

# Texas State University

## Outcomes Report

### General Information

<b>Academic Year:</b>	2014-2015
<b>College:</b>	Business
<b>Department:</b>	Management
<b>Program:</b>	Human Resource Management (MS)
<b>Program Code:</b>	52.10
<b>Outcome Type:</b>	Student Learning (GR)
<b>Degree:</b>	Masters
<b>Coordinator/Contact:</b>	Dr. Kay Nicols
<b>Status:</b>	Data Entry Closed

### Mission Statement

The **Master of Science in Human Resource Management (MSHRM)** program is a flexible, part-time program designed to prepare people for successful careers in human resource management. In comparison to the MBA program, which offers a broad-based business education, the MSHRM program offers in-depth knowledge associated with the major aspects of human resource management. The MSHRM curriculum has been designed to adhere to educational guidelines established by the Society for Human Resource Management (SHRM), the premier professional association for the human resource field.

### Evidence of Improvement

Evidence of improvement is slightly more determinable this year than last given that all required courses in the MSHRM program have now been used to provide assessment data. For each of the six learning outcomes students in at least one course assessing each learning outcome met the performance expectations. That is, all learning outcome goals were met this year in at least one course. Overall, three courses assessed three of four learning outcomes for a total of 10 course-outcomes or data points. Six of those ten data points provided evidence that the performance expectations had been met or exceeded. We expect student performance on these learning outcomes to continue in a satisfactory manner and only minor changes will be implemented to the curriculum in areas where performance was less-than-satisfactory.

Now that all six required courses in the MSHRM program have been taught at least once, the development of proper pedagogy has stabilized. It is now imperative to expand the assessment of the MSHRM program to all students taking the MSHRM courses not just the MSHRM majors.

Because the MSHRM program is still in its infancy and therefore rather small in numbers, a true and accurate picture of the program's efficacy is sometimes shrouded in those small numbers. Starting in fall of 2015 the program will assess student performance by all students and those much larger numbers will be used to determine if the program is meeting its goals.

Regarding those goals, the MSHRM program will adopt the same standards, expectations, and program goals as the MBA program which has a much longer history of assessment than the MSHRM program. The MSHRM program will, therefore, implement a uniform set of standards such that students scoring 90% or better are said to have exceeded the standards, those scoring 80% or better will have met the standards, and students scoring less than 80% are said to have failed to meet the standards. Furthermore, the performance expectations for the core courses will also be uniform with the expectation that 80% or more of the student will meet or exceed the standards. Lastly, the MSHRM program will seek to have at least 80% of its courses meeting the performance expectations. This 80-80-80 goal is implemented immediately.

### Action Plan

For **Outcome 1** in MGT 5339 (International HRM) for the fall of 2014, all of the MSHRM students **achieved** the performance expectations, thus achieving the goal for this learning outcome. The course was very well received by both MSHRM and non-MSHRM students. While 100% of MSHRM students either met or exceeded expectations for outcome 1, a lower percentage or 83.3% of non-MSHRM students earned this designation. There are two possible reasons as to why the non-MSHRM students performed only marginally worse than the MSHRM students. First, may be the fact that several of the non-MSHRM students are in technical non-business areas of study and not accustomed to this type of a qualitative course. Second, for several of these students, this was their first graduate HRM-type course. The next time MGT 5339 is taught, non-MSHRM students will be encouraged to spend more time with the assigned readings, lectures, and other course materials so they can build their fundamental knowledge of HRM concepts.

For **Outcome 1** in MGT 5337 (Organizational Staffing) **failed to achieve** the performance expectations for this learning outcome. The quiz and test scores were very similar and if only one additional question had been answered correctly on either the quiz or the test by two of the students then all of the MSHRM students would have met the standards of earning more than 80% correct on the 20 items. On the next occasion that course is taught, more time will be spent on the various strategic decision-making techniques like judgmental, mechanical, pure statistical, etc. Additionally, more time will be spent on the various job analysis techniques with a focus on who should complete job analysis questionnaires.

For **Outcome 2** in MGT 5330 (Seminar in HRM) there was only one MSHRM student, but who **achieved** the performance expectations on this learning outcome. The non-MSHRM students performed admirably as well. Overall, all students performed well. No changes will be introduced to this assessment next year although the 10-item quiz may be edited very slightly. The 10 test items will be reduced to only five which will focus on

broad key issues from the textbook related to training and development so that individual professors can use class time to add their own material to the course.

For **Outcome 2** in MGT 5339 (International HRM) the MSHRM students **failed to achieve** the performance expectations, for this learning outcome. The higher than expected failure rate of the MSHRM as well as for the non-MSHRM will be addressed in two manners the next time MGT 5339 is taught. First, the exam questions will be refined and additional exam questions will be added to assess outcome 2. This assessment included only four items. Second, more class time will be spent on covering training and development and how these areas relate to other functions of Human Resource Management. Of note is the fact that the MSHRM students outperformed the non-MSHRM students on outcome 2.

For **Outcome 3** in MGT 5330 (Seminar in HRM) there was only one MSHRM student but who **achieved** the performance expectations on this learning outcome. All of the non-MSHRM students performed admirably as well. No major changes will be introduced to this assessment next year although the two 10-item quizzes may be edited very slightly. Moreover, the five items on compensation and 10 items on benefits will be reviewed and reduced in number to five each so that they focus on broad key issues from the textbook related to compensation and benefits so that individual professors can use class time to add their own material to the course.

For **Outcome 4** in MGT 5330 (Seminar in HRM) there was only one MSHRM student but who **achieved** the performance expectations on this learning outcome. The non-MSHRM students performed admirably as well. No major changes will be introduced to this assessment next year although the 10 quiz may be edited very slightly. The 10 test items will be reduced to only five which will focus on broad key issues from the textbook related to legal issues so that individual professors can use class time to add their own material to the course.

For **Outcome 4** in MGT 5337 (Organizational Staffing) the MSHRM students **achieved** the performance expectations for this learning outcome. The second quiz seems to be a useful tool for measuring student learning regarding legal issues in HRM. Students performed similarly well on the embedded test items. Nevertheless, because students are allowed to drop their three lowest in-class quizzes, one MSHRM student had no score on quiz 2 from which assessment scores are derived. That student's assessment score is solely a function of their scores on the embedded test items. No changes will be implemented next time.

For **Outcome 5** in MGT 5330 (Seminar in HRM) there was only one MSHRM student and who **failed to achieve** the performance expectations for this learning outcome. However, the non-MSHRM students performed well. Given that only one MSHRM student was in MGT 5330 this year, no major changes will be introduced to this assessment next year although the 10 quiz may be edited very slightly. The 10 test items will be reduced to only five which will focus on broad key issues from the textbook related to selection so that individual professors can use class time to add their own material to the course.

For **Outcome 5** in MGT 5337 (Organizational Staffing) the MSHRM students **achieved** the performance expectations for this learning outcome. The quiz on performance appraisal and the embedded test items on that topic seem to be useful tools for measuring the ultimate criterion in HRM selection (i.e. job performance). Nevertheless, because students are allowed to drop their three lowest in-class quizzes, one MSHRM student and two non-MSHRM students has no score on the quiz from which assessment scores are derived. Those students' assessment scores are solely a function of their scores on the embedded test items. No changes will be implemented next time.

For **Outcome 5A** in MGT 5339 (International HRM) the MSHRM students **failed to achieve** the performance expectations for this learning outcome. Several of the non-MSHRM had international backgrounds and may have leveraged this cross-cultural knowledge and experience to meet or exceed expectations for outcome 6. On the other hand, some of the MSHRM students do not appear to have had any international experience, thus making it more challenging for them to meet or exceed expectations. A stronger effort will be made to help students see the link between IHRM topics and other HRM areas. This effort will include additional/expanded coverage in readings, lectures, in-class assignments, field assignments, or other pedagogical activities. In addition, the items that assess students' learning of outcome 6 will be evaluated and possibly revised in order to increase their reliability and validity.

## Outcome 1

**Category:** Student Learning Outcome

Students will demonstrate knowledge of the functional areas of human resource management and how they are interrelated.

The **standards** of performance for the methods below are:

- Scores of 90% correct or better will indicate that the student exceeds expectations
- Scores greater than 80% correct but less than 90% correct will indicate that the student meets expectations
- Scores less than 80% correct will indicate that the student failed to meet expectations.

It is **expected**, by each professor, that 85% of students enrolled in the course during the academic year will meet or exceed expectations on each learning outcome.

## Outcome 1 - Method 1

1. Assessed in MGT 5330 (Seminar in HRM) via exam questions or class assignment.

**Outcome 1 - Method 1 - Result**

This year this outcome was assessed in MGT 5339 (International HRM) with multiple choice exam questions objectively scored.

	MSHRM students			non-MSHRM students			TOTAL	
	FALL	SPRING	%	FALL	SPRING	%	raw #	%
	raw #	raw #		raw #	raw #			
Exceeds	4	N/A	66.67	12	N/A	50.00	16	53.33
Meets	2	N/A	33.33	8	N/A	33.33	10	33.33
Failed to meet	0	N/A	0	4	N/A	16.67	4	13.33
<b>Total</b>	<b>6</b>	<b>N/A</b>	<b>100.00</b>	<b>24</b>	<b>N/A</b>	<b>100.00</b>	<b>30</b>	<b>100.00</b>

Percentage of MSHRM students who met or exceeded expectations: **100.00%**. Percentage of non-MSHRM students who met or exceeded expectations: **83.33 %**. Percentage of ALL students combined who met or exceeded expectations: **86.66 %** thus achieving the goal for this learning outcome.

**Outcome 1 - Method 2**

1. Assessed in MGT 5336 (Compensation and Benefits) via exam questions or class assignment.
2. Assessed in MGT 5338 (Human Resource Development) via exam questions or class assignment.

**Outcome 1 - Method 2 - Result**

This year this outcome was assessed in MGT 5337 (Organizational Staffing) with a ten-item quiz which covers the strategic selection decision-making chapter, the job analysis chapter, and both of their accompanying video lectures as well as ten test items on these topics embedded in the 40-item second major exam.

**11. Summary statistics for outcome #1 for the academic year 2014-2015**

	MSHRM students		non-MSHRM students		TOTAL	
	raw #	%	raw #	%	raw #	%
Exceeds	0	0	6	42.86	6	30.00
Meets	4	66.67	6	42.86	10	50.00
Failed to meet	2	33.33	2	14.28	4	20.00
<b>Total</b>	<b>6</b>	<b>100.00</b>	<b>14</b>	<b>100.00</b>	<b>20</b>	<b>100.00</b>

Percentage of ALL students combined who met or exceeded expectations: **80.00 %**

Percentage of non-MSHRM students who met or exceeded expectations: **85.72%**

Percentage of MSHRM students who met or exceeded expectations: **66.67%** thus, **failing to achieve** the goal for this learning outcome.

**Outcome 2**

**Category:** Student Learning Outcome

Students will demonstrate knowledge of employee training and development programs and policies and how such programs and policies affect other functional areas of human resource management.

The **standards** of performance for the methods below are:

- Scores of 90% correct or better will indicate that the student exceeds expectations
- Scores greater than 80% correct but less than 90% correct will indicate that the student meets expectations
- Scores less than 80% correct will indicate that the student failed to meet expectations.

It is **expected**, by each professor, that 85% of students enrolled in the course during the academic year will meet or exceed expectations on each learning outcome.

**Outcome 2 - Method 1**

1. Assessed in MGT 5330 (Seminar in HRM) via exam questions or class assignment.

**Outcome 2 - Method 1 - Result**

Assessed in MGT 5330 (Seminar in HRM) with a ten-item multiple choice quiz and ten fill-in-the-blank questions imbedded on the second major exam.

**Summary statistics for outcome #2 for the academic year 2014-2015**

	MSHRM students		non-MSHRM students		TOTAL	
	raw #	%	raw #	%	raw #	%
Exceeds	1	100.00	8	72.73	9	75.00

Meets	0	0	2	18.18	2	16.67
Failed to meet	0	0	1	9.09	1	8.33
<b>Total</b>	<b>1</b>	<b>100.00</b>	<b>11</b>	<b>100.00</b>	<b>12</b>	<b>100.00</b>

Percentage of ALL students combined who met or exceeded expectations: **91.67 %**

Percentage of non-MSHRM students who met or exceeded expectations: **90.91 %**

Percentage of MSHRM students who met or exceeded expectations: **100%** thus, **achieving** the goal for this learning outcome.

### Outcome 2 - Method 2

1. Assessed in MGT 5338 (Human Resource Development) via exam questions or class assignment.

### Outcome 2 - Method 2 - Result

Because MGT 5338 was not taught this year, this learning outcome was assessed in MGT 5339 (International HRM) with multiple choice exam questions that were objectively scored.

### Summary statistics for outcome #2 for the academic year 2014-2015 for MSHRM and non-MSHRM students

	MSHRM students			non-MSHRM students			TOTAL	
	FALL raw #	SPRING raw #	%	FALL raw #	SPRING raw #	%	raw #	%
Exceeds	4	N/A	66.67	14	N/A	58.33	18	60.00
Meets	0	N/A	0	0	N/A	0	0	0
Failed to meet	2	N/A	33.33	10	N/A	41.67	12	40.00
<b>Total</b>	<b>6</b>	<b>N/A</b>	<b>100.00</b>	<b>24</b>	<b>N/A</b>	<b>100.00</b>	<b>30</b>	<b>100.00</b>

Percentage of MSHRM students who met or exceeded expectations: **66.67%**

Percentage of non-MSHRM students who met or exceeded expectations: **58.33 %**

Percentage of ALL students combined who met or exceeded expectations: **60.00 %** thus failing to achieve the goal for this learning outcome.

### Outcome 3

**Category:** Student Learning Outcome

Students will demonstrate knowledge of compensation and benefit programs and policies and how such programs and policies affect other functional areas of human resource management.

The **standards** of performance for the methods below are:

- Scores of 90% correct or better will indicate that the student exceeds expectations
- Scores greater than 80% correct but less than 90% correct will indicate that the student meets expectations
- Scores less than 80% correct will indicate that the student failed to meet expectations.

It is **expected**, by each professor, that 85% of students enrolled in the course during the academic year will meet or exceed expectations on each learning outcome.

### Outcome 3 - Method 1

1. Assessed in MGT 5330 (Seminar in HRM) via exam questions or class assignment.

### Outcome 3 - Method 1 - Result

Assessed in MGT 5330 (Seminar in HRM) with two different ten-item multiple choice quizzes, five fill-in-the-blank questions on the second major exam, and ten fill-in-the-blank questions on the third exam.

### Summary statistics for outcome #3 for the academic year 2014-2015

	MSHRM students		non-MSHRM students		TOTAL	
	raw #	%	raw #	%	raw #	%
Exceeds	1	100.00	11	100	12	100.00
Meets	0	0	0	0	0	0
Failed to meet	0	0	0	0	0	0
<b>Total</b>	<b>1</b>	<b>100.00</b>	<b>11</b>	<b>100.00</b>	<b>12</b>	<b>100.00</b>

Percentage of ALL students combined who met or exceeded expectations: **100.00%**

Percentage of non-MSHRM students who met or exceeded expectations: **100.00 %**

Percentage of MSHRM students who met or exceeded expectations: **100.00%** thus, **achieving** the goal for this learning outcome.

### Outcome 3 - Method 2

1. Assessed in MGT 5336 (Compensation and Benefits) via exam questions or class assignment.

### Outcome 3 - Method 2 - Result

Because MGT 5336 was not taught this year, there is not method 2 for this learning outcome.

**Outcome 4****Category:** Student Learning Outcome

Students will demonstrate knowledge of employment law and how legal issues affect other functional areas of human resource management.

The **standards** of performance for the methods below are:

- Scores of 90% correct or better will indicate that the student exceeds expectations
- Scores greater than 80% correct but less than 90% correct will indicate that the student meets expectations
- Scores less than 80% correct will indicate that the student failed to meet expectations.

It is **expected**, by each professor, that 85% of students enrolled in the course during the academic year will meet or exceed expectations on each learning outcome.

**Outcome 4 - Method 1**

1. Assessed in MGT 5330 (Seminar in HRM) via exam questions or class assignment.

**Outcome 4 - Method 1 - Result**

Assessed in MGT 5330 (Seminar in HRM) with a ten-item multiple choice quiz and ten fill-in-the-blank questions embedded on the third major exam.

**Summary statistics for outcome #4 for the academic year 2014-2015**

	MSHRM students		non-MSHRM students		TOTAL	
	raw #	%	raw #	%	raw #	%
Exceeds	1	100	5	45.45	6	50.00
Meets	0	0	4	36.36	4	33.33
Failed to meet	0	0	2	18.19	2	16.67
<b>Total</b>	<b>1</b>	<b>100.00</b>	<b>11</b>	<b>100.00</b>	<b>12</b>	<b>100.00</b>

Percentage of ALL students combined who met or exceeded expectations: **83.33 %**

Percentage of non-MSHRM students who met or exceeded expectations: **81.81%**

Percentage of MSHRM students who met or exceeded expectations: **100%** thus, **achieving** the goal for this learning outcome.

**Outcome 4 - Method 2**

1. Assessed in BLAW 5310 (The Employment Relationship) via exam questions or class assignment.

**Outcome 4 - Method 2 - Result**

This learning outcome was assessed in MGT 5337 (Organizational Staffing) with a ten-item quiz on the chapter on employment legal issues and its associated lecture video as well as ten test items on legal issues embedded in the second major exam.

**Summary statistics for outcome #4 for the academic year 2014-2015:**

	MSHRM students		non-MSHRM students		TOTAL	
	raw #	%	raw #	%	raw #	%
Exceeds	5	83.33	10	71.43	15	75.00
Meets	1	16.67	1	7.14	2	10.00
Failed to meet	0	0	3	21.43	3	15.00
<b>Total</b>	<b>6</b>	<b>100.00</b>	<b>14</b>	<b>100.00</b>	<b>20</b>	<b>100.00</b>

Percentage of ALL students combined who met or exceeded expectations: 85.00%

Percentage of non-MSHRM students who met or exceeded expectations: 78.57 %

Percentage of MSHRM students who met or exceeded expectations: 100% thus, **achieving** the goal for this learning outcome.

**Outcome 5****Category:** Student Learning Outcome

Students will demonstrate knowledge of recruitment and selection programs and policies and how such programs and policies affect other functional areas of human resource management.

For each method below the **standards** of performance are:

- Scores of 90% correct or better will indicate that the student exceeds expectations
- Scores greater than 80% correct but less than 90% correct will indicate that the student meets expectations
- Scores less than 80% correct will indicate that the student failed to meet expectations.

It is **expected**, by each professor, that 85% of students enrolled in the course during the academic year will meet or exceed expectations on each learning outcome.

**Outcome 5 - Method 1**

1. Assessed in MGT 5330 (Seminar in HRM) via exam questions or class assignment.

**Outcome 5 - Method 1 - Result**

Assessed in MGT 5330 (Seminar in HRM) with a ten-item multiple choice quiz and ten fill-in-the-blank questions embedded on the second major exam.

**Summary statistics for outcome #5 for the academic year 2014-2015**

	MSHRM students		non-MSHRM students		TOTAL	
	raw #	%	raw #	%	raw #	%
Exceeds	0	0	7	63.64	7	58.33
Meets	0	0	3	27.27	3	25.00
Failed to meet	1	100.00	1	9.09	2	16.67
<b>Total</b>	<b>1</b>	<b>100.00</b>	<b>11</b>	<b>100.00</b>	<b>12</b>	<b>100.00</b>

Percentage of ALL students combined who met or exceeded expectations: **83.33 %**

Percentage of non-MSHRM students who met or exceeded expectations: **90.91 %**

Percentage of MSHRM students who met or exceeded expectations: **0%** thus, **failing to achieve** the goal for this learning outcome.

**Outcome 5 - Method 2**

2. Assessed in MGT 5337 (Organizational Staffing) via multiple choice and short answer exam questions on three major exams during the semester.

**Outcome 5 - Method 2 - Result**

Assessed in MGT 5337 (Organizational Staffing) with a ten-item quiz on the chapter on performance appraisal and its associated lecture video as well as ten test items embedded on the third major exam.

**Summary statistics for outcome #5 for the academic year 2014-2015**

	MSHRM students		non-MSHRM students		TOTAL	
	raw #	%	raw #	%	raw #	%
Exceeds	5	83.33	12	85.71	17	85.00
Meets	1	16.67	0	0	1	5.00
Failed to meet	0	0	2	14.29	2	10.00
<b>Total</b>	<b>6</b>	<b>100.00</b>	<b>14</b>	<b>100.00</b>	<b>20</b>	<b>100.00</b>

Percentage of ALL students combined who met or exceeded expectations: **90.00%**

Percentage of non-MSHRM students who met or exceeded expectations: **85.71%**

Percentage of MSHRM students who met or exceeded expectations: **100%** thus, **achieving** the goal for this learning outcome.

**Outcome 6**

**Category:** Support Service Outcome

The academic program will promote and realize gains in student success.

**Outcome 6 - Method 1**

Student retention success will be measured by observing one year retention rates of students enrolled in the academic program from their first to second year. Data will be obtained from the university's certified enrollment records at the end of the fall semester. Rates of retention success will be expected to be at or above the university average for this level of program.

**Outcome 6 - Method 1 - Result**

The number of entering student enrolled in the academic program who returned the second year provided the data to assess retention. In this program, 2 of the 3 students entering in fall of 2013 returned for their second year in fall of 2014 for a one year retention rate of 66.7%, did not exceed the university master's level average of 91.7% and did not meet the expected target. The 2014-2015 retention rate was higher than the 2013-2014 retention rate of 80.0% showing an improvement.

**Outcome 6 - Method 2**

Student graduation success will be measured by observing the number of graduates from the academic program in during the fall, spring, and summer semesters and comparing the number of graduates to the number of students enrolled in the program. Data will be obtained from the university's certified enrollment records for the fall, spring, and summer semesters. The number of graduates is expected to be at or above the university rate of graduation for this level of program.

**Outcome 6 - Method 2 - Result**

The number of students graduating from the degree program during the 2014-2015 fall, spring, and summer semesters along with the total number of students enrolled in the program provided the data to assess student graduation success. In this program, 3 of the 9 students enrolled in the

program graduated in the fall, spring, and summer semesters for a graduation percentage of 33.3%, below the university Masters average of 37.5% and not meeting the expected target. The percentage of graduates in 2014-2015 exceeded the 25.0% of graduates in 2013-2014 showing an improvement.

**Outcome 7**

**Category:** Support Service Outcome

The academic program will promote and realize diversity among its student population.

**Outcome 7 - Method 1**

Student gender diversity will be measured by reviewing the number and percentage of male and female students enrolled in the academic program during the fall, spring, and summer semesters. Data will be obtained from the university's certified enrollment records at the end of the fall semester. Student gender diversity will be expected to be balanced (50/50).

**Outcome 7 - Method 1 - Result**

The number male versus female student enrolled in the academic program during the 2014 fall semester provided the gender data. In this program, 7 of the 9 students or 77.8% were female while 2 of the students or 22.2% were male providing an imbalanced gender distribution and not meeting the expected target. The percentage of female and male student in 2013-2014 was 87.5% and 12.5% respectively; thus, the male-female ratio has become more balanced in 2014-2015.

**Outcome 7 - Method 2**

Student racial and ethnic diversity will be measured by observing race and ethnicity of students enrolled in the academic program during the fall, spring, and summer semesters. Data will be obtained from the university's certified enrollment records at the end of the fall semester. Student racial and ethnic diversity will be expected to mirror percentages in the population of the state of Texas.

**Outcome 7 - Method 2 - Result**

The number students of various ethnic backgrounds enrolled in the academic program during the 2014-2015 fall semester provided the data to assess ethnic and racial diversity. In this program, 1 of the 1296 students or 11.1% (compared to 0.0% in 2013-2014) were African-American; 1 of the 1296 students or 11.1% (compared to 12.5% in 2013-2014) were Hispanic; 6 of the 1296 students or 66.7% (compared to 62.5% in 2013-2014) were White, non-Hispanic; 1 of the 1296 students or 11.1% (compared to 12.5% in 2013-2014) were of other minority or unknown backgrounds; 0 of the 1296 students or 0.0% (compared to 12.5% in 2013-2014) were of non-resident International students. During 2014-2015, the state of Texas population consisted of 9.8% African American, 31.9% Hispanic, 39.0% White, non-Hispanic, 11.9% other minority or unknown background, and 8.3% were of non-resident International students. Thus, the data for this program indicate students represent a racial and ethnic diversity distribution unlike that of other Texas Emerging Research Universities, also indicating that the program is not meeting the expected target. Compared to 2013-2014, the student population in 2014-2015 appears to represent a less diverse background.

**Approval History**

**Approval History Event**

Outcomes Approved Level 1  
 Outcomes Approved Level 2  
 Outcomes Audit Report Submitted  
 Results Approved Level 1  
 Results Approved Level 2  
 Results Audit Report Submitted

**Approver**

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