Dialogue on race follows MLK march, rally

After the city's Martin Luther King Jr. peace rally Jan. 19, the office of multicultural affairs and the Center for Social Concern will host lunch and a dialogue at noon in the Marianist Hall learning space.

Students, faculty and staff are welcome to participate in the march and the dialogue; register by Jan. 16 at 229-3634. Participants in the march should arrive on the first floor of Gosiger Hall at 9:45 a.m. to make posters for the march downtown.

The dialogue is part of the multicultural affairs office’s Unity Week, which includes a concert, a unity lunch, a panel discussion, a documentary on Martin Luther King Jr. and a game night. For a schedule and additional information, see http://oma.udayton.edu.

Wabler announced as UD’s new VP and AD

On Jan. 5, UD introduced Tim Wabler as its new vice president and director of athletics.

A Flyer student-athlete himself during college, Wabler is the seventh person to serve as UD’s director of athletics. In that role, he now oversees 17 intercollegiate athletics programs, on-campus athletic facilities including Baujan Field and the Thomas J. Frericks Athletic and Convocation Center, and the University of Dayton Arena and the Arena Sports Complex.

Wabler succeeds Ted Kissell, who retired from the post Jan. 1.

Nominations sought for alumni awards program

Nominations are being accepted through March 15 for this year's alumni awards.

Faculty and staff are encouraged to identify alumni who match the qualities designated in the five award categories — the Distinguished Alumnus Award for national or international achievement; the Christian Service Award for living out Marianist ideals in society; the Special Achievement Award for distinct on professional or civic activities; the Special Service Award for volunteer service to the National Alumni Association; and the Joe Belle Memorial Award for early career achievement or volunteer service to students.

The National Alumni Association created the alumni awards program in 1967. For a nomination form, see http://alumni.udayton.edu and click on “Alumni Awards” in the right-hand column.

Stander arts event moving downtown

On April 15, UD puts its top student performers onstage at the Schuster Center for the Performing Arts for the annual Evening at the Stander Celebration of the Arts.

Dayton Philharmonic Orchestra music director Neal Gittleman will be master of ceremonies for the 8 p.m. event, which is free and open to the entire Dayton community as part of the Brother Joseph W. Stander Symposium, said Andrea Wade of the provost’s office. A reception begins at 6:30 p.m.

The Stander Symposium, whose theme for 2009 is sustainability, continues the next day with an art exhibit, presentations, poster sessions, an issues forum and a keynote address by Majora Carter, the founder of a South Bronx environmental justice organization. The event closes with the Stander Cup, a team competition in the RecPlex.

For dates, times, locations and registration information for symposium events, see https://stander.udayton.edu.

Advent event puts focus on season’s symbols, stories

An Advent event put on by students in the College of Arts and Sciences adopted nine Dayton Early College Academy families for Christmas, collecting food and gifts for 43 people. Linda Maio, an administrative assistant at DECA, and Melisa Maston, an administrative assistant in the College, coordinated the collection. Here, Maio and UD student Eric Krissek package gifts and food in the lobby of O’Reilly Hall. Behind them, Wright State University graduate student Brent Coff and UD graduate student Paul Bittner sort donations. DECA teachers delivered them to the families Dec. 15.
Institute for Pastoral Initiatives encouraged families to shift their focus from Christmastime commercialism to the season’s symbols, songs and stories.

The students, part of the institute’s Forum for Young Catechetical Leaders, planned Adventfest with a variety of activities for youth and adults at St. Henry Parish in Miami Township. Junior education student Michael Sievers, who is earning minors in catechesis and Marianist social transformation, led the event’s planning. At St. Henry, his home parish, he is a catechist and confirmation coordinator.

The Forum for Young Catechetical Leaders prepares UD students to teach religion in Catholic schools and youth ministry programs. It includes more than 25 students, many of whom are working toward the minor in catechesis.

UD artists win county fellowships

Four of the 10 artist fellowships awarded Dec. 4 by the Montgomery County Arts and Cultural District went to people with UD connections.

Roesch Library information technology specialist Adam Alonzo and English professor emeritus Herbert Woodward Martin each received a $5,000 individual artist fellowship to develop a project. Alonzo, who is best known for his photography (see http://www.adamalonzo.com), plans to write a stage play about Dayton poet Paul Laurence Dunbar and his relationship with his wife, Alice Ruth Moore. Martin’s fellowship will support his continuing project to translate the work of contemporary Hungarian poets.

Dayton author Trudy Krisher, who was an assistant professor and director of UD’s writing center from 1985 to 2001, also was among the fellowship recipients, as was Dayton artist, teacher and volunteer Curtis Barnes Sr., whose work has been on exhibit at UD since December. Barnes received the district’s $10,000 lifetime achievement award.

Honor pledge added to course syllabi

In an honor pledge added to many course syllabi this term, students committed to academic integrity, community participation and sincere effort, said Joseph Saliba, interim provost. The pledge:

I understand that as a student of the University of Dayton, I am a member of our academic and social community. I recognize the importance of my education and the value of experiencing life in such an integrated community. I believe that the value of my education and degree is critically dependent upon the academic integrity of the University community, and so in order to maintain our academic integrity, I pledge to:

• Complete all assignments and examinations by the guidelines given to me by my instructors.
• Avoid plagiarism and any other form of misrepresenting someone else’s work as my own.
• Adhere to the standards of conduct as outlined in the academic honor code.

In doing this, I hold myself and my community to a higher standard of excellence and set an example for my peers to follow.

Human resources office on the Banner bandwagon

With the Jan. 12 launch of PeopleAdmin, a Web-based applicant and position management software system, UD is automating the hiring process for faculty, staff and students.

The system, which will be compatible with UD’s SunGard Banner enterprise resource planning system, will allow users to access individual job descriptions, use new performance management tools, post jobs, accept job applications and resumes, generate reports, and document steps in the hiring process, among other things, said human resources employment manager Jennifer Duwel.

Faculty and staff positions can now be posted in PeopleAdmin, Duwel said. Mary Brown, an associate dean in the College of Arts and Sciences, was the first to post a staff position in the system on Jan. 2 — coordinator of the Rivers Institute. Phil Taylor of the University of Dayton Research Institute was the first to post a UDRI research engineer position. Student employment will soon use PeopleAdmin as well, after some fine-tuning, Duwel said.

PeopleAdmin will benefit applicants, too, Duwel said. Those applying for jobs will be able to submit resumes and fill out applications online or from one of two computers set up in the human resources office’s reception area on the first floor of St. Mary Hall.

More information

- Attend a demonstration. Sessions are scheduled 1:30 to 3 p.m. Wednesdays from Jan. 14 through April 22 in Kennedy Union 312. Register via e-mail to Jennifer Duwel of human resources. All are welcome to attend — not just hiring managers, Duwel said.
- Review user guides and hiring processes or view videos of the system at http://www.udayton.edu/~hr.
- Those with questions may contact Duwel about staff hiring, Amy Askren for faculty hiring, or Don Vince for student hiring.

In memoriam: Sue Wesselkamper, UD trustee

The UD community is mourning the death of longtime UD trustee Mary Civille “Sue” Wesselkamper, who died Jan. 3.

Wesselkamper, who served 13 years as president of Chaminade University in Honolulu, joined UD’s board of trustees in 2000.

“Sue was a friend and a tremendous leader who will be sorely missed,” said UD President Daniel J. Curran, who visited Wesselkamper in Hawaii in early December. “I always admired her energy, enthusiasm, passion — and her outstanding work at Chaminade University. As a trustee, she offered wise counsel to the University of Dayton. She was an avid supporter of Catholic, Marianist education.”
‘Peace out’

SGA leader’s mission: off-campus safety

UD’s Student Government Association vice president is a woman with a mission: Improve safety on and near campus and prevent sexual assault and other violence.

“What we need to do is shift the culture,” Emily Bonistall said. “We no longer can silently accept that this happens to women and men. It’s a community issue.”

The issue is personal to Bonistall. In May 2005, her cousin Lindsey was raped and murdered in her off-campus apartment near the University of Delaware. When Bonistall came to UD to study sociology and women’s and gender studies, she wasn’t leaving her safety to chance. She studied self-defense from a local police officer, and in 2007, she earned certification as a self-defense instructor and began training groups and classes at UD.

While Bonistall has not had to use her training on an attacker, “I use my self-defense training every day because I’m constantly aware of my surroundings,” she said. “Heightened awareness is essential to self-defense.”

In her SGA role, Bonistall has made off-campus safety a priority using an initiative of PEACE OUTside Campus, her cousin’s foundation. The initiative encourages the owners of off-campus student housing to comply with standards for preventing home invasion. The foundation’s name comes from “peace out,” a saying her cousin often used.

Bonistall also has brought to UD a program called Green Dot, which started at the University of Kentucky. By plotting acts of peace as green dots on a map alongside red ones, which represent acts of violence, Bonistall hopes to bring about a culture that discourages violence by affirming nonviolence. The hope, with strong campus participation, is for the green dots to far outnumber the red ones, Bonistall said. Students can report green-dot incidents to UDgreendot@gmail.com.

Bonistall’s efforts are more than an avocation, she said. After graduation, she plans to pursue a graduate degree in sociology, studying violence against women.

“It’s through (Lindsey’s) death,” she said, “that I found my call in life.”

—Johnnie Kling

Assessments raise reinforce health

Good news: Of the almost 800 UD faculty and staff who participated in a free health risk assessment in October, only 8 percent smoke.

But there was some bad news, too: 94 percent of those surveyed aren’t eating the recommended amount of fruits and vegetables; more than 60 percent have elevated blood pressure; 26 percent report having no regular exercise program; 60 percent are considered overweight; and 40 percent get less than seven hours of sleep per night. As such, many at UD — 42 percent of participants — have a moderate to high overall risk for heart disease, and 13 percent of participants had high blood sugar levels, indicating a risk for diabetes.

More good news, however: It’s not too late to start healthy habits that can reduce those risks significantly, said registered dietitian Nancy Poeschl, graduate assistant for the faculty-staff wellness program.
Assessments raise red flags, reinforce healthy habits

Exercise regularly.
Eat your veggies.
Get more sleep.

The whole idea behind the health risk assessments was to make participants aware of their conditions so that they can take direct action to combat risks that can bring about disease or premature death, Poeschl said.

The benefit for employees is obvious — preventing illness and feeling better. But good employee health is a benefit for the University, too. Over the long term, the benefits will outweigh the costs of the assessments in the form of fewer sick days, higher productivity and lower health insurance claims, said Joyce Carter, vice president for human resources.

In the reports provided to UD after the assessment, HealthWorks used the average number of key preventable risk factors identified per person to predict the cost of future medical claims. For the UD participants, health claims are projected to be more than $8,000 per person in 2009. If UD employees reduce the number of preventable risk factors, the likelihood of illness drops, and so does the projected medical claim amount. Those who show no preventable risk factors have an average medical claim amount of $2,400.

Though zero risk factors for all employees is unrealistic, a reduction isn’t, Poeschl said. HealthWorks estimates that eliminating the most likely preventable risks could drop average annual claim amounts by more than $1,600.

With strong participation, a good wellness program can reduce risk factors by 10 to 20 percent each year over several years, said Lloyd Laubach, wellness program director. That’s just what he and Poeschl are hoping to do with programs that respond directly to UD’s most common and most detrimental risk factors — weight, heart health and blood sugar. They’re providing a host of low-cost activity classes, five lunchtime education sessions throughout the spring term, and several screenings for cholesterol, blood pressure, body fat and prostate-specific antigen. UD also is participating in the March 11 Summit on Public Health at the Sinclair Pontic Center; the keynote speaker will be the internationally esteemed Swedish exercise scientist Per-Olaf Astrand: “The question is frequently raised whether a medical examination is advisable before commencing an exercise program,” Astrand said. “Certainly anyone who is doubtful about his state of health should consult a physician. In principle, however … our opinion is that it is more advisable to pass a careful medical examination if one intends to be sedentary in order to establish whether one’s state of health is good enough to stand the inactivity.”

Shaving off years

- The average age of participants was 46.8.
- The average “health age,” based on health practices, was very close to that — 46.2.
- By adopting and maintaining some of the healthier practices recommended in the HealthWorks report sent to each participant, the average person in the group stands to add 4.8 years to his or her life expectancy, bringing UD’s “achievable” health age to 41.4.

Brown-bag lectures
12:05-12:50 p.m., Kennedy Union
- Positive Steps to Lower Your Blood Sugar — Thursday, Jan. 8, Kennedy Union 331
- Aneurysms: Battling the Bulge — Thursday, Jan. 29, Kennedy Union 310
- Keeping Your Heart Healthy — Thursday, Feb. 5, Kennedy Union 331
- Shake the Salt Habit — Wednesday, March 11, Kennedy Union 331
- Health, Humor and Healing — Wednesday, April 1, Kennedy Union 310

Cholesterol, PSA screening
- 8:10 a.m., Tuesday, Feb. 17, in Kennedy Union 222, appointments necessary; register online at http://www.udayton.edu/~facwel. Fees apply, other tests include coloscreen and cardiac reactive protein screening with lipid profile.

Free blood pressure screening
- 1:30-2:30 p.m. Monday, March 16, Kennedy Union 211
- 10:30-11:30 a.m. Tuesday, March 17, College Park Center first-floor break room
- Noon-1 p.m. Wednesday, March 18, RecPlex lobby
- 9-10 a.m. Thursday, March 19, College Park Center first-floor break room
- Noon-1 p.m. Friday, March 20, Roesch Library lobby

Body fat testing
- 11:30 a.m.-12:30 p.m. Mondays and Fridays starting Jan. 12, 220C College Park Center; appointments required; call 229-4225; $20.

Semester-long fitness classes
- These courses are offered to employees for $10 to $25. Those that take place in RecPlex also require a RecPlex membership; for wellness classes only, the annual RecPlex membership fee is $75. See http://www.udayton.edu/~facwel. Courses include indoor cycling, body sculpting, gentle yoga, aerobic fitness, strength and endurance conditioning, Pilates, personal fitness training, Zumba and tai chi.

Web resources
UD wellness program — http://www.udayton.edu/~facwel
U.S. Department of Agriculture — http://www.5aday.gov
American Heart Association — http://www.americanheart.org
American Diabetes Association — http://www.diabetes.org

Note: The data in this story came from the executive summary of the health risk assessments conducted on campus. The summary was produced by HealthWorks, which conducted the assessment. HealthWorks does not divulge anyone’s individual information, personal data is strictly confidential. Copies of the executive summary are available by request from human resources. Call 229-2541.
Kennedy Union dining services manager leaves post for student teaching

Willie Hickey is a busy man. When he’s not at work as the general manager of Kennedy Union’s dining services, he’s greeting customers and employees, attending classes or spending time with his family. Recently, he took a break from all of that to sit down with Campus Report graduate assistant Laura Edwards in the KU food court for a cup of coffee.

How long have you worked for UD’s dining services? I have spent 21 years here. I was actually an undergrad here, and I worked in dining services then as a student worker. I came back to visit — my sister was still an undergrad at the time. ... Dining services was undergoing a lot of changes at the time, and they offered me a position. I decided to stay. I was planning to finish my degree anyway.

Tell me about the degree you’re working on. I am finishing up a master’s in education to become a teacher, an intervention specialist. My certification will be for grades K to 12. I originally thought I would be good with the upper grades because of my experience in job transitions, but when I had the chance to work with the younger kids, I thought that might be where I can have the most impact. I have to admit, I like the idea of summers off — to rejuvenate and come back the next year rested and ready. My last day here comes right before I begin student teaching, which is the last aspect of my degree before graduating in May.

What will you miss most about your time here? The people, absolutely — those relationships and interactions with employees and customers. And UD is a great place. They have so much to offer. I will miss that — the opportunities to grow culturally, spiritually, in so many ways.

Is there anything you won’t miss? The layoff situation because of our cyclical business. I’m not a big fan of having to scale back on some of my employees’ hours during the summer layoff season.

How do you spend your free time? My kids are my hobby right now. We’re involved in everything: Scouts, dance, football, church. ... Well, working full time and being a full-time grad student doesn’t leave a lot of time for other things. I like to read, but right now, it’s mostly textbooks.

Willie Hickey will spend the spring term in an inclusion classroom of second- and third-graders in Springboro, Ohio. For years, Hickey recorded daily menus at 229-FOOD. Listen to his last menu at 229-FOOD, or see http://udquickly.udayton.edu.

Applications rolling in; academic quality up

Despite the economic downturn, first-year applications continue to outpace last year’s record level at this time, Sundar Kumarasamy, vice president for enrollment management, reported to the President’s Council on Dec. 9.

The University of Dayton was closing in on 10,000 applications, a 3.2 percent increase over last December.

“There is a significant jump in the applicant quality,” said Kumarasamy, noting increased interest from students desiring to study biology, premed and other programs in the STEM (science, technology, engineering and mathematics) fields.

“For the first time, at this time of the year, we’ve received more out-of-state than in-state applications,” he said. “We’re beginning to draw from other states so we don’t get caught in that demographic slide in Ohio.”

Deborah Read, vice president for advancement, reported that the University raised $11 million in November, bringing the campaign total to nearly $73 million.

Daniel J. Curran, president, noted that the board of trustees will discuss the impact of the financial crisis on UD at its January meeting.

“As a university, we need to be prudent on how we spend over the next year,” he said.

School of Education and Allied Professions Dean Tom Lasley, who’s chairing the provost search committee, announced that the committee wants to schedule on-campus interviews with finalists in February.

The annual overnight staff retreat is slated for June 29-30 at the Bergamo Center, reported Father Paul Marshall, S.M., rector. A planning team will invite participation from selected departments. The retreat helps staff strengthen their understanding of UD’s Catholic, Marianist mission.

Joyce Carter, vice president for human resources, shared the 2009-10 holiday schedule (http://campus.udayton.edu/~hr) and reported that 800 faculty and staff participated in health risk assessments this fall (see story on Page 4).

Kathleen Webb, dean of University libraries, asked administrators to identify women faculty for participation in the 2009 HERS Summer Institute for Women in Higher Education.

Curran thanked Ted Kissell, outgoing vice president and director of athletics, for his 17 years of service.

“He’s always been good counsel, a great strategic thinker and a valuable resource,” he said. “We now have a comprehensive athletics program and enjoyed our most successful decade for men’s basketball since we built the Arena.”

Kissell said he’s proudest of athletes’ performance off the courts and playing fields.

“We can use that hyphenated student-athlete with pride rather than cynicism you find at so many other institutions,” he said.

—Teri Rizvi
New Marianist communities pledge prayer, peace, justice

On Dec. 6, after spending the fall term in prayer and formation, two Marianist student faith communities pledged to bring Christ’s message into the world by promoting peace and justice and building community. The hope is that the groups — now seven in all — continue to meet and grow spiritually even after graduation disperses them, said Joan McGuinness Wagner, director of Marianist strategies. Such has been the case for the first five, called Branches, Brook, Embers, Wellspring and Summers; they meet at least twice a year for retreats and spiritual formation. The two new groups, called Beacons and Leaven, have 16 members.

The Society of Mary considers the formation and support of these lay communities a priority, Wagner said. “It’s the partnership between the lay and religious that forms the foundation of the Marianist family,” she said. “It has always been that way. Father William Joseph Chaminade’s initial communities, the sodalities, were the laity.”

Nominations due Jan. 30 for Miryam Award

Applications are being accepted through Jan. 30 for the Miryam Award, which honors people or groups that have worked to improve the campus atmosphere for women and raise their potential for achievement.

Campus ministry’s Center for Social Concern presents the award, which includes a plaque and a $1,000 honorarium that the winner can award to the organization or fund of his or her choice.

Nominees can be any individual or group on campus — faculty, staff or student. The winner will be selected in February; the presentation will take place during a prayer service at 4:30 p.m. Wednesday, March 25, in the Marianist Hall chapel and learning space.

The award is named for the Hebrew word “miryam,” which means “mother of God.” The Center for Social Concern has presented the award since 1996. For a nomination form, see http://campus.udayton.edu/~csc or call 229-2524.

Marianist Heritage Celebration

Monday, Jan. 12
Adèle celebration
4:30 p.m., Immaculate Conception Chapel; vespers service led by members of the Daughters of Mary. Reception follows in the Kennedy Union Torch Lounge.

Tuesday, Jan. 13
Beyond UD panel supper
5:30 p.m., Kennedy Union 331; post-graduation volunteers share their stories about service beyond UD and mission opportunities; RSVP by Jan. 9 to the Center for Social Concern, 229-2524.

Thursday, Jan. 22
Chaminade celebration
Noon and 5 p.m. Masses in the Immaculate Conception Chapel
6:30 p.m. potluck dinner honoring Marianist founders; McGinnis Center; all are welcome; please bring a dish to share if you are able.

Tuesday, Jan. 27
Family FeUD
11 a.m.-1 p.m., Kennedy Union ballroom; spectators welcome to partake in food, drinks and prizes during this friendly competition celebrating Marianist and UD history.

Thursday, Jan. 29
Marianist Award presentation and address
3 p.m., Kennedy Union ballroom; honoree is Father David Hollenbach, S.J., University Chair in Human Rights and International Justice and director of the Center for Human Rights and International Justice at Boston University; reception follows. The Marianist Award is presented to a Catholic who has made a major contribution to intellectual life.

Monday, Feb. 2
Marianist speaker: Brother Raymond L. Fitz, S.M.
7:30 p.m., Sears Recital Hall; Brother Raymond L. Fitz, S.M., presents “The Marianist Movement and the Challenges of Justice and Reconciliation”; reception follows.

Tuesday, Feb. 17
Mary, Faith and Justice program and social
7:30-8:30 p.m., Kennedy Union Torch Lounge; prizes awarded to service clubs and breakout trip participants; sponsored by campus ministry and the Marianists.

Friday, Feb. 20
Lackner Award dinner
By invitation; honorees are Joseph Saliba, interim provost, and Susan Ferguson, director of the Center for Catholic Education.

Friday, March 13
Maureen O’Rourke Marianist Student Award dinner
Honoree to be announced; invitation only.
Through Friday, Jan. 30
Masks, Music and Musings:
A Retrospective Exhibition
The work of Dayton artist Curtis Barnes Sr. will be on display in the ArtStreet, Roesch Library and Rike galleries.

Fridays in January
ArtStreet Friday Film Series
9 p.m., ArtStreet Studio B:
- Jan. 9: Hairspray — the 2007 screen version of the Broadway musical
- Jan. 16: City of God — A 2003 account of the poverty, greed, danger and crime in a Rio de Janeiro housing project; in Portuguese with English subtitles.
- Jan. 23: Burn After Reading — a 2008 dark spy comedy in which an ousted CIA official’s memoir falls into the hands of two gym employees intent on exploiting their find.
- Jan. 30: Taxi to the Dark Side — a documentary on treatment of U.S.-held prisoners in Bagram, Afghanistan; Abu Ghraib, Iraq; and Guantanamo Bay, Cuba.

Friday, Jan. 9
Opening reception for University Honors Program art exhibition
3-4:30 p.m., 125 Alumni Hall; exhibition on display through October during regular office hours.

Friday, Jan. 16
World premiere of Jump Back Honey: The Poetry and Performance of Herbert Woodward Martin
7 p.m., Boll Theatre, Kennedy Union. Documentary on UD English professor emeritus Herbert Woodward Martin, who has received acclaim for not only his own poetry, but also his research and performance of the poetry of Dayton poet Paul Laurence Dunbar. Reception follows. Project was funded by a grant from the Ohio Humanities Council.

Saturday, Jan. 17
Curtis Barnes: A Jazz Tribute
8-10 p.m., Sears Recital Hall; presented by the UD Arts Series. Tickets $14 general admission; $8 UD faculty, staff and alumni; $5 students; call 229-2545.

Monday, Jan. 19
Martin Luther King Jr. Day
University closed

Tuesday, Jan. 20
Martin Luther King Jr. prayer breakfast
7 a.m., Kennedy Union ballroom; Ebony Heritage Singers perform at 7:15 a.m.; breakfast is at 7:30 a.m. Keynote address by activist and author Kevin Powell.

Open house and inauguration celebration
10 a.m.-1 p.m., office of multicultural affairs, Gosiger Hall.

Candlelight vigil for justice
8-10 p.m., Immaculate Conception Chapel, sponsored by the office of multicultural affairs.

Thursday, Jan. 22
Scholars’ Symposium on the Contributions of Curtis Barnes Sr.
6-8 p.m., Roesch Library first-floor gallery. Artists, students and faculty from UD, Sinclair Community College and Central State University discuss the impact of Barnes’ art and teaching practices on the larger Dayton community.

Thursday, Jan. 29
Evolution Speakers Series: Shuhai Xiao
7:30-9 p.m., Sears Recital Hall; Virginia Tech geobiology professor Shuhai Xiao shares plant and animal cells that have provided critical insights into the dawn of modern life. Speaker series honors the 200th birthday of Charles Darwin and the 150th anniversary of the publication of The Origin of Species.