



**Department of Forest and Wildlife Ecology**  
Minutes of the Department Strategic Planning Meeting  
January 15, 2015

**Present:** Drake, Gunther, Johnston, Jones, Karasov, Kruger, Ozdogan, Pauli, Pidgeon, Potter, Radeloff, Ribic, Rickenbach, Rissman, Rodock, Samuel, Stanosz, Townsend, Van Deelan, Volker, Webster, Zuckerberg

**Absent:** Berkelman, Bowe, Nack, Peery, Schaeffer

Meeting called by Karasov (Chair) 12:10 p.m. in 6120 Microbiology

Ozdogan wanted to compile a list of potential industry prospects for potential development efforts. He volunteered to lead this activity.

Karasov welcomed Johnston as new faculty member.

**Review agenda**

There were no changes to the agenda.

**2. Approval of minutes**

No minutes because the last meeting was an Executive committee meeting

**3. Reports and announcements**

Potter: Knowledge Base and LTE survey for hiring.

To view starting of Russell Knowledge Base external site topic, Faculty Guide:

<https://kb.wisc.edu/russell/search.php?q=&cat=4262>

To view survey for LTE hires:

[https://uwmadison.qualtrics.com/SE/?SID=SV\\_3t7MSzDpQWBdeRf](https://uwmadison.qualtrics.com/SE/?SID=SV_3t7MSzDpQWBdeRf)

Webster: Grants and Contracts hiring. Fiscal Specialist hiring. Training on OMB circular

Karasov: Indirect cost returns back from CALS

Webster: Schorger allotments have been updated.

Rodock:

Graduate Committee from Ribic, reported on Graduate program meeting. We are going to need to set graduate level learning goals, and UW institution accreditation. Goal for every given degree, assessment and goals. Individual development plans for grads funding from federal

funding. Changes to Grad appointments to change. Max cap to be 50% appoint, base rates to be same and minimum and tiered to give raises.

Gunther: Office 365 conversions this week with open lab hours. For future conversions, please contact Russell IT help.

Space issues. Lorimer lab under consideration now that he is retired. Lorimer may need space in the building for computers for ongoing work. Karasov working with Russell crew to rehab space as soon as possible. Use some department resources to upgrade basic features of lab. This is currently web lab space. If used as a shaped space, will be coordinated.

Townsend mentioned some shared use lab space in B28 he and his lab rehabbed.

**4. Old business (none)**

**5. New business**

Rickenbach gave an overview of the December all CALS meeting. Budget model to be developed campus-wide using metrics of teaching (credit follow instructor and credit follow department) and research (overall research expenditures and indirect). This will impact a small portion at the start and grow over time. Shared statics about campus. The budget cutting exercise (2, 4 and 6% and cannot be across the board). Rickenbach and Karasov forwarded ideas to CALS. Ag Research stations may take a significant hit under the current model. Closing a Madison soil testing lab. CALS potential restructuring. More consolidation of departments, changing of center structure. No specific ideas shared or moved forward.

Major items: Review document of strategic planning.

First 30 minutes a break out to discuss major topics.

Recommendations

Topic	Recommendation
Facilities	Defined as use and equipment; Recommendation for Russell Labs space committee Identified space and needs, committee could push idea of using space and equipment efficiently. Positive impact from external assessment of space. Mention of improvement to the Russell lobby – building-wide committee question. Update the display case.
Develop skills in ESRI and GIS courses	Plenty of courses for undergrad (ugrad)

	<p>courses. Student meet with advisor. Current ugrad courses meet minimal need. Rodock mentioned GIS online courses.</p>
<p>Consistent format for the preparation of the prelim paper in Forestry and in Wildlife Ecology, in the format of the qualifying exam.</p>	<p>Prelim exam be based on prelim proposal. Based on pattern you would write to an agency. Exam is meant to be narrow and deep.</p> <p>Two meetings rather than one meeting. Forestry majors should have qualifying exam. Wildlife should consider prelim exam.</p> <p>First exam qualifying exam broad and shallow; early in their first year also help identify courses and research.</p> <p>This is coming from the students, there are some complaints of Department inequality. Grad Programs Committee will prepare at the next meeting proposal for a prelim exam.</p>
<p>Competitive for top graduate students. Stipend amounts. Should this be discussed with CALS?</p>	<p>Significant issue. In past UW prestige enough to have folks join.</p> <p>Ozodgan mentioned The length of guaranteed funding – can be an issue. Is it possible to institute a competitive fellowship for faculty to apply for students?</p> <p>Recruitment funding, we could offer a signing bonus.</p>
<p>Several TAs, needed for FWE Techniques (FWE550). Required for ugrad majors. Should we ask CALS for funding?</p>	<p>Rodock explained current TA allocations. Campus fundraising for these type of concerns. Rodock mentioned senior student assistant who have taken course may be better</p>
<p>Post docs more connection</p>	<p>Kruger mentioned post docs should be encouraged to participate, more social events, attend seminars, and professional development invites. May depend on the individual lab.</p> <p>Rodock mentioned a new career services initiative for post docs.</p>
<p>Rewards and incentives without extension programs who conduct significant outreach that benefits WI and beyond.</p>	<p>Example of merit committee question: if a person has extension outreach area but not hold an extension position. Bumped up in merit exercise. Mladenoff suggested outreach is considered part of everyone’s job.</p> <p>Karasov suggested outreach from Department funds.</p>
<p>Web pages</p>	<p>Web page needs updating – content or design.</p>

	<p>Concerns about stale web page. Improvements needed to main FWE web page.</p> <p>PP and ENTO have Facebook, Linkin. What about Google alerts. Student chapter has Facebook page.</p> <p>Rodock has student hourly to help get things posted on Facebook and Twitter.</p>
SAF accredited undergraduate forestry BS degree - continuation	Hire more people. A discussion of how to maintain accreditation in lieu of short staff.
Stakeholders	<p>University and department could be forum of topics to bring people to campus. Agreed to work toward.</p> <p>Do we have an external advisory committee to help with decisions? Rickenbach mentioned this is a department decision.</p>
Women and Minorities	<p>Large issue, context of both department and University. Diversity training agreed as necessary.</p> <p>How to create a hiring structure to increase diversity?</p> <p>Rodock – diversity should be a more organic part of the process.</p> <p>A trained professional to help recruit the next faculty position with diversity as a component.</p>

*Current plans for coverage of courses*

FWE 550 – Forest Ecology. Townsend would like to restructure course from traditional lecture and lab format to a flipped classroom, similar to how Kruger teaches Tree Physiology. Traditional style (big) or flip to be useful. Give graduate students the ability to teach a class. Three credit class and 1 credit lab. What do we do this coming year? Bring enrollment down to a manageable scale for Forestry majors and a few others.

FWE 410 – Silviculture. Stanosz concerns about the laboratory, contains items that he has not done. Note mentioned other local graduates who may be able to help.

*New faculty hires*

Silviculture – should simply ask for what we need, not match with Extension or DNR.

Show of hands to support approach for next hire proposal; ask for a position all salary supported by CALS no outside funding, focus on teaching and research.

Van Deelan - Martin extension hybrid model does not go away if we go down this route

*Future staffing:* What happens next in Department?

Tom G. no longer here, no plan to replace

Ken Raffa, Entomology, three years from retirement

*Future leadership issues:*

How to get future goals and strategic planning to Rickenbach  
New chair call for Planning Committee

APC open spot for elections. Open if anyone is interested.

Suggestions on two person advisory committee for chair and associate chair, possibly two revolving members on an annual basis.

February Rickenbach to visit with each member toward goals and moving forward.

**Adjourn.** Karasov adjourned the meeting at 4:31 p.m.