

## ACADEMIC SENATE MINUTES

April 3, 2002, 4:00 p.m.

Room 132, DeBartolo Hall

PDF Version

**Note 1:** Please submit agenda items and cover sheets for the May 1, 2002, Senate meeting to Bege Bowers, A&S Dean's Office, by noon on Friday, April 19. Provide both a hard copy and a disk or electronic copy of your report and cover sheet in Word or rich text format. A downloadable cover sheet is available at the Academic Senate web site:

<http://cc.ysu.edu/acad-senate/index.html>

**Note 2:** If you want to read or print the pdf version of these minutes and you don't have *Adobe Acrobat Reader*, you may download the program at the following link:

<http://www.adobe.com/products/acrobat/readstep2.html>

*To save paper, use the Acrobat Reader menus or toolbar to print the file, not the menus or toolbar in your web browser.*

**Note 3:** Many thanks to Joan Bevan, Department of Philosophy and Religious Studies, for taking minutes and providing a transcript of the April 3 Senate meeting.

### **OVERVIEW:**

**Major topics presented/discussed:** Report of the Senate chair; Ad Hoc Ethics Committee report and Ethics Policy motion.

**POLICY CHANGES:** None.

### **CALL TO ORDER:**

Jim Morrison, chair of the Academic Senate, called the meeting to order at 4:11 p.m.

### **MINUTES OF THE PREVIOUS MEETING:**

Minutes of the 6 February 2002 and 6 March 2002 meetings were approved as posted. (Minutes of the 6 February 2002 meeting were not approved at the 6 March 2002 meeting due to the absence of a quorum.) The February and March minutes are available at the Senate web site.

**SENATE EXECUTIVE COMMITTEE (SEC)/REPORT FROM THE CHAIR: Jim Morrison reported:**

- The Senate Executive Committee will meet soon. The next item of business will be to begin the process of filling faculty appointments to standing committees and to review the status of ad hoc committees and whether they will be continued on to the
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next year. The committee is also being asked to sponsor and coordinate another series of presidential campus conversations; information about that will be distributed shortly.


**OHIO FACULTY COUNCIL REPORT:** The OFC has not met, so there was no report.

**CHARTER AND BYLAWS; ELECTIONS AND BALLOTING; ACADEMIC STANDARDS; ACADEMIC PROGRAMS COMMITTEES:** No reports.

**UNIVERSITY CURRICULUM COMMITTEE:** No additional report. The committee appended a list of approved courses to the agenda for the April 3 meeting; no action is required.


**ACADEMIC PLANNING COMMITTEE; GENERAL EDUCATION COMMITTEE (GEC); INTEGRATED TECHNOLOGIES COMMITTEE; UNIVERSITY OUTREACH COMMITTEE; LIBRARY COMMITTEE; ACADEMIC RESEARCH COMMITTEE; STUDENT ACADEMIC AFFAIRS COMMITTEE; STUDENT ACADEMIC GRIEVANCE COMMITTEE; HONORS COMMITTEE; AND ACADEMIC EVENTS COMMITTEE:** No reports.

**AD HOC ETHICS COMMITTEE: J-C. Smith, chair of the committee,** reported. [Full discussion is included in the transcript of the April 3 Senate meeting, prepared by Joan Bevan, Department of Philosophy and Religious Studies, and available at <[http://cc.yosu.edu/acad-senate/transcript\\_040302.pdf](http://cc.yosu.edu/acad-senate/transcript_040302.pdf)>. Because the sound and taping system were not functioning properly at the April 3 meeting, the transcript contains ellipses where comments were not clear or audible.]

 **Tom Shipka, Philosophy and Religious Studies,** moved adoption of the Youngstown State University Ethics Policy as recommended by the Ad Hoc Ethics Committee. [The proposed policy, Attachment 1 to these minutes, appears in a separate pdf file at <[http://cc.yosu.edu/acad-senate/proposed\\_final\\_ethics\\_policy.pdf](http://cc.yosu.edu/acad-senate/proposed_final_ethics_policy.pdf)>.]

**The motion was seconded, and discussion followed.**

The existing Youngstown State University Ethics Statement, which was passed by the Academic Senate on June 4, 1997, and accepted by the Board of Trustees on March 13, 1998—referred to in the discussion—is posted on the Senate web site at <[http://cc.yosu.edu/acad-senate/ethics\\_statement.htm](http://cc.yosu.edu/acad-senate/ethics_statement.htm)>.

 **Charles Singler, Geology,** moved to amend [the document referred to in] the main motion, inserting “with the concurrence of a majority of the Ethics Committee” into the last sentence on Page 7 (section IV.F.5.a of the policy), so that it would read, “The Chairperson with the concurrence of a majority of the Ethics Committee shall be guided by whether or not a public announcement will be helpful . . . .”

**Singler’s motion to amend was seconded and carried.**

Discussion of the main motion, as amended, continued.

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**Bill Jenkins, History, moved to amend [the document referred to in] the main motion by adding to the bottom of section II.C., which includes the definition of “plagiarism,” a statement saying, “This definition of plagiarism shall not apply to the classroom or to other forms of public presentation in which the speaker is not expected to cite sources for the ideas presented.”**

**Jenkins's motion to amend was seconded, and discussion followed.**

**During discussion, Morrison noted the loss of a quorum; therefore, at the next meeting, the first item of business will be the amendment to the main motion that was on the floor.** Informal discussion continued, with Morrison requesting that the committee consider the question that Palmer-Fernandez raised about the relationship between YSU’s existing Statement of Ethics <[http://cc.yosu.edu/acad-senate/ethics\\_statement.htm](http://cc.yosu.edu/acad-senate/ethics_statement.htm)> and the proposed document..

**UNFINISHED BUSINESS:** None.

**NEW BUSINESS:** None.

**ADJOURNMENT:** The meeting “adjourned” at 5:40 p.m.

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**Attachment 1: Proposed Youngstown State University Ethics Policy is in a separate pdf file at <[http://cc.yosu.edu/acad-senate/proposed\\_final\\_ethics\\_policy.pdf](http://cc.yosu.edu/acad-senate/proposed_final_ethics_policy.pdf)>.**

**Attachment 2: Attendance Sheet for April 3, 2002 (Scanned Image) is in a separate pdf file.**

# YOUNGSTOWN STATE UNIVERSITY

## ETHICS POLICY

Among the basic principles of Youngstown State University are the pursuit of truth and the recognition and responsible exercise of academic freedom. From these principles derive such ideals and values as freedom and openness of inquiry, fairness and discretion in administration, and integrity in scholarship, teaching, and service. The faculty and administration of the University affirm and honor the preservation, growth, and flourishing of these values throughout all their activities, including budgeting and funding, employment and selection, promotion and tenure, teaching and learning, scientific and administrative research, and other professional endeavors. Accordingly, professionalism in all conduct is essential to the concepts of academic integrity and fair administration and to their responsible exercise. It is from this background that the following policy and procedures are to be implemented for addressing allegations of professional misconduct.

### I. PROFESSIONAL MISCONDUCT

‘Professional misconduct’ for purposes of this policy means:

- (a) fabrication, falsification, plagiarism, or other intentional deception in proposing, awarding, administering, conducting, and/or presenting or reporting results of scientific research, administrative or scholarly inquiry, or creative endeavors;
- (b) any other practices that violate generally accepted standards of conduct expressed by an applicable written professional code of ethics within the administrative, academic, and/or scientific communities;
- (c) any material failure to comply with Federal, state, or local laws or regulations and/or University policies pertaining to conduct or protection of employees, researchers, human subjects, or the public or to ensuring the welfare of laboratory animals; or
- (d) failure to comply with other material legal or contractual requirements governing scholarly activities and research and/or University administration.

### II. DEFINITIONS

- (A) ‘Fabrication’ means the creation of nonexistent or fictitious data or results.
- (B) ‘Falsification’ means the manipulation or alteration of data for the creation or reporting of false results.

- (C) ‘Plagiarism’ means representing the work of another person, including their words, ideas, or methods, as one’s own in a public forum or medium. Within closed or private forums or communications, including official meetings of classes and administrative committees and communications limited to their members, determination of plagiarism shall be based upon considerations of:
- (i) the purpose and character of the use, including whether such use is of a self-interested nature or is for purposes other than educational missions;
  - (ii) the nature of the work, including whether published and copyrighted and whether part of the generally accepted body of knowledge in a field, discipline, or area;
  - (iii) the amount and substantiality of the portion used in relation to the work as a whole; and
  - (iv) the effect of the use upon the audience and upon the potential market for or value of the work.

The fact that the work of another person is not cited or acknowledged in closed or private forums or communications shall not, itself, bar a finding of fair use not constituting plagiarism, if such finding is made upon consideration of all of the above factors. In no case shall a finding of plagiarism apply to written or oral representations that are part of casual conversations, strictly private communications between individuals, or other personal exchanges in which a professional employee is not acting as a representative of the University or in any other professional role.

- (D) “Other practices” that violate accepted professional standards of fairness, candor, and discretion include but are not limited to:
- 1) Recommending or awarding grants, leaves, travel requests, promotions, professional awards or recognitions, or other funds or resources on the basis of personal or political relations or preferences rather than professional judgment of the merits of applications, proposals, nominations, or recommendations.
  - 2) Use of grants, facilities, equipment, supplies, or other resources belonging to the University in support of activities that are not officially authorized or not related to fulfillment of the University’s mission.
  - 3) Selective reporting of favorable results or intentional omission of conflicting data, as an outcome of research or inquiry.
  - 4) Gross negligence in administering programs, implementing policies, or collecting or analyzing data in research or inquiry.

- 5) Improper use or release of information, ideas, or data that have been generated or received with the expectation that confidentiality will be preserved in accordance with applicable laws, regulations, University policies, or contractual agreement.
- 6) Stealing, destroying, or otherwise taking or using without permission the property of others or products or research produced by others, such as data, equipment, supplies, computer programs, notes or other records, manuscripts, or specimen collections.
- 7) Failure to disclose to the Ethics Committee or other administrative authority knowledge of professional misconduct on the part of a member of the faculty, administration, or professional staff.

Nothing in these definitions shall be deemed to include unintentional error, omission, or oversight or to obviate sincere and genuine differences in interpretations or judgments of policies, resources, or data.

### **III. REGULATIONS**

- (A) It is a violation of this Ethics Policy for any member of the faculty, professional administrative staff, classified staff, individual working under an independent contract for services, or student assistant to any of the foregoing to engage in or contribute to violation of standards and procedures contained herein, to retaliate against anyone making a good faith allegation of professional misconduct, to obstruct the inquiry into or investigation of allegations of misconduct, or to make other than in-good-faith allegations of misconduct.
- (B) Except as otherwise required by this Ethics Policy or by Federal, state, or local law or regulation, it is a violation of this Policy for any member of the faculty, administration, classified staff, student body, or business or other organization providing services pursuant to an independent contract to violate the confidentiality of a proceeding under this Policy.

### **IV. PROCEDURES**

- (A) Purpose: There shall be a standing Ethics Committee in the Academic Senate whose purpose is to handle allegations of professional misconduct.
- (B) Membership and Term of Office: The Ethics Committee shall consist of twelve members including six tenured faculty, one from each undergraduate college, who shall be appointed by the Executive Committee of the Academic Senate, and six administrators or professional staff, who shall be appointed by the President of the University. At least two members of the Ethics Committee shall be members of the graduate faculty. Members of the Ethics Committee shall serve for staggered three-year terms. Initially two faculty members and two non-faculty members shall be

appointed for a one-year term, two faculty members and two non-faculty members shall be appointed for a two-year term, and two faculty members and two non-faculty members shall be appointed for a three-year term. The Ethics Committee shall elect its own chairperson (hereafter, “the Chairperson”) who shall serve a three-year term as chair and member. The Ethics Committee shall operate under majority rule and a quorum shall consist of seven members.

(C) Allegations

- 1) A person who believes that a faculty member, administrator, or professional staff member has been guilty of professional misconduct shall meet with the Chairperson to discuss the issue in strict confidence. This meeting must occur not later than thirty (30) days after the complainant observes or discovers the alleged misconduct and in any case not later than seven (7) years after the alleged occurrence of the misconduct.
- 2) The Chairperson shall listen to the report by the complainant and advise the complainant as to whether and how to file a formal allegation of professional misconduct with the Ethics Committee and the procedures that must be followed under this policy once an allegation is made. A complainant who wishes to file a formal allegation of professional misconduct must do so not later than fourteen (14) days after the meeting with the Chairperson.
- 3) A formal allegation of professional misconduct is not made unless and until it is received in writing by the Chairperson. Such allegations may not be made anonymously, but at the written request of the person(s) making the allegation, their role in doing so shall remain confidential throughout any subsequent proceeding, strictly provided that their testimony is not required as evidence for substantiation of the allegation. If the complainant’s role is thereby allowed to remain confidential, the complainant’s name shall be removed from the formal allegation prior to its presentation by the Chairperson to the Ethics Committee and all reports and other communications to the complainant required herein shall be submitted solely by and through the Chairperson.

(D) Inquiry into a Formal Allegation

- 1) Upon receiving a formal allegation, the Chairperson shall call a meeting of the Ethics Committee to inquire into whether the allegation warrants a formal investigation. In conducting this inquiry, the Committee shall be responsible for gathering information and conducting initial fact finding to justify their decision about the need for a formal investigation. Not later than twenty-eight (28) days from the receipt of a formal allegation of misconduct, the Ethics Committee shall determine by vote of a simple majority of its members whether appointment of a Case Investigation Subcommittee is appropriate.

- 2) Not later than fourteen (14) days from the receipt of a formal allegation of professional misconduct, the Chairperson shall notify the person(s) against whom an allegation is made about receipt of the allegation. The person(s) about whom an allegation is made may have at their expense a representative of their choice present during any subsequent proceeding in which they may be asked or required to be involved.
- 3) If appointment of a Case Investigation Subcommittee is determined not to be appropriate, the Chairperson shall within seven (7) days of that determination notify the complainant and the person(s) against whom the formal allegation of misconduct was made that the allegation has been rejected. The Chairperson shall make no public announcement regarding such determination and shall ensure that records pertaining to rejected allegations remain strictly confidential.

(E) Investigation of a Formal Allegation

- 1) If the Ethics Committee determines that appointment of a Case Investigation Subcommittee is appropriate, the Chairperson shall within seven (7) days after that determination notify the complainant and the person(s) against whom the formal allegation of misconduct was made that a formal investigation of the allegation will be conducted.
- 2) Not later than fourteen (14) days after the vote of the Ethics Committee and with the advice of the Ethics Committee, the Chairperson shall appoint a Case Investigation Subcommittee, consisting of three (3) to five (5) tenured faculty, administrators, or professional staff with appropriate background and knowledge, as needed to conduct a thorough and authoritative evaluation of the evidence. At least one (1) member of the Case Investigation Subcommittee shall already be a member of the Ethics Committee. The Chairperson shall also appoint the chairperson of the Case Investigation Subcommittee. The Case Investigation Subcommittee may include tenured faculty, administrators, or professional staff from outside the University in cases where individuals within the University would not have the required expertise or would be subject to an actual or apparent conflict of interest. Except as stipulated herein, the Ethics Committee and the Case Investigation Subcommittee may meet in closed or executive sessions as needed to conduct their business and to protect the confidentiality of their proceedings, and their members are entitled to the assistance of legal counsel and secretarial support at University expense if they request it.
- 3) The Case Investigation Subcommittee shall investigate the allegation of misconduct, determine whether the allegation is justified, and recommend an appropriate penalty or sanction. The investigation shall include taking testimony from the person(s) against whom the allegation has been made, if possible, and an examination of all pertinent evidence bearing on the allegation. If the investigation includes taking testimony from the complainant and/or others as deemed appropriate, the person(s) against whom the allegation has been made



shall not be present but may designate a representative who shall be present and who shall have rights of discovery and cross-examination. All persons being interviewed or giving testimony pursuant to an investigation may have a representative of their choice present to advise them. A quorum of members of the Case Investigation Subcommittee shall be present whenever testimony is given by parties relevant to an investigation. The Case Investigation Subcommittee shall keep detailed records of its investigation, including transcripts of all testimony.

- 4) Not later than sixty (60) days from its appointment, the Case Investigation Subcommittee shall file a report of its investigation to the Ethics Committee, except that it may with adequate explanation request an extension by the Chairperson for no more than an additional thirty (30) days to complete its work. The report of the Case Investigation Subcommittee shall include all of the information and records gathered in its investigation.

(F) Finding on a Formal Allegation

- 1) Not later than twenty-one (21) days from receipt of the report of the Case Investigation Subcommittee, the Ethics Committee shall vote to determine by simply majority whether the formal allegation of misconduct is substantiated by the evidence.
- 2) Not later than fourteen (14) days from the date of the Ethics Committee's vote on whether an allegation is substantiated, the Chairperson shall report the finding and any recommendation(s) of the Committee to the person(s) making the formal allegation and the person(s) against whom the allegation was made. The person(s) who made the allegation, unless they requested confidentiality, shall also be provided with an explanation of the finding and any recommendation(s) that addresses their role and opinions in the investigation of the case.
- 3) The Chairperson shall maintain all documentation related to the Committee's actions on a formal allegation and arrange for the safe storage of all records of the Committee's meetings, inquiries, investigations, votes, and recommendations, for a period of three years after a finding on the allegation.
- 4) Substantiated Allegation:
  - a) If a simple majority of all members of the Ethics Committee agree that the allegation has been substantiated, the Committee shall, by vote of a simple majority of all members within seven (7) days after that finding, make recommendation(s) concerning relevant penalties or sanctions, including but not limited to the following:
    - i) Removal from involvement or activity on any particular research, scholarly, or administrative project.

- ii) Orderly termination of an entire research, scholarly, or administrative project.
  - iii) Suspension of privileges, including but not limited to the privilege of submitting external and/or internal proposals for research or scholarly support with University endorsement.
  - iv) Special monitoring of future work by administrative authorities.
- b) Not later than fourteen (14) days after the vote by the Ethics Committee on penalties or sanctions, the Chairperson shall summarize these proceedings and results in a Professional Misconduct Report and shall provide copies of this report to the person(s) judged to have been engaged in professional misconduct, to their immediate administrative superior(s), to the chairperson of the Academic Senate, to the President of the University, to the Provost of the University, and to the chairperson of the University Board of Trustees. This report shall include the formal allegation, findings of fact, and recommended penalties or sanctions. If no simple majority of Committee members agrees upon any penalty or sanction, then the Chairperson shall report that result.
  - c) Not later than thirty (30) days after receipt of the Professional Misconduct Report from the Chairperson, the relevant administrative superior(s) of the person(s) judged to have been engaged in professional misconduct shall implement the recommendations of the Ethics Committee in regard to penalties or sanctions, if any.
  - d) Should the relevant administrative superior(s) decline or be unable to implement the recommendations of the Ethics Committee, they shall submit an explanation in writing to the Ethics Committee, the chairperson of the Academic Senate, the Provost, and the President of the University. Upon receiving such explanation, the Chairperson of the Ethics Committee may issue a statement about the case to the Academic Senate, the campus community, the media, and others deemed appropriate.
- 5) Unsubstantiated Allegation:
- a) If a simple majority of all members of the Ethics Committee agree that the allegation has not been substantiated, then any party notified about the possibility of misconduct or the need to conduct an investigation may be informed of that finding in writing. In announcing a finding that the allegation is unsubstantiated, the Chairperson should consult with the person or persons who were the subjects of the allegation to determine (i) whether the announcement should be a public announcement and (ii) what institutions, agencies, or organizations beyond those initially informed should receive the information about the finding of unsubstantiated allegation, as a means to restore, repair, or reassure the reputations of those involved. The Chairperson should normally be guided by whether or not a public announcement will be

helpful or cause further harm in restoring the reputations of those against whom the allegation was made and should give weight to their views in determining who should be notified.

G) Other Notifications

- 1) The Chairperson shall notify all relevant Federal or other legal regulatory or funding agencies if, at any time during an inquiry or investigation into a formal allegation conducted under this Policy, it is determined that any of the following conditions exists:
  - a) There is an immediate health hazard involved.
  - b) There is an immediate need to protect Federal or other legal agency funds or equipment.
  - c) There is an immediate need to protect the interests of the person(s) making the allegations or of the individual(s) against whom the allegation is made, as well as their co-investigators or associates, if any.
  - d) It is probable that the alleged incident is going to be reported publicly.
  - e) There is a reasonable indication of possible criminal violation, in which case notification of the relevant Federal or other legal agency must occur within twenty-four (24) hours of obtaining that information.
- 2) When a formal allegation involves faculty, administrators, professional staff, or students engaged in conduct or research supported by Federal or other legal agency sponsors, additional agency notification requirements apply, as follows:
  - a) When, on the basis of an inquiry, it is determined that an investigation is warranted, the Chairperson shall notify the relevant Federal or other legal funding agency in writing on or before the date the investigation begins that an investigation is being commenced. The notification should inform the relevant Federal or other legal agency at a minimum of the name of the person(s) against whom the allegation has been made, the general nature of the allegation, and the Federal or other legal agency grant application(s) or award(s) involved.
  - b) The Chairperson must submit the final Professional Misconduct Report of a finding of substantiated allegation to the relevant Federal or other legal funding agency, if the finding concerns conduct or research being supported by funding from the agency. This report to the relevant Federal or other legal agency must describe the policies and procedures specified in this Policy under which the investigation was conducted, how and from whom information relevant to the investigation was obtained, the findings, and the

basis for the findings. It must include the actual text or an accurate summary of the views of any individual(s) found to have engaged in professional misconduct, as well as a description of any sanctions or corrective actions taken by the University.

- 3) Upon the Ethics Committee's approval of a Professional Misconduct Report in which the allegation of misconduct is in whole or in part substantiated, the Chairperson shall notify in writing each relevant professional association or society whose explicit written code was violated by the misconduct and which is specified in the Report. Such notification shall include the procedures specified in this Policy under which the investigation was conducted, the findings of the investigation, and the basis for the findings.

\*\*\*\*\*END OF POLICY\*\*\*\*\*

**Arts and Sciences**

**At Large**  
 EKC Bege K. Bowers  
 Diana Fagan  
 EKC Robert Hogue  
 DJG Bill Jenkins  
 Thomas Maraffa  
 DM Daryl Mincey  
 JCM James C. Morrison  
 David Porter  
 JSK Jim Schramer  
 JAS Thomas A. Shipka

**Departmental (2000-02)**  
 MW Mark Womble, Biology  
 DS David Stephens, Geography  
 EKC John Sarkissian, For. Lang.  
 MW Nancy White, Psychology  
 DM Donna DeBlasio, History  
 Clyde Morris, Economics  
 James Andrews, Physics & Ast.

**Departmental (2001-03)**  
 Vacant, CSIS  
 Howard Mettee, Chemistry  
 PS Rick Shale, English  
 CS Charles Singler, Geology  
 NJ Nate Ritchey, Mathematics  
 SP Gabriel Palmer-Fernandez, Phil/Rel.  
 SP Keith Lepak, Pol./Soc. Sci.  
 Qi Jiang, Soc./Anthropology

**Business Administration**

**At Large**  
 David Law  
 DH Inez Heal  
 Tom Rakestraw

**At Large (Cont'd)**  
 JRM Jane Reid  
 Ray Shaffer

**Departmental**  
 Peter Woodlock, Accounting/Finance  
 Ram Kasuganti, Management  
 Bart Kittle, Marketing

**Education**

**At Large**  
 ABW Janet Beary  
 MB Margaret Briley  
 Richard McEwing

**At Large (Cont'd)**  
 Donna McNierney  
 NGS Nancy Sweeney

**Departmental**  
 LS Len Schaiper, Teacher Ed.  
 Jan Gill-Wigal, Counseling  
 Susan DeBlois, EAR&F

**Engineering and Technology**

**At Large**  
 Robert A. McCoy  
 Salvatore R. Pansino  
 JCR James C. Zupanic

**Departmental (2000-02)**  
 DK David G. Kurtanich, Technology  
 PM Philip C. Munro, Electrical/Computer  
 Elvin B. Shields, Mechanical/Industrial & Systems

**Departmental (Cont'd)**  
 SCM Scott C. Martin, Civil/Environ.  
 & Chemical

**Fine and Performing Arts**

**At Large**  
 FC Frank Castronovo  
 DF Darla Funk  
 CM Christine McCullough

**At Large (Cont'd)**  
 Andrew Bac  
 PS Patricia Sarro  
 JS Jane Shanabarger

**Departmental**  
 SS Stephanie Smith, Art  
 AM Allan Mosher, Music  
 DH Dennis Henneman, Comm. & Th.

**Health and Human Services**

**At Large**  
 EKC Louise Aurilio  
 Kathylynn Feld  
 DAK Tammy King  
 Patricia McCarthy  
 Nancy Mosca

**Departmental (2000-02)**  
 CM Carol Mikanowicz, Health Prof.  
 JN John Neville, HPES  
 JH Jean Hassell, Human Ecol.

**Departmental (2001-03)**  
 COO Christian Onwudiwe, Crim. Jus.  
 Dorcas Fitzgerald, Nursing  
 Joseph Mosca, Social Work  
 Margaret Barry, Physical Therapy

**Administration**

Cynthia E. Anderson  
 JA Tony Atwater  
 JCA Thomas C. Atwood  
 MAC Margaret A. Collins

JE Joseph Edwards  
 JE Janice G. Elias  
 Peter J. Kasvinsky  
 BJ Betty Jo Licata  
 GM Gordon E. Mapley  
 George E. McCloud  
 G. L. Mears  
 JLM Virginia L. Mears

Charles A. Stevens  
 Tom Vukovich  
 John J. Yemma  
 EKC Ikram Khawaja

**Students**

**At Large**  
 Deena DeVico  
 Tenika Holden  
 VM Viola Missos  
 Christa Natoli  
 Bob Shuttleworth

**School/College**  
 Brice Litshaw, A&S  
 [Vacant], Ed.  
 Katie Flemming, E&T  
 Rachel Peteritis, FPA  
 Lisa Torrence, BCHHS  
 Zach Myers, WCBA

**School/College (Cont'd)**  
 [Vacant], Grad. School  
**Other**  
 Joe Long, Pres.  
 Michelle Hettinga, VP  
 JZ Jon Zacharias, 2<sup>nd</sup> VP