



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	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=Other [Free response] (e.g., Postdoctoral Researcher, Affiliate, Courtesy Staff)
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</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

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5		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
	EMPLOYYS1 EMPLOYYS2	At this institution In your current position
6	TRANSGENDER	Do you identify as transgender? 1=No 2=Yes
7	GENDERIDENTITY	What is your current gender identity? 1=Man/Trans man 2=Woman/Trans woman 3=Genderqueer/Gender non-conforming 4=Identity not listed above (please state); [Free response]
7a	GENDERIDENTITY_TEXT	Current gender identity: [Free response]
8	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



Question	Variable Name	Variable Description
		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
		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



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9	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]
9a	LGBTQIDEN_TEXT	Sexual orientation: [Free response]
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 <u>American Indian or Alaska Native</u> American Indian or Alaska Native <u>Asian</u> East Asian (e.g. Chinese, Japanese, Korean, Taiwanese) Filipino/o/x Southeast Asian (e.g. Cambodian, Vietnamese, Hmong) South Asian (e.g. Indian, Pakistani, Nepalese, Sri Lankan) Other Asian <u>Black</u> African American/Black African Caribbean Other Black <u>Native Hawaiian or Other Pacific Islander</u> Native Hawaiian or Other Pacific Islander <u>Hispanic or Latina/o/x</u> Mexican American/Chicana/o/x Puerto Rican Central American South American Other Hispanic or Latina/o/x <u>Middle Eastern</u> Middle Eastern <u>White</u> European Other White <u>Other</u> Other
11	CMPSAT02 CMPSAT04 CMPSAT05 CMPSAT06 CMPSAT07 CMPSAT08 CMPSAT09 CMPSAT10 CMPSAT11 CMPSAT12 CMPSAT13 CMPSAT14 CMPSAT15 CMPSAT16 CMPSAT17 CMPSAT18	Please rate your satisfaction with your institution in each area: 1=Can't Rate 2=Very Dissatisfied 3=Dissatisfied 4=Neutral 5=Satisfied 6=Very Satisfied Satisfaction: Overall sense of community among students, staff, and faculty 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</u> for: 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>Timeliness</u> of Administrative responses to: Satisfaction: Administrative responses to: Campus emergencies Satisfaction: Administrative responses to: Sexual assault Satisfaction: Administrative responses to: Discrimination/bias <u>Outcome</u> of Administrative responses to: Satisfaction: Administrative responses to: Campus emergencies Satisfaction: Administrative responses to: Sexual assault Satisfaction: Administrative responses to: Discrimination/bias



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12	INSTOPND01 INSTOPND02 INSTOPND03 INSTOPND04 INSTOPND05 INSTOPND06	<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=Can't Rate/Don't Know 2=Strongly Disagree 3=Disagree 4=Agree 5=Strongly Agree</p> <p>Inst Opinion: Faculty respect staff Inst Opinion: Staff concerns are considered when making policy Inst Opinion: Staff respect each other Inst Opinion: Staff respect the faculty Inst Opinion: Students respect staff 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 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 Climate Opinion: Effectively communicates information about employee compensation and benefits</p>
14	INSTOPN01 INSTOPN02 INSTOPN03 INSTOPN04	<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 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 Inst Opinion: I feel a sense of belonging to this campus</p>
15		<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>



Question	Variable Name	Variable Description
	CONSACTION01 CONSACTION02 CONSACTION03 CONSACTION04	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 events focused on diversity (e.g., presentations, performances, art exhibits, debates)
16	HAREXP02 HAREXP03 HAREXP05 HAREXP04 HAREXP06 HAREXP07 HAREXP08 HAREXP09 HAREXP10	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 Act: Assisted a student with a problem about discrimination Act: Witnessed discrimination Act: Reported an incident of discrimination to a campus authority Act: Been sexually harassed Act: Reported an incident of sexual harassment to a campus authority Heard insensitive or disparaging remarks about race/ethnicity 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
17	HARFORM01 HARFORM02 HARFORM03 HARFORM04 HARFORM05 HARFORM06 HARFORM07 HARFORM08 HARFORM09 HARFORM10 HARFORM11 HARFORM12	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/Gender identity 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 Discrim Experience: Parent/guardian status
18	JOBSATIS01 JOBSATIS02 JOBSATIS03 JOBSATIS04 JOBSATIS05 JOBSATIS06 JOBSATIS17 JOBSATIS07 JOBSATIS08 JOBSATIS09 JOBSATIS10 JOBSATIS11 JOBSATIS12 JOBSATIS13 JOBSATIS14 JOBSATIS15	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 Job Satisfaction: Autonomy and independence Job Satisfaction: Collegiality among staff Job Satisfaction: Competence of colleagues Job Satisfaction: Departmental support for work-life balance Job Satisfaction: Flexibility in relation to family matters or emergencies Job Satisfaction: Institutional support for work-life balance Job Satisfaction: Job security 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

Question	Variable Name	Variable Description
19	<p>JOBSATIS16</p> <p>JOBSATIS21</p> <p>JOBSATIS18</p> <p>JOBSATIS19</p> <p>JOBSATIS20</p>	<p>Please rate your satisfaction with:</p> <p>1=Not Eligible</p> <p>2=Very Dissatisfied</p> <p>3=Dissatisfied</p> <p>4=Neutral</p> <p>5=Satisfied</p> <p>6=Very Satisfied</p> <p>Job Satisfaction: Quality of health benefits</p> <p>Job Satisfaction: Cost of health benefits</p> <p>Job Satisfaction: Retirement benefits</p> <p>Job Satisfaction: Salary</p> <p>Job Satisfaction: Extended leave policies (e.g., paternity/maternity leave, caring for a family member, medical leave)</p>
	<p>JOBSATIS22</p> <p>JOBSATIS23</p>	<p>Amount of paid time off:</p> <p>Job Satisfaction: Vacation time</p> <p>Job Satisfaction: Sick leave</p>
20	<p>INSTPRIORITY03</p> <p>INSTPRIORITY07</p> <p>INSTPRIORITY08</p> <p>INSTPRIORITY09</p> <p>INSTPRIORITY10</p> <p>INSTPRIORITY11</p> <p>INSTPRIORITY12</p>	<p>To what extent is each of the following currently a priority at this institution?</p> <p>1=Can't Rate/Don't Know</p> <p>2=Not a Priority</p> <p>3=Low Priority</p> <p>4=Medium Priority</p> <p>5=High Priority</p> <p>6=Highest Priority</p> <p>Institutional Priority: Increase or maintain institutional prestige</p> <p>Institutional Priority: Create and sustain partnerships with surrounding communities</p> <p>Institutional Priority: Enhance diversity on campus</p> <p>Institutional Priority: Investment in the professional development of staff</p> <p>Institutional Priority: Consider staff views in institutional decision-making</p> <p>Institutional Priority: Improve or maintain the physical appearance of campus (e.g., landscaping, cleanliness)</p> <p>Institutional Priority: Build or modernize campus facilities (e.g., new buildings or remodeling)</p>
21	<p>SUPERVISOR01</p> <p>SUPERVISOR02</p> <p>SUPERVISOR03</p> <p>SUPERVISOR04</p> <p>SUPERVISOR05</p> <p>SUPERVISOR06</p>	<p>Indicate the extent to which you agree or disagree with each of the following. My supervisor:</p> <p>1=Disagree Strongly</p> <p>2=Disagree</p> <p>3=Agree</p> <p>4=Agree Strongly</p> <p>Supervisor: Supports my professional development</p> <p>Supervisor: Sets unrealistic expectations for my job</p> <p>Supervisor: Demonstrates a commitment to diversity and inclusion</p> <p>Supervisor: Provides me with feedback that assists me in performing my job responsibilities</p> <p>Supervisor: Advocates for me</p> <p>Supervisor: Lacks the skills or knowledge to support me in my job</p>
22	<p>PROFDEVELOP01</p> <p>PROFDEVELOP02</p> <p>PROFDEVELOP03</p> <p>PROFDEVELOP04</p> <p>PROFDEVELOP05</p> <p>PROFDEVELOP06</p> <p>PROFDEVELOP07</p> <p>PROFDEVELOP08</p> <p>PROFDEVELOP09</p> <p>PROFDEVELOP10</p>	<p>During the past year, have you participated in any of the following opportunities provided by this institution:</p> <p>1=Not Available</p> <p>2=Not Eligible</p> <p>3=No</p> <p>4=Yes</p> <p>Professional Development: Diversity-related trainings or workshops</p> <p>Professional Development: Optional technical skill development</p> <p>Professional Development: Leadership development</p> <p>Professional Development: Enhancement of interpersonal skills</p> <p>Professional Development: Job benefits training</p> <p>Professional Development: Public safety/security training</p> <p>Professional Development: Health and wellness programs</p> <p>Professional Development: Mentorship</p> <p>Professional Development: Networking events</p> <p>Professional Development: Policy and procedure training</p>



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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 STRESS22 STRESS23	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 emotional well-being 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 Stress: Disconnect between my personal political beliefs and the dominant views on campus Stress: Planning for retirement



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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 (B.A., B.S., etc.) 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.)
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=Permanent legal resident (Green Card) 4=U.S. citizen



Question	Variable Name	Variable Description
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 14=Presbyterian 15=Quaker 16=Roman Catholic 17=Seventh-day Adventist 18=United Church of Christ/Congregational 19=Other Christian 20=Other Religion(s)/Belief(s) (please specify) 21=None
	RELIGION_TEXT	Other Religion(s)/Belief(s) (please specify): [Free response]



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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?
39	FEEDBACK_SURVEY	Do you have any feedback about this survey and how it might be improved?
40	CONSENT	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.
Optional Questions		
	OPT01 OPT02 OPT03 OPT04 OPT05 OPT06 OPT07 OPT08 OPT09 OPT10 OPT11 OPT12 OPT13 OPT14 OPT15 OPT16 OPT17 OPT18 OPT19 OPT20	Optional Questions 1=A 2=B 3=C 4=D 5=E Optional Question 1 Optional Question 2 Optional Question 3 Optional Question 4 Optional Question 5 Optional Question 6 Optional Question 7 Optional Question 8 Optional Question 9 Optional Question 10 Optional Question 11 Optional Question 12 Optional Question 13 Optional Question 14 Optional Question 15 Optional Question 16 Optional Question 17 Optional Question 18 Optional Question 19 Optional Question 20



Question	Variable Name	Variable Description
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=Native American/Alaska Native 2=Asian 3=Native Hawaiian/Pacific Islander 4=Black 5=Latino 6=White 7=Other 8=Multiracial 9=Unknown
	SEXIMP	Sex imputed 1=No 2=Yes
	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 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