.9%	31.4%	44.0%
Agree		45.1%	48.3%	43.3%	42.9%	44.5%	49.2%	44.4%	45.0%	45.2%	50.0%	44.3%
Disagree		11.0%	8.8%	12.2%	14.3%	11.0%	8.5%	17.2%	9.6%	16.1%	14.3%	7.0%
Strongly Disagree		4.9%	7.3%	3.3%	14.3%	4.4%	11.9%	6.1%	5.0%	4.8%	4.3%	4.7%
Total		572	205	360	7	499	59	99	480	186	70	298
		3.18	3.12	3.22	2.86	3.20	2.98	3.03	3.21	3.08	3.09	3.28
		0.81	0.85	0.79	1.07	0.8	0.94	0.86	0.81	0.83	0.79	0.79
		0.03	0.06	0.04	0.4	0.04	0.12	0.09	0.04	0.06	0.09	0.05
		0.66	0.73	0.62	1.14	0.65	0.88	0.74	0.66	0.69	0.63	0.62
SUPERVISOR02 Indicate the extent to which you agree or disagree with each of the following. My supervisor: - Sets unrealistic expectations for my job												
Strongly Agree		6.5%	5.8%	6.7%	14.3%	5.4%	11.9%	8.0%	6.1%	8.1%	10.0%	5.0%
Agree		12.6%	14.1%	12.0%	0.0%	12.4%	15.3%	19.0%	11.3%	14.0%	8.6%	11.1%
Disagree		51.0%	50.0%	51.8%	42.9%	52.2%	42.4%	46.0%	52.2%	48.4%	55.7%	54.0%
Strongly Disagree		29.9%	30.1%	29.5%	42.9%	29.9%	30.5%	27.0%	30.5%	29.6%	25.7%	29.9%
Total		572	206	359	7	498	59	100	479	186	70	298
		1.96	1.96	1.96	1.86	1.93	2.08	2.08	1.93	2.01	2.03	1.91
		0.83	0.82	0.83	1.07	0.8	0.97	0.88	0.81	0.87	0.87	0.78
		0.03	0.06	0.04	0.4	0.04	0.13	0.09	0.04	0.06	0.10	0.05

	All	Men	Women	GQND	Straight	LGBQO	Staff of Color	White	Psych Disability	Physical Disability	No Disability
	0.68	0.68	0.68	1.14	0.64	0.94	0.78	0.66	0.76	0.75	0.61
SUPERVISOR03 Indicate the extent to which you agree or disagree with each of the following. My supervisor: - Demonstrates a commitment to diversity and inclusion											
Strongly Agree	34.3%	31.9%	35.5%	42.9%	34.9%	28.8%	38.5%	33.1%	31.1%	38.2%	31.9%
Agree	53.5%	55.9%	52.4%	42.9%	53.7%	50.8%	44.8%	55.8%	55.7%	47.1%	58.1%
Disagree	9.5%	8.8%	10.1%	0.0%	9.3%	11.9%	13.5%	8.6%	10.4%	13.2%	7.7%
Strongly Disagree	2.7%	3.4%	2.0%	14.3%	2.0%	8.5%	3.1%	2.5%	2.7%	1.5%	2.3%
Total	566	204	355	7	495	59	96	477	183	68	298
	3.19	3.16	3.21	3.14	3.22	3.00	3.19	3.19	3.15	3.22	3.19
	0.71	0.72	0.7	1.07	0.69	0.87	0.79	0.69	0.71	0.73	0.67
	0.03	0.05	0.04	0.4	0.03	0.11	0.08	0.03	0.05	0.09	0.04
	0.51	0.52	0.49	1.14	0.48	0.76	0.62	0.48	0.5	0.53	0.45
SUPERVISOR04 Indicate the extent to which you agree or disagree with each of the following. My supervisor: - Provides me with feedback that assists me in performing my job responsibilities											
Strongly Agree	24.7%	22.4%	26.2%	14.3%	25.6%	16.9%	30.0%	23.6%	21.6%	22.9%	27.1%
Agree	51.1%	51.2%	51.3%	42.9%	50.5%	55.9%	45.0%	52.5%	47.6%	45.7%	53.5%
Disagree	17.0%	18.0%	16.4%	14.3%	17.7%	13.6%	15.0%	17.4%	21.1%	15.7%	14.7%
Strongly Disagree	7.2%	8.3%	6.1%	28.6%	6.2%	13.6%	10.0%	6.5%	9.7%	15.7%	4.7%
Total	571	205	359	7	497	59	100	478	185	70	299
	2.93	2.88	2.97	2.43	2.95	2.76	2.95	2.93	2.81	2.76	3.03
	0.84	0.85	0.82	1.13	0.83	0.9	0.93	0.82	0.89	0.98	0.78
	0.04	0.06	0.04	0.43	0.04	0.12	0.09	0.04	0.07	0.12	0.05
	0.7	0.73	0.67	1.29	0.68	0.8	0.86	0.67	0.78	0.97	0.61
SUPERVISOR05 Indicate the extent to which you agree or disagree with each of the following. My supervisor: - Advocates for me											
Strongly Agree	36.0%	34.1%	37.2%	28.6%	36.8%	28.8%	32.7%	36.7%	31.7%	36.2%	39.3%
Agree	40.2%	40.5%	40.2%	28.6%	40.2%	39.0%	36.7%	40.5%	39.8%	36.2%	40.9%
Disagree	14.7%	12.7%	15.6%	28.6%	14.1%	18.6%	17.3%	14.0%	17.2%	17.4%	11.4%
Strongly Disagree	9.1%	12.7%	7.0%	14.3%	8.9%	13.6%	13.3%	8.8%	11.3%	10.1%	8.4%
Total	570	205	358	7	497	59	98	479	186	69	298
	3.03	2.96	3.08	2.71	3.05	2.83	2.89	3.05	2.92	2.99	3.11
	0.93	0.99	0.9	1.11	0.93	1	1.01	0.93	0.97	0.98	0.91
	0.04	0.07	0.05	0.42	0.04	0.13	0.1	0.04	0.07	0.12	0.05
	0.87	0.98	0.8	1.24	0.86	1.01	1.03	0.86	0.94	0.96	0.83

		All	Men	Women	GQGN	Straight	LGBQO	Staff of Color	White	Psych Disability	Physical Disability	No Disability
SUPERVISOR06 Indicate the extent to which you agree or disagree with each of the following. My supervisor: - Lacks the skills or knowledge to support me in my job	Strongly Agree	7.4%	10.7%	5.3%	14.3%	7.2%	11.9%	6.1%	7.7%	9.8%	11.8%	6.0%
	Agree	14.7%	12.2%	15.6%	42.9%	14.9%	15.3%	17.3%	14.2%	17.4%	10.3%	14.4%
	Disagree	37.7%	37.6%	38.3%	14.3%	37.1%	39.0%	35.7%	37.8%	33.2%	32.4%	37.6%
	Strongly Disagree	40.2%	39.5%	40.8%	28.6%	40.8%	33.9%	40.8%	40.3%	39.7%	45.6%	41.9%
	Total	570	205	358	7	498	59	98	479	184	68	298
		1.89	1.94	1.85	2.43	1.89	2.05	1.89	1.89	1.97	1.88	1.85
		0.91	0.97	0.87	1.13	0.91	0.99	0.91	0.92	0.98	1.02	0.89
		0.04	0.07	0.05	0.43	0.04	0.13	0.09	0.04	0.07	0.12	0.05
		0.83	0.95	0.76	1.29	0.83	0.98	0.82	0.84	0.97	1.03	0.78
	PROFDEVELOP01 During the past year, have you participated in any of the following opportunities provided by this institution: - Diversity-related trainings	Not Available	2.8%	3.4%	2.5%	0.0%	2.8%	3.4%	5.9%	2.1%	2.2%	2.9%
Not Eligible		1.4%	1.5%	1.4%	0.0%	1.4%	1.7%	4.0%	0.8%	2.7%	2.9%	0.3%
No		33.9%	34.6%	33.5%	33.3%	35.7%	20.7%	27.7%	35.4%	31.5%	32.9%	35.2%
Yes		61.9%	60.5%	62.6%	66.7%	60.1%	74.1%	62.4%	61.7%	63.6%	61.4%	61.4%
Total		569	205	358	6	496	58	101	475	184	70	298
PROFDEVELOP02 During the past year, have you participated in any of the following opportunities provided by this institution: - Optional technical skill development	Not Available	6.9%	10.8%	4.8%	0.0%	6.7%	10.5%	9.0%	6.5%	9.2%	10.0%	5.7%
	Not Eligible	1.9%	2.5%	1.7%	0.0%	2.0%	1.8%	3.0%	1.7%	3.8%	2.9%	0.7%
	No	40.9%	43.6%	39.2%	50.0%	41.0%	42.1%	33.0%	42.2%	39.1%	32.9%	41.6%
	Yes	50.3%	43.1%	54.3%	50.0%	50.3%	45.6%	55.0%	49.6%	47.8%	54.3%	52.0%
	Total	567	204	357	6	495	57	100	474	184	70	296
PROFDEVELOP03 During the past year, have you participated in any of the following opportunities provided by this institution: - Leadership development	Not Available	4.9%	5.9%	4.5%	0.0%	5.1%	6.8%	6.1%	4.9%	5.5%	2.9%	5.0%
	Not Eligible	4.6%	3.0%	5.6%	0.0%	4.5%	6.8%	6.1%	4.2%	7.7%	4.3%	3.4%
	No	51.2%	54.0%	49.3%	71.4%	49.8%	59.3%	47.5%	51.9%	47.3%	53.6%	52.7%
	Yes	39.2%	37.1%	40.6%	28.6%	40.7%	27.1%	40.4%	39.0%	39.6%	39.1%	38.9%
	Total	566	202	357	7	492	59	99	474	182	69	298

		All	Men	Women	GQGN	Straight	LGBQO	Staff of Color	White	Psych Disability	Physical Disability	No Disability
PROFDEVELOP04 During the past year, have you participated in any of the following opportunities provided by this institution: - Enhancement of interpersonal skills	Not Available	6.0%	7.8%	5.0%	0.0%	5.9%	8.5%	8.9%	5.3%	6.0%	2.9%	5.7%
	Not Eligible	1.1%	1.0%	1.1%	0.0%	1.0%	1.7%	2.0%	0.8%	2.7%	0.0%	0.0%
	No	51.0%	55.9%	48.0%	57.1%	51.5%	45.8%	45.5%	52.2%	46.2%	57.1%	52.0%
	Yes	42.0%	35.3%	45.8%	42.9%	41.6%	44.1%	43.6%	41.7%	45.1%	40.0%	42.3%
	Total	569	204	358	7	495	59	101	475	184	70	298
PROFDEVELOP05 During the past year, have you participated in any of the following opportunities provided by this institution: - Job benefits training	Not Available	6.2%	5.9%	6.4%	0.0%	5.9%	8.5%	6.9%	6.1%	8.2%	8.6%	5.7%
	Not Eligible	1.6%	1.0%	2.0%	0.0%	1.4%	3.4%	3.0%	1.3%	2.7%	1.4%	1.0%
	No	71.5%	72.9%	70.1%	100.0%	71.3%	72.9%	66.3%	72.4%	67.2%	67.1%	71.5%
	Yes	20.8%	20.2%	21.5%	0.0%	21.5%	15.3%	23.8%	20.3%	21.9%	22.9%	21.8%
	Total	568	203	358	7	494	59	101	474	183	70	298
PROFDEVELOP06 During the past year, have you participated in any of the following opportunities provided by this institution: - Public safety/security training	Not Available	5.1%	3.9%	5.9%	0.0%	4.9%	6.8%	8.1%	4.4%	6.0%	4.3%	4.4%
	Not Eligible	2.3%	3.0%	2.0%	0.0%	2.2%	3.4%	2.0%	2.5%	4.3%	0.0%	1.0%
	No	50.4%	46.8%	52.7%	42.9%	50.0%	54.2%	55.6%	49.7%	46.2%	60.0%	53.5%
	Yes	42.2%	46.3%	39.5%	57.1%	42.9%	35.6%	34.3%	43.4%	43.5%	35.7%	41.1%
	Total	567	203	357	7	494	59	99	475	184	70	297
PROFDEVELOP07 During the past year, have you participated in any of the following opportunities provided by this institution: - Health and wellness programs	Not Available	2.1%	3.5%	1.4%	0.0%	2.0%	3.4%	2.0%	2.1%	2.2%	2.9%	2.0%
	Not Eligible	1.4%	1.0%	1.7%	0.0%	1.2%	3.4%	2.0%	1.3%	2.7%	0.0%	0.3%
	No	50.6%	58.4%	46.1%	57.1%	51.0%	44.1%	52.0%	50.0%	51.9%	48.6%	52.2%
	Yes	45.8%	37.1%	50.8%	42.9%	45.7%	49.2%	44.0%	46.6%	43.2%	48.6%	45.5%
	Total	565	202	356	7	492	59	100	472	183	70	297
PROFDEVELOP08 During the past year, have you participated in any of the following opportunities provided by this institution: - Mentorship	Not Available	15.0%	15.3%	15.1%	0.0%	14.5%	18.6%	16.0%	15.2%	14.9%	16.2%	15.2%
	Not Eligible	2.7%	2.5%	2.8%	0.0%	2.3%	6.8%	4.0%	2.4%	4.4%	1.5%	1.7%
	No	74.0%	72.3%	74.7%	85.7%	74.8%	66.1%	69.0%	74.8%	72.4%	75.0%	74.3%
	Yes	8.4%	9.9%	7.4%	14.3%	8.4%	8.5%	11.0%	7.7%	8.3%	7.4%	8.8%

		All	Men	Women	GQGN	Straight	LGBQO	Staff of Color	White	Psych Disability	Physical Disability	No Disability
Total		561	202	352	7	488	59	100	468	181	68	296
PROFDEVELOP09 During the past year, have you participated in any of the following opportunities provided by this institution: - Networking events												
	Not Available	10.1%	7.4%	11.5%	14.3%	9.1%	16.9%	11.0%	9.7%	11.4%	10.0%	8.1%
	Not Eligible	2.1%	2.0%	2.2%	0.0%	2.2%	1.7%	1.0%	2.3%	4.9%	1.4%	0.7%
	No	52.3%	56.9%	49.9%	42.9%	51.5%	55.9%	47.0%	53.9%	53.3%	61.4%	52.9%
	Yes	35.5%	33.7%	36.4%	42.9%	37.1%	25.4%	41.0%	34.0%	30.4%	27.1%	38.4%
	Total	566	202	357	7	493	59	100	473	184	70	297
PROFDEVELOP10 During the past year, have you participated in any of the following opportunities provided by this institution: - Policy and procedure training												
	Not Available	7.1%	5.4%	8.2%	0.0%	6.3%	13.6%	9.2%	6.8%	9.9%	14.7%	5.7%
	Not Eligible	2.0%	2.5%	1.7%	0.0%	1.8%	3.4%	3.1%	1.9%	2.7%	1.5%	1.7%
	No	47.0%	47.8%	46.3%	57.1%	48.9%	32.2%	46.9%	47.4%	44.5%	42.6%	51.9%
	Yes	44.0%	44.3%	43.8%	42.9%	43.0%	50.8%	40.8%	44.0%	42.9%	41.2%	40.7%
	Total	564	203	354	7	493	59	98	473	182	68	297
UNION Are you a member of a union?												
	No	36.6%	39.4%	35.1%	28.6%	36.3%	44.1%	34.3%	37.4%	33.3%	27.5%	38.2%
	Yes	63.4%	60.6%	64.9%	71.4%	63.7%	55.9%	65.7%	62.6%	66.7%	72.5%	61.8%
	Total	574	208	359	7	499	59	102	479	186	69	301
STRESS01 Please indicate the extent to which each of the following has been a source of stress for you during the past year: (Mark one for each item) - Managing household responsibilities												
	Extensive	15.8%	12.3%	17.2%	50.0%	15.1%	24.6%	21.4%	14.9%	22.6%	17.1%	12.8%
	Somewhat	55.4%	53.2%	56.7%	50.0%	55.8%	49.1%	48.0%	56.6%	56.5%	45.7%	54.7%
	Not at All	27.6%	32.5%	25.3%	0.0%	27.8%	24.6%	26.5%	27.7%	21.0%	32.9%	31.2%
	Not Applicable	1.2%	2.0%	0.8%	0.0%	1.2%	1.8%	4.1%	0.8%	0.0%	4.3%	1.3%
	Total	569	203	360	6	496	57	98	477	186	70	298
		2.86	2.76	2.9	3.5	2.85	2.96	2.87	2.86	3.02	2.76	2.79
		0.68	0.69	0.67	0.55	0.68	0.76	0.79	0.66	0.66	0.79	0.67
		0.03	0.05	0.04	0.22	0.03	0.1	0.08	0.03	0.05	0.09	0.04
		0.46	0.47	0.45	0.3	0.46	0.57	0.63	0.44	0.44	0.62	0.45
STRESS02 Please indicate the extent to which each of the following has been a source of stress for you during the past year: (Mark one for each item) - Child care												
	Extensive	6.3%	5.0%	6.6%	33.3%	6.5%	8.8%	9.2%	5.9%	9.7%	4.3%	5.4%
	Somewhat	17.9%	23.3%	15.0%	16.7%	19.4%	7.0%	12.2%	19.1%	11.8%	18.6%	19.4%
	Not at All	22.1%	30.7%	17.2%	33.3%	22.2%	21.1%	25.5%	21.4%	19.9%	22.9%	23.1%
	Not Applicable	53.6%	41.1%	61.2%	16.7%	52.0%	63.2%	53.1%	53.7%	58.6%	54.3%	52.2%

		All	Men	Women	GQGN	Straight	LGBQO	Staff of		Psych	Physical	No
								Color	White	Disability	Disability	Disability
Total		569	202	361	6	496	57	98	477	186	70	299
		1.77	1.92	1.67	2.67	1.8	1.61	1.78	1.77	1.73	1.73	1.78
		0.96	0.92	0.96	1.21	0.97	0.96	0.99	0.95	1.01	0.92	0.94
		0.04	0.06	0.05	0.49	0.04	0.13	0.1	0.04	0.07	0.11	0.05
		0.92	0.84	0.92	1.47	0.93	0.92	0.98	0.91	1.02	0.84	0.88
STRESS03 Please indicate the extent to which each of the following has been a source of stress for you during the past year: (Mark one for each item) - My physical health												
Extensive		9.5%	7.9%	10.6%	0.0%	10.1%	8.9%	11.2%	9.5%	20.4%	17.1%	3.7%
Somewhat		56.3%	52.0%	58.9%	50.0%	54.4%	71.4%	61.2%	55.0%	61.8%	67.1%	51.9%
Not at All		32.9%	38.6%	29.4%	50.0%	34.5%	17.9%	24.5%	34.7%	17.7%	12.9%	43.1%
Not Applicable		1.2%	1.5%	1.1%	0.0%	1.0%	1.8%	3.1%	0.8%	0.0%	2.9%	1.3%
Total		568	202	360	6	496	56	98	476	186	70	297
		2.74	2.66	2.79	2.5	2.74	2.88	2.81	2.73	3.03	2.99	2.58
		0.64	0.64	0.63	0.55	0.65	0.57	0.67	0.64	0.62	0.65	0.59
		0.03	0.05	0.03	0.22	0.03	0.08	0.07	0.03	0.05	0.08	0.03
		0.41	0.41	0.4	0.3	0.42	0.33	0.45	0.4	0.38	0.42	0.35
STRESS04 Please indicate the extent to which each of the following has been a source of stress for you during the past year: (Mark one for each item) - Review/promotion process												
Extensive		14.8%	13.4%	15.4%	28.6%	14.8%	14.0%	19.6%	13.9%	20.5%	18.8%	10.5%
Somewhat		32.2%	30.7%	32.8%	42.9%	31.2%	36.8%	35.1%	31.6%	34.1%	24.6%	32.4%
Not at All		43.8%	48.0%	41.7%	28.6%	45.2%	36.8%	34.0%	45.7%	34.6%	43.5%	51.0%
Not Applicable		9.2%	7.9%	10.1%	0.0%	8.7%	12.3%	11.3%	8.8%	10.8%	13.0%	6.1%
Total		566	202	357	7	493	57	97	475	185	69	296
		2.53	2.5	2.54	3	2.52	2.53	2.63	2.51	2.64	2.49	2.47
		0.86	0.82	0.87	0.82	0.85	0.89	0.93	0.84	0.93	0.95	0.76
		0.04	0.06	0.05	0.31	0.04	0.12	0.09	0.04	0.07	0.11	0.04
		0.73	0.68	0.76	0.67	0.72	0.79	0.86	0.71	0.86	0.9	0.58
STRESS05 Please indicate the extent to which each of the following has been a source of stress for you during the past year: (Mark one for each item) - Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)												
Extensive		4.4%	5.4%	3.6%	14.3%	3.6%	8.6%	9.1%	3.5%	5.9%	8.6%	4.0%
Somewhat		14.4%	11.8%	15.2%	42.9%	12.9%	25.9%	28.3%	11.7%	18.8%	10.0%	12.6%
Not at All		74.3%	78.3%	72.6%	42.9%	76.3%	60.3%	56.6%	77.7%	67.7%	71.4%	78.1%
Not Applicable		7.0%	4.4%	8.6%	0.0%	7.2%	5.2%	6.1%	7.1%	7.5%	10.0%	5.3%
Total		571	203	361	7	497	58	99	479	186	70	301
		2.16	2.18	2.14	2.71	2.13	2.38	2.4	2.12	2.23	2.17	2.15

	All	Men	Women	GQGN	Straight	LGBQO	Staff of Color	White	Psych Disability	Physical Disability	No Disability
	0.6	0.59	0.6	0.76	0.57	0.72	0.74	0.56	0.67	0.72	0.56
	0.03	0.04	0.03	0.29	0.03	0.09	0.07	0.03	0.05	0.09	0.03
	0.36	0.35	0.36	0.57	0.33	0.52	0.55	0.32	0.45	0.52	0.32
STRESS06 Please indicate the extent to which each of the following has been a source of stress for you during the past year: (Mark one for each item) - Meetings											
Extensive	9.5%	10.5%	8.9%	14.3%	9.7%	10.5%	11.3%	9.0%	10.8%	11.4%	8.8%
Somewhat	44.8%	43.0%	46.1%	28.6%	44.7%	43.9%	46.4%	44.3%	49.5%	41.4%	42.4%
Not at All	44.1%	44.0%	43.9%	57.1%	44.3%	42.1%	39.2%	45.4%	37.1%	42.9%	48.5%
Not Applicable	1.6%	2.5%	1.1%	0.0%	1.2%	3.5%	3.1%	1.3%	2.7%	4.3%	0.3%
Total	567	200	360	7	494	57	97	476	186	70	297
	2.62	2.62	2.63	2.57	2.63	2.61	2.66	2.61	2.68	2.6	2.6
	0.68	0.71	0.66	0.79	0.67	0.73	0.72	0.67	0.7	0.75	0.65
	0.03	0.05	0.03	0.3	0.03	0.1	0.07	0.03	0.05	0.09	0.04
	0.46	0.5	0.43	0.62	0.45	0.53	0.52	0.44	0.49	0.56	0.42
STRESS07 Please indicate the extent to which each of the following has been a source of stress for you during the past year: (Mark one for each item) - Institutional procedures and policies											
Extensive	23.3%	23.6%	23.3%	14.3%	23.4%	22.4%	31.6%	22.0%	29.7%	27.5%	20.7%
Somewhat	49.6%	46.8%	50.8%	71.4%	49.8%	53.4%	42.9%	50.8%	50.8%	44.9%	49.3%
Not at All	26.0%	27.6%	25.3%	14.3%	26.2%	20.7%	21.4%	26.8%	18.4%	26.1%	29.3%
Not Applicable	1.1%	2.0%	0.6%	0.0%	0.6%	3.4%	4.1%	0.4%	1.1%	1.4%	0.7%
Total	570	203	360	7	496	58	98	478	185	69	300
	2.95	2.92	2.97	3	2.96	2.95	3.02	2.94	3.09	2.99	2.9
	0.73	0.77	0.71	0.58	0.72	0.76	0.84	0.71	0.72	0.78	0.72
	0.03	0.05	0.04	0.22	0.03	0.1	0.08	0.03	0.05	0.09	0.04
	0.53	0.59	0.51	0.33	0.52	0.58	0.7	0.5	0.52	0.6	0.52
STRESS08 Please indicate the extent to which each of the following has been a source of stress for you during the past year: (Mark one for each item) - Lack of personal time											
Extensive	15.4%	10.8%	18.0%	14.3%	14.7%	19.0%	22.4%	14.0%	19.4%	20.0%	13.7%
Somewhat	43.3%	41.4%	44.0%	57.1%	45.3%	31.0%	34.7%	45.3%	48.4%	38.6%	41.0%
Not at All	40.3%	45.8%	37.4%	28.6%	39.4%	46.6%	38.8%	40.3%	31.7%	38.6%	44.7%
Not Applicable	1.1%	2.0%	0.6%	0.0%	0.6%	3.4%	4.1%	0.4%	0.5%	2.9%	0.7%
Total	571	203	361	7	497	58	98	479	186	70	300
	2.73	2.61	2.8	2.86	2.74	2.66	2.76	2.73	2.87	2.76	2.68
	0.73	0.7	0.73	0.69	0.71	0.83	0.85	0.7	0.72	0.81	0.71
	0.03	0.05	0.04	0.26	0.03	0.11	0.09	0.03	0.05	0.1	0.04

		All	Men	Women	GQGN	Straight	LGBQO	Staff of Color	White	Psych Disability	Physical Disability	No Disability
		0.53	0.5	0.54	0.48	0.5	0.69	0.72	0.49	0.52	0.65	0.51
STRESS09 Please indicate the extent to which each of the following has been a source of stress for you during the past year: (Mark one for each item) - Job security												
	Extensive	8.5%	7.4%	9.2%	0.0%	7.5%	13.8%	15.6%	7.1%	13.0%	12.9%	6.4%
	Somewhat	26.1%	28.7%	24.2%	42.9%	24.9%	32.8%	25.0%	26.2%	35.7%	27.1%	21.1%
	Not at All	64.4%	62.4%	65.7%	57.1%	66.8%	50.0%	57.3%	65.9%	50.3%	57.1%	71.5%
	Not Applicable	1.1%	1.5%	0.8%	0.0%	0.8%	3.4%	2.1%	0.8%	1.1%	2.9%	1.0%
	Total	568	202	359	7	494	58	96	478	185	70	298
		2.42	2.42	2.42	2.43	2.39	2.57	2.54	2.4	2.61	2.5	2.33
		0.66	0.65	0.67	0.53	0.64	0.77	0.78	0.63	0.72	0.76	0.61
		0.03	0.05	0.04	0.2	0.03	0.1	0.08	0.03	0.05	0.09	0.04
		0.43	0.42	0.45	0.29	0.4	0.6	0.61	0.4	0.52	0.57	0.37
STRESS10 Please indicate the extent to which each of the following has been a source of stress for you during the past year: (Mark one for each item) - Self-imposed high expectations												
	Extensive	19.3%	15.8%	21.1%	28.6%	19.9%	17.2%	23.5%	18.6%	23.7%	18.6%	17.0%
	Somewhat	55.5%	56.7%	54.6%	71.4%	55.7%	51.7%	50.0%	56.6%	54.8%	44.3%	57.0%
	Not at All	24.2%	26.6%	23.3%	0.0%	23.3%	29.3%	23.5%	24.2%	20.4%	34.3%	25.3%
	Not Applicable	1.1%	1.0%	1.1%	0.0%	1.0%	1.7%	3.1%	0.6%	1.1%	2.9%	0.7%
	Total	571	203	361	7	497	58	98	479	186	70	300
		2.93	2.87	2.96	3.29	2.95	2.84	2.94	2.93	3.01	2.79	2.9
		0.69	0.67	0.7	0.49	0.69	0.72	0.77	0.67	0.7	0.78	0.66
		0.03	0.05	0.04	0.18	0.03	0.09	0.08	0.03	0.05	0.09	0.04
		0.47	0.45	0.49	0.24	0.47	0.52	0.59	0.45	0.49	0.61	0.44
STRESS11 Please indicate the extent to which each of the following has been a source of stress for you during the past year: (Mark one for each item) - Increasing work responsibilities												
	Extensive	28.1%	23.8%	30.3%	42.9%	27.5%	32.8%	33.7%	26.8%	34.4%	32.9%	25.5%
	Somewhat	43.2%	42.6%	43.9%	28.6%	44.0%	32.8%	44.9%	43.2%	40.9%	37.1%	42.6%
	Not at All	28.1%	32.7%	25.6%	28.6%	28.3%	31.0%	19.4%	29.8%	24.2%	28.6%	31.5%
	Not Applicable	0.5%	1.0%	0.3%	0.0%	0.2%	3.4%	2.0%	0.2%	0.5%	1.4%	0.3%
	Total	569	202	360	7	495	58	98	477	186	70	298
		2.99	2.89	3.04	3.14	2.99	2.95	3.1	2.97	3.09	3.01	2.93
		0.76	0.77	0.75	0.9	0.75	0.89	0.78	0.76	0.78	0.83	0.76
		0.03	0.05	0.04	0.34	0.03	0.12	0.08	0.03	0.06	0.1	0.04
		0.58	0.6	0.57	0.81	0.57	0.79	0.61	0.57	0.6	0.68	0.58

		All	Men	Women	GQGN	Straight	LGBQ	Staff of Color	White	Psych Disability	Physical Disability	No Disability
STRESS12 Please indicate the extent to which each of the following has been a source of stress for you during the past year: (Mark one for each item) - Budget cuts in my department/unit												
	Extensive	9.0%	10.0%	8.1%	28.6%	8.3%	17.5%	12.4%	8.4%	15.7%	15.7%	6.0%
	Somewhat	27.7%	26.0%	28.6%	28.6%	27.3%	26.3%	22.7%	28.4%	32.4%	30.0%	23.5%
	Not at All	54.1%	56.5%	53.3%	28.6%	56.5%	38.6%	51.5%	54.8%	40.5%	47.1%	61.7%
	Not Applicable	9.2%	7.5%	10.0%	14.3%	7.9%	17.5%	13.4%	8.4%	11.4%	7.1%	8.7%
	Total	567	200	360	7	494	57	97	476	185	70	298
		2.37	2.39	2.35	2.71	2.36	2.44	2.34	2.37	2.52	2.54	2.27
		0.77	0.77	0.77	1.11	0.75	0.98	0.86	0.75	0.89	0.85	0.7
		0.03	0.05	0.04	0.42	0.03	0.13	0.09	0.03	0.07	0.1	0.04
		0.6	0.59	0.59	1.24	0.56	0.96	0.75	0.57	0.79	0.72	0.49
STRESS13 Please indicate the extent to which each of the following has been a source of stress for you during the past year: (Mark one for each item) - Physical demands of the job												
	Extensive	4.8%	4.9%	4.7%	0.0%	5.2%	1.7%	10.4%	3.8%	6.5%	6.0%	3.7%
	Somewhat	15.7%	17.2%	14.0%	57.1%	14.1%	27.6%	18.8%	14.9%	25.5%	26.9%	9.0%
	Not at All	69.7%	71.9%	69.0%	42.9%	72.8%	50.0%	54.2%	72.8%	58.2%	56.7%	78.0%
	Not Applicable	9.9%	5.9%	12.3%	0.0%	7.9%	20.7%	16.7%	8.6%	9.8%	10.4%	9.3%
	Total	568	203	358	7	496	58	96	478	184	67	300
		2.15	2.21	2.11	2.57	2.17	2.1	2.23	2.14	2.29	2.28	2.07
		0.65	0.62	0.66	0.53	0.63	0.74	0.85	0.61	0.73	0.73	0.57
		0.03	0.04	0.04	0.2	0.03	0.1	0.09	0.03	0.05	0.09	0.03
		0.42	0.39	0.44	0.29	0.4	0.55	0.73	0.37	0.53	0.54	0.33
STUDENT How frequently does your job/position require you to interact with students?												
	Very Often	41.1%	39.0%	42.2%	42.9%	40.0%	48.3%	46.5%	39.6%	47.1%	50.0%	36.9%
	Often	17.7%	18.5%	17.5%	0.0%	17.5%	19.0%	18.2%	17.5%	15.0%	14.3%	19.6%
	Sometimes	23.4%	27.3%	21.1%	28.6%	24.3%	15.5%	20.2%	24.0%	21.9%	30.0%	22.9%
	Seldom	14.9%	13.2%	15.6%	28.6%	16.1%	6.9%	13.1%	15.8%	13.9%	5.7%	16.6%
	Never	3.0%	2.0%	3.6%	0.0%	2.2%	10.3%	2.0%	3.1%	2.1%	0.0%	4.0%
	Total	572	205	360	7	498	58	99	480	187	70	301
		3.79	3.8	3.79	3.57	3.77	3.88	3.94	3.75	3.91	4.09	3.69
		1.21	1.15	1.24	1.4	1.2	1.36	1.18	1.22	1.2	1.02	1.24
		0.05	0.08	0.07	0.53	0.05	0.18	0.12	0.06	0.09	0.12	0.07
		1.47	1.33	1.54	1.95	1.43	1.86	1.38	1.49	1.44	1.04	1.53
LEAVEJOB Within the next year, how likely are you to leave: - Your current position												
	Very Likely	10.8%	12.4%	9.6%	28.6%	10.2%	19.3%	17.9%	9.5%	15.1%	11.6%	9.2%
	Likely	16.0%	15.8%	15.8%	28.6%	14.9%	19.3%	23.2%	14.4%	16.8%	14.5%	14.6%

		All	Men	Women	GQND	Straight	LGBQO	Staff of Color	White	Psych Disability	Physical Disability	No Disability
	Unlikely	36.2%	34.2%	37.9%	14.3%	36.7%	28.1%	25.3%	38.3%	36.2%	34.8%	36.3%
	Very Unlikely	36.9%	37.6%	36.7%	28.6%	38.2%	33.3%	33.7%	37.8%	31.9%	39.1%	40.0%
	Total	563	202	354	7	490	57	95	473	185	69	295
LEAVEINSTITUTION Within the next year, how likely are you to leave: - This institution												
	Very Likely	8.2%	9.4%	7.4%	14.3%	7.8%	14.0%	10.3%	7.7%	12.0%	8.6%	5.8%
	Likely	11.1%	12.9%	9.9%	14.3%	10.4%	12.3%	17.5%	9.6%	12.0%	12.9%	11.2%
	Unlikely	35.7%	34.2%	36.9%	14.3%	35.2%	35.1%	29.9%	36.8%	34.2%	34.3%	35.7%
	Very Unlikely	45.1%	43.6%	45.7%	57.1%	46.6%	38.6%	42.3%	46.0%	41.8%	44.3%	47.3%
	Total	561	202	352	7	489	57	97	470	184	70	294
HIDEGREE What is the highest level of education you have completed?												
	Junior high/middle school or less	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Some high school	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	High school graduate	4.0%	5.9%	3.1%	0.0%	4.0%	1.7%	8.2%	3.1%	5.4%	8.8%	2.6%
	Some college	9.1%	6.8%	10.6%	0.0%	8.8%	12.1%	7.2%	9.6%	9.7%	8.8%	8.9%
	Technical certificate	4.4%	7.3%	2.8%	0.0%	4.6%	1.7%	3.1%	4.8%	4.9%	5.9%	4.0%
	Bachelor's degree	40.8%	35.1%	44.0%	42.9%	40.5%	39.7%	40.2%	41.0%	40.0%	38.2%	42.4%
	Master's degree	29.1%	29.3%	29.2%	14.3%	30.1%	25.9%	22.7%	30.4%	27.0%	27.9%	30.8%
	Doctoral or professional degree	12.6%	15.6%	10.3%	42.9%	12.0%	19.0%	18.6%	11.2%	13.0%	10.3%	11.3%
	Total	571	205	359	7	499	58	97	481	185	68	302
COMFORTLANG With which language do you feel most comfortable? - Selected Choice												
	English	97.2%	96.6%	97.5%	100.0%	98.0%	96.5%	85.7%	99.4%	96.8%	95.7%	96.7%
	Other language (please specify other language):	0.9%	1.0%	0.8%	0.0%	0.4%	0.0%	5.1%	0.0%	2.2%	4.3%	0.3%
	Equally comfortable with English and Other Language (please specify other language):	1.9%	2.5%	1.7%	0.0%	1.6%	3.5%	9.2%	0.6%	1.1%	0.0%	3.0%
	Total	569	204	358	7	496	57	98	478	186	69	300
MARITAL Are you currently: (Mark one)												
	Single	19.5%	19.0%	19.8%	12.5%	17.9%	31.7%	23.4%	18.8%	21.6%	17.1%	19.0%
	In a civil union	0.2%	0.0%	0.3%	0.0%	0.2%	0.0%	0.0%	0.2%	0.0%	0.0%	0.3%
	In a domestic partnership	1.0%	0.9%	1.0%	0.0%	0.9%	1.6%	1.9%	0.8%	1.1%	0.0%	0.7%
	Married	64.5%	72.1%	60.1%	62.5%	65.6%	50.8%	63.6%	64.4%	60.5%	65.7%	66.1%
	Unmarried, living with partner	6.6%	4.9%	7.2%	25.0%	6.8%	6.3%	4.7%	6.9%	5.4%	8.6%	8.1%
	Separated	1.8%	0.9%	2.3%	0.0%	1.5%	4.8%	1.9%	1.7%	1.6%	0.0%	1.0%
	Divorced	5.8%	2.2%	8.0%	0.0%	6.2%	4.8%	4.7%	6.2%	8.1%	8.6%	4.1%
	Widowed	0.8%	0.0%	1.3%	0.0%	0.9%	0.0%	0.0%	1.0%	1.6%	0.0%	0.7%
	Total	622	226	388	8	546	63	107	520	185	70	295
RACEGROUP												
	Native American/Alaska Native	0.3%	0.0%	0.5%	0.0%	0.4%	0.0%	1.1%	0.0%	0.0%	2.9%	0.0%
	Asian	3.2%	3.9%	2.8%	0.0%	2.7%	3.0%	11.2%	0.0%	2.1%	0.0%	4.0%
	Native Hawaiaan/Pacific Islander	0.6%	0.4%	0.8%	0.0%	0.5%	1.5%	2.2%	0.0%	0.0%	0.0%	1.3%
	Black	1.7%	1.7%	1.8%	0.0%	1.5%	4.5%	6.1%	0.0%	2.7%	1.4%	1.7%
	Latino	1.6%	2.2%	1.3%	0.0%	1.3%	4.5%	5.6%	0.0%	2.1%	2.9%	1.3%
	White	82.1%	80.8%	83.3%	66.7%	85.4%	72.7%	0.0%	100.0%	82.4%	78.6%	83.8%

		All	Men	Women	GQGN	Straight	LGBQO	Staff of Color	White	Psych Disability	Physical Disability	No Disability
Other		1.4%	2.2%	0.8%	11.1%	1.1%	4.5%	5.0%	0.0%	1.1%	1.4%	0.3%
Multiracial		6.2%	5.7%	6.1%	22.2%	6.2%	7.6%	21.8%	0.0%	7.0%	10.0%	4.3%
Unknown		2.8%	3.1%	2.8%	0.0%	0.9%	1.5%	46.9%	0.0%	2.7%	2.9%	3.3%
Total		633	229	395	9	547	66	179	525	187	70	302
POLIVIEW How would you characterize your political views?												
Far right		0.2%	0.0%	0.0%	14.3%	0.0%	1.8%	0.0%	0.2%	0.0%	0.0%	0.3%
Conservative		9.0%	12.1%	7.1%	14.3%	7.8%	12.3%	10.0%	8.9%	8.8%	10.3%	9.2%
Middle-of-the-road		26.6%	30.8%	24.1%	28.6%	27.3%	17.5%	32.2%	25.6%	21.5%	23.5%	28.8%
Liberal		56.2%	49.0%	60.5%	42.9%	58.1%	45.6%	48.9%	57.2%	56.4%	55.9%	55.5%
Far left		8.1%	8.1%	8.2%	0.0%	6.8%	22.8%	8.9%	8.1%	13.3%	10.3%	6.2%
Total		557	198	352	7	487	57	90	472	181	68	292
CITIZEN Which of the following most accurately describes you?												
None of the above		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
In U.S. on visa or work authorization		0.2%	0.0%	0.3%	0.0%	0.2%	0.0%	1.0%	0.0%	0.5%	1.4%	0.0%
Permanent legal resident (Green Card)		2.1%	2.9%	1.7%	0.0%	2.0%	3.4%	5.2%	1.5%	1.1%	1.4%	2.7%
U.S. citizen		97.7%	97.1%	98.0%	100.0%	97.8%	96.6%	93.8%	98.5%	98.4%	97.1%	97.3%
Total		569	204	358	7	496	58	97	479	185	69	300
AGEARRIVE If you were NOT born in the U.S., at what age did you arrive in the U.S.?												
Not applicable/born in the U.S.		91.9%	89.8%	93.0%	100.0%	92.7%	89.3%	77.5%	94.8%	94.3%	93.7%	90.9%
Under 5		2.2%	1.5%	2.6%	0.0%	2.5%	0.0%	1.1%	2.4%	1.7%	1.6%	2.4%
6 to 12		1.5%	1.5%	1.5%	0.0%	1.3%	3.6%	4.5%	0.9%	1.7%	3.2%	1.0%
13-18		0.4%	1.0%	0.0%	0.0%	0.4%	0.0%	2.2%	0.0%	0.0%	1.6%	0.3%
19-25		1.8%	2.5%	1.5%	0.0%	1.5%	1.8%	7.9%	0.7%	1.1%	0.0%	2.4%
26 or older		2.2%	3.6%	1.5%	0.0%	1.7%	5.4%	6.7%	1.3%	1.1%	0.0%	2.8%
Total		544	197	341	6	477	56	89	460	175	63	287
MILITARY Military status:												
None		93.8%	86.2%	98.0%	100.0%	93.5%	98.3%	90.5%	94.6%	91.9%	84.1%	95.3%
In the Reserves or National Guard		0.2%	0.0%	0.3%	0.0%	0.0%	1.7%	1.1%	0.0%	0.0%	0.0%	0.3%
On Active Duty		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard		6.0%	13.8%	1.7%	0.0%	6.5%	0.0%	8.4%	5.4%	8.1%	15.9%	4.4%
Total		567	203	357	7	496	58	95	478	186	69	296
CHILD1 How many children do you have? - Under 18 years old												
0		62.4%	55.0%	67.0%	40.0%	60.3%	76.1%	57.7%	62.9%	69.0%	67.3%	59.4%
1		17.1%	21.3%	14.3%	40.0%	18.2%	10.9%	19.2%	16.9%	14.8%	10.9%	18.4%
2		16.2%	18.3%	15.0%	20.0%	17.3%	8.7%	12.8%	16.9%	12.3%	16.4%	16.8%
3		3.4%	3.6%	3.4%	0.0%	3.2%	4.3%	9.0%	2.5%	3.9%	5.5%	3.7%
4+		0.9%	1.8%	0.3%	0.0%	1.0%	0.0%	1.3%	0.8%	0.0%	0.0%	1.6%
Total		468	169	294	5	411	46	78	396	155	55	244
CHILD2 How many children do you have? - 18 years or older												
0		55.0%	58.2%	53.0%	66.7%	53.6%	67.9%	48.3%	56.2%	54.7%	55.2%	55.8%
1		12.8%	13.7%	12.1%	16.7%	13.3%	7.5%	17.2%	11.9%	14.0%	10.3%	12.5%

		All	Men	Women	GQND	Straight	LGBQO	Staff of		Psych	Physical	No
								Color	White	Disability	Disability	Disability
	2	20.0%	14.3%	23.4%	16.7%	20.6%	20.8%	19.5%	20.4%	19.2%	19.0%	18.9%
	3	8.6%	10.4%	7.8%	0.0%	8.6%	1.9%	10.3%	8.2%	8.1%	12.1%	9.4%
	4+	3.5%	3.3%	3.7%	0.0%	3.8%	1.9%	4.6%	3.3%	4.1%	3.4%	3.4%
	Total	509	182	321	6	442	53	87	427	172	58	265
CAREGIVER Are you serving as a caregiver for another adult (e.g., parent, other relative)?												
	No	86.1%	91.6%	82.9%	85.7%	86.3%	89.7%	82.8%	86.5%	82.4%	80.0%	87.2%
	Yes	13.9%	8.4%	17.1%	14.3%	13.7%	10.3%	17.2%	13.5%	17.6%	20.0%	12.8%
	Total	567	203	357	7	495	58	93	480	187	70	296
RELIGION Current religious preference: - Selected Choice												
	Agnostic	21.4%	21.3%	21.7%	14.3%	22.7%	12.1%	11.5%	23.0%	16.8%	13.2%	24.9%
	Atheist	11.5%	13.7%	10.5%	0.0%	10.7%	20.7%	9.2%	12.1%	10.9%	13.2%	10.7%
	Baptist	0.9%	0.0%	1.4%	0.0%	1.0%	0.0%	2.3%	0.6%	0.5%	0.0%	1.4%
	Buddhist	2.3%	2.0%	2.6%	0.0%	2.5%	1.7%	6.9%	1.5%	3.3%	0.0%	2.1%
	Church of Christ	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Eastern Orthodox	0.5%	0.0%	0.9%	0.0%	0.6%	0.0%	0.0%	0.6%	0.5%	0.0%	0.3%
	Episcopalian	1.4%	1.0%	1.7%	0.0%	1.6%	0.0%	0.0%	1.7%	1.6%	1.5%	1.0%
	Hindu	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Jewish	1.4%	1.0%	1.4%	14.3%	1.0%	5.2%	0.0%	1.7%	1.6%	2.9%	1.4%
	LDS (Mormon)	1.4%	1.0%	1.7%	0.0%	1.4%	1.7%	3.4%	1.1%	1.1%	0.0%	2.1%
	Lutheran	4.5%	4.1%	4.8%	0.0%	4.9%	1.7%	1.1%	5.1%	5.4%	5.9%	3.1%
	Methodist	1.4%	1.0%	1.7%	0.0%	1.6%	0.0%	1.1%	1.5%	3.3%	2.9%	0.7%
	Muslim	0.2%	0.0%	0.3%	0.0%	0.2%	0.0%	0.0%	0.2%	0.5%	1.5%	0.0%
	Presbyterian	1.8%	3.0%	1.1%	0.0%	2.0%	0.0%	1.1%	2.1%	2.2%	0.0%	1.7%
	Quaker	0.4%	0.0%	0.6%	0.0%	0.4%	0.0%	0.0%	0.4%	0.0%	0.0%	0.7%
	Roman Catholic	5.9%	6.6%	5.7%	0.0%	4.9%	10.3%	12.6%	4.9%	5.4%	4.4%	5.5%
	Seventh-day Adventist	1.1%	1.5%	0.9%	0.0%	1.0%	1.7%	1.1%	1.1%	1.6%	0.0%	0.7%
	United Church of Christ/Congregational	1.3%	2.0%	0.9%	0.0%	1.4%	0.0%	1.1%	1.3%	1.1%	0.0%	1.7%
	Other Christian	17.1%	17.3%	16.8%	28.6%	17.8%	8.6%	19.5%	16.5%	17.9%	19.1%	18.0%
	Other Religion (please specify)	6.8%	6.1%	7.1%	14.3%	5.7%	15.5%	10.3%	6.1%	7.1%	5.9%	7.3%
	None	18.4%	18.3%	18.2%	28.6%	18.2%	20.7%	18.4%	18.6%	19.0%	29.4%	16.6%
	Total	555	197	351	7	488	58	87	473	184	68	289
DISABL01 Do you have any of the following: - Attention deficit/hyperactivity disorder (ADHD)												
	No	94.7%	93.7%	95.2%	100.0%	94.2%	96.6%	92.7%	94.8%	82.6%	91.0%	100.0%
	Yes	5.3%	6.3%	4.8%	0.0%	5.8%	3.4%	7.3%	5.2%	17.4%	9.0%	0.0%
	Total	569	205	357	7	498	58	96	480	184	67	302
DISABL02 Do you have any of the following: - Chronic illness (e.g., cancer, diabetes, autoimmune disorders)												
	No	84.3%	87.8%	82.5%	71.4%	84.2%	86.2%	79.6%	85.4%	51.9%	65.7%	100.0%
	Yes	15.7%	12.2%	17.5%	28.6%	15.8%	13.8%	20.4%	14.6%	48.1%	34.3%	0.0%
	Total	572	205	360	7	499	58	98	481	187	70	302

		All	Men	Women	GQGN	Straight	LGBQO	Staff of Color	White	Psych Disability	Physical Disability	No Disability
DISABL03 Do you have any of the following: - Autism spectrum disorder	No	99.1%	99.0%	99.2%	100.0%	99.2%	100.0%	97.9%	99.4%	97.3%	98.5%	100.0%
	Yes	0.9%	1.0%	0.8%	0.0%	0.8%	0.0%	2.1%	0.6%	2.7%	1.5%	0.0%
	Total	569	205	357	7	498	58	96	480	184	68	302
DISABL04 Do you have any of the following: - Learning disability (e.g., dyslexia)	No	94.7%	94.6%	94.7%	100.0%	94.6%	98.3%	92.9%	95.2%	90.3%	57.1%	100.0%
	Yes	5.3%	5.4%	5.3%	0.0%	5.4%	1.7%	7.1%	4.8%	9.7%	42.9%	0.0%
	Total	570	204	359	7	497	58	98	479	185	70	302
DISABL05 Do you have any of the following: - Physical disability (e.g., speech, sight, mobility, hearing)	No	91.2%	89.7%	91.9%	100.0%	91.1%	94.8%	87.8%	92.1%	84.3%	28.6%	100.0%
	Yes	8.8%	10.3%	8.1%	0.0%	8.9%	5.2%	12.2%	7.9%	15.7%	71.4%	0.0%
	Total	569	204	358	7	496	58	98	478	185	70	302
DISABL06 Do you have any of the following: - Psychological disorder (e.g., depression, anxiety, PTSD)	No	79.4%	83.3%	78.1%	28.6%	80.6%	66.7%	80.2%	79.1%	35.3%	64.3%	100.0%
	Yes	20.6%	16.7%	21.9%	71.4%	19.4%	33.3%	19.8%	20.9%	64.7%	35.7%	0.0%
	Total	567	204	356	7	495	57	96	478	184	70	302
DISABL07 Do you have any of the following: - Other	No	93.8%	93.1%	94.0%	100.0%	93.9%	91.5%	93.8%	93.6%	90.3%	88.1%	100.0%
	Yes	6.2%	6.9%	6.0%	0.0%	6.1%	8.5%	6.2%	6.4%	9.7%	11.9%	0.0%
	Total	483	175	301	7	425	47	81	409	144	59	302
GENDERIDENTITY What is your current gender identity? - Selected Choice	Man	36.2%	100.0%	0.0%	0.0%	37.9%	21.2%	38.9%	35.6%	30.8%	42.9%	36.2%
	Woman	62.2%	0.0%	99.7%	0.0%	61.7%	66.7%	58.4%	63.1%	65.9%	57.1%	63.1%
	Trans man	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Trans woman	0.2%	0.0%	0.3%	0.0%	0.0%	1.5%	0.0%	0.2%	0.5%	0.0%	0.0%
	Genderqueer/Gender non-conforming	0.3%	0.0%	0.0%	22.2%	0.0%	3.0%	0.0%	0.4%	1.1%	0.0%	0.0%
	Different identity (please state):	1.1%	0.0%	0.0%	77.8%	0.4%	7.6%	2.7%	0.8%	1.6%	0.0%	0.7%
	Total	633	229	395	9	546	66	113	520	185	70	298
LGBTQIDEN How do you self-identify? - Selected Choice	Bisexual	2.5%	1.8%	2.9%	0.0%	0.0%	22.7%	2.0%	2.5%	3.3%	3.0%	1.7%
	Gay	0.7%	1.8%	0.0%	0.0%	0.0%	6.1%	2.0%	0.4%	0.5%	0.0%	0.3%
	Heterosexual	89.2%	93.7%	88.2%	22.2%	100.0%	0.0%	81.6%	90.7%	86.8%	94.0%	91.3%
	Lesbian	2.8%	0.0%	4.5%	0.0%	0.0%	25.8%	1.0%	3.1%	3.3%	1.5%	2.4%
	Queer	1.1%	0.5%	1.0%	22.2%	0.0%	10.6%	1.0%	1.2%	2.7%	0.0%	0.3%
	Other:	3.8%	2.3%	3.4%	55.6%	0.0%	34.8%	12.2%	2.1%	3.3%	1.5%	3.8%
	Total	612	221	382	9	547	66	98	515	182	67	289