

TRANSCRIPT Webinar Recorded April 24, 2013

Coordinator: Welcome and thank you for standing by. At this time all participants are in a listen-only mode until the question-and-answer session. At that time the command to ask a question will be star then 1 on your touch-tone phone.

Today's conference is being recorded. If you have any objections, you may disconnect at this time and now I would like to introduce your host for today's call, Ms. Jessie Dearo.

Jessie Dearo: Hi, everybody. I'm turning on my camera so you can see me. Good afternoon, everyone. Thanks for attending the PAESMEM Webinar. On the call we have a few of the other PAESMEM team members in addition to myself.

My name is Jessie Dearo and I'm a Program Office at the National Science Foundation and I've been involved with the PAESMEM program for about six months now and this is going to be our first competition [that we manage].

So on the phone I believe we have Jolene Jesse and Martha James who are [also] working on the PAESMEM program here as NSF. Today's Webinar is going to go over the items listed here in this agenda: [Recognizing STEM Mentoring, Eligibility, Nomination Process, Review Criteria, Nomination Materials, and Nomination Submission & Due Date]

We are planning to record it and post it to the Website so that you can view it later whenever you have another question and you can also point your friends and colleagues to it as well.

So at the end we'll do Q&A and the operator will help us go through that so please write down your questions as you go through the presentation. Since we have quite a few people on the line, it is just easier to do the Q&A at the end.

Okay, so the PAESMEM program, it's all about recognizing STEM mentoring and the importance of STEM mentoring to diversify in the workforce in science and engineering but it was established by the White House in 1995 to recognize mentoring in STEM.

Nearly 240 individuals and organizations have been recognized since the start of the program. The purpose of the award is to recognize U.S. citizens and U.S. organizations that have demonstrated excellence in mentoring, underrepresented students, trainees and early career scientists and engineers.

Each awardee receives a \$10,000 honorary award and [is] invited to participate in an awards ceremony in Washington, D.C. and meet with policy leaders. [The slide includes a photo] with the PAESMEM winners from 2011 meeting with the President.

So [now to] the PAESMEM eligibility to get down to the details; individuals and organizations in all public and private sectors are eligible to submit nominations so this includes industry, academia, primary/secondary education, the military and government, non-profit organizations and foundations.

The only restriction is that the individuals must be U.S. citizens or permanent residents and past individual PAESMEM awardees cannot submit again for a nomination for an individual award.

Organizational nominees must be affiliated with a U.S. corporation, an educational institution or agency, a military or government agency, a non-profit organization or a foundation.

And so just briefly I want to clarify that when we talk about organizational nominees, that includes things like programs or projects that are activities that you might have within your organization or institution or across multiple organizations and institutions so it's not that the entire organization is coming in for the nomination necessarily although that's a possibility too.

So, [for example] it could be your mentoring program that you have in one department or in one office in your organization and that should come in as an organization for an award. Just a quick note that past organizational awardees can be renominated after 10 years from their first [PAESMEM Organizational] award.

And continuing on eligibility, the award recognizes both individuals and organizations that have had at least five years of exceptional mentoring of underrepresented students, trainees and/or early career scientists and engineers.

So this means that it's not just about mentoring students in undergraduate education or even K-12 but it also could be early career academic scientists and engineers or scientists and engineers in industry for example - mentoring we realize happens at all stages of a career and this program recognizes mentoring at all stages.

Groups that are underrepresented in STEM include women, people with disabilities, underrepresented racial and ethnic minorities, individuals from

low socioeconomic backgrounds and also some individuals from geographic regions that are under participating [in STEM] such as urban and rural areas.

And so what you would be doing in your nomination package is explaining why you're targeted [the] students or [the] early career scientists and engineers and that you've targeted and why they are underrepresented in STEM should be described in your [nomination] materials.

So this gives you the opportunity to make the case for why you may be targeting first-generation students in your local community for example and that's perfectly reasonable and acceptable for the nomination [materials].

So the process for nomination is a little bit of a misnomer - we allow self-nominations and [nominations]. For those who might be interested in nominating someone or an organization, the process that we recommend is for you to work with the nominee to develop the content of the materials and potentially volunteer to write one of the letters of support for that nominee - and that is how you could act as a nominator.

Alternatively, if you choose to be anonymous, you can send us information for your nominee so that we can invite them to submit their materials to the award program. Please do that before May 5th [2013] so they have enough time to prepare their materials by the due date.

So we strongly suggest the first option, where you work with your nominee and help them develop the materials, but given the contents of the materials the nominee really has to be involved in writing the essays and the other documents.

Self-nominations are also accepted - in this case you would just be submitting all the materials by the deadline and there's no need to notify NSF before you submit it - unless of course you have questions you need to get answered before you put those materials together.

So I'm going to start off the more detailed discussion here with going over the review criteria and these are outlined in the [PAESMEM] [Dear Colleague Letter](#) as well as other instruction. I'm going to start here so that we can refer back to these as we're talking about the nomination materials.

So the three basic areas that your nominations will be reviewed on include [impact, significance, and quality]. Impact; Are the impacts and outcomes of the mentoring outstanding? Significance; Are the mentoring accomplishments above and beyond what would be expected for other individuals in similar positions? and Quality; How well has the nominee designed, tailored and implemented the mentoring activities and strategies for the targeted mentees?

And in addition under Quality for organizational nominees, we ask about how you have assessed your mentoring activities as an organization. Just keep [these] in mind - these are the three areas that we'll be reviewing your nominations on. So [now] we will discuss the nomination materials themselves.

So in the Dear Colleague Letter, these sections that are required in the nomination packages are described and I'm going to go over each one of these in a little more detail now.

For individual nominations, there's going to be a signed PAESMEM certification form and the four sections listed here; mentoring philosophy, a

description of the mentoring activities, letters of support, and a CV [or resume] for the nominee.

And for organizational nominations you will have the signed PAESMEM certification form and the five sections that are listed here, in addition to the four for the individual nominee, you also include a description of your organization.

So I'm going to go into a little bit more detail on all of those sections here and I hope that you will write down your questions as we go through so we can go back to them in the Q&A section. So [the] mentoring philosophy - both the individual and organization nominations are required to include this section.

You're only allowed two pages for this [section] so between one and two pages is what you should dedicate for your mentoring philosophy. This is where you could really tell us more about why you're doing what you're doing, why you think it's important.

So I've listed here some questions that you might think about answering in your mentoring philosophy but please in no way think that these are the only questions or that you have to answer all of these in your mentoring philosophy.

These are questions to get you thinking about what you would like to share with the reviewers of your nomination package, about you and what motivates you so these questions include things like what does mentoring mean to you? What is your motivation to mentor? Why do you think mentoring is important in STEM and why do you think mentoring is important for underrepresented individuals in STEM?

So those are just sample questions that you could address in your mentoring philosophy. For those of you who have written teaching philosophies, it is related to that kind of a document.

You can include references to literature and/or other models that you use to develop your mentoring philosophy and style if that's appropriate. Feel free to include that in the mentoring philosophy and in other sections of your nominations. If it is not appropriate, then that's not a problem. There's no requirement that you include citations.

So the next section is the description of the mentoring activities and both the individual and the organizational nominations are expected to include this section. This is up to six pages.

So the description should include items such as a description of the mentoring and activities and strategies of course, the number of years of mentoring experiences that you're describing, the reasons for targeting your chosen populations of students or trainees or early career scientists and engineers, any innovative mentoring activities that you've developed as a result of your work, anything that you've potentially shared with others for example [or] has been adopted by others.

You also might want to include information about other awards and recognitions that you've received if that's appropriate and also a description of how your mentoring activities were designed and tailored to meet the needs and interests of your particular mentees.

So if you're in a rural area for example, you might have specifically done a lot of online work in mentoring or some other kind of tailored activities so that would be important to describe in this section as well.

And to continue on this section, we do want you to include data about your mentoring activities - so for example the number and demographics of the students and trainees and early career scientists and engineers that you've mentored either as an individual or as an organization.

In this section we just ask that you be careful not to include demographic information by name since that's personal information. You can aggregate your demographic information and that's perfectly acceptable in this section.

Data also includes outcome information on your mentees such as their academic achievement and retention and degree attainment, their research productivity and teaching and mentoring activities that they may be undertaking, their career placement and career satisfaction, for example any promotion and other kind of attainment of leadership roles - you might want to document [these] as outcomes of your mentoring as well.

And so this can be both qualitative and quantitative kind of data that you include in your descriptions. And then finally, [in] the description section for the individual nominees, make sure that you're clear about how the activities that you're discussing reflect the individual nominee as distinct from [the] organization or institution or agency that [the nominee] works for.

So the point of the individual award is to recognize your work as an individual mentor - so make sure that your nomination makes it clear what you did as distinct from what your department or your office does as normal operations.

You also want to make sure that the numbers that you're providing in your data reflect the numbers of mentees that you've personally worked with as an individual nominee.

And then for organizational nominees, we ask that you also describe your assessment of your mentoring activities and talk about how you monitor your project or your program to make sure that you're doing what you intended to do and that it's having the outcomes that you had intended your activities to have.

So we're asking if you've done any evaluations or surveys, any kind of assessment of the impact of your activities that you also include that in your description of your mentoring activities.

It doesn't mean that you have to have a formal evaluation in order to apply for the award but just some sort of feedback how you do that kind of improvement of your program and monitoring of your program.

So the next section of the nomination materials is the letters of support and then the final section is the resumes or CVs. So letters of support for both the individual and organization nominations - we want at least two letters of support and you can have up to five - so between two and five letters of support should be included in each nomination package.

Your letters can be from mentees and/or colleagues familiar with your mentoring work, your supervisors or any other individuals that you think can contribute to your nomination package.

And you might also want to remind them when you ask them to write a letter of the selection criteria which [are:] impact, significance, and quality. [The letter writers] may also be able to comment on those [criteria] from a different perspective which would help the reviewers to evaluate those criteria.

The last section is the resumes and/or the CVs. Individual nominations - we ask that you provide a two-page resume or CV for the nominee. There are no formatting requirements. You don't have to follow any kind of standardized format that NSF or any other agency may have.

It's up to you what you include in that two-page CV or resume. We just ask that you include the correct contact information for yourself so that we are able to get in touch with you.

For organizational nominations - in this case we're asking that you identify a primary organizational representative so the primary contact for the organization should include a two-page CV.

And we also allow you to include up to four more two-pages CVs for other organizational representatives. Again there are no formatting requirements for any of these CVs. It's up to you what you include except for making sure that the contact information is accurate and up-to-date.

So for the organizational nominees, the only additional piece is a one-page description of your organization or project or program or activity that you're nominating so this allows you to give some background information on your organization without having to put that into the six-page description of your mentoring activities.

So this is where you could provide things like your background and origins of your programs and maybe your vision and mission, maybe identify partners and collaborators, talk about how you're funded and what kind of management you have, and any other relevant information that you think would help introduce your organization to the readers of your nomination package.

So the submission for nominations is we hope simplified this year. What we're asking you to do is to prepare all of your nomination materials that we just talked about and do all that writing and get the letters of support together, download and sign the PAESMEM certification form which is at the PAESMEM Website listed there [www.nsf.gov/PAESMEM].

And combine all these materials into one file, one electronic file, and then send that file in an attachment in an e-mail to mentor@nsf.gov. We need to have all of those pieces of the nomination package in one e-mail so please be sure that it is in one e-mail.

Include your name and telephone number and e-mail address in the text of the e-mail so we can contact you if there are any problems, please do not include any other information in the text of the e-mail because that will not be evaluated as part of your nomination materials.

And if you include the word "nomination" in the subject line of your e-mail, you will get an e-mail back confirming that we have received an e-mail with an attachment that looks like a nomination package.

So that e-mail confirmation only confirms that we've received an e-mail. It doesn't confirm that everything is included or that we can read the file - so this is one reason that we ask that you submit early so that if there are any technical problems, we might have enough time to get back to you before the due date and correct those technical problems.

So the due date is June 5th, 2013 and we're asking you to hit the button and send the e-mail by 6:00 pm your local time so there will be a date and time stamp on your e-mail when it comes in to us. Again, we're asking you to

submit early so that in case there are technical problems, we can have enough time to get back to you.

But ultimately it is your responsibility to make sure that the e-mail that you send is complete - meaning that it has all of the sections of the nomination package that are required including the signed certification form and that the file that you've created is readable in a common file format.

So if you're interested in finding more information, [please review] the main PAESMEM Website [which has] the call for nominations and the complete instructions, which we just went over in this presentation briefly, is in a Dear Colleague Letter on the Website [www.nsf.gov/PAESMEM].

The PAESMEM certification form is [on the same website] to download and there's also an FAQ in case you have some questions about formatting or some other kinds of questions that we may have already posted and answered - if you don't find your answer there, feel free to contact us.

I will put up the e-mail in the next slide for you [here] I've included the PAESMEM.net website in case you're interested in looking at past PAESMEM awardees; both individual and organizational awardees are listed on that site and there [are] some links to additional information there on mentoring and also on the work of those past awardees.

And in the future the PAESMEM.net will also be a place where we expect to see online mentoring communities which you might be interested in no matter what you do with your PAESMEM nomination.

So in the next slide I have the e-mail address for questions is at the bottom. It is PAESMEM@nsf.gov and we're going to go ahead and do the questions and answers now.

(Mitch Boretz): Thank you. I have two questions. First of all, is there a page limit for the letters of support?

Jessie Dearo: Okay, yes, the question was is there a page limit for letters of support and no, we did not put a page limit on the letters of support but we do ask that you be considerate of the reviewers because you do want to keep them happy when they're reading your package.

So be reasonable in the length of those letters is my recommendation and that's up to you what that means and you can make that decision between you and the writer of the letter.

(Mitch Boretz): Great, thank you, and second is: there have been no awards in this program for the past two years so I wanted to find out first of all whether those nominations have all been discarded and second what the outlook is for this year? Will there actually be awards?

Jessie Dearo: Sure, okay so this particular competition is for the 2014 cohort which is anticipated to be announced in Calendar Year 2014 so the nominations coming in June 5th are for 2014. The prior competitions have not yet been announced but we do anticipate that those will be announced in this calendar year but that's up to a lot of other people to decide the exact date.

So if you have been nominated in the past and submitted materials and you have not gotten word one way or the other, you are eligible to resubmit in this

competition. So if your status is pending in any prior competition for PAESMEM, you're welcome to resubmit in this competition.

(Mitch Boretz): Very good, thank you, and I just want to say the new submission instructions look a lot more user-friendly so thank you for doing that.

Jessie Dearo: Sure. You're welcome.

(Yvonne Askew): My question is whether or not a program that's funded by another agency other than NSF would be eligible?

Jessie Dearo: Yes absolutely! Prior or current NSF support is not a prerequisite for nominating your organization or yourself for a PAESMEM award and it never has been. Hopefully that [is clear] in the Dear Colleague letter - it is also explicitly written in there. And it is true - you do not have to have NSF support to submit for a PAESMEM award.

(Yvonne Askew): Thank you.

(Michael Nevilles): Thank you. I have two questions. Can the letters of support be predated? Can they come from your archives?

Jessie Dearo: Right, so we don't have any requirements so we would not filter any letters that were dated from last year or something so it would be up to you how you would go about making that decision which letters to include in your nomination package but we cannot go back to prior nomination packages and pull information out for you.

So if that's what you're referring to is a letter that written last year for you, you would have to reproduce that.

(Michael Nevilles): And how should we handle pictures links that are part of our write-up?

Jessie Dearo: Well, the reviewers aren't going to be able to go to a Website to get additional information on your nomination so you could refer to other resources to demonstrate that there is information out there about your mentoring activities but I wouldn't rely on the reviewers going to it in order to be able to evaluate your nomination.

So you should include everything, all the information they need to evaluate your nomination, in the written documents.

(Michael Nevilles): Thank you.

(Odalis Diaz): Hi, thank you. I just have a quick question. We are interested in nominating a faculty member at our college for this award and I just want to make sure that I'm understanding your directions correctly.

Essentially we would be nominating her but she's actually the one putting together the application and also e-mailing and submitting that to you or do we submit that to you?

Jessie Dearo: Right, so you could do it either way. We don't have a requirement that the nominee themselves e-mail it to us, just that we receive it in time and that it's clear who the nominee is, so if you e-mail it on her behalf, that would be fine and she can also e-mail it.

(Odalis Diaz): Okay, but the application itself and all of its contents will be in her voice essentially.

Jessie Dearo: Yes, given the questions that we're asking and the information that's needed, we believe that the nominee really has to be involved in the writing because they are the best people to give you information about what their motivation is and the data on their mentoring activities so they do really need to be involved.

There's no requirement that it be written in their voice so you could write it in a different style if you chose to and that would be up to you.

(Odalis Diaz): Okay, thank you.

(Laura Smith): Thank you. I know that you said we don't have to have formal statistical evaluations but would anecdotal results be okay to use?

Jessie Dearo: Sure. I think a lot of nominations in the past have used anecdotes and quotes and those kinds of qualitative pieces of information to demonstrate the impact of their mentoring so that is perfectly appropriate. It would be nice if it was complemented with some other kinds of data to go along with that but it's not a requirement.

So, you know, you put together the materials that you have and the reviewers will determine if that's enough to elevate your nomination to an award.

(Laura Smith): Thank you.

Coordinator: At this time, we're showing no other questions in queue.

Jessie Dearo: Okay, I'm going to count to 10 and wait for more questions and remind you also that we are available for questions at the e-mail at the bottom of this screen which is paesmem@nsf.gov at any time between now and June 5th but

we encourage you to ask those questions early. I'll wait for more questions now though.

Coordinator: Yes, ma'am. As a reminder, please press star 1 if you do have a question and we do have a question in queue from (Rebecca Bachelor). Your line is open.

(Rebecca Bachelor): Hi, I'm wondering how many applications you typically get for the awards and how many awards are presented each year.

Jessie Dearo: Sure. In the past we've gotten about 100 nominations plus or minus 20 or so. We expect to at least get that many this time, perhaps more because of the mechanism of submission is easier. But the number of awards can be up to 16 each year - so each year we're allowed to make up to 16 in any kind of mix between individual and organizational.

So depending on the nominees that come in and which ones are competitive, we might make eight individual and eight organizational or we might make 10 organizations and six individual or maybe only five awards in total so it really depends on the quality of the nominees that come in.

(Rebecca Bachelor): Thank you.

Coordinator: Our next question comes from (Sukanya Chakrabarti). Your line is open.

(Sukanya Chakrabarti): Thank you. I wanted to ask for some clarification between the individual nomination package and the organizational nomination package. If I just want to nominate a specific faculty member, can I follow the instructions for the individual nomination package only?

Jessie Dearo: Right, exactly, you would. So if it's an individual faculty member or any other individual, you follow only the instructions for the individual nomination. Essentially the only difference is the organizational description would not be included and you [will] only have one CV.

(Sukanya Chakrabarti): I see. Do you view these differently in terms of the review?

Jessie Dearo: We do generally review the organizational nominations together and the individual nominations together so you're being reviewed with other individual nominations and then the organizations are reviewed with other organizations but otherwise in the end, we make the awards as I mentioned earlier up to 16 depending on which ones are competitive. Does that answer your question?

(Sukanya Chakrabarti): Yes.

Coordinator: Our next question comes from (Melinda Burgess). Your line is open.

(Melinda Burgess): Thank you. For the in-text citations, if we include references, what kind of formatting do you want? Do you want it just name and date in the text or do you want a reference page that's separate from the one to two pages?

Jessie Dearo: Right, so if you do choose to include some references, those would have to be included in the page limits so maybe footnotes and then I would suggest that you limit your references so that you don't have a full page of references but maybe highlight the most important things that you would like to refer to.

And the format is up to you. We don't have an expectation of a specific format. I think anything that is a standard format that's used in your community for example would be fine.

(Melinda Burgess): Okay, thank you.

Coordinator: Next in queue we have (Laura Smith). Your line is open.

(Laura Smith): Thank you. Did you say at the beginning that you would post this to the PAESMEM Website?

Jessie Dearo: Yes, we are going to - we are recording this – [and] this Webinar would be posted to the Website so you can play it back and listen to it and then we'll also have a transcript that you could print out and read.

(Laura Smith): Okay, thank you.

Coordinator: Next in queue we have (Meredith Murr). Your line is open.

(Meredith Murr): Hi there. I understand that for the individual nomination that there's a citizenship requirement. For the organizational nominations, the CVs that are attached to those, are there any citizenship requirements for those?

Jessie Dearo: Right, now in the organization case the interest is in recognizing U.S.-affiliated organizations so the organizational representative don't necessarily have a citizenship or a permanent residency requirement but that is a good detailed question that maybe we should follow-up on one-on-one to get more information on your particular situation.

So if the organization and activity is located in the United States, it should be eligible. Assuming that at least one of the organizational representatives is a U.S. citizen or a permanent resident, I think it should work out but we can talk about that more.

(Meredith Murr): I'll follow-up. Thank you very much.

Jessie Dearo: Okay.

Coordinator: And we do have another question coming in. Just one moment. (Michelle Cavarti), your line is open once again.

(Michelle Cavarti): Thank you. I see that between two and five letters of support are suggested and at least two are required. How many - would you prefer to have - the maximum number? Is there some guideline set of...

Jessie Dearo: Right, no, there are no expectations except that there is at least two letters of support. So in prior competitions, I believe that the letters of support were not required so we've changed that to at least two are required now. Many nominations come in with the minimum and many come in with all five so I don't think there's a magic number that you should shoot for.

I would consider the different kinds of perspectives of individuals that you could get to write letters of support and see if you could get a nice [range] of information from each of those individuals or colleagues on your mentoring activities or your program - that would help inform the reviewers on those [evaluation] criteria that I mentioned.

So you might want to include a couple of mentees who've been impacted by your work and a couple of colleagues who've worked with you and, you know, maybe a parent or something of a mentee - but that is completely up to you - ultimately what you're trying to do is communicate to the reviewers the quality and impact and significance of your work.

(Michelle Cavarti): Oh, I'm thinking of nominating someone, you know, a faculty member who has been a mentor actually.

Jessie Dearo: Right.

(Michelle Cavarti): And this sort of I guess goes to another question that was asked which is, for the nominee's mentoring philosophy and their accomplishments, the two required texts, should that be written by the person who is nominating like me or the mentor? It sounds like it should sort of be collaboration.

Jessie Dearo: Right. If you are willing, I think definitely a collaboration would work well, but the nominee should be involved because they are the ones who know the history of their mentoring and can give all of that background information and their individual motivation and reasoning for mentoring in science and engineering.

Those kinds of things you might have an idea but they're the ones who could probably best articulate that in the nomination materials so they should really be involved in the writing of them.

So this is why as a nominator you can offer to write one of the letters of support to give your unique perspectives on their work and put that into the nomination package and then helping them figure out how to do the rest of the sections, I think that would be also great for you to do.

(Michelle Cavarti): Okay.

Coordinator: Our next question comes from (Laura Gross). Your line is open.

(Laura Gross): Thank you. I know you said that the Webinar is being recorded and that that and the transcript is going to be posted to the Website. Is your PowerPoint presentation also going to be posted?

Jessie Dearo: Yes, I believe in the recording of the Webinar, the PowerPoint will be there but it'll be in a video format - if you want it in a PowerPoint format, I can e-mail that to you if you just send me a note.

(Laura Gross): Okay, thank you, I will.

Coordinator: And next we have (Alva Bradley). Your line is open.

(Alva Bradley): My question is in regard to the number of nominations you've received. You stated earlier that on average there were about 100. How many of those make the final cut?

Jessie Dearo: Well, the review process is basically one cut so the final cut is the final nominees that we recommend for the award so it can be anywhere between 8 and 16 on average since 1995.

(Alva Bradley): But there is no secondary review?

Jessie Dearo: Right, no, no, there's no request for additional information after a first review or anything. This is the entire package.

Coordinator: And we did just get a question. Ms. (Chakrabarti), your line is open once again.

(Sukanya Chakrabarti): Thank you, so for the letter of support is there any requirement that the mentee or the nominator has been working with this person for at least an X amount of time?

Jessie Dearo: Right, so no, the award itself is expecting that there's at least five years of mentoring experience in total but your letters of support don't have to be from people who have known the nominee for five years or have been mentored for five years.

It could be a new mentee or someone who has just worked with them for a year. There is no time expectations for that relationship in order to write the letter of support so that would be up to you.

(Sukanya Chakrabarti): Okay, perfect. Thanks.

Coordinator: And we have no other questions.

Jessie Dearo: Okay, so I think I made it to 10 but I will ask one last time if there's any other questions, otherwise I'll remind you that the e-mail is at the bottom for questions after we get off the line here today.

Coordinator: And we are still showing no questions.

Jessie Dearo: Okay. I think we'll go ahead and sign-off then and I invite you to follow-up with any questions you have again at that e-mail and one of the team members will get back to you as soon as possible with an answer to your question and I look forward to seeing nominations from you in June and have a great day. Thank you.

END