The 3 R’s: Recreation, Relaxation, and Rejuvenation

It’s April which means the annual Earth and Wellness Day is just around the corner. This year’s theme focuses on the variety of ways we can de-stress and rejuvenate ourselves. Stroll through the Campus Center Ballroom and find exhibitors sharing information on such topics as recreation, outdoor activities, and animals. Stop by the “Relaxation Lounge” to enjoy a 20 minute chair yoga or chair meditation experience, spend a few minutes doing some coloring, or learn how to crochet or knit. Bring a soil sample to receive a free soil analysis to prepare for the gardening season. Check out the demonstrations and vote on the two photos you’d like to see win the photo contest. Take advantage of your EAP benefit and join us for this annual event!

Thursday, April 21
11:00 am – 1:30 pm
Campus Center Ballroom

Exhibitor Fair
Student Poster Session
Free Soil Analysis*
Photo Contest Voting
Light Refreshments

*See page 14 for soil analysis instructions.

“Relaxation Lounge”
Campus Center

Fireside Lounge
Adult Coloring
Knitting/Crocheting/Fiber Arts

Assembly Hall
11:30–11:50 – Chair Yoga with Judi England
12:00–12:20 — Chair Yoga with Judi England
12:30–12:50—Chair Meditation with Nikhil Jain
1:00–1:20 – Chair Meditation with Nikhil Jain

Demo Schedule

Ballroom
11:20 – 11:30
Hula Hoop Fitness
Kristyn Muller

11:40 – 11:50
Body Fit
Jessica Blasioli

12:00 – 12:10
Zumba
Felicia Brunner

12:20 – 12:30
Hula Hoop Fitness
Kristyn Muller

12:40 – 12:50
Arm Knitting
Valerie Chew

1:00 – 1:10
Tae Kwon Do
UAlbany Tae Kwon Do Club

1:20 – 1:30
Fencing
UAlbany Fencing Club

For more details about the event:
http://www.albany.edu/eap
PHOTO CONTEST

THE 3 R’S: RECREATION, RELAXATION, & REJUVENATION

OFFICIAL CONTEST RULES

1. This contest is free and open to all University at Albany students, staff, faculty and alumni.
2. Only photos taken with the criteria outlined in the Submission Guidelines are eligible for consideration. No exceptions.
3. Up to three photos may be submitted per person.
4. Photos must be submitted electronically to earthandwellness@albany.edu by midnight on Friday, April 8, 2016. *See submission guidelines below for important details.
5. Photographers will retain original copyrights to their photos.
6. Entrants grant the Earth and Wellness Day Committee permission to use photo(s) for display during, and in conjunction with, media and marketing related to the event.
7. Only submissions that adhere to contest rules and submission guidelines are eligible to compete.
8. All decisions by the judges are final.

SELECTION PROCESS

The Earth and Wellness Day Committee will select three photographs in each category (student/alumni and faculty/staff) as finalists.

The top six photos will be displayed at the Earth and Wellness Fair on Thursday, April 21 in the Campus Center Ballroom from 11am - 1:30pm. All attendees at the fair will be eligible to cast one vote per category.

One winner per category will be selected based upon the highest number of votes at the close of the fair. Winners will be announced on Friday, April 22.

SUBMISSION GUIDELINES

CRITERIA: Images will be judged on their effectiveness to convey the topics of recreation, relaxation, rejuvenation, and nature.

PHOTOS: Photos taken with a digital camera must be submitted at a minimum resolution of 1600 x 1200 pixels and in jpeg, bmp, png or tif format. Minor digital enhancement for cropping, red-eye removal, filters, and corrective functions are permitted, but images that have been judged to be significantly altered will be disqualified. Photographers are not permitted to place borders or frames around their images or to place watermarks, signatures, dates, or copyright notices on their images. Images MUST maintain the integrity of the subject as it was photographed.

Please re-name images to include the photographer’s first and last name and a one word description of the photo separated by a period (ie. JohnDoe.stream.jpg)

SUBMISSION FORMAT: All submissions should be e-mailed to earthandwellness@albany.edu. All entrants must include the following in the body of the e-mail PER ENTRY (if submitting more than one photo, please send separate e-mails):

ENTRY FROM A STUDENT/ALUMNI:
First and last name; Status (freshman/sophomore/junior/senior/graduate/alumni); E-mail address; Phone number; Brief description of photo(s) submitted (ie. Squirrel in tree by State Quad)

ENTRY FROM FACULTY/STAFF:
First and last name; Department; E-mail address; Phone number; Brief description of photo(s) submitted (ie. Squirrel in tree by State Quad)
How to Survive Admitting a Mistake

Nothing creates a feeling of vulnerability more than admitting to a big mistake at work. In one moment it can feel as though your integrity, job status, reputation, and self-esteem are hanging in the balance. Conquering this fear is not easy, but the payoffs can be significant in elevating your reputation for two reasons. The first is that everyone makes mistakes, and the second is that admitting a mistake creates anxiety and trepidation.

Almost everyone fears admitting a mistake, so those who do are often elevated among their peers because they show confidence, strength, and fearlessness. Secondary benefits of admitting a mistake may include relief, empathy from others, closer relationships, forgiveness, and perhaps increased status as the go-to person because of your experience. Admitting a mistake can pay off well, but there is a time erosion factor for which you must be aware. The longer it takes to admit the mistake, and the more defensive you become, the less the payoff. Eventually being forced to admit to a mistake carries the least payoff.

Should You Be Screened for Depression?

The United States Preventive Services Task Force, part of the U.S. Department of Health and Human Services, has recently announced its newest recommendation that medical doctors routinely screen for depression, especially in children, young adults, and women who have recently been pregnant. Depression has many symptoms, but in early stages it may be barely noticeable. Feeling less excited about things than you once were or taking longer to get things done are a couple of examples. Asking questions about these and other symptoms can help doctors spot the diagnosis of major depression early enough to help prevent a disabling or life-threatening condition.

If you are concerned about depression, contact UAlbany EAP for confidential assessment, information, and referrals to support your well-being.

Source: http://www.uspreventiveservicestaskforce.org [search “depression”]

Resource for Articles: Frontline—Employee Wellness, Productivity & You! Frontline newsletter is courtesy of the New York State Employee Assistance Program.

EAP Assessment and Referral Service

If you are finding it difficult to be as productive as you used to be, perhaps a stressor in your life is impacting your ability to feel your best at work and/or at home. The UAlbany Employee Assistance Program’s **Assessment & Referral Service** might be the answer. Take advantage of this free voluntary confidential employee benefit. **Confidential** support, information, and referrals are available to assist you in finding a way to address your concerns. **Help is only a phone call or email away. Use your EAP benefit.**

If you would like to schedule an appointment for an **Assessment and Referral** session with **EAP Coordinator Brenda Seckerson**, CALL 442-5483 or EMAIL bseckerson@albany.edu www.albany.edu/eap
New Sedative Drug Crisis

The heroin epidemic in North America has received much attention, but overdose deaths from prescription sedative drugs (benzodiazepines, or “benzos”) like Xanax, Valium, and Klonopin have also soared. Benzos are prescribed for anxiety, mood disorders, and insomnia which are common complaints among employees. Research in the American Journal of Public Health reports overdose deaths are up 400 percent since 1996! A key finding: 75 percent of heroin deaths also involve these medications. Combining benzos or alcohol with heroin can increase the risk of death. Overdoses from benzos have increased at a faster rate than prescriptions for them have.

Did you know that talk therapy can be more effective for many, if not the majority of complaints treated with benzos? Solutions from talk therapy may also last longer if you acquire life skills to manage stress and solve personal problems more efficiently. Could you benefit more from talk therapy and less from benzos? Talk to your doctor about the best options for you. Contact UAlbany EAP for referrals for therapists who take your health insurance plan.

How to Prevent a Decline in Well-Being

Personal well-being naturally declines in the senior years, but new research demonstrates that you can beat it back and slow it down. The key is remaining socially oriented and involved by leading a socially active life and prioritizing social goals. These behaviors are directly associated with more positive feelings of well-being later in life, less pronounced late-life decline, and a later onset of terminal decline. Research shows the opposite is also true. Avoiding social prioritizing and not placing a high value on social engagement can mean a steeper and more rapid decline in well-being.

Breathing Easy on Campus

Have you been thinking about quitting smoking? If so, in addition to the powerful health benefits, Smokefree.gov outlines some other great side effects that people report from giving up smoking such as: feeling more in charge of one’s life, not worrying about how much money is being spent on cigarettes, and not searching for places to smoke and bothering others with secondhand smoke.

And speaking of secondhand smoke, as a reminder, UAlbany’s workplace smoking policy prohibits smoking in all University buildings and residence halls. Out-of-doors, smoking is not permitted within 30 feet of exterior ventilation intakes, within ten feet of building entrances and open windows, and in all exterior stairwells. These designated perimeters help to keep secondhand smoke from entering buildings and affecting those with allergies and asthma. For the University policy go to: http://www.albany.edu/hr/assets/Smoking.pdf

For additional information on quitting, contact the NYS Quitline for support. http://www.nysmokefree.com/

Disclaimer: Material presented in this newsletter is intended for educational or informational purposes only. It is not intended to replace the advice of your qualified health professional.
Looking for Reading Ideas?  
Check the EAP Office Lending Library!

Contributed by Seema Mathura, EAP Office Work Study Student

Every day, irrepressible individuals and families with substance use disorders summon nerve and strength to pledge to living healthy and productive lives through recovery. This month, we reaffirm our unwavering commitment to all those who are seeking or in need of treatment. We recognize the key role families, friends, and health care providers play in supporting those on the path to a better tomorrow. Check out some featured EAP Lending Library books that may help to aid you or someone you know struggling with addiction:

Anne M. Fletcher resolved her own drinking problem without Alcoholics Anonymous and was fascinated by other people who had found alternative methods to stop drinking. She interviewed a range of ex-drinkers, from high-functioning people with mild or moderate alcohol problems to hardcore cases who had hit bottom. *Sober for Good* presents their stories: when they started drinking, how much they drank, how it affected their lives, why they decided to stop, what they tried, what finally worked for them, and their perspective now. Fletcher organizes them according to common themes and strategies. She also includes helpful information about different programs available and relevant research studies.

Is your partner an adult child of an alcoholic? Are you struggling with your relationship? Children of alcoholics develop patterns of behavior during childhood which carry over into adult life. As children they were taught to cover up the family secret and suppress their feelings. No matter what is going on, as adults, when asked how they are doing they will likely answer “fine.” Distrust, fear of abandonment, and sensitivity to criticism are all major issues for an adult child. *Loving an Adult Child of an Alcoholic* will assist you in recognizing these patterns, changing the ones that cause problems, and helping you and your partner to foster a deeper relationship.

In his book *Reclaim Your Family From Addiction*, author Craig Nakken explains just how families and couples who have spent years building a life together can lose their cohesive identity and meaning in the wake of addiction. The perfect starting point in the healing process, this book also reminds us that recovery is possible for individuals, couples, and whole families if only they know what to do. With histories, personal stories, and the latest research, this book helps readers chart their own way out of the challenge of addiction and back to the fullness of family by using principles that restore the "we" of lasting, loving relationships.

Looking for help for yourself or a loved one regarding addiction and/or treatment? Contact UAlbany EAP at 442-5483. Or, call 1-800-662-HELP and use the "Treatment Locator" tool at [www.SAMHSA.gov](http://www.SAMHSA.gov)

Visit the Library page on the EAP website for a full list of topics, books, and DVDs/CDs that the EAP Lending Library has available.
The best way to manage your stress is to learn healthy coping strategies or alter your responses if it’s a situation that cannot be avoided. Here are some tips and tricks found on the Helpguide.org website to help you avoid unnecessary stress.

- **Express your feelings instead of bottling them up.** Be more assertive and communicate your concerns in an open and respectful way. If you don’t voice your feelings, resentment will build and the stress will increase.
- **Be willing to compromise.** When you ask someone to change their behavior, be willing to do the same. If you both are willing to bend at least a little, you’ll have a good chance of finding a happy middle ground.
- **Manage your time better.** Poor time management can cause a lot of stress. But if you plan ahead and make sure you don’t bite off more than you can chew, you’ll find it easier to stay calm and focused.
- **Reframe problems.** Try to view stressful situations from a more positive perspective. Rather than fuming about a traffic jam, look at it as an opportunity to pause and regroup, listen to your favorite radio station, or enjoy some alone time.
- **Look at the big picture.** Take perspective of the stressful situation. Ask yourself how important it will be in the long run. Will it matter in a month? A year? Is it really worth getting upset over? If the answer is no, focus your time and energy elsewhere.
- **Adjust your standards.** Perfectionism is a major source of avoidable stress. Stop setting yourself up for failure by demanding perfection. Set reasonable standards for yourself and others, and learn to be okay with “good enough.”

For more information, please contact the EAP office or visit the resource for this article at:

http://www.helpguide.org/articles/stress/stress-management.htm

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Keep on going and the chances are that you will stumble on something, perhaps when you are least expecting it. I have never heard of anyone stumbling on something sitting down.

~ Charles F. Kettering, American Inventor (1876-1958)
Keep Calm and Color On

Wednesday, April 13
Room 375
Campus Center

Can you color your way out of stress? Can a favorite childhood pastime really help adults expand their creativity while clearing their minds? To many who have tried the latest adult coloring trend, the answer is a resounding, “Yes!”

Over the past few years, researchers have found adult coloring program participants to be less stressed and more focused. Let’s get together and keep calm by coloring on!

Session 1
Noon - 12:30 pm

Session 2
12:30 pm - 1:00 pm

To Register Contact:
Brenda Seckerson, EAP Coordinator
bseckerson@albany.edu
CALL 442-5483 OR REGISTER ONLINE
HTTP://WWW.ALBANY.EDU/EAP/EVENTSIGN-UP.HTM

All materials provided.
Attend one or both sessions!
How many times have you wandered down the Purple Path? Do you know how it came to be?

On October 19, 2007, the University at Albany celebrated the construction of its multi-use Purple Path. Designed for campus and community activity, the path is a great place for walking, jogging and navigating the UAlbany campus. Presently, the path is a multi-use 5k loop around the inner perimeter of the campus ring road.

The fall 2005, students taking the Planning Studio course offered in the Master’s of Urban and Regional Planning Studio concentrated on developing a proposal for the Purple Path. The Path was designed to humanize the campus by offering students, faculty, and staff a great place to run, walk, and bike in a scenic and educational environment. The Path also provides needed connections to local neighborhoods and retail establishments as well as regional transportation networks.

Our Purple Path helps to promote the health and well-being of the campus community and our neighbors. Studies have traditionally shown that new facilities generate new users: “If you build it, they will come.” The increased level of exercise, spurred by the provision of a safe and attractive facility, provides a substantial health benefit for those who take advantage of it.

The Path is also a great bicycle and pedestrian transportation corridor into and through the UAlbany campus. Additionally, it enhances safety on campus by reducing numerous existing bicycle-pedestrian-car conflicts and providing a well-signed, uniform facility. A brightly lit lighting system (flashing Blue Lights attached to telephone poles) reduces evening security concerns, as well as increases usage at night.

With the warmer weather upon us, now is an even better time to get outside and enjoy UAlbany’s Purple Path experience! Invite a co-worker to join you at lunch or on a break and take a walk along the path. You might even try to have a “walking meeting” one day to see if traveling on the Purple Path clears your minds and makes way for inspiring thoughts!

To access the Purple Path Map, Click here.

For more information on UAlbany’s Purple Path, please visit:

http://www.albany.edu/facilities/campusplanning/purplepath.html
http://www.albany.edu/pr/ualbanymagfall07/YounCanGetThereFall07.pdf
EAP’s mission is to help support and maintain a healthy and productive workforce. With that mission in mind, this year we’re embarking on what we hope will be a worthwhile, fun endeavor to highlight our connection to the University and our pride in all that we as employees contribute to make UAlbany a unique place to work.

**How does this project work?**

- Each month during the academic year we are asking a question or inviting you to reflect on some aspect of your connection to UAlbany, your workplace. We’re using the EAP E-News as a means of sharing some of the comments (and even photos!) that are submitted.

- By providing your submissions, you are giving EAP permission to publish your answers, including provided pictures. Please note that all responses may not be published in the EAP ENews due to space considerations. Additional comments/photos may be posted to the EAP website for viewing.

EAP is excited to facilitate this endeavor and provide an opportunity to ENGAGE YOU in this ongoing conversation about your connection to UAlbany—this place where we all work together to keep the University thriving!

**Here’s what we asked you to respond to in March:**

**Is there someone you’d like to give special recognition to for an act of kindness or for being extra helpful to you?**  
NOTE: Before responding to this question, please confirm with the person that they are OK with this type of public acknowledgment.

I am grateful for our two work study students, Brittanyliz Echevarria and Joanne Green, who are such an important part of the President’s Office team. We rely on them for so many things. And although the tasks may not always be the most exciting, they are sometimes the most important. Brittanyliz and Joanne have a positive, upbeat attitude every time they come to work. I want them to know how truly appreciative we are of everything they do to keep us running smoothly on a daily basis.

~Kimberly Comproski

Unanimously, I’d like to say that Brenda Seckerson has provided tremendous resources and extremely helpful information to me, colleagues, and the whole campus. As we face personal and professional challenges and changes, she has been our champion. We are incredibly fortunate to have an EAP coordinator with her insights, creativity, energy, and work ethic. She inspires us to live our best lives at work and at home.

~ A Grateful UAlbany Employee
We’re wrapping up the EngageYOUAlbany project this month. Our last question for you is ...  

What was your favorite campus event this year and why?

Share your thoughts for the April topic and you will be entered into a drawing to receive a special EAP giveaway.

THANK YOU to all who participated in the EAP EnagageYOUAlbany workplace project this year!

To submit your response, click on the “Questions and Comments” icon on the EAP website or click here to share your comment. Then be sure to read the May edition of the EAP ENews to learn what other UAlbany faculty and staff contributed!

Here’s what we asked you to respond to in March (continued):

Is there someone you’d like to give special recognition to for an act of kindness or for being extra helpful to you?

I would like to give special recognition to Seema Mathura, the EAP Office work study student. If you read the EAP ENews regularly you will have seen her various article submissions throughout the past two years. What a gift it is to have her “love for writing” as one of the many fine attributes she brings to her job! Seema is a delight to have in the EAP Office. Her readiness to help out and her kind, cheerful nature brightens my day. Since I am the lone person in the EAP Department, having Seema’s presence in the office for a few hours a week not only helps me in meeting the administrative needs of the Employee Assistant Program, but provides me with delightful company!

~ Brenda Seckerson

Charles Lipscomb is such a friendly person. He is a bus driver for the University and smiles and waves at people as he drives through the campus. It makes me feel good when I am approaching him because he always greets me with a warm smile. I know that he does that to others all of the time!

~An Appreciative UAlbany Employee
A note from UAlbany’s Workforce Team Challenge Team
Captain Jason Cotugno...

Hello UAlbany Runners and Walkers!

I am writing to invite you and your co-workers to join us for the 2016 CDPHP Workforce Team Challenge.

I hope you will consider joining our UAlbany Team at the Empire State Plaza, Albany on Thursday, May 19, 2016 for the race. Additional information is available at www.cdphpwtc.com. Before registering online, please read the Official Rules for Participants and the Participant’s Release form. You will need to certify that you have read these and agree to their terms when you register online.

Our team is registered under the name: UAlbany

To register:

- Click on link Register here.
- Select Company: UAlbany – Captain: Cotugno, Jason
- Check boxes to verify you’ve read rules, releases, and safety instructions. Click CONTINUE.
- You will be prompted for additional information (Name, Birthday, Approximate time you’ll finish).
- Consider donating to the Charities of Choice listed.
- Complete registration by entering your payment information.

Once you have registered, please email me with your T-shirt size. If anyone has T-shirt design ideas, please let me know. I will also be in contact prior to the race with any updates. Thanks for joining our team and happy training!

If you have any questions, you can reach me at:
Phone Number: 518-956-8376
Email Address: jcotugno@albany.edu

Stop by and see me at the Workforce Challenge table at the Earth and Wellness Day on April 21!
Community Events of Interest...

National Alliance on Mental Illness (NAMI)
10 Week Peer-to-Peer Program

Peer-to-Peer is a unique, experiential learning program for people with any serious mental illness who are interested in establishing and maintaining their wellness and recovery.

Peer-to-Peer consists of ten two-hour units and is taught by a team of two trained mentors and a volunteer support person who are personally experienced at living well with mental illness. The mentors are trained in an intensive three-day training session and are supplied with teaching manuals.

Participants come away from the course with a binder of hand-out materials as well as many other tangible resources: an advance directive; a "relapse prevention plan" to help identify tell-tale feelings, thoughts, behavior or events that may warn of impending relapse and to organize for intervention; mindfulness exercises to help focus and calm thinking; and survival skills for working with providers and the general public.

Next Peer-to-Peer Program runs Monday, May 9 through Monday, July 17
6:30-8:30 pm in the Patterson Room at Samaritan Hospital Troy, NY
Anyone interested can contact Christine Rickeman 518-462-2000 or cell 518-506-6484
Or contact NAMI Rensselaer at 518-588-6949
For more information on NAMI NYS, click here.

Tools for Caregivers

Resources You Can Use When a Senior Relies on You.

The Capital Region Caregiver Coalition, in collaboration with Albany Guardian Society, Catholic Charities Senior & Caregiver Support Services, ShopRite, and the Anne B. and Leon J. Goldberg Resource Center at Albany Medical Center, invites you to attend the 9th Annual Caregiver Resource Day "Tools for Caregivers."

Free Workshops, Continental Breakfast, Caregiver Healing Touch, and Vendor Resource Fair

Saturday, April 13, 2016
8:00 am—Noon
St. Sophia’s Church, 440 Whitehall Road, Albany

To register, call Angela: 518-248-3807 or email crccreg@gmail.com
Registration is required by April 11, 2016.
For more event information, go to: www.capitalregioncaregiver.com
Happening on Campus in April...

Sexual Violence Awareness Month

In recognition of Sexual Assault Awareness Month, UAlbany’s Advocacy Center for Sexual Violence and the Office of the Title IX Coordinator are collaborating to offer a series of events for the campus community and the community-at-large designed to raise awareness about and promote the prevention of sexual violence. The month-long focus on campus will include such events as:

**We Care 2016:** Tuesday, April 12 at 6:30 pm in the SEFCU Arena, co-sponsored by UAlbany and Albany Medical Center. Volunteer to help create “survival kits” designed to offer support to those affected by sexual violence who are receiving services through Albany Medical Center’s sexual assault forensic examiners program.

**Dane Talks: Debunking Rape Myths:** Thursday, April 21 at 7:30 pm in D’Ambra Auditorium, Life Sciences Building. Brief discussions using the TED TALK format. [Click here](#) for more details about all of the events.

The New Estate Plan: Modern Solutions for Modern Families

Sponsored by the Division of University Development

**Free Live Webinar**

Presented by Martin S. Finn, JD, CPA, LL.M.

This webinar is intended for younger individuals looking to begin exploring their estate plans.

- Protect Your Assets
- Create & Update Your Will
- Long Term Care
- Incapacity Planning
- Transfer Taxes

**Thursday, April 21 • 9:00 AM - 10:15 AM EST**

Attend on-line at: [www.surveymonkey.com/r/SUNYPGWebinar](http://www.surveymonkey.com/r/SUNYPGWebinar)

or join us at The University at Albany for a live viewing in Alumni House. (Light breakfast provided.)

If attending at UAlbany, please RSVP by Monday, April 18

at 518-437-4973 or email [ajohnston2@albany.edu](mailto:ajohnston2@albany.edu)

This webinar is free of charge and made possible through the SUNY Planned Giving Group and funding from CASE District II.
National Drug Take-Back Initiative

April 30, 2016  10 am - 2 pm

The National Prescription Drug Take-Back Day is designed to provide a safe, convenient, and responsible means of disposing of prescription drugs, while also educating the general public about the potential for abuse of medications.

To find a local drop-off site, go to:
http://www.deadiversion.usdoj.gov/drug_disposal/takeback/

Three Rules of Work: Out of clutter find simplicity; From discord find harmony; In the middle of difficulty lies opportunity.

~ Albert Einstein

Free Soil Analysis at UAlbany Earth and Wellness Day
Provided by Cornell Cooperative Extension

Soil Sample Instructions: Dig down about four (4) inches, take a few tablespoons of dry soil, and place it in a Ziploc-type bag. This can be done in a few areas and blended together to form one sample from a garden or the front lawn. The sample should be labeled with contact information and location, such as vegetable garden or rose bed, etc. At the UAlbany Earth and Wellness Day event in the Campus Center Ballroom, take your sample to the Cornell Cooperative Extension table. There you will fill out a form and submit your soil. The Cooperative will test the soil at their lab and mail you your soil’s pH level along with any recommendations for amendments. First sample is free of charge.

There is a $3.00 fee for each additional sample submitted for analysis.