

**Staffing Comparisons: Summary**

7/6/2009

**IPEDS Data**

	<b>FTE</b>	<b>HC</b>	<b>Total</b>	<b>Instr</b>	<b>Mgr</b>	<b>Prof</b>	<b>Non-Prof</b>
	2005-06	Fall 06	Fall 06	Fall 06	Fall 06	Fall 06	Fall 06
LHU	5,075	5,175	578	261	26	95	196
PASSHE	7,197	7,790	843	363	37	150	294
IPEDS Peers	3,710	4,436	534	201	34	126	173
LHU			100.0%	45.2%	4.5%	16.4%	33.9%
PASSHE			100.0%	43.0%	4.3%	17.8%	34.9%
IPEDS Peers			100.0%	37.7%	6.4%	23.5%	32.4%
<b>Fall Student FTE / Staff FTE</b>							
LHU			8.78	19.44	195.19	53.42	25.89
PASSHE			8.53	19.85	197.17	47.86	24.48
IPEDS Peers			6.94	18.43	108.71	29.55	21.41

**Fact Book Data**

	2005-06	<b>FTE</b>	<b>HC</b>	<b>Total</b>	<b>Faculty</b>	<b>AFSCME</b>	<b>Manager</b>	<b>SCUPA</b>	<b>Other</b>
LHU		5,076	4,977	572	287	173	53	27	33
PASSHE		101,042	107,251	11,971	5,272	4,054	1,467	573	605
LHU				100.0%	50.2%	30.2%	9.2%	4.6%	5.7%
PASSHE				100.0%	44.0%	33.9%	12.3%	4.8%	5.1%
<b>Ann. Student FTE / Staff FTE</b>									
LHU				8.87	17.66	29.36	96.58	190.97	155.37
PASSHE				8.44	19.17	24.92	68.88	176.34	167.01

Note:

Fact Book data includes Dixon Center and Sytec staff

Staffing Comparisons: PASSHE Summary

7/6/2009

Classification	2001-02		2002-03		2003-04		2004-05		2005-06		2006-07 (est)	
	PASSHE	LHU	PASSHE	LHU	PASSHE	LHU	PASSHE	LHU	PASSHE	LHU	PASSHE	LHU
Faculty	5,191	226	5,230	267	5,177	291	5,249	308	5,272	287	5,294	326
AFSCME	3,996	152	4,015	167	3,960	173	3,964	181	4,054	173	4,068	173
Management	1,384	55	1,389	50	1,432	48	1,428	54	1,467	53	1,509	55
SCUPA	495	19	513	16	533	19	543	20	573	27	582	27
Other	599	33	598	27	600	24	616	25	605	33	602	33
<b>Total</b>	<b>11,664</b>	<b>485</b>	<b>11,745</b>	<b>527</b>	<b>11,703</b>	<b>555</b>	<b>11,800</b>	<b>589</b>	<b>11,971</b>	<b>572</b>	<b>12,055</b>	<b>613</b>
Faculty	44.5%	46.6%	44.5%	50.7%	44.2%	52.5%	44.5%	52.3%	44.0%	50.2%	43.9%	53.2%
AFSCME	34.3%	31.2%	34.2%	31.6%	33.8%	31.1%	33.6%	30.7%	33.9%	30.2%	33.7%	28.2%
Management	11.9%	11.4%	11.8%	9.5%	12.2%	8.7%	12.1%	9.2%	12.3%	9.2%	12.5%	9.0%
SCUPA	4.2%	3.9%	4.4%	3.0%	4.6%	3.3%	4.6%	3.4%	4.8%	4.6%	4.8%	4.3%
Other	5.1%	6.9%	5.1%	5.1%	5.1%	4.4%	5.2%	4.3%	5.1%	5.7%	5.0%	5.3%
Head Count	98,611	4,190	101,546	4,565	104,216	4,696	105,902	4,875	107,251	4,977	109,088	4,890
FTE (fall)	86,903		89,756	4,281	91,924	4,523	93,434	4,711	95,243	4,814	96,105	4,776
Annualized FTE	93,510	4,146	95,998	4,455	97,470	4,718	99,112	4,863	101,042	5,076	101,935	5,092
<i>fall / annualized</i>	<i>1.076</i>		<i>1.070</i>	<i>1.041</i>	<i>1.060</i>	<i>1.043</i>	<i>1.061</i>	<i>1.032</i>	<i>1.061</i>	<i>1.054</i>		

**Ann. Student FTE / FTE Staff**

Faculty	18.0	18.3	18.4	16.7	18.8	16.2	18.9	15.8	19.2	17.7	19.3	15.6
AFSCME	23.4	27.4	23.9	26.7	24.6	27.3	25.0	26.8	24.9	29.4	25.1	29.5
Management	67.6	74.9	69.1	88.5	68.1	98.2	69.4	89.3	68.9	96.6	67.6	92.6
SCUPA	188.9	218.2	187.1	278.4	182.9	253.9	182.5	240.1	176.3	191.0	175.1	191.6
Other	156.1	124.4	160.5	166.0	162.4	195.2	160.9	192.3	167.0	155.4	169.3	155.9
Total	8.0	8.5	8.2	8.4	8.3	8.5	8.4	8.3	8.4	8.9	8.5	8.3

**Head Count / FTE Staff**

Faculty	19.0	18.5	19.4	17.1	20.1	16.1	20.2	15.8	20.3	17.3	20.6	15.0
AFSCME	24.7	27.7	25.3	27.4	26.3	27.2	26.7	26.9	26.5	28.8	26.8	28.3
Management	71.3	75.7	73.1	90.6	72.8	97.7	74.2	89.5	73.1	94.7	72.3	88.9
SCUPA	199.2	220.5	197.9	285.3	195.5	252.7	195.0	240.7	187.2	187.2	187.4	184.0
Other	164.6	125.8	169.8	170.1	173.7	194.3	171.9	192.8	177.3	152.3	181.2	149.7
Total	8.5	8.6	8.6	8.7	8.9	8.5	9.0	8.3	9.0	8.7	9.0	8.0

Staffing Comparisons: PASSHE & LHU

7/6/2009

PASSHE Classification	2001-02		2002-03		2003-04		2004-05		2005-06		2006-07 (est)	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total</b>												
Faculty	5,191	44.50%	5,230	44.50%	5,177	44.20%	5,249	44.50%	5,272	44.00%	5,294	43.90%
AFSCME	3,996	34.30%	4,015	34.20%	3,960	33.80%	3,964	33.60%	4,054	33.90%	4,068	33.70%
Management	1,384	11.90%	1,389	11.80%	1,432	12.20%	1,428	12.10%	1,467	12.30%	1,509	12.50%
SCUPA	495	4.20%	513	4.40%	533	4.60%	543	4.60%	573	4.80%	582	4.80%
Other	599	5.10%	598	5.10%	600	5.10%	616	5.20%	605	5.10%	602	5.00%
Total	11,664	100.00%	11,745	100.00%	11,703	100.00%	11,800	100.00%	11,971	100.00%	12,055	100.00%

Head Count	98,611	101,546	104,216	105,902	107,251	109,088
FTE (fall)	86,903	89,756	91,924	93,434	95,243	96,105
Annualized FTE	93,510	95,998	97,470	99,112	101,042	101,935
<i>fall / annualized</i>	<i>1.076</i>	<i>1.070</i>	<i>1.060</i>	<i>1.061</i>	<i>1.061</i>	

**Ann. Student FTE / FTE Staff**

Faculty	18.01	18.36	18.83	18.88	19.17	19.25
AFSCME	23.40	23.91	24.61	25.00	24.92	25.06
Management	67.57	69.11	68.07	69.41	68.88	67.55
SCUPA	188.91	187.13	182.87	182.53	176.34	175.15
Other	156.11	160.53	162.45	160.90	167.01	169.33
Total	8.02	8.17	8.33	8.40	8.44	8.46

**Head Count / FTE Staff**

Faculty	19.00	19.42	20.13	20.18	20.34	20.61
AFSCME	24.68	25.29	26.32	26.72	26.46	26.82
Management	71.25	73.11	72.78	74.16	73.11	72.29
SCUPA	199.21	197.95	195.53	195.03	187.17	187.44
Other	164.63	169.81	173.69	171.92	177.27	181.21
Total	8.45	8.65	8.91	8.97	8.96	9.05

Staffing Comparisons: PASSHE & LHU

7/6/2009

LHU Classification	2001-02		2002-03		2003-04		2004-05		2005-06		2006-07 (est)	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total</b>												
Faculty	226	46.61%	267	50.71%	291	52.50%	308	52.28%	287	50.24%	326	53.17%
AFSCME	152	31.21%	167	31.62%	173	31.14%	181	30.75%	173	30.22%	173	28.20%
Management	55	11.40%	50	9.55%	48	8.66%	54	9.24%	53	9.19%	55	8.97%
SCUPA	19	3.91%	16	3.03%	19	3.35%	20	3.44%	27	4.65%	27	4.34%
Other	33	6.86%	27	5.09%	24	4.35%	25	4.29%	33	5.71%	33	5.33%
<b>Total</b>	<b>485</b>	<b>100.00%</b>	<b>527</b>	<b>100.00%</b>	<b>555</b>	<b>100.00%</b>	<b>589</b>	<b>100.00%</b>	<b>572</b>	<b>100.00%</b>	<b>613</b>	<b>100.00%</b>

Head Count	4,190	4,565	4,696	4,875	4,977	4,890
FTE (fall)		4,281	4,523	4,711	4,814	4,776
Annualized FTE	4,146	4,455	4,718	4,863	5,076	5,092
<i>fall / annualized</i>	<i>#DIV/0!</i>	<i>1.041</i>	<i>1.043</i>	<i>1.032</i>	<i>1.054</i>	

**Ann. Student FTE / FTE Staff**

Faculty	18.33	16.66	16.19	15.79	17.66	15.62
AFSCME	27.37	26.72	27.29	26.85	29.36	29.45
Management	74.89	88.46	98.17	89.29	96.58	92.58
SCUPA	218.21	278.44	253.93	240.15	190.97	191.57
Other	124.43	165.98	195.20	192.29	155.37	155.86
<b>Total</b>	<b>8.54</b>	<b>8.45</b>	<b>8.50</b>	<b>8.25</b>	<b>8.87</b>	<b>8.31</b>

**Head Count / FTE Staff**

Faculty	18.52	17.07	16.11	15.83	17.31	15.00
AFSCME	27.66	27.38	27.16	26.91	28.79	28.28
Management	75.69	90.65	97.71	89.52	94.69	88.91
SCUPA	220.53	285.31	252.74	240.74	187.25	183.97
Other	125.75	170.08	194.29	192.76	152.34	149.68
<b>Total</b>	<b>8.63</b>	<b>8.66</b>	<b>8.46</b>	<b>8.27</b>	<b>8.70</b>	<b>7.98</b>

Staffing Comparisons: PASSHE Data

7/6/2009

Classification	2001-02		2002-03		2003-04		2004-05		2005-06		2006-07 (est)		1-Year Chg		5-Year Chg	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>Unrestricted</b>																
Faculty	5,084	44.9%	5,127	44.9%	5,070	44.7%	5,127	45.0%	5,144	44.20%	5,167	44.5%	23	0.4%	82	1.6%
AFSCME	3,892	34.4%	3,918	34.3%	3,861	34.1%	3,886	34.1%	3,973	34.20%	3,974	34.2%	1	0.0%	82	2.1%
Management	1,330	11.7%	1,333	11.7%	1,347	11.9%	1,324	11.6%	1,420	12.20%	1,388	12.0%	-32	-2.2%	58	4.4%
SCUPA	429	3.8%	450	3.9%	461	4.1%	464	4.1%	495	4.30%	495	4.3%	-1	-0.2%	66	15.4%
Other	586	5.2%	590	5.2%	591	5.2%	600	5.3%	593	5.10%	591	5.1%	-2	-0.4%	5	0.9%
<b>Total</b>	<b>11,319</b>	<b>100.0%</b>	<b>11,418</b>	<b>100.0%</b>	<b>11,331</b>	<b>100.0%</b>	<b>11,401</b>	<b>100.0%</b>	<b>11,625</b>	<b>100.00%</b>	<b>11,614</b>	<b>100.0%</b>	<b>-11</b>	<b>-0.1%</b>	<b>294</b>	<b>2.6%</b>
<b>Restricted</b>																
Faculty	107	31.0%	103	31.5%	107	28.7%	122	30.6%	129	37.10%	127	28.9%	-1	-1.0%	20	19.1%
AFSCME	104	30.3%	97	29.5%	99	26.6%	78	19.6%	81	23.40%	94	21.3%	13	16.0%	-10	-9.7%
Management	54	15.8%	56	17.2%	85	22.8%	104	26.2%	47	13.60%	121	27.4%	74	157.4%	67	122.7%
SCUPA	66	19.2%	63	19.2%	72	19.3%	79	19.8%	78	22.50%	88	19.9%	10	12.6%	22	32.9%
Other	13	3.8%	8	2.6%	9	2.5%	15	3.9%	11	3.30%	11	2.5%	0	-3.9%	-2	-15.4%
<b>Total</b>	<b>344</b>	<b>100.0%</b>	<b>327</b>	<b>100.0%</b>	<b>372</b>	<b>100.0%</b>	<b>399</b>	<b>100.0%</b>	<b>346</b>	<b>100.00%</b>	<b>441</b>	<b>100.0%</b>	<b>95</b>	<b>27.5%</b>	<b>97</b>	<b>28.1%</b>
<b>Total</b>																
Faculty	5,191	44.5%	5,230	44.5%	5,177	44.2%	5,249	44.5%	5,272	44.00%	5,294	43.9%	22	0.4%	103	2.0%
AFSCME	3,996	34.3%	4,015	34.2%	3,960	33.8%	3,964	33.6%	4,054	33.90%	4,068	33.7%	14	0.3%	72	1.8%
Management	1,384	11.9%	1,389	11.8%	1,432	12.2%	1,428	12.1%	1,467	12.30%	1,509	12.5%	42	2.9%	125	9.0%
SCUPA	495	4.2%	513	4.4%	533	4.6%	543	4.6%	573	4.80%	582	4.8%	9	1.6%	88	17.8%
Other	599	5.1%	598	5.1%	600	5.1%	616	5.2%	605	5.10%	602	5.0%	-3	-0.5%	3	0.6%
<b>Total</b>	<b>11,664</b>	<b>100.0%</b>	<b>11,745</b>	<b>100.0%</b>	<b>11,703</b>	<b>100.0%</b>	<b>11,800</b>	<b>100.0%</b>	<b>11,971</b>	<b>100.00%</b>	<b>12,055</b>	<b>100.0%</b>	<b>84</b>	<b>0.7%</b>	<b>391</b>	<b>3.4%</b>

Head Count	98,611	101,546	104,216	105,902	107,251	109,088
FTE (fall)	86,903	89,756	91,924	93,434	95,243	96,105
Annualized FTE	93,510	95,998	97,470	99,112	101,042	101,935

**Ann. Student FTE / Total Staff**

Faculty	18.0	18.4	18.8	18.9	19.2	19.3
AFSCME	23.4	23.9	24.6	25.0	24.9	25.1
Management	67.6	69.1	68.1	69.4	68.9	67.6
SCUPA	188.9	187.1	182.9	182.5	176.3	175.1
Other	156.1	160.5	162.4	160.9	167.0	169.3
<b>Total</b>	<b>8.0</b>	<b>8.2</b>	<b>8.3</b>	<b>8.4</b>	<b>8.4</b>	<b>8.5</b>

Staffing Comparisons: PASSHE IPEDS

7/6/2009

IPEDS Data	2005-06	Fall 2006	Total	Instr	Mgr	Prof	Non-Prof
	FTE	HC					
<b>Lock Haven University of Pennsylvania</b>	<b>5,075</b>	<b>5,175</b>	<b>578</b>	<b>261</b>	<b>26</b>	<b>95</b>	<b>196</b>
Bloomsburg University of Pennsylvania	8,313	8,723	949	396	32	162	359
California University of Pennsylvania	7,187	7,720	767	316	41	155	255
Cheyney University of Pennsylvania	1,592	1,667	302	102	24	55	121
Clarion University of Pennsylvania	5,851	6,563	692	280	35	138	239
East Stroudsburg University of Pennsylvania	6,293	7,013	756	324	27	124	281
Edinboro University of Pennsylvania	6,734	7,579	772	369	34	135	234
Indiana University of Pennsylvania-Main Campus	13,200	14,248	1,565	715	63	233	554
Kutztown University of Pennsylvania	8,970	10,193	995	433	46	202	314
Mansfield University of Pennsylvania	3,142	3,360	409	168	18	97	126
Millersville University of Pennsylvania	7,762	8,194	944	359	46	175	364
Shippensburg University of Pennsylvania	6,987	7,516	823	359	35	136	293
Slippery Rock University of Pennsylvania	7,879	8,230	882	367	38	160	317
West Chester University of Pennsylvania	11,770	12,879	1,374	627	46	238	463
<b>Total</b>	<b>100,755</b>	<b>109,060</b>	<b>11,808</b>	<b>5,076</b>	<b>511</b>	<b>2,105</b>	<b>4,116</b>
Average	7,197	7,790	843	363	37	150	294

**Staff FTE / Student FTE**

<b>Lock Haven University of Pennsylvania</b>	<b>8.8</b>	<b>19.4</b>	<b>195.2</b>	<b>53.4</b>	<b>25.9</b>
Bloomsburg University of Pennsylvania	8.8	21.0	259.8	51.3	23.2
California University of Pennsylvania	9.4	22.7	175.3	46.4	28.2
Cheyney University of Pennsylvania	5.3	15.6	66.3	28.9	13.2
Clarion University of Pennsylvania	8.5	20.9	167.2	42.4	24.5
East Stroudsburg University of Pennsylvania	8.3	19.4	233.1	50.8	22.4
Edinboro University of Pennsylvania	8.7	18.2	198.1	49.9	28.8
Indiana University of Pennsylvania-Main Campus	8.4	18.5	209.5	56.7	23.8
Kutztown University of Pennsylvania	9.0	20.7	195.0	44.4	28.6
Mansfield University of Pennsylvania	7.7	18.7	174.6	32.4	24.9
Millersville University of Pennsylvania	8.2	21.6	168.7	44.4	21.3
Shippensburg University of Pennsylvania	8.5	19.5	199.6	51.4	23.8
Slippery Rock University of Pennsylvania	8.9	21.5	207.3	49.2	24.9
West Chester University of Pennsylvania	8.6	18.8	255.9	49.5	25.4
<b>System</b>	<b>8.5</b>	<b>19.8</b>	<b>197.2</b>	<b>47.9</b>	<b>24.5</b>

**Staff FTE / Student Head Count**

LHU	<b>8.95</b>	19.83	199.04	54.47	26.40
System	<b>9.24</b>	21.49	213.42	51.81	26.50

- Instruction/research & public service FTE staff
- Executive/administrative & managerial FTE staff
- Other professional FTE staff
- Non-professional FTE staff

IPEDS Peer Institutions	Staffing Comparisons: IPEDS Peers							FTE Student / FTE Staff					Non-Prof
	2005-06	FA06	UG	Fall 2006 Staff			Non-	Total	Instr	Mgr	Prof		
	FTE	HC		Instr	Mgr	Prof	Prof	Instr	Mgr	Prof			
<b>Lock Haven University of Pennsylvania</b>	<b>5,075</b>	<b>5,175</b>	<b>4,890</b>	<b>261</b>	<b>26</b>	<b>95</b>	<b>196</b>	<b>8.8</b>	<b>19.4</b>	<b>195.2</b>	<b>53.4</b>	<b>25.9</b>	
Bemidji State University	4,252	4,729	4,249	200	13	128	153	8.6	21.3	327.1	33.2	27.8	
Castleton State College	1,955	2,130	1,941	131	23	61	74	6.8	14.9	85.0	32.0	26.4	
Delaware State University	3,034	3,690	3,303	202	29	271	194	4.4	15.0	104.6	11.2	15.6	
Eastern New Mexico University-Main Campus	3,193	4,122	3,271	165	27	142	210	5.9	19.4	118.3	22.5	15.2	
<b>Fayetteville State University</b>	<b>5,509</b>	<b>6,301</b>	<b>5,399</b>	<b>258</b>	<b>62</b>	<b>121</b>	<b>343</b>	<b>7.0</b>	<b>21.4</b>	<b>88.9</b>	<b>45.5</b>	<b>16.1</b>	
Fort Valley State University	2,153	2,176	2,086	108	37	207	194	3.9	19.9	58.2	10.4	11.1	
Francis Marion University	3,422	4,075	3,514	206	34	110	138	7.0	16.6	100.6	31.1	24.8	
Indiana University-Northwest	3,685	4,819	4,229	234	24	74	153	7.6	15.7	153.5	49.8	24.1	
Johnson State College	1,427	1,928	1,615	103	20	49	57	6.2	13.9	71.4	29.1	25.0	
<b>Keene State College</b>	<b>4,567</b>	<b>4,940</b>	<b>4,767</b>	<b>250</b>	<b>39</b>	<b>160</b>	<b>132</b>	<b>7.9</b>	<b>18.3</b>	<b>117.1</b>	<b>28.5</b>	<b>34.6</b>	
Lincoln University	2,364	3,224	2,927	139	31	101	144	5.7	17.0	76.3	23.4	16.4	
Mansfield University of Pennsylvania	3,142	3,360	2,936	168	18	97	126	7.7	18.7	174.6	32.4	24.9	
Minnesota State University-Moorhead	6,876	7,548	7,126	344	19	166	192	9.5	20.0	361.9	41.4	35.8	
Minot State University	3,167	3,711	3,432	225	18	81	137	6.9	14.1	175.9	39.1	23.1	
Mississippi University for Women	2,124	2,428	2,280	154	30	51	86	6.6	13.8	70.8	41.6	24.7	
Mississippi Valley State University	2,996	3,162	2,686	129	55	164	191	5.6	23.2	54.5	18.3	15.7	
Oregon State University-Cascades Campus	273	495	419	17	3	9	10	7.0	16.1	91.0	30.3	27.3	
<b>Ramapo College of New Jersey</b>	<b>5,240</b>	<b>5,499</b>	<b>5,188</b>	<b>271</b>	<b>40</b>	<b>222</b>	<b>206</b>	<b>7.1</b>	<b>19.3</b>	<b>131.0</b>	<b>23.6</b>	<b>25.4</b>	
Savannah State University	2,822	3,241	3,109	131	37	117	136	6.7	21.5	76.3	24.1	20.8	
Southern Utah University	6,207	7,029	6,601	239	49	211	125	9.9	26.0	126.7	29.4	49.7	
Southwest Minnesota State University	3,949	6,055	5,606	150	15	114	93	10.6	26.3	263.3	34.6	42.5	
<b>Southwestern Oklahoma State University</b>	<b>5,056</b>	<b>5,122</b>	<b>4,355</b>	<b>210</b>	<b>59</b>	<b>40</b>	<b>171</b>	<b>10.5</b>	<b>24.1</b>	<b>85.7</b>	<b>126.4</b>	<b>29.6</b>	
SUNY College at Oneonta	5,815	5,786	5,596	302	41	200	316	6.8	19.3	141.8	29.1	18.4	
SUNY Empire State College	7,080	12,038	11,429	424	44	161	193	8.6	16.7	160.9	44.0	36.7	
<b>The Evergreen State College</b>	<b>4,153</b>	<b>4,416</b>	<b>4,124</b>	<b>183</b>	<b>93</b>	<b>155</b>	<b>223</b>	<b>6.4</b>	<b>22.7</b>	<b>44.7</b>	<b>26.8</b>	<b>18.6</b>	
The Richard Stockton College of New Jersey	6,351	7,212	6,726	315	73	213	339	6.8	20.2	87.0	29.8	18.7	
University of Alaska Southeast	1,750	3,011	2,752	146	14	66	138	4.8	12.0	125.0	26.5	12.7	
University of Arkansas at Monticello	2,605	3,179	3,064	169	29	69	141	6.4	15.4	89.8	37.8	18.5	
University of Maryland-Eastern Shore	3,490	4,130	3,697	222	58	132	293	5.0	15.7	60.2	26.4	11.9	
University of the District of Columbia	3,665	5,534	5,300	304	20	168	380	4.2	12.1	183.3	21.8	9.6	
University of Washington-Bothell Campus	1,318	1,678	1,443	80	12	63	61	6.1	16.5	109.8	20.9	21.6	
<b>Total</b>	<b>118,715</b>	<b>141,943</b>	<b>130,060</b>	<b>6,440</b>	<b>1,092</b>	<b>4,018</b>	<b>5,545</b>	<b>6.9</b>	<b>18.4</b>	<b>108.7</b>	<b>29.5</b>	<b>21.4</b>	
Average	3,710	4,436	4,064	201	34	126	173						