Staff Attitudes Survey Spring 2015

1. Would you please identify your division?

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| # | Answer |

|  |  |
| --- | --- |
|  |  |

 | Response | % |
| 1 | Academic Affairs and Provost |

|  |  |
| --- | --- |
|  |  |

 | 54 | 23% |
| 2 | Athletics |

|  |  |
| --- | --- |
|  |  |

 | 27 | 11% |
| 3 | Business and Financial Affairs |

|  |  |
| --- | --- |
|  |  |

 | 30 | 13% |
| 4 | Enrollment Management and Diversity |

|  |  |
| --- | --- |
|  |  |

 | 22 | 9% |
| 5 | Student Affairs |

|  |  |
| --- | --- |
|  |  |

 | 52 | 22% |
| 6 | University Advancement |

|  |  |
| --- | --- |
|  |  |

 | 14 | 6% |
| 7 | I prefer not to respond |

|  |  |
| --- | --- |
|  |  |

 | 39 | 16% |
|  | Total |  | 238 | 100% |

2. Please identify your current level as a UNA staff member.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| # | Answer |

|  |  |
| --- | --- |
|  |  |

 | Response | % |
| 1 | Clerical and Secretarial (administrative assistant, assistant to..., administrative specialist, clerk, etc...) |

|  |  |
| --- | --- |
|  |  |

 | 58 | 23% |
| 2 | Executive/Administrative and Managerial (associate/assistant director, director, cost center head, etc...) |

|  |  |
| --- | --- |
|  |  |

 | 44 | 18% |
| 3 | Other Professionals (accountant, counselor, coordinator, specialist, coaches, etc...) |

|  |  |
| --- | --- |
|  |  |

 | 89 | 36% |
| 4 | Service/Maintenance/Skilled Crafts (custodial, grounds, driver, carpenter, electrician, etc...) |

|  |  |
| --- | --- |
|  |  |

 | 32 | 13% |
| 5 | I do not know my level |

|  |  |
| --- | --- |
|  |  |

 | 3 | 1% |
| 6 | I prefer not to respond |

|  |  |
| --- | --- |
|  |  |

 | 22 | 9% |
|  | Total |  | 248 | 100% |

3. How many years have you worked at UNA?

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| # | Answer |

|  |  |
| --- | --- |
|  |  |

 | Response | % |
| 1 | Less than a year |

|  |  |
| --- | --- |
|  |  |

 | 24 | 10% |
| 2 | 1 - 4 years |

|  |  |
| --- | --- |
|  |  |

 | 68 | 27% |
| 3 | 5 - 7 years |

|  |  |
| --- | --- |
|  |  |

 | 52 | 21% |
| 4 | 8 - 11 years |

|  |  |
| --- | --- |
|  |  |

 | 36 | 14% |
| 5 | 12 - 20 years |

|  |  |
| --- | --- |
|  |  |

 | 49 | 20% |
| 6 | more than 20 years |

|  |  |
| --- | --- |
|  |  |

 | 21 | 8% |
|  | Total |  | 250 | 100% |

4. ATTITUDES TOWARD ADMINISTRATION Concerning my Supervisor, I am satisfied with:

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| # | Question | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Total Responses | Mean |
| 1 | His/Her fair treatment of department members. | 16 | 29 | 25 | 65 | 109 | 244 | 3.91 |
| 2 | His/Her representation of my department to upper administration. | 13 | 24 | 30 | 69 | 106 | 242 | 3.95 |
| 3 | His/Her providing me with timely communications from higher-level administrators. | 17 | 29 | 36 | 70 | 89 | 241 | 3.77 |
| 4 | His/Her commitment to ensuring that hiring procedures are in accordance with policy. | 14 | 13 | 29 | 62 | 106 | 224 | 4.04 |
| 5 | His/Her following of established procedures related to the termination of staff. | 10 | 9 | 47 | 38 | 68 | 172 | 3.84 |
| 6 | His/Her fair handling of budgetary requests/expenditures. | 14 | 17 | 30 | 67 | 103 | 231 | 3.99 |
| 7 | His/Her overall job performance. | 18 | 23 | 28 | 65 | 110 | 244 | 3.93 |

5. ATTITUDES TOWARD ADMINISTRATION Concerning other administrators, I am satisfied with the overall job performance of:

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| # | Question | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Total Responses | Mean |
| 1 | The Provost and Vice President for Academic Affairs - Dr. John Thornell | 6 | 7 | 34 | 87 | 86 | 220 | 4.09 |
| 2 | The Vice President of University Advancement - Dr. Daniel L. Hendricks | 10 | 14 | 73 | 51 | 24 | 172 | 3.38 |
| 3 | The Vice President for Student Affairs - Mr. David Shields | 19 | 21 | 51 | 64 | 58 | 213 | 3.57 |
| 4 | The Vice President for Enrollment Management and Diversity - Dr. Thomas Calhoun | 19 | 16 | 51 | 67 | 52 | 205 | 3.57 |
| 5 | The Director of Athletics - Mr. Mark Linder | 9 | 14 | 58 | 65 | 50 | 196 | 3.68 |
| 6 | The Vice President for Business and Financial Affairs - Mr. Clinton Carter | 5 | 15 | 61 | 80 | 51 | 212 | 3.74 |

7. ATTITUDES TOWARD WORKING CONDITIONS Concerning diversity: UNA thoroughly addresses campus issues related to:

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| # | Question | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Total Responses | Mean |
| 1 | Age or ageism | 3 | 20 | 52 | 90 | 37 | 202 | 3.68 |
| 2 | Disability or Able-ism | 3 | 17 | 49 | 99 | 45 | 213 | 3.78 |
| 3 | Race or racism | 12 | 8 | 44 | 106 | 51 | 221 | 3.80 |
| 4 | Religious beliefs or harassment | 6 | 10 | 51 | 102 | 43 | 212 | 3.78 |
| 5 | Sex/gender or sexism | 5 | 16 | 47 | 105 | 50 | 223 | 3.80 |
| 6 | Sexual orientation or homophobia | 3 | 15 | 53 | 100 | 41 | 212 | 3.76 |

8. Have you ever felt discriminated against or harassed (even subtly) on this campus?

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| # | Answer |

|  |  |
| --- | --- |
|  |  |

 | Response | % |
| 1 | Yes |

|  |  |
| --- | --- |
|  |  |

 | 62 | 25% |
| 2 | No |

|  |  |
| --- | --- |
|  |  |

 | 184 | 75% |
|  | Total |  | 246 | 100% |

9. What do you believe was the primary reason that you were discriminated against or harassed?

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| # | Answer |

|  |  |
| --- | --- |
|  |  |

 | Response | % |
| 1 | Because of my age |

|  |  |
| --- | --- |
|  |  |

 | 8 | 14% |
| 2 | Because of my disability |

|  |  |
| --- | --- |
|  |  |

 | 2 | 4% |
| 3 | Because of my economic status |

|  |  |
| --- | --- |
|  |  |

 | 0 | 0% |
| 4 | Because of my gender |

|  |  |
| --- | --- |
|  |  |

 | 13 | 23% |
| 5 | Because of my race or ethnicity |

|  |  |
| --- | --- |
|  |  |

 | 11 | 20% |
| 6 | Because of my religious beliefs |

|  |  |
| --- | --- |
|  |  |

 | 2 | 4% |
| 7 | Because of my sexual orientation |

|  |  |
| --- | --- |
|  |  |

 | 3 | 5% |
| 8 | Other: please explain. |

|  |  |
| --- | --- |
|  |  |

 | 17 | 30% |
|  | Total |  | 56 | 100% |

11. ATTITUDES TOWARD WORKING CONDITIONS It is my perception that:

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| # | Question | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Total Responses | Mean |
| 1 | I have sufficient technology to support my needs. | 10 | 28 | 22 | 105 | 72 | 237 | 3.85 |
| 2 | The criteria by which technology resources are allocated are clear to me. | 13 | 40 | 45 | 81 | 54 | 233 | 3.53 |
| 3 | Information Technology Services' policies and procedures have adapted in response to the changing needs of UNA staff. | 5 | 23 | 40 | 96 | 61 | 225 | 3.82 |

12. How old is your university-owned computer?

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| # | Answer |

|  |  |
| --- | --- |
|  |  |

 | Response | % |
| 1 | Less than one year |

|  |  |
| --- | --- |
|  |  |

 | 41 | 17% |
| 2 | One to three years |

|  |  |
| --- | --- |
|  |  |

 | 101 | 42% |
| 3 | More than three years |

|  |  |
| --- | --- |
|  |  |

 | 48 | 20% |
| 4 | I don't know |

|  |  |
| --- | --- |
|  |  |

 | 48 | 20% |
|  | Total |  | 238 | 100% |

14. ATTITUDES TOWARD WORKING CONDITIONS Work environment

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| # | Question | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Total Responses | Mean |
| 1 | I am pleased with the buildings I work in on campus. | 17 | 59 | 47 | 73 | 45 | 241 | 3.29 |
| 2 | I am confident that the buildings I work in on campus do not negatively affect my health. | 24 | 54 | 45 | 66 | 48 | 237 | 3.25 |
| 3 | UNA should allocate more resources to capital improvements (roofing, painting, flooring, HVAC upgrades, furniture, etc.) | 2 | 5 | 36 | 64 | 127 | 234 | 4.32 |

16. Have you, in the past 12 months, personally contacted University Police (by telephone or email) to request a police presence, an escort, or some kind of assistance?

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| # | Answer |

|  |  |
| --- | --- |
|  |  |

 | Response | % |
| 1 | Yes |

|  |  |
| --- | --- |
|  |  |

 | 63 | 26% |
| 2 | No |

|  |  |
| --- | --- |
|  |  |

 | 180 | 74% |
|  | Total |  | 243 | 100% |

17. Did you receive a satisfactory response (please briefly describe your experience)?

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| # | Answer |

|  |  |
| --- | --- |
|  |  |

 | Response | % |
| 1 | Yes |

|  |  |
| --- | --- |
|  |  |

 | 55 | 93% |
| 2 | No |

|  |  |
| --- | --- |
|  |  |

 | 4 | 7% |
|  | Total |  | 59 | 100% |

18. Please rate your level of agreement with the following statements.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| # | Question | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Total Responses | Mean |
| 1 | I feel safe on campus. | 0 | 9 | 28 | 130 | 74 | 241 | 4.12 |
| 2 | I'm comfortable with the current level of police presence on campus. | 7 | 25 | 44 | 117 | 45 | 238 | 3.71 |
| 3 | I feel that the University police keeps the campus community informed in the event of a safety issue. | 4 | 9 | 24 | 115 | 86 | 238 | 4.13 |
| 4 | I'm satisfied with parking enforcement. | 37 | 56 | 51 | 71 | 19 | 234 | 2.91 |
| 7 | I believe the campus would be safer if there were more security cameras. | 4 | 13 | 54 | 71 | 91 | 233 | 4.00 |

20. ATTITUDES TOWARD SALARIES, SUPPORTS, AND BENEFITS Concerning salaries:

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| # | Question | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Total Responses | Mean |
| 2 | Compared to staff members at my level at institutions similar to UNA, I receive adequate cost of living (COL) raises. | 60 | 75 | 42 | 24 | 4 | 205 | 2.20 |
| 3 | I've sought employment outside the University in the past year for reasons directly related to compensation. | 33 | 54 | 48 | 42 | 22 | 199 | 2.83 |
| 4 | I believe that the hiring process is clear. | 19 | 41 | 42 | 104 | 24 | 230 | 3.32 |
| 5 | I believe that the hiring process is fair. | 24 | 36 | 56 | 91 | 22 | 229 | 3.22 |
| 6 | I am satisfied with the internal promotion/transfer policies | 34 | 47 | 56 | 54 | 8 | 199 | 2.77 |

21. Do you have five years of service in your current position?

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| # | Answer |

|  |  |
| --- | --- |
|  |  |

 | Response | % |
| 1 | Yes |

|  |  |
| --- | --- |
|  |  |

 | 120 | 50% |
| 2 | No |

|  |  |
| --- | --- |
|  |  |

 | 119 | 50% |
|  | Total |  | 239 | 100% |

22. Are you currently at midpoint or higher on the pay scale?

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| # | Answer |

|  |  |
| --- | --- |
|  |  |

 | Response | % |
| 1 | Yes |

|  |  |
| --- | --- |
|  |  |

 | 55 | 51% |
| 2 | No |

|  |  |
| --- | --- |
|  |  |

 | 53 | 49% |
|  | Total |  | 108 | 100% |

23. Concerning insurance costs and benefits:

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| # | Question | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Total Responses | Mean |
| 1 | The University provides good insurance coverage for its employees. | 5 | 12 | 22 | 111 | 80 | 230 | 4.08 |
| 2 | I believe there should be a separate coverage option for a family of two with no dependents. (UNA currently offers one family coverage plan, regardless of dependents). | 4 | 11 | 35 | 81 | 75 | 206 | 4.03 |
| 3 | I'm satisfied with our current health-care provider. | 2 | 11 | 32 | 107 | 75 | 227 | 4.07 |

25. ATTITUDES TOWARD SALARIES, SUPPORTS, AND BENEFITS Concerning University Health Services:

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| # | Question | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Total Responses | Mean |
| 1 | Overall, I am satisfied with the care provided by Health Services. | 3 | 18 | 30 | 107 | 51 | 209 | 3.89 |
| 2 | University Health Services should be made available to the spouses and dependents of faculty and staff. | 5 | 13 | 55 | 79 | 55 | 207 | 3.80 |
| 3 | The hours of operation are convenient. | 2 | 24 | 41 | 115 | 30 | 212 | 3.69 |
| 4 | The check-in process is efficient. | 2 | 4 | 31 | 117 | 48 | 202 | 4.01 |
| 5 | The staff are courteous. | 2 | 4 | 26 | 86 | 87 | 205 | 4.23 |
| 6 | My medical questions/concerns are answered. | 1 | 9 | 31 | 96 | 62 | 199 | 4.05 |
| 7 | I am confident in the medical care I receive. | 2 | 16 | 42 | 91 | 49 | 200 | 3.85 |
| 8 | I would prefer if walk-in appointments were available all the time. | 0 | 11 | 72 | 70 | 49 | 202 | 3.78 |

27. On average, how often do you use University Health Services?

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| # | Answer |

|  |  |
| --- | --- |
|  |  |

 | Response | % |
| 1 | Less than 3 times a semester |

|  |  |
| --- | --- |
|  |  |

 | 167 | 70% |
| 2 | 3 - 5 times a semester |

|  |  |
| --- | --- |
|  |  |

 | 20 | 8% |
| 3 | More than 5 times a semester |

|  |  |
| --- | --- |
|  |  |

 | 1 | 0% |
| 4 | Never |

|  |  |
| --- | --- |
|  |  |

 | 49 | 21% |
|  | Total |  | 237 | 100% |

28. Have you used University Health Services within the past year?

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| # | Answer |

|  |  |
| --- | --- |
|  |  |

 | Response | % |
| 1 | Yes |

|  |  |
| --- | --- |
|  |  |

 | 156 | 67% |
| 2 | No |

|  |  |
| --- | --- |
|  |  |

 | 78 | 33% |
|  | Total |  | 234 | 100% |

29. What is the primary reason you did not use University Health Services with the past year?

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| # | Answer |

|  |  |
| --- | --- |
|  |  |

 | Response | % |
| 1 | The hours are not convenient for me |

|  |  |
| --- | --- |
|  |  |

 | 0 | 0% |
| 2 | I prefer a different health care provider |

|  |  |
| --- | --- |
|  |  |

 | 11 | 15% |
| 3 | I have health conditions that require care beyond what University Health Services can offer |

|  |  |
| --- | --- |
|  |  |

 | 6 | 8% |
| 4 | I have not required treatment or consultation with the past year |

|  |  |
| --- | --- |
|  |  |

 | 51 | 72% |
| 5 | Other, please explain |

|  |  |
| --- | --- |
|  |  |

 | 3 | 4% |
|  | Total |  | 71 | 100% |

31. ATTITUDES TOWARD THE STAFF SENATE AND SHARED GOVERNANCE The Staff Senate at UNA:

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| # | Question | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Total Responses | Mean |
| 1 | Plays an appropriate role in the University's decision-making process. | 2 | 18 | 59 | 85 | 19 | 183 | 3.55 |
| 2 | Provides a line of communication between the staff and the Board of Trustees that effectively represents staff members' concerns. | 3 | 15 | 52 | 96 | 22 | 188 | 3.63 |
| 3 | Overall, the Staff Senate effectively represents Staff interests. | 3 | 15 | 60 | 88 | 20 | 186 | 3.58 |
| 4 | I have enjoyed receiving the newly developed staff newsletter. | 3 | 8 | 71 | 87 | 24 | 193 | 3.63 |
| 5 | I have a better idea of Staff Senate's mission and activities now than I did previously | 6 | 24 | 74 | 72 | 19 | 195 | 3.38 |

33. ATTITUDES TOWARD THE STAFF SENATE AND SHARED GOVERNANCE Concerning the system of shared governance at UNA:

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| # | Question | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Total Responses | Mean |
| 1 | The process involved in filling shared governance committees is fair. | 8 | 20 | 72 | 58 | 9 | 167 | 3.24 |
| 2 | I know who my shared governance committee representatives are. | 16 | 68 | 35 | 65 | 14 | 198 | 2.96 |
| 3 | The shared governance system ensures that problems or issues are efficiently delegated to the appropriate committee. | 6 | 22 | 72 | 55 | 8 | 163 | 3.23 |
| 4 | The method by which changes are made through shared governance are clear. | 11 | 42 | 69 | 43 | 7 | 172 | 2.96 |
| 5 | The shared governance committees keep me informed about how campus problems or issues have been addressed. | 15 | 44 | 72 | 47 | 6 | 184 | 2.92 |
| 6 | Overall, the shared governance system effectively represents staff interests. | 12 | 25 | 78 | 50 | 6 | 171 | 3.08 |
| 7 | I feel that there has been improvement in Staff Senate since the last survey. | 5 | 18 | 79 | 53 | 11 | 166 | 3.28 |

36. ATTITUDES TOWARD WORKING CONDITIONS Concerning campus atmosphere:

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| # | Question | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Total Responses | Mean |
| 1 | I feel that my department is respected by the administration. | 29 | 46 | 52 | 91 | 19 | 237 | 3.11 |
| 2 | I feel that my department has a voice in policies in which it is directly involved and/or that directly affect it. | 32 | 64 | 53 | 70 | 16 | 235 | 2.89 |

37. Concerning pay plan policies: The purpose of this section is to determine if the policies are clear to most employees.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| # | Question | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Total Responses | Mean |
| 1 | I understand the process by which employees are moved toward midpoint | 34 | 76 | 71 | 49 | 6 | 236 | 2.65 |
| 2 | I understand the salary schedule | 26 | 58 | 62 | 84 | 7 | 237 | 2.95 |
| 3 | I understand promotion and transfer policies | 32 | 74 | 72 | 50 | 7 | 235 | 2.69 |
| 4 | I have at least a basic understanding of how the compensation plan works | 22 | 62 | 58 | 87 | 8 | 237 | 2.99 |

38. Have you received any progress to midpoint increases?

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| # | Answer |

|  |  |
| --- | --- |
|  |  |

 | Response | % |
| 1 | Yes |

|  |  |
| --- | --- |
|  |  |

 | 19 | 17% |
| 2 | No |

|  |  |
| --- | --- |
|  |  |

 | 90 | 83% |
|  | Total |  | 109 | 100% |

39. If you are a supervisor, would you allow/encourage your employees to attend professional development events?

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| # | Answer |

|  |  |
| --- | --- |
|  |  |

 | Response | % |
| 4 | Yes |

|  |  |
| --- | --- |
|  |  |

 | 148 | 86% |
| 5 | Maybe |

|  |  |
| --- | --- |
|  |  |

 | 21 | 12% |
| 6 | No |

|  |  |
| --- | --- |
|  |  |

 | 3 | 2% |
|  | Total |  | 172 | 100% |

40. Would you be interested in attending professional development events if they were offered on campus?

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| # | Answer |

|  |  |
| --- | --- |
|  |  |

 | Response | % |
| 1 | Yes |

|  |  |
| --- | --- |
|  |  |

 | 159 | 72% |
| 2 | Maybe |

|  |  |
| --- | --- |
|  |  |

 | 57 | 26% |
| 3 | No |

|  |  |
| --- | --- |
|  |  |

 | 6 | 3% |
|  | Total |  | 222 | 100% |

41. I would be interested in the following topics:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| # | Answer |

|  |  |
| --- | --- |
|  |  |

 | Response | % |
| 1 | UNA-specific topics (ex. Policies, Accounting Procedures, IT, etc.) |

|  |  |
| --- | --- |
|  |  |

 | 99 | 49% |
| 2 | Diversity Education |

|  |  |
| --- | --- |
|  |  |

 | 12 | 6% |
| 3 | Motivation/Collaboration |

|  |  |
| --- | --- |
|  |  |

 | 68 | 33% |
| 4 | Other |

|  |  |
| --- | --- |
|  |  |

 | 24 | 12% |
|  | Total |  | 203 | 100% |