

## Forest Ecosystems and Society

### Department Meeting

Monday, January 14<sup>th</sup>, 2019

Richardson 115

#### In Attendance:

Jessica Bagley	Anna Magnuson
Badege Bishaw	Ian Munanura
Janean Creighton	Mark Needham
Ashley D'Antonio	Michael Nelson
Amanda Goddard	Klaus Puettmann
Troy Hall	Jim Rivers
Reem Hajjar	Darrell Ross
Meg Krawchuk	Chris Still
Bev Law	Juliet Sutton
Misty Magers	Dana Warren

#### Updates and Announcements from the Department Head, Troy Hall

- Midterm reviews for faculty up for P&T will happen in spring (per university guidance). The goal is to complete the process before summer starts.
- FES Campus-based grad program updates
  - The new required courses, FES 525 and FES 526, are most of the way through the CAT II process
  - Thanks for input on Needham nomination to graduate program leadership
- Position Searches
  - FERM candidate has withdrawn; there is no new info on how they will proceed yet
  - The Dean's search has had the search committee chair appointed, but there is no other news. The chair will schedule time to meet with college to gather feedback, TBD.  
UPDATE: conversations will happen Jan 22 10-11:00 a.m., and Jan 25, 8:30-9:30 a.m., both in Richardson 107.
- Research Support Faculty- will send out a survey this week for non-tenured faculty and staff representation
- Safety Committee will be soliciting ideas for a sticker.
- Duo adoption -- recent data breeches have moved up timeline of Duo integration. It will soon be mandatory.
- OSU ID cards will be redone in spring; all faculty and staff will get new ones
- The College Research office is refilling parallel position to Melora Park right now.
- We will be more firmly enforcing the 2-week lead time for submitting grant proposals. There have been several cases of last minute requests that are stretching staff abilities to assist. Do not expect the Research Office to work on weekends or holidays to get grants submitted.
- Building updates:

- Advanced Wood Products building will open this summer (May 14 event)
- Regular tours of Peavy will be starting in February
- Hatfield courtyard updates -- unknown so far, but changes will be proposed
- Elliott Forest – The Dean has briefed and reached out to many constituent groups. He is forming a committee to explore models for a sustainable research forest.
- The Governors’ conference on fire last year got a lot of attention; a follow-up fire summit in D.C. is being planned for spring. No concrete details yet.

### **OSU’s Sexual Harassment Policy, Troy Hall**

- OSU adopted a strict policy in September 2017. It is important that everyone understand this policy – it applies to all OSU employees, including graduate students on appointments. The policy is 17 pages long but is worth looking over and thinking through possible situations. <https://eoa.oregonstate.edu/resources-and-information-employees>
- Mandatory reporting now applies to sex-based discrimination and sexual misconduct. If you are told about or witness an event, you must report it, even if the victim does not ask or want you to report it.
- If you are told about an incident, you are required to any details you know to the Office of Equal Opportunity and Access immediately (there is an on-line reporting portal). EOA will follow up with the involved individuals.
- OSU does have resources/offices that keep information confidential: Survivor Advocacy and Resource Center, Student Health, Disability Access Services
- OSU Suggests that instructors put language describing the policy on your syllabi. Adrienne may be helping develop some specific language.
- Previously, there was no mechanism for colleges to know how many or what type of incidents were occurring or reported. This sometimes resulted in the Dean learning about situations that were not handled appropriately well after the fact. The Dean is considered to have right to know in all cases, and Forestry would like to have better tracking of incident reporting.

### **Discussion led by Troy Hall: CoF “Recruitment Principles for Advancing Diversity, Equity, and Inclusion”**

- The CoF DEI Committee is developing a written document that the college could adopt, setting out principles for ensuring hiring is done in ways that promote diversity, equity and inclusivity. In the fall, the committee researched other universities’ policies. Ideally, the DEI committee would like to develop something quickly for it to be relevant in the Dean’s search. However, the document is in draft form and was not distributed at the meeting.
- Troy reviewed key elements that were presented at the most recent FEC meeting. As currently written, this document would establish some principles and practices that go beyond the minimum that is currently required for hiring at OSU. For example, it could require that all search committee chairs complete the Search Advocate 2-day training.
- People should provide comments to our DEI committee representatives (Dana and Reem) or directly to Heather Roberts. What are the appropriate levels and types of training for search

committee chairs? Should there be different requirements for different types of hires (e.g., tenure-track vs. field seasonal employees)?

- There was some discussion about how college-wide input is obtained when developing position descriptions for leadership positions. Currently the process happens at the search committee level and the position descriptions are not open for broader input.
- Another point of discussion was about job requirements. What positions should have DEI requirements as minimum requirements vs. preferred requirements? What criteria should we use to judge DEI metrics in applications and interviews? How do you evaluate candidates in situations where they may not have had the opportunity to obviously demonstrate commitment to diversity? (For example, people from other cultures, or people right out of graduate school)
- Open discussion:
  - Dwaine Plaza in Sociology would be a good resource to ask for advice
  - We should work on clarifying language on position descriptions to get applicants to understand what we are actually asking about (our terminology isn't self-evidently clear to everyone). Similarly, candidates should be notified that we will ask these types of questions during interviews, so they can prepare answers.
  - Many people were not thrilled about putting this requirement on all positions, but on the other hand, it would reinforce our commitment if it is included in all positions. Scaling the expectations based on the position would be a good way to marry both sides of the discussion.
  - Basically everyone agreed that this is a good thing to require on leadership positions.
- The conversation turned from discussing how we ensure that applicants are treated equitably and evaluated for their DEI contributions to how positions have been filled in CoF in the past. Some meeting participants felt that past hiring has not upheld DEI principles, and that a good way forward would be to use direct appointments (i.e., non-competitive hires) much less often in the past. There was considerable discussion about the types of direct hires made with waivers of search, and the general sentiment among participants at the meeting was that tenure-track positions should, as a rule, be filled with open, transparent searches. Targeted hires and closed searches should be very rare; open searches are almost always better.
  - Meeting participants expressed concern about shared governance, having the opportunity for input, and transparency in searches and hiring. The department expects college leadership to explain hiring decisions in a more transparent manner.