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**School for Chefs and Hospitality
Management**

CULINARY ARTS QUALIFICATION
Course Guide

Culinary Arts

**NDS Chefs Academy: School for Chefs
and Hospitality Management**

Course Study Guide

Version No 2 NDS 2018

Unlock your future. The key to greater heights lies within you.



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Key Information

1.1 Welcome to Course

Welcome to NDS Chefs Academy School of Chefs and Hospitality

We are delighted that you will be joining us as a student this year and look forward to welcoming you in February. We hope that you will enjoy and be challenged by your studies and that you will find your time well spent with us. Not surprisingly we consider that the courses you are about to study are the best but what's more important NDS Chefs Academy is one of the best schools in the Industry of Hospitality & Tourism.

You will be joining the first Chef School in the Vaal Region and getting an opportunity to study on a range of courses such as Professional Cookery/ Culinary Arts, Food and Beverage Management, Reception Management and Accommodation Management so you will meet a wide range of fellow students. You will also be studying in a tranquillity Camus that is situated at Golf course.

The Academy, as you would expect, has extensive contacts with key players in industry and well qualified lecturing staff members.

There is too much to tell you about here so be sure to be at the induction programme when we have got lots more really important information for you. Of course, there is some boring form filling to ensure we get you registered for everything but we are also really looking forward to meeting you and answering the questions you are bound to have about this important decision you have made about your future here with us and your longer term career plans. We have enclosed lots of information in this pack to answer some of these questions, so please take the time to read through it.

1.2 Overview of the Course

This handbook contains information based on a Course Specification formally approved by NDS Chefs Academy and affiliated bodies. The relevant sections of the specification – for example, the course’s aims, module content, learning outcomes, teaching and learning methods, assessment requirements – are incorporated into the study guide. The full Course Specification is available on the specific subject Learner Guide.

A qualification in the Culinary Arts prepares the student for a career in professional cookery and food related occupations. Students will be able to enter the industry in traditional sectors such as hotels and restaurants, while others may wish to become food consultants, chef managers in contract catering or work for supermarkets as food buyers or as product development chefs. The course has a high content of practical work underpinned by intellectual skills, critical thinking and problem solving. It especially focuses on food preparation and nutrition, the cultural aspects of food choice, healthy eating and responsible food marketing. There is also a module on Employability which is an important aspect of the hospitality industry and which helps students to understand the various aspects of getting employed or work readiness.

The professional cookery encompasses the practice and development of culinary and psychomotor skills combined with the relevant management disciplines, drawing on a blend of the art and, sciences of the culinary practitioner.

The length of the academic year for the National Qualification is one year (1 year) and for the Diploma is two (2 year) to suit the target market. Additionally many students finance their own study. Thus students wish to be able to be able to gain any such qualifications as quickly as possible. In order to accommodate 12 modules in a year the qualification will be taught over 34 weeks. This intensive ‘front loading’ will equip students to enter their work placement period with confidence having attained a high level of skill and knowledge, acquired and developed in the first year of study. This curriculum model is well established within the subject area, having been used for a number of years. The course is delivered on a full-time basis three/ four days per week and can be completed in one and half years. Students are also subjected to workplace training at least there (3) months with in the one year programme.

A full module delivery schedule is attached to the study guide.

1.3 Sources of Help and Support

Campus Manager: Mrs Gregg Webstock

Email: greggw@ndsacademy.co.za

087 004 1310

Head of Academics :Mrs A. Mann

Email: amann@ndsacademy.co.za

Telephone: 087 004 1310

Administrative contact: Ms Mbali Shange

Email: info@ndsacademy.co.za

Telephone: 087 004 1310 or

Whatsapp: 071 179 0610

1.4 Facts and Figures

Teaching and Learning Data		Level 1	Level 2
Percentage of students' study time:			
Scheduled teaching & learning time		40%	40%
Guided independent study time		60%	60%
Time on placement	3 months placement in between the programme		

Assessment

Percentage of final marks assessed Level 4 by:

	Level 1	Level 2
Exam	60%	60%
Coursework/ Work experience	20%	20%
Practical	20%	20%

NB: For every qualification the students will be expected to write the City & Guilds international exam and it is very important for the students to know if they fail this exam they cannot be qualified to the specific qualification.

1.5 Your Responsibilities

For a full description of your responsibilities please consult the Learner Policy.

www.ndsacademy.co.za/learnerpolicy

The lecturing staff and the administration staff will always contact students via your student email address. So please ensure that you check your email account regularly.

Students join the Academy from many cultures, with a wide age range and with very varied academic and experiential backgrounds. You and your fellow students will have joined us from a variety of professional backgrounds. The Academy has a Equality and Diversity policy for all staff and students.

Entry requirements for the course are

- Students should have grade 11 and 12.
- For students to further their studies to Diploma the should pass both City and Guilds exam and have obtained a 60% overall average.
- English is the only medium of expression.

- Professional cookery experience is desirable but not essential (subject to interview)
- All applicants and students will be assessed on an individual basis to ascertain the best way forward for them to gain the qualification and realise their potential
- Applicants will also undergo a psychometric test before acceptance were necessary.
- Applicants without formal qualifications will be subject to a personal interview with the Management team of the Academy, a decision will be reached based upon an assessment of the applicant's life skills and educational ability to develop at the levels required.

Uniform and Equipment

Uniform and equipment requirements reflect both industry norms and safety requirements. Most of the equipment you will need will be provided by the Academy, as well as the uniform; however you are required to provide a full set of Chefs Knives which the Academy will provide you with the prices, as well as a good and comfortable pair of safety shoes for yourself. All students embarking on the Culinary Arts Qualification must have the required proper safety shoes and knife set at the start of session.

This means that **all chefs** must come to each practical lesson following these criteria:

1. Clean chef hat (white/ black)
2. Clean white chef jacket
3. Blue or black and white chef trousers
4. Clean white chef apron
5. Kitchen safety shoes on (no trainers or open toe sandals)
6. Each student should bring paper and pencil
7. Knives suitable for the practical session
8. No wearing of bracelets, loose earrings or nail varnish
9. Please put mobile phones on silent and any other electronic devices
10. Be well-groomed, clean and tidy

Please note it is your responsibility to ensure you have the required knife set and serving utensils and/or uniform - failure to do so might impede your ability to take part in the practical elements of the course.

Structure and Content

2.1 Introduction

This guide is for students undertaking qualification in culinary arts. The guide is an essential document for you and we have tried to make it as accurate and informative as possible.

However, it is important to note that as a student at NDS Chefs Academy you will also receive other sources of essential and invaluable information regarding your academic and professional life at the Academy this will include, other study guides and documentation such as:

Practical procedure, in the practical class.

Learner policy

www.ndsacademy.co.za/learnerpolicy

Time table for class attendance, during orientation.

The regulations applying to a student will be those in place for the academic year of their enrolment.

Learning Skills Development and work placement Workbooks

Please take the time to ensure that you not only read them but fully understand them! Your Lecturing staff will be happy to explain anything you do not fully understand.

2.2 Award title, Exit Points and Progression

This course encompasses 12 modules over 1 years, gaining a total of ± 145 credits.

After 1 year of study at Level 1 and, subject to your achieving ± 145 credit points, you may stop off with the award of a Certificate of National Qualification in an *Introduction to Professional Cookery*

After 2 years of study and, subject to your achieving a total of 260 credit points, you will receive the award of a Certificate of Diploma in Culinary Arts.

After 2 ½ years of study and subject to you achieving 300 credit points you will receive the award of Advance Diploma in Culinary Arts.

Successful completion of the Advance Diploma will lead to the option to top up the award with a further modules /60 credits to gain Diploma in Patisserie Chef Qualification.

2.3 Course Philosophy, Aims and Outcomes

The course is intended for the professional who wishes to work in the hospitality industry, both from the local area and from overseas, where hospitality and tourism are major economic drivers. It allows you, the student, to gain a higher-level qualification based on your craft skills allowing you to further develop and enhance them.

The course also provides a vehicle for personal and professional development which is crucial to success in the hospitality and tourism industry, where the ability to communicate effectively with colleagues and customers is vital in today's commercial environment. This and other inter-personal skills will be developed in the student, alongside career development activity such as CV writing, networking skills and employment searches and interviewing skills.

The hospitality industry is diverse, comprising major sectors such as hotels, public sector catering, private clubs, contract catering, restaurants, pub retailing and leisure centres. The demand for skilled chefs, banqueting staff, house-keeping, reception skills, and managers with operational ability is paramount. The hospitality and tourism industry in South Africa employs ± 00 million of people and worldwide it is one of the largest industry in the world and is still growing.

The entire course provides an invaluable contribution to the concept of lifelong learning. At the end of your period of study you will have developed the skills to assist you to continuously learn and update within the subject. This will develop your skills and personal qualities, which are of importance to all aspects of your working life.

Key Purpose of the qualification in Professional Cookery

The course is committed to promoting a provision which:

- Develops students' skills and personal qualities of general importance and application to all aspects of working life.
- Provides students with high level professional skills.
- Provides students with an intellectual challenge.
- Prepares students for and helps them to achieve success and career development in their working lives.
- Meets the changing needs of an expanding hospitality industry.

The course is intended for food professionals and school leavers and personnel in the industry of hospitality who have a passion in the industry. Mature students with life skills and work experience will also be considered. Students from both the local, national and international, where hospitality and tourism is a major economic driver will benefit from this course.

It allows you the student to gain a higher-level qualification based on your craft skills allowing you to further develop and enhance them.

The course also provides a vehicle for personal and professional development crucial to success in the hospitality and tourism industry, where the ability to communicate effectively with colleagues and customers is vital in today's commercial environment.

The demand for skilled employees with operational ability is paramount. The hospitality and tourism industry employs millions of people worldwide and is the largest industry in the world, still growing.

The entire course provides an invaluable contribution to the concept of lifelong learning. At the end of your period of study you will have developed the skills to assist you to continuously learn and update within the subject. This will develop your skills and personal qualities, which are of importance to all aspects of your working life.

A full qualification at a Diploma Level will give you the confidence for you to further your career opportunities in many areas such as: study in University of Technology, work in major hotels, restaurants, contract catering, event catering, airline catering, entrepreneurial skills, research and development, television and journalism as well as broadening world travel prospects.

Learning Progression

The range of learning which takes place on the Culinary Arts has been designed to encourage, develop and equip you the student, with the knowledge and operational skills of your specialist course.

The Culinary Arts has three levels: Level 1 National Certificate, Level 2 Diploma Certificate and Level 3 Advance Diploma which you could study over a period of 3 years. Work placement is integrated into each Level.

Level 1/2/3

A large proportion of your learning at this level will be Theory & Practise and workplace concept, as you develop the knowledge and operational skills connected with the industry through practical laboratory work and work-based learning placement, at the same time as your academic and personal skills progress and grow.

Level 2

You will begin to develop your evaluative, critical observation and analytical skills. Your knowledge of key areas within Culinary Arts is extended through evaluations and analysis of relevant practical and theory aspects within the production unit.

Level 3

At level 3 you will be in a position to test and develop your business and management skills undertaking a group exercise in a real work environment. In addition through the study of case studies you will apply the knowledge gained from work placement

Work Placement

You will be required to take up none paying work placement, arranged by the Academy. Much learning and evidence will be gathered during this period of work placement, and it is a requirement of the qualification.

This will give you the opportunity to apply your learning in the work environment. You will study aspects of the business while on placement and this will be assessed on your return from employment in some of the modules.

You will receive a full induction to your work placement and will be given a work placement handbook to maintain while on placement.

Progression

The Academy regulations apply to this course. These regulations stipulate that you must pass your course work with a minimum of 60% and a final City and Guilds Exam with a minimum of 60%. Modules contain more than one

piece of assessment. The details of assessments and their weighting are explained in each module study guide.

2.4 Course Outline

Each module requires 222 hours of study; this study time is broken down into \pm 40 hours of timetabled class contact / lab work and 182 hours of personal and group activity, guided study, work place and preparation for class and module assessment requirements.

Each Lecturer will provide you with their module study guide. These will contain details of the aims, objectives and content of the module. They will also provide a course outline, and full details of the assessment subjects and requirements. The module study guide will also provide you with important information regarding the module leader: e-mail address and office contact details.

Advance Diploma Culinary Arts.

Level 1 1 year First year	Junior Chef Professional Cookery History of Cooking, Professional Behaviour, Personal Hygiene, Knife Skills & Maintenance, Kitchen Equipment's, Cooking Methods, Flavouring & seasoning food, South Africa & French Cuisine, Food Safety & HACCP, Basic First Aid, Costing & Conversion, Food practical (Cooking methods) and Menu planning/ types Wines Course
Level 2 (extend 2nd year)	Diploma Basic Pastries, Advance Cold PRESENTATION, Menu planning & menu writing, Food costing, HACCP, Quality Control, Preliminary wine Course, South African & French Culinary, Cuisines around the world, Food preparations techniques.
Work placement	Approximately 6 month's work placement for both levels
Level 3	Advance Diploma TBA
Level 3 Specialising	Pastry Chef Prepare different types of pastries, Hot & Cold Desserts and Sauces, Frozen Desserts and Sauces, Cakes, Sponges, Biscuits, Cookies, Icings, Chocolate & Sugar works, Sweets, Petit Fours & Friandises

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We work on number of credits according to the SAQA Document

- Each module has a credit value of ± 20 credits
- At level 2 & 3, students spend two thirds of their time studying specialist professional cookery modules
- The level 1 module 'Plan, Manage and Monitor your own Personal Development'.

2.5 Module Summary

Level 1 Module Summaries

Plan, Monitor and manage your own Personal Development

The module underpins all the modules as it develops your academic and intellectual ability. Which will concentrate on academic study skills and personal and professional development, which will prepare you for level 2 and level 3.

Assessment: A1 – Business Report and Presentation
A2 – personal and professional development related to preparation for work placement

Hygiene & Safety

In this module you will study food hygiene & Safety, Knife Skills etc. It will introduce you to the principles of hygiene and safety hygiene practice. You will study bacteria, moulds, yeast, viruses and gain an in-depth understanding of food poisoning and how to prevent it.

Assessment – A1 – Assignments / Class
Tests – 2 Exam (Mid-term
and Final Health & Safety
City & Guilds Exam)

Cooking Methods

The module reflects the need for a thorough understanding of the preparation, handling and cooking of a diverse range of kitchen products, and the subsequent production of a range finished dishes. It will cover a wide range of key topic areas including:

- Underpinning knowledge of relevant commodities

- The handling, processing and cooking of a range of products to produce dishes within context
- Basic reactions and principals involved in the processing and cooking of a range of dishes.
- The influence of modern technology and resources in the kitchen environment
- Classical and contemporary cooking and finishing techniques.

Assessment – A1 – Weekly practical assessments in the practical Laboratory)
A2 – 2 practical exam- Mid-year & final year exam

Cooking Methods 2 & Equipment

The focus of this single module and will continue to develop your skills in the kitchen environment. It will focus on developing butchery / fish preparation and the associated cooking skills with a view to the students being able to demonstrate competency in a four hour exam.

The module investigates and practices classical and contemporary styles of cuisine and provides you with the opportunity to develop your knowledge of the various methods used in processing food commodities, including an appreciation of the basic food science which is fundamental to so many of the products.

Assessment – A1 – Presentation
A2 – Theory & practical exam

Basic Pastry 1

These modules develop your pastry and confectionary skills. You will appreciate the demands of working in a professional pastry environment.

Pastry modules introduce you to a range of ingredients and commodities, materials and equipment used in professional kitchens across the globe. This first module in pastry will introduce you to the pastry environment and concentrate on the preparation, production and preparation of pastes and fermented goods. Pastry food science underpins this module.

Assessment – A1 – Practical exam
A2 – Report and Presentations

Assessment – A1 – Practical exam
A2 – Report and Presentations

Level 2 Module summaries

Cooking Management

This is a single module will further enhance your understanding of the trends and issues in the hospitality industry today, such as waste management systems, sustainability, seasonality and the nutritional aspects of food on the menu that are all

The module will draw on some of the learning of the previous kitchen modules and experimentation will be encouraged to develop your knowledge in relation to the current issues that are influencing food choices and the hospitality industry as a whole.

The module will also enhance your appreciation of the importance the highest quality produce, their nutritional values plus the basic food science and reactions between ingredients; understanding of which is essential to maintain consistent standards.

Assessment

A1 – portfolio log

A2 – continuous assessment –self peer and lecture

A3 – presentation

Nutrition

This module introduces you to the importance of understanding diet and nutrition as a relevant subject, how to apply basic principles to menu planning and how food is as necessary as medicine in the 21st century.

Assessment – A1 –portfolio

A2 – presentation

Cooking Techniques 3

In this module you will learn about the balance of flavour, textures and colours, which are essential when developing new dishes. You will use all of the knowledge and skills you have gained in the previous modules, to find the most suitable preparation and cooking techniques to bring out the very best from your ingredients. You will be encouraged to find new and exciting innovations for you dish which will inspire you to be a leader in the industry, not just a following in the wake of other chef's ideas and initiatives.

Assessment

A1 – continued portfolio log

A2 – practical skills test

Pastry 2 Technique

The module reflects the need for a thorough understanding of the preparation, handling and cooking of sponges for gateaux as well as many other product types for Petits Fours. It will cover a wide range of key topic areas including: Classical and contemporary techniques for the preparation and finishing of Gateaux and Petits Fours Basic chemical principles and reactions involved in the making and baking of Gateaux and Petits Fours

Pastry 3 Technique

The module reflects the need for a thorough understanding of the preparation and presentation of Desserts in relation to specific overriding criteria imposed by the client. It will cover a wide range of key topic areas including:

- Underpinning knowledge of relevant commodities
- The handling of the ingredients; methods and finishes
- Basic principles involved in the making and presentation of desserts
- The influence of modern technology and resources in the kitchen environment
- Classical and contemporary preparation and finishing techniques

Assessment –pastry 3

A1 –report

A2 –skills test

Pastry 4 Technique

The module reflects the need for a thorough understanding of the preparation and presentation of sugar modelling and pastillage work to an advanced level. It will cover a wide range of key topic areas including

Learning, Teaching and Assessment

3.1 Learning and Teaching Approaches

The key characteristics of the course are to support students in developing complex practical skills, knowledge and understanding of the delivery of products and services within the hospitality industry especially in relation to food preparation and production management.

The student's practical skills, knowledge and understanding are developed through practical activities within the Academy and the work environment. The theoretical components are integrated into practical activities but are also explored through lectures, seminars and case studies. This develops the students' integrated learning and understanding of hospitality products and services. The course is designed to develop a high level of cognitive interpersonal, social and management skills needed to perform effectively as a pastry chef in a complex and challenging organisation.

The course is constructed on a modular basis offering flexibility in the management of learning and assessment.

The **Level 1** modules in the first year, introduce you to fundamental practical culinary skills underpinned by theoretical knowledge. Personal Professional Development is a module which runs alongside the practical modules and the year culminates with Microbiology, essential study for Health and Safety practice at this level.

The second year with **Level 2** modules further extend your practical skills building on from Level 1 and aims to develop independent thinking and planning with innovation and artistry.

The final year **Level 3** is about one semester in length, which is the **advance diploma**, the modules taught in this final year will focus on developing higher level cognitive and intellectual skills including critical thinking ,analysis, evaluation ,informed discussion and problem solving .The management and business nature of these modules prepare you for employment as a food professional with a broader understanding of the hospitality industry and how it can be developed and managed with successful outcomes.

Each module study guides give you details of the learning and assessment you will undertake, for each single module you are expected to undertake 222 hours of work this work time will include: class time, laboratory work, time

spent on assessment and time spent preparing for classes and general reading.

In most cases the work you need to do for your module is identified in your module guide, this guide is there to help you and enable you to get the most from your contact with your lecturer and your peer group. If you do not understand any aspect of the assessments or activities then you should contact your lecturer. All lecturers are contactable by office phone, e-mail, or by making an appointment to speak with them at a time convenient to you both.

3.2 Assessment

You will be required to submit all of your text-based assignment work – e.g. presentation, case studies and reports, either electronically or hand in with your lecturer. This will be discussed in class with you by your lecturer. Such work can also be marked online or manually, and your marks and feedback made can be available to you electronically or hard copy from the admin office. Details of the submission mechanism and assessment dates will be provided via Module Study Guides.

Many of your assessments will be practical skills based, industry professionals are often present in the capacity of second examiners. This ensures that your skills, knowledge and competency is relevant and current to industry standards.

Throughout your course, you will be encouraged to take photographs of your work and file it within your POEs. On certain modules, you will be required to submit work via emails and will also receive some work via emails.

3.3 The NDS Chefs Academy Graduate Attributes

Graduating at NDS Chefs Academy means that you will be developing the following Graduate Attributes and become:

- ***A reflective and critical lifelong learner***
 - The ability to base judgment on evidence
 - The ability to plan and reflect
 - Problem-solving
 - Managing own learning
 - Motivation and self-management
 - Reflection

- ***A creative and enterprising professional***
 - The ability to communicate effectively
 - Career management skills

- ***A globally aware individual***

- Awareness of cultural difference
- Awareness of equity and equal opportunity principles
- Awareness of cultural difference

These attributes will develop over the years of your study and maybe capture in a variety of ways

Student Support and Guidance

4.1 Introduction

NDS Chefs Academy has great and passionate staff members who are capable of offering and facilitating service to help support you through your course. You are most welcome to ask for appointment at the administration office to see one of the lecture-ring staff or the principal should needs be. We also use external mentors to give talks that will motivate you in the direction you have chosen.

If you have a disability, please do not hesitate to come to the office to discuss it with the relevant people so as to assist you.

4.2 Student Support

Personal Tutor

The development of learning skills is an important aspect of your course and is designed to provide you with the personal learning skills to ensure that you take full advantage of the opportunities offered. We do not tutors at this stage but the lecturing staff are more than will to help you understand the outcome of the learning material. Please always communicate with them so that they can assist where necessary. We also have an external assessor who can help you identify your strengths, preferences, areas where additional help and support is needed, but this is external services and it comes with a cost. Feel free to speak to the administrator should you want to know more about this.

4.3 Induction

Induction

There will be an induction to the course at which the course will be introduced to the students. This is typically a one-day session in the week prior to the commencement of teaching. The induction will provide the opportunity to:

- Meet the NDS Chefs Academy Staff

- Meet employers you will be working with during work placement
- Undertake NDS Chefs Academy Rules and Regulation.
- Distribute module study guides and other documentation
- Distribution of students uniform for those who gave sizes and paid the 1st instalment in time. Fitting for sizes for those who are still outstanding.

Staff Availability

Staff are normally available outside of scheduled teaching time on pre-arrangement.

Staff can also be contacted via work email.

POEs, this is a very important component of your work, many modules also require the production of a portfolio that will also support the continuing compilation of the progress file once the student progresses onto Level 2 of their course.

Confidentiality

As the students on the course will be active practitioners in industry or working in the academy, some may be working on market sensitive data, information and products. Students will be encouraged to discuss their own work but any information given freely and discussed will be treated by all in the strictest confidence and will not be used for any commercial gain.

4.4 Workplace/Practice Support

Work placement is a mandatory aspect of the course, and will be arranged in conjunction with the academy work placement office and the lecturer to ensure the most suitable placement is secured.

Students will be advised of the placement rules and regulations and will be expected to abide by these while on placement.

During placement the students will be visited by lecturer or another member of staff acting on their behalf to discuss the student's placement experience and to gain feedback from their supervisor.

Quality Management and Enhancement

5.1 Course Management

Students will be supplied with:

- A course guide
- Module study guides and learning materials for theory and practical

The need for support varies from student to student. Support will thus be negotiated between the student and the course leader.

Academic Support

Academic staff with specialist knowledge and expertise in the subject to guarantee a quality learning experience will facilitate the course.

Module Leaders are responsible for the overall content, quality and day-to-day delivery of the curriculum and the assessment of student performance on that module.

5.2 Student Evaluation

Evaluation of the Course

We need to know, at regular intervals, how you are getting on with the course. This is about your own personal performance and also about what you think about the course, changes you would like to see and so on. We will seek your views using questionnaires, talking with you in personal tutor time, hearing from your representatives in course meetings, receiving feedback from you about your modules and so on.

You will also want regular feedback from us about your work. We will provide you with feedback on all your assessed work and, as you will see from module study guides, we will offer you earlier feedback on some work that is submitted as a draft stage.

Playing your part!

Student Representatives

NDS Chefs Academy strongly believes in student participation and you are encouraged to lay an active part in the life of the academy. One way you can do this is to put yourself forward as student representative for your course at whatever level of study you are completing.

In addition, as a Student representative, you may be asked to attend a range of the Academy committee meetings covering a full range of areas and levels.

It is not as daunting as it sounds. You should only be asked to attend about 1 (one) meeting per year and it is a wonderful way of finding out what is going on. It looks good on your CV as well!

If you believe you can contribute effectively and will be able to represent the views of other students on your course, please talk to your lecturers.

