

March 28, 2017

To: Rob Wielgus

From: Ron Mittelhammer
Dean, CAHNRS



Re: Second Memo of Concern

I am writing this memorandum to express continuing concern regarding your conduct in your role as a faculty member in the School of the Environment. On September 13, 2016, I issued a memo of concern related to your conduct in relation to the Profanity Peak Wolf Pack situation. Prior to the September 13, 2016 memo, you had made statements that were accusatory, assumptive of behavioral motivation and were made without an objective factual basis when you issued them. You admitted to the behavior, and indicated to me that your statements were personal opinion, and could not be substantiated by information derived from your research program at WSU.

The September 13, 2016 memo informed you that the above behavior must cease and must not reoccur. You were informed that faculty are obligated, when exercising their free speech rights and providing personal opinions, to issue an explicit prefatory statement that your opinion does not, in any way, represent the position of WSU.

On March 27, 2017, you sent an email with an attachment to a multitude of people, including state and federal elected officials, persons within the Washington State Fish and Wildlife Division, as well as members of the media. Although the attachment includes an introductory statement that the “press release” was issued by you as a private citizen and does not express the position of WSU, the message, and attached document, was sent using your WSU email address/account, and identifies yourself in detail as a faculty member at WSU, including contact information for you at your WSU faculty address. It is apparent that you used state resources in the issuance of the email and attachment.

You are directed to cease and desist from using state resources in the furtherance of your personal opinions. Furthermore, to the extent that you addressed your communications directly to legislators in order to influence legislative activities using WSU resources, you have engaged in lobbying that violates WSU policies and state law. I will be requesting that WSU further review your communications to determine whether university policies and/or state laws related to lobbying and the use of public resources for private purposes are implicated. Pending the outcome of that review, further actions relating to this situation may occur.

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I also view your “press release”, particularly the manner in which it was disseminated, as another attempt to support accusations that you previously acknowledged could not be verified and had no basis in fact. Such behavior remains unprofessional and unbecoming of a faculty member communicating opinions, personal or professional.

WSU supports, and continues to support, the agreed process, mission, and mandate of the Wolf Advisory Group established by the WDFW. WSU believes that the process must be respected and adhered to.

The provisions of the September 13, 2016 memo related to avoidance of retaliation, communication with our Director of Communications, and the availability of our Employee Assistance Program should be reviewed again by you. Should you have any questions about this memo I am available for clarification.

Cc: Dan Bernardo, Larry Hufford, Terry Ryan