Assessment: Assessment Unit Four Column

Program (CAAD) - Building Construction Science (BS)

Unit Mission Statement: By means of a problem-based learning pedagogy that involves the use of case studies, precedents and integrated of multiple subject areas, the Building Construction Science program will prepare graduates with a clearly defined management skill set for careers in construction or construction-related fields where effective decision-making, problem-solving and multiple forms and levels of management are required.

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IE Plan Participants: George Ford

Does this program hold any specialized accreditation that may influence its outcomes and measures?: Yes

Location(s): Starkville

Location(s) Revised 2017: Starkville

Expected Outcomes (Column 1)	Assessment Procedures (Column 2)	IE Results	Use of Results (Column 4)
Create written communication - 1. Students will create written communications appropriate to the construction discipline Outcome Status: Currently Assessing Outcome Type(s): Student Learning Start Date: 07/01/2018		Assessment Result Year: 2018 - 2019 Criterion Met?: Yes-Criterion Met 2018 syllabus for this course.	Use of Results (Column 4): Students in this class demonstrated proficiency in written communication skills. 24 out of 29 scored 100% on the written portion of the assignment. This measure will be re-assessed in fall 2020. (10(02/2010)
	Criterion (Column 2) : 70% of the students will score 70% or better on the written communication part of the rubric.	Related Documents: <u>SLO 1 Report- Fall 2018.xlsx</u> <u>SLO1_BCS4116_F18_Student Sample.pdf</u>	in fall 2020. (10/03/2019)
	Related Documents: <u>Project 8B Foundation Delay Rubric</u> <u>Fall 2018.pdf</u> <u>BCS 4116 Studio V Fall 2018</u> <u>Syllabus.pdf</u>		
	Starkville - Alumni, employers, and graduating senior students will complete surveys about their experiences in BCS. Response	Assessment Result Year: 2018 - 2019 Criterion Met?: Yes-Criterion Met During 2018-19, 13 alumni, 7 employers, and 25 graduating seniors completed the BCS survey. The following results	Use of Results (Column 4): Written communication is considered one of the strengths

Expected Outcomes (Column 1)Assessment Procedures (Column 2)IE Results	Use of Results (Column 4)
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Criterion (Column 2) : 70% of survey

Expected Outcomes (Column 1)	Assessment Procedures (Column 2)	IE Results	<i>Use of Results (Column 4)</i>
		Sept18-Employer Surveys.pdf	
Create safety plan - 3. Students will create a construction project safety plan Outcome Status: Currently Assessing Outcome Type(s): Student Learning Start Date: 07/01/2018	Starkville - Students in BCS 3116 Studio 3 will complete a Safety Plan Criterion (Column 2) : 70% will score 70% or higher on the project. Related Documents: BCS 3116 Syllabus F18.pdf	Assessment Result Year: 2018 - 2019 Criterion Met?: Yes-Criterion Met In Fall 2018, 28 out of 28 (100%) students scored 70% or higher on this project. A copy of the grade report indicates the individual student scores. Two samples of student work are included as part of the documentation for this assessment. (06/28/2019) Related Documents: <u>SLO-3 Report.xlsx</u> <u>SLO-3 Final Safety Plan Student work.docx</u> <u>SLO-3 Final Safety Plan Student Work 2.docx</u>	Use of Results (Column 4): The plan presentation has been added to the class grade rubric for better tracking in the future. (06/28/2019)
	Starkville - Alumni, employers, and graduating senior students will complete surveys about their experiences in BCS. Response options range from 1 at totally disagree to 5 at totally agree. Criterion (Column 2) : 70% of survey respondents will rate the BCS program at 4 or higher on the question "How well did the program help you create a construction project safety plan."	Assessment Result Year: 2018 - 2019 Criterion Met?: No-Criterion Not Met or Not Applicable During 2018-19, 13 alumni, 7 employers, and 25 graduating seniors completed the BCS survey. The following results frequencies were recorded for the safety plan question: - 6 out of 25 (24%) senior students responded 4 or 5 - 4 of our 7 (57%) employers responded 4 or 5 - 8 out of 13 (62%) alumni responded 4 or 5 (10/03/2019) Related Documents: Senior Evaluations_spr19.xlsx Sept 18-Alumni Surveys.pdf Sept18-Employer Surveys.pdf	
Create cost estimates - 4. Students will create construction project cost estimates Outcome Status: Currently Assessing Outcome Type(s): Student Learning Start Date: 07/01/2018	Starkville - Students will complete midterm exam part II in BCS 2226: Studio 2. Criterion (Column 2) : 70% will score 70% or higher on the question related to cost estimates. Related Documents: BCS 2226 Syllabus Sp19.pdf SLO-4 CE Midterm exam part II slo4- assignment w rubric.pdf	Assessment Result Year: 2018 - 2019 Criterion Met?: Yes-Criterion Met In spring 2019, 36 out of 37 (97.2%) students scored 70% or better on the concrete take-off portion of the midterm exam. The SLO-4 report shows the grade book for this portion of the midterm, the CE-midterm exam part II, speed grader example shows a screenshot of the grading process with comments and annotations, a complete annotated copy of the midterm is included, and the original example of the student work has been provided as evidence for this assessment. (08/19/2019) Related Documents:	Use of Results (Column 4): Spring 2019 was the first semester where the current construction estimating book was used. We will check the senior surveys in Spring 2022 to confirm an improvement of estimating concepts. (08/19/2019)

SLO-4 CE-midterm exam part II, SpeedGrader,

Expected Outcomes (Column 1)	Assessment Procedures (Column 2)	IE Results	Use of Results (Column 4)
		Brandonbergold.pdf	
		<u>SLO-4 Report.xls</u>	
		SLO-4 Canvas grade sheet for student example.pdf	
		SLO-4 annotated-Midterm-1.BrandonBergold.xlsx.pdf	
		SLO-4 Student Work Bumpous, Cullen.xlsx	

Criterion (Column 2) : 70% of survey respondents will rate the BCS

Expected Outcomes (Column 1)	Assessment Procedures (Column 2)	IE Results	Use of Results (Column 4)
	Starkville - Alumni, employers, and graduating senior students will complete surveys about their experiences in BCS. Response options range from 1 at totally disagree to 5 at totally agree. Criterion (Column 2) : 70% of survey respondents will rate the BCS program at 4 or higher on the question "How well did the program help you create construction project schedules."	Assessment Result Year: 2018 - 2019 Criterion Met?: No-Criterion Not Met or Not Applicable During 2018-19, 13 alumni, 7 employers, and 25 graduating seniors completed the BCS survey. The following results frequencies were recorded for the project schedules question: - 17 out of 25 (68%) senior students responded 4 or 5 - 6 of our 6 (100%) employers responded 4 or 5 (note: 1 employer did not respond) - 11 out of 13 (85%) alumni responded 4 or 5 (10/03/2019)	Use of Results (Column 4): The criterion is partly met. Employers and alumni are satisfied overall, but once the new changes have been implemented in this class, the program will have a better sense of graduating student impressions. (10/03/2019)
Outcome Status: Currently Assessing	Starkville - In BCS 4222, students will complete multiple exams. Several questions on the exam will measure the ethical concerns of bid shopping, identification of types of defects and associated warranty vs. business decisions, and identification of obligation to reduce risks of attractive nuisance. Criterion (Column 2) : 70% will score 70% or higher Related Documents: <u>SLO-6 BCS4222_F18 – Pro Comm</u> <u>Final Exam.pdf</u>	Assessment Result Year: 2018 - 2019 Criterion Met?: No-Criterion Not Met or Not Applicable In Fall 2018, 29 students completed the course. The following data shows the percentages of students who scored 70% or higher on the exam questions: Discuss ethical concerns of bid shopping: 72.71% Identify types of defects and discuss warranty obligations: 51.72% Identify obligation to reduce risks of attractive nuisance: 100% The score report and individual grades is provided along with a student example with annotations to the final exam. (10/03/2019) Related Documents: SLO-6 Report f18.xlsx SLO-6 BCS 4222_F18 Student Sample.pdf	Use of Results (Column 4): The criteria were partially met for this assessment, and the ability to identify types of defects and discuss warranty obligations vs. business decisions needs more work. The instructor will modify the class to discuss more examples of bid shopping. Furthermore, the exam question will be broken into two components to create discrete questions, which will help determine which part needs more action. (10/03/2019)

Expected Outcomes (Column 1)	Assessment Procedures (Column 2)	IE Results	<i>Use of Results (Column 4)</i>
	documents for planning and management of construction processes."	<u>Sept 18-Alumni Surveys.pdf</u> <u>Sept18-Employer Surveys.pdf</u>	

Expected Outcomes (Column 1)	Assessment Procedures (Column 2)	IE Results	Use of Results (Column 4)
	Criterion (Column 2) : 70% will score 70% or higher on the peer review score.	this assessment. (08/19/2019) Related Documents: <u>Peer Evaluation Grades 4-1-19 (1).xlsx</u>	
	Related Documents: <u>ARC 3546-BCS</u> <u>3126_Syllabus_Spring.docx</u> <u>ARC 3546-BCS 3126_Assignment 5.0</u> <u>Portfolio_Proposal Format.docx</u> <u>Peer-Evaluation form (2).docx</u>	Hunter Bullock Grading Rubric.pdf	
	Starkville - Alumni, employers, and graduating senior students will complete surveys about their experiences in BCS. Response	Assessment Result Year: 2018 - 2019 Criterion Met?: No-Criterion Not Met or Not Applicable During 2018-19, 13 alumni, 7 employers, and 25 graduating seniors completed the BCS survey. The following results frequencies were recorded for the multidisciplinary teams question:	Use of Results (Column 4): Of the graduating students, 12 of the 24 scored 3 (neutral) for this question, but alumni and employers were happy with these skills (10/02/2010)
	Criterion (Column 2) : 70% of survey respondents will rate the BCS program at 4 or higher on the question "How well did the program help you apply construction management skills as a member of a multidisciplinary team."	 - 9 out of 24 (37.5%) senior students responded 4 or 5 (note: 1 did not respond to the question) - 7 of our 7 (100%) employers responded 4 or 5 - 10 out of 13 (77%) alumni responded 4 or 5 (10/03/2019) Related Documents: Senior Evaluations_spr19.xlsx Sept 18-Alumni Surveys.pdf Sept18-Employer Surveys.pdf 	skills. (10/03/2019)

Expected Outcomes (Column 1)	Assessment Procedures (Column 2)	IE Results	<i>Use of Results (Column 4)</i>
	options range from 1 at totally disagree to 5 at totally agree. Criterion (Column 2) : 70% of survey respondents will rate the BCS program at 4 or higher on the question "How well did the program help you apply electronic-based technology to manage the construction process."	frequencies were recorded for the multidisciplinary teams question: - 10 out of 25 (40%) senior students responded 4 or 5 - 6 of our 7 (86%) employers responded 4 or 5 - 11 out of 13 (85%) alumni responded 4 or 5 (10/03/2019)	
Apply basic surveying techniques - 11. Students will apply basic surveying techniques for construction layout and control. Outcome Status: Currently Assessing Outcome Type(s): Student Learning Start Date: 07/01/2018	Starkville - Students in BCS 3213 will complete a Survey Layout Assignment, which will be graded by a faculty-developed rubric. Criterion (Column 2) : 70% will score 70% or higher. Related Documents: Assignment 2- Layout Project Description.pdf bcs3213 syllabus-new.docx	Assessment Result Year: 2018 - 2019 Criterion Met?: Yes-Criterion Met In Fall 2018, 25/27 (92.6%) students scored 70% or higher on the assignment. A summary report of the student scores is provided along with a screenshot of a completed rubric from Canvas (our learning management system). Furthermore, a student sample of field notes and the final layout project has been provided as evidence of this assessment. (10/04/2019) Related Documents: SLO-11 Report F2018.xlsx Layout project- submittal rubric graded.pdf Student Example Field Notes & Profile.pdf Layout project- Student Work.pdf	Use of Results (Column 4): Students completed a field note (sample of student work provided) and elevation profile assignment to help prepare them for the surveying layout assignment. This practice was evident in their high scores on the layout assignment. (10/04/2019)
	Starkville - Alumni, employers, and graduating senior students will complete surveys about their experiences in BCS. Response options range from 1 at totally disagree to 5 at totally agree. Criterion (Column 2) : 70% of survey respondents will rate the BCS program at 4 or higher on the item "Apply basic surveying techniques for construction layout and control."	Assessment Result Year: 2018 - 2019 Criterion Met?: No-Criterion Not Met or Not Applicable During 2018-19, 13 alumni, 7 employers, and 25 graduating seniors completed the BCS survey. The following results frequencies were recorded for the question: - 5 out of 25 (20%) senior students responded 4 or 5 - 3 of our 6 (50%) employers responded 4 or 5 (note: 1 did not respond to this question) - 4 out of 13 (31%) alumni responded 4 or 5 (10/04/2019) Related Documents: Senior Evaluations_spr19.xlsx Sept 18-Alumni Surveys.pdf Sept18-Employer Surveys.pdf	

Understand different methods - 12. Starkville - In BCS 4222, students will Assessment Result Year: 2018 - 2019

(Column 1) (Column 2) (2) (2) (2) (2) (2) (2) (2) (2) (2)	
complete exam questions evaluating students' understanding of project delivery roles and responsibilities: Ouestion 4 asks about the advantages of identified PDM Ouestion 6 asks them to diagram PDM to demonstrate understanding of hierarchy of time, cost, quality for PDM Question 7 also asks them to diagram PDM to demonstrate understanding of hierarchy of time, cost, quality for PDM Question 8 asks them to select appropriate PDM for the scenarioCriterion Met In Fall 2018, 29 students completed BCS 4222 and 90.5% scored 70% or higher on all 4 questions. The following results indicate the percentage of students scoring 70% or higher on each question: Question 7 : 93.1% Question 7 : 93.1% Question 7 : 93.1% Question 8 asks them to diagram PDM to demonstrate understanding of hierarchy of time, cost, quality for PDM Question 8 asks them to select appropriate PDM for the scenario Criterion (Column 2) : 70% will score 70% or higher on each questions: Related Documents: BCS 4222 Pro Comm & Practice Fall 2018 Syllabus.pdfCriterion Met In Fall 2018 Syllabus, pdf BCS 4222 — Pro Comm Exam 1 Fall 2018.pdf	

Expected Outcomes (Column 1)	Assessment Procedures (Column 2)	IE Results	Use of Results (Column 4)
Students will understand construction risk management Outcome Status: Currently Assessing Outcome Type(s): Student Learning	management quiz Criterion (Column 2) : 70% will score 70% or higher.	Criterion Met?: Yes-Criterion Met In spring 2019, 25/29 (86.2%) scored 70% or higher on the quiz. A summary report of the quiz scores for each student as well as a sample student's completed quiz are provided as evidence for this assessment. (08/19/2019)	issues noted. Collect data in spring 2020 and 2021, and re-evaluate assessment in 2021. (08/19/2019)
Start Date: 07/01/2018	Related Documents: <u>Risk Management Quiz.pdf</u>	Related Documents: <u>SLO 13 Report S19r1.xlsx</u> <u>Graded quiz.pdf</u>	
	Starkville - Alumni, employers, and graduating senior students will complete surveys about their experiences in BCS. Response options range from 1 at totally disagree to 5 at totally agree. Criterion (Column 2) : 70% of survey respondents will rate the BCS program at 4 or higher on the item "Understand construction risk management."	Assessment Result Year: 2018 - 2019 Criterion Met?: No-Criterion Not Met or Not Applicable During 2018-19, 13 alumni, 7 employers, and 25 graduating seniors completed the BCS survey. The following results frequencies were recorded for the question: - 17 out of 25 (68%) senior students responded 4 or 5 - 5 of our 7 (71%) employers responded 4 or 5 - 10 out of 13 (77%) alumni responded 4 or 5 (10/04/2019) Related Documents: Senior Evaluations_spr19.xlsx Sept 18-Alumni Surveys.pdf Sept18-Employer Surveys.pdf	
Understand accounting - 14. Students will understand accounting and cost control. Outcome Status: Currently Assessing Outcome Type(s): Student Learning Start Date: 07/01/2018	In BCS 2226 Studio 2, students will complete an exam. Criterion (Column 2) : 70% will score 70% or higher. Related Documents: <u>BCS 2226 syllabus.pdf</u> <u>cafm exam.pdf</u>	Assessment Result Year: 2018 - 2019 Criterion Met?: Yes-Criterion Met In spring 2019, 27/35 (77.1%) scored 70% or better on the exam. The summary report and a graded student exam have been provided as evidence for this assessment. (08/19/2019) Related Documents: <u>SLO 14 Report s19.xlsx</u> <u>sample work.pdf</u>	Use of Results (Column 4): Depreciation and EVM were challenging areas for some students. More practice on NPV and Uniform Series could help students to improve their understanding of cost management. (08/19/2019)
	Starkville - Alumni, employers, and graduating senior students will complete surveys about their experiences in BCS. Response options range from 1 at totally disagree to 5 at totally agree. Criterion (Column 2) : 70% of survey respondents will rate the BCS program at 4 or higher on the item	Assessment Result Year: 2018 - 2019 Criterion Met?: No-Criterion Not Met or Not Applicable During 2018-19, 13 alumni, 7 employers, and 25 graduating seniors completed the BCS survey. The following results frequencies were recorded for the question: - 11 out of 25 (44%) senior students responded 4 or 5 - 5 of our 7 (71%) employers responded 4 or 5 - 10 out of 13 (77%) alumni responded 4 or 5 (10/04/2019) Related Documents:	

Expected Outcomes (Column 1)	Assessment Procedures (Column 2)	IE Results	Use of Results (Column 4)
	updated project profit. Criterion (Column 2) : 70% will score 70% or higher. Related Documents: Project 8B Footing Delay Grading Sheet.pdf SLO16 BCS4116 Project 8B Foundation Delays.pdf SLO16 BCS4116F17_Project 9 Footing Delay.pdf Starkville - Alumni, employers, and graduating senior students will complete surveys about their experiences in BCS. Response options range from 1 at totally disagree to 5 at totally agree. Criterion (Column 2) : 70% of survey respondents will rate the BCS program at 4 or higher on the item "Understand construction project control processes."	Assessment Result Year: 2018 - 2019 Criterion Met?: No-Criterion Not Met or Not Applicable During 2018-19, 13 alumni, 7 employers, and 25 graduating seniors completed the BCS survey. The following results frequencies were recorded for the question: - 9 out of 25 (36%) senior students responded 4 or 5 - 5 of our 7 (71%) employers responded 4 or 5 - 10 out of 13 (77%) alumni responded 4 or 5 (10/04/2019) Related Documents: Senior Evaluations_spr19.xlsx Sept 18-Alumni Surveys.pdf Sept18-Employer Surveys.pdf	
Understand legal implications - 17. Students will understand the legal implications of contract, common, and regulatory law to manage a construction project. Outcome Status: Currently Assessing Outcome Type(s): Student Learning Start Date: 07/01/2018	Starkville - In BCS 4116 Studio 5, students will complete Project #10 and two rubric components related to an analysis of schedule obligation and rights and analysis of financial obligation and rights will evaluate students' understanding of legal implications. Criterion (Column 2) : 70% will score 70% or higher. Related Documents: BCS 4116 Studio V Fall 2018 Syllabus.pdf Project 10 Sub Delay Fall 2018.pdf Project 10 Sub Delay Grading Fall	Assessment Result Year: 2018 - 2019 Criterion Met?: Yes-Criterion Met In Fall 2018, 25/29 (86.2%) scored 70% or better on the Schedule and Contract Analysis, and 27 (93.1%) scored 70% or better on the Budget and Contract Analysis. A summary report for the rubric is provided with individual scores for each component, as well as a sample student product as evidence for this assessment. (06/28/2019) Related Documents: <u>SLO 17 Report f18.xlsx</u> <u>SLO17 BCS4116 F18 Student Sample.pdf</u>	Use of Results (Column 4): No issues were found with the legal implications components of this assignment. (08/19/2019)

Expected Outcomes (Column 1) Expected Outcomes (Column 1)

Expected Outcomes (Column 1)	Assessment Procedures (Column 2)	IE Results	<i>Use of Results (Column 4)</i>
			metric will continue to be monitored. (07/29/2019)
		Assessment Result Year: 2017 - 2018 Criterion Met?: No-Criterion Not Met or Not Applicable Of the 25 first-time first-year students who started in the BCS program in fall 2016, 70.4% of them returned for fall 2017. (07/29/2018)	
		Assessment Result Year: 2016 - 2017 Criterion Met?: No-Criterion Not Met or Not Applicable Of the 15 first-time first-year students who started in the BCS program in fall 2015, 76.0% of them returned for fall 2016. (07/29/2017)	
Degree completion & employment - The BCS program will successfully graduate students who secure employment in the field. Outcome Status: Currently Assessing Outcome Type(s): Program Start Date: 07/01/2016	Starkville - The BCS program will increase the number of degrees awarded. Criterion (Column 2) : The Office of Institutional Research & Effectiveness produces the Profile of Scholarly Outcomes each year with details about degrees awarded.	Assessment Result Year: 2018 - 2019 Criterion Met?: No-Criterion Not Met or Not Applicable During 2018-19, the BCS program awarded 18 bachelor's degrees. Because the program is relatively new, the traditional 6-year graduation rate is not as informative as degrees awarded. For informational purposes, 11 BCS students enrolled for the first time in the fall 2012 cohort, and the 2018 graduation rate for that cohort was 63.6%. (07/29/2019)	Use of Results (Column 4): Increasing degrees awarded, as well as graduation rates is one of the institution's strategic goals. The BCS program will continue to monitor these metrics. (07/29/2019)
		Assessment Result Year: 2017 - 2018 Criterion Met?: No-Criterion Not Met or Not Applicable During 2017-18, the BCS program awarded 7 bachelor's degrees. Because the program is relatively new, the traditional 6-year graduation rate is not as informative as degrees awarded. For informational purposes, 7 BCS students enrolled for the first time in the fall 2011 cohort, and the 2017 graduation rate for that cohort was 85.7%. (07/29/2018)	
		Assessment Result Year: 2016 - 2017 Criterion Met?: No-Criterion Not Met or Not Applicable During 2016-17, the BCS program awarded 15 bachelor's degrees. Because the program is relatively new, the traditional 6-year graduation rate is not as informative as degrees awarded. For informational purposes, 6 BCS students enrolled for the first time in the fall 2010 cohort, and the 2016 graduation rate for that cohort was 50.0%.	

Expected Outcomes (Column 1)	Assessment Procedures (Column 2)	IE Results	Use of Results (Column 4)
	Starkville - Graduates of the BCS program will secure employment in the field. Criterion (Column 2) : The Career Center conducts alumni surveys to determine whether the institution's graduates are employed within 6 months after they graduate. They prepare individual reports for programs upon request.	(07/29/2017) Assessment Result Year: 2018 - 2019 Criterion Met?: No-Criterion Not Met or Not Applicable Of the 18 graduates, 16 (89%) responded to the Career Center first-destination survey. 15 (93.8%) of those respondents reported that they were employed full-time, and 1 graduated reported "not seeking employment or continuing education at this time." 11 students provided salary data, and the average salary amount was \$57,136. (07/29/2019) Related Documents: BCS Employment Reports.pdf	
Recruit high-quality faculty - The BCS program will recruit and retain high- quality faculty. Outcome Status: Currently Assessing Outcome Type(s): Program Start Date: 07/01/2016	Starkville - The BCS program will recruit and retain faculty sufficient for the student enrollment. Criterion (Column 2) : The Office of Institutional Research & Effectiveness produces the Profile and Scholarly Outcomes each years with details on the number of faculty.	Assessment Result Year: 2018 - 2019 Criterion Met?: No-Criterion Not Met or Not Applicable In Fall 2018, BCS had 4 full-time and 2 part-time faculty members for a full-time equivalent (FTE) faculty count of 4.5. 3 of these faculty members were tenure-track, and 1 was tenured. The average student credit hour per FTE faculty was 234.2. (07/29/2019) Related Documents: Five_Year_Scholarly_Outcomes2018_BCS.pdf	
		Assessment Result Year: 2017 - 2018 Criterion Met?: No-Criterion Not Met or Not Applicable In Fall 2017, BCS had 2 full-time and 3 part-time faculty member for a full-time equivalent (FTE) faculty count of 2.8. 2 of these faculty members were tenure-track. The average student credit hour per FTE faculty was 189.8. (07/29/2018) Related Documents: Five Year Scholarly Outcomes2017 BCS.pdf	
		Assessment Result Year: 2016 - 2017 Criterion Met?: No-Criterion Not Met or Not Applicable In Fall 2016, BCS had 4 full-time and 1 part-time faculty member for a full-time equivalent (FTE) faculty count of 4.7. 2 of these faculty members were tenure-track. The average student credit hour per FTE faculty was 245.1. (07/29/2017) Related Documents:	

Expected Outcomes	Assessment Procedures	IE Results	Use of Results (Column
(Column 1)	(Column 2)		4)
		Five Year Scholarly Outcomes2016 BCS.pdf	

Criterion (Column 2) : The Office of