
ST. CLOUD STATE UNIVERSITY

VACCINATION SURVEY OF SCSU COMMUNITY

RESULTS FOR

BRING HUSKIES HOME

PREPARED

BY

The SCSU Survey Research Center

August 25th, 2021

INTRODUCTION TO THE REPORT AND METHODS

The St. Cloud State University Survey Center is a multi-disciplinary research institute affiliated with the School of Public Affairs Research Institute, and comprising faculty from the College of Liberal Arts and the School of Public Affairs. The Survey Center's mission is to serve the academic community and public and nonprofit sector community through its commitment to high quality survey research and to provide education and experiential learning opportunities to researchers and students. The SCSU Survey Center maintains the highest ethical standards in its procedures and methods, and follows the guidelines outlined by AAPOR, the American Association for Public Opinion Research.

SURVEY PERSONNEL

The Survey's faculty directors are Dr. Amanda Hemmesch (Professor of Psychology), Dr. Ann Finan (Professor of Sociology), Dr. Sandrine Zerbib (Professor of Sociology), and Dr. James Cottrill (Associate Professor of Political Science). The faculty directors subscribe to the Midwest Association of Public Opinion Research (MAPOR) and the American Association of Public Opinion Research (AAPOR) code of ethics.

METHODOLOGY

The Fall 2021 St. Cloud State University Vaccination Survey findings are based on online surveys using Qualtrics for data collection with a final sample of 2,595 completed surveys: 1,902 SCSU students, 335 faculty employees, and 358 staff employees. The online surveys were conducted from Monday August 16th, 2021 to Thursday August 19th, 2021. The first call for participation was sent via email on Monday afternoon to each of the three subpopulations. A reminder email was sent on Tuesday evening and a final reminder was sent on Thursday morning. The final reminder called for participation by Thursday afternoon (data collection ended at 4:00 PM).

SCSU survey submitted an IRB protocol that was approved on Monday August 16th, 2021.

The sample was obtained from Anthony Kunkel, SCSU Analytics and Institutional Research, and was designed to include all currently enrolled SCSU students, employed faculty and staff members as of August 9th, 2021. The sample was comprised of 7,146 enrolled students, 492 faculty employees, and 576 faculty employees. A total of 8,214 potential participants were contacted via email.

The total survey data set consisted of 4 substantive variables and 5 demographic variables, plus an implied consent survey question at the beginning of the survey (see Appendix A). Findings, methodology, and the questionnaire for the entire survey will be found by going to the SCSU Survey web site <http://www.stcloudstate.edu/scsusurvey>.

PROTECTING RESPONDENTS' PRIVACY AND DATA SECURITY

There were no identifying features on the questionnaires that would indicate a particular individual's identity. The software system used for data collection, Qualtrics, collects IP addresses of the device on which the survey is taken, as well as rough geographic location information. This information, like an email address, could be used to identify an individual respondent. Therefore, we removed IP addresses and all location data from the dataset before analysis, leaving only an anonymous dataset. All information is stored on password protected computers and password protected institutional cloud storage systems.

DATA CLEANING AND PREPARATION

Data was collated by the Qualtrics software, and then exported as necessary as a csv file to use with other analysis software packages.

Duplicate responses from same IP address were not allowed for this study. The prevention of duplicate responses was a concern because online surveys can enable motivated respondents to skew the data by submitting multiple surveys in an attempt to give their responses more weight. Data corresponding to the same IP address were checked before IP addresses were removed from the dataset to ensure that submissions from the same IP address did not contain duplicate data. When there were multiple submissions from the same IP address, the most complete or first submission from an IP address was retained; any other submissions were removed from the dataset. Because it is possible for multiple respondents to use the same device, and therefore have the same IP address on their submission, only identical duplicate responses were deleted. For cases in which unique data was submitted from the same IP address (e.g., different participants submitting unique responses via a shared or public device), all submissions were retained in the final dataset.

The dataset was cleaned by removing any data from the testing phase of the project, responses from participants who did not explicitly agree to take the survey (Question 1 – see Appendix A), and duplicate submissions from the same IP address.

The data cleaning and processing resulted in the following samples.

STUDENT SAMPLE

A total sample of 1,968 finished surveys were collected via Qualtrics. From those 1,968 cases, 66 cases were deleted based on the cleaning process above. The final sample of completed survey used in this analysis consists of 1,902 enrolled student cases.

FACULTY SAMPLE

A total sample of 337 finished surveys were collected via Qualtrics. From those 337 cases, 2 cases were deleted based on the cleaning process above. The final sample of completed survey used in this analysis consists of 335 faculty employee cases.

STAFF SAMPLE

A total sample of 361 finished surveys were collected via Qualtrics. From those 361 cases, 3 cases were deleted based on the cleaning process above. The final sample of completed survey used in this analysis consists of 358 staff employee cases.

This cleaning data process resulted in a final combined dataset consisting of 2,595 completed surveys: 1,902 student submissions, 335 faculty submissions, and 358 employee submissions.

As we compared the demographic information obtained by Anthony Kunkel about the gender, race, and age population distributions, we found an over representation of women in our student data file. We weighted each data set (student, faculty, staff) on gender to make sure that women's responses did not weigh more than men's responses in our results.

Finally, the following information is important in order to assess the generalizability of the results provided here in this report.

COOPERATION RATE

From the students' sample of 7,145 emails, 4 emails failed. 2,097 students started the survey but 5,048 students did not either because they read their email about the vaccination survey but did not click on the survey link or they did not read their email. 1,968 students finished the survey but 66 responses were deleted after data cleaning. We estimate that the response rate was 28% and the cooperation rate 94% for the student sample.

From the faculty's sample of 492 emails, 347 faculty started the survey but 145 faculty employees did not either because they read their email about the vaccination survey but did not click on the survey link or they did not read their email. 337 faculty employees finished the survey but 2 responses were deleted

after data cleaning. We estimate that the response rate was 68% and the cooperation rate 97% for the faculty sample.

From the staff's sample of 576 emails, 373 employees started the survey but 203 staff employees did not either because they read their email about the vaccination survey but did not click on the survey link or they did not read their email. 360 staff employees finished the survey but 2 responses were deleted after data cleaning. We estimate that the response rate was 62% and the cooperation rate 97% for the staff sample.

Overall we estimate a 32% response rate and a 95% cooperation rate across samples.

MARGIN OF ERROR

The margin of error reflects the sample size of completed surveys at a 95% confidence level. The margin of sampling error¹ for the complete set of weighted data is $\pm 2\%$ ² percent at the 95 percent confidence level. The margin of error for the set of enrolled students is $\pm 2.3\%$ ³. The margin of error for the set of faculty employees is $\pm 5.5\%$ ⁴. The margin of error for the set of staff employees is $\pm 5.3\%$ ⁵.

RESPONDENT DEMOGRAPHICS AND WEIGHTING

Appendix C compares the demographic characteristics of our respondents to the actual population figures for each of the groups in the study (Students, Faculty, and Staff). In order to ensure the reported results more closely reflect each target population, we found it necessary to perform a weighting procedure developed by Kulas, Robinson, and Kellar (2018)⁶ using the gender variable for all three groups. The rationale for weighting only on gender is twofold: (1) Women were overrepresented in all three respondent groups, but response rates were generally representative in the other demographic categories; and (2) Some of the response categories in the other demographic groups were too small for weighting to be advisable. [For reasons of maintaining confidentiality, demographic categories containing

¹ Sampling of error is based on sampling error calculated multiplied by sample design effect due to weighting. Calculation based on $\pm \sqrt{def} * \sqrt{P_u(1 - P_u)/n} * 1.96 * 100$ where 1.96 is the Z score at a 95% confidence interval, where P_u is used as the conservative unknown population proportion value, and where the design effect is based on: $def = \frac{n \sum w_i^2}{(\sum w_i)^2}$

² $\pm 1.04 * 1.96 * (\text{SQRT}(.5 * .5) / 2595) * 100$

³ $\pm 1.04 * 1.96 * (\text{SQRT}(.5 * .5) / 1902) * 100$

⁴ $\pm 1.03 * 1.96 * (\text{SQRT}(.5 * .5) / 335) * 100$

⁵ $\pm 1.03 * 1.96 * (\text{SQRT}(.5 * .5) / 358) * 100$

⁶ <https://doi.org/10.1002/hrm.21796>

5 or fewer responses were either combined with an “other” category or treated as missing data. These instances are noted in footnotes below each table in Appendix C].

SITUATING THIS STUDY IN BODY OF COVID-19 SOCIAL SCIENCE VACCINATION RESEARCH

It is important to understand the limits of this study in terms of identifying precise vaccination rates of campus groups. While it may be very tempting to interpret these data as a definitive and valid measure of the vaccination rate of the campus community, self-reported data of the kind reported here – *i.e.* involving highly salient issues, controversial, with a large variation in values and behaviors within the population – are more susceptible to systematic bias than topics in which respondents feel less social pressure to respond in particular ways. We believe that this is a result of two factors. First, there is likely some social desirability pressure for respondents to report that they have received a vaccine even if they have not. We don't believe that this is a major factor in this case, but this factor can't be completely discounted, and may affect some sub-populations more than others.

A more important contributor to a self-reported inflated vaccination rate is a systematic response bias within the study in which those people who are not vaccinated remove themselves from the sample by disproportionately choosing to not participate in the survey. In most survey work we would not expect this problem, however there is evidence from existing studies of Covid-19 vaccination and other pandemic-related behaviors and attitudes, that in this case characteristics determining survey participation may be positively correlated with characteristics associated with not having been vaccinated. More simply stated, some of the same kinds of people who have chosen not to be vaccinated are some of the same kinds of people who chose not to take the survey. This particular bias is not well accounted for in our usual weighting process.

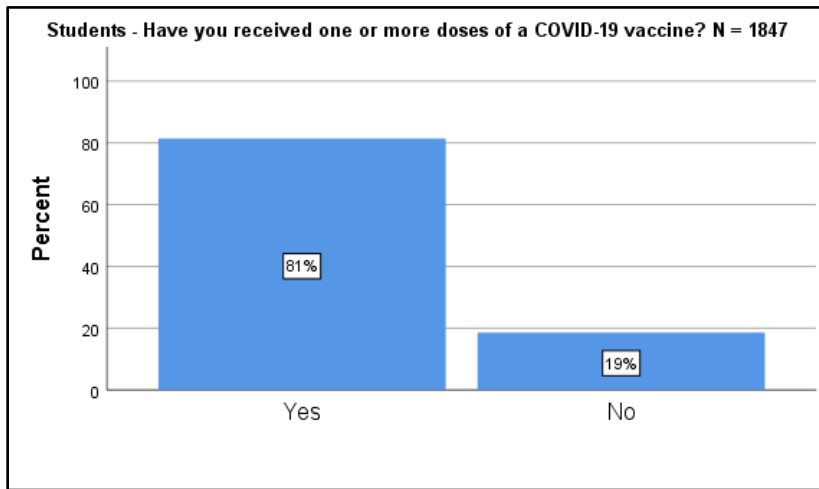
We can see the same phenomenon by comparing the US Census recent Household Pulse Survey: Covid-19 Vaccination Tracker (<https://www.census.gov/library/visualizations/interactive/household-pulse-survey-covid-19-vaccination-tracker.html>), which reports vaccination rates based on a self-reported survey study similar to the methodology of our study, with the vaccination rates as reported by the State of Minnesota Covid-19 Response website (<https://mn.gov/covid19/vaccine/data/index.jsp>), based on information from healthcare providers actually administering vaccines, and compiled by the Minnesota Immunization Information Connection. The Covid-19 Household Pulse Vaccination Tracker reports a vaccination rate of 86.0% (+/- 2.7%) among Minnesotans over age 16 by the week of August 16, 2021. For the same population, the State of Minnesota's Covid-19 dashboard reports a vaccination rate of only 71.2% by August 23, 2021. This 15% discrepancy demonstrates the systematic bias described above.

This study is useful, however, in examining relative rates of vaccination among various groups – students, faculty, and staff, for instance, or between racial or ethnic groups, or genders. This may help campus and community policy-makers determine which groups may benefit most from targeted educational campaigns or other vaccine encouragement. Additionally, the study is well suited to being repeated over time, to demonstrate change in attitudes or vaccination rates. Finally, while the results reported here should only be understood to be a rough estimate of vaccination rates, the results are based on a fairly rigorous sampling and recruitment methodology and strong cooperation rates. These factors do influence the quality of the data and may help mitigate the above-mentioned systematic biases.

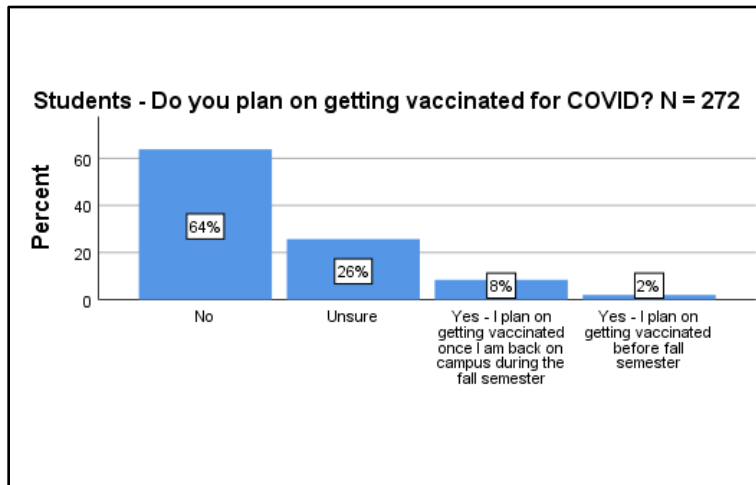
RESULTS: KEY FINDINGS

STUDENT STUDY

- We found a self-reported student vaccination rate of 81% among SCSU students.



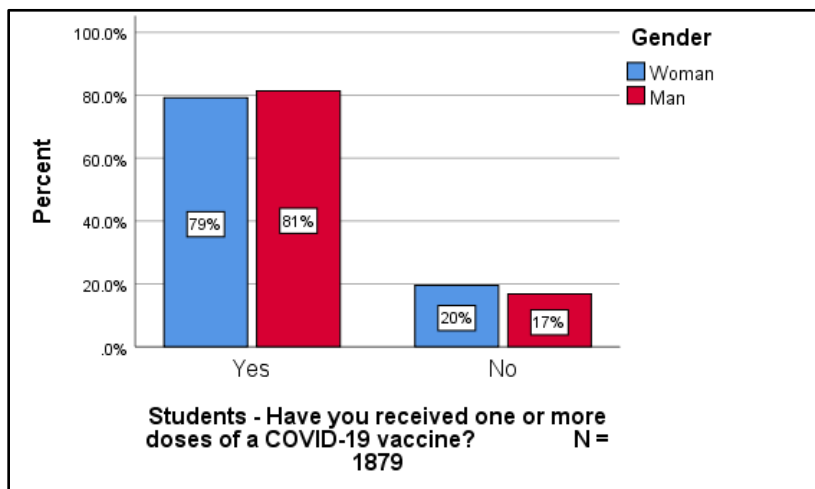
- Among the 19% of the students who self-reported that they have not yet been vaccinated, about 36% indicated that they either planned to be vaccinated this fall, or that they were not sure if they would be vaccinated or not. Sixty-four percent of self-reported unvaccinated students indicate that they do not plan to be vaccinated.



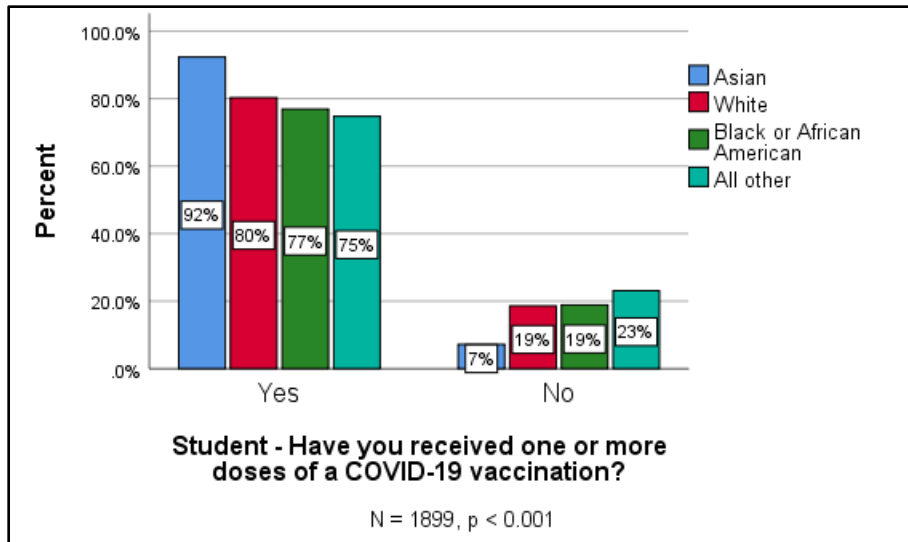
- Among students who refuse vaccination, we find that the most important reasons are a concerns for long-term side effects (72% of respondents), wishing to wait for more assurance about the safety of vaccines (60% of respondents), and a concern for short term side effects (42% of respondents).

Reasons for vaccine refusal – Students, N = 348	
I am concerned about long-term side effects.	72%
I want to wait until I have more assurance about the safety of the vaccine.	60%
I am concerned about short-term side effects.	42%
I believe it is riskier to get vaccinated than getting COVID-19.	38%
There is no information I am aware of that will convince me to be vaccinated.	31%
I already had COVID, therefore I don't think the vaccine is necessary.	25%
I have a medical condition or religious belief that makes me ineligible for the vaccines.	18%
I tried to get vaccinated, but I gave up trying when I couldn't get access to the vaccine.	2%
I am concerned I do not have insurance that will cover the cost.	1%
Other	16%

- We did not find a significant difference in vaccination rates between women and men. This is in contrast to most vaccination studies of populations similar to ours in which men have slightly lower vaccination rates.

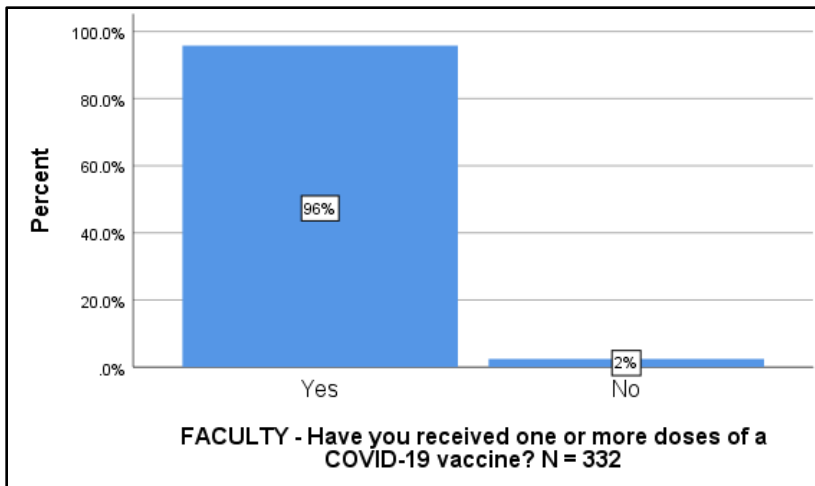


- We find a significant difference in self-reported vaccination rates among student racial groups, with Asian students reporting higher vaccination rates than other groups.



FACULTY STUDY

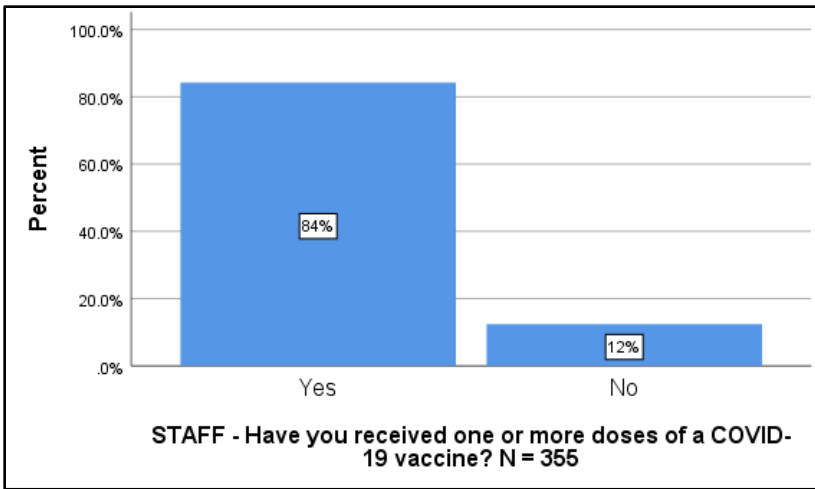
- The self-reported vaccination rate among our study population of faculty is 96%.



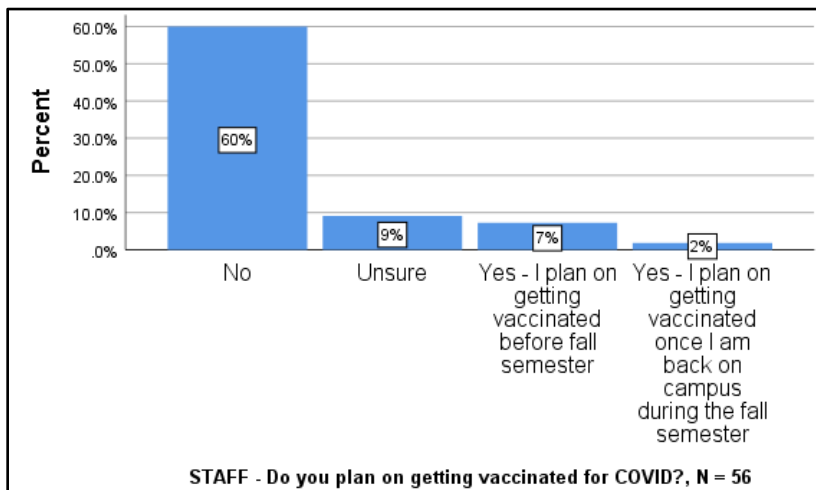
Because of the very high reported vaccination rate among faculty, there is not sufficient variation among categories to report on vaccination rates by demographic categories, nor can we protect respondent confidentiality if specific responses from those who indicate that they are not vaccinated.

STAFF STUDY

- The self-reported vaccination rate among staff is 84%.



- Among those who are not vaccinated, 60% indicated that they do not intend to be vaccinated in the future. Eighteen percent indicated that they either plan to be vaccinated this fall, or are unsure if they will be vaccinated in the future.



- Among the 56 staff respondents who are not vaccinated, the most important reasons cited are concern about long-term side effects (61%), concern about short-term side effects (52%), and a desire to wait to see about the safety of the vaccine (41%).

Reasons for vaccine refusal - STAFF, N = 56	
I am concerned about long-term side effects	61%
I am concerned about short-term side effects	52%
I want to wait until I have more assurance about the safety of the vaccine	41%
I have a medical condition or religious belief that makes me ineligible for the vaccines	36%
I already had COVID, therefore I don't think the vaccine is necessary	30%
I believe it is riskier to get vaccinated than getting COVID-19	30%
There is no information I am aware of that will convince me to be vaccinated	23%
I tried to get vaccinated, but I gave up trying when I couldn't get access to the vaccine	0%
I am concerned I do not have insurance that will cover the cost	0%

- No statistically significant differences in vaccination rates among demographic groups were found.

SCSU Fall 2021 Covid-19 Vaccination Study

The St. Cloud State University Survey Center is conducting this study of the SCSU community on behalf of the Bring Huskies Home team. We want to understand how our university community feels about Covid-19 vaccination and any plans regarding vaccination. This information will help the university develop campus policies and procedures to keep campus as safe as possible.

We are very interested in your perspective regardless of your current vaccination status!

Your participation in this research is voluntary. You have the right to withdraw from this survey at any point and for any reason. Your participation in the survey or the lack of will not influence your current or future working/academic relationship with SCSU.

Your responses will be completely confidential and no personal information will be connected to your responses. IP addresses will be available to those who are administering this survey, but they will be removed before any data is analyzed or shared to maintain your confidentiality. No identifying information will be shared with any University personnel or office.

The survey should take you about 5 minutes to complete.

If you would like to contact the Survey Center faculty co-directors, please e-mail us at survey@stcloudstate.edu, or visit our website at <https://www.stcloudstate.edu/scsusurvey>.

By clicking the button below, you acknowledge that you are 18 years of age or older, and that you are aware that you may choose to terminate your participation in the study at any time and for any reason with no penalty.

If you consent to participate, click 'Yes;' if you do not want to continue, click 'No.'

1. Have you received one or more doses of the COVID-19 vaccine?
 - A. Yes
 - B. No
 - C. Don't know.
 - D. Prefer not to answer.

2.a (If yes to #1) I have been vaccinated with: Select one.

- a. Moderna - 1 dose complete
- b. Moderna - 2 doses complete
- c. Pfizer - 1 dose complete
- d. Pfizer - 2 doses complete
- e. Unsure what I received - 1 dose complete
- f. Unsure what I received - 2 doses complete
- g. Johnson and Johnson - 1 dose
- h. Other vaccination provided outside the US
- i. Don't know if I have been vaccinated.
- j. Prefer not to answer
(Skip to Q 5)

2.b (If no to question #1) Do you plan on getting vaccinated for COVID?

- a. Yes- I plan on getting vaccinated before the beginning of the fall semester.
- b. Yes- I hope to get vaccinated once I am back on campus during the fall semester.
- c. No
- d. Don't know.
- e. Prefer not to answer.

2.c (If answer c or d on question 2.b) You have indicated you do NOT plan on getting vaccinated or you are unsure. What is (are) your reason (s)? (Please select all that apply.)

- a. I am concerned about short-term side effects.
- b. I am concerned about the long-term side effects.
- c. I have a medical condition or religious belief that makes me ineligible for the vaccine.
- d. I already had COVID, therefore I don't think the vaccine is not necessary.
- e. I tried to get vaccinated, but I gave up trying when I couldn't get access to the vaccine.
- f. I want to wait until I have more assurance about the safety of the vaccine.
- g. I am concerned I do not have insurance that will cover the cost.
- h. I believe it is riskier to get vaccinated than getting COVID.
- i. There is no information I am aware of that will convince me to be vaccinated.
- j. Other: _____
- k. Don't know.
- l. Prefer not to answer.

This next set of questions allows us to make sure that we're hearing from a representative sample of our campus community.

3. Which best describes your gender identity? Select all that apply.

- a. Woman
- b. Man
- c. Prefer another description: _____
- d. Don't know.
- e. Prefer not to answer.

4. What is your racial identity? (Please check all that apply)

- a. American Indian or Alaskan Native
- b. Asian
- c. Black or African American
- d. Middle Eastern
- e. Native Hawaiian or Other Pacific Islander
- f. White
- g. Prefer an alternative identifier _____
- h. Don't know
- i. Prefer not to answer

5. Do you identify with any of the following ethnicities? Select all that apply. ((Please note that this question helps us add detail to the previous "race" question.)

- a. Hispanic or Latinx
- b. Hmong
- c. Somali
- d. None of the above
- e. Don't know.
- f. Prefer not to answer

6. Age category

- a. Under 24
- b. 25 - 44
- c. 45 - 64
- d. 65+
- e. Don't know.
- f. Prefer not to answer.

7. Please check the category(s) that best describe you. Select all that apply.
- a. Undergraduate student
 - b. Graduate or professional student
 - c. International student
 - d. Faculty
 - e. Administrative employee
 - f. Maintenance, clerical, technical, and professional employee
 - g. Don't know.
 - h. Prefer not to answer.

Thank you!

The results of this study will be available in late August on the SCSU Bring Huskies Home website:
<https://www.stcloudstate.edu/emergency/covid19/default.aspx>

APPENDIX B: RECRUITING EMAILS

INITIAL CONTACT:

Dear SCSU student/faculty/staff,

You're invited to participate in an important study about Covid-19 vaccination on the SCSU campus.

The St. Cloud State University Survey Center is conducting this study of the SCSU community on behalf of the Bring Huskies Home team. We want to understand how our university community feels about Covid-19 vaccination and any plans regarding vaccination. This information will help the university develop campus policies and procedures to keep campus as safe as possible.

We are very interested in your perspective regardless of your current vaccination status!

Your participation in this research is voluntary. You have the right to withdraw from this survey at any point and for any reason. Your participation in the survey or the lack of will not influence your current or future working/academic relationship with SCSU. Your responses will be completely confidential and no personal information will be connected to your responses. IP addresses will be available to those who are administering this survey, but will be removed before any data is analyzed or shared to maintain your confidentiality. No identifying information will be shared with any University personnel or office.

The survey should take you about 5 minutes to complete.

If you would like to contact the Survey Center faculty co-directors, please e-mail us at survey@stcloudstate.edu , or visit our website at: <https://www.stcloudstate.edu/scsusurvey> .

Sincerely,

SCSU Survey Center

<https://www.stcloudstate.edu/scsusurvey>

Follow this link to the Survey:

`{l://SurveyLink?d=Take the Survey}`

Or copy and paste the URL below into your internet browser:

`{l://SurveyURL}`

Follow the link to opt out of future emails:

`{l://OptOutLink?d=Click here to unsubscribe}`

FIRST REMINDER:

Dear SCSU student/faculty/staff,

Thank you to all of you who have already participated in the study about Covid-19 vaccination on the SCSU campus.

If you have not yet participated, please consider doing so. Your participation will help ensure that our data is as accurate and as representative of the SCSU community as possible.

The survey should take you about 5 minutes to complete.

Please see the original email invitation below.

Sincerely,

SCSU Survey Center

<https://www.stcloudstate.edu/scsusurvey>

Follow this link to the Survey:

[\\${://SurveyLink?d=Take the Survey}](#)

Or copy and paste the URL below into your internet browser:

[\\${://SurveyURL}](#)

Follow the link to opt out of future emails:

[\\${://OptOutLink?d=Click here to unsubscribe}](#)

FINAL REMINDER:

Dear SCSU student/faculty/staff,

Today is your last opportunity to participate in the study of Covid-19 vaccination on the SCSU campus. Our data collection will end this afternoon.

If you have not yet participated, please consider doing so. Your participation will help ensure that our data is as accurate and representative as possible.

The survey should take you about 5 minutes to complete.

If you have already participated, thank you very much for your patience as we send reminder. In order to protect your confidentiality, we do not collect any information that would indicate who has or has not yet completed the survey.

Please see the original email invitation below.

Sincerely,

SCSU Survey Center

<https://www.stcloudstate.edu/scsusurvey>

Follow this link to the Survey:

[\\${://SurveyLink?d=Take the Survey}](#)

Or copy and paste the URL below into your internet browser:

[\\${1://SurveyURL}](#)

Follow the link to opt out of future emails:

[\\${1://OptOutLink?d=Click here to unsubscribe}](#)

APPENDIX C: DEMOGRAPHICS AND POPULATION CHARACTERISTICS

Student Respondent and Population Demographics

Gender

		Frequency	Percent	Valid Percent	Actual Population
Valid	Woman	1159	60.9	62.6	56.3%
	Man	650	34.2	35.1	43.6%
	Prefer another description	41	2.2	2.2	0.1%
	Total	1850	97.3	100.0	
Missing	Don't Know	2	.1		
	Prefer Not to Answer	20	1.1		
	System	30	1.6		
	Total	52	2.7		
Total		1902	100.0		

Ethnicity

		Frequency	Percent	Valid Percent	Actual Population
Valid	Hispanic or Latinx	86	4.5	4.8	4.3%
	Hmong	28	1.5	1.6	--
	Somali	16	.8	.9	--
	None of the above	1670	87.8	92.8	95.7%
	Total	1800	94.6	100.0	
Missing	Don't know	19	1.0		
	Prefer not to answer	35	1.8		
	System	48	2.5		
	Total	102	5.4		
Total		1902	100.0		

Race

		Frequency	Percent	Valid Percent	Actual Population
Valid	American Indian or Alaska Native	28	1.5	1.5	1%
	Asian	175	9.2	9.7	6%
	Black or African American	107	5.6	5.9	9%
	White	1433	75.3	79.2	63%
	I prefer another identifier	66	3.5	3.6	22%
	Total	1809	95.1	100.0	
Missing	Don't know	9	.5		
	Prefer not to answer	50	2.6		
	System	34	1.8		
	Total	93	4.9		
Total		1902	100.0		

*"Hawaiian or Pacific Islander" and "Middle Eastern" were combined with "I prefer another identifier" because the number of responses was too small.

Age

		Frequency	Percent	Valid Percent	Actual Population
Valid	Under 24 years old	1332	70.0	71.9	65.5%
	25-44 years old	450	23.7	24.3	26.9%
	45-64 years old	64	3.4	3.5	3.6%
	Over 65 years old	6	.3	.3	3.5%
	Total	1852	97.4	100.0	
Missing	Don't know	1	.1		
	Prefer not to answer	13	.7		
	System	36	1.9		
	Total	50	2.6		
Total		1902	100.0		

Faculty Respondent and Population Demographics

Gender

		Frequency	Percent	Valid Percent	Actual Population
Valid	Woman	161	48.1	50.1	47%
	Man	160	47.7	49.9	53%
	Total	321	95.8	100.0	
Missing	Prefer Not to Answer	7	2.1		
	System	7	2.1		
	Total	11	4.2		
Total		335	100.0		

**"Prefer another identifier" data are omitted because the number of responses was too small.

Ethnicity

		Frequency	Percent	Valid Percent	Actual Population
Valid	Hispanic or Latinx	10	3.0	3.3	4%
	None of the above	294	87.8	96.7	96%
	Total	304	90.7	100.0	
Missing	Don't know	2	.6		
	Prefer not to answer	12	3.6		
	System	17	5.1		
	Total	31	9.3		
Total		335	100.0		

**"Somali" data are combined with "None of the Above" because the number of responses was too small.

Race

		Frequency	Percent	Valid Percent	Actual Population
Valid	Asian	37	11.0	11.7	14%
	Black or African American	13	3.9	4.1	5%
	White	253	75.5	80.1	70%
	I prefer another identifier	13	3.9	4.1	10%
	Total	316	94.3	100.0	
Missing	Prefer not to answer	14	4.2		
	System	5	1.5		
	Total	19	5.7		
Total		335	100.0		

**"American Indian or Alaska Native" and "Middle Eastern" were combined with "I prefer another identifier" because the number of responses was too small.

Age

		Frequency	Percent	Valid Percent	Actual Population
Valid	25-44 years old	88	26.3	27.4	27%
	45-64 years old	204	60.9	63.6	61%
	Over 65 years old	29	8.7	9.0	12%
	Total	321	95.8	100.0	
Missing	Prefer not to answer	9	2.7		
	System	5	1.5		
	Total	14	4.2		
Total		335	100.0		

Staff Population Demographics

Gender

		Frequency	Percent	Valid Percent	Actual Population
Valid	Woman	221	61.7	65.0	59%
	Man	119	33.2	35.0	41%
	Total	340	95.0	100.0	
Missing	Prefer Not to Answer	10	2.8		
	System	8	2.2		
	Total	18	5.0		
Total		358	100.0		

Ethnicity

		Frequency	Percent	Valid Percent	Actual Population
Valid	Hispanic or Latinx	8	2.2	2.4	1%
	None of the above	324	90.5	97.6	99%
	Total	332	92.7	100.0	
Missing	Prefer not to answer	15	4.2		
	System	11	3.1		
	Total	26	7.3		
Total		358	100.0		

*"Hmong" data are combined with "None of the Above" because the number of responses was too small.

Race

		Frequency	Percent	Valid Percent	Actual Population
Valid	American Indian or Alaska Native	5	1.4	1.5	1%
	Asian	5	1.4	1.5	2%
	Black or African American	6	1.7	1.8	4%
	White	315	88.0	93.5	90%
	I prefer another identifier	6	1.7	1.8	3%
	Total	337	94.1	100.0	
Missing	Don't know	1	.3		
	Prefer not to answer	12	3.4		
	System	8	2.2		
	Total	21	5.9		
Total		358	100.0		

*"Middle Eastern" and "Native Hawaiian or Pacific Islander" were combined with "I prefer another identifier" because the number of responses was too small.

Age

		Frequency	Percent	Valid Percent	Actual Population
Valid	Under 24 years old	*	*	*	1%
	25-44 years old	132	36.9	38.9	36%
	45-64 years old	192	53.6	56.3	58%
	Over 65 years old	16	4.5	4.8	5%
	Total	340	95.3	100.0	
Missing	Prefer not to answer	9	2.5		
	System	9	2.5		
	Total	17	4.7		
Total		358	100.0		

*"Under 24 years old" data are omitted because the number of responses was too small.