

VITA

JOHN PETER BECK

School of Human Resources and Labor Relations
Michigan State University
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Education

Doctoral Coursework, 1984 - 1986, Oklahoma State University, History and Curriculum/Instruction

Masters of Arts, 1982, University of Michigan, Adult and Continuing Education with Certificate in Industrial Relations

Bachelor of Arts, 1977, Michigan State University, Humanities - Literary Studies

Employment

January 2002
to Present

Director, Labor Education Program and
Associate Director, School of Human Resources and Labor Relations
Michigan State University

Co-director, "Our Daily Work/Our Daily Lives"
and Adjunct Curator, (1993 -)
Michigan State University Museum

Faculty Associate (1996 -)
The Graduate School

University Outreach and Engagement Campus Senior Fellow (2007 -)

Core Faculty, MSU African Studies Center (1999 -) and the MSU Center
for Advanced Study of International Development (2009 -)

Honors Professor (2011 -)
Honors College
Michigan State University

January 1998
to December 1998

Visiting Professor, Labor Relations Unit, University of Port Elizabeth
(Now, Nelson Mandela Metropolitan University)

July 1997 to Present	Associate Professor, Labor Education Program School of Human Resources and Labor Relations Michigan State University
September 1991 to July 1997	Assistant Professor, Labor Education Program School of Labor & Industrial Relations Michigan State University
August 1986 - August 1991	Education and Research Director United Paperworkers International Union
May 1984 - May 1986	Graduate Teaching Assistant Departments of History and Curriculum/Instruction Oklahoma State University
Summer 1985	Writer and Associate Producer "Taking New Aim at an Old Problem", a training videotape for the Office of the Vice-President of Academic Affairs on the problem of sexual harassment, Oklahoma State University
Fall Semester 1985 and Spring Semester 1986	Labor Studies Instructor Tulsa Junior College, Oklahoma
September 1979 - December 1983	Program Assistant & Program Associate, Labor Studies Center Institute of Labor and Industrial Relations University of Michigan
September 1981 - September 1982	Graduate Research Assistant, Adult and Continuing Education University of Michigan
January 1979 - September 1979	Labor Studies Instructor, Bay de Noc Community College Escanaba, Michigan

Awards

2003 Michigan State University All-University Excellence in Diversity Award; Team Award (with Yvonne Lockwood of the MSU Museum) for Sustained Effort toward Excellence in Diversity (for our work on "Our Daily Work/Our Daily Lives.")

Publications

Books/Monographs

Karen L. Klomparens, John P. Beck, Julie L. Brockman, and Antonio A. Nunez, Setting Expectations and Resolving Conflicts in Graduate Education, Council of Graduate Schools, Washington D. C., 2008

Richard N. Block, John P. Beck and Daniel H. Kruger, Labor Law, Industrial Relations and Employee Choice: The State of the Workplace in the 1990's: Hearings of the Commission on the Future of Worker-Management Relations, 1993-94, W. E. Upjohn Institute for Employment Research, Kalamazoo, Michigan, 1996.

Articles (Refereed)

Karen Klomparens, John P. Beck, R. Sam Larson and Julie Brockman, "Setting Expectations and Resolving Conflicts in Graduate Education" in Journal for Higher Education Strategists Volume 2, Number 1 (Spring, 2004)

Richard N. Block, John P. Beck, and A. Robin Olson, "Low Profile/High Potential: A Look at Grievance Mediation", Dispute Resolution Journal, 51 (October 1996)

Steven P. Vallas and John P. Beck, "The Transformation of Work Revisited: The Limits of Flexibility in American Manufacturing" Social Problems, 43 (August 1996) Also anthologized in Amy Wharton, ed., Working in America, 2nd edition (Mayfield, 2001) among others.

"Nashville Cab: Lady Driver" and "Nashville Cab: The Passenger" The Seattle Review 17 (special issue on work) (Spring/Summer 1994)

John P. Beck and Janet Schneider, "None of Us Alone Knows as Much as All of Us Together: Participatory Learning for Worker Participation" Labor Studies Journal, 8 (Winter 1984)

Other Articles

"The Trade Union Movement in South Africa: Tasks Facing Labor Educators" Radical History Review 72 (Fall 1998)

"'I Had that button Once': Union Buttons and Union Activism" Michigan Folklife Annual 1997, Michigan State University Museum

"Homegrown" (Robert Askew and the Northern Mineral Mineworkers Union, 1895 - 1904) Michigan History, 79 (September/October 1995)

"Highlander Folk School's Junior Union Camps, 1940-1944", Labor's Heritage, 5 (Spring 1993)

"They Fought for Their Work: Upper Peninsula Iron Ore Trimmer Wars", Michigan History, 73 (January / February 1989)

Book Chapters

Ann E. Austin and John P. Beck "Integrating Outreach and Engagement into Faculty Work" in The Handbook of Engaged Scholarship - Transformations in Higher Education: The Scholarship of Engagement (Volume One) Edited by Hi Fitzgerald, Michigan State University Press (2010)

Thomas Walker, John P. Beck and Yvonne Lockwood, Entry on "Workers Cultural Traditions" in Encyclopedia of the Midwest, Edited by James Leary, Greenwood (forthcoming)

Karen Klomprens and John P. Beck, "Michigan State University's Conflict Resolution Program: Setting Expectations and Resolving Conflicts" in Paths to the Professoriate: Strategies for Enriching the Preparation of Future Faculty Edited by Don Wulff and Ann E. Austin, 2004, Jossey-Bass

Entry on "Highlander Folk School" in Encyclopedia of the American Labor Movement. Edited by Robert Weir and James P. Hanlon, 2004, Greenwood

"Discussion on Values" in The Paradigm Dialog Edited by Egon G. Guba, 1990, Sage Publications

Biographical sketches of "Ella Reeve Bloor", "William D. Haywood", and "Charles Ruthenburg" in Biographical Dictionary of the American Left, Edited by Bernard K. Johnpoll and Harvey Klehr, 1986, Greenwood Press

Reviews

Review of "Breaking the Silence: The AFT-Africa AIDS Campaign" (audio-visual section) in Labor Studies Journal 30 (Winter 2006)

Review of Common Labour: Workers and the Digging of North American Canals, 1780-1860 By Peter Way in The Michigan Historical Review 21 (Spring 1995)

Review of Cradle to Grave: Live, Work and Death at the Lake Superior Copper Mines, by Larry Lankton in The Annals of the American Academy of Political and Social Science, 525 (January 1993)

Review of Lake Erie Fisherman: Work, Tradition and Identity, by Timothy C. Lloyd and Patrick B. Mullen in The Annals of the American Academy of Political and Social Science, 515 (May 1991)

Review of The Lobster Gangs of Maine by James M. Acheson, Labor Studies Journal, 15 (Summer 1990)

Review of Starting Out: Class and Community in the Lives Of Working Class Youth by Victoria Anne Steinitz and Ellen Rachel Solomon, Harvard Educational Review, 58 (November 1988)

Teaching Materials (published)

"Fasanella: Teachers' Activities Guide" 1993 Co-authored with Yvonne Lockwood (Commissioned and published without attribution by the Communications Workers of America to accompany the film "Fasanella")

Papers

"Red Flags on Quincy Street: Radical Finns, The 1907 Mesabi Strike and the Suppression of Radicalism in the Copper Country," 2004 Copper Country History Conference, Houghton, Michigan, July 7-8, 2004

"Laboring on the Dock and in the Mine: Marquette Range Workers in the 1890's", "Forged in Iron: Industry, Society and Culture on the Michigan Iron Ranges" Conference, Marquette, Michigan, September 22-24, 1994

"The Irish Roots of Great Lakes Waterfront Violence: Ethnic Ties, Labor Market Restriction and Dock Riots in the 19th Century", "Common Labor in the Nineteenth Century" Conference, Hayes Presidential Center, Fremont, Ohio, September 16-17, 1994

"The Transformation of Work Revisited: The Ordeal of Flexibility in American Manufacturing" (with Steven Vallas), Southern Sociological Society, Raleigh, North Carolina, April 1994

"Under the Crimson Flag: Fahle Burman's Two Trips to the Michigan Supreme Court" Southern Labor Studies Conference, Atlanta, Georgia, October 1991

"The Possibilities and Limitations of In-Plant Strategies", Southern/Midwestern UCLEA Conference, "Labor Confronts the 1990's", Iowa City, Iowa, November, 1990

"The Pattern Bites Back: The Dominance of the South in Paper Industry Bargaining and Worklife", Society for the Study of Social Problems, Atlanta, Georgia, August 1988

"Labor Unions and Working People: An Important Source for Local History" 38th Annual Upper Peninsula Conference of the Historical Society of Michigan, Menominee, Michigan, June 1987

"Uncommon 'Common' Laborers, Working Class Organization and Community: The Iron Ore Trimmers of the Upper Great Lakes, 1880 - 1900" Southern Labor Studies Conference, Atlanta, Georgia, October 1986

"Father Peter E. Dietz, the Catholic Church and the 1913 Michigan Copper Strike", Southern-Southwest Joint Labor Studies Conference, March 1984 (Winner of the 1985 Leroy Fischer Award for Best Graduate Student Paper, Oklahoma State University Department of History)

"Southern Children and Education for Working-Class Life: Highlander's Junior Union Camps and Pioneer Youth in the South, 1929 - 1945" Fourth Annual Conference on Appalachian Children and Families, Morehead, Kentucky, June 1983

"In Mill Village and Mining Camp: Agnes Sailer and Pioneer Youth in the South, 1929 - 1940" 87th Annual Meeting of the Michigan Academy of Science, Arts and Letters, Ypsilanti, Michigan, March 1983

"Highlander's Junior Union Camps, 1941 - 1944: Workers' Children and Working-Class Culture" Southern Labor Studies Conference, Atlanta, Georgia, October 1982

"The Northern Mineral Mineworkers Union - 1895 - 1904", Upper Peninsula Labor History Conference, Northern Michigan University, Marquette, Michigan, September 1981

Exhibits

"Workers Culture in Two Nations: South Africa and the United States" Co-curated with Yvonne Lockwood, MSU Museum, September 1, 2006 - August 15, 2007 (A traveling exhibit in Port Elizabeth, South Africa, Red Location Museum, September 2011 – September 2012)

UAW Region 1-C Art Exhibit, Creole Gallery, August 2003, Curated

UAW Local 602 Art Exhibit, Creole Gallery, August 2001, Curated

"The Oklahoma Memorial Quilt" Co-curated with Yvonne Lockwood, Hannah Administration Building, February - May, 2000

"Iron Men/Steel Rail: Track Labor and the Art of Mark Priest." Co-curated with Yvonne Lockwood, MSU Museum, February 10 - June 7, 1996 (Which became a traveling exhibit loaned to the Walter P. Reuther Library and Archive, Wayne State University)

"This Guy's Painting Our Lives': Ralph Fasanella, Worker Activist/Worker Artist." Co-curated with Yvonne Lockwood, MSU Museum, May 1 - June 15, 1993

Teaching Responsibilities at Michigan State University

LIR 801 Labor in America

Summer 1999 (with M. Catherine Lundy)

Summer 1995 (with John Revitte)

Summer 1994 (with M. Catherine Lundy)

LIR 858 Collective Bargaining

Summer 2000 (with Catherine Lundy, John Revitte, and Neil Vande Vord)

LIR 860 Negotiation and Conflict Resolution

Spring 2001

LIR 891 Special Topics: Labor Relations in South Africa (Study Abroad)

Summer 2006

Summer 2007

Summer 2008

Summer 2009

Summer 2011

Summer 2012

SSC 299 Labor History Module (special UAW certificate program)

Fall 2005 (twice)

Summer 2005

Fall 2004

Fall 2003 (with John Revitte and Danny Hoffman)

Fall 2002 (with John Revitte and Danny Hoffman)

Fall 2001 (with John Revitte and Danny Hoffman)

Academic Teaching (guest lectures/presentations)

LIR 854/Spring 2012/Comparative Labor Relations (For Peter Berg)

FW 885/Spring 2012/Leadership in Natural Resources and Environmental Management (for Bill Porter)

ESP 800/Spring 2012/Principles of Environmental Science and Policy (For Laura Schmitt-Olabisi and Louie Rivers)

LIR 854/Spring 2011/Comparative Labor Relations (For Peter Berg)

ESP 891/Spring 2011/Selected Topics in Environmental Science and Policy (For Laura Schmitt-Olabisi and Louie Rivers)

ISS 210/Spring 2010/Work in Modern Society (For Dale Belman)

LIR 854/Spring 2010/Comparative Labor Relations (For Peter Berg)

LB 335/Fall 2009/The Natural Environment: Perceptions and Practices (for Lissy Goralnik)

LIR 854/Spring 2009/Comparative Labor Relations (For Peter Berg)

LIR 854/Spring 2008/Comparative Labor Relations (For Peter Berg)

MUS 892/Summer 2007/Studies in American Music (For Laurie Summers)

AL 491/Spring 2007/Learning in Museums (For Kris Morrissey)

LIR 854/Spring 2007/Comparative Labor Relations (For Peter Berg)

LIR 854/Spring 2005/Comparative Labor Relations (For Peter Berg)

AL 491/Spring 2005/Remembering the Past, Celebrating the Present: Perspectives on South Africa@10 (for John Meltzer and David Wiley)

HST 484/Land, Labor and Lives: Themes in South African History/Spring 2005/(for Peter Limb)

ANR 210/Spring 2005/Foundations in Connected Learning [Bailey Scholars Program] (for Patricia Farrell)

EAD 866/Spring 2005/Post-secondary Teaching (for Ann Austin)

SOC 322/Summer 2005/Sociology of Work (for Rachael Shwom)

LIR 854/Fall 2005/Comparative Labor Relations (For Peter Berg)
EAD 863/Fall 2005/Training and Professional Development (for John Dirkx)
EAD 863/Fall 2005/Training and Professional Development (for John Dirkx)
LIR 854/ Comparative Labor Relations (For Peter Berg) Fall 2005
SOC 322/Sociology of Work (for Rachael Shwom) Summer 2005
LIR 854/Comparative Labor Relations (For Peter Berg) Spring 2005
AL 491/Remembering the Past, Celebrating the Present: Perspectives on South Africa@10 (for John Meltzer and David Wiley) Spring 2005
HST 484/Land, Labor and Lives: Themes in South African History (for Peter Limb) Spring 2005
ANR 210 /Foundations in Connected Learning [Bailey Scholars Program] (for Patricia Farrell) Spring 2005
EAD 866/ Post-secondary Teaching (for Ann Austin) Spring 2005
LIR 854/Comparative Labor Relations (For Peter Berg) Spring 2004
NSC 192 /RISE Seminar on Sustainability (for Laurie Thorp and Terry Link) Spring 2004
PRR 891/ Maritime Heritage and Management (for Gail Vanderstoep) Fall 2004
SSC 499/ Labor Law module/special UAW certificate program (for Danny Hoffman) Fall 2003
LIR 863/ Labor Law (for Rich Block) Fall 2003
IAH 211C/ Arts and Culture of the Great Lakes (for Anita Skeen) Fall 2003
LIR 854/Comparative Labor Relations (For Peter Berg) Spring, 2003
LIR 854/Comparative Labor Relations (For Peter Berg) Fall, 2002
PRR 891/Maritime Heritage and Management (for Gail Vanderstoep) Fall, 2002
SSC 499/Labor Law module/special UAW certificate program (for Danny Hoffman) Fall 2002
CSE 498 /Computer Science Senior Capstone (For William Punch) Fall 2001
PRR 891/ Maritime Heritage and Management (for Gail Vanderstoep) Fall 2001
LIR 854/Comparative Labor Relations (For Peter Berg) Spring 2000
EAD 861/Teaching Strategies in Post-secondary Education (for Ann Austin) Spring 2001
AMS 880/American Material Folk Culture (for Kurt Dewhurst) Fall 2000
LIR 854/Comparative Labor Relations (For Peter Berg) Fall 2000
LIR 858/Collective Bargaining (for Peter Berg) Fall 2000
EAD 960/Higher Education Pro-seminar (for Ann Austin) Fall 2000
EAD 871A/Academic Programs and Curriculum (for Ann Austin) Spring 1999
KIN 895/ Research Ethics, an All-University Course (for Gail Dummer) Summer 1999
CAS 492/ Labor Journalism (For Eric Freedman) Fall 1999
LIR 854/ Comparative Labor Relations (For Peter Berg) Fall 1999
PRR 891/ Maritime Heritage and Management (for Gail Vanderstoep) Fall 1999
EAD 864/Teaching Strategies for Adults (for Ann Austin) Fall 1996
LIR 858/ Collective Bargaining (for Richard Block) Fall 1996
PRR 891/ Maritime Heritage and Management (for Betty van der Smissen and Gail Vanderstoep)
Fall 1996
COM 800/ Communication Programs and Evaluation (for Sam Larson and Anthony Roberto)
Fall, 1996
LIR 858/ Collective Bargaining (for Dan Kruger) Summer 1996
LIR 865/ Grievance Administration and Arbitration (for Ben Wolkinson) Spring 1995
LIR 858/ Collective Bargaining (for Richard Block) Fall 1996
LIR 827/ Quality of Worklife (for Ellen Kossek) Fall 1995
EAD 860/ The Learning Society (for Ann Austin) Spring 1995
EAD 860/ The Learning Society (for Ann Austin) Summer 1993
LIR 801/ Labor in America (for Neil Vande Vord and Cathy Lundy) Summer 1993
LIR 801/ Labor in America (for Dan Kruger) Fall 1992

EAD 860/ The Learning Society (for Ann Austin) Fall 1992
EAD 860/ The Learning Society (for Robert Nienhuis) Fall 1992
LIR 801/ Labor in America (for Neil Vande Vord and Scott Tobey) Summer 1992
EAD 864/ Teaching Strategies for Adults (for Ann Austin) Summer 1992
EAD 864/ Teaching Strategies for Adults (for Ann Austin) Fall 1991
LIR 858/ Collective Bargaining (for David Wazeter) Fall 1991

Labor Education Courses (non-credit)

American Labor in Crisis
Bargaining Styles in the 1990's
Changing Issues in Paper Industry Bargaining
Collective Bargaining
Evaluating Employee Involvement Programs
Flyer Use and Design
Getting in the Door/Getting Your Point Across
How Bargaining Works
In-Plant Tactics
Internal Organizing
Labor and Workplace Teams Systems
Labor's Political Agenda in the 1990's
Labor's Role in Employee Involvement Programs
Making Your Vote Count
Michigan Labor History
New Skills in Union Administration
New Tactics for Winning/Alternatives to the Picket Line
One-on-One Communication Skills
Organizing Workplace Solidarity
Parliamentary Procedure
Planning and Running Labor Education Programs
Preparing Shareholder Actions
Privatization
Resisting Privatization
Sexual Harassment
Stewards Training
Strategic Planning

Joint Labor/Management Cooperative Education Courses (General Motors/United Autoworkers Union Paid Educational Leave Program) (non-credit)

Changing Patterns of Industrial Relations
Government and the Political Process
Strategic Planning

Joint Labor/Management Cooperative Education and Training Courses

(Project on Innovation Employee Relations -- PIERS)(non-credit)

Continuous Quality Improvement
Exploring Team Dynamics Using the Myers-Briggs Personality Inventory
Exploring Workplace Teams
Increasing the Effectiveness of Joint Labor-Management Committees
Installing Workplace Teams
Interest Based Bargaining and Problem Solving
Joint Work Redesign
New Compensation Systems: Gainsharing
New Compensation Systems: Pay-For-Knowledge
Sustaining Workplace Teams

**Joint Labor/Management Cooperative Education:
(Selected On-site PIERS Consultation and Intervention Clients)(non-credit)**

Coca-Cola and the United Steelworkers - Paw Paw, Michigan

The City of Detroit, Michigan and its 40 local unions

General Motors and the United Autoworkers – Lansing, Michigan

Gerber Foods and the Retail Wholesale and Department Store Union – Fremont, Michigan

Harbor Industries and the United Brotherhood of Carpenters and Joiners – Spring Lake, Michigan

Kraft Foods (Maxwell House Coffee) and the United Food and Commercial Workers – Jacksonville, Florida

Kraft Foods and the International Brotherhood of Teamsters – Modesto and San Leandro, California

Kraft Foods (Post Cereals) and the Retail Wholesale and Department Store Union – Battle Creek, Michigan

Laimbeer Packaging and the United Paperworkers International Union – Detroit, Flint and Melvindale, Michigan

LaRoche Chemical and Multiple Unions – Baton Rouge, Louisiana

Menasha Corporation and the Paper, Allied-industrial, Chemical and Energy Workers – Paw Paw, Michigan

Nestle and the International Association of Machinists – Burlington, Wisconsin and Bloomington, Illinois

Rowe International and the International Union of Electronic and Electric Workers – Grand Rapids, Michigan

SAPPI and the Paper, Allied-industrial, Chemical and Energy Workers – Muskegon, Michigan

Schoolcraft Memorial Hospital and the Michigan Nurses Association - Manistique, Michigan

Sparrow Hospital and the Michigan Nurses Association – Lansing, Michigan

Spartan Stores and the International Brotherhood of Teamsters – Plymouth, Michigan

Sun Chemical and the Paper, Allied-industrial, Chemical and Energy Workers – Muskegon, Michigan

University of Toledo Medical Center and AFSCME - Toledo, Ohio

Doctoral Committee Work

Committee Member Deborah J. Sanderlin-Nykamp, An Exploratory Study of Executive Leadership in Social Work (School of Social Work) Completed 2011

Outside Reader Joonseo Song, The Legacy of World War II on the Stalinist Home Front: Magnitogorsk, 1941 - 1953 (Department of History) Completed 2007

Committee Member Michael Houdyshell, In the Middle: How the Experience Defines Mid-career For Student Affairs Professionals (Department of Higher, Adult and Lifelong Education) Completed 2007

Committee Member Christina Lunceford, Restructuring Student Services in Higher Education : Understanding the Role of Students in Organizational Change [South Africa] (Department of Higher, Adult and Lifelong Education) Completed 2005

Committee Member Tina Kerr, Making Sense of Three Superintendent's Leadership Practice (Department of Educational Administration) Completed 2005

Committee Member Kapsung Kim, A Study of the Changing Roles of Teacher Organizations in Korea through an Analysis of Their Educational Policy Proposals (Department of Educational Administration) Completed 2003

Committee Member Luvuyo Lalendle, The Meaning, Construction and Practice of Leadership at Higher Education Institutions in South Africa (Department of Higher, Adult and Lifelong Education) Completed 2003

Committee Member Robert Hedley, "Leading the Development of Learning Capacity in Organizations: Sustaining the Momentum of Change" (Department of Higher, Adult and Lifelong Education) Completed 2001

Outside Reader Maria Quinlan Leiby, Museums in the Rearview Mirror: Exhibits and Institutional Identity in Michigan Museums, 1930 - 1995 (American Studies) Completed 2000

Committee Member Patricia Hedley, Faculty Changing Roles and Responsibilities with the Implementation of a Process Improvement Strategy: ISO 9000 (Department of Higher, Adult and Lifelong Education) Completed 2000

Committee Member Patricia Janes, Training in the Michigan Lodging Industry: Role of the Human Capital and Segmented Labor Market Theories (Department of Park, Recreation and Tourism Resources) Completed 2000

Committee Member Thidziambi Phendla, "Musadzi u fara lufhanga nga hu fhiraho": Black Women Elementary School Leaders Creating Socially Just and Equitable Environments in South Africa (Department of Educational Administration) Completed 2000

Committee Member Randall Lewis, A Comparative Study of Japanese and U.S. Training Processes, Strategies and Outcomes in Automobile Suppliers." (Department of Educational Administration) Completed 1995.

Masters Committee Work

Committee Member Carsten Tripscha, "Contextual Frames of the Israeli-Palestinian Conflict: Forward-/Backward-Looking Negotiation and Oslo I" (Department of Communication) Completed 2005

Committee Member Catherine Kingsley, "Relationship Dimension and Type of Inequity: Restoration of Equity in Co-worker Friendships" (Department of Communication) Completed 2004

Teaching Responsibilities at Nelson Mandela Metropolitan University

Comparative American and Canadian Labor Relations (Honours Course) Winter 1998

Transformation of Work (Masters Module, Co-taught with Mark Anstey and Jennifer Bowler) Yearly, 1998 - Present

External Reviewer, Masters Treatises, 1998 - Present

Professional Activities and Service

Past Member, Automobile National Heritage Area (past Board Member and Secretary of the Board)

Associate Member, United Steelworkers of America

Member, Debs Foundation

Member, Historical Society of Michigan

Member, Labor and Employment Research Association

Member, Organization of American Historians

Member, University Association for Labor Education

Past Member, Editorial Board, Journal for the Study of Radicalism

Article Reviewer, Labor Studies Journal
Article Reviewer, Work and Occupations
Manuscript Reviewer, Michigan State University Press
Past Board Member, Mid-Michigan Art Guild

*References Available Upon Request