



# Reference Group

## Executive Summary

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### Spring 2023



AMERICAN COLLEGE HEALTH ASSOCIATION

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ACHA, the nation's principal advocate and leadership organization for college and university health, represents a diverse membership that provides and supports the delivery of health care and prevention and wellness services for faculty and staff. For more information about the association's programs and services, visit [www.acha.org](http://www.acha.org).

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## Introduction

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The ACHA-National Faculty & Staff Health Assessment (ACHA-NFSHA) is a survey effort organized by the American College Health Association (ACHA) to assist college health service providers, health educators, counselors, and administrators in collecting data about their faculty and staff habits, behaviors, and perceptions on the most prevalent health topics.

Please note the ACHA-NFSHA is not appropriate for trend comparison with items from the pilot ACHA-NFSHA survey. Directly comparing pre- and post-redesign estimates on similar data points, without taking into account the impact of the survey's redesign, can lead to an erroneous conclusion.

### *Notes about this report:*

1. Missing values have been excluded from analysis and only valid percents are included in this document.
2. Faculty and Staff responding "not applicable" were excluded from several analyses, which are specifically noted throughout this document. This will often explain differences observed between this document and the full data report.
3. A note about the use of sex and gender in this report: Survey responses are reported by sex based on the responses to questions 46, 47, and 48. For the purpose of the ACHA-NFSHA report documents, respondents are reported as male or female only when their responses to these three questions are consistent with one another. If gender identity is consistent with sex at birth AND "no" is selected for transgender, then respondents are designated as either male or female. If respondents select "yes" for transgender OR their sex at birth is not consistent with their gender identity, then they are designated as non-binary. A respondent that selects "intersex" for sex at birth, "no" for transgender, and man or woman for gender identity are designated as male or female. A respondent that selects "intersex" for sex at birth, "yes" for transgender, or selects a gender identity other than man or woman are designated as non-binary. A respondent that skips any of the three questions is designated as unknown. Totals displayed in this report include non-binary and unknown responses.

For additional information about the survey's development, design, and methodology, email Christine Kukich, MS (Ckukich@acha.org.).

This Executive Summary highlights results of the ACHA-NFSHA Spring 2023 survey for Reference Group consisting of 1966 respondents.

The overall response proportion was 19%.

# Findings

## A. General Health of Faculty and Staff

Proportion of respondents that believe the health and well-being of university staff and faculty impact student success and learning:

	Percent (%)	Male	Female	Total
Yes		95.7	96.4	96.2
No		2.1	1.1	1.4
Don't know		2.1	2.5	2.3

■ 79.7 % of faculty and staff surveyed ( 74.7 % male and 81.9 % female) reported it is **very or extremely important** to model positive health and wellness behavior to students.  
*\*Faculty and staff responding "N/A" were excluded.*

My college/university cares about my health and well-being:

	Percent (%)	Male	Female	Total
Agree <b>OR</b> strongly agree		58.4	56.2	56.2
Neutral		29.3	32.0	31.2
Disagree <b>OR</b> strongly disagree		12.3	11.8	12.6

■ 39.6 % of faculty and staff surveyed ( 43.0 % male and 38.8 % female) described their health as **very good or excellent** .

■ 79.9 % of faculty and staff surveyed ( 80.5 % male and 80.6 % female) described their health as **good, very good or excellent** .

■ 67.9 % of faculty and staff surveyed ( 51.4 % male and 74.1 % female) reported they **sometimes, most of time, or always** experienced pain, discomfort, or numbness in their hands, wrists, arms or shoulders, neck or low back when using a computer or working at a desk.  
*\*Faculty and staff responding "N/A" were excluded.*

■ 58.7 % of faculty and staff surveyed ( 47.6 % male and 62.9 % female) reported they **sometimes, most of time, or always** experienced pain, discomfort, or numbness in their hands, wrists, arms or shoulders, neck or low back when performing work tasks **NOT** using a computer or working at a desk.  
*\*Faculty and staff responding "N/A" were excluded.*

Proportion of faculty and staff who reported having the following checked within the last 2 years:

	Percent (%)	Male	Female	Total
Blood pressure		90.2	94.7	93.3
Blood sugar		78.8	82.7	81.4
Cholesterol		78.3	82.8	81.4
Dental exam		82.0	86.0	84.3
Eye exam		70.1	79.6	76.2
Hearing exam		27.2	27.1	27.0
Physical exam		76.4	84.5	82.0
Triglycerides (blood fat)		71.7	72.9	72.3

## B. Physical Health

Faculty and staff reported the following conditions

<i>Percent (%)</i>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Elevated blood sugar or diabetes	15.6	13.1	13.8
Elevated cholesterol level	33.8	26.6	28.5
High blood pressure/hypertension	28.4	21.1	23.2
Low back injury or spine problems	23.6	22.5	23.0

Proportion of faculty and staff who reported a diagnosis above, but are **not currently in treatment** for that condition:

<i>Percent (%)</i>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Elevated blood sugar or diabetes	43.7	37.2	39.7
Elevated cholesterol level	39.9	55.3	50.7
High blood pressure/hypertension	23.9	14.0	18.0
Low back injury or spine problems	34.4	32.3	32.7
Any of the above	45.5	46.3	46.1

## C. Mental Health

Faculty and staff reported the following conditions

<i>Percent (%)</i>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Anxiety	22.6	36.8	33.3
Depression	19.9	30.4	28.0
Either of the above	23.2	37.3	33.9

Proportion of faculty and staff who reported a diagnosis above, but are **not currently in treatment** for that condition:

<i>Percent (%)</i>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Anxiety	25.4	21.4	22.1
Depression	19.1	15.9	16.4
Either of the above	23.0	22.7	22.6

Faculty and staff reported experiencing **none** of the following within the last 12 months:

1. experienced difficulty coping with stressful events or situations
2. felt so depressed that it was difficult to function
3. felt overwhelming anxiety
4. felt overwhelmed by all you had to do

	<b>Percent (%)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>No</b> , to <b>all</b> of the above		44.4	27.8	32.3

Faculty and staff reported experiencing **only one** of the following within the last 12 months:

1. experienced difficulty coping with stressful events or situations
2. felt so depressed that it was difficult to function
3. felt overwhelming anxiety
4. felt overwhelmed by all you had to do

	<b>Percent (%)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>Yes</b> , to <b>only one</b> of the above		16.5	21.2	19.4

Faculty and staff reported experiencing **two** of the following within the last 12 months:

1. experienced difficulty coping with stressful events or situations
2. felt so depressed that it was difficult to function
3. felt overwhelming anxiety
4. felt overwhelmed by all you had to do

	<b>Percent (%)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>Yes</b> , to <b>two</b> of the above		14.4	17.6	16.6

Faculty and staff reported experiencing **all** of the following within the last 12 months:

1. experienced difficulty coping with stressful events or situations and
2. felt so depressed that it was difficult to function and
3. felt overwhelming anxiety and
4. felt overwhelmed by all you had to do

	<b>Percent (%)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>Yes</b> , to <b>all</b> of the above		12.3	14.4	14.8

## D. Productivity and Work Culture

Percent of faculty and staff that reported the following as negatively impacting their performance and/or productivity at work within the last 12 months:

	<b>Percent (%)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Anxiety		36.6	34.8	36.6
Death of a close friend or family member		22.5	32.0	30.5
Depression		41.0	34.5	37.4
Financial concerns		23.3	19.2	21.6
Lack of quality sleep		38.5	39.4	39.9
Severe headaches/migraines		37.6	46.0	45.3
A family member's needs, illness, injury or surgery		33.5	34.3	34.6
My own special needs, illness, injury or surgery		42.9	41.0	42.0
Violence in my home (spouse/partner, child)		75.0	25.0	36.0
Personal problem with addiction to alcohol or drugs		29.7	33.3	30.0
Addiction alcohol or drugs friend or family member		23.1	23.6	23.6
Lack of interest in my work		45.5	40.8	42.8
Lack tools/resources perform functions of my job		54.5	58.9	58.5
Relationship in my personal life		33.3	26.2	28.6
Relationship with coworkers		44.3	44.4	44.3
Relationship with supervisor		45.5	51.9	50.1
Stressful environment within my department/unit		44.1	48.1	48.0
Supervisor or management support		49.6	51.9	51.9
Other		96.2	85.7	88.9

*\*Faculty and staff responding "I did not experience this issue/not applicable" were excluded.*

My college/university promotes a culture of wellness:

	<b>Percent (%)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Agree <b>OR</b> strongly agree		59.0	60.0	59.0
Neutral		25.8	26.1	26.1
Disagree <b>OR</b> strongly disagree		15.2	13.9	14.9

*\*Faculty and staff responding "Don't know" were excluded.*

Percent of faculty and staff that reported that the following barriers prevent them from participating in wellness-at-work programs:

	<b>Percent (%)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Job responsibilities make it difficult to participate		41.9	54.6	51.5
I forget to attend or participate		31.8	34.6	33.3
Concerns about confidentiality		16.2	20.0	19.2
Lack of personal motivation		38.2	40.6	39.9
Time management		59.3	65.5	63.9
Schedule of programs do not work for me		35.4	49.4	45.4
Wellness programs not offered convenient location		25.4	33.4	31.4
My supervisor does not allow me to attend		3.8	3.8	3.9
Lack interest in wellness activities available to me		33.8	26.6	29.0
Injury or disability		6.7	9.9	9.3
Cost		14.2	15.8	15.6
Not supported by coworkers		6.9	6.6	6.9
Not comfortable in wellness-at-work programs		20.4	24.8	23.8
Do not have the knowledge needed to participate		18.8	18.5	18.7
Other		11.6	13.6	13.4

Within the last 12 months, faculty and staff reported they *agree* or *strongly agree* that they felt:

	<b>Percent (%)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
My work is consistent with my values	84.5	80.7	80.7	80.9
My office/department values my work	80.7	76.4	76.4	77.1
Supervisor support the demands of my job	75.1	69.8	69.8	71.0
Received feedback my work performance	68.9	70.6	70.6	69.8
Communication to effectively do my job	66.7	61.2	61.2	62.3
Offered opportunities to learn and grow	71.0	69.4	69.4	69.5
Balance of my job life outside work setting	71.0	69.0	69.0	68.9
<b><i>4 or more of the above</i></b>	<b>77.1</b>	<b>73.8</b>	<b>73.8</b>	<b>74.1</b>
<b><i>4 or more disagree or strongly disagree</i></b>	<b>9.3</b>	<b>10.6</b>	<b>10.6</b>	<b>10.5</b>

Within the last 12 months, faculty and staff that have reported missing work due to being bullied in the workplace:

	<b>Percent (%)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
No	94.2	93.3	93.3	93.0
Yes	5.8	6.7	6.7	7.0

*\*Faculty and staff responding "N/A" were excluded.*

Within the last 12 months, faculty and staff reported they *agree somewhat* or *strongly agree* with the following statements:

	<b>Percent (%)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
My emotional health has been negatively affected due to being bullied at work.	23.3	30.1	30.1	29.3
My physical health has been negatively affected due to being bullied at work.	12.9	19.6	19.6	19.0
My stress level has been increased due to being bullied at work.	25.0	28.7	28.7	28.7
<b><i>Agree or strongly agree to all three questions</i></b>	<b>12.1</b>	<b>16.3</b>	<b>16.3</b>	<b>16.1</b>
<b><i>Agree or strongly agree to any one of the three questions</i></b>	<b>27.2</b>	<b>34.2</b>	<b>34.2</b>	<b>33.3</b>

*\*Faculty and staff responding "N/A" were excluded.*

## **E. Tobacco and Alcohol Use**

Faculty and staff reported using the following in the last 30 days:

	<b>Percent (%)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Alcohol (beer, wine, liquor)	65.3	63.6	63.6	64.0
Cigarettes	4.3	3.8	3.8	4.0
Cigars, little cigars, clove cigarettes	3.4	0.5	0.5	1.4
E-cigarettes or other vape products	5.4	3.3	3.3	4.0
Smokeless tobacco (chew, snuff)	3.4	0.2	0.2	1.2
Tobacco from a water pipe (hookah)	0.2	0.4	0.4	0.4

Faculty and staff reported using the following tobacco/nicotine products in the last 30 days:

1. Cigarettes **OR**
2. Cigars, little cigars, clove cigarettes **OR**
3. E-cigarettes or other vape products **OR**
4. Smokeless tobacco (chew, snuff) **OR**
5. Tobacco from a water pipe (hookah)

	<i>Percent (%)</i>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>Yes, to any tobacco/nicotine products</b>		14.4	6.8	9.3

Reported number of times faculty and staff consumed five or more drinks in a sitting within the last two weeks:

	<i>Percent (%)</i>	<b>Male</b>	<b>Female</b>	<b>Total</b>
NA, don't drink		21.1	19.9	20.4
None		57.9	69.5	65.8
One to two times		14.4	8.0	9.8
Three to five times		3.9	2.3	2.8
Six or more times		2.7	0.4	1.2

Mean number of drinks consumed on a typical day or evening

*\*Statistics below include those reporting 0 drinks*

	<b>Male</b>	<b>Female</b>	<b>Total</b>
Mean	1.69	1.33	1.45
Median	1.00	1.00	1.00
Std Dev	1.61	1.10	1.30

Mean number of drinks consumed on a typical day or evening among those who drink

*\*Statistics below exclude those reporting 0 drinks*

	<b>Male</b>	<b>Female</b>	<b>Total</b>
Mean	2.17	1.68	1.83
Median	2.00	1.00	2.00
Std Dev	1.51	0.97	1.19

Proportion of faculty and staff that responded yes to one or more the questions below:

1. In the last 12 months, have you felt the need to reduce your drinking? **OR**
2. In the last 12 months, has a family member, friend, colleague, or anyone expressed concern about your drinking or suggested you reduce your consumption? **OR**
3. Are you having any financial, work, family, or other problems as a result of your drinking?

	<i>Percent (%)</i>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>Yes, to any of the above</b>		15.6	10.5	12.1

Faculty and staff in *recovery* from alcohol or other substance abuse or dependence:

	<b>Percent (%)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>Yes, in recovery</b>		2.7	1.0	1.5

## F. Nutrition and Exercise

Within the last week, faculty and staff consumed the following ounces of lean proteins on average per day:

	<b>Percent (%)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
0-2 ounces per day		10.0	12.2	11.8
3-5 ounces per day		35.6	42.9	40.7
6-8 ounces per day		37.4	36.1	36.5
9-11 ounces per day		10.4	7.3	8.0
More than 11 ounces per day		6.6	1.6	3.1

Faculty and staff reported consuming the following number of servings of sugar-sweetened beverages on average per day, within the last week:

	<b>Percent (%)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
0 servings/day		56.4	54.5	54.9
1-2 servings/day		32.9	36.7	35.9
3 or more servings/day		10.7	8.8	9.2

### Faculty and staff meeting the recommended guidelines for physical activity

Based on: US Dept of Health and Human Services. *Physical Activities Guidelines for Americans*, 2nd edition.  
Washington, DC: US Dept of Health and Human Services; 2018

Recommendation for **aerobic activity**: 150 minutes or more of moderate-intensity physical activity per week or 75 minutes of vigorous-intensity physical activity or the equivalent combination

Recommendation for **strength training**: 2 or more days a week of moderate or greater intensity activities that involve all major muscle groups

**Active Adults** meet the recommendation for strength training **AND** aerobic activity

**Highly Active Adults** meet the recommendation for strength training and **TWICE** the recommendation for aerobic activity (300 minutes or more of moderate-intensity physical activity per week or 150 minutes of vigorous-intensity physical activity or the equivalent combination)

	<b>Percent (%)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Guidelines met for aerobic exercise		63.5	49.1	53.6
Guidelines met for Active Adults		37.1	28.8	31.6
Guidelines met for Highly Active Adults		25.8	17.7	20.2

## Food Security

Based on responses to the *US Household Food Security Survey Module: Six-Item Short Form (2012)* from the USDA Economic Research Service.

	<b>Percent (%)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
High or marginal food security (score 0-1)		88.7	86.4	86.8
Low food security (score 2-4)		7.0	8.8	8.4
Very low food security (score 5-6)		4.3	4.8	4.8
Total food insecure (low or very low food security)		11.3	13.6	13.2

## G. Sleep

Past 7 days, getting enough sleep to feel rested when you woke up:

	<b>Percent (%)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
0-2 days		30.2	33.6	33.1
3-4 days		28.8	31.4	30.6
5-6 days		30.2	27.4	27.8
7 days		10.7	7.6	8.5

Over the last 2 weeks, faculty and staff reported the following average amount of sleep on weeknights (excluding naps):

	<b>Percent (%)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Less than 7 hours		46.4	44.8	45.6
7 to 9 hours		53.3	54.9	54.1
10 or more hours		0.4	0.3	0.3

Reported amount of time to usually fall asleep at night (sleep onset latency):

	<b>Percent (%)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Less than 15 minutes		67.1	57.8	60.4
16 to 30 minutes		18.7	23.3	21.7
31 minutes or more		14.2	18.9	17.9

Faculty and staff reported experiencing the following in the last 12 months:

	<b>Percent (%)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Experienced difficulty staying asleep		55.6	66.0	63.3
Used over-the-counter medication promote sleep		26.1	31.0	30.0
Used a prescription medication to promote sleep		6.1	12.2	10.5
OTC <b>OR</b> prescription medications promote sleep		29.1	38.2	35.8

## Demographics and Characteristics

### ■ Age:

18 - 25 years:	4.1 %
26 - 35 years:	19.2 %
36 - 45 years:	28.3 %
46 - 55 years:	24.6 %
56 - 65 years:	19.3 %
66 + years:	4.5 %

### ■ Gender\*

Female:	67.9 %
Male:	28.6 %
Non-binary:	2.1 %

### ■ Term describes your gender identity:

Woman :	69.2 %
Man:	29.1 %
Trans woman:	0.1 %
Trans man:	0.1 %
Genderqueer:	0.2 %
Agender:	0.1 %
Genderfluid:	0.1 %
Intersex:	0.0 %
Nonbinary:	0.9 %
Another identity:	0.3 %

### ■ Relationship status:

Single, never married:	18.4 %
Single, divorced:	8.6 %
Separated:	1.0 %
Engaged:	2.8 %
Married:	64.9 %
Widowed:	1.5 %
Other:	2.8 %

### ■ Employee Classification:

Staff	63.3 %
Adjunct Faculty	4.2 %
Faculty	24.8 %
Administration:	5.4 %
Graduate/professional student, fellow, resident or post-doc	1.3 %
Other:	0.9 %

### ■ Employment status:

Part-time without benefits:	5.3 %
Part-time with benefits:	1.9 %
Full-time without benefits:	1.1 %
Full-time with benefits:	91.7 %

### ■ Respondents describe themselves as:

American Indian or Native Alaskan	1.5 %
Asian or Asian American:	4.0 %
Arab/Middle Eastern	
North African Origin:	0.7 %
Black or African American:	4.7 %
Hispanic or Latino/a:	7.9 %
Native Hawaiian or Other Pacific Islander Native	0.4 %
White:	82.2 %
Biracial or Multiracial:	1.6 %
Another identity:	2.0 %

### ■ Term describes your sexual orientation:

Straight/Heterosexual:	86.8 %
Bisexual:	5.3 %
Gay:	2.0 %
Lesbian:	2.1 %
Pansexual:	1.0 %
Queer:	1.6 %
Questioning:	0.2 %
Asexual:	0.5 %
Another identity:	0.4 %

### ■ Highest level of education:

Grades 1-8:	0.0 %
Grades 9-11 (some high school):	0.1 %
High school graduate or GED:	2.3 %
Some college (no degree):	6.4 %
Trade/technical/vocational:	1.5 %
Associate's degree:	3.8 %
Bachelor's degree:	25.5 %
Master's degree:	32.8 %
Doctoral degree:	25.4 %
Professional Degree:	2.3 %

### ■ Years of employment at this institution or outsourced group at this institution:

<=5:	46.6 %
6-10:	21.0 %
11-15:	10.3 %
16-20:	8.8 %
21-25:	6.4 %
26-30:	3.8 %
31-35:	1.6 %
36-40:	1.0 %
More than 40 years:	0.5 %

\* See note on page 2 regarding gender categories

### Demographics of Participating Institutions

Three postsecondary institutions self-selected to participate in the Spring 2023 ACHA National Faculty & Staff Health Assessment and 1,966 surveys were completed by faculty and staff on these campuses. For the purpose of forming the Reference Group, only institutions located in the United States that surveyed all faculty and staff or used a random sampling technique are included in the analysis, yielding a final data set consisting of 1,966 faculty and staff at 5 schools. Demographic characteristics of the 5 campuses follow. *The mean response proportion was 18.6%, and the median response proportion was 13.7%.*

<b>Demographical Characteristics of the 5 US Postsecondary Institutions Included in the Spring 2023 ACHA-NFSHA Reference Group</b>	
<b>Campus Characteristic</b>	<b><i>n</i></b>
Type of Institution	
Public	5
Private	0
2-year	0
4-year or above	5
Location of Campus	
Northeast (CT, ME, MA, NH, NJ, NY, PA, RI, VT)	0
Midwest (IL, IN, IA, KS, MI, MN, MO, NE, ND, OH, SD, WI)	2
South (AL, AR, DE, DC, FL, GA, KY, LA, MD, MS, NC, OK, SC, TN, TX, VA, WV)	1
West (AK, AZ, CA, CO, HI, ID, MT, NV, NM, OR, UT, WA, WY)	2
Campus Size	
< 2,500 students	1
2,500 – 4,999 students	0
5,000 – 9,999 students	0
10,000 – 19,999 students	1
20,000 students or more	3
Campus Setting	
Very large city (population over 500,000)	1
Large city (population 250,000-499,999)	1
Small city (population 50,000-249,999)	2
Large town (population 10,000 – 49,999)	0
Small town (population 2,500-9,999)	1
Rural community (population under 2,500)	0
Carnegie Classification	
Associates Colleges	0
Baccalaureate Colleges	0
Baccalaureate/Associates Colleges	0
Masters Colleges and Universities	2
Doctoral Universities	3
Special Focus Institutions	0
Miscellaneous/Not Classified	0

<b>Demographical Characteristics of the 5 US Postsecondary Institutions Included in the Spring 2023 ACHA-NFSHA Reference Group</b>	
<b>Campus Characteristic</b>	<b><i>n</i></b>
ACHA Membership Status	
Institutional Member	5
Nonmember	0
Religious Affiliation	
No	5
Yes	0
<u>If yes:</u>	
Catholic	0
Protestant or Other Christian	0
Postsecondary Minority Institution (US Department of Education)	
No	3
Yes	2
<u>*If yes:</u>	
Postsecondary Minority Institution	0
Historically Black College or University (HBCU)	0
High Hispanic Enrollment	0
Hispanic-serving Institution (HSI)	2
Tribal College or University	0
Predominately Black Institution	0
Asian American and Native American Pacific Islander-serving	0
Alaska Native-serving or Native Hawaiian-serving Institution	0
Native American-serving Nontribal Institution	0
*institutions may hold more than one type of minority status	