

2016 NASFAA Benchmarking Survey

October, 2016

Introduction:

The NASFAA Benchmarking Survey collects information about your institution to determine the average salaries of various financial aid employees and gauge how an office's staff size compares to that of other financial aid offices across the country. Responses to this survey will be used to update the available data in NASFAA's Salary Model and Staffing Predictor Model. NASFAA plans to publish a final report containing the results of this Benchmarking Survey in early 2017.

- **Deadline:** Please respond to this survey by **Friday, October 21, 2016**.
- **Directions:**
 - Unless otherwise indicated:
 - Please enter whole numbers only; do not use commas, decimal points or other symbols.
 - Enter a 0 (zero) **only** if this number is zero, **leave an answer blank if the number is unknown**.
 - Unless otherwise indicated, all responses are for the 2015-2016 award year. The 2015-2016 award year generally includes the time period in which aid is disbursed between July 1, 2015 and June 30, 2016.
 - On average, this survey will take one hour to complete, but you do not need to complete the entire survey in one sitting. The survey will automatically save every time you complete a page and click the "next" button. You may resume your survey at any time by clicking on the link provided in the initial email you received.
- **Incentive:** NASFAA will enter each office that completes this survey into a random drawing to win one of five registrations to the 2017 NASFAA National Conference in San Diego, CA.
- **Recommendation:** Please view a paper version of the survey, to review the survey questions prior to completing the survey online. To be eligible for the drawing, submit responses through the online system.

There are three parts to this survey:

Part I: Administrative Capability. These benchmarks can help financial aid professionals manage the internal operations of the financial aid office. This part also contains questions on staffing and salary.

Part II: Outsourcing. These benchmarks will determine how financial aid offices used outsourcing services.

Part III: Financial Aid Office Campus Relations. These benchmarks will look at tactics used to establish positive relationships on campus and the success of those tactics.

All responses will remain completely confidential. If, however, there is a question that is objectionable, please skip it and answer the remaining questions. If you have any concerns, please contact NASFAA's Research Department.

Thank you for your participation,
Justin Draeger
President and CEO of NASFAA

Please provide the information about your institution below.

Institution Name:

U.S. Department of Education OPE ID:

Institution Type

Institutional Sector

Please answer the following questions using data from the 2015-16 award year Fiscal Operations Report and Application to Participate (FISAP).

Total number of undergraduate students from Part II Section D, question #7a (3)

Total number of graduate/professional students from Part II Section D, question #7b (4)

Total number of Federal Pell Grant expenditures from Part II, Section E, question #23 (5)

Total amount of campus-based funds spent from Part VI, Step 1, question #4 (6)

Total Direct Subsidized Loans, Direct Unsubsidized Loans, and Direct PLUS Loans disbursed in 2015-16 Award Year:
For the following questions:

- Counts of students should include those who completed a FAFSA, an institutional aid application, or an application for financial aid from any other source known to you, whether or not your office was directly involved with the selection of recipients.

Total Institutional Student Information Record (ISIRs) Received: What was the total number of ISIRs received for the 2015-2016 award year? (Include the DUPLICATED count of students regardless of enrollment.)

Total Students Applied: What was the total number of students who filed a FAFSA that was received at your institution during the 2015-2016 award year? (Include the UNDUPLICATED count of enrolled students.)

Total Students Who Received Aid: Include the UNDUPLICATED count of enrolled students. What was the total number of students who received financial aid at your institution at any time during the 2015-2016 award year?

Part I: Administrative Capability.

These benchmarks will help financial aid professionals manage the internal operations of the financial aid office. This area includes topics such as salary, staffing size and training.

Section: General

One-Stop Service Centers

DEFINITION: One-stop service centers typically provide combined services in areas such as financial aid, registration, admissions, and academic advising. The goal of one-stop service centers is to be the first stop for students with enrollment-related questions and transactions. One-stop service centers aim to reduce the number of student visits to multiple campus offices. These centers may be staffed with specially trained personnel to answer common questions and assist common transactions. For more specific questions, students are redirected to the appropriate campus office.

Does your institution have a one-stop shop?

- Yes
- No

Answer Yes Is Selected

Which offices are included in the one-stop shop: (Check all that apply)

- Financial aid
- Admissions
- Registration
- Student account functions
- Student affairs
- Veterans affairs
- Other _____

Please answer the following questions related to your financial literacy program, default management program, and a default prevention plan.

	My institution has one and my office manages the program	My institution has one and my office does not manage the program	My office is just starting one	My office has plans to develop one	We do not have one
Financial Literacy Program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Default Management Program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Default Prevention Plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If “My institution has one and my office manages the program” Is Selected

Please check all that apply for each category; if you are unsure of an answer you may leave it blank.

	Financial Literacy Program	Default Management Program	Default Prevention Plan
Internally developed and provided via the financial aid office.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Outsourced to a third-party agency.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Annual average loan per student decreased by providing this service.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Total Loan volume decreased by providing this service.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

“If My institution has one and my offices manages the program” Is Selected

If you are unsure of an answer you may leave it blank.

	How long has this service been in place?			How much does this service cost your office annually?	How often do you measure the success of your program?	What means or methods do you use to measure the success of your program? (Please check all that apply)
	Less than one year	One-five years	More than five years	Please enter in whole dollars (\$)	Monthly At the end of each term Annually Other	Focus groups Surveys Comment cards Availability to comment via website and/or email Other
Financial Literacy Program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="checkbox"/>
Default Management Program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="checkbox"/>
Default Prevention Plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="checkbox"/>

Do you feel you have the resources necessary to administer the financial aid programs in compliance with the administrative capability requirements outlined in section 668.16(b) of the Standards for Participation in Title IV, HEA Programs?

- Yes
- No

Please select which type of financial aid management software system your office uses.

- Banner/Ellucian
- Datatel - Colleague
- Financier
- Jenzabar
- PeopleSoft
- PowerFAIDS
- Workday
- Homegrown/Legacy
- Other _____

Please rate the effectiveness of your financial aid management system in accommodating or fulfilling your needs:

- Very Ineffective
- Ineffective
- Somewhat Ineffective
- Neither Effective nor Ineffective
- Somewhat Effective
- Effective
- Very Effective

What percent of your office functions do you feel are automated?

Section: Operations

Does your institution participate in the U.S. Department of Education Quality Assurance Program?

- Yes
- No

Does your institution use extended or institutional need analysis procedures beyond those required by federal methodology?

- Yes
- No
- Unsure

Is the financial aid office primarily responsible for any of the following functions?

(Check all that apply)

- Gainful employment reporting and/or disclosure
- 150% Federal Direct Subsidized Loan limit reporting
- National Student Loan Data System (NSLDS) reporting
- Veterans services and GI benefits
- Enrollment reporting
- Athletic aid
- Non-federal work-study student employment
- Federal work-study placement
- Management of foundation/endowment funds
- Processing outside scholarship checks
- Processing non-Title IV funds, such as waivers, stipends, graduate assistantships, etc.
- Other _____

Did your institution participate in the Federal Experimental Site Program in 2015-16?

- Yes
- No
- Unsure

Section: Audits and Compliance

Does your office regularly conduct a quality control review (internally, inter-office, or from a peer institution), in addition to annual audits and federal program reviews, to determine the potential for incidents of non-compliance with the following?

	Yes	No
Federal Regulations	<input type="radio"/>	<input type="radio"/>
State Regulations	<input type="radio"/>	<input type="radio"/>

When considering federal financial aid compliance requirements, how would you rate your institutional approach?

- Perform significantly more work than required by law and regulation
- Perform more work than required by law and regulation
- Perform the amount of work required by law and regulation

How would you rate your degree of compliance with federal and state financial aid requirements?

- Poor
- Fair
- Good
- Very Good

Section: Student Satisfaction, Applicants, and Recipients

Does your office measure student and/or parent satisfaction?

- Yes
- No

If "Yes" Is Selected

Which method do you use?

(Check all that apply)

- Focus groups
- Surveys
- Comment cards
- Availability to comment via website and/or email
- Other _____

Section: Awarding at your institution

Please provide the total number of students who received financial aid awards at your institution and the total gross dollar amount distributed to students during the 2015-16 award year from the following financial aid programs.

Instructions:

Enter 0 (zero) if your school has this item but no awards were made.

Check "Unknown" next to each column if you do not have the data or are unsure.

Please use the information from your FISAP as applicable.

	Number of Recipients	Recipients unknown	Total Gross Distributed (\$)	Gross Distributed Unknown
Federal Pell Grant		<input type="radio"/>		<input type="radio"/>
Federal SEOG		<input type="radio"/>		<input type="radio"/>
Federal Work-Study		<input type="radio"/>		<input type="radio"/>
Federal Perkins Loan		<input type="radio"/>		<input type="radio"/>
Direct Stafford Subsidized Loan		<input type="radio"/>		<input type="radio"/>
Direct Stafford Unsubsidized Loan		<input type="radio"/>		<input type="radio"/>
Direct parent PLUS Loan		<input type="radio"/>		<input type="radio"/>
Direct graduate PLUS Loan		<input type="radio"/>		<input type="radio"/>
State Programs		<input type="radio"/>		<input type="radio"/>
Private/Alternative Loans		<input type="radio"/>		<input type="radio"/>
Title VII Grants		<input type="radio"/>		<input type="radio"/>
Title VII Loans		<input type="radio"/>		<input type="radio"/>
Other Institutional Programs		<input type="radio"/>		<input type="radio"/>
Other		<input type="radio"/>		<input type="radio"/>

Section: Gainful Employment Disclosures

Does your institution have programs subject to the Gainful Employment (GE) requirements?

- Yes
- No

If “Yes” Is Selected

To what extent do you anticipate the new GE requirements will put any strain on your office’s operational capacity?

- None
- Little
- Some
- A Lot

If “Yes” Is Selected

If you have any particular comments related to GE requirements that you would like to share, you may do so below.

Section: Athletic Aid

Does your office manage (e.g. reporting, awarding, etc.) the following:

	Yes	No
Processing of athletic aid awards	<input type="radio"/>	<input type="radio"/>
Athletic support funds	<input type="radio"/>	<input type="radio"/>
Athletic association reporting (e.g. NCAA)	<input type="radio"/>	<input type="radio"/>

Section: Staffing

Instructions for this section:

- Full-time employment (FTE) is defined as working 35 hours per week or more. In all questions, part-time employees should be included and counted based on their hours worked, or their FTE.
- For example: A part-time employee who worked 17.5 hours per week would be entered as 0.5.

Which best describes your financial aid office environment?

- Centralized Administration, traditional (One office in charge of awarding that oversees one or more campus location(s), all of which share an OPEID)
- Centralized Administration, enrollment management (One office that is part of a larger team focused on the enrollment and retention of students at one or more campus locations, all of which share an OPEID)
- Decentralized administration (Multiple offices at a single institution—each in charge of awarding students who attend a specific campus, location, or program—all of which may or may not share an OPEID)
- Mix of centralized/decentralized (An institution with multiple campuses or locations, with an office that awards more than one, but not all of the locations. All locations may or may not share an OPEID.)
- I work at a System Office
- Completely outsourced
- Other _____

Do you control your own budget?

- Yes
- No

Section: Operating Budget.

Provide a breakdown of your fiscal year budget that impacted the 2015-16 award year for each of the following categories.

- _____ Full-time equivalent (FTE) salaries & wages
- _____ Temporary help/student employees
- _____ Benefits not included in salary
- _____ Travel
- _____ Professional development
- _____ Technology support
- _____ Equipment
- _____ Printing
- _____ Postage
- _____ Stationery
- _____ Other office expenses
- _____ Audit fees

Subsection: Staff Departures and Out of Office

Over the 2014-15 and 2015-16 award years, how many FTE employees permanently left your institution's financial aid office for any of the following reasons?

- _____ Resigned
- _____ Retired
- _____ Terminated
- _____ Promoted
- _____ Transferred
- _____ Otherwise ceased job duties for reasons not mentioned here.

How many FTE vacancies, including newly created positions, did you fill during the 2014-15 and 2015-16 award years?

(If you did not have any vacancies during the period referenced above skip this question).

- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11+

How difficult was it to fill your vacant positions with qualified staff?

- Very Difficult
- Difficult
- Easy
- Very Easy

How many FTE employees in your office work in the area of scholarships?

Subsection: Staff Training and Professional Development:

How many hours per month did you designate for in-office training/professional development and staff meetings?
How many hours per month did you actually conduct in-office training/professional development and staff meetings?

Does your office close for staff meetings/professional development?

- Yes
- No

Do you have a training-related financial aid Policies and Procedures manual for onboarding new employees?

- Yes
- No

Excluding the financial aid office, indicate the total number of permanent FTE employees in the areas listed below who are also involved in some aspect of financial aid administration (e.g., admissions counselor who also assists with financial aid applications).

- Full-time employment is defined as working 35 hours per week or more. In all questions, part-time employees should be included and counted based on their hours worked, or their full-time equivalent (FTE).
- For example: A part-time employee who worked 17.5 hours per week would be entered as 0.5.

- _____ Student accounts/cashier/bursar
- _____ Admissions
- _____ Registrar
- _____ Career services/student employment office
- _____ Scholarship office
- _____ Loan collection
- _____ Veterans services office
- _____ Institutional advancement/fundraising office
- _____ Accounting/comptroller
- _____ Gear Up
- _____ TRIO
- _____ Academic advising
- _____ Athletics
- _____ Student affairs
- _____ Residence life
- _____ Other

How many FTE employees worked in your office (do not include student interns, work-study employees, or unpaid volunteers)?

What was the TOTAL number of hours worked by temporary or student assistant employees in your financial aid office?

Section: Salary

Please provide the gross annual salary and functional title that best describes your main role within the financial aid office at your institution, on the last day of fiscal years below.

- If your position covers multiple roles, select the highest level which appropriately describes your authority during that fiscal year.
- Please enter your gross annual salary, not your salary earned to date.

Fiscal Year 2014-15 (\$):

Job title for fiscal year 2014-15:

- Senior level institutional leadership (e.g. vice president, director of enrollment management, provost, vice provost)
- Director of financial aid (1)
- Second-in-command (e.g., director, associate/assistant director) (2)
- Associate director (e.g. Senior Manager, Senior Financial Aid Officer) (3)
- Manage grant, scholarship, loan or work program, or staff (4)
- Manage systems and/or program computer systems (5)
- Directly assist students and authorize financial aid awards (assistant director, counselor, officer, advisor) (6)
- Perform data entry or other clerical tasks (7)
- Perform front desk and/or phone duties (8)
- Other (9) _____

Fiscal Year 2015-16 (\$):

Job title for fiscal year 2015-16:

- Senior level institutional leadership (e.g. vice president, director of enrollment management, provost, vice provost)
- Director of financial aid (1)
- Second-in-command (e.g., director, associate/assistant director) (2)
- Associate director (e.g. Senior Manager, Senior Financial Aid Officer) (3)
- Manage grant, scholarship, loan or work program, or staff (4)
- Manage systems and/or program computer systems (5)
- Directly assist students and authorize financial aid awards (assistant director, counselor, officer, advisor) (6)
- Perform data entry or other clerical tasks (7)
- Perform front desk and/or phone duties (8)
- Other (9) _____

Number of years in current position? Please round to the nearest whole number.

Number of years of experience in financial aid (do not include work-study):

- 1
- 2
- 3
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- 21
- 22
- 23
- 24
- 25+

Highest Degree Earned:

- Associate Degree
- Bachelor's Degree
- Master's Degree
- First Professional Degree (J.D., etc.)
- Doctorate Degree (Ph.D., Ed.D., etc.)
- Other _____

Gender:

- Male
- Female
- Prefer not to answer

Race:

- African-American or Black
- American Indian or Alaska Native
- Asian
- Hispanic/Latino
- Native Hawaiian or Pacific Islander
- White
- Multi-racial
- Prefer not to answer
- Other _____

Please indicate whether you are full-time or part-time.

- Full-time
- Part-time

Part II Outsourcing

These benchmarks will determine how outsourcing (contracting out to a third-party to complete a service) has been or will be used in financial aid offices.

Please answer the following questions related to outsourcing (check all that apply in each column):

	What areas does your office currently outsource?	Have you explored outsourcing any of the following areas (sent requests for proposals [RFP])?
Financial aid packaging	<input type="radio"/>	<input type="radio"/>
Financial aid award letters	<input type="radio"/>	<input type="radio"/>
Call centers	<input type="radio"/>	<input type="radio"/>
Verification	<input type="radio"/>	<input type="radio"/>
Debt management	<input type="radio"/>	<input type="radio"/>
Financial literacy	<input type="radio"/>	<input type="radio"/>
Delinquency/default management	<input type="radio"/>	<input type="radio"/>
Grace/repayment loan counseling	<input type="radio"/>	<input type="radio"/>
Loan reconciliation	<input type="radio"/>	<input type="radio"/>
Policies and procedures	<input type="radio"/>	<input type="radio"/>
Temporary staffing	<input type="radio"/>	<input type="radio"/>
Recordkeeping/document storage	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>

If there are any other services that are not listed above that you would like to outsource/have looked into outsourcing/are currently outsourcing, please list them below.

Part III Financial Aid Office Campus Relations:

These benchmarks will look at what tactics are used to establish positive relationships on campus and the success of those tactics.

What office does the financial aid office report to?

	First Level Report	Second Level Report	Third Level Report	Do Not Report
Student affairs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Chief financial officer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enrollment management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provost/academic affairs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Institutional research office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In your opinion is your financial aid office appropriately placed within the institution's organizational structure?

- Very Inappropriate
- Inappropriate
- Somewhat Inappropriate
- Neutral
- Somewhat Appropriate
- Appropriate
- Very Appropriate

How often do you engage with and receive support from the following offices:

	Engagement			Support			Do you feel the support received from this office is adequate for compliance purposes?	
	Not At All	Occasionally (monthly)	Frequently (weekly)	Not At All	Occasionally (monthly)	Frequently (weekly)	Yes	No
Business/bursar's office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Registrar's office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Admissions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student services (and student success)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Academic advising	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
President's office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Athletics/recreation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Foundation/advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information technology	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Academic affairs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Library	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Residence life/housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Institutional research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Study abroad office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What information do you provide to upper administration?

- Financial aid dollars received compared to other income sources for the institution
- Number of students or average amounts related to the split on loan vs. grant dollars (Title IV, state funding, institutional funding, or private funding)
- Unmet need by student/average
- Categories of internal aid other than Federal Work-Study (internal scholarships, employment on campus)
- Merit vs. need-based aid (disaggregated by student type)
- Graduation rates (of financial aid recipients vs overall student population)
- Student retention rate
- Changes in regulatory requirements
- Other _____

What are the financial aid objectives in meeting institutional goals?

	High	Medium	Low	Not Aligned
Recruitment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retention	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Graduation rates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Government dollars received/disbursed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Customer service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Outreach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support of development office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work-Study	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support of non-traditional/non-typical programs, and new programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Revenue generation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

By clicking the “next” arrow below you will be submitting this survey.