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### The Environmental Humanities Graduate Handbook

#### 1. INTRODUCTION

Welcome to the Environmental Humanities Program! We train the next generation of environmental thinkers and leaders towards building more just and equitable environmental futures. This handbook provides Environmental Humanities Program (EH or the Program) students with current policies and practices that govern the Program. Information here reflects policies and procedures in effect as of August 2024. Policies and requirements are subject to continuous review and periodic revision, so consult the Environmental Humanities web page for the most up-to-date materials.

Consider this handbook a companion to the current <u>University of Utah Graduate School policies</u>. This handbook records all Program-specific regulations, but not necessarily all The Graduate School policies and requirements. Each graduate student in the Program is responsible for keeping abreast of any revisions in Program or Graduate School policy, procedures, or regulations that might affect the individual's academic program or status as a student in good standing. Ultimately, students are responsible for their own progress and success.

#### 2. PROGRAM INFORMATION

#### 2.1 Admission

Each winter, the Environmental Humanities Admissions Selection Committee admits a cohort of master's students to begin the Environmental Humanities Graduate Program the following fall. The admission of a cohort facilitates academic exchange, and student well-being and camaraderie.

#### 2.2. Graduate Student Orientation

Orientation is a scheduled, credited course required for EH graduate students during week 0 of the fall semester, i.e., the week before classes begin on campus. First, the course serves as an orientation to the Environmental Humanities Program. Second, the course offers students an opportunity to reflect on the role of collaboration in the environmental humanities and environmental action. Typically, this course takes place at the University of Utah <a href="Taft-Nicholson Center">Taft-Nicholson Center</a> in Lakeview, MT.

## 2.3 Environmental Humanities Faculty

The Environmental Humanities Program relies on the contributions of faculty to support our mission to train the next generation of environmental thinkers and leaders towards building more just and equitable environmental futures. There are two tiers of faculty participation, core and affiliate, based on engagement with the Program.

Core faculty make substantial and significant contributions to the success of our students, and the vision of the EH Program. Expectations for core faculty include:

- Applying to teach graduate courses for the program, or cross-list from their appointed departments
- Attending faculty meetings twice/year
- Serving on graduate students' supervisory committees in chair or member roles, according to EH's <u>current supervisory committee policy</u>
- Serving on at least one program committee/year

Affiliate faculty provide peripheral yet integral support to the EH program through:

- Serving on student supervisory committees (according to EH's <u>current</u> supervisory committee policy)
- Attending one or more EH events each year
- Providing service on one committee every three years
- Being visible scholars on our faculty page with their interests in environmental humanities research or teaching expertise listed

Faculty members have an active interest in EH students' success; faculty serve on EH student committees, teach classes, and offer office hours meetings. Students are encouraged to request meetings with members of the affiliate faculty throughout the first semester to discover mutual interests and to discuss individual goals and objectives.

## 2.4 Program Staff

The Director administers the EH Graduate Program, chairs the affiliate faculty, serves as the Director of Graduate Studies, serves as temporary adviser to students before selection of the supervisory committee chair and is responsible for curriculum development, ongoing graduate student progress and evaluation. The Director maintains regular office hours for graduate students and is available for consultation regarding all aspects of a student's graduate program.

The Academic Program Manager (APM) serves as the graduate coordinator for the Program. The APM facilitates the implementation of policy and procedures established by the faculty and assists students in completing graduate program requirements. Most technical questions regarding the graduate program and its requirements are handled by the APM. The APM maintains all graduate student records and serves as the administrative liaison between EH and The Graduate School. Finally, the APM facilitates course scheduling, student registration, serves as the Tuition Benefit Program coordinator, admissions contact and manages student recruiting.

The Community Engagement and Outreach Coordinator serves as a mentor to all students engaged in community research, facilitates mutually beneficial relationships between the Program and community partners, organizes the semesterly Community Practitioner-in Residence and produces communication products across media to support the mission and activities of the Program.

The Administrative Manager oversees the Program's purchasing, grant management, budgeting, accounting, and payroll for the Program.

#### 3. GRADUATE ADVISING

## 3.1 Temporary Adviser

Upon admission to the Program, the Director serves as a temporary or ad hoc adviser. The temporary adviser will mentor students until they initiate a request for a supervisory committee, whose Chair will then serve as the student's formal adviser.

### 3.2 Selection of the Supervisory Committee

Each student selects a supervisory committee with the guidance and approval of the Director of Graduate Studies. Supervisory committees must be officially approved by the Dean of The Graduate School.

Students begin the committee selection process during the second half of semester two by making arrangements with a faculty member to serve as chair of the supervisory committee and selecting at least one additional member by the end of the second semester. The supervisory committee chairperson should be a tenured or tenure-track faculty member in the College of Humanities or one of the Program-designated exceptions at the University of Utah. The committee's third member must be finalized by the beginning of semester three.

Supervisory committees are subject to the following criteria: two of three members including the chair of the committee should be tenured or tenure-track faculty in the College of Humanities or one of the designated exceptions at the University of Utah. The third member may be selected from outside the College of Humanities, may be a career-line faculty member, or a faculty member from outside the University of Utah. Students should follow the Graduate School's <u>process</u> to include an outside member.

Once this informal process has been completed, the student initiates a Request for Supervisory Committee which is submitted to the Director of Graduate Studies for approval. After approval is granted, the student gives the form to the Academic Program Manager to upload to the Graduate Tracking System. Ultimately, the Graduate School officially approves all supervisory committees.

Occasionally, membership of a supervisory committee needs to change due to a shift in student academic focus, or unforeseen responsibilities of faculty committee members. The Director of Graduate Studies is responsible for assisting the student in creating the change. The student revises the Request for Supervisory Committee form and submits the form to both the Chair of the committee, then the Director of Graduate Studies. The approved request is then forwarded to the Academic Program Manager to update the student's Graduate Tracking Record. Names of committee members listed on the approved form must correspond with all signatures on the thesis or project final approval page.

## 3.3 Committee Responsibilities and Procedures

The supervisory committee has responsibility for approving the student's academic program; approving the thesis or project prospectus; approving the final thesis or project itself; administering and judging the final examination for students selecting the non-thesis degree option; and assessing learning outcomes. Decisions concerning program requirements, examination, and the thesis are made by majority vote of the supervisory committee. It is expected that **all** members of the supervisory committee will be present to hold any **formal** meeting which may result in an official supervisory committee action. Circumstances can exist, however, that make this expectation an unreasonable burden on the candidate or committee. In those cases, the supervisory committee chair will consult with the Director of Graduate Studies to arrange an alternative that still provides for full participation by most of the committee.

### 4. REQUIREMENTS FOR M.A. AND M.S. DEGREES

#### 4.1 M.A. versus M.S.

The primary distinction between the two master's degrees offered by the Program is that the Master of Arts degree requires "standard proficiency" i.e. one year's college study in an approved language, while the Master of Science requires students to complete three research methods courses approved by the Director. *Any coursework taken to reach proficiency in a language may not be counted toward degree credit hours.* Beyond the language and research methods requirements, the distinction between Master of Arts and Science is a matter of personal choice.

The degree for which a student applied in the Program is how the student is enrolled. If a student wishes to change the type of master's degree, e.g., an M.A. to an M.S. or vice versa, the student will file a Request for Change of Graduate Classification with the approval of the Director of Graduate Studies. *This must be completed no later than the semester prior to intended graduation*.

The University-wide requirements for either master's degree may be found in <u>The Graduate Catalog</u>.

### 4.2 Program Credit Requirements

Candidates for the Master of Arts and the Master of Science degrees in the Environmental Humanities Program must complete a minimum of 33 semester hours, of which a minimum of 27 hours is represented by coursework. Students must maintain a 3.3 GPA throughout their program. Further, grades lower than a "B-" will **not** be counted toward degree credit. Neither WRTG 7840 New Instructor Colloquium (2), nor courses taken to reach language proficiency (4-8), nor undergraduate courses count toward the Program's 33 semester hours. Up to six semester hours of transfer credit may be applied toward fulfillment of graduate degree requirements if they are graded B or higher ('credit only' grades are

unacceptable), are recommended by the student's supervisory committee, and were taken within four years of the semester of admission to the University of Utah for master's students.

Graduate students are granted the option, subject to approval by the Director of Graduate Studies and review by the dean of The Graduate School, to enroll in some courses in which they will be graded on a <a href="mailto:credit/no-credit">credit/no-credit</a> (CR/NC) rather than on a letter-grade basis.

The intent of the CR/NC option is to free students to extend their studies to areas outside their specialty and to take classes they otherwise might not take if they had to compete with majors for a letter grade. For more information, consult <u>Grading Policies</u>.

<u>Independent Study</u> classes are limited to at most six credits.

# 4.3. Program of Study Requirements/ Curriculum

Environmental Humanities students must successfully complete, i.e., earn at least a B-, all courses in the Program of Study:

- 1. EHUM 6900 / 001 Environmental Collaboration / Orientation (1)
- 2. EHUM 6101 Foundations of Environmental Humanities (3)
- 3. EHUM 6102 Field Methods in Environmental Humanities (3)
- 4. EHUM 6103 Ecology of Residency (3)
- 5. EHUM 6804 *Tertulia* first three semesters of this one-credit professional development course seminar (3)

Students must enroll in EHUM 6850 *Issues in Environmental Humanities* at least once and chose six more credits among these options:

- 1. EHUM 6105 Environmental Humanities Writing Seminar (3)
- 2. EHUM 6850 Issues in Environmental Humanities (3)
- 3. EHUM 6860 Practices in Community-Engaged Learning: Place, Race & the Environment (3)

Students who are funded to do community engagement work must enroll in EHUM 6805, Community-Engaged Research Praxis for all four semesters and EHUM 6860 Practices in Community-Engaged Learning once.

Finally, all masters students must enroll in six credits of thesis hours EHUM 6970 to complete their final work to fulfill degree requirements.

Our course requirements provide a core understanding of theoretical and research perspectives represented in the Environmental Humanities and provide a necessary cohort experience for students in an interdisciplinary program.

### 4.4. Final requirements

EH expects that students fulfill the requirements for the master's degree by completing either a thesis or project. An exam option may be available in extenuating circumstances to be approved by the Director of Graduate Studies. Students choose their final requirement option at the time their supervisory committee is set.

### 4.4.a. Thesis Option

The goal of the thesis writer is to contribute to knowledge production, primarily for an academic audience. For students considering further academic study or highlevel research work, the thesis option may be the best one. Students electing the thesis option are required to complete a minimum of 27 hours of course work and six hours of thesis credit. The student will prepare a thesis prospectus in consultation with their adviser and the supervisory committee. The prospectus meeting for the master's thesis may be open to the faculty and graduate students at the discretion of the candidate and supervisory committee. The final prospectus must be approved by the supervisory committee and be filed with the Academic Program Manager.

A public presentation and defense of the thesis is required and is to be scheduled *by the final day of classes of the preceding semester in which the candidate intends to graduate*. Copies of the thesis should be delivered to the members of the supervisory committee no fewer than <u>two weeks</u> prior to the scheduled defense. Notice of the presentation and defense must be published no later than one week prior to the defense. Preparation, writing and formatting of the thesis must conform to the Handbook for Theses and Dissertations.

Typically, students will defend the thesis during semester four, and after committee revisions are completed, will begin the thesis submission with the Thesis Office. The thesis student should strive to meet the <u>target submission dates</u> from the Thesis Office. While the final thesis is normally published, an electronic copy of the project must be filed with the Academic Program Manager upon completion.

## 4.4.b Project Option

Project writers use theories, methods, and research in environmental humanities to develop an applied project, e.g., community-based research, multi-media, journalism or writing product for non-academic audiences, or detailed application of theory/method to an ongoing environmental issue. Projects are meant to be shared with community partners, public audiences, or an academic community. Project work can prepare students for work in non-profit organizations, grass roots community organizing and advocacy, local, state or federal government entities, education, journalism and media production.

Students who select the project option are required to complete at least 27 hours of course work and a minimum of six thesis credits hours to complete a creative or applied project. Students will prepare a project prospectus which must receive final approval of the supervisory committee. The prospectus meeting for the master's project may be open to the faculty and graduate students at the discretion of the candidate and supervisory committee.

A public presentation and defense of the project is required and is to be scheduled by the final day of classes of the semester in which the candidate intends to graduate. The procedures are the same as the thesis defense described in the previous section but the final project must be filed with the Academic Program Manager.

## 4.5 Preparing a Prospectus

The prospectus is a proposal for a research/creative/applied project and is essentially a "blueprint" or plan for carrying out the study. The prospectus is a well-detailed document which outlines the research problem, the justification and purpose of the research problem, the theoretical and research literature leading to the problem, and specific procedure for performing the research or creative/applied project itself.

After the student has prepared the prospectus, the student arranges a prospectus meeting with their supervisory committee. With the committee chair's support, the student files both *Report of Thesis/Project Prospectus Meeting* and a copy of the approved prospectus immediately following the prospectus meeting with the Academic Program Manager. Students are encouraged to review approved prospectuses as they are organizing their own prospectus.

If student research/creative/applied project involves human subjects, either directly or indirectly, the student must secure prior approval or exemption by the University Institutional Review Board (IRB) before the student initiates data collection. A complete discussion of the university's regulations regarding the use of human subjects and the procedures for requesting project approval is available on the IRB web site.

#### 5. MAINTAINING GOOD STANDING

# 5.1. Graduate School policies

The Graduate School considers a student to be in good standing if they meet Program standards, which, in fact, sometimes exceed Graduate School requirements.

### 5.2. Program Expected Standards of Performance

At minimum, all students must adhere to <u>Policy 6-410: Student Academic</u> <u>Performance, Academic Conduct, and Professional and Ethical Conduct.</u>

To be in good standing, a student must:

- 1. Maintain a 3.3. GPA. Further, grades lower than a "B-" will **not** be counted toward degree credit.
- 2. Carry an adequate course load that will permit completion of the degree in four semesters.
- 3. Track and attend Program events including guest lectures, student defenses and community-engagement supported events.
- 4. Receive positive recommendations from campus hiring partners
- 5. Make consistent progress toward the completion of the degree by avoiding excessive "Incompletes" and moving expeditiously through the various stages of graduate study i.e., appointment of the supervisory committee, program of study plan, prospectus preparation and completion of a thesis or final project.

A student must be in good standing to be considered eligible for financial assistance; this is not, however, sufficient to ensure continuation of such assistance. In other words, being in good standing is only a minimum requirement to continue financial assistance.

A student who is not in good standing is in danger of being dismissed from the Environmental Humanities Program.

## 5.3 Graduate Student Review

The affiliate faculty review all graduate students in the Program at the end of each spring semester to assess the overall progress of each student, and to identify ways faculty can foster student success. Prior to the review, each rising second-year student will meet with their adviser to discuss particular concerns or areas of difficulty and demonstrate the student's good standing in the Program by filling out a request for second-year funding.

## 5.4. Provisions for the Grade of Incomplete

As per the University <u>General Catalog</u>, faculty may report the mark "I" (incomplete) for work incomplete due to circumstances beyond the student's control. The grade of "I" should be used only for a student who is passing the course and who needs to complete 20% or less of the course. The "I" will change to an "E" if a new grade is not reported within one year.

Students who have two or more "Incompletes" on their record in any semester will be asked to supply a plan for the timely completion of that course work to their adviser and Director of Graduate Studies. Failure to complete Incompletes in a timely fashion can result in loss of graduate financial support or dismissal from the Program. Finally, students may not graduate from the Program with one or more incompletes or with incompletes in required EH coursework.

### 5.5 Criteria for Dismissal from the Program

All Program students are expected to maintain standards of academic, behavioral, professional and ethical conduct, as specified in Interim Policy 6-400: Student Rights and Responsibilities, aka <u>Student Code</u>. This policy establishes the broad requirements related to student behavior and student behavior standards violations. Misconduct in any of these areas may constitute grounds for dismissal from the Program. rogram.

Students are also beholden to Policy 6-410: Student Academic Performance, Academic Conduct, and Professional and Ethical Conduct the policy that establishes student academic performance standards, standards of academic conduct, and standards of professional or ethical conduct for students. This policy also establishes academic appeals committees, creates the process by which the University investigates and resolves allegations of academic misconduct and professional misconduct, and authorizes sanctions for students who engage in academic misconduct or professional misconduct.

Failing to satisfy the requirements to remain a student in good standing in Environmental Humanities may also result in dismissal from the Program. If you are facing personal setbacks and challenges that impact your coursework, employment obligations or service agreements, do communicate quickly with the Director of Graduate Studies, your advisor, and your instructors. Our staff can support only if we are aware of your challenges.

### 5.6 Dismissal Procedure

In the rare instance of dismissal from the Program, the dismissal procedure will be as follows:

The Chair of Supervisory Committee, Director of Graduate Studies, and Director of EH (if different than DGS) will notify the student in writing, indicating the allegations related to the proposed dismissal.

The student will be given an opportunity to meet with the Chair of the Supervisory Committee or designee(s) to respond to the allegations.

Following the meeting, the Chair or designee(s) will notify the student of the outcome.

The process will then follow those <u>outlined in the Student Code</u>, depending upon the type of dismissal (academic, academic misconduct, behavioral, professional/ethical).

#### 6. REGISTRATION & LEAVES

## **6.1 Minimum Continuous Registration**

All graduate students must be registered for at least one credit from the term of admission through completion of all requirements for the degree they are seeking, unless granted an official leave of absence (see section 6.3). Students are not expected to register for summer term unless they plan to defend their final thesis or project during that term.

If students do not comply with this continuous registration policy and do not obtain an official leave of absence, they will be automatically discontinued from the Program. In this case, students will be required to reapply for admission to the University through Graduate Admissions. Students should be registered for graduate level courses (5000-6000 level for masters) until they have completed all requirements for the degree including the defense of the project/thesis.

#### 6.2 Time Limit

All work for the master's degree must be completed within four consecutive calendar years. On recommendation of the student's <u>supervisory committee</u>, the dean of The Graduate School can modify or waive this requirement once the <u>Petition for an extension</u> is completed.

If the student exceeds the time limit and is not granted a modification or waiver, the Program has the option to discontinue the student.

Students whose studies have been interrupted for long periods of time and who have been granted extended time to complete their degrees may be required to complete additional courses, to pass examinations, or otherwise to demonstrate that they are current in their field.

### 6.2.1 Summer Session

Continuous registration, for the purpose of this policy, refers only to registration during the regular academic year i.e., fall and spring. Continuous registration is not terminated or interrupted by not registering during summer terms (between the end of Spring Semester and the beginning of Fall Semester). Nothing in this paragraph, however, prevents a student from maintaining registration status, if appropriate, during the summer term.

### 6.3 Leaves & Accommodations

Environmental Humanities Graduate Program is compliant with Title IX regulations designed to ensure gender equity; moreover, the Program recognizes that various life circumstances, family and otherwise, may inhibit timely progression through the graduate program.

#### 6.3.1 Leave of Absence

Full-time graduate students who are in good academic standing and are making satisfactory progress toward degree may request a *leave of absence* from the Program's Director of Graduate Studies to discontinue their studies for one or more regular semesters for a maximum up to one year.

International Students on a F1 or J1 visa taking a vacation semester or a medically necessary reduced course load of zero (0) credits must obtain permission from the International Student & Scholar Services prior to submitting a Leave of Absence.

Vacation Semesters for international students will only be approved for one semester. Medically necessary reduced course loads are approved for one semester at a time and may be extended through the International Student & Scholar Services for an additional semester to a maximum of three (3) semester (one (1) academic year).

#### 6.3.2 Parental Leave

The University of Utah offers <u>parental leave for graduate students</u>. Environmental Humanities Program offers paid leave for those students who are supported via the Tuition Benefit Program. For more information, refer to the policy that includes highlights and FAQs.

The University of Utah Office of Equal Opportunity Employment, Affirmative Action and Title IX (OEO/AA) is dedicated to providing an equal opportunity for all to pursue their academic and professional endeavors. As such, the University is committed to creating an inclusive and accessible environment for pregnant and parenting students and employees.

### 6.3.3 Accommodation Policy

If a leave of absence is not possible or desirable, Environmental Humanities Program also observes an *accommodation policy* that works with graduate students to navigate reasonable alternative methods of meeting programmatic and teaching obligations. For instance, an accommodation may be requested if the student's situation is very temporary or not sufficiently taxing of time to warrant a leave of absence but nonetheless impinges on a student's ability to participate as fully as is optimal for a short period of time.

The purpose of the accommodation policy is to provide, where and when possible, an alternative to leave of absence request so as not to slow the student's progress through the program and ensure that, if applicable, student stipend, tuition, and health benefits are not interrupted. Whether a circumstance is eligible for accommodation and what appropriate accommodations might entail must be determined in consultation with and ultimately approved by the Director of Graduate Studies.

#### 7. GRADUATE FUNDING

## 7.1 Graduate Teaching Assistants (TA) and Research Assistants (RA)

Students who are employed by the University are also subject to employee regulations, in particular Policy 6-309: Academic Staff, Educational Trainees. Postdoctoral Fellows and Medical Housestaff. Those with teaching assistantships are subject to Interim Policy 6-316: Code of Faculty Rights and Responsibilities and should pay special attention to Section 3. A-D "Ethical Canons" and Section 4.B "Duties to Students". TA's should familiarize themselves with Office for Faculty Teaching responsibilities. TA's must adhere to Family Educational Rights and Privacy Act (FERPA) and all student employees are subject to Policy 1-020 Required Professional Boundaries in Relationships.

# 7.2. Graduate Fellows (GF)

Graduate fellows are not employees, and thus not subject to employee/employer relationships; they are students only. GF's may receive funding to fulfill particular academic or service expectations and are expected to fulfill those service and academic obligations stated upon award and service agreement.

## 7.3 Tuition Benefit Program

Environmental Humanities Program participates in the University of Utah <u>Tuition</u> <u>Benefit Program</u> (TBP). TBP provides a tuition waiver for eligible graduate students that covers between nine and twelve graduate credits/semester and mandatory fees. Differential tuition charged by various university graduate and professional programs, all non-mandatory fees, and undergraduate courses are *the responsibility* of the graduate student.

The Program strongly discourages outside employment, i.e., work outside of the Program requirements. At the very least, students must inform the Program of additional employment, and if the Program finds student progress lacking, the Program will ask the student to reduce or end other employment. Continued conflict can result in the removal of tuition support.

If student employees or graduate fellows are not able to fulfill their obligations as student employees, or the terms of their fellowship agreements, the Program reserves the right to discontinue funding, according to the dismissal procedures noted in Policy 6-309: Academic Staff, Educational Trainees, Postdoctoral Fellows and Medical Housestaff.

### 7.4 Additional Graduate Funding Sources

The Graduate School maintains a <u>detailed page</u> of fellowship, scholarships and awards, both administered by the Graduate School, and a list of nationally-

competitive opportunities. Environmental Humanities Program also maintains a list of <u>student fellowships</u>, <u>scholarships and awards</u>.

# 7.5 Subsidized Student Health, Dental and Vision Insurance

The Program expects all enrolled domestic students to be insured. International students are required to be insured. Research Assistants and Teaching Assistants are eligible for <u>subsidized health</u>, <u>dental and vision insurance via TBP</u>. Graduate Fellows may be eligible for Program-funded insurance, depending on the fellowship. Each semester, the Academic Program Manager will coordinate between the student and The Graduate School to register student coverage.

Fall coverage dates span from 8/15 - 12/31, and spring coverage dates continue 1/1 - 8/15 i.e., if students enroll for both fall and spring, coverage is for the entire 12-month period.

If a student is not eligible for subsidized insurance, students, their spouses or domestic partners and dependents may enroll in the same policy available to students and pay the full cost. In addition, thanks to the <u>Affordable Care Act</u>, there may be other options available to students from federal or private providers.

### 8. SAFETY, HEALTH & BELONGING

We care about our students and community. Your safety is of utmost importance. If you are in immediate danger, dial 911.

# 8.1 Safety

We recommend that you complete three tasks right away:

- 1. Enroll in UU Campus Alert text service via CIS Student tile.
- 2. Program **801-585-COPS** into your phone to access a dispatch officer at the University of Utah Department of Public Safety (DPS); you can report crimes, suspicious people, or activities; if you need a ride on campus, DPS will escort students any time.
- 3. Try <u>SafeU</u> a centralized, comprehensive campus safety web site and app.

### 8.2 Mental health, wellness, belonging

If you are in crisis, <a href="help is near">help is near</a>. University Counseling Center offers crisis services during business hours. Call **801-581-6826** or walk into the Center at Student Services Building Room 426. For urgent situations and after hours, call University Neuropsychiatric Hospital **801-587-3000**.

Student Affairs is doing its part to create a sense of community and belonging and strengthen the U's ability to educate the next generation of leaders.

- Student Mental Health Resources
- <u>Development and Community</u>
- Health & Wellness

<u>Environmental Humanities</u> keeps an up-to-date list of <u>Campus and Community</u> <u>resources</u>.