

Letter from THE EXECUTIVE DIRECTOR

Dear colleagues and friends of CIEL,

As in past years, this report highlights our accomplishments and engagement with students, faculty, and staff at USC Columbia and the Palmetto College campuses. We are proud of what we've achieved and are pleased to share this report with you. It is fitting that our publication is named Distinction. We are celebrating the 10th year of our signature program, Graduation with Leadership Distinction, and acknowledge the 3,000+ alumni who have earned this special academic recognition. What an incredible milestone! GLD continues to set us apart from other institutions, and we are eager to see what the next 10 years will bring.

Under the thoughtful leadership of Dr. Amber Fallucca, we've expanded our Experience by Design initiatives to encourage all students to engage beyond the classroom and reflect on their experiences. As Walt Disney famously stated, "If you can dream it, you can do it." Our students are learners, leaders, dreamers, and doers. We help them make meaningful connections to academic, personal, and career goals that bring them closer to their dreams.

This year also brought a few changes at the Center for Integrative and Experiential Learning. I became the new Faculty Executive Director last summer after Dr. Lara Ducate returned to her full-time faculty position in Languages, Literatures, and Cultures. Special thanks to Lara for her leadership and mentorship during my transition into the role. Lara and I were members of the inaugural class of CIEL Faculty Fellows in 2017. This program recognizes outstanding faculty for their support of GLD students and for their disciplinary work in integrative and experiential learning. We recently selected our 50th Faculty Fellow as part of the current cohort!

One of our long-time team members, Zack James, transitioned into a new position on campus. We are grateful for Zack and his eight years of dedicated service to the office. I am indebted to the rest of the CIEL team – Lauren Epps, Sarah Matthews, Gina Spence, Julie

Boyken, and Laszlo Folks – for their collaboration and creative thinking about our programmatic efforts to support students, faculty, and staff across campus. Special thanks to our UNIV 401 instructors and Senior Faculty Associate, Dr. Matt Childs, for his tireless guidance and mentoring of instructors and students with the GLD process.

I am optimistic about what the future holds for our current students and recent graduates. CIEL is honored to continue supporting them along their chosen path and with experiencing all that USC has to offer them.

With heartfelt gratitude,

Charles Pierce, Ph.D.

CIEL Faculty Executive Director

DISTINCTION

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GLD BY THE NUMBERS: 2022-2023



20

Community Service



15

Diversity & Social Advocacy



44

Global Learning



278

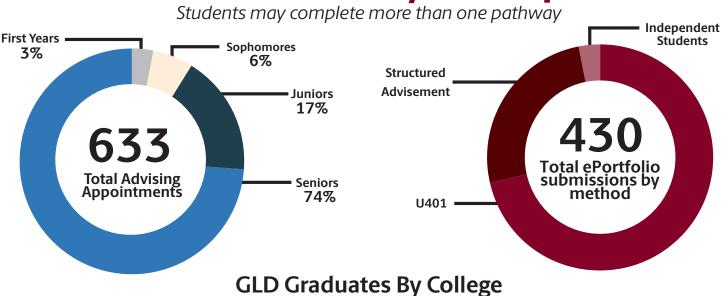
Professional & Civic Engagement

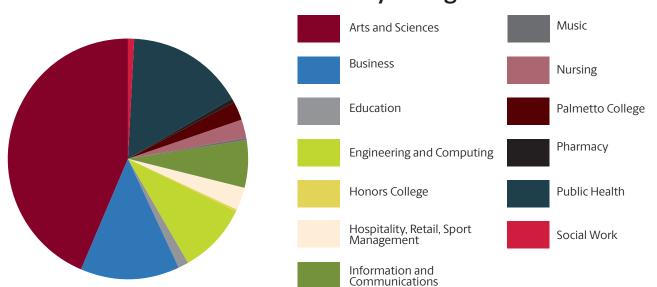


85

Research

442 Total Pathways Completed

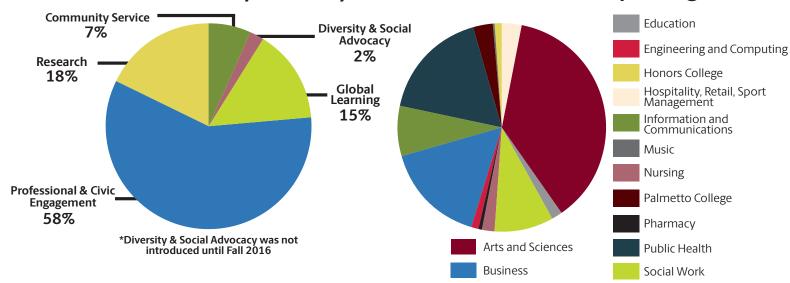




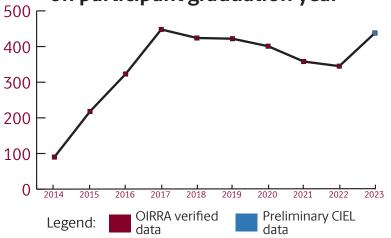
10 YEARS OF GLD: BY THE NUMBERS $\frac{2013}{2023}$



GLD Graduates By College



GLD pathways recognized based on participant graduation year



Notable Numbers

3000+

GLD Graduates

67

Record number of Fall GLD Graduates

48

Record number of presenters at Fall Showcase '22



Advisor Gina Spence and Graduate Assistant Shea Ferguson during a GLD Pop-up.

OUTREACH

New for 22-23, CIEL hosted "GLD Pop-ups" at several locations around the Columbia campus including the Office of Multicultural Student Affairs, Strom Wellness and Fitness Center, The Horseshoe, TRIO, and ROTC. GLD advisors shared information about GLD and answered questions in an effort to increase accessibility and participation in GLD among all undergraduates, especially underrepresented populations.

58 events and 1638 students

Data reported prior to the end of Spring 2023 semester. Please contact ciel@sc.edu with data inquiries.

GLD PATHWAY SPOTLIGHTS

Hugo Salazar '22

Hugo Salazar, a recent graduate in economics, completed the **Diversity and Social Advocacy GLD pathway**. Hugo is a first-generation college graduate and decided to pursue GLD so he could crystallize all of the work he did in college into a portfolio. The main feature of his portfolio was an event he hosted for Hispanic Heritage Month. Hugo, a Hispanic man, said it was important to advocate for fellow first-generation college students and spread awareness about Hispanic Heritage Month. GLD allowed him to reflect on this event and put his accomplishments into perspective. He highly recommends GLD and the accompanying U401 course. He is currently applying to law schools to further his mission.





Skylar Eddy '22

Skylar Eddy, a recent graduate in environmental studies, completed the **Global Learning GLD pathway**. Skylar studied abroad in Paris during the spring 2022 semester. As an environmental studies student, she was very interested in sustainability and focused on that during her trip abroad. After learning of France's ban of plastic bags and the focus on reusing more durable materials, she reflected on how sustainability is different across the globe and how it is implemented and prioritized. Skylar said GLD was a lot of work but that it was extremely helpful to compile her work into one portfolio and graduate with the distinction. She is now pursuing a career in environmental consulting.

Audrey Galimba '23

Audrey Galimba, a senior biomedical engineering student, completed the **Professional and Civic Engagement GLD pathway**. Audrey worked as a Resident Mentor and realized many of the requirements for GLD matched what she had already accomplished in her role. She said she found the GLD writing process allowed her to reflect on what she had already learned and accomplished and synthesize those experiences into a tangible portfolio. Her leadership project was focused on a mentorship program between pre-med students and medical students as she is a pre-med student and found mentorship beneficial for herself.





Caden Jackson '21, '23

Caden Jackson, a USC-Union liberal arts student, most recently completed the **Diversity and Social Advocacy and Research GLD pathways** at the Bachelor's level. He also earned **GLD in Research** while completing his Associate's degree in 2021. Caden researched meditation as a means to reduce implicit racial bias, specifically within law enforcement. He said without GLD, he would have never learned of his passion for research. His goal is to continue his research and submit it to a state legislator working on legislation focused on "more ethical policing" and making changes for the betterment of society.

GLD EVENTS



Students pursuing GLD work on their ePortfolios.

Write Nite 9/28/2022 & 2/22/2023

Write Nite is for students working on their ePortfolio, the culminating project to earn GLD. CIEL advisors and Peer Writing Lab Tutors from the Student Success Center are available to help brainstorm, review essays, and provide feedback. 34 students participated this year.

Alumni Panel

The GLD Alumni Panel is an opportunity for all USC students to hear from graduates who have gone through the process. Panelists shared what GLD was like, what they learned, and much more with a total of 24 student attendees. The hour-long virtual event was moderated by CIEL interns Hui Penaflor and Max White.



Moderators and panelists during the virtual Alumni Panel.



GLD student Courtney McKinney with her poster.

Fall Showcase

Fall Showcase is a opportunity for GLD students graduating in December to fulfill the presentation requirement for GLD. 48 students presented and 26 staff and faculty members across USC-Columbia served as reviewers, listening to student reflections and discussing their experiences.

Fall Cording

CIEL held a Cording Celebration on the Horseshoe for Fall 2022 graduates. A total of 67 students earned GLD. Graduates stopped by to pick up their GLD cords, take photos, enjoy refreshments, participate in a reflection activity, and write thank you notes to members of the USC community.



U401 students pose with Dr. Matt Childs after receiving their cords.

FOREVER TO LEAD: GLD ALUMNI AT USC



The USC community is close-knit. Graduates from the university often gain lifetime friends as well as connections and mentors to propel their careers forward. Some students love the university so much they choose to work and lead here after graduation. In celebration of 10 years of GLD, CIEL recognizes just a few staff members who have also earned Graduation with Leadership Distinction over the years.

Della Bryant '21

Della Bryant is an Undergraduate Advisement Coordinator in the School of Visual Art and Design. Della graduated from USC with a bachelor's and a master's degree in media arts. After working in media arts for a bit after graduation, she returned to USC to advise students and supports them during their time at USC. As an undergraduate, she earned GLD in the Global Learning pathway after spending half a year in New Zealand. She said GLD really helped her consolidate all of her previous experiences into one portfolio and combat her impostor syndrome. She encourages more media arts students to pursue GLD as it helped her so much.





Zoe Byrd '21

Zoe Byrd graduated from USC-Lancaster and is now an Academic Advisor there. Their experience as an orientation leader in college made them realize she wanted to work in education. She earned Graduation with Leadership Distinction in Diversity and Social Advocacy because she loved to participate in out-of-the-classroom activities. Zoe said it helped them reflect on everything that they did in college and learn more about herself. As an advisor now, she said her GLD experience has helped her connect with the students she advises, who come from diverse backgrounds.

Briahnna Ismail '19

Briahnna is the Assistant Director of Student Services in the USC Office of Undergraduate Research. Briahnna graduated from USC in 2019 with a degree in sociology but was not sure how to apply that degree. As a student, she was an orientation leader and she knew she loved USC and wanted to stay at the university to work. Briahnna was also active in the Office of Multicultural Student Affairs and earned Graduation with Leadership Distinction in Diversity and Social Advocacy. She encourages everyone to pursue GLD because "most people already meet the activity requirements," and "they just need to turn them into a portfolio."





Caleb Morris '17

Caleb is a Faculty Advisor in the Arnold School of Public Health and teaches U401. Caleb enrolled at USC for both his undergraduate and graduate studies. As an undergraduate, he earned Graduation with Leadership Distinction in Professional and Civic Engagement. Caleb said the GLD process really helped him develop strong reflection skills and realize the importance of skills like conflict resolution and empathy. He believes GLD helps students reflect and talk about their experiences at college.

EXPERIENCE BY DESIGN

Our **Quality Enhancement Plan**, **Experience by Design**, formally launched in Fall 2021 with an emphasis on beyond the classroom engagement and reflection for all students. The **QEP** focuses on specific student groups found to be less engaged with lower retention and graduation rates. Through faculty, staff, and student grants, CIEL is supporting students' engagement beyond the classroom and their reflection on those experiences. Reflection is emphasized as an important tool, and we are excited to see the many ways that students make greater connections across their USC experiences.

Student Focus

In year one of the QEP's 5-year cycle, our student population focus was on **Pell-Eligible** students. With the help of our partners **Financial Aid**, **University Advising Center**, **TRiO**, and more, we were able to provide financial support to students to successfully complete their beyond the classroom experiences. A majority of the funding went towards **Pell-Eligible** students. In year two, our student population focus has been on **transfer students**. With transfer students as the focus, we have had the privilege of multiple partnerships with **Transfer Student Organizations**, **Transfer Admissions**, **Veteran & Military Affairs**, **Transfer Student Advisory Council**, **Student Success Center**, and the **Palmetto College Campuses**. Our partnerships have been critical during the implementation of the **QEP** and helping to serve students. We hope to continue our focus on both Pell-Eligible and transfer students as we add **underrepresented minority** students in year three.



Students in PSYC 360 pose while abroad in Costa Rica.

OSP Goes Abroad

Students in the Opportunity Scholars Program enrolled in PSYC 360: Applied Psychology travelled to Costa Rica for a Maymester in 2022. While abroad, students experienced a new culture through living with a host family, excursions, and service-earning. Students recieved funding from CIEL grant programs.

Garnet Gate

CIEL added an "Experiences" tab through **Garnet Gate** for both the Columbia and Palmetto College campuses to supports student reflection beyond the classroom engagements they choose to participate in both on and off campus. Within the "Experiences" tab, students are provided with reflection prompts from the DEAL model (Ash and Clayton, 2009) to guide them through critical reflection and make meaning of their experience. Students submitted almost 300 submissions through Garnet Gate to provide evidence of their learning and reflections on beyond the classroom experiences.

EXPERIENCE BY DESIGN

Reflection Station

In partnership with Rhodos Fellows Living Learning Community and the Gamecock iHub, CIEL has created a reflection station for students to look back on their various experiences and save video or audio files for future use. In the Fall of 2022, several students enrolled in courses that utilized the reflection station, including multiple **University 101** courses and a **South Carolina Honors College** service-learning course. For example, the **University 101** courses reflected on their tour with the **Anne Frank Center** on campus and how going through that tour would impact the way they move forward with their USC experience. Our hope is to work with faculty, staff, students, including organizations, to create opportunities to look back on experiences and have a tangible reflection to share with others. The Gamecock iHub interns are comprised of College of Hospitality, Retail and Sport Management students that are fulfilling internship hours. The interns have been trained as peer reflection guides on top of their retailing training. The Gamecock iHub interns have been serving in a peer role to help guide students during the reflection process by providing structured reflection prompts and serving in an interview method support role



Two students use the reflection station.

Carolina Engage Grant

Full-time undergraduate students at USC Columbia and the Palmetto College Campuses can apply for a grant up to \$500 to help fund beyond the classroom experiences that can help them achieve their personal, professional, and/or academic goals. Students are encouraged to apply for the grant, document expenses, and submit a reflection on their experience.



Kambrie Kearns is a current student at USC Lancaster. Kambrie was awarded the Carolina Engage Grant to help with costs for her education abroad program to the Czech Republic, Austria, Hungary, and Poland. When Kambrie heard about this opportunity in Dr. Susan Cruise's sociology course, she knew she had to go. This program was unique as they were able to travel, but also give back to the people of Poland. Each student raised money and collected donations of supplies. They donated over 30 suitcases full of hygiene, medical, and clothing to Poland. As her first time ever abroad, she was able to explore these cultures, try new cuisine, and even go on an eye-opening tour of Auschwitz. Her advice to other students who may want to go abroad – don't hesitate, just go. Professors will be there to support you and will help you find a way financially – such as the Carolina Engage Grant.

FACULTY & STAFF GRANTS

CIEL promotes student engagement beyond the classroom by supporting faculty and staff in offering opportunities through **grants**. Three grants are offered: **Community of Practice**, **Department and Unit**, and **Rolling Beyond the Classroom**.

IEL Community of Practice

Grantees recieve up to \$5000 to develop or revise a course or program that provides students with a beyond the classroom experience and participate in a community of practice to provide and receive support while completing their grant project.

Beyond the Classroom Departmental and Unit Grants

Grantees receive up to \$3000 to build or enhance a program that engages students beyond the classroom and contributes to departmental or unit learning outcomes.



Learn more about grants for staff and faculty!

Rolling Beyond the Classroom Grant

Grantees recieve up to \$300 to support smaller, one-time beyond the classroom experiences for students in courses or programs, e.g. tickets to a museum, event, transportation, funding for a speaker.

\$35,000

Community Practice Cohort

7 Projects Total

\$30,000

Department/Unit Grant

10 Projects Total

\$1,412

Rolling BTC Grant

7 Projects Total

Numbers from August 2022 to April 1, 2023

Grant Highlight

Jeff Williams is an instructor in the College of Information and Communications. In spring 2022, he received the Community of Practice grant to purchase camera gear to document the experience and reflections of students enrolled in JOUR 595: Maymester at the Circus, Content Creation Across Media. Through this course, students went to The Creative Circus, an advertising portfolio school in Atlanta, GA, where they were fully immersed in creative commercial advertising projects that challenged students and







An advertisment created by Visual Communications major De'Andrea Cobb ('22) during JOUR 595.

parallel working for a brand or agency. During their experience, students created graphics and videos to advertise products.

FACULTY & STAFF GRANTS

Grants in action: Sumter Convening

Jessica Elfenbein, Department Chair and Professor in the department of history at USC-Columbia was awarded the **Community of Practice grant**. The grant supported a threeday, multidisciplinary conference exploring how lumber, the South's largest industry, shaped and continues to shape South Carolina.

Between Friday, April 21 and Sunday, April 23, 2023, field trips, talks, and poster sessions took place that explored topics including the arrival of big lumber, the production of wood products, forest conservation and destruction.

On Saturday, April 22 (Earth Day) a conference took place in downtown Sumter featuring cutting-edge research presented by emerging and established scholars and practitioners through talks and poster sessions, followed



Student Terri Washington presents at the Sumter Convening.

by a tour of Turkey Creek, long home to many wood products industries now being reimagined as a greenway. There were 43 registrants and 9 graduate presenters who participated in this conference.



MY USC EXPERIENCE

My USC Experience officially launched in 2021, with the purpose of serving as the university's one-stop-shop for all Beyond the Classroom engagements and Experiential Learning Opportunities, such as student organizations, service-learning, leadership opportunities, internships, practicum projects, study abroad and much more. It allows students to find experiences that speak to their interests or future career path, connect with faculty and staff from their area of study, and form deep connections with their peers and college experience overall. Data shows students who engage with these opportunities have higher rates of retention and are more likely to graduate on time.

1132 Entries **17%** Increase over '21-'22

Experience Highlight: PEDU 100

PEDU 100 is a dog walking fitness program geared toward increasing physical activity. Students work with Final Victory Animal Shelter and Pet's Inc. to care for animals and promote adoptions within the community.



44 I really loved this course; it was such a delightful stress reliever at the end of my week ... I would HIGHLY recommend this course to all students looking for something fun. 77

- Student survey response, Fall 2022

BEYOND-THE-CLASSROOM LOGISTICS

CIEL helps faculty and staff consider ways to integrate experiential learning opportunities into courses and initiatives. We have offered logistical support since fall 2021 for providers interested in planning or expanding a **Beyond the Classroom engagement**. This has included connecting with community partners and clients, assisting with travel and ticketing, navigating risk management and campus policy considerations, and more! You can fill out an interest form on our website, then our **Experiential Learning Coordinator** will follow up to establish a feasible plan and timeline.

Supported Courses and Projects

- Lara Ducate's GERM 298 trip to organic farm and Pinewood manufacturing plant
- Birgitta Johnson's classical Indian performance for School of Music students
- Jie Guo's SCHC 453 trip to Charleston Tea Plantation and Charleston Museum
- Joshua Meyers-Gutbrod's POLI 378 state government internship courses

391

Students impacted in 2022-2023

~350%

Increase from 2021-2022

- Morgan Collins' Public
 Health Case Study program
 with local organizations
- Na Sil Heo's HIST 358 trip to Riverbanks Zoo and local restaurants
- Jessica Elfenbein's 3-day Sumter Convening about historical SC lumber industry

Project Highlight

Jeremy Polley is a Coordinator and Instructor of Music Industry Studies in the School of Music. He has worked with CIEL on several projects to secure funding through CIEL grant programs. Most recently, Jeremy took advantage of the Beyond the Classroom Logistics support CIEL offers, working with Experiential Learning Coordinator Laszlo Folks to coordinate an optional enrichment program for Music Industry students. In September 2022, 20 students flew to Louisville to the Louder than Life and Bourbon and Beyond festivals. Students gained insight into the live music industry by working with people in the field to execute these events. This hands-on experience gave students a realistic view into the industry, opportunities available,



Instructor Jeremy Polley and Music Industry Studies students pose with KISS at the Louder Than Life Festival.

and skills. They reflected on this experience, documenting what they experienced, observed, learned, and how they grew. This is crucial to demonstrate the value of their education to their future careers.

44The music industry isn't all rainbows and glamorous things ... Reflecting on it made me hold onto that truth so that I'd know what I'm getting into.**77**

- Megan Gallagher, Music Industry Studies '25, in an interview with Hannah Cambre, Communications Specialist, Office of the Provost, February 2023.

PRESENTATIONS & ACCOMPLISHMENTS

Lauren Epps, **Sarah Matthews**, and **Gina Spence** presented *Building Learners and Leaders through*

Meaningful Connection on February 17, 2023, at the University Advisor's Conference in Columbia.

Amber Fallucca and **Lauren Epps** presented A Graduation Distinction Focused on Student Leadership: One Campus's Longitudinal View on Reframing Engagement Success on April 3, 2023, at the annual NASPA conference in Boston.

Amber Fallucca and **Julie Boyken** presented *Connecting QEPs: Key Lessons on Recalibrating a Topic and Early Findings* on December 5, 2022, at the annual SACSCOC conference in Atlanta.



Dr. Amber Fallucca and Lauren Epps present at NASPA.



Charles Pierce was selected as a Society for Experiential Education Fellow for 2022-2024.

STUDENT ADVISORY COUNCIL

SAC is a student focus group that positively impacts the learning environment at USC by contributing their thoughts, opinions, and ideas to CIEL. Members provide the student perspective on CIEL initiatives and resources including experiential learning, integrative learning, Graduation with Leadership Distinction, and the development of CIEL in relation to USC's Quality Enhancement Plan. SAC members also communicate the value of CIEL and GLD to peers, student groups, faculty, and staff.

Colleges Represented

Arts and Sciences
Business
Public Health
Hospitality, Retail, and Sports
Management

Members

17

Topics

Quality Enhancement Plan ePortfolio support GLD requirements CIEL marketing efforts



After attending my first meeting I knew I had found a place to channel my passion for serving the campus through positive change ... As a member of SAC I have been able to bring my unique perspective of campus to every meeting ... It is incredibly rewarding to be able to have conversations with peers and faculty from the university and see how we can influence decisions and put our ideas in action.

- Kennedy Petersen, Retail Management '24

STANDOUT STAFF

Palmetto College Fellows

Public Health

Palmetto College Fellows advocate for integrative and experiential learning at the Palmetto College Campuses. They advise students through the process of earning Graduation with Leadership Distinction and teach University 401.

Lancaster		Salkehatchie	Sumter	Union
Asheley Schryer	Liz Easley	Sarah Miller	To be filled	Steve Lownes
Director of Student Success	Associate Professor:	Interim Dean for Academic and		Assistant Professor of
and Retention	Math, Science, Nursing, and	Student Affairs, Professor of History		World Languages

Dr. Sarah Miller has been a CIEL Fellow at USC-Salkehatchie since 2014 and started teaching University 401 in 2015. She got involved because she loves getting to know students and see them grow and make accomplishments. Being at a Palmetto College campus, most students are commuters and have different experiences than students at USC-Columbia. She is "amazed at the many wonderful things our students accomplish and their desires to make the world better – whether its community service, professional engagement, or research."

46 I love to see how students grow as they make connections. The "ah-ha" moments keep me involved. **77**



Faculty Fellows

Faculty Fellows advocate for integrative learning in their departments, provide faculty perspective on CIEL initiatives, and support students completing through the GLD process.

Senior Fellows

Holly Crocker, CAS Kristina Grob, USC Sumter Stephanie Milling, CAS Mike Watson, HRSM Terry Wolfer, Social Work

New Fellows

Wout De Backer, Engineering and Computing
Jeremy Polley, Music
Melissa Reitmeier, Social Work
Hengtao Tang, Education
Kasie Whitener. DMSB

Integrative learning prepares students with the mindset that they are contributors to their professions and the world after graduation.



Dr. Stephanie Milling Theatre and Dance, became a Faculty Fellow because of how impressed she was with CIEL's support of integrative learning for students. She has enjoyed the opportunity to work with students from all different academic pursuits. She has treasured most the light bulb moments students have as they are reflecting on their experiences and realize how profound their time at Carolina has been. Dr. Milling firmly believes that "teaching should value intrinsic learning and helping students how they might use the information they are learning in their future professional, and personal, lives."

STANDOUT STAFF

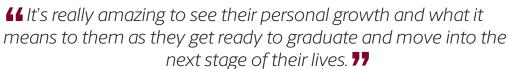
University 401 Instructors

University 401 for GLD is a course to support students through the process of completing the ePortfolio requirement of Graduation with Leadership Distinction.

Matthew Childs, Senior Faculty Associate

Megan Colascione Robyn Cranmer David DeWeil Lara Ducate Lauren Epps Laszlo Folks Katherine Goldberg Maureen Grewe Ambra Hiott Briahnna Ismail Antony Keane-Dawes Marketa Kubickova Elise Lewis Alexis Michalos Caleb Morris James Pou Rico Reed Sara Reinhardt Christina Sayers Gina Spence Keah Tandon Denise Wellman

David DeWeil, Capstone Scholars, has been teaching University 401 for GLD for eight years. For him, it was a full circle moment as students he taught in University 101 reflected and made connections in their senior year in University 401, saying "It's been a rewarding experience to reconnect with students and look back on their time at USC in a meaningful way."





LETTER FROM THE EDITOR!

Max White | Marketing & Communications intern

I'm Max, a political science major graduating in December 2023. Interning with CIEL this year has been a wonderful opportunity for me to grow with both my graphic design skills as well as my ability to work in a professional setting, working on deadline and cooperating with the wonderful team here at CIEL. Everyone I have interacted with here has been tremendously kind and helpful, and I cannot express how grateful I am to have worked here. Creating *Distinction* has been a very rewarding process and I am excited to share the amazing work that is accomplished at CIEL every day!

OUR PEOPLE



Dr. Charlie PierceFaculty Executive Director



Dr. Amber FalluccaDirector of the Quality
Enhancement Plan &
Associate Director



Lauren Epps Assistant Director



Julie BoykenOutreach & Assessment
Coordinator



Sarah MatthewsProgram Advisor & Marketing
Coordinator



Gina Spence *Program Advisor*



Laszlo Folks Experiential Learning Coordinator



Max White

Marketing &

Communications Intern

CIEL COUNCIL

The CIEL Council provides guidance and oversight. CIEL is grateful for their support and expertise.

Mark Anthony
Pam Bowers
Nate Carnes
Lauren Clark
Ron Cox
Amber Fallucca
Dan Friedman

Christy Friend John Gardner John Grady Ambra Hiott Morgan Inabinet Sandra Kelly Donald Miles

Stephanie Milling Charlie Pierce Tom Reichert Claire Robinson Andrea Tanner

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