

Vita: April, 2012

DANIEL J. BRASS

J. Hennings Hilliard Chair in Innovation Management
Director, LINKS Center for Social Network Analysis
Interim Chair, Department of Management
Gatton College of Business & Economics
University of Kentucky
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Education

- Ph.D. University of Illinois
Department of Business Administration
Organizational Behavior
- M.A. University of Illinois
Institute of Labor and Industrial Relations

Publications (Google Scholar citations)

- Brass, D. J. & Krackhardt, D. (2012). Power, politics, and social networks in organizations. In G. R. Ferris & D. C. Treadway (Eds.), **Politics in organizations: Theory and research considerations**, 355-375. New York: Routledge.
- Brass, D. J. & Halgin, D.S. (in press). Social networks: The structure of relationships. In L Eby & T. Allen (Eds.), **Personal relationships: The effect on employee attitudes, behaviors, and well-being**. SIOF Frontier Series: Wiley.
- Brass, D. J. & Labianca, G. (in press). A social network perspective on negotiation. In D. Shapiro & B. M. Goldman (Eds.), **Negotiating in human resources for the 21st century**. Sage.
- Sasidharan, S., Santhanam, R., Brass, D. J., & Sambamurthy, V. (in press). The effects of social network structure on Enterprise system success: A longitudinal multilevel analysis. **Information Systems Research**..

- Brass, D. J. (in press). A social network perspective on organizational psychology. In S. W. J. Kozlowski (Ed.), **The Oxford Handbook of Organizational Psychology**. New York: Oxford University Press.
- Mehra, A., Brass, D. J., Borgatti, S. & Labianca, G. (2010). A network perspective on megaengineering projects. In S. D. Bruun (ed.), **Engineering earth: The impacts of megaengineering projects**, 769-782. New York: Springer.
- Kilduff, M. & Brass, D. J. (2010). Organizational social network research: Core ideas and key debates. In J. P. Walsh & A. P. Brief (Eds.), **Academy of Management Annuals**, Vol. 4, 317- 357, Routledge. (24)
- Kilduff, M. & Brass, D. J. (2010). Job design: A social network perspective. **Journal of Organizational Behavior**, 31, 309- 318. (16)
- Zhou, J., Shin, S. J., Brass, D. J., Choi, J., & Zhang, Z. (2009) Social networks, personal values, and creativity: Evidence for curvilinear and interaction effects. **Journal of Applied Psychology**, 94, 1544-1552. (33)
- Borgatti, S., Mehra, A., Brass, D. J., & Labianca, G. (2009) Network analysis in the social sciences. **Science**, Vol. 323 No. 5916: 892-895. (276)
- Brass, D. J. (2009). Connecting to brokers: Strategies for acquiring social capital. In V. Bartkus & J. Davis (Eds.), **Social Capital: Reaching Out, Reaching In**, 260-274, Cheltenham, UK: Edward Elgar Press.
- Shapiro, D., Brass, D. J., & Labianca, G. (2008). Examining justice from a social network perspective. **Research in Social Issues in Management: Justice, Morality, and Social Responsibility** (Vol. 6), 201-225, Age Publishing.
- Mehra, A., Dixon, A. L., Brass, D. J., & Robertson, B. (2006). The social network ties of group leaders: Implications for group performance and leader reputation. **Organization Science**, 17, 64-79. (119)
- Hoobler, J. M. & Brass, D. J. (2006). Kicking the dog: A displaced aggression perspective on abusive supervision. **Journal of Applied Psychology**, 91, 1125-1133. (85)
- Labianca, G. & Brass, D. J. (2006). Exploring the social ledger: Negative relationships and negative asymmetry in social networks in

organizations. **Academy of Management Review**, 31, 596-614. (165)

Bowler, M. & Brass, D. J. (2006). Relational correlates of interpersonal citizenship behavior, A social network perspective. **Journal of Applied Psychology**, 91, 70-82. (127)

Brass, D. J., Galaskiewicz, J., Greve, H. R., & Tsui, W. (2004). Taking stock of networks and organizations: A multilevel perspective. **Academy of Management Journal**, 47, 795-819. (739)

Umpress, E., Labianca, G., Brass, D. J., Kass, E., & Sholten, L. (2003). The role of instrumental and expressive social ties in employees' perceptions of organizational justice. **Organization Science**, 14: 738-753. (88)

Brass, D. J. (2003). A social network perspective on human resources management. Reprinted in R. Cross, A. Parker, & L. Sasson (Eds.), **Networks in the Knowledge Economy**, 283-323. Oxford:Oxford University Press.

Brass, D. J. (2002). Intraorganizational power and dependence. In J. Baum (Ed.), **The Blackwell Companion to Organizations**, 138-157. Oxford: Blackwell Business Pub. (24)

Mehra, A., Kilduff, M. K., & Brass, D. J. (2001). The social networks of high and low self-monitors: Implications for workplace performance. **Administrative Science Quarterly**, 46, 121-146. (489)

Brass, D. J. (2001). Social capital and organizational leadership. In S. J. Zaccaro & R. Klimoski (Eds.), **The Nature of Organizational Leadership**. SIOP Frontiers Series, Josey-Bass, 132-152. (56)

Brass, D. J. & Labianca, G. (2000). Social capital, social liabilities, and social resources management. In S. Gabby & R. Leenders (Eds.), **Corporate Social Capital and Liability**, 323-340. Kluwer Academic Publishers. (56)

Labianca, G., Gray, B. L. & Brass, D. J. (2000). A grounded model of organizational schema change during empowerment. **Organization Science**, 2000, 11: 235-257. (141)

Brass, D. J. (2000). Frog ponds and networks: Trends in multilevel research. In K. J. Klein & S. W. J. Kozlowski (Eds.), **Multilevel Theory, Research, and Methods in Organizations**, 557-571. San

Francisco: Josey-Bass.

Brass, D. J. & Krackhardt, D. (1999). The social capital of 21st century leaders. In J. G. Hunt & R. L. Phillips (Eds.), **Out-of-the-box Leadership for the 21st Century**, 179-194. Stamford, CT: JAI Press. (88)

Brass, D. J., Butterfield, K. D. & Skaggs, B. C. (1998). Relationships and unethical behavior: A social network perspective. **Academy of Management Review**, 23: 14-31. (474)

Labianca, G., Brass, D. J. & Gray, B. L. (1998). Social networks and perceptions of intergroup conflict: The role of negative relationships and third parties. **Academy of Management Journal**, 41:55-67. (242)

Mehra, A., Kilduff, M. & Brass, D. J. (1998). At the margins: A distinctiveness approach to the social identity and social networks of underrepresented groups. **Academy of Management Journal**, 41: 441-452. (271)

Brass, D. J. (1998). Technology, power, and diversity: A social network perspective. In G. Barnett (Ed.), **Organization <-> Communication: Emerging Perspectives**, 25-46. Stamford, CT: Ablex Publishing.

Lindsay, D. H., Brass, D. J. & Thomas, J. T. (1995). Efficacy performance spirals: A multi-level perspective. **Academy of Management Review**, 20: 648-678. (488)

Brass, D. J. (1995). A social network perspective on human resources management. In G. Ferris (Ed.), **Research in Personnel and Human Resources Management**, Vol. 13, 39-79. Greenwich, CT: JAI Press. (371)

Brass, D. J. (1995). Creativity: It's all in your social network. In C. M. Ford & D. A. Gioia (Eds.), **Creative Actions in Organizations**, 94-99. London: Sage. (60)

Krackhardt, D. & Brass, D. J. (1994). Intra-organizational networks: The micro side. In S. Wasserman & J. Galaskiewicz (Eds.), **Advances in Social Network Analysis: Research in the Social and Behavioral sciences**, 207-229. Newbury Park, CA: Sage. (145)

Brass, D. J. & Burkhardt, M. E. (1993). Potential power and power use: An investigation of structure and behavior. **Academy of Management**

Journal, 36, 441-470. (514)

Organizational Communication/Information Systems **Best Article Award**, OC/IS Division of Academy of Management

- Brass, D. J. & Burkhardt, M. E. (1993). Centrality and power in organizations. In N. Nohria & R. Eccles (Eds.), **Networks and Organizations: Theory and Practice**, 191-215. Boston, MA: Harvard Business School Press. (361)
- Brass, D. J. (1992) Power in organizations: A social network perspective. In G. Moore & J. A. Whitt (Eds.), **Research in Politics and Society**, 295-323. Greenwich, CT: JAI Press. (202)
- Murnighan, J. K. & Brass, D. J. (1991). Intraorganizational coalitions. In M. H. Bazerman, R. J. Lewicki, & B. H. Sheppard (Eds.), **Research on Negotiations in Organizations**, Vol. 3, 283-306. Greenwich, CT: JAI Press. (66)
- Burkhardt, M. E. & Brass, D. J. (1990). Changing patterns or patterns of change: The effects of a change in technology on social network structure and power. **Administrative Science Quarterly**, 35, 104-127. (649)
- Gioia, D. A. & Brass, D. J. (1985-86). Teaching the T.V. generation: The case for observational learning. **Organizational Behavior Teaching Review**, 10, 11-18.
- Brass, D. J. (1985). Men's and women's networks: A study of interaction patterns and influence in an organization. **Academy of Management Journal**, 28, 327-343. (566)
- Dean, J. W. & Brass, D. J. (1985). Social interaction and the perception of job characteristics in an organization. **Human Relations**, 38, 571-582. (45)
- Banbury-Masland, B. & Brass, D. J. (1985). Careers, marriage, and children: Are businesswomen changing their minds? **Business Horizons**, May-June, 81-86. (6)
- Brass, D. J. (1985). Technology and structuring of jobs: Employee satisfaction, performance, and influence. **Organizational Behavior and Human Decision Processes**, 5, 216-240. (123)
- Brass, D. J. & Gioia, D. A. (1984-85). Never wear your pink shirt in the forum: Student evaluations of teaching the large class.

Organizational Behavior Teaching Review, 9, 100-102.

Brass, D. J. (1984). Being in the right place: A structural analysis of individual influence in an organization. **Administrative Science Quarterly**, 29, 518-539. (835)

Showcase Study Award, OB Division, Academy of Management

Reprinted in Hampton, D.R., Summer, C.E., and Webber, R.A., Organizational behavior and the practice of management, Fifth Edition, 1987, Glenview, IL: Scott Foresman, 179-190.

Brass, D. J. (1983). Job design and redesign. In T. Connolly (ed.), **Scientists, Engineers and Organizations**, 265-290. Monterey, CA: Brooks/Cole.

Brass, D. J. (1981). Structural relationships, job characteristics, and worker satisfaction and performance. **Administrative Science Quarterly**, 26, 331-348. (224)

Moch, M. K., Bartunek, J. & Brass, D. J. (1979). Structure, task characteristics, and experienced role stress in organizations employing complex technology. **Organizational Behavior and Human Performance**, 24, 258-268. (21)

Oldham, G. R. & Brass, D. J. (1979). Employee reactions to an open-plan office: A naturally occurring quasi-experiment. **Administrative Science Quarterly**, 24, 267-284. (181)

Brass, D. J. & Oldham, G. R. (1976). Validating an inbasket test using an alternative set of leadership scoring dimensions. **Journal of Applied Psychology**, 61, 652-657. (34)

Work in Progress

Oh, H., Kilduff, M., & Brass, D.J. Network ties and business success: The case of Korean entrepreneurs.

Pastor, J.C., Mayo, M., & Brass, D.J. The effects of demographics on team leadership structure and performance.

Kwon, S., Hagedoorn, J., & Brass, D.J. National trust and interorganizational alliances.

Andreski, G., Ferrier, W.J., & Brass, D.J. Social capital and competitive

behavior: A study of interfirm networks and rivalry among automakers.

Teaching-Oriented Publications

Boje, D. M., D. J. Brass, & L. R. Pandy (eds.). *Managing II*. Lexington, Mass.: Xerox Publishing Co., 1977.

Boje, D. M., D. J. Brass, and L. R. Pandy. Metaphors, dancing partners, and case episodes as training exercises in the art of organizational theorizing. In D. M. Boje, D. J. Brass & L. R. Pandy (eds.), *Managing II*, 12-18. Lexington, Mass.: Xerox Publishing Co., 1977.

Brass, D. J. Grandma Brass' homemade pie: A case for job redesign. In D. M. Boje, D. J. Brass, & L. R. Pandy (eds), *Managing II*, 127-130. Lexington, Mass.: Xerox Publishing Co., 1977.

Brass, D. J., B. L. Gray, & D. A. Gioia. *Managing Organizations*. Kendall-Hunt, 1994.

Brass, D. J. Organizational structure aboard the starship Enterprise. In Brass, D. J., B. L. Gray, & D. A. Gioia. *Managing Organizations*, 100-106. Kendall-Hunt, 1994.

Presentations at Professional Meetings (last 10 years)

Brass, D.J. Is social network research on the right path: Confusions, criticisms, and controversies. Invited Presentation, University of Arizona, Feb 19, 2011.

Brass, D.J. Introduction to social networks. Workshop presented at Virje U., Amsterdam, Oct. 25-28, 2010.

Brass, D.J. Social networks and innovation. Paper presented at Tillburg Conference on Innovation, U. of Tillburg, Netherlands, June 11-12, 2010.

Brass, D.J. Is social network research on the right path? Confusions, criticisms, and controversies. Paper Presented at Society of Organizational Behavior Conference, U. of Maryland, Oct 30-31, 2009.

Ling, J., Mehra, A., Brass, D. J., Liu, D., and Borgatti, S. A matter of time: Structural holes, resources richness and knowledge production. Presented at Academy of Management Annual Meetings, Chicago, Aug. 7-12, 2009.

Han, J., Brass, D. J., & Han, J. Human resource diversity in the creation of social capital for team innovation. Presented at Academy of Management Annual Meetings, Chicago, Aug. 7- 12, 2009.

Brass, D. J. Social networks: Clusters and bridges. Presented at University of Kentucky, Gatton College Invest with the Best and Hall of Fame, April 14, 17,2009.

Zhou, J., Shin, S. J., Brass, D. J., Choi, J., & Zhang, Z. Social networks, personal values, and creativity. Presented at Society of Organizational Behavior Conference, U. of New South Wales, Sydney, Australia, March 13-14, 2009.

Brass, D. J. How to write for top management journals. Invited Presentation at U. of South Australia, Adelaide, March 3, 2009.

Brass, D. J. The coevolution of multilevel networks. Keynote address at Evolution of Networks Conference at INSEAD, Paris, October 24-25, 2008.

Brass, D. J. Social networks and creativity. Invited presentation at U. of Dalphine, Paris, Oct. 21, 2008.

Brass, D.J. Workshop on social networks. Invited presentation at HEC Paris, Oct. 20, 2008.

Zhou, J., Shin, S. J., Brass, D. J., Choi, J., & Zhang, Z. Creativity: The interaction of social networks and personal values. Presented at ION3 Conference, U. of Kentucky, September 27-28, 2008.

Brass, D. J. Social networks and creativity: The effects of weak ties. Invited presentation at Yonsei U., Seoul, South Korea, June 25, 2008.

Brass, D. J. Creating creative networks. Invited Presentation at Korean U., Seoul, South Korea, June 25, 2008.

Brass, D. J. Do it yourself: Social network analysis. Workshop presented at International Association of Chinese Management Researchers Conference, Guangzhou, China, June 19-22, 2008.

Brass, D. J., Oh, H., & Kilduff, M. Network ties and business success: The case of immigrant entrepreneurs. Presented at International Association of Chinese Management Researchers Conference,

Guangzhou, China, June 19-22, 2008.

Brass, D. J. How to write for top management journals. Presented at International Association of Chinese Management Researchers Conference, Guangzhou, China, June 19-22, 2008.

Brass, D. J. Multilevel networks: Potential and actual. Presented at Academy of Management Meetings, Anaheim, CA, August 8-12, 2008.

Brass, D. J. Introduction to social networks. Professional development workshop presented at Academy of Management Meetings, Anaheim, CA, August 8-12, 2008.

Andreski, G., Ferrier, W.J., & Brass, D.J. Social capital and competitive behavior: A study of interfirm networks and rivalry among automakers. Paper presented at Academy of Management Meetings, Philadelphia, Aug. 3-8, 2007.

Brass, D. J. Half-baked ideas. Presentation at ION conference, U. of Kentucky, March 31- April 1, 2007.

Brass, D. J. Social networks in 2027: What will they say? Presentation at ION conference, U. of Kentucky, March 31- April 1, 2007.

Brass, D. J. Social networks in organizations: A review and some half-baked ideas. Invited presentation, U. of Arkansas, Dec. 8, 2006.

Brass, D. J. Publishing in Administrative Science Quarterly. Paper presented at Academy of Management Annual Meeting, Atlanta, Aug. 11-16, 2006.

Brass, D. J. Theoretical and empirical applications of social network analysis. Workshop presented at Academy of Management Annual Meeting, Atlanta, Aug. 11-16, 2006.

Brass, D. J. Leadership of networks and alliances. Paper presented at Academy of Management Annual Meeting, Atlanta, Aug. 11-16, 2006.

Oh, H., Kilduff, M. & Brass, D. J. Network ties and business success: The case of Korean entrepreneurs. Paper presented at Networks and Entrepreneurship Conference, Amsterdam, Netherlands, July 9-11, 2006.

- Brass, D. J. Social networks in organizations: leadership. Invited presentation, Rice University, Jan 17, 2006.
- Brass, D. J. I was wondering? Future directions in social network research. Paper presented at Intra-organizational Networks Conference, Emory University, Oct. 14-16, 2005.
- Brass, D. J. Leadership across the divisions: Network leadership. Paper presented at Academy of Management Annual Meeting, Honolulu, Hawaii, Aug. 5-10, 2005.
- Brass, D. J., Borgatti, S. P., Krackhardt, D. & Athanassiou, N. Social networks research: Concepts, research design, and analysis. Workshop presented at Academy of Management Annual Meetings, Aug. 5-10, 2005, Honolulu, Hawaii.
- Brass, D. J. Theoretical and empirical applications of social network analysis. Workshop presented at Academy of Management Annual Meeting, Honolulu, Hawaii, Aug. 5-10, 2005.
- Brass, D. J. Job characteristics, affective events, and social networks. Paper presented at Academy of Management Annual Meeting, Honolulu, Hawaii, Aug. 5-10, 2005.
- Brass, D. J. Do it yourself: Social network analysis. Invited presentation, Rutgers University, May 6, 2005.
- Brass, D. J. Do it yourself: Social network analysis. Invited presentation, Australian Graduate School of Management, University of New South Wales, Feb. 2, 2005.
- Brass, D. J. Social networks and leadership. Invited presentation, University of Melbourne, Jan. 24, 2005.
- Brass, D. J. Do it yourself: Social network analysis. Invited presentation, University of Melbourne, Jan. 20, 2005.
- Brass, D. J. How to write for ASQ (and other top management journals). Invited presentation, University of Melbourne, Jan. 18, 2005.
- Brass, D. J. Negative ties in organizations. Invited presentation, University of Virginia, Nov. 4, 2004.
- Brass, D. J. Social networks and leadership. Invited presentation, University of Maryland, Oct. 15, 2004.

Brass, D. J. Social networks and leadership. Invited presentation, New York University, Oct. 1, 2004.

Labianca, G. & Brass, D. J. Correlates and outcomes of negative relationships in workplace social networks. Paper presented at Academy of Management Meetings, Aug. 8-11, 2004, New Orleans.

Brass, D. J., Borgatti, S. P., Krackhardt, D. & Athanassiou, N. Introduction to social network analysis. Workshop presented at Academy of Management Meetings, Aug. 7, 2004, New Orleans.

Brass, D. J. Social networks and leaders. Invited talk co-sponsored by Harvard Business School and Kennedy School of Government, Harvard University, Sept. 12, 2003.

Mehra, A., Dixon, A., Brass, D. J., & Robertson, B. The social networks of unit-leaders: Implications for performance and legitimacy in multiunit organizations. Presented at Academy of Management Meetings, Seattle, Aug. 1-6, 2003.

Bowler, M. & Brass, D. J. Relational determinants of interpersonal citizenship behavior. Presented at Academy of Management Meetings, Seattle, Aug. 1-6, 2003.

Best Papers Proceeding of the Academy of Management.

Bowler, M. & Brass, D. J. Relationships and interpersonal citizenship behavior: A social network perspective on organizational citizenship behavior. Presented at Sunbelt XXIII International Social Network Conference, Cancun, Mexico, Feb. 12-16, 2003.

Brass, D. J. Social networks in organizations. Invited presentation, Hightower Distinguished Lecturer in Management and Organization, Emory University, Jan. 17, 2003.

Brass, D. J. Social capital: Interpersonal networks in organizations. Invited presentation, University of Illinois, Oct. 25, 2002.

Brass, D. J., Borgatti, S. P., Krackhardt, D., Athanassiou, N. & Hite, J. Introduction to social network analysis. Workshop presented at Academy of Management Meetings, Aug. 10, 2002, Denver.

Experience

Professor of Organizational Behavior 8/79-6/00
The Pennsylvania State University

University Park, PA, USA

Visiting Professor 1/99 - 7/99
INSEAD, Fontainebleau, France

Visiting Professor 3/00 - 5/00
INSEAD, Singapore

Visiting Professor 1/01 – 3/01
U. of Auckland, New Zealand

Visiting Professor 5/04, 2/05, 2/06, 4/07, 4/08, 4/09, 4/10, 4/11
TEI Piraeus, Athens, Greece

Visiting Professor 7/04, 4/06
Instituto de Empresa, Madrid, Spain

Visiting Professor 1/05
University of Melbourne, Melbourne, Australia

Visiting Professor 3-4/05
Peking University, Beijing, China

Visiting Professor 2-3/09
University of South Australia, Adelaide, Australia

Teaching

1983 "**Excellence in Teaching**" Award, MBA Association.

1987 "**Excellence in Teaching**" Award, MBA Association.

Courses taught:

UG

Survey of Management

Basic Management Concepts

Organizational Behavior

Contemporary Issues

Power and Negotiation Strategies

MBA

Behavioral Science in Business

Organizational Behavior

Leadership in Organizations

Power and Negotiation Strategies
Organizational Design

Ph.D.
Organizational Behavior
Multi-level Research in Organizations
Social Networks and Organizations

Professional Activities

Associate Editor: Administrative Science Quarterly 1995-2007.

Editor: Special Research Forum, "Building Effective Networks"
Academy of Management Journal, Dec. issue, 2004.

Editorial Board: Administrative Science Quarterly 1986-92, 2007-present.
Academy of Management Journal 2006-present
Academy of Management Review 2008-present
Journal of Applied Psychology 2008- present
Management and Organization Review 2005-present

Ad hoc reviewer: American Sociology Review, Human Relations,
Information Systems Research, Journal of Business Research,
Journal of Management, Journal of Management Studies, Journal of
Occupational and Organizational Psychology, Journal of
Occupational Behavior, Journal of Organizational Behavior,
Leadership Quarterly, Management Science, Organization Science,
National Science Foundation, Social Networks.

Affiliations: Academy of Management
Membership Committee 1983-86
Professional Division Review Committee, 1991-92
OB Division Awards Committee 1986, 1989, 2009, 2010
OT Division Awards Committee, 2010-2012

Meso Organizational Studies Team
Executive Committee, 1991-99
Program Co-chair, 1992-1996

Service

Management Department/Area

Ph.D. Advisor, 1981-93
Faculty Recruitment Committee, 1980-81, 1981-82, 1985-86, 1990-91
Ph.D. Committee, 1981-83, 1986-94.

Teaching Load Committee, 1983-84
Faculty Advisory Committee, 1987-88, 1990-92
Promotion and Tenure Peer Review Chair, 1992-93, 1996-97

College of Business Administration/School of Management

Research Committee, 1981-83(Chair)
CBA Working Collection Representative, 1982-83
Graduate Fellowship Committee, 1982-84
Dodge MBA Internship Selection Committee, 1983
MBA Coordinating Committee, 1982-87
Esther Spicher Alumni Scholarship Selection Committee, 1984
MBA Admissions Committee, 1985-87
Task Force on Grade Disputes, 1987
Graduate Policy Committee, 1988-94 (Chair)
MBA Faculty Council, 1988-91
Promotion and Tenure, 1990-91, 1994-95, 2000-2008, 2010
MBA Committee, 1991-92, 2009-10
Undergraduate Core Curriculum Team, 1991-92, 1993-94
Scholarship Committee, 1988-92
Area Coordinator, Management 2000-present
Area of Management Director of Graduate Studies, 2000-present
School of Management Promotion and Tenure Advisory Committee,
2000-06
College Task Force on Ph.D. Program, 2000-01
College Special Task Force on Teaching Assistantships, 2001
College Advisory Committee on Summer Research Awards, 2001, 2002
College Task Force on Departments, 2002
College Promotion and Tenure Committee, Chair 2003-04, Chair 2004
05, 2005-06
College Faculty Evaluation Committee, 2005-06.