



# UNITED NATIONS GLOBAL COMPACT

Communication on Engagement  
October 31, 2016



Dr. Mark A. Mone, Chancellor  
Dr. Johannes Britz, Provost  
Dr. Joan M. Prince, Vice Chancellor for Global Inclusion and Engagement

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Secretary General  
United Nations  
New York, NY 10017

To Mr. Secretary General and other interested stakeholders:

I am pleased to confirm that the University of Wisconsin - Milwaukee reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of human rights, labour, the environment, and anti-corruption.

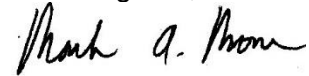
This letter expresses our intent to advance the principles of the Compact through different levels of our organization, as well as with our community partners.

As the state's only Research I urban university, this Communication on Engagement outlines current actions that our organization has taken over the past two years to directly align our practices with the Principles.

This information is shared on our university's website through our Global Inclusion and Engagement division. It is also being presented to our regional community stakeholders through two separate processes (one in 2016 and one in 2017).

We thank you for the opportunity to be engaged in this transformative work, and we look forward to being partners with our higher education colleagues worldwide.

Best Regards,



Dr. Mark A. Mone, Chancellor  
University of Wisconsin - Milwaukee



The Division of Academic Affairs is pleased to reaffirm its support for the United Nations Global Compact and the Principles that are based around human rights, labour, the environment, and anti-corruption.

Our academic offerings have been inclusive of course work, student engagement, research, and learning that directly aligns itself with the framework of the Principles. Our Masters in Sustainable Peacebuilding is an example of interdisciplinary teaching and learning targeted at a sustainable future.

Our Cultures and Communities general education elective certificate exemplifies a teaching, learning, and service opportunity for students, faculty and community to discuss and work collaboratively on issues that are impactful around human rights and the environment. And, our Center for International Education, is committed to the UN Principles through its extensive work in engaging not only students that identify as international – but a strong commitment to bridging the gap for domestic students, faculty and staff to expand their thinking around global issues and impact.

We will continue to work collaboratively with each unit on campus, and look forward to expanding the framework of the Principles across the academic environment and beyond.

Sincerely yours,

A handwritten signature in black ink, appearing to read "J. Britz", with a stylized flourish at the end.

Dr. Johannes Britz, Provost  
University of Wisconsin - Milwaukee



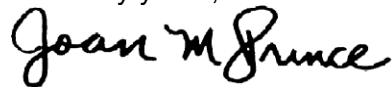
The Division of Global Inclusion and Engagement is pleased to reaffirm its commitment to the work of the UN Global Compact and its guiding framework – the Ten Principles.

The University's commitment to diversity and inclusion is demonstrated through its global lens and the impact of local on global in working towards an equitable and fair world. In partnership with campus units and community partners, we continue to work around issues that are impactful and aligned with the Millennium Development Goals (MDGs) post-2015 agenda, as well as the 2016 UN Sustainable Goals and the Compact Principles.

Over the past biennium, the Division has worked collaboratively with other units to incorporate discussions of the Principles with students, faculty and staff. We have hosted both internal and external symposiums that have had components of the Principles as topical areas. And, we have engaged students in internship opportunities with the United Nations to deepen their understanding and learning around the MDGs and the impact of the Principles on Higher Education.

We look forward to expanding our outreach and work around the Principles over the next biennium as we align with our campus and community partners to deepen the discussion and action in a more concerted and defined manner.

Sincerely yours,

A handwritten signature in black ink that reads "Joan M Prince". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Dr. Joan M. Prince, Vice Chancellor  
Global Inclusion and Engagement  
University of Wisconsin - Milwaukee



# **Communication on Engagement: Human Rights**

**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and

**Principle 2:** Make sure that they are not complicit in human rights abuses.

Several institutionalized documents serve as the framework for the University's approach to Human Rights respect and protection. These processes are operationalized through institutional policies and practices, with built-in pathways for reporting and resolving any potential human rights abuses.

The University Code of Conduct establishes guidelines for professional conduct by those acting on behalf of the University including executive officers, faculty, staff, and other individuals employed by the University using University resources or facilities, and volunteers and representatives acting as agents of the University. With regards to professional conduct, those acting on behalf of the University should practice: Integrity by maintaining an ongoing dedication to honesty and personal responsibility; Trustworthiness by acting in a reliable and dependable manner; Equity by treating others with fairness and impartiality; Respect by treating others with civility and decency, not engaging in bullying, intentional physical harm or intimidation; Stewardship by exercising custodial responsibility for University property and resources; Compliance by following State and Federal laws and regulations, University policies and contractual obligations related to their duties and responsibilities; Confidentiality by protecting the integrity and security of university information such as student records, employee files, patient records, and contract negotiation documents; Personal Responsibility by complying with the UWM Behavioral Standards and Expectations and the UWM Respectful Campus Standards.

[http://www4.uwm.edu/secu/docs/faculty/2901\\_Code\\_of\\_Conduct\\_04\\_25\\_13.pdf](http://www4.uwm.edu/secu/docs/faculty/2901_Code_of_Conduct_04_25_13.pdf)

Furthermore, several related documents, positions, and processes are posted and utilized to frame campus discourse and behavior. These documents are regularly updated, accessible via the internet, and apply to faculty, staff, administration, and student behavior. They provide clear pathways to reporting human rights abuses, as well as providing delineated frameworks for expected behaviors by all campus family members {students, faculty, staff, administration}.

- S-47 UWM Discriminatory Conduct Policy (including sexual harassment and sexual violence) [http://www4.uwm.edu/secu/docs/other/S\\_47.pdf](http://www4.uwm.edu/secu/docs/other/S_47.pdf)
- UWM Equal Employment Opportunity Policy [http://www4.uwm.edu/eds/policies\\_forms/upload/EEO-Policy-April-2012.pdf](http://www4.uwm.edu/eds/policies_forms/upload/EEO-Policy-April-2012.pdf)
- UWM Faculty Document No. 2229, AAUP Statement on Professional Ethics, <http://www4.uwm.edu/uc/FacDoc.pdf>
- UWM Behavioral Standards and Expectations - Appendix 1 [http://www4.uwm.edu/secu/docs/faculty/2901\\_Code\\_of\\_Conduct\\_04\\_25\\_13.pdf](http://www4.uwm.edu/secu/docs/faculty/2901_Code_of_Conduct_04_25_13.pdf)
- UWM Respectful Campus Standards - Appendix 2 [http://www4.uwm.edu/secu/docs/faculty/2901\\_Code\\_of\\_Conduct\\_04\\_25\\_13.pdf](http://www4.uwm.edu/secu/docs/faculty/2901_Code_of_Conduct_04_25_13.pdf)



- UWSA Operational Policy WE 3, Workplace Expectations  
<https://www.wisconsin.edu/ohrwd/download/policies/ops/we3.pdf>
- UWSA Operational Policy WE 1, Code of Ethics  
<https://www.wisconsin.edu/ohrwd/download/policies/ops/we1.pdf>
- Wis. Administrative Code Chapter UWS 18, Conduct on University Lands  
[http://docs.legis.wi.gov/code/admin\\_code/uws/18/Title](http://docs.legis.wi.gov/code/admin_code/uws/18/Title)
- Office of Equity and Diversity Services (includes Title IX campus designee and coordinating Title IX Council) <http://uwm.edu/equity-diversity-services/>
- Office of Conflict Resolution and Ombuds Council  
<http://uwm.edu/academicaffairs/ombuds-council-2016/>

The University embraces diversity, in all of its forms. Special programming is an integral part of our operations, and it involves opportunities for intercultural dialogue, interactions, teaching, learning and research across all sectors of the campus family.

A strong commitment to, and respect for, global cultures, customs and practices is evident in both our curricular and service opportunities. Our **Cultures and Communities Program** promotes diversity and civic engagement through an undergraduate certificate and community-university partnership grants. This elective opportunity for undergraduates provides research, immersion, and service around learning to work across differences of cultural background – a process essential to intellectual growth and lifelong learning.  
<http://uwm.edu/cultures-communities/>

We also support a **Center for International Education** that is a comprehensive unit committed to developing, promoting and implementing international education initiatives for students, faculty and staff, and our community. The Center focuses on reciprocal learning experiences for both national and global students and staff and houses an Institute for World Affairs, a well-established Study Abroad program, and the international operations that assist all campus members in global research, teaching and learning. <http://uwm.edu/cie/>

Our offices of **Equity and Diversity Services** resides in the Division of Global Inclusion and Engagement. An annual Affirmative Action plan is compiled and distributed to campus and community. The plan is utilized through internal processes to ensure that a comprehensive look at campus diversity operations takes place, and that the plan is utilized to measure progress in campus inclusion. <http://uwm.edu/global-inclusion/>

The **Inclusive Excellence Center**

(IEC) is committed to cultivating an intercultural, equitable climate and learning environment for all University of Wisconsin - Milwaukee members. As a student-centered entity, the IEC appreciates diversity and strives for excellence in fostering peer-to-peer connections and critically reflective opportunities through initiatives, experiences, and collaborations. The IEC will invest time to create a socially just campus in order to include different perspectives, engage in authentic and challenging dialogue, and connect vibrant and global communities.

<http://uwm.edu/inclusiveexcellence/>



The **Lesbian, Gay, Bisexual and Transgender** (LGBT) Resource Center at the University of Wisconsin - Milwaukee is to connect with various student populations and the community at large by: (a) embracing the diversity of the UWM student community; (b) increasing the awareness, education, and presence of LGBT issues on the UWM campus; (c) providing a resource for students and community members wanting to learn about and advocate for LGBT issues; (d) providing a safe-space for all LGBT students and their allies at UWM to give and receive social and emotional support; and (e) fostering student leadership, and personal, academic, and professional growth through collaborations on and off campus. The LGBT Resource Center is a student led and funded initiative to serve UWM students and the general University community. The LGBT Resource Center envisions an inclusive campus community free of discrimination in all forms where social justice inspires community engagement and equality. <http://uwm.edu/lgbtrc/>

The **Electa Quinney Institute for American Indian Education** was founded at the University of Wisconsin - Milwaukee in 2010. It grew out of an endowed professorship in American Indian education established in 1999 through a gift from the [Indian Community School](#) to the UWM. The Indian Community School, a private school located in Franklin, a suburb of Milwaukee, offers culturally relevant education to 278 American Indian students from 13 tribal nations in grades Kindergarten through eight. The Institute's namesake, Electa Quinney, is recognized as Wisconsin's first public school teacher. A member of the Stockbridge-Mohican tribe, she taught American Indian and white children in a one-room log school which opened in 1828.

<http://uwm.edu/eqi/>

The **Southeast Asian-American Student Services** (SAASS) office provides recruitment and retention services which are essential in helping Southeast Asian-American (Cambodian, Hmong, Laotian and Vietnamese) students. To best serve students, the office works closely with the faculty, staff, and students at UWM, and Southeast Asian communities and leaders in Milwaukee and Wisconsin. The support services include academic advising, assistance with the application for admission, career planning assistance, financial aid assistance, personal counseling and more. The mission and work centers around providing culturally sensitive supportive services that are essential for Southeast Asian (Cambodian, Hmong, Laotian, and

Vietnamese) American students to achieve their educational goals. <http://uwm.edu/letters-science/advising/student-advising/southeast-asian-american-student-services>

The **Roberto Hernández Center** is committed to ensuring the success of Latino students at UWM. The Center's bilingual academic advisors assist students and their families with navigating the university environment in a manner that is professional, friendly and culturally sensitive. In existence since 1970, the Center has a historic beginning as the State's first university-based Spanish Speaking Outreach Institute to its current name as the Roberto Hernandez Center. <http://uwm.edu/robertohernandezcenter/>

Building on the success of the Center, the University has announced its plans to become Wisconsin's first Hispanic Serving Institution – demonstrating an institutionalized commitment to inclusive and diverse communities.

<http://uwm.edu/news/uwm-plans-become-wisconsins-first-hispanic-serving-institution/>

The **Department of University Safety and Assurances** (US&A) embraces a mission to facilitate the delivery of essential environmental health, safety, human subjects protection, animal care and risk management services to the University and its faculty, students, staff and visitors in a manner consistent with the University's best interests and the Division of Finance and Administrative Affairs' core values. US&A fosters its mission through many facets including in-person and online training, protocol reviews, inspections and assessments, policy and procedure development and implementation, and one-on-one consulting amongst others. In Fiscal Year 2015-2016, US&A trained approximately 3,250 attendees on 57 topics on environmental protection including hazardous and other waste handling, occupational and workplace safety, biological and radioactive materials safety, laboratory safety, emergency preparedness, human subjects research and protection, animal care and research, and risk management policies and procedures. <http://www4.uwm.edu/usa/>



## **Communication on Engagement: Labour**

- Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4:** The elimination of all forms of forced and compulsory labour;
- Principle 5:** The effective abolition of child labour; and
- Principle 6:** The elimination of discrimination in respect of employment and occupation.

The University of Wisconsin - Milwaukee is continuously seeking to improve working conditions for its employees - for all employee categories. This is evidenced by the University's Code of Conduct, a document which establishes guidelines for professional conduct for all employees in an affirmative, comprehensive way. Through its employee assistance program, the University offers seminars to help employees with matters such as stress management, work-life balance and communication across generations as well as access to off-campus resources to assist employees in addressing their personal needs such as elder care, counseling, and financial support. [http://www4.uwm.edu/secu/docs/faculty/2901\\_Code\\_of\\_Conduct\\_04\\_25\\_13.pdf](http://www4.uwm.edu/secu/docs/faculty/2901_Code_of_Conduct_04_25_13.pdf)

UW is committed to equal employment opportunity principles, and the University's Equal Employment Opportunity Policy, recently affirmed by Chancellor Mark Mone, is widely available to the campus community (<http://uwm.edu/equity-diversity-services/wp-content/uploads/sites/312/2015/07/Equal-Employment-Opportunity-Policy.pdf>) and calls for "a campus environment free of harassment and discrimination, and an environment that fosters mutual respect, recognizes the dignity and worth of all people and promotes, to the fullest, equal employment opportunity through affirmative action." Consistent with this policy, UWM prohibits and does not tolerate discrimination, harassment or retaliation, and has established procedures to investigate and remedy such conduct. Characteristics that are protected under UWM's Discriminatory Conduct Policy include: race, color, creed, religion, sex, gender identity or expression, sexual orientation, age, national origin, ancestry, disability, marital status, pregnancy, political affiliation, arrest or conviction record, protected veteran status, military service, use of lawful products off the premises during nonworking hours, genetic information or any other status protected under applicable federal, state, or local laws or regulations.

Members of the UWM community may file complaints alleging discrimination in violation of UWM's Discriminatory Conduct Policy with UWM's Office of Equity and Diversity Services (EDS) on their own behalf or on behalf of third parties. [https://www4.uwm.edu/secu/docs/other/S\\_47\\_Discriminatory\\_Conduct\\_Policy.pdf](https://www4.uwm.edu/secu/docs/other/S_47_Discriminatory_Conduct_Policy.pdf)

UWM community members may also file reports of incidents involving hate or bias through EDS: <https://www4.uwm.edu/eds/hatebias/form/index.cfm?a1=edit>

An extensive **work-life balance initiative** is in place at the University. Resources to assist employees in maintaining a healthy lifestyle, including health assessments, health-related services, fitness tools, and information on healthy eating is actively utilized. Other resources offered by the University include an Employee Assistance Program, elder care information and referrals, and a Lactation program. <http://www4.uwm.edu/hr/worklife/index.cfm>

The students, faculty, and staff all have access to a wide variety of health and well-being programs. UWM's Best Places to Work program (2013-2015), implemented a number of initiatives to help make UWM the best place to learn and work. UWM developed programs to support the university's faculty and staff to live healthy, eat right, and exercise more. A Climate and Culture Team continues to work on initiatives to improve employee climate and culture at UWM. These initiatives include leadership development and supervisory training, faculty and staff recognition, and compensation and benefits. UWM is actively addressing campus commuting options, including the Bublr Bikeshare program that makes biking easier for all. Food and nutrition have become central not only to UWM's academic offerings, but also through the campus gardens, which offer personal and institutional access to fresh, local, and organic food and food services.



# **Communication on Engagement: Environment**

- Principle 7:** Businesses should support a precautionary approach to environmental challenges;
- Principle 8:** Undertake initiatives to promote greater environmental responsibility;
- Principle 9:** Encourage the development and diffusion of environmentally friendly technologies.

The University of Wisconsin – Milwaukee’s Guiding Values state a commitment to “...Stewardship of resources that promote sustainability, prosperity, and equity for all in the local and global communities...” This value integrates and exemplifies the access, academic, and research mission of the institution. While the Office of Sustainability at UWM coordinates, plans, and delivers the core of the university’s sustainability program, it is truly a campus wide effort and dedication. Academic departments across campus, such as the Masters in Sustainable Peacebuilding, exemplify the interdisciplinary nature of a sustainable future. Student Affairs delivers co-curricular environmental film festivals, energy competitions in the residence halls, and leadership in green office practices. Facility Services has been a leader in energy conservation and chemical reductions.

UWM strives as a healthy & environmentally sound institution that is an exceptional place to learn and work for all students, faculty, and staff. UWM campus and community efforts in bicycling, urban agriculture, and campus living laboratory studies have immediate local impact, while its academic programs offer a truly unique global reverberation. UW-Milwaukee delivers accessible academic and research opportunities for a wide variety of students and thrives as a prosperous, sustainable institution of excellence.

## **Awards**

- 2016 U.S. Department of Education Green Ribbon Award Winner
- 2016 STARS (Sustainability Tracking, Assessment & Rating System) GOLD (2013 SILVER)
- 2016 & 2015 Sierra Club’s “Cool Schools” Top 100
- 2010-2015 Princeton Review Guide to Green Colleges
- 2015 Green Luminaries Award (MMSD)- Sustainability Project Award Winner
- 2014 & 2012 Wisconsin Partners for Clean Air Award
- 2013 League of American Bicyclists- Bike Friendly Campus, Bronze Award
- 2013 Wisconsin Green Building Alliance SE2 Award

## **By the Numbers**

- 17% reduction in Greenhouse Gas Emissions, equaling a reduction of 18,000 MT<sub>e</sub>CO<sub>2</sub> from 2008-2015
- 16.5 million gallons of storm water diverted annually from Milwaukee’s combined sewer through campus green infrastructure
- 54% of students use alternative transportation
- 500+ Surplus items return back to campus use each year
- 4,830 Students, Faculty, and Staff engaged in Sustainability programs in 2015
- Approximately 84,000 lbs. of electronic waste are recycled each year at UWM
- 126 UWM faculty and/or staff are engaged in sustainability research

### **Environmental Impact**

Extensive recycling programs, green cleaning, storm water runoff reductions, and energy conservation have led to university cost savings. The performance contracting alone has saved UWM \$11.9 million in avoided energy costs (up through FY2015). Academic research on storm water management has been well aligned with the administrative roll out of multiple green roofs, green parking lots, and cistern storm water catchment that are reducing the combined sewer overflow impact on Lake Michigan. The CIMS green cleaning program will save thousands of dollars over years to come, while also offering staff improved labor conditions and training. UWM's recent commitment to natural lawn care, which was approved through the shared governance process, will improve the health and well-being of the community as well as the soil across campus.

### **Well-being Impact**

The campus gardens offer personal and institutional access to fresh, local, and organic food. Food and nutrition have become central not only to UWM's academic offerings, but also through the campus gardens and food services. Through the Office of Sustainability, three campus gardens have emerged across campus that serve students, faculty, and staff. A collaboration of the UWM Food and Garden Club, the Institute for Urban Agriculture and Nutrition, Conservation and Environmental Science's permaculture course, and UWM Restaurant Operations, built and maintain the campus gardens in order to serve individuals, the campus community, and the campus kitchen with healthy, organic, and local food. The new hoop house brings microgreens and fresh herbs to the student's plate all year round. The university also sources fresh produce from the Buy Wisconsin program.



### **Academic Impact**

UW-Milwaukee's opening of the School of Freshwater Science (2009) and Joseph J. Zilber School of Public Health (2009) are both model examples of building a sustainable, healthy community. Their interdisciplinary nature and cross-community collaborations will enhance the well-being of Milwaukee, all while offering the curriculum and research that students and citizens of the 21st century need. UWM's core STEM program delivers research in advance battery technology with Johnson Controls, microgrid development as a living laboratory within a UWM complex, and climate change impact on the Great Lakes, to name a few. UWM is also home to an interdisciplinary, sustainability focused Global Studies program, the School of Architecture's Institute for Ecological Design, the cross-institutional and community orientated Institute for Urban Agriculture and Nutrition, as well as a breadth of sustainability curriculum across the arts, sciences, and humanities.

## **Sustainability Purchasing**

The UWM community is a large consumer of goods and services. Anything from our choices of carpet to coffee has a great impact on our economy, society, and the environment. Where we choose to spend our dollars says a lot about who we are as an institution. From recycled content, to Energy Star equipment, to simple durability, UWM's purchasing decisions are a part of the sustainability movement on campus.

Sustainable Purchasing goals include writing our product specifications for materials and services to include these qualifiers whenever possible: ENERGY STAR, Green Seal Certified, NSF/ANSI 140, Green Guard, ISO 14000, The Forest Stewardship Counsel, EPEAT. Currently at UWM all copy paper purchases must be made of at least 30% recycled content at a minimum; all offices that undertake the Green Office Certification utilize 100% recycled content copy paper. UWM offers only campus computers that are EPEAT, high-performance, environmentally preferable products.

Campus planners and purchasing agents have NSF/ANSI sustainable carpet choices available through the state contract and many installations have taken place at UWM; refurbished furniture is available on contract. Green Seal Certified products are used throughout campus buildings as part of the CIMS green cleaning program.



# **Communication on Engagement: Anti-Corruption**

**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

## **Ethics and Internal Audit**

As an institution within the University of Wisconsin System, UWM is an agency of the State of Wisconsin and governed by codes of conduct, state law and Board of Regents policy. UWM's faculty and academic staff are governed by a Code of Ethics, and all UWM employees are subject to the Code of Conduct, which mandates that employees act with integrity, honesty, and trustworthiness and act as good stewards of public resources.

([https://docs.legis.wisconsin.gov/code/admin\\_code/uws/8](https://docs.legis.wisconsin.gov/code/admin_code/uws/8)),

The University of Wisconsin System maintains an Office of Internal Audit staffed by approximately 25 professionals. Internal Audit ensures that each institution within the System is taking appropriate actions to protect and strengthen compliance with laws and regulations, internal controls, enterprise risk management and ethics. To meet its obligations, Internal Audit has unrestricted access to all functions, records, property, and personnel relevant to audits. UW System also maintains a “hotline” for the anonymous reporting of activities that may involve waste, fraud, abuse or corruption. <https://uwaudithotline.tnwreports.com/>

In addition, the State of Wisconsin's Whistleblower Law provides that state employees (including those employed by System) may not be retaliated against for disclosing information regarding a violation of any state or federal law, rule or regulation, mismanagement or abuse of authority in state or local government, substantial waste public funds, or a danger to public health or safety. <https://www.wisconsin.edu/ohrwd/download/policies/ops/gen6.pdf>

UWM is committed to anti-corruption practices throughout all of its business functions. For example, in its functions of payroll, benefits and other human resources areas, UWM runs daily or weekly reports to identify any transaction that has any potential of being corrupt, and completes a validation process for each transaction to insure appropriateness. This requires diligence and persistence but is reflective of the University's commitment to complete its business functions in an ethical, uncorrupt fashion.

## **Moving Forward**

The University of Wisconsin Milwaukee is honored to be an active and engaged institution in support of the moral principles. Our work to date has been a campus and community effort to instill the philosophy and practice of the principles through education, policy and process alignment.

Our working plan for the next biennium will be focused on the following goals:

1. Deepen our academic links with faculty, students and staff to increase the knowledge of the Principles throughout course work and service (working in partnership with our Provost, Schools/Colleges, Divisions of Finance and Administration and Student Affairs, and the Division of University Relations and Communication.) This will include increased exposure on web sites, course content, and other promotional opportunities.

2. Expand the knowledge of the Principles with our community partners through our various advisory boards and regional network
3. Craft and implement a quantitative tool to track the progress of Goals 1 and 2.

## Special Acknowledgements

Timothy J. Danielson	Associate Vice Chancellor – Human Resources
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Tom Scrivener	Interim Director, Purchasing
Dr. Robert S. Smith	Associate Vice Chancellor – Global Inclusion and Engagement Executive Director, Cultures & Communities Program Associate Professor, History
Zachary W. Steuerwald	Associate Director, University Safety and Assurances

Division of Academic Affairs

Division of Finance and Administration

Division of Student Affairs

Division of University Relations and Communications

Office of Equity and Diversity Services

Office of Legal Affairs