

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
		Student Life/Services
		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
		Leadership and Diversity
		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
1a	DEPTDISC_TEXT	Other Unit: [Free response]
2	CAREER	Please indicate your career.
		01=Actor or Entertainer
		02=Artist
		03=Graphic Designer
		04=Musician
		05=Writer/Producer/Director
		06=Farmer or Forester



Question	Variable Name	Variable Description
		07=Natural resource specialist/environmentalist
		08=Accountant
		09=Administrative Assistant
		10=Business Manager/Executive
		11=Business Owner/Entrepreneur
		12=Finance (e.g., Actuary, Banking, Loan Officer, Planner)
		13=Human Resources
		14=Management Consultant
		15=Real Estate Agent/Realtor/Appraiser/Developer
		16=Retail Sales
		17=Sales/Marketing
		18=Sports Management
		19=Advertising



Question	Variable Name	Variable Description
	CAREER (con't)	20=Journalist
		21=Public Relations/Media Relations
		22=College Administrator/Staff
		23=College Faculty
		24=Early Childcare Provider
		25=Elementary School Teacher
		26=K-12 Administrator
		27=Librarian
		28=Secondary School Teacher in a non-STEM subject
		29=Secondary School Teacher in Science, Technology, Engineering, or Math (STEM)
		30=Teacher's Assistant/Paraprofessional
		31=Other K-12 Professional
		32=Federal/State/Local Government Official
		33=Military
		34=Postal Worker
		35=Protective Services (e.g., Homeland Security, Law Enforcement, Firefighter)
		36=Clinical Psychologist
		37=Dentist/Orthodontist
		38=Dietitian/Nutritionist
		39=Home Health Care Worker
		40=Medical/Dental Assistant (e.g., Hygienist, Lab Tech, Nursing Asst.)
		41=Medical Doctor/Surgeon
		43=Optometrist
		44=Pharmacist
		46=Registered Nurse
		48=Therapist (e.g., Physical, Occupational, Speech)
		49=Veterinarian
		50=Computer Programmer/Developer
		51=Computer Systems Analyst
		52=Web Designer
		53=Lawyer/Judge
		54=Paralegal
		55=Engineer
		56=Research Scientist (e.g., Biologist, Chemist, Physicist)
		57=Urban Planner/Architect
		58=Custodian/Janitor/Housekeeper
		59=Food Service (e.g., Chef/Cook, Server)
		60=Hair Stylist/Aesthetician/Manicurist
		61=Interior Designer
		62=Skilled Trades (e.g., Plumber, Electrician, Construction)
		63=Social/Non-Profit Services
		64=Clergy
		65=Other
2a	CAREER_TEXT	Career [free text response]
2a 3	STAFFRANK	What best describes your role?
Ŭ		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
		5=Other [Free response] (e.g., Postdoctoral Researcher, Affiliate, Courtesy Staff)
30		Your role: [Free response]
3a 4	STAFFRANK_TEXT	Are you a:
4	FULLSTAT	
		1=Part-time, temporary/contract employee
		2=Part-time, permanent employee



Question	Variable Name	Variable Description
5	PAYTYPE	How are you compensated for your work?
		1=Salaried (exempt)
		2=Hourly (non-exempt), eligible for overtime pay



Question	Variable Name	Variable Description
Question 6	DIRECTREPORT	How many direct reports do you have (excluding student employees)?
U	DIRECTREPORT	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		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
8	EMPLOYYRS2	Including your current position, how many years of full-time work experience do you have?
õ	EMPLOYYRSFT	1=Less than one year
		2=1-2 years
		3=3-5 years
		4=6-10 years
		5=11-15 years
		6=More than 15 years
9	TRANSGENDER	Do you identify as transgender?
		1=No
		2=Yes
10	GENDERIDENTITY	What is your current gender identity?
		1=Man/Trans man
		2=Woman/Trans woman
		3=Non-binary
		4=Genderqueer/Gender non-conforming
		5=Identity not listed above (please state): [Free response]
10a	_	Current gender identity: [Free response]
11	YRBIRTH	In what year were you born?
		1=1917 2=1918
		3=1919
		4=1920 5=1921
		6=1922
		7=1923
		8=1924
		8=1924 9=1925
		8=1924 9=1925 10=1926
		8=1924 9=1925 10=1926 11=1927
		8=1924 9=1925 10=1926 11=1927 12=1928
		8=1924 9=1925 10=1926 11=1927 12=1928 13=1929
		8=1924 9=1925 10=1926 11=1927 12=1928 13=1929 14=1930
		8=1924 9=1925 10=1926 11=1927 12=1928 13=1929 14=1930 15=1931
		8=1924 9=1925 10=1926 11=1927 12=1928 13=1929 14=1930 15=1931 16=1932
		8=1924 9=1925 10=1926 11=1927 12=1928 13=1929 14=1930 15=1931 16=1932 17=1933
		8=1924 9=1925 10=1926 11=1927 12=1928 13=1929 14=1930 15=1931 16=1932 17=1933 18=1934
		8=1924 9=1925 10=1926 11=1927 12=1928 13=1929 14=1930 15=1931 16=1932 17=1933 18=1934 19=1935
		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
		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
		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





Question	Variable Name	Variable Description
		24=1940
		25=1941
		26=1942
		27=1943
		28=1944
		29=1945
		30=1946
		31=1947
		32=1948
		33=1949
		34=1950



Question	Variable Name	Variable Description
Guestion	- vanable Name	35=1951
		36=1952
		37=1953
		38=1954
		39=1955
		40=1956
	YRBIRTH (con't)	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
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		67=1983
		68=1984
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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
12	LGBTQIDEN	How do you self-identify?
		1=Heterosexual/Straight
		2=Asexual
		3=Bisexual
1	I	· · · · · · · · · · · · · · · · · · ·



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14			4=Gay
Product         Product scale of Price segonal           12a         LGETODEN, TEXT         Read straining on Price segonal           13         Price do you affecting?           14         Price do you affecting?           15         Price do you affecting?           16         Price do you affecting?           17         Price do you affecting?           18         Price do you affecting?			5=Lesbian
Image: Proceedings of Control Status and Status Proceedings of Control Proceeding of Control Proceedings of Control Proceedings of Contro			6=Pansexual
13         LGETODEN, TEXT         Securit Generation (Free respond)           13         Hod Synu safefaders         Hod Synu safefaders           14         RACED1         Hod Synu safefaders           15         Hod Synu safefaders         Alland           2-Nutration         Alland and Xalas Malve         Alland           RACED1         Kenetics in Indian or Allasta Malve         Alland           RACED3         East Allan (e.g. Chinese, Japanese, Korsun, Talvanese)         Filled Status           RACED3         Southeast Allan (e.g. Cambodian, National, Negatewa, Si Landan)         Black           RACED3         Southeast Allan (e.g. Cambodian, National, Negatewa, Si Landan)         Other Alland           RACED3         Camboard         African AmericanBlack         Malore           RACED3         Camboard         Camboard         Malore           RACED3         Camboard         Camboard         Malore           RACED3         Camboard         Camboard         Malore           RACED4         Other Allandia         Malore         Malore           RACED3         Camboard         Malore         Malore           RACED4         Malore AmericanBlack         Malore         Malore           RACED4         Malore Eastern			7=Queer
13     Hear & you saf-Kenky?       1-Not munked     2-Marked       2-Marked     American Indian or Alaska Native       RACED1     Minetical Indian or Alaska Native       RACED2     Eak Asin (e.g. Chinese, Japanese, Kroan, Taivaneee)       RACED3     Filipinatvi,       RACED4     Suthest Asin (e.g. Chinese, Japanese, Kroan, Taivaneee)       RACED5     Suthest Asin (e.g. Cambodan, Ventamese, Hinorg)       RACED6     Suthest Asin (e.g. Cambodan, Ventamese, Hinorg)       RACED7     African American/Black       RACED8     Cambodan       RACED9     Cambodan       RACE10     Nather Havalian or Other Pacific Islander.       RACE11     Hastamic or Latinato's       Hastamic or Latinato's     Hastamic or Latinato's       RACE11     Hastamic or Latinato's       RACE11     Racena       RACE11     Racena       RACE12     Cambodan       RACE13     Fare factam       RACE14     Fare factam       RACE15     Chert Panneric Chambolics       Bace     Statistican Relia and the developed of the statistican relia and the developed of the statistican Relia an			8=Not listed above [Free response]
1-Not marked           2-Marked           American Indian or Alaska Nature           RACE30         Esti Alasin (e.g. Cambodian, Vetramese, Imorog)           RACE30         South Asin (e.g. Cambodian, Vetramese, Imorog)           RACE30         South Asin (e.g. Cambodian, Vetramese, Imorog)           RACE30         Other Asin           RACE30         Other Asin           RACE30         Other Asin           RACE30         Other Macini and Chara Rature Nature           RACE30         Other Macini and Chara Rature           RACE31         Nature Macanian or Other Pacific Islandor           RACE32         Other Macini Chara Rature           RACE33         Patter Nature           RACE34         Other Pacific Islandor           RACE35         South Anarican           RACE34         Other Macini Characian           RACE35         South Anarican           RACE36         Other Macini Characian           RACE37         Macini Characian           RACE38         Other Macini Charature	12a	LGBTQIDEN_TEXT	Sexual orientation: [Free response]
14     Advanced matrice Indian of Alaxia Native       American Indian of Alaxia Native       RACED1     American Indian of Alaxia Native       BACED22     Esci Alaxin (e.g. Chinote, Japanese, Krosn, Talwanese)       RACED3     Filipmabol       RACED3     Southeast Alaxin (e.g. Chinote, Japanese, Krosn, Talwanese)       RACED3     Southeast Alaxin (e.g. Chinote, Japanese, Sri Lankan)       RACED3     Southeast Alaxin (e.g. Chinote, Japanese, Sri Lankan)       RACED3     Southeast Alaxin (e.g. Chinote, Japanese, Sri Lankan)       RACED3     African       Back     Southeast Alaxin (e.g. Chinote, Japanese, Sri Lankan)       RACED3     African       RACED3     African       RACED3     Calibbaan       RACED3     Calibbaan       RACED3     Calibbaan       RACED3     Matrice Instance Other Peolific Islander       RACED3     Matrice Instance       RACE14     Matrice Instance       RACE15     Matrice Instance       RACE16     Matrice Instance       Matrice Instance     Matrice Instance       RACE17     European       RACE18     Matrice Instance       Matrice Instance     Matrice Instance       RACE19     Chine Japanese sport/	13		How do you self-identify?
And/field         Antician Indian on Asala Native           Asian         Asian           PACED1         Asian           PACED2         Enst Asain (e.g. Christele, Inproneek, Korsan, Talwanese)           PACED3         South Asain (e.g. Christele, Inproneek, Korsan, Talwanese)           PACED4         South Asain (e.g. Christele, Inproneek, Korsan, Talwanese)           PACED4         South Asain (e.g. Christele, Inproneek, Korsan, Talwanese)           PACED4         South Asain (e.g. Christele, Inproneek, Korsan, Talwanese)           PACED5         South Asain (e.g. Christele, Inproneek, Korsan, Talwanese)           PACED6         Other Asain           PACED6         Other Asain           PACED6         Other Asain           PACED7         African American Other Pacific Islander           PACED8         African American Other Pacific Islander           PACED9         Mather Mawaian or Other Pacific Islander           PACED1         Materian American Other Asain           PACED1         Christe Islander           PacED1         Materian           PACED12         Mam			1=Not marked
RACED1     American Indian or Alaska Native       Nation     Aution       RACED2     East Avain (e.g. Chinesu, Japanesu, Kornan, Taiwanesa)       RACED3     Filipinabox       RACED65     Southwark Avain (e.g. Cambodian, Vehtnamese, Hrong)       RACED65     Southwark Avain (e.g. Cambodian, Vehtnamese, Hrong)       RACED67     Southwark Avain (e.g. Chinese, Japanese, Shi Lankan)       RACED7     Other Avain Cambodian, Pakistani, Negalises, Shi Lankan)       RACED7     African American/Black       RACED7     Camboban       RACED7     Camboban       RACED7     Native Havaina on Other Pacific Islander.       RACE10     Other Internation's       RACE11     Native Havaina on Other Pacific Islander.       RACE12     Paton Ration       RACE13     Other Internation's       RACE14     Central American       RACE15     Other Internation's       RACE16     Middle Estam       RACE17     Maddle Estam       RACE18     Other Internatin Natinguing Avained Avained Avained Avained Avained Avained Avai			2=Marked
Asian         Asian           RACED2         East Axan (e.g. Chinese, Japanese, Korean, Talwanese)           RACED3         Filipinadox           RACED4         Southeraak raken (e.g. Cambodian, Vehramese, Horong)           RACED5         Southeraak raken (e.g. Cambodian, Vehramese, Horong)           RACED6         Other Asian           Back         Back           RACED7         African American/Block           RACED8         African           RACED8         African           RACED8         African           RACED8         African           RACED8         African           RACED8         African           RACED8         Other Back           RACE10         Other Back           RACE11         Network American           RACE13         Puefs Rican           RACE13         Puefs Rican           RACE13         Puefs Rican           RACE14         Madue Estatum           RACE15         Madue Estatum           RACE16         Madue Estatum           RACE17         European           RACE18         Madue Estatum           RACE19         Other           RACE19         Other			American Indian or Alaska Native
Image: Process Proces Process Process Process Process Process Process Process		RACE01	American Indian or Alaska Native
RACE30     Filmatoxic og Combodian, Vietnamese, Hmong)       RACE30     South sakn (og Lindan, Pakistan), Nepalese, Sri Lankan)       RACE30     Other Asian       RACE30     Other Asian       RACE30     African       RACE30     African       RACE30     Cambodian       RACE30     Cambodian       RACE31     Patient Asian       RACE31     Patient Bandor       Hissenic on Chiter Pacific Islander       RACE12     Mexicon American       RACE13     Puter Reace       RACE14     Central American       RACE15     European       RACE17     European       RACE18     Other While       RACE19     Chiter Asian       RACE19     Chiter Asian       RACE19     Satisfactor: Asian and ethric diversity of the galafi       CMPSAT04 <td></td> <td></td> <td>Asian</td>			Asian
RACEDA RACEDA RACEDS         South Asian (e.g. cambodian, Vietnamese, Hmong)           RACEDS         South Asian (e.g. indem, Pakistani, Nepalese, Sri Lankam)           RACEDS         Other Asian           RACEDS         Other Asian           RACEDS         African Amorican/Black           RACEDS         Cambodian           RACEDS         Other Stack           RACE12         Mexican American/Charadiak           RACE13         Purtor Rican           RACE14         Central American           RACE15         Other Hispanic or Latinalo/x           Middle Eastern         Middle Eastern           RACE16         Other           RACE17         Europaon           RACE18         Other           Other         Other           RACE19         Other           RACE19         Other           RACE19         Other           RACE19         Other <t< td=""><td></td><td>RACE02</td><td>East Asian (e.g. Chinese, Japanese, Korean, Taiwanese)</td></t<>		RACE02	East Asian (e.g. Chinese, Japanese, Korean, Taiwanese)
RACEDS     Subh Asian (a.g. indian, Pakistani, Nepalose, Sri Lankan)       RACEDS     Other Asian       Back     Back       RACEDS     African American/Black       RACEDS     Caribbean       RACEDS     Caribbean       RACEDS     Caribbean       RACED     Delter Back       RACED     Televe Havaiian or Other Pacific Islander       RACEDS     Matter Havaiian or Other Pacific Islander       RACEDS     Matter Havaiian or Other Pacific Islander       RACEDS     Other Facenico (Telenolock       RACEDS     South American       RACEDS     South American       RACEDS     Other Hispenic or Latinelock       RACEDS     Other Hispen		RACE03	Filipina/o/x
RACE06     Other Asian       Black     African American/Black       RACE07     African American/Black       RACE08     African       RACE00     Caribbean       RACE10     Other Black       Mation Examinar Other Pacific Islander.       Native Hawaiian or Other Pacific Islander.       Hispanic or Latinaloix       Mateir Hawaiian or Other Pacific Islander.       Hispanic or Latinaloix       Maceira       RACE13       Puerto Rican       RACE44       Cortel American       RACE15       Other Hispanic or Latinaloix       Mateir Examination       RACE16       Middle Exatern       Mace Exatern       RACE19       Other White       Other Vibre       RACE19       Other Vibre       Paceteige Statistical       2-Very Dissatistical       2-Very Dissatistical       2-Very Dissatistical       2-Very Dissatistical       2-Very Dissatistical		RACE04	Southeast Asian (e.g. Cambodian, Vietnamese, Hmong)
Back       RACE07     African American/Black       RACE08     Caribbaan       RACE08     Caribbaan       RACE01     Other Black       RACE11     Native Havaiian or Other Pacific Islander       Historia Cultinology     Historia Cultinology       RACE12     Mexican American/Oricanalox       RACE13     Puetor Rean       RACE14     Central American       RACE13     Puetor Rean       RACE14     Central American       RACE15     Other Hispanic or Latinology       RACE16     Middle Eastern       Middle Eastern     Middle Eastern <td></td> <td>RACE05</td> <td>South Asian (e.g. Indian, Pakistani, Nepalese, Sri Lankan)</td>		RACE05	South Asian (e.g. Indian, Pakistani, Nepalese, Sri Lankan)
RACE07     African American/Black       RACE08     African       RACE08     Carlobean       RACE10     Other Black       RACE10     This Havaian or Other Pacific Islander.       RACE11     Native Havaian or Other Pacific Islander.       RACE12     Maxican AmericanOhicanalok       RACE13     Puero Roan       RACE14     Control American       RACE14     Control American       RACE15     South American       RACE16     Other Hispanic or Latinalok       Middle Eastern     Middle Eastern       Middle Eastern     Middle Eastern       Middle Eastern     Other       RACE19     Other       Other     Other Other       RACE19     Other       NACE19     Other       RACE19     Other Other       RACE19     Other       RACE19     Other Vite       Substandic downsh your institution in each area:     1       124     Satisfacto: Racial and ethnic diversity of the faculty       CMPSAT04     Satisfacto: Racial and ethnic diversity of the faculty       CMPSAT05     Satisfacto: Racial and ethnic diversity of the faculty       CMPSAT05     Satisfacto: Commitment to hing women       CMPSAT06     Satisfacto: Commitment to hing women       CMPSAT078     Satisf		RACE06	Other Asian
PACE09     African       PACE09     Carbbean       RACE10     Other Block       RACE11     Native Havalian or Other Pacific Islander       Historia or Other Pacific Islander     Historia or Other Pacific Islander       Historia or Other Pacific Islander     Historia or Other Pacific Islander       Historia or Other Pacific Islander     Historia or Other Pacific Islander       Historia or Other Pacific Islander     Historia or Other Pacific Islander       Historia or Other Pacific Islander     Historia or Other Pacific Islander       RACE12     Moxican American/Otheraalo/x       RACE13     Puetor Rican       RACE15     Other Historia or Latinalo/x       RACE16     Middle Eastern       Middle Eastern     Middle Eastern       Middle Eastern     Middle Eastern       RACE19     Other       RACE19     Other       RACE19     Other       RACE19     Other       RACE19     Other       Satisfied     Satisfied       4     Native Issue and enhore diversity of the faculty       CMPSAT04     Satisfaction: Racia and ethnic diversity of the faculty       CMPSAT05     Satisfaction: Racia and ethnic diversity of the faculty       CMPSAT04     Satisfaction: Racia and ethnic diversity of the faculty       CMPSAT05     Satisfaction: Racia and ethn			Black
Image: Process of the second of the secon		RACE07	African American/Black
RACE 10     Other Black       Native Havaian or Other Pacific Islander       Native Havaian or Other Pacific Islander       Hispanic or Latinalo/x       RACE 11     Native Havaian or Other Pacific Islander       Hispanic or Latinalo/x       RACE 12     Mexican American(Chicanalok       RACE 13     Puerto Rican       RACE 14     Central American       RACE 15     Other Hispanic or Latinalok       RACE 16     Middle Eastern       Middle Eastern     Middle Eastern       Middle Eastern     Middle Eastern       RACE 17     European       RACE 18     Other White       RACE 19     Other       RACE 19     Satisfacton: Racial and ethnic diversity of the faculty		RACE08	African
Numerical     Native Havailan or Other Pacific Islander       RACE 11     Native Havailan or Other Pacific Islander       Higgsnör or Latina/ok       RACE 12     Mexican American/Chicanalo'x       RACE 13     Puerto Rican       RACE 14     Central American/Chicanalo'x       RACE 15     Other Higgsnic or Latina/ok       RACE 16     Middle Eastern       Middle Eastern     Middle Eastern       RACE 17     European       RACE 18     Other Vinite       RACE 19     Other Vinite       RACE 19     Other Vinite       RACE 19     Other Jesse specify       RACE 19     Other       RACE 19     Other       RACE 19     Other visitstorin in each area:       14     Pease rate your satisfaction with your institution in each area:       14     Pease rate your satisfaction with your institution in each area:       14     Pease rate your satisfaction with your institution in each area:       14     Satisfaction: Racial and ethnic diversity of the faculty       CMPSAT04     Satisfaction: Racial and ethnic diversity of the faculty       CMPSAT05     Satisfaction: Racial and ethnic diversity of the faculty       CMPSAT06     Satisfaction: Commitment to hiring unorean cascial ethnic diversity of the faculty       CMPSAT08     Satisfaction: Commitment to hiring unorean cascial ethnic minori		RACE09	Caribbean
RACE 11     Native Hewaiian or Other Pacific Islander       Hispanic or Latina/ok       RACE 12     Mexican American/Chicana/o/x       RACE 13     Puerto Rican       RACE 14     Central American/Chicana/o/x       RACE 15     Suth American       RACE 16     Other Hispanic or Latina/o/x       Middle Eastern     Middle Eastern       RACE 17     European       RACE 18     Middle Eastern       RACE 19     Other White       Comer     Differ       RACE 19     Other       RACE 10     Other Vervi Satisfacto       RACE 19     Other       RACE 19     Other       RACE 10     Satisfacton: Racial and ethnic diversity of the faculty       Satisfacton: Racial and ethnic diversity of the faculty       CMPSAT04     Satisfacton: Racial and ethnic diversity of the faculty       CMPSAT05     Satisfacton: Racial and ethnic diversity of the faculty       CMPSAT04     Satisfacton: Racial and ethnic diversity of the faculty       CMPSAT05     Satisfacton: Ra		RACE10	Other Black
Hispanic of Latinalo/z       RACE12     Maxican American/Chicanal/o/x       RACE13     Puerto Rican       RACE14     Central American       RACE15     South American       RACE16     South American       RACE17     United Eastern       Madie Eastern     Middle Eastern       MACE18     Other White       RACE19     Other White       Deter     Other White       RACE19     Other White       RACE19     Other Matein       Vite     14       Please rate your satisfaction with your institution in each area:       14     Please rate your satisfaction with your institution in each area:       14     Please rate your satisfaction with your institution in each area:       14     Satisfaction: Racial and ethnic diversity of the faculty       15     Satisfaction: Racial and ethnic diversity of the faculty       16     Satisfaction: Racial and ethnic diversity of the faculty       17     Satisfaction: Racial and ethnic diversity of the staff       18     Satisfaction: Racial and ethnic diversity of the staff       19     Satisfaction: Racial and ethnic diversity of the staff       19     Satisfaction: Racial and ethnic diversity of the staff       10     CMPSAT06     Satisfaction: Commitment to hing women       10     Satisfaction: Commitment to hing			Native Hawaiian or Other Pacific Islander
RACE12     Mexican American/Chicanalo/x       RACE13     Puerto Rican       RACE14     Central American       RACE15     South American       RACE16     Other Hispanic or Latinalo/x       Middle Eastern     Middle Eastern       RACE16     Middle Eastern       White     European       RACE17     European       RACE18     Other White       Other Vhite     Other       RACE19     Other please specify       RACE19     Other please specify       14     Please rate your satisfaction with your institution in each area:       14     -1-Cant Rate       2-Very Disatisfied     3-Disatisfied       3-Disatisfied     -6-Very Satisfied       3-Disatisfied     -6-Very Satisfied       CMPSAT06     Satisfaction: Racial and ethnic diversity of the faculty       CMPSAT05     Satisfaction: Racial and ethnic diversity of the faculty       CMPSAT06     Satisfaction: Racial and ethnic diversity of the faculty       CMPSAT07     Satisfaction: Commitment to hiring women       CMPSAT08     Satisfaction: Commitment to hiring women       CMPSAT08     Satisfaction: Commitment to hiring underrepresented racial/ethnic minorities       Attrasplaterio     Attrasplaterio for:       CMPSAT08     Satisfaction: Atmosphere for: Secual orientation differences		RACE11	Native Hawaiian or Other Pacific Islander
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RACE10       South American         RACE15       Other Hispanic or Latina/o/x         Middle Eastern         RACE16       Middle Eastern         RACE17       European         RACE18       Other White         RACE19       Other         RACE19       Other         RACE19       Other         RACE19       Other         RACE19       Other         RACE19       Other         Please rate your satisfaction with your institution in each area:         14       Please rate your satisfaction with your institution in each area:         14       Satisfaction: Racial and ethnic diversity of the faculty         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 staff         CMPSAT08       Satisfaction: Commitment to hiring women         CMPSAT08       Satisfaction: Commitment to hiring women         CMPSAT08       Satisfaction: Amosphere for: Sexual orientation differences         CMPSAT08       Satisfaction: Amosphere for: Sexual orientation differences         CMPSAT08       Satisfaction: Amosphere for: Sexual orientation differences         CMPSAT09		RACE13	Puerto Rican
Rocc15     Other Hispanic or Latinalo/x       Middle Eastern       Middle Eastern       Middle Eastern       White       RACE16       Middle Eastern       White       RACE17       European       RACE18       Other       RACE19       RACE19       Other       RACE19       RACE19       Other       RACE19       Please rate your satisfaction with your institution in each area:       14       Please rate your satisfaction with your institution in each area:       14       Please rate your satisfaction with your institution in each area:       14       Please rate your satisfaction with your institution in each area:       14       Please rate your satisfaction with your institution in each area:       14       Please rate your satisfaction with your institution in each area:       1-Can't Rat       2=Very Dissatisfied       3=Dissatisfied       6=Very Satisfied       CMPSAT04       Satisfaction: Racial and ethnic diversity of the faculty       CMPSAT05       Satisfaction: Racial and ethnic diversity of the student body       CMPSAT06       Satisfaction: Commitment to hiring women       CMPSAT08       Satisf		RACE14	Central American
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RACE18     Other White Other       RACE19     Other       RACE19     Other, please specify			White
Other         RACE19       Other, please specify		RACE17	European
RACE19       Other         RACE19_TEXT       Other, please specify		RACE18	Other White
RACE19_TEXT       Other, please specify			<u>Other</u>
14       Please rate your satisfaction with your institution in each area:         14       1=Can't Rate         2=Very Dissatisfied         3=Dissatisfied         4=Neutral         5=Satisfied         6=Very 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 student body         CMPSAT07       Satisfaction: Commitment to hiring women         CMPSAT19       Satisfaction: Commitment to hiring underrepresented racial/ethnic minorities         Atmosphere for:       CMPSAT08         CMPSAT09       Satisfaction: Atmosphere for: Sexual orientation differences         CMPSAT09       Satisfaction: Atmosphere for: Political differences         CMPSAT10       Satisfaction: Atmosphere for: Religious differences		RACE19	Other
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2-Very Dissatisfied         3-Dissatisfied         4-Neutral         5=Satisfied         6=Very Satisfied         6         6         6         6         6         6         6         6         6         6         6         6         6         6	14		Please rate your satisfaction with your institution in each area:
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CMPSAT10 Satisfaction: Atmosphere for: Religious differences		CMPSAT09	
CMPSAT11 Satisfaction: Atmosphere for: Gender differences		CMPSAT10	Satisfaction: Atmosphere for: Religious differences
		CMPSAT11	Satisfaction: Atmosphere for: Gender differences



Question	Variable Name	Variable Description
	CMPSAT12	Satisfaction: Atmosphere for: Individuals with disabilities
		Timeliness of Administrative responses to:
	CMPSAT13	Satisfaction: Administrative responses to: Campus emergencies
	CMPSAT14	Satisfaction: Administrative responses to: Sexual assault



Question	Variable Name	Variable Description
	CMPSAT15	Satisfaction: Administrative responses to: Discrimination/bias
		Outcome 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 <u>faculty</u>
	INSTOPND05	Inst Opinion: I feel respected by other staff members
	INSTOPND06	Inst Opinion: I feel respected by <u>students</u>
	INSTOPND07	Inst Opinion: I feel respected by senior administrators
16		Please indicate the extent to which you agree or disagree with the following statements. This institution:
		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
	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
	INSTOPN16	Inst Opinion: Colleagues in my department care about my well-being
	INSTOPN08	Inst Opinion: My professional skills are effectively put to use in this position
	INSTOPN17	Inst Opinion: Other staff members seek me out for my expertise/skills
	INSTOPN18	Inst Opinion: I feel I have to work harder than my colleagues to be perceived as a competent administrator/staff member
	INSTOPN09	Inst Opinion: My role is important to the overall success of my department
	INSTOPN06	Inst Opinion: My job duties are clearly defined
	INSTOPN10	Inst Opinion: I feel comfortable asking questions when I do not know how to approach a job-related task
	INSTOPN05	Inst Opinion: My workload is manageable given the hours I'm scheduled to work
	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
	INSTOPN12	Inst Opinion: I have friendly relationships with colleagues in my department
	INSTOPN13	Inst Opinion: I have friendly relationships with colleagues outside of my department at this institution
	INSTOPN04	Inst Opinion: I feel a sense of belonging to this campus



Question	Variable Name	Variable Description
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



CIRP

Question	Variable Name	Variable Description
		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 the extent to which you agree it is your role to:
		1=Strongly Disagree
		2=Disagree
		3=Agree
		4=Strongly Agree
	UGGOAL18	UG Goal: Encourage students to become agents of social change
	UGGOAL02	UG Goal: Prepare students for employment after college
	UGGOAL03	UG Goal: Prepare students for graduate or advanced education
	UGGOAL04	UG Goal: Develop students' moral character
	UGGOAL05	UG Goal: Provide for students' emotional development
	UGGOAL07	UG Goal: Help students develop personal values
	UGGOAL10	UG Goal: Enhance students' knowledge and appreciation for other racial/ethnic groups
	UGGOAL17	UG Goal: Encourage respect for different beliefs
20		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
		Been sought out by students as a resource due to my:
	HAREXP15	Racial/ethnic identity
	HAREXP16	Gender identity
	HAREXP17	Sexual orientation identity
	HAREXP18	Act: Assisted another staff member with a problem about discrimination
		Been sought out by staff members as a resource due to my:
	HAREXP19	Racial/ethnic identity
	HAREXP20	Gender identity
	HAREXP21	Sexual orientation identity
	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
	-	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
	HAREXP10	Heard insensitive racial remarks from: Senior Administrators
21		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
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Question	Variable Name	Variable Description
	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



Question	Variable Name	Variable Description
	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
21a	HARFORM_TEXT	Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]
22		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)
		Amount of paid time off:
	JOBSATIS22	Job Satisfaction: Vacation time
	JOBSATIS23	Job Satisfaction: Sick leave
23		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 coworkers
	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
	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
23a	JOBSATIS_TEXT	Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]
24	_	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
25		To what extent is each of the following currently a priority at this institution?
		ro mat often lo each of the following currency a priority at this institution:
20		1=Can't Rate/Don't Know



Question	Variable Name	Variable Description
		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)
	INSTPRIORITY12	Institutional Priority: Build or modernize campus facilities (e.g., new buildings or remodeling)
26		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



CIRP

Question	Variable Name	Variable Description
	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
27		During the past year, have you participated in any of the following opportunities provided by this institution:
21		1=Not Available
		2=Not Eligible
		3=No 4=Vez
		4=Yes
	PROFDEVELOP01	Professional Development: Diversity-related trainings or workshops
	PROFDEVELOP02	Professional Development: Optional technical skill development
	PROFDEVELOP03	Professional Development: Leadership development
	PROFDEVELOP04	Professional Development: Enhancement of interpersonal skills
	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
28	UNION	Are you a member of a union?
		1=No
		2=Yes
29		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
	STRESS02	Stress: Child care
	STRESS03	Stress: My physical health
	STRESS14	Stress: My emotional well-being
	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
	STRESS09	Stress: Job security
	STRESS10	Stress: Self-imposed high expectations
	STRESS10 STRESS24	Stress: Self-Imposed high expectations Stress: Completing core job functions on time
	STRESS25	Stress: Competing job priorities/deadlines
	STRESS11	Stress: Increasing work responsibilities
	STRESS12	Stress: Budget cuts in your department/unit
	STRESS13	Stress: Physical demands of the job
	STRESS15	Stress: Relationship with supervisor
	STRESS16	Stress: Relationship with co-workers
	STRESS17	Stress: Physical work environment
	STRESS18	Stress: Workplace safety
	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
29a	STRESS_TEXT	Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]
30	STUDINT	How frequently does your job/position require you to interact with students?



Question	Variable Name	Variable Description
		1=Never
		2=Seldom
		3=Sometimes
		4=Often
		5=Very Often
31	VOLUNTINT	How frequently do you voluntarily interact with students?
		1=Never
		2=Seldom
		3=Sometimes
		4=Often
		5=Very Often
32		Within the next year, how likely are you to leave:
		1=Very Unlikely



Question	Variable Name	Variable Description
		2=Unlikely
		3=Likely
		4=Very Likely
	LEAVEJOB	Your current position
	LEAVEINSTITUTION	This institution
32a	LEAVEJOB_TEXT	Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]
33	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.)
		If HIDEGREE=8, 11, OR 12
33a	HIDEGREE_GRAD	My graduate program prepared me well for my current position:
		1=Strongly Disagree
		2=Disagree
		3=Agree
		4=Strongly Agree
33b	HIDEGREE_EDU	Is your advanced degree in higher education administration, education leadership, or a similar program related to higher education?
		1=No
		2=Yes
•		End
34	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_TEXT	Other Language: [Free response]
35		Do you have any of the following?
35		Do you have any of the following? 1=No
35		
35	DISABL01	1=No 2=Yes Attention deficit/hyperactivity disorder (ADHD)
35	DISABL01 DISABL02	1=No 2=Yes Attention deficit/hyperactivity disorder (ADHD) Chronic illness (e.g., cancer, diabetes, autoimmune disorders)
35	DISABL01 DISABL02 DISABL03	1=No 2=Yes Attention deficit/hyperactivity disorder (ADHD) Chronic illness (e.g., cancer, diabetes, autoimmune disorders) Autism spectrum disorder
35	DISABL01 DISABL02 DISABL03 DISABL04	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)
35	DISABL01 DISABL02 DISABL03 DISABL04 DISABL05	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)
35	DISABL01 DISABL02 DISABL03 DISABL04 DISABL05 DISABL06	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.)
	DISABL01 DISABL02 DISABL03 DISABL04 DISABL05 DISABL06 DISABL07	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
35	DISABL01 DISABL02 DISABL03 DISABL04 DISABL05 DISABL06	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         How would you characterize your political views?
	DISABL01 DISABL02 DISABL03 DISABL04 DISABL05 DISABL06 DISABL07	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         How would you characterize your political views?         1=Far right
	DISABL01 DISABL02 DISABL03 DISABL04 DISABL05 DISABL06 DISABL07	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         How would you characterize your political views?         1=Far right         2=Conservative
	DISABL01 DISABL02 DISABL03 DISABL04 DISABL05 DISABL06 DISABL07	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         How would you characterize your political views?         1=Far right         2=Conservative         3=Middle-of-the-road
	DISABL01 DISABL02 DISABL03 DISABL04 DISABL05 DISABL06 DISABL07	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         How would you characterize your political views?         1=Far right         2=Conservative         3=Middle-of-the-road         4=Liberal
36	DISABL01 DISABL02 DISABL03 DISABL04 DISABL05 DISABL06 DISABL07 POLIVIEW	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         How would you characterize your political views?         1=Far right         2=Conservative         3=Middle-of-the-road         4=Liberal         5=Far left
	DISABL01 DISABL02 DISABL03 DISABL04 DISABL05 DISABL06 DISABL07	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         How would you characterize your political views?         1=Far right         2=Conservative         3=Middle-of-the-road         4=Liberal         5=Far left         Which of the following most accurately describes you?
36	DISABL01 DISABL02 DISABL03 DISABL04 DISABL05 DISABL06 DISABL07 POLIVIEW	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         How would you characterize your political views?         1=Far right         2=Conservative         3=Middle-of-the-road         4=Liberal         5=Far left         Which of the following most accurately describes you?         1=None of the above
36	DISABL01 DISABL02 DISABL03 DISABL04 DISABL05 DISABL06 DISABL07 POLIVIEW	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         How would you characterize your political views?         1=Far right         2=Conservative         3=Middle-of-the-road         4=Liberal         5=Far left         Which of the following most accurately describes you?         1=None of the above         2=In U.S. on visa or work authorization
36	DISABL01 DISABL02 DISABL03 DISABL04 DISABL05 DISABL06 DISABL07 POLIVIEW	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         How would you characterize your political views?         1=Far right         2=Conservative         3=Middle-of-the-road         4=Liberal         5=Far left         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)
36	DISABL01 DISABL02 DISABL03 DISABL04 DISABL05 DISABL06 DISABL07 POLIVIEW	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         How would you characterize your political views?         1=Far right         2=Conservative         3=Middle-of-the-road         4=Liberal         5=Far left         Which of the following most accurately describes you?         1=None of the above         2=In U.S. on visa or work authorization



40         PNA applicablebom in the U.S.           2-VInder 5         38-512           3-13         3-13           39         RELIGION         Current religious profemona           1-Appradic         2-Xhreat           3-Baptat         4-Buddhist           4-Buddhist         3-Baptat           4-Buddhist         5-Church of Christ           6-Eastern Othodox         7-Episopalian           2-Nakest         3-Baptat           4-Buddhist         3-Buddhist           3-Schurch of Christ         6-Eastern Othodox           7-Episopalian         8-Hindu           9-Jewidh         11=Lubrann           12-Nakefoodat         13-Phadaiin           13-Phadaiin         14-Presbyterian           15-Oubler         15-Oubler           15-Oubler         15-Oubler           16-Presbyterian         15-Oubler           16-Presbyterian         15-Oubler           19-Ouble Christian         19-Ouble Christian           10-The Christian         19-Other Christian           10-The Christian         19-Other Religion(s)/Selef(s) (please specify): [Free response]           40         MILITARY         Mitary Status: 1=None           1=None         2=Nine	Question	Variable Name	Variable Description
40     2-Under 5       36-12     4-13-18       5=19.25     9-26 or older       39     RELKGION     Current religious preference       1-Agrostic     2-Arhist       3-Bapist     4-Budhist       3-Bapist     3-Bapist       4-Budhist     3-Bapist       4-Budhist     5-Church of Christ       6-Eastern Orthodox     7-Episcopalian       8-Hindu     9-Jewish       11=Lutheran     12-Methodist       13-Musim     14-Paeshylerian       15-Ouzder     16-Roman Catholic       17-Seventh-day Adventist     10-The Church of Christ       13-Musim     13-Musim       14-Paeshylerian     15-Ouzder       13-Seventh-day Adventist     10-The Church of Christ/Congregational       13-Dother Religion(i)/Bellef(s) (please specify)     21-None       40     MILTARY     Mittary Status       40     MILTARY     Mittary Status       41     How many dependents do you have?       42     How many dependents do you have?       43     How many dependents do you have?			1=Not applicable/born in the U.S.
4:13-18       5:19-25       6:25 or older       39     RELICION       2urent religious preference       2-Arheist       3:Baptist       4-Boddhist       5:-Church of Christ       6:Eastern Orthodox       7:Episcopalian       6:Eastern Orthodox       7:Episcopalian       8:Hindu       9:Jewish       11:Lutheran       12:Methodist       13:Butsin       14:Prestylerian       13:Butsin       14:Prestylerian       13:Butsin       14:Prestylerian       12:Methodist       13:Butsin       14:Prestylerian       12:Methodist       13:Butsin       14:Prestylerian       12:Buthodist       13:Butsin       14:Prestylerian       13:Dutkir       14:Prestylerian       14:Drestylerian       13:Dutkir       14:Prestylerian       13:Dutkir       14:Prestylerian       14:Drestylerian       14:Drestylerian       14:Drestylerian       14:Drestylerian       14:Drestylerian       14:Drestylerian       14:Drestylerian       14:Drestylerian       14:Drestylerian       14:Drest			
99         RELIGION         Great older           93         RELIGION         Current religious perference           1-Agnostic         2-Athest           3-Baptist         4-Buddhist           5-C/Luch of Christ         6-Eastem Orthodox           5-C/Luch of Christ         6-Eastem Orthodox           7-Episcopalian         8-Hindu           9-Jewish         11-Luberan           12-Methodist         13-Musim           13-Musim         12-Methodist           10-The Church of Jesus Christ of Later-day Saints         18-Linite Church of Adventist           10-The Church of Jesus Christ of Later-day Saints         12-Under Christian           12-Other Religion(s)/Belief(s) (please specify)         21-None           21-None         21-None           21-In the Reserves or National Guard         3-On Activo Duty           40         MLITARY         Himagio			3=6-12
9     RELIGION     Circuit religious preference       1*Agnostic     2-Arbeist       3-Bapist     3-Bapist       4-Buddhist     5-Church of Christi       5-Church of Christi     6=Eastom Orthodox       7-Episcopalian     8-Hindu       9-Jewish     11-Luberan       112-Methodist     3-Bapist       13-Musiin     11-Luberan       12-Methodist     13-Musiin       13-Musiin     13-Postist of Later-day Saints       14-Prestylerian     11-Subater       10-The Church of Christis of Later-day Saints     12-Methodist       13-Musiin     13-Postist of Later-day Saints       13-Musiin     12-Methodist       13-Subater     10-The Church of Christis of Later-day Saints       13-Musiin     12-Methodist       13-Postist of Later-day Saints     13-Musiin       14-Prestylerian     12-Methodist       13-Subater     10-The Church of Christis of Later-day Saints       14-Dite Church of Christis of Later-day Saints     12-Methodist       13-Poster     11-Church Christis of Later-day Saints       14-Prestylerian     13-Musien       14-None     2-In the Reserves or National Guard       3-Ohn Religion(s)/Belief(s) (please specify)     2-In the Reserves or National Guard       3-On Activis Duly     4-Dio Activis Duly. In Reserves, or in Natio			4=13-18
39     RELIGION     Current religious preference 1=Agnostic 2=AHeisis 3=Baptist 4=Budhist 5=Church of Christ 6=Eastern Orthodox 7=Episopalian 8=Hindu 9=Jervidh 11=Lutheran 12=Methodist 13=Muslim 14=Preshyterian 15=Ousker 16=Roman Catholic 17=Seventh-day Adventist 10=The Church of Jeaus Christ of Later-day Saints 18=United Church of Christ/Congregational 19=Outher Christian 20=Other Religion(s)/Belief(s) (please specify) 21=Home       40     MLITARY     Mitting Status: 19-Outer Christian 20=Other Religion(s)/Belief(s) (please specify) 21=Home       41     How many dependents do you have? 1=0 2=1 3=2 4=3 5=4			5=19-25
39     RELIGION     Current religious preference 1=Agnostic 2=Atheist 3=Baptist 4=Buddhiat 5=Church of Christ 6=Eastern Orthodox 7=Episopalian 8=Hindu 9=Jewish 11=Lutheran 12=Methodist 13=Muslim 14=Presbyterian 15=Ouaber 16=Roman Catholic 17=Seventh-day Adventist 10=The Church of Jesus Christ of Later-day Saints 18=United Church of ChristUCongregational 19=Outher Christin 20=Other Religion(s)/Belief(s) (please specify) 21=Home       40     MLLTARY     Mitting Status: 1=Home 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 3=On Active Duty 4=Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard 3=On Active Duty 4=Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard 3=On Active Duty 4=Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard 3=On Active Duty 4=Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard 3=On Active Duty 4=Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard 3=On Active Duty 4=Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard 3=On Active Duty 4=Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard 3=2 4=3 5=4			6=26 or older
41       Military         41       Military         41       Military         41       Military         41       Military         41       How many dependents do you have?	39	RELIGION	
4       2=Atheist         3=Baptist         4=budchist         3=Curch of Christ         6=Eastern Ottodox         7=Episcopalian         8=Hindu         9=Jewish         11=Lutheran         12=Methodist         13=Muslim         14=Presbyterian         15=Cuaker         16=Roman Catholic         17=Seventh-day Adventist         10=The Church of Christ O Latter-day Saints         18=United Church of ChristO Latter-day Saints         18=United Church of ChristO Corgregational         19=Other Religion(s)/Belief(s) (please specify)         21=None         20       MILITARY         Militry Status:         1=None         2=In the Reserves or National Guard         3=0         2=In the Reserves or National Guard         3=0         2=1         3=2         43         How many dependents do you have?         1=0         2=1         3=2         4=3			
4-Buddhist         5-Church of Christ         6-Eastem Orthodox         7-Episcopalian         8-Hindu         9-Jewish         11-Lutheran         12-Methodist         13=Muslim         14=Presbyterian         15=Clucker         16=Roman Catholic         17=Seventh-day Adventist         10=The Church of Jesus Christ of Latter-day Saints         18=United Church of Jesus Christ of Latter-day Saints         18=United Church of Jesus Christ of Latter-day Saints         19=Other Christian         20=Other Religion(s)/Belief(s) (please specify):         21=None         22=In the Reserves or National Guard         3=On Active Duty         4=Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard         41       How many dependentist do you have?         10       2=1         3=2       4=3         3=2       4=3         4=3       5=4			
4-Buddhist         5-Church of Christ         6-Eastem Ofhodox         7-Episcopalian         8-Hindu         9-Jewish         11-Lutheran         12-Methodist         13=Muslim         14=Presbylerian         15=Clucker         16=Roman Catholic         17=Seventh-day Adventist         10=The Church of Latter-day Saints         18=United Church of Christ()         20=Other Religion(s)/Belief(s) (please specify):         21=None         20=Other Religion(s)/Belief(s) (please specify):         21=None         22=In the Reserves or National Guard         3=On Active Duly         4=Discharged veteran NOT serving on Active Duly, in Reserves, or in National Guard         41       How many dependentist do you have?         10       2=1         3=2       4=3         5=4+       5=4+			3=Baptist
41       6=Eastern Orthodox         7=Episcopalian       8=Hindu         9=-Jewish       11=Lutheran         11=Lutheran       12=Methodist         13=Muslim       14=Presbyterian         15=Ouaker       16=Roman Catholic         17=Seventh-day Adventist       10=The Church of Jesus Christ of Latter-day Saints         18=United Church of Jesus Christ of Latter-day Saints       18=United Church of Christ/Congregational         20=Other Religion(s)/Belief(s) (please specify)       21=None         20       0ther Religion(s)/Belief(s) (please specify):         21=None       2=In the Reserves or National Guard         40       MILITARY         41       How mary dependents do you have?         41       How mary dependents do you have?         42       How mary dependents do you have?         43       How mary dependents do you have?         441       How mary dependents do you have?         451       How mary dependents do you have?         462       How mary dependents do you have?         471       How mary dependents do you have?         471       How mary dependents do you have?         471       How mary dependents do you have?         473       S=2         474       How mary depende			
41       7=Episcopalian         8-Hindu       9-Jewish         11=Lutheran       12-Methodist         13=Mulsim       13-Mulsim         14=Presbyterian       13-Mulsim         15=Quaker       16=Roman Catholic         17=Seventh-day Adventist       10=The Church of Jesus Christ of Latter-day Saints         18=United Church of Christ/Congregational       19=Other Christian         20=Other Religion(s)/Belief(s) (please specify)       21=None         21=None       21=None         21=None       21=None         21=None       21=In the Reserves or National Guard         3=On Active Duty       4-Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard         41       How many dependents do you have?         1-0       2=1         2=1       5=4+			5=Church of Christ
41       7=Episcopalian         8-Hindu       9=Jewish         11=Lutheran       12=Methodist         13=Muslim       13=Muslim         14=Presbyterian       13=Muslim         15=Quaker       16=Roman Catholic         17=Seventh-day Adventist       10=The Chunch of Jesus Christ of Latter-day Saints         18=United Church of Christ/Congregational       19=Other Christian         20=Other Religion(s)/Belief(s) (please specify)       21=None         21=None       21=None         21=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         41       How many dependents do you have?         1=0       1=0         2=1       How many dependents do you have?         1=0       2=1         2=1       5=4+			6=Eastern Orthodox
41       B=Hindu         9-Jewish       9-Jewish         11=Luheran       11=Luheran         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       18=United Church of Christ/Congregational         19=Other Church of Jesus Christ of Latter-day Saints       19=Other Christian         20=Other Religion(s)/Belief(s) (please specify)       21=None         40       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         41       How many dependents do you have?         1=0       2=1         3=2       4=3         3=2       4=3         3=2       4=3         3=4+       5=4+			7=Episcopalian
41       MILITARY       Mitary Status:         41       How many dependents do you have?         42       How many dependents do you have?         43       How many dependents do you have?         44       How many dependents do you have?         45       1=0         46       How many dependents do you have?         47       How many dependents do you have?         47       How many dependents do you have?         47       How many dependents do you have?         48       1=0         2=1       3=2         40       How many dependents do you have?         41       How many dependents do you have?         42       How many dependents do you have?         43       How many dependents do you have?         44       How many dependents do you have?         45       1=0         2=1       3=2         4=3       5=4+			
41       12=Methodist         13=Muslim       14=Presbyterian         14=Presbyterian       15=Quaker         15=Quaker       16=Roman Catholic         17=Seventh-day Adventist       10=The Church of Jesus Christ of Latter-day Saints         18=United Church of Christ/Congregational       19=Other Christian         20=Other Religion(s)/Belief(s) (please specify)       21=None         21=None       2=In the Reserves or National Guard         30       AtlitTARY         41       How many dependents do you have?         1=0       2=1         2=1       2=1         3=2       3=2         3=2       3=2         3=3       5=4+			
41       12=Methodist         13=Muslim       14=Presbyterian         14=Presbyterian       15=Quaker         15=Quaker       16=Roman Catholic         17=Seventh-day Adventist       10=The Church of Jesus Christ of Latter-day Saints         18=United Church of Christ/Congregational       19=Other Christian         20=Other Religion(s)/Belief(s) (please specify)       21=None         21=None       2=In the Reserves or National Guard         30       AtlitTARY         41       How many dependents do you have?         1=0       2=1         2=1       2=1         3=2       3=2         3=2       3=2         3=3       5=4+			11=Lutheran
41       13=Muslim         14=Presbyterian         15=Quaker         16=Roman Catholic         17=Seventh-day Adventist         10=The Church of Jesus Christ of Latter-day Saints         18=United Church of Christ/Congregational         19=Other Christian         20=Other Religion(s)/Belief(s) (please specify)         21=None         40       MILITARY         Miltary 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         41         41         42         43         43         441			
41       14=Presbyterian         15=Quaker         16=Roman Catholic         17=Seventh-day Adventist         10=The Church of Jesus Christ of Latter-day Saints         18=United Church of Jesus Christ of Latter-day Saints         18=United Church of Jesus Christ Congregational         19=Other Religion(s)/Belief(s) (please specify)         21=None         40       MILITARY         Military Status:         1=None         2=1n the Reserves or National Guard         3=0n Active Duty         4=Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard         41         How many dependents do you have?         1=0         2=1         3=2         4=3         5=4+			
41       15=Quaker         16=Roman Catholic       17=Seventh-day Adventist         10=The Church of Jesus Christ of Latter-day Saints       18=United Church of Jesus Christ of Congregational         18=United Church of Christ/Congregational       19=Other Christian         20=Other Religion(s)/Belief(s) (please specify)       21=None         Military Status:         1=None       2=In the Reserves or National Guard         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       3=On         41       How many dependents do you have?         1=0       2=1         2=1       3=2         4=3       3=2         4=3       5=4+			14=Presbyterian
41       How many dependents do you have?         41       How many dependents do you have?         42       43         43       5=4+			
41       17=Seventh-day Adventist 10=The Church of Jesus Christ of Latter-day Saints 18=United Church of Christ/Congregational 19=Other Christian 20=Other Religion(s)/Belief(s) (please specify) 21=None         40       RELIGION_TEXT       Other Religion(s)/Belief(s) (please specify): [Free response]         40       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         41       How many dependents do you have? 1=0 2=1 3=2 4=3 5=4+			
41       10=The Church of Jesus Christ of Latter-day Saints 18=United Church of Christ/Congregational 19=Other Christian 20=Other Religion(s)/Belief(s) (please specify) 21=None         40       RELIGION_TEXT       Other Religion(s)/Belief(s) (please specify): [Free response]         40       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 1=0 2=1 3=2 4=3 5=4+			
41       How many dependents do you have?         41       How many dependents do you have?         42       How many dependents do you have?         43       5=4+			
41       19=Other Christian         20=Other Religion(s)/Belief(s) (please specify)         21=None         40       MILITARY         40       MILITARY         41       How many dependents do you have?         41       1=0         2=1         3=2         4=3         5=4+			
20=Other Religion(s)/Belief(s) (please specify)         21=None         40       MILITARY         40       MILITARY         41       How many dependents do you have?         41       How many dependents do you have?         42       1=0         2=1         3=2         45         46			
21=None         RELIGION_TEXT       Other Religion(s)/Belief(s) (please specify): [Free response]         40       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         41       How many dependents do you have? 1=0 2=1 3=2 4=3 5=4+			20=Other Religion(s)/Belief(s) (please specify)
40       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         41       How many dependents do you have? 1=0 2=1 3=2 4=3 5=4+			
40       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         41       How many dependents do you have? 1=0 2=1 3=2 4=3 5=4+		RELIGION TEXT	Other Religion(s)/Belief(s) (please specify): [Free response]
41       How many dependents do you have?         1=0         2=1         3=2         4=3         5=4+	40		
3=On Active Duty         4=Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard         41         41         How many dependents do you have?         1=0         2=1         3=2         4=3         5=4+			
4=Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard         41       How many dependents do you have?         1=0       2=1         3=2       4=3         5=4+       5=4+			2=In the Reserves or National Guard
4=Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard         41       How many dependents do you have?         1=0       2=1         3=2       4=3         5=4+       5=4+			3=On Active Duty
41 How many dependents do you have? 1=0 2=1 3=2 4=3 5=4+			
1=0 2=1 3=2 4=3 5=4+	41		
3=2 4=3 5=4+			
4=3 5=4+			2=1
5=4+			3=2
			4=3
CHILD1 LInder 18 years old			5=4+
		CHILD1	Under 18 years old
CHILD3 18-26 years old		CHILD3	



Question	Variable Name	Variable Description
	CHILD4	27 years or older
42	CAREGIVER	Are you serving as a caregiver for another adult who is not a dependent (e.g., parent, other relative)?
		1=No
		2=Yes
43	FEEDBACK	Is there anything else you would like to share about your experiences as a staff member at this institution?
44	FEEDBACK_SURVEY	Do you have any feedback about this survey and how it might be improved?
		Optional Questions
Г		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
	OPTOE1	Optional Open-Ended Question 1
	OPTOE2	Optional Open-Ended Question 2
	OPTOE3	Optional Open-Ended Question 3
	OPTOE4	Optional Open-Ended Question 4
	OPTOE5	Optional Open-Ended Question 5
		Aggregated/Generated Variables Responded to race
	RRACE	1=No
		2=Yes
	SEX	SEX
	SEA	1=Man
		2=Woman
		3=Genderqueer, gender non-conforming, other identity
	RACEGROUP	Race/Ethnicity Group
	NAULUNUUF	1=Native American/Alaska Native
		2=Asian
		3=Native Hawaiian/Pacific Islander
		4=Black
		5=Latino
		6=White
I I		



Question Variable Name	e Variable Description
	7=Other
	8=Multiracial
	9=Unknown
<b>I</b>	Institutional Characteristics
STRAT	CIRP Stratification Cell
	1=Public Universities - Iow
	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 - Iow
	8=Public 4yr Colleges - medium
	9=Public 4yr Colleges - high
	10=Public 4yr Colleges - unknown 11=Private/Nonsectarian 4yr Colleges - Iow
	12=Private/Nonsectarian 4yr Colleges - nedium
	13=Private/Nonsectarian 4yr Colleges - high
	14=Private/Nonsectarian 4yr Colleges - very high
	15=Private/Nonsectarian 4yr Colleges - unknown
	16=Catholic 4yr Colleges - Iow
	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 - Iow
	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 - Iow
	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 - Iow
	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
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



Question	Variable Name	Variable Description
		8=Far West - AK CA HI NV OR WA
		9=Other
	HBCU	HBCU Flag
		1=Not HBCU
		2=Public HBCU
		3=Private HBCU
	INSTTYPE	Institution Type
		1=University
		2=4-year
		3=2-year
	INSTCONT	Institution Control
		1=Public
		2=Private