

Arkansas State University
College of Engineering and Computer Science (CoECS)
Arkansas State CoECS Alumni Academy Bylaws

I. Purpose

The Arkansas State COECS Alumni Academy will have as its members who are alumni of the college or have been affiliated with the college for an extended period and have made significant contributions in their professional community. The academy will provide a platform for CoECS to celebrate the accomplishments of the members. The members of the academy will assist CoECS in enhancing its visibility in support of its mission and act as role models for current students and junior alumni.

The Academy will have a Board of Directors with voting members and non-voting ex-officio members. The Directors with voting rights will be elected by members of the academy. The officers of the academy will be designated as the Executive Committee. The group leading the creation of the academy will be referred to as the inaugural steering committee. To support and sustain the operations of the Academy, the Dean's office will provide partial administrative support.

II. Membership

All graduates from the programs in the College of Engineering and Computer Science are eligible from ten years after graduation. Non A-State graduates can be added as members while not exceeding 20% of the total membership of the academy. Future members will be nominated by existing members. The population of elected members in each year shall not exceed twenty every calendar year.

Any member of the academy can nominate an individual for membership. Nominations for new members will be approved by the Board of Directors. The nominees will be announced to the entire membership and a seven-day period will commence for any objections by the Academy membership. If there are no objections during that seven-day period, the new nominees will be considered approved for membership. New members will be inducted into the academy at its annual meeting. The members inducted into the academy in its inaugural year of operation will be referred to as Charter members.

III. Organizational structure

Board of Directors:

The Academy shall be governed by a Board of Directors, which shall have all the rights, powers, privileges, and limitations of liability of directors of a non-profit corporation. The Board shall establish policies and directives governing business and programs of the Academy and shall delegate to the Executive Committee, other committees, and/or members, subject to the provisions of these Bylaws, the authority and responsibility to see that the policies and directives are appropriately followed. The Board shall receive no compensation other than for reasonable expenses associated with approved Academy business and programs.

Voting Members

The Board of Directors will consist of a minimum of nine voting members and each voting member will serve a three-year term. A member can also be re-elected to the Board at the end of their current term. A member can serve no more than two, consecutive, three-year terms. If the voting membership exceeds nine, then the total number of members will always be an odd number. In constituting the voting membership, every effort will be made to have at least

1. One representative each of disciplines in the college which has had graduates for at least ten years. Currently, these disciplines are
 - a. Civil Engineering
 - b. Computer Science
 - c. Electrical Engineering
 - d. Engineering Management
 - e. Engineering Technology
 - f. Mechanical Engineering
2. One representative of members of the academy who is not a graduate of A-State. He/she will be designated as Board member at-large.
3. Immediate past President of the Academy (effective from the date of the annual members meeting.)

Non-Voting Members

The following officials of the College of Engineering and Computer Science will serve as non-voting, ex-officio members:

1. Dean
2. One representative of all full-time faculty in the college who is not the Dean or serving as the Secretary.

Any vacancy occurring in the Board of Directors may be filled by the affirmative vote of majority of the remaining directors, though less than a quorum. A director elected to fill a vacancy shall be elected for the unexpired term of the predecessor in office.

The Board of Directors, by way of affirmative vote of a majority of the directors then currently in office, may remove any director without cause at any regular or special meeting, provided that

the director to be removed has been notified in writing in the manner set forth in Section – Meetings that such action would be considered at the meeting.

Director Roles

A Director shall perform all the duties of a director, including, but not limited to, duties as a member of any committee of the Board on which the director may serve, in such a manner as the director deems to be in the best interest of the Academy, and with such care, including reasonable inquiry, as an ordinary, prudent, and reasonable person in a similar situation may exercise under similar circumstances.

In the performance of the duties of a director, a director shall be entitled to rely on information, opinions, reports, or statements, including financial statements and other financial data, in each case presented by (a) one or more offices or members of the Academy whom the director deems reliable and competent in the matters presented, (b) counsel or other persons, as to the matters which the director deems to be within such person's professional or expert competence, and (c) a committee of the Board upon which the director does not serve, as to matters within its designated authority, which the committee the director deems to merit confidence, as long as in any such case the director acts in good faith, after reasonable inquiry when the need may be indicated by the circumstances, and without knowledge that would cause such reliance to be unwarranted.

Except as herein provided, any person who performs the duties of a director in accordance with the above shall have no liability based upon any failure or alleged failure to discharge the person's obligations as a director, including, without limitation of the following, any actions or omissions which exceed or defeat a public or charitable purpose to which the Academy, or assets held by it, are dedicated.

Executive Committee:

The Executive Committee shall conduct all duties typically pertaining to their offices and other such duties which may be required by these Bylaws, subject to control of the Board of Directors, and they shall perform any other such duties which the Board of Directors may assign to them at their discretion. The Executive Committee shall receive no compensation other than for reasonable expenses associated with approved Academy business and programs.

The Executive Committee will consist of the following officials who will be members of the Board except where designated otherwise:

1. President
2. Vice-President
3. Treasurer
4. Secretary

5. Two Members-at-Large who are not part of the Board of Directors but are members of the Academy.
6. Past President
7. The Dean shall also serve as a Non-Voting, ex-officio member of the Executive Committee.

Each member of the Executive Committee will serve a one-year term (unless otherwise noted) and the President will be succeeded by the Vice-President, and the Vice-President will be succeeded by the Treasurer.

Any vacancy in any Executive Committee office may be filled by the Board of Directors for the unexpired portion of the term.

Officers

President: The President shall be the principal executive officer and shall preside at all business meetings of the members, the Board of Directors, and the Executive Committee. The President shall perform the duties as specified herein and such other duties as usual and incident to the office.

Vice-President: The Vice-President shall administer and maintain the Bylaws, manage certain fiscal affairs as may be requested by the President or the Board of Directors, and perform the duties incident to the office and other duties as assigned by the President or the Board of Directors. In the absence of the President or the President's inability to act, the Vice-President shall perform the duties of the President and, when so acting, have all the duties of the President, and, when so acting, shall have the powers of the President.

Treasurer: The Treasurer shall be responsible for ascertaining the receipts, disbursements, custody, and accounting of all funds of the Academy are in accordance with the Bylaws, with directives from the Board of Directors for the administration of organizational funds and finance matters, present financial statements as may be requested by the Board of Directors, submit and file all required non-profit reports as required, and perform the duties incident to the office and such other duties as may be assigned by the President or the Board of Directors.

Secretary: The Secretary shall keep the minutes of the meetings of the members, of the Board of Directors, and of the Executive Committee, and be custodian of the permanent records of the Academy, notify members of the Academy and members of the Board of Directors of regular or special meetings, and perform the duties incident to the office and such other duties as may be assigned by the President or the Board of Directors. In the absence of the Secretary at a meeting, the Executive Committee shall appoint a temporary Secretary, to perform these duties.

The Secretary will typically be a unit head of the college and this position will be appointed from the following list:

1. Associate Dean
2. Computer Science Chair
3. Civil Program Director
4. Electrical Program Director
5. Engineering Management Program Director
6. Engineering Technology Program Director
7. Mechanical Program Director

The Secretary may serve up to two consecutive terms of two years each. A Secretary-Elect will also be named, in order to fill the position when unoccupied.

Committees:

1. The Board of Directors shall authorize, and the President shall appoint any ad hoc committees as are necessary.
2. The following shall be standing committees which shall have a minimum of three members, one of whom shall act as the Committee Chair:
 - a. **Membership Nominating Committee:** This committee will evaluate individuals nominated by the membership and may also make recommendations for new member nominations.
 - b. **Officer Nominating Committee:** This committee will evaluate and make recommendations for Board of Directors and Executive Committee nominations.
 - i. The Officer Nominating Committee shall be comprised of the current President of the Academy and the two (2) Past Presidents of the Academy.
 - ii. The Officer Nominating Committee shall be chaired by the most-removed Past President of the Academy.
 - c. **Conduct Committee:** This committee will receive and make recommendations for action to the Board of Directors concerning questions of misconduct on the part of any member.
 - i. The Conduct Committee shall be comprised of the current Vice-President of the Academy and the two (2) At-Large Members of the Executive Committee.
 - ii. The Conduct Committee shall be chaired by the current Vice-President of the Academy.
3. Other committees which may be organized and populated as required, will have a minimum of three members, one of whom shall act as the Committee Chair. These other committees may include:

- a. Strategic Planning Committee.
- b. Fundraising Committee.
- c. Marketing Committee.
- d. Scholarships Committee.
- e. Student Involvement Committee.

IV. Elections

Elections (except for the position of Secretary) will be managed by the Executive Committee. Any member of the executive committee contesting an election will recuse himself/herself from any activities of the committee related to management of the elections.

1. Nominations for new membership of the Academy will be approved by the Board of Directors for presentation to the entire Academy for election as members in the annual meeting of the academy.
2. Any vacancies in the voting membership of the Board including the positions of Board members-at-large will be filled by elections following nominations. Self-nominations are allowed. All current academy members are allowed to vote in those elections.
3. The Board will vote on the position of Treasurer and any other vacancies that may open in the Executive Committee except the positions of members-at-large which will be voted on by the entire academy.
4. All elections will be by a simple majority vote.

Initial Elections

At the 2nd and 3rd Annual Meetings of the Academy, the members shall elect three (3) new directors at each meeting. This will then start the three (3) year term cycle with three (3) new directors each year.

V. Meetings

The meetings of the Executive Committee and the Board of Directors will be convened by the President of the Academy.

1. The Board will meet at least three times a year of which two meetings will be face-to-face and one of those meetings will be co-located with the annual meeting.
2. It is expected that the Executive Committee will meet as needed.
3. The entire academy will convene annually. Subsequent annual meetings will typically be held during the Fall semester at the campus of Arkansas State University, Jonesboro.

A quorum for meetings of the Executive Committee and for the Board of Directors will be met by 60% of the voting membership of the respective body in attendance.

VI. Disbursement of Funds

Funds of the Academy may be committed, disbursed, and/or paid as authorized by the Dean for any expenditures less than \$2000.00. For expenditures \$2000.00 and over, approval must be given by the Board of Directors. The Dean or the Treasurer will report all expenditures at each BOD meeting.

All checks authorized to be issued by the Academy of obligations incurred shall be signed by a staff member of the Arkansas State University Foundation. Academy funds are held by the Foundation and shall be disbursed according to Arkansas State rules and regulations.

VII. Conflict of Interest

Whenever a director or officer has a financial or personal interest in any matter coming before the Board of Directors, the affected person shall (a) fully disclose the nature of the interest, and (b) withdraw from discussion, lobbying, and voting on the matter. Any transaction or vote involving a potential conflict of interest shall be approved only when a majority of disinterested directors determine that is in the best interest of the Academy to do so. The minutes of meetings at which such votes are taken shall record such disclosure, abstention, and rationale for approval.

VIII. Code of Conduct

The Academy's policy is to uphold the highest ethical, legal, and moral standards. Our membership shall be trusted, good stewards of Academy resources, and uphold rigorous standards of conduct. The Academy's reputation for integrity and excellence requires the careful observance of all applicable laws and regulations, as well as a scrupulous regard for the highest standards of conduct and personal integrity.

The Academy will comply with all applicable laws and regulations and expects its directors, officers, and members to conduct business in accordance with the letter and spirit of all relevant laws; to refrain from any illegal, dishonest, or unethical conduct; to act in a professional businesslike manner; and to treat others with respect. Directors and officers shall not use their positions to obtain unreasonable or excessive services or expertise from the membership.

In general, the use of good judgement based on high ethical principles will guide directors, officers, and members with respect to lines of acceptable conduct. However, if a situation arises where it is difficult to determine the proper course of conduct, or where questions arise concerning the propriety of certain conduct by a member, the matter shall be brought to the

attention of the Conduct Committee. In all such questions, the Conduct Committee shall make relevant determinations, except that any individual whose conduct is at issue will not participate in such decisions. The Board of Directors may remove a member upon the recommendation of the Conduct Committee but not until such time as the Board has heard the appeal of the member so recommended for dismissal, provided that such hearing is requested.

IX. Indemnification

The members of the Academy are not responsible for any indebtedness or liability incurred by or for any acts performed by any member or individual, at any regular or special meeting, outing, or other social/business activity, program, or event of the Academy.

X. Rules of Order

Robert's Rule of Order shall be the governing parliamentary rules of the Academy in all cases not definitely provided for by the Bylaws.

XI. Membership Dues

Annual membership dues are \$200/year. Other financial contributions such as donations and scholarships are separate from this annual contribution. A banquet will be hosted as part of the annual meeting of the academy with participation from academy members and their guests. New inductees and one guest each may attend the banquet free of charge. Additional guests may attend at an additional cost. There will be a cost of attendance at the banquet for current members and their guests.

The Board of Directors shall by resolution, set the annual dues, and set the time and methods of payment thereof. All dues shall be paid to the Treasurer of the Academy unless other methods are designated by the Board of Directors.

In the event any member shall fail to pay dues, the Board of Directors, at its option, may change any such membership to Inactive Status after giving sixty (60) day notice in writing to such delinquent member. Such notice shall be emailed or mailed to the last known address of the member. Members with Inactive Status shall be removed from receiving future Academy notifications, their delinquent dues set at a standstill, may not serve in the Academy, nor participate in Academy events. Inactive Status members may return to membership upon payment of all delinquent dues.

XII. Amendments to the Bylaws

These Bylaws may also be altered, amended, or repealed by the affirmative vote of the majority of the members of the Academy present at any annual or special meeting of the Academy at which a quorum is present, provided notice of the proposed alteration, amendment, or repeal is contained in the notice of such special meeting of the members of the Academy. The Board of Directors shall be responsible for proposing any such alterations, amendments, or repeals of the Bylaws.

Appendix 1

Creation and Launch of the Academy

Steering Committee

The planning and preparation to create and launch the academy were carried out by a steering committee involving the following individuals:

1. Jim Chidester, BS 1993 Engineering, Master of Engineering Management, 2019
2. Jessie Jones, BS 2001, Engineering
3. Bert Parker, Friend of the college
4. Dr. Christos Grecos, Chair, Department of Computer Science
5. Dr. Yeonsang Hwang, Associate Dean of CoECS
6. Dr. Abhijit Bhattacharyya, Inaugural Dean of CoECS

Creation/Launch Meeting

The academy was established in its first annual meeting held on July 17, 2021. In the first annual meeting of the academy:

1. The steering committee will present the list of individuals who will have the status of charter members of the academy.
2. The Dean will present a slate of officers who will serve as the officers of the executive committee. The term of this executive committee will end December 31, 2022. The charter members will vote on the election of the slate as the members of the executive committee.
3. The President will call for nominations from the floor to fill the remaining vacancies in the voting membership of the Board.

The Steering Committee will stand dissolved after the conclusion of the first annual business meeting of the academy.

Appendix 2

2021 Cohort Charter Members

Brandon Avant, Bachelor of Science in Computer Science, Class of 2011

Clint Bell, Bachelor of Science in Engineering with a concentration in Civil Engineering, Class of 2001

Charles Brinkley, Bachelor of Science in Engineering, Class of 1992

Keith Britton, Friend of college

Andrew Butler, Bachelor of Science in Technology with a concentration in Manufacturing Industrial Technology, Class of 1999

Todd Castleberry, Bachelor of Science in Engineering, Class of 1992

Jim Chidester, Bachelor of Science in Engineering, Class of 1993, Master of Engineering Management, Class of 2019

Eric Farmer, Bachelor of Science in Engineering with a concentration in Electrical Engineering, Class of 1992

Ted Freeman, Bachelor of Science in Engineering, Class of 1997

David Handwork, Bachelor of Science in Agricultural Engineering, Class of 1993

Dr. David Humble, Bachelor of Science in Technology with a concentration in Technology Management, Class of 1997

Rickey Jackson, Bachelor of Science in Technology with a concentration in Technology Management, Class of 1998

Jessie Jones, Bachelor of Science in Engineering, with a concentration in Civil Engineering, Class of 2001

Dr. Brandon Kemp, Bachelor of Science in Engineering with a concentration in Electrical Engineering, Class of 1997

Leonard King, Bachelor of Science in Engineering with a concentration in Electrical Engineering, Class of 1998

Garland Martin, Bachelor of Science in Engineering, Class of 1990

Edith Martinez-Guerra, Bachelor of Science in Engineering with a concentration in Civil Engineering and Bachelor of Science in Civil Engineering, Class of 2012

Bryan Melton, Bachelor of Science in Engineering, Class of 1995

Rebecca O'Dell, Bachelor of Science in Engineering, Class of 1986

Herbert J. (Bert) Parker, Friend of College

Adam Roberson, Bachelor of Science in Engineering with a concentration in Civil Engineering, Class of 2005

Aaron Robinson, Bachelor of Science in Engineering with a concentration in Civil Engineering, Class of 1996

Natalie Rogers, Bachelor of Science in Engineering with a concentration in Civil Engineering and Bachelor of Science in Civil Engineering, Class of 2010

Brad Smithee, Bachelor of Science in Agricultural Engineering, Class of 1988

Jason Stewart, Bachelor of Science in Agricultural Engineering, Class of 1996

Evan Teague, Bachelor of Science in Engineering, Class of 1995

Rex Vines, Bachelor of Science in Engineering, Class of 1993

Timothy White, Bachelor of Science in Civil Engineering with a minor in Mathematics, Bachelor of Science in Engineering with a Civil Engineering Concentration, Class of 2012

Leigh Wineland, Bachelor of Science in Engineering, Class of 1993

Deric Wyatt, Bachelor of Science in Engineering with a concentration in Civil Engineering, Class of 2003

Appendix 3

2021-2022 Inaugural Leadership

Board of Directors

Herbert J. (Bert) Parker	(Board Member at-large)
Jim Chidester	(Mechanical Engineering, Engineering Management)
Jessie Jones	(Civil Engineering)
Deric Wyatt	(Civil Engineering)
Evan Teague	(Civil Engineering)
Eric Farmer	(Electrical Engineering)
Andrew Butler	(Engineering Technology)
Brandon Avant	(Computer Science)
Leigh Wineland	(Mechanical Engineering)
None	(Past President of the Academy)
Non-Voting	(Dean)
Non-Voting	(Full Time Faculty Member)

Executive Committee

President	Herbert J. (Bert) Parker
Vice-President	Jim Chidester
Treasurer	Jessie Jones
Secretary	Abhijit Bhattacharyya
Member-at-Large	Bryan Melton
Member-at-Large	Natalie Rogers
None	Past President of the Academy
Non-Voting	Dean

Appendix 4

2022 Cohort

Scott Brown, Bachelor of Science in Engineering Concentration in Electrical Engineering, Class of 2005

Jon C. Calhoun, Bachelor of Science in Computer Science and Bachelor of Science in Mathematics, Class of 2012

Preston Campbell, Bachelor of Science in Engineering Concentration in Civil Engineering and Bachelor of Science in Civil Engineering, Class of 2009

Michael Foster, Bachelor of Science in Engineering, Class of 1992

Chris Griffin, Bachelor of Science in Computer Science, Class of 2003

John Hall, Bachelor of Science in Electrical Engineering and Bachelor of Science in Engineering, Class of 2012

Joe Hillebrenner, Bachelor of Science in Engineering Concentration in Mechanical Engineering, Class of 2007

Drew Hoggard, Bachelor of Science in Engineering Concentration in Civil Engineering, Class of 2006

Patrick Jackson, Bachelor of Science in Engineering, Class of 1994

Matthew LeMay, Bachelor of Science in Engineering Concentration in Electrical Computer Information Engineering, Class of 2007

Brad Marotti, Bachelor of Science in Engineering Concentration in Civil Engineering and Bachelor of Science in Civil Engineering, Class of 2009

Mark Morris, Bachelor of Science in Engineering Concentration in Civil Engineering, Class of 2003, Master of Engineering Management, Class of 2009

James “Opie” O’Quinn, Bachelor of Science in Engineering Concentration in Electrical Engineering and Bachelor of Science in Electrical Engineering, Class of 2012

Brandon Passmore, Bachelor of Science in Engineering Concentration in Electrical Engineering, Class of 2003

Chris Poole, Bachelor of Science in Engineering, Class of 1994

Paul Tinsley, Bachelor of Science in Engineering Concentration in Civil Engineering, Class of 2001

Jared Wiley, Bachelor of Science in Engineering Concentration in Civil Engineering, Class of 2005

Appendix 5

2023 Leadership

Board of Directors

Jessie Jones	(Civil Engineering)
Evan Teague	(Civil Engineering)
Deric Wyatt	(Civil Engineering)
Chris Griffin	(Computer Science)
Charles Brinkley	(Electrical Engineering)
Eric Farmer	(Electrical Engineering)
Bryan Melton	(Electrical Engineering)
Rickey Jackson	(Engineering Technology)
Jim Chidester	(Mechanical Engineering, Engineering Management)
Leigh Wineland	(Mechanical Engineering)
Herbert J. (Bert) Parker	(Past President of the Academy/Board Member at-large)
Dr. Abhijit Bhattacharyya	(Dean – Non-voting Member)
Dr. Alexandr Sokolov	(Full Time Faculty Member – Non-voting Member)

Executive Committee

President	Jim Chidester
Vice-President	Jessie Jones
Treasurer	Charles Brinkley
Secretary	Dr. Yeonsang Hwang
Member-at-Large	Natalie Rogers
Member-at-Large	Keith Britton
Past President	Herbert J. (Bert) Parker
Dean (Non-voting)	Dr. Abhijit Bhattacharyya

Committee Chairs

Membership Nominating	Natalie Rogers
Officer Nominating	Herbert J. (Bert) Parker
Conduct	Jessie Jones
Communications	Charles Brinkley

Appendix 6

2023 Cohort

Timothy Arquitt, Bachelor of Science in Technology Concentration in Technical Studies, Class of 2013

Aaron Benzing, Bachelor of Science in Engineering Concentration in Civil Engineering, Class of 2000

Ryan Blankenship, Bachelor of Science in Engineering Concentration in Civil Engineering, Class of 2009

Michael Busick, Bachelor of Science in Engineering Concentration in Civil Engineering, Class of 2008

Bradley Clark, Bachelor of Science in Engineering Concentration in Civil Engineering, Class of 2005

Christopher Crowley, Friend of College

Bob Earwood, Friend of College

Ryan Essington, Bachelor of Science in Engineering Concentration in Electrical Engineering, Class of 2013

Rose Garrett, Bachelor of Science in Engineering Concentration in Mechanical Engineering, Class of 1998

Cody Hardin, Master of Engineering Management, Class of 2018

Zachary Hill, Bachelor of Science in Engineering Concentration in Electrical Engineering, Class of 2011

Thomas Kennett, Bachelor of Science in Engineering, Class of 1985

Gabe Knight, Bachelor of Science in Engineering Concentration in Civil Engineering, Class of 2009

Craig Light, Bachelor of Science in Engineering, Class of 1994

Jason MacDonald, Bachelor of Science in Engineering Concentration in Civil Engineering, Class of 2005

Lee Morgan, Friend of College

Shaun Roberson, Bachelor of Science in Engineering Concentration in Civil Engineering, Class of 2003

Alex Roofe, Bachelor of Science in Engineering Concentration in Civil Engineering, Class of 2012

David Sales, Bachelor of Science in Computer Science, Class of 1987

Wade Tate, Bachelor of Science in Computer Science, Class of 1987

David Williamson, Friend of College

Pedra Wilson Fluornoy, Bachelor of Science in Engineering, Class of 1994

Lesley Wright, Bachelor of Science in Engineering Concentration in Mechanical Engineering, Class of 2001

Appendix 7

2024 Leadership

Board of Directors

Jessie Jones (1)	(Civil Engineering)
Natalie Rogers (3)	(Civil Engineering)
Evan Teague (1)	(Civil Engineering)
Deric Wyatt (1)	(Civil Engineering)
Chris Griffin (2)	(Computer Science)
Charles Brinkley (2)	(Electrical Engineering)
Eric Farmer (1)	(Electrical Engineering)
Garland Martin (3)	(Electrical Engineering)
Bryan Melton (2)	(Electrical Engineering)
Rickey Jackson (2)	(Engineering Technology)
Jim Chidester (1)	(Past President / Mech. Engineering, Engineering Management)
Leigh Wineland (1)	(Mechanical Engineering)
Herbert J. (Bert) Parker (1)	(Board Member at-large)
Dr. Abhijit Bhattacharyya	(Dean – Non-voting Member)
Dr. Alexandr Sokolov	(Full Time Faculty Member – Non-voting Member)

Executive Committee

President	Jessie Jones
Vice-President	Charles Brinkley
Treasurer	Natalie Rogers
Secretary	Dr. Yeonsang Hwang
Member-at-Large	Keith Britton
Member-at-Large	Brad Smithee
Past President	Jim Chidester
Dean (Non-voting)	Dr. Abhijit Bhattacharyya

Committee Chairs

Membership Nominating	Natalie Rogers
Officer Nominating	Jim Chidester
Conduct	Charles Brinkley
Communications	Charles Brinkley
Strategic Planning	Jessie Jones