



Forestry Executive Committee

Notes

January 10, 2019

9:00 – 10:15

Richardson Hall 115

Welcome – Anthony S. Davis

- A lot is going on this year: the Elliott State Forest proposal; two new buildings moving towards completion; challenges in leadership for the FERM department head; launching a Dean's search; legislative session for Oregon; federal government budget challenges; university budget cuts. There are also opportunities in all these, as well as a new, soon-to-be-approved non-resident tuition reduction program for 50 new out of state scholarships (\$12k/each, to select programs we want to grow). The new buildings offer a lot of opportunity and excitement; as leaders in the College, it is the FEC responsibility to amplify the positivity and excitement for our programs, initiatives, students, research, outreach, etc. It is a lot of work, but it is exciting.

Unit Updates & Pressing Issues

Safety – All

- Launching a safety sticker contest shortly; aim is to enhance the dialogue on safety and to increase investments in safety trainings.
- Updating safety manual is also a project for the year; will be sharing best practices more broadly, including weekly tidbits in the college newsletter.
- Hazard tree safety plan for the Research Forests is being developed and almost complete; will include inspection and legal review for risk.

Outreach and Engagement – Jim Johnson

- RREA grants up to \$10k each for Extension staff; this is suspended for this year due to federal limitations on budget and furlough.
- Federal shutdown is influencing our programs.
- Two open Extension positions; pending launch of search on budget assurance.
- Susan Sanhow is retiring June 30, so we'll be filling that position.

Foundation/Development – Zak Hansen

- Collins parcels donations are almost complete; just over \$1million to the College and an article on the next Focus; love to see additional discovery forests across the state in collaboration with Extension agents.
- Next campaign fundraising goals and ideas are under development.

WSE Department – Eric Hansen (absent), Rakesh Gupta

- On January 11, we will be hosting the very first Women in WSE meeting here at OSU. This meeting will be in conjunction with the regional Women in Wood Products group. Michelle Maller organized this in cooperation with numerous members of Oregon's forest industry.
- Juan Du (pronounced with a hard J – Chinese, not Spanish) will be joining WSE in September as an Assistant Professor of Advanced Wood Manufacturing. She is currently a visiting PhD student at the Georgia Institute of Technology and will be defending her dissertation next month at Peking University within the Department of Industrial Engineering and Management.
- Candidates for our biodeterioration position will likely be on campus beginning the week of January 21.

FOBC – Roger Admiral

- HR is now in Snell 438/436.
- Campus is switching ID cards, spring to summer rollout.

Diversity, Equity, and Inclusion – Heather Roberts

- Workgroups underway.

International Programs – Michele Justice

- International interns at the UG and GRAD levels going forward will be more structured for summer visitors; allows for advertising the opportunities broadly and developing a more cohort-like experience with activities. Faculty should work with Michele and Kerry on this, accommodations and acclimation will be a benefit of participating in the initiative. Great way to recruit graduate students that are strong performers, and allows us to reciprocate to those institutions we work with internationally. Opportunities for winter would also be good for our partners in the southern hemisphere.

FERM Department – Jim Johnson, Jim Kiser (for Jeff Hatten on sabbatical)

- Two faculty on sabbatical: Doug (Chile) and Jeff (NZ).
- January 8, Jim Rivers seminar this week to discuss his possible move to FERM.
- Mike Clousey is the outstanding alum for this year.
- Courtesy Affiliate process changing.
- Curricular flow is a continuing project in FERM.

Computing Resources – Terralyn Vandetta

- Digital Measures: minor hiccup in the scheduled teaching update will be resolved next week.
- Cayuse records are being developed for import into DM
- Duo/card is coming soon due to risk assessment, Terralyn will talk to faculty at meetings about how to transition. Fobs will be available.
- Labs are full winter term.
- TRC requests going in for new buildings; funds will start to slow after our buildings.
- Food Drive is coming in February!

FES Department – Troy Hall, Steve Strauss

- Government shutdown affecting our collaborations, grants, committees.
- Klaus was selected as a Fellow by Swedish Ag. & Forestry.
- Matt Betts is seriously launching Biodiversity Network – only in the world; seminar series is going strong.
- New graduate program director hopefully coming.
- Christina Eisenberg is the Outstanding Alum.

Research – Katy Kavanagh

- Federal grants still just submit even if you can't talk to program officers.
- New position in the office – targeted research program coordinator – to handle the administrative load of large grants.
- FWHMF grant proposals due in mid-February.
- Revising policy on late submissions; deadlines will be enforced because the workload internally and in the central research office.

Research Support Faculty – Michelle Day

- Survey to non-TT faculty and staff for RSF and classified and professional faculty going out next week hopefully.
- Professional Development Fund Proposal process will be reassessed and I'll bring back next time.

Forest Service, PNW Research Station – Paul Anderson (absent due to furlough)

Student Services – Randy Rosenberger (absent), Kira Hughes filling in

- Handful of student issues working through.
- New scholarship portal – Scholar Dollars, we have 112 now and should double by Feb. 15 deadline.
- Brooke is coordinating a student visit to GP in Philomath on Feb. 20 (10-12); faculty and staff are welcome to join.

Graduate Student Council – Neil Williams

- No update.

Strategic Initiatives – Geoff Huntington

- February – routine tours will be start being offered again.
- Emmerson AWP opening is starting planning.
- Landscape/Arboretum plans are developing with Dawn Anzinger; Hatfield Courtyard renovation proposal will be discussed in later winter quarter.
- Furniture selection will begin in late winter quarter.
- Elliott process will be discussed at FEC in February or March; charter for research led by Katy.
- DC Fire Summit planning underway; new leaders in the committees that we have good relationships with.

TallWood Design Institute – Iain Macdonald

- Iain is now the Director of the TDI.
- Two job descriptions for the technical team for AWP going through HR now.
- Mass Timber Summit next week in Salem.
- Mass Timber Conference in March; visit to the buildings again on campus.
- 5-6 Meetups scheduled; focusing on code changes passed to bring taller mass timber buildings in to the building codes; Oregon endorsed and accept provisions, along with Washington.
- ARS funding call for targeted research; smaller call to be released soon; followed up by a larger call later this year. ARS funding coming to end in the near future. Projects that address Emmerson AWP opening – demonstrate capabilities of the new lab.

Marketing and Communications – Michael Collins

- Award nomination season: dean's awards, faculty senate awards, university wide awards. Work with Michael to get the materials together.
- Starting this month through spring – fire work focus on social media (250-400k people should be reached).
- Starker Lecture Series: Tribal Forestry focus – please attend!

Research Forests – Steve Fitzgerald

- Collins property plan under developed and property assessed for education.
- Blodgett stumpage sale starting soon; prices are low, but are inching up. Harvesting on other units this summer/fall.
- Replacing septic tank at Cabin; tour OWEB, project on Oak Creek, replacing culvert to be more fish friendly.
- 2019 Budget under development, and still working on the DEQ property acquisition.
- Vandalism, poaching of elk, unauthorized trail building, illegal dumping, and illegal cabin being built – all being investigated with Sheriff's office.

Open Discussion after Updates

- Deferred contributions by the university to the buildings should have been accumulating and available.
- Research position will parallel Melora's except focus on ARS, TallWood Design Institute, and Mac-Stennis; will also back up Melora. Anticipated start is late winter quarter. Recommendation that Katy visit department meetings to share what the position splits will be and who faculty should work with.
- NAUFRP Board meeting in March (assuming government shutdown is over); March 5-7 and ATR meeting with NIFA to discuss Mac-Stennis. Fire science consortium meeting around the same time and place; perhaps some coordination.

DEI Workgroup Recommendation: draft Recruitment Principles, Heather Roberts

- Recruitment and Retention workgroup worked on this to advance DEI in all competitive hires in the College. Suggestions on additional practices to ensure hiring equity. Woody Chung is the leader of this workgroup. This a draft, there will be

additional material developed; we looked at OSU resources, peer institutions, and research on implicit bias. Some implementation practices may be staggered. Are we generally headed in the right direction with this draft?

- Search Advocate training is two days, seven hours each day if you are interested – recommendation is that the Chair of Search to have undergone this training.
- Development of “demonstrable commitment to diversity” examples would be very helpful; folks just don’t seem to know how to assess that requirement. What do we mean and how will we assess? Written statement is helpful to allow candidates to share their perspective on their own inclusivity; and gives committee ability to assess.
- What types of jobs should it be mandatory versus preferred (is there an HR rule? College can make it more stringent)?
- Candidates with other cultural norms may not be experienced in demonstrating their competency in DEI – giving examples in the request for diversity statement should be clear.
- Is requiring DEI for all positions really what we want? Considering the ladder we want to build for our people in the leadership of the college, someone who is making an effort to being active in the community AND good at their work (or show promise) is someone who will contribute over time in a way that will greatly benefit our college and community. What’s powerful is whatever principle we can set to interrupt bias in the processes and to value the whole person in our searches.
- It would be great to talk more about what we do in interviews to assess interest by a candidate in developing themselves towards greater DEI. Difference in someone who “gets it” versus is not serious about the goal.
- Share broadly with all the College personnel to be sure it encompasses all levels of staffing.
- Consider offering options for feedback.

Adjourn