

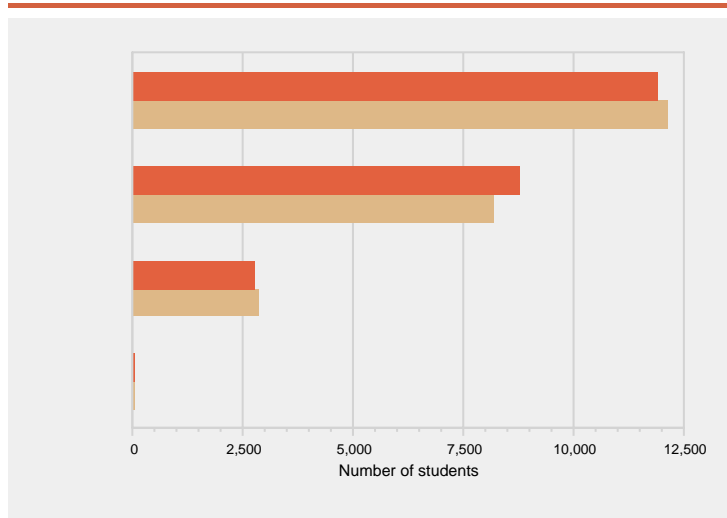
7CA D5F-GB; FCID

Ô [{] æ i ä • [] Á * ! [~] Á ä æ c æ l æ ! ^ Á } & | ~ á ^ á h c [Á] ! [ç i ä ^ á æ h & [] c ^ ç ç l - [! Á } c ^ !] ! ^ ç } * Á ^ [~ ! Á } • ç i c ~ ç i [] q • Á • ç æ ç i • ç i & • É Á Q - Á ^ [~ ! Á } • ç i c ~ ç i [] Á ä i ä h } [ç i ä ^ - i } ^ á æ h & ~ • c [{



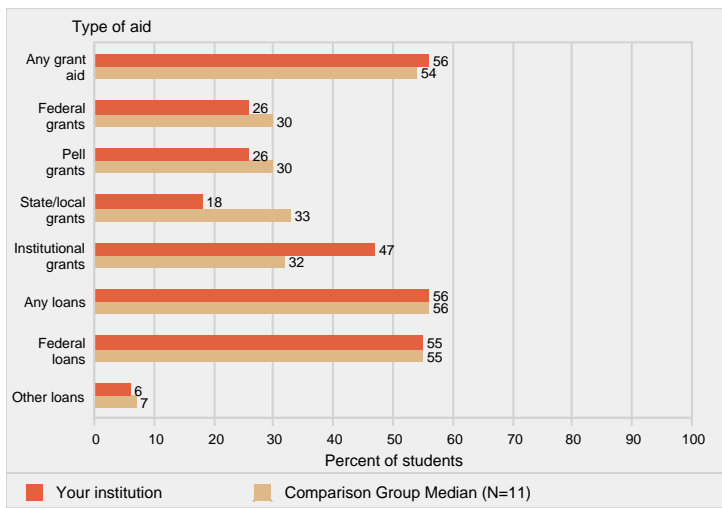
Figure 1. Number of first-time undergraduate students who applied, were admitted, and enrolled full and part time: Fall 2016

Figure 2. Pet Ú



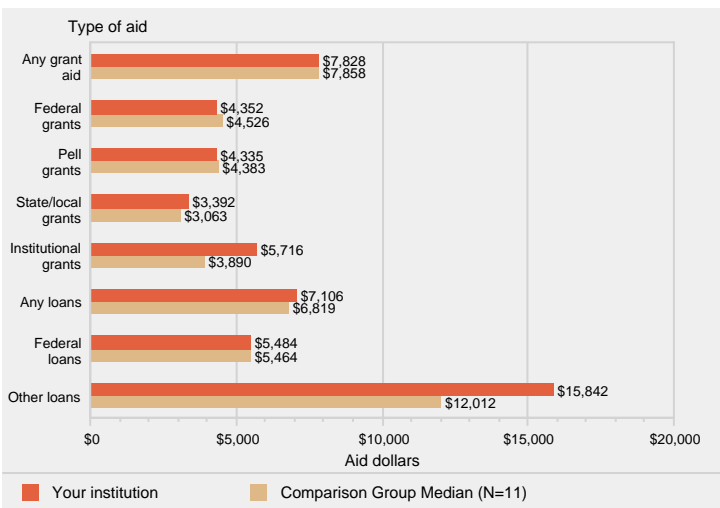
ÞUVÓKCEá { i••i[]•áæææ!æ!^!^•^}c^áá[]^!- [!á]•cic^ c[]•k@æclá [á] [cl@æc^!æ]! []^ }
 æá { i••i[]! [!&^!ææ) ákæ]]^!c [!-i]•cæcá { ^!á^!^!^!&^!^!cá-æ&æc^!^!^!i) *!^ } á!^!æá^ æc^!
 •c^ á^}c^! []^!æ [!á^!ææ]•!á^!k@^!T^!c@ [á [[[!&æ!á [c^!É!á!k@^!k@^!k@^! } { á^! [!-!á] •cic^ c[] •!á }
 c@^!& [{ } æ!á• []!^! []^! É
 ÚUWÚÓÓMWEÚÉ!Ó^! æ!c { ^ } c! [!-!Óá^~ &æcá [] É!á!æcá [] æ!á!Ó^! c^!k- [!á!Óá^~ &æcá []!Úæcá!•cá&•É
 Ú}c^!æc^!á!Ú [•c^!& [] áæ!^!Óá^~ &æcá []!Óææ!Ú^•c^! { Á!ÚÓÓÓUDMAYá}c^!ÁGEFÍEFÍÉ!CEá { i••i[] •
 & [{ } []^! } c!

Figure 8. Percent of full-time, first-time degree/certificate-seeking undergraduate students who were awarded grant or scholarship aid from the federal government, state/local government, or the institution, or loans, by type of aid: 2015-16



PUVÖKCE } h * i æ } cæiðææà [c^h] & | ~ à^* i æ } c [h • & @ [] æ : • @ i] kæiðææ æiðáð- [{ h c @ ^ h - á^ i æ } * [c^i] { ^ } cæiðæææ [& æ h * [c^i] { ^ } cæi [h c @ ^ h] • cæc cæ [] Èkðáá^ i æ h * i æ } c • h] & | ~ à^* i U^ i h * i æ } c • æ } á [c @ ^ h - á^ i æ h * i æ } c • ÈkCE } h [æ] • h] & | ~ à^* i - á^ i æ h [æ] • kæ } á [c @ ^ h [æ] • kæ , æiðáákc [• c^ á^ } c • Èk [h á cæi h * h [] h @ [, h c^ á^ } c • kæ : h & [~ } c^ á^ - [h - i] æ } & æ i kæiðá^ [] [i cæ] * È • ^ h i Ö [@ [i c Ö^ c^ i { i } æi [] h] h c @ ^ h T^ c @ [á [[* i æ h] P [c^ • È h P h i • h c @ ^ h] ~ { á^ h [- h] • cæc cæ [] • h] h c @ ^ & [{] æ i • [] h * i [] É

Figure 9. Average amounts of grant or scholarship aid from the federal government, state/local government, or the institution, or loans awarded to full-time, first-time degree/certificate-seeking undergraduate students, by type of aid: 2015-16



PUVÖKCE } h * i æ } cæiðææà [c^h] & | ~ à^* i æ } c [h • & @ [] æ : • @ i] kæiðææ æiðáð- [{ h c @ ^ h - á^ i æ } * [c^i] { ^ } cæiðæææ [& æ h * [c^i] { ^ } cæi [h c @ ^ h] • cæc cæ [] Èkðáá^ i æ h * i æ } c • h] & | ~ à^* i U^ i h * i æ } c • æ } á [c @ ^ h - á^ i æ h * i æ } c • ÈkCE } h [æ] • h] & | ~ à^* i - á^ i æ h [æ] • kæ } á [c @ ^ h [æ] • kæ , æiðáákc [• c^ á^ } c • ÈkCE c^ i æ * i æ { [] } c^ h [- kæiðá^ , ^ : h & æ] æ c^ á^ h á^ i cæiðá^ } h c @ ^ h cæiðæææææ æiðááð- h c @ ^ c [cæ h] ~ { á^ h [- h i & i] i^ } c • h] h^ æ & @ h] • cæc cæ [] È h P h i • h c @ ^ h] ~ { á^ h [- h] • cæc cæ [] • h] h c @ ^ & [{] æ i • [] h * i [] á ...

Figure 12. Retention rates of first-time bachelor's degree seeking students, by attendance level: Fall 2015 cohort

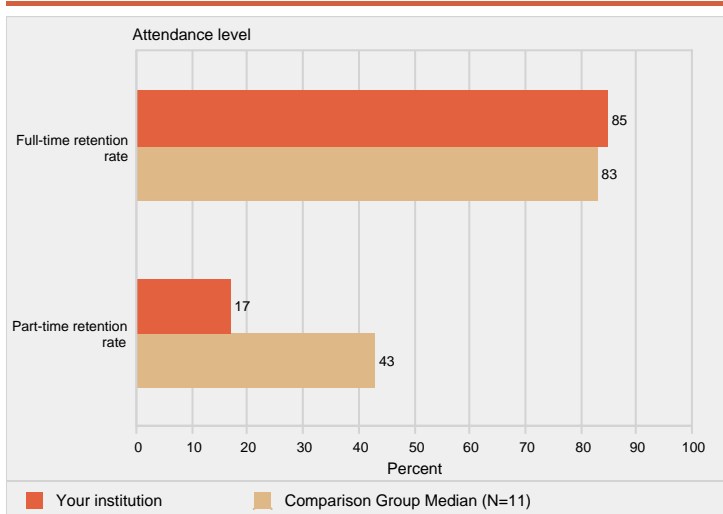


Figure 13. Graduation and transfer-out rates of full-time, first-time degree/certificate-seeking undergraduates within 150% of normal time to program completion: 2010 cohort

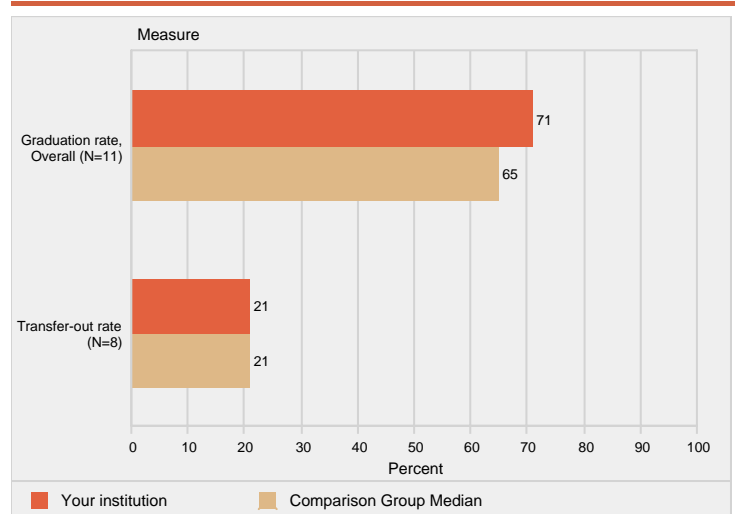


Figure 14. Bachelor's degree graduation rates of full-time, first-time degree/certificate-seeking undergraduates within 4 years, 6 years, and 8 years: 2008 cohort

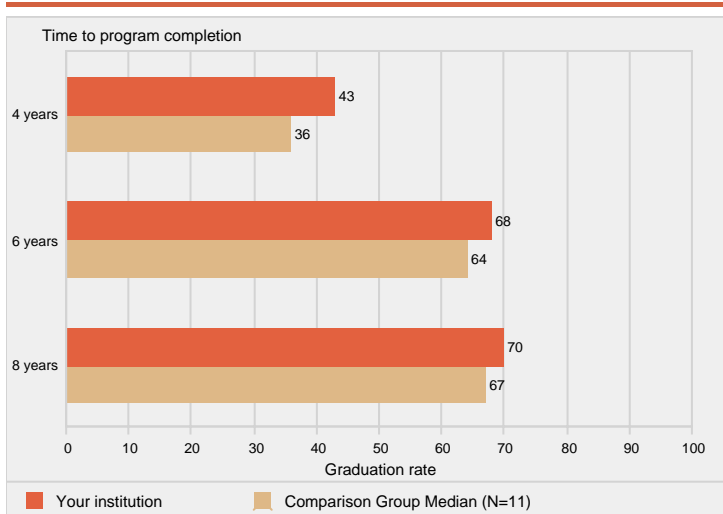
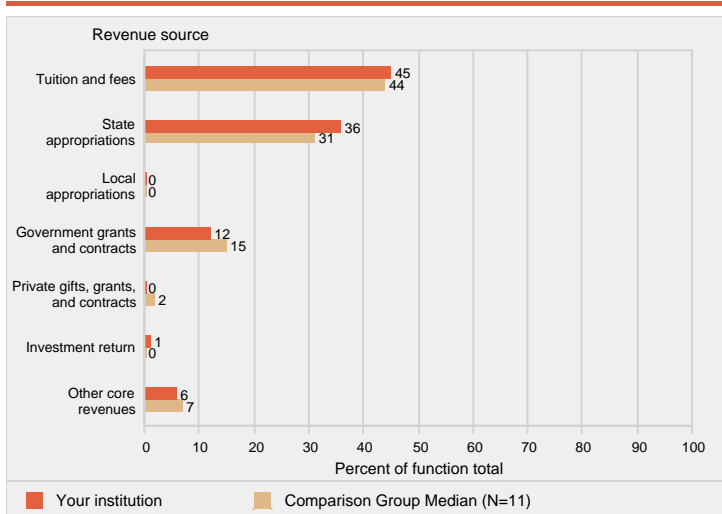


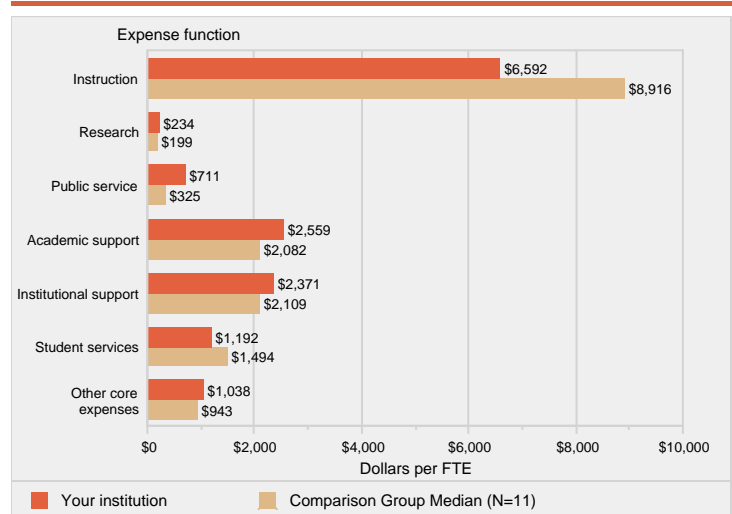
Figure 19. Percent distribution of core revenues, by source: Fiscal year 2016



PUVÖMÖV@^& [{ } æi• [] Å* [] Å { ^ ä ä æ } ð ä æ • ^ ä h [] h c @ [• ^ Å { ^ ä Å • h [- h c @ Å h & [{ } æ i • [] * [] Å c @ æ c h Å [] Å c h Å } & Å ä ä æ c æ Å • ä j } * h c @ Å h • æ { ^ Å ä & [] Å } * Å • c æ } ä æ i ä • h c @ Å h & [{ } æ i • [] ä } • c æ c Å [] Å c @ [] Å h { [] Å h } - [] { æ c [] } Å • Å h c @ Å h T Å c @ [ä [] * ä æ h Å [c Å • Å h Å h c @ Å h } ~ { ä Å h [- ä } • c æ c Å [] • h } h c @ Å h & [{ } æ i • [] Å * [] Å } E

UUWÜÖÖMÅWEÜÈÖÅ^ æi c { ^ } c h [- Å Ö ä ~ & æ c [] } È Å P æ c [] } æ h Ö Å ^ c Å h - [] Å Ö ä ~ & æ c [] } Å Ü c æ c i • c ä & • È } c Å * Å æ Å ä h Å [• c Å & [] } ä æ i Å Ö ä ~ & æ c [] } Å Ö æ c æ Å Ü • c Å { Å Q U Ö Ö Ü D K Å U } i ä } * Å G E F I È Å P { } æ } & Å [{ }] Å } Å } c È

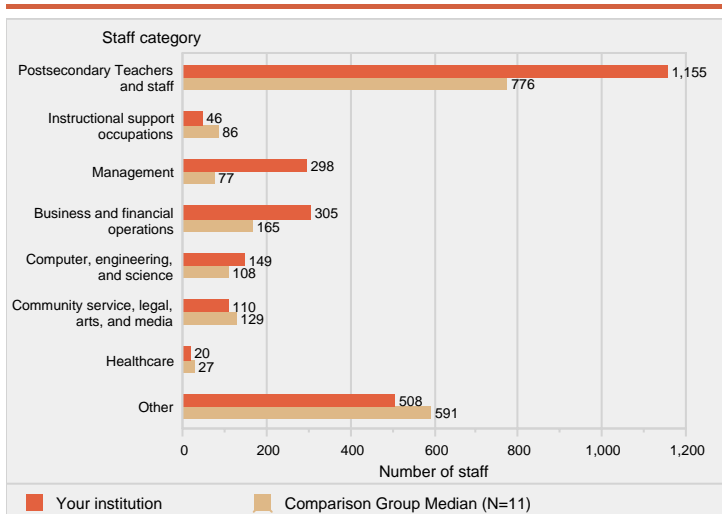
Figure 20. Core expenses per FTE enrollment, by function: Fiscal year 2016



PUVÖMÖV@^& [{ } æi• [] Å* [] Å { ^ ä ä æ } ð ä æ • ^ ä h [] h c @ [• ^ Å { ^ ä Å • h [- h c @ Å h & [{ } æ i • [] * [] Å c @ æ c h Å [] Å c h Å } & Å ä ä æ c æ Å • ä j } * h c @ Å h • æ { ^ Å ä & [] Å } * Å • c æ } ä æ i ä • h c @ Å h & [{ } æ i • [] ä } • c æ c Å [] Å c @ [] Å h { [] Å h } - [] { æ c [] } Å • Å h c @ Å h T Å c @ [ä [] * ä æ h Å [c Å • Å h Å h c @ Å h } ~ { ä Å h [- ä } • c æ c Å [] • h } h c @ Å h & [{ } æ i • [] Å * [] Å } E

UUWÜÖÖMÅWEÜÈÖÅ^ æi c { ^ } c h [- Å Ö ä ~ & æ c [] } È Å P æ c [] } æ h Ö Å ^ c Å h - [] Å Ö ä ~ & æ c [] } Å Ü c æ c i • c ä & • È } c Å * Å æ Å ä h Å [• c Å & [] } ä æ i Å Ö ä ~ & æ c [] } Å Ö æ c æ Å Ü • c Å { Å Q U Ö Ö Ü D K Å U } i ä } * Å G E F I È Å P { } æ } & Å [{ }] Å } Å } c È

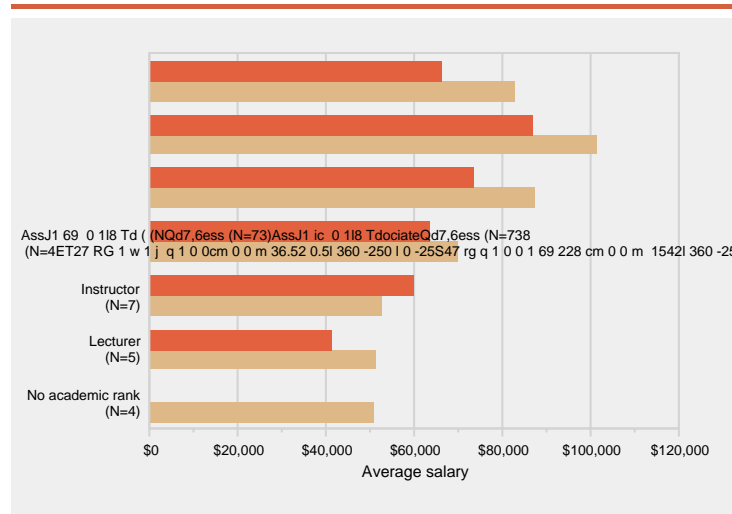
Figure 21. Full-time equivalent staff, by occupational category: Fall 2016



PUVÖMÖV@æ ä æ c Å æ • j • c æ } c Å h Å h [] c h } & [] ä Å ä È Ö [] h & æ [] } Å ä c æ j } È Å h c @ Å h T Å c @ [ä [] * ä æ h Å [c Å • Å h Å h c @ Å h } ~ { ä Å h [- ä } • c æ c Å [] • h } h c @ Å h & [{ } æ i • [] Å * [] Å } E

UUWÜÖÖMÅWEÜÈÖÅ^ æi c { ^ } c h [- Å Ö ä ~ & æ c [] } È Å P æ c [] } æ h Ö Å ^ c Å h - [] Å Ö ä ~ & æ c [] } Å Ü c æ c i • c ä & • È } c Å * Å æ Å ä h Å [• c Å & [] } ä æ i Å Ö ä ~ & æ c [] } Å Ö æ c æ Å Ü • c Å { Å Q U Ö Ö Ü D K Å U } i ä } * Å G E F I È Å P { } æ } U Å • [] Å h Å & [{ }] Å } Å } c È

Figure 22. Average salaries of full-time instructional non-medical staff equated to 9-months worked, by academic rank: Academic year 2016-17



PUVÖMÖV@^& [{ } æi• [] Å* [] Å { ^ ä ä æ } ð ä æ • ^ ä h [] h c @ [• ^ Å { ^ ä Å • h [- h c @ Å h & [{ } æ i • [] * [] Å c @ æ c h Å [] Å c h Å } & Å ä ä æ c æ Å • ä j } * h c @ Å h • æ { ^ Å ä & [] Å } * Å • c æ } ä æ i ä • h c @ Å h & [{ } æ i • [] Å * [] Å } E

UUWÜÖÖMÅWEÜÈÖÅ^ æi c { ^ } c h [- Å Ö ä ~ & æ c [] } È Å P æ c [] } æ h Ö Å ^ c Å h - [] Å Ö ä ~ & æ c [] } Å Ü c æ c i • c ä & • È } c Å * Å æ Å ä h Å [• c Å & [] } ä æ i Å Ö ä ~ & æ c [] } Å Ö æ c æ Å Ü • c Å { Å Q U Ö Ö Ü D K Å U } i ä } * Å G E F I È Å P { } æ } U Å • [] Å h Å & [{ }] Å } Å } c È

Æk gcb' l b]j Yfg]hmÆ

A 9kC 8C @; ⇒ 5 @BC H9G

Cj Yfj]Yk

V@i•Á!^][!cÁi•Áaæ•^áÁ[}ÁâæcæÁ•~]|á^áÀà^ Áâ }•câc~ cá []•Ác[ÁQÚÓÖÜÁâ~ iá } *ÁG€F ÍÉF Í ÁâæcæÁ& [||^&cá [}Á^ ^æ!ÉÁÜ^• [])•^Á!æc^•Á^ø&^^á^áJJ Á- [!Á { [•c
•~!ç^•ÉÁQÚÓÖÜÁØi!•cÁŠ [[\Á!^ [[!c•ÁæcÁ@cc] KDD }&^•É^áÉ* [çD] ~à•^æ!&@D*^c] ~à&æc•Éæ•] Ñ•iáM€F€Á! [ç!á^Á• [{ ^Áâ }- [! { æcâ [} Á [] Áæ* *! ^*æc^





U'c&[{ ^Á T^æ•~/^•ÁÖæcæ

Œ[c^i}æcâç^Á { ^æ•~/^•Á[-Á•c~â^}cÁ~&&••Áæ!^Á!^ [!c^âÁà~Áâ^*!^É*!æ}câ}•câc~câ []•Ác [Áâ^•&!ââ^Ác@^Á [~c& [{ ^•Á[-Áâ^*!^É&^!câ-â&æc^É•^•â} *
~}â!^*!æâ~æc^Á•c~â^}c•Á, @ [Áæ!^Á } [cÁ [] ^Á-â!•cÉcâ { ^ÉÁ-~||Écâ { ^Á•c~â^}c•ÉÁâ~cÁæ [] Á æ!cÉcâ { ^Áæcc^ } ââ } * Áæ } âÁ } [] É-â!•cÉcâ { ^Áçc!æ } •-•!Éâ } DÁ•c~â^}c•É
V@^••^Á { ^æ•~/^•Á } [çââ^Ác@^Á!É^æ!Áæ } âÁ!É^æ!Áæ, æ!âÉ& [{] ^câ [] Á!æc^•Áæ-c^!Á^ } c^!â } * Áæ } Áâ } •câc~câ [] ÉÁ, @â&@Áâ•Á&æ!&~|æc^âÁâ~Áâçâââ } * Ác@^
} { ^•Á!Á [-Ác [çæ]Áæ, æ!â•ÁæcÁ!ÉÁ [!Á!É^æ!Á•cæc~•Á] [â } c^Áâçââ^âÁâ~Ác@^Áæâb~•c^âÁ& [@ [!cÉÁV@^Áâ } âcâæ!Á& [@ [!cÁ&æ } Áâ^Á!^çâ•^âÁæ } âÁcæ\^Áæ [] , æâ|
^ç& [~â [] •Á!^• [çâ } * Áâ } Áæ } Áæâb~•c^âÁ& [@ [!cÉÁV@^Ác~] ^Á [-Áæ, æ!âÁâ•Á } [cÁ!^] [!c^âÉÁâ~cÁâ } •câc~câ [] •Á!^ [!cÁc@^Á-â!•cÁæ, æ!âÁ^æ! } ^âÁâ~Ác@^Á•c~â^}cÁæc
^æ&@Á•cæc~•Á [] çÉÁØ [!Á•c~â^}c•Á, @ [ÁââÁâ } [ç!æ! } Áæ } Áâ } } â!^*!æâ~æc^Áæ, æ!âÁæ-c^!Á!É^æ!Á [-Á^}c!~ÉÁc@^Á^ } [] [] { ^ } cÁ•cæc~•••Áæ!^Á!^ [!c^âÁæ•Á^c@^!
•câ [] Á^ } [] [] ^âÁæcÁc@^Áâ } •câc~câ [] ÉÁ•~â•^~^}c!~Ác!æ } •-•!^!^âÁ [~cÁ [-Ác@^Áâ } •câc~câ [] ÉÁ [!Á•cæc~•Á } \ [,] ÉÁW }] â~Ác@^ÁÖ!æâ~æcâ [] ÁUæc^•ÁâæcæÉÁæ []
!^ [!câ } * Áâ } •câc~câ [] •Á { ~cÁ!^ [!cÁ [] Ác@^Á!Ác!æ } •-•!^!^ [~c•Á!^*æ!â|••Áâ-Ác@^Áâ } •câc~câ [] Á@æ•ÁæÁ { â•â [] Ác@æcÁ } [çââ^Á•~â•cæ } câæ!Ác!æ } •-•!^!^ } æ!æcâ [] É

:]bUbWV

Ô [/!^ÁÜ^ç^ } ~^•

Œ [!^Á!^ç^ } ~^•Á- [!Á] ~â!â&Áâ } •câc~câ [] •Á!^ [!câ } * Á~ } â!^ÁÖcÉUÓÁ•cæ } âæ!â•Áâ } & | ~â^Ác~câ [] Áæ } âÁ-^•LÁ* [ç!^] { ^ } cÁç-^â!æ!ÉÁ•cæc^ÉÁæ } âÁ [&æ]D
æ] [] !âæcâ [] •Áæ } âÁ [] ^!æcâ } * Áæ } âÁ [] [] ^!æcâ } * Á~!æ } c•D& [] c!æ&c•LÁ } !âçæc^Á~â-c•ÉÁ*!æ } c•ÉÁæ } âÁ& [] c!æ&c•Áç } !âçæc^Á [] ^!æcâ } * Á~!æ } c•D& [] c!æ&c•Á] ~•
*â-c•Áæ } âÁ& [] c!ââ~câ [] •Á- [{ Áæ-â!æc^â^ } câcâ^•DLÁ•æ!^•Áæ } âÁ•!çâ&^•Á [-Á^â~æcâ [] æ!Áæ&câçââ^•LÁâ } ç^•c { ^ } cÁâ } & [^LÁ [c@^!Á [] ^!æcâ } * Áæ } â

GUZZ

ØVÒÁÙcæ--

V@^Á~||Ëcá { ^É^~ ãçæ|æ } cÁÇØVÒDÀ^Á [&&] æcá [] æ|Á&æc^* [i^Á&Á&æ|& |æc^á&á^Á^* { } ã } *Ác@^Ác [cæ|Á] ~ { à^!Á [-Á~ ||Ëcá { ^Á^cæ--Áæ } á&æáá } *Á [] ^Éc@á!áÁ [- c@^Ác [cæ|Á] ~ { à^!Á [-Á] æ|cÉcá { ^Á^cæ--ÉÁÖ!æá ~ æc^Áæ••i•cæ } c•Áæ!^Á } [cÁá] &| ~ á^áÉ

Ö ~ æc^á&ÁQ } •c! ~ &cá [] æ|ÁP [] È T^á&æ|ÁÙcæ--ÁÙæ|æ!á^•

Q } •cáç ~ cá [] •Á!^ [] [i^c^áÁc@^Á] ~ { à^!Á [-Á~ ||Ëcá { ^Á } [] { ^á&æ|Áá } •c! ~ &cá [] æ|Á^cæ--Áæ } áÁc@^Á!Á^æ|æ!^Á [~ c|æ^•Á^ Áæ&æá^ { á&Á!æ } \ÉÁ^*^ } á^!ÉÁæ } áÁc@^Á] ~ { à^! [-Á { [] } c@•Á , [i^!^áÁÇJÉÉÁFÉÉÁFFÉÉÁæ } áÁFGÉ { [] } c@•DEÁÙæ|æ!^Á [~ c|æ^•Á- [i^Á^cæ--Á , @ [Á , [i^!^áÁFÉÉÁFFÉÉÁæ } áÁFGÉ { [] } c@•Á^ Á!^Á^~ æc^áÁc [ÁJÉ { [] } c@•Á [- , [i^!^á^ Á^ { ~ c|á] |^á } *Ác@^Á [~ c|æ^•Á!^ [] [i^c^áÁ- [i^ÁFÉÉ { [] } c@•Á^ Á^ÉJÉÁc@^Á [~ c|æ^•Á!^ [] [i^c^áÁ- [i^ÁFFÁ { [] } c@•Á^ Á^ÉI F | ÉÁæ } áÁc@^Á [~ c|æ^•Á!^ [] [i^c^áÁ- [i^ÁFGÉ { [] } c@•Á^ Á^ÉI | ÉÁV@^Á^~ æc^áÁFÉÉÁFFÉÉÁæ } áÁFGÉ [~ c|æ^•Á^ Á^!^Ác@^Á } Áæáá^áÁc [Ác@^Á [~ c|æ^•Á- [i^Áá } •c! ~ &cá [] æ|Á^cæ--Ác@æcÁ , [i^!^áÁJÉ { [] } c@•Ác [Á^*^] ^!æc^Á æÁc [cæ|ÁJÉ { [] } c@Á^~ æc^áÁæ|æ!^Á [~ c|æ^ÉÁV@^Ác [cæ|ÁJÉ { [] } c@Á^~ æc^áÁ [~ c|æ^•Á , æÁc@^Á } Áá&çáá^áÁ^Ác [cæ|Á] ~ { à^!Á [-Áá } •c! ~ &cá [] æ|Á [] } É { ^á&æ|Á^cæ--Ác [á^c^! { } ã } ^Áæ } ^Á^~ æc^áÁJÉ { [] } c@Áæç^!æ^*^Á^æ|æ!^ÉÁV@^Á^Á&æ|& |æcá [] Á , æÁá [] ^Á- [i^!^Áæ&@Áæ&æá^ { á&Á!æ } \ÉÁÙæ|æ!^Á [~ c|æ^•Á , ^!^Á } [cÁ!^ [] [i^c^áÁ- [i^Á^cæ-- c@æcÁ , [i^!^Á^•Ác@æ } ÁJÉ { [] } c@•Áæ } áÁ , ^!^Á^Áç&| ~ á^áÉ

Ùc^á^} cÉc [ÉØæ& ~ |c^ÁÙæcá [

Q } •cáç ~ cá [] •Á&æ } Á! : [çáá^Ác@^Á!Áá } •cáç ~ cá [] q•Á^c^ á^ cÉc [É-æ& |c^Á!æcá [ÁçÁÉ^ÉÉÁ^c^ á^ cÉc [Éá] •c! ~ &cá [] æ|Á^cæ--DÁ- [i^Á^] á^! * |æá ~ æc^Á! : [* |æ { •Á [i^Á- [] [Ác@^Á PÖÖÚÁ^ ~ á&æ } &^Áá } Á&æ|& |æcá } *Ác@^Á!Á^c^ á^ cÉc [É-æ& |c^Á!æcá [ÉÁ , @á&@Áá^Áæ•Á- [] [, •Ác@^Á] ~ { à^!Á [-ÁØVÓÁ^c^ á^ } c•Áç^•á } *ÁØæ|ÁÖ } [] [^ } cÁ^~ i^ç^ áæcæDá&áçáá^áÁ^Ác [cæ|ÁØVÓÁá } •c! ~ &cá [] æ|Á^cæ--Áç^•á } *Ác@^Ác [cæ|ÁÙ!á { æ!á |^Áá } •c! ~ &cá [] ÁÉÁQ } •c! ~ &cá [] D!^•^æ!&@D] ~ à|á&Á^!çá&Á^cæ--Á!^ [] [i^c^áÁá } ÁP^ { æ } Ù^• [~ i^Á^Á& [[] [] ^ } c|æ } á&æááá } *Áæ } ^Á } [cÁ] íá { æ!á |^Áá } •c! ~ &cá [] æ|Á^cæ--Ác@æcÁæ!^Ác^æ&@á } *Áæ&Á^!á&á& [~ i^•^DEÁØ [i^Ác@á^Á&æ|& |æcá [] ÉÁØVÓÁ- [i^Á^c^ á^ } c• á^Á^~ æ|Ác [Ác@^Á] ~ { à^!Á [-Ác@^Á- ||Ëcá { ^Á^c^ á^ } c•Á] |^•Á [] ^Éc@á!áÁc@^Á] ~ { à^!Á [-Á] æ|cÉcá { ^Á^c^ á^ } c•LÁØVÓÁ- [i^Áá } •c! ~ &cá [] æ|Á^cæ--Áá^Á^á { á|æ! |^ &æ|& |æc^áÉÁÙc^ á^ } c•Áá } ÁÁ^cæ } áÉæ [] ^ÁÁ^!æá ~ æc^Á [i^Á] : [-••á [] æ|Á] : [* |æ { •Áç^• &@Áæ^ÉÁ { ^á&á } ^ÉÁ|æ , É!ç^c^!á } æ!^ÉÁá^ } cá^c!^ÉÁ [&áæ|Á , [i^!^ÉÁ [i^Á] ~ à|á& @^æ|c@DÁæ } áÁá } •c! ~ &cá [] æ|Á^cæ--Ác^Áæ&@á } *Áá } Ác@^Á^Á] : [* |æ { •Áæ!^Á^ç&| ~ á^áÁ- [i^ { Ác@^ÁØVÓÁ&æ|& |æcá [] •É

5XX]hçbU^A YhçXc^c []WU^~bZcfa U|çb

ÇÉááácá [] æ|Á { ^c@ [á [[*á&æ|Áá] - [i^ { æcá [] Á [] Ác@^ÁQÚÖÖÚÁ& [[] [] ^ } c•Á&æ } Áá^Á- [~] áÁá } Ác@^Á] ~ à|á&æcá [] •Áæçæ|æ!^Áæc @cc] KDD] &^É^ÁÉ^* [çD] ~ à^Áæ!&@D^Ác] ~ à&æc^Éæ•] Ñ^áMÉFÉÉ

ÇÉááácá [] æ|ÁÁ^Á-á } ácá [] •Á [-Áçæ!áæ!á^Á^• •Á^Áá } Ác@á^Á!^ [] [i^c^Á&æ } Áá^Á- [~] áÁá } Ác@^ÁQÚÖÖÚÁ [] [] á^Á^* [] [••æ!^ Áæçæ|æ!^ÁæcÁc@á^Á] : [çáá^Áá] \ @cc] •KDD] •i^ç^•É] &^É^ÁÉ^* [çDá] ^á^D^Xá^Ö [] [••æ!^ ÇÉ|Éæ] •çÉ