The University of Memphis Evaluations by Faculty

President

February 2021

Introduction

Three parallel instruments were developed, modified and approved by the Faculty Senate to collect current faculty perceptions of the President, Provost, and Deans. The surveys were administered online in January and February 2021 for three weeks by the Center for Research in Educational Policy (CREP) using the Qualtrics XM survey platform. Data are securely stored and accessible only through CREP.

Each survey consists of 26 items that are scored using Likert-type ratings [strong disagreement (1), to strong agreement (5), to no evidence on which to base an opinion (0)]. Instruments were based on the following seven constructs, or dimensions of leadership in higher education derived from current literature:

- *Vision and Goal Setting*: Development of goals and strategies to move the unit forward
- *Leadership:* Creation, management and support of a cohesive, effective unit
- *Responsiveness*: Listening and responding to constituents' opinions, needs and concerns
- *Communication:* Ongoing and clear communication within the unit and with the greater community
- *Management*: Responsible and efficient use of fiscal and other resources
- *Equity*: Fair treatment in the application of policies and procedures
- *Trustworthiness*: Reliability and dependability

Following the 26 survey items, additional items solicit demographic information including current position (full professor, associate professor, assistant professor, clinical professor, or adjunct professor); faculty status (tenured, tenure-track, or non-tenure-track); time at the University of Memphis, and gender. Space was also provided for additional comments.

Reporting

For the Faculty Senate Report the aggregate Provost data are reported by survey item percentages, dimension means, and responses to open ended comments. Dimension mean scores range from 0 to 5 with higher scores being more positive and lower scores indicating areas of concern. Then, the overall data is disaggregated by responses to demographic questions. Results are presented side by side for easy comparison. The following are the disaggregated categories:

- Current Position: Full -Time Faculty and Adjunct Faculty
- Current Position: Full Prof, Associate Prof, Assistant Prof, Clinical Prof, Adjunct Prof.
- Faculty Status: Tenured, Tenure-Track, Non-Tenure Track
- Length of Employment at the University: Less than 2 years, 2-5 years, 6-10 years, More than 10 years
- Gender: Man, Woman, Prefer not to answer

Participants

The number of survey participants are reported below by faculty evaluation survey and then by college. Deans of individual colleges/schools can estimate their response rates based on the number of current faculty in their units.

Participation by faculty evaluation survey	Count
President's Evaluation	154
Provost's Evaluation	164
Deans' Evaluation	209
Participation by college	
Cecil C Humphreys School of Law	14
College of Arts and Sciences	39
College of Communication & Fine Arts	22
College of Education	19
College of Health Sciences	35
College of Professional & Liberal Studies	2
Fogelman College of Business & Economics	18
Herff College of Engineering	18
Kemmons Wilson School of Hospitality & Resort Management	12
Loewenberg College of Nursing	20
School of Communication Sciences & Disorders	4
School of Public Health	4
University Libraries	2

Spring 2021 Faculty Evaluation – President
Summary Items

Overall Report for this Project: University of Memphis Evaluations by Faculty					

Number of Respondents for Spring 2021 = 154

Please select your level of agreement with the following statements. The President...	No Evidence on which to Base Opinion	Strongly Disagree + Disagree	Neutral	Strongly Agree + Agree	No. of Participants
1.Articulates a clear and compelling vision for the University.	1%	4%	9%	86%	154
2. Sets appropriate goals for the University.	1%	8%	11%	81%	153
3. Clearly identifies University priorities.	1%	6%	12%	82%	154
4. Involves faculty in planning for the future.	9%	25%	19%	48%	152
5. Acts decisively on important issues.	1%	8%	11%	79%	154
6. Organizes and administers in a manner which inspires confidence.	3%	11%	20%	65%	153
7. Creates, manages, and supports a cohesive, effective leadership team.	9%	12%	15%	65%	152
8. Makes thoughtful, high quality decisions based on available data.	3%	10%	16%	71%	153
9. Is accessible to faculty.	14%	18%	16%	52%	153
10. Listens and responds to ideas from faculty.	15%	14%	23%	48%	154
11. Listens and responds to faculty concerns and needs.	12%	19%	18%	50%	154
12. Is an effective speaker.	3%	2%	12%	82%	154
13. Maintains ongoing and clear dialogue with faculty.	5%	19%	24%	53%	153
14. Fosters effective University/community partnerships.	8%	5%	10%	77%	153
15. Is transparent.	5%	19%	19%	57%	154
16. Is successful in generating financial resources.	6%	3%	10%	81%	154

Please select your level of agreement with the following statements. The President...	No Evidence on which to Base Opinion	Strongly Disagree + Disagree	Neutral	Strongly Agree + Agree	No. of Participants
17. Is an effective manager of fiscal resources.	7%	5%	13%	75%	153
18. Is an effective manager of human resources.	10%	12%	18%	60%	153
19.Delegates responsibility and authority appropriately.	18%	10%	13%	59%	153
20.Generates a spirit of cooperation and teamwork in the institution.	4%	15%	19%	61%	154
21.Ensures that policies and procedures are administered equitably.	12%	12%	16%	60%	154
22. Inspires confidence that tenure and promotion decisions are based on policy.	18%	7%	12%	64%	153
23.Is committed to a diverse academic community in which individual differences are respected.	4%	6%	10%	80%	153
24. Exhibits integrity.	4%	6%	16%	73%	153
25.Follows through on commitments.	9%	8%	14%	69%	153
26.Creates an atmosphere of trust among University faculty.	3%	18%	19%	59%	154

Overall Dimension Summary

#	Dimension	Spring 2021
1	Vision and Goal Setting	3.93
2	Leadership	3.82
3	Responsiveness	3.13
4	Communication	3.77
5	Management	3.68
6	Equity	3.62
7	Trustworthiness	3.76
	OVERALL	**3.69**

Vision and Goal Setting Dimension

#	Vision and Goal Setting Items	Strongly Agree + Agree	Number of Responses
1	Articulates a clear and compelling vision for the University.	86%	154
2	Sets appropriate goals for the University.	81%	153
3	Clearly identifies University priorities.	82%	154
4	Involves faculty in planning for the future.	48%	152
	Overall Dimension Mean	**3.93**	

Leadership Dimension

#	Leadership Items	Strongly Agree + Agree	Number of Responses
5	Acts decisively on important issues.	79%	154
6	Organizes and administers in a manner which inspires confidence.	65%	153
7	Creates, manages, and supports a cohesive, effective leadership team.	65%	152
8	Makes thoughtful, high quality decisions based on available data.	71%	153
	Overall Dimension Mean	**3.82**	

Responsiveness Dimension

#	Responsiveness Items	Strongly Agree + Agree	Number of Responses
9	Is accessible to faculty.	52%	153
10	Listens and responds to ideas from faculty.	48%	154
11	Listens and responds to faculty concerns and needs.	50%	154
	Overall Dimension Mean	**3.13**	

Communication Dimension

#	Communication Items	Strongly Agree + Agree	Number of Responses
12	Is an effective speaker.	82%	154
13	Maintains ongoing and clear dialogue with faculty.	53%	153
14	Fosters effective University/community partnerships.	77%	153
15	Is transparent.	57%	154
	Overall Dimension Mean	**3.77**	

Management Dimension

#	Management Items	Strongly Agree + Agree	Number of Responses
17	Is an effective manager of fiscal resources.	81%	154
18	Is an effective manager of human resources.	75%	153
19	Delegates responsibility and authority appropriately.	60%	153
20	Generates a spirit of cooperation and teamwork in the institution.	59%	153
	Overall Dimension Mean	**3.68**	

Equity Dimension

| #	Equity Items	Strongly Agree + Agree	Number of Responses
21	Ensures that policies and procedures are administered equitably.	60%	154
22	Inspires confidence that tenure and promotion decisions are based on policy.	64%	153
23	Is committed to a diverse academic community in which individual differences are respected.	80%	153
	Overall Dimension Mean	**3.62**	

Trustworthiness Dimension

#	Trustworthiness Items	Strongly Agree + Agree	Number of Responses
24	Exhibits integrity.	73%	153
25	Follows through on commitments.	69%	153
26	Creates an atmosphere of trust among University faculty.	59%	154
	Overall Dimension Mean	**3.76**	

Optional Demographics

Please indicate your CURRENT position:	
Full Professor	34%
Associate Professor	29%
Assistant Professor	17%
Clinical Professor	12%
Adjunct Professor	9%
Number of Responses	139

Current Position
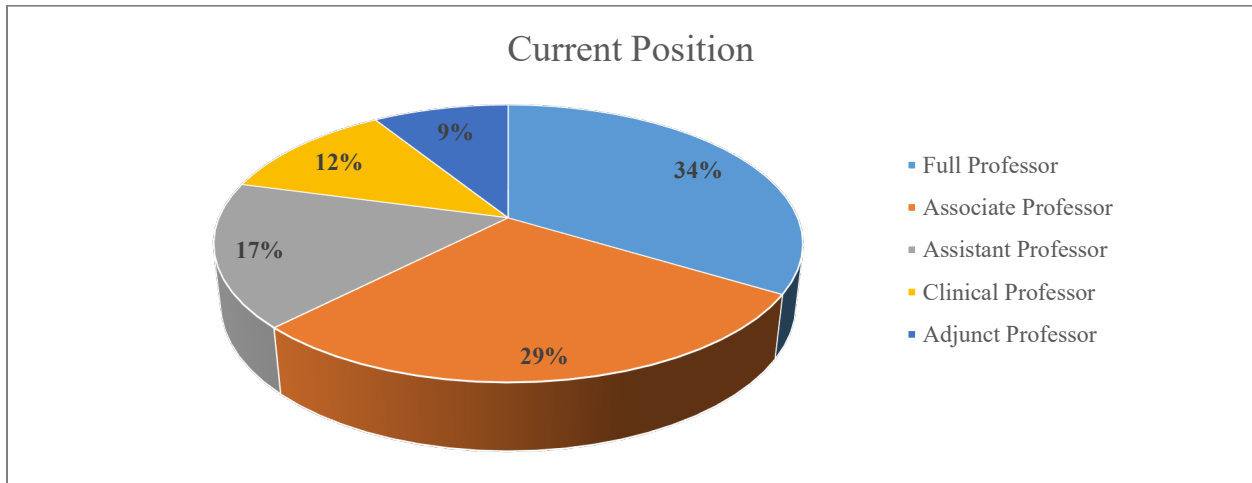
Please indicate your faculty status:	
Tenured	54%
Tenure-Track	10%
Non-Tenure-Track	36%
Number of Responses	143

Faculty Status
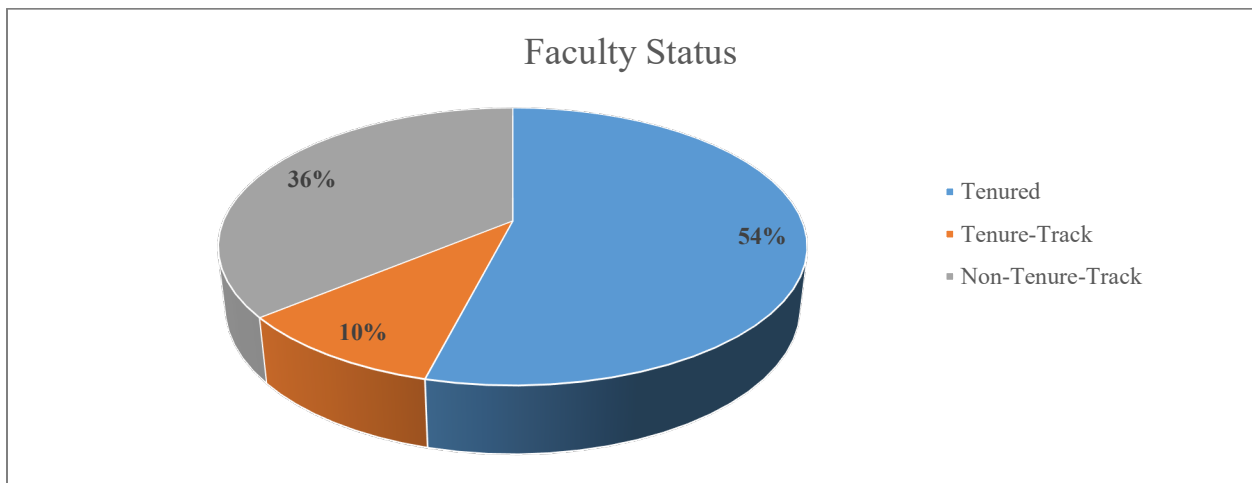
How long have you been at the University of Memphis?	
Less than 2 years	8%
2-5 years	22%
6-10 years	23%
More than 10 years	47%
Number of Responses	146

Overall Years of Experience at the University of Memphis
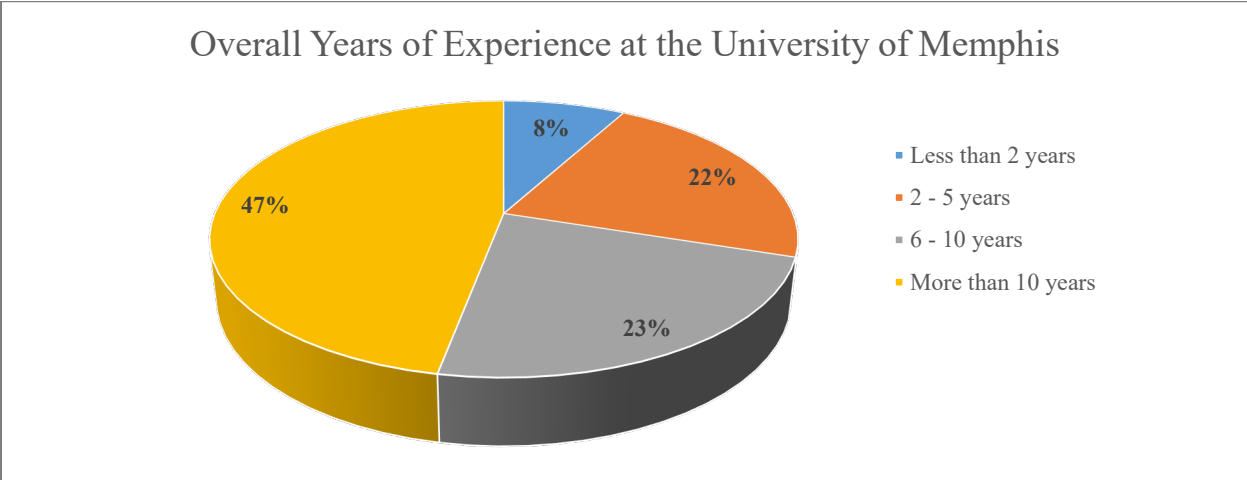
Gender	
Man	38%
Woman	41%
Transgender Man	1%
Transgender Woman	0%
Prefer not to answer	20%
None of the above. Please specify.	0%
Number of Responses	144

Gender
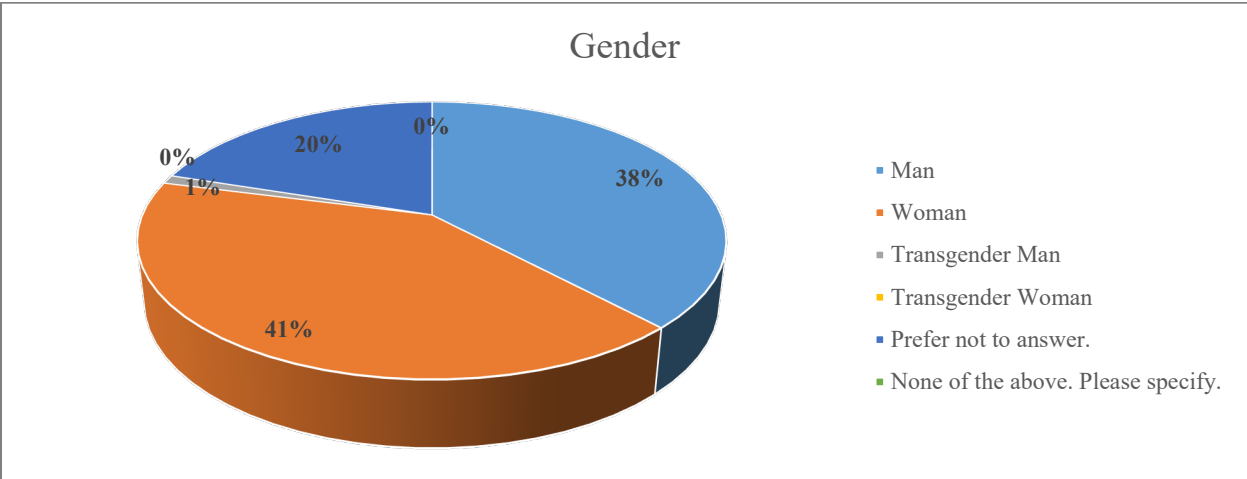
President Disaggregated Reports

In the following tables, Faculty Senate Reports are disaggregated by response to a demographic question and results are presented side by side for easy comparison. The first table under each comparison presents percentages for Strongly Agree + Agree. The second table presents dimension means. Mean scores can range from 0 to 5 with higher scores being more positive and lower scores indicating areas of concern.

1st comparison: Full -Time Faculty and Adjunct Faculty

2nd comparison: Current Position

3rd comparison: Faculty Status

4th comparison: Length of Employment at the University

5th comparison: Gender

Faculty Evaluation – Full-Time Faculty compared to Adjunct Faculty
Summary Items

Overall Report for this Project: University of Memphis Evaluations by Faculty

Number of Respondents for Spring 2021 = 139 of 154*

Please select your level of agreement with the following statements. The President...	Strongly Agree + Agree	
	Full-Time Faculty n = 127	Adjunct Faculty n = 12
1. Articulates a clear and compelling vision for the University.	87%	75%
2. Sets appropriate goals for the University.	82%	67%
3. Clearly identifies University priorities.	81%	83%
4. Involves faculty in planning for the future.	51%	25%
5. Acts decisively on important issues.	80%	50%
6. Organizes and administers in a manner which inspires confidence.	64%	50%
7. Creates, manages, and supports a cohesive, effective leadership team.	64%	42%
8. Makes thoughtful, high quality decisions based on available data.	71%	50%
9. Is accessible to faculty.	51%	50%
10. Listens and responds to ideas from faculty.	51%	34%
11. Listens and responds to faculty concerns and needs.	52%	42%
12. Is an effective speaker.	82%	67%
13. Maintains ongoing and clear dialogue with faculty.	56%	41%
14. Fosters effective University/community partnerships.	79%	50%
15. Is transparent.	57%	42%
16. Is successful in generating financial resources.	81%	66%
17. Is an effective manager of fiscal resources.	77%	50%
18. Is an effective manager of human resources.	63%	42%
19. Delegates responsibility and authority appropriately.	61%	42%

Please select your level of agreement with the following statements. The President...	Strongly Agree + Agree	
	Full-Time Faculty **n = 127**	**Adjunct Faculty** **n = 12**
20.Generates a spirit of cooperation and teamwork in the institution.	62%	50%
21.Ensures that policies and procedures are administered equitably.	60%	50%
22. Inspires confidence that tenure and promotion decisions are based on policy.	68%	25%
23.Is committed to a diverse academic community in which individual differences are respected.	80%	75%
24. Exhibits integrity.	75%	59%
25.Follows through on commitments.	69%	50%
26.Creates an atmosphere of trust among University faculty.	60%	50%

*If a participant did not answer the "Current Position" question, they were excluded from this analysis.

Overall Dimension Summary by Full-Time Faculty and Adjunct Faculty

#	Dimension	Full-Time Faculty n = 127	Adjunct Faculty n = 12
1	Vision and Goal Setting	3.99	3.44
2	Leadership	3.81	3.34
3	Responsiveness	3.24	2.30
4	Communication	3.82	3.17
5	Management	3.74	3.11
6	Equity	3.68	2.92
7	Trustworthiness	3.76	3.50
	OVERALL	**3.74**	**3.14**

*If a participant did not answer the "Current Position" question, they were excluded from this analysis.

Faculty Evaluation – Report by Current Position
Summary Items

Overall Report for this Project: University of Memphis Evaluations by Faculty

Number of Respondents for Spring 2021 = 139 of 154*

Please select your level of agreement with the following statements.	Strongly Agree + Agree				
	Assistant Prof	Associate Prof	Clinical Prof	Full Prof	Adjunct Prof
The President...	n = 23	n = 40	n = 17	n = 47	n = 12
1.Articulates a clear and compelling vision for the University.	87%	86%	82%	90%	75%
2. Sets appropriate goals for the University.	74%	81%	82%	87%	67%
3. Clearly identifies University priorities.	69%	80%	76%	89%	83%
4. Involves faculty in planning for the future.	48%	53%	47%	52%	25%
5. Acts decisively on important issues.	70%	80%	70%	89%	50%
6. Organizes and administers in a manner which inspires confidence.	61%	55%	76%	69%	50%
7. Creates, manages, and supports a cohesive, effective leadership team.	61%	55%	69%	73%	42%
8. Makes thoughtful, high quality decisions based on available data.	65%	63%	70%	81%	50%
9. Is accessible to faculty.	35%	58%	50%	55%	50%
10. Listens and responds to ideas from faculty.	35%	58%	47%	55%	34%
11. Listens and responds to faculty concerns and needs.	31%	58%	59%	55%	42%
12. Is an effective speaker.	74%	86%	77%	88%	67%
13. Maintains ongoing and clear dialogue with faculty.	56%	58%	53%	54%	41%
14. Fosters effective University/community partnerships.	83%	78%	75%	80%	50%
15. Is transparent.	60%	56%	59%	58%	42%

Please select your level of agreement with the following statements.	Strongly Agree + Agree				
	Assistant Prof	Associate Prof	Clinical Prof	Full Prof	Adjunct Prof
The President...	n = 23	n = 40	n = 17	n = 47	n = 12
16. Is successful in generating financial resources.	86%	83%	71%	83%	66%
17. Is an effective manager of fiscal resources.	78%	77%	71%	79%	50%
18. Is an effective manager of human resources.	65%	60%	47%	70%	42%
19.Delegates responsibility and authority appropriately.	61%	53%	70%	66%	42%
20.Generates a spirit of cooperation and teamwork in the institution.	70%	53%	70%	64%	50%
21.Ensures that policies and procedures are administered equitably.	65%	56%	53%	64%	50%
22. Inspires confidence that tenure and promotion decisions are based on policy.	61%	73%	47%	75%	25%
23.Is committed to a diverse academic community in which individual differences are respected.	65%	85%	76%	85%	75%
24. Exhibits integrity.	73%	76%	76%	74%	59%
25.Follows through on commitments.	65%	70%	65%	72%	50%
26.Creates an atmosphere of trust among University faculty.	60%	58%	65%	62%	50%

*If a participant did not answer the "Current Position" question, they were excluded from this analysis.

Overall Dimension Summary by Current Position

#	Dimension	Assistant Prof n = 23	Associate Prof n = 40	Clinical Prof n = 17	Full Prof n = 47	Adjunct Prof n = 12
1	Vision and Goal Setting	3.94	3.95	3.81	4.11	3.44
2	Leadership	3.57	3.64	3.84	4.09	3.34
3	Responsiveness	2.59	3.33	3.42	3.43	2.30
4	Communication	3.73	3.80	3.75	3.90	3.17
5	Management	3.77	3.71	3.56	3.82	3.11
6	Equity	3.50	3.72	3.31	3.87	2.92
7	Trustworthiness	3.71	3.74	3.86	3.77	3.50
	OVERALL	**3.59**	**3.70**	**3.67**	**3.87**	**3.14**

*If a participant did not answer the "Current Position" question, they were excluded from this analysis.

Overall Report for this Project: University of Memphis Evaluations by Faculty

Number of Respondents for Spring 2021 = 143 of 154*

Please select your level of agreement with the following statements. The President...	Strongly Agree + Agree		
	Non-Tenure Track **n = 52**	**Tenure Track** **n = 14**	**Tenured** **n = 77**
1.Articulates a clear and compelling vision for the University.	81%	79%	90%
2. Sets appropriate goals for the University.	71%	72%	87%
3. Clearly identifies University priorities.	77%	65%	87%
4. Involves faculty in planning for the future.	46%	36%	52%
5. Acts decisively on important issues.	71%	64%	85%
6. Organizes and administers in a manner which inspires confidence.	67%	50%	64%
7. Creates, manages, and supports a cohesive, effective leadership team.	66%	50%	66%
8. Makes thoughtful, high quality decisions based on available data.	63%	57%	75%
9. Is accessible to faculty.	49%	21%	60%
10. Listens and responds to ideas from faculty.	43%	29%	56%
11. Listens and responds to faculty concerns and needs.	46%	21%	58%
12. Is an effective speaker.	77%	65%	89%
13. Maintains ongoing and clear dialogue with faculty.	47%	50%	57%
14. Fosters effective University/community partnerships.	72%	72%	82%
15. Is transparent.	60%	57%	56%

Please select your level of agreement with the following statements. The President...	Strongly Agree + Agree		
	Non-Tenure Track **n = 52**	**Tenure Track** **n = 14**	**Tenured** **n = 77**
16. Is successful in generating financial resources.	71%	86%	86%
17. Is an effective manager of fiscal resources.	65%	72%	81%
18. Is an effective manager of human resources.	50%	58%	69%
19.Delegates responsibility and authority appropriately.	60%	50%	63%
20.Generates a spirit of cooperation and teamwork in the institution.	65%	64%	60%
21.Ensures that policies and procedures are administered equitably.	64%	50%	61%
22. Inspires confidence that tenure and promotion decisions are based on policy.	43%	64%	77%
23.Is committed to a diverse academic community in which individual differences are respected.	75%	72%	87%
24. Exhibits integrity.	73%	72%	78%
25.Follows through on commitments.	63%	65%	74%
26.Creates an atmosphere of trust among University faculty.	58%	57%	62%

*If a participant did not answer the "Faculty Status" question, they were excluded from this analysis.

Overall Dimension Summary by Faculty Status

#	Dimension	Non-Tenure Track n = 52	Tenure Track n = 14	Tenured n = 77
1	Vision and Goal Setting	3.84	3.61	4.08
2	Leadership	3.75	3.23	3.93
3	Responsiveness	3.03	2.19	3.43
4	Communication	3.68	3.49	3.88
5	Management	3.46	3.54	3.86
6	Equity	3.36	3.24	3.87
7	Trustworthiness	3.70	3.71	3.82
	OVERALL	**3.57**	**3.33**	**3.84**

*If a participant did not answer the "Faculty Status" question, they were excluded from this analysis.

Faculty Evaluation – Report by Length of Employment at the University
Summary Items

Overall Report for this Project: University of Memphis Evaluations by Faculty

Number of Respondents for Spring 2021 = 146 of 154*

Please select your level of agreement with the following statements. The President...	Strongly Agree + Agree			
	Less than 2 years n = 12	2-5 years n = 32	6-10 years n = 33	More than 10 years n = 69
1. Articulates a clear and compelling vision for the University.	100%	82%	85%	85%
2. Sets appropriate goals for the University.	83%	72%	81%	82%
3. Clearly identifies University priorities.	83%	76%	85%	83%
4. Involves faculty in planning for the future.	42%	41%	45%	53%
5. Acts decisively on important issues.	75%	62%	84%	84%
6. Organizes and administers in a manner which inspires confidence.	75%	59%	63%	64%
7. Creates, manages, and supports a cohesive, effective leadership team.	66%	58%	63%	68%
8. Makes thoughtful, high quality decisions based on available data.	67%	66%	69%	72%
9. Is accessible to faculty.	33%	47%	57%	56%
10. Listens and responds to ideas from faculty.	17%	44%	57%	52%
11. Listens and responds to faculty concerns and needs.	17%	50%	54%	54%
12. Is an effective speaker.	75%	78%	88%	83%
13. Maintains ongoing and clear dialogue with faculty.	33%	53%	56%	55%
14. Fosters effective University/community partnerships.	83%	66%	87%	76%
15. Is transparent.	50%	62%	66%	51%

Please select your level of agreement with the following statements. The President...	Strongly Agree + Agree			
	Less than 2 years n = 12	2-5 years n = 32	6-10 years n = 33	More than 10 years n = 69
16. Is successful in generating financial resources.	75%	72%	85%	82%
17. Is an effective manager of fiscal resources.	75%	62%	78%	78%
18. Is an effective manager of human resources.	50%	50%	66%	66%
19.Delegates responsibility and authority appropriately.	50%	56%	63%	65%
20.Generates a spirit of cooperation and teamwork in the institution.	67%	56%	69%	61%
21.Ensures that policies and procedures are administered equitably.	66%	59%	60%	63%
22. Inspires confidence that tenure and promotion decisions are based on policy.	58%	56%	66%	69%
23.Is committed to a diverse academic community in which individual differences are respected.	67%	75%	82%	85%
24. Exhibits integrity.	75%	75%	75%	73%
25.Follows through on commitments.	58%	69%	72%	69%
26.Creates an atmosphere of trust among University faculty.	58%	59%	63%	59%

*If a participant did not answer the "Length of Employment at the University of Memphis" question, they were excluded from this analysis.

Overall Dimension Summary by Length of Employment

#	Dimension	Less than 2 years n = 12	2-5 years n = 32	6-10 years n = 33	More than 10 years n = 69
1	Vision and Goal Setting	3.94	3.82	3.82	4.05
2	Leadership	3.67	3.66	3.71	3.95
3	Responsiveness	1.70	3.03	3.31	3.37
4	Communication	3.35	3.68	3.92	3.80
5	Management	3.29	3.40	3.80	3.83
6	Equity	3.50	3.45	3.63	3.78
7	Trustworthiness	3.70	3.82	3.75	3.78
	OVERALL	**3.38**	**3.56**	**3.72**	**3.80**

*If a participant did not answer the "Length of Employment at the University of Memphis" question, they were excluded from this analysis.

Faculty Evaluation – Report by Gender
Summary Items

Overall Report for this Project: University of Memphis Evaluations by Faculty			

Number of Respondents for Spring 2021 = 143 of 154*

Please select your level of agreement with the following statements. The President...	Strongly Agree + Agree		
	Man **n = 55**	**Woman** **n = 59**	**Prefer not to answer** **n = 29**
1.Articulates a clear and compelling vision for the University.	92%	87%	73%
2. Sets appropriate goals for the University.	87%	80%	69%
3. Clearly identifies University priorities.	89%	82%	69%
4. Involves faculty in planning for the future.	55%	52%	24%
5. Acts decisively on important issues.	80%	79%	76%
6. Organizes and administers in a manner which inspires confidence.	65%	67%	55%
7. Creates, manages, and supports a cohesive, effective leadership team.	65%	71%	48%
8. Makes thoughtful, high quality decisions based on available data.	75%	68%	64%
9. Is accessible to faculty.	54%	55%	42%
10. Listens and responds to ideas from faculty.	54%	51%	27%
11. Listens and responds to faculty concerns and needs.	54%	52%	31%
12. Is an effective speaker.	87%	81%	76%
13. Maintains ongoing and clear dialogue with faculty.	60%	57%	31%
14. Fosters effective University/community partnerships.	76%	76%	78%
15. Is transparent.	56%	62%	44%

Please select your level of agreement with the following statements. The President...	Strongly Agree + Agree		
	Man **n = 55**	**Woman** **n = 59**	**Prefer not to answer** **n = 29**
16. Is successful in generating financial resources.	84%	76%	79%
17. Is an effective manager of fiscal resources.	79%	73%	69%
18. Is an effective manager of human resources.	69%	64%	38%
19.Delegates responsibility and authority appropriately.	62%	64%	50%
20.Generates a spirit of cooperation and teamwork in the institution.	67%	68%	34%
21.Ensures that policies and procedures are administered equitably.	68%	61%	45%
22. Inspires confidence that tenure and promotion decisions are based on policy.	72%	61%	53%
23.Is committed to a diverse academic community in which individual differences are respected.	89%	78%	68%
24. Exhibits integrity.	80%	76%	57%
25.Follows through on commitments.	77%	69%	53%
26.Creates an atmosphere of trust among University faculty.	68%	63%	38%

*If a participant did not answer the "Gender" question, they were excluded from this analysis.

**No participant identified as *Transgender Woman* or *None of the Above,* and only one participant identified as *Transgender Man* in the survey; therefore, those columns were not included in the above table.

Overall Dimension Summary by Gender

#	Dimension	Man n = 55	Woman n = 59	Prefer not to answer n = 29
1	Vision and Goal Setting	4.10	4.06	3.36
2	Leadership	3.82	3.99	3.36
3	Responsiveness	3.20	3.24	2.77
4	Communication	3.79	3.92	3.36
5	Management	3.82	3.73	3.30
6	Equity	3.84	3.64	3.19
7	Trustworthiness	3.92	3.93	3.08
	OVERALL	**3.80**	**3.81**	**3.21**

*If a participant did not answer the "Gender" question, they were excluded from this analysis.
**No participant identified as *Transgender Woman* or *None of the Above,* and only one participant identified as *Transgender Man* in the survey; therefore, those columns were not included in the above table.