The 2014-2015 academic year brought with it lots of change. For the first time in several years, the Student Affairs Symposium was cancelled. A lack of funding led to the decision to put this event on hiatus for the year. Similarly, the Common Read Program has ended. In a joint recommendation between Leslie Donovan, director of student transitions, and Greg Tomso, chair of the english department, the low participation led to the decision to discontinue the program for now.

On two positive notes, the University and the division are one step closer to the reality of a football team. The division also had no negative compliance findings related to SACSCOC core requirements and comprehensive standards under our purview.

This year’s cover photo is from a campaign that many colleges have to bring awareness to and stop sexual assault. The campaign was led by students and includes a video from UWF students — www.youtube.com/watch?v=VL_6fHEy6vE

The pages that follow are just some of the highlights of accomplishments within the departments within the Division of Student Affairs. I hope you will enjoy reading about the things you’ve come to know and expect from our staff yet find a few surprises that you didn’t know about us and our work.

Go Argos!
Kevin W. Bailey, Ph.D.
Vice President for Student Affairs
Division Highlights

Football
This was the year to advance the football program. We had our first ever signing day on Feb. 4, 2015. All of the coaches were hired. Plans were finalized for the football field on campus and the athletic support building for coach’s offices, weight training, strength and conditioning and meeting spaces. Coach Shinnick spent many miles on the road, talking to high school football coaches, potential recruits and donors, making sure everyone in the area knew that UWF will start playing in Fall 2016.

Miscellaneous
• The division partnered with a company called Guidebook to provide a mobile app for events, including orientation, Homecoming, Family Weekend and Argo Arrival. It allows for real time updates of schedules, for events to be added to one’s personal calendar, ability to check-in from that location and posts via Facebook and Twitter.
• An Ebola outbreak in Dallas led the Public Health Committee to issue a statement, based on CDC guidance, on what the community should do if they believe they’ve been in contact with someone who was in one of the impacted countries (i.e., Sierra Leone, Guinea or Liberia)
• Developed the Orientation Oversight Committee, co-chaired by Dr. Brandon Frye and Dr. Joffery Gaymon, to review transfer and first-time-in-college orientation programs, to make recommended changes and to ensure seamless transition from admissions to orientation.
Welcome to the Student Affairs Family!

A few of the new faces that joined our division this year...

Karen Rentz
Director, Title IX Programs

Ms. Karen Rentz joined the Division of Student Affairs in July 2015 when the position of Title IX Programs Director was created. Prior to this, Karen was an associate director in the UWF human resources department and then the director of equal opportunity & compliance. In her Title IX role, Karen manages university complaints of sexual misconduct, sexual violence and gender-based discrimination. Karen holds a bachelor’s degree in communication arts from the University of West Florida, a Master of Science in human resources management from Troy State University, and has over 15 years of experience handling discrimination and harassment complaints. She also holds certifications in PHR, SHRM-CP, Title IX Investigator and Title IX Administrator.

O.C. Williams
Defensive Passing Game Coordinator/ Special Teams, UWF Football

O.C. Williams joined the University of West Florida football coaching staff in 2014 as one of the first defensive coaches in school history. He serves as the defensive passing game coordinator and leads the UWF special teams unit. Williams came to UWF with 14 years of coaching experience, including the last eight at UNC Pembroke. He was with UNCP when the school brought football back in 2007, and he finished his time with the Braves as the team’s defensive coordinator. UNCP ranked first in NCAA Division II in scoring defense in 2008 (11.2 points per game), and they ranked sixth in the same category in 2009 (15.1). The team also finished in the top 15 in the nation in passing defense from 2008 to 2010. Williams, a native of Lexington, Mississippi, graduated from Alcorn State with a bachelor’s degree in general studies in 2001, and he received his master’s degree in secondary education in 2005.
Cory Sanders
Defensive Coordinator/Linebackers, UWF Football

Cory Sanders joined the University of West Florida football coaching staff in 2014 as the program’s first defensive coordinator and linebackers coach. Sanders came to UWF with eight years of coaching experience at the college level, including four as a Division II head coach.

Sanders spent the last five years with the coaching staff at his alma mater, Saint Joseph’s College in Rensselaer, Ind. He was the team’s defensive coordinator in 2010 before being promoted to head coach in 2011. During his four years as head coach, the Pumas went 24-19 with a mark of 15-8 in the Great Lakes Valley Conference. In his second year in 2012, he led the team to a 6-5 record to mark the team’s first winning record since 2006. Sanders received his bachelor’s degree in business administration with a minor in mass communications from Saint Joseph’s College in 2007.

Alex Krutsch
Recruiting Coordinator/Defensive Line

Alex Krutsch joined the University of West Florida football coaching staff in 2014 as one of the first defensive coaches in school history. He serves as the Argonauts’ recruiting coordinator and defensive line coach.

Krutsch came to UWF with five years of coaching experience in all three divisions of the NCAA. His most recent stop was defensive line coach and recruiting coordinator at UNC Pembroke, where he coached for two seasons in 2013-14. During his first year at UNCP, the Braves went 9-2 and finished 15th in the final Division II national coaches’ poll. He helped lead the defense to national top 25 statistical rankings in rushing defense and third down conversion rate. Krutsch, a native of Schaumburg, Ill., received his bachelor’s degree in organizational and corporate communication from Northern Illinois in 2008, and he also received his master’s degree in sports management in 2011.

Jeff Burkhamer
Head Coach, Men’s Basketball

The University of West Florida hired Jeff Burkhamer on April 15, 2015 to take over the men’s basketball program as the team’s fourth head coach in its 31-year history.

Burkhamer came to UWF with 31 years of coaching experience, including 13 as a head coach at the NCAA Division II level. He holds a career record of 373-194 in 19 years as a head coach. He was a combined 218-153 in seven seasons at Armstrong State and six at Lander, and he also posted a record of 155-41 in six seasons as a junior college head coach at North Greenville College and Santa Fe Community College. Burkhamer attended Alderson-Broaddus College in Philippi, West Virginia and earned his bachelor’s degree in 1984. He was a four-year letterwinner in basketball and baseball and holds the school’s all-time assists record with 646. He was inducted into the school’s hall of fame in 2001.
Departmental Accomplishments

The following are selected accomplishments to highlight what departments have achieved in the 2014-2015 academic year.

Assessment, Planning & Research
• Assisted with successful Southern Association of Colleges and Schools: Commission on Colleges 10-year Reaffirmation.

Career Services
• Offered new events: Careers In the Environment program, a Career Roadtrip to Southern Company Crist Plant and 22 meet-and-greets with employers.
• Launched InterviewStream, a new software program that assists students with mock interviews and Candid Career, a suite of career preparation videos, were launched this year. Since the launch, there have been 593 logins, 387 videos watched and 30 completed interviews.
• Awarded a “Friend of Diversity” award from the office of Equity & Diversity for engagement in diversity initiatives and program partnerships.

Counseling & Psychological Services
• Added “Paws and Play” pet therapy dog events.
• Client satisfaction survey showed that 94 percent stated that participation in treatment has helped them to be more successful in achieving academic goals.
• The resiliency workshop series was a huge success with pretest to post-test results indicating that the more workshops students attended, the more relief they experienced in anxiety symptoms.

Dean of Students
• Oversaw the development, planning and implementation of the Fall 2014 Convocation Program, where more than 1,000 students, faculty, staff and parents/family members attended the event.
• The DSO partnered with faculty and staff from across campus to develop and initiate the
“Shifting Ground” series, utilizing videos provided by the Southern Poverty Law Center to create a space for discourse in the context of current and historical social justice issues.

Educational Research Center for Child Development (ERCCD)

- FY15 marked the second year of the Department of Education Child Care Access Means Parents in School Grant resulting in 70 students cumulatively benefiting from the grant. Specifically, 38 of 47 students were eligible and all received significant discounts on their childcare fees.

Environmental Health and Safety

- Assisted with the transition of Florida Virtual Campus from the University of Florida.
- Conducted building emergency coordinator trainings to increase campus safety, including the National Weather Service’s “Tropical Storms and Hurricanes: What You Need to Know.”
- Awarded a $3 million grant for wind mitigation efforts from Escambia County Local Mitigation Strategy Group.

Housing and Residence Life

- The Residence Life Staff facilitated 454 formal programs for residents based on the Students in Housing Engaged in Living and Learning Programming Model, plus more than 2,000 informal community builders and face-to-face meetings with residential students.
- The Residence Hall Association successfully hosted the Florida Association of Residence Halls meeting Jan. 30–Feb. 1, 2015 bringing 118 student delegates from 15 Florida colleges and universities.

Intercollegiate Athletics

- Conference trophies: For the second consecutive year, UWF won the Gulf South Conference’s new Overall All-Sports Trophy; for the 10th consecutive year and 13th total year, UWF won the Gulf South Conference’s Women’s All-Sports Trophy.
- UWF won five conference championships: men’s golf, men’s tennis, women’s golf, women’s swimming & diving and women’s tennis. (see photos below)
- Student Athlete achievements continue: All-Americans – 16 student-athletes; Academic Award Recipients – 102 student-athletes earned GSC Honor Roll Status; Division II Athletics Directors Association Award recipients – 22 student-athletes (i.e., student-athletes who maintain a minimum of a 3.5 GPA having completed at least two years of college courses).

Office of Student Rights and Responsibilities

- Completed a Student Code of Conduct review to update Title IX practices.
- Conducted Title IX Training session for Student Conduct Committee members in September 2014.
Recreation and Sports Services

• The Aquatic Center certified 225 lifeguards to work beaches, rivers, lakes and pools in Northwest Florida and South Alabama.

• The Intramural Sports Program served 1,256 unique participants who participated 10,335 times in league activities and special events.

• Outdoor Adventures hosted, for the first time at UWF, a Wilderness Medical Associates’ Wilderness First Responder course, which is an industry standard training for personnel leading backcountry trips.

Student Disability Resource Center

• Expanded services to accommodate more students. Student enrollment is up 17 percent, exam accommodations up 45 percent, classroom accommodations up 30 percent and sign language interpreting services up 40 percent.

• Implemented new “Note Taking Service” system. Note takers electronically upload notes where SDRC student can easily log-in and access notes.

• Participated in Johnson Foundation Matching challenge, raised $4,327 toward scholarship award; State of Florida matched raised funds which resulted in $8,654 in scholarship award monies for students with disabilities for the upcoming school year.

Student Case Management Services

• Successful expansion and utilization of Argo Pantry services. From Spring 2014 to Spring 2015, the pantry went from serving 15 students to 168.

• Conducted campus-wide food drives with the social work department, Student Government Association, psychology department, environmental studies department and archaeology department to stock the Argo Pantry.

Student Health Services

• Collaborated with the international studies department to develop an agreement to provide health services for Intensive English Program participants.

• Creation and implementation of the electronic Mandatory Immunization Health History form through Dynamic Forms to allow students to complete the form completely online and have the ability to upload immunization documents and shot records.

• Implementation of the Bridge to Good Health Program to allow students who “take off” a semester to pay a fee to have the same eligibility for SHS & CAPS services as currently enrolled students.
Student Government Association

- SGA Budget and Allocations Committee allocated $3,446,961 to student organizations and university departments through the annual Activity and Service Fee budget process for FY 2014-2015.
- University Outreach Committee awarded Dr. Daniel Durkin, social work, Dr. Erica Taylor, biology, Dr. Stephen Snyder, management and MIS, and Ms. Shannon Holst, English and world languages, the Distinguished Teaching Award.
- University Outreach Committee awarded and presented SGA Distinguished Staff Awards at Nautilus Excellence Awards to Karli Sherman, UCSI, Andrew Hancock, Athletics, Dove Day, Admissions and Tara Kermiet, UCSI.

Student Transition Programs

- Creation and implementation of the Orientation Oversight Committee.
- 117 freshmen students attended Argo Camp in 2014.
- The Inaugural Parent and Family Advisory Council, with 11 founding members, was created.

University Commons and Student Activities

- The Summer Leadership Series was certified as a Quality Enhancement Plan program and awarded $5,000.
- A record number of 673 event requests were processed via ArgoPulse, up from 443 the previous year.

University Police Department

- Conducted 12 active shooter presentations for the campus.

Wellness Services

- Facilitated “It’s On Us” campaign, including UWF campus video, “Take Back the Night” and poster and social media campaigns.
- Both the peer education program and “Rock Out the Redzone” were selected by The Bacchus Initiatives of NASPA as Outstanding Program of the Year.
- Provided more than 30 alcohol, other drug and violence prevention programs.
Staff members in the Division of Student Affairs also contribute to the academic experience of students by teaching the following undergraduate and graduate courses:

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<td>EDH 6369</td>
<td>Capstone Seminar in Student Affairs</td>
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<tr>
<td></td>
<td>PEM 2114</td>
<td>Cycle Fit</td>
<td>Jennifer Johnson</td>
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**Justin Williams**, Tallahassee, Florida, B.A. Physics & Mathematics

UWF men’s basketball Sophomore Justin Williams brings more to the table than just his basketball skills. Williams spends his mornings in downtown Pensacola at the Loaves and Fishes soup kitchen, serving breakfast to the homeless where he has been a steady volunteer for the last two years.

Williams loves to serve not just to meet requirements or to help change the ever-changing opinion of student athletes, but simply because sometimes people need a hand. “I don’t like finding my identity in being just an athlete or just being a student,” Williams said. “I think getting to go out into the community is a really unique opportunity. I think I’ve grown a lot as a person getting to know these people. Just getting to know them in a way I would not have been able to had I not gone to help at Loaves and Fishes.”

The actions of students like Williams go a long way in helping to continually strengthen the bonds between the community and the University. “In Pensacola, we have a very high homeless population,” Williams said. “As an Argonaut in Pensacola, it gives us a unique opportunity to reach out to our community,” Williams said. “So as an Argonaut, as a Division II student-athlete, it’s really cool to branch out from the norm of going to practice and class, and to go out into the community and help others.”

**Ndukwe Kalu**

Ndukwe Kalu entered the University of West Florida as a junior fall of 2012. Nd participated in the Autism Inclusion Program and was registered for accommodations through SDRC. AIP provides academic, social, life skills and career planning support. Although Nd faced challenges while he was here, he did not let these barriers prevent him from reaching his goal of graduating. The SDRC was a academic resource to ND and supported him throughout his entire time at UWF. Nd graduated from UWF in fall 2014 with a Bachelor of Science in Business Administration and a minor in management, and is now employed by Lakeview Center, Inc. in Pensacola, Florida.

**Lisa Hermosa — Orientation Leader, Orlando, Florida, B.S. Pre-Professional Biology**

Lisa Hermosa served as an orientation leader during the summer of 2015. Lisa initially expressed her discomfort with engaging others, starting and carrying on conversations, as well as leading groups of students. Throughout the summer, Lisa developed her public speaking and leadership skills. Although she was not fully confident taking on the role of orientation leader, Lisa thrived in the orientation leader position.

“This summer I had the pleasure of working with first-time-in-college students as an orientation leader. The Office of Student Transition Programs gave me the opportunity to work under amazing leaders, which set a high standard for the rest of the orientation team. Although the position had its difficulties and could be trying at times, the experiences, bonds and confidence I have gained are moments I hope to keep forever. I’ve always feared public speaking, but I learned how to face those fears because of the foundation the leaders had given to me. I learned how to adapt to changes in schedule and how to accommodate special circumstances. These were feats I could never see myself doing a year ago but then was able to do fairly easily this summer.”

**Chelsea Kendrick, Wuerzberg, Germany, BSW Social Work, Senior**

Over the past four years, Chelsea Kendrick has been invested in the success of the Student Government Association. She began her journey in the organization as the diversity coordinator and director of student life during her freshman year at the University of West Florida. As she continued to grow in her leadership skills she continued taking on new roles, including serving as chief of staff, senator, intern, and, this past year, student outreach chair.

She lead the way for SGA’s involvement in the “It’s On Us” campaign. Chelsea served as the SGA liaison with the Office of Retention Initiatives. In addition, she worked closely with Parking & Transportation Services and Chartwell’s dining to continually provide students input. In partnership with Counseling & Psychological Services and Wellness Services, she has paved the way for a spiritual meditation garden on campus. These are just a few of the many ways Chelsea has contributed to student life at the University of West Florida.
Goals for 2014-2015

Following is a list of goals for the Division of Student Affairs for the year and a look at how we did.

P1.1 Review and strengthen the Delphi, first year, and Oracle, second-year, residential learning communities. (on-going)
Review began but was not completed. Moved to FY16 for completion.

P1.2 Strategically develop new non-residential learning communities in partnership with academic leadership.
• Review began but was not completed. Moved to FY16 for completion.

P2.4 Develop attributes in the Banner system to denote a student’s involvement in a particular student organization.
• This goal was moved to the 2015-2016 year due to the Banner transition.

P2.7 Implement software solutions to increase students’ access to job interview and career preparation information.
• InterviewStream, a new software program that assists students with mock interviews and Candid Career, a suite of career preparation videos, were launched this year. Implementation plans were developed for new technology and integrated into daily operations of the office. Since its launch in August 2014, 86 new users have registered for InterviewStream; with 30 completed interviews. To date, there have been 593 logins, 387 videos watched on Candid Career.

P3.1 Develop a consistent internal reward and recognition structure.
• The staff development committee made no progress on this goal.

P3.7 Work with Human Resources to include a multicultural competence component in all staff job descriptions.
• The following statement was added to job descriptions effective 2014 for Student Affairs employees: “(Employee) will engage in activities, commensurate with his or her position, that advance multicultural competence.”

P4.5 Develop infographics and other documents to depict the results of the Graduating Student Survey and national benchmarking surveys.
• Infographics are nearly complete and will be completed in the Fall 2015 semester for distribution.

P4.7 Develop a policy and associated protocols to respond to Title IX allegations.
• The Dean of Students office developed a Coordinator Training Manual, updated and revised the Sexual Misconduct and Gender-Based Discrimination Policy, developed a case log and tracking method, and developed the initial “Title IX” Web page.

P5.1 Partner with other divisions to advance the Campus Master Plan (including the University Park design, the multipurpose field project, east campus housing, etc.).
• University Park development is currently limited to phase 1A and 1B of the Athletic support facilities. Phase 1A is the turf practice field (i.e., future competition field) and essential infrastructure for Phase 1B which is the new Athletic services building intended to house conditioning and training for all athletics and offices and meeting space for football. Funding for phase 1B has not yet be confirmed.
• A second CITF allocation was directed to support phase 1A of the Athletic support facilities.
• The Greek Village study was completed but any detailed planning and construction activity has been deferred until housing occupancy conditions improve.
• Green Fee projects for FY15 have been completed and proposals for FY16 have been approved and budget allocations made for select projects.

P6.5 Co-lead, with Enrollment Management, a team to review and provide recommendations to improve new student and transfer orientation.
• Orientation Oversight Committee was created, and several recommendations were made. Changes were implemented during the summer orientations, and the program will continue to be evaluated and improved.
Goals for 2015-2016

For the next three years, divisional goals will align with the aforementioned University Strategic Plan. For 2015-2016, the following actions have been identified:

P1.1 Review and strengthen the Delphi, first year, and Oracle, second-year, residential learning communities.

P1.2 Strategically develop plan to increase housing occupancy in partnership with academic leadership.

P1.3 Develop a University-wide first-year experience online presence.

P1.14 Increase the number of departments providing “don’t cancel class” options for faculty.

P1.18 Create and implement a detailed plan for football.

P2.4 Develop attributes in the Banner system to denote a student’s involvement in a particular student organization.

P3.4 Seek accreditation for the Counseling Center from International Association of Counseling Services.

P3.8 Develop and deliver MCC Module 4 (privilege) to all division staff.

P5.6 Ensure that Phase 1B (i.e., athletic support building) of University Park meets the needs of athletic staff and student-athletes.

Program Reviews

Program reviews are typically conducted every seven years for academic departments. However, no such review is required for administrative units, although a best practice. The Division of Student Affairs adopted a program review process for departments on a five-year basis. One external reviewer is required along with two internal reviewers external to the department undergoing the review. Program review results are presented to the Student Affairs Committee of the Board of Trustees and are incorporated into that department director's annual goals. The following departments conducted program reviews this year: Campus Police, Career Services, Intercollegiate Athletics, Student Affairs Planning, Research & Assessment, Student Health Services, and University Commons: Administration & Building Operations.