

2025 SECTION LEADERSHIP TEAM / ELECTIONS – AND THE BENEFITS OF VOLUNTEERING

by Jo Haberstk

It's that time of year again – time to elect/appoint members to serve on our all-important 2025 Columbia Basin ASQ section leadership team. We would really like to have the new team identified as soon as possible so they can start working with the current team and to help make transitions as seamless as possible.

We need members to step up to keep our section active and thriving in 2025.

The positions that must be filled (per ASQ requirements) are Section Chair, Treasurer, Secretary, Membership, and Nominations. It would be great to have additional volunteers to help with other activities as well, including future member recruitment, program planning, site visits, workshops/conferences, marketing/publicity, social media, voice of the customer, and the newsletter and website.

Volunteering can be extremely rewarding and a lot of fun!

How Can Volunteering Help You?

- ✓ Make a difference in your community
- ✓ Create a sense of belonging and a sense of purpose
- ✓ Build new skills and enhance current skills
- ✓ Increase self-confidence
- ✓ Meet new people and build your professional network
- ✓ Face new experiences and challenge yourself
- ✓ Volunteering helps counteract the effects of stress, anger, and anxiety – it feels *good* to contribute to projects and organizations

Please contact our [Nominations Chair](#) or any other leadership team member - or send a message to our section [mailbox](#) by August 25 if you are interested in or have questions about any of the positions. We are happy to provide more information. It is important to note that most of the section roles require no more than a few hours of time each month.



AUGUST IS NATIONAL WELLNESS MONTH

The American Psychological Association's dictionary entry states that wellness is a "dynamic state of physical, mental, and social well-being." However, the creator of the wellness model with eight dimensions,

Margaret Swarbrick, suggested a more nuanced and practical definition: "A conscious, deliberate process that requires a person to become aware of and make choices for a more satisfying lifestyle." Based on Swarbrick's eight dimensions, here are some key aspects of wellness:

Physical Wellness: Maintaining a healthy body through regular exercise, proper nutrition, and adequate sleep are key to physical well-being. This helps prevent chronic diseases and enhances overall physical health.

Mental Wellness: Engaging in activities that stimulate the mind, such as learning new skills, problem-solving, and creativity, contributes to mental well-being. It helps in managing stress and improving cognitive functions.

Emotional Wellness: Being aware of, accepting, and expressing our feelings, as well as understanding the feelings of others, is crucial for emotional health. This includes developing resilience and coping strategies to manage life's challenges.

Spiritual Wellness: Seeking meaning and purpose in life. This can be achieved through meditation, prayer, or spending time in nature, which helps in finding inner peace and harmony.

Social Wellness: Building and maintaining healthy relationships with others and engaging in social activities contribute to social well-being. This helps foster a sense of belonging and support.

Environmental Wellness: Living in a healthy and safe environment and making choices that positively impact the planet are essential for environmental wellness. This includes reducing pollution, conserving resources, and creating a sustainable lifestyle.

Occupational Wellness: Finding satisfaction and enrichment in one's work and maintaining a healthy work-life balance are key to occupational wellness. It involves pursuing a vocation that aligns with personal values and goals.

Financial Wellness: Managing financial resources effectively, planning for the future, and having financial security all contribute to financial well-being. This may help reduce stress and allow for a more stable and secure life.

Overall, wellness is about making conscious choices toward a healthier and more fulfilling life. It's an ongoing process that requires active participation and self-awareness. Kind of like Quality – an ongoing process that requires active participation and awareness!

August 7, 2024

Invitation from ASQ Baltimore and ASQ Quality Management Division Virtual Webinar

DATE:

Wednesday,
August 7, 2024

This is a virtual/online
webinar via Webex. Log-in
information will be provided
on the registration
confirmation email.

Time:

3:00 pm – 4:00 pm PDT

(check website to confirm)

**Cost: Free for ASQ members
and non-members**

**Advance registration is
required for planning purposes
and to receive RU credit
following the meeting.**

**Attendance at this meeting
earns RUs toward ASQ
recertification.**

More information about ASQ's
Quality Management Division is
available [here](#).

Additional information about the
Baltimore ASQ section is
available [here](#).

For information about our Columbia
Basin ASQ section and other
upcoming events:
www.asq614.org/ or our [myASQ
community site](#).

The Faces of Change Management



Douglas C. Wood
CQE, CQA, CQPA, CSSBB, CMQ/OE
President, DC Wood Consulting



Sandra L. Furterer
CQE, CSSBB, CMQ/OE
Professor, Ohio State University

Change management is the process of planning for and implementing changes in an organization. It can be a great way to improve productivity and efficiency, but it can also be risky and difficult.

Some of the positives of change management include improving business processes and increasing productivity, improving communications, and reducing costs. On the other hand, there is the risk of failure, the costs of implementation, the time required, potential disruptions to workflow and productivity, and the overall stress that comes with being asked to adapt to new changes.

This talk will help make sense of the many approaches to both leading and managing change. Many pros and cons of these approaches will be shown, including how many quality experts today see their attributes. (A second webinar, in September, will explore what an ideal change management approach might look like for small to medium sized organizations.)

This webinar is for all quality professionals and especially if you are:

- Entering a new business
- Making a business improvement
- Managing a software change
- Building/transforming a business culture

Participants will gain an understanding of:

- ✓ The main approach of the major change management systems
- ✓ The pros and cons of these approaches

About the speakers: Douglas C. Wood is the author of three quality-related books and has over 40 years of experience in the areas of cost of quality, office waste, root cause analysis, and performance measurement. His firm works with clients in manufacturing, healthcare, and transactional businesses. Doug has helped others with ASQ certifications in quality auditing, management, and engineering. He has also taught auditing, Lean, Six Sigma, cost of quality, statistics, and failure modes and effects analysis.

Sandra L. Furterer is an ASQ Fellow and Professor of Practice at Ohio State University. Her specialties include lean six sigma, process and change management, business systems analysis, and industrial engineering. She is an experienced leader in designing and deploying process improvement change programs to achieve operational excellence, customer satisfaction and profitability targets, customer satisfaction, and profitability targets.

August 28, 2024 Invitation from ASQ Quality Management Division Virtual Webinar

DATE:

Wednesday
August 28, 2024

Modernizing Oversight: A Systems Approach to Evaluating our Nation's Critical Infrastructure

This is a virtual/online webinar via Webex. Log-in information will be provided on the registration confirmation email.



Time: 3:00 pm – 4:00 pm PDT
(check website to confirm time)

Cost: No charge for ASQ members and non-members

Advance registration is required for planning purposes and to receive RU credit following the meeting.

Attendance at this meeting earns RUs toward ASQ recertification.

Additional information about ASQ's Quality Management Division is available [here](#).

For more information about our Columbia Basin ASQ section and other upcoming events: www.asq614.org/ or our [myASQ community site](#).

Rob De La Espriella Senior Policy Advisor to the Department of Energy Founder & CEO, DLE Technical Services, LLC

Critical infrastructure refers to the systems, facilities, and assets that are vital for the functioning of society and the economy. They are considered essential because their disruption would impact public safety, security, health, and/or economic stability. Critical infrastructure includes both physical and virtual components that are interconnected and interdependent.

Rob will describe a holistic, systems-based approach to efficiently and effectively assess our nation's critical infrastructure. This will include how to establish and implement proactive risk-based audits and assessments to evaluate and strengthen our defenses against the rapidly changing threat profiles that threaten our nation's critical infrastructure.

Participants will learn:

- How conducting a **subsystems inventory** is crucial to understanding and evaluating the overall state of readiness of our critical infrastructure
- How to use a modern version of the **Bowtie Risk Assessment Model** to create a proactive strategy focused on evaluating changing threat profiles
- How we can use existing **threat analyses** or threat profiles as the basis for assessment plans to evaluate the effectiveness of our critical infrastructure's defenses
- How to use a modern, systems-based **integrated problem-solving system** to identify the root causes of performance gaps and develop effective actions to prevent recurrence

***About the speaker:** Rob De La Espriella is a leading expert in solving human errors and complex, recurring problems across various industries, including Energy, Aerospace, and Defense. As the creator of the BlueDragon IPS, he helps clients address some of their most challenging and recurring accidents, incidents, and other issues that are often caused by a complex mix of human behavioral factors, the human interface with the physical world (i.e., equipment, tools, materials, components), and the pressures of the modern socio-technical work environments. His expertise in innovative problem-solving methodologies makes him an invaluable asset to any organization seeking to improve their problem-solving capabilities in today's modern, socio-technical work environments.*

September 14, 2024 Columbia Basin ASQ Site Visit and Tour

**NOTE SPECIAL DATE,
LOCATION AND TIMES!**

“Don’t Worry, Be Hoppy!”

**Saturday,
September 14, 2024**

There is no charge for the tour, but **space is limited**, so be sure to sign up soon.

TIME:

1:50 p.m. - Check in

2:00 p.m. - Tour Begins

For those who wish to try some of their beers and/or have a late lunch (no-host) following the tour, we have reserved some tables.

For planning purposes, **reservations MUST be received by September 9**. Send an email to denise.clements@aecom.com with your name, phone number, company affiliation, and if you will be staying for food.

LOCATION:

Ice Harbor Brewing
10 East Bruneau Avenue
(west end of the Public Market)
Kennewick, Washington
(509) 582-5340

Check out the Pub [menu online](#); they offer a variety of appetizers, salads, burgers, grilled and wrap sandwiches, and much more.

If you’d like to sample some of their beers, a flight of 4 four-ounce samples is \$7.50. Other beverages will also be available for purchase by the glass.

Attendance at this event earns 0.5 RUs toward ASQ recertification.

For more information about our ASQ section and other upcoming events: www.asq614.org/ or our [myASQ community site](#).



Ice Harbor Brewery & Pub 10 East Bruneau Avenue - Kennewick

Join us on Saturday, September 14 for a tour of Ice Harbor Brewery. Russ Corey, Brewer Emeritus, will show us around the brewery and share information about the company’s quality processes, products and philosophies, including:

- Fresh is Best
- Customer Service & Satisfaction are Key to Success

Following the tour, we invite you to join us for a late lunch (no-host) and socializing/networking in the Pub.

A little background:

Ice Harbor Brewing Company was founded in 1996 when Mike Hall and Bill Jaquish quit their jobs at the Hanford site to pursue their dream — to start a local brewery. Mike and Bill had both homebrewed for 10 years and had learned that great beer can only be brewed by people with a deep understanding of brewing and a driving passion for beer. Their dream was to create a place where local beer lovers could stop by to talk about beer, sample the brews and fill their refillable bottles with draft beer like in the days of old. They dreamed of being the best brewery around, with their beers proudly served throughout the Tri-Cities.

From this vision the Ice Harbor Brewing Company was born. Located in downtown Kennewick, their first brewery and pub had it all – brewing area, homebrew supply shop, offices, cold storage area, and a pub. In 2007, they opened Ice Harbor Brewing Company at the Marina, for a unique dining experience on the water. And in July of 2023, they closed the original shop when they opened their new location at the west end of the Public Market at Columbia River Warehouse. This space is over twice the size of their original location.

Ice Harbor Brewing Company produces a variety of award-winning beers, including Runaway Red Ale, Sternwheeler Stout, Harvest Pale Ale, Columbia Kölsch, Hop Warrior, Dust Cloud IPA, Nut Brown Ale, and Tangerine ExBEERience Hefeweizen, Nut Brown Ale, and Maiden Washington. They also produce several flavored seltzers.

MEMBER BENEFIT – FREE GIFTS IN AUGUST!

ASQ Member Gifts are an exclusive benefit for all ASQ members.

Each monthly gift bundle addresses a specific quality hot topic, method, or tool and can include dozens of valuable resources from ASQ's vast and ever-growing knowledge repository including in-depth expert webcasts, complete Quality Press eBooks, journal articles, industry case studies and benchmarking reports, and downloadable templates.

July's focus (available through July 31) was on supplier and supply chain quality management.

And remember - You can also earn Recertification Units (RUs) for watching ASQ webinars and videos, reading e-books, etc.

Be sure to [access](#) this month's free gifts between August 1 and August 31.

UPCOMING ASQ CERTIFICATION EXAMS

Have you been thinking about applying for an ASQ certification? Why not stop thinking about it and just do it!

As an ASQ member, you'll save \$100 off the usual (non-member) fee for each exam.

Applications are now being accepted for the following exams scheduled for October 1-31. The application deadline is September 8.

- CQA (Quality Auditor)
- CQE (Quality Engineer)
- CQIA (Quality Improvement Associate)
- CSQE (Software Quality Engineer)
- CSSGB (Six Sigma Green Belt)
- CQPA (Quality Process Analyst)
- CCT (Calibration Technician)
- CPGP (Pharmaceutical GMP Professional)

Click [here](#) to sign up or for more information.

PREPARING FOR ASQ CERTIFICATION EXAMS

Are you considering getting certified through ASQ? Not sure which exam to pursue?

ASQ offers several [options and resources](#) to help individuals prepare for exams, including books and training.

The [Certification Pathway Tool](#) is a great place to start. Answer a few questions about your field(s) of interest (e.g., Management, Foundational Quality, Engineering, Six Sigma, Auditing, Inspector/Technician), educational background, and years of work experience, and it will show/suggest the ASQ certification(s) that you may be eligible to apply for.

MODELING AND REDUCING VARIATION IN PRODUCT DEVELOPMENT AND MANUFACTURING

ASQ Inspection Division Virtual Webinar August 6 from 4:00 pm to 5:30 pm PDT

Engineers are taught to create designs that meet customer specifications. When doing so, the focus is usually on the nominal values rather than variation.

We need designs that are insensitive to variability in the inputs; for example, an engineer choosing nominal values for the resistors in a voltage divider that minimizes the variation of the output voltage.

Much of the literature on robustness is dedicated to experimental techniques, particularly Taguchi techniques. Taguchi techniques advocate using experiments with replications to estimate variation. The goal is to optimize the signal-to-noise ratio where the signal is the nominal output, and the noise is the variation of the output.

In this Webex webinar, with presenter Bryan Dodson, mathematical formulas based on derivatives to determine system variation based on input variation and knowledge of the engineering function will be presented, along with animations to allow for a user-friendly presentation. If the function is unknown, experimental techniques may be used to empirically estimate a function. These techniques work equally well for designing manufacturing processes.

There is no charge to attend. Additional information and the registration link is available [here](#).

HOW TO USE POWERPOINT AND AI TO CREATE BETTER PRESENTATIONS FASTER

Live HRDQ-U Webinar August 7 from 11:00 am to 12:00 pm PDT

PowerPoint is used for many different things, from reports to infographics, posters to videos, and even, sometimes, presentations. Despite its prevalence, not everyone loves it, as it can sometimes be a struggle to achieve what they want in the time that they have.

AI is promising to revolutionize so many areas of our lives, especially as a tool to help with everyday tasks. But what about in PowerPoint?

This session, presented by Richard Goring, looks at how AI is being incorporated into PowerPoint to help do more in less time. This includes some of the large, global tools that are available, most notably Microsoft's Copilot AI, and how it can help with content creation. Additional AI tools will also be discussed, including some that are built into PowerPoint but are typically hidden away.

There is no charge to attend, but [registration](#) is required.

BUSINESS AFTER HOURS – NETWORKING EVENT

August 8 from 4:00 PM - 6:00 pm PDT in Kennewick

Here's another terrific opportunity for networking!

The Tri-City Regional Chamber offers monthly opportunities to meet and network with other business professionals at existing and new businesses in our area. Each month a different sponsor hosts the event and has the opportunity to showcase their goods and services amid a fun and social atmosphere.

This month's event is being hosted by *Visit Tri-Cities* at their facility located at 7130 West Grandridge Boulevard, Suite B, in Kennewick. There will be refreshments and beverages. Bring your business card to enter to win a door prize.

It's free to attend - bring a friend! More information is available [here](#).

ARTIFICIAL INTELLIGENCE ONLINE TRAINING

Offered by BSI

Did you know that ISO has released a management system standard for artificial intelligence (AI)?

AI is reshaping what is possible in the business world both today and in the near future. The Information Technology - Artificial Intelligence Management System (ISO/IEC 42001:2023) can help solidify your organization's place in the market.

BSI's new AI courses offer an introduction to understanding the standards, requirements, and the many benefits they can bring to your business.

- ISO/IEC 42001 Implementation
- ISO/IEC 42001 Requirements
- ISO/IEC 42001 Internal Auditor
- ISO/IEC 42001 Lead Auditor
- ISO/IEC 22989 Understanding AI Concepts and Definitions

More information about the courses, costs, and upcoming training sessions can be found [here](#).

QUOTE OF THE MONTH

“Practice the pause. Pause before judging. Pause before assuming. Pause before accusing. Pause whenever you're about to react harshly and you'll avoid doing and saying things you'll regret later.”

~ Lori Deschene

ARE YOU ATTRACTED TO THE LURE OF USING AI?

ASQ Six Sigma Forum Virtual Webinar

August 9 from 9:00 am to 10:00 am PDT

In case you missed this popular and highly rated session from the 2024 Lean Six Sigma conference, here is your chance to experience it.

The lure of Artificial Intelligence (AI) exists in many facets of our lives - both personally and professionally. AI is often involved in one of the top news stories of the day. Just the mention of AI in a business report makes stock prices leap.

But really - how good is AI? Does it always give us the correct answer? What about the information we *really* need to make good decisions? Can we trust the integrity of the data? There are circles of quality professionals that preach about using AI for data analysis and for root cause determination. Should we use it even if we don't understand the physics of the failure mode or the basis behind the analysis method?

This presentation by Scott Sterbenz will begin with a brief overview of AI and how to access one of the more popular engines, ChatGPT. It will showcase situations of simple AI requests where the answer is known, but AI provides incorrect answers - even with prodding - and correct answers without prodding. Also included will be examples of data analysis requests in AI where the proper method and analysis techniques are known, but AI provides both correct and incorrect guidance. Just because the information comes from a computer or AI source does not mean the information or answer is of integrity.

Will AI ever really replace the quality practitioner? Probably not for a while. Fundamental knowledge of physics, engineering and logical thinking are still the foundation of good problem solving and AI hasn't mastered that yet.

There is no charge for this webinar, but [registration](#) is required.



GUERRILLA TACTICS FOR QUALITY LEADERSHIP: GETTING THINGS DONE WITHOUT FORMAL AUTHORITY

Hybrid ASQ Medical Device Division Webinar
August 20 from 8:00 am to 10:00 am PDT

The term “guerilla tactics” may conjure images of ragtag armed fighters skulking about the jungle to ambush a better outfitted target. Obviously, that’s not what this workshop is about when it comes to changing your organization’s culture around quality.

A better definition in this context, paraphrased from Google’s Dictionary, is that of a member of a small independent group taking part in activities performed in an impromptu way, often without authorization. In business we would more typically refer to such people as mavericks, leaders, change agents, or possibly even loose-cannons, heretics, or disrupters. Regardless of which labels you consider positive or negative, the common theme is that these are people with strong convictions who persist in driving change.

In changing quality culture, the goal is not to crush our opponents, but to convert them; along with everyone else. This means not just implementing a new process, system, or requirement, but winning over hearts and minds so that everyone truly engages in the change.

Even those who agree with the need for change often still fear it; usually because they don’t know exactly what the change will be, how it will impact them, or how to get there. And change agents often aren’t sure how to address each of those legitimate concerns. A perception of needing permission often hinders the desire to lead change.

This hybrid event (via Zoom for remote attendees), with presenter Steve Gompertz, will show you how to lead without having a formal title or authority.

Cost is \$30 for ASQ members, or \$60 for non-members. Additional information, including registration, is available [here](#).

Has your email address changed? Help us keep you informed of Columbia Basin ASQ events and information by updating your contact information and email preferences at <http://www.asq.org/>. Log in and click “My Account” to update your membership record. You can add or make email, address, and phone changes in the “Contact” tab, and then click on the “email preferences” tab to be sure you are subscribed to receive future Section communications.

LEVERAGING IMPROVEMENT KATA TO ENGAGE EMPLOYEES IN SOFTWARE DEVELOPMENT

AME Seattle Consortium Virtual Webinar
August 26 from 1:00 pm to 2:00 pm PDT

Individuals working in engineering and technical disciplines tend to be problem solvers. However, without a proper discipline around solving problems we can all get stuck in a never-ending loop of trial and error with little progress and little learning.

The team at Rockwell Automation have found that the Plan-Do-Check-Act approach makes available such a discipline and that using the Toyota Kata method for improvement and coaching provides the right environment for developing these skills.

This virtual session will provide an example of a Software Development program using Kata approach on a daily basis to achieve results for the customers. This started with a book discussion on Kata approach for Agile Product Development and how the team-initiated kata boards, scheduled daily meetings for improvement, implemented weekly coaching, and established regular cadence for target conditions and challenges that fit the Lean-Agile environment.

This session is targeted for those working in product development who are considering alternate methods for improvement, but the information shared will also be of interest to anyone interested in alternate applications of Kata approach.

There is no cost to participate, but [registration](#) is required..

ABOUT KATA - DID YOU KNOW?

Kata is a Japanese word meaning “form.” It refers to a detailed choreographed pattern of martial arts movements. It can also be reviewed within groups and in unison when training. It is practiced in Japanese martial arts as a way to memorize and perfect the movements being executed.

Kata originally were teaching and training methods by which successful combat techniques were preserved and passed on. Practicing kata allowed a company of persons to engage in a struggle using a systematic approach, where by practicing in a repetitive manner the learner develops the ability to execute those techniques and movements in a natural, reflex-like manner.

Systematic practice does not mean permanently rigid. The goal is to internalize the movements and techniques of a Kata so they can be executed and adapted under different circumstances, without thought or hesitation. A novice’s actions will look uneven and difficult, while a master’s appear simple and smooth.

Business Bonus! Check out this resource from Lean Enterprise Institute and learn more about [The Fundamentals of Improvement Kata and Coaching Kata](#).

ASK THE EXPERTS: MISTAKES LEADERS MAKE AND HOW TO AVOID THEM

On-Demand Video

In this YouTube video, from the March 19 *Ask the Experts* event, seasoned local leaders share their real-life blunders, ensuring others glean insights to navigate their leadership journeys more successfully.

Learn why leaving your team in great shape is the ultimate leadership legacy. Hear how the panelists slayed the dragon of micromanagement, revived stagnant work environments, defied the delegation doom loop, and more.

Check it out [here](#).

SOFT SKILLS FOR SUCCESS SEPTEMBER 18 – SAVE THE DATE!

San Gabriel Valley ASQ Virtual Meeting Featured Speaker: Dr. Manu K. Vora

Dr. Vora will provide guidance on “Soft Skills for Success” in life for professionals and students. He will share major soft skills such as Communication, Leadership, Decision Making, Time Management, Teamwork, Problem Solving, Project Management, and Change Management. Additionally, he will share the importance of community service for giving back to society.

Cost is only \$10 for ASQ members or \$15 for non-members. More information will be coming soon. Register [here](#).

SAVE THE DATE – OCTOBER 26 PACIFIC REGION QUALITY CONFERENCE – HYBRID EVENT

The Fifth Annual Pacific Region Quality Conference (PRQC) will be a hybrid conference again this year. The in-person event will be held at Cal State University, Dominguez Hills.

A virtual/online option will also be available. Registration will open on September 1.

More information is available [here](#). The website will be updated as speakers and pricing information are finalized.

Publication Information

This newsletter is published on a regular basis to inform members and potential members about Columbia Basin ASQ activities and other news/information that may be of value to quality professionals. To be considered for the next newsletter, input must be received by the 23rd of the month.

SUPPORT COMMUNITY YOUTH

Donate to Back-to-School Bash by August 15

The Tri-Cities Diversity & Inclusion Council (TCD&IC), in partnership with HAPO Community Credit Union and Lutheran Community Services Northwest, is hosting a back-to-school drive through August 15.

Organizers are especially looking for donations of backpacks, glue sticks and colored pencils. Other needed items include crayons, notebooks, binders, scissors, highlighters, looseleaf paper, folders, and index cards.

Donations can be dropped off at the Council office at 3315 West Court Street, Suite 109, in Pasco or at Blu, a cultural expression and wellness shop, 1386 Jadwin Avenue in Richland.

The supplies will be distributed at a Back to School Bash on August 19 at the HAPO Center in Pasco.

TCD&IC is a nonprofit 501 c(3) community organization dedicated to fostering a unified community, embracing cultures, and celebrating diversity through education, advocacy, and the promotion of cultural competence and compassion.

TCD&IC advocates for marginalized community members, provides DEI training and educational resources to local businesses, and holds neighborhood events to create cultural competency and awareness. Their mission is to create an inclusive environment where all members of the community feel valued and respected regardless of their differences. Learn more about the organization on their [website](#) or [Facebook](#) page.

2024 COLUMBIA BASIN ASQ LEADERSHIP TEAM January 1 - December 31, 2024	
Section Chair	Denise Clements
Secretary	Jo Haberstok
Treasurer	Cindy Taylor
Membership Chair	Eric Clements
Nominations Chair	Emily Wilson
Newsletter Editor	Robert Boykin
Programs Chair	Eric Clements
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