<table>
<thead>
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<th>Service Milestones:</th>
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</table>

**20 years**
- Eina Abouzied, ENT
- Tracie Abram, MSUE
- Brian Baer, CSS
- Robert Bricault, MSUE
- Mirjana Bulatovic, MSUE
- Tamara Cole, CME
- Sandra Griffin, MSUE
- Paul Gross, MSUE
- Carrie Heleski, ANSCI
- Gail Innis, MSUE
- Amy Irish-Brown, MSUE
- Donatien Kamdem, PKG
- Michael Kaufman, ENT
- Richard Lenski, CSS
- James Lucas, MSUE
- Deborah McQuillough, ENT
- Stanley Moore, MSUE
- Lorie Neuman, FW
- Perry Ng, FSHN
- H. Christopher Peterson, AFRE
- Eva Poole, MSUE
- Thomas Reardon, AFRE
- Beverly Riedinger, AGBIORS
- Sandra Rosa, MSUE
- Ludmila Roze, FSHN
- Scott Swinton, AFRE
- Kathryn Walicky, MSUE

**15 years**
- Ronald Bates, ANSCI
- Janis Brinn, MSUE
- Stephen Brooks, HORT
- Susan Coccialetti, CARRS
- Patrick Cudney, MSUE
- Barbara Delong, BAE
- J. A. Desander, AGBIORS
- Christina Difonzo, ENT
- Dale Elshoff, CARRS
- John Engstrom, FSHN
- Catherine Ernst, ANSCI
- Bruce Haas, MSUE

**10 years**
- Behnam Hassankhani, IIA
- Richard Kobe, FOREST
- Heather Lenartson-Kluge, ENT
- Deborah L’Heureux, MSUE
- Joyce Lockwood, HORT
- Steve Marquie, BAE
- Ranae McCauley, MSUE
- Khanh Nguyen, HORT
- Brian Nielsen, ANSCI
- Michael Orth, ANSCI
- Nancy Persing, MSUE
- James Pursley, ANSCI
- Dana Rowe, HORT
- Coral Rowley, MSUE
- Jean Schueler, MSUE
- Muhammad Siddiq, FSHN
- Rosa Soliz, MSUE
- Patricia Soranno, FW
- Barbara Stinnett, ENT
- Kristina Swartzendruber, MSUE
- Tracy Volk, MSUE

**5 years**
- Patricia Adams, ANRC
- Valerie Albright, MSUE
- Laura Anderson, MSUE
- Laura Bix, PKG
- Anthony Boughton, UF
- Johannes Brink, IIA
- Jeffrey Bryan, CSS
- Sue Buck, UF
- Beth Clawson, MSUE
- Linda Cronk, MSUE
- Jill Cruth, FW
- Joaquina Delgado, CANR
- Venugopal Gangur, FSHN
- Saneya Hamler, MSUE
- Heather Hampel, MSUE
- Blair Harlan, PLP
- Corissa Harris, MSUE
- Jane Hart, MSUE
- Sharon Jackson, CANR
- Christian Kapp, LMO
- Alexandra Kravchenko, CSS
- Brenda Long, MSUE
- Steven Longabaugh, AFRE
- David Madarlane, FOREST
- Laurent Matuana, PKG
- Donna McGarrell, CME
- Rachel Meyers, MSUE
- Diane Miner, SWMREC
- Julie Moberg, MSU
- Michael Montfits, NFI
- Vicki Morrone, CARRS
- Delores Muhammad, MSUE
- Elizabeth Nebel, MSUE
- Michelle Neff, MSUE
- Mathieu Ngouajio, HORT
- Sarah Nichols, CARRS
- Beth Olson, FSHN
- Catherine Patterson, MSUE
- Scott Peacock, FW
- Shawn Riley, FW
- Ted Simon, UF
- Sue Sipkovsky, ANSCI
- Patricia Spinella, MSUE
- Rochelle Sturtevant, FW
- Marilyn Thelen, MSUE
- Yokanda Thrash, MSUE
- Holly Tiret, MSUE
- David Treul, MSUE
- Roxannne Turner, MSUE
- Winifred Webb, MSUE
- Roxannne White, MSUE
- Wendolyn Wieland, MSUE
- Pamela Young, MSUE

Michigan State University
College of Agriculture and Natural Resources
Faculty & Staff Recognition Reception
Thursday, March 29, 2012
3-5 p.m.
MSU Demmer Center
The CANR Faculty and Staff Recognition Program honors faculty and staff members who have received awards and recognitions over the past year that pay tribute to their contributions to scholarship, research, outreach and civic life. This program also recognizes faculty promotions and new appointments and the career-long dedication of those with milestone years of service to the university. This year, we also present the Staff Advisory Committee Staff and Team awards, the H. Paul Roberts Award for Distinguished Service in Study Abroad and the Office of Diversity and Pluralism’s recognition for outstanding support.

Thank you for your significant contributions to our students, stakeholders and the scientific community. The excellence of your work brings distinction to you, the College of Agriculture and Natural Resources and Michigan State University.

Sincerely,

Doug Buhler
Interim Dean
College of Agriculture and Natural Resources
Michigan State University
STUDY ABROAD AWARDS

MSU ranks first among American public universities in the number of students who study abroad. With the benefit of Paul Roberts’ guiding hand, the CANR figures prominently in MSU’s study abroad portfolio, with about 50 programs offered in more than 25 countries. To acknowledge Dr. Roberts’ role in the success of CANR study abroad programs and to honor him following his retirement in August 2007, the study abroad award for CANR academic staff members has been named in his honor – the H. Paul Roberts Award for Distinguished Service in Study Abroad Programs.

H. PAUL ROBERTS AWARD FOR DISTINGUISHED SERVICE IN STUDY ABROAD PROGRAMS

Ronald Iwaszkiewicz
Packaging

Ronald (“Ron”) Iwaszkiewicz, specialist-outreach in Michigan State University’s School of Packaging, has led the 2004 and 2006 through 2011 Packaging in the United Kingdom (UK) programs. Mr. Iwaszkiewicz’s commitment to student engagement and learning coupled with his desire to provide interactive and interesting programs makes the Packaging in the UK program an amazing learning opportunity for the students. Through a series of innovative changes, he revitalized the program, moving it from London to Nottingham, providing access to broader technical and subject matter areas. He compressed the course, intensifying the experience for the students and reducing the course costs. He also revamped the lectures and course assignments. Mr. Iwaszkiewicz has been able to maintain this program as the most successful study abroad program offered by the School of Packaging and one of the most successful study abroad programs offered by MSU. This success is primarily a result of his outstanding knowledge of the packaging industry, both in the U.S. and abroad, and his determination to provide the best possible learning experience to the students who participate in this program. Mr. Iwaszkiewicz makes the course educational and fun and provides sufficient oversight and discipline so that the students know exactly what is expected of them. Ron finds his work with the students professionally and personally rewarding. He believes that the introduction of cultures beyond the United States contributes to strong professional and personal growth. He sees the overseas study as one of the most effective and enjoyable professional development tools for an instructor. Ron’s passion for overseas study, his enthusiasm and energy, and his desire to make this program a wonderful educational experience for students has led to its continuing success.
CAROLYN ADAMS
Carolyn Adams serves as administrative assistant in the Department of Animal Science, processing all of the grants for the department and ensuring that all of the necessary paperwork is handled properly. She also serves as the backup person to the administrative associate – budget manager. In this role, she takes the lead on several budgetary issues making well-respected decisions. Starting in the department as an office assistant, she was quickly promoted due to her proficiency and attention to detail. With the promotion, she worked on the pre-award and post-award grant-monitoring process involving 45 faculty members and 10 specialists. With the next promotion, she moved to the main office service center. Because of her calm demeanor and outstanding performance, she has played an instrumental role in facilitating faculty grant submissions totaling more than $4 million in successful grants. She assumed the responsibility to become informed about changes in federal grant applications that complicate grant preparation for faculty. She has been extremely effective in acting as troubleshooter for the Enterprise Business Systems (EBS) for the department and the college. Carolyn’s incredible attention to detail, organizational skills, and proactive nature make the grant submission process uneventful.

JENNIFER DOMINGUEZ
Jennifer Dominguez is the meat laboratory manager in the Department of Animal Science and Food Science and Human Nutrition. She assists faculty to integrate teaching, research, and outreach missions to advance science and technology in the food animal industry. Under her management, the meat laboratory became more efficient. Due to her expertise, industry facility managers in Michigan contact Ms. Dominguez and take training from her and her student employees. She empowers students and staff members to take on tasks and work independently on goals, improving efficiency and job performance while making the job more challenging and satisfying. Constantly looking for creative ways to improve productivity and develop a positive work atmosphere, she has created a team atmosphere in the laboratory, making food safety and student well-being her priorities. She has expanded the marketing and advertising activities of the meat laboratory to reach new customers. Ms. Dominguez’s engaging communication style allows her to work easily with people from a variety of backgrounds including faculty, staff, students, U.S. Department of Agriculture personnel, and industry representatives. Jennifer always approaches her work with a smile, exemplifying the Spartan spirit.

HEATHER LENARTON-KLUGE
Heather E. Lenartson-Kluge serves as secretary to the Department of Entomology’s chairperson and to undergraduate and graduate students. She plays a key role in advertising entomology graduate programs, working with the entomology graduate program director to recruit new students and guiding them through the application, admission, and orientation process. During the last two years, she represented the Department of Entomology’s booth at the Entomological Society of America. Her energy, enthusiasm, and knowledge about the entomology program allow her to

OFFICE OF ORGANIZATION AND PROFESSIONAL DEVELOPMENT FOR DIVERSITY AND PLURALISM COLLEGE OF AGRICULTURE AND NATURAL RESOURCES RECOGNITION OF OUTSTANDING SUPPORT

AWARDS & RECOGNITIONS:

**AWARDS ARE FOR THE YEAR PRECEDING, BUT INCLUDE 2012 UNIVERSITY AWARDS**

Jeanine Schweinbofer: Michigan Cattlemen’s Association Young Member of the Year
Jan Seitz: Educator Meritorious Service Award
Susan Selke: 2012 Distinguished Faculty Award
Robert Sirrine: NACAA Search for Excellence in Young, Beginner or Small Farmers/Ranchers State Winner; NACAA Program Promotional Piece State Winner
Christine Skelly: eXtension Be Grow Create Institutional Team Award COP; Joint Council of Extension Professionals Excellence in Teamwork, I-Team Award for Technology in Programs, My Horse University; I-Team Award for Communities of Practice, MSUE Campus Equine Team
Stephen Stewart: MSU 2011 Distinguished Academic Staff Award
Beth Steuer: Support Staff Meritorious Service Award
Barb Sweeney: October CANR Staffer of the Month
Pat Talbot: August CANR Staffer of the Month
Craig Thomas: Jim Frey Memorial Award (Dairy Industry Award)
Leslie Thomas: Program Associate Meritorious Service Award
Michael Thomasow: 2011 AAAS Fellow

Phil Tocco: NACAA Learning Module State Winner; NACAA Video Recording State Winner; NACAA Fact Sheet State Winner
Leila Vandenbeng: 2012 Distinguished Academic Staff Award; eXtension Be Grow Create Institutional Team Award COP; Specialist Meritorious Service Award
Lynn Vecziedins: January CANR Staffer of the Month
Gretchen Voyce: I-Team Award for Ask an Expert
Karen Waite: I-Team Award for Technology in Programs, My Horse University; I-Team Award for Communities of Practice, MSUE Campus Equine Team; 2011 Michigan Horse Council Catalyst Award; Joint Council of Extension Professionals Excellence in Teamwork
Kathy Walicki: December CANR Staffer of the Month
Liz Wells: eXtension Be Grow Create Institutional Team Award COP
Eric Wittenberg: 2010 Michigan Association of Extension Specialists Outstanding Academic Specialist Award
Lois Wolfson: Michigan State University Extension Specialist and State Staff Award
Teressa Young: Program Associate Meritorious Service Award

Top Honor
Community, Agriculture, Recreation and Resource Studies
Michael Kaplowitz, Chair
Wynne Wright, Graduate Coordinator

Entomology
Ernest Delfosse, Chair
Walter Pett, Graduate Coordinator

Food Science and Human Nutrition
Fred Derksen, Chair
Linda Summers, Graduate Coordinator

Fisheries and Wildlife
Mike Jones, Chair
Jim Schneider, Graduate Coordinator

Horticulture
William Vance Baird, Chair
Norm Lownds, Graduate Coordinator

DEVELOPMENT FOR DIVERSITY AND PLURALISM COLLEGE OF AGRICULTURE AND NATURAL RESOURCES RECOGNITION OF OUTSTANDING SUPPORT
AWARDS & RECOGNITIONS:
**AWARDS ARE FOR THE YEAR PRECEDING, BUT INCLUDE 2012 UNIVERSITY AWARDS**

**Sasha Kravchenko:** American Society of Agronomy Distinguished Service Award
**Holly Laina:** September CANR Staffer of the Month
**Joy Landis:** Support Staff Meritorious Service Award
**Land Policy Institute:** Howell Chamber of Commerce Community Vision Award
**Beth Leete:** National Agriculture Alumni and Development Association’s Frontline Award
**Erin Lizotte:** NACAA Search for Excellence in Young, Beginner or Small Farmers/Ranchers State Winner; NACAA Learning Module State Winner
**Adam Lock:** 2011 Cargill Young Scientist Award—ADSA
**Mark Longstroth:** I-Team Award for Ask an Expert
**Renfu Lu:** 2011 Penn State College of Ag. Science Distinguished Alumni Award
**David MacFarlane:** Fullbright Award to work in Kenya
**Bruce Mackellar:** NACAA Team Newsletter State Winner
**Judy Marteniuk:** I-Team Award for Communities of Practice, MSUE Campus Equine Team
**Carla McLachlan:** Michigan Association of Extension Agents Outstanding Staff Award & Animal Science Staff Excellence Award
**Doo-Hong Min:** Conservation Partner Award—Dickinson Conservation District
**Stan Moore:** NACAA Search for Excellence in Young, Beginner or Small Farmers/Ranchers State Winner
**Dale Mitch:** Project of Excellence Award from the National Water Program at the National Institute of Food and Agriculture
**Michael Nelson:** 2011 Excellence Award in Interdisciplinary Scholarship
**Janet Olsen:** Excellence in Diversity Award
**Karen Pace:** Excellence in Diversity Award
**Glenn Pepe:** I-Team Award for Communities of Practice, Land Use Planning CoP
**Dennis Pennington:** NACAA Bioenergy Website State Winner

Cheryl Peters: NACAA Search for Excellence in Young, Beginner or Small Farmers/Ranchers State Winner
Dionardo Pizaña: Excellence in Diversity Award
Wendy Powers: S-1032 Multi-State Working Project Scientist Engaged in Exemplary Activities
Emily Proctor: 2011 MSUE Diversity Award
Purebred Beef Barn: Century Award—American Angus Association
Gara O’Connor: 2011 Ruth Jameyson Above and Beyond Award
Sue Ridge: May CANR Staffer of the Month
Michelle Rodgers: eXtension Be Grow Create Institutional Team Award COP
Joan Rose: Elected to the National Academy of Engineering
Dan Rossman: MSU Product Center Innovation Counselor of the Year Award
Nikki Rothwell: NACAA Search for Excellence in Young, Beginner or Small Farmers/Ranchers State Winner; NACAA Learning Module State Winner
Dale Rozeboom: Specialist Meritorious Service Award; S-1032 Multi-State Working Project Scientist Engaged in Exemplary Activities
Erik Runkle: Outstanding Extension Specialist Award—Michigan Association of Extension Agents
Elliott Ryser: Institute of Food Technologists Fellow Award International Association for Food Protection President’s Recognition, and Maurice Weber Laboratorian award
Warren Schauer: NACAA Distinguished Service Award
Kurt Schneider: Educator Meritorious Service Award; I-Team Award for Communities of Practice, Land Use Planning CoP
Brandon Schroeder: Bill Stapp Award—Michigan Alliance for Environmental and Outdoor Education
Jean Schueller: Support Staff Meritorious Service Award

Heather Lenartson-Kluge (continued)

Heather Lenartson-Kluge (continued)

Heather Lenartson-Kluge (continued)

Heather Lenartson-Kluge (continued)

easy engage students. She acts as liaison for the graduate program director, Graduate Committee and Curriculum Committee, based on her keen understanding of the academic system. Demonstrating her continuous commitment to teamwork, she offered to assist the Business Office staff during the Enterprise Business Systems (EBS) transition. Ms. Lenartson-Kluge organizes weekly seminars, opportunities for graduate students to see other entomologists’ research. She sends out grant opportunities announcements and runs the new graduate student orientation. She completely revamped the student handbook and made it available on the Web. A vital member of the department, Heather addresses issues with force, enthusiasm, fairness and good humor, earning the respect of students, staff, faculty and administration.

Sandra Rosa

With the administrative restructuring of Michigan State University Extension, Sandra (“Sandy”) Rosa’s role changed, yet she adapted and excelled, continuing to contribute with grace and professionalism. Besides providing support for the MSU Extension District 11 coordinator, Ms. Rosa took on the new responsibilities of training and coordinating the administrative assistants in MSU Extension offices in Wayne, Oakland and Macomb counties as well as the management of the Tollgate Education Conference Center. She assists administrative assistants in navigating the Enterprise Business Systems (EBS) and in other areas, helping them to do their work accurately and efficiently. Under Ms. Rose’s leadership, the conference center has more than doubled its bookings and revenues. She exemplifies the qualities of a leader and exhibits maturity and professionalism in her decision making, demonstrated in her role in the recent Wayne County office move. She has a thorough understanding of the mission of MSU Extension as well as the operating procedures and program implementation. Sandy does her job with a positive attitude, accepting new responsibilities, being open to suggestion and assisting others on a day-to-day basis so they can be successful.

Debra Williams

Debra (“Debbie”) Williams is the accountant for the Department of Crop and Soil Sciences. In her role, she manages more than 200 active accounts for 34 faculty members. Highly skilled, she does a superb job of keeping all faculty informed of the status of university accounts. She establishes beginning year budgets for three funding lines. During the Enterprise Business Systems (EBS) transition, Ms. Williams worked tirelessly to switch over to the new system. She developed an effective shadow system to assure that all funds could be accounted for on a timely basis during the transition. She worked closely with support staff to make sure each was successful with individual duties relating to EBS. She has an uncanny sense of knowing what is expected of her and is typically one step ahead of the chairperson’s request. Debbie’s service and excellence embody the land-grant spirit.
**AWARDS & RECOGNITIONS:**

**AWARDS ARE FOR THE YEAR PRECEDING, BUT INCLUDE 2012 UNIVERSITY AWARDS**

<table>
<thead>
<tr>
<th>Name</th>
<th>Award Description</th>
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<tbody>
<tr>
<td>Adesoji Adelaja</td>
<td>2011 MSU Distinguished Faculty Award</td>
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<tr>
<td>Cindy Anderson</td>
<td>March CANR Staffer of the Month</td>
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<tr>
<td>Bill Balluff</td>
<td>June CANR Staffer of the Month</td>
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<tr>
<td>Liz Bartels</td>
<td>April CANR Staffer of the Month</td>
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<tr>
<td>Ron Bates</td>
<td>Michigan Association of Extension Agents Outstanding Specialist Award</td>
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<tr>
<td>Dave Beede</td>
<td>Specialist Meritorious Service Award</td>
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<tr>
<td>Richard Bernsten</td>
<td>2011 Ralph H. Smucker Award for Advancing International Studies and Programs at MSU</td>
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<tr>
<td>Roger Betz</td>
<td>2012 Distinguished Academic Staff Award</td>
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<tr>
<td>Wayne Beyea</td>
<td>extension Be Grow Create Institutional Team Award CoP; I-Team Award for Communities of Practice, Land Use Planning CoP</td>
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<tr>
<td>Judy Lentz Bishop</td>
<td>November CANR Staffer of the Month</td>
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<tr>
<td>Ruth Borger</td>
<td>extension Be Grow Create Institutional Team Award CoP</td>
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<tr>
<td>Mary Bremigan</td>
<td>2010-11 CANR Excellence in Teaching—Established Teacher Award</td>
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<tr>
<td>Robert Bricault</td>
<td>NACAA Distinguished Service Award</td>
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<tr>
<td>Diane Brown-Rytlewski</td>
<td>NACAA Team Newsletter State Winner</td>
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<tr>
<td>Dan Buskirk</td>
<td>Michigan Extension Specialists and State Staff Association Outstanding Specialist Award</td>
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<tr>
<td>Rique Campa</td>
<td>Fellow of the Wildlife Society; Wildlife Society Excellence in Education Award</td>
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<tr>
<td>Erica Ciupak</td>
<td>extension Be Grow Create Institutional Team Award CoP</td>
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<tr>
<td>David Douches</td>
<td>2011 Potato Researcher of the Year—Potato Grower’s Magazine &amp; 2011 USDA Secretaries Honor Award for Superior Service (SoCAP)</td>
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<tr>
<td>Thomas Dudek</td>
<td>MSU 2011 Distinguished Academic Staff Award</td>
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<tr>
<td>Phil Durst</td>
<td>NACAA Audio Recording State Winner; I-Team Award for Technology in Programs</td>
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<tr>
<td>Duke Elsner</td>
<td>NACAA Search for Excellence in Young, Beginner or Small Farmers/ Ranchers State Winner; NACAA Feature Story State Winner</td>
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<tr>
<td>Steve Evans</td>
<td>February CANR Staffer of the Month</td>
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<tr>
<td>Kevin Frank</td>
<td>MSU Turf Team-Award of Merit—Michigan Golf Course Owners Association</td>
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<tr>
<td>Joelle Gehring</td>
<td>Partners in Flight National Award</td>
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<tr>
<td>Meredith Gore</td>
<td>2011 Excellence Award in Interdisciplinary Scholarship</td>
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<tr>
<td>Brian Graft</td>
<td>Outstanding Support Staff Award—Michigan Association of Extension Agents</td>
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<tr>
<td>Tom Guthrie</td>
<td>NACAA Achievement Award</td>
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<tr>
<td>Kathie Hale</td>
<td>extension Be Grow Create Institutional Team Award COP</td>
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<tr>
<td>Jim Hancock</td>
<td>Wilder Medal from the American Pomological Society</td>
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<tr>
<td>Eric Hanson</td>
<td>Distinguished Service Award—Michigan State Horticultural Society</td>
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<tr>
<td>David Hawkins</td>
<td>2011 Distinguished Alumni Award</td>
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<tr>
<td>Jane Herbert</td>
<td>NACAA Learning Module State Winner; NACAA Fact Sheet State Winner</td>
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<tr>
<td>Gretchen Hill</td>
<td>2011 Distinguished Service Award—Michigan Pork Producers</td>
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<tr>
<td>Amy Iezzoni</td>
<td>2012 Distinguished Faculty Award</td>
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<tr>
<td>Dana Infante</td>
<td>2011 Scientific Achievement Award in Support of Fish Habitat Conservation</td>
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<tr>
<td>Liz Karcher</td>
<td>2010-11 CANR Excellence in Teaching—New Teacher Award</td>
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<tr>
<td>Ron Kinnunen</td>
<td>Dairyland Surf Classic Award</td>
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<tr>
<td>Annette Kleinschmit</td>
<td>NACAA Program Promotional Piece State Winner</td>
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<tr>
<td>Dan Kramer</td>
<td>John Hudzik Emerging Leader Award; 2012 Distinguished Faculty Award; Teacher Scholar</td>
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**Animal Science Business Management Team**

Carolyn Adams, Kimberly Dobson, Candace Ebbinghaus, Jamie Pratt, Barb Sweeney

Carolyn Adams, Kimberly Dobson, Candace Ebbinghaus, Jamie Pratt and Barb Sweeney make up the ANS Business Management Team. Led by business manager Jamie Pratt, the team is responsible not only for the academic functions of the Department of Animal Science but also for eight South Campus field units and the Lake City Research Center. With the diversity of functions they perform on a daily basis and the flow of business transactions, the conversion to the Enterprise Business Systems (EBS) proved a significant challenge.

Under Ms. Pratt’s direction, the team attended trainings and used time to relate changes in the system. They worked strategically to prioritize critical areas requiring immediate attention. Together, the team made the decision to stop complaining and to move on to identify system failures with EBS implementation, making recommendations to the EBS team and providing real-time problem solving.

The team rose to the challenge of synchronizing EBS with Farm Works, a custom farm management program. The team put in extra hours to help derive true numbers during critical periods where the South Campus units required expenditures to ensure animals were cared for and equipment maintained. The team worked diligently to troubleshoot and redesign the accounting and reporting models from Farm Works into EBS-compatible models. They spent endless hours using shadow systems to keep faculty and managers accurate on grant and farm budgets. They’ve shared their findings with EBS trainers and developers to ensure others did not have to reinvent the wheel.

Because of the team’s desire to be proactive in the area of finance, they were the first to encounter and identify many defects of EBS, allowing them to be exposed and corrected before the impact became even greater. Even with many delays and hardships, they continued to keep the department operational. The entire university will benefit from their efforts to understand and make the most of EBS. These benefits could not be achieved without the positive attitude and spirit of cooperation they chose to adopt.