

**Forestry Executive Committee Meeting Minutes**  
**Friday, July 8, 2011**  
8:30 a.m. – 12:00 p.m.  
Richardson Hall 115

**Meeting facilitated by Steve Tesch**

**Members present:** Roger Admiral, Paul Doescher, Ed Jensen, Jim Johnson, Thomas Maness, Tom McLain, Marv Pyles, Randy Rosenberger, Steve Tesch, Hal Salwasser

**Guests:** Zak Hansen, Todd Bastian, Temesgen Hailemariam

***Meeting Handouts:***

- 1) 07-08-11 FEC Meeting Agenda – Steve Tesch
- 2) 06-10-11 FEC Meeting Draft Minutes – Steve Tesch
- 3) OSU Goals 2011-13 – Hal Salwasser
- 4) Review of Promotion and Tenure 2010-11 for PC Discussion – Becky Warner
- 5) Conflicts of Interest – Promotion and Tenure Process for Engineering Faculty – Marv Pyles
- 6) 2011 Annual Ring Schedule – Ed Jensen
- 7) Forestry Club Funding – Ed Jensen
- 8) Extension Map Scenario 6 – Jim Johnson
- 9) Committees and Administrative Assignments, Admin. Memo 208 – Nathalie Gitt

***I.     Announcements***

The Forestry Executive Committee welcomed Marv Pyles and Randy Rosenberger, the new FEC members-at-large and Todd Bastian, ESS Division Lead Development Officer. Self-introduction of all members followed.

***II.    Approval of Minutes from Last Meeting***

The minutes from the June 10 FEC meeting were approved.

***III.   Update and Conversation with the Dean***

- ***Budget Update***

The FRL budget passed with the \$12M add back, for about a reduction of 8%. This translates to \$100,000 less per year in FRL. Hal discussed the reduction of research cooperatives administration cost. Hal reported on his conversation with Provost Randhawa regarding the verbal agreement from the Provost about a framework for a new

business model that Hal will draft this summer, and the revenue sharing on non-resident tuition; the under investment in education; and the issue of CoF producing the cheapest graduates of the university because of CoF subsidizing them.

- The Provost mentioned that he will fund a facilitator (Steve Shield) to help develop a business plan process.

#### **Action Items**

- Hal's goal is to draft of the new business model ready by the beginning of school and will begin dialogues with people and schedule a small group of constituents (Allyn Ford, Bond and Barte Starker, and Larry Giustina) to have a conversation with the OSU President.
  - Hal will modify the message on the new business model framework he sent to Sabah and will route to FEC.
  - Nathalie will schedule blocks of time this summer to get FEC together to discuss the business plan.
  - Steve will share his conversation that he had with the other associate Deans on how other colleges allocate their budget onto their departments.
- **Debrief from the meeting with industry leaders on July 7**

FEC discussed their take-away from the meeting with the industry leaders, what triggered the meeting, and the concerns that the industry had.

- **Priority Hiring**

Hal and the ESS Deans will meet to discuss the next round of positions.

#### **IV. Preparing for 2011-12 Promotion and Tenure**

Steve Tesch distributed a copy of the "Review of Promotions and Tenure 2010-11 for Provost's Council Discussion" that was sent from Becky Warner to the PC members on June 24. FEC reviewed the document and discussed the issues concerning ongoing peer review for teaching, the need for clarity in the position description, the comparative data for evaluation that Extension uses for program evaluations, the voting process and independent evaluation, the committee description, and faculty engagement.

The other issue discussed was brought up by Norm Johnson about the lack of faculty engagement during the endowed chair review process. Norm recommended the

integration of the endowed chair review into the promotion and tenure review. FEC discussed how this could be accomplished. FEC members see the endowed chair review as a process driven by the Dean but not the P&T process. Tom McLain shared his experiences this year with the current process and his satisfaction with faculty engagement. The endowed chair review is an evaluation of somebody's performance. It is the department head's responsibility to actively manage the process. There is a need for explicit outcomes in the letter of appointment or position description. Paul Doescher suggested that the chairs of these committees go through a debriefing.

#### **Action Items**

- Steve Tesch will review the College P&T policy statement about voting/participation only one time at either the department or college level.
- Department Heads and Ed Jensen will meet to discuss ideas about peer review teaching and report back at August/September FEC meeting.
- Follow-up with Thomas Maness regarding Jeff McDonnell's endowed chair review.
- Nathalie will schedule a meeting for the review committee chairs for a debriefing of Endowed Chair reviews once Jeff McDonnell's review is done.

### **V. Near-Term Staffing Decisions**

FEC discussed the College and the FERM Department near-term staffing needs. Thomas Maness summarized his faculty recruitment priorities for three positions. FEC provided their feedback. Hal would like more conversation about other courses that are going to be open for instructors.

#### **Decision**

Hal is in support of refilling the professional forestry instructor position, with some adjustment of the instructor's responsibility [vice Kiser].

#### **Action Item**

Thomas Maness will repackage the Watershed Protection / Geotechnical Engineering position to include it in this round of Provost's Initiatives and will develop a business plan of self-sufficiency for the coop. coordinator position for Hal's consideration.

### **VI. Departmental Office Moves and Renovation**

The space committee has endorsed the relocation of the FERM Department to the Communications Group office space. Rand has tentatively scheduled time this summer to get the FERM Department moved. The current proposal is that the Communications Group will move to Peavy 202. Paul Doescher is working on a proposal to relocate the NR program and other programs (i.e. MNR program) into the FERM office space. FEC discussed the emeriti faculty office space issue and the need of a policy that would address space allocation and term.

### **Decision**

Hal approved the FERM Department move.

## **VII. CoF Support for Logging Sports Team**

The College received an email from an Oregon high school instructor, also a professional lumberjack, who raised couple concerns about the inadequacy of the College support for 1) the Associated Oregon Forestry Clubs and 2) for the OSU Logging Sports Team to compete successfully. He offered that perhaps the American Association of Lumberjacks might be able to contribute some funding if OSU demonstrates sufficient support. Ed wanted to discuss with FEC whether or not the College wanted to increase the visibility of its logging sports by providing more financial support, regardless of where it comes from. Or does CoF prefer to continue to treat it as a fun, club based sport with modest to low financial support from the College? Temesgen Hailemariam, faculty adviser for the College Forestry Club, was invited to give his perspective on these issues and he added his concern about insurance cost. FEC discussed the safety issues. Ed passed a copy of the Forestry Club funding. The College has been awarding an average of \$2000 for the Forestry Club Logging Sports Team. Jeff Wimer would be willing to serve as an advisor, mentor to the logging sports team.

### **Decision**

Ed Jensen and Jeff Morrell will follow-up on the first issue. Regarding the second issue, FEC decided that they were not interested in taking this to a semi-professional level and would prefer the idea of a student based club that would flow with the interest and skills of the students.

## **VIII. Extension Reorganization Update**

Extension has been going through some transformation; Jim Johnson gave FEC an update on the decisions that were made. Last month, there were 12 regions established in Oregon. Jim passed a copy of a map scenario showing the regions. Programing and supervision of faculty within each region will be led by a new region administrator. The old staff chair positions will be eliminated. The individuals currently serving in these positions will go back as full time agents, be appointed as region administrators, or become county leaders. The county leaders (30) will serve as liaisons with government and they will be responsible for participation at the county level with e-campus. Dave King has helped fund a portion of these positions. A week ago, Jim reported that 5 of the 12 positions will be covered with waiver of

search; the other 7 position will be open searches. Extension Forestry will be losing two agents to regional administrator positions: Mike Bondi and John Punches. Jim described the forestry coverage throughout the regions. As Extension downsizes the field agents', territories are getting larger. The reorganization will save \$500-600,000 per year. Hal would like to see the College be very aggressive to put back a forestry extension agent to Clackamas. Jim will keep FEC updated. Steve Tesch asked if the FTEs that were lost could be traced.

## ***IX. Other Topics***

- ***Annual Ring***

This year, most of the activities will take place on Thursday, September 22 and some optional activities are scheduled on Friday, September 23. The Department Heads have a half hour with students attending majors in their respective programs. The morning will be held in Peavy Hall and the afternoon at the Forestry Club Cabin. A copy of the schedule was distributed at the meeting. Hal will attend University Day in the morning and attend the lunch and afternoon Annual Ring program at the Forestry Club Cabin.

- ***Update on WSE and FES Department Searches***

The closing date for the WSE Department Head search is July 18. There were two completed applications in the pool as of the meeting. The FES DH search committee met and revised the PD. The PD is now at the Human Resources office.

- ***CoF Committees and Administrative Assignments for 2011-12***

***Action Item***

FEC were asked to review the administrative memo 208 and send their updates to Nathalie Gitt by August 31.

- ***OSU Honorary Doctorate Nomination Solicitation***

***Action Item***

Steve Tesch encouraged FEC to send their nomination to Hal. The nomination packet is due on August 1.

Minutes were prepared by Nathalie Gitt 07-17-11 and revised by Steve Tesch.