

We now have a series of data for Cohort I from four points in time, initial data from when they entered the project and then yearly through their 3-year tenure with RENEW. Figure 3 below summarizes our finding for Cohort I.

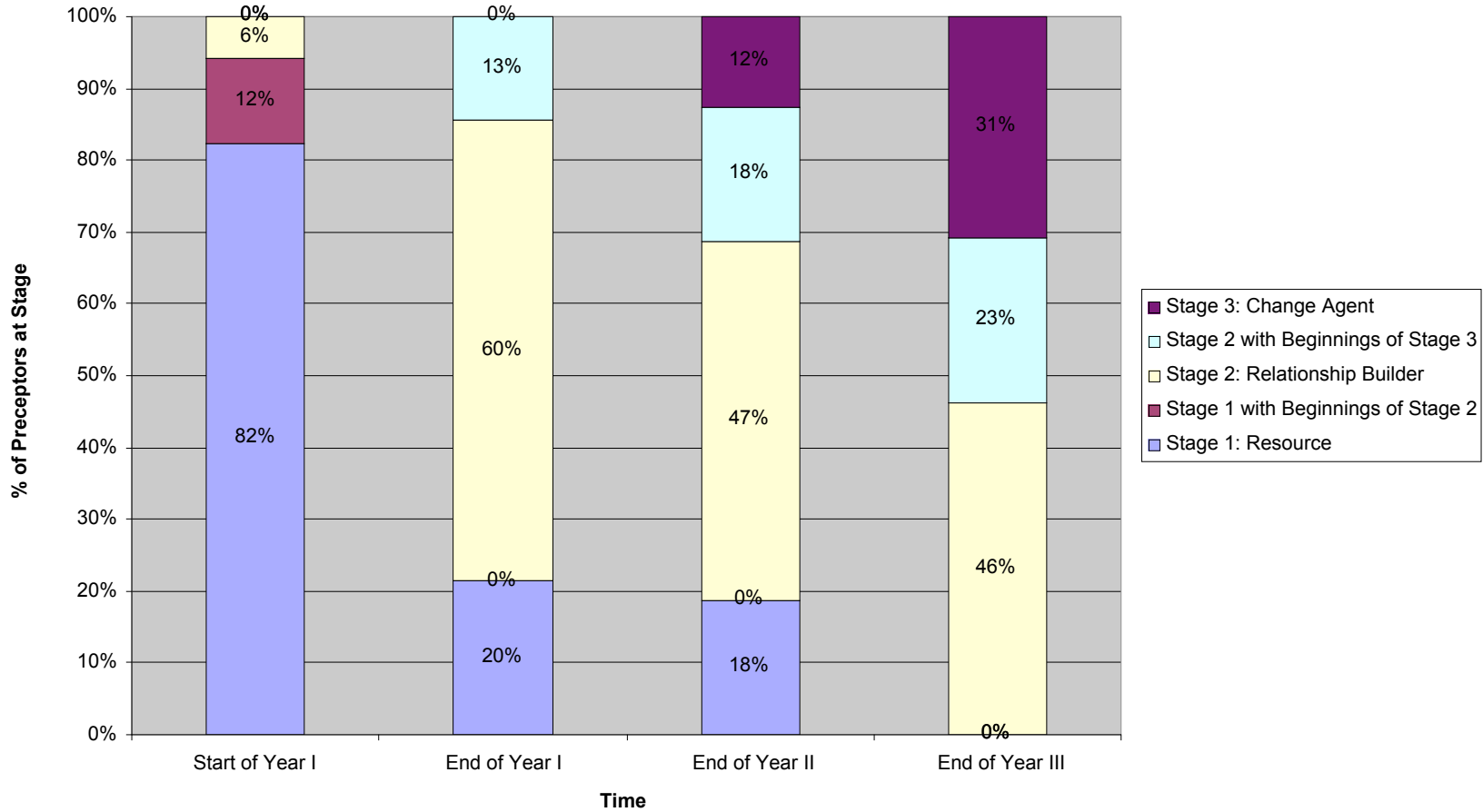


Figure 3 Leadership Development, Cohort I

Note: Data was analyzed using N=18 responses for which the Preceptor had answered the prompt at least 3 time periods

Year IV is the second year of participation for Cohort II, hence we now have two responses from each of them to the questionnaire items analyzed above and are able to compare their development to that of Cohort I. Figure 4 below depicts the leadership development of this newer Cohort.

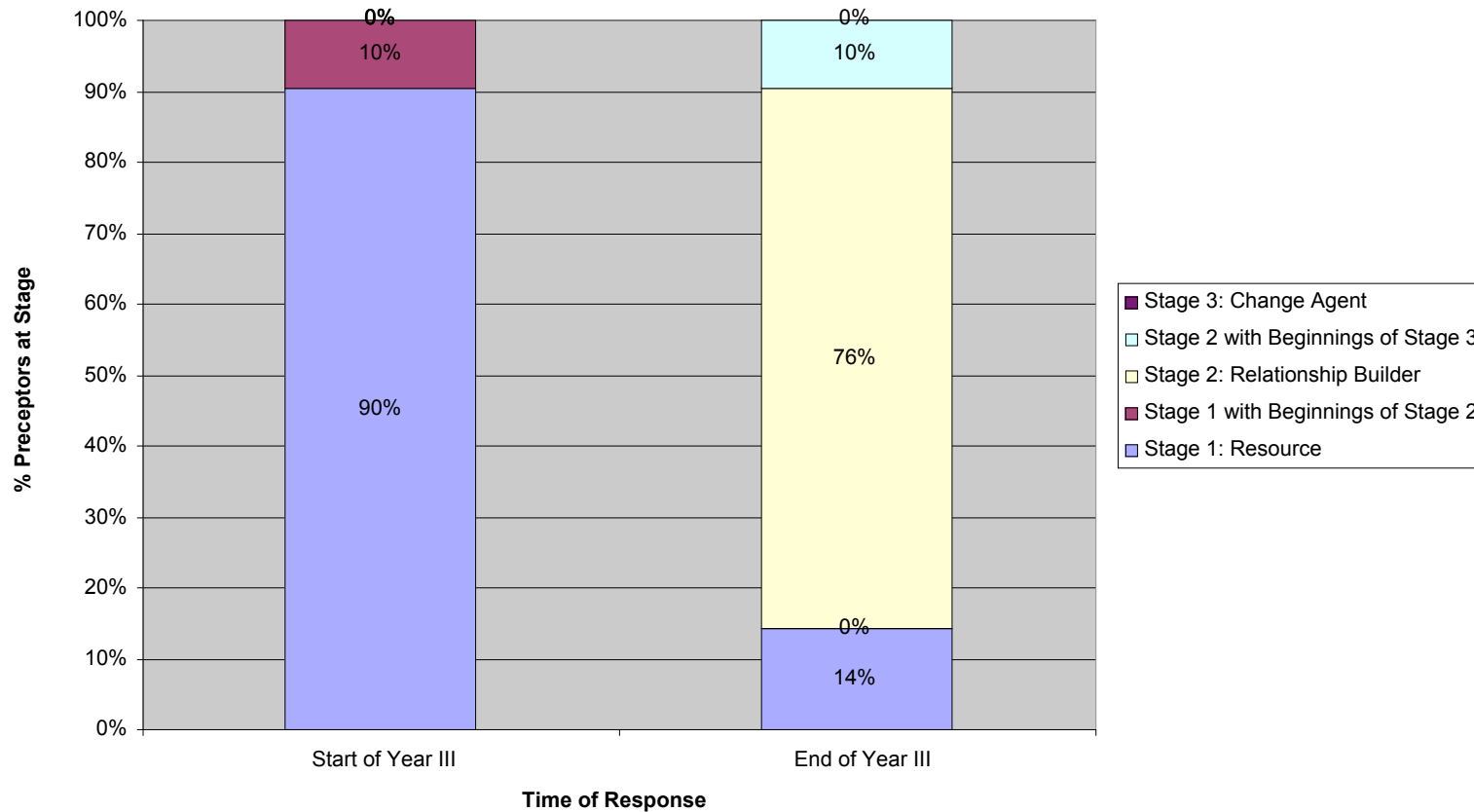


Figure 4. Leadership Development, Cohort II

Note: Data was analyzed using N=21 responses for which the Preceptor had answered the prompt during both time periods