

## Appendix X. Data Summary Table: Finding 4

	Name	Facilitators			
		Personal Attributes	Colleagues	Other Faculty	Advisor
1	Mollie	X			
2	Hank	X			
3	Morris	X			
4	Debbie	X		X	
5	Doris	X		X	
6	Anthony	X	X		
7	Anne	X	X		
8	Brent		X		
9	Angela	X			
10	Jane		X		X
11	Brad		X		
12	Dexter	X			
13	Frankie		X		
14	Sally	X			
15	Shana	X		X	
16	Lin	X			
17	Carin	X	X		
18	Fay	X			X
19	Connie	X			
20	Julia		X		
TOTAL	20	15 (75%)	8 (40%)	3 (15%)	2 (10%)