



Office of Equity and Inclusion Newsletter

November 1, 2021



A Message from Dr. Keith Johnson, Vice President for Equity and Inclusion

“Where Will Your Footprints Lead?”

Dear Friends,

Each year on November 11 we celebrate military veterans for the contributions and sacrifices they make serving in the United States Armed Forces. This day originated as a day to recognize and reflect upon the heroism of those who died serving in the military. Originally, Veterans Day was Armistice Day. It was the anniversary of the treaty that ended World War I in 1918. In 1954, President Eisenhower changed the name of the holiday to Veterans Day.

A staggering number of sacrifices are made by veterans who serve our country in the armed forces; especially when deployed to combat. I recently spoke with Mr. George Nichols, a veteran who serves as a powerful reminder of those sacrifices. Nichols is a distinguished veteran and an ETSU graduate, who earned awards and recognitions as an officer in the U.S. Army. His most notable positions and ranks included: Battery Commander, Division Artillery Assistant, Intelligence Officer, and Major.

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Veterans Day is the day set aside to thank and honor **ALL** who have served, living or deceased, but particular the living veterans among us.

Thank You For Your Service.

Continued ~ Message from Dr. Keith Johnson

In 1958, Nichols was one of four African Americans students who attended ETSU. He was the first African American student in the ETSU Marching Band. In 1962, he was the first African American commissioned as a Second Lieutenant from the ETSU ROTC program. His footprints as a pioneering student will always be an integral part of the history of the university.

After graduating as a commissioned officer, Nichols held several positions and had many training experiences in the U.S. Army. He became a decorated officer by earning: two awards of the Bronze Star, six awards of Air Medal, two awards for Valor, two awards for the Army Commendation Medal; the Vietnamese Cross of Gallantry with Palm; and the Parachutist Badge.



ETSU has produced many veterans over the years who are celebrated for their contributions in and out of the military. ETSU has a long history of preparing and commissioning officers through its Army ROTC program. This program provides field training and class work where students learn what it takes to: lead, motivate groups, confront challenges, and claim success in a competitive environment. Nichols used his knowledge, skills, and experiences from his tenure as an ETSU cadet to discover success as a U.S. Army officer.

He fondly recalled the social support he received from his peers and superiors in the ETSU ROTC program on a training trip to Ft. Bragg, North Carolina in the sixties. When the group stopped at a restaurant for lunch, Nichols took his seat at the lunch counter like everyone else. But servers deliberately skipped over him and continued to set the plates for the white cadets.

Mr. Nichols calmly told the cadets next to him that he would go out and sit on the bus while they ate. And he asked if they could bring him a sandwich. His peers asked him not to move. The entire class, one hundred of them, ordered their lunches. And when the servers brought out the food, they got up and walked out.

His initial intentions were to make a career out of the military. And while serving his country, he met his wife and started a family. And he decided, after seven years of serving, to transition out of the military before another tour in Vietnam. Thus, began his career in corporate America.

Nichols remembered one of the most rewarding military experiences he had after active duty. In 2016, the National Army ROTC inducted him into their inaugural Hall of Fame. He still loves the military and strongly believes it gives People of Color the best opportunity to advance into leadership positions.

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Click here to visit the [ETSU Army ROTC](#) website.

Click here to visit the [ETSU Office of Veterans Affairs](#) website.

Continued ~ Message from Dr. Keith Johnson

Please take the opportunity to celebrate our veterans and recognize the sacrifices they make every day when they serve and protect our country. Like all faculty, staff, and students, ETSU honors our veterans in our mission where:

PEOPLE come first, are treated with dignity and respect, and are encouraged to achieve their full potential;

RELATIONSHIPS are built on honesty, integrity, and trust;

DIVERSITY of people and thought is respected;

EXCELLENCE is achieved through teamwork, leadership, creativity, and a strong work ethic;

EFFICIENCY is achieved through wise use of human and financial resources; and

COMMITMENT to intellectual achievement is embraced.

Sincerely,
Dr. Keith Johnson

"It's about how we treat our veterans every single day of the year. It's about making sure they have the care they need and the benefits that they've earned when they come home. It's about serving all of you as well as you've served the United States of America." -- Barack Obama

Equity and Inclusion Data

Please visit the [Office of Equity and Inclusion website](#) to find the following information and data related to the June 2021 Campus Climate survey:

[ETSU Demographics and Preliminary HEED Survey Results June 2021](#)

[Recorded Presentation of ETSU Demographics and Preliminary HEED Survey Results June 2021](#)

[HEDS Diversity and Equity Campus Climate Survey](#)

[Memo about 2020-21 D&E Data vs Prior Years August 27, 2021](#)

Should you have any questions or wish to discuss this information/data, please contact Dr. Chassidy Cooper, Coordinator for Equity and Inclusion at coopercl@etsu.edu or 439-4444.

Message from Curtis Clontz, Assistant Director ETSU Department of Veterans Affairs

Each calendar year, there are two days reserved for those who served our great nation. Memorial Day, we recognize those who paid the ultimate sacrifice while serving, and Veterans Day, we acknowledge those that served in the Armed Forces.

As Veterans Day quickly approaches, we have prioritized celebrating this incredible and unique group of people. Harry S. Truman famously stated “our debt to the heroic men and valiant women in the service of our country can never be repaid. They have earned our undying gratitude.”

Our ETSU family is blessed to be surrounded by Veterans. Across campus, we have more than 500 Veterans, staff, and students. Excellent men and women that played key roles in some of the most influential conflicts in history.

To many, it is unfathomable the things that Veterans sacrificed while serving in the military. These Vets missed birthdays, holidays, Christmas hams, Thanksgiving turkeys, weddings, and funerals. Their children have Uncles with names like Uncle Derek, Uncle Joe, or Uncle Aaron. None of which are blood-related, but each would cross the earth for them.

While deployed, relationships strained as everything at home broke! The heat went out,

water pipes burst, oddly, life went on. Often, they would return to new hit songs, brand new movies, and with jokes that only their “military buddies” understood.

They did CRAZY things like jump out of perfectly good helicopters, into the ocean, in the winter (of course into shark-infested waters), or defend a guard tower, wearing body armor, while 140 degrees outside (drinking 140-degree water, out of a case of water, that acted as a desk).

ETSU’s Student Veteran population is one of the fastest-growing groups on campus. TN’s #1 Military Friendly Large-Public University consists of every branch of the military, except Space Force. The future is bright for each of our Veteran students! They are future doctors, pharmacists, surveyors, teachers, and nurses. Some will graduate and create the next Pixar movie, while others may make historical discoveries at the Gray Dig Site.

Across ETSU, you will see many aspects of appreciation from our amazing Veterans Affairs team, the Veterans Affairs Standing Committee, and many volunteers across campus. There is no better way to say it...

Thank you for your service. We appreciate you and are glad you are a part of our team!

Lunch at ETSU Dining Hall Honoring Veterans



All our ETSU Veterans
are invited to enjoy lunch on

Date: *November 10, 2021*

Time: *11:00am-2:00pm*

Place: *ETSU Dining Hall, 3rd
Floor Culp Student Center*

Pick up your free meal ticket at one of the following locations:

- Veteran Affairs
125 Yoakley Hall
- ETSU Army ROTC
206 Brooks Gym
- Office of Equity and Inclusion
230 Burgin Dossett Hall

Meet Brandon Paul, ETSU Undergraduate Student

Originally from Jacksonville Florida, Brandon is a standout Buccaneer. An upperclassman that is leaving his mark, he has a current GPA of 3.7 and is currently completing classes with dreams of joining the Dental Hygiene Program here at ETSU.

A decorated Veteran of the United States Coast Guard, he spent seven years serving as an Electricians Mate. Someone the student's at ETSU can look up to, he is a decorated Sailor with awards for participating in various missions and environments across special operations, the maritime environment, as well as various roles providing humanitarian aid. A consummate teammate, while speaking about his time in the service, he says "it was an honor and pleasure to serve with so many great individuals and to support many great communities."

During his time in the USCG, he found that his occupation took various shapes and sizes. A recognized hero, he changed peoples lives as he helped rebuild local communities following devastating hurricanes and was committed to help reassemble the lives of those who were displaced by the destruction. In their worst days, they relied on Brandon, and he never let them down!

While discussing his career, he casually spoke about incredible feats such as rescuing potential drowning victims, something he did more than once!

We recognize him today because he truly emulates everything that is expected of the Buccaneer Community. He has shown the ability to transition successfully from the Military to performing at a high level within the classroom.

Brandon lives each day to the ETSU Mission and Values, and our campus is better with him on it!



Meet Mack Roberts, ETSU Army ROTC Staff Member

Mack Roberts comes to ETSU as a Supply Tech with 23 years of experience in the US Army. He enlisted in June 1984 serving as a Crewman on a Vulcan anti-aircraft gun then moving on to becoming an Army Recruiter and then Transportation as an 88M Motor Transport Operator.

With his long years of service, Mr. Roberts has been stationed all over the world to places like Kitzingen, West Germany and Roosevelt Roads, Puerto Rico. Mr. Roberts has also been stationed all over the country such as Fort Bliss, TX, Mare Island, CA, Hickory, NC, Waterloo, IA and Bardstown, KY, to only name a few.

Mack has also been deployed to Iraq in 1991 for Operation Desert Storm and again in 2003 for Operation Iraqi Freedom. His dedication to his Soldiers and the Army has seen him awarded several times over including the Legion of Merit, Bronze Star and the Army Commendation and Army Achievement Medals and numerous other awards.



On the civilian side, Mr. Roberts got a BS in Criminal Justice from ETSU. He is currently married to Rochelle Roberts for 30 amazing years with four children: Hunter (a Staff Sergeant in the Army); Garrett; Lesley and Jacob. They also have three grandchildren: Kian; Kodie and Nash. They also have two dogs, Samson, and Ruby.

Mack was also employed as a JROTC instructor at one point before becoming a Supply Tech since 2012. His favorite hobbies include running and watching the Nashville Predators play Hockey.

“I can sum up my career with my biggest take-away: The men and women I served with in peace and war were the best America had/has to offer. Military connections become bonds that can’t be shaken.”

Colin Luther Powell (1937-2021)



Colin L. Powell was a professional soldier for 35 years. He led the State Department as secretary of state, the military as chairman of the Joint Chiefs of Staff, and served as a four-star general in the U.S. Army.

Powell's received numerous medals and ribbons during his military career as well as civilian awards and honors such as the Presidential Medals of Freedom (twice), Congressional Gold Medal, and the Ronald Reagan Freedom Award.

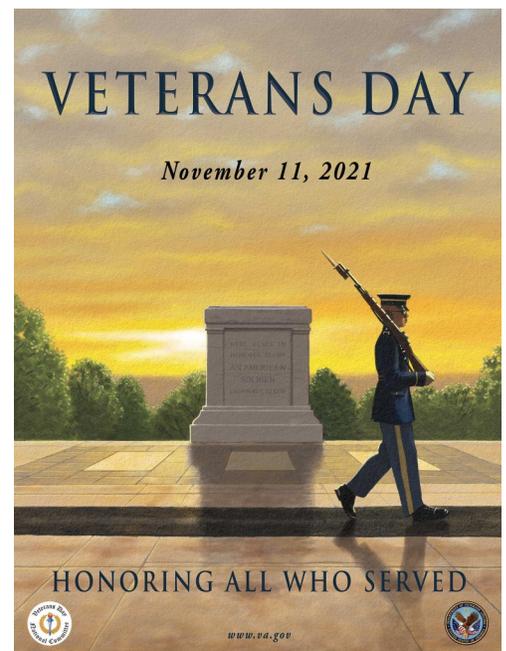
In 1997, Powell became the Founding Chair of [America's Promise](#) with the objective of improving the lives and futures of America's youth. In that same year the [Colin L. Powell Center for Leadership and Service](#) was established at the City College of New York. The mission of the center is to "prepare new generations of publicly engaged leaders from populations previously underrepresented in public service and policy circles, to build a strong culture of civic engagement at City College, and to mobilize campus resources to meet pressing community needs and serve the public good."

In his memoir, *It Worked For Me: In Life and Leadership*, a book about people and relationships, Powell began with these [13 Rules](#):

1. It ain't as bad as you think. It will look better in the morning.
2. Get mad, then get over it.
3. Avoid having your ego so close to your position that when your position falls, your ego goes with it.
4. It can be done.
5. Be careful what you choose. You may get it.
6. Don't let adverse facts stand in the way of a good decision.
7. You can't make someone else's choices. You shouldn't let someone else make yours.
8. Check small things.
9. Share credit.
10. Remain calm. Be kind.
11. Have a vision. Be demanding.
12. Don't take counsel of your fears or naysayers.
13. Perpetual optimism is a force multiplier.

The theme for Veterans Day 2021 is centered on the centennial commemoration of the Tomb of the Unknown Soldier. Located at Arlington National Cemetery, the Tomb was initially dedicated by the Army on Armistice Day, November 11, 1921, with the burial of an unknown service member from World War I. Over the past century,

additional unknowns have been buried at the Tomb, and the site has become a people's memorial that inspires reflection on service, valor, sacrifice and mourning. This year's Veterans Day poster competition asked artists to envision a design that evokes elements of the history, legacy, and meaning of the Tomb during its centennial anniversary.



What's on the Horizon for Veterans

The diverse makeup of the armed forces is one of its greatest assets. When service members of different races, ethnicities, religions, sexual orientations and other identities unite for a common mission, the result is a stronger and more effective force.

An April 2021 article titled "[The changing face of America's veteran population](#)" states that the demographic profile of veterans is expected to change in the next quarter century. Currently, about nine-in-ten veterans (89%) are men, while about one-in-ten (11%) are women, according to the VA's 2021 population model estimates. By 2046, the share of female veterans is expected to increase to about 18%. The number of female veterans is also projected to increase slightly, from around 2 million in 2021 to approximately 2.2 million in 2046. The number of male veterans, on the other hand, is projected to drop from about 17 million in 2021 to around 10.3 million in 2046.

[As with trends in the U.S. population overall](#), the veteran population is expected to become more racially and ethnically diverse. Between 2021 and 2046, the share of veterans who are non-Hispanic White is expected to drop from 74% to 62%. The share of veterans who are Hispanic is expected to double from 8% to 16%, while the share who are Black is expected to increase slightly from 13% to 15%.

Projections also indicate that the veteran population will become slightly younger, with 33% of veterans being younger than 50 in 2046 compared with 27% in 2021, even as the overall U.S. population continues to age. The share of veterans ages 50 to 69 is expected to shrink from 36% to 33%, while the share of those 70 and older is predicted to be around a third of the total (34%) by 2046, slightly lower than the current share (37%).



The VA's Office of Research and Development (ORD) chartered an employee-led work group on diversity, equity, and inclusion (DEI) in VA research, in 2020. The group's aims are fourfold: to develop a diverse scientific workforce through training and funding opportunities; to stimulate research focused on minority health and health disparities; to promote a culture of inclusion in the workplace; and to promote equity and diversity in scientific activities. In fiscal year 2021, the DEI program received \$1 million in funding.

One important goal of the DEI work group is to fund mentored research experiences for early career investigators from minority backgrounds. To that end, ORD awarded the first group of DEI Research Supplement awards that pair junior researchers with established VA scientists who can help guide their careers.

DEI work group co-chair Dr. Mark Roltsch says diversity in scientific research is fundamental to improving outcomes for patients from minority and underserved backgrounds. As an early career cancer researcher at Howard University in Washington D.C., Roltsch relied on African American colleagues to help him connect with research participants.

Read [VA grants first diversity, equity, and inclusion research awards](#) to learn more.

Upcoming Events

November and December 2021

Tuesday	November 2nd	Lunch and Learn Lecture Series <i>Exploring Ways to Honor Indigenous Peoples in the Classroom</i> Discussion lead: Dr. Debi Thibeault, Assistant Professor, Social Work	12:00-1:00pm	Join Zoom Meeting
Wednes.	November 3rd	WGAS on Wednesday “Hardboiled Hysterics: Shell Shock and Tough Guys” Michael Jones , Dept. of Literature & Language	12:00-1:00pm	Join Zoom Meeting
Thursday	November 4th	Asian Culture Celebration Series Women’s Identity in Chinese Literature Guest Speaker: Dr. Anna Meng	3:00-4:30pm	Via zoom
Tuesday	November 9th	Lunch and Learn Lecture Series <i>Wellbeing through Diversity, Equity, and Inclusion Lens</i> Discussion lead: Dr. Nicholas Hagemeyer, Associate Professor and Vice Chair, Department of Pharmacy Practice, Director of Student Professional Development, Director of Pharmacy Practice Research Fellowship	12:00-1:00pm	Join Zoom Meeting
Saturday	November 13th	Asian Culture Celebration Series 1st ETSU Open Martial Arts Tournament This event will be a fundraiser for helping the families of the victims of the shootings in Atlanta that happened back in March, 2021.	9:00am-3:00pm	Center for Physical Activity
Wednes.	December 1st	WGAS on Wednesday Cultivating Equitable Student Success in Colleges and Universities Jessica Wang (Clemmer College)	12:00-1:00pm	Join Zoom Meeting

A Look Ahead Into Spring 2022

Tuesday	January 25th	Lunch and Learn Lecture Series <i>Where are you really from? Recognizing and Responding to Microaggressions</i>	12:00-1:00pm	Join Zoom Meeting
Tuesday	February 8th	Lunch and Learn Lecture Series <i>Intersectionality: The Different Layers of You and Me</i>	12:00-1:00pm	Join Zoom Meeting
Tuesday	March 8th	Lunch and Learn Lecture Series <i>Intercultural Communication for Deaf, Deafblind and Hard of Hearing</i>	12:00-1:00pm	Join Zoom Meeting
Tuesday	March 22nd	Lunch and Learn Lecture Series <i>Factors That Impact Health</i>	12:00-1:00pm	Join Zoom Meeting
Tuesday	March 29th	Lunch and Learn Lecture Series We all Identify: A Guide to Healthy Conversations Around Gender and Sexuality	12:00-1:00pm	Join Zoom Meeting
Tuesday	TBA	Lunch and Learn Lecture Series <i>Inclusive Excellence through Cultural Competency Presentations</i>	12:00-1:00pm	Join Zoom Meeting
Tuesday	April 12th	Lunch and Learn Lecture Series <i>Inclusive Global Discipline Learning: Curricular, Co-Curricular and Extra-Curricular Engagement</i>	12:00-1:00pm	Join Zoom Meeting
Tuesday	April 26th	Lunch and Learn Lecture Series <i>Race, Culture, and Collegiate Athletics</i>	12:00-1:00pm	Join Zoom Meeting

THE MARY V. JORDAN MULTICULTURAL CENTER PRESENTS:

HISTORY TO HIP-HOP

JONATHAN BLANCHARD
INFORMATIVE | INTERACTIVE | INSPIRATIONAL

03 NOV 2021 | 7:00
D.P. CULP CENTER AUDITORIUM

FOR MORE INFORMATION: ETSUMC@ETSU.EDU OR (423) 439-4844

IN CELEBRATION OF HIP-HOP HISTORY MONTH



THE ETSU GOSPEL CHOIR PRESENTS:

TIFFANY ANDREWS

SUNDAY, NOVEMBER 7, 2021

GOSPEL CONCERT

Homecoming

DOORS OPEN AT 3:30PM - FREE ENTRY - D.P. CULP CENTER AUDITORIUM
CONCERT STARTS AT 4:00 PM

NO ENTRY WITHOUT A MASK

FEATURING A PERFORMANCE BY: **SHANNAN MILLER**

FOR MORE INFORMATION: ETSUMC@ETSU.EDU OR (423) 439-4844




FREE HUGS

US UNITED LIVE

FEATURING

KEN NWADIKE & SHERIFF CHRIS SWANSON

UNITY IN ACTION

FOR MORE INFORMATION CONTACT ETSUMC@ETSU.EDU OR (423) 439-4844

18 NOV 2021 | TIME: 7PM
D.P. CULP CENTER AUDITORIUM

MULTICULTURAL CENTER
Division of Student Affairs
EAST TENNESSEE STATE UNIVERSITY



Ken Nwadike, Jr. (the Free Hugs Project) and Sheriff Chris Swanson (Flint / Genesee County, MI) bring their authentic, fun and at times intense conversations on unity and social justice from the Black and Blue Podcast to live audiences. Over the past 10 years, Ken and Chris have literally risked their lives to create UNITY and peace. They will share their stories and engage students in the civil discourse necessary for us all to move forward.



KEN NWADIKE, JR.
Peace activist, motivational speaker, radio personality, and founder of the Free Hugs Project



CHRISTOPHER R. SWANSON
Career police officer and Sheriff in the State of Michigan

STRONG BRAIN INSTITUTE

RESILIENCE PRESENTATION SERIES

PERCEPTIONS OF RESILIENCE-INFORMED EDUCATION IN ETSU POSTSECONDARY INSTRUCTORS



CHELSEA ROBERTSON, PH.D

*Assistant Professor Psychology Department
West Liberty University*

There is a considerable lack of research on trauma-informed teaching practices within higher education. This presentation is based on research that was conducted at ETSU in Spring/ Summer 2021, that was an attempt to lessen this knowledge gap. The first aim of this study was to assess instructors' disciplinary specialization on their receptivity to compassionate teaching practices. The second aim was to implement a brief (i.e., one hour), asynchronous intervention to inform instructors about ACEs, subsequent effects on learning, and evidence-based, trauma-informed teaching practices.



**BALLAD HEALTH
STRONG BRAIN
INSTITUTE**

EAST TENNESSEE STATE UNIVERSITY

DATE: November 8th, 2021

TIME: 1:00 pm

LZOOM ID: 976 4089 8693

PASSCODE: 173150

CONTACT | nwaneki@etsu.edu | 423-676-0657

**The Mary B. Martin School for the Arts and
the Bert C. Bach Written Word Initiative
Present**



**MARCUS AMAKER &
TARIA PERSON**

**Spoken Word Poetry
Performance and Workshop**

4 p.m.

**The Bud Frank Theatre, Gilbreath Hall
Tuesday, November 9, 2021**

**Event is free and open to the public.
Audience Q&A and book-signing to follow.**

**ETSU requires the use of face coverings indoors for both
vaccinated and unvaccinated individuals!**

Contact Dr. Jesse Graves at gravesj@etsu.edu for more information.

Inclusive Excellence Cultural Competency Spring 2022 Workshop

The ETSU Office of Equity and Inclusion invites you to participate in the Spring 2022 ETSU Inclusive Excellence Cultural Competency Workshop.

Cultural competence is having an awareness of one's own cultural identity and one's views about differences, and the ability to learn and build on the varying cultural and community norms of students and their families. It is the ability to understand the within-group differences that make each student unique, while celebrating the between-group variations that make our country a tapestry. These understandings inform and expand teaching practices in the culturally competent educator's classroom. Cross-cultural competency has been named among the 10 most important skills for the future workforce by the US Department of Education. Employers value culturally competent employees in designing, developing, and marketing their products and services to culturally diverse customers. Culturally trained faculty and staff can prepare students with cultural competencies by including inclusive pedagogy techniques in and out of classrooms.

Purpose of the Workshop: The goal of the workshop is to prepare and deliver the professional development workshop(s) in ways that enhance staff and faculty's abilities to: (i) demonstrate a solid understanding of cultural diversity; (ii) effectively accommodate diverse students through inclusive pedagogy and inter-cultural communication; and (iii) effectively prepare students with cultural knowledge for academic, career and civic success.

Eligibility: Any full-time staff or faculty is eligible. There will be a limited number of spaces available.

Dates and registration for the workshop to be announced in early 2022.

Women of Higher Education ETSU (WHEE)

The mission of WHEE is to provide opportunities for members in higher education to cultivate their personal and professional potential. If you are interested in learning more please complete this brief [form](#). For more information, please contact Dr. Janna Scarborough at scarboro@etsu.edu.

ETSU Diversity Champions

The Office of Equity and Inclusion invites you to partner with us in becoming a **Diversity Champion** at East Tennessee State University. Your commitment emphasizes your willingness to guide, promote, and collaborate with others on campus and in the community on matters of diversity, equity, and inclusion. To become a **Diversity Champion** please complete the [Diversity Champion Questionnaire](#) and return to Kim Maturo at maturo@etsu.edu or mail to the Office of Equity and Inclusion, PO Box 70705, Johnson City, TN 37614.

Equity and Inclusion Diversity Champion Spotlight

Jillian Alexander, Academic Counselor, believes that the purpose of the ETSU Office of Equity and Inclusion at ETSU is to ensure that our campus community is equitable and inclusive. In doing that, the office should provide opportunities for campus members to learn about our diverse community (both on and off campus) and explore ways that we can be more inclusive both inside and outside of the classroom. The Equity and Inclusion Advisory Council should be there to support the office by helping to brainstorm ideas for opportunities for campus and assisting in event planning and execution.

Jillian's definition of diversity is anything that composes an individual's identity (race, sex, gender identity, socioeconomic status, etc.) that is different from another individual's identity. She encourages people to honor the uniqueness of each individual by encouraging them to ask questions, respectfully and civilly, about their experiences when appropriate. For example, in her first year course, Jillian encourages students to inquire about others' life experiences when they talk about where they came from and when they discuss hot topic issues. The point, Jillian says, is to communicate across differences.

If she is aware that the discussion is going to take place, she sets ground rules for the discussion (talking in a normal volume, using "I" statements and not using generalizations, etc.). If she is unprepared for a discussion about a potentially difficult topic, Jillian keeps the conversation civil and asks questions about the person's perspective, especially if it differs from hers.

Planning on continuing her personal growth in the areas of diversity, equity, and inclusion., Jillian feels like no one is ever done with learning in these areas. Because her primary role at the University is an advisor, she will continue to encourage students to participate in opportunities to celebrate and grow in these areas.



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Facebook: [https://](https://www.facebook.com/etsuequity/)

www.facebook.com/etsuequity/

Instagram and Twitter - etsu_equity

We would like to hear from you.

If you have an announcement, event, accomplishment, etc. you would like to have published in the newsletter send them to Kim Maturo at matur@etsu.edu.

To add a name to our mailing list, please email Kim Maturo at matur@etsu.edu.