SCHOOL OF SOCIAL WORK

Dean
Mary Anne Poe (1996). Dean, University Professor of Social Work, and Director for the Center for Just and Caring Communities. B.A., Vanderbilt University; M.S.S.W., University of Louisville; M.Div., Southern Baptist Theological Seminary, A.C.S.W.; L.A.P.S.W.

Nita Mehr (2009). Associate Dean, Professor of Social Work, Director for M.S.W. Programs, Department Chair, and Fellow for the Center for Just and Caring Communities. B.S.W., Freed-Hardeman University; M.S.S.W., University of Tennessee; Ph.D., North Central University, L.C.S.W.

Program Director
Rebecca Bohner (2015). Associate Professor of Social Work and Director for B.S.W. Program and B.S.W. Field Education. B.S.W., Union University; M.S.W., Baylor University, L.C.S.W.

Staff
Legon Roberson (2018). Director for Marketing and Continuing Education. B.S.W., M.S.W., and M.B.A., Union University.


Cheryl B. Hall (2022). Administrative Assistant and Coordinator, School of Social Work Programs—Jackson Campus.

Mission Statement
The mission of the BSW Program is to prepare competent and effective professionals for leadership as social work practitioners. In a context of Christian higher education, the program fosters compassionate service, promotes social and economic justice, and equips students for excellence in social work practice in entry level professional positions.

Graduates work in a diversity of public and private settings, including child advocacy and welfare, children and youth counseling, school social work, medical social work, church social work, missions, foster care and adoptions, geriatric social work, and mental health. The major also emphasizes preparation for graduate study. Graduates from the BSW program are eligible to apply for advanced standing in graduate programs leading to a master’s in social work degree, MSW.
Faculty
Jerome Blakemore (2021). Professor of Social Work. B.S., Western Illinois University; M.S.W., Western Michigan University; Ph.D., University of Illinois at Chicago.

Jason Cox (2020). Assistant Professor of Social Work. B.S.W./M.S.W., Field Director-Germantown. B.S.W., Union University; M.S.S.W., University of Tennessee, Knoxville. LMSW

Karen Dotson (2016). Associate Professor of Social Work. BA, University of Memphis; M.S.S.W., University of Tennessee; MBA, University of Memphis. LCSW

Tammy Patton (2012). Associate Professor of Social Work. B.S., Union University; M.S.W., University of Georgia; Ed.D, Walden University. LCSW

Katrinna Matthews (2015). Associate Professor of Social Work. B.S.S.W., University of Mississippi; M.S.S.W., University of Tennessee, Memphis; M.Ed., University of Mississippi; DSW, St. Thomas University; LAPSW

Meghan Larson (2021). Assistant Professor of Social Work. B.S., Union University; M.S.W., University of Georgia; Ph.D., University of Memphis. LCSW

Virginia Schwindt (2009). Associate Professor of Social Work and M.S.W. Field Director—Jackson. B.B.S., Hardin-Simmons University; M.S.S.W., University of Tennessee at Memphis. LCSW

Todd Stanfield (2007). Professor of Social Work. B.S.W. and M.S.W., University of Alabama; Ph.D., University of Tennessee.

Jill Wells (2020). Associate Professor of Social Work. B.A.S.W., Olivet Nazarene University; M.S.S.W., University of Texas, Arlington. LAPSW

Beth Wilson (2009). Professor of Social Work. B.S.W., Philadelphia Biblical University; M.S.W., University of Wisconsin-Milwaukee; Ph.D., University of Tennessee. LCSW

Curriculum
A student majoring in Social Work will receive the Bachelor of Social Work degree. The student must successfully complete the General Core requirements and B.S.W. specific requirements as outlined below:

General Core Requirements
As required by the University but to require inclusion of PSY 213 (prerequisite) and recommendation of MAT 114 for the Mathematics requirements. Social Work majors are exempt from the COM 112 or 235 requirement; those skills are covered in the major.

B.S.W. Specific Core (18 hours)
SOC 211, Language (3 hours), Language or Culture (3 hours, see ICS Major), 9 hours of advisor-approved electives from at least 2 disciplines outside Social Work. For the student seeking the B.S.W. as a 2nd bachelor's, the following are considered prerequisites from the core: PSY 213, SOC 211, Language (3 hours) and Language or Culture (3 hours).

I. Major in Social Work—51 hours
A. SW 200, 300, 301, 305, 310, 335, 421—do not require admission to the program
B. SW 315, 400, 401, 402, 409, 410, 423, 490—require admission to the program
C. SW Elective—6 hours
D. No minor is required.

II. Licensure as a School Social Worker
A. Complete major and core requirements as detailed above
B. SW 340 and complete SW 490 in a school setting.

III. Tennessee Public Child Welfare Certification
A. Complete major and core requirements as detailed above
B. Complete SW 338 and 348
C. Complete SW 490 with the TN Department of Children’s Services

IV. Bachelor of Science in Social Organization—33 hours
A. Complete the General Core and B.S. specific core
B. SW 200, 300, 301, 310, 335, 421
C. Select 15 hours from: SW 201, 225, 318, 338, 341, 345, 360; PSY 317—9 hours
D. A minor is required

V. The Bachelor of Social Work and the Bachelor of Science in Social Organization are also available as an Adult Studies Program
See section on Adult Studies/Bachelor of Social Work.

VI. Minor in Church & Community Social Ministries—18 hours
A. SW 200 (prerequisite), 307 OR 352—6 hours
B. Choose 4 from: SW 201, 225, 300, 301, 325, 335, 370, 400, 420, (and ANY other SW elective), ECO 211, ECO 212, SE 230, SOC 213, SOC 324, PSY 219, PSY 313, PSY 324
D. A minor is required

VII. Minor in Mental Health Services—18 hours
A. SW 200 (prerequisite); 331 OR PSY 425; SW 305 OR PSY 317—9 hours
B. Choose 3 from: SW 201, 225, 318, 338, 341, 345, 360; PSY 323, 328, 330, 400, 413, 418; advisor-approved elective—9 hours

Admission Requirements to the Social Work Program
A student may declare a major in Social Work upon admission to the University. Prior to the junior year, the student makes an application for entry into the program. The following are requirements for admission to the program in the sophomore year:

- Complete an application form.
- One faculty reference, one personal reference.
- Have at least 2.5 cumulative SW GPA.
- Complete SW 200 and 310 with at least a grade of “C.” These may be taken in the first semester after admission to the program, though it is advisable to complete them prior to program admission.
- Complete the General and B.S.W. Specific Core preferably prior to program admission.
Assessment of Majors

Students must complete SW 490 with a minimum of 424 clock hours in an approved social service agency during their senior year. Students must have a minimum 2.5 cumulative GPA and at least a 2.5 social work GPA to enroll in SW 490 and 423. For graduation, SW 490 must be completed with a passing grade and 409, 410, and 423 with a B or higher. SW 423 helps the student integrate and evaluate all the knowledge, values and skills covered in previous coursework.

Senior SW majors must complete a senior capstone integrative project that demonstrates the student's competency of the program learning objectives.

The program does not grant social work course credit for life experience or previous work experience.

General Information

The Social Work Program is accredited by the Council on Social Work Education, 333 John Carlyle Street, Suite 400 Alexandria, VA 22314

The Director of the BSW Program is responsible for overall administration of the Program. The director is available during office hours to answer questions regarding the program, employment opportunities, professional associations and licensures, and other questions related to the social work profession.

The BSW Field Director has primary responsibility for the field education component of the Program including implementation of field processes and procedures and maintaining effective working relationships with sites, field instructors, and students.

Agency Field Instructors supplement the educational program in social work by providing supervision to senior students who are completing 424 hours of field work in an approved agency. These instructors provide on-the-job instruction and supervision, hold regular conferences with the student, and assist in the evaluation of student performance and learning. A fee of $100 is charged to the student the semester they are enrolled in SW 423, Senior Seminar.

A student who is completing agency field experiences as part of the requirements in social work practice courses will be required to purchase Professional Liability Insurance. The annual fee, approximately $25.00, will be charged to the student’s account during the semester in which he/she is registered for these courses.

The BSW Program Student Handbook, available in the office of the Director and on the School of Social Work website (www.uu.edu/socialwork), describes all aspects of the program including an introduction to the profession, Union's program objectives and goals, curriculum, admission and termination/probation policies, transfer policies specific to CSWE accredited and non-accredited schools, grievance procedures, student organizations, and student rights and responsibilities. The Handbook details, in full, the circumstances under which the student may be placed on probation or terminated from the program, if, in the professional judgment of the Social Work faculty, violations of professional or ethical codes have occurred or in the event of unacceptable academic achievement.

Social Work Agency Agreements

All social work majors are required to obtain professional social work field experience in a local community agency. Numerous local social service agencies provide the setting for this practicum. The BSW Field Instruction Manual clarifies expectations regarding this experience and identifies the cooperating agencies. It may be obtained from the Social Work faculty or on the website of the School of Social Work at www.uu.edu/socialwork.

Student Organizations

The student organization, Helping Professions Reaching Out (HPRO), is for majors in social work and those interested in helping professions. The organization assists in developing professional social work identity and provides an opportunity to be involved in volunteer community social service. Service opportunities include child mentoring and advocacy, nursing home activities, community organizing, and resource development. The organization gives students opportunity to interact with others having similar interests.

Phi Alpha, National Honor Society for Social Work Students, Eta Phi Chapter, fosters high standards of education for social workers and invites into membership those who have attained excellence in scholarship and achievement in social work. Students with an overall GPA in the top 35% of all graduating BSW majors are considered for membership. Other criteria for membership include professionalism, experience in field practicum, and leadership in the social work program. Students will be invited for membership at the end of their final fall and/or winter semester.

Student Awards

Outstanding Social Work Graduate. This award is given to the graduating senior with high academic achievement, outstanding performances in Field Practicum, and faculty and peer recommendation.
Course Offerings in Social Work (SW)

( ) Hours Credit; F-Fall; S-Spring; Su-Summer

200. Introduction to Social Welfare (3) F, S, Su
A study of the history of social welfare and the constructed policies and practices that address societal problems, such as poverty and vulnerable populations.

201. Community Social Service Experience (3)
Corequisite: Professional Liability Insurance.
An opportunity for students considering a social work major to be exposed to the principles of social work within a community social service agency. A total of 40 minimum clock hours is spent in an agency in addition to the seminar class.

225. Relationships, Marriage and Families (3) F, S
Reciprocal credit: SOC 225. See SOC 225 for description.

300. Human Behavior and the Social Environment I (3) F
An exploration of the theories and knowledge of human biopsychosocialspiritualcultural development from birth through young adulthood in the context of the range of social systems in which individuals live: families, groups, organizations, and communities. The impact of social and economic forces on human development will be explored with special attention to evaluating theory and its application to issues of human diversity.

301. Human Behavior and the Social Environment II (3) S
This course continues to make use of the people-in-systems theoretical orientation and related concepts as human development and diversity are studied from adulthood to old age.

304. Applied Technology in Social Work Practice (3) As Needed
Prerequisite: SW 200.
This course equips social work students to utilize emerging technologies in their daily professional practice. Students will become proficient in identifying specific hardware, software, and mobile & cloud services that can be employed in each phase of the planned change process in micro, mezzo, and macro client systems. A particular emphasis will be placed on how social workers can stay informed on the rapid development of technologies relevant to professional practice.

305. Psychopathology (3) F, S, Su
A study of mental health in light of dynamic ethno-cultural, spiritual, and biopsychosocial factors impacting client systems and how this knowledge is integrated into practice paradigms.

307. Faith-Based Social Services (3)
An exploration of the biblical and theological basis for faith-based social services, various models, and recent related government initiatives and policies.

308. Professional Communication and Ethics (3) Su–As Needed
Pre- or corequisite: SW 200.
This course focuses on building proficiency in professional communication skills and ethics in the field of social work in academic, agency, and other community settings. Types of communication covered include writing, speaking, presentations, documentation, emails, memos, etc. Ethical analysis of case scenarios are utilized in both building ethical analysis skills and in practicing and assessing communication proficiency.

310. Social and Economic Justice (3) F, S
Prerequisite: CHR 111 or 112.
Reciprocal credit: SOC 310.
Dynamics and consequences of injustice including oppression, poverty and discrimination with particular attention to biblical and theological teachings about justice. Strategies to alleviate poverty and for intervention in all forms of human oppression and discrimination will be examined to provide students with skill to promote change and advance the causes of social and economic justice.

315. Foundations for Social Work Practice (3) F
Prerequisite: SW Program Admission and Professional Liability Insurance.
Various processes, skills and the theoretical practice framework utilized in generalist social work practice will be examined. Beginning skills in assessment, interviewing and problem-solving for working with individuals, families, groups, organizations and communities will be introduced within the context of social work values, knowledge and with appreciation for human diversity.

318. Introduction to Play Therapy (3) F–As Needed
Prerequisite: SW 200.
This course will introduce the student to the concepts, component, and skills utilized in the treatment and support of children and youth through play. Along with individual play of children, this course will explore play therapy methods for students engaging in whole person and person-in-environment treatment of children. This course is intended to develop the students’ understanding of play as a method for processing life events and difficult life experience and play in therapy. This course will be an overview and is not intended to certify or license students to practice play therapy.

321. Social Gerontology (3)
Prerequisite: SOC 211. Reciprocal credit: SOC 321. See SOC 321 for description.

324. Social Deviance (3)
Prerequisite: SOC 211. Reciprocal credit: SOC 324. See SOC 324 for description.

325. Families Across Cultures (3) F, S
Reciprocal credit: SOC 325. See SOC 325 for description.
331. Introduction to Mental Health Counseling (3)
The purpose of this course is to provide students with an introduction and overview of counseling and mental health. There will be emphasis placed on the basic skills for assessment and diagnosis, mental health counseling services and interventions, and the evaluation of services and interventions. Additional focus will be given to examination of ethical and legal issues, cultural competency in counseling, theories and approaches, as well as special groups and settings such as marriage and family counseling, child and adolescent counseling, addiction counseling, group counseling, school-based counseling, and community mental health.

338. Children and Families at Risk (3) S
Characteristics and needs of families at risk and policies and programs that address those needs, with attention to risk patterns of abuse, substance use and abuse, mental illness and poverty.

340. Social Work Services in Schools (3)
Pre/Corequisite: SW 200. Knowledge and skills for effective social work practice in a school setting. The school social worker provides a link between school, student, home, and community, primarily using case management and advocacy skills.

341. Crisis Intervention & Disaster Relief (3)
Designed to equip students to rapidly assess and intervene in crisis situations (e.g., natural disasters, violence) and maximize safety and stability for those involved, this course will explore models of crisis development and empirically-based crisis interventions.

342. Conflict Management (3)
This course examines conflict styles and theories; conflict management strategies such as active listening, principled negotiation, nonviolent direct action, mediation, and other third-party interventions; and relevant contexts for conflict such as workplace, families, and interpersonal relationships. Practical, theoretical and critical analyses of conflict and negotiation will be assessed in variety of contexts.

345. Introduction to Creative Therapies (3)
This course will provide an introductory look at a variety of creative art therapies as a means of assisting students in recognizing the scope of practice with individuals, families, groups, and communities along the continuum of arts and therapy in social services.

348. Child Welfare Practice (3) F
Prerequisite: SW 338. Development of knowledge and skills for culturally competent practice with families at risk. Completion of this and BSW leads to a Tennessee Public Child Welfare Certification.

349. Social Work Practice in Health Care (3) As Needed
Prerequisite: SW 200. The primary focus of this course is to introduce students to medical social work and the various roles that medical social workers fulfill in health care settings.

350. Management of Non-Profit Organizations (3) As Needed
Prerequisite: SW 200. This course is designed to prepare the BSW student with knowledge and skills for capacity building and management in non-profit settings. Attention will be given to preparing grant proposals, program evaluation, fundraising efforts, volunteer recruitment/management, budgeting, and other non-profit management competencies. Human relation skills and knowledge including program/team development and conflict management will be emphasized with a focus on social and economic justice and diversity.

351. Spirituality and Religion in Social Work Practice (3) As Needed
Prerequisite: SW 200. This course will present an overview of the ways spirituality and religion play an important role in social work practice. Particular emphasis will be placed on the inclusion of spirituality and religion as necessary components of assessment, planning, treatment, and evaluation in culturally-competent social work practice. Students will examine the influences of a diverse range of religious traditions and spiritual practices.

352. Engaging Congregations within Community (3)
This course examines the church congregation as a context for addressing human needs, identifying the roles and skills necessary for effective practice. Students will look at congregational practices toward addressing social, emotional, and mental health needs in the context of the church’s historical role in social service provision and current practices. Special emphasis will be given to missions partnerships as both an expression of and a tool for congregational social ministries work.

360. Current Topics (3) F, S
This course introduces information that is relevant for students that want to learn more about and/or work in the social services setting. Students will acquire knowledge and skills to assist them in their work with individuals, families, groups, organizations, and/or communities.

370. Gender and Sexuality (3)
Reciprocal credit: SOC 370. See SOC 370 for description.

400. Populations-at-Risk (3) F
Prerequisites: SW Program Admission. Patterns, dynamics, and consequences of discrimination, economic deprivation, and oppression will be presented. The curriculum includes content on people of color, gay and lesbian persons, those distinguished by age, ethnicity, culture, class, and physical and mental ability. Course content includes strategies for micro, mezzo, and macro interventions designed to empower these groups and individuals.
401. Social Work Practice with Individuals, Families and Groups (3) S  
Prerequisites: SW Program Admission and Professional Liability Insurance. 
A continuation of SW 315 with further development of skills for working with individuals, families and groups using various approaches.

402. Social Work Practice with Organizations, Communities, and Government (3) F  
Prerequisites: SW Program Admission and Professional Liability Insurance. 
The last of the practice sequence continues to use the theoretical framework introduced in SW 315 and 401. Practice methods for work with organizations, communities and governments. Knowledge, values and skills for building professional relationships and working to enhance human well-being by organizational and community development through assessment, problem-solving and advocacy strategies will be examined.

409. Field Seminar I (1) F  
Pre-requisites: SW 315 and 401.  
Field Seminar I prepares students for entry into their field placement. It provides students with the opportunity to further integrate knowledge and insights developed in the classroom by exploring the field experience through the group process. Through facilitated discussion, students learn about social work practice in various settings and assist each other in seeing the similarities and differences in applying generalist social work practice, knowledge, and skills across service delivery systems and practice methods. The process-oriented seminar is designed to afford students the opportunity to prepare for and discuss, analyze, and integrate their field placement. The course is completed in the fall semester of the senior year for Field Practicum preparation and processing.

410. Field Seminar II (2) S  
Pre-requisites: SW 315, 401, 409.  
Field Seminar II provides a continuing forum for students to integrate knowledge and insights developed in the classroom by exploring the field experience through the group process. Through facilitated discussion, students learn about social work practice in various settings and assist each other in seeing the similarities and differences in applying generalist social work practice, knowledge, and skills across service delivery systems and practice methods. The process-oriented seminar is designed to afford students the opportunity to discuss, analyze, and integrate their field placement. This course is completed in the spring semester of the senior year for continued processing and documentation for Field Practicum. All students in Field Seminar II are concurrently enrolled in SW 490 – Social Work Field Practicum. Social Work Field Practicum is designed to provide students with a generalist perspective of social work practice. Through involvement with individuals, families, groups, and communities, students apply theory to practice in a professionally supervised setting, which is educationally designed to meet the needs of the learner and the professional requirements of the Union University School of Social Work.

419. Social Diversity and Inequality (3)  
Prerequisite: SOC 211. Reciprocal credit: SOC 419. See SOC 419 for description.

420. Death and Dying (3)  
Prerequisite: SOC 211. Reciprocal credit: SOC 420. See SOC 420 for description.

421. Research and Statistical Methods in Social Work (3) F, Su  
An introduction to the processes of quantitative and qualitative methods to build knowledge for practice; the use of statistics in social work research and evaluation of service delivery; and the development, use and communication of empirically based knowledge.

423. Senior Seminar in Social Work Practice (3) S  
Prerequisites: Admission to SW Field Practicum. Corequisite: SW 490.  
Students review various social work processes, including ecological systems theory, contact and contract phases of social work intervention, social work values and ethics, and interventive roles and methods. Class presentations and a capstone project that integrates social work with field experience are required.

490. Social Work Field Practicum (1-6)  
Prerequisites: Admission; Cumulative GPA 2.5 or higher; SW GPA 2.5 or higher. Corequisite: SW 423; Professional Liability Insurance.  
Professional field experience in a faculty-approved community agency; public or private, with supervision by an on-site approved field instructor. Students must meet with the field instructor for regular face-to-face supervisory conferences to discuss cases and student progress. The student will complete a minimum of 424 clock hours in the agency, documented on a weekly log and a journal. The application for field placement must be submitted for approval of the BSW Field Director no later than mid-term of the preceding Fall semester. Pass/Fail.

Available in each departmental prefix:

179-279-379-479. External Domestic Study Programs (1-3) As Needed  
All courses and their applications must be defined and approved prior to registering.

179PF-279PF-379PF-479PF. External Domestic Study Programs (Pass/Fail) As Needed  
All courses and their applications must be defined and approved prior to registering.

180-280-380-480. Study Abroad Programs (1-4) As Needed  
All courses and their application must be defined and approved prior to travel.
180PF-280PF-380PF-480PF. Study Abroad Programs (Pass/Fail) As Needed
All courses and their applications must be defined and approved prior to travel.

195-6-7. Special Studies (1-4) On Demand
295-6-7. Special Studies (1-4) On Demand
Lower-level group studies which do not appear in the regular departmental offerings.

395-6-7. Special Studies (1-4) On Demand
Upper-level group studies which do not appear in the regular departmental offerings.

495-6-7. Independent Study (1-4) On Demand
Individual research under the guidance of a faculty member(s).

498-9. Seminar (1-3) F On Demand
To be used at the discretion of the department for majors only.
The Union University School of Social Work offers its program leading to the Bachelor of Social Work to qualified adult students on both the Jackson and Germantown Campuses. An applicant must meet University admission requirements, must have at least 60 hours earned toward a bachelor's degree, and must be at least 24 years of age to qualify for the BSW-Adult Studies Program. Admission to the Social Work Program parallels that in the traditional program as detailed in School of Social Work chapter.

For additional program information, including direct contact information to program personnel, check www.uu.edu/bsw.

Curriculum
A student receiving a Bachelor of Social Work degree in the Adult Studies Program must take the General Core requirements and B.S.W. specific requirements as outlined below:

I. General Core and BSW Specific Core Requirements
   A. General Core and transfer policies specific to Adult Studies programs are detailed in the "Adult Studies" section of the Catalogue.
   B. Exempt from COM 112 or 235
   C. Social Sciences must include PSY 213 and SOC 211
   D. Six hours of foreign language/culture classes. Must include at least 3 hours of foreign language.
   E. For the student seeking the B.S.W. as a 2nd bachelor’s degree, the following are considered prerequisites and only requirements from the core: PSY 213, SOC 211, Language (3 hours), Language or Culture (3 hours).

II. Social Work Requirements—51 hours
   A. SW 200, 300, 301, 305, 310, 315, 335, 400, 401, 402, 421
   B. SW elective—6 hours
   C. SW 490 and 423—Field Practicum (Field Seminar I and II) and Senior Seminar

III. Tennessee Public Child Welfare Certification
   A. Complete major and core requirements as detailed above
   B. Complete SW 338 and 348
   C. Complete SW 490 with the TN Department of Children’s Services

IV. Licensure as a School Social Worker
   A. Complete major and core requirements as detailed above
   B. SW 340 and complete SW 490 in a school setting

V. Bachelor of Science in Social Organization
   A. Complete the Adult Studies General Core—49 hours
      See Adult Studies section in the Catalogue
   B. Complete the B.S. Specific core: SW 200, 300, 301, 310, 335, 421
   C. Select 30 Social Org Electives from the following:
      Choose from SW, PSY, ICS, SOC, ECO, SE
   D. Select 31 hours of General Electives
   E. No minor is required

VI. The Bachelor of Social Work and the Bachelor of Science in Social Organization are also available as a traditional/day course offerings program
See the School of Social Work for details.

Assessment of Majors
Students must complete SW 490 with a minimum of 424 clock hours in an approved social service agency during their senior year. Students must have a minimum 2.5 cumulative GPA and a minimum 2.5 social work GPA to enroll in SW 490 and 423. For graduation, SW 490 must be completed with a passing grade and 409, 410, and 423 with a B or higher. SW 423 helps the student integrate and evaluate all the knowledge, values and skills covered in previous coursework.

Senior SW majors must complete a senior capstone integrative project that demonstrates the student's competency of the program learning objectives.

The program does not grant social work course credit for life experience or previous work experience.

Financial Information
Tuition .................................................. $545/hour
General Student Fee ......................... 25/hour

General Information and Course Offerings
Other general information about the BSW Program for Adults and descriptions of course offerings parallel that in the traditional program as detailed above.