

Report on the 2002-2003 Faculty and Staff Survey

Results for Fanfare/Columbia Theatre

September 2004

Southeastern Louisiana University
Office of Institutional Research and Assessment

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Background

During the Spring of 2003, the Office of Institutional Research and Assessment (IR&A) conducted a survey of faculty and staff. The purposes of the survey were 1) to assess progress toward meeting the University's strategic planning benchmarks; and 2) to evaluate certain non-instructional units. The non-instructional units included in this year's survey were: Facilities Planning, Office of Technology, Office of Safety and Hazardous Materials Management, Controller's Office, Records & Registration, Office of Sponsored Research & Programs, and Fanfare/Columbia Theatre. This report will provide the results of the section regarding Fanfare/Columbia Theatre.

Survey Method

The 2002-2003 Survey of Faculty and Staff, along with a cover letter from the Provost and the Chair of the Institutional Effectiveness Committee, was sent to all full-time faculty and staff. The exceptions were the staff in Institutional Research and Assessment, the President, and the four Vice Presidents. Thus a total of 1,197 faculty and staff were included in the survey and received survey forms via campus mail. The information provided by the respondents was treated with strict confidentiality. A master list was maintained for purposes of follow-up only, this list was securely maintained. The master list was destroyed after data was collected. The information gained from the survey is reported for the entire survey group and individuals can not be identified with any response. Reminders to return the survey was distributed via e-mail. A second mailing was then sent to those faculty and staff who had not returned the survey. A total of 832 faculty and staff completed the survey and returned it to IR&A for a return rate of 70%. A copy of the survey can be found in Appendix A.

The average term of employment at Southeastern for respondents is 8.5 years, and the average age of the respondents is 45. These numbers reflect values nearly identical to the population as a whole. Table 1 presents other characteristics of the respondents as compared to the population.

Table 1
Respondents and Population Characteristics

	Respondents	Population	% of Population Responding
Total	832	1,197	69.5%
Faculty	356	500	71.2%
Classified Staff	280	451	62.1%
Unclassified Staff	196	246	79.7%
EEO Classification			
Faculty	325	461	70.5%
Executive/Administrative/Manager	110	125	88.0%
Clerical/ Secretarial	133	170	78.2%
Professional, Non-Faculty	149	198	75.3%
Skilled Craftsman	28	79	35.4%
Service/ Maintenance	44	113	38.9%
Technical/ Paraprofessional	43	51	84.3%
Gender			
Female	497	687	72.3%
Male	335	510	65.7%
Race			
Black, Non-Hispanic	74	164	45.1%
White, Non-Hispanic	730	992	73.6%
Other	28	41	68.3%
Rank (Faculty Only)			
Full Professor	59	81	72.8%
Associate Professor	62	93	66.7%
Assistant Professor	116	156	74.4%
Instructor	119	170	70.0%
Tenure Status (Faculty Only)			
Tenured	130	190	68.4%
Non-Tenured, Tenure Track	89	114	78.1%
Non-Tenure Track	137	196	69.9%

Results

Five items asked faculty and staff how many events they attend, their satisfaction with Fanfare/Columbia Theatre, the type of cultural events they want to attend, and whether they encourage/require students to attend performing arts events. The results for each item are presented with a set of summary points describing the data as a total group. This is followed by tables which present frequencies by age, EEO Classification, gender, college/division, home parish, race.

Following are definitions for EEO classification.

- Executive, Administrative, Managerial:
Persons whose assignments require primary (and major) responsibility for management of the institution, or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution, department, or subdivision. Included in this category are all officers holding titles such as president, vice president, dean, director, or the equivalent, as well as officers subordinate to any of these administrators with such titles as associate dean, assistant dean, executive officer of academic departments (department heads, or the equivalent) if their principal activity is administrative. (Note: Includes supervisors of professional employees, while supervisors of nonprofessional employees (technical, clerical, craft, and service/maintenance force) are included within the specific categories of the personnel they supervise.)
- Clerical
Persons whose assignments typically are associated with clerical activities or are specifically of a secretarial nature. Includes personnel who are responsible for internal and external communications, recording and retrieval of data (other than computer programmers) and/or information and other paperwork required in an office, such as bookkeepers, stenographers, clerk-typists, office-machine operators, statistical clerks, and payroll clerks. Also includes sales clerks such as those employed full time in the bookstore, and library clerks who are not recognized as librarians.
- Professional
Persons employed for the primary purpose of performing academic support, student services, and institutional support activities, whose assignments would require either college graduation or experience of such kind and amount as to provide a comparable background. Includes employees such as librarians, accountants, student personnel workers, counselors, systems analysts, computer programmers and coaches.

- **Skilled Craftsman**
Persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes mechanics and repairers, electricians, stationary engineers, skilled machinists, upholsterers, carpenters, compositors, and typesetters.

- **Service/Maintenance**
Persons whose assignments result in or contribute to the comfort, convenience, and hygiene of personnel and students or that contribute to the upkeep and care of buildings, facilities, or grounds of the institutional property. Includes chauffeurs, laundry and dry cleaning operatives, cafeteria and restaurant workers, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners and grounds keepers, refuse collectors, construction laborers, and security personnel.

- **Technical**
Persons whose assignments require specialized knowledge or skills which may be acquired through experience or academic work, such as offered in many 2-year technical institutes, junior colleges, or through equivalent on-the-job training. Includes computer programmers (with less than a bachelor's degree) and operators, drafters, engineering aides, junior engineers, mathematical aides, licensed practical or vocational nurses, dieticians, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical sciences), and similar occupational categories which are institutionally defined as technical assignments.

How many Fanfare 2002 events did you attend?

- Of the 820 faculty and staff who responded, 45% (n=372) attended no Fanfare 2002 events while 49% (n=398) had attended 1-5 Fanfare 2002 events.

Figure 1

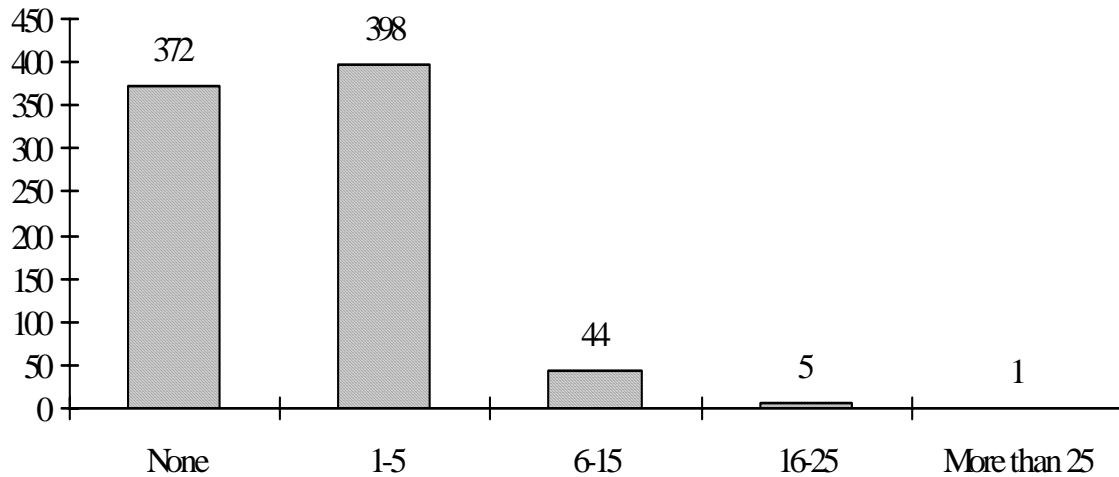


Table 2

	None	1-5	6-15	16-25	More than 25
Total	45% (372)	49% (398)	5% (44)	1% (5)	0% (1)
Age					
25 & Younger	59% (13)	36% (8)	5% (1)	0%	36% (69)
26-30	49% (31)	43% (27)	8% (5)	0%	0%
31-35	42% (36)	52% (45)	6% (5)	0%	0%
36-40	48% (39)	51% (41)	1% (1)	0%	0%
41-45	53% (74)	43% (60)	8% (11)	0%	0%
46-50	45% (63)	46% (64)	8% (11)	1% (1)	0%
51-55	39% (55)	51% (73)	8% (11)	2% (3)	1% (1)
56-60	40% (36)	57% (52)	3% (3)	0%	0%
Older than 60	45% (25)	50% (28)	4% (2)	2% (1)	0%

	None	1-5	6-15	16-25	More than 25
EEO Classification					
Executive/Administrative/Managerial	32% (34)	58% (61)	8% (8)	1% (1)	1% (1)
Faculty	37% (120)	53% (172)	8% (26)	1% (4)	0%
Professional Non-Faculty	48% (71)	48% (72)	4% (6)	0%	0%
Secretarial/Clerical	56% (73)	43% (56)	2% (2)	0%	0%
Technical/Paraprofessional	62% (26)	38% (16)	0%	0%	0%
Skilled Crafts	75% (21)	25% (7)	0%	0%	0%
Service/Maintenance Workers	63% (27)	33% (14)	5% (2)	0%	0%
Gender					
Female	48% (235)	46% (224)	5% (26)	1% (3)	0%
Male	41% (137)	52% (174)	5% (18)	1% (2)	0% (1)
College/Division					
President's Office	46% (16)	49% (17)	6% (2)	0%	0%
Academic Affairs	50% (61)	48% (59)	2% (3)	0%	0%
Arts & Sciences	26% (50)	61% (119)	11% (21)	2% (3)	1% (1)
Basic Studies	30% (17)	53% (30)	16% (9)	2% (1)	0%
Business & Technology	41% (28)	56% (38)	3% (2)	0%	0%
Education & Human Development	56% (43)	43% (33)	0%	1% (1)	0%
Nursing & Health Sciences	59% (37)	40% (25)	2% (1)	0%	0%
Student Affairs	40% (27)	54% (36)	6% (4)	0%	0%
Administration & Finance	74% (91)	26% (32)	0%	0%	0%
University Advancement	15% (2)	69% (9)	15% (2)	0%	0%
Home Parish					
Tangipahoa	41% (220)	53% (284)	6% (31)	1% (4)	0% (1)
St. Tammany	42% (35)	49% (41)	8% (7)	0%	0%
Livingston	64% (47)	33% (24)	3% (2)	0%	0%
East Baton Rouge	60% (39)	34% (22)	6% (4)	0%	0%
Other	53% (31)	46% (27)	0%	2% (1)	0%

	None	1-5	6-15	16-25	More than 25
Race					
White, Non-Hispanic	45% (327)	48% (348)	6% (41)	1% (4)	1% (1)
Black, Non-Hispanic	51% (37)	44% (32)	4% (3)	0%	0%
Hispanic	25% (3)	67% (8)	0%	0%	0%
Asian/Pacific Islander	29% (4)	71% (10)	0%	0%	0%
American Indian/Alaskan Native	100% (1)	0%	0%	0%	0%

Have you attended any non-Fanfare events at the Columbia Theatre?

- Of the 818 faculty and staff who responded, 38% (n=307) have attended non-Fanfare events at the Columbia Theatre, 17% (n=142) have no plans to ever attend a non-Fanfare event.

Figure 2

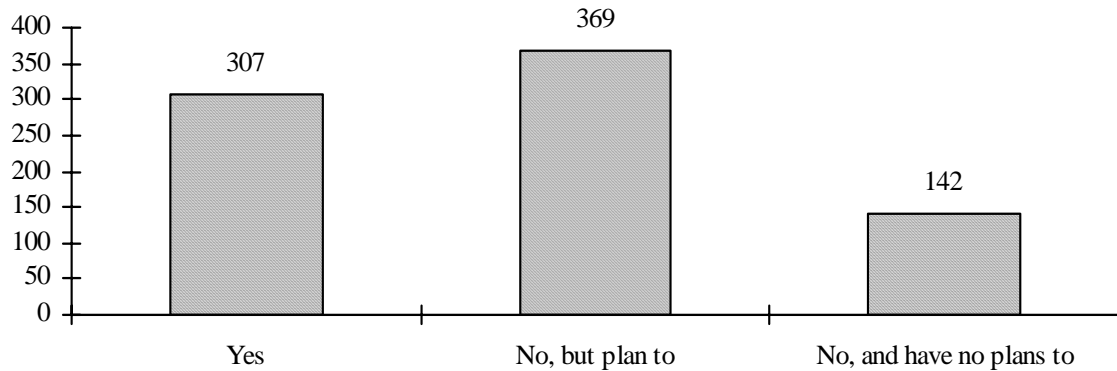


Table 3

	Yes	No, but plan to	No, and have no plans to
Total	38% (307)	45% (369)	17% (142)
Age			
25 & Younger	54% (12)	36% (8)	9% (2)
26-30	25% (16)	62% (39)	13% (8)
31-35	38% (33)	41% (35)	21% (18)
36-40	21% (17)	58% (47)	21% (17)
41-45	34% (47)	47% (65)	19% (27)
46-50	37% (52)	49% (68)	14% (19)
51-55	46% (65)	38% (53)	16% (23)
56-60	52% (47)	34% (31)	14% (13)
Older than 60	32% (18)	41% (23)	27% (15)

	Yes	No, but plan to	No, and have no plans to
EEO Classification			
Executive/Administrative/Managerial	59% (62)	38% (40)	3% (3)
Faculty	45% (144)	38% (121)	18% (57)
Professional Non-Faculty	32% (48)	50% (75)	17% (26)
Secretarial/Clerical	22% (29)	58% (76)	20% (26)
Technical/Paraprofessional	19% (8)	52% (22)	29% (12)
Skilled Crafts	18% (5)	43% (12)	39% (11)
Service/Maintenance Workers	27% (11)	56% (23)	17% (7)
Gender			
Female	36% (173)	48% (243)	16% (80)
Male	41% (134)	41% (135)	19% (62)
College/Division			
President's Office	34% (12)	54% (19)	4% (11)
Academic Affairs	32% (39)	55% (67)	14% (17)
Arts & Sciences	50% (97)	40% (77)	10% (20)
Basic Studies	44% (25)	46% (26)	11% (6)
Business & Technology	47% (32)	31% (21)	22% (15)
Education & Human Development	33% (25)	42% (32)	26% (20)
Nursing & Health Sciences	24% (15)	52% (33)	24% (15)
Student Affairs	49% (33)	36% (24)	15% (10)
Administration & Finance	15% (18)	57% (69)	28% (34)
University Advancement	85% (11)	8% (1)	8% (1)
Home Parish			
Tangipahoa	41% (220)	46% (245)	14% (74)
St. Tammany	41% (34)	42% (35)	17% (14)
Livingston	25% (18)	44% (32)	31% (22)
East Baton Rouge	28% (18)	42% (27)	31% (20)
Other	29% (17)	51% (30)	20% (12)

	Yes	No, but plan to	No, and have no plans to
Race			
White, Non-Hispanic	38% (274)	44% (320)	18% (127)
Black, Non-Hispanic	31% (22)	51% (36)	17% (12)
Hispanic	67% (8)	33% (4)	0%
Asian/Pacific Islander	21% (3)	64% (9)	14% (2)
American Indian/Alaskan Native	0%	0%	100% (1)

Do you encourage or require your students to attend performing arts events either at Columbia or on campus?

- Of the 816 faculty and staff who responded, 48% (n=388) do not teach and 26% (215) require or encourage students to attend performing arts events.

Figure 3

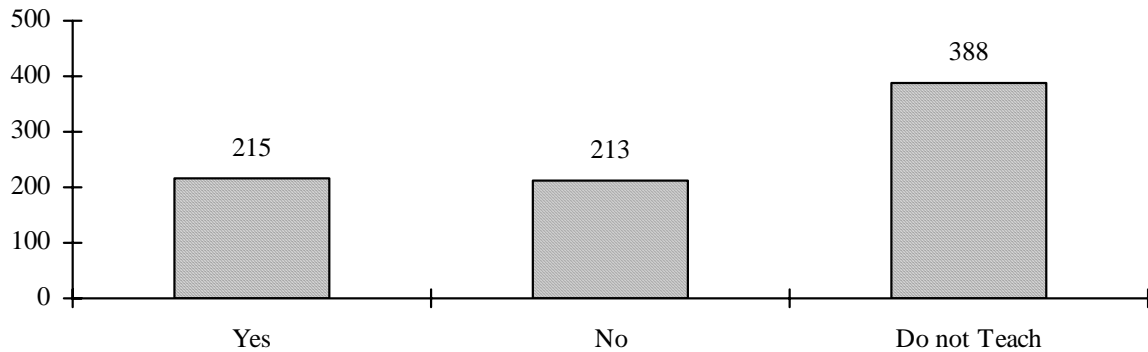


Table 4

	Yes	No	Do Not Teach
Total	26% (215)	26% (213)	48% (388)
Age			
25 & Younger	23% (5)	9% (2)	68% (15)
26-30	19% (12)	24% (15)	57% (36)
31-35	26% (22)	25% (21)	49% (42)
36-40	28% (23)	30% (24)	42% (34)
41-45	23% (31)	25% (35)	52% (72)
46-50	34% (47)	23% (32)	43% (60)
51-55	31% (44)	21% (30)	48% (69)
56-60	20% (18)	34% (31)	46% (41)
Older than 60	24% (13)	42% (23)	35% (19)

	Yes	No, but plan to	No, and have no plans to
EEO Classification			
Executive/Administrative/Managerial	25% (26)	15% (16)	60% (63)
Faculty	43% (137)	53% (171)	4% (12)
Professional Non-Faculty	17% (25)	11% (16)	73% (108)
Secretarial/Clerical	10% (13)	4% (5)	86% (113)
Technical/Paraprofessional	12% (5)	0%	88% (37)
Skilled Crafts	19% (5)	4% (1)	78% (21)
Service/Maintenance Workers	10% (4)	10% (4)	81% (34)
Gender			
Female	24% (120)	22% (106)	53% (258)
Male	29% (95)	32% (107)	39% (130)
College/Division			
President's Office	15% (5)	6% (2)	79% (27)
Academic Affairs	13% (16)	6% (7)	81% (99)
Arts & Sciences	49% (95)	39% (76)	11% (22)
Basic Studies	58% (33)	9% (5)	33% (19)
Business & Technology	31% (21)	50% (34)	19% (13)
Education & Human Development	21% (16)	52% (40)	27% (21)
Nursing & Health Sciences	18% (11)	57% (36)	25% (16)
Student Affairs	10% (7)	6% (4)	83% (56)
Administration & Finance	9% (11)	7% (9)	84% (102)
University Advancement	0%	0%	100% (13)
Home Parish			
Tangipahoa	26% (138)	23% (121)	52% (278)
St. Tammany	35% (29)	35% (29)	29% (24)
Livingston	18% (13)	15% (11)	67% (49)
East Baton Rouge	32% (21)	42% (27)	26% (17)
Other	24% (14)	42% (25)	34% (20)

	Yes	No, but plan to	No, and have no plans to
Race			
White, Non-Hispanic	26% (183)	27% (194)	48% (341)
Black, Non-Hispanic	28% (20)	11% (8)	61% (43)
Hispanic	50% (6)	33% (4)	17% (2)
Asian/Pacific Islander	43% (6)	43% (6)	14% (2)
American Indian/Alaskan Native	0%	100% (1)	0%

How satisfied have you been with the Columbia Theatre/Fanfare offerings?

- Of the 707 faculty and staff who responded, 7% (n=51) were very unsatisfied with the offerings and 23% (n=159) were very satisfied.
- The average rating across all faculty and staff was 3.48.

Figure 4

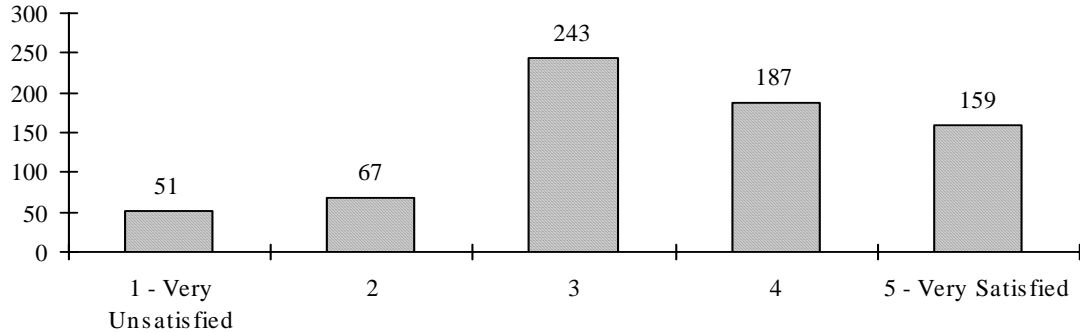


Table 5

	1 - Very Dissatisfied	2	3	4	5 - Very Satisfied	Mean*
Total	7% (51)	10% (67)	34% (243)	26% (187)	23% (159)	3.48
Age						
25 & Younger	0%	30% (6)	40% (8)	20% (4)	10% (2)	3.10
26-30	7% (4)	9% (5)	41% (24)	24% (14)	20% (12)	3.42
31-35	5% (4)	5% (4)	28% (21)	32% (24)	30% (23)	3.76
36-40	3% (2)	10% (7)	47% (33)	29% (20)	11% (8)	3.36
41-45	9% (10)	7% (8)	34% (40)	29% (34)	22% (26)	3.49
46-50	4% (5)	12% (14)	34% (40)	25% (30)	25% (29)	3.54
51-55	12% (14)	12% (14)	30% (37)	25% (30)	22% (27)	3.34
56-60	11% (9)	6% (5)	33% (27)	22% (18)	28% (23)	3.50
Older than 60	7% (3)	10% (4)	31% (31)	31% (13)	21% (9)	3.50

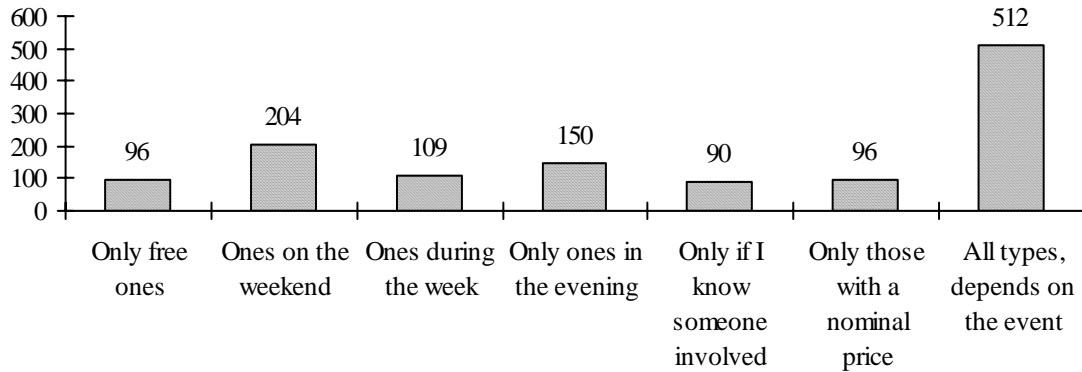
	1 - Very Dissatisfied	2	3	4	5 - Very Satisfied	Mean*
EEO Classification						
Executive/Admin./ Managerial	4% (4)	12% (12)	30% (3)	29% (29)	26% (26)	3.60
Faculty	8% (23)	8% (21)	27% (75)	33% (91)	25% (69)	3.58
Professional Non-Faculty	7% (9)	11% (14)	40% (51)	24% (31)	19% (24)	3.36
Secretarial/Clerical	7% (7)	9% (9)	43% (45)	22% (23)	20% (21)	3.40
Technical/ Paraprofessional	8% (3)	11% (4)	51% (19)	14% (5)	16% (6)	3.19
Skilled Crafts	17% (4)	13% (3)	44% (10)	13% (3)	13% (3)	2.91
Service/Maintenance Workers	3% (1)	12% (4)	39% (13)	15% (5)	30% (10)	3.58
Gender						
Female	8% (33)	9% (36)	33% (134)	25% (104)	25% (102)	3.50
Male	6% (18)	10% (31)	37% (109)	28% (83)	19% (57)	3.44
College/Division						
President's Office	0%	19% (6)	42% (13)	32% (10)	7% (2)	3.26
Academic Affairs	5% (5)	14% (13)	37% (41)	28% (31)	16% (18)	3.38
Arts & Sciences	10% (17)	11% (19)	24% (42)	31% (55)	26% (46)	3.53
Basic Studies	6% (3)	7% (4)	40% (22)	16% (9)	31% (17)	3.60
Business & Technology	2% (1)	5% (3)	30% (17)	37% (21)	26% (15)	3.81
Education & Human Development	7% (4)	7% (4)	35% (20)	21% (12)	30% (17)	3.60
Nursing & Health Sciences	6% (3)	2% (1)	47% (23)	25% (12)	20% (10)	3.51
Student Affairs	7% (4)	10% (6)	42% (25)	27% (16)	14% (8)	3.31
Administration & Finance	13% (13)	8% (8)	37% (36)	18% (17)	24% (23)	3.30
University Advancement	8% (1)	8% (1)	31% (4)	31% (4)	23% (3)	3.54

	1 - Very Dissatisfied	2	3	4	5 - Very Satisfied	Mean*
Home Parish						
Tangipahoa	7% (35)	10% (50)	34% (162)	27% (129)	22% (103)	3.45
St. Tammany	7% (5)	15% (10)	26% (18)	25% (17)	28% (19)	3.51
Livingston	10% (6)	7% (4)	39% (23)	25% (15)	19% (11)	3.36
East Baton Rouge	6% (3)	4% (2)	35% (18)	39% (20)	17% (9)	3.58
Other	4% (2)	2% (1)	46% (22)	13% (6)	35% (17)	3.73
Race						
White, Non-Hispanic	8% (47)	10% (61)	34% (215)	27% (171)	21% (134)	3.45
Black, Non-Hispanic	7% (4)	11% (6)	39% (21)	15% (8)	28% (15)	3.44
Hispanic	0%	0%	17% (2)	33% (4)	50% (6)	4.33
Asian/Pacific Islander	0%	0%	33% (4)	33% (4)	33% (4)	4.00
American Indian/Alaskan Native	0%	0%	100% (1)	0%	0%	3.00

What type of cultural events do you attend?

- Of the 828 faculty and staff who responded, 62% (n=512) indicated that the type of cultural event was most important in their determination of whether or not they would attend.

Figure 5



T

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	Only free ones	Ones on the weekend	Ones during the week	Only ones in the evening	Only if I know someone involved	Only those with a nominal price	All types, depends on the event
Total	12% (96)	25% (204)	13% (109)	18% (150)	11% (90)	12% (96)	62% (512)
Age							
25 & Younger	22% (5)	22% (5)	22% (5)	30% (7)	9% (2)	9% (2)	57% (13)
26-30	8% (5)	24% (15)	10% (6)	22% (14)	13% (8)	16% (10)	60% (38)
31-35	15% (13)	18% (16)	10% (9)	17% (15)	7% (6)	9% (8)	61% (54)
36-40	17% (14)	28% (23)	16% (13)	10% (8)	12% (10)	12% (10)	69% (56)
41-45	12% (17)	28% (39)	9% (12)	19% (26)	14% (20)	14% (20)	61% (85)
46-50	10% (14)	31% (43)	14% (20)	15% (21)	11% (15)	14% (19)	63% (88)
51-55	9% (13)	22% (31)	17% (24)	15% (22)	12% (17)	11% (16)	61% (87)
56-60	11% (10)	20% (19)	12% (11)	26% (24)	8% (7)	8% (7)	63% (68)
Older than 60	9% (5)	22% (13)	16% (9)	22% (13)	9% (5)	7% (4)	48% (28)

	Only free ones	Ones on the weekend	Ones during the week	Only ones in the evening	Only if I know someone involved	Only those with a nominal price	All types, depends on the event
EEO Classification							
Executive/Admin./ Managerial	7% (7)	28% (30)	16% (17)	14% (15)	8% (9)	11% (12)	68% (73)
Faculty	12% (39)	26% (85)	19% (62)	19% (63)	9% (30)	10% (33)	66% (214)
Professional Non-Faculty	9% (13)	25% (37)	11% (16)	20% (30)	7% (11)	13% (19)	66% (98)
Secretarial/Clerical	11% (15)	27% (35)	6% (8)	22% (29)	14% (19)	17% (22)	54% (71)
Technical/ Paraprofessional	12% (5)	23% (10)	9% (4)	19% (8)	7% (3)	9% (4)	67% (29)
Skilled Crafts	29% (8)	14% (4)	0%	7% (2)	32% (9)	11% (3)	39% (11)
Service/Maintenance Workers	21% (9)	7% (3)	5% (2)	7% (3)	21% (9)	7% (3)	36% (16)
Gender							
Female	10% (51)	27% (135)	12% (57)	19% (92)	10% (51)	12% (57)	63% (310)
Male	13% (45)	21% (69)	16% (52)	17% (58)	12% (39)	12% (39)	60% (202)
College/Division							
President's Office	9% (3)	14% (5)	14% (5)	11% (4)	9% (3)	11% (4)	66% (23)
Academic Affairs	12% (15)	21% (26)	11% (13)	21% (26)	10% (12)	18% (22)	68% (84)
Arts & Sciences	9% (18)	28% (54)	20% (39)	22% (44)	5% (10)	10% (20)	71% (140)
Basic Studies	17% (10)	25% (15)	17% (10)	20% (12)	9% (5)	9% (5)	68% (40)
Business & Technology	13% (9)	21% (14)	12% (8)	15% (10)	18% (12)	15% (10)	56% (38)
Education & Human Development	8% (6)	32% (25)	18% (14)	18% (14)	8% (6)	6% (5)	59% (49)
Nursing & Health Sciences	13% (8)	35% (22)	13% (8)	19% (12)	10% (6)	13% (8)	54% (34)
Student Affairs	7% (5)	15% (10)	4% (3)	15% (10)	15% (10)	10% (7)	62% (42)
Administration & Finance	17% (21)	20% (25)	2% (3)	11% (14)	21% (26)	11% (14)	43% (54)
University Advancement	8% (1)	62% (8)	46% (6)	31% (4)	0%	8% (1)	85% (11)

	Only free ones	Ones on the weekend	Ones during the week	Only ones in the evening	Only if I know someone involved	Only those with a nominal price	All types, depends on the event
Home Parish							
Tangipahoa	11% (58)	24% (131)	12% (68)	19% (103)	10% (53)	11% (62)	63% (346)
St. Tammany	15% (12)	25% (21)	19% (16)	15% (12)	11% (9)	10% (8)	59% (49)
Livingston	14% (10)	32% (23)	7% (5)	23% (17)	15% (11)	14% (10)	59% (43)
East Baton Rouge	12% (8)	26% (17)	14% (9)	14% (9)	6% (4)	6% (4)	65% (42)
Other	14% (8)	20% (12)	19% (11)	15% (9)	22% (13)	20% (12)	54% (32)
Race							
White, Non-Hispanic	11% (80)	25% (182)	14% (100)	19% (139)	9% (68)	12% (84)	63% (456)
Black, Non-Hispanic	16% (12)	19% (14)	8% (6)	8% (6)	16% (12)	11% (8)	54% (40)
Hispanic	0%	17% (2)	17% (2)	8% (1)	25% (3)	8% (1)	75% (9)
Asian/Pacific Islander	29% (4)	36% (5)	7% (1)	29% (4)	43% (6)	21% (3)	50% (7)
American Indian/Alaskan Native	0%	100% (1)	0%	0%	100% (1)	0%	0%

Appendix A

2002-2003 Survey of Faculty and Staff