

**FES Department Meeting**  
**Wednesday, November 17<sup>th</sup> at 12:30pm, Zoom only**

Attendees:

Dawn Anzinger	Matt Betts	Janean Creighton
Ashley D'Antonio	Reem Hajjar	Troy Hall
Skuyler Herzog	Rachel Houtman	Tak Iwamura
James Johnston	Eric Jones	Medelin Kant
Katy Kavanagh	Meg Krawchuk	Misty Magers
Mark Needham	Michael Nelson	Klaus Puettmann
Ron Reuter	Bill Ripple	Stacy Rosenberg
Mark Schulze	Sharon Shen	Dave Stemper
Chris Still	Steve Strauss	Juliet Sutton
Eli Swanson	Ann Van Zee	

**Troy Hall – Updates and General announcements**

Department Announcements:

- PROF reviews are coming in February-March. Update your Digital Measures soon – materials need to be finalized in January.
- Teaching faculty will be asked to be ready to talk about DEI in relation to course content and delivery as part of a college curriculum review led by the DEI workgroup. The college has funded a GRA to help evaluate the college's curricula and how they are doing in regards to DEI goals. Instructional faculty input will provide material towards to be used in this effort.
- The peer review of teaching schedule for the next year has just been sent out. There is a full schedule this year while we catch up with our goals to have regular teaching reviews. Dawn has been leading a committee to revise our peer review of teaching policy. That draft of the new document will be circulated around winter break and discussed during our January department meeting.
- Our faculty searches are moving along. The final candidate for the natural resources instructor will be interviewed on Friday. The Forest Carbon position will be posted soon, and the Econ/Policy position has been open for a little while.

University announcements:

- The FES faculty elected Kreg Lindberg to be our newest member of the College P&T committee.
- Faculty Senate vote for college Senators is coming up; COF is interested in finding a few people passionate about serving. What can we do about equity in terms of the make-up of the senate? If you have ideas on that topic let Troy know.
- Bacc Core review: the University's Bacc Core curriculum is undergoing a full revision. This will likely lead to changes in categories and courses; it will probably affect upper division courses more. Troy will have more detail later.

**Michael Nelson – College strategic planning process**

- Planning is moving along. Michael Nelson is on the advisory board and gave an update.
- Everyone will have the opportunity to complete a survey, and some groups will be interviewed. Interviews will inform survey development.
- The advisory board has met twice with the consultants. Each department and section of the college is represented on the board. There is a new website that allows you to follow along with the process. <https://www.forestry.oregonstate.edu/strategic-planning>
- The plan is for this process to finish by May. Michael will also be asking more questions at the next advisory board meeting about who else will be helping with this process and who will be considered a stakeholder, because there are some questions about that. There are a lot of questions and unknowns about the process so everyone is encouraged to give notes to Michael and participate when there are opportunities.
- The consultants will do a SWOT analysis for the college with the data they gather. The final Plan is supposed to be implemented this spring and go on for 5-7 years.

#### **Troy – Review of FES policy on Assistant Professor, Senior Research appointments**

- This policy was created in 2009 and needs an update. The FES policy has extra requirements beyond what is required by the university, and some elements seem excessive (e.g., soliciting external reviews of full dossiers). The policy is very detailed about expectations and process for promoting someone from a post-doc position to an assistant professor, senior research. However, the policy does not address processes for outside hires (someone hired to OSU directly into an Assistant Prof, Senior Research position). These are soft money positions so there is less financial commitment on the part of the department and this may be a consideration in thinking about the degree of review and oversight needed to make them.
- Discussion focused on the requirement for external reviews of dossiers, specifically whether there should instead be a request for letters of reference (similar to what is done in other hires). There's a desire to address this element of the policy soon, as we have a case coming up soon. We will propose specific language to address this issue for vote at the December FES meeting.
- Other issues that should be discussed for potential revision/addition to the policy include:
  - What is the expectation for a candidate's letter of application (should it include a research statement)?
  - Should candidates be expected or invited to present a research seminar?

#### **Ann Van Zee-- Quick note about CoF publications**

- Her goal will be to sit in on the first 5 minutes of each meeting to catch some new research activities or other story ideas for the publications. You are also welcome to email her when you have those ideas for stories.