

EID Results 2016: VCFA and FPM Year Over Year

Engagement, Inclusion and Diversity Survey 2016

ENVIRONMENT OF WORK UNIT		VCFA 2016	FP&M 2016	VCFA 2014	FP&M 2014	VCFA 2012	FP&M 2012
How strongly do you disagree or agree with each of the following statements about the environment in your work unit?							
Q1a. A spirit of cooperation and teamwork exists in my work unit.	Favorable	76.9%	76.3%	73.2%	72.5%	70.0%	68.0%
	Neutral	11.6%	11.4%	13.3%	13.8%	13.0%	15.0%
	Unfavorable	11.5%	12.3%	13.6%	13.8%	17.0%	16.0%
	Mean	3.89	3.84	3.82	3.80	3.72	3.66
Q1b. The environment in my work unit is welcoming to employees of color.	Favorable	79.7%	80.0%	78.6%	76.4%	78.0%	76.0%
	Neutral	15.4%	14.3%	16.5%	17.1%	17.0%	18.0%
	Unfavorable	4.8%	5.7%	5.0%	6.4%	4.0%	6.0%
	Mean	4.11	4.05	4.06	3.97	4.08	3.94
Q1c. My work unit is welcoming to all people regardless of gender.	Favorable	85.0%	82.9%	84.8%	82.4%	83.0%	78.0%
	Neutral	10.4%	11.5%	10.7%	12.0%	11.0%	15.0%
	Unfavorable	4.7%	5.6%	4.4%	5.5%	6.0%	7.0%
	Mean	4.20	4.10	4.19	4.07	4.15	3.99
Q1d. My work unit is welcoming to all people regardless of sexual orientation.	Favorable	79.6%	73.7%	78.8%	72.5%	77.0%	67.0%
	Neutral	17.0%	21.3%	17.3%	21.2%	19.0%	27.0%
	Unfavorable	3.4%	5.0%	3.8%	6.3%	4.0%	6.0%
	Mean	4.14	3.96	4.10	3.90	4.07	3.84
Q1e. My work unit feels comfortable to me.	Favorable	79.1%	79.1%	76.4%	75.2%	75.0%	76.0%
	Neutral	10.9%	9.9%	13.1%	13.8%	12.0%	11.0%
	Unfavorable	10.1%	10.9%	10.5%	11.0%	13.0%	13.0%
	Mean	4.00	3.97	3.96	3.91	3.89	3.84
Q1f. My opinion counts at work.	Favorable	68.2%	68.4%	62.8%	58.2%	64.0%	63.0%
	Neutral	16.6%	16.5%	18.9%	22.2%	17.0%	20.0%
	Unfavorable	15.1%	15.1%	18.3%	19.7%	19.0%	17.0%
	Mean	3.73	3.71	3.62	3.52	3.58	3.56
Q1g. In the past six months, I have NOT seen disturbing conflicts in my work unit.	Favorable	60.5%	64.2%	NA	NA	NA	NA
	Neutral	13.8%	13.8%	NA	NA	NA	NA
	Unfavorable	25.7%	22.0%	NA	NA	NA	NA
	Mean	3.50	3.59	NA	NA	NA	NA
Q1h. I am comfortable providing feedback to my work unit on work issues.	Favorable	75.6%	77.2%	71.3%	70.9%	70.0%	73.0%
	Neutral	12.0%	11.6%	13.8%	14.3%	13.0%	12.0%
	Unfavorable	12.4%	11.2%	14.8%	14.8%	17.0%	15.0%
	Mean	3.87	3.90	3.76	3.75	3.69	3.71
Q1i. I am asked for input on work-related matters.	Favorable	72.6%	70.0%	67.5%	61.6%	68.0%	66.0%
	Neutral	14.4%	15.6%	16.6%	19.4%	15.0%	16.0%
	Unfavorable	13.0%	14.5%	16.0%	19.0%	17.0%	18.0%
	Mean	3.80	3.73	3.67	3.52	3.65	3.60
Q1j. My work unit feels safe to me.	Favorable	83.5%	82.6%	81.0%	78.6%	79.0%	77.0%
	Neutral	10.1%	9.7%	11.4%	12.4%	12.0%	13.0%
	Unfavorable	6.4%	7.7%	7.6%	9.1%	9.0%	10.0%
	Mean	4.10	4.05	4.05	3.96	4.00	3.90
Q1k. If I have a conflict with another employee, I know where to go to effectively resolve the issue.	Favorable	74.1%	73.1%	70.3%	70.2%	66.0%	65.0%
	Neutral	13.2%	13.8%	14.7%	15.5%	17.0%	18.0%
	Unfavorable	12.7%	13.2%	15.0%	14.4%	18.0%	16.0%
	Mean	3.85	3.84	3.73	3.74	3.63	3.66
Q1l. I am treated with respect at work.	Favorable	76.7%	77.5%	72.5%	71.7%	72.0%	73.0%
	Neutral	13.2%	13.1%	15.8%	16.3%	14.0%	15.0%
	Unfavorable	10.1%	9.4%	11.7%	11.9%	13.0%	12.0%
	Mean	3.93	3.93	3.83	3.80	3.79	3.77
ENVIRONMENT OF WORK UNIT - Total	Favorable	76.0%	75.4%	73.6%	71.5%	70.2%	68.5%
	Neutral	13.2%	13.5%	20.6%	22.6%	14.9%	16.6%
	Unfavorable	10.8%	11.1%	5.8%	5.9%	14.6%	14.6%
	Mean	3.93	3.89	3.83	3.75	3.78	3.72

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Engagement, Inclusion and Diversity Survey 2016

RELATIONSHIP WITH CO-WORKERS		VCFA 2016	FP&M 2016	VCFA 2014	FP&M 2014	VCFA 2012	FP&M 2012
How strongly do you disagree or agree with each of the following statements about your relationship with your co-workers?							
Q2a. I receive support and encouragement from others in my work unit.	Favorable	76.9%	75.1%	73.6%	70.6%	74.0%	72.0%
	Neutral	15.3%	16.3%	18.0%	19.5%	16.0%	19.0%
	Unfavorable	7.8%	8.6%	8.5%	9.9%	10.0%	9.0%
	Mean	3.93	3.87	3.86	3.77	3.84	3.78
Q2b. In my unit, co-workers value and respect each other.	Favorable	72.4%	71.2%	68.4%	68.0%	67.0%	63.0%
	Neutral	15.7%	15.8%	19.2%	19.4%	19.0%	22.0%
	Unfavorable	12.0%	13.0%	12.4%	12.5%	14.0%	15.0%
	Mean	3.82	3.78	3.75	3.72	3.70	3.60
Q2c. In my work unit, my co-workers are open and welcoming to others who are different from them.	Favorable	76.9%	72.6%	73.4%	68.3%	70.0%	65.0%
	Neutral	16.6%	18.5%	18.9%	23.0%	20.0%	24.0%
	Unfavorable	6.5%	9.0%	7.6%	8.6%	10.0%	12.0%
	Mean	3.96	3.84	3.88	3.77	3.78	3.64
Q2d. I am satisfied with the relationships I have developed with my co-workers.	Favorable	80.1%	81.7%	77.2%	78.4%	75.0%	77.0%
	Neutral	13.3%	12.3%	15.7%	14.5%	15.0%	16.0%
	Unfavorable	6.6%	6.0%	7.1%	7.1%	9.0%	7.0%
	Mean	4.00	4.00	3.95	3.94	3.88	3.90
RELATIONSHIP WITH CO-WORKERS - Total	Favorable	76.6%	75.2%	77.1%	76.2%	71.5%	69.3%
	Neutral	15.2%	15.7%	17.9%	18.5%	17.5%	20.3%
	Unfavorable	8.2%	9.1%	4.9%	5.2%	10.8%	10.8%
	Mean	3.93	3.87	3.86	3.80	3.80	3.73

EID Results 2016: VCFA and FPM Year Over Year

Engagement, Inclusion and Diversity Survey 2016

TOOLS AND OPPORTUNITIES		VCFA 2016	FP&M 2016	VCFA 2014	FP&M 2014	VCFA 2012	FP&M 2012
How strongly do you disagree or agree with each of the following statements?							
Q3a. I have the resources to do my job well.	Favorable	72.4%	73.4%	69.4%	69.7%	70.0%	74.0%
	Neutral	14.1%	13.7%	15.4%	14.9%	15.0%	14.0%
	Unfavorable	13.6%	12.8%	15.3%	15.4%	14.0%	11.0%
	Mean	3.78	3.82	3.70	3.71	3.71	3.81
Q3b. I know what is expected of me on the job.	Favorable	85.3%	87.4%	84.0%	87.7%	80.0%	83.0%
	Neutral	8.5%	7.6%	10.5%	8.3%	11.0%	10.0%
	Unfavorable	6.2%	5.0%	5.6%	4.1%	8.0%	5.0%
	Mean	4.07	4.13	4.03	4.11	3.97	4.03
Q3c. My job makes good use of my skills and abilities.	Favorable	71.2%	74.2%	70.0%	72.4%	66.0%	69.0%
	Neutral	14.3%	13.2%	15.9%	14.5%	16.0%	13.0%
	Unfavorable	14.5%	12.7%	14.1%	13.1%	17.0%	17.0%
	Mean	3.77	3.83	3.76	3.82	3.68	3.71
Q3d. I have sufficient opportunities (such as challenging work assignments or projects) to earn a high performance rating.	Favorable	66.0%	62.9%	62.3%	60.6%	58.0%	56.0%
	Neutral	19.4%	22.4%	22.0%	24.7%	22.0%	25.0%
	Unfavorable	14.6%	14.7%	15.7%	14.8%	19.0%	18.0%
	Mean	3.70	3.63	3.62	3.60	3.54	3.51
Q3e. Recognition is based on performance in my work unit.	Favorable	48.7%	49.3%	47.6%	45.3%	40.0%	40.0%
	Neutral	28.9%	28.9%	25.4%	26.9%	32.0%	33.0%
	Unfavorable	22.5%	21.8%	27.1%	27.9%	27.0%	26.0%
	Mean	3.33	3.35	3.23	3.18	3.12	3.14
Q3f. I am satisfied with the recognition I receive for my work.	Favorable	52.5%	55.1%	51.8%	49.8%	45.0%	48.0%
	Neutral	24.4%	24.2%	22.8%	23.4%	26.0%	27.0%
	Unfavorable	23.1%	20.6%	25.3%	26.7%	28.0%	24.0%
	Mean	3.37	3.43	3.31	3.25	3.18	3.28
Q3g. I am satisfied with my pay/compensation.	Favorable	26.6%	21.7%	24.6%	15.0%	NA	NA
	Neutral	20.3%	16.5%	18.0%	15.7%	NA	NA
	Unfavorable	53.1%	61.8%	57.4%	69.3%	NA	NA
	Mean	2.53	2.29	2.40	2.04	NA	NA
Q3h. Important campus information is circulated to all members of my work unit.	Favorable	69.0%	67.5%	61.4%	58.6%	59.0%	58.0%
	Neutral	18.8%	19.4%	21.0%	22.0%	23.0%	23.0%
	Unfavorable	12.2%	13.1%	17.6%	19.5%	17.0%	17.0%
	Mean	3.73	3.69	3.53	3.46	3.53	3.51
Q3i. I am given real opportunity to improve my skills in my work unit.	Favorable	58.0%	57.5%	55.4%	53.9%	52.0%	50.0%
	Neutral	24.3%	26.0%	25.7%	27.1%	25.0%	28.0%
	Unfavorable	17.7%	16.5%	18.9%	19.0%	22.0%	21.0%
	Mean	3.52	3.53	3.45	3.42	3.37	3.37
Q3j. It is clear to me what I need to learn to be adequately prepared for promotional opportunities.	Favorable	41.5%	43.3%	38.2%	38.8%	34.0%	34.0%
	Neutral	28.6%	28.6%	29.0%	28.9%	30.0%	33.0%
	Unfavorable	30.0%	28.0%	32.8%	32.2%	34.0%	32.0%
	Mean	3.12	3.17	3.02	3.04	2.97	2.99
TOOLS AND OPPORTUNITIES - Total	Favorable	59.1%	59.2%	55.1%	53.6%	56.0%	56.9%
	Neutral	20.2%	20.1%	33.3%	36.3%	22.2%	22.9%
	Unfavorable	20.7%	20.7%	11.6%	10.2%	20.7%	19.0%
	Mean	3.49	3.49	3.52	3.51	3.45	3.48

EID Results 2016: VCFA and FPM Year Over Year

Engagement, Inclusion and Diversity Survey 2016

WORK UNIT		VCFA 2016	FP&M 2016	VCFA 2014	FP&M 2014	VCFA 2012	FP&M 2012
How strongly do you disagree or agree with each of the following statements about your work unit?							
Q4a. My work unit is successful at accomplishing its mission.	Favorable	80.6%	80.0%	78.1%	74.8%	76.0%	77.0%
	Neutral	13.4%	13.5%	15.0%	16.3%	15.0%	15.0%
	Unfavorable	6.0%	6.6%	7.0%	8.9%	8.0%	7.0%
	Mean	4.02	4.00	3.94	3.86	3.93	3.95
Q4b. My work unit produces high-quality products and services.	Favorable	83.4%	79.8%	80.3%	75.5%	78.0%	75.0%
	Neutral	11.7%	14.5%	14.2%	18.0%	15.0%	18.0%
	Unfavorable	4.9%	5.7%	5.5%	6.5%	6.0%	6.0%
	Mean	4.15	4.08	4.06	3.95	4.04	3.96
Q4c. The work I do is meaningful to me.	Favorable	84.6%	84.1%	81.8%	80.7%	78.0%	79.0%
	Neutral	10.5%	11.2%	12.8%	13.4%	14.0%	13.0%
	Unfavorable	4.9%	4.7%	5.4%	5.9%	7.0%	7.0%
	Mean	4.18	4.15	4.12	4.08	4.03	4.00
Q4d. I would recommend my unit as a good place to work.	Favorable	71.8%	72.9%	69.4%	68.7%	66.0%	70.0%
	Neutral	16.7%	15.7%	18.1%	18.1%	18.0%	17.0%
	Unfavorable	11.5%	11.4%	12.6%	13.2%	15.0%	12.0%
	Mean	3.88	3.87	3.82	3.79	3.73	3.80
WORK UNIT - Total	Favorable	80.1%	79.2%	81.9%	80.0%	74.5%	75.3%
	Neutral	13.0%	13.7%	14.8%	16.5%	15.5%	15.8%
	Unfavorable	6.8%	7.1%	3.4%	3.6%	9.0%	8.0%
	Mean	4.06	4.03	3.99	3.92	3.93	3.93

EID Results 2016: VCFA and FPM Year Over Year

Engagement, Inclusion and Diversity Survey 2016

SUPERVISORS IN WORK UNIT		VCFA 2016	FP&M 2016	VCFA 2014	FP&M 2014	VCFA 2012	FP&M 2012
How strongly do you disagree or agree with each of the following statements about supervisors in your work unit?							
Q5a. My immediate supervisor responds effectively to conflicts in my work unit.	Favorable	68.6%	71.4%	59.4%	59.6%	57.0%	59.0%
	Neutral	18.0%	16.3%	22.6%	24.0%	23.0%	24.0%
	Unfavorable	13.5%	12.2%	18.0%	16.4%	20.0%	17.0%
	Mean	3.78	3.83	3.55	3.56	3.50	3.58
Q5b. My immediate supervisor provides me with useful feedback on my job performance.	Favorable	71.9%	73.9%	66.9%	69.1%	61.0%	66.0%
	Neutral	16.0%	15.0%	17.0%	16.5%	20.0%	19.0%
	Unfavorable	12.1%	11.2%	16.1%	14.4%	18.0%	15.0%
	Mean	3.84	3.86	3.67	3.72	3.57	3.64
Q5c. My immediate supervisor is an effective manager.	Favorable	69.0%	70.2%	62.0%	64.0%	61.0%	66.0%
	Neutral	17.5%	17.5%	19.0%	18.0%	20.0%	20.0%
	Unfavorable	13.5%	12.3%	18.0%	18.0%	19.0%	14.0%
	Mean	3.80	3.84	3.60	3.62	3.59	3.68
Q5d. I receive support and encouragement from my immediate supervisor.	Favorable	73.5%	71.7%	68.6%	66.6%	67.0%	68.0%
	Neutral	16.2%	18.4%	17.5%	18.1%	18.0%	19.0%
	Unfavorable	10.3%	9.9%	14.0%	15.3%	14.0%	13.0%
	Mean	3.92	3.89	3.76	3.70	3.73	3.72
Q5e. My immediate supervisor respects me and values my work.	Favorable	79.4%	78.4%	75.7%	73.7%	74.0%	76.0%
	Neutral	12.6%	13.3%	14.3%	15.1%	15.0%	14.0%
	Unfavorable	8.1%	8.3%	10.1%	11.2%	10.0%	10.0%
	Mean	4.05	4.03	3.93	3.89	3.91	3.88
Q5f. Overall, I am satisfied with my immediate supervisor.	Favorable	76.0%	76.7%	71.8%	72.0%	70.0%	76.0%
	Neutral	12.8%	12.7%	14.4%	14.6%	15.0%	12.0%
	Unfavorable	11.1%	10.6%	13.8%	13.4%	15.0%	11.0%
	Mean	3.97	4.00	3.83	3.85	3.80	3.90
Q5g. Overall, I am satisfied with the managers/leaders above my supervisor.	Favorable	58.0%	53.5%	51.4%	42.2%	50.0%	52.0%
	Neutral	22.6%	25.7%	23.8%	26.5%	25.0%	28.0%
	Unfavorable	19.4%	20.8%	24.9%	31.2%	24.0%	20.0%
	Mean	3.52	3.44	3.32	3.10	3.34	3.40
Q5h. My immediate supervisor is open and welcoming to others who are different from him/her.	Favorable	80.6%	77.8%	77.7%	74.4%	76.0%	75.0%
	Neutral	13.7%	16.2%	15.6%	17.8%	17.0%	19.0%
	Unfavorable	5.7%	6.0%	6.7%	7.8%	7.0%	6.0%
	Mean	4.09	4.01	4.00	3.91	4.00	3.93
Q5i. Policies are applied fairly in my unit.	Favorable	65.1%	66.9%	59.4%	56.4%	60.0%	63.0%
	Neutral	17.3%	15.5%	19.4%	20.5%	18.0%	19.0%
	Unfavorable	17.5%	17.6%	21.2%	23.1%	22.0%	18.0%
	Mean	3.65	3.65	3.50	3.42	3.52	3.56
Q5j. Work is distributed equitably in my unit.	Favorable	58.8%	61.4%	54.8%	55.1%	52.0%	56.0%
	Neutral	21.0%	21.2%	21.1%	22.1%	21.0%	23.0%
	Unfavorable	20.2%	17.4%	24.1%	22.8%	26.0%	20.0%
	Mean	3.50	3.56	3.35	3.36	3.33	3.45
SUPERVISORS IN WORK UNIT - Total	Favorable	70.1%	70.2%	63.7%	61.2%	62.4%	65.3%
	Neutral	16.8%	17.2%	24.2%	25.9%	20.0%	20.4%
	Unfavorable	13.1%	12.6%	12.1%	12.9%	17.1%	14.1%
	Mean	3.81	3.81	3.65	3.61	3.63	3.67

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Engagement, Inclusion and Diversity Survey 2016

OVERALL SATISFACTION		VCFA 2016	FP&M 2016	VCFA 2014	FP&M 2014	VCFA 2012	FP&M 2012
How strongly do you disagree or agree with each of the following statements about your overall satisfaction with your job and work unit?							
Q6a. Considering everything, I am satisfied with my job	Favorable	73.5%	73.9%	70.0%	66.6%	70.0%	74.0%
	Neutral	15.1%	14.9%	16.1%	17.9%	16.0%	15.0%
	Unfavorable	11.4%	11.3%	13.9%	15.5%	14.0%	11.0%
	Mean	3.84	3.83	3.72	3.64	3.76	3.82
Q6b. Considering everything, I am satisfied with my work unit.	Favorable	74.1%	74.9%	69.5%	68.1%	68.0%	71.0%
	Neutral	15.2%	15.6%	16.4%	17.4%	16.0%	16.0%
	Unfavorable	10.7%	9.5%	14.1%	14.4%	15.0%	12.0%
	Mean	3.86	3.88	3.72	3.68	3.71	3.78
OVERALL SATISFACTION - Total	Favorable	73.8%	74.4%	71.9%	69.0%	69.0%	72.5%
	Neutral	15.2%	15.2%	18.0%	20.7%	16.0%	15.5%
	Unfavorable	11.0%	10.4%	10.1%	10.3%	14.5%	11.5%
	Mean	3.85	3.85	3.72	3.66	3.74	3.80

Engagement, Inclusion and Diversity Survey 2016

Other questions		VCFA 2016	FP&M 2016	VCFA 2014	FP&M 2014	VCFA 2012	FP&M 2012
Q7. Are you considering leaving your division within the next year?	Yes	30.2%	27.6%	NA	NA	NA	NA
	No	69.8%	72.4%	NA	NA	NA	NA
Q8. What are your plans if you decide to leave your division?							
	To retire	14.9%	18.0%	8.0%	10.0%	NA	NA
	To take another job at UW-Madison	27.0%	25.4%	35.0%	30.7%	NA	NA
	To take another job outside UW-Madison	39.1%	37.5%	39.0%	43.0%	NA	NA
	Other plans	19.0%	19.1%	17%	16%	NA	NA
Q9. Which factor most greatly affects your satisfaction with your work experience?							
	Pay/Benefits	26.6%	32.1%	NA	NA	NA	NA
	Work environment	28.3%	20.8%	NA	NA	NA	NA
	Immediate supervisor	11.1%	10.3%	NA	NA	NA	NA
	Work variety	10.9%	9.3%	NA	NA	NA	NA
	Training opportunities	2.9%	4.2%	NA	NA	NA	NA
	Advancement opportunities	5.7%	6.0%	NA	NA	NA	NA
	Experience working at UW-Madison	6.0%	8.5%	NA	NA	NA	NA
	Other	8.6%	8.7%	NA	NA	NA	NA

EID Results 2016: VCFA and FPM Year Over Year

Engagement, Inclusion and Diversity Survey 2016

Composite Scales and Respect Related Questions							
		VCFA 2016	FP&M 2016	VCFA 2014	FP&M 2014	VCFA 2012	FP&M 2012
Engagement							
	Engaged	57.3%	54.5%	41.0%	36.3%	37.0%	35.0%
	Somewhat Engaged	33.5%	35.5%	43.0%	47.6%	44.0%	48.0%
	Not Engaged	9.2%	10.0%	16.0%	16.0%	18.0%	17.0%
	Engagement Mean (16-80 point scale)	60.86	60.76	59.55	58.87	58.62	58.91
	Engagement Average Score (1-5 point scale)	3.80	3.80	3.72	3.68	3.66	3.68
Diversity and Inclusion							
	High	44.6%	43.2%	52.0%	47.5%	50.0%	48.0%
	Medium	42.0%	44.4%	37.0%	40.3%	38.0%	40.0%
	Low	13.4%	12.4%	11.0%	12.2%	12.0%	13.0%
	D&I Mean (15-75 point scale)	59.81	59.03	58.59	57.43	57.95	57.13
	D&I Average Score (1-5 point scale)	3.99	3.94	3.91	3.83	3.87	3.81
Best places to work components							
	Q6a	73.5%	73.9%	70.0%	66.6%	70.0%	74.0%
	Q4d	71.8%	72.9%	69.0%	68.7%	66.0%	70.0%
	Q6b	74.1%	74.9%	69.0%	68.1%	68.0%	71.0%
	BP2W Score	73.1%	73.9%	NA	NA	NA	NA
Respect-related questions							
	I am treated with respect at work.						
	Favorable	76.7%	77.5%	73.0%	71.7%	72.0%	73.0%
	Neutral	13.2%	13.1%	16.0%	16.3%	14.0%	15.0%
	Unfavorable	10.1%	9.4%	12.0%	11.9%	13.0%	12.0%
		3.93	3.93	3.83	3.80	3.79	3.77
	In my unit, co-workers value and respect each other.						
	Favorable	72.4%	71.2%	68.0%	68.0%	67.0%	63.0%
	Neutral	15.7%	15.8%	19.0%	19.4%	19.0%	22.0%
	Unfavorable	12.0%	13.0%	12.0%	12.5%	14.0%	15.0%
		3.82	3.78	3.75	3.72	3.70	3.60
	My supervisor respects me and values my work.						
	Favorable	79.4%	78.4%	76.0%	73.7%	74.0%	76.0%
	Neutral	12.6%	13.3%	15.0%	15.1%	15.0%	14.0%
	Unfavorable	8.1%	8.3%	11.0%	11.2%	10.0%	10.0%
		4.05	4.03	3.93	3.89	3.91	3.88