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7"8*9%)0":;":&.<%*-= ">?"@A,)%0*)B#)*1%'*)C"

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8&\$ (3"G,\$.*H="#3A.

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7"D6-E" I % / '3&10="#3A;"

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!;" ?-%/0,1E"Z"S%\$1">'%' ' 2%/0"

&:" ['0*)E":','*',* /""

9;" 8%' (* / '% ' "0*"03%"M,+%"#%)' (%.0,+%' "

.;" <*/5"8&/5%"#\$&//,/5"

-;" #)*5)&2"S%\$1">'%' ' 2%/0"

2." Plans for/Progress in Addressing Conditions Not Met

1*)"03%"+&'0"M\$*),-&"[,53VP%.3"F *)),-*="M\$*),-&]' "2 * '0"%11%.0,+%"b/ * 4%-5%\9&'%- "% .*/ * 2,.- %+%\$* (2%/0"
%11*)0;"

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P3%"\$* .&0,* /"&/ -" (* (6&0,* /"*1"M\$*),-&"&/ -"03%"P&2 (&"R&E"8%5,* /".)%&0%"* ((*)06/,0,% "1*)"03%"
` /,+%)',0E"*1"S*603"M\$*),-&"0*" 2 &b%"%H0)&*)- ,/&)E" .*/0),960,* /'" /"&)%&' "*"1"- ,+%)',0E="96,\$- ,/5"*/"03%"
)%5,* /]' ".6\$06)&\$", -%/0,0,% "'&/ -"%03/, ."3%),0&5%;" ` SM", "' . * 2 2 ,00% -"0*" 2 &b,/5"- ,+%)',0E"&/ -"%\6&\$"

•" N/3&/ .%"&/ - "%H(&/ - "03%"0&\$%/0" (* *\$"*1"4 *)\$-V

- " 8%1,/%'96',/,%''(')&.0,-%'0**%/ '6)%&'0)*/5'&/-'6'0&/&9%'%.*/2,.'1*6/-&0,*/&0''SM="
 - " #)*2*0%'&/-'6'0&/&'&'(*',0,+%'4*)b,/5%'/+)*2%/0='',5/,1,.&/0\$E",2(*)*+%'')%+,.%'\6&\$,0E='&/-' ,2(*)*+%'0&11''6((*)0'03)*653'(*)*+,-,/5".*2(%0,0,+%'&&'E"0)6.06)%'='%H(&/-,/5'())*1%'',*/&\$" -%+%\$*(2%/0''(*)06/,0,%'='&/-'96,\$-,/5".)*'V16/.0,*/&\$'0%&2'="
 - " R6,\$-'`SMJ''16/-)&,'/5%'/0%)(')%&/-'%/-*42%/0'0*''&'\$%+%\$".*22%/ '6)&0%"4,03'03&0'1*6/-"&0"& "(%)V%2,/%/0'%)%&'.3'6/,+%)'',0E"9E".*2(\$%0,/5"&".*2(%)3%/ ',+%'&.2(&,5/'0*'6'((*)0'&.(,0&\$" ()*1%.0'='%/-'*4%-'()*1%'')'3,(' '&/'-''.3*\$&)'3,('='&/-'0*'6'((%)2%/0''(%)&0,/5'/%%- '='
 - " NH(&/-'`SMJ''/&0,*/&\$',-%/0,0E"03)*653'-%+%\$*(, /5'&/-'',2(\$%2%/0,/5"&".*2(%)3%/ ',+%'='.600,/5V %'-5%'9)&/-,/5".&2(&,5/'5)*6/-%-'/'03%'-,.'*+%)E'&/-'-',.'%2,/&0,/'*1"/%4"b/*4\$%-5%g" ,/0%)-,.'.,(\$,/&)E".*\$\$&9*)&0,*/g".*22%).&,\$,a&0,*/'&/-'%.*/2,.'2'-%+%\$*(2%/0g'&/-'5\$*9&\$" %/5&5%2%/0="
 - " NH(&/-'03%'.*22%).&,\$,a&0,*/'*1"%2%)5,/5"0%.3/*\$*5%'0**%/3&/.)%5,*/&\$&/-'0&0%'.*/2,.' -%+%\$*(2%/0='&/-'
 - " R6,\$-'&'6'0&/&9%'%'+)*2%/0'0*''6'((*)0'&'%H(&/-'&/-'',2(*)*+%'-'0%&.3/5'&/-'8%'%&).3" 2,.'*/&'&2*)%'/5&5%-'%)',-%/0,&\$".*226/,0E='&/-'&'6/,+%)',0EV9&'%'-'5\$*9&\$+,,\$\$&5%;"
- "
- " NH.%\$\$%/.'%'/0%&.3/5'&/-'\$%&)/,5g'''.3*\$&)'3,(' '&/-'%)%&).3"@9*03"9&',.'&/-' &((,\$%-B0)&/ '\$&0,*/&\$Cg"0*5%03%"4,03".*226/,0E"%/5&5%2%/0'&/-'(69\$,'.'%)+,.'%9&'%'-'*"/03%" 3,53%'0''0&/-&)-''*1'-,.'*+%)E=".)%&0,+0E'&/-'',/0%\$\$%.06&\$"&00&, /2%/0="
 - " T60'0&/-,/5'%)%&).3'&/-''.%/,0,1,.'-,'*+%)E=,/.\$6-,/5"03%"&((,\$.&0,*/'*1"/%4"b/*4\$%-5%"0*" '*\$+%'0&0%='&0,*/&\$&/-'5\$*9&\$"())*9\$%2'="
 - " 8%.)6,02%/0'&/-'%)%0%/0,*/'*1"4*)\$-V.\$&' '1&.6\$0E'&/-'3,53'(*0%/0,&\$'6/-%)5)&-6&0%&/-'5)&-6&0%" '06-%/0'="
 - " >..%''0**&4*)\$-V.\$&' '=5\$*9&\$\$E"%)\$%+&/0'&/-'&11*)-&9\$%'%-6.&0,*/='/,/\$6-,/5"60,\$,a&0,*/'*1" &\$0%)/&0,+%'2*-%''*1'-,%\$,+%)E="
 - " S06-%/0'.*2(%0,0,+%/%'='6.-%''&/-'&.&-%2,.'&.3,%+%2%/0'03)*653'b/*4\$%-5%=" .*226/,.&0,*/'&/-'.'.&,\$'03,/b,/5''b,\$\$&.&.\6,'0,*/="
 - " F6\$06)&\$'&/-'%03/,.'-,%+%)',0E'&/-'',/\$6',*/'&\$*/5"4,03'&'%/3&/.'-%-5\$*9&\$"H(%)%,/.'%=" 6/-%)'0&/-,/5='&/-'&((%)%.,&0,*/="
 - " ?/0%5)&0%-'=/0%)-,.'.,(\$,/&)E',/6,)E'&/-'.'. *\$\$&9*)&0,*/'&.)*'-'-%(&)02

- " > / "% / 0) % () % / % 6) , & \$ " ' (,) , 0 " & / - " , / / * + & 0 , * / " 4 , 0 3 " & " 1 * . 6 ' " * / " - % 1 , / , / 5 = " , / 1 *) 2 , / 5 " & / - " 5 % / %) & 0 , / 5 " j / % H 0 " 9 % ' 0 " () & . 0 , . % ' U = "
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- " M * . 6 ' " & / - " - , ' . , (\$, / % " , / " & \$, 5 / , / 5 " 0 3 % " 9 6 - 5 % 0 " & / - " 1 , ' . & \$ ") % ' * 6) . % ' " 4 , 0 3 " , / ' 0 , 0 6 0 , * / & \$ " () , *) , 0 , % ' " & / - " & . 0 , * / = " & / - "
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G3,%"3* / *),/5"03%"&. * 2 (\$, ' 32%/0'")* -6.%-"1)* 2"()%, * 6'"(\$&/ ' "&/ -")%. * 2 2,00,/5"03%", / ' 0,060,* /"0*" 03%"3&\$2 &)b'"*1" '06-%/0" '6. .% ' ' "&/ -"0* (V0,%)"% '%&). 3"&/ -", / / * +&0,* /="03%"/%4" (\$&/ "&\$' *"- ,11%) ' "1)* 2",0' " ()-%.% ' ' *)' "9E" 4&E" *1",0' "1)"% ' 3"% 2 (3&' , ' "*/ -%+%\$* (, /5"&. 0,+%" (69\$, .V(), +&0%" (&)0/%)' 3, (' -%' ,5 /% -"0*" , /.)%&' %%"% . * / * 2, . "&/ -"2 (\$*E2%/0" * ((*)06/,0,% ' " 4,03, / "&"5\$* 9&\$" . * /0%HO"03&0")%. * 5/,a% ' "03%" ,5/,1, . &/ .%" *1", /0%) /&0,* /&\$)"%\$&0,* / ' " , / "&/", /0%) . * / /% . 0%- "4 *)\$- ;"

`SMc' " (,) ,0,% ' "3&+% "9%"/ " ' %07"

- " `SM" 4, \$\$\$="03)* 653"&. * /0, /6% -". * 2 2,02%/0"0" * " '06-%/0" '6. .% ' '=) * -6.% "4%\$\$" % -6.&0% -"5\$* 9&\$" .,0,a% / ' "
- " `SM" 4, \$\$\$="03)* 653",0' "3,53V, 2 (&.0)"% '%&). 3"&/ -", / / * +&0,* /=" . 3&/5%"\$, +%' "1")"03%"9%00%)=" , 2 () * +% 3%&\$03="&/ -"1* '0%) " '6 '0&, /&9\$%" -%+%\$* (2%/0" &/ -" (* ,0,+%' ' * .,%0&\$" . 3&/5%"

() *+ - <=+ ; 8&"!5%\$84 *+") *+:2\$\$2 /!5?0+
!" -+A1!*:+)!&"219+2:+") *+012?1# ; 6+!"&+ ; !&&!256+:2854!5?+015%10\$ * &6+#54+#4 * &%!10"!25+2:+) 2 /+") #"+!&+
*P01 * && * 4+!5+") *+%25" *P"+2:+") *+KQ&"+% *5"819+#1%)!" *% "81 *+ *48%#"!250+
!" -+4 * &%!10"!25+2:+") *+##"!3!"! * &+#54+!5!"!#!3 * &+") #"+4 * ; 25&"1#" *+") *+012?1# ; R&+A *5 *!"+2+") *+!5&"!8"!25+
")128?) +4!&%23 *196+" *#%)!5?6+ *5?#? * ; *5"6+#54+& *13!% *0+E253 *1& *\$96+") *+ - <=+&) 28\$4+#\$&2+15%\$84 *+##
4 * &%!10"!25+2:+") *+A *5 *!"+&+4 *13 *4+"2+") *+012?1# ; +:12 ; +") *+!5&"!8"!25#&+& *""!5?0+
!"

" #)*+,%'"*(*)06/,0,%'"1*)"%/5&5%2%/0"4,03"-,+%)'%" . * 2 2 6/,0,%',;"

&/-"1*)" '06-%/0"&/"-1&.6\$0E"0*" . * /-6.0" . 3*\$&)\$E)"% '%&).3"&/-".)%&0,+%"&.0,+0E"03&07"

- " Is innovative, disciplinary, and interdisciplinary.
- " >-+&/ . % '"03%"6/ -%)' 0&/-,/5"*1"03%"96,\$0"%/+,)* / 2%/0"&'")%\$&0%"'0*" ' * . ,%0E"&/-" . 6\$06)%";
- " F*/0),960%"'0*"03%*)E"&/-"()&.0. . %",/"03%"-, ' . , (\$,/%'"1"&).3,0%.06)"%&/-"6)9&/, ' 2 ;
- " 8%\$%+&/0"0*" "\$* . &\$" . * 2 2 6/,0,%' ;
- " >-+&/ . % '"03%" . * /0%2 (*)&E" ' 0&0%"*1" .),0, . &\$" ()&.0. . %;
- " #)*+*b%"'@'0, 26&0%'B,/'0,5&0%'C" .),0, . &\$"- , ' . *6)'%"*"/"&).3,0%.06)"%&/-"6)9&/, ' 2 ;
- " NH(\$*)"%'0%29)&.%'C"%2%)5,/5"0%.3/*\$*5,%' ;

T6)"&,2", '0*"5)&-6&0%"() *1%' ' , * /&\$"43*4,\$\$9%")% . *5/,a%-1*)"03%,"-%' ,5/"%H. %\$\$%/ . %",/"%/3&/ . ,/5"03%" \6&\$,0E"*1"03%"96,\$0"%/+,)* / 2%/0;"

P3%"S.3**\$"+&\$6%'"/"03%,)0%&.3/5"&/-)"%'%&).37"

- " P3%"(%*0, . '1"-%' ,5/"
- " P3%"('&'0="3, '0*)E"&'"/,1*)2,/5"03%"()%'%/0="&).3,0%.06)%'"('&'0"&/-"3, '0*'), . &\$" ()% . %-%/0"
- " : &b,/5"i"+&\$6%"*1" .)&10"
- " P%.3/*\$*5. &\$" () *1, . ,%/ . E"&/-"%2%)5%/0"0%.3/*\$*5,%' "
- " S6'0&/&9\$%"()&.0. . %'"
- " n6&\$,0E"/"03%"96,\$0"%/+,)* / 2%/0"
- " >).3,0%.06)%"5)*6/-%-%,/" . * /0%H0"
- " [*4"96,\$-/5'"9% . * 2%"j#\$&.%U"
- " A%' ,5/"%H. %\$\$%/ . %"i"3,53"\$%+%\$"*1"'06-%/0"(%)1*)2&/ . %B' . 3*\$&)'3, ("
- " ?/0%)-, ' . , (\$,/&E)" . * //%.0, * /' "i"9),-5%' "
- " 8%'%&).3" . 3*\$&)'3, (=) .),0, . &\$",/\6,)E"*1"1&.6\$0E=")'%&).3"9&'%- ,/\6,)E"&/-") .),0, . &\$" ()&.0, . %"

P3%"' . 3**\$"+&\$6%' "&/"&.&-%2, . %/+,)* / 2%/07"

- " P3&0", "5*)*6'="11%.0,+%"&/-"/' (),/5"
- " G3%)%"03%)%" , "%&)/, /5"9E"- * ,/5"
- " P3&0"36(%) ()6(3)2\$00.24108341.761ts004100Tq0.2/555555559E"- /-5000scq0.2400.24108495.6cmBT0.0098Tc4100

4,03%+%E"&' (%.0"*1"03%". * / '0)6.0,* / "() * . % ' ; "P*" - &0%="03)%%"&4&)- "4, / / , / 5" () * h% . 0 "3&+%9%%" / "
. * 2 (\$%0% - "&/ - "03%"S>FA"\$%- "jP%&2"M\$*), - &U"@&"1*6)"6 / , +%) ' ,0E". * / ' *)0,62C"4,\$\$"/0%) "&a%)*V% / %)5E"3*6' %"
/ "03%"JK! ! " ` S"S* \$&)"A%. &03\$* / "@* / %"*1"JK"0%&2 ' "0*5& , / % / 0)E"0*"03% , / 0%) / &0, * / &\$. * 2 (%0,0, * / "3%\$ - " / "03%"
: &\$\$/ "G&'3, / 50* / ="AF", / "03%"i&\$ \$"*1"JK! Jc;"
"

P3%" ` SM"S>FA"3&- , / ,0,&0% - "&" - % ' ,5 / "*"), % / 0% - "j03, / b"0& / bU"V"03%" `)9& / "A% ' ,5 / "<&9"V" - % - , . &0% - "0*"03%"
* / 5* , / 5" () * h% . 0 "1"03%"\$, +&9\$%=" ' 6' 0& , / &9\$%"& / -)"%' , \$, % / 0". * 2 2 6 / , 0E;"
"

P3%"S>FA", ' , / "03%"1, / &\$" ' 0&5% " " * 1" ' % . 6) , / 5" (%) 2 & / % / 0") % % &) . 3" & / - " ' 06 - , * " ' (& . % , / "S0; "#%0%) ' 96)5=" "
M\$*), - & ; "P3, ' "%11*)0", ' " ' 6 ((*)0% - "9E"03%"F,0E"*1"S0; "#%0%) ' 96)5]" (69\$, . " & / - " () , +&0%" " ' % . 0*) ' ; "P3%"S>FA"4,\$\$ "
3&+%&"0%2 (*)&)"06 - , * " ' (& . % , / "03%"S () , / 5"*1"JK! W"0*" " ' 6 ((*)0"&" ' 06 - , * " 4 *)b, / 5" , / "03%"S0; "#%0%) ' 96)5" "
&)%& ; "P3, ' "%11*)0="03%" ` SM"B"S>FA"S0; "#%0%) ' 96)5" `)9& / "A% ' ,5 / "<&9"@ ` A<C="4,\$\$, / . \$6 - %"\$% . 06)%"& / - "
5&\$%)E" ' (& . % , / "*") - %) "0*" & . . * 2 (\$, ' 3" ' , 5 / , 1 . & / 0" . * 2 2 6 / , 0E" * 60)%& . 3; ""?0"4,\$\$ "3*6' %" - % ' , 5 / " ' 06 - , * ' "0*" "
' 6 ((*)0"5)& - 6&0%"\$%+%\$" ' 06 - , * ' =") % % &) . 3"0%&2 ' = - % ' , 5 / " 4 *)b' 3* (' ="%H3,9,0' ="\$% . 06)% ' "& / - " () % ' % / 0&0, * / ' , ""

)%'%&).3"96,\$-,/5"1*" ` SM" [%&\$03g"03%" (% / -, /5"-%+%\$* (2% / 0"03)*653"9* / -"16 / -, /50"*1"03%"?QPT"&. &-%2,." B"&- 2, /, ' 0)&0,+%"96,\$-,/5"1*", /0%) / &0,* /&\$" ' 06-% / 0' g"16 / -)&., /5"B" / &2, /5", /0,&0,+%' "1*)"03%" ` SM"R*0&/, . &\$" I &)- % / ="03%" o, 2 2%) 2 & / "> - +%)0, ', /5"#)*h)&2 "@F *\$\$\$5%"*1">)0' "& / -"S., % / . % ' "& / -"F *\$\$\$5%"*1"R6', / % ' ' "h*, /0" () *5)&2C=" I)&(3, . S06-, * ="03%" ` SM"F *\$\$\$5%"*1"03%">)0' ", /0%) / &0,* / &\$\$E)"%b / * 4 / % - " (), /0"& / - " ' . 6\$(06)%" &0%,\$%)C"& / -"03%"F *\$\$\$5%"*1"N-6. &0,* / "#3E', . &\$"N-6. &0,* / " () *5)&2;"

' () *+, - - . + / !\$\$+0123!4 *+) !&+& *%!"256+782"*4+4!1 *%\$96+:12 ; +) *+ ; 2&"+1 *% *5"+ - <=>+
() *+1 *021"+ ; 8&"+!5%\$84 *+) *+:2\$\$\$2 / !5?@+
• <12?1# ; &+ ; 8&"+4 *%&!A *+) 2 / +) !&+& *%!"25+%)#5? *4&!5% *+) *+ ; 2&"+1 *% *5"+ - <=> / #&+ / 1!"" *5+
#54+&8A ; !"" *4

() * 1% ' ' , * / & \$ " - % 5) % % " () * 5) & 2 " @ & ((\$, . & 0 , * / " 0 * " 0 3 % " 1 * 6) " E % & " : ; " >) . 3 " () * 5) & 2 " , " 2 & - % & 1 0 %) "
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P3%")*5)&2"2&, /0&, /'" . \$* '%")%\$&0, * / '3, ('"4,03"03%"&).3,0%.06)%". * 2 26 / ,0E"*1"03%" . ,0E=" ' 0&0%="& / - "
)%5, * / ;#)*1% ' ' , * / &\$'")%56\$&)\$E". * 2%"0*"03%"S.3* *\$"0*" (&)0, . , (&0% , /)"%+ , %4 '=0*"56% ' 0"\$%.06)% , /"
- ,11%)% / 0". *6)'% ' ="

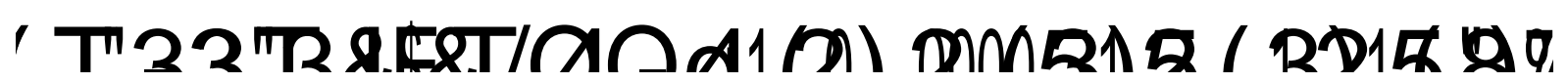
P3%"S.3**\$'%'%b'j0*").%&0%"/+)* / 2%/0'"/"43.3"06-%/0'"/-1&.6\$0E".&/%H(%),%/.'%&/-"
&()%.,&0%"03%" (*0)E"*1&).3,0%.06)%g"06-E"03%"2E),&- "1*"2'""*1".*226/,0E"&/-362&/3&9,0&0g"
6/-)'0&/-3*4"(&'0"-%'5/'".&/"/1*)2"1606)%(" '*',9,\$,0,%'g'2&'0%)03%"0%.3/*\$*5,%'"/%.'&)E"
0*").%&0%&"*6/-="%. *\$*5. &\$4*)\$-g-%+%\$* ("&+",',*/""1"43&0"6.3&'4*)\$-2,530'9%g"&'62%"
\$%&-)'3,(")*\$%"",/3%\$(,5&.3,%+%03,'"+, '*/;"

P3%"%-6.&0,* /&\$*" (*0)6/,0,%'"&0"03%"` /,+%)',0E"*1"S*603"M\$*'),-&"(&E"(&0.6\$&)"&00%/0,* /"0*"03%"
/%%-'"*1"03%"%)5,* /&\$"&/-5\$*9&\$"*'.%0E;"T((*)06/,0,%'"0*"06-E'"(%.,1.%. *\$*5. &\$="(*\$,0. &\$"&/-"
6)9&/,"'6%"&)"&\$'*(*)+,-%"%\$43%)",/03%"*")%&/-"/03%"&).3,0%.06)%".6)),.6\$62;"P3%"
(*1%'',*/&\$"(&).0.%,*6)'%"-%-.,&0%"0,2%0*"0%g(\$*)%03%"&).3,0%.0]'"' *.,&\$)"%'(* /',9,\$,0,%';"

>/E"-.'6'',"*/""1"03%"&).3,0%.0]'"')%('*/',9,\$,0E"0*"'*'.%0E"26'0"/,+&9\$E".*/1)* /"03%",'6%"*1"03%"
..0E;"P3%"&).3,0%.06)&\$"()h%.0'"()%'%/0%-0*"*6)"06-%/0'"/3&+%"&4,-%)&/5%"*1"6'%"&/'-'"*'.&\$"
.* /0%HO";"S06-%/0'"/&)"%gH(%0%-0*"-%+%\$* ("&/6/-)'0&/-5"1"03%,"%)%('*/',9,\$,0E"0*"03%"\$.\$/0="
6'%)&/-'"*'.%0E"&/-2%&'6)%%"1"03%"6.%.%"1"03%,"4*)b", "h6-5%-&..*)-5\$E;"P3%"%
%gH(%),%/.'5,+"03%2"2&/E*"((*)06/,0,%'"0*"0%gH&2,/03%,"4"/(")%(%.0,+%"&/-("0%/0.&\$"1*)"
(%)h6-,%.%,"\$530*1"03%,")(%)'="03%,")*'.&\$"/+,* / 2%/0'"/1"9*03"03%"6/,+%)',0E"&/-03%"06-,*="&/-"
03%"&((*)(&0%"/&06)%*"1"6/()%)h6-,%-%&/-6/9,&'%-%"(*1%'',*/&\$"h6-52%/0;#)"1%'',*/&\$"&/-"
(69\$..%)+.%, "-,'.6'%'-%-,"/(*1%'',*/&\$"(&).0.%.&'%"06-%,"/+"\$+,/5"(*"9*/&"4*)b"
%gH%2 (\$1E"03%"(*,0;"

P3%"-%'5/'06-,*""()%'%/0"03%"9%'0*1*"((*)06/,0,%'"1*"3&)%-%\$&)/,5="5&,/,5"1)*2"03%"
%gH(%),%/.'%"*1"03%"'=",'(,)/5"&/-9%,/5,'(,)%-="&/-".3&\$\$/5,5"&/-9%,/5".3&\$\$/5%-%-;"
S,26\$0&/%*6'\$E="03%"06-,*"()%'%/0'"/06-%/0'"/4,03"03%"*/1\$,0'"*1"3&)%-"('&.%="03%"0%/,'*/""1"
-,11%)%/.'%"*1"*(/,*/'="&/-".*2(%0,0,+"%.3&\$\$/5%";"R&\$&/.,/5"03%'%,"'6%"'()*+,-%'%gH.%\$\$\$/0"
0)&,/5"0*"-%+%\$*"(/0%5),0E"&/-5/,0E="&'4%\$&'"/)%"(%0,5"03%),530"&/-&29,0,* /""1"
*03%)';"P3%"*226/,0E"-%'5/'06-,*")%56\$&)\$E"2(3&,a%"*'.&\$"&/-"/+,* / 2%/0&\$,"'6%"';"P3%"
.6)),.6\$62"*1"03%"S.3**\$"&\$'""&-)%'"%'03%"*"\$%"*1"03%"&).3,0%.0,/"03%"5\$*9&\$"*'.%0E;"P3%"%
, '6%"&)"%2 (\$..0"&/-"%gH(\$.,0,/"2&/E"*1"*6)"06-,*"()h%.0'"&/-&' *'.&0%-*6)'%'="(&0.6\$&)\$E"
03*"%'*6)'%'-%&\$,5"4,03%"/+)* / 2%/0&\$".*/0)*\$'="0%&/-"/+)* / 2%/0="362&/1&.0*)'="

P3%"-%+%\$*" (2%/0'"/1"1%"%'%"1"03%,&\$)"%' (* /',9,\$,0E"0*"'*'.%0E="*\$\$\$&56%'&/-\$.% /0'","%' /0,&\$"
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- N / 3 & / . , / 5 " & \$ \$ " ' * 6) . % ' " * 1 ") % + % / 6 % = " & / - " 2 & H , 2 , a , / 5 " % 1 1 % . 0 , + % / % ' ' ' , / " 9 6 ' , / % ' ' ' () & . 0 . . % ' " & / - " 1 , / & / . , & \$ " 2 & / & 5 % 2 % / 0 " 0 * " % ' 0 & 9 \$, ' 3 " & " ' 0) * / 5 " & / - " ' 6 ' 0 & , / & 9 \$ % " % . * / * 2 , . " 9 & ' % " , / " ' 6 ((*) 0 " * 1 " ` S M J ' " 5) * 4 0 3 ; "

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P3%"F* 2 (&.0"#&/", "'-,-%-,/0*"1*6)"&%&';"P3%)"%\$%+&/.%"*1"%&.3"0*"03%"S.3**\$"*1">).3,0%.06)%", "'
60\$,/%-"9%\$ 4"

#)* (*'%"-"1&.6\$0EB'0&11"(*',0,* /'"&/- "%' .), (0,* /'")%\6,)%"-"0**" '6'0&,"/&/- ", 2 (*)*+%"03%" (*)5)&27"

>' ', '0&/0B>' '* .&0%"#)*1%' '*)7">).3,0%.06)"A%' ,5/"Z"S6'0& ,/&9,\$,0E"
M&.6\$0E" (*',0,* /"4,\$\$0%"&.3",/"03%"-%',5/"'06-,*" .6)), .6\$62="-%+%"\$* ("&".6)), .6\$62",/"' '6'0& ,/&9,\$,0E="&/ -"

" >"5)*6("1" | > ' &)%," / (\$&.%0*" ' 6 (%)+, '%03%<&9&/ -%-6.&0%" ' 06-%/0' g"

" >"04*" &H, ' "FQF")*60%) "4,03"/&/"^]"H^]"9%-"3& ' "9%/"/ (6).3& ' %- "&/ -"4,\$\$9%"* (%)&0, * /&\$"1&\$" JK!K;"

FTP>"A,5,0&\$M&9),. &0,* / "<&9"

>"F*\$\$%5%"*1"03%">)"0"/,0,&0,+%"0*" ' .6)%&"X"&H, ' "FQF")*60%)&/ -" ' 6 ((*)0%\6, (2%/0=" ' *104&)%&/ -" 0)&./, /5"3& ' "9%/"/16/ -%-"9E"03%"#)*+* ' 0]' "T11,. %"9E"03%" ` SM" ' 06-%/0"0%.3/ *\$*5E"1%"%16/ -;"P3%"f J^J=KKK" 5)&/0' 4,\$\$ () * +, -%"03%" . *\$\$%5%"4,03"&".),0,. &\$")%' *6).%,"

P3%"%/0,)%F* 2 (&.0"#&/ -" * .62%/0"4,\$\$9%" 2&-%&+&,\$&9%"0*"03%"&..)%- ,0/5"0%&2"/"03%"P%&2" 8** 2;"

' () *+, - - . + /!\$\$+0123!4*+) !&+*%!"256+782"*4+4!1*%"\$96+:12 ; +) *+ ; 2&"1*% *5"+ - <=>+

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P3%" () * . % ' ' "1" "%\$1V& ' ' % ' ' 2%/0", ' "9*03" . * /0, /6&\$"/ -"4%\$\$" -%+&\$* (% -" 4,03, / "03%"S.3* *\$*"1">).3,0%.06)% "&/ -"F* 2 26/,0E"A%' ,5/;">" /629%)**1" 2%03* - " &)%6' %-"1*")' "%\$1V%+&\$6&0, * /"B")%1\$%.0, * / "&/ -" . * / ' , -%)&0, * / "1"1606)%"- ,)% .0, * / ' ;"> 2 * /5"03%' '%&)%` / ,+%) ' ,0E"&/ -"S.3* *\$")% (*)0' "&/ -")%+,%4' g" ' .3* *\$* . * 2 2,00%%' g"&-V 3* . " . * 2 2,00%%' " &/ -"0&' b"1*") . % ' g"5)*6 ("&/ -" , / - , +, -6&\$" 2%0, /5' "9%04%"/&- 2, / , ' 0)&0*)' =1&.6\$0E"&/ -" '06-%/0' g"03%" " .3* *\$* "&-+ , ' *)E" . * 6 / . ,g"QF>8R"\$. % / ' , /5"0H&2, /&0, * /")% (*)0' g")%56&\$"1%"% -9&.b"1)* 2" () *1%' ' , * /&\$' =&\$62 / , = "&/ -")% . % /0"5)&-6&0%' g" 2%0, /5' "4,03"&- 2, / , ' 0)&0*)' "&/ -"1&.6\$0E"*1"03%"&..)%- ,0%- () *5)&2' g" ()%+ , * 6' "&..)%- ,0&0, * /")% (*)0' g"&/ -"03%" .6)% /0"5%/)&0, * / "1"03%">).3,0%.06)%#) *5)&2" 8% (*)0;"

P*"9%5, / "03%"& . &- % 2, . "E%)"03%"1&.6\$0E"3*\$- " &"' %), % ' "1" 2%0, /5"0*" / *0*" /\$E"&- -) % ' ' "03%"6 (. * 2, /5"E%&)" , / "&- 2, / , ' 0)&0,+%"0%) 2' = "960"0**& ' ' % ' ' "03%" ' 0&0%"*1"03%" () *5)&2"&/ -" () * (* "%9*03" ' 3*)0V0%) 2"&/ -"\$* /5V0%) 2" , / ,0,&0,+%" ; "P3%" ' "%5* &\$' "&)%"+ , ,0%- "&/ -" %0"&' "&.0, * / ,0% 2' " , /)%56&\$"1&.6\$0E" 2%0, /5' ;"

> " &/ "%H&2 (\$%=" () , *)0*"03%" ' 0&)"0*"1"03%"M&\$" JK!K">m="03%"S>FA"3%\$- "&"* /%V -&E"j 4 *)\$- . &1rU" ' 0E\$%" 4*)b' 3* ("%H(\$*) , /5"&"' %), % "1" \6%' 0, * / " (* "%-"9E"03%" - ,)% .0*);"

P3%"1&.6\$0E" 2%0, /5"4&' "1)&2%- "&"&j- , .6' ' , * / "1"+ , * / ' =- ,)% .0, * / ' =- , %&' =- , / ,0,&0,+%" "&/ -" / *0, * / ' U", /")% ' (* / ' "%0*"03%"e , * / "S0&0% 2%/0" .)&10%-"9E"1&.6\$0E"/"S6 2 2%)BM&\$" JKK^;"

e?S?TQ?"

P3%" + , * / "1"03%"S.3* *\$*"1">).3,0%.06)%&/ -"F* 2 26/,0E"A%' ,5/ , "0*"9%"/&0, * /&\$E"&/ - , /0%)/&0, * /&\$E")% . * 5 / , a% - "&"&- , ' 0, /56, ' 3%- " . % /0%)"1*")' "06-E=")%' %&).3=- % ' ,5/="&/ -" . * 2 26/,0E"%/5&5% 2%/0", /" &).3,0%.06)%&/ -"6)9&/ , ' 2;"G%"% / + , ' * / "&" () *5)&2"03&0" .),0, . &\$E"/5&5%' "03%"96,\$0% / + , * / 2%/0"03)"653" &.&- % 2 , . &\$E"- , +%) ' %=" ' * . , &\$E"&/ -" % / + , * / 2%/0&\$E")%' (* / ' ,9% , / \6,)% "03&0" ' 0)' ' ' , / / * +&0, * / "&/ -" , 5*) , /" &"\$%&)/%)% /0%)- % / + ,) * / 2%/0;"

P3%"j 4 *)\$- . &1rU" 4 *)b' 3* ("\6%' 0, * / ' "&\$" 4"03%"1&.6\$0E"0*"0&b%,"0" " * 4 / "0% 2 (%)&06)%")%&0,+%"0*"&)"&/5%"*1" , 2 2% - , &0%=" ' 3*)0

Y;"" <,'0"0".*/0,/6,/5%-6.&0,* / ". \$&' '% 'B%-6.&0,* /&\$"* ((*)06/,0,% ' "03%"S>FA". *6\$-""*11%)0"*
)%5,* /&\$"&).3,0%.0'"
^;"" <,'0"0"/%4"&)%&'""*1". * 2 2 6/,0E"%/5&5% 2 % /0"03%"S>FA"' 3*6\$- ". * / ', -%)"
_;" <,'0"0"4&E'"/"43,.3"4%" .&'! ; ; *4!#"*\$9+, 2 (* +%"*6)"S.3* *\$"
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F* 2 2,00%%'7"P3%"S.3* *\$& / -"03%"#) *5)&2"&,2"0*", / '0,060%"03%" 2 * '0"& (() * (),&0%"& / -"%1%.0,+%"1&.6\$0E"
&' ',5/ 2 % /0' "&/ -". * 2 2,00%%)"%' (* / ',9,\$,0,% ' ;"P3%"56,-, /5" (), / ., (\$% ' "&)%"0*" -%+%\$* ("03%" 2, / , 2 6 2 / 6 2 9%)
*1". * 2 2,00%%' "0*"&. . * 2 (\$, '3"03%" / % .% ' '&)E"0&' b';"

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P3%"1&.6\$0E"&' "&43*\$%"26'0"& (() * +%" / %4". *6)' %' "&/ -". *6)' %)"%+, ' , * / ' ;"G3%/" () * (* ', /5"& / %4". *6)' %=" 1&.6\$0E"&)"% \6,) % -"0*" "692,0"&' E\$\$\$96' ="&/"%H (\$&/&0,* /"*1"3* 4"03%" () * (* '% - " / %4". *6)' %)"%&0%' "0*" ' .3* *\$ 2, ' ', * / "&/ -"5* &\$' ="&/ -"&/"%H (\$&/&0,* /"*1"03%", 2 (&.0* / "0%&.3, /5"\$ * & - ' ;"

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F* / .%) / ' "&/ -" () * (* '&\$' "2 &E". * 2 % "1) * 2 "&/E", / - , +, -6&\$"*)5) * 6 (= "&/ -"1, / -"03%,)"9% '0") * 60%"1*) "%+&\$6&0,* / =" 9%"03&0"&' "0&/ - , /5". * 2 2,00%%' "*")' (% ., &\$"0&' b"1*). % ; "> / , ' '6%" 2 &E"6\$0, 2 &0%\$E". * 2 % "9%1*) "%03%"16\$\$\$1&.6\$0E" 1*) * (% / - , ' .6' ', * / "&/ -")%' *\$60,* / ;"

"

P3%" "%\$1V5*+%) / &/ .% ' "0)6.06)%"1*)"03%"F* \$\$\$%5%"*1"03%">)0' "/. \$6- % ' " "%+%)&\$" ' 0&/ - , /5". * 2 2,00%%' "4,03" 2% 2 9%" ' 3, ("1) * 2 "&\$"6/,0';"

F*6)' % "%+&\$6&0,* / ' "&)"% . * / -6.0%- "1*)" %&.3". \$&' ' "%+%)E" ' % 2 % '0%) "03)" (")15". * 2 2,00%%' "*")" 21 (&)

.3&/5%'&/-''*03%)'2&00%'43,.3"/'03%*(,/*/'*1'03%#)%',-%/0''*1'03%'`/,+%)'0E''*3,'-,%\$%5&0%&11%.0"
03%,'/0,060,*/'&'&"43*\$%g')\6,)2%/0''1*)'&-2,','/'&/-5)&-6&0,*/'&/-1*)'3*/*)'&/-'.3*\$&'0,-
(%)1*)2&/.%/'5%/)&\$g'&((*)+&\$''1'.&/-,-&0%'1*)-5)%%'g'(*\$,.,%'*1'&((*,/02%/0=-,'2,'&=-&/-
()*2*0,*/'/'&.&-2,-)&/b;"

P3%#)*+'0'3&'&'62%-)'(*/',9,\$,0E'1*)%/6),/5'03&0''60.*2%'
&'%'2%/0''6)'&0'\SM;'P3%A,)%.0*),'')%'(*/',9\$%'1*)'2(\$%2%/0,/5''06-%/0''60.*2%'&'%'2%/0'
,/'03%>).3,0%.06)%#)*5)&2;'P3%M&.6\$0E'S%/&0%'./0,/6%'0*((\$E"&)*\$%,'/03%'-%+%\$*(2%/0''1''6)
&'%'2%/0'()*5)&2'&'4%\$\$,'S>FS"

7">'(%),*-,.'2%0,/5''1'A%&/''&.)*'''03%'`/,+%)'0E'03&0'&-)'%'2&/&5%2%/0'&/-'
&-2,/,0)&0,*/'',6%'&'4%\$\$&'9)*&-)'(%)'(%0,+%)%5&-)/5'03%-,).%0,*/'*1'03%'`/,+%)'0E;"
?/1*)2&0,*/'1)'2'03%'%'2%0,/5''1')&/2,00%-0''03%A,)%.0*),'/03%'2*/03\$E'A,)%.0*]''F*6/.,\$':%0,/5''
.3&,)%-9E'03%'FTP>'A%&/4,03'&\$A,)%.0*)'&/-03%'>' '*.,&0%'A%&/,'/00%/-%/.'%:"

7"P3%'S%/&0%'I)&-6&0%'F*6/.,\$=,'/.'*/'6\$0&,*/'4,03'.*\$\$%5%"
@'.3*\$%C'&/-03%'A%&/''1'I)&-6&0%'S06-,%'')%'(*/',9\$%'1*)'2&,/0&,/,5'&/-"/3&/.,/5'03%'6&\$,0E''1"
5)&-6&0%'%-6.&0,*/'/'03%'`/,+%)'0E'&/-0''5)&-6&0%'./0%);'P3%'`/-)%5)&-6&0%'F*6/.,\$','')%'(*/',9\$%'
1*)'2&,/0&,/,5'&/-"/3&/.,/5'03%'6&\$,0E''1'6/-)%5)&-6&0%'%-6.&0,*/'/'03%'`/,+%)'0E'&/-0''.&2(6%'';"

"

T03%''*60',-%'5&/,a&0,*/'43,.3&)%',/1\$6%/0,&\$,'/'*6)'&'%'2%/0',/.\$6-%7'\$*.&\$&/-)%5,*/&\$'.3&(0%)'*1'
03%'>?&/-43*)%56\$&)\$E'%' '*6)'6..%'%'&/-''*(*)06/,0,%'g'03'M\$*),-&'R*&)-''1'>).3,0%.06)%&/-'
?/0%),*)A%'5/g'&/-''&.&-2,.'&' '*.,&0,*/'='/,.\$6-,/5'>FS>=,'/43,.3'1&.6\$0E'&)%&.0,+&\$E',/+*+%-
)%5,*/&\$E'&/-'/&0,*/&\$E;'?/+*+2%/0',/'&' '*.,&0,*/'.'.*/1%)%/'%'&\$4&E'5%/)&0%'26.3-','.6'',*/'
&9*60'43&0'&/-3*4'4%'0%&.3&/-3*4'03&0'.*2(&)%'0''*03%')()*5)&2';"

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M&.6\$0E'(%%)%+,%4',''&16/.0,*/'*1'03%'0%/6)%'()*.'%'='&/-03%'2*)%',/1*)2&\$'.*\$\$%5,&\$',/0%)&.0,*/'*1'03%'
1&.6\$0E'4,03,'/03%'S.3*\$%F*\$%5%&/-''`/,+%)'0E;'M&.6\$0E'2%29%)'&\$'*)%56\$&)\$E='&/-'6..%'16\$\$E=
'692,0'(&(%)'&/-'.)%&0,+4*)b'1*)'h6),%-)'%+,%4='&/-''%/h'E'.'\$*'%'',/0%)&.0,*/'4,03'(&).0,./5'
()*1%'',*/&\$'&/-''&\$62/,03)*653'h6),%'&/-''%0.06)%';"

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Expectation

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>'",\$6'0)&0%-,"/S%.0,*/"?;O;!="S>FA"-%2 *5)&(3,.' "3&+%/ *0".3&/5%-"2 &)b%-\$E"',/.%"JKKX="&\$03*653"03%" [, ' (&/,."06-%/0" (* (6&\$0,*/"3&'5)* 4/"1)* 2!! p"0*"JYp"&/-"03%"R\$&.b"'06-%/0" (* (6&\$0,*/"3&'2 *+%- "1)* 2"Yp"0*"0p;"P3%" : &\$%B1%2 &\$%"'06-%/0")&,"3&'="3 * 4%+%)=" ,2 () *+%- "0*" L! p" 2 &\$%"B"O_p"1% 2 &\$%"@03, ' ="* - -\$E=" , "&\$2 * ' 0"03%"%H&.0",/+%) ' %"*1"03%"` SM"5)&-6&0%" (* (6&\$0,* /=" 0^p" 2 &\$%"B"LJp"1% 2 &\$%C;" S06-%/0"5)* 6(' "&)"&/"&.0,+%" (&)0"*1"03%"&.&-%2, ."\$,1%"*1"03%"' .3 * *\$"/ -"03%"A,)% .0*)," ' "4 *)b,/5"

- " Faculty retirement/succession planning
- " Administration changes (dean, department chair, provost)
- " Changes in enrollment (increases, decreases, new external pressures)
- " New opportunities for collaboration
- " Changes in financial resources (increases, decreases, external pressures)
- " Significant changes in educational approach or philosophy (e.g., new provost = new

? / '0)6.0, * /7"/. \$6-%"03%"1*\$\$* 4, /5"&' "&\$, '0"*1", / -,+, -6&\$` 8<' "*"), / '0)6.0, * / '1*)"&. %' ', /5"&"4%9\9&'% -"
(*)0&\$"1*")%+, %4 "1"03%"1*\$\$* 4, /5"
<\$ *#& *+42+52"+#"#%)+!\$ *&+"2+") *+!5" *1! ; +1*021"6+1#") *1+!4 *5"!9+B=V&+"2+ / *A&!" *+21+& *13 *1&6+21+2") *1+

#0+ G"84!2+ /21Z:&)28\$4+A *+01 * & *5" *4!5+4!?!"#\$.:21 ; + *!") *1+KY+ [< YJN+21+UY+ [. \] N+ :!\$ * &0+
= *3! * / *1&+&)28\$4+A *+#A\$ *+"2+1 *3! * /+") *+ :!\$ * &+8&!5?+^22 ; +21+0#5+ *%) 5!78 * &+!5+214 *1+"2+
1 *3! * /+4 *"#&0+J81") *16+") *+012?1# ; +!&+1 * &025&!A\$ *+ :21+ *5&8!5?+")#"+) *+ :!\$ * &+%#5+A *+