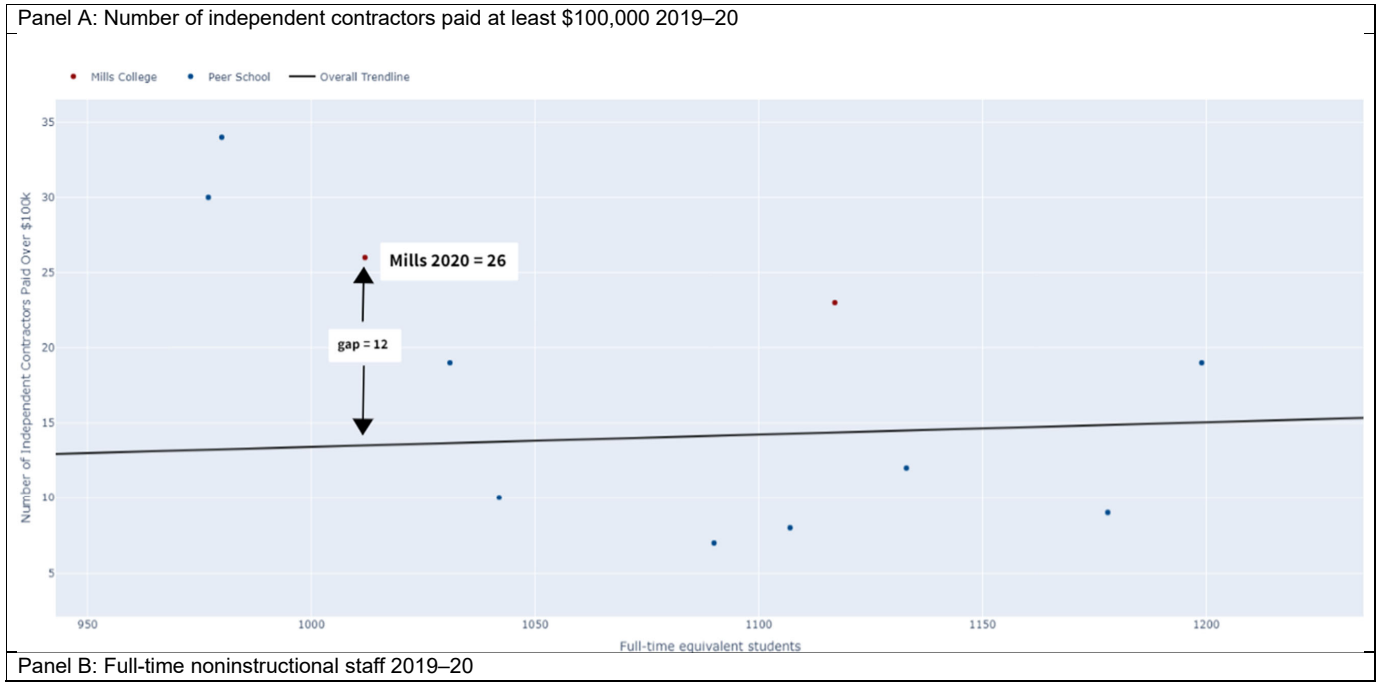
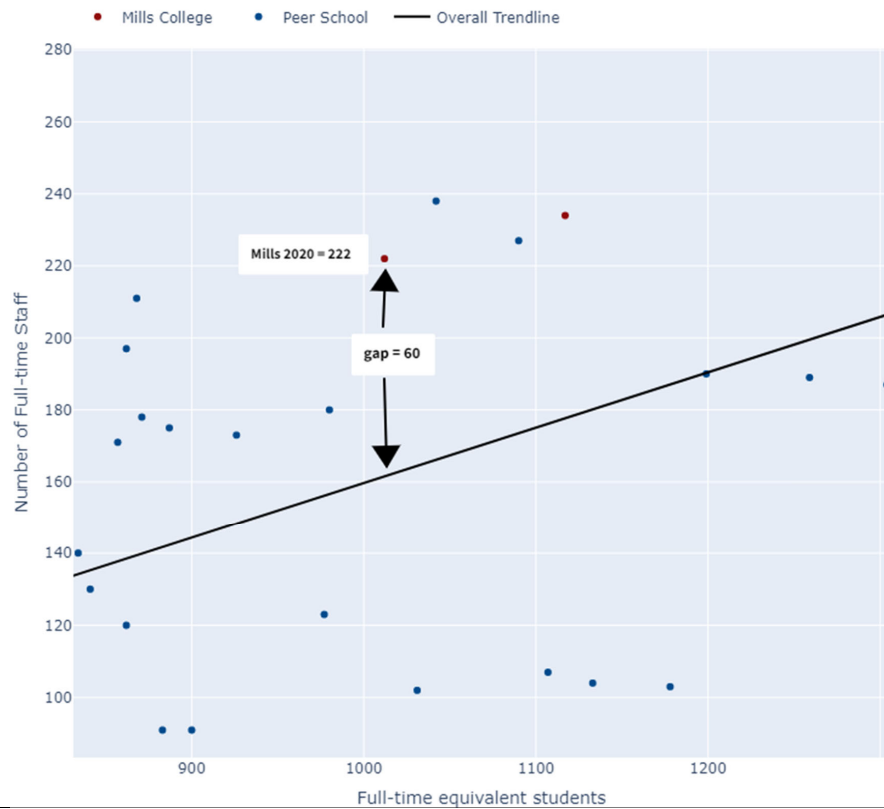


FIGURE 9  
Mills College versus peers, noninstructional staff and independent contractors





Source: Data are from US Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS). Operating revenue and change in net assets from operations are from audited financial statements retrieved from the Federal Audit Clearinghouse, <https://facdissem.census.gov/>. Contractor data come from IRS Form 990 tax statements accessed at <https://www.irs.gov/charities-non-profits/tax-exempt-organization-search-bulk-data-downloads>. Graph generated from the Mills College Benchmark Dashboard, <https://www.perspectivedatascience-mills.com>.