

Lamont Campus Life and Work Environment Survey 2015

23 June 2015

Dear member of the Lamont community,

This survey is aimed at getting a sense of your overall satisfaction with your work environment, especially those aspects pertaining to campus climate and campus life. In addition to topics like working conditions, facilities and conveniences, as a follow up to the 2005 NSF-ADVANCE survey we have also included questions on perceived fairness, diversity and inclusion. And unlike the 2005 survey, which was open only to Officers of Research and Instruction, this survey is open to everyone who works on the Lamont Campus. The survey will be distributed to LDEO, IRI, CIESIN, and AFSC after receiving approval from the Director of each unit.

All responses will be recorded anonymously, i.e. your email address will be de-linked from your survey responses. Individual responses will remain strictly confidential, and the survey results will be aggregated before being shared in any way. Survey results will be shared with the Lamont leadership to address issues raised in the survey and make any improvements to the work environment and campus life. The survey does not address topics relating to benefits such as tuition, retirement and health insurance since these are Columbia-wide and are not controlled by Lamont. Aggregated survey results will also be shared with survey participants.

This survey will take approximately 20 minutes to complete. If you are not able to complete it in one sitting you may resume working on it later. Note that there is no “save” button; your responses will be saved automatically. Once you hit the “Submit” button, you will no longer be able to change your responses or take the survey again. The survey link will expire after 30 days. At that time if you have only partially completed the survey, your partial responses will be recorded as final.

Thank you for taking this survey.

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Q2 - What is your primary unit at Lamont?

Answer	%	Count
Administration	9.32%	34
AFSC (formerly Tropical Agriculture)	0.82%	3
Building & Grounds/ Facilities	1.10%	4
CIESIN	8.22%	30
Dept. of Earth & Environmental Sciences (DEES). If you are a DEES student please select DEES even if you work closely with or are supervised by a member of an LDEO Research Division	17.26%	63
Information Technology	1.64%	6
IRI	9.59%	35
LDEO Research Division: Biology & Paleo Environment (BPE); Geochemistry; Marine Geology & Geophysics (MGG); Ocean & Climate Physics (OCP); or Seismology Geology & Tectonophysics (SGT)	45.75%	167
Office of Marine Operations	0.55%	2
Other (please specify)	1.37%	5
Prefer not to disclose	4.38%	16
Total	100%	365

Q3 - What is your primary occupation at Lamont?

Answer	%	Count
Administration	13.42%	49
Building & Grounds/ Facilities	0.82%	3
Information Technology	4.93%	18
Marine Operations	1.10%	4
Practice (Earth Institute)	0.82%	3
Research	44.66%	163
Research support (e.g., research assistant, research staff assistant, lab manager, lab assistant)	13.42%	49
Student	14.52%	53
Teaching	1.64%	6
Other (please specify)	4.66%	17
Total	100%	365

Q4 - What is your primary position at Lamont?

Answer	%	Count
Officer of Administration	17.26%	63
Officer of Instruction (Lecturers and professors - junior and senior)	6.30%	23
Postdoctoral Research Scientist/ Fellow	9.59%	35
Professional Officer of Research (Lamont research professors and Research scientists - junior and senior)	23.56%	86
Staff Officer of Research (Staff associates - junior and senior)	14.25%	52
Student	15.07%	55
Support Staff	9.59%	35
Other	3.01%	11
Prefer not to disclose	1.37%	5
Total	100%	365

Other

Other
Adjunct associate research scientist
Retired professor--work on research, interaction with others in [REDACTED]
Special Research Scientist
Senior Research Staff Assistant
Special Research Scientist
Adjunct Senior Research Scientist
Officer of Research
Technically employed by Columbia as support staff

Q5 - Are you a part-time or full-time employee at Lamont/CU?

Answer	%	Count
Part-time	5.59%	20
Full-time	94.41%	338
Total	100%	358

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
Are you a part-time or full-time employee at Lamont/CU?	1.00	2.00	1.94	0.23	0.05	358	100.00%	100.00%

Q6 - Work Environment: How would you rate your agreement with the following? To include additional information please see Question 20

Question	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
I am overall satisfied with my job	26.80% 97	57.46% 208	9.12% 33	4.14% 15	2.49% 9	362
I am adequately recognized by my colleagues and peers for my work	23.97% 87	47.93% 174	19.01% 69	6.61% 24	2.48% 9	363
I am respected by my colleagues	28.65% 104	52.07% 189	13.77% 50	3.86% 14	1.65% 6	363
The work I do helps me achieve my career goals	27.93% 100	45.25% 162	18.16% 65	6.42% 23	2.23% 8	358
My supervisor evaluates my performance fairly	41.30% 140	41.00% 139	12.68% 43	3.54% 12	1.47% 5	339
I am informed about decisions made by the leadership (e.g., ExCom minutes, budget discussions, divisional meetings)	19.31% 67	43.52% 151	22.48% 78	10.09% 35	4.61% 16	347
I do a great deal of work that is not formally recognized by my unit	8.65% 30	25.65% 89	30.55% 106	27.67% 96	7.49% 26	347
My unit creates a co-operative and supportive environment	23.53% 84	44.54% 159	19.33% 69	8.12% 29	4.48% 16	357

My unit handles complaints in an effective way	12.70 %	39	33.88%	104	36.16%	111	10.10%	31	7.17%	22	307
I feel isolated and/or excluded from informal networks within my unit	3.44%	12	14.04%	49	24.36%	85	32.95%	115	25.21%	88	349
Others make negative or condescending remarks about my competence	1.18%	4	4.41%	15	12.06%	41	34.12%	116	48.24%	164	340
Meetings in my group/unit allow for all participants to share their views	23.89 %	81	48.97%	166	19.47%	66	5.60%	19	2.06%	7	339
My personal responsibilities slow down my career progression and professional advancement	2.33%	8	15.45%	53	26.82%	92	35.28%	121	20.12%	69	343
I have multiple deadlines and need to juggle projects	46.05 %	163	35.31%	125	11.30%	40	5.93%	21	1.41%	5	354
I have experienced unprofessional behavior and/or interpersonal conflict from my colleague(s)	11.65 %	41	22.16%	78	13.92%	49	26.14%	92	26.14%	92	352
For the most part, cultural differences between me	34.55 %	123	50.28%	179	8.15%	29	5.90%	21	1.12%	4	356

and my colleagues don't cause problems in the workplace											
I often work with people from nationalities different from my own	44.29 %	159	47.91%	172	5.29%	19	1.95%	7	0.56%	2	359

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
I am overall satisfied with my job	1.00	5.00	1.98	0.87	0.75	362	93.37%	15.75%
I am adequately recognized by my colleagues and peers for my work	1.00	5.00	2.16	0.94	0.89	363	90.91%	28.10%
I am respected by my colleagues	1.00	5.00	1.98	0.85	0.73	363	94.49%	19.28%
The work I do helps me achieve my career goals	1.00	5.00	2.10	0.95	0.91	358	91.34%	26.82%
My supervisor evaluates my performance fairly	1.00	5.00	1.83	0.89	0.78	339	94.99%	17.70%
I am informed about decisions made by the leadership (e.g., ExCom minutes, budget discussions, divisional meetings)	1.00	5.00	2.37	1.05	1.10	347	85.30%	37.18%
I do a great deal of work that is not formally recognized by my unit	1.00	5.00	3.00	1.09	1.18	347	64.84%	65.71%
My unit creates a	1.00	5.00	2.25	1.04	1.09	357	87.39%	31.93%

co-operative and supportive environment									
My unit handles complaints in an effective way	1.00	5.00	2.65	1.06	1.11	307	82.74%	53.42%	
I feel isolated and/or excluded from informal networks within my unit	1.00	5.00	3.62	1.11	1.23	349	41.83%	82.52%	
Others make negative or condescending remarks about my competence	1.00	5.00	4.24	0.91	0.83	340	17.65%	94.41%	
Meetings in my group/unit allow for all participants to share their views	1.00	5.00	2.13	0.91	0.83	339	92.33%	27.14%	
My personal responsibilities slow down my career progression and professional advancement	1.00	5.00	3.55	1.05	1.10	343	44.61%	82.22%	
I have multiple deadlines and need to juggle projects	1.00	5.00	1.81	0.95	0.90	354	92.66%	18.64%	
I have experienced unprofessional behavior and/or interpersonal conflict from my colleague(s)	1.00	5.00	3.33	1.37	1.89	352	47.73%	66.19%	
For the most part, cultural differences between me and my colleagues don't cause problems in the workplace	1.00	5.00	1.89	0.87	0.75	356	92.98%	15.17%	
I often work with people from nationalities different from my	1.00	5.00	1.67	0.72	0.51	359	97.49%	7.80%	

Q7 - Workspace conditions: How would you rate your agreement with the following?

Question	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
I have enough workspace to suit my needs (office, lab)	33.06% 120	49.04% 178	5.51% 20	7.99% 29	4.41% 16	363
I have enough privacy when needed	25.82% 94	44.78% 163	9.62% 35	14.56% 53	5.22% 19	364
I have the tools, machinery, or equipment necessary to do my job effectively	26.82% 96	52.23% 187	11.45% 41	8.10% 29	1.40% 5	358
I am satisfied with the lighting and temperature control in my office	16.43% 59	33.43% 120	12.81% 46	21.73% 78	15.60% 56	359
My unit makes provisions for drinking water	32.86% 115	40.29% 141	8.86% 31	10.29% 36	7.71% 27	350
I have access to basic kitchen facilities such as microwave, coffeemaker and refrigerator	44.85% 161	49.03% 176	3.06% 11	2.51% 9	0.56% 2	359
Common areas are kept clean	22.59% 82	45.18% 164	15.98% 58	12.95% 47	3.31% 12	363
Restrooms are clean and well-stocked	28.02% 102	49.73% 181	10.71% 39	7.69% 28	3.85% 14	364

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
I have enough	1.00	5.00	2.02	1.05	1.10	363	87.60%	17.91%

workspace to suit my needs (office, lab)								
I have enough privacy when needed	1.00	5.00	2.29	1.15	1.32	364	80.22%	29.40%
I have the tools, machinery, or equipment necessary to do my job effectively	1.00	5.00	2.05	0.91	0.83	358	90.50%	20.95%
I am satisfied with the lighting and temperature control in my office	1.00	5.00	2.87	1.35	1.81	359	62.67%	50.14%
My unit makes provisions for drinking water	1.00	5.00	2.20	1.22	1.48	350	82.00%	26.86%
I have access to basic kitchen facilities such as microwave, coffeemaker and refrigerator	1.00	5.00	1.65	0.71	0.51	359	96.94%	6.13%
Common areas are kept clean	1.00	5.00	2.29	1.06	1.12	363	83.75%	32.23%
Restrooms are clean and well-stocked	1.00	5.00	2.10	1.02	1.03	364	88.46%	22.25%

Q8 - Diversity in the Workplace: How would you rate your agreement with the following?

Question	Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Total
There are few or no women at my rank in my unit	3.75%	13	11.24%	39	14.99%	52	36.89%	128	33.14%	115	347
There are few or no people of color at my rank in my unit	26.96%	93	32.17%	111	10.43%	36	21.45%	74	8.99%	31	345
There are few or no women in leadership positions in my unit	6.86%	24	13.71%	48	14.00%	49	41.14%	144	24.29%	85	350
There are few or no people of color in leadership positions in my unit	30.66%	107	32.66%	114	15.47%	54	13.47%	47	7.74%	27	349
My unit makes an effort to promote an inclusive environment	17.71%	62	46.00%	161	29.43%	103	4.57%	16	2.29%	8	350
My unit makes an effort to promote an inclusive environment with respect to differences in ability/disability status	13.14%	41	31.09%	97	49.68%	155	3.85%	12	2.24%	7	312
My unit has people from diverse cultures and ethnic backgrounds	30.42%	108	46.48%	165	12.39%	44	8.17%	29	2.54%	9	355
My unit has	35.31%	125	48.87%	173	8.47%	30	5.65%	20	1.69%	6	354

people from diverse nationalities/ national origin	%									
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Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
There are few or no women at my rank in my unit	1.00	5.00	3.84	1.12	1.24	347	29.97%	85.01%
There are few or no people of color at my rank in my unit	1.00	5.00	2.53	1.33	1.76	345	69.57%	40.87%
There are few or no women in leadership positions in my unit	1.00	5.00	3.62	1.19	1.41	350	34.57%	79.43%
There are few or no people of color in leadership positions in my unit	1.00	5.00	2.35	1.25	1.57	349	78.80%	36.68%
My unit makes an effort to promote an inclusive environment	1.00	5.00	2.28	0.88	0.78	350	93.14%	36.29%
My unit makes an effort to promote an inclusive environment with respect to differences in ability/ disability status	1.00	5.00	2.51	0.85	0.72	312	93.91%	55.77%
My unit has people from diverse cultures and ethnic backgrounds	1.00	5.00	2.06	0.99	0.98	355	89.30%	23.10%
My unit has people from diverse nationalities/ national origin	1.00	5.00	1.90	0.90	0.81	354	92.66%	15.82%

Q9 - Within your unit, in the last 2 years have you heard your colleagues make disparaging comments based on the characteristics listed below?

Question	Never		Sometimes		Frequently		Total
Age	81.16%	293	18.56%	67	0.28%	1	361
Cultural differences	85.04%	307	14.13%	51	0.83%	3	361
Disability	98.06%	354	1.66%	6	0.28%	1	361
Family responsibilities	80.56%	290	18.33%	66	1.11%	4	360
Gender	82.27%	297	16.62%	60	1.11%	4	361
Nationality/ National origin	88.33%	318	11.11%	40	0.56%	2	360
Physical appearance	88.37%	319	10.25%	37	1.39%	5	361
Race/ ethnicity	94.18%	340	4.99%	18	0.83%	3	361
Sexual orientation	96.12%	347	3.60%	13	0.28%	1	361
Other	91.80%	56	8.20%	5	0.00%	0	61

Other

Other
PC
Religious
Education
sexual activity
competence
Religion

Q10 - Do you feel that your career advancement has been helped or hindered at Lamont because of any of the characteristics listed below?

Question	Helped		Hindered		Helped and hindered		Neither		Total
Age	6.39%	23	8.33%	30	4.17%	15	81.11%	292	360
Cultural differences	5.56%	20	3.61%	13	3.33%	12	87.50%	315	360
Disability	1.94%	7	2.22%	8	0.55%	2	95.29%	344	361
Family responsibilities	4.42%	16	15.19%	55	4.14%	15	76.24%	276	362
Gender	7.48%	27	11.36%	41	5.82%	21	75.35%	272	361
Nationality/ National origin	6.69%	24	2.79%	10	2.23%	8	88.30%	317	359
Physical appearance	5.56%	20	3.06%	11	2.22%	8	89.17%	321	360
Race/ ethnicity	6.41%	23	3.06%	11	1.11%	4	89.42%	321	359
Sexual orientation	3.32%	12	0.55%	2	0.55%	2	95.57%	345	361
Other	0.00%	0	3.23%	2	1.61%	1	95.16%	59	62

Other

Other
I
Religion
Discipline

Q11 - In the past 2 years do you know of any instances of sexual harassment at Lamont/CU? Note that even if an incident occurred off-campus, if it involved Lamont/CU members, it counts as sexual harassment at Lamont/CU.

Answer	%	Count
No	60.33%	219
Yes, one	30.58%	111
Yes, more than one	9.09%	33
Total	100%	363

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
In the past 2 years do you know of any instances of sexual harassment at Lamont/CU? Note that even if an incident occurred off-campus, if it involved Lamont/CU members, it counts as sexual harassment at Lamont/CU.	1.00	3.00	1.49	0.66	0.43	363	100.00%	100.00%

**Q12 - In general, is it easy or difficult for you to take vacation? Select all that apply.
Provide additional info if applicable.**

Answer	%	Count
Somewhat difficult	27.02%	97
Somewhat easy	32.03%	115
Neither easy nor difficult	11.70%	42
Depends on timing (of projects, assignments, classes, workload, deadlines, etc.)	46.24%	166
Total	100%	359

Q13 - How many years have you been at Lamont?

Answer	%	Count
Less than 5 years	41.37%	151
5 - 10 years	20.55%	75
More than 10 years	33.97%	124
Prefer not to disclose	4.11%	15
Total	100%	365

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
How many years have you been at Lamont?	1.00	4.00	2.01	0.96	0.92	365	95.89%	58.63%

Q14 - What supervisory roles if any do you perform? Select all that apply.

Answer	%	Count
Advise undergraduate student(s)	29.64%	107
Advise graduate student(s)	26.32%	95
Advise postdoc(s)	18.56%	67
Act as supervisor for administrative staff	15.24%	55
Act as supervisor for research staff	21.05%	76
I do not have any supervisory roles	42.94%	155
Other (please specify)	9.97%	36
Total	100%	361

Other (please specify)

Q15 - Do you currently serve on any committees, or have you served on any committees in the past 12 months?

Answer	%	Count
Yes, Lamont committee (specify how many)	23.18%	83
Yes, Columbia committee (specify how many)	15.92%	57
Yes, external committee, e.g., AGU, NSF, NOAA (specify how many)	20.11%	72
No	64.53%	231
Total	100%	358

Q16 - What challenges, if any, have you faced in achieving a satisfactory work-life balance? Select all that apply.

Answer	%	Count
Child care	27.66%	78
Commute	45.74%	129
Elder care	10.28%	29
Inflexible work schedule	9.22%	26
Workload	68.09%	192
Total	100%	282

Q17 - In general, how satisfied are you with the following at Lamont?

Question	Very Dissatisfied		Dissatisfied		Neutral		Satisfied		Very Satisfied		Total
Access to Columbia housing	19.27%	42	24.31%	53	24.77%	54	16.51%	36	15.14%	33	218
Annual performance review process	5.18%	16	10.68%	33	35.28%	109	34.63%	107	14.24%	44	309
Assistance with benefits related issues	2.19%	7	11.60%	37	33.86%	108	43.26%	138	9.09%	29	319
Assistance with visa processes	3.36%	4	14.29%	17	31.09%	37	33.61%	40	17.65%	21	119
Balance between professional and personal life	3.99%	14	16.52%	58	30.48%	107	39.32%	138	9.69%	34	351
Career advancement opportunities	10.45%	35	21.49%	72	29.25%	98	29.25%	98	9.55%	32	335
Clarity of policies and procedures	10.51%	37	23.30%	82	34.38%	121	26.70%	94	5.11%	18	352
Communication with supervisor/manager	3.76%	13	10.69%	37	16.18%	56	38.44%	133	30.92%	107	346
Communication about job security	5.31%	17	14.69%	47	29.38%	94	36.25%	116	14.37%	46	320
Flexible work hours, including the ability to work from home	2.59%	9	4.03%	14	10.37%	36	34.87%	121	48.13%	167	347
Job security	10.64%	35	15.81%	52	25.23%	83	31.00%	102	17.33%	57	329
Lamont cafeteria	4.32%	15	10.37%	36	20.17%	70	41.21%	143	23.92%	83	347
Lamont campus security	1.12%	4	3.91%	14	20.67%	74	47.77%	171	26.54%	95	358
Lamont campus social events/activities (e.g., TGIF)	2.17%	7	4.66%	15	36.65%	118	40.06%	129	16.46%	53	322
Lamont daycare center	2.78%	2	5.56%	4	50.00%	36	20.83%	15	20.83%	15	72
Lactation facilities	1.80%	2	13.51%	15	45.05%	50	25.23%	28	14.41%	16	111
Lamont parking facilities	5.34%	15	11.03%	31	16.01%	45	37.01%	104	30.60%	86	281

Lamont shuttle bus	7.87%	24	19.34%	59	18.36%	56	39.67%	121	14.75%	45	305
Orientation for new hires	5.07%	11	18.89%	41	36.87%	80	33.64%	73	5.53%	12	217
Opportunities for innovation and creativity	2.75%	9	16.51%	54	31.80%	104	32.11%	105	16.82%	55	327
Opportunities to interact with visitors	1.21%	4	7.58%	25	25.45%	84	45.15%	149	20.61%	68	330
Opportunities to interact with other units at Lamont	2.57%	9	19.43%	68	27.71%	97	38.29%	134	12.00%	42	350
Support for professional development and training activities	7.53%	25	20.48%	68	33.43%	111	31.93%	106	6.63%	22	332
Travel reimbursement policies & procedures	15.53%	50	22.36%	72	24.22%	78	31.06%	100	6.83%	22	322
Vacation days and personal time	4.07%	14	8.43%	29	21.80%	75	41.57%	143	24.13%	83	344
Workspace (Office and Lab)	7.48%	27	8.86%	32	18.84%	68	45.15%	163	19.67%	71	361

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
Access to Columbia housing	1.00	5.00	2.84	1.33	1.76	218	68.35%	56.42%
Annual performance review process	1.00	5.00	3.42	1.03	1.05	309	51.13%	84.14%
Assistance with benefits related issues	1.00	5.00	3.45	0.89	0.79	319	47.65%	86.21%
Assistance with visa processes	1.00	5.00	3.48	1.04	1.09	119	48.74%	82.35%
Balance between professional and personal life	1.00	5.00	3.34	0.99	0.99	351	51.00%	79.49%
Career advancement opportunities	1.00	5.00	3.06	1.14	1.30	335	61.19%	68.06%

Clarity of policies and procedures	1.00	5.00	2.93	1.06	1.12	352	68.18%	66.19%
Communication with supervisor/manager	1.00	5.00	3.82	1.10	1.20	346	30.64%	85.55%
Communication about job security	1.00	5.00	3.40	1.07	1.14	320	49.38%	80.00%
Flexible work hours, including the ability to work from home	1.00	5.00	4.22	0.97	0.93	347	17.00%	93.37%
Job security	1.00	5.00	3.29	1.23	1.50	329	51.67%	73.56%
Lamont cafeteria	1.00	5.00	3.70	1.07	1.16	347	34.87%	85.30%
Lamont campus security	1.00	5.00	3.95	0.85	0.73	358	25.70%	94.97%
Lamont campus social events/activities (e.g., TGIF)	1.00	5.00	3.64	0.89	0.78	322	43.48%	93.17%
Lamont daycare center	1.00	5.00	3.51	0.97	0.94	72	58.33%	91.67%
Lactation facilities	1.00	5.00	3.37	0.95	0.90	111	60.36%	84.68%
Lamont parking facilities	1.00	5.00	3.77	1.15	1.33	281	32.38%	83.63%
Lamont shuttle bus	1.00	5.00	3.34	1.17	1.38	305	45.57%	72.79%
Orientation for new hires	1.00	5.00	3.16	0.96	0.92	217	60.83%	76.04%
Opportunities for innovation and creativity	1.00	5.00	3.44	1.04	1.08	327	51.07%	80.73%
Opportunities to interact with visitors	1.00	5.00	3.76	0.90	0.82	330	34.24%	91.21%
Opportunities to interact with other units at Lamont	1.00	5.00	3.38	1.01	1.02	350	49.71%	78.00%
Support for professional development and training activities	1.00	5.00	3.10	1.04	1.08	332	61.45%	71.99%
Travel reimbursement policies & procedures	1.00	5.00	2.91	1.19	1.42	322	62.11%	62.11%
Vacation days and personal	1.00	5.00	3.73	1.04	1.09	344	34.30%	87.50%

time								
Workspace (Office and Lab)	1.00	5.00	3.61	1.12	1.26	361	35.18%	83.66%

Q22 - What is your sex?

Answer	%	Count
Male	47.62%	170
Female	50.98%	182
Other	1.40%	5
Total	100%	357

Other

Other
Marine superhero.

Q23 - Racial / Ethnic Identification:

Answer	%	Count
African American / Black	0.84%	3
Asian	9.50%	34
Caucasian/ White	69.83%	250
Hispanic / Latino	4.75%	17
Native American/ Alaska Native	0.00%	0
Native Hawaiian or Other Pacific Islander	0.00%	0
Two or more races (please specify)	0.84%	3
Other	1.12%	4
Prefer not to disclose	13.13%	47
Total	100%	358

Two or more races (please specify)

Two or more races (please specify)
Hispanic and caucasian.

Other

Other
Human

Q24 - What is your age?

Answer	%	Count
30 or younger	23.82%	86
31 - 50	38.78%	140
Above 50	27.42%	99
Prefer not to disclose	9.97%	36
Total	100%	361

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
What is your age?	1.00	4.00	2.24	0.93	0.86	361	90.03%	76.18%

Q25 - What is your highest degree?

Answer	%	Count
Doctorate	43.29%	158
Master's	32.60%	119
Bachelor's	15.07%	55
Associate	1.37%	5
High school or equivalent	2.47%	9
Some high school	0.00%	0
Prefer not to disclose	5.21%	19
Total	100%	365

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
What is your highest degree?	1.00	7.00	2.08	1.47	2.16	365	90.96%	7.67%