The questions utilized in The Pennsylvania State University Living Our Values Survey are the proprietary information of the Ethics & Compliance Initiative (ECI). The questions contained in the Data Tables are paraphrases or summaries provided by ECI of the actual questions used in the Survey.

NOTES FOR READING TABLES:

Note: ECI generally excludes the "don't know" response from analysis. In order to provide the responses from all participants below, the data tables were calculated in two steps. First, responses were tabulated without the "don't know" answers. As a result, the combined response for "Strongly agree," "agree," "Neither agree nor disagree," "Disagree," and "Strongly disagree," for example, add up to 100%. Those results were inserted into the tables. Next, responses were tabulated including the "don't know" answers. The "don't know" responses were then inserted into the tables.

Note: "N/A" indicates that a particular question or answer choice was not given to the indicated group.

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Note: If there are **fewer than 10 responses** for a particular question, the responses are suppressed and within a table, a dash ("-") will appear. This is done to protect the confidentiality of respondents.

Note: Results were weighted; Penn State Overall and the Designation (Faculty, Staff, Graduate Students) weights differ.

Values

Values - Awareness of the Penn State Values			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		2060	5828	999
		Percent	91.4%	94.3%	98.0%	82.3%
	No	Count		125	117	215
		Percent	8.6%	5.7%	2.0%	17.7%
	Subtotal Yes and No	Count		2185	5945	1214
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		51	69	73
		Percent	3.1%	2.3%	1.1%	5.7%
	Total Yes, No, and Don't know	Count		2236	6014	1287
		Percent	100.0%	100.0%	100.0%	100.0%

Values - Values Integrated into the Activities of College/Campus/Unit			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		1475	4827	776
		Percent	84.5%	82.5%	90.0%	78.7%
	No	Count		314	539	210
		Percent	15.5%	17.5%	10.0%	21.3%
	Subtotal Yes and No	Count		1788	5366	986
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		448	648	301
		Percent	17.4%	20.0%	10.8%	23.4%
	Total Yes, No, and Don't know	Count		2236	6014	1287
		Percent	100.0%	100.0%	100.0%	100.0%

Values - Participated in Orientation, Training, or Program That Included the Penn State Values			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		1216	4384	715
		Percent	71.0%	62.2%	79.8%	65.1%
	No	Count		739	1112	383
		Percent	29.0%	37.8%	20.2%	34.9%
	Subtotal Yes and No	Count		1954	5496	1098
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		282	518	189
		Percent	11.7%	12.6%	8.6%	14.7%
	Total Yes, No, and Don't know	Count		2236	6014	1287
		Percent	100.0%	100.0%	100.0%	100.0%

Values - Considered, Applied, or Used the Penn State Values in Own Work and Responsibilities at the University			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		1835	5472	919
		Percent	89.4%	87.8%	95.2%	83.3%
	No	Count		254	277	184
		Percent	10.6%	12.2%	4.8%	16.7%
	Subtotal Yes and No	Count		2090	5749	1103
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		146	265	183
		Percent	8.6%	6.5%	4.4%	14.3%
	Total Yes, No, and Don't know	Count		2236	6014	1287
		Percent	100.0%	100.0%	100.0%	100.0%

Values: Embeddedness - College/Campus/Unit Embodies the Value: Integrity			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
Integrity - We act with integrity and honesty in accordance with the highest academic, professional, and ethical standards.	Agree + Strongly agree	Count		1780	5047	1083
		Percent	84.1%	80.2%	84.4%	85.7%
	Strongly agree	Count		977	2735	630
		Percent	47.0%	44.0%	45.7%	49.9%
	Agree	Count		803	2312	453
		Percent	37.1%	36.2%	38.7%	35.8%
	Neither agree nor disagree	Count		202	479	95
		Percent	8.0%	9.1%	8.0%	7.5%
	Disagree	Count		154	321	56
		Percent	5.3%	6.9%	5.4%	4.4%
	Strongly disagree	Count		84	132	30
		Percent	2.6%	3.8%	2.2%	2.3%
	Subtotal Str. agree thru Str. disagree	Count		2220	5979	1263
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		16	35	24
		Percent	1.1%	0.7%	0.6%	1.8%
	Total All responses	Count		2236	6014	1287
		Percent	100.0%	100.0%	100.0%	100.0%

Values: Embeddedness - College/Campus/Unit Embodies the Value: Respect			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Agree + Strongly agree	Count		1587	4714	1010
		Percent	77.7%	71.4%	78.7%	79.7%
	Strongly agree	Count		821	2496	595
		Percent	42.8%	36.9%	41.7%	47.0%
	Agree	Count		766	2218	415
		Percent	34.9%	34.5%	37.0%	32.7%
	Neither agree nor disagree	Count		265	574	110
		Percent	9.7%	11.9%	9.6%	8.7%
	Disagree	Count		238	491	94
		Percent	8.4%	10.7%	8.2%	7.4%
	Strongly disagree	Count		133	212	53
		Percent	4.3%	6.0%	3.5%	4.2%
	Subtotal Str. agree thru Str. disagree	Count		2223	5991	1267
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		13	23	19
		Percent	0.8%	0.6%	0.4%	1.5%
	Total All responses	Count		2236	6014	1287
		Percent	100.0%	100.0%	100.0%	100.0%

Values: Embeddedness - College/Campus/Unit Embodies the Value: Responsibility			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
Responsibility - We act responsibly, and we are accountable for our decisions, actions, and their consequences.	Agree + Strongly agree	Count		1639	4766	1011
		Percent	78.6%	73.9%	79.6%	79.9%
	Strongly agree	Count		869	2551	607
		Percent	44.0%	39.2%	42.6%	48.0%
	Agree	Count		770	2215	404
		Percent	34.6%	34.7%	37.0%	31.9%
	Neither agree nor disagree	Count		264	615	132
		Percent	10.6%	11.9%	10.3%	10.4%
	Disagree	Count		197	419	80
		Percent	7.1%	8.9%	7.0%	6.3%
	Strongly disagree	Count		116	186	43
		Percent	3.6%	5.3%	3.1%	3.4%
	Subtotal Str. agree thru Str. disagree	Count		2217	5986	1266
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		19	28	21
		Percent	1.0%	0.8%	0.5%	1.7%
	Total All responses	Count		2236	6014	1287
		Percent	100.0%	100.0%	100.0%	100.0%

Values: Embeddedness - College/Campus/Unit Embodies the Value: Discovery			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
Discovery - We seek & create knowl. & understanding, & foster creativity & innovation, for benefit of communities, society, the env.	Agree + Strongly agree	Count		1893	4824	1101
		Percent	83.9%	85.3%	80.9%	86.6%
	Strongly agree	Count		1119	2472	671
		Percent	47.5%	50.4%	41.5%	52.8%
	Agree	Count		774	2352	430
		Percent	36.4%	34.9%	39.5%	33.8%
	Neither agree nor disagree	Count		196	743	105
		Percent	10.2%	8.8%	12.5%	8.3%
	Disagree	Count		86	273	43
		Percent	4.0%	3.9%	4.6%	3.3%
	Strongly disagree	Count		45	119	23
		Percent	1.9%	2.0%	2.0%	1.8%
	Subtotal Str. agree thru Str. disagree	Count		2220	5959	1271
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		16	55	15
		Percent	1.0%	0.7%	0.9%	1.2%
	Total All responses	Count		2236	6014	1287
		Percent	100.0%	100.0%	100.0%	100.0%

Values: Embeddedness - College/Campus/Unit Embodies the Value: Excellence			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
Excellence - We strive for excellence in all our endeavors as individuals, an institution, and a leader in higher education.	Agree + Strongly agree	Count		1747	4918	1083
		Percent	82.8%	78.7%	82.3%	85.4%
	Strongly agree	Count		998	2644	641
		Percent	46.8%	44.9%	44.2%	50.6%
	Agree	Count		750	2275	442
		Percent	36.0%	33.8%	38.1%	34.8%
	Neither agree nor disagree	Count		238	650	120
		Percent	10.3%	10.7%	10.9%	9.5%
	Disagree	Count		164	273	42
		Percent	4.6%	7.4%	4.6%	3.3%
	Strongly disagree	Count		70	134	23
		Percent	2.2%	3.2%	2.2%	1.8%
	Subtotal Str. agree thru Str. disagree	Count		2219	5975	1268
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		17	39	19
		Percent	1.0%	0.7%	0.7%	1.5%
	Total All responses	Count		2236	6014	1287
		Percent	100.0%	100.0%	100.0%	100.0%

Values: Embeddedness - College/Campus/Unit Embodies the Value: Community			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
Community - We work together for the betterment of our University, the communities we serve, and the world.	Agree + Strongly agree	Count		1595	4727	967
		Percent	76.9%	72.0%	79.1%	76.9%
	Strongly agree	Count		826	2534	548
		Percent	41.9%	37.3%	42.4%	43.6%
	Agree	Count		769	2193	419
		Percent	35.0%	34.7%	36.7%	33.3%
	Neither agree nor disagree	Count		341	742	164
		Percent	13.2%	15.4%	12.4%	13.0%
	Disagree	Count		173	332	80
		Percent	6.3%	7.8%	5.6%	6.3%
	Strongly disagree	Count		106	171	47
		Percent	3.5%	4.8%	2.9%	3.7%
	Subtotal Str. agree thru Str. disagree	Count		2214	5972	1257
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		22	42	30
		Percent	1.4%	1.0%	0.7%	2.3%
	Total All responses	Count		2236	6014	1287
		Percent	100.0%	100.0%	100.0%	100.0%

Program Elements

Program Elements - Written Standards			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
Awareness	Yes	Count	N/A	N/A	N/A	927
		Percent	N/A	N/A	N/A	72.1%
	No	Count	N/A	N/A	N/A	258
		Percent	N/A	N/A	N/A	20.0%
	Don't know	Count	N/A	N/A	N/A	102
		Percent	N/A	N/A	N/A	7.9%
	Total Yes, No, and Don't know	Count	N/A	N/A	N/A	1287
		Percent	N/A	N/A	N/A	100.0%

Program Elements - Orientation or Training			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
Awareness	Yes	Count	N/A	N/A	N/A	952
		Percent	N/A	N/A	N/A	74.0%
	No	Count	N/A	N/A	N/A	259
		Percent	N/A	N/A	N/A	20.1%
	Don't know	Count	N/A	N/A	N/A	76
		Percent	N/A	N/A	N/A	5.9%
	Total Yes, No, and Don't know	Count	N/A	N/A	N/A	1287
		Percent	N/A	N/A	N/A	100.0%

Program Elements - Advice Resource			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
Awareness	Yes	Count	N/A	N/A	N/A	765
		Percent	N/A	N/A	N/A	59.4%
	No	Count	N/A	N/A	N/A	396
		Percent	N/A	N/A	N/A	30.7%
	Don't know	Count	N/A	N/A	N/A	126
		Percent	N/A	N/A	N/A	9.8%
	Total Yes, No, and Don't know	Count	N/A	N/A	N/A	1287
		Percent	N/A	N/A	N/A	100.0%

Program Elements - Evaluation on Ethical Conduct			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
Awareness	Yes	Count	N/A	N/A	N/A	733
		Percent	N/A	N/A	N/A	57.0%
	No	Count	N/A	N/A	N/A	408
		Percent	N/A	N/A	N/A	31.7%
	Don't know	Count	N/A	N/A	N/A	145
		Percent	N/A	N/A	N/A	11.3%
	Total Yes, No, and Don't know	Count	N/A	N/A	N/A	1287
		Percent	N/A	N/A	N/A	100.0%

Program Elements - Confidential Reporting			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
Awareness	Yes	Count	N/A	N/A	N/A	863
		Percent	N/A	N/A	N/A	67.1%
	No	Count	N/A	N/A	N/A	296
		Percent	N/A	N/A	N/A	23.0%
	Don't know	Count	N/A	N/A	N/A	128
		Percent	N/A	N/A	N/A	9.9%
	Total Yes, No, and Don't know	Count	N/A	N/A	N/A	1287
		Percent	N/A	N/A	N/A	100.0%

Program Elements - Formal Process to Discipline			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
Awareness	Yes	Count	N/A	N/A	N/A	914
		Percent	N/A	N/A	N/A	71.0%
	No	Count	N/A	N/A	N/A	233
		Percent	N/A	N/A	N/A	18.1%
	Don't know	Count	N/A	N/A	N/A	140
		Percent	N/A	N/A	N/A	10.9%
	Total Yes, No, and Don't know	Count	N/A	N/A	N/A	1287
		Percent	N/A	N/A	N/A	100.0%

Ethical Culture

Ethical Culture - The President, Provost, VPs, and Other University-wide Leaders: Talk About the Importance of Ethics			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1323	4263	664
		Percent	70.4%	65.1%	77.2%	64.9%
	Strongly agree	Count		499	1555	300
		Percent	27.8%	24.6%	28.1%	29.3%
	Agree	Count		824	2708	364
		Percent	42.6%	40.5%	49.0%	35.6%
	Neither agree nor disagree	Count		391	869	197
		Percent	17.7%	19.2%	15.7%	19.3%
	Disagree	Count		194	261	71
		Percent	6.5%	9.6%	4.7%	6.9%
	Strongly disagree	Count		124	132	90
		Percent	5.4%	6.1%	2.4%	8.8%
	Subtotal Str. agree thru Str. disagree	Count		2032	5525	1022
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		93	159	107
		Percent	5.6%	4.4%	2.8%	9.5%
	Not applicable.	Count		7	20	3
		Percent	0.3%	0.3%	0.4%	0.3%
	Total All responses	Count		2133	5704	1133
		Percent	100.0%	100.0%	100.0%	100.0%

Ethical Culture - The President, Provost, VPs, and Other University-wide Leaders: Trusted to Act With Integrity and Responsibility			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1103	3637	671
		Percent	62.3%	53.5%	66.2%	62.6%
	Strongly agree	Count		448	1270	346
		Percent	26.2%	21.7%	23.1%	32.3%
	Agree	Count		655	2367	325
		Percent	36.2%	31.8%	43.1%	30.3%
	Neither agree nor disagree	Count		468	1072	174
		Percent	19.0%	22.7%	19.5%	16.2%
	Disagree	Count		283	515	108
		Percent	10.5%	13.7%	9.4%	10.1%
	Strongly disagree	Count		206	274	119
		Percent	8.2%	10.0%	5.0%	11.1%
	Subtotal Str. agree thru Str. disagree	Count		2060	5497	1072
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		71	195	59
		Percent	4.0%	3.3%	3.4%	5.2%
	Not applicable.	Count		2	12	2
		Percent	0.2%	0.1%	0.2%	0.1%
	Total All responses	Count		2133	5704	1133
		Percent	100.0%	100.0%	100.0%	100.0%

Ethical Culture - The President, Provost, VPs, and Other University-wide Leaders: Would Be Held Accountable if Caught Violating Policies			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1038	2936	636
		Percent	57.0%	52.5%	55.4%	61.4%
	Strongly agree	Count		471	1164	333
		Percent	26.0%	23.8%	22.0%	32.2%
	Agree	Count		566	1771	303
		Percent	30.9%	28.6%	33.4%	29.2%
	Neither agree nor disagree	Count		403	1113	143
		Percent	18.3%	20.4%	21.0%	13.8%
	Disagree	Count		310	761	124
		Percent	13.8%	15.7%	14.4%	11.9%
	Strongly disagree	Count		227	489	134
		Percent	11.0%	11.5%	9.2%	12.9%
	Subtotal Str. agree thru Str. disagree	Count		1978	5299	1036
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		153	393	94
		Percent	7.5%	7.2%	6.9%	8.3%
	Not applicable.	Count		2	11	2
		Percent	0.2%	0.1%	0.2%	0.2%
	Total All responses	Count		2133	5704	1133
		Percent	100.0%	100.0%	100.0%	100.0%

Ethical Culture - The President, Provost, VPs, and Other University-wide Leaders: Act As Good Role Models of Ethical Behavior			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		979	3296	534
		Percent	59.1%	51.8%	62.7%	58.5%
	Strongly agree	Count		402	1169	274
		Percent	24.7%	21.3%	22.2%	30.1%
	Agree	Count		577	2127	260
		Percent	34.4%	30.5%	40.5%	28.5%
	Neither agree nor disagree	Count		534	1425	206
		Percent	25.8%	28.3%	27.1%	22.6%
	Disagree	Count		195	323	77
		Percent	7.8%	10.3%	6.2%	8.4%
	Strongly disagree	Count		181	210	95
		Percent	7.3%	9.6%	4.0%	10.5%
	Subtotal Str. agree thru Str. disagree	Count		1889	5254	912
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		183	342	142
		Percent	9.3%	8.8%	6.1%	13.4%
	Not applicable.	Count		3	18	2
		Percent	0.3%	0.1%	0.3%	0.2%
	Total All responses	Count		2076	5615	1057
		Percent	100.0%	100.0%	100.0%	100.0%

Ethical Culture - The President, Provost, VPs, and Other University-wide Leaders: Talk About the Importance of Academic Integrity			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1377	N/A	738
		Percent	74.9%	70.4%	N/A	77.6%
	Strongly agree	Count		600	N/A	399
		Percent	37.8%	30.7%	N/A	42.0%
	Agree	Count		777	N/A	338
		Percent	37.1%	39.8%	N/A	35.6%
	Neither agree nor disagree	Count		382	N/A	149
		Percent	17.1%	19.5%	N/A	15.7%
	Disagree	Count		122	N/A	33
		Percent	4.5%	6.3%	N/A	3.5%
	Strongly disagree	Count		74	N/A	31
		Percent	3.4%	3.8%	N/A	3.2%
	Subtotal Str. agree thru Str. disagree	Count		1954	N/A	950
		Percent	100.0%	100.0%	N/A	100.0%
	Don't know	Count		116	N/A	100
		Percent	8.1%	5.6%	N/A	9.5%
	Not applicable.	Count		5	N/A	6
		Percent	0.5%	0.3%	N/A	0.6%
	Total All responses	Count		2076	N/A	1057
		Percent	100.0%	100.0%	N/A	100.0%

Ethical Culture - Dean/Chancellor/Unit Head: Talks About the Importance of Ethics			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1544	4273	656
		Percent	74.8%	74.5%	80.3%	67.8%
	Strongly agree	Count		789	2095	345
		Percent	37.8%	38.1%	39.4%	35.6%
	Agree	Count		755	2177	311
		Percent	36.9%	36.4%	40.9%	32.2%
	Neither agree nor disagree	Count		307	736	223
		Percent	17.2%	14.8%	13.8%	23.1%
	Disagree	Count		134	209	55
		Percent	5.1%	6.5%	3.9%	5.7%
	Strongly disagree	Count		89	106	33
		Percent	3.0%	4.3%	2.0%	3.4%
	Subtotal Str. agree thru Str. disagree	Count		2074	5323	967
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		51	173	153
		Percent	6.7%	2.4%	3.0%	13.5%
	Not applicable.	Count		8	208	13
		Percent	2.1%	0.4%	3.6%	1.2%
	Total All responses	Count		2133	5704	1133
		Percent	100.0%	100.0%	100.0%	100.0%

Ethical Culture - Dean/Chancellor/Unit Head: Trusted to Act With Integrity and Responsibility			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1472	4129	732
		Percent	73.1%	70.8%	77.0%	69.6%
	Strongly agree	Count		734	1855	397
		Percent	35.9%	35.3%	34.6%	37.8%
	Agree	Count		738	2274	335
		Percent	37.2%	35.5%	42.4%	31.9%
	Neither agree nor disagree	Count		323	794	194
		Percent	16.3%	15.6%	14.8%	18.5%
	Disagree	Count		155	281	78
		Percent	6.5%	7.5%	5.2%	7.5%
	Strongly disagree	Count		129	156	46
		Percent	4.1%	6.2%	2.9%	4.4%
	Subtotal Str. agree thru Str. disagree	Count		2079	5360	1051
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		47	161	71
		Percent	4.0%	2.2%	2.8%	6.3%
	Not applicable.	Count		6	183	11
		Percent	1.8%	0.3%	3.2%	1.0%
	Total All responses	Count		2133	5704	1133
		Percent	100.0%	100.0%	100.0%	100.0%

Ethical Culture - Dean/Chancellor/Unit Head: Would Be Held Accountable if Caught Violating Policies			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1287	3344	701
		Percent	65.9%	64.5%	64.5%	68.4%
	Strongly agree	Count		582	1357	367
		Percent	30.3%	29.1%	26.2%	35.8%
	Agree	Count		706	1988	334
		Percent	35.6%	35.4%	38.3%	32.6%
	Neither agree nor disagree	Count		344	981	146
		Percent	16.9%	17.2%	18.9%	14.2%
	Disagree	Count		215	534	98
		Percent	10.1%	10.8%	10.3%	9.5%
	Strongly disagree	Count		149	324	81
		Percent	7.1%	7.5%	6.3%	7.9%
	Subtotal Str. agree thru Str. disagree	Count		1995	5184	1026
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		133	343	95
		Percent	6.9%	6.2%	6.0%	8.4%
	Not applicable.	Count		5	177	12
		Percent	1.8%	0.2%	3.1%	1.0%
	Total All responses	Count		2133	5704	1133
		Percent	100.0%	100.0%	100.0%	100.0%

Ethical Culture - Dean/Chancellor/Unit Head: Acts As a Good Role Model of Ethical Behavior			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1399	3826	592
		Percent	71.5%	71.0%	74.4%	67.7%
	Strongly agree	Count		718	1715	319
		Percent	35.1%	36.4%	33.4%	36.5%
	Agree	Count		682	2110	273
		Percent	36.4%	34.6%	41.1%	31.2%
	Neither agree nor disagree	Count		319	990	203
		Percent	19.9%	16.2%	19.3%	23.2%
	Disagree	Count		137	197	42
		Percent	4.8%	7.0%	3.8%	4.8%
	Strongly disagree	Count		114	126	37
		Percent	3.8%	5.8%	2.4%	4.3%
	Subtotal Str. agree thru Str. disagree	Count		1970	5139	874
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		101	280	171
		Percent	8.9%	4.8%	5.0%	16.2%
	Not applicable.	Count		5	196	12
		Percent	2.0%	0.3%	3.5%	1.1%
	Total All responses	Count		2076	5615	1057
		Percent	100.0%	100.0%	100.0%	100.0%

Ethical Culture - Dean/Chancellor/Unit Head: Talks About the Importance of Academic Integrity			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1531	N/A	754
		Percent	79.3%	77.2%	N/A	80.6%
	Strongly agree	Count		756	N/A	426
		Percent	42.7%	38.1%	N/A	45.5%
	Agree	Count		775	N/A	328
		Percent	36.6%	39.0%	N/A	35.1%
	Neither agree nor disagree	Count		292	N/A	135
		Percent	14.5%	14.7%	N/A	14.4%
	Disagree	Count		97	N/A	28
		Percent	3.7%	4.9%	N/A	3.0%
	Strongly disagree	Count		64	N/A	18
		Percent	2.4%	3.2%	N/A	1.9%
	Subtotal Str. agree thru Str. disagree	Count		1984	N/A	935
		Percent	100.0%	100.0%	N/A	100.0%
	Don't know	Count		81	N/A	107
		Percent	7.9%	3.9%	N/A	10.1%
	Not applicable.	Count		10	N/A	15
		Percent	1.1%	0.5%	N/A	1.4%
	Total All responses	Count		2076	N/A	1057
		Percent	100.0%	100.0%	N/A	100.0%

Ethical Culture - Department Head/Director: Talks About the Importance of Ethics			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1563	4515	817
		Percent	79.9%	77.6%	82.2%	78.4%
	Strongly agree	Count		899	2439	471
		Percent	44.8%	44.6%	44.4%	45.3%
	Agree	Count		664	2076	345
		Percent	35.2%	32.9%	37.8%	33.1%
	Neither agree nor disagree	Count		263	632	153
		Percent	13.0%	13.0%	11.5%	14.7%
	Disagree	Count		99	222	38
		Percent	4.1%	4.9%	4.0%	3.7%
	Strongly disagree	Count		90	122	33
		Percent	3.0%	4.5%	2.2%	3.2%
	Subtotal Str. agree thru Str. disagree	Count		2015	5491	1041
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		33	77	76
		Percent	3.4%	1.5%	1.4%	6.7%
	Not applicable.	Count		85	136	15
		Percent	2.3%	4.0%	2.4%	1.3%
	Total All responses	Count		2133	5704	1133
		Percent	100.0%	100.0%	100.0%	100.0%

Ethical Culture - Department Head/Director: Trusted to Act with Integrity and Responsibility			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1625	4497	890
		Percent	81.6%	80.2%	81.9%	82.1%
	Strongly agree	Count		959	2361	515
		Percent	45.5%	47.3%	43.0%	47.5%
	Agree	Count		666	2136	375
		Percent	36.1%	32.9%	38.9%	34.6%
	Neither agree nor disagree	Count		206	598	121
		Percent	10.9%	10.2%	10.9%	11.2%
	Disagree	Count		106	246	43
		Percent	4.5%	5.2%	4.5%	4.0%
	Strongly disagree	Count		88	150	29
		Percent	3.0%	4.3%	2.7%	2.7%
	Subtotal Str. agree thru Str. disagree	Count		2025	5491	1084
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		24	80	35
		Percent	2.0%	1.1%	1.4%	3.1%
	Not applicable.	Count		84	132	14
		Percent	2.2%	3.9%	2.3%	1.2%
	Total All responses	Count		2133	5704	1133
		Percent	100.0%	100.0%	100.0%	100.0%

Ethical Culture - Department Head/Director: Would Be Held Accountable if Caught Violating Policies			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1443	3933	789
		Percent	74.4%	73.9%	73.6%	75.8%
	Strongly agree	Count		691	1687	392
		Percent	34.5%	35.3%	31.5%	37.7%
	Agree	Count		753	2246	397
		Percent	39.9%	38.5%	42.0%	38.1%
	Neither agree nor disagree	Count		264	766	129
		Percent	13.5%	13.5%	14.3%	12.4%
	Disagree	Count		139	406	74
		Percent	7.3%	7.1%	7.6%	7.2%
	Strongly disagree	Count		108	243	49
		Percent	4.8%	5.5%	4.5%	4.7%
	Subtotal Str. agree thru Str. disagree	Count		1954	5348	1041
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		99	244	77
		Percent	5.3%	4.6%	4.3%	6.8%
	Not applicable.	Count		81	112	14
		Percent	2.1%	3.8%	2.0%	1.2%
	Total All responses	Count		2133	5704	1133
		Percent	100.0%	100.0%	100.0%	100.0%

Ethical Culture - Department Head/Director: Acts As a Good Role Model of Ethical Behavior			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
Agree + Strongly agree	Count			1512	4239	768
	Percent		79.3%	77.7%	79.2%	80.3%
Strongly agree	Count			855	2183	429
	Percent		42.8%	44.0%	40.8%	44.8%
Agree	Count			657	2056	339
	Percent		36.5%	33.8%	38.4%	35.4%
Neither agree nor disagree	Count			264	737	131
	Percent		13.7%	13.6%	13.8%	13.7%
Disagree	Count			81	222	32
	Percent		3.9%	4.1%	4.1%	3.3%
Strongly disagree	Count			88	156	25
	Percent		3.2%	4.5%	2.9%	2.7%
Subtotal Str. agree thru Str. disagree	Count			1946	5354	957
	Percent		100.0%	100.0%	100.0%	100.0%
Don't know	Count			46	127	86
	Percent		4.4%	2.2%	2.3%	8.2%
Not applicable.	Count			84	134	13
	Percent		2.3%	4.0%	2.4%	1.2%
Total All responses	Count			2076	5615	1057
	Percent		100.0%	100.0%	100.0%	100.0%

Ethical Culture - Department Head/Director: Talks About the Importance of Academic Integrity			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1570	N/A	856
		Percent	84.8%	80.9%	N/A	87.0%
	Strongly agree	Count		849	N/A	507
		Percent	48.7%	43.7%	N/A	51.5%
	Agree	Count		722	N/A	349
		Percent	36.1%	37.2%	N/A	35.5%
	Neither agree nor disagree	Count		230	N/A	98
		Percent	10.6%	11.8%	N/A	9.9%
	Disagree	Count		81	N/A	17
		Percent	2.6%	4.2%	N/A	1.7%
	Strongly disagree	Count		60	N/A	13
		Percent	2.0%	3.1%	N/A	1.4%
	Subtotal Str. agree thru Str. disagree	Count		1941	N/A	984
		Percent	100.0%	100.0%	N/A	100.0%
	Don't know	Count		45	N/A	57
		Percent	4.2%	2.2%	N/A	5.4%
	Not applicable.	Count		89	N/A	15
		Percent	2.5%	4.3%	N/A	1.4%
	Total All responses	Count		2076	N/A	1057
		Percent	100.0%	100.0%	N/A	100.0%

Ethical Culture - The Person to Whom I Directly Report: Talks About the Importance of Ethics			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1600	4828	758
		Percent	84.0%	78.0%	86.0%	85.0%
	Strongly agree	Count		961	2909	471
		Percent	51.0%	47.0%	52.0%	53.0%
	Agree	Count		639	1919	287
		Percent	33.0%	31.0%	34.0%	32.0%
	Neither agree nor disagree	Count		274	502	98
		Percent	11.0%	13.0%	9.0%	11.0%
	Disagree	Count		96	194	18
		Percent	3.0%	5.0%	3.0%	2.0%
	Strongly disagree	Count		83	119	16
		Percent	2.0%	4.0%	2.0%	2.0%
	Subtotal Str. agree thru Str. disagree	Count		2054	5642	889
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		31	30	41
		Percent	2.0%	1.0%	1.0%	4.0%
	Not applicable.	Count		48	33	203
		Percent	7.0%	2.0%	1.0%	18.0%
	Total All responses	Count		2133	5704	1133
		Percent	100.0%	100.0%	100.0%	100.0%

Ethical Culture - The Person to Whom I Directly Report: Trusted to Act With Integrity and Responsibility			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1675	4920	796
		Percent	86.0%	81.2%	87.1%	87.5%
	Strongly agree	Count		1024	2977	508
		Percent	53.1%	49.6%	52.7%	55.8%
	Agree	Count		651	1944	288
		Percent	32.9%	31.6%	34.4%	31.7%
	Neither agree nor disagree	Count		188	418	77
		Percent	8.1%	9.1%	7.4%	8.5%
	Disagree	Count		110	194	18
		Percent	3.4%	5.4%	3.4%	2.0%
	Strongly disagree	Count		90	115	18
		Percent	2.5%	4.3%	2.0%	2.0%
	Subtotal Str. agree thru Str. disagree	Count		2063	5648	910
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		18	32	25
		Percent	1.2%	0.8%	0.6%	2.2%
	Not applicable.	Count		52	24	197
		Percent	7.1%	2.4%	0.4%	17.4%
	Total All responses	Count		2133	5704	1133
		Percent	100.0%	100.0%	100.0%	100.0%

Ethical Culture - The Person to Whom I Directly Report: Would Be Held Accountable if Caught Violating Policies			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1499	4495	719
		Percent	79.8%	75.2%	81.6%	80.0%
	Strongly agree	Count		714	2051	367
		Percent	38.1%	35.9%	37.2%	40.8%
	Agree	Count		784	2444	353
		Percent	41.7%	39.4%	44.4%	39.2%
	Neither agree nor disagree	Count		257	590	102
		Percent	11.4%	12.9%	10.7%	11.3%
	Disagree	Count		135	265	50
		Percent	5.5%	6.8%	4.8%	5.6%
	Strongly disagree	Count		102	158	27
		Percent	3.4%	5.1%	2.9%	3.0%
	Subtotal Str. agree thru Str. disagree	Count		1992	5509	899
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		93	177	65
		Percent	4.3%	4.4%	3.1%	5.8%
	Not applicable.	Count		48	19	168
		Percent	6.0%	2.2%	0.3%	14.9%
	Total All responses	Count		2133	5704	1133
		Percent	100.0%	100.0%	100.0%	100.0%

Ethical Culture - The Person to Whom I Directly Report: Acts As a Good Role Model of Ethical Behavior			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1584	4759	707
		Percent	84.2%	79.6%	85.8%	85.0%
	Strongly agree	Count		934	2707	447
		Percent	49.9%	47.0%	48.8%	53.8%
	Agree	Count		649	2052	260
		Percent	34.3%	32.6%	37.0%	31.2%
	Neither agree nor disagree	Count		230	492	87
		Percent	9.9%	11.5%	8.9%	10.4%
	Disagree	Count		85	180	13
		Percent	2.9%	4.3%	3.2%	1.6%
	Strongly disagree	Count		92	118	25
		Percent	2.9%	4.6%	2.1%	3.0%
	Subtotal Str. agree thru Str. disagree	Count		1990	5549	832
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		32	45	42
		Percent	2.1%	1.6%	0.8%	3.9%
	Not applicable.	Count		53	21	183
		Percent	6.8%	2.6%	0.4%	17.3%
	Total All responses	Count		2076	5615	1057
		Percent	100.0%	100.0%	100.0%	100.0%

Ethical Culture - The Person to Whom I Directly Report: Talks About the Importance of Academic Integrity			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1611	N/A	731
		Percent	85.3%	81.8%	N/A	87.6%
	Strongly agree	Count		899	N/A	465
		Percent	51.6%	45.6%	N/A	55.7%
	Agree	Count		713	N/A	266
		Percent	33.6%	36.2%	N/A	31.9%
	Neither agree nor disagree	Count		223	N/A	80
		Percent	10.3%	11.3%	N/A	9.5%
	Disagree	Count		79	N/A	13
		Percent	2.6%	4.0%	N/A	1.6%
	Strongly disagree	Count		56	N/A	10
		Percent	1.9%	2.9%	N/A	1.2%
	Subtotal Str. agree thru Str. disagree	Count		1970	N/A	835
		Percent	100.0%	100.0%	N/A	100.0%
	Don't know	Count		36	N/A	35
		Percent	2.7%	1.7%	N/A	3.3%
	Not applicable.	Count		70	N/A	187
		Percent	12.5%	3.4%	N/A	17.7%
	Total All responses	Count		2076	N/A	1057
		Percent	100.0%	100.0%	N/A	100.0%

Ethical Culture - Staff Members: Talk About the Importance of Ethics			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1363	4362	751
		Percent	77.0%	69.0%	78.0%	79.0%
	Strongly agree	Count		613	1881	380
		Percent	35.0%	31.0%	34.0%	40.0%
	Agree	Count		749	2481	371
		Percent	41.0%	38.0%	44.0%	39.0%
	Neither agree nor disagree	Count		454	917	158
		Percent	18.0%	23.0%	16.0%	17.0%
	Disagree	Count		108	229	28
		Percent	4.0%	6.0%	4.0%	3.0%
	Strongly disagree	Count		37	87	16
		Percent	2.0%	2.0%	2.0%	2.0%
	Subtotal Str. agree thru Str. disagree	Count		1962	5595	953
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		110	81	123
		Percent	6.0%	5.0%	1.0%	11.0%
	Not applicable.	Count		61	28	57
		Percent	3.0%	3.0%	0.0%	5.0%
	Total All responses	Count		2133	5704	1133
		Percent	100.0%	100.0%	100.0%	100.0%

Ethical Culture - Staff Members: Trusted to Act With Integrity and Responsibility			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1659	4483	866
		Percent	81.0%	80.2%	79.6%	83.1%
	Strongly agree	Count		719	1799	440
		Percent	36.1%	34.7%	31.9%	42.3%
	Agree	Count		941	2684	426
		Percent	44.8%	45.4%	47.7%	40.9%
	Neither agree nor disagree	Count		315	820	141
		Percent	14.4%	15.2%	14.6%	13.6%
	Disagree	Count		76	248	22
		Percent	3.5%	3.7%	4.4%	2.1%
	Strongly disagree	Count		19	79	12
		Percent	1.2%	0.9%	1.4%	1.2%
	Subtotal Str. agree thru Str. disagree	Count		2070	5630	1041
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		45	66	56
		Percent	2.7%	2.1%	1.2%	4.9%
	Not applicable.	Count		18	8	35
		Percent	1.4%	0.8%	0.1%	3.1%
	Total All responses	Count		2133	5704	1133
		Percent	100.0%	100.0%	100.0%	100.0%

Ethical Culture - Staff Members: Would Be Held Accountable if Caught Violating Policies			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1731	4786	884
		Percent	85.8%	84.7%	85.7%	86.5%
	Strongly agree	Count		941	2481	482
		Percent	45.7%	46.1%	44.5%	47.1%
	Agree	Count		790	2305	402
		Percent	40.1%	38.7%	41.3%	39.3%
	Neither agree nor disagree	Count		185	495	100
		Percent	9.2%	9.1%	8.9%	9.8%
	Disagree	Count		87	203	23
		Percent	3.3%	4.3%	3.6%	2.3%
	Strongly disagree	Count		39	97	15
		Percent	1.7%	1.9%	1.7%	1.5%
	Subtotal Str. agree thru Str. disagree	Count		2042	5582	1022
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		81	117	90
		Percent	4.5%	3.8%	2.1%	7.9%
	Not applicable.	Count		10	5	21
		Percent	0.8%	0.5%	0.1%	1.8%
	Total All responses	Count		2133	5704	1133
		Percent	100.0%	100.0%	100.0%	100.0%

Ethical Culture - Staff Members: Act As Good Role Models of Ethical Behavior			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1505	4292	737
		Percent	77.8%	76.1%	77.5%	79.4%
	Strongly agree	Count		650	1591	368
		Percent	33.2%	32.9%	28.7%	39.6%
	Agree	Count		855	2701	369
		Percent	44.6%	43.3%	48.7%	39.7%
	Neither agree nor disagree	Count		401	995	165
		Percent	18.4%	20.3%	18.0%	17.8%
	Disagree	Count		53	187	16
		Percent	2.7%	2.7%	3.4%	1.7%
	Strongly disagree	Count		18	67	10
		Percent	1.1%	0.9%	1.2%	1.1%
	Subtotal Str. agree thru Str. disagree	Count		1977	5542	929
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		79	69	96
		Percent	4.5%	3.8%	1.2%	9.1%
	Not applicable.	Count		19	4	31
		Percent	1.3%	0.9%	0.1%	2.9%
	Total All responses	Count		2076	5615	1057
		Percent	100.0%	100.0%	100.0%	100.0%

Ethical Culture - Faculty: Talk About the Importance of Ethics			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1553	2698	891
		Percent	74.3%	75.1%	63.7%	83.6%
	Strongly agree	Count		660	1070	490
		Percent	35.1%	31.9%	25.3%	46.0%
	Agree	Count		893	1629	401
		Percent	39.2%	43.2%	38.5%	37.6%
	Neither agree nor disagree	Count		386	1159	120
		Percent	19.0%	18.7%	27.4%	11.3%
	Disagree	Count		95	249	31
		Percent	4.4%	4.6%	5.9%	2.9%
	Strongly disagree	Count		33	127	24
		Percent	2.4%	1.6%	3.0%	2.2%
	Subtotal Str. agree thru Str. disagree	Count		2066	4234	1066
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		51	535	31
		Percent	5.6%	2.4%	9.4%	2.8%
	Not applicable.	Count		15	935	35
		Percent	8.4%	0.7%	16.4%	3.1%
	Total All responses	Count		2133	5704	1133
		Percent	100.0%	100.0%	100.0%	100.0%

Ethical Culture - Faculty: Trusted to Act With Integrity and Responsibility			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1638	3155	910
		Percent	76.2%	77.9%	67.5%	84.0%
	Strongly agree	Count		640	1153	495
		Percent	34.1%	30.4%	24.7%	45.6%
	Agree	Count		998	2002	415
		Percent	42.1%	47.4%	42.8%	38.3%
	Neither agree nor disagree	Count		333	1104	111
		Percent	16.7%	15.8%	23.6%	10.2%
	Disagree	Count		92	292	36
		Percent	4.7%	4.4%	6.2%	3.3%
	Strongly disagree	Count		41	122	27
		Percent	2.4%	2.0%	2.6%	2.5%
	Subtotal Str. agree thru Str. disagree	Count		2104	4673	1084
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		26	351	19
		Percent	3.5%	1.2%	6.2%	1.7%
	Not applicable.	Count		3	679	29
		Percent	6.2%	0.1%	11.9%	2.6%
	Total All responses	Count		2133	5704	1133
		Percent	100.0%	100.0%	100.0%	100.0%

Ethical Culture - Faculty: Would Be Held Accountable if Caught Violating Policies			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1576	2789	786
		Percent	69.5%	76.8%	59.2%	76.3%
	Strongly agree	Count		800	1180	402
		Percent	33.4%	39.0%	25.0%	39.1%
	Agree	Count		775	1610	384
		Percent	36.1%	37.8%	34.2%	37.3%
	Neither agree nor disagree	Count		286	1002	131
		Percent	16.5%	13.9%	21.3%	12.7%
	Disagree	Count		131	567	77
		Percent	9.1%	6.4%	12.0%	7.5%
	Strongly disagree	Count		58	353	35
		Percent	4.9%	2.8%	7.5%	3.4%
	Subtotal Str. agree thru Str. disagree	Count		2050	4712	1030
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		82	436	69
		Percent	6.3%	3.8%	7.6%	6.1%
	Not applicable.	Count		1	556	33
		Percent	5.3%	0.0%	9.7%	2.9%
	Total All responses	Count		2133	5704	1133
		Percent	100.0%	100.0%	100.0%	100.0%

Ethical Culture - Faculty: Act As Good Role Models of Ethical Behavior			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1482	2688	805
		Percent	71.3%	73.6%	60.4%	81.4%
	Strongly agree	Count		571	937	433
		Percent	31.3%	28.4%	21.1%	43.8%
	Agree	Count		910	1751	371
		Percent	40.0%	45.2%	39.4%	37.5%
	Neither agree nor disagree	Count		411	1305	136
		Percent	21.5%	20.4%	29.3%	13.8%
	Disagree	Count		87	317	28
		Percent	4.9%	4.3%	7.1%	2.8%
	Strongly disagree	Count		34	139	20
		Percent	2.4%	1.7%	3.1%	2.0%
	Subtotal Str. agree thru Str. disagree	Count		2014	4449	989
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		57	444	36
		Percent	5.3%	2.8%	7.9%	3.4%
	Not applicable.	Count		4	721	31
		Percent	6.8%	0.2%	12.8%	3.0%
	Total All responses	Count		2076	5615	1057
		Percent	100.0%	100.0%	100.0%	100.0%

Ethical Culture - Faculty: Make Academic Integrity Standards Clear in Their Courses			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1706	N/A	910
		Percent	89.6%	88.7%	N/A	90.1%
	Strongly agree	Count		900	N/A	557
		Percent	52.2%	46.8%	N/A	55.1%
	Agree	Count		806	N/A	353
		Percent	37.4%	41.9%	N/A	34.9%
	Neither agree nor disagree	Count		173	N/A	70
		Percent	7.7%	9.0%	N/A	6.9%
	Disagree	Count		39	N/A	19
		Percent	1.9%	2.0%	N/A	1.9%
	Strongly disagree	Count		7	N/A	11
		Percent	0.9%	0.4%	N/A	1.1%
	Subtotal Str. agree thru Str. disagree	Count		1925	N/A	1011
		Percent	100.0%	100.0%	N/A	100.0%
	Don't know	Count		107	N/A	24
		Percent	3.3%	5.2%	N/A	2.3%
	Not applicable.	Count		44	N/A	22
		Percent	2.1%	2.1%	N/A	2.1%
	Total All responses	Count		2076	N/A	1057
		Percent	100.0%	100.0%	N/A	100.0%

Ethical Culture - Advisor(s): Talks About the Importance of Ethics			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count	N/A	N/A	N/A	852
		Percent	N/A	N/A	N/A	82.2%
	Strongly agree	Count	N/A	N/A	N/A	544
		Percent	N/A	N/A	N/A	52.4%
	Agree	Count	N/A	N/A	N/A	309
		Percent	N/A	N/A	N/A	29.8%
	Neither agree nor disagree	Count	N/A	N/A	N/A	125
		Percent	N/A	N/A	N/A	12.0%
	Disagree	Count	N/A	N/A	N/A	36
		Percent	N/A	N/A	N/A	3.5%
	Strongly disagree	Count	N/A	N/A	N/A	24
		Percent	N/A	N/A	N/A	2.3%
	Subtotal Str. agree thru Str. disagree	Count	N/A	N/A	N/A	1037
		Percent	N/A	N/A	N/A	100.0%
	Don't know	Count	N/A	N/A	N/A	62
		Percent	N/A	N/A	N/A	5.5%
	Not applicable.	Count	N/A	N/A	N/A	33
		Percent	N/A	N/A	N/A	2.9%
	Total All responses	Count	N/A	N/A	N/A	1133
		Percent	N/A	N/A	N/A	100.0%

Ethical Culture - Advisor(s): Trusted to Act With Integrity and Reponsibility			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count	N/A	N/A	N/A	956
		Percent	N/A	N/A	N/A	88.7%
	Strongly agree	Count	N/A	N/A	N/A	605
		Percent	N/A	N/A	N/A	56.1%
	Agree	Count	N/A	N/A	N/A	351
		Percent	N/A	N/A	N/A	32.6%
	Neither agree nor disagree	Count	N/A	N/A	N/A	77
		Percent	N/A	N/A	N/A	7.2%
	Disagree	Count	N/A	N/A	N/A	22
		Percent	N/A	N/A	N/A	2.0%
	Strongly disagree	Count	N/A	N/A	N/A	23
		Percent	N/A	N/A	N/A	2.1%
	Subtotal Str. agree thru Str. disagree	Count	N/A	N/A	N/A	1078
		Percent	N/A	N/A	N/A	100.0%
	Don't know	Count	N/A	N/A	N/A	29
		Percent	N/A	N/A	N/A	2.6%
	Not applicable.	Count	N/A	N/A	N/A	25
		Percent	N/A	N/A	N/A	2.2%
	Total All responses	Count	N/A	N/A	N/A	1133
		Percent	N/A	N/A	N/A	100.0%

Ethical Culture - Advisor(s): Would Be Held Accountable if Caught Violating Policies			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count	N/A	N/A	N/A	838
		Percent	N/A	N/A	N/A	80.5%
	Strongly agree	Count	N/A	N/A	N/A	430
		Percent	N/A	N/A	N/A	41.3%
	Agree	Count	N/A	N/A	N/A	408
		Percent	N/A	N/A	N/A	39.2%
	Neither agree nor disagree	Count	N/A	N/A	N/A	117
		Percent	N/A	N/A	N/A	11.2%
	Disagree	Count	N/A	N/A	N/A	52
		Percent	N/A	N/A	N/A	5.0%
	Strongly disagree	Count	N/A	N/A	N/A	34
		Percent	N/A	N/A	N/A	3.3%
	Subtotal Str. agree thru Str. disagree	Count	N/A	N/A	N/A	1040
		Percent	N/A	N/A	N/A	100.0%
	Don't know	Count	N/A	N/A	N/A	72
		Percent	N/A	N/A	N/A	6.4%
	Not applicable.	Count	N/A	N/A	N/A	20
		Percent	N/A	N/A	N/A	1.8%
	Total All responses	Count	N/A	N/A	N/A	1133
		Percent	N/A	N/A	N/A	100.0%

Ethical Culture - Advisor(s): Acts As a Good Role Model of Ethical Behavior			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count	N/A	N/A	N/A	836
		Percent	N/A	N/A	N/A	85.7%
	Strongly agree	Count	N/A	N/A	N/A	521
		Percent	N/A	N/A	N/A	53.4%
	Agree	Count	N/A	N/A	N/A	315
		Percent	N/A	N/A	N/A	32.3%
	Neither agree nor disagree	Count	N/A	N/A	N/A	100
		Percent	N/A	N/A	N/A	10.2%
	Disagree	Count	N/A	N/A	N/A	16
		Percent	N/A	N/A	N/A	1.7%
	Strongly disagree	Count	N/A	N/A	N/A	24
		Percent	N/A	N/A	N/A	2.4%
	Subtotal Str. agree thru Str. disagree	Count	N/A	N/A	N/A	976
		Percent	N/A	N/A	N/A	100.0%
	Don't know	Count	N/A	N/A	N/A	50
		Percent	N/A	N/A	N/A	4.7%
	Not applicable.	Count	N/A	N/A	N/A	31
		Percent	N/A	N/A	N/A	2.9%
	Total All responses	Count	N/A	N/A	N/A	1057
		Percent	N/A	N/A	N/A	100.0%

Ethical Culture - Advisor(s): Talk About the Importance of Academic Integrity			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count	N/A	N/A	N/A	872
		Percent	N/A	N/A	N/A	88.7%
	Strongly agree	Count	N/A	N/A	N/A	539
		Percent	N/A	N/A	N/A	54.9%
	Agree	Count	N/A	N/A	N/A	332
		Percent	N/A	N/A	N/A	33.8%
	Neither agree nor disagree	Count	N/A	N/A	N/A	79
		Percent	N/A	N/A	N/A	8.1%
	Disagree	Count	N/A	N/A	N/A	18
		Percent	N/A	N/A	N/A	1.9%
	Strongly disagree	Count	N/A	N/A	N/A	13
		Percent	N/A	N/A	N/A	1.4%
	Subtotal Str. agree thru Str. disagree	Count	N/A	N/A	N/A	983
		Percent	N/A	N/A	N/A	100.0%
	Don't know	Count	N/A	N/A	N/A	44
		Percent	N/A	N/A	N/A	4.2%
	Not applicable.	Count	N/A	N/A	N/A	30
		Percent	N/A	N/A	N/A	2.8%
	Total All responses	Count	N/A	N/A	N/A	1057
		Percent	N/A	N/A	N/A	100.0%

Ethical Culture - Graduate Students: Talk About the Importance of Ethics			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count	N/A	N/A	N/A	835
		Percent	N/A	N/A	N/A	78.6%
	Strongly agree	Count	N/A	N/A	N/A	442
		Percent	N/A	N/A	N/A	41.6%
	Agree	Count	N/A	N/A	N/A	393
		Percent	N/A	N/A	N/A	37.0%
	Neither agree nor disagree	Count	N/A	N/A	N/A	175
		Percent	N/A	N/A	N/A	16.5%
	Disagree	Count	N/A	N/A	N/A	35
		Percent	N/A	N/A	N/A	3.3%
	Strongly disagree	Count	N/A	N/A	N/A	17
		Percent	N/A	N/A	N/A	1.6%
	Subtotal Str. agree thru Str. disagree	Count	N/A	N/A	N/A	1062
		Percent	N/A	N/A	N/A	100.0%
	Don't know	Count	N/A	N/A	N/A	47
		Percent	N/A	N/A	N/A	4.2%
	Not applicable.	Count	N/A	N/A	N/A	23
		Percent	N/A	N/A	N/A	2.0%
	Total All responses	Count	N/A	N/A	N/A	1133
		Percent	N/A	N/A	N/A	100.0%

Ethical Culture - Graduate Students: Trusted to Act With Integrity and Responsibility			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count	N/A	N/A	N/A	900
		Percent	N/A	N/A	N/A	82.4%
	Strongly agree	Count	N/A	N/A	N/A	439
		Percent	N/A	N/A	N/A	40.2%
	Agree	Count	N/A	N/A	N/A	461
		Percent	N/A	N/A	N/A	42.2%
	Neither agree nor disagree	Count	N/A	N/A	N/A	147
		Percent	N/A	N/A	N/A	13.5%
	Disagree	Count	N/A	N/A	N/A	28
		Percent	N/A	N/A	N/A	2.6%
	Strongly disagree	Count	N/A	N/A	N/A	16
		Percent	N/A	N/A	N/A	1.5%
	Subtotal Str. agree thru Str. disagree	Count	N/A	N/A	N/A	1091
		Percent	N/A	N/A	N/A	100.0%
	Don't know	Count	N/A	N/A	N/A	32
		Percent	N/A	N/A	N/A	2.8%
	Not applicable.	Count	N/A	N/A	N/A	9
		Percent	N/A	N/A	N/A	0.8%
	Total All responses	Count	N/A	N/A	N/A	1133
		Percent	N/A	N/A	N/A	100.0%

Ethical Culture - Graduate Students: Would Be Held Accountable if Caught Violating Policies			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count	N/A	N/A	N/A	974
		Percent	N/A	N/A	N/A	89.8%
	Strongly agree	Count	N/A	N/A	N/A	573
		Percent	N/A	N/A	N/A	52.8%
	Agree	Count	N/A	N/A	N/A	401
		Percent	N/A	N/A	N/A	37.0%
	Neither agree nor disagree	Count	N/A	N/A	N/A	78
		Percent	N/A	N/A	N/A	7.2%
	Disagree	Count	N/A	N/A	N/A	22
		Percent	N/A	N/A	N/A	2.0%
	Strongly disagree	Count	N/A	N/A	N/A	12
		Percent	N/A	N/A	N/A	1.1%
	Subtotal Str. agree thru Str. disagree	Count	N/A	N/A	N/A	1085
		Percent	N/A	N/A	N/A	100.0%
	Don't know	Count	N/A	N/A	N/A	40
		Percent	N/A	N/A	N/A	3.6%
	Not applicable.	Count	N/A	N/A	N/A	7
		Percent	N/A	N/A	N/A	0.6%
	Total All responses	Count	N/A	N/A	N/A	1133
		Percent	N/A	N/A	N/A	100.0%

Ethical Culture - Graduate Students: Act As Good Role Models of Ethical Behavior			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count	N/A	N/A	N/A	788
		Percent	N/A	N/A	N/A	79.0%
	Strongly agree	Count	N/A	N/A	N/A	371
		Percent	N/A	N/A	N/A	37.2%
	Agree	Count	N/A	N/A	N/A	417
		Percent	N/A	N/A	N/A	41.8%
	Neither agree nor disagree	Count	N/A	N/A	N/A	179
		Percent	N/A	N/A	N/A	17.9%
	Disagree	Count	N/A	N/A	N/A	21
		Percent	N/A	N/A	N/A	2.1%
	Strongly disagree	Count	N/A	N/A	N/A	10
		Percent	N/A	N/A	N/A	1.0%
	Subtotal Str. agree thru Str. disagree	Count	N/A	N/A	N/A	998
		Percent	N/A	N/A	N/A	100.0%
	Don't know	Count	N/A	N/A	N/A	48
		Percent	N/A	N/A	N/A	4.5%
	Not applicable.	Count	N/A	N/A	N/A	11
		Percent	N/A	N/A	N/A	1.0%
	Total All responses	Count	N/A	N/A	N/A	1057
		Percent	N/A	N/A	N/A	100.0%

Ethical Culture - Graduate Students: Practice Academic Integrity			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1145	N/A	862
		Percent	86%	89%	N/A	85.4%
	Strongly agree	Count		593	N/A	445
		Percent	45%	46%	N/A	44.1%
	Agree	Count		552	N/A	417
		Percent	42%	43%	N/A	41.3%
	Neither agree nor disagree	Count		115	N/A	126
		Percent	12%	9%	N/A	12.5%
	Disagree	Count		19	N/A	13
		Percent	1%	1%	N/A	1.3%
	Strongly disagree	Count		11	N/A	9
		Percent	1%	1%	N/A	0.9%
	Subtotal Str. agree thru Str. disagree	Count		1289	N/A	1009
		Percent	100%	100%	N/A	100.0%
	Don't know	Count		36	N/A	35
		Percent	3%	2%	N/A	3.3%
	Not applicable.	Count		750	N/A	12
		Percent	14%	36%	N/A	1.2%
	Total All responses	Count		2076	N/A	1057
		Percent	100%	100%	N/A	100.0%

Ethical Culture - Undergraduate Students: Talk About the Importance of Ethics			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count	N/A	N/A	N/A	372
		Percent	N/A	N/A	N/A	55.9%
	Strongly agree	Count	N/A	N/A	N/A	193
		Percent	N/A	N/A	N/A	28.9%
	Agree	Count	N/A	N/A	N/A	180
		Percent	N/A	N/A	N/A	27.0%
	Neither agree nor disagree	Count	N/A	N/A	N/A	216
		Percent	N/A	N/A	N/A	32.4%
	Disagree	Count	N/A	N/A	N/A	61
		Percent	N/A	N/A	N/A	9.1%
	Strongly disagree	Count	N/A	N/A	N/A	18
		Percent	N/A	N/A	N/A	2.6%
	Subtotal Str. agree thru Str. disagree	Count	N/A	N/A	N/A	667
		Percent	N/A	N/A	N/A	100.0%
	Don't know	Count	N/A	N/A	N/A	200
		Percent	N/A	N/A	N/A	17.7%
	Not applicable.	Count	N/A	N/A	N/A	266
		Percent	N/A	N/A	N/A	23.5%
	Total All responses	Count	N/A	N/A	N/A	1133
		Percent	N/A	N/A	N/A	100.0%

Ethical Culture - Undergraduate Students: Trusted to Act With Integrity and Responsibility			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count	N/A	N/A	N/A	506
		Percent	N/A	N/A	N/A	61.4%
	Strongly agree	Count	N/A	N/A	N/A	244
		Percent	N/A	N/A	N/A	29.7%
	Agree	Count	N/A	N/A	N/A	262
		Percent	N/A	N/A	N/A	31.8%
	Neither agree nor disagree	Count	N/A	N/A	N/A	214
		Percent	N/A	N/A	N/A	26.0%
	Disagree	Count	N/A	N/A	N/A	78
		Percent	N/A	N/A	N/A	9.4%
	Strongly disagree	Count	N/A	N/A	N/A	25
		Percent	N/A	N/A	N/A	3.1%
	Subtotal Str. agree thru Str. disagree	Count	N/A	N/A	N/A	823
		Percent	N/A	N/A	N/A	100.0%
	Don't know	Count	N/A	N/A	N/A	113
		Percent	N/A	N/A	N/A	10.0%
	Not applicable.	Count	N/A	N/A	N/A	197
		Percent	N/A	N/A	N/A	17.4%
	Total All responses	Count	N/A	N/A	N/A	1133
		Percent	N/A	N/A	N/A	100.0%

Ethical Culture - Undergraduate Students: Would Be Held Accountable if Caught Violating Policies			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count	N/A	N/A	N/A	771
		Percent	N/A	N/A	N/A	83.8%
	Strongly agree	Count	N/A	N/A	N/A	444
		Percent	N/A	N/A	N/A	48.3%
	Agree	Count	N/A	N/A	N/A	327
		Percent	N/A	N/A	N/A	35.5%
	Neither agree nor disagree	Count	N/A	N/A	N/A	89
		Percent	N/A	N/A	N/A	9.6%
	Disagree	Count	N/A	N/A	N/A	44
		Percent	N/A	N/A	N/A	4.8%
	Strongly disagree	Count	N/A	N/A	N/A	17
		Percent	N/A	N/A	N/A	1.8%
	Subtotal Str. agree thru Str. disagree	Count	N/A	N/A	N/A	921
		Percent	N/A	N/A	N/A	100.0%
	Don't know	Count	N/A	N/A	N/A	81
		Percent	N/A	N/A	N/A	7.1%
	Not applicable.	Count	N/A	N/A	N/A	131
		Percent	N/A	N/A	N/A	11.6%
	Total All responses	Count	N/A	N/A	N/A	1133
		Percent	N/A	N/A	N/A	100.0%

Ethical Culture - Undergraduate Students: Act As Good Role Models of Ethical Behavior			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count	N/A	N/A	N/A	407
		Percent	N/A	N/A	N/A	56.1%
	Strongly agree	Count	N/A	N/A	N/A	195
		Percent	N/A	N/A	N/A	26.9%
	Agree	Count	N/A	N/A	N/A	211
		Percent	N/A	N/A	N/A	29.1%
	Neither agree nor disagree	Count	N/A	N/A	N/A	237
		Percent	N/A	N/A	N/A	32.8%
	Disagree	Count	N/A	N/A	N/A	55
		Percent	N/A	N/A	N/A	7.6%
	Strongly disagree	Count	N/A	N/A	N/A	26
		Percent	N/A	N/A	N/A	3.6%
	Subtotal Str. agree thru Str. disagree	Count	N/A	N/A	N/A	725
		Percent	N/A	N/A	N/A	100.0%
	Don't know	Count	N/A	N/A	N/A	149
		Percent	N/A	N/A	N/A	14.1%
	Not applicable.	Count	N/A	N/A	N/A	182
		Percent	N/A	N/A	N/A	17.3%
	Total All responses	Count	N/A	N/A	N/A	1057
		Percent	N/A	N/A	N/A	100.0%

Ethical Culture - Undergraduate Students: Practice Academic Integrity			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1140	N/A	436
		Percent	65.9%	65.1%	N/A	66.5%
	Strongly agree	Count		442	N/A	233
		Percent	31.0%	25.2%	N/A	35.5%
	Agree	Count		698	N/A	203
		Percent	34.8%	39.8%	N/A	30.9%
	Neither agree nor disagree	Count		399	N/A	162
		Percent	23.8%	22.8%	N/A	24.7%
	Disagree	Count		160	N/A	45
		Percent	7.9%	9.2%	N/A	6.9%
	Strongly disagree	Count		52	N/A	13
		Percent	2.4%	3.0%	N/A	2.0%
	Subtotal Str. agree thru Str. disagree	Count		1751	N/A	656
		Percent	100.0%	100.0%	N/A	100.0%
	Don't know	Count		39	N/A	107
		Percent	7.1%	1.9%	N/A	10.1%
	Not applicable.	Count		285	N/A	294
		Percent	22.7%	13.8%	N/A	27.8%
	Total All responses	Count		2076	N/A	1057
		Percent	100.0%	100.0%	N/A	100.0%

Ethical Culture - Academic Integrity: Received Effective Training on Academic Integrity			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1448	N/A	825
		Percent	78.2%	72.3%	N/A	81.6%
	Strongly agree	Count		690	N/A	476
		Percent	42.5%	34.5%	N/A	47.1%
	Agree	Count		758	N/A	349
		Percent	35.7%	37.8%	N/A	34.5%
	Neither agree nor disagree	Count		339	N/A	128
		Percent	14.2%	16.9%	N/A	12.7%
	Disagree	Count		164	N/A	42
		Percent	5.6%	8.2%	N/A	4.2%
	Strongly disagree	Count		52	N/A	16
		Percent	1.9%	2.6%	N/A	1.5%
	Subtotal Str. agree thru Str. disagree	Count		2003	N/A	1011
		Percent	100.0%	100.0%	N/A	100.0%
	Don't know	Count		33	N/A	30
		Percent	2.4%	1.6%	N/A	2.8%
	Not applicable.	Count		40	N/A	16
		Percent	1.7%	1.9%	N/A	1.5%
	Total All responses	Count		2076	N/A	1057
		Percent	100.0%	100.0%	N/A	100.0%

Ethical Culture - Speak-Up: Concerns Can Be Raised to the Person to Whom I Directly Report Without Fear of Retaliation			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		767	2378	464
		Percent	47.7%	40.5%	44.9%	56.9%
	Strongly agree	Count		225	616	188
		Percent	15.3%	11.9%	11.6%	23.1%
	Agree	Count		542	1762	276
		Percent	32.5%	28.6%	33.3%	33.8%
	Neither agree nor disagree	Count		429	1254	147
		Percent	21.7%	22.7%	23.7%	18.0%
	Disagree	Count		408	1042	123
		Percent	18.6%	21.5%	19.7%	15.1%
	Strongly disagree	Count		290	620	82
		Percent	11.9%	15.3%	11.7%	10.0%
	Subtotal Str. agree thru Str. disagree	Count		1895	5294	816
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		158	284	130
		Percent	8.3%	7.7%	5.1%	12.7%
	Not applicable.	Count		0	0	81
		Percent	2.8%	0.0%	0.0%	7.9%
	Total All responses	Count		2052	5578	1027
		Percent	100.0%	100.0%	100.0%	100.0%

Ethical Culture - Speak-Up: Concerns Can Be Raised to Persons in Higher Positions Without Fear of Retaliation			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		639	1763	462
		Percent	40.7%	34.6%	34.3%	53.5%
	Strongly agree	Count		186	421	193
		Percent	13.3%	10.1%	8.2%	22.3%
	Agree	Count		453	1342	269
		Percent	27.4%	24.5%	26.1%	31.2%
	Neither agree nor disagree	Count		443	1455	147
		Percent	23.7%	24.0%	28.3%	17.0%
	Disagree	Count		416	1173	141
		Percent	20.6%	22.5%	22.8%	16.4%
	Strongly disagree	Count		350	755	113
		Percent	15.0%	19.0%	14.7%	13.1%
	Subtotal Str. agree thru Str. disagree	Count		1849	5145	865
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		204	433	140
		Percent	10.2%	9.9%	7.8%	13.6%
	Not applicable.	Count		0	0	23
		Percent	0.8%	0.0%	0.0%	2.3%
	Total All responses	Count		2052	5578	1027
		Percent	100.0%	100.0%	100.0%	100.0%

Ethical Culture - Speak-Up - Graduate Students: Can Question Decisions of Advisor or Faculty Without Fear of Retaliation			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count	N/A	N/A	N/A	538
		Percent	N/A	N/A	N/A	57.7%
	Strongly agree	Count	N/A	N/A	N/A	218
		Percent	N/A	N/A	N/A	23.4%
	Agree	Count	N/A	N/A	N/A	320
		Percent	N/A	N/A	N/A	34.3%
	Neither agree nor disagree	Count	N/A	N/A	N/A	157
		Percent	N/A	N/A	N/A	16.8%
	Disagree	Count	N/A	N/A	N/A	149
		Percent	N/A	N/A	N/A	15.9%
	Strongly disagree	Count	N/A	N/A	N/A	89
		Percent	N/A	N/A	N/A	9.6%
	Subtotal Str. agree thru Str. disagree	Count	N/A	N/A	N/A	933
		Percent	N/A	N/A	N/A	100.0%
	Don't know	Count	N/A	N/A	N/A	95
		Percent	N/A	N/A	N/A	9.2%
	Not applicable.	Count	N/A	N/A	N/A	0
		Percent	N/A	N/A	N/A	0.0%
	Total All responses	Count	N/A	N/A	N/A	1027
		Percent	N/A	N/A	N/A	100.0%

Ethical Culture - Does Not Retaliate: University Does Not Retaliate Against Reporters			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		686	1976	446
		Percent	47.6%	42.0%	42.6%	58.3%
	Strongly agree	Count		223	536	206
		Percent	17.0%	13.6%	11.5%	26.9%
	Agree	Count		463	1440	240
		Percent	30.6%	28.4%	31.0%	31.4%
	Neither agree nor disagree	Count		505	1646	187
		Percent	30.9%	30.9%	35.5%	24.4%
	Disagree	Count		240	621	68
		Percent	12.2%	14.7%	13.4%	8.9%
	Strongly disagree	Count		203	400	64
		Percent	9.3%	12.4%	8.6%	8.4%
	Subtotal Str. agree thru Str. disagree	Count		1633	4642	766
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		419	936	262
		Percent	20.6%	20.4%	16.8%	25.5%
	Not applicable.	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Total All responses	Count		2052	5578	1027
		Percent	100.0%	100.0%	100.0%	100.0%

Ethical Culture - Integrity Practiced: Those Who Violate Policies Still Get Rewarded			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		586	1663	N/A
		Percent	39.5%	41.1%	38.9%	N/A
	Strongly agree	Count		184	407	N/A
		Percent	10.5%	12.9%	9.5%	N/A
	Agree	Count		402	1256	N/A
		Percent	29.1%	28.2%	29.4%	N/A
	Neither agree nor disagree	Count		494	1621	N/A
		Percent	37.0%	34.7%	37.9%	N/A
	Disagree	Count		239	741	N/A
		Percent	17.2%	16.8%	17.3%	N/A
	Strongly disagree	Count		106	250	N/A
		Percent	6.3%	7.4%	5.8%	N/A
	Subtotal Str. agree thru Str. disagree	Count		1425	4274	N/A
		Percent	100.0%	100.0%	100.0%	N/A
	Don't know	Count		627	1304	N/A
		Percent	25.6%	30.6%	23.4%	N/A
	Not applicable.	Count		0	0	N/A
		Percent	0.0%	0.0%	0.0%	N/A
	Total All responses	Count		2052	5578	N/A
		Percent	100.0%	100.0%	100.0%	N/A

Ethical Culture - Integrity Practiced: The Person to Whom I Directly Report Follows University Policies and Procedures			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count		1663	4908	669
		Percent	88.4%	85.3%	89.4%	89.1%
	Strongly agree	Count		899	2759	372
		Percent	49.1%	46.1%	50.2%	49.6%
	Agree	Count		765	2149	297
		Percent	39.3%	39.2%	39.1%	39.5%
	Neither agree nor disagree	Count		183	374	54
		Percent	7.5%	9.4%	6.8%	7.2%
	Disagree	Count		63	135	16
		Percent	2.5%	3.2%	2.5%	2.1%
	Strongly disagree	Count		42	75	12
		Percent	1.6%	2.1%	1.4%	1.6%
	Subtotal Str. agree thru Str. disagree	Count		1951	5492	751
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		102	86	42
		Percent	3.1%	5.0%	1.5%	4.1%
	Not applicable.	Count		0	0	234
		Percent	8.0%	0.0%	0.0%	22.8%
	Total All responses	Count		2052	5578	1027
		Percent	100.0%	100.0%	100.0%	100.0%

Ethical Culture - Integrity Practiced: Advisor(s) and Faculty Follow University Policies and Procedures			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Agree + Strongly agree	Count	N/A	N/A	N/A	849
		Percent	N/A	N/A	N/A	89.0%
	Strongly agree	Count	N/A	N/A	N/A	436
		Percent	N/A	N/A	N/A	46.0%
	Agree	Count	N/A	N/A	N/A	413
		Percent	N/A	N/A	N/A	43.0%
	Neither agree nor disagree	Count	N/A	N/A	N/A	71
		Percent	N/A	N/A	N/A	7.0%
	Disagree	Count	N/A	N/A	N/A	21
		Percent	N/A	N/A	N/A	2.0%
	Strongly disagree	Count	N/A	N/A	N/A	11
		Percent	N/A	N/A	N/A	1.0%
	Subtotal Str. agree thru Str. disagree	Count	N/A	N/A	N/A	953
		Percent	N/A	N/A	N/A	100.0%
	Don't know	Count	N/A	N/A	N/A	74
		Percent	N/A	N/A	N/A	7.0%
	Not applicable.	Count	N/A	N/A	N/A	0
		Percent	N/A	N/A	N/A	0.0%
	Total All responses	Count	N/A	N/A	N/A	1027
		Percent	N/A	N/A	N/A	100.0%

Pressure

Target Outcome - Pressure			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
Pressure to violate University policies or the law?	Yes	Count		120	224	43
		Percent	4.6%	6.2%	4.2%	4.4%
	No	Count		1831	5171	926
		Percent	95.4%	93.8%	95.8%	95.6%
	Subtotal Yes and No	Count		1951	5395	969
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		101	184	59
		Percent	4.5%	4.9%	3.3%	5.7%
	Total Yes, No, and Don't know	Count		2052	5578	1027
		Percent	100.0%	100.0%	100.0%	100.0%

Observed Misconduct: General

Target Outcome - Observed Misconduct - General Question			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
Was misconduct observed?	Yes	Count		426	890	192
		Percent	20.3%	23.4%	18.4%	20.7%
	No	Count		1395	3949	734
		Percent	79.7%	76.6%	81.6%	79.3%
	Subtotal Yes and No	Count		1821	4840	926
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		229	738	101
		Percent	11.6%	11.2%	13.2%	9.8%
	Total Yes, No, and Don't know	Count		2050	5578	1027
		Percent	100.0%	100.0%	100.0%	100.0%

Reported Misconduct: General

Target Outcome - Reported Observation of Misconduct: General Question			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
Was misconduct reported?	Yes	Count		225	457	67
		Percent	48.0%	55.0%	53.0%	37.7%
	No	Count		184	405	110
		Percent	52.0%	45.0%	47.0%	62.3%
	Subtotal Yes and No	Count		409	863	177
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		13	26	12
		Percent	4.2%	3.2%	2.9%	6.3%
	Total Yes, No, and Don't know	Count		422	888	189
		Percent	100.0%	100.0%	100.0%	100.0%

Type of Observed Misconduct: Specific

Target Outcome - Observed: Abusive or Intimidating Behavior			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		604	1405	207
		Percent	25.9%	31.4%	26.7%	21.8%
	No	Count		1321	3864	744
		Percent	74.1%	68.6%	73.3%	78.2%
	Subtotal Yes and No	Count		1925	5270	951
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		100	246	54
		Percent	4.9%	4.9%	4.5%	5.4%
	Total Yes, No, and Don't know	Count		2025	5516	1006
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Observed: Cheating, Plagiarism, or Other Violations of Academic Integrity			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		613	167	143
		Percent	13.1%	31.8%	3.2%	15.1%
	No	Count		1313	5056	806
		Percent	86.9%	68.2%	96.8%	84.9%
	Subtotal Yes and No	Count		1926	5223	949
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		99	293	57
		Percent	5.4%	4.9%	5.3%	5.7%
	Total Yes, No, and Don't know	Count		2025	5516	1006
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Observed: Acts of Bias or Discrimination			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		623	1182	254
		Percent	26.4%	33.4%	22.9%	27.1%
	No	Count		1243	3979	686
		Percent	73.6%	66.6%	77.1%	72.9%
	Subtotal Yes and No	Count		1866	5161	940
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		159	355	66
		Percent	6.8%	7.9%	6.4%	6.5%
	Total Yes, No, and Don't know	Count		2025	5516	1006
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Observed: Financial Misconduct (e.g., Falsifying Expense Reports, Embezzlement)			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		47	104	14
		Percent	1.9%	2.5%	2.0%	1.4%
	No	Count		1845	5185	934
		Percent	98.1%	97.5%	98.0%	98.6%
	Subtotal Yes and No	Count		1892	5289	948
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		133	227	58
		Percent	5.2%	6.6%	4.1%	5.8%
	Total Yes, No, and Don't know	Count		2025	5516	1006
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Observed: Hazing (e.g., Humiliating or Dangerous Activity Required to Join a Group)			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		23	77	32
		Percent	2.0%	1.2%	1.4%	3.3%
	No	Count		1931	5312	938
		Percent	98.0%	98.8%	98.6%	96.7%
	Subtotal Yes and No	Count		1954	5389	970
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		71	126	36
		Percent	3.0%	3.5%	2.3%	3.6%
	Total Yes, No, and Don't know	Count		2025	5516	1006
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Observed: Research Misconduct			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		57	58	31
		Percent	2.3%	3.0%	1.1%	3.3%
	No	Count		1864	5100	917
		Percent	97.7%	97.0%	98.9%	96.7%
	Subtotal Yes and No	Count		1921	5158	948
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		105	358	58
		Percent	6.0%	5.2%	6.5%	5.8%
	Total Yes, No, and Don't know	Count		2025	5516	1006
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Observed: Sexual Harassment, Sexual Misconduct, or Relationship Violence			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		95	170	51
		Percent	4.3%	4.9%	3.2%	5.3%
	No	Count		1842	5203	912
		Percent	95.7%	95.1%	96.8%	94.7%
	Subtotal Yes and No	Count		1937	5373	963
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		88	143	43
		Percent	3.5%	4.4%	2.6%	4.3%
	Total Yes, No, and Don't know	Count		2025	5516	1006
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Observed: Stealing or Theft			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		26	112	19
		Percent	1.9%	1.4%	2.1%	2.0%
	No	Count		1929	5260	953
		Percent	98.1%	98.6%	97.9%	98.0%
	Subtotal Yes and No	Count		1955	5372	972
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		70	144	34
		Percent	3.0%	3.5%	2.6%	3.4%
	Total Yes, No, and Don't know	Count		2025	5516	1006
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Observed: Substance Abuse by a Faculty Member or Staff			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		36	103	11
		Percent	1.6%	1.8%	1.9%	1.2%
	No	Count		1904	5273	951
		Percent	98.4%	98.2%	98.1%	98.8%
	Subtotal Yes and No	Count		1940	5377	962
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		85	139	44
		Percent	3.5%	4.2%	2.5%	4.3%
	Total Yes, No, and Don't know	Count		2025	5516	1006
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Observed: Substance Abuse by a Student			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		132	225	58
		Percent	5.5%	7.0%	4.3%	6.1%
	No	Count		1748	5051	890
		Percent	94.5%	93.0%	95.7%	93.9%
	Subtotal Yes and No	Count		1880	5277	948
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		145	239	58
		Percent	5.4%	7.2%	4.3%	5.8%
	Total Yes, No, and Don't know	Count		2025	5516	1006
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Observed: Other Violations of University Policies, the Student Code of Conduct, or the Law			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		235	469	83
		Percent	10.1%	13.3%	9.3%	9.3%
	No	Count		1534	4574	815
		Percent	89.9%	86.7%	90.7%	90.7%
	Subtotal Yes and No	Count		1770	5042	898
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		255	474	108
		Percent	10.1%	12.6%	8.6%	10.7%
	Total Yes, No, and Don't know	Count		2025	5516	1006
		Percent	100.0%	100.0%	100.0%	100.0%

Roll-up Observed Misconduct: General and/or a Specific Type

Target Outcome - Observed Misconduct: Roll-up			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one type of misconduct	Count		1180	2135	410
		Percent	43.0%	58.0%	38.0%	40.0%
	Did not observe any type of misconduct	Count		657	2695	517
		Percent	46.0%	32.0%	48.0%	50.0%
	Did not and do not know if observed any type of misconduct	Count		214	749	99
		Percent	12.0%	10.0%	13.0%	10.0%
	Total All Responses	Count		2050	5578	1027
		Percent	100.0%	100.0%	100.0%	100.0%

Note: The percentage is based on the combination of the general observation of misconduct question ("Observed misconduct in the past twelve months") and the 11 possible specific types of misconduct (for example, observed: "abusive or intimidating behavior," "discrimination or bias," or "financial misconduct") a respondent might have observed in the past 12 months. Those 12 observation questions are grouped together for this analysis.

Roll-up Reported Misconduct: General and/or a Specific Type

Target Outcome - Reported Observation of Misconduct			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	Count		755	1155	202
		Percent	55.2%	64.0%	54.1%	49.3%
	Did not report any instance of observed misconduct	Count		392	888	195
		Percent	41.3%	33.2%	41.6%	47.6%
	Did not and do not know if reported any instance of observed misconduct	Count		33	91	13
		Percent	3.5%	2.8%	4.3%	3.1%
	Total All Responses	Count		1180	2135	410
		Percent	100.0%	100.0%	100.0%	100.0%

Note: The percentage is based on the combination of the general reporting of misconduct question ("Reported the observation of misconduct") and the 11 possible specific types of misconduct (for example, reported the: "abusive or intimidating behavior," "discrimination or bias," or "financial misconduct") a respondent might have reported observing in the past 12 months. Those 12 reporting questions are grouped together for this analysis.

Location Where First Reported Type of Observed Misconduct

Target Outcome - Reported, First Location: Abusive or Intimidating Behavior			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	The person I directly report to	Count		146	421	10
		Percent	22.5%	25.7%	32.4%	5.0%
	Human Resources within my college/campus/administrative unit	Count		37	117	6
		Percent	6.7%	6.6%	9.0%	3.2%
	Human Resources Shared Services Center (Central HR)	Count		5	13	0
		Percent	0.7%	0.9%	1.0%	0.0%
	University or campus police	Count		3	4	2
		Percent	0.5%	0.5%	0.3%	0.8%
	Penn State Hotline	Count		11	16	4
		Percent	1.6%	1.9%	1.2%	1.9%
	Ethics and Compliance, Office of	Count		7	22	2
		Percent	1.4%	1.2%	1.7%	1.2%
	Academic Integrity Committee	Count		0	0	1
		Percent	0.1%	0.0%	0.0%	0.4%
	Affirmative Action, Office of	Count		7	6	1
		Percent	0.6%	1.3%	0.4%	0.4%
	Behavioral Threat Management Team	Count		1	1	1
		Percent	0.2%	0.1%	0.1%	0.4%
	ChildLine and AD72@psu.edu	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Clery Office	Count		1	0	0
		Percent	0.0%	0.2%	0.0%	0.0%
	Financial Officer	Count		0	3	0
		Percent	0.1%	0.0%	0.2%	0.0%
	Safety Officer	Count		1	1	1
		Percent	0.2%	0.2%	0.1%	0.4%
	Sexl Misc. Prev. Resp. (Title IX), Off. of Stud.: Conduct, Acctblty_Conflict Resp., or Title IX Coordr	Count		11	5	1
		Percent	0.8%	2.0%	0.4%	0.4%
	Report Bias website	Count		2	7	2
		Percent	0.7%	0.3%	0.5%	1.2%
	Research Protections, Office of	Count		0	1	0
		Percent	0.0%	0.0%	0.1%	0.0%

Target Outcome - Reported, First Location: Abusive or Intimidating Behavior			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Union Representative	Count		0	5	N/A
		Percent	0.2%	0.0%	0.4%	N/A
	College Ombudsperson	Count		13	N/A	N/A
		Percent	0.5%	2.2%	N/A	N/A
	My advisor(s)	Count		N/A	N/A	23
		Percent	3.4%	N/A	N/A	11.4%
	A faculty member	Count		N/A	N/A	23
		Percent	3.4%	N/A	N/A	11.2%
	Dept. Head, Prog. Director, Asst./Assoc. Dean,	Count		N/A	N/A	10
		Percent	1.5%	N/A	N/A	5.1%
	Leader of a student group or organization	Count		N/A	N/A	1
		Percent	0.2%	N/A	N/A	0.7%
	Student Conduct, Office of	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Resident Assistant (RA)	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Local police	Count		0	1	1
		Percent	0.1%	0.0%	0.1%	0.4%
	External authority other than local police	Count		1	2	0
		Percent	0.1%	0.2%	0.2%	0.0%
	Other	Count		66	108	16
		Percent	9.1%	11.6%	8.3%	8.1%
	I did not report to other places	Count		N/A	567	N/A
		Percent	19.9%	N/A	43.6%	N/A
	I did not report my observation	Count		257	N/A	96
		Percent	25.4%	45.1%	N/A	47.9%
	Subtotal Reporting Locations and Did Not Report	Count		569	1300	201
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		20	58	4
		Percent	3.3%	3.4%	4.3%	1.8%
	Total Reporting Locations, Did Not Report, and Don't know	Count		589	1358	204
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reported, First Location: Cheating, Plagiarism, or Other Violations of Academic Integrity			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	The person I directly report to	Count		95	45	27
		Percent	19.2%	16.3%	30.0%	19.9%
	Human Resources within my college/campus/administrative unit	Count		3	1	0
		Percent	0.3%	0.5%	0.4%	0.0%
	Human Resources Shared Services Center (Central HR)	Count		2	1	0
		Percent	0.3%	0.4%	0.7%	0.0%
	University or campus police	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Penn State Hotline	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Ethics and Compliance, Office of	Count		3	2	1
		Percent	0.6%	0.5%	1.4%	0.6%
	Academic Integrity Committee	Count		213	18	6
		Percent	21.4%	36.5%	12.1%	4.8%
	Affirmative Action, Office of	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Behavioral Threat Management Team	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	ChildLine and AD72@psu.edu	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Clery Office	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Financial Officer	Count		0	1	0
		Percent	0.1%	0.0%	0.5%	0.0%
	Safety Officer	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Sexl Misc. Prev. Resp. (Title IX), Off. of Stud.: Conduct, Acctblty_Conflict Resp., or Title IX Coordr	Count		1	2	0
		Percent	0.2%	0.2%	1.3%	0.0%
	Report Bias website	Count		0	1	0
		Percent	0.0%	0.0%	0.4%	0.0%

Target Outcome - Reported, First Location: Cheating, Plagiarism, or Other Violations of Academic Integrity			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Research Protections, Office of	Count		0	1	0
		Percent	0.1%	0.0%	0.7%	0.0%
	Union Representative	Count		1	2	N/A
		Percent	0.2%	0.2%	1.4%	N/A
	College Ombudsperson	Count		0	N/A	N/A
		Percent	0.0%	0.0%	N/A	N/A
	My advisor(s)	Count		N/A	N/A	9
		Percent	2.7%	N/A	N/A	6.8%
	A faculty member	Count		N/A	N/A	22
		Percent	6.6%	N/A	N/A	16.6%
	Dept. Head, Prog. Director, Asst./Assoc. Dean, or Dean	Count		N/A	N/A	4
		Percent	1.1%	N/A	N/A	2.7%
	Leader of a student group or organization	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Student Conduct, Office of	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Resident Assistant (RA)	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Local police	Count		0	1	0
		Percent	0.1%	0.0%	0.7%	0.0%
	External authority other than local police	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Other	Count		85	26	5
		Percent	10.5%	14.5%	17.2%	3.8%
	I did not report to other places	Count		N/A	49	N/A
		Percent	3.4%	N/A	32.9%	N/A
	I did not report my observation	Count		181	N/A	60
		Percent	33.2%	31.0%	N/A	44.8%
	Subtotal Reporting Locations and Did Not Report	Count		584	150	134
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		14	8	5
		Percent	3.2%	2.4%	4.9%	3.9%
	Total Reporting Locations, Did Not Report, and Don't know	Count		599	158	139
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reported, First Location: Acts of Bias or Discrimination			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	The person I directly report to	Count		117	268	12
		Percent	16.5%	20.5%	24.8%	5.0%
	Human Resources within my college/campus/administrative unit	Count		28	56	1
		Percent	3.5%	4.9%	5.2%	0.6%
	Human Resources Shared Services Center (Central HR)	Count		1	13	1
		Percent	0.6%	0.2%	1.2%	0.3%
	University or campus police	Count		0	3	2
		Percent	0.4%	0.0%	0.3%	0.7%
	Penn State Hotline	Count		4	14	0
		Percent	0.7%	0.8%	1.3%	0.0%
	Ethics and Compliance, Office of	Count		4	10	0
		Percent	0.5%	0.7%	0.9%	0.0%
	Academic Integrity Committee	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Affirmative Action, Office of	Count		5	10	1
		Percent	0.7%	0.9%	0.9%	0.3%
	Behavioral Threat Management Team	Count		1	0	0
		Percent	0.0%	0.2%	0.0%	0.0%
	ChildLine and AD72@psu.edu	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Clery Office	Count		1	0	0
		Percent	0.0%	0.2%	0.0%	0.0%
	Financial Officer	Count		0	1	0
		Percent	0.0%	0.0%	0.1%	0.0%
	Safety Officer	Count		0	0	1
		Percent	0.1%	0.0%	0.0%	0.3%
	Sexl Misc. Prev. Resp. (Title IX), Off. of Stud.: Conduct, Acctblty_Conflict Resp., or Title IX Coordr	Count		6	3	0
		Percent	0.4%	1.1%	0.3%	0.0%
	Report Bias website	Count		7	12	3
		Percent	1.2%	1.2%	1.1%	1.3%
	Research Protections, Office of	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%

Target Outcome - Reported, First Location: Acts of Bias or Discrimination			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Union Representative	Count		0	7	N/A
		Percent	0.3%	0.0%	0.7%	N/A
	College Ombudsperson	Count		6	N/A	N/A
		Percent	0.3%	1.1%	N/A	N/A
	My advisor(s)	Count		N/A	N/A	23
		Percent	3.4%	N/A	N/A	9.4%
	A faculty member	Count		N/A	N/A	17
		Percent	2.6%	N/A	N/A	7.0%
	Dept. Head, Prog. Director, Asst./Assoc. Dean, or Dean	Count		N/A	N/A	8
		Percent	1.3%	N/A	N/A	3.5%
	Leader of a student group or organization	Count		N/A	N/A	1
		Percent	0.2%	N/A	N/A	0.6%
	Student Conduct, Office of	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Resident Assistant (RA)	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Local police	Count		1	1	0
		Percent	0.1%	0.2%	0.1%	0.0%
	External authority other than local police	Count		0	1	1
		Percent	0.3%	0.0%	0.1%	0.6%
	Other	Count		43	85	15
		Percent	7.2%	7.6%	7.9%	6.3%
	I did not report to other places	Count		N/A	596	N/A
		Percent	21.3%	N/A	55.2%	N/A
	I did not report my observation	Count		343	N/A	155
		Percent	38.5%	60.5%	N/A	64.1%
	Subtotal Reporting Locations and Did Not Report	Count		568	1081	241
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		25	55	7
		Percent	3.9%	4.3%	4.8%	2.7%
	Total Reporting Locations, Did Not Report, and Don't know	Count		593	1136	248
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reported, First Location: Financial Misconduct (e.g., Falsifying Expense Reports, Embezzlement)			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	The person I directly report to	Count		11	27	1
		Percent	22.8%	27.8%	29.7%	6.1%
	Human Resources within my college/campus/administrative unit	Count		2	2	0
		Percent	2.4%	5.2%	2.4%	0.0%
	Human Resources Shared Services Center (Central HR)	Count		0	0	1
		Percent	1.6%	0.0%	0.0%	6.1%
	University or campus police	Count		0	1	0
		Percent	0.6%	0.0%	1.2%	0.0%
	Penn State Hotline	Count		0	2	1
		Percent	2.8%	0.0%	2.4%	6.1%
	Ethics and Compliance, Office of	Count		1	1	0
		Percent	1.2%	2.6%	1.2%	0.0%
	Academic Integrity Committee	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Affirmative Action, Office of	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Behavioral Threat Management Team	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	ChildLine and AD72@psu.edu	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Clery Office	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Financial Officer	Count		2	7	0
		Percent	4.9%	4.2%	8.0%	0.0%
	Safety Officer	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Sexl Misc. Prev. Resp. (Title IX), Off. of Stud.: Conduct, Acctblty_Conflict Resp., or Title IX Coordr	Count		0	1	0
		Percent	0.6%	0.0%	1.2%	0.0%
	Report Bias website	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Research Protections, Office of	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%

Target Outcome - Reported, First Location: Financial Misconduct (e.g., Falsifying Expense Reports, Embezzlement)			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Union Representative	Count		0	0	N/A
		Percent	0.0%	0.0%	0.0%	N/A
	College Ombudsperson	Count		0	N/A	N/A
		Percent	0.0%	0.0%	N/A	N/A
	My advisor(s)	Count		N/A	N/A	1
		Percent	1.6%	N/A	N/A	6.1%
	A faculty member	Count		N/A	N/A	1
		Percent	1.6%	N/A	N/A	6.1%
	Dept. Head, Prog. Director, Asst./Assoc. Dean, or Dean	Count		N/A	N/A	1
		Percent	3.3%	N/A	N/A	12.1%
	Leader of a student group or organization	Count		N/A	N/A	1
		Percent	1.6%	N/A	N/A	6.1%
	Student Conduct, Office of	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Resident Assistant (RA)	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Local police	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	External authority other than local	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Other	Count		5	11	0
		Percent	9.0%	13.7%	11.6%	0.0%
	I did not report to other places	Count		N/A	39	N/A
		Percent	20.2%	N/A	42.4%	N/A
	I did not report my observation	Count		18	N/A	6
		Percent	25.7%	46.5%	N/A	51.4%
	Subtotal Reporting Locations and Did Not Report	Count		40	92	12
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		2	7	0
		Percent	4.5%	4.8%	6.8%	0.0%
	Total Reporting Locations, Did Not Report, and Don't know	Count		42	98	12
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reported, First Location: Hazing (e.g., Humiliating or Dangerous Activity Required to Join a Group)			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	The person I directly report to	Count		0	22	1
		Percent	12.1%	0.0%	31.8%	2.6%
	Human Resources within my college/campus/administrative unit	Count		1	4	0
		Percent	2.5%	6.4%	5.7%	0.0%
	Human Resources Shared Services Center (Central HR)	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	University or campus police	Count		0	2	0
		Percent	1.0%	0.0%	3.1%	0.0%
	Penn State Hotline	Count		0	1	0
		Percent	0.5%	0.0%	1.6%	0.0%
	Ethics and Compliance, Office of	Count		1	1	0
		Percent	0.9%	6.4%	1.0%	0.0%
	Academic Integrity Committee	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Affirmative Action, Office of	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Behavioral Threat Management Team	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	ChildLine and AD72@psu.edu	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Clery Office	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Financial Officer	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Safety Officer	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Sexl Misc. Prev. Resp. (Title IX), Off. of Stud.: Conduct, Acctblty_Conflict Resp., or Title IX Coordr	Count		3	3	0
		Percent	2.9%	15.5%	4.3%	0.0%
	Report Bias website	Count		0	1	0
		Percent	0.5%	0.0%	1.6%	0.0%
	Research Protections, Office of	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%

Target Outcome - Reported, First Location: Hazing (e.g., Humiliating or Dangerous Activity Required to Join a Group)			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Union Representative	Count		0	0	N/A
		Percent	0.0%	0.0%	0.0%	N/A
	College Ombudsperson	Count		0	N/A	N/A
		Percent	0.0%	0.0%	N/A	N/A
	My advisor(s)	Count		N/A	N/A	3
		Percent	6.1%	N/A	N/A	10.6%
	A faculty member	Count		N/A	N/A	1
		Percent	3.0%	N/A	N/A	5.3%
	Dept. Head, Prog. Director, Asst./Assoc. Dean, or Dean	Count		N/A	N/A	1
		Percent	1.5%	N/A	N/A	2.6%
	Leader of a student group or organization	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Student Conduct, Office of	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Resident Assistant (RA)	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Local police	Count		1	0	0
		Percent	0.6%	6.4%	0.0%	0.0%
	External authority other than local police	Count		0	1	0
		Percent	0.5%	0.0%	1.6%	0.0%
	Other	Count		1	4	2
		Percent	6.9%	6.4%	5.2%	7.9%
	I did not report to other places	Count		N/A	31	N/A
		Percent	14.7%	N/A	44.2%	N/A
	I did not report my observation	Count		9	N/A	20
		Percent	46.1%	58.8%	N/A	70.9%
	Subtotal Reporting Locations and Did Not Report	Count		16	70	28
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		2	5	0
		Percent	3.4%	9.9%	7.0%	0.0%
	Total Reporting Locations, Did Not Report, and Don't know	Count		18	75	28
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reported, First Location: Research Misconduct			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	The person I directly report to	Count		12	13	0
		Percent	13.4%	23.6%	26.7%	0.0%
	Human Resources within my college/campus/administrative unit	Count		0	2	0
		Percent	1.0%	0.0%	4.1%	0.0%
	Human Resources Shared Services Center (Central HR)	Count		1	0	0
		Percent	0.6%	2.0%	0.0%	0.0%
	University or campus police	Count		1	0	0
		Percent	0.6%	2.0%	0.0%	0.0%
	Penn State Hotline	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Ethics and Compliance, Office of	Count		1	0	0
		Percent	0.6%	2.0%	0.0%	0.0%
	Academic Integrity Committee	Count		1	0	0
		Percent	0.6%	2.0%	0.0%	0.0%
	Affirmative Action, Office of	Count		0	1	0
		Percent	0.5%	0.0%	2.2%	0.0%
	Behavioral Threat Management Team	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	ChildLine and AD72@psu.edu	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Clery Office	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Financial Officer	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Safety Officer	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Sexl Misc. Prev. Resp. (Title IX), Off. of Stud.: Conduct, Acctblty_Conflict Resp., or Title IX Coordr	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Report Bias website	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%

Target Outcome - Reported, First Location: Research Misconduct			Penn State Overall	Group Faculty Overall	Staff Overall	Graduate Students Overall
	Research Protections, Office of	Count		2	0	0
		Percent	1.0%	3.3%	0.0%	0.0%
	Union Representative	Count		0	0	N/A
		Percent	0.0%	0.0%	0.0%	N/A
	College Ombudsperson	Count		1	N/A	N/A
		Percent	0.5%	1.8%	N/A	N/A
	My advisor(s)	Count		N/A	N/A	5
		Percent	10.6%	N/A	N/A	23.0%
	A faculty member	Count		N/A	N/A	1
		Percent	1.5%	N/A	N/A	3.3%
	Dept. Head, Prog. Director, Asst./Assoc. Dean, or Dean	Count		N/A	N/A	2
		Percent	3.4%	N/A	N/A	7.3%
	Leader of a student group or organization	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Student Conduct, Office of	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Resident Assistant (RA)	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Local police	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	External authority other than local police	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Other	Count		8	9	0
		Percent	9.0%	16.0%	17.9%	0.0%
	I did not report to other places	Count		N/A	24	N/A
		Percent	11.6%	N/A	49.1%	N/A
	I did not report my observation	Count		24	N/A	15
		Percent	45.0%	47.3%	N/A	66.5%
	Subtotal Reporting Locations and Did Not Report	Count		51	49	23
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		1	2	2
		Percent	5.7%	2.0%	3.5%	8.9%
	Total Reporting Locations, Did Not Report, and Don't know	Count		52	51	25
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reported, First Location: Sexual Harassment, Sexual Misconduct, or Relationship Violence			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	The person I directly report to	Count		19	40	0
		Percent	14.7%	23.0%	26.8%	0.0%
	Human Resources within my college/campus/administrative unit	Count		7	5	0
		Percent	3.1%	8.1%	3.6%	0.0%
	Human Resources Shared Services Center (Central HR)	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	University or campus police	Count		2	2	0
		Percent	1.0%	2.5%	1.2%	0.0%
	Penn State Hotline	Count		3	3	0
		Percent	1.4%	3.6%	1.7%	0.0%
	Ethics and Compliance, Office of	Count		2	2	0
		Percent	1.0%	2.3%	1.4%	0.0%
	Academic Integrity Committee	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Affirmative Action, Office of	Count		0	1	0
		Percent	0.2%	0.0%	0.6%	0.0%
	Behavioral Threat Management Team	Count		1	0	0
		Percent	0.2%	1.0%	0.0%	0.0%
	ChildLine and AD72@psu.edu	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Clery Office	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Financial Officer	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Safety Officer	Count		1	0	0
		Percent	0.3%	1.2%	0.0%	0.0%
	Sexl Misc. Prev. Resp. (Title IX), Off. of Stud.: Conduct, Acctblty_Conflict Resp., or Title IX Coordr	Count		17	12	3
		Percent	11.1%	20.7%	8.3%	8.1%
	Report Bias website	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%

Target Outcome - Reported, First Location: Sexual Harassment, Sexual Misconduct, or Relationship Violence			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Research Protections, Office of	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Union Representative	Count		0	2	N/A
		Percent	0.5%	0.0%	1.4%	N/A
	College Ombudsperson	Count		0	N/A	N/A
		Percent	0.0%	0.0%	N/A	N/A
	My advisor(s)	Count		N/A	N/A	3
		Percent	2.9%	N/A	N/A	7.0%
	A faculty member	Count		N/A	N/A	5
		Percent	5.1%	N/A	N/A	12.2%
	Dept. Head, Prog. Director, Asst./Assoc. Dean, or Dean	Count		N/A	N/A	2
		Percent	2.2%	N/A	N/A	5.3%
	Leader of a student group or organization	Count		N/A	N/A	1
		Percent	0.7%	N/A	N/A	1.7%
	Student Conduct, Office of	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Resident Assistant (RA)	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Local police	Count		0	1	1
		Percent	1.7%	0.0%	0.7%	3.5%
	External authority other than local police	Count		0	2	0
		Percent	0.5%	0.0%	1.4%	0.0%
	Other	Count		3	6	2
		Percent	4.7%	4.1%	4.1%	5.5%
	I did not report to other places	Count		N/A	73	N/A
		Percent	16.9%	N/A	48.8%	N/A
	I did not report my observation	Count		28	N/A	24
		Percent	31.7%	33.7%	N/A	56.8%
	Subtotal Reporting Locations and Did Not Report	Count		84	150	43
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		5	13	3
		Percent	6.9%	5.5%	7.7%	6.9%
	Total Reporting Locations, Did Not Report, and Don't know	Count		89	163	46
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reported, First Location: Stealing or Theft			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	The person I directly report to	Count		3	30	0
		Percent	16.9%	13.9%	29.9%	0.0%
	Human Resources within my college/campus/administrative unit	Count		1	7	0
		Percent	3.9%	4.6%	6.5%	0.0%
	Human Resources Shared Services Center (Central HR)	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	University or campus police	Count		0	12	0
		Percent	6.2%	0.0%	12.2%	0.0%
	Penn State Hotline	Count		1	4	0
		Percent	2.8%	4.6%	4.3%	0.0%
	Ethics and Compliance, Office of	Count		0	2	0
		Percent	1.0%	0.0%	1.9%	0.0%
	Academic Integrity Committee	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Affirmative Action, Office of	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Behavioral Threat Management Team	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	ChildLine and AD72@psu.edu	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Clery Office	Count		0	1	0
		Percent	0.5%	0.0%	1.1%	0.0%
	Financial Officer	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Safety Officer	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Sexl Misc. Prev. Resp. (Title IX), Off. of Stud.: Conduct, Acctblty_Conflict Resp., or Title IX Coordr	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%

Target Outcome - Reported, First Location: Stealing or Theft			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Report Bias website	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Research Protections, Office of	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Union Representative	Count		0	2	N/A
		Percent	1.1%	0.0%	2.2%	N/A
	College Ombudsperson	Count		0	N/A	N/A
		Percent	0.0%	0.0%	N/A	N/A
	My advisor(s)	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	A faculty member	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Dept. Head, Prog. Director, Asst./Assoc. Dean, or Dean	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Leader of a student group or organization	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Student Conduct, Office of	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Resident Assistant (RA)	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Local police	Count		0	1	3
		Percent	6.2%	0.0%	0.8%	15.9%
	External authority other than local police	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Other	Count		4	9	1
		Percent	8.6%	16.7%	9.4%	4.4%
	I did not report to other places	Count		N/A	32	N/A
		Percent	16.0%	N/A	31.8%	N/A
	I did not report my observation	Count		13	N/A	14
		Percent	36.9%	60.1%	N/A	79.7%
	Subtotal Reporting Locations and Did Not Report	Count		22	101	17
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		1	4	1
		Percent	3.8%	3.2%	3.7%	4.2%
	Total Reporting Locations, Did Not Report, and Don't know	Count		23	105	18
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reported, First Location: Substance Abuse by a Faculty Member or Staff			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	The person I directly report to	Count		7	24	0
		Percent	19.4%	23.3%	26.8%	0.0%
	Human Resources within my college/campus/administrative unit	Count		3	9	0
		Percent	7.7%	10.7%	10.1%	0.0%
	Human Resources Shared Services Center (Central HR)	Count		2	0	0
		Percent	1.5%	6.9%	0.0%	0.0%
	University or campus police	Count		0	1	0
		Percent	0.6%	0.0%	1.2%	0.0%
	Penn State Hotline	Count		1	0	1
		Percent	2.6%	3.5%	0.0%	7.6%
	Ethics and Compliance, Office of	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Academic Integrity Committee	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Affirmative Action, Office of	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Behavioral Threat Management Team	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	ChildLine and AD72@psu.edu	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Clery Office	Count		0	1	0
		Percent	0.6%	0.0%	1.2%	0.0%
	Financial Officer	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Safety Officer	Count		0	1	0
		Percent	0.6%	0.0%	1.2%	0.0%
	Sexl Misc. Prev. Resp. (Title IX), Off. of Stud.: Conduct, Acctblty_Conflict Resp., or Title IX Coordr	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%

Target Outcome - Reported, First Location: Substance Abuse by a Faculty Member or Staff			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Report Bias website	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Research Protections, Office of	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Union Representative	Count		0	0	N/A
		Percent	0.0%	0.0%	0.0%	N/A
	College Ombudsperson	Count		0	N/A	N/A
		Percent	0.0%	0.0%	N/A	N/A
	My advisor(s)	Count		N/A	N/A	1
		Percent	3.6%	N/A	N/A	14.4%
	A faculty member	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Dept. Head, Prog. Director, Asst./Assoc. Dean, or Dean	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Leader of a student group or organization	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Student Conduct, Office of	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Resident Assistant (RA)	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Local police	Count		0	1	0
		Percent	0.5%	0.0%	0.9%	0.0%
	External authority other than local police	Count		0	1	0
		Percent	0.6%	0.0%	1.2%	0.0%
	Other	Count		0	6	1
		Percent	5.7%	0.0%	7.2%	7.6%
	I did not report to other places	Count		N/A	45	N/A
		Percent	26.9%	N/A	50.2%	N/A
	I did not report my observation	Count		17	N/A	7
		Percent	29.5%	55.6%	N/A	70.4%
	Subtotal Reporting Locations and Did Not Report	Count		30	90	10
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		2	5	0
		Percent	3.9%	5.6%	5.0%	0.0%
	Total Reporting Locations, Did Not Report, and Don't know	Count		32	95	10
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reported, First Location: Substance Abuse by a Student			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	The person I directly report to	Count		6	22	1
		Percent	5.6%	5.3%	10.5%	1.4%
	Human Resources within my college/campus/administrative unit	Count		1	0	0
		Percent	0.2%	0.6%	0.0%	0.0%
	Human Resources Shared Services Center (Central HR)	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	University or campus police	Count		2	23	0
		Percent	4.3%	1.4%	11.2%	0.0%
	Penn State Hotline	Count		2	2	0
		Percent	0.8%	1.8%	1.0%	0.0%
	Ethics and Compliance, Office of	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Academic Integrity Committee	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Affirmative Action, Office of	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Behavioral Threat Management Team	Count		4	0	0
		Percent	0.9%	3.6%	0.0%	0.0%
	ChildLine and AD72@psu.edu	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Clery Office	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Financial Officer	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Safety Officer	Count		1	2	0
		Percent	0.6%	0.9%	1.0%	0.0%
	Sexl Misc. Prev. Resp. (Title IX), Off. of Stud.: Conduct, Acctblty_Conflict Resp., or Title IX Coordr	Count		0	13	0
		Percent	2.3%	0.0%	6.4%	0.0%

Target Outcome - Reported, First Location: Substance Abuse by a Student			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Report Bias website	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Research Protections, Office of	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Union Representative	Count		0	0	N/A
		Percent	0.0%	0.0%	0.0%	N/A
	College Ombudsperson	Count		0	N/A	N/A
		Percent	0.0%	0.0%	N/A	N/A
	My advisor(s)	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	A faculty member	Count		N/A	N/A	2
		Percent	1.2%	N/A	N/A	3.0%
	Dept. Head, Prog. Director, Asst./Assoc. Dean, or Dean	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Leader of a student group or organization	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Student Conduct, Office of	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Resident Assistant (RA)	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Local police	Count		1	8	3
		Percent	4.1%	0.9%	3.8%	6.5%
	External authority other than local police	Count		0	1	0
		Percent	0.2%	0.0%	0.5%	0.0%
	Other	Count		11	13	2
		Percent	6.2%	9.2%	6.3%	4.2%
	I did not report to other places	Count		N/A	123	N/A
		Percent	21.2%	N/A	59.3%	N/A
	I did not report my observation	Count		91	N/A	45
		Percent	52.5%	76.4%	N/A	85.0%
	Subtotal Reporting Locations and Did Not Report	Count		119	207	53
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		2	12	1
		Percent	2.8%	1.4%	5.3%	1.4%
	Total Reporting Locations, Did Not Report, and Don't know	Count		120	219	54
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reported, First Location: Other Violations of University Policies, the Student Code of Conduct, or the Law			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	The person I directly report to	Count		46	116	1
		Percent	17.4%	21.2%	27.5%	1.0%
	Human Resources within my college/campus/administrative unit	Count		1	20	2
		Percent	2.9%	0.5%	4.9%	2.2%
	Human Resources Shared Services Center (Central HR)	Count		1	4	1
		Percent	0.8%	0.3%	1.0%	1.0%
	University or campus police	Count		1	13	0
		Percent	1.4%	0.5%	3.1%	0.0%
	Penn State Hotline	Count		5	5	1
		Percent	1.8%	2.2%	1.3%	2.0%
	Ethics and Compliance, Office of	Count		3	8	0
		Percent	1.1%	1.4%	1.8%	0.0%
	Academic Integrity Committee	Count		5	1	0
		Percent	0.7%	2.3%	0.3%	0.0%
	Affirmative Action, Office of	Count		0	4	1
		Percent	0.7%	0.0%	1.0%	1.0%
	Behavioral Threat Management Team	Count		2	2	0
		Percent	0.5%	1.0%	0.5%	0.0%
	ChildLine and AD72@psu.edu	Count		0	0	0
		Percent	0.0%	0.0%	0.0%	0.0%
	Clery Office	Count		1	0	0
		Percent	0.1%	0.5%	0.0%	0.0%
	Financial Officer	Count		0	1	0
		Percent	0.1%	0.0%	0.2%	0.0%
	Safety Officer	Count		0	2	0
		Percent	0.2%	0.0%	0.5%	0.0%
	Sexl Misc. Prev. Resp. (Title IX), Off. of Stud.: Conduct, Acctblty_Conflict Resp., or Title IX Coordr	Count		5	22	0
		Percent	2.8%	2.3%	5.3%	0.0%

Target Outcome - Reported, First Location: Other Violations of University Policies, the Student Code of Conduct, or the Law			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Report Bias website	Count		3	1	0
		Percent	0.5%	1.4%	0.3%	0.0%
	Research Protections, Office of	Count		1	1	0
		Percent	0.2%	0.5%	0.3%	0.0%
	Union Representative	Count		1	0	N/A
		Percent	0.1%	0.5%	0.0%	N/A
	College Ombudsperson	Count		3	N/A	N/A
		Percent	0.4%	1.5%	N/A	N/A
	My advisor(s)	Count		N/A	N/A	3
		Percent	1.4%	N/A	N/A	4.6%
	A faculty member	Count		N/A	N/A	6
		Percent	2.4%	N/A	N/A	7.6%
	Dept. Head, Prog. Director, Asst./Assoc. Dean, or Dean	Count		N/A	N/A	4
		Percent	1.9%	N/A	N/A	5.9%
	Leader of a student group or organization	Count		N/A	N/A	1
		Percent	0.6%	N/A	N/A	2.0%
	Student Conduct, Office of	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Resident Assistant (RA)	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Local police	Count		0	3	1
		Percent	0.9%	0.0%	0.7%	2.0%
	External authority other than local police	Count		1	2	0
		Percent	0.3%	0.5%	0.5%	0.0%
	Other	Count		26	35	3
		Percent	7.7%	11.9%	8.2%	3.6%
	I did not report to other places	Count		N/A	180	N/A
		Percent	17.9%	N/A	42.7%	N/A
	I did not report my observation	Count		112	N/A	50
		Percent	34.9%	51.5%	N/A	67.2%
	Subtotal Reporting Locations and Did Not Report	Count		217	421	75
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		7	18	5
		Percent	4.4%	3.2%	4.0%	5.8%
	Total Reporting Locations, Did Not Report, and Don't know	Count		224	438	80
		Percent	100.0%	100.0%	100.0%	100.0%

Satisfaction With Reporting

Target Outcome - Satisfaction With Reporting			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Satisfied + Very satisfied	Count		222	214	31
		Percent	26.4%	38.0%	22.0%	20.0%
	Very satisfied	Count		78	65	12
		Percent	9.1%	13.0%	7.0%	8.0%
	Satisfied	Count		144	149	18
		Percent	17.3%	24.0%	16.0%	12.0%
	Neither satisfied nor dissatisfied	Count		129	248	43
		Percent	25.2%	22.0%	26.0%	28.0%
	Dissatisfied	Count		95	252	31
		Percent	21.4%	16.0%	26.0%	20.0%
	Very dissatisfied	Count		143	243	50
		Percent	27.0%	24.0%	25.0%	32.0%
	Subtotal Very satisfied thru Very Dissatisfied	Count		588	957	154
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		85	85	22
		Percent	9.9%	11.0%	8.0%	11.0%
	Not applicable.	Count		64	81	23
		Percent	8.9%	9.0%	7.0%	11.0%
	Total All responses	Count		737	1122	200
		Percent	100.0%	100.0%	100.0%	100.0%

Reasons For Dissatisfaction With Reporting

Target Outcome - Dissatisfied After Reporting: Did Not Know If Action Was Taken			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		135	314	53
		Percent	67.7%	63.2%	71.7%	66.0%
	No	Count		78	124	27
		Percent	32.3%	36.8%	28.3%	34.0%
	Subtotal Yes and No	Count		213	437	80
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		24	51	1
		Percent	7.4%	10.0%	10.4%	0.9%
	Total Yes, No, and Don't know	Count		237	488	81
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Dissatisfied After Reporting: University Chose Not to Pursue the Matter			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		128	231	48
		Percent	77.1%	78.6%	76.7%	76.5%
	No	Count		35	70	15
		Percent	22.9%	21.4%	23.3%	23.5%
	Subtotal Yes and No	Count		163	302	62
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		73	186	18
		Percent	31.6%	31.1%	38.2%	22.6%
	Total Yes, No, and Don't know	Count		237	488	81
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Dissatisfied After Reporting: Did Not Believe What University Told Me Was Done			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		21	55	14
		Percent	16.6%	12.2%	16.2%	20.5%
	No	Count		155	286	53
		Percent	83.4%	87.8%	83.8%	79.5%
	Subtotal Yes and No	Count		176	341	67
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		60	147	14
		Percent	24.9%	25.5%	30.1%	17.0%
	Total Yes, No, and Don't know	Count		237	488	81
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Dissatisfied After Reporting: Considered the Corrective Action to Be Insufficient or Incomplete			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		133	281	58
		Percent	80.2%	80.2%	80.7%	79.7%
	No	Count		33	67	15
		Percent	19.8%	19.8%	19.3%	20.3%
	Subtotal Yes and No	Count		166	348	73
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		70	140	7
		Percent	23.0%	29.8%	28.7%	9.1%
	Total Yes, No, and Don't know	Count		237	488	81
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Dissatisfied After Reporting: Reporters Identity Was Not Kept Confidential			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		53	102	14
		Percent	30.8%	32.9%	33.2%	25.8%
	No	Count		108	206	41
		Percent	69.2%	67.1%	66.8%	74.2%
	Subtotal Yes and No	Count		160	308	56
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		76	179	25
		Percent	33.8%	32.2%	36.8%	30.8%
	Total Yes, No, and Don't know	Count		237	488	81
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Dissatisfied After Reporting: Did Not Think the Process Was Fair or Conducted With Integrity			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		137	251	47
		Percent	69.9%	73.2%	70.7%	66.6%
	No	Count		50	104	24
		Percent	30.1%	26.8%	29.3%	33.4%
	Subtotal Yes and No	Count		188	355	71
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		49	133	10
		Percent	21.0%	20.6%	27.3%	12.5%
	Total Yes, No, and Don't know	Count		237	488	81
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Dissatisfied After Reporting: Other Reason			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		40	80	10
		Percent	31.2%	34.7%	33.2%	25.6%
	No	Count		76	161	30
		Percent	68.8%	65.3%	66.8%	74.4%
	Subtotal Yes and No	Count		116	241	40
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		121	246	40
		Percent	50.5%	51.0%	50.5%	50.0%
	Total Yes, No, and Don't know	Count		237	488	81
		Percent	100.0%	100.0%	100.0%	100.0%

Reasons For Not Reporting Misconduct

Target Outcome - Reason for Not Reporting Observed Misconduct: Not My Responsibility			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		115	229	58
		Percent	23.0%	19.9%	23.6%	24.7%
	No	Count		464	741	178
		Percent	77.0%	80.1%	76.4%	75.3%
	Subtotal Yes and No	Count		579	970	237
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		74	167	36
		Percent	13.3%	11.4%	14.7%	13.2%
	Total Yes, No, and Don't know	Count		653	1137	273
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reason for Not Reporting Observed Misconduct: No Action Would Be Taken			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		417	867	186
		Percent	74.7%	67.5%	81.2%	73.2%
	No	Count		201	200	68
		Percent	25.3%	32.5%	18.8%	26.8%
	Subtotal Yes and No	Count		617	1067	254
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		36	70	18
		Percent	6.2%	5.5%	6.2%	6.6%
	Total Yes, No, and Don't know	Count		653	1137	273
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reason for Not Reporting Observed Misconduct: Did Not Know Whom to Contact			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		110	226	95
		Percent	26.8%	18.5%	21.9%	36.9%
	No	Count		484	806	163
		Percent	73.2%	81.5%	78.1%	63.1%
	Subtotal Yes and No	Count		594	1032	258
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		59	104	15
		Percent	7.7%	9.1%	9.2%	5.4%
	Total Yes, No, and Don't know	Count		653	1137	273
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reason for Not Reporting Observed Misconduct: Feared Retaliation From Supervisor			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		168	372	43
		Percent	26.4%	27.5%	34.9%	17.0%
	No	Count		442	693	210
		Percent	73.6%	72.5%	65.1%	83.0%
	Subtotal Yes and No	Count		610	1065	253
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		43	71	20
		Percent	6.7%	6.6%	6.3%	7.3%
	Total Yes, No, and Don't know	Count		653	1137	273
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reason for Not Reporting Observed Misconduct: Feared Retaliation From Someone Higher Than Supervisor			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		213	480	70
		Percent	36.0%	35.3%	45.7%	27.2%
	No	Count		392	570	187
		Percent	64.0%	64.7%	54.3%	72.8%
	Subtotal Yes and No	Count		605	1050	257
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		48	87	16
		Percent	6.8%	7.4%	7.6%	5.7%
	Total Yes, No, and Don't know	Count		653	1137	273
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reason for Not Reporting Observed Misconduct: Feared Retaliation From Staff Member(s)			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		53	397	46
		Percent	22.7%	8.7%	37.5%	17.8%
	No	Count		556	662	210
		Percent	77.3%	91.3%	62.5%	82.2%
	Subtotal Yes and No	Count		609	1059	256
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		44	77	17
		Percent	6.6%	6.7%	6.8%	6.2%
	Total Yes, No, and Don't know	Count		653	1137	273
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reason for Not Reporting Observed Misconduct: Feared Retaliation From Faculty Member(s)			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		163	191	83
		Percent	25.8%	26.9%	18.4%	31.9%
	No	Count		444	844	177
		Percent	74.2%	73.1%	81.6%	68.1%
	Subtotal Yes and No	Count		607	1035	260
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		46	102	12
		Percent	6.8%	7.1%	9.0%	4.6%
	Total Yes, No, and Don't know	Count		653	1137	273
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reason for Not Reporting Observed Misconduct: Feared Retaliation From Student(s)			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		48	51	N/A
		Percent	5.9%	7.7%	4.7%	N/A
	No	Count		575	1027	N/A
		Percent	94.1%	92.3%	95.3%	N/A
	Subtotal Yes and No	Count		623	1078	N/A
		Percent	100.0%	100.0%	100.0%	N/A
	Don't know	Count		30	59	N/A
		Percent	5.0%	4.7%	5.2%	N/A
	Total Yes, No, and Don't know	Count		653	1137	N/A
		Percent	100.0%	100.0%	100.0%	N/A

Target Outcome - Reason for Not Reporting Observed Misconduct: Feared Retaliation From Someone External to University			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		31	68	23
		Percent	6.9%	5.0%	6.3%	8.7%
	No	Count		588	1013	239
		Percent	93.1%	95.0%	93.7%	91.3%
	Subtotal Yes and No	Count		619	1081	261
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		34	56	11
		Percent	4.7%	5.2%	4.9%	4.1%
	Total Yes, No, and Don't know	Count		653	1137	273
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reason for Not Reporting Observed Misconduct: Not Anonymous			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		271	581	133
		Percent	51.0%	44.0%	54.9%	52.1%
	No	Count		345	476	123
		Percent	49.0%	56.0%	45.1%	47.9%
	Subtotal Yes and No	Count		616	1057	256
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		37	80	17
		Percent	6.3%	5.7%	7.0%	6.1%
	Total Yes, No, and Don't know	Count		653	1137	273
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reason for Not Reporting Observed Misconduct: Thought Another Would Report			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		66	162	72
		Percent	19.1%	10.8%	15.6%	28.1%
	No	Count		539	875	185
		Percent	80.9%	89.2%	84.4%	71.9%
	Subtotal Yes and No	Count		604	1037	257
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		49	100	16
		Percent	7.3%	7.5%	8.8%	5.8%
	Total Yes, No, and Don't know	Count		653	1137	273
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reason for Not Reporting Observed Misconduct: Not Significant Enough			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		258	421	110
		Percent	43.2%	42.8%	41.5%	45.2%
	No	Count		345	592	133
		Percent	56.8%	57.2%	58.5%	54.8%
	Subtotal Yes and No	Count		603	1013	242
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		50	124	30
		Percent	10.1%	7.6%	10.9%	11.1%
	Total Yes, No, and Don't know	Count		653	1137	273
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reason for Not Reporting Observed Misconduct: Did Not Consider It Misconduct			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		61	101	27
		Percent	10.8%	10.4%	10.2%	11.5%
	No	Count		521	885	207
		Percent	89.2%	89.6%	89.8%	88.5%
	Subtotal Yes and No	Count		582	986	235
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		71	151	38
		Percent	12.9%	10.9%	13.3%	14.0%
	Total Yes, No, and Don't know	Count		653	1137	273
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reason for Not Reporting Observed Misconduct: Report to Person Involved			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		100	218	49
		Percent	19.4%	16.7%	21.1%	19.6%
	No	Count		498	812	201
		Percent	80.6%	83.3%	78.9%	80.4%
	Subtotal Yes and No	Count		597	1030	250
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		56	107	22
		Percent	8.7%	8.5%	9.4%	8.1%
	Total Yes, No, and Don't know	Count		653	1137	273
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reason for Not Reporting Observed Misconduct: Already Addressed by Another			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		109	235	69
		Percent	24.4%	19.0%	24.1%	28.3%
	No	Count		466	737	176
		Percent	75.6%	81.0%	75.9%	71.7%
	Subtotal Yes and No	Count		576	972	245
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		78	165	27
		Percent	12.2%	11.9%	14.5%	10.1%
	Total Yes, No, and Don't know	Count		653	1137	273
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reason for Not Reporting Observed Misconduct: To My Advantage to Not Report			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		75	187	41
		Percent	16.4%	12.9%	18.5%	16.7%
	No	Count		504	825	202
		Percent	83.6%	87.1%	81.5%	83.3%
	Subtotal Yes and No	Count		579	1011	242
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		75	125	30
		Percent	11.2%	11.4%	11.0%	11.1%
	Total Yes, No, and Don't know	Count		653	1137	273
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reason for Not Reporting Observed Misconduct: Feared Job Loss			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		120	354	N/A
		Percent	28.2%	20.2%	33.8%	N/A
	No	Count		472	694	N/A
		Percent	71.8%	79.8%	66.2%	N/A
	Subtotal Yes and No	Count		592	1048	N/A
		Percent	100.0%	100.0%	100.0%	N/A
	Don't know	Count		61	89	N/A
		Percent	8.5%	9.3%	7.8%	N/A
	Total Yes, No, and Don't know	Count		653	1137	N/A
		Percent	100.0%	100.0%	100.0%	N/A

Target Outcome - Reason for Not Reporting Observed Misconduct: Past Reporting Experience			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		181	370	69
		Percent	30.4%	30.0%	34.8%	26.5%
	No	Count		424	695	192
		Percent	69.6%	70.0%	65.2%	73.5%
	Subtotal Yes and No	Count		605	1065	261
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		48	72	11
		Percent	5.8%	7.4%	6.3%	4.1%
	Total Yes, No, and Don't know	Count		653	1137	273
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reason for Not Reporting Observed Misconduct: Resolved Issue Myself			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		155	115	33
		Percent	15.5%	25.1%	11.0%	13.1%
	No	Count		462	935	220
		Percent	84.5%	74.9%	89.0%	86.9%
	Subtotal Yes and No	Count		617	1050	253
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		36	87	19
		Percent	6.9%	5.6%	7.7%	7.1%
	Total Yes, No, and Don't know	Count		653	1137	273
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reason for Not Reporting Observed Misconduct: Other			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		71	103	29
		Percent	14.3%	15.8%	13.4%	14.2%
	No	Count		377	668	172
		Percent	85.7%	84.2%	86.6%	85.8%
	Subtotal Yes and No	Count		448	771	200
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		206	365	72
		Percent	29.9%	31.5%	32.1%	26.6%
	Total Yes, No, and Don't know	Count		653	1137	273
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Reason for Not Reporting Observed Misconduct: Feared Retaliation From Advisor(s)			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		N/A	N/A	49
		Percent	19.1%	N/A	N/A	19.1%
	No	Count		N/A	N/A	209
		Percent	80.9%	N/A	N/A	80.9%
	Subtotal Yes and No	Count		N/A	N/A	258
		Percent	100.0%	N/A	N/A	100.0%
	Don't know	Count		N/A	N/A	15
		Percent	5.3%	N/A	N/A	5.3%
	Total Yes, No, and Don't know	Count		N/A	N/A	273
		Percent	100.0%	N/A	N/A	100.0%

Target Outcome - Reason for Not Reporting Observed Misconduct: Feared Retaliation From Graduate Student(s)			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		N/A	N/A	54
		Percent	21.1%	N/A	N/A	21.1%
	No	Count		N/A	N/A	203
		Percent	78.9%	N/A	N/A	78.9%
	Subtotal Yes and No	Count		N/A	N/A	258
		Percent	100.0%	N/A	N/A	100.0%
	Don't know	Count		N/A	N/A	15
		Percent	5.5%	N/A	N/A	5.5%
	Total Yes, No, and Don't know	Count		N/A	N/A	273
		Percent	100.0%	N/A	N/A	100.0%

Target Outcome - Reason for Not Reporting Observed Misconduct: Feared Retaliation From Undergraduate Student(s)			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		N/A	N/A	24
		Percent	9.2%	N/A	N/A	9.2%
	No	Count		N/A	N/A	235
		Percent	90.8%	N/A	N/A	90.8%
	Subtotal Yes and No	Count		N/A	N/A	258
		Percent	100.0%	N/A	N/A	100.0%
	Don't know	Count		N/A	N/A	14
		Percent	5.2%	N/A	N/A	5.2%
	Total Yes, No, and Don't know	Count		N/A	N/A	273
		Percent	100.0%	N/A	N/A	100.0%

Target Outcome - Reason for Not Reporting Observed Misconduct: Feared Loss of Student-related Support/Funding			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		N/A	N/A	52
		Percent	19.6%	N/A	N/A	19.6%
	No	Count		N/A	N/A	212
		Percent	80.4%	N/A	N/A	80.4%
	Subtotal Yes and No	Count		N/A	N/A	264
		Percent	100.0%	N/A	N/A	100.0%
	Don't know	Count		N/A	N/A	9
		Percent	3.2%	N/A	N/A	3.2%
	Total Yes, No, and Don't know	Count		N/A	N/A	273
		Percent	100.0%	N/A	N/A	100.0%

Experienced Retaliation

Target Outcome - Experienced Retaliation After Reporting Observed Misconduct			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		69	164	16
		Percent	13.9%	12.2%	18.2%	9.9%
	No	Count		494	737	143
		Percent	86.1%	87.8%	81.8%	90.1%
	Subtotal Yes and No	Count		563	901	158
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		172	213	41
		Percent	20.9%	23.4%	19.1%	20.6%
	Total Yes, No, and Don't know	Count		735	1114	200
		Percent	100.0%	100.0%	100.0%	100.0%

Types of Retaliation

Target Outcome - Type of Retaliation: Other People Intentionally Ignored Me			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		43	115	12
		Percent	76.6%	71.0%	77.9%	80.2%
	No	Count		18	33	3
		Percent	23.4%	29.0%	22.1%	19.8%
	Subtotal Yes and No	Count		61	148	15
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		3	4	0
		Percent	2.5%	4.4%	2.6%	0.0%
	Not applicable	Count		5	9	1
		Percent	5.9%	7.5%	5.6%	4.7%
	Total All Responses	Count		69	161	16
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcome - Type of Retaliation: Excluded From Work/Group Activities/Decisions			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		45	103	7
		Percent	67.4%	73.2%	71.5%	49.6%
	No	Count		17	41	7
		Percent	32.6%	26.8%	28.5%	50.4%
	Subtotal Yes and No	Count		62	144	13
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		2	7	1
		Percent	4.2%	2.9%	4.6%	4.7%
	Not applicable	Count		5	10	1
		Percent	7.0%	7.0%	6.1%	9.5%
	Total All Responses	Count		69	161	16
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcomes - Type of Retaliation: Unfavorable Work Assignment(s)			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		35	70	3
		Percent	46.8%	58.2%	52.4%	20.9%
	No	Count		25	64	11
		Percent	53.2%	41.8%	47.6%	79.1%
	Subtotal Yes and No	Count		59	134	14
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		5	8	0
		Percent	4.8%	7.6%	5.3%	0.0%
	Not applicable	Count		4	19	1
		Percent	9.5%	5.9%	11.5%	9.5%
	Total All Responses	Count		69	161	16
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcomes - Type of Retaliation: Verbal Abuse from the Person to Whom I Report			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		19	54	4
		Percent	36.4%	34.3%	38.8%	33.0%
	No	Count		37	85	9
		Percent	63.6%	65.7%	61.2%	67.0%
	Subtotal Yes and No	Count		57	140	13
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		6	7	1
		Percent	5.7%	8.6%	4.6%	4.7%
	Not applicable	Count		6	14	1
		Percent	8.9%	8.9%	8.6%	9.5%
	Total All Responses	Count		69	161	16
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcomes - Type of Retaliation: Verbal Abuse from Someone Higher in the University Than the Person I Report To			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		12	35	3
		Percent	24.3%	21.1%	26.0%	24.2%
	No	Count		46	99	10
		Percent	75.7%	78.9%	74.0%	75.8%
	Subtotal Yes and No	Count		58	133	13
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		1	12	1
		Percent	6.3%	1.5%	7.5%	9.5%
	Not applicable	Count		9	16	1
		Percent	10.7%	13.4%	9.7%	9.5%
	Total All Responses	Count		69	161	16
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcomes - Type of Retaliation: Verbal Abuse from Staff Member(s)			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		5	58	3
		Percent	28.5%	9.0%	42.4%	20.9%
	No	Count		55	79	11
		Percent	71.5%	91.0%	57.6%	79.1%
	Subtotal Yes and No	Count		61	138	14
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		1	7	1
		Percent	3.7%	1.6%	4.3%	4.7%
	Not applicable	Count		7	16	1
		Percent	9.1%	10.2%	10.2%	4.7%
	Total All Responses	Count		69	161	16
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcomes - Type of Retaliation: Verbal Abuse from Faculty Member(s)			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		19	22	4
		Percent	23.6%	30.5%	17.7%	27.5%
	No	Count		43	104	10
		Percent	76.4%	69.5%	82.3%	72.5%
	Subtotal Yes and No	Count		62	126	13
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		2	4	1
		Percent	4.1%	3.2%	2.2%	9.5%
	Not applicable	Count		4	31	1
		Percent	12.7%	5.9%	19.5%	4.7%
	Total All Responses	Count		69	161	16
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcomes - Type of Retaliation: Verbal Abuse from Student(s)			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		13	5	N/A
		Percent	9.6%	19.3%	3.5%	N/A
	No	Count		53	124	N/A
		Percent	90.4%	80.7%	96.5%	N/A
	Subtotal Yes and No	Count		66	129	N/A
		Percent	100.0%	100.0%	100.0%	N/A
	Don't know	Count		0	3	N/A
		Percent	1.3%	0.0%	2.0%	N/A
	Not applicable	Count		3	29	N/A
		Percent	13.4%	4.5%	18.1%	N/A
	Total All Responses	Count		69	161	N/A
		Percent	100.0%	100.0%	100.0%	N/A

Target Outcomes - Type of Retaliation: Physical Harm to My Person or Property			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		1	5	0
		Percent	2.4%	1.6%	3.9%	0.0%
	No	Count		64	132	14
		Percent	97.6%	98.4%	96.1%	100.0%
	Subtotal Yes and No	Count		65	138	14
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		0	6	0
		Percent	1.9%	0.0%	3.6%	0.0%
	Not applicable	Count		4	18	1
		Percent	9.2%	5.7%	10.9%	9.5%
	Total All Responses	Count		69	161	16
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcomes - Retaliation: Poor Performance Evaluation			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		27	52	6
		Percent	42.2%	44.9%	39.9%	44.1%
	No	Count		33	79	8
		Percent	57.8%	55.1%	60.1%	55.9%
	Subtotal Yes and No	Count		61	131	13
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		4	17	1
		Percent	9.1%	5.9%	10.6%	9.5%
	Not applicable	Count		4	13	1
		Percent	6.7%	5.7%	8.0%	4.7%
	Total All Responses	Count		69	161	16
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcomes - Retaliation: Denied Promotion or Raise			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		32	68	N/A
		Percent	50.5%	50.8%	50.4%	N/A
	No	Count		31	67	N/A
		Percent	49.5%	49.2%	49.6%	N/A
	Subtotal Yes and No	Count		62	134	N/A
		Percent	100.0%	100.0%	100.0%	N/A
	Don't know	Count		5	11	N/A
		Percent	6.6%	6.6%	6.6%	N/A
	Not applicable	Count		2	16	N/A
		Percent	7.5%	2.7%	10.0%	N/A
	Total All Responses	Count		69	161	N/A
		Percent	100.0%	100.0%	100.0%	N/A

Target Outcomes - Retaliation: Denied Tenure			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		0	N/A	N/A
		Percent	0.0%	0.0%	N/A	N/A
	No	Count		57	N/A	N/A
		Percent	100.0%	100.0%	N/A	N/A
	Subtotal Yes and No	Count		57	N/A	N/A
		Percent	100.0%	100.0%	N/A	N/A
	Don't know	Count		1	N/A	N/A
		Percent	1.5%	1.5%	N/A	N/A
	Not applicable	Count		11	N/A	N/A
		Percent	16.2%	16.2%	N/A	N/A
	Total All Responses	Count		69	N/A	N/A
		Percent	100.0%	100.0%	N/A	N/A

Target Outcomes - Retaliation: Contract Not Renewed			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		2	5	N/A
		Percent	4.2%	3.5%	4.7%	N/A
	No	Count		54	110	N/A
		Percent	95.8%	96.5%	95.3%	N/A
	Subtotal Yes and No	Count		56	116	N/A
		Percent	100.0%	100.0%	100.0%	N/A
	Don't know	Count		2	2	N/A
		Percent	2.0%	3.0%	1.5%	N/A
	Not applicable	Count		10	43	N/A
		Percent	22.5%	14.8%	26.5%	N/A
	Total All Responses	Count		69	161	N/A
		Percent	100.0%	100.0%	100.0%	N/A

Target Outcomes - Retaliation: Cyberbullying			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		6	15	0
		Percent	8.7%	10.0%	11.6%	0.0%
	No	Count		55	116	13
		Percent	91.3%	90.0%	88.4%	100.0%
	Subtotal Yes and No	Count		62	132	13
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		0	4	1
		Percent	2.4%	0.0%	2.7%	4.7%
	Not applicable	Count		7	25	1
		Percent	12.8%	10.3%	15.4%	9.5%
	Total All Responses	Count		69	161	16
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcomes - Retaliation: Harrassed at Home			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		2	10	0
		Percent	4.5%	3.3%	7.3%	0.0%
	No	Count		63	122	13
		Percent	95.5%	96.7%	92.7%	100.0%
	Subtotal Yes and No	Count		65	131	13
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		0	4	1
		Percent	2.3%	0.0%	2.5%	4.7%
	Not applicable	Count		4	26	1
		Percent	11.8%	5.7%	16.0%	9.5%
	Total All Responses	Count		69	161	16
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcomes - Retaliation: Relocated or Reassigned			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		8	21	1
		Percent	12.9%	12.5%	14.2%	10.4%
	No	Count		58	126	13
		Percent	87.1%	87.5%	85.8%	89.6%
	Subtotal Yes and No	Count		66	147	14
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		1	1	0
		Percent	0.8%	1.5%	0.7%	0.0%
	Not applicable	Count		2	13	1
		Percent	7.0%	2.9%	8.1%	9.5%
	Total All Responses	Count		69	161	16
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcomes - Retaliation: Demoted			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		5	13	N/A
		Percent	8.9%	8.5%	9.1%	N/A
	No	Count		57	131	N/A
		Percent	91.1%	91.5%	90.9%	N/A
	Subtotal Yes and No	Count		63	144	N/A
		Percent	100.0%	100.0%	100.0%	N/A
	Don't know	Count		2	3	N/A
		Percent	2.4%	3.0%	2.0%	N/A
	Not applicable	Count		4	14	N/A
		Percent	7.7%	5.7%	8.8%	N/A
	Total All Responses	Count		69	161	N/A
		Percent	100.0%	100.0%	100.0%	N/A

Target Outcomes - Retaliation: Job Threatened			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		6	41	N/A
		Percent	22.5%	9.5%	29.9%	N/A
	No	Count		58	96	N/A
		Percent	77.5%	90.5%	70.1%	N/A
	Subtotal Yes and No	Count		65	138	N/A
		Percent	100.0%	100.0%	100.0%	N/A
	Don't know	Count		3	12	N/A
		Percent	6.3%	4.6%	7.2%	N/A
	Not applicable	Count		1	12	N/A
		Percent	5.2%	1.3%	7.3%	N/A
	Total All Responses	Count		69	161	N/A
		Percent	100.0%	100.0%	100.0%	N/A

Target Outcomes - Retaliation: Reputation Harmed			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		49	109	11
		Percent	74.1%	73.9%	74.2%	73.9%
	No	Count		17	38	4
		Percent	25.9%	26.1%	25.8%	26.1%
	Subtotal Yes and No	Count		66	147	14
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		3	11	1
		Percent	5.9%	4.4%	7.1%	4.7%
	Not applicable	Count		0	3	1
		Percent	1.8%	0.0%	1.6%	4.7%
	Total All Responses	Count		69	161	16
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcomes - Retaliation: Other Type			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		10	28	1
		Percent	26.2%	22.4%	32.8%	12.3%
	No	Count		34	57	5
		Percent	73.8%	77.6%	67.2%	87.7%
	Subtotal Yes and No	Count		44	85	6
		Percent	100.0%	100.0%	100.0%	100.0%
	Don't know	Count		9	15	3
		Percent	12.4%	13.7%	9.1%	18.9%
	Not applicable	Count		15	62	7
		Percent	34.9%	22.3%	38.3%	42.5%
	Total All Responses	Count		69	161	16
		Percent	100.0%	100.0%	100.0%	100.0%

Target Outcomes - Retaliation: Verbal Abuse from Advisor(s)			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		N/A	N/A	4
		Percent	35.0%	N/A	N/A	35.0%
	No	Count		N/A	N/A	8
		Percent	65.0%	N/A	N/A	65.0%
	Subtotal Yes and No	Count		N/A	N/A	13
		Percent	100.0%	N/A	N/A	100.0%
	Don't know	Count		N/A	N/A	1
		Percent	9.5%	N/A	N/A	9.5%
	Not applicable	Count		N/A	N/A	1
		Percent	9.5%	N/A	N/A	9.5%
	Total All Responses	Count		N/A	N/A	16
		Percent	100.0%	N/A	N/A	100.0%

Target Outcomes - Retaliation: Verbal Abuse from Graduate Student(s)			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		N/A	N/A	2
		Percent	16.5%	N/A	N/A	16.5%
	No	Count		N/A	N/A	12
		Percent	83.5%	N/A	N/A	83.5%
	Subtotal Yes and No	Count		N/A	N/A	14
		Percent	100.0%	N/A	N/A	100.0%
	Don't know	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Not applicable	Count		N/A	N/A	1
		Percent	9.5%	N/A	N/A	9.5%
	Total All Responses	Count		N/A	N/A	16
		Percent	100.0%	N/A	N/A	100.0%

Target Outcomes - Retaliation: Verbal Abuse from Undergraduate Student(s)			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	No	Count		N/A	N/A	13
		Percent	100.0%	N/A	N/A	100.0%
	Subtotal Yes and No	Count		N/A	N/A	13
		Percent	100.0%	N/A	N/A	100.0%
	Don't know	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Not applicable	Count		N/A	N/A	3
		Percent	19.7%	N/A	N/A	19.7%
	Total All Responses	Count		N/A	N/A	16
		Percent	100.0%	N/A	N/A	100.0%

Target Outcomes - Retaliation: Funding or Position Threatened			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		N/A	N/A	4
		Percent	33.0%	N/A	N/A	33.0%
	No	Count		N/A	N/A	9
		Percent	67.0%	N/A	N/A	67.0%
	Subtotal Yes and No	Count		N/A	N/A	13
		Percent	100.0%	N/A	N/A	100.0%
	Don't know	Count		N/A	N/A	1
		Percent	4.7%	N/A	N/A	4.7%
	Not applicable	Count		N/A	N/A	1
		Percent	9.5%	N/A	N/A	9.5%
	Total All Responses	Count		N/A	N/A	16
		Percent	100.0%	N/A	N/A	100.0%

Target Outcomes - Retaliation: Given a Lower Grade			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		N/A	N/A	4
		Percent	33.0%	N/A	N/A	33.0%
	No	Count		N/A	N/A	9
		Percent	67.0%	N/A	N/A	67.0%
	Subtotal Yes and No	Count		N/A	N/A	13
		Percent	100.0%	N/A	N/A	100.0%
	Don't know	Count		N/A	N/A	0
		Percent	0.0%	N/A	N/A	0.0%
	Not applicable	Count		N/A	N/A	2
		Percent	14.2%	N/A	N/A	14.2%
	Total All Responses	Count		N/A	N/A	16
		Percent	100.0%	N/A	N/A	100.0%

Target Outcomes - Retaliation: Coursework Completion Made More Difficult			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		N/A	N/A	3
		Percent	23.3%	N/A	N/A	23.3%
	No	Count		N/A	N/A	10
		Percent	76.7%	N/A	N/A	76.7%
	Subtotal Yes and No	Count		N/A	N/A	13
		Percent	100.0%	N/A	N/A	100.0%
	Don't know	Count		N/A	N/A	1
		Percent	4.7%	N/A	N/A	4.7%
	Not applicable	Count		N/A	N/A	2
		Percent	14.2%	N/A	N/A	14.2%
	Total All Responses	Count		N/A	N/A	16
		Percent	100.0%	N/A	N/A	100.0%

Target Outcomes - Retaliation: Student Status Jeopardized			Penn State Overall	Group		
				Faculty Overall	Staff Overall	Graduate Students Overall
	Yes	Count		N/A	N/A	3
		Percent	20.9%	N/A	N/A	20.9%
	No	Count		N/A	N/A	11
		Percent	79.1%	N/A	N/A	79.1%
	Subtotal Yes and No	Count		N/A	N/A	14
		Percent	100.0%	N/A	N/A	100.0%
	Don't know	Count		N/A	N/A	1
		Percent	4.7%	N/A	N/A	4.7%
	Not applicable	Count		N/A	N/A	1
		Percent	4.7%	N/A	N/A	4.7%
	Total All Responses	Count		N/A	N/A	16
		Percent	100.0%	N/A	N/A	100.0%

Penn State Overall Responses to Key Survey Outcomes by Race and Year

Note: In 2022, the survey was administered to faculty, staff and graduate students. In 2017, the survey was also administered to undergraduate students. To make results comparable between the two years (2022 and 2017), the 2017 data shown in current reports have been updated to exclude undergraduate students and reflect a weighting approach that excludes undergraduate students. As such the 2017 data shown in current reports may differ from previous reports published with the 2017 data.

Note: These percentages were calculated excluding the "don't know", "not applicable" and "prefer not to answer" responses for each survey outcome listed.

		Penn State Overall	
		Race	
		Native American or Alaska Native	
		Year	
		2017	2022
Survey Outcome	Response	%	%
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	74.7%	82.4%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	64.2%	75.4%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	71.1%	65.3%
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	53.8%	40.8%
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	53.8%	40.8%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed	57.8%	74.5%
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	23.8%	0.0%
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	60.5%	64.5%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	72.4%	65.0%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	77.4%	65.2%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	80.4%	77.3%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	75.7%	82.8%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	72.6%	77.0%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	57.9%	62.7%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	61.1%	68.5%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	66.3%	79.9%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	77.0%	85.3%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	63.1%	70.9%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	74.0%	79.8%

Survey Outcome	Response	Penn State Overall	
		Race	
		Asian Indian	
		Year	
		2017	2022
		%	%
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	97.7%	93.6%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	90.2%	87.0%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	93.4%	92.9%
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	34.6%	18.6%
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	34.6%	18.6%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	65.1%	46.2%
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	66.4%	30.0%
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	86.4%	85.2%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	91.5%	88.0%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	94.4%	91.7%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	96.9%	92.9%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	93.5%	89.7%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	93.4%	91.5%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	84.9%	82.2%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	87.7%	84.8%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	91.6%	86.7%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	95.7%	92.8%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	92.1%	87.1%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	94.1%	87.9%

Survey Outcome	Response	Penn State Overall	
		Race	
		Other Asian	
		Year	
		2017	2022
		%	%
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	89.9%	87.8%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	89.0%	83.1%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	82.1%	82.4%
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	37.6%	33.4%
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	37.6%	33.4%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	51.4%	45.6%
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	40.8%	25.2%
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	80.5%	70.0%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	86.7%	77.7%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	87.2%	85.0%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	91.6%	90.0%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	89.8%	84.9%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	88.9%	86.3%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	79.0%	71.5%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	83.5%	78.5%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	86.8%	82.1%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	92.2%	85.1%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	90.0%	81.9%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	91.0%	81.8%

Survey Outcome	Response	Penn State Overall	
		Race	
		Black or African-American	
		Year	
		2017 %	2022 %
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	77.6%	87.4%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	76.4%	84.3%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	74.2%	87.4%
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	35.4%	27.5%
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	59.8%	61.7%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	19.7%	20.0%
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	48.6%	33.3%
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	74.9%	72.3%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	77.0%	83.0%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	85.8%	87.7%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	81.1%	87.3%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	76.3%	87.6%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	83.0%	85.7%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	74.7%	75.8%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	74.5%	82.4%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	77.7%	86.6%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	85.9%	91.5%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	73.8%	81.7%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	77.2%	90.0%

Survey Outcome	Response	Penn State Overall	
		Race	
		Native Hawaiian or Pacific Islander	
		Year	
		2017	2022
		%	%
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	-	79.0%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	-	79.0%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	-	67.5%
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	-	-
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	-	55.7%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	-	-
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	-	-
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	-	52.4%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	-	71.8%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	-	71.8%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	-	76.6%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	-	71.8%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	-	79.4%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	-	52.4%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	-	71.8%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	-	71.8%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	-	81.4%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	-	79.4%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	-	81.4%

Survey Outcome	Response	Penn State Overall	
		Race	
		White	
		Year	
		2017 %	2022 %
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	82.4%	83.0%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	77.1%	74.5%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	79.3%	79.8%
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	13.0%	12.3%
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	46.2%	40.0%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	60.0%	59.3%
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	42.2%	29.4%
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	68.9%	65.2%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	76.8%	75.9%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	83.0%	84.6%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	86.1%	89.2%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	80.4%	83.4%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	76.7%	78.1%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	65.1%	58.2%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	70.8%	67.9%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	77.7%	76.9%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	88.0%	87.3%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	73.1%	69.9%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	82.3%	82.3%

Survey Outcome	Response	Penn State Overall	
		Race	
		Two or more races	
		Year	
		2017	2022
		%	%
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	79.0%	74.7%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	81.5%	57.3%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	78.0%	64.6%
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	35.4%	48.5%
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	68.1%	62.6%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	20.2%	18.8%
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	42.9%	17.9%
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	70.3%	39.6%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	75.1%	60.1%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	77.6%	71.9%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	82.2%	79.4%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	70.9%	76.4%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	75.4%	70.9%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	67.4%	41.8%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	74.3%	52.1%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	79.1%	61.3%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	86.2%	74.9%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	73.0%	60.9%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	80.3%	63.8%

Survey Outcome	Response	Penn State Overall	
		Race	
		Unknown	
		Year	
		2017	2022
		%	%
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	74.8%	71.8%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	71.3%	65.6%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	79.1%	77.3%
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	-	-
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	55.0%	36.2%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	-	-
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	-	-
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	60.8%	62.8%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	73.9%	63.5%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	66.1%	71.4%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	81.5%	83.6%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	72.5%	73.9%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	71.6%	73.8%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	51.9%	64.6%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	66.9%	66.8%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	77.6%	70.8%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	80.3%	85.5%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	77.1%	77.1%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	78.2%	80.3%

Survey Outcome	Response	Penn State Overall	
		Race	
		Other	
		Year	
		2017	2022
		%	%
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	86.0%	73.0%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	79.5%	63.2%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	85.1%	74.3%
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	36.1%	41.5%
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	50.0%	53.9%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	23.3%	27.%
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	30.6%	14.0%
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	64.0%	52.0%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	75.0%	67.9%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	84.8%	81.6%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	82.4%	85.6%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	86.3%	66.4%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	85.1%	76.5%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	70.0%	53.4%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	75.4%	53.9%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	79.8%	69.7%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	84.9%	85.1%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	73.8%	73.3%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	74.6%	70.3%

		Penn State Overall	
		Race	
		Prefer not to answer	
		Year	
Survey Outcome	Response	2017	2022
		%	%
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	61.8%	62.7%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	59.4%	55.0%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	60.4%	59.3%
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	25.2%	21.3%
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	67.1%	58.6%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	55.5%	51.3%
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	26.1%	16.7%
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	50.4%	43.8%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	57.6%	58.0%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	65.4%	65.9%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	70.4%	72.1%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	67.8%	69.6%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	57.3%	60.6%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	49.2%	38.8%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	54.9%	48.4%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	61.5%	58.9%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	80.0%	79.2%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	60.9%	54.2%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	67.0%	65.6%

Penn State Overall Responses to Key Survey Outcomes by Ethnicity and Year

Note: In 2022, the survey was administered to faculty, staff and graduate students. In 2017, the survey was also administered to undergraduate students. To make results comparable between the two years (2022 and 2017), the 2017 data shown in current reports have been updated to exclude undergraduate students and reflect a weighting approach that excludes undergraduate students. As such the 2017 data shown in current reports may differ from previous reports published with the 2017 data.

		Hispanic or Latino origin	
		Yes	
		Year	
Survey Outcome	Response	2017	2022
		%	%
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	80.3%	79.5%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	79.9%	66.4%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	78.4%	74.9%
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	45.2%	49.2%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	56.6%	57.3%
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	9.3%	8.8%
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	38.7%	24.9%
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	66.4%	55.3%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	74.5%	71.3%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	77.3%	80.8%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	83.6%	85.9%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	79.8%	81.3%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	83.5%	75.6%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	66.4%	52.2%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	76.0%	64.1%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	80.1%	75.6%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	91.6%	85.4%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	79.7%	74.2%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	82.0%	77.4%

Survey Outcome	Response	Hispanic or Latino origin	
		No	
		Year	
		2017	2022
		%	%
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	82.6%	83.5%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	77.6%	75.7%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	79.3%	80.1%
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	45.5%	38.5%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	60.0%	58.1%
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	13.6%	13.1%
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	41.8%	29.3%
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	70.1%	66.2%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	77.4%	76.6%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	83.2%	84.6%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	85.9%	88.7%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	80.9%	83.4%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	77.6%	79.1%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	66.5%	60.3%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	71.5%	69.2%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	78.1%	77.4%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	88.0%	87.3%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	74.0%	71.3%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	82.4%	82.1%

Survey Outcome	Response	Hispanic or Latino origin	
		Prefer not to answer	
		Year	
		2017	2022
		%	%
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	61.1%	58.2%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	58.6%	50.4%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	58.6%	58.7%
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	68.4%	60.9%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	54.0%	51.2%
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	25.2%	21.8%
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	26.3%	13.8%
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	47.1%	40.9%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	55.4%	53.9%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	63.9%	64.4%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	69.4%	70.6%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	65.9%	67.5%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	54.0%	57.2%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	46.0%	35.6%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	52.5%	44.4%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	59.0%	55.5%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	79.0%	77.0%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	58.4%	51.6%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	65.0%	63.9%

Penn State Overall Responses to Key Survey Outcomes by Gender and Year

Note: Gender identity data was not collected on the 2017 survey.

Survey Outcome	Response	Gender Identity: How do you describe yourself?
		Man
		Year
		2022
		%
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	83.9%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	77.7%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	82.9%
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	35.4%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	57.6%
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	10.2%
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	32.8%
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	68.4%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	78.3%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	84.6%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	87.9%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	84.6%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	81.2%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	63.1%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	71.9%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	79.9%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	89.7%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	76.6%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	83.8%

Survey Outcome	Response	Gender Identity: How do you describe yourself?
		Woman
		Year
		2022
		%
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	84.0%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	74.6%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	79.1%
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	40.1%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	57.5%
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	14.7%
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	27.7%
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	66.0%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	76.6%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	85.3%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	89.3%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	82.8%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	78.2%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	59.7%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	68.6%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	76.7%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	85.8%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	68.6%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	81.7%

Survey Outcome	Response	Gender Identity: How do you describe yourself?
		Genderqueer
		Year
		2022
		%
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	46.6%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	37.0%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	42.9%
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	69.5%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	75.9%
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	15.4%
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	21.8%
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	22.0%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	29.3%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	70.4%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	94.7%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	92.1%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	58.1%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	15.9%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	26.7%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	51.6%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	94.5%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	29.1%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	59.9%

Survey Outcome	Response	Gender Identity: How do you describe yourself?
		Gender Nonconforming
		Year
		2022
		%
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	43.8%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	33.9%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	40.8%
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	65.0%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	-
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	-
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	-
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	18.8%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	72.0%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	52.7%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	64.2%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	59.9%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	58.4%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	14.3%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	23.2%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	33.9%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	64.3%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	38.0%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	40.9%

Survey Outcome	Response	Gender Identity: How do you describe yourself?
		Non-binary
		Year
		2022
		%
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	57.2%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	47.0%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	55.3%
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	75.4%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	49.5%
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	12.8%
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	7.6%
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	22.9%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	37.1%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	61.6%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	78.3%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	70.1%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	52.6%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	21.7%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	29.9%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	47.2%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	69.7%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	47.3%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	57.0%

Survey Outcome	Response	Gender Identity: How do you describe yourself?
		Not listed
		Year
		2022
		%
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	49.4%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	30.8%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	69.6%
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	79.8%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	64.6%
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	-
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	-
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	31.3%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	48.8%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	61.3%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	94.1%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	56.9%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	49.1%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	13.8%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	22.8%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	45.1%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	75.7%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	37.7%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	56.0%

Survey Outcome	Response	Gender Identity: How do you describe yourself?
		Prefer not to answer
		Year
		2022
		%
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	59.0%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	51.4%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	57.5%
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	60.1%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	54.2%
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	20.3%
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	16.0%
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	39.4%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	53.6%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	63.8%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	70.6%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	67.7%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	58.1%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	33.9%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	44.0%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	55.6%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	78.2%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	53.0%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	63.8%

Penn State Overall Responses to Key Survey Outcomes by Sexual Orientation and Year

Note: Sexual orientation/identity data was not collected on the 2017 survey.

Survey Outcome	Response	Sexual Orientation/Identity: Do you consider yourself generally to be
		Heterosexual or straight
		Year
		2022
		%
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	85.7%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	77.7%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	82.4%
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	35.4%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	56.4%
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	13.0%
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	31.2%
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	70.0%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	79.3%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	86.2%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	89.4%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	84.1%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	80.6%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	63.8%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	72.0%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	79.4%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	88.0%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	73.4%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	83.6%

Survey Outcome	Response	Sexual Orientation/Identity: Do you consider yourself generally to be		
		Gay		
		Year		
		2022		
		Count		
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	75.6%		
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	60.5%		
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	73.1%		
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	59.7%		
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	58.8%		
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	9.7%		
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	26.6%		
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	50.4%		
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	68.8%		
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	82.5%		
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	81.4%		
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	71.0%		
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	61.4%		
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	41.1%		
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	59.1%		
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	74.4%		
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	77.0%		
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	59.2%		
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	76.2%		

Survey Outcome	Response	Sexual Orientation/Identity: Do you consider yourself generally to be
		Lesbian
		Year
		2022
		%
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	67.5%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	66.4%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	65.0%
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	62.5%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	61.5%
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	19.4%
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	12.8%
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	57.0%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	67.7%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	82.7%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	89.0%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	82.8%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	78.7%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	43.2%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	57.4%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	67.4%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	83.9%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	60.1%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	73.5%

Survey Outcome	Response	Sexual Orientation/Identity: Do you consider yourself generally to be
		Bisexual
		Year
		2022
		%
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	67.8%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	55.3%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	64.3%
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	62.6%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	56.5%
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	7.4%
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	23.1%
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	43.1%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	59.5%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	72.4%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	83.0%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	79.2%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	70.1%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	39.3%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	50.6%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	62.6%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	81.9%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	55.8%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	68.2%

Survey Outcome	Response	Sexual Orientation/Identity: Do you consider yourself generally to be
		Pansexual
		Year
		2022
		%
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	76.6%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	66.4%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	70.1%
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	57.2%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	64.8%
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	6.2%
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	18.0%
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	32.6%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	58.4%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	74.4%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	85.3%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	81.3%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	75.1%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	39.7%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	61.7%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	67.5%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	90.3%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	60.7%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	70.3%

Survey Outcome	Response	Sexual Orientation/Identity: Do you consider yourself generally to be
		Asexual
		Year
		2022
		%
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	71.6%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	67.0%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	65.7%
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	64.0%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	62.2%
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	5.7%
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	29.6%
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	38.9%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	78.8%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	82.0%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	87.7%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	81.5%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	72.1%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	37.1%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	51.0%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	71.7%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	91.8%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	70.0%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	76.9%

Survey Outcome	Response	Sexual Orientation/Identity: Do you consider yourself generally to be
		Queer
		Year
		2022
		%
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	42.6%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	36.7%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	56.3%
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	76.0%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	60.7%
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	14.0%
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	13.7%
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	12.0%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	34.5%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	58.7%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	76.2%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	68.2%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	55.8%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	14.6%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	28.8%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	43.6%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	65.2%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	42.6%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	67.2%

Survey Outcome	Response	Sexual Orientation/Identity: Do you consider yourself generally to be
		Questioning
		Year
		2022
		%
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	45.1%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	29.1%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	64.4%
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	45.2%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	-
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	-
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	-
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	45.6%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	52.8%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	62.9%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	77.9%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	76.0%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	70.9%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	42.7%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	26.0%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	39.8%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	77.6%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	50.8%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	71.9%

Survey Outcome	Response	Sexual Orientation/Identity: Do you consider yourself generally to be		
		Not listed		
		Year		
		2022		
		%		
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	53.4%		
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	55.3%		
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	56.4%		
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	72.7%		
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	55.7%		
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	-		
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	-		
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	43.8%		
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	55.6%		
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	79.5%		
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	83.2%		
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	75.5%		
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	65.7%		
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	30.9%		
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	44.9%		
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	53.4%		
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	82.9%		
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	69.6%		
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	76.0%		

Survey Outcome	Response	Sexual Orientation/Identity: Do you consider yourself generally to be
		Prefer not to answer
		Year
		2022
		%
Trust will act with integrity and responsibility (Integrity and Responsibility Rollup)	Strong	64.4%
Would be held accountable if caught violating University policies (Accountability Rollup)	Strong	56.8%
My college/campus/unit embodies the Penn State Value: Respect - We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.	Top 2 - Agree/Strongly Agree	61.3%
Observed general misconduct and/or at least one instance of a specific type of misconduct.	Observed at least one instance of misconduct	56.3%
Reported general misconduct and/or at least one instance of a specific type of misconduct.	Reported at least one instance of observed misconduct	56.9%
Did you experience retaliation as a result of your report of misconduct?	Yes, after some or all reports	20.6%
How satisfied were you with the university's response to your report of misconduct?	Top 2 - Satisfied/Very Satisfied	17.9%
President, Provost, VPs and other University-wide leaders will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	42.6%
Dean/Chancellor/ Unit Head will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	56.4%
Department Head/Director will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	67.1%
The person I directly report to will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	75.1%
Staff Members will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	71.4%
Faculty will act with integrity and responsibility	Top 2 - Agree/Strongly Agree	62.1%
President, Provost, VPs and other University-wide leaders would be held accountable	Top 2 - Agree/Strongly Agree	37.7%
Dean/Chancellor/ Unit Head would be held accountable	Top 2 - Agree/Strongly Agree	47.6%
Department Head/Director would be held accountable	Top 2 - Agree/Strongly Agree	60.0%
Staff members would be held accountable	Top 2 - Agree/Strongly Agree	79.9%
Faculty would be held accountable	Top 2 - Agree/Strongly Agree	57.4%
The person I directly report to would be held accountable	Top 2 - Agree/Strongly Agree	67.8%