Results from the 2019-2020 Graduate Student Association Survey

Graduate Student Association Survey Sub-Committee
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Introduction

       In fall of 2019, the Graduate Student Association (GSA) created and sent a survey to explore the climate amongst current graduate students at Baylor University. This report details the findings of the survey as well as their significance in light of national research on the topic. This report concludes with a handful of considerations for the future of graduate education at Baylor.

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Method

Measures

Questionnaires were developed by the GSA cabinet for the 2016 and 2018 administrations and can be found in the 2018 report. For the 2019 administration, survey questions were added and adapted from outside research examining graduate student needs. Demographic questions were included to understand various groups' (e.g., parents) presence. Questions included close-ended and open-ended response options. The final 2019 survey can be found in Appendix 1. The survey was reviewed by the GSA faculty advisor and dean of the graduate school and the final version was completed in July 2019. All questions were imported into Qualtrics prior to dissemination.

Participants

All graduate students were sent an email from Baylor's Institutional Research and Testing Office to participate in the survey in the fall of 2019. A sample of 2,733 graduate students were invited to participate in the survey. Of this total, 683 participated for a response rate of 25.0%. This was an increase from 142 individuals in 2018 and 106 individuals in 2016.

Respondents from both surveys came from students within the graduate school (93%) and the law school (7%). Of the students within the graduate school, approximately half were master's students and half were doctoral students. Online students made up approximately 35% of respondents. Demographic information of respondents can be found in Appendix 2.

Analysis

Quantitative. Descriptive analyses were performed in SPSS (version 25). In some cases, the total number of respondents for a survey question is less than the total number of respondents for the survey as not all participants responded to all survey questions. For items that were measured on a Likert scale, certain categories were collapsed to allow for ease of interpretation. For example, "strongly agree" and "somewhat agree" would constitute a level of agreement with that particular statement.

Qualitative. To determine the most pressing concerns for graduate students, the open-ended questions were imported into NVivo, a qualitative data analysis software. Each response was coded into one or more themes from the survey (e.g., institutional support, housing). Responses were reviewed and discussed by the members of the survey subcommittee. This was to come to a consensus regarding students' feelings and identify illustrative quotes in each of the main categories.

Results

This section will outline graduate students' concerns in areas of departmental and campus resources, feelings of value and inclusion, and well-being (i.e., mental, financial).

Resources

Departmental

Teaching

A few of the comments related to departmental expectations as it relates to teaching. For example, one student said, "If Baylor wants to produce top-tier PhD students, that is not feasible with the amount of teaching and graduate assistant research most humanities PhD's (English, History, Religion are the ones I'm most familiar with) we are expected to do. The fact that we never get a single 'duty-free' year is not conducive to top-tier PhD research."

Mentorship

Student were asked if they agreed or disagreed with the two statements related to their advisors: "My advisor is a real mentor to me" and "My advisor is an asset to my academic and professional career." Most graduate students view their advisors as assets to their academic and professional career; slightly fewer students view their advisors as real mentors.

■ **A real mentor to me.**　■ **An asset to my academic and professional career.**

| Strongly agree | Neither agree nor disagree | Strongly disagree |
| 47.3% / 62.8% | 44.2% / 31.0% | 8.6% / 6.2% |
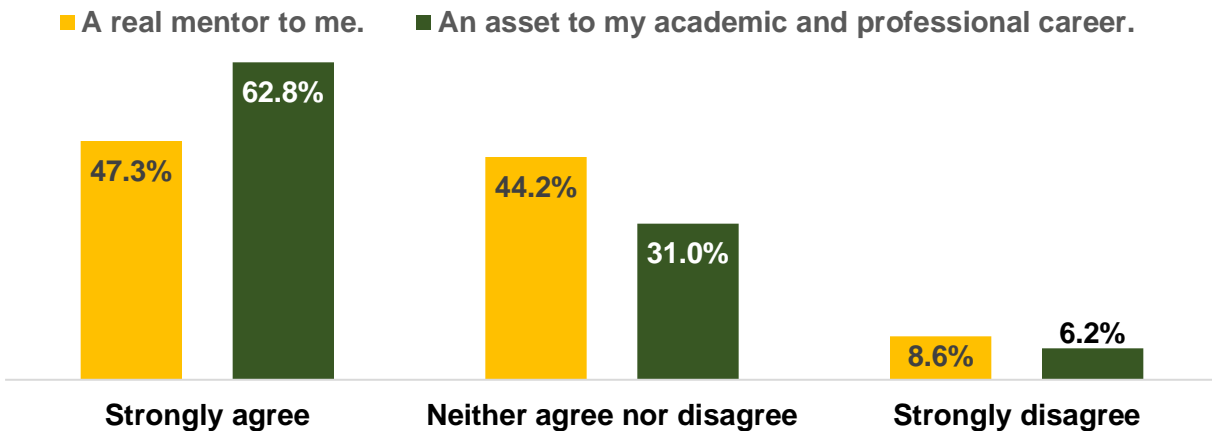
Figure 1. Perceptions of graduate students' advisors
"Q23 My advisor is…"

However, students had concerns about some relationships with faculty. This can be seen in a quote from a student who said, "First and foremost, Baylor is responsible for protecting its graduate students from abuses from faculty and administration. This includes being willing to reprimand faculty, protect the academic and intellectual freedom of students, and actually take steps to right wrongs..."

Departmental integration

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Most graduate students feel valued and included by their department and by those around campus.

■ I feel valued and included by my department.

■ I feel like valued and included by those around campus (the administration, other faculty/students).

	Strongly agree	Moderately agree	Neither agree or disagree	Moderately disagree	Strongly disagree
Department	45.1%	31.4%	12.6%	6.7%	4.2%
Around campus	28.4%	35.2%	23.8%	7.7%	4.9%
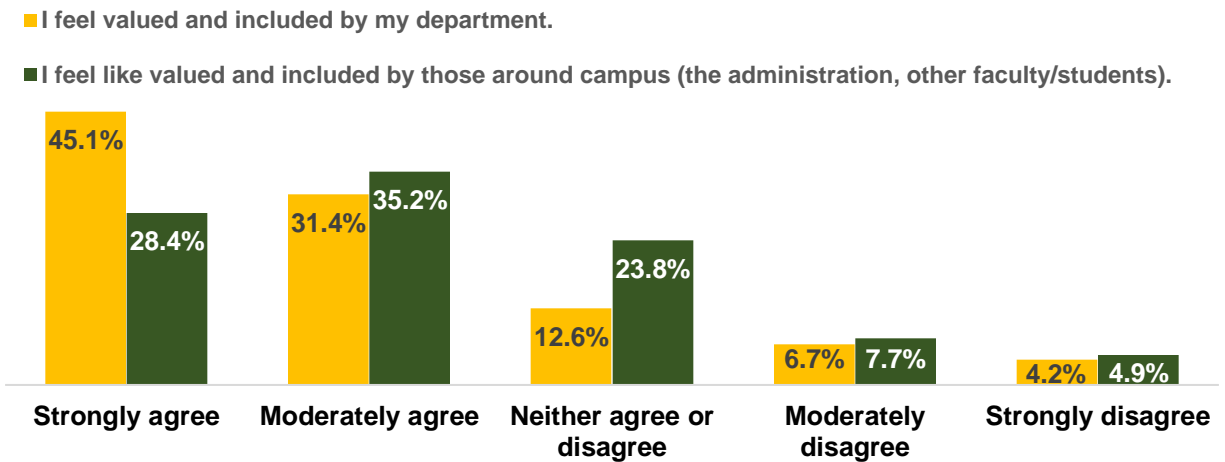
Figure 2. Graduate students' sentiment of value and inclusion

Many of the student concerns revolved around the administrative policies regarding sexuality. Students did not feel valued which related to their success and the success of their peers. As one student put it, "LGBTQ students and graduate students at Baylor face an additional, substantial layer of stress in their lives, preventing full devotion to their studies. Research indicates the graduate students and LGBTQ folks are all at much higher risk of mental and emotional health and economic struggles than their cis/straight/non-student counterparts. The combination of being LGBTQ (at a non-inclusive university like Baylor) *and* a graduate student is more emotionally and physically taxing than I can fully indicate in this forum." More specifically, one student stated that "There is apathy or antipathy here on campus that makes me uncomfortable in being myself, and harms my happiness at Baylor, my productivity, and my general feelings of well being. The school needs to make the choice to be fully supportive (as they should be) or just to announce publicly that LGBT students need not apply. At least then people would know for sure whether or not to apply. Until that choice is made, I never recommend to LGBT peers that they should consider Baylor for any continuing education." Other qualitative concerns related to inclusion for online students.

Campus

Housing

Students were asked whether they agreed with the following two statements: "Where I live, I feel safe." and "Where I live, I'm satisfied with my living conditions." The majority of the students agreed with both statements.
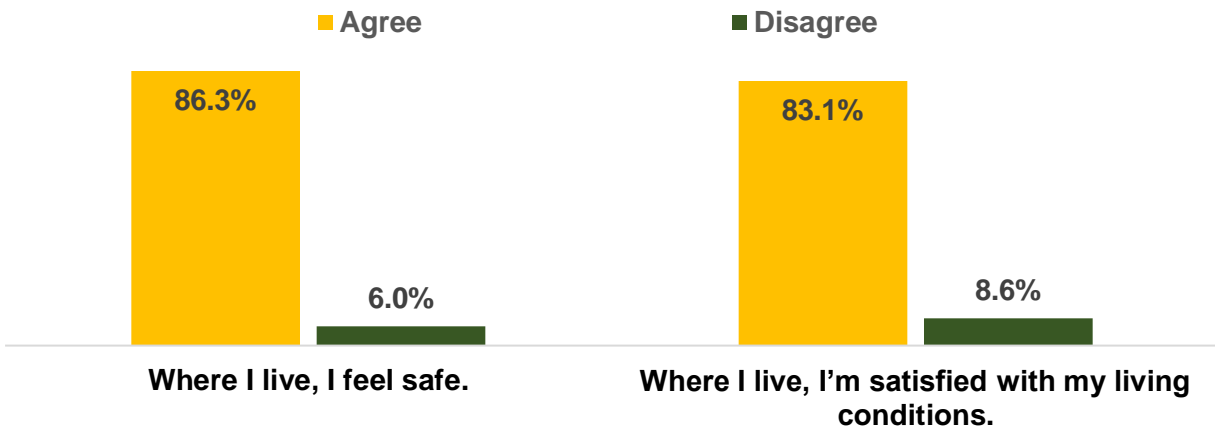
Figure 1. Feelings of safety and satisfaction where students live

Academic resources

Students were asked to respond to the question "I have the resources I need to succeed academically." As seen in Figure 4, the majority of graduate students believe they have the resources they need to succeed academically, but 6% reported not having sufficient resources for academic success.
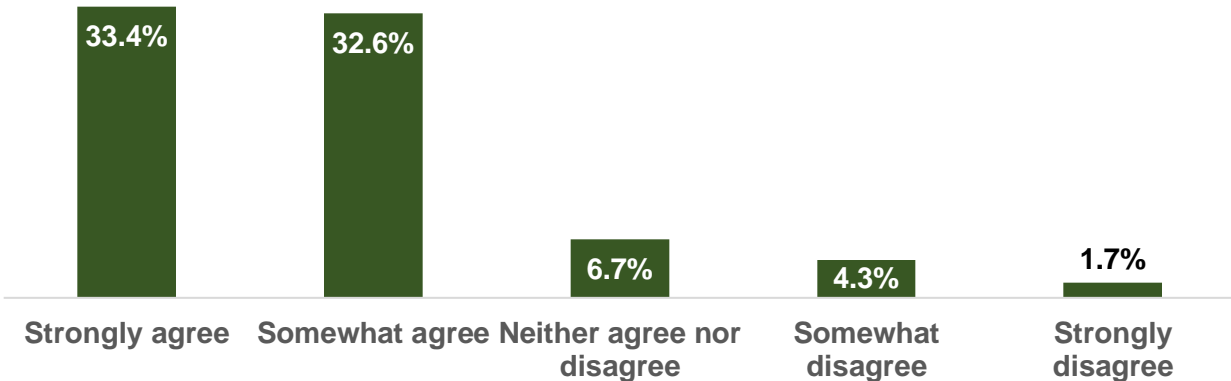
*Figure 4. R*esources needed for academic success

Graduate students were asked if the graduate school resources were helpful. In general, students found the support from libraries to be very useful. Other support from counseling center, office of career and professional development, writing center, and graduate school is useful to some graduate students.
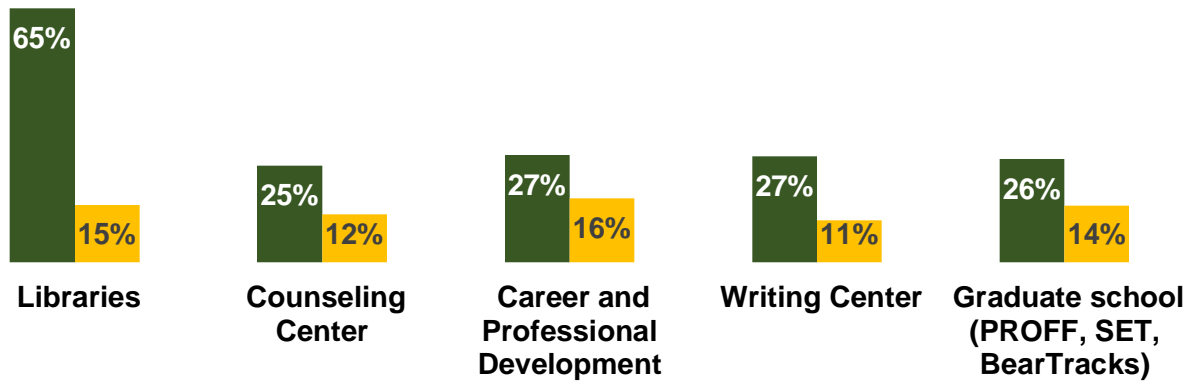
Figure 5. Usefulness of graduate school resources

Specifically, students had perspectives on improving existing campus supports. For example, "The Baylor Counseling Center is really wonderful, but they still sometimes struggle to understand how grad students might be different from undergrads. (They attempted to put me in a group with undergrads, and there obviously wasn't a way to make sure that they wouldn't be roommates or friends with one of my students.) I think continued conversations with them are important."

They also had suggestions for new programming, even if not only for graduate students. One student said, "The graduate school and BU administrators may benefit from participating in professional development in online pedagogy, instructional design for online courses and helping online graduate students feel like part of the BU community."

GSA

The following figures summarize responses to questions related to the Graduate Student Organization.

Orientation is the most attended GSA activity by the surveyed graduate students, with 43.2% of students attending orientation. Most other activities were attended by approximately 10% of the students.
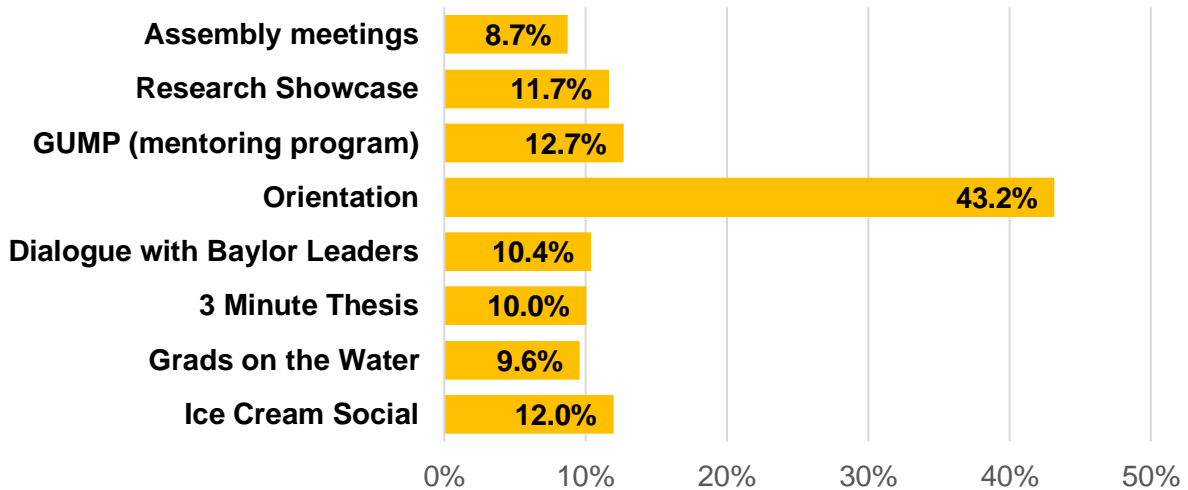
Figure 6. Attendance at GSA events

The next figure shows the evaluation of GSA events among those who have attended them. All events are considered very worthwhile to attend by at least 50% of the students who participated. The most worthwhile activity would be the 3-minute Thesis competition, described as such by 72.1% of the students.
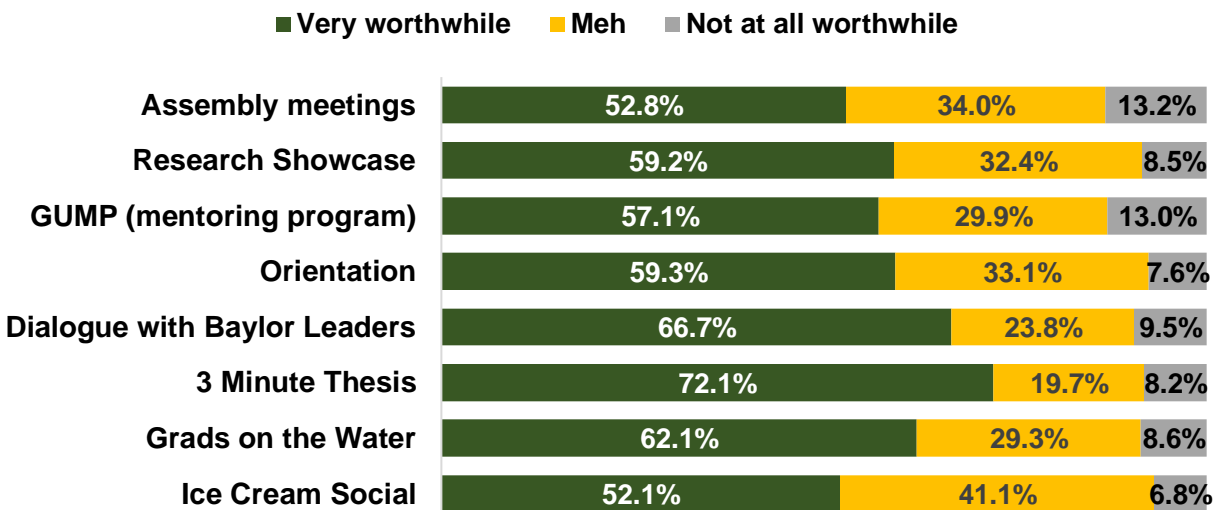
Figure 7. Assessment of GSA events among students who have attended

Students' quotes about GSA indicated that they did not know who or what GSA is and wanted more frequent communication from the group, especially in terms of events.

Well-being
In terms of student well-being, results will be divided into three sections regarding physical, mental, and financial well-being.

Physical Health

This section presents students' physical health in three domains: overall health, sleep, and safety.

Students were asked "How has your overall health been this semester?" Students' overall health conditions are generally satisfactory, though the health of approximately 8% of graduate students needs some attention.
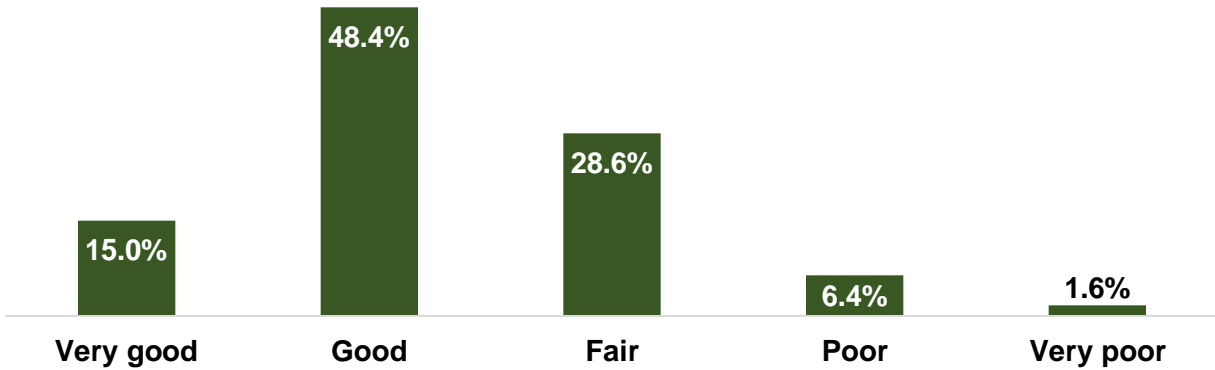
Figure 8. Self-reported health

Students were asked to report their average sleep duration during a typical semester week. Approximately half of the graduate students do not maintain sufficient sleep (7-9 hours/day).
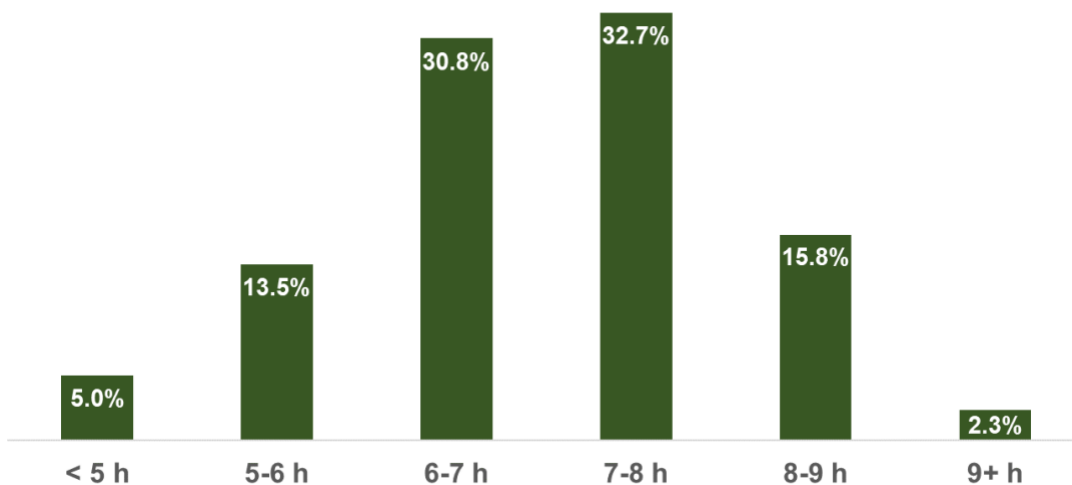
Figure 2. Average sleep duration per day during the semester

Safety

The main concerns for safety revolved around students' living arrangements. As an example, a student said, "Graduate students are generally very poor and frequently live in places that don't feel entirely safe."

Quantitative results show, however, that 86% of students feel safe where they live, and that 83% of them are satisfied with their living conditions. This is represented in the table below.
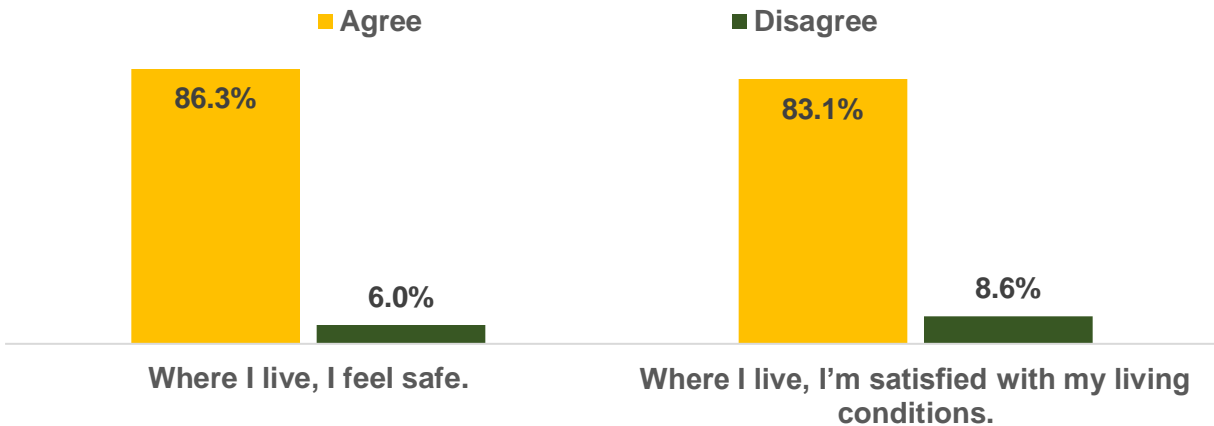
Figure 10. Feelings of safety and satisfaction where students live

Campus

Students were also asked if they agreed to feeling safe on campus. In general, graduate students feel safe on campus.
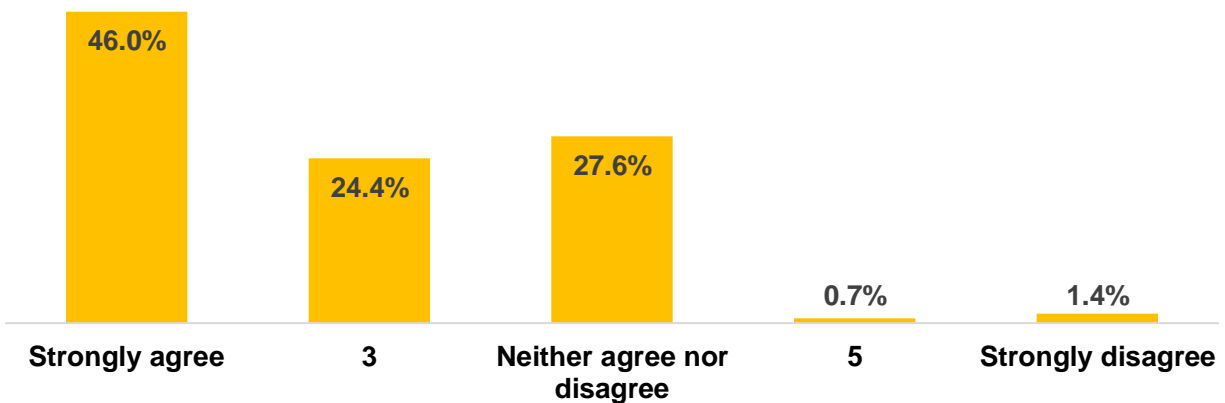
Figure 11. Feeling of safety on campus

Mental Health

One of the questions asked students to describe the frequency with which they've experienced symptoms related to depression. Hence, they were asked to report how often they have felt that everything they did was an effort, and also to describe how often they have had

trouble keeping their mind on what they were doing. Possible answers ranged from "A lot of the time" to "None of the time". The figure below shows that a large proportion of graduate students think everything they do takes effort and that they have trouble focusing on what they do at least sometimes.
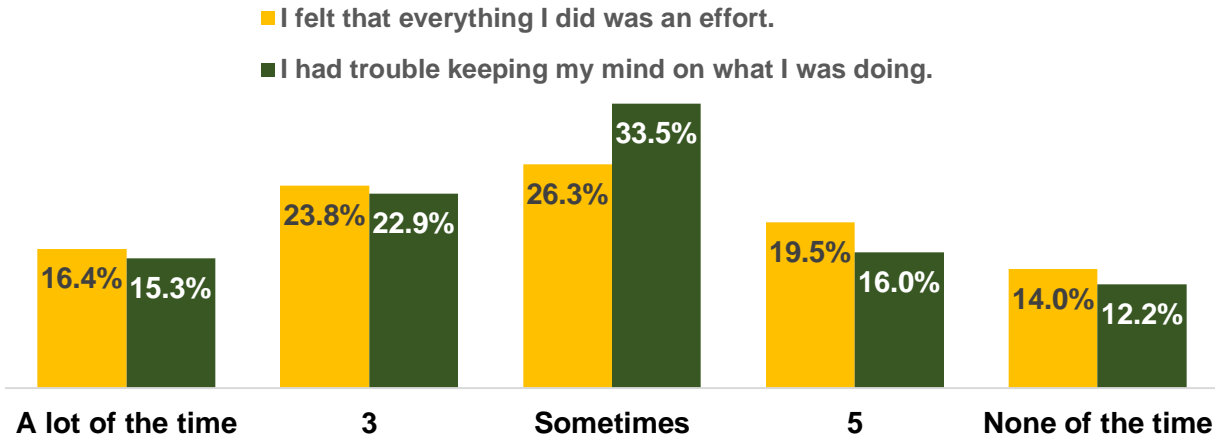
Figure 3. Depression-related symptoms

Using the same scale as above, graduate students were also asked to rate the frequency of their hopeful and depressive feelings. Though in general, graduate students are hopeful about their future, approximately 45% of them have depressive thoughts at least sometimes.
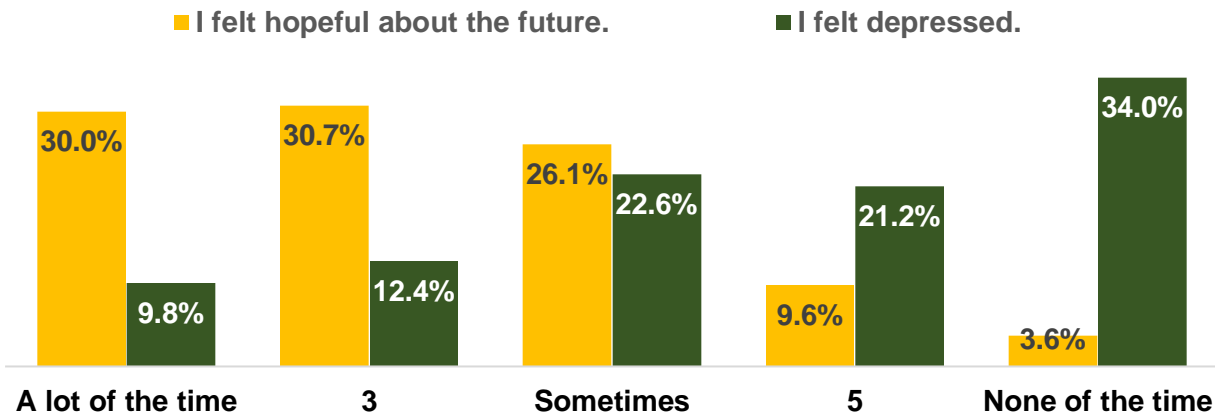
Figure 4. Frequency of hopeful and depressive feelings

Financial Health

Students were asked whether they agreed or disagreed with three statements related to financial situations: "I'm confident about my financial situation." "I can get by financially without having to cut back on too many of the things that are important to me." and "I've been concerned about money lately."

Slightly more than half of the graduate students are confident about their financial situations. However, one-fifth of graduate students expressed concern about money lately.
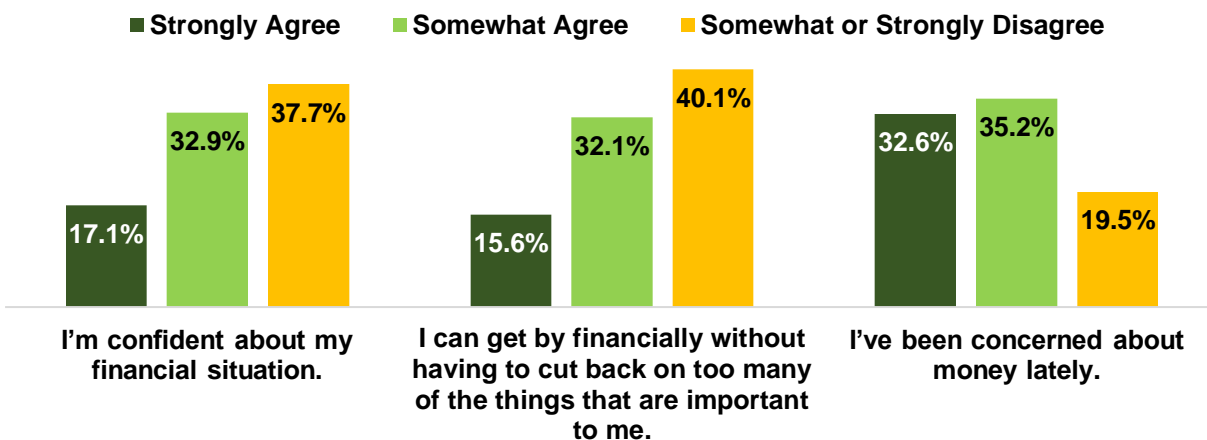
Figure 5. Financial concerns of graduate students

A question related to financial health asked student how inclined they were to take on additional work in order to pay their bills. We see in the figure below that more than 80% of graduate students are willing to take some additional work to pay their bills with approximately a third of them strongly inclined to take additional work.
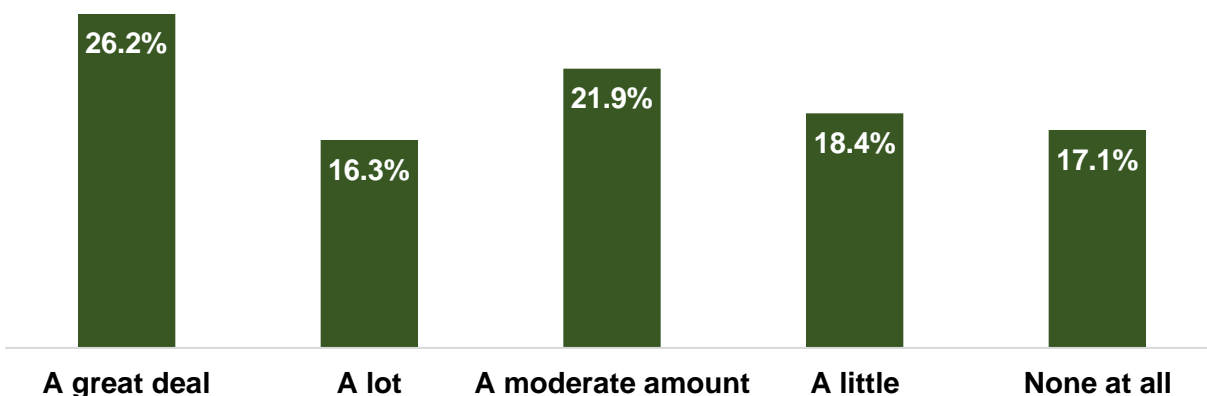
Figure 6. Likelihood of taking on additional work to pay bills

There were many qualitative responses from students regarding their financial well-being. These concerns were often related to communication, compensation, and success in school. In terms of communication, one student wished they knew what their financial situation would be before coming to Baylor. They said, "I wish that I had been made aware of student fees more clearly before enrolling, because as I mentioned above, I can barely afford to make ends meet with my stipend thanks to Baylor's student fees. I felt there was no clear explanation of these fees, and since I'm fresh out of undergrad with no wealth or assets and no spouse for an additional income, I don't know if financially I can afford to finish even in a fully funded spot. I

was not made aware of the additional class fee until I moved all the way here to Texas, and I honestly don't know that I would have enrolled if I knew I was barely going to make ends meet with their competitive stipends and affordable housing." Other responses indicated students wanted to know what their fees were paying for and how these resources benefited graduate students.

Similarly, one student commented on how the compensation did not match what the student had to pay for in other areas of life. They stated, "The graduate school needs to set fair and livable wages for graduate assistants, especially within departments. The administration should really do more to provide more affordable and accessible living for graduate students. They should also consider a more affordable and accessible option for graduate student parking on campus, especially when one considers the fact that graduate students are involved in a lot of necessary work on campus." Another student had similar concerns and wondered why students were not allowed to work off campus to supplement their wages. The student wanted to make ends meet, but could not without taking on additional work. They said, "The graduate school needs to allow students to be paid by Baylor and work outside of the University. If a student is still performing their research work while working an outside internship, that student should be paid for their work."

Ultimately these financial concerns were related to students feeling like they could finish their degree. As one student put it, "I'm the first in my family to go to college not to mention grad school. I didn't know any better. And I'm so terribly disappointed money will continue to impact whether I can succeed (and maybe even complete my program) in this graduate school as a single woman, straight out of undergrad, with no additional sources of income from a spouse."

Conclusions and Considerations

Findings here indicate that graduate students find value in many of the resources on campus, although many students do not use resources besides the libraries. This suggests that some units on campus- such as the counseling center and GSA- need to communicate to students regarding their graduate-specific offerings. Departmental resources results suggest students feel supported in terms of their teaching and supervision. Faculty continue to be sources of advice and support for students, and continued improvement is needed in this area as mentorship of doctoral students is one of the most widely studied and important factors impacting student experience (Sverdlik et al, 2018).

Lack of community inclusion and "fit" are large contributors to doctoral student attrition although having a positive match also benefits students' well-being and achievement (Schmidt & Hansson, 2018; Sverdlik et al, 2018). Negative environments can be especially detrimental for marginalized groups, such as those within the LGBTQ+ (Woodford et al., 2018) and international student communities (McKenna et al., 2017). Feeling of inclusion and belongingness can be promoted through cultural events and leadership programs (Glass & Westmont, 2014). Positive mentor-mentee relationships can also effectively promote sense of belongingness to the department and research teams (Levett-Jones et al., 2009). Sense of belongingness, in turn, facilitates students' academic success and mental health.

Similar to issues listed in this report, graduate students' life satisfaction and retention revolves around housing, finances, and being prepared for a career upon graduation (Graduate Assembly, 2014; Sverdlik et al, 2018). Recent research on graduate students' well-being have noted similar issues in the larger graduate student population. Some have suggested that approximately half of PhD students have difficulty with their mental health (Levecque et al., 2017), such as facing rates of anxiety and depression rates six times higher than the general population (Evans et al., 2018). These concerns of well-being not only have implications as Baylor continues to move toward higher research activity but also for the scientific community at large (Levecque et al., 2017).

As Baylor continues to work towards becoming a research-intensive university, the lives of graduate students will need to remain at the forefront. Maintaining offerings that students use and find benefit from, namely the counseling center, are recommended given the mental health concerns students face. Making changes to other campus supports, such as the career center or housing options, can better serve the financial and mental health concerns of those living in the area. Finally, working with faculty to make sure departments continue to be areas of support for all students remains crucial. Working across campus with administrators and student groups must be done in order to increase the campus inclusion efforts, especially for students in marginalized communities. By committing to and acting on the caring, Christian community, Baylor will be distinguished from other research-intensive universities.

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Appendix 1: Copy of Instrument used for 2019 Survey

Survey Flow

Standard: SURVEY INSTRUCTIONS (1 Question)
Standard: Demographics (10 Questions)
Standard: Institutional Support (6 Questions)
Standard: Graduate Well-Being (4 Questions)
Standard: Integration (2 Questions)
Standard: Succeeding Academically (3 Questions)
Standard: Give us your thoughts! (4 Questions)
Standard: Gift card (2 Questions)

Page Break

Survey Instruction This survey will take approximately 4-10 minutes. The purpose of this survey is to understand areas of support and stress for Baylor's graduate students. **All of the responses will be kept confidential and only used to better the lives of students** now and in the future through the work of the Graduate Student Association. **Emails will be taken to verify student status but responses will not be linked to individuals.** All graduate students who complete the survey will have the chance to win a Baylor Bookstore gift card if they desire.

Q1 I am in a

○ Masters program (1)

○ Doctoral program (2)

Q2 I am in my ___ year of graduate studies at Baylor (In the 2019-2020 school year).

○ 2nd (1)

○ 3rd (2)

○ 4th (3)

○ 5th or above (4)

○ 1st (5)

Q3 I would classify myself as a student in

○ STEM (1)

○ Social Science (2)

○ Humanities (3)

○ Law School (4)

○ Social Work (5)

○ Seminary/Truett (6)

Q4 Gender

○ Male (1)

○ Female (2)

○ Other (3) _____

Q5 What is your race/ethnicity? Check all that apply.

☐ White (1)

☐ Black or African American (2)

☐ American Indian or Alaska Native (3)

☐ Asian (4)

☐ Native Hawaiian or Pacific Islander (5)

☐ Other (6)

Q6 What is your sexual orientation?

○ Gay, lesbian, bisexual, or queer (1)

○ Straight/heterosexual (2)

○ Other (3) _____

Q7 Are you married or in a domestic partnership?

○ Yes (1)

○ No (2)

○ Other (3) _____

Q8 Are you a parent or caregiver?

○ Yes (1)

○ No (2)

○ Other (3) _____

Q9 Are you considered an international student?

○ Yes (1)

○ Maybe (2)

○ No (3)

Q10 Please provide your Baylor email to validate your student status. Again- **your email will NOT be linked to your individual responses.**

_____

Q11 The questions below are asked to gauge what issues GSA should or could focus on this year. Please be as honest as possible although feel free to skip any questions that make you too uncomfortable.

Q12 How useful are the support services from...?

	Extremely useful (1)	Very useful (2)	Slightly useful (4)	Not at all useful (5)	Didn't use or NA (6)
Libraries (1)	○	○	○	○	○
Counseling Center (2)	○	○	○	○	○
Career and Professional Development (3)	○	○	○	○	○
Writing Center (4)	○	○	○	○	○
Graduate school (PROFF, SET, BearTracks) (5)	○	○	○	○	○

Q13 In general, I am satisfied with the housing options offered to graduate students. (If you have specific areas of need, such as with prices or quality, please tell us about them in the last text box on this survey.)

○ Strongly agree (12)

○ Somewhat agree (13)

○ Somewhat disagree (15)

○ Strongly disagree (16)

Q14 How worthwhile were the GSA events this year to your social, academic, or personal needs?

	Very worthwhile (1)	Meh (2)	Not at all worthwhile (3)	Didn't attend (4)
Ice Cream Social (1)	○	○	○	○
Grads on the Water (2)	○	○	○	○
3 Minute Thesis (3)	○	○	○	○
Dialogue with Baylor Leaders (4)	○	○	○	○
Orientation (5)	○	○	○	○
GUMP (mentoring program) (6)	○	○	○	○
Research Showcase (7)	○	○	○	○
Assembly meetings (8)	○	○	○	○

Q15 Below are statements with which you may agree or disagree. Indicate your agreement or disagreement with each item by selecting the appropriate response in the corresponding row.

	Strongly agree (1)	Somewhat agree (2)	Neither agree nor disagree (3)	Somewhat disagree (4)	Strongly disagree (5)
I'm confident about my financial situation. (1)	○	○	○	○	○
I can get by financially without having to cut back on too many of the things that are important to me. (2)	○	○	○	○	○
I've been concerned about money lately. (3)	○	○	○	○	○

Q16 Considering your current financial situation, how inclined are you to take on additional work in order to pay the bills?

○ A great deal (1)

○ A lot (2)

○ A moderate amount (3)

○ A little (4)

○ None at all (5)

End of Block: Institutional Support

Start of Block: Graduate Well-Being

Q17 Below is a list of some of the ways you may have felt or behaved. Please indicate how often you have felt this way during the past week by selecting the appropriate response in the corresponding row.

	A lot of the time (1)	(3)	Sometimes (4)	(5)	None of the time (6)
I was bothered by things that usually don't bother me. (1)	○	○	○	○	○
I had trouble keeping my mind on what I was doing. (2)	○	○	○	○	○
I felt depressed. (3)	○	○	○	○	○
I felt that everything I did was an effort. (4)	○	○	○	○	○
I felt hopeful about the future. (5)	○	○	○	○	○

Q18 Below are statements with which you may agree or disagree. Indicate your agreement or disagreement with each item by selecting the appropriate response in the corresponding row.

	Strongly agree (1)	(3)	Neither agree nor disagree (4)	(5)	Strongly disagree (7)
Where I live, I feel safe. (1)	○	○	○	○	○
Where I live, I'm satisfied with my living conditions. (2)	○	○	○	○	○
On campus, I feel safe. (3)	○	○	○	○	○

Q19 About how many hours of sleep were you able to get each night over a typical semester week, on average? (Enter number of hours)

_____

Q20 How has your overall health been this semester?

○ Very good (1)

○ Good (2)

○ Fair (3)

○ Poor (4)

○ Very poor (5)

Q21 I feel valued and included by my department.

○ Strongly agree (1)

○ Moderately agree (2)

○ Neither agree or disagree (3)

○ Moderately disagree (4)

○ Strongly disagree (5)

Q22 I feel like valued and included by those around campus (the administration, other faculty/students).

○ Strongly agree (1)

○ Somewhat agree (2)

○ Neither agree nor disagree (3)

○ Somewhat disagree (4)

○ Strongly disagree (5)

Q23 My advisor is..

	Strongly agree (1)	Neither agree nor disagree (2)	Strongly disagree (3)
a real mentor to me. (1)	○	○	○
is an asset to my academic and professional career. (2)	○	○	○

Q24 I am...

	Strongly agree (1)	Somewhat agree (2)	Neither agree nor disagree (3)	Somewhat disagree (4)	Strongly disagree (5)
On track to complete my degree program on time. (1)	○	○	○	○	○
Well-prepared for the work required to complete my program. (2)	○	○	○	○	○
Upbeat about my post-graduation career prospects. (3)	○	○	○	○	○
Not very engaged by my day-to-day work. (4)	○	○	○	○	○

Q25 I have the resources I need in the university to succeed academically.

○ Strongly agree (1)

○ Somewhat agree (2)

○ Neither agree nor disagree (3)

○ Somewhat disagree (4)

○ Strongly disagree (5)

Q26 Last page! Almost done!

What might GSA do to support your needs? (GSA is the graduate student government. To speak about what the graduate school or other administrators might do to support graduate students, please type your responses in the last question on this page.)

_____

_____

_____

_____

_____

Q27 I would be willing to talk more about issues affecting graduate students at Baylor.

○ Yes (1)

○ Maybe (2)

○ No (3)

Q28 We'd like to hear from you. If any thoughts or feelings occurred to you while taking this survey that you'd like to share, please take a moment now to do so. We're also interested in any ideas you may have for improving graduate student well-being. Write as much or as little as you'd like.

_____

_____

_____

_____

_____

Q29 What might the graduate school or Baylor administrators do to support your needs?

_____

_____

_____

_____

_____

End of Block: Give us your thoughts!

Start of Block: Gift card

Q30 Please write your preferred name and email address if you would like to be entered for a chance to win a Baylor Bookstore gift card.

_____

Q31 Thanks for taking the time to take this survey. We look forward to serving Baylor students this year!

End of Block: Gift card

Appendix 2: Respondent Demographics

		Number of respondents	% of respondents
Graduate Program	Master's program	322	46.7%
	PhD - 1st Year	149	21.6%
	PhD - 2nd/3rd Year	145	21.0%
	PhD - 4th or above	74	10.7%
Academic Field	STEM	187	28.8%
	Social Sciences	168	25.9%
	Humanities	146	22.5%
	External to GS	148	22.8%
Gender	Male	210	30.3%
	Female	482	69.7%
Selected Race	White	509	68.5%
	Black/African American	77	10.4%
	Asian	61	8.2%
	AIAN, NHPI, or "Other"	92	12.4%
International Student	International	57	8.4%
	Not International	625	91.6%
Married/Domestic Partner	Yes	282	41.4%
	No	399	58.6%
Parent or Caregiver	Yes	171	25.0%
	No	514	75.0%
On track for timely completion	Strongly Agree	372	63.2%
	Somewhat Agree	154	26.1%
	Others	63	10.7%
Health during Semester	Good or Very Good	385	63.3%
	Fair, Poor or Very Poor	223	36.7%
Recent Concerns about Money	Concerned	422	77.7%
	Not Concerned	121	22.3%
Valued/Included by Department	Agree	456	87.5%
	Disagree	65	12.5%

Appendix 3: Usefulness of Graduate Resources

(a) Summary ratings for graduate resources

	Extremely useful		Very useful		Slightly useful		Not at all useful		Didn't use or NA	
	N	%	N	%	N	%	N	%	N	%
Libraries	195	31.3%	207	33.2%	83	13.3%	8	1.3%	131	21.0%
Counseling Center	66	10.6%	86	13.9%	54	8.7%	22	3.5%	392	63.2%
Career and Professional Development	52	8.4%	117	18.8%	76	12.2%	25	4.0%	352	56.6%
Writing Center	73	11.8%	94	15.1%	43	6.9%	23	3.7%	388	62.5%
Graduate school (PROFF, SET, BearTracks)	60	9.7%	102	16.5%	74	12.0%	15	2.4%	366	59.3%

(b) Usefulness of *Libraries* by demographic groups

		Extremely useful	Very useful	Slightly useful	Not at all useful	Didn't use or NA
Graduate Program	Master's program	28.0%	31.6%	12.8%	1.1%	26.6%
	PhD - 1st Year	38.0%	27.1%	10.9%	0.0%	24.0%
	PhD - 2nd/3rd Year	28.5%	40.9%	13.1%	2.9%	14.6%
	PhD - 4th or above	37.0%	35.6%	20.5%	0.0%	6.8%
Academic Field	STEM	17.6%	35.9%	16.5%	1.8%	28.2%
	Social Sciences	33.1%	33.8%	13.2%	0.7%	19.2%
	Humanities	44.9%	32.4%	9.6%	0.0%	13.2%
	External to GS	34.4%	29.0%	13.7%	3.1%	19.8%
Gender	Male	31.9%	27.7%	14.1%	1.6%	24.6%
	Female	31.0%	35.4%	13.0%	1.2%	19.4%
Selected Race	White	31.5%	31.3%	14.8%	1.3%	21.1%
	Black/African American	28.8%	36.4%	6.1%	0.0%	28.8%
	Asian	23.2%	51.8%	14.3%	1.8%	8.9%
	AIAN, NHPI, or "Other"	37.2%	29.1%	8.1%	2.3%	23.3%
International Student	International	33.3%	44.4%	13.0%	0.0%	9.3%
	Not International	30.7%	32.0%	13.6%	1.4%	22.3%
Married/Domestic Partner	Yes	32.0%	36.4%	11.9%	1.2%	18.6%
	No	30.5%	31.3%	14.1%	1.4%	22.7%
Parent or Caregiver	Yes	38.5%	28.4%	11.5%	2.0%	19.6%
	No	29.3%	34.4%	13.9%	0.9%	21.6%
On track for timely completion	Strongly Agree	32.2%	35.5%	12.2%	1.1%	19.0%
	Somewhat Agree	28.6%	32.5%	16.9%	1.3%	20.8%
	Others	25.4%	25.4%	19.0%	3.2%	27.0%
Health during Semester	Good or Very Good	33.0%	34.0%	12.5%	0.8%	19.7%
	Fair, Poor or Very Poor	27.7%	31.8%	15.9%	2.3%	22.3%
Recent Concerns about Money	Concerned	30.2%	33.1%	15.0%	1.7%	20.0%
	Not Concerned	33.3%	35.0%	8.3%	0.8%	22.5%
Valued/Included by Department	Agree	33.7%	34.1%	14.3%	0.4%	17.4%
	Disagree	26.2%	29.2%	16.9%	6.2%	21.5%

(c) Usefulness of the *Counseling Center* by demographic groups

		Extremely useful	Very useful	Slightly useful	Not at all useful	Didn't use or NA
Graduate Program	Master's program	13.2%	11.4%	6.4%	3.2%	65.8%
	PhD - 1st Year	4.7%	10.2%	6.3%	1.6%	77.3%
	PhD - 2nd/3rd Year	6.6%	18.4%	14.0%	7.4%	53.7%
	PhD - 4th or above	19.4%	22.2%	12.5%	1.4%	44.4%
Academic Field	STEM	8.9%	18.9%	11.2%	3.0%	58.0%
	Social Sciences	11.4%	9.4%	8.1%	1.3%	69.8%
	Humanities	12.5%	13.2%	9.6%	1.5%	63.2%
	External to GS	11.5%	12.2%	6.9%	8.4%	61.1%
Gender	Male	8.4%	16.2%	8.4%	2.6%	64.4%
	Female	11.7%	12.9%	8.9%	4.0%	62.6%
Selected Race	White	11.8%	12.3%	9.4%	3.9%	62.6%
	Black/African American	9.1%	10.6%	4.5%	1.5%	74.2%
	Asian	3.6%	26.8%	12.5%	5.4%	51.8%
	AIAN, NHPI, or "Other"	14.1%	14.1%	4.7%	3.5%	63.5%
International Student	International	5.6%	20.4%	14.8%	1.9%	57.4%
	Not International	11.3%	13.1%	7.7%	3.8%	64.0%
Married/Domestic Partner	Yes	9.2%	14.4%	9.2%	4.4%	62.8%
	No	11.4%	13.9%	8.6%	2.8%	63.3%
Parent or Caregiver	Yes	6.8%	12.3%	5.5%	3.4%	71.9%
	No	11.8%	14.6%	9.4%	3.4%	60.7%
On track for timely completion	Strongly Agree	11.4%	14.2%	7.4%	2.7%	64.3%
	Somewhat Agree	11.7%	12.3%	13.6%	3.9%	58.4%
	Others	6.3%	17.5%	4.8%	4.8%	66.7%
Health during Semester	Good or Very Good	9.9%	14.1%	7.3%	2.3%	66.3%
	Fair, Poor or Very Poor	12.3%	13.2%	11.9%	5.5%	57.1%
Recent Concerns about Money	Concerned	12.0%	14.1%	10.6%	4.6%	58.8%
	Not Concerned	9.2%	10.9%	5.0%	0.8%	73.9%
Valued/Included by Department	Agree	11.5%	14.8%	8.6%	2.2%	62.8%
	Disagree	9.2%	10.8%	12.3%	9.2%	58.5%

(d) Usefulness of *Career and Professional Development Resources* by demographic groups

		Extremely useful	Very useful	Slightly useful	Not at all useful	Didn't use or NA
Graduate Program	Master's program	11.0%	18.4%	9.9%	3.9%	56.7%
	PhD - 1st Year	5.5%	16.4%	7.8%	0.8%	69.5%
	PhD - 2nd/3rd Year	6.6%	21.3%	13.2%	7.4%	51.5%
	PhD - 4th or above	5.5%	20.5%	24.7%	4.1%	45.2%
Academic Field	STEM	9.5%	18.9%	16.0%	5.3%	50.3%
	Social Sciences	7.3%	19.3%	10.0%	2.7%	60.7%
	Humanities	5.1%	11.0%	12.5%	2.2%	69.1%
	External to GS	12.2%	26.7%	10.7%	5.3%	45.0%
Gender	Male	9.5%	20.0%	15.3%	3.7%	51.6%
	Female	7.9%	18.3%	10.9%	4.2%	58.7%
Selected Race	White	7.8%	18.7%	13.7%	3.9%	55.8%
	Black/African American	10.6%	7.6%	6.1%	6.1%	69.7%
	Asian	8.9%	32.1%	12.5%	3.6%	42.9%
	AIAN, NHPI, or "Other"	8.2%	23.5%	4.7%	4.7%	58.8%
International Student	International	11.3%	26.4%	17.0%	1.9%	43.4%
	Not International	8.1%	18.1%	11.4%	4.3%	58.1%
Married/Domestic Partner	Yes	7.1%	18.7%	13.1%	4.8%	56.3%
	No	9.2%	19.2%	11.4%	3.6%	56.7%
Parent or Caregiver	Yes	10.2%	12.9%	7.5%	4.1%	65.3%
	No	7.7%	21.0%	13.5%	3.9%	54.0%
On track for timely completion	Strongly Agree	10.6%	20.4%	11.4%	3.5%	54.1%
	Somewhat Agree	3.2%	17.5%	12.3%	5.8%	61.0%
	Others	4.8%	11.3%	22.6%	3.2%	58.1%
Health during Semester	Good or Very Good	9.4%	20.1%	10.4%	2.6%	57.6%
	Fair, Poor or Very Poor	5.9%	16.9%	16.4%	6.8%	53.9%
Recent Concerns about Money	Concerned	8.1%	19.1%	14.6%	5.3%	52.9%
	Not Concerned	7.5%	21.7%	5.8%	1.7%	63.3%
Valued/Included by Department	Agree	8.6%	21.5%	13.3%	3.1%	53.5%
	Disagree	3.1%	10.8%	10.8%	12.3%	63.1%

(e) Usefulness of the *Writing Center* by demographic groups

		Extremely useful	Very useful	Slightly useful	Not at all useful	Didn't use or NA
Graduate Program	Master's program	7.1%	12.4%	5.3%	3.9%	71.3%
	PhD - 1st Year	16.7%	18.3%	5.6%	1.6%	57.9%
	PhD - 2nd/3rd Year	16.1%	15.3%	8.8%	5.1%	54.7%
	PhD - 4th or above	13.7%	19.2%	12.3%	4.1%	50.7%
Academic Field	STEM	6.5%	14.2%	10.1%	4.1%	65.1%
	Social Sciences	15.2%	13.9%	6.6%	4.0%	60.3%
	Humanities	15.6%	18.5%	3.0%	0.7%	62.2%
	External to GS	8.4%	13.7%	7.6%	6.1%	64.1%
Gender	Male	13.2%	13.7%	8.9%	2.6%	61.6%
	Female	11.2%	15.8%	6.0%	4.2%	62.8%
Selected Race	White	12.0%	13.9%	6.8%	4.4%	63.0%
	Black/African American	15.2%	16.7%	4.5%	1.5%	62.1%
	Asian	5.4%	25.0%	14.3%	3.6%	51.8%
	AIAN, NHPI, or "Other"	13.1%	19.0%	2.4%	2.4%	63.1%
International Student	International	7.5%	24.5%	11.3%	0.0%	56.6%
	Not International	12.2%	14.0%	6.5%	4.1%	63.3%
Married/Domestic Partner	Yes	13.9%	16.3%	8.3%	4.8%	56.7%
	No	10.3%	14.5%	5.8%	3.1%	66.3%
Parent or Caregiver	Yes	19.7%	13.6%	6.1%	4.1%	56.5%
	No	9.4%	15.9%	6.7%	3.4%	64.6%
On track for timely completion	Strongly Agree	13.6%	14.7%	6.8%	3.0%	62.0%
	Somewhat Agree	9.1%	15.6%	8.4%	5.2%	61.7%
	Others	6.5%	12.9%	8.1%	6.5%	66.1%
Health during Semester	Good or Very Good	12.3%	15.4%	5.7%	3.4%	63.2%
	Fair, Poor or Very Poor	10.0%	14.6%	9.6%	4.6%	61.2%
Recent Concerns about Money	Concerned	11.5%	15.8%	7.9%	4.1%	60.7%
	Not Concerned	10.0%	15.0%	2.5%	2.5%	70.0%
Valued/Included by Department	Agree	12.6%	15.3%	6.4%	3.1%	62.6%
	Disagree	4.6%	16.9%	6.2%	9.2%	63.1%

(f) Usefulness of the *Graduate School Resources (PROFF, SET, BearTracks)* by demographic groups

		Extremely useful	Very useful	Slightly useful	Not at all useful	Didn't use or NA
Graduate Program	Master's program	9.7%	13.6%	10.8%	2.9%	63.1%
	PhD - 1st Year	12.7%	11.1%	11.9%	0.0%	64.3%
	PhD - 2nd/3rd Year	6.6%	16.9%	14.0%	2.9%	59.6%
	PhD - 4th or above	11.0%	37.0%	13.7%	4.1%	34.2%
Academic Field	STEM	11.2%	18.3%	13.6%	3.6%	53.3%
	Social Sciences	12.2%	16.9%	10.1%	1.4%	59.5%
	Humanities	6.7%	20.0%	19.3%	0.7%	53.3%
	External to GS	7.7%	10.0%	5.4%	3.1%	73.8%
Gender	Male	8.9%	22.1%	9.5%	1.6%	57.9%
	Female	10.1%	14.1%	12.9%	2.8%	60.1%
Selected Race	White	9.4%	14.0%	14.0%	2.4%	60.1%
	Black/African American	12.1%	18.2%	3.0%	3.0%	63.6%
	Asian	14.5%	29.1%	10.9%	1.8%	43.6%
	AIAN, NHPI, or "Other"	9.5%	19.0%	7.1%	2.4%	61.9%
International Student	International	17.0%	20.8%	9.4%	0.0%	52.8%
	Not International	8.7%	16.2%	11.9%	2.7%	60.5%
Married/Domestic Partner	Yes	11.6%	20.8%	13.2%	2.8%	51.6%
	No	8.4%	13.7%	11.5%	2.0%	64.4%
Parent or Caregiver	Yes	9.7%	18.6%	11.0%	2.8%	57.9%
	No	9.7%	16.2%	12.3%	1.9%	59.9%
On track for timely completion	Strongly Agree	11.2%	15.3%	11.4%	1.6%	60.5%
	Somewhat Agree	9.2%	19.0%	15.0%	3.9%	52.9%
	Others	1.6%	21.3%	14.8%	4.9%	57.4%
Health during Semester	Good or Very Good	11.6%	17.9%	11.6%	1.8%	57.1%
	Fair, Poor or Very Poor	6.8%	14.2%	13.7%	3.7%	61.6%
Recent Concerns about Money	Concerned	10.1%	16.2%	13.5%	2.9%	57.2%
	Not Concerned	9.2%	18.3%	6.7%	1.7%	64.2%
Valued/Included by Department	Agree	11.4%	18.3%	12.7%	2.0%	55.7%
	Disagree	3.1%	12.3%	7.7%	7.7%	69.2%

Appendix 4: Satisfaction with Housing

(a) "In general, I am satisfied with the housing options offered to graduate students."

		Frequency	Percent	Valid Percent
Valid	Strongly agree	89	12	17.5
	Somewhat agree	245	33	48.1
	Somewhat disagree	116	15.6	22.8
	Strongly disagree	59	7.9	11.6
	Total	509	68.5	100
Missing		234	31.5	
Total		743	100	

(b) Responses by demographic groups

		Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree
Graduate Program	Master's program	20.8%	51.3%	19.5%	8.4%
	PhD - 1st Year	21.7%	53.3%	15.2%	9.8%
	PhD - 2nd/3rd Year	11.8%	47.1%	30.3%	10.9%
	PhD - 4th or above	11.6%	33.3%	30.4%	24.6%
Academic Field	STEM	13.2%	47.4%	25.0%	14.5%
	Social Sciences	19.2%	52.5%	17.5%	10.8%
	Humanities	19.7%	45.3%	28.2%	6.8%
	External to GS	18.2%	49.1%	19.1%	13.6%
Gender	Male	19.6%	45.4%	25.2%	9.8%
	Female	16.5%	49.6%	21.4%	12.5%
Selected Race	White	17.0%	47.9%	23.7%	11.3%
	Black/African American	19.5%	46.3%	24.4%	9.8%
	Asian	22.0%	56.0%	16.0%	6.0%
	AIAN, NHPI, or "Other"	16.4%	50.8%	18.0%	14.8%
International Student	International	16.7%	54.2%	27.1%	2.1%
	Not International	17.8%	47.1%	22.6%	12.5%
Married/Domestic Partner	Yes	22.2%	44.4%	19.6%	13.8%
	No	15.0%	50.6%	24.2%	10.2%
Parent or Caregiver	Yes	28.4%	43.2%	18.9%	9.5%
	No	15.2%	49.6%	23.8%	11.3%
On track for timely completion	Strongly Agree	20.8%	49.2%	19.9%	10.1%
	Somewhat Agree	12.1%	50.0%	25.0%	12.9%
	Others	11.3%	34.0%	35.8%	18.9%
Health during Semester	Good or Very Good	22.3%	48.0%	21.3%	8.5%
	Fair, Poor or Very Poor	8.9%	47.8%	25.6%	17.8%
Recent Concerns about Money	Concerned	13.8%	49.2%	23.0%	14.0%
	Not Concerned	28.4%	46.6%	17.0%	8.0%
Valued/Included by Department	Agree	19.0%	50.5%	21.9%	8.6%
	Disagree	10.3%	37.9%	20.7%	31.0%

Appendix 5: Worth of GSA Events

(a) "How worthwhile were the GSA events this year to your social, academic, or personal needs?"

	Very worthwhile		Meh		Not at all worthwhile		Didn't attend	
	N	%	N	%	N	%	N	%
Ice Cream Social	38	6.2%	30	4.9%	5	0.8%	536	88.0%
Grads on the Water	36	5.9%	17	2.8%	5	0.8%	548	90.4%
3 Minute Thesis	44	7.2%	12	2.0%	5	0.8%	546	90.0%
Dialogue with Baylor Leaders	42	6.9%	15	2.5%	6	1.0%	544	89.6%
Orientation	156	25.6%	87	14.3%	20	3.3%	346	56.8%
GUMP (mentoring program)	44	7.2%	23	3.8%	10	1.6%	530	87.3%
Research Showcase	42	6.9%	23	3.8%	6	1.0%	538	88.3%
Assembly meetings	28	4.6%	18	3.0%	7	1.2%	553	91.3%

(b) Responses for *Ice Cream Social* by demographic groups

		Very worthwhile	Meh	Not at all worthwhile	Didn't attend
Graduate Program	Master's program	4.7%	2.5%	0.7%	92.0%
	PhD - 1st Year	4.1%	4.9%	0.0%	91.1%
	PhD - 2nd/3rd Year	9.7%	9.7%	1.5%	79.1%
	PhD - 4th or above	8.2%	5.5%	1.4%	84.9%
Academic Field	STEM	7.3%	10.3%	1.2%	81.2%
	Social Sciences	6.8%	2.7%	0.7%	89.8%
	Humanities	9.0%	3.7%	1.5%	85.8%
	External to GS	1.5%	3.1%	0.0%	95.4%
Gender	Male	11.3%	7.5%	1.1%	80.1%
	Female	4.0%	3.8%	0.7%	91.5%
Selected Race	White	5.7%	4.4%	0.9%	89.0%
	Black/African American	6.3%	1.6%	0.0%	92.2%
	Asian	7.3%	16.4%	0.0%	76.4%
	AIAN, NHPI, or "Other"	11.4%	2.5%	1.3%	84.8%
International Student	International	11.3%	15.1%	0.0%	73.6%
	Not International	5.5%	3.8%	0.9%	89.8%
Married/Domestic Partner	Yes	6.6%	5.8%	0.4%	87.2%
	No	5.9%	4.2%	1.1%	88.8%
Parent or Caregiver	Yes	5.0%	5.8%	0.0%	89.2%
	No	6.5%	4.8%	1.1%	87.7%
On track for timely completion	Strongly Agree	6.6%	4.7%	0.8%	87.9%
	Somewhat Agree	5.3%	6.6%	1.3%	86.8%
	Others	6.8%	3.4%	0.0%	89.8%
Health during Semester	Good or Very Good	7.4%	5.0%	0.8%	86.8%
	Fair, Poor or Very Poor	4.7%	5.1%	0.9%	89.3%
Recent Concerns about Money	Concerned	5.4%	5.1%	0.7%	88.8%
	Not Concerned	7.6%	1.7%	0.8%	89.8%
Valued/Included by Department	Agree	7.6%	5.4%	0.7%	86.4%
	Disagree	3.2%	4.8%	1.6%	90.5%

(c) Responses for *Grads on the Water* by demographic groups

		Very worthwhile	**Meh**	**Not at all worthwhile**	**Didn't attend**
Graduate Program	Master's program	3.3%	1.5%	0.7%	94.5%
	PhD - 1st Year	1.6%	2.5%	0.0%	95.9%
	PhD - 2nd/3rd Year	11.2%	3.0%	1.5%	84.3%
	PhD - 4th or above	13.7%	8.2%	1.4%	76.7%
Academic Field	STEM	7.9%	6.7%	1.8%	83.6%
	Social Sciences	3.4%	2.8%	0.7%	93.1%
	Humanities	11.9%	1.5%	0.7%	85.8%
	External to GS	0.0%	0.0%	0.0%	100.0%
Gender	Male	8.1%	2.2%	1.1%	88.7%
	Female	5.0%	3.1%	0.7%	91.2%
Selected Race	White	5.7%	2.0%	1.1%	91.2%
	Black/African American	6.5%	1.6%	0.0%	91.9%
	Asian	9.1%	10.9%	0.0%	80.0%
	AIAN, NHPI, or "Other"	3.8%	2.5%	0.0%	93.7%
International Student	International	13.2%	11.3%	0.0%	75.5%
	Not International	5.1%	2.0%	0.9%	91.9%
Married/Domestic Partner	Yes	7.1%	2.9%	0.8%	89.2%
	No	5.4%	2.8%	0.8%	91.0%
Parent or Caregiver	Yes	5.1%	1.4%	0.7%	92.8%
	No	6.1%	3.3%	0.9%	89.8%
On track for timely completion	Strongly Agree	5.3%	2.5%	1.1%	91.1%
	Somewhat Agree	5.9%	4.6%	0.7%	88.8%
	Others	10.2%	1.7%	0.0%	88.1%
Health during Semester	Good or Very Good	6.4%	3.7%	0.8%	89.1%
	Fair, Poor or Very Poor	5.6%	1.4%	0.9%	92.1%
Recent Concerns about Money	Concerned	6.1%	2.7%	0.7%	90.4%
	Not Concerned	6.8%	0.0%	0.9%	92.3%
Valued/Included by Department	Agree	6.8%	3.4%	0.7%	89.2%
	Disagree	1.6%	1.6%	1.6%	95.2%

(d) Responses for *3 Minute Thesis* by demographic groups

		Very worthwhile	Meh	Not at all worthwhile	Didn't attend
Graduate Program	Master's program	1.5%	1.5%	0.7%	96.4%
	PhD - 1st Year	1.6%	1.6%	0.0%	96.7%
	PhD - 2nd/3rd Year	14.2%	0.7%	1.5%	83.6%
	PhD - 4th or above	26.4%	6.9%	1.4%	65.3%
Academic Field	STEM	12.1%	3.0%	1.2%	83.6%
	Social Sciences	5.5%	0.7%	0.7%	93.2%
	Humanities	10.5%	3.8%	1.5%	84.2%
	External to GS	0.0%	0.0%	0.0%	100.0%
Gender	Male	10.8%	1.1%	1.1%	87.0%
	Female	5.7%	2.4%	0.7%	91.2%
Selected Race	White	6.6%	0.9%	0.9%	91.6%
	Black/African American	4.8%	3.2%	0.0%	92.1%
	Asian	16.4%	10.9%	0.0%	72.7%
	AIAN, NHPI, or "Other"	3.8%	1.3%	1.3%	93.7%
International Student	International	18.9%	9.4%	0.0%	71.7%
	Not International	5.3%	1.3%	0.9%	92.5%
Married/Domestic Partner	Yes	9.1%	2.1%	0.4%	88.4%
	No	5.9%	2.0%	1.1%	91.0%
Parent or Caregiver	Yes	8.0%	0.7%	0.0%	91.2%
	No	6.9%	2.2%	1.1%	89.8%
On track for timely completion	Strongly Agree	6.1%	0.6%	0.8%	92.5%
	Somewhat Agree	9.2%	4.6%	1.3%	84.9%
	Others	10.3%	3.4%	0.0%	86.2%
Health during Semester	Good or Very Good	8.8%	2.1%	0.8%	88.3%
	Fair, Poor or Very Poor	5.1%	1.4%	0.9%	92.6%
Recent Concerns about Money	Concerned	6.6%	2.7%	0.7%	90.0%
	Not Concerned	9.5%	0.0%	0.9%	89.7%
Valued/Included by Department	Agree	7.6%	2.0%	0.7%	89.7%
	Disagree	6.3%	0.0%	1.6%	92.1%

(e) Responses for *Dialogue with Baylor Leaders* by demographic groups

		Very worthwhile	Meh	Not at all worthwhile	Didn't attend
Graduate Program	Master's program	4.4%	1.5%	0.4%	93.8%
	PhD - 1st Year	5.6%	2.4%	0.0%	91.9%
	PhD - 2nd/3rd Year	8.2%	2.2%	2.2%	87.3%
	PhD - 4th or above	16.4%	6.8%	2.7%	74.0%
Academic Field	STEM	8.5%	4.8%	1.8%	84.8%
	Social Sciences	4.8%	2.0%	1.4%	91.8%
	Humanities	11.3%	2.3%	0.8%	85.7%
	External to GS	0.8%	0.8%	0.0%	98.4%
Gender	Male	9.1%	2.2%	1.6%	87.1%
	Female	6.0%	2.6%	0.7%	90.7%
Selected Race	White	5.5%	2.0%	1.3%	91.2%
	Black/African American	14.3%	0.0%	0.0%	85.7%
	Asian	12.7%	10.9%	0.0%	76.4%
	AIAN, NHPI, or "Other"	6.3%	0.0%	0.0%	93.7%
International Student	International	11.3%	9.4%	0.0%	79.2%
	Not International	6.2%	1.8%	1.1%	90.8%
Married/Domestic Partner	Yes	8.7%	2.5%	0.8%	88.0%
	No	5.6%	2.5%	1.1%	90.7%
Parent or Caregiver	Yes	8.7%	2.2%	0.7%	88.4%
	No	6.5%	2.4%	1.1%	90.0%
On track for timely completion	Strongly Agree	6.6%	1.4%	1.1%	90.9%
	Somewhat Agree	7.9%	6.0%	0.7%	85.4%
	Others	3.4%	1.7%	1.7%	93.2%
Health during Semester	Good or Very Good	9.8%	2.4%	0.5%	87.3%
	Fair, Poor or Very Poor	1.9%	2.8%	1.9%	93.5%
Recent Concerns about Money	Concerned	5.1%	2.9%	0.7%	91.2%
	Not Concerned	9.4%	0.9%	0.9%	88.9%
Valued/Included by Department	Agree	8.1%	2.5%	0.7%	88.7%
	Disagree	3.2%	0.0%	3.2%	93.7%

(f) Responses for *Orientation* by demographic groups

		Very worthwhile	Meh	Not at all worthwhile	Didn't attend
Graduate Program	Master's program	24.6%	13.0%	2.9%	59.4%
	PhD - 1st Year	30.4%	20.8%	2.4%	46.4%
	PhD - 2nd/3rd Year	26.3%	12.8%	3.0%	57.9%
	PhD - 4th or above	20.8%	11.1%	6.9%	61.1%
Academic Field	STEM	31.7%	17.1%	3.7%	47.6%
	Social Sciences	25.3%	13.0%	2.7%	58.9%
	Humanities	24.6%	16.4%	3.7%	55.2%
	External to GS	21.4%	9.9%	3.8%	64.9%
Gender	Male	26.9%	16.1%	3.8%	53.2%
	Female	25.1%	13.5%	3.1%	58.3%
Selected Race	White	23.6%	14.8%	3.3%	58.3%
	Black/African American	18.8%	14.1%	0.0%	67.2%
	Asian	45.3%	17.0%	3.8%	34.0%
	AIAN, NHPI, or "Other"	28.4%	8.6%	6.2%	56.8%
International Student	International	41.5%	20.8%	3.8%	34.0%
	Not International	23.9%	13.7%	3.1%	59.2%
Married/Domestic Partner	Yes	25.2%	12.8%	2.1%	59.9%
	No	26.3%	15.1%	3.9%	54.6%
Parent or Caregiver	Yes	26.3%	6.6%	2.2%	65.0%
	No	25.9%	16.8%	3.0%	54.3%
On track for timely completion	Strongly Agree	28.2%	11.9%	2.2%	57.7%
	Somewhat Agree	23.2%	19.2%	5.3%	52.3%
	Others	18.3%	21.7%	6.7%	53.3%
Health during Semester	Good or Very Good	29.4%	13.0%	2.6%	55.0%
	Fair, Poor or Very Poor	20.0%	17.2%	4.7%	58.1%
Recent Concerns about Money	Concerned	25.8%	15.6%	3.6%	55.0%
	Not Concerned	24.8%	11.1%	1.7%	62.4%
Valued/Included by Department	Agree	30.6%	14.3%	1.6%	53.5%
	Disagree	9.7%	21.0%	12.9%	56.5%

(g) Responses for *GUMP (mentoring program)* by demographic groups

		Very worthwhile	Meh	Not at all worthwhile	Didn't attend
Graduate Program	Master's program	2.9%	2.6%	1.1%	93.4%
	PhD - 1st Year	5.7%	2.4%	0.8%	91.1%
	PhD - 2nd/3rd Year	11.9%	3.7%	2.2%	82.1%
	PhD - 4th or above	17.8%	11.0%	4.1%	67.1%
Academic Field	STEM	11.0%	7.9%	2.4%	78.7%
	Social Sciences	8.2%	1.4%	2.1%	88.4%
	Humanities	6.0%	3.7%	1.5%	88.8%
	External to GS	1.6%	2.3%	0.8%	95.3%
Gender	Male	10.2%	3.8%	2.2%	83.9%
	Female	6.0%	3.8%	1.4%	88.8%
Selected Race	White	7.1%	2.2%	1.5%	89.2%
	Black/African American	4.8%	4.8%	0.0%	90.5%
	Asian	10.9%	14.5%	0.0%	74.5%
	AIAN, NHPI, or "Other"	10.0%	2.5%	2.5%	85.0%
International Student	International	11.5%	13.5%	0.0%	75.0%
	Not International	6.6%	2.9%	1.6%	88.8%
Married/Domestic Partner	Yes	10.7%	4.1%	1.2%	83.9%
	No	5.1%	3.7%	1.7%	89.6%
Parent or Caregiver	Yes	9.4%	2.9%	1.4%	86.2%
	No	6.7%	4.1%	1.5%	87.7%
On track for timely completion	Strongly Agree	6.4%	1.7%	1.4%	90.6%
	Somewhat Agree	9.3%	7.9%	1.3%	81.5%
	Others	5.1%	6.8%	5.1%	83.1%
Health during Semester	Good or Very Good	7.7%	3.7%	1.3%	87.2%
	Fair, Poor or Very Poor	6.5%	4.2%	2.3%	87.0%
Recent Concerns about Money	Concerned	7.3%	3.9%	1.5%	87.3%
	Not Concerned	7.7%	3.4%	0.9%	88.0%
Valued/Included by Department	Agree	8.3%	4.3%	0.9%	86.5%
	Disagree	3.2%	1.6%	7.9%	87.3%

(h) Responses for *Research Showcase* by demographic groups

		Very worthwhile	Meh	Not at all worthwhile	Didn't attend
Graduate Program	Master's program	2.9%	1.1%	0.7%	95.3%
	PhD - 1st Year	6.5%	0.8%	0.0%	92.7%
	PhD - 2nd/3rd Year	9.0%	8.2%	2.2%	80.6%
	PhD - 4th or above	19.2%	11.0%	1.4%	68.5%
Academic Field	STEM	12.7%	5.5%	1.2%	80.6%
	Social Sciences	5.4%	3.4%	1.4%	89.8%
	Humanities	7.5%	6.7%	0.7%	85.1%
	External to GS	0.0%	0.0%	0.8%	99.2%
Gender	Male	10.8%	4.3%	1.1%	83.9%
	Female	5.2%	3.6%	0.9%	90.3%
Selected Race	White	5.3%	3.5%	0.9%	90.3%
	Black/African American	6.3%	1.6%	0.0%	92.1%
	Asian	21.8%	10.9%	0.0%	67.3%
	AIAN, NHPI, or "Other"	8.8%	1.3%	2.5%	87.5%
International Student	International	24.5%	9.4%	0.0%	66.0%
	Not International	4.9%	3.1%	1.1%	90.9%
Married/Domestic Partner	Yes	7.4%	4.5%	0.8%	87.2%
	No	6.7%	3.4%	1.1%	88.8%
Parent or Caregiver	Yes	5.8%	2.2%	1.4%	90.6%
	No	7.3%	3.9%	0.9%	87.9%
On track for timely completion	Strongly Agree	5.8%	2.8%	1.1%	90.3%
	Somewhat Agree	10.5%	5.9%	0.7%	82.9%
	Others	5.1%	5.1%	1.7%	88.1%
Health during Semester	Good or Very Good	8.5%	3.7%	0.5%	87.3%
	Fair, Poor or Very Poor	4.2%	4.2%	1.9%	89.8%
Recent Concerns about Money	Concerned	6.1%	3.9%	1.0%	89.1%
	Not Concerned	10.3%	5.1%	0.9%	83.8%
Valued/Included by Department	Agree	8.3%	4.0%	0.4%	87.2%
	Disagree	3.2%	3.2%	3.2%	90.5%

(i) Responses for *Assembly Meetings* by demographic groups

		Very worthwhile	**Meh**	**Not at all worthwhile**	**Didn't attend**
Graduate Program	Master's program	2.9%	0.7%	0.7%	95.6%
	PhD - 1st Year	2.5%	0.0%	0.0%	97.5%
	PhD - 2nd/3rd Year	6.7%	7.5%	1.5%	84.3%
	PhD - 4th or above	11.0%	8.2%	4.1%	76.7%
Academic Field	STEM	8.5%	4.8%	2.4%	84.2%
	Social Sciences	2.7%	3.4%	0.7%	93.2%
	Humanities	5.2%	3.7%	0.7%	90.3%
	External to GS	0.8%	0.0%	0.8%	98.4%
Gender	Male	7.0%	3.8%	1.6%	87.6%
	Female	3.6%	2.6%	1.0%	92.8%
Selected Race	White	3.5%	2.9%	1.3%	92.3%
	Black/African American	6.3%	0.0%	0.0%	93.7%
	Asian	9.1%	7.3%	0.0%	83.6%
	AIAN, NHPI, or "Other"	5.1%	2.5%	1.3%	91.1%
International Student	International	15.1%	5.7%	0.0%	79.2%
	Not International	3.5%	2.4%	1.3%	92.8%
Married/Domestic Partner	Yes	5.4%	3.3%	0.4%	90.9%
	No	4.2%	2.8%	1.7%	91.3%
Parent or Caregiver	Yes	3.6%	2.9%	0.7%	92.8%
	No	5.0%	3.0%	1.3%	90.7%
On track for timely completion	Strongly Agree	5.0%	2.5%	0.8%	91.7%
	Somewhat Agree	3.3%	5.3%	1.3%	90.1%
	Others	5.1%	1.7%	3.4%	89.8%
Health during Semester	Good or Very Good	6.4%	3.7%	0.5%	89.4%
	Fair, Poor or Very Poor	1.9%	1.9%	2.3%	94.0%
Recent Concerns about Money	Concerned	4.9%	3.2%	1.2%	90.7%
	Not Concerned	5.2%	0.9%	0.9%	93.1%
Valued/Included by Department	Agree	5.6%	2.9%	0.9%	90.6%
	Disagree	0.0%	1.6%	3.2%	95.2%

Appendix 6: Graduate Students' Financial Concerns

(a) Summary of responses

	Strongly agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Strongly disagree	
	N	%	N	%	N	%	N	%	N	%
I'm confident about my financial situation.	107	17.1%	205	32.9%	77	12.3%	148	23.7%	87	13.9%
I can get by financially without having to cut back on too many of the things that are important to me.	97	15.6%	200	32.1%	76	12.2%	145	23.3%	105	16.9%
I've been concerned about money lately.	203	32.6%	219	35.2%	79	12.7%	72	11.6%	49	7.9%

(b) Responses to "I'm confident about my financial situation." by demographic groups

		Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
Graduate Program	Master's program	19.5%	30.9%	11.0%	24.5%	14.2%
	PhD - 1st Year	19.5%	32.0%	10.9%	22.7%	14.8%
	PhD - 2nd/3rd Year	15.9%	34.1%	15.2%	23.2%	11.6%
	PhD - 4th or above	6.8%	39.7%	15.1%	24.7%	13.7%
Academic Field	STEM	15.9%	38.8%	11.8%	18.8%	14.7%
	Social Sciences	20.0%	30.0%	12.0%	25.3%	12.7%
	Humanities	16.1%	38.7%	12.4%	22.6%	10.2%
	External to GS	12.9%	26.5%	12.1%	31.1%	17.4%
Gender	Male	23.3%	40.7%	11.1%	14.3%	10.6%
	Female	14.5%	29.3%	12.9%	27.9%	15.4%
Selected Race	White	17.3%	35.0%	10.8%	25.1%	11.9%
	Black/African American	15.2%	22.7%	13.6%	24.2%	24.2%
	Asian	12.7%	30.9%	23.6%	18.2%	14.5%
	AIAN, NHPI, or "Other"	21.4%	29.8%	8.3%	23.8%	16.7%
International Student	International	16.7%	33.3%	20.4%	16.7%	13.0%
	Not International	17.0%	32.7%	11.8%	24.6%	13.9%
Married/Domestic Partner	Yes	19.8%	32.9%	13.5%	21.4%	12.3%
	No	15.5%	33.1%	11.6%	25.1%	14.6%
Parent or Caregiver	Yes	22.8%	32.2%	12.1%	18.8%	14.1%
	No	15.6%	33.2%	12.2%	25.7%	13.3%
On track for timely completion	Strongly Agree	21.6%	33.7%	10.0%	23.2%	11.6%
	Somewhat Agree	11.0%	34.4%	13.0%	27.3%	14.3%
	Others	3.2%	29.0%	19.4%	22.6%	25.8%
Health during Semester	Good or Very Good	21.6%	35.8%	11.7%	21.0%	9.9%
	Fair, Poor or Very Poor	9.5%	27.9%	12.6%	29.3%	20.7%
Recent Concerns about Money	Concerned	6.6%	29.6%	12.3%	32.9%	18.5%
	Not Concerned	51.2%	33.1%	4.1%	5.0%	6.6%
Valued/Included by Department	Agree	19.3%	34.3%	11.4%	23.5%	11.4%
	Disagree	12.3%	26.2%	10.8%	24.6%	26.2%

(c) Responses to "I can get by financially without having to cut back on too many of the things that are important to me." by demographic groups

		Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
Graduate Program	Master's program	17.0%	29.4%	10.6%	22.3%	20.6%
	PhD - 1st Year	14.2%	29.9%	16.5%	22.0%	17.3%
	PhD - 2nd/3rd Year	15.2%	35.5%	13.8%	25.4%	10.1%
	PhD - 4th or above	13.7%	41.1%	8.2%	24.7%	12.3%
Academic Field	STEM	11.8%	39.1%	13.0%	21.3%	14.8%
	Social Sciences	17.3%	32.0%	7.3%	25.3%	18.0%
	Humanities	19.7%	35.0%	14.6%	19.7%	10.9%
	External to GS	13.6%	23.5%	13.6%	25.0%	24.2%
Gender	Male	17.6%	43.1%	13.8%	14.4%	11.2%
	Female	14.7%	27.4%	11.5%	27.0%	19.4%
Selected Race	White	16.0%	33.5%	12.5%	23.3%	14.7%
	Black/African American	12.1%	27.3%	12.1%	22.7%	25.8%
	Asian	12.7%	29.1%	12.7%	27.3%	18.2%
	AIAN, NHPI, or "Other"	19.3%	30.1%	8.4%	19.3%	22.9%
International Student	International	13.2%	30.2%	18.9%	22.6%	15.1%
	Not International	15.7%	32.1%	11.6%	23.4%	17.1%
Married/Domestic Partner	Yes	18.3%	31.3%	12.7%	21.4%	16.3%
	No	13.6%	33.0%	11.9%	24.4%	17.2%
Parent or Caregiver	Yes	21.5%	28.9%	11.4%	17.4%	20.8%
	No	13.7%	33.3%	12.7%	25.1%	15.2%
On track for timely completion	Strongly Agree	18.3%	33.2%	10.2%	23.5%	14.8%
	Somewhat Agree	12.3%	31.8%	12.3%	25.3%	18.2%
	Others	6.6%	32.8%	14.8%	18.0%	27.9%
Health during Semester	Good or Very Good	20.0%	35.6%	10.9%	20.5%	13.0%
	Fair, Poor or Very Poor	7.2%	27.6%	13.1%	28.1%	24.0%
Recent Concerns about Money	Concerned	7.1%	28.7%	11.6%	30.4%	22.1%
	Not Concerned	46.3%	35.5%	0.8%	8.3%	9.1%
Valued/Included by Department	Agree	16.5%	34.1%	11.7%	23.1%	14.5%
	Disagree	15.4%	26.2%	10.8%	23.1%	24.6%

(d) Responses to "I've been concerned about money lately." by demographic groups

		Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
Graduate Program	Master's program	34.2%	34.5%	11.7%	11.4%	8.2%
	PhD - 1st Year	28.1%	35.2%	15.6%	9.4%	11.7%
	PhD - 2nd/3rd Year	28.3%	41.3%	13.8%	10.9%	5.8%
	PhD - 4th or above	41.7%	26.4%	9.7%	18.1%	4.2%
Academic Field	STEM	37.1%	33.5%	12.9%	12.4%	4.1%
	Social Sciences	27.3%	35.3%	14.0%	14.0%	9.3%
	Humanities	29.6%	37.8%	15.6%	8.1%	8.9%
	External to GS	37.1%	37.1%	6.1%	10.6%	9.1%
Gender	Male	27.0%	34.9%	16.4%	13.8%	7.9%
	Female	35.0%	35.4%	11.1%	10.6%	7.9%
Selected Race	White	32.5%	35.4%	11.9%	12.6%	7.6%
	Black/African American	37.9%	28.8%	12.1%	9.1%	12.1%
	Asian	23.6%	43.6%	16.4%	10.9%	5.5%
	AIAN, NHPI, or "Other"	35.7%	33.3%	11.9%	8.3%	10.7%
International Student	International	25.9%	46.3%	13.0%	13.0%	1.9%
	Not International	33.5%	34.0%	12.9%	11.4%	8.2%
Married/Domestic Partner	Yes	28.7%	35.9%	12.4%	12.4%	10.8%
	No	34.6%	35.2%	13.3%	11.1%	5.8%
Parent or Caregiver	Yes	25.5%	34.9%	15.4%	9.4%	14.8%
	No	34.6%	35.3%	12.0%	12.5%	5.6%
On track for timely completion	Strongly Agree	28.1%	35.1%	14.3%	11.6%	10.8%
	Somewhat Agree	39.9%	37.9%	7.2%	12.4%	2.6%
	Others	45.2%	30.6%	11.3%	9.7%	3.2%
Health during Semester	Good or Very Good	26.1%	37.9%	12.8%	12.8%	10.4%
	Fair, Poor or Very Poor	44.6%	31.5%	11.7%	9.0%	3.2%
Recent Concerns about Money	Concerned	48.1%	51.9%	0.0%	0.0%	0.0%
	Not Concerned	0.0%	0.0%	0.0%	59.5%	40.5%
Valued/Included by Department	Agree	29.6%	38.2%	12.1%	11.7%	8.4%
	Disagree	40.0%	30.8%	15.4%	7.7%	6.2%

Appendix 7: Likelihood of Taking Additional Work to Pay Bills

(a) "Considering your current financial situation, how inclined are you to take on additional work in order to pay the bills?"

		Frequency	Percent	Valid Percent
Valid	A great deal	164	22.1	26.2
	A lot	102	13.7	16.3
	A moderate amount	137	18.4	21.9
	A little	115	15.5	18.4
	None at all	107	14.4	17.1
	Total	625	84.1	100
Missing	System	118	15.9	
Total		743	100	

(b) Responses by demographic groups

		A great deal	A lot	A moderate amount	A little	None at all
Graduate Program	Master's program	29.0%	21.2%	19.1%	17.3%	13.4%
	PhD - 1st Year	24.2%	11.7%	22.7%	15.6%	25.8%
	PhD - 2nd/3rd Year	19.6%	14.5%	26.8%	21.0%	18.1%
	PhD - 4th or above	31.5%	9.6%	21.9%	21.9%	15.1%
Academic Field	STEM	23.5%	17.6%	24.7%	15.9%	18.2%
	Social Sciences	24.7%	19.3%	21.3%	22.7%	12.0%
	Humanities	24.8%	8.8%	24.1%	21.9%	20.4%
	External to GS	33.1%	21.1%	17.3%	14.3%	14.3%
Gender	Male	18.4%	13.2%	23.7%	20.0%	24.7%
	Female	29.5%	17.7%	21.2%	17.7%	13.8%
Selected Race	White	25.1%	16.8%	20.5%	19.7%	17.9%
	Black/African American	39.4%	15.2%	19.7%	12.1%	13.6%
	Asian	14.5%	14.5%	36.4%	21.8%	12.7%
	AIAN, NHPI, or "Other"	28.2%	16.5%	22.4%	16.5%	16.5%
International Student	International	20.4%	13.0%	33.3%	16.7%	16.7%
	Not International	26.7%	16.9%	20.9%	18.4%	17.1%
Married/Domestic Partner	Yes	28.1%	14.2%	22.9%	18.2%	16.6%
	No	24.9%	18.0%	21.5%	18.2%	17.4%
Parent or Caregiver	Yes	27.5%	14.8%	19.5%	18.1%	20.1%
	No	25.9%	16.9%	22.4%	18.8%	16.0%
On track for timely completion	Strongly Agree	24.5%	17.2%	22.8%	18.0%	17.5%
	Somewhat Agree	30.5%	12.3%	23.4%	20.1%	13.6%
	Others	32.3%	19.4%	11.3%	19.4%	17.7%
Health during Semester	Good or Very Good	24.2%	15.3%	23.4%	19.2%	17.9%
	Fair, Poor or Very Poor	31.4%	17.5%	18.8%	17.0%	15.2%
Recent Concerns about Money	Concerned	32.7%	19.0%	22.3%	18.0%	8.1%
	Not Concerned	13.2%	9.9%	15.7%	17.4%	43.8%
Valued/Included by Department	Agree	25.0%	13.6%	24.6%	19.5%	17.3%
	Disagree	32.3%	26.2%	12.3%	9.2%	20.0%

Appendix 8: Mental Well-being Indicators

(a) Summary of responses

	A lot of the time		3		Sometimes		5		None of the time	
	N	%	N	%	N	%	N	%	N	%
I was bothered by things that usually don't bother me.	64	10.6%	82	13.6%	213	35.2%	122	20.2%	124	20.5%
I had trouble keeping my mind on what I was doing.	93	15.3%	139	22.9%	203	33.5%	97	16.0%	74	12.2%
I felt depressed.	59	9.8%	75	12.4%	137	22.6%	128	21.2%	206	34.0%
I felt that everything I did was an effort.	99	16.4%	144	23.8%	159	26.3%	118	19.5%	85	14.0%
I felt hopeful about the future.	182	30.0%	186	30.7%	158	26.1%	58	9.6%	22	3.6%

(b) Responses to "I was bothered by things that usually don't bother me." by demographic groups

		A lot of the time	3	Sometimes	5	None of the time
Graduate Program	Master's program	11.0%	13.6%	34.9%	18.8%	21.7%
	PhD - 1st Year	6.5%	8.1%	35.0%	25.2%	25.2%
	PhD - 2nd/3rd Year	13.3%	14.1%	34.8%	20.7%	17.0%
	PhD - 4th or above	11.1%	19.4%	38.9%	16.7%	13.9%
Academic Field	STEM	10.7%	11.9%	35.7%	22.0%	19.6%
	Social Sciences	7.7%	13.4%	37.3%	16.9%	24.6%
	Humanities	6.8%	12.8%	34.6%	24.8%	21.1%
	External to GS	19.1%	18.3%	32.1%	17.6%	13.0%
Gender	Male	4.3%	13.6%	33.7%	26.1%	22.3%
	Female	13.3%	13.6%	36.0%	17.4%	19.8%
Selected Race	White	10.0%	13.8%	34.2%	22.8%	19.2%
	Black/African American	18.8%	10.9%	35.9%	15.6%	18.8%
	Asian	11.1%	18.5%	37.0%	9.3%	24.1%
	AIAN, NHPI, or "Other"	11.1%	9.9%	35.8%	18.5%	24.7%
International Student	International	13.0%	13.0%	44.4%	14.8%	14.8%
	Not International	10.4%	13.5%	34.4%	20.5%	21.3%
Married/Domestic Partner	Yes	7.0%	12.8%	34.3%	22.7%	23.1%
	No	12.7%	14.4%	36.5%	18.1%	18.1%
Parent or Caregiver	Yes	6.9%	12.5%	26.4%	23.6%	30.6%
	No	11.0%	13.9%	38.2%	19.4%	17.4%
On track for timely completion	Strongly Agree	7.8%	13.7%	34.4%	21.2%	22.8%
	Somewhat Agree	13.2%	13.8%	39.5%	17.1%	16.4%
	Others	22.6%	9.7%	33.9%	21.0%	12.9%
Health during Semester	Good or Very Good	5.8%	10.2%	33.8%	23.6%	26.7%
	Fair, Poor or Very Poor	18.8%	19.3%	37.7%	14.3%	9.9%
Recent Concerns about Money	Concerned	12.3%	13.6%	38.7%	18.9%	16.5%
	Not Concerned	5.3%	12.3%	22.8%	25.4%	34.2%
Valued/Included by Department	Agree	7.7%	12.6%	35.2%	22.5%	22.0%
	Disagree	24.6%	20.0%	36.9%	9.2%	9.2%

(c) Responses to "I had trouble keeping my mind on what I was doing." by demographic groups

		A lot of the time	3	Sometimes	5	None of the time
Graduate Program	Master's program	16.2%	23.5%	30.1%	15.4%	14.7%
	PhD - 1st Year	8.9%	22.8%	35.8%	14.6%	17.9%
	PhD - 2nd/3rd Year	14.7%	20.6%	35.3%	22.1%	7.4%
	PhD - 4th or above	25.0%	23.6%	38.9%	9.7%	2.8%
Academic Field	STEM	15.5%	20.2%	38.1%	17.3%	8.9%
	Social Sciences	12.0%	21.1%	31.0%	18.3%	17.6%
	Humanities	11.9%	23.1%	36.6%	17.9%	10.4%
	External to GS	25.2%	28.2%	28.2%	10.7%	7.6%
Gender	Male	11.4%	17.3%	37.3%	22.2%	11.9%
	Female	17.1%	25.5%	31.9%	13.1%	12.4%
Selected Race	White	15.1%	24.3%	33.2%	16.5%	10.9%
	Black/African American	21.9%	20.3%	29.7%	10.9%	17.2%
	Asian	11.1%	25.9%	40.7%	14.8%	7.4%
	AIAN, NHPI, or "Other"	16.0%	16.0%	32.1%	13.6%	22.2%
International Student	International	11.1%	20.4%	48.1%	18.5%	1.9%
	Not International	15.9%	23.2%	32.3%	15.5%	13.1%
Married/Domestic Partner	Yes	10.7%	21.9%	31.4%	19.8%	16.1%
	No	18.4%	24.3%	34.2%	13.6%	9.6%
Parent or Caregiver	Yes	9.0%	17.4%	28.5%	20.8%	24.3%
	No	17.2%	24.7%	35.0%	14.5%	8.6%
On track for timely completion	Strongly Agree	12.6%	23.7%	31.2%	17.2%	15.3%
	Somewhat Agree	16.3%	23.5%	37.9%	15.7%	6.5%
	Others	32.3%	19.4%	37.1%	6.5%	4.8%
Health during Semester	Good or Very Good	9.9%	18.8%	36.0%	19.6%	15.7%
	Fair, Poor or Very Poor	24.7%	30.0%	29.1%	9.9%	6.3%
Recent Concerns about Money	Concerned	17.4%	25.4%	33.7%	14.5%	9.0%
	Not Concerned	12.2%	13.9%	33.0%	21.7%	19.1%
Valued/Included by Department	Agree	12.5%	22.4%	33.8%	18.5%	12.7%
	Disagree	29.2%	33.8%	26.2%	4.6%	6.2%

(d) Responses to "I felt depressed." by demographic groups

		A lot of the time	3	Sometimes	5	None of the time
Graduate Program	Master's program	10.3%	11.4%	21.3%	21.7%	35.3%
	PhD - 1st Year	5.7%	7.3%	22.0%	24.4%	40.7%
	PhD - 2nd/3rd Year	10.3%	14.7%	22.1%	18.4%	34.6%
	PhD - 4th or above	12.5%	20.8%	29.2%	19.4%	18.1%
Academic Field	STEM	11.3%	13.1%	29.2%	14.9%	31.5%
	Social Sciences	7.7%	13.4%	17.6%	25.4%	35.9%
	Humanities	6.0%	11.9%	24.6%	22.4%	35.1%
	External to GS	16.2%	10.8%	20.0%	20.0%	33.1%
Gender	Male	8.7%	11.4%	23.4%	22.8%	33.7%
	Female	10.2%	12.9%	22.4%	20.2%	34.3%
Selected Race	White	9.4%	12.9%	23.4%	21.9%	32.4%
	Black/African American	15.6%	12.5%	14.1%	17.2%	40.6%
	Asian	5.6%	13.0%	33.3%	13.0%	35.2%
	AIAN, NHPI, or "Other"	12.3%	9.9%	13.6%	24.7%	39.5%
International Student	International	7.4%	13.0%	40.7%	16.7%	22.2%
	Not International	10.0%	12.2%	21.1%	21.6%	35.1%
Married/Domestic Partner	Yes	7.4%	11.6%	18.2%	24.8%	38.0%
	No	11.6%	13.3%	25.2%	18.4%	31.4%
Parent or Caregiver	Yes	6.3%	9.7%	16.0%	24.3%	43.8%
	No	10.6%	13.5%	24.7%	20.1%	31.1%
On track for timely completion	Strongly Agree	7.3%	10.2%	19.7%	22.9%	39.9%
	Somewhat Agree	11.1%	13.7%	28.1%	19.6%	27.5%
	Others	22.6%	24.2%	24.2%	14.5%	14.5%
Health during Semester	Good or Very Good	2.9%	8.6%	20.7%	24.3%	43.5%
	Fair, Poor or Very Poor	21.5%	18.8%	26.0%	15.7%	17.9%
Recent Concerns about Money	Concerned	11.4%	12.6%	26.5%	20.9%	28.6%
	Not Concerned	6.1%	11.3%	12.2%	22.6%	47.8%
Valued/Included by Department	Agree	5.1%	10.4%	22.5%	23.8%	38.3%
	Disagree	35.4%	21.5%	21.5%	10.8%	10.8%

(e) Responses to "I felt that everything I did was an effort." by demographic groups

		A lot of the time	3	Sometimes	5	None of the time
Graduate Program	Master's program	18.0%	24.3%	25.0%	17.6%	15.1%
	PhD - 1st Year	14.6%	19.5%	25.2%	22.8%	17.9%
	PhD - 2nd/3rd Year	16.3%	21.5%	28.9%	23.0%	10.4%
	PhD - 4th or above	12.5%	33.3%	27.8%	15.3%	11.1%
Academic Field	STEM	14.3%	26.8%	28.0%	17.9%	13.1%
	Social Sciences	12.7%	24.6%	22.5%	23.9%	16.2%
	Humanities	12.0%	21.8%	27.8%	23.3%	15.0%
	External to GS	29.0%	23.7%	25.2%	13.7%	8.4%
Gender	Male	10.9%	25.5%	27.2%	21.2%	15.2%
	Female	18.8%	23.1%	26.0%	18.6%	13.6%
Selected Race	White	14.3%	22.8%	28.1%	21.7%	13.2%
	Black/African American	28.1%	28.1%	12.5%	14.1%	17.2%
	Asian	14.8%	22.2%	35.2%	13.0%	14.8%
	AIAN, NHPI, or "Other"	21.0%	22.2%	19.8%	19.8%	17.3%
International Student	International	20.4%	29.6%	33.3%	9.3%	7.4%
	Not International	16.1%	23.3%	25.3%	20.7%	14.6%
Married/Domestic Partner	Yes	12.0%	22.7%	25.2%	19.4%	20.7%
	No	19.3%	25.2%	26.1%	19.8%	9.6%
Parent or Caregiver	Yes	14.6%	16.7%	19.4%	24.3%	25.0%
	No	16.6%	26.0%	28.5%	18.3%	10.6%
On track for timely completion	Strongly Agree	14.2%	22.0%	23.7%	23.7%	16.4%
	Somewhat Agree	15.8%	28.3%	31.6%	13.8%	10.5%
	Others	30.6%	24.2%	27.4%	9.7%	8.1%
Health during Semester	Good or Very Good	8.9%	23.6%	25.7%	23.3%	18.6%
	Fair, Poor or Very Poor	29.1%	24.2%	27.4%	13.0%	6.3%
Recent Concerns about Money	Concerned	16.5%	26.6%	28.8%	16.9%	11.1%
	Not Concerned	15.8%	16.7%	21.1%	25.4%	21.1%
Valued/Included by Department	Agree	12.8%	24.2%	24.4%	22.5%	16.1%
	Disagree	36.9%	20.0%	30.8%	9.2%	3.1%

(f) Responses to "I felt hopeful about the future." by demographic groups

		A lot of the time	3	Sometimes	5	None of the time
Graduate Program	Master's program	33.1%	27.9%	24.6%	10.7%	3.7%
	PhD - 1st Year	39.0%	35.8%	17.9%	2.4%	4.9%
	PhD - 2nd/3rd Year	25.7%	27.9%	30.9%	12.5%	2.9%
	PhD - 4th or above	12.5%	37.5%	37.5%	9.7%	2.8%
Academic Field	STEM	23.8%	32.1%	31.0%	10.1%	3.0%
	Social Sciences	38.0%	29.6%	21.1%	7.7%	3.5%
	Humanities	27.6%	35.1%	27.6%	6.7%	3.0%
	External to GS	30.5%	26.7%	24.4%	14.5%	3.8%
Gender	Male	20.5%	36.8%	27.0%	11.4%	4.3%
	Female	34.3%	27.9%	25.7%	8.8%	3.3%
Selected Race	White	29.6%	31.2%	26.7%	10.0%	2.4%
	Black/African American	45.3%	23.4%	15.6%	9.4%	6.3%
	Asian	18.5%	38.9%	33.3%	7.4%	1.9%
	AIAN, NHPI, or "Other"	34.6%	25.9%	22.2%	6.2%	11.1%
International Student	International	18.5%	29.6%	33.3%	14.8%	3.7%
	Not International	31.0%	31.2%	25.3%	8.9%	3.7%
Married/Domestic Partner	Yes	32.2%	31.8%	24.4%	6.6%	5.0%
	No	28.5%	29.9%	27.1%	11.6%	2.8%
Parent or Caregiver	Yes	38.9%	29.9%	20.8%	5.6%	4.9%
	No	27.5%	31.1%	27.8%	10.4%	3.3%
On track for timely completion	Strongly Agree	37.4%	32.0%	18.8%	8.3%	3.5%
	Somewhat Agree	19.0%	34.0%	36.6%	6.5%	3.9%
	Others	11.3%	14.5%	45.2%	27.4%	1.6%
Health during Semester	Good or Very Good	35.5%	35.2%	21.9%	3.9%	3.4%
	Fair, Poor or Very Poor	20.6%	22.9%	33.2%	19.3%	4.0%
Recent Concerns about Money	Concerned	27.4%	31.0%	28.8%	10.2%	2.7%
	Not Concerned	37.4%	30.4%	19.1%	8.7%	4.3%
Valued/Included by Department	Agree	33.4%	34.7%	22.6%	6.2%	3.1%
	Disagree	9.2%	16.9%	38.5%	29.2%	6.2%

Appendix 9: Perceptions of Safety

(a) Summary of responses

	Strongly agree		3		Neither agree nor disagree		5		Strongly disagree	
	N	%	N	%	N	%	N	%	N	%
Where I live, I feel safe.	337	55.8%	184	30.5%	47	7.8%	32	5.3%	4	0.7%
Where I live, I'm satisfied with my living conditions.	312	51.8%	188	31.2%	50	8.3%	43	7.1%	9	1.5%
On campus, I feel safe.	270	46.0%	143	24.4%	162	27.6%	4	0.7%	8	1.4%

(b) Responses to "Where I live, I feel safe." by demographic groups

		Strongly agree	3	Neither agree nor disagree	5	Strongly disagree
Graduate Program	Master's program	56.9%	27.5%	8.6%	6.3%	0.7%
	PhD - 1st Year	62.3%	27.0%	7.4%	3.3%	0.0%
	PhD - 2nd/3rd Year	55.5%	31.4%	7.3%	5.8%	0.0%
	PhD - 4th or above	42.5%	45.2%	6.8%	2.7%	2.7%
Academic Field	STEM	50.3%	34.3%	10.7%	3.6%	1.2%
	Social Sciences	57.0%	28.9%	8.5%	5.6%	0.0%
	Humanities	57.1%	33.8%	3.8%	4.5%	0.8%
	External to GS	54.3%	29.5%	6.2%	9.3%	0.8%
Gender	Male	52.7%	31.7%	9.7%	4.8%	1.1%
	Female	57.1%	30.0%	7.0%	5.5%	0.5%
Selected Race	White	56.7%	31.0%	6.5%	5.4%	0.4%
	Black/African American	70.3%	18.8%	7.8%	3.1%	0.0%
	Asian	38.9%	37.0%	14.8%	9.3%	0.0%
	AIAN, NHPI, or "Other"	50.0%	32.5%	11.3%	5.0%	1.3%
International Student	International	33.3%	44.4%	16.7%	5.6%	0.0%
	Not International	58.1%	29.1%	6.9%	5.4%	0.6%
Married/Domestic Partner	Yes	66.7%	23.3%	6.3%	3.8%	0.0%
	No	48.9%	35.6%	8.8%	5.9%	0.8%
Parent or Caregiver	Yes	74.1%	19.6%	4.2%	1.4%	0.7%
	No	50.0%	34.1%	8.8%	6.6%	0.4%
On track for timely completion	Strongly Agree	61.4%	26.5%	5.9%	5.7%	0.5%
	Somewhat Agree	44.4%	39.9%	11.1%	3.9%	0.7%
	Others	44.3%	32.8%	13.1%	8.2%	1.6%
Health during Semester	Good or Very Good	60.3%	29.9%	5.5%	4.2%	0.3%
	Fair, Poor or Very Poor	47.9%	31.5%	11.9%	7.3%	1.4%
Recent Concerns about Money	Concerned	54.9%	29.9%	8.3%	6.3%	0.7%
	Not Concerned	62.9%	28.4%	5.2%	2.6%	0.9%
Valued/Included by Department	Agree	56.6%	31.9%	7.3%	4.0%	0.2%
	Disagree	46.0%	27.0%	12.7%	11.1%	3.2%

(c) Responses to "Where I live, I'm satisfied with my living conditions." by demographic groups

		Strongly agree	3	Neither agree nor disagree	5	Strongly disagree
Graduate Program	Master's program	53.7%	28.7%	7.5%	7.1%	3.0%
	PhD - 1st Year	55.4%	31.4%	8.3%	5.0%	0.0%
	PhD - 2nd/3rd Year	52.6%	34.3%	7.3%	5.1%	0.7%
	PhD - 4th or above	38.4%	34.2%	13.7%	13.7%	0.0%
Academic Field	STEM	43.2%	37.9%	11.2%	7.1%	0.6%
	Social Sciences	57.0%	31.7%	4.9%	6.3%	0.0%
	Humanities	54.1%	30.1%	7.5%	8.3%	0.0%
	External to GS	48.4%	28.9%	8.6%	7.8%	6.3%
Gender	Male	44.6%	34.9%	10.8%	8.6%	1.1%
	Female	54.9%	29.6%	7.2%	6.5%	1.7%
Selected Race	White	54.1%	31.8%	6.5%	6.7%	0.9%
	Black/African American	59.4%	23.4%	1.6%	9.4%	6.3%
	Asian	29.6%	40.7%	20.4%	9.3%	0.0%
	AIAN, NHPI, or "Other"	44.3%	34.2%	11.4%	6.3%	3.8%
International Student	International	22.2%	48.1%	20.4%	9.3%	0.0%
	Not International	54.8%	29.9%	6.5%	7.1%	1.7%
Married/Domestic Partner	Yes	61.1%	24.7%	7.5%	6.3%	0.4%
	No	46.2%	35.4%	8.5%	7.6%	2.3%
Parent or Caregiver	Yes	70.9%	19.9%	5.7%	2.1%	1.4%
	No	46.0%	34.8%	9.0%	8.6%	1.5%
On track for timely completion	Strongly Agree	60.5%	26.2%	6.8%	5.4%	1.1%
	Somewhat Agree	36.2%	44.7%	10.5%	6.6%	2.0%
	Others	37.7%	31.1%	9.8%	18.0%	3.3%
Health during Semester	Good or Very Good	56.0%	30.5%	7.8%	5.5%	0.3%
	Fair, Poor or Very Poor	44.5%	32.6%	9.2%	10.1%	3.7%
Recent Concerns about Money	Concerned	47.8%	33.7%	8.8%	7.8%	2.0%
	Not Concerned	61.2%	25.9%	4.3%	7.8%	0.9%
Valued/Included by Department	Agree	53.0%	31.8%	7.7%	7.1%	0.4%
	Disagree	36.5%	33.3%	9.5%	14.3%	6.3%

(d) Responses to "On campus, I feel safe." by demographic groups

		Strongly agree	3	Neither agree nor disagree	5	Strongly disagree
Graduate Program	Master's program	41.5%	21.2%	35.0%	0.4%	1.9%
	PhD - 1st Year	43.6%	17.1%	38.5%	0.0%	0.9%
	PhD - 2nd/3rd Year	50.0%	33.6%	15.7%	0.7%	0.0%
	PhD - 4th or above	57.5%	30.1%	6.8%	2.7%	2.7%
Academic Field	STEM	48.5%	30.2%	18.9%	1.8%	0.6%
	Social Sciences	47.8%	19.9%	30.9%	0.7%	0.7%
	Humanities	52.3%	23.1%	23.1%	0.0%	1.5%
	External to GS	35.7%	27.0%	34.1%	0.0%	3.2%
Gender	Male	64.9%	17.8%	16.8%	0.0%	0.5%
	Female	37.4%	27.2%	32.7%	1.0%	1.7%
Selected Race	White	50.0%	25.3%	23.1%	0.7%	0.9%
	Black/African American	28.3%	6.7%	60.0%	0.0%	5.0%
	Asian	42.6%	31.5%	22.2%	3.7%	0.0%
	AIAN, NHPI, or "Other"	40.8%	23.7%	34.2%	0.0%	1.3%
International Student	International	53.7%	35.2%	11.1%	0.0%	0.0%
	Not International	45.3%	23.3%	29.1%	0.8%	1.5%
Married/Domestic Partner	Yes	49.4%	19.5%	29.4%	0.4%	1.3%
	No	44.1%	28.0%	25.6%	0.9%	1.4%
Parent or Caregiver	Yes	47.4%	14.1%	37.0%	0.0%	1.5%
	No	45.8%	27.4%	24.5%	0.9%	1.3%
On track for timely completion	Strongly Agree	48.7%	19.9%	29.7%	0.0%	1.7%
	Somewhat Agree	37.7%	35.1%	25.2%	2.0%	0.0%
	Others	45.9%	26.2%	23.0%	1.6%	3.3%
Health during Semester	Good or Very Good	48.9%	23.7%	26.6%	0.5%	0.3%
	Fair, Poor or Very Poor	40.8%	25.6%	29.4%	0.9%	3.3%
Recent Concerns about Money	Concerned	44.3%	24.4%	29.1%	1.0%	1.2%
	Not Concerned	52.7%	21.8%	24.5%	0.0%	0.9%
Valued/Included by Department	Agree	50.6%	24.3%	23.4%	0.7%	1.1%
	Disagree	39.3%	27.9%	27.9%	1.6%	3.3%

Appendix 10: Hours of Sleep

		Frequency	Percent	Valid Percent
Valid	< 5 hours	28	3.8	5.0
	5-6 hours	76	10.2	13.5
	6-7 hours	174	23.4	30.8
	7-8 hours	185	24.9	32.7
	8-9 hours	89	12.0	15.8
	9 or more hours	13	1.7	2.3
	Total	565	76.0	100
Missing	System	178	24.0	
Total		743	100	

Mean = 6.53 hours.

Appendix 11: Overall Health

(a) "How has your overall health been this semester?"

		Frequency	Percent	Valid Percent
Valid	Very good	91	12.2	15.0
	Good	294	39.6	48.4
	Fair	174	23.4	28.6
	Poor	39	5.2	6.4
	Very poor	10	1.3	1.6
	Total	608	81.8	100
	System	135	18.2	
Total		743	100	

(b) Responses by demographic groups

		Very good	Good	Fair	Poor	Very poor
Graduate Program	Master's program	13.2%	49.6%	29.4%	6.3%	1.5%
	PhD - 1st Year	18.7%	49.6%	28.5%	2.4%	0.8%
	PhD - 2nd/3rd Year	14.6%	46.7%	29.2%	7.3%	2.2%
	PhD - 4th or above	16.4%	45.2%	23.3%	12.3%	2.7%
Academic Field	STEM	15.4%	42.6%	34.3%	6.5%	1.2%
	Social Sciences	16.9%	52.8%	25.4%	3.5%	1.4%
	Humanities	17.0%	54.1%	23.7%	5.2%	0.0%
	External to GS	9.9%	45.0%	28.2%	12.2%	4.6%
Gender	Male	18.8%	47.3%	28.5%	4.8%	0.5%
	Female	13.1%	48.9%	28.7%	7.1%	2.1%
Selected Race	White	14.9%	50.6%	27.5%	5.8%	1.3%
	Black/African American	14.1%	50.0%	25.0%	6.3%	4.7%
	Asian	11.1%	38.9%	37.0%	13.0%	0.0%
	AIAN, NHPI, or "Other"	17.3%	37.0%	37.0%	4.9%	3.7%
International Student	International	11.1%	38.9%	42.6%	7.4%	0.0%
	Not International	15.1%	49.3%	27.4%	6.4%	1.8%
Married/Domestic Partner	Yes	16.9%	48.1%	27.6%	4.9%	2.5%
	No	13.5%	48.5%	29.3%	7.6%	1.1%
Parent or Caregiver	Yes	22.2%	45.8%	25.7%	4.9%	1.4%
	No	12.7%	49.6%	29.4%	6.8%	1.5%
On track for timely completion	Strongly Agree	19.4%	50.5%	25.3%	3.8%	1.1%
	Somewhat Agree	8.4%	48.7%	31.8%	7.8%	3.2%
	Others	4.8%	35.5%	38.7%	19.4%	1.6%
Health during Semester	Good or Very Good	23.6%	76.4%	0.0%	0.0%	0.0%
	Fair, Poor or Very Poor	0.0%	0.0%	78.0%	17.5%	4.5%
Recent Concerns about Money	Concerned	10.9%	48.3%	30.9%	7.7%	2.2%
	Not Concerned	26.7%	50.0%	18.1%	4.3%	0.9%
Valued/Included by Department	Agree	17.1%	52.0%	25.2%	5.0%	0.7%
	Disagree	10.8%	23.1%	40.0%	20.0%	6.2%

Appendix 12: Perception of Value and Inclusion by Graduate Students' Departments

(a) Summary of responses

	Strongly agree		Moderately agree		Neither agree or disagree		Moderately disagree		Strongly disagree	
	N	%	N	%	N	%	N	%	N	%
I feel valued and included by my department.	269	45.10%	187	31.40%	75	12.60%	40	6.70%	25	4.20%
I feel like valued and included by those around campus (the administration, other faculty/students).	167	28.40%	207	35.20%	140	23.80%	45	7.70%	29	4.90%

(b) Responses to "I feel valued and included by my department." by demographic groups

		Strongly agree	Moderately agree	Neither agree or disagree	Moderately disagree	Strongly disagree
Graduate Program	Master's program	50.2%	27.7%	13.5%	4.5%	4.1%
	PhD - 1st Year	47.9%	37.8%	10.1%	3.4%	0.8%
	PhD - 2nd/3rd Year	38.5%	31.9%	11.9%	11.9%	5.9%
	PhD - 4th or above	34.7%	34.7%	13.9%	9.7%	6.9%
Academic Field	STEM	42.4%	32.7%	12.7%	9.1%	3.0%
	Social Sciences	43.9%	35.3%	11.5%	5.8%	3.6%
	Humanities	51.9%	28.6%	9.8%	6.0%	3.8%
	External to GS	44.3%	28.2%	14.5%	6.9%	6.1%
Gender	Male	49.7%	29.0%	9.3%	8.2%	3.8%
	Female	43.0%	32.5%	14.1%	6.1%	4.4%
Selected Race	White	45.1%	32.7%	12.2%	6.8%	3.2%
	Black/African American	46.8%	19.4%	19.4%	8.1%	6.5%
	Asian	42.6%	35.2%	13.0%	7.4%	1.9%
	AIAN, NHPI, or "Other"	48.7%	26.9%	10.3%	3.8%	10.3%
International Student	International	50.9%	24.5%	15.1%	7.5%	1.9%
	Not International	44.3%	32.3%	12.6%	6.4%	4.5%
Married/Domestic Partner	Yes	44.9%	31.4%	13.6%	5.5%	4.7%
	No	45.4%	31.4%	12.0%	7.4%	3.7%
Parent or Caregiver	Yes	44.2%	30.4%	16.7%	5.8%	2.9%
	No	45.9%	32.2%	11.1%	6.7%	4.2%
On track for timely completion	Strongly Agree	55.0%	27.6%	9.2%	5.4%	2.7%
	Somewhat Agree	30.1%	41.8%	18.3%	5.9%	3.9%
	Others	22.6%	29.0%	19.4%	16.1%	12.9%
Health during Semester	Good or Very Good	53.7%	30.1%	10.4%	4.3%	1.6%
	Fair, Poor or Very Poor	30.5%	33.6%	16.4%	10.9%	8.6%
Recent Concerns about Money	Concerned	43.2%	31.7%	13.9%	6.8%	4.4%
	Not Concerned	51.8%	28.1%	12.3%	4.4%	3.5%
Valued/Included by Department	Agree	59.0%	41.0%	0.0%	0.0%	0.0%
	Disagree	0.0%	0.0%	0.0%	61.5%	38.5%

(c) Responses to "I feel like valued and included by those around campus (the administration, other faculty/students)." by demographic groups

		Strongly agree	Moderately agree	Neither agree or disagree	Moderately disagree	Strongly disagree
Graduate Program	Master's program	31.9%	31.6%	24.3%	6.1%	6.1%
	PhD - 1st Year	33.6%	34.5%	26.7%	5.2%	0.0%
	PhD - 2nd/3rd Year	21.6%	36.6%	25.4%	8.2%	8.2%
	PhD - 4th or above	19.4%	47.2%	15.3%	15.3%	2.8%
Academic Field	STEM	26.1%	40.6%	19.4%	9.1%	4.8%
	Social Sciences	27.2%	37.5%	24.3%	7.4%	3.7%
	Humanities	33.1%	37.7%	20.8%	5.4%	3.1%
	External to GS	27.7%	26.2%	29.2%	9.2%	7.7%
Gender	Male	29.5%	37.2%	20.8%	7.1%	5.5%
	Female	28.0%	34.4%	25.2%	7.7%	4.7%
Selected Race	White	28.9%	36.0%	22.8%	8.0%	4.3%
	Black/African American	20.7%	32.8%	36.2%	3.4%	6.9%
	Asian	35.2%	35.2%	20.4%	5.6%	3.7%
	AIAN, NHPI, or "Other"	26.0%	29.9%	24.7%	9.1%	10.4%
International Student	International	37.7%	41.5%	13.2%	5.7%	1.9%
	Not International	27.6%	34.7%	25.0%	7.6%	5.1%
Married/Domestic Partner	Yes	30.3%	32.9%	23.9%	8.5%	4.3%
	No	27.0%	37.2%	23.5%	7.0%	5.2%
Parent or Caregiver	Yes	33.6%	26.3%	29.2%	8.8%	2.2%
	No	27.0%	38.1%	22.5%	7.2%	5.2%
On track for timely completion	Strongly Agree	35.5%	31.7%	23.7%	5.2%	3.9%
	Somewhat Agree	17.1%	44.1%	24.3%	10.5%	3.9%
	Others	16.1%	32.3%	22.6%	14.5%	14.5%
Health during Semester	Good or Very Good	34.9%	34.4%	22.8%	5.4%	2.4%
	Fair, Poor or Very Poor	17.1%	36.6%	25.5%	11.6%	9.3%
Recent Concerns about Money	Concerned	27.9%	33.8%	24.5%	7.6%	6.1%
	Not Concerned	29.1%	38.2%	23.6%	6.4%	2.7%
Valued/Included by Department	Agree	36.1%	41.5%	16.6%	4.2%	1.6%
	Disagree	1.6%	14.3%	17.5%	33.3%	33.3%

Appendix 13: Academic Advisors

(a) "My advisor is …"

	Strongly agree		Neither agree nor disagree		Strongly disagree	
	N	Row %	N	Row %	N	Row %
A real mentor to me.	275	47.25%	257	44.16%	50	8.59%
An asset to my academic and professional career.	365	62.82%	180	30.98%	36	6.20%

(b) Responses to "My advisor is a real mentor to me." by demographic groups

		Strongly agree	Neither agree nor disagree	Strongly disagree
Graduate Program	Master's program	41.0%	48.3%	10.7%
	PhD - 1st Year	46.1%	47.8%	6.1%
	PhD - 2nd/3rd Year	50.4%	44.4%	5.3%
	PhD - 4th or above	67.1%	22.9%	10.0%
Academic Field	STEM	56.9%	34.4%	8.8%
	Social Sciences	42.8%	50.0%	7.2%
	Humanities	54.7%	39.1%	6.3%
	External to GS	34.1%	55.0%	10.9%
Gender	Male	51.7%	40.3%	8.0%
	Female	45.2%	45.9%	8.9%
Selected Race	White	45.7%	45.7%	8.5%
	Black/African American	36.5%	50.8%	12.7%
	Asian	53.8%	40.4%	5.8%
	AIAN, NHPI, or "Other"	56.0%	37.3%	6.7%
International Student	International	68.6%	31.4%	0.0%
	Not International	44.4%	46.2%	9.4%
Married/Domestic Partner	Yes	47.4%	44.8%	7.8%
	No	48.0%	43.3%	8.8%
Parent or Caregiver	Yes	46.0%	44.5%	9.5%
	No	48.1%	43.9%	8.0%
On track for timely completion	Strongly Agree	50.7%	40.7%	8.7%
	Somewhat Agree	42.8%	49.3%	7.9%
	Others	36.7%	53.3%	10.0%
Health during Semester	Good or Very Good	50.0%	43.8%	6.3%
	Fair, Poor or Very Poor	42.7%	44.6%	12.7%
Recent Concerns about Money	Concerned	46.2%	44.4%	9.3%
	Not Concerned	54.1%	40.5%	5.4%
Valued/Included by Department	Agree	53.5%	42.0%	4.5%
	Disagree	26.2%	34.4%	39.3%

(c) Responses to "An asset to my academic and professional career." by demographic groups

		Strongly agree	Neither agree nor disagree	Strongly disagree
Graduate Program	Master's program	56.9%	36.2%	6.9%
	PhD - 1st Year	59.1%	34.8%	6.1%
	PhD - 2nd/3rd Year	68.4%	27.8%	3.8%
	PhD - 4th or above	81.4%	11.4%	7.1%
Academic Field	STEM	72.5%	20.0%	7.5%
	Social Sciences	63.0%	31.9%	5.1%
	Humanities	71.9%	25.0%	3.1%
	External to GS	43.0%	46.9%	10.2%
Gender	Male	65.9%	29.0%	5.1%
	Female	61.4%	31.9%	6.7%
Selected Race	White	62.6%	30.7%	6.7%
	Black/African American	56.5%	37.1%	6.5%
	Asian	67.3%	30.8%	1.9%
	AIAN, NHPI, or "Other"	64.0%	29.3%	6.7%
International Student	International	74.5%	25.5%	0.0%
	Not International	61.0%	32.1%	6.9%
Married/Domestic Partner	Yes	67.4%	27.0%	5.7%
	No	59.8%	33.7%	6.5%
Parent or Caregiver	Yes	64.2%	30.7%	5.1%
	No	62.6%	31.0%	6.4%
On track for timely completion	Strongly Agree	65.8%	28.0%	6.3%
	Somewhat Agree	61.2%	34.2%	4.6%
	Others	48.3%	41.7%	10.0%
Health during Semester	Good or Very Good	67.0%	29.2%	3.8%
	Fair, Poor or Very Poor	55.9%	33.8%	10.3%
Recent Concerns about Money	Concerned	62.1%	30.6%	7.3%
	Not Concerned	66.4%	30.0%	3.6%
Valued/Included by Department	Agree	70.6%	26.2%	3.2%
	Disagree	27.9%	42.6%	29.5%

Appendix 14: Progress and Prospects with Graduate Students' Work

(a) Summary of responses

	I am…									
	Strongly agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Strongly disagree	
	N	%	N	%	N	%	N	%	N	%
On track to complete my degree program on time.	372	63.2%	154	26.1%	32	5.4%	19	3.2%	12	2.0%
Well-prepared for the work required to complete my program.	261	44.4%	232	39.5%	45	7.7%	40	6.8%	10	1.7%
Upbeat about my post-graduation career prospects.	223	38.1%	189	32.3%	102	17.4%	49	8.4%	22	3.8%
Not very engaged by my day-to-day work.	26	4.5%	91	15.6%	98	16.8%	193	33.0%	176	30.1%

(b) Responses to "I am on track to complete my degree program on time." by demographic groups

		Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
Graduate Program	Master's program	75.2%	19.2%	2.6%	2.3%	0.8%
	PhD - 1st Year	63.5%	23.5%	11.3%	0.9%	0.9%
	PhD - 2nd/3rd Year	58.2%	34.3%	3.0%	2.2%	2.2%
	PhD - 4th or above	25.4%	42.3%	11.3%	12.7%	8.5%
Academic Field	STEM	47.5%	34.4%	9.4%	5.6%	3.1%
	Social Sciences	72.9%	23.6%	2.1%	1.4%	0.0%
	Humanities	57.7%	28.5%	5.4%	3.1%	5.4%
	External to GS	75.4%	17.7%	3.8%	3.1%	0.0%
Gender	Male	63.0%	22.7%	8.8%	3.9%	1.7%
	Female	63.1%	27.8%	3.9%	2.9%	2.2%
Selected Race	White	65.8%	25.5%	4.4%	2.1%	2.3%
	Black/African American	65.1%	27.0%	3.2%	1.6%	3.2%
	Asian	37.0%	44.4%	13.0%	3.7%	1.9%
	AIAN, NHPI, or "Other"	61.5%	24.4%	6.4%	7.7%	0.0%
International Student	International	35.3%	45.1%	9.8%	7.8%	2.0%
	Not International	65.7%	24.2%	5.1%	2.8%	2.1%
Married/Domestic Partner	Yes	63.2%	27.8%	3.4%	3.8%	1.7%
	No	62.9%	25.8%	6.7%	2.6%	2.0%
Parent or Caregiver	Yes	60.9%	28.3%	3.6%	5.1%	2.2%
	No	64.6%	25.3%	5.6%	2.7%	1.8%
On track for timely completion	Strongly Agree	100.0%	0.0%	0.0%	0.0%	0.0%
	Somewhat Agree	0.0%	100.0%	0.0%	0.0%	0.0%
	Others	0.0%	0.0%	50.8%	30.2%	19.0%
Health during Semester	Good or Very Good	69.7%	23.6%	3.5%	1.9%	1.3%
	Fair, Poor or Very Poor	52.1%	30.7%	8.4%	5.6%	3.3%
Recent Concerns about Money	Concerned	58.5%	29.8%	5.8%	3.8%	2.3%
	Not Concerned	72.8%	20.2%	2.6%	1.8%	2.6%
Valued/Included by Department	Agree	68.2%	24.6%	4.0%	1.8%	1.3%
	Disagree	47.6%	23.8%	12.7%	11.1%	4.8%

(c) Responses to "I am well-prepared for the work required to complete my program." by demographic groups

		Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
Graduate Program	Master's program	47.7%	37.2%	7.1%	5.6%	2.3%
	PhD - 1st Year	43.9%	37.7%	8.8%	7.9%	1.8%
	PhD - 2nd/3rd Year	38.1%	45.5%	8.2%	7.5%	0.7%
	PhD - 4th or above	46.5%	38.0%	7.0%	7.0%	1.4%
Academic Field	STEM	35.2%	44.0%	11.3%	8.8%	0.6%
	Social Sciences	48.2%	41.7%	7.2%	2.9%	0.0%
	Humanities	48.9%	38.2%	6.9%	4.6%	1.5%
	External to GS	43.8%	34.6%	6.2%	10.0%	5.4%
Gender	Male	49.4%	36.7%	8.3%	5.6%	0.0%
	Female	42.0%	40.8%	7.4%	7.4%	2.5%
Selected Race	White	46.7%	40.9%	6.7%	4.6%	1.1%
	Black/African American	34.9%	36.5%	9.5%	14.3%	4.8%
	Asian	27.3%	47.3%	14.5%	10.9%	0.0%
	AIAN, NHPI, or "Other"	53.2%	31.2%	3.9%	7.8%	3.9%
International Student	International	27.5%	49.0%	13.7%	9.8%	0.0%
	Not International	46.2%	38.3%	7.2%	6.4%	1.9%
Married/Domestic Partner	Yes	47.0%	40.6%	6.8%	4.7%	0.9%
	No	41.9%	39.2%	8.4%	8.1%	2.3%
Parent or Caregiver	Yes	41.3%	42.0%	6.5%	9.4%	0.7%
	No	45.7%	38.7%	7.9%	5.9%	1.8%
On track for timely completion	Strongly Agree	59.0%	34.5%	3.8%	2.4%	0.3%
	Somewhat Agree	21.4%	55.2%	13.0%	7.1%	3.2%
	Others	14.5%	29.0%	17.7%	32.3%	6.5%
Health during Semester	Good or Very Good	50.5%	41.4%	5.1%	2.4%	0.5%
	Fair, Poor or Very Poor	34.0%	36.3%	11.6%	14.4%	3.7%
Recent Concerns about Money	Concerned	39.3%	43.3%	7.5%	7.5%	2.5%
	Not Concerned	55.8%	31.9%	6.2%	6.2%	0.0%
Valued/Included by Department	Agree	49.9%	40.2%	5.2%	4.0%	0.7%
	Disagree	23.4%	29.7%	15.6%	21.9%	9.4%

(d) Responses to "I am upbeat about my post-graduation career prospects." by demographic groups

		Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
Graduate Program	Master's program	47.0%	31.1%	12.5%	6.8%	2.7%
	PhD - 1st Year	42.1%	31.6%	21.9%	3.5%	0.9%
	PhD - 2nd/3rd Year	30.8%	33.1%	21.8%	11.3%	3.0%
	PhD - 4th or above	14.1%	36.6%	21.1%	15.5%	12.7%
Academic Field	STEM	37.1%	33.3%	18.2%	6.9%	4.4%
	Social Sciences	45.3%	34.3%	14.6%	5.1%	0.7%
	Humanities	29.0%	32.1%	23.7%	10.7%	4.6%
	External to GS	40.3%	29.5%	13.2%	10.9%	6.2%
Gender	Male	34.3%	34.3%	16.9%	8.4%	6.2%
	Female	39.7%	31.5%	17.7%	8.4%	2.7%
Selected Race	White	37.4%	34.4%	15.9%	8.3%	3.9%
	Black/African American	47.6%	23.8%	19.0%	4.8%	4.8%
	Asian	23.6%	36.4%	27.3%	10.9%	1.8%
	AIAN, NHPI, or "Other"	53.9%	19.7%	14.5%	7.9%	3.9%
International Student	International	21.6%	25.5%	33.3%	13.7%	5.9%
	Not International	40.3%	32.5%	16.2%	7.6%	3.4%
Married/Domestic Partner	Yes	40.8%	31.3%	15.5%	8.6%	3.9%
	No	36.5%	33.3%	18.4%	8.2%	3.5%
Parent or Caregiver	Yes	45.3%	30.7%	13.1%	8.0%	2.9%
	No	36.4%	32.5%	18.6%	8.4%	4.1%
On track for timely completion	Strongly Agree	50.1%	31.7%	11.9%	4.3%	1.9%
	Somewhat Agree	20.3%	37.3%	23.5%	13.1%	5.9%
	Others	11.3%	22.6%	35.5%	21.0%	9.7%
Health during Semester	Good or Very Good	43.8%	33.8%	15.7%	5.1%	1.6%
	Fair, Poor or Very Poor	28.5%	29.9%	20.1%	14.0%	7.5%
Recent Concerns about Money	Concerned	34.9%	33.2%	19.6%	7.8%	4.5%
	Not Concerned	43.8%	32.1%	14.3%	6.3%	3.6%
Valued/Included by Department	Agree	42.3%	32.8%	16.1%	6.3%	2.5%
	Disagree	20.3%	26.6%	17.2%	26.6%	9.4%

(e) Responses to "I am not very engaged by my day-to-day work." by demographic groups

		Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
Graduate Program	Master's program	5.3%	15.6%	16.0%	28.90%	34.22%
	PhD - 1st Year	2.7%	16.8%	11.5%	35.40%	33.63%
	PhD - 2nd/3rd Year	5.2%	13.4%	22.4%	34.33%	24.63%
	PhD - 4th or above	2.8%	16.9%	18.3%	40.85%	21.13%
Academic Field	STEM	5.0%	17.0%	22.0%	25.79%	30.19%
	Social Sciences	5.1%	15.2%	16.7%	34.06%	28.99%
	Humanities	3.1%	11.5%	10.0%	43.08%	32.31%
	External to GS	3.8%	17.7%	14.6%	32.31%	31.54%
Gender	Male	4.5%	15.7%	11.2%	42.13%	26.40%
	Female	4.4%	15.6%	19.3%	29.14%	31.60%
Selected Race	White	4.4%	15.0%	15.4%	35.48%	29.72%
	Black/African American	6.5%	14.5%	16.1%	30.65%	32.26%
	Asian	3.8%	26.4%	20.8%	28.30%	20.75%
	AIAN, NHPI, or "Other"	9.2%	11.8%	22.4%	15.79%	40.79%
International Student	International	2.0%	24.0%	14.0%	36.00%	24.00%
	Not International	4.8%	14.9%	17.0%	32.76%	30.67%
Married/Domestic Partner	Yes	4.3%	11.6%	19.3%	35.19%	29.61%
	No	4.7%	18.5%	14.7%	32.26%	29.91%
Parent or Caregiver	Yes	2.9%	10.1%	13.8%	35.51%	37.68%
	No	5.0%	16.9%	17.6%	32.42%	28.08%
On track for timely completion	Strongly Agree	4.9%	12.5%	12.2%	33.06%	37.40%
	Somewhat Agree	3.9%	22.9%	22.9%	33.99%	16.34%
	Others	3.2%	16.1%	29.0%	30.65%	20.97%
Health during Semester	Good or Very Good	3.8%	13.6%	16.0%	31.71%	34.96%
	Fair, Poor or Very Poor	5.6%	19.2%	17.8%	35.51%	21.96%
Recent Concerns about Money	Concerned	4.8%	17.6%	15.9%	31.99%	29.72%
	Not Concerned	1.8%	14.3%	17.0%	32.14%	34.82%
Valued/Included by Department	Agree	4.3%	13.5%	15.3%	33.33%	33.56%
	Disagree	7.9%	28.6%	14.3%	28.57%	20.63%

Appendix 15: Resources Needed to Succeed

(a) "I have the resources I need in the university to succeed academically."

		Frequency	**Percent**	**Valid Percent**
Valid	Strongly agree	248	33.4	42.4
	Somewhat agree	242	32.6	41.4
	Neither agree nor disagree	50	6.7	8.5
	Somewhat disagree	32	4.3	5.5
	Strongly disagree	13	1.7	2.2
	Total	585	78.7	100
Missing	System	158	21.3	
Total		743	100	

(b) Responses by demographic groups

		Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
Graduate Program	Master's program	47.5%	38.4%	8.0%	3.8%	2.3%
	PhD - 1st Year	46.1%	44.3%	4.3%	4.3%	0.9%
	PhD - 2nd/3rd Year	36.1%	43.6%	12.0%	6.8%	1.5%
	PhD - 4th or above	31.0%	43.7%	9.9%	11.3%	4.2%
Academic Field	STEM	38.1%	40.0%	10.6%	9.4%	1.9%
	Social Sciences	44.9%	45.7%	5.8%	2.9%	0.7%
	Humanities	46.9%	41.5%	6.9%	3.8%	0.8%
	External to GS	39.8%	37.5%	10.9%	5.5%	6.3%
Gender	Male	44.8%	40.9%	8.8%	2.8%	2.8%
	Female	41.4%	41.7%	8.4%	6.5%	2.0%
Selected Race	White	44.1%	41.6%	8.8%	3.9%	1.6%
	Black/African American	35.5%	41.9%	9.7%	11.3%	1.6%
	Asian	29.6%	53.7%	11.1%	5.6%	0.0%
	AIAN, NHPI, or "Other"	50.0%	31.6%	5.3%	6.6%	6.6%
International Student	International	32.7%	50.0%	13.5%	3.8%	0.0%
	Not International	43.6%	40.2%	8.2%	5.7%	2.3%
Married/Domestic Partner	Yes	42.7%	40.5%	9.9%	3.9%	3.0%
	No	42.3%	42.6%	7.6%	6.1%	1.5%
Parent or Caregiver	Yes	44.2%	37.7%	9.4%	5.8%	2.9%
	No	42.6%	42.4%	8.2%	5.2%	1.6%
On track for timely completion	Strongly Agree	52.8%	37.1%	6.2%	2.7%	1.1%
	Somewhat Agree	27.6%	52.6%	10.5%	7.2%	2.0%
	Others	16.1%	38.7%	17.7%	17.7%	9.7%
Health during Semester	Good or Very Good	50.0%	40.6%	5.1%	3.5%	0.8%
	Fair, Poor or Very Poor	29.1%	42.7%	14.6%	8.9%	4.7%
Recent Concerns about Money	Concerned	41.1%	40.9%	9.3%	6.3%	2.5%
	Not Concerned	51.3%	36.3%	7.1%	3.5%	1.8%
Valued/Included by Department	Agree	49.4%	42.9%	4.7%	2.7%	0.2%
	Disagree	11.1%	30.2%	19.0%	20.6%	19.0%

Appendix 16: Willingness to Talk More about Issues Affecting Graduate Students at Baylor

(a) "I would be willing to talk more about issues affecting graduate students at Baylor."

		Frequency	**Percent**	**Valid Percent**
Valid	Yes	187	25.2	32
	Maybe	239	32.2	40.9
	No	158	21.3	27.1
	Total	584	78.6	100
Missing	System	159	21.4	
Total		743	100	

(b) Responses by demographic groups

		Yes	Maybe	No
Graduate Program	Master's program	33.3%	39.5%	27.2%
	PhD - 1st Year	28.7%	42.6%	28.7%
	PhD - 2nd/3rd Year	29.1%	44.0%	26.9%
	PhD - 4th or above	39.1%	36.2%	24.6%
Academic Field	STEM	35.4%	39.9%	24.7%
	Social Sciences	36.4%	31.4%	32.1%
	Humanities	28.5%	48.5%	23.1%
	External to GS	31.7%	41.3%	27.0%
Gender	Male	33.9%	38.3%	27.8%
	Female	31.2%	41.9%	26.9%
Selected Race	White	28.8%	41.8%	29.5%
	Black/African American	43.3%	33.3%	23.3%
	Asian	35.8%	45.3%	18.9%
	AIAN, NHPI, or "Other"	36.7%	40.5%	22.8%
International Student	International	36.0%	40.0%	24.0%
	Not International	31.0%	41.4%	27.6%
Married/Domestic Partner	Yes	31.6%	42.7%	25.6%
	No	32.5%	39.6%	27.8%
Parent or Caregiver	Yes	31.4%	42.1%	26.4%
	No	32.0%	40.5%	27.6%
On track for timely completion	Strongly Agree	33.7%	37.3%	29.0%
	Somewhat Agree	28.9%	46.1%	25.0%
	Others	27.4%	50.0%	22.6%
Health during Semester	Good or Very Good	30.3%	41.5%	28.1%
	Fair, Poor or Very Poor	34.6%	39.7%	25.7%
Recent Concerns about Money	Concerned	33.0%	43.4%	23.6%
	Not Concerned	25.0%	30.4%	44.6%
Valued/Included by Department	Agree	33.0%	40.6%	26.4%
	Disagree	32.8%	40.6%	26.6%