BASIC NEEDS INSECURITY IN THE HIGHER EDUCATION INSTRUCTIONAL WORKFORCE

WEB APPENDICES

Appendix A. Participating Colleges in Fall 2019

Compton College (California)
Dabney S. Lancaster Community College (Virginia)
Massasoit Community College (Massachusetts)
Metropolitan State University of Denver (Colorado)
North Lake College (Texas)

Appendix B. Survey Methodology

SURVEY ELIGIBILITY AND PARTICIPATING COLLEGES

Together with administrators, the Hope Center fielded the #RealCollege Faculty & Staff survey to all participating institutions in this report. Each institution agreed to administer an online survey in the fall 2019 and offer one $500 incentive to participating faculty or staff in order to boost response rates. Administrators sent a series of invitations and follow-up reminders to all faculty and staff encouraging them to participate.

The Hope Center for College, Community, and Justice provided the email invitation language below and hosted the subsequent survey. Upon opening the survey, faculty and staff were presented with a consent form in compliance with Institutional Review Board standards. To take the survey, the faculty or staff member needed to click continue as a record of consent then complete at least the first page of the survey. Participants were asked to use only the provided invitation language to ensure consistency across institutions.

Subject: Real talk: We need your help
From: email address [someone faculty and staff "know" at COLLEGE NAME]

_____
[COLLEGE LETTERHEAD FOR EMAIL]

Dear [fill faculty/staff first name]

It's not every day that you get the chance to share what's really happening in your life, with the express goal of improving supports for faculty at [COLLEGE NAME]. This is your chance. You're an expert, and we need to hear from you.

Please share your experiences by taking this short #RealCollege survey. Your name is not being

collected, and everything you share will be kept confidential. All staff and faculty at [COLLEGE NAME] are being sent this survey.

Click here to share your story. [SURVEY LINKED HERE]

We truly appreciate you. Participants have a chance to win $500, and notification will happen in late fall.

COLLEGE SURVEY PARTICIPANTS

Table B-1. Characteristics of Participating Institutions (by survey respondents)

	Unweighted Sample	Weighted Sample	
N (institutions)	5	5	
N (survey respondents)	549	2,816	
	N	N	%
Sector			
Public	549	2,816	100
Private, not-for-profit	0	0	0
Private, for-profit	0	0	0
Region			
West	395	1,767	63
Midwest	0	0	0
South	87	511	18
Northeast	67	538	19
Urbanization			
City	406	1,919	68
Suburb	122	813	29
Town	0	0	0
Rural	21	84	3
Size			
Under 5,000	21	84	3
5,000–9,999	122	813	29
10,000–19,999	66	427	15
20,000 or more	340	1,492	53

NOTES: For more details on survey weights, refer to Appendix C.

SURVEY PARTICIPANTS

Who Answered the Survey?

Most instructional staff who were sent the #RealCollege Faculty & Staff Survey did not answer it. Participating institutions sent survey invitations to an estimated 2,816 instructional staff[1] and 549 educators participated, yielding an estimated response rate of 19%.

In accordance with legal and financial restrictions, we surveyed all instructional staff rather than draw a subsample. The results still may be biased—overstating or understating the problem—depending on who answered and who did not. Moreover, the survey was framed as being about life, not about hunger or homelessness.

Table B-2. Characteristics of All Survey Respondents

	Unweighted Sample	Weighted Sample		
	N	N	% (including missing responses)	% (excluding missing responses)
Racial or Ethnic Background				
African American or Black	36	161	6	7
Asian American, Southeast Asian, Other Asian, Pacific Islander, or Native Hawaiian	22	75	3	3
Hispanic or Latinx	57	246	9	10
Indigenous, American Indian, Alaskan Native	12	31	1	1
Middle Eastern or North African or Arab or Arab American	9	32	1	1
White or Caucasian	400	2,031	72	82
Other	9	34	1	1
Prefers not to answer	13	56	2	2
Missing	54	334	12	(excluded)
Gender Identity				
Female	318	1,345	48	54

Male	164	1,088	39	44
Non-binary/Third gender/Prefers to self-describe	12	66	2	3
Prefers not to answer	14	52	2	2
Missing	53	328	12	(excluded)
LGBTQ Identity				
Yes	54	233	8	9
No	446	2,277	81	91
Missing	49	306	11	(excluded)
Age				
20 to 29	12	73	3	3
30 to 39	91	415	15	17
40 to 49	131	573	20	24
50 to 59	118	533	19	22
60 and older	121	804	29	33
Prefers not to answer	6	22	1	1
Missing	70	396	14	(excluded)
Highest Degree Earned				
Associate's degree	7	59	2	2
Bachelor's degree	24	172	6	6
Master's degree	287	1,533	54	55
Professional degree	22	118	4	4
Doctoral degree	196	841	30	30
Other	9	55	2	2
Missing	4	38	1	(excluded)
Relationship Status				
Single	73	334	12	13
In a relationship	39	219	8	9
Married or domestic partnership	339	1,686	60	67
Divorced or Widowed	40	219	8	9
Prefers not to answer	7	44	2	2
Missing	51	314	11	(excluded)
Parent or Guardian to any Biological, Adopted, Step, or Foster Children in the Household				
Yes	233	1,132	40	43
No	293	1,496	53	57
Missing	23	189	7	(excluded)
Employment Intensity				
Full-time status	279	915	32	32
Part-time status	270	1,901	68	68

Missing	0	0	0	(excluded)
Adjunct or Contingent Faculty				
Yes	275	1,783	63	65
No	266	951	34	35
Missing	8	81	3	(excluded)
Tenure Status				
Tenured	146	535	19	19
On tenure track	59	203	7	7
Not on tenure track	343	2,076	74	74
Missing	1	2	0	(excluded)

SOURCE: 2019 #RealCollege Faculty & Staff Survey

NOTES: Classifications of gender identity and racial or ethnic background are not mutually exclusive. Individuals could self-identify with multiple classifications. Percentages of mutually exclusive groups may not add up to 100 due to rounding error. For more details on survey weights, refer to Appendix C.

Table B-3. Characteristics of All Full-Time Survey Respondents

	Unweighted Sample	Weighted Sample		
	N	N	% (including missing responses)	% (excluding missing responses)
Racial or Ethnic Background				
African American or Black	20	49	5	6
Asian American, Southeast Asian, Other Asian, Pacific Islander, or Native Hawaiian	13	37	4	5
Hispanic or Latinx	34	115	13	14
Indigenous, American Indian, Alaskan Native	9	20	2	2
Middle Eastern or North African or Arab or Arab American	3	7	1	1
White or Caucasian	197	624	68	77
Other	4	11	1	1
Prefers not to answer	7	19	2	2
Missing	27	104	11	(excluded)
Gender Identity				
Female	169	461	50	56

Male	77	336	37	41
Non-binary/Third gender/Prefers to self-describe	8	29	3	3
Prefers not to answer	8	23	3	3
Missing	25	94	10	(excluded)
LGBTQ Identity				
Yes	35	116	13	14
No	221	718	79	86
Missing	23	80	9	(excluded)
Age				
20 to 29	4	10	1	1
30 to 39	51	161	18	21
40 to 49	71	236	26	30
50 to 59	70	215	23	27
60 and older	43	152	17	19
Prefers not to answer	4	9	1	1
Missing	36	132	14	(excluded)
Highest Degree Earned				
Associate's degree	4	12	1	1
Bachelor's degree	5	17	2	2
Master's degree	118	363	40	40
Professional degree	9	26	3	3
Doctoral degree	140	489	53	54
Other	2	5	1	1
Missing	1	2	<1	(excluded)
Relationship Status				
Single	43	148	16	18
In a relationship	14	52	6	6
Married or domestic partnership	177	565	62	68
Divorced or Widowed	19	56	6	7
Prefers not to answer	2	11	1	1
Missing	24	83	9	(excluded)
Parent or Guardian to any Biological, Adopted, Step, or Foster Children in the Household				
Yes	121	392	43	45
No	149	486	53	55
Missing	9	37	4	(excluded)
Employment Intensity				
Full-time status	279	915	100	100
Part-time status	0	0	0	0

Missing	0	0	0	(excluded)
Adjunct or Contingent Faculty				
Yes	21	60	7	7
No	257	851	93	93
Missing	1	4	<1	(excluded)
Tenure Status				
Tenured	143	483	53	53
On tenure track	59	203	22	22
Not on tenure track	76	228	25	25
Missing	1	2	<1	(excluded)

SOURCE: 2019 #RealCollege Faculty & Staff Survey

NOTES: Classifications of gender identity and racial or ethnic background are not mutually exclusive. Individuals could self-identify with multiple classifications. Percentages of mutually exclusive groups may not add up to 100 due to rounding error. For more details on survey weights, refer to Appendix C.

Table B-4. Characteristics of All Part-Time Survey Respondents

	Unweighted Sample	Weighted Sample		
	N	N	% (including missing responses)	% (excluding missing responses)
Racial or Ethnic Background				
African American or Black	16	112	6	7
Asian American, Southeast Asian, Other Asian, Pacific Islander, or Native Hawaiian	9	38	2	2
Hispanic or Latinx	23	131	7	8
Indigenous, American Indian, Alaskan Native	3	11	1	1
Middle Eastern or North African or Arab or Arab American	6	24	1	1
White or Caucasian	203	1,406	74	84
Other	5	23	1	1
Prefers not to answer	6	37	2	2
Missing	27	230	12	(excluded)
Gender Identity				
Female	149	883	46	53
Male	87	752	40	45

Non-binary/Third gender/Prefers to self-describe	4	37	2	2
Prefers not to answer	6	29	2	2
Missing	28	234	12	(excluded)
LGBTQ Identity				
Yes	19	117	6	7
No	225	1,558	82	93
Missing	26	226	12	(excluded)
Age				
20 to 29	8	63	3	4
30 to 39	40	253	13	15
40 to 49	60	338	18	21
50 to 59	48	319	17	19
60 and older	78	652	34	40
Prefers not to answer	2	13	1	1
Missing	34	264	14	(excluded)
Highest Degree Earned				
Associate's degree	3	47	2	3
Bachelor's degree	19	155	8	8
Master's degree	169	1,170	62	63
Professional degree	13	92	5	5
Doctoral degree	56	351	18	19
Other	7	50	3	3
Missing	3	36	2	(excluded)
Relationship Status				
Single	30	186	10	11
In a relationship	25	167	9	10
Married or domestic partnership	162	1,121	59	67
Divorced or Widowed	21	163	9	10
Prefers not to answer	5	33	2	2
Missing	27	231	12	(excluded)
Parent or Guardian to any Biological, Adopted, Step, or Foster Children in the Household				
Yes	112	740	39	42
No	144	1,010	53	58
Missing	14	151	8	(excluded)
Employment Intensity				
Full-time status	0	0	0	0
Part-time status	270	1,901	100	100
Missing	0	0	0	(excluded)

Adjunct or Contingent Faculty				
Yes	254	1,724	91	95
No	9	100	5	5
Missing	7	77	4	(excluded)
Tenure Status				
Tenured	3	53	3	3
On tenure track	0	0	0	0
Not on tenure track	267	1,848	97	97
Missing	0	0	0	(excluded)

SOURCE: 2019 #RealCollege Faculty & Staff Survey

NOTES: Classifications of gender identity and racial or ethnic background are not mutually exclusive. Individuals could self-identify with multiple classifications. Percentages of mutually exclusive groups may not add up to 100 due to rounding error. For more details on survey weights, refer to Appendix C.

Appendix C. Weighting Methodology

Due to differential survey response rates within and across colleges, the analysis incorporated weights to produce estimates that are more representative of the instructional staff at each of the five participating institution. The weighting process, known as iterated proportional fitting, aligns the survey totals with known population totals in the aggregate and across key subgroups for each college.[2]

The population (instructional staff) totals were derived from the most recent Integrated Postsecondary Education Data System (IPEDS) Fall Staff and Employees by Assigned Position surveys. Overall, there are 2,816 instructional staff members at the five participating institutions. The survey totals were based on self-reported responses and, in a handful of case, there are incomplete or "missing" responses. Steps taken to mitigate "missingness" are discussed in more detail below.

The subgroups used in the weighting process are: (1) employment intensity, (2) selected race/ethnicity, and (3) sex. These subgroups were selected due to their relevancy and presence in the survey and in IPEDS. Table C-1 displays the population totals for each subgroup by participating institution.

Table C-1. Subgroup Totals, by Participating Institutions

| | Employment Intensity | | Race/ethnicity | | | | Sex | | |
	FT	PT	White	Black	Latino	Other	M	F	Total
Compton College	101	174	82	97	56	40	139	136	275
Dabney S. Lancaster Community College	17*	67	79	0*	0*	5	44*	40	84*
Massasoit Community College	115	423	476	34	8	20	235	303	538
Metropolitan State University of Denver	570	922	1,081	72	122	217	703	789	1,492
North Lake College	112	315	274	42	51	60	235	192	427

SOURCE: IPEDS Fall Staff and Employees by Assigned Position surveys (2018)
NOTES: "Other" race/ethnicity combines American Indian or Alaska Native; Asian, Native Hawaiian or Other Pacific Islander; Nonresident alien; Two or more races; and Unknown race/ethnicity. Certain responses were

added in selected cells, denoted with an asterisk (*), in order for the weighting program to properly run. The institution total remains unaffected.

DATA CLEANING PROCESSES

Before the weights could be created, some adjustments needed to be made to the sub-group counts and in the assignment of certain survey respondents to their corresponding IPEDS-based category. Taken in order, the weighting process requires non-zero values in the sub-groups. However, according to IPEDS, there were no Latino instructional staff at Dabney S. Lancaster Community College (DSLCC). Nevertheless, in order to produce weights for DSLCC, a Latino instructional staffer was added to DSLCC's total. As there is no survey respondent to link back to, this addition did not substantively affect the overall and sub-group estimates for DSLCC. For sub-group totals to match, an extra full-time and male instructional staffer was also added to DSLCC's total. This increased DSLCC's total number of instructional staff to 86, from 85, but these changes should have an insignificant impact on the estimates.

Another PRF-weighting adjustment involved the imputation of responses to match IPEDS categories when the original response was missing. For example, 54 survey respondents did not specify their race/ethnicity and 53 did not specify a sex.[3] In such instances, we randomly assigned a valid IPEDS value. This allowed weights to be created for all 549 survey responses.

UNWEIGHTED VERSUS WEIGHTED

Table C-2 displays the proportions of each key subgroup with and without weighting. Based on the population at participating colleges, about two-thirds of the weighted sample are part-time employees, whereas they only account for half of the unweighted sample.

Table C-2. Unweighted Versus Weighted Estimates

	Unweighted %	Weighted %
Employment intensity		
Full-time	51	32
Part-time	49	68
Race/Ethnicity		
White	73	72
Black	7	6
Latino	10	9
Other	11	8

Sex		
Male	30	39
Female	58	48

SOURCE: 2019 #RealCollege Faculty & Staff Survey

Appendix D. Three Survey Measures of Basic Needs Insecurity

FOOD SECURITY

To assess food *security* in 2019, we used questions from the 18-item Household Food Security Survey Module (shown below) from the U.S. Department of Agriculture (USDA). It is important to note that while we mainly discuss *insecurity,* the standard is to measure the level of *security*, referring to those with low or very low security as "food insecure."

Food Security Module

Adult Stage 1

1. "In the last 30 days, I worried whether my food would run out before I got money to buy more." (Often true, Sometimes true, Never true)
2. "In the last 30 days, the food that I bought just didn't last, and I didn't have money to get more." (Often true, Sometimes true, Never true)
3. "In the last 30 days, I couldn't afford to eat balanced meals." (Often true, Sometimes true, Never true)

If the respondent answers "often true" or "sometimes true" to any of the three questions in Adult Stage 1, then proceed to Adult Stage 2.

Adult Stage 2

4. "In the last 30 days, did you ever cut the size of your meals or skip meals because there wasn't enough money for food?" (Yes/No)
5. [*If yes to question 4, ask*] "In the last 30 days, how many days did this happen?" (Once, Twice, Three times, Four times, Five times, More than five times)
6. "In the last 30 days, did you ever eat less than you felt you should because there wasn't enough money for food?" (Yes/No)
7. "In the last 30 days, were you ever hungry but didn't eat because there wasn't enough money for food?" (Yes/No)
8. "In the last 30 days, did you lose weight because there wasn't enough money for food?" (Yes/No)

If the respondent answers "yes" to any of the questions in Adult Stage 2, then proceed to Adult Stage 3.

Adult Stage 3

9. "In the last 30 days, did you ever not eat for a whole day because there wasn't enough money for food?" (Yes/No)

10. [*If yes to question 9, ask*] "In the last 30 days, how many days did this happen?" (Once, Twice, Three times, Four times, Five times, More than five times)

If the respondent has indicated that children under 18 are present in the household, then proceed to Child Stage 1.

Child Stage 1

11. "In the last 30 days, I relied on only a few kinds of low-cost food to feed my children because I was running out of money to buy food." (Often true, Sometimes true, Never true)

12. "In the last 30 days, I couldn't feed my children a balanced meal, because I couldn't afford that." (Often true, Sometimes true, Never true)

13. "In the last 30 days, my child was not eating enough because I just couldn't afford enough food." (Often true, Sometimes true, Never true)

If the respondent answers "often true" or "sometimes true" to any of the three questions in Child Stage 1, then proceed to Child Stage 2.

Child Stage 2

14. "In the last 30 days, did you ever cut the size of your children's meals because there wasn't enough money for food?" (Yes/No)

15. "In the last 30 days, did your children ever skip meals because there wasn't enough money for food?" (Yes/No)

16. [*If yes to question 15, ask*] "In the last 30 days, how often did this happen?" (1, 2, 3, 4, 5, 6, 7, 8 or more times)

17. "In the last 30 days, were your children ever hungry but you just couldn't afford more food?" (Yes/No)

18. "In the last 30 days, did any of your children ever not eat for a whole day because there wasn't enough money for food?" (Yes/No)

To calculate a raw score for food security, we counted the number of questions to which a respondent answered affirmatively.

a. "Often true" and "Sometimes true" were counted as affirmative answers.

b. Answers of "Three times" or more were counted as a "yes." We translated the raw score into food security levels as follows:

Food security level	Raw Score	
	18-item (children present)	18-item (no children present)
High	0	0
Marginal	1–2	1–2
Low	3–7	3–5
Very Low	8–18	6–10

HOUSING INSECURITY

To assess housing insecurity, we used a series of survey questions adapted from the national Survey of Income and Program Participation (SIPP) Adult Well-Being Module to measure faculty and staff access to and ability to pay for safe and reliable housing.[4] In 2019, we asked educators the following questions:

Housing Insecurity Module

1. "In the past 12 months, was there a rent or mortgage increase that made it difficult to pay?" (Yes/No)
2. "In the past 12 months, have you been unable to pay or underpaid your rent or mortgage?" (Yes/No)
3. "In the past 12 months, have you received a summons to appear in housing court?" (Yes/No)
4. "In the past 12 months, have you not paid the full amount of a gas, oil, or electricity bill?" (Yes/No)
5. "In the past 12 months, did you have an account default or go into collections?" (Yes/No)
6. "In the past 12 months, have you moved in with other people, even for a little while, because of financial problems?" (Yes/No)
7. "In the past 12 months, have you lived with others beyond the expected capacity of the house or apartment?" (Yes/No)
8. "In the past 12 months, did you leave your household because you felt unsafe?" (Yes/No)
9. "In the past 12 months, how many times have you moved?" (None, Once, Twice, 3 times, 4 times, 5 times, 6 times, 7 times, 8 times, 9 times, 10 or more times)

Students were considered housing insecure if they answered "yes" to any of the first eight questions or said they moved at least *three* times (question #9).

HOMELESSNESS

To measure homelessness, we asked a series of survey questions that align with the definition of homelessness dictated by the McKinney-Vento Homeless Assistance Act. Please refer to pp. 31–32 in Crutchfield and Maguire (2017) for further discussion of this measure.[5]

In 2019, instructional staff were considered homeless if they answered affirmatively to question #1 OR any part of question #2 (parts e through m) in the Homelessness Module (below).

Homelessness Module
1. "In the past 12 months, have you ever been homeless?"
2. "In the past 12 months, have you slept in any of the following places? Please check all that apply."
   a. Campus or university housing
   b. Sorority/fraternity house
   c. In a rented or owned house, mobile home, or apartment (alone or with roommates or friends)
   d. In a rented or owned house, mobile home, or apartment with my family (parent, guardian, or relative)
   e. At a shelter
   f. In a camper or RV
   g. Temporarily staying with a relative, friend, or couch surfing until I find other housing
   h. Temporarily at a hotel or motel without a permanent home to return to (not on vacation or business travel)
   i. In transitional housing or independent living program
   j. At a group home such as halfway house or residential program for mental health or substance abuse
   k. At a treatment center (such as detox, hospital, etc.)
   l. Outdoor location (such as street, sidewalk, or alley; bus or train stop; campground or woods, park, beach, or riverbed; under bridge or overpass; or other)
   m. In a closed area/space with a roof not meant for human habitation (such as abandoned building; car, truck, or van; encampment or tent; unconverted garage, attic, or basement; etc.)

Appendix E. Measure of Anxiety

Educators' anxiety levels were assessed using a validated seven-item instrument, called the Generalized Anxiety Disorder Scale (GAD-7).[6] The assessment asked individuals about the number of times in the last week they were bothered by any of the following items (not at all, several days, over half of the days, nearly every day):

Generalized Anxiety Disorder Scale (GAD-7) Module

1. Feeling nervous, anxious, or on edge
2. Not being able to stop or control worrying
3. Worrying too much about different things
4. Trouble relaxing
5. Being so restless that it's hard to sit still
6. Becoming easily annoyed or irritable
7. Feeling afraid as if something awful might happen

The frequency felt bothered by any of these items determined their anxiety levels. To calculate the raw GAD-7 score, we counted the response values for each of the seven possible items such that "not at all" had a score of 0, "several days" had a score of 1, "over half of the days" had a score of 2, and "nearly every day" had a score of 3 . The anxiety level (shown below) is based on the total score across the seven items. Those who indicated that they felt bothered at least some of the days were considered moderately to severely anxious.

Anxiety Level	Raw Score
	Seven-item
None to minimal	0–4
Mild	5–9
Moderate	10–14
Severe	15+

Appendix F. Detailed Tables on Data Used in Figures and Tables

Table F-1. Tenure Status Of Survey Respondents, By Employment Intensity (Figure 1)

	Unweighted Sample	Weighted Sample		
	N	N	% (including missing responses)	% (excluding missing responses)
Full-Time Staff				
Tenured	143	483	53	53
On tenure track	59	203	22	22
Not on tenure track	76	228	25	25
Missing	1	2	<1	(excluded)
Part-Time Staff				
Tenured	3	53	3	3
On tenure track	0	0	0	0
Not on tenure track	267	1,848	97	97
Missing	0	0	0	(excluded)

SOURCE: 2019 #RealCollege Faculty & Staff Survey
NOTES: For more details on survey weights refer to Appendix C.

Table F-2. Food Security of Survey Respondents (Figure 2)

	Unweighted Sample	Weighted Sample		
	N	N	% (including missing responses)	% (excluding missing responses)
High	388	1,947	69	75
Marginal	45	205	7	8
Low	56	287	10	11
Very low	28	156	6	6
Missing	32	221	8	(excluded)

SOURCE: 2019 #RealCollege Faculty & Staff Survey

NOTES: According to the USDA, individuals at either low or very low food security are considered "food insecure." Cumulative percentage may not add up to 100 due to rounding. For more details on survey weights refer to Appendix C.

Table F-3. Instructional Staff Responses To Questions On Food Security (Figure 3)

	Unweighted Sample	Weighted Sample		
	N	N	% (including missing responses)	% (excluding missing responses)
I worried whether my food would run out before I got money to buy more.	102	538	19	21
I couldn't afford to eat balanced meals.	97	479	17	18
I cut the size of meals or skipped meals because there wasn't enough money for food.	81	448	16	17
The food that I bought just didn't last and I didn't have the money to buy more.	77	408	14	16
I cut the size of meals or skipped because there wasn't enough money for food. (3 or more times)	67	373	13	14
I ate less than I felt I should because there wasn't enough money for food.	19	96	3	5
I was hungry but didn't eat because there wasn't enough money for food.	19	97	3	5
I lost weight because there wasn't enough money for food.	11	52	2	2
I did not eat for a whole day because there wasn't enough money for food.	3	17	1	1
I did not eat for a whole day because there wasn't enough money for food. (3 or more times)	1	7	<1	<1

SOURCE: 2019 #RealCollege Faculty & Staff Survey

NOTES: For more details on survey weights or the food insecurity module, refer to appendices C and D, respectively.

Table F-4. Housing Insecurity Among Survey Respondents (Figure 4)

	Unweighted Sample	Weighted Sample		
	N	N	% (including missing responses)	% (excluding missing responses)
Any item	170	853	30	33
Had a rent or mortgage increase that made it difficult to pay	105	531	19	21
Did not pay full utilities (gas, oil, or electricity bill)	65	305	11	12
Did not pay full amount of rent or mortgage	62	303	11	12
Had an account default or go into collections	46	190	7	7
Lived with others beyond the expected capacity of the house or apartment	22	153	5	6
Moved in with other people, even for a little while, due to financial problems	27	144	5	6
Left household because felt unsafe	17	79	3	3
Moved three or more times	3	28	1	1
Received a summons to appear in housing court	0	0	0	0

SOURCE: 2019 #RealCollege Faculty & Staff Survey
NOTES: For more details on survey weights or the housing insecurity module, refer to appendices C and D, respectively.

Table F-5. Homelessness Among Survey Respondents (Figure 7)

	Unweighted Sample	Weighted Sample		
	N	N	% (including missing responses)	% (excluding missing responses)
Any item	37	205	7	8
Self-identified homeless	5	47	2	2
Locations stayed overnight:				
Temporarily staying with relative, friend or couch surfing until I find other housing	14	93	3	4
In a camper or RV	16	79	3	3
At outdoor location (such as street, sidewalk, or alley; bus or train stop; campground or woods, park, beach, or riverbed; under bridge or overpass)	10	49	2	2
Temporarily at a hotel or motel without a permanent home to return to (not vacation or business travel)	5	22	1	1
At a treatment center (such as detox, hospital, etc.)	6	34	1	1
In closed area/space with roof not meant for human habitation (such as abandoned building; car, truck, or van; encampment or tent; unconverted garage, attic, or basement; etc.)	4	34	1	1
In transitional housing or independent living program	2	11	<1	<1
At a shelter	2	11	<1	<1
At a group home such as halfway house or residential program for mental health or substance abuse	2	11	<1	<1

SOURCE: 2019 #RealCollege Faculty & Staff Survey
NOTES: For more details on survey weights or the homelessness module, refer to appendices C and D, respectively.

Table F-6. Intersections of Food Insecurity, Housing Insecurity, and Homelessness Among Survey Respondents (Figure 6)

	Unweighted Sample	Weighted Sample		
	N	N	% (including missing responses)	% (excluding missing responses)
No needs ("Secure")	321	1,615	57	62
Food insecure, housing insecure, or homeless ("Insecure")	198	986	35	38
Food and housing insecure	72	392	14	15
Housing insecure and homeless	20	119	4	5
Food insecure and homeless	16	104	4	4

SOURCE: 2019 #RealCollege Faculty & Staff Survey
NOTES: For more details on survey weights or how each measure of basic needs insecurity was constructed, refer to appendices C and D, respectively.

Table F-7. Basic Needs Insecurity Among Educators And Students (Figure 7)

	Instructional Staff			Students		
	Unweighted Sample	Weighted Sample		Unweighted Sample	Weighted Sample	
	N	N	% (excluding missing responses)	N	N	% (excluding missing responses)
Food insecurity rate	84	443	17	630	n/a	46
Housing insecurity rate	170	853	33	785	n/a	56
Homelessness rate	37	205	8	263	n/a	19

SOURCE: 2019 #RealCollege Faculty & Staff Survey and 2019 #RealCollege Student Survey from same five participating colleges

NOTES: For more details on survey weights or how each measure of basic needs insecurity was constructed, refer to appendices C and D, respectively.

Table F-8. Disparities in Rates of Basic Needs Insecurity (Tables 1, 2, 3, & 4; Figures 8, 9, 10, & 11)

	Food Insecurity Rate			Housing Insecurity Rate			Homelessness Rate		
	Unweighted Sample N	Weighted Sample N	%	Unweighted Sample N	Weighted Sample N	%	Unweighted Sample N	Weighted Sample N	%
Racial or Ethnic Background									
African American or Black	7	29	18	18	74	46	1	3	2
Asian American, Southeast Asian, Other Asian, Pacific Islander, or Native Hawaiian	3	11	14	10	36	49	0	0	0
Hispanic or Latinx	15	55	22	25	86	35	4	16	7
White or Caucasian	59	326	16	120	629	31	32	175	9
Other	10	38	41	14	48	52	5	19	21
Gender Identity									
Female	45	183	14	110	417	31	20	95	7
Male	34	224	21	48	370	34	16	95	9
LGBTQ Identity									
Yes	13	69	30	22	104	45	2	11	5
No	69	350	15	142	705	31	34	180	8
Relationship Status									
Single	18	80	24	30	120	36	4	14	4
In a relationship	14	82	37	18	99	45	8	54	24

Married or domestic partnership	38	192	11	94	469	28	22	108	6
Divorced or Widowed	9	53	24	19	114	52	2	15	7
Parent or Guardian to any Biological, Adopted, Step, or Foster Children in the Household									
Yes	39	200	18	76	404	37	13	69	6
No	45	243	17	93	446	30	24	136	9
Generation									
Silent/Boomer	11	77	8	37	251	25	5	25	2
Gen X	40	194	20	73	323	34	20	90	9
Gen Y/Gen Z	29	143	32	47	212	47	11	76	17
Employment Intensity									
Full-time status	37	119	14	78	226	26	13	47	5
Part-time status	47	325	19	92	627	36	24	158	9
Years Worked at Institution									
Less than 1	15	81	30	21	125	46	7	42	15
1 or 2	12	76	22	27	140	41	3	24	7
3 to 5	25	132	21	48	236	38	11	57	9
6 to 10	22	97	19	38	171	34	8	30	6
More than 10	10	58	7	36	182	22	8	53	6
Years Worked in Higher Education									
Less than 5	22	133	27	37	211	43	12	77	16
5 to 9	15	96	19	40	226	44	5	21	4
10 to 14	27	119	24	42	188	37	11	58	11
15 to 19	13	50	13	24	110	29	4	17	4
20 or more	7	45	7	27	117	18	5	32	5
Tenure Status									
Tenured	13	70	14	30	113	23	7	38	8
On tenure track	16	58	31	26	84	44	3	13	7
Not on tenure track	54	313	16	113	655	34	27	154	8
Pre-Tax Income at All Jobs Combined									
Less than $50,000	39	271	24	69	436	38	17	114	10
$50,000 to $74,000	29	109	18	62	262	43	8	27	4

	13	52	11	31	127	26	8	33	7
$75,000 to $99,000	13	52	11	31	127	26	8	33	7
$100,000 or more	2	8	2	8	28	8	4	32	9

SOURCE: 2019 #RealCollege Faculty & Staff Survey

NOTES: For more details on survey weights or how each measure of basic needs insecurity was constructed, refer to appendices C and D, respectively. Classifications of racial/ethnic background and gender identity are not mutually exclusive. Individuals could self-identify with multiple classifications.

Table F-9. Utilization of Public Benefits Among Survey Respondents, by Basic Needs Security and Employment Intensity (Figure 12)

	All			Full-Time			Part-Time		
	Unweighted Sample N	Weighted Sample N	%	Unweighted Sample N	Weighted Sample N	%	Unweighted Sample N	Weighted Sample N	%
Food insecure, housing insecure, or homeless ("Insecure")									
Any Assistance	76	367	39	29	85	30	47	282	43
Tax refunds (including EITC)	40	204	22	17	49	17	23	155	24
Medicaid or public health insurance	18	107	11	0	0	0	18	107	16
SNAP (food stamps)	8	49	5	0	0	0	8	49	7
Veterans benefits	8	42	5	3	14	5	5	29	4
Utility assistance (e.g., help paying for heat or water)	6	43	5	1	5	2	5	38	6
Unemployment compensation or insurance	7	35	4	1	4	1	6	31	5
Transportation assistance	5	17	2	3	7	3	2	9	1
SSI (supplemental security income)	2	8	1	0	0	0	2	8	1
Child care assistance	3	18	2	0	0	0	3	18	3
WIC (nutritional assistance for	2	6	1	1	1	<1	1	5	1

children and pregnant women)									
SSDI (social security disability income)	2	5	1	2	5	2	0	0	0
Housing assistance	4	13	1	2	5	2	2	8	1
TANF (public cash assistance; formerly called ADC or ADFC)	2	9	1	1	3	1	1	7	1
Other assistance	6	28	3	2	6	2	4	21	3
No needs (Secure)									
Any Assistance	67	369	23	28	91	16	39	278	27
Tax refunds (including EITC)	41	232	15	19	64	11	22	168	16
Medicaid or public health insurance	10	65	4	1	4	1	9	61	6
SNAP (food stamps)	0	0	0	0	0	0	0	0	0
Veterans benefits	5	26	2	2	8	1	3	18	2
Utility assistance (e.g., help paying for heat or water)	1	2	<1	1	2	<1	0	0	0
Unemployment compensation or insurance	4	48	3	1	3	1	3	45	4
Transportation assistance	7	29	2	4	12	2	3	17	2
SSI (supplemental security income)	8	54	3	1	2	<1	7	51	5
Child care assistance	1	3	<1	1	3	1	0	0	0
WIC (nutritional assistance for children and pregnant women)	0	0	0	0	0	0	0	0	0
SSDI (social security disability income)	2	9	1	1	4	1	1	4	<1
Housing assistance	0	0	0	0	0	0	0	0	0
TANF (public cash assistance;	0	0	0	0	0	0	0	0	0

formerly called ADC or ADFC)								
Other assistance	8	38	2	2	6	1	6	32	3

SOURCE: 2019 #RealCollege Faculty & Staff Survey
NOTES: For more details on survey weights or how each measure of basic needs insecurity was constructed, refer to appendices C and D, respectively.

Table F-10. Disparities in Rates of Basic Needs Insecurity, by Debt and Working Conditions (Tables 5 & 6)

	Food Insecurity Rate			Housing Insecurity Rate			Homelessness Rate		
	Unweighted Sample N	Weighted Sample N	%	Unweighted Sample N	Weighted Sample N	%	Unweighted Sample N	Weighted Sample N	%
Has Student Loan or Credit Card Debt?									
Yes	76	401	23	147	711	40	27	145	8
No	7	39	5	23	142	19	10	60	8
Student Loan Debt									
None	23	145	10	62	351	23	17	118	8
$1–$5,000	2	7	10	5	21	33	2	9	13
$5,001–$20,000	6	36	19	14	94	49	2	9	4
$20,001–$50,000	4	28	13	13	65	30	3	13	6
$50,000–$75,000	9	34	30	12	43	39	2	6	5
$75,000 or more	39	191	42	64	279	61	11	52	11
Credit Card Debt									
None	17	103	10	42	238	22	14	77	7
$1–$5,000	23	145	23	39	211	33	9	51	8
$5,001–$20,000	26	113	20	58	246	45	7	35	6
$20,001–$50,000	11	52	31	20	86	53	4	28	17
$50,000–$75,000	3	12	18	6	47	72	1	5	7
$75,000 or more	3	15	31	5	24	50	2	9	19
Number of Jobs									

One job	18	77	8	48	162	17	13	64	7
Two jobs	30	144	16	60	306	34	8	38	4
Three or more jobs	32	179	27	57	337	51	14	81	12
Total Hours Worked per Week									
0 to 19 hours	3	38	13	7	57	20	2	19	7
20 to 39 hours	11	62	14	27	153	35	5	28	6
40 to 49 hours	12	69	12	37	178	31	7	44	8
50 to 59 hours	18	100	18	34	174	30	8	35	6
More than 60 hours	38	160	29	59	263	48	13	68	12
Under-Employed									
Yes	39	211	27	66	347	44	15	95	12
No	45	233	13	103	487	27	22	111	6

SOURCE: 2019 #RealCollege Faculty & Staff Survey

NOTES: For more details on survey weights or how each measure of basic needs insecurity was constructed, refer to appendices C and D, respectively.

Table F-11. Level of Anxiety Among Survey Respondents, by Employment Intensity and Basic Needs Insecurity Status (Table 7)

	Unweighted Sample	Weighted Sample	
	N	N	%
All			
Minimal	253	1,322	52
Mild	119	519	21
Moderate	70	388	15
Severe	62	290	12
Full-time			
Minimal	125	418	49
Mild	69	222	26
Moderate	30	94	11
Severe	35	113	13
Part-time			
Minimal	128	904	54
Mild	50	296	18
Moderate	40	294	18

Severe	27	177	11
Insecure			
Minimal	53	279	30
Mild	56	241	26
Moderate	39	231	25
Severe	43	182	20
Secure			
Minimal	200	1,043	66
Mild	63	277	17
Moderate	31	157	10
Severe	19	108	7

SOURCE: 2019 #RealCollege Faculty & Staff Survey

NOTES: The Generalized Anxiety Disorder Scale (GAD-7) was used to measure anxiety. Cumulative percentages may not add up to 100 due to rounding. For more details on survey weights or how each measure of basic needs insecurity was constructed, refer to appendices C and D, respectively. For more detail on how anxiety level was constructed, see Appendix E.

Appendix G. Questions Used to Capture Background Characteristics in the Hope Center's #RealCollege Faculty & Staff Survey

1. What is your gender? (Mark Yes or No for each item.)
   a. Female
   b. Male
   c. Non-binary/third gender
   d. Prefer to self-describe
   e. Prefer not to answer

2. Do you identify as transgender?
   a. Yes
   b. No
   c. Prefer not to answer

3. What is your sexual orientation?
   a. Heterosexual or straight
   b. Gay or lesbian
   c. Bisexual
   d. Prefer to self-describe
   e. Prefer not to answer

4. In what year were you born? (answers by dropdown)

5. How do you usually describe your race and/or ethnicity? (Select "Yes" to all that apply if you identify with multiple groups)
   a. White or Caucasian
   b. African American or Black
   c. Hispanic or Latinx/Latina/Latino or Chicanx/Chicana/Chicano
   d. American Indian or Alaskan Native
   e. Middle Eastern or North African or Arab or Arab American
   f. Southeast Asian
   g. Pacific Islander or Native Hawaiian
   h. Other Asian or Asian American
   i. Other (please specify)
   j. Prefer not to answer

6. How would you describe your current relationship status?
   a. Single
   b. In a relationship
   c. Married or domestic partnership

   d.   Divorced

   e.   Widowed

   f.   Prefer not to answer

  7.   Are you the parent or guardian to any biological, adopted, step, or foster children who live in your household?

   a.   Yes

   b.   No

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[1] The estimate on the number of instructional staff sent a survey invitation was based on counts of instructional faculty reported in the 2018 IPEDS Employees by Assigned Position information.

[2] The Stata package, *ipfraking*, was used to create weights. For more details about this package, see Kolenikov, S. (2017). *IPFRAKING: Stata module to perform iterative proportional fitting, aka raking*. Statistical Software Components S458430, Boston College Department of Economics.

[3] There were no missing values for employment intensity, full-time vs. part-time.

[4] See https://www.census.gov/programs-surveys/sipp/about/sipp-content-information.html#par_textimage_5

[5] Crutchfield, R. M., & Maguire, J. (2017). *Researching basic needs in higher education: Qualitative and quantitative instruments to explore a holistic understanding of food and housing insecurity*. Long Beach, California: Basic Needs Initiative, Office of the Chancellor, California State University.

[6] Spitzer, R.L., Kroenke, K., Williams, J.B., & Löwe, B. (2006). A brief measure for assessing generalized anxiety disorder. *Archives of Internal Medicine, 166*(10), 1092–1097.