

EAST CAROLINA UNIVERSITY FACULTY SENATE  
SEPTEMBER 13, 1988

The first regular meeting of the Faculty Senate for the academic year 1988/89 was held on Tuesday, September 13, 1988, Mendenhall Student Center, Room 244. Absent were Gregory (Medicine), Ferrell (Parliamentarian), Boyce, Moskop, and Woodside (Faculty Assembly Reps.) Alternate present was Pennington for Pories (Medicine).

Agenda Item I. Call to Order

Chair Conner Atkeson called the meeting to order at 2:10 p.m.

Agenda Item II. Approval of Minutes of April 12 and 13, 1988

The minutes of April 12 and 13, 1988, were declared approved as distributed.

Agenda Item III. Special Order of the Day

B. Announcements, Chair of the Faculty, Conner Atkeson

1. Due to the absence of Henry Ferrell, Jim Joyce will serve as Parliamentarian.
2. Tellers for the elections are as follows: George Evans (Chem), Marsha Ironsmith (Psych), Karl Rodabaugh, (Cont. Ed), Ralph Scott, (Ac. Lib. Svs.).
3. The Chancellor has approved Senate resolutions as follows:
  - #88-22 Appreciation to Joseph Calder, Director of Security
  - #88-23 Appreciation to Elmer Meyer, Vice Chancellor for Student Life
  - #88-24 Committee on Committees Report
  - #88-25 Committee on Committees Report
  - #88-26 Curriculum Committee Report
  - #88-27 Emeritus Policy (Approved by the Board of Trustees July 15, 1988)
  - #88-28 Amendment to Appendix A of the Faculty Manual regarding the Parliamentarian of the Faculty (Approved by faculty on Aug. 18, 1988)
  - #88-29 Unit Code for the School of Social Work
  - #88-30 Recommendation Regarding Student Workload/Courseload
  - #88-32 Request for funding for Teaching Effectiveness National Conference
  - #88-33 Unit Codes for the School of Art, Health Sciences Library, and the Departments of History, and Library and Information Studies
4. Jo Ann Jones, Vice Chair of the Faculty, has resigned that position due to additional duties assumed in the General College Office on September 1, 1988. A special election for Vice Chair will be held at the October meeting. Please ensure that your nominees are willing to serve.
5. The Administrative Council, formerly represented in the Faculty Senate by Dr. Eugene Ryan, has not met or functioned in several years. Chancellor Eakin has recommended that the Administrative Council be disbanded and that an Academic Deans' Council be formed, with the previous Faculty Senate representation accorded to the Administrative Council being granted to the Deans' Council. Dr. Helen Grove has been appointed to represent the Deans' Council for the 1988-89 academic year.
6. Senate Resolution #88-13 charged the Teaching Effectiveness Committee to study progress made on the seven principles to guide the use of the student opinion survey data, confer with administrators, and give a progress report to the Faculty Senate at the first Senate meeting in Fall 1988. The Committee conducted an extensive written survey during Spring 1988. Although the response rate has been excellent, the sub-committee to study the results



is awaiting responses from the following departments: Biology, Theatre Arts, Elementary Education, Child Development and Family Relations, Keyboard Music, Instrumental Music, Music Education, and Vocal Music. Survey results will be reported to the Faculty Senate at the November 8, 1988, meeting with recommendations to follow as soon as possible.

7. Dorothy Clayton (Political Science) and Christa Reiser (Sociology & Anthropology) will serve as faculty representatives to the ad hoc Committee on the Sexual Harassment Policy.
8. The folders for today's meeting contain informational material as follows:
  - Faculty Senate Roster, Meeting Dates, and Seating Chart
  - Academic and Senate Committees Roster
  - Roster of Tenured Faculty Members
  - Letter from the Chair of the former Search Committee for the VCAA
  - Comparison Data On Entering Freshmen
  - 1987-88 Faculty Senate Annual Report

Please note that the rosters for the Academic and Senate Committees have been updated since the mailing on September 5, 1988. In addition, the Teaching Effectiveness Committee has elected Christa Reiser (Sociology & Anthropology), Chair. She will also represent the Committee on the Educational Policies & Planning Committee.

9. Effective September 1, 1988, additional employee reimbursement policies were enacted. These policies were distributed to all Deans and Directors. On January 1, 1989, the daily subsistence rate will increase as follows: In-State will increase from \$52 to \$55, Out-of-State from \$64 to \$67. The breakdown between lodging and meals has not yet been determined.
10. Brochures for the Teachers' Liability Insurance Program have been distributed to all Deans and Directors. If you have further questions, please call Ms. Elizabeth Whitley at extension 6352.
11. "Achieving Sex Equity in the Classroom" will be the topic of a lecture and workshop presented by Drs. Myra and David Sadker as follows:
  - Lecture: Monday, September 26, 1988, 8:00 p.m., Jenkins Fine Arts Center
  - Workshop: Tuesday, September 27, 1988, 9-12 noon, Mendenhall 244
12. The Credits Committee will hold hearings on the length of the drop period on Monday, September 19, 2:30-4:30 p.m. and Thursday, September 22, 2:30-4:30 p.m. Both sessions will be held in Brewster C-103.

Chair Atkeson recognized Joyce (Physics) who, indicating his concern about some of the issues raised by the Chair of the former Search Committee for the VCAA in his letter to the Senate, moved that the letter be referred to the Faculty Governance Committee for its comments at the December meeting of the Senate. The motion passed. (Resolution #88-35)

C. Richard Eakin, Chancellor

Chancellor Eakin presented the following remarks:

"Early in October, three committees will be formed to conduct searches for Vice Chancellors for Academic Affairs, Business Affairs, and Health Sciences, respectively. These committees will involve faculty representation in each



instance. In the search for a Vice Chancellor for Academic Affairs, I seek five nominees for the search committee from the Faculty Senate. As was the case last year, I will select three faculty members from the five nominees and will add two other persons to form a five-person committee.

"I am returning to the Faculty Senate to request nominees for this Committee only because I believe that the Senate should have the opportunity to offer its nominees anew with the occasion of a new search. This request should in no way be interpreted as dissatisfaction with the Senate's nominees for last year's search committee. In my view, the earlier search committee, chaired by Carl Adler, performed its duties with distinction and served this faculty well.

"I wish to note briefly that a planning retreat was held last week to introduce a proposed model for strategic planning at the University. Your officers joined a number of University administrative officers in reviewing the key aspects of the planning model. I understand that Senator Robert Schellenberger will report further on the retreat in his presentation to the Senate.

"Finally, I wish to express my concern with the poor performance of graduates of the University's nursing program on the national licensure examination. Only 59% of the ECU nursing graduates who took the July licensure examination in North Carolina passed. A pass rate of less than 60% for graduates of a university on any administration of the examination results in a site visit of that university's program by the State Nursing Board of Review. When all ECU graduates who took the examination in all states are taken into account, our overall pass rate for the July 1988 administration of the examination may exceed 60%. However, our pass rate is still unacceptably low. Clearly, something is amiss with the program in Nursing.

"All of us are diminished by the poor performance of these graduates. This is a University problem. We need to join together to set this program back on its feet and to help it regain its former stellar reputation among programs in the state. The search for reasons for the relatively low performance by our nursing graduates over the past two years is underway. Corrective measures will be taken promptly based upon the outcome of this investigation. Students enrolled in our nursing program deserve nothing less than our complete and most dedicated attention to this problem. I can assure you and them that every effort will be expended on their behalf to optimize the likelihood of their success in future examinations."

Chancellor Eakin also reported on some recently received statistics on growth rates throughout the university system (Attachment 1). ECU has grown 19% in the nine years tallied in the report. He observed that he is aware of faculty concern about the "quantity vs. quality" issue and that he feels that it may be our most serious concern.

#### D. Vice Chancellor Reports

Acting Vice Chancellor for Academic Affairs, William Bloodworth, presented the following remarks (complete remarks available in Faculty Senate Office):

"The first is one that is the subject of a later agenda item -- the search for a Director of Academic Library Services. Dean Coble, who will chair the search committee, will make a few remarks later on. I only wish to point out the obvious fact that this is a very important search for the University and one in which I hope many faculty will take interest.



"The second subject is the matter of minority faculty recruitment. Prem Sehgal, I know, is chairing a subcommittee of the Faculty Welfare Committee devoted to this very important matter. It, too, is something that I hope will gain the interest of many faculty members this year."

The third subject treated was that of the education of teachers at East Carolina University. Vice Chancellor Bloodworth described the implications and immediate challenges of the 1986 Board of Governors recommendations. One of which is that, "The second major will be required not only of majors in elementary, middle grades, and special education, but also of students whose 'first' major is in physical education, health education, or business and vocational education." "Moreover, the requirement of a second major will apply to students who graduate in 1992; that is, to freshmen who entered in the fall. To put this requirement in place may not be an especially difficult job, but it is going to require a great deal of attention to matters of curriculum... Dr. Stedman [Associate Vice President for Academic Affairs] wants to know in October and November what our plans are.

"My fourth subject this afternoon is what I will refer to as the academic preparation of our students... The main point I want to make this afternoon about academic preparation is, simply, that it deserves our continuing attention. But I am pleased to be able to note several specific pieces of news. One is Chancellor Eakin's interest in attracting additional National Merit Scholars to ECU. He has asked the Vice Chancellors for Student Life, Academic Affairs, and Institutional Advancement to make some gains on this front, and I hope that we will be able to do so. I know also that Vice Chancellor Lanier is interested in expanding the University Scholars Program as another effort to attract students of high academic talent to our campus."

In regard to admissions procedures, Bloodworth stated, "We intend to use a different system this year... This system, we think, will allow us more control over admissions and will give us a greater opportunity to concentrate efforts on those applicants with demonstrated promise. In the general area of academic preparation, I will be asking the Task Force on Academic Preparation to continue the work it began last spring."

Concerning another matter, Bloodworth said that he "would be interested in any proposals for faculty development that could be supported through moderate levels of funding either immediately or in the future.

"Let me close by restating my pleasure in being a part of this body for a while longer -- and by wishing us all a productive and satisfying academic year."

Vice Chancellor for Health Sciences, William Laupus, reported that the new Dean of the School of Medicine, James Hallock, began his tenure on September 1. Dr. Laupus has moved to the new Vice Chancellor's office in Brody 2W33. He remarked that Dean Hallock, his wife Jean, and daughter Julie (Junior at Rose) reside in Lynndale and bring honor and prestige to our institution.

Dr. Laupus stated that there have been some minor organizational changes within the division and that his administrative role would cease on June 30, 1989. He intends to remain at the university teaching, doing research, and organizing the School of Medicine archives.

Vice Chancellor for Student Life, Al Matthews, after informing Chair Atkeson that there really was a Slippery Rock University, stated that he was pleased to be joining ECU as Vice Chancellor and was especially pleased to be serving in the Faculty Senate.



### E. Faculty Assembly Report

Ken Wilson (Sociology and Anthropology) read the report of the Sixty-Fifth Meeting of the Faculty Assembly of the University of North Carolina held April 15, 1988. The full report, written by Emily Boyce, is available in the Faculty Senate office. Highlights include:

The Chair reported reception of a letter from W. Randall Lolley, President of Southeastern Baptist Theological Seminary, written in response to Assembly Resolution 87-10 which included the following remarks: "One bright spot through all the darkness and debris has been your communication of support and good will. Your words of resolution give us hope and fuel for our pilgrimage."

Vice President Dawson, reporting for President Spangler, described a new policy of liability insurance negotiated by the Commissioner of Insurance for university professors. He also reported that the President and the Board recognize the need for increased library funding to offset the impact of inflation on book prices. In addition, more funding is being requested during the legislative short session (1988) for basic program support, scientific equipment, computing facilities, and the strengthening of undergraduate instruction in the liberal arts. A substantial effort was being made for salary increases.

Fred Hinson (WCU) was elected Chairman of the Faculty Assembly; Margaret Parish (UNC-W), Vice-Chairman; and George Johnson (NCA&T), Secretary.

In the evening session, assemblers heard reports from the Academic Freedom and Tenure Committee, the Budget Committee, the Governance Committee, the Planning and Programs Committee, the Professional Development Committee, and the Faculty Welfare Committee. New Committee Chairmen were elected.

### F. Committee to Nominate Candidates for the Position of Director of Academic Library Services

Charles Coble (Education) reported that the Committee will hold its first meeting on September 14, 1988. The members of the Committee are Gene Lanier (Library & Information Studies); Geri Laudati, Myron Gluck, and Artemis Kares (Academic Library Services). Charles Coble, Dean of the School of Education, will chair the Committee. Dean Coble reported that his mother, having been involved in the library profession for 42 years, would now believe that her son was "finally engaged in productive work."

### G. Appellate Committee Elections

| Due Process Committee Nominees:<br>(2 Two-Year Vacancies, 1 One-Year Vacancy) | 1st Ballot |
|---|------------|
| Sheldon Downes (Allied Health Sciences)                                       | 37         |
| Connie Kledaras (Social Work)   | 39         |
| Christa Reiser (Sociology & Anthropology)                                     | 21         |

Prior to balloting, Chair Atkeson ruled without objection that the senators should vote for two nominees; the nominee with the fewest votes would fill the one-year term. Downes and Kledaras were declared two-year term winners; Reiser, one-year term winner.



|   |            |
|---|------------|
| Due Process Committee Alternates:<br>(2 Two-Year Vacancies) | 1st Ballot |
| Nominees: Jim Joyce (Physics)                               | 49         |
| Doug McMillan (English)                                     | 46         |

Joyce and McMillan were declared elected. Three write-in votes were received for Terrell, Harris, and Lawrence. [Incidentally, Senator Joyce, in a fit of self-importance, surprised the Senate by nominating himself for this position. At first, it was thought by some that this was a "first". However, your humble secretary checked with some Senate "old-timers" and it was learned that John Longhill (Business-ret.) was the first to do it.]

|   |            |
|---|------------|
| Hearing Committee Nominees:<br>(1 Three-Year Vacancy) | 1st Ballot |
| Miriam Quick (Nursing)                                | 28         |
| Don Ensley (Allied Health Sciences)                   | 22         |

Chair Atkeson declared that, with 50 ballots cast, Quick was elected. Bill Grossnickle (Psychology) moved that the second-place nominee be declared the alternate (three-year term). The motion carried.

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| Reconsideration Committee Nominees:<br>(1 Three-Year Vacancy) | 1st Ballot |
| Ralph Scott (Academic Library Services)                       | 25         |
| Garrett Hume (Allied Health Sciences)                         | 23         |

With 49 ballots cast, Scott was declared elected.

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|--|------------|
| Reconsideration Committee Alternate Nominee:<br>(1 Three-Year Vacancy) | 1st Ballot |
| Garrett Hume   | 44         |

With 49 ballots cast, Hume was declared elected.

#### H. Election of Nominees for the Search Committee for the Vice Chancellor for Academic Affairs

Emily Boyce, Henry Ferrell, Robert Schellenberger, Tinsley Yarbrough, Leo Zonn, Judy Bernhardt, Jim Mitchell, Ron Dudek, Conner Atkeson, and Jo Ann Jones were nominated. Yarbrough withdrew his name from nomination. Atkeson also withdrew saying that a member from History had already been nominated and he wished to avoid the possibility that two nominees from History might be offered to the Chancellor. He further said that he had consulted with past chairs and they were agreed on the principle that the Chair of the Faculty should be a member of Search Committees for VCAA. However, Atkeson believed that having already served on the previous Committee, it was proper to stand aside.

|   |            |
|---|------------|
| The results of the balloting were as follows: | 1st Ballot |
| Boyce (Library & Information Studies)         | 32         |
| Ferrell (History)                             | 34         |
| Schellenberger (Business)                     | 33         |
| Zonn (Geography and Planning)                 | 23         |
| Bernhardt (Nursing)                           | 25         |
| Mitchell (Sociology and Anthropology)         | 32         |
| Dudek (Medicine)                              | 22         |
| Jones (English)                               | 28         |



With 51 ballots cast, Boyce, Ferrell, Schellenberger, Mitchell, and Jones were declared the nominees.

Agenda Item IV. Unfinished Business

There was no unfinished business.

Agenda Item V. Report of Committees

A. Educational Policies and Planning Committee

Bob Schellenberger (Business) reported on the status of the University Mission Statement. Additional hearings on the draft statement are planned. After the hearings are completed, the Committee will produce a final draft. This will be submitted to Chancellor Eakin and then returned to the Senate.

Schellenberger then reported on the Strategic Planning Retreat held September 7-8 at which a proposed model for strategic planning for ECU was introduced. Presently, the projected completion date for the plan is June, 1990. He indicated that there would be ample opportunity for faculty input throughout the process. The process will begin with three task forces considering the external environment, institutional values, and internal strengths and weaknesses. This will be followed by strategic decisions, university-wide implementation plans, and finally unit plans. This will be a four-year plan with quadrennial redevelopment.

Chair Atkeson recognized Joyce (Physics) who moved that, as we begin a new planning process, the Senate express its appreciation to Professor Henry Ferrell, Sharon Johnston, and the Planning Commission for their efforts which have been the foundation of our planning over the last several years. The motion passed. (Resolution #88-36)

B. Faculty Affairs Committee

Karl Rodabaugh (Continuing Education) presented the Faculty Affairs Committee Grievance Procedures (Agenda Attachment 4) for the Senate's information, questions, and comments. There were no comments.

Agenda Item VI. New Business

There being no further business, Chair Atkeson adjourned the meeting at 3:40 p.m.

Respectfully submitted,

*James Joyce*

James Joyce, Secretary

*Sharon Bland*

Sharon Bland, Office Secretary

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Senate Resolutions:

- #88-35 Referral of a letter from Carl Adler, regarding the former search for the VCAA, to the Faculty Governance Committee for a report at the December meeting
- #88-36 Appreciation to Professor Henry Ferrell, Sharon Johnston, and the Planning Commission for their efforts which have been the foundation of ECU's planning over the last several years



HEADCOUNT ENROLLMENT  
UNIVERSITY OF NORTH CAROLINA  
PUBLIC INSTITUTIONS - FALL 1978-1987

| Institution         | 1978   | 1979   | 1980   | 1981   | 1982   | 1983   | 1984   | 1985   | 1986   | 1987   | % change<br>from 78 to 87 |
|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------------------------|
| Appalachian         | 8,966  | 9,242  | 9,794  | 9,690  | 10,051 | 9,844  | 9,507  | 9,760  | 10,419 | 11,070 | 23.5%                     |
| East Carolina       | 12,476 | 12,874 | 13,165 | 13,264 | 13,311 | 13,357 | 13,826 | 14,117 | 14,459 | 14,878 | 19.3%                     |
| Elizabeth City      | 1,584  | 1,524  | 1,488  | 1,608  | 1,532  | 1,486  | 1,557  | 1,533  | 1,613  | 1,583  | -0.1%                     |
| Fayetteville        | 2,125  | 2,281  | 2,465  | 2,485  | 2,410  | 2,666  | 2,679  | 2,957  | 2,921  | 2,639  | 24.2%                     |
| N.C. A&T            | 5,188  | 5,407  | 5,467  | 5,450  | 5,200  | 5,622  | 5,397  | 5,666  | 5,865  | 5,991  | 15.5%                     |
| N.C. Central        | 4,810  | 4,917  | 4,910  | 4,944  | 4,990  | 5,228  | 4,552  | 4,700  | 4,988  | 5,088  | 5.8%                      |
| N.C. School of Arts | 446    | 451    | 438    | 503    | 535    | 535    | 505    | 489    | 468    | 486    | 9.0%                      |
| N.C. State          | 18,476 | 19,516 | 21,169 | 21,477 | 22,371 | 22,557 | 23,506 | 24,023 | 24,558 | 24,021 | 30.0%                     |
| Pembroke            | 2,268  | 2,231  | 2,301  | 2,187  | 2,191  | 2,122  | 2,197  | 2,339  | 2,481  | 2,645  | 16.6%                     |
| UNC-Asheville       | 1,663  | 1,893  | 2,099  | 2,266  | 2,520  | 2,648  | 2,651  | 2,686  | 2,900  | 3,030  | 82.2%                     |
| UNC-Chapel Hill     | 20,126 | 20,784 | 21,205 | 21,346 | 21,823 | 21,611 | 21,400 | 21,875 | 22,625 | 22,775 | 13.2%                     |
| UNC-Charlotte       | 8,705  | 8,945  | 9,383  | 9,574  | 10,069 | 10,347 | 10,459 | 10,842 | 11,753 | 12,031 | 38.2%                     |
| UNC-Greensboro      | 9,855  | 9,925  | 10,390 | 10,201 | 10,126 | 9,924  | 10,090 | 10,150 | 10,382 | 10,688 | 8.5%                      |
| UNC-Wilmington      | 4,067  | 4,258  | 4,696  | 5,106  | 5,334  | 5,432  | 5,535  | 5,777  | 5,937  | 6,501  | 59.8%                     |
| Western Carolina    | 6,205  | 6,274  | 6,459  | 6,366  | 6,066  | 6,027  | 6,131  | 5,935  | 5,921  | 5,929  | -4.4%                     |
| Winston-Salem       | 2,204  | 2,224  | 2,220  | 2,294  | 2,259  | 2,377  | 2,443  | 2,425  | 2,590  | 2,558  | 16.1%                     |
| Total               | 109164 | 112746 | 117649 | 118761 | 120788 | 121783 | 122435 | 125274 | 129880 | 131913 | 20.8%                     |

## ANNUAL PERCENTAGE CHANGE

| Institution         | 78-79 | 79-80 | 80-81 | 81-82 | 82-83 | 83-84  | 84-85 | 85-86 | 86-87 | yearly ave<br>% change |
|---------------------|-------|-------|-------|-------|-------|--------|-------|-------|-------|------------------------|
| Appalachian         | 3.1%  | 6.0%  | -1.1% | 3.7%  | -2.1% | -3.4%  | 2.7%  | 6.8%  | 6.2%  | 2.4%                   |
| East Carolina       | 3.2%  | 2.3%  | 0.8%  | 0.4%  | 0.3%  | 3.5%   | 2.1%  | 2.4%  | 2.9%  | 2.0%                   |
| Elizabeth City      | -3.8% | -2.4% | 8.1%  | -4.7% | -3.0% | 4.8%   | -1.5% | 5.2%  | -1.9% | 0.1%                   |
| Fayetteville        | 7.3%  | 8.1%  | 0.8%  | -3.0% | 10.6% | 0.5%   | 10.4% | -1.2% | -9.7% | 2.6%                   |
| N.C. A&T            | 4.2%  | 1.1%  | -0.3% | -4.6% | 8.1%  | -4.0%  | 5.0%  | 3.5%  | 2.1%  | 1.7%                   |
| N.C. Central        | 2.2%  | -0.1% | 0.7%  | 0.9%  | 4.8%  | -12.9% | 3.3%  | 6.1%  | 2.0%  | 0.8%                   |
| N.C. School of Arts | 1.1%  | -2.9% | 14.8% | 6.4%  | 0.0%  | -5.6%  | -3.2% | -4.3% | 3.8%  | 1.1%                   |
| N.C. State          | 5.6%  | 8.5%  | 1.5%  | 4.2%  | 0.8%  | 4.2%   | 2.2%  | 2.2%  | -2.2% | 3.0%                   |
| Pembroke            | -1.6% | 3.1%  | -5.0% | 0.2%  | -3.1% | 3.5%   | 6.5%  | 6.1%  | 6.6%  | 1.8%                   |
| UNC-Asheville       | 13.8% | 10.9% | 8.0%  | 11.2% | 5.1%  | 0.1%   | 1.3%  | 8.0%  | 4.5%  | 7.0%                   |
| UNC-Chapel Hill     | 3.3%  | 2.0%  | 0.7%  | 2.2%  | -1.0% | -1.0%  | 2.2%  | 3.4%  | 0.7%  | 1.4%                   |
| UNC-Charlotte       | 2.8%  | 4.9%  | 2.0%  | 5.2%  | 2.8%  | 1.1%   | 3.7%  | 8.4%  | 2.4%  | 3.7%                   |
| UNC-Greensboro      | 0.7%  | 4.7%  | -1.8% | -0.7% | -2.0% | 1.7%   | 0.6%  | 2.3%  | 2.9%  | 0.9%                   |
| UNC-Wilmington      | 4.7%  | 10.3% | 8.7%  | 4.5%  | 1.8%  | 1.9%   | 4.4%  | 2.8%  | 9.5%  | 5.4%                   |
| Western Carolina    | 1.1%  | 2.9%  | -1.4% | -4.7% | -0.6% | 1.7%   | -3.2% | -0.2% | 0.1%  | -0.5%                  |
| Winston-Salem       | 0.9%  | -0.2% | 3.3%  | -1.5% | 5.2%  | 2.8%   | -0.7% | 6.8%  | -1.2% | 1.7%                   |
| Total               | 3.3%  | 4.3%  | 0.9%  | 1.7%  | 0.8%  | 0.5%   | 2.3%  | 3.7%  | 1.6%  | 2.1%                   |