

School of Natural Resources and Environment
Faculty Meeting Notes
Wednesday December 5, 2018
1:00-2:00 PM – ENR2 S215

1. The Good Stuff – (1:00 – 1:05) – Kudos and thank you's
2. Director Updates – (1:05 - 1:15)
 - Holiday Party – 11-1 pm Thursday 6 Dec in N350.
 - Faculty Holiday Party Thanks to Elise Gornish Gala 5:00-8:00.
 - Graduate celebration for our majors – Saturday 15 December in ENR2 at 11:00 am – 1:00pm – Faculty will attend.
 - Positions:
 - Spousal Hire – Near Completion – Katy Prudic should be joining SNRE in January.
 - SPFI – Nominations Still Open
 - Environmental Law Interviews – One candidate if selected by the College of Law would be a great connection for SNRE – Mike Staten has agreed to provide 0.25 towards this candidate's FTE (if selected) for a joint appointment with SNRE and teaching a course each year.
 - Mitch McClaran will become Director of the Ag Experimentation in July and this will mean he will no longer be teaching in SNRE – the Dean has agreed to provide ~ 0.25 FTE of a position to compensate the school for this loss.
 - International opportunities – meeting and Brazil
 - Study abroad courses, micro-campus, virtual interaction opportunities (e.g.: Rachel Gallery's suggestion).
 - Brazilian student exchange or workshops.
3. New Business – (1:15-1:50)

- Leadership opportunities: Associate directors, EMRR program chair leadership opportunities being discussed with SNRE faculty.
- Border safety and awareness: Please be sure to take note of the heightened issues along the border so please be sure to talk with your students on this issue and provide them with protocols that will keep them safe.
- Budget uncertainty: Last snapshot from the University showed CALS as the only college in the black. However, no one knows how deficits will be covered or shared. Therefore CALS expenditures are uncertain and has now only asked unit heads for most important ‘critical hires.’ There may be a general call for new positions in the new year.
- Merit increases – what we know and a longer list of what we don’t: \$1000 merit increase for faculty and staff = soft money people are also eligible but funds must come from grant(s). Graduate assistants will also be covered based upon their FTE.
- Employee engagement survey and action plan: only about a 22% response rate for SNRE. Action plan will be required.
- Critical faculty hires – call out from the Dean: Director sees the perceived needs to include Dave Christianson replacement, Mitch McClaran replacement (for teaching FTE).
- Next semester: Need to discuss degree name changes and perhaps going to two degrees. We will evaluate student surveys collected this semester and how they can direct our future needs.
- Discussion: Ecotourism/outdoor recreation degree option pursuit – may require new faculty to pursue this.
- Other topics?

4. Committee Reports – (1:50-2:00)

- No report time requested

Attendance: Moore, Bogan, Quanrud, Heffelfinger, Meredith, B. Smith, Gallery, Marsh, McClaran, Howery, Hu, Verdolin, Steidl, Weiss.