**Data to be analyzed:**

Overall response rate: (1095 faculty were asked to complete the survey)

**Demographics**

1. Number /% of men and women for sex at birth
2. Number /% of male and female gender
3. Number /% in each of the 5 demographics, none and prefer not to say
4. Number /% in each sexual orientation: Straight/hetero, Lesbian, Gay, Queer, bisexual, other, prefer not to answer
5. Number /% needing accommodations
6. Number /% considering retirement

**Degree Categories**

Number /% in the following three:

1. Clinical: MD/DO/MBChB
2. Non-Clinical: PhD/DPhil/SciD
3. Other ( including those with these degrees but none in the other two categories above: RDN, MS, MSN, MPH, MPA, MBA)

**Promotions**

Number /% not interested in HMS promotion

-overall

-in each of the 6 demographics

-for each of the 3 degree categories

Number /% at each HMS rank

-overall

-in each of the 6 demographics above

- for each of the 3 degree categories

-when available, number of years between each promotion (Number /% for which this data is available)

- when available, number of years between each promotion in each of the 6 demographics above

Number /% at each MGH rank

-overall

-in each of the 6 demographics above

- for each of the 3 degree categories

-when available, number of years between each promotion (Number /% for which this data is available)

- when available, number of years between each promotion in each of the 6 demographics above

**\* Provide guidance on how to exclude the ‘No Answer’ counts**

**\* Enable deeper cross-tabulation. E.g. Of those who identified as black, investigate why they are or aren’t interested in HMS Promotion; are the majority of them long-time Instructors?**