University of Minnesota Board of Regents

The Honorable Linda Cohen, Chair
The Honorable David Larson, Vice Chair
The Honorable Clyde Allen, Jr.
The Honorable Richard Beeson, Jr.
The Honorable Laura Brod
The Honorable John Frobenius
The Honorable Venora Hung
The Honorable Dean Johnson
The Honorable David McMillan
The Honorable Maureen Ramirez
The Honorable Patricia Simmons

Crookston Campus Executive Committee
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Adel Ali, PhD, Professor and Head, Math, Science, and Technology Department
Thomas Baldwin, EdD, Senior Vice Chancellor, Academic and Student Affairs
Susan Brorson, PhD, Professor and Head, Business Department
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Richard Connell, MA, Director, Facilities and Operations
Ronald Del Vecchio, PhD, Professor and Head, Agriculture and Natural Resources Department
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Kimberly Gillette, PhD, Director, International Programs
Stephanie Helgeson, MS, Director, Athletics
Kenneth Johnson, MBA, Instructor, Business Department
Les Johnson, EdD, Director, Human Resources
Corby Kemmer, BS, Director, Development and Alumni Relations
Peter G. Phaiah, PhD, Associate Vice Chancellor, Student Affairs
Tricia Sanders, BS, Director, Finance
Amber Schultz, EdD, Director, Admissions and Enrollment Management
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Dan Svedarsky, PhD, Professor and Director, Center for Sustainability
Andrew Svec, BA, Director, Communications, Public Relations and Marketing
Chris Winjum, BS, Assistant to the Chancellor
Deborah Zak, MS, Regional Director, Northwest District, Extension

The Board of Regents adopted the Regents’ Seal, shown on the cover, in 1939 as the corporate seal of the University of Minnesota. The Latin motto, “Commune Vinculum Omnibus Artibus,” means “A common bond for all the arts.” The lamp represents the metaphysical sciences. The telescope represents the physical sciences. The plow represents the industrial arts, and the palette and brush represent the fine arts.
Looking Back, Looking Forward –
Our Tradition of Growth and Change

Today, May 5, 2012, we celebrate the 104th graduating class of this campus. The very first was in 1909, when this site was home to the Northwest School of Agriculture (NWSA), a residential high school. Today also marks the 45th graduating class of this campus as an institution of higher learning and the 19th graduating class as a baccalaureate university. While the Crookston campus has a proud legacy of growth and change, two things have remained constant throughout its history: a strong affiliation with the University of Minnesota and the presence of talented, caring faculty and staff.

In the spring of 1909 the first eight graduates of the NWSA received diplomas from the newly-established agricultural high school. The NSWA opened its doors in 1906 and provided “training in the technical and practical business of agriculture and the art of homemaking.” Over the next 62 years 5,433 graduates completed their high school education at the NWSA.

Changing educational needs in the 1960s led to a new role for the campus. In the fall of 1966 classes began for 185 students enrolled at the new University of Minnesota Technical Institute. Associate degrees were offered in three academic divisions: Agriculture, Business, and General Studies. Students of the NWSA and the U of M “Tech” shared the campus for two years.

In 1968 a torch was passed—figuratively and literally—from the 60th and final graduating class of the NWSA to the first graduating class of the Technical Institute, now an official coordinate campus of the University of Minnesota. From 1968 to 1994, associate degrees were granted to 4,693 graduates. The tradition of passing the torch from one class to the next continues to this day as part of commencement ceremonies.

The University of Minnesota, Crookston entered the next stages of its evolution in the early 1990s as it earned approval to offer baccalaureate degrees and as it made national history in 1993 by providing students and faculty members with notebook computers to become the first “Laptop University.” By the end of the academic year in 1994, 20 students had completed bachelor’s degree requirements. They were recognized at the 86th commencement ceremonies.

The U of M, Crookston awarded its first “distance” or online bachelor’s degree in 2001. In some cases, commencement now may be the first time a graduate actually sets foot on the campus, making the event all the more special.

Today, the University of Minnesota, Crookston is one of five campuses of the prestigious University of Minnesota system. With an enrollment of 1,600 undergraduate students from 30 countries and 40 states, the Crookston campus offers a supportive, close-knit atmosphere, top-level technology, and a distinctive career-oriented education.

We take pride in our students, faculty, and staff and in what they accomplish here: teaching, learning, research, and service. We all are enriched by the education, experiences, and relationships built here. This campus will be a memorable touchstone in our graduates’ lives as they go out into the world and make good things happen.
Prelude .......................................................................................................................................................... A Touch of Brass

The audience will rise for the processional and remain standing for the National Anthem.

Processional - “Pomp and Circumstance” by Edward Elgar .............................................. A Touch of Brass

The processional is led by the Mace-Bearer, William Peterson, MS. The procession includes
Faculty Marshal W. Daniel Svedarsky, PhD, the faculty, staff, candidates for degrees, and platform guests.

“The Star Spangled Banner” by Francis Scott Key .......................................................... A Touch of Brass

Sung by the audience, led by degree candidate Chelsea Swenson

Everyone may be seated.

“You Raise Me Up” by Brendan Graham and Rolf Lovland ................................. U of M, Crookston Choir

Directed by George French, Associate Professor of Music and Theater

Accompanied by Michelle Ramstad

Welcome ....................................................................................................................... Charles H. Casey, DVM, Chancellor

Greetings from the University of Minnesota Administration ................................. Robert Jones, PhD

Senior Vice President, Academic Administration, University of Minnesota System

Greetings from the University of Minnesota

Board of Regents ................................................................. The Honorable David McMillan

University of Minnesota Board of Regents

Address ................................................................. Jean Whalen, Class of 1980 and 2009

Official Court Reporter, Second Judicial District, St. Paul, MN

Presentation of Candidates ................................................................. Thomas Baldwin, EdD

Senior Vice Chancellor for Academic and Student Affairs

Introduction of Candidates ................................................................. Lynnette Mullins, MEd

Assistant Professor, Liberal Arts and Education Department

Conferring of Degrees ................................................................. The Honorable David McMillan

Congratulatory Remarks from the Alumni Association ......................... Juanita A. Lopez, Class of 2008

President, University of Minnesota, Crookston Alumni Association
Speaking for the Student Body ................................................................. Alisha Aasness  
Crookston Student Association President

Passing of the Torch ................................................................. Alisha Aasness to Adam Switzer  
Crookston Student Association President-Elect

“Like an Eagle” by Carl Strommen ........................................ U of M, Crookston Choir

Closing Comments ................................................................. Charles H. Casey, DVM

The audience will rise for the Minnesota Hymn and remain standing for the recessional.

“Hail! Minnesota” ................................................................. Sung by the audience  
(words on inside of back cover)

Recessional ................................................................. A Touch of Brass  
The audience is requested to remain in their seats until the recessional has left the gymnasium.

Student Marshals

Members of Alpha Lambda Delta - First Year Honor Society or the National Society of Leadership and Success

Levi Atinda
Kourtney Brevik
Thomas Chute
Alissa Hernandez
Dae Yeul Lee
Victoria Martin
Sara Scott
Christopher Walton

Safety and Special Needs

If you have any special needs during today’s event, please contact a university staff person stationed at the exits near the hallway. They can direct you to a variety of university personnel prepared to assist you.

For your safety, please take a brief moment to locate Lysaker Gymnasium’s exits. They are located to either side of the stage which will take you directly outside, and along the west wall which will take you out to the central hallway and then outside.

In the event of an emergency, choose the nearest exit and evacuate the gymnasium quickly and safely. Listen for further instructions from University event staff. Remain outside the building until the “all clear” is given by emergency responders.

Cell Phones and Pagers

Out of respect for all in attendance and for this important ceremony, please turn off or set all cell phones and pagers to silent mode.
Candidates for Graduation
Spring Semester, 2012

Baccalaureate Degrees will be conferred upon those listed below, subject to the completion of all curriculum requirements.

High Distinction

Megan I. Denver, Grand Rapids, MN ............................................................... Natural Resources
Megan Elizabeth Eul, Rosemount, MN ............................................................ Early Childhood Education
***Yangchen Dolker Gurung, Mustang, Nepal ................................................. Business Management
*Joseph Harren, Eagle Bend, MN ................................................................. Agronomy
**Alisha Marie Hillstrom, Maple Grove, MN ................................................ Business Management
Katy J. Johnson, Grand Rapids, MN ............................................................... Natural Resources
Kayla Alice Kehr, Richmond, MN ................................................................. Animal Science
Kyungwook Koo, Seoul, South Korea ........................................................... Accounting
Alyssa Anne Krikke, Grand Rapids, MI .......................................................... Health Sciences
*Samantha J. Maki, Hoyt Lakes, MN ............................................................... Early Childhood Education
Maranda R. Miller, St. Peter, MN ................................................................. Agricultural Systems Management
Chengyu Mo, Jiaxing, China .............................................................................. Business Management
Kristine Marie Neu, Pelican Rapids, MN ........................................................ Communication; Horticulture
Fangjing Pan, Shaoxing, China ......................................................................... Business Management
John Michael Plass, Tulelake, CA ................................................................ Agronomy
Melanie C. Rodriguez, Chanhassen, MN ......................................................... Animal Science
Miranda M. Smith, Le Roy, MN ....................................................................... Applied Health
Craig Vaughn, Cavalier, ND ............................................................................. Agricultural Systems Management

Distinction

Angela Marie Bartholomew, Maple Grove, MN ................................................. Business Management; Equine Science
*Jamie Lynn Blair, Galloway, NJ ................................................................. Health Management
Chase P. Boen, Karlstad, MN ........................................................................ Agricultural Business; Agronomy
*Amanda Victoria Carter, Maple Grove, MN ................................................ Business Management
Qi Chen, Shaoxing, China ................................................................................ Business Management
Austin Dean Czichotzki, Barnesville, MN ......................................................... Communication
**Sabrina Leigh Dziubarczyk, Spring, TX ........................................................ Business Management
*Kayla L. Ellerbusch, Shakopee, MN ............................................................... Business Management; Marketing
**Sarah Lynn French, Woodbury, MN .......................................................... Business Management
Andrew Gorentz, Perham, MN ....................................................................... Agronomy
Quinton Nels Liebl, Montevideo, MN ............................................................. Natural Resources
*Lindsey Renae Packer, Rochester, MN .......................................................... Applied Studies
Heather Lea Palm, Crookston, MN ................................................................. Health Management
Megan Elizabeth Reed, Blaine, MN ................................................................ Marketing
**Rick Allen Samuelson, Twin Valley, MN ..................................................... Hotel, Restaurant and Tourism Management
Christa Pauline Stanley, Virginia, MN .......................................................... Business Management
*William Thompson, Park River, ND ............................................................. Agronomy
Julie Ann Trotter, Eagen, MN ....................................................................... Hotel, Restaurant and Tourism Management
Nicholas Walters, Plymouth, MN ................................................................. Golf and Turf Management
Trenton Robert Waters, Rush City, MN .......................................................... Golf and Turf Management
*Holly Wrzos, Big Lake, MN ......................................................................... Hotel, Restaurant and Tourism Management
Alisha Reneemae Aasness, Fergus Falls, MN ................................................................. Horticulture
***Kazeem A. Adelekan, Coon Rapids, MN ................................................................. Business Management
Shukri A. Ahmed II, Hopkins, MN ............................................................................. Applied Studies
*Abraham Babatunde Alade, Brooklyn Park, MN ....................................................... Manufacturing Management
*Calvin Darius Alexander, Chicago, IL ........................................................................ Applied Studies
***Wazira Rashid Ali, Laga haama, Eegu Kombalcha, Ethiopia ................................. Applied Studies
Christopher Anderson, Becker, MN ............................................................................. Natural Resources
***David Thomas Anderson, Winnipeg, MB, Canada ................................................. Business Management
Jacoby Fitzgerald Anderson, Dallas, TX ..................................................................... Sport and Recreation Management
Lance Aulabaugh, Gainesville, FL ............................................................................. Manufacturing Management; Quality Management
*Christopher R. Awender, Crookston, MN ............................................................... Sport and Recreation Management

*B

*Keith Jory Bakken, Crookston, MN ................................................................. Business Management; Health Management; Quality Management
Ashley Anna Balfanz, Monticello, MN ........................................................................ Business Management
Janie M. Bauer, Durand, WI ....................................................................................... Early Childhood Education
Christina Ann Benson, Crookston, MN ....................................................................... Communication
**Aziza Husayinovna Berdiyeva, Turkmenabat, Turkmenistan ................................. Business Management
Brittany Carol Bergemann, Good Thunder, MN ....................................................... Marketing
*Kevin Leonard Bienias, Alexandria, MN ................................................................. Manufacturing Management
**Tanya Ann Blasingame, DeLand, FL ....................................................................... Accounting
Melissa A. Blawat, Viking, MN .................................................................................... Agricultural Business
Jonathon Dennis Blazek, Owatonna, MN ..................................................................... Business Management
Samuel G. Blees, St. Paul, MN ................................................................................. Criminal Justice
Nana Sarkodie Boaten, Accra, Ghana ........................................................................ Marketing
Thomas Jacob Borgerding, Belgrade, MN ................................................................. Agricultural Business
*Ronald R. Borst, Hastings, MN ................................................................................ Manufacturing Management
Bryan Edward Boutain, Alexandria, MN ..................................................................... Marketing
Cory Anton Braastad, Idaho Falls, ID .......................................................................... Natural Resources
*Tyler Jorden Brazier, Greenbush, MN ....................................................................... Software Engineering
***Kevin Charles Brown, Alexandria, MN ................................................................... Natural Resources
*Shawn Douglas Bulger, Blaine, MN .......................................................................... Natural Resources
**Aman Amano Bullo, Minneapolis, MN ...................................................................... Applied Studies
Casey Jay Byram, Devils Lake, ND ............................................................................ Natural Resources

C

Emily Ann Caillier, Crookston, MN ............................................................................ Biology; Health Sciences
Tyler J. Calderwood, Crary, ND .................................................................................. Agronomy
Michele Marie Caldwell, Delavan, WI .......................................................................... Applied Studies
Eric David Cardinal, Cold Spring, MN ........................................................................ Natural Resources
Sheila Catherine Elizabeth Carleton, Brainerd, MN ..................................................... Agronomy; Natural Resources
Amoy Annessa Carty, Sandy Point, Saint Kitts ....................................................... Hotel, Restaurant and Tourism Management
*Hui Chen, Zhuji City, China ...................................................................................... Business Management
Yu Cheng, Hangzhou, China ..................................................................................... Agricultural Business
***Stephen Nnamdi Chiejina, Raleigh, NC ................................................................. Business Management; Sport and Recreation Management
Eric David Chouinard, Owatonna, MN ..................................................................... Business Management
Brian Kelly Christensen, Crookston, MN.......................................................... Horticulture
**Robert A. Clark, Rogers, MN.................................................................Manufacturing Management
*James Matthew Collins, Savage, MN.......................................................Business Management
Janie Louise Conway, Rochester, MN..............................................................Applied Health
Kevin Michael Coyne, St. Paul, MN..........................................................Golf and Turf Management
*Elizabeth Shayna Cooley, Eldred, MN.........................................................Organizational Psychology
***Rochen Lou Meniano Cretesio, Malaybalay City, Philippines ......................Quality Management; Manufacturing Management
*Tammy Lynn Crowell, Windom, MN..........................................................Business Management
**Trista Jean Curry, Thief River Falls, MN....................................................Applied Studies

Andrew Thomas Dachel, Apple Valley, MN..................................................Business Management
*Seth D. Dagoberg, Alvarado, MN.................................................................Agricultural Business; Agronomy
**Jesse Roy Dahlstrom, Minneapolis, MN..................................................Business Management
Mitchell P. Daly, Chokio, MN.............................................................Agricultural Systems Management
Deborah Marie DeGriolo, Duluth, MN.......................................................Health Management
*Shelton E. Derisma, Mankato, MN..............................................................Hotel, Restaurant and Tourism Management
*Cory Charles Haugen DeWitte, Montrose, MN.............................................Manufacturing Management
Yuan Ding, Hangzhou, China.................................................................Agricultural Business
***Nicole Marie Dohmeier, Apple Valley, MN................................................Accounting
***Miranda Dougherty, Rochester, MN........................................................Applied Studies
Jena Marie Doyle, Grand Rapids, MN..........................................................Equine Science
Jackie Lee Dullinger, Cold Spring, MN..........................................................Biology; Health Sciences

*Ryan Patrick Ellingson, Wadena, MN........................................................Hotel, Restaurant and Tourism Management
*Amy Lea Ericson, Oakdale, MN...............................................................Business Management
Myrna D. Eben, Ada, MI.................................................................Business Management
***Wani Oliver Eluzai, Fargo, ND...............................................................Software Engineering
Angel A. Even, Monticello, MN.................................................................Applied Studies

Matthew David Feely, Cleveland, IL............................................................Manufacturing Management
**Lauren Ferrara, Eden Prairie, MN............................................................Hotel, Restaurant and Tourism Management
**Eric Michael Fiege, San Diego, CA..........................................................Sport and Recreation Management
Shanel Cherie Finke, Grand Marais, MN........................................................Communication
Eric Edward Fisher, Hartland, WI.............................................................Business Management
Kelsey Folkert, Bemidji, MN.................................................................Animal Science
Payne Allen Forester, South St. Paul, MN.....................................................Business Management
***Tyler Gary Foss, Lake Bronson, MN........................................................Aviation

Carl Gaulerud, Badger, MN..................................................................Agricultural Systems Management
David Ernest Grabowski, Virginia, MN.......................................................Criminal Justice
Adam Michael Grahek, Minneapolis, MN.......................................................Marketing
Trent B. Graves, Hartford, SD.................................................................Biology
***Daniel R. Grefsrud, Hawley, MN.............................................................Agronomy
*Daniel Christopher Gregg, Austin, MN....................................................Business Management
*Elizabeth K. Julian, Detroit Lakes, MN ................................................................. Natural Resources
***Daniel A. Groves, Grand Forks, ND ................................................................. Agronomy
*Tim Troy Gullekson, Fertile, MN ................................................................ Business Management
*Erik Mueller Gustafson, Eagan, MN ................................................................ Golf and Turf Management; Horticulture

*Stephanie Ann Haggerty, Forest Lake, MN ....................................................... Business Management
*Cassandra K. Hagness, Chatfield, MN ................................................................ Applied Studies
**Trista Elaine Halland, Crookston, MN ............................................................... Business Management
Theresa Annette Hamel, Lakota, ND................................................................. Agricultural Business; Agronomy
Michael P. Hanson, Crookston, MN .................................................................. Biology
Brenyn D. Hardy, Walhalla, ND ...................................................................... Natural Resources
*Chad Jonathan Harrer, Brooklyn Park, MN ....................................................... Golf and Turf Management; Horticulture
Casey Louise Hatch, Rockelm, WI ....................................................................... Natural Resources
*Kristin Louise Haukos, Elbow Lake, MN ............................................................... Business Management
**Chase Clay Haubursin, Santa Rosa, CA ...................................................... Sport and Recreation Management
**Michael Anthony Heier, Tempe, AZ ............................................................... Manufacturing Management
Jacob Elton Hein, Audubon, MN ........................................................................ Agricultural Systems Management
Adam E. Hendricks, Minneapolis, MN ............................................................... Business Management
*Joongi Heo, Seoul, South Korea ........................................................................... Software Engineering
***Yiwodes Gebremichael Heramo, St. Paul, MN .................................................... Software Engineering
***Jeremy James Herder, Robbinsdale, MN ........................................................ Criminal Justice
Abdi E. Hersy, Calgary, AB, Canada ................................................................. Applied Studies
**Stephanie M. Hoefs, Waukesha, WI ................................................................. Business Management
**Kindra Marie Hoffman, St. Francis, MN ........................................................ Natural Resources
**Kathryn Ann Holmquist, Madison, WI ......................................................... Communication
*Skyler S. Holzbauer, Breckenridge, MN ............................................................ Agronomy
Jeffrey Nicholas Horoshak, Eveleth, MN ............................................................ Natural Resources
***Zheng Huang, Lishui, China .......................................................................... Software Engineering
Zachary J. Hucko, Hinsdale, IL ........................................................................... Golf and Turf Management
*Mark D. Hudon, Wyoming, MN ........................................................................ Criminal Justice
Ethan Hulst, Crookston, MN ............................................................................... Agricultural Systems Management
Antonia Calderon Huston, San Marcos, TX ........................................................ Accountancy

J

Cassandra Christine Jarvis, Sleepy Eye, MN ....................................................... Criminal Justice
Liya Jiang, Hangzhou, China ........................................................................... Agricultural Business
**Jing Jin, Shangyu, China ............................................................................... Software Engineering
**Charles L. Johnson, Ada, MN ........................................................................ Agricultural Systems Management
Daniel Ray Johnson, Wheaton, MN ..................................................................... Natural Resources
Falyn R. Johnson, Hallock, MN .......................................................................... Agricultural Business
Kristina Lee Johnson, Pelican Rapids, MN ........................................................ Animal Science
Nicholas Daniel Johnson, Sioux Falls, SD ........................................................... Natural Resources
*Scott L. Johnson, Grand Forks, ND ................................................................. Golf and Turf Management; Horticulture
**Trey Johnston, Angus, MN ................................................................................. Communication
*Elizabeth K. Julian, Detroit Lakes, MN ............................................................. Natural Resources
K

***Kaleb Peter Kalkbrenner, Litchfield, MN............................................................... Biology
Musa Bin Kamara, Silver Spring, MD ................................................................. Sport and Recreation Management
Rachel Fern Keimig, Milaca, MN ................................................................. Agricultural Systems Management
*Colin Patrick Kenfield, Thief River Falls, MN ...................................................... Applied Studies
Lauren Brittney Kessler, Albertville, MN ............................................................. Early Childhood Education
Katherine A. Kezar, Farmington, MN ............................................................... Natural Resources
Cory Kimball, Park Rapids, MN ........................................................................ Natural Resources
Adam J. Kleinschmidt, Glenwood, MN ............................................................. Natural Resources
*Joshua W. Koch, East Bethel, MN ............................................................. Manufacturing Management; Marketing
***Kristen Leigh Koch, Anoka, MN................................................................. Communication
Kathleen J. Kocina, Savage, MN ............................................................... Accounting
***Adam M. Koenig, Park River, ND................................................................. Criminal Justice
Terence Daniel Kopiertz, Minneapolis, MN ...................................................... Natural Resources
*Sylvana Claire Kotila, Minneapolis, MN .......................................................... Natural Resources
Megan Elizabeth Kramer, Owatonna, MN ........................................................ Equine Science
***Michael Joseph Krause, East Los Angeles, CA.............................................. Criminal Justice
Lois Kriehg, Crookston, MN ......................................................................... Business Management
Kayla Leigh Krueger, Walker, MN ...................................................................... Equine Science
Matthew Caleb Krueger, East Grand Forks, MN ............................................ Agricultural Business
*Melanie Kubica, Shoreview, MN ................................................................. Applied Studies
Brett Adam Kupferschmid, Perham, MN ......................................................... Natural Resources
Jameson Robert Kyargaard, Corcoran, MN ................................................... Manufacturing Management

L

Samantha C. Lahman, Parkers Prairie, MN ............................................................ Animal Science
Hansraj Narain Lakhan, Duluth, MN ................................................................. Applied Studies
Luke R. Langerud, Audubon, MN .................................................................... Agronomy
**Miranda Jo Langner, Big Lake, MN ............................................................. Accounting
Zachary R. Larson, Alexandria, MN ................................................................. Natural Resources
Dominic Frank LaRussa Jr., San Diego, CA ...................................................... Business Management
*Kaci Jo Lawrence, Eau Claire, WI ................................................................. Business Management
Benjamin Alex Lazzari, Shakopee, MN ............................................................ Natural Resources
*Amy Jo Lechner, Rochester, MN .................................................................... Applied Health
*Adam Lee, Halstad, MN ............................................................................. Sport and Recreation Management
Sung Soo Lee, Seong, South Korea ..................................................................... Marketing
Ye Eun Lee, Seoul, South Korea ........................................................................ Hotel, Restaurant and Tourism Management
*Kevin M. Leeper, Centennial, CO ................................................................. Golf and Turf Management
*Theodore Thomas Lenneman, St. Michael, MN ............................................ Golf and Turf Management; Horticulture
Lydia H. Lestingi, Dresden, NY ....................................................................... Animal Science
Jesse William Limanen, Mora, MN ................................................................. Natural Resources
*Kaitlyn Linde, Apple Valley, MN .................................................................... Natural Resources
Austin Link, New York Mills, MN .................................................................... Natural Resources
**Chunhui Liu, Fuzhou, China ........................................................................ Business Management
**Nongye Lo, St. Paul, MN ........................................................................... Business Management
Brian O. Lombardi, Apple Valley, MN ............................................................. Accounting
John Robert Lombardi, Apple Valley, MN ..................................................... Business Management; Marketing
**Alexander Ray Lopez, Long Beach, CA ...................................................... Communication
***Craig Patrick Lorenz, Grand Forks, ND .................................................... Sport and Recreation Management
Xi Luo, Beijing, China .................................................................................... Software Engineering
Trenton Davis Nyhus, Almena, WI
Marissa A. McWilliam, Winger, MN
Eli Warren McVey, Princeton, MN
Hai Thi Nguyen, Plymouth, MN
Jordan Melbye, Crookston, MN
Brendan Meissner, Evansville, MN
Lori Ann Olson, Maple Grove, MN
Alysia Ann Osowski, Grafton, ND
Kristin Mary Otten, Big Lake, MN
Jacob Curtis Newland, Northfield, MN
Kimberley Ann Nelson, East Grand Forks, MN
Cody McLean, East Grand Forks, MN
Jarod T. Matzke, Utica, MN
Kelsey Jayne Matykowski, Sun Prairie, WI
Donna M. Malarkey, Crookston, MN
Klint Kyle Mahne, Lake Bronson, MN
Tyrell Thomas Macheledt, Battle Lake, MN
Octavio S. Navarrete, Wildomar, CA
Mitchell Wade Maanum, Farwell, MN
Tyrell Thomas Macheledt, Battle Lake, MN
Klint Kyle Mahne, Lake Bronson, MN
Donna M. Malarkey, Crookston, MN
Kelsey Jayne Matykowski, Sun Prairie, WI
Jordan Melbye, Crookston, MN
Cody M. Metcalf, Breckenridge, MN
Andrew Fritz Meyer, Fergus Falls, MN
Megan M. Meyer, Linwood, MN
Eric W. Miller, Marysville, OH
Eric J. Morgan, Crookston, MN
*Jessa Shannon Murchison, New Prague, MN
Lucas Allen Myers, Rochester, MN
Paul Michael Myers, Arden Hills, MN

Octavio S. Navarrete, Wildomar, CA
Kimberley Ann Nelson, East Grand Forks, MN
Jacob Curtis Newland, Northfield, MN
Hai Thi Nguyen, Plymouth, MN
Trenton Davis Nyhus, Almena, WI

Jonah Gregory Olson, White Bear Lake, MN
Lori Ann Olson, Maple Grove, MN
Alysia Ann Osowski, Grafton, ND
Jessica Iris Ostrov, St. Louis Park, MN
Kristin Mary Otten, Big Lake, MN
Justin L. Overby, Langdon, ND
Stephanie Jo Overgaard, Crookston, MN

Benjamin J. Packer, Coon Rapids, MN
Damian John Paczkowski, Minnetonka, MN
Kalpana Gabrielle Parsons, Mahtomedi, MN
Cheryl Ann Paulson, Stewartville, MN
*Shanda Marie Paulson, Milaca, MN
Nicole Pearson, San Luis Obispo, CA
*Misty Anne Pellerin, North Branch, MN
Collin Clifford Perry, Grand Forks, ND
Whitney Marie Pilger, Crookston, MN

*Mitchell Wade Maanum, Farwell, MN
*Tyrell Thomas Macheledt, Battle Lake, MN
*Klint Kyle Mahne, Lake Bronson, MN
*Donna M. Malarkey, Crookston, MN
*Kelsey Jayne Matykowski, Sun Prairie, WI
***Jordan Melbye, Crookston, MN
*Elisabeth Marie McWilliam, Winger, MN
***Brendan Meissner, Evansville, MN
***Jordan Melbye, Crookston, MN
*Cody M. Metcalf, Breckenridge, MN
*Andrew Fritz Meyer, Fergus Falls, MN
*Megan M. Meyer, Linwood, MN
*Eric W. Miller, Marysville, OH
*Eric J. Morgan, Crookston, MN
*Mitchell Wade Maanum, Farwell, MN
*Andrew Fritz Meyer, Fergus Falls, MN
*Megan M. Meyer, Linwood, MN
*Eric W. Miller, Marysville, OH

**Shanda Marie Paulson, Milaca, MN
*Misty Anne Pellerin, North Branch, MN
*Collin Clifford Perry, Grand Forks, ND
Whitney Marie Pilger, Crookston, MN

Application of Health
Applied Health
Communication
Agronomy
Business Management; Marketing
Business Management
Applied Health
Applied Health
Business Management; Marketing
Business Management
Accounting
Early Childhood Education
Applied Health
Business Management
Applied Studies
Business Management
Biological Sciences; Health Sciences
Golf and Turf Management
Accounting
Early Childhood Education
Applied Health
Business Management
Business Management; Marketing
Biological Sciences; Health Sciences
**Noelle Elizabeth Pinc, Prior Lake, MN .......................................................... Marketing
Eric George Plut, Burnsville, MN ............................................................... Manufacturing Management
Corinne H. Powell, Chapel Hill, NC .............................................................. Applied Health
Kristopher James Proulx, Red Lake Falls, MN ........................................... Business Management

*Kristin Lynn Qualley, Crookston, MN ......................................................... Agricultural Business

Mark Anthony Ranweiler, Brandon, MN ...................................................... Natural Resources
Jessica Ray Rarick, Crookston, MN .............................................................. Natural Resources
Jennifer Lee Rasmussen, Ashby, MN ............................................................ Health Sciences
**Bobbielee Maree Ratzlaff, Mountain Lake, MN ........................................ Applied Studies
***Charles Andrew Reichert, Coon Rapids, MN ........................................... Manufacturing Management
Tanya C. Rene, Maple Grove, MN .............................................................. Health Management
***Kyle Rick, Coon Rapids, MN ................................................................. Golf and Turf Management; Manufacturing Management
Mark Thomas Riepe, Perham, MN .............................................................. Agronomy
Jeffrey Scott Robinson, Eden Prairie, MN ................................................... Business Management
*Jared Thomas Rollness, Langdon, ND ......................................................... Agricultural Business
Jordan J. Rondorf, Thief River Falls, MN ..................................................... Agricultural Business
Lucas Jeffrey Rosemeyer, Dorchester, WI ..................................................... Natural Resources
Danielle Rae Rueter, Burlington, WI ........................................................... Sport and Recreation Management
Jeffrey Pfaender Runck, New Ulm, MN ....................................................... Natural Resources
Marian R. Rupp, Northfield, MN ................................................................. Agricultural Business
Joshua M. Rustan, Farmington, MN ............................................................. Criminal Justice

Dustin Jordan Salquist, Blooming Valley, WI ................................................ Natural Resources
Jacob Charles Marvin Sanders, Crookston, MN ........................................... Biology
**Elizabeth April Sathoff, Jackson, MN ...................................................... Applied Health
Lisa Schabo, Appleton, WI ................................................................. Equine Science
Jeffrey J. Schiller, Lakeside, CA ................................................................. Natural Resources
*Michael Leroy Schlep, Holloway, MN ........................................................ Software Engineering
Robert W. Schmidt, Parkers Prairie, MN ..................................................... Natural Resources
*Clayton Thomas Schmitt, Delano, MN ...................................................... Golf and Turf Management
*Gemma C. Schmitz, Thompson, ND ........................................................ Natural Resources
Katie Elizabeth Schneider, Delano, MN ...................................................... Agricultural Business; Equine Science
Allison Ann Schumacher, Crookston, MN .................................................. Sport and Recreation Management
Cory D. Seidel, Garfield, MN ................................................................. Natural Resources
Andrew William Seligman, Urbandale, IA ................................................... Business Management
***Darin Bernard Selzler, Crookston, MN ..................................................... Criminal Justice
*Carol A. Shatley, Schenectady, NY ............................................................. Manufacturing Management
Allen Shaw, Ulen, MN ................................................................. Agricultural Business
Kayla Ann Sherod, Alexandria, MN ........................................................... Animal Science
Nichole Rae Shulstad, Pelican Rapids, MN ................................................. Accounting
***Jacqueline Marie Sikorski, Oakdale, MN .......................................................... Applied Health
**Mark A. Simpson, New York Mills, MN ............................................................ Natural Resources
*Brittney Marie Skoien, Wannaska, MN ............................................................ Agricultural Business; Equine Science
***Ashley Renee Sletten, Starbuck, MN ............................................................. Business Management; Health Management
Thomas Gary Slover, Golden Valley, MN .......................................................... Business Management
Deandre Stafford Benjamin Snow, Detroit, MI .................................................. Communication
*Aaron J. Soland, Bottineau, ND ... ............................................................... Business Management
***Katherine Marie Sorlie, Lakeville, MN ............................................................ Business Management
Lauren M. Stai, Bemidji, MN ............................................................................ Agronomy
Anna Steen, Hanover, MN .............................................................................. Equine Science
Scott Stenger, Kimball, MN ............................................................................. Natural Resources
**Scott James Steuck, Dassel, MN ..................................................................... Communication
*Devin Sticha, Lankin, ND .............................................................................. Agronomy
Demi Rae Stokes, Hewitt, MN ......................................................................... Equine Science
*Anita Denise Stoltenberg, Rochester, MN ....................................................... Applied Health
Lynsey Rae Strand, St. Michael, MN ................................................................. Accounting
Trevor J. Stromme, Crary, ND ........................................................................... Agricultural Systems Management
Nicholas John Suchla, Rochester, MN .............................................................. Applied Studies
Benjamin Charles Sullivan, Crookston, MN ...................................................... Natural Resources
***Guangxian Sun, Pinghu, China ....................................................................... Software Engineering
**Samuel Sutterfield, Tucson, AZ ....................................................................... Marketing
Chelsea Swenson, Fertile, MN ........................................................................... Software Engineering

***Leonardo Cotrim Teixeira, Ponta Grossa, Brazil .............................................. Business Management
**April Templin, Clear Lake, SD ........................................................................ Natural Resources
Stephanie Marie Thomas, St. Albert, AB, Canada ............................................ Business Management; Marketing
Elisabeth M. Thomsen, Mahtowa, MN ............................................................... Equine Science
Andrew Nathan Thon, Gainesville, FL .............................................................. Manufacturing Management
**Natalie Pixieann Thorne, Columbia, SC ........................................................ Applied Studies
*Mitch R. Tjossem, Crookston, MN ................................................................. Natural Resources
*Lam Tran, Blaine, MN .................................................................................. Manufacturing Management
*Joshua M. Trottier, Devils Lake, ND ................................................................. Golf and Turf Management
**Calvin M. Tschida, Pierz, MN ........................................................................ Applied Studies
Brady Alan Tweed, Tolna, ND .......................................................................... Agronomy

**Danielle Ulschmid, Park Rapids, MN .............................................................. Early Childhood Education

K
*Kyle Rutger Vant, Lombard, IL ........................................................................ Natural Resources
*Kara Marie Vedder-Miller, Glenwood, MN ...................................................... Applied Studies
*Jay Christian Visger, Bismarck, ND ................................................................. Biology
*Christopher Paul Vogel, Meriden, KS .............................................................. Sport and Recreation Management

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**Aimee Jo Wagner, Crookston, MN ................................................................. Accounting
Amanda Beth Wagner, Fisher, MN ................................................................. Communication
*Jacqueline Kathleen Wallace, Billings, MT .................................................. Business Management
**Benjamin Joel Walsvik, Verndale, MN ......................................................... Natural Resources
*Marc E. Walter, Plummer, MN ................................................................. Agronomy
**Bethany J. Walters, Crosslake, MN ............................................................ Environmental Sciences
Yijun Wang, Hangzhou, China .................................................................... Software Engineering
Trevor David Wegner, Faribault, MN ............................................................. Natural Resources
**Cory Robert Weisner, Hugo, MN ............................................................... Sport and Recreation Management
Sara Nicole Wells, Calgary, AB, Canada ......................................................... Biology; Equine Science
Benjamin G. Wendt, Osceola, WI ................................................................. Natural Resources
*Kristin A. Werner, Brooklyn Park, MN ....................................................... Horticulture
Abbie Jean Westby, Pelican Rapids, MN ....................................................... Agricultural Education
*Latecia Maria Williams, Chicago, IL ........................................................... Applied Studies
Cassie Ann Wilson, Thief River Falls, MN .................................................... Natural Resources
*Laura Anne Wilson, South Shore, SD ........................................................ Agricultural Business; Equine Science
**Michael Wimmer, Randall, MN ................................................................. Natural Resources
*Joshua David Wimmergren, Maple Grove, MN .......................................... Manufacturing Management
*Jenny Wolfe, Plymouth, MN .................................................................... Applied Studies
Joscelyn Wright, Thief River Falls, MN ........................................................ Accounting
**Staci Lynn Wright, Wonewoc, WI ............................................................. Accounting; Health Management

Jie Yang, Shaoxing, China ............................................................................ Agricultural Business
Christian Guy Yimgnia, Douala, Cameroon .................................................. Accounting
*Anthony Young, St. Cloud, MN ................................................................. Natural Resources
Savannah R. Younggren, Hallock, MN .......................................................... Agricultural Business

***Katya Yurhakiria Zepeda de Obisakin, Crookston, MN ......................... Organizational Psychology
*Xi Zhou, Chong Qing, China .................................................................... Business Management; Marketing
***Nicole A. Zieska, Minot, ND ................................................................ Accounting
**Katelyn Zins, Starbuck, MN .................................................................... Communication

* Fall Semester, 2011, graduate
** Summer Session, 2012, candidate
*** Fall Semester, 2012, candidate

Students who complete a degree program with a minimum grade point average of 3.90 graduate “with high distinction.”

Students who complete a degree program with a minimum grade point average of 3.75 graduate “with distinction.”
| Abbreviations: ANRD: Agriculture and Natural Resources Department  
BD: Business Department  
LAE: Liberal Arts and Education Department  
MSTD: Math, Science, and Technology Department |
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<tr>
<td>Aakre, Paul, MS, Assistant Professor, ANRD</td>
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<tr>
<td>Ali, Adel, PhD, Professor, Head, MSTD</td>
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<td>Baird, Philip, MS, Associate Professor, ANRD</td>
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| Baldwin, Thomas, EdD, Senior Vice Chancellor for Academic and Student 
  Affairs                                      |
| Bergman, Courtney, MBA, Lecturer, BD             |
| Breaker, Martin, JD, Teaching Specialist, BD     |
| Brorson, Bruce, MS, Associate Professor, BD      |
| Brorson, Susan, PhD, Professor, Head, BD         |
| Bulie, Kenneth, JD, CPA, Lecturer, BD            |
| Casey, Charles H., DVM, Chancellor                |
| Castle, Eric, MLA, Assistant Professor, ANRD     |
| Chen, Baizhou, MBA, CPA, Lecturer, BD            |
| Cooper, Kevin, MBA, Teaching Specialist, BD      |
| Del Vecchio, Ronald, PhD, Professor, Head, ANRD  |
| DeMuth, David, PhD, Associate Professor, MSTD    |
| Dingmann, Brian, PhD, Associate Professor, MSTD  |
| Elf, Pam, PhD, Associate Professor, MSTD         |
| Freberg, Kenton, MS, Assistant Professor, ANRD   |
| French, George, MM, Associate Professor, LAE     |
| Geller, Jack, PhD, Professor, Head, LAE          |
| Giannonatti-Bradford, Terrill, MEd, Instructor, ANRD |
| Grave, Marilyn, MS, Associate Professor, LAE     |
| Hook, Lacole, PhD, Instructor, BD                |
| Huglen, Mark, PhD, Associate Professor, LAE       |
| Jacobson, Susan, MA, Instructor, ANRD            |
| Johnson, Kenneth, MBA, Instructor, BD            |
| Killough, Alvin, PhD, Assistant Professor, LAE    |
| Lariviere, Charles, MBA, Instructor, ANRD        |
| Leininger, Brooke, MS, Instructor, ANRD          |
| Lim-Thompson, Soo-Yin, PhD, Associate Professor, LAE |
| Loegering, John, PhD, Associate Professor, ANRD  |
| Lundbohm, Rachel, MBA, Instructor, BD            |
| Maier, Denis, PhD, Assistant Professor, BD       |
| Maiga, Harouna, PhD, Associate Professor, ANRD   |
| McCoppin, Rachel, PhD, Associate Professor, LAE  |
| Melby, Marcella, PhD, Lecturer, MSTD             |
| Melbye, ADawn, MEd, Instructor, ANRD            |
| Miller, Brenda, MEng, Instructor, ANRD           |
| Miller, Karen, PhD, Lecturer, LAE                |
| Mukku, Venugopal, PhD, Assistant Professor, MSTD |
| Mullins, Lynnette, MEd, Assistant Professor, LAE |
| Myers, Kenneth, MS, Associate Professor, BD      |
| Neet, Sharon, DA, Professor, LAE                |
| Odom, Marsha, EdD, Associate Professor, LAE      |
| Overgaard, Nicky, MMgt, Instructor, ANRD         |
| Peterson, William, MS, Professor, MSTD          |
| Proulx, Rob, MS, Lecturer, ANRD                  |
| Robberts, Theunis Christoffel, MS, Program Director, BD |
| Rudstrom, Margaretha, PhD, Associate Professor, ANRD |
| Schaar, James, MDiv, Lecturer, LAE               |
| Seyfried, David, MA, MPH, Program Director, Sr. Lecturer, LAE |
| Simmons, Matthew, PhD, Assistant Professor, ANRD |
| Smith, Katy, PhD, Assistant Professor, MSTD      |
| Stepanova, Valeria, PhD, Lecturer, MSTD          |
| Stewart, Sharon, PhD, Associate Professor, MSTD  |
| Svedarsky, W. Daniel, PhD, Professor, ANRD       |
| Tang, Jingpeng, PhD, Associate Professor, MSTD   |
| Thompson, Kevin, PhD, Associate Professor, LAE   |
| Tian, Kun, PhD, Instructor, MSTD                 |
| Treanor, Twyla, EdS, Assistant Professor, MSTD   |
| Viker, Paula, MS, Instructor, MSTD               |
| Vivion, Michael, BS, Teaching Specialist, ANRD   |
| Walker, Kristina, PhD, Assistant Professor, ANRD |
| Westrom, Lyle, PhD, Associate Professor, ANRD    |
| Wieland, Oxana, PhD, Lecturer, BD                |
| Youssef, Eyad, PhD, Assistant Professor, BD      |

*The Faculty Assembly consists of: (a) tenured faculty, (b) tenure track faculty, and (c) faculty and other professional staff who work at least 50% time in credit teaching and 66% time in teaching, research, and service.*
Academic Costume

The caps and gowns worn by graduates and faculty are based on costumes used in universities of the 14th and 15th centuries, particularly at Oxford and Cambridge universities in England. This academic dress has been used in the United States from colonial times and was standardized by an 1895 Intercollegiate Code. Like the military of medieval times with its pages, squires, and knights, the academic world has long had three basic grades of dignity and achievement. These are undergraduates, bachelors, and masters (or doctors). The distinction between masters and doctors is comparatively recent; both imply the right to teach.

Black is the most common color for academic gowns. There is no trimming on the gowns for the bachelor’s or master’s degrees. For the doctoral degree, the gown is faced down the front with black or colored velvet and with three bars of the same color across the sleeves. The color in the master’s costume is restricted to the hood worn around the neck and down the back. This is edged with velvet or a color which indicates the subject area of the degree received and is lined with silk in the colors of the institution which granted the degree.

Doctors have a larger and more open hood lined, like the master’s hood, with the colors of the degree-granting institution and trimmed with the color of the subject area of the degree received. Gowns have black or colored velvet on the sleeves and the front.


The Regents’ Medallion

The five-foot Regents’ Medallion is displayed at commencements and other official events of the University of Minnesota Board of Regents. On the face of the medallion, silk screened in the University’s colors of maroon and gold, is the seal of the regents.

An antique lamp represents the metaphysical sciences; a telescope, the physical sciences; a plow, the industrial arts; and a palette with brushes, the fine arts. The Latin motto, Commune Vinculum Omnibus Artibus, means “a common bond for all the arts.”
International Flags

The University of Minnesota, Crookston places value on diversity and provides students with many opportunities to gain global and diverse perspectives. Many students travel from other countries to the Crookston campus to earn an education and to share their experiences. A colorful reminder of our global society, the flags on display represent each international graduate’s home country or country of origin.

The Mace

The Mace is used for all University of Minnesota Commencements. The word “mace” is from Middle English and was originally used to refer to the implement for breaking armor during the Middle Ages. Today its use is more peaceful, for it now is a staff borne by, carried before, or placed near a dignitary as an insignia of dignity and authority. First designed in 1961 for the inauguration of O. Meredith Wilson, the original mace is made of aluminum and topped by a crystal ball, which symbolizes the illuminating quality and the clarity of thinking that characterizes education. The crystal ball is topped by a star representing Minnesota, the North Star State. The staff is carried by the most senior professor of the college.

The Torch

A tradition unique to the U of M, Crookston is the presence of a torch at special ceremonies. The symbolic light of the academic torch—the light of knowledge that permits understanding—represents the educational philosophy of the University of Minnesota.

There are actually three different torches that play a role in the history of the campus. The first is the original torch created by the final graduating class of the Northwest School of Agriculture (NWSA) and passed to the first graduating class of the Technical Institute in 1968. That torch is on display in the Heritage Room in Kiehle Building.

In 2002, regional artist David Badman designed and handcrafted a new academic torch as a gift to the campus in recognition of its new academic mission as a baccalaureate university. That torch has been present at all commencement ceremonies and other special campus events since then.

In 2009, Lew Hanson, an employee of the University, and DeBoer Industries of Crookston created a new torch to commemorate the 100th anniversary of graduation ceremonies on the Crookston campus. Inscribed on the handle of this “Century Torch” are the five core values of the U of M, Crookston: Integrity, Excellence, Diversity, Innovation, and Learner Centeredness.

During today’s ceremony, the Century Torch is passed to the incoming president of the Crookston Student Association (CSA), maintaining the tradition that began in 1968 and acknowledging the history of the campus from its roots in the NWSA to the present.
Degree Programs

Bachelor of Science Programs

Accounting
Agricultural Business
Agricultural Systems Management
  Bio-fuels and Renewable Energy Technology
  Farm and Ranch Management
  Power and Machinery
  Precision Agriculture
Agronomy
  Agronomic Science
  Crop Production
Animal Science
  Animal Science
  Pre-Veterinary Medicine
Applied Studies
  Respiratory Care
Aviation
  Agricultural Aviation
  Law Enforcement Aviation
Biology
Business Management
  Business Aviation
  Entrepreneurship & Small Business Management
  Management
Communication
Criminal Justice
  Corrections
  Law Enforcement
Early Childhood Education
  Primary Education
  Program Management
Environmental Sciences
  Agricultural Environmental Stewardship
  Environmental Ecology
  Environmental Health
  Environmental Toxicology and Chemistry
  Individualized Environmental Sciences
  Water Quality
Equine Science
  Equine Science
  Pre-Veterinary Medicine
Golf and Turf Management
Health Management
Health Sciences (Pre-Professional)
Horticulture
  Environmental Landscaping
  Production Horticulture
  Urban Forestry
Information Technology Management
Marketing
Natural Resources
  Natural Resource Aviation
  Natural Resource Law Enforcement
  Natural Resources Management
  Park Management
  Water Resource Management
  Wildlife Management
Software Engineering
Sport and Recreation Management

Bachelor in an Applied Field Programs

Applied Health (B.A.H.)
Manufacturing Management (B.M.M.)
Quality Management (B.M.M.)

Online Bachelor Programs

Accounting
Applied Health
Applied Studies
Business Management
Communication
Health Management
Information Technology Management
Manufacturing Management
Marketing
Quality Management
National Anthem

Star Spangled Banner

Oh, say, can you see, by the dawn’s early light,
What so proudly we hailed at the twilight’s last gleaming?
Whose broad stripes and bright stars, through the perilous fight,
O’er the ramparts we watched, were so gallantly streaming?

And the rockets’ red glare, the bombs bursting in air,
Gave proof through the night that our Flag was still there.
O say, does that Star-Spangled Banner yet wave,
O’er the land of the free, and the home of the brave?

University of Minnesota Hymn

Hail! Minnesota

Minnesota, hail to thee! Hail to thee, our college dear!
Thy light shall ever be a beacon bright and clear;
Thy sons and daughters true will proclaim thee near and far;
    They will guard thy fame and adore thy name;
Thou shalt be their Northern Star.

Like the stream that bends to sea, like the pine that seeks the blue,
Minnesota, still for thee thy sons are strong and true;
From thy woods and waters fair, from thy prairies waving far,
   At thy call they throng with their shout and song,
Hailing thee their Northern Star.
Today the University of Minnesota, Crookston delivers more than 25 bachelor’s degree programs and 40 concentrations, including several online degrees. With an enrollment of 1,600 undergraduate students from 30 countries and 40 states, the Crookston campus offers a supportive, close-knit atmosphere, top-level technology, and a distinctive career-oriented education that leads to a prestigious University of Minnesota degree.

Visit us online at www.umcrocokston.edu.

Small Campus. Big Degree.

Disability accommodations will be provided upon request. Please contact a University staff member for assistance.

The University of Minnesota is committed to the policy that all persons shall have equal access to its programs, facilities, and employment without regard to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status, or sexual orientation.