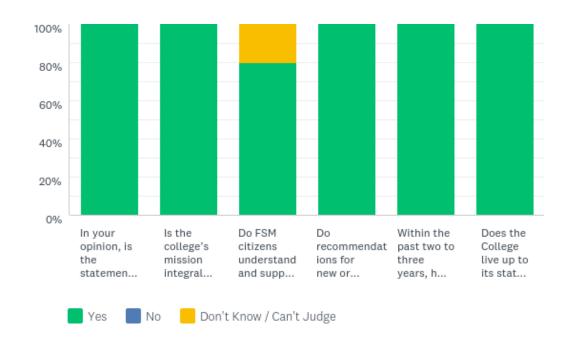
College of Micronesia-FSM Board Self-Assessment Survey (2018)

Sunday, May 13, 2018

Criterion 1: Institutional Mission and Goals

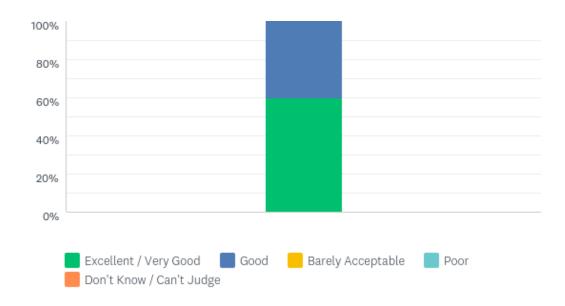


Criterion 1: Institutional Mission and Goals (data)

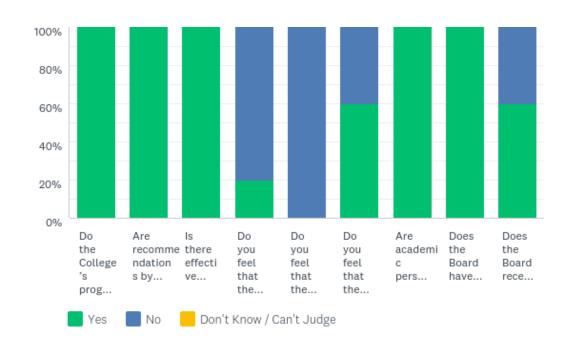
	YES	NO	DON'T KNOW / CAN'T JUDGE	TOTAL	WEIGHTED AVERAGE
In your opinion, is the statement of mission a clear, succinct, and useful guide to the board, administration, faculty, and others?	100.00% 5	0.00%	0.00%	5	1.00
Is the college's mission integral to the Federated States of Micronesia's health, well-being and educational and public service agenda?	100.00% 5	0.00%	0.00%	5	1.00
Do FSM citizens understand and support the mission of the College?	80.00% 4	0.00%	20.00%	5	1.40
Do recommendations for new or revised policies, programs, or initiatives reflect an awareness of the College's mission?	100.00% 5	0.00%	0.00%	5	1.00
Within the past two to three years, has the board reviewed the adequacy and appropriateness of the mission statement?	100.00% 4	0.00%	0.00%	4	1.00
Does the College live up to its stated	100.00%	0.00%	0.00%		



Q2: In relation to Criterion 1, the Board's overall performance has been:

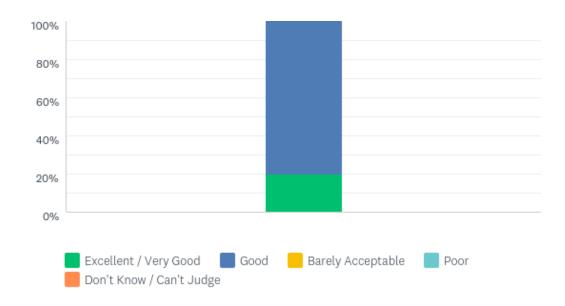


Criterion 2: Academic Governance and Educational Policies

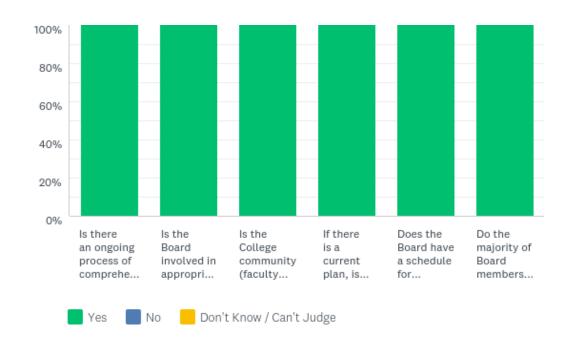


Criterion 2: Academic Governance and		YES	NO	DON'T KNOW / CAN'T JUDGE	TOTAL	WEIGHTED AVERAGE	
Educational Policies (data)	Do the College's programs and services live up to the stated mission and respond to the Federated States of Micronesia's educational and public service needs?	100.00% 5	0.00%	0.00%	5	1.00	
(data)	Are recommendations by the faculty and administration to add and discontinue new courses or degree programs consistent with the institution's mission?	100.00% 5	0.00%	0.00%	5	1.00	
	Is there effective collaboration and communication between the faculty and administration on academic matters?	100.00% 5	0.00% 0	0.00%	5	1.00	
	Do you feel that the Board exercises authority over more aspects of academic affairs than it needs to?	20.00%	80.00% 4	0.00%	5	1.80	
	Do you feel that the Board exercises authority over fewer aspects of academic affairs than it needs to?	0.00%	100.00% 5	0.00%	5	2.00	
	Do you feel that the Board exercises authority over the right number of aspects of academic affairs?	60.00% 3	40.00% 2	0.00%	5	1.40	
	Are academic personnel decisions in harmony with the stated goals and policies of the institution?	100.00% 5	0.00%	0.00%	5	1.00	
	Does the Board have a reasonably clear sense of which academic and degree programs are particularly strong, which are particularly weak, and why?	100.00% 5	0.00%	0.00%	5	1.00	
	Does the Board receive periodic reports on the processes for assessing student outcomes, e.g. for measuring what students know and can do as a consequence of	60.00% 3	40.00% 2	0.00%	5	1.40	
Powered by SurveyMonkey	their educational experience, or how associate degree students perform if they transfer to						

Q5: In relation to Criterion 2, the Board's overall performance has been:



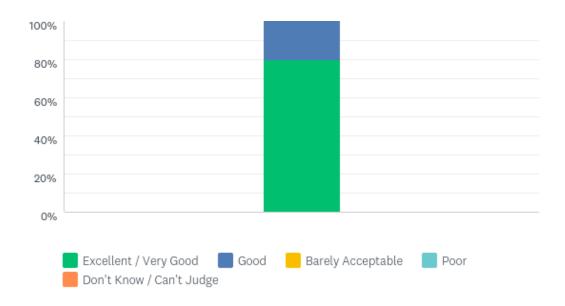
Criterion 3: Institutional Planning



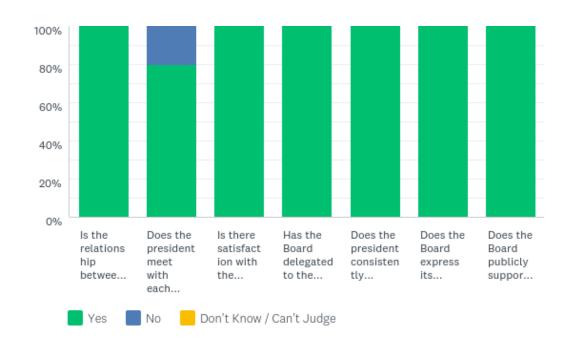
Criterion 3: Institutional Planning (data)

	YES	NO	DON'T KNOW / CAN'T JUDGE	TOTAL	WEIGHTED AVERAGE
Is there an ongoing process of comprehensive institutional planning?	100.00% 5	0.00%	0.00%	5	1.00
Is the Board involved in appropriate ways in the planning process?	100.00% 5	0.00%	0.00%	5	1.00
Is the College community (faculty, administration, students and community representatives) adequately involved in the institutional planning?	100.00% 5	0.00%	0.00%	5	1.00
If there is a current plan, is implementation largely on target and are priorities adhered to by the administration, faculty and Board?	100.00% 5	0.00%	0.00%	5	1.00
Does the Board have a schedule for reviewing and, if desirable, revising the plan at regular intervals?	100.00% 5	0.00%	0.00%	5	1.00
Do the majority of Board members appear to be satisfied with the way planning is conducted?	100.00% 5	0.00%	0.00%	5	1.00

Q8: In relation to Criterion 3, the Board's overall performance has been:



Criterion 4: Board-Chief Executive Relationships



Criterion 4: Board-Chief Executive Relationships (data)

			/ CAN'T		711210102	
			JUDGE			
Is the relationship between the president and Board built on mutual respect and confidence?	100.00% 5	0.00%	0.00%	5	1.00	
Does the president meet with each Board member to share perspectives and strengthen relationships?	80.00% 4	20.00% 1	0.00%	5	1.20	
Is there satisfaction with the quality and timeliness of communication coming from the president's office?	100.00% 5	0.00%	0.00%	5	1.00	
Has the Board delegated to the president the authority to manage and lead the institution?	100.00% 5	0.00%	0.00%	5	1.00	
Does the president consistently respect the Board's responsibility to ultimately determine the College's major policies?	100.00% 5	0.00%	0.00%	5	1.00	
Does the Board express its annual and long-term expectations to the president clearly and consistently?	100.00% 5	0.00%	0.00%	5	1.00	
Does the Board publicly support the chief executive when he or she must make difficult decisions affecting people and programs?	100.00% 5	0.00% 0	0.00%	5	1.00	

YES

NO

DON'T

KNOW

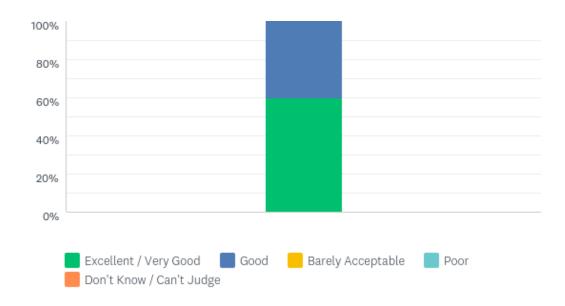
TOTAL

WEIGHTED

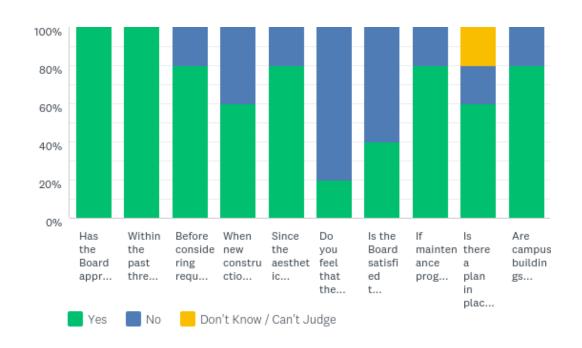
AVERAGE



In relation to Criterion 4, the Board's overall performance has been:



Criterion 5: Physical Plant



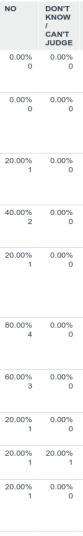
Criterion 5: Physical Plant (data)

Has the Board approved a master plan for the physical campus(es) that includes both current and anticipated needs?
Within the past three years, has the Board received and reviewed reports on the uses of physical plant—classroom, laboratory, studio, dormitory, office, and other building space?
Before considering requests for remodeling or new construction, is the Board satisfied that current space and instructional areas are at optimum use?
When new construction is planned, are considerations for multiple usages included (i.e., community usage, other institutional activities)?
Since the aesthetic attractiveness of a campus partly determines the success of student recruitment, does the board play a role in determining the placement of new buildings or the architecture of any given building?
Do you feel that the Board makes decisions on details relating to buildings and grounds that really should be delegated to the administrative staff?
Is the Board satisfied that maintenance programs are adequate and that maintenance is not being deferred unreasonably?
If maintenance programs has been unreasonably deferred, are plans in place to address the deficiencies?
Is there a plan in place to address identified health and safety concerns?

Are campus buildings

environmentally friendly, i.e., do they minimize emissions and waste that would negatively affect the

Federates States of Micronesia?



100.00%

100.00%

80.00%

60.00%

80.00%

20.00%

40.00%

80.00%

60.00%







1.20

1.80

1.60

1.20

1.60

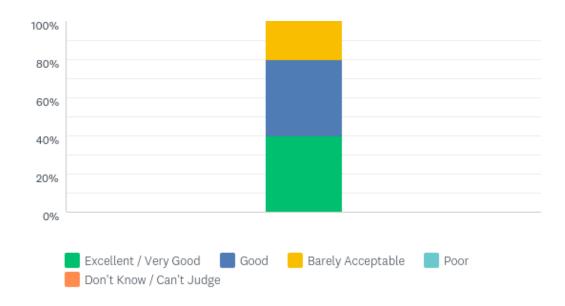
1.20

WEIGHTED

AVERAGE



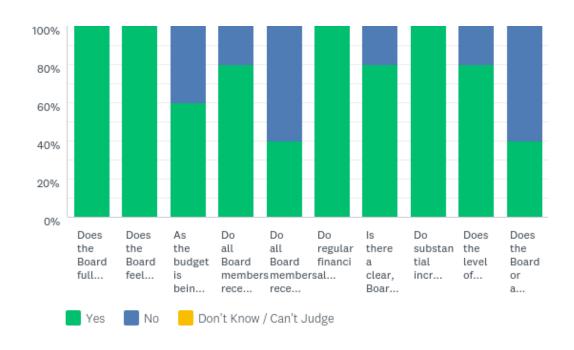
In relation to Criterion 5, the Board's overall performance has been:



Criterion 5: Physical Plant

ANSWER CHOICES	RESPONSES	
Excellent / Very Good	40.00%	2
Good	40.00%	2
Barely Acceptable	20.00%	1
Poor	0.00%	0
Don't Know / Can't Judge	0.00%	0
TOTAL		5

Criterion 6: Financial Management



Criterion 6: **Financial Management** Answered: 5 Skipped: 0

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management?

Does the Board fully accept its responsibility for prudent fiscal Does the Board feel that the annual budget process is adequately linked to institutional plans and academic programs and priorities? As the budget is being developed, do Board members have sufficient

information to provide them with a sound basis for approving it? Do all Board members receive

financial reports in a format that is

financial reports in a timely manner,

several days before discussion and

Do regular financial reports provide

expenditures for the same period in the preceding fiscal year(s)? Is there a clear, Board approved

investment policy, and adequate

for either an existing program or a

Does the level of Board oversight of

Does the Board or a committee meet

internal auditors to review findings or

finances allow the administration

sufficient flexibility to operate

privately with the external and

new program require Board

board oversight of the implementation of that policy? Do substantial increases in funding

approval?

efficiently?

concerns?

comparisons of income and

intelligible and comprehensible?

Do all Board members receive

vote of approval?

YES

100.00%

100.00%

60.00%

80.00%

40.00%

100.00%

80.00%

100.00%

80.00%

40.00%

NO

0.00%

0.00%

40.00%

20.00%

60.00%

0.00%

20.00%

0.00%

20.00%

60.00%

0

3

0

0

0

DON'T

KNOW

CAN'T JUDGE

0.00%

0.00%

0.00%

0.00%

0.00%

0.00%

0.00%

0.00%

0.00%

0.00%

0

0

0

0

0

0

0

0

0

TOTAL

5

5

5

5

5

5

5

5

5

5

WEIGHTED

AVERAGE

1.00

1.00

1.40

1.20

1.60

1.00

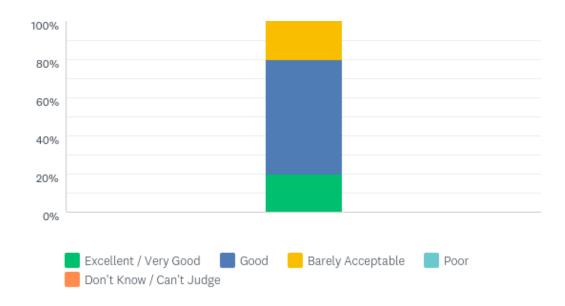
1.20

1.00

1.20

1.60

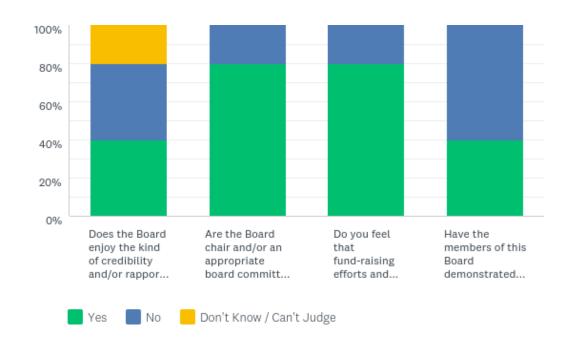
In relation to Criterion 6, the Board's overall performance has been:



In relation to Criterion 6, the Board's overall performance has been:

ANSWER CHOICES	RESPONSES	
Excellent / Very Good	20.00%	1
Good	60.00%	3
Barely Acceptable	20.00%	1
Poor	0.00%	0
Don't Know / Can't Judge	0.00%	0
TOTAL		5

Criterion 7: Financial Support



Criterion 7:

Financial Support

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Does the Board enjoy the kind of credibility and/or rapport with FSM's parliament, cabinet and president that results in an appropriate share of public funds and adequate funding of the College?
Are the Board chair and/or an appropriate board committee and COM-FSM president actively engaged in advocacy for public resources?
Do you feel that fund-raising efforts and successes are reasonably in line with institutional needs?
Have the members of this Board

demonstrated their own commitment

to contributing resources according to their means and to helping with fund-

raising?

YES

40.00%

80.00%

80.00%

40.00%

NO

40.00%

20.00%

20.00%

60.00%

DON'T

KNOW

CAN'T JUDGE

20.00%

0.00%

0.00%

0.00%

0

0

0

TOTAL

5

5

5

5

WEIGHTED

AVERAGE

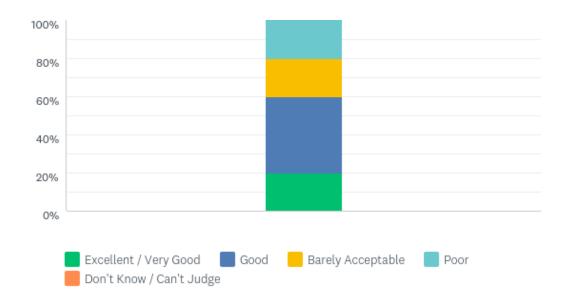
1.80

1.20

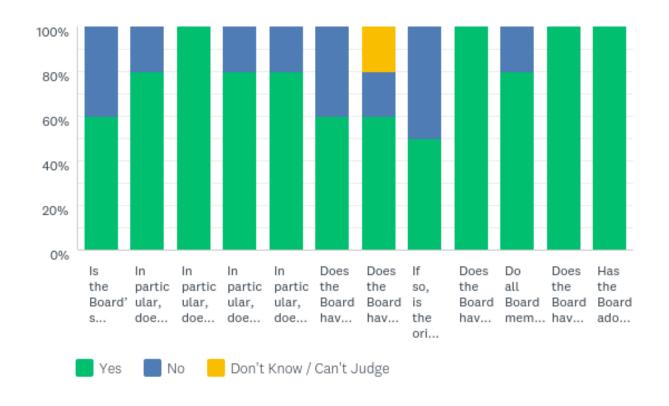
1.20

1.60

Q20: In relation to Criterion 7, the Board's overall performance has been:



Criterion 8: Board Membership



Criterion 8: Board Membership

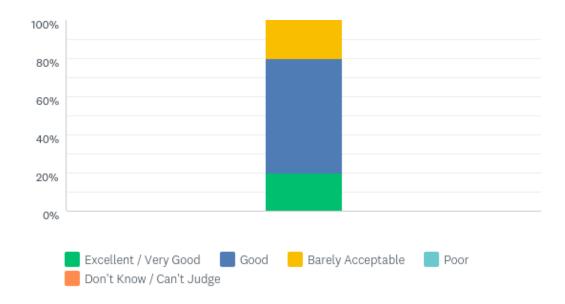
	.20		KNOW / CAN'T JUDGE	101712	AVERAGE
Is the Board's composition sufficiently diverse to reflect the broad backgrounds, interests, and perspectives of the clitzens of FSM served by the College?	60.00% 3	40.00% 2	0.00%	5	1.40
In particular, does the Board have adequate numbers of members who are: sophisticated in understanding the complexities of the College (e.g., academic culture, institutional organization and personnel and budget matters)?	80.00%	20.00%	0.00% 0	5	1.20
In particular, does the Board have adequate numbers of members who are: alumni who bring a deep knowledge of, affection for, and commitment to their alma mater?	100.00% 5	0.00%	0.00%	5	1.00
In particular, does the Board have adequate numbers of members who are: influential in the cultural, economic and political life of the Federates States of Micronesia?	80.00%	20.00%	0.00%	5	1.20
In particular, does the Board have adequate numbers of members who are: able to enhance public confidence and trust in the governance of the College?	80.00% 4	20.00%	0.00%	5	1.20
Does the Board have a satisfactory means of communicating its membership needs to the FSM Cabinet when applicable?	60.00% 3	40.00% 2	0.00%	5	1.40
Does the Board have an established program for orienting new members?	60.00% 3	20.00% 1	20.00% 1	5	1.60
If so, is the orientation program adequate?	50.00% 2	50.00% 2	0.00%	4	1.50
Does the Board have an established process of continuing education for its members?	100.00% 5	0.00%	0.00%	5	1.00
Do all Board members respect the principle of avoiding partisan politics in their decisions, including their responsibility to be independent of political influence from the appointing authority (the Cabinet, as well as the President and Parliament?	80.00%	20.00%	0.00% 0	5	1.20
Does the Board have a statement on board ethics or expectations regarding board conduct and participation?	100.00% 5	0.00%	0.00%	5	1.00
Has the Board adopted an effective conflict-of-interest policy?	100.00% 5	0.00%	0.00%	5	1.00

DON'T

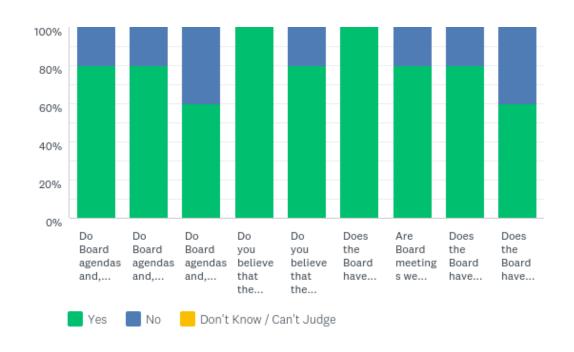
TOTAL



Q23: In relation to Criterion 8, the Board's overall performance has been:

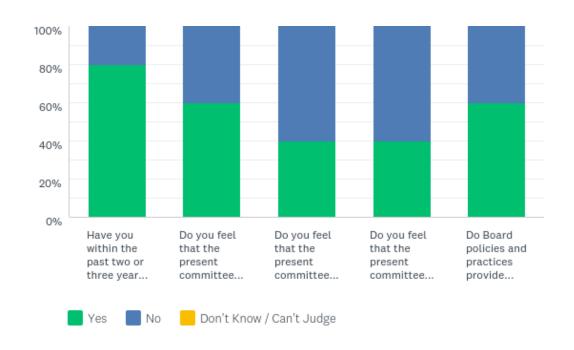


Criterion 9: Board Organization and Performance



Criterion 9:		YES	NO	DON'T KNOW / CAN'T JUDGE	TOTAL	WEIGHTED AVERAGE	
Board Organization and Performance	Do Board agendas and, consequently, Board minutes focus on what you, other Board members, and the administration believe are the major issues before the College and how to address these issues?	80.00% 4	20.00%	0.00%	5	1.20	
	Do Board agendas and, consequently, Board minutes include appropriate and sufficient supporting information?	80.00% 4	20.00%	0.00%	5	1.20	
	Do Board agendas and, consequently, Board minutes reach you sufficiently in advance of the meeting?	60.00% 3	40.00% 2	0.00%	5	1.40	
	Do you believe that the number of Board meetings per year is sufficient to properly take care of the Board's governance responsibilities?	100.00% 5	0.00%	0.00%	5	1.00	
	Do you believe that the length of Board meetings is sufficient to accomplish Board business?	80.00% 4	20.00% 1	0.00%	5	1.20	
	Does the Board have a formal, written set of bylaws that help guide its responsibilities, organization, and actions?	100.00% 5	0.00%	0.00%	5	1.00	
	Are Board meetings well conducted, i.e., informative, engaging and action oriented?	80.00% 4	20.00% 1	0.00%	5	1.20	
	Does the Board have an established procedure for assessing its performance?	80.00% 4	20.00% 1	0.00%	5	1.20	
Powered by SurveyMonkey	Does the Board have an established procedure for assessing individual performance before reappointment?	60.00%	40.00% 2	0.00%	5	1.40	

Committee Structure and Leadership:

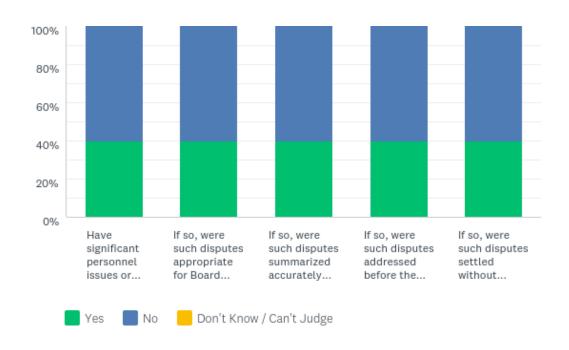


Committee Structure
and Leadership:

ship:		YES	NO	DON'T KNOW / CAN'T	TOTAL	WEIGHTED AVERAGE	
				JUDGE			
	Have you within the past two or three years, reviewed the committee structure and practices?	80.00% 4	20.00%	0.00%	5	1.20	
	Do you feel that the present committee structure handles the Board's work efficiently?	60.00% 3	40.00% 2	0.00%	5	1.40	
	Do you feel that the present committee structure gives the full board the opportunity to consider adequately matters of key importance?	40.00%	60.00%	0.00%	5	1.60	
	Do you feel that the present committee structure allows constituents to have their opinions heard and weighed in the decision-making process?	40.00%	60.00%	0.00%	5	1.60	
	Do Board policies and practices provide sufficient preparation and opportunity for rotating leadership within the Board and its committees?	60.00%	40.00% 2	0.00%	5	1.40	



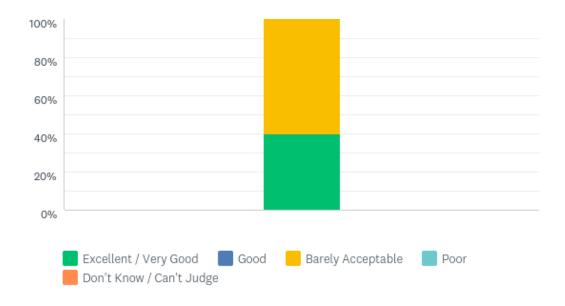
Court of Appeals:



Court of Appeals:

or Appears.						
Skipped: 0		YES	NO	DON'T KNOW / CAN'T JUDGE	TOTAL	WEIGHTED AVERAGE
	Have significant personnel issues or other major disputes been brought to the Board for formal review or adjudication within the past three years?	40.00% 2	60.00%	0.00%	5	1.60
	If so, were such disputes appropriate for Board review and brought to the Board only after all other channels had been utilized?	40.00%	60.00%	0.00%	5	1.60
	If so, were such disputes summarized accurately and concisely for study by an appropriate Board committee?	40.00% 2	60.00% 3	0.00%	5	1.60
	If so, were such disputes addressed before they had escalated to crisis proportions?	40.00% 2	60.00% 3	0.00%	5	1.60
	If so, were such disputes settled without unduly prolonged debate?	40.00% 2	60.00% 3	0.00%	5	1.60

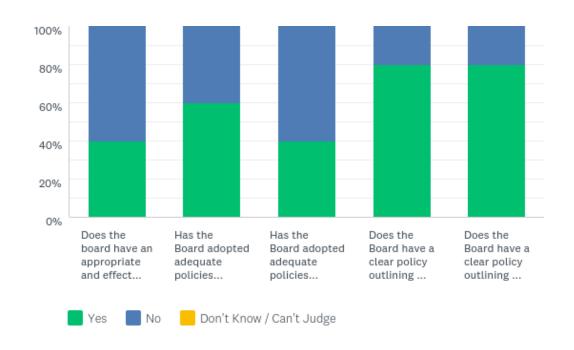
Q28: In relation to this criterion, the Board's overall performance has been:



Q28: In relation to this criterion, the Board's overall performance has been:

ANSWER CHOICES	RESPONSES	
Excellent / Very Good	40.00%	2
Good	0.00%	0
Barely Acceptable	60.00%	3
Poor	0.00%	0
Don't Know / Can't Judge	0.00%	0
TOTAL		5

Criterion 10: Board Relations with Key Constituencies

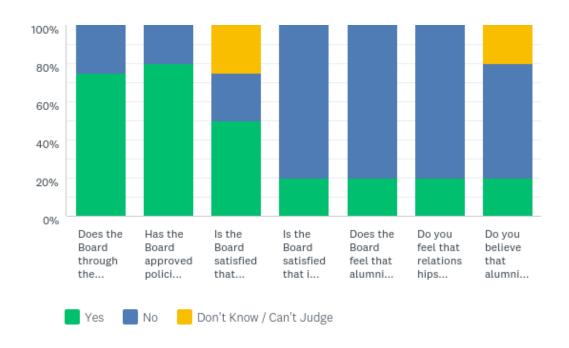


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Criterion 10:

Board Relations with Key Constituencies (Answered: 5) Skipped: 0		YES	NO	DON'T KNOW / CAN'T JUDGE	TOTAL	WEIGHTED AVERAGE
	Does the board have an appropriate and effective means of communicating with, and seeking advice and recommendations from, faculty leaders while respecting the president's office and responsibilities?	40.00% 2	60.00%	0.00%	5	1.60
	Has the Board adopted adequate policies concerning faculty grievance procedures?	60.00% 3	40.00% 2	0.00%	5	1.40
	Has the Board adopted adequate policies concerning process and criteria for selection, promotion, retention, and tenure?	40.00% 2	60.00%	0.00%	5	1.60
	Does the Board have a clear policy outlining its commitment to academic freedom and faculty responsibilities?	80.00% 4	20.00%	0.00%	5	1.20
	Does the Board have a clear policy outlining its commitment to teaching, research and community service?	80.00% 4	20.00%	0.00%	5	1.20

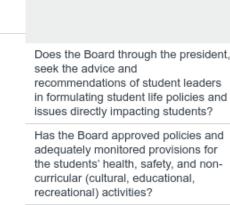
Criterion 10: Board Relations with Key Constituencies (Students)



Board Relations with Key Constituencies (Students)

Criterion 10:

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Is the Board satisfied that adequate

Is the Board satisfied that it is in touch

Does the Board feel that alumni giving

Do you feel that relationships between

graduates are as good as they can

expectations for and perceptions of

policies are in place for student

appeal of perceived injustices (academic or other)?

with alumni/alumnae and their

is at an acceptable level?

the Board and the institution's

Do you believe that alumni are supportive of the College's leadership

the College?

and should be?

and directions?

YES

75.00%

80.00%

50.00%

20.00%

20.00%

20.00%

20.00%

3

NO

25.00%

20.00%

25.00%

80.00%

80.00%

80.00%

60.00%

TOTAL

5

5

5

5

5

DON'T KNOW

CAN'T

JUDGE

0.00%

0.00%

25.00%

0.00%

0.00%

0.00%

20.00%

0

0

0

0

0

WEIGHTED

1.25

1.20

1.75

1.80

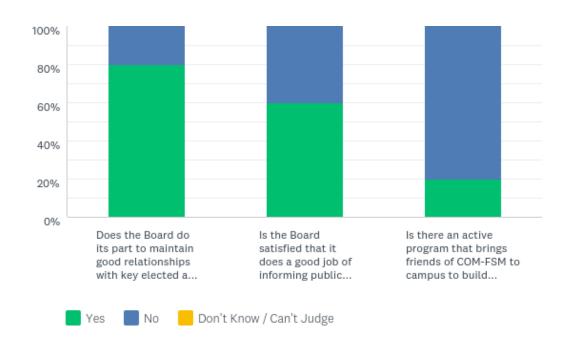
1.80

1.80

2.00

AVERAGE

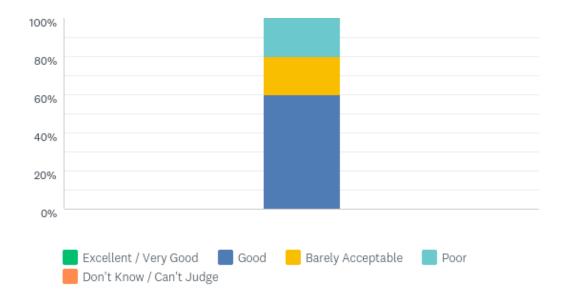
Criterion 10: Board Relations with Key Constituencies (Public Officials)



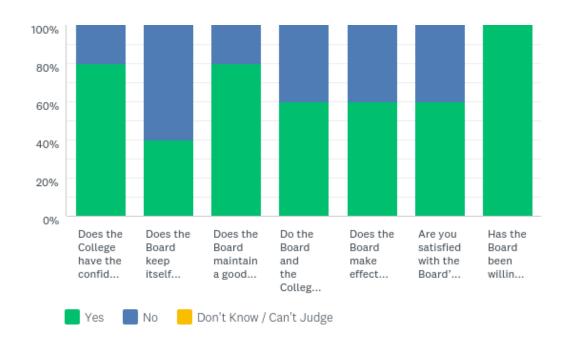
Criterion 10:
Board Relations
with Key Constituencies
Apswered: 5 Skipped: 0
(Public Officials)

ais)		YES	NO	DON'T KNOW / CAN'T JUDGE	TOTAL	WEIGHTED AVERAGE
	Does the Board do its part to maintain good relationships with key elected and appointed officials in concert with the president?	80.00% 4	20.00%	0.00%	5	1.20
	Is the Board satisfied that it does a good job of informing public officials about the College's contributions and benefit to FSM?	60.00%	40.00%	0.00%	5	1.40
	Is there an active program that brings friends of COM-FSM to campus to build goodwill and to witness firsthand how public and private sources of support are used?	20.00%	80.00% 4	0.00%	5	1.80

Q33: In relation to this criterion, the Board's overall performance has been:



Criterion 11: Accountability to the Public



Accour	tability to the Publi	C
Answered: 5	Skipped: 0	

Criterion 11.

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YES

80.00%

40.00%

80.00%

60.00%

60.00%

60.00%

100.00%

2

Does the College have the

government?

FSM)?

confidence of the majority of the

Does the Board keep itself well

Does the Board maintain a good

balance between advocacy (of the

accountability (serving the needs of

Do the Board and the College keep

informed about COM-FSM activities, educational perspectives, and plans? Does the Board make effective use

FSM citizens and leaders well

of citizen advisory committees?

Are you satisfied with the Board's

role in promoting the public image of

the College to the wider community?

Has the Board been willing to take a

stand against unwarranted controls

or other intrusions in the College's

internal affairs?

training needs of the FSM?

institution's needs) and

informed about the educational and

people and organizations external to the institution, e.g. business and private sector leaders, the schools, NO

20.00%

60.00%

20.00%

40.00%

40.00%

40.00%

0.00%

0

2

2

3

DON'T

KNOW

CAN'T

JUDGE

0.00%

0.00%

0.00%

0.00%

0.00%

0.00%

0.00%

0

0

0

0

0

0

0

TOTAL

5

5

5

5

5

5

5

WEIGHTED

AVERAGE

1.20

1.60

1.20

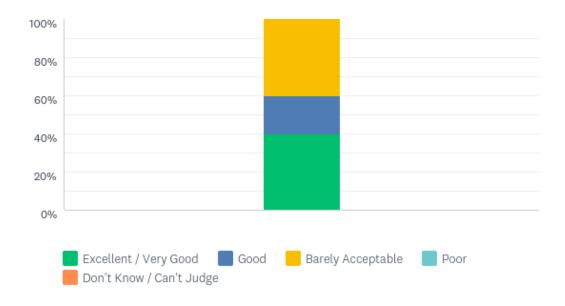
1.40

1.40

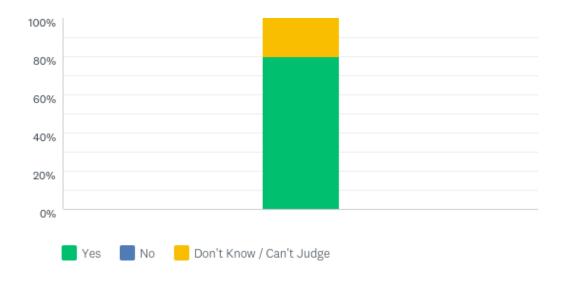
1.40

1.00

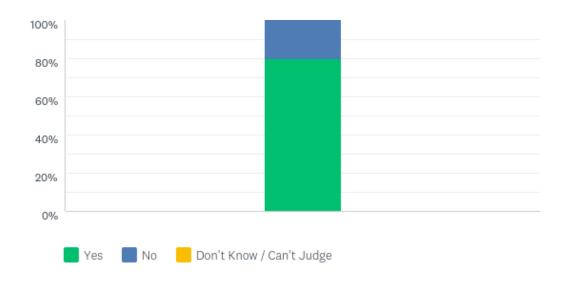
Q36: In relation to this criterion, the Board's overall performance has been:



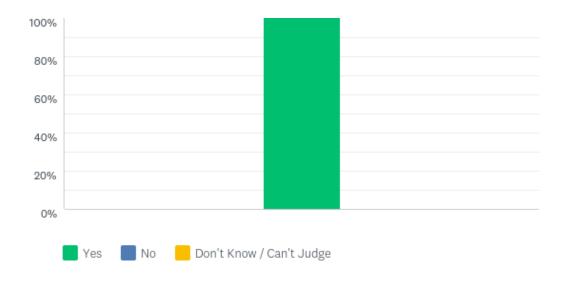
General Assessment: Do you have a clear sense of your obligations and responsibilities as a regent?



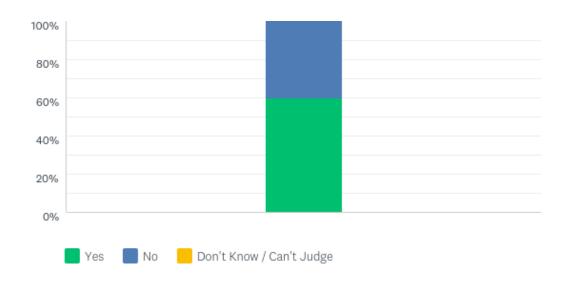
Q43: Do you have a clear grasp of your Board responsibilities?



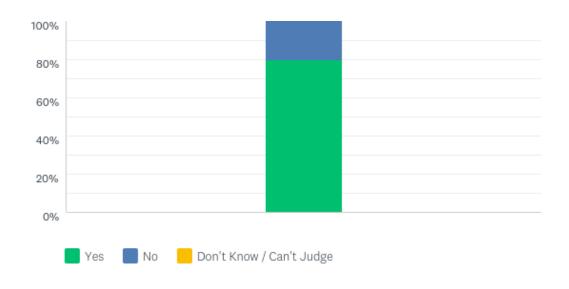
General Assessment: Are you generally familiar with the stated mission, comprehensive institutional plan, and current policies of your institution?



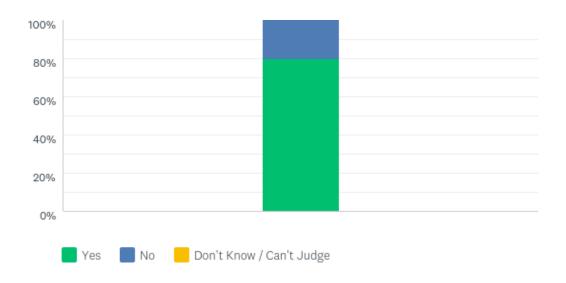
General Assessment: Do you stay abreast of higher education trends, issues, and public policy developments in the world and on the U.S. mainland?



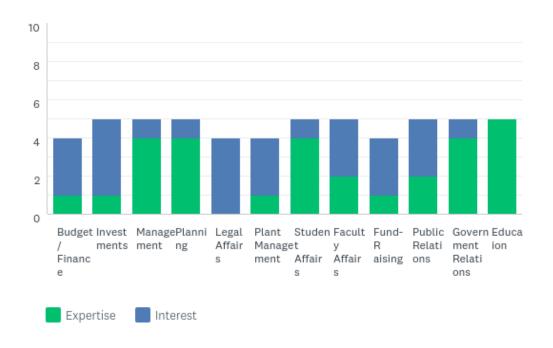
General Assessment: Have you had the opportunity to meet with regents and educators from other institutions in the recent past?



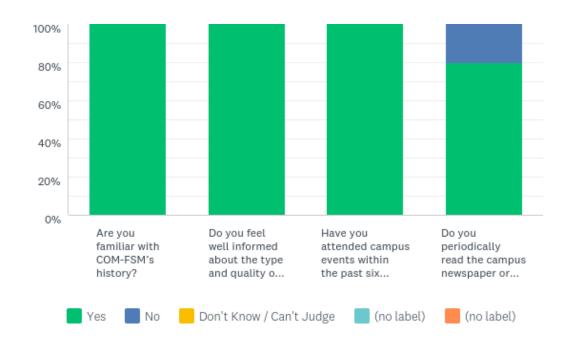
General Assessment: Do you know your fellow regents reasonably well?



strongest areas of expertise based on your background and personal experience, and (2) your primary areas of interest.



		EXPERTISE	INTEREST	TOTAL RESPONDENTS	
General Assessment: Please indicate	Budget / Finance	25.00% 1	75.00% 3	4	
(1) your strongest areas of expertise	Investments	20.00% 1	80.00% 4	5	
	Management	80.00% 4	20.00% 1	5	
and (2) your primary areas of interest.	Planning	80.00% 4	20.00% 1	5	
	Legal Affairs	0.00%	100.00% 4	4	
	Plant Management	25.00% 1	75.00% 3	4	
	Student Affairs	80.00% 4	20.00% 1	5	_
	Faculty Affairs	40.00% 2	60.00% 3	5	
	Fund-Raising	25.00% 1	75.00% 3	4	
	Public Relations	40.00% 2	60.00% 3	5	
	Government Relations	80.00% 4	20.00% 1	5	_
Powered by SurveyMonkey	Education	100.00% 5	0.00%	5	



General	Assessment

Powered by SurveyMonkey*

Are you
familiar with
COM-FSM's
history?

Do you feel

Have you

attended

campus events within the past six months?

Do you

read the campus newspaper or information provided by faculty or student organizations?

periodically

well informed

about the type and quality of COM-FSM's educational programs? YES

100.00%

100.00%

100.00%

80.00%

4

5

5

5

NO

0.00%

0.00%

0.00%

20.00%

0

0

0

(NO

LABEL)

0.00%

0.00%

0.00%

0.00%

0

0

0

0

DON'T

KNOW

CAN'T

JUDGE

0.00%

0.00%

0.00%

0.00%

0

0

0

0

(NO

LABEL)

0.00%

0.00%

0.00%

0.00%

0

0

0

0

TOTAL

5

5

5

5

WEIGHTED

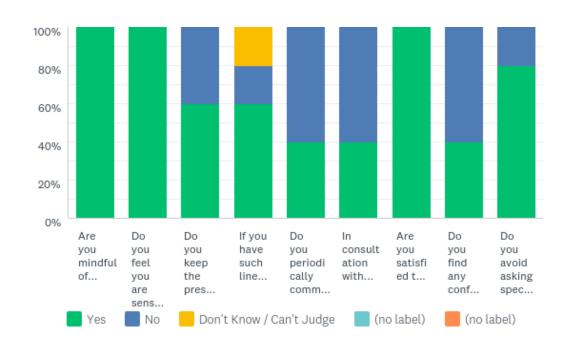
AVERAGE

1.00

1.00

1.00

1.20



			JUDGE				
Are you mindful of COM-FSM's stated mission, institutional plan and goals, and current policies when voting on proposals presented to the board?	100.00% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5	
Do you feel you are sensitive to the concerns of students, facuity, and graduates while maintaining impartiality and a total institutional perspective?	100.00% 5	0.00%	0.00%	0.00% 0	0.00% 0	5	
Do you keep the president informed of any important/relevant personal communications you may have with individuals on campus?	60.00% 3	40.00% 2	0.00%	0.00%	0.00%	5	
If you have such lines of communication, do you avoid prejudiced judgments or comments?	60.00% 3	20.00% 1	20.00% 1	0.00% 0	0.00% 0	5	
Do you periodically communicate or meet with community leaders in your district to discuss community needs and concerns?	40.00% 2	60.00% 3	0.00% 0	0.00% O	0.00% 0	5	
In consultation with your Board chair, have you ever suggested to the Board's nominating committee or to the appointing authority someone who would be an outstanding Board member?	40.00% 2	60.00% 3	0.00% 0	0.00%	0.00% 0	5	
Are you satisfied that there are no real or apparent conflicts of interest in your service as a regent?	100.00%	0.00%	0.00% 0	0.00% 0	0.00% 0	5	
Do you find any conflict between your responsibility for the welfare and advancement of your institution and your responsibility to the citizens of your community and region?	40.00% 2	60.00% 3	0.00%	0.00%	0.00% 0	5	
Do you avoid asking special favors of the administration, including requests for information, without the knowledge of at least the president or Board chair?	80.00% 4	20.00%	0.00% 0	0.00% 0	0.00% 0	5	

DON'T

CANT JUDGE (NO LABEL)

(NO LABEL)

WEIGHTED AVERAGE

1.00

1.00

1.40

1.60

1.60

1.60

1.00

1.60

1.20

YES



