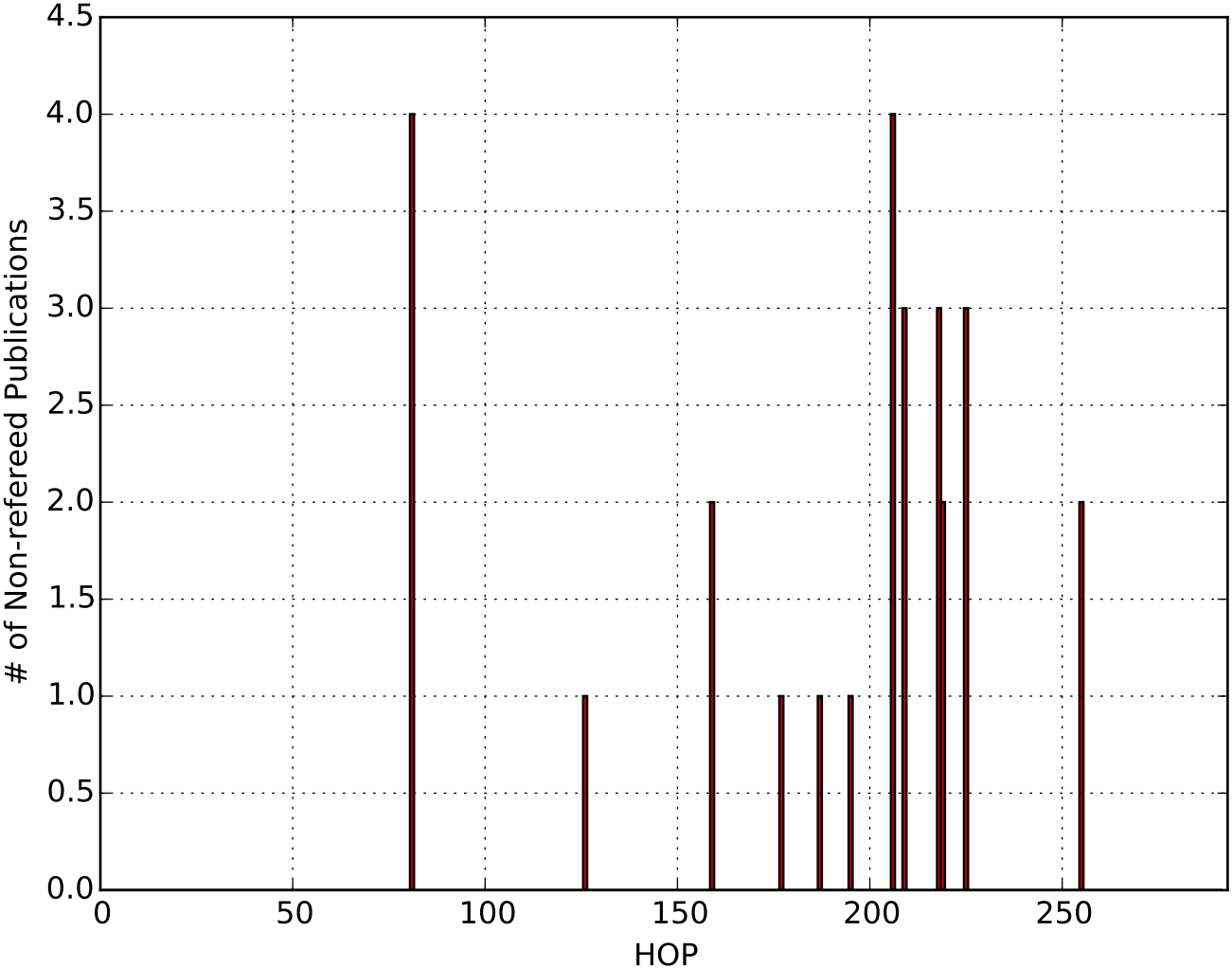
4.5
4.0
3.5
3.0
2.5
2.0
1.5
1.0
0.5
0.0
# of Non-refereed Publications
0
50
100
150
200
250
HOP