NOTES FROM FACULTY ASSEMBLY MEETING OF 9-16-94 RESIDENT SPANGLER'S REPORT / Reported on renewed efforts at minority recruiting NCSU award phi beta kappa chapter General assembly efforts to overcome four years of poor economy - they could only spend what they had and for the increase in salaries he expressed appreciation of their positive support the budget of 1,272,000,000 is largest ever for the University He indicated three aspects of budget 1- faculty salary increases, average 7% allocated for teaching faculty and was allocated as such by the General Assembly 2- Board special recognition for incentive scholarship for Native American students finishing in the top 50% of their graduating classes, in NC, can apply for a special scholarship to any of the 16 institutions -some 300-400 students have qualified each year / 3-Special legislation providing students at all schools can purchase computers and related items at ANY of the 16 school's book stores -alters the Umstead Act KEN GROGAN Associate VP-Finance Compensation for SPA 4% +1% bonus -enrollment increase of 15.6 million was fully funded Networking to connect all 16 university libraries -7 million allocated for this Student faculty ration of no more than 16:1 Matching funds for distinguished professorships AHEC 2 million, and something about new degrees? Management Flexibility Legislation? Increase from 6.5% to 6.58% contribution to the Optional Retirement program Retired Employees can now be reemployed to earn up to 50% of compensation prior to retirement -or up to \$24,000 / 25% surcharge on students taking more than 140 hours for 4 year degree program, and more than 110% of hours for five year program President Spangler thanked those who had worked with the General Assembly and announced that Richard Thompson director of NC center for teaching will join the General administration as Associate Vice-President for teaching on Oct 1 Review of status of resolutions passed during 1993-94 Assembly sessions / Hough raised the question about the lower rate of increase for EPA employees who do not receive their salary from Budget Line 1310 \ answer was that these were not defined as teaching employees, but the General Administration can and will work on the definition--two committees of the Assembly will also be looking at this. E.K. Fretwell former chancellor of UNC-C spoke on the NC State Standards and Accountability Committee activities outlining the six competencies the state has mandated for k-12 students Kane announced that the Assembly will meet November 18 1994, Feb 3, and April 21, 1995 First session adjourned Second Plenary Session 7:00 Peter Petschauer -Planning and Programs --Slide show on the 1992 UNC system graduates survey. Discussed next long range plan 1994-1999 which is in draft form Discussed Planning for new degrees General Administration allocates 46,670 for each faculty position, but then each school divides this as they wish--some to graduate assistants, fiber optics, athletics, etc. Bill Keech-Budget Committee Discussed 1. Document summarizing budget procedures /2. Faculty participation in the process 3. ---? /4. Review Budget Line definition of "teaching faculty" under Line 1310, and those who teach but are not listed as teaching faculty Etta Gravely- Welfare Committee Continued discussion on survey of Faculty Morale asking each Head of Delegation to obtain information on whether a survey of faculty morale had been conducted on campus since 1990. / Moved to Rescind Resolution 93-6 which had asked for separate Health Insurance Premium category of Employee and Spouse--after it was found that this would add over 100 per month to the premiums paid for Employee and Family Resolution 93-6 rescinded. George Bailey--Governance Committee Considering Mediation for Grievance procedure Suggested that Faculty Evaluations be balanced with Administrator evaluations Harmon Watson-Professional Development gave an interim report on Conference on Enhancement of Teaching Discussed the Task Force which had participated --Thad Dankel -Academic Freedom and Tenure Committee / Discussed a White Paper they are working on in regard to Improvement of Evaluation of University Teaching / Will be gathering information on implementation of Administrative Memorandum 338 on Peer Review of Teaching eneral Question was raised for the Heads of Delegations to discuss whether there are any PERCEPTIONS of Administrative pressures for changing grade distributions or Requests to put grade distributions in Personnel files? They were operating from the presumption that to do so would infringe on Academic Freedom Assembly adjourned at 8:20 PM



The University of North Carolina

GENERAL ADMINISTRATION

POST OFFICE BOX 2688, CHAPEL HILL, NC 27515-2688

C. D. SPANGLER, JR. President

Telephone 919 962-1000

Appalachian State University

East Carolina University

Elizabeth City State University

Fayetteville State University

North Carolina Agricultural and Technical State University

North Carolina Central University

North Carolina School of the Arts

North Carolina State University at Raleigh

Pembroke State University

University of North Carolina at Asheville

University of North Carolina at Chapel Hill

University of North Carolina at Charlotte

University of North Carolina at Greensboro

University of North Carolina at Wilmington

Western Carolina University

Winston-Salem State University

An Equal Opportunity/ Affirmative Action Employer Spring 1993

Dear 1992 Graduates,

As you are aware, the University from which you graduated is part of a 16-campus university system supported by state appropriations. The 16 universities listed to the left are collectively referred to as the University of North Carolina (UNC).

Since 1974, UNC has periodically gathered information from recent graduates of all the campuses and prepared reports on the activities, backgrounds and opinions of a particular graduating class. This information is collected and used by your campus faculty and staff and by UNC system administrators in a cooperative effort. The excellent responses of the classes of 1974, 1979, 1984, and 1988 provided us with information that helped us to better understand and plan for the changing needs of our undergraduate students. We now turn to the class of 1992 for fresh insight.

This is your opportunity to tell us about your college experience. As one of a randomly selected sample of the 24,000 UNC students who earned a baccalaureate degree in 1992, your response is critical to the success of the study. We will be happy to send you the results of the study so that you can read the collective responses of your class.

Please take a few minutes to complete and return these questionnaires. Be assured that your individual responses will remain confidential, consistent with federal privacy law. By answering these questions you will give us new and useful knowledge of the experiences of our graduates as they embark on their careers.

We ask that you return the completed forms as soon as possible. Thank you for your help with this important study.

Sincerely,

C. D. Spangler, Jr.

INSTRUCTIONS

This questionnaire is divided into five sections:

- A. Background Information: to be completed by everyone
- B. Working Full or Part-time: to be completed by graduates who are employed either full-time or part-time (including jobs on a college campus)
- C. Continuing Education: to be completed by graduates who are enrolled in college or graduate school, either full-time or part-time
- D. Homemakers and Unemployed: to be completed by graduates who are currently not enrolled in school or working outside the home
- E. Written Comments: space for your additional comments about your undergraduate experiences

Please complete all sections that apply to you.

If you graduated from ASU, ECU, ECSU, NCCU, NCSU, PSU, UNC-A, UNC-CH, UNC-C, or WCU, you will find an additional brief set of questions to be answered specifically about the campus where you earned your degree. Please follow the instructions on that questionnaire for marking your answers. Your responses to these questionnaires are extremely important in order for us to learn about the effect of a college education and to improve our services to students.

All information from this survey is confidential. Your responses will be used purely for planning and research; individuals will not be identified in any analysis of the data. If you are unable or reluctant to answer any question, leave it blank. There is room for additional remarks at the end of the questionnaire in the section entitled Written Comments.

NOTE: Throughout the survey, all questions seeking information about your institution or your degree refer to the UNC institution and the degree awarded to you by that institution in 1992.

MARKING INSTRUCTIONS

To complete each data item, mark the appropriate bubbles to record your answer. If the data item has space provided on the top of the column, also write the letter or number which you have marked. See example.

- Use only a black lead pencil (No. 2 or softer).
- Do NOT use ink or ballpoint pen.
- Make heavy black marks that completely fill the oval.
- · Erase completely any marks you wish to change.
- Make NO stray marks on the answer sheet.

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Proper mark: O O Improper marks: 🕿 🗸 🕒

EXAMPLE:

SOCIAL SECURITY NUMBER Social Security Number We ask that you voluntarily report your social security number 000000000 here. We will use it to verify that you responded and to take O O O O O O O O some information such as your race, sex and major field of 22222222 study from your college records. By giving your social security 33333333 number, you help us to shorten this questionnaire by not 4444444 asking you again for data which you have previously reported 5555555 to your institution. 6666666 000000000 8888888 99999999 Once you have completed the sections of the questionnaire that apply to you, please use the

enclosed UNC business reply envelope to return the completed forms as soon as possible. No additional postage is necessary. Thank you for taking time to participate in this important survey.

Would you like to receive a copy of the highlights of this study? O Yes O No

SECTION A: BACKGROUND INFORMATION - TO BE COMPLETED BY ALL GRADUATES

A.1.	From which UNC institution did you graduate?	A.4.	How old a	re you?	
	O Appalachian State University				
	O East Carolina University				00
	O Elizabeth City State University				
	Fayetteville State University				22
	O North Carolina Agricultural & Technical State University				33
	North Carolina Central University				4 4
	North Carolina School of the Arts				55
	O North Carolina State University				66
	O Pembroke State University				77
	O UNC - Asheville				88
	O UNC - Chapel Hill				99
	O UNC - Charlotte	A 5	Indicate ti	ha highaat aduar	stion lovel ottoined by
	O UNC - Greensboro	A.5.			ation level attained by
	O UNC - Wilmington		each pare	nt or guardian.	
	Western Carolina University		Father	Mother	
	O Winston-Salem State University		or Male Guardian	or Female Guardian	
A.2.	a. Are you currently employed (full-time or part-time)?		0	O Eighth gr	ade or less
	O Yes O No		0	O Some high	gh school
			0	O High sch	ool graduate
	b. Are you currently enrolled at a postsecondary		0	College t	raining
	institution?		0	O College	graduate
	O Yes O No		0	O Graduate	training
	c. Which of the two above activities would you say is your <i>primary</i> activity? C Employment	A.6. In the year you graduated, what was the amount your parents' or guardians' combined pre-tax income? Please try to answer even if you have reshared a home with your parents for some time.			
	O Continuing education				
	O Neither		O \$10,00		O \$35,001 - \$40,000
V 3	Do you live in North Carolina?			1 - \$15,000	O \$40,001 - \$50,000
A.J.				1 - \$20,000	O \$50,001 - \$60,000
	O Yes			1 - \$25,000	\$60,001 - \$75,000
	O No			1 - \$30,000	O \$75,001 - \$100,000
			\$30,00	1 - \$35,000	Over \$100,000

A.7.	When you first entered the UNC institution from which you graduated, did you transfer any coursework taken at another college or university?	Answer question A.14 only if you began your under graduate studies BEFORE summer 1988 as a first-time freshman (taking longer than four years to graduate)		
	O Yes	If you completed your studies in four years or less, ski to question A.15.		
	O No	to question A.15.		
A.8.	Is the degree you received last year your first baccalaureate degree?	A.14. a. Below are some reasons why some students take longer than four years to graduate.		
	O Yes	Mark all that apply to your situation.		
	O No	1. Academic reasons:		
	Did	O Changed major		
A.9.	Did you complete a co-major or second major? O Yes	Repeated courses to make better grades Graduation requirements of major		
	O No	Courses I needed were not always available		
10	Did your degree program include any of the	O Poor academic advising		
4.10.	following? (Mark all that apply.)	Lost credits from transfer institution		
	Tollowing: (Wark all triat apply.)	Took fewer hours per semester to improve GPA		
	Yes No	 Degree program took longer than four years to 		
	O Internship	complete		
	O Practicum O Student teaching	 Academic suspension one or more semesters 		
	O Cooperative education	2. Financial reasons:		
	 International study 	Had to work while enrolled in school		
		Stopped out completely to earn money		
4.11.	Did you repeat any courses in order to raise your			
	grade in a course?	3. Personal reasons:		
	O Yes	Family responsibilities		
	O No	Was unable to handle heavier academic load		
		Other personal reasons		
A.12.	How many semesters, quarters and summer sessions did you attend, in all, to receive your degree? Include	b. Of these reasons, which was the PRIMARY		
	all institutions attended. Note: Include all terms of	reason you took longer than four years to graduate? Mark only one.		
	practica, student teaching, internships, cooperative			
	education or international study assignments.	O Changed majors		
	Regular Semesters	O Repeated courses		
		Graduation requirements		
	O 8 or fewer	Courses not available		
	O 9-10	O Lost credite in transfer		
	O 11-12	Lost credits in transfer Took fower bours per competer to impress CD/		
	O 13 or more	Took fewer hours per semester to improve GPA		
	Regular Quarters	 Degree program took longer than four years to complete 		
	O 12 or fewer	 Academic suspension one or more semesters 		
	O 13-15	Had to work while enrolled		
	O 16-18	 Stopped out completely 		
	O 19 or more	Family responsibilities		
	Summer Sessions	O Unable to handle heavier load		
	O 1	Other personal reasons		
	0 2			
	03	A.15. Did you receive any student financial aid while you		
	04	earned your degree?		
	05	Yes, in every semester/quarter of college		
	06	Yes, in most semesters/quarters of college		
	O 7 or more	Yes, in less than half the semesters/quarters of colle		
A.13.	Did you attend part-time during any regular semesters	No – SKIP TO QUESTION A.17 A 16 Was any of your student financial aid awarded on		
	or quarters?	A.16. Was any of your student financial aid awarded on the basis of financial need?		
	O Yes	the basis of illiancial fleed?		
	O No	O Yes O No O Don't know		

-4-

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A.17. Did you obtain any college loans while earning your	A.23. How satisfied were you with the QUALITY of each of the following? If you were particularly satisfied
degree?	or dissatisfied with one of the following, please
O Yes O No	tell us why in the space provided.
Please indicate the total amount of your college loans.	r Very Satisfied
O \$1 - \$1000 O \$5001 - \$10,000	Moderately Satisfied
O \$1001 - \$2500 Over \$10,000	- Dissatisfied
O \$2501 - \$5000	Very Dissatisfied
	Don't Know/Did Not Use
A.18. While school was in session, how many hours per	
week, on average, did you work for pay?	OOOO Instruction in your major field/program
 I was not employed 21-34 hours per week 	OOOOOO Overall instruction
1-10 hours per week 35 hours or more per week	OOOO Academic advising
O 11-20 hours per week	OOOO Interaction with faculty outside of classroom
	OOOOC Career services/employment assistance
A.19. Did you work for pay during the summer breaks while	OOO Academic support services (including math,
you were working on your degree?	reading, writing and speech labs, tutorial
O Yes, every summer	support and remedial classes)
Yes, at least half the summers	OOOO Financial aid services
Yes, less than half the summers	OOOO Registration
O No	OOOO Residence Halls
	OOOO Services for commuter students
A.20. If you intend to engage in further formal study in the	OOO Food service on campus
next three (3) years, what is the highest degree you	Campus sponsored recreational opportunities
hope to receive?	OOOO Library services
O No further study intended	OOO Internships, field experiences or practica
Associate degree	Computer lab/center services
Another baccalaureate degree	OOOO Health services
O Master's degree	OOO Business offices/cashier
O Professional degree, e.g., medicine, dentistry, law	OOOO Counseling center
O Doctorate	
O Other	Mariatan Camanana
	Written Comments:
A.21. a. Have you taken any of the following examinations?	
O GRE (Graduate Record Exam)	
C LSAT (Law School Admission Test)	A.24. To what extent do you think your college education
MCAT (Medical College Admission Test)	contributed to your knowledge, skills, and personal
GMAT (Graduate Management Admission Test)	development in the areas below?
Miller Analogies Test	r Very Much
	☐ Somewhat
b. Have you ever applied for admission to graduate	Very Little
or professional school?	┌─ Not At All
O Yes O Plan to in the next 12 months	- Don't Know
O No	
	0000 Writing skills
c. Were you accepted by at least one?	OOOO Speaking skills
O Yes O No	Comprehension skills (understanding written
	information)
d. Did you enroll in graduate or professional school?	OOOO Using mathematics skills
O Yes	OOO Applying scientific methods of inquiry
O No, but will enroll in next six months	OOOO Enhancing analytic skills
O No, did NOT enroll	OOOO Developing computer skills
	OOO Developing a tolerance for divergent views
SATISFACTION MEASURES	OOO Understanding of diverse cultures and values
A.22. How well do you feel your institution met your needs	Recognizing and acting upon ethical principles
in the following three areas?	OOO Exercising public responsibility and community
Very Somewhat	services Appreciation resid and several severality
Well Adequately Adequately Poorly	OOOO Appreciating racial and sexual equality
Intellectual growth O O O O O	OOOO Advancing your appreciation of the arts
Career training	
Personal growth	OOOO Understanding issues and problems facing the world

	Choose same institution Yes No		Choose same field of study Yes No			
SE	ECTION B: EMPLOYMENT -	TO BE COMPI	LETED BY ALL EMPLOYED GRAD	UATE	S	
	How many full-time and part-time jobs hold?	do you now	B.8. How related is your primary job to y of study?	our maj	or field	
	Full-time (35+ hours per week)		O Directly O Somewhat related	O Not	related	
	O None O One O Two or	more	Directly Connewnative a	- NOL	Telateu	
	Part-time (working 34 hours or less pe		B.9. Which of the following statements by your primary job?	est des	cribes	
	O None O One O Two or	more	A job with definite career potential			
			 A job with possible career potential 			
	If you are not working full-time, is it be	ecause you	A temporary job while waiting to rep	port to a	new job	
	could not find a full-time job?		A temporary job until a better one of	an be fo	und	
	O Yes O No O Does n	not apply	D 10 a In value accept for a job which re		did	
B.3.	If you are working outside of North Ca	rolina, did you	B.10. a. In your search for a job, which re find the most useful? Mark only of		ala you	
	initially look for a job in North Carolin	a? Would you	O Family and friends	1215 Table 1		
	like to return to North Carolina in the	future?	O Private employment agency			
	a. Looked for a job in North Carolina		O Direct contact with employer			
	O Yes O No		O Newspaper advertisement			
			O College career planning and ass	sistance	office	
	b. Would like to return to North Caroli	ina	O Professional associations			
	O Yes O No		 Employment Security Commissi 	on		
R 4	In your primary employment, do you v	work for?	O Computer search service			
	Mark only one.	WOIR IOI:	O College career fair			
	 Federal government (exclude military 	,	O Other			
	State government (exclude national g		b. Did you use the services of your	college	career	
	Local government		planning and assistance office?	380.0		
	 Private enterprise or self-employed 		O Yes O No			
	O Private non-profit organization		Description of the second seco			
	 Armed forces or national guard 		B.11. Please indicate your annual → \$	11 3 5		
	O Other		earnings from your current		0000	
R 5	If you are a teacher, indicate the grade	level and	job or jobs. Remember that		ODDO	
	control of the school in which you tea		this information is strictly confidential.		0000	
	GRADE LEVEL	CONTROL	Write the numbers		0333	
	O Preschool O 10-12	O Public	in the boxes.	1000000		
	O 1-3 O Special Education	O Private	Then, fill in the		0000	
	O 4-6 O Post-secondary	- I IIValo	matching ovals			
	O 7-9		below each box.	200000		
					0000	
	After you completed requirements for		Thousas ismulaebtons no omubers of lights			
	how long did it take you to find your p	rimary job?	B.12. If you are employed outside your ma			
	 Held job prior to graduation 		please indicate the main reason. (M	ark only	one.)	
O Secured job after graduation within:		O Never planned to work in my major field				
	O 30 days O 61-90 day		Could not find an appropriate job in	major fi	eld	
	O 31-60 days O 91-365 da	ays	O Developed a new career interest			
B 7	In the time between graduation and yo	our present	O Better pay in different field			
	primary job, were you:	a. p. coont	O My field is difficult to relate to a specific job			
			My field is difficult to relate to a spe	CITIC JOD		
	 Unemployed Working at another job 		O I have not obtained the licensure registration or			
O Working at another job		I have not obtained the licensure, registration, or certification required for my field				
	O Other		certification required for my field			

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	 How satisfied are you with your present employment? Well satisfied, would not consider leaving Satisfied, but would consider more desirable employment Dislike employment; seeking or will seek another job Not sure 	B.14. Do you think you were well prepared for employ by the university from which you graduated? Yes No No Not sure	
SI	ECTION C: CONTINUING EDUCATION - TO ENROLLED IN SCHOOL	BE COMPL	ETED BY GRADUATES
C.1.	Which degree are you currently seeking? Associate Professional degree, e.g., medicine, law, dentistry Master's No degree, my company is training me Doctorate Not seeking a degree		the <i>primary</i> and all <i>other</i> sources of funds e used this year to meet your educational es. Other Mark all
	Doctorate Trot scenting a degree	only one	that apply
C.2.	Are you a full-time or part-time student?	0	O Fellowships
C 3	O Full-time O Part-time Is your present program of study in the same	000	 Teaching/Research assistantships Nonacademic jobs (on or off campus)
	discipline area as your bachelor's degree?		O Spouse's employment
	O Yes O Closely related field O No	0	Savings/InvestmentsAid from family
	Closely related field	0	O Personal loan
C.4.	Report the location and control of the institution	0	O Job on campus
	you are currently attending:	0	Government or Institutional Loan
	LOCATION CONTROL	0	O Other
	In North CarolinaOutside North CarolinaPrivate		
	Which statement best describes how well your undergraduate education prepared you for graduate/professional school? Not sure Well prepared; understand and can perform all that is expected of me Adequately prepared Not adequately prepared for advanced study	\$100 \$250 \$500	ch money have you borrowed so far to mee spenses? \$1000 1 - \$2500 1 - \$5000 1 - \$10,000 \$10,000
	O Does not apply to me – not in graduate or professional school		
D.1.	Since the date of your graduation, have you	D.3. What ha	s been the single biggest problem you have
D.1.	Since the date of your graduation, have you worked either full or part-time?	D.3. What ha encount	s been the single biggest problem you have ered while looking for employment?
D.1.	Since the date of your graduation, have you	D.3. What has encount on Lack spot of Cannot (locality)	s been the single biggest problem you have ered while looking for employment? of mobility, e.g., cannot move because of use's job or other reason of find a job with desirable characteristics ation, salary)
D.1.	Since the date of your graduation, have you worked either full or part-time? Yes	D.3. What has encount on Lack spot of Cannot (local on Lack).	s been the single biggest problem you have ered while looking for employment? of mobility, e.g., cannot move because of use's job or other reason of find a job with desirable characteristics ation, salary) of jobs in my field
D.1.	Since the date of your graduation, have you worked either full or part-time? Yes No	D.3. What has encount on Lack spot on Cannot (lock on Lack on	s been the single biggest problem you have ered while looking for employment? of mobility, e.g., cannot move because of use's job or other reason of find a job with desirable characteristics ation, salary)
D.1.	Since the date of your graduation, have you worked either full or part-time? Yes No How long have you been without a job?	D.3. What has encount on Lack spot on Lack on	s been the single biggest problem you have ered while looking for employment? of mobility, e.g., cannot move because of use's job or other reason of find a job with desirable characteristics ation, salary) of jobs in my field of experience for job(s) sought
D.1.	Since the date of your graduation, have you worked either full or part-time? Yes No How long have you been without a job? Less than a month	D.3. What has encount on Lack spot on Lack on Lack on Lack on Discrete on Discrete on Lack on Discrete on Discrete on Lack on Discrete On Disc	as been the single biggest problem you have sered while looking for employment? of mobility, e.g., cannot move because of use's job or other reason not find a job with desirable characteristics ation, salary) of jobs in my field of experience for job(s) sought of skills and education for the job(s) sought
D.1.	Since the date of your graduation, have you worked either full or part-time? Yes No How long have you been without a job? Less than a month 1-4 months	D.3. What has encount on Lack spot on Lack on Lack for a contract of those on Physics of the second	is been the single biggest problem you have been while looking for employment? of mobility, e.g., cannot move because of use's job or other reason of find a job with desirable characteristics ation, salary) of jobs in my field of experience for job(s) sought of skills and education for the job(s) sought imination due to race, sex, handicap, etc. of information about where and how to look a job qualified, my skills and education exceeded se required for available jobs ical handicap
D.1.	Since the date of your graduation, have you worked either full or part-time? Yes No How long have you been without a job? Less than a month 1-4 months 5-7 months	D.3. What has encount on Lack spot on Lack on Lack for a contract of those on Physics on Did not the contract of the contract on the contract on the contract of the contract on the contract on the contract on the contract on the contract of the contract of the contract on the contract of the contract	is been the single biggest problem you have been while looking for employment? of mobility, e.g., cannot move because of use's job or other reason of find a job with desirable characteristics ation, salary) of jobs in my field of experience for job(s) sought of skills and education for the job(s) sought imination due to race, sex, handicap, etc. of information about where and how to look a job qualified, my skills and education exceeded se required for available jobs

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SECTION E: WRITTEN COMMENTS

Is there anything else you would like to tell us about your education and post-graduation experiences? If so, please use this space for that purpose.

Also, any comments you wish to make that may help us in future efforts to understand the concerns of new graduates will be appreciated, either here or in a separate letter.

Additional questions from your campus:

This is the answer sheet for the questions found in the separate survey form from your campus. Please follow instructions on that questionnaire to mark your answers. There is no additional questionnaire for the following campuses: FSU, NCA&T, NCSA, UNC-G, UNC-W, WSSU.

1. ①②③④⑤ 5. ①②③	9. ① ② ③ ④ ⑤	13. ①②③④⑤	17. ①②③④⑤
2. ①②③④⑤ 6. ①②③	45 10. 40 3 4 5	14. ①②③④⑤	18. ①②③④⑤
3. ①②③④⑤ 7. ①②③	45 11. 12345	15. ①②③④⑤	19. ①②③④⑤
4. ①②③④⑤ 8. ①②③	45 12. 12 3 4 5	16. ①②③④⑤	20. 12345

Thank you for your participation in this important study.