

## M. NAJEEB SHAFIQ

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Last updated: September 2015

### EDUCATION

- 2005 COLUMBIA UNIVERSITY, Ph.D. in Economics & Education  
Advisor: Henry M. Levin
- 2005 COLUMBIA UNIVERSITY, M.Phil. in Economics & Education
- 2001 UNIVERSITY AT BUFFALO, M.A. (Distinction) in Economics
- 2000 UNIVERSITY OF WESTERN ONTARIO, B.A. (Presidential Honor Roll) in Economics

### POSITIONS

- 2010-Present UNIVERSITY OF PITTSBURGH  
Acting Department Chair (Spring 2016), Associate Professor with tenure (2012-Present) and Assistant Professor (2010-12), Department of Administrative & Policy Studies, School of Education  
Associate Professor (2013-Present), Graduate School of Public & International Affairs  
Affiliated Associate Professor (2012-Present), Affiliated Assistant Professor (2011-12), Department of Economics  
Other Affiliations: Ford Institute for Human Security; Global Studies Center (Advisory Board); Governance Group; World History Center (Advisory Board)
- Spring 2014 UNIVERSITY OF CAMBRIDGE  
Visiting Scholar, Faculty of Education
- 2007-10 INDIANA UNIVERSITY- BLOOMINGTON  
Assistant Professor, Department of Educational Leadership & Policy Studies, School of Education
- 2006-07 WASHINGTON & LEE UNIVERSITY  
Visiting Assistant Professor, Department of Economics
- 2004-06 ABT ASSOCIATES INC.  
Economist (Bethesda, MD)
- 2003-04 THE WORLD BANK  
Consultant, South Asia Human Development (Washington, DC)
- 2001-04 TEACHERS COLLEGE, COLUMBIA UNIVERSITY  
Staff Associate, National Center for the Study of Privatization in Education  
Teaching Assistant, Program in Economics and Education

### AWARDS AND HONORS

- 2014 Outstanding Article Award, Journal of Education Finance, National Education Finance Conference

- 2012 Top 10 Most Cited Articles of 2007-12, Journal Asian Economics, Elsevier
- 2012 Nominee, Robert H. Durr Award for the Best Paper Applying Quantitative Methods to a Substantive Problem, Midwest Political Science Association
- 2010 – 11 Top 20 Articles on Comparative Politics of Developing Countries, Routledge
- 2009 – 10 Most Downloaded Article of 2009-10, Journal of Conflict Resolution, Sage
- 2001 – 04 University Scholarship, Columbia University
- 2003 – 04 Burke Endowed Scholarship, Teachers College, Columbia University
- 2001 Outstanding Achievement Award, College of Arts and Sciences, University at Buffalo
- 2000 Presidential Honor Roll, University of Western Ontario
- 1999 Student Award of Merit, University of Western Ontario
- 1998 Honor W Award for service to the university community, University of Western Ontario

## RESEARCH AREAS

Primary: Economics of Education

Secondary: Education Policy, Development Economics, Comparative Education, Labor Economics, Behavioral Economics

## PUBLICATIONS

**Articles and Chapters:** (^ student author)

Shafiq, M. Najeeb. (2015). Aspects of moral change in India, 1990 – 2006: Evidence from public attitudes toward bribery and tax evasion. World Development 68, pp. 136–148.

Shafiq, M. Najeeb & John P. Myers (2014). Educational vouchers and social cohesion: A statistical analysis of student civic attitudes in Sweden, 1999 – 2009. American Journal of Education 121(1), pp. 111–136.

Shafiq, M. Najeeb, Jessica Mason<sup>^</sup>, Taylor Seybolt & Kristin DeLuca<sup>^</sup> (2014). Are student protests in Arab states caused by economic and political grievances? Empirical evidence from the 2006-07 Arab Barometer. Peabody Journal of Education 89(1), pp. 141–158.

Shafiq, M. Najeeb (2014). Benefits of primary and secondary education. In Dominic Brewer and Lawrence Picus (Eds.), Encyclopedia of Educational Economics and Finance 1 (pp. 72–76). Thousand Oaks, CA: Sage.

Shafiq, M. Najeeb (2014). International organizations. In Dominic Brewer and Lawrence Picus (Eds.), Encyclopedia of Educational Economics and Finance 1 (pp. 421–424). Thousand Oaks, CA: Sage.

Shafiq, M. Najeeb & Yuan Zhang<sup>^</sup> (2014). Labor market rate of return to education in developing countries. In Dominic Brewer & Lawrence Picus (Eds.), Encyclopedia of Educational Economics and Finance 2 (pp. 431–434). Thousand Oaks, CA: Sage.

- Toutkoushian, Robert, M. Najeeb Shafiq & Michael Trivette<sup>^</sup> (2013). Accounting for risk of non-completion in private and social rates of return to higher education. Journal of Education Finance 39(1), pp. 73–95.
- Recipient of the 2014 Outstanding Journal of Education Finance Award, National Education Finance Conference.
- Shafiq, M. Najeeb (2013). School enrollment in Iraq during the U.S.-led invasion: A statistical analysis. International Journal of Educational Development 33(2), pp. 130–138.
- Media coverage:
    - United Nations Office for the Coordination of Humanitarian Affairs (2013). Iraq 10 years on: Schools try to play catch-up. 26<sup>th</sup> April.
- Shafiq, M. Najeeb (2013). Gender gaps in mathematics, science and reading achievements in Muslim countries: A quantile regression approach. Education Economics 21(4), pp. 343–359.
- Shafiq, M. Najeeb (2012). Six questions about the World Bank's 2020 Education Sector Strategy. In Alexander Wiseman & Christopher Collins (Eds.), Education Strategy in the Developing World: Revising the World Bank's Education Policy, International Perspectives on Education & Society Series 16 (pp. 33–41). Bingley: Emerald Publishing.
- Shafiq, M. Najeeb (2011). Do school incentives and accountability measures raise skills in the Middle East and North Africa? The cases of Jordan and Tunisia. Review of Middle East Economics and Finance 7(2), article 2.
- Shafiq, M. Najeeb (2011). What criteria should policymakers use for assisting households with educational expenditure? The case of urban Bangladesh. South Asia Economic Journal 12(1), pp. 25–37.
- Shafiq, M. Najeeb & Abdulkader Sinno (2010). Education, income, and attitudes on suicide bombing: Evidence from six Muslim countries. Journal of Conflict Resolution 54(1), pp. 146–178.
- Media coverage:
    - USA Today (2010). "Generalization not germane to profiling," 6<sup>th</sup> June.
    - Foreign Affairs (2011). "Pakistan's middle class extremists: Why development aid won't solve radicalism," 11<sup>th</sup> July.
- Shafiq, M. Najeeb (2010). Do education and income affect support for democracy in Muslim countries? Evidence from the Pew Global Attitudes Project. Economics of Education Review 29(3), pp. 461–469.
- Shafiq, M. Najeeb & Karen Ross<sup>^</sup> (2010). Educational attainment and attitudes towards war in Muslim countries contemplating war: The cases of Jordan, Lebanon, Pakistan, and Turkey. Journal of Development Studies 46(8), pp. 1424–1441.
- Shafiq, M. Najeeb (2010). Designing targeted educational voucher schemes for the poor in developing countries. International Review of Education 56(1), pp. 33–50.
- Patrinos, Harry & M. Najeeb Shafiq (2010). An empirical illustration of positive stigma towards child labor. Economics Bulletin 30(1), pp. 799-807.
- Toutkoushian, Robert & M. Najeeb Shafiq (2010). A conceptual analysis of state support for higher education: Appropriations versus need-based financial aid. Research in Higher Education 51(1), pp. 40–64.

- Shafiq, M. Najeeb (2010). The effect of an economic crisis on education: An economic framework and evidence. Current Issues in Comparative Education 12(2), pp. 5–13.
- Chudgar, Amita & M. Najeeb Shafiq (2010). The impact of home and community factors on schooling in South Asia. Prospects: Quarterly Review of Comparative Education 40(4), pp. 517–534.
- Shafiq, M. Najeeb (2009). A reversal of educational fortune? Educational gender gaps in Bangladesh. Journal of International Development 21(1), pp. 137–155.
- Compton, Robert, Apoorva Uppala, Neil Ahrendt, M. Najeeb Shafiq, Yong Zhao, Rukmini Banerji & David Labaree (2009). Moderated discussion: 2 Million Minutes. Comparative Education Review 53(1), pp. 113–137.
- Shafiq, M. Najeeb (2007). Household schooling and child labor decisions in rural Bangladesh. Journal of Asian Economics 18(6), pp. 946–966.
- Shafiq, M. Najeeb (2007). Household rates of return to education in rural Bangladesh: Accounting for direct costs, child labor, and option value. Education Economics 15(3), pp. 343–358.

***Monographs, Monograph Chapters and Reports:***

- Johanson, Richard & M. Najeeb Shafiq (2011). Tertiary Education in Developing Countries: Issues and Challenges. Washington, DC: Millennium Challenge Corporation.
- Shafiq, M. Najeeb (2010). Lesotho's growth and competitiveness in a global context, Chapter 1, The Education System in Lesotho. Washington, DC: The World Bank.
- The World Bank (2009). The Impact of Macroeconomic Crises on Education and Labor Market Outcomes, co-author with Tazeen Fasih and Harry Patrinos. Washington, DC.
- Patrinos, Harry & M. Najeeb Shafiq (2008). A positive stigma for child labor? World Bank Policy Research Working Paper No. 4697.
- Shafiq, M. Najeeb (2006). The Prospect of an Educational Voucher Scheme for Punjab's Katchi Abadi (Urban Slum) Children, background report prepared for The Open Society Institute and Punjab Education Foundation. Budapest, Hungary and New York, NY.
- The World Bank (2004). Labor Markets in South Asia: Issues and Challenges, co-author on seven of eight chapters. Washington, DC.

***Newsletter and Research Brief:***

- Myers, John P. & M. Najeeb Shafiq (2015). Voucher scheme design and democratic culture in Sweden. American Journal of Education Forum, February.
- Shafiq, M. Najeeb (2008). An economist's response to Steven Klees' presidential address," invited contributor. Newsletter of the Comparative and International Education Society, May.

***Working Papers and Papers in Progress:***

- Shafiq, M. Najeeb & Anna Vignoles (2015). Beyond the Arab Spring: Education, earnings, and protest. Working paper.
- Shafiq, M. Najeeb & Alexandria Valerio (2015). Schooling and social mobility in developing countries: A review of conceptual frameworks and empirical research. Working paper.

Shafiq, M. Najeeb & Alexandria Valerio (2015). Cognitive skills, social origins, and social destinations in twelve developing and transition economies. Working paper.

Shafiq, M. Najeeb, Amanda Devercelli & Alexandria Valerio. Are there long-term cognitive and noncognitive benefits of early childhood education in developing and transition economies? In progress.

Shafiq, M. Najeeb & Alexandria Valerio. Who benefits most from university education in developing economies? In progress.

Shafiq, M. Najeeb, Amanda Devercelli & Alexandria Valerio. Does early childhood education lead to cognitive and noncognitive benefits among adolescents? Evidence from developing and transition economies. In progress.

Shafiq, M. Najeeb. Teacher merit pay: A case of paying enough or not at all? In progress.

Seybolt, Taylor & M. Najeeb Shafiq. Political attitudes and engagement before, during, and after the Arab Spring. In progress. [Equal authorship]

### ***Dissertation:***

Shafiq, M. Najeeb (2006). Understanding household schooling and child labor decisions in rural Bangladesh, Dissertation, Graduate School of Arts and Sciences, Columbia University, New York, NY. Ann Arbor: ProQuest/UMI, Publication No. AAT 3188790

### **RESEARCH GRANTS**

*The cognitive and noncognitive benefits of early childhood education: Short- and long-term evidence from developing and transition economies.* The World Bank, August-November 2015, \$22,000.

*Does education influence social mobility? The role of education quality and quantity.* The World Bank, May-August 2015, \$30,000.

*Educational gender gaps in developing countries.* Proffit Internal Grant, Indiana University at Bloomington, 2009-10, \$36,000.

### **PRESENTATIONS**

#### ***Invited Addresses and Presentations:***

Tradition and change in the Middle East and South Asia. Visiting Professor, sponsored by the Department of Economics, Department of Politics, and Department of Religion. Washington and Lee University, Lexington, VA, January 20-22, 2016.

Returns or revolution? Education, earnings, and protest during the Arab Spring and the Arab Winter. Presenter, Association for Analytic Learning about Islam and Muslim Societies (AALIMS)-Princeton University Conference on Islam and Human Capital. Princeton, NJ, October 30, 2015.

The social benefits of education in the Middle East, North Africa, and South Asia. Visiting Scholar and Presenter, sponsored by the Department of Economics and College of Education, Michigan State University. Lansing, MI, October 15-16, 2015.

The social benefits of education in the Middle East and South Asia. Presenter, seminar sponsored by the International Educational Development Program, Graduate School of Education, the Middle East Center, and the South Asia Centre at the University of Pennsylvania. Philadelphia, PA, April 9, 2015.

- Raising the bar for education research: Guidance for increased rigor in assessing and generating evidence. Discussant, workshop sponsored by Building Evidence in Education (BE2)—a group consisting of the World Bank, the United Kingdom Department for International Development, and USAID. Comparative and International Education Society, annual conference. Washington, DC, March 8, 2015.
- Did Sweden's education voucher system undermine social cohesion? A descriptive analysis of student civic attitudes, 1999-2009. Presenter, Learning Sciences and Policy Research Seminar, School of Education, University of Pittsburgh, PA, September 14, 2012.
- The economics of education worldwide: China and India as models for American education reform? Presenter, The Forum of Western Pennsylvania Superintendents, Spring meeting, Bedford, PA, May 2, 2012.
- The economics of global education. Guest presenter, Annual Summer Institute for Teachers, The World Affairs Council of Pittsburgh. Duquesne University, Pittsburgh, PA, June 26, 2012.
- The World Bank's 2020 Education Sector Strategy. Book launch panelist, Comparative and International Education Society, annual conference. San Juan, PR, April 24, 2012.
- Education, employment, and protest participation in the Arab world: Evidence from the 2007-08 Arab Barometer. Presenter, Ford Institute for Human Security, Graduate School of Public and International Affairs, University of Pittsburgh, PA, January 25, 2012.
- Education, employment, and protest participation in the Arab world: Evidence from the 2007-08 Arab Barometer. Presenter, sponsored by the Comparative and International Education program and the International Education Student Association at the College of Education, Pennsylvania State University. State College, PA, November 11, 2011.
- Education in the developing world: A conversation about the World Bank's education strategy revision. Panelist, Comparative and International Education Society, annual conference. Washington, DC, May 3, 2015.
- Education and globalization. Presenter, Pugwash Conference, Purdue University, West Lafayette, IN, April 2, 2011.
- Education, income, and public attitudes toward suicide bombing, democracy, and war in predominantly Muslim countries. Presenter, Ford Institute for Human Security, Graduate School of Public and International Affairs, University of Pittsburgh, PA, January 12, 2011.
- Education, income, and public attitudes toward suicide bombing, democracy, and war in predominantly Muslim countries. Presenter, Workshop series in Economics of Education, Teachers College, and Lectures in International Development series, School of International and Public Affairs, Columbia University, New York, NY, February, 17, 2010.
- Education and support for suicide attacks: Evidence from six Muslim countries. Presenter, Workshop in Political Theory and Policy Analysis, Indiana University, Bloomington. February 4, 2008.
- Invited by the 2009 Nobel laureate in Economics, Elinor Ostrom.

***National and International Conferences:***

- Shafiq, M. Najeeb & Anna Vignoles (2015, March). Returns or revolution? Education, earnings, and protest during the Arab Spring and the Arab Winter. Paper presented at the Comparative and International Education Society, annual meeting, Washington, DC.
- Shafiq, M. Najeeb (2015, March). Chair's remarks: Fifty years of comparative studies of educational returns: A panel in honor of Martin Carnoy and George Psacharopoulos. Remarks presented at the Comparative and International Education Society, annual meeting, Washington, DC, March 11, 2015.
- Shafiq, M. Najeeb (2012, April). Education and protest among labor force participants in four Arab countries. Paper presented at the Midwest Political Science Association, annual meeting, Chicago, IL.
- Nominated for the MPSA's Robert H. Durr Award for the best paper applying quantitative methods to a substantive problem.
- Seybolt, Taylor & M. Najeeb Shafiq (2012, August). Grievance, opportunity and protest in four Arab states. Paper accepted at the annual conference of the American Political Science Association, New Orleans, LA. Conference cancelled because of Hurricane Isaac.
- Shafiq, M. Najeeb (2012, April). Education and protest among labor force participants in four Arab countries. Paper presented at the Comparative and International Education Society, annual meeting, San Juan, PR.
- Shafiq, M. Najeeb (2011, October). Education as an antidote for moral decay? The case of India, 1989-2005. Paper presented at the Comparative and International Education Society, Northeast regional meeting, Pittsburgh, PA.
- Shafiq, M. Najeeb (2011, April). A statistical study of school enrollment in Iraq during the US-led invasion. Paper presented at the Comparative and International Education Society, annual meeting, Montreal, QC.
- Shafiq, M. Najeeb (2010, March). Reservations about the road not traveled in the Middle East and North Africa: A quantile regression analysis of school incentives and accountability using PISA 2006. Paper presented at the Comparative and International Education Society, annual meeting, Chicago, IL.
- Shafiq, M. Najeeb (2010, January). Reservations about the road not traveled in the Middle East and North Africa: A quantile regression analysis of school incentives and accountability using PISA 2006. Paper presented at the American Economic Association, Allied Social Science Association, and Middle East Economic Association, annual meeting, Atlanta, GA.
- Shafiq, M. Najeeb (2009, April). Education, income and political attitudes in Muslim countries: Evidence from the Pew Global Attitudes Survey. Paper presented at the Comparative and International Education Society, annual meeting, Charleston, SC.
- Shafiq, M. Najeeb (2009, March). Does education and income affect public attitudes on suicide bombing? Evidence from six Muslim countries. Paper presented at the Midwest Economics Association, annual meeting, Cleveland, OH.
- Shafiq, M. Najeeb (2009, March). Chair's remarks: Frontiers in the economics of education. Comments presented at the Comparative and International Education Society, annual meeting, New York, NY.

Toutkoushian, Robert & M. Najeeb Shafiq (2008, April). Using economics to inform the public agenda on the allocation of state funding for higher education. Paper presented at the American Education Finance Association, annual meeting, Denver, CO.

Shafiq, M. Najeeb (2005, November). Household schooling and child labor decisions in rural Bangladesh. Paper presented at the Southern Economic Association, annual conference, Washington, DC.

**Other presentations:**

Comparative and International Education Society (CIES), annual meetings. 2002 (Orlando, FL); 2003 (New Orleans); 2004 (Salt Lake City); 2007 (Baltimore); 2008 (New York).

Florida State University, College of Education. 2005.

Indiana University, School of Education. 2007, 2008, 2009.

University of Dhaka (Bangladesh), Institute of Education and Research. 2003.

University of Pittsburgh, Department of Economics. 2014.

University of Pittsburgh, School of Education. 2010, 2011, 2012.

University of Pittsburgh, Commencement speaker, School of Education, Summer 2012.

Washington and Lee University, Williams School of Commerce. 2006.

The World Bank Resident Mission in Bangladesh. 2003.

**TEACHING**

*University of Pittsburgh*

- ADMPS 2307: Politics and History of Higher Education
- ADMPS 2398/ PIA 2587: Economics of Education
- ADMPS 3089/ EDUC 3100: Quantitative Methods I
- ADMPS 3089: Quantitative Methods II
- ADMPS 3301: Social Theories and Education
- ADMPS 3343: Comparative Education

*Indiana University*

- EDUC A631: Economics of Education
- EDUC A635: Education Finance
- EDUC H340: Education and American Culture
- EDUC H520: Education and Social Issues
- EDUC H623: Education Policy Research Seminar
- EDUC H637: Education and Economic Development
- EDUC Y502: Intermediate Statistics Applied to Education

*Washington and Lee University*

- ECON 101: Principles of Microeconomics
- ECON 289: Development Economics
- ECON 297: Population Economics

**PROFESSIONAL ACTIVITIES**

**MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS**

American Economic Association

American Educational Research Association

Comparative and International Education Society

Southern Economic Association

**SERVICE IN PROFESSIONAL ASSOCIATIONS**

Comparative and International Education Society

Member of Committee to Recommend Editor of Comparative Education Review, 2012-13  
American Educational Research Association  
Nominee for Secretary, Division L: Educational Policy and Politics, 2013-14

#### EDITORIAL ACTIVITIES

Consulting Editor, Research in Higher Education, 2011-Present  
Advisory Board Member, Forum for International Research in Education, 2012-Present

REFEREEING ACTIVITIES (\* denotes multiple reviews for the same journal): 37 journals

Economics journals: Applied Economics; Economics Bulletin\*; Economics of Education Review\*;  
Education Economics\*; Journal of Comparative Economics; Journal of Development Economics\*;  
Journal of Development Studies; Journal of Human Resources; Journal of Population Economics;  
Middle East Development Journal; Review of Middle East Economics and Finance\*; World  
Development\*

Education journals: Asia Pacific Review of Education; Comparative Education Review\*; Education  
Research International; Educational Researcher; International Journal of Educational  
Development\*; International Review of Education\*; International Journal of Educational Research;  
Journal of School Choice; Research in Higher Education\*; Prospects: Quarterly Review of  
Comparative Education

Political science journals: American Journal of Political Science; Asian Perspectives; Comparative  
Political Studies; Journal of Conflict Resolution\*; Journal of Peace Research\*; Pitt Political Review;  
Political Behavior

Sociology/demography journals: Asian Population Studies; Girlhood Studies; International Journal of  
Comparative Sociology; Sociology of Education; Virginia Social Science Journal

Science journal: PLOS One

Practitioner journal: Development in Practice

Foundations: Austrian Science Fund

Presses: Institute Of Education (IOE) Press, University of London

Conference proposals: American Educational Research Association\* (Division J: Postsecondary  
Education; Division L: Educational Policy and Politics); Comparative and International Education  
Society\*

#### SUMMER CONSULTING

WestEd, 2011. Assignment: Review of Report on Educational Vouchers in Developing Countries

The World Bank, 2010. Assignment: Analysis of PISA Data.

Millennium Challenge Corporation, 2010. Assignment: Review of the Social Benefits of Higher  
Education in Developing Countries.

Open Society Institute, 2006-07. Assignment: Designing an Educational Voucher Scheme for the Poor  
in Lahore, Pakistan.

Government of Morocco, 2005-06. Assignment: National Education Accounts.

#### OTHER

Radio panelist, Voice of America (Bengali), Washington, DC, 2007-12

Expert on education, Wallethub.com, 2015

#### UNIVERSITY SERVICE

##### DOCTORAL ADVISEES—PRIMARY

University of Pittsburgh, Department of Administrative and Policy Studies

Jessica Mason, Ph.D. candidate. Understanding political socialization in education. Initial  
placement: American Institutes for Research, Boston.

Holly Shiflett, Ph.D. 2013. Dissertation: The relationship between organizational culture and  
adherence to regulatory requirements for online programs. Initial placement: Virginia  
Commonwealth University.

Yuan Zhang. In progress.

Indiana University, Department of Educational Leadership and Policy Studies

Husaina Kenayathulla, Ph.D. 2012. Dissertation: An economic analysis of household educational decisions in Malaysia. Initial placement: University of Malaya, Malaysia.

#### SCHOOL AND DEPARTMENTAL ROLES

University of Pittsburgh, School of Education

Co-Chair, School-Wide PhD Committee, 2015-Present

Member, Search Committee, Assistant Professor of Science Education, 2014-15.

Member, Ph.D. Curriculum Committee, School of Education, 2013-15.

Member, Ed.D. Methods Committee, School of Education, 2013-14.

Member, Search Committee, Assistant Professor of Quantitative Methodology/ Educational Measurement, 2013-14.

Elected Member, University Senate & Faculty Assembly, 2012-14.

Member, PhD Redesign Committee, School of Education, 2012-13.

Member, Diversity Committee, School of Education, 2012-13.

Mentor, Dean's and Irvis (Minority) Fellows, School of Education, 2012-13.

Member, Admissions Committee, Department of Administrative and Policy Studies, 2011-Present.

Coordinator, Masters Admissions Department of Administrative and Policy Studies, 2011-13.

Chair, Technology Committee, 2011-13.

Member, Search Committee, H. Faison Chaired Professor of Urban Education, 2011-12.

Member, Search Committee, Assistant Professor of School Leadership, 2011-12.

University of Pittsburgh, Graduate School of Public and International Affairs

Member, Faculty Review, 2013-Present.

#### PERSONAL

Date of birth: July 1979

Citizenship: U.S.A. and Bangladesh (dual citizenship)

Marital status: Married with two daughters