New faculty and staff aboard for 2009-2010

Minot State University would like to welcome three new employees, Dorcas Kunkel, Jeanne MacDonald and Crystal Michels, and introduce them to the campus.

Kunkel, an alumna, is an assistant professor of nursing in the Department of Nursing. She received her Bachelor of Science in Nursing from Minot State. Currently, she is working toward a doctorate of nursing practice from the University of Minnesota, Twin Cities, where she also completed her master’s degree in nursing.

MacDonald, an instructor of business administration for MSU on Bismarck State College’s campus, previously taught at Dickinson State University. She holds bachelor’s degrees from Colorado Christian University, Lakewood, and the University of Denver. Her master’s degree is also from DU.

Michels, an alumna, is the administrative assistant in the Office of the Registrar. She completed her bachelor’s degree in English at Minot State.

Devils Lake sophomore performs at MSO family concert Saturday evening

For the Minot Symphony Orchestra’s family concert Saturday (Jan. 30), Ben Bergstrom, a sophomore from Devils Lake High School, will perform as a guest soloist. The winner of the MSO High School Honor’s Competition, he will play the first movement of Max Bruch’s “Violin Concerto in G minor.” Bergstrom studies violin with Jon Rumney, professor of music.

The “Sorcerer’s Apprentice” by Paul Dukas starts the evening off with a feeling of magic and excitement at 7:30 p.m. Through his colorful music, composer Maurice Ravel artfully tells the stories of Mother Goose. To end with a bang, Pyotr Tchaikovsky’s famous “Overture 1812” will ring through Ann Nicole Nelson Hall.

Maestro Dennis Simons, professor of music, is the orchestra’s conductor.

Minot State University students, faculty and staff are admitted free with a current ID. Additional tickets for adults are $20 per concert or $65 for a season ticket. The price for senior citizens is $15 single, $50 season; students 12-18, $10 single, $30 season; children, $5 single, $15 season. The remainder of “Myths and Legends” includes the Spring Concert, March 6; and Pops Concert, Apr. 24.
Minot State University class cancellation/campus closure/ delayed opening policy outlined

In the event of situations where the campus grounds and/or its environs have the potential to be unsafe, the Minot State University administration may decide to cancel classes, close the campus or delay its opening. Examples include inclement weather, flooding and significant release of a hazardous material. The safety of faculty, staff, students and visitors is the paramount concern when cancellation, closure or delay is considered.

PROCESS FOR ASSESSMENT AND DECISION

The process for deciding to cancel classes, close the campus or delay its opening, with regards to a weather situation, begins with and is initiated by the director of facilities. This process begins no later than 5 a.m. on the morning of a day in which dangerous conditions exist or are imminent.

An assessment of conditions will involve travel in and around the city of Minot and the Minot State University campus (e.g., internal streets, parking lots and pathways) to determine the amount of visibility, driving conditions and other related factors, such as wind, amount of precipitation and other pertinent factors revealing the potential danger for driving and travel.

Following this on-site assessment, and depending on the severity of the conditions, the director of facilities will consult with other agencies in Minot and the surrounding area, such as the Minot Public Schools, Minot Air Force Base, City Public Works Office, local law enforcement or the North Dakota Department of Transportation district engineer.

The consultation and evaluation will produce critical information in formulating an opinion as to whether the current or future conditions warrant a recommendation to cancel classes, close the campus or delay opening the campus.

By 5:30 a.m., the director of facilities (DF) will share his/her findings and a possible recommendation for cancellation, closure or delay with the vice president for administration and finance (VPAF). If the VPAF concurs with the recommendation, the VPAF will contact the vice president for academic affairs (VPAA) and the vice president for student affairs (VPSA) prior to 6 a.m. to discuss the recommendation with them. (It is understood that the VPAA and the VPSA will have already made preliminary assessments of conditions prior to 5:45 a.m.). The three vice presidents will consult and arrive at a decision. In the absence of the VPAF, contacting the VPAA and VPSA will be initiated by the DF.

If a decision is reached that would impact scheduled classes or the campus of Minot State, the director of public information and the Office of Public Information will be notified immediately by the VPAF, before 6 a.m. Every effort will be made to get information of cancellation, closure or delay to media no later than 6 a.m. This information is then relayed to students, faculty and staff immediately through the NotiFind system.

There will be one individual who will be on call each day, 24 hours a day, to initiate NotiFind alerts.

If the opening is delayed, every attempt is made to announce a specific time when the campus will open.

SPECIFIC NOTIFICATION RESPONSIBILITIES

Vice president for administration and finance (DF in the absence of VPAF)

- Calls the director of facilities and directs the director to activate NotiFind immediately.
- Calls director of public information
- Calls president to inform him/her of decision

Director of public information

- Notifies media outlets of closure
- Activates message on NotiFind (if not already done so by the DF)
- Activates message on NotiFind (if not already done so by the DF)

Vice president for student affairs

- Notifies director of student center (meal-plan service)
- Activates message on NotiFind (if not already done so by the DF)

Information Technology Central

- Places notice on MSU Web site homepage

RESULT OF CANCELLATION, CLOSURE OR DELAY

It is important to note that the decision to cancel classes, close the campus or delay its opening due to weather conditions is not a perfect science. Often weather conditions change after a decision has been made, and conditions can vary depending on geographic location. For these reasons, the MSU administration encourages personnel and students to use common sense in making a decision to travel to campus.

When canceling classes, the Office of Public Information will communicate that “classes are canceled” rather than the “campus is closed.” It will also be mentioned that university offices are open, and MSU personnel should report to work.

Only under severe storm conditions will a decision be made to close the campus. When a NotiFind announcement is made regarding the closure of campus, it will also mention that emergency personnel only need report. Emergency personnel are those whose duties are essential for snow and ice removal or the welfare of students in residence halls. The employees who are expected to report when the campus is closed during a weather-related emergency include plant facilities, Chartwells, contract custodians and others who are instructed to do so by their supervisor.

During a delay in the opening of campus, emergency personnel will report as so directed by their supervisor. All other personnel will report at the time indicated in the NotiFind message.

Rev. 12-05-08 ML
Faiths Explored series resumes for spring semester

The Lutheran Campus Ministry and the Multicultural Center are hosting the popular Faiths Explored series in the Multicultural Center (Student Center, first floor) at 12:30 p.m. on Thursday (Jan. 28), Elder Moss and Elder Kinsey from the Church of Jesus Christ of Latter-day Saints will discuss their faith.

The Faiths Explored series, which is for educational purposes, is open for students, faculty, staff and members of the community to participate. For questions, contact Pastor Kari Williamson, Lutheran Campus Ministry, at 839-3949 or campusministry@srt.com.

Timbrook traces early MSU history

The North Dakota State Normal School at Minot opened its doors to the public in 1913. Mark Timbrook, Office of Instructional Technology’s technology support specialist and adjunct history instructor, will trace the earliest years of the institution that would become Minot State University in “MSU: The First Ten Years,” Monday (Feb. 1) as part of the Northwest Art Center lecture series.

“The political, legal and social resistance encountered in the formal acquisition of the school, and its later construction, were formidable,” Timbrook said.

“MSU: The First Ten Years” will examine the forces and personalities that carried the Minot Normal School from concept to reality. His presentation will highlight the conditions and events that shaped the early school and the people that developed and personified its mission, “Service First.”

Timbrook, a past president of the Ward County Historical Society, has published three books, “The Last Hurrah: An Account of the Mouse River Valley, Bone Town, Little Chicago, and the Magic City,” “Inculpatory Evidence” and “Minot State University.” “Minot State University,” a pictorial history, will be available for purchase at the presentation. All proceeds will go to the Dr. N.M. Lillehaugen Scholarship at MSU.

Timbrook received his bachelor’s degree in history from Minot State and his master’s degree from Norwich University, Vermont College. His areas of focus are early American history and the impact of disease (specifically smallpox) on early American populations.

All NAC lectures are held in Aleshire Theater, 7 p.m. Admission is free and open to the public; refreshments are served afterward.

Life Skill workshops start for spring semester

Faculty and staff are encouraged to recommend the Life Skill workshops sponsored by the Office of Career Services to all Minot State University students. While the workshops are a product of the MSU Mentor Program, all students are welcome to attend. The fall schedule is as follows:

- Feb. 4 — “Paying for College: Winning the Financial Aid Game,” Main 106, 12:30 p.m.
- Feb. 11 — “Speed Majoring,” Conference Center, 1 p.m.
- Feb. 11 — Jon Goode, a slam poet, (Student Activities Committee event), Aleshire Theater, 8 p.m.
- Feb. 17 — “Guess What … I’m Engaged!” Main 106, 1 p.m.
- Feb. 18 — “Help! There’s No Time to Study!” (time management), Main 102, noon.
- Feb. 24 — “Stop the Insanity … How to Manage Your Stress,” Memorial 110, 2 p.m.
- March 2 — “What?!? I Cheated?” (how not to plagiarize), Main 106, 1 p.m.
- March 3 — “Healthy Snacks,” Lura Manor, lower level, 1 p.m.

For additional information, contact Debra Chandler, student services advisor, at 858-3144 or debra.chandler@minotstateu.edu.

MSU financial aid office to conduct information session Feb. 6

The Minot State University Office of Financial Aid and the North Dakota Association of Student Financial Aid Administrators are sponsoring a financial aid information session for high school seniors and their parents in the Conference Center (Student Center, third floor) Feb. 6, 10 a.m.-noon.

“Our financial aid office is happy to be working with the NDASFAA in sponsoring this event,” said Laurie Weber, assistant financial aid director. “Our mission is to provide college-bound students and their parents with accurate information about the financial aid process.”

Topics covered will include the application process, financial aid programs, scholarship deadlines and how to avoid scams and financial-aid myths. This session is open to students planning to attend any college or university, and attendees will be eligible to register for a $250 scholarship drawing.

For more information, contact Weber, at 858-3875 or laurie.weber@minotstateu.edu or visit the financial aid Web site at www.minotstateu.edu/finaid.
Engagement Fair begins Diversity Week

The Diversity Week Engagement Fair is Feb. 8 in the Conference Center (Student Center, third floor), 10 a.m.—3 p.m. In the spirit of Vision 2013, the Engagement Fair is promoting learning through varied experiences and the relevance of engagement of Minot State University students, faculty and staff in our larger community.

This event is designed to begin a dialogue between members of the community and MSU about how both entities can best work together for their benefit. Tables are available for both MSU departments and for area organizations and businesses to provide program information and to promote ideas about sharing our time, talent and energy.

Faculty input is needed on how their discipline or department may appropriately fit with a community experience or match with a community need. Are there classes being taught in a discipline that could benefit with a hands-on learning experience? Are there specific community organizations or businesses that a university department or division currently partners with for student engagement or faculty research? Help identify both who (community partner businesses and agencies) and what (types of activities that could creatively happen to enhance teaching and research). Participation of both those organizations that MSU currently partners with as well as those who might be new partners is welcome; assistance in identifying them would be very helpful.

MSU’s Diversity Week, “Strength through Diversity: Community and Place,” is Feb. 8-12. Diversity Week will involve a range of presentations, film screenings, lectures and interactive programs that will attempt to broaden understanding and openness to the community and world around us.

Please contact Ruth Kihm, assistant professor of social work, at ruth.kihm@minotstateu.edu or Lisa Borden-King, associate professor of education, at lisa.borden-king@minotstateu.edu for a registration form for participation in the Engagement Fair or any other comments or questions on Diversity Week activities.

Winter Week 2010 promises to liven up the campus

In an effort to increase student activities and student life on Minot State University’s campus, the Student Government Association continues the tradition of a winter carnival at Minot State University. This year’s Winter Week runs from Feb. 9 to 12.

“There are going to be lots of activities in addition to Winter Week,” said Kevin Mehrer, the SGA director of public relations. “Instead of getting students out for just one week, activities are during the whole month of February.”

On Feb. 9, “Let’s Make a Deal!” makes an appearance in the Beaver Dam at 7 p.m. Students can come dressed up, and prizes will be given away. This is based off the television game show. Free food will be provided.

On Feb. 10, ice skating at the MAYSA Arena is free with student ID. Vans are available to take students there. Free food will be provided at the arena starting at 8:30 p.m.

On Feb. 11, slam poet Jon Goode is in Aleshire Theater at 8 p.m. Goode’s poetry was featured on stations like CNN and BET.

Feb. 12 is dedicated as Darwin Day. Local bands will play throughout the day in the Beaver Dam. Starting at 9 a.m., Richard Milner will speak on “Darwin’s Top 10 Choices.” At 11 a.m., Erick Greene will speak about “Vegetables and Sex.” Darwin Day ends with Milner’s special session for high school science teachers on “Techniques for Teaching Evolution.” Printmaker and silkscreen artist Kent Kapplinger is also in the Beaver Dam all day.

All food is free for students and is available while supplies last.

For more information on Winter Week or any other activities at MSU, contact Ann Rivera, student activities coordinator, at ann.rivera@minotstateu.edu or 858-3987.

Nominations for BOR faculty and staff achievement awards due March 1

Nominations for Minot State University Board of Regents faculty and staff achievement awards are due in the Office of the President by March 1. There are separate forms, criteria and selection committees for each award. In brief:

• Faculty: Nominations may be made by anyone knowledgeable about the achievement and contributions of the faculty member. Self-nominations are allowed. Self-nominations must include an endorsement by a faculty member or supervisor. Nominations must be specific for the area of teaching, scholarship or service and must include a one-page supporting narrative.

• Staff: Nominations may be made by anyone knowledgeable about the staff member. A description of the personal characteristics and accomplishments of the nominee must be provided.

Details that are more specific are contained on the nomination forms. The forms are on the MSU Web site, www.minotstateu.edu, under the faculty and staff section.

The awards will be presented at the MSU Employee Appreciation Banquet, April 15.

MSU’s Morrow to edit major work

John Morrow, associate professor of Spanish, French and Arabic-Islamic studies and coordinator of the Department of Foreign Languages, recently signed a book contract with McFarland to publish a major work on Islamic imagery. McFarland is a leading U.S. publisher of scholarly, reference and
academic books with worldwide distribution. As an author, Morrow will contribute several chapters to the work. As editor-in-chief, he is asking for submissions, inviting other scholars to join him in this ambitious academic endeavor.

“Islamic Imagery” will explore a series of significant symbols found in the Qur’an, the central religious text of Islam, and the Sunnah. Each chapter will address the multifarious manifestations of a single image according to Sunni, Shi’ite and Sufi sources. Each image will be analyzed literally and metaphorically from an imaginative, eclectic, innovative and interdisciplinary approach, bringing together religious and cultural studies.

Scholars interested in contributing one or more chapters to “Islamic Imagery” may submit a one-page abstract, proposal or letter of intent by Sept. 1, 2010. Scholars will submit their chapters by Sept. 1, 2011 for subject to a stringent peer-review process.

For questions, contact Morrow at 858-4165 or john.morrow@minotstateu.edu.

MSU students assist NDCPD in video production

The North Dakota Center for Persons with Disabilities on Minot State University’s campus recently debuted seven best-practice videos, which are posted on its Web site, www.ndcpd.org.

These videos were produced by MSU students from the Communications 460 Video Production II class during fall semester and dealt with various topics such as diversity, people-first language, respect, lead poisoning, drinking alcohol while pregnant, hearing and hand washing.

The students were Vaquita Hines, Mandan; Andria Livingston, Minot Air Force Base; Jennifer Thorgramson, Minot; Tascha Hager, Bismarck; Dan Humphreys, Minot; Adam Pozgay, Williston; Kirsten Hernandez, Minot; Danielle Stuart, Humboldt, Saskatchewan; Megan McLees, Minot; Eric Manlove, Fargo; Bryce Berginski, Rugby; Dan Hansen, Minot; Josh Gagne, Minot; and Andrew Verry, Minot.

Student Ambassadors visit Washington, D.C.

The executive board of the Minot State University Student Ambassadors attended the National Conference on Student Leadership Nov. 21-24 in Washington, D.C. Individuals from MSU attending the conference were Mallory Westby, president, Sheyenne; Paige Morningstar, vice president, Deloraine, Manitoba; Jessie Allery, director of civic engagement, Belcourt; Jacey Peterson, director of MSU Experience, Carpio; and Jason Trainer, admissions counselor and Student Ambassadors advisor.

NCSL equips collegiate student leaders and their advisors with comprehensive tools to achieve their leadership potential. This potential should positively impact their campuses and communities.

Students undergo training and collaborate with other student leaders from around the nation. Students select a variety of workshops and training sessions to attend. Example of workshops included “Exceeding Expectations,” “Becoming a Coach,” “Leading with Style,” “Mentoring,” “Organizational Management,” “Influence and Credibility” and “21st Century Leadership Skills.”

To learn more about NCSL, visit its Web site, www.ncslcollege.com.
goes away and comes back. It can feel like uncomfortable pressure, squeezing, fullness or pain.

- Discomfort in other areas of the upper body. Symptoms can include pain or discomfort in one or both arms, the back, neck, jaw or stomach.
- Shortness of breath. This feeling may occur with or without chest discomfort.
- Other signs of discomfort. These may include breaking out in a cold sweat, nausea or lightheadedness.

As with men, women's most common heart-attack symptoms are chest pain or discomfort. But, women are somewhat more likely than men to experience some of the other common symptoms, particularly shortness of breath, nausea/vomiting and back or jaw pain.

If you or someone else has chest discomfort, especially with one or more of the other signs, do not wait longer than five minutes before calling 911 for help.

Stroke is a medical emergency. Learn to recognize a stroke, because any delay in treatment can lead to brain damage. Stroke warning signs may include:

- Sudden numbness or weakness of the face, arm, or leg, especially on one side of the body.
- Sudden confusion, trouble speaking or understanding.
- Sudden trouble seeing in one or both eyes.
- Sudden trouble walking, dizziness, loss of balance or coordination.
- Sudden, severe headache with no known cause.

Not all these warning signs occur in every stroke. If you or someone else has one or more stroke symptoms that last more than a few minutes, do not delay! Immediately call 911 or the emergency medical services number so an ambulance (ideally with advanced life support) can quickly be sent to you.

Also, check the time so you will know when the first symptoms appeared. It is very important to take immediate action. If given within three hours of the start of symptoms, a clot-busting drug can reduce long-term disability for the most common type of stroke.

For questions, contact Caren Barnett, director of the Student Health Center, at 858-3371 or caren.barnett@minotstateu.edu.

Assistance with the college financial aid process available to North Dakotans

BISMARCK, N.D. – Resources are available to North Dakota students and parents who need assistance with applying for college financial aid.

“The process of completing the Free Application for Federal Student Aid — more commonly known as the FAFSA — can be simplified with assistance from some of the financial aid experts in our state,” said Bill Goetz, chancellor of the North Dakota University System. “It's important to get the word out and let North Dakotans know about some of the resources available to them. March 15 is the deadline for priority consideration for some forms of financial aid, so the time to begin the application process is ‘sooner rather than later.’”

Events where students and parents can obtain information about completing the FAFSA include:

- Student and Parent Night Financial Aid Seminars: These sessions are held at high schools throughout the state and are sponsored by the North Dakota Association of Student Financial Aid Administrators. Specific dates and locations are available through local high school counselors.
- ND CAN College Within Your Reach Conference: On Feb. 9 and 10, this Bismarck event will focus on increasing college access. Students, parents and counselors are encouraged to attend. Among other topics, the FAFSA process will be discussed. For more information or to register, go to: bismarckstate.edu/ceti/ndcan.
- College Goal Sunday: This free event will be held in 11 cities throughout the state Feb. 21, including Belcourt, Bismarck, Dickinson, Fargo, Fort Totten, Fort Yates, Grafton, Grand Forks, Minot, New Town and Williston. The event is structured to allow participants to complete the FAFSA in just one hour with assistance from local financial aid personnel. For more specific times and locations, go to: collegegoalnd.org.

— NDUS news release

Faculty, staff and student notes

The January 2010 issue of NASW News featured Nelrene Yellowbird, assistant professor of social work, in “American Indian Social Workers Optimistic: Obama Vows ‘More to Address Disparities in Health Care Delivery.’” The NASW News is a publication of the National Association of Social Workers.

Announcements

Support needed for earthquake victims in Haiti

In the wake of the recent earthquake, Haiti’s need for our financial support and assistance remains critical. Time remains for Minot State University faculty and staff to donate in support of the relief and recovery effort. Please consider making a donation, payable to the American Red Cross and forward it to the Office of Advancement. They will collect all donations and send them on to the Red Cross for you. For questions, contact 858-3298 or mark.lyman@minotstateu.edu.

Buy an American Red Cross square to help Haiti

The Minot State University Bookstore and Chartwells are working with the Mid-Dakota Chapter of the American Red Cross in helping with the financial need in light of Haiti’s crisis.
Purchase an American Red Cross square for $1 in the bookstore or any Chartwells location, print your name on the square and those squares will be displayed. The American Red Cross will receive the proceeds.

— Sandy Foley, MSU Bookstore manager, and Brad Damm, director of Chartwells dining services

Plant services hosting open forum on campus parking

The Office of Plant Services will host an open forum Feb 9 in the Conference Center (Student Center, third floor), 8-10 a.m. The forum’s purpose is to gather input from students, faculty and staff regarding parking on campus and to discuss parking matters with the campus.

For questions, contact 858-3210 or sherri.giessinger@minotstateu.edu.

— Sherri Giessinger, administrative assistant for the director of facilities

NACC selling Indian tacos Feb. 10

The Native American Cultural Awareness Club, in conjunction with Diversity Week activities, will sell Indian tacos Feb. 10. The sale will occur in Old Main’s first-floor hallway, 11 a.m.-1 p.m. For questions, call the Native American Cultural Center at 858-3365.

— Dennis Parisien, Native American counselor

MSU Black Student Association celebrates soul food Feb. 16

The MSU Black Student Association invites the Minot State community to the Soul Food Celebration Feb. 16 at the Minot Municipal Auditorium. The social hour begins at 6 p.m., and dinner follows at 7.

The social hour will include music, poetry and games for all ages. Food will include hot, homemade chicken, cornbread, collard greens, macaroni and cheese, Jamaican food and desserts.

Tickets, available from MSU Black Student Association members and at the Minot Municipal Auditorium, are $10 for an adult or $8 for children or with an MSU ID. One hefty, scrumptious plate per ticket, while tickets last; 150 seats are available.

For more information, contact joseph.davis@my.minotstateu.edu or 721-1935.

— Joe Davis, MSU Black Student Association president

In the galleries


Calendar

Jan. 27-Feb. 13, 2010

Jan.
27    Financial aid disbursement and spring tuition due.
27    Character Counts Banquet, Conference Center, 6:15 p.m.
28    Faiths Explored: Elder Moss and Elder Kinsey, Church of Jesus Christ of Latter-day Saints, Multicultural Center, 12:30 p.m.
28    SAC: Casino Night, Beaver Dam, 7 p.m.
29    Graduate School: spring and summer semester graduation application due to the Graduate School.
29    Women’s and Men’s Basketball at Jamestown College.
29-30  N.D. State Dance Competition, Dome.
30    Women’s and Men’s Basketball at Valley City State University.
30    Minot Symphony Orchestra, Nelson Hall, 7:30 p.m.
30    Indoor Track and Field at Concordia Cobber Open, Moorhead, Minn.

Feb.
1    Weight Management Club, Jones Room, 8:30 a.m.
1    Blood pressure and health information, Student Center Atrium, 9 a.m.
1    SNDEA meeting, Main 211, 6:30 p.m.
1    NAC lecture: “MSU History: The First 10 Years,” presented by Mark Timbrook, MSU instructional technology, Aleshire Theater, 7 p.m.
4    Development Foundation, Jones Room, 7:30 a.m.
4    Workshop: “Paying for College: Winning the Financial Aid Game,” Main 106, 12:30 p.m.
4    Faculty Senate, Westlie Room, 3:30 p.m.
4    Men’s Club Hockey Ladies Stagette, Vegas Motel, Minot, 6:30–11 p.m.
4    SAC: “Mission Improvable,” improv comedy, Beaver Dam, 8 p.m.
5    Beaver Booster luncheon, Sevens Restaurant, noon.
5    SAC: music with Melissa Spelchen, Beaver Dam, noon.
5    Women’s and Men’s Basketball vs. Mayville State University, Dome, 5:30 and 7:30 p.m.
5    Men’s Club Hockey at Dakota College at Bottineau.
6    Financial Aid Information Session, Conference Center, 10 a.m.
6    Women’s and Men’s Basketball vs. Dakota State University, Dome, 4 and 6 p.m.
6    Men’s Club Hockey vs. Dakota College at Bottineau, All Seasons Arena, 7:30 p.m.
7    Diversity Week “Strength through Diversity: Community and Place.”

INSIDE—JAN. 27, 2010 PAGE 7
Minot State University Mission

Minot State University is first and foremost dedicated to the success of all students: their growth and development as educated citizens, their confidence, and their life-long devotion to the common good and the welfare of others.