

## Department Meeting Notes

5/10/2017

### ATTENDEES:

Dawn Anzinger  
Jessica Bagley  
Ashley D'Antonio  
Lisa Ganio  
Troy Hall  
Reem Hajjar  
Glenn Howe  
Norm Johnson  
Meg Krawchuk  
Misty Magers  
Mark Needham  
Michael Nelson  
Melora Park  
Paul Ries  
Stacy Rosenberg  
Darrell Ross  
Steve Strauss  
Anna Talucci (FES Grad Rep)  
Jimmy Taylor  
Dana Warren

### UPDATES & ANNOUNCEMENTS FROM TROY

- HR: There have been several personnel changes in FOBC. Jenna Reeves is back full time. Megan is back June 1<sup>st</sup>. Stacy McDermott takes care of student hires.
- HR has been working on developing a more efficient process for student recruitment and hiring with the goal to be able to hire students to get students hired within 5 days. Misty is the college's representative on the committee -- Speak to her if you have thoughts on issues related to hiring students. The process will start this summer and has a 10-week timeframe.
- Troy is wrapping up PROF reviews. Read your Digital Measures reports and make fixes as appropriate – formatting doesn't always come through correctly, especially for publications. During PROF meetings, Troy asked faculty to write a short paragraph of key 2016 accomplishments, in plain language, that will be used in the annual report for FES. If you haven't done that yet, please do.
- Norm is retiring in May, and Paul Ries is 'retiring' in summer. Paul will continue to lead the Urban Forestry program, but he is moving to Tennessee and will be here once per quarter. Norm is going to become a full-time pizza baker at his property, which is awesome.
- CoF will NOT purchase Elliott State Forest. The college has offered to assist with research if funding is provided. The Elliott Forest is east of Coos Bay, owned by the State Land Board, and required to produce income for common school fund. However, it hasn't been generating income from timber,

due to controversies over management. Since producing income for common school fund is constitutionally required and it hasn't been doing that, the state is trying to sell it and give proceeds to common school fund to fulfill constitutional responsibility. For a variety of reasons, OSU is not going to purchase the forest.

- The college has reacquired Peavy Lodge at the Arboretum. CoF agreed to pay for various maintenance expenses from previous owners (CLA), but will reacquire ownership and we can gain revenue by renting it for weddings, events, etc. Will soon be available for CoF/department events.
- CoF is still thinking about accepting the Wild Haven property – this is a 160-acre Nature Conservancy property NW of Sisters. TNC wants to give it to CoF, and it could be a possible field site. Annual costs are \$10-15k, so we need have uses for it to justify acquiring.
- There are no updates on Peavy construction. Maybe something will happen in summer.
- Department Head searches are ongoing in FERM and WSE. Eric Hansen is standing for department head in WSE, seminar coming soon, and we anticipate that he will be appointed. Two candidates were interviewed for the FERM department head position. If you want to provide input, please do. Candidates' job talks are posted online. The Dean should make a decision by the end of the month.
- DEIC has been working hard and is still anticipating issuing draft plan to CoF by end of Spring. There will be open meetings May 30<sup>th</sup>/31<sup>st</sup> 11:30 - 12:30 to present the plan and discuss. Led by Heather Roberts and Sarah Kelly. The final, full plan will go to dean at the end of the fiscal year. Actions in the plan will affect everybody – attend a session if you can, or if you can't, try to meet with Heather or provide input some other way. Please read it!
- CoF Event Season is here. Spring Awards is tomorrow. Get Outdoors Day is June 3<sup>rd</sup>, and we are looking for volunteers. June 9<sup>th</sup>, no all-college meeting, CoF BBQ instead. June 16<sup>th</sup> is Commencement Dinner, where we recognize outstanding seniors; it is a pretty low-key even and faculty are encouraged to attend. June 17<sup>th</sup> is Commencement Breakfast. FES Awards on May 19<sup>th</sup>.
- OSU is anticipating a 4% budget cut, and all colleges had to give proposal for cuts to the Provost. We accommodated the cuts by eliminating one CoF position (Internship Coordinator), with most cuts in Dean's Office. Beyond not replacing positions, we are not taking additional hits at the department level.
- It is still not clear how OSU will roll out new budget model. The new Provost is aware of pros and cons of the new budget model, and he recognizes that it incentivizes competition between units for students. He doesn't believe this is healthy. The new model was supposed to be implemented starting July, but it is not clear whether it will be or not. CoF is in decent shape, and FES has been careful, especially regarding Ecampus enrollments.
- Academic programs:
  - o New TRAL program goes before Faculty Senate tomorrow. We expect it to pass, and it will then go to the Provost and be ready to launch in summer. Advertising/recruitment efforts are underway.
  - o We are ready to submit Cat 2 for the new FES option (Integrated Conservation Analysis) in the NR program. NR as a whole is also doing significant work on overall curriculum with a new curriculum committee. The committee will present major revisions to the steering committee by the end of spring quarter.
  - o The MNR program is doing well; enrollments are consistent and solid. Finished 5-year self assessment, which revealed things we need to do before 10-year assessment. If you are engaged with MNR, please volunteer to help with efforts. For example, there is currently

an inadequate process to assess learning outcomes, and we must implement a better approach. We also need a mechanism to review the curriculum and quality of courses. Badege Bishaw is looking for anyone willing to help move this forward in prep for 10-year review.

- FES implemented the new mentoring policy last year – it seems to be going well so far.
- FES developed the peer review of teaching policy last year – we have learned a few lessons in implementation that may lead to revisions. The process is proving to be more time-consuming than expected. We also need to complete the Ecampus part of policy. Norm is seeking to do that before retiring.
- FES revised the P&T Guidelines substantially last year, but a couple pieces still need to be completed. Michael Nelson and Bill Ripple are developing plan to move this forward. Specifically, we are looking to define performance expectations for different ranks. If anyone is up for promotion this year (FRAs), need to tell Troy and start process on that soon.
- We've accomplished a lot recently. What else do we need to work on?
  - o Ross: Overview of FES Fellowships & Scholarships Committee. Several old awards could stand to have criteria updated. These awards (Outstanding MS, PhD, Social Science) may be heavily oriented towards research accomplishments. Since these awards are technically 'from' faculty, faculty should participate in this discussion. Could add awards, revise existing, etc.
  - o Hall: Hope to recognize contributions around service, other kinds of achievement. Could discuss this next meeting.
  - o Strauss: Should develop some kind of staffing plan. Can keep it flexible, but we need strategic, longer-term direction.
  - o Hall (response): We are open to discussions about how to hire for disciplinary emphasis areas in the department. We need to keep in mind that the Dean seems to hire for program implementation right now (especially undergrad programs). In FES, we are covering our classes OK at this point, so it's harder to argue for a new hire. Troy sees staffing plan as primarily a discussion about T/TT positions, but is open to expanding it.
- Fall Retreat: Sounds like we do want it. Want volunteers to help plan, to make sure issues reflect concerns of FES members. Need to set date soon. If interested, talk to Troy. Sounds like October is good time.
- Misty: Year end is coming! Look at grants, make sure salary, expenses, etc are right. Reimbursements should be done NOW, should be done within 60 days, and can't be reimbursed after June 30<sup>th</sup>.
- Lisa Ganio on Grad Programs:
  - o Assessment of Satisfactory Academic Progress is extremely important. The Grad School asked Lisa to reinforce this. Must annually discuss progress and what will be done; this is especially important for students in the 'limbo' end stages of their programs. This will become more and more important at OSU level.
  - o This is NOT Grad Employee evaluation. That is separate.
  - o The new assessment form gives the opportunity to define tasks for coming year. The Grad School is dealing increasingly with cases of conflict between the student and committee. If there is no documentation showing that student has been told progress is unsatisfactory, the Graduate School will side with student.

- Every April, Lisa sends assessment to Graduate School. Overview of her findings.
  - Low representation from underrepresented groups. Faculty are primary recruiters – make sure they are casting wide net. Grad School has resources to help with this.
  - We don't currently have capacity to increase enrollment. We're 'full'.
  - All grad committees must contain one "regular" OSU FES faculty member.
  - FES grad faculty has become less male, less white.
  - Students sometimes need Leave of Absence – if your student needs leave, talk to Jessica Bagley.
  - Grad School implemented new rule – PhDs must graduate within 9 years.
  - Encourage MS students to publish.
- Melora Park (Research office):
  - The research office is assessing the research support/proposal website. Asking people to fill out a 1-pg Forestry Research Website survey. Focusing on support/proposals rather than communication. May break the communication piece out in the future.
  - Surveys can be returned to Melora Park or the FES Department Office.
  - The office will also be passing out major proposal deadlines in next couple of months. Sent them to faculty already. If you're considering applying to any, please talk to Melora. There is a minimum 1 week submission time for institutional routing. If there is a subaward, you need extra weeks.
  - Recently updated Proposed Budget Guidelines and EB3 template on website.