



Question	Variable Name	Variable Description
	ACE SUBJID EMPLOYEEID	College I.D. Subject I.D. Student I.D. as entered on form
	GRPA GRPB	Group Code A Group Code B
1	STAFFRANK	What best describes your role? 1=Senior administrator 2=Staff 3=Other [Free response]
1a	STAFFRANK_TEXT	Your role: [Free response]
2	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
3	DEPTDISC	Which of the following best describes YOUR UNIT on campus: <u>Academic Affairs/Support</u> 1=Academic advising 2=Library services 3=Research Institute or Support/Oversight (e.g., Institutional Review Board, Office of Contracts and Grants) 4=Other Academic Affairs <u>Business/Administrative Services</u> 5=Campus Safety/Police 6=Dining Services 7=Facilities – Custodial Services 8=Facilities – Maintenance 9=Finance and Treasury 10=Health Center/Hospital 11=Human Resources (including academic personnel) 12=Information Technology Services 13=Institutional Research/Assessment/Planning 14=Legal affairs 15=Transportation and Parking <u>External Affairs</u> 16=Alumni Affairs 17=Communications 18=Public Relations 19=University Advancement/Development/Planned Giving <u>Student Life/Services</u> 20=Admissions / Enrollment Management / Registrar 21=Athletics (Varsity / Club) 22=Financial Aid 23=Housing/Residential Life 24=Student Affairs (e.g., Dean of Students, Student Government, Jud. Aff, Student Rec) <u>Leadership and Diversity</u> 25=Diversity, Equity, and Inclusion 26=Office of the Chancellor/President 27=Office of the Provost/Vice President <u>Other</u> 28=Other, please specify _____
	DEPTDISC_TEXT	Other Unit: [Free response]
4	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
5	EMPLOYYS1 EMPLOYYS2	How many years have you been employed at this institution? 1=Less than one year 2=1-4 years 3=5-10 years 4=16-20 years 5=More than 20 years At this institution In your current position
6	SEX	Your sex: 1=Male 2=Female 3=Other:
6a	SEX_TEXT	Your sex: Free response
7	GENDERIDENTITY	What is your current gender identity? - Selected Choice 1=Man



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		2=Woman 3=Trans man 4=Trans woman 5=Genderqueer/Gender non-conforming 6=Different identity (please state); [Free Response]
7a	GENDERIDENTITY_TEXT	Current gender identity: Free response
8	YRBIRTH	In what year were you born? 1=1916 2=1917 3=1918 4=1919 5=1920 6=1921 7=1922 8=1923 9=1924 10=1925 11=1926 12=1927 13=1928 14=1929 15=1930 16=1931 17=1932 18=1933 19=1934 20=1935 21=1936 22=1937 23=1938 24=1939 25=1940 26=1941 27=1942 28=1943 29=1944 30=1945 31=1946 32=1947 33=1948 34=1949 35=1950 36=1951 37=1952 38=1953 39=1954 40=1955 41=1956 42=1957 43=1958 44=1959 45=1960 46=1961 47=1962 48=1963 49=1964 50=1965 51=1966 52=1967 53=1968 54=1969 55=1970 56=1971 57=1972 58=1973 59=1974 60=1975 61=1976 62=1977 63=1978 64=1979 65=1980

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		66=1981 67=1982 68=1983 69=1984 70=1985 71=1986 72=1987 73=1988 74=1989 75=1990 76=1991 77=1992 78=1993 79=1994 80=1995 81=1996 82=1997 83=1998 84=1999 85=2000 86=2001
9	LGBTQIDEN	How do you self-identify? 1=Bisexual 2=Gay 3=Heterosexual 4=Lesbian 5=Queer 6=Other [Free response]
9a	LGBTQIDEN_TEXT	Sexual orientation: [Free response]
10	MARITAL	Are you currently 1=Single 2=In a civil union 3=In a domestic partnership 4=Married 5=Unmarried, living with partner 6=Separated 7=Divorced 8=Widowed
11	RACE01 RACE02 RACE03 RACE04 RACE05 RACE06 RACE07 RACE08 RACE09 RACE10 RACE11 RACE13 RACE12 RACE14 RACE15 RACE16 RACE17 RACE18 RACE19	How do you self-identify? 1=Not marked 2=Marked American Indian or Alaska Native Asian East Asian (e.g. Chinese, Japanese, Korean, Taiwanese) Filipino Southeast Asian (e.g. Cambodian, Vietnamese, Hmong) South Asian (e.g. Indian, Pakistani, Nepalese, Sri Lankan) Other Asian Black African American/Black African Caribbean Other Black Middle Eastern Native Hawaiian or Other Pacific Islander Hispanic or Latino/a Mexican American/Chicano Puerto Rican Central American Other Hispanic or Latino White European Other White Other
12	CMPSAT01	Please rate your satisfaction with your institution in each area: 1=Very Dissatisfied 2=Dissatisfied 3=Neutral 4=Satisfied 5=Very Satisfied Satisfaction: Interactions among different racial or ethnic groups

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	<p>CMPSAT02 CMPSAT03 CMPSAT04 CMPSAT05 CMPSAT06 CMPSAT07 CMPSAT08 CMPSAT09 CMPSAT10 CMPSAT11 CMPSAT12 CMPSAT13 CMPSAT14 CMPSAT15</p>	<p>Satisfaction: Overall sense of community among students, staff, and faculty Satisfaction: My personal safety on campus Satisfaction: Racial and ethnic diversity of the faculty Satisfaction: Racial and ethnic diversity of the staff Satisfaction: Racial and ethnic diversity of the student body Satisfaction: Commitment to hiring women and minorities <u>Atmosphere for:</u> Satisfaction: Atmosphere for: Sexual orientation differences Satisfaction: Atmosphere for: Political differences Satisfaction: Atmosphere for: Religious differences Satisfaction: Atmosphere for: Gender differences Satisfaction: Atmosphere for: Individuals with disabilities <u>Administrative responses to:</u> Satisfaction: Administrative responses to: Campus emergencies Satisfaction: Administrative responses to: Sexual assault Satisfaction: Administrative responses to: Discrimination/bias</p>
13	<p>INSTDESCR01 INSTDESCR02 INSTDESCR03 INSTDESCR04 INSTDESCR05 INSTDESCR06</p>	<p>Indicate how well each of the following describes your institution: 1=Not Descriptive 2=Somewhat Descriptive 3=Very Descriptive Institutional Description: Faculty respect staff Institutional Description: Staff concerns are considered when making policy Institutional Description: Staff respect each other Institutional Description: Staff respect the faculty Institutional Description: Students respect staff Institutional Description: Staff respect students</p>
14	<p>CLIMOPN01 CLIMOPN02 CLIMOPN03 CLIMOPN04 CLIMOPN05 CLIMOPN06 CLIMOPN07 CLIMOPN08 CLIMOPN09</p>	<p>Please indicate the extent to which you agree or disagree with the following statements. This institution: 1=Strongly Disagree 2=Disagree 3=Agree 4=Strongly Agree Climate Opinion: Encourages staff to have a public voice and share their ideas openly Climate Opinion: Encourages students to have a public voice and share their ideas openly Climate Opinion: Has campus administrators who regularly speak about the value of diversity Climate Opinion: Promotes the appreciation of cultural differences Climate Opinion: Provides the campus community with opportunities to share feelings about issues of concern Climate Opinion: Rewards staff for their participation in diversity efforts Climate Opinion: Has effective hiring practices and policies that increase staff diversity Climate Opinion: Has a lot of racial tension Climate Opinion: Takes responsibility for educating underprepared students</p>
15	<p>INSTOPN01 INSTOPN02 INSTOPN03</p>	<p>Please indicate the extent to which you agree or disagree with the following statements. 1=Strongly Disagree 2=Disagree 3=Agree 4=Strongly Agree Inst Opinion: I feel unsafe on this campus Inst Opinion: I feel my contributions are valued by my department Inst Opinion: I achieve a healthy balance between my personal life and my professional life</p>
16	<p>CONSACTION01 CONSACTION02 CONSACTION03 CONSACTION04</p>	<p>How often in the past year at this institution have you: 1=Never 2=Seldom 3=Sometimes 4=Often 5=Very Often Act: Challenged others on issues of discrimination Act: Educated yourself about individuals who are different from you Act: Participated in a coalition of different groups to address social justice issues Act: Attended programs focused on diversity (e.g., presentations, performances, art exhibits, debates)</p>
17	<p>HAREXP01 HAREXP02 HAREXP03 HAREXP04 HAREXP05 HAREXP06</p>	<p>Please indicate how often at this institution you have: 1=Never 2=Seldom 3=Sometimes 4=Often 5=Very Often Act: Had students from underrepresented groups on campus approach me for advice Act: Assisted a student with a problem about discrimination Act: Witnessed discrimination Act: Been sexually harassed Act: Reported an incident of discrimination to a campus authority Act: Reported an incident of sexual harassment to a campus authority Heard insensitive or disparaging <u>racial</u> remarks from:</p>

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	HAREXP07 HAREXP08 HAREXP09 HAREXP10 HAREXP11 HAREXP12 HAREXP13 HAREXP14	Hearing racial remarks from: Faculty Hearing racial remarks from: Staff Hearing racial remarks from: Students Hearing racial remarks from: Senior Administrators Heard other types of insensitive or disparaging remarks from: Hearing other types of remarks from: Faculty Hearing other types of remarks from: Staff Hearing other types of remarks from: Students Hearing other types of remarks from: Senior Administrators
18	HARFORM01 HARFORM02 HARFORM03 HARFORM04 HARFORM05 HARFORM06 HARFORM07 HARFORM08 HARFORM09 HARFORM10 HARFORM11	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 Discrim Experience: Ability/disability status Discrim Experience: Age Discrim Experience: Citizenship status Discrim Experience: Gender Discrim Experience: Job classification (e.g., Title, Position) Discrim Experience: Level of education Discrim Experience: Political beliefs Discrim Experience: Race/ethnicity Discrim Experience: Religious/spiritual beliefs Discrim Experience: Sexual orientation Discrim Experience: Socioeconomic status
19	JOBSATIS01 JOBSATIS02 JOBSATIS03 JOBSATIS04 JOBSATIS05 JOBSATIS06 JOBSATIS07 JOBSATIS08 JOBSATIS09 JOBSATIS10 JOBSATIS11 JOBSATIS12 JOBSATIS13 JOBSATIS14 JOBSATIS15 JOBSATIS16 JOBSATIS17 JOBSATIS18 JOBSATIS19 JOBSATIS20	How satisfied are you with the following aspects of your job? 1=Not Satisfied 2=Marginally Satisfied 3=Satisfied 4=Very Satisfied Job Satisfaction: Autonomy and independence Job Satisfaction: Collegiality among staff Job Satisfaction: Competence of colleagues Job Satisfaction: Departmental support for work Job Satisfaction: Flexibility in relation to family matters or emergencies Job Satisfaction: Institutional support for work Job Satisfaction: Overall job satisfaction Job Satisfaction: Professional relationships with colleagues Job Satisfaction: Prospects for career advancement Job Satisfaction: Quality of students Job Satisfaction: Relationship with my supervisor Job Satisfaction: Relative equity of salary and job benefits Job Satisfaction: Support for career advancement Job Satisfaction: Tolerance of different staff opinions and beliefs Job Satisfaction: Workspace <u>Benefits</u> Job Satisfaction: Health benefits Job Satisfaction: Job security Job Satisfaction: Retirement benefits Job Satisfaction: Salary Job Satisfaction: Leave policies (e.g., paternity/maternity leave, caring for a family member, medical leave)
20	INSTPRIORITY01 INSTPRIORITY02 INSTPRIORITY03 INSTPRIORITY04 INSTPRIORITY05 INSTPRIORITY06 INSTPRIORITY07	To what extent is each of the following currently a priority at this institution? 1=Low Priority 2=Medium Priority 3=High Priority 4=Highest Priority Inst Priority: Develop a sense of community among staff and faculty Inst Priority: Develop a sense of community among students and staff Inst Priority: Increase or maintain institutional prestige Inst Priority: Recruit more traditionally underrepresented students Inst Priority: Promote gender diversity among the staff Inst Priority: Promote racial and ethnic diversity among the staff Inst Priority: Create and sustain partnerships with surrounding communities
21	SUPERVISOR01	Indicate the extent to which you agree or disagree with each of the following. My supervisor: 1=Strongly Disagree 2=Disagree 3=Agree 4=Strongly Agree Supervisor: Supports my professional development

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	SUPERVISOR02 SUPERVISOR03 SUPERVISOR04 SUPERVISOR05 SUPERVISOR06	Supervisor: Sets unrealistic expectations for my job Supervisor: Demonstrates a commitment to diversity and inclusion Supervisor: Provides me with feedback that assists me in performing my job responsibilities Supervisor: Advocates for me Supervisor: Lacks the skills or knowledge to support me in my job
22	PROFDEVELOP01 PROFDEVELOP02 PROFDEVELOP03 PROFDEVELOP04 PROFDEVELOP05 PROFDEVELOP06 PROFDEVELOP07 PROFDEVELOP08 PROFDEVELOP09 PROFDEVELOP10	During the past year, have you participated in any of the following opportunities provided by this institution: 1=Not Available 2=Not Eligible 3=No 4=Yes Professional Development: Diversity Professional Development: Optional technical skill development Professional Development: Leadership development Professional Development: Enhancement of interpersonal skills Professional Development: Job benefits training Professional Development: Public safety/security training Professional Development: Health and wellness programs Professional Development: Mentorship Professional Development: Networking events Professional Development: Policy and procedure training
23	UNION	Are you a member of a union? 1=No 2=Yes
24	STRESS01 STRESS02 STRESS03 STRESS04 STRESS05 STRESS06 STRESS07 STRESS08 STRESS09 STRESS10 STRESS11 STRESS12 STRESS13	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 Stress: Managing household responsibilities Stress: Child care Stress: My physical health Stress: Review/promotion process Stress: Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia) Stress: Meetings Stress: Institutional procedures and "red tape" Stress: Lack of personal time Stress: Job security Stress: Self-imposed high expectations Stress: Increasing work responsibilities Stress: Budget cuts in my department/unit Stress: Physical demands of the job
25	STUDENT	How frequently does your job/position require you to interact with students? 1=Never 2=Seldom 3=Sometimes 4=Often 5=Very Often
26	LEAVEJOB LEAVEINSTITUTION	Within the next year, how likely are you to leave: 1=Very Unlikely 2=Unlikely 3=Likely 4=Very Likely Your current position This institution
27	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 4=Some college 5=Technical certificate 6=Associates degree 7=Bachelors degree 8=Masters degree 9=Doctoral or professional degree
28	COMFORTLANG	With which language do you feel most comfortable? - 1=English 2=Other language (please specify other language): [Free response] 3=Equally comfortable with English and Other Language (please specify other language): [Free response]
	COMFORTLANG_TEXT1 COMFORTLANG_TEXT2	Other Language: [Free response] Equally comfortable with English and Other Language [Free response]
29		Do you have any of the following? 1=No

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	DISABL01 DISABL02 DISABL03 DISABL04 DISABL05 DISABL06 DISABL07	2=Yes Attention deficit/hyperactivity disorder (ADHD) Chronic illness (e.g., cancer, diabetes, autoimmune disorders) Autism spectrum disorder Learning disability (e.g., dyslexia) Physical disability (e.g., speech, sight, mobility, hearing) Psychological disorder (e.g., depression, anxiety, PTSD, etc.) Other
30	POLIVIEW	How would you characterize your political views? 1=Far right 2=Conservative 3=Middle-of-the-road 4=Liberal 5=Far left
31	CITIZEN	Which of the following most accurately describes you? 1=None of the above 2=In U.S. on visa or work authorization 3=Permanet legal resident (Green Card) 4=U.S. citizen
32	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=Under 5 3=6-12 4=13-18 5=19-25 6=26 or older
33	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 10=LDS (Mormon) 11=Lutheran 12=Methodist 13=Muslim 14=Presbyterian 15=Quaker 16=Roman Catholic 17=Seventh-day Adventist 18=United Church of Christ/Congregational 19=Other Christian 20=Other Religion (please specify) 21=None
	RELIGION_TEXT	Other Religion (please specify): [Free response]
34	MILITARY	Military status: 1=None 2=In the Reserves or National Guard 3=On Active Duty 4=Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard
35	CHILD1 CHILD2	How many children do you have? 1=0 2=1 3=2 4=3 5=4+ Under 18 years old 18 years or older
36	CAREGIVER	Are you serving as a caregiver for another adult (e.g., parent, other relative)? 1=No 2=Yes
	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? HERI maintains strict standards of confidentiality and will not release your identifying information. 1=No 2=Yes
Optional Questions		
		Optional Questions 1=A



Question	Variable Name	Variable Description
		2=B 3=C 4=D 5=E
	OPT01	Optional Question 1
	OPT02	Optional Question 2
	OPT03	Optional Question 3
	OPT04	Optional Question 4
	OPT05	Optional Question 5
	OPT06	Optional Question 6
	OPT07	Optional Question 7
	OPT08	Optional Question 8
	OPT09	Optional Question 9
	OPT10	Optional Question 10
	OPT11	Optional Question 11
	OPT12	Optional Question 12
	OPT13	Optional Question 13
	OPT14	Optional Question 14
	OPT15	Optional Question 15
	OPT16	Optional Question 16
	OPT17	Optional Question 17
	OPT18	Optional Question 18
	OPT19	Optional Question 19
	OPT20	Optional Question 20
Aggregated/Generated Variables		
	RETHNIC	Responded to Hispanic or Latino ethnicity 1=No 2=Yes
	RRACE	Responded to race 1=No 2=Yes
	RACEGROUP	Race/Ethnicity Group 1=American Indian 2=Asian 3=Native Hawaiian/Pacific Islander 4=Black 5=Latino 6=White 7=Other 8=Multiracial 9=Unknown
	GENDERIDENTITYA	Aggregated gender identity 1=Man/transman 2=Woman/trans woman 3=Genderqueer, gender non-conforming, different identity
	DOBMM DOBDD DOBY	DOB Month DOB Day DOB Year
	SURVTYPE	Survey Type 1=Web submitted 2=Web partial
Institutional Characteristics		
	STRAT	CIRP Stratification Cell 1=Public Universities - low 2=Public Universities - medium 3=Public Universities - high 4=Private Universities - medium 5=Private Universities - high 6=Private Universities - very high 7=Public 4yr Colleges - low 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



Question	Variable Name	Variable Description
		20=Other Religious 4yr Colleges - very low 21=Other Religious 4yr Colleges - low 22=Other Religious 4yr Colleges - medium 23=Other Religious 4yr Colleges - high 24=Other Religious 4yr Colleges - unknown 25=Public 2yr Colleges - very low 26=Public 2yr Colleges - low 27=Public 2yr Colleges - medium 28=Public 2yr Colleges - high 29=Public 2yr Colleges - very high 30=Private 2yr Colleges - very low 31=Private 2yr Colleges - low 32=Private 2yr Colleges - medium 33=Private 2yr Colleges - high 34=HBCU Public 4yr Colleges 35=HBCU Private 4yr Colleges 36=HBCU Public 2yr Colleges 37=HBCU Private 2yr Colleges 38=HBCU Other Religious 4yr Colleges 39=HBCU Catholic 4yr Colleges 40=HBCU Public Universities 41=HBCU Private Universities 99=Other
	STATE	Institution's state
	HERIREG	HERI Region 1=East 2=Midwest 3=South 4=West
	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
	HBCU	HBCU Flag 1=Not HBCU 2=Public HBCU 3=Private HBCU
	INSTSEX	Institution's sex 1=Male only 2=Female only 3=Co-ed 4=Coordinate
	SELECTIVITY	Institutional Selectivity
	INSTTYPE	Institution Type 1=University 2=4-year 3=2-year
	INSTCONT	Institution Control 1=Public 2=Private
	COMPGROUP1	Comparison Group 1 1=Public Universities 2=Private Universities 3=Public 4yr Colleges 4=Nonsectarian 4yr Colleges 5=Catholic 4yr Colleges 6=Other Religious 4yr Colleges 7=Public 2yr Colleges 8=Private 2yr Colleges
	COMPGROUP2	Comparison Group 2 1=Public Universities, Private Universities, Public 4yr Colleges 2=Nonsectarian, Catholic, Other Religious 4yr Colleges 3=Public 2yr Colleges 4=Private 2yr Colleges
	COMPGROUP3	Comparison Group 3 1=All Baccalaureate Institutions



Question	Variable Name	Variable Description
		2=All Two-Year Colleges