



College of Forestry Dean's Office

Oregon State University
109 Richardson Hall
Corvallis, Oregon 97331

P 541-737-1585
forestry.oregonstate.edu

Forestry Executive Committee (FEC) Meeting

Agenda for Friday, October 6, 2017

8:00 a.m. – 10:00 a.m.

Richardson Hall 115

- 8:00 a.m. ***Update from the Dean** – Thomas Maness
- 8:10 a.m. **Pressing Issues/Important Updates** – Anthony S. Davis
- Research Forests** – Steve Fitzgerald
 Marketing and Communications – Michael Collins
 Strategic Initiatives – Geoff Huntington
 ***Research Support Faculty** – Keith Olsen, Michelle Day
 Research – Melora Park
 FES Department – Troy Hall, Lisa Ganio
 Computing Resources – Terralyn Vandetta
 International Programs – Michele Justice
 FERM Department – Claire Montgomery, Jeff Hatten
 FOBC – Roger Admiral, Penny Wright
 ***Diversity, Equity, and Inclusion** – Heather Roberts
 WSE Department – Eric Hansen, Rakesh Gupta
 ***Foundation Development** – Zak Hansen, Marlys Amundson
 Staff affairs – TBD
 ***Student Services** – Randy Rosenberger
 TallWood Design Institute – Iain Macdonald
 Outreach and Engagement – Jim Johnson
- 9:00 a.m. **Open Discussion after Updates**
- 9:20 a.m. ***Topic of the Month: COF Goals for 2017-18** – Thomas Maness, Anthony S. Davis, Geoff Huntington
 Please read thoroughly and be prepared to discuss what jumps out as a high priority, identify where your unit can contribute, and note any hurdles that will need to be overcome.
- 9:55 a.m. **Wrap-up**
- 10:00 a.m. **Adjourn**

**** Attachments Included***

ONGOING DISCUSSIONS			
IMPORTANT DATES			
Date	Event	Time	Location
10/14/17	Homecoming Tailgater	TBD	LaSells Stewart Center
11/1/17	FEC Meeting	8 - 10 a.m.	115 Richardson Hall
11/3/17	IWFL Advisory Board Meeting	TBD	Portland TBD
11/4/17	Beaver Open House	TBD	TBD
11/9/17	SAF Student Chapter Job Fair	10 a.m. - 2 p.m.	CH2M Hill Alumni Center
11/16/17	SAF Nat'l Convention Alumni Reception	6:30 - 8:30 p.m.	Albuquerque, NW TBD
11/28/17	FWHMF Research Program Progress Report Meeting	TBD	CH2M Hill Alumni Center
11/29-30/17 12/7-8/17 1/18-19/18	Dean's Forestry Leadership Series	TBD	107 Richardson Hall
12/1/17	FEC Meeting	8 - 10 a.m.	115 Richardson Hall



Oregon State University College of Forestry

Update from the Dean
FEC Meeting, October 6, 2017

Forestry Leadership Speaker Series

As we face continually shifting demands on our forests and expectations from our faculty and graduates, the College of Forestry is interested in hearing diverse perspectives on where forestry, and forestry education, is headed. With the hopes of galvanizing energy and ideas around the challenges and opportunities ahead, we are initiating a conversation with leaders from academia, agencies, and industry.

Building on seminars and small group discussions, speakers will be invited to present and discuss their thoughts on the future of forestry with our students, faculty, and stakeholders. These conversations should inform decision making within and beyond the college, and support us as we manage change, identify future leaders and champions, and sustain and grow our teaching, research, and extension programs.

CONFIRMED VISITORS (additional invitations pending)

November 29-30, 2017	Dr. Dennis Becker, Director-Policy Analysis Group and Associate Professor of Natural Resources & Society, University of Idaho
December 7-8, 2017	Dr. Linda M. Nagel, Professor & Department Head, Forest & Rangeland Stewardship, Warner College of Natural Resources, Colorado State University
January 18-19, 2018	Dr. C. Rhett Jackson, Professor of Hydrology Warnell School of Forestry & Natural Resources, University of Georgia

Research Support Faculty Professional Development Fund – Enhancing Opportunities Keith Olsen and Michelle Day

Since February 2016, the Research Support Faculty (RSF) Professional Development Fund (PDF) has provided opportunities for RSF to obtain career enhancing training. In response to the first few cycles of funding along with our ongoing outreach efforts, we are proposing to broaden our reach within the RSF community, expand career development opportunities and streamline the efficiency of the award process.

First we propose to reduce the PDF application process to one call per year (in the fall) due to lower applicant response to the spring funding cycle. This will limit the administrative burden of the PDF. We also propose having the PDF cycle extend from when the funds are awarded to December 31st of the following year. Second, we would like to expand the types of professional development activities the PDF can support. The fund has successfully provided career enhancing opportunities for fifteen research support faculty who have received awards so far. However, many RSF are not able to travel or otherwise capitalize on offsite conferences or training opportunities, but would be able to engage in other types of professional development activities that also contribute to the College. We are proposing two new ways to broaden the scope of the PDF to expand the fund's success in reaching those RSF who are currently limited in professional development opportunities.

1. Funding Committee Service

We propose setting \$5,000 aside from the \$20,000 annual PDF for use by department heads or the College to establish paid committee opportunities for RSF. These paid committee opportunities could be advertised at any point during the year. Service on committees for a couple of hours per month works out to about 0.01 FTE. For a RSF making \$66,000 with 0.5 OPE, for example, the total for a year would be about \$1,000. This FTE could be processed as 'overload' or added to a RSF's FTE if it is below 1.0. The extent of committee service could vary although the existing maximum award of \$2,000 per individual would apply.

2. Funding Workshop Development and Delivery

RSF in the College are experts in a wide-range of topics. We propose allowing PDF funds to be used to cover salary for RSF to develop and lead workshops on topics for which the applicant(s) have expertise and that are of interest to other RSF, tenured/tenure-track faculty and/or graduate students. Funding RSF-led workshops supports the professional development of the individual leading the workshop, and also those attending including RSF, students, and academic faculty. Workshops will also support the PDF goals by promoting the knowledge and skills of RSF and by increasing equity and inclusion by expanding access to new skills. The PDF application will be modified and applicants will be required to describe the workshop and estimate the time and costs for workshop development and delivery, and set a projected workshop date. Applications will be reviewed utilizing the existing criteria, requiring applicants tie workshop development to their professional development plans and the goals of the PDF with a maximum award of \$2,000.

DEI Committee Nomination Status 9/26/2017

Heather Roberts

Summary of Nominations

Dept./Unit	Position	Gender
FERM 1	Faculty (Assistant Professor)	3 7
FES 5	Staff	3 Male 3
WSE 2	Grad Student	4
Dean's Units *	2	

Seeking Additional Nominations for:

- One employee rep from FERM
- One employee rep from WSE
- One employee rep from other Dean's Units

* Communications Group (1), College Forests (1)

Committee Charge

The DEI Committee is charged with leading the implementation of the CoF DEI strategic plan. This is a working committee. Members will have substantial leadership responsibility to engage other members of the CoF community throughout development and implementation of actions. Committee members will establish ad hoc subcommittees as needed to implement specific actions in the plan.

Committee Time Requirements and Responsibilities

- Meet once a month for two hours and complete at least two hours of work in between meetings.
(Time spent between meetings will vary depending on project and amount of delegation. Each member will have the ability to determine how much time will be dedicated to DEI activities between meetings.)
- Serve for a two or three- year term.
(Appointments will be two years. However, half of the initial committee members will be asked to serve for three years to establish overlapping terms).
- In the committee's initial year: establish priorities, create a schedule for action completion, and develop clear and measurable benchmarks for each action.
- Department and unit representatives will share progress once per term at their respective departmental and unit meetings.
- Meet twice a year with the Forestry Executive Committee to share progress on the DEI plan, make recommendations, and request leadership support as needed.
- Prepare and submit an annual progress report on DEI activities and plan implementation.

Committee Composition

The committee will be comprised of eleven members:

- The DEI Coordinator (Heather Roberts), who chairs the committee
- Two employee* reps from FERMTwo employee reps from FES
- Two employee reps from WSE
- Three employee reps from other Dean's Units (e.g., communications office, business office, computing, extension, research, TallWood Design Institute)
- One graduate student rep from any of the College's graduate programs

* "Employee" encompasses classified staff, professional faculty, tenured, tenure track, non-tenure track faculty, instructors and research support faculty

2017-18 CoF Fundraising Annual Plan Highlights

Zak Hansen and Marlys Amundson

Vital Few Objectives

1. Fundraising: Secure \$4.5 million with a focus on planned giving opportunities
2. Engagement: Strategically engage donors and alumni, with a focus on broadening and deepening their relationship with the college

1. Fundraising

- A. Finish \$35 million in fundraising for the Oregon Forest Science Complex, including gifts-in-kind for the A. A. Red Emmerson Advanced Wood Products Lab
- B. Raise at least \$1.5 million toward the Student Success Initiative, concentrating on:
 - o Scholarships (need-based and differential tuition for out of state students with a focus on Washington);
 - o Student Experience, including the Mentored Experience Program; and
 - o International Programs support
- C. Work with the gift planning team on securing documentation and booking estate and property gifts.

2. Engagement

- A. Through a series of engagement events, both internal and external, with alumni, friends, and corporate partners, we will work to deepen and broaden connections to and support of the college.
- B. We also will continue strategic discovery activities in Oregon and Washington, with a concentration this year on potential planned giving donors.



Mentored Employment Program

ENHANCING EDUCATIONAL + CAREER SUCCESS FOR UNDERGRADUATE STUDENTS

The **Oregon State College of Forestry** and its partners support co-curricular programs for undergraduate students. The **Mentored Employment Program** enables students to hone skills and gain valuable work and research experience in mentored, paid positions, helping prepare them for positive and impactful contributions beyond OSU.

You can help! We welcome your financial support of our students through the Mentored Employment Program. You benefit by helping undergraduate students achieve their educational, personal and professional goals; advance forestry and land management practices and product development; and prepare future professionals for the workforce. The program also targets underserved students who particularly benefit from co-curricular experiences.

Students actively engage in a variety of research and outreach projects, learning about data and sample collection, data entry, analysis and modeling in a mentored team environment. Projects range from microscopy to landscapes.

Details about the Mentored Employment Program, including how you can donate and partner with us to reach shared goals, can be found by contacting **Brooke Harrington at (541) 737-1594** or at:

<https://goo.gl/An4tuz>



Above: Micah Sutfin, a Renewable Materials student at work in the testing lab.

"The Mentored Employment Program helped me to improve my communication skills, which I use on campus with my fellow students and professors. I will be able to bring these skills with me to my future employment." - Joseph Tinker, a Natural Resources student





Goals for 2017-2018
Thomas Maness, Dean
Submitted to Provost Feser, September 2017

GOAL
<p>I. Strengthen the College of Forestry’s commitment to academic excellence in support of our student’s lives and careers.</p> <p><i>Objectives:</i></p> <ol style="list-style-type: none">1. Execute the newly developed Renewable Materials Advanced Manufacturing Program to produce graduates with strong employment skills and employer support.2. Implement assessment criteria for undergraduate programs, and launch dashboard for tracking and reporting key performance indicators.3. Continue work with the Forestry Education Council to adjust and improve the curriculum of the Professional Forestry Pro School to meet and exceed expectations of the marketplace for our graduates.4. Establish clear objectives for key factors impacting the success of our graduate students, and implement a strategic plan that addresses those objectives.5. To further broaden the pool of well-qualified new students, the College will enter into transfer agreements with up to three additional Community Colleges that offer qualifying preparatory programs.6. Initiate discussions at a University level to address enrollment implications posed by the out-of-state tuition disparity between forestry programs at University of Idaho and Oregon State University.
<p>II. Expand the Impact and Relevance of College of Forestry’s Research Through Public/Private Partnerships and Outreach.</p> <p><i>Objectives:</i></p> <ol style="list-style-type: none">1. Grow the resource base of the Institute for Working Forest Landscapes to support best-in-class research, and sponsor a major call for interdisciplinary research proposals this year.2. Continue to diversify and balance the College research funding portfolio by raising donor funds for a minimum of two Faculty Scholars for the Provost match program, and supporting faculty to develop competitive proposals for national awards.3. Continue to grow the research program of the TallWood Design Institute through partnerships with private sector associations and industry members.4. Launch construction of the A.A. Emmerson Advanced Wood Products Lab and obtain major manufacturing equipment donations.
<p>III. Drive the College of Forestry toward a more diversified, pluralistic college community grounded on collegiality, respect and commitment to excellence.</p> <p><i>Objectives:</i></p> <ol style="list-style-type: none">1. Execute the recently adopted DEI Plan for the College and integrate the recently hired Dean’s DEI coordinator into College management protocols.2. Complete “SAFE Zone” training for the entire College leadership team, and “ADVANCE” training for the remaining members of the College senior management team.3. Fully incorporate DEI elements into College orientation programs for new students and staff.4. Implement recently adopted P&T guidelines setting evaluation criteria based on faculty contributions to DEI programs and initiatives of the College and University.5. Complete and adopt a plan for implementing DEI into the curricula of each degree program of the College.

IV. Internationalize the College of Forestry with emphasis on the Pacific Rim.

Objectives:

1. Continue to increase the number of international student experiences, building on the 54% increase accomplished from FY16 to FY17.
2. Launch the second phase of the Chilean partnership to expand the scope of research partnerships, exchange programs, and student experience opportunities in both Corvallis and Chile.
3. Conduct a feasibility study and (if appropriate) adopt a business model for a revenue producing certificate program that targets forest industry professionals from pacific rim countries.

V. Ensure the long-term financial stability of the College of Forestry with facilities necessary to grow the College.

Objectives:

1. Finalize funding for the Oregon Forest Science Complex while fulfilling the vision and goals for the project and the College.
2. Develop an aggressive recruitment strategy to increase enrollment in the College with immediate emphasis on Renewable Materials (and the new advanced manufacturing option), as well as Forest Engineering, and our new Tourism, Recreation and Adventure Leadership program.
3. Achieve \$3 million annual goal for private giving to the college focused on student scholarships.
4. Implement our new budget model emphasizing performance-based budgeting and decision accountability at program management level.
5. Work with Board of Visitors, University, and the OSU Foundation to design an innovative mechanism to incent donations of merchantable timberland to serve as a future and ongoing source of revenue for the College.
6. Continue to work with the conservation community, state legislature, Oregon Land Board, and federal delegation to broaden the funding base for the college.