

# **Appendix I**

**Charge to the Task Force Concerning Women  
in the Academic Workplace**

**Task Force Membership**

## *Charge to the Task Force Concerning Women in the Academic Workplace*

*Both because of University efforts and social developments, Northwestern is experiencing a change in the composition of its work force. As a part of this change, women have been hired in greater numbers in academic, professional and staff roles throughout the institution. In order to consider actions for enhancing the professional development of women employees and their contributions in the University, deal with any special issues associated with the change in composition, and ensure an equitable work environment, it is timely to undertake a special review to understand more fully their experiences in the work place.*

*The Task Force will be asked to consider the following areas:*

- professional development and career opportunities*
- economic issues*
- organizational and work environment*
- leadership roles*
- other such areas as are deemed relevant to the review*

## Task Force Membership

<u>Name</u>	<u>Northwestern Department, School/Unit</u>
Deborah Campana	Administration, Music
Kathleen R. Daniels	English, CAS
Lawrence B. Dumas	Dean's Office, CAS
William Irons	Anthropology, CAS
Christine Jones	Registrar's Office, Law
Lewis Landsberg	Medicine, Medical
Donna Leff	Editorial, Journalism
Jerilyn Logemann (Chair)	Comm. Sciences & Disorders, Speech
Jane Mansbridge	Polit. Sci./Sociology, CAS
George McClellan	Graduate Housing, Student Affairs
Margaret Neale	Organizational Behavior, KGSM
Sandra Richards	Afr-Am Studies, CAS and Theatre, Speech
Neena Schwartz	Neurobiology and Physiology, CAS
Marshall Shapo	Law Instruction, Law
Ingrid Stafford	Office of Controller, Business Administration
Johannes Weertman	Material Science & Engineering, MEAS

## Additional Participants

Carolyn Brent	Medicine, Anesthesiology
Marsha Michaelson	Human Resources, Business Admin., Staff Liaison
Roxie Smith	Provost's Office, Liaison from Provost's Office

# **Appendix II**

**Working Groups**

**Operational Structure**

## Task Force Working Groups

	<u>Name</u>	<u>Dept., School</u>
<b>Climate Working Group</b>	Basil Clunie	Graduate Housing, Dorms & Commons
	Kathy Daniels * (chair)	English, CAS
	Sally Fell	Art History, CAS
	Lynn Goodnight	Summer Sessions, University College
	Penny Hirsch *	Writing Program, CAS
	Bill Irons *	Anthropology, CAS
	Carolyn Jenkins	Biochem, CAS
	Elaine McDonough	Geological Sciences, CAS
	Janet Meyers	Registrar's Office, Evanston Campus
	David Nelson	Editorial, Journalism
	Christy Sheasley	Administration, Dental School
<b>Data Working Group</b>	June Terpstra *	Women's Center, Provost's Office
	Jeannie Thompson	Admissions, KGSM
	Sheila Watkins	Administration, Speech
	Hans Weertman *	Mat Sci & Eng, MEAS
	Joyce Brockwell	Chemistry, CAS
	Susan Hall-Perdomo	Ctr for Rep. Sciences, CAS
	Susan Herbst	Comm. Studies, Speech
	Joanne Howard	Administration, Law
	Njoki Kamau	Women's Center, Provost's Office
	Jeri Logemann * (chair)	Comm. Sci. & Disorders, Speech
	Vennie Lyons	Mgmt. Program, KGSM
<b>Process Working Group</b>	Jane Mansbridge *	Political Science, CAS
	Marsha Michaelson *	Human Resources, Business Admin.
	Marshall Shapo *	Law Instruction, Law
	Roxie Smith *	Provost's Office (Special Liaison)
	Adair Waldenberg	Administration, CAS
	Deborah Campana *	Administration, Music
	Lawrence B. Dumas *	Dean's Office, CAS
	Penny Hirsch	Writing Program, CAS
	Christine Jones *	Registrar, Law School
	Lewis Landsberg *	Medicine, Medical
	Donna Leff *	Editorial, Journalism
<b>Survey Working Group</b>	George McClellan * (chair)	Graduate Housing, Student Affairs
	Marsha Michaelson *	Human Resources, Business Admin.
	Margaret Neale *	Organizational Behavior, KGSM
	Sandra Richards *	Afr-Am. Studies, CAS and Theatre, Speech
	Neena Schwartz *	Neurobiology & Physiology, CAS
	Ingrid Stafford *	Office of Controller, Business Admin.
	Deborah Campana *	Administration, Music
	Penny Hirsch	Writing Program, CAS
	Donna Leff *	Editorial, Journalism
	Jeri Logemann (chair) *	Comm. Sci. & Disorders, Speech
	Jane Mansbridge *	Political Science, CAS
Barbara Schwom	Writing Program, CAS	

\* Main Task Force Committee

Since its creation in August of 1992, the Task Force has conducted an extensive data collection operation in order to understand the current position of women in the work force at Northwestern University. Types of information collected include:

- 1) **Objective data** from external sources and University records regarding numbers of women occupying various roles on the staff and faculty at Northwestern University and other sources;
- 2) **Subjective staff and faculty data** on climate, promotion, mentoring, and general working conditions from focus groups of staff and faculty including men and women;
- 3) **Survey data** (mail and phone) to define working conditions at Northwestern University for both staff and faculty, and general attitudes and concerns of staff and faculty regarding life at the institution. Surveys were conducted by the Survey Research Laboratory.

Data collection was facilitated by the Task Force's creation of three working groups and one subcommittee:

**The Data Working Group** collected and organized the demographic data regarding staff and faculty.

**The Climate Working Group** conducted interviews and focus groups to define the characteristics of the climate for women and men at Northwestern.

**The Process Working Group** examined the objective and subjective data regarding opportunities for hiring, promotion and retention of women on the staff and faculty at Northwestern.

**The Survey Subcommittee** developed the questions for the mail and telephone surveys of staff and faculty with the assistance of Paul Lavrakas of the Survey Research Laboratory. The surveys were then conducted and analyzed by the Survey Research Laboratory.

# **Appendix III**

## **Specific Recommendations**

## Specific Recommendations

1. The Task Force recommends that search committees target women for key administrative posts in the administration of the University, including Deans, Provost, and President, and other positions in the central administration of the University.
2. The Task Force recommends that the University target recruitment of women, and particularly minority women, into nontraditional staff roles and into the higher nonexempt grades. We further recommend that the University develop an effective mentoring and staff development program which facilitates promotion of nonexempt staff women and men to higher grades.
3. The Task Force recommends the search and promotion processes be carefully monitored, as described in the Global Recommendations, to assure the hiring and promotion of larger numbers of women in the Northwestern University tenure track and tenured faculty. Before beginning their work, each search and promotions committee should be sensitized regarding language differences often used in discussions of men and women which demean the productivity of women and highlight the achievements of men and other subtle forms of discrimination.
4. The Task Force recommends that Northwestern significantly increase its efforts to recruit women graduate students and faculty in nontraditional areas. The Task Force further recommends that the Commission on Women regularly review the results of the yearly faculty equity study.
5. The Task Force recommends that the changes in definition of the lecturer role recommended in the Report from the Office of the Provost be implemented by September 1994. It also recommends that lecturers be given voting rights on matters that concern their teaching in the schools that have not already established such voting rights.
6. The culture of Northwestern University must be understood to value service to the University community rather than viewing it as a distraction. Women and other minority group members should be invited to serve on and rewarded for participation in University committees and invited to chair such committees. This change will require the active leadership of senior administration and faculty, including mentoring of women to assure their success in these positions. Release time should be considered for significant committee work. (Nontenured faculty women and men should not be involved in those committee activities but at the very least should be advised in the same way regarding the value or lack thereof of this involvement in their tenure review.)
7. Northwestern University should take a deliberate and planned approach to celebrating the role of women in its workforce. Such an approach might include, but need not be limited to, an annual staff appreciation reception, articles in the Observer regarding the achievements of women at all levels of the University, art and performance presentations by and about women, and sensitivity in its publications to featuring women.
8. Any person in a supervisory position should be required to take a one-time course (one to two hours) including information on interviewing, hiring, and supporting women and other minority staff members. This training should include sensitivity to multicultural issues, and completion should be required prior to the posting of any job listing for that supervisor.

9. Northwestern University administration should strengthen its relationship to women's organizations such as Association of Northwestern University Women, Organization of Women Faculty, and Northwestern University Black Women In Action. The University should encourage the formation of such support and networking groups (e.g., formalizing the Department Assistant support group currently operating in CAS and developing a group for nonexempt staff women). It should provide adequate funding and other resources to allow them to function to the benefit of the entire University community. All new employees, staff and faculty, should be provided with information on existing women's organizations at the time they are hired.<sup>1</sup> Northwestern University Staff Advisory Council and the General Faculty Committee are the primary staff and faculty advisory groups. The University should consult with these other organizations and encourage their nomination of representatives to various University committees.
10. The Program Review for every academic and administrative unit should include interviews with nonexempt and exempt staff in the unit.
11. The culture of Northwestern University should change to encourage women and men to apply for promotions and to move up through staff and faculty ranks. This change will require the active leadership of both the senior administration and the deans.
12. Deans and administrators should be especially sensitive to the need to make professional development support available to women, taking into account possible deficiencies in those opportunities for women and other minority group members.
13. Each school should examine and revise its tenure process if necessary to ensure untenured women faculty are reviewed appropriately during the probationary period and that each tenure review committee has, if possible, at least one woman participant.
14. All job openings, including those at the highest administrative levels, should be widely disseminated by Human Resources.
15. Internal applicants for promotion who are not chosen must be offered the opportunity to meet with a Human Resources representative to discuss what types of additional skills are necessary to advance.
16. Northwestern University should create alternative career paths allowing for job sharing, permanent part-time employment, telecommuting and others.
17. Human Resources should examine the kinds of courses for career growth and professional development which they offer using data from supervisors and staff regarding needs and interests.
18. Northwestern University should establish a system for evaluation of all supervisors by their staff, including a component on their success in management of diversity.
19. Staff salary increases should include a large enough merit proportion to allow for meaningful financial reward for meritorious work.
20. Salary levels of staff and nontenure track faculty (areas traditionally occupied by women) should be reviewed to assure they are comparable to those offered others in similar positions in high cost-of-living environments. Any discrepancies noted should be corrected.

---

<sup>1</sup>Eighty percent of staff women and 65% of faculty women said they were unaware of any organizations which they might join for mentoring, networking, and career support.

21. Northwestern University should within two years develop and implement a plan for increased daycare availability which meets the needs of staff and faculty on both campuses. The development of this plan should include opportunities for input from the various campus constituencies with a stake in the issue. This effort should be coordinated through the Office of the Senior Vice President for Business and Finance.
22. Northwestern University should review and, if necessary, revise, its sexual harassment policies and procedures on a regular basis. This effort should be coordinated by the Provost's Office and the results communicated broadly to the University community.
23. Northwestern University should develop procedure and due process practices for incidents of sexual assault involving staff and faculty. These should be reviewed and, if necessary, revised on a regular basis. This effort should be coordinated by the Provost's Office.
24. Northwestern University should provide each employee upon hire, and each student upon matriculation, copies of its policies, procedures, and due process practices for incidents of sexual harassment and sexual assault. These should also be published and distributed on both campuses annually to remind community members of the importance of the issue as well as advising them of any changes. This should be the responsibility of the Deans and the Department of Human Resources .
25. Northwestern University should institute a University-wide education program to clarify what constitutes sexual harassment and assault, how it can be prevented, and what protocol should be followed when it occurs. Deans and Vice-Presidents should be made responsible for developing, implementing, and monitoring this program.
26. Management/outcome of harassment and assault cases should be reported annually to the Northwestern University community. This report should be prepared and published by the Office of the General Counsel.
27. Northwestern University should establish an ongoing educational program regarding cultural diversity and integrate into a year long activity for staff, faculty, and students. This program should be the joint responsibility of the Vice President for Student Affairs, the Senior Vice President for Business and Finance, and the Provost's Office.
28. Exit interviews should be conducted with all staff and faculty who are leaving the University.
29. Northwestern University should create an office of University Ombuds to hear complaints and reach informal resolution of problems in the workplace. The service of the University Ombuds should be available to all staff and faculty.
30. Northwestern University should immediately and directly notify all staff, faculty and students when an attack on personal safety has occurred on either campus, and advise them to avoid the dangerous area(s). Annual surveys of issues potentially affecting personal safety (e.g., overgrown or inappropriately placed shrubbery, inadequate lighting) should be completed and the results published in a timely manner.
31. The Task Force therefore recommends that the University carefully examine its existing databases for management of staff and faculty data and purchase and implement the types of databases needed to support regular data collection of the type included in this report.

# **Appendix IV**

## **Administrative Tables**

**(Tables 1-6)**

TABLE I

## Representation of Women in Responsible Leadership Roles Within Administrative Units, 1993-94

Role	Office of President		Office of Provost		VP Business & Finance		VP Research		VP Student Affairs		VP Info Systems/Tech		Administrative Unit VP Devel. Alumni Rel.		VP Admin & Planning		VP Inst. Relations		VP & Gen. Counsel		Athletics		Totals					
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	#	%	#	%	#	AM		
President	1																						1	100%	-		1	
Provost			1																				1	100%	-		1	
Vice President					1		1			1		1		1		1		1					6	75%	2	25%	8	
Associate Provost			2	2																			3	75%	1	25%	4	
Associate Vice President					3	1																	3	60%	2	40%	5	
Assistant Vice President						1			1				2	1									-	-	1	100%	1	
Executive Director						1*									1		1					1	21	62%	13	38%	34	
Director			4	6	4	2	2	1	7	1	1	2					2					13	81%	3	19%	16		
Univ.-wide Center Director			1				10	3													2	6	86%	1	14%	7		
Associate Director (leader)					4**	1**						1										10	100%	-		10		
Program/Project Coord.					8		2					1										3	75%	1	25%	4		
Assistant Director (leader)					3																2	25	74%	9	26%	34		
Manager (head)					19	6	1	1	1				2	1							11	11	65%	6	35%	17		
Head Coach																					16	8	105	72%	41	28%	146	
TOTALS	#:	1	0	8	8	42	10	17	5	8	3	2	4	6	2	0	2	4	0	1	0	16	8	105	72%	41	28%	146
	%:	100%	-	50%	50%	81%	19%	77%	23%	73%	27%	33%	67%	75%	25%	0%	100%	100%	0%	100%	0%	67%	33%					

\*formal title of president

\*\*formal titles of vice president held by two men and one woman

Note: All individuals counted only once regardless of the number of roles held.

TABLE 2

Representation of Women in Leadership Roles Within the Schools and Colleges, 1993-94

	Role																Totals				
	Dean		Vice Dean		Assoc. Dean		Assist. Dean		Dept. Chair		Program Coord.		School-based Center Dir.		School-wide Admin. Mgr.		M		F		All
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	#	%	#	%	#
<b>School</b>																					
CAS	1	-	-	-	5	1	3	2	23	2	20	3	1	-	-	-	53	87%	8	13%	61
Dental	1	-	-	-	1	2	1	-	3	-	12	3	-	-	-	1	18	75%	6	25%	24
Education/Social Policy	1	-	-	-	1	1	-	-	-	-	4	2	2	-	-	2	8	62%	5	38%	13
KGSM	1	-	-	-	3	1	2	4	6	-	6	-	7	1	-	-	25	81%	6	19%	31
Law	1	-	-	-	4	-	-	2	-	-	-	-	-	1	-	1	5	56%	4	44%	9
McCormick	1	-	-	-	2	1	3	2	8	-	3	-	7	1	-	-	24	86%	4	14%	28
Medical	1	-	1	-	13	-	2	3	19	1	7	2	6	-	2	1	51	88%	7	12%	58
Medill	1	-	-	-	1	1	1	-	-	-	5	2	2	-	-	1	10	71%	4	29%	14
Music	1	-	-	-	2	-	-	1	2	-	7	2	1	-	1	1	14	78%	4	22%	18
Speech	1	-	-	-	1	2	-	-	3	2	-	-	1	-	-	1	6	55%	5	45%	11
Subtotals	10	-	1	-	33	9	12	14	64	5	64	14	27	3	3	0	214	80%	53	20%	267
Graduate School	-	1	-	-	1	2	-	-	-	-	-	-	-	-	-	-	1	25%	3	75%	4
Univ College/Sum. Sess.	1	-	-	-	-	1	-	3	-	-	1	-	-	-	-	1	2	29%	5	71%	7
<b>TOTALS</b>	#:	11	1	1	0	34	12	12	17	64	5	65	14	27	3	3	217	78%	61	22%	278
	%:	92%	8%	100%	0%	74%	26%	41%	59%	93%	7%	82%	18%	90%	10%	25%	75%				

Note: Individuals counted only once and in the relatively higher/highest role regardless of the number of multiple roles held by that person.

**TABLE 3**

**Number and Percent of Women Board of Trustee Members, 1993-94**

	Women		Men		Total	
	#	%	#	%	#	%
Charter	2	6%	34	94%	36	100%
National	3	13.0%	21	87.0%	24	100%
Alumni - Regular	2	50%	2	50%	4	100%
Alumni - Special	1	25%	3	75%	4	100%
Life	3	12%	23	88%	26	100%
<b>Total</b>	<b>11</b>	<b>12%</b>	<b>83</b>	<b>88%</b>	<b>94</b>	<b>100%</b>

- Notes:
1. Charter - Regular voting members elected in accordance with provisions of Charter for 4-year renewable terms
  2. National - Non-voting members selected to bring diversity of views to the Board; elected for 4-year terms
  3. Alumni - Regular - Non-voting members chosen from among at-large alumni; elected for 4-year non-renewable terms
  4. Alumni - Special - Non-voting members chosen from among recent alumni; elected for 4-year non-renewable terms
  5. Life - Non-voting members who have rendered distinguished service to the University

**TABLE 4**

**Representation of Women on Decanal and Senior Administrative Search Committees  
1985-86 to Date**

	<u>Total</u>	<u>Number of Women</u>	<u>Percent of Women</u>	<u>Woman Chair</u>
MEAS*	13	1	8%	--
VP Research				1
CAS	11	3	27%	--
Speech	8	3	38%	--
Medill	9	2	22%	--
Music	8	3	38%	--
Librarian	8	2	25%	--
Provost	12	5	42%	--
VP Research	12	5	42%	--
MEAS*	9	2	22%	--
SESP*	9	4	44%	--
VP Info. Systems & Technology	8	2	25%	--
VP Student Affairs*	9	4	44%	1
Dental	9	3	33%	--
President	21	6	29%	--

Note: \* = search staffed by woman

**TABLE 5**

**Representation of Women on Decanal Evaluation Committees  
1989 to Date**

	<u>Total</u>	<u># Women</u>	<u>Woman Chair</u>
Law	8	2	-
CAS	7	2	-
Speech	5	2	yes
Medill	5	2	-

Note: Committees were comprised of faculty, senior administrators, students, and alumnae.

**TABLE 6**

**Number and Percent of Academic Departments Chaired by Women, 1988-89 to 1993-94**

	1993-94			1992-93			1991-92			1990-91			1989-90			1988-89		
	<u>W</u>	<u>Total</u>	<u>%</u>	<u>W</u>	<u>Total</u>	<u>%</u>	<u>W</u>	<u>Total</u>	<u>%</u>	<u>W</u>	<u>Total</u>	<u>%</u>	<u>W</u>	<u>Total</u>	<u>%</u>	<u>W</u>	<u>Total</u>	<u>%</u>
CAS	2	25	8%	1	25	4%	2	25	8%	2	25	8%	2	25	8%	3	25	12%
Dental	0	3	0%	0	3	0%	0	3	0%	0	3	0%	0	2	0%	0	4	0%
KGSM	0	6	0%	0	6	0%	0	6	0%	0	6	0%	0	6	0%	1	6	17%
MEAS	0	8	0%	0	8	0%	1	8	13%	1	8	13%	1	8	13%	1	8	13%
Medical	1	20	5%	1	21	5%	1	21	5%	1	20	5%	1	22	5%	1	22	5%
Music	0	2	0%	0	2	0%	0	2	0%	0	8	0%	0	9	0%	0	9	0%
Speech	2	5	40%	3	5	60%	4	5	80%	4	5	80%	5	6	83%	3	6	50%
<b>TOTAL</b>	<b>5</b>	<b>69</b>	<b>7%</b>	<b>5</b>	<b>70</b>	<b>7%</b>	<b>8</b>	<b>70</b>	<b>11%</b>	<b>8</b>	<b>75</b>	<b>11%</b>	<b>9</b>	<b>78</b>	<b>12%</b>	<b>9</b>	<b>80</b>	<b>11%</b>

**Notes:**

1. Data as of fall quarter.
2. Education and Social Policy, Law, and Medill do not have departmental structures.
3. Decrease in total number of departments due to reorganizations in Music and Dentistry

TABLE 8

Compensation Comparison, Nonexempt Employees' Annualized Rates, October, 1992

GRADE	RACE,SEX*															
	B				B Count	B Average	I		M		I Count	I Average	O		F	M
	F	M	Count of	Average A	Count of	ANN_BAS	ANN_BAS	Average A	Count of	Average A	Count of	ANN_BAS	ANN_BAS	Average A	Count of	Average A
03			0	12,606	3	3	12,606		0		0				0	
04	14,815		6	12,841	1	7	14,533		0		0			13,282	2	
05	14,189		7	14,963	5	12	14,512		0		0			17,353	2	17,735
06	16,668		29	16,952	5	34	16,710		0		0			15,860	1	
07	17,413		47	17,174	25	72	17,330	21,493	1		0	1	21,493	18,182	12	18,564
08	19,172		40	17,373	2	42	19,087	17,030	1		0	1	17,030	18,968	2	
09	20,431		155	20,741	37	192	20,491	21,395	2		0	2	21,395	19,661	33	18,322
10	23,372		88	23,624	12	100	23,402	23,705	1	21,415	1	2	22,560	22,252	9	21,689
11	25,505		25	24,397	6	31	25,290		0		0			25,595	9	24,244
12	25,347		7	26,089	4	11	25,617	28,208	1	22,139	1	2	25,173	23,913	15	24,701
13	32,925		1	27,757	8	9	28,332		0		0			27,166	13	26,133
14	25,115		1	32,534	1	2	28,824		0		0				0	37,780
15			0	30,196	5	5	30,196		0		0			33,796	2	
16			0	36,644	1	1	36,644		0		0				0	34,119
17			0		0	0			0		0				0	31,986
18			0		0	0			0		0				0	
19			0	36,527	1	1	36,527		0		0				0	
30	19,458		3	22,998	66	69	22,844		0		0				0	25,765
43	15,418		24	14,604	17	41	15,080	15,190	1		0	1	15,190		0	15,973
44			0		0	0			0		0				0	17,069
45			0	18,498	3	3	18,498		0		0				0	
46	19,325		4		0	4	19,325		0		0				0	
A1			0		0	0			0		0				0	
A3			0	31,173	4	4	31,173		0		0				0	
A5			0	35,137	1	1	35,137		0		0				0	
A7			0	35,029	2	2	35,029		0		0				0	
A8			0	40,853	1	1	40,853		0		0				0	
B2	14,047		5	12,430	1	6	13,778		0		0				0	
B6			0		0	0			0		0				0	
B8			0		0	0			0		0				0	
Grand total	20,202		442	21,609	211	653	20,657	21,203	7	21,777	2	9	21,330	21,919	100	23,719

\* B = African-American

F = Female

I = American Indian

M = Male

1991-92  
**Compensation Comparison, Nonexempt Employees' Annualized Rates, October, 1992**

★	O		S		M		S		U		W		M	
	Count of	Average A	Count of	Average A	Count of	Average A	Count of	Average A	Count of	Average A	Count of	Average A	Count of	Average A
0	0		0		0		0		0		0		0	
0	2	13,282	13,057	1		0		1	13,057		0		15,582	2
1	3	17,480	14,681	1	14,799	1		2	14,740		0		15,386	2
0	1	15,660	14,867	2		0		2	14,867		0		16,899	18
5	17	17,706	16,165	5	18,446	3		8	17,020		0		17,706	28
0	2	18,968	18,849	9	17,833	2		11	18,664		0		19,092	21
5	38	19,485	19,539	13	20,590	8		21	19,939	18,725	5	18,725	20,701	301
2	11	22,150	21,901	11	20,926	5		18	21,596		0		23,291	255
4	13	25,179	24,772	6		0		6	24,772		0		25,733	84
7	22	24,164	24,488	3	28,051	1		4	25,379	23,196	1	23,196	25,001	68
6	19	26,839	23,588	1		0		1	23,588		0		28,466	45
1	1	37,780	37,545	1		0		1	37,545		0		33,246	8
0	2	33,796		0		0		0			0		32,261	17
3	3	34,119		0		0		0			0		34,589	1
1	1	31,986		0		0		0			0			0
0	0			0		0		0			0			0
0	0			0		0		0			0			0
5	5	25,765		0	26,388	21		21	26,388		0		24,390	2
1	1	15,973	13,546	3	14,975	1		4	13,903		0		14,755	4
1	1	17,069		0		0		0			0			0
0	0			0	14,583	1		1	14,583		0		20,182	1
0	0			0		0		0			0			0
0	0			0		0		0			0			0
0	0			0		0		0			0			0
0	0			0		0		0			0			0
0	0			0		0		0			0			0
0	0			0		0		0			0			0
0	0			0		0		0			0			0
0	0			0		0		0			0			0
0	0		18,420	1		0		1	18,420		0			0
0	0			0		0		0			0		24,782	1
42	142	22,452	20,090	57	22,951	43		100	21,321	19,471	6	19,471	22,845	858

★ O - Asian/Pacific Islander      W - White  
 S - Hispanic  
 U - Unknown