

National Community College Benchmark Project

Report of 2006 Aggregate Data

Prepared for:

Nashville State Technical Community College

September 15, 2006

Information in this report is for internal use by the subscribing institution. Subscribing institutions have agreed that this full report, in the format in which it is delivered, will not be shared with or made available to non-subscribers, and that it will not be posted to a public Web site. Additions or changes to the contents or layout of this report are the responsibility of subscribing institutions.

2006 Participants

Shelton State Community College (AL)
Mid-South Community College (AR)
NorthWest Arkansas Community College (AR)
Ouachita Technical College (AR)
Chandler-Gilbert Community College (AZ)
Cochise College (AZ)
Estrella Mountain Community College (AZ)
GateWay Community College (AZ)
Glendale Community College (AZ)
Maricopa County Community College District (AZ)
Paradise Valley Community College (AZ)
Phoenix College (AZ)
Rio Salado College (AZ)
Scottsdale Community College (AZ)
South Mountain Community College (AZ)
Yavapai College (AZ)
Colorado Mountain College (CO)
Brevard Community College (FL)
Broward Community College (FL)
Central Florida Community College (FL)
Chipola College (FL)
Daytona Beach Community College (FL)
Edison College (FL)
Florida Community College at Jacksonville (FL)
Gulf Coast Community College (FL)
Hillsborough Community College (FL)
Indian River Community College (FL)
Lake City Community College (FL)
Lake-Sumter Community College (FL)
Manatee Community College (FL)
Miami Dade College (FL)
North Florida Community College (FL)
Okaloosa-Walton College (FL)
Palm Beach Community College (FL)
Pasco-Hernando Community College (FL)

Pensacola Junior College (FL)
Polk Community College (FL)
Santa Fe Community College (FL)
Seminole Community College (FL)
South Florida Community College (FL)
St Johns River Community College (FL)
St Petersburg College (FL)
Tallahassee Community College (FL)
Valencia Community College (FL)
Savannah Technical College (GA)
Des Moines Area Community College (IA)
Ellsworth Community College (IA)
Hawkeye Community College (IA)
Iowa Western Community College (IA)
Marshalltown Community College (IA)
Black Hawk College (IL)
College of DuPage (IL)
College of Lake County (IL)
Illinois Central College (FL)
Vincennes University (IN)
Garden City Community College (KS)
Johnson County Community College (KS)
Carroll Community College (MD)
Central Maine Community College (ME)
Lake Michigan College (MI)
Macomb Community College (MI)
Northwestern Michigan College (MI)
Schoolcraft College (MI)
Southwestern Michigan Coll (MI)
Washtenaw Community College (MI)
Rochester Community and Technical (MN)
Crowder College (MO)
Metropolitan Community College - Maple Woods (MO)
Metropolitan Community College - Blue River (MO)
Metropolitan Community College - Kansas City (MO)

2006 Participants (Continued)

Itawamba Community College (MS)	Suffolk County Community College (NY)
Ashville-Buncombe Technical Community College (NC)	Sullivan County Community College (NY)
Central Piedmont Community College (NC)	Tompkins-Cortland Community College (NY)
Wayne Community College (NC)	Westchester Community College (NY)
Central Community College (NE)	Cuyahoga Community College (OH)
Metropolitan Community College (NE)	Lane Community College (OR)
Burlington County College (NJ)	Bucks County Community College (PA)
Mercer County Community College (NJ)	Butler County Community College (PA)
Raritan Valley Community College (NJ)	Community College of Allegheny County (PA)
Central New Mexico Community College (NM)	Community College of Beaver County (PA)
Dona Ana Branch Community College (NM)	Community College of Philadelphia (PA)
Eastern New Mexico University-Roswell (NM)	Delaware County Community College (PA)
San Juan College (NM)	Harrisburg Area Community College (PA)
Truckee Meadows Community College (NV)	Lehigh Carbon Community College (PA)
Adirondack Community College (NY)	Luzerne County Community College (PA)
Broome Community College (NY)	Montgomery County Community College (PA)
Cayuga Community College (NY)	Northampton Community College (PA)
Clinton Community College (NY)	Pennsylvania Highlands Community College (PA)
Columbia-Greene Community College (NY)	Westmorland County Community College (PA)
Corning Community College (NY)	Chattanooga State Technical Community College (TN)
Dutchess Community College (NY)	Cleveland State Community College (TN)
Erie Community College (NY)	Columbia State Community College (TN)
Fulton-Montgomery Community College (NY)	Dyersburg State Community College (TN)
Genesee Community College (NY)	Jackson State Community College (TN)
Hudson Valley Community College (NY)	Motlow State Community College (TN)
Jamestown Community College (NY)	Nashville State Tech Community College (TN)
Jefferson Community College (NY)	Northeast State Tech Community College (TN)
Mohawk Valley Community College (NY)	Pellissippi State Tech Community College (TN)
Monroe Community College (NY)	Roane State Community College (TN)
Nassau Community College (NY)	Southwest Tennessee Community College (TN)
Niagara County Community College (NY)	Volunteer State Community College (TN)
North Country Community College (NY)	Walters State Community College (TN)
Onondaga Community College (NY)	Amarillo College (TX)
Orange County Community College (NY)	Austin Community College (TX)
Schenectady County Community College (NY)	Brazosport College (TX)

2006 Participants (Continued)

Collin County Community College (TX)
Houston Community College System (TX)
Northwest Vista College (TX)
Richland College (TX)
San Antonio College (TX)
Clark College (WA)
Highline Community College (WA)
Fox Valley Technical College (WI)
Moraine Park Technical College (WI)
Northcentral Technical College (WI)
Laramie County Community College (WY)

Characteristics: All Reporting Institutions

Institution Type

Single-campus:	81	53.30%
Multi-campus:	64	42.10%
Multi-college District:	7	4.60%

Campus Environment

Urban:	28	18.40%
Suburban:	38	25.00%
Rural:	39	25.70%
Urban and Suburban:	16	10.50%
Suburban and Rural:	16	10.50%
Urban and Rural:	10	6.60%
Urban, Suburban, and Rural:	5	3.30%

Control

Public:	152	100.00%
Private:		
Proprietary:		

Calendar

Semester:	143	94.10%
Quarter:	6	3.90%
Trimester:	3	2.00%
4-1-4 or Similar:		
Other:		

Faculty Unionized

Yes:	77	50.70%
No:	75	49.30%

Characteristics: Nashville State Technical Community College

Institution Type: Single-campus
 Campus Environment: Urban
 Control: Public
 Calendar: Semester
 Faculty Unionized: No

Nashville State Technical Community College

Form 1: Institution Information	Institution			NCCBP Percentiles				
	Reported Value	% Rank ¹	N	10th	25th	Mdn	75th	90th
Service Area Total Population	822,114	79%	147	115,785	200,115	363,937	702,682	1,461,131
Service Area Unemployment Rate	3.40%	13%	145	3.06%	3.90%	4.60%	5.50%	6.20%
Service Area Median Household Income	\$37,391	37%	144	\$31,234	\$34,945	\$39,154	\$47,343	\$59,353
IPEDS Enrollment (Fall 2004)	7,021	49%	152	2,347	4,248	7,033	12,655	20,977
Full-time Credit Headcount (Fall 2004)	2,421	38%	152	1,042	1,653	3,110	4,812	7,867
Part-time Credit Headcount (Fall 2004)	4,600	56%	152	1,181	2,197	4,107	7,560	14,182
% Transfer Credit Hours (Fall 2004)	51.10%	25%	128	34.36%	50.13%	60.89%	69.98%	79.22%
% Technical/Career Credit Hours (Fall 2004)	30.30%	57%	126	11.67%	20.98%	27.83%	40.11%	51.00%
% Developmental Credit Hours (Fall 2004)	18.60%	90%	131	5.20%	7.74%	11.30%	15.00%	18.54%
Non-credit Headcount (Fall 2004)	641	13%	137	469	1,344	3,214	6,241	11,611
Credit Student Median Age (Fall 2004)	29	98%	150	20	21	23	25	28
% Female Credit Students (Fall 2004)	58.03%	37%	151	54.00%	56.70%	59.70%	62.60%	65.00%
% First-generation Students (Fall 2004)	--	--	62	17.70%	26.00%	42.44%	54.00%	70.12%
% Nonresident Alien (Fall 2004)	--	--	138	0.07%	0.28%	0.75%	1.47%	4.00%
% Black, Non-Hispanic (Fall 2004)	26.41%	91%	152	1.93%	3.10%	7.35%	13.85%	23.34%
% Am. Indian or Alaskan Native (Fall 2004)	0.37%	33%	149	0.20%	0.30%	0.50%	0.92%	2.27%
% Asian or Pacific Islander (Fall 2004)	3.69%	81%	152	0.70%	1.00%	1.90%	3.16%	4.69%
% Hispanic (Fall 2004)	2.19%	32%	152	1.00%	1.62%	3.85%	9.41%	22.02%
% White, Non-Hispanic (Fall 2004)	62.13%	24%	152	45.70%	62.27%	77.00%	84.15%	91.21%
% Race/Ethnicity Unknown (Fall 2004)	5.21%	65%	142	0.03%	1.07%	3.32%	7.07%	11.17%
Tuition and Fees per Credit Hour (Fall 2004)	\$83.00	65%	152	\$41	\$57	\$69	\$98	\$121
Unrestricted Operating Funds (FY 2005)	\$11,088,233	12%	145	\$7,839,070	\$16,745,085	\$30,163,526	\$57,308,446	\$103,112,921
% Funds from Local Sources (FY 2005)	5.62%	26%	137	1.59%	5.15%	22.50%	39.05%	61.73%
% Funds from State (FY 2005)	9.99%	1%	146	11.32%	26.74%	33.32%	54.35%	66.43%
% Funds from Tuition (FY 2005)	66.46%	99%	146	19.63%	24.00%	33.99%	42.40%	48.86%

¹ "% Rank" includes percentile ranks, percents of all benchmark scores that fall below reported values.

Nashville State Technical Community College

	Institution		N	NCCBP Percentiles				
	Reported Value	% Rank		10th	25th	Mdn	75th	90th
FORM 2: Proportions of Students That Completed a Degree or Certificate or Transferred within Three Years (Fall 2002 GRS Cohort)								
<i>% Completed in Three Years (Col 3)</i>								
Full-time, First-time in Fall, 2002	7.89%	6%	150	9.45%	13.21%	21.54%	28.66%	36.02%
Part-time, First-time in Fall, 2002	5.31%	49%	113	1.64%	3.01%	5.46%	9.28%	12.42%
<i>% Transferred in Three Years (Col 5)</i>								
Full-time, First-time in Fall, 2002	16.20%	55%	130	7.75%	11.22%	15.00%	19.84%	27.56%
Part-time, First-time in Fall, 2002	10.61%	59%	87	2.07%	5.93%	8.82%	15.72%	26.60%
FORM 3: Student Performance at Transfer Institutions (Most Recent AY)								
Cumulative First-year GPA (Col 2)	2.63	9%	66	2.60	2.81	2.93	3.00	3.10
Average First-year Credit Hours (Col 4)	15.05	5%	55	16.36	19.20	21.67	23.64	25.04
Percent Enrolled Next Year (Col 5)	59.27%	11%	56	58.68%	67.41%	75.79%	80.96%	85.56%
FORM 4: Credit Students Who Enrolled Next Term and Next Fall (Fall 2004)								
Next-term Persistence Rate (Col 4)	66.35%	32%	142	59.52%	65.04%	68.91%	72.41%	76.13%
Fall-fall Persistence Rate (Col 7)	43.14%	22%	143	39.78%	43.77%	47.38%	51.10%	54.73%
FORM 5: Student Satisfaction and Engagement (Most Recent Data)								
<i>Noel-Levitz Summary Items</i>								
Educational experience met expectations	--	--	45	4.52	4.58	4.73	4.96	5.04
Overall satisfaction with experiences	--	--	45	5.18	5.28	5.40	5.61	5.75
Would enroll here again	--	--	44	5.36	5.55	5.68	5.95	6.03
<i>CCSSE Benchmarks</i>								
Active and Collaborative Learning	51.4	72%	78	45.1	47.7	49.5	51.9	53.7
Student Effort	48.2	22%	78	46.3	48.4	50.5	52.0	54.1
Academic Challenge	49.9	51%	77	45.8	48.3	49.8	51.3	52.4
Student-Faculty Interaction	49.1	41%	78	46.0	47.8	50.3	52.6	54.4
Support for Learners	47.6	31%	78	45.3	46.7	49.5	52.2	54.2
<i>ACT Student Opinion Survey Items</i>								
Choose to attend	--	--	37	3.79	3.90	3.99	4.10	4.21
Impression of quality	--	--	37	3.57	3.70	3.79	4.08	4.17

Nashville State Technical Community College

	Institution		N	NCCBP Percentiles				
	Reported Value	% Rank		10th	25th	Mdn	75th	90th
FORM 6: Student Goal Attainment (Most Recent Data)								
% Graduates and Completers (Col 1)	--	--	68	81.66%	88.63%	95.11%	97.97%	99.07%
% Leavers and Non-completers (Col 1)	--	--	26	30.85%	37.93%	57.84%	72.34%	93.21%
FORM 7: Credit, College-level Course Retention and Success Rates (Fall 2004)								
Retention Rate (Col 4)	83.24%	17%	151	81.38%	84.42%	87.82%	90.59%	92.52%
Enrollee Success Rate (Col 5)	73.91%	47%	151	68.59%	71.36%	74.03%	76.90%	79.80%
Completer Success Rate (Col 6)	88.80%	79%	151	79.78%	81.78%	84.72%	88.25%	90.88%
FORM 8: Credit Developmental/ Remedial Course Retention and Success Rates (Fall 2004)								
Math Retention Rate (Col 4)	75.44%	19%	150	71.70%	77.09%	83.49%	88.02%	93.14%
Writing Retention Rate (Col 4)	83.18%	33%	143	75.06%	81.18%	86.82%	90.78%	94.91%
Rdng/Writing Retention Rate (Col 4)	--	--	28	77.58%	80.35%	88.60%	92.79%	96.62%
Reading Retention Rate (Col 4)	81.48%	17%	142	77.12%	83.54%	88.00%	92.23%	95.16%
Math Enrollee Success Rate (Col 5)	61.50%	73%	150	44.18%	50.12%	55.56%	61.98%	70.27%
Writing Enrollee Success Rate (Col 5)	75.76%	88%	143	53.32%	59.97%	66.05%	71.43%	75.95%
Rdng/Writing Enrollee Success Rate (Col 5)	--	--	28	56.98%	62.68%	68.88%	73.02%	78.77%
Reading Enrollee Success Rate (Col 5)	78.06%	79%	142	56.98%	63.82%	70.45%	76.39%	80.77%
Math Completer Success Rate (Col 6)	81.52%	85%	150	56.79%	61.04%	68.33%	77.23%	84.74%
Writing Completer Success Rate (Col 6)	91.07%	91%	143	64.44%	69.84%	77.27%	83.45%	90.88%
Rdng/Writing Completer Success Rate (Col 6)	--	--	28	67.70%	73.39%	77.32%	82.91%	90.74%
Reading Completer Success Rate (Col 6)	95.80%	91%	142	66.45%	74.16%	81.00%	87.72%	94.59%

Nashville State Technical Community College

	Institution		N	NCCBP Percentiles				
	Reported Value	% Rank		10th	25th	Mdn	75th	90th
FORM 9: Credit Developmental/ Remedial Student Retention and Success in First College-level Courses (Fall 2003 Cohort)								
Math Retention Rate (Col 5)	83.52%	47%	134	72.62%	77.70%	84.21%	88.35%	93.71%
Writing Retention Rate (Col 5)	86.07%	42%	132	77.93%	83.36%	87.54%	92.45%	95.53%
Math Enrollee Success Rate (Col 6)	71.59%	74%	134	49.31%	57.05%	65.46%	71.63%	77.79%
Writing Enrollee Success Rate (Col 6)	73.13%	57%	130	59.74%	66.03%	72.34%	78.07%	83.33%
Math Completer Success Rate (Col 7)	85.71%	72%	134	62.40%	71.39%	78.78%	86.72%	89.84%
Writing Completer Success Rate (Col 7)	84.97%	58%	130	72.55%	77.87%	83.67%	88.13%	91.02%
FORM 10: Career Program Completers (Most Recent Data)								
Employed in Related Field (Col 2)	75.24%	71%	114	40.73%	52.39%	66.23%	76.19%	84.01%
Pursuing Education (Col 3)	18.23%	42%	106	4.83%	10.81%	21.15%	33.12%	50.95%
Employers Satisfied with Preparation (Col 5)	100.00%	98%	48	79.27%	90.65%	95.67%	100.00%	100.00%
FORM 11: Retention and Success in Core Academic Skill Areas (Fall 2004)								
Comp I Retention Rate (Col 4)	80.07%	11%	150	79.14%	82.08%	87.73%	91.70%	93.75%
Comp II Retention Rate (Col 4)	71.75%	6%	147	74.00%	79.48%	84.02%	88.94%	91.87%
Algebra Retention Rate (Col 4)	75.07%	29%	148	66.93%	73.74%	79.80%	86.08%	89.61%
Speech Retention Rate (Col 4)	83.04%	18%	149	80.77%	84.30%	88.10%	91.47%	94.87%
Comp I Enrollee Success Rate (Col 5)	71.57%	48%	150	63.33%	67.16%	71.66%	76.37%	80.41%
Comp II Enrollee Success Rate (Col 5)	63.31%	16%	147	60.92%	64.74%	69.19%	72.47%	77.94%
Algebra Enrollee Success Rate (Col 5)	68.07%	86%	147	44.76%	52.00%	58.67%	65.21%	70.82%
Speech Enrollee Success Rate (Col 5)	75.06%	40%	149	67.42%	72.19%	76.80%	81.43%	86.61%
Comp I Completer Success Rate (Col 6)	89.39%	88%	150	74.50%	78.77%	82.91%	87.43%	89.78%
Comp II Completer Success Rate (Col 6)	88.24%	79%	147	76.06%	79.17%	82.27%	87.27%	91.37%
Algebra Completer Success Rate (Col 6)	90.67%	95%	147	63.10%	67.93%	73.77%	79.55%	87.20%
Speech Completer Success Rate (Col 6)	90.39%	64%	149	79.01%	84.11%	88.47%	91.68%	94.22%

Nashville State Technical Community College

	Institution		N	NCCBP Percentiles				
	Reported Value	% Rank		10th	25th	Mdn	75th	90th
FORM 12: Institution-wide Credit Grades (Fall 2004)								
Percent Withdrew	10.10%	33%	147	7.01%	9.52%	12.25%	15.84%	18.64%
Percent Completed	89.90%	67%	147	81.36%	84.16%	87.75%	90.48%	92.99%
Percent Successful	81.75%	35%	147	79.00%	80.65%	83.52%	87.05%	90.11%
Percent A and B Grades	59.49%	78%	147	48.35%	52.09%	55.32%	58.79%	62.01%
FORM 13A: Minority Participation Rates (Fall 2004)								
% Minority Credit Students (Col 4)	35.68%	80%	149	5.03%	10.16%	19.79%	31.04%	43.89%
% Minority Employees (Col 4)	12.39%	49%	143	2.62%	6.49%	12.86%	22.31%	36.78%
FORM 13B: High School Graduates Enrolling at Institution (Fall 2004)								
% Enrolling Public HS (Col 3)	5.88%	1%	98	9.40%	15.55%	20.76%	27.38%	33.51%
% Enrolling Private HS (Col 3)	--	--	49	3.96%	7.29%	12.50%	20.59%	29.33%
% Enrolling Total (Col 3)	5.88%	1%	106	10.00%	14.63%	20.73%	26.57%	35.75%
FORM 14A: Market Penetration: Credit and Non-credit Students (AY 2004-05)								
Credit Student Penetration Rate (Col 3)	1.15%	6%	143	1.34%	1.95%	3.02%	3.96%	5.52%
Non-credit Student Penetration Rate (Col 3)	0.34%	11%	140	0.30%	0.82%	1.71%	2.77%	4.99%
FORM 14B: Market Penetration: Community Participation (AY 2004-05)								
Cultural Activities (Col 2)	--	--	45	0.09%	1.36%	3.22%	9.00%	25.46%
Public Meetings (Col 2)	--	--	41	0.49%	1.30%	3.46%	10.97%	18.95%
Sporting Events (Col 2)	--	--	40	0.09%	0.59%	1.54%	4.12%	9.08%

Nashville State Technical Community College

	Institution		N	NCCBP Percentiles				
	Reported Value	% Rank		10th	25th	Mdn	75th	90th
FORM 15: Fiscal Year Business and Industry Productivity (FY 2005)								
Duplicated Headcount (Col 1)	3,232	57%	103	624	1,128	2,700	6,614	17,827
Companies Served (Col 2)	25	20%	95	18	32	54	114	220
Total Costs (Col 3)	\$645,732	62%	98	\$81,666	\$225,013	\$432,831	\$1,187,616	\$2,365,182
Total Revenues (Col 4)	\$606,245	54%	99	\$82,945	\$223,685	\$527,775	\$1,283,313	\$2,998,099
Net Revenue (Col 5)	-\$39,487	26%	98	-\$147,229	-\$43,739	\$27,994	\$149,153	\$393,799
Net Revenue as % of Total (Col 6)	-6.51%	28%	98	-57.39%	-7.73%	5.26%	27.08%	47.20%
FORM 16A: Average Credit Section Size (Fall 2004)								
Average Credit Section Size (Col 3)	18.41	32%	142	11.39	17.54	19.87	21.81	23.17
FORM 16B: Credit Course Student/Faculty Ratio (Fall 2004)								
Student/Faculty Ratio (Col 3)	18.24	44%	149	14.34	16.76	18.80	21.24	35.17
FORM 16C: Instructional Faculty Load (Fall 2004)								
% Credit Hours by Full-time Faculty (Col 3)	57.25%	62%	140	42.04%	46.53%	53.42%	63.33%	70.72%
% Credit Hours by Part-time Faculty (Col 3)	42.75%	37%	140	29.28%	36.67%	46.58%	53.47%	57.96%
% Sections by Full-time Faculty (Col 5)	57.26%	68%	129	39.57%	44.06%	50.77%	60.13%	68.04%
% Sections by Part-time Faculty (Col 5)	42.74%	31%	129	31.96%	39.87%	49.23%	55.94%	60.43%
FORM 17A: Credit Distance Learning Sections and Credit Hours (Fall 2004)								
DL % of Credit Hours (Col 3)	13.91%	88%	132	0.77%	2.79%	5.50%	8.48%	15.06%
DL % of Total Credit Sections (Col 6)	12.99%	89%	123	2.19%	3.62%	6.44%	9.32%	13.27%
FORM 17B: Distance Learning Grades (Fall 2004)								
Percent Withdrawal	16.44%	39%	138	9.31%	12.81%	18.11%	22.80%	27.89%
Percent Completed	83.56%	60%	138	72.11%	77.20%	81.89%	87.19%	90.69%
Percent Successful	71.98%	11%	138	71.59%	75.78%	80.08%	84.53%	88.13%
Percent A and B Grades	48.22%	29%	138	43.60%	47.63%	51.52%	58.31%	62.18%

Nashville State Technical Community College

	Institution		N	NCCBP Percentiles				
	Reported Value	% Rank		10th	25th	Mdn	75th	90th
FORM 18: Student/Professional Student Services Staff Ratio (Fall 2004)								
Career Services (Col 3)	7,021	87%	106	1,258	2,269	3,063	4,898	7,647
Counseling and Advising (Col 3)	3,510	98%	116	416	553	729	1,009	1,536
Recruitment, Admissions, Registration (Col 3)	878	53%	116	402	543	813	1,489	2,089
Financial Aid (Col 3)	1,003	31%	116	691	924	1,315	2,110	3,268
Student Activities (Col 3)	--	--	109	1,486	2,340	3,587	5,645	7,533
Testing & Assessment Services (Col 3)	1,404	15%	108	1,045	1,820	2,764	5,184	8,739
FORM 19A: Retirements and Departures (AY 2004-05)								
Retirements Rate (Col 3)	0.61%	11%	132	0.59%	1.12%	1.76%	2.72%	3.89%
Departures Rate (Col 3)	9.15%	83%	132	2.09%	3.51%	5.53%	7.99%	12.22%
FORM 19B: Grievances & Harassment Actions (AY 2004-05)								
Grievance Rate (Col 3)	0.61%	69%	75	0.00%	0.00%	0.33%	0.72%	1.38%
Harassment Rate (Col 3)	0.31%	74%	70	0.00%	0.00%	0.09%	0.31%	0.71%
FORM 20A: Cost per Credit Hour and FTE Student (FY 2005)								
Cost per Credit Hour (Col 4)	\$111	49%	141	\$68	\$88	\$111	\$134	\$180
Cost per FTE Student (Col 5)	\$3,331	49%	141	\$2,054	\$2,641	\$3,341	\$4,032	\$5,399
FORM 20B: Development/Training Expenditures per FTE Employee (FY 2005)								
Expenditures per FTE Employee (Col 5)	\$305	56%	89	\$30	\$102	\$274	\$464	\$750