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MU NewsLetter, May 6, 1993

Office of University Relations

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Denman selected MU Employee of Month

Dr. Sarah Denman, assistant vice president for academic affairs, has been selected as the Marshall University Employee of the Month for April, according to Bill Burdette, chairman of the selection committee.

Denman has worked for the university for 18 years.

She was nominated for the award by Jean Augustine, administrative clerk in the Registrar's Office.

In making the nomination, Augustine said, "In the confusion following the release of the Mercer Project report, Dr. Denman took the time to consult not only with employees of the Registrar's Office but with people in other departments across the campus as well. She has

worked with us to help us better understand the new Mercer system and assisted us in preparing our preliminary job evaluation review forms. We would like for her to receive recognition for her generous support by being named Employee of the Month."

Denman joined the Community and Technical College faculty in 1975 as coordinator of communication and associate professor. She was named assistant dean of the college in 1984 and associate dean in 1989. She has served as assistant provost or assistant vice president for academic affairs since 1991.

She received her bachelor's and master's degrees from Marshall and her doctorate in higher education administration from West Virginia University.

Denman will receive a plaque and \$100 for being named Employee of the Month and will be eligible for the Employee of the Year Award.

Denman is donating the \$100 to the university's "Women of Marshall Scholarship Fund" in memory of Gene Crawford.

Marshall University President J. Wade Gilley and his wife, Nanna, provided funds through a grant to

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Denman

Medical school receives AAFP achievement award

The Marshall University School of Medicine has received a national award for being one of the top four schools in the U.S. in the percentage of graduates entering residencies in family practice.

Because nearly 27 percent of its graduates entered family practice residencies over the past three years, Marshall received a Silver Achievement Award from the American Academy of Family Physicians.

Two other medical schools, East Carolina University and the University of North Dakota, received silver awards; only Mercer University exceeded the 30 percent level required for the gold award. Ten schools received bronze awards for levels over 20 percent.

Dr. Robert B. Walker, chairman of Marshall's Department of Family and Community Health, said the award is especially gratifying because it recognizes concrete accomplishments.

"I feel particularly positive about this award because it focuses strictly on outcomes," he said. "Many schools have good intentions and many have good plans to emphasize primary care, but few have proven track records. Marshall has developed a national reputation for producing the desired educational outcomes.

"It is always wonderful to be recognized by our peers because they know how hard it is to produce results like these in this day and time," he added.

Dr. Daniel Peterson, assistant professor of family and community health at Marshall, accepted the award from AAFP President John M. Tudor at the annual meeting of the Society of Teachers of Family Medicine held recently in San Diego.

Departments get funds

Two more Marshall University departments have been allocated equipment funds, primarily from private sources, according to MU President J. Wade Gilley.

He said a total of \$65,000 is being awarded the English and Art departments. Earlier this month, Gilley announced allocation of \$51,000 to the School of Journalism and Mass Communications and the Modern Languages Department.

The \$40,000 to the English Department will be used in the development of a computerized writing laboratory. It includes \$15,000 from the "University's Greatest Needs" account in the Marshall Foundation, \$15,000 from an individual contributor and \$10,000 made available through the Marshall Research Corporation.

The \$25,000 grant to the Art Department was requested for graphic arts equipment and computers. It includes \$15,000 from the "University's Greatest Needs" account plus \$10,000 solicited from an individual contributor by Vice President for Institutional Advancement Edward G. Boehm Jr.

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First doctoral students to graduate

On May 8, Thais Salazar-Mather won't be in the laboratory trying to learn how the body reacts to viral infections such as AIDS. Daniel Todd won't be exploring how radiation affects the level of calcium in cancer cells.

That day, the two researchers will trade their white coats for black robes so they can receive the first Ph.D. degrees ever awarded by Marshall University.

Until this year, students in Marshall's Biomedical Sciences Graduate Program did all their work at MU but received their degrees from West Virginia University. Marshall's authorization to grant the degrees for the first time follows approval from the University System Board of Trustees and a site inspection of the program by the North Central Association of Colleges and Schools.

"The biomedical sciences graduate program unquestionably is one of Marshall University's centers of excel-

lence," MU President J. Wade Gilley said when final approval was received in November. "Our graduates are attaining distinction in their fields, and there is no better endorsement of a program's strength."

Both Salazar-Mather and Todd have entered postdoctoral fellowships at prestigious institutions.

Salazar-Mather is at Brown University working with Dr. Christine Biron, a leading researcher in the field of viral immunology. Their research into how the body reacts to viral infections lays important groundwork for the eventual treatment of diseases such as AIDS.

Todd is working with Dr. Ross Mikkelsen in the Radiology-Oncology Department of the Massey Cancer Center at the Medical College of Virginia. He is measuring how radiation therapy of cancer cells affects cellular calcium regulation.

Todd said Marshall offers competitive research opportunities, especially after Marshall researchers successfully competed for EPSCOR funding from the National Science Foundation to purchase state-of-the-art research equipment.

Both students had the option of receiving their degrees from either Marshall or WVU, but said their choice of the MU degree was an easy one. Todd, in fact, was an active participant in the drive to win approval for Marshall to grant the degree.

"I did all my work at Marshall," he said. "I'm proud of the accomplishments of Marshall University, of the education I received there and of the work I did there."

Salazar-Mather expressed similar views, with special thanks to faculty in the Department of Microbiology for their support. "They were behind me one hundred percent, and that's what made this all possible," she said. "I wear my colors with pride."

Retirement seminars planned

A series of preretirement planning seminars titled "Think of Your Future: Retirement--The Beginning of Something New" will be held at Marshall University starting Tuesday, May 11, in the Community and Technical College Building Room 135.

Participants will be able to create their own preretirement programs to use in reviewing and revising their plans for the future, according to Richard Hensley, director of continuing education at Marshall. He said persons who plan to retire within the next 10 years will find the seminars helpful in preparing psychologically, physically and financially for retirement.

The series also will provide business organizations, unions, governmental agencies, membership organizations, religious and educational institutions the opportunity to help their employees or members receive effective retirement planning.

Robert M. Russell, retired vice president and trust officer of the Twentieth Street Bank, will coordinate the programs and serve as the group's retirement planning specialist.

The schedule includes the following:

-- Tuesday, May 11, "Retirement-Planning as a Challenge" at 6:30 p.m. and "Getting in Shape for Your Future" at 7:30 p.m.

-- Tuesday, May 18, "Retirement Years: Goals and Roles" at 6:30 p.m. and "How Does Social Security Work?" at 7:30 p.m.

-- Tuesday, May 25, "Charting Your Financial Future" at 6:30 p.m. and "Investment Strategies" at 7:30 p.m.

-- Tuesday, June 1, "Legal Readiness for Retirement" at 6:30 p.m. and "Estate Planning" at 7:30 p.m.

Registration will be required. There will be a fee of \$60 for couples and \$40 for singles which will include all programs and a resource book titled "How to Plan Your Successful Retirement."

To register or obtain further details contact the Division of Continuing Education at Marshall University's Community and Technical College, 696-3113.

Denman receives award

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establish the Employee of the Month and Employee of the Year program.

The program has been designed to recognize outstanding performance by classified and non-classified staff at the university. Awards will be made to MU employees who have exhibited exceptional levels of work performance and displayed high regard and loyalty toward the university and their job responsibilities.

Departments get funds

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Gilley had reserved \$47,500 in the "University's Greatest Needs" account last year to assist in raising additional private matching gifts for academic needs.

MU staff will be honored at luncheon

The ninth annual Marshall University Service Awards Luncheon will be held Tuesday, May 11, from noon to 2 p.m. in the W. Don Morris Room in Memorial Student Center.

Staff members who will receive awards during the luncheon include:

For 15 years of service: Pamela Chapman, Vickie Crager, Tony Crislip, Deborah Damron, Jeffrey Daniels,

Joseph Feaganes, Arlene Ferguson, Lester Fleming, Karen Greybill, Kent Hayes, Estil Hurn, Mildred Johnson, Virginia Keeney, Jeffrey Long, Jennifer Long, Carolyn Miller, Anne Moncer, James Richendollar, Marvin Stewart, Margaret Theis, Jack Toney, Doris Wellman and Charles Young.

For 20 years of service: Sue Ellen Bell, Mary Caserta, James Davis, Charles Harless, Opal Midkiff, Robert Morris, Randy Price, Ken Reffeitt, Opal Turner, Joseph Vance, Alan Ward and Joe Wortham.

For 25 years of service: Helen Bledsoe, Cleopatra Garvin, Deborah Hicks, Imogene Scott and Charles Newsom.

Retirees (eligible as of May 1, 1993): William Beard, Gordon Black, Ruby Boster, Myrta Calliccoat, Mary Clark, Ida Conner, Mary Crawford, Emmett Dean, Marvin Fulton, Barbara J. Johnson, Ernest Lambert, Opal Leadman, Margaret Ours, Billy J. Peal, Ruby Steffen, Mary Jane Tweel and Therese Tweel.

To be eligible for awards persons must have completed 15, 20, 25, 30 or 35 years of service to Marshall University by May 1, 1993.

To obtain further details contact Jill Chapman, 696-2242.

Gilley opposes plan to reorganize Corps

Marshall University President J. Wade Gilley was to testify before a congressional committee Thursday morning (May 6) in the effort to retain U.S. Army Corps of Engineers jobs in the Huntington area.

Gilley was to speak in opposition to a proposal to reorganize the Corps which would transfer the planning and engineering functions from the Corps' Huntington District and cost the local area more than 350 of its better-paying jobs.

The Marshall president said his testimony would deal with the economic impact the proposed reorganization would have on the Huntington area, and how Marshall and the West Virginia Graduate College are prepared to meet the educational, technical and research needs of the Corps offices here.

The hearing was being conducted by the House Subcommittee on Investigations and Oversight Committee on Public Works and Transportation.

VSA festival to be held here

Approximately 700 handicapped students and 300 parents, volunteers and teachers from Cabell, Wayne, Mason, Logan, Mingo and Lincoln counties will participate in a daylong Very Special Arts Festival being held on the Marshall University campus Tuesday, May 25, according to John Hunter, executive director of Very Special Arts West Virginia.

The students will participate in a variety of activities in the visual arts, dance, drama and music. The festival will be held on the Memorial Student Center Plaza where approximately 30 booths featuring different art activities will be located. Students will be able to participate in the activities in which they are interested.

Musical performances by Emma Coburn and Steven Justice will be held in the morning. A performance featuring larger-than-life puppets by Madcap Productions of Cincinnati will be held on the Memorial Student Center Plaza after lunch. The Madcap troupe will perform folk tales for the students.

Hunter said he would like to encourage faculty and staff members to attend all or part of the celebration. Several Marshall students have volunteered to help throughout the event.

Similar regional festivals will be held May 19 at West Virginia State College and May 21 at West Virginia University.

Very Special Arts was founded in 1974 by Jean Kennedy Smith to enrich the lives of people with disabilities.

To obtain further details contact Hunter at Marshall University, 696-6384, or Sandy Saunders at the Cabell County Schools Office, 528-5018.

MILES to go on campus

To celebrate the installation of the new VTLS library system, the Marshall University Libraries sponsored a contest to name the on-line public access catalog.

The winning entry was submitted by Dr. Jane Fotos of the School of Nursing. Her entry, MILES (Marshall Integrated Libraries Electronic Services), will be used for the name of the on-line catalog.

MILES currently provides access to materials owned by the libraries of Marshall University. In the future it will provide access to additional catalogs and other kinds of databases, according to Josephine Fidler, director of libraries.

Fotos received a \$50 gift certificate for books provided by the Marshall University Bookstore.

The second place winner was Virginia Holderby of the James E. Morrow Library Circulation Department who received a Marshall sweatshirt from the Stadium Bookstore. The third place winner was Cathy S. Alford of the Circulation Department who received a \$15 vendacard coupon for photocopies provided by the library.

Committee discusses attendance policy

(The following report on the April 20 meeting of the Marshall University Academic Standards and Curricular Review Committee was submitted by Denecia Merritt-Damron, secretary.)

Minutes of the previous meeting were approved.

Subcommittee Report from Dean Adkins:

The following actions were taken:

College of Fine Arts--Additions--ART 408 (Art of the Ancient World); MUS 450 (Guitar Literature); MUS 451 (Guitar Pedagogy); MUS 270/470 (Musical Production Practicum).

College of Business--Additions--MGT 310 (Business Systems Analysis and Design); MGT 330 (Applied Business Systems Analysis and Design); MGT 340 (Database Management Systems); MGT 410 (Business Telecommunication Systems); MGT 430 (Business Decision Support Systems); MGT 440 (Business Systems Development Project). All were added to initiate MIS (BIS) program.

Personnel personal . . .

Daniel Steven Bailey, son of Carla J. Cook, senior payroll clerk, has been selected as an appointee to the U.S. Air Force Academy at Colorado Springs.

Bailey was nominated by Senators Byrd and Rockefeller and Representative Rahall.

Selection is based on academic achievement, ACT and SAT scores, participation in school activities and organizations, participation in community activities, work experience and physical fitness.

He plans to major in aerospace engineering/space operations and pursue a career in the space program while an officer in the Air Force.

Bailey currently is senior class president at Buffalo (Wayne) High School where he has received various honors.

He also has served as a junior counselor and counselor for the Marshall University Sports Fitness Camp for the past five years and received the 1992 Leadership Award during the MU Track and Field Camp.

Faculty Senate to meet

Marshall University's Faculty Senate will meet Thursday, May 13, at 10:30 a.m. in the lounge on the eighth floor of Smith Hall.

The agenda will include: approval of minutes of 4/29/93, announcements, report of the university president, standing committee recommendations, ACF report, agenda requests for future meetings.

Newsletter to resume June 17

This is the last issue of the Marshall University Newsletter until the first term of summer classes.

The next issue will be published Thursday, June 17. During the summer terms the Newsletter will be published on a biweekly basis.

Community and Technical College--Change--BUS 251 (from Installment Credit to Consumer Lending); Addition--BUS 259 (Commercial Lending).

Denecia Merritt-Damron moved to accept report. Dagmar Weil seconded the motion which passed by voice vote.

First Week Class Attendance Policy:

Dean Adkins questioned the wording of the policy. He asked if, as faculty do we participate? It needs clarification. Robert Eddins tried to clarify the policy.

It is the responsibility of the ASCR Committee to clarify that this policy conflicts with the existing issues, and it needs to state that the policy supersedes any existing legislation.

Ben Miller made a motion that the committee recommend to the Faculty Senate that the experimental Withdrawal Policy not be continued.

The motion was defeated.

Dean Adkins proposed recommendation to the Faculty Senate to discontinue Section I of the Withdrawal Policy; continue Section II, but delete paragraph two, and continue all of Section III of the Withdrawal Policy. Denecia Merritt-Damron moved to accept the motion. Maria-Tulia Gomez-Avila seconded the motion.

Paul Balshaw questioned the Individual Withdrawal of the policy.

The motion was revised to state: Eliminate Section I except for the individual withdrawal grade. The revised policy passed.

The meeting adjourned at noon.

MU faculty invited to buffet

Dr. and Mrs. J. Wade Gilley cordially invite all full-time faculty members and their spouses to a buffet honoring the university faculty on Saturday, May 8, from 5 to 7 p.m. at the president's house, 1040 13th Ave.

Faculty meeting held

(The following report on the April 22 general faculty meeting was submitted by Dr. Christopher L. Dolmetsch, Faculty Senate secretary.)

Faculty Senate President Robert Sawrey called the meeting to order at 4:04 p.m. in the Joan C. Edwards Playhouse.

The motion to submit to the faculty for ratification the proposed amendments to the constitution was made by Rainey Duke, seconded by Kenneth Guyer, and approved.

Kenneth Guyer (SOM) was nominated and elected to serve as the faculty representative to the Institutional Board of Advisors.

Retiring faculty members were recognized.

Marshall University President J. Wade Gilley presented his "State of the University" address and spoke briefly on accomplishments of 1992-93 and plans for 1993-94.

There being no further business before the faculty, Sawrey thanked the faculty for their two years of support and adjourned the meeting at 4:30 p.m.

Group changes name to honor Knight

The members of the Marshall University Chapter of the Public Relations Student Society of America (PRSSA) have honored a retired MU professor by changing the organization's name to the Wallace E. Knight Chapter of PRSSA.

Professor Knight was a member of the faculty of the W. Page Pitt School of Journalism and Mass Communications for nine years before his retirement in 1991. Knight, who taught all public relations courses at Marshall, was viewed by students and colleagues as a talented wordsmith, according to Dr. Harold Shaver, director of

the school. Before joining the Marshall faculty, Knight had been a member of the Ashland Oil Inc. public relations staff for 31 years.

Because of his teaching specialty and his membership in the Public Relations Society of America, the parent organization of the campus group, he served as the chapter's adviser.

Mary Calhoun, who served as president of the chapter during the Fall Term of 1992, initiated the idea of honoring Knight by renaming the chapter. Now a public relations specialist for the West Virginia Chamber of Commerce, Calhoun said students had great respect for the former professor.

"He's a bright spot in this world and his light shines on all of us who were lucky enough to have been on the receiving end of his wit and knowledge," Calhoun said.

Knight was honored at the time of his retirement by former students who established the Wallace E. Knight Excellence in Writing Award with a winner selected annually through a special competition. This year's winner was to be announced April 30 at the annual awards banquet of the School of Journalism and Mass Communications.

CTC courses scheduled

Marshall University's Community and Technical College will sponsor 12 continuing education/community service courses this summer, according to Richard Hensley, director of continuing education at Marshall.

The schedule includes the following:

-- "Introduction to ICD-9 Coding" (terminology of coding for medical offices) on Mondays from May 17 through June 28, 5:15 to 7:15 p.m. in Harris Hall Room 443, \$60.

-- "Conversational Spanish" on Wednesdays from May 19 through June 16, 6 to 8 p.m. in Harris Hall Room 303, \$48.

-- "Time Management" on Tuesdays from June 1 through July 6, 6 to 8 p.m. in Harris Hall Room 331, \$48.

-- "Introduction to Computers" on Tuesdays from June 1 through July 6, 5:30 to 7:30 p.m. in Corbly Hall Room 437, \$54.

-- "Introduction to Lotus 1-2-3" on Tuesdays from June 1 through July 6, 6 to 8 p.m. in Corbly Hall Room 439, \$60.

-- "Introduction to Computers" on Thursdays from June 3 through July 8, 6 to 8 p.m. in Corbly Hall Room 439, \$54.

-- "WordPerfect for Windows" on Thursdays from June 10 through July 15, 5:30 to 7:30 p.m. in Corbly Hall Room 331, \$65.

-- "Basic Bookkeeping" on Mondays from June 14 through July 26, 6 to 8 p.m. in Harris Hall Room 342, \$48.

-- "Desktop Publishing" on Tuesdays from June 15 through July 20, 5:30 to 7:30 p.m. in Corbly Hall Room 438, \$60.

-- "Medical Records Technology" on Wednesdays from July 14 through Aug. 18, 5:15 to 7:15 p.m. in Corbly Hall Room 438, \$60.

-- "Intermediate Lotus 1-2-3" on Mondays and Wednesdays from Aug. 9 through Aug. 25, 6 to 8 p.m. in Corbly Hall Room 437, \$60.

-- "Intermediate Computers" on Tuesdays and Thursdays from Aug. 10 through Aug. 26, 5:30 to 7:30 p.m. in Corbly Hall Room 437, \$54.

Continuing education units will be awarded to individuals who complete the courses. Tuition must be paid no later than four days before the first class session. Participants enrolling in more than one class will receive a 10 percent discount.

To register or obtain further details contact the Continuing Education Office at Marshall University's Community and Technical College, 696-3113.

Company offers fellowships

General Dynamics will provide fellowships this summer to students who will work in the Mason Technology Center in Mason County, according to Dr. Leonard Deutsch, dean of the Graduate School.

Students will assist in experimental research and support electrothermal technology development. Applicants must have working knowledge of IBM and MAC computer systems.

Interested students should immediately contact Deutsch at the Graduate School, 696-6606.

Mellon fellowships available

Academically outstanding juniors are invited to apply for Andrew W. Mellon fellowships in humanistic studies which are designed to prepare students for teaching careers in the humanities, according to Dr. Leonard Deutsch, dean of the Graduate School.

The application deadline is Dec. 3 (at which time the student should be a senior). To obtain further details contact the Graduate School Office.

MU library hours announced

Marshall University's James E. Morrow Library will be open Monday through Friday from 8 a.m. to 4:30 p.m. from May 9 through June 13, according to Josephine Fidler, director of libraries.

The library will be closed Saturdays and Sundays. The library also will be closed Monday, May 31, for the Memorial Day holiday.

Regular summer hours will begin June 14.

Marshall faculty and staff achievements

QUEEN E. FOREMAN, director of human resources, presented a workshop titled "Crisis Management for the Human Resource Professional" at the CUPA (College and University Personnel Association) Southern Region Conference held April 8 in Nashville, Tenn. The theme of the conference was "Pickin' the Country's Best."

Dr. WILLIAM A. EDWARDS, director of the Institute for Regional Development and interim director of the Center for International Programs, will make a presentation titled "Academic and Business Partnerships: International Consulting in China" at the American Society for Training and Development 1993 National Conference and Exposition being held May 9-13 in Atlanta. His proposal will be promoted as a "Partnerships" session which will feature a panel of consultants, researchers and academic faculty who will discuss partnership processes that utilize teamwork concepts to help partners survive in a highly competitive global marketplace.

During the spring conference of the West Virginia Foreign Language Teachers Association held April 2-3 at Marshall, it was announced that MARIA DOMINGUEZ, language instructor in the Department of Modern Languages, and MARSHA SMITH, Spanish teacher at Huntington East High School and language instructor in the Department of Modern Languages, have been selected to participate in a 15-member study group that will investigate pre-Columbian civilizations of Mexico this summer. The program, "Mexico: Yesterday, Today and Always," is sponsored by the WVFLTA and funded by a grant from the West Virginia Humanities Council. The group met

May 1 to plan the bibliographic research they will do to prepare for a 12-day on-site experience in July. The study/visitation segment of the project in Mexico will be directed by Merle Wachter, art historian and expert in the field of pre-Columbian cultures. Participants will use this time to collect materials they will incorporate into a classroom applicable presentation. All projects developed will be published and made available to teachers and students throughout the state.

Dr. STEVE SHUKLIAN, associate professor of economics, recently attended the annual meeting of the Association for Institutional Thought held in conjunction with the 35th annual Western Social Science Association Conference held in Corpus Christi, Texas. He presented a paper titled "Marx, Dewey and the Instrumentalist Approach to Political Economy" to a session on "Institutional Theory." He also served as a discussant in a session on "Applied Institutional Analysis."

RANDY BOBBITT, instructor in journalism and mass communications, has been elected treasurer of the West Virginia Chapter of the Public Relations Society of America.

Dr. ROBERT P. ALEXANDER, distinguished professor of management, has been appointed by U.S. Secretary of Commerce Barbara Hackman Franklin as a member of the West Virginia District Export Council for the term ending Dec. 31, 1995. He will be serving his fourth term on the council. ALEXANDER was first appointed to the council in 1981 by Malcolm Baldrige, then secretary of commerce.

MU personnel to speak at Virginia Tech conference

Three Marshall University representatives will make presentations during the third annual Global Market Opportunities Conference being held May 17-19 at Virginia Polytechnic Institute and State University, Blacksburg, Va.

Dr. H. Keith Spears, director of instructional television at Marshall, will make a presentation on the use of distance learning technologies for educating workers at manufacturing locations. His presentation, "Updating Skills While Maintaining Productivity--Distance Learning: Don't Start Work Without It," will revolve around delivering instruction directly to factory workers from university-based learning centers.

Dr. William A. Edwards, director of Marshall's Institute for Regional Development and interim director of the university's Center for International Programs, will make a presentation titled "China the Business/Academic Opportunity Frontier."

Edwards will discuss developing joint ventures, training and development opportunities and import/export ventures with China. He also will explain how to arrange delegations to travel to China and how to host a Chinese delegation.

Wangxin He from the Second Polytechnic University in Shanghai, who currently is serving as a visiting scholar

at Marshall's Center for International Programs, will make a presentation titled "Current Situation for Joint Venture Development in Shanghai."

He will discuss the Pudong preferential foreign policies, economic growth in Shanghai and potential for development in Shanghai.

Forty-two speakers including state, national and foreign government officials, corporate leaders and higher education representative will participate in the program.

Participants will have the opportunity to interact with a delegation of business and enterprise leaders from China who will discuss the new Pudong Development Project near Shanghai and joint venture and investment opportunities available throughout China.

The China delegation will attend the conference as part of a tour through West Virginia, Ohio and Virginia. The group's tour is being sponsored by Marshall University, Virginia Tech, Wright State University, East China Normal University, Beijing Normal University and several businesses and corporations in the United States and China.

While in West Virginia, members of the delegation will visit the Marshall campus and several businesses and industrial sites.