

PhD	247	GENDER		%	Ethnic Minorities		40				
		F	100	40.48582996	%	16.19433198					
		M	136	55.06072874							
		N	9	3.643724696							
Years in DV	# of people	people years	Median Pay	# of people	people pay	Roles	Emp	FL	Total		
			5	3	15						
0.50	8.00	4	15	3	45	Analyst	33	9	42		
1.00	8.00	8	30	20	600	Designer	8	8	16		
2.00	11.00	22	50	24	1200	Developer	8	3	11		
3.00	15.00	45	70	28	1960	Engineer	6	0	6		
4.00	7.00	28	90	30	2700	Scientist	42	11	53		
5.00	25.00	125	110	23	2530	Journalist	2	2	4		
8.50	88.00	748	130	19	2470	Cartographer	1	0	1		
13.50	42.00	567	150	12	1800	Leadership	32	6	38		
18.50	15.00	277.5	170	11	1870	Teacher	4	2	6		
23.50	14.00	329	190	5	950						
28.50	5	142.5	210	9	1890						
30	8	240	230	2	460						
			250	7	1750	Frustrations		total	%		
	Total ppl years	2153.5				Lack of Time		120	48.58299595		
	AVERAGE YEARS	8.718623482	total people pay		20240	Lack of Design Expertise		56	22.67		
			AVERAGE PAY		81.94331984	Lack of Technical Skill		45	18.22		
						Learning new tools etc		58	23.48		
						Accessing Data		53	21.46		
			Growth Methods	total		Information Overload		37	14.98		
TOP 5 Tools			Books	91		Lack of Collaboration		27	10.93		
Excel	127		Workshops	98		Lack of Mentorship		32	12.96		
R	116		Examples	168		Low Data Literacy		25	10.12		
GGplot 2	100		Video Tutorials	127		Not enough respect for DV		48	19.43		
Powerpoint	94		Collab with skilled	113		Tech Limits of Tools		59	23.89		
P+P	80		working through a project	171		Too much effort on non DV		51	20.65		
			Mentoring/teaching	75		Data Volume		23	9.31		
			Podcasts	17				sum	256.6801619		
			In person learning	35				Total %	19.74462784		
			Virtual learning	34							