

Forestry Executive Committee
January 23, 2007, 1:30-5:00 p.m., RH 115
Meeting Minutes

Leadership Success Secrets: A good leader is also able to share their passion about the purpose and mission of the organization and in a way that enables others to feel passionate, too. The nature of the vision and mission is critical for enabling others to feel as if their work has purpose and meaning beyond the tasks they perform each day. "The great leaders are like the best conductors - they reach beyond the notes to reach the magic in the players." --Blaine Lee

Committee Members Present: Admiral, Lachenbruch, Jensen, McLain, Salwasser, Walstad, Tesch, Johnson, Adams, Montgomery, Lacey
Guests: Dave Lysne, John Bliss

1:30 p.m. College Forest Properties CY 07 work plan and budget proposal Dave Lysne

Summary: Based on guidance provided by the FEC on December 5 and January 9. Dave Lysne, director of College Forests presented several alternative work plans and budgets for College Forest Properties in CY07 with the goal of not losing money and avoiding dipping into reserves.

Scenario 1) Avoid selling logs into a relatively poor log market. Harvest 1 unit to support the Boston-Murphy study and the student logging training program. This scenario would lose \$1.3 million. Lysne said, "If we don't harvest now, when we get seedlings currently on order, they will go to waste and we'll have contracting issues."

Scenario 2) Sell a lot more timber and generate \$104,000 net revenue, essentially breaking even.

Q: Is there some middle ground that mitigates the problems by not selling into a bad market any more than is absolutely necessary? In response to the question Dave prepared Scenario 3) and submitted it via email.

Scenario 3) This Scenario would harvest more volume than Scenario 1 and less than Scenario 2 but dip into reserves for \$750,000. Then Dave was asked to do another proposal where we don't lose money.

Scenario 4) Similar to Scenario 2, Scenario 4 would sell 7,861 MBF and generate approximately \$115,000 net revenue based on logs being worth \$510 per 1000 bf. Dave believes there is a better outlook for the log market in late winter or early spring. There is not a backlog of logs sitting around, Dave anticipates log value to increase, but he is still giving a conservative estimate. Issues/Concerns: Q: What will this harvest do to our decadal yield? A: By 2010 we will be back on track.

ACTION: FEC directed Dave to pursue Scenario 4 and carry out the timber sales listed on sheet under FY 2007.

Decision Item

2:30 Administrative coordination and support for Fernhopper and Starker Lectures Ed Jensen

Summary: Ed Jensen presented proposals to provide administrative coordination and logistical support for Fernhopper and the Starker Lecture Series.

1. Starker Lecture Series- John Bliss joined the FEC and explained that while his time as Starker Lecture Chair has been very rewarding he would like to engage in other duties and give someone else the opportunity to be the Starker Lecture Chair. John explained the duties and discussion ensued about different options. The following are highlights from that discussion.

- It is important to get a replacement engaged soon because the coordination for next year's speakers must start soon to bring in national names.
- Try to bring a balance, appeal to traditional constituents as well as national profile people that may be enticing to other disciplines.
- Regarding the graduate seminar, the Committee chair has always been the instructor but it could be negotiated. Another possibility would be to have co-chairs, they could alternate each year between being the chair and instructor.

- Conference Services provides administrative support. Internal support should be minimal but is still needed.
- The most time consuming/challenging piece has been the time and energy spent with some arm twisting to get administrators, faculty, and staff to participate.

ACTION: Hal will send out an email request for nomination and/or volunteers for the next Starker Chair.

2. Fernhopper – Debbie Bird McCubbin has been the coordinator of Fernhopper for years. With her retirement a new Fernhopper coordinator needs to be appointed as well as administrative support identified. University Conference Services has been hired to take care of logistics.

ACTION: Ed Jensen will take the lead as coordinator of Fernhopper this year. He has since asked Kira Hughes to assist with administrative support.

Discussion and Decision Item

3:00 BREAK

3:15 Tenured and Tenure Track Professorial Appointments Roger Admiral

Summary: Roger spoke with Caroline Kerl to obtain guidance about whether or not budget realignment options can include any consideration of Tenured and Tenure Track faculty appointments. Caroline did not have anything to offer beyond current University policy, namely; any forced reductions in FTE would require an executive decision by the President. Roger relayed that the College of Forestry has approximately 25 tenure/tenure track faculty members with 1.0 FTE appointments. The remaining 20 plus faculty have appointments of less than 1.0 FTE. Reducing all tenure appointments to .75 FTE would potentially save \$300k - \$400k per year in College funding. Faculty would still accrue vacation, maintain full benefits, and could boost their salary back to the 1.0 level through grant and outreach activities. Another option would be conversion to 9 or 10 month appointments. This process would have a higher upfront cost since accumulated vacation would be paid-off on conversion. Caroline did agree that voluntary conversion to .75 FTE or to 9 month appointments may be initiated at any time. The incentive for a voluntary conversion would be a higher base annual salary.

Discussion Item

3:45 Voluntary College Advisory Task Teams Hal Salwasser

Summary: FEC discussed volunteer advisory task teams that College personnel can volunteer for to work together to provide advice and suggestions to the Dean for resolving the College Budget problem.

ACTION: Hal will send an email out to the College asking for volunteers to engage around certain questions and ask them to provide him with advice and options. For instance what is the upside and downside of each. He will also ask for volunteers to chair the advisory teams. Hal will funnel suggestions and advice through CFAC. The Teams will be asked to report back to Hal in March.

Possible topics include:

- Voluntary conversation from 12 to 9 month appointments
- Streamlining curricula – reducing the # of classes needed to obtain a degree
- Exploring great efficiencies in support services.
- What would be the necessary incentive for voluntary conversion to 0.75 FTE or 9 month appointments?
- What are the implications of moving from the current departmental structure to 0 or 2 departments?
- What are P and T consequences?
- What are THE consequences of changes in the College Business Office?
- Who will be the stakeholders in our future college? What do we want to look like?
- What are the critical program areas that are essential to the college moving forward?

- Discuss choices on how to remain strong in some programs.
- How to resolve conflict of needing to reduce the size of the faculty and maintain the quality of our programs.
- Some advice to the advisory teams:
 - Be okay with ambiguity.
 - Need to understand how complex the problems are.
 - Ideas must save money, comply with vision and mission, completed by march 1.
 - Think creatively and outside the box,
 - Be radical.

Discussion and Decision Item

4:45 Other:

- **Dean's Awards and Retiree Recognition** – FEC will help serve lunch in the 2nd floor knuckle. Jim, Ed, Hal, and Steve.
- **Advising Assessment** – Ed Jensen suggests suspending this for one year. Surveys show that 97% of students are supportive of the service. The University should have a system within a year. FEC approved as long as we make sure and do the assessment next year because of ABET.
- **Need Nominations for Fernhopper Awards** (Outstanding Alumni and Honorary Fernhopper) by the end of the month – Rose will send FEC list of previous award winners.

5:00 Adjourn

Upcoming Key Dates:

1/25	David Orr, Starker Lecture, CH2M Hill Alumni Center, 4:00 pm
1/30	Dean's Awards and Retiree Recognition, 10:00-noon, 1 st floor knuckle
2/15	Andrew Miller, Starker Lecture, LaSells, 4:00 pm
3/15	Terri-Lynn Williams-Davidson, LaSells, 4:00 pm
4/5	Jerry Franklin Starker Lecture, LaSells, 4:00 pm
5/3	Pamela Matson, Starker Lecture, 107 Richardson Hall, 4:00 pm