



THE

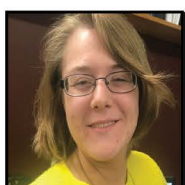
COSMOS

VOLUME 130 ISSUE 14

FRIDAY, FEB 1, 2019

CEDAR RAPIDS, IOWA

The Beauty in Belonging: Jocelyn Bell Burnell and the Fight for Equality



Ariel
Crego
Columnist

Discovery is largely by accident and never by design. Astrophysicist Dr. Jocelyn Bell Burnell can attest to this, being responsible for one of the greatest discoveries in astrophysics in the past century. Dr. Bell Burnell discovered the existence of pulsars, a type of star made from the core of an elderly star after supernova that emits radio waves from two poles, during her postgraduate studies at Cambridge

University and she was invited to share her experience with Kohawks on Tuesday, January 29, during the Contemporary Issues Forum.

Dr. Bell Burnell was studying charts produced by a radio telescope array, charts that have an appearance similar to seismographs, but instead of measuring the shifting of the earth, these charts measure radio waves produced by distant celestial objects. During her postgraduate studies she became quite adept at differentiating what



Dr. Jocelyn Bell Burnell discussing how the signal of the first known pulsar caught her attention. Credit Natalie Milke and Lacey Jacobs/Coe College Marketing Department

was noise and what was a structure, but starting in the summer of 1967 one very small signal caught her attention. It behaved like nothing

she had encountered previously, and this little signal would become the first pulsar ever catalogued.

Story Continued on Page 2

INDEX

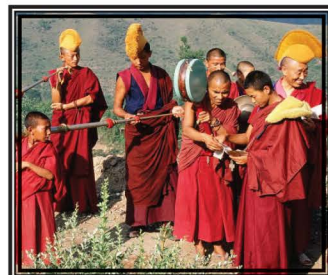
FEATURE	2
WHAT'S HAPPENING	4
STUD. ELECTIONS	9
WORLD MAP	11
DIVERSIONS	12



COE CANCELS
CLASSES
P. 4



COE REVIEW RELEASE
PARTY
P. 7



COMMON HOUR
P. 10

Feature

THE COSMOS
2018-2019 STAFF

Friday, Feb 1, 2019

EDITOR-IN-CHIEF

*Mariah Soto
Claudia Chiappa*

ASSISTANT TO THE EDITOR

Heather Fleck

COPY EDITORS

Ayam Shrestha

LAYOUT EDITOR

Lauren Hansen

COLUMNISTS

*Peyton McGuire
Ariel Crego
Michael Lachocki
Yuan Chai*

STAFF WRITERS

*Allison Bartnick
Mohan Xu
Heather Fleck
Ayam Shrestha
Cynthia Salgado
Scott Franklin
Aayush Jaiswal
Caleb Rigdon
Heejung Chu
Yuan (Catherine) Chai*

PHOTOGRAPHERS

*Antonio Perez
Zuzanna Nowobilski*

SPORTS EDITOR

Delena Humble

TREASURER

*Claudia Chiappa
Mariah Soto*

FACULTY ADVISOR

Shawn Harmsen

CONTACT US

cosmos@coe.edu

OR VISIT US AT...

coecosmoscom.com

Story Continued from Page 1

The discovery was recognized by the 1974 Nobel Prize in Physics, however, Dr. Bell Burnell was not one of the recipients of the award despite her direct involvement in the discovery. She never allowed this to dissuade her, continuing her work in radio astrophysics and working for the advancement of women and minorities in science, while bringing awareness to the problems of imposter syndrome and inequalities in science.

Before speaking at the Contemporary Issues Forum, Dr. Bell Burnell also interacted with students

through an open house discussion through the physics department and at a dessert gala with WinSTEM. Dr. Bell Burnell took time to address the phenomenon known as imposter syndrome, a fairly common 'mental game' that plagues many professionals in many professions, at each event.

Imposter syndrome is characterized by feelings of not belonging in a job, feeling as though you're underqualified to perform or feelings of shame over perceived notions of not performing well enough in a position.

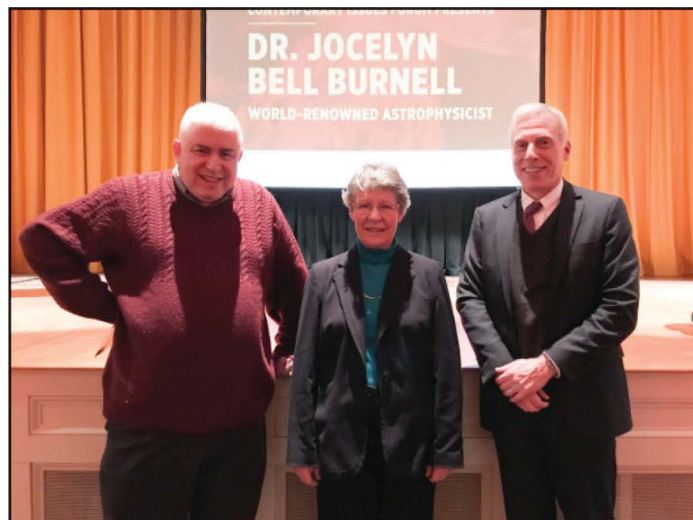
During her presentations, Dr. Bell Burnell emphasized

that imposter syndrome is scarily prevalent. At the physics department open house, she spoke about how earlier in the month she presented at Penn State. One of the exercises in her talk was a quick examination of imposter syndrome. She requested that everyone in the lecture hall at Penn State raise their hands if they've ever doubted their ability. To her surprise, every hand went up. These feelings were common for Dr. Bell Burnell for a good chunk of her career.

"When I came to Cambridge, everyone was terribly suave, and it made me feel like a country yokel, being from the sticks," said Dr. Bell Burnell. "It convinced me that they'd made a mistake admitting me, and that they were going to throw me out."

These feelings were a drastic turn-about from her earlier education, where Dr. Bell Burnell fought administrative pushback to attend science classes as a high school student. But her attitude won out against these thoughts.

"I said to myself: 'They've made a mistake



Dr. Jocelyn Bell Burnell (center) with Professor Steve Feller (left) and Coe College President Dave McNally (right) before her Contemporary Issues Forum presentation Credit Natalie Milke and Lacey Jacobs/Coe College Marketing Department

Story Continued on Page 3

Friday, Feb 1, 2019

Story Continued from Page 2

admitting me, they're going to discover their mistake, and they're going to throw me out," said Dr. Bell Burnell. "But, until they discover their mistake, I'm going to work my very hardest, so when they throw me out, I'm not going to have a guilty conscious, I would have done my best, but I wasn't ready."

Imposter syndrome can be solved on its own, through a combination of repeated demonstration of ability, acknowledgement of that ability, and time. Institutions and workplaces play a large role in creating an environment that allow those that suffer from this self-doubt to understand

they can move past it. During her career, Dr. Bell Burnell recognized the importance of this, and in 2005 teamed up with several other female scientists to create the Athena SWAN Charter.

Athena SWAN (Scientific Women's Academic Network) is a charter organization that seeks to promote the advancement of gender equality, representation, progression, and success for all members of academia and professions. Originally, the charter stood as a competition in the United Kingdom for universities and colleges to show how 'female-friendly' their respective STEM programs were compared to one another,

but in 2015 the charter was expanded to the arts, humanities, social sciences, and law in both academia and the career world, and recognizes not only women's equality, but gender equality. During her lifetime she has seen the number of women in the sciences increase drastically, but there are still worrying trends.

During the discussion with students she cites membership numbers for an international organization she is part of, the International Astronomical Union. Countries that speak English seem to underperform, in her experience. Memberships for women is highest among more conservative

European Catholic countries, like Italy. The United Kingdom, Canada, even we trail behind the national average. Dr. Bell Burnell believes that the question of representation is not a fight for women, by women, but one that everyone must believe in and champion.

"What you really have to do is change the attitudes of society," said Dr. Bell Burnell. "Say a girl wants to do science, and her aunties, her mother, says 'What do you want to do that for, it's too hard.'"

There are unhealthy perceptions still alive today, about what a woman can or can't do, but in her eyes, it takes acceptance and acknowledgement from everyone to break these barriers.

Coe Students Perform at First Blindspot of the Semester



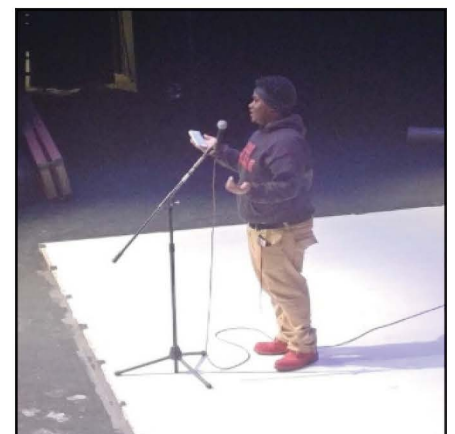
Heather Fleck
Assistant to the Editor

The first Blindspot of 2019 kicked off at it's usual time in the Dows theater on January 25, 2019, a perfect, but chilly night. Coe students,

along with a handful of prospective Coe students, bundled up and headed over to watch the mystery acts that went on.

From singing songs like Titanium, to reading student written poetry, to gargling salt water during a poem,

St. Patty's Day themed Blindspot was a hit, even for the prospective students. Look for emails in the coming weeks for the next Blindspot date and theme and be sure to snag one of the eight spots,



Marko Jolley reads poetry. Picture taken by Heather Fleck.

Friday, Feb 1, 2019

Coe Cancels Classes Amid Polar Vortex Emergency



Claudia
Chiappa
Editor-in-
chief

Coe College joined several other schools in the District on Wednesday, January 30 when it officially cancelled classes because of weather conditions. Cedar Rapids was just one of the cities swept by a deadly polar vortex this week, that brought Arctic temperatures, as low as minus 22 degrees, on the Midwest. As Wednesday saw record breaking temperatures, Coe decided to put the students' safety first and cancel classes from Tues-

day, January 29 at 4:30 pm to Thursday, January 31 at 12 pm.

"It's always tricky to predict weather several days out, so we waited to act until we knew it was going to hit Cedar Rapids and be as bad as predicted," said Provost Paula O'Laughlin. "Once the severity of the Polar Vortex hitting Cedar Rapids was clear, it was equally clear that we would not be able to ensure everyone's safety with regular daily operations."

Weather conditions sparked alarm all over the country, as several news outlets report life-threatening temperatures. School officials were invit-

ed to stay home as the library, the mailroom, the print center, health services, and most offices closed. Only the dining services made sure to remain open to guarantee breakfast, lunch, and dinner to all residents.

By Wednesday night, the weather had forced the cancellation of thousands of flights nationwide about 8 deaths were reported in the area hit by the cold air, including an 18-year-old student at University of Iowa. Campus Security and Health Services encouraged students to stay indoors, to wear warm clothes, and to be on the lookout for any symptoms of hypothermia or frostbite. Meanwhile, buildings around campus suffered from frozen water pipes and other cold related-incidents.

Coe's choice to cancel classes arrives despite Coe's rigid policy re-



Photo by Claudia Chiappa

garding closure during inclement weather. The gravity of the polar vortex and the consequences of these low temperatures, however, did not leave school officials any other chance.

No one should be outside walking to classes etc., in this weather even for a couple of minutes," said O'Laughlin. "No one likes to cancel classes, but no one wants anything bad to happen to members of our community. Everyone in the Coe community's health and well-being are way too important to put at risk in this weather."



Temperatures at Coe College reached -30 °F (-35 °C).

Photo by Claudia Chiappa

Friday, Feb 1, 2019

Rap Comedy on a Friday Night



Cynthia Salgado
Staff Writer

On Friday January 25th Coe's Student Activities Committee welcomed Free Daps. According to their website www.freedaps.com, "Free Daps is an Orlando-based rap collective, specializing in freestyle rap, music, and comedy." The best way to summarize the performance is as an "improv interactive rap comedy." That includes a variety of templates to base their performances off. To show off their skills and how nothing is rehearsed the raps are

based off the audience interactions. The show solely depends on the audiences' interactions and how they respond. In order for the show to be good, the audience must give off good feedback.

With Free Daps being a crew, they don't always travel together. On Wednesday, S.B. The Anomaly from The Bronx, New York, Mehsi from Miami, Florida, and Johnny Hugo from Queens, New York made their way from Orlando, Florida to Coe. "This gave me purpose when things went left when I was



From left to right: Johnny Hugo, S.B. The Anomaly, and Mehsi. Photo by Cynthia Salgado.

younger," said S.B to why he does what he does. Johnny and S.B were 13 when they first started rapping and Mehsi was 11. They have been working together for three years. "This is an all encompassing art that we can best express ourselves through," said Johnny to why they started Free Daps. The group said that they found a way to have fun and get paid doing what they love.

"I was very excited at the fact they could just spit rhymes off the top of their heads in front of us," said Kayti Schuler ('22), "I

participated because I thought it would be a way to help me get out of my shell a little more," added Schuler after being a volunteer for the second to last skit. "I was completely thrown off but still had fun at the same time after having to dance in front of everyone there. My favorite skit had to be the 'slow jam' skit, everything was off the top of their heads," she further added.



From left to right: Johnny Hugo, S.B. The Anomaly, and Mehsi. Photo by Cynthia Salgado.

Friday, Feb 1, 2019

ASL Club to Educate Kohawks on Deaf Culture



Aayush
Jaiswal
Staff Writer

American Sign Language (ASL) Club, which started out towards the end of last semester, is keen to educate the Coe community about deaf culture. The club also hopes to provide ASL lessons to those interested. Currently, the club is focused on establishing itself on campus and is planning to hold events to get

people involved.

Jack Pollack ('20), an Organizational Science major, is the current president of the ASL Club. Pollack grew up learning ASL and deeply cares about the deaf community. He feels one of the best ways to raise awareness is by screening movies or TV shows that has significant content related to deafness, like, *The Shape of Water* and *Switched at Birth*.

"We want to show that it (ASL) is not just a language, it's a whole

culture, a whole identity. there's a lot that goes on there than just hand movements," said Pollack. The club welcomes all students who care about ASL and wish to learn about deaf culture.

In their first meeting, Pollack states, "A wide variety of people showed up. We had Creative Writing students who wanted to learn to write a deaf character, we had Nursing majors who wanted to connect more with potential patients they might have in the

future. And some of them simply wanted to learn a language, a new culture."

ASL Club aspires to have a bigger presence in Cedar Rapids. Apart from its on-campus efforts, the club has established connections with Deaf Iowans Against Abuse, a non-profit organization in Cedar Rapids, where it is working to get Coe students to volunteer and personally help deaf people.

Prospective Students Visit Coe



Heather
Fleck
Assistant to
the Editor

January's Admitted Students Weekend was a success overall. Prospective students enjoyed Coe's friendly atmosphere and many of the prospective students made new friends. Gaby, a prospective student, said "it was so easy to make new friends. Everyone was open to answer questions, give advice, or even have a

fun conversation."

While the prospective students were on campus they had the chance to meet Charlie Kohawk which Gaby said she "had a blast... talking to Charlie the Kohawk mascot."

Prospective students also had the chance to do so much more other than meeting Charlie including: meeting with faculty, sitting in on classes, touring Coe's beautiful campus, having a meal or two with a current student,

staying on campus, and more.

Coe College had a few students enroll for next year and more will come with time. Aileen, a prospective student, said "Coe will definitely be high up on my list for prospective colleges thanks to this weekend." And hopefully the same

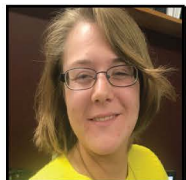


Alyssa, a prospective student (left) and Anna Bogart ('22) (right) at the Kohawk Social. Photo by Heather Fleck.

goes for many others that attended January's Admitted Students Weekend.

Friday, Feb 1, 2019

A New Era for A Coe Classic



Ariel
Crego
Columnist

The Coe Review has undergone a facelift over this past semester. The student-run literary publication debuted a sleek new look for the magazine at the release party for their Fall 2018 Poetry edition.

"It's new everything," said layout editor Chris Arias ('21). "New fonts, new margins, new paper."

The work put into this issue shows--the words inside are crisp

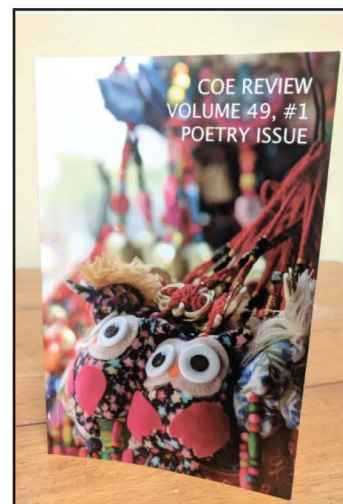
and clean looking, the new layout evokes a more modern appeal. Managing editors Hallie Eickoff ('20) and Sarah Reilly ('21) worked with the Coe Review faculty advisor, Nicholas Twemlow, to direct the transition.

"We chose to redesign for two reasons," said Hallie. "[Professor Twemlow] encouraged us to and we were transitioning to a new printing company. Everything was just at a good time."

This was Professor Twemlow's first time working with the

Coe Review. "I learned just as much as I was teaching," he said. "I learned a lot about [the editorial approach] here, and working for a magazine in the past as it went under a redesign influenced me to help redesign this magazine too."

The staff and editors of the Coe Review meet on Monday nights at 7 PM in Hickok 302. The submission period for the Spring 2019 Fiction edition is ongoing until March 18, and issues of the Fall 2018 Poetry edition can be picked up in the English Suite on third floor Hickok.



This year's poetry edition. Covers are selected from student submitted artwork and photos. Photo by Ariel Crego

(SOME) COE EVENTS

WEDNESDAY, FEBRUARY 6
SAC Trivia Night

WEDNESDAY, FEBRUARY 6 (4-6 pm) (C3)
Heath care Career Fair

FRIDAY, FEBRUARY 8 at Brewed (8-9 am)
Coffee with Cool People

SUNDAY, FEBRUARY 3 at the PUB (6-10 pm)
Super Bowl Party by Habitat for Humanity

Friday, Feb 1, 2019

The First Common Hour of the Semester Introduces Tibetan Bon Tradition



Heejung
Chu
Staff Writer

There was the first Common Hour for this spring semester on Friday, January 25, at 3:15 in Stuart Hall. Dr. Chris Hatchell of the Philosophy and Religion Department led the lecture and it was about Tibetan religious tradition which is called

“Bon” and he also introduced his ongoing work. Professors and students interested in Tibet and its historical religion visited the event.

At first, Dr. Hatchell explained about Bon and briefly talked about Tibetan history. He divided its history into three parts: pre-history, the imperial/historical period and 950 CE and on. Even if it was a fairly

unfamiliar topic, he tried to make it easier to understand and added many interesting photo materials. After that, the instructor introduced more specific content such as “Towpa Shenrab,” a teacher of the religion and “Menri Monastery” which is a name of Bon monastery.

He especially discussed the difference between Bon and Buddhism. A common

question about the Bon tradition is: “Is this Buddhism?” But the professor said that when it comes to who they followed, Tibetans didn’t follow Indian Buddha. It means its followers consider Bon a separate religion.

According to him, one of the distinct characteristics

of Tibetan Bon is that their text is a very social thing compared to other religions.

His recent main research is about translating a biography of the religion and it is pretty hard work due to their indecipherable language. He let the audience see piles of papers, “Zermix” which consisted of Bon letters. Many people were active in a question session and had a great time sharing their curiosity. Dr. Hatchell closed the lecture by encouraging students to look forward to his new book on the topic, coming in about 10 years.



*Dr. Chris Hatchell of the Philosophy and Religion Department discussed "The Tibetan Bon Religious Tradition" last Friday, January 25.
Photo by Heejung Chu*

Friday, Feb 1, 2019

"Push Your Agendas from Day One in Office," Student Senate Representatives 2018



Ayam
Shrestha
Copy-
Editor

While this past Thursday's run-off election was set to give Coe its next Student Body Leaders, Student Body President 2018, Fatima Elsheikh and Vice President Lotukalafi Ahomana cherished their final days in their position this week. Coe College Cosmos had a little talk with Fatima and Lotu, Monday evening, to gain insight of the highlights, challenges, experiences of their term along with suggestions for the newly elected representatives.

The interview

Ayam: Your term as Student Body President and Vice President are at its final days. How are you guys feeling about it?

Fatima: Honestly, as cliché as it might sound, it feels like yesterday that we stepped out of the debate. Spring

semester was over very quick and part of the reason being we took office late. Therefore, we did not have flexible time to start on the projects we wanted to which were differed to fall semester. Although there are many points in our agenda we have accomplished, there is still so much more to do. At this point, we feel – well, we could urk, but it was a fun ride. We did some fun things, one of the highlights being Lose some more time... Lotu: It was a fun ride. It was a lot of Coe. That is one of those events which we sure want to come back to Coe ten years from now to see if that is something that happens just like Flunk Day. At least it sounds for the near future, hearing from the candidates it will continue.

Ayam: What were your aspirations while running the elections? To what extent were you able to meet your

goals?

Fatima: There were a few different categories that we wanted to hit on, and one was accessibility across campus to make sure that everyone had access to academic buildings and the greater Cedar Rapids Community. Something else that we had really emphasized in our

platform was a 24/7 accessibility to food for students emphasizing on students without a meal plan through a Food Pantry. This has been approved and we have an anonymous donor. This work is in progress which should be completed before the end of the year to provide nonperishable food and feminine



Photo provided by Student Body President Fatima Elsheikh and Vice President Lotukalafi Ahomana.

hygiene products.

Lotu: As a part of the campus beautification agenda, I worked with Larry Lee to improve the physical appearance of the campus on a multitude of ways. I had a lot of background information on landscaping, so it was personally important

Story Continued on Page 10

Student Elections

10

Friday, Feb 1, 2019

Story Continued from Page 9

to me. Through this project we were able to make changes on the campus grounds over the summer like the amphitheater and the fountain. We addressed security as we got a lot of student feedback. Working with Larry, Tom, and president David McNally on focusing funds towards security which was reflected through the escort service which also gives a hands-on experience for Criminal Justice Students.

Ayam: What is/are the most memorable instances during your term?

Lotu: That's an easy one for me. Probably an easy one for you as well (to Fatima) One ... Two ... Three ... LoCoe! One thing you can always count on college students to do is to eat free food and there is nothing wrong with live music. While this acted as a alternative to Big Band, it was also a great way to promote local food and music and entertainment. Kinda reminiscent to 'A Flunk day in fall'.

Fatima: It makes me

very happy now when people come to me and say, "I listen to this artist because I met him at LoCoe," or "I went to this one place because they came to Coe during LoCoe." We know it is not a city that necessarily has much to offer but what we do, is just a bunch of little gems which LoCoe helped Kohawks to find.

Ayam: If you had to describe your term in 5 words, what would it be?

(Both after thinking for a while)

Lotu: Challenging, Rewarding, Tireless, Dedicated, Humbling. Was that five?

Fatima: Rewarding Bitter-sweet, Humbling, Unforgettable, Historical

Ayam: If you could go back in time to the day you were elected, would you make the same decisions and take the same actions you did? If you could redo your terms all over again, would you change any aspects of your terms?

Lotu: (Laughs) I would have pushed more projects in my committee. I wish I was more aggressive in my committee to push them more on my committees. I think I was too timid in my first semester. I did not want to rock the boat, but I certainly would have done a few more things if I had pushed it harder.

Fatima: I would go and pick up the pace from that very week we took office. As we said, spring semester went away quick as I think we could not get as much done in the spring semester as we did during fall. Would certainly have made better use of the time knowing that here we are a year later, and it just flew by. I would also research to make better use of those funds to enhance student life on campus.

Ayam: Is there any advice you would like to give to the future Student Body President and Vice President?

Lotu: Your first semester in office goes quick. So, use that time efficiently, something we could

have done better. It's a challenging position. But it is a rewarding one and an accomplishment. It's a quarter of your time at Coe and its important to be proud of the position and not see it as an occupation, but an opportunity. Fatima: Don't rush. Take your time with everything and anything you want to do. It will fly by and you will find yourself in the place where Lotu and I are in right now. And wish that we could change things right now. Have fun with it. Essentially the campus in your hands. You are leading every student on campus. It's a privilege. Meet with the president and bridge a lot for the gaps make it smooth and family like. And lastly, you have a huge amount of funds in your hands, make use of it wisely.

World Map

11

Friday, Feb 1, 2019

Parliament voted Tuesday to send Theresa May back to Brussels to renegotiate the terms of the Brexit deal, over concerns over the Northern Ireland backstop.

Australia has been experiencing a record-breaking heat wave since the start of the year. Temperatures in Alice Springs hit 42 degrees Celsius (107.6 Fahrenheit) for 14 consecutive days and counting, a new record for the area, according to the country's Bureau of Meteorology. During this massive heat wave, several hundreds of animals and fish have been found dead in dried up watering holes.



Escalating attacks by Boko Haram militants have forced 30,000 people out of Nigeria's northeast into Cameroonian borders over the weekend, the UN Refugee agency said on Tuesday.

Chinese methane emissions are rising at an alarming rate despite recent government regulations aimed at curbing the climate-changing pollutant. A new study was released in the journal, Nature, on Tuesday that shows a steady growth in China's methane emissions, primarily from the country's massive coal mining sector, undermining Beijing's claims to be leading the world on climate change action.

Friday, Feb 1, 2019

COE CROSSWORD

ACROSS

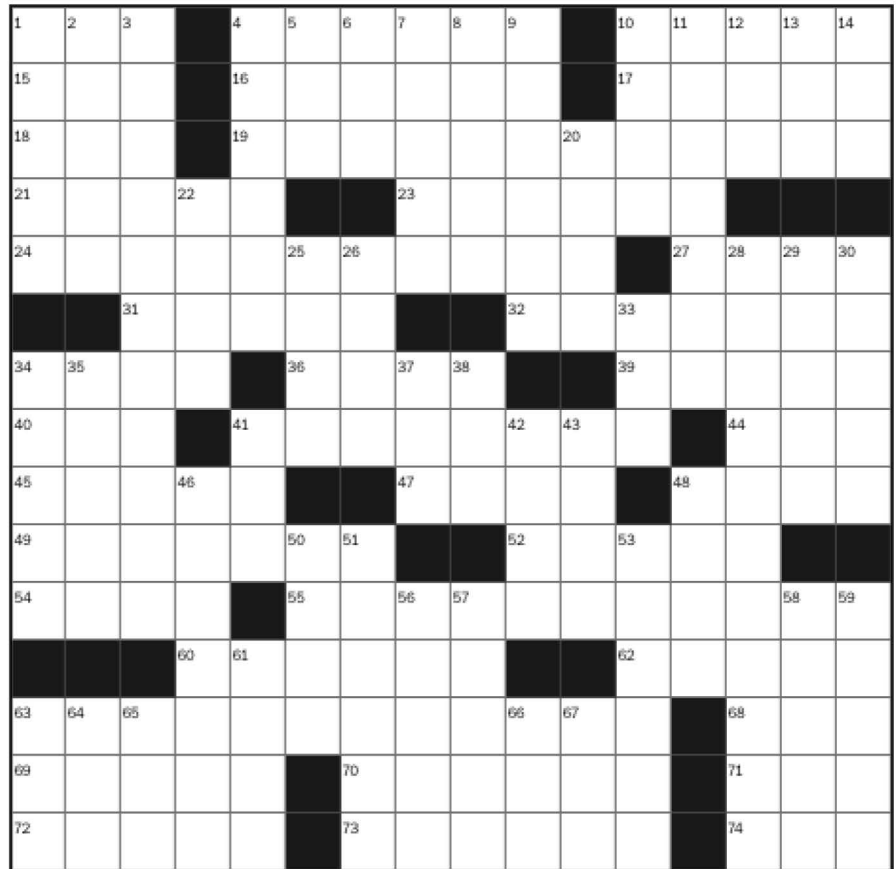
1 Word that appears four times in a 1963 film title
4 Roof tiles
10 Deadens, as a piano string
15 Media agcy.
16 Roadster in the Henry Ford Museum
17 How sardines are packed
18 Mythical bird
19 With 63-Across, ending lines of a poem by 72-Across
21 Hydrocarbon group
23 1995-2006 New York governor George
24 Alice Sebold novel, with "The"
27 The W in kWh
31 Athlete's peak performance
32 Wines and dines
34 Thrill
36 Credits list
39 Place for spectacles
40 ___ Navy: discount retailer
41 Harmful spells, in the Potterverse
44 Gen-___
45 Like universal blood donors
47 Nantes notion
48 Drill parts
49 Symbolized
52 Roof features
54 WWI battle river
55 Really cool place?
60 "Indubitably!"
62 Hot pot spot
63 See 19-Across
68 ___ Van Winkle
69 Tolkien ringbearer
70 Tell
71 Sheep's call
72 Poet who used the starts of 24-, 41- and 55-Across to describe the woods
73 Old-Timers' Day

VIP

74 Unspecified amount

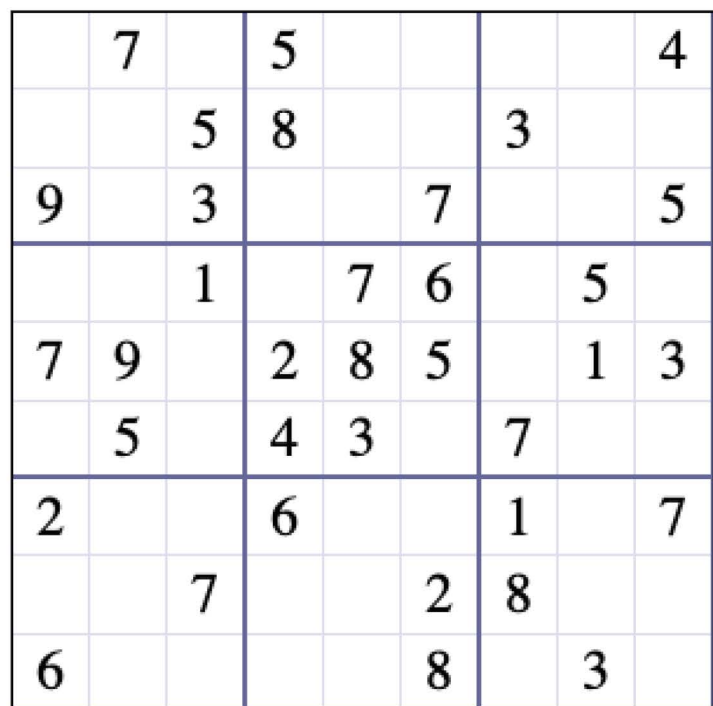
DOWN

1 Diego Rivera creation
2 Speed skater Ohno
3 "Mary Poppins" and "Mary Poppins Returns" actor
4 Component of the "at" sign
5 Chaney of horror
6 Toss in
7 Beat
8 Cuban boy in 2000 headlines
9 One curing meat
10 Saucer, e.g.
11 Like many '60s-'70s protests
12 ___ juice
13 Trough guy
14 Road sign caution
20 Move gently
22 Safecracker
25 Initial disco hit?
26 Smokey, for one
28 1964 Anthony Quinn role
29 Religious belief
30 Dynasts of old Russia
33 What H, O or N may represent
34 Pirate riches
35 Choir group
37 ___ lift
38 Tiny bit
41 Lair
42 Great Barrier ___
43 Hot streak
46 Stretches
48 Sweet root
50 Actress Falco
51 Itch
53 Evening star
56 Southend-on-Sea's county
57 Focus group surveys
58 Water brand
59 Give back
61 Harness race pace
63 Fave pal
64 Be in the wrong
65 Egg ___ yung
66 "Mangia!"
67 Zeta follower



Crossword courtesy of The Washington Post

WEEKLY SUDOKU



Sudoku courtesy of www.websudoku.com