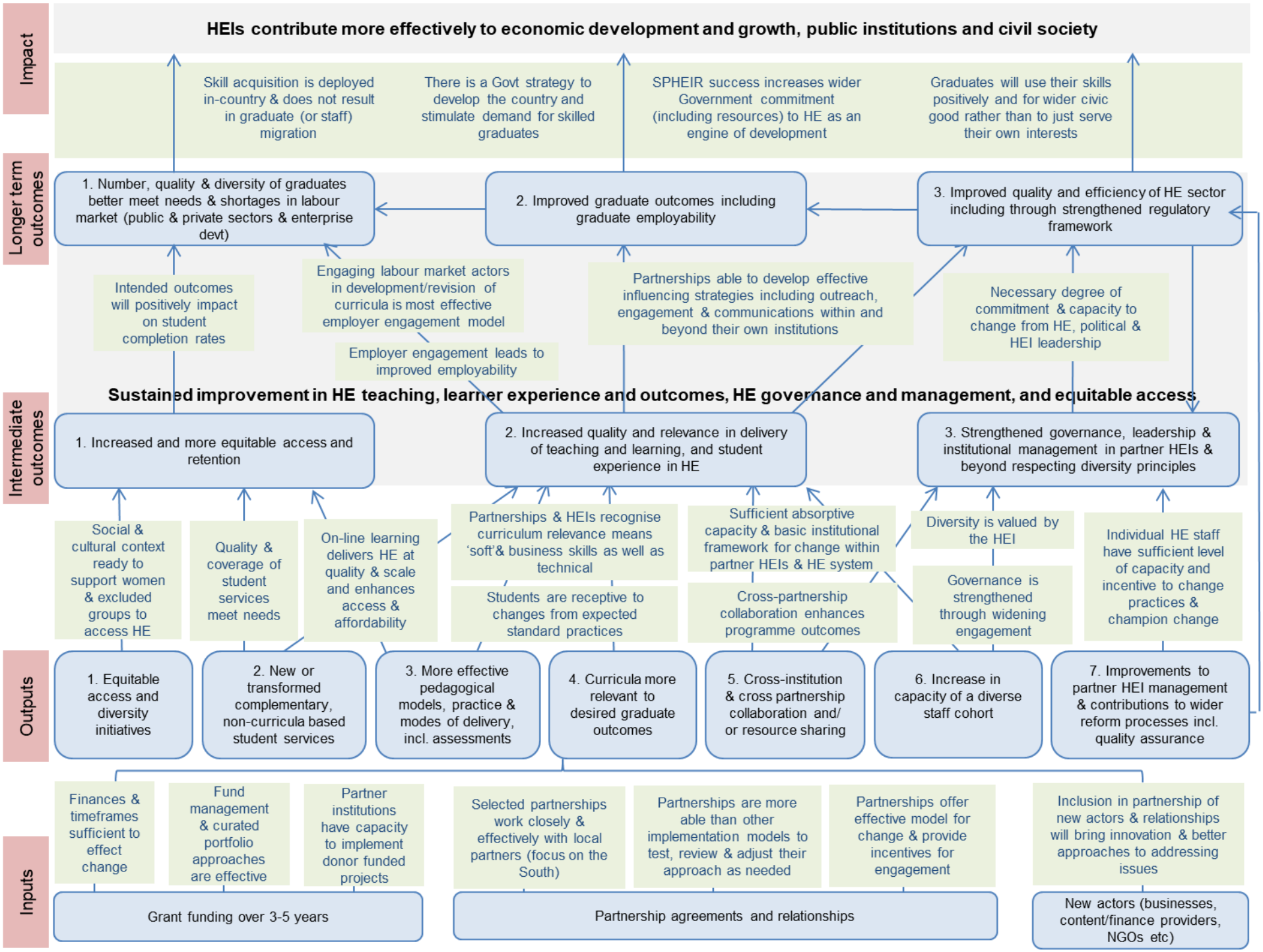SPHEIR THEORY OF CHANGE