



**New York Local Section Administration Form 2018**

Local Section Administration Form - Governance	
1. How many times did the executive committee conduct governance business during 2018?*	12
2. How many members were there in the executive committee during 2018?*	5
3. How did the executive committee communicate with one another during 2018?*(Check all that apply.)	<input checked="" type="checkbox"/> Email <input checked="" type="checkbox"/> Teleconference <input type="checkbox"/> ACS Network <input checked="" type="checkbox"/> Other - text messages, phone calls
4. What percentage of your councilors were in official attendance at the Spring and Fall ACS Council meetings?*	100%
5. Did a member of your local section attend the Local Section Leaders Track at the 2018 ACS Leadership Institute?*	<input checked="" type="radio"/> Yes <input type="radio"/> No
6. Did your local section have a succession and/or leadership development plan during 2018?*	<input checked="" type="radio"/> Yes <input type="radio"/> No
7. How did your local section identify future leaders and get them into the leadership pipeline during 2018?*(Check all that apply.)	<input checked="" type="checkbox"/> Self-nomination <input checked="" type="checkbox"/> Solicitation or advertising <input checked="" type="checkbox"/> Identify active committee members <input type="checkbox"/> Formal leadership training <input checked="" type="checkbox"/> Long term plan <input checked="" type="checkbox"/> Outreach to new members <input checked="" type="checkbox"/> Arm-twisting <input checked="" type="checkbox"/> Other - Offer Director at Large Positions
8. Did your local section conduct an officer election during 2018? *	<input checked="" type="radio"/> Yes <input type="radio"/> No
9. Did your local section conduct its elections electronically during 2018?*	<input checked="" type="radio"/> Yes <input type="radio"/> No
9a. If the response to 9 (above question) is Yes, please list what tool you used to conduct elections.*	SurveyMonkey.com
10. How many members voted in your local section officer election in 2018?*	416
Questions 11-13 provide the opportunity for your section's leadership to communicate successes, challenges, goals, and progress towards meeting those goals. We want to hear from you! Please use the required comment boxes to share your thoughts about your section. In questions 12 and 13, do not feel limited by having spaces indicated for the top three goals. Other goals can be added in the comment box if needed.	

11. 2018 Chair's report: Please provide a narrative of the past year's activity/successes/challenges:\*

The Mission Statement for the New York Section is that we will be a forum for the exchange of ideas, knowledge and experiences among those interested in the Chemical Sciences in ways that promote individual and professional excellence in the Chemical Community. This theme permeates our activities and informs our planning. The New York Section of the American Chemical Society (NY ACS) is justifiably proud of the long-standing traditions established throughout the 127-year history of the NY ACS as well as the dedication to change as needed to better serve our members.

We offer a variety of opportunities for our members to participate in technical and social activities. In 2018 we had 4 active Subsections - Brooklyn (1 event), Hudson-Bergen (2 event), Long Island (7 events), and Westchester (10 events). 11 active Topical Discussion Groups - Analytical (1 event), Biochemical (7 events), Chemical Marketing and Economics (11 events), High School Teachers (7 events), Inorganic and Organometallic (1 event), Metrowomen Chemists (1 event), Microwave (2 events), Nanoscience (3 events), Organic (1 event), Senior Chemists (1 event), and Younger Chemists (3 events). Governing the NY ACS requires 11 active Executive Committees, and 2 active Coordinating Committees (Eastern Analytical Symposium and MARM Steering).

In addition, professional development opportunities are presented. The ACS Leadership Institute course on Strategic Planning was offered to all members of the Board of Directors, Topic Group and Subsection chairs. The Younger Chemists Committee had workshops on building a personal brand and networking for early career professionals.

In addition to the activities above, we participate in the governance of scientific societies like the ACS and the Eastern Analytical Symposium and recognize excellence through award processes. All Councilors from the NY ACS participated at both the Spring and Fall national meetings. And 22 New York Section members serve on 19 different National ACS Committees.

One of the premier events of the NY ACS is the William H. Nichols Medal Distinguished Symposium and Award Dinner. The Nichols Medal Award was established in 1902 by Dr. William H. Nichols to honor a chemical scientist for outstanding original research and was first awarded in 1903. 220 scientists, students, and guests attended this event in 2018. Another premier event is the Annual Leadership Awards by the New York Local Section's Chemical Marketing & Economics Topical Group. 235 scientists, business leaders, and students (including high school students) had the opportunity to not only listen to the awardees, but interact with them at the reception. The Sectionwide Conference provides an opportunity to recognize those volunteers who have made major contributions to the success of the NY ACS through the Outstanding Service Award. 75 members and guests (which included high school Project SEED students with poster displays) participated.

One of the highest honors that the ACS can assign is the designation as an ACS Fellow. In 2018, 3 of the 5 nominations from the NY ACS received this honor. NY ACS members received 2 of the 5 regional awards at the 2018 MARM (Volunteer Service and Advancing Diversity in the Chemical Sciences).

We promote excellence in society primarily through out public outreach, both national and international, and our commitment to the next generation of scientists through educational activities. The recent "Reaching Students with Disabilities" is an excellent example of this activity. This day-long symposium featured 11 speakers presenting 12 talks. 52 people attended live, but 72 national and international institutions were represented among the registrants for remote access viewing. Another outstanding event is the Chemists Celebrate Earth Week Seminar and Parade. 225 participants (including middle school students) from 25 different institutions were informed about environmental challenges in the ocean, and then participated in a march across the Brooklyn

	<p>Bridge to raise awareness of these challenges.</p> <p>The NY ACS has several significant activities for middle school and high school students. The High School Teacher Topical Group met 7 times. 334 students registered for the US National Chemistry Olympiad, 18 went on to take the National Exam, and 1 earned high honors and 7 earned honors. 30 students from 4 different high schools presented 17 posters at the 2018 Chemagination. The 2018 National Chemistry Week Chemistry Spectacular had 24 prestigious colleges, universities, industries, business centers, and nonprofit organizations participate through 380 volunteers to serve 1600 attendees! One of the most significant activities is through Project Seed. The NY section had 20 SEED 2 and 26 SEED 1 participants. All the NY SEED senior students were accepted to college all are pursuing careers in the STEM fields.</p> <p>The NY ACS also supports many activities for college level students. The premier event is the Undergraduate Research Symposium. This event provides an opportunity for undergraduate students to present their original research findings. 256 people attended in 2018, 137 abstracts were submitted by students from 27 different universities and colleges. Many of the premier events of the NY ACS like the William H. Nichols Medal Distinguished Symposium and Award Dinner or the CM&amp;E Annual Leadership Awards have a significant undergraduate presence.</p> <p>The NY Section maintains an active social media presence. Facebook followers increased from 386 (1/1/2018) to 532 (1/1/2019) a 37.8% year over year increase! A typical day is about 2.5 views on Facebook with spikes around important NY ACS events like the Nichols (10 views/day), URS (9 views/day), NCW (20 views/day), and the Disability Symposium (120 views/day). The NY ACS website typically has 16 users/day (1 min 22 sec on average); 97 a week, 408 a month with spikes up to 71 users/day, with Tuesday 3-4 pm as most popular time (25 users). There were two livestream events, the Sectionwide (77 viewers) and the Disability Symposium (159 views).</p> <p>The biggest challenge facing the NY ACS is a limited engagement with young professionals. A concern is that competing professional organizations may be offering better programming in this area. However, the Younger Chemists Committee has recently been reformed, and they are energetically seeking out ways to engage this demographic. The YCC held 3 events in 2018, with both a professional development focus and social networking, and they maintain an active social media presence. Another challenge facing the NY ACS is continuing to support programming at the same level as in the past with decreased or flat income. The leadership is committed to a fiscally responsible budget to ensure the continued level of excellence by the NY ACS for the next 127 years.</p>
12. 2019 Chair's goals for the Section	
a. Please list your top 3 goals:	Promote an inclusive atmosphere-increase participation of all chemists and non-chemists in events
	Train the new ACS leaders. Include younger chemists/students in the board of ACS New York Section. Solicit new ideas and opinions of the groups to improve service to members, current and new
b. What are your concerns and challenges?*	<ol style="list-style-type: none"> <li>1. Diminishing donations for ACS events</li> <li>2. Limited relationship with industry</li> <li>3. Limited presence of young chemists, students and non-academics in leadership positions</li> </ol>
13. 2019 Chair-Elect's goals for the Section	
a. Please list your top 3 goals:	Increase involvement -more members attending meetings conferences, perhaps mixers or social events
	<p>Increase publicity/awareness of all the events going on in the section by bi-monthly email blasts.</p> <p>Increase membership.</p>

b. What are your concerns and challenges?*	1) Continuity - it seems like NY ACS runs very smoothly because many folks have been working hard for many years. But when they leave....  Composition of membership - I don't know what % of the members are from academia, industry or government - but everything seems skewed towards academia. As an academic I think it would be very useful to have more input and involvement from the members that are working in industry.
14. Does the Local Section have a Vision and/or Mission Statement?*	<input checked="" type="radio"/> Yes <input type="radio"/> No
15. What was the date of the last Local Section strategic planning session?*	04/21/2018

Local Section Administration Form - Organization

1. Did your local section have active coordinators for the following?*	<input checked="" type="radio"/> Yes <input type="radio"/> No																																																																								
a. If the response to 1 (above question) is YES, please select the activity and enter the coordinators name.	<table border="0"> <tr><td><input checked="" type="checkbox"/></td><td>Awards</td><td>Stephen Goldberg</td></tr> <tr><td><input checked="" type="checkbox"/></td><td>Budget/Finance</td><td>Joseph Serafin</td></tr> <tr><td><input checked="" type="checkbox"/></td><td>Career assistance/Employment</td><td>Hessy Taft</td></tr> <tr><td><input checked="" type="checkbox"/></td><td>Chemistry Olympiad</td><td>Stephen Goldberg</td></tr> <tr><td><input checked="" type="checkbox"/></td><td>Community Activities</td><td>Robert Nolan</td></tr> <tr><td><input checked="" type="checkbox"/></td><td>Continuing Education</td><td>Neil Jespersen</td></tr> <tr><td><input checked="" type="checkbox"/></td><td>Educational</td><td>Alison Hyslop</td></tr> <tr><td><input type="checkbox"/></td><td>EHS</td><td></td></tr> <tr><td><input checked="" type="checkbox"/></td><td>Environmental</td><td>Yelda Hangun-Balkir</td></tr> <tr><td><input checked="" type="checkbox"/></td><td>Government Affairs</td><td>Richard Rosso</td></tr> <tr><td><input checked="" type="checkbox"/></td><td>Industry Relations</td><td>Yosra Badei and Joseph Farco</td></tr> <tr><td><input checked="" type="checkbox"/></td><td>Strategic Planning</td><td>Brian Gibney</td></tr> <tr><td><input checked="" type="checkbox"/></td><td>Membership/Membership Retention</td><td>Neil Jespersen</td></tr> <tr><td><input type="checkbox"/></td><td>Mentoring</td><td></td></tr> <tr><td><input type="checkbox"/></td><td>Minority Affairs</td><td></td></tr> <tr><td><input checked="" type="checkbox"/></td><td>Newsletter/Publications</td><td>Neil Jespersen and Frank Romano</td></tr> <tr><td><input checked="" type="checkbox"/></td><td>Nominations</td><td>Dr. Justyna Widera-Kalinowska</td></tr> <tr><td><input checked="" type="checkbox"/></td><td>Professional Relations</td><td>Hessy Taft</td></tr> <tr><td><input checked="" type="checkbox"/></td><td>Project SEED</td><td>Nadia Makar</td></tr> <tr><td><input checked="" type="checkbox"/></td><td>Public Relations</td><td>Robert Nolan</td></tr> <tr><td><input checked="" type="checkbox"/></td><td>Senior Chemists</td><td>Frank Romano</td></tr> <tr><td><input checked="" type="checkbox"/></td><td>Women Chemists</td><td>Rita Upmacis</td></tr> <tr><td><input checked="" type="checkbox"/></td><td>Younger Chemists</td><td>Joseph Wiener</td></tr> <tr><td><input checked="" type="checkbox"/></td><td>Other</td><td>Chemagination - Aaron Muth Nichols Medal Jury - Paris Svoronos Student Members - Paul Sideris National Chemistry Week - Ping Furlan</td></tr> </table>	<input checked="" type="checkbox"/>	Awards	Stephen Goldberg	<input checked="" type="checkbox"/>	Budget/Finance	Joseph Serafin	<input checked="" type="checkbox"/>	Career assistance/Employment	Hessy Taft	<input checked="" type="checkbox"/>	Chemistry Olympiad	Stephen Goldberg	<input checked="" type="checkbox"/>	Community Activities	Robert Nolan	<input checked="" type="checkbox"/>	Continuing Education	Neil Jespersen	<input checked="" type="checkbox"/>	Educational	Alison Hyslop	<input type="checkbox"/>	EHS		<input checked="" type="checkbox"/>	Environmental	Yelda Hangun-Balkir	<input checked="" type="checkbox"/>	Government Affairs	Richard Rosso	<input checked="" type="checkbox"/>	Industry Relations	Yosra Badei and Joseph Farco	<input checked="" type="checkbox"/>	Strategic Planning	Brian Gibney	<input checked="" type="checkbox"/>	Membership/Membership Retention	Neil Jespersen	<input type="checkbox"/>	Mentoring		<input type="checkbox"/>	Minority Affairs		<input checked="" type="checkbox"/>	Newsletter/Publications	Neil Jespersen and Frank Romano	<input checked="" type="checkbox"/>	Nominations	Dr. Justyna Widera-Kalinowska	<input checked="" type="checkbox"/>	Professional Relations	Hessy Taft	<input checked="" type="checkbox"/>	Project SEED	Nadia Makar	<input checked="" type="checkbox"/>	Public Relations	Robert Nolan	<input checked="" type="checkbox"/>	Senior Chemists	Frank Romano	<input checked="" type="checkbox"/>	Women Chemists	Rita Upmacis	<input checked="" type="checkbox"/>	Younger Chemists	Joseph Wiener	<input checked="" type="checkbox"/>	Other	Chemagination - Aaron Muth Nichols Medal Jury - Paris Svoronos Student Members - Paul Sideris National Chemistry Week - Ping Furlan
<input checked="" type="checkbox"/>	Awards	Stephen Goldberg																																																																							
<input checked="" type="checkbox"/>	Budget/Finance	Joseph Serafin																																																																							
<input checked="" type="checkbox"/>	Career assistance/Employment	Hessy Taft																																																																							
<input checked="" type="checkbox"/>	Chemistry Olympiad	Stephen Goldberg																																																																							
<input checked="" type="checkbox"/>	Community Activities	Robert Nolan																																																																							
<input checked="" type="checkbox"/>	Continuing Education	Neil Jespersen																																																																							
<input checked="" type="checkbox"/>	Educational	Alison Hyslop																																																																							
<input type="checkbox"/>	EHS																																																																								
<input checked="" type="checkbox"/>	Environmental	Yelda Hangun-Balkir																																																																							
<input checked="" type="checkbox"/>	Government Affairs	Richard Rosso																																																																							
<input checked="" type="checkbox"/>	Industry Relations	Yosra Badei and Joseph Farco																																																																							
<input checked="" type="checkbox"/>	Strategic Planning	Brian Gibney																																																																							
<input checked="" type="checkbox"/>	Membership/Membership Retention	Neil Jespersen																																																																							
<input type="checkbox"/>	Mentoring																																																																								
<input type="checkbox"/>	Minority Affairs																																																																								
<input checked="" type="checkbox"/>	Newsletter/Publications	Neil Jespersen and Frank Romano																																																																							
<input checked="" type="checkbox"/>	Nominations	Dr. Justyna Widera-Kalinowska																																																																							
<input checked="" type="checkbox"/>	Professional Relations	Hessy Taft																																																																							
<input checked="" type="checkbox"/>	Project SEED	Nadia Makar																																																																							
<input checked="" type="checkbox"/>	Public Relations	Robert Nolan																																																																							
<input checked="" type="checkbox"/>	Senior Chemists	Frank Romano																																																																							
<input checked="" type="checkbox"/>	Women Chemists	Rita Upmacis																																																																							
<input checked="" type="checkbox"/>	Younger Chemists	Joseph Wiener																																																																							
<input checked="" type="checkbox"/>	Other	Chemagination - Aaron Muth Nichols Medal Jury - Paris Svoronos Student Members - Paul Sideris National Chemistry Week - Ping Furlan																																																																							
2. How many subsections were active in your local section during 2018?*	4																																																																								
3. How many subsection meetings were held by your local section during 2018?*	25																																																																								
4. How many topical groups were active in your local section during 2018?*	11																																																																								
5. How many topical group meetings were held in your local section during 2018?*	36																																																																								
6. Did your local section support (financial or otherwise) an existing Technician Affiliate Group (TAG) during 2018?*	<input type="radio"/> Yes <input checked="" type="radio"/> No																																																																								

7. How many dues-paying affiliate members were in your local section during 2018?*	68
8. What was the approximate number of active volunteers in your local section during 2018?*	160
9. Please estimate the number of new volunteers in your local section during 2018?*	10
10. Please indicate all the ways that your local section recognized volunteers during 2018.* (Check all that apply.)	<input checked="" type="checkbox"/> Certificates <input checked="" type="checkbox"/> Awards <input checked="" type="checkbox"/> Letter to volunteer supervisor <input checked="" type="checkbox"/> Letter to volunteer <input checked="" type="checkbox"/> Recognition at an event <input checked="" type="checkbox"/> Recognition on web <input checked="" type="checkbox"/> Recognition in newsletter <input checked="" type="checkbox"/> Other - Nominations for Regional Awards

**Local Section Administration Form - Communications**

1. How many local section meetings were held during 2018?*	92
2. On average, how many members attended a local section meeting during 2018?*	45
3. How did Councilors report to your local section members about national ACS matters during 2018?*(Check all that apply.)	<input checked="" type="checkbox"/> At a section meeting <input checked="" type="checkbox"/> At an executive committee meeting <input type="checkbox"/> In the newsletter <input checked="" type="checkbox"/> On the local section web site <input checked="" type="checkbox"/> In an email <input type="checkbox"/> Other -
4. Did your local section have a representative on your Regional Meeting Board or Steering Committee during 2018?*	<input checked="" type="radio"/> Yes <input type="radio"/> No
5. How does the sections leadership communicate information to its members (including social media channels)?*	The New York Section utilized numerous avenues to communicate with its members in 2018. First and foremost was its excellent website that covers Section events, awards and the many activities of its 4 active subsections, 12 topical groups and 30 committees. It is updated monthly and as needed. Next, is the 10 monthly issues of our newsletter called The Indicator that can be accessed through <a href="http://www.theindicator.org">www.theindicator.org</a> or through the Section website. The listserv also has been an effective way of quickly reaching the very large membership and is used often for special announcements. The membership is enjoying the use of the Section's Facebook and LinkedIn links that display the events of the Section, along with some livestreaming on Facebook Live. Facebook posting privileges are available to all Board Members to increase diversity in content on the site to better reach our members.
5a How Often do these communications occur:	
5a1 Number of newsletters published:*	10
5a2 Number of meeting notices:*	120
6. What social media does your local section use? (If selected, please provide the link.)	<input checked="" type="checkbox"/> Facebook <a href="https://www.facebook.com/NewYorkACS/">https://www.facebook.com/NewYorkACS/</a> <input type="checkbox"/> Twitter <input type="checkbox"/> LinkedIn <input type="checkbox"/> Other
7. Did your local section have a website during 2018?*	<input checked="" type="radio"/> Yes <input type="radio"/> No
7a. If the answer to 7 (above question) is YES, what was the URL for your local section's website?	<a href="http://www.NewYorkACS.org">www.NewYorkACS.org</a>
8. Did your local section post its Annual Report on your website during 2018?*	<input checked="" type="radio"/> Yes <input type="radio"/> No

**Local Section Administration Form - Nomination**

1. Our Section would like to self-nominate for the Local	
--	--

Section Outstanding Performance Award.*	<input checked="" type="radio"/> Yes <input type="radio"/> No
<p>2. Please provide a summary self-nomination statement of 500-word or less. The summary statement should highlight local section's 2018 activities to support your nomination.</p>	<p>The Mission Statement for the New York Section is that we will be a forum for the exchange of ideas, knowledge and experiences among those interested in the Chemical Sciences in ways that promote individual and professional excellence in the Chemical Community. This theme permeates our activities and informs our planning. The New York Section of the American Chemical Society (NY ACS) is justifiably proud of the long-standing traditions established throughout the 127-year history of the NY ACS as well as the dedication to better serve our members through change as needed.</p> <p>We offer a wide variety of opportunities for our members to participate in technical and social activities. In 2018 we had 4 active Subsections (25 events) and 11 active Topical Discussion Groups (36 events) and at least 92 events. Governing the NY ACS requires 11 active Executive Committees, and 2 active Coordinating Committees. We actively participate in the governance of the ACS. All Councilors from the NY ACS participated at both the Spring and Fall national meetings. 22 NY ACS members serve on 19 different National ACS Committees.</p> <p>One of the premier events of the NY ACS is the William H. Nichols Medal Distinguished Symposium and Award Dinner. In 2018, 220 scientists, students, and guests attended this event. Another premier event is the Annual Leadership Awards by the New York Local Section's Chemical Marketing &amp; Economics Topical Group. 235 scientists, business leaders, and students (including high school students) had the opportunity to not only listen to the awardees, but interact with them at the reception. The Sectionwide Conference provides an opportunity to recognize those volunteers who have made major contributions through the Outstanding Service Award. 75 members and guests (which included high school Project SEED students with poster displays) participated. In 2018, 3 of the 5 nominations from the NY ACS for ACS Fellows were awarded this honor. NY ACS members received 2 of the 5 regional awards at the 2018 MARM (E. Ann Nalley Award for Volunteer Service and the Stanley Israel Award for Advancing Diversity in the Chemical Sciences).</p> <p>We promote excellence in society primarily through out public outreach, both national and international, and our commitment to the next generation of scientists through educational activities. Some of these activities include Project SEED, Chemistry Olympiad, Chemagination, or Research Poster Sessions. The recent "Reaching Students with Disabilities" is an excellent example of this activity. This day-long symposium featured 11 speakers presenting 12 talks. 52 people attended live, but 72 national and international institutions were represented among the registrants for remote access viewing.</p> <p>The NY Section maintains an active social media presence. Facebook followers increased from 386 (1/1/2018) to 532 (1/1/2019) a 37.8% year over year increase! A typical day is about 2.5 views on Facebook with spikes around important NY ACS events like the Nichols (10 views/day), URS (9 views/day), NCW (20 views/day) , and the Disability Symposium (120 views/day). There were two livestream events, the Sectionwide (77 viewers) and the Disability Symposium (159 views).</p>

Local Section Administration Form - Supporting Materials

File Name	File Size	Brief Description
ROSTERBOOK2018.doc	0.06 MB	NY Section 2018 Roster of Volunteers
2018 SECTIONWIDE CONFERENCE.docx	0.29 MB	Sectionwide Conference Jan 2018
Nichols 2018 Summary.docx	0.32 MB	William H. Nichols Medal Events 2018
Nichols 2018 Group Photo.jpg	0.55 MB	Nichols 2018 Photo
URS Final Report 2018.doc	0.22 MB	Undergraduate Research Symposium 2018

2018 URS Group Photo.jpg	0.66 MB	URS Researchers and Faculty 2018
Project SEED Summary for 2018.docx	0.31 MB	Project SEED 2018
Chemagination 2018 Report.docx	0.07 MB	Chemagination 2018
Nichols Teacher 2018 OBrien.docx	0.02 MB	Nichols H. S. Teachers Award 2018
Reaching Students with Disabilities 2018.docx	0.32 MB	Reaching Students with Disabilities
Fellows Committee Report 2018.pdf	0.11 MB	ACS Fellows Report 2018
2nd ACS NASA Rep Aug.pdf	1.85 MB	2nd ACS NASA Event
CCEW 2018 Report.docx	0.3 MB	Chemists Celebrate Earth Day 2018
2018 Annual Report of LIACS.pdf	0.42 MB	L. I. Subsection Awards and Contests
L.I. 2018 Student Awardees.JPG	0.98 MB	Long Island Subsection Awards Group
WCS 2018 Activities.docx	4.74 MB	Westchester Subsection Awards and Talks
2018_TG and Subsection Events List.xlsx	0.02 MB	A list of subsection and TG 2018 events

## Local Section Administration Form - Approval

Comments

 Approved & Submit for Review

Alison Hyslop

02/15/2019

*This form has been submitted for your approval. Please review each tab for completeness and accuracy, make any necessary edits, and save all changes before approving this form. After the form is approved, it will be submitted for review. The approved form will be placed in read only mode and no additional edits will be allowed. Your approval will submit this form as part of your official annual report to ACS.*

## Local Section Administration Form - Reasons for Return

**Approver Return Comments****Contributor Return Comments**

--- END OF REPORT ---