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Housing and Food Insecurity at Portland State University

A report by:

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Results

Employees

Employee Results

Prevalence of Basic Needs Insecurity Among Employees

Employee Housing Insecurity

Housing insecurity includes a range of housing issues, including a lack of affordability, safety, quality, and consistency in housing. Housing insecurity among PSU employees was assessed using a nine-item set of questions developed by the Hope Center asking about employees' ability to pay rent and utilities, frequency of moving, and leaving housing because they feel unsafe. We also included three items from previous studies of campus basic needs insecurity (e.g., California State University, NC State University) asking about evictions or being forced to leave housing. All questions asked about employees' experiences in the 12 months prior to completing the survey in Fall 2019 (see Table 14).

We also asked about a range of other experiences pertaining to housing vulnerability. Almost 3% of employees reported living in a home that is owned by a local housing authority or public agency, and 0.5% reported receiving a public voucher (e.g., Section 8) to subsidize the cost of their housing. When asked how safe they feel where they currently live, 22.7% of employees indicated feeling only somewhat safe, 1.7% indicated feeling a little bit safe, and 0.8% indicated feeling not at all safe. Finally, 0.5% employees ($n = 5$) reported that they slept somewhere on the PSU campus in the past year because they had nowhere else to go.

In our employee sample, 22.7% of respondents ($n = 231$) reported experiencing at least one form of housing insecurity in the past 12 months (see Figure 16). Experiencing a rent or mortgage increase that made it difficult to pay was the most commonly reported form of housing insecurity.

FIGURE 16. Employees Who Experienced at Least One Form of Housing Insecurity in the Past 12 Months



TABLE 14. Housing Insecurity Among Employees Over the Past 12 Months

Housing Insecurity Indicators	Percentage Experiencing
Experienced at least one form of housing insecurity	22.7%
Experienced a rent or mortgage increase that made it difficult to pay	9.5%
Did not pay the full amount of a gas, oil, water, or electricity bill	8.2%
Had an account default or go into collections	6.7%
Moved in with another person because of financial problems	5.9%
Did not pay or underpaid your rent or mortgage	3.4%
Lived with others beyond the expected capacity of the house or apartment	2.3%
Joined someone else's housing without telling the landlord	2.0%
Left the place you were staying at because you felt unsafe	1.4%
Moved three or more times	0.9%
Got thrown out of the place you were staying at by someone else in the household	0.7%
Got evicted from your home	0.6%
Received a summons to appear in housing court	0.0%

n = 1,017

“

I had to move from downtown Portland to Beaverton because of rent increase... Parking fees and gas were added to my budget and less walking created health issues. And my partner lost his job then we chose cheaper food options that are not healthy choices... I feel like once you step off the “right track” there is no way to get back up even though I finished my masters degree at PSU and worked at PSU for 12 years. It is embarrassing and upsetting.

- PSU employee, 2019

Employee Homelessness

Homelessness refers to not having a fixed, regular, or adequate place to live. To assess homelessness among PSU employees, we first asked about lifetime experiences with homelessness. Thirteen percent of employees ($n = 131$) reported that they had experienced homelessness at some point in their life, with 35.6% of those ($n = 47$) indicating that they experienced homelessness before age 18.

Following the approach used by the Hope Center and other campus basic needs surveys, we then asked employees to self-identify as experiencing homelessness in the past 30 days and last 12 months. In total, 0.3% of employees ($n = 3$) self-identified as homeless in the past 30 days and 1% ($n = 10$) self-identified as homeless in the past 12 months. However, as Table 15 illustrates, when we asked employees about the places they had stayed in the past 30 days and past 12 months using a measure of homelessness based on definitions from both the U.S. Department of Housing and Urban Development and the U.S. Department of Education (Crutchfield & Maguire, 2017), the numbers increased dramatically.

Specifically, 1.9% of employees in our sample ($n = 9$) indicated experiencing some form of homelessness in the past 30 days, while 5.6% ($n = 57$) had experienced some form of homelessness in the past 12 months (see Figure 17).

The most commonly experienced form of homelessness was temporarily staying with a relative or friend, which is also referred to as doubled-up or “couch surfing.” It is important to use this expanded, more inclusive definition of homelessness because many employees may not consider themselves homeless if they are not sleeping outside or in a shelter. Using a more restrictive definition of homelessness may discourage employees living in doubled-up situations from seeking out resources and receiving the support they need to become more stably housed.

FIGURE 17. Employees Who Experienced Homelessness in the Past 30 Days or 12 Months

- Employees who self-identify as homeless
- Employees who fall under the broader definition of homeless based on the places they reported staying overnight

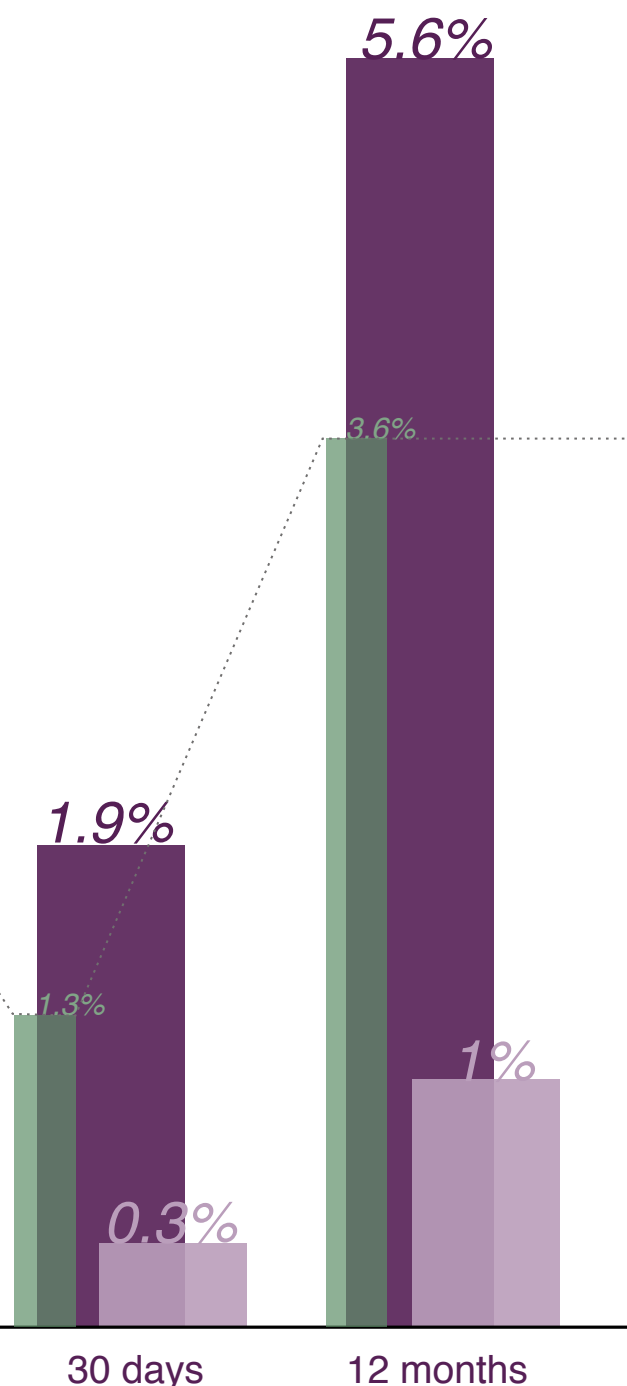


TABLE 15. Homelessness Among Employees in the Past 30 Days and 12 Months

Locations Stayed Overnight (Employees were asked to select all that apply):	Past 30 days	Past 12 months
Stayed at any of the following locations	1.9%	5.6%
Temporarily staying with a relative, friend, or couch surfing until I find other housing	1.3%	3.6%
An outdoor location such as street, sidewalk, or alley, bus or train stop, campground or woods, park, bench, or riverbed, under bridge or overpass	0.3%	1.1%
Temporarily at a hotel or motel without a permanent home to return to (not on vacation or business travel)	0.2%	0.9%
In a closed area/space with a roof not meant for human habitation such as an abandoned building, car or truck, van, RV, camper, encampment or tent, or unconverted garage, attic, or basement	0.2%	0.7%
At a treatment center (such as detox, hospital, etc.)	0.1%	0.4%
At a shelter	0.0%	0.2%
In a transitional housing or independent living program	0.0%	0.2%
At a group home such as a halfway house or residential program for mental health or substance abuse	0.0%	0.1%

$n = 1,017$



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Portland State University

Employee Food Insecurity

Food insecurity refers to an individual's or household's inability to access adequate food due to limited money or other resources. We used the U.S. Department of Agriculture's 18-item measure to assess rates of food insecurity in the past 30 days (USDA, 2012). The measure includes 10 items assessing a variety of food situations (see Table 16), with eight additional items asked only to employees with children in their households.

In total, 16.5% of employees ($n = 165$) experienced food insecurity in the past 30 days (see Figure 18), with 8.2% at the low level of food security and 8.3% at the very low level of food security according to the number of food insecurity statements that applied to them. Over 20% of employees reported not being able to afford to eat balanced meals.

Of the 288 employees who indicated living in households with children under age 18 present, 11.8% ($n = 34$) reported having to rely on only a few kinds of low-cost food to feed children in their household because they were running out of money to buy food. Approximately 8% ($n = 24$) reported not being able to feed children in their household a balanced meal because they could not afford to.

Employees were also asked to indicate whether they had ever used the PSU Free Food Market. Approximately 12% had used the Free Food Market, 9% did not know there was a Free Food Market, and 78.9% had not utilized the Free Food Market.

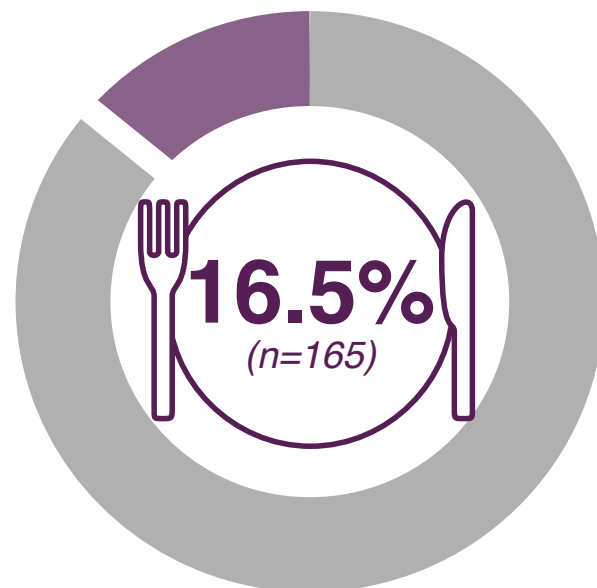


FIGURE 18. Employees Who Experienced Food Insecurity in the Past 30 Days

We put food on credit cards when we run out of money during the month. And then my husband works a second job to catch us up.

- PSU employee, 2019

TABLE 16. Food Insecurity Among Employees in the Past 30 Days

Food Insecurity Statements	Percentage Experiencing
I couldn't afford to eat balanced meals.	20.5%
I worried whether my food would run out before I got money to buy more.	17.8%
I cut the size of meals or skipped meals because there wasn't enough money for food.	14.8%
I ate less than I felt I should because there wasn't enough money for food.	13.0%
The food that I bought just didn't last and I didn't have enough money to get more.	12.0%
I cut the size of meals or skipped meals because there wasn't enough money for food (3 or more times in the past 30 days).	11.1%
I was hungry but didn't eat because there wasn't enough money for food.	8.7%
I lost weight because there wasn't enough money for food.	4.6%
I did not eat for a whole day because there wasn't enough money for food.	2.0%
I did not eat for a whole day because there wasn't enough money for food (3 or more times in the past 30 days).	1.8%

n = 1,003

I try to keep my family fed with healthy food but the cost of healthy food in the Portland metro area is quite high. It typically costs me between \$900-\$1,000 a month to feed a family of four...Having to spend over a quarter of my take home pay on food is difficult.

- PSU employee, 2019

I am not usually able to afford food, but I go to a lot of food pantries to sustain the food in my household and for my son. He also gets free lunches from the food program from his school.

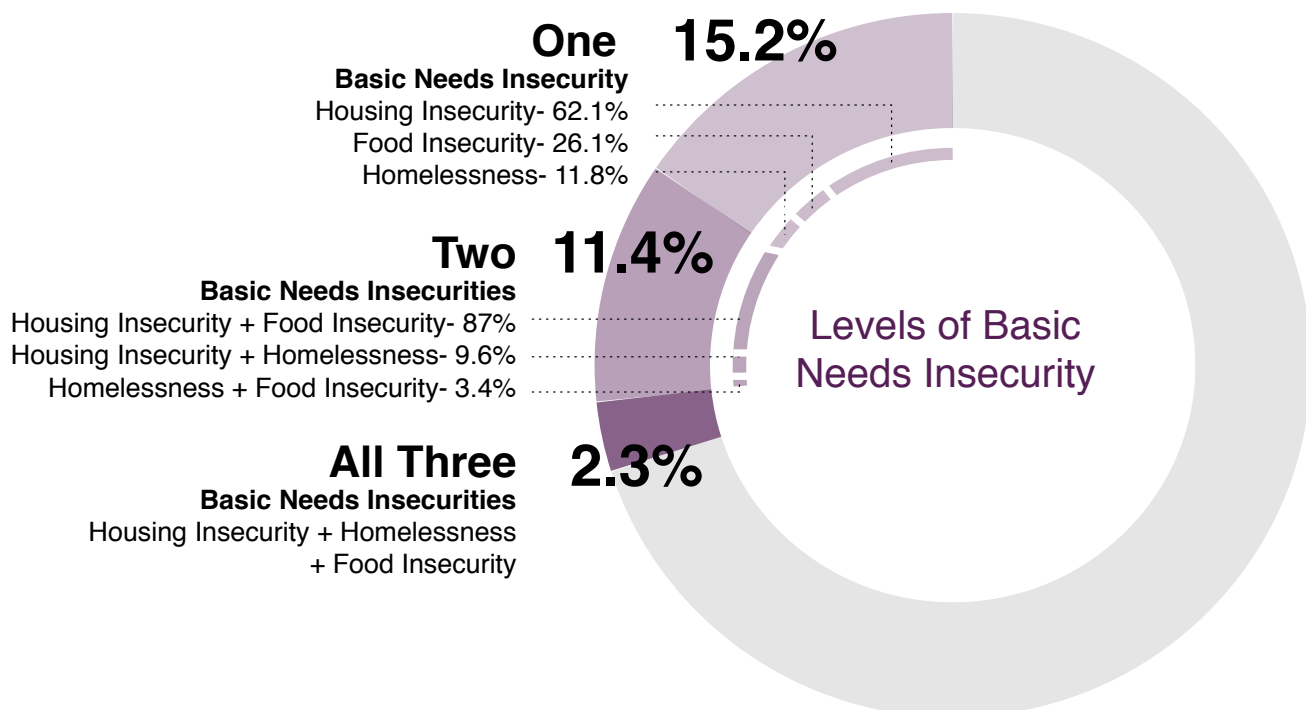
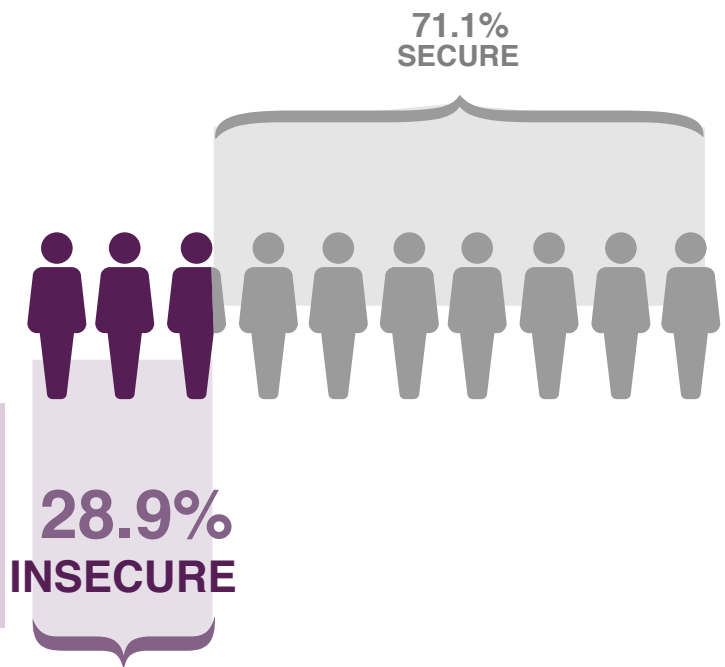
- PSU employee, 2019

Intersections of Housing Insecurity, Homelessness, and Food Insecurity

Basic needs insecurities often overlap, with some people experiencing both housing and food insecurity, or a mix of housing insecurity and homelessness (Goldrick-Rab et al., 2019). Basic needs insecurity can also vary over time. *Secure* employees were those with no basic needs insecurities (housing insecurity, homelessness, or food insecurity). Employees who were categorized as insecure were those with at least one vulnerability in their basic needs, meaning they experienced housing insecurity, homelessness, and/or food insecurity in the past year. Finally, some employees faced challenges with all of their basic needs, meaning they experienced housing insecurity, homelessness, and food insecurity in the past year.

Figure 19 displays the overlapping challenges employees face when trying to meet their basic needs, with 28.9% of PSU employees experiencing some form of basic needs insecurity in the past year.

FIGURE 19. Intersections of Housing Insecurity, Homelessness, and Food Insecurity Among PSU Employees



Disparities in Basic Needs Insecurity

Homelessness disproportionately affects communities of color, particularly Black and Indigenous people, as well as LGBTQ+ individuals and people with disabilities. Previous research has demonstrated disparities in basic needs insecurity among college students (e.g., Crutchfield & Maguire, 2018; Goldrick-Rab et al, 2019), and the same is likely to be true among people working in higher education. In this section, we report disparities in rates of housing insecurity, homelessness, and food insecurity by employee demographics, disabilities or medical conditions, and life experiences. From this point forward, employee rates of housing insecurity and homelessness refer to their experiences in the 12 months prior to completing the survey, and food insecurity to the past 30 days.

Race and Ethnicity

Rates of basic needs insecurity were lowest among White and Asian or Asian American employees and varied considerably across other racial and ethnic groups (see Table 17). Black or African American, Hispanic or Latino/a/x, and Native Hawaiian or Pacific Islander employees experienced the highest rates of housing and food insecurity. Black or African American employees and Middle Eastern or North African employees experienced the highest rates of homelessness.

TABLE 17. Disparities in Employee Basic Needs Insecurity by Race and Ethnicity

	Number of Employees	Housing Insecurity	Homelessness	Food Insecurity
Race or Ethnicity				
Asian or Asian American	62	17.7%	1.6%	12.9%
Black or African American	24	45.8%	12.5%	37.5%
Hispanic or Latino/a/x	70	40.0%	7.1%	30.6%
Middle Eastern or North African	10	40.0%	20.0%	0.0%
Multiracial	32	31.3%	9.4%	28.1%
Native American	12	25.0%	8.3%	16.7%
Native Hawaiian or Pacific Islander	10	50.0%	0.0%	30.0%
White	817	20.9%	5.6%	13.7%

Notes: Race and ethnicity classifications in the table above are not mutually exclusive. Employees were asked to select all that apply to them from the list above, and rates of basic needs insecurities are reported according to their self-identifications. This approach can sometimes mask disparities that exist between groups, so we also calculated rates of needs insecurities for employees who identified only as White and not any other race or ethnicity. When examined in this manner, rates of housing insecurity, homelessness, and food insecurity decreased by around one percentage point for White employees. The Number of Employees column indicates the number of survey respondents to our housing insecurity and homelessness measures. The number of survey respondents for the food insecurity measure may vary slightly but not substantially.

Gender Identity and Sexual Orientation

Transgender, non-binary, genderqueer, agender, and questioning or unsure employees experienced much higher rates of housing insecurity, homelessness, and food insecurity than employees who reported identifying as women or men. Heterosexual employees experienced the lowest overall rates of basic needs insecurity, while those who identified as queer, bisexual, pansexual, and lesbian or gay experienced the highest rates of overall basic needs insecurity.

TABLE 18. Disparities in Employee Basic Needs Insecurity by Gender Identity and Sexual Orientation

	Number of Employees	Housing Insecurity	Homelessness	Food Insecurity
Gender Identity				
Woman	624	20.2%	5.4%	14.3%
Man	314	22.9%	4.5%	15.9%
Transgender, Non-binary, Genderqueer, Agender, or Questioning/unsure	34	58.8%	17.6%	50.0%
Sexual Orientation				
Asexual	21	19.0%	4.8%	9.5%
Bisexual	75	45.3%	8.0%	30.7%
Gay, Lesbian, or Same Gender Loving	66	25.8%	10.6%	18.2%
Heterosexual	697	18.2%	3.9%	13.1%
Pansexual	23	34.8%	8.7%	26.1%
Queer	46	47.8%	10.9%	37.0%
Questioning or unsure	*	*	*	*

*Categories with fewer than 10 respondents were excluded to maintain confidentiality, which is a more conservative approach than the Department of Education's policy of excluding cell sizes of less than 6.

Notes: Some gender and sexual orientation categories were combined due to a small number of respondents in some categories and our efforts to maintain confidentiality. The Number of Employees column indicates the number of survey respondents to our housing insecurity and homelessness measures. The number of survey respondents for the food insecurity measure may vary slightly but not substantially. Please exercise caution in drawing conclusions from percentages corresponding to categories with a small number of respondents.

Disability or Medical Condition

Employees with disabilities or major medical conditions reported much higher rates of housing insecurity, homelessness, and food insecurity compared to employees without disabling conditions (see Figure 20 and Table 19). This was true for each disability or medical condition examined in this study, particularly learning disabilities and autism-spectrum disorders.

FIGURE 20. Disparities in Employee Basic Needs Insecurity by Disability or Medical Condition

- Employees with at least one disability or medical condition reported
- Employees with no disability or medical condition reported

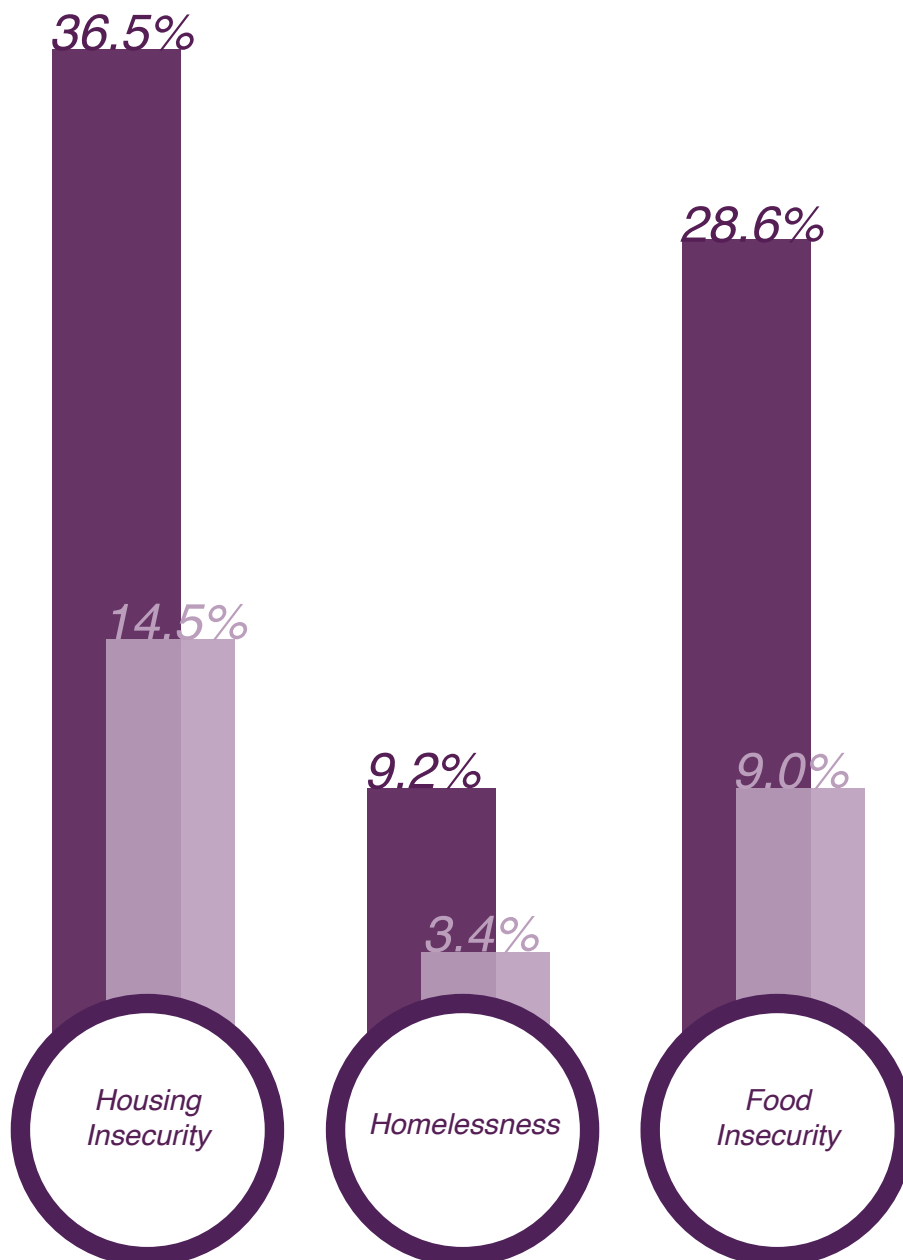


TABLE 19. Disparities in Employee Basic Needs Insecurity by Disability or Medical Condition

	Number of Employees	Housing Insecurity	Homelessness	Food Insecurity
At least one disability or medical condition reported				
Yes	370	36.5%	9.2%	28.6%
No	622	14.5%	3.4%	9.0%
Learning Disability				
Yes	36	52.8%	11.1%	41.7%
No	750	21.5%	5.3%	15.4%
Attention Deficit Hyperactivity Disorder (ADHD)				
Yes	72	54.2%	12.5%	48.6%
No	920	20.2%	5.0%	13.8%
Autism Spectrum Disorder				
Yes	11	45.5%	36.4%	54.4%
No	981	22.4%	5.2%	15.9%
Physical Disability				
Yes	60	33.3%	8.3%	31.7%
No	932	22.0%	5.4%	15.3%
Chronic Illness				
Yes	125	36.0%	7.2%	31.2%
No	867	20.8%	5.3%	14.2%
Mental health / Psychological Disability				
Yes	242	42.6%	11.2%	33.1%
No	750	16.3%	3.7%	10.9%

Notes: The Number of Employees column indicates the number of survey respondents to our housing insecurity and homelessness measures. The number of survey respondents for the food insecurity measure may vary slightly but not substantially. Please exercise caution in drawing conclusions from percentages corresponding to categories with a small number of respondents.



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Additional Demographic Variables

Among employees, rates of housing insecurity, homelessness, and food insecurity drastically decreased with age, with the exception of homelessness in ages 55 and above (see Table 20). Similarly, basic needs insecurity rates decreased as level of education increased, with those reporting some college but no degree reporting the highest rates of basic needs insecurities, and those with a graduate degree reporting the lowest rates. Finally, employees who were married or in a domestic partnership reported the lowest rates of basic needs insecurity, while those who were single, dating, or divorced reported higher rates.

TABLE 20. Disparities in Employee Basic Needs Insecurity by Additional Demographic Variables

	Number of Employees	Housing Insecurity	Homelessness	Food Insecurity
Age				
21 to 32	208	39.9%	13.0%	35.1%
33 to 43	346	22.8%	4.6%	14.7%
44 to 54	233	14.6%	1.7%	9.0%
55 and above	191	14.1%	3.7%	8.9%
Highest Level of Education				
Some college (but not college degree)	61	42.6%	11.5%	39.3%
Associate's degree	18	33.3%	11.1%	38.9%
Bachelor's degree	245	31.0%	9.8%	23.7%
Graduate degree	662	17.7%	3.3%	11.0%
Relationship Status				
Single	168	36.9%	10.1%	29.2%
In a relationship(s)	152	39.5%	13.2%	29.6%
Married or domestic partnership	613	14.4%	2.3%	9.6%
Divorced	42	31.0%	9.5%	23.8%
Separated	*	*	*	*
Widowed	*	*	*	*

*Categories with fewer than 10 respondents were excluded to maintain confidentiality, which is a more conservative approach than the Department of Education's policy of excluding cell sizes of less than 6.

Notes: The Number of Employees column indicates the number of survey respondents to our housing insecurity and homelessness measures. The number of survey respondents for the food insecurity measure may vary slightly but not substantially. Please exercise caution in drawing conclusions from percentages corresponding to categories with a small number of respondents.

Employee Life Experiences

We asked employees about a variety of life circumstances and experiences that may put them at a higher risk of facing basic needs insecurity. Employees who were first-generation college students, former foster youth, and veterans all reported higher rates of housing insecurity, homelessness, and food insecurity compared to their colleagues without these same experiences (see Table 21).

TABLE 21. Disparities in Basic Needs Insecurity by Employee Life Experiences

	Number of Employees	Housing Insecurity	Homelessness	Food Insecurity
First-Generation College Student				
Yes	232	28.4%	6.9%	22.4%
No	760	20.9%	5.1%	14.5%
Former Foster Youth				
Yes	15	60.0%	20.0%	46.7%
No	977	22.1%	5.3%	15.9%
Veteran				
Yes	28	28.6%	7.2%	21.4%
No	964	22.5%	5.5%	16.2%
Immigrant to the U.S.				
Yes	81	13.6%	0.0%	12.3%
No	639	23.5%	6.0%	16.7%
Parent of a child under 18 who lives with you				
Yes	228	19.7%	2.6%	14.9%
No	764	23.6%	6.4%	16.8%

Notes: The Number of Employees column indicates the number of survey respondents to our housing insecurity and homelessness measures. The number of survey respondents for the food insecurity measure may vary slightly but not substantially. Please exercise caution in drawing conclusions from percentages corresponding to categories with a small number of respondents.

Employee Stories

From student to employee

She came to the United States to get an education. Her parents paid the bills.

Then everything changed in an instant.

Her mother called from a refugee camp. Her parents fled Syria with their lives and little else. The international student was now on her own.

“I needed to find a way to stay in school,” she said.

She didn’t qualify for financial aid, but she used her Arabic language skills to land a job translating at a local hospital. Her roommates helped fill in the gaps with food and support when she might have gone without.

“When I had a good month,” she said, “I would bring food, and other times I would [depend on my roommates.]”

She managed a handful of credits a term at Portland Community College. Then she discovered a solution that would ultimately help her earn her bachelor’s degree. If she could find a job at PCC, she would get tuition benefits. She applied for everything.

Eventually she was hired as an office assistant. She worked 40 hours a week and went to school full time at night. She earned her associate’s degree and

-
- *Staff member*
 - *International student*
 - *Experienced food and housing insecurity*
-

transferred to Portland State University.

In less than a year, she found a job at PSU. She used the tuition assistance to finish her bachelor’s degree this spring. It took eight years, but she made it.

She’s married now, and despite her degree, she said, all of her paycheck would go to housing without her husband’s income.

She is open about her story and happy to tell it. Her willingness to share helped her find support along the way, she said.

“I am one of the lucky ones.”

When I had a good month I would bring food, and other times I would [depend on my roommates.]

Crisis Support

This report covers a difficult topic and many of the personal stories include traumatic experiences including assault and identity-based violence. If you have experienced similar events or are currently struggling with these experiences, know that help is available.

- *Lifeline offers crisis support to all at 800-273-8255 or suicidepreventionlifeline.org.*

Notes: Employee stories come from personal interviews with employees who volunteered to share their experiences. Names have been omitted to protect their privacy.

Employment and Finances

This section of the report focuses on employment status, use of public assistance, and financial stress among PSU employees.

Employment Status at PSU

First, employees were asked various questions about their employment status at Portland State. Table 22 illustrates that staff experienced the highest rates of basic needs insecurity, followed by faculty, with administrators reporting the lowest levels of insecurity. Within the faculty category, non-tenure track faculty had greater rates of basic needs insecurity than tenure-track and tenured faculty; and adjunct professors or instructors experienced substantially higher rates of basic needs insecurity than other faculty classifications. Among staff, hourly staff experienced higher rates of housing and food insecurity than salaried staff. Generally, the longer employees had been working at PSU, the lower their rates of basic needs insecurities.

”

Because I am employed on one-year contracts, I feel a great deal of stress about whether or not I will have a job each year, and I am constantly worried that I won't get a contract and then we will lose our home.

- PSU employee, 2019

“

I'm burned out with working 80+ hours during the academic calendar year just so I can make ends meet and not have any benefits because there aren't any full-time positions... During the months I don't teach, I sleep more but don't make enough money to pay bills and rent.

- PSU employee, 2019

TABLE 22. Employment Status and Employee Basic Needs Insecurity

	Number of Employees	Housing Insecurity	Homelessness	Food Insecurity
Full or Part-Time Employee				
Full time	812	20.7%	5.3%	14.4%
Part-time	205	30.7%	6.8%	24.8%
Job Category (respondents could select more than one)				
Staff	539	26.5%	8.0%	21.8%
Faculty	411	19.5%	2.7%	11.3%
Administrator	92	14.1%	5.4%	9.8%
Staff Classification (only asked to staff respondents)				
Salaried	254	20.1%	7.1%	12.2%
Hourly	285	32.3%	8.8%	30.1%
Tenure Status (only asked to faculty respondents)				
Tenured	99	9.1%	2.0%	1.0%
On tenure track, but not tenured	34	14.7%	0.0%	5.9%
Not on tenure track	278	23.7%	3.2%	15.6%
Adjunct Professor/Instructor (only asked to faculty respondents)				
Yes	114	31.6%	2.6%	23.2%
No	297	14.8%	2.7%	6.8%
Years Employed at PSU				
Two years or fewer	259	30.1%	10.8%	22.0%
2.1 to 5 years	249	25.3%	3.6%	18.0%
5.1 to 10 years	239	21.3%	3.8%	18.8%
Over 10 years	270	14.4%	4.1%	8.6%

Notes: The Number of Employees column indicates the number of survey respondents to our housing insecurity and homelessness measures. The number of survey respondents for the food insecurity measure may vary slightly but not substantially.

Income and Other Employment

Employees were also asked how many jobs they currently hold both within and outside of PSU, their average number of work hours, and their take-home pay from all of their jobs. Employees reported working an average of 44 hours per week, and their average monthly take-home pay from all jobs was \$3,871. Almost a quarter of employees (24.1%) reported working more than one job, and their rates of basic needs insecurity were higher than employees who worked only one job (see Table 23). Employees who experienced housing insecurity, homelessness, or food insecurity also reported significantly lower monthly pay than employees without basic needs insecurities (see Figure 21).

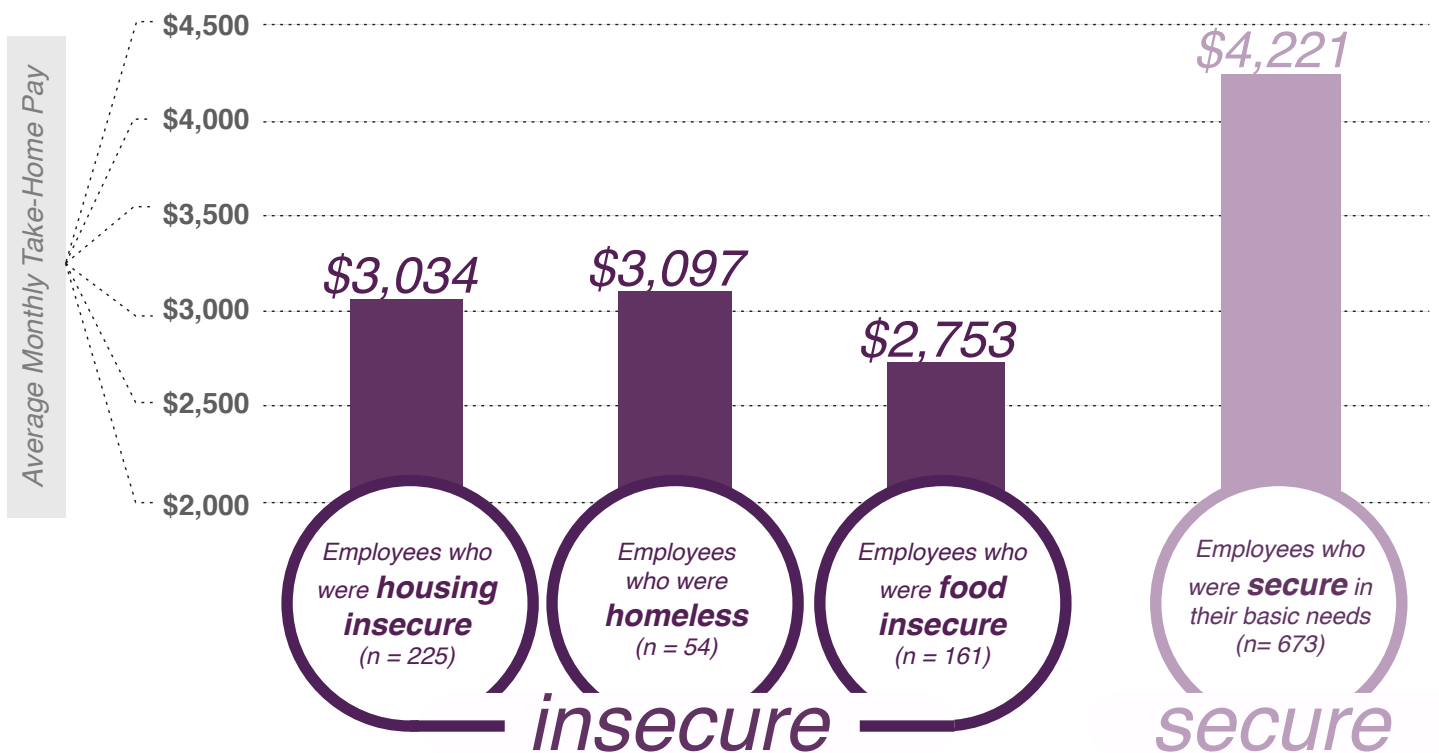
TABLE 23. Working More than One Job and Employee Basic Needs Insecurity

	Number of Employees	Housing Insecurity	Homelessness	Food Insecurity
Working More Than One Job				
Yes	245	32.7%	7.3%	25.1%
No	772	19.6%	5.1%	13.7%

Notes: The Number of Employees column indicates the number of survey respondents to our housing insecurity and homelessness measures. The number of survey respondents for the food insecurity measure may vary slightly but not substantially.



Image Credits:
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FIGURE 21. Monthly Take-Home Pay Rates According to Employee Basic Needs Insecurity

Notes: The numbers in this figure correspond to employees who answered this specific question.

“

Most of my paycheck goes towards my one bedroom apartment, and I am often skipping meals and finding other unsustainable ways of cutting costs. I work full time in a position that required a bachelor's degree and preferred a masters degree. The amount of debt that accompanies those two educational qualifications is substantially more than the annual salary of this position. Wages at PSU need to increase to match the qualifications of those filling the positions.

- PSU employee, 2019

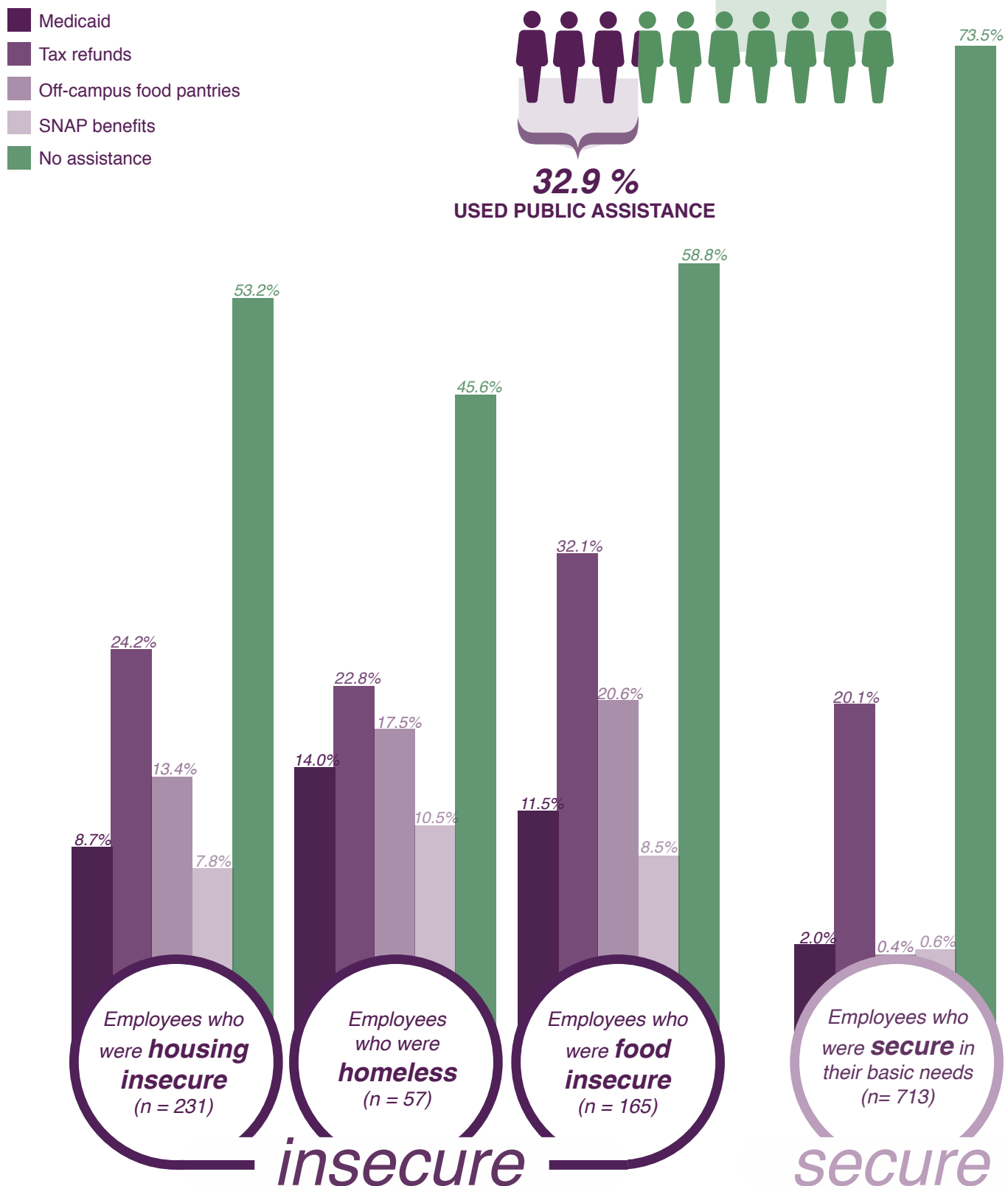
Use of Assistance Programs

Table 24 shows the different assistance programs employees reported using in the past 12 months, with “secure” employees (i.e., those who did not experience housing insecurity, homelessness, or food insecurity) presented in the final column for comparison. While a small percentage of employees used a variety of public assistance programs, employees who were secure in their basic needs utilized these programs at a much lower rate than employees who experienced housing insecurity, homelessness, or food insecurity in the past year. Medicaid, tax refunds, off-campus food pantries, and SNAP were the most commonly used assistance programs (see Figure 22).

TABLE 24. Use of Public Assistance According to Employee Basic Needs Insecurity

	<i>insecure</i>			<i>secure</i>
	Employees who were housing insecure <i>n</i> = 231	Employees who were homeless <i>n</i> = 57	Employees who were food insecure <i>n</i> = 165	Employees who were secure in their basic needs <i>n</i> = 713
SNAP (Food stamps, EBT)	7.8%	10.5%	8.5%	0.6%
WIC (Nutritional assistance for pregnant women and children)	1.3%	1.8%	1.8%	0.0%
TANF (Public cash assistance; formerly called ADC or ADCF)	0.4%	0.0%	0.0%	0.0%
SSI (Supplemental Security Income)	1.3%	1.8%	1.2%	0.3%
SSDI (Social Security Disability Income)	0.4%	3.5%	0.0%	0.1%
Medicaid or public health insurance	8.7%	14.0%	11.5%	2.0%
Off campus food pantry / food bank	13.4%	17.5%	20.6%	0.4%
Child care assistance / subsidy	4.8%	3.5%	4.2%	1.4%
Unemployment compensation / insurance	3.9%	0.0%	3.0%	0.6%
Utility assistance	5.2%	3.5%	6.7%	0.1%
Housing assistance	3.0%	7.0%	4.2%	0.4%
Transportation assistance	5.6%	5.3%	6.1%	2.1%
Tax refunds	24.2%	22.8%	32.1%	20.1%
Earned Income Tax Credit (EITC)	6.9%	5.3%	9.1%	1.4%
Veteran’s benefit	1.7%	1.8%	1.8%	0.6%
Did not receive formal assistance	53.2%	45.6%	58.8%	73.5%

FIGURE 22. Most Commonly Used Types of Public Assistance According to Employee Basic Needs Insecurity



Financial Stress

Employees were asked to rate their level of agreement with the statement, “*My personal financial situation makes me feel stressed.*” Approximately half of employees indicated that their financial situation made them feel stressed (see Figure 23). Further, 20% of employees in the full sample reported not being able to pay some of their bills (e.g., medical bills, student loans, credit card bills) in the past year, and 20.8% reported having to borrow money from their friends and family to pay their bills.

As Figure 24 shows, employees who experienced housing insecurity, homelessness, and/or food insecurity were more likely to report that their financial situation makes them feel stressed compared to those who were secure in their basic needs.

FIGURE 23. Financial Stress Among Employees



almost **50%** of Employees are financially stressed



I support my husband and myself on one paycheck. We typically run out of money about a week or two into the month, every month. We are unable to save for any unexpected expenses, including retirement, and get by only by taking out a payday loan of \$100-150 (+ interest) most months. It is distressing to have to do so, but there are no other options.

- PSU employee, 2019

FIGURE 24. Financial Stress According to Employee Basic Needs Insecurity



Notes: The numbers in this figure correspond to employees who answered this specific question.

Health Indicators

Given the importance of housing and food security to overall health and well-being, employees were asked a variety of questions about their physical and mental health, including their general levels of stress, how much their health interfered with their daily activities, and how many hours of sleep they averaged each night.

Stress

We asked employees to report the level of stress they had experienced in the past week on a scale of 0 = no stress to 10 = extreme stress. As Figure 25 demonstrates, employees who experienced housing insecurity, homelessness, or food insecurity had higher levels of stress than employees who were secure in their basic needs.

FIGURE 25. Level of Stress According to Employee Basic Needs Insecurity



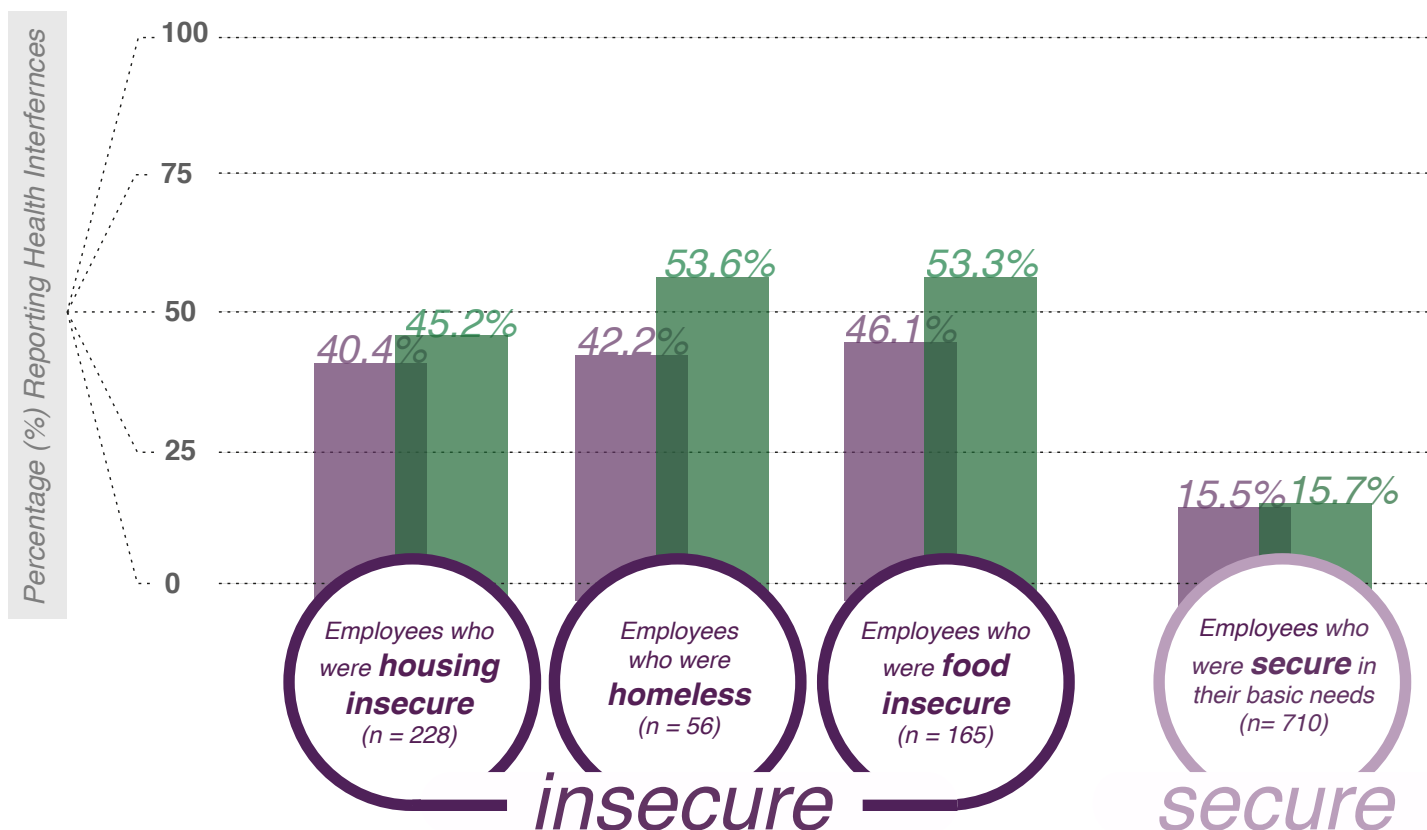
Note: The numbers in this figure correspond to employees who answered this specific question.

Physical and Mental Health Interferences

Employees were asked to indicate the extent to which their physical and mental health had interfered with their daily activities in the past month, from 1 = *not at all* to 5 = *extremely*. Employees who reported *moderately*, *quite a bit*, or *extremely* were categorized as having physical and/or mental health interferences. Employees who experienced housing insecurity, homelessness, or food insecurity reported significantly higher rates of physical and mental health interferences compared to those who were secure in their basic needs (see Figure 26).

FIGURE 26. Health Interferences According to Employee Basic Needs Insecurity

Physical Health Interference
Mental Health Interference

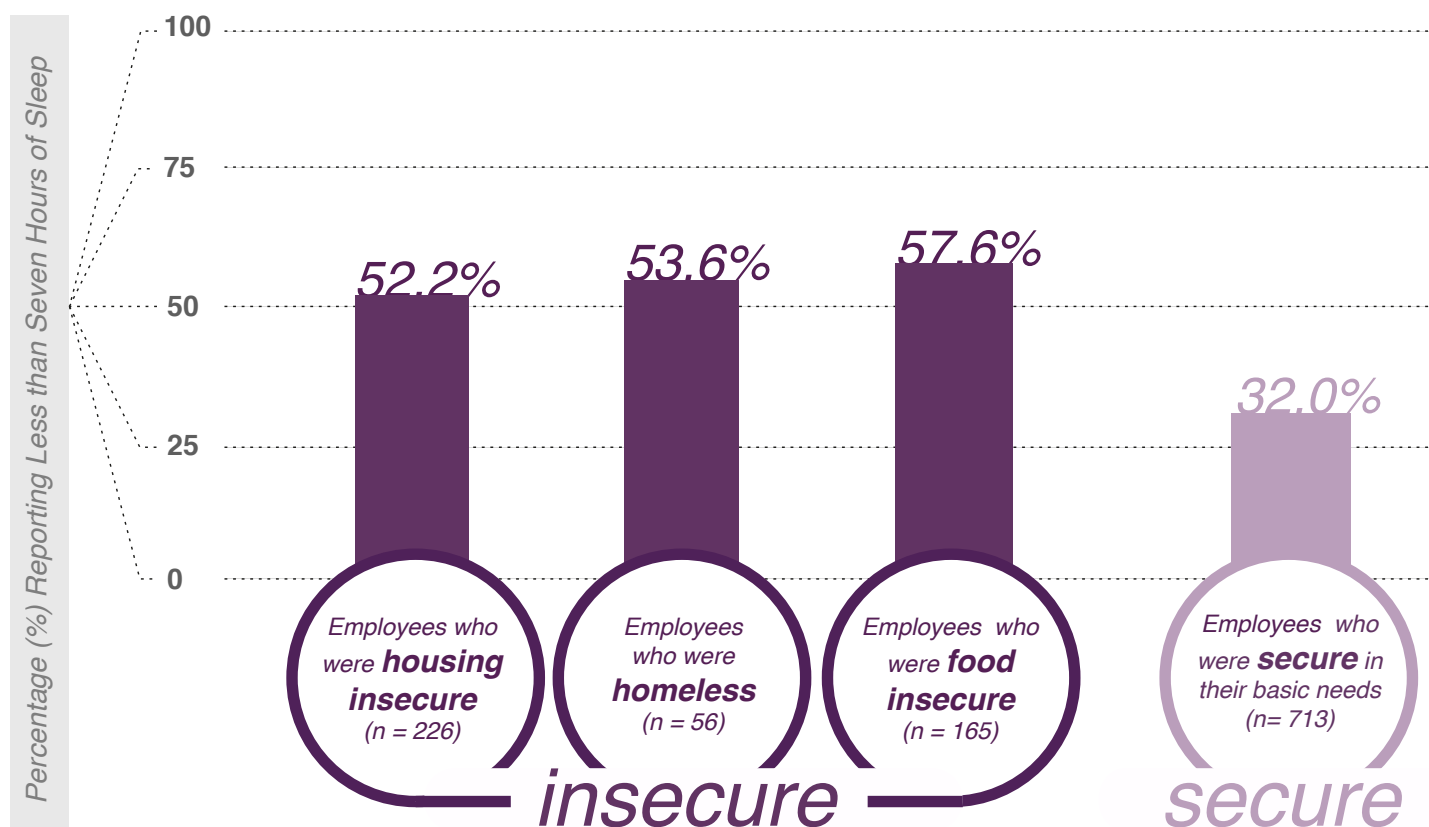


Note: The numbers in this figure correspond to employees who answered this specific question.

Sleep

Finally, we asked employees to report how much sleep they get each night. In the full sample of employees, 63.2% reported that they sleep seven or more hours per night, while 37% reported sleeping fewer than seven hours per night. A significantly larger percentage of employees reported sleeping fewer than seven hours per night if they experienced housing insecurity, homelessness, or food insecurity in the past year compared to employees who were secure in their basic needs (see Figure 27). This is in line with other research demonstrating the challenges people experiencing homelessness have obtaining a sufficient amount of quality sleep (Taylor et al., 2019). It also serves as an additional risk factor for reduced physical and mental health, as well as limitations in other life domains.

FIGURE 27. Percentage of Employees Who Slept Fewer than Seven Hours Per Night According to Basic Needs Insecurity



Note: The numbers in this figure correspond to employees who answered this specific question.

Social Connectedness and Belonging

Social connectedness and belonging can be challenging for employees who struggle with basic needs insecurity. We assessed two types of social connectedness in this study.

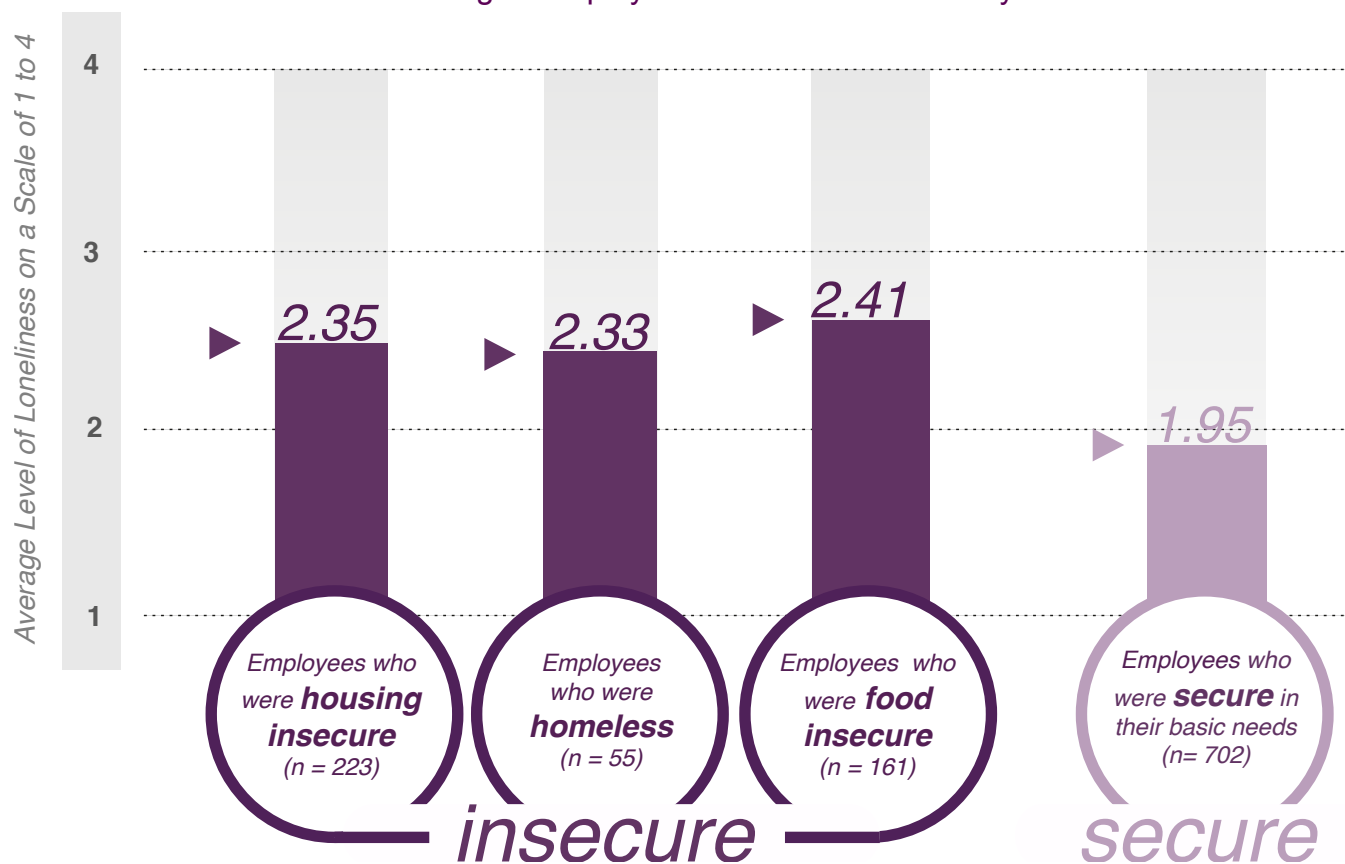
Loneliness

First, we used a four-item version of the UCLA Loneliness Scale (Russell, Peplau, & Ferguson, 1978) to measure rates of loneliness and isolation among employees. Although rates of loneliness were moderate across the sample, averaging 2.05 on a scale of 1 to 4, employees experiencing housing insecurity, homelessness, or food insecurity reported higher levels of loneliness than employees who were secure in their basic needs (see Figure 28). Further, upwards of 65% of employees with basic needs insecurities reported feeling *sometimes* or *always* isolated from others (see Figure 29), compared to 40% of employees who were secure in their needs.

FIGURE 29. Rates of Isolation Among Employees with Basic Needs Insecurity



FIGURE 28. Loneliness According to Employee Basic Needs Insecurity



Note: The numbers in this figure correspond to employees who answered this specific question.



Campus Sense of Community

We also asked employees how strong of a sense of community they feel with others at Portland State University using one item from the Brief Sense of Community Index (Long & Perkins, 2003). Although employees who were secure in their needs were a bit more likely than others to report a strong sense of community, overall rates of sense of community were moderate and did not differ substantially depending on basic needs insecurity (see Table 25).

TABLE 25. Campus Sense of Community According to Employee Basic Needs Insecurity

	<i>insecure</i>			<i>secure</i>
	Employees who were housing insecure <i>n</i> = 224	Employees who were homeless <i>n</i> = 55	Employees who were food insecure <i>n</i> = 162	Employees who were secure in their basic needs <i>n</i> = 699
Very little sense of community	25.9%	21.8%	34.6%	16.1%
Something in between	62.9%	63.6%	56.8	62.7%
Strong sense of community	11.2%	14.5%	8.6%	19.2%

Note: The numbers in this table correspond to employees who answered this specific question.

Employee Explanations for Basic Needs Insecurity

The final question of the survey provided space for respondents to write anything else they wanted to share with us concerning their housing and food needs, to which 225 employees submitted responses. Similar to students, employees' primary concerns were financial, with many employees indicating that they struggle with how to prioritize their limited budgets given the many expenses that they have.

Nearly 100 employees' responses reflected concerns with the discrepancy between the rising cost of living and their limited incomes. Many employees expressed that their income from PSU alone is not enough to support them and their families throughout the year. To make ends meet, PSU employees described working extra jobs; having to rely on their significant other's income to support the family; using savings or credit cards; receiving help from extended family; or relying on assistance programs.



The increasing cost of housing and food has meant that we have to stretch our budget to continue to afford healthy meals (especially vegetables). I regularly experience anxiety about future ability to afford all of our needs.

- PSU employee 2019

Image Credits:
Portland State University

Income and Employment Structures

The primary concerns that most employees described in their comments about housing and food insecurity related to their income and employment structures. Employees expressed that their income does not match the minimum cost of living in Portland, and that they have to make extra sacrifices or rely on others in order to afford their living expenses. This income-to-cost of living discrepancy places mental and emotional strain on employees, with employees describing the stress, demoralization, and shame that comes with such financial strain and with working at a university but still being unable to make ends meet.

“

It's unreasonable that every year, my step increases will basically just stay on par with the minimum wage increases in Portland. It's demoralizing. Living in the city is very expensive, and my pay should reflect that.

- PSU employee, 2019

Everything about the condition of adjuncts at PSU makes our health, our sense of community, our stress levels and our lives extremely difficult and precarious.

- PSU employee, 2019

”

I am able to meet my basic needs by drawing down savings that I built in my previous career. This is not sustainable over the long-term, and the need for a more secure income will eventually make it impossible for me to continue teaching at PSU. It is not possible to live securely on what adjunct instructors are paid at this institution without an additional source of income or outside savings.

- PSU employee, 2019

”

“

The 9 month salary structure makes it difficult for our family of four. We can not afford our monthly expenses if we shift to the 12-month paycheck, and in particular we can't afford to go through September without pay, as enrolling in this program requires a delay in payment receipt after a summer without pay. Making it through summer expenses requires that we work all year to save every dollar that we can... We are constantly aware, particularly in summer, that unplanned expenses... could be enough to make us miss a bill payment... We recognize that we are very privileged and at the same time, recognize that we are not financially secure.

- PSU employee, 2019

Food and Housing Costs

Many employees indicated that the cost of food in Portland is a burden, and they worry about how they will feed their families. Some employees have utilized food pantries to feed their children or families, while others indicated that they use credit cards or have to compromise the quality of their food in order to afford food at all.

“

I feel that I can house and feed my family, however, I feel that I am going into high debt to do so and may end up in bankruptcy eventually or lose my home. I don't make enough to keep up with the cost of living.

- PSU employee, 2019

”

I don't fall into the traditional homeless/ verge-of-homeless group, but with the way housing costs have risen in Portland, I feel that if I had to move out of my current income-restricted apartment and live in a market-rate one, I would always be stressing about whether or not the next month would be the one to throw me either further into debt or find me homeless.

- PSU employee, 2019

“

Most of my meals have to cost between \$1 to \$2 in order to stay in my monthly budget. I'm not able to eat as many healthy, balanced meals as I should, and many days, I have to choose between eating something nutritious or eating something with enough calories.

- PSU employee, 2019

Similar to students, employees described living farther from campus in order to afford housing. However, living farther away has had negative impacts on the health and well-being of some of the employees who have had to make this difficult financial choice.

”

My housing is an hour commute from PSU, each way, because I cannot afford to live any closer. The transportation situation in town is horrible as my housing is less than 10 miles away but takes me so long to get back and forth. After a long day of work, sitting in traffic for an hour is the worst way to end a day and negatively impacts the quality of time I get to spend with my family in the evenings.

- PSU employee, 2019

Employee Stories

Not who you expect

She slipped into homelessness without realizing it was happening.

Her landlord needed the house back, so she went to stay with her friend's parents at the beginning of her freshman year. After a few weeks, she hopped to another set of friend's parents.

She never stayed longer than a month, and she always helped out around the house so she wouldn't wear out her welcome before she had somewhere else to go.

Her work had a food pantry where she could grab lunch. She also signed up for volunteer gigs that included food. No one would have ever guessed that she was homeless.

"I was always clean. I always had my homework done. I always looked like I had everything together," she said.

The problem was that she could not afford rent. She also didn't qualify for most units, which required earning twice the monthly payment. Places that she could afford were an hour and a half away, which meant traveling three hours per day to get to class.

I was convinced I was going to be able to forge my own path... and that crashed and burned so hard.

-
- *Portland State University graduate and employee*
 - *Experienced homelessness for 8 months*
 - *Hopes to buy first home in three to five years*
-

"I was convinced I was going to be able to forge my own path," she said, "and that crashed and burned so hard."

Her parents never had a lot of money, she said, and she knew she was on her own for college. By May of her freshman year, she was out of options.

She called her mom as her last resort. She asked if she could come home. Without hesitating, her mom informed her dad that their daughter was moving back in. Her mom told her that nobody has ever seen her as a failure.

"I was worried that somehow they would think that I didn't try every option," she said.

Now she pays rent and helps her parents with expenses. She knows that she's lucky. She earned her bachelor's degree in film studies and her masters in technical theater. She works part-time at Portland State University and a local theater company.

As far as homelessness, she said, it's not always who you expect to see.

"There is another story to homelessness and housing insecurity."

Crisis Support

This report covers a difficult topic and many of the personal stories include traumatic experiences including assault and identity-based violence. If you have experienced similar events or are currently struggling with these experiences, know that help is available.

- *Lifeline offers crisis support to all at 800-273-8255 or suicidepreventionlifeline.org.*

Notes: Employee stories come from personal interviews with employees who volunteered to share their experiences. Names have been omitted to protect their privacy.

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Appendices

Appendix A

Student Sample Description

Student participants ranged in age from 18 to 73, with a mean of 27 years, which is similar to the average age of 28 among all PSU students. In the table below, we note percentages of students in our sample who identified with each demographic or student experience category. The number of students who responded to each demographic or student experience question is noted beside the label for that category. Where possible, we provide comparisons with university rates.

TABLE A1. Student Demographics and Experiences

	Student Sample Percentage	PSU Student Population (Fall 2019) Percentage* (n = 23,362)
Race or Ethnicity (n = 3,304)		
Asian or Asian American	12.5%	8.5%
Black or African American	4.2%	3.5%
Hispanic or Latino/a/x	14.2%	15%
Middle Eastern or North African	1.6%	N/A
Native American	3.2%	1%
Native Hawaiian or Pacific Islander	1.9%	0.5%
Multiracial	5.4%	6%
White	69%	55%
Race not listed	0.3%	N/A
Prefer not to answer	3.5%	4%

***Note:** Comparisons between our student sample and the full student body should be made with caution due to differences in data collection and reporting approaches. PSU records only one racial or ethnic category per student, whereas students in our study were asked to select all that apply. Thus, percentages total more than 100.

TABLE A1. Student Demographics and Experiences
(Continued)

	Student Sample Percentage	PSU Student Population (Fall 2019) Percentage* (n = 23,362)
Gender Identity (n = 3,301)		
Woman	62.8%	55.8%
Man	26.8%	44.1%
Trans Woman	0.3%	
Trans Man	1.2%	
Transgender	0.2%	
Non-binary, including gender fluid and gender non-conforming	4.1%	
Genderqueer	1.0%	
Two-spirit	0.3%	
Agender	0.5%	
Questioning or unsure	0.8%	
Identity/identities not listed	0.4%	
Prefer not to answer	1.6%	

***Note:** Comparisons between our student sample and the full student body should be made with caution due to differences in data collection and reporting approaches. Campus rates were reported as male or female, while in our study we included additional categories beyond the male/female binary.

TABLE A1. Student Demographics and Experiences (Continued)

	Student Sample Percentage
Sexual Orientation (n = 3,276)	
Asexual	3.9%
Bisexual	14.5%
Gay	3.1%
Heterosexual/Straight	58.1%
Lesbian	2.2%
Pansexual	4.3%
Queer	5.8%
Questioning or unsure	2.8%
Same Gender Loving	0.1%
Identity/Identities not listed	0.7%
Prefer not to answer	4.4%
Relationship Status (n = 3,288)	
Single	42.4%
In relationship(s)	37.8%
Married or domestic partnership	16.5%
Divorced	1.9%
Separated	0.6%
Widowed	0.2%
Relationship status not listed	0.5%
Highest Level of Education Completed by Parents and/or guardians (n = 3,286)	
No high school diploma	7.7%
High school diploma or GED	17.0%
Some college (but not college degree)	20.3%
Associate's degree	8.2%
Bachelor's degree	24.9%
Graduate degree	21.8%

TABLE A1. Student Demographics and Experiences (Continued)

	Student Sample Percentage
Housing Situations Over the Past Year (select all that apply) (<i>n</i> = 3,511)	
Staying in rented or owned houses, mobile homes, or apartments, alone or with roommates	57.0%
Staying in rented or owned houses, mobile homes, or apartments with family members	44.2%
Staying in campus or university housing	21.4%
Sorority or fraternity house	0.2%
State Currently Living In (<i>n</i> = 3,305)	
Oregon	95.2%
Washington	2.8%
Other	2%
Student Life Experiences (<i>n</i> = 3,305)	
Transfer student	46.7%
First generation college student	33.8%
Current or former foster youth	2.5%
International student	3.9%
Out-of-state student	16.1%
ESL (English as a Second Language student	3.5%
Veteran	4%
Immigrant to the U.S.	4.5%
DACA student	0.9%
Student athlete	1.2%
Parent of a child under 18 who lives with you	8.9%
Disabilities or Medical Conditions (<i>n</i> = 3,305)	
Learning disability	6%
Attention deficit hyperactivity disorder (ADHD)	13.6%
Autism spectrum disorder	1.9%
Physical disability	6.2%
Chronic illness	10.4%
Mental health / psychological disability	43.3%
Condition not listed	0.6%

In the table below, we note percentages of students in our sample who identified with each student characteristic. The number of students who responded to each question is noted beside the label for that category. Where possible, we provide comparisons with university rates.

TABLE A2. Student Characteristics

	Student Sample Percentage	PSU Student Population (Fall 2019) Percentage (n = 23,362)
Full Time or Part Time Status (n = 3,511)		
Full time	81.1%	67.6%
Part time	18.9%	32.4%
Type of Degree (n = 3,511)		
Bachelor's	70.2%	75.6%
Graduate	25.3%	19.2%
Post-Baccalaureate	4.6%	5.1%
Current Class Standing (for undergraduate students only) (n = 2,412)		
Freshman	11.3%	12.6%
Sophomore	17.7%	15.6%
Junior	34.5%	27.4%
Senior	36.6%	39%
School or Unit Affiliation (n = 3,511)		
College of Liberal Arts and Sciences	35.7%	31.2%
Maseeh College of Engineering and Computer Science	9.8%	12.9%
School of Social Work	8.5%	5.3%
School of Business	13.2%	16.1%
College of the Arts	7.7%	8.2%
College of Urban and Public Affairs	9.1%	7.8%
College of Education	4.1%	4.5%
School of Public Health	6%	6.1%
Undeclared or Other	6%	7.4%
Class Attendance type (n = 3,511)		
In-person only	53.8%	N/A
Online only	5.3%	N/A
Both in-person and online	40.8%	N/A

Appendix B

Employee Sample Description

Employee participants ranged in age from 21 to 84, with a mean of 43 years, which is similar to the average age of 45 among all PSU employees. In the table below, we note percentages of employees in our sample who identified with each demographic or employee experience category. The number of employees who responded to each demographic or employee experience question is noted beside the label for that category. Where possible, we provide comparisons with university rates.

TABLE B1. Employee Demographics and Experiences

	Employee Sample Percentage	PSU Employee Population (Fall 2019) Percentage* (<i>n</i> = 3,590)
Race or Ethnicity (<i>n</i> = 992)		
Asian or Asian American	6.3%	7.8%
Black or African American	2.4%	2.9%
Hispanic or Latino/a/ex	7.1%	6.3%
Middle Eastern or North African	1%	N/A
Native American	1.2%	0.8%
Native Hawaiian or Pacific Islander	1%	0.3%
Multiracial	3.2%	3.4%
White	82.4%	70%
Prefer not to answer	4.2%	7.8%
Race / ethnicity not listed	0.4%	N/A

***Note:** Comparisons between our employee sample and the PSU employee population should be made with caution due to differences in data collection and reporting approaches. PSU records only one racial or ethnic category per employee, whereas employees in our study were asked to select all that apply. Thus, percentages total more than 100.

TABLE B1. Employee Demographics and Experiences
(Continued)

	Employee Sample Percentage	PSU Employee Population (Fall 2019) Percentage* (n = 3,590)
Gender Identity (n = 990)		
Woman	63%	56%
Man	31.7%	42%
Trans Woman	0.3%	
Trans Man	0.4%	
Transgender	0.1%	
Non-binary, including gender fluid and gender non-conforming	1.4%	
Genderqueer	0.5%	
Agender	0.4%	
Questioning or unsure	0.3%	
Prefer not to answer	1.8%	

***Note:** Comparisons between our employee sample and the PSU employee population should be made with caution due to differences in data collection and reporting approaches. Campus rates were reported as male or female, while in our study we included additional categories beyond the male/female binary.

TABLE B1. Employee Demographics and Experiences (Continued)

	Employee Sample Percentage
Sexual Orientation (n = 988)	
Asexual	2.1%
Bisexual	7.6%
Gay	3.2%
Heterosexual/Straight	70.5%
Lesbian	3.3%
Pansexual	2.3%
Queer	4.7%
Questioning or unsure	0.7%
Same Gender Loving	0.1%
Prefer not to answer	5.4%
Relationship Status (n = 990)	
Single	17%
In a relationship or relationships	15.4%
Married or domestic partnership	61.9%
Divorced	4.2%
Separated	0.8%
Widowed	0.7%
Highest Level of Education (n = 989)	
High school diploma or GED	0.3%
Some college (but not college degree)	6.1%
Associate's degree	1.8%
Bachelor's degree	24.8%
Graduate degree	66.9%

TABLE B1. Employee Demographics and Experiences (Continued)
**Employee Sample
Percentage**

Highest Level of Education Completed by Parents and/or Guardians (n = 986)	
No high school diploma	3.6%
High school diploma or GED	17.1%
Some college (but not college degree)	12.7%
Associate's degree	4%
Bachelor's degree	23%
Graduate degree	39.6%
Housing Situations Over the Past Year (select all that apply) (n = 1,017)	
Staying in rented or owned houses, mobile homes, or apartments, alone or with roommates	51.8%
Staying in rented or owned houses, mobile homes, or apartments with family members	46.4%
Staying in campus or university housing	1.2%
State Currently Living In (n = 3,305)	
Oregon	96.6%
Washington	3.0%
Other	0.4%
Employee Life Experiences (n = 992)	
First generation college student	23.4%
Current or former foster youth	1.5%
Veteran	2.8%
Immigrant to the U.S.	8.2%
Parent of a child under 18 who lives with you	23%
Disabilities or Medical Conditions (n = 992)	
Learning disability	3.6%
Attention deficit hyperactivity disorder (ADHD)	7.3%
Autism spectrum disorder	1.1%
Physical disability	6%
Chronic illness	12.6%
Mental health / Psychological disability	24.4%
Condition not listed	0.2%

In the table below, we note percentages of employees in our sample who identified with each employee characteristic. The number of employees who responded to each question is noted beside the label for that category. Where possible, we provide comparisons with university rates. However, given differences in how some employment variables were collected and recorded, we advise caution when making comparisons.

TABLE B2. Employee Characteristics

	Employee Sample Percentage	PSU Employee Population (Fall 2019) Percentage (n = 3,590)
Employment Status (n = 1,017)		
Full time	79.8%	72.6%
Part time	20.2%	27.4%
Average length of employment at PSU	7.92 years	9.3 years
Employee Job Category (n = 1,017)		
Staff	53%	40.4%
Faculty	40.4%	57%
Administrator	9%	2.5%
Staff Classification (only asked to staff respondents) (n = 539)		
Salaried	47.1%	46.8%
Hourly	52.9%	53.2%
Tenure Status (only asked to faculty respondents) (n = 411)		
Tenured	24.1%	21.7%
On tenure track but not tenured	8.3%	6.7%
Not on tenure track	67.6%	71.5%
Academic Rank or Title (only asked to faculty respondents) (n = 411)		
Professor	12.2%	12.5%
Associate Professor	12.9%	10.6%
Assistant Professor	12.4%	15.5%
Professor of Practice	3.6%	2%
Research Professor	4.4%	1.9%
Adjunct Instructor/ Professor	27.7%	21.2%
Instructor/ Senior Instructor	15.1%	23.8%
Research Assistant or Associate	6.1%	6.8%
School or Unit Affiliation (only asked to faculty respondents) (n = 411)		
College of the Arts	10%	10%
College of Education	5.4%	9%
College of Liberal Arts and Sciences	40.6%	30%
College of Urban and Public Affairs	10.9%	6.1%
The Graduate School	1.7%	N/A
Maseeh College of Engineering and Computer Science	5.4%	6.9%
School of Public Health	3.4%	2%
School of Social Work	12.2%	7.4%
School of Business	8.0%	6.9%
University Honors College	1.7%	0.6%

Appendix C

COVID Sample Description

Student participants in our COVID follow-up survey ranged in age from 18 to 63, with an average age of 31 years old. The tables below present the percentage of students who identified with each demographic or student characteristic.

TABLE C1. COVID Survey Student Demographics and Experiences

COVID Survey Student Sample Percentage (n = 166)	
Race or Ethnicity	
Asian or Asian American	11.4%
Black or African American	4.2%
Hispanic or Latino/a/x	18.1%
Middle Eastern or North African	2.4%
Native Hawaiian or Pacific Islander	2.4%
Multiracial	10.2%
White	68.7%
Race or ethnicity not listed	4.8%
Prefer not to answer	1.2%
Gender Identity	
Woman	57.2%
Man	27.1%
Trans Woman	0.6%
Trans Man	2.4%
Transgender	0.6%
Non-binary, including gender fluid and gender non-conforming	7.2%
Two-spirit	2.4%
Questioning or unsure	1.2%
Identity/identities not listed	0.6%
Prefer not to answer	0.6%

TABLE C1. COVID Survey Student Demographics and Experiences (Continued)

		COVID Survey Student Sample Percentage (n = 166)
Sexual Orientation		
Asexual		5.5%
Bisexual		19.5%
Gay		4.3%
Heterosexual/Straight		43.9%
Lesbian		1.2%
Pansexual		7.3%
Queer		7.9%
Questioning or unsure		4.3%
Identity/Identities not listed		3.7%
Prefer not to answer		2.4%
Student Life Experiences		
Transfer student		54.8%
First generation college student		45.2%
Current or former foster youth		4.2%
International student		3.0%
Out-of-state student		9.6%
ESL (English as a Second Language student		4.2%
Veteran		4.2%
Immigrant to the U.S.		4.2%
DACA student		1.2%
Student athlete		1.2%
Parent of a child under 18 who lives with you		16.9%

TABLE C2. COVID Survey Student Characteristics

		COVID Survey Student Sample Percentage
Student Status (<i>n</i> = 166)		
Currently enrolled or will be enrolled in Fall 2020		85%
Graduated in Spring 2020		12%
No longer enrolled and no plans to enroll in Fall 2020		3%
Full Time or Part Time Status (for current students only) (<i>n</i> = 141)		
Full Time		69.5%
Part Time		30.5%
Type of Degree (for current students only) (<i>n</i> = 141)		
Bachelor's		70.9%
Graduate		27.6%
Post-Baccalaureate		1.4%