

Question	Variable Name	Variable Description
	ACE	College I.D.
	SUBJID	Subject I.D.
	SUBMITDATE	Date and Timestamp
	GRPA	Group Code A
	GRPB	Group Code B
1	DEPTDISC	Which of the following best describes YOUR UNIT on campus:
		Academic Affairs
		1=Academic Advising
		2= Academic Department/School
		3=Library Services
		4=Research Institute or Support/Oversight (e.g., Institutional Review Board, Office of Contracts and Grants)
		5=Other Academic Affairs
		Business/Administrative Services
		6=Campus Safety/Police/Emergency Management
		7=Capital Planning
		8=Dining Services
		9=Facilities – Custodial Services
		10=Facilities – Maintenance
		11=Finance and Treasury (incl. Accounting)
		12=Human Resources (including academic personnel)
		13=Information Technology Services
		14=Institutional Research/Assessment/Planning
		15=Legal affairs
		16=Medical Center/Hospital
		17=Transportation and Parking
		18=Other Business / Administrative Services
		External Affairs
		19=Alumni Affairs
		20=Communications
		21=Community Engagement/Partnerships
		22=Public Relations
		23=University Advancement/Development/Planned Giving
		24=Other External Affairs <u>Student Life / Services / Student Affairs</u>
		25=Admissions / Enrollment Management / Registrar
		26=Athletics (Varsity / Club)
		27=Financial Aid
		28=Housing/Residential Life
		29=Dean of Students/Judicial Affairs
		30=Campus Activities (e.g., Recreation, Student Government, College Union)
		31=Student Health Services, Psychological Services
		32=Other Student Affairs (e.g., International Student Services, Career Services, Orientation, Veteran Student Affairs)
		Leadership and Diversity
		33=Diversity, Equity, and Inclusion
		34=Office of the Chancellor/President
		35=Office of the Provost/Vice President
		36=Other Leadership and Diversity
		<u>Other</u>
		37=Other, please specify
2	CAREER_TEXT	How would you characterize your job function (e.g. Administrative Assistant, Research Scientist, Academic Advisor, Food Service Worker, Coach, Electrician)? [Free response]
3	STAFFRANK	What best describes your role?
		1=Senior administrator (e.g., President, Chancellor, Vice-President, Dean)
		2=Mid-level administrator/manager (e.g., Associate Dean, Assistant Dean, Director)
		3=Staff (e.g., Administrative Assistant, Analyst, Skilled Craft Worker)
		4=Graduate Student Employee
_		



Question	Variable Name	Variable Description
2,000		5=Other [Free response] (e.g., Postdoctoral Researcher, Affiliate, Courtesy Staff)
3a	STAFFRANK_TEXT	Your role: [Free response]
4	FULLSTAT	Are you a:
		1=Part-time, temporary/contract employee
		2=Part-time, permanent employee
		3=Full-time, temporary/contract employee
		4=Full-time, permanent employee
5	PAYTYPE	How are you compensated for your work?
		1=Salaried (exempt)
		2=Hourly (non-exempt), eligible for overtime pay
6	DIRECTREPORT	How many direct reports do you have (excluding student employees)?
		1=I do not directly supervise employees
		2=1 to 2
		3=3 to 5
		4=6 to 10
		5=11 or more
7		How many years have you been employed:
		1=Less than one year
		2=1-4 years
		3=5-10 years
		4=11-15 years
		5=16-20 years
		6=More than 20 years
	EMPLOYYRS1	At this institution
		In your current position
8	EMPLOYYRSFT	Including your current position, how many years of full-time work experience do you have?
		1=Less than one year
		2=1-2 years
		3=3-5 years
		4=6-10 years
		5=11-15 years
		6=16-20 years
		7=21-25 years
		8=26 years or more
9	TRANSGENDER	Do you identify as transgender?
		1=N ₀
		2=Yes
10	GENDERIDENTITY	What is your current gender identity?
		1=Man
		2=Woman
		3=Non-binary
		4=Genderqueer/Gender non-conforming
		5=Identity not listed above (please state): [Free response]
10a	GENDERIDENTITY_TEXT	Current gender identity: [Free response]
11	YRBIRTH	In what year were you born?
		1=1918
		2=1919
		3=1920
		4=1921
		5=1922
		6=1923
		7=1924
		8=1925
		9=1926
		10=1927
		11=1928
	i e	ı



Question	Variable Name	Variable Description
Question	Variable Name	12=1929
		13=1930
		14=1931
		15=1932
		16=1933
		17=1934
		18=1935
		19=1936
		20=1937
		21=1938
		22=1939
		23=1940
		24=1941
		25=1942
		26=1943
		27=1944
		28=1945
		29=1946
		30=1947
		31=1948
		32=1949
		33=1950
		34=1951
		35=1952
		36=1953
		37=1954
		38=1955
		39=1956
		40=1957
	YRBIRTH (con't)	41=1958
		42=1959
		43=1960
		44=1961
		45=1962
		46=1963
		47=1964
		48=1965 40=1066
		49=1966 50=4007
		50=1967
		51=1968 52=1060
		52=1969 53=1970
		54=1971 55=1072
		55=1972 56=1072
		56=1973 57=4074
		57=1974 50=4075
		58=1975 50=4070
		59=1976 CO-4077
		60=1977
		61=1978
		62=1979
		63=1980
		64=1981
		65=1982
		66=1983
		67=1984

Question	Variable Name	Variable Description
		68=1985
		69=1986
1		70=1987
		71=1988
		72=1989
		73=1990
		74=1991
		75=1992
		76=1993
		77=1994
		78=1995
		79=1996
		80=1997
		81=1998
		82=1999
		83=2000
		84=2001
		85=2002
		86=2003
12	LGBTQIDEN	What is your sexual orientation?
		1=Heterosexual/Straight
		2=Asexual
		3=Bisexual
		4=Gay
		5=Lesbian 6=Reservable
		6=Pansexual
		7=Queer 8=Not listed above [Free response]
12a	LODTOIDEN TEVT	8=Not listed above [Free response] Sexual orientation: [Free response]
12a 13	LGBTQIDEN_TEXT	Are you: (Select all that apply)
"		1=Not marked
		2=Marked
		American Indian or Alaska Native
	RACE01	Native American/Alaska Native
		Asian
	RACE02	East Asian (e.g. Chinese, Japanese, Korean, Taiwanese)
	RACE03	Filipina/o/x
	RACE04	Southeast Asian (e.g. Cambodian, Vietnamese, Hmong)
	RACE05	South Asian (e.g. Indian, Pakistani, Nepalese, Sri Lankan)
	RACE06	Other Asian
1	ė .	
1 '		<u>Black</u>
	RACE07	Black African American/Black
	RACE07 RACE08	Black African American/Black African
	RACE07 RACE08 RACE09	Black African American/Black African Caribbean
	RACE07 RACE08	Black African American/Black African Caribbean Other Black
	RACE07 RACE08 RACE09 RACE10	Black African American/Black African Caribbean Other Black Native Hawaiian or Other Pacific Islander
	RACE07 RACE08 RACE09	Black African American/Black African Caribbean Other Black Native Hawaiian or Other Pacific Islander Native Hawaiian or Other Pacific Islander
	RACE07 RACE08 RACE09 RACE10	Black African American/Black African Caribbean Other Black Native Hawaiian or Other Pacific Islander Native Hawaiian or Other Pacific Islander Hispanic or Latina/o/x
	RACE07 RACE08 RACE09 RACE10 RACE11	Black African American/Black African Caribbean Other Black Native Hawaiian or Other Pacific Islander Native Hawaiian or Other Pacific Islander Hispanic or Latina/o/x Mexican American/Chicana/o/x
	RACE07 RACE08 RACE09 RACE10 RACE11 RACE12 RACE13	Black African American/Black African Caribbean Other Black Native Hawaiian or Other Pacific Islander Native Hawaiian or Other Pacific Islander Hispanic or Latina/o/x Mexican American/Chicana/o/x Puerto Rican
	RACE07 RACE08 RACE09 RACE10 RACE11 RACE12 RACE13 RACE14	Black African American/Black African Caribbean Other Black Native Hawaiian or Other Pacific Islander Native Hawaiian or Other Pacific Islander Hispanic or Latina/o/x Mexican American/Chicana/o/x Puerto Rican Central American
	RACE07 RACE08 RACE09 RACE10 RACE11 RACE12 RACE13 RACE14 RACE20	Black African American/Black African Caribbean Other Black Native Hawaiian or Other Pacific Islander Native Hawaiian or Other Pacific Islander Hispanic or Latinalo/x Mexican American/Chicana/o/x Puerto Rican Central American South American
	RACE07 RACE08 RACE09 RACE10 RACE11 RACE12 RACE13 RACE14	Black African American/Black African Caribbean Other Black Native Hawaiian or Other Pacific Islander Native Hawaiian or Other Pacific Islander Hispanic or Latina/o/x Mexican American/Chicana/o/x Puerto Rican Central American South American Other Hispanic or Latina/o/x
	RACE07 RACE08 RACE09 RACE10 RACE11 RACE12 RACE13 RACE14 RACE20 RACE15	Black African American/Black African Caribbean Other Black Native Hawaiian or Other Pacific Islander Native Hawaiian or Other Pacific Islander Hispanic or Latina/o/x Mexican American/Chicana/o/x Puerto Rican Central American South American Other Hispanic or Latina/o/x Middle Eastern
	RACE07 RACE08 RACE09 RACE10 RACE11 RACE12 RACE13 RACE14 RACE20	Black African American/Black African Caribbean Other Black Native Hawaiian or Other Pacific Islander Native Hawaiian or Other Pacific Islander Hispanic or Latina/o/x Mexican American/Chicana/o/x Puerto Rican Central American South American Other Hispanic or Latina/o/x

Question	Variable Name	Variable Description
	RACE17	European
	RACE18	Other White
		<u>Other</u>
	RACE19	Other
14		Please rate your satisfaction with your institution in each area:
		1=Can't Rate/Don't Know
		2=Very Dissatisfied
		3=Dissatisfied
		4=Neutral
		5=Satisfied
		6=Very Satisfied
	CMPSAT04	Satisfaction: Racial and ethnic diversity of the faculty
	CMPSAT05	Satisfaction: Racial and ethnic diversity of the staff
	CMPSAT06	Satisfaction: Racial and ethnic diversity of the <u>student body</u>
	CMPSAT21	Satisfaction: Gender diversity of staff
	CMPSAT19	Satisfaction: Commitment to hiring women
	CMPSAT20	Satisfaction: Commitment to hiring underrepresented racial/ethnic minorities
		Atmosphere for:
	CMPSAT08	Satisfaction: Atmosphere for: Sexual orientation differences
	CMPSAT09	Satisfaction: Atmosphere for: Political differences
	CMPSAT10	Satisfaction: Atmosphere for: Religious differences
	CMPSAT11	Satisfaction: Atmosphere for: Gender differences
	CMPSAT12	Satisfaction: Atmosphere for: Individuals with disabilities
		<u>Timeliness</u> of Administrative responses to:
	CMPSAT13	Satisfaction: Administrative responses to: Campus emergencies
	CMPSAT14	Satisfaction: Administrative responses to: Sexual assault
	CMPSAT15	Satisfaction: Administrative responses to: Discrimination/bias <u>Outcome</u> of Administrative responses to:
	CMPSAT16	Satisfaction: Administrative responses to: Campus emergencies
	CMPSAT17	Satisfaction: Administrative responses to: Sexual assault
	CMPSAT18	Satisfaction: Administrative responses to: Discrimination/bias
14a	CMPSAT_TEXT	Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]
15		Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:
		1=Can't Rate/Don't Know
		2=Strongly Disagree
		3=Disagree
		4=Agree
		5=Strongly Agree
	INSTOPND02	Inst Opinion: Staff concerns are considered when making policy
	INSTOPND01	Inst Opinion: I feel respected by faculty
	INSTOPND05	Inst Opinion: I feel respected by other <u>staff members</u>
	INSTOPND06	Inst Opinion: I feel respected by students Inst Opinion: I feel respected by senior administrators
16	INSTOPND07	Please indicate the extent to which you agree or disagree with the following statements. This institution:
10		1=Can't Rate/Don't Know
		2=Strongly Disagree
		3=Disagree
		4=Agree
		5=Strongly Agree
	CLIMOPN01	Climate Opinion: Encourages staff to have a public voice and share their ideas openly
	CLIMOPN02	Climate Opinion: Encourages students to have a public voice and share their ideas openly
	CLIMOPN03	Climate Opinion: Has campus administrators who regularly speak about the value of diversity
	CLIMOPN04	Climate Opinion: Promotes the appreciation of cultural differences
	CLIMOPN05	Climate Opinion: Provides the campus community with opportunities to share feelings about issues of concern
	CLIMOPN06	Climate Opinion: Rewards staff for their participation in diversity efforts
	CLIMOPN07	Climate Opinion: Has effective hiring practices and policies that increase staff diversity



Question	Variable Name	Variable Description
<u> </u>	CLIMOPN08	Climate Opinion: Has a lot of racial tension
	CLIMOPN10	Climate Opinion: Effectively communicates information about employee compensation and benefits
16a	CLIMOPN_TEXT	Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]
17		Please indicate the extent to which you agree or disagree with the following statements.
		1=Strongly Disagree
		2=Disagree
		3=Agree
		4=Strongly Agree
	INSTOPN01	Inst Opinion: I feel unsafe on this campus
	INSTOPN02	Inst Opinion: I feel my contributions are valued by my department
	INSTOPN07	Inst Opinion: I feel my contributions are valued by my direct supervisor
	INSTOPN14	Inst Opinion: I feel my contributions are valued by senior administrators
	INSTOPN15	Inst Opinion: I feel my contributions are valued by students
	INSTOPN08	Inst Opinion: My professional skills are effectively put to use in this position
	INSTOPN18	Inst Opinion: I feel I have to work harder than my colleagues to be perceived as a competent administrator/staff member
	INSTOPN06	Inst Opinion: My job duties are clearly defined
	INSTOPN05	Inst Opinion: My workload is manageable given the hours I'm scheduled to work
	INSTOPN19	Inst Opinion: My salary is sufficient considering the cost of living in this area
	INSTOPN03	Inst Opinion: I achieve a healthy balance between my personal life and my professional life
	INSTOPN11	Inst Opinion: I have at least one professional mentor I can turn to for guidance
	INSTOPN04	Inst Opinion: I feel a sense of belonging to this campus
17a	INSTOPN_TEXT	Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]
18		How often in the past year at this institution have you:
		1=Never
		2=Seldom
		3=Sometimes
		4=Often
		5=Very Often
	CONSACTION01	Act: Challenged others on issues of discrimination
	CONSACTION02	Act: Educated yourself about individuals who are different from you
	CONSACTION03	Act: Participated in a coalition of different groups to address social justice issues
	CONSACTION04	Act: Attended events focused on diversity (e.g., presentations, performances, art exhibits, debates)
19		Please indicate how often at this institution you have:
		1=Decline to state
		2=Never
		3=Seldom
		4=Sometimes
		5=Often
		6=Very Often
	HAREXP02	Act: Assisted a student with a problem about discrimination
	HAREXP18	Act: Assisted another staff member with a problem about discrimination
	HAREXP03	Act: Witnessed discrimination
	HAREXP05	Act: Reported an incident of discrimination to a campus authority
	HAREXP04	Act: Been sexually harassed
	HAREXP06	Act: Reported an incident of sexual harassment to a campus authority
	HAREXP22	Act: Felt my ideas were dismissed by my colleagues
	HAREXP23	Act: Felt I did not receive due credit for my ideas or work
	LIADEVECT	Heard insensitive or disparaging remarks about race/ethnicity from:
	HAREXP07	Heard insensitive racial remarks from: Faculty
	HAREXP08	Heard insensitive racial remarks from: Staff
	HAREXP09	Heard insensitive racial remarks from: Students
20	HAREXP10	Heard insensitive racial remarks from: Senior Administrators
20	WORKFH	Currently, where are you primarily working?
		1=Remotely
		2=On-campus
		3=About half remotely and half on-campus

Question	Variable Name	Variable Description
21		As a result of the COVID-19 pandemic, please indicate the extent to which you:
		1=Not at all
		2=To a Small Extent
		3=To Some Extent
		4=To a Large Extent
		5=To a Very Large Extent
	COVIDJOB01	Feel confident in your ability to fulfill job responsibilities given current work conditions
	COVIDJOB02	Feel your job responsibilities have changed
	COVIDJOB03	Are concerned about your job security
21a	COVIDJOB_TEXT	Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]
22		Please indicate your agreement with each of the following statements:
		1=Strongly Disagree
		2=Disagree
		3=Agree
		4=Strongly Agree
	COVIDCOLOPN01	Campus leadership has communicated effectively regarding the pandemic
	COVIDCOLOPN02	I support the decisions campus leadership has made with respect to the current level of in-person operations on campus
	COVIDCOLOPN03	My institution's pandemic response considers the health and safety of staff
	COVIDCOLOPN05	My supervisor has been flexible with my scheduling needs
	COVIDCOLOPN04	This college should minimize in-person operations until a vaccine is developed.
	COVIDOOL ODNOC	This college has provided the necessary protections for individuals who have been required to work on campus during the pandemic (e.g., essential
	COVIDCOLOPN06	personnel)
22a	COVIDCOLOPN_TEXT	Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]
		If your campus has returned to in-person operations, to what extent are you satisfied with the following institutional responses to the COVID-19
23		pandemic:
		1=Can't Rate/No Experience
		2=Very Dissatisfied
		3=Dissatisfied
		4=Satisfied
	COVIDE ATIEN1	5=Very Satisfied
	COVIDSATIS01 COVIDSATIS02	Transition back to on-campus operations
	COVIDSATIS02 COVIDSATIS03	Flexibility to continue working remotely
	COVIDSATIS03	Availability of hand sanitizer, masks, etc. Physical space to properly distance from coworkers
	COVIDSATIS05	Policies should someone in my department test positive
	COVIDSATIS06	Availability of COVID-19 testing
23a	COVIDSATIS_TEXT	Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]
200	OOVIDO/(IIO_IE/(I	is there anything you wish to further claimy about your responses in this section: if yes, please explain, [nee response]
		Rate on a scale of 1-7 the extent to which each of the following has been a source of stress for you during the COVID-19 pandemic:
		(Select one for each item)
24		
		[Response Choices: 1, 2, 3, 4, 5, 6, 7 (1=Not at All, 4=Somewhat, 7=Extensive)]
	COVIDSTRESS01	Physical health
	COVIDSTRESS02	Mental health
	COVIDSTRESS03	Health of loved ones
	COVIDSTRESS04	Access to health care
	COVIDSTRESS09	The extent to which others adhere to physical distancing guidelines while out in public
	COVIDSTRESS10	Coping with social isolation
	COVIDSTRESS11	Personal finances
	COVIDSTRESS12	Childcare
	COVIDSTRESS13	Responsibility for educating your school-age child(ren)
24a	COVIDSTRESS_TEXT	Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]
25		Please indicate your agreement with each of the following statements:
		1=Strongly Disagree
		2=Disagree
1		3=Agree

Question	Variable Name	Variable Description
		4=Strongly Agree
	COVIDCOLOPN07	The U.S. should implement universal mail-in voting for general elections
	COVIDCOLOPN08	A national health care plan is needed to cover everybody's medical costs
	COVIDCOLOPN09	President Trump has demonstrated effective leadership during the COVID-19 pandemic
	COVIDCOLOPN10	The U.S. Congress has demonstrated effective leadership during the COVID-19 pandemic
	COVIDCOLOPN11	Stay-at-home orders related to the COVID-19 pandemic were generally an overreaction
	COVIDCOLOPN12	President Trump has been dishonest in his descriptions of the effectiveness of his administration's response to the COVID-19 pandemic
26		At this institution, how often have you been discriminated against or excluded from activities because of your:
		1=Never
		2=Seldom
		3=Sometimes
		4=Often
		5=Very Often
	HARFORM01	Discrim Experience: Ability/disability status
	HARFORM02	Discrim Experience: Age
	HARFORM03	Discrim Experience: Citizenship status
	HARFORM04	Discrim Experience: Gender/Gender identity
	HARFORM05	Discrim Experience: Job classification (e.g., Title, Position)
	HARFORM06	Discrim Experience: Level of education
	HARFORM07	Discrim Experience: Political beliefs
	HARFORM08	Discrim Experience: Race/ethnicity
	HARFORM09	Discrim Experience: Religious/spiritual beliefs
	HARFORM10	Discrim Experience: Sexual orientation
	HARFORM11	Discrim Experience: Socioeconomic status
	HARFORM12	Discrim Experience: Parent/guardian status
26a	HARFORM_TEXT	Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]
27		Please rate your satisfaction with:
		1=Not Eligible
		2=Very Dissatisfied
		3=Dissatisfied
		4=Neutral
		5=Satisfied
		6=Very Satisfied
	JOBSATIS16	Job Satisfaction: Quality of health benefits
	JOBSATIS21	Job Satisfaction: Cost of health benefits
	JOBSATIS18	Job Satisfaction: Retirement benefits
	JOBSATIS19	Job Satisfaction: Salary
	JOBSATIS20	Job Satisfaction: Extended leave policies (e.g., paternity/maternity leave, caring for a family member, medical leave)
	IODOATION	Amount of paid time off:
	JOBSATIS22	Job Satisfaction: Vacation time
00	JOBSATIS23	Job Satisfaction: Sick leave
28		How satisfied are you with the following aspects of your job?
		1=Not Applicable/No Experience
		2=Very Dissatisfied 3=Dissatisfied
		3=Dissausiled 4=Neutral
		4=Neutral 5=Satisfied
		5-Satisfied
	JOBSATIS01	Job Satisfaction: Autonomy and independence
	JOBSATIS02	Job Satisfaction: Collegiality among staff
	JOBSATIS02 JOBSATIS03	Job Satisfaction: Competence of coworkers
	JOBSATIS03 JOBSATIS04	Job Satisfaction: Departmental support for work-life balance
	JOBSATIS05	Job Satisfaction: Flexibility in relation to family matters or emergencies
	JOBSATIS06	Job Satisfaction: Institutional support for work-life balance
	JOBSATIS17	Job Satisfaction: Job security
	JOBSATIS07	Job Satisfaction: Overall job satisfaction
ı İ	JODONIJOUI	Jour Satisfaction. Overall jur Satisfaction

Question	Variable Name	Variable Description
	JOBSATIS08	Job Satisfaction: Professional relationships with coworkers
	JOBSATIS09	Job Satisfaction: Prospects for career advancement
	JOBSATIS10	Job Satisfaction: Quality of students
	JOBSATIS11	Job Satisfaction: Relationship with my supervisor
	JOBSATIS12	Job Satisfaction: Relative equity of salary and job benefits
	JOBSATIS13	Job Satisfaction: Support for career advancement
	JOBSATIS15	Job Satisfaction: Workspace
	JOBSATIS24	Job Satisfaction: Ongoing professional development
28a	JOBSATIS_TEXT	Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]
29	0000/110_12/11	Rate the likelihood with which you would do each of the following:
		1=Very Unlikely
		2=Unlikely
		3=Likely
		4=Very Likely
	RECOMMEND01	Recommend that a friend apply for a job in my current dept
	RECOMMEND02	Recommend that a friend apply for a job at this institution
	RECOMMEND03	Apply or reapply for a position on campus
30	TEOOMMENDOO	To what extent is each of the following currently a priority at this institution?
		1=Can't Rate/Don't Know
		2=Not a Priority
		3=Low Priority
		4=Medium Priority
		5=High Priority
		6=Highest Priority
	INSTPRIORITY03	
		Institutional Priority: Increase or maintain institutional prestige
	INSTPRIORITY07	Institutional Priority: Create and sustain partnerships with surrounding communities
	INSTPRIORITY09	Institutional Priority: Investment in the professional development of staff
	INSTPRIORITY11	Institutional Priority: Improve or maintain the physical appearance of campus (e.g., landscaping, cleanliness)
31	INSTPRIORITY12	Institutional Priority: Build or modernize campus facilities (e.g., new buildings or remodeling)
31		Indicate the extent to which you agree or disagree with each of the following. My supervisor: 1=Disagree Strongly
		2=Disagree
		3=Agree
		4=Agree Strongly
	SUPERVISOR07	Supervisor: Cares about my well-being
	SUPERVISOR01	Supervisor: Supports my professional development
	SUPERVISOR02	Supervisor: Sets unrealistic expectations for my job
	SUPERVISOR03	Supervisor: Demonstrates a commitment to diversity and inclusion
	SUPERVISOR04	Supervisor: Provides me with feedback that assists me in performing my job responsibilities
	SUPERVISOR05	Supervisor: Advocates for me
	SUPERVISOR06	Supervisor: Lacks the skills or knowledge to support me in my job
32	SUPERVISORUU	During the past year, have you participated in any of the following opportunities provided by this institution:
32		1=Yes
		2=No
		3=Not Eligible
		4=Not Available
	PROFDEVELOP01	Professional Development: Diversity-related trainings or workshops
	PROFDEVELOP02	Professional Development: Optional technical skill development
	PROFDEVELOP03	Professional Development: Leadership development
	PROFDEVELOP03	Professional Development: Enhancement of interpersonal skills
	PROFDEVELOP04 PROFDEVELOP05	Professional Development: Job benefits training
	PROFDEVELOP06	Professional Development: Public safety/security training
	PROFDEVELOP07	Professional Development: Health and wellness programs
	PROFDEVELOP08	Professional Development: Mentorship
	PROFDEVELOP09	Professional Development: Networking events
	PROFDEVELOP10	Professional Development: Policy and procedure training

Question	Variable Name	Variable Description
33	UNION	Are you a member of a union?
		1=No
		2=Yes
34		Please indicate the extent to which each of the following has been a source of stress for you during the past year:
		1=Not Applicable
		2=Not at All
		3=Somewhat
		4=Extensive
	STRESS01	Stress: Managing household responsibilities
	STRESS04	Stress: Review/promotion process
	STRESS05	Stress: Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)
	STRESS06	Stress: Meetings
	STRESS07	Stress: Institutional procedures and "red tape"
	STRESS08	Stress: Lack of personal time
	STRESS10	Stress: Self-imposed high expectations
	STRESS24	Stress: Completing core job functions on time
	STRESS25 STRESS11	Stress: Competing job priorities/deadlines
	STRESS11	Stress: Increasing work responsibilities
	STRESS12 STRESS13	Stress: Budget cuts in my department/unit Stress: Physical demands of the job
	STRESS15	Stress: Relationship with supervisor
	STRESS16	Stress: Relationship with co-workers
	STRESS19	Stress: Students
	STRESS20	Stress: Parking
	STRESS21	Stress: Commuting
	STRESS22	Stress: Disconnect between my personal political beliefs and the dominant views on campus
	STRESS23	Stress: Planning for retirement
34a	STRESS_TEXT	Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]
35	STUDINT	How frequently does your job/position require you to interact with students?
		1=Never
		2=Seldom
		3=Sometimes
		4=Often
		5=Very Often
36	VOLUNTINT	How frequently do you voluntarily interact with students?
		1=Never
		2=Seldom
		3=Sometimes
		4=Often
37		5=Very Often Within the next year, how likely are you to leave:
31		1=Very Unlikely
		2=Unlikely
		3=Likely
		4=Very Likely
	LEAVEJOB	Your current position
	LEAVEINSTITUTION	This institution
37a	LEAVEJOB_TEXT	Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]
38	HIDEGREE	What is the highest level of education you have completed?
		1=Junior high/middle school or less
		2=Some high school
		3=High school graduate/GED
		4=Some college
		5=Technical certificate
		6=Associate's degree
		7=Bachelor's (B.A., B.S., etc.)

Question	Variable Name	Variable Description
		8=Master's (M.A., M.S., M.F.A., M.B.A.)
		9=J.D.
		10=M.D., D.D.S., D.V.M., etc. (Medical)
		11=Ph.D.
		12=Professional Doctorate (Ed.D., Psy.D., etc.)
39	COMFORTLANG	With which language do you feel most comfortable?
		1=English
		2=Other language (please specify other language): [Free response]
	0011505511110 55175	3=Equally comfortable with English and Other Language (please specify other language): [Free response]
39a	COMFORTLANG_TEXT	Other Language: [Free response]
40		Do you have any of the following?
		1=No 2=Yes
	DISABL01	Attention deficit/hyperactivity disorder (ADHD)
	DISABL01	Chronic illness (e.g., cancer, diabetes, autoimmune disorders)
	DISABL03	Autism spectrum disorder
	DISABL04	Learning disability (e.g., dyslexia)
	DISABL05	Physical or sensory disability (e.g., speech, sight, mobility, hearing)
	DISABL06	Psychological disorder (e.g., depression, anxiety, PTSD, etc.)
	DISABL07	Other
41	POLIVIEW	How would you characterize your political views?
		1=Far right
		2=Conservative
		3=Middle-of-the-road
		4=Liberal
		5=Far left
42	CITIZEN	Which of the following most accurately describes you?
		1=None of the above
		2=In U.S. on visa or work authorization
		3=Permanent legal resident (Green Card)
		4=U.S. citizen
43	AGEARRIVE	If you were NOT born in the U.S., at what age did you arrive in the U.S.?
		1=Not applicable/born in the U.S.
		2=5 or younger 3=6-12
		3-0-12 4=13-18
		5=19-25
		6=26 or older
44	RELIGION	Current religious preference
		1=Agnostic
		2=Atheist
		3=Baptist
		4=Buddhist
		5=Church of Christ
		6=Eastern Orthodox
		7=Episcopalian
		8=Hindu
		9=Jewish
		11=Lutheran
		12=Methodist
		13=Muslim
		14=Presbyterian
		15=Quaker
		16=Roman Catholic
		17=Seventh-day Adventist
		10=The Church of Jesus Christ of Latter-day Saints

19-United Church of Chiefe Corgregational 19-United Church of Chiefe Corgregational 19-Other Christon 20-Other Principants (Selents) (please specify) 21-00-on 21-00	Question	Variable Name	Variable Description
19-01ther Constains 20-01ther Recopylighted (please specify); 21-th Poins	Question	Variable Name	
20-Other Ration(s) Belain(s) (please specify)			
RELICION_TEXT			
Mill TARY			
Mill TARY	44a	RELIGION_TEXT	
2-In ha Reserves or National Quard 3-Dn Active Duty, in Reserves, or in National Guard	45		Military Status:
3-On Active Duty 4-Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard 160 4-Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard 190 2-1 3-2 4-3 5-4 4-3 5-4 4-3 5-4 4-1 CHILD1 CHILD3 18-26 years old CHILD3 CHILD4 CHILD5 CHILD4 CH			
46 How many dependents do you have? 1-0 2-1 3-2 4-3 5-3-4 CHILD1 Under 19 years old CHILD4 27 years or older 47 CAREGINER Are you serving as a caregiver for another adult who is not a dependent (a.g., parent, other relative)? 1-10 48 FEEDBACK 3-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1			2=In the Reserves or National Guard
10			3=On Active Duty
1=0 2=1 3-2 4-5 3-2			4=Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard
2-1 3-2 4-3 5-4 CHILD1	46		How many dependents do you have?
3-2			1=0
4-3 S=4			2=1
CHILD1			3=2
CHILD1			4=3
CHILD3			
CHILD4 27 years or older Are you serving as a caregiver for another adult who is not a dependent (e.g., parent, other relative)? 1-No 2-Yes 8 FEEDBACK Is there arrything also you would like to share about your experiences as a staff member at this institution? PERMIT Do you give the Higher Education Research Institute (HER) permission to retain your contact information (i.e., your email address and name) for possible follow-up research?** TO FIER! Only Optional Questions 1-A 2-B 3-C 4-D 5-E 51 OPT01 Optional Question 1 52 OPT02 Optional Question 1 53 OPT03 Optional Question 2 54 OPT04 Optional Question 3 55 OPT05 Optional Question 4 55 OPT05 Optional Question 6 56 OPT06 Optional Question 6 57 OPT07 Optional Question 7 58 OPT08 Optional Question 7 58 OPT08 Optional Question 8 59 OPT09 Optional Question 9 60 OPT10 Optional Question 10 61 OPT11 Optional Question 10 62 OPT10 Optional Question 10 63 OPT10 Optional Question 10 64 OPT10 Optional Question 10 65 OPT06 Optional Question 10 66 OPT10 Optional Question 10 67 OPT10 Optional Question 11 68 OPT10 Optional Question 11 69 OPT11 Optional Question 12 60 OPT11 Optional Question 12 61 OPT11 Optional Question 13 64 OPT14 Optional Question 14 65 OPT15 Optional Question 17 66 OPT16 Optional Question 17 67 OPT17 Optional Question 17 68 OPT18 Optional Question 17 69 OPT19 Optional Question 19 60 OPT10 Optional Question 19 60 OPT10 Optional Question 19 60 OPT10 Optional Question 19 61 OPT12 Optional Question 19 62 OPT12 Optional Question 19 63 OPT18 Optional Question 19 64 OPT14 Optional Question 19 65 OPT16 Optional Question 19 66 OPT16 Optional Question 19 67 OPT17 Optional Question 19 68 OPT18 Optional Question 19 69 OPT19 Optional Question 19 69 OPT19 Optional Question 19 60 OPT10 Optional Question 19 60 OPT10 Optional Questio			
47 CAREGIVER Are you serving as a caregiver for another adult who is not a dependent (e.g., parent, other relative)? 1-No 2-Yes 48 FEEDBACK Is there anything else you would like to share about your expenences as a staff member at this institution? 50 PERMIT Do you alwar any feedback board his survey and how it might be improved? "" For HERI Only PERMIT Optional Question S Optional Questions 1-A 2-B 3-C 4-D 5-E 61 OPT01 Optional Question 1 52 OPT03 Optional Question 1 53 OPT03 Optional Question 2 53 OPT03 Optional Question 3 54 OPT04 Optional Question 4 55 OPT05 Optional Question 6 56 OPT06 Optional Question 6 57 OPT07 Optional Question 7 58 OPT07 Optional Question 7 58 OPT08 Optional Question 7 59 OPT09 Optional Question 8 59 OPT09 Optional Question 1 60 OPT10 Optional Question 1 61 OPT11 Optional Question 1 62 OPT07 Optional Question 6 63 OPT06 Optional Question 7 64 OPT07 Optional Question 6 65 OPT06 Optional Question 7 65 OPT07 Optional Question 8 69 OPT09 Optional Question 10 60 OPT10 Optional Question 11 60 OPT11 Optional Question 11 61 OPT11 Optional Question 11 62 OPT12 Optional Question 11 63 OPT13 Optional Question 14 65 OPT15 Optional Question 15 66 OPT16 Optional Question 16 67 OPT17 Optional Question 17 68 OPT18 Optional Question 17 69 OPT19 Optional Question 17 69 OPT19 Optional Question 17 69 OPT19 Optional Question 19 70 OPT0E1 Optional Question 10 71 OPT0E1 Optional Question 10 71 OPT0E1 Optional Question 10 72 OPT0E1 Optional Question 10 73 OPT0E1 Optional Question 10 74 OPT0E1 Optional Question 10 75 OPT0E1 Optional Question 10 76 OPT0E1 Optional Question 10 77 OPT0E1 Optional Question 17 78 OPT0E1 Optional Question 19 79 Optional Question 19 70 OPT0E1 Optional Question 19 70 OPT0E1 Optional Question 19			
1=No 2-Yes 48 FEEDBACK Is there arrything else you would like to share about your experiences as a staff member at this institution? 49 FEEDBACK SURVEY Do you have any feedback about this survey and how it might be improved?*** For HERI Only 50 PERMIT Do you give the Higher Education Research Institute (HERI) permission to retain your contact information (i.e., your email address and name) for possible follow-up research?*** For HERI Only 50 Optional Questions 1-A 2-B 3-C 4-D 5-E 51 OPT01 Optional Question 1 52 OPT02 Optional Question 1 53 OPT03 Optional Question 3 OPT03 Optional Question 3 Optional Question 5 55 OPT05 Optional Question 6 OPT06 Optional Question 6 57 OPT07 Optional Question 6 58 OPT06 Optional Question 7 58 OPT08 Optional Question 8 59 OPT09 Optional Question 9 00 OPT10 Optional Question 10 61 OPT11 Optional Question 11 62 OPT12 Optional Question 12 63 OPT13 Optional Question 13 64 OPT14 Optional Question 13 65 OPT16 Optional Question 14 65 OPT15 Optional Question 15 66 OPT16 Optional Question 15 67 OPT17 Optional Question 16 67 OPT17 Optional Question 15 68 OPT16 Optional Question 16 69 OPT16 Optional Question 16 67 OPT17 Optional Question 16 67 OPT17 Optional Question 17 0PT08 Optional Question 17 0PT09 Optional Question 18 0PT18 Optional Question 19 0PT00 Optional Question 19 0PT00 Optional Question 19 0PT010 OPT001 Optional Question 19 0PT001 Optional Question 19 0PT001 Optional Question 19 0PT001 Optional Question 19 0PT001 Optional Question 19 0PT002 Optional Question 19 0PT003 Optional Question 19 0PT004 Optional Question 19			
### FEEDBACK Is there anything else you would like to share about your experiences as a staff member at this institution? ### FEEDBACK SURVEY Do you have any feedback about this survey and how it might be improved? *** For HERI Only ### PEEDBACK SURVEY Do you give the Higher Education Research Institute (HERI) permission to retain your contact information (i.e., your email address and name) for possible follow-up research? *** For HERI Only ### Optional Questions Optional Questions Optional Questions	47	CAREGIVER	
48 FEEDBACK Is there anything else you would like to share about your experiences as a staff member at this institution? FEEDBACK SURVEY Do you have any feedback about this survey and how it might be improved? **For HERI Only Do you give the higher Education Research Institute (HERI) permission to retain your contact information (i.e., your email address and name) for possible follow-up research? **For HERI Only ** ***Port HERI Only ** Optional Questions 1-A 2-B 3-C 4-D 5-E 10 OPT01 Optional Question 1 52 OPT02 Optional Question 1 52 OPT03 Optional Question 2 53 OPT03 Optional Question 3 54 OPT04 Optional Question 4 55 OPT05 Optional Question 5 56 OPT06 Optional Question 6 57 OPT07 Optional Question 6 57 OPT07 Optional Question 7 58 OPT08 Optional Question 8 59 OPT09 Optional Question 9 50 OPT09 Optional Question 9 50 OPT09 Optional Question 10 61 OPT11 Optional Question 10 61 OPT11 Optional Question 11 62 OPT12 Optional Question 13 64 OPT14 Optional Question 13 65 OPT15 Optional Question 14 65 OPT15 Optional Question 15 66 OPT16 Optional Question 16 67 OPT17 Optional Question 16 67 OPT17 Optional Question 16 67 OPT11 Optional Question 16 67 OPT11 Optional Question 16 67 OPT11 Optional Question 17 68 OPT116 Optional Question 19 70 OPT02 Optional Question 19 71 OPT0E1 Optional Question 19 72 OPT0E2 Optional Question 1 73 Optional Question 19 74 Optional Question 19 75 Optional Question 19 76 Optional Question 10 77 Optional Question 19 77 Optional Question 19 78 Optional Question 19 79 Optional Question 10 70 Optional Question 10 71 Optional Question 10 72 Optional Question 10 73 Optional Question 19 74 Optional Question 19 75 Optional Question 10 76 Optional Question 19 77 Optional Question 19 78 Optional Question 19 79 Optional Question 19 79 Optional Question 20 71 Optional Question 20 71 Optional Question 20 72 Optional Question 20 73 Optional Question 20 74 Optional Question 20 75 Optional Question 20 76 Optional Question 20 77 Optional Question 20 77 Optional Question 30 77 Optional Question 30 77 Opt			
	40	FFFDDAOI	
Description Permit Description Descr			
Optional Questions Optional Questions			• • • •
Optional Questions 1=A 2=B 3=C 4=D 5=E 5=E 5=	30	FERIVIT	
Optional Questions 1=A 2=B 3=C 4=D 5=E 5			
2=B 3=C 4=D 5=E 51 OPT01 Optional Question 1 52 OPT02 Optional Question 2 53 OPT03 Optional Question 3 54 OPT04 Optional Question 4 55 OPT05 Optional Question 5 56 OPT06 Optional Question 6 57 OPT07 Optional Question 7 58 OPT08 Optional Question 8 59 OPT09 Optional Question 9 60 OPT10 Optional Question 10 61 OPT11 Optional Question 11 62 OPT12 Optional Question 12 63 OPT13 Optional Question 13 64 OPT14 Optional Question 14 65 OPT15 Optional Question 15 66 OPT16 Optional Question 17 67 OPT17 Optional Question 18 68 OPT18 Optional Question 17 68 OPT18 Optional Question 17 68 OPT18 Optional Question 18 69 OPT19 Optional Question 18 69 OPT19 Optional Question 19 70 OPT01 Optional Question 20 71 OPT02 Optional Question 20 71 OPT051 Optional Question 20 71 OPT052 Optional Question 20			•
3=C 4=D 5=E 51 OPT01 Optional Question 1 52 OPT02 Optional Question 2 53 OPT03 Optional Question 3 54 OPT04 Optional Question 5 55 OPT05 Optional Question 5 56 OPT06 Optional Question 6 57 OPT07 Optional Question 7 58 OPT08 Optional Question 8 59 OPT09 Optional Question 9 60 OPT10 Optional Question 10 61 OPT11 Optional Question 11 62 OPT12 Optional Question 12 63 OPT13 Optional Question 13 64 OPT14 Optional Question 13 64 OPT14 Optional Question 14 65 OPT15 Optional Question 15 66 OPT16 Optional Question 15 67 OPT17 Optional Question 16 68 OPT18 Optional Question 17 69 OPT19 Optional Question 17 70 OPT0E1 Optional Question 19 70 OPT0E1 Optional Question 19 70 OPT0E1 Optional Question 19 71 OPT0E1 Optional Question 2			1=A
4=D 5=E 51 OPT01 Optional Question 1 52 OPT02 Optional Question 2 53 OPT03 Optional Question 3 54 OPT04 Optional Question 4 55 OPT05 Optional Question 5 66 OPT06 Optional Question 6 67 OPT07 Optional Question 7 68 OPT10 Optional Question 10 61 OPT11 Optional Question 10 62 OPT12 Optional Question 12 63 OPT13 Optional Question 12 64 OPT14 Optional Question 13 65 OPT16 Optional Question 14 66 OPT16 Optional Question 15 67 OPT17 Optional Question 15 68 OPT18 Optional Question 17 69 OPT19 Optional Question 18 69 OPT19 Optional Question 17 60 OPT16 Optional Question 17 61 OPT17 Optional Question 17 62 OPT18 Optional Question 17 63 OPT18 Optional Question 16 64 OPT16 Optional Question 17 65 OPT17 Optional Question 17 66 OPT18 Optional Question 18 69 OPT19 Optional Question 19 70 OPT02 Optional Question 19 71 OPT0E1 Optional Open-Ended Question 1			2=B
5=E 51 OPT01 Optional Question 1 52 OPT02 Optional Question 2 53 OPT03 Optional Question 3 54 OPT04 Optional Question 4 55 OPT05 Optional Question 6 56 OPT06 Optional Question 6 57 OPT07 Optional Question 7 58 OPT08 Optional Question 7 58 OPT09 Optional Question 8 59 OPT09 Optional Question 9 60 OPT10 Optional Question 10 61 OPT11 Optional Question 11 62 OPT12 Optional Question 12 63 OPT13 Optional Question 13 64 OPT14 Optional Question 13 64 OPT15 Optional Question 14 65 OPT16 Optional Question 15 66 OPT16 Optional Question 15 67 OPT17 Optional Question 16 68 OPT18 Optional Question 17 69 OPT19 Optional Question 18 69 OPT19 Optional Question 18 69 OPT19 Optional Question 19 70 OPT0E1 Optional Question 20 71 OPT0E1 Optional Question 2			3=C
51 OPT01 Optional Question 1 52 OPT02 Optional Question 2 53 OPT03 Optional Question 3 54 OPT04 Optional Question 4 55 OPT05 Optional Question 5 56 OPT06 Optional Question 6 57 OPT07 Optional Question 7 58 OPT08 Optional Question 8 59 OPT09 Optional Question 9 60 OPT10 Optional Question 10 61 OPT11 Optional Question 11 62 OPT12 Optional Question 12 63 OPT13 Optional Question 13 64 OPT14 Optional Question 14 65 OPT15 Optional Question 15 66 OPT16 Optional Question 17 68 OPT18 Optional Question 18 69 OPT19 Optional Question 20 71 OPT0E1 Optional Question 2			4=D
52 OPT02 Optional Question 2 53 OPT03 Optional Question 3 54 OPT04 Optional Question 4 55 OPT05 Optional Question 5 56 OPT06 Optional Question 7 58 OPT07 Optional Question 8 59 OPT09 Optional Question 9 60 OPT10 Optional Question 10 61 OPT11 Optional Question 12 63 OPT13 Optional Question 12 63 OPT13 Optional Question 13 64 OPT14 Optional Question 14 65 OPT15 Optional Question 15 66 OPT16 Optional Question 16 67 OPT17 Optional Question 18 69 OPT19 Optional Question 19 70 OPT20 Optional Question 20 71 OPT0E1 Optional Open-Ended Question 2			5=E
53 OPT03 Optional Question 3 54 OPT04 Optional Question 4 55 OPT05 Optional Question 5 56 OPT06 Optional Question 6 57 OPT07 Optional Question 8 59 OPT08 Optional Question 9 60 OPT10 Optional Question 10 61 OPT11 Optional Question 11 62 OPT12 Optional Question 12 63 OPT13 Optional Question 13 64 OPT14 Optional Question 14 65 OPT15 Optional Question 15 66 OPT16 Optional Question 17 68 OPT18 Optional Question 18 69 OPT19 Optional Question 20 71 OPT0E1 Optional Open-Ended Question 2	51	OPT01	
54 OPT04 Optional Question 4 55 OPT05 Optional Question 5 56 OPT06 Optional Question 6 57 OPT07 Optional Question 7 58 OPT08 Optional Question 8 59 OPT09 Optional Question 9 60 OPT10 Optional Question 10 61 OPT11 Optional Question 11 62 OPT12 Optional Question 12 63 OPT13 Optional Question 13 64 OPT14 Optional Question 14 65 OPT15 Optional Question 15 66 OPT16 Optional Question 16 67 OPT17 Optional Question 17 68 OPT18 Optional Question 18 69 OPT19 Optional Question 20 71 OPT0E1 Optional Open-Ended Question 2	52	OPT02	'
55 OPT05 Optional Question 5 56 OPT06 Optional Question 6 57 OPT07 Optional Question 7 58 OPT08 Optional Question 8 59 OPT09 Optional Question 9 60 OPT10 Optional Question 10 61 OPT11 Optional Question 11 62 OPT12 Optional Question 12 63 OPT13 Optional Question 13 64 OPT14 Optional Question 14 65 OPT15 Optional Question 15 66 OPT16 Optional Question 16 67 OPT17 Optional Question 17 68 OPT18 Optional Question 18 69 OPT19 Optional Question 19 70 OPT20 Optional Open-Ended Question 1 71 OPT0E1 Optional Open-Ended Question 2	53	OPT03	
56 OPT06 Optional Question 6 57 OPT07 Optional Question 7 58 OPT08 Optional Question 8 59 OPT09 Optional Question 9 60 OPT10 Optional Question 10 61 OPT11 Optional Question 11 62 OPT12 Optional Question 12 63 OPT13 Optional Question 13 64 OPT14 Optional Question 14 65 OPT15 Optional Question 15 66 OPT16 Optional Question 16 67 OPT17 Optional Question 18 69 OPT19 Optional Question 19 70 OPT20 Optional Question 20 71 OPT0E1 Optional Open-Ended Question 2			
57 OPT07 Optional Question 7 58 OPT08 Optional Question 8 59 OPT09 Optional Question 9 60 OPT10 Optional Question 10 61 OPT11 Optional Question 11 62 OPT12 Optional Question 12 63 OPT13 Optional Question 13 64 OPT14 Optional Question 14 65 OPT15 Optional Question 15 66 OPT16 Optional Question 16 67 OPT17 Optional Question 17 68 OPT18 Optional Question 18 69 OPT19 Optional Question 20 71 OPT0E1 Optional Open-Ended Question 1 72 OPT0E2 Optional Open-Ended Question 2			
58 OPT08 Optional Question 8 59 OPT09 Optional Question 9 60 OPT10 Optional Question 10 61 OPT11 Optional Question 11 62 OPT12 Optional Question 12 63 OPT13 Optional Question 13 64 OPT14 Optional Question 14 65 OPT15 Optional Question 15 66 OPT16 Optional Question 16 67 OPT17 Optional Question 17 68 OPT18 Optional Question 18 69 OPT19 Optional Question 19 70 OPT20 Optional Question 20 71 OPT0E1 Optional Open-Ended Question 1 72 Optional Open-Ended Question 2			
59 OPT09 Optional Question 9 60 OPT10 Optional Question 10 61 OPT11 Optional Question 11 62 OPT12 Optional Question 12 63 OPT13 Optional Question 13 64 OPT14 Optional Question 14 65 OPT15 Optional Question 15 66 OPT16 Optional Question 16 67 OPT17 Optional Question 17 68 OPT18 Optional Question 18 69 OPT19 Optional Question 19 70 OPT20 Optional Question 20 71 OPT0E1 Optional Open-Ended Question 2			
60 OPT10 Optional Question 10 61 OPT11 Optional Question 11 62 OPT12 Optional Question 12 63 OPT13 Optional Question 13 64 OPT14 Optional Question 14 65 OPT15 Optional Question 15 66 OPT16 Optional Question 16 67 OPT17 Optional Question 17 68 OPT18 Optional Question 18 69 OPT19 Optional Question 19 70 OPT20 Optional Question 20 71 OPT0E1 Optional Open-Ended Question 2			
61 OPT11 Optional Question 11 62 OPT12 Optional Question 12 63 OPT13 Optional Question 13 64 OPT14 Optional Question 14 65 OPT15 Optional Question 15 66 OPT16 Optional Question 16 67 OPT17 Optional Question 17 68 OPT18 Optional Question 18 69 OPT19 Optional Question 19 70 OPT20 Optional Question 20 71 OPT0E1 Optional Open-Ended Question 1 72 OPT0E2 Optional Open-Ended Question 2			
62 OPT12 Optional Question 12 63 OPT13 Optional Question 13 64 OPT14 Optional Question 14 65 OPT15 Optional Question 15 66 OPT16 Optional Question 16 67 OPT17 Optional Question 17 68 OPT18 Optional Question 18 69 OPT19 Optional Question 19 70 OPT20 Optional Question 20 71 OPT0E1 Optional Open-Ended Question 1 72 OPT0E2 Optional Open-Ended Question 2			
63 OPT13 Optional Question 13 64 OPT14 Optional Question 14 65 OPT15 Optional Question 15 66 OPT16 Optional Question 16 67 OPT17 Optional Question 17 68 OPT18 Optional Question 18 69 OPT19 Optional Question 19 70 OPT20 Optional Question 20 71 OPT0E1 Optional Open-Ended Question 1 72 OPT0E2 Optional Open-Ended Question 2			
64 OPT14 Optional Question 14 65 OPT15 Optional Question 15 66 OPT16 Optional Question 16 67 OPT17 Optional Question 17 68 OPT18 Optional Question 18 69 OPT19 Optional Question 19 70 OPT20 Optional Question 20 71 OPT0E1 Optional Open-Ended Question 1 72 OPT0E2 Optional Open-Ended Question 2			
65 OPT15 Optional Question 15 66 OPT16 Optional Question 16 67 OPT17 Optional Question 17 68 OPT18 Optional Question 18 69 OPT19 Optional Question 19 70 OPT20 Optional Question 20 71 OPT0E1 Optional Open-Ended Question 1 72 OPT0E2 Optional Open-Ended Question 2			
66 OPT16 Optional Question 16 67 OPT17 Optional Question 17 68 OPT18 Optional Question 18 69 OPT19 Optional Question 19 70 OPT20 Optional Question 20 71 OPT0E1 Optional Open-Ended Question 1 72 OPT0E2 Optional Open-Ended Question 2			
67 OPT17 Optional Question 17 68 OPT18 Optional Question 18 69 OPT19 Optional Question 19 70 OPT20 Optional Question 20 71 OPT0E1 Optional Open-Ended Question 1 72 OPT0E2 Optional Open-Ended Question 2			
68 OPT18 Optional Question 18 69 OPT19 Optional Question 19 70 OPT20 Optional Question 20 71 OPT0E1 Optional Open-Ended Question 1 72 OPT0E2 Optional Open-Ended Question 2			
69 OPT19 Optional Question 19 70 OPT20 Optional Question 20 71 OPT0E1 Optional Open-Ended Question 1 72 OPT0E2 Optional Open-Ended Question 2			
70 OPT20 Optional Question 20 71 OPT0E1 Optional Open-Ended Question 1 72 OPT0E2 Optional Open-Ended Question 2			
71 OPTOE1 Optional Open-Ended Question 1 72 OPTOE2 Optional Open-Ended Question 2			
72 OPTOE2 Optional Open-Ended Question 2			
			Optional Open-Ended Question 3

Question	Variable Name	Variable Description				
74	OPTOE4	Optional Open-Ended Question 4				
75	OPTOE5	Optional Open-Ended Question 5				
	Aggregated/Generated Variables					
	RRACE	Responded to race				
	THUTOL	1=No				
		2=Yes				
	SEX	SEX				
	OLA	1=Man				
		2=Woman				
		3=Genderqueer, gender non-conforming, other identity				
	RACEGROUP	Race/Ethnicity Group				
	NACLONOOI	1=Native American/Alaska Native				
		2=Asian				
		3=Native Hawaiian/Pacific Islander				
		4=Black				
		5=Latino				
		6=White				
		7=Other				
		8=Multiracial				
		9=Unknown				
	DEPTDISCA	Aggregated Department/Unit				
		1=ACADEMIC AFFAIRS				
		2=BUSINESS/ADMINSTRATIVE SERVICES				
		3=EXTERNAL AFFAIRS				
		4=STUDENT LIFE/SERVICES				
		5=LEADERSHIP AND DIVERSITY				
		6=OTHER				
*	SEXR	SEX Recoded (reporting purpose)				
*	POLIVIEWR	POLIVIEW Recoded (reporting purpose)				
*	FULLSTATR	FULLSTAT Recoded (reporting purpose)				
*	LGBTQR	LGBTQ Recoded (reporting purpose)				
*	ACERECODE	Institutional Characteristics Recoded ACE				
*	INSTNM	Institution name (for HERI use only)				
*	UNITID	Unique identification number for an institution				
	STRAT	CIRP Stratification Cell				
	SIRAI	1=Public Universities - low				
		2=Public Universities - now				
		3=Public Universities - high				
		4=Private Universities - medium				
		5=Private Universities - high				
		6=Private Universities - very high				
		7=Public 4yr Colleges - Iow				
		8=Public 4yr Colleges - medium				
		9=Public 4yr Colleges - high				
		10=Public 4yr Colleges - unknown				
		11=Private/Nonsectarian 4yr Colleges - low				
		12=Private/Nonsectarian 4yr Colleges - medium				
		13=Private/Nonsectarian 4yr Colleges - high				
		14=Private/Nonsectarian 4yr Colleges - very high				
		15=Private/Nonsectarian 4yr Colleges - unknown				
		16=Catholic 4yr Colleges - low				
		17=Catholic 4yr Colleges - medium				
		18=Catholic 4yr Colleges - high				
		19=Catholic 4yr Colleges - unknown				
		20=Other Religious 4yr Colleges - very low				

21-One Regions for Colleges - two 22-One Regions for Colleges - reduction 23-One Regions for Colleges - reduction 23-One Regions for Colleges - reduction 25-Public Sc Colleges - reduction	Question	Variable Name	Variable Description
22-Own Religious for Colleges - In-chigh 24-Own Religious for Colleges - In-chigh 24-Own Religious for Colleges - In-chigh 24-Own Religious for Colleges - In-chigh 25-Own Religious for Colleges - In-chigh 26-Own Religious - In-chigh 26-Own Religious - In-chigh 27-Own Religious - In-chigh 28-Own Religious - In-chigh 28-Own Religious - In-chigh 28-Own Religious - In-chigh 28-Own Religious - In-chigh 30-Own Religious - In-chigh 30-Own Religious - In-chigh 31-Own Religious - In	Question	variable Name	
Zik-Other Religious 4yr Colleges - India 24-Other Religious 4yr Colleges - India 25-Paulic 2yr Colleges - India 25-Paulic 2yr Colleges - India 27-Paulic 2yr Colleges - India 28-Paulic 2yr Colleges - India 38-Paulic 2y			
24-07-09-12			
ZEF-ABAC 27 CORIGINES - INVENTOR			
26-Public 2y Colleges - redition 27-Public 2y Colleges - redition 28-Public 2y Colleges - red by 31-Public 2y Colleges - red by 31-Public 2y Colleges - red by 31-Public 2y Colleges 32-Public 2y Colleges 33-Public 2y Colleges			
27-Public 29 Colleges - rendrum 28-Public 29 Colleges - very high 28-Public 29 Colleges - very high 30-Phista 29 Colleges - very low 32-Phista 29 Colleges - rendrum 33-Phista 29 Colleges rendrum 33-Phista 29 Colleges 30-PlECU Public 29 Colleges 41-PLECU Pivale 29 Coll			
28-Public 2y Colleges - very lath 28-Public 2y Colleges - very lath 30-Phi-tels 2yr Colleges - very lath 30-Phi-tels 2yr Colleges - very lath 31-Phi-tels 2yr Colleges 31-Phi-tels 2yr Colleges 33-Phi-tels 2yr Colleges 33-PHISCU Private 3yr Colleges 34-PHISCU Private 3yr Colleges 36-PHISCU Private 3yr Colleges 37-PHISCU Pri			
28-Public 2y Colleges - very law 30-Phistac 2y Colleges - very law 31-Phistac 2y Colleges - low 32-Phistac 2y Colleges - low 32-Phistac 2y Colleges - low 33-Phistac 2y Colleges 36-HBCU Philic 2y Colleges 41-HBCU Philic 2y Colleges			
So-Private Zyr Colleges - very fow 31-Private Zyr Colleges 100			
31=Private 2y Colleges - Inchinate 3y Colleges - Tendium 33=Private 2y Colleges - Tendium 33=Private 2y Colleges 33=HBCU Public 4y Colleges 33=HBCU Public 4y Colleges 33=HBCU Public 4y Colleges 33=HBCU Dehic 2y Colleges 33=HBCU Public Universities 41=BCU Public U			
32-Private Zyr Colleges - Indiguing 33-Private Zyr Colleges 33-Private Zyr Colleges 33-PribOL Pytic Ayr Colleges 3			
33=Private 2yr Colleges 34=HBCU Public 4yr Colleges 35=HBCU Public 4yr Colleges 35=HBCU Public 4yr Colleges 35=HBCU Public 2yr Colleges 37=HBCU Public 2yr Colleges 37=HBCU Other Religious 4yr Colleges 38=HBCU Charle Religious 4yr Colleges 38=HBCU Charle Religious 4yr Colleges 38=HBCU Charle Religious 4yr Colleges 40=HBCU Public Universities 41=HBCU Public Universities			· · ·
34-HBCU Public Var Colleges 35-HBCU Private Ayr Colleges 35-HBCU Private Ayr Colleges 37-HBCU Private Ayr Colleges 37-HBCU Private Ayr Colleges 38-HBCU Carboii Ayr Colleges 38-HBCU Carboii Ayr Colleges 40-HBCU Carboii Ayr Colleges 40-HBCU Carboii Ayr Colleges 40-HBCU Private Limiterstrikes 41-HBCU Private Limiterstrikes Limit			
36-HBCU Printed by Colleges 37-HBCU Printed by Colleges 37-HBCU Printed by Colleges 38-HBCU Chrine Religious 4yr Colleges 38-HBCU Chrine Religious 4yr Colleges 40-HBCU Printed Universities 41-HBCU Printed Universities 99-Other * COMPGROUP1 COMPARISON GROUP 1 * COMPGROUP2 COMPARISON GROUP 2 * COMPGROUP3 COMPARISON GROUP 3 * COMPGROUP4 COMPARISON GROUP 3 * COMPGROUP5 COMPARISON GROUP 5 * COMPGROUP6 COMPARISON GROUP 5 * COMPGROUP6 COMPARISON GROUP 6 * CITY Cy location of institution 1-New England - CT ME MA NH RI VT 2-MM East - DE COM D N INY PA 3-Great Lates - ILI N MO PW 4-Plains - IA KS MN MO NE ND SD 5-Southeast - AL AR PL GA RY LA MS NC SC TN VA WY 6-Southwest - AZ MO KT XT 7-Rocky Mountains - CO ID NT LT WY 8-Far Wash - AK CA H IN V OR WA 9-Other HERIREG HER Region 1-New 2-Yes 1-No 2-Yes 1-No 2-Yes 1-University 1-No 2-Yes 1-University 1-U			
36-HBCU Public Zyr Colleges 37-HBCU Private Zyr Colleges 37-HBCU Private Zyr Colleges 38-HBCU Carboic 4yr Colleges 38-HBCU Carboic 4yr Colleges 40-HBGU Public Universities 41-HBGU Private Universities 99-Other 599-Other 599-Ot			34=HBCU Public 4yr Colleges
37-HBCU Private Dyr Colleges 38-HBCU Chronic byr Colleges 38-HBCU Chronic byr Colleges 39-HBCU Catholic byr Colleges 40-HBCU Public Universities 41-HBCU Public Universities 41-HBCU Public Universities 99-Other COMPARISON GROUP 1 COMPARISON GROUP 3 COMPARISON GROUP 3 COMPARISON GROUP 4 COMPARISON GROUP 4 COMPARISON GROUP 5 COMPARISON GROUP 5 COMPARISON GROUP 6 COMPARISON G			35=HBCU Private 4yr Colleges
38-HBCU Other Religious 4yr Colleges 39-HBCU Public Universities 41-HBCU Private Universities 41-HBCU Private Universities 99-Other COMPGROUP1 COMPARISON GROUP 1 COMPGROUP2 COMPARISON GROUP 2 COMPGROUP3 COMPARISON GROUP 3 COMPGROUP4 COMPARISON GROUP 3 COMPGROUP5 COMPARISON GROUP 6 COMPGROUP5 COMPGROUP6 COMPARISON GROUP 6 COMPGROUP5			36=HBCU Public 2yr Colleges
39-HECU Catholic 4yr Colleges 40-HECU Public Universities 41-HECU Public Universities 99-Other 99-Ot			37=HBCU Private 2yr Colleges
### 40-#################################			38=HBCU Other Religious 4yr Colleges
### 40-#################################			39=HBCU Catholic 4yr Colleges
99-Other COMPARISON GROUP 1 COMPARISON GROUP 2 COMPARISON GROUP 3 COMPARISON GROUP 3 COMPARISON GROUP 4 COMPARISON GROUP 5 COMPARISON GROUP 5 COMPARISON GROUP 6 COMPARISON GROUP			
99-Other COMPARISON GROUP 1 COMPARISON GROUP 2 COMPARISON GROUP 3 COMPARISON GROUP 3 COMPARISON GROUP 4 COMPARISON GROUP 5 COMPARISON GROUP 5 COMPARISON GROUP 6 COMPARISON GROUP			
• COMPGROUP1 COMPARISON GROUP 1 • COMPGROUP2 COMPARISON GROUP 2 • COMPGROUP3 COMPARISON GROUP 4 • COMPGROUP5 COMPARISON GROUP 5 • COMPGROUP6 COMPARISON GROUP 6 • COMPGROUP6 COMPARISON GROUP 6 • CITY City location of institution • STATE Institution's state OBEREG OBE Region 1 - New England - CT ME MA NH RI VT 2 - Mid East - DE DC MD NJ NY PA 3 - Great Lakes - LI, MM 10H WI 4 - Plains - IA KS MN MO NE ND SD 5 - Southeast - AL ARF L GA KY LA MS NC SC TN VA WV 6 - Southeast - AL MO KTX 7 - Rocky Mountains - CO ID MT UT WY 8 - Fother HERIREG HERI Region 1 - East 2 - Midwest 3 - South 4 - West HBCU Elig 1 - No 2 - Yes • REL Religious Institution Flag • Typ 2 - Lyear 1 - University 2 - Lyear 3 - 2-Year INSTCONT Institution Control			
* COMPGROUP2 COMPARISON GROUP 2 * COMPGROUP3 COMPARISON GROUP 3 * COMPGROUP4 COMPARISON GROUP 5 * COMPGROUP5 COMPARISON GROUP 5 * COMPGROUP6 COMPARISON GROUP 6 * COMPCROUP6 COMPARISON GROUP 6 * CITY City location of institution STATE Institution's state OBEREG OBE Region 1=New England - CT ME MA NH RI VT 2=Mid East - DE DC MD NJ NY PA 3=Creat Lates - IL IN MI OH WI 4=Plains - IA KS MN MO NE ND SD 5=Southeast - AL AR FL CA KY LA MS NC SC TN VA WV 6=Southwest - AZ NM OK TX 7=Rocky Mountains - CO ID MT UT WY 8=Far West - AK CA HI NV OR WA 9=Other HERIREG HER Region 1=East 2=Midwest 3=South 4=West HBCU HBCU Flag 1=No 2=Yes * REL Religious Institution Flag * ZIP Zip code INSTITYPE Institution Type 1=University 2=4-year 3=2-year INSTICONT Institution Control	*	COMPGROUP1	COMPARISON GROUP 1
* COMPGROUP3 COMPARISON GROUP 3 * COMPGROUP4 COMPARISON GROUP 5 * COMPGROUP5 COMPARISON GROUP 6 * COMPGROUP6 COMPARISON GROUP 6 * CITY City location of institution STATE Institution's state OBEREG OBE Region 1=New England - CT ME MA NH RI VT 2=Mid East - DE DCM DN JNY PA 3=Great Lakes - LI IN MI OH WI 4=Plains - IA KS MN MO NE ND SD 5=Southeast - AZ NIM KY XX 7=Rody Mountains - CO ID MT UT WY 8=Far West - AX CA HI NV OR WA 9=Other HERIREG HER Region 1=East 2=Midwest 3=South 4=West HBCU Flag 1=No 2=Yes * REL Religious Institution Flag * INSTITYPE Institution Type Institution Control Institution Control	*		
* COMPGROUP4 COMPARISON GROUP 4 * COMPGROUP5 COMPARISON GROUP 5 * COMPGROUP6 COMPARISON GROUP 6 * CITY City location of institution STATE Institution's state OBEREG OBEREG OBEREGIO 1=New England - CT ME MA NH RI VT 2=Mid East - DE DC MD NJ NY PA 3=Great Lakes - IL II N MI OH WI 4=Plains - IA KS MM MO NE ND SD 5=Southeast - AL AR FL GA KY LA MS NC SC TN VA WV 6=Southwest - AZ NM OK TX 7=Rocky Mountains - COI DM TU TW WY 8=Far West - AK CA HI NV OR WA 9=Other HERIREG HERI Region 1=East 2=Midwest 3=South 4=West HBCU HBCU Flag 1=No 2=Yes * REL Religious Institution Flag 1=University 2=4-year 3=2-year INSTCNOT Institution Control	*		
* COMPGROUPS COMPARISON GROUP 5 * COMPGROUPS COMPARISON GROUP 6 * CITY City location of institution STATE Institution's state OBEREG OBEREG OBEREG OBEREG OBEREG OBEREG OBEREG OBEREG OBEREG OBEREG OBEREG OBEREGO IN NY PA 3=Great Lakes - IL IN MI OH WI 4=Plains - IA KS MM MO NE ND SD 5=Southwast - AL AR FL GA KY LA MS NC SC TN VA WV 6=Southwast - AZ MM OK TX 7=Rocky Mountains - CO ID MT UT WY 8=Far West - AK CA HI NV OR WA 9=Other HERIREG HERI Region 1=East 2=Midwast 3=South 4=West HBCU Flag 1=No 2=Yes * REL Religious Institution Flag INSTTYPE Institution Type 1=University 2=4-year 3=2-year INSTCONT Institution Centrol	*		
* COMPGROUP6 COMPARISON GROUP 6 CITY City location of institution STATE Institution's state OBEREG OBE Region 1=New England - CT ME MA NH RI VT 2=Mid East - DE DC MD NJ NY PA 3=Great Lakes - IL IN MI OH WI 4=Plains - IA KS MN MO NE ND SD 5=Southeast - AL AR FE, GA KY LA MS NC SC TN VA WV 6=Southwest - AZ NM OK TX 7=Rocky Mountains - CO ID MT UT WY 8=Far West - AK CA HI NV OR WA 9=Other HERIREG HER Region 1=East 2=Midwest 3=South 4=West HBCU Flag 1=No 2=Yes * REL Religious Institution Flag INSTTYPE Institution Type 1=University 2=4-year 3=2-year 3=2-year INSTCONT Institution Control	*		
* CITY City location of institution STATE Institution's state OBEREG OBE Region 1=New England - CT ME MA NH RI VT 2=Mid East - DE DC MD NJ NY PA 3=Great Lakes - IL. IN MI OH WI 4=Plains - IA KS MN MO NE ND SD 5=Southeast - AL AR FL GA KY LA MS NC SC TN VA WV 6=Southwest - AZ NM OK TX 7=Rocky Mountains - CO ID MT UT WY 8=Far West - AK CA HI NV OR WA 9=Other HERIREG HERI Region 1=East 2=Midwest 3=South 4=West HBCU Flag 1=No 2=Yes * REL Religious Institution Flag institution Type Institution Type Institution Type Institution Type Institution Control	*		
STATE	*		
OBEREG			·
1=New England - CT ME MA NH RI VT 2=Mid East - DE DC MD NJ NY PA 3=Great Lakes - IL IN MI OH WI 4=Plains - Ia KS MM MO NE ND SD 5=Southeast - AL AR FL GA KY LA MS NC SC TN VA WV 6=Southwest - AZ NM OK TX 7=Rocky Mountains - CO ID MT UT WY 8=Far West - AK CA HI NV OR WA 9=Other HERIREG HERI Region 1=East 2=Midwest 3=South 4=West HBCU HBCU Flag 1=No 2=Yes * REL Religious Institution Flag * ZIP Zip code INSTTYPE Institution Type 1=University 2=4-year 3-2-year INSTCONT Institution Control			
2=Mid East - DE DC MD NJ NY PA 3=Great Lakes - IL IN MI OH WI 4=Plains - IA KS MM MO NE ND SD 5=Southwest - AZ RM G KY LA MS NC SC TN VA WV 6=Southwest - AZ NM OK TX 7=Rocky Mountains - CO ID MT UT WY 8=Far West - AK CA HI NV OR WA 9=Other HERIREG HERI Region 1=East 2=Midwest 3=South 4=West HBCU HBCU Flag 1=No 2=Yes * REL Religious Institution Flag * ZIP Zip code INSTTYPE Institution Type 1=University 2=4-year 3=2-year INSTCONT Institution Control		OBLINEO	
3=Great Lakes - IL IN MI OH WI 4=Plains - IA KS MN MO NE ND SD 5=Southeast - AL AR FL GA KY LA MS NC SC TN VA WV 6=Southwest - AZ NM OK TX 7=Rocky Mountains - CO ID MT UT WY 8=Far West - AK CA HI NV OR WA 9=Other HERIREG HERI Region 1=East 2=Midwest 3=South 4=West HBCU HBCU Flag 1=No 2=Yes * REL Religious Institution Flag * ZIP Zip code INSTTYPE Institution Type 1=University 2=4-year 3-2-year INSTCONT Institution Control			<u> </u>
### ##################################			
5=Southeast - AL AR FL GA KY LA MS NC SC TN VA WV 6=Southwest - AZ NM OK TX 7=Rocky Mountains - CO ID MT UT WY 8=Far West - AK CA HI NV OR WA 9=Other HERIREG HERI Region 1=East 2=Midwest 3=South 4=West HBCU HBC IFlag 1=No 2=Yes * REL Religious Institution Flag * ZIP Zip code INSTTYPE Institution Type 1=University 2=4-year 3=2-year INSTCONT Institution Control			
6=Southwest - AZ NM OK TX 7=Rocky Mountains - CO ID MT UT WY 8=Far West - AK CA HI NV OR WA 9=Other HERIREG HERIREG HERIREG HERI Region 1=East 2=Midwest 3=South 4=West HBCU Flag 1=No 2=Yes * REL Religious Institution Flag * Zip Zip code INSTTYPE Institution Type 1=University 2=4-year 3=2-year INSTCONT Institution Control			
### Tender Tender			
### REL Religious Institution Type NETION RESTORT NETION Institution Control			
HERIREG			
HERIREG HERI Region 1=East 2=Midwest 3=South 4=West HBCU HBCU Flag 1=No 2=Yes * REL Religious Institution Flag * ZIP Zip code INSTTYPE Institution Type 1=University 2=4-year 3=2-year INSTCONT Institution Control			
1=East 2=Midwest 3=South 4=West HBCU		LIEDIDE?	
2=Midwest 3=South 4=West HBCU HBCU Flag 1=No 2=Yes * REL Religious Institution Flag * ZIP Zip code INSTTYPE Institution Type 1=University 2=4-year 3=2-year INSTCONT Institution Control		HEKIKEG	
3=South 4=West			
## A ## ## ## ## ## ## ## ## ## ## ## ##			
HBCU HBCU Flag 1=No 2=Yes * REL Religious Institution Flag * ZIP Zip code INSTTYPE Institution Type 1=University 2=4-year 3=2-year INSTCONT Institution Control			
1=No 2=Yes * REL Religious Institution Flag * ZIP Zip code INSTTYPE Institution Type 1=University 2=4-year 3=2-year 3=2-year INSTCONT Institution Control			
2=Yes * REL Religious Institution Flag * ZIP Zip code INSTTYPE Institution Type 1=University 2=4-year 3=2-year INSTCONT Institution Control		HRCA	
* REL Religious Institution Flag * ZIP Zip code INSTTYPE Institution Type 1=University 2=4-year 3=2-year INSTCONT Institution Control			
* ZIP Zip code INSTTYPE Institution Type 1=University 2=4-year 3=2-year INSTCONT Institution Control		DE!	
INSTTYPE Institution Type 1=University 2=4-year 3=2-year INSTCONT Institution Control			
1=University 2=4-year 3=2-year INSTCONT Institution Control	*		
2=4-year 3=2-year INSTCONT Institution Control		INSTTYPE	
3=2-year INSTCONT Institution Control			· ·
INSTCONT Institution Control			
1=Public		INSTCONT	
			1=Public



Question	Variable Name	Variable Description
		2=Private