



BUILDING UP
ANNUAL REPORT
2021-2022



MITCHELL
 INSTITUTE

3,291

In our more than 25 years serving Maine students, 3,291 Mitchell Scholars have benefited from our programs.

\$21.3 M

The Mitchell Institute has awarded more than \$21,300,000 in scholarship, fellowship, and contingency funds since 1995.

48%

Nearly half of the 2021 Mitchell Scholar cohort will be the first member of their families to complete a post-secondary degree.

74%

More than two-thirds of Mitchell Scholars come from families making less than the state median income.

"THE MITCHELL INSTITUTE HELPED GIVE ME THE CONFIDENCE TO PURSUE MY DREAMS AND THE MINDSET THAT I WAS AS DESERVING OF OPPORTUNITIES AS PEOPLE BORN IN MORE PRIVILEGED POSITIONS."

*CHRISTINA LEMIEUX
1995 MITCHELL SCHOLAR*



A STRONG FOUNDATION

The Mitchell Institute strengthens Maine communities by providing a path to success in college and beyond for Maine students. We reach every corner of the state by selecting a Mitchell Scholar from each public high school in Maine. Mitchell Scholars are given a four-year, \$10,000 scholarship and invited to participate in a wide array of personal, academic, and career support programming.

This impact we have is only possible through the generosity of our individual, foundation and corporate donors. We are deeply grateful to all our wonderful donors for their support. Together we are unlocking the potential of these students so that they can contribute to the vitality of Maine communities.

HOW WE BUILD

Knowing that leadership, integrity, and confidence play a huge role in successful lives professionally and personally, we weave those themes into our programming. We offer programs that provide support, guidance, and mentoring — both during and after college — all meant to increase Scholars' chances of attaining a degree and finding meaningful employment in Maine.

A VERY REAL ROI

We are deeply invested in the success of Mitchell Scholars, and our research shows that our programs help them graduate college at a higher rate than their peers. Furthermore, Scholars and Alumni say that the combination of financial and personal support makes a world of difference for them and their families.

OUR MISSION

We are deeply invested in the success of Mitchell Scholars, and our research shows that our programs help them graduate college at a higher rate than their peers. Furthermore, Scholars and Alumni say that the combination of financial and personal support makes a world of difference for them and their families.



Jared Cash

PRESIDENT & CEO

“TOGETHER, WE ARE BUILDING UP THE FUTURE OF THIS STATE BY PROVIDING FINANCIAL ASSISTANCE AND SOCIAL MOBILITY TO SCHOLARS FROM EVERY COMMUNITY ACROSS MAINE.”

As a first-generation college graduate from western Maine, I personally benefited from an entire village of support that lifted me to see and realize my potential. For me, the most compelling essence of the Mitchell Institute is the opportunity to unlock the potential of Mitchell Scholars in the same ways someone did that for me years ago.



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“The skills and connections I gained thanks to the Mitchell network have been crucial to my success, and I am so excited to be part of the Mitchell family moving forward!”

NOAH AUBE,
2016 MITCHELL SCHOLAR



ALUMNI SPOTLIGHT

Charis Loveland

Bonny Eagle High School, 1998
Bates College, 2002
Northeastern University, 2013

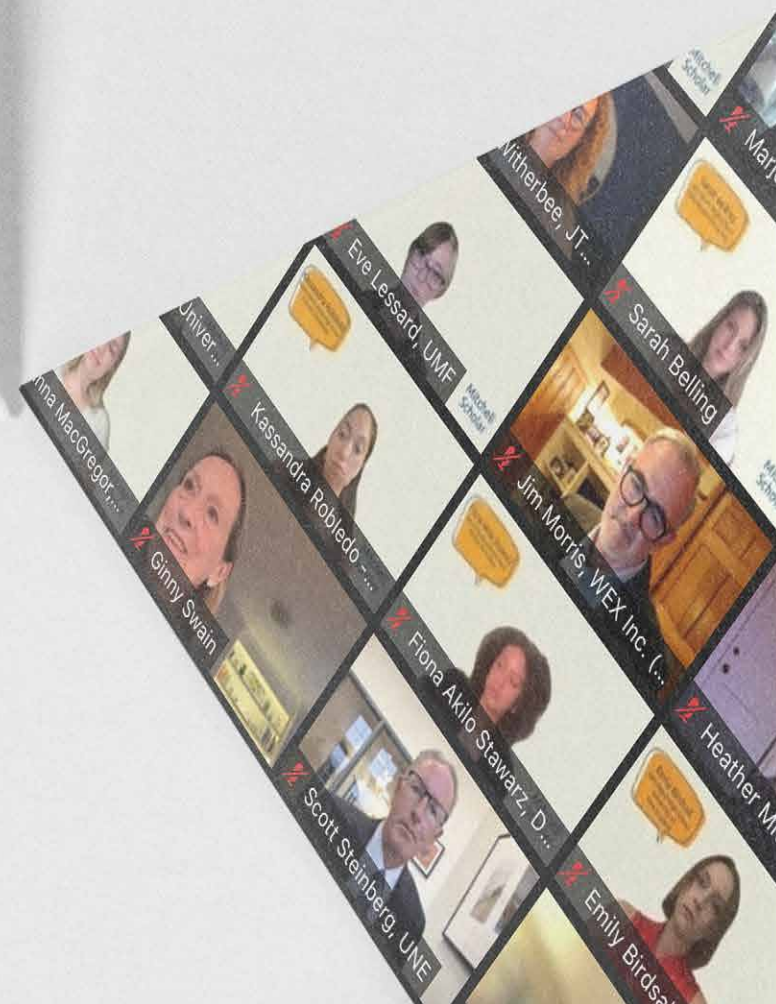
**"I AM SO GLAD I
OPTED TO RETURN TO
MY HOME STATE."**

Growing up in a working class family in Maine, Charis never dreamed of having a career in technology and artificial intelligence. Now, as the Global Program Manager of the EPIC Emotional Intelligence team at Amazon, she leverages technology to elevate emotional intelligence across the organization—working remotely from Wells, Maine! She is passionate about supporting aspiring STEM majors from underrepresented backgrounds, and a fellowship from the Mitchell Institute helped her bring a STEM afterschool program to the Boys and Girls Club. "Not only does the Mitchell Institute support my career and volunteer work, it also offers a supportive community both at in-person events and virtually."

MEETING SCHOLARS WITH EMPATHY

Mitchell Scholars and Alumni persisted in the face of new challenges as the effects of the COVID-19 pandemic continued through 2021. As they navigated this changing world, we were there to support them with a robust collection of supports and programming which we adapted to meet their unique needs. Our two types of contingency funds, SOS and SPARC, provided a financial safety net for emergency expenses or recurring costs, both of which could potentially derail a Scholar's pursuit of a college degree. When Scholars and Alumni were not sure what exactly they needed, staff were available for one-on-one conversations to offer advice, support, or just a listening ear.

In our second year of virtual programming, we used input from our Scholars to present topics that were relevant and applicable to their lives, and we struck a balance between structured formats and informal opportunities for connection. In an isolating and emotionally trying time, we provided resources and discussions about mental and emotional health and wellbeing. As many struggled to stay motivated and organized while studying or working remotely, we invited Alumni to share their strategies and stories of how they successfully manage their work and their time. To respond to the uncertainty many Scholars and Alumni were feeling about their futures, we incorporated themes of staying open to happenstance and nonlinear paths to success into our events.



PROGRAMS

BUILDING COMMUNITY

In 2021, it was more important and more challenging than ever to bring Mitchell Scholars and Alumni together to connect in a meaningful way. We were intentional about providing

programming that fostered these connections and allowed Scholars and Alumni to engage with us and each other. This began for the 2021 cohort over the summer with the annual Welcome Celebration, where new Mitchell Scholars were introduced to the Mitchell Institute Family and the programs, support, and benefits available to them. In the fall, Scholars gathered virtually for MILE I (Mitchell Institute Leadership Experience), a day of personal reflection and development. The program included a keynote address from the Director of Baxter State Park, a session on wellness and mental health, and an Alumni panel discussing time management and organization.



"Unum is committed to supporting organizations that make our communities stronger, which is why we're proud to partner with the Mitchell Institute. Through our focus on Equitable Pathways, we're able to support Mitchell Institute's efforts to ensure all Maine students have equitable access to resources they need to pursue their post-secondary ambitions and thrive."

CARY OLSON CARTWRIGHT, ASSISTANT
VICE PRESIDENT OF CORPORATE SOCIAL
RESPONSIBILITY AT UNUM

SCHOLAR SPOTLIGHT

Simona Ickia Ngaula

South Portland High School, 2021
University of Maine, 2025

**"THE MITCHELL
INSTITUTE HAS
SHOWN ME HOW
IMPORTANT, VALUABLE,
AND ACHIEVABLE
EDUCATION IS."**

A first year student at the University of Maine, Simona is studying Biology and plans to attend medical school to pursue a career in pediatrics. Her parents and older siblings went to college outside the U.S., and they don't always have the answers to her college questions. "The Mitchell Institute has been providing me with the educational help and advice that I cannot get from my parents or family." Simona dreams of starting a foundation that would provide medical care internationally to people in need.



2021 SCHOLARS

ANDROSCOGGIN

Idey Abdi
Damon DeWitt
Gaige Elwell
Brynn Emond
Bryce Hamel
Miranda Maung 🏠
Olivia Morel 🏠

AROOSTOOK

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Caleb Bassett
Kacy Daggett
Josh Dahl
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Brooke Harris
Ashton Henry 🏠
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Hope Kippen
Eve Lessard
Emily Lowell
Abigail Lucey
Makenna Monaghan
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Kassandra Robledo
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Abbygail Blair 🏠
Tucker Boudreau
Mandy Cooper
Evelyn Fuentes
Hayden Luce
Kaylee Nadeau 🏠
Rebecca Nirza
Madisyn Oberg
Myrah O'Roak
Michael Tamborini
Lily Wilkie

KNOX

Ava Baeza 🏠
Jordan Lawrence
Dreyenn Osgood
Finn Tarbox 🏠

LINCOLN

Kylie Brown
Gabrielle Leavitt
Brian McLaughlin 🏠
Olivia Parent
Lily Yeaton

*"I learned
that there are
very valuable
leadership
opportunities
and chances for
related growth
that may be
found through
the Mitchell
Institute."*

LUCAS BENT,
2021 MITCHELL SCHOLAR

The Mitchell Institute is pleased to award scholarships at each of the public high schools across Maine, from Traip Academy in Kittery to Madawaska High on the Canadian border.

OXFORD

Isabella Libby
Page Lueders
Shyloe Morgan
Culiandra Nero
Lee Openhym
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Shelby Thorman 🏠
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Alexis DeLaite
Anthony Hall
Silvia Hartt
Avery Herrick
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Jasmine Hutchings
Marina McCafferty
Kacie Mulligan
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Ashly Nyman
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Lance Dinino
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Fatimatulzahraa Hasan
Kristen Leroux
Mary Lombardi
Kai Rosenberg
Aislynn Worden

STEPHEN B. CENTER
SCHOLARS



Every year, Unum supports five Stephen B. Center Diversity Leadership Scholars. These scholarships honor Mr. Center, who championed diversity in the workplace and the community, always inspiring others to value differences and eliminate discrimination.

ALFOND
SCHOLARS



Harold Alfond
FOUNDATION

To recognize the extraordinary investment the Harold Alfond Foundation has made in the Mitchell Institute, each year sixteen Scholars, the most promising from each county, are named Alfond Scholars.



ALUMNI SPOTLIGHT

Thomas LaJoie

Van Buren District Secondary School, 2016
Colby College, 2020
Tufts University School of Medicine, 2024

**"BECAUSE OF THE
MITCHELL INSTITUTE,
I AM DETERMINED
TO LIVE AND WORK
IN MAINE AS
A PHYSICIAN."**

On Thomas's path to the Maine Track program at Tufts University School of Medicine, it was the wraparound support the Mitchell Institute provided that made the most difference to him. "From supporting me through my medical school application process, to granting me a fellowship award to help pay for an Emergency Medicine Technician course, to providing tips on professional and interpersonal skills, the MI staff have taken great care to remind me of my potential to be a leader." Thomas feels like he is part of a family and knows firsthand that this is more than a scholarship.



EMBRACING UNCERTAINTY

The Mitchell Institute is committed to meeting Scholars where they are and providing the unique supports that will help them succeed. As the world around them continues to change, Mitchell Scholars need reassurance that there are many different paths to success, and often that path is not linear. Our annual Career Development Day, MILE II, was presented as a virtual two-part series with the theme of "Serendipity into Opportunity: Turning Ordinary Moments into Extraordinary Surprises." Part 1 of the event, held in November 2021, featured a panel of Alumni who shared stories of their winding career paths and advice for success. MILE II, Part 2 took place in February 2022 and included an Employer Showcase featuring representatives from five Maine businesses who engaged with participants through speed networking and small group conversations.

*"Even though
all the
programming
is valuable,
I really
appreciate the
optional social
connection
time. In the
midst of nearly
two years of a
lot of isolation
it is nice to just
connect with
people."*

NATALIE LAROCHE,
2019 MITCHELL SCHOLAR

ADDITIONAL FINANCIAL RESOURCES

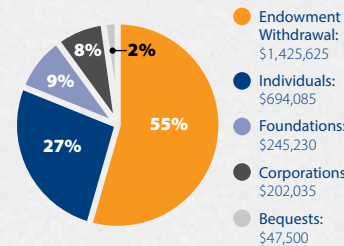
Fellowship Awards. These awards of up to \$1,500 offer support to eligible Scholars and Alumni in their pursuit of career-related internships, professional certifications, study abroad, and service projects. These investments empower Scholars to pursue professional development opportunities regardless of financial hurdles.

Contingency Funds. There are two other funds available to all Mitchell Scholars to help overcome financial hurdles that may potentially prevent college completion. The SOS (Supporting Our Scholars) Fund provides grants to Scholars facing unforeseen financial crises such as health emergencies or unexpected changes in living circumstances. Another fund, introduced in 2020, is available for ongoing expenses for particularly financially vulnerable Scholars. That fund, called the SPARC (Subsidy Providing Assistance with Recurring Costs) Fund can help with challenges like food insecurity, course materials, and ongoing transportation costs. If left unfunded, these are the types of necessary expenses that could derail a Scholar's ability to remain in college.

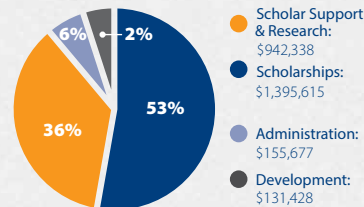


FINANCIAL SUMMARY

2021 REVENUE
BY SOURCE

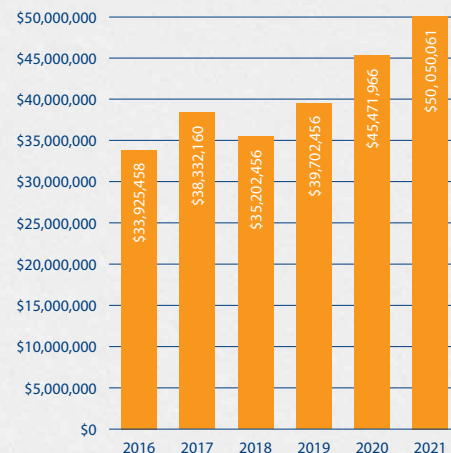


2021
EXPENSES

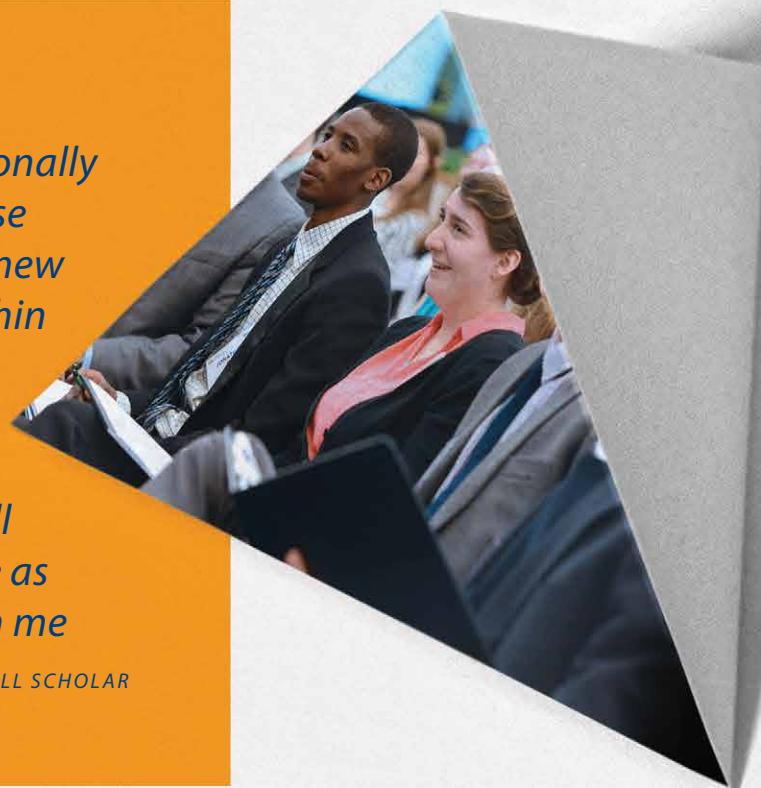


Note: Please call if you would like to receive a copy of the Mitchell Institute's audited financials.

GROWTH OF ENDOWMENTS 2016-2021



"I look forward to learning something new, both professionally and personally, every day. I rose to the challenge of obtaining new professional certifications within my field and strive to put forth my best effort and work every day. These are all qualities that I feel the Mitchell Institute helped to instill in me as a young adult that I carry with me every day." ASHLEY HIBBARD, 2007 MITCHELL SCHOLAR



OUR 2021 DONORS

Donor listing includes cash and securities received between January 1, 2021, and December 31, 2021. Every effort has been made to ensure this report is accurate. Please call the Mitchell Institute with any omissions or corrections and accept our sincere apologies.

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in honor of George J. Mitchell
Lauren McNally ^Δ
John McNaughton
Arden McSwain ^Δ
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Allen Miller
Governor Janet Mills
Mrs. Janet Mitchell
*in memory of George and Mary
Mitchell, and Robert E. Mitchell*
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Son Nguyen ^Δ
Stanley Nickerson
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Gamma
Elizabeth Orlic
Dr. Harold Osher
Harold and Claudia Pachios
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Emily Payne ^Δ
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Committee *in memory of Clyde
and Trudy MacDonald*
Evan Pereira ^Δ
Edward and Catherine Peterson
Jeff and Ida Peterson

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Ethan Pierce ^Δ
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Sierra Yost ^Δ
Alec Young ^Δ
Caroline Zedella ^Δ
^ΔAlumni

DONOR SPOTLIGHT

Lauren Segal & Rich Grigos

“A COLLEGE EDUCATION WAS A CRITICAL STEPPING STONE IN OUR LIVES. OUR GIFT OFFERS THAT SAME OPPORTUNITY TO OTHERS.”

Lauren and Richard both had fulfilling careers in nonprofits, and Lauren retired as President of Scholarship America. They’ve known a lot of nonprofits, and the Mitchell Institute is one of the ones that is achieving outstanding results. Lauren says, “We knew we would never be able to donate as much as we wanted during our lifetimes because we are on a relatively fixed income.” That’s why it seemed natural for them to include the Mitchell Institute in their will to help others and invest in the next generation.



MARY MITCHELL LEGACY SOCIETY



To honor the legacy of Mintaha “Mary” Mitchell, mother of Senator George J. Mitchell, The Mary Mitchell Legacy Society’s members are comprised of those who have committed to including the Mitchell Institute in their wills or trusts.

To find out how you can join, please contact Sarah Short, Development Director, at (207) 358-7733.

Anonymous (2)	Tracy Gay	Carol Mitchell
Penny and Richard Armstrong	Richard and Pricilla Goff	George Mitchell
Macky Bennett*	Lauren Segal and Richard Grigos	Jeffrey and Alison Nathanson
James A. Boyd*	Jan and George Hartman	Stephen E. and Catherine Pappas*
Margie Bride	Collette Howe	Lawrence Ralston*
David Elliott	Cynthia Howland	Heather Ries
Bob and Marcia Ellis	Frank and Ellie Langlois*	Jim and Lynn Shaffer
Patricia Eltman	Frank and Claire Leonard*	Virginia Swain
Mary Christine Feeney*	Peter and Kathleen Leslie	Christine Williams
Mary Mitchell Friedman	Charles and Judy Micoeau	
Mary and Phil Galperin	Bill Mitchell	*Deceased

“Thank you for all that you do! I know I would not have been able to afford college without the support of the Mitchell Institute, and without my education, I wouldn’t have the job that I LOVE today!”

ELIZABETH SNOWDON, 2013 MITCHELL SCHOLAR

2021 PIONEER SCHOLARS

HAROLD ALFOND PIONEER SCHOLAR

a Mitchell Scholar from Dexter Regional High School
AVERY HERRICK
Central Maine Community College 2023

HAROLD ALFOND PIONEER SCHOLAR

a Mitchell Scholar from Messalonskee High School
LILY WILKIE
Saint Joseph's College 2025

EDWARD AND BARBARA ATKINS PIONEER SCHOLAR

a Mitchell Scholar attending the University of Maine who has an interest in communications, with an emphasis on graphic arts and design
ZACHARY DELILE
University of Maine 2025

AVANGRID FOUNDATION AND CENTRAL MAINE POWER PIONEER SCHOLAR

a Mitchell Scholar pursuing a degree in science, technology, engineering, or math
DOMINIQUE OUELLETTE
University of Maine 2025

BATH IRON WORKS | BUZZ FITZGERALD PIONEER SCHOLAR

a Mitchell Scholar who is a child or grandchild of a BIW employee, and who embodies the characteristics of leadership and compassion for which Buzz Fitzgerald was known
MASON WOODMAN
Colgate University 2025

MORTON K. AND JANE BLAUSTEIN PIONEER SCHOLAR

a first-generation college student and a student from recently immigrated families
BRIAN ISHEMA
University of Maine 2025

JACK AND CHARLIE CANNING PIONEER SCHOLAR

a Mitchell Scholar from the greater Augusta area who has demonstrated academic growth, leadership, and enthusiasm for the community
NATHAN RIVERA AYALA
Husson University 2024

CASELLA PIONEER SCHOLAR

a Mitchell Scholar entering the field of environmental studies
JAMES GREENWOOD
University of Maine 2023

SAM L. COHEN FOUNDATION PIONEER SCHOLAR

a Mitchell Scholar from Biddeford High School
KATLYN BICKFORD
Mount Holyoke College 2025

SAM L. COHEN FOUNDATION PIONEER SCHOLAR

a Mitchell Scholar from Portland High School
DALYCIA GREELY
Suffolk University 2025

SAM L. COHEN FOUNDATION PIONEER SCHOLAR

a Mitchell Scholar from Thornton Academy
FATIMATULZAHRAA HASAN
Wheaton College 2025

COYNE FAMILY PIONEER SCHOLAR

a Mitchell Scholar from South Portland High School
FIONA AKILO STAWARZ
Dartmouth College 2025

BOB CREWE FOUNDATION PIONEER SCHOLAR

a Mitchell Scholar who is majoring in Art or Music and/or is a member of the LGBT community, reflecting the Crewe Foundation's support of aspiring artists and LGBT rights
ALLYSON NADEAU
The Culinary Institute of America 2025

LEON AND LISA GORMAN PIONEER SCHOLAR IN HONOR OF SENATOR GEORGE J. MITCHELL

a Mitchell Scholar who has demonstrated strong qualities of leadership, character, and hard work
SAM STONE
University of Maine 2022

JOHN AND NELLIE JACKSON PIONEER SCHOLAR

a student attending Maine Maritime Academy who represents personal humility and hard work
ROXY MACGREGOR
Maine Maritime Academy 2023

ANN LAMB PIONEER SCHOLAR

the Mitchell Scholar from Falmouth High School who has demonstrated a love of reading or literacy work, a commitment to environmental preservation or education, and an enthusiasm for community service
FARAN IGAN
California Polytechnic State University 2025

The Pioneer Scholar program, a partnership between generous supporters and the Mitchell Institute, provides the opportunity to recognize specific Mitchell Scholars and Alumni who, through their contributions to school and community and their demonstration of certain qualities – as students and as citizens– stand out for acknowledgement.

SHEPARD LEE PIONEER SCHOLAR

a Mitchell Scholar from Lewiston High School
IDEY ABDI
Cornell University 2025

GEORGE AND MINTAHA MITCHELL PIONEER SCHOLAR

a Mitchell Scholar from Waterville High School in memory of George and Mintaha Mitchell
EVELYN FUENTES
Bentley University 2025

SENATOR GEORGE J. MITCHELL PIONEER SCHOLAR

is in recognition of leadership, character, and perseverance
JACQUELINE MARTIN
University of Southern Maine 2007

HEATHER MACLACHLAN MITCHELL PIONEER SCHOLAR

is in recognition of a Mitchell Scholar who has demonstrated an interest and aptitude in literature and writing
EVE LESSARD
University of Southern Maine 2025

JANET FRASER MITCHELL PIONEER SCHOLAR

a Mitchell Scholar at Colby College, with a preference toward those majoring in English literature
KAITLYN HURLEY
Colby College 2025

JOHN AND PRINELLA MITCHELL PIONEER SCHOLAR

a Mitchell Scholar-Athlete who demonstrates the qualities of sportsmanship and leadership in and out of competition
MAKENZIE ALLEY
University of Maine 2025

PAUL AND YVETTE MITCHELL PIONEER SCHOLAR

a Mitchell Scholar majoring in business who demonstrates the qualities of independent thinking, leadership, and self-motivation necessary to become a successful entrepreneur
EMILY MAGOON
Babson College 2025

ROBERT E. MITCHELL PIONEER SCHOLAR

a Mitchell Scholar majoring in business or economics, with a demonstrated interest in entering the field of banking or finance
GILLEYANNE DAVIS-OAKES
Bates College 2022

MITCHELL SENATE STAFF PIONEER SCHOLAR IN MEMORY OF GAYLE CORY

a Mitchell Scholar whose belief in public service, faith in people, and dedication to the greater good are a model to all
GABRIELLE SCHRAGE
Husson University 2007

OTT FAMILY PIONEER SCHOLAR

the Mitchell Scholar from Gorham High School who has demonstrated academic promise and a history of community service
LEAH JAMES
Southern Maine Community College 2025

COLLEEN J. QUINT PIONEER SCHOLAR

the Mitchell Scholar who best exemplifies the qualities of leadership and inspiration, which defined Colleen's 13 years of service to the Mitchell Institute
JESSE BLACKBURN
University of Maine at Machias 2014

REYNOLDS-KERR FAMILY PIONEER SCHOLAR

a Mitchell Scholar entering the field of engineering, mathematics, or physical science
NATALIE BICKERSTAFF
University of Maine 2024

REYNOLDS-KERR FAMILY PIONEER SCHOLAR

a Mitchell Scholar entering the field of engineering, mathematics, or physical science
NICHOLAS HAMMOND
University of Maine 2025

ROCKEFELLER FAMILY PIONEER SCHOLAR

a Mitchell Scholar from Mount Desert Island High School
KASSANDRA ROBLED0
Cornell University 2025

DONALD ROUX PIONEER SCHOLAR

a Mitchell Scholar from Lewiston High School
DAMON DEWITT
Dartmouth College 2025

BILL RYAN PIONEER SCHOLAR

a Mitchell Scholar with financial need and demonstrated commitment to the community who plans to pursue a career in business
SUSANNA OWENS
Thomas College 2023

FRANCES TARR PIONEER SCHOLAR

a Mitchell Scholar from Edward Little High School
BRYCE HAMEL
University of South Florida 2025

UNUM PIONEER SCHOLAR

a Mitchell Scholar who has demonstrated a history of leadership and community service
JAMES PETERSEN
University of Connecticut 2021

PADDY FRANK WALSH PIONEER SCHOLAR

a Mitchell Scholar who has overcome tremendous obstacles to success
HANNAH SMITH
University of Southern Maine 2025

WALT DISNEY COMPANY PIONEER SCHOLAR

a Mitchell Scholar who has demonstrated an interest and talent in the arts
JENNIFER ACOSTA
University of Maine 2007

LIFETIME DONORS

FOUNDERS \$250,000+

Anonymous (9)	George and Jan Hartman	Linda Mitchell Price and Stuart Price
The Harold Alfond Foundation	J.A. & E.S. Hughes Fund	Reynolds-Kerr Family Fund
Barbara Atkins	of the Maine Community Foundation	of the Maine Community Foundation
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These levels represent cumulative giving to the Mitchell Institute over the past 25 years since its inception

CENTURY DONORS \$100,000-\$249,999

Anonymous (3)	The Friedman Family	Bill and Vicki Mitchell
Anonymous	<i>in honor of Janet Fraser Mitchell</i>	Carol Mitchell and Deen Haleem
<i>in honor of Senator George J. Mitchell</i>	Mary Mitchell Friedman and	Richard and Eleanor Morrell
Bath Iron Works	Harold Friedman	The David and Martha Ott Family
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Fisher Charitable Foundation	Mitchell Family	
Joe Foley and Trish O'Carroll	<i>in memory of George and</i>	
	<i>Mintaha Mitchell</i>	

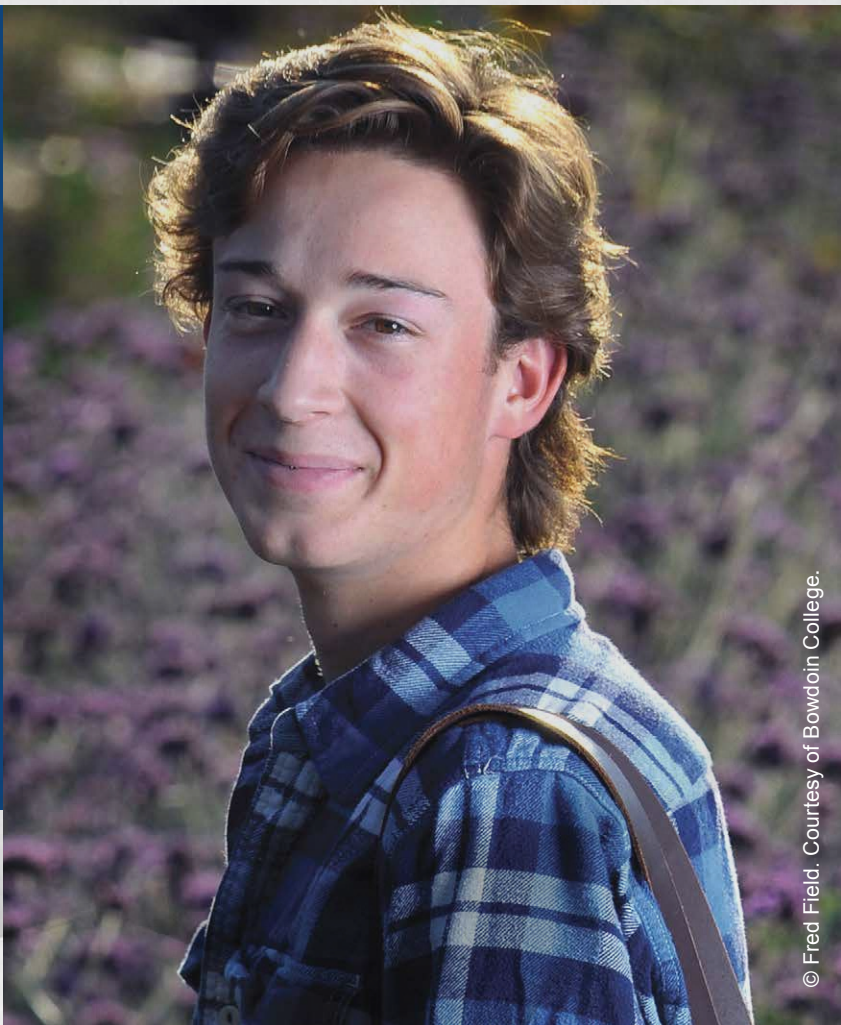
*Deceased

*"I often wonder what I can do to
make the world a better place."*

FINN WOODRUFF, 2017 MITCHELL SCHOLAR

December 16, 1998 – November 16, 2021
Mitchell Scholar 2017
Brunswick High School
Bowdoin College

The 2021-2022 Annual Report is dedicated in loving memory to a promising Maine student whom we had the pleasure of knowing as a Mitchell Scholar. Finn lived life to its fullest and was determined to achieve his goals no matter the obstacles, but he was taken from us much too soon. He will live on in our hearts and minds.



© Fred Field. Courtesy of Bowdoin College.



75 Washington Avenue, Suite 2E
Portland, Maine 04101

*"No one should
be guaranteed
success...
but everyone
should have a
fair chance to
succeed..."*

George Mitchell

**SENATOR
GEORGE J. MITCHELL,
HONORARY CHAIRMAN**

We would like to thank the photographers who have contributed to this Annual Report. A huge thank you to Brewster Burns, Jared Cash, Walter Conrad, Nicole Derr, Alexis Erlandson, Fred Field, Nicholas LaJoie, Andrea Mitchell, James Patefield, Khanh Vo, and Dennis Welsh

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