

DATA TABLES RESPONSES BY DEMOGRAPHICS

NOTES FOR READING TABLES:

Note: ERC 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 “Very important,” “Somewhat important,” “Not very important,” and “Not at all important,” for example, add up to 100%. These 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.

Note: Results were weighted; Penn State Overall and the Group weights differ, and therefore numbers may not add up across all rows.

Note: Full question text has been abbreviated.

CORE VALUES

Q1-1. How important would you say each of the following values is now to the Penn State community?

A. Accountability – We accept the consequences of our actions.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very important	Count	8954	1221	3043	3579	828
	Percent	62.4%	54.8%	59.0%	63.9%	61.1%
Somewhat important	Count	4101	619	1357	1619	398
	Percent	28.6%	27.8%	26.3%	28.9%	29.4%
Not very important	Count	957	268	525	310	93
	Percent	6.7%	12.0%	10.2%	5.5%	6.9%
Not at all important	Count	335	121	233	90	37
	Percent	2.3%	5.4%	4.5%	1.6%	2.7%
Don't know	Count	295	70	75	91	66
	Percent	2.0%	3.0%	1.4%	1.6%	4.6%
Total	Count	14641	2299	5233	5689	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

B. Community – We come together to achieve a common purpose.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very important	Count	9265	968	2658	3934	750
	Percent	64.3%	43.2%	51.4%	69.9%	55.2%
Somewhat important	Count	4007	839	1906	1366	471
	Percent	27.8%	37.4%	36.9%	24.3%	34.7%
Not very important	Count	919	320	482	274	110
	Percent	6.4%	14.3%	9.3%	4.9%	8.1%
Not at all important	Count	225	114	122	57	28
	Percent	1.6%	5.1%	2.4%	1.0%	2.1%
Don't know	Count	226	58	65	59	63
	Percent	1.5%	2.5%	1.2%	1.0%	4.4%
Total	Count	14641	2299	5233	5689	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

C. Courage – We stand up for what is right, even when it is difficult.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very important	Count	7923	985	2583	3235	694
	Percent	55.3%	44.4%	50.4%	57.8%	51.3%
Somewhat important	Count	4311	628	1482	1693	426
	Percent	30.1%	28.3%	28.9%	30.3%	31.5%
Not very important	Count	1511	388	726	501	172
	Percent	10.6%	17.5%	14.2%	9.0%	12.7%
Not at all important	Count	575	220	337	165	61
	Percent	4.0%	9.9%	6.6%	3.0%	4.5%
Don't know	Count	322	77	105	95	70
	Percent	2.2%	3.4%	2.0%	1.7%	4.9%
Total	Count	14641	2299	5233	5689	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

D. Discovery – We seek new knowledge.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very important	Count	9279	1495	3010	3659	893
	Percent	64.3%	66.2%	58.5%	65.0%	64.7%
Somewhat important	Count	4253	620	1711	1638	399
	Percent	29.5%	27.4%	33.2%	29.1%	28.9%
Not very important	Count	738	103	331	276	73
	Percent	5.1%	4.6%	6.4%	4.9%	5.3%
Not at all important	Count	168	42	97	56	14
	Percent	1.2%	1.9%	1.9%	1.0%	1.0%
Don't know	Count	201	39	84	59	43
	Percent	1.4%	1.7%	1.6%	1.0%	3.0%
Total	Count	14640	2299	5233	5688	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

E. Excellence – We each strive to give our best in all situations.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very important	Count	9021	1253	2913	3638	820
	Percent	62.4%	55.6%	56.4%	64.6%	59.4%
Somewhat important	Count	4233	732	1647	1588	436
	Percent	29.3%	32.5%	31.9%	28.2%	31.6%
Not very important	Count	968	207	475	332	105
	Percent	6.7%	9.2%	9.2%	5.9%	7.6%
Not at all important	Count	235	62	133	78	20
	Percent	1.6%	2.8%	2.6%	1.4%	1.5%
Don't know	Count	184	45	65	53	41
	Percent	1.3%	2.0%	1.2%	0.9%	2.9%
Total	Count	14641	2299	5233	5689	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

F. Honesty – We are forthcoming and truthful.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very important	Count	8230	1077	2634	3317	781
	Percent	57.3%	48.4%	51.3%	59.1%	57.0%
Somewhat important	Count	3986	591	1358	1583	366
	Percent	27.7%	26.6%	26.4%	28.2%	26.7%
Not very important	Count	1537	338	720	536	159
	Percent	10.7%	15.2%	14.0%	9.6%	11.6%
Not at all important	Count	622	218	425	173	65
	Percent	4.3%	9.8%	8.3%	3.1%	4.7%
Don't know	Count	266	74	95	79	51
	Percent	1.8%	3.2%	1.8%	1.4%	3.6%
Total	Count	14641	2299	5233	5689	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

G. Integrity – Our behavior is consistent with our values.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very important	Count	8387	1108	2645	3376	811
	Percent	58.4%	50.0%	51.6%	60.2%	59.2%
Somewhat important	Count	3903	569	1362	1547	358
	Percent	27.2%	25.7%	26.6%	27.6%	26.2%
Not very important	Count	1458	316	734	506	142
	Percent	10.2%	14.3%	14.3%	9.0%	10.4%
Not at all important	Count	613	224	382	179	58
	Percent	4.3%	10.1%	7.5%	3.2%	4.2%
Don't know	Count	279	82	111	80	54
	Percent	1.9%	3.5%	2.1%	1.4%	3.8%
Total	Count	14639	2299	5233	5688	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

H. Openness – We welcome new perspectives.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very important	Count	7427	863	2134	3082	679
	Percent	51.6%	38.6%	41.5%	54.9%	49.6%
Somewhat important	Count	4612	666	1620	1807	455
	Percent	32.1%	29.8%	31.5%	32.2%	33.2%
Not very important	Count	1635	424	856	539	168
	Percent	11.4%	19.0%	16.7%	9.6%	12.3%
Not at all important	Count	714	283	528	188	68
	Percent	5.0%	12.6%	10.3%	3.3%	5.0%
Don't know	Count	254	63	95	74	53
	Percent	1.7%	2.7%	1.8%	1.3%	3.8%
Total	Count	14641	2299	5233	5689	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

I. Respect – We treat one another in a way that upholds each individual's dignity.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very important	Count	8641	1081	2550	3550	796
	Percent	59.8%	47.9%	49.4%	63.0%	57.7%
Somewhat important	Count	4144	721	1572	1552	440
	Percent	28.7%	32.0%	30.4%	27.5%	31.9%
Not very important	Count	1221	290	686	419	97
	Percent	8.4%	12.9%	13.3%	7.4%	7.0%
Not at all important	Count	446	163	358	113	46
	Percent	3.1%	7.2%	6.9%	2.0%	3.4%
Don't know	Count	190	44	67	55	42
	Percent	1.3%	1.9%	1.3%	1.0%	3.0%
Total	Count	14641	2299	5233	5689	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

J. Responsibility – We diligently meet our obligations.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very important	Count	8535	1102	2622	3475	793
	Percent	59.2%	49.1%	50.9%	61.8%	57.9%
Somewhat important	Count	4533	814	1774	1703	449
	Percent	31.5%	36.2%	34.5%	30.3%	32.8%
Not very important	Count	1064	226	576	365	100
	Percent	7.4%	10.1%	11.2%	6.5%	7.3%
Not at all important	Count	276	104	176	79	26
	Percent	1.9%	4.6%	3.4%	1.4%	1.9%
Don't know	Count	234	51	86	67	54
	Percent	1.6%	2.2%	1.6%	1.2%	3.8%
Total	Count	14641	2299	5233	5689	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

K. Service – We help meet the needs of others.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very important	Count	8222	914	2554	3426	690
	Percent	57.0%	40.7%	49.5%	60.8%	50.8%
Somewhat important	Count	4662	957	1959	1688	477
	Percent	32.3%	42.6%	38.0%	29.9%	35.2%
Not very important	Count	1227	284	484	425	152
	Percent	8.5%	12.7%	9.4%	7.5%	11.2%
Not at all important	Count	315	92	163	98	38
	Percent	2.2%	4.1%	3.2%	1.7%	2.8%
Don't know	Count	216	51	73	52	65
	Percent	1.5%	2.2%	1.4%	0.9%	4.5%
Total	Count	14641	2299	5233	5689	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

L. Sustainability – We work to preserve the long-term health of the environment and its resources.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very important	Count	7363	791	2415	3041	632
	Percent	51.7%	35.9%	47.0%	54.8%	47.1%
Somewhat important	Count	4933	926	2005	1823	499
	Percent	34.7%	42.1%	39.0%	32.8%	37.2%
Not very important	Count	1519	344	541	551	170
	Percent	10.7%	15.7%	10.5%	9.9%	12.6%
Not at all important	Count	414	139	175	138	40
	Percent	2.9%	6.3%	3.4%	2.5%	3.0%
Don't know	Count	411	98	98	135	80
	Percent	2.8%	4.3%	1.9%	2.4%	5.7%
Total	Count	14641	2299	5233	5689	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

M. Transparency – We are proactive in sharing information to keep our stakeholders informed.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very important	Count	6357	739	2043	2592	590
	Percent	46.3%	33.6%	40.5%	48.7%	45.2%
Somewhat important	Count	4450	605	1459	1794	404
	Percent	32.4%	27.5%	28.9%	33.7%	31.0%
Not very important	Count	1908	413	872	666	205
	Percent	13.9%	18.8%	17.3%	12.5%	15.7%
Not at all important	Count	1018	440	674	268	106
	Percent	7.4%	20.0%	13.4%	5.0%	8.1%
Don't know	Count	908	102	185	370	117
	Percent	6.2%	4.4%	3.5%	6.5%	8.2%
Total	Count	14641	2299	5233	5689	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q1-2. Please select the FIVE values that you believe should be most important to the Penn State community.

A. Accountability.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Checked	Count	6933	1103	3452	2475	728
	Percent	47.4%	48.0%	66.0%	43.5%	51.2%
Unchecked	Count	7709	1196	1781	3214	694
	Percent	52.6%	52.0%	34.0%	56.5%	48.8%
Total	Count	14641	2299	5233	5689	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

B. Community.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Checked	Count	6602	685	1543	2903	482
	Percent	45.1%	29.8%	29.5%	51.0%	33.9%
Unchecked	Count	8039	1614	3690	2786	940
	Percent	54.9%	70.2%	70.5%	49.0%	66.1%
Total	Count	14641	2299	5233	5689	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

C. Courage.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Checked	Count	2933	322	611	1293	223
	Percent	20.0%	14.0%	11.7%	22.7%	15.7%
Unchecked	Count	11709	1977	4622	4396	1199
	Percent	80.0%	86.0%	88.3%	77.3%	84.3%
Total	Count	14641	2299	5233	5689	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

D. Discovery.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Checked	Count	4549	954	983	1753	560
	Percent	31.1%	41.5%	18.8%	30.8%	39.4%
Unchecked	Count	10092	1345	4250	3936	862
	Percent	68.9%	58.5%	81.2%	69.2%	60.6%
Total	Count	14641	2299	5233	5689	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

E. Excellence.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Checked	Count	7967	1484	2472	3092	801
	Percent	54.4%	64.6%	47.2%	54.4%	56.3%
Unchecked	Count	6674	815	2761	2597	621
	Percent	45.6%	35.4%	52.8%	45.6%	43.7%
Total	Count	14641	2299	5233	5689	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

F. Honesty.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Checked	Count	8657	1175	3403	3416	740
	Percent	59.1%	51.1%	65.0%	60.0%	52.0%
Unchecked	Count	5984	1124	1830	2273	682
	Percent	40.9%	48.9%	35.0%	40.0%	48.0%
Total	Count	14641	2299	5233	5689	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

G. Integrity.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Checked	Count	9750	1715	3882	3616	1032
	Percent	66.6%	74.6%	74.2%	63.6%	72.6%
Unchecked	Count	4891	584	1351	2073	390
	Percent	33.4%	25.4%	25.8%	36.4%	27.4%
Total	Count	14641	2299	5233	5689	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

H. Openness.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Checked	Count	2934	602	1175	1084	285
	Percent	20.0%	26.2%	22.4%	19.0%	20.0%
Unchecked	Count	11707	1697	4058	4605	1137
	Percent	80.0%	73.8%	77.6%	81.0%	80.0%
Total	Count	14641	2299	5233	5689	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

I. Respect.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Checked	Count	8383	1062	2867	3441	661
	Percent	57.3%	46.2%	54.8%	60.5%	46.5%
Unchecked	Count	6258	1237	2366	2248	762
	Percent	42.7%	53.8%	45.2%	39.5%	53.5%
Total	Count	14641	2299	5233	5689	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

J. Responsibility.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Checked	Count	6866	831	2194	2826	588
	Percent	46.9%	36.2%	41.9%	49.7%	41.4%
Unchecked	Count	7775	1468	3039	2863	834
	Percent	53.1%	63.8%	58.1%	50.3%	58.6%
Total	Count	14641	2299	5233	5689	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

K. Service.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Checked	Count	3483	438	1300	1384	316
	Percent	23.8%	19.0%	24.8%	24.3%	22.2%
Unchecked	Count	11158	1861	3933	4305	1107
	Percent	76.2%	81.0%	75.2%	75.7%	77.8%
Total	Count	14641	2299	5233	5689	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

L. Sustainability.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Checked	Count	2333	398	815	846	314
	Percent	15.9%	17.3%	15.6%	14.9%	22.1%
Unchecked	Count	12308	1901	4418	4843	1108
	Percent	84.1%	82.7%	84.4%	85.1%	77.9%
Total	Count	14641	2299	5233	5689	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

M. Transparency.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Checked	Count	2698	828	1585	789	337
	Percent	18.4%	36.0%	30.3%	13.9%	23.7%
Unchecked	Count	11943	1471	3648	4900	1086
	Percent	81.6%	64.0%	69.7%	86.1%	76.3%
Total	Count	14641	2299	5233	5689	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

RESOURCES THAT PROMOTE AND SUPPORT VALUES AT PENN STATE

Q2. Awareness of Resources

The nine tables in the Awareness of Resources section were calculated including the “don’t know” values.

A. Policies to guide or regulate ethical conduct [in research]

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	1701	3806	4138	1168
	Percent	n/a	83.2%	75.1%	73.3%	82.5%
No	Count	n/a	173	845	1097	147
	Percent	n/a	8.5%	16.7%	19.4%	10.4%
Don't Know	Count	n/a	171	414	413	101
	Percent	n/a	8.4%	8.2%	7.3%	7.1%
Total	Count	n/a	2045	5064	5649	1416
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

B. Policies to guide or regulate ethical conduct apart from research

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	1233	n/a	n/a	894
	Percent	n/a	60.3%	n/a	n/a	63.1%
No	Count	n/a	509	n/a	n/a	384
	Percent	n/a	24.9%	n/a	n/a	27.1%
Don't Know	Count	n/a	303	n/a	n/a	139
	Percent	n/a	14.8%	n/a	n/a	9.8%
Total	Count	n/a	2045	n/a	n/a	1416
	Percent	n/a	100.0%	n/a	n/a	100.0%

C. Orientation/training on policies regarding ethical conduct [in research]

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	1456	3153	n/a	1031
	Percent	n/a	71.2%	62.3%	n/a	72.8%
No	Count	n/a	333	1359	n/a	241
	Percent	n/a	16.3%	26.8%	n/a	17.1%
Don't Know	Count	n/a	255	552	n/a	144
	Percent	n/a	12.5%	10.9%	n/a	10.1%
Total	Count	n/a	2045	5064	n/a	1416
	Percent	n/a	100.0%	100.0%	n/a	100.0%

D. Orientation/training on policies regarding ethical conduct apart from research

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	1002	n/a	n/a	743
	Percent	n/a	49.0%	n/a	n/a	52.4%
No	Count	n/a	664	n/a	n/a	488
	Percent	n/a	32.5%	n/a	n/a	34.5%
Don't Know	Count	n/a	379	n/a	n/a	185
	Percent	n/a	18.5%	n/a	n/a	13.1%
Total	Count	n/a	2045	n/a	n/a	1416
	Percent	n/a	100.0%	n/a	n/a	100.0%

E. Resource to obtain advice about ethics issues [apart from research]

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	891	3273	2853	735
	Percent	n/a	43.6%	64.6%	50.5%	51.9%
No	Count	n/a	736	1250	2233	493
	Percent	n/a	36.0%	24.7%	39.5%	34.8%
Don't Know	Count	n/a	418	542	563	187
	Percent	n/a	20.4%	10.7%	10.0%	13.2%
Total	Count	n/a	2045	5064	5649	1416
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

F. Confidential or anonymous reporting

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	1226	3994	3302	694
	Percent	n/a	60.0%	78.9%	58.5%	49.0%
No	Count	n/a	536	777	1796	511
	Percent	n/a	26.2%	15.4%	31.8%	36.1%
Don't Know	Count	n/a	283	292	551	210
	Percent	n/a	13.8%	5.8%	9.7%	14.8%
Total	Count	n/a	2045	5064	5649	1416
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

G. Evaluation of ethical conduct as part of performance review

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	547	1964	n/a	n/a
	Percent	n/a	26.7%	38.8%	n/a	n/a
No	Count	n/a	1047	2275	n/a	n/a
	Percent	n/a	51.2%	44.9%	n/a	n/a
Don't Know	Count	n/a	451	825	n/a	n/a
	Percent	n/a	22.1%	16.3%	n/a	n/a
Total	Count	n/a	2045	5064	n/a	n/a
	Percent	n/a	100.0%	100.0%	n/a	n/a

H. Formal disciplinary process for violation of policies

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	1249	2949	4008	942
	Percent	n/a	61.1%	58.2%	70.9%	66.5%
No	Count	n/a	448	1413	1219	311
	Percent	n/a	21.9%	27.9%	21.6%	21.9%
Don't Know	Count	n/a	347	702	422	163
	Percent	n/a	17.0%	13.9%	7.5%	11.5%
Total	Count	n/a	2045	5064	5649	1416
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

I. Other students you can turn to for help or advice (e.g., RAs, student organization leaders)

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	n/a	n/a	4521	n/a
	Percent	n/a	n/a	n/a	80.0%	n/a
No	Count	n/a	n/a	n/a	813	n/a
	Percent	n/a	n/a	n/a	14.4%	n/a
Don't Know	Count	n/a	n/a	n/a	315	n/a
	Percent	n/a	n/a	n/a	5.6%	n/a
Total	Count	n/a	n/a	n/a	5649	n/a
	Percent	n/a	n/a	n/a	100.0%	n/a

ETHICAL ELEMENTS OF ORGANIZATIONAL CULTURE

Q3. Senior administrators are transparent about critical issues

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	1045	84	159	448	128
	Percent	8.1%	3.9%	3.2%	9.2%	10.4%
Agree	Count	4012	401	981	1692	397
	Percent	31.3%	18.5%	19.8%	34.6%	32.4%
Neither Agree nor Disagree	Count	3908	466	1298	1573	377
	Percent	30.5%	21.5%	26.2%	32.2%	30.7%
Disagree	Count	2504	631	1516	832	196
	Percent	19.5%	29.1%	30.6%	17.0%	16.0%
Strongly Disagree	Count	1357	587	1002	345	128
	Percent	10.6%	27.1%	20.2%	7.1%	10.5%
Don't know	Count	1817	131	277	798	196
	Percent	12.4%	5.7%	5.3%	14.0%	13.8%
Total	Count	14641	2299	5233	5689	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q4. Which of the following comes closest to your definition of "senior administrators"?

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Board of Trustees	Count	3735	315	1243	1594	269
	Percent	28.3%	14.2%	24.5%	31.8%	20.3%
President and VPs	Count	4634	1280	2599	1449	523
	Percent	35.1%	57.5%	51.3%	28.9%	39.5%
Chancellor of my campus	Count	729	151	190	313	32
	Percent	5.5%	6.8%	3.7%	6.2%	2.5%
Deans or department heads	Count	3612	424	822	1443	476
	Percent	27.3%	19.0%	16.2%	28.8%	36.0%
Other	Count	502	57	215	210	24
	Percent	3.8%	2.5%	4.2%	4.2%	1.8%
Don't know	Count	1428	72	164	681	98
	Percent	9.8%	3.1%	3.1%	12.0%	6.9%
Total	Count	14641	2299	5233	5689	1422
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q5. Talks about the importance of ethics

A. Senior administrators

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	2993	419	827	1183	296
	Percent	23.2%	22.1%	17.2%	23.9%	25.8%
Agree	Count	5559	809	2126	2118	512
	Percent	43.1%	42.8%	44.3%	42.8%	44.6%
Neither Agree nor Disagree	Count	2682	353	988	1060	215
	Percent	20.8%	18.7%	20.6%	21.4%	18.7%
Disagree	Count	1159	192	588	418	90
	Percent	9.0%	10.2%	12.3%	8.4%	7.8%
Strongly Disagree	Count	503	118	268	172	36
	Percent	3.9%	6.2%	5.6%	3.5%	3.1%
Don't know	Count	1272	120	204	509	190
	Percent	8.9%	5.9%	4.1%	9.2%	13.7%
N/A	Count	165	18	12	54	46
	Percent	1.2%	0.9%	0.2%	1.0%	3.3%
Total	Count	14332	2029	5012	5514	1384
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

B. The dean of my college/My professors and instructors/My faculty or (thesis/dissertation) advisor

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	n/a	384	n/a	1990	442
	Percent	n/a	21.6%	n/a	36.9%	39.5%
Agree	Count	n/a	680	n/a	2247	424
	Percent	n/a	38.2%	n/a	41.6%	37.9%
Neither Agree nor Disagree	Count	n/a	428	n/a	742	175
	Percent	n/a	24.1%	n/a	13.7%	15.6%
Disagree	Count	n/a	182	n/a	343	56
	Percent	n/a	10.2%	n/a	6.4%	5.0%
Strongly Disagree	Count	n/a	104	n/a	76	22
	Percent	n/a	5.9%	n/a	1.4%	2.0%
Don't know	Count	n/a	196	n/a	71	51
	Percent	n/a	9.7%	n/a	1.3%	3.7%
N/A	Count	n/a	54	n/a	46	212
	Percent	n/a	2.7%	n/a	0.8%	15.4%
Total	Count	n/a	2029	n/a	5514	1384
	Percent	n/a	100.0%	n/a	100.0%	100.0%

C. My department head/The person I report to/The person I work most closely with or report to

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	n/a	479	1415	n/a	415
	Percent	n/a	26.0%	28.7%	n/a	35.4%
Agree	Count	n/a	681	1911	n/a	437
	Percent	n/a	37.0%	38.8%	n/a	37.3%
Neither Agree nor Disagree	Count	n/a	388	898	n/a	231
	Percent	n/a	21.1%	18.2%	n/a	19.7%
Disagree	Count	n/a	179	487	n/a	75
	Percent	n/a	9.7%	9.9%	n/a	6.4%
Strongly Disagree	Count	n/a	113	217	n/a	16
	Percent	n/a	6.1%	4.4%	n/a	1.4%
Don't know	Count	n/a	115	48	n/a	37
	Percent	n/a	5.7%	1.0%	n/a	2.7%
N/A	Count	n/a	75	35	n/a	173
	Percent	n/a	3.7%	0.7%	n/a	12.5%
Total	Count	n/a	2029	5012	n/a	1384
	Percent	n/a	100.0%	100.0%	n/a	100.0%

D. My colleagues/My (coworkers/peers)/My fellow students/My fellow graduate students

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	n/a	546	1194	692	301
	Percent	n/a	27.8%	24.2%	13.1%	23.9%
Agree	Count	n/a	868	2232	1673	525
	Percent	n/a	44.2%	45.3%	31.5%	41.8%
Neither Agree nor Disagree	Count	n/a	338	978	1705	297
	Percent	n/a	17.2%	19.8%	32.1%	23.6%
Disagree	Count	n/a	148	396	949	111
	Percent	n/a	7.6%	8.0%	17.9%	8.8%
Strongly Disagree	Count	n/a	65	127	286	23
	Percent	n/a	3.3%	2.6%	5.4%	1.8%
Don't know	Count	n/a	43	55	150	70
	Percent	n/a	2.1%	1.1%	2.7%	5.1%
N/A	Count	n/a	20	30	60	57
	Percent	n/a	1.0%	0.6%	1.1%	4.1%
Total	Count	n/a	2029	5012	5514	1384
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

Q6. Can be trusted to act with integrity and responsibility**A. Senior administrators**

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	3299	185	543	1481	282
	Percent	24.1%	9.7%	11.4%	28.1%	21.4%
Agree	Count	4947	513	1516	1969	516
	Percent	36.2%	26.8%	31.8%	37.4%	39.2%
Neither Agree nor Disagree	Count	2642	472	1176	928	269
	Percent	19.3%	24.7%	24.7%	17.6%	20.4%
Disagree	Count	1842	437	1005	607	164
	Percent	13.5%	22.9%	21.1%	11.5%	12.4%
Strongly Disagree	Count	930	304	526	279	87
	Percent	6.8%	15.9%	11.0%	5.3%	6.6%
Don't know	Count	509	103	223	177	50
	Percent	3.6%	5.1%	4.5%	3.2%	3.6%
N/A	Count	44	2	2	16	10
	Percent	0.3%	0.1%	0.0%	0.3%	0.7%
Total	Count	14213	2016	4991	5459	1378
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

B. The dean of my college/My professors and instructors/My faculty or (thesis/dissertation) advisor

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	n/a	410	n/a	2273	596
	Percent	n/a	21.9%	n/a	42.1%	48.4%
Agree	Count	n/a	785	n/a	2510	541
	Percent	n/a	42.0%	n/a	46.5%	43.9%
Neither Agree nor Disagree	Count	n/a	355	n/a	467	69
	Percent	n/a	19.0%	n/a	8.6%	5.6%
Disagree	Count	n/a	187	n/a	110	18
	Percent	n/a	10.0%	n/a	2.0%	1.4%
Strongly Disagree	Count	n/a	130	n/a	42	9
	Percent	n/a	7.0%	n/a	0.8%	0.8%
Don't know	Count	n/a	117	n/a	48	18
	Percent	n/a	5.8%	n/a	0.9%	1.3%
N/A	Count	n/a	31	n/a	10	127
	Percent	n/a	1.5%	n/a	0.2%	9.2%
Total	Count	n/a	2016	n/a	5459	1378
	Percent	n/a	100.0%	n/a	100.0%	100.0%

C. My department head/The person I report to/The person I work most closely with or report to

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	n/a	638	1842	n/a	584
	Percent	n/a	33.6%	37.4%	n/a	46.4%
Agree	Count	n/a	766	2020	n/a	556
	Percent	n/a	40.3%	41.0%	n/a	44.2%
Neither Agree nor Disagree	Count	n/a	296	532	n/a	88
	Percent	n/a	15.5%	10.8%	n/a	7.0%
Disagree	Count	n/a	101	338	n/a	20
	Percent	n/a	5.3%	6.9%	n/a	1.6%
Strongly Disagree	Count	n/a	99	196	n/a	10
	Percent	n/a	5.2%	4.0%	n/a	0.8%
Don't know	Count	n/a	63	56	n/a	23
	Percent	n/a	3.1%	1.1%	n/a	1.7%
N/A	Count	n/a	53	5	n/a	96
	Percent	n/a	2.6%	0.1%	n/a	7.0%
Total	Count	n/a	2016	4991	n/a	1378
	Percent	n/a	100.0%	100.0%	n/a	100.0%

D. My colleagues/My (coworkers/peers)/My fellow students/My fellow graduate students

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	n/a	464	1283	824	370
	Percent	n/a	23.5%	26.2%	15.4%	27.8%
Agree	Count	n/a	969	2489	1985	652
	Percent	n/a	49.1%	50.8%	37.2%	49.1%
Neither Agree nor Disagree	Count	n/a	387	749	1565	241
	Percent	n/a	19.6%	15.3%	29.3%	18.1%
Disagree	Count	n/a	103	298	770	57
	Percent	n/a	5.2%	6.1%	14.4%	4.3%
Strongly Disagree	Count	n/a	53	80	198	10
	Percent	n/a	2.7%	1.6%	3.7%	0.8%
Don't know	Count	n/a	37	88	102	31
	Percent	n/a	1.8%	1.8%	1.9%	2.2%
N/A	Count	n/a	4	4	14	17
	Percent	n/a	0.2%	0.1%	0.3%	1.3%
Total	Count	n/a	2016	4991	5459	1378
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

Q7. Held accountable if caught violating University policy**A. Senior administrators**

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	4948	388	977	2182	393
	Percent	37.0%	21.1%	21.1%	42.1%	31.1%
Agree	Count	4213	587	1355	1595	477
	Percent	31.5%	32.0%	29.3%	30.8%	37.7%
Neither Agree nor Disagree	Count	1727	301	830	600	178
	Percent	12.9%	16.4%	17.9%	11.6%	14.1%
Disagree	Count	1636	372	939	537	142
	Percent	12.2%	20.3%	20.3%	10.4%	11.2%
Strongly Disagree	Count	851	187	531	272	74
	Percent	6.4%	10.2%	11.5%	5.3%	5.9%
Don't know	Count	703	165	337	219	97
	Percent	5.0%	8.2%	6.8%	4.1%	7.1%
N/A	Count	16	3	1	5	3
	Percent	0.1%	0.1%	0.0%	0.1%	0.2%
Total	Count	14093	2002	4971	5410	1364
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

B. The dean of my college/My professors and instructors/My faculty or (thesis/dissertation) advisor

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	n/a	463	n/a	2521	472
	Percent	n/a	25.5%	n/a	47.7%	39.3%
Agree	Count	n/a	788	n/a	2051	573
	Percent	n/a	43.4%	n/a	38.8%	47.8%
Neither Agree nor Disagree	Count	n/a	277	n/a	427	109
	Percent	n/a	15.2%	n/a	8.1%	9.1%
Disagree	Count	n/a	186	n/a	212	29
	Percent	n/a	10.3%	n/a	4.0%	2.4%
Strongly Disagree	Count	n/a	103	n/a	69	16
	Percent	n/a	5.7%	n/a	1.3%	1.3%
Don't know	Count	n/a	162	n/a	126	67
	Percent	n/a	8.1%	n/a	2.3%	4.9%
N/A	Count	n/a	23	n/a	4	98
	Percent	n/a	1.2%	n/a	0.1%	7.2%
Total	Count	n/a	2002	n/a	5410	1364
	Percent	n/a	100.0%	n/a	100.0%	100.0%

C. My department head/The person I report to/The person I work most closely with or report to

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	n/a	541	1544	n/a	489
	Percent	n/a	29.7%	32.4%	n/a	40.3%
Agree	Count	n/a	886	2076	n/a	587
	Percent	n/a	48.6%	43.5%	n/a	48.4%
Neither Agree nor Disagree	Count	n/a	194	594	n/a	96
	Percent	n/a	10.7%	12.4%	n/a	7.9%
Disagree	Count	n/a	128	385	n/a	29
	Percent	n/a	7.0%	8.1%	n/a	2.4%
Strongly Disagree	Count	n/a	74	174	n/a	13
	Percent	n/a	4.0%	3.7%	n/a	1.1%
Don't know	Count	n/a	132	193	n/a	61
	Percent	n/a	6.6%	3.9%	n/a	4.5%
N/A	Count	n/a	48	5	n/a	89
	Percent	n/a	2.4%	0.1%	n/a	6.5%
Total	Count	n/a	2002	4971	n/a	1364
	Percent	n/a	100.0%	100.0%	n/a	100.0%

D. My colleagues/My (coworkers/peers)/My fellow students/My fellow graduate students

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	n/a	689	2137	3074	626
	Percent	n/a	36.2%	44.1%	57.7%	47.9%
Agree	Count	n/a	878	1999	1715	556
	Percent	n/a	46.1%	41.2%	32.2%	42.5%
Neither Agree nor Disagree	Count	n/a	201	427	346	79
	Percent	n/a	10.5%	8.8%	6.5%	6.1%
Disagree	Count	n/a	96	215	149	33
	Percent	n/a	5.0%	4.4%	2.8%	2.5%
Strongly Disagree	Count	n/a	40	71	44	14
	Percent	n/a	2.1%	1.5%	0.8%	1.0%
Don't know	Count	n/a	96	117	71	44
	Percent	n/a	4.8%	2.4%	1.3%	3.3%
N/A	Count	n/a	3	5	10	13
	Percent	n/a	0.1%	0.1%	0.2%	0.9%
Total	Count	n/a	2002	4971	5409	1364
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

E. Graduate students

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	n/a	630	n/a	n/a	n/a
	Percent	n/a	35.3%	n/a	n/a	n/a
Agree	Count	n/a	881	n/a	n/a	n/a
	Percent	n/a	49.4%	n/a	n/a	n/a
Neither Agree nor Disagree	Count	n/a	194	n/a	n/a	n/a
	Percent	n/a	10.9%	n/a	n/a	n/a
Disagree	Count	n/a	62	n/a	n/a	n/a
	Percent	n/a	3.5%	n/a	n/a	n/a
Strongly Disagree	Count	n/a	18	n/a	n/a	n/a
	Percent	n/a	1.0%	n/a	n/a	n/a
Don't know	Count	n/a	118	n/a	n/a	n/a
	Percent	n/a	5.9%	n/a	n/a	n/a
N/A	Count	n/a	99	n/a	n/a	n/a
	Percent	n/a	5.0%	n/a	n/a	n/a
Total	Count	n/a	2002	n/a	n/a	n/a
	Percent	n/a	100.0%	n/a	n/a	n/a

F. Undergraduate students

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	n/a	554	n/a	n/a	n/a
	Percent	n/a	29.6%	n/a	n/a	n/a
Agree	Count	n/a	868	n/a	n/a	n/a
	Percent	n/a	46.3%	n/a	n/a	n/a
Neither Agree nor Disagree	Count	n/a	278	n/a	n/a	n/a
	Percent	n/a	14.8%	n/a	n/a	n/a
Disagree	Count	n/a	138	n/a	n/a	n/a
	Percent	n/a	7.4%	n/a	n/a	n/a
Strongly Disagree	Count	n/a	37	n/a	n/a	n/a
	Percent	n/a	2.0%	n/a	n/a	n/a
Don't know	Count	n/a	107	n/a	n/a	n/a
	Percent	n/a	5.3%	n/a	n/a	n/a
N/A	Count	n/a	20	n/a	n/a	n/a
	Percent	n/a	1.0%	n/a	n/a	n/a
Total	Count	n/a	2002	n/a	n/a	n/a
	Percent	n/a	100.0%	n/a	n/a	n/a

Q8. Role modeling ethical behavior**A. Senior administrators**

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	2627	154	415	1174	236
	Percent	20.5%	8.3%	8.9%	23.7%	20.3%
Agree	Count	3915	426	1235	1568	364
	Percent	30.5%	23.1%	26.3%	31.7%	31.4%
Neither Agree nor Disagree	Count	3657	590	1541	1366	312
	Percent	28.5%	31.9%	32.8%	27.6%	26.9%
Disagree	Count	1598	374	897	517	150
	Percent	12.4%	20.3%	19.1%	10.4%	13.0%
Strongly Disagree	Count	1046	303	604	321	99
	Percent	8.1%	16.4%	12.9%	6.5%	8.6%
Don't know	Count	1099	146	261	404	176
	Percent	7.8%	7.3%	5.3%	7.5%	13.0%
N/A	Count	72	3	5	28	17
	Percent	0.5%	0.1%	0.1%	0.5%	1.2%
Total	Count	14014	1996	4958	5378	1354
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

B. The dean of my college/My professors and instructors/My faculty or (thesis/dissertation) advisor

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	n/a	359	n/a	1982	511
	Percent	n/a	20.1%	n/a	37.4%	44.8%
Agree	Count	n/a	688	n/a	2536	487
	Percent	n/a	38.6%	n/a	47.8%	42.7%
Neither Agree nor Disagree	Count	n/a	484	n/a	648	112
	Percent	n/a	27.2%	n/a	12.2%	9.8%
Disagree	Count	n/a	154	n/a	98	21
	Percent	n/a	8.6%	n/a	1.8%	1.8%
Strongly Disagree	Count	n/a	97	n/a	41	10
	Percent	n/a	5.4%	n/a	0.8%	0.9%
Don't know	Count	n/a	181	n/a	65	56
	Percent	n/a	9.1%	n/a	1.2%	4.2%
N/A	Count	n/a	34	n/a	9	156
	Percent	n/a	1.7%	n/a	0.2%	11.5%
Total	Count	n/a	1996	n/a	5378	1354
	Percent	n/a	100.0%	n/a	100.0%	100.0%

C. My department head/The person I report to/The person I work most closely with or report to

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	n/a	573	1671	n/a	482
	Percent	n/a	31.0%	34.0%	n/a	40.9%
Agree	Count	n/a	724	1979	n/a	553
	Percent	n/a	39.2%	40.3%	n/a	46.9%
Neither Agree nor Disagree	Count	n/a	350	763	n/a	121
	Percent	n/a	18.9%	15.5%	n/a	10.2%
Disagree	Count	n/a	126	296	n/a	15
	Percent	n/a	6.8%	6.0%	n/a	1.3%
Strongly Disagree	Count	n/a	73	204	n/a	9
	Percent	n/a	3.9%	4.2%	n/a	0.8%
Don't know	Count	n/a	90	39	n/a	47
	Percent	n/a	4.5%	0.8%	n/a	3.5%
N/A	Count	n/a	59	7	n/a	127
	Percent	n/a	3.0%	0.1%	n/a	9.4%
Total	Count	n/a	1996	4958	n/a	1354
	Percent	n/a	100.0%	100.0%	n/a	100.0%

D. My colleagues/My (coworkers/peers)/My fellow students/My fellow graduate students

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	n/a	403	1067	608	297
	Percent	n/a	20.7%	21.8%	11.6%	23.5%
Agree	Count	n/a	903	2400	1642	586
	Percent	n/a	46.4%	48.9%	31.3%	46.3%
Neither Agree nor Disagree	Count	n/a	496	1091	1953	310
	Percent	n/a	25.5%	22.2%	37.3%	24.5%
Disagree	Count	n/a	110	275	784	63
	Percent	n/a	5.6%	5.6%	14.9%	5.0%
Strongly Disagree	Count	n/a	36	71	256	10
	Percent	n/a	1.8%	1.5%	4.9%	0.8%
Don't know	Count	n/a	46	44	112	58
	Percent	n/a	2.3%	0.9%	2.1%	4.3%
N/A	Count	n/a	2	9	24	30
	Percent	n/a	0.1%	0.2%	0.5%	2.2%
Total	Count	n/a	1996	4958	5378	1354
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

Q9. Support [faculty/staff/undergraduate students/graduate students] in following University policy**A. Senior administrators**

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	3671	226	610	1650	291
	Percent	29.3%	13.1%	13.5%	33.9%	25.6%
Agree	Count	5096	711	1810	1987	459
	Percent	40.6%	41.0%	40.1%	40.8%	40.4%
Neither Agree nor Disagree	Count	2634	479	1351	877	295
	Percent	21.0%	27.6%	30.0%	18.0%	26.0%
Disagree	Count	713	180	482	219	57
	Percent	5.7%	10.4%	10.7%	4.5%	5.1%
Strongly Disagree	Count	428	136	256	133	33
	Percent	3.4%	7.9%	5.7%	2.7%	2.9%
Don't know	Count	1264	233	416	435	187
	Percent	9.1%	11.8%	8.4%	8.2%	14.0%
N/A	Count	104	15	12	37	18
	Percent	0.7%	0.8%	0.3%	0.7%	1.3%
Total	Count	13909	1982	4938	5338	1339
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

B. The dean of my college/My professors and instructors/My faculty or (thesis/dissertation) advisor

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	n/a	410	n/a	2320	489
	Percent	n/a	23.3%	n/a	44.3%	43.0%
Agree	Count	n/a	838	n/a	2382	530
	Percent	n/a	47.7%	n/a	45.5%	46.6%
Neither Agree nor Disagree	Count	n/a	347	n/a	450	97
	Percent	n/a	19.7%	n/a	8.6%	8.6%
Disagree	Count	n/a	87	n/a	55	16
	Percent	n/a	5.0%	n/a	1.1%	1.4%
Strongly Disagree	Count	n/a	75	n/a	24	4
	Percent	n/a	4.3%	n/a	0.5%	0.3%
Don't know	Count	n/a	192	n/a	86	47
	Percent	n/a	9.7%	n/a	1.6%	3.5%
N/A	Count	n/a	34	n/a	21	157
	Percent	n/a	1.7%	n/a	0.4%	11.7%
Total	Count	n/a	1982	n/a	5338	1339
	Percent	n/a	100.0%	n/a	100.0%	100.0%

C. My department head/The person I report to/The person I work most closely with or report to

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	n/a	571	1676	n/a	475
	Percent	n/a	31.2%	34.3%	n/a	40.7%
Agree	Count	n/a	885	2351	n/a	550
	Percent	n/a	48.3%	48.2%	n/a	47.2%
Neither Agree nor Disagree	Count	n/a	249	577	n/a	122
	Percent	n/a	13.6%	11.8%	n/a	10.5%
Disagree	Count	n/a	74	183	n/a	14
	Percent	n/a	4.1%	3.8%	n/a	1.2%
Strongly Disagree	Count	n/a	51	91	n/a	5
	Percent	n/a	2.8%	1.9%	n/a	0.5%
Don't know	Count	n/a	91	53	n/a	47
	Percent	n/a	4.6%	1.1%	n/a	3.5%
N/A	Count	n/a	60	7	n/a	125
	Percent	n/a	3.0%	0.1%	n/a	9.3%
Total	Count	n/a	1982	4938	n/a	1339
	Percent	n/a	100.0%	100.0%	n/a	100.0%

D. My colleagues/My (coworkers/peers)/My fellow students/My fellow graduate students

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	n/a	446	1245	987	341
	Percent	n/a	23.7%	25.8%	19.3%	27.9%
Agree	Count	n/a	930	2471	1869	552
	Percent	n/a	49.5%	51.1%	36.5%	45.1%
Neither Agree nor Disagree	Count	n/a	406	896	1659	280
	Percent	n/a	21.6%	18.5%	32.4%	22.9%
Disagree	Count	n/a	72	176	477	44
	Percent	n/a	3.9%	3.6%	9.3%	3.6%
Strongly Disagree	Count	n/a	23	44	123	6
	Percent	n/a	1.2%	0.9%	2.4%	0.5%
Don't know	Count	n/a	80	84	143	73
	Percent	n/a	4.0%	1.7%	2.7%	5.5%
N/A	Count	n/a	24	22	80	43
	Percent	n/a	1.2%	0.4%	1.5%	3.2%
Total	Count	n/a	1982	4938	5338	1339
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

Q10. Academic integrity

A. (Students/graduate students) practice academic integrity in the classroom.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	n/a	112	n/a	1174	491
	Percent	n/a	6.2%	n/a	22.6%	38.2%
Agree	Count	n/a	779	n/a	2551	637
	Percent	n/a	43.0%	n/a	49.1%	49.6%
Neither Agree nor Disagree	Count	n/a	522	n/a	938	121
	Percent	n/a	28.8%	n/a	18.1%	9.4%
Disagree	Count	n/a	312	n/a	445	27
	Percent	n/a	17.2%	n/a	8.6%	2.1%
Strongly Disagree	Count	n/a	88	n/a	84	8
	Percent	n/a	4.9%	n/a	1.6%	0.6%
Don't know	Count	n/a	113	n/a	125	49
	Percent	n/a	5.7%	n/a	2.3%	3.7%
N/A	Count	n/a	48	n/a	n/a	n/a
	Percent	n/a	2.4%	n/a	n/a	n/a
Total	Count	n/a	1974	n/a	5316	1334
	Percent	n/a	100.0%	n/a	100.0%	100.0%

B. Faculty make clear the academic integrity standards in their courses.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	n/a	555	n/a	3198	701
	Percent	n/a	31.0%	n/a	60.4%	52.9%
Agree	Count	n/a	979	n/a	1795	541
	Percent	n/a	54.7%	n/a	33.9%	40.8%
Neither Agree nor Disagree	Count	n/a	189	n/a	218	57
	Percent	n/a	10.5%	n/a	4.1%	4.3%
Disagree	Count	n/a	58	n/a	58	25
	Percent	n/a	3.2%	n/a	1.1%	1.9%
Strongly Disagree	Count	n/a	11	n/a	25	2
	Percent	n/a	0.6%	n/a	0.5%	0.2%
Don't know	Count	n/a	141	n/a	23	8
	Percent	n/a	7.1%	n/a	0.4%	0.6%
N/A	Count	n/a	41	n/a	n/a	n/a
	Percent	n/a	2.1%	n/a	n/a	n/a
Total	Count	n/a	1974	n/a	5316	1334
	Percent	n/a	100.0%	n/a	100.0%	100.0%

C. (I incorporate ethics into/I learn about ethics as part of) my classroom curriculum.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	n/a	758	n/a	1764	512
	Percent	n/a	44.0%	n/a	33.6%	38.9%
Agree	Count	n/a	716	n/a	1888	471
	Percent	n/a	41.5%	n/a	36.0%	35.9%
Neither Agree nor Disagree	Count	n/a	166	n/a	918	172
	Percent	n/a	9.6%	n/a	17.5%	13.1%
Disagree	Count	n/a	80	n/a	559	134
	Percent	n/a	4.6%	n/a	10.6%	10.2%
Strongly Disagree	Count	n/a	6	n/a	118	25
	Percent	n/a	0.3%	n/a	2.3%	1.9%
Don't know	Count	n/a	8	n/a	68	19
	Percent	n/a	0.4%	n/a	1.3%	1.4%
N/A	Count	n/a	240	n/a	n/a	n/a
	Percent	n/a	12.1%	n/a	n/a	n/a
Total	Count	n/a	1974	n/a	5316	1334
	Percent	n/a	100.0%	n/a	100.0%	100.0%

Q11a. (Faculty/employees/undergraduates/graduate students) have enough input into the decisions that impact Penn State.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	n/a	43	69	459	79
	Percent	n/a	2.3%	1.4%	9.2%	6.6%
Agree	Count	n/a	278	547	1428	262
	Percent	n/a	15.0%	11.5%	28.5%	21.8%
Neither Agree nor Disagree	Count	n/a	363	1005	1190	358
	Percent	n/a	19.7%	21.1%	23.8%	29.8%
Disagree	Count	n/a	631	1988	1385	346
	Percent	n/a	34.2%	41.7%	27.7%	28.9%
Strongly Disagree	Count	n/a	533	1159	539	155
	Percent	n/a	28.8%	24.3%	10.8%	12.9%
Don't know	Count	n/a	124	162	300	133
	Percent	n/a	6.3%	3.3%	5.7%	10.0%
Total	Count	n/a	1973	4930	5300	1332
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

Q11b. Penn State cares about its (faculty/employees/undergraduates/graduate students).

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	n/a	106	360	1521	230
	Percent	n/a	5.5%	7.4%	29.1%	17.7%
Agree	Count	n/a	771	1913	2578	657
	Percent	n/a	40.2%	39.5%	49.3%	50.4%
Neither Agree nor Disagree	Count	n/a	532	1294	667	265
	Percent	n/a	27.7%	26.7%	12.8%	20.4%
Disagree	Count	n/a	336	879	322	109
	Percent	n/a	17.5%	18.1%	6.2%	8.4%
Strongly Disagree	Count	n/a	175	398	137	41
	Percent	n/a	9.1%	8.2%	2.6%	3.2%
Don't know	Count	n/a	51	77	53	28
	Percent	n/a	2.6%	1.6%	1.0%	2.1%
Total	Count	n/a	1971	4921	5279	1331
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

Q12. At Penn State, (faculty/employees/undergraduate students/graduate students) can question the decisions or conduct of senior administrators without fear of retaliation.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	n/a	44	95	485	79
	Percent	n/a	2.6%	2.1%	10.8%	7.6%
Agree	Count	n/a	327	586	1309	279
	Percent	n/a	19.6%	13.2%	29.2%	26.9%
Neither Agree nor Disagree	Count	n/a	434	1167	1219	322
	Percent	n/a	26.0%	26.2%	27.2%	31.0%
Disagree	Count	n/a	507	1572	1019	228
	Percent	n/a	30.4%	35.3%	22.7%	21.9%
Strongly Disagree	Count	n/a	358	1038	451	130
	Percent	n/a	21.4%	23.3%	10.1%	12.6%
Don't know	Count	n/a	300	450	785	291
	Percent	n/a	15.2%	9.2%	14.9%	21.9%
Total	Count	n/a	1969	4909	5267	1330
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

Q13. Penn State does not retaliate against (faculty/employees/undergraduate students/graduate students) who report wrongdoing or violations of University policies.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	n/a	81	219	742	114
	Percent	n/a	6.3%	5.7%	19.6%	15.7%
Agree	Count	n/a	364	924	1591	270
	Percent	n/a	28.4%	24.2%	42.0%	37.1%
Neither Agree nor Disagree	Count	n/a	467	1525	1011	245
	Percent	n/a	36.6%	40.0%	26.7%	33.7%
Disagree	Count	n/a	216	761	336	76
	Percent	n/a	16.9%	20.0%	8.9%	10.5%
Strongly Disagree	Count	n/a	150	387	110	21
	Percent	n/a	11.8%	10.1%	2.9%	2.9%
Don't know	Count	n/a	688	1088	1451	596
	Percent	n/a	35.0%	22.2%	27.7%	45.0%
Total	Count	n/a	1966	4903	5242	1323
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

Q14. (Faculty members/Employees) who violate University policies to do their job still get rewarded with promotions or raises.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	n/a	102	325	n/a	n/a
	Percent	n/a	8.9%	9.1%	n/a	n/a
Agree	Count	n/a	336	1271	n/a	n/a
	Percent	n/a	29.3%	35.5%	n/a	n/a
Neither Agree nor Disagree	Count	n/a	403	1243	n/a	n/a
	Percent	n/a	35.2%	34.7%	n/a	n/a
Disagree	Count	n/a	221	580	n/a	n/a
	Percent	n/a	19.3%	16.2%	n/a	n/a
Strongly Disagree	Count	n/a	82	157	n/a	n/a
	Percent	n/a	7.2%	4.4%	n/a	n/a
Don't know	Count	n/a	820	1324	n/a	n/a
	Percent	n/a	41.7%	27.0%	n/a	n/a
Total	Count	n/a	1963	4901	n/a	n/a
	Percent	n/a	100.0%	100.0%	n/a	n/a

Q15. (My department head/The person I report to) follows University policies and procedures in our daily work.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	n/a	573	1728	n/a	n/a
	Percent	n/a	33.7%	36.2%	n/a	n/a
Agree	Count	n/a	843	2244	n/a	n/a
	Percent	n/a	49.4%	47.0%	n/a	n/a
Neither Agree nor Disagree	Count	n/a	185	486	n/a	n/a
	Percent	n/a	10.8%	10.2%	n/a	n/a
Disagree	Count	n/a	74	221	n/a	n/a
	Percent	n/a	4.3%	4.6%	n/a	n/a
Strongly Disagree	Count	n/a	29	95	n/a	n/a
	Percent	n/a	1.7%	2.0%	n/a	n/a
Don't know	Count	n/a	257	121	n/a	n/a
	Percent	n/a	13.1%	2.5%	n/a	n/a
Total	Count	n/a	1961	4896	n/a	n/a
	Percent	n/a	100.0%	100.0%	n/a	n/a

COLLECTIVE IDENTITY

Q16. Fit in with the Penn State community

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	4095	412	1005	1807	281
	Percent	30.6%	18.9%	20.1%	35.1%	21.8%
Agree	Count	5999	1051	2582	2215	597
	Percent	44.8%	48.2%	51.7%	43.0%	46.4%
Neither Agree nor Disagree	Count	1896	405	934	623	247
	Percent	14.2%	18.6%	18.7%	12.1%	19.2%
Disagree	Count	1053	235	382	377	125
	Percent	7.9%	10.8%	7.6%	7.3%	9.7%
Strongly Disagree	Count	337	79	93	127	37
	Percent	2.5%	3.6%	1.9%	2.5%	2.9%
Don't know	Count	137	16	35	47	29
	Percent	1.0%	0.7%	0.7%	0.9%	2.2%
Total	Count	13518	2197	5031	5196	1316
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q17. Community does good things for society

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	6181	774	1898	2618	428
	Percent	46.8%	35.8%	38.0%	51.4%	35.1%
Agree	Count	5861	1129	2734	2089	602
	Percent	44.4%	52.3%	54.7%	41.0%	49.4%
Neither Agree nor Disagree	Count	951	216	311	321	151
	Percent	7.2%	10.0%	6.2%	6.3%	12.4%
Disagree	Count	148	32	44	48	28
	Percent	1.1%	1.5%	0.9%	0.9%	2.3%
Strongly Disagree	Count	56	8	12	21	10
	Percent	0.4%	0.4%	0.2%	0.4%	0.8%
Don't know	Count	321	38	34	99	99
	Percent	2.4%	1.7%	0.7%	1.9%	7.5%
Total	Count	13518	2197	5031	5196	1316
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q18. People outside view my association with community positively

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	4166	522	1014	1788	328
	Percent	31.9%	24.5%	21.0%	35.5%	26.2%
Agree	Count	6139	1076	2527	2301	591
	Percent	47.0%	50.5%	52.4%	45.6%	47.2%
Neither Agree nor Disagree	Count	2031	355	954	711	239
	Percent	15.5%	16.7%	19.8%	14.1%	19.1%
Disagree	Count	604	140	274	199	80
	Percent	4.6%	6.6%	5.7%	3.9%	6.4%
Strongly Disagree	Count	131	38	52	44	15
	Percent	1.0%	1.8%	1.1%	0.9%	1.2%
Don't know	Count	448	66	210	153	63
	Percent	3.3%	3.0%	4.2%	2.9%	4.8%
Total	Count	13518	2197	5031	5196	1316
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q19. Proud to be a member of community

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	6993	721	1862	3050	486
	Percent	52.0%	32.9%	37.1%	59.0%	37.2%
Agree	Count	4409	849	2161	1513	512
	Percent	32.8%	38.8%	43.1%	29.3%	39.2%
Neither Agree nor Disagree	Count	1576	430	780	470	245
	Percent	11.7%	19.6%	15.6%	9.1%	18.7%
Disagree	Count	321	128	151	89	47
	Percent	2.4%	5.9%	3.0%	1.7%	3.6%
Strongly Disagree	Count	151	60	58	48	17
	Percent	1.1%	2.7%	1.2%	0.9%	1.3%
Don't know	Count	68	10	20	26	9
	Percent	0.5%	0.5%	0.4%	0.5%	0.7%
Total	Count	13518	2197	5031	5196	1316
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q20. Important part of my identity

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	5157	504	1234	2310	314
	Percent	38.3%	23.0%	24.6%	44.7%	24.0%
Agree	Count	3870	673	1650	1442	372
	Percent	28.8%	30.7%	33.0%	27.9%	28.4%
Neither Agree nor Disagree	Count	2444	481	1207	821	305
	Percent	18.2%	21.9%	24.1%	15.9%	23.4%
Disagree	Count	1294	361	667	383	195
	Percent	9.6%	16.5%	13.3%	7.4%	14.9%
Strongly Disagree	Count	686	174	250	215	121
	Percent	5.1%	7.9%	5.0%	4.2%	9.3%
Don't know	Count	66	4	24	25	9
	Percent	0.5%	0.2%	0.5%	0.5%	0.7%
Total	Count	13518	2197	5031	5196	1316
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q21. Frequently display my affiliation with community

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	5208	344	1300	2389	276
	Percent	38.7%	15.7%	25.9%	46.2%	21.2%
Agree	Count	3547	484	1632	1367	285
	Percent	26.4%	22.1%	32.5%	26.4%	21.8%
Neither Agree nor Disagree	Count	1616	337	713	565	185
	Percent	12.0%	15.4%	14.2%	10.9%	14.2%
Disagree	Count	1761	518	934	500	280
	Percent	13.1%	23.7%	18.6%	9.7%	21.5%
Strongly Disagree	Count	1319	507	439	350	277
	Percent	9.8%	23.1%	8.8%	6.8%	21.3%
Don't know	Count	67	7	14	24	13
	Percent	0.5%	0.3%	0.3%	0.5%	1.0%
Total	Count	13518	2197	5031	5196	1316
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q22. When a Penn State group wins, I say “we” rather than “they,” even if I wasn’t personally involved

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	5508	415	1316	2508	320
	Percent	41.5%	19.3%	26.6%	49.2%	24.9%
Agree	Count	3867	726	1829	1394	372
	Percent	29.2%	33.8%	37.0%	27.3%	29.0%
Neither Agree nor Disagree	Count	1655	359	840	548	201
	Percent	12.5%	16.7%	17.0%	10.7%	15.7%
Disagree	Count	1284	338	629	374	219
	Percent	9.7%	15.7%	12.7%	7.3%	17.1%
Strongly Disagree	Count	942	313	335	276	170
	Percent	7.1%	14.5%	6.8%	5.4%	13.3%
Don't know	Count	262	47	82	97	35
	Percent	1.9%	2.1%	1.6%	1.9%	2.7%
Total	Count	13518	2197	5031	5196	1316
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q23. Take negative press about Penn State personally

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	2870	233	584	1315	176
	Percent	21.4%	10.7%	11.7%	25.6%	13.4%
Agree	Count	4843	759	2063	1851	424
	Percent	36.2%	34.7%	41.2%	36.1%	32.5%
Neither Agree nor Disagree	Count	2508	478	1082	908	262
	Percent	18.7%	21.9%	21.6%	17.7%	20.0%
Disagree	Count	2314	529	1008	769	312
	Percent	17.3%	24.2%	20.1%	15.0%	23.9%
Strongly Disagree	Count	850	187	270	291	133
	Percent	6.3%	8.6%	5.4%	5.7%	10.2%
Don't know	Count	94	9	17	42	7
	Percent	0.7%	0.4%	0.3%	0.8%	0.6%
Total	Count	13478	2195	5024	5177	1315
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q24. Most of my friends are members of this community

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	1929	96	310	928	96
	Percent	14.4%	4.4%	6.2%	18.1%	7.4%
Agree	Count	4313	601	1683	1764	270
	Percent	32.3%	27.6%	33.7%	34.4%	20.7%
Neither Agree nor Disagree	Count	2678	467	1137	1008	242
	Percent	20.0%	21.4%	22.7%	19.6%	18.6%
Disagree	Count	3355	801	1622	1079	451
	Percent	25.1%	36.7%	32.4%	21.0%	34.6%
Strongly Disagree	Count	1096	217	248	352	245
	Percent	8.2%	9.9%	5.0%	6.9%	18.8%
Don't know	Count	107	13	23	45	11
	Percent	0.8%	0.6%	0.5%	0.9%	0.8%
Total	Count	13478	2195	5024	5177	1315
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q25. Frequently follow/attend Penn State athletic events

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	2745	167	708	1278	116
	Percent	20.4%	7.6%	14.1%	24.8%	8.8%
Agree	Count	3774	520	1775	1460	281
	Percent	28.1%	23.7%	35.4%	28.3%	21.5%
Neither Agree nor Disagree	Count	2043	375	768	765	212
	Percent	15.2%	17.1%	15.3%	14.8%	16.2%
Disagree	Count	2910	596	1204	1028	344
	Percent	21.7%	27.2%	24.0%	19.9%	26.3%
Strongly Disagree	Count	1961	535	564	625	357
	Percent	14.6%	24.4%	11.2%	12.1%	27.3%
Don't know	Count	45	2	5	20	5
	Percent	0.3%	0.1%	0.1%	0.4%	0.4%
Total	Count	13478	2195	5024	5177	1315
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q26. Frequently attend cultural events

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	1251	120	271	575	63
	Percent	9.3%	5.5%	5.4%	11.2%	4.9%
Agree	Count	3388	710	1425	1284	252
	Percent	25.3%	32.4%	28.4%	25.0%	19.3%
Neither Agree nor Disagree	Count	3345	626	1334	1289	265
	Percent	25.0%	28.5%	26.6%	25.1%	20.3%
Disagree	Count	3961	550	1621	1483	439
	Percent	29.6%	25.1%	32.3%	28.9%	33.7%
Strongly Disagree	Count	1437	187	361	501	285
	Percent	10.7%	8.5%	7.2%	9.8%	21.8%
Don't know	Count	95	2	12	44	9
	Percent	0.7%	0.1%	0.2%	0.9%	0.7%
Total	Count	13477	2195	5024	5177	1314
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q27. Frequently attend other events

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	1654	87	248	811	62
	Percent	12.4%	4.0%	5.0%	15.8%	4.8%
Agree	Count	4617	728	1626	1908	279
	Percent	34.6%	33.4%	32.6%	37.2%	21.4%
Neither Agree nor Disagree	Count	3231	662	1374	1181	309
	Percent	24.2%	30.4%	27.5%	23.1%	23.7%
Disagree	Count	2692	500	1423	858	392
	Percent	20.2%	22.9%	28.5%	16.7%	30.1%
Strongly Disagree	Count	1158	203	318	366	261
	Percent	8.7%	9.3%	6.4%	7.1%	20.1%
Don't know	Count	126	16	34	52	11
	Percent	0.9%	0.7%	0.7%	1.0%	0.9%
Total	Count	13478	2195	5024	5177	1315
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q28. Personal values align with community

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	2655	193	506	1223	172
	Percent	21.0%	9.6%	10.7%	25.0%	14.9%
Agree	Count	5296	766	1873	2109	467
	Percent	42.0%	38.1%	39.5%	43.0%	40.3%
Neither Agree nor Disagree	Count	3497	684	1754	1216	366
	Percent	27.7%	34.0%	37.0%	24.8%	31.6%
Disagree	Count	759	227	415	231	92
	Percent	6.0%	11.3%	8.8%	4.7%	7.9%
Strongly Disagree	Count	412	141	189	121	61
	Percent	3.3%	7.0%	4.0%	2.5%	5.3%
Don't know	Count	858	185	287	277	157
	Percent	6.4%	8.4%	5.7%	5.4%	12.0%
Total	Count	13478	2195	5024	5177	1315
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q29. Activity engaged in when feeling most connected to community

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Teaching	Count	n/a	974	n/a	n/a	n/a
	Percent	n/a	50.7%	n/a	n/a	n/a
Conducting research	Count	n/a	253	n/a	n/a	n/a
	Percent	n/a	13.2%	n/a	n/a	n/a
Engaging in service activities	Count	n/a	88	n/a	235	31
	Percent	n/a	4.6%	n/a	4.7%	2.4%
Engaging in collaborative efforts across departments, colleges, or units	Count	n/a	248	n/a	n/a	n/a
	Percent	n/a	12.9%	n/a	n/a	n/a
Attending or following Penn State athletic events	Count	n/a	101	n/a	1232	173
	Percent	n/a	5.3%	n/a	24.6%	13.7%
Attending Penn State cultural events	Count	n/a	39	n/a	n/a	28
	Percent	n/a	2.0%	n/a	n/a	2.2%
Socializing with [colleagues/ coworkers] and peers	Count	n/a	77	522	n/a	n/a
	Percent	n/a	4.0%	11.2%	n/a	n/a
Taking part in campus traditions	Count	n/a	34	n/a	362	29
	Percent	n/a	1.8%	n/a	7.2%	2.3%
Engaging in tasks specifically related to my job	Count	n/a	n/a	2352	n/a	n/a
	Percent	n/a	n/a	50.2%	n/a	n/a
Engaging in activities outside the scope of my job (e.g. service, attending cultural events)	Count	n/a	n/a	722	n/a	n/a
	Percent	n/a	n/a	15.4%	n/a	n/a
Talking about Penn State to individuals external to the University community	Count	n/a	n/a	730	n/a	n/a
	Percent	n/a	n/a	15.6%	n/a	n/a
Engaging in intellectual activity (e.g., classroom time, research)	Count	n/a	n/a	n/a	1339	748
	Percent	n/a	n/a	n/a	26.7%	59.2%
Engaging in Greek life	Count	n/a	n/a	n/a	138	n/a
	Percent	n/a	n/a	n/a	2.8%	n/a
Engaging in [other] student organizations or activities	Count	n/a	n/a	n/a	891	63
	Percent	n/a	n/a	n/a	17.8%	5.0%
Socializing with friends	Count	n/a	n/a	n/a	476	69
	Percent	n/a	n/a	n/a	9.5%	5.5%
Other	Count	n/a	27	131	84	9
	Percent	n/a	1.4%	2.8%	1.7%	0.7%
I don't feel connected to the Penn State community	Count	n/a	79	225	259	114
	Percent	n/a	4.1%	4.8%	5.2%	9.0%
Don't know	Count	n/a	26	179	104	40
	Percent	n/a	1.3%	3.7%	2.0%	3.1%
Total	Count	n/a	1945	4861	5121	1305
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

Q30. Most rely on to learn what success is at Penn State

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
A [colleague/(coworker/peer)]	Count	n/a	600	851	n/a	n/a
	Percent	n/a	31.8%	18.2%	n/a	n/a
A faculty mentor	Count	n/a	388	n/a	n/a	n/a
	Percent	n/a	20.6%	n/a	n/a	n/a
My [department/unit] head	Count	n/a	328	385	n/a	n/a
	Percent	n/a	17.4%	8.3%	n/a	n/a
The dean of my college	Count	n/a	50	n/a	n/a	n/a
	Percent	n/a	2.7%	n/a	n/a	n/a
A member of the administration	Count	n/a	56	n/a	n/a	n/a
	Percent	n/a	3.0%	n/a	n/a	n/a
The person I report to	Count	n/a	n/a	1489	n/a	n/a
	Percent	n/a	n/a	31.9%	n/a	n/a
A mentor (someone other than a coworker, the person I report to, or the head of my department/unit)	Count	n/a	n/a	531	n/a	n/a
	Percent	n/a	n/a	11.4%	n/a	n/a
My union representative(s)	Count	n/a	n/a	24	n/a	n/a
	Percent	n/a	n/a	0.5%	n/a	n/a
A fellow student or friend	Count	n/a	n/a	n/a	1254	266
	Percent	n/a	n/a	n/a	25.2%	21.0%
A student leader	Count	n/a	n/a	n/a	244	n/a
	Percent	n/a	n/a	n/a	4.9%	n/a
A professor or instructor	Count	n/a	n/a	n/a	1933	n/a
	Percent	n/a	n/a	n/a	38.8%	n/a
A resident assistant (RA)	Count	n/a	n/a	n/a	62	n/a
	Percent	n/a	n/a	n/a	1.2%	n/a
Another University staff member	Count	n/a	n/a	n/a	374	34
	Percent	n/a	n/a	n/a	7.5%	2.7%
My faculty or thesis/dissertation advisor	Count	n/a	n/a	n/a	n/a	524
	Percent	n/a	n/a	n/a	n/a	41.3%
The person I work most closely with or report to	Count	n/a	n/a	n/a	n/a	84
	Percent	n/a	n/a	n/a	n/a	6.6%
Another professor/instructor	Count	n/a	n/a	n/a	n/a	103
	Percent	n/a	n/a	n/a	n/a	8.1%
Other	Count	n/a	96	296	318	53
	Percent	n/a	5.1%	6.3%	6.4%	4.2%
No one	Count	n/a	365	1094	795	204
	Percent	n/a	19.4%	23.4%	16.0%	16.1%
Don't know	Count	n/a	60	187	137	36
	Percent	n/a	3.1%	3.8%	2.7%	2.8%
Total	Count	n/a	1943	4857	5117	1304
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

Q31. Feel pressure to fit in within community

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	605	68	122	276	32
	Percent	4.6%	3.1%	2.5%	5.4%	2.5%
Agree	Count	2066	316	545	870	155
	Percent	15.6%	14.7%	11.0%	17.2%	12.0%
Neither Agree nor Disagree	Count	3351	694	1481	1224	303
	Percent	25.4%	32.3%	29.8%	24.2%	23.5%
Disagree	Count	4931	782	2054	1818	544
	Percent	37.3%	36.4%	41.4%	35.9%	42.1%
Strongly Disagree	Count	2260	291	765	877	257
	Percent	17.1%	13.6%	15.4%	17.3%	19.9%
Don't know	Count	190	39	39	78	17
	Percent	1.4%	1.8%	0.8%	1.5%	1.3%
Total	Count	13401	2189	5007	5143	1308
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q32. Have been able to stay true to own values while at Penn State

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	5792	834	1773	2290	613
	Percent	43.6%	38.3%	35.6%	44.9%	47.2%
Agree	Count	6189	1070	2560	2330	581
	Percent	46.5%	49.1%	51.3%	45.7%	44.7%
Neither Agree nor Disagree	Count	877	154	383	327	80
	Percent	6.6%	7.1%	7.7%	6.4%	6.2%
Disagree	Count	329	93	228	105	21
	Percent	2.5%	4.3%	4.6%	2.1%	1.6%
Strongly Disagree	Count	112	28	43	44	5
	Percent	0.8%	1.3%	0.9%	0.9%	0.4%
Don't know	Count	80	9	16	35	7
	Percent	0.6%	0.4%	0.3%	0.7%	0.5%
Total	Count	13378	2188	5004	5132	1307
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

PRESSURE

Q33. How much do each of the following cause you to feel pressure?

A. Keeping my job

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very much	Count	n/a	560	1258	n/a	356
	Percent	n/a	29.6%	26.3%	n/a	31.6%
Somewhat	Count	n/a	586	1643	n/a	381
	Percent	n/a	31.0%	34.3%	n/a	33.8%
Not very much	Count	n/a	402	1061	n/a	235
	Percent	n/a	21.2%	22.2%	n/a	20.8%
Not at all	Count	n/a	342	822	n/a	155
	Percent	n/a	18.1%	17.2%	n/a	13.8%
Don't Know	Count	n/a	10	23	n/a	7
	Percent	n/a	0.5%	0.5%	n/a	0.6%
N/A	Count	n/a	36	27	n/a	150
	Percent	n/a	1.9%	0.6%	n/a	11.6%
Total	Count	n/a	1936	4834	n/a	1285
	Percent	n/a	100.0%	100.0%	n/a	100.0%

B. Advancing Penn State's goals

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very much	Count	n/a	104	372	n/a	70
	Percent	n/a	5.6%	7.9%	n/a	5.9%
Somewhat	Count	n/a	574	1640	n/a	237
	Percent	n/a	30.9%	34.8%	n/a	19.8%
Not very much	Count	n/a	737	1792	n/a	456
	Percent	n/a	39.7%	38.0%	n/a	38.2%
Not at all	Count	n/a	444	906	n/a	430
	Percent	n/a	23.9%	19.2%	n/a	36.1%
Don't Know	Count	n/a	37	64	n/a	29
	Percent	n/a	1.9%	1.3%	n/a	2.3%
N/A	Count	n/a	39	60	n/a	62
	Percent	n/a	2.0%	1.2%	n/a	4.8%
Total	Count	n/a	1936	4834	n/a	1285
	Percent	n/a	100.0%	100.0%	n/a	100.0%

C. Earning tenure

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very much	Count	n/a	363	n/a	n/a	n/a
	Percent	n/a	37.6%	n/a	n/a	n/a
Somewhat	Count	n/a	152	n/a	n/a	n/a
	Percent	n/a	15.8%	n/a	n/a	n/a
Not very much	Count	n/a	87	n/a	n/a	n/a
	Percent	n/a	9.0%	n/a	n/a	n/a
Not at all	Count	n/a	362	n/a	n/a	n/a
	Percent	n/a	37.6%	n/a	n/a	n/a
Don't Know	Count	n/a	9	n/a	n/a	n/a
	Percent	n/a	0.5%	n/a	n/a	n/a
N/A	Count	n/a	963	n/a	n/a	n/a
	Percent	n/a	49.7%	n/a	n/a	n/a
Total	Count	n/a	1936	n/a	n/a	n/a
	Percent	n/a	100.0%	n/a	n/a	n/a

D. Advancing my own financial interests

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very much	Count	n/a	242	966	n/a	354
	Percent	n/a	13.3%	20.5%	n/a	28.9%
Somewhat	Count	n/a	670	1900	n/a	543
	Percent	n/a	36.9%	40.3%	n/a	44.3%
Not very much	Count	n/a	525	1234	n/a	215
	Percent	n/a	28.9%	26.2%	n/a	17.6%
Not at all	Count	n/a	381	611	n/a	112
	Percent	n/a	20.9%	13.0%	n/a	9.2%
Don't Know	Count	n/a	18	41	n/a	13
	Percent	n/a	0.9%	0.8%	n/a	1.0%
N/A	Count	n/a	100	82	n/a	46
	Percent	n/a	5.2%	1.7%	n/a	3.6%
Total	Count	n/a	1936	4834	n/a	1285
	Percent	n/a	100.0%	100.0%	n/a	100.0%

E. Getting my research published

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very much	Count	n/a	641	n/a	n/a	334
	Percent	n/a	39.4%	n/a	n/a	34.6%
Somewhat	Count	n/a	569	n/a	n/a	273
	Percent	n/a	35.0%	n/a	n/a	28.2%
Not very much	Count	n/a	200	n/a	n/a	164
	Percent	n/a	12.3%	n/a	n/a	16.9%
Not at all	Count	n/a	216	n/a	n/a	196
	Percent	n/a	13.3%	n/a	n/a	20.2%
Don't Know	Count	n/a	6	n/a	n/a	12
	Percent	n/a	0.3%	n/a	n/a	0.9%
N/A	Count	n/a	305	n/a	n/a	307
	Percent	n/a	15.7%	n/a	n/a	23.9%
Total	Count	n/a	1936	n/a	n/a	1285
	Percent	n/a	100.0%	n/a	n/a	100.0%

F. Securing funding for my research or other activities

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very much	Count	n/a	542	n/a	n/a	242
	Percent	n/a	34.8%	n/a	n/a	26.5%
Somewhat	Count	n/a	499	n/a	n/a	258
	Percent	n/a	32.0%	n/a	n/a	28.3%
Not very much	Count	n/a	283	n/a	n/a	174
	Percent	n/a	18.2%	n/a	n/a	19.1%
Not at all	Count	n/a	233	n/a	n/a	238
	Percent	n/a	15.0%	n/a	n/a	26.0%
Don't Know	Count	n/a	15	n/a	n/a	14
	Percent	n/a	0.8%	n/a	n/a	1.1%
N/A	Count	n/a	364	n/a	n/a	358
	Percent	n/a	18.8%	n/a	n/a	27.9%
Total	Count	n/a	1936	n/a	n/a	1285
	Percent	n/a	100.0%	n/a	n/a	100.0%

G. Being accepted in my (department/unit)

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very much	Count	n/a	252	654	n/a	206
	Percent	n/a	13.3%	13.7%	n/a	19.8%
Somewhat	Count	n/a	682	1622	n/a	342
	Percent	n/a	36.2%	33.9%	n/a	32.9%
Not very much	Count	n/a	538	1358	n/a	248
	Percent	n/a	28.5%	28.4%	n/a	23.9%
Not at all	Count	n/a	415	1152	n/a	244
	Percent	n/a	22.0%	24.1%	n/a	23.5%
Don't Know	Count	n/a	9	13	n/a	14
	Percent	n/a	0.4%	0.3%	n/a	1.1%
N/A	Count	n/a	41	36	n/a	231
	Percent	n/a	2.1%	0.7%	n/a	18.0%
Total	Count	n/a	1936	4834	n/a	1285
	Percent	n/a	100.0%	100.0%	n/a	100.0%

H. Being a popular (professor/instructor)

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very much	Count	n/a	143	n/a	n/a	67
	Percent	n/a	8.4%	n/a	n/a	11.6%
Somewhat	Count	n/a	585	n/a	n/a	168
	Percent	n/a	34.3%	n/a	n/a	29.0%
Not very much	Count	n/a	559	n/a	n/a	176
	Percent	n/a	32.8%	n/a	n/a	30.2%
Not at all	Count	n/a	417	n/a	n/a	170
	Percent	n/a	24.5%	n/a	n/a	29.2%
Don't Know	Count	n/a	13	n/a	n/a	16
	Percent	n/a	0.7%	n/a	n/a	1.3%
N/A	Count	n/a	220	n/a	n/a	687
	Percent	n/a	11.4%	n/a	n/a	53.5%
Total	Count	n/a	1936	n/a	n/a	1285
	Percent	n/a	100.0%	n/a	n/a	100.0%

I. Handling student demands about grades

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very much	Count	n/a	171	n/a	n/a	77
	Percent	n/a	10.3%	n/a	n/a	12.3%
Somewhat	Count	n/a	529	n/a	n/a	185
	Percent	n/a	32.0%	n/a	n/a	29.8%
Not very much	Count	n/a	571	n/a	n/a	184
	Percent	n/a	34.6%	n/a	n/a	29.6%
Not at all	Count	n/a	382	n/a	n/a	176
	Percent	n/a	23.1%	n/a	n/a	28.3%
Don't Know	Count	n/a	14	n/a	n/a	21
	Percent	n/a	0.7%	n/a	n/a	1.6%
N/A	Count	n/a	270	n/a	n/a	643
	Percent	n/a	13.9%	n/a	n/a	50.0%
Total	Count	n/a	1936	n/a	n/a	1285
	Percent	n/a	100.0%	n/a	n/a	100.0%

J. Earning respect in my discipline/(department/unit)

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very much	Count	n/a	549	1028	n/a	386
	Percent	n/a	28.8%	21.5%	n/a	33.3%
Somewhat	Count	n/a	841	1861	n/a	494
	Percent	n/a	44.1%	38.9%	n/a	42.7%
Not very much	Count	n/a	301	1010	n/a	173
	Percent	n/a	15.8%	21.1%	n/a	14.9%
Not at all	Count	n/a	217	885	n/a	104
	Percent	n/a	11.4%	18.5%	n/a	9.0%
Don't Know	Count	n/a	7	20	n/a	12
	Percent	n/a	0.3%	0.4%	n/a	1.0%
N/A	Count	n/a	21	30	n/a	116
	Percent	n/a	1.1%	0.6%	n/a	9.0%
Total	Count	n/a	1936	4834	n/a	1285
	Percent	n/a	100.0%	100.0%	n/a	100.0%

K. Meeting the expectations of my (department/unit)/advisor or (thesis/dissertation) committee head

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very much	Count	n/a	351	1388	n/a	505
	Percent	n/a	18.9%	29.0%	n/a	46.8%
Somewhat	Count	n/a	773	2011	n/a	357
	Percent	n/a	41.7%	42.0%	n/a	33.1%
Not very much	Count	n/a	484	814	n/a	125
	Percent	n/a	26.1%	17.0%	n/a	11.6%
Not at all	Count	n/a	246	569	n/a	92
	Percent	n/a	13.3%	11.9%	n/a	8.5%
Don't Know	Count	n/a	16	24	n/a	13
	Percent	n/a	0.8%	0.5%	n/a	1.0%
N/A	Count	n/a	67	28	n/a	193
	Percent	n/a	3.5%	0.6%	n/a	15.0%
Total	Count	n/a	1936	4834	n/a	1285
	Percent	n/a	100.0%	100.0%	n/a	100.0%

L. Balancing all of the demands on my time

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very much	Count	n/a	1147	1994	3339	802
	Percent	n/a	59.6%	41.6%	66.1%	63.6%
Somewhat	Count	n/a	548	1862	1339	349
	Percent	n/a	28.5%	38.8%	26.5%	27.7%
Not very much	Count	n/a	158	626	295	75
	Percent	n/a	8.2%	13.1%	5.8%	6.0%
Not at all	Count	n/a	70	312	82	34
	Percent	n/a	3.7%	6.5%	1.6%	2.7%
Don't Know	Count	n/a	4	16	17	7
	Percent	n/a	0.2%	0.3%	0.3%	0.6%
N/A	Count	n/a	9	25	8	17
	Percent	n/a	0.5%	0.5%	0.2%	1.3%
Total	Count	n/a	1936	4834	5081	1285
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

M. Earning contract renewal

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very much	Count	n/a	385	469	n/a	n/a
	Percent	n/a	29.2%	15.9%	n/a	n/a
Somewhat	Count	n/a	385	687	n/a	n/a
	Percent	n/a	29.1%	23.3%	n/a	n/a
Not very much	Count	n/a	261	812	n/a	n/a
	Percent	n/a	19.7%	27.6%	n/a	n/a
Not at all	Count	n/a	291	980	n/a	n/a
	Percent	n/a	22.0%	33.3%	n/a	n/a
Don't Know	Count	n/a	11	59	n/a	n/a
	Percent	n/a	0.6%	1.2%	n/a	n/a
N/A	Count	n/a	604	1827	n/a	n/a
	Percent	n/a	31.2%	37.8%	n/a	n/a
Total	Count	n/a	1936	4834	n/a	n/a
	Percent	n/a	100.0%	100.0%	n/a	n/a

N. Advancing my own career

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very much	Count	n/a	562	874	3530	734
	Percent	n/a	29.6%	18.6%	70.0%	58.7%
Somewhat	Count	n/a	831	1867	1199	401
	Percent	n/a	43.8%	39.6%	23.8%	32.0%
Not very much	Count	n/a	342	1297	234	77
	Percent	n/a	18.0%	27.5%	4.6%	6.2%
Not at all	Count	n/a	164	673	77	39
	Percent	n/a	8.6%	14.3%	1.5%	3.1%
Don't Know	Count	n/a	10	29	20	8
	Percent	n/a	0.5%	0.6%	0.4%	0.6%
N/A	Count	n/a	26	93	21	26
	Percent	n/a	1.4%	1.9%	0.4%	2.0%
Total	Count	n/a	1936	4834	5081	1285
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

O. Working within University bureaucracy

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very much	Count	n/a	n/a	1013	n/a	n/a
	Percent	n/a	n/a	22.3%	n/a	n/a
Somewhat	Count	n/a	n/a	1702	n/a	n/a
	Percent	n/a	n/a	37.5%	n/a	n/a
Not very much	Count	n/a	n/a	1207	n/a	n/a
	Percent	n/a	n/a	26.6%	n/a	n/a
Not at all	Count	n/a	n/a	613	n/a	n/a
	Percent	n/a	n/a	13.5%	n/a	n/a
Don't Know	Count	n/a	n/a	108	n/a	n/a
	Percent	n/a	n/a	2.2%	n/a	n/a
N/A	Count	n/a	n/a	191	n/a	n/a
	Percent	n/a	n/a	4.0%	n/a	n/a
Total	Count	n/a	n/a	4834	n/a	n/a
	Percent	n/a	n/a	100.0%	n/a	n/a

P. Meeting demands of faculty

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very much	Count	n/a	n/a	537	n/a	n/a
	Percent	n/a	n/a	14.4%	n/a	n/a
Somewhat	Count	n/a	n/a	1146	n/a	n/a
	Percent	n/a	n/a	30.7%	n/a	n/a
Not very much	Count	n/a	n/a	1226	n/a	n/a
	Percent	n/a	n/a	32.9%	n/a	n/a
Not at all	Count	n/a	n/a	820	n/a	n/a
	Percent	n/a	n/a	22.0%	n/a	n/a
Don't Know	Count	n/a	n/a	39	n/a	n/a
	Percent	n/a	n/a	0.8%	n/a	n/a
N/A	Count	n/a	n/a	1065	n/a	n/a
	Percent	n/a	n/a	22.0%	n/a	n/a
Total	Count	n/a	n/a	4834	n/a	n/a
	Percent	n/a	n/a	100.0%	n/a	n/a

Q. Meeting deadlines

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very much	Count	n/a	n/a	1244	n/a	n/a
	Percent	n/a	n/a	26.1%	n/a	n/a
Somewhat	Count	n/a	n/a	2028	n/a	n/a
	Percent	n/a	n/a	42.6%	n/a	n/a
Not very much	Count	n/a	n/a	1067	n/a	n/a
	Percent	n/a	n/a	22.4%	n/a	n/a
Not at all	Count	n/a	n/a	422	n/a	n/a
	Percent	n/a	n/a	8.9%	n/a	n/a
Don't Know	Count	n/a	n/a	17	n/a	n/a
	Percent	n/a	n/a	0.4%	n/a	n/a
N/A	Count	n/a	n/a	56	n/a	n/a
	Percent	n/a	n/a	1.2%	n/a	n/a
Total	Count	n/a	n/a	4834	n/a	n/a
	Percent	n/a	n/a	100.0%	n/a	n/a

R. Getting good grades

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very much	Count	n/a	n/a	n/a	3670	578
	Percent	n/a	n/a	n/a	72.4%	46.1%
Somewhat	Count	n/a	n/a	n/a	1194	476
	Percent	n/a	n/a	n/a	23.5%	38.0%
Not very much	Count	n/a	n/a	n/a	140	128
	Percent	n/a	n/a	n/a	2.8%	10.2%
Not at all	Count	n/a	n/a	n/a	66	71
	Percent	n/a	n/a	n/a	1.3%	5.7%
Don't Know	Count	n/a	n/a	n/a	6	7
	Percent	n/a	n/a	n/a	0.1%	0.5%
N/A	Count	n/a	n/a	n/a	5	26
	Percent	n/a	n/a	n/a	0.1%	2.0%
Total	Count	n/a	n/a	n/a	5081	1285
	Percent	n/a	n/a	n/a	100.0%	100.0%

S. Making or keeping friends (peer pressure)

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very much	Count	n/a	n/a	n/a	780	115
	Percent	n/a	n/a	n/a	15.5%	9.4%
Somewhat	Count	n/a	n/a	n/a	1673	324
	Percent	n/a	n/a	n/a	33.3%	26.5%
Not very much	Count	n/a	n/a	n/a	1571	435
	Percent	n/a	n/a	n/a	31.3%	35.6%
Not at all	Count	n/a	n/a	n/a	999	348
	Percent	n/a	n/a	n/a	19.9%	28.5%
Don't Know	Count	n/a	n/a	n/a	21	8
	Percent	n/a	n/a	n/a	0.4%	0.6%
N/A	Count	n/a	n/a	n/a	37	53
	Percent	n/a	n/a	n/a	0.7%	4.2%
Total	Count	n/a	n/a	n/a	5081	1285
	Percent	n/a	n/a	n/a	100.0%	100.0%

T. Not disappointing family or others invested in my education

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very much	Count	n/a	n/a	n/a	2570	345
	Percent	n/a	n/a	n/a	51.1%	28.2%
Somewhat	Count	n/a	n/a	n/a	1580	413
	Percent	n/a	n/a	n/a	31.4%	33.8%
Not very much	Count	n/a	n/a	n/a	566	252
	Percent	n/a	n/a	n/a	11.3%	20.6%
Not at all	Count	n/a	n/a	n/a	309	213
	Percent	n/a	n/a	n/a	6.1%	17.4%
Don't Know	Count	n/a	n/a	n/a	12	9
	Percent	n/a	n/a	n/a	0.2%	0.7%
N/A	Count	n/a	n/a	n/a	43	53
	Percent	n/a	n/a	n/a	0.8%	4.1%
Total	Count	n/a	n/a	n/a	5081	1285
	Percent	n/a	n/a	n/a	100.0%	100.0%

U. Earning or retaining scholarships or other funding awards

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very much	Count	n/a	n/a	n/a	1620	289
	Percent	n/a	n/a	n/a	34.5%	28.2%
Somewhat	Count	n/a	n/a	n/a	1342	290
	Percent	n/a	n/a	n/a	28.6%	28.3%
Not very much	Count	n/a	n/a	n/a	1036	244
	Percent	n/a	n/a	n/a	22.1%	23.8%
Not at all	Count	n/a	n/a	n/a	697	202
	Percent	n/a	n/a	n/a	14.8%	19.7%
Don't Know	Count	n/a	n/a	n/a	26	13
	Percent	n/a	n/a	n/a	0.5%	1.0%
N/A	Count	n/a	n/a	n/a	361	247
	Percent	n/a	n/a	n/a	7.1%	19.2%
Total	Count	n/a	n/a	n/a	5081	1285
	Percent	n/a	n/a	n/a	100.0%	100.0%

V. Being accepted by my peers

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very much	Count	n/a	n/a	n/a	854	n/a
	Percent	n/a	n/a	n/a	17.0%	n/a
Somewhat	Count	n/a	n/a	n/a	1495	n/a
	Percent	n/a	n/a	n/a	29.8%	n/a
Not very much	Count	n/a	n/a	n/a	1510	n/a
	Percent	n/a	n/a	n/a	30.1%	n/a
Not at all	Count	n/a	n/a	n/a	1166	n/a
	Percent	n/a	n/a	n/a	23.2%	n/a
Don't Know	Count	n/a	n/a	n/a	23	n/a
	Percent	n/a	n/a	n/a	0.4%	n/a
N/A	Count	n/a	n/a	n/a	33	n/a
	Percent	n/a	n/a	n/a	0.6%	n/a
Total	Count	n/a	n/a	n/a	5081	n/a
	Percent	n/a	n/a	n/a	100.0%	n/a

W. Finishing my thesis or dissertation

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very much	Count	n/a	n/a	n/a	n/a	492
	Percent	n/a	n/a	n/a	n/a	52.5%
Somewhat	Count	n/a	n/a	n/a	n/a	255
	Percent	n/a	n/a	n/a	n/a	27.2%
Not very much	Count	n/a	n/a	n/a	n/a	113
	Percent	n/a	n/a	n/a	n/a	12.1%
Not at all	Count	n/a	n/a	n/a	n/a	77
	Percent	n/a	n/a	n/a	n/a	8.3%
Don't Know	Count	n/a	n/a	n/a	n/a	15
	Percent	n/a	n/a	n/a	n/a	1.2%
N/A	Count	n/a	n/a	n/a	n/a	332
	Percent	n/a	n/a	n/a	n/a	25.8%
Total	Count	n/a	n/a	n/a	n/a	1285
	Percent	n/a	n/a	n/a	n/a	100.0%

Q34. Feel pressure to violate University policy or the law

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	1300	125	292	597	62
	Percent	10.2%	6.0%	6.1%	12.3%	5.0%
No	Count	11442	1955	4533	4279	1184
	Percent	89.8%	94.0%	93.9%	87.7%	95.0%
Don't Know	Count	569	101	154	234	46
	Percent	4.3%	4.6%	3.1%	4.6%	3.5%
Total	Count	13311	2181	4979	5111	1291
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

OBSERVED MISCONDUCT

Q35. Personally observed behavior that violated University policy or the law within last twelve months

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	4398	404	1082	2039	163
	Percent	36.6%	20.4%	24.1%	44.6%	13.4%
No	Count	7611	1576	3410	2537	1050
	Percent	63.4%	79.6%	75.9%	55.4%	86.6%
Don't Know	Count	1283	197	487	526	75
	Percent	9.7%	9.0%	9.8%	10.3%	5.8%
Total	Count	13292	2178	4979	5103	1289
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q36. Reported observation

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	714	200	495	220	57
	Percent	16.9%	51.4%	48.1%	11.3%	35.6%
No	Count	3502	189	535	1734	102
	Percent	83.1%	48.6%	51.9%	88.7%	64.4%
Don't Know	Count	175	15	51	81	4
	Percent	4.0%	3.8%	4.7%	4.0%	2.4%
Total	Count	4390	404	1081	2035	163
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q37. Personally observed behavior within last twelve months**A. Abusive or intimidating behavior that creates a hostile environment (e.g., bullying)**

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	2341	498	1632	746	157
	Percent	18.4%	27.0%	35.1%	15.4%	12.8%
No	Count	10415	1348	3017	4114	1077
	Percent	81.6%	73.0%	64.9%	84.6%	87.2%
Don't Know	Count	472	78	168	182	42
	Percent	3.6%	4.0%	3.5%	3.6%	3.3%
Total	Count	13228	1924	4817	5042	1276
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

B. Cheating, plagiarism, or other violations of academic integrity

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	3893	704	230	1787	219
	Percent	30.9%	38.1%	5.0%	37.2%	18.0%
No	Count	8707	1145	4386	3011	996
	Percent	69.1%	61.9%	95.0%	62.8%	82.0%
Don't Know	Count	629	75	202	245	61
	Percent	4.8%	3.9%	4.2%	4.9%	4.8%
Total	Count	13228	1924	4817	5042	1276
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

C. Discrimination

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	2258	320	777	915	150
	Percent	17.7%	17.5%	16.9%	18.8%	12.2%
No	Count	10465	1503	3809	3950	1078
	Percent	82.3%	82.5%	83.1%	81.2%	87.8%
Don't Know	Count	505	101	232	177	48
	Percent	3.8%	5.2%	4.8%	3.5%	3.7%
Total	Count	13228	1924	4817	5042	1276
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

D. Financial misconduct (e.g., falsifying expense reports, embezzlement)

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	89	46	183	n/a	n/a
	Percent	3.6%	2.5%	3.9%	n/a	n/a
No	Count	2391	1791	4466	n/a	n/a
	Percent	96.4%	97.5%	96.1%	n/a	n/a
Don't Know	Count	100	87	169	n/a	n/a
	Percent	3.9%	4.5%	3.5%	n/a	n/a
Total	Count	2580	1924	4817	n/a	n/a
	Percent	100.0%	100.0%	100.0%	n/a	n/a

E. Research misconduct

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	118	87	63	n/a	43
	Percent	3.0%	4.8%	1.4%	n/a	3.5%
No	Count	3793	1729	4432	n/a	1181
	Percent	97.0%	95.2%	98.6%	n/a	96.5%
Don't Know	Count	232	108	322	n/a	52
	Percent	5.6%	5.6%	6.7%	n/a	4.1%
Total	Count	4143	1924	4817	n/a	1276
	Percent	100.0%	100.0%	100.0%	n/a	100.0%

F. Stealing and theft

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	1140	38	193	560	38
	Percent	8.9%	2.1%	4.1%	11.5%	3.0%
No	Count	11676	1821	4467	4327	1202
	Percent	91.1%	97.9%	95.9%	88.5%	97.0%
Don't Know	Count	413	65	157	154	37
	Percent	3.1%	3.4%	3.3%	3.1%	2.9%
Total	Count	13228	1924	4817	5042	1276
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

G. Substance abuse by a faculty member or University employee

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	328	49	168	118	26
	Percent	2.6%	2.6%	3.6%	2.4%	2.1%
No	Count	12482	1808	4502	4767	1212
	Percent	97.4%	97.4%	96.4%	97.6%	97.9%
Don't Know	Count	419	68	147	157	38
	Percent	3.2%	3.5%	3.0%	3.1%	2.9%
Total	Count	13228	1924	4817	5042	1276
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

H. Substance abuse by a student

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	4353	189	334	2198	144
	Percent	34.2%	10.4%	7.2%	45.3%	11.7%
No	Count	8370	1629	4323	2656	1086
	Percent	65.8%	89.6%	92.8%	54.7%	88.3%
Don't Know	Count	505	106	161	188	46
	Percent	3.8%	5.5%	3.3%	3.7%	3.6%
Total	Count	13228	1924	4817	5042	1276
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

I. Other violations of University policies or the law (e.g., violations of the Student Code of Conduct or HR policy, including sexual misconduct)

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	1565	191	657	641	79
	Percent	12.9%	10.8%	14.7%	14.0%	6.6%
No	Count	10543	1579	3825	3935	1124
	Percent	87.1%	89.2%	85.3%	86.0%	93.4%
Don't Know	Count	1120	155	336	465	73
	Percent	8.5%	8.0%	7.0%	9.2%	5.7%
Total	Count	13228	1924	4817	5042	1276
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q38. Reported specific observation

A. Abusive or intimidating behavior that creates a hostile environment (e.g., bullying)

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	652	225	712	156	33
	Percent	29.7%	41.5%	44.7%	22.4%	21.4%
No	Count	1542	317	879	540	120
	Percent	70.3%	58.5%	55.3%	77.6%	78.6%
Don't Know	Count	143	32	70	55	6
	Percent	6.1%	5.5%	4.2%	7.3%	3.8%
Total	Count	2336	573	1661	751	158
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

B. Cheating, plagiarism, or other violations of academic integrity

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	715	490	141	192	96
	Percent	19.5%	65.9%	60.6%	11.5%	46.1%
No	Count	2941	253	92	1482	112
	Percent	80.5%	34.1%	39.4%	88.5%	53.9%
Don't Know	Count	220	22	9	108	11
	Percent	5.7%	2.9%	3.7%	6.0%	5.1%
Total	Count	3875	766	243	1782	220
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

C. Discrimination

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	385	116	251	126	21
	Percent	18.3%	34.6%	33.7%	14.7%	14.7%
No	Count	1721	219	493	733	121
	Percent	81.7%	65.4%	66.3%	85.3%	85.3%
Don't Know	Count	141	17	48	59	9
	Percent	6.3%	4.9%	6.1%	6.5%	6.0%
Total	Count	2247	352	792	919	151
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

D. Financial misconduct (e.g., falsifying expense reports, embezzlement)

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	39	22	90	n/a	n/a
	Percent	46.8%	48.6%	48.9%	n/a	n/a
No	Count	45	23	94	n/a	n/a
	Percent	53.2%	51.4%	51.1%	n/a	n/a
Don't Know	Count	4	5	6	n/a	n/a
	Percent	4.5%	9.5%	3.0%	n/a	n/a
Total	Count	88	50	190	n/a	n/a
	Percent	100.0%	100.0%	100.0%	n/a	n/a

E. Research misconduct

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	33	37	25	n/a	8
	Percent	31.6%	40.0%	39.0%	n/a	21.2%
No	Count	72	55	39	n/a	29
	Percent	68.4%	60.0%	61.0%	n/a	78.8%
Don't Know	Count	12	8	5	n/a	6
	Percent	10.1%	7.6%	7.0%	n/a	14.0%
Total	Count	117	100	69	n/a	43
	Percent	100.0%	100.0%	100.0%	n/a	100.0%

F. Stealing and theft

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	274	22	93	122	11
	Percent	26.8%	56.4%	52.3%	24.2%	36.3%
No	Count	748	17	85	383	19
	Percent	73.2%	43.6%	47.7%	75.8%	63.7%
Don't Know	Count	103	4	17	48	7
	Percent	9.1%	8.2%	8.8%	8.7%	18.9%
Total	Count	1125	43	195	554	37
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

G. Substance abuse by a faculty member or University employee

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	54	11	57	16	2
	Percent	20.5%	22.0%	35.4%	17.4%	8.7%
No	Count	212	39	104	75	22
	Percent	79.5%	78.0%	64.6%	82.6%	91.3%
Don't Know	Count	46	2	11	22	1
	Percent	14.8%	4.0%	6.3%	19.8%	5.5%
Total	Count	312	52	171	113	26
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

H. Substance abuse by a student

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	267	47	120	109	10
	Percent	6.4%	21.9%	36.6%	5.2%	6.9%
No	Count	3890	167	208	1996	132
	Percent	93.6%	78.1%	63.4%	94.8%	93.1%
Don't Know	Count	152	4	14	79	3
	Percent	3.5%	1.7%	4.2%	3.6%	2.0%
Total	Count	4310	218	342	2183	144
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

I. Other violations of University policies or the law (e.g., violations of the Student Code of Conduct or HR policy, including sexual misconduct)

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	384	114	342	106	27
	Percent	26.7%	54.4%	53.5%	18.1%	36.5%
No	Count	1055	95	297	478	46
	Percent	73.3%	45.6%	46.5%	81.9%	63.5%
Don't Know	Count	106	9	27	48	6
	Percent	6.8%	4.3%	4.0%	7.6%	7.1%
Total	Count	1545	218	666	632	79
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q39. To whom did you first report observation?

A. Abusive or intimidating behavior that creates a hostile environment (e.g., bullying)

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
University hotline	Count	n/a	2	9	2	0
	Percent	n/a	1.0%	1.3%	1.6%	0.0%
Office of human resources	Count	n/a	21	38	n/a	n/a
	Percent	n/a	11.0%	5.4%	n/a	n/a
Compliance officer	Count	n/a	5	2	3	0
	Percent	n/a	2.8%	0.3%	2.2%	0.0%
[Department/unit] head	Count	n/a	78	91	n/a	n/a
	Percent	n/a	41.7%	12.9%	n/a	n/a
College dean	Count	n/a	19	n/a	n/a	n/a
	Percent	n/a	10.0%	n/a	n/a	n/a
Campus police	Count	n/a	4	8	12	1
	Percent	n/a	2.3%	1.1%	8.0%	2.2%
College ombudsperson	Count	n/a	4	2	n/a	n/a
	Percent	n/a	2.4%	0.2%	n/a	n/a
Affirmative action	Count	n/a	2	11	1	1
	Percent	n/a	1.0%	1.6%	0.5%	4.4%
The person I report to/work most closely with	Count	n/a	n/a	315	n/a	12
	Percent	n/a	n/a	44.9%	n/a	37.4%
Human resources within my unit	Count	n/a	n/a	128	n/a	n/a
	Percent	n/a	n/a	18.2%	n/a	n/a
Employee relations	Count	n/a	n/a	10	n/a	n/a
	Percent	n/a	n/a	1.4%	n/a	n/a
Union steward	Count	n/a	n/a	5	n/a	n/a
	Percent	n/a	n/a	0.7%	n/a	n/a
Residence assistant (RA)	Count	n/a	n/a	n/a	34	n/a
	Percent	n/a	n/a	n/a	23.0%	n/a
[A/another] professor or instructor	Count	n/a	n/a	n/a	34	3
	Percent	n/a	n/a	n/a	22.4%	9.5%

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
The leader of a student group (e.g., fraternity or sorority president, student government president)	Count	n/a	n/a	n/a	5	n/a
	Percent	n/a	n/a	n/a	3.1%	n/a
The head of my department or dean of my college	Count	n/a	n/a	n/a	2	6
	Percent	n/a	n/a	n/a	1.1%	18.4%
Student affairs	Count	n/a	n/a	n/a	9	n/a
	Percent	n/a	n/a	n/a	6.0%	n/a
Other responsible person	Count	n/a	41	56	26	5
	Percent	n/a	21.8%	8.0%	17.2%	16.2%
External authority	Count	n/a	1	2	6	1
	Percent	n/a	0.5%	0.2%	4.2%	2.2%
Other	Count	n/a	10	26	16	3
	Percent	n/a	5.5%	3.8%	10.7%	9.5%
Total	Count	n/a	187	702	149	32
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

B. Cheating, plagiarism, or other violations of academic integrity

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
University hotline	Count	n/a	0	2	2	0
	Percent	n/a	0.0%	1.5%	1.2%	0.0%
Office of human resources	Count	n/a	2	2	n/a	n/a
	Percent	n/a	0.4%	1.9%	n/a	n/a
Compliance officer	Count	n/a	23	0	0	3
	Percent	n/a	5.2%	0.0%	0.0%	3.0%
[Department/unit] head	Count	n/a	114	17	n/a	n/a
	Percent	n/a	25.7%	13.0%	n/a	n/a
College dean	Count	n/a	55	n/a	n/a	n/a
	Percent	n/a	12.5%	n/a	n/a	n/a
Campus police	Count	n/a	0	1	2	0
	Percent	n/a	0.0%	0.7%	1.0%	0.0%
College ombudsperson	Count	n/a	2	1	n/a	n/a
	Percent	n/a	0.4%	0.7%	n/a	n/a
Affirmative action	Count	n/a	0	0	0	0
	Percent	n/a	0.0%	0.0%	0.0%	0.0%
The person I report to/work most closely with	Count	n/a	n/a	40	n/a	35
	Percent	n/a	n/a	30.2%	n/a	37.1%
Human resources within my unit	Count	n/a	n/a	6	n/a	n/a
	Percent	n/a	n/a	4.6%	n/a	n/a
Employee relations	Count	n/a	n/a	0	n/a	n/a
	Percent	n/a	n/a	0.0%	n/a	n/a
Union steward	Count	n/a	n/a	1	n/a	n/a
	Percent	n/a	n/a	0.7%	n/a	n/a

THE PENNSYLVANIA STATE UNIVERSITY - VALUES AND CULTURE SURVEY

Responses for All Questions

Data Tables: Responses by Demographics

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Residence assistant (RA)	Count	n/a	n/a	n/a	8	n/a
	Percent	n/a	n/a	n/a	4.4%	n/a
[A/another] professor or instructor	Count	n/a	n/a	n/a	139	42
	Percent	n/a	n/a	n/a	75.0%	44.9%
The leader of a student group (e.g., fraternity or sorority president, student government president)	Count	n/a	n/a	n/a	1	n/a
	Percent	n/a	n/a	n/a	0.4%	n/a
The head of my department or dean of my college	Count	n/a	n/a	n/a	5	7
	Percent	n/a	n/a	n/a	2.8%	7.8%
Student affairs	Count	n/a	n/a	n/a	1	n/a
	Percent	n/a	n/a	n/a	0.6%	n/a
Other responsible person	Count	n/a	184	43	15	4
	Percent	n/a	41.6%	32.8%	8.1%	4.3%
External authority	Count	n/a	0	0	1	1
	Percent	n/a	0.0%	0.0%	0.5%	0.7%
Other	Count	n/a	63	18	11	2
	Percent	n/a	14.2%	13.8%	6.1%	2.2%
Total	Count	n/a	443	132	185	95
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

C. Discrimination

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
University hotline	Count	n/a	3	4	2	0
	Percent	n/a	2.6%	1.7%	1.4%	0.0%
Office of human resources	Count	n/a	16	17	n/a	n/a
	Percent	n/a	15.8%	7.1%	n/a	n/a
Compliance officer	Count	n/a	1	0	2	1
	Percent	n/a	0.9%	0.0%	1.4%	3.5%
[Department/unit] head	Count	n/a	37	29	n/a	n/a
	Percent	n/a	36.2%	11.8%	n/a	n/a
College dean	Count	n/a	7	n/a	n/a	n/a
	Percent	n/a	6.6%	n/a	n/a	n/a
Campus police	Count	n/a	0	2	2	0
	Percent	n/a	0.0%	1.0%	2.0%	0.0%
College ombudsperson	Count	n/a	1	0	n/a	n/a
	Percent	n/a	0.9%	0.0%	n/a	n/a
Affirmative action	Count	n/a	9	12	0	0
	Percent	n/a	8.9%	4.9%	0.0%	0.0%
The person I report to/work most closely with	Count	n/a	n/a	100	n/a	5
	Percent	n/a	n/a	41.1%	n/a	22.6%
Human resources within my unit	Count	n/a	n/a	35	n/a	n/a
	Percent	n/a	n/a	14.2%	n/a	n/a

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Employee relations	Count	n/a	n/a	4	n/a	n/a
	Percent	n/a	n/a	1.8%	n/a	n/a
Union steward	Count	n/a	n/a	6	n/a	n/a
	Percent	n/a	n/a	2.4%	n/a	n/a
Residence assistant (RA)	Count	n/a	n/a	n/a	21	n/a
	Percent	n/a	n/a	n/a	17.3%	n/a
[A/another] professor or instructor	Count	n/a	n/a	n/a	24	3
	Percent	n/a	n/a	n/a	19.9%	14.1%
The leader of a student group (e.g., fraternity or sorority president, student government president)	Count	n/a	n/a	n/a	9	n/a
	Percent	n/a	n/a	n/a	7.8%	n/a
The head of my department or dean of my college	Count	n/a	n/a	n/a	9	1
	Percent	n/a	n/a	n/a	7.4%	7.0%
Student affairs	Count	n/a	n/a	n/a	14	n/a
	Percent	n/a	n/a	n/a	12.0%	n/a
Other responsible person	Count	n/a	22	22	16	7
	Percent	n/a	21.1%	8.9%	13.7%	33.1%
External authority	Count	n/a	0	1	2	1
	Percent	n/a	0.0%	0.4%	1.4%	7.0%
Other	Count	n/a	7	11	19	3
	Percent	n/a	6.8%	4.7%	15.7%	12.7%
Total	Count	n/a	102	244	119	20
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

D. Financial misconduct (e.g., falsifying expense reports, embezzlement)

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
University hotline	Count	n/a	3	4	n/a	n/a
	Percent	n/a	17.9%	5.0%	n/a	n/a
Office of human resources	Count	n/a	1	6	n/a	n/a
	Percent	n/a	5.4%	7.3%	n/a	n/a
Compliance officer	Count	n/a	1	2	n/a	n/a
	Percent	n/a	7.3%	2.2%	n/a	n/a
[Department/unit] head	Count	n/a	3	6	n/a	n/a
	Percent	n/a	16.7%	7.0%	n/a	n/a
College dean	Count	n/a	0	n/a	n/a	n/a
	Percent	n/a	0.0%	n/a	n/a	n/a
Campus police	Count	n/a	0	1	n/a	n/a
	Percent	n/a	0.0%	0.9%	n/a	n/a
College ombudsperson	Count	n/a	0	0	n/a	n/a
	Percent	n/a	0.0%	0.0%	n/a	n/a
Affirmative action	Count	n/a	0	0	n/a	n/a
	Percent	n/a	0.0%	0.0%	n/a	n/a

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
The person I report to/work most closely with	Count	n/a	n/a	36	n/a	n/a
	Percent	n/a	n/a	40.4%	n/a	n/a
Human resources within my unit	Count	n/a	n/a	6	n/a	n/a
	Percent	n/a	n/a	6.6%	n/a	n/a
Employee relations	Count	n/a	n/a	0	n/a	n/a
	Percent	n/a	n/a	0.0%	n/a	n/a
Union steward	Count	n/a	n/a	0	n/a	n/a
	Percent	n/a	n/a	0.0%	n/a	n/a
Residence assistant (RA)	Count	n/a	n/a	n/a	n/a	n/a
	Percent	n/a	n/a	n/a	n/a	n/a
[A/another] professor or instructor	Count	n/a	n/a	n/a	n/a	n/a
	Percent	n/a	n/a	n/a	n/a	n/a
The leader of a student group (e.g., fraternity or sorority president, student government president)	Count	n/a	n/a	n/a	n/a	n/a
	Percent	n/a	n/a	n/a	n/a	n/a
The head of my department or dean of my college	Count	n/a	n/a	n/a	n/a	n/a
	Percent	n/a	n/a	n/a	n/a	n/a
Student affairs	Count	n/a	n/a	n/a	n/a	n/a
	Percent	n/a	n/a	n/a	n/a	n/a
Other responsible person	Count	n/a	9	16	n/a	n/a
	Percent	n/a	52.7%	18.5%	n/a	n/a
External authority	Count	n/a	0	0	n/a	n/a
	Percent	n/a	0.0%	0.0%	n/a	n/a
Other	Count	n/a	0	11	n/a	n/a
	Percent	n/a	0.0%	12.1%	n/a	n/a
Total	Count	n/a	18	88	n/a	n/a
	Percent	n/a	100.0%	100.0%	n/a	n/a

E. Research misconduct

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
University hotline	Count	n/a	2	0	n/a	0
	Percent	n/a	5.6%	0.0%	n/a	0.0%
Office of human resources	Count	n/a	2	3	n/a	n/a
	Percent	n/a	6.0%	14.1%	n/a	n/a
Compliance officer	Count	n/a	3	0	n/a	0
	Percent	n/a	9.0%	0.0%	n/a	0.0%
[Department/unit] head	Count	n/a	12	2	n/a	n/a
	Percent	n/a	36.4%	7.1%	n/a	n/a
College dean	Count	n/a	2	n/a	n/a	n/a
	Percent	n/a	6.0%	n/a	n/a	n/a
Campus police	Count	n/a	0	0	n/a	0
	Percent	n/a	0.0%	0.0%	n/a	0.0%

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
College ombudsperson	Count	n/a	0	0	n/a	n/a
	Percent	n/a	0.0%	0.0%	n/a	n/a
Affirmative action	Count	n/a	0	0	n/a	0
	Percent	n/a	0.0%	0.0%	n/a	0.0%
The person I report to/work most closely with	Count	n/a	n/a	7	n/a	2
	Percent	n/a	n/a	33.9%	n/a	33.0%
Human resources within my unit	Count	n/a	n/a	2	n/a	n/a
	Percent	n/a	n/a	7.1%	n/a	n/a
Employee relations	Count	n/a	n/a	0	n/a	n/a
	Percent	n/a	n/a	0.0%	n/a	n/a
Union steward	Count	n/a	n/a	1	n/a	n/a
	Percent	n/a	n/a	4.5%	n/a	n/a
Residence assistant (RA)	Count	n/a	n/a	n/a	n/a	n/a
	Percent	n/a	n/a	n/a	n/a	n/a
[A/another] professor or instructor	Count	n/a	n/a	n/a	n/a	3
	Percent	n/a	n/a	n/a	n/a	44.1%
The leader of a student group (e.g., fraternity or sorority president, student government president)	Count	n/a	n/a	n/a	n/a	n/a
	Percent	n/a	n/a	n/a	n/a	n/a
The head of my department or dean of my college	Count	n/a	n/a	n/a	n/a	0
	Percent	n/a	n/a	n/a	n/a	0.0%
Student affairs	Count	n/a	n/a	n/a	n/a	n/a
	Percent	n/a	n/a	n/a	n/a	n/a
Other responsible person	Count	n/a	10	4	n/a	0
	Percent	n/a	31.0%	20.0%	n/a	0.0%
External authority	Count	n/a	0	0	n/a	0
	Percent	n/a	0.0%	0.0%	n/a	0.0%
Other	Count	n/a	2	3	n/a	2
	Percent	n/a	6.0%	13.4%	n/a	23.0%
Total	Count	n/a	32	22	n/a	7
	Percent	n/a	100.0%	100.0%	n/a	100.0%

F. Stealing and theft

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
University hotline	Count	n/a	0	4	2	0
	Percent	n/a	0.0%	4.2%	1.3%	0.0%
Office of human resources	Count	n/a	0	3	n/a	n/a
	Percent	n/a	0.0%	3.2%	n/a	n/a
Compliance officer	Count	n/a	0	1	2	0
	Percent	n/a	0.0%	1.0%	1.3%	0.0%
[Department/unit] head	Count	n/a	4	7	n/a	n/a
	Percent	n/a	21.5%	7.3%	n/a	n/a

THE PENNSYLVANIA STATE UNIVERSITY - VALUES AND CULTURE SURVEY

Responses for All Questions

Data Tables: Responses by Demographics

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
College dean	Count	n/a	0	n/a	n/a	n/a
	Percent	n/a	0.0%	n/a	n/a	n/a
Campus police	Count	n/a	4	19	31	4
	Percent	n/a	21.1%	20.8%	25.5%	38.9%
College ombudsperson	Count	n/a	0	0	n/a	n/a
	Percent	n/a	0.0%	0.0%	n/a	n/a
Affirmative action	Count	n/a	0	0	0	0
	Percent	n/a	0.0%	0.0%	0.0%	0.0%
The person I report to/work most closely with	Count	n/a	n/a	34	n/a	3
	Percent	n/a	n/a	37.2%	n/a	28.6%
Human resources within my unit	Count	n/a	n/a	9	n/a	n/a
	Percent	n/a	n/a	9.4%	n/a	n/a
Employee relations	Count	n/a	n/a	3	n/a	n/a
	Percent	n/a	n/a	3.1%	n/a	n/a
Union steward	Count	n/a	n/a	1	n/a	n/a
	Percent	n/a	n/a	1.0%	n/a	n/a
Residence assistant (RA)	Count	n/a	n/a	n/a	30	n/a
	Percent	n/a	n/a	n/a	25.2%	n/a
[A/another] professor or instructor	Count	n/a	n/a	n/a	5	0
	Percent	n/a	n/a	n/a	4.4%	0.0%
The leader of a student group (e.g., fraternity or sorority president, student government president)	Count	n/a	n/a	n/a	3	n/a
	Percent	n/a	n/a	n/a	2.7%	n/a
The head of my department or dean of my college	Count	n/a	n/a	n/a	0	0
	Percent	n/a	n/a	n/a	0.0%	0.0%
Student affairs	Count	n/a	n/a	n/a	8	n/a
	Percent	n/a	n/a	n/a	6.9%	n/a
Other responsible person	Count	n/a	8	7	10	1
	Percent	n/a	42.7%	7.5%	8.1%	13.0%
External authority	Count	n/a	1	0	10	1
	Percent	n/a	4.9%	0.0%	8.5%	13.0%
Other	Count	n/a	2	5	19	1
	Percent	n/a	9.9%	5.1%	15.9%	6.5%
Total	Count	n/a	19	92	120	11
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

G. Substance abuse by a faculty member or University employee

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
University hotline	Count	n/a	0	0	1	0
	Percent	n/a	0.0%	0.0%	6.3%	0.0%
Office of human resources	Count	n/a	1	2	n/a	n/a
	Percent	n/a	12.7%	3.6%	n/a	n/a

THE PENNSYLVANIA STATE UNIVERSITY - VALUES AND CULTURE SURVEY

Responses for All Questions

Data Tables: Responses by Demographics

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Compliance officer	Count	n/a	0	1	0	0
	Percent	n/a	0.0%	1.8%	0.0%	0.0%
[Department/unit] head	Count	n/a	4	2	n/a	n/a
	Percent	n/a	49.2%	3.5%	n/a	n/a
College dean	Count	n/a	0	n/a	n/a	n/a
	Percent	n/a	0.0%	n/a	n/a	n/a
Campus police	Count	n/a	0	6	1	0
	Percent	n/a	0.0%	10.6%	6.3%	0.0%
College ombudsperson	Count	n/a	0	0	n/a	n/a
	Percent	n/a	0.0%	0.0%	n/a	n/a
Affirmative action	Count	n/a	0	0	0	0
	Percent	n/a	0.0%	0.0%	0.0%	0.0%
The person I report to/work most closely with	Count	n/a	n/a	22	n/a	1
	Percent	n/a	n/a	39.9%	n/a	33.3%
Human resources within my unit	Count	n/a	n/a	12	n/a	n/a
	Percent	n/a	n/a	21.4%	n/a	n/a
Employee relations	Count	n/a	n/a	1	n/a	n/a
	Percent	n/a	n/a	1.8%	n/a	n/a
Union steward	Count	n/a	n/a	0	n/a	n/a
	Percent	n/a	n/a	0.0%	n/a	n/a
Residence assistant (RA)	Count	n/a	n/a	n/a	4	n/a
	Percent	n/a	n/a	n/a	34.5%	n/a
[A/another] professor or instructor	Count	n/a	n/a	n/a	3	1
	Percent	n/a	n/a	n/a	19.8%	33.3%
The leader of a student group (e.g., fraternity or sorority president, student government president)	Count	n/a	n/a	n/a	0	n/a
	Percent	n/a	n/a	n/a	0.0%	n/a
The head of my department or dean of my college	Count	n/a	n/a	n/a	1	0
	Percent	n/a	n/a	n/a	6.3%	0.0%
Student affairs	Count	n/a	n/a	n/a	1	n/a
	Percent	n/a	n/a	n/a	9.5%	n/a
Other responsible person	Count	n/a	1	4	0	0
	Percent	n/a	12.7%	7.9%	0.0%	0.0%
External authority	Count	n/a	0	1	0	0
	Percent	n/a	0.0%	1.8%	0.0%	0.0%
Other	Count	n/a	2	4	2	1
	Percent	n/a	25.4%	7.8%	17.3%	33.3%
Total	Count	n/a	8	55	13	2
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

H. Substance abuse by a student

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
University hotline	Count	n/a	1	1	3	0
	Percent	n/a	2.6%	1.1%	3.3%	0.0%
Office of human resources	Count	n/a	0	1	n/a	n/a
	Percent	n/a	0.0%	0.8%	n/a	n/a
Compliance officer	Count	n/a	3	1	0	1
	Percent	n/a	7.7%	0.8%	0.0%	7.3%
[Department/unit] head	Count	n/a	3	4	n/a	n/a
	Percent	n/a	7.2%	3.5%	n/a	n/a
College dean	Count	n/a	1	n/a	n/a	n/a
	Percent	n/a	2.4%	n/a	n/a	n/a
Campus police	Count	n/a	6	52	21	1
	Percent	n/a	14.2%	43.4%	19.9%	7.3%
College ombudsperson	Count	n/a	0	0	n/a	n/a
	Percent	n/a	0.0%	0.0%	n/a	n/a
Affirmative action	Count	n/a	0	0	0	0
	Percent	n/a	0.0%	0.0%	0.0%	0.0%
The person I report to/work most closely with	Count	n/a	n/a	18	n/a	2
	Percent	n/a	n/a	15.3%	n/a	16.7%
Human resources within my unit	Count	n/a	n/a	1	n/a	n/a
	Percent	n/a	n/a	0.8%	n/a	n/a
Employee relations	Count	n/a	n/a	0	n/a	n/a
	Percent	n/a	n/a	0.0%	n/a	n/a
Union steward	Count	n/a	n/a	0	n/a	n/a
	Percent	n/a	n/a	0.0%	n/a	n/a
Residence assistant (RA)	Count	n/a	n/a	n/a	31	n/a
	Percent	n/a	n/a	n/a	29.4%	n/a
[A/another] professor or instructor	Count	n/a	n/a	n/a	7	2
	Percent	n/a	n/a	n/a	6.8%	16.7%
The leader of a student group (e.g., fraternity or sorority president, student government president)	Count	n/a	n/a	n/a	4	n/a
	Percent	n/a	n/a	n/a	3.8%	n/a
The head of my department or dean of my college	Count	n/a	n/a	n/a	2	0
	Percent	n/a	n/a	n/a	1.9%	0.0%
Student affairs	Count	n/a	n/a	n/a	7	n/a
	Percent	n/a	n/a	n/a	6.9%	n/a
Other responsible person	Count	n/a	17	16	14	5
	Percent	n/a	44.2%	13.4%	13.2%	52.0%
External authority	Count	n/a	2	2	8	0
	Percent	n/a	4.9%	1.6%	7.3%	0.0%
Other	Count	n/a	7	23	8	0
	Percent	n/a	16.8%	19.3%	7.5%	0.0%
Total	Count	n/a	39	120	107	10
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

THE PENNSYLVANIA STATE UNIVERSITY - VALUES AND CULTURE SURVEY

Responses for All Questions

Data Tables: Responses by Demographics

I. Other violations of University policies or the law (e.g., violations of the Student Code of Conduct or HR policy, including sexual misconduct)

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
University hotline	Count	n/a	1	17	2	1
	Percent	n/a	1.0%	5.1%	2.3%	2.6%
Office of human resources	Count	n/a	15	12	n/a	n/a
	Percent	n/a	15.8%	3.7%	n/a	n/a
Compliance officer	Count	n/a	4	5	0	2
	Percent	n/a	4.3%	1.4%	0.0%	7.9%
[Department/unit] head	Count	n/a	23	30	n/a	n/a
	Percent	n/a	24.0%	8.9%	n/a	n/a
College dean	Count	n/a	10	n/a	n/a	n/a
	Percent	n/a	10.4%	n/a	n/a	n/a
Campus police	Count	n/a	1	24	6	3
	Percent	n/a	1.4%	7.1%	5.4%	11.7%
College ombudsperson	Count	n/a	0	0	n/a	n/a
	Percent	n/a	0.0%	0.0%	n/a	n/a
Affirmative action	Count	n/a	1	6	0	0
	Percent	n/a	1.0%	1.9%	0.0%	0.0%
The person I report to/work most closely with	Count	n/a	n/a	116	n/a	9
	Percent	n/a	n/a	34.7%	n/a	33.7%
Human resources within my unit	Count	n/a	n/a	41	n/a	n/a
	Percent	n/a	n/a	12.1%	n/a	n/a
Employee relations	Count	n/a	n/a	5	n/a	n/a
	Percent	n/a	n/a	1.4%	n/a	n/a
Union steward	Count	n/a	n/a	3	n/a	n/a
	Percent	n/a	n/a	0.9%	n/a	n/a
Residence assistant (RA)	Count	n/a	n/a	n/a	24	n/a
	Percent	n/a	n/a	n/a	23.3%	n/a
[A/another] professor or instructor	Count	n/a	n/a	n/a	13	2
	Percent	n/a	n/a	n/a	12.8%	9.0%
The leader of a student group (e.g., fraternity or sorority president, student government president)	Count	n/a	n/a	n/a	4	n/a
	Percent	n/a	n/a	n/a	4.1%	n/a
The head of my department or dean of my college	Count	n/a	n/a	n/a	5	2
	Percent	n/a	n/a	n/a	4.4%	8.7%
Student affairs	Count	n/a	n/a	n/a	21	n/a
	Percent	n/a	n/a	n/a	20.1%	n/a
Other responsible person	Count	n/a	27	49	11	2
	Percent	n/a	28.9%	14.6%	10.3%	8.7%
External authority	Count	n/a	1	1	9	2
	Percent	n/a	1.0%	0.2%	8.6%	8.7%
Other	Count	n/a	11	27	9	2
	Percent	n/a	12.1%	8.1%	8.7%	8.7%
Total	Count	n/a	94	334	104	27
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

SATISFACTION WITH ORGANIZATION'S RESPONSE TO REPORT

Q40. Satisfaction with response to report

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very satisfied	Count	355	166	145	119	18
	Percent	20.8%	25.3%	13.8%	23.4%	13.1%
Satisfied	Count	550	204	245	180	49
	Percent	32.1%	31.0%	23.3%	35.2%	35.7%
Neither satisfied nor dissatisfied	Count	324	81	208	106	25
	Percent	18.9%	12.3%	19.7%	20.7%	18.3%
Dissatisfied	Count	231	84	232	50	24
	Percent	13.5%	12.7%	22.0%	9.8%	17.3%
Very dissatisfied	Count	252	123	224	55	21
	Percent	14.7%	18.7%	21.3%	10.8%	15.6%
Don't know	Count	131	22	55	51	9
	Percent	6.6%	3.0%	4.7%	8.4%	6.1%
N/A - Process is still ongoing	Count	129	37	59	45	11
	Percent	6.6%	5.2%	5.0%	7.5%	6.8%
Total	Count	1973	716	1169	607	157
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q41. Reasons for dissatisfaction

A. I do not know if any action was taken.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	242	86	236	60	17
	Percent	54.8%	46.1%	59.3%	59.0%	40.4%
No	Count	200	100	162	42	25
	Percent	45.2%	53.9%	40.7%	41.0%	59.6%
Don't Know	Count	40	20	59	4	4
	Percent	8.3%	9.6%	13.0%	3.8%	8.5%
Total	Count	483	205	456	106	45
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

B. The university chose not to pursue the matter.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	239	111	197	51	29
	Percent	68.1%	70.4%	66.5%	65.4%	76.6%
No	Count	112	47	99	27	9
	Percent	31.9%	29.6%	33.5%	34.6%	23.4%

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Don't Know	Count	131	47	161	28	7
	Percent	27.2%	22.9%	35.2%	26.1%	14.8%
Total	Count	483	205	456	106	45
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

C. The University told me what they did, but I didn't believe them.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	63	20	46	19	5
	Percent	16.5%	12.0%	13.8%	21.8%	12.0%
No	Count	320	144	290	67	35
	Percent	83.5%	88.0%	86.2%	78.2%	88.0%
Don't Know	Count	100	42	120	20	5
	Percent	20.7%	20.5%	26.2%	18.8%	11.7%
Total	Count	483	205	456	106	45
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

D. Corrective action wasn't severe or complete enough.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	277	102	253	62	32
	Percent	71.3%	64.8%	73.6%	70.3%	78.5%
No	Count	111	55	91	26	9
	Percent	28.7%	35.2%	26.4%	29.7%	21.5%
Don't Know	Count	95	48	113	18	5
	Percent	19.7%	23.3%	24.7%	16.6%	10.1%
Total	Count	483	205	456	106	45
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

E. My identity wasn't kept confidential.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	113	34	115	26	12
	Percent	32.8%	24.6%	38.2%	32.6%	32.2%
No	Count	232	103	187	53	26
	Percent	67.2%	75.4%	61.8%	67.4%	67.8%
Don't Know	Count	137	68	154	27	7
	Percent	28.5%	33.3%	33.8%	25.3%	16.4%
Total	Count	483	205	456	106	45
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

F. Other

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	150	57	135	34	16
	Percent	50.7%	44.0%	52.0%	53.3%	49.9%
No	Count	145	73	125	30	16
	Percent	49.3%	56.0%	48.0%	46.7%	50.1%
Don't Know	Count	187	74	197	42	13
	Percent	38.8%	36.4%	43.1%	39.3%	28.9%
Total	Count	482	204	456	106	45
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q42. Experienced retaliation as a result of report

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	199	64	174	53	16
	Percent	11.6%	10.2%	17.6%	9.9%	11.9%
No	Count	1517	560	810	480	122
	Percent	88.4%	89.8%	82.4%	90.1%	88.1%
Don't Know	Count	254	91	184	74	18
	Percent	12.9%	12.8%	15.7%	12.2%	11.5%
Total	Count	1970	715	1168	606	157
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q43. Specific types of retaliation

A. Other people intentionally ignored me (gave me the cold shoulder).

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	41	126	34	10
	Percent	n/a	71.9%	76.3%	67.1%	60.9%
No	Count	n/a	16	39	17	6
	Percent	n/a	28.1%	23.7%	32.9%	39.1%
Don't Know	Count	n/a	0	7	0	1
	Percent	n/a	0.0%	4.3%	0.0%	4.3%
Total	Count	n/a	57	173	51	16
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

B. I was excluded from (group or team activities/work-related decisions).

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	39	116	12	7
	Percent	n/a	71.6%	71.1%	23.3%	45.4%

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
No	Count	n/a	15	47	39	9
	Percent	n/a	28.4%	28.9%	76.7%	54.6%
Don't Know	Count	n/a	3	9	1	0
	Percent	n/a	5.0%	5.4%	1.6%	0.0%
Total	Count	n/a	57	173	51	16
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

C. I was given an unfavorable assignment.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	28	66	n/a	5
	Percent	n/a	52.7%	40.0%	n/a	31.6%
No	Count	n/a	25	99	n/a	10
	Percent	n/a	47.3%	60.0%	n/a	68.4%
Don't Know	Count	n/a	4	8	n/a	1
	Percent	n/a	6.7%	4.5%	n/a	8.6%
Total	Count	n/a	57	173	n/a	16
	Percent	n/a	100.0%	100.0%	n/a	100.0%

D. I was verbally abused by senior administrators.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	24	44	3	3
	Percent	n/a	42.7%	26.0%	6.4%	17.5%
No	Count	n/a	32	124	47	12
	Percent	n/a	57.3%	74.0%	93.6%	82.5%
Don't Know	Count	n/a	2	4	1	1
	Percent	n/a	3.4%	2.6%	1.6%	8.6%
Total	Count	n/a	57	173	51	16
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

E. I was verbally abused by faculty members or other University employees.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	21	63	12	7
	Percent	n/a	38.7%	37.7%	24.9%	44.9%
No	Count	n/a	33	104	37	9
	Percent	n/a	61.3%	62.3%	75.1%	55.1%
Don't Know	Count	n/a	3	5	2	1
	Percent	n/a	5.7%	2.8%	3.2%	4.3%
Total	Count	n/a	57	173	51	16
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

F. I experienced physical harm to my person or property.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	2	7	9	1
	Percent	n/a	3.5%	4.1%	18.2%	9.0%
No	Count	n/a	53	161	41	14
	Percent	n/a	96.5%	95.9%	81.8%	91.0%
Don't Know	Count	n/a	2	5	2	1
	Percent	n/a	4.0%	2.8%	3.2%	4.3%
Total	Count	n/a	57	173	51	16
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

G. I was not given promotions or raises.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	27	67	n/a	n/a
	Percent	n/a	51.7%	42.7%	n/a	n/a
No	Count	n/a	25	89	n/a	n/a
	Percent	n/a	48.3%	57.3%	n/a	n/a
Don't Know	Count	n/a	5	17	n/a	n/a
	Percent	n/a	8.5%	9.7%	n/a	n/a
Total	Count	n/a	57	173	n/a	n/a
	Percent	n/a	100.0%	100.0%	n/a	n/a

H. I experienced online harassment.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	5	14	8	3
	Percent	n/a	9.1%	8.8%	15.9%	17.9%
No	Count	n/a	48	151	41	13
	Percent	n/a	90.9%	91.2%	84.1%	82.1%
Don't Know	Count	n/a	5	7	3	1
	Percent	n/a	8.5%	4.3%	5.8%	4.3%
Total	Count	n/a	57	173	51	16
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

I. I was harassed at home.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	5	3	4	4
	Percent	n/a	8.8%	2.1%	8.5%	28.2%
No	Count	n/a	50	163	43	11
	Percent	n/a	91.2%	97.9%	91.5%	71.8%
Don't Know	Count	n/a	3	6	4	1
	Percent	n/a	4.6%	3.7%	7.4%	4.3%
Total	Count	n/a	57	173	51	16
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

J. I was relocated or reassigned.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	8	34	n/a	4
	Percent	n/a	15.8%	20.4%	n/a	24.3%
No	Count	n/a	45	131	n/a	12
	Percent	n/a	84.2%	79.6%	n/a	75.7%
Don't Know	Count	n/a	4	8	n/a	1
	Percent	n/a	6.3%	4.8%	n/a	4.3%
Total	Count	n/a	57	173	n/a	16
	Percent	n/a	100.0%	100.0%	n/a	100.0%

K. I was demoted.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	7	15	n/a	n/a
	Percent	n/a	14.0%	9.1%	n/a	n/a
No	Count	n/a	46	145	n/a	n/a
	Percent	n/a	86.0%	90.9%	n/a	n/a
Don't Know	Count	n/a	4	13	n/a	n/a
	Percent	n/a	6.3%	7.4%	n/a	n/a
Total	Count	n/a	57	173	n/a	n/a
	Percent	n/a	100.0%	100.0%	n/a	n/a

L. I almost lost my job.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	9	41	n/a	5
	Percent	n/a	17.9%	27.2%	n/a	33.3%
No	Count	n/a	43	110	n/a	11
	Percent	n/a	82.1%	72.8%	n/a	66.7%
Don't Know	Count	n/a	5	22	n/a	1
	Percent	n/a	7.9%	12.6%	n/a	4.3%
Total	Count	n/a	57	173	n/a	16
	Percent	n/a	100.0%	100.0%	n/a	100.0%

M. I was not given tenure.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	1	n/a	n/a	n/a
	Percent	n/a	1.9%	n/a	n/a	n/a
No	Count	n/a	51	n/a	n/a	n/a
	Percent	n/a	98.1%	n/a	n/a	n/a
Don't Know	Count	n/a	5	n/a	n/a	n/a
	Percent	n/a	9.6%	n/a	n/a	n/a
Total	Count	n/a	57	n/a	n/a	n/a
	Percent	n/a	100.0%	n/a	n/a	n/a

N. Other

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	21	67	23	8
	Percent	n/a	45.7%	49.1%	53.5%	64.1%
No	Count	n/a	25	70	20	4
	Percent	n/a	54.3%	50.9%	46.5%	35.9%
Don't Know	Count	n/a	12	36	9	5
	Percent	n/a	20.2%	20.8%	16.7%	28.3%
Total	Count	n/a	57	173	51	16
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

O. I was given a lower class grade than my work, attendance, and participation merited.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	n/a	n/a	11	2
	Percent	n/a	n/a	n/a	23.0%	17.3%
No	Count	n/a	n/a	n/a	37	11
	Percent	n/a	n/a	n/a	77.0%	82.7%
Don't Know	Count	n/a	n/a	n/a	3	3
	Percent	n/a	n/a	n/a	5.8%	18.4%
Total	Count	n/a	n/a	n/a	51	16
	Percent	n/a	n/a	n/a	100.0%	100.0%

P. I was verbally abused by other students.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	n/a	n/a	24	6
	Percent	n/a	n/a	n/a	47.6%	38.9%
No	Count	n/a	n/a	n/a	26	9
	Percent	n/a	n/a	n/a	52.4%	61.1%
Don't Know	Count	n/a	n/a	n/a	2	1
	Percent	n/a	n/a	n/a	3.2%	8.6%
Total	Count	n/a	n/a	n/a	51	16
	Percent	n/a	n/a	n/a	100.0%	100.0%

Q. My status as a Penn State student was jeopardized.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	n/a	n/a	9	5
	Percent	n/a	n/a	n/a	18.7%	33.3%
No	Count	n/a	n/a	n/a	41	10
	Percent	n/a	n/a	n/a	81.3%	66.7%
Don't Know	Count	n/a	n/a	n/a	1	2
	Percent	n/a	n/a	n/a	1.6%	9.9%
Total	Count	n/a	n/a	n/a	51	16
	Percent	n/a	n/a	n/a	100.0%	100.0%

R. My reputation was harmed.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	n/a	n/a	20	9
	Percent	n/a	n/a	n/a	41.7%	56.4%
No	Count	n/a	n/a	n/a	29	7
	Percent	n/a	n/a	n/a	58.3%	43.6%
Don't Know	Count	n/a	n/a	n/a	2	1
	Percent	n/a	n/a	n/a	3.9%	4.3%
Total	Count	n/a	n/a	n/a	51	16
	Percent	n/a	n/a	n/a	100.0%	100.0%

S. My thesis or dissertation was rejected.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	n/a	n/a	n/a	1
	Percent	n/a	n/a	n/a	n/a	4.5%
No	Count	n/a	n/a	n/a	n/a	15
	Percent	n/a	n/a	n/a	n/a	95.5%
Don't Know	Count	n/a	n/a	n/a	n/a	1
	Percent	n/a	n/a	n/a	n/a	4.3%
Total	Count	n/a	n/a	n/a	n/a	16
	Percent	n/a	n/a	n/a	n/a	100.0%

WILLINGNESS TO REPORT MISCONDUCT

Q44. I did not report because:

A. I did not believe it was my responsibility.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	137	296	1258	105
	Percent	n/a	22.2%	23.0%	49.1%	32.4%
No	Count	n/a	478	987	1305	219
	Percent	n/a	77.8%	77.0%	50.9%	67.6%
Don't Know	Count	n/a	80	211	299	31
	Percent	n/a	11.5%	14.1%	10.5%	8.6%
Total	Count	n/a	695	1493	2862	354
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

B. I did not believe corrective action would be taken.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	373	1041	832	171
	Percent	n/a	58.2%	74.7%	32.4%	51.4%
No	Count	n/a	267	352	1737	162
	Percent	n/a	41.8%	25.3%	67.6%	48.6%
Don't Know	Count	n/a	55	101	293	21
	Percent	n/a	7.9%	6.8%	10.2%	6.0%
Total	Count	n/a	695	1493	2862	354
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

C. I did not know whom to contact.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	148	297	852	139
	Percent	n/a	22.9%	21.8%	31.8%	41.0%
No	Count	n/a	499	1069	1831	200
	Percent	n/a	77.1%	78.2%	68.2%	59.0%
Don't Know	Count	n/a	48	127	177	15
	Percent	n/a	6.9%	8.5%	6.2%	4.3%
Total	Count	n/a	695	1493	2860	354
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

D. I feared retaliation from senior administrators.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	135	512	207	65
	Percent	n/a	21.1%	37.4%	7.6%	19.4%
No	Count	n/a	502	856	2505	273
	Percent	n/a	78.9%	62.6%	92.4%	80.6%
Don't Know	Count	n/a	58	125	148	16
	Percent	n/a	8.4%	8.4%	5.2%	4.5%
Total	Count	n/a	695	1493	2860	354
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

E. I feared retaliation from (my college dean/the head of my department/the person I work most closely with or report to).

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	109	530	n/a	52
	Percent	n/a	17.2%	38.4%	n/a	15.3%
No	Count	n/a	526	852	n/a	288
	Percent	n/a	82.8%	61.6%	n/a	84.7%
Don't Know	Count	n/a	60	110	n/a	14
	Percent	n/a	8.6%	7.4%	n/a	3.9%
Total	Count	n/a	695	1493	n/a	354
	Percent	n/a	100.0%	100.0%	n/a	100.0%

F. I feared retaliation from (my department head/the person I report to/a professor or instructor/other professors or instructors).

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	111	485	204	72
	Percent	n/a	17.4%	34.8%	7.5%	21.3%
No	Count	n/a	529	910	2516	266
	Percent	n/a	82.6%	65.2%	92.5%	78.7%
Don't Know	Count	n/a	54	98	141	16
	Percent	n/a	7.8%	6.6%	4.9%	4.6%
Total	Count	n/a	695	1493	2860	354
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

G. I feared retaliation from (my colleagues/my (coworkers/peers)/my fellow students/graduate students).

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	137	377	1266	85
	Percent	n/a	21.2%	26.6%	46.8%	25.2%
No	Count	n/a	511	1039	1437	252
	Percent	n/a	78.8%	73.4%	53.2%	74.8%
Don't Know	Count	n/a	47	77	159	18
	Percent	n/a	6.7%	5.2%	5.6%	5.1%
Total	Count	n/a	695	1493	2862	354
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

H. I feared retaliation from outside stakeholders.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	34	101	255	25
	Percent	n/a	5.2%	7.3%	9.4%	7.4%
No	Count	n/a	606	1290	2447	311
	Percent	n/a	94.8%	92.7%	90.6%	92.6%
Don't Know	Count	n/a	55	102	158	18
	Percent	n/a	7.9%	6.8%	5.5%	5.2%
Total	Count	n/a	695	1493	2860	354
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

I. I did not believe I could report anonymously.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	259	790	974	143
	Percent	n/a	40.6%	56.5%	36.3%	42.5%
No	Count	n/a	378	608	1707	194
	Percent	n/a	59.4%	43.5%	63.7%	57.5%
Don't Know	Count	n/a	58	94	179	17
	Percent	n/a	8.3%	6.3%	6.2%	4.8%
Total	Count	n/a	695	1493	2860	354
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

J. I thought someone else would report it.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	50	188	563	50
	Percent	n/a	7.8%	13.9%	21.3%	15.1%
No	Count	n/a	590	1167	2087	282
	Percent	n/a	92.2%	86.1%	78.7%	84.9%
Don't Know	Count	n/a	55	138	211	22
	Percent	n/a	8.0%	9.2%	7.4%	6.3%
Total	Count	n/a	695	1493	2862	354
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

K. I resolved the issue myself.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	267	246	639	81
	Percent	n/a	40.6%	17.6%	23.6%	24.6%
No	Count	n/a	390	1151	2064	248
	Percent	n/a	59.4%	82.4%	76.4%	75.4%
Don't Know	Count	n/a	38	96	158	25
	Percent	n/a	5.4%	6.4%	5.5%	7.1%
Total	Count	n/a	695	1493	2860	354
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

L. I did not think it was significant enough to report.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	344	552	1963	211
	Percent	n/a	53.5%	41.1%	72.9%	63.2%
No	Count	n/a	299	790	731	123
	Percent	n/a	46.5%	58.9%	27.1%	36.8%
Don't Know	Count	n/a	53	151	167	21
	Percent	n/a	7.6%	10.1%	5.8%	6.0%
Total	Count	n/a	696	1493	2861	354
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

M. I would have had to report it to the person involved.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	110	355	281	38
	Percent	n/a	17.2%	25.7%	10.6%	11.4%
No	Count	n/a	528	1027	2378	294
	Percent	n/a	82.8%	74.3%	89.4%	88.6%
Don't Know	Count	n/a	57	110	201	22
	Percent	n/a	8.2%	7.4%	7.0%	6.3%
Total	Count	n/a	695	1493	2860	354
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

N. The issue had already been addressed by someone else.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	95	302	504	57
	Percent	n/a	14.8%	22.7%	19.2%	17.4%
No	Count	n/a	548	1027	2114	268
	Percent	n/a	85.2%	77.3%	80.8%	82.6%
Don't Know	Count	n/a	52	165	242	30
	Percent	n/a	7.5%	11.0%	8.5%	8.4%
Total	Count	n/a	695	1493	2860	354
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

O. It was to my advantage to not report the misconduct.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	77	243	424	33
	Percent	n/a	12.1%	18.3%	16.3%	10.2%
No	Count	n/a	561	1090	2181	292
	Percent	n/a	87.9%	81.7%	83.7%	89.8%
Don't Know	Count	n/a	57	160	256	29
	Percent	n/a	8.2%	10.7%	9.0%	8.3%
Total	Count	n/a	695	1493	2860	354
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

P. I was afraid of losing my job/work study/scholarship or other funding awards.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	88	408	85	40
	Percent	n/a	13.6%	29.8%	3.1%	12.0%
No	Count	n/a	559	963	2633	293
	Percent	n/a	86.4%	70.2%	96.9%	88.0%
Don't Know	Count	n/a	48	123	142	21
	Percent	n/a	6.9%	8.2%	5.0%	5.9%
Total	Count	n/a	695	1493	2860	354
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

Q. I chose not to report based on my past experience(s) with reporting misconduct.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	141	421	276	42
	Percent	n/a	21.8%	30.3%	10.3%	12.6%
No	Count	n/a	506	966	2420	293
	Percent	n/a	78.2%	69.7%	89.7%	87.4%
Don't Know	Count	n/a	48	106	164	19
	Percent	n/a	6.9%	7.1%	5.7%	5.4%
Total	Count	n/a	695	1493	2860	354
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

R. Other

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	117	268	350	47
	Percent	n/a	24.0%	26.1%	16.1%	17.3%
No	Count	n/a	372	758	1826	228
	Percent	n/a	76.0%	73.9%	83.9%	82.7%
Don't Know	Count	n/a	204	468	684	79
	Percent	n/a	29.4%	31.3%	23.9%	22.4%
Total	Count	n/a	694	1493	2860	354
	Percent	n/a	100.0%	100.0%	100.0%	100.0%

INSTITUTIONAL PRIORITIES

Q45. How much emphasis should be placed on each of the following?

A. Academics

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Place a lot more emphasis	Count	4641	983	1275	1780	503
	Percent	36.3%	46.3%	26.6%	36.4%	40.4%
Place more emphasis	Count	3907	711	1783	1417	390
	Percent	30.6%	33.5%	37.2%	28.9%	31.4%
Keep the current emphasis	Count	4168	424	1728	1667	348
	Percent	32.6%	20.0%	36.1%	34.0%	28.0%
Place less emphasis	Count	47	2	6	23	2
	Percent	0.4%	0.1%	0.1%	0.5%	0.2%
Place a lot less emphasis	Count	19	2	1	10	0
	Percent	0.1%	0.1%	0.0%	0.2%	0.0%

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Don't know	Count	170	17	121	51	25
	Percent	1.3%	0.8%	2.5%	1.0%	2.0%
Total	Count	12951	2139	4913	4948	1269
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

B. Access to education (e.g., diversity in admissions, cost/affordability)

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Place a lot more emphasis	Count	4801	603	1338	2034	370
	Percent	37.8%	28.9%	28.1%	41.7%	30.3%
Place more emphasis	Count	4080	780	1866	1470	407
	Percent	32.1%	37.5%	39.2%	30.1%	33.3%
Keep the current emphasis	Count	3404	612	1397	1237	383
	Percent	26.8%	29.4%	29.3%	25.4%	31.3%
Place less emphasis	Count	284	69	137	92	37
	Percent	2.2%	3.3%	2.9%	1.9%	3.0%
Place a lot less emphasis	Count	125	18	24	44	24
	Percent	1.0%	0.9%	0.5%	0.9%	2.0%
Don't know	Count	256	58	150	70	48
	Percent	2.0%	2.7%	3.1%	1.4%	3.8%
Total	Count	12951	2139	4913	4948	1269
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

C. Alumni relations

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Place a lot more emphasis	Count	984	46	172	455	74
	Percent	8.0%	2.3%	3.7%	9.6%	6.4%
Place more emphasis	Count	2124	237	555	892	197
	Percent	17.3%	11.8%	12.1%	18.8%	17.0%
Keep the current emphasis	Count	7766	1359	3256	2920	717
	Percent	63.2%	67.4%	70.8%	61.6%	61.9%
Place less emphasis	Count	1083	278	494	359	130
	Percent	8.8%	13.8%	10.8%	7.6%	11.3%
Place a lot less emphasis	Count	339	97	118	117	41
	Percent	2.8%	4.8%	2.6%	2.5%	3.6%
Don't know	Count	654	123	318	204	109
	Percent	5.1%	5.7%	6.5%	4.1%	8.6%
Total	Count	12951	2139	4913	4948	1269
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

D. Arts (e.g., music, art, theatre)

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Place a lot more emphasis	Count	1462	245	312	630	102
	Percent	11.8%	12.0%	6.7%	13.1%	8.9%
Place more emphasis	Count	3130	562	1087	1205	305
	Percent	25.2%	27.6%	23.4%	25.1%	26.6%
Keep the current emphasis	Count	6721	1130	2972	2488	653
	Percent	54.2%	55.5%	64.1%	51.9%	56.9%
Place less emphasis	Count	775	82	216	331	62
	Percent	6.3%	4.0%	4.7%	6.9%	5.4%
Place a lot less emphasis	Count	313	19	51	143	27
	Percent	2.5%	0.9%	1.1%	3.0%	2.3%
Don't know	Count	550	102	275	151	121
	Percent	4.2%	4.8%	5.6%	3.1%	9.5%
Total	Count	12951	2139	4913	4948	1269
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

E. Diversity

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Place a lot more emphasis	Count	1971	323	498	807	181
	Percent	15.6%	15.5%	10.5%	16.6%	15.2%
Place more emphasis	Count	2962	617	1051	1122	279
	Percent	23.5%	29.6%	22.1%	23.1%	23.3%
Keep the current emphasis	Count	6126	960	2506	2327	588
	Percent	48.5%	46.0%	52.8%	47.9%	49.1%
Place less emphasis	Count	1036	134	504	389	94
	Percent	8.2%	6.4%	10.6%	8.0%	7.9%
Place a lot less emphasis	Count	526	54	187	209	55
	Percent	4.2%	2.6%	4.0%	4.3%	4.6%
Don't know	Count	331	50	167	94	72
	Percent	2.6%	2.3%	3.4%	1.9%	5.7%
Total	Count	12951	2139	4913	4948	1269
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

F. Engaged scholarship (i.e., engaging faculty and students together in research with their community)

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Place a lot more emphasis	Count	2888	395	591	1231	259
	Percent	23.3%	19.3%	13.2%	25.7%	21.9%
Place more emphasis	Count	4635	819	1729	1755	467
	Percent	37.4%	40.0%	38.7%	36.6%	39.5%

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Keep the current emphasis	Count	4575	765	2033	1699	436
	Percent	37.0%	37.4%	45.6%	35.4%	36.8%
Place less emphasis	Count	213	56	92	78	15
	Percent	1.7%	2.7%	2.1%	1.6%	1.3%
Place a lot less emphasis	Count	71	13	17	30	5
	Percent	0.6%	0.6%	0.4%	0.6%	0.4%
Don't know	Count	570	91	452	155	87
	Percent	4.4%	4.3%	9.2%	3.1%	6.8%
Total	Count	12951	2139	4913	4948	1269
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

G. Intercollegiate athletics

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Place a lot more emphasis	Count	758	26	108	365	46
	Percent	6.0%	1.2%	2.3%	7.6%	3.9%
Place more emphasis	Count	1364	73	300	632	81
	Percent	10.9%	3.5%	6.4%	13.1%	6.8%
Keep the current emphasis	Count	7143	945	2903	2792	633
	Percent	57.0%	45.3%	61.6%	57.9%	53.5%
Place less emphasis	Count	1995	563	929	667	208
	Percent	15.9%	27.0%	19.7%	13.8%	17.6%
Place a lot less emphasis	Count	1280	479	471	370	215
	Percent	10.2%	23.0%	10.0%	7.7%	18.2%
Don't know	Count	411	53	201	123	86
	Percent	3.2%	2.5%	4.1%	2.5%	6.8%
Total	Count	12951	2139	4913	4948	1269
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

H. Outreach (e.g., continuing education, agriculture extension, World Campus)

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Place a lot more emphasis	Count	1979	170	632	823	182
	Percent	15.9%	8.3%	13.5%	17.2%	15.4%
Place more emphasis	Count	3883	561	1690	1440	414
	Percent	31.1%	27.3%	36.1%	30.0%	34.9%
Keep the current emphasis	Count	5922	1103	2154	2282	531
	Percent	47.5%	53.7%	46.0%	47.6%	44.8%
Place less emphasis	Count	533	169	165	198	42
	Percent	4.3%	8.2%	3.5%	4.1%	3.5%
Place a lot less emphasis	Count	150	53	43	53	16
	Percent	1.2%	2.6%	0.9%	1.1%	1.3%

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Don't know	Count	484	84	229	152	83
	Percent	3.7%	3.9%	4.7%	3.1%	6.6%
Total	Count	12951	2139	4913	4948	1269
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

I. Philanthropy/volunteering

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Place a lot more emphasis	Count	1847	111	387	850	119
	Percent	14.7%	5.4%	8.3%	17.5%	10.0%
Place more emphasis	Count	3813	489	1413	1496	374
	Percent	30.4%	23.8%	30.2%	30.8%	31.7%
Keep the current emphasis	Count	6375	1294	2667	2334	622
	Percent	50.8%	63.1%	57.0%	48.1%	52.7%
Place less emphasis	Count	370	123	175	117	42
	Percent	2.9%	6.0%	3.7%	2.4%	3.6%
Place a lot less emphasis	Count	151	33	35	54	24
	Percent	1.2%	1.6%	0.8%	1.1%	2.0%
Don't know	Count	394	89	234	97	88
	Percent	3.0%	4.2%	4.8%	2.0%	7.0%
Total	Count	12950	2139	4912	4948	1269
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

J. Research

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Place a lot more emphasis	Count	2558	399	577	1038	278
	Percent	20.4%	19.0%	12.4%	21.6%	23.0%
Place more emphasis	Count	3799	446	1479	1490	369
	Percent	30.3%	21.3%	31.8%	31.0%	30.4%
Keep the current emphasis	Count	5789	1143	2443	2143	535
	Percent	46.2%	54.5%	52.6%	44.5%	44.1%
Place less emphasis	Count	314	94	122	112	27
	Percent	2.5%	4.5%	2.6%	2.3%	2.3%
Place a lot less emphasis	Count	75	14	27	31	3
	Percent	0.6%	0.7%	0.6%	0.6%	0.2%
Don't know	Count	416	43	264	134	58
	Percent	3.2%	2.0%	5.4%	2.7%	4.5%
Total	Count	12950	2139	4912	4948	1269
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

K. Service

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Place a lot more emphasis	Count	2046	175	539	895	152
	Percent	16.3%	8.4%	11.5%	18.5%	12.7%
Place more emphasis	Count	4049	536	1704	1541	406
	Percent	32.3%	25.7%	36.5%	31.9%	33.9%
Keep the current emphasis	Count	6120	1257	2343	2278	596
	Percent	48.8%	60.3%	50.1%	47.2%	49.8%
Place less emphasis	Count	241	96	74	75	34
	Percent	1.9%	4.6%	1.6%	1.6%	2.9%
Place a lot less emphasis	Count	91	22	13	37	10
	Percent	0.7%	1.0%	0.3%	0.8%	0.8%
Don't know	Count	403	53	239	121	70
	Percent	3.1%	2.5%	4.9%	2.4%	5.5%
Total	Count	12950	2139	4912	4948	1269
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

L. Student development

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Place a lot more emphasis	Count	2905	317	697	1249	245
	Percent	23.2%	15.5%	15.1%	25.9%	20.5%
Place more emphasis	Count	4829	876	1974	1771	519
	Percent	38.6%	43.0%	42.8%	36.7%	43.3%
Keep the current emphasis	Count	4611	823	1895	1744	415
	Percent	36.9%	40.4%	41.1%	36.1%	34.6%
Place less emphasis	Count	124	22	36	48	14
	Percent	1.0%	1.1%	0.8%	1.0%	1.2%
Place a lot less emphasis	Count	36	0	5	16	6
	Percent	0.3%	0.0%	0.1%	0.3%	0.5%
Don't know	Count	446	102	307	121	71
	Percent	3.4%	4.8%	6.2%	2.4%	5.6%
Total	Count	12951	2139	4913	4948	1269
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

M. Sustainability

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Place a lot more emphasis	Count	2562	301	617	1084	235
	Percent	20.5%	14.6%	13.1%	22.5%	19.6%
Place more emphasis	Count	3842	718	1542	1417	400
	Percent	30.7%	34.7%	32.8%	29.5%	33.4%

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Keep the current emphasis	Count	5600	894	2205	2162	502
	Percent	44.7%	43.2%	46.9%	44.9%	41.9%
Place less emphasis	Count	339	110	238	97	33
	Percent	2.7%	5.3%	5.1%	2.0%	2.8%
Place a lot less emphasis	Count	176	48	101	50	28
	Percent	1.4%	2.3%	2.1%	1.0%	2.3%
Don't know	Count	431	69	211	138	71
	Percent	3.3%	3.2%	4.3%	2.8%	5.6%
Total	Count	12951	2139	4913	4948	1269
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

N. Teaching

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Place a lot more emphasis	Count	3481	621	1107	1379	310
	Percent	27.6%	29.5%	23.8%	28.4%	25.4%
Place more emphasis	Count	4322	836	1810	1555	478
	Percent	34.2%	39.6%	38.9%	32.0%	39.2%
Keep the current emphasis	Count	4712	638	1707	1874	422
	Percent	37.3%	30.3%	36.7%	38.6%	34.7%
Place less emphasis	Count	78	13	18	32	7
	Percent	0.6%	0.6%	0.4%	0.7%	0.5%
Place a lot less emphasis	Count	28	0	5	14	2
	Percent	0.2%	0.0%	0.1%	0.3%	0.1%
Don't know	Count	330	31	266	94	51
	Percent	2.5%	1.5%	5.4%	1.9%	4.0%
Total	Count	12951	2139	4913	4948	1269
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q46. Penn State is “one University, geographically dispersed.”

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	3329	207	685	1503	261
	Percent	26.8%	10.1%	14.5%	31.6%	21.9%
Agree	Count	4843	580	1954	1882	471
	Percent	39.0%	28.4%	41.2%	39.5%	39.6%
Neither Agree nor Disagree	Count	1943	443	946	648	231
	Percent	15.6%	21.6%	19.9%	13.6%	19.4%
Disagree	Count	1715	531	857	553	177
	Percent	13.8%	26.0%	18.1%	11.6%	14.8%
Strongly Disagree	Count	596	285	298	175	51
	Percent	4.8%	13.9%	6.3%	3.7%	4.3%

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Don't know	Count	500	92	166	178	72
	Percent	3.9%	4.3%	3.4%	3.6%	5.7%
Total	Count	12926	2138	4906	4940	1262
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q47. The Penn State culture places too much emphasis on football.

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Strongly Agree	Count	2408	683	811	813	326
	Percent	19.0%	32.5%	16.7%	16.8%	26.9%
Agree	Count	2653	565	1061	951	295
	Percent	21.0%	26.9%	21.8%	19.7%	24.3%
Neither Agree nor Disagree	Count	3066	433	1197	1177	308
	Percent	24.2%	20.6%	24.6%	24.3%	25.4%
Disagree	Count	2985	283	1252	1230	198
	Percent	23.6%	13.5%	25.7%	25.4%	16.3%
Strongly Disagree	Count	1539	136	542	665	87
	Percent	12.2%	6.5%	11.2%	13.8%	7.1%
Don't know	Count	254	37	42	94	47
	Percent	2.0%	1.7%	0.8%	1.9%	3.7%
Total	Count	12906	2137	4905	4930	1261
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q47_A. You agreed with the statement that the Penn State culture places too much emphasis on football. Would you say that Penn State's emphasis on football is:

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Greater than other universities like Penn State	Count	2283	486	647	842	293
	Percent	45.1%	39.0%	34.6%	47.7%	47.3%
About the same as other universities like Penn State	Count	2739	756	1216	907	322
	Percent	54.1%	60.6%	64.9%	51.4%	52.0%
Less than other universities like Penn State	Count	38	5	9	15	5
	Percent	0.8%	0.4%	0.5%	0.9%	0.7%
Total	Count	5061	1248	1872	1764	620
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q48. Considering all of your experiences with Penn State, how satisfied are you with the University?

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Very satisfied	Count	4434	437	978	1937	369
	Percent	34.7%	20.6%	20.2%	39.7%	29.5%
Satisfied	Count	6113	1052	2489	2243	677
	Percent	47.8%	49.7%	51.3%	46.0%	54.1%
Neither satisfied nor dissatisfied	Count	1343	325	833	431	129
	Percent	10.5%	15.4%	17.2%	8.8%	10.3%
Dissatisfied	Count	723	231	450	223	62
	Percent	5.7%	10.9%	9.3%	4.6%	5.0%
Very dissatisfied	Count	165	73	104	46	13
	Percent	1.3%	3.4%	2.1%	0.9%	1.1%
Don't know	Count	98	16	47	37	7
	Percent	0.8%	0.7%	1.0%	0.8%	0.6%
Total	Count	12876	2133	4900	4917	1258
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

DEMOGRAPHICS**Q49. Please indicate your academic rank (as defined by Human Resources Policy 21):**

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Professor/Professor of Practice/Librarian/Senior Scientist	Count	n/a	390	n/a	n/a	n/a
	Percent	n/a	20.7%	n/a	n/a	n/a
Associate Professor/Associate Librarian/Senior Research Associate	Count	n/a	429	n/a	n/a	n/a
	Percent	n/a	22.8%	n/a	n/a	n/a
Assistant Professor/Research Associate	Count	n/a	399	n/a	n/a	n/a
	Percent	n/a	21.2%	n/a	n/a	n/a
Senior Lecturer/Lecturer/Senior Instructor/Instructor/Assistant Librarian/Senior Research Assistant/Research Assistant	Count	n/a	666	n/a	n/a	n/a
	Percent	n/a	35.4%	n/a	n/a	n/a
Total	Count	n/a	1884	n/a	n/a	n/a
	Percent	n/a	100.0%	n/a	n/a	n/a

Q50. What is your appointment type?

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Standing (full-time with no specified ending date)	Count	n/a	1012	n/a	n/a	n/a
	Percent	n/a	53.8%	n/a	n/a	n/a
Fixed-term (contract for a minimum of six calendar months service with a specified end date)	Count	n/a	868	n/a	n/a	n/a
	Percent	n/a	46.2%	n/a	n/a	n/a
Total	Count	n/a	1880	n/a	n/a	n/a
	Percent	n/a	100.0%	n/a	n/a	n/a

Q51. Do you have supervisory responsibilities?

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	877	1988	n/a	n/a
	Percent	n/a	42.7%	40.8%	n/a	n/a
No	Count	n/a	1176	2886	n/a	n/a
	Percent	n/a	57.3%	59.2%	n/a	n/a
Total	Count	n/a	2052	4874	n/a	n/a
	Percent	n/a	100.0%	100.0%	n/a	n/a

Q52. Which of the following ranges best fits your age?

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
18 to 24 years old	Count	7653	25	60	4066	254
	Percent	60.7%	1.2%	1.3%	83.6%	20.4%
25 to 29 years old	Count	1074	98	307	224	448
	Percent	8.5%	4.9%	6.7%	4.6%	36.0%
30 to 34 years old	Count	827	228	441	187	210
	Percent	6.6%	11.4%	9.5%	3.8%	16.9%
35 to 39 years old	Count	615	233	503	119	114
	Percent	4.9%	11.7%	10.9%	2.4%	9.1%
40 to 44 years old	Count	542	240	561	93	72
	Percent	4.3%	12.0%	12.1%	1.9%	5.8%
45 to 49 years old	Count	555	258	708	81	54
	Percent	4.4%	12.9%	15.3%	1.7%	4.3%
50 to 54 years old	Count	522	242	837	47	48
	Percent	4.1%	12.1%	18.1%	1.0%	3.8%
55 to 59 years old	Count	458	300	732	29	29
	Percent	3.6%	15.0%	15.8%	0.6%	2.3%

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
60 to 64 years old	Count	252	216	384	9	14
	Percent	2.0%	10.8%	8.3%	0.2%	1.1%
65 years or older	Count	116	155	88	10	3
	Percent	0.9%	7.8%	1.9%	0.2%	0.3%
Prefer not to answer	Count	248	138	277	46	12
	Percent	1.9%	6.5%	5.6%	0.9%	0.9%
Total	Count	12863	2133	4899	4910	1258
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q53. What is the highest level of education you have completed?

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Some high school (grades 9-12, no diploma)	Count	n/a	0	4	n/a	n/a
	Percent	n/a	0.0%	0.1%	n/a	n/a
High school graduate or equivalent	Count	n/a	0	481	n/a	n/a
	Percent	n/a	0.0%	10.4%	n/a	n/a
Some college (1-4 years, no degree)	Count	n/a	2	625	n/a	n/a
	Percent	n/a	0.1%	13.5%	n/a	n/a
Associate's degree	Count	n/a	1	523	n/a	n/a
	Percent	n/a	0.0%	11.3%	n/a	n/a
Bachelor's degree	Count	n/a	41	1658	n/a	n/a
	Percent	n/a	2.0%	35.9%	n/a	n/a
Master's degree	Count	n/a	459	1136	n/a	n/a
	Percent	n/a	22.9%	24.6%	n/a	n/a
Doctoral or professional degree	Count	n/a	1496	198	n/a	n/a
	Percent	n/a	74.9%	4.3%	n/a	n/a
Prefer not to answer	Count	n/a	67	258	n/a	n/a
	Percent	n/a	3.2%	5.3%	n/a	n/a
Total	Count	n/a	2066	4883	n/a	n/a
	Percent	n/a	100.0%	100.0%	n/a	n/a

Q54. Are you of Hispanic or Latino origin (this includes Spanish, Mexican-American, Cuban, Puerto Rican, South or Central American background)?

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	696	49	61	316	73
	Percent	5.7%	2.5%	1.4%	6.7%	6.0%
No	Count	11536	1873	4352	4411	1142
	Percent	94.3%	97.5%	98.6%	93.3%	94.0%

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Prefer not to answer	Count	623	206	483	180	43
	Percent	4.8%	9.7%	9.9%	3.7%	3.4%
Total	Count	12855	2128	4896	4907	1258
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q55. Which of the following describes your race? (Please select all that apply.)

American Indian or Alaska Native

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Checked	Count	148	14	34	69	5
	Percent	1.2%	0.6%	0.7%	1.4%	0.4%
Unchecked	Count	12698	2114	4859	4834	1252
	Percent	98.8%	99.4%	99.3%	98.6%	99.6%
Total	Count	12846	2128	4893	4903	1258
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Asian

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Checked	Count	1175	147	58	467	215
	Percent	9.1%	6.9%	1.2%	9.5%	17.1%
Unchecked	Count	11671	1981	4835	4436	1043
	Percent	90.9%	93.1%	98.8%	90.5%	82.9%
Total	Count	12846	2128	4893	4903	1258
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Black or African-American

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Checked	Count	715	44	92	341	43
	Percent	5.6%	2.1%	1.9%	7.0%	3.4%
Unchecked	Count	12132	2084	4801	4562	1215
	Percent	94.4%	97.9%	98.1%	93.0%	96.6%
Total	Count	12846	2128	4893	4903	1258
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Native Hawaiian or Pacific Islander

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Checked	Count	54	1	7	28	0
	Percent	0.4%	0.1%	0.1%	0.6%	0.0%
Unchecked	Count	12792	2126	4886	4875	1258
	Percent	99.6%	99.9%	99.9%	99.4%	100.0%
Total	Count	12846	2128	4893	4903	1258
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

White

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Checked	Count	9942	1617	4118	3783	908
	Percent	77.4%	76.0%	84.2%	77.2%	72.2%
Unchecked	Count	2904	511	775	1120	350
	Percent	22.6%	24.0%	15.8%	22.8%	27.8%
Total	Count	12846	2128	4893	4903	1258
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Some other race

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Checked	Count	444	33	43	211	29
	Percent	3.5%	1.6%	0.9%	4.3%	2.3%
Unchecked	Count	12403	2094	4850	4692	1228
	Percent	96.5%	98.4%	99.1%	95.7%	97.7%
Total	Count	12846	2128	4893	4903	1258
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Prefer not to answer

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Checked	Count	955	310	616	285	89
	Percent	7.4%	14.6%	12.6%	5.8%	7.1%
Unchecked	Count	11892	1817	4277	4619	1169
	Percent	92.6%	85.4%	87.4%	94.2%	92.9%
Total	Count	12846	2128	4893	4903	1258
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q56. Do you have a disability as defined under the ADA that substantially limits a major life activity such as seeing, hearing, learning, walking, etc.?

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	334	27	77	152	19
	Percent	2.7%	1.4%	1.7%	3.2%	1.6%
No	Count	12040	1924	4479	4617	1201
	Percent	97.3%	98.6%	98.3%	96.8%	98.4%
Prefer not to answer	Count	452	167	332	126	37
	Percent	3.5%	7.9%	6.8%	2.6%	3.0%
Total	Count	12826	2118	4888	4895	1258
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q57. Which of the following best describes how you think of your gender identity?

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Male	Count	5334	995	1553	2038	614
	Percent	43.2%	52.7%	35.1%	42.5%	50.7%
Female	Count	6955	885	2859	2736	594
	Percent	56.4%	46.9%	64.7%	57.0%	49.0%
Another Way	Count	54	6	9	24	4
	Percent	0.4%	0.3%	0.2%	0.5%	0.3%
Prefer not to answer	Count	477	229	465	96	45
	Percent	3.7%	10.8%	9.5%	2.0%	3.6%
Total	Count	12820	2114	4886	4893	1257
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q58. Which of the following best describes how you think of your sexual orientation?

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Heterosexual or straight	Count	11312	1695	4132	4394	1106
	Percent	93.7%	95.0%	96.6%	93.2%	93.4%
Gay or lesbian	Count	322	51	94	118	48
	Percent	2.7%	2.9%	2.2%	2.5%	4.1%
Bisexual	Count	315	25	28	150	22
	Percent	2.6%	1.4%	0.7%	3.2%	1.8%
Another Way	Count	120	13	22	54	8
	Percent	1.0%	0.7%	0.5%	1.1%	0.7%
Prefer not to answer	Count	747	330	608	177	72
	Percent	5.8%	15.6%	12.4%	3.6%	5.7%
Total	Count	12816	2113	4884	4892	1256
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q59. Have you attended Penn State for undergraduate or graduate credit courses?

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes, I have taken courses but I do not hold a Penn State degree	Count	n/a	89	818	n/a	72
	Percent	n/a	4.8%	17.3%	n/a	5.8%
Yes, and I am currently pursuing a Penn State degree	Count	n/a	18	153	n/a	n/a
	Percent	n/a	0.9%	3.2%	n/a	n/a
Yes, and I am a graduate of Penn State	Count	n/a	506	1713	n/a	267
	Percent	n/a	27.0%	36.2%	n/a	21.5%
No	Count	n/a	1260	2046	n/a	903
	Percent	n/a	67.3%	43.3%	n/a	72.7%
Total	Count	n/a	1873	4729	n/a	1242
	Percent	n/a	100.0%	100.0%	n/a	100.0%

Q60. Has your spouse or partner, or an immediate family member (mother, father, siblings, children), attended Penn State for undergraduate or graduate credit courses?

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	5213	937	3125	1866	351
	Percent	40.7%	44.3%	64.0%	38.2%	27.9%
No	Count	7597	1176	1755	3024	906
	Percent	59.3%	55.7%	36.0%	61.8%	72.1%
Total	Count	12810	2112	4880	4890	1256
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q61. Are you a veteran?

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	483	76	241	152	82
	Percent	3.9%	3.8%	5.2%	3.2%	6.7%
No	Count	12057	1912	4392	4683	1144
	Percent	96.1%	96.2%	94.8%	96.8%	93.3%
Prefer not to answer	Count	264	124	248	52	29
	Percent	2.1%	5.9%	5.1%	1.1%	2.3%
Total	Count	12803	2112	4880	4887	1255
	Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Q62. Are you a member of a union or collective bargaining unit?

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	n/a	299	n/a	n/a
	Percent	n/a	n/a	6.7%	n/a	n/a
No	Count	n/a	n/a	4153	n/a	n/a
	Percent	n/a	n/a	93.3%	n/a	n/a
Prefer not to answer	Count	n/a	n/a	279	n/a	n/a
	Percent	n/a	n/a	5.9%	n/a	n/a
Total	Count	n/a	n/a	4731	n/a	n/a
	Percent	n/a	n/a	100.0%	n/a	n/a

Q63. How many other organizations (such as other institutions of higher learning, nonprofits, government entities, corporations) have you worked for in your professional career?

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Only Penn State	Count	n/a	n/a	1162	n/a	n/a
	Percent	n/a	n/a	25.7%	n/a	n/a
2 to 5 other organizations	Count	n/a	n/a	2996	n/a	n/a
	Percent	n/a	n/a	66.3%	n/a	n/a
6 to 10 other organizations	Count	n/a	n/a	317	n/a	n/a
	Percent	n/a	n/a	7.0%	n/a	n/a
10 or more other organizations	Count	n/a	n/a	42	n/a	n/a
	Percent	n/a	n/a	0.9%	n/a	n/a
Prefer not to answer	Count	n/a	n/a	208	n/a	n/a
	Percent	n/a	n/a	4.4%	n/a	n/a
Total	Count	n/a	n/a	4725	n/a	n/a
	Percent	n/a	n/a	100.0%	n/a	n/a

Q64. Are you a full-time or part-time student?

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Full-time	Count	n/a	n/a	n/a	4456	772
	Percent	n/a	n/a	n/a	91.5%	62.0%
Part-time	Count	n/a	n/a	n/a	412	473
	Percent	n/a	n/a	n/a	8.5%	38.0%
Total	Count	n/a	n/a	n/a	4869	1245
	Percent	n/a	n/a	n/a	100.0%	100.0%

Q65. Do you live on-campus or off-campus?

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
On-campus	Count	n/a	n/a	n/a	1510	n/a
	Percent	n/a	n/a	n/a	32.0%	n/a
Off-campus (I choose not to live in dorms that are available to me)	Count	n/a	n/a	n/a	1442	n/a
	Percent	n/a	n/a	n/a	30.5%	n/a
Off-campus (I am a commuter student)	Count	n/a	n/a	n/a	1770	n/a
	Percent	n/a	n/a	n/a	37.5%	n/a
Prefer not to answer	Count	n/a	n/a	n/a	123	n/a
	Percent	n/a	n/a	n/a	2.5%	n/a
Total	Count	n/a	n/a	n/a	4846	n/a
	Percent	n/a	n/a	n/a	100.0%	n/a

Q66. What is your residency status?

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Resident of Pennsylvania	Count	n/a	n/a	n/a	3641	583
	Percent	n/a	n/a	n/a	75.7%	48.3%
Resident of another U.S. state	Count	n/a	n/a	n/a	961	438
	Percent	n/a	n/a	n/a	20.0%	36.3%
International residency	Count	n/a	n/a	n/a	207	187
	Percent	n/a	n/a	n/a	4.3%	15.5%
Prefer not to answer	Count	n/a	n/a	n/a	53	36
	Percent	n/a	n/a	n/a	1.1%	2.9%
Total	Count	n/a	n/a	n/a	4862	1243
	Percent	n/a	n/a	n/a	100.0%	100.0%

Q67. Are you involved with at least one recognized student activity?

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	n/a	n/a	3578	494
	Percent	n/a	n/a	n/a	76.1%	42.7%
No	Count	n/a	n/a	n/a	1122	663
	Percent	n/a	n/a	n/a	23.9%	57.3%
Don't Know	Count	n/a	n/a	n/a	157	86
	Percent	n/a	n/a	n/a	3.2%	6.9%
Total	Count	n/a	n/a	n/a	4858	1243
	Percent	n/a	n/a	n/a	100.0%	100.0%

Q68. How many recognized student activities are you involved with?

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
0	Count	n/a	n/a	n/a	7	1
	Percent	n/a	n/a	n/a	0.2%	0.3%
1	Count	n/a	n/a	n/a	1123	207
	Percent	n/a	n/a	n/a	33.0%	46.1%
2	Count	n/a	n/a	n/a	872	109
	Percent	n/a	n/a	n/a	25.6%	24.3%
3	Count	n/a	n/a	n/a	718	73
	Percent	n/a	n/a	n/a	21.1%	16.2%
4	Count	n/a	n/a	n/a	338	24
	Percent	n/a	n/a	n/a	9.9%	5.4%
5	Count	n/a	n/a	n/a	192	17
	Percent	n/a	n/a	n/a	5.6%	3.8%
6	Count	n/a	n/a	n/a	63	4
	Percent	n/a	n/a	n/a	1.9%	0.9%
7	Count	n/a	n/a	n/a	14	1
	Percent	n/a	n/a	n/a	0.4%	0.3%
8	Count	n/a	n/a	n/a	11	1
	Percent	n/a	n/a	n/a	0.3%	0.2%
9	Count	n/a	n/a	n/a	3	0
	Percent	n/a	n/a	n/a	0.1%	0.0%
10	Count	n/a	n/a	n/a	11	2
	Percent	n/a	n/a	n/a	0.3%	0.4%
12	Count	n/a	n/a	n/a	1	0
	Percent	n/a	n/a	n/a	0.04%	0.0%
20	Count	n/a	n/a	n/a	2	1
	Percent	n/a	n/a	n/a	0.05%	0.3%
25	Count	n/a	n/a	n/a	1	0
	Percent	n/a	n/a	n/a	0.02%	0.0%
Unknown	Count	n/a	n/a	n/a	15	1
	Percent	n/a	n/a	n/a	0.5%	0.2%
Many/some	Count	n/a	n/a	n/a	31	7
	Percent	n/a	n/a	n/a	0.9%	1.5%
Total	Count	n/a	n/a	n/a	3403	449
	Percent	n/a	n/a	n/a	100.0%	100.0%

Q69. Are you in a leadership role in any of your recognized student activities

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Yes	Count	n/a	n/a	n/a	1368	192
	Percent	n/a	n/a	n/a	39.1%	39.3%
No	Count	n/a	n/a	n/a	2134	297
	Percent	n/a	n/a	n/a	60.9%	60.7%

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
Don't Know	Count	n/a	n/a	n/a	77	5
	Percent	n/a	n/a	n/a	2.1%	1.0%
Total	Count	n/a	n/a	n/a	3579	494
	Percent	n/a	n/a	n/a	100.0%	100.0%

Q70. Which of the following best describes you?

		Penn State Overall	Group			
			Faculty	Staff	Undergraduate Students	Graduate Students
I entered my graduate program directly after completing my undergraduate degree	Count	n/a	n/a	n/a	4	367
	Percent	n/a	n/a	n/a	25.5%	30.1%
I returned to graduate school after pursuing other opportunities or spending time in the workforce	Count	n/a	n/a	n/a	3	725
	Percent	n/a	n/a	n/a	18.1%	59.5%
I returned to undergraduate work after pursuing other opportunities or spending time in the workforce	Count	n/a	n/a	n/a	2	57
	Percent	n/a	n/a	n/a	11.8%	4.7%
Other	Count	n/a	n/a	n/a	7	70
	Percent	n/a	n/a	n/a	44.6%	5.7%
Prefer not to answer	Count	n/a	n/a	n/a	1	23
	Percent	n/a	n/a	n/a	5.6%	1.8%
Total	Count	n/a	n/a	n/a	17	1242
	Percent	n/a	n/a	n/a	100.0%	100.0%