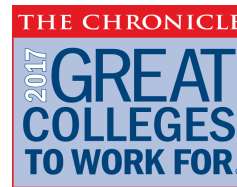


Profile of Survey Respondents
Full Data Set

Number of surveys sent to your organization: 2170
 Number of respondents: 1000
 Survey response rate: 46%

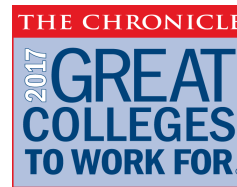
Demographic Category	Response Options	Number of Respondents	Percentage of Respondents
Job Category n=916	Administrator	364	39%
	Affiliate Faculty	161	17%
	Category II or III Faculty	60	6%
	Classified Staff	91	9%
	Faculty	239	26%
	Student Employee	1	0%
Job Role n=730	Administrator	104	14%
	Administrative/Office Support	41	5%
	Assistant/Associate Dean	4	0%
	Assistant/Associate Director	24	3%
	Assistant/Associate Vice President	3	0%
	Coach/Athletic Trainer	11	1%
	Coordinator	43	5%
	Counselor/Advisor	24	3%
	Dean	2	0%
	Director/Executive Director	32	4%
	President	0	0%
	Specialist (e.g. Accountants, Cashiers, etc.)	12	1%
	Information Technology Services and related (includes Data Entry, Diagnostic Procedures Technology and Information Technology)	20	2%
	Vice President (e.g. Provost, Deputy Provost, & Assoc. / Asst. to President)	6	0%
	Other	26	3%
	Assistant Professor	63	8%
	Associate Professor	82	11%
	Department Chair	21	2%
	Full Professor	65	8%
	Clinical Faculty	1	0%
	Instructor	11	1%
	Lecturer	41	5%
	Professional in residence, Executive in residence, or Artist in residence	2	0%
	Research Faculty	0	0%
	Visiting Faculty	2	0%
	Other	2	0%
	Administrative Assistant	25	3%
	Financial Services (includes Accountant, Accounting Technician, Budget/Policy Analyst and Statistical Analyst)	11	1%
	General Professional	10	1%
	Health Care Professionals (includes Health Care Technician, Medical Records Technician, Nursing Professional/Health Provider)	5	0%
	Information Technology Services and related (includes Data Entry, Diagnostic Procedures Technology and Information Technology)	15	2%
	Laboratory Coordinator	5	0%
	Technician	3	0%
Professional Services (includes Program Assistant, General Professional, Technician and Arts Services)	14	1%	



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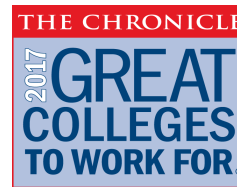
Demographic Category	Response Options	Number of Respondents	Percentage of Respondents
Tenure Status n=292	Tenured	161	55%
	Tenure Track	63	21%
	Non Tenured Position	51	17%
	Not Applicable	11	3%
	Decline to answer	6	2%
Years in Job Position n=906	Less than 2 years	250	27%
	2-4 years	203	22%
	5-7 years	143	15%
	8-10 years	105	11%
	11-15 years	83	9%
	16-20 years	49	5%
	21-25 years	21	2%
	More than 25 years	26	2%
College/School/Division n=878	College/School	572	65%
	Division	306	34%
College/School n=548	School of Education	37	6%
	College of Business	49	8%
	College of Letters, Arts and Sciences	307	56%
	College of Professional Studies	155	28%
Division n=288	Provost/Academic and Student Affairs	162	56%
	Administration, Finance & Facilities	64	22%
	University Advancement	20	6%
	Intercollegiate Athletics	22	7%
	Marketing and Communications	12	4%
	Office of the President	8	2%
Department n=705	Accounting	8	1%
	Computer Information Systems	6	0%
	Economics	5	0%
	Finance	5	0%
	Management	6	0%
	Marketing	11	1%
	International Business Programs	0	0%
	Office of the Dean Staff	5	0%
	Art	19	2%
	English/Writing Center	30	4%
	Communication Arts & Sciences	20	2%
	Modern Languages	13	1%
	Music	15	2%
	Philosophy	11	1%
	Theatre	8	1%
	Biology	24	3%
	Chemistry	11	1%
	Math & Computer Science	28	3%
	Earth & Atmospheric Sciences	14	1%
	Physics	8	1%
	African & African American Studies	1	0%
	Chicana/o Studies	6	0%
	History	12	1%
	Political Science	6	0%
	Psychology	21	2%
	Sociology & Anthropology	9	1%
	Women's Studies	2	0%
	Office of the Dean Staff	2	0%
	Criminal Justice & Criminology	7	0%
	Health Professions	11	1%
	Hospitality, Tourism & Events	16	2%
	Human Performance & Sports	13	1%
	Human Services	15	2%
	Nursing	7	0%
	Engineering Technology	14	1%
	Aviation & Aerospace Science	5	0%
	Industrial Design	7	0%
	Journalism and Technical Communications	9	1%
	Nutrition	10	1%
	Department of Social Work	14	1%
	Advanced Manufacturing Sciences Institute	0	0%
	Reserve Officers' Training Core (ROTC)	0	0%
	One World One Water (OWOW)	2	0%



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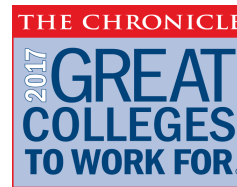
Demographic Category	Response Options	Number of Respondents	Percentage of Respondents
Department n=705	Center for Effective Interventions (CEI)	0	0%
	Teaching with Primary Sources (TPS)	1	0%
	College of Professional Studies Advisors (CPS)	6	0%
	Office of the Dean Staff	4	0%
	Elementary	6	0%
	Culturally and Linguistically Diverse Education	1	0%
	Secondary/K-12 Education	10	1%
	Special Education	7	0%
	Early Childhood	3	0%
	Literacy	2	0%
	Education Technology	0	0%
	Office of the Dean Staff	5	0%
	Curriculum & Academic Effectiveness	5	0%
	Undergraduate Studies	48	6%
	Faculty Affairs	3	0%
	School of Education	0	0%
	College of Business	0	0%
	College of Professional Studies	0	0%
	College of Letters, Arts and Sciences	4	0%
	Graduate Studies	0	0%
	Innovative Learning (formerly Extended Campus)	1	0%
	Enrollment Management	35	4%
	Information Technology Services	24	3%
	Student Engagement and Wellness	25	3%
	Office of the Provost Staff	4	0%
	Budget	3	0%
	Accounting (Payroll/Cashier/Bursar/Purchasing and Contracts/AP/AR)	14	1%
	Facilities	6	0%
	Human Resources	10	1%
	Office of Institutional Research	1	0%
	Team Delta - Institutional Effectiveness (Business Intelligence/Project Management/Process Improvement/Policy Administration)	6	0%
	Controller/Finance	2	0%
	HLC@Metro, Inc.	0	0%
CAVEA	2	0%	
Office of Sponsored Research and Programs	0	0%	
Office of Administration and Finance Staff	13	1%	
Foundation and Advancement Services	4	0%	
Alumni Relations and Giving	4	0%	
Development	5	0%	
Office of University Advancement Staff	5	0%	



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Demographic Category	Response Options	Number of Respondents	Percentage of Respondents
Gender Identity n=905	Man	313	34%
	Woman	472	52%
	Transgender Man	2	0%
	Transgender Woman	1	0%
	Decline to answer	108	11%
	Other	9	0%
Age n=875	< 25	7	0%
	25-29	61	6%
	30-34	81	9%
	35-39	104	11%
	40-44	94	10%
	45-49	85	9%
	50-54	95	10%
	55-59	78	8%
	60-64	71	8%
	65+	66	7%
Decline to answer	133	15%	
Ethnicity n=844	No, not of Hispanic/Latino origin	610	72%
	Yes, Mexican, Mexican American, Chicano	51	6%
	Yes, Puerto Rican	5	0%
	Yes, Cuban	0	0%
	Yes, Hispanic, Latino or Spanish origin	39	4%
	Not listed	10	1%
	Decline to answer	129	15%
Race n=873	Indigenous/American Indian or Alaska Native	14	1%
	Asian	26	2%
	Black or African American	18	2%
	Native Hawaiian or Other Pacific Islander	2	0%
	White	569	65%
	Two or more races	51	5%
	Decline to answer	193	22%
Relationship Status n=848	Married	470	55%
	Partnered	53	6%
	Single	128	15%
	Divorced/Widowed	41	4%
	If none of the above applies, please specify (refer to word document)	3	0%
	Decline to answer	153	18%
Sexual Orientation n=877	Asexual	19	2%
	Bisexual	23	2%
	Fluid/Pansexual	12	1%
	Gay	29	3%
	Heterosexual/Straight	563	64%
	Lesbian	11	1%
	Queer	9	1%
	Questioning	0	0%
	Decline to answer	199	22%
Other	12	1%	
Religious Affiliation n=866	Atheism	87	10%
	Agnosticism	87	10%
	Buddhism	17	1%
	Christianity	302	34%
	Hinduism	6	0%
	Islam	5	0%
	Judaism	18	2%
	Paganism	11	1%
	If none of the above applies, please specify (refer to word document)	42	4%
	Decline to answer	291	33%
Annual Salary n=864	\$25,000 or less	108	12%
	\$25,001 to \$50,000	214	24%
	\$50,001 to \$75,000	256	29%
	\$75,001 to \$100,000	99	11%
	\$100,001 to \$125,000	36	4%
	\$125,001 to \$150,000	9	1%
	\$150,001 to \$175,000	3	0%
	\$175,001 or more	5	0%
	Decline to answer	134	15%



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Demographic Category	Response Options	Number of Respondents	Percentage of Respondents
Employment Status n=887	Full-time	681	76%
	Part-time	150	16%
	Decline to answer	56	6%
Employment Category n=898	Regular	708	78%
	Temporary	77	8%
	Interim	14	1%
	Visiting	5	0%
	Grant	8	0%
	Not Applicable	27	3%
	Decline to answer	59	6%
Years at University n=885	Less than 2 years	170	19%
	2-4 years	167	18%
	5-7 years	124	14%
	8-10 years	127	14%
	11-15 years	115	12%
	16-20 years	68	7%
	21-25 years	30	3%
	More than 25 years	33	3%
Decline to answer	51	5%	
Supervisory Status n=885	Yes	177	20%
	No	708	80%
Number Supervised n=171	1-3	87	50%
	4 - 6	39	22%
	7 - 10	11	6%
	11 - 20	12	7%
	21 - 30	4	2%
	More than 30	4	2%
Decline to answer	14	8%	
Disability n=891	Yes, I have a disability (or previously had a disability)	115	12%
	No, I don't have a disability	651	73%
	Decline to answer	125	14%
Expect to Stay n=861	Less than 1 year	46	5%
	1 - 2 years	93	10%
	3 - 5 years	165	19%
	6 - 9 years	96	11%
	10 - 15 years	104	12%
	Indefinitely	357	41%

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