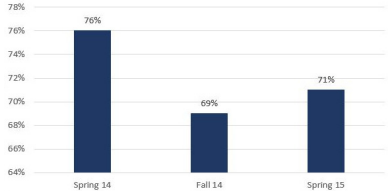
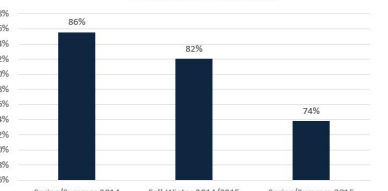
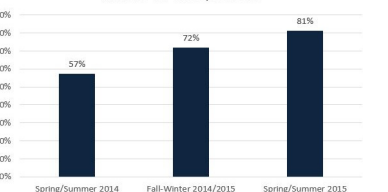
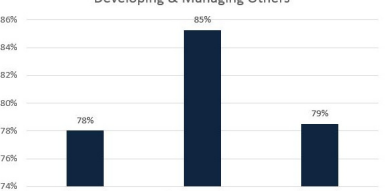
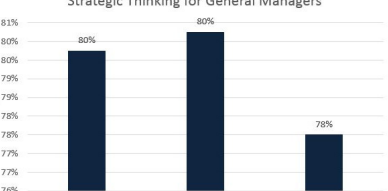
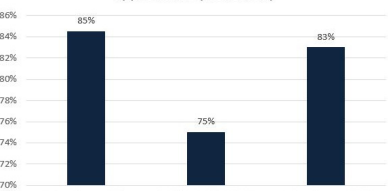
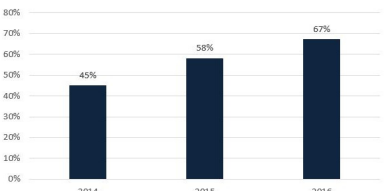


Figure 4.2 - Standard #4 Measurement and Analysis of Student Learning and Performance

Use this table to supply data for Criterion 4.2.

Performance Indicator	Definition												
1. Student Learning Results	A student learning outcome is one that measures a specific competency attainment. <i>Examples of a direct assessment (evidence) of student learning attainment that might be used include: capstone performance, third-party examination, faculty-designed examination, professional performance, licensure examination.</i> Add these to the description of the measurement instrument in column two: Direct - Assessing student performance by examining samples of student work Indirect - Assessing indicators other than student work such as getting feedback from the student or other persons who may provide relevant information. Formative – An assessment conducted during the student’s education. Summative – An assessment conducted at the end of the student’s education. Internal – An assessment instrument that was developed within the business unit. External – An assessment instrument that was developed outside the business unit. Comparative – Compare results between classes, between online and on ground classes, Between professors, between programs, between campuses, or compare to external results such as results from the U.S. Department of Education Research and Statistics, or results from a vendor providing comparable data.												
Identified in Criterion 4.2	Identified in Criterion 4.1	Analysis of Results		Identified in Criterion 4.4	Identified in Criterion 4.2								
Performance Measure	Description of Measurement Instrument to include	Areas of Success	Analysis and Action taken	Results of action taken (occurs in the following years)	Graphs								
BBA Students will demonstrate a proficiency in Financial Management: 60% of students will complete the course Financial Management with a rank of 75% or above.	Summative, Formative, Direct and Internal assessment	On average 72% of the students met the standard over the period 2012-2014.	This particular professor was inflating the grades. We gave the professor some warnings. As we are so close to our objective we will maintain the same goal at 75%.	Success rate continued to be monitored.	<table border="1"> <caption>Financial Management</caption> <tr><th>Year</th><th>Success Rate</th></tr> <tr><td>Fall 2012</td><td>81%</td></tr> <tr><td>Fall 2013</td><td>77%</td></tr> <tr><td>Fall 2014</td><td>58%</td></tr> </table>	Year	Success Rate	Fall 2012	81%	Fall 2013	77%	Fall 2014	58%
Year	Success Rate												
Fall 2012	81%												
Fall 2013	77%												
Fall 2014	58%												
BBA Students will demonstrate a proficiency in Operations Management: 60% of students will complete the course Operations Management with a rank of 75% or above.	Summative, Formative, Direct and Internal assessment	On average 67% of the students met the standard over the period 2012-2015.	Due to the lack of success in achieving our goal in Winter 14-15 we decided to replace the professor as he was teaching too many courses. We brought an expert in Operations so we believe that the new professor will bring value to the course and we will keep the same goal at 75%	Success rate continued to be monitored.	<table border="1"> <caption>Operations Management</caption> <tr><th>Year</th><th>Success Rate</th></tr> <tr><td>Winter 12-13</td><td>78%</td></tr> <tr><td>Winter 13-14</td><td>77%</td></tr> <tr><td>Winter 14-15</td><td>47%</td></tr> </table>	Year	Success Rate	Winter 12-13	78%	Winter 13-14	77%	Winter 14-15	47%
Year	Success Rate												
Winter 12-13	78%												
Winter 13-14	77%												
Winter 14-15	47%												
BBA Students will demonstrate a proficiency in International Marketing: 60% of students will complete the course International Marketing with a rank of 75% or above.	Summative, Formative, Direct and Internal assessment	On average 97% of the students met the standard over the period 2012-2015.	Due to the grade record over the past 3 years we have revised the course content and dynamic and assigned a new professor. The goal of 75% will be maintained.	Success rate continued to be monitored.	<table border="1"> <caption>International Marketing</caption> <tr><th>Year</th><th>Success Rate</th></tr> <tr><td>Winter 12-13</td><td>100%</td></tr> <tr><td>Winter 13-14</td><td>99%</td></tr> <tr><td>Winter 14-15</td><td>95%</td></tr> </table>	Year	Success Rate	Winter 12-13	100%	Winter 13-14	99%	Winter 14-15	95%
Year	Success Rate												
Winter 12-13	100%												
Winter 13-14	99%												
Winter 14-15	95%												
BBA Students will demonstrate a proficiency in Global Human Resources: 60% of students will complete the course Global Human Resources with a rank of 75% or above.	Summative, Formative, Direct and Internal assessment	On average 70% of the students met the standard over the period 2013-2015.	We will maintain our goal at 75% until next periodic review as we forecast a good trend.	Success rate continued to be monitored.	<table border="1"> <caption>Global Human Resources</caption> <tr><th>Year</th><th>Success Rate</th></tr> <tr><td>Summer 13</td><td>70%</td></tr> <tr><td>Summer 14</td><td>80%</td></tr> <tr><td>Summer 15</td><td>61%</td></tr> </table>	Year	Success Rate	Summer 13	70%	Summer 14	80%	Summer 15	61%
Year	Success Rate												
Summer 13	70%												
Summer 14	80%												
Summer 15	61%												
60% of the BBA Students will successfully complete the bachelor's level capstone course Entrepreneurship module with a rank of 75% or above.	Capstone course - Summative, Formative, Direct and Internal assessment	On average 58% of the students met the standard over the period 2013-2015.	We started introducing Sustainability in our capstone project in 2012 and that explains our low success rates in 2013 and 2014. We will maintain our goal at 75% until next periodic review as Summer 2015 showed big improvements.	Success rate continued to be monitored.	<table border="1"> <caption>Entrepreneurship</caption> <tr><th>Year</th><th>Success Rate</th></tr> <tr><td>Summer 13</td><td>52%</td></tr> <tr><td>Summer 14</td><td>31%</td></tr> <tr><td>Summer 15</td><td>92%</td></tr> </table>	Year	Success Rate	Summer 13	52%	Summer 14	31%	Summer 15	92%
Year	Success Rate												
Summer 13	52%												
Summer 14	31%												
Summer 15	92%												
MIB Students will demonstrate a proficiency in Project Management: 60% of students will complete the course Project Management with a rank of 75% or above.	Summative, Formative, Direct and Internal assessment	On average 78% of the students met the standard over the period 2014-2015.	Due to the success in achieving the goal over the past 3 terms we will increase our goal to 80%.	Success rate continued to be monitored.	<table border="1"> <caption>Project Management</caption> <tr><th>Year</th><th>Success Rate</th></tr> <tr><td>Summer 2014</td><td>58%</td></tr> <tr><td>Winter 14-15</td><td>86%</td></tr> <tr><td>Summer 15</td><td>89%</td></tr> </table>	Year	Success Rate	Summer 2014	58%	Winter 14-15	86%	Summer 15	89%
Year	Success Rate												
Summer 2014	58%												
Winter 14-15	86%												
Summer 15	89%												
MIB Students will demonstrate a proficiency in Business Responsibility & Sustainability: 60% of students will complete the course Business Responsibility & Sustainability with a rank of 75% or above.	Summative, Formative, Direct and Internal assessment	On average 94% of the students met the standard over the period 2014-2015.	Due to the success in achieving the goal over the past 3 terms we will increase our goal to 80%.	Success rate continued to be monitored.	<table border="1"> <caption>Business Responsibility Sustainability</caption> <tr><th>Year</th><th>Success Rate</th></tr> <tr><td>Spring 2014</td><td>94%</td></tr> <tr><td>Fall 2014</td><td>100%</td></tr> <tr><td>Spring 2015</td><td>89%</td></tr> </table>	Year	Success Rate	Spring 2014	94%	Fall 2014	100%	Spring 2015	89%
Year	Success Rate												
Spring 2014	94%												
Fall 2014	100%												
Spring 2015	89%												

<p>MIB Students will demonstrate a proficiency in Ethics & Negotiations: 60% of students will complete the course Ethics & Negotiations with a rank of 75% or above.</p>	<p>Summative, Formative, Direct and Internal assessment</p>	<p>On average 87% of the students met the standard over the period 2014-2015.</p>	<p>Due to the success in achieving the goal over the past 3 terms we will increase our goal to 80%.</p>	<p>Success rate continued to be monitored.</p>	<p style="text-align: center;">Ethics & Negotiations</p> <table border="1"> <thead> <tr> <th>Term</th> <th>Success Rate</th> </tr> </thead> <tbody> <tr> <td>Spring 2014</td> <td>94%</td> </tr> <tr> <td>Fall 2014</td> <td>88%</td> </tr> <tr> <td>Spring 2015</td> <td>80%</td> </tr> </tbody> </table>	Term	Success Rate	Spring 2014	94%	Fall 2014	88%	Spring 2015	80%
Term	Success Rate												
Spring 2014	94%												
Fall 2014	88%												
Spring 2015	80%												
<p>MIB Students will demonstrate a proficiency in Interpersonal Communications: 60% of students will complete the course Interpersonal Communications with a rank of 75% or above.</p>	<p>Summative, Formative, Direct and Internal assessment</p>	<p>On average 90% of the students met the standard over the period 2014-2015.</p>	<p>Due to the success in achieving the goal over the past 3 terms we will increase our goal to 80%.</p>	<p>Success rate continued to be monitored.</p>	<p style="text-align: center;">Interpersonal Communications</p> <table border="1"> <thead> <tr> <th>Term</th> <th>Success Rate</th> </tr> </thead> <tbody> <tr> <td>Summer 14</td> <td>93%</td> </tr> <tr> <td>Winter 14-15</td> <td>100%</td> </tr> <tr> <td>Summer 15</td> <td>78%</td> </tr> </tbody> </table>	Term	Success Rate	Summer 14	93%	Winter 14-15	100%	Summer 15	78%
Term	Success Rate												
Summer 14	93%												
Winter 14-15	100%												
Summer 15	78%												
<p>60% of the MIB Students will successfully complete the Master's level capstone course International Business module with a rank of 75% or above.</p>	<p>Summative, Formative, Direct and Internal assessment</p>	<p>On average 75% of the students met the standard over the period 2014-2015.</p>	<p>Due to the success in achieving the goal over the past 3 terms we will increase our goal to 80%.</p>	<p>Success rate continued to be monitored.</p>	<p style="text-align: center;">International Business</p> <table border="1"> <thead> <tr> <th>Term</th> <th>Success Rate</th> </tr> </thead> <tbody> <tr> <td>Summer 14</td> <td>78%</td> </tr> <tr> <td>Winter 14-15</td> <td>85%</td> </tr> <tr> <td>Summer 15</td> <td>63%</td> </tr> </tbody> </table>	Term	Success Rate	Summer 14	78%	Winter 14-15	85%	Summer 15	63%
Term	Success Rate												
Summer 14	78%												
Winter 14-15	85%												
Summer 15	63%												
<p>MScf Students will demonstrate a proficiency in Financial Reporting & Analysis: 60% of students will complete the course Financial Reporting & Analysis with a rank of 75% or above.</p>	<p>Summative, Formative, Direct and Internal assessment</p>	<p>On average 90% of the students met the standard over the period 2014-2015.</p>	<p>Due to the success in achieving the goal over the past 3 terms we will increase our goal to 80%.</p>	<p>Success rate continued to be monitored.</p>	<p style="text-align: center;">Financial Reporting & Analysis</p> <table border="1"> <thead> <tr> <th>Term</th> <th>Success Rate</th> </tr> </thead> <tbody> <tr> <td>Spring 14</td> <td>94%</td> </tr> <tr> <td>Fall 14</td> <td>92%</td> </tr> <tr> <td>Spring 15</td> <td>83%</td> </tr> </tbody> </table>	Term	Success Rate	Spring 14	94%	Fall 14	92%	Spring 15	83%
Term	Success Rate												
Spring 14	94%												
Fall 14	92%												
Spring 15	83%												
<p>MScf Students will demonstrate a proficiency in Investment & Valuation: 60% of students will complete the course Investment & Valuation with a rank of 75% or above.</p>	<p>Summative, Formative, Direct and Internal assessment</p>	<p>On average 58% of the students met the standard over the period 2014-2015.</p>	<p>Due to the lack of success in achieving the goal over the past 3 terms we will maintain our goal to 75%. We also changed professor.</p>	<p>Success rate continued to be monitored.</p>	<p style="text-align: center;">Investment & Valuation</p> <table border="1"> <thead> <tr> <th>Term</th> <th>Success Rate</th> </tr> </thead> <tbody> <tr> <td>Spring 14</td> <td>63%</td> </tr> <tr> <td>Fall 14</td> <td>70%</td> </tr> <tr> <td>Spring 15</td> <td>42%</td> </tr> </tbody> </table>	Term	Success Rate	Spring 14	63%	Fall 14	70%	Spring 15	42%
Term	Success Rate												
Spring 14	63%												
Fall 14	70%												
Spring 15	42%												
<p>MScf Students will demonstrate a proficiency in Money & Capital Markets: 60% of students will complete the course Money & Capital Markets with a rank of 75% or above.</p>	<p>Summative, Formative, Direct and Internal assessment</p>	<p>On average 92% of the students met the standard over the period 2014-2015.</p>	<p>Due to the success in achieving the goal over the past 3 terms we will increase our goal to 80%.</p>	<p>Success rate continued to be monitored.</p>	<p style="text-align: center;">Money & Capital Markets</p> <table border="1"> <thead> <tr> <th>Term</th> <th>Success Rate</th> </tr> </thead> <tbody> <tr> <td>Summer 14</td> <td>100%</td> </tr> <tr> <td>Winter 14-15</td> <td>75%</td> </tr> <tr> <td>Summer 15</td> <td>100%</td> </tr> </tbody> </table>	Term	Success Rate	Summer 14	100%	Winter 14-15	75%	Summer 15	100%
Term	Success Rate												
Summer 14	100%												
Winter 14-15	75%												
Summer 15	100%												
<p>MScf Students will demonstrate a proficiency in Economics for Business: 60% of students will complete the course Economics for Business with a rank of 75% or above.</p>	<p>Summative, Formative, Direct and Internal assessment</p>	<p>On average 72% of the students met the standard over the period 2014-2015.</p>	<p>Due to the difficulty in achieving the goal in the past three terms the goal will be maintained at 75%.</p>	<p>Success rate continued to be monitored.</p>	<p style="text-align: center;">Economics for Business</p> <table border="1"> <thead> <tr> <th>Term</th> <th>Success Rate</th> </tr> </thead> <tbody> <tr> <td>Spring 14</td> <td>76%</td> </tr> <tr> <td>Fall 14</td> <td>86%</td> </tr> <tr> <td>Spring 15</td> <td>55%</td> </tr> </tbody> </table>	Term	Success Rate	Spring 14	76%	Fall 14	86%	Spring 15	55%
Term	Success Rate												
Spring 14	76%												
Fall 14	86%												
Spring 15	55%												

<p>60% of the MSCIF Students will successfully complete the Master's level capstone course Financial Management module with a rank of 75% or above.</p>	<p>Summative, Formative, Direct and Internal assessment</p>	<p>On average 72% of the students met the standard over the period 2014-2015.</p>	<p>We will maintain our goal at 75% until next periodic review as we forecast a good trend.</p>	<p>Success rate continued to be monitored.</p>	<p style="text-align: center;">Financial Management</p>  <table border="1"> <thead> <tr> <th>Period</th> <th>Success Rate</th> </tr> </thead> <tbody> <tr> <td>Spring 14</td> <td>76%</td> </tr> <tr> <td>Fall 14</td> <td>69%</td> </tr> <tr> <td>Spring 15</td> <td>71%</td> </tr> </tbody> </table>	Period	Success Rate	Spring 14	76%	Fall 14	69%	Spring 15	71%
Period	Success Rate												
Spring 14	76%												
Fall 14	69%												
Spring 15	71%												
<p>MBA and EMBA Students will demonstrate a proficiency in Competitive Positioning: 60% of students will complete the course Competitive Positioning with a rank of 75% or above.</p>	<p>Summative, Formative, Direct and Internal assessment</p>	<p>On average 80% of the students met the standard over the period 2014-2015.</p>	<p>Although we achieved our goal we will review the teaching methods, the course content and the dynamics of the course in order to improve in the next periodic review.</p>	<p>Success rate continued to be monitored.</p>	<p style="text-align: center;">Competitive Positioning</p>  <table border="1"> <thead> <tr> <th>Period</th> <th>Success Rate</th> </tr> </thead> <tbody> <tr> <td>Spring/Summer 2014</td> <td>86%</td> </tr> <tr> <td>Fall-Winter 2014/2015</td> <td>82%</td> </tr> <tr> <td>Spring/Summer 2015</td> <td>74%</td> </tr> </tbody> </table>	Period	Success Rate	Spring/Summer 2014	86%	Fall-Winter 2014/2015	82%	Spring/Summer 2015	74%
Period	Success Rate												
Spring/Summer 2014	86%												
Fall-Winter 2014/2015	82%												
Spring/Summer 2015	74%												
<p>MBA and EMBA Students will demonstrate a proficiency in Finance for Entrepreneurs: 60% of students will complete the course Finance for Entrepreneurs with a rank of 75% or above.</p>	<p>Summative, Formative, Direct and Internal assessment</p>	<p>On average 70% of the students met the standard over the period 2014-2015.</p>	<p>Due to the success in achieving the goal over the past 3 semesters we will increase our goal to 80%.</p>	<p>Success rate continued to be monitored.</p>	<p style="text-align: center;">Finance for Entrepreneurs</p>  <table border="1"> <thead> <tr> <th>Period</th> <th>Success Rate</th> </tr> </thead> <tbody> <tr> <td>Spring/Summer 2014</td> <td>57%</td> </tr> <tr> <td>Fall-Winter 2014/2015</td> <td>72%</td> </tr> <tr> <td>Spring/Summer 2015</td> <td>81%</td> </tr> </tbody> </table>	Period	Success Rate	Spring/Summer 2014	57%	Fall-Winter 2014/2015	72%	Spring/Summer 2015	81%
Period	Success Rate												
Spring/Summer 2014	57%												
Fall-Winter 2014/2015	72%												
Spring/Summer 2015	81%												
<p>MBA and EMBA Students will demonstrate a proficiency in Developing & Managing Others: 60% of students will complete the course Developing & Managing Others with a rank of 75% or above.</p>	<p>Summative, Formative, Direct and Internal assessment</p>	<p>On average 81% of the students met the standard over the period 2014-2015.</p>	<p>Although we achieved our goal we will review the teaching methods, the course content and the dynamics of the course in order to improve in the next periodic review.</p>	<p>Success rate continued to be monitored.</p>	<p style="text-align: center;">Developing & Managing Others</p>  <table border="1"> <thead> <tr> <th>Period</th> <th>Success Rate</th> </tr> </thead> <tbody> <tr> <td>Spring/Summer 2014</td> <td>78%</td> </tr> <tr> <td>Fall-Winter 2014/2015</td> <td>85%</td> </tr> <tr> <td>Spring/Summer 2015</td> <td>79%</td> </tr> </tbody> </table>	Period	Success Rate	Spring/Summer 2014	78%	Fall-Winter 2014/2015	85%	Spring/Summer 2015	79%
Period	Success Rate												
Spring/Summer 2014	78%												
Fall-Winter 2014/2015	85%												
Spring/Summer 2015	79%												
<p>MBA and EMBA Students will demonstrate a proficiency in Strategic Thinking for General Managers: 60% of students will complete the course Strategic Thinking for General Managers with a rank of 75% or above.</p>	<p>Summative, Formative, Direct and Internal assessment</p>	<p>On average 79% of the students met the standard over the period 2014-2015.</p>	<p>Although we achieved our goal we will review the teaching methods, the course content and the dynamics of the course as we have changed professor.</p>	<p>Success rate continued to be monitored.</p>	<p style="text-align: center;">Strategic Thinking for General Managers</p>  <table border="1"> <thead> <tr> <th>Period</th> <th>Success Rate</th> </tr> </thead> <tbody> <tr> <td>Spring/Summer 2014</td> <td>80%</td> </tr> <tr> <td>Fall-Winter 2014/2015</td> <td>80%</td> </tr> <tr> <td>Spring/Summer 2015</td> <td>78%</td> </tr> </tbody> </table>	Period	Success Rate	Spring/Summer 2014	80%	Fall-Winter 2014/2015	80%	Spring/Summer 2015	78%
Period	Success Rate												
Spring/Summer 2014	80%												
Fall-Winter 2014/2015	80%												
Spring/Summer 2015	78%												
<p>60% of the MBA and EMBA Students will successfully complete the Master's level capstone course Applied Entrepreneurship module with a rank of 75% or above.</p>	<p>Summative, Formative, Direct and Internal assessment</p>	<p>On average 81% of the students met the standard over the period 2014-2015.</p>	<p>Due to the success in achieving the goal over the past 3 semesters we will increase our goal to 80%.</p>	<p>Success rate continued to be monitored.</p>	<p style="text-align: center;">Applied Entrepreneurship</p>  <table border="1"> <thead> <tr> <th>Period</th> <th>Success Rate</th> </tr> </thead> <tbody> <tr> <td>Spring/Summer 2014</td> <td>85%</td> </tr> <tr> <td>Fall-Winter 2014/2015</td> <td>75%</td> </tr> <tr> <td>Spring/Summer 2015</td> <td>83%</td> </tr> </tbody> </table>	Period	Success Rate	Spring/Summer 2014	85%	Fall-Winter 2014/2015	75%	Spring/Summer 2015	83%
Period	Success Rate												
Spring/Summer 2014	85%												
Fall-Winter 2014/2015	75%												
Spring/Summer 2015	83%												
<p>60% of the DBA students will successfully complete the Entry Phase</p>	<p>Formative, Direct, Indirect and Internal assessment</p>	<p>On average 57% of the students met the standard over the period 2014-2016.</p>	<p>As there is a positive trend we maintain our goal at 60% until next periodic review.</p>	<p>Success rate continued to be monitored.</p>	<p style="text-align: center;">Entry Phase</p>  <table border="1"> <thead> <tr> <th>Year</th> <th>Success Rate</th> </tr> </thead> <tbody> <tr> <td>2014</td> <td>45%</td> </tr> <tr> <td>2015</td> <td>58%</td> </tr> <tr> <td>2016</td> <td>67%</td> </tr> </tbody> </table>	Year	Success Rate	2014	45%	2015	58%	2016	67%
Year	Success Rate												
2014	45%												
2015	58%												
2016	67%												

<p>60% of the DBA students will successfully complete Phase 1</p>	<p>Formative, Direct, Indirect and Internal assessment</p>	<p>On average 73% of the students met the standard over the period 2014-2016.</p>	<p>Although we achieved our goal in 2014 and 2015 we will maintain our goal at 60% as in 2016 we only achieve 60% of completion rate.</p>	<p>Success rate continued to be monitored.</p>	<p>Phase 1</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Success Rate</th> </tr> </thead> <tbody> <tr> <td>2014</td> <td>80%</td> </tr> <tr> <td>2015</td> <td>80%</td> </tr> <tr> <td>2016</td> <td>60%</td> </tr> </tbody> </table>	Year	Success Rate	2014	80%	2015	80%	2016	60%
Year	Success Rate												
2014	80%												
2015	80%												
2016	60%												
<p>60% of the DBA students will successfully complete Phase 2</p>	<p>Formative, Direct, Indirect and Internal assessment</p>	<p>On average 67% of the students met the standard over the period 2014-2016.</p>	<p>Although we achieved our goal in 2014 and 2016 we will maintain our goal at 60% as in 2015 we did not have any students enrolled in Phase 2 due to the improvement of the processes and learning outcomes.</p>	<p>Success rate continued to be monitored.</p>	<p>Phase 2</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Success Rate</th> </tr> </thead> <tbody> <tr> <td>2014</td> <td>100%</td> </tr> <tr> <td>2015</td> <td>0%</td> </tr> <tr> <td>2016</td> <td>100%</td> </tr> </tbody> </table>	Year	Success Rate	2014	100%	2015	0%	2016	100%
Year	Success Rate												
2014	100%												
2015	0%												
2016	100%												
<p>60% of the DBA students will successfully complete Phase 3 (Capstone)</p>	<p>Formative, Direct, Indirect and Internal assessment</p>	<p>On average 50% of the students met the standard over the period 2014-2016.</p>	<p>We will maintain our goal at 60% until next periodic review as we forecast a good trend after improving program processes and learning outcomes.</p>	<p>Success rate continued to be monitored.</p>	<p>Phase 3</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Success Rate</th> </tr> </thead> <tbody> <tr> <td>2014</td> <td>100%</td> </tr> <tr> <td>2015</td> <td>0%</td> </tr> <tr> <td>2016</td> <td>50%</td> </tr> </tbody> </table>	Year	Success Rate	2014	100%	2015	0%	2016	50%
Year	Success Rate												
2014	100%												
2015	0%												
2016	50%												