A New Way to Prevent Bullying

Lincoln Middle School is looking for a new way to prevent bullying. A $12,374 grant given to Millersville University: South Central PaARTners from the Pennsylvania Council on the Arts (PCA) makes this possible. Millersville’s Barry Kornhauser, director of the Millersville’s Family Arts Collaborative and Lancaster-based book artist Mimi Shapiro will conduct a multi-disciplinary residency program at the middle school that uses photography, book arts and theater to facilitate an in-depth exploration of the topic of bullying.

The residency will begin on November 11 and run through April 2014.

The artists will be working with students for a combined total of 60 days. “I think one of the best ways to reduce bullying behaviors is to build empathy skills, and the arts, particularly theater, help do that very well,” said Kornhauser.

Students will begin by taking photographs that reflect their experience and understanding of bullying. Working with Shapiro, the students will use the photographs to create individual books, as well as a single collaborative book. Kornhauser will then assist with turning the collaborative book into a dramatic presentation, teaching the students to work “from page to stage.”

Under the guidance of social work professors Dr. Karen Rice and Dr. Heather Girvin, MU social work students will conduct an assessment of the program’s impact on the Lincoln Middle School students’ attitudes and behaviors regarding bullying.

“We’re grateful to have received this grant. It gives the students at Lincoln Middle School access to a transformational artistic experience that the traditional classroom cannot provide. The assessment component will yield invaluable information regarding the impact the arts have on student learning and lives. It’s also a wonderful opportunity for MU social work students to gain important hands-on experience collecting and assessing data.” said Ty Clever, arts in education coordinator at Millersville University and director of South Central PaARTners.

Through its partnership with the PCA, Millersville University: South Central PaARTners provides quality arts experiences in the form of artist residencies to schools and nonprofit service agencies.

PCA is a state agency under the governor’s office. Its mission is to foster the excellence, diversity and vitality of the arts in Pennsylvania, and to broaden the availability and appreciation of those arts throughout the state.
Make it Happen at Millersville University

Friends, parents, students, employees and alumni of Millersville University are welcome to participate in the event “Make it Happen: 109 on 10/9” all day on Wednesday, October 9, 12 a.m. – 11:59 p.m., to help provide support for Millersville students and programs. This will be the first time Millersville will use social media for a fundraising campaign.

Make it Happen is an online-based fundraising event that encourages friends and alumni of Millersville University to come together, support the University and its programs, and help Millersville receive a challenge gift of $10,000. The goal of Make it Happen is to help raise money for programs across Millersville University, including athletic teams, the Ware & Winter Centers, academic and student programs, and the University’s Impact Fund, which helps provide scholarship assistance where needed most across the University.

“We also want to reach 109 donors on October 9, which will break the school’s one-day giving record and ensure a $10,000 challenge gift from a friend of the University,” said Alice McMurry, director of annual giving at Millersville University.

The event will be taking place online on Millersville University’s Facebook and Twitter pages, as well as at www.mville.us/makeithappen. Potential sponsors can make a gift online at www.mville.us/give2mu or can drop off a donation at the Duncan Alumni House on campus. There will also be a giving kiosk at the Ware Center, which is located at 42 N. Prince St in Lancaster.

There is a $10 minimum donation amount and contributions are entirely tax deductible.

For additional information, contact givetomu@millersville.edu or call 717-872-3820.

Strategic Planning Process in Full Swing

At Convocation, Dr. John Anderson announced that the University is in the midst of a self-examination that will produce a new strategic plan to serve as the roadmap for where we want to go as a nationally-recognized, comprehensive public university and how we want to get to that desired place. The Strategic Planning Steering Committee has been charged to develop the plan...
with an updated mission and a new vision, a delineation and affirmation of our core values, as well as new goals and the strategies to achieve those goals.

“The strategic planning process continues to gain momentum as the steering committee completes its first month of intensive effort,” said Dr. Laurie Hanich, co-chair of the committee. “We are now asking for input from the campus community on our efforts to date, as well as having interested people join our working groups.”

The committee, composed of faculty, students and staff, met three times and held several mini-retreats in September. During these extensive discussions, the members referenced market research and campus responses to the two polls: “What makes Millersville Special?” and “Trends in Higher Education.” Poll results may be found on the strategic planning website. The steering committee worked on developing initial drafts of the mission and vision statements, which will be vetted by the University community, as well as themes for new goals. You may share your input in several ways—through open forums, online forms and suggestion boxes located around campus. The boxes will be in the following locations:

1. Anchor
2. Cove
3. Grille
4. Library Circulation Desk
5. SMC Galley
6. Starbucks in Library

Or, share your feedback directly with committee members, who will serve as liaisons between the campus community and steering committee. Input from all of these sources and more will be considered and used to create the next versions of these key elements to our new strategic plan.

Open forums will be held in the library:

1. October 7, 2013, 3:30 - 4:30 p.m., Garden Room (Room 117)
2. October 11, 2013, 1 - 2 p.m., Room 106

In the near future, working groups of six to eight members will be developed and charged with refining goals and recommending prioritized strategizes. To join a working group, please choose two to three areas of expertise or interest by completing the form. The planning leadership team will do their best to match goal themes to individual’s expertise and interest.
A draft plan is expected to share with the campus community. It will then be sent to President Anderson and the cabinet to review and prepare for endorsement by the Council of Trustees (COT). Once the final document is endorsed by the COT, the plan will be implemented by cabinet members through action plans.

**Hazlett Appointed Vice President of Enrollment Management**

President John Anderson announced that after a nationwide search, Brian Hazlett has been appointed Millersville University’s vice president for enrollment management. Hazlett, who had served as interim associate vice provost for enrollment management at Millersville, began the cabinet-level position on September 21.

“Brian has a proven record of success in admissions and enrollment management, and I am confident that he will provide outstanding leadership to the University,” said Anderson. “Working with the outcomes from the Strategic Planning Commission, he will guide the implementation of the plan, focusing on student recruitment, identifying new markets, reconsidering the mix of students we serve and enhancing student retention.”

Hazlett arrived on campus in February with more than 16 years of experience, working in both undergraduate and graduate admissions at three different institutions in the public and private sectors. Prior to joining Millersville, Hazlett served as the assistant vice president/director of university admissions at Towson University. As a senior member of Towson’s enrollment management team, he was responsible for creating and directing the university’s strategic recruitment/marketing plan. Hazlett was able to develop targeted initiatives to increase the overall diversity of the incoming freshmen and transfer classes. During his tenure at Towson, he established a paperless environment, created an Office of University Admissions overseeing undergraduate and graduate operations, increased applications 16 percent and improved both the SAT and GPA profile of the freshman class while growing the incoming student populations. Hazlett started his career in admissions at Philadelphia University and then moved to serve as the director of recruitment at Binghamton University, State University of New York. As the director of recruitment at Binghamton, he was able to significantly increase the out-of-state, international and transfer student enrollments.

Hazlett has his bachelor’s degree from Saint Francis University of Pennsylvania and holds a master’s degree from Binghamton University, State University of New York. Hazlett resides in York, Pa., with his wife and daughters.
Lockey Lecture Welcomes Dr. Milton Chen

Author and educator, Dr. Milton Chen, will present the 2013 Anna Funk Lockey Lecture in Education at Millersville University on October 10. This event will be held at 7 p.m. in the Clair Performance Hall at the Winter Visual and Performing Arts Center.

Chen has been a leading figure in educational media for more than 20 years. He joined the George Lucas Educational Foundation as executive director in 1998, bringing new leadership to its mission of gathering and disseminating the most innovative models of K-12 teaching and learning in the digital age.

Chen has been a trustee of the Golden Gate National Parks Conservancy and was appointed by Interior Secretary Ken Salazar to the National Park System Advisory Board to advance its role in the Science, Technology, Engineering, and Mathematics (STEM) Education Coalition and humanities education. Chen also serves on the board of trustees for Sesame Workshop and is chairman of the Panasonic Foundation. His work has been honored by the Congressional Black Caucus, the Corporation for Public Broadcasting’s Fred Rogers Award, the Association of Educational Service Agencies and two Bay Area science centers: the Exploratorium and the Lawrence Hall of Science. Chen’s 2010 book, “Education Nation: Six Leading Edges of Innovation in our Schools,” was also selected as one of the 10 best education books by the American School Board Journal.

The event is open to the public. Tickets are free, but advanced reservations are required. Tickets may be reserved online at MUTicketsOnline.com, at the Student Memorial Center Ticket Office (Room 103, 21 S. George St., Millersville), by calling the Ticket Office at 717-872-3811 or at the Ware Center Box Office (42 N. Prince St., Lancaster). Ticket Offices are open Monday through Friday, 8 a.m. - 4:30 p.m.

Workshop Introduces New Evaluation System to Teachers

The Millersville University Art Education Program and the Pennsylvania Art Education Association will be co-hosting a workshop about the new teacher evaluation system on Saturday, October 5 from 9 a.m. – noon.

The workshop will focus on the development of student learning objectives (SLOs) for elective subject teachers. David Deitz, a consultant to the Pennsylvania Department of Education and lead on the Teacher Evaluation project, will be the
featured speaker. The workshop will also include elective subject teachers, who piloted the SLOs in their classrooms and will share their experiences.

This free event will take place in the Multipurpose Room of Stayer Hall. To register, or for more information, visit Art Education at Millersville.

**Former Millersville University Professor Fulfills Late Wife’s Dream**

After former Millersville University administrator and professor Dr. Richard Frerichs’ wife died in 2008, following a long, courageous battle with cancer, Frerichs set out to accomplish his wife’s dream of publishing her poems. Frerichs accomplished the dream in March with “Power of Hope: One Woman’s Journey Through Cancer.”

While enduring her second battle with cancer, Marsha Gullo Frerichs spent much of her time writing poetry, hoping one day that her poems would serve as an inspiration to others going through similar difficulties. Frerichs worked with Anthony Bladon of Altamesa Press, who helped guide him through the difficulties editing, and ultimately publishing the 161-page book.

“Marsha’s battle with cancer did not hinder her enthusiasm and passion for life, it inspired it. Her poems touch on a variety of subjects, from undergoing chemotherapy and blood work to hope and faith in God,” Frerichs said.

Below is an excerpt from her poem “The Prize Fighter” in which she compares her fight with cancer to a boxing match.

“But the truth is, you are alone in the ring
With the opponent. How much longer?
Everything is in slow motion.
You are exhausted.
You cannot wait to hear the final bell,
To see whose arm is raised in victory.
…But the fight continues.”

Richard Frerichs has remained involved with the University even after his retirement from his position as a professor in 2004. After holding such positions as chair of educational foundations,
director of education field experiences, dean of resident life and associate director of financial aid for the university, he is currently the president-elect of the Pennsylvania School Boards Association and a member of the school board for the Penn Manor School District.

Copies of “Power of Hope” can be purchased in the book store on campus and online via sites such as Amazon or Lulu, the book’s publisher.

CHEP, CHEP

The former Elise S. Shenk Wellness and Women’s Center has been renamed the Elsie S. Shenk Center for Health Education and Promotion (CHEP) starting in the fall 2013 semester. CHEP seeks to fulfill the educational mission of Millersville University through empowering students to make informed decisions and develop life-long skills that enhance their personal well being.

“The new name of CHEP was selected to best reflect the programming and services being offered by the former Wellness and Women’s Center, to keep up with current needs and best practices, and to ensure that it is evident that all students are included in our focus,” said Jayme Trogus, director of the center.

In addition to the renaming, the two separate peer education groups have been consolidated into one single group called peer educators. The peer educators will be specialized in one of five topics: alcohol and other drugs, mental health, nutrition/physical activity/body image, sexual responsibility/healthy relationships and sexual violence.

“We feel this will greatly improve the quality of our programming through preparing the peer educators as specialists in high risk behaviors, so that they can provide in-depth, updated content on an ongoing basis to the campus,” said Trogus.

CHEP will continue providing services out of the Montour House and will maintain its current telephone number (717-872-3841). Its new website is www.millersville.edu/chep.
Millersville Community Parade Seeks Volunteers

The Millersville Community Parade is looking for volunteers. Parade operations have dozens of positions available, including banner carriers, division assistants, street corner staff and more.

The 17th annual Millersville Community Parade, scheduled for Saturday, October 26, is an opportunity for you to give to the community in a memorable and enjoyable way. We’re inviting our community friends, including but not limited to local residents, businesses, church groups, Rotary and Sertoma groups, women’s clubs, high school students and Millersville University alumni, to participate in this parade that attracts 2,000+ participants and more than 5,000 spectators.

The parade route is two miles in length beginning at Penn Manor High School and ending past MU’s Student Memorial Center on James Street. Volunteers perform a variety of duties such as assisting with the line-up of entries, costumed characters, flyer distribution, supervising street intersections and answering questions of spectators. Volunteer service times vary depending on the assignment, but the average time on October 26 should not exceed 4-5 hours in the morning.

Special for 2013: We need 10 volunteers to wear inflatable costumes that contain an internal air blower. Participants must be at least 16 years old, 5 feet 8 inches tall and be in good physical condition.

All volunteers receive a free parade T-shirt, a free buffet luncheon immediately after the parade and the satisfaction of being a part of a special community event! Training will be held on Sunday evening, October 20, to prepare you to handle your assignment on parade day.

The Millersville Community Parade requires nearly 125 volunteers to run smoothly. This year’s parade is shaping up to be bigger than ever, so the need for a large number of volunteers is very important. Please share this with your colleagues or groups you participate in within the community or at work (you can bring a friend, too, or a family member; must be over age 16). To find out more about this parade, visit the website at http://parade.millersville.edu.

To volunteer your service to this year’s Millersville Community Parade, please contact Steve DiGiuseppe at Millersville University, 717-871-5627 before October 7, 2013 or email: mualumni@millersville.edu
Exchange
October 3, 2013

Need to Know

MEMORANDUM

TO: University Faculty
FROM: Vilas A. Prabhu
Provost and Vice President
for Academic Affairs
DATE: September 30, 2013

RE: PARTICIPATION OF FACULTY AND STUDENTS IN PRESIDENTIAL
INAUGURATION ACTIVITIES

The Inauguration of Dr. John M. Anderson as the 14th President of Millersville University will be held on Friday, October 25, at 2 p.m. in Pucillo Gymnasium. Details of the Inauguration are available at https://www.millersville.edu/specialevents/files/InaugurationInvitation.pdf.

After consultation with the co-chairs of the Inauguration Committee, I wish to inform you that all scheduled University activities, including classes, will continue to be held during the inauguration activities. However, you are encouraged to participate in this very special event, and to allow your students the opportunity to do so as well. Therefore, faculty who wish to process in regalia and/or attend any of the other activities or allow their students to participate in the inauguration activities may dismiss their classes that conflict with their attendance.

Need to Know

Dear Millersville University Community:

The 2012-2013 Millersville University Annual Campus Crime Report, also known as the Clery Report, is available for you to view at http://www.millersville.edu/police/police/stats.php under the Annual Reports of Campus Security section. The full annual report can also be viewed in print at the Millersville University Police Department, Student Affairs Office, Human Resources Office and Registrar’s Office.
The compilation and distribution of this report is mandated under the Student Right to Know and Campus Security Act of 1990. This law requires colleges and universities to disclose information about campus safety and security procedures and to provide statistics concerning the occurrence of a number of criminal offenses. In addition, the report must contain statements describing campus law enforcement policies and procedures, campus security education and prevention programs, drug and alcohol policies, sexual assault awareness programs, procedures for reporting sexual assaults and an overview of the campus judicial process.

The charts provided regarding criminal offenses reflect: a) all official reports filed for the Uniform Crime Report as reported by those agencies assigned significant responsibility for law enforcement; and b) anonymous reports from persons who have directly contacted or have been referred by faculty or staff at the University or by victim assistance programs.

The process of how this information is gathered and submitted on an annual bases is outlined under the Millersville University Police directive, Annual Campus Crime Procedure Policy, which can be located on the police department’s web page at http://www.millersville.edu/police/police/policies.php or in print at the Millersville University Police Department.

Any questions about the campus crime report or about campus safety in general can be addressed to Chief Pete Anders, Deputy Chief Howard Bauman, Lt. Art White or University Campus Patrol Officers Contact. The University Police recognize that campus safety is best achieved through active engagement with our students and the overall community and seek meaningful opportunities to work with students and campus groups.

Millersville University Police Department

10/3/13 Activities

Here are the faculty and staff activities for October 3, 2013.
Staff Activities

Changing the Way We See Color

Have you ever wondered why some butterflies’ wings display iridescent blue colors or why the bright blue changes to brown at large viewing angles? Millersville University professor, Dr. Natalia Dushkina, physics, in collaboration with Dr. Akhlesh Lakhtakia from Pennsylvania State University, have been researching the answers to questions like these through a new area of scientific research called bioinspiration and biomimicry. According to biomimicryinstitute.org, “biomimicry is a new discipline that studies nature’s best ideas and imitates them through designs and processes to solve human problems.”

In 1999, while working in Japan, Dushkina joined a small research community working on a concentrated area of biomimicry known as structural colors. She conducted research on the cosmetics application for L’Oreal, the world’s largest cosmetic company. Structural colors are produced by bio nanostructures, which contain no chemical substances. Simulating or reproducing such nanostructures can be used to produce paints and fabrics that do not fade with time and do not cause allergies. In 2000, after working six years in Japan, Dushkina moved to the U.S.A., leaving the structural colors project behind. She joined Millersville University in 2004 and focused on teaching but did not lose her interest in this area.

Still passionate about structural colors, Duskina lectures on the topic in several of her Millersville University courses and summer programs and also offers this topic to students for their senior research projects as a faculty mentor. Dushkina and Lakhtakia have partnered and contributed a chapter on structural colors to a professional book “Engineered Biomimicry,” which was published by Elsevier Inc. at the end of July, 2013. Dushkina has given several presentations on the topic. Millersville University also sends students to Lakhtakia’s doctoral program at Penn State University.

“Students need to know about biomimicry because it reflects real life. Biomimicry is applied in so many different ways, that there are new job opportunities developing every day,” said Dushkina. “It has been a lot of hard work, but in the end it is always rewarding.”

Lakhtakia will be visiting Millersville University for the Department of Physics seminar on Wednesday, October 23 at 4 p.m. To purchase a copy of Dushkina and co-author and editor Lakhtakia’s chapter contribution in “Engineered Biomimicry,” visit amazon.com.
Dr. Kendra Saunders, counseling and human development, participated in a panel presentation titled “Being an Advocate/Hero for Sexual Assault Victims: Best Practices across the PASSHE System” at the PASSHE Women’s Consortium Conference at Mansfield University.

Obituaries

Dorothy M. Polaski, 100, of Lancaster, Pa., died September 16. In 1967, she began employment at Millersville University as the Lyle Hall kitchen supervisor, retiring in 1978.

Dorothy C. “Dottie” McDermott, 86, died September 13. She retired in the late 1980s from Millersville University, where she worked as a registered nurse in the school infirmary.

Who Makes Millersville Special

Q: How long have you been teaching at Millersville University?
A: Thirteen years.

Q: Where are you originally from?
A: China (or 中國).

Q: What is your favorite class to teach? Why?
A: I like teaching TV I, an editing intensive course that focuses not only on useful technical skills, but also on artistic decisions and creations in the process of storytelling. I also like to teach TV II, which is an advanced course for our students to produce their portfolio pieces. As a scholar who also engages in traditional scholarship, I derive great joy from teaching intercultural communication, which is one of my research areas.
Q: What made you decide to become a professor?
A: I guess I had no choice. With a Ph.D. in communication, what else could and can you do? Actually, my wife would be a better person to answer this one. She often says: “No wonder you want to be a teacher, because just about anyone you meet, you will strike a conversation, blah, blah, blah, and before you know it, you are talking about education and how important it is to receive a good education!”

Q: How many documentaries have you directed? What are they about?
A: I have lost the exact count, probably around 20. The documentaries cover a diverse range of subjects such as lives of Chinese women, education, illegal immigration, illicit trade and multicultural issues. In the past 14 years, I have devoted my major efforts to the production of a series of films on international adoption.

Q: What is the focus of the film you are working on titled “Ricki’s Promise”?  
A: I’m sure the sightings of multicultural families in the U.S. are quite familiar to all of us. In the last two decades, American families have adopted about 100,000 Chinese children (predominantly girls). Almost without exception, these children have no knowledge of their birth parents or other biological information. As they come of age, the desire to know their past and connect with their roots gets ever stronger. Only several dozen are “lucky” enough to have found their birth families. “Ricki’s Promise” features the 18-year-old title character’s return to China to live with her birth family, to face her past and fears and to reflect upon her identity and choices.

Q: On average, how much time do you spend filming during the year?
A: Interestingly, I don’t spend much time filming. The real filming (field production portion) is relatively short for a given documentary. The bulk of time is devoted to preproduction (e.g., conducting research, developing funding strategies and making production schedules) and postproduction (e.g., reviewing footage, working on the script and editing the project). The entire process is extremely time-consuming and at times frustrating. It usually takes three to five years to complete a piece. Take “Ricki’s Promise,” for example. It is now the third year in the making. I probably spend somewhere between 600 to 1,000 hours a year (not counting countless dreams in which I felt I was also working on the project).

Q: How do you deal with a low budget for your films?
A: Independent filmmakers rely on a variety of resources to fund their projects. Over the years, I have been able—lucky enough—to cover my production expenses through small grants, donations, film sales and more painfully by “robbing my bank”—my own personal savings. It would be seriously remiss of me not to mention, in particular, the support I have received from Millersville University, in particular: from our faculty grants committee, from my deans (formerly Dr. John Short and now Dr. Diane Umble) and from my department chair and colleagues.

Q: What message are you trying to relay to adoptive parents?
A: In short, I want to help the adoptive community and the general public to understand who these children from China are and what unique issues they face as they construct and negotiate their identities. One such issue, for example, is that some of the adopted children were not
abandoned by their birth parents. Sadly, they were forced into orphanages as a result of China’s One-Child Policy, or were kidnapped and sold to orphanages for international adoption.

Q: What was it like to be able to take students with you to China to help film “Ricki’s Promise”?
A: Food is always big in Chinese culture, [I would ask them] “Chicken feet; give you five bucks if you eat them. Will you do it? How about a bite of the snake meat for 10 bucks; scorpion, huh, yummy, for 20 bucks?” That’s the crazy part. On a serious note, for my students, nothing can beat the experience of being immersed in a different culture and interacting with a different people, and at the same time honing their production skills. For my students, the production experience becomes a truly multicultural education and a transformative journey to global citizenry.

Q: How big of a role do students play in your films?
A: In the course of the production of a documentary, students play a variety of roles, such as assistant producers and directors, cinematographers and editors. Sometimes, they even serve as my “supervisors” to make sure I stay focused and on track! I feel profoundly blessed and privileged to have the opportunities to work with these talented and motivated students. As much as they learn from me, I’m also on the receiving end, being inspired and amazed by their creative ideas.

Q: What are you involved in on campus?
A: I usually get involved in two ways. One is through my participation in committee activities. Right now I serve on a number of committees including the President’s Commission on Cultural Diversity and Inclusion. The other is through my support to students working on various campus projects. In the spring semester, I supervised one group of five students who, in collaboration with the sociology and anthropology department, produced a promotional video for SWAN, a Lancaster-based nonprofit organization that provides free music education to kids whose parents are incarcerated. And in the fall semester, I’m supervising two students who are producing a series of short videos for the music department.

Q: What is your greatest accomplishment?
A: Receiving a Ph.D. It’s very special to me. I’m the first generation in my family to receive any kind of formal education. My parents didn’t go to school for a single day, and they remain illiterate to this day. They didn’t even comprehend what a doctorate is. I would explain to them: “It’s like a certificate that shows that you have reached the very top as far as education goes.” They would look at me in awe and with pride: “So, it’s like a king or an emperor, at the top?”

Q: What college(s) did you attend? What did you major in?
A: Yancheng Teachers College (China) for undergraduate majoring in English; Nanchang University (China) for a graduate program in world literature; Purdue University for a doctoral program in communication.

Q: Any life lessons you’ve learned?
A: I’ve learned some life lessons in a hard way—in a very hard way. A while back in China, due to my involvement in the 1989 Students’ Movement, I was kicked out of a doctoral program in
China, and for some time, I couldn’t find a decent job. I can still feel the pain of feeling ostracized by Chinese society. In general, I’m easygoing (sometimes comic) with a good temperament. Here is the proof: In our 23 years of marriage, my wife and I have never quarreled, not even once. However, when it’s a matter of principle, I can be very stubborn (and stupid), like Cervantes’s Don Quixote, or Hemingway’s Santiago. To this day, I still don’t have much patience for dishonesty or hypocrisy or various forms of discrimination. And I don’t mince words, either. (Isn’t it ironic for being a communication professor?) So, I still find myself in situations where I sometimes feel alienated and ostracized. Teaching my students and working on my films, with the love and support from my wonderful family and friends, however, helps me keep my sanity and maintain a positive outlook.