

# SUNDJATA IBN HYMAN

---

**Baltimore, Maryland**

**Cellular:**

**Email** [sibn-hyman@coppin.edu](mailto:sibn-hyman@coppin.edu); [drsundjata@gmail.com](mailto:drsundjata@gmail.com)

## **CAREER SUMMARY**

- Over twenty years experience teaching courses in behavioral sciences (*sociology, economics, social work, and psychology*), philosophy (*logic: mathematical, propositional & syllogistic*), social science research methods, and statistics in traditional classroom lecture, fully online and hybrid formats.
- Over nine years of experience as mid-level administrator of academic programs involving budget oversight, supervision of professional staff, program growth and student retention.
- Five years experience as a case manager in the areas of child protective services, veterans services, and school youth social worker (*internship*)
- Substantial experience in the design, implementation, and management of community level, municipal and international projects to improve social integration, civic engagement, and educational opportunities for members of underserved communities.
- Teacher-scholar with extensive international experience living and working in developing societies among ethnically, religiously, and economically diverse populations.

## **PROFESSIONAL STRENGTHS:**

- Seasoned professional lecturer, researcher and author.
- Excellent written and verbal communication skills across diverse audiences, with extensive understanding of the cognitive, academic, and social needs and issues of underserved student populations, and facility with coordinating meaningful interactions between constituent groups and various stakeholders.
- Skill with negotiation, interviewing, explaining information, gathering, and compiling data, and data analysis tasks. Additional skill at planning, developing, interpreting, and implementing policies, procedures, and guidelines for the administration of federal, state, and municipal level initiatives to improve academic performance, community development-revitalization and outreach in Maryland (*Sandtown Winchester community*), Michigan (*Cassopolis, Dowagiac*) and Louisiana (*New Orleans, 9<sup>th</sup> & 7<sup>th</sup> wards*).
- **Research Interests:** Culture as a scientific sociological process; meta-axiological dilemma in economic behaviors and decision-making; improving academic performance and success among underachieving populations; sociology of economics; the role of identity in ethno-religious conflict; urban African American males; issues and trends in child protective services.

## **PROFESSIONAL CREDENTIALS**

- Certified Social Worker (CSW). Louisiana State Board of Social Work Examiners. July 2023.
- Civic Leadership Academy (CLA), Mayor's Neighborhood Engagement Office, City of New Orleans. Spring 2023
- Adult First Aid CPR/AED Trained. American Red Cross, Southeast Louisiana. December 2022.
- Human Trafficking 101: An Overview. Certificate of Completion. Center for Community Criminology and Research, University of Memphis. 11 January 2019.

## SUNDJATA IBN HYMAN

---

- Provisional Social Work License (#PL51413223), West Virginia State Board of Social Work, State of West Virginia. 2014 – 2018.
- Child Development and Forensic Interviewing Protocol. West Virginia Attorneys Institute, in conjunction with Gunderson National Child Protection Training Center. Strayer University, Scott Depot, WV. May 23 – 27, 2016.
- Creative Facilitation: Future Planning with MAPS and PATHS. Positive Behavioral Support (PBS) Project. Center for Excellence in Disabilities, West Virginia University. April 06 – 07, 2016.
- Longitudinal Data Analysis and Regression Analysis. STATA Workshops: *Introduction to Regression Analysis (August 01 – 03, 2011)* and *Introduction to Longitudinal Data Analysis (August 04 – 05, 2011)*. School of Public Health, Morgan State University, Baltimore, Maryland.
- Certificate of Completion. International Summer School on Religion and Public Life. Istanbul, Turkey. July 2007.
- Certificate of Course Completion, Fathering Skills. “*Quenching the Father Thirst Curriculum.*” The National Center for Fathering, University of Kansas. New Orleans, LA. 11 – 12 July 2002.
- Certificate of Course Completion, Individual Development Accounts (IDAs). Center for Social Development at Washington University, St. Louis, MO., Social and Enterprise Development Innovations, Ontario, Canada, and the Corporation for Enterprise Development, Washington DC. 2002 IDA Learning Conference. Ontario, Canada. 04 – 06 April 2002.
- Certificate of Course Completion, Project Management. Save the Children Federation (USA), Westport, CT. October 1-22, 1989. Rural and community economic development, small-scale enterprise, financial and budgetary administration.
- Certificate of Course Completion, French. Foreign Service Institute, Rosslyn, VA. September – October 1978. French language training and foreign service protocols.

### EDUCATION:

- **Ph.D. Sociology.** Department of Sociology. Western Michigan University. Kalamazoo, MI. 1997. Specialization in classical and contemporary theory, social psychology, the sociology of culture, the sociology of development, globalization and world systems theory, interethnic relations, and research methods. Dissertation: “*Underdevelopment As Meta-Axiological Dilemma: The Socioeconomic Implications of African Axiology For Rational Choice Determinants of Microeconomic Agency.*” Advisor: Douglass Davidson, Ph.D.
- **MSW. Social Work.** Millie M. Charles School of Social Work. Southern University of New Orleans. New Orleans, LA. 2023. Specialization in clinical social work, treatment approaches include Cognitive Behavioral (**CBT**), Dialectical Behavioral (**DBT**), Solution Focused Brief (**SFBT**), Family Life Cycle (**FLC**), narrative therapy, motivational interviewing, and play therapy.
- **Danforth-Compton Fellow in International Relations.** Department of Economics. University of Notre Dame du Lac. Notre Dame, IN. 1986 – 1989. 45 hrs postgraduate training in growth models and development theory, consumer behavior (*utility analysis*) and economic history.
- **M.Sc. Applied Economics.** Department of Economics. University of Baltimore. Baltimore, MD. 1987. Specialization in growth theory, international trade and multinational firms, microeconomic theory, econometrics.
- **Fulbright-Hayes Postgraduate Fellow, Law.** Department of Law. University of Nairobi. Nairobi, Kenya, East Africa. 1984 - 85.

# SUNDJATA IBN HYMAN

---

- **B.A. Honors, Political Science** (*Summa Cum Laude, Valedictorian*). Department of Political Science. Morgan State University. Baltimore, MD. 1984. Specialization in international political economy, African liberation movements (1950-1990), U.S. foreign policy and diplomatic history in Africa.

## PROFESSIONAL EXPERIENCE:

**Coppin State University** 2023 till present  
**Baltimore, Maryland**

*Assistant Professor, Applied Social and Behavioral Sciences*

- Responsible for conducting undergraduate and graduate lectures in sociology, social science research methods, statistics, and health and human services administration.

**Case Manager, Volunteers of America, SELA** 2021 till 2022  
**New Orleans, Louisiana**

*Lead Care Coordinator, Mental Health Services*

*Case Manager, Homeless Veterans Reintegration Program (HVRP)*

- Responsible for helping veterans secure and maintain gainful employment thereby increasing their likelihood of long-term economic self-sufficiency and residential stability. Provide case management and follow-up services.

**Langston Hughes Charter Academy,** 2021 till 2022  
**New Orleans, Louisiana**

*MSW Intern*

- Responsible, providing a range of psychological assessment, diagnostic, therapeutic, and/or case management services for a caseload of 10-13 sixth through eighth grade individuals and groups. Worked under the direct guidance of a clinical professional counselor and social worker within an urban school environment.

**Lane College,** 2017 till 2021  
**Jackson, Tennessee**

*Associate Professor, Sociology and Economics*

- Conduct lectures in principles of sociology, special topics in sociology, microeconomics, macroeconomics, and social science research methods.

**Department of Health and Human Resources,** 2014 till 2017  
**State of West Virginia, Charleston, West Virginia**

*Noncustody Case Manager, Child Protective Services, Bureau of Family Support Services*

- Investigate reported allegations of child abuse/neglect. Interviews children, parents, other relatives, and medical providers. Collect documentary evidence such as medical reports, arrest records, and court filings. Complete family functioning assessments. Plan, coordinate and manage safety wraparound services for children and their families.

**West Virginia State University,** 2011 till 2014  
**Charleston, West Virginia**

*Associate Professor, Sociology and Philosophy*

# SUNDJATA IBN HYMAN

---

- Conduct lectures in principles of sociology, social problems, marriage and family, urban sociology, formal logic (*prepositional, syllogistic, and mathematical*), and sociology of religion.

**Baltimore City Community College,  
Baltimore, Maryland**

2011 till 2017

*Adjunct Instructor, Life Skills, Financial Literacy and Employability Training (GETS-LITS)*

*Division of Community Education Services/Workforce Development*

- Providing needs assessment and instruction in life skills, financial literacy and employability training to Baltimore City Department of Social Services (BCDSS) TCA clients as part of a \$60,000 contract between BCDSS, Maryland State Department of Human Resources and Baltimore City Community College.

**Maryland Department of Human Resources,  
Baltimore, Maryland**

2010 till 2011

*Intern, Office of Work Experience Initiatives, Family Investment Administration*

- Operationalized DHR family investment model for work experience in accordance with the Personal Responsibility and Work Opportunity Reconciliation Act (PRWOR, 1996) to strengthen employability and retention skills among TCA recipients statewide through the development and implementation of an integrated, science-based curriculum, assessment and evaluation framework to strengthen employability and retention skills among TCA recipients statewide, inclusive instructor and client manuals in soft skills, needs assessment and evaluation instruments.

**American University of Nigeria,  
Yola, Adamawa State, Nigeria**

2006 till 2010

*Associate Professor, Economics and Sociology*

*Coordinator, Social and Behavioral Sciences*

- Program coordinator for social behavioral sciences in the School of Arts and Sciences.
- Responsible for conducting lectures in microeconomics, macroeconomics, international political economy, sociology, psychology, social science research methods, statistics, and African history & culture.
- Primary investigator in study of ethno-religious conflict across Northern Nigeria.
- Supervised primary research projects of undergraduates in social science research methods.
- Awarded Fellowship to the International Summer School on Religion and Public Life. Istanbul, Turkey (July 2007)

**Department of Psychology & Sociology  
Edward Waters College, Jacksonville, Florida**

2003 to 2006

*Assistant Professor, Sociology, Coordinator, Sociology Program & Lazzara Honors Program*

- Program coordinator for sociology program in the Division of Social and Behavioral Sciences and for externally funded honors scholarship program.
- Responsible for conducting lectures in economics, sociology, social work and research methods.
- Supervised primary research projects of undergraduates in research methods course.

## SUNDJATA IBN HYMAN

---

- Developed student retention and academic improvement model curriculum & instructional manuals for the College's summer bridge program for incoming freshmen.

**Human Development Center,** 2001 to 2003  
**Health Sciences Center, Louisiana State University, New Orleans**

*Assistant Professor, Clinical, Community Development Program*

- Responsible for the design, implementation and management of externally funded human development projects (*marriage & family strengthening, gender relations and youth leadership*) targeting minority populations in New Orleans.
- Developed community-based youth leadership model curriculum to strengthen life and academic skills among youth residing in New Orleans public housing, inclusive instructor and student manuals.
- Conducted investigations of disability culture, youth development and K-12 academic performance in minority communities.
- Worked collaboratively with HDC faculty on a number of federal and state funded projects on development disability issues across Louisiana.
- Awarded Post-doctoral Fellowship in Disability Policy. The Beach Center, University of Kansas. Lawrence, KS. 15 November 2001 - 30 June 2002. Funded by the National Institute of Disability and Rehabilitation Research, U.S. Department of Education.

**Deep South Center for Environmental Justice,** 1999 to 2001  
**Xavier University of Louisiana, New Orleans**

*Research Manager*

- Responsible for supervision and oversight of methodologies in ongoing federal and state funded research projects in environmental justice in the New Orleans – Baton Rouge corridor.
- Worked collaboratively with other faculty and community leaders to plan, coordinate and implement community-based lectures and training in environmental justice and social capital issues.

**African American Studies Program,** 1997 to 1999  
**Xavier University of Louisiana, New Orleans**

*Assistant Professor*

- Responsible for lectures in sociology and African American history and culture.
- Awarded XIC Faculty Grant to South Africa. Xavier University of Louisiana. (June – July 1999)

**Department of Sociology,** 1995 to 1997  
**Frostburg State University, Maryland**

*Assistant Professor, Sociology*

- Responsible for lectures in principles of sociology, social problems, marriage and family, urban sociology, logic, and social science research methods.
- Supervised primary research projects of undergraduates in research methods course.

**African American Studies,** 1995 to 1996  
**Gettysburg College, Pennsylvania**

*Visiting Assistant Professor*

- Responsible for lectures in African American Studies and African philosophy.

# SUNDJATA IBN HYMAN

---

**Office of Multicultural Affairs,** 1994 to 1995  
**Iowa State University, Iowa**

*Director, Black Cultural Center; Program Assistant*

- Participated in university-wide academic leadership team working in close collaboration with the Vice President for Student Affairs to enhance academic advising campus wide, and sponsor social and academic events.

**Office of Multicultural Affairs,** 1993  
**Olivet College, Michigan**

*Interim Director*

- Reporting to the Vice President for Student Affairs, duties included managing and supervising all operations of the office, including an operating budget and direct supervision of an administrative assistant.
- Served on the President's Advisory Council working in close collaboration with executive and academic staff to enhance multicultural students' academic performance, academic advising and sponsor academic events.

**Educational Talent Search,** 1991 to 1993  
**Southwestern Michigan College**

*Area Coordinator*

- Oversight of federal TRIO program intervention within elementary, middle and high schools in Dowagiac and Cassopolis, including direct supervision of an administrative assistant.

**Mayor's Office of Employment Development,** 1991  
**City of Baltimore**

*Research Assistant.*

- Reporting to the Director of Research, duties included data analysis and project evaluation of social development and revitalization initiatives in Baltimore's Sandtown-Winchester community.

**Zambia Field Office,** 1989 to 1991  
**Save the Children Federation**

*Project Manager*

- Duties included managing and coordinating all operations of the field office pertaining to Northern Zambia refugee services in partnership with UNHCR and Chiawa potable water and school improvement projects.

**MSG Detachment,** 1978 to 1981  
**US Embassy (Mali & Kenya)**

*Assistant NCOIC*

- Under the auspices of the US Department of State, specific duties were classified (*secret clearance*) but included managing and supervising all embassy security operations of the Marine Security Detachment.

**Personnel, Classification & Assignment Office,** 1976 to 1978  
**Force Troops, Camp Lejuene, USMC**

*Section Chief*

## SUNDJATA IBN HYMAN

---

- Duties included oversight of office activities pertaining to location, rendition and processing of personnel in AWOL status.

### SCHOLARSHIP (*selected*)

- ibn Hyman, S. (2024). *Culture as social capital: the implications of meta-axiological dilemma for the etiology of a culture of poverty*. 56<sup>th</sup> Annual Meeting National Association of Black Social Workers (NABSW). New Orleans, Louisiana. March 26-30, 2024.
- ibn Hyman, S. (2024). *A proposed Coppin State University community intervention of cultural renaissance providing west north avenue neighborhoods with community education, informed outreach, and best practices in human capital development, mental health and intergenerational trauma interventions*. White Paper. (2024, January).
- ibn Hyman, S. (2019). *Rendering culture a useful analytical unit within 21st century social science discourse*. 46<sup>th</sup> Annual Meeting Mid South Sociological Association. Jackson State University, Jackson, Mississippi. October 24-26, 2019.
- ibn Hyman, S. (2017). *Reconceptualizing "culture" as a cybernetic model determining identity and difference*. Jackson State Community College 1st Annual Identity and Difference Conference. Jackson State Community College, Jackson, Tennessee. October 26-27, 2017.
- ibn Hyman, S. (2014). *The science of culture: implications for social science inquiries into contemporary african phenomenon*. Encuestros. ISSN 1692-5858. No.2. Diciembre de 2013, 15-25.  
[http://www.uac.edu.co/images/stories/publicaciones/revistas\\_cientificas/encuentros/volumen-11-no-2/articulo01.pdf](http://www.uac.edu.co/images/stories/publicaciones/revistas_cientificas/encuentros/volumen-11-no-2/articulo01.pdf)
- ibn Hyman, S. *Continuing The Dream*. Martin Luther King, Jr. Community Program, MLK Jr. Community Center. Charleston, WV. 19 January 2013.
- ibn Hyman, S. and S. Vanzie. *Review and revision of the steps training model for employability and retention*. Office of Work Initiatives, Family Investment Administration, Maryland State Department of Human Resources. Baltimore, MD. January 2013.
- ibn Hyman, S. *Employability module: instructors guide*. Division of Community Education Services/Workforce Development, Baltimore City Community College. Baltimore, MD. May 2011.
- ibn Hyman, S. *STEPS program: operation manual and curriculum, instructors guide, student workbooks and portfolio*. Office of Work Initiatives, Family Investment Administration, Maryland State Department of Human Resources. Baltimore, MD. November 2011.
- ibn Hyman, S. *From african elephants to african children revisited: black teachers culturally responsive pedagogy in Nigeria and the United States*. (Co-authored with K.A. Archung, Claflin University, SC.) Annual Meeting of the Society for Comparative International Education (CIES). Chicago, IL. 01-05 March 2010.
- ibn Hyman, S. *Boko Haram: the politics of identity, poverty and corruption in ethno-religious violence in Borno State (Nigeria)*. African Studies Association (ASA) Annual Meeting. New Orleans, LA. 19-22 November 2009.
- ibn Hyman, S. (2008). *Globalization as meta-axiological dilemma: the sociological implications of rational choice criteria for local cultural deep structure*. Journal of Pan African Studies, 2(3), 187 – 197.

## SUNDJATA IBN HYMAN

---

<http://www.jpanafrican.com/docs/vol2no3/GlobalizatoInAsMetaAxiologicalDilemma.pdf>.

- ibn Hyman, S. *The science of culture: implications for social science inquiries into African phenomenon*. The Quarterly Journal of the Borno Museum Society. The Centre for Trans-Saharan Studies, University of Maiduguri, Maiduguri, Borno State, Nigeria. (2008)
- ibn Hyman, S. *Maiduguri al majirai: the role of street boys in ethno-religious violence in Borno State (Nigeria)*. South Africa Sociological Association (SASA). University of Stellenbosch. Stellenbosch, South Africa. 7-10 July 2008.
- ibn Hyman, S. *The science of culture: implications for social science inquiries into African phenomenon*. 161<sup>st</sup> Lecture of the Borno Museum Society. The Centre for Trans-Saharan Studies, University of Maiduguri, Maiduguri, Borno State, Nigeria. 16 March 2007.
- ibn Hyman, S. *EWC summer bridge program: operation manual and curriculum, instructors guide, student workbooks and portfolio*. Center for Advising and Academic Support Services, Edward Waters College. Jacksonville, FL. June 2005.
- ibn Hyman, S. *EWC college success course: curriculum, instructor guide, student workbook and portfolio*. Center for Advising and Academic Support Services, Edward Waters College. Jacksonville, FL. June 2005.
- ibn Hyman, S. *The Louisiana fatherhood initiative: curriculum, curriculum guide and portfolio*. Human Development Center, School of Allied Health Professions, LSU Health Sciences Center. New Orleans, LA. August 2002.
- ibn Hyman, S. *The Louisiana marriage initiative: curriculum, curriculum guide and portfolio*. Human Development Center, School of Allied Health Professions, LSU Health Sciences Center. New Orleans, LA. August 2002.
- ibn Hyman, S. *The osiris saturday academy: extended learning curriculum and curriculum guide*. Human Development Center, School of Allied Health Professions, LSU Health Sciences Center. New Orleans, LA. August 2002. LOC Registration #TX 1-065-565.
- ibn Hyman, S., J. M. Everson, J. D. Guillory and N. Robertson. *Using a community development model to conduct community needs assessments: a protocol for conducting community forums*. Community Development Program, Human Development Center, Louisiana State University Health Sciences Center, New Orleans, Louisiana. August 2002.
- ibn Hyman, S. *Staff training in culture and culturally competent service delivery*. The Louisiana Youth Leadership Forum. Louisiana State University. Baton Rouge, LA. 20 July 2002.
- ibn Hyman, S. *On communities and disability culture*. TriAngle. 6:1 Spring 2002. Baton Rouge, LA.
- ibn Hyman, S. *On culture, developmental disabilities and community development*. TriAngle. 5:4 Winter 2001. Baton Rouge, LA.
- ibn Hyman, S. *Assessing self-determination in adolescents with disabilities and/or special health care needs: validating student portfolios*. Project Report supported by funds from the U.S. Department of Education (Grant #H133G990169 Louisiana Self-Determination Research Project) and U.S. Department of Health and Human Services (Award #1MCJ-22HRW6-01-0 Louisiana Healthy and Ready to Work Project). Human Development Center, School of Allied Health Professions, LSU Health Sciences Center. New Orleans, LA.



## SUNDJATA IBN HYMAN

---

- ibn Hyman, S. *When work disappears: the meta-axiological dilemma of new urban poverty*. 3<sup>rd</sup> Annual Race, Gender and Class Conference. Southern University at New Orleans. New Orleans, LA. 18 – 20 October 2001.
- ibn Hyman, S. *The significance of cultural competence for human development outcomes*. 2001 Louisiana Statewide Transition Summit. Alexandria, LA. 18-19 September 2001.
- ibn Hyman, S. “*What is culture?*” 1<sup>st</sup> Annual National Meeting of The Gathering. Southern University at New Orleans. New Orleans, Louisiana. 16 – 19 August, 2001.
- ibn Hyman, S. *The conceptual organization of Africana studies: a cultural approach to the discipline*. Annual Meeting of the South African Sociological Congress. South African Military Academy, Saldanha Bay, Western Cape, South Africa. July 06 - 09, 1999.
- ibn Hyman, S. K., “*Underdevelopment as Meta-Axiological Dilemma: The Socioeconomic Implications of African Axiology for Rational Choice Determinants of Microeconomic Agency*” (1997). Dissertations. 1629. <https://scholarworks.wmich.edu/dissertations/1629>.
- ibn Hyman, S. *Results of administration of ASC scale: Baltimore city public schools stars participants*” (1991). Working Paper CTH/oed/911106. Mayor’s Office of Employment Development. Baltimore, MD.
- ibn Hyman, S. *Sanctuary project: rationale and demonstration model for african american male intervention in Sandtown-Winchester*” (1991). Working Paper CTH/chc/910701. Mayor’s Office of Employment Development. Baltimore, MD.
- ibn Hyman, S. *Strengthening youth opportunities unlimited (you) grant* (1991). Working Paper CTH/oed/910627. Mayor’s Office of Employment Development. Baltimore, MD.
- ibn Hyman, S. *Measuring family investment component of the youth opportunities unlimited (you) grant* (1991). Working Paper CTH/oed/910603. Mayor’s Office of Employment Development. Baltimore, MD.

### AWARDS

- Teacher of the Year. Student Government Association. West Virginia State University. 2012-13.
- Fellowship to the International Summer School on Religion and Public Life. Istanbul, Turkey (July 2007).
- Post-doctoral Fellowship in Disability Policy. The Beach Center, University of Kansas. Lawrence, KS. Funded by the National Institute of Disability and Rehabilitation Research, U.S. Department of Education. (November 2001 - June 2002).
- XIC Faculty Grant. Xavier University of Louisiana. (June – July 1999).
- King-Parks-Chavez Fellowship. Western Michigan University (1993-1995).
- JHR Fellowship in International Development. Save the Children Federation, USA. (1989-1990).
- Danforth-Compton Fellowship in International Relations. University of Notre Dame (du Lac) (1986-1988).
- Fulbright-Hayes, ITT International Fellowship. University of Nairobi (Kenya, EA) (1984-1985).
- Valedictorian. Morgan State University (1984).
- High Ability Scholarship. Morgan State University (1982-1984).
- Distinguished Honor Scholar. Morgan State University (1983-1984).
- Alpha Kappa Mu National Honor Scholar Award (1984).
- Alpha Lambda Delta National Honor Society (1984).

# SUNDJATA IBN HYMAN

---

- Pi Sigma Alpha National Political Science Honor Society Award (1984).
- “Who’s Who in American Colleges and Universities” (1983, 1984).
- “Outstanding Young Men in America” (1984, 1988).
- Letter of Commendation, US Information Agency (1980).
- Meritorious Mast, USMC (1978).

## AFFILIATIONS

- *Member, Coppin Heights Community Development Corporation*
- *Member, Board of Directors. DANU Institute for Human Development. Bakersfield, CA.*
- *National Coalition of Independent Scholars (NCIS)*
- *Baltimore Legacy Association of Black Social Workers*
- *Louisiana State Board of Social Work (LABSWE)*
- *National Association of Black Social Workers*
- *National Association of Black Sociologists*
- *Appalachian Studies Association*
- *Mid-South Sociological Association*
- *American Sociological Association*
- *Past Vice President, Board of Directors. Louisiana Family Council. New Orleans, LA.*
- *Past Member, Board of Directors. Advocacy Center for the Elderly and Disabled. New Orleans, LA.*
- *Gilbert Lodge No. 6, Prince Hall F&AM, New Orleans, Louisiana*

## REFERENCES