

SCHOOL OF SOCIAL WORK

APPLICATION INFORMATION for ADMISSION for MASTER OF SOCIAL WORK

The School of Social Work is pleased that you are interested in pursuing graduate studies in social work. Please read and follow the instructions below so that we have all of the required application materials. Note that the responsibility for securing and submitting the materials, transcripts, and other necessary information rests upon the applicant. Please submit your application online at: http://www.baylor.edu/social_work/mswadmissions.

APPLICATION DEADLINES

MSW Application <u>must be completed</u> by **March 13.** All application materials must be submitted electronically or postmarked by this date.

Because our classes have a cap on enrollment, it is always wise to apply early as the class can fill before the deadline. For maximum financial assistance opportunities, apply one year in advance.

APPLICATION PROCEDURE AND ELIGIBILITY

You are required to have a bachelor's degree from an accredited institution in the United States, or proof of equivalent training at a foreign university. Ultimate approval for admission to graduate study is given by the Dean of the School of Social Work. The Graduate Admissions Committee will consider all of the relevant information it has about the applicant's capacity to successfully complete the degree program and function as a professional social worker.

A completed application consists of the following:

1. APPLICATION FORM

This form serves for all domestic and international applicants and is to be used to <u>organize your information</u> when applying online.

2. TRANSCRIPTS

Arrange for <u>official</u> transcripts from <u>all</u> undergraduate and graduate institutions attended to be sent to the School of Social Work. (Records for former and current Baylor University students are already on file in the Records Office; the School of Social Work will obtain those transcripts from Records.)

3. RECOMMENDATIONS

Three strong professional reference letters or recommendation forms are required from each applicant. Two references must have direct knowledge of your academic work, at least one of which must have been an instructor of yours. Faculty who are members of the MSW Admissions Committee may not write letters of recommendation. Select persons who have knowledge of you in areas such as: intellectual competence; potential for success; the ability to work with people about sensitive issues, including people from diverse backgrounds; possession of critical thinking and communication skills; and a sense of values and ethics. Advanced Standing applicants will need a reference from the undergraduate program director, the director of field education, or the field instructor.

Recommenders should email letters and/or recommendation forms directly to MSW Admissions@baylor.edu. If hardcopy letters/forms are used, they should be written on institutional or business letterhead and mailed directly to the School of Social Work, One Bear Place #97320, Waco, TX, 76798-7320. You may duplicate the recommendation form in this application packet or download an electronic copy of the recommendation form at http://www.baylor.edu/social_work/index.php?id=66486.

4. APPLICATION FEE

A fee of \$45 is required at the time the application is submitted and is non-refundable once the application is started.

5. INTERNATIONAL STUDENTS

For all programs, <u>international applicants</u> must submit official scores and attain a minimum of 550 on the paperbased, or 213 on the computer-based, or 80 on the internetbased Test of English as a Foreign Language (TOEFL) OR 6.5 on the International English Language Testing System (IELTS). See the School of Social Work online catalog for more information regarding exemptions. Information about these tests are available from the U.S. Embassy or the Consulate of the applicant's country, or by contacting the Educational Testing Service, Box 6004, Princeton, NJ 08541-6004 USA (website: http://www.ets.org/)

Additional forms are required of international applicants. Please contact the office of **International Student and Scholar Services** for more information:

Phone: (254) 710-1461; FAX (254) 710-1468

Email: ISSS Support@baylor.edu

Website: www.baylor.edu/cie/index.php?id=1802

6. HEALTH FORM

The "Health Form" is required of all accepted students. It must be submitted to the Baylor University Health Services (address indicated on form). You will not be permitted to register for classes until this form has been received and approved by the Baylor University Health Services. See http://www.baylor.edu/healthservices/ to download a copy of the form.

7. ADVANCED STANDING

Students who meet **all** the criteria below may apply for Advanced Standing, an accelerated social work graduate degree program:

- 1. An undergraduate degree in social work from a program accredited by the Council on Social Work Education. No other degrees or life experiences can be substituted for this requirement.
- 2. Completion of the undergraduate degree no more than five years prior to application. (Exceptions may be made on a case-by-case basis for social workers who have been in practice with regular continuing education.)
- 3. Reference letter or recommendation form from the undergraduate program director, director of field education, or if the director is not available, a field supervisor or field course instructor.
- 4. An overall grade point average of 2.7 or higher on a 4.0 scale, a grade point average of 3.0 or higher in all social

Page 1 Rev.7/16/14

work coursework, to include a minimum grade of B in all practice and field courses

5. A copy of the field evaluation from the baccalaureate social work field experience(s) documenting satisfactory generalist practice experience and skills in the internship.

In addition to all the requirements for the MSW program, those students seeking admission to Advanced Standing should send with this application a copy of the most recent Field Evaluation from their undergraduate social work field (internship) placement. If the student is currently in field placement, submission of mid-term field evaluation will be accepted in order to process application. However, receipt of the final field evaluation will be required before enrollment in coursework.

GENERAL INFORMATION

SCHOOL OF SOCIAL WORK CATALOG

You may access the current School of Social Work Catalog on our website.

RE-ENROLLMENT OR TRANSER OF CREDIT

If you need an *Application for Admission for Transfer of Credit or Re-Enrollment*, please contact the Master of Social Work admissions office at (254) 710-3701 or (254) 710-7853.

HOUSING

Limited on-campus housing is available to graduate students through the Office of Campus Living and Learning. For more information, contact the Office of Campus Living and Learning:

Website: www.baylor.edu/Housing/

Phone: (254) 710-3642

Off-campus housing information is available from the Office of

Campus Life. For more information, contact:

Website: http://www.baylor.edu/offcampushousing/ Phone: (254) 710-1314 Fax: (254) 710-1766 Graduate Student Housing Community at the Quadrangle: http://www.baylor.edu/graduate/index.php?id=42521

FINANCIAL AID OPTIONS

The School of Social Work MSW program offers tuition and graduate assistantships. MSW students must complete a "School of Social Work Financial Award Application" form in order to be considered for School funds. Apply online at http://www.baylor.edu/social_work/index.php?id=66490.

To discuss options of Stafford Loans, Texas Tuition Equalization Grant, Federal Work-Study Program, and Private Alternative Loans Programs, contact the Office of Academic Scholarships and Financial Aid:

Website: www.baylor.edu/finaid Email: Financial_Aid@baylor.edu Mail: One Bear Place #97028 Waco, TX 76798-7028

Phone: (254) 710-2611 or toll free within the U.S. at

1-800-710-BAYLOR-U, option 8-2

FAX: (254) 710-2695

• •

STUDENTS WITH DISABILITIES AND SPECIAL NEEDS

The Office of Access and Learning Accommodation (OALA) strives to insure equality in relation to any unlawful discrimination from race, color, ethnic origin, sex, age, or disability for all students. OALA follows the federal Rehabilitation Act of 1973, Section 504, which states that "No otherwise qualified person with a disability in the United

States shall, solely by the reason of disability, be denied the benefits of, be excluded from participation in, or be subjected to discrimination under any program or activity receiving federal financial assistance."

OALA reviews disability documentation to determine appropriate accommodations for individual students. OALA collaborates with faculty and administration in determining how students with disabilities will meet academic requirements, and it provides information to students, parents, staff, and faculty. For further information, contact OALA:

Website: www.baylor.edu/oala

Phone: (254) 710-3605 FAX: (254) 710-3608

NOTICE OF NONDISCRIMINATORY POLICY

Baylor University complies with all applicable federal and state nondiscrimination laws and does not engage in prohibited discrimination on the basis of race, color, nationality or ethnic origin, sex, age, or disability in employment or the provision of services. The University is controlled by an all-Baptist board of regents and is operated within Christian-oriented aims and ideals. Baylor is affiliated with the Baptist General Convention of Texas, a cooperative association of autonomous Texas Baptist churches. As a religiously controlled institution of higher education, Baylor University is exempted from compliance with some provisions of certain civil rights laws, including some provisions of Title IX of the Education Amendments of 1972.

CONTACT INFORMATION:

Website: www.baylor.edu/Social_Work

Mail: School of Social Work
MSW Admissions
Baylor University
One Bear Place #97320

One Bear Place #9/320 Waco, TX 76798-7320

Phone: General Information: (254) 710-6400

MSW Admissions: (254) 710-7853 Associate Dean: (254) 710-4321

FAX: (254) 710-7412

Email: <u>Jon Singletary@baylor.edu</u>

MSW Admissions@baylor.edu Marilyn Gusukuma@baylor.edu

APPLICATION PACKET CHECKLIST

- 1. Submit MSW Application online.
- 2. Submit \$45 non-refundable application fee.
- 3. Email to MSW_Admissions@baylor.edu:
 - Writing Assignment
 - Current Resume
- Arrange for all <u>official</u> transcripts from every university you have attended to be mailed to the School of Social Work.
- Contact recommenders to have each send his/her reference letter or recommendation form to the School of Social Work.
- Advanced Standing students should include a copy of the last Field Evaluation from their undergraduate social work field (internship) placement.
- International students should have official TOEFL or IELTS scores sent to the School of Social Work.
- 8. Submit School of Social Work Financial Aid Award form online.
- If you are accepted to the program, you must submit <u>by mail to the University Health Center</u> the <u>Baylor University Health Form</u> prior to registration.

Page 2 Rev.7/16/14



(For Office Use Only—please do not write in this space.)

School of Social Work APPLICATION for MASTER OF SOCIAL WORK

Please print. Complete this form according to application procedure on preceding page.

university registrar). Last (Family) Name			First (Given) Name	
Last (Fairing) Name			riist (Given) Name	
Middle Name			Suffix (e.g. JR, III)	
Preferred Name			Name on Transcripts (If di	fferent from above)
2. CURRENT ADDRESS			Use this address until (MM	/DD/YEAR)
Number	Street Name			Province/State (non-U.S. addresses)
Apartment Number, P.O. Box,	Rural Route		Country (If other	r than U.S.)
City		U.S. State	ZIP Code (ZIP +4)	Postal Code (non-U.S. addresses)
3. PERMANENT ADDRESS				
Number	Street Name			Province/State (non-U.S. addresses)
Apartment Number, P.O. Box,	Rural Route		Country (If other	than U.S.)
City		U.S. State	ZIP Code (ZIP +4)	Postal Code (non-U.S. addresses)
4. TELEPHONE (U.S. numbe	rs only, with area o	code)		
Preferred Phone			Alternate Phone	
5. EMAIL ADDRESS				
				ng and internal institutional purposes. If yo
do not already have one, the	School of Social W	_	you a substitute number.) u are a Baylor student, inc	

Page 3 Rev.7/16/14

7. CITIZENSHIP	(Please check one.)	□□ United States Ci	luzen	□□ Permanent Resi	dent ⊔i Foreign Na	uonai	
Country of Citizen	ship (if not US Citizen)					
*If not a U.S. Citizer	n, have you taken the TO	EFL Exam?					
If yes, please provide	e scores: TOEFL Paper _	Computer	Inter	net-based	IELTS		
DEMOGRAPHIC IN making admission		formation is optional a	and is red	quested for internal	institutional purposes.	It will no t	t be used in
8. Date of Birth		9. Geno	der	1	.0. Religion		
		☐ Male	□ Fei	male _			
11. Origin ☐ African America ☐ Mexican Americ ☐ Multiple Race/E	can 🗆 Puerto Rica	lispanic) □ Ameri n □ Other Latino (no resident visa)	/Hispanio		der 🗆 White (non-	Asian Am -Hispanic/	
12 . Applying for:							
☐ Two-year MSW	program \square Advance	d Standing □ MDiv/M	ISW 🗆 M	1TS/MSW Propose	d enrollment date:	onth	Year
12a . If you are a Truett Seminary?		MSW program have y	ou compl	eted the admission	application or are you		
13. Are you a cur	rent or former Baylor	student? \square Yes	□ No	☐ Current	☐ Former		
14. Are you plann	ing to enroll full time?	P □ Yes □ No					
					r junior colleges). Off Vork before this applic		
Name of School				City/State			
Entrance Date	Date of Leaving	Degree (e.g. BA, B	S, etc.)		GPA	Graduati	on Date
MM YY	MM YY				(4.0 scale)	MM	YY
Name of School				City/State			
Entrance Date	Date of Leaving	Degree (e.g. BA, B	S, etc.)		GPA	Graduati	on Date
MM YY	MM YY				(4.0 scale)	ММ	YY
Name of School				City/State			
Entrance Date	Date of Leaving	Degree (e.g. BA, B	S, etc.)	Major	GPA	Graduati	on Date
MM YY	MM YY				(4.0 scale)	MM	YY
Name of School				City/State			
Entrance Date	Date of Leaving	Degree (e.g. BA, B	S, etc.)	Major	GPA	Graduati	on Date
MM VV	MM VV				(4 0 scale)	MM	

Page 4 Rev.7/16/14

Name of School			City/State					
Entrance Date	Date of Leaving	Degree (e.g. BA, BS, etc.)	Major	GPA	Graduat	on Date		
MM YY	MM YY			(4.0 scale)	MM	YY		
Name of School			City/State					
Entrance Date	Date of Leaving	Degree (e.g. BA, BS, etc.)	Major	GPA	Graduat	on Date		
MM YY	MM YY			(4.0 scale)	MM	YY		
Name of School			City/State					
Entrance Date	Date of Leaving	Degree (e.g. BA, BS, etc.)	Major	GPA	Graduat	on Date		
MM YY	MM YY		_	(4.0 scale)	MM	YY		
Recommender 2	2 Name	R	ecommender's Institut	ion/Employment				
Phone Number		E	mail Address					
Recommender 3	3 Name	R	ecommender's Institution/Employment					
Phone Number		E	mail Address					
	e with Public Law 93-3 you desire to exercise	380, Family Educational Rights the option.	s and Privacy Act of 19	774, the following stat	ement is p	provided f		
to the School of Soc	cial Work Master of Socia	by voluntarily waive my rights of a I Work program at Baylor Universi Jniversity on which comments are	ty, provided such materia	Is are restricted to or lim	nited to lette			
Must check one:	☐ Yes ☐ No Applica	nt's Signature (Required)		Dat	te:			

Page 5 Rev.7/16/14

18. Computer Use Competency

The graduate social work program will expect you to be able to use the computer for preparing written assignments and presentations, and for conducting research. The following questions will help us to know if you have the needed skills. If you identify an area in which you do not have a beginning level of competence, we recommend that you address this prior to enrolling in graduate social work education. We strongly recommend that students have personal computers to support their graduate studies. Computer facilities are also widely available on the Baylor campus.

Please complete this section to identify possible needs for computer competency preparation. This information will not be calculated in your application file review for admissions.

	Rate your level of competency for each statement: (check one that applies to you)	No	Beginner	Intermediate	Advanced
1.	I can create a new document, or open an existing document, edit it, print it and save it.	110	Beginner	Thermediate	navaneca
2.	I can create a mail merge document and a list of names and combine them using the merge function.				
3.	I can perform a search on my computer in order to locate files.				
4.	I can download, open and save an attachment to an email message.				
5.	I can convert a Word document from one format to another.				
6.	I can retrieve a .txt file from an unknown word processor so that I can read it.				
7.	I can save files various formats (e.g., PDF, JPEG, TIF, DOC).				
8.	I can add and delete programs on my computer.				
9.	I can use PowerPoint.				
10.	I have successfully used and can navigate Blackboard.				
11.	I can upgrade my computer software				
12	I can successfully connect other hardware to my computer (e.g., printer, headsets, digital camera, etc.)				
13.	I can use spreadsheet programs such as Excel.				
14.	I can use SPSS.				
15.	I can use computer programs to create charts and graphs.				
16.	I can use track changes.				
17.	I can use RefWorks, EndNote, or Zotero.				

10.	I have successfully used and can navigate Blackboard.					
11.	I can upgrade my computer software					
12	I can successfully connect other hardware to my computer (e.g.,					
	printer, headsets, digital camera, etc.)					
13.	I can use spreadsheet programs such as Excel.					
14.	I can use SPSS.					
15.	I can use computer programs to create charts and graphs.					
16.	I can use track changes.					
17.	I can use RefWorks, EndNote, or Zotero.					
	THER INFORMATION you ever been convicted of a felony or misdemeanor other than a mir ☐ Yes ☐ No	nor traf	ffic violation?			
If ye	s, explain:					
Socia requi yours	WRITING ASSIGNMENT If workers must be able to think critically and express themselves clear The required assive a great deal of presenting one's ideas in writing. The required assive in writing. This application includes a document entitled, "Master or the APA style for the writing assignment. Email to MSW_Admissions@b	gnmen f Socia	t will help us a I Work Applica	assess your skill	at expressing	
Save	CURRENT RESUME your resume as a Word document using "Last name, First name Resu SW_Admissions@baylor.edu.	me" as	s the filename.	Email your file	as an attachme	nt
true, state	certify that all the information contained in this application and in all and that I have attended no institution other than those listed on this ment may disqualify my application or result in the termination of my rstand that the application fee is non-refundable, and any submitted refundable.	applica studies	ation. I unders s as a student	stand that any fa at Baylor Univer	alse or misleadii	
Appli	cant's Signature (Required)			Date		

Page 6 Rev.7/16/14



SCHOOL OF SOCIAL WORK

APPLICATION for MASTER OF SOCIAL WORK PREREQUISITES FOR THE DEGREE

Professional social work education builds on the broad knowledge base of the biological, psychological, social and cultural contributions to human beliefs, attitudes, and behavior. Effective professionals perceive, think critically about, and work with this breadth of contributors to the human experience. Therefore, Baylor's graduate social work program requires completed undergraduate courses in the areas that are listed on the form on the reverse side of this page.

For each area, list undergraduate courses and course numbers, as listed on your transcript, which fulfill that requirement, and the year in which you completed the course. If you are currently enrolled in a course, write "in progress" in the Completion Date column.

You may list several courses to complete the total number of semester hours needed to complete a particular requirement. Record <u>only</u> the number of courses needed to meet the requirement, even if you have had many more courses than required.

If you believe a course you have taken meets a particular requirement, but you think it is hard for others to determine the content from the course title, photocopy the page of your undergraduate catalog which contains the course description, circle it, and attach it to this application or send a copy of the course syllabus.

If you have attended a college or university on the quarter system, divide the number of quarter hours by half and record this number in the Hours column.

If you do not have sufficient undergraduate work in a particular area, this may not preclude your acceptance in the program, but if you are accepted, you will need to complete coursework for that requirement as a prerequisite. Please note that the MSW Admissions Committee will only review an application that is missing no more than one prerequisite. If you have questions about this, please contact:

Dr. Jon Singletary, Associate Dean for Graduate Studies School of Social Work Baylor University One Bear Place #97320 Waco, TX 76798-7320 254-710-4819 or 254-710-7853 Jon_ Singletary@baylor.edu

Please complete all of the following and mail with rest of application.

Page 7 Rev.7/16/14

Completed or Currently Enrolled Courses

Requirement	Name of Courses	Transcript Course Number	Hours	Completion Date
Biology: a. 3-hour biology course or its equivalent OR b. satisfactory CLEP score on a human biology exam OR c. successful completion of BSSW human biology competency process (3 semester hours required)				
Communication or Language Skills: foreign languages, speech, grammar, linguistics, written communication, media (6 semester hours required)				
Social and Behavioral Science: sociology, anthropology, psychology, social psychology, human diversity, social work (6 semester hours required)				
Humanities and/or History: philosophy, religion, arts, government, political science, economics, history, literature (9 semester hours required)				
Statistics (3 semester hours required)				

This page <u>must</u> be turned in as part of the MSW Application.

Page 8 Rev.7/16/14

WRITING ASSIGNMENT

Answer the following four questions. Type your name on each page of your response and type a heading for the topic of each question at the beginning of the response. Please use current APA style for this writing assignment. Your responses to the first three questions should be approximately two pages, total. The critical thinking and case reflection questions should <u>each</u> be approximately one full page. Save your file as a Word document using "Last name, First name Essays" as the filename. Email your file as an attachment to MSW Admissions@baylor.edu.

1. My Decision to Apply

What personal and professional experiences influenced your decision to pursue graduate social work education?

2. Professional Goals and Interests

What are your professional goals and interests, and how do you think the Baylor School of Social Work will help you pursue these?

3. Work/Volunteer Experiences

Summarize your work and/or volunteer experiences that relate to your interest in graduate social work education.

4. Critical thinking Question

Please read carefully the two statements that follow and select one for your response. Your response should include your own observations, examples, and/or ideas from authors with whom you are familiar. If you quote an author, remember to provide a proper reference using APA format. References to research or to other literature are not required but are recommended.

- "Social workers challenge social injustice."
- "Social workers respect the inherent dignity and worth of the person."

5. Case Reflection

Please read carefully the three case vignettes below and on the reverse side. Select <u>one</u> and address this question: What issues or concerns do you identify in this case?

Case #1 Rita Southwell

You are a social worker in a church counseling center in a residential neighborhood. One morning you are contacted by Rita Southwell, an Anglo woman, wife of a medical resident who is pursuing a specialty in your city's medical school. Rita lives across the street from the church and was attracted by the center's sign.

Rita is 23 years old, home schooled and married to Roger for two years. She tells you that she comes from a Christian religious community that intentionally separated from the materialism of American society and created a community that expressed traditional Biblical beliefs. Her marriage was brokered by her family and her husband's, and she did not meet him until a few days before the wedding.

Roger wanted a bride that would uphold the values of their community. Simplicity governs their life together and he expects Rita to dress modestly, cover her head in public, and conform herself to his decisions. She is expected to remain in their home and their only joint friends are another couple from the same religious community. At the same time, he socializes with his friends, often staying out late with other residents and medical students.

Rita confides in you that she wants to wear stylish clothes, try the makeup she sees in women's magazines, and go out by herself to shop at the supermarket or shopping malls. She would like to taste a hamburger from McDonald's. Above all, she would like the freedom to make friends outside of the religious community.

She has just discovered she is pregnant and is afraid that after the birth of her child, she will never get out of the house. She fears that she and her husband will end up living in different worlds. She feels it is "now or never." If she does not begin to achieve some of these goals in the next six months, she will be a traditional, housebound wife for the rest of her life.

Page 9 Rev.7/16/14

Case #2 Establishing a Cancer Treatment Unit

You are the director of social work in a large urban community hospital located in a low-income area serving people from various economic levels. You have been assigned to staff the planning committee charged with creating a plan for the future of the hospital. You grew up in the community and have family and long-standing friends who reside there. You also have relationships with many community human service administrators and staff members.

As the planning process proceeds, it becomes clear that most committee members favor the creation of a specialized cancer treatment unit, which will gain status recognition for the hospital and also attract patients from throughout the state. But such a recommendation will make it impossible to recommend improvements for emergency and ambulatory care that are desperately needed by the neighborhood. A recommendation for a cancer treatment unit will change the nature of the available health care, who will get the jobs, use of community space, kinds of housing which will be available, and so forth.

It becomes clear to you that the local community will gain very little and lose much if a cancer treatment unit is installed. You are torn between loyalties to the hospital, to the community in general, to the social and human service agencies in the community, and to the community's population, including your friends and relatives who need a different type of service.

Loewenberg, F. M., Dolgoff, R., and Harrington, D. (2000). *Ethical Decisions for Social Work Practice*, 235-236. Itasca, IL: F.E. Peacock. Used by permission.

Case #3 Conflict with Family Traditions

Fatima is the eldest daughter of a close family that upholds the conservative cultural and religious traditions of her community. She is the first woman in her family to have the opportunity to study at the university. Throughout her university experience, Fatima has realized that her family traditions are in conflict with the progressive and liberal lifestyle of her fellow students and professors. Her experience at the university has exposed her to new ideas that have created inner conflict. She has to make choices concerning her attire, social activities, and relationships with male friends. Fatima has difficulty integrating the new educational concepts she is learning with the traditional gender roles and expectations of her family. Her dream for the future is to become a teacher and live in the capital city.

On a recent visit to her family in the small town where she was raised, Fatima's father informed her that they had chosen a man for her to marry upon her graduation from the university. The expectation is that she will move in with the husband's family and take on the traditional roles of carrying for the home, the ailing mother-in-law and future children they may have. The man they have chosen for Fatima to marry is ten years older than Fatima, a business man in the community, and is a religious leader. He will be able to provide well for Fatima and contribute to her family's social and financial status. It is doubtful that he will allow Fatima to become a teacher and use the skills she has developed in her studies. Upon learning this information, Fatima has an emotional outburst and for the first time, disclosed to her family her dreams of pursing her career and choosing her spouse. The visit ended with all family members distraught and not knowing how to resolve this major conflict.

Fatima has come to you as a social worker in a local community. She believes her family will respect your background, advice, and religious perspective. She also feels you are trustworthy and relatable confidant. She is at the point of making major life decisions and is requesting your input as well as your involvement in working through these problems with her family. You are aware of how important family life is to this culture. You are also aware of how Fatima is changing through her university experience.

Page 10 Rev.7/16/14