



Question	Variable Name	Variable Description
	ACE SUBJID SUBMITDATE	College I.D. Subject I.D. Date and Timestamp
	GRPA GRPB	Group Code A Group Code B
1	STAFFFRANK	What best describes your role? 1=Senior administrator 2=Mid-level administrator/manager 3=Staff 4=Other [Free response]
1a	STAFFFRANK_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</u> 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 <u>Business/Administrative Services</u> 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 <u>External Affairs</u> 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</u> 25=Admissions / Enrollment Management / Registrar 26=Athletics (Varsity / Club) 27=Financial Aid 28=Housing/Residential Life 29=Student Affairs (e.g., Dean of Students, Student Government, Judicial Affairs, Orientation, Campus Activities, College Union, Student Recreation, Career Services, Student Health Services, International Student Services) 30=Other Student Life/Services <u>Leadership and Diversity</u> 31=Diversity, Equity, and Inclusion 32=Office of the Chancellor/President 33=Office of the Provost/Vice President 34=Other Leadership and Diversity <u>Other</u> 35=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: 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 At this institution In your current position



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6	GENDERIDENTITY	What is your current gender identity? 1=Man 2=Woman 3=Trans man 4=Trans woman 5=Genderqueer/Gender non-conforming 6=Different identity (please state): [Free Response]
6a	GENDERIDENTITY_TEXT	Current gender identity: Free resposne
7	YRBIRTH	In what year were you born? 1=1917 2=1918 3=1919 4=1920 5=1921 6=1922 7=1923 8=1924 9=1925 10=1926 11=1927 12=1928 13=1929 14=1930 15=1931 16=1932 17=1933 18=1934 19=1935 20=1936 21=1937 22=1938 23=1939 24=1940 25=1941 26=1942 27=1943 28=1944 29=1945 30=1946 31=1947 32=1948 33=1949 34=1950 35=1951 36=1952 37=1953 38=1954 39=1955 40=1956 41=1957 42=1958 43=1959 44=1960 45=1961 46=1962 47=1963 48=1964 49=1965 50=1966 51=1967 52=1968 53=1969 54=1970 55=1971 56=1972 57=1973 58=1974 59=1975 60=1976 61=1977 62=1978 63=1979 64=1980 65=1981 66=1982 67=1983 68=1984 69=1985



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		70=1986 71=1987 72=1988 73=1989 74=1990 75=1991 76=1992 77=1993 78=1994 79=1995 80=1996 81=1997 82=1998 83=1999 84=2000 85=2001 86=2002
8	LGBTQIDEN	How do you self-identify? 1=Heterosexual/Straight 2=Gay 3=Lesbian 4=Bisexual 5=Queer 6=Pansexual 7=Asexual 8=Not listed above [Free response]
8a	LGBTQIDEN_TEXT	Sexual orientation: [Free response]
9	MARITAL	Are you currently: (Select one) 1=Single 2=Married (incl. civil union and domestic partnership) 3=In a committed relationship, unmarried 4=Separated 5=Divorced 6=Widowed
10	RACE01 RACE02 RACE03 RACE04 RACE05 RACE06 RACE07 RACE08 RACE09 RACE10 RACE11 RACE12 RACE13 RACE14 RACE20 RACE15 RACE16 RACE17 RACE18 RACE19	How do you self-identify? 1=Not marked 2=Marked <b>American Indian or Alaska Native</b> American Indian or Alaska Native <b>Asian</b> 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 <b>Black</b> African American/Black African Caribbean Other Black <b>Native Hawaiian or Other Pacific Islander.</b> Native Hawaiian or Other Pacific Islander <b>Hispanic or Latino/a</b> Mexican American/Chicano Puerto Rican Central American South American Other Hispanic or Latino <b>Middle Eastern</b> Middle Eastern <b>White</b> European Other White <b>Other</b> Other

Question	Variable Name	Variable Description
11	CMPSTAT02 CMPSTAT03 CMPSTAT04 CMPSTAT05 CMPSTAT06 CMPSTAT07  CMPSTAT08 CMPSTAT09 CMPSTAT10 CMPSTAT11 CMPSTAT12  CMPSTAT13 CMPSTAT14 CMPSTAT15  CMPSTAT16 CMPSTAT17 CMPSTAT18	<p>Please rate your satisfaction with your institution in each area:</p> <p>1=Can't Rate 2=Very Dissatisfied 3=Dissatisfied 4=Neutral 5=Satisfied 6=Very Satisfied</p> <p>Satisfaction: Overall sense of community among students, staff, and faculty</p> <p>Satisfaction: My personal safety on campus</p> <p>Satisfaction: Racial and ethnic diversity of the faculty</p> <p>Satisfaction: Racial and ethnic diversity of the staff</p> <p>Satisfaction: Racial and ethnic diversity of the student body</p> <p>Satisfaction: Commitment to hiring women and minorities</p> <p><u>Atmosphere for:</u></p> <p>Satisfaction: Atmosphere for: Sexual orientation differences</p> <p>Satisfaction: Atmosphere for: Political differences</p> <p>Satisfaction: Atmosphere for: Religious differences</p> <p>Satisfaction: Atmosphere for: Gender differences</p> <p>Satisfaction: Atmosphere for: Individuals with disabilities</p> <p><u>Timeliness of Administrative responses to:</u></p> <p>Satisfaction: Administrative responses to: Campus emergencies</p> <p>Satisfaction: Administrative responses to: Sexual assault</p> <p>Satisfaction: Administrative responses to: Discrimination/bias</p> <p><u>Outcome of Administrative responses to:</u></p> <p>Satisfaction: Administrative responses to: Campus emergencies</p> <p>Satisfaction: Administrative responses to: Sexual assault</p> <p>Satisfaction: Administrative responses to: Discrimination/bias</p>
12	INSTOPN04 INSTOPN05 INSTOPN06 INSTOPN07 INSTOPN08 INSTOPN09	<p>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</p> <p>1=Not Descriptive 2=Somewhat Descriptive 3=Very Descriptive</p> <p>Inst Opinion: Faculty respect staff</p> <p>Inst Opinion: Staff concerns are considered when making policy</p> <p>Inst Opinion: Staff respect each other</p> <p>Inst Opinion: Staff respect the faculty</p> <p>Inst Opinion: Students respect staff</p> <p>Inst Opinion: Staff respect students</p>
13	CLIMOPN01 CLIMOPN02 CLIMOPN03 CLIMOPN04 CLIMOPN05 CLIMOPN06 CLIMOPN07 CLIMOPN08 CLIMOPN09 CLIMOPN10	<p>Please indicate the extent to which you agree or disagree with the following statements. This institution:</p> <p>1=Can't Rate/Don't Know 2=Strongly Disagree 3=Disagree 4=Agree 5=Strongly Agree</p> <p>Climate Opinion: Encourages staff to have a public voice and share their ideas openly</p> <p>Climate Opinion: Encourages students to have a public voice and share their ideas openly</p> <p>Climate Opinion: Has campus administrators who regularly speak about the value of diversity</p> <p>Climate Opinion: Promotes the appreciation of cultural differences</p> <p>Climate Opinion: Provides the campus community with opportunities to share feelings about issues of concern</p> <p>Climate Opinion: Rewards staff for their participation in diversity efforts</p> <p>Climate Opinion: Has effective hiring practices and policies that increase staff diversity</p> <p>Climate Opinion: Has a lot of racial tension</p> <p>Climate Opinion: Takes responsibility for educating underprepared students</p> <p>Climate Opinion: Effectively communicates information about employee compensation and benefits</p>
14	INSTOPN01 INSTOPN02 INSTOPN03	<p>Please indicate the extent to which you agree or disagree with the following statements.</p> <p>1=Strongly Disagree 2=Disagree 3=Agree 4=Strongly Agree</p> <p>Inst Opinion: I feel unsafe on this campus</p> <p>Inst Opinion: I feel my contributions are valued by my department</p> <p>Inst Opinion: I achieve a healthy balance between my personal life and my professional life</p>
15	CONSACTION01 CONSACTION02 CONSACTION03	<p>How often in the past year at this institution have you:</p> <p>1=Never 2=Seldom 3=Sometimes 4=Often 5=Very Often</p> <p>Act: Challenged others on issues of discrimination</p> <p>Act: Educated yourself about individuals who are different from you</p> <p>Act: Participated in a coalition of different groups to address social justice issues</p>

Question	Variable Name	Variable Description
16	CONSACTION04	Act: Attended events focused on diversity (e.g., presentations, performances, art exhibits, debates)
		Please indicate how often at this institution you have: 1=Not Applicable/No Experience 2=Never 3=Seldom 4=Sometimes 5=Often 6=Very Often
	HAREXP02	Act: Assisted a student with a problem about discrimination
	HAREXP03	Act: Witnessed discrimination
	HAREXP04	Act: Been sexually harassed
	HAREXP05	Act: Reported an incident of discrimination to a campus authority
	HAREXP06	Act: Reported an incident of sexual harassment to a campus authority
		Heard insensitive or disparaging <u>racial</u> remarks from: Heard insensitive racial remarks from: Faculty Heard insensitive racial remarks from: Staff Heard insensitive racial remarks from: Students Heard insensitive racial remarks from: Senior Administrators
	HAREXP07	
	HAREXP08	
	HAREXP09	
	HAREXP10	
		Heard other types of insensitive or disparaging remarks from: Heard other insensitive remarks from: Faculty Heard other insensitive remarks from: Staff Heard other insensitive remarks from: Students Heard other insensitive remarks from: Senior Administrators
	HAREXP11	
	HAREXP12	
	HAREXP13	
	HAREXP14	
17		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
18		How satisfied are you with the following aspects of your job? 1=Not Applicable/No Experience 2=Very Dissatisfied 3=Dissatisfied 4=Neutral 5=Satisfied 6=Very Satisfied
	JOBSATIS01	Job Satisfaction: Autonomy and independence
	JOBSATIS02	Job Satisfaction: Collegiality among staff
	JOBSATIS03	Job Satisfaction: Competence of colleagues
	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
	JOBSATIS07	Job Satisfaction: Overall job satisfaction
	JOBSATIS08	Job Satisfaction: Professional relationships with colleagues
	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
	JOBSATIS14	Job Satisfaction: Tolerance of different staff opinions and beliefs
	JOBSATIS15	Job Satisfaction: Workspace
	JOBSATIS17	Job Satisfaction: Job security
19		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)

Question	Variable Name	Variable Description
	JOBSTATS22 JOBSTATS23	Amount of paid time off: Job Satisfaction: Vacation time Job Satisfaction: Sick leave
20	INSTPRIORITY03 INSTPRIORITY07 INSTPRIORITY08 INSTPRIORITY09 INSTPRIORITY10 INSTPRIORITY11 INSTPRIORITY12	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 Inst Priority: Increase or maintain institutional prestige Inst Priority: Create and sustain partnerships with surrounding communities Enhance diversity on campus Investment in the professional development of staff Consider staff views in institutional decision-making Improve or maintain the physical appearance of campus (e.g., landscaping, cleanliness) Build or modernize campus facilities (e.g., new buildings or remodeling)
21	SUPERVISOR01 SUPERVISOR02 SUPERVISOR03 SUPERVISOR04 SUPERVISOR05 SUPERVISOR06	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 Supervisor: Supports my professional development 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-related trainings or workshops 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 STRESS14 STRESS04 STRESS05 STRESS06 STRESS07 STRESS08 STRESS09 STRESS10 STRESS11 STRESS12 STRESS13 STRESS15 STRESS16 STRESS17 STRESS18 STRESS19 STRESS20 STRESS21	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: My mental health and/or emotional wellbeing 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 your department/unit Stress: Physical demands of the job Stress: Relationship with supervisor Stress: Relationship with co-workers Stress: Physical work environment Stress: Workplace safety Stress: Students Stress: Parking Stress: Commuting

Question	Variable Name	Variable Description
	STRESS22	Stress: Disconnect between my personal political beliefs and the dominant views on campus
25	STUDINT	How frequently does your job/position require you to interact with students? 1=Never 2=Seldom 3=Sometimes 4=Often 5=Very Often
26	VOLUNTINT	How frequently do you voluntarily interact with students? 1=Never 2=Seldom 3=Sometimes 4=Often 5=Very Often
27	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
28	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 degree 8=Master's degree 9=Doctoral or professional degree
29	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	Other Language: [Free response]
	COMFORTLANG_TEXT2	Equally comfortable with English and Other Language [Free response]
30	DISABL01 DISABL02 DISABL03 DISABL04 DISABL05 DISABL06 DISABL07	Do you have any of the following? 1=No 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
31	POLIVIEW	How would you characterize your political views? 1=Far right 2=Conservative 3=Middle-of-the-road 4=Liberal 5=Far left
32	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
33	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
34	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



Question	Variable Name	Variable Description
		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]
35	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
36	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
37	CAREGIVER	Are you serving as a caregiver for another adult (e.g., parent, other relative)? 1=No 2=Yes
38	FEEDBACK	Is there anything else you would like to share about your experiences as a staff member at this institution?
<b>Optional Questions</b>		
		Optional Questions 1=A 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



Question	Variable Name	Variable Description
<b>Aggregated/Generated Variables</b>		
	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=Black 4=Hawaiian 5=Hispanic - any race 6=White 7=Two or more races 8=Unknown
	SEXIMP	Sex imputed 1=No 2=Yes
	SURVTYPE	Survey Type 1=Web submitted 2=Web partial
<b>Institutional Characteristics</b>		
	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 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



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