Global Progressive Leadership

University of West Attica, Athens, Greece
May 28-31, 2023

SUNDAY 28-May Welcome Presenters	**PICK UP CONFERENCE BAG**	**May 28 Sunday 6-7pm Ilisia Hotel 25 Mihalakopoulou St.**	**Professor Rosemary Papa +1916-832-1336 WhatsApp**				
MONDAY 5/29/2023 Bus Pickup Stratos Vassilikos, Crown Plaza Hotel, & Ilisia Hotel	**5/29/2023 Stratos Vassilikos 7:45am Crown Plaza Hotel 7:55am Ilisia Hotel 8:00am Be Prompt as the Bus cannot park. Cross the street directly across from the hotel to catch the bus.**	**29-May**	**29-May**	**29-May**	**29-May**	**29-May**	**29-May**
Title of Presentation	**Topic/Category**	**Session Start Date/Time**	**Session End Date/Time**	**Abstract**	**Session Location - Room #**	**Speaker Names**	**Chair/ Discussant**
Welcome & Introductions	**Topic/Category**	**5/29/23 9:10**	**5/29.2023 9:30 AM**	**Welcome Message from Asle Toje, Deputy Leader The Norwegian Nobel Committee**	**UWA ANCIENT OLIVE GROVE CAMPUS Room 1**	**UWA Rector Panagiotis Kaldis, UWA Dean Athanasis Spyridakos, UWA Department Chair Konstantinos Petrogiannis, Professor & Program Leader Anna Saiti, Asssociate Dean Fenwick W. English, Executive Director ICPEL James Berry**	**ELWB Executive Director Rosemary Papa**
Meeting The Global Need For A Taxonomy Of Critical Leadership Studies	**Leadership That Challenges Traditions & Practices**	**5/29/23 9:40**	**5/29/23 10:00**	A centerpiece of the proposed paper is dealing with the inherent contradiction between the idea of a taxonomy which rests on the premise of the existence of categorical distinctions centered on a metanarrative posed against the emerging postmodernism criticism which rejects such a premise. Collinson (2012) has indicated that "…critical studies do not constitute a unified set of ideas, perspectives or a single community of	**Room 1**	**Fenwick W. English**	**Fenwick W. English**
Assessments In An Ai-Enabled World: Planning For Gpt-3 And Beyond	**Technology Challenges & Solutions**	**5/29/23 9:40**	**5/29/23 10:00**	The proposed session will cover available A.I. technologies, such as ChatGPT, the near future abilities and applications of these technologies in educational assessment, and open a discussion for educators' responses to the technology. Designed to mimic human writing, ChatGPT leverages the copious writing available on the web to generate novel text in response to users' prompts automatically. Made publicly available	**Room 2**	**Karen Moran Jackson & Rosemary Papa**	**David B. Jackson**

Title	Track	Start	End	Abstract	Room	Presenter	Chair
Love Children: Culturally Responsive Caring In Action!	Leadership That Challenges Traditions & Practices	5/29/23 10:00	5/29/23 10:20	"Kids don't care how much you know, until they know how much you care!" This well-known cliche in education is actually the cornerstone of being an effective educator with diverse scholars. Building strong relationships in classrooms, specifically classrooms of "at-risk" scholars is the foundation of ensuring an effective. While many educators hear this and theoretically may understand this, some are not	Room 1	Queinnise A. Miller	Fenwick W. English
Sustainability Of Information Systems: The Case In Greek Regions	Technology Challenges & Solutions	5/29/23 10:00	5/29/23 10:20	In the era of digitalization, Information Systems (I.S.) and technologies have become ubiquitous in the public sector since many governments have acknowledged their importance in every aspect of public administration. The implementation of I.S. in the public sector is directly related to performance benefits for a public organization, and most importantly to a more transparent and effective government.	Room 2	Georgia Prokopiadou & Efthymios Papageorgakis	David B. Jackson
Transnational Learning In The Twenty-First Century	Leadership That Challenges Traditions & Practices	5/29/23 10:20	5/29/23 10:40	This session will explore how transnational learning is reshaping education and learning across the world. Learning is the single most important psychological-biological feature Homo Sapiens have in navigating the world in the twenty-first century. This feature is thousands of years old and shaped by the natural world, the culture in which one lives, and one's genetic make-up. The nature of learning in the current	Room 1	James E. Berry	Fenwick W. English
Progressive Relational Humanity	Technology Challenges & Solutions	5/29/23 10:20	5/29/23 10:40	Due to this current Global Pandemic, the most transformational shift in decades occurred in the field of education world-wide. Higher education faculty had to immediately pivot their courses online to overcome obstacles and students around the globe ended up with vastly different educational and human experiences. The quality of these experiences depended heavily on the country, state, and institutional support and the	Room 2	Daniel W. Eadens & Danielle M. Eadens	David B. Jackson
Aesthetic Leadership In Education	Leadership That Challenges Traditions & Practices	5/29/23 10:40	5/29/23 11:00	There has been a burgeoning research output concerning leadership studies in education. The focus has been on leadership styles, the most prevalent being distributive leadership and transformative leadership. One style of leadership that hasn't yet attracted the attention of researchers is the one dealing with aesthetic leadership. Aesthetics acknowledges the primacy of the senses in meaning making, perceiving and	Room 1	Ioanna Kafida & Prodromos Yannas	Fenwick W. English
Assessing Teachers' Coping Strategies In Managing Peace Education In Basic Level Classrooms In Violent Prone Communities	School Violence Trends & Dilemmas	5/29/23 10:40	5/29/23 11:00	The spate of conflict and violence in Nigeria today has become a source of concern to all stakeholders. Peace and unity which hitherto were the custodians of the society have somewhat disappeared and vanished into thin air, leaving the society balkanized and totally divided from all fronts. Surprisingly, this is 62 years after Nigeria's independence and she is still grouping in the dark searching for peace,	Room 2	Ntasiobi C.N Igu & Francisca. N. Ogba	David B. Jackson
Break		5/29/23 11:00	5/29/23 11:20	Break		Break	

Title	Track	Start	End	Abstract	Room	Authors	Chair
Leadership Perspectives That Challenge The Impact Of Traditions And Practices Of Integration Vs Inclusion On African Americans In The Us	Leadership That Challenges Traditions & Practices	5/29/23 11:20	1/2/00 11:40	The professional challenge is educational leadership has failed to reverse unconscious bias and exchange integration for inclusion in school systems. This is a problem globally evidenced by the Black-White achievement gap and the legacy of White Supremacy, and in the US the African American experience of integration post US Supreme Court's Brown V Board of Education (Stansberry Beard, 2012). Integration of African	Room 1	Carole Collins Ayanlaja & Alison Taysum	Everette L. Edwards II
Special Education Teachers' Effectiveness Through Experimental Analysis	Technology Challenges & Solutions	5/29/23 11:20	5/29/23 11:40	This study investigates special education teachers' attitudes and perceptions regarding their fair treatment and, consequently, the effective functioning of learning organizations during the educational process. The development of special education is constantly evolving, both locally and internationally, especially in recent decades, due to the unexpected situations of the environment. With	Room 2	George Degaitas, Melpomeni Anysiadou, & Anna Saiti	David B. Jackson
U.S. Educational Leader Perspectives On Confronting Anti-Black Racism And Implications For Global Leadership	Leadership That Challenges Traditions & Practices	5/29/23 11:40	5/29/23 12:00	This research explores how educational leaders in the U.S. navigate issues of anti-Black racism. 2020 was an unprecedented year that brought the glaring persistence of institutional anti-Black racism across sectors to the forefront. The U.S. educational system continues to be infused with anti-Black policies and practices that surface in areas from instruction to discipline, hiring practices, and funding (Goings et al., 2019;	Room 1	Jennifer Grace	Fenwick W. English
Pitfalls And Possibilities: Artificial Intelligence And K-20 Education. What Do Educational Leaders Need To Know?	Technology Challenges & Solutions	5/29/23 11:40	5/29/23 12:00	As technology continues to evolve, leaders in educational contexts should be aware of the possibilities and pitfalls of emerging technologies. Instructional technologies are widely used for instructional applications in K-20 education, including emerging tools powered by artificial intelligence (AI). Educators can use digital technologies for pedagogical approaches that promote safe and equitable learning	Room 2	Angela Elkordy	David B. Jackson
Investigating Crisis Management' Value In School Environment Using Experimental Analysis	Leadership That Challenges Traditions & Practices	5/29/23 12:00	5/29/23 12:20	Nowadays, for several countries (including Greece), the need to reveal and manage crises in various sectors, locally and internationally, is of crucial importance. The school, on the other hand, is the cornerstone, both in terms of the appearance and management of risks in various forms, which sometimes concern the interpersonal relationships of its members and sometimes the same functionality of the school	Room 1	Fotini Kyrou, Melpomeni Anysiadou & Anna Saiti	Fenwick W. English
Specifications For A Unified Secretarial Support System In The Administration Of Primary Education School Units. Case Study On Primary Schools Of The Directorate Of Primary Education Iii Of	Technology Challenges & Solutions	5/29/23 12:00	5/29/23 12:20	The purpose of this study is to propose the specifications of a new secretarial information system of support for Primary Education School Units. The study was carried out in 3 phases: in the first phase the administrative tasks carried out within the school unit were recorded, in the second phase an analysis was made of the existing information system of secretarial	Room 2	Kinnas Iakovos	David B. Jackson

Title of Presentation	Topic/Category	Session Start Date/Time	End Date/Time	Abstract	Room	Speaker Names	Chair/Discussant
Leadership Perspectives That Challenge Traditions And Practices	Leadership That Challenges Traditions & Practices	5/29/23 12:20	5/29/23 12:40	This paper studies the concept of Leadership in an organization in relation to social justice in an organization, the active participation of employees in the issues of Leadership in the organization and the connection of these factors with social networks and the wider society. An important question is whether the principal is close to the team of workers/educators in upholding the legitimacy and the official	Room 1	Eva Morsika	Fenwick W. English
Promoting Education for Sustainable Development through the application of Nudge Theory	Confronting Climate Change	5/29/23 12:20	5/29/23 12:40	This paper will analyze the specific nudges that school principals can use to increase teacher engagement and motivation in this subject area, including emphasizing the importance of environmental education, providing resources and support, encouraging collaboration, recognizing teacher efforts, and highlighting student engagement. Furthermore, it will provide insights into the challenges and	Room 2	Athanasia Tsolka	David B. Jackson
BUSES RETURN TO ILISIA OR CROWN PLAZA OR DROP OFF AT THE PLAKA With RETURN TO HOTEL ON YOUR OWN							
	CONFERENCE RECEPTION Ilisia Hotel 25 Mihalakopoulou St.	5/29/23 0:00	6-8pm	Come gather and meet the attendees for snack and cocktails		Papa & Saiti	
TUESDAY 5/30/2023 Bus Pickup Stratos Vassilikos, Crown Plaza Hotel, & Ilisia Hotel	5/30/2023 Stratos Vassilikos 7:45am Crown Plaza Hotel 7:55am Ilisia Hotel 8:00am Be Prompt as the Bus cannot park. Cross the street directly across from the hotel to catch the bus.	30-May	30-May	30-May	UWA EGALEO PARK CAMPUS	30-May	30-May
Title of Presentation	Topic/Category	Session Start Date/Time	End Date/Time	Abstract	Room	Speaker Names	Chair/Discussant
UWA & EMU International Joint PhD Program	Symposium	5/30/23 9:10	5/30/23 9:30	Symposium International Joint PhD Program EMU and UWA	Room 3	UWA & EMU International PhD Program UWA Rector Panagiotis Kaldis, UWA Dean Athanasis Spyridakos, EMU Dean Ryan Gildersleeve, UWA Department Chair Konstantinos Petrogiannis, EMU Department Chair Kimberly Kappler Hewitt, UWA Professor & Program Leader Anna Saiti, EMU Professor & Coordinator David M. Anderson and EMU Professor & Coordinator Cierra Presberry	Rosemary Papa
The Politics Of School Governing Bodies In South Africa: Implications For School Partnership	Politics, Economics, & Human Values	5/30/23 12:40	5/30/23 13:00	This paper discusses the efficacy of the school governing body (SGB) in South Africa, a public-school governance structure partnering the school principal, parents, and teacher representatives, among other stakeholders. Created after the attainment of freedom in 1994, the South African Schools Act (SASA) (1996) emphasises the requirement for a new system for schools, one that should redress past	Room 3	Vitallis Chikoko	Daniel W. Eadens

Title	Track	Start	End	Abstract	Room	Presenters	Moderator
A Culturally Responsive Ph.D. Program: Preparing Globally Competent Higher Education Leaders In A Post-Pandemic World	Leadership That Challenges Traditions & Practices	5/30/23 9:40	5/30/23 10:00	This presentation outlines a dynamic, responsive PhD in Higher Education re-envisioned for the 21st Century. The complex field of higher education has changed rapidly in recent decades. While higher education leaders are generally accustomed to the often fluid nature of the field and the various internal and external influences, the COVID pandemic added a new dimension of responsivity to change for all those	Room 4	Lisa A. Snodgrass & Christine Kiracofe	Ric Brown
Perceptions of School Leaders Regarding School Violence Prevention And The Current State of School Safety In The U.S.	School Violence Trends & Dilemmas	5/30/23 10:00	5/30/23 10:20	In 2019, I was proud to join with my Educational Leaders Without Borders colleagues in the publication of School Violence in International Contexts. My own contribution, highlighted in the "ELWB Scholars United States of America Perspectives" section, was a chapter titled "Examining School Administrators' Perceptions of School-Based Violence Prevention Strategies". In this work, I	Room 3	Dixie Abernathy	Daniel W. Eadens
Internationalization, Intercultural Competence And Equitable Access: A Comparative Study In Chinese And American Regional Public Universities	Curriculum, Students, Paradoxes	5/30/23 10:00	5/30/23 10:20	Education systems around the world are experiencing three globalizing trends: 1) a growing emphasis on a "knowledge society"; 2) an increase in cultural diversity; and 3) an elevated mobility of the labor market (Knight, 2007). These trends are driving universities to prepare more globally-aware and interculturally competent graduates (Mansilla & Jackson, 2011). Internationalization is defined as the	Room 4	David M. Anderson	Ric Brown
Between International And Local Displacement, The Ed. Challenge Of The Levantine Dom Children In France	Curriculum, Students, Paradoxes	5/30/23 10:20	5/30/23 10:40	This paper is based on the ongoing ethnographic fieldwork of the author in Saint-Denis with a marginalized Syrian ethnic minority known as the Dom. Education for migrant children is common right in which all children should be treated equally in accessing education regardless of their situation and location. France has been welcoming many foreign and migrant students (Noiriel, 1988).	Room 3	Yahya Al-Abdullah	Daniel W. Eadens
Leadership For Safe And Healthy Schools	Leadership That Challenges Traditions & Practices	5/30/23 10:20	5/30/23 10:40	This paper examines within the noted theoretical framework the requirements of educational managers with regard to maintaining safety and health in today's demanding environment. The current challenges and the current institutional framework in Greece will be presented.The management of an educational organization is a multidimensional scientific field and at the same time an area of intense interest for teachers and	Room 4	Diamanto Samiotaki, & Nikolaos Raptis	Ric Brown
A Multi-Level Intervention Program To Prevent School Violence And Improve School Climate During The Pandemic	School Violence Trends & Dilemmas	5/30/23 10:40	5/30/2023 11:O0:00 AM	The study focuses on presenting good practices and bullying intervention strategies implemented on ENEEGYL of Patras at a multilevel approach.During the pandemic, school violence has risen significantly affecting academic achievement, mental health, and school climate in general. Special needs schools in Greece returned to in-person schooling after a four - month Covid-19 related disruption	Room 3	Christina Kaouri, & Georgia Eleni Lempesi	Daniel W. Eadens

A Trauma-Informed Approach To Addressing Student Discipline	Leadership That Challenges Traditions & Practices	5/30/23 10:40	5/30/23 11:00	In the United States, tools predominantly used in traditional school disciplinary practices include suspending students out-of-school and expelling them from school altogether (Skiba, Arredondo & Williams, 2014). The use of these exclusionary discipline practices has been increasing over time (U.S. Department of Education, 2014) and scores of empirical studies have shown that such practices	Room 4	Lorna Hermosura	Ric Brown
Break		5/30/23 11:00	5/30/23 11:20	Break		Break	
The Impact Of Organizational Silence And Organizational Cynicism On Knowledge Management In Higher Education In Greece. Preliminary Data	Politics, Economics, & Human Values	5/30/23 11:20	5/30/23 11:40	This study is part of a PhD dissertation and attempts to investigate the determinants that contribute to the formation of a climate of silence and cynicism and how they create obstacles in the process of knowledge management in Greek higher education institutions in Greece. In order to keep pace with the rapidly evolving external environment, Greek universities now demand that all of their staff members—academic and	Room 3	Fotis Panagiotounis	Daniel W. Eadens
The Covid-19 Disaster Put The Irreplaceability Of The School Building To The Test	Leadership That Challenges Traditions & Practices	5/30/23 11:20	5/30/23 11:40	School principals, other educators and families in Illinois schools serving high concentration of low-income students were surveyed about the impact of the closure of schools during the COVID-19 pandemic. The survey exposed both the vulnerability of the school system in its response to disasters and its unpreparedness to provide effective, sustainable, and equitable remote learning opportunities. It was not only	Room 4	Athanase Gahungu	Ric Brown
Study On The Degree Of Satisfaction Regarding The Results Of Public-Private Partnerships (Ppps) In Greek Education In The Light Of The Directors Of Educational Units.	Politics, Economics, & Human Values	5/30/23 11:40	5/30/23 12:00	Public-Private Partnerships (PPPs) are a model of implementation and management of public works which has been applied worldwide for decades due to some of their advantages over traditional project contracts. The authoritative on PPP issues website www.partnershipsbulletin.com has published a representative article entitled "Is Greece Europe's new PPP centre of gravity?"	Room 3	Doukas Psomadelis	Daniel W. Eadens
School Punishment As A Form of Violence Against Students: A Narrative Inquiry of Senior Secondary School Students	School Violence Trends & Dilemmas	5/30/23 11:40	5/30/23 12:00	The multifaceted construct of violence against students has taken a center stage at both international and national discourse. This is because of its consequences on student engagement considering that school violence has remained a significant concern to researchers, administrators, policy makers, and the public. Violence in this study is seen as any kind of threat or force which is meant to distract	Room 4	Francisca N. Ogba & Nwinyinya Emeka	Ric Brown

Humanising Leadership Through Humanising Education In Higher Education Institutions (Heis)	Politics, Economics, & Human Values	5/30/23 12:00	5/30/23 12:20	The call for the 5Ps of the sustainable development goals i.e. People, Prosperity, Planet, Partnership, and Peace requires leaders who are not only able to command the agenda, but with a strong sense of leadership, which is the key competency for a leader to motivate and influence his or her followers to accomplish an agenda and ensure it is sustainable. While there are other leadership styles, it is fair to say that	Room 3	Zurina Abd Ghani	Daniel Eadens
Schooling For Global Citizenship And Sustainability	Confronting Climate Change	5/30/23 12:00	5/30/23 12:20	This presentation will analyze the concepts of global citizenship and sustainability, based on the Sustainable Development Goals as defined in a UN conference (Agenda 2030) and present research on promoting cosmopolitanism in education, focusing on the goals related to social sustainability and ecological sustainability. The theme of the presentation is grounded in the pedagogical principles of democratic pedagogical	Room 4	Eleni Mousena	Ric Brown
Restoration Of A Fading American Dream Through Application Of Social Safety Nets	Politics, Economics, & Human Values	5/30/23 12:20	5/30/23 12:40	This presentation will focus on exploring the impact of income inequality on education excellence and how to deal with income inequalities in education through prioritization of over the expenditure. It advocates for pre-school social safety nets. Historically, Americans and most people in the world at large have believed that the new world is a land of opportunity where meritocracy prevails and no	Room 3	Peter Ndiang'ui	Daniel W. Eadens
Critical Consciousness In Special Education: The Implementation Of A School Vocational Guidance And Consultive Program On Eneegyl Of Patras	Curriculum, Students, Paradoxes	5/30/23 12:20	5/30/23 12:40	The present case study focuses on the implementation of a program entitled "Soft skills - Connecting students with the Community and the Labor Market" (in terms of a health education program under the section "Adolescent Citizens of the World - ACTIVE CITIZENS"). The specific program was carried out by the social worker and the psychologist of a special needs school "ENEEGYL of Patras".	Room 4	Georgia Eleni Lempesi, & Christina Kaouri	Ric Brown
Advancing Educational Equity Research, Policy, And Practice	Leadership That Challenges Traditions & Practices	5/30/23 12:40	5/30/23 13:00	Educational equity, operationalized as fair and just treatment of every student, is a core value, a key standard for pedagogical practices, and a prized outcome in new school designs worldwide. Fueled in part by growing ethnic, cultural, linguistic, and socio-economic diversity, together with the need to eliminate and prevent social exclusion, this international pursuit of educational equity, in policy and practice, is	Room 3	Kristen C. Wilcox & Hal A. Lawson	Daniel W. Eadens
BUSES RETURN TO ILISIA OR CROWN PLAZA OR DROP OFF AT THE PLAKA With RETURN TO HOTEL ON YOUR OWN							
WEDNESDAY 31-May	31-May	31-May	31-May	31-May	31-May	31-May	
PRIMARY SCHOOL VISIT WALK	9th Primary School in Athens 81 Efroniou St. and 2 Biglistas St., Athens	Meet at the Ilisia Hotel 9:40am for the 15 minute walk		Webpage of the school http://9dim-athin.att.sch.gr/?page_id=40			

Title of Presentation	Topic/Category		Virtual	Virtual Presentations	Virtual Presentors	
	VIRTUAL PRESENTATIONS			**FOUND ON THE CONFERENCE WEBSITE**		
Implementation And Evaluation Of An Educational Leadership Summer Institute During Covid-19 Virtual?	Leadership That Challenges Traditions & Practices		Virtual	Particularly, this study was designed to measure whether participants acquired new knowledge, skills, or other attributes from the Educational Leadership Summer Institute. The COVID-19 pandemic interrupted the education of millions of students. Particularly, becoming a school leader during COVID-19 is very challenging because there are no precedents and no formal guides to lead schools during a pandemic. Since	Olcay Yavuz & Denver Fowler	
Wellness For Administrators Humanizes Leadership Virtual?	Leadership That Challenges Traditions & Practices		Virtual	Today's school leaders face a daunting task: be highly effective systems managers, strong instructional leaders, and engaging community partners, all with reduced resources (Wang & Pollock, 2020). In the District, a large urban public school district in California, this is the reality. With the onset of the COVID-19 pandemic, school leaders were asked to add health care professional to their list of duties as	Marco Nava	
Gender Discrimination In Academia: Is It A Myth Or A Reality?	Leadership That Challenges Traditions & Practices		Virtual	The goal of our study was to examine gender discrimination against women academics in general and in Greece in particular, through a review of the literature on the subject combined with the presentation of preliminary results from a quantitative study of 200 Greek female academics. It is specifically examined whether female academics experience gender discrimination and how such experiences are	Sofia Koukouli, Areti Stavropoulou, Maria Moudatsou	
Presidential Perceptions of University Mission in the Neoliberal Era	Leadership That Challenges Traditions & Practices		Virtual	The sustainability of higher education and student success is hinged on the ability to provide student supports that mitigate barriers faced by diverse populations. The Papa Equity Nautilus (2018) was created from the findings of a study on the role of community college presidents as a tool for assessment of higher educational institution's mission, vision, or values. Community college students are	Jessica Papa	
Calling Out Contradictions: Fostering Collaboration, Innovation Preparing Students For A Complex World	Technology Challenges & Solutions		Virtual	This proposal focuses on identifying major contradictions in schools today that in many cases are present because of our mental models and will offer solutions using social and emotional instructional methods and digital technologies to inspire, encourage and educate educators to prepare students for the complex world they are entering. The development of social media and evolving technologies over past	Ludmila Smirnova & Sonya Abbye Taylor	

Politics Of University Management And The Recurrent Academic Staff Union Of Universities (Asuu) Strikes In Nigeria: A Silent Passivity To Brain Drain?	**Leadership That Challenges Traditions & Practices**		**Virtual**	Education liberates the mind from mental slavery and paves the pathway for national growth. Education is the pivot on which other developmental strides revolves. Specifically, education at the university level occupies a unique and significant position in society and serves as a brain box to nations as it takes lead role in ensuring the transformation of societies from the developing to the developed status.		**Ntasiobi C. N. Igu**	
Creating A Critical Education Of Sustainability Necessary To Address Challenges Of The Magnitude Of Climate Change	**Confronting Climate Change**		**Virtual**	Conventional approaches to sustainability education fail if they lack a critical capacity capable of evaluating and changing social-ecological paradigms. A shift of paradigm is required to address climate change, the sixth extinction and other threats to earth habitability and ecological health. For this to occur, learners		**Michael Edelstein**	