



**Forestry Executive Committee  
Notes  
May 9, 2019**

**Welcome** – Anthony S. Davis

- Dean's Search is active, position is posted!
- Tuesday is the Emmerson Dedication, public event is 2:00-4:00pm, hope to see everyone there, it's a beautiful building and transformative research space.
- Dean's Spring Awards dinner is our largest ever that night @ 350 people attending. It's great to focus on the generosity of donors and make college affordable for our students.
- Planning a Fire Summit in D.C. May 20-21, we are partnering with USDA Under Secretary to present to the Executive Leaders and congressional staff. We've connected with Universities of Idaho, Washington, and Montana to partner with us on this Western Fires initiative.
- NIFA Audit (NIFA provides our Mac-Stennis funding) next week.
- Biennial Report for the College is out – fantastic document that represents contemporary forestry. Hats off to the Communications Team for pulling it together, and thanks to you all for the teaching, research and outreach you do to fill the report with such amazing content.
- Ashley d'Antonio is here for the flash talk today – thank you!
- Carrie Berger is here representing the FNR Ex. Program as it's new associate program leader.

**Safety** – All

- Two safety seminars for forest field safety held over the last couple of weeks.
- University requires that aerosol cans be disposed of properly; bin down at Oak Creek.
- EHS attended safety seminar yesterday: discussion on Burt Hall fire and a number of other things like training coming up. Lengthy discussion on what to do when a faculty leaves the university and what happens to their lab – a proper exit of a PI ensures a good entry for the next PI. A month lead-time is needed for EHS to work with the leaving PI. Surplus won't take anything until EHS signed off.

**Unit Updates & Pressing Issues**

**Research Forests** – Steve Fitzgerald

- Fire is at a red flag warning – no mowing or weed wacking; at the forest, fuels are dry and fire equipment is issued to all workers and field trips. Don't park vans in grass, etc.
- College Forests issued their annual million dollar payment to the College.
- Alumni Awardees will be out for a tour next week.

**Diversity, Equity, and Inclusion** – Heather Roberts

- Stickers have been distributed to about 80 folks; good for visibility.
- Hiring principles working on.

- Curriculum working on DEI into peer teaching evaluations, wider feedback will be asked for across the departments.
- Working with EOA on various trainings.
- OID office is working on a survey for data collection.

#### **Strategic Initiatives** – Geoff Huntington

- Elliott State Forest project: Katy leading the exploratory committee with researchers, they are developing some outreach plans for keeping folks up to speed; Katy is happy to discuss the development. Jim is handling the public listening sessions, and you'll see some public information go out about that. Direct inquiries to Michael Collins.
- Emmerson is finishing, but we will not have it officially open until after equipment is installed by end of summer.
- Peavy Atrium is about complete; tours are available, contact Evan Schmidt.

#### **Student Services** – Randy Rosenberger

- \$607,000 in scholarships awarded, 134 students for 19-20. Highest number of applicants for scholarships we've had.
- Spring enrollment is about equal, 900 UGs. Highest number of veterans across campus; 37% are first generation (OSU is 23%); highest financial need across campus.
- Ambassadors for next year: 9 total, 5 new students! Contact Kira for events.

#### **Forest Service, PNW Research Station** – Paul Anderson

- Holds on agreements will be released shortly.
- Holes in the org chart, and we are out of our hiring freeze. Will hire 23 positions, half tied to FIA (field crew), and half to scientist positions (small level of administrative). Fire hire rules the forest service, so ours will be in the queue.
- No permanent station director yet, they are taking it very seriously.

#### **WSE Department** – Eric Hansen, Rakesh Gupta

- GP is a new friends of RM
- Zach is the art show winner

#### **International Programs** – Michele Justice

- Day of giving raised \$17,000 for our students to engage in IP.
- Swedish Ag Univ. interested in collaborations, delegation coming this year.
- DEI – hiring principles we discussed earlier and we received a lot of feedback; committee has changed some things and will send back out for final review.

#### **FERM Department** – Jim Johnson, Jim Kiser (*for Jeff Hatten – sabbatical*)

- 13 new grad students, possibly another handful entering for fall.
- Graduating 15 grad students this year.
- Forest Policy position is out, Bailey chairing search. May 18 is application date.
- New Admin Prog. Asst – Sharon Whalen, starting June 10.
- Kudos to Madison Dudley for taking up the ABET accreditation process.

#### **Computing Resources** – Terralyn Vandetta

- DUO deadline is May 22 – still 135 people in College not signed up. Ex mail will be on DUO soon.
- Dell testing a virtual application for the new building technology.

**FES Department** – Troy Hall, Steve Strauss

- Curricular approval for accelerated masters program, connecting UG/Grad (like a 4+1); launching in the fall (right now only for online).
- Up 12% in MNR. Possibility for faculty to advise.
- SET scores in dossiers is an issue that faculty is working on; will affect P&T process in the future.
- Jessica Bagley is leaving us June 14; big loss, will be looking for a replacement.

**FOBC** – Roger Admiral

- NIFA audit next week; hope to have a schedule soon.
- Alan Rudisill leaving, recruiting for payroll person.
- Travel and reimbursement claims need to be in by end of fiscal close.

**Research Office** – Katy Kavanagh (absent) – Melora Park filling in

- Mac Stennis reminder: supports generations of faculty and students, OSU is highest fund receiver, all funding supports faculty salaries in the college.
- Katy is leading content on Fire Summit; happy with how conversions are going.
- OSRAA new leadership

**Graduate Student Council** – Neil Williams

- Thanks to everyone who helped put on WFGRS!
- New student group: int'l graduate students association.
- Events coming: outreach from Pyromaniacs on fire in Willamette.
- Grad Student Council working on DEI issues with existing and incoming students, including orientation in the fall.

**TallWood Design Institute** – Iain Macdonald

- The 2019 Call for Proposals for the ARS Tall Wood Buildings Research Program has been issued, with a submission deadline of May 17th. Proposals will be reviewed by an external committee at a presentation session on May 29th. This year, in addition to the priorities specified in our research strategic plan, we are inviting submission of proposals for large collaborative projects that can fully demonstrate and utilize the capabilities of the Emmerson Lab. The estimated start date for projects is August, but we have funding to allow projects to get started earlier if necessary.
- We have not yet been granted Temporary Occupancy of the Emmerson Lab due to delays to paving work and fire suppression system commissioning, but we will be receiving delivery of the first machine, our large CNC, on May 9th or 10th. We will not be installing equipment prior to the May 14th Opening Ceremony, but work will commence rapidly after that. Six machines in total will be delivered and installed, and necessary training carried out, from mid-May to mid-July.
- Our new Technical Manager, Joern Dettmer, will be joining us on May 13th. A job posting for our Structural Testing Coordinator is currently advertised.
- We are planning a TDI open house, tentatively on October 8th, to showcase the full capabilities of the lab. Our annual research symposium will be held in the morning, with building tours and machinery and testing demonstrations in the afternoon.

### **Research Support Faculty** – Michelle Day

- Revised the admin memo for RSF Committee.
- Sub group or training for grant support for post docs and RAs, a best practices for folks to learn from each other.

### **Marketing and Communications** – Michael Collins

- May 1 for UG recruitment is deadline for Advanced Deposit – will be largest class, up in first year students. Up in Forestry, down in NR & FECE, others equal. Down in transfers (OSU is behind in processing apps). University is 8-10% down. Running ads to target transfers.
- Biennial report will be mailed and electronically distributed.
- The power of what a degree from our College does is impressive
- Spring Awards is full but show up to the reception if you like!
- Our design intern designed a perpetual calendar, and won a national and OSU award. It's an impressive project.

### **Outreach and Engagement** – Jim Johnson

- Newly built Ex Medi Kit (Jim did an excellent demonstration of the kit 😊)

### **Foundation/Development** – Zak Hansen

- Focus on Forestry piece picked up Collins Forest piece, encourage others to donate.
- Emerson opening! Lot's of Emerson's attending and Sierra Pacific reps. Near 200 for public opening.

### **Classified Staff & Professional Faculty Group** – Adrienne Wonhof

- Continuing to meet and plan activities, please release employees to attend.

### **Open Discussion after Updates**

- Peavy timeline? In for classes spring term next year. Still waiting on other pieces for the schedule to be firmed up.
- DUO for non-student employees, like courtesy faculty – yes.
- FS PNW grants – entire agency grants included to be released.
- DEI Coffees.
- AEDs are in every office and we should emphasize where they are and who is trained to use. Also, need to make sure there is a plan for servicing them.
- Fitz has a one pager for one day safety protocols, he'd be happy to share.

**Flash Talk:** Ashley d'Antonio (FES) was the featured speaker today.

### **Topic of the Month:** FY20 Outlook (Anthony S. Davis)

- University enrollment is down; Roger, Penny and Sunny have been refining the financial picture for me; and long term we are fine, but we do have to make some changes to meet our budget.
- First, let me explain the overall financial picture: we have a very diversified funding portfolio, E&G/FRL/MacStennis/Donor/ etc. Most of our funding is used for salaries;

due to that, we have steadily increasing annual costs that exceed revenue keeping up (salary increases are good example of this – we only get about half increase). With the budget reduction we had to take last Dec - \$110k; we anticipate a cut for FY20 due to reduction in funding at “continuing service level” from Salem legislators.

- Statewides ask: we asked for 11% increase to try to catch up; we think we are about 5% as looking likely for continuing service level (salary and PERS impacting this).
- Our strategies for meeting shortfall in the past are reserves, attrition, moving expenses, but we haven’t made key changes in our behavior.
- Need to reduce our year over year expenditures by about \$500,000. Our overall budget is about \$25million, does not include competitive grants. Salary is about 70-75% of budget.
- This includes what we get for CSL, enhanced donations, enrollment growth.
- Attrition is the wrong model to meet these shortfalls; does not meet our strategic needs. It was the easiest way to meet annual budget, but not what we do going forward.
- Dean will work with unit leads to get to a \$500,000 reduction, keeping it focused on how to grow strategically, and get ahead of future reductions. He’s been working with dean’s staff and Provosts office on the right changes to make.
- Is the budget model going to result in more/less to us? Gaming the system isn’t working, they will revise it; bringing in new students is the only way to do it. So the accelerated masters is a good “gaming” as increased enrollment drives the budget. Enrollment needs to override the downside of the state funding to result in any real gains. Tuition has been increased about 4% (PSU looking at 11%); we are trying to retain affordability. Our diversified funding source is great, and we are actively pushing on each revenue piece. OSU enrollment drives overall budget (so Engineering getting more students helps us too).
- Is there a plan for discussing with faculty what the difficult decisions that are being made and why? Yes for some decisions, hopefully a meeting with everyone to explain why and what, or at least a written communication depending on dean’s search interview schedules.
- We encourage further discussion amongst our community and that folks with concerns should discuss with their unit leader. The Dean’s Staff has discussed these decisions thoughtfully and it is not disaggregated.
- How will graduate students be impacted and informed? The wide communication should address any concerns; we are not restricting TA appointments, or reducing research allocations.
- A number of professorships support our faculty, is there a way to increase those amounts or add professorships? The long-term picture is rosier than we have now; the campaign strategy is people and program – not facilities. We are focusing on endowments, the long-term strategy not something that fills an immediate hole. We also aren’t in a position to match with our current funds.
- Is there a freeze on hires? No, that’s what we’ve been doing and that doesn’t allow us to fill those critical gaps in disciplines that we current have. So no, we will hire where we need to.

- Do we know how many TT hire we may be able to make? Maintain or increase, not a number exactly. Not decreasing. And we may fill vacancies with other disciplines, not necessarily that of the person who left.
- It's a hard period, but let's be supportive of each other.