

Initial Report

HMS Faculty/Staff Survey, 2023-2024

Responses: 236

Distribution: 926

Response Rate: 25.5%

DEMOGRAPHICS

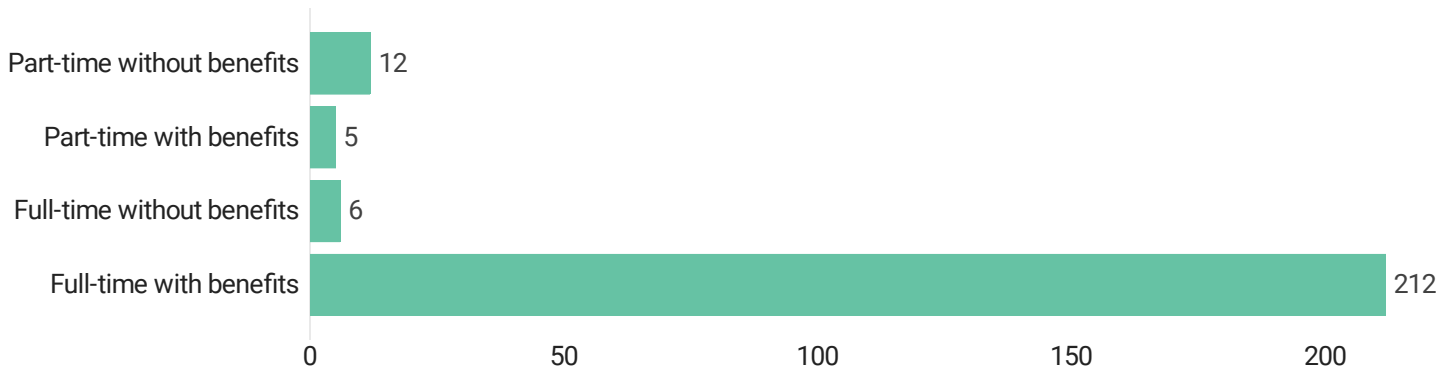
Q2.2 - How old are you? (You must be 18 years or older to complete this survey)

236 Responses

Field	Mean (Years old)	Median (Years old)	Min (Years old)	Max (Years old)	Responses (Years old)
Value	45.92	46.00	20.00	72.00	236

employ_status - What is your employment status at your institution?

235 Responses

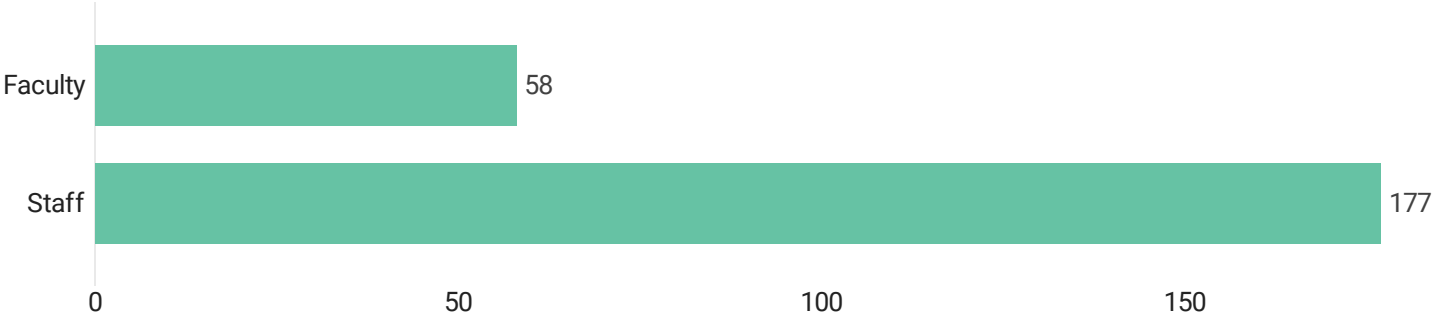


235 Responses

Field	Choice Count
Part-time without benefits	5% 12
Part-time with benefits	2% 5
Full-time without benefits	3% 6
Full-time with benefits	90% 212
Total	235

inst_role - What is your primary role at your institution?

235 Responses

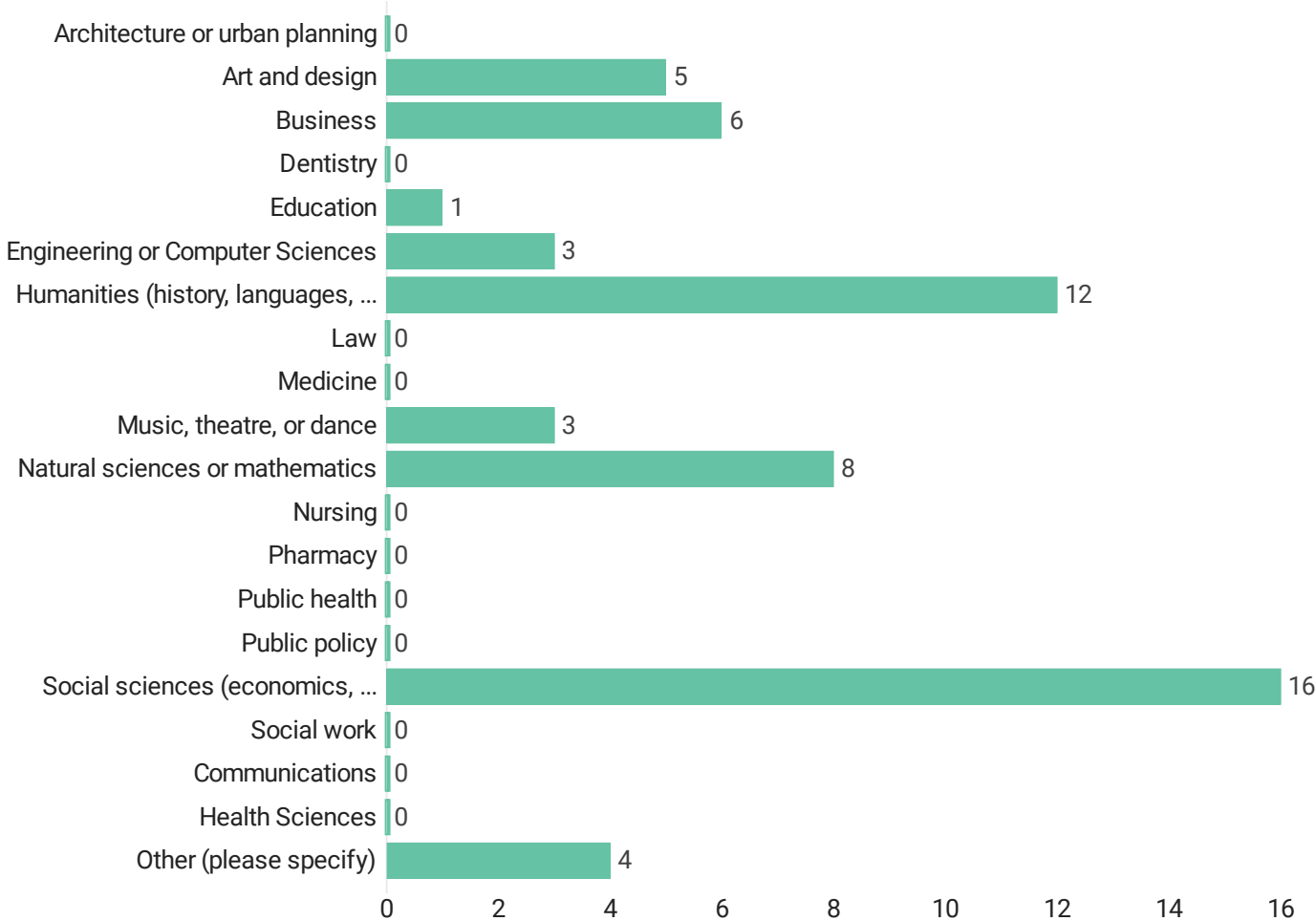


235 Responses

Field	Choice Count
Faculty	25% 58
Staff	75% 177
Total	235

fac_dept - In which academic discipline(s) are you currently a faculty member?(Select all that apply) - Selected Choice

55 Responses



fac_dept - In which academic discipline(s) are you currently a faculty member?(Select all that apply) - Selected Choice

55 Responses

Field	Count	Percentage of Choices	Percentage of Responses
Architecture or urban planning	0	0%	0%
Art and design	5	9%	9%
Business	6	10%	11%
Dentistry	0	0%	0%
Education	1	2%	2%
Engineering or Computer Sciences	3	5%	5%
Humanities (history, languages, philosophy, etc.)	12	21%	22%
Law	0	0%	0%
Medicine	0	0%	0%
Music, theatre, or dance	3	5%	5%
Natural sciences or mathematics	8	14%	15%
Nursing	0	0%	0%
Pharmacy	0	0%	0%
Public health	0	0%	0%
Public policy	0	0%	0%
Social sciences (economics, psychology, etc.)	16	28%	29%
Social work	0	0%	0%
Other (please specify)	4	7%	7%
Communications	0	0%	0%
Health Sciences	0	0%	0%

Other (please specify)

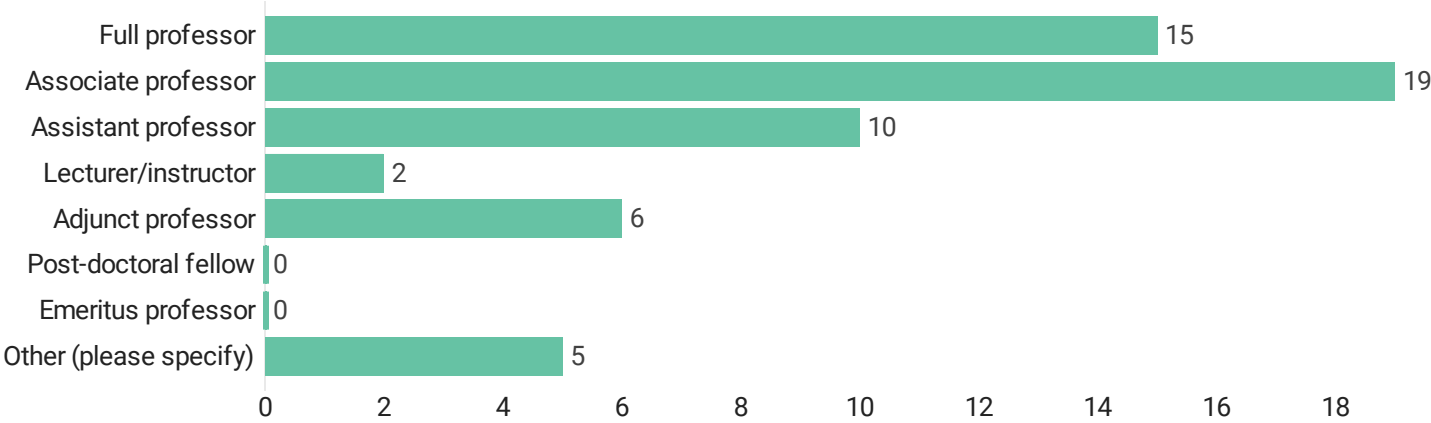
4 Responses

Other (please specify) - Text

- Community Development and Planning
- Geography
- Visual and Performing Arts
- Visual & Performing Arts

fac_position - Which of the following most closely describes your faculty position?
 (Select all that apply) - Selected Choice

57 Responses



57 Responses

Field	Count	Percentage of Choices	Percentage of Responses
Full professor	15	26%	26%
Associate professor	19	33%	33%
Assistant professor	10	18%	18%
Lecturer/instructor	2	4%	4%
Adjunct professor	6	11%	11%
Post-doctoral fellow	0	0%	0%
Emeritus professor	0	0%	0%
Other (please specify)	5	9%	9%

Other (please specify)

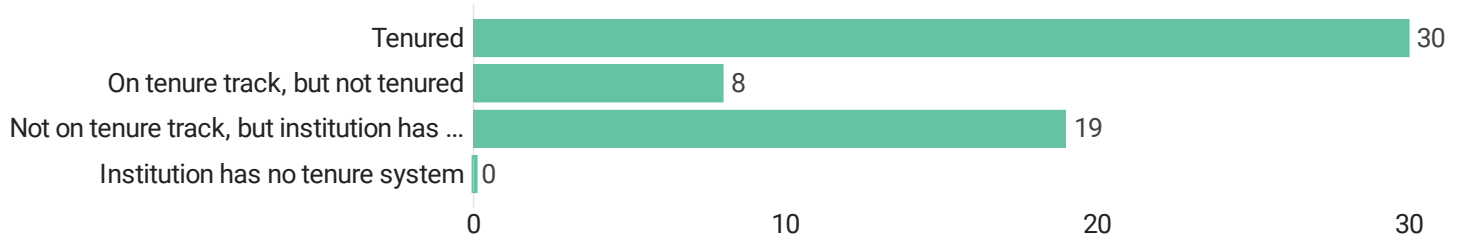
4 Responses

Other (please specify) - Text

- Visiting professor
- Professor of Practice
- Visiting Assistant Professor
- Visiting Assistant Proifessor

fac_tenure - What is your tenure status at your institution?

57 Responses

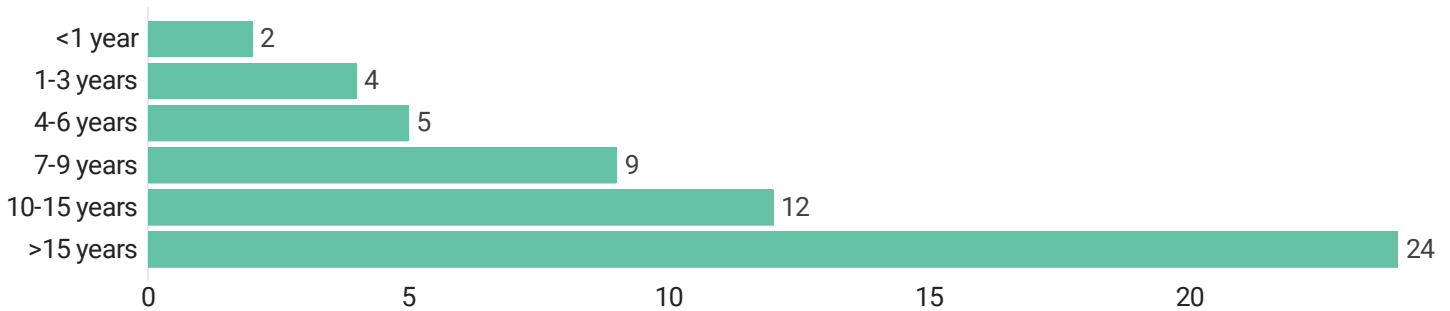


57 Responses

Field	Choice Count
Tenured	53% 30
On tenure track, but not tenured	14% 8
Not on tenure track, but institution has tenure system	33% 19
Institution has no tenure system	0% 0
Total	57

fac_years - How many years have you been a faculty member at any college/university? If you have been a faculty member at multiple institutions throughout your career, please answer with the total number of years.

56 Responses

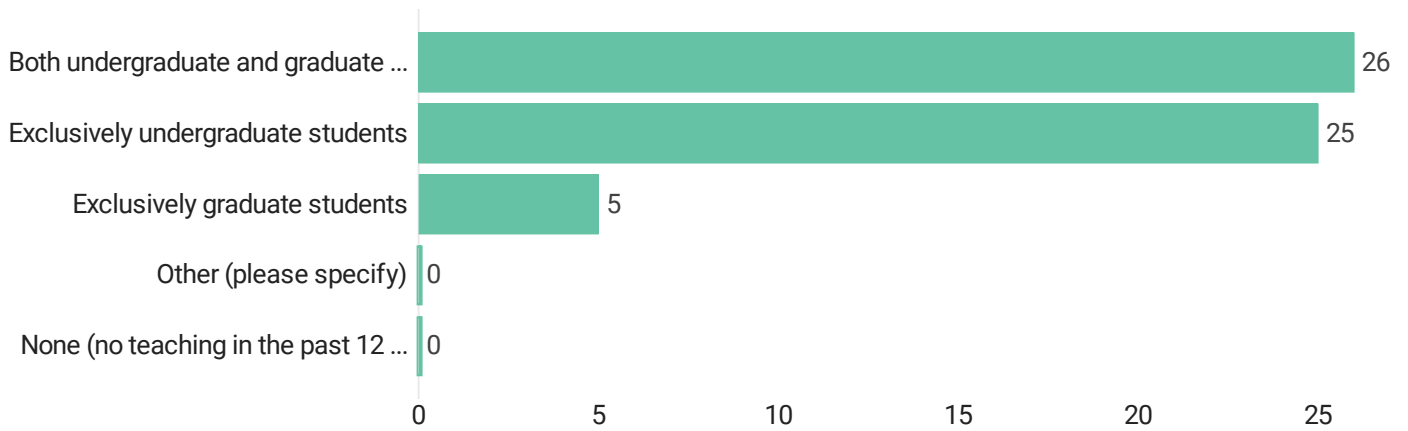


56 Responses

Field	Choice Count
<1 year	4% 2
1-3 years	7% 4
4-6 years	9% 5
7-9 years	16% 9
10-15 years	21% 12
>15 years	43% 24
Total	56

fac_stud_groups - In the past 12 months, including currently, which groups of students have you taught? - Selected Choice

56 Responses



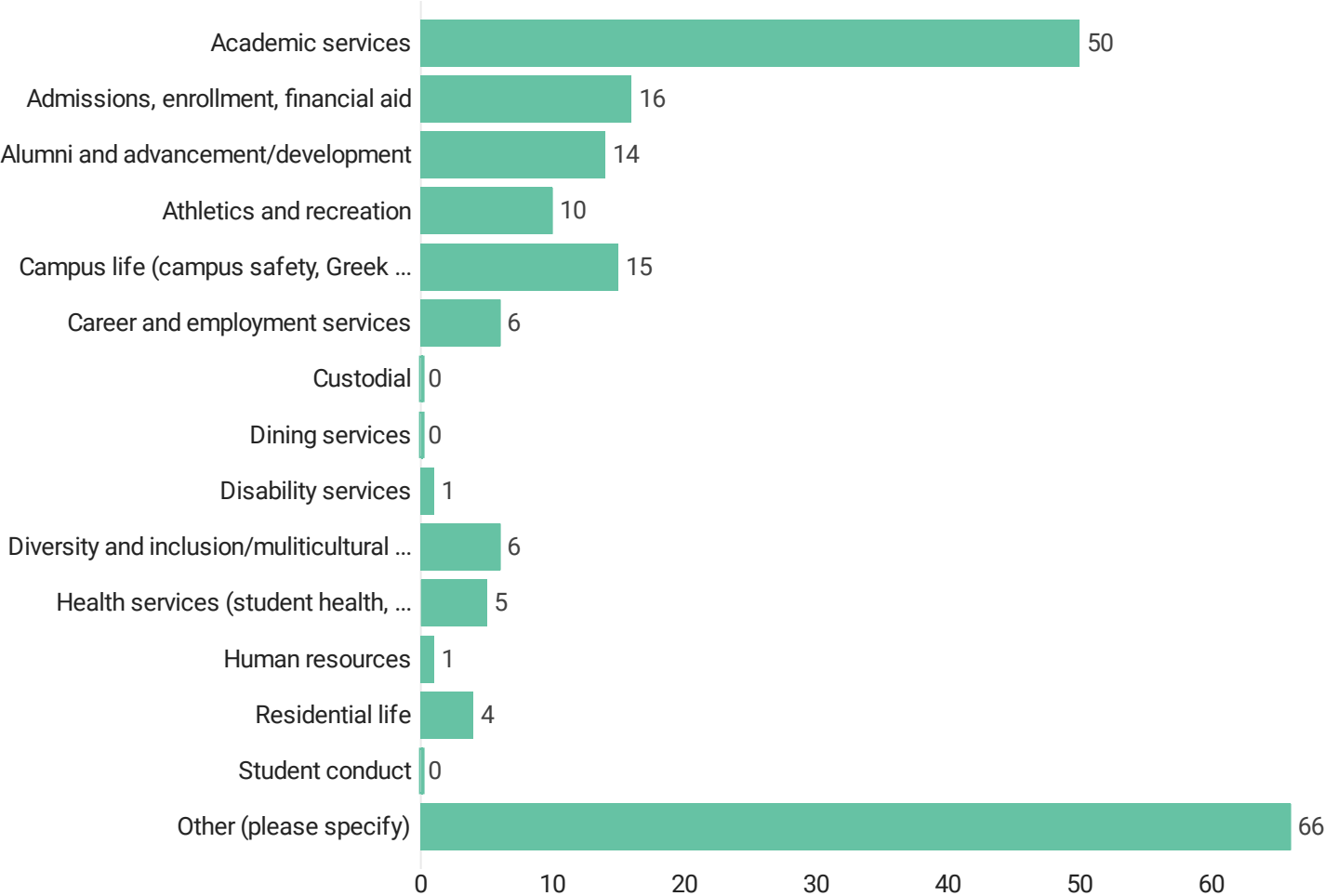
56 Responses

Field	Choice Count
Both undergraduate and graduate students	46% 26
Exclusively undergraduate students	45% 25
Exclusively graduate students	9% 5
Other (please specify)	0% 0
None (no teaching in the past 12 months)	0% 0
Total	56

No data found - your filters may be too exclusive!

staf_dept - In which office/department(s) are you currently a staff member? (Select all that apply) - Selected Choice

174 Responses



Select a Source

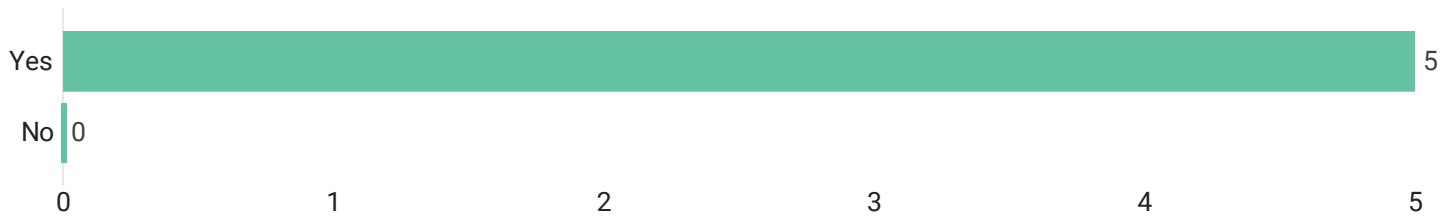
staf_dept - In which office/department(s) are you currently a staff member? (Select all that apply)

174 Responses

Field	Count	Percentage of Choices	Percentage of Responses
Academic services	50	26%	29%
Admissions, enrollment, financial aid	16	8%	9%
Alumni and advancement/development	14	7%	8%
Athletics and recreation	10	5%	6%
Campus life (campus safety, Greek life, student engagement, student activities, veteran's affairs, etc.)	15	8%	9%
Career and employment services	6	3%	3%
Custodial	0	0%	0%
Dining services	0	0%	0%
Disability services	1	1%	1%
Diversity and inclusion/multicultural services	6	3%	3%
Health services (student health, counseling/psychological services, wellness, etc.)	5	3%	3%
Human resources	1	1%	1%
Residential life	4	2%	2%
Student conduct	0	0%	0%
Other (please specify)	66	34%	38%

staf_stud_MH_role - In your role, do you provide mental health services to students? (By mental health services, we mean therapy/counseling, crisis intervention, support groups, wellness programming, psychiatric services, etc.)

5 Responses

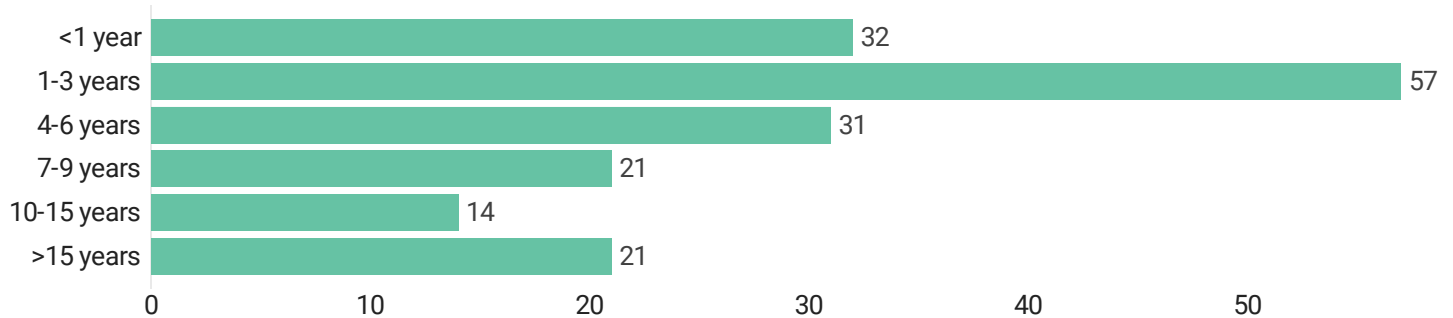


5 Responses

Field	Choice Count
Yes	100% 5
No	0% 0
Total	5

staf_years - How many years have you been a staff member at your institution?

176 Responses

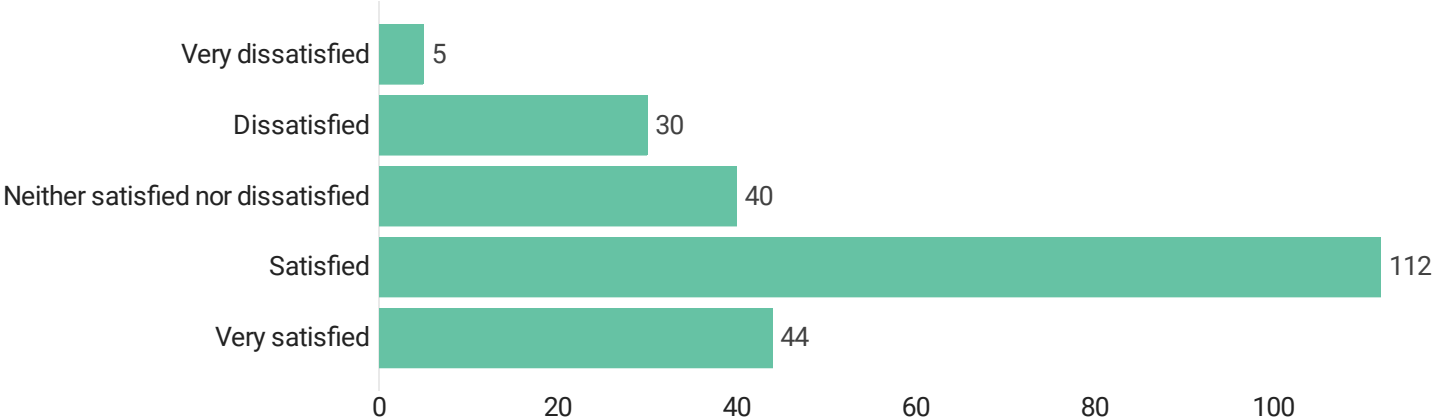


176 Responses

Field	Choice Count
<1 year	18% 32
1-3 years	32% 57
4-6 years	18% 31
7-9 years	12% 21
10-15 years	8% 14
>15 years	12% 21
Total	176

pos_satisfaction - All things considered, how satisfied are you with your current position at your institution?

231 Responses

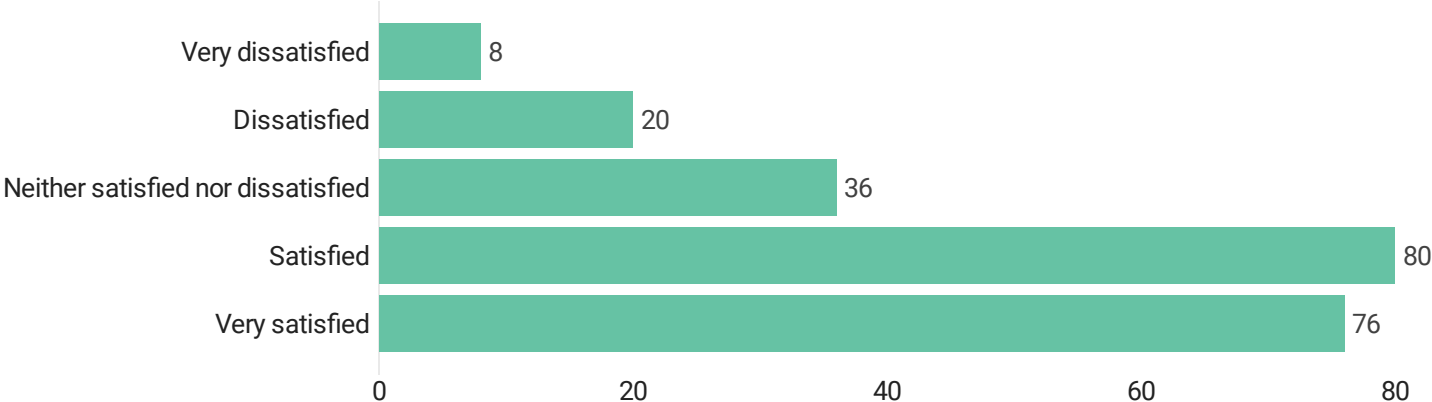


231 Responses

Field	Choice Count
Very dissatisfied	2% 5
Dissatisfied	13% 30
Neither satisfied nor dissatisfied	17% 40
Satisfied	48% 112
Very satisfied	19% 44
Total	231

wfh_satisfaction - All things considered, how satisfied are you with your institution's work-from-home policy?

220 Responses

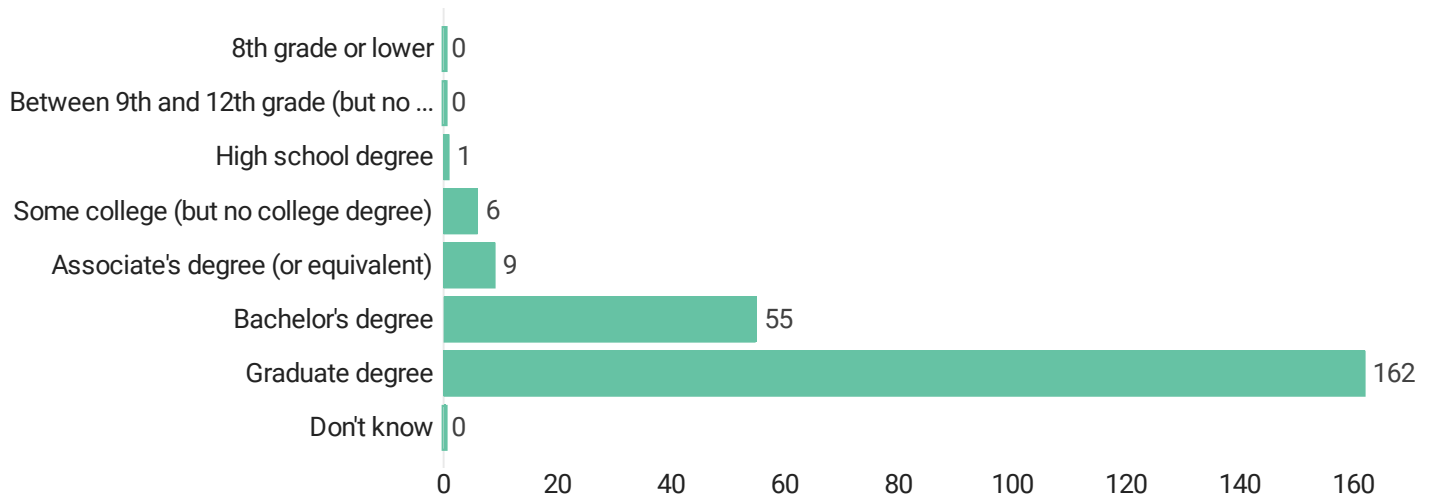


220 Responses

Field	Choice Count
Very dissatisfied	4% 8
Dissatisfied	9% 20
Neither satisfied nor dissatisfied	16% 36
Satisfied	36% 80
Very satisfied	35% 76
Total	220

education - What is the highest level of education that you have completed?

233 Responses



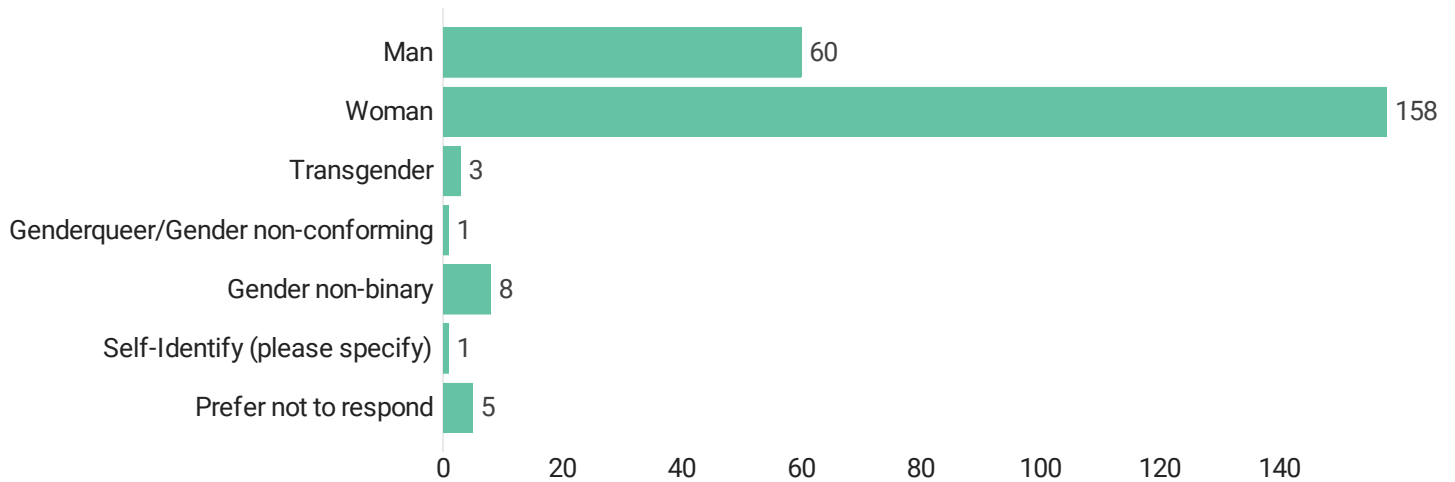
education - What is the highest level of education that you have completed?

233 Responses

Field	Choice Count
8th grade or lower	0% 0
Between 9th and 12th grade (but no high school degree)	0% 0
High school degree	0% 1
Some college (but no college degree)	3% 6
Associate's degree (or equivalent)	4% 9
Bachelor's degree	24% 55
Graduate degree	70% 162
Don't know	0% 0
Total	233

Q2.5 - Please select all that apply to you and your gender identity: - Selected Choice

233 Responses



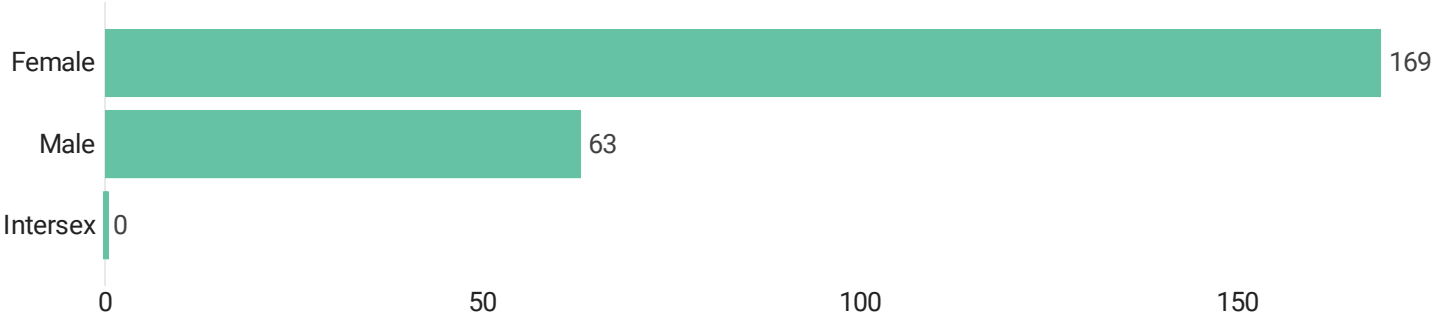
Q2.5 - Please select all that apply to you and your gender identity: - Selected Choice

233 Responses

Field	Choice Count
Man	25% 60
Woman	67% 158
Transgender	1% 3
Genderqueer/Gender non-conforming	0% 1
Gender non-binary	3% 8
Self-Identify (please specify)	0% 1
Prefer not to respond	2% 5
Total	236

Q2.3 - What sex were you assigned at birth?

232 Responses

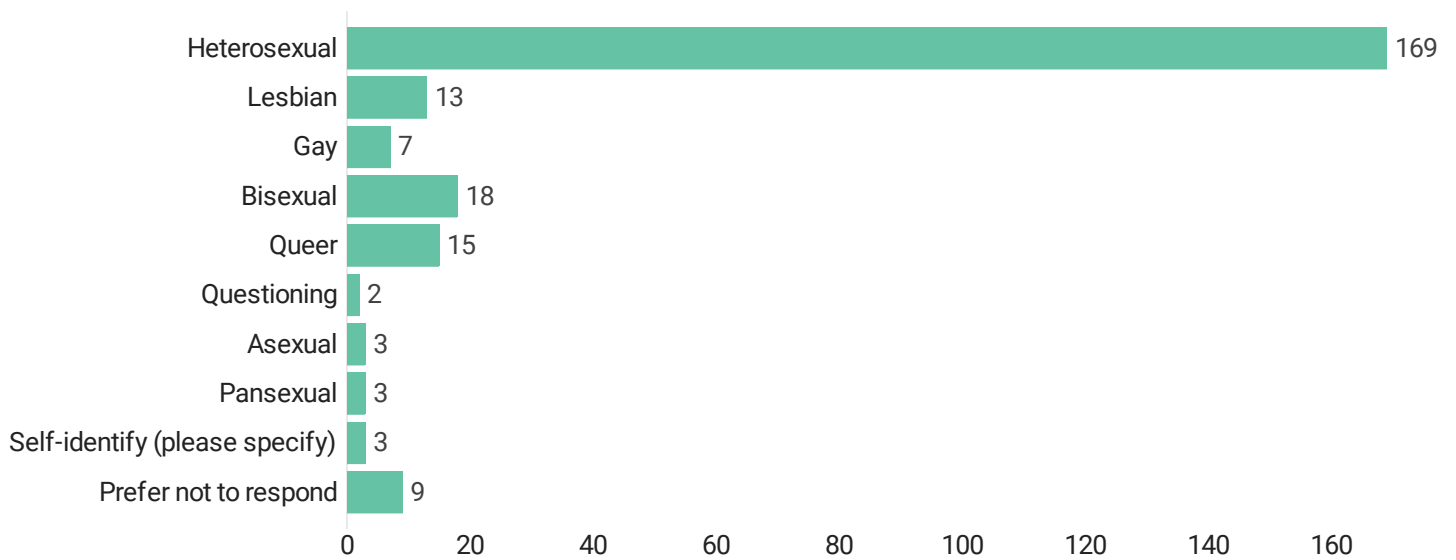


232 Responses

Field	Choice Count
Female	73% 169
Male	27% 63
Intersex	0% 0
Total	232

Q2.6 - How would you describe your sexual orientation? (Select all that apply) - Selected Choice

232 Responses



232 Responses

Field	Count	Percentage of Choices	Percentage of Responses
Heterosexual	169	70%	73%
Lesbian	13	5%	6%
Gay	7	3%	3%
Bisexual	18	7%	8%
Queer	15	6%	6%
Questioning	2	1%	1%
Self-identify (please specify)	3	1%	1%
Asexual	3	1%	1%
Pansexual	3	1%	1%
Prefer not to respond	9	4%	4%

Self-identify (please specify)

3 Responses

Self-identify (please specify) - Text

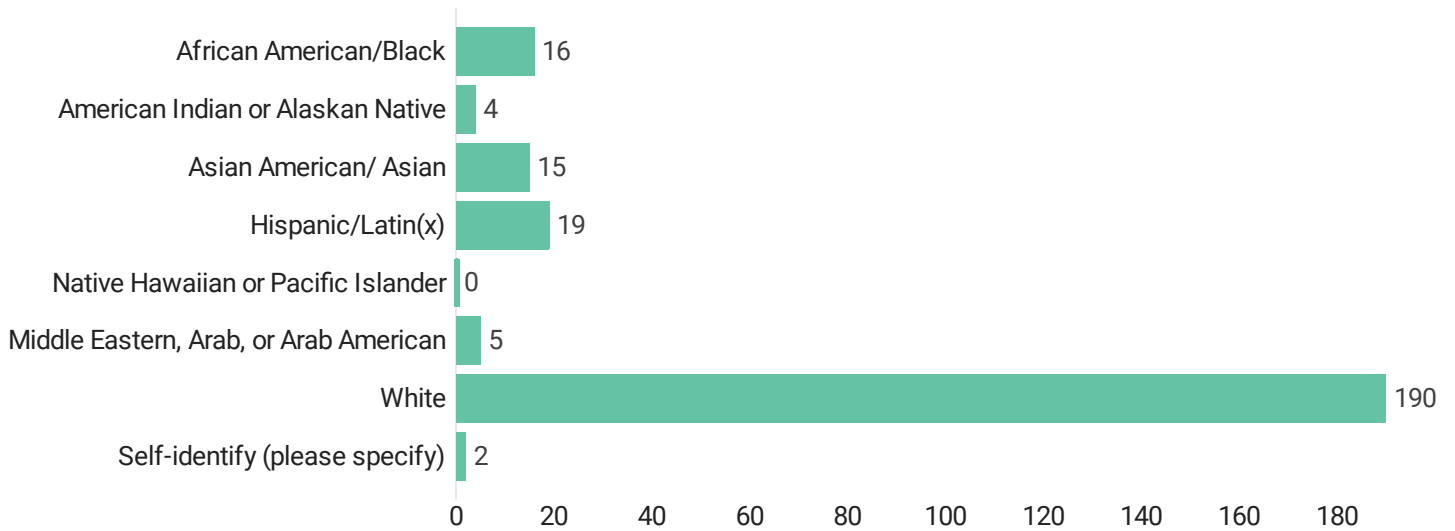
fluid

Demisexual

Fluid

Q2.7 - What is your race/ethnicity?(Select all that apply) - Selected Choice

232 Responses



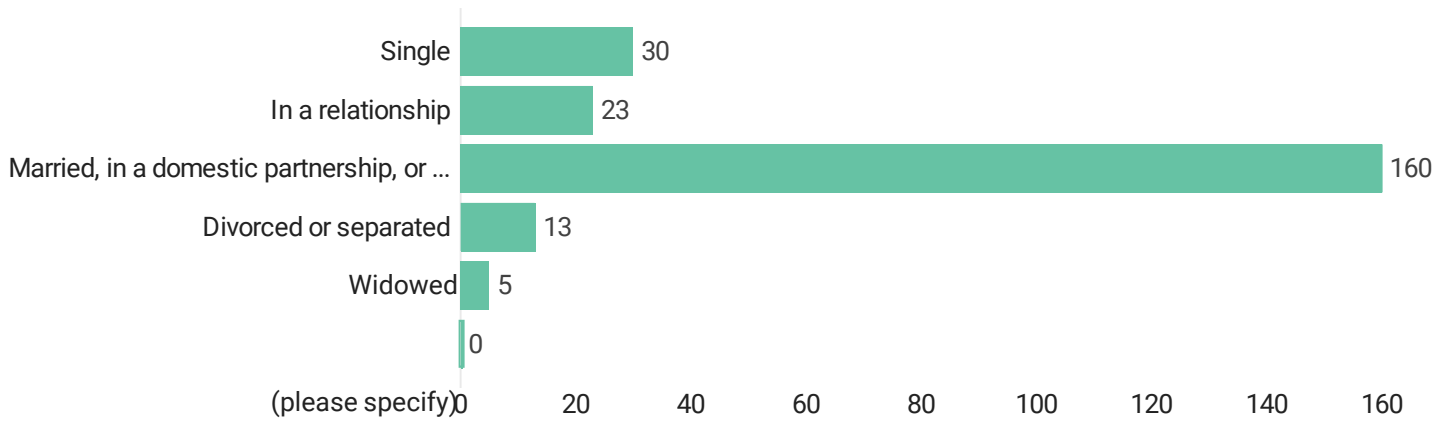
Q2.7 - What is your race/ethnicity?(Select all that apply)

232 Responses

Field	Count	Percentage of Choices	Percentage of Responses
African American/Black	16	6%	7%
American Indian or Alaskan Native	4	2%	2%
Asian American/ Asian	15	6%	6%
Hispanic/Latin(x)	19	8%	8%
Native Hawaiian or Pacific Islander	0	0%	0%
Middle Eastern, Arab, or Arab American	5	2%	2%
White	190	76%	82%
Self-identify (please specify)	2	1%	1%

Q2.6 - How would you characterize your current relationship status? - Selected Choice

231 Responses



231 Responses

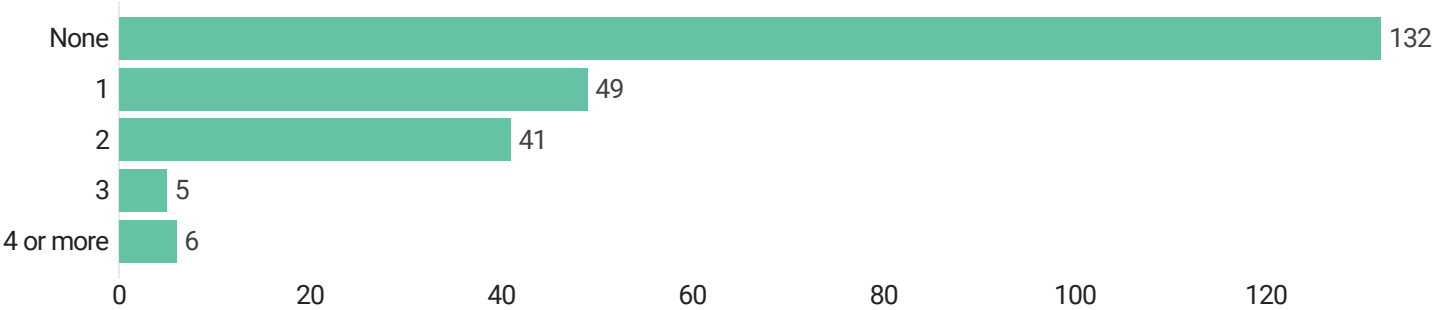
Field	Choice Count
Single	13% 30
In a relationship	10% 23
Married, in a domestic partnership, or engaged	69% 160
Divorced or separated	6% 13
Widowed	2% 5
Other (please specify)	0% 0
Total	231

Other (please specify)

No data found - your filters may be too exclusive!

Q2.12a - What is the current number of children or other dependents living in your household, for whom you are responsible?

233 Responses



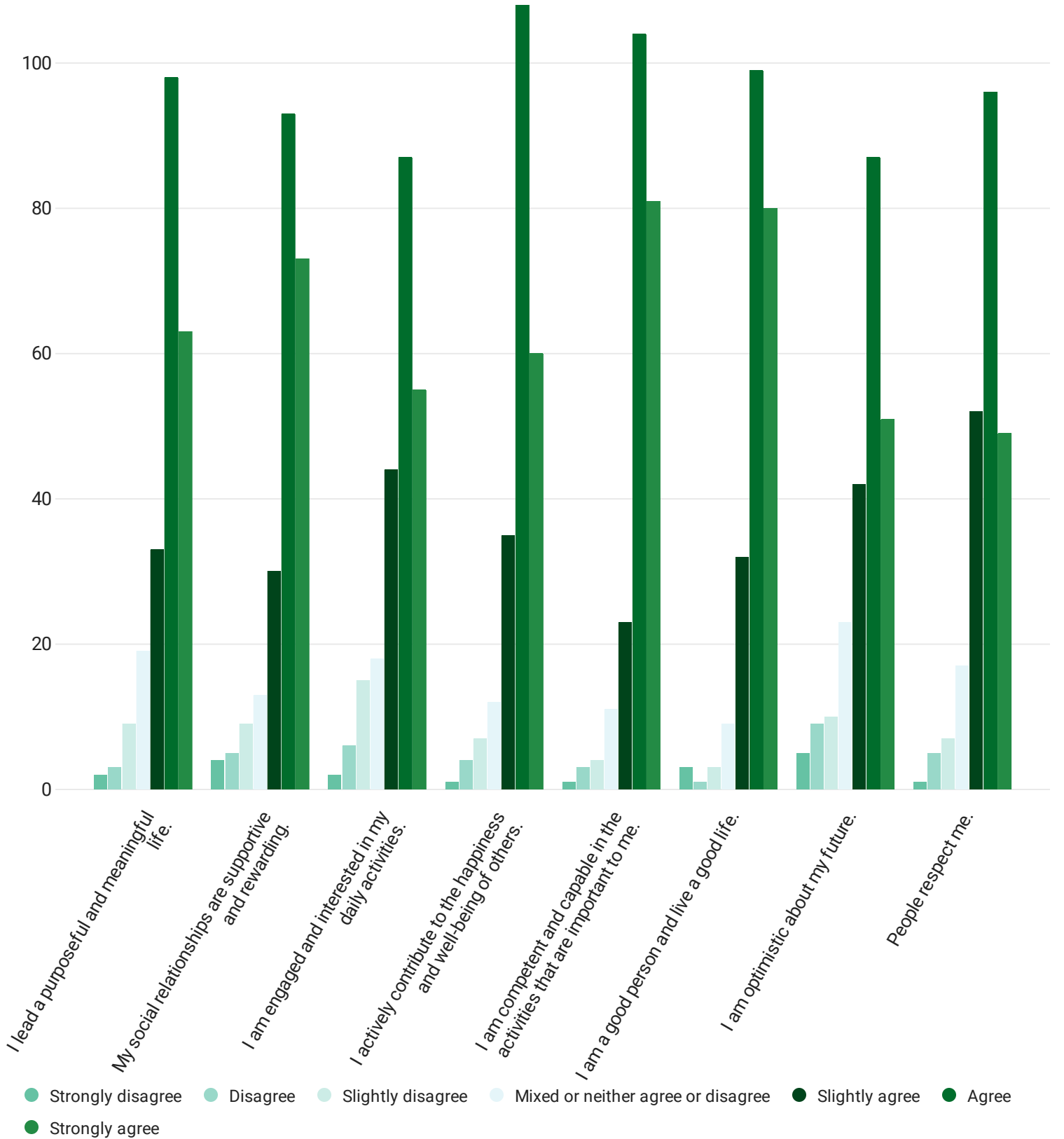
233 Responses

Field	Choice Count
None	57% 132
1	21% 49
2	18% 41
3	2% 5
4 or more	3% 6
Total	233

FACULTY AND STAFF WELLBEING

Q3.2 - Below are 8 statements with which you may agree or disagree. Using the 1-7 scale below, indicate your agreement with each item by indicating that response for each statement.

227 Responses



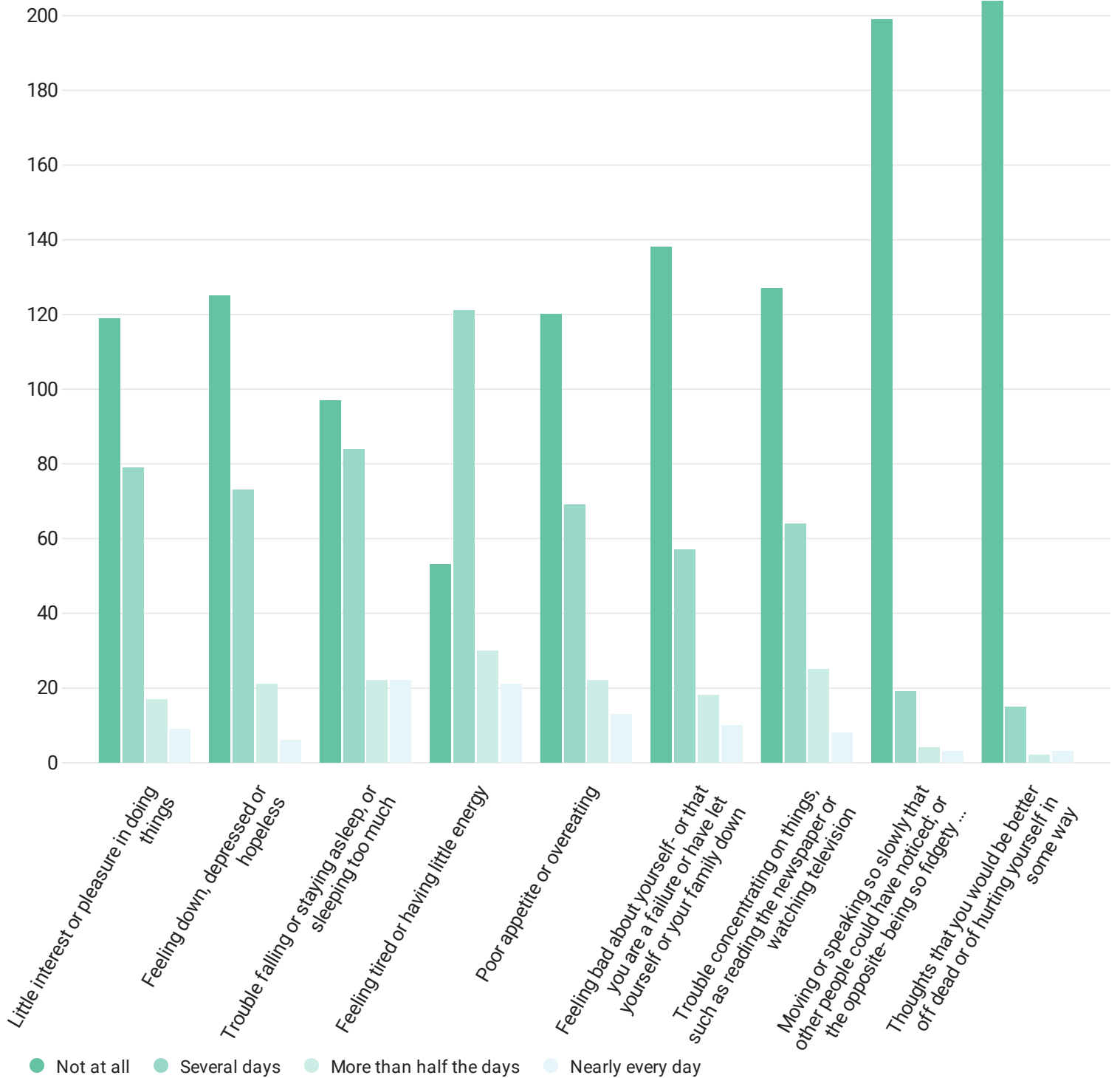
Q3.2 - Below are 8 statements with which you may agree or disagree. Using the 1-7 scale below, indicate your agreement with each item by indicating that response for each statement.

227 Responses

Field	Strongly disagree		Disagree		Slightly disagree		Mixed or neither agree or disagree		Slightly agree		Agree		Strongly agree		Total
I lead a purposeful and meaningful life.	1%	2	1%	3	4%	9	8%	19	15%	33	43%	98	28%	63	227
My social relationships are supportive and rewarding.	2%	4	2%	5	4%	9	6%	13	13%	30	41%	93	32%	73	227
I am engaged and interested in my daily activities.	1%	2	3%	6	7%	15	8%	18	19%	44	38%	87	24%	55	227
I actively contribute to the happiness and well-being of others.	0%	1	2%	4	3%	7	5%	12	15%	35	48%	108	26%	60	227
I am competent and capable in the activities that are important to me.	0%	1	1%	3	2%	4	5%	11	10%	23	46%	104	36%	81	227
I am a good person and live a good life.	1%	3	0%	1	1%	3	4%	9	14%	32	44%	99	35%	80	227
I am optimistic about my future.	2%	5	4%	9	4%	10	10%	23	19%	42	38%	87	22%	51	227
People respect me.	0%	1	2%	5	3%	7	7%	17	23%	52	42%	96	22%	49	227

Q3.3 - Over the last 2 weeks, how often have you been bothered by any of the following problems?

225 Responses



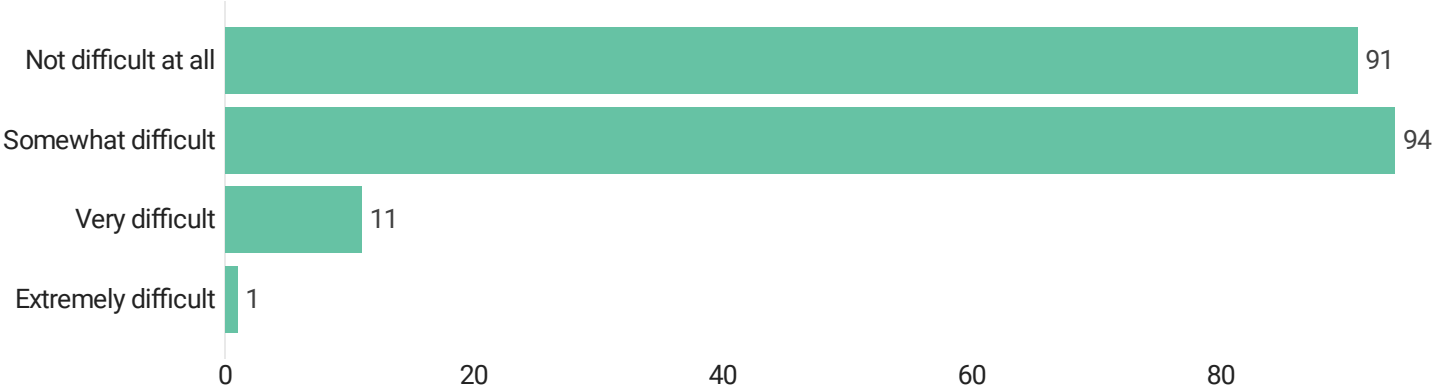
Q3.3 - Over the last 2 weeks, how often have you been bothered by any of the follo...

225 Responses

Field	Not at all	Several days	More than half the days	Nearly every day	Total
Little interest or pleasure in doing things	53% 119	35% 79	8% 17	4% 9	224
Feeling down, depressed or hopeless	56% 125	32% 73	9% 21	3% 6	225
Trouble falling or staying asleep, or sleeping too much	43% 97	37% 84	10% 22	10% 22	225
Feeling tired or having little energy	24% 53	54% 121	13% 30	9% 21	225
Poor appetite or overeating	54% 120	31% 69	10% 22	6% 13	224
Feeling bad about yourself- or that you are a failure or have let yourself or your family down	62% 138	26% 57	8% 18	4% 10	223
Trouble concentrating on things, such as reading the newspaper or watching television	57% 127	29% 64	11% 25	4% 8	224
Moving or speaking so slowly that other people could have noticed; or the opposite- being so fidgety or restless that you have been moving around a lot more than usual	88% 199	8% 19	2% 4	1% 3	225
Thoughts that you would be better off dead or of hurting yourself in some way	91% 204	7% 15	1% 2	1% 3	224

Q3.4 - How difficult have these problems (noted above) made it for you do your work, take care of things at home, or get along with other people?

197 Responses

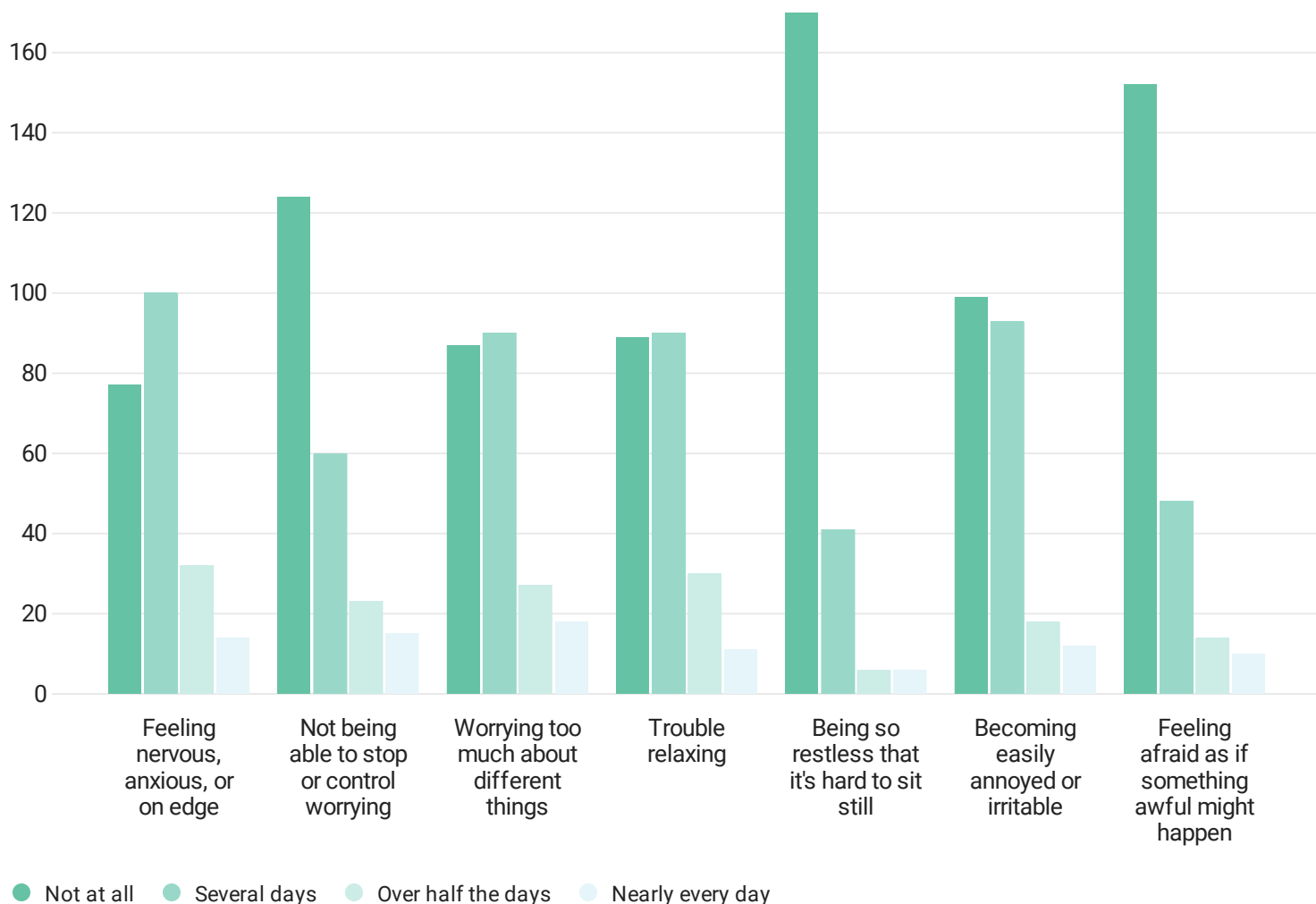


197 Responses

Field	Choice Count
Not difficult at all	46% 91
Somewhat difficult	48% 94
Very difficult	6% 11
Extremely difficult	1% 1
Total	197

Q3.6 - Over the last 2 weeks, how often have you been bothered by the following problems?

224 Responses



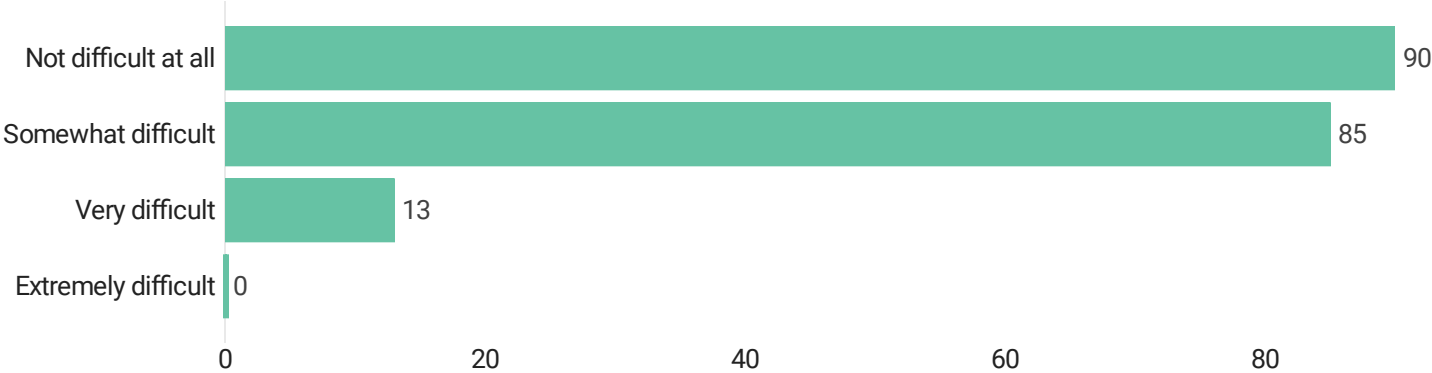
Q3.6 - Over the last 2 weeks, how often have you been bothered by the following problems?

224 Responses

Field	Not at all	Several days	Over half the days	Nearly every day	Total
Feeling nervous, anxious, or on edge	35% 77	45% 100	14% 32	6% 14	223
Not being able to stop or control worrying	56% 124	27% 60	10% 23	7% 15	222
Worrying too much about different things	39% 87	41% 90	12% 27	8% 18	222
Trouble relaxing	40% 89	41% 90	14% 30	5% 11	220
Being so restless that it's hard to sit still	76% 170	18% 41	3% 6	3% 6	223
Becoming easily annoyed or irritable	45% 99	42% 93	8% 18	5% 12	222
Feeling afraid as if something awful might happen	68% 152	21% 48	6% 14	4% 10	224

Q3.7 - How difficult have these problems made it for you to do your work, take care of things at home, or get along with other people?

188 Responses

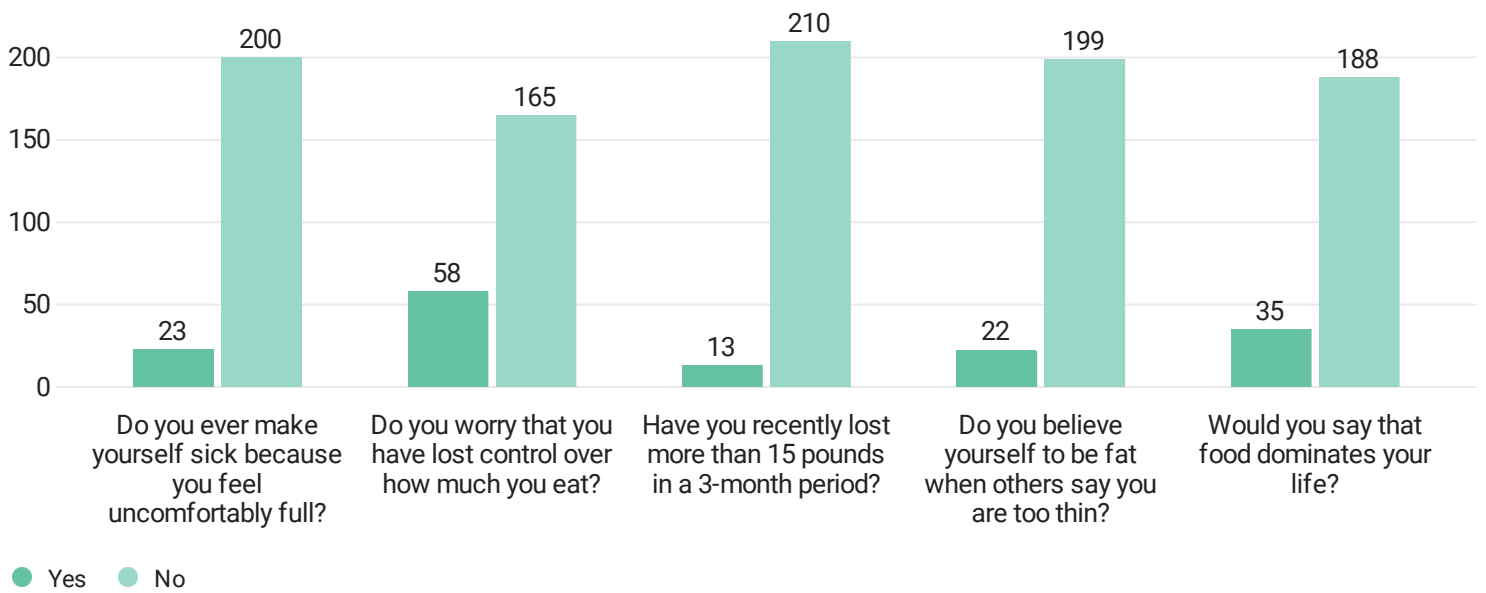


188 Responses

Field	Choice Count
Not difficult at all	48% 90
Somewhat difficult	45% 85
Very difficult	7% 13
Extremely difficult	0% 0
Total	188

Q3.12 - Please answer the following questions as honestly as possible.

223 Responses

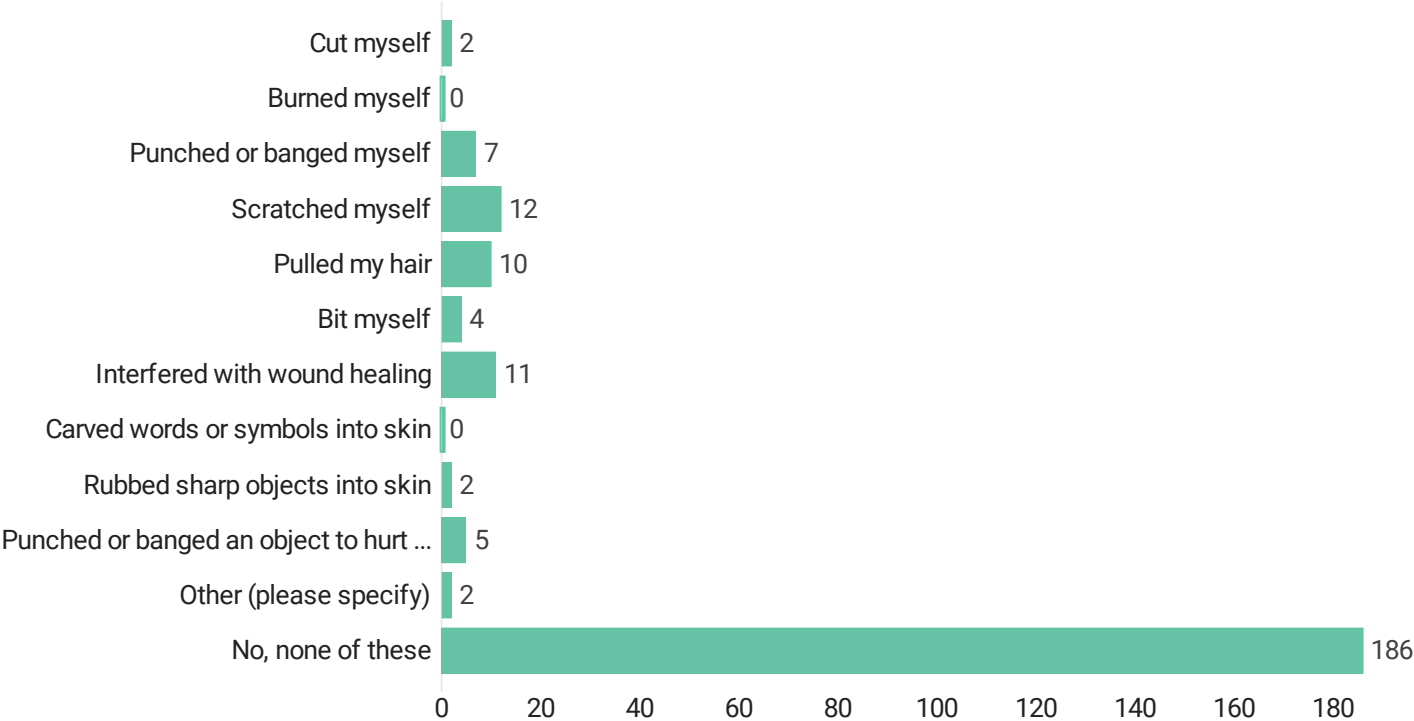


223 Responses

Field	Yes	No	Total
Do you ever make yourself sick because you feel uncomfortably full?	10% 23	90% 200	223
Do you worry that you have lost control over how much you eat?	26% 58	74% 165	223
Have you recently lost more than 15 pounds in a 3-month period?	6% 13	94% 210	223
Do you believe yourself to be fat when others say you are too thin?	10% 22	90% 199	221
Would you say that food dominates your life?	16% 35	84% 188	223

Q3.13 - This question asks about ways you may have hurt yourself on purpose, without intending to kill yourself. In the past year, have you ever done any of the following intentionally? (Select all that apply)

220 Responses



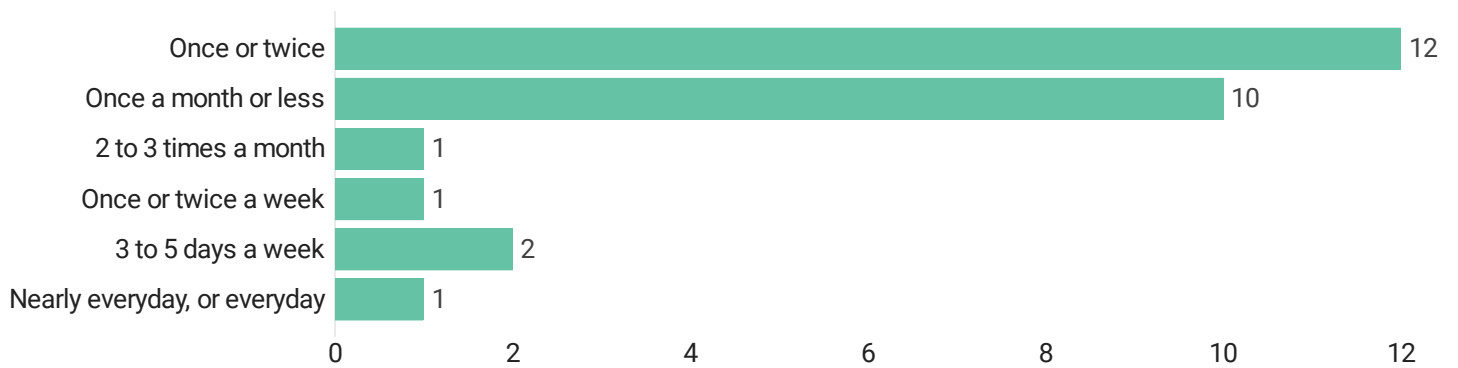
Q3.13 - This question asks about ways you may have hurt yourself on purpose, without intending to kill yourself. In the past year, have you ever done any of the following intentionally? (Select all that apply)

220 Responses

Field	Count	Percentage of Choices	Percentage of Responses
Cut myself	2	1%	1%
Burned myself	0	0%	0%
Punched or banged myself	7	3%	3%
Scratched myself	12	5%	5%
Pulled my hair	10	4%	5%
Bit myself	4	2%	2%
Interfered with wound healing	11	5%	5%
Carved words or symbols into skin	0	0%	0%
Rubbed sharp objects into skin	2	1%	1%
Punched or banged an object to hurt myself	5	2%	2%
Other (please specify)	2	1%	1%
No, none of these	186	77%	85%

Q3.14 - On average, how often in the past year did you hurt yourself on purpose, without intending to kill yourself?

27 Responses

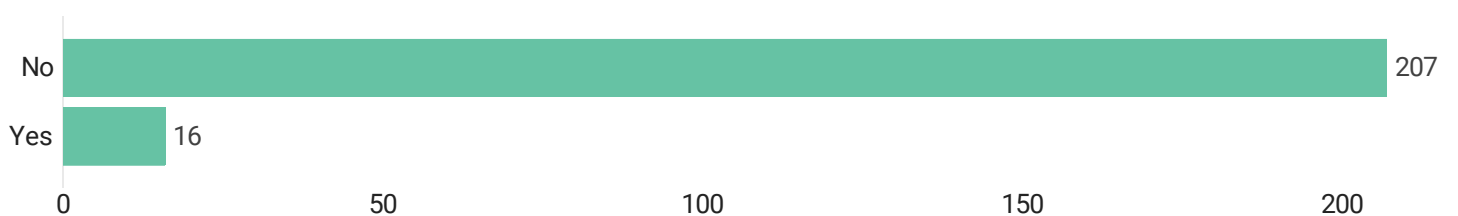


27 Responses

Field	Choice Count
Once or twice	44% 12
Once a month or less	37% 10
2 to 3 times a month	4% 1
Once or twice a week	4% 1
3 to 5 days a week	7% 2
Nearly everyday, or everyday	4% 1
Total	27

Q3.15 - In the past year, did you ever seriously think about attempting suicide?

223 Responses

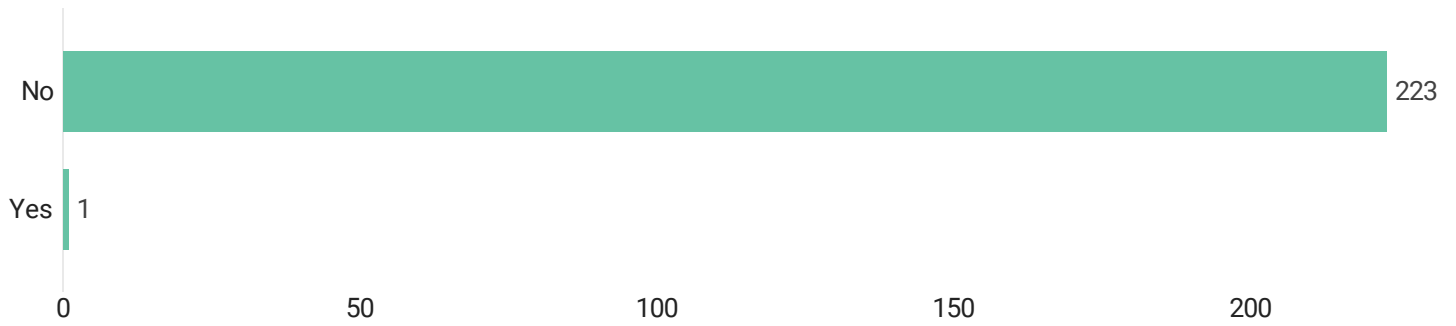


223 Responses

Field	Choice Count
No	93% 207
Yes	7% 16
Total	223

Q3.16_2 - In the past year, did you attempt suicide?

224 Responses



Field

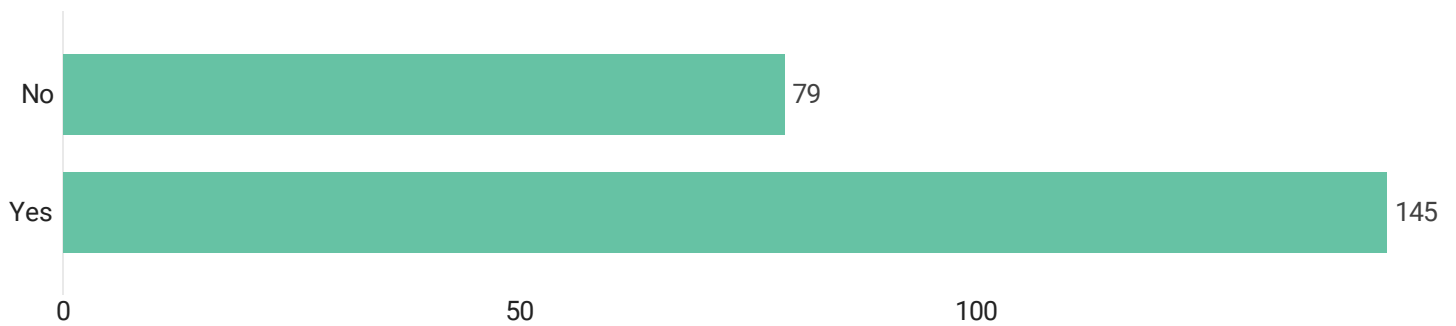
224 Responses

Choice Count

No	100%	223
Yes	0%	1
Total		224

Q3.19 - Over the past 2 weeks, did you drink any alcohol?

224 Responses



Field

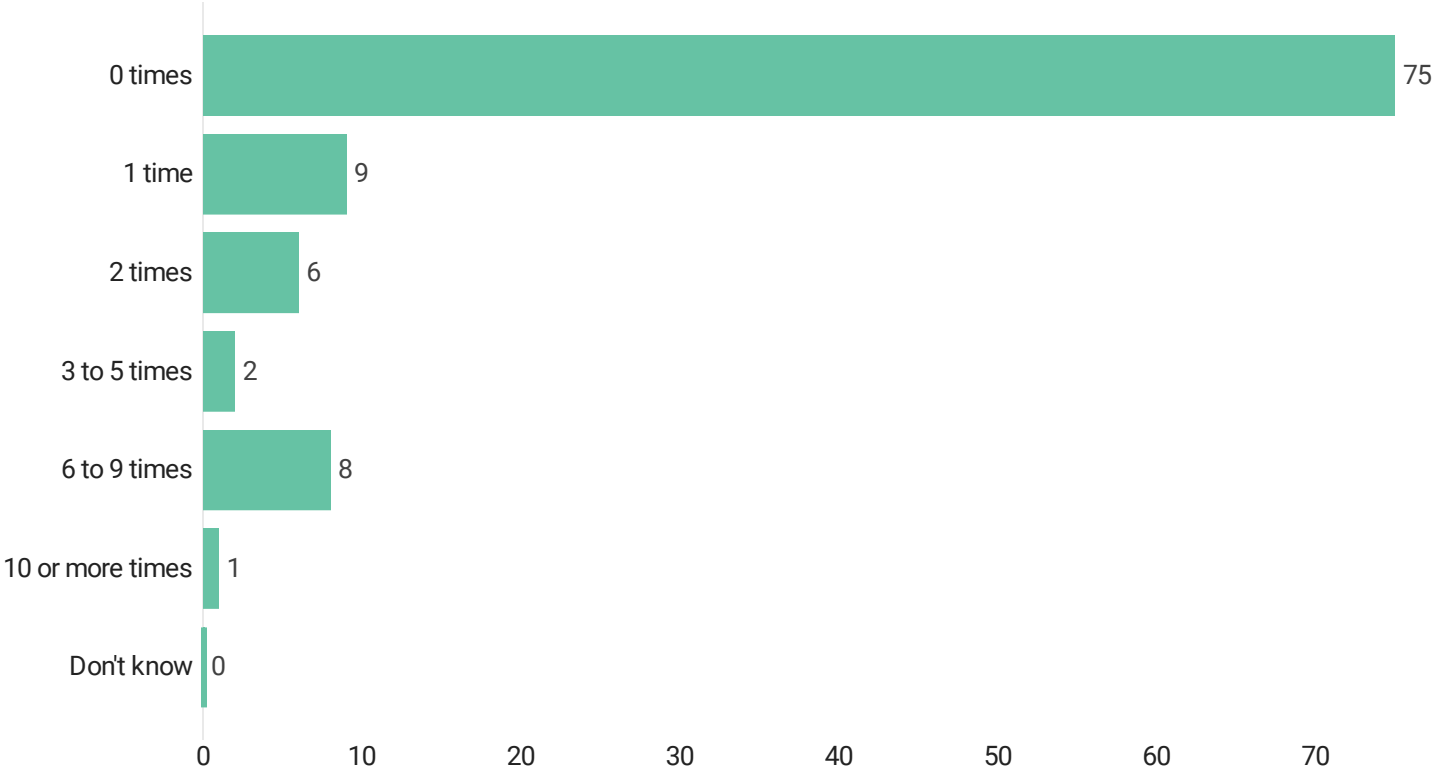
224 Responses

Choice Count

No	35%	79
Yes	65%	145
Total		224

Q3.20 - Female - Over the past 2 weeks, about how many times did you have 4 or more alcoholic drinks in a row? (1 drink is a can of beer, a glass of wine, a wine cooler, a shot of liquor, or a mixed drink.)

101 Responses

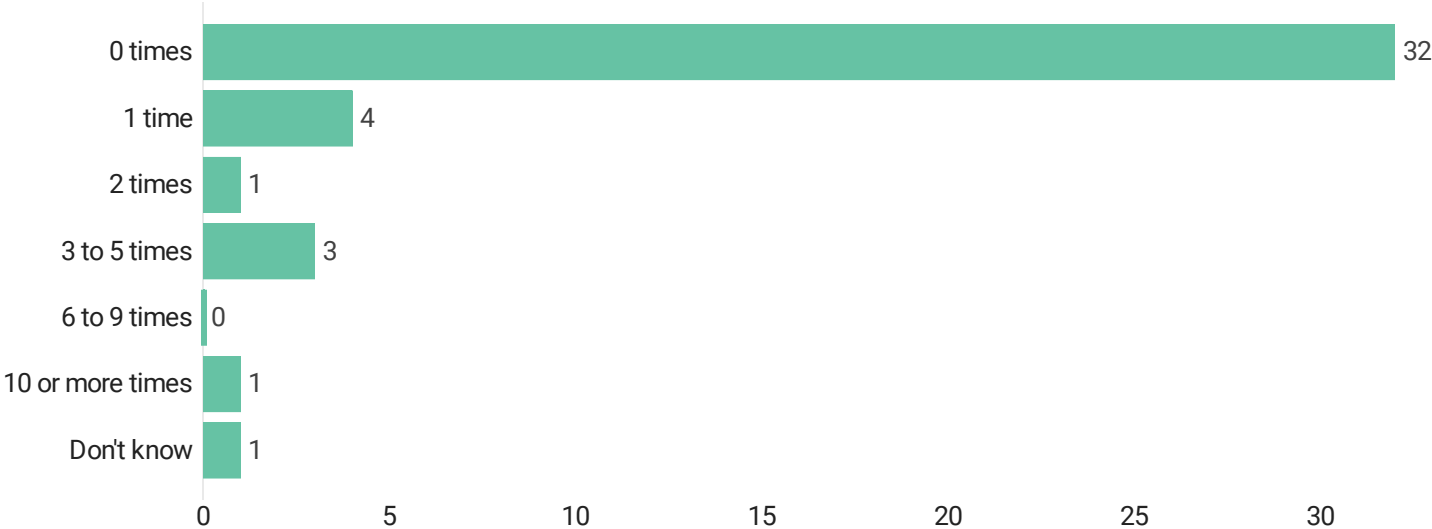


101 Responses

Field	Choice Count
0 times	74% 75
1 time	9% 9
2 times	6% 6
3 to 5 times	2% 2
6 to 9 times	8% 8
10 or more times	1% 1
Don't know	0% 0
Total	101

Q3..21 - Male - Over the past 2 weeks, about how many times did you have 5 or more alcoholic drinks in a row? (1 drink is a can of beer, a glass of wine, a wine cooler, a shot of liquor, or a mixed drink.)

42 Responses

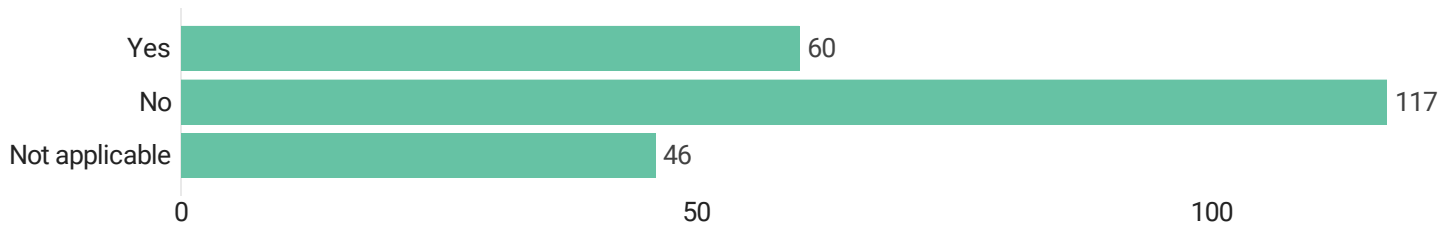


42 Responses

Field	Choice Count
0 times	76% 32
1 time	10% 4
2 times	2% 1
3 to 5 times	7% 3
6 to 9 times	0% 0
10 or more times	2% 1
Don't know	2% 1
Total	42

alchl_depend - In the last 12 months, have you felt the need to reduce your drinking?

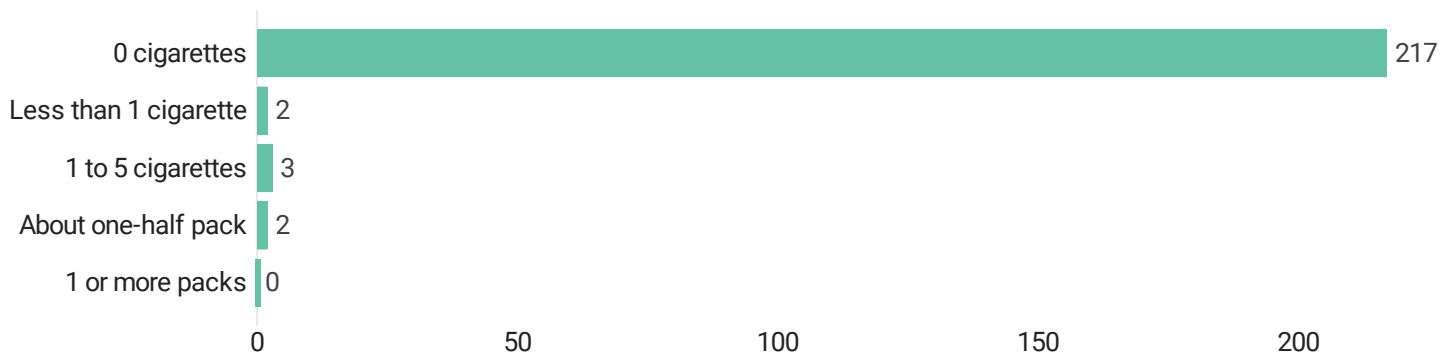
223 Responses



223 Responses	
Field	Choice Count
Yes	27% 60
No	52% 117
Not applicable	21% 46
Total	223

Q3.23 - Over the past 30 days, about how many cigarettes did you smoke per day?

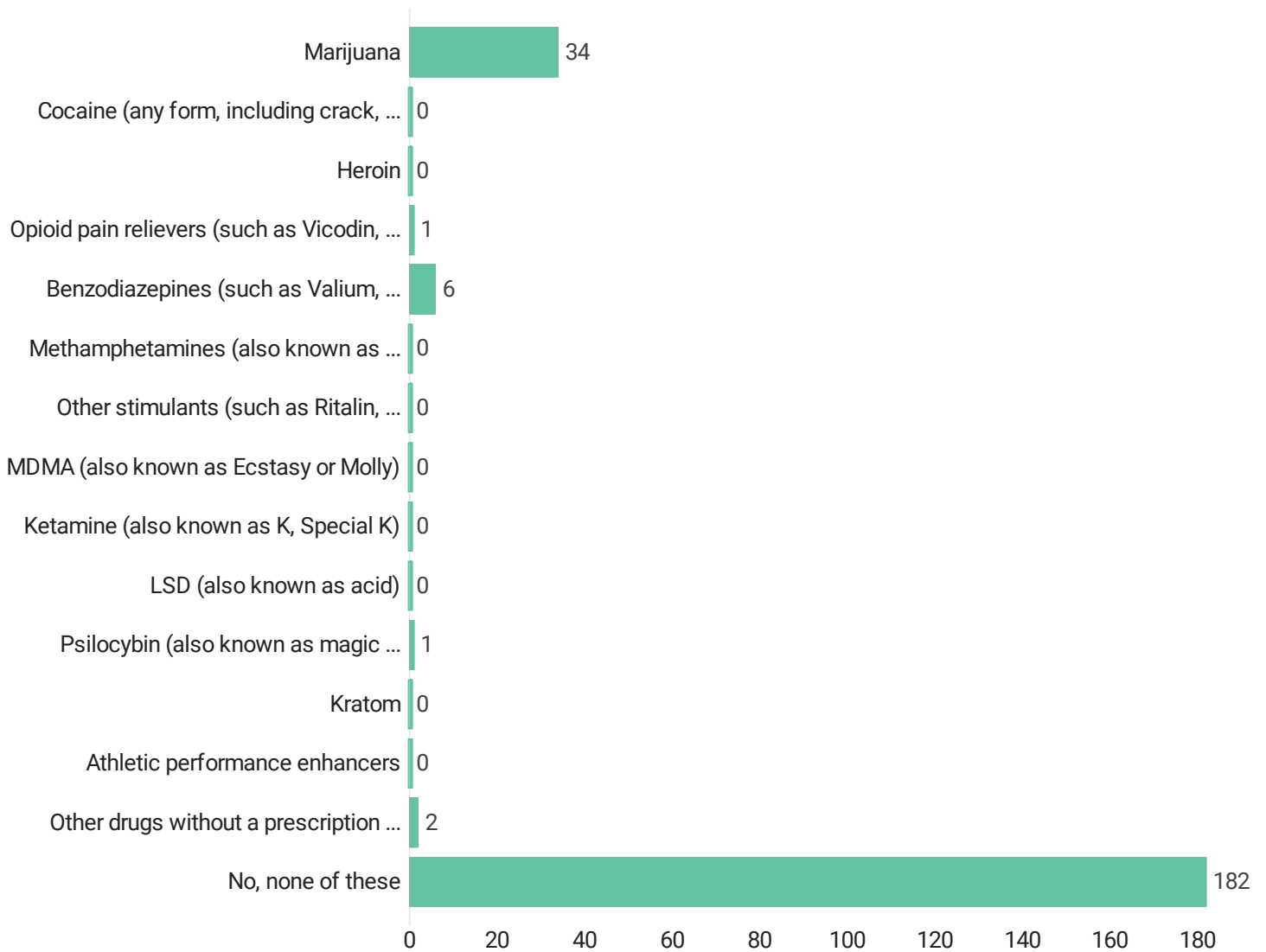
224 Responses



224 Responses	
Field	Choice Count
0 cigarettes	97% 217
Less than 1 cigarette	1% 2
1 to 5 cigarettes	1% 3
About one-half pack	1% 2
1 or more packs	0% 0
Total	224

Q3.26 - Over the past 30 days, have you used any of the following drugs? (Select all that apply)

222 Responses



Q3.26 - Over the past 30 days, have you used any of the following drugs? (Select all that apply) - Selected Choice

222 Responses

Field	Count	Percentage of Choices	Percentage of Responses
Marijuana	34	15%	15%
Cocaine (any form, including crack, powder, or freebase)	0	0%	0%
Heroin	0	0%	0%
Opioid pain relievers (such as Vicodin, OxyContin, Percocet, Demerol, Dilaudid, codeine, hydrocodone, methadone, morphine) without a prescription or more than prescribed	1	0%	0%
Benzodiazepines (such as Valium, Ativan, Klonopin, Xanax, Rohypnal (Roofies))	6	3%	3%
Methamphetamines (also known as speed, crystal meth, Tina, T, or ice)	0	0%	0%
Other stimulants (such as Ritalin, Adderall) without a prescription or more than prescribed	0	0%	0%
MDMA (also known as Ecstasy or Molly)	0	0%	0%
Ketamine (also known as K, Special K)	0	0%	0%
LSD (also known as acid)	0	0%	0%
Psilocybin (also known as magic mushrooms, boomers, shrooms)	1	0%	0%
Kratom	0	0%	0%
Athletic performance enhancers	0	0%	0%
Other drugs without a prescription (please specify)	2	1%	1%
No, none of these	182	81%	82%

Other drugs without a prescription (please specify)

2 Responses

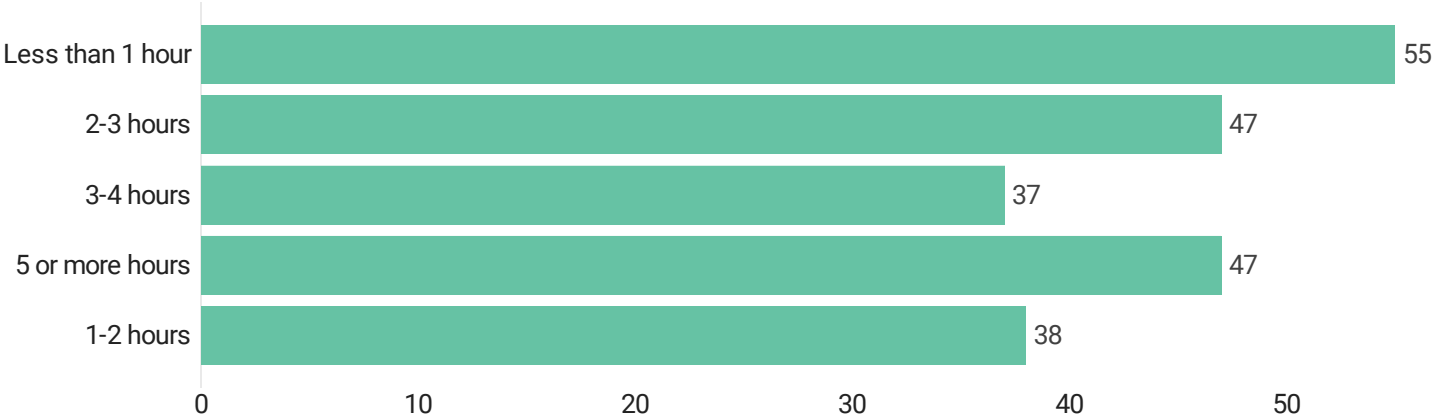
Other drugs without a prescription (please specify) - Text

Benadryl or other antihistamines

anti-depressants

Q3.27 - In the past 30 days, about how many hours per week on average did you spend exercising? (Include any exercise of moderate or higher intensity, where “moderate intensity” would be roughly equivalent to brisk walking or bicycling.)

224 Responses

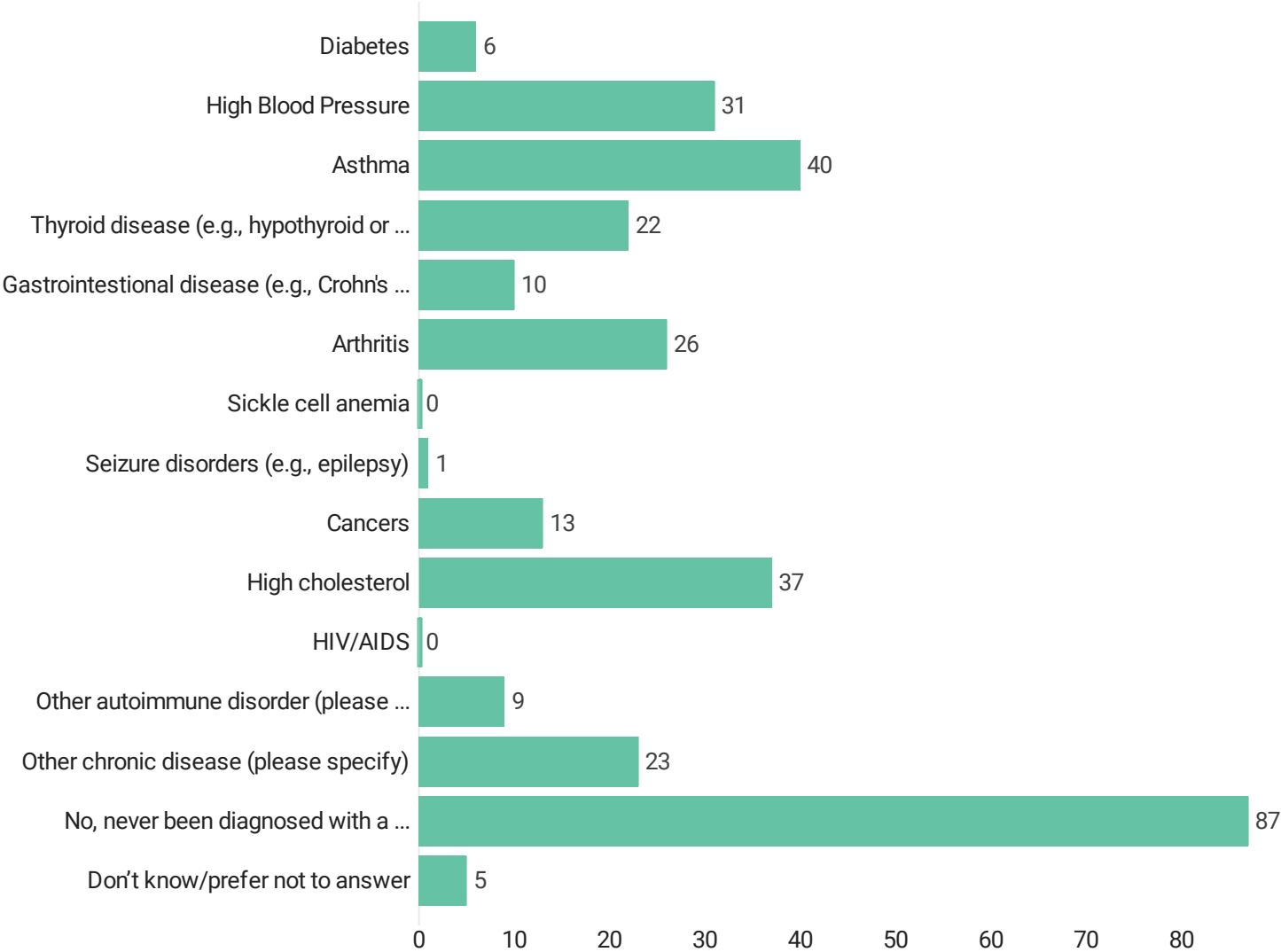


224 Responses

Field	Choice Count
Less than 1 hour	25% 55
2-3 hours	21% 47
3-4 hours	17% 37
5 or more hours	21% 47
1-2 hours	17% 38
Total	224

Q2.33 - Have you ever been diagnosed with any of the following health conditions, which required ongoing treatment by a healthcare professional (e.g., chronic diseases)? (Select all that apply.)

219 Responses



Q2.33 - Have you ever been diagnosed with any of the following health conditions, which required ongoing treatment by a healthcare professional (e.g., chronic diseases)? (Select all that apply.)

219 Responses

Field	Count	Percentage of Choices	Percentage of Responses
Diabetes	6	2%	3%
High Blood Pressure	31	10%	14%
Asthma	40	13%	18%
Thyroid disease (e.g., hypothyroid or hyperthyroid)	22	7%	10%
Gastrointestinal disease (e.g., Crohn's Disease, Ulcerative Colitis)	10	3%	5%
Arthritis	26	8%	12%
Sickle cell anemia	0	0%	0%
Seizure disorders (e.g., epilepsy)	1	0%	0%
Cancers	13	4%	6%
High cholesterol	37	12%	17%
HIV/AIDS	0	0%	0%
Other autoimmune disorder (please specify)	9	3%	4%
Other chronic disease (please specify)	23	7%	11%
No, never been diagnosed with a chronic disease.	87	28%	40%
Don't know/prefer not to answer	5	2%	2%

Other autoimmune disorder (please specify)

9 Responses

Other autoimmune disorder (please specify) - Text

- Hashimotos
- fibromyalgia
- Sjogrens
- PSA
- Hyperthyroidism, Low blood oxygen
- celiac disease
- psoriasis
- Alopecia Areata
- Hashimotos

Other chronic disease (please specify)

23 Responses

Other chronic disease (please specify) - Text

Chronic demyelinating polyneuropathy

Kidney disease

Thalassemia

PCOS

Migraines w/ aura

Gout

osteoporosis

migraines, gi issues

degenerative disc disease

PCOS

Contact Dermatitis

Recently, Lyme + coinfection and mycotoxins, BPPV (Vertigo). Also, was recently in a car accident - no major injuries, but head/neck stiffness and pain. All of these issues may have overlapping symptoms. These issues are adding to existing stress/anxiety and disparaging thoughts from previous questions.

Afib, chronic epididymitis, tinnitus

IBS-D

Depression

Fibromyalgia, Sensory Processing Disorder, Chronic migraines

Endometriosis

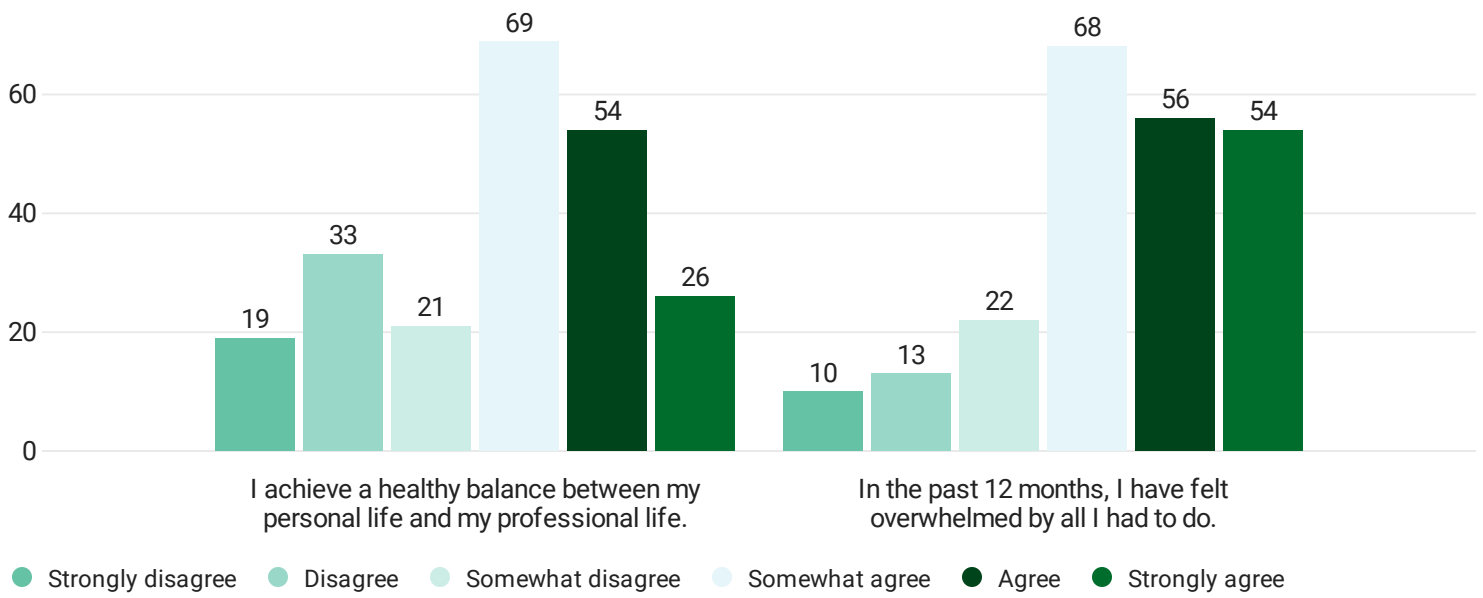
IBS

Ehlers-Danlos Type III, Migraines, Postural Orthostatic Tachycardia Syndrome (POTS), Chronic Pain, Chronic Fatigue

PCOS

burnout - How much do you agree or disagree with the following statements?

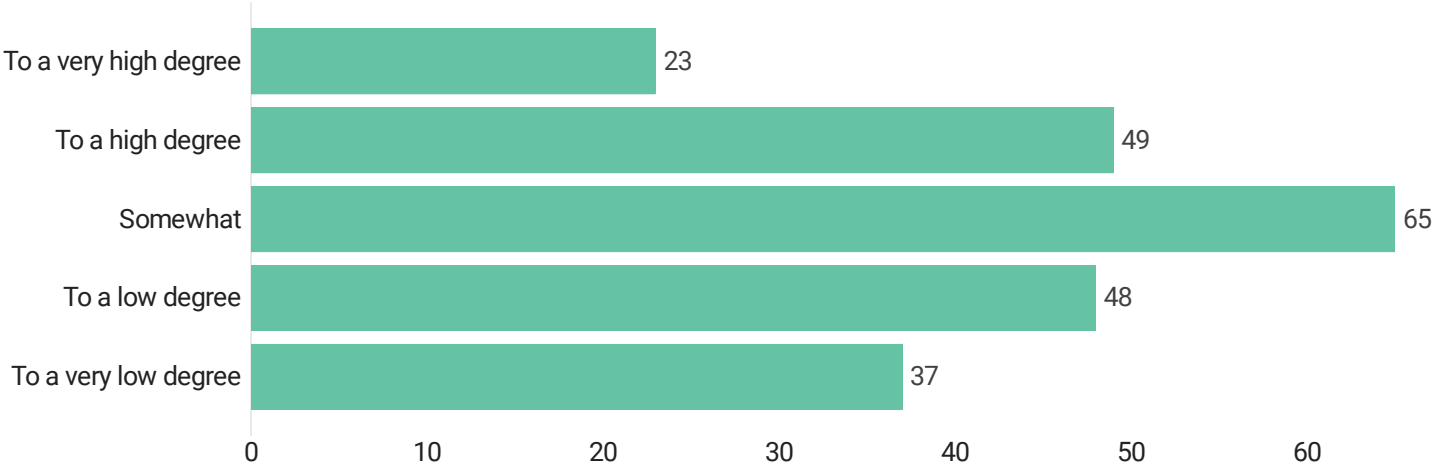
223 Responses



Field	Strongly disagree		Disagree		Somewhat disagree		Somewhat agree		Agree		Strongly agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
I achieve a healthy balance between my personal life and my professional life.	9%	19	15%	33	9%	21	31%	69	24%	54	12%	26	222
In the past 12 months, I have felt overwhelmed by all I had to do.	4%	10	6%	13	10%	22	30%	68	25%	56	24%	54	223

burnout_work - Do you feel burnt out because of your work? Work-related burnout is a state of prolonged physical and psychological exhaustion, which is perceived as related to the person's work.

222 Responses



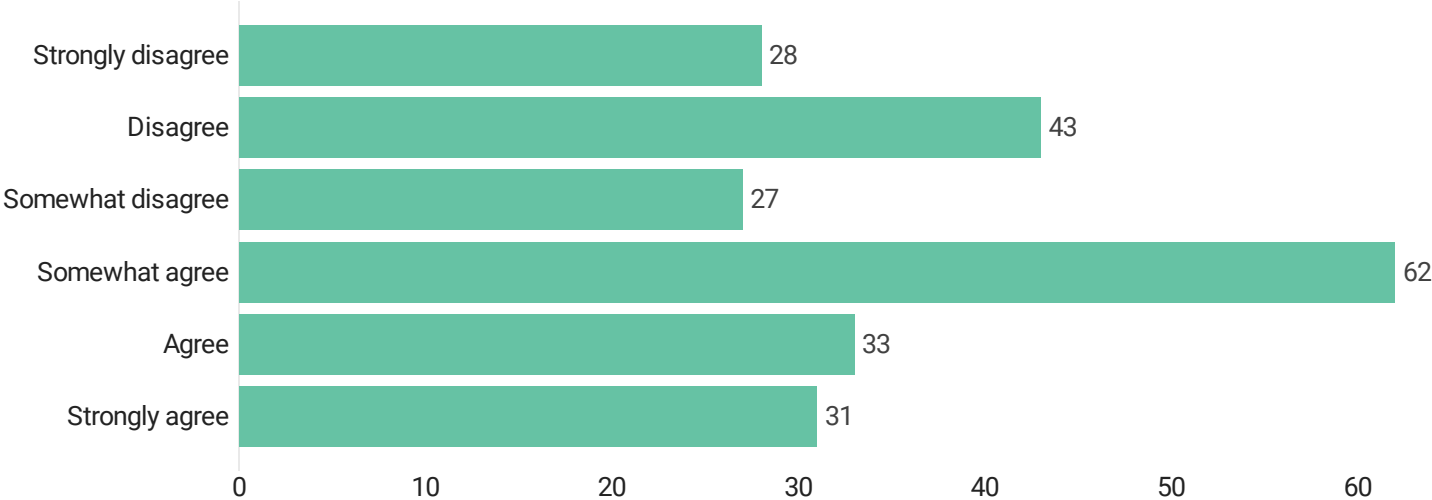
Select a Source

222 Responses

Field	Choice Count
To a very high degree	10% 23
To a high degree	22% 49
Somewhat	29% 65
To a low degree	22% 48
To a very low degree	17% 37
Total	222

burnout_toll - How much do you agree or disagree with the following statement? In the past 12 months, my job has taken a negative toll on my mental or emotional health.

224 Responses

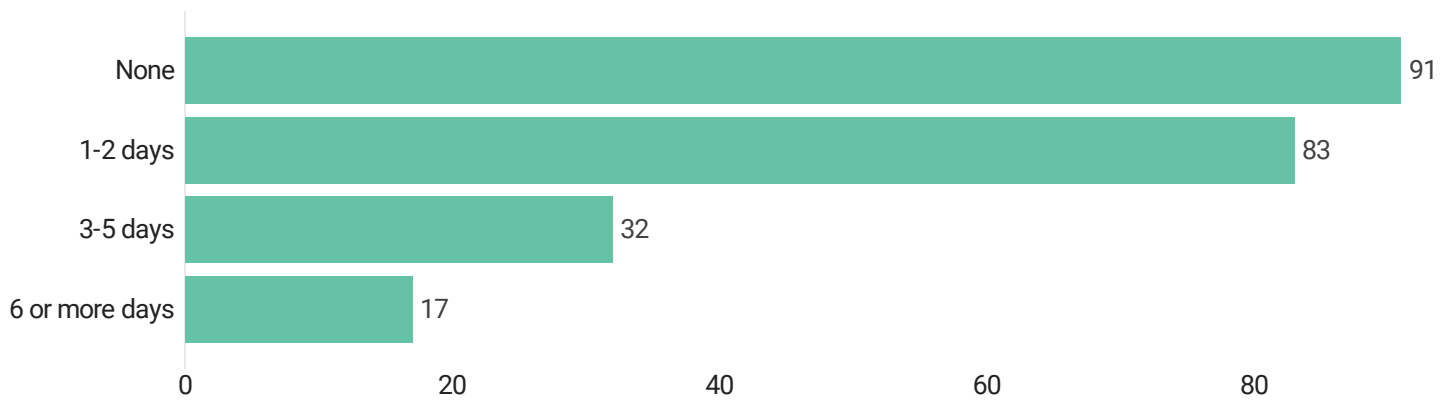


224 Responses

Field	Choice Count
Strongly disagree	13% 28
Disagree	19% 43
Somewhat disagree	12% 27
Somewhat agree	28% 62
Agree	15% 33
Strongly agree	14% 31
Total	224

burnout_prodctv - In the past 4 weeks, how many days have you felt that emotional or mental difficulties have hurt your work performance/productivity?

223 Responses

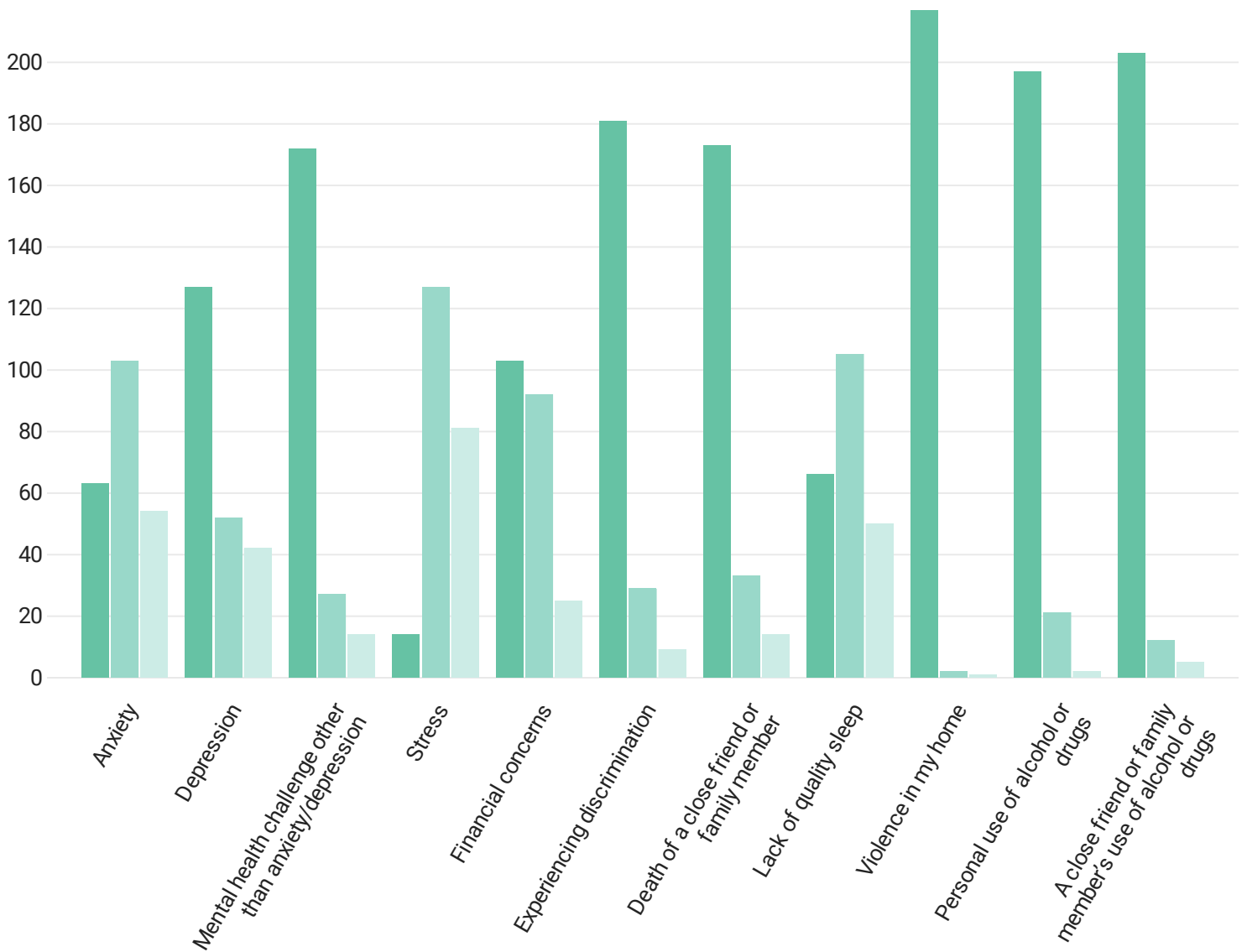


223 Responses

Field	Choice Count
None	41% 91
1-2 days	37% 83
3-5 days	14% 32
6 or more days	8% 17
Total	223

burnout_exp - Within the last 12 months, have any of the following negatively impacted your work performance and/or productivity?

223 Responses



- I did not experience this issue/not applicable.
- I have experienced this issue, but my work performance/productivity has not been affected.
- I have experienced this issue, and it negatively impacted my work performance/productivity.

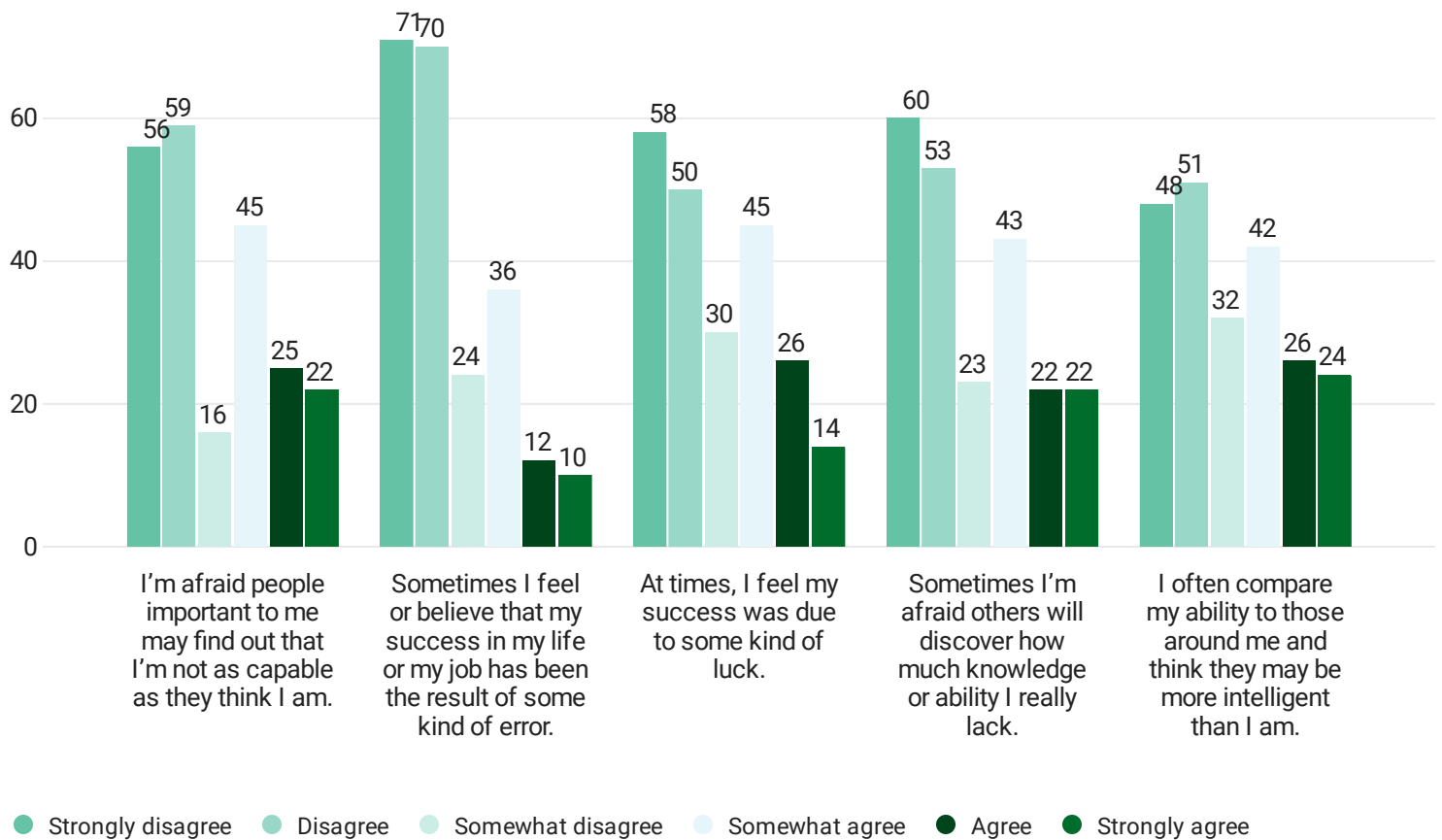
burnout_exp - Within the last 12 months, have any of the following negatively impacted your work performance and/or productivity?

223 Responses

Field	I did not experience this issue/not applicable.	I have experienced this issue, but my work performance/productivity has not been affected.	I have experienced this issue, and it negatively impacted my work performance/productivity.	Total
Anxiety	29% 63	47% 103	25% 54	220
Depression	57% 127	24% 52	19% 42	221
Mental health challenge other than anxiety/depression	81% 172	13% 27	7% 14	213
Stress	6% 14	57% 127	36% 81	222
Financial concerns	47% 103	42% 92	11% 25	220
Experiencing discrimination	83% 181	13% 29	4% 9	219
Death of a close friend or family member	79% 173	15% 33	6% 14	220
Lack of quality sleep	30% 66	48% 105	23% 50	221
Violence in my home	99% 217	1% 2	0% 1	220
Personal use of alcohol or drugs	90% 197	10% 21	1% 2	220
A close friend or family member's use of alcohol or drugs	92% 203	5% 12	2% 5	220

Q588 - How much do you agree or disagree with the following statements?

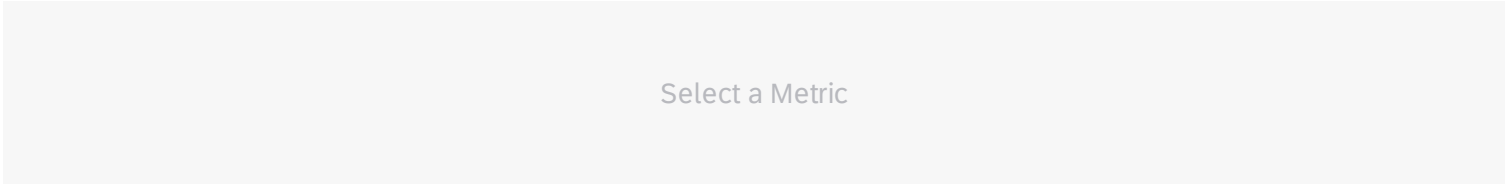
223 Responses



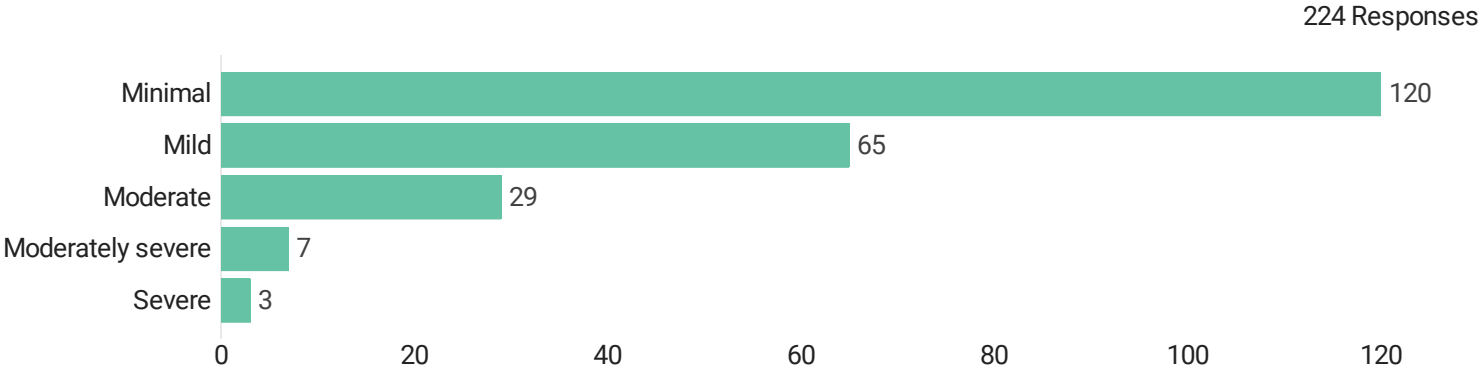
Field	223 Responses												
	Strongly disagree	Disagree	Somewhat disagree	Somewhat agree	Agree	Strongly agree	Total						
I'm afraid people important to me may find out that I'm not as capable as they think I am.	25%	56	26%	59	7%	16	20%	45	11%	25	10%	22	223
Sometimes I feel or believe that my success in my life or my job has been the result of some kind of error.	32%	71	31%	70	11%	24	16%	36	5%	12	4%	10	223
At times, I feel my success was due to some kind of luck.	26%	58	22%	50	13%	30	20%	45	12%	26	6%	14	223
Sometimes I'm afraid others will discover how much knowledge or ability I really lack.	27%	60	24%	53	10%	23	19%	43	10%	22	10%	22	223
I often compare my ability to those around me and think they may be more intelligent than I am.	22%	48	23%	51	14%	32	19%	42	12%	26	11%	24	223

CALCULATED MENTAL HEALTH MEASURES

Positive mental health



Risk of depression

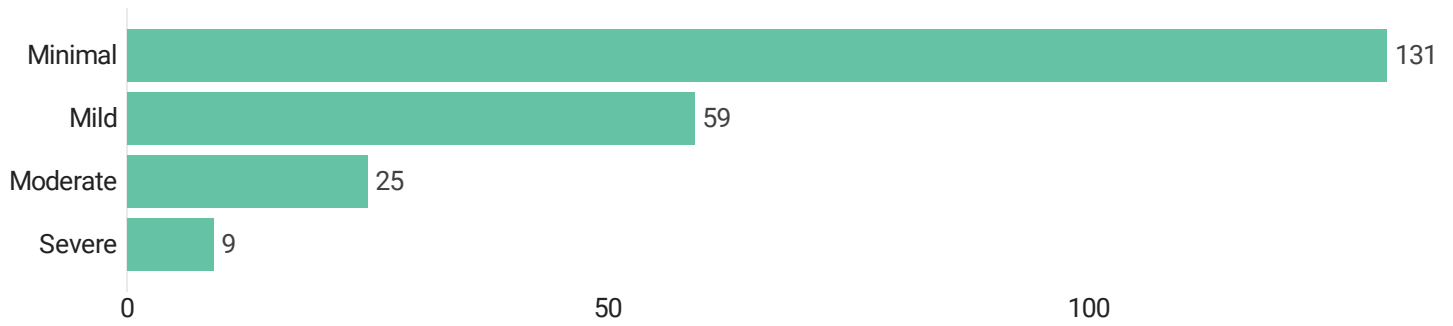


224 Responses

Field	Choice Count
Minimal	54% 120
Mild	29% 65
Moderate	13% 29
Moderately severe	3% 7
Severe	1% 3
Total	224

Risk of anxiety

224 Responses



Field

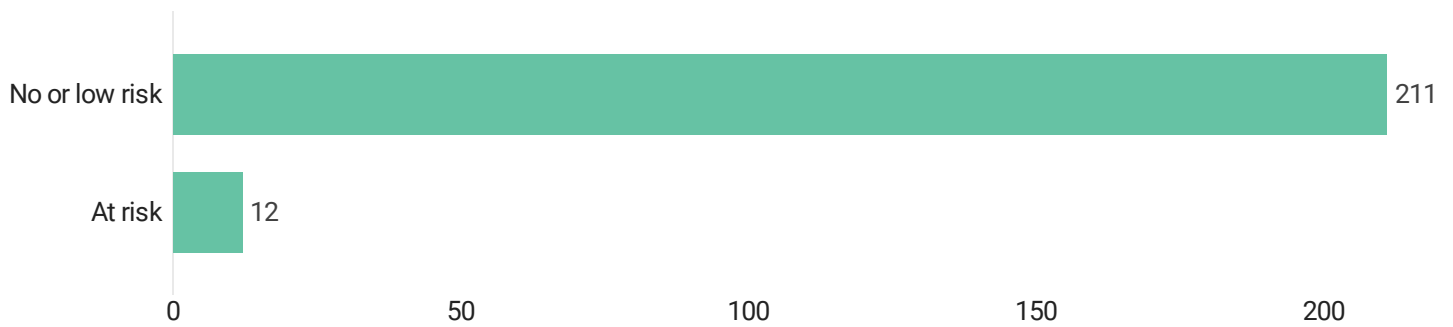
224 Responses

Choice Count

Minimal	58%	131
Mild	26%	59
Moderate	11%	25
Severe	4%	9
Total		224

Risk of eating disorder

223 Responses



Field

223 Responses

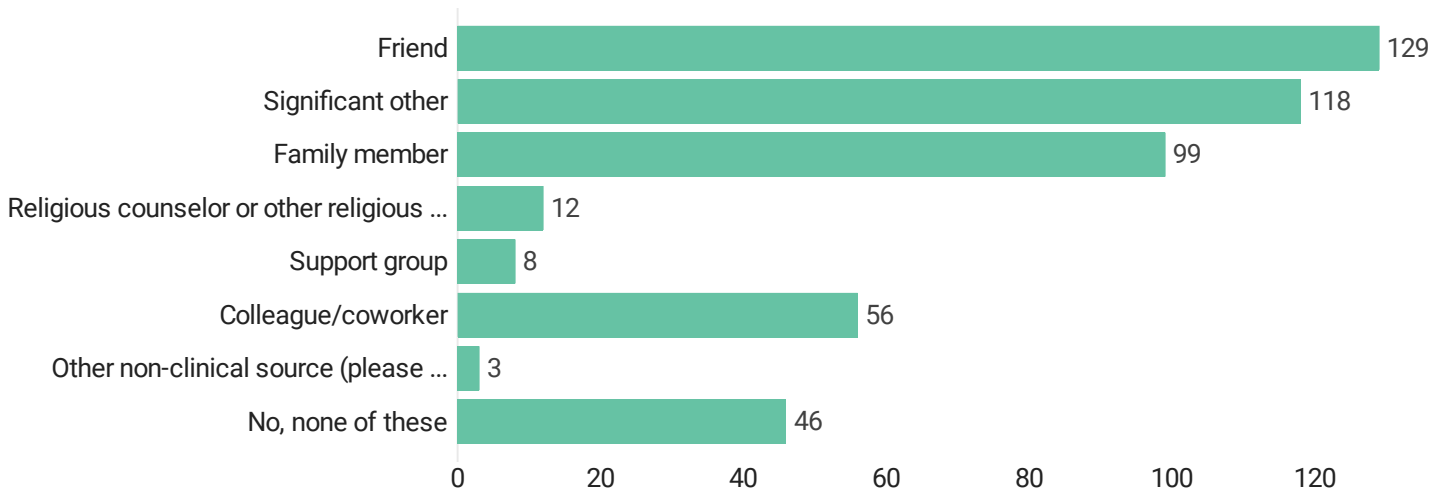
Choice Count

No or low risk	95%	211
At risk	5%	12
Total		223

MENTAL HEALTH SERVICE UTILIZATION

Q4.43 - In the past 12 months have you received support for your mental or emotional health from any of the following sources? (Select all that apply) - Selected Choice

222 Responses



222 Responses

Field	Count	Percentage of Choices	Percentage of Responses
Friend	129	27%	58%
Significant other	118	25%	53%
Family member	99	21%	45%
Religious counselor or other religious contact	12	3%	5%
Support group	8	2%	4%
Other non-clinical source (please specify)	3	1%	1%
No, none of these	46	10%	21%
Colleague/coworker	56	12%	25%

Other non-clinical source (please specify)

3 Responses

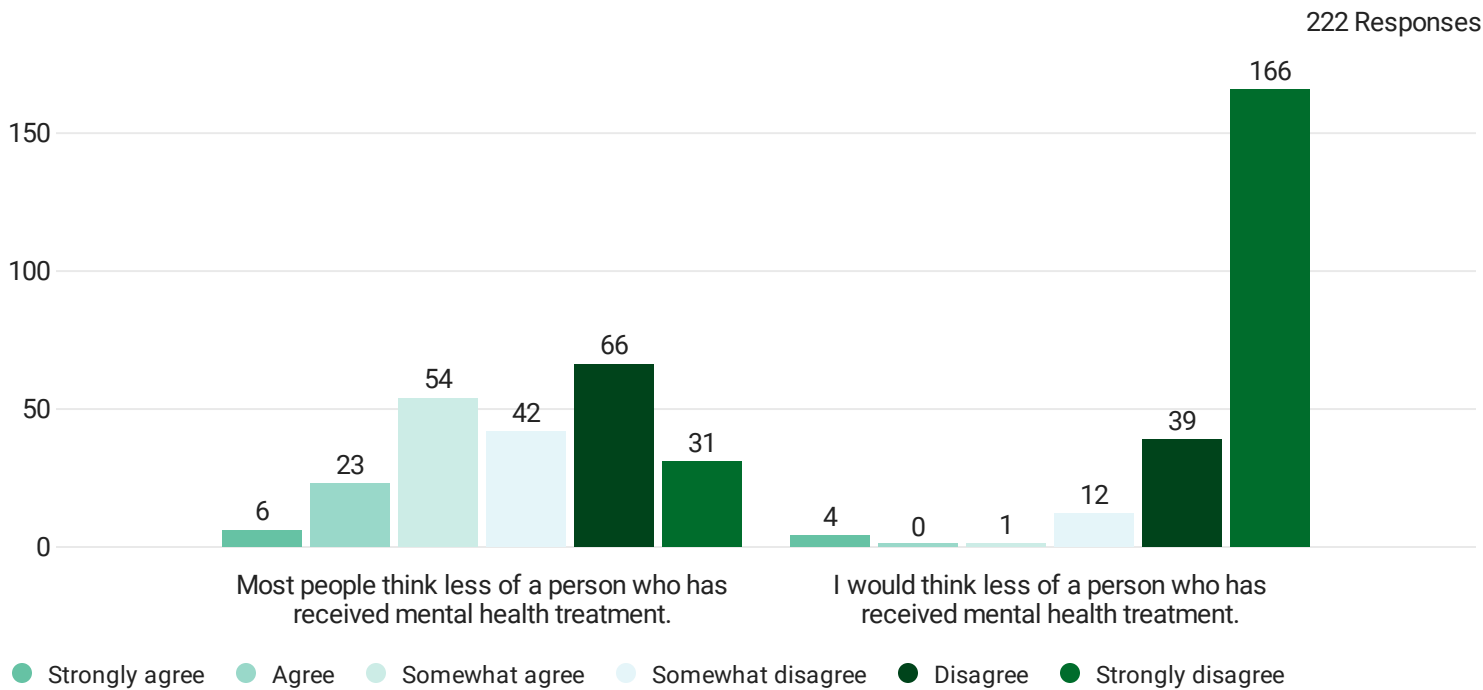
Other non-clinical source (please specify) - Text

Therapist

Psychiatrist, therapist

MeoMind app

Q4.15 - How much do you agree with the following statements?

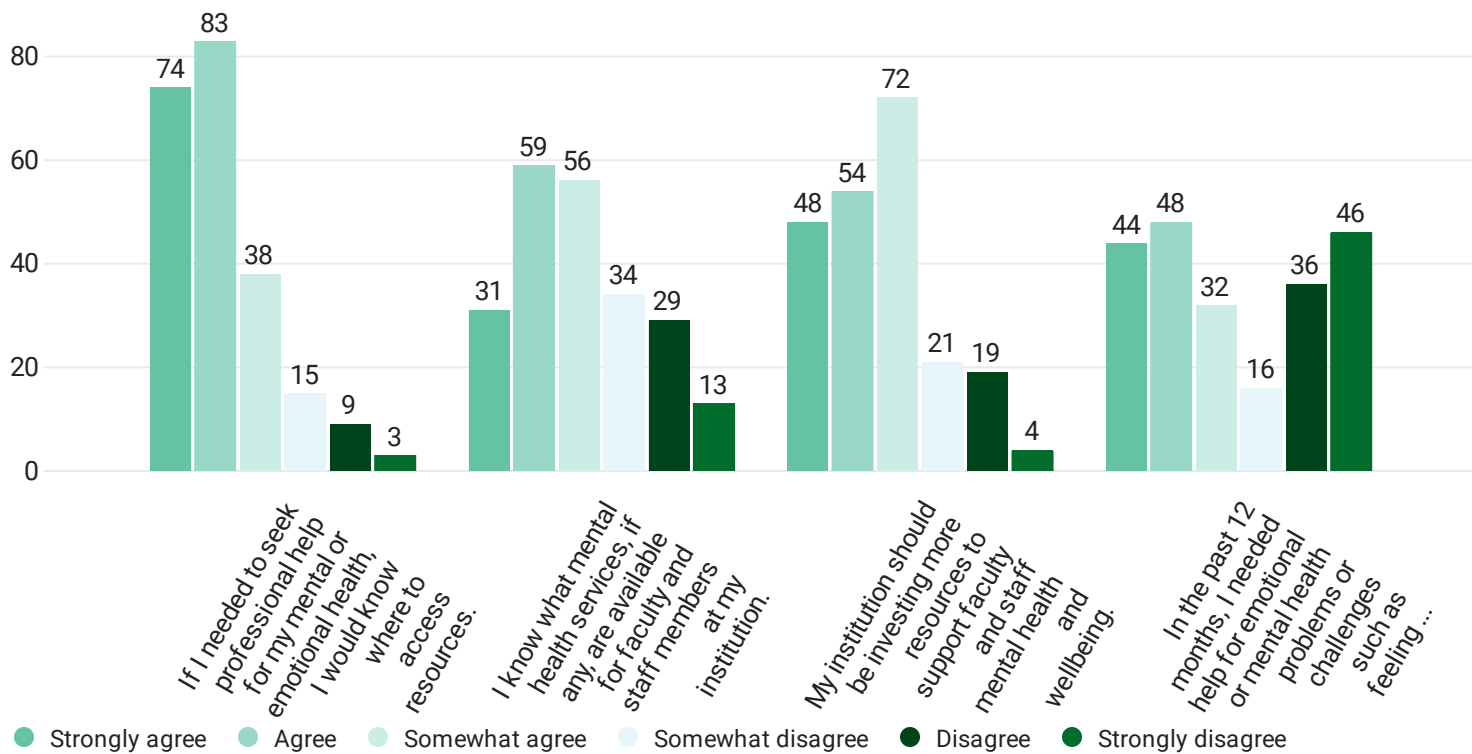


222 Responses

Field	Strongly agree	Agree	Somewhat agree	Somewhat disagree	Disagree	Strongly disagree	Total
Most people think less of a person who has received mental health treatment.	3% 6	10% 23	24% 54	19% 42	30% 66	14% 31	222
I would think less of a person who has received mental health treatment.	2% 4	0% 0	0% 1	5% 12	18% 39	75% 166	222

Q67FS - How much do you agree or disagree with the following statements?

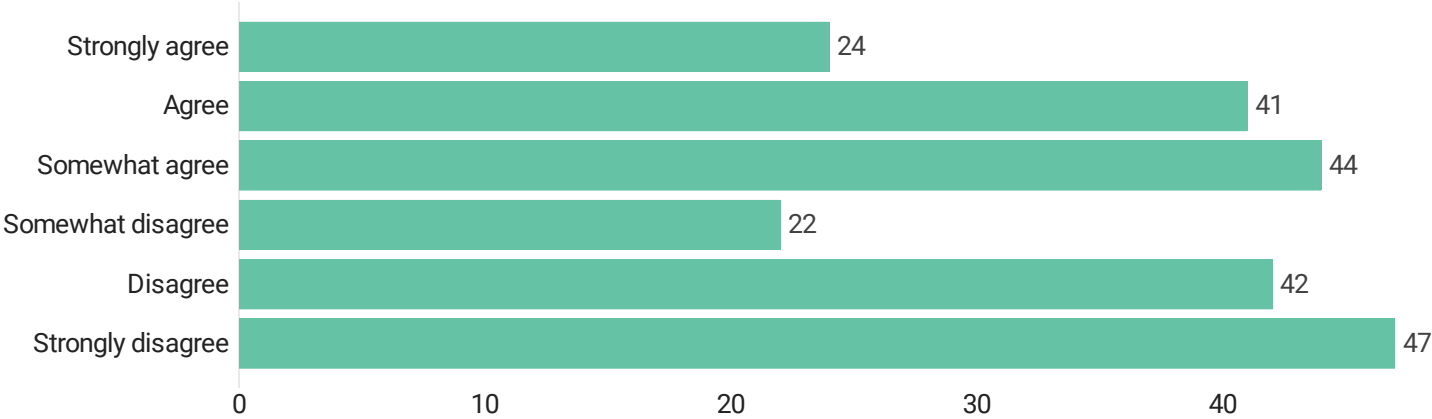
222 Responses



Field	222 Responses												
	Strongly agree	Agree	Somewhat agree	Somewhat disagree	Disagree	Strongly disagree	Total						
If I needed to seek professional help for my mental or emotional health, I would know where to access resources.	33%	74	37%	83	17%	38	7%	15	4%	9	1%	3	222
I know what mental health services, if any, are available for faculty and staff members at my institution.	14%	31	27%	59	25%	56	15%	34	13%	29	6%	13	222
My institution should be investing more resources to support faculty and staff mental health and wellbeing.	22%	48	25%	54	33%	72	10%	21	9%	19	2%	4	218
In the past 12 months, I needed help for emotional or mental health problems or challenges such as feeling sad, blue, anxious or nervous.	20%	44	22%	48	14%	32	7%	16	16%	36	21%	46	222

Q4.16a - How much do you agree with the following statement?: I currently need help for emotional or mental health problems or challenges such as feeling sad, blue, anxious or nervous.

220 Responses

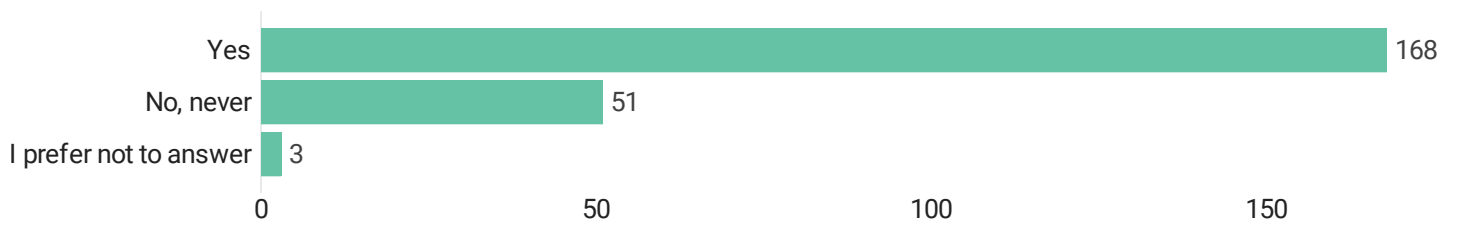


220 Responses

Field	Choice Count
Strongly agree	11% 24
Agree	19% 41
Somewhat agree	20% 44
Somewhat disagree	10% 22
Disagree	19% 42
Strongly disagree	21% 47
Total	220

Q4.18_FS - In your lifetime, have you ever received mental health treatment (counseling, therapy, medications)?

222 Responses

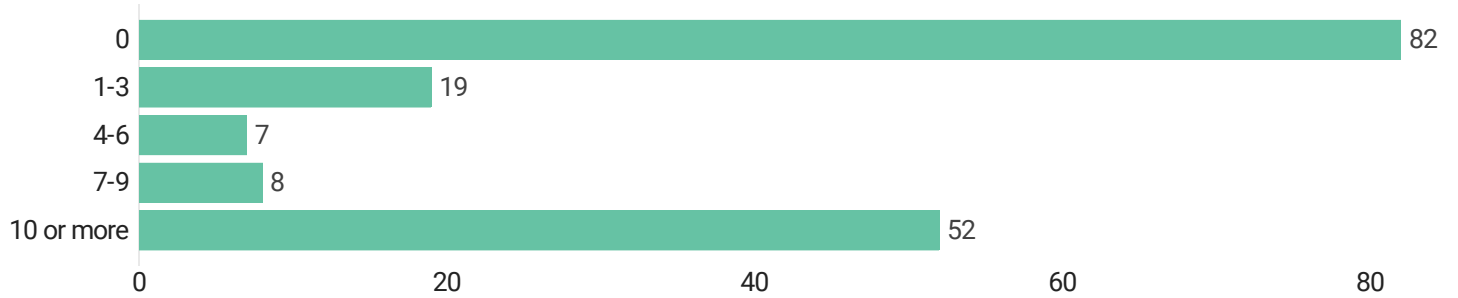


222 Responses

Field	Choice Count
Yes	76% 168
No, never	23% 51
I prefer not to answer	1% 3
Total	222

Q4.19 - How many total visits or sessions for counseling or therapy have you had in the past 12 months?

168 Responses

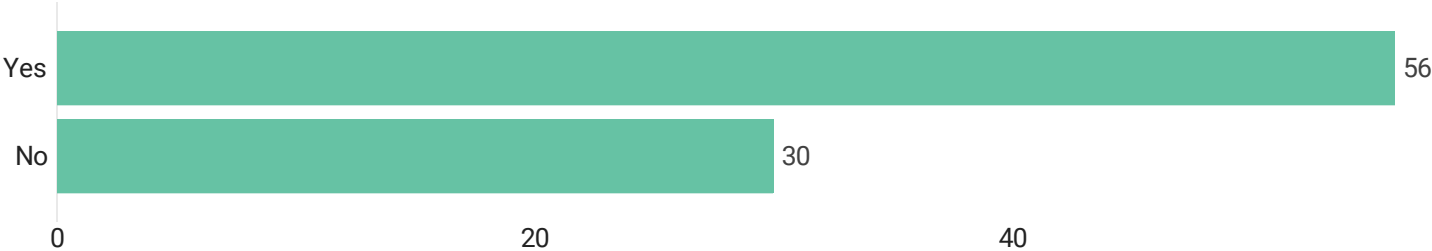


168 Responses

Field	Choice Count
0	49% 82
1-3	11% 19
4-6	4% 7
7-9	5% 8
10 or more	31% 52
Total	168

Q4.20 - Are you currently receiving counseling or therapy?

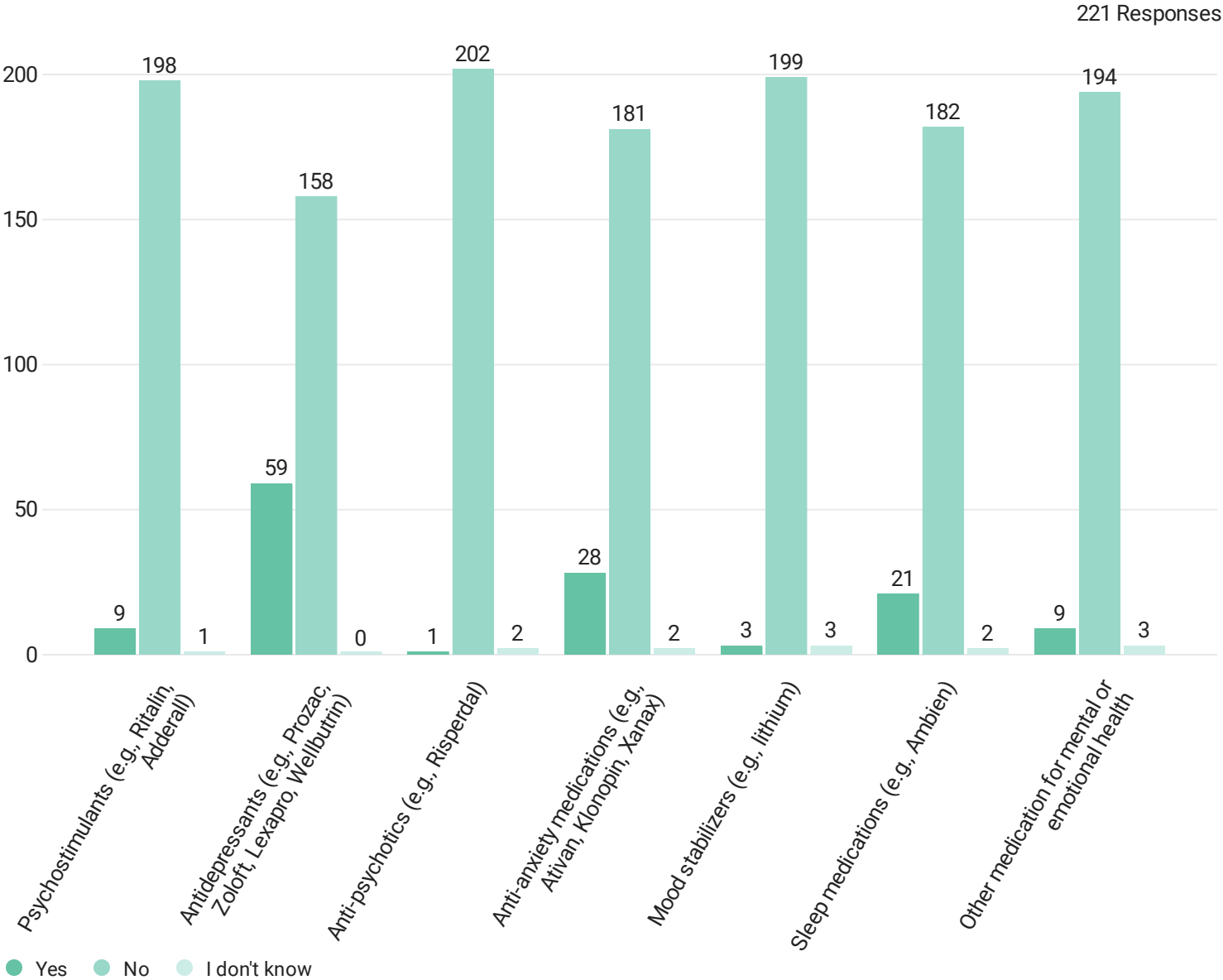
86 Responses



86 Responses

Field	Choice Count
Yes	65% 56
No	35% 30
Total	86

Q4.32 - In the past 12 months have you taken any of the following types of prescription medications for mental or emotional health? (Please count only those you took, or are taking, several times per week.)

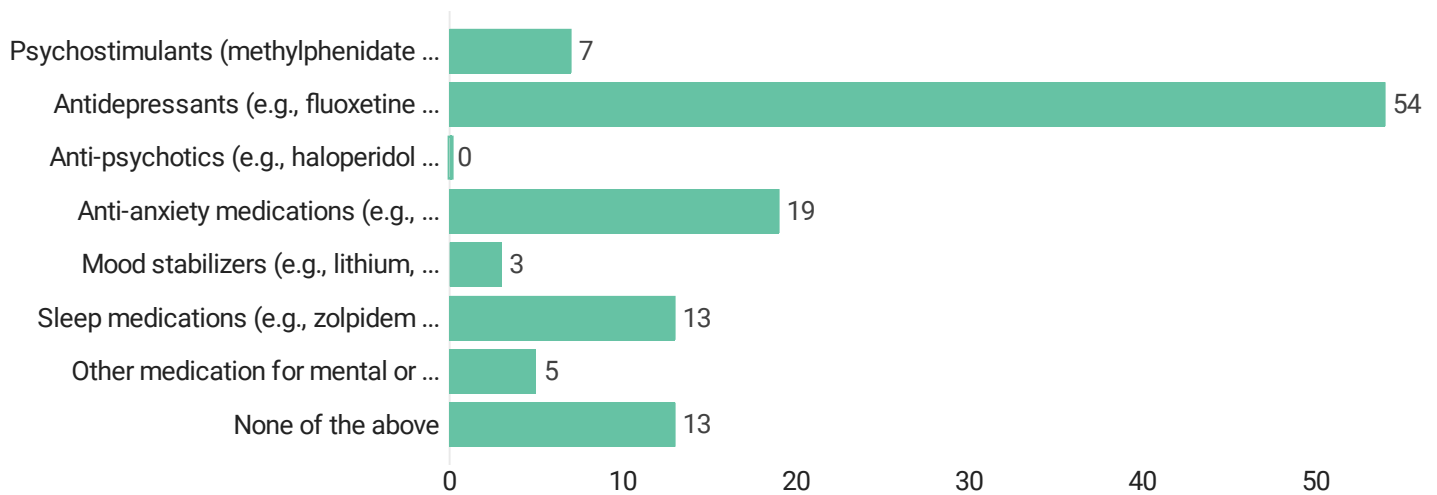


221 Responses

Field	Yes	No	I don't know	Total
Psychostimulants (e.g., Ritalin, Adderall)	4% 9	95% 198	0% 1	208
Antidepressants (e.g., Prozac, Zoloft, Lexapro, Wellbutrin)	27% 59	73% 158	0% 0	217
Anti-psychotics (e.g., Risperdal)	0% 1	99% 202	1% 2	205
Anti-anxiety medications (e.g., Ativan, Klonopin, Xanax)	13% 28	86% 181	1% 2	211
Mood stabilizers (e.g., lithium)	1% 3	97% 199	1% 3	205
Sleep medications (e.g., Ambien)	10% 21	89% 182	1% 2	205
Other medication for mental or emotional health	4% 9	94% 194	1% 3	206

Q4.32_curtly - Of the medication(s) you just noted, which are you currently taking? (Select all that apply)

82 Responses



82 Responses

Field	Count	Percentage of Choices	Percentage of Responses
Psychostimulants (methylphenidate (Ritalin, or Concerta), amphetamine salts (Adderall), dextroamphetamine (Dexerdine), etc.)	7	6%	9%
Antidepressants (e.g., fluoxetine (Prozac), sertraline (Zoloft), paroxetine (Paxil), escitalopram (Lexapro), venlafaxine (Effexor), bupropion (Wellbutrin), etc.)	54	47%	66%
Anti-psychotics (e.g., haloperidol (Haldol), clozapine (Clozaril), risperidone (Risperdal), olanzapine (Zyprexa), etc.)	0	0%	0%
Anti-anxiety medications (e.g., lorazepam (Ativan), clonazepam (Klonopin), alprazolam (Xanax), buspirone (BuSpar), etc.)	19	17%	23%
Mood stabilizers (e.g., lithium, valproate (Depakote), lamotrigine (Lamictal), carbamazepine (Tegretol), etc.)	3	3%	4%
Sleep medications (e.g., zolpidem (Ambien), zaleplon (Sonata), etc.)	13	11%	16%
Other medication for mental or emotional health (please specify)	5	4%	6%
None of the above	13	11%	16%

Other medication for mental or emotional health (please specify)

5 Responses

Other medication for mental or emotional health (please specify) - Text

Lamotrigine, Olanzapine, Buspirone

Esketamine

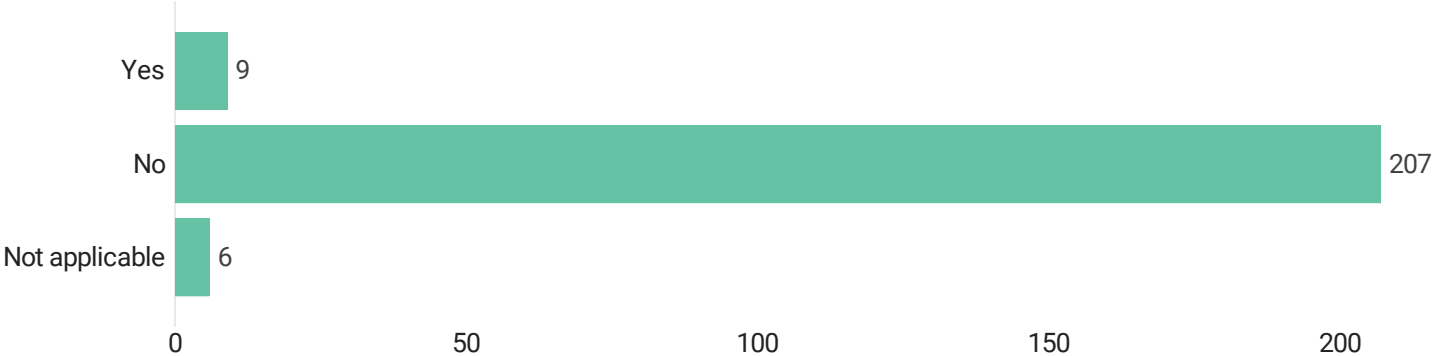
Prazosin for relief of PTSD-induced nightmares

Hydroxyzine

Propranolol (for performance anxiety)

campus_resrce - Have you utilized any of the following mental health or wellness resources through your institution? [Field-Campus%20Counseling%20Center]

222 Responses

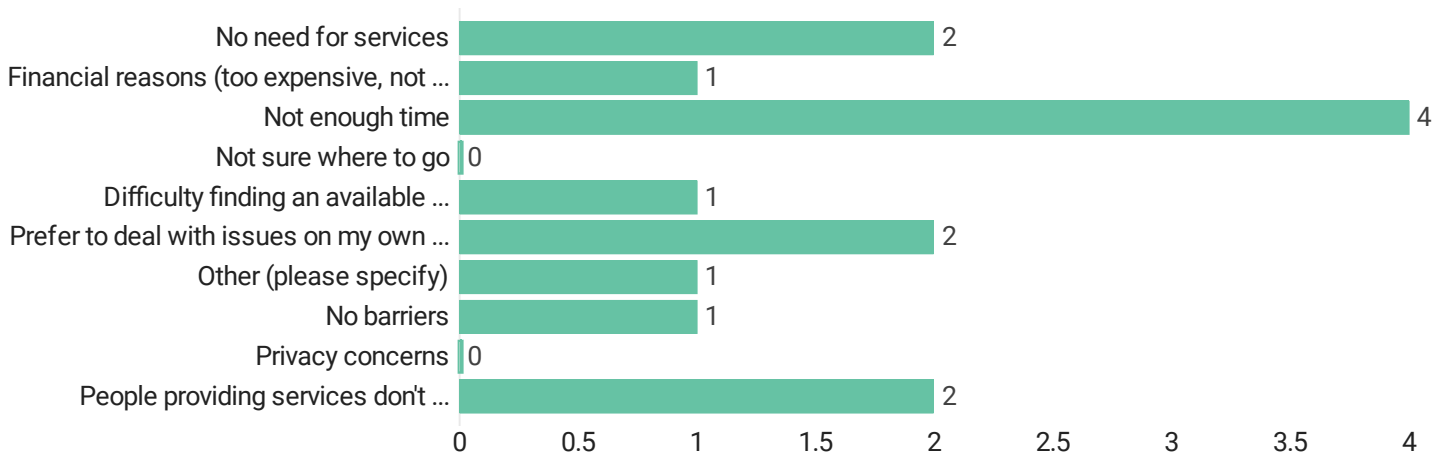


222 Responses

Field	Choice Count
Yes	4% 9
No	93% 207
Not applicable	3% 6
Total	222

Q4.40 - In the past 12 months, which of the following factors have caused you to receive fewer services (counseling, therapy, or medications) for your mental or emotional health than you would have otherwise received? (Select all that apply)

9 Responses



9 Responses

Field	Count	Percentage of Choices	Percentage of Responses
No need for services	2	14%	22%
Financial reasons (too expensive, not covered by insurance)	1	7%	11%
Not enough time	4	29%	44%
Not sure where to go	0	0%	0%
Difficulty finding an available appointment	1	7%	11%
Prefer to deal with issues on my own or support from family/friends	2	14%	22%
Other (please specify)	1	7%	11%
No barriers	1	7%	11%
Privacy concerns	0	0%	0%
People providing services don't understand me	2	14%	22%

Other (please specify)

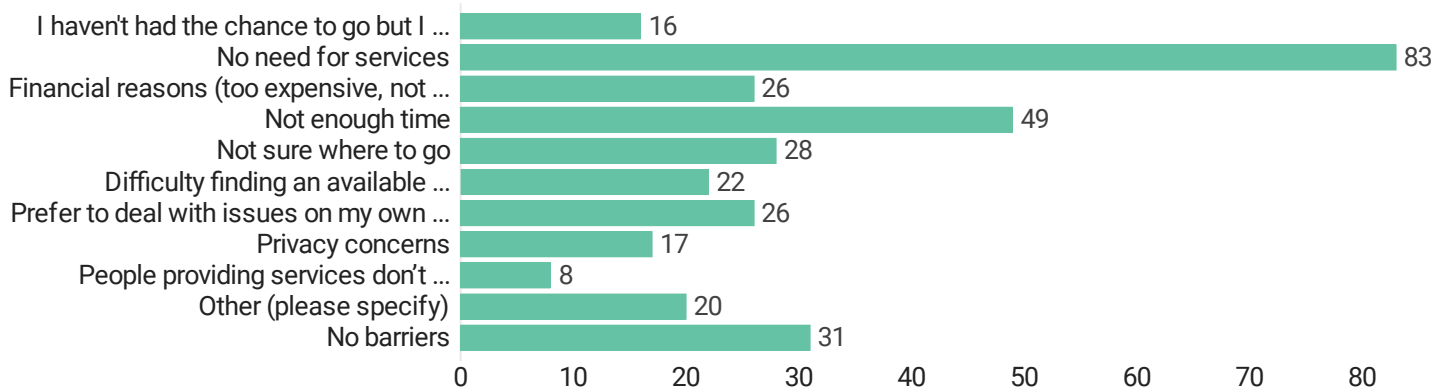
1 Responses

Other (please specify) - Text

Difficulty finding a provider with similar background

Q4.41 - In the past 12 months, which of the following explain why you have not received medication or therapy for your mental or emotional health? (Select all that apply)

197 Responses

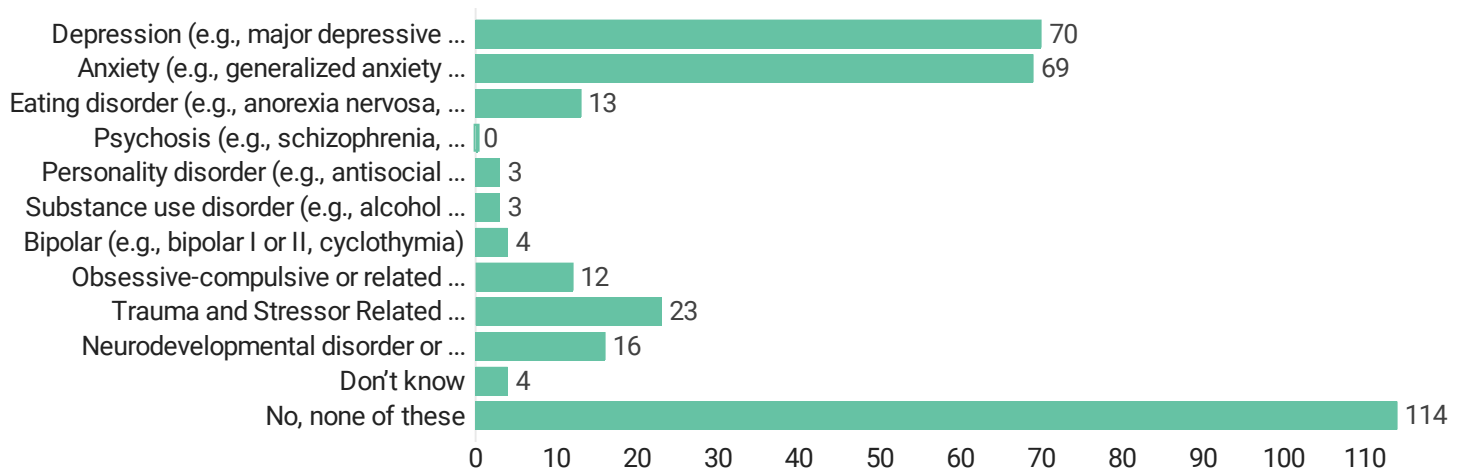


197 Responses

Field	Count	Percentage of Choices	Percentage of Responses
I haven't had the chance to go but I plan to	16	5%	8%
No need for services	83	25%	42%
Financial reasons (too expensive, not covered by insurance)	26	8%	13%
Not enough time	49	15%	25%
Not sure where to go	28	9%	14%
Difficulty finding an available appointment	22	7%	11%
Prefer to deal with issues on my own or with support from family/friends	26	8%	13%
Other (please specify)	20	6%	10%
No barriers	31	10%	16%
Privacy concerns	17	5%	9%
People providing services don't understand me	8	2%	4%

Q4.2 - Have you ever been diagnosed with any of the following conditions by a health professional (e.g., primary care doctor, psychiatrist, psychologist, etc.)? (Select all that apply)

221 Responses

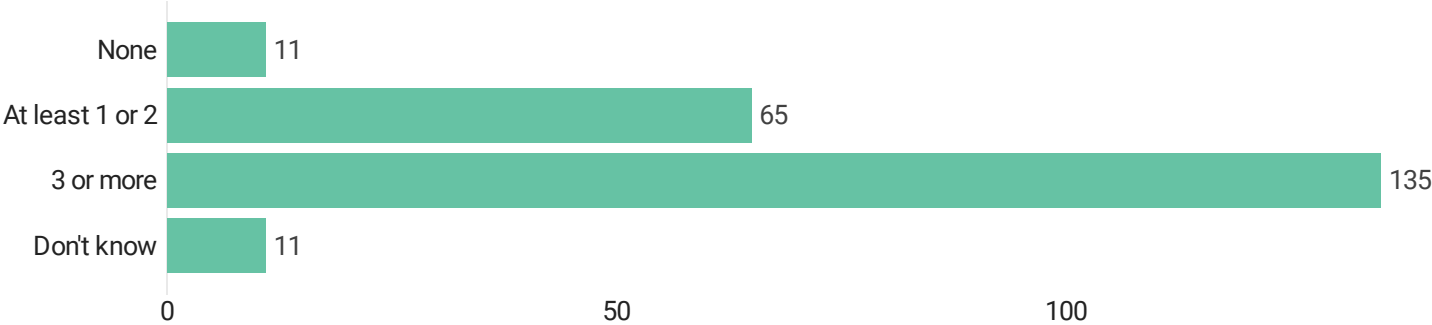


221 Responses

Field	Count	Percentage of Choices	Percentage of Responses
Depression (e.g., major depressive disorder, persistent depressive disorder)	70	21%	32%
Anxiety (e.g., generalized anxiety disorder, phobias)	69	21%	31%
Eating disorder (e.g., anorexia nervosa, bulimia nervosa)	13	4%	6%
Psychosis (e.g., schizophrenia, schizo-affective disorder)	0	0%	0%
Personality disorder (e.g., antisocial personality disorder, paranoid personality disorder, schizoid personality disorder)	3	1%	1%
Substance use disorder (e.g., alcohol abuse, abuse of other drugs)	3	1%	1%
No, none of these	114	34%	52%
Don't know	4	1%	2%
Bipolar (e.g., bipolar I or II, cyclothymia)	4	1%	2%
Obsessive-compulsive or related disorders (e.g., obsessive-compulsive disorder, body dysmorphia)	12	4%	5%
Trauma and Stressor Related Disorders (e.g., post-traumatic stress disorder)	23	7%	10%
Neurodevelopmental disorder or intellectual disability (e.g., attention deficit disorder, attention deficit hyperactivity disorder, intellectual disability, autism spectrum disorder)	16	5%	7%

Q10.17 - As far as you know, how many of your close friends or family have ever sought professional help for an emotional or mental health problem?

222 Responses



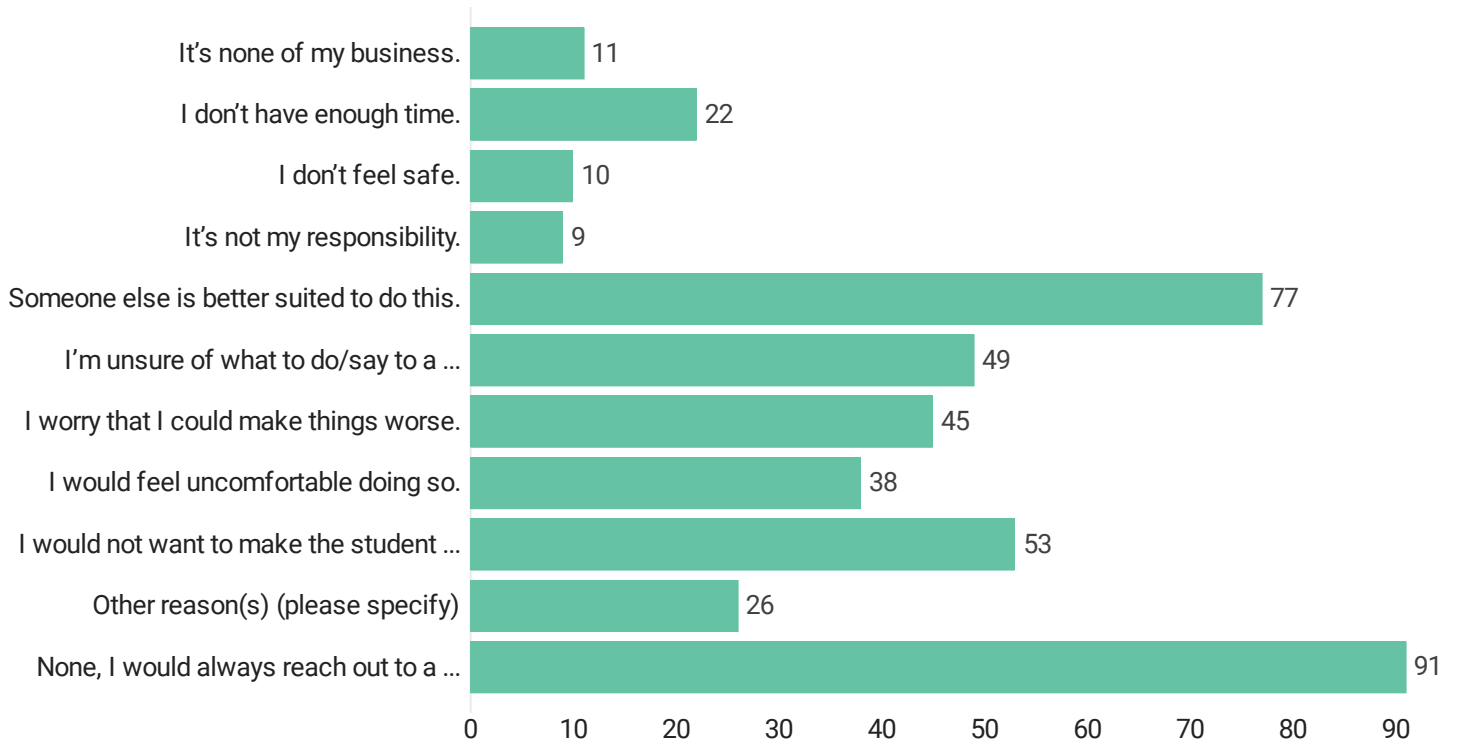
222 Responses

Field	Choice Count
None	5% 11
At least 1 or 2	29% 65
3 or more	61% 135
Don't know	5% 11
Total	222

SUPPORTING STUDENTS

no_suprt_reasn - Which of the following are reasons why you would not reach out to a student if you thought they were experiencing emotional or mental distress? (Select all that apply)

215 Responses



no_suprt_reasn - Which of the following are reasons why you would not reach out to a student if you thought they were experiencing emotional or mental distress? (Select all that apply)

215 Responses

Field	Choice Count
It's none of my business.	3% 11
I don't have enough time.	5% 22
I don't feel safe.	2% 10
It's not my responsibility.	2% 9
Someone else is better suited to do this.	18% 77
I'm unsure of what to do/say to a student.	11% 49
I worry that I could make things worse.	10% 45
I would feel uncomfortable doing so.	9% 38
I would not want to make the student feel uncomfortable.	12% 53
Other reason(s) (please specify)	6% 26
None, I would always reach out to a student if I thought they were experiencing emotional or mental distress.	21% 91
Total	431

Other reason(s) (please specify)

25 Responses

Other reason(s) (please specify) - Text

- would wonder if it would put me in legal jeopardy for any reason
- If I know someone else with a stronger relationship with the student, I would have them reach out first so the student could talk to someone they're more comfortable with. Otherwise, I would always reach out
- Fear that the student would say that my involvement is problematic or detrimental
- I don't have that much association with students
- They should be referred to experts on campus
- I would typically consult with the Dean of Students beforehand to ensure that someone is tracking the issue and assess whether I can be helpful through outreach.
- may send to other staff members if better connection, but would ensure follow up
- Others are trained for this, I would refer to the specialist.
- I am so tired. Students take up so much time by not doing their work, not coming to class and not communicating. If a student is too unhealthy to come to class they should not be enrolled.
- If I knew the student I would, but I would also let someone with more experience know as well.
- I would reach out to a student if I knew them well but would request that a colleague reach out if I did not know the student
- It may be perceived as intrusive or off putting to reach out unsolicited.
- I don't interact with students, and do not have relationships with them, so it would be incredibly odd for this to happen.

Since I have very limited interaction with students in my current position, I would probably talk to a colleague better suited to reach out to the student.

I have no professional training as a counselor and it is **absolutely** beyond the boundaries of my job as a professor.

Potentially triggering for me, which would not be helpful for a distressed student

I generally don't work with students, so I'm not sure when I would be in this situation.

I don't have contact with students

I don't work with students

Depends on the severity of the distress

trning_offrd - Does your institution offer mental health “gatekeeper trainings” for faculty and staff? That is, a program available to faculty and staff designed to enhance an individual’s skills to recognize signs of emotional distress in other people and refer them to appropriate resources. (Examples include Mental Health First Aid, Question, Persuade, Refer (QPR), and Kognito At-Risk.)

221 Responses

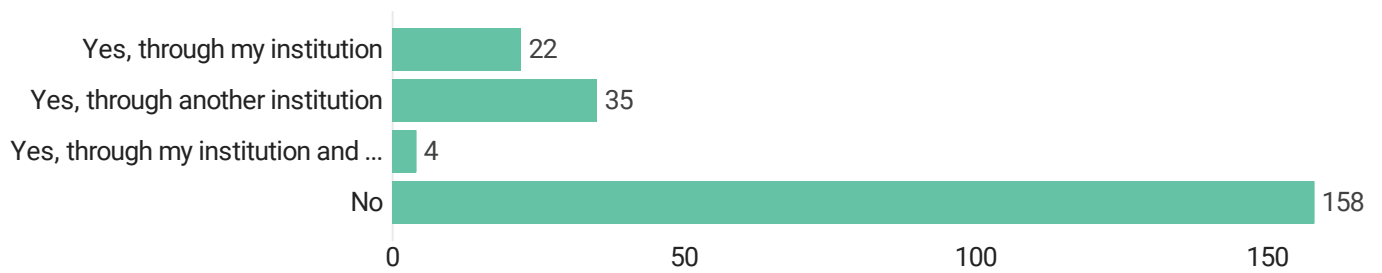


221 Responses

Field	Choice Count
Yes	14% 32
No	18% 40
Don't know	67% 149
Total	221

train_partcipt - Have you ever participated in a mental health gatekeeper training program, as defined above?

219 Responses



219 Responses

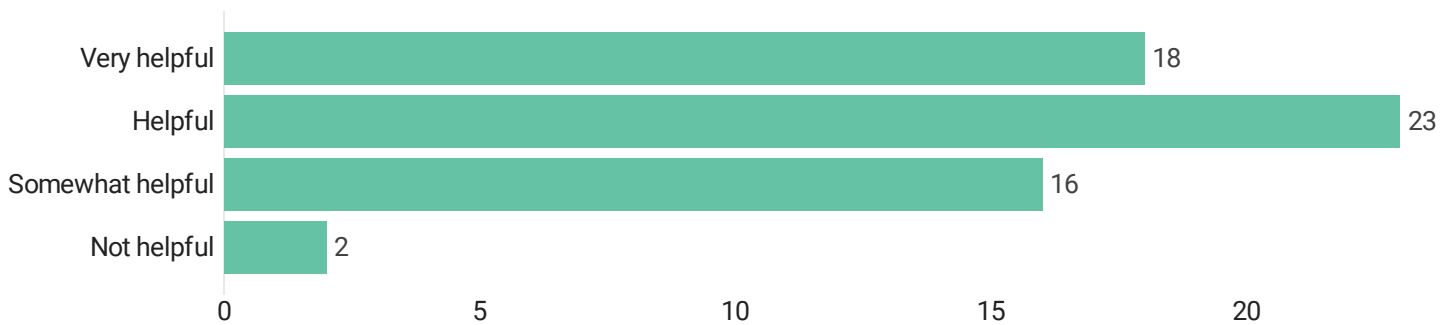
Field

Choice Count

Field	Choice Count
Yes, through my institution	10% 22
Yes, through another institution	16% 35
Yes, through my institution and another institution	2% 4
No	72% 158
Total	219

train_helpful - How helpful was the gatekeeper training that you received?

59 Responses



59 Responses

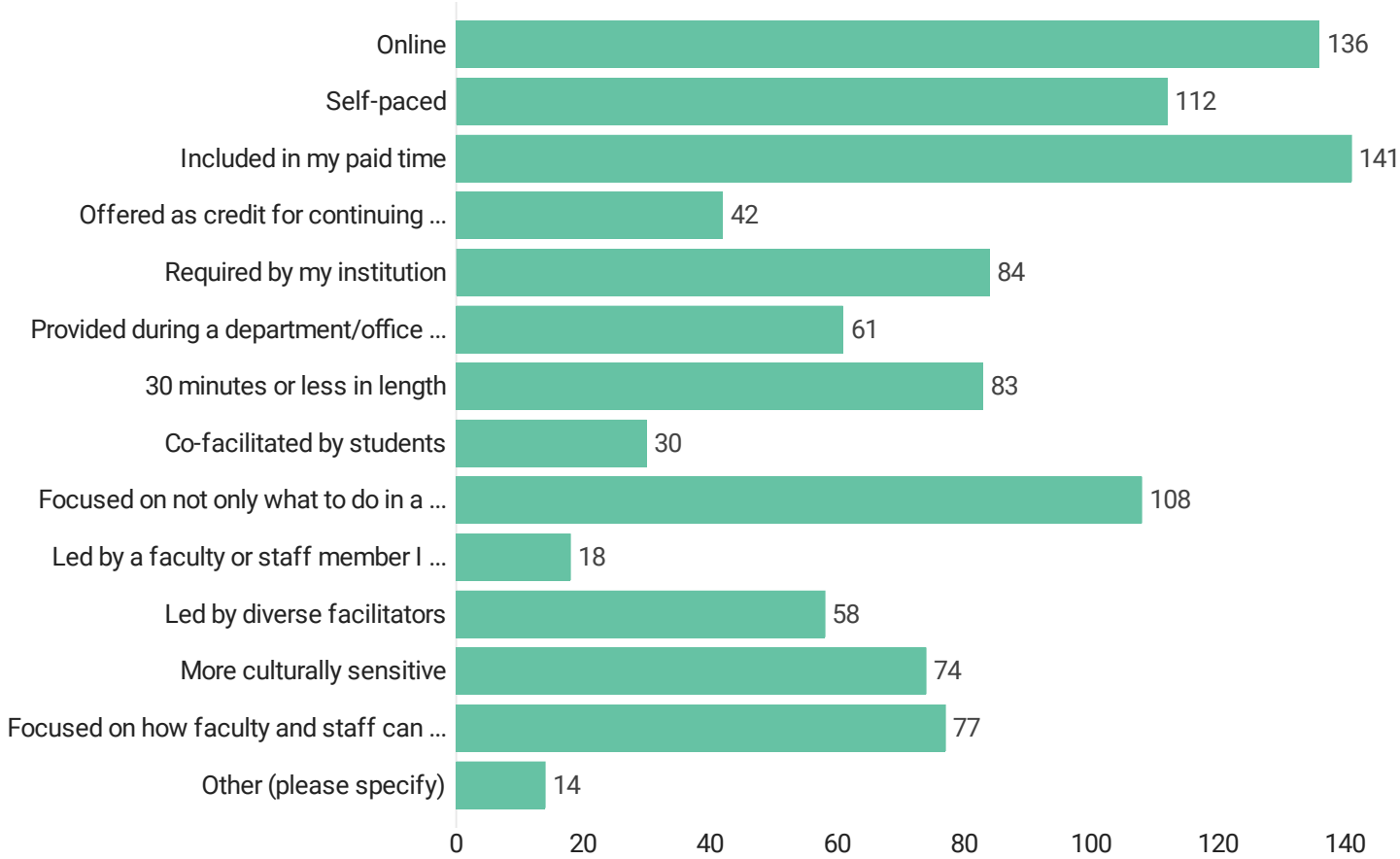
Field

Choice Count

Field	Choice Count
Very helpful	31% 18
Helpful	39% 23
Somewhat helpful	27% 16
Not helpful	3% 2
Total	59

train_improve - Please complete the following statement by selecting all that apply: I would be more likely to participate in a mental health gatekeeper training program in the future, if the training were... (Select all that apply)

216 Responses



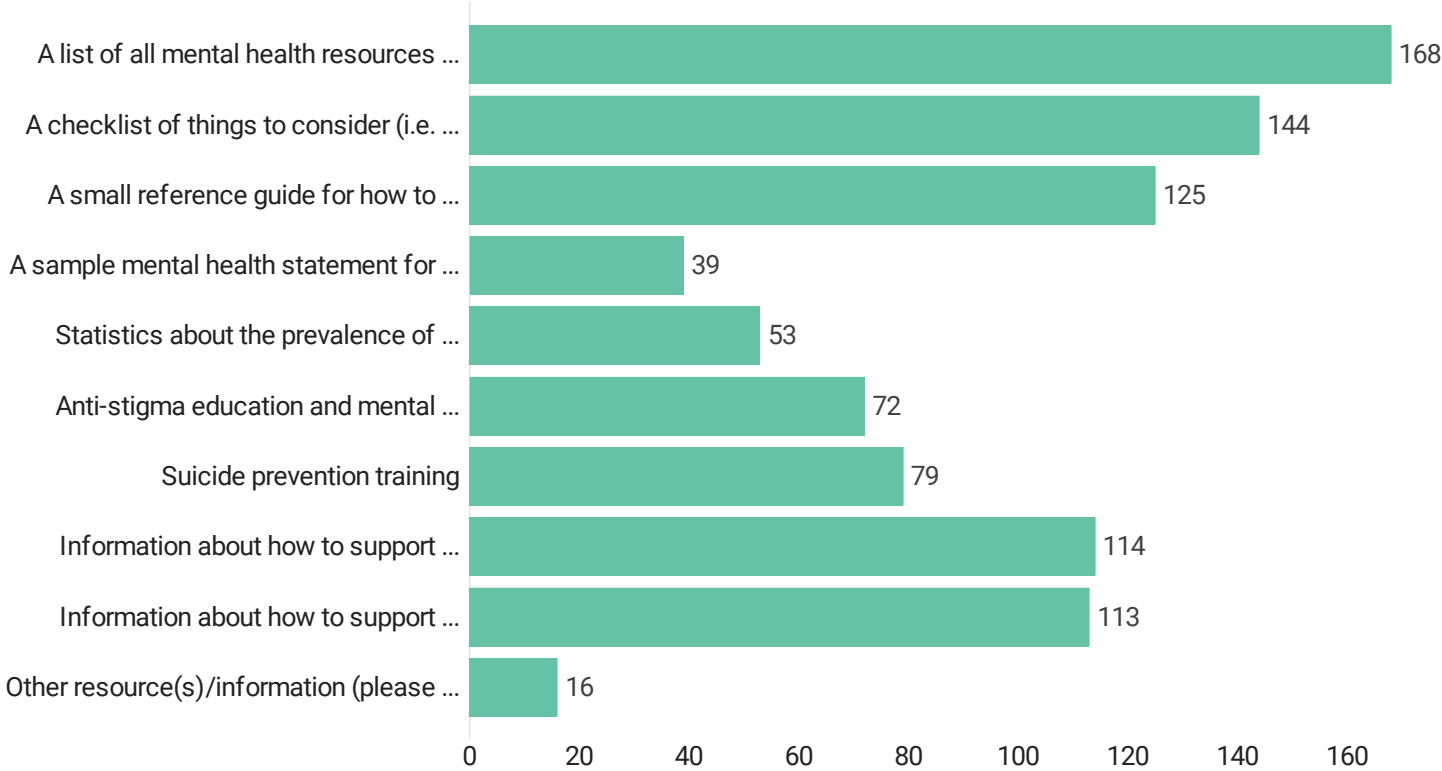
train_improve - Please complete the following statement by selecting all that apply: I would be more likely to participate in a mental health gatekeeper training program in the future, if the training were... (Select all that apply)

216 Responses

Field	Count	Percentage of Choices	Percentage of Responses
Online	136	13%	63%
Self-paced	112	11%	52%
Included in my paid time	141	14%	65%
Offered as credit for continuing education (i.e., CEU)	42	4%	19%
Required by my institution	84	8%	39%
Provided during a department/office meeting	61	6%	28%
30 minutes or less in length	83	8%	38%
Co-facilitated by students	30	3%	14%
Focused on not only what to do in a crisis but also how to support students through everyday stressors	108	10%	50%
Led by a faculty or staff member I know personally	18	2%	8%
Led by diverse facilitators	58	6%	27%
More culturally sensitive	74	7%	34%
Focused on how faculty and staff can navigate institutional power structures when reporting concerns	77	7%	36%
Other (please specify)	14	1%	6%

other_resrce_help - Beyond trainings, what other resources/information would be helpful for your institution to provide faculty and staff in order for you to better support student mental health? (Select all that apply)

207 Responses



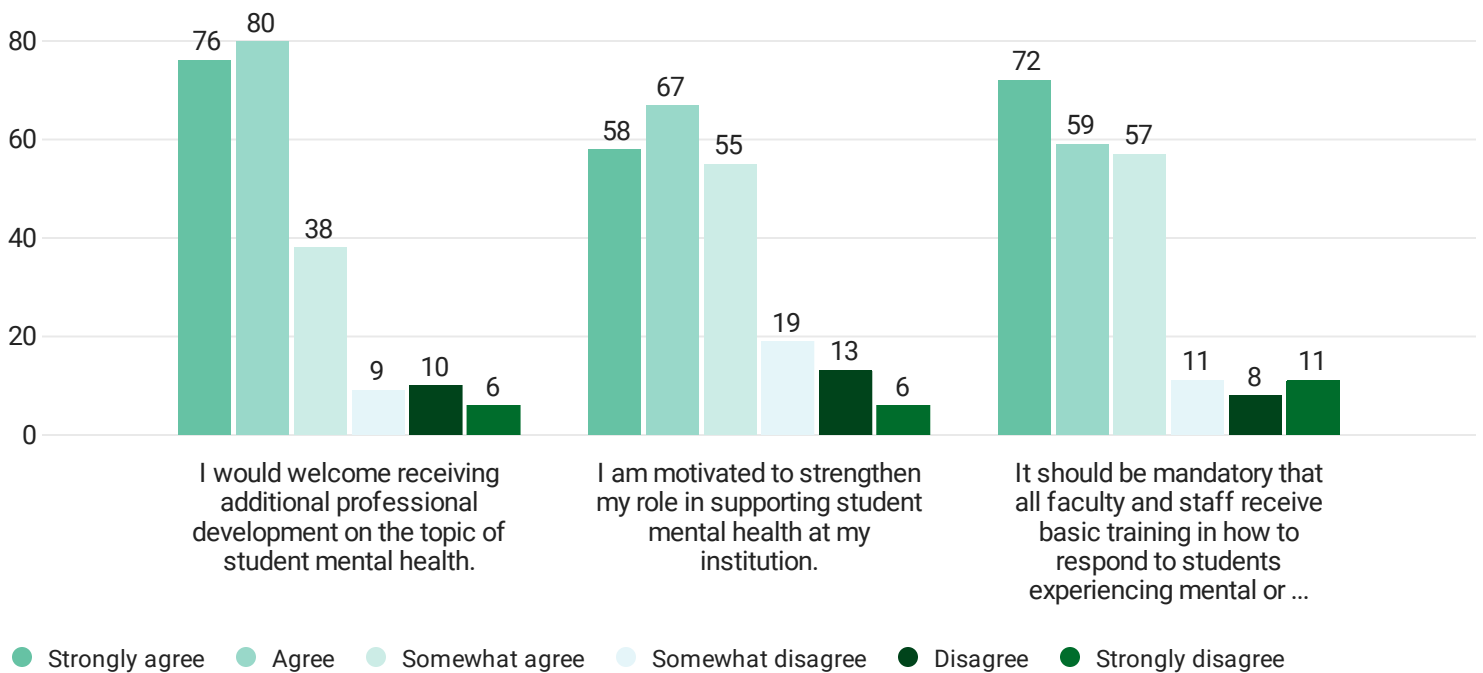
other_resrce_help - Beyond trainings, what other resources/information would be helpful for your institution to provide faculty and staff in order for you to better support student mental health? (Select all that apply)

207 Responses

Field	Count	Percentage of Choices	Percentage of Responses
A list of all mental health resources available to students through my institution	168	18%	81%
A checklist of things to consider (i.e. warning signs of mental and emotional distress)	144	16%	70%
A small reference guide for how to initiate a conversation with a student about their mental health	125	14%	60%
A sample mental health statement for course syllabi	39	4%	19%
Statistics about the prevalence of mental health issues among young adults	53	6%	26%
Anti-stigma education and mental health literacy	72	8%	35%
Suicide prevention training	79	9%	38%
Information about how to support students of color	114	12%	55%
Information about how to support LGBTQ+ students	113	12%	55%
Other resource(s)/information (please specify)	16	2%	8%

stud_MH_imprv - How much do you agree or disagree with the following statements?

219 Responses

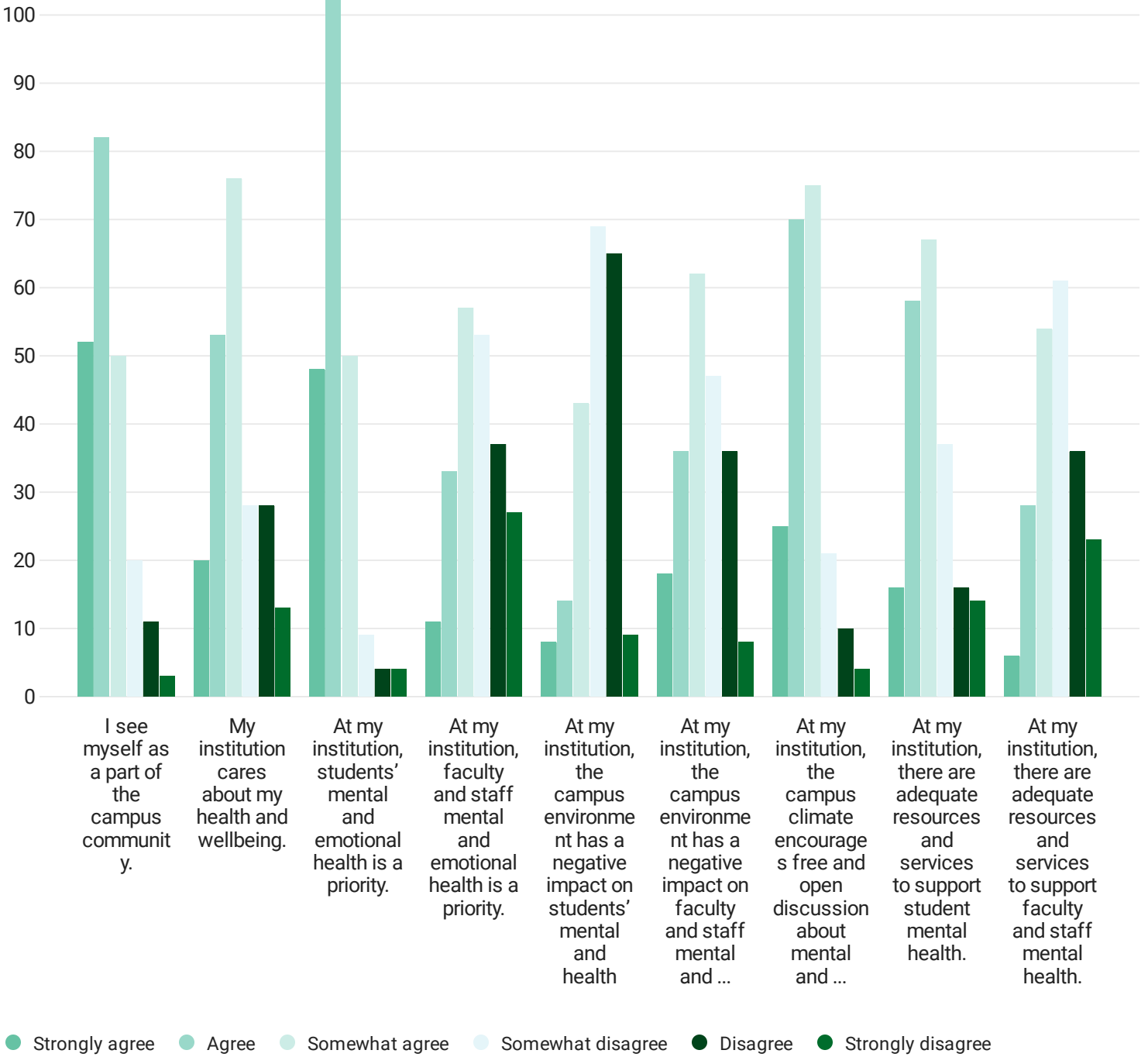


Field	219 Responses						Total
	Strongly agree	Agree	Somewhat agree	Somewhat disagree	Disagree	Strongly disagree	
I would welcome receiving additional professional development on the topic of student mental health.	35% 76	37% 80	17% 38	4% 9	5% 10	3% 6	219
I am motivated to strengthen my role in supporting student mental health at my institution.	27% 58	31% 67	25% 55	9% 19	6% 13	3% 6	218
It should be mandatory that all faculty and staff receive basic training in how to respond to students experiencing mental or emotional distress.	33% 72	27% 59	26% 57	5% 11	4% 8	5% 11	218

CAMPUS CLIMATE

Q96FS - How much do you agree with the following statements?

219 Responses

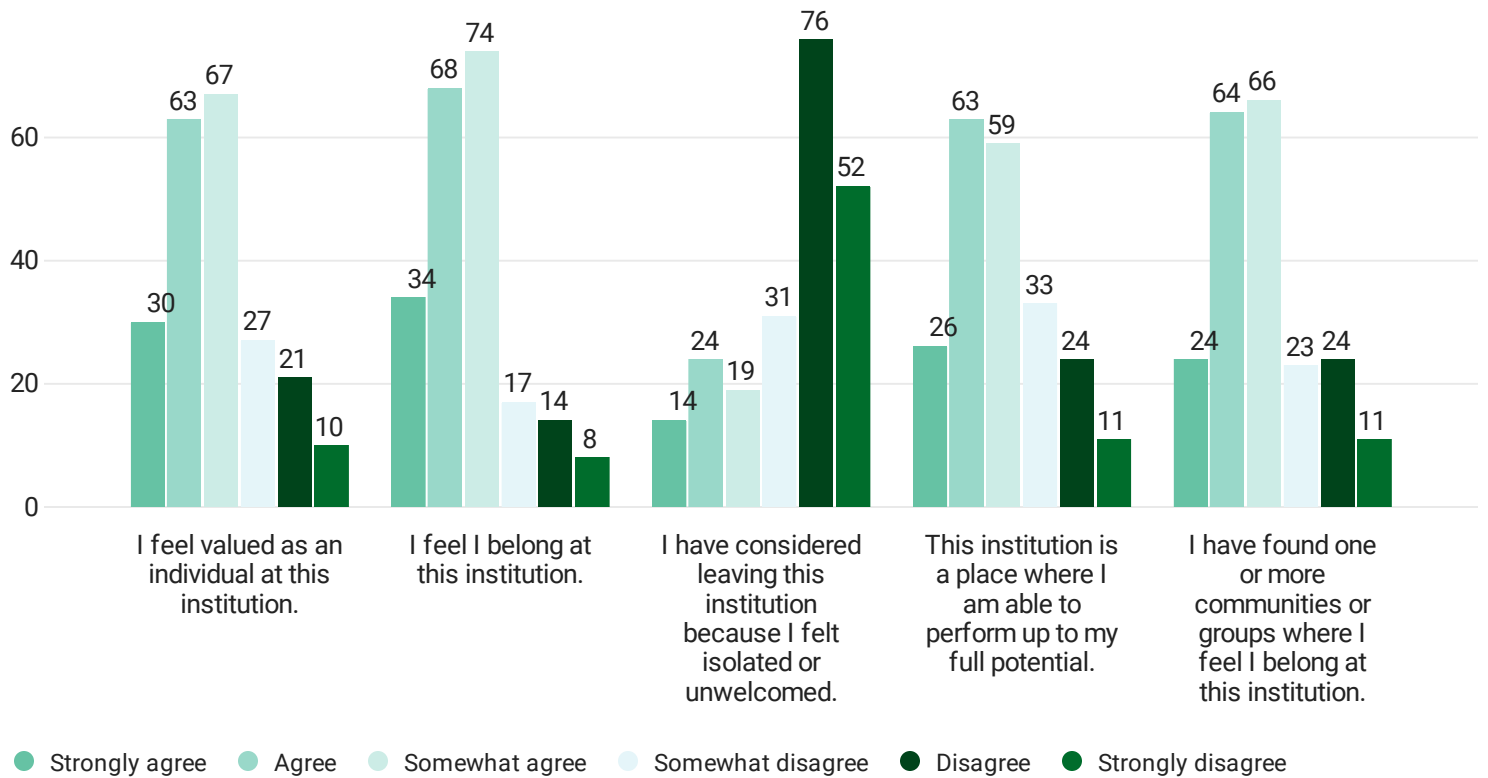


Q96FS - How much do you agree with the following statements?

Field	219 Responses												
	Strongly agree		Agree		Somewhat agree		Somewhat disagree		Disagree		Strongly disagree		Total
I see myself as a part of the campus community.	24%	52	38%	82	23%	50	9%	20	5%	11	1%	3	218
My institution cares about my health and wellbeing.	9%	20	24%	53	35%	76	13%	28	13%	28	6%	13	218
At my institution, students' mental and emotional health is a priority.	22%	48	47%	103	23%	50	4%	9	2%	4	2%	4	218
At my institution, faculty and staff mental and emotional health is a priority.	5%	11	15%	33	26%	57	24%	53	17%	37	12%	27	218
At my institution, the campus environment has a negative impact on students' mental and emotional health.	4%	8	7%	14	21%	43	33%	69	31%	65	4%	9	208
At my institution, the campus environment has a negative impact on faculty and staff mental and emotional health.	9%	18	17%	36	30%	62	23%	47	17%	36	4%	8	207
At my institution, the campus climate encourages free and open discussion about mental and emotional health.	12%	25	34%	70	37%	75	10%	21	5%	10	2%	4	205
At my institution, there are adequate resources and services to support student mental health.	8%	16	28%	58	32%	67	18%	37	8%	16	7%	14	208
At my institution, there are adequate resources and services to support faculty and staff mental health.	3%	6	13%	28	26%	54	29%	61	17%	36	11%	23	208

Q13.9 - Considering your experiences over the past 12 months, please indicate the extent to which you agree or disagree with the following statements:

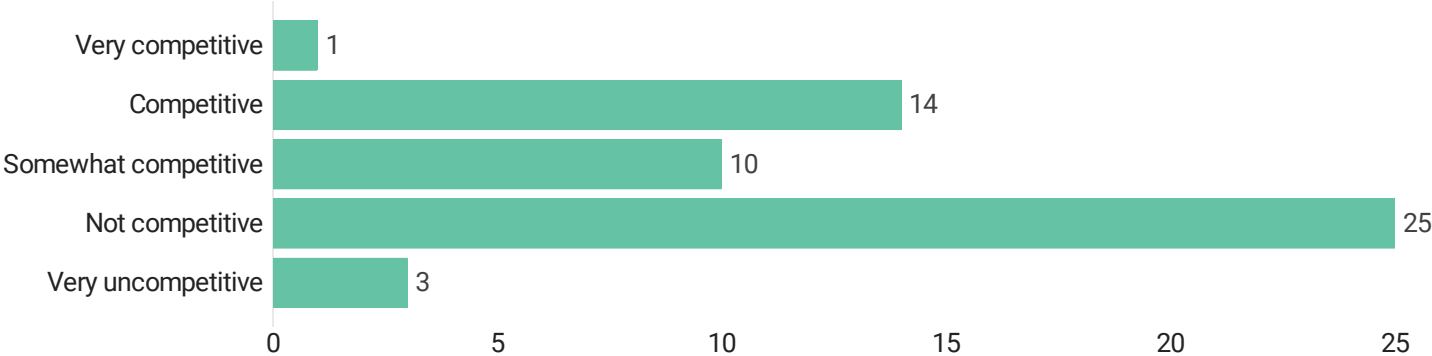
219 Responses



Field	219 Responses												
	Strongly agree	Agree	Somewhat agree	Somewhat disagree	Disagree	Strongly disagree	Total						
I feel valued as an individual at this institution.	14%	30	29%	63	31%	67	12%	27	10%	21	5%	10	218
I feel I belong at this institution.	16%	34	32%	68	34%	74	8%	17	7%	14	4%	8	215
I have considered leaving this institution because I felt isolated or unwelcomed.	6%	14	11%	24	9%	19	14%	31	35%	76	24%	52	216
This institution is a place where I am able to perform up to my full potential.	12%	26	29%	63	27%	59	15%	33	11%	24	5%	11	216
I have found one or more communities or groups where I feel I belong at this institution.	11%	24	30%	64	31%	66	11%	23	11%	24	5%	11	212

Q14.3_FS - How would you rate the overall competitiveness among faculty in your department?

53 Responses

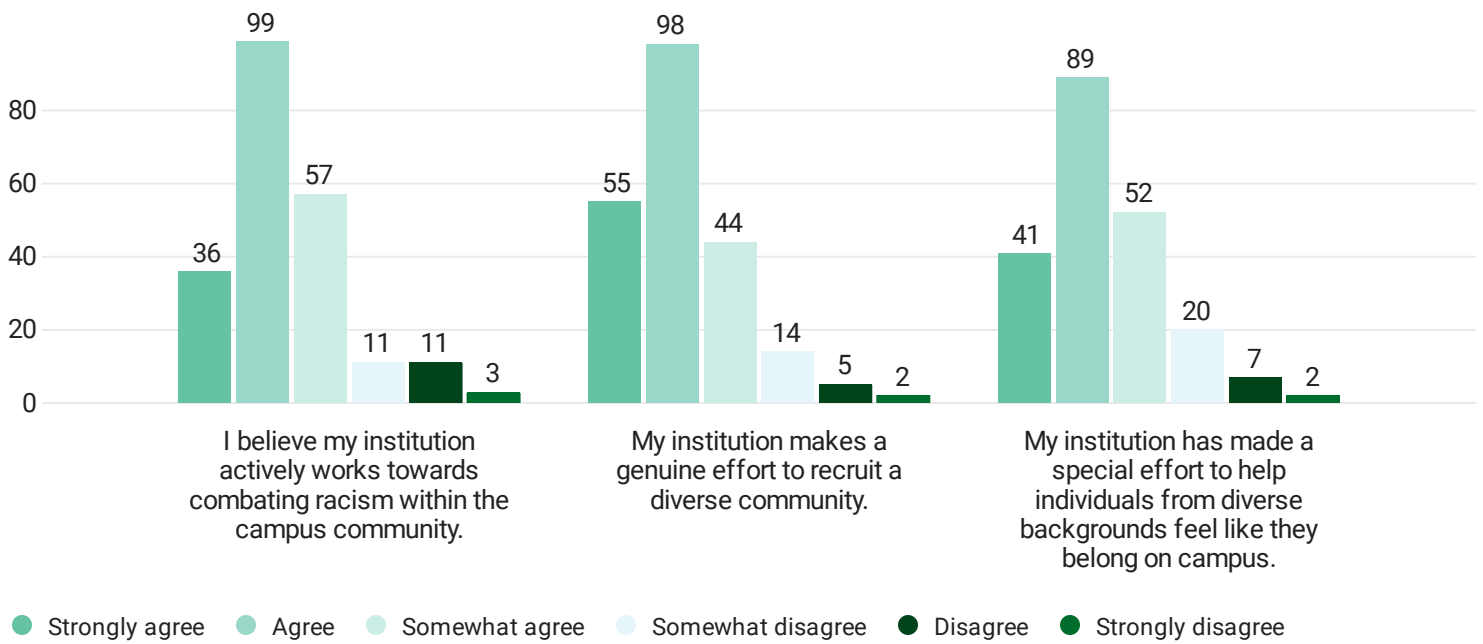


53 Responses

Field	Choice Count
Very competitive	2% 1
Competitive	26% 14
Somewhat competitive	19% 10
Not competitive	47% 25
Very uncompetitive	6% 3
Total	53

Q101_FS - How much do you agree or disagree with the following statements?:

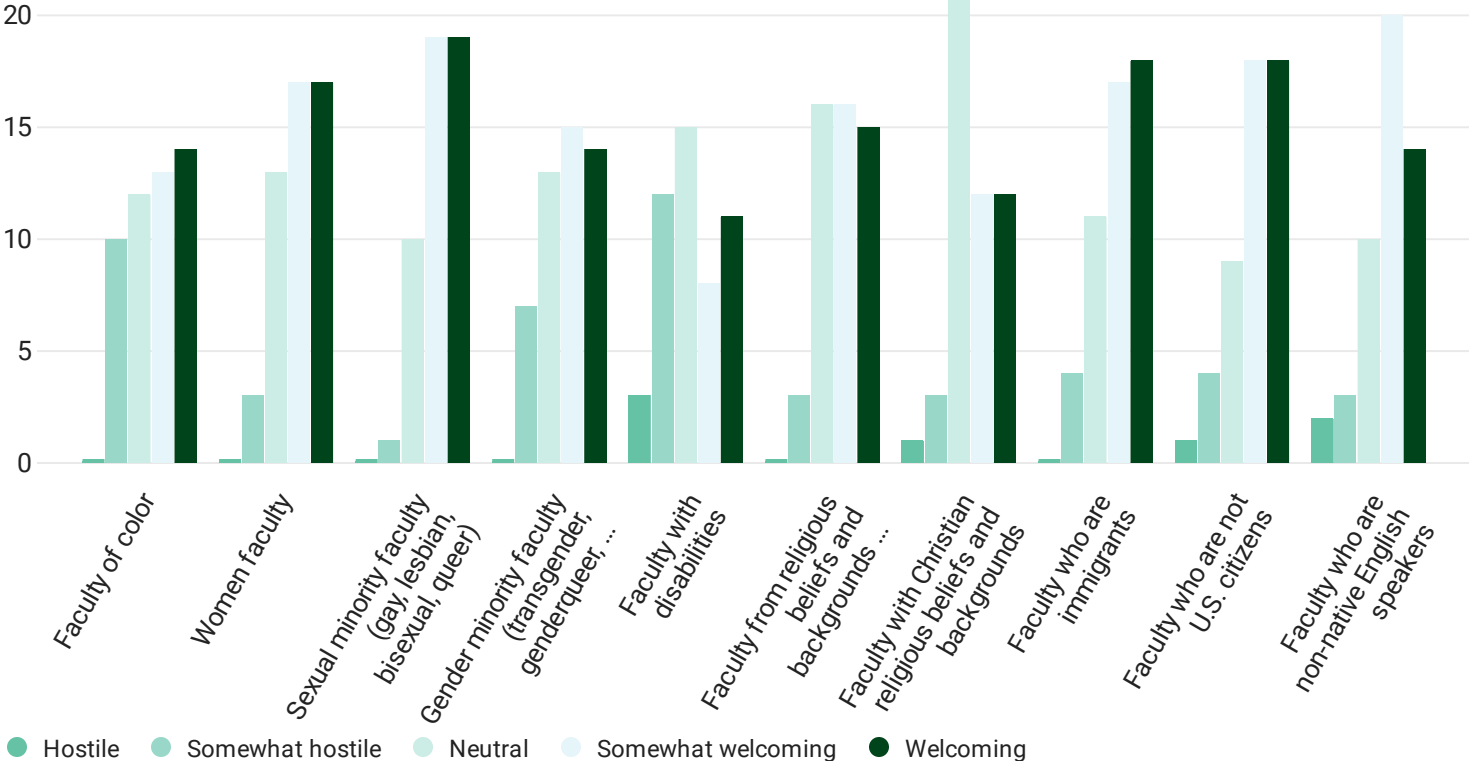
218 Responses



Field	218 Responses						Strongly disagree	Total
	Strongly agree	Agree	Somewhat agree	Somewhat disagree	Disagree	Strongly disagree		
I believe my institution actively works towards combating racism within the campus community.	17% 36	46% 99	26% 57	5% 11	5% 11	1% 3	217	
My institution makes a genuine effort to recruit a diverse community.	25% 55	45% 98	20% 44	6% 14	2% 5	1% 2	218	
My institution has made a special effort to help individuals from diverse backgrounds feel like they belong on campus.	19% 41	42% 89	25% 52	9% 20	3% 7	1% 2	211	

Q13.3_Faculty - Please rate the climate at your institution in general for **faculty** from the following backgrounds:

51 Responses

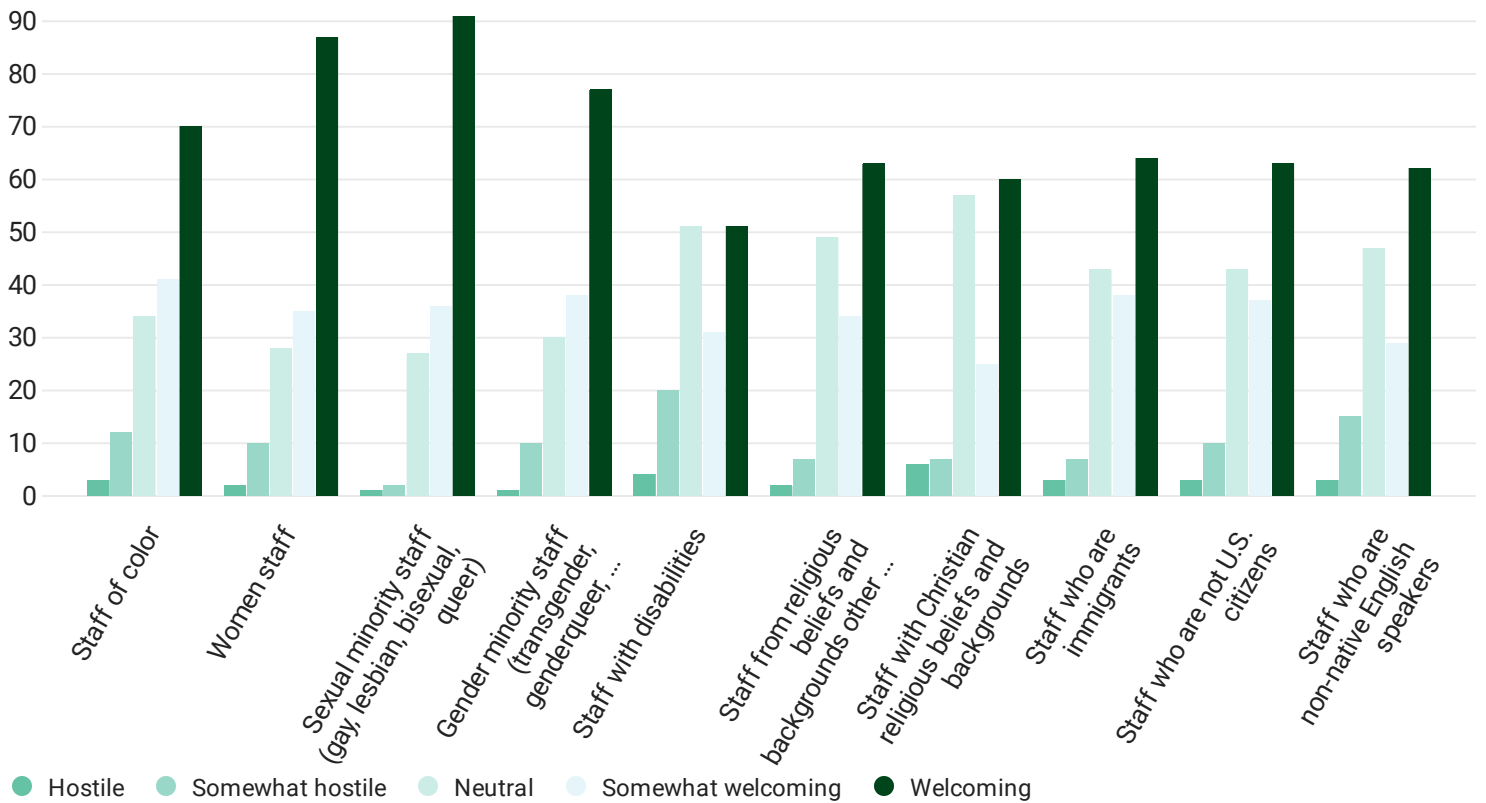


51 Responses

Field	Hostile	Somewhat hostile	Neutral	Somewhat welcoming	Welcoming	Total
Faculty of color	0% 0	20% 10	24% 12	27% 13	29% 14	49
Women faculty	0% 0	6% 3	26% 13	34% 17	34% 17	50
Sexual minority faculty (gay, lesbian, bisexual, queer)	0% 0	2% 1	20% 10	39% 19	39% 19	49
Gender minority faculty (transgender, genderqueer, non-binary)	0% 0	14% 7	27% 13	31% 15	29% 14	49
Faculty with disabilities	6% 3	24% 12	31% 15	16% 8	22% 11	49
Faculty from religious beliefs and backgrounds other than Christian	0% 0	6% 3	32% 16	32% 16	30% 15	50
Faculty with Christian religious beliefs and backgrounds	2% 1	6% 3	43% 21	24% 12	24% 12	49
Faculty who are immigrants	0% 0	8% 4	22% 11	34% 17	36% 18	50
Faculty who are not U.S. citizens	2% 1	8% 4	18% 9	36% 18	36% 18	50
Faculty who are non-native English speakers	4% 2	6% 3	20% 10	41% 20	29% 14	49

Q13.3_staff - Please rate the climate at your institution in general for **staff** from the following backgrounds:

162 Responses

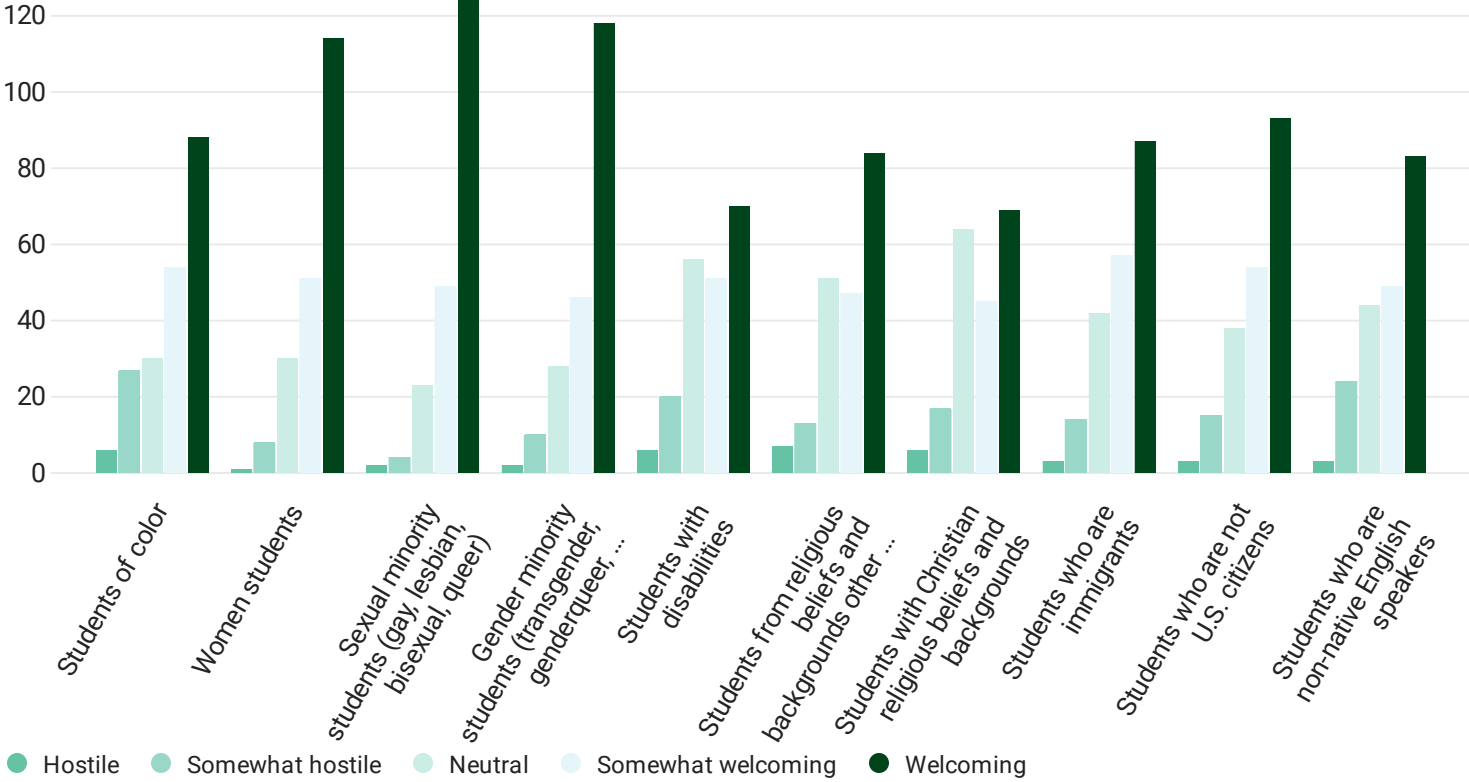


162 Responses

Field	Hostile	Somewhat hostile	Neutral	Somewhat welcoming	Welcoming	Total
Staff of color	2% 3	8% 12	21% 34	26% 41	44% 70	160
Women staff	1% 2	6% 10	17% 28	22% 35	54% 87	162
Sexual minority staff (gay, lesbian, bisexual, queer)	1% 1	1% 2	17% 27	23% 36	58% 91	157
Gender minority staff (transgender, genderqueer, non-binary)	1% 1	6% 10	19% 30	24% 38	49% 77	156
Staff with disabilities	3% 4	13% 20	32% 51	20% 31	32% 51	157
Staff from religious beliefs and backgrounds other than Christian	1% 2	5% 7	32% 49	22% 34	41% 63	155
Staff with Christian religious beliefs and backgrounds	4% 6	5% 7	37% 57	16% 25	39% 60	155
Staff who are immigrants	2% 3	5% 7	28% 43	25% 38	41% 64	155
Staff who are not U.S. citizens	2% 3	6% 10	28% 43	24% 37	40% 63	156
Staff who are non-native English speakers	2% 3	10% 15	30% 47	19% 29	40% 62	156

Q13.3_stud - Please rate the climate at your institution in general for **students** from the following backgrounds:

205 Responses



205 Responses

Field	Hostile	Somewhat hostile	Neutral	Somewhat welcoming	Welcoming	Total
Students of color	3% 6	13% 27	15% 30	26% 54	43% 88	205
Women students	0% 1	4% 8	15% 30	25% 51	56% 114	204
Sexual minority students (gay, lesbian, bisexual, queer)	1% 2	2% 4	11% 23	24% 49	62% 126	204
Gender minority students (transgender, genderqueer, non-binary)	1% 2	5% 10	14% 28	23% 46	58% 118	204
Students with disabilities	3% 6	10% 20	28% 56	25% 51	34% 70	203
Students from religious beliefs and backgrounds other than Christian	3% 7	6% 13	25% 51	23% 47	42% 84	202
Students with Christian religious beliefs and backgrounds	3% 6	8% 17	32% 64	22% 45	34% 69	201
Students who are immigrants	1% 3	7% 14	21% 42	28% 57	43% 87	203
Students who are not U.S. citizens	1% 3	7% 15	19% 38	27% 54	46% 93	203
Students who are non-native English speakers	1% 3	12% 24	22% 44	24% 49	41% 83	203