

Global Awareness Society International 23rd Annual Conference Program

The Search for Peace in a Challenging Global Environment



Montego Bay, Jamaica May 23-27, 2014

Hilton Rose Hall Hotel



GLOBAL AWARENESS SOCIETY INTERNATIONAL

The Global Awareness Society International, Inc. is a non-profit organization composed of people and organizations of various backgrounds that recognize that the world is no longer made up of independent nations and cultures. This technological induced change affects everyone. We, as an organization, wish to explore the exciting potential that globalization of the world's cultures and societies presents to each and every one of us as citizens of this planet. Established in 1991, our membership includes both academic and non-academic based professionals and individuals from various organizations and nations including the United States.

Globalization has made possible what was once merely a vision: the peoples of our world united under the roof of one Global Village. Yet, despite increasing interdependence, human conflicts continue to blemish the landscape of our planet. We believe that a vital step toward achieving peace, harmony, and cooperation among the diverse peoples of our globe is to promote mutual understanding and appreciation for one another. Global Awareness Society International strives to turn a global vision into global reality.

Purposes of the Global Awareness Society International

- To promote awareness of the diversity of cultures within our global community.
- To enhance our understanding of the political, economic, social, demographic, technological, and environmental issues among members of the global community.
- To increase sensitivity to issues related to rapid globalization.
- To develop a mutual support network of scholars, professionals, interested people and organizations.
- To provide multiple forums for the exchange of research, knowledge, and expertise on people oriented issues related to globalization.
- To help people recognize the diversity and interdependence of the globe's peoples and the process of globalization.
- To develop and expand the number of national or regional Global Awareness Societies under the direction of the G.A.S.I. to pursue our common goals.

Proceedings

The *Proceedings* of the 23th Annual Conference will be assembled and published online under the editorship of Dr. James Pomfret of Bloomsburg University. Guidelines for submitting papers are at the end of this program.

Contact Information

Global Awareness Society International, 400 East Second Street, Andruss Library, Bloomsburg University, Bloomsburg, PA 17815, Voice: 570-389-5177, Fax: 570-389-3599, Email: GASI@bloomu.edu or changshubroh@aol.com. Global Awareness Society International, Inc. is a 501-c-3 non-profit corporation under the guidelines of the U.S. Internal Revenue Service.

Global Awareness Society International Officers

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Plan Ahead for 2015

24th Annual Conference Philadelphia, Pennsylvania, USA

May 21-24, 2015

Message from the President of the Global Awareness Society International



Professor Jay Nathan, St. John's University, New York, USA

Greetings!

My fellow global scholars and peace makers:

It gives me a great pleasure to greet, meet, and mingle with scholars around the world.

The 23rd annual conference of the Global Awareness Society International, popularly known as GASI, has a theme that aptly reflects what we are facing today:

The Search for Peace in a Challenging Global Environment. The present day global environment has many dysfunctional regions, and most of the conflicts are engineered by political leaders for their own self interests. To sustain peace, societies must interact and learn from each other and to appreciate cultures and diversity and to promote peace, order, prosperity, and alleviate poverty around the world. The 21st century is upon us, and has already shown how challenging it is for newly independent republics to survive as sovereign states and how economically disadvantaged and politically suppressed nation states have become helpless. The recent events in Ukraine have demonstrated that how fragile our human ecosystem is—given not too long ago we celebrated the democratic movements in the middle-east and in many of the former Soviet Union satellites. Today, we are seeing the rebirth of tensions and conflicts in many regions and borders. Why? The political leaders still think of the past, and are not embracing the present with endless opportunities of harnessing technology, Internet, and integrated global economies for the betterment of humankind and build on international institutions, education, and global awareness through respect for countries and cultures.

Please allow me to highlight few of the purposes of GASI: (1) to increase sensitivity to issues related to globalization, (2) to help people recognize the diversity and interdependence of the peoples around the world and the process of globalization, (3) to promote awareness of the diversity of cultures within our global community and (4) to enhance our understanding of the political, economic, social, demographic, technological, and environmental issues among members of the global community.

My thanks go to many people and I want to acknowledge all of them in this limited space, but it would be impossible to do so. However, my sincere gratitude goes to the Global Awareness Society International board of leaders for the opportunity to be your servant-leader for the past two years. Most of all, you, the global scholars and professionals from around the world, and on behalf of the Global Awareness Society, my sincerest congratulations for sharing your global vision and to welcome you to the 23rd Global Awareness Conference in Montego Bay, Jamaica.

Conference Headquarters Hilton Rose Hall Resort and Spa

Registration, presentations, and all official conference activities will be based in the conference facilities at the Hilton Rose Hall Hotel.

Presenters will have computers with Power Point and the MS Office Suite and computer projectors with screens available in each room.

Paper sessions are scheduled in 75 minute blocks with a maximum of five presenters in each session.

Thursday May 22

Registration

3:30 PM - 5:00 PM

Thursday May 22

Boardroom

Board of Directors Meeting

4:00PM - 5:00 PM

Thursday May 22

Boardroom

Executive Officers Meeting

5:00PM - 6:00 PM

Friday May 23

Global Service Project

Meet at Global Registration Table (Must have signed up on the volunteer list)

8:30-AM - 4:00 PM

Friday May 23

10:30 AM - 4:00 PM

Registration

(Otherwise free at leisure)

Saturday May 24

7:30 AM- 10:30 AM

Registration

Saturday May 24 Hanover Ballroom 9:00 AM

Conference Opening

Presiding:

Jay Nathan, St. John's University

President of the Global Awareness Society International

Saturday May 24 Hanover Ballroom 9:15 AM

Keynote Address

Major Issues Affecting the Health and Welfare of the Jamaican Population

Keynote Speaker:

Dr. Archibald McDonald, M.D.

Principal, University of the West Indies-Mona, Jamaica

Saturday May 24 10:00 AM

Coffee Break

Saturday May 24 10:30 AM – 12:00 PM

Hanover Ballroom

Plenary Session

Regional Challenges in the Search for Global Peace

Presiding

Chang Shub Roh, Bloomsburg University

Africa

Wold Zemedkun, Norfolk State University

Caribbean

Ransford W. Palmer, Howard University

Central Asia

Jay Nathan, St. John's University

East Asia

Michael Seipel, Brigham Young University

Europe

Virag Rab, University of Pécs, Pécs, Hungary

Middle East

Shah M. Mehrabi, Montgomery College

On Your Own

Saturday May 24

Session 1

Religion, Family, and Health in the Global Context

1:30 PM-2:45 PM Port Antonio Room

Session Chair:

Lewis A. Mennerick, University of Kansas

Current State of Mental Health Care in Jamaica

Geoffrey Palmer, Bowie State University

Marriage and Family Formation in the New Era

Michael Seipel, Brigham Young University

Religion and Social Change in Soviet and Post-Soviet Azerbaijan

Mehrangiz Najafizadeh, University of Kansas

Secularism and Religion: The Case of Azerbaijan

Lewis A. Mennerick, University of Kansas

Saturday, May 24 Session 2

A Joint Course Approach to Global Education 1:30 PM-2:45 PM Falmouth Room

Session Chair:

Joan Miller, Bloomburg University

The Influence of a Joint Course on US and Hungarian Student Perceptions of Globalization, Identity, and Solidarity

Zsuzsanna Kiss, University of Pécs

Joan Miller, Bloomsburg University

Virag Rab, University of Pécs

The Transforming Power of Joint Courses-The Contributing Effect of Globalization in the Forming of Students' Perspective

Fanni Madarász, University of Pécs

Play and Cognition (by Skype)

Orsolya Pachner, University of Pécs

Saturday, May 24 Session 3 Round Table

The Cross-Roads Of Religion, Politics and Work: Implications for National Economies and World Peace

1:30 PM-2:45 PM Trelawny Room

Discussion Leader:

Edward O.Akoto, Henderson State University

Politics of Guns, Weapons and War: The Role of the Clergy of the Religions of the World

Edward O. Akoto, Henderson State University

Religious Orientation and Political Behavior: An Economic Risk View and the Global

Economy

Eunice V. Akoto, Henderson State University

Spirituality and Motivation for Work: Implications for Social Work Practice

Rejoice A. Addae, Arkansas State University

Theocracy (theology) and Political Democracy: Are they Paradoxical

Edward O. Akoto, Henderson State University

Coffee Break

2:45 PM - 3:15 PM

Saturday, May 24 Session 4

The Culture of Music in a Global Society

3:15 PM-4:30 PM Port Antonio Room

Session Chair:

Mark Reimer, Christopher Newport University

Coming out from behind the Potted Palm: The Need for Collaborative Piano Pedagogy for the 21st Century Pianist

Jeremy Reger, Christopher Newport University

Creating an Undergraduate Study Abroad Program in Music

Mark Reimer, Christopher Newport University

Songs of Resistance

Rachel Holland, Christopher Newport University

The Eternal Warning: Social Commentary in the Wind Band Repertoire

John Lopez, Christopher Newport University

Saturday May 24 Session 5

Justice in a Global Environment

3:15 PM-4:30 PM Falmouth Room

Session Chair:

Bennett Odunsi, Jackson State University

Assessing Government Strategies for Controlling Juvenile Delinguency in the South:

Practices, Processes, and Lessons Learned - The Case of Mississippi

Bennett Odunsi, Jackson State University

Denita Jones, Jackson State University

Ending Bachi Bazi: Examining Whether the Responsibility to Protect Doctrine

AuthorizesUnilateral Humanitarian Intervention to Stop the Mass Sex Trafficking of Afghan Bovs

Samuel V. Jones, The John Marshall Law School

Perception and Attitude toward Hiring an Ex- Offender

Gloria Enyondo, Millersville University

The Social Construction of Motherhood: Its Impact on Female Criminality and Incarceration Jenna Slater, Pitzer College

The National Football League: Does Crime Increase on Game Day?

Daniel Y. Lee, Shippensburg University David E. Kalist, Shippensburg University

Saturday May 24 Session 6

The Development of Social Networks and Globalization

3:15 PM-4:30 PM Trelawny Room

Session Chair:

David Magolis, Bloomsburg University of Pennsylvania

Community Build - Build Community

Balázs Kósa, University of Pécs

Providing Life-Changing Experiences: Short-Term Study Abroad and Students' Social and Emotional Growth

Mykola Polyuha, Bloomsburg University of Pennsylvania

The Importance of Emotions: How to Analyze Emotions in Written Historical Sources Zsuzsanna Kiss. University of Pécs

The Importance of Social Networks: The Case of a Hungarian Financial Expert in the Early 20th Century

Virag Rab, University of Pécs

A Phenomenological Investigation of Social Networking Site Privacy Awareness through a Media Literacy Lens

David Magolis, Bloomsburg University of Pennsylvania

Sunday May 25 Session 7

Globalization's Interaction with the Arts, Education, and the Economy

9:00 AM-10:15 AM Port Antonio Room

Session Chair:

Cynthia A. Karaffa, Carlow University

Contrary to Current Conventional Concepts: We Are NOT Sliding Down a Slippery Slope

Faith M Periera, Dowling College

Global Reach of Jamaican Literature in War and Peace

Ronald J. Meyers, East Stroudsburg University

Play and Learn: Creativity in Foreign Language Education

Adrienn Stivics, University of Pécs

Promotion of Global Dialogue through the Performing Arts: The Artist as Citizen Diplomat

Cynthia A. Karaffa, Carlow University

Reviews, Critiques and Recommendations: Are Professors Potentially Liable for Negative

Evaluations

Deborah Kleiner, St. John's University

Sunday May 25 Session 8

Globalization and Entreprenurial Development

9:00 AM-10:15 AM Falmouth Room

Session Chair:

Shreekant G. Joag, St. John's University

Incentives & Expectations: Relief, Recovery and Rehabilitation in the Post-Indian Ocean Tsunami Context

Nakul Kumar, Bloomsburg University

Social Entrepreneurship: A Model for Development

Angela E. Addae, University of Arizona

An Econometric Model to Identify Optimal Corporate Capital Structure in the Developed and Developing World

Manuel G. Russon, St. John's University

Globalization's Impact on Marketing to the Bottom of the Pyramid

Shreekant G. Joag, St. John's University Sreedhar Kavil, St. John's University

Sunday May 25 Session 9

Social Services and the Process of Globalization

9:00 AM-10:15 AM Trelawny Roon

Session Chair:

Andrea Stewart

University of Arkansas-Pine Bluff

Kinship Care: Implications for Social Work Practice and Global Social Policy

Patricia Guy Walls, Rejoice A. Addae, Beverly Edwards, Mary Williams Arkansas State University

The Ageing Phenomenon: Assessing The Impact of Older Workers on Organizations

Rejoice A. Addae, Arkansas State University Isaac Y. Addae, Morgan State University

Coffee Break

10:15 AM-10:45 AM

Sunday May 25 Session 10

Emerging Health Issues in a Global World 10:45 AM -12:00 PM Port Antonio Room

Session Chair:

Dina Ned, University of Utah

Globalization and Patterns of Alcohol Consumption in a Mexican Indian Community Luis Berruecos, Universidad Autónoma Metropolitana, (UAM) - Xochimilco Campus,

Has the U.S. Economic Recovery or U.S. Federal Indian Law, Contributed to the Increase of American Indian Children in Out-Of-Home Care

Dina Ned, University of Utah

Status of Social Integration in Korea

Tae-Kook Jeon, Kangwon National University, Korea

Food Insecurity: Implications for Global Social Work and World Peace

Ashley Steward, Arkansas State University-Jonesboro

Janice Hill, Arkansas State University-Jonesboro

The Ethical, Moral and Political Basis for the Passage of the United States Patient

Protection and Affordable Care Act of 2010 Houssam Abdul Al, Geisinger Medical Center

George Agbango, Bloomsburg University

Session 11 Global Issues

10:45 AM -12:00 PM Falmouth Room

Session Chair:

Jay Nathan, St. John's University

Democracy, Finance, and Growth

Kevin Williams, The University of the West Indies

Examining Social Structure Through Quantum Mechanics and Neuroscience: An

Alternative Approach to Social Change in Our Holographic Universe

Michael Ortiz, Kingsborough Community College

Kazakhstan: Nomads and Eagle Hunters Meet Modern Management Tools and

Technologies

Jay Nathan, St. John's University

Making of 21st Century World Order: Supremacy of National Interest

Saleem Khan, Bloomsburg University

Sunday May 25

Session 12 *Understanding Africa I*

10:45 AM -12:00 PM Trelawny Room

Session Chair:

George Agbango, Bloomsburg University

Political Ethnicity and Conflict Management in Africa's Union Government

E. Ike Udogu, Appalachian State University

Psychological Contract Formation: The Influence of Demographic Effects

Sam Adams, Ghana Institute of Management and Public Administration

Determinants of Voting Behaviour in Ghana

Kingsley Agomor, Ghana Institute of Management and Public Administration

From Ethnocide to Democracy: Comparative Analyses of the Political, Social, and

Economic Progress in Post-Civil War Rwanda and Liberia

George Agbango, Bloomsburg University

Luncheon Break

12:00 PM-1:30 PM

Session 13

How Does Globalization Affect Health?

1:30 PM -2:45 PM Port Antonio Room

Session Chair:

Ivor L Livingston, Howard University

Exploring the Globalization, Stress and Cancer- Relationship. A Selected Focus on Sub-Saharan Africa

Ivor L Livingston, Howard University

Tarigah Nuriddin, Howard University

Jane Otado, Howard University Hospital

Jonathan Butler, Howard University

How Does Evolutionary Origin and Arousal Modulate Visual Search in the Mirror Of Anxiety?

András Norbert Zsidó, University of Pécs, Hungary

Anita Deák, University of Pécs, Hungary

László Bernáth, Eötvös Lóránd University, Hungary

Mechanisms of Sarcopenic Obesity: The Role of Body Composition in the Development of

Age-Related Peptidergic Regulatory Changes(with Nóra Füredi and Ildikó Rostás)

Alexandra Mikó, University of Pécs

Motivation, Learning and Dopamine: Neurophysiological and Psychological Aspects

László Péczely, University of Pécs

Rich Laos, Poor Laos: The Effects of Globalization and Health Spending in Laos

Khamphady Keovongsa, Brigham Young University

Sunday May 25

Session 14

Globalization and Higher Education

1:30 PM -2:45 PM Falmouth Room

Session Chair:

Richard G. Cummings, University of Wisconsin-Whitewater

A Cross-Country Exploration of Factors Contributing to Problem-Solving and Avoidance

Ming-hui Li, St. John's University

Bridging the Divide between Domestic and Global Affairs in Political Science Education

Sarah Wheeler, Indiana University of Pennsylvania

Ethical Issues in Education Marketing

Shreekant G. Joag, St. John's University

Sreedhar Kavil, St. John's University

Global Response to Natural Disaster: Reality, Theories, and Campus Response

Richard G. Cummings, University of Wisconsin-Whitewate

Peter J. Longo, University of Nebraska-Kearney

Session 15 Understanding Africa II

1:30 PM -2:45 PM Trelawny Roon

Session Chair:

Sam Adams, Ghana Institute of management and Public Administration

The Digital Divide and the Brain Drain in Africa
George Agbango, Bloomsburg University
External Debt and Economic Growth in Ghana
Sam Adams, Ghana Institute of Management and Public Administration

Coffee Break 2:45-3:15

Sunday May 25 Session 16

Life Style Issues in Aging

3:15 PM-4:30 PM Port Antonio Room

Presiding

James H. Huber, Bloomsburg University, Pennsylvania USA

Africa

Asia

Keumhye Park, Seoul, Korea

Caribbean

Geoffrey Palmer, Bowie State University, Maryland USA

Europe

Virag Rab, University of Pécs, Pécs Hungary

USA

Fred Miller, Geisinger Medical Center, Pennsylvania USA

USA

Thaddeus Piotrowski, Bloomsburg University-Emeritus, Pennysylvania USA

Session 17

Contemporary Issues in Higher Education

3:15 PM-4:30 PM Falmouth Room

Session Chair:

James C. Pomfret, Bloomsburg University

Introducing STEM into a Cross Gender and Cross Culture Middle School Summer Camp Program

John Baldi, St. John's University

Improving Graduation Rates for African American and Latino Students at Public Institutions

Rita Smith-Wade-El, Millersville University Ismail Smith-Wade-El, Millersville University

Relationship of Mobile Phone usage and GPA among the undergraduate students at the University of the West Indies - Mona Campus

Tashfeen Ahmad. University of the West Indies-MONA

Simulation Exercises to Reinforce the Foundations of Statistical Thinking in Online Classes

Simcha Pollack, St. John's University

The Role(s) of Students

Eszter Barna, University of Pécs

Sunday May 25

Session 18

Roundtable
All welcome to participate!

The Legacy of Nelson Mandela

3:15 PM-4:30 PM Falmouth Room

Discussion Leader George Agbango

Sunday May 25

4:30 PM-5:30 PM

Port Antonio Room

Annual Business Meeting and Election of Officers

Sunday May 25

7:30 PM-9:30 PM

Hanover Ball Room

Global Awards Banquet and Recogniton of Elected Officers

Monday May 26

9:00 AM-2:00 PM

Field Experience
Johns Hall Exploration
(by reservation only)

Travel Grant Scholarship Awardees

The Global Awareness Society International is happy to announce the recipients of this year's scholarships to young faculty members and students presenting papers. These awards are made possible by the generosity of the members of the Society and, in particular by, Mr. Kee. H. Lee of the Crown Products Company, the family of Leland Stanford McKeeman, and the Roh family.

Kee H. Lee-Crown Products Scholarship

Faculty Award: Edward Akoto, Henderson State University, *Politics of Guns, Weapons and War: The Role of the Clergy of the Religions of the World*

The Dr. and Mrs. Chang S. Roh and Family Global Awareness Scholarship

Faculty Award: Eunice Akoto, Henderson State University, Religious Orientation and Political Behavior: An Economic Risk View and the Global Economy

Faculty Award: David Magolis, Bloomsburg University, A Phenomenological Investigation of Social Networking Site Privacy Awareness through a Media Literacy Lens

Faculty Award: Nakul Kumar, Bloomsburg University, Incentives & Expectations: Relief, Recovery and Rehabilitation in the Post-Indian Ocean Tsunami Context

Student Award: Angela Addae, University of Arizona, Social Entrepreneurship: A Model for Development

Khamphady Keovongsa, Brigham Young University, Rich Laos, Poor Laos: The Effects of Globalization and Health Spending in Laos

Student Award: Ashley Steward, Arkansas State, Food Insecurity: Implications for Global Social Work and World Peace

Student Award: Gloria Enyondo: Millersville University, Perception and Attitude toward Hiring an Ex-Offender

The Leland Stanford McKeeman Scholarship

Faculty Award: Cynthia Karaffa, Carlow University, Promotion of Global Dialogue through the Performing Arts: The Artist as Citizen Diplomat

Faculty Award: Michael Ortiz, CUNY Kingsborough Community College, Examining Social Structure through Quantum Mechanics and Neuroscience: An Alternative Approach to Social Change in Our Holographic Universe

Student Award: Jenna Slater, Pitzer College, The Social Construction of Motherhood: Its Impact on Female Criminality and Incarceration

Author Index	Session Number	Time
Abdul Al, Houssam	Session 10	Sunday 10:45 AM
Adams, Sam	Session 15	Sunday 1:30 PM
Addae, Angela E.	Session 8	Sunday 9:00 AM
Addae, Isaac Y.	Session 9	Sunday 9:00 AM
Addae, Rejoice A.	Session 3	Saturday 1:30 PM
Addae, Rejoice A.	Session 9	Sunday 9:00 AM
Agbango, George	Session 10	Sunday 10:45 AM
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Kumar, Nakul	Session 8	Sunday 9:00 AM
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Madarász, Fanni	Session 2	Saturday 1:30 PM

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Mennerick, Lewis A.	Session 1	Saturday 1:30 PM
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Mikó, Alexandra	Session 13	Sunday 1:30 PM
Miller, Fred	Session 16	Sunday 3:15 PM
Miller, Joan	Session 2	Saturday 1:30 PM
Najafizadeh, Mehrangiz	Session 1	Saturday 1:30 PM
Nathan, Jay	Plenary Session	Saturday 10:30 AM
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Ned, Dina	Session 10	Sunday 10:45 AM
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Palmer, Geoffrey	Session 1	Saturday 1:30 PM
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Piotrowski, Thaddeus	Session 16	Sunday 3:15 PM
Pollack, Simcha	Session 17	Sunday 3:15 PM
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Williams, Kevin Williams, Mary	Session 11 Session 9	Sunday 10:45 AM
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Zsidá Andras	Socian 12	Sunday 1:20 DM
Zsidó, Andras	Session 13	Sunday 1:30 PM

Requirements for Submitting Papers for the 2014 Proceedings

The Global Awareness Society International will publish 2014 Conference Proceedings in ONLINE format. All papers presented at the 23rd annual conference in Montego Bay Jamaica are eligible for publication.

- 1. Only papers presented at the 23rd Annual Conference will be considered for publication in the *Conference Proceedings*. The editor reserves the right to select only those papers and to review them for appropriate content and format.
- 2. Papers MUST be submitted by August 30, 2014.
- 3. Papers **MUST** be submitted by email to Dr. James C. Pomfret, Executive Director and *Proceedings Editor* with **GASI 2014 Proceedings** in the subject area.
- 4. Authors should keep length to approximately 12 pages.
- 5. Papers should be submitted as **MS Word files**. Papers may not be submitted as PDF files.
- 6. Pages should be formatted with 1" margins, right, left, top, and bottom. These are based on the standard 8.5" x 11" paper used in the U.S. Please adjust if a different paper size is used.
- 7. Font should be 12 point Arial with 1.5 line spacing. Titles, headings, and subheadings should be in the same font.
- 8. Graphs, tables, and diagrams must properly formatted and be incorporated within the formatted text. **No title page should be included**.
- 9. The title, author, author's professional affiliation, and author's email address should appear centered at the top of the first page followed by the beginning of the article. The title should be written in Title Case, (also known as Headline Style or Up Style) which is defined by the rule, "Capitalize the first and last words of the title and all nouns, pronouns, adjectives, verbs, adverbs, and subordinating conjunctions (if, because, as, that, and so on)e.g. "Rules for Capitalizing the Words in a Title".
- 10. An abstract or key words list may be included at the author's discretion.
- 11. Questions concerning Proceedings Papers may be addressed to: Dr. James C. Pomfret <u>gasi@bloomu.edu</u>, Global Awareness Society International, Bloomsburg University, Bloomsburg, PA 17815. 570-389-5177.
- 12. All papers will be reviewed for eligibility, format, and content.

Authors should also consider submitting papers to the peer reviewed journal, *The Journal of Global Awareness*, which is published annually as a traditional print publication. For more information contact editor Dr. Jay Nathan, St. John's University, nathanj@stjohns.edu . For submission guidelines for JGA, go to

http://orgs.bloomu.edu/gasi/GASI_Journal%20of%20Global%20Awareness_Editorial%20Policy_April_23_2008.pdf

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