

Forest Ecosystems and Society

Department Meeting

Monday, February 18th, 2019

Richardson 115

In Attendance:

Glenn Ahrens	Glenn Howe	Bill Ripple
Jessica Bagley	Katy Kavanagh	Heather Roberts
Matt Betts	Meg Krawchuk	Stacy Rosenberg
Badege Bishaw	Misty Magers	Randy Rosenberger
Janean Creighton	Anna Magnuson	Dave Stemper
Ashley D'Antonio	Ian Munanura	Chris Still
Reem Hajjar	Mark Needham	Steve Strauss
Troy Hall	Michael Nelson	Juliet Sutton
Scott Harris	Klaus Puettmann	Terralyn Vandetta
		Dana Warren

Updates and Announcements from the Department Head, Troy Hall

- Dean's Search
 - Search committee will be announced soon – they are taking time to visit with different groups and stakeholders.
- Academic Programs
 - Michael Collins reports 1st year admits to undergraduate programs are up 38% in the COF; this is quite a bit higher than the OSU average.
 - The Dean's proposal for out-of-state undergraduate scholarships has been approved and will be implemented starting in fall. The scholarships will provide \$14,000 per year per student, which makes our tuition more competitive compared to surrounding states' schools. We hope this will make OSU look more feasible for out-of-state students.
 - The MNR program is growing and needs more advisors. Getting on the advising list is a good way to take on new students if you don't have the funding for on-campus students (contact Juliet if you are interested). Advisor duties are typically light compared to MS students– they involve advising on course selection and overseeing a final capstone project (not a research thesis). The 9-credit MNR capstone course is being revised; it will now be split into a 3-credit preparatory course (taken by students relatively early in their program) and 6 credits of independent capstone work (spread out toward the end of their program).
 - Updates for the MS/PhD program – the new FES 525 and FES 526 courses have been approved, though teaching is still being worked out.
- Budget

- The College has addressed the 7% budget cut – FES operations haven't been significantly impacted for this fiscal year. However, discretionary money for departments was cut considerably.
- At the last FEC, Steve Fitzgerald provided a review of the College Research Forests' budget. Last year, the college netted \$1 million dollars above expectations, due to high log prices.
- Outstanding Alumni Event- May 14th
 - Asking for input/interest in blocking out some time in Cristina Eisenberg's schedule that day to meet with her. (Let Troy know.)
- Research Office
 - A new employee (Cathy Knock) has been hired to work with targeted programs, including the Tallwood Design Institute, and to provide support for Melora.
- Benny Hire
 - The new Benny Hire process for hiring is rolling out for hiring grad students, but will later expand. Most people still won't be using it directly, although Jessica and Misty will be using it.
- Oregon Equal Pay Act – implications for salaries
 - The law was passed in 2017 and came into effect January 2019. It is intended to ensure equal pay for equal work, regardless of job title. We are not allowed to ask applicants about past compensation. HR will look at similar jobs to determine appropriate pay bounds. We are still seeing how this will affect us, but it probably won't change how our department does business. Nevertheless, it is a good idea to make position descriptions for any of your employees are updated and clear.

Tree School Notice, Glenn Ahrens

- Large landowner education event in Clackamas March 23rd
- Brochures are available from Glenn or around the building
- Thomas Stokely and Matt Betts will be presenting. If you are interested in other opportunities to give a lecture or take a class, talk to Glenn

Western Forestry Graduate Research Symposium (WFGRS) update and reminder, Scott Harris

- WFGRS is April 26th in Richardson. This is a great opportunity for forestry students to get practice and feedback on presenting. Please sign up to provide evaluations of presentations.
- Please promote presenting with your students.

Update on On Campus Graduate Programs Leadership, Mark Needham

- As the new director of the on campus graduate programs, Mark will be going around to meet each faculty member for a quick chat. He asks for feedback and anything else you want to share. He will also be meeting with graduate students as a group and the various faculty committees. All of this will be used to develop a plan of work.

Hiring priorities in FES

- FES has been asked to participate in a dual career hire – Materials are circulating.

- Ad hoc staffing group report (Troy, Michael, Matt/Chris)
 - Based on the priority placed on developing a staffing plan for FES for this academic year, Troy appointed a group of six faculty (Betts, Hajjar, Krawchuk, Nelson, Still, and Warren) who represent different disciplinary arenas and teach in our various degree programs. The group is working on identifying potential tenure-track positions that will move the department forward, consistent with the vision document drafted several years ago.
 - Two positions were discussed.
 - The College has identified hiring a faculty member in forest policy as the first priority in the College of Forestry, so the committee has made an argument for what that position would look like if placed in FES. A FES policy position would be tied to a set of courses that we need to have taught and consistent with FES goals and expertise. It also has the potential to attract new students and funding sources.
 - The second potential position the group identified would involve 'data analysis in socio-ecological forest systems,' with Big Data as a keyword. The skills that would benefit our department are data analysis and management, and ability to use large data sets. Matt Betts then outlined some ways that existing research in FES could pair well with these skills.
 - If you have input about these positions or other priority tenure-track needs, please talk to members of the ad hoc committee.

DUO Update and Q&A, Terralyn Vandetta

- DUO will be mandatory for all non-students with an ONID by the end of May 2019.
- There are sign-up events scheduled right now but you do not need to go to a sign up event -- you can do it on your own.
- 'Tokens' (the small hardware pieces) are available for free to all paid employees at the Forestry Computing Helpdesk. Emeritus, courtesy, etc. will need to purchase their own tokens if they want one. Physical tokens are not required; a smart phone will work as well.
- If you forget your smart phone, the Helpdesk can generate a code for you. Also, you will be able to remain logged into a browser on one device for 12 hours.
- As of now Canvas is not under DUO.

DEI Committee Status Update, Heather Roberts

- Current projects by sub-committee
 - Awareness and Training sub-committee
 - Develop DEI training
 - Compile resources
 - Create and disseminate door stickers
 - Curriculum sub-committee
 - Share practices for inclusive environments
 - Evaluate undergraduate learning outcomes for DPD
 - Create guidelines for incorporating DEI into teaching peer review
 - Recruitment and retention sub-committee
 - Develop hiring principles

- Upcoming Projects
 - Incorporate DEI into student and employee orientation
 - Create opportunities for connection and community
 - Implement a 'welcome committee' program
 - Hold a workshop for faculty run by Social Justice Education Initiative program
 - Produce recommendations to allow curriculum flexibility to study abroad
 - Refine P&T guidelines
 - Integrate DEI service requirements into PDs and reviews