



## **Speaker Biographies – October 28, 2015 – East Lansing, Michigan**

J.R. Richardson

***Natural Resources Commission and Timber Advisory Council***

J.R. Richardson – chair of the Natural Resources Commission and the Timber Advisory Council – is a lifelong resident of the Upper Peninsula. In his 31-year career in the paper industry, he worked as a union coal handler, paper machine laborer, recovery boiler operator, process engineer, engineering supervisor, production supervisor and quality and environmental manager. Richardson ended his paper industry career as an operations and technical manager for Smurfit-Stone Container Corporation. In 2007, he joined New York-based Traxys Corporation, an organization working to create renewable energy alternatives for producing power in the U.P.

While working in the forest products industry, Richardson has been a leader in developing safe, profitable, environmentally friendly processes and procedures. He directed the development of an environmental management system that led the way to Michigan's Clean Corporate Citizen designation for the Ontonagon paper mill. Under Richardson's leadership, the mill also attained a Longevity Award from the Clean Corporate Citizen program in 2004, and three Neighborhood Environmental Partnership designations.

For his work, Richardson has been honored by the Michigan Department of Natural Resources, the Michigan Manufacturer's Association, Champion International and many others.

Richardson is a member of the Rotary Club, Whitetails Unlimited, Ducks Unlimited, the Upper Peninsula Sports Fisherman's Association (president), the Solid Waste Planning Committee (head) and others. He has also served on the Michigan Department of Environmental Quality's Task Force for best management practices for the forest products industry.

Richardson has a bachelor's degree in chemical engineering from Michigan Technological University.

He lives in Ontonagon and is an avid fly fisherman, backpacker, hunter and stamp collector.

Keith Creagh

***Michigan Department of Natural Resources***

Keith Creagh brings a vast amount of experience and love of the outdoors to his position as director of the Michigan Department of Natural Resources. He has an extensive background in policy development, strategic planning and relationship building and avidly pursues his lifelong interests in outdoor recreation, such as hunting, fishing, camping, and hiking.

Prior to his appointment on July 9, 2012, by Governor Rick Snyder, Creagh had been serving as director of the Michigan Department of Agriculture and Rural Development (MDARD) since January 1, 2011.

Creagh's service with state government began in 1974 and has included a wide range of positions with MDARD during his tenure.

Creagh has a Bachelor of Science degree in forestry from Michigan Technological University.

Creagh and his wife, Laska, have four children and reside in Williamston.

## Governor Rick Snyder

### ***Governor of the State of Michigan***

When Rick Snyder became Michigan's 48<sup>th</sup> Governor in 2011, he pledged a commonsense approach to governing that focused on working together to find solutions for the state's toughest problems.

With the self-proclaimed moniker "one tough nerd," Governor Snyder has focused on making government more efficient and effective for Michigan's citizens. In his first term, the state has passed four balanced budgets, eliminated a \$1.5 billion deficit and reformed burdensome tax and regulatory codes that were stifling business growth and job creation.

Raised in a Battle Creek home known for a strong work ethic and service to others, Governor Snyder's upbringing has aided in leading the state's comeback. A homemaker and a small business owner, his parents demonstrated the value of hard work.

After graduating the University of Michigan, he joined accounting firm PwC (formerly Coopers & Lybrand). There, he met his wife Sue. They are the proud parents of Jeff, Melissa and Kelsey.

Following a successful career as partner at Coopers & Lybrand, Governor Snyder joined Gateway as President and COO. He later returned to Michigan to cofound an Ann Arbor-based venture capital fund.

The Governor's background as a successful job creator has helped him better serve Michigan, producing results that earned him 'Public Official of the Year' in 2014 from GOVERNING magazine.

Under Governor Snyder, Michigan has created more than 420,000 new private sector jobs. Today, Michigan's unemployment rate is at its lowest point in 14 years.

He successfully implemented Healthy Michigan, an innovative and bipartisan plan that has provided affordable and quality healthcare for more than 500,000 hard-working Michiganders.

Among his greatest achievements, Governor Snyder built a bipartisan coalition of Michiganders to put Detroit on a path to success.

With the Governor's unwavering commitment, Detroit has emerged bankruptcy poised to be one of the great comeback stories in American history.

The Governor's "Relentless Positive Action" has brought solutions to pressing problems and renewed optimism in Michigan's future.

John J. Walsh

***Director of Strategy for Governor Rick Snyder***

John Walsh is the Director of Strategy for Governor Rick Snyder. Previously, he served as Speaker Pro Tempore of the Michigan House of Representatives from 2011 to 2014. First elected to the House in 2008 from the 19<sup>th</sup> District (Livonia), Mr. Walsh served on various committees during his tenure, including Judiciary (Chair), Tax (Vice Chair), Commerce, Education and Appropriations. Recognized by his peers as the most effective Legislator in 2013 and as Legislator of the Year by MIRS News in 2014, Mr. Walsh was also recognized as Legislator of the Year by the Police Officers Association of Michigan, the Michigan Police Chiefs Association, the Michigan Social Workers Association, and the Soft Drink Association. He may be best known as negotiating the “Grand Bargain” which helped usher the end of bankruptcy in the City of Detroit.

Prior to his work in the Legislature, Mr. Walsh was an Executive at Schoolcraft College. His responsibilities included development, government and external relations, grants, and related administrative and legal matters. He was also responsible for the College’s Business Development Center, its food service department and the Schoolcraft College VisTaTech Center, a 120,000 square foot conference and corporate training facility. Of particular note, Mr. Walsh was Executive Director of the award winning Schoolcraft College Culinary Arts program, recognized as one of the best programs in the world.

Prior to joining Schoolcraft College, Mr. Walsh was a founder and principal with the law firm of Raymond, Walsh & Enwright, PC, specializing in mergers and acquisitions, finance, and general corporate law. During his tenure there, he hosted *Law Talk*, a one-hour cable show that appeared in 47 communities in western Wayne and Oakland counties. He had previously been a member of Lewis, White & Clay, PC, and was senior counsel with Unisys Corporation.

He received his Juris Doctorate from Wayne State University College of Law (1987), and his B.A. in political science from James Madison College of Michigan State University (1984), majoring in public policy analysis.

He was named an Aspen Rodel Fellow in 2012.

Mr. Walsh resides in Livonia with his wife and two children.

Bill O’Neill

***Michigan Department of Natural Resources***

Bill O’Neill is the chief of the Department of Natural Resources’ Forest Resources Division. He also serves as state forester for Michigan.

In his role as chief, O’Neill is focusing on what’s best for Michigan’s forest land, and for the industries and people who rely on Michigan’s robust natural resources. He believes that sustainably managing Michigan’s state forest system has always been a collaborative effort and that by continuing to communicate and work together, we can ensure that Michigan’s forests remain the best of the best for current and future generations.

As state forester, O’Neill is working to strengthen the DNR’s representation among forestry stakeholders, maintain a high level of involvement and productive working relationships with state, federal and Canadian forestry agencies, the Legislature, and Michigan’s timber industry. He is committed to working to maintain strong relationships with the Natural Resources Commission, universities, and constituent groups related to forest management to ensure smart growth of the forest products industry in Michigan.

O'Neill has held various positions with the DNR during his 30-year career, including field forester, unit and district managers and field coordinator.

In his free time, he is an avid outdoorsman and serves on many community and professional boards.

O'Neill holds a bachelor's degree in forestry and a master's degree in forestry with an emphasis on business management from Michigan State University.

Dr. Larry Leefers  
***Michigan State University***

Larry Leefers is an Associate Professor of Forest Economics in the Department of Forestry at Michigan State University. Prior to becoming a faculty member in 1985, he was an analyst with the Forest Service for the Huron-Manistee National Forests.

He has authored or co-authored over 80 scientific reports and articles. Dr. Leefers co-authored (with Donald Dickmann) the award-winning book, *The Forests of Michigan*, in 2003; the second edition will be published in spring 2016. He co-authored the *Social and Economic Assessment for the Michigan National Forests (2003)* and the *Social and Economic Assessment for Michigan's State Forests (2006)*. He recently wrote *Forest Products Industries' Economic Contributions to Michigan's Economy - 2015 Edition*.

He teaches two online courses: *Michigan's Forests*, and *Forest Carbon Policy, Economics and Finance*. His current research is focused on timber supply in Michigan, property value effects of natural resource amenities, and economic contributions and impacts of natural resource management and wood-based industries.

He has been a consultant to the Michigan Department of Natural Resources, several national forests, forest industry and the Ontario Ministry of Natural Resources. He is a former Chair of the Michigan Society of American Foresters, and as a professional forester, he has the good fortune to spend time in the woods and share those experiences with others.

He holds a BS in Forestry from Southern Illinois University and MS and PhD degrees in Forest Economics from Michigan State University.

Dr. Donna LaCourt  
***Michigan Department of Agriculture and Rural Development***

Donna is currently on the Agriculture Development Team with the Michigan Department of Agriculture and Rural Development. In this role Donna works with agriculture, food processing and forest product businesses to support their development needs related to supply chain, funding and financing, policy and regulatory and international trade. Prior to this position, she was an International Trade Development Manager with the Michigan Economic Development Corporation where she worked in both international trade and bioenergy business development for over 6 years. From January 2007 to May 2008, Donna was Michigan's State Forester and the Assistant Chief of the Forest, Mineral and Fire Management Division within the Department of Natural Resources (DNR). Prior to joining the DNR, Donna worked for International Paper for 13 years in a variety of forest resources management and staff positions in the United States and international assignments in Brazil and Russia. She holds a BS in Resource Management and Forest Biology from the State University of New York College of Environmental Science and Forestry and a M.S. and Ph.D. in Forestry from North Carolina State

University. Donna is both a Certified Global Business Professional and an Economic Development Finance Professional.

## Tom Moran

### ***Moran Iron Works***

Tom Moran was born and raised in Onaway, Michigan. His father was a lumberjack and taught him the rewards of a good work ethic. He started his own business, Moran Iron Works, after high school graduation in 1978. Today his company, where he is CEO and Founder, specializes in large modular metal fabrication for the power industry and employs over 100 people at four locations in Onaway, Cheboygan and Rogers City, Michigan.

Moran Iron Works received "*Michigan's 50 Top Companies to Watch*" designation from the Lowe Foundation in 2012. Tom was recently awarded Business Champion of the year 2013 from the Great Start Coalition, Business of the Year 2013 from the Cheboygan and Onaway Chambers of Commerce, Economic Development Project of the Year from Northern Lakes Economic Alliance and recognized as a Patriotic Employer from the Office of the Secretary of Defense. He started the Industrial Arts Institute (IAI) in 2014 to address the shortage of skilled trade workers in the country. To date IAI has graduated 45 certified welders with another 23 students preparing to graduate in December. Tom currently serves on the Board of Directors of McLaren Northern Michigan Hospital in Petoskey, MI and serves on the Executive Board for the Michigan Economic Development Corporation (MEDC).

Current focus is:

- Enhance Manufacturing in Michigan
- Educate and Prepare Workforce
- Develop Communities and Improve Infrastructure
- Engage Society to the Benefits and Rewards of a Manufacturing Career

## Brian Pickelman

### ***Morbark***

Brian Pickelman has been Morbark's Human Resources Director since October, 2011. In his role at Morbark, he oversees payroll and benefits administration, talent acquisition, workers' compensation and employee safety programs, administering policy as well as employee communications and development.

Brian has held a variety of positions in the HR discipline. He held the role of HR Supervisor at Delphi Automotive for 10 years where he had oversight of Employee Development Systems and Union/Management Relations. Following Delphi, Brian has served as HR Manager with HSS Material Management Solutions, Great Lakes Safety Training Center and R. Roese Contracting until joining Morbark. His experience has included managing internal employee communication systems, employee training and development systems, employee benefit structures, payroll administration and negotiating union contracts. He currently serves as Chair of the HR Special Interest Group with the Central Michigan Manufacturers Association and participates as a member of the Gratiot Area Industrial/Education Roundtable Committee.

Brian received his Bachelor's Degree in Business Management from Saginaw Valley State University in 1995.

## Bill Henderson

### ***Aircraft Precision Products***

Bill graduated from Michigan State University with a degree in Engineering in 1980. He is employed at Aircraft Precision Products from 1981 to the present, assuming the factory manager position in 1986. Bill has served as company president since 2000. Bill was a finalist for MMA Michigan Manufacturer of the Year, small business division, in 2003 and 2007.

Bill is has been married to Candace since 1992. He enjoys two stepsons and their families, including five grandchildren.

Other activities include:

- Board chair, Michigan Manufacturer's Association
- Board member, Gratiot-Isabella Regional Education Service District
- Chair, Gratiot Area Chamber of Commerce Industry/Education Roundtable
- Board member, Michigan Manufacturing Technology Center
- Secretary, Central Michigan Manufacturer's Association
- Chair of the MidMichigan Health Planning committee
- Board member and past chair of the MidMichigan Health Medical Center-Gratiot Board of Trustees
- Past chair of the MidMichigan Health Board of Directors
- Past President, Gratiot Area Chamber of Commerce Board of Directors
- Secretary and past president, Central Michigan Area Concert Band

## Debbie Begalle

### ***Michigan Department of Natural Resources***

Debbie is a native of the Upper Peninsula of Michigan. She received her Bachelors of Science degree in Forestry from the University of Michigan. She worked out west a few years before being hired by the Michigan DNR. Debbie started as a field forester in Ishpeming and then worked in Crystal Falls and Marquette in supervisory positions. Debbie is now the assistant chief of Forest Resources Division and has 30 years of service. She loves the challenges and diversity of managing Michigan's state forest lands.

## Jerry Grossman

### ***Grossman Forestry***

Gerald Grossman is President of Grossman Forestry Company, a full service consulting forestry company, managing over 350,000 acres and employing 7 full time foresters in Newberry Michigan.

He has a BS in Forestry from the University of Michigan and graduate degrees in Forestry and Business Administration from Michigan State University. He is a Michigan Registered Forester and SAF Certified Forester. He is a tree farmer and past chair of the Michigan Forest Stewardship Advisory Committee, a member of the Michigan Timber Advisory Council and a past member of the American Forest Foundation's certification committee.

He has led or participated in over 65 certification audits in 16 states.

## Kathleen Atkinson

### ***United States Forest Service, Eastern Regional Office***

Kathleen Atkinson became the Regional Forester for the Eastern Region in February 2013. Prior to this she spent almost six years in Washington DC, as the Associate Deputy Chief for Business Operations, the Director of Strategic Planning, Budget and Accountability, as well as Budget Coordinator for the national forest system. Kathleen has worked for the Forest Service for the past 31 years, beginning as a seasonal employee in Wyoming. She has held many assignments over her long career, working in a variety of positions and geographical locations.

Kathleen has held several line officer positions, including Forest Supervisor for the Chattahoochee-Oconee National Forest in Georgia, Deputy Forest Supervisor for the National Forests in Florida, and District Ranger on the Kisatchie National Forest in Louisiana. Before this she was a recreation planner on the Kaibab National Forest in Arizona, a timber management assistant on the Ocala National Forest in Florida, a certified silviculturist on the Black Hills National Forest in South Dakota, and worked in several positions on the Shoshone National Forest in Wyoming.

Her education includes a Bachelor's degree in Forestry from the University of Michigan, and a Master's in Public Administration from the University of South Dakota.

Kathleen grew up on a farm in southwest Michigan. She enjoys bicycling, horseback riding and mosaics.

## Kelly Shotbolt

### ***President, ARAUCO North America***

Kelly Shotbolt has held the title of President of Arauco and the predecessor company, Flakeboard, since 1993.

Mr. Shotbolt graduated with a Bachelor of Business Administration from the University of New Brunswick in 1979 and began his career with Flakeboard immediately thereafter. Serving the business in a variety of positions, he eventually led the company's transition from a commodity producer of raw panels to an integrated manufacturer of decorative panels. Today, Flakeboard is a recognized leader in this field.

Over the course of his leadership, he developed a business plan with Georgia-Pacific to joint venture two composite panel mills in Ontario and, after a successful 12 year partnership, acquired Georgia-Pacific's interest in 2005.

In 2006, marking the most pivotal expansion in the company's history, he led the acquisition of Weyerhaeuser's composite panel business making the organization the largest producer of particleboard and MDF in North America.

Paving the way for the company's future sustainability and expansion, Mr. Shotbolt negotiated the sale of Flakeboard to Arauco in 2012 and became President of the combined panel business in North America.

In addition to his role at Flakeboard & Arauco, he has held the title of Chairman of the North American Composite Panel Association in 2001 & 2014, and is the present Past Chairman of the Association.

Mr. Shotbolt is the recipient of the University of New Brunswick Business Achievement Award and more recently received the Washington State University Distinguished Service Award.

Rich Bowman

***The Nature Conservancy***

Rich Bowman currently serves as the Director of Government Relations for the Michigan Chapter of the Nature Conservancy and as a member of TNC's North American Agriculture and Global Freshwater Teams, and leads the organizations Great Lakes Compact Implementation technical assistance team. In 2011 he was appointed by Governor Snyder to the Governor's Blue Ribbon Commission on State Parks and Outdoor Recreation and in 2006 was appointed by Governor Granholm to the Michigan Groundwater Conservation Advisory Council representing statewide conservation organizations. He has been a member of the Timber Advisory Council since it was founded, and also a member of the State Managed Lands advisory council and the State Water Council.

Prior to joining the Nature Conservancy staff in 2006, Rich served for 6 ½ years as the Executive Director of the Michigan Council of Trout Unlimited. Rich has also served as a research associate with the Water Resources Institute at Grand Valley State University, as the West Michigan Regional Staff Representative for the Michigan Farm Bureau, and as an independent business consultant to numerous non-profit organizations.

Rich has a Bachelor of Science in Agricultural Economics from Michigan State University, is a Graduate Fellow (1994) of the Michigan Political Leadership Program and as a Water Fellow (2004) with Michigan State University. He has helped to author several state and federal statutes including the Michigan Groundwater Withdrawal Statutes, the Michigan Non Metallic Minerals Mining Statute, and sections of the Sustainable Agriculture and Conservation Titles of the 2007 and 2014 Farm Bill.

Rich is a native and lifelong resident of Michigan. He was raised on a farm near Addison and currently lives in Grand Rapids with his wife Ann. They have four children, Max, Kate, Zoe and Nolan, and an Australian Labradoodle, Eleanor. When not attending a meeting somewhere, you can find him at their cottage on Big Manistique Lake in the central Upper Peninsula, eating Peanuts at a West Michigan White Caps Game, or judging a Kansas City Bar B Que Society sanctioned Bar B Que contest.

Gary Melow

***Michigan Biomass***

Gary Melow is the director Michigan Biomass, a role he's played since inception of the coalition in 2008. In that capacity he works to promote the benefits of biomass power, engaging in community outreach, stakeholder collaboration and governmental affairs.

Mr. Melow has worked in the biomass power industry since 1999, serving as the director of human relations for nine years for the owner/operator of biomass plants in Michigan, the U.S. and Canada. Additionally he has worked with the Biomass Power Association, a national trade group, coordinating state projects. He has spoken at a number of bioenergy conferences, and serves on a number of state workgroups and advisory committees, including the Timber Management Advisory Council and the DNR Forest Management Advisory Committee.

Prior to entering the biomass power industry, Mr. Melow worked in human resources development and administration for a Michigan automotive supplier, and spent more than 10 years in print media and publishing. He holds a bachelor's degree in journalism from Central Michigan University.

Robert Jackson

***Michigan Energy Office, Michigan Agency for Energy***

Mr. Robert Jackson is currently the Director of the Michigan Energy Office, Michigan Agency for Energy. He is directly responsible for the state of Michigan's non-regulatory Energy Efficiency and Renewable Energy Programs for the public and private sectors and the agency's \$40M dollar Energy Financing Programs i.e. Michigan's Energy Efficiency and Renewable Energy Revolving Loan Program, Green Loan Loss Reserve Fund for Residential and Multifamily properties. He has a degree in Chemical Engineering with over 23 years of industrial energy efficiency and process engineering experience as well as banking experience.

Mr. Jackson was previously the Chief of Pollution Prevention (P2) Programs, Environmental Science and Services Division, Michigan Department of Environmental Quality (MDEQ). In that capacity, he oversaw the agency's P2 Technical Assistance and Financial Incentive Programs, and the Michigan's Emergency Planning and Community Right-to-Know (a.k.a. SARA Title III and Toxic Chemical Release Inventory) functions.

Mr. Jackson currently serves as Vice-chair on the U.S. Department of Energy (DOE) State Energy Advisory Board (STEAB) and National Association of State Energy Officials. Both, STEAB and NASEO develop recommendations for the DOE and the Congress regarding initiation, design, implementation, and evaluation of federal energy efficiency and renewable energy programs. In doing so, STEAB and NASEO serve to integrate and provide consistency between federal, state and local activities.

He has served as Chair of the Michigan Department of Environmental Quality's Green Chemistry Roundtable and Programs. The Roundtable supports and promotes the agency's green chemistry research, development, demonstration, education, and technology transfer activities in Michigan. He has also served as Chair and Chair Emeritus of the National Pollution Prevention Roundtable (NPPR). The NPPR is a non-profit organization representing the interest of state officials, university technical assistance providers, and non-governmental organizations on energy and pollution prevention matters. The Roundtable directly interfaces with the US Environmental Protection Agency and federal Departments of Commerce and Energy on energy, environment and economic policy issues

Dr. Gregory S. Alward

***Alward Institute for Collaborative Science***

As Founder of the Alward Institute for Collaborative Science, Dr. Gregory S. Alward brings more than 30 years of leadership in economic and decision sciences, specializing in economic modelling, analytics research and development, and policy analysis applied in both public and private sector issues. Greg serves as the Chairman of the Alward Institute Board of Directors. He currently leads innovative product research, development and delivery strategies for a broad range of business-to-business and consumer products. In addition, he is currently serving as an Adjunct Professor with the Department of Geography and Earth Sciences at the University of North Carolina, Charlotte (UNC Charlotte). Greg is an expert in addressing large database and supply chain tracing issues with massive database requirements. In his practice at the Alward Institute, he is incorporating his knowledge on these matters, and related areas, into new technology and educational development. He also currently serves as the Chief Innovations Officer (CIO) and Director of Economics Research

and Development, as well as an owner/partner and member of the Board of Directors at IMPLAN Group LLC. Greg has previously been Director of Research and Development and a member of the Board of Directors for MIG, Inc. His leadership was instrumental for MIG's product research, development and delivery strategies related to the IMPLAN economic impact analysis system. He has been integral to the IMPLAN system since its inception in the 1970's. As IMPLAN's principle designer and creator, Dr. Alward and Linda Schick coined the name "IMPLAN" for the system in 1977. To meet federal requirements, he designed and implemented several versions of IMPLAN, worked with contractors and partners in the development of software systems databases, led and collaborated with numerous federal, state and foreign partners on impact studies and policy evaluations. Dr. Alward has designed and conducted training programs oriented around using IMPLAN for a variety of policy and academic studies. Dr. Alward also led the federal effort to "privatize" IMPLAN which resulted in the creation of MIG, Inc. in 1993. He continued to provide federal requirements and enhancement guidance to MIG, Inc. regarding the IMPLAN system until his retirement from federal service in 2006.

- Colorado State University, PhD, Forest Economics, 1980
- Colorado State University, M.S., Recreation Resources, Regional Resource Planning, 1975
- Grand Valley State University, U.S., Environmental Sciences, 1973

## Robert J. Ross

### ***USDA Forest Service***

Bob Ross has served as a Project Leader for several research work units at the Forest Products Laboratory (FPL) since 1988. Currently his research focuses on the development and use of nondestructive evaluation technologies for various wood products and structures, from standing trees to historic buildings and ships. He has written or co-authored over 250 technical reports/articles about nondestructive evaluation and jointly holds 29 U.S. and foreign patents. He is senior author of four widely referenced books: "Nondestructive Evaluation of Wood"; "Undervalued Hardwoods for Engineered Materials and Components"; "Wood and Timber Condition Assessment Manual"; and "Wood Utilization Options for Urban Trees Infested by Invasive Species". He served as editor of the Centennial Edition of "Wood Handbook-Wood as an Engineering Material", FPL's flagship publication.

Bob's research has resulted in the development of innovative nondestructive evaluation methods that are used in laboratory, field, and industrial environments worldwide. His efforts have resulted in domestic and foreign patents that have been or are being commercially developed domestically and off-shore. He has been consulted on a variety of interesting technical projects, including condition assessment of members in USS Constitution (Old Ironsides) and the design of portable floors for one of the leading manufacturers of sports flooring systems in the United States. He has provided input on methods of inspection for post-hurricane Katrina wood structures and provided information on moisture related performance issues for the laminated propellers of reconnaissance and surveillance drones used by U.S. armed forces.

Bob holds BS (Wood and Fiber Utilization) and MS (Engineering Mechanics) degrees from Michigan Technological University (Michigan Tech) and a PhD in Engineering Science from Washington State University.

Bob's efforts have been recognized by several organizations. Papers summarizing his research results have been formally recognized by the Forest Products Society, Society of Wood Science and Technology, and the Society of Experimental Mechanics. He has received the Federal Laboratory Consortium's Award for Excellence in Technology Transfer, the USDA Forest Service Chief's Award for Excellence in Technology Transfer, and the Fred W. Gottschalk Memorial Award (Forest Products Society) in recognition of outstanding service. He recently was presented the 2014 Felix Ponder Award, USDA Forest Service Northern Research Station and Forest Products Laboratory, in

recognition of professional excellence and community service. He is a member of Michigan Tech's School of Forestry and Environmental Sciences' Honor Academy and holds adjunct faculty appointments at the University of Minnesota Duluth, Michigan Tech, Beijing Forestry University, and Northeast Forestry University (Harbin, China). He currently serves as Co-Chair of the International Nondestructive Testing and Evaluation of Wood Symposium Series.

In addition to his technical contributions, Bob has made a significant effort to integrate individuals who have intellectual disabilities into the workplace. His efforts have been formally recognized by the Arc Dane County, Madison Area Rehabilitation Center, and Greater Madison Federal Agency Association. Currently he is a volunteer for the Arc Dane County, WilMar Neighborhood Center in Madison and St. Coletta of Wisconsin.

Dr. Mark Rudnicki

***Michigan Technological University, School of Forest Resources and Environmental Science***

Dr. Mark Rudnicki is a Professor of Practice in Forest Biomaterials in the School of Forest Resources and Environmental Science at Michigan Technological University. Before joining MTU in January of this year, Mark was at the University of Connecticut for 10 years where he earned tenure and led a research program researching tree biomechanics and stand level responses to the wind. He earned his Ph.D. at the University of Alberta and Master of Science in Forestry at Michigan Tech.

Since returning to MTU, Mark has been appointed the interim Executive Director for the Michigan Forest Biomaterials Initiative and is conducting collaborative research with the USFS Forest Products Lab. Getting to know the Michigan forest industry and developing pathways to reform its innovation and competitiveness keeps Mark up at night.

Dr. Richard Kobe

***Michigan State University, Forestry Department***

Rich started serving as Chairperson of MSU's Department of Forestry in July 2011, shortly after returning from a year-long sabbatical at the University of Cambridge in England. Kobe's research interests are in the general area of forest ecology, with particular emphasis on how light availability and soil nutrients influence forest productivity and seedling regeneration. His group conducts research in the temperate forests of Michigan as well as wet tropical forests in Costa Rica. He has taught undergraduate and graduate courses in forest ecology and currently teaches a graduate course focused on proposal writing and an undergraduate seminar on contemporary issues in forests and the environment.

Kobe is currently on the Board of Editors for the journal *Frontiers in Ecology and Environment* and has served as an Associate Editor for the *Canadian Journal of Forest Research*. He also has served on numerous advisory panels for the National Science Foundation and the British Columbia Forest Science Program.

Kobe started as an Assistant Professor in MSU's Department of Forestry in 1997, after postdoctoral research at Hubbard Brook Experimental Forest and the Cary Institute of Ecosystem Studies. He earned a PhD in Forest Ecology from the University of Connecticut in 1995 and a BA in Biology with a concentration in natural resources and environment from Denison University in 1988. Before pursuing a career in science, Kobe was an intern with the Ohio Legislature and the US Senate Committee on Agriculture, Nutrition, and Forestry.

Charlie Becker

***Plum Creek***

Charlie earned B.S. and M.S. Degrees in Forestry from Michigan Tech (84/86) and began his career with Mead Corporation in Escanaba. He started as a Research Forester involved with containerized seedling production and plantation establishment issues. In 1994, Charlie became a supervisor in land management and timber harvesting operations for Mead in the Central Upper Peninsula. He remained in that role through various ownership changes of the land which is now owned by Plum Creek. In 2012, Charlie became the Lake States Senior Resource Manager for Plum Creek.