



DATE: April 21, 2026

RE: Renewable Energy and Sustainability Advisory Board (RESAB)

At the April 21, 2026 Council meeting, the following new appointment will be presented for ratification.

Renewable Energy and Sustainability Advisory Board (RESAB)

Paul S. De Morgan

Thank you.

Paul S. De Morgan

Whiterocks Canyon Consulting
Expert, Consensus Building
pdemorgan@outlook.com | [REDACTED]

Outcome-oriented consensus builder with over 30 years of experience leading high-stakes mediation, facilitation, and strategy for organizations and multi-party efforts on natural resource management, species conservation, and energy siting and licensing.

PROFESSIONAL EXPERIENCE

Whiterocks Canyon Consulting, Logan, UT **2026 – Present**
Expert, Consensus Building

Convening and leading organizational and multi-party efforts to address complex issues and transform opportunities into action in the environmental space.

RESOLVE, Washington, DC; Portland, OR; Logan, UT **1999 – 2025**
Expert, Consensus Building; Senior Mediator

Senior member of 40-person organization that worked with academic, corporate, foundation, government, and NGO stakeholders. Led 5-10 projects per year, some extended over multiple years, usually with 2-5 staff. Supported growth of organization from 15 to over 40 people and served on 5-person Leadership Team from 2015 to 2025.

Designed and led high-impact collaborative processes that brought together diverse groups of stakeholders—often marked by competing interests, power imbalances, and differing views on where and how decisions should be made. Guided groups through the innovative thinking and challenging negotiations required to transform shared goals into clear, actionable paths forward. Led organizational strategic planning efforts, using analysis, goal development, and agreement around a desired path forward to identify implementation steps and assessment metrics. Examples include:

- *Missouri River Recovery Implementation Committee*: 75-person committee of stakeholders, states, Tribes, and federal agencies provided over 250 consensus recommendations on adaptive management for endangered species recovery on the Missouri River over 15 years.
- *Deep Seabed Mining Dialogues, Workshops, and Webinars*: over 10 years, stakeholders engaged in series of dialogues, workshops, and webinars to explore issues of transparency, governance, stakeholder engagement, and payment regime practices to inform the design of the mining code by the ISA.
- *Clackamas Hydro Project Relicensing*: diverse group of regulatory agencies and other stakeholders worked with the hydro project licensee to finalize a settlement agreement for submission to FERC for the hydro relicensing process.
- *ODFW Wolf Advisory Committee*: an advisory group, including ranchers, farmers, hunters, environmentalists, and wolf advocates, developed a statewide wolf conservation and management plan for the Oregon Fish and Wildlife Commission.

The Keystone Center, Keystone, CO; Washington, DC **1994 – 1999**
Associate and Senior Associate

Supported and led the design, facilitation, and follow-up on collaborative processes addressing a diverse portfolio of issues. Examples include:

- *Endocrine Disruptor Screening and Testing Advisory Committee*: a 40-person, federally chartered advisory committee spent three years developing consensus recommendations, for the U.S. Environmental

Protection Agency, on a strategy for screening and testing chemicals and pesticides as to their potential to disrupt the endocrine (i.e., hormone) systems of wildlife and humans.

- *National Policy Dialogue on Ecosystem Management*: a multi-year dialogue, where 35 representatives (federal and state land management and regulatory agencies, economic development interests, the environmental community, commodity groups, tribal organizations, scientists) interacted with local, on-the-ground practitioners around the US to develop a final consensus report regarding best practices for local collaboration, inter-agency coordination, incentives for the private sector, and the role of science.

EDUCATION

- **Master of Science. Resource Policy and Administration**, University of Michigan, School of Natural Resources and Environment [1994]
- **Bachelor of Science. Economics**, University of Oregon [1990]

TRAINING

- **Climate Interactive En-Roads Climate Solutions Simulator**, Virtual [2020]
- **Harvard Program on Negotiation Mediation Training**, Cambridge, MA [2006]
- **Human Interaction Laboratory**, NTL, Baltimore, MD [1997]
- **Advanced Environmental Mediation**, CDR Associates, Boulder, CO [1995]
- **Essential Facilitation**, Interaction Associates, San Francisco, CA [1995]
- **Victim Offender Reconciliation Training**, Portland, OR [1993]
- **Multnomah County Courts Mediator Training**, Portland, OR [1993]
- **Negotiation Skills**, University of Michigan, Ann Arbor, MI [1993]
- **Natural Resource Conflict Management Theory**, University of Michigan, Ann Arbor, MI [1992]

ADDITIONAL EMPLOYMENT HISTORY

- **The Nature Conservancy**, Boulder, CO. Field Representative Intern. [1994 – 1994]
- **University of Michigan**, Ann Arbor, MI. Graduate Teaching Assistant, Negotiation Skills; Natural Resource Conflict Management Theory. [1993-1994]
- **Confluence Northwest**, Portland, OR. Intervention Assistant. [1993]
- **Multnomah County Small Claims Court**, Portland, OR. Mediator. [1993]
- **Washtenaw County Mediation Program**, Ann Arbor, MI. Mediator. [1993]
- **University of Michigan**, Ann Arbor, MI. Research Assistant. [1992-1993]
- **METRO**, Portland, OR. Assistant to the Senior Regional Planner. [1990]
- **ECO Northwest**, Eugene, OR. Research Assistant. [1990]

SKILLS

Consensus Building | Mediation | Facilitation | Strategic Planning | Virtual Meeting Tech | Event Design

COMMUNITY AND VOLUNTEER ACTIVITIES

Green Canyon Club Ultimate Coach | USU Club Ultimate Coach