April 5 1991

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Budget Update

Referring to the current budget situation as "one of the most serious challenges we've ever faced," President Anthony Evans called a special meeting of key administrators on Tuesday, March 19, to report on the status of the 1991-92 budget.

The President reported that while the economy is expected to turn upward in mid- to late-summer, the State Department of Finance expects the state deficit to grow much deeper. Conservative estimates range from $7 to $9.9 billion. "We'll have to clearly look at all areas (on our campus)," said Evans. "Some services will be reduced and maybe some programs will be eliminated." Evans further indicated that "we will have to make selected reductions throughout the university" and mentioned the possibility of personnel reductions.

If this action is necessitated by a lean 1991-92 final budget figure, Evans indicated that the university will have to first explore reductions in temporary and probationary personnel. He noted, however, that he believes our campus will be "spared much of the bloodshed that's going to occur on other campuses."

(continued on page 2)

Apple Computer Gifts

CSU Proposes Early Retirement Program

In light of the current budget environment, the CSU may soon announce the implementation of an early retirement program for all eligible faculty and staff members, reports Benefits Officer Marjorie Callaghan (Personnel).

"There has been a lot of discussion and considerable interest with respect to a possible 'Golden Handshake,'" says Callaghan. "As a service to our employees, the following information is being offered until a formal announcement of the program is made." She notes that the CSU's Golden Handshake program must be approved by the State Department of Finance and that a decision could possibly be reached within the next few weeks.

At this time, discussions assume that the Golden Handshake program will be offered to all eligible employees. The proposed window period will be July 1 through Sept. 30, 1991. The advantage to employees who choose to participate in this early retirement program is an additional two years of service credit in the calculation of retirement benefits. All employees who are eligible for retirement under either PERS or STRS will receive the extra service credit if the effective dates of both their separation and their retirement transactions fall between July 1 and Sept. 30, 1991.

The California Faculty Association tentatively has agreed that faculty members who participate in the Golden Handshake will be precluded from participating in the Faculty Early Retirement Program. The CSU previously implemented an Early Retirement Incentive Program (Golden Handshake) in 1980, 1983 and 1988. The most recent, however, was limited to employees in the faculty bargaining unit.

As soon as more information is available, it will be released. In the meantime, if you have any questions, please contact Callaghan in the Personnel Office, Room 151 of the Student Services Building, or call Ext. 5138.

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- Nomination packets available for staff awards program... page 4
Local Authors Present Science Trivia

Strange, true stories of nature's oddities, bizarre phenomena and scientific curiosities will come to life on Thursday, April 11, as local authors Philip and Nancy Seff offer anecdotes during a panel presentation based on their popular book and syndicated newspaper column titled "Our Fascinating Earth." This free event will be held at 7:30 p.m. in the Recital Hall of the Creative Arts Building.

Joining the Seffs as panel participants will be KVCR-TV's Chuck Palmer, co-host of "Dialogues," and Dr. William Aguilar (Library). Both the book and newspaper columns present scientific phenomena from anthropology to zoology and feature tales of curious cultural oddities plus historical anecdotes about people and natural phenomena.

"It's a fun book that's easy to visit and revisit," notes Johnnie Ann Ralph (Library). Originally published in 1990 by Contemporary Books, Inc. of Chicago, "Our Fascinating Earth" was named last month to the New York Public Library's 1991 "Books for the Teen Age" list, and the book is now in its fourth publication.

The Seffs' fun approach to science and subsequent newspaper column originated over 10 years ago when, as a college geology professor, Phil Seff found he was "routinely perplexed by the reluctance of many students to take laboratory science." He adds that, "I wanted to portray science as entertaining and this being an era of science and trivia, I was, without knowing it, combining these ingredients into scientific trivia. I want to make people aware of the world around us. You could say we preceded Earth Day by about 10 years."

(Budget Update . . . continued from page 1)

Evans added that our university's current growth is a positive asset for our campus. "The Chancellor and Trustees (made it) quite clear that they could not stifle growth at all campuses and regions, particularly smaller campuses that are serving minority and underrepresented students.

"If you're feeling bad about being in a growth situation, talk to 'steady state' campuses like Chico," Evans told the assembled group. "Everything we do—about 86.4 percent is associated with personnel—so, when you're taking heavy hits, you've got to touch personnel."

Evans made it clear, however, that no layoffs will be initiated without broad consultation throughout the university and reported that "we can't make personnel reductions without consulting with the Chancellor's Office." Vice President David DeMauro (Administration and Finance) shared insights on the possible personnel reduction process by explaining that division vice presidents would make recommendations to the president and they would be evaluated through the Personnel Office. He indicated that in many cases situations including seniority, specific skills, program needs and affirmative action goals will be considered before targeting any layoffs. DeMauro added that "several positions are being held open in each division" and emphasized that "we are trying to avoid layoffs, but it may come to this."

Without a final budget figure for 1991-92, planning is difficult at best. "We wish we knew exactly what our budget might be for next year," said Evans. "We could plan more concretely and respond more forthrightly to employees like you. The situation, frankly, changes daily."

The California State University, San Bernardino Friday Bulletin is published twice monthly. The next issue is scheduled for Friday, April 19. Items for publication should be submitted in writing by noon, Friday, April 12, to: Terrie Jo Snyder, editor, Public Affairs Office (AD-104) Ext. 5007 Vol. 25, No. 7
Summer Session Catalogs
Now Available

Faculty, staff and students can continue working on their degrees this summer through five summer sessions, beginning Thursday, June 20. Free summer session catalogs now are available at the Coyote Bookstore, the John Pfau Library, Admissions and the Office of Extended Education. The catalog lists the schedule of classes offered for each session and includes a registration form. Mail-in registration continues through Friday, May 31. More information is available from the Office of Extended Education at Ext. 5975.

Presidential Sports Award
Brochure Available

The President’s Council on Physical Fitness and Sports challenges Americans to make a commitment to fitness as participants of the Presidential Sports Award program, which is geared to motivate adults to become more physically active through regular participation in sports and fitness activities. Brochures detailing how to earn the award are available from Joe Long (Recreational Sports) by calling Ext. 5235.

Campus Events Focus on the Persian Gulf

Faculty, students and campus organizations will address specific issues surrounding the recent war and its impact on the Persian Gulf during a week-long series of panels, forums, lectures and discussion groups beginning Monday, April 8.

"The university has set aside the week of April 8-12 as 'FOCUS ON THE PERSIAN GULF WEEK,'" reports Dr. Dennis Heffner (Academic Affairs). "I encourage the campus to take advantage of this opportunity to organize events that will further educate us about this region of the world. Your participation in these programs will ensure that full and open dialogue is generated throughout the campus."

An Ad Hoc Committee on Response to the Middle East War, chaired by Joel Nossoff (Undergraduate Studies), has developed the following calendar of events. Other committee members include Dr. Jacques Benzakein (Foreign Languages), Dr. John Hatton (Counseling Center) and Dr. Craig Henderson (Student Services).

Monday, April 8

Noon "The Legacy of Islamic Empires and Europe: Penetration for the Modern States of the Middle East," by Dr. Jay O'Brien (Anthropology).
Sycamore Room (Lower Commons).

2:40 p.m. "Has the Gulf War Ended the Vietnam Syndrome?" by Dr. Vincent Nobile (History).
Sycamore Room (Lower Commons).

Tuesday, April 9

Noon "The Aftermath of the War: The New Political Alignments," by Dr. Ralph Salmi (Political Science).
Eucalyptus Room (Lower Commons).

4:00 p.m. "Manufacturing Truth: Media in the Gulf War," by Dr. Tom Meisenhelder (Sociology).
Pine Room (Lower Commons).

6:00 p.m. "Women in the Peace Movement," by Chani Beeman, community activist.
Room 177, Faculty Office Building.

6:00 p.m. "The Persian Gulf War: A Libertarian Perspective," by Gene Berkman and Jane Henson, Libertarian Party.
Oak Room (Lower Commons).

Wednesday, April 10

Panorama Room (Lower Commons).

4:00 p.m. "We Will Not Be Another Algeria: The Struggle for National Liberation and Women's Liberation in Occupied Palestine," by Sherna Gluck, Department of Women's Studies, CSU, Long Beach.
Panorama Room (Lower Commons).

7:00 p.m. "Just Wars" and the Gulf War," by Darrel Moellendorf, Department of Philosophy, Riverside Community College.
Oak Room (Lower Commons).

Thursday, April 11

10:00 a.m. "Women and Change in the Arab World," by Dr. Ellen Groenbaum (Anthropology).
Sycamore Room (Lower Commons).

Sycamore Room (Lower Commons).

6:00 p.m. "International Law and the Gulf War," by Howard Engelskind, attorney.
Oak Room (Lower Commons).

8:00 p.m. "Marketing the War," by Dr. Lisa Pena (Marketing) and Dr. Tom Nakayama (Communication Studies).
Upper Commons.

Friday, April 12

1:20 p.m. "Political Economic Ideology and the Gulf War," by Dr. Mayo Tenno (Economics).
Sycamore Room (Lower Commons).

2:30 p.m. "Teaching During War," by Carol Haviland (English).
Room 241, Pfau Library.

5:00 p.m. "Organizing for Peace: Lessons from the Persian Gulf War"—Open Discussion, by Dr. Susan Meisenhelder (English).
Sycamore Room (Lower Commons).

In conjunction with these events, a special library display with recently published books on the war and Persian Gulf area will be on exhibit April 8-12 on the first floor of the John Pfau Library. More information on FOCUS ON THE PERSIAN GULF WEEK is available from Dr. Susan Meisenhelder (English), who assisted with coordinating the week-long series of activities, at Ext. 5841.
On a Personnel Note

"Don't Hesitate, Nominate" will designate the call for staff personnel to participate in the university's first annual Staff Employee Recognition Program. Beginning this academic year, Cal State implemented an awards program to recognize outstanding performance and exemplary achievements by staff personnel.

All university employees may nominate staff personnel who have demonstrated a significant contribution to the university and/or outstanding performance. The nomination period begins Monday, April 15, and continues through Wednesday, May 15. Nomination packets now are available in the Personnel Office located in Room 151 of the Student Services Building. Two employees will be selected for each of the following awards:

Outstanding Employee Award - Presented to two employees who have displayed proficiency and dedication in job performance on a consistent daily basis;

Excellence in Performance Award - Presented to two employees based on a significant contribution to their department, division or the university.

The Staff Training and Development Committee is charged with program coordination responsibilities and will evaluate all candidate qualifications for the awards. Final selections will be forwarded to President Anthony Evans for presentation at the annual Convocation ceremony next September. The committee is comprised of the following personnel: Catherine Carlson (Computer Center), Twillea Carthen (Personnel), Randy Harrell (Student Life), Dr. Craig Henderson (Student Services), Carolyn Rose (Personnel), Kathy Tremayne (Physical Plant) and Dale West (Personnel).

Additional information is available through the Personnel Office.

Career Opportunities Fair Returns to Campus

Nearly 70 Southern California employers representing businesses in both the public and private sector will be on campus Wednesday, April 17, from 10 a.m.-3 p.m. in the university gymnasium for Cal State's 13th annual Career Opportunities Fair sponsored by the Career Development Center.

Although no interviews are conducted at this free event, job seekers are encouraged to bring several copies of their resumes because many participating companies will provide employment applications.

Paul Esposito (Career Development Center) describes the fair as "an excellent opportunity to network with potential employers" and notes that a real effort is made to attract a wide range of organizations so that attendees can obtain an extensive variety of information on today's job market.

This year's event will include four free workshops offered according to the following schedule: 11 a.m., "Networking," by Patricia Rodgers-Gordon (Career Development Center); 11:30 a.m., "Job Search Strategies," by Esposito; noon, "Affirmative Action, Yesterday and Today," by Smiley Paredes, affirmative action manager for TRW; and 1 p.m., "Career Choice," by Lynn Moss (Career Development Center). More information on the fair is available by calling Ext. 5250.

(Local Authors . . . continued from page 2)

column, Phil continues to work as a consulting geologist in both California and Arizona. He holds a Ph.D. in geology from the University of Arizona, where Nancy earned her master's degree in education.

A reception and book-signing ceremony will follow the panel presentation in the patio area of the Creative Arts Building. Copies of "Our Fascinating Earth" will be available for purchase or guests may provide personal copies for autographs. Book sale proceeds will benefit the Pfau Library Associates, who are sponsoring the event in conjunction with the School of Natural Sciences. More information is available from Ralph by calling Ext. 5102.
Registration Riddles
by Sam Romero
Public Affairs Assistant

Among the great and deep mysteries of the university is one that orbits the offices of Records and Admissions, where inhabitants occasionally wonder why more graduate students than freshmen wind up in walk-through registration.

Consider this: Graduate students generally have more dough than freshmen and so can afford to pay their registration fees on time, plus they don’t have to wait for transcripts to be sent. And it isn’t as if they don’t know the registration process; 63 percent of all Cal State graduates were also undergraduates here. What gives?

There was some added camaraderie then, she recalled.

But it’s not quite as much fun now, which makes Von Wald and others involved in the process all the more appreciative of the work done by faculty and staff, and of the patience shown by students who may think of walk-through registration more in terms of a crawl.

"C.A.R. is easy for the students," said Hansen, "but it’s very labor intensive for us." Staffs are only finishing up registration paperwork from the previous quarter, she explained, when it’s time to mail C.A.R. packets for the next.

In the fall of 1992, many of the mysteries surrounding C.A.R. will turn to irony. Just about the time all the wrinkles are ironed out of the system, the university will implement touchtone registration, and assuming students push the right buttons, the only lines they’ll have to concern themselves with will be the phone company’s.

Multimedia Presentations Commemorate Silver Anniversary

Cal State’s Silver Anniversary celebration continues with three special showings of a 10-minute multimedia presentation created for last fall’s Silver Anniversary Gala, reports Dr. Judith Rymer (University Relations). Join your colleagues for a visual trip down memory lane with this special presentation depicting the key events and individuals who have helped mold our university’s 25-year history.

Based on a number of employee inquiries, the shows have been scheduled during the following times in an attempt to accommodate varying work schedules so that interested individuals may attend outside of their normal work hours:

<table>
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<tr>
<th>Date</th>
<th>Time</th>
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<tbody>
<tr>
<td>Monday, April 22</td>
<td>4:30 p.m.</td>
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<tr>
<td>Wednesday, April 24</td>
<td>7:15 a.m.</td>
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<tr>
<td>Wednesday, April 24</td>
<td>3:30 p.m.</td>
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All shows will be held in the Sycamore Room of the Lower Commons and will include a continental breakfast or other light refreshments, the 10-minute presentation and an opportunity to visit informally with President Evans and the division vice presidents.

In two days of walk-through registration last fall, university staff processed some 3,000 student forms.
COMMUNITY SERVICE

Dr. David Bells (Public Administration) gave a motivational talk on March 5 to 30 Curtis Middle School "at risk" students visiting campus as guests of Project UPBEAT. On March 9, he discussed the economic and land-use impacts regarding the proposed incorporation of several unincorporated communities in the Lake Arrowhead area with members of the Arrowhead Chapter of the Sierra Club.

Dr. Aubrey Bonnett (Social & Behavioral Sciences) addressed "Black Heroes in Higher Education" at Rialto's Eisenhowen High School on Feb. 28, as part of a Black History Month celebration.

Dr. James Bush (Social Work) attended the Society of Adolescent Medicare Conference in Denver, CO, March 14-17, which focused on health and mental health issues relevant for today's adolescent.

Dr. Mark Clark (National Security Studies) was interviewed on KMNY Radio on March 7 regarding the impact of defense budget cuts on the aerospace and defense industry in Southern California.

Dr. Sandra Cross (Health Science & Human Ecology) conducted an in-service program titled "Getting to Know Your Heart" for nearly 30 school health nurses and health aides in the San Bernardino City Unified School District on March 7.

Dr. Ellen Gruebaum (Anthropology) presented "Women of the Arab World" to two assemblies at Cajon High School on March 6, as part of a Women's History Month celebration.

Clark Howard (S.A.I.L.) addressed "Universities in the '90s - Strategies for Success" at the March 15 meeting of the Running Springs Chamber of Commerce.

Dr. Julius Kaplan (Graduate Studies/Art) served on the jury for the Jacob Javits Graduate Fellowships, sponsored by the U.S. Department of Education, on March 21-23 in Gainesville, FL.

Carol Lundberg (Student Life) discussed "Making the Most of Your Dollars and Cents" on March 3 at the National Orientation Directors Regional Conference in San Francisco. Members of Cal State's New Student Orientation Planning Committee accompanied Lundberg to the conference. Students Richard Chen and Jason Plowy presented "Tips for Recruiting Effective Volunteer Leaders.

Dr. Rob McKenzie (Communication Studies) served as a guest lecturer at San Bernardino Valley College on March 13, presenting "Career Opportunities in Communication, Via a Communication Studies Degree from CSUSB."

Dr. James Mehegan (Geological Sciences) discussed the "Geology of Iceland & Cyprus" at the March 20 meeting of the Riverside Museum Docents.

Dr. Tom Melsenhelder (Sociology) addressed "What is Going on in South Africa?" at the March 21 meeting of the Magnolia Center Rotary Club.

Patricia Rodgers-Gordon (Career Development Center) and Mary Colacurcio (Career Development Center) addressed "What is Going on in South Africa?" at the March 21 meeting of the Magnolia Center Rotary Club.

Dr. C.E. Tapeh Rohm, Jr. (Information & Decision Sciences) presented "You Can Make a Difference" at the March 5 meeting of the American Business Women's Association.

Dr. Judith Rymer (University Relations) joined other community leaders as a judge for the March 16 St. Patrick's Day Parade held on Hospitality Lane in San Bernardino.

Terrie Jo Snyder (Public Affairs) served as the judging coordinator for this annual event.

Dr. Ralph Salmi (Political Science) addressed "Terrorism and the Middle East Crisis" at the Magnolia Center Rotary Club on March 7.

Dr. Rodney Slmand (English) chaired a panel on "Black Indians, Black Cowboys and the Black West" at Cranston Hills College, as part of their observation of Black History Month, on Feb. 26.

Dr. Dolores Taano (Communication Studies) presented a workshop titled "Communicating Professionally and Powerfully" on March 1 for community women, UCR students and staff, as part of the "Woman to Woman 1991" conference celebrating Women's History Month on the UCR campus.

Personnel

New Employees, Full-time, permanent

Dan L. Cook
Reproduction Processes
Assistant I
Duplicating
Ext. 5148, BI-8

Carolyn M. Rose
Personnel Management Specialist II
Personnel Office
Ext. 5138, SS-151

New Employee, Full-time, temporary

Diane Trujillo
Intermediate Account clerk
Accounting
Ext. 5155, AD-108

New Employee, Part-time, temporary

Elizabeth M. Richards
Instructional Support Technician IA
Chemistry
Ext. 5318, BI-129
EMPLOYMENT OPPORTUNITIES

Current job vacancies can be seen on Channel 3, the community access station in San Bernardino. Information also is available on a 24-hour hotline at Ext. 5139 which is updated at 2 p.m., Fridays. Due to ongoing recruitment activities and the Bulletin production schedule, some vacancies may not be listed here. For a complete listing of positions, call the hotline. Applications will be accepted until the dates listed below:

Accounting Office:
Intermediate Account Clerk-$1,651-$1,948/mo.;
Apply by April 12, 1991.

Budget & Telecommunications Office:
Clerical Assistant III-$1,891-$2,240/mo.;
Apply by April 12, 1991.

Campuswide Clerical Positions:
(current & future openings)
Clerical Assistant II-$1,692-$1,995/mo.;
full-time, permanent and

Clerical Assistant II-$9.76-$11.51/hr.; temporary.
Open continuously.

Coachella Valley Center:
Clerical Assistant IV-$2,096-$2,494/mo.;
full-time, permanent.
Open until filled.

Duplicating:
Duplicating Machine Supervisor I-$1,926-$2,289/mo.;
full-time, permanent.
Open until filled.

School of Education (Dean's Office):
Clerical Assistant III-$1,891-$2,240/mo.;
full-time, permanent.
Open until filled.

Services to Students With Disabilities:
Interpreter/transliterator I-$6.79-$15.65/hr.
Open until filled.

Reader-$4.51-$8.61/hr.; temporary
Apply by April 12, 1991.

AAUW Hosts New Members Meeting

The San Gorgonio Branch of the American Association of University Women (AAUW) invites all members of the campus community to attend an informational meeting at 11:30 a.m. Saturday, April 13, in the Sycamore Room of the Lower Commons. Membership is open to all individuals who hold a baccalaureate or higher degree from an accredited institution. AAUW seeks a diverse membership; there are no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin or disability.

Dana Cox, chair of the southeast region of AAUW, will be the featured speaker at this potluck luncheon. Guests are invited to attend free of charge or obligation. Come and learn more about this organization, if you are looking to make a difference in society or seek a new way to broaden your horizons. Additional information is available from AAUW University Representative Mary Colacurcio (Alumni Affairs) at Ext. 5008 or from Frances Glenn, AAUW membership vice president, at (714) 883-3692.

In Memoriam

Members of the campus community extend deepest sympathy to family, friends and co-workers of Chris Topoleski (Custodial Services) who died on Sunday, March 24, in Lomita, CA. Topoleski had been employed as a custodian at Cal State since August 1980. He had been in a coma since July 17, 1990. A Memorial Mass was held on April 1 at Our Lady of the Rosary Cathedral in San Bernardino.

Topoleski is survived by his wife, Karol, and two young children, Jessica and Jacob. In lieu of flowers, donations may be forwarded to his family as follows: Karol Topoleski, 5339 Bonnie St., San Bernardino, CA 92404.

Birth Announcement

Congratulations are extended to Mendy Warman (Extended Education) and her husband, Dennis, on the birth of their first child. Megan Elizabeth Warman was born Feb. 8 at St. Bernardine Medical Center in San Bernardino. She weighed 6 lbs., 6 oz. Warm wishes regarding this birth also are extended to Dan Moseley (Audio Visual) who is Warman's first cousin.
<table>
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<th>Date</th>
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<td><strong>Friday, April 5</strong></td>
<td>Softball. University of La Verne. 2 p.m.</td>
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<tr>
<td><strong>Saturday, April 6</strong></td>
<td>Women’s Tennis. Cal Tech. 11 a.m.</td>
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<tr>
<td><strong>Monday, April 8</strong></td>
<td>Special Week-long Event. &quot;Focus on the Persian Gulf Week,&quot; features panels, forums, lectures and discussion groups. See story on page 3 for a complete listing of activities.</td>
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<tr>
<td><strong>Sale.</strong></td>
<td>Art Carved Ring Sale. 10 a.m.-3 p.m., lounge area, Student Union Building. Sale continues Tuesday, April 9. Women’s Tennis. University of La Verne. 2 p.m.</td>
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<tr>
<td><strong>Tuesday, April 9</strong></td>
<td>Slide Lecture. Photographer Eileen Cowin, professor of art, CSU, Fullerton, will make a slide presentation and discuss her works. 6:15 p.m., Room 109, Visual Arts Building. Free.</td>
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<td><strong>Wednesday, April 10</strong></td>
<td>Women’s Tennis. California Baptist College. 2:30 p.m.</td>
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<td>Softball. Southern California College. (Doubleheader) 2 p.m. Panel Presentation. &quot;Our Fascinating Earth,&quot; true stories of scientific trivia, featuring local authors Phil and Nancy Seff. Book-signing ceremony and reception follow. 7:30 p.m., Recital Hall, Creative Arts Building. Free.</td>
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<td><strong>Friday, April 12</strong></td>
<td>Golf. Claremont &amp; Pomona-Pitzer College. 12:30 p.m., Shandin Hills Golf Course. Men’s Tennis. Occidental College. 2 p.m.</td>
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<td><strong>Wednesday, April 17</strong></td>
<td>Career Opportunities Fair. Nearly 70 employers representing businesses in the public and private sector share employment information. Workshop sessions cover networking, search strategies, affirmative action and career choice. 10 a.m.-3 p.m., Gymnasium and Room 129, P.E. Building. Free.</td>
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<td><strong>Friday, April 18</strong></td>
<td>Career Change Seminar. &quot;What Are My Interests and Strengths?&quot; by Lynn Moss (Career Development Center). First of a two-part workshop. 6-8 p.m., Pine Room, Lower Commons. Pre-registration required. Call Ext. 5250. Free.</td>
</tr>
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<td><strong>Friday, April 19</strong></td>
<td>Softball. University of San Diego. (Doubleheader) 2 p.m. Play. &quot;Italian American Reconciliation,&quot; opens tonight in the University Theatre, Creative Arts Building. For ticket information, call Ext. 5876.</td>
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<tr>
<td><strong>Lecture.</strong></td>
<td>&quot;Right to Privacy: Drug Testing and Abortion,&quot; by ACLU lawyer Steve Taneman. 7 p.m., Sycamore Room, Lower Commons. Free.</td>
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