NORTH CAROLINA HONORS ASSOCIATION CONFERENCE

Honors: Leading the Pack in Inquiry, Discovery, and Creativity.

OCTOBER 4 - 5, 2019 | NC STATE UNIVERSITY
2019 NCHA CONFERECE
PARTICIPATING INSTITUTIONS

Appalachian State University
Barton College
Cape Fear Community College
Catawba College
Durham Technical Community College
East Carolina University
Elizabeth City State University
Gardner-Webb University
Guilford College
Mars Hill University
Meredith College
North Carolina A&T State University
North Carolina Central University
North Carolina State University
North Carolina Wesleyan College
Robeson Community College
Shaw University
South Piedmont Community College
University of Mount Olive
University of North Carolina – Asheville
University of North Carolina – Charlotte
University of North Carolina - Greensboro
University of North Carolina – Pembroke
University of North Carolina - Wilmington
Wayne Community College
Western Carolina University

NOTES
Welcome to NC State University, home of the Wolfpack!

It is with great pleasure and honor that I welcome you to North Carolina State University. NC State University, like so many other land-grant and research institutions, has been tasked with solving the world’s toughest problems. NC State is a place where we THINK and DO the extraordinary.

Serving as President of the North Carolina Honors Association and planning the 2019 NCHA Conference has been a gratifying experience. Diversity in higher education has been my life’s work. It was my goal to make diversity central to this year’s conference. I am proud to have the representation of so many diverse institutions that reflect all facets of higher education at this year’s conference. I would like to thank every single one of you who has taken the time out of your busy schedule to join us. A special thanks goes to the students and professionals presenting their research and creative genius at this year’s conference.

This conference would not be possible without the support of the Division of Academic and Student Affairs at NC State, the amazing staff and students of the University Honors and University Scholars Programs, and Sean Cassidy, the Director of the University Honors and University Scholars Programs. Thank you for giving me the autonomy and vision to make this conference a reality. I also want to thank Chester Brewer, UHSP Assistant Director, for his assistance with the recruitment of student volunteers and the creation of an amazing conference program.

This year’s theme is Honors: Leading the Pack in Inquiry, Discovery, and Creativity. It is my hope that through presentations and conversations we will further our understanding of what it means to inquire, discover, and create in Honors. More importantly, how will we as Honors professionals and students continue to be the leaders of inquiry, discovery, and creativity on our campuses?

Carolyn P. Veale
Assistant Director
University Honors Program
NC State University
NCHA President 2019

**2019 NC HONORS ASSOCIATION CONFERENCE**

**Technological and Social Sciences**

**Harry Potter and Compulsive Masculinity: The Good, The Bad, & The Ugly**

Samantha Gates, Catawba College

Utilizing the sociological imagination, this poster examines how the Harry Potter novels address the good, the bad, and the ugly aspects of masculinity. This is done through the use of theories which apply hegemonic masculinity, non-toxic masculinity, and compulsive masculinity to the actions of characters in the Wizarding World.

**Technology of Ancient Mosaic Production: Huqoq Excavation Project, Lower Galilee, Israel**

Connor Henderson, Western Carolina University

Since 2011, the Huqoq Excavation Project has been excavating the site of Huqoq, an ancient Jewish village in lower Galilee, Israel. This research was to further examine the workshop practices and techniques issued by mosaicist in Huqoq to better understand the production of floor mosaics in late Roman Galilee.
CONFERENCE ITINERARY
FRIDAY, OCTOBER 4
3:00 PM - 5:00 PM Registration and Check-in
StateView Hotel
2451 Alumni Drive, Raleigh, NC 27606
919.743.0055

6:00 PM - 8:00 PM Banquet and Keynote Address by Dr. Lee Stiff
Meet in Mountain Ballroom, 2nd Floor
Talley Student Union
2610 Cates Avenue, Raleigh, NC 27606
919.515.3138

9:00 PM - 11:00 PM Student Social
StateView Hotel

SATURDAY, OCTOBER 5
8:00 AM - 8:45 AM Breakfast and Registration
StateView Synergy Ballroom

8:45 AM - 9:00 AM Welcome and Call to Order/Overview of the Day
StateView Synergy Ballroom

9:05 AM - 10:05 AM Concurrent Session I and Poster Session
StateView Fusion rooms as listed

10:10 AM - 11:10 AM Concurrent Session II and Poster Session
StateView Fusion rooms as listed

11:15 AM - 12:15 PM Concurrent Session III
StateView Fusion rooms as listed

12:20 PM - 1:20 PM Lunch
StateView Synergy Ballroom

1:30 PM - 2:30 PM Faculty and Professional Staff Business Meeting
StateView Viewpoint

1:30 PM - 2:30 PM Student Activity - All student attendees will take part in an activity that will challenge them to apply diversity to the creativity, inquiry and discovery aspects of honors programs and an honors education. Students will discuss what their campuses are currently doing and think about ways in which these practices can be improved upon on college campuses. QUESTIONS: How can Honors Programs and Honors Colleges cultivate multiple perspectives while providing students the space and tools to develop as critical thinkers and global citizens? What are our institutions doing and what could we do and improve upon moving forward?
StateView Fusion ABC

2:45 PM - 3:15 PM Awards and Closing Ceremony - Students will highlight aspects of the student group activity, poster winners will be announced and the announcement of the 2020 NCHA Conference Site and President-Elect.
StateView Fusion ABC

3:15 PM - 3:30 PM Howling Cow Ice Cream Send Off
StateView outside of Fusion ABC

CATEGORY: SCIENTIFIC (CONTINUED)
MICRO-PATTERNED SILICONE SURFACES FOR LIMITING CAPSULAR THICKNESS AROUND BREAST PROSTHESSES
Andrea Palos-Jasso, University of Mount Olive
Breast prostheses are often accompanied by clinical complications such as bacterial infection (~2.4-16%) or capsular contracture (CC; ~7.6-40%) formation and result in patient pain and discomfort. The formation of CC has been attributed to bacterial colonization, either on the surface of the implant or within the surrounding capsule. This study focused on utilizing micropatterns on implants to prevent thicker CC formation around breast prostheses.

TAKING THE TEMPERATURE OF TINY TRICKLES: CONTROLS ON WATER TEMPERATURE AT STREAM HEADS
John Morgan, Western Carolina University
This study characterizes the temperature of stream heads- or springs, in the southern Appalachian mountains. Stream water temperature is an important for thermally sensitive species, and is important to understand in a warming world.

CATEGORY: SOCIAL AND APPLIED SCIENCES
INFLUENCE OF CULTURE (US AND TURKEY) ON REACTIONS TO SOCIAL NETWORK SCREENING
Jarod Fyler, Appalachian State University
This study investigates cross-cultural reactions to Organizational Social Network Screening between US and Turkish job applicants. We hypothesize certain cultural differences will affect how applicants react to Social Network Screening.

CAN SPACE CONSTRAINTS INFLUENCE NAME-LETTER MATCHING AND LIKING?
Emily Fogleman, Catawba College
This project examined how room size could impact implicit egotism through name letter liking and matching. Our findings showed a small effect of room size and sex on tendency to like names, suggesting that sometimes, small spaces may make people feel ego-depleted and therefore more likely to self-enhance.
Dr. Lee V. Stiff is a professor of mathematics education in the College of Education at NC State University, a position he has held since 1983. Dr. Stiff was awarded a B.S. degree in Mathematics from the University of North Carolina at Chapel Hill in 1971 and a Ph.D. in Mathematics education from North Carolina State University in 1978. Currently, he is Associate Dean for Faculty and Academic Affairs at NC State. Dr. Stiff has taught mathematics in middle grades and high school before becoming a professor of mathematics and mathematics education at the University of North Carolina at Charlotte from 1978 to 1983. During his academic career he has been recognized for his work via the Reginald V. Blackmon Award for Excellence in Teaching in 1980, the W.W. Rankin Memorial Award for Excellence in Mathematics Education given by the North Carolina Council of Teachers in Mathematics (NCCTM) (1992), and a Fulbright Scholar Award to the Department of Mathematics of the University of Ghana (1995-1996). In 2010, Dr. Stiff received NC State’s Distinguished Alumni Award for his outstanding contributions to the state and the nation in the field of mathematics education and for his dedication to the mission and goals of the College of Education. In 2015, he was presented with the Benjamin Bannekar Lifetime Achievement Award for his work in advancing the success of African American students. In 2017, he received the Iris M. Carl Equity and Leadership Award from TODOS: Mathematics for All, an organization devoted to the success of all students, especially Latinx students. In April 2019, Dr. Stiff received the prestigious National Council of Teachers of Mathematics Lifetime Achievement Award for distinguished service to mathematics education. From 2000 to 2002, Dr. Stiff served as president of the National Council of Teachers of Mathematics. He is a co-founder and president of Edstar Analytics, Inc., a consulting firm that provides school districts with the capacity to use data-driven decision models to improve student success and teacher effectiveness. He is also President of Morgan’s Mark, a movie and television production company based in Los Angeles, which recently screening the films: Jinn, Solace, and Working Man. Since 1989, Dr. Stiff has been a co-author of elementary, middle grades and high school textbooks in mathematics currently published by Houghton Mifflin Harcourt and Holt McDougal.

Ednan Ochiend, North Carolina A&T State University

Recently, scientists have found that the sequences flanking the binding sites also influence the binding specificity. In this study, I aim to accurately and comprehensively characterize the critical features that are important for modeling transcription factor-DNA binding. Being able to predict transcription factor binding will allow us to better understand gene expression.

Correggio Peagler, North Carolina A&T State University

Our cells have the ability to signal to proteins by passing along information, in the form of phosphate, from one molecule to another. Researchers know that the dysregulation of these pathways are what lead to diseases such as cancer and diabetes. With this knowledge, our research team has been working to insert a unirap regulatory domain in the AKT1 protein kinase so that we can activate it in the presence of rapamycin.

Terrill Jones, North Carolina A&T State University

There are many advantages and applications associated with PILs such as high thermal stability, high ionic conductivity, and variable magnetic susceptibility. We will present the physical properties of paramagnetic ionic liquids as they relate to the structure of the PIL as measured via FTIR, TGA, DSC, NMR, and density measurements.

Shayla Chavis, North Carolina Central University

Boron subphthalocyanines (Bsubpc) are a class of bowl shaped molecules that possess photophysical properties of interest for organic electronic devices, such as organic solar cells (OPVs). We developed a series of experiments to test the limits of physically blending Bsubpc into polymers by tethering the semiconductor molecules to the backbone of polymers where the covalent linkage is systematically altered from flexible to rigid. Organic solar cells could be used to alleviate the use of fuel for space vehicles as well as advance the use of solar propulsion.
Maximizing the Impact of Honors in the Major: An Alternative to Traditional Honors

Dr. Angela Bolte and Maria Hayden, University of North Carolina Greensboro

As an alternative to the traditional honors track that students typically can only join in their first year at college, Lloyd International Honors College at UNC Greensboro offers the option of Disciplinary Honors. Disciplinary Honors is focused on honors in an individual student’s major, thus, allowing students who otherwise would be left out of honors an option to join the honors community and benefit from their inclusion. While Disciplinary Honors clearly benefits students, it also benefits Lloyd International Honors College by admitting students with significantly higher average GPAs than students in our traditional honors track and increasing diversity for the honors college.

Gratitude and Philanthropy: Innovations in Scholarship Recognition

Ms. Linda Dunston-Stacey and Dr. Rebecca Muich, University of North Carolina Greensboro

In 2018, Lloyd International Honors College at the University of North Carolina at Greensboro created the Scholarship Award Recognition Ceremony to not only recognize the academic achievements of the students who won the awards, but to also nurture the seeds of civic-mindedness in our students by sharing the stories of the philanthropists who made the awards possible. In striving to make explicit the link between undergraduate student success and the values of our extended community, the honors college has identified several factors that make honors students ideal targets for this mode of programming on our campus. In the course of the presentation, we will review the objectives for our event, identify key university partners and share how we engage them in the program, share our event program and supplemental materials, and offer our assessments of the event.
Concurrent Session I
9:05 AM - 10:05 AM

CHEERS, MATE: A SOCIOCULTURAL REFLECTION ON THE IMPORTANCE OF STUDY ABROAD FOR THE HONORS EXPERIENCE
Megan Smith, Catawba College
What happens when a native North Carolinian spends the summer in London, England? Lots of mischief managed. From Brexit to Big Ben, this presentation will be a reflection and assessment of how my experience abroad enhanced my time as an Honors student.

WHY DON’T WE TEACH AFRICA?
Madison Sellers, University of North Carolina - Asheville
After an insightful study abroad trip to Ghana, on the west coast of Africa, I have looked back on my educational career to find that Africa has been nearly absent from the curriculum. As a future educator, I want to present a more complete understanding of Africa for students of every background.

UNCG PUBANTZ ARTIST IN RESIDENCE EXPERIENCE
Kathryn Murphy, University of North Carolina - Greensboro
UNCG’s Pubantz Artists in Residence is a year-long program that allows artists within the Honors College to explore and complete a creative project with the help of a mentor and peers. After completing a project as an Artist in Residence last year, I strive to share my experience with hopes to continue spreading the word of such a wonderful program and encourage others to do the same.

INVESTIGATING HOW UNDOCUMENTED IMMIGRANTS REPORT AND PURSUE LEGAL ACTION FOR DOMESTIC VIOLENCE
Betsabe Rojas, University of North Carolina - Charlotte
My presentation is about domestic violence among undocumented immigrants in Mecklenburg County. We explore the unique challenges immigrants face when pursuing legal action.

DEVELOPMENT OF PD NANOPARTICLE CATALYSTS SUPPORTED ON CARBONACEOUS ZRO2 FOR SUZUKI CROSS COUPLING REACTIONS
Don McTaggart, Guilford College
Suzuki cross-coupling reactions are palladium catalyzed reactions used to construct pharmaceutical intermediates. In heterogeneous catalysis, the Pd nanoparticle catalysts require a support system to facilitate the reaction.

REVIEW OF FACTORS INFLUENCING THYROID DISEASE AND ITS POTENTIAL APPLICATIONS TO THE ARMENIAN POPULATION
Marjorie “Nalia” Segule, North Carolina State University
Analysis of the risk factors of thyroid disease and their potential role in thyroid disease’s high prevalence and incidence in Armenia. Based on a summer internship in collaboration with the Yerevan State Medical University and University of Iowa through NIH Minority Health and Health Disparities International Research Training funding.

EXTRACELLULAR AVAILABILITY OF LACTATE AND GLUCOSE SCALES WITH ELECTRICAL STIMULATION OF THE DOPAMINERGIC MIDBRAIN
Hannah C. Styers, North Carolina State University
We have developed glucose oxidase (GOx)- and lactate oxidase (LaOx)- modified carbon microfiber biosensors to simultaneously detect neurochemical fluctuations of these substrates. By coupling our newly developed technology with fast-scan cyclic voltammetry (FSCV), we have the ability to monitor real-time glucose and lactate fluctuations in the striatum in response to electrical stimulation of the dopaminergic system. We have found that the concentration of both glucose and lactate scale with increased electrical stimulation, implicating there is an increased demand for these substrates that scales with neuronal activity.
POSTER PRESENTATIONS

CATEGORY: EXPOSITORY/EXPERIENTIAL

EFFECTS OF JAPANESE STILTGRASS (MICROSTEGIUM VIMINEUM) ON DESMOGNATHUS DIVERSITY WITHIN THE SOUTHERN APPALACHIAN MOUNTAINS
M. Storm Cash, Mars Hill University
The Southern Appalachian Mountains are one of the most biodiverse regions but have a history of deforestation that puts the region at risk of invasive herbaceous plant species. Japanese stiltgrass (Microstegium vimineum) is one of the developing threats through its outcompeting of native plant species and its alterations of soil chemistry, arthropod diversity, and herbaceous coverage. Early data analysis of a study assessing the current threats posed by M. vimineum to the regional salamander genus, Desmognathus, will be presented.

THE SYNTHESIS AND COMPLEXATION OF BORONIC ACIDS AND N-OXIDES
Hannah Kline, Western Carolina University
The synthesis and complexation of n-oxides to boronic acid derivatives is making use of weak interactions between Lewis acids (boronic acids) and Lewis bases (n-oxides) to build molecular systems.

ENERGY AND AGENCY IN NORTH CAROLINA
Logan E. Varker, University of North Carolina - Greensboro
A hallmark of developed nations is ubiquitous access to electricity, granting the benefits of space heating and cooling, digital information, sanitation, plumbing, and lighting. While the United States has succeeded in universalizing its electricity services, there remain communities adversely impacted by the revolution that now binds and penetrates all of our lives. This presentation focuses on communities of Eastern North Carolina and the potential for North Carolina at large to transition to renewable sources with a commitment to community empowerment.

FUSION D

CONCURRENT SESSION I
9:05 AM - 10:05 AM

BIG SWEEP: AN ENVIRONMENTAL CONSERVATION EFFORT
Joy Smith and Casey Almond, Gardner-Webb University
Every year the Gardner-Webb Honors program, with the cooperation of the New River Conservancy and New River State Park, participates in the nationwide event, Big Sweep, a conservation effort for local waterways. We utilize this weekend to focus on the environment, build relationships among honors members, and organize upcoming honors events.

EXPLORING PUBLIC POLICY, PEOPLE-FOCUSED RESEARCH, AND NON-PROFIT CHANGE MAKING: MY EXPERIENCE AT THE NORTH CAROLINA SUMMER POLICY INSTITUTE
Peyton Upchurch, University of North Carolina - Greensboro
This presentation details my experience participating in the North Carolina Summer Policy Institute at the North Carolina Budget and Tax Center and the North Carolina Justice Center. Through this program, I was able to conduct group research on immigration policy, learn about the importance of effective nonprofit organizations within the community, and explore career opportunities in the public policy field.

DISCOVER SPAIN WITH UMO HONORS
Rachel Bissette, University of Mount Olive
My poster will include cultural aspects of Spain such as cuisine, Flamenco dancing, and historical sites that we will be visiting. In addition, I will also dive into the historical highlights of this country.

FACILITATING SOCIAL INTERCLASS RELATIONS OUTSIDE OF THE CLASSROOM
Meghan Lower, East Carolina University
ECU Honors College’s two student-led leadership teams, the EC Scholars Roundtable and the Honors College Student Council, focus on building authentic relationships outside the classroom. Both leadership teams have developed events and programs that promote social relationships during students’ years as an undergraduate and as alumni.
Concurrent Session II
10:10 AM - 11:10 AM

**YOUTH IMPACT: LITERACY AND ACADEMICS IN THE COMMUNITY**

*Elana Franklin, University of North Carolina - Asheville*

I will share some of the ways in which I used creativity to engage with youth in both literacy and mathematics, as well as how I applied what I learned to a literacy program this summer in Charlotte.

**BOOK BUDDIES: LEADING THE PACK IN COMMUNITY ENGAGEMENT**

*Malcolm Skinner, Anna Spencer, and Grace Tax, Western Carolina University*

In this session, several Honors students will talk about how they work with the school, what the student leadership does to make the program a success, and how both communities benefit from the partnership. Student leaders in Honors may be interested in the student volunteer recruiting and training, best practices for working with a local organization, as well as the logistics of organizing a sustained volunteer program.

**THE VALUE OF STUDENT VOICE THROUGH STUDENT LEADERSHIP**

*Meghan Lower, East Carolina University*

ECU Honors College’s recent history includes the creation, development, and growth of two student-led leadership teams, the EC Scholars Roundtable and the Honors College Student Council. This presentation will explain the process of growth and development for these two leadership teams, showcasing their achievements and developmental areas. These trials and tribulations will reveal guidance on the most successful methods to support students in creative and developmental pursuits.

Concurrent Session III
11:15 AM - 12:15 PM

**COURT-APPOINTED CHILD ADVOCACY: BECOMING A GUARDIAN AD LITEM**

*Devon Gill, University of North Carolina - Asheville*

Guardians ad Litem exist to advocate for abused, neglected, and dependent children in family court. This presentation will entail how Guardians are chosen and how their role shapes the outcome of family court proceedings. I will also share personal experiences within the Guardian ad Litem Association as an intern, student, and Guardian.

**LOVE’S LABOUR’S TOSSED: A CARD GAME**

*Taylor Cielo, Catawba College*

Love’s Labour’s Tossed is a relationship-based card collecting game created by the presenter in an honors class called *The Rhetoric of Game Design*. This game attempts to understand what makes up a good relationship, how outside factors can influence it, and how the formation of you, and not just them, is important in building a relationship with someone.

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Concurrent Session II
10:10 AM - 11:10 AM
FUSION C

THE GOTHIC: REFRAMING FEAR AS AN INQUIRY INTO SOCIAL NARRATIVES
Katherine Baker, Kylee Kinnaird, and Sarah Whichello, University of North Carolina - Charlotte
Since the eighteenth century, Gothic literature has stayed relevant through its inquiry into the nature of what frightens us and what those fears can tell us about the human experience, both individually and socially. This panel will explore the Gothic’s subversion of systemic power structures such as race, gender, and age in the modern era.

DEFYING THE DISCIPLINE: FINDING BEAUTY, POWER AND CHAOS IN WRITING AGAINST THE GRAMMATICAL GRAIN
Mary “Red” McClung, University of North Carolina - Asheville
What are the basic principles of novel-writing that we take for granted when we read and write? What happens when we shatter these expectations and write against the grammatical grain? The results of defiant prose can be much more powerful than we realize.

Concurrent Session III
11:15 AM - 12:15 PM
FUSION C

THE JOY OF PAINTING: BOB ROSS AND THE LOVE OF NATURE
Matthew Smith, Catawba College
Bob Ross captivated the hearts of many with his show The Joy of Painting. This presentation explores how Ross not only taught viewers how to paint the world around them, but also how to appreciate the world around them.

JOY, WONDER, DISCIPLINE: BUILDING A SIGNATURE HONORS EXPERIENCE THAT ADAPTS TO A NEW CALENDAR AND CURRICULUM
Heather Hayto, Guilford College
In response to our college’s curriculum and calendar redesign, the Honors Program assessed its own curriculum and created a signature element: all Honors Program students would take a study away course in common at the beginning of their sophomore year. In this session, learn how to develop a signature required Honors Program experience that aids in recruitment and retention.

HUMOR STYLES AND HAPPINESS AMONG PEOPLE WITH MULTIPLE SCLEROSIS
Audre Tyner, Western Carolina University
The symptoms of Multiple Sclerosis (MS), a chronic autoimmune disease, function as stressors that diminish one’s quality of life and overall happiness. People who have a “self-enhancing humor style” use humor to trivialize the difficulties of life, thus making them less stressful and thereby making themselves feel better. We hypothesized and found that MS patients who have a self-enhancing humor style are happier and less anxious because they perceive less MS related stress in daily life.
FROM FIRST-YEAR COMPOSITION TO THE SENIOR PROJECT: WRITING AND DISCIPLINE(S) IN HONORS PROGRAMS

Teagan Decker and Joshua Busman, University of North Carolina - Pembroke

Focusing on disciplinary approaches to research and writing early in the honors experience arguably prepares students for the challenges and opportunities of the senior project. Honors sections of composition and honors seminars allow lower-division students to read deeply in particular disciplines and to reflect on conventions in academic discourse and its concomitant genres. By the time students reach the honors thesis stage, they are often excited to work at the intersections and interstices of multiple fields and to bring their rootedness in a particular field into dialogue with other personal or professional interests. In short, their interdisciplinarity and enthusiasm at the thesis stage is evidence of successful inculcation of disciplinary best practices earlier in our honors curriculum.

NAVIGATING THE INTERSECTION: HOW LITERARY TEXT ANALYSIS BENEFITS FROM INTERSECTIONALITY

Madison Holland, University of North Carolina - Charlotte

Intersectionality, as it applies to literature, challenges readers to see the way injustice can be compounded. I use this as a lens for understanding the struggles of the characters in “Ramona Blue” by Julie Murphy, “Hurricane Child” by Kacen Callender, and “Redefining Realness” by Janet Mock.

OUTREACH IN HONORS: LEADERSHIP, ENGAGEMENT, AND ACADEMIC PREPARATION (L.E.A.P.) INITIATIVE AS A CASE STUDY

Sasha Pereira, Bartolome Cisneros, and Christian Okoth, North Carolina State University

Collegiate Honors Programs provide students with abundant opportunities for personal and professional growth, and are traditionally based around the idea of cultivating autonomous education. However, students who could benefit the most from these programs often face socio-economic barriers that discourage them from applying. This panel draws upon diversity initiatives implemented at North Carolina State University to discuss best practices, lessons learned, and future plans regarding outreach efforts in the Honors curriculum.

MADE OF HONOR: BRIDGING THE GAP BETWEEN HIGH SCHOOL AND COLLEGIATE HONORS

Kayla Jystad, University of North Carolina - Greensboro

What constitutes “honors?” This presentation will explore the differences between High School honors and Honors Colleges in North Carolina, and the best way to evaluate and solve the disparities.