



# DEPAUL UNIVERSITY

## 2017-18 Workplace Environment Committee Member Profiles

### College of Business

#### Barry Hollingsworth, Finance

##### *Description of experience at DePaul University*

I have taught graduate-level finance classes at DePaul since 2002. Courses taught include the following:

- ACC 500 Financial Accounting (GRADUATE)—This introduction to financial accounting provides both a theoretical foundation and an opportunity to apply accounting logic in increasingly complex situations. The accounting model and information processing cycle are developed. The content of the income statement, balance sheet, and statement of cash flows are studied in detail and analyzed.
- FIN 523 Investment Analysis (GRADUATE)—This course provides an introduction to capital markets and financial instruments with an emphasis on security valuation. It is not a course on personal investing. The course builds on Fin 555 and covers relevant aspects of fixed-income markets, asset pricing, portfolio management, equity markets, and derivatives markets. The course provides background material for both Fin 662 (Derivatives Valuation) and Fin 675 (Cases in Investments and Financial Engineering). FIN 555 and GSB 420 are prerequisites for this class. FIN 555 and GSB 420 are prerequisites for this class.
- FIN 524 Financial Statement Analysis (GRADUATE)—This course provides an introduction to financial statement analysis from a global perspective by focusing on the International Financial Reporting Standards (IFRS). The emphasis is on the use of company financial reports to evaluate the historical, present, and prospective performance and financial soundness of a company for the purpose of financial decision-making. PREREQUISITE(S): FIN 555 and GSB 420 are prerequisites for this class.
- FIN 526 Advanced Topics in Investments (GRADUATE)—This course provides an understanding of several topics that are important to successful completion of the CFA examination. The course will focus on equity valuation including valuation of closely held companies, real estate valuation, venture capital, behavioral finance, hedge funds, distressed debt, commodity futures, and benchmark.

##### *Description of other relevant experience*

I am CFO of Elorac, Inc. Winston Pharmaceuticals, Vernon Hills, IL (2009 to present). I am responsible for financial strategy of the corporation including corporate finance, treasury, tax,

mergers & acquisitions, banking and insurance relationships and other strategic aspects of the business. Prior to my role at Elorac, I was CFO of the Parent Company, based in Denver from 2007 through 2008.

From 2005 through 2007, I was CFO of Stratos International, a technology company based in Chicago. I hold a Bachelor's degree from Northern Illinois University and a Master's in Business Administration from DePaul University. I am a Certified Public Accountant licensed in Illinois and hold the Chartered Financial Analyst designation. I am a member of the American Institute of Certified Public Accountants, the Illinois CPA Society and the CFA Society of Chicago.

***Explanation of interest in WEC representative role***

As an adjunct faculty with DePaul for the past 14 years, I have a vested interest in workplace issues impacting the lives of other adjunct faculty members across the university. I have a keen understanding of the classroom experience and the dynamic affecting the relationship between faculty and students. I have a long career of adding value to organizations through my capacity as CFO and in governance issues in my capacity as board member of various not-for-profit organizations.

**Paul J. Kessenich, Marketing**

***Description of experience at DePaul University***

Obtained my MBA from DePaul in Jan 1983. Entering my 10th year as an Adjunct Faculty member in the Department of Marketing and the Center for Sales Leadership. Have taught five different courses over that period and currently teach, typically, two courses per quarter from that collection of undergraduate courses. Spent my business career as a sales, marketing and partner management person for several software and technology services companies. Served three years on the DePaul Alumni Board expanding the relationship of DePaul with its nationwide alumni base. I participate annually, to some extent, in the Center for Sales Leadership's Advisory Board with our Corporate Partners.

***Description of other relevant experience***

Have served as President of the School Board of St Isaac Jogues Parish School in Hinsdale, IL. Served a term as a trustee on the Village Board of Hinsdale.

***Explanation of interest in WEC representative role***

I believe that a union is not, at this time, a necessity to represent the interests of DePaul's Adjunct Faculty community. However, in lieu of that, this WEC is essential to represent the large group of Adjuncts that serve DePaul so well. Issues of all kinds develop at this University, and the attention of the administration can be focused elsewhere, to the detriment of adjunct faculty members. I believe that a formal organization of this kind should be in place to monitor university direction and have voice in the faculty management process. I am interested in continuing my services to DePaul University for several years and would like to serve my colleagues for this two-year term to

help ensure solid representation of this vital segment of the faculty. Thank you for your consideration of my candidacy.

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## **College of Communication**

### **Neal Heitz, Public Relations and Advertising**

#### ***Description of experience at DePaul University***

I graduated from DePaul's LAS Public Relations and Advertising Program in 2006. I started teaching as an adjunct instructor at DePaul in the winter of 2010. I developed a Special Event curriculum that has allowed me to teach (2) separate sections, essentially Special Events 1 and Special Events 2. Over the last 6 years I have taught well over 500 students and have on-boarded 3 additional adjunct instructors to teach the Special Event Curriculum in the College of Communication. Last year I responded to a call from our Provost asking for adjunct faculty willing to be part of a committee designed to enhance the professional life of the adjunct faculty at DePaul University. This committee required a lot of work and a lot of time, however, once completed it was apparent that the results of our efforts were going to positively change the working conditions of our Adjunct Faculty here at DePaul University. I am proud to have graduated from DePaul and I'm even more proud to be a committed adjunct faculty member for the largest Catholic University in the Country. Being a Blue Demon is incredibly important to me.

#### ***Description of other relevant experience***

As a full time City of Chicago employee I am incredibly understanding and patient when it comes to process and planning. Government has never been proud of the length of time it must take to ensure all parties have been considered, but we know it's important for everyone to be heard. It's been my general impression, over the last 12 years, that with proper time allocation and planning positive results will follow. It is because of this experience that I am able to listen well, consider action before jumping to conclusions and be diplomatic in my responses. As a former staff member of the Mayor's Office and now of the Department of Cultural Affairs and Special Events there are many times I am privy to sensitive information. I am a trusted colleague and employee that fully understands the need for discretion in many workplace issues. However, I also realize when action is required and I know that I'm able to balance both discretion as well as forward movement in a very diplomatic and delicate manner. As an involved adjunct faculty member in my college I have a good working relationship with many staff members and full time faculty. This will help in my navigation to assist other adjunct faculty with their workplace concerns and grievances that they bring to my attention.

#### ***Explanation of interest in WEC representative role***

I am interested in the role of serving my college as its WEC representative. I understand the genesis of the issues and have been integral in the solutions brought forth by the University. I'm confident that my skills, experience and my commitment to DePaul University will allow me to effectively serve the College of Communication as the sole WEC Representative for the next 2 years.

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## College of Computing and Digital Media

### Nathan DeWitt, Cinematic Arts/Digital Cinema/TV

#### ***Description of experience at DePaul University***

I have been an Adjunct in the School of Cinematic Arts since Fall 2011. I have taught classes, served on academic and administrative committees, hosted events, and moderated panels at conferences. In Spring 2016, I joined the Provost's Task Force on Adjunct Faculty because I wanted to be part of the group working to foster a sense of inclusion and improve working conditions for members of the Adjunct Faculty. The members of The Provost's Task Force, comprised of representatives from every college at DePaul, elected me as Co-Chair. In this leadership capacity, I spearheaded the development of the Workplace Environment Committee (WEC), a first-of-its-kind committee designed to hear and respond to workplace concerns of Adjunct Faculty. I was also co-author of the Task Force's Proposal to the Provost, which outlined the invaluable contributions of Adjunct Faculty, articulated the concerns I heard from Adjunct Faculty members in CDM, and offered solutions for how to improve these issues. The WEC, which gives unprecedented voice to Adjunct Faculty and to which I seek re-election, is a direct result of my work leading the Task Force. In Fall of 2017, it was my honor to be elected as the CDM Representative for the WEC. Because of my leadership skills and experience, I was unanimously elected Chair of the WEC. I led the WEC in creation of its by-laws and operating principals and outlined short and long-term goals for the WEC, while also dealing with several issues specific to CDM. For example, I worked with administration to give Adjunct Faculty Members in the School of Cinematic Arts more access to moviemaking equipment. My time at DePaul has been marked by contributions to the students, to the institution and to my fellow Adjunct Faculty members. I ask that you vote for me so I may continue my service advocating for the rights and inclusion of Adjunct Faculty in all university matters which concern us.

#### ***Description of other relevant experience***

The person who serves on the WEC needs to be able to hear workplace grievances and keep the information private and confidential. Based on my experience hearing workplace concerns, both on the Task Force and WEC, many of you who voiced concerns know me to be trustworthy and honorable. Additionally, I have training in mediation and conflict resolution, both of which proved helpful in my first year on the WEC. Moreover, I have cultivated relationships with Academic Affairs and the Faculty Council which are necessary to achieve both the long and short-term goals of the WEC.

#### ***Explanation of interest in WEC representative role***

I served as Chair of the Workplace Environment Committee in AY 17-18. In our first year, the WEC worked with Academic Affairs to revamp the Adjunct Faculty Resources website to include more specific and relevant information for Adjunct Faculty. We hosted meet and greet networking events for members of the Adjunct Faculty and an honors reception which recognized our many contributions to DePaul. We worked closely with Faculty Council to begin the process of including

Adjunct Faculty representatives on the Council. We also made several formal recommendations to the Provost about means of improving the working environment for Adjunct Faculty. These recommendations included an Adjunct Faculty Bill of Rights, suggested a ranking system, changes to review and reappointment policies, and argued for improved compensation for members of the Adjunct Faculty. I'm proud to have played a key leadership role in all of these accomplishments; however, there is still quite a bit of work ahead. I would like the opportunity to continue serving the adjunct faculty members of CDM as our WEC representative.

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## College of Education

### **Ilene Karol**

#### ***Description of experience at DePaul University***

I have been with the College of Education as a University Supervisor of student teachers since 2005/6. I have also taught summer quarter Special Education Seminar classes to teachers getting their Master's degrees.

#### ***Description of other relevant experience***

I have worked in public schools for close to forty years, ran an off-site "campus" for Oakton Community College, and started up and ran a doctor's office for about five years. I have had to oversee staff and deal with employee issues and give OSHA training. I have also had a lot of dealing with adjunct staff at Oakton as everyone was part time. I have done research and helped out at a law firm that does employment litigation. While in the public schools, I was an assistant principal and one of my responsibilities was overseeing staff, evaluating them professionally every years or two, establishing hiring committees depending on the positions and serving on them, staff arbitration, and staff morale.

#### ***Explanation of interest in WEC representative role***

I have never done anything at DePaul beyond my immediate responsibilities. I thought that with my background, this might be something which might be a win/win situation for DePaul and myself. When I read the e-mail, it stuck with me and for some reason I kept going back to it, so simply, I decided to apply.

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## College of Law

### **Paul Winters**

#### ***Description of experience at DePaul University***

I received my JD from DePaul, and I am in my fourth year of teaching Nonprofit Organizations in the College of Law.

***Description of other relevant experience***

I am a practicing attorney and a partner with Wagenmaker & Oberly, a law firm that specializes in a wide range of legal issues affecting nonprofit organizations. Our firm serves as general counsel to several hundred nonprofit corporations and other entities.

***Explanation of interest in WEC representative role***

Some of the best courses I took at DePaul were taught by adjunct faculty. I am interested in helping cultivate an environment at DePaul that is attractive to quality prospective adjuncts, and empowering them to deliver excellent educational services to DePaul students.

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## **College of Liberal Arts and Social Sciences**

### **Nadia André, Modern Languages**

***Description of experience at DePaul University***

I have been working as an Adjunct Faculty at DePaul since 2005, teaching French in the Modern Language Department.

***Description of other relevant experience***

I have been working at another university as an Adjunct for the past 3 years. I have worked as a substitute teacher with Chicago Public School. I have worked for fifteen years as a System Design Analyst prior to working as an Adjunct.

***Explanation of interest in WEC representative role***

I am interested in being active in the Workplace Environment Committee in order to bring and share ideas to improve the work environment for Adjuncts. I have worked in different places as an Adjunct and in other capacities at other companies so I think I can have a positive input in improving the environment at DePaul.

### **Victoria Hohenzy, Writing, Rhetoric, and Discourse**

***Description of experience at DePaul University***

Since Autumn of 2011, I have been an adjunct instructor, teaching as part of the first year writing program in the Writing, Rhetoric and Discourse department. During the 2016-2017 school year, I served on the Workplace Environment Committee as a representative for the college of liberal arts and social sciences and as the secretary. I also served as the chair of a WEC subcommittee on service and compensation.

***Description of other relevant experience***

During my time at DePaul, I have continuously sought out opportunities for service and professional development. At the department level, I served as the WRD adjunct voting representative from 2013 to 2015, where I attended monthly meetings and was able to vote on

department matters. I have also been an involved new faculty mentor and small group instructional diagnostic (SGID) facilitator since 2014. I served on several departmental committees, such as the Portfolio Pedagogy Task Force Committee, and have participated in developing and piloting new teaching initiatives, such as collaboratively developing online courses. Beyond my work in the department, I have been a contributing presenter for Teaching Commons, and at professional conferences. Additionally, I am a writing tutor at a Chicago community college.

***Explanation of interest in WEC representative role***

Serving on the WEC in its initial year was an enlightening and challenging experience, and I learned so much from my time on this committee. I believe that the WEC has the potential to be greatly important in the future of adjuncts at DePaul, and I would be so grateful for the opportunity to continue working on the initiatives I headed regarding compensation for service beyond teaching and to use the institutional knowledge I gained in the process. I truly worked hard to listen to real concerns of adjuncts in LASS, and sought solutions for the issues that concern and impact them directly. I'm thankful for have been able to serve my adjunct colleagues, but there is still so much work to be done.

If given the opportunity to continue my service, I would persist in seeking solutions for adjunct compensation and recognition. And, as always, I would make myself openly available to hear workplace concerns, bring them to the committee, and follow through with both resolution and open communication.

**Mark Zlotkowski, Art, Media and Design**

***Description of experience at DePaul University***

I have been teaching at DePaul for the past 25 years. I began as a part time faculty member teaching at other institutions as well. Then taught as a full time faculty member for 5 years and am now a long running Adjunct Professor.

***Description of other relevant experience***

I have served as the department adjunct/part time representative for three years. Worked on several accreditation committees and am also a liaison for student run fashion club.

***Explanation of interest in WEC representative role***

I feel that with my long history at DePaul I have much I can offer as far as insights into what it means to be an 'Adjunct Professor'. I want to work with the University to ensure and deepen our benefits - both from an economic perspective and as representative voice that is heard alongside the tenured faculty

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## School of Music

### Jeff Kowalkowski

#### ***Description of experience at DePaul University***

Began as a Piano Major at School of Music, with Dimitri Paperno ('85), completed BM ('89) and MM ('91), composition studies with Kurt Westerberg, and George Flynn. Began adjunct career with School of Music (SOM) in 1996, courses taught: Introduction to Composition, Understanding Music, Rock Music of the World (LPC, LOOP and at formerly Barat College campus) Syllabi for Non-majors. Authored: Guide to Music Theory, Composition and Sound Art, Community Audio Art, Guide to Music Theory II. Recent thesis advisor for Honor's capstone projects on "Compression in Pop Music Production" (2015) and also "The History of Analog Synthesis" (2016). Extremely proud of the freedom I have had to teach what I want at the School of Music for 21 years. I began studying at DePaul while still in high school (through the Community Music Division (CMD), with Charles Argersinger, who was then a Jazz Studies Professor at DePaul. I met Charles through my high school band director, who had recently graduated from the School of Music. I have always been a faculty member in CMD, as well as the SOM (since 1996). In addition to studying with Argersinger, I also had lessons with Vladimir Leyetchkiss, in music theory, harmony, and counter-point, also through CMD. The best musicians I know, I have met at DePaul.

#### **Description of other relevant experience**

International composer, completed solo tour in Frankfurt region of Germany this past summer (2016), several commissions for tour: notably Killian's Dome in Würzburg, and lecture performances in Münster, Dortmund, and Offenburg. Have completed multiple feature length film scores. Leader of own ensembles ranging from Trio to Octet. Side man on piano for Exploding Star Orchestra (Delmark), including international festival tour (Sardegna, 2012). Co-curator of New Music at the Green Mill series (since 1991). Currently preparing for performances in Israel, summer 2017. Completed four string quartets, 5 album releases, and one double-percussion concerto (currently in revision for 2018). Artistic Director of "Milkwood Foundation" a radio art production company and 501(c)3 (1999-2005). Various levels of support from individual donors, Starbucks, Alligator Records, the Oppenheimer Fund, and the Illinois Arts Council. My wife Mary Decker is a DePaul alumna ('91), Librarian at Harold Washington Library Center. My son Caleb began studying cello at age 5 at CMD and is currently in the cello section of the DePaul Youth Orchestra at age 14.

#### ***Explanation of interest in WEC representative role***

I have always felt at home in my role here at the School of Music and DePaul, thanks to Kurt Westerberg, and some faculty (many who are now deceased or retired) who have always encouraged me in my work as a composer, theorist and educator. These musicians have always been honest with me, not only about music, but specifically my contract with DePaul. I feel that I can offer a unique perspective for the new WEC, and I have energy to make things better for faculty of the future. I also try to understand the current winds of higher education,

internationally, and this will help the SOM. I absolutely love teaching at DePaul. I would like to create a real connection between professional musicianship and academic excellence.

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## College of Science and Health

### Murat Kahveci

#### ***Description of experience at DePaul University***

I began to work at the Department of Chemistry in December 2016. I taught 3 courses in Winter 2017, 2 courses in Spring 2017, and 2 courses in Summer 2017. Currently, I am teaching 4 courses in the Autumn 2017. In addition, I am working on two independent faculty research in chemistry education domain. Along with my co-authors, I presented two papers at DePaul University's Teaching and Learning Conference in May 2017. Kahveci, M. & Jin, L. (2017). Alternative assessment method in biochemistry education: Graphical representation of oxygen binding and delivery. Paper presented at DePaul University Teaching and Learning Conference. Workshop. Chicago, IL, USA. May 5, 2017. Retrieved from <http://wp.me/p8ysqz-77> Kahveci, M. & French, T. (2017). Integrating learning objects into D2L to promote student learning of difficult scientific concepts. Paper presented at DePaul University Teaching and Learning Conference. Chicago, IL, USA. May 5, 2017. Retrieved from <http://wp.me/p8ysqz-7n>.

#### ***Description of other relevant experience***

I have a doctorate degree (2005) in Science Education, and dual Master's of Science degrees in Science Education (2001) and Physical Chemistry (2003), all of which were awarded by the Florida State University. My dissertation in Science Education dealt with the conceptual understanding of interactivity in education. My Master's thesis study in Science Education was about program evaluation, the summative evaluation of EcoVentures that is a multimedia-based environmental education program about Florida's aquatic system. Due to my second MS degree in chemistry, I conducted extensive research in physical chemistry, which involved developing microdevices by softlithography and investigating the dynamics of Belousov-Zhabotinsky reaction in microchannels. I have extensive experience in higher education after the doctorate degree, which includes educational and behavioral research, teaching, student supervision, and administrative responsibilities. I have experience working at culturally and internationally diverse institutions, which include: (a) European Union (EU) in Brussels in 2008, 2009, and 2010 as Expert Evaluator and Panelist for the review of grant proposals on large-scale projects in science education under the FP7 Science in Society program, (b) University of Chicago (2007) as Senior Researcher and Evaluation Associate, (c) Bogazici University as Dr. Lecturer (2005-2006), (d) Florida State University (2000-2003) as a Research/Teaching Assistant (Department of Chemistry and Biochemistry), and (f) SERC at SERVE Consortium in Tallahassee, managed by the University of North Carolina Greensboro for NCLB (2004-2005) as Program Specialist.

#### ***Explanation of interest in WEC representative role***

Given the fact that I have been given the opportunity to teach at DePaul University for the past one year, I feel I am obligated to commute additional services at DePaul University. As an adjunct

faculty member, I have been receiving great services along the way and in return, I want to simply contribute — if there is any need. I read the WEC member role expectations and I believe I could fulfill the responsibilities of this position.

## **Vladimir Lepetic, Mathematical Sciences**

### ***Description of experience at DePaul University***

During my over thirty years in academia, I have been a part time faculty member in DePaul's Department of the Mathematical Sciences for over 25 years now. My experience at DePaul generally has been a very pleasant one, and I enjoyed a very cordial relationship with all of my colleagues, especially with those of part-time status. Equally well during these twenty plus years I was able to follow changes and the growth of the University overall, as well as changes in the structure and profile of the student body. I witnessed many talented adjunct faculty come and go in DePaul and can attest for their dedication to students and the University alike.

### ***Description of other relevant experience***

I started my career as a full time instructor of mathematical physics at Zagreb University, Croatia. After moving to the US in 1984, I was both a full and part time faculty member at UIC, Columbia College and the Art Institute Chicago. In addition to my regular teaching duties, for a long time I was a member of the faculty council and faculty development committee at these colleges and am thus very familiar with the issues concerning both part-time and full-time faculty.

### ***Explanation of interest in WEC representative role***

Notwithstanding the many obvious successes of DePaul University, I feel that there are things that could be changed, improved or simply redesigned for the benefit of all. Of course, not only am I aware that my views of "improvements" may need improvements of their own, but I also know that certain views of (part-time) faculty, not being privy to the minutiae of the university's operations, need to be grounded in "reality." On the other hand, it is an indisputable fact that contributions from part-time faculty significantly benefit the University, and those contributions are directly proportional to the faculty's satisfaction regarding their job security, possibility for academic advancement, collaboration with full-time faculty, participation in decision making, etc. In a word, "satisfied employees – satisfied institution (the University)," and thus overall the prosperous academic status of DePaul. Consequently, as with many other part-time faculty who will certainly apply to serve on the WEC, I feel that a serious and important job is ahead of us and therefore no effort (and passion) should be spared in this endeavor.

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## School of New Learning

### Peggy St. John

#### **Description of experience at DePaul University**

I have been continuously associated with SNL since being hired as an adjunct faculty member in 1985. Shortly thereafter I joined SNL as academic advisor and held several positions with a variety of responsibilities until my retirement in 2014. I continue to remain active as an adjunct. The positions I held at SNL, in addition to adjunct faculty, include: faculty mentor, professional advisor, SNL Associate Program Director at the Barat campus and Associate Director of Student Engagement and Success with a focus on the first-year student experience. As an adjunct my SNL teaching experience includes: Learning Assessment Seminar (formerly Discovery Workshop); Contract Learning; Research Seminar; Experiential Psychology; Essentials of Coaching; Through the Looking Glass; Leadership Lessons in Literature; Advanced Elective Seminar; and Advanced Project Workshop. I am experienced delivering to non-traditional students in workshop, classroom and online formats. I have experience networking with both full and part time faculty, administrators and students.

#### **Description of other relevant experience**

I am a graduate of Coaches Training Institute and have had my own life and executive coaching practice for 15 years.

#### **Explanation of interest in WEC representative role**

I am interested in the student experience at DePaul and the ways in which adjunct faculty contribute to it. I am familiar with many and close friends with quite a few adjunct faculty members and I know how passionately they care about and are invested in their own teaching practice and the learning experience of their students. Serving as an adjunct faculty member is not easy in the best of circumstances – it requires a special kind of investment of time, energy and motivation. Too often adjuncts feel separate or distant from and under appreciated by their units. I am very optimistic about DePaul's commitment to recognizing the challenges adjuncts face and to improving their experience. I am highly motivated to participate in this process which stands to benefit not only adjuncts but students, staff and full time faculty in all units.

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## The Theatre School

### Jack Magaw, Design and Technology

#### **Description of experience at DePaul University**

As both a working professional theatre artist and educator, I have served as Adjunct Faculty at The Theatre School continuously since academic year 2000-01. Each year I have taught the full load for a TTS Adjunct of six classes and, in 2006-07 and during Winter Quarter 2011, I served as a full-time replacement for a tenured faculty member who was on leave. I also advise undergraduate students who are designing productions as part of their education at The Theatre School and,

several times during my tenure, have designed scenery for TTS productions alongside the students that I teach. My work within the Theatre School is important component of my overall career as a professional scenic designer and I am committed to the students and the school itself. During academic year 2016-17 I was elected as the Theatre School representative to the Workplace Environment Committee. The previous year I served on the Provost's Adjunct Task Force Selection Committee. This task force subsequently recommended the formation of the Workplace Environment Committee (WEC).

***Description of other relevant experience***

As an educator and professional theatre artist, I have a wide range of experience outside The Theatre School. Along with my work at DePaul, I have taught various classes as an adjunct at both Northwestern University and Loyola University. In addition, I served as a full-time interim faculty in Lighting Design at Northern Illinois University for three years. Other relevant experience includes my membership in United Scenic Artists, Local 829 since 2000. I have first-hand knowledge of how a labor union works as an advocate and liaison between its members and management and/or administration. A short biography is located here: <http://www.jackmagawdesign.com/about>. From that web page, you may access my curriculum vita which details my work as an educator and theatre artist for the last 26 years.

***Explanation of interest in WEC representative role***

I believe that the creation of the Workplace Environment Committee is an important step toward addressing the concerns and needs of Adjunct Faculty at DePaul. It would be my privilege to continue serving as the WEC representative for The Theatre School. As the WEC representative last year, I met with several TTS Adjunct Faculty Members to discuss issues and ideas. In turn, I presented their concerns to the full Workplace Environment Committee. Attended all WEC meetings and actively participated in discussions with other members and representatives from the Provost's Office and the Committee on Contingent Faculty. Volunteered for and worked on a WEC sub-committee charged with researching and formulating recommendations for an Adjunct Faculty ranking system and compensation for service to DePaul University beyond normal teaching responsibilities. Attended and participated in several Faculty Council meetings where issues that affect Adjunct Faculty were being considered. This included the important step of creating representation for Adjunct Faculty on the DePaul Faculty Council, a proposal initiated by the Committee on Contingent Faculty. Assisted in planning and execution of WEC meet and greet events for DePaul Adjunct Faculty. Participated in all WEC social events in order to meet Adjuncts from across the University. After a year of serving on the WEC, I am eager to return and continue the work that we started last year. We expect to meet with the Provost again soon to hear his thoughts about the Adjunct Bill of Rights as well as the ranking and compensation proposals that we presented just before summer break. I look forward to listening to your thoughts, concerns and experiences. Your input is valuable and will help shape the future for all members of the Adjunct Faculty at DePaul University.