

# INSTITUTIONAL QUALITY POLICY

## I. ADMISSION POLICY

### Policy Statement

De Paul College is a Catholic minority institution run by the Vincentian Mysore Society. It is committed to ensure that its admission policies and procedures are fair, transparent and ethical, making learning opportunities accessible to a diverse range of prospective students. Faithful to the vision of the Founding Society, the college ensures the education of students from backward classes. This policy outlines admission processes and requirements for Under Graduate (UG) and Post Graduate (PG) courses.

### Objectives

1. To ensure an established admission procedure.
2. To ensure a transparent admission process.
3. To ensure a fair admission process.
4. To ensure the educational advancement of students from backward classes, the college offers fee concession extending up to 50%.

### Admission Procedure

1. The College is an open- access institution and admission is granted through the normal process of direct application, provided they fulfil the eligibility criteria.
2. The Admission Committee verifies the application and documents.
3. The Admission Committee calls the selected applicants for admission counselling.
4. The College reserves the right to accept or reject entry to any applicant based on his/her ability to meet the educational and financial requirements of the College.
5. An admitted student is responsible to comply with the institutional policies and procedures of the College.

## II. CHOICE-BASED CREDIT SYSTEM POLICY

### Choice Based Credit System

De Paul College implements the New Education policy 2020 on a Choice Based Credit System (CBCS) and Continuous Assessment Grading Pattern (CAGP).

### Goals and Objectives

1. The effective transformation of students as knowledge practitioners.
2. To be successful in elevating students to such a level that they could critically assimilate and comprehend whatever they have gathered.
3. To Endow with talents to acquire skills so that they can make things happen.

### CONCLUSION:

Choice Based Credit System provides students with an academically rich and highly flexible learning system, blended with abundant provisions for skills and practices. The system helps students to learn in depth, to transform him/her to be creative, penetrative and applicative and to excel in any career.

### **III. ENVIRONMENT CONSERVATION POLICY**

#### **Policy statement**

Environment being the basis of life, its conservation is an indispensable aspect of education. De Paul College upholds the conservation of environment by maintaining a green and eco-friendly campus, and by creating awareness among its stakeholders both as individuals and members of the society, to contribute to making the earth a comfortable abode for the posterity.

#### **Objectives**

1. To promote & benchmark environmental protection initiatives
2. To encourage projects on environmental assessment
3. To impart awareness about green and clean campus
4. To increase the usage of renewable energy
5. To enrich eco-curriculum through practical experience
6. To develop of a sense of ownership, personal and social responsibility towards the campus and its environment
7. To support local sustainability efforts
8. To engage and share information with regional, national and international networks.

#### **Functions**

- Assess our energy usage and measure its impact on the environment.
- Install photovoltaic solar panels for the generation of alternate energy.
- Install LED bulbs in the campus to save energy.
- Develop systematic waste management mechanism.
- Develop rain water harvesting unit.
- Undertake tree plantation drive.
- Take additional measures to continuously improve our energy consumption.
- Engage in dialogue with the government agencies, Municipal Corporation and the affiliating university and actively work with the local organizations in the areas of environment protection, energy efficiency and sustainable development.
- Strengthen our employees' and students' environmental knowledge and skills in order to improve our campus environment.
- Provide information and training opportunities on energy saving measures.

## **IV. MENTORING POLICY**

### **Policy Statement**

De Paul College Mentoring Policy (DPCMP) ensures students an emotional and instrumental support they need to achieve learning and professional goals.

### **Objectives**

1. To facilitate a student in the self-discovery of himself/herself.
2. To motivate students to achieve learning and professional goals and thereby improve their academic performance.
3. To provide support for personality development and holistic growth in students.
4. To ensure development of interpersonal and communication skills in students.

### **Mentoring Mechanism**

1. Each faculty is assigned a group of 10-15 students to assist them in their physical, emotional, academic and professional development.
2. Each student has the freedom to choose the mentor. The same mentor will assist the mentee throughout his/her academic programme in the institution.
3. Each mentor maintains the record of the mentoring sessions and the progress of the mentees.
4. Mentors follow closely the academic performance of their mentees.
5. The mentor meets the mentees at least once in a month.
6. The institution sets apart an hour each in every week for special mentoring sessions. Besides, the mentor will be available for mentoring sessions whenever the mentees request outside of the designated time.
7. The mentors maintain strict professional standards of mentoring.
8. The mentor draws up a timetable for regular mentoring sessions in agreement with individual mentees.
9. Mentors may get the parents of the mentees involved whenever required with the permission of the head of the institution.
10. The mentors will maintain confidentiality in respect of matters disclosed by the mentees during the mentoring sessions.

## **V. PLACEMENT POLICY**

### **Policy Statement**

De Paul College strives to place all its graduates in professions of their interest and qualification. With its in-house activities and industry exposures, the college prepares, introduces and works on placing the graduates in various types of national and global level industries.

### **Objectives**

1. To organize the campus placement drives of the college.
2. To provide placement-related awareness and training to students.
3. To collect and share information regarding placement opportunities.
4. To liaise between the college and the industries for placement options.

### **Functions**

1. The institution will organize its placement initiatives through a placement cell which will be coordinated by a placement officer.
2. The placement cell will coordinate the placement requirements and activities of the college.
3. The college will organize campus recruitment drives every year.
4. The placement cell also will work in collaboration with other higher education institutions to organize joint campus recruitment drives.
5. The placement cell will organize regular placement training and skill enhancement programmes.
6. The placement cell will maintain an information centre on campus to facilitate the placement related activities and opportunities.
7. The placement cell will gather information and coordinate with industries to organize effectively the placement programmes.
8. The placement cell will coordinate the Internship programmes of the college.
9. The placement cell is the liaison office of the college to coordinate with the government and university departments on placement.
10. The placement cell will maintain a placement record and coordinate with the College Alumni Association to track the current professions of the alumni.

## **VI. RESOURCE MOBILIZATION POLICY**

### **Policy Statement**

The Resource Mobilization Policy aims at implementing effectively strategic plans of the institution. It involves the analysis and identification of resources required for all programs, prioritizing the requirements, allocation of the required resources and imparting training for the efficient utilization of the resources. It also entails effective relationship management with the resources providers.

### **Scope of the Policy**

The College needs three types of resources i.e. Human Resources, Financial Resources and Physical Resources. Human resources include qualified manpower needed to run the academic and administrative activities of the college as per the laid down norms of the concerned regulatory authorities. Financial resources include funds received vide donations, scholarships, grants, fellowships and consultancy. Physical resources include land, buildings, furniture, equipment, books, journals and periodicals.

### **Objectives**

1. The primary objective is to ensure a clear, systematic, predictable and well-coordinated approach to mobilization of resources.
2. To encourage and enhance the flow of resources coming into the institution for its development and programmes.
3. To solicit and acquire resources for the community development projects of the college.

### **Sources of Resource Mobilization**

The college discusses and finalizes the types and methods of resource mobilization with the involvement of staff, finance committee and Alumni Association and approved by the Local Education Board of the College.

1. The course fee collected from the students is the major financial resource of the college.
2. Financial grants of the management.
3. Contributions from the Alumni Association, individual Alumnus, NGOs and Corporate Houses to improve college programmes and facilities.
4. Financial aids from charity.
5. Scholarship funds for Minority and SC/ST students from the Government.
6. Scholarships from Corporate /Business Houses, NGOs and Individuals.
7. Management Funds for College development, staff gratuity, scholarship and awards and recognitions.
8. Research grants received from UGC, ICSSR, JRF and Institution's Management Funds.
9. The non-teaching and housekeeping staff, as stipulated by the Dept. of Collegiate Education, Government of Karnataka, are recruited as per requirement.

## **VII. STAFF WELFARE POLICY**

The College has effective welfare measures for the faculty and non-teaching staff and avenues for career development. Besides intellectual and professional development, it also offers financial and health securities for its employees. Professional development is ensured through periodic training/workshops/seminars. The faculty is encouraged to make academic advancement and supporting staff are encouraged to update their administrative skill. The management ensures the wellness of its employees and enable them to optimize their potential.

### **Staff Welfare Objectives**

1. To enhance the level of morale of employee.
2. To look after the needs of the staff to maintain their high moral.
3. To ensure favourable working environment for staff.
4. To develop efficiency of the staff.
5. To plan for general welfare activity for teaching and administrative staff.

### **Vision**

To promote conducive environment for enhancement of faculty knowledge and provide opportunities for overall growth of the individual and the college.

### **Mission**

To develop individual potential and reward results, and to empower and build an innovative and professional team.

### **Welfare schemes**

1. Education
2. Preference to children of teaching and non-teaching staff for admission
3. Educational assistance to children of economically weak non-teaching staff Scholarship to the meritorious children of staff
4. Summer sports camps for children of staff
5. Avenues for career development/progression
6. Encouragement to aided faculty for FDP/UGC Research Fellowships Freedom to attend/organize national/international workshops/conferences Leave to attend workshops/Seminars/Conferences in national and International Universities
7. Technical training to familiarize with Management Software System
8. Medical
9. Group Insurance for self- financing faculty and staff
10. Medical assistance for hospitalization
11. Free annual medical check up
12. Maternity Benefits for women employees.
13. Financial Incentives
14. UGC norms in the promotion of Self-financing faculty
15. Other Benefits
16. Awareness programmes for Non-Teaching Staff
17. Free Wi-Fi and email addresses using the institutional domain name
18. Staff Hostel
19. Gymnasium
20. Canteen facility at subsidized rates
21. Celebration of festivals and National days

22. Teaching Staff
23. The three levels of Designation – Assistant Professor, Associate Professor, and Professor
24. Performance appraisal for career progression of the faculty
25. Non-Teaching Staff
26. The selection of an employee to a particular grade is decided on the basis of his educational qualification and work experience.

## **VIII. WASTE MANAGEMENT POLICY**

De Paul College realizes that sustainable and holistic waste management is essential to reduce and provide a safe and healthy working environment to all. The Institution has a duty to ensure that all the campus wastes are disposed of responsibly by using proper mechanism at the source and if possible, converting it into value added environment friendly products. The purpose of the policy is to facilitate implementation of the action plan brought out in “National Environment Policy” on management aspects of hazardous waste including their minimization, environmentally sound management and active promotion of transfer and use of cleaner technologies.

### **Policy Statement:**

The Institution will adopt the principles of the ‘best practicable environmental option’ in the delivery of its waste management services. The College will apply a ‘waste hierarchical approach’, in the following manner,

- i. **Refuse** - Do not buy anything which we do not really need.
- ii. **Reduce** - Reduce the amount of garbage generated. Alter our lifestyle so that minimum garbage is generated.
- iii. **Reuse** - Reuse everything to its maximum after properly cleaning it. Make secondary use of different articles.
- iv. **Recycle** - Convert the recyclable garbage into manures or other useful products.

The Institution recognizes the importance of meeting these legal requirements and to manage its waste responsibly, reduce the volume of waste sent to landfill and maximize reuse and recycling where possible. The College requires all the teaching and non-teaching staff, students, guests and anyone else making use of the premises to comply with this Policy.

### **Policy Objectives:**

The objectives of this policy are:

1. To ensure that waste management is performed in accordance with all waste legislative requirements, including the duty of care, and to plan for future legislative changes and to mitigate their effects.
2. To minimize waste generation at source and facilitate repair, reuse and recycling over the disposal of wastes in a cost effective manner.
3. To provide clearly defined roles and responsibilities to identify and co-ordinate each activity of the waste management.
4. To promote environmental awareness in order to increase and encourage waste minimization, reuse and recycling.
5. To invest into the expansion of recycling opportunities in the College campus and transform waste into value added products.
6. To provide appropriate training for faculty, staff, students and other stakeholders on waste management issues.
7. To ensure the safe handling and storage of wastes in the campus, transform waste into value added products.
8. To promote holistic approach of waste management in the campus.

**Waste Management methods:**

The Institution implements effective waste management through waste segregation and recycling of the waste. Students and faculties were also actively involved by knowing their perspective about the waste management techniques in the campus.

**1. Solid Waste Management:**

The Institution implements solid waste management by enforcing the waste segregation rules. Dustbins are placed in every classroom, laboratory, rest room, and canteen and at different locations in the campus. Sweepers are allotted to each floor who manages all the waste generated in the campus. All waste or garbage from college and hostel is segregated at source and disposed off in a proper manner. Wastes like newspapers and stationary is sold to proper recycling agencies or vendors. Through recycling the transport of large quantities of garbage to far-off dumps has been reduced.

**2. Liquid Waste Management:**

The Institution follows the systematic procedure for proper management and disposal of liquid waste. Liquid Waste generated from washrooms and Toilets is stored in separate chambers and pipelines have been constructed for collection. The wet waste from the college and canteen is given away to bio fertilizer plants for making eco-friendly fertilizers. A sewage treatment plant



for the college is being conceived. This treated water is then used for the gardening and other purpose. Institution also conducts discussions with students to make them aware about the liquid waste management techniques.

### **3. E-Waste Management:**

E-waste such as computers and its peripherals are upgraded regularly to continue usage and to avoid its wastage. Electronic components (plastic/metallic) are handed over to agencies which help recycle these materials. By recycling the electronic components, we have recovered valuable materials from old electronics components which can be used to make new products. The awareness programs have been undertaken in the institution where the students are made aware of the E-waste management techniques.

## **IX. RESEARCH POLICY**

**De Paul College** has a Centre for research and development. The main aim of this centre is to create and support a research culture among its faculty, staff and students for enriching and enhancing the professional competence. It aims at promoting and strengthening the research ambience and motivating staff and students to engage in research activities.

### **Scope of the Research Policy:**

This policy shall apply to all the researchers of the college which include

1. All faculty-fulltime and part-time
2. All students registered with the college
3. All mentors and sponsors associated with any of the research activities of the college
4. All academic and administrative departments of the college

### **Objectives**

- To create and promote a culture of research among the faculty and staff of De Paul College
- To identify research areas and specify research topics of academic, practical and socially relevant significance
- To guide faculty members in the effective integration research projects with the regular curriculum implementation and curriculum enrichment activities

- To organize seminars/conferences/workshops on research topics and training programmes in research methodology.
- To ensure quality, integrity and ethics in research.
- To publish research material in appropriate media and to make available such published information.
- To encourage students to take up research projects as part of the curriculum
- To bring about an annual/periodic compilation of abstracts/papers presented by the staff and students in various seminars / conferences / workshops.

## **Governance**

In order to facilitate the above objectives, De College has a specially formed Centre for research and development which is responsible for all the activities related to research. It constitutes the following members;

- Chairperson- Principal
- Coordinator
- Two Faculty Members
- Industry/Academia representative - Member
- Two student representatives Members

## **Functions of Centre for Research and Development**

The Centre of the college shall be responsible for implementing this research policy of the college by working closely with the college management. The specific roles and functions of the research centre will be as follows

1. Facilitate the faculty in undertaking research and will work with the college management to organise research related activities
2. Prepare a college research agenda with relative priorities for research and conduct various research-oriented activities
3. Provide research facilities in terms of laboratory equipment, research journals and research incentives etc. required by the faculty.
4. Encourage and promote a research culture (eg. teaching work load remission, opportunities for attending conferences etc.).
5. Encourage the faculty to undertake research by collaborating with other research organisations/ industry.
6. Create suitable procedures for giving due recognition for guiding research.

7. Facilitate the establishment of specific research units/ centres by funding agencies / university.
8. Organise workshops/ training programmes/ to promote a research culture on campus.
9. Prepare budgets for supporting students' research projects.
10. Invite industry to use the research facilities of the college and sponsor research projects.
11. Approach National and international organisations such as UGC, ICSSR, ICHR, ICPR, DST, DBT, UNESCO, UNICEF to fund major and minor research projects undertaken by the faculty / students
12. Make efforts to improve the availability of research infrastructure requirements to facilitate research.
13. Develop and implement an official Code of Ethics to check malpractices and plagiarism in research.
14. Facilitate Interdepartmental / interdisciplinary research projects.
15. Institute research recognition awards.
16. Create incentives for the faculty who receive state, national and international recognition for research contributions as well as research awards and recognition from reputed professional bodies and agencies.
17. Encourage and promote the publication of research articles by the faculty in reputed/ referred journals.
18. Create and maintain a database of research work and research projects undertaken by the faculty and students as well as collect data by metrics such as Citation Index, Impact Factor, h-index, SNIP, SJR, etc.
19. Facilitate the provision of consultancy services to industries / Government / Non-Government organizations / community/ public.
20. Prepare Rules & Guidelines for Grant of Research related leave and other remission

## **X. INDISCIPLINE AND MALPRACTICES AT THE EXAMINATION CENTRES**

### **The rules regarding the Malpractice are given below:**

The cases of alleged Malpractice committed by the Students are to be reported to the Registrar (Evaluation) by name.

- a. Any Student is liable to be charged with committing Malpractice in the following cases:
  - i. Having in his possession or accessible to him any papers, books or floes or chits with content related to the subject of the examination;
  - ii. Found receiving assistance from others or giving assistance to others;
  - iii. Copying from any paper, book or notes;
  - iv. Allowing any other student to copy from his/her Answer Booklet or found trying to copy from the others;
  - v. Found having any written matter on the person (palm, hand, leg, clothes, etc.)
  - vi. Attempting to use any unfair means;
  - vii. Disclosing identity by making peculiar mark while answering in the Answer Books.
  - viii. Using obscene or abusive language inside the examination premises.
  - ix. Writing any appeal in the Answer Booklet for more marks etc.,

- x. Scribbling the points on Question Paper/Admission Ticket and/or passing on the same to their examinees.
- xi. Tearing off or spoiling the sheets in the Answer Books.
- xii. Destroying any evidence of Malpractice.

\*Candidates who indulge in any of the above types of Malpractices or any other unfair means, after due enquiry by the Committee/officer appointed nominated by the Syndicate/ vice chancellor may be **debarred** by the Syndicate from taking any university examination for an appropriate period not exceeding **five years**.

- b. Any candidate found guilty of by deliberate previous arrangement, cheating in the examination by acts 'of **smuggling in another answer**' book or inserting **readymade answers or take away the answer** book/bundles with male fide intention, may be debarred by the Syndicate from taking any University examination for a period not exceeding **five years**.
- c. Similarly, any candidate/student found **committing impersonation**, may after due enquiry be debarred by the Syndicate from taking any University examinations for a period not exceeding **five years**. This punishment is applicable not only to the student who impersonates but also to the one on whose behalf the **other candidate impersonated**.
- d. Any candidate who indulges in intimidation, violent agitation, destruction of property, criminal assault, on fellow examinees or, the personnel employed in the conduct of examinations, after due enquiry, may, be debarred by the Syndicate from taking any University examination for a period not exceeding **seven years**.
- e. The decisions pertaining to Para (b), (c), and (d) above, may be communicated to all the Universities in the State and to any other University with which such reciprocal arrangement is existing.
- f. Enquiry under (b), (c) and (d) above is independent of the Criminal Proceedings in the appropriate Court of Law. In all the above cases the Syndicate may also decide to give the benefit of any examination the candidate had taken in the session for which the results have not been declared.
- g. Soon after a case of malpractice is detected in the examination hall the chief superintendent shall be called at once. In the meantime, the room superintendent shall prevent the candidate- to remove, displace or destroy the material from which the candidate was found copying. Unless it is unavoidable, he shall not take possession of such material till the Chief Superintendent comes to the room.
- h. The candidate shall be taken out of the examination hall and he asked in the presence of a responsible witness such as Deputy Chief Superintendent or any supervisory staff, to give his statement. If the candidate refuses to give his statement, he shall be asked to record in writing his refusal. If he refuses to do even that, the fact shall be noted in the space provided in the Proforma of the report meant for the candidate, duly witnessed by two members of the supervisory staff, including the Deputy Chief Superintendent, wherever appointed.
- i. When a candidate in the Examination Hall is found in possession of some written matter, it should be clearly stated whether the material, was found on the person, in the pocket, in the hand or in his desk or wherever else as the case may be.
- j. When the cases are detected by any member of the Flying Squad of the University, such

member shall also make a statement giving the details of the case.

- k. A sketch plan of the seating arrangement of the Examination, hall with all the Register Numbers in the Room and marking in red ink the Register Number of the candidate who indulged in Malpractice, has to be prepared. The sketch should clearly give the idea of the probable distance between the position of the Room Superintendent at the time of detection and the location of the candidate found committing malpractice. The sketch should also show by an arrow the direction at which the candidates were facing in the hall.
- l. The Chief Superintendent, the Deputy Chief Superintendent/Office Superintendent and Room Superintendent concerned shall invariably sign all the documents used in or relating to in the commission of Malpractice and also the other records such as sketch plan, admission ticket, answer book, invigilators diary, question paper of the candidate etc.
- m. The candidate, the Room Superintendent, Deputy Chief Superintendent (wherever available) member of the flying squad (if the case was detected by him) and the Chief Superintendent have to give their statement in the prescribed Proforma supplied by the University (Appendix XI - a and b). If the space provided in the printed Proforma is not sufficient, extra sheet may be used. These statements should always be full, clear, specific and complete in every respect and include all the known facts and the relevant circumstances of the case and other evidences.
- n. The statement of all the concerned shall be in their own hand-writing.
- o. If and when the Chief Superintendent is fully convinced that the candidate has committed malpractice during the examination, he shall send the candidate out of the examination hall. The candidate shall not be allowed to take the subsequent papers/ Practical's/Viva-voce of any examination. In other words the Chief Superintendent shall on behalf of the University suspend him from taking part in any further examination both theory and practical. Suspension order should be issued by the Chief Superintendent.
- p. All the materials such as (a) various reports given in the Proforma (b) the answer book which was being used by the candidate (c) his/her admission ticket (d) his/her question paper; (e) the manuscript/printed material which was being used for copying (1) the sketch plan (g) Invigilator's diary etc., all witnessed and attested by the Chief, Deputy Chief Superintendent/Office Superintendent/Room Superintendent/or any other witnesses, are to be packed in a cloth cover and sent to the Registrar (Evaluation) by name on the same day or the next day in 'the event that the examination was held in the afternoon, duly super scribing in red ink as "Stray Answer Book - Malpractice case" on the Cloth Cover.
- q. The Chief Superintendent shall not forward more than one case in the same report, unless it is interrelated with another case. Each case has to be reported separately.

## **XI. DE PAUL OUTCOME-BASED EDUCATIONAL FRAMEWORK (DOEF)**

De Paul Outcome-based educational framework (DOEF) is the educational approach envisaged and adopted by all the stakeholders of the college toward achieving personal and collective objectives in undergraduate and post graduate studies at De Paul College. Driven by the vision and mission of the institution, this framework proposes an educational culture that envisions a holistic development approach for of the students.

### **Vision**

To create a world class institution of higher education: bound by practice and driven by values.

### **Mission**

To provide a learner-centred environment to effect:

- Enlightening with prudence, cognition and perception
- Empowering Self and Society
- Emerging with spontaneity and preparedness

### **Educational Outcomes @ De Paul**

The De Paul College outcome-based educational framework proposes the following outcomes for the college as well as for the students.

#### **a. College**

State clearly the outcomes for the college by the adoption of DOEF.

#### **b. Students**

State clearly the outcomes for the students through the DOEF for learning.

### **Holistic Approach to Outcomes**

To achieve the educational outcomes proposed by the college, a holistic approach will be employed for teaching and learning. This holistic approach will have four components.

#### **1. Conceptual Learning**

The conceptual learning that happens inside and outside the classroom help students to acquire conceptual understanding of the subjects taught in each semester. This helps students to become knowledgeable of and experts in the specific domain they study.

#### **2. Experiential Learning**

The experiential learning component of the DOEF facilitates practice-based and every-day based learning of the domain and subject based concepts.

#### **3. Corporate Competency**

The corporate component of the DOEF provides the understanding and experience of the domain and subject specific concepts from the corporate background and association.

#### 4. Executive Modeling

The executive modeling dimension of the DOEF attempts to connect students with the professional associations and professionals of their specific domain. This enables students to build a career and profession with the network of similar professionals.

### **Domain Specific Approaches to Outcomes**

The DOEF demands each department of the college two dimensions.

1. To determine and implement a domain specific outcome-based educational approach to teach concepts specific to the domain and to help students acquire skills related to the domain.
2. To determine and implement at the individual subject level outcome-based teaching and learning executed by individual faculty.

### **Student Educational Outcomes**

- a. The freshmen students will be given a comprehensive orientation on DOEF
- b. Facilitate the freshmen students to create an individual educational outcome with specific direction for the approaches that will take them to the attainment of those outcomes.

### **Assessment Protocol**

- a. The regular assessment of the student progression by the respective mentor in the monthly mentoring session.
- b. Annual assessment of the progress of individual student towards the education outcomes.
- c. The assessment of the student progression can also be done in the presence of the parents/guardians.
- d. A comprehensive assessment of the DOEF for individual student at the end of the course.

### **Steps in DOBE**

1. DOEF Core team (Prepare the initial Draft)
2. DOEF Core Team with Faculty (Modified Draft)
3. DOEF Core team with students (Refined Draft)
4. DOEF Core Team (Final Draft)
5. Domain Specific Outcomes (Department)
6. Subject Specific Outcomes (Faculty)
7. Student Outcome document (Students)
8. Assessment Protocol (Mentor & Students)