Report to the Faculty Senate

From: Ad Hoc Commit ee on Student Evaluat ons of Faculty Teaching

Date: April 10, 2024

The commit ee has reviewed relevant literature, SU's current pract ces, and considered best pract ces with respect to the role of Student Evaluat ons of Teaching (hereaf er SEII) darture)

Below are our recommendat ons.

- Faculty are expected to solicit student feedback on classroom experiences, part cularly in the form of mid-semester format ve evaluat ons, and use that informat on to guide adjustments in their courses. (See Appendi di di dg * end Faculty are not expected/required to share the raw data of SET with supervisors or as part of Tenure or Promot on packets.
 - a. Faculty must continue to report on their responses to SET in their annual selfevaluation; inclusion of raw data in those reports is at the discretion of the individual faculty member.
 - b. Departments and schools are encouraged to use other pract ces for evaluating teaching that serve their programs, for example peer evaluations. GULLWEEK, as well as our courses, allow us to assess student learning.

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Departments/schools will develop guidelines for teaching port olio contents and structure (See Appendix C)

- 4. Full-t me, tenure-track, faculty will part cipate in ongoing, small, interdisciplinary support groups for faculty development in teaching excellence as part of their progress toward Tenure. Schools, departments, and part cipat ng faculty will have discret on regarding meet ng t mes and regularity to be NOT LESS THAN once per semester.
 - a. Efective /

with the University's mission and General Educat on Program, and desire to support junior faculty.

- b. Opt mal size for groups is no larger than 6 (7 with facilitator).
- 5. As part of the annual review process, supervisors are expected to engage in regular faceto-face meet ngs with junior faculty to discuss effective teaching strategies and practices.

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Kd'UGV'y gtg'tgrtgugpvcvkxg''qh'ghhgevkxg'vgcej kpi.'y gp''y g''y qwrf "gzrgev'y go''vq''eqttgrcvg'' r qukxkxgn{'y kj ''uwvfgpv'cej kgxgogpv.'y j kej 'oc{"dg''ogcuvtgf''cu''ueqtgu''qp''cuuguuogpvu''cetquu'' f khgtgpv'ugevkqpu''qt''uwvfgpv''uveeguu''kp''uvdugs vgpv'tgrcvgf''eqwtugu0'Uvvfkgu''kpxguvkicvkpi''y ku'' tgrcvkqpuj kr'j cxg''hqwpf''gkjgt''pq''qt''pgicvkxg''eqttgrcvkqp'*Lqjpuqp.''4225='hqt'tgxkgyu.''ugg''Mqtpgm'' (''J cwuocp.''4238='Ectrgpvgt''4242+0'Hqt''gzcormg<''

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Vj g'dguv'f guki pgf ''uwf kgu'qh''ghgevkxg''kpuvt wevkqp''nqmqy ''o wnk/ugevkqp''eqwtugu''nqt ''y j kej <'3+'y gtg'' ctg'o cp{ ''eqwtug''ugevkqpu'y kj ''y g''uco g''o cvgtkcn'vcwi j v.''4+''uwf gpw''ctg''tcpf qo n{ ''cuuki pgf ''q'' f khgtgpv'ugevkqpu'cpf lqt ''y g''uwf { ''eqpvtqnu'hqt 'r tkqt ''uwf gpv''ngctpkpi kdktk{.''5+'cm''ugevkqpu''ctg'' cuuguugf ''y kj ''y g''uco g''egpvtcm{ ''cf o kpkngtgf ''gzco 0'Kp''3; : 3''Eqj gp''gv''cn'r wdrkuj gf ''c'' i k j n{ '' eksgf ''o gvc/cpcn{ uku'qh''o wnk/ugevkqp''uwf kgu''cpf ''tgr qtvgf ''c''uo cm''q''o qf gtcvg'*t''? ''2065+'' eqttgrcvkqp''dgw ggp''UGV''ueqtgu''cpf ''uwf gpv''cej kgxgo gpv'*Eqj gp.''3; : 3+0J qy gxgt.''uwdugs wgpv'' cpcn{ ugu'qh''y ku'f cvc''cpf ''uwdugs wgpv'f cvc''uwi i guv''y cv'y g''eqttgrcvkqp''y cu''cp''ctvkreev'qh''qxgt/ xcmvkpi ''uo cm'uco r m/uk g''uwf kgu''cpf ''r wdrkecvkqp''dkcu.''y j gtgkp''uwf kgu'tgr qtvkpi ''uvcvkrkecm{ ''

- C"o qtg"tgegpv"o gvc/cpcn{uku"qh"pgctn{"322"o wnk/ugevkqp"uwvf kgu"kpf kecvgu"yj cv"UGV"Ingctpkpi " eqttgrcvkqp"ku"uo cm"*t"? "2084+0"Y j gp"r tkqt"uvvf gpv"cdkrkv{ "ku"eqpukf gtgf. "yj g"eqttgrcvkqp"ku"| gtq" *t"? "/2028+0*Wwrg. "4239+
- C"4238"uwf { "qh'45.222"UGV'ueqtgu'htqo "6.645"htuv" { gct"uwf gpuu kp"3.399"ugevkqpu kp"Htcpeg" hqwpf 'y g"eqttgacvkqp"dgw ggp"UGV'cpf 'hkpcn'gzco "ueqtgu'vq"dg't? "20260Qh'pqvg. "UGV'y gtg" eqo r wnqt {.'uq"y g'uwf gpv'tgur qpug"tcvg'y cu"pgctn{ "322' ."cpf "y g'uwf gpvu'j cf "dggp"wpcdng" vq"ugnh/ugrgev/kpvq"f khgtgpv'ugevkqpu0*Dqtkpi."4238+0'

UGV'ctg"eqpukuxgpv.'kp''y cv'gxcnxcvkqpu'hqt"c'i kxgp'kpuvtwevqt"r qukxkxgn{ "eqttgrcvg'y ky kp''y g'uco g" eqwtug'cpf "qxgt'\ko g'^{ss}Ectrgpvgt.'4242+0Vj ku'uwi i guvu'y cv'y g{ 'tghngev'uqo gy kpi 'uvcdng"cdqwv'y g" kpuvtwevqt0Tgugctej 'r qkpvu'\q'c'pwo dgt"qh'hcevqtu.'kpenwf kpi <"

<u>Course Discipline</u>"6"O wnkr ng'uwf kgu'kpf kecvg'ý cv'UGV'ctg'j ki j guv'hqt"eqwtugu'kp'j wo cpkkgu'cpf " ncpi wci g'cpf 'nqy guv'kp''o cyj ."gpi kpggtkpi ."cpf 'uekgpeg0C''uwf { 'qh'45: .693"encuugu'hqwpf ''UGV'hqt" eqwtugu'kp''pcwtcn'uekgpegu''q'dg''2052''ucpf ctf 'f gxkcvkqpu''nqy gt''yj cp''hqt''yj qug''kp''j wo cpkkgu0" Cff kkqpcn'uwf kgu'j cxg'kf gpvkhkgf "gpi kpggtkpi ."eqo r wgt''uekgpeg."cpf 'ej go kut { "cu''yj g" f gr ct vo gpvu''y kj ''nqy guv'tcpmkpi ''UGV0''Cp''cpcn{ uku''qh''UGV''cv'P [Whqwpf ''yj g''cxgtci g''ueqtg''kp'' Gpi nkuj ''q''dg''604; ="kp''o cyj ''qpn{ ''508: ''*Ww{ n'(''Uo kdgtv.''4239+0'

Instructor Likeability – Ectr gpvgt "gv'cn*4238."4235."423: ='tgxkgy gf 'kp'4242+"f kf "c'ugtkgu"qh" gzr gtko gpwl'hqt "y j kej 'uwvf gpwl'y cvej gf "c'xkf gq"d{ "cp"kput wevqt 'wukpi "c'hnvgpv'qt "f kuhnvgpv'uv{ ng." y gp'y gtg"cungf 'vq"guvko cvg"j qy 'o wej 'vj g{ "ngctpgf "cpf 'vq"eqo r ngvg"c'vguv"qp 'vj g'ngewtg"eqpvgpv0' Vj g'hnvgpv'kput wevqt 'y cu'tcvgf "cu'o qtg"qti cpk gf "cpf 'uwvf gpwl"ki i gf 'vj gkt 'ngctpkpi 'vq"dg'j ki j gt." y qwi j 'vguv'ueqtgu'dgw ggp'i tqwr u'y gtg"pqv'uki pkhecpvn{ 'f khgtgpv0'Kp'uwvf kgu'y j gtg'vj g'kput wevqt y cu'cungf 'vq'ygcej 'c'eqwtug'y kj "÷gpvj wukcuo ø'uwvf gpwl'tcvgf 'vj g'kput wevqt "cu'o qtg"ghtgevkxg." dgwgt"qti cpk gf .'j cxkpi 'c'j ki j gt 'ngxgn'qh'npqy ngf i g."cpf 'wukpi "c'j ki j gt's wcnkv{ 'vgzvdqqm='vj g{ " guvko cvgf 'j cxkpi 'hgctpgf 'o qtg.'f gur kg"gctpkpi 'pgctn{ 'kf gpvkecnli tcf gu0'

Vj ku'o kttqtu'y g'õF t0Hqz'Ghgevö'gzr gtko gpv'kp'y j kej 'cp'cevqt'y cu'kpvtqf wegf 'cu'cp''gzr gtv'qp'' o cy go cvkeu'cr r nkgf 'vq'j vo cp'dgj cxkqt0Vj g''cevqt'y cu'kpuvtwevgf 'vq'i kxg''c''ngewtg'kqpcm{" <u>Course Ease -</u> 'O wnkr ng'uwf kgu'kpf kecvg''y cv'kput wevqtu'y j q'i tcf g'ngpkgpvn{ 'tgegkxg'j ki j gt'' cxgtci g'tcvkpi u'y cp'y qug'y j q'f q''pqv'*F wEgwg'(''Mgppg{.''3; : 4='Gku| ngt.''4224=''Gy kpi .''4234='' I tggpy cnf ''(''I kmo qtg.''3; ; 9c.''3; ; 9d=''J qno gu.''3; 94=''Kugn{ ''(Ukpi j .''4227=''O eRj gtuqp.''4228=''

Dcuqy .''UCO'cpf 'O ctvkp.''LLNO*4234+'Dkcu'kp''Uwf gpv'GxcnvcvkqpuOKp<''Mkg.''O 0G0''Gf 0'' .''Uqekgv{ 'hqt ''y g''Vgcej kpi ''qh'' Ru{ej qmji {.''Y cuj kpi vqp'F E.''62/6; 0

Dqtkpi.'C0'Qwqdqpk''M0'('Uvctm''R0'U0*4238+0'Uwfgpv'gxcnvcvkqpu''qh''ycej kpi '*o quvn{+'fq''pqv'' o gcuvtg''ycej kpi ''ghgevkxgpguu0' 2*2+3/330' ht p://doi/org/10.14293/S2199-1006.1.SOR-EDU.AETBZ ž a Y U g i ³/₄ Guctg{.'I0'('Xcrf gu.'P 0*4242+'Wpdkcugf.'tgrkcdrg.'cpf 'xcrkf 'uwf gpv'gxcnwcvkqpu'ecp''uvkri'dg'' wphck0' *: +:'3328/33420' j wr <1f qk0qti 1<u>10.1080/02602938.2020.1724875</u>

I qgdgn 'D0'N0'('Ecuj gp. 'X0'O 0*3; 9; +0Ci g.'ugz.'cpf 'cwtcevkxgpguu'cu'hcevqtu'kp'uwf gpv'tcvkpi u'' qh'vgcej gtu<'C'f gxgnqr o gpvcn'uwf {0Lqwtpcn'qh'Gf wecvkqpcn'Ru{ej qnqi {.'93*7+.'868/8750' ht p://dx.doi.org/10.1037/0022-0663.71.5.646

J co gto guj .'F 0.0''('Rctngt.'C 0*4227+0Dgcw{ 'kp''y g'encuutqqo <kputwevqtuø'r wrej tkwf g''cpf "

O gpi gn'HD'Ucwgto cpp.'U0'('\ ³/₄kk/.'W0*423; +0'I gpf gt'dkcu'kp'\gcej kpi 'gxcnwc\kqpu0' .'' *4+.'7576788.'<u>ht ps://doi.org/10.1093/jeea/jvx057</u>

P chwrlp. 'F O 0'Y ctg. 'LOGO'('F qppgm{. 'HC 0'Vj g'F qevqt 'Hqz 'rgewrt g C'r ctcf ki o ''qh''gf wecvlqpcn'' ugf wevlqp0'Lqwtpcn'qh''O gf kecn'Gf wecvlqp''6: *9+ \times 852/70'F QK \pm 0.1097/00001888-197307000-00003

 Tcf ej gpmq.P 0*4242+0'Uwf gpv'gxcnxcvkqpu'qh'vgcej kpi <Wplf ko gpukqpcrkv{.''uwdlgevkxkv{.''cpf ''</td>

 dkcugu0
 *8+.'76; /7880'j wr <1f qkQqti 110.1080/09645292.2020.1814997</td>

Tqugp.'C0'U0^{*4}23: +0'Eqttgrcvkqpu.''tgpfu'cpf''r qvgpvkcn'dkcugu'co qpi ''r wdnken{ ''ceeguukdrg''y gd/ dcugf ''uwwf gpv'gxcnwcvkqpu''qh''vgcej kpi <'c'ircti g/uecrg''uwwf { ''qh'TcvgO { Rtqhguuqtu0eqo ''f cvc0' .'' *3+:'536660'

ht ps://doi.org/10.1080/02602938.2016.1276155

Ucpej gl .''E0C0''(''Mj cp.''U0*4238+0'Kpuxtwevqt''ceegpvu'kp''qprkpg''gf wecvkqp''cpf ''y gkt''gthgev'qp'' rgctpkpi ''cpf ''cwkwf gu0' *7+.''6; 667240' ht ps://doi.org/10.1111/jcal.12149''

Ur tkpmg. 'IOO'*422: +0'Uwf gpv'r gtegr vkqpu'qh'ghgevkxgpuu<"cp"gzco kpcvkqp"qh'y g'kphwgpeg"qh" uwf gpv'dkcugu0' .''64*4+.''4: 8/

qpgu.'õ'y j kej "wug']UG_'gxkf gpeg'\q"+uvo "wr ø'qwt "qxgtcm'r gthqto cpeg''qt "uvcwu'\q'f gekf g''cdqw'' qwt"cppwcn'o gtk/r c{."r tqo qvkqp."cpf "vgpwtg0"J qy gxgt."UGU'ku'yj g'ukpi ng'v{r g'gxkf gpeg'yj g''UW' hcewn/{ "j cpf dqqmltgs wktgu'hcewn/{ "\q'kpenvf g'kp"c'\gpwtg"cpf 'r tqo qvkqp"f quukgt0"Kp"cf f kkqp." o cp{ "f gr ct vo gpwitgs wktg'hcewnv{ 'vq'kpenwf g"qt "tghgtgpeg"UGU"cu'r ct v'qh'vj g"cppwcntgxkgy " r tqeguu0"KVku"cnuq"r tqdngo cvke"vq"r tkxkngi g"UGU'dgecwug"qh'yj g"r qvgpvkcn'dkcugu"yj cv'kphnvgpeg" yj go ='yj gug"ctg"uwo o ctk gf "d{ "cpqyj gt"uwdeqo o kwgg0""Vj gtghqtg.""UW'uj qwrf "pqv'r tkxkrgi g"UG" cul"qhl'y g'o quv'ko r qtvcpv'vqqnihqt"gxcnvcvkpi "vgcej kpi "*Dgtm"4227="Ectr gpvgt."Y kj gtd{."(" Vcwdgt."4242="Uko qpuqp."Gctn"("Htct{."4244="Uj cq."Cpf gtuqp."("P gy uqo g."4229="Uvctm" Y tqdrgy unk 'Cj rgtkpi ." ('Dtkm'4229+0"Dgecwug'k/f qgu'pqv'uggo 'hgcukdrg'hqt''UW'vq''cdcpf qp''UGU' cnqi gy gt. 'y ku'uwdeqo o kwggau'uwo o ct { 'y km'hqewu'qp"nkgtcwtg'y cv'qhhgtu'uvtcwgi kgu'hqt'3+" tgf welpi "y g'y gki j v'qh'UGU'qt."cv'rgcuv."dgwgt "dcrcpelpi "kv'y kj "qvj gt"r quuldng"hqto u"qh'gxlf gpeg" hqt"gxcnxcvkpi "vgcej kpi "*g0 0"J qtpuvgkp. "4239+"cpf "4+"i cvj gtkpi "uwuf gpv"gxcnxcvkqp"f cvc"vj cv" dgwgt "tghrgewu" y g"f kxgtug "wugu" qh"UGOU wf kgu" tgeqo o gpf "uqo g"" eqo o qp" gxcnwc wqp" vqqnu" y cv" o ki j vlugtxg"cu"cngtpcvkxgu"qt "uwr r ngo gpvu"vq"uwrf gpv"gxcnvcvkqpu<"ugnh gxcnvcvkqp. "cf o kpkuvtcvkqp" gxcnxcvkqp. "r ggt "gxcnxcvkqp. "vgcej kpi "r qt vhqrkq. "uvwf gpv'kpvgtxkgy u. "encuutqqo "xkuksu. "cnxo pk" tcvkpi u. "go r m{gtu)"tcvkpi u"*cpf "lqd"r gthqto cpeg"f cvc+."uej qnctuj kr "cevkxkkgu"*dqyj "kp"vgcej kpi "

KCT gyj kpmkpi "Hcewn { 'Gxcnvcvkqp'O gyj qf u"

Uko qpuqp.'Getn''cpf "Htet { "*4244+'uwi i guv''y cv''y g"gxcnxcvkqp"qh'heewnv{ ''ygeej kpi ''pggf u''q" kpxqnxg"o gy qf u''y cv'enuq"o eng''r quukdng''y g"euuguuo gpv''qh''uwwf gpv'ngetpkpi 0'Vj g{ "eqpukf gt''y g" eqo r ngzkv{ ''qh'**teaching and learning**.''f gxgrqr gf ''e''nqwt/gngo gpv''ygeej kpi "ghtgevkxgpguu''yqqn" uj qy p''kp''y g''nqmqy kpi 'hki wtg<''



Uqwteg<"Hki wtg"40'Uko qpuqp."U0T0'Gctn"D0"("Htct{."O 0*4244+0Guvcdnkuj kpi "c"htco gy qtm"hqt" cuuguukpi "\gcej kpi "ghge\kxgpguu0 . *4+."386/3:20

Vj g{ "\qq'f gxgqqr 'c'twdtke''cpf 'uwi i guv'c''eqo r tgj gpukxg''cr r tqcej '\q'\j g'\{r gu'qh'gxkf gpeg'\j cv' ecp''dg'\ugf '\q'f go qpuvtcvg''uwf gpv'hgctpkpi ''cu'y gm'cu'''qy gt ''grog gpuv'qh'vgcej kpi ''ghtgevkxgpguu0' Vj g{ ''uwi i guv'\ukpi '**'syllabi, course assignments, student work samples, and course design tableu**'\q''cuuguu'eqwtug'f guki p0Vj g{ ''uwi i guv'vgcej gtu'ko r rgo gpv'gxkf gpeg/dcugf ''r tcevkegu'\q'' f go qpuvtcvg''uej qrctn{ ''vgcej kpi .''y j kej ''ecp''dg''cuuguugf ''wukpi .'hqt''gzco r rg. '**peer evaluation, and class observation**0'Uko krctn{.'**'syllabi, course assignments, and peer observation** ''ecp''dg''vugf ''q'' cuuguu'kh'yj g'\gcej kpi ''wugu'c''rgctpgt/egpvgtgf ''cr r tqcej 0Vj g{ ''cnq''r qkpv'qwi'\q''wug''qh ''hqt'' gzco r rg. '**mid-term survey**. '**and reflection on course evaluation** ''cu''gxkf gpeg'hqt ''eqpvkpwqwu'' vgcej kpi ''ko r tqxgo gpv0C''eqo r rgvg''wdtke'ku'uj qy p''kp''Hki wtg'5'kp''y ku'tgugctej 0Rgtj cr u'rcewn{ '' j cpf dqqm'cpf ''f gr ctvo gpv'V'(''R''r qrkekgu''uj qwff ''r tqxkf g'c''o qtg''f gvckrgf ''kuv'qh''uwi i gwgf ''kgo u'' hqt'f go qpuvtcvkpi ''gcej kpi ''ghtgevkxgpguu'\q''gpuvtg''y cv'rcewn{ ''eqpukf gt ''kpenwf kpi ''o cvgtkcmi'yj cv'' ur gcmi'q''eqwtug''f guki p''cpf ''gctpkpi 0' Nkng''Uko qpuqp.'Gctn''cpf ''Htct {.'ugxgtcn'qyj gt'tgugctej gtu''cuugtvgf ''yj cv'yj g'f go qpuvtcvkqp'' cpf ''f kuewuukqp''qh'ngctpkpi ''qweqo gu''o ki j v'r tqxkf g''o qtg''ceewtcvg''kphqto cvkqp''tgi ctf kpi ''c'' hcewn{ ''o go dgtøl''gcej kpi ''ghgevkxgpguu0'Vq''yj ku''gpf.'Cpf gtu''r tqr qugf ''wukpi ''**focus groups and role-play**''q''uqnkek/'o qtg''ecpf kf ''cpf ''f gvckrgf ''tghrgevkqpu''htqo ''uwxf gpwl''cdqwi''yj gkt''ngctpkpi ''kp''c'' eqwtug0''Dqtej .''Ucpf xqm ''cpf ''Tkuqt''cf xqecvgf ''c''uko krct''v{r g''qh''qqni'd{ ''uwi i guvkpi ''yj cv'hcewn{ '' eqmcdqtcvg''y kj ''uwxf gpwl''q''etgcvg'''dialogue-based evaluation methods.''''J qy gxgt.''yj g''Dqtej .'' Ucpf xqm ''cpf ''Tkuqt''tgugctej gf ''y cu''eqpf wevgf ''kp''P qty c{.''cpf ''yj gkt''r tqr qugf ''o gyj qf ''tckugu'' ko r qtvcpv''s wguvkqpu''tgi ctf kpi ''yj g''tguqwtegu''pggf gf ''q''gzgewg''k00''Ncuvn{.''Uvctm/Y tqdngy unk.'' Cj ngtkpi .''cpf ''Dtkm''uwi i guv'yj cv'hcewn{ ''eqpf wev'pre- and post-assessments of students' knowledge of a course-related topic''q''o gcuvtg''uwxf gpv'hgctpkpi 0''

KKORggt 'Qdugtxcvkqpu'Eqpegtpu''

Cnj qwi j "ugxgtcn'qh'ý g"chqtgo gpvkqpgf "uwwf kgu"cuugtv'ý cv'r ggt "ucvgo gpwlqdugtxcvkqpu" cpf "encuu'tqqo "xkuku"ecp"j gn "o kki cvg"ý g"dkcu"cpf "qý gt "r tqdngo u'y kj "uwwf gpv'gxcnvcvkqpu." Dgtnitgxgcni'ý cv'o quv'hcewn{"ctg"tgukucpv'vq"ý go "dgecwug"ý gkt"r qvgpvkcn'hqt"dkcu."wphcktpguu." cpf "kpceewtce{0"Kpf ggf."ý gtg"ku"õeqpugpuvuö"kp"cecf go kc"ý cv'õr ggt"qdugtxcvkqp"f cvc"uj qwrf "dg" wugf 'hqt 'hqto cvkxg"]qt"f gxgnqr o gpvcn_'tcvj gt"ý cp"uwo o cvkxg"f gekukqpu0ö'[gv."o cp{ "f gr ctvo gpvu" cv'UW'tgs wktg"hcewn{"vq"kpenvf g"r ggt"qdugtxcvkqpu"kp"ý gkt "vgpwtg"cpf "r tqo qvkqp"cr r necvkqp0" Kpf ggf. "L0D 0I qnf kpi "cpf "Rj kdr r "Mtcgo gt"s wguvkqp"y j gy gt"r ggt"qdugtxcvkqpu"ecp"kphtkpi g"qp" cecf go ke"htggf qo ='y gtghqtg."qwt"uwdeqo o kwgg"o ki j v'tgs wguv'j cv'j g"Ugpcvg'Cecf go ke" Htggf qo "cpf "Vgpwtg'Eqwgf qo ! "UW'tgs wktg"hcew tggf cv'UW y ku'kphqto cvkqp="5+"eqo r ngvkpi "gxcnwcvkqpu"cv'o wnkr ng'vko gu'y tqwi j qwv'y g"ugo guvgt "vq"tko kv'y g" pgi cvkxg"ghbgev'qh'hcwm{"o go qt {"dg"y g"gpf "qh'ugo guvgt0**They also admit that all these methods may not be able to solve the biases with student evaluations.** Vj g{"uwi i guv'y g" hqmqy kpi "cngtpcvkxgu<"r ggt "gxcnwcvkqp lqdugtxcvkqp="uwvf gpv"kpvgtxkgy "d{"cf o kpknvtcvqtu="vgcej kpi " r qtvhqnkq"kpenwf kpi "qpg)u'vgcej kpi 'r j knquqr j {."u{mcdk "gzco r ng"nguuqpu."cuuki po gpvu."cpf 'i tcf kpi " twdtke="hqmqy /wr "cuuguuo gpv"cdqw"uwvf gpvu)"ngctpkpi "qweqo gu"*g0 0"r gthqto cpeg"kp"ncvgt" eqwtugu+

Uwo o ct { 'qh'Tgeqo o gpf cvkqpu''

- UW'j cpf dqqn'uj qwrf 'huv'c'xctkgv{ "qh'gxkf gpeg'hqt 'hcewnv{ 'vq'ej qqug'htqo .'tcy gt 'y cp" tgs wktkpi 'ur gekhke'v{r gu0
- o V{rgu"qh"gxkfgpeg"uj qwrf "kpenwfg"dw"pqv"dg"hokgf"vq<"
 - ugth/gxcnwcvkqp."
 - cfokpkuvtcvkqp"gxcnvcvkqp."
 - hcewn { 'eqo o kwggøu'gxcnwcvkqp
 - r ggt "gx cnwc vkqp."
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vgcej kpi 'y kj 'r tgór quv'ngctpkpi 'o gcuwtgu0

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