THE SENIOR SURVEY

MARKING DIRECTIONS

- Use a No. 2 pencil or blue or black ink pen.
- Fill in the circle completely.
- Erase cleanly any marks you wish to change.
- Do not make any stray marks on this form.

CORRECT MARK	INCORRECT MARKS
$\bigcirc \bigcirc \bigcirc \bigcirc$	Ø Ø @

PART A.

Evaluation of Yo	our Undergraduate Expe	rie	nce)	
Overall, how sat your undergradu	isfied have you been w uate education?	ith			
DISSATISFIED	Very dissatisfiedGenerally dissatisfieAmbivalent	d			
SATISFIED	Generally satisfiedVery satisfied				
2. How satisfied are you with each of the following services or aspects of your college? If you lack experience with an aspect, please mark "Not Applicable." (Mark ONE answer in each row.)					
	Not				le
	Very			d	
	Generally Sat		ed:		
	Generally <u>Dis</u> satisfi	ed			
	Very <u>Dis</u> satisfied				
Quality of Academi	ic Evnerience				
	fore declaring a major				
	your major				\sim
Out of class availability	y of faculty	\int_{0}^{∞}	$\tilde{\circ}$	\mathcal{O}	$\widetilde{\mathbb{C}}$
Opportunities to partic	ipate in research with				
	cademic assistance				ŏ
					$\tilde{\cap}$
	oroad				Ŏ
	you wanted to take				Ŏ
Overall quality of instru	uction	Õ	Ŏ	Ŏ	Ŏ
					Ŏ
Interdisciplinary course	es	0	0	0	Ō
Independent study or	self-designed courses C		0	0	0
Quality of Course In	nstruction				
	ourses		0	0	0
	ath courses				Ó
	s				Ō
				\sim	Ó
	field		0	Ō	Ō

Very Satisfied						
	erally S			d		
Generally			d			
Very <u>Dis</u>	satisfie	d				
Quality of Campus Services and						
<u>Facilities</u>						
Classrooms						\bigcirc
Laboratory facilities and equipment		0	0	0	0	0
Foreign language facilities		0	0	0	0	0
Computer facilities and resources		0	0	0	0	0
Computer services and support		0	0	0	0	0
Library facilities and resources		0	0	0	0	0
Athletic facilities		O	O	O	Ō	Ō
Administration's responsiveness to stud						
concerns		\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc
Campus security office/campus police.						
Career services		$\tilde{\bigcirc}$	Ŏ	$\tilde{\bigcirc}$	$\tilde{\bigcirc}$	$\tilde{\bigcirc}$
Financial aid office						
Your financial aid award(s)		$\tilde{\bigcirc}$	\tilde{c}	$\tilde{\cap}$	$\tilde{\mathcal{C}}$	\sim
Financial services (Bursar's office, stude			$\overline{}$)	
accounts, etc.)		\bigcirc	\bigcirc	\bigcirc	\bigcirc	
Food services				\sim	\sim	
Psychological counseling services		\sim	$\stackrel{\sim}{\sim}$	\sim	\mathcal{I}	\bigcirc
Registrar's office		\sim	\simeq	\sim	\sim	\sim
Student employment programs		\sim	\lesssim	\sim	\mathcal{I}	\mathcal{C}
Student employment programs		\sim	\lesssim	\sim	\mathcal{I}	\mathcal{C}
Student housing facilities		\sim	\simeq	\sim	\mathcal{C}	\mathcal{C}
Student housing office/services		\sim	\simeq		\mathcal{I}	\mathcal{C}
Student housing office/services		\cup	U	\cup	\cup	\cup
Quality of campus life						
Opportunities to participate in extracurric	cular					
activities		\bigcirc	\bigcirc	\bigcirc	$\overline{}$	
Social life on campus						\mathcal{C}
			\simeq		\mathcal{I}	\bigcirc
Student government		\cup	O	O	\cup	\cup
Extra-curricular speakers, cultural offerio	•					
and events		_	\simeq		\mathcal{C}	\bigcirc
Climate for minority students on campus			\sim	\circ	\mathcal{C}	\sim
Sense of community on campus				\sim	\mathcal{C}	\bigcirc
Sense of community where you live		_	_	\sim	\mathcal{C}	\bigcirc
Ethnic/racial diversity of the campus		_	_	\mathcal{O}	\sim	\bigcirc
Intercollegiate athletic opportunities			\mathcal{C}	\mathcal{O}	\sim	\bigcirc
Club sport opportunities		\cup	U	\cup	U	\cup
Recreational and intramural athletic						
opportunities				\bigcirc	\mathcal{O}	\bigcirc
Feeling of security on campus		\bigcirc	\cup	\cup	U	\cup

Not Applicable



resembles you when you were a high school senior (same background, ability, interests, and temperament) to attend your college?	interaction with students from each of the following groups when you were in college.				
O Definitely would NOT		Substantial			
O Probably would NOT	Interactions with students				
Maybe	during college	Little			
O Probably would		None			
O Definitely would	American Indian or Alaska Nativ	/e 0 0 0 0			
4A. As an undergraduate, did you ever seriously question or rethink your beliefs or values in any of the following areas? You need not have changed your beliefs or values in order to answer "yes" to having questioned them in a fundamental way. Yes No	Asian American Native Hawaiian or Other Pacifi Black or African American Hispanic or Latino White From outside the U.S. Different religion from yours	c Islander 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			
Own political beliefs/values Own religious beliefs Own moral/ethical values Own	Different economic background	from yours O O O			
5. The list below contains some abilities and types of knowledge that may be developed in a bachelor's degree program. In Column I, please indicate the	I. Importance	II. Change			
importance in your life of each ability or type of	Essential	Much Stronger Now			
knowledge. In Column II, please indicate how your	Very Important	Stronger Now			
ability in each area has changed since you first	Somewhat Important	No Change			
entered college.	Not Important	Weaker Now			
Write effectively	0000	0000			
Communicate well orally		0000			
Acquire new skills and knowledge on my own		0000			
Think analytically and logically		0000			
Formulate/create original ideas and solutions		0000			
Evaluate and choose between alternative courses of action		0000			
Lead and supervise tasks and groups of people		0000			
Relate well to people of different races, nations, and religions.		0000			
Function effectively as a member of a team					
Use quantitative tools (e.g., statistics, graphs)					
		0000			
Place current problems in historical/cultural/philosophical persp	0000	0000			
Place current problems in historical/cultural/philosophical persp Identify moral and ethical issues	ective				
Identify moral and ethical issues	ective	0000			
	ective	0000 0000 0000			
Identify moral and ethical issues	ective	0000 0000 0000			
Identify moral and ethical issues	ective	0000 0000 0000 0000			
Identify moral and ethical issues	ective	0000 0000 0000 0000 0000			
Identify moral and ethical issues	ective	0000 0000 0000 0000 0000 0000			
Identify moral and ethical issues Understand myself: abilities, interests, limitations, personality Function independently, without supervision Gain in-depth knowledge of a field Plan and execute complex projects Read or speak a foreign language Appreciate art, literature, music, drama Acquire broad knowledge in the arts and sciences	ective	0000 0000 0000 0000 0000 0000			
Identify moral and ethical issues Understand myself: abilities, interests, limitations, personality Function independently, without supervision Gain in-depth knowledge of a field Plan and execute complex projects Read or speak a foreign language Appreciate art, literature, music, drama Acquire broad knowledge in the arts and sciences Develop an awareness of social problems	ective	0000 0000 0000 0000 0000 0000 0000			
Identify moral and ethical issues Understand myself: abilities, interests, limitations, personality Function independently, without supervision Gain in-depth knowledge of a field Plan and execute complex projects Read or speak a foreign language Appreciate art, literature, music, drama Acquire broad knowledge in the arts and sciences Develop an awareness of social problems Develop self-esteem/self-confidence	ective	0000 0000 0000 0000 0000 0000 0000			
Identify moral and ethical issues Understand myself: abilities, interests, limitations, personality Function independently, without supervision Gain in-depth knowledge of a field Plan and execute complex projects Read or speak a foreign language Appreciate art, literature, music, drama Acquire broad knowledge in the arts and sciences Develop an awareness of social problems Develop self-esteem/self-confidence Resolve interpersonal conflicts positively	ective	000 000 000 000 000 000 000 000 000 00			
Identify moral and ethical issues Understand myself: abilities, interests, limitations, personality Function independently, without supervision Gain in-depth knowledge of a field Plan and execute complex projects Read or speak a foreign language Appreciate art, literature, music, drama Acquire broad knowledge in the arts and sciences Develop an awareness of social problems Develop self-esteem/self-confidence Resolve interpersonal conflicts positively Synthesize and integrate ideas and information	ective	000 000 000 000 000 000 000 000 000 00			
Identify moral and ethical issues Understand myself: abilities, interests, limitations, personality Function independently, without supervision Gain in-depth knowledge of a field Plan and execute complex projects Read or speak a foreign language Appreciate art, literature, music, drama Acquire broad knowledge in the arts and sciences Develop an awareness of social problems Develop self-esteem/self-confidence Resolve interpersonal conflicts positively	ective	000 000 000 000 000 000 000 000 000 00			

PART B. Future Plans							
	6A. What is MOST LIKELY to be your PRINCIPAL activity this fall? (Mark only one activity in column A.)						
•	\	What else, if anything, will you probably be doing this fall? Mark as many as apply.					
<u>A</u>	<u>B</u> ()	Employment, <i>full-time</i> paid Employment, <i>part-time</i> paid					
000	000	Graduate or professional school <i>full-time</i> Graduate or professional school <i>part-time</i> Additional undergraduate coursework					
A 00 000 0000 00	0000	Military Service Volunteer activity (e.g., Peace Corps) Starting or raising a family Traveling					
0	0	Completely undecided Other activity (Please specify in the box below.)					
7. If employment will be your PRIMARY activity this fall, which of the following BEST describes the current state of your employment plans? (Exclude search for summer-only employment; mark only ONE answer.) O Have accepted a position O Have been offered a position and refused it; still searching for preferred position O Considering one or more specific offers O Currently searching for a position or waiting for an offer O Will begin searching for a position after graduation							

currer for the		of your educational plans
(Mark	only ON	IE answer.)
○ Ac○ PI	ccepted	and will be attending in the fall and deferred admission until a later date a waiting list, no acceptances
		ing on school this fall
will be att	e your l ending	(graduate or professional school) PRIMARY activity this fall, will you your first choice institution?
○ Ye	$0 \rightarrow W$	Phy not? (Mark all that apply.) Not admitted to first choice institution School I will be attending costs less than first choice School I will attend offered more attractive aid/assistance Constraints on geographic mobility (location of school) Other (Please specify in box below.)
in both	colum ı umn <u>on</u> ı	time in the future? Please answer ins. (Mark more than one answer in by if you expect to receive a joint
Fall	Plans	Second Bachelor's degree Master's degree in the Arts & Sciences Master's degree in Engineering Master's degree in Business (MBA) Other Master's degree (e.g., MPA, MSW, MSN, MAT, MPH, MM) Professional doctorate (EdD, DDiv) Ph.D. Medical degree (MD, DO, DDS, DVM) Law degree (JD, LLB) Other degree or certificate Undecided about advanced degree
O	O	No advanced degree
degree expect	in the f to earn	oursue a Master's or Doctoral fall, in which field(s) do you a degree?
(Flease	эргиіу	in the box below.)

9A. Which of the following best describes the

12. How important was Career Services in helping	PART C. Financing Your Undergraduate Education
you to	TAIN O. I manoring roar order graduate Education
explore career options? Not Important Somewhat Important Very Important	15. How did you finance your undergraduate education (tuition, fees, room and board)?
Essential	Major Source
Not Applicable	Minor Source
locate employment following college?	Not A Source
 Not Important Somewhat Important Very Important Essential 	A. Financial aid from your institution (Includes work-study, student loans, scholarships, and grants)
O Not Applicable	B. Parental resources (Parents' earnings, savings, assets, trusts, loans taken out by your parents, tuition assistance
13. From whom or where did you get information to help you achieve your post-graduation plans and	programs from parents' employers)
how valuable was the information? (Mark one answer for each source.) Not A Source Very Valuable Moderately Valuable Not Very Valuable	C. Other personal resources - exclude items listed in A. above (Include your own savings and assets, vacation period earnings, loans to you from relatives, non-institutional scholarships or grants, gifts, trusts from relatives other than parents)
Career Services:	
Resume critique Career counseling Website resources Workshops, panels, and programs Library materials On-campus recruiting Off-campus recruiting	D. Other sources (Please describe.)
Networking and Other Resources:	NOT repay)? O None
Parents or family OOO Faculty advisor OOO Other faculty OOO Students or friends OOO Alumnus or alumna OOO Former job or internship OO-line job listings (e.g., Monstertrak,	\$1 - \$4,999 \$5,000 - \$9,999 \$10,000 - \$14,999 \$15,000 - \$19,999 \$20,000 or more Do not know
14. How many faculty members know you well enough to provide a professional recommendation	17. What is the total amount YOU borrowed personally for your undergraduate education (tuition, fees, room and board)?
concerning your qualifications for a job or for advanced degree work? 0 0 1 2 3 4 or more	\$1 - \$4,999 \$5,000 - \$9,999 \$10,000 - \$14,999 \$15,000 - \$19,999 \$20,000 - \$24,999 \$25,000 - \$29,999 \$30,000 or more More than \$0 but unable to estimate the amount

12. How important was Career Services in helping

loans in question 17?	PART D. Your Major				
○ Yes○ No19. What has been the impact on your family of	21. Please fill in the code(s) for the field(s) of your undergraduate major(s). Use the six-digit code from the Major Code List insert included with this survey. Write the appropriate code(s) below and fil				
paying for your education (tuition, fees, room and board) at this institution?	in the circle of the corresponding number in each column. (Fill in more than one field ONLY if you have completed a second major in two fields on the Major				
○ None/Slight○ Moderate○ Considerable	Code List. You will answer more detailed questions about Major 1 in Questions 22-24.)				
○ Severe	Major 2				
 Not applicable (My family does not contribute funds for my education.) 	Major 1 (fill in ONLY if you have completed a second major				
OO Design for called a constant of the fortest and a least of a least of the least					
20. Paying for college can affect students' college experience. The statements below describe					
some possible effects. Please tell us to what	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$				
extent you agree or disagree with each statement.	33333				
	4 4 4 4 4 4				
Not Applicable	5 5 5 5 5 5				
Strongly Agree Agree	6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6				
Disagree	88888				
Strongly Disagree	$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$				
A. My work-study or academic year job helped me gain valuable skills and experience	 22. On the whole, how satisfied have you been with your major? (If you have more than one major, answer based on Major 1 in Question 21.) DISSATISFIED Very dissatisfied Generally dissatisfied Ambivalent Generally satisfied SATISFIED Very satisfied Very satisfied SATISFIED Very satisfied 23. What is the average grade you have received during your college career, overall and in your major? (Refer to Major 1 in Question 21.) 				
Internship	Overall Major ○ A ○ A- ○ B+ ○ B-/C+ ○ C or below				

24. Listed below are various aspects of your MAJOR. How important do you think they are? How satisfied are you with them? (Fill in one response in Part I and one response in Part II for each item; if you have more than one major, answer based on the major you reported for Major 1 in Question 21).

	I. Importance	II. Satisfaction				
	Not Applicable	Not Applicable				
	Essential	Very Satisfied				
	Very Important	Generally Satisfied				
	Somewhat Important	Generally <u>Dis</u> satisfied				
	Not Important	Very <u>Dis</u> satisfied				
Availability of courses you want to study	0000	0000				
Intellectual excitement	0000					
Quality of instruction						
Quality of advising						
Laboratory experience						
Opportunities for class discussion						
Availability of instructors during office hours	0000					
Availability of instructors outside of office hours						
Other contact with instructors outside classroom						
Helpfulness of faculty outside classroom						
Availability of tutoring and other help						
Flexibility of your major (i.e., time for electives)						
Adequacy of laboratory facilities						
Classrooms and classroom facilities						
Undergraduate departmental office						

PART E. Activities

25. In which years, during college, did you actively participate in any of the following? (If you participated in an activity, mark as many years as apply.)

Participated - 4th Year

Participated - 3rd Year Participated - 2nd Year Participated - 1st Year Independent study/research for credit Research with a faculty member for credit Research with faculty NOT for credit Publishing or presenting a paper off-campus O O O Study-abroad program Internship in the U.S..... Racial/cultural awareness program or workshop . . O O O Alcohol awareness session Religious or spiritual group Student government Fraternity or sorority O O O

26. During the fall term						26	6+ h	ou	rs
of your senior year,						2	1 - 2	25	
approximately how				16 - 20					
many hours did you				1	1 - 1	15			
spend during a			(6 - 1	10				
typical week doing			3 -	5					
the following		1	- 2						
activities?		hour							
	Non				_				
Scheduled classes or labs		\circ	O	0	0	0	0	0	0
Work on scheduled courses					_		_	_	_
outside of class or labs		O(O	O	\circ	\circ	\circ	\circ	\circ
Other academic work (e.g.,							_		
thesis; research)		O(\mathcal{O}	\circ	\circ	\circ	\circ	\circ	\bigcirc
Talking with faculty outside of									
class				_	_	_	_	_	_
Intercollegiate athletics									
Intramural sports									
Club sports					_	_	_	_	_
Other exercise/fitness				_	\sim	\sim	Ö	\sim	\sim
Partying									
Other socializing with friends									
Clubs/organized groups									
Watching TV		$O_{\mathcal{C}}$	\mathcal{O}	\cup	\cup	\cup	\cup	\cup	\cup
Using a computer for academic					$\overline{}$	$\overline{}$	$\overline{}$	$\overline{}$	
work		$O_{\mathcal{C}}$		\cup	\cup	U	\cup	O	\cup
Computer games, surfing the						$\overline{}$	$\overline{}$	$\overline{}$	$\overline{}$
net, etc				0	\cup	U	\cup	U	O
Electronic communications								$\overline{}$	
(e-mail, instant messaging)									
Working for pay									
Volunteer Work		0			\cup	\cup	\cup	\cup	\cup

27. Please indicate whether you agree or disagree with this statement.	34. Please indicate whether you actively participated in any of the following
I feel I have been able to find a balance between	intercollegiate sports during your time at this
my academic work and extra-curricular activities.	college or university. (Use the Sports Code List
Strongly Disagree	insert included with this survey; fill in Sport 2 ONLY if you participated in two intercollegiate sports.)
O Disagree	ii you participated iii two intercollegiate sports.)
○ Agree	Sport 1 Sport 2
Strongly Agree	
PART F. Your Background	
"	3
28. Your sex.	
○ Male ○ Female	(5) (6)
29. Where did you live during college? (Fill in ONE circle for each year) 3rd Year	
(Fill in ONE circle for each year.) 3rd Year 2nd Year	9
1st Year	35. What is your best estimate of the total annual
	before tax income from all sources of the
Residence hall	
Interest house or other campus housing	,
On-campus apartment	
Off-campus apartment	O \$50,000 - \$74,999 O \$200,000 - \$249,999
With parents or relatives	
Studying abroad or another off-campus program.	○ \$100,000 - \$124,999 ○ \$300,000 or above ○ \$125,000 - \$149,999
30. Your citizenship status.	36A. What is the highest level of education completed by each of your parents? Please mark their
United States citizenU.S. permanent resident (green card holder)	highest degree below:
and citizen of another country	Mother Father
 Citizen of another country with a student visa 	O No high school diploma
or other non-immigrant visa	O High school diploma or
	equivalent O Post-secondary school other
31. Your race or ethnic group. (Mark all that apply.)	than college
American Indian or Alaska Native	 Some college or associate's
○ Asian○ Black or African American	degree
Hispanic or Latino	Bachelor's degreeGraduate or professional degree
Native Hawaiian or Other Pacific Islander	g g g g g g g g g g g g g g g g g g g
○ White	36B. If one or both of your parents have a graduate or professional degree, please mark all that apply.
	Mother Father
32. Did either of your parents attend the institution	Master's degree in the Arts &
from which you will graduate this spring?	Sciences or Engineering
O Neither	Master's degree in Business
Mother onlyFather only	(MBA) Other Master's degree
O Both	O Professional Doctorate
	(EdD, DDiv)
33. Were you admitted to this college or university:	O Ph.D.
Early Action or Early Decision	Medical doctorate (MD, DO, DDS, DVM)
Regular admission	C Law degree (JD, LLB)
As a transfer from another institution	

37. A B C D E F 38. A B C D E F 39. A B C D E F 40. A B C D E F 41. A B C D E F	42. A B C D E F 43. A B C D E F 44. A B C D E F 45. A B C D E F 46. A B C D E F	47. (A (B) (C) (D) (E) (F) 48. (A (B) (C) (D) (E) (F) 49. (A (B) (C) (D) (E) (F) 50. (A (B) (C) (D) (E) (F) 51. (A (B) (C) (D) (E) (F)	52. (A) (B) (C) (D) (E) (F) (53. (A) (B) (C) (D) (E) (F) (54. (A) (B) (C) (D) (E) (F) (55. (A) (B) (C) (D) (E) (F) (56. (A) (B) (C) (D) (E) (F)
Your comments will be w reported to policy makers		lered carefully and will	remain confidential when
	w to comment on what your or what you wish you had o		improve your
	w to describe the most impoic about how your college onents.		
	w to elaborate on any of the her aspect of your undergra		

Thank you very much for contributing to this research!

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PART G. Supplemental questions for your own college or university.

2006 Senior Survey: Cornell Local Questions

- Q1 How much of a sense of community do you feel within each of the following groups at Cornell? (Scale: none at all; only a little; some; a great deal; not applicable)
- a) Cornell University as a whole
- b) Your undergraduate college
- c) Your major
- d) Your housing arrangement (e.g., residence hall, apartment)
- e) Extracurricular activities (e.g., sports, clubs)
- f) Fraternity or sorority
- g) Religious group
- h) Social/cultural/ethnic group
- i) Off-campus friends or organizations
- Q2 Indicate the extent to which you agree or disagree with the following statements: (Scale: strongly disagree; disagree; agree; strongly agree; not applicable)
- a) Faculty members are willing to spend time with me outside of class
- b) Faculty members are responsive to my academic needs and concerns
- c) Faculty members are responsive to my personal needs and concerns
- d) Faculty members are approachable
- e) Faculty members are fair and unbiased in their treatment of me
- f) My ideas have been taken seriously by professors
- g) Two or more faculty members know me well enough to provide a professional recommendation concerning my qualifications for a job or advanced degree work
- h) The Cornell learning experience should include gaining a better understanding of the role of race and racism in American life
- i) Before graduating every Cornell student should complete a course about diversity in the U.S.
- Q3 During the 2005 fall term, how often were you involved in the following specific out-of-class activities with faculty members? (Scale: not involved, once or twice a term, once or twice a month, once a week, several times a week or more)
- a) Had coffee or dined with a faculty member in a café or restaurant
- b) Attended departmental functions that included faculty members (e.g., meals, meetings)
- c) Interacted with a faculty member in a residence hall
- d) Attended an event hosted by a faculty member in their home (e.g., meal or social function)
- e) Attended an athletic competition with a faculty member
- f) Attended an arts or cultural event with a faculty member
- g) Participated in an extracurricular field trip that included a faculty member
- h) Other (please specify)
- Q4 During this academic year, in which of the following activities have you taken a leadership role (e.g., been an officer, participated on a council or committee). Mark all that apply.
- a) Student government
- b) Political or social action group
- c) Governance group in your residence or fraternity/sorority
- d) Academic club, honor society or professional association
- e) Cultural or ethnic organization
- f) Religious group
- g) Volunteer or community service organization
- h) Athletic team or club (e.g., intercollegiate, intramural)
- i) Recreational organization
- j) Arts-related group (e.g., music, theater, dance, literature or poetry)
- k) Other (please specify)

Q5 How comfortable would you be having a person of a different race, culture or ethnicity than your own as: (Scale: very uncomfortable; somewhat uncomfortable; somewhat comfortable; very comfortable; not applicable)

- a) A peer (e.g., classmate, member of same organization)
- b) A friend
- c) A close friend
- d) A roommate
- e) Someone to date
- f) Someone in a professional role (e.g., professor, counselor or residence hall staff)

Q6 How comfortable would you be having a person of a different sexual orientation than your own as: (Scale: very uncomfortable; somewhat uncomfortable; somewhat comfortable; very comfortable; not applicable)

- a) A peer (e.g., classmate, member of same organization)
- b) A friend
- c) A close friend
- d) A roommate
- e) Someone in a professional role (e.g., professor, counselor or residence hall staff)