

ITEM 119-1007-R0503 Proposal

PROGRAM DESCRIPTION

1. **Briefly describe the proposed new program. Please indicate if it is an expansion of an existing program; a new program; a cooperative effort with another institution, business, or industry; or an on-campus or off-campus program. Attach any formal agreements established for cooperative efforts.**

The proposal is to rename the School of Forestry of The University of Montana-Missoula to the College of Forestry and Conservation and to reorganize the unit. The proposal does not request a new program and it does not involve the addition of any new faculty, staff, or support personnel, or the creation, deletion, or change of any academic programs. **NO NEW RESOURCES ARE NEEDED.**

Since its founding in 1913 the School of Forestry has operated as a single unit with no administrative subdivision. Over the years the School has evolved to be a highly complex unit that now could become far more effective and efficient with subdivision and additional leadership. Beginning from a forest management academic program the School has evolved into a comprehensive natural resource academic and research program. It currently houses 11 academic degrees at the BS, MS, MEM (Masters of Ecosystem Management), and PhD levels which are focused on Forestry, Wildlife Biology, Recreation Resources Management, and Resource Conservation. Also offered are academic minors in Wildlife Biology, Wilderness Studies, and Nature and Democracy. The School's research and outreach is conducted through the Montana Forest and Conservation Experiment Station (MFCES), a statewide unit created by the Montana Legislature in 1937, and several centers and institutes.

Currently the School of Forestry consists of 37 tenure-track and full-time teaching and research faculty members, two long-term instructors, two active emeritus professors, and six adjunct faculty from other units on campus, all associated with different degree, research, and outreach programs and areas of expertise, but not administratively organized into any sub-grouping. All of the faculty members report directly to the Dean of the School. The Dean of the School also is the Director of the Montana Forest and Conservation Experiment Station, a statewide agency of the Montana University System. The MFCES holds title to two major properties for research and demonstration—the 28,000 acre Lubrecht Experimental Forest and the 3,500 acre Bandy Experimental Ranch—in addition to administering approximately \$15,000,000 of grant and cooperative research funds at any time. The annual new money budget for the School, including the MFCES, is over \$10,000,000.

The proposal for reorganization will do the following:

- Rename the School of Forestry to the **College of Forestry and Conservation**. This new name reflects the modern nomenclature of **College**

for complex academic units as recognized on most US campuses, including Montana State University and all of the western universities with major natural resource focused programs (Colorado State University, University of Idaho, University of Washington, Oregon State University, University of California-Berkeley, Utah State University, and Northern Arizona University). On most campuses today, school denotes a major unit **within** a college, rather than a unit equivalent to a college.

- Create three departments of "**Ecosystem and Conservation Sciences,**" "**Forest Management**" and "**Society and Conservation**" to enhance delivery of programs, administration and leadership in the School.
- Assign current faculty and adjunct faculty to one of the three departments. Preliminary assignment of the tenure-track, full-time research and instructor faculty members gives the following sizes to the three departments: Ecosystem and Conservation Sciences 14; Forest Management 13; Society and Conservation 12.
- Assign one existing faculty member as chair of each department. Department chairs will assume the responsibilities as outlined in the Collective Bargaining Agreement, including annual faculty evaluations.
- Reduce Dean's Office staff by eliminating one Associate Dean/Associate Director position.
- Reassign existing administrative assistants to departments. **No new administrative staff will be needed.**
- Assign most existing degree programs to one of these three departments for administration, but with curriculum committees drawn from across the departments depending on faculty member interests. Since all departments will participate in the Resource Conservation BS and MS degrees and in the PhD in Forestry, each department will have some administrative responsibility for these degrees with oversight and coordination provided by the Associate Dean of the School.

The **Department of Ecosystem and Conservation Sciences** will have lead responsibility in the School for the:

BS Degree in Wildlife Biology
BS Minor in Wildlife Biology
MS Degree in Wildlife Biology
PHD in Fish and Wildlife Biology

and collaborative responsibility for the:

BS Degree in Resource Conservation
MS Degree in Resource Conservation
PhD in Forestry

The **Department of Forest Management** will have lead responsibility in the School for the:

BS Degree in Forestry
MS Degree in Forestry
Master of Ecosystem Management (MEM)

and collaborative responsibility for the:

BS Degree in Resource Conservation
MS Degree in Resource Conservation
PhD in Forestry

The **Department of Society and Conservation** will have lead responsibility in the School for the:

BS Degree in Recreation Resource Management
BS Minor in Wilderness Studies
BS Minor in Nature and Democracy
MS Degree in Recreation Resource Management

and collaborative responsibility for the:

BS Degree in Resource Conservation
MS Degree in Resource Conservation
PhD in Forestry

2. Summarize a needs assessment conducted to justify the proposal. Please include how the assessment plan was developed or executed and the data derived from this effort.

The need for this reorganization originated with the realization that the current structure of the School was too centralized and unwieldy for effective leadership and management given the complex nature, growth and development of the School. Over a period of approximately a year and a half the faculty worked through different alternatives for organization in committees, at retreats, and at faculty meetings. The result of these extensive discussions and the review of 10-12 different alternatives, including no change, is this proposal to form three nearly equal size departments that reflect major foci and activities in the School and the MFCES. The proposed reorganization has become necessary for a number of reasons:

- The School is the second largest professional school at UM with over 800 students and serving all of them from one centralized administrative office is not particularly effective or efficient. Greater attention to students will result from a decentralized structure.
- Growth in faculty and staff and in programs has led to a span of control

problem regarding personnel supervision. Currently 41 individuals report directly to the Dean. With continued growth in program this only can get more extreme.

- Many of the functions of administering academic and student support programs could be better handled closer to the students through a more decentralized organization.
- Opportunities for campus and off campus leadership are being lost through too many responsibilities being placed on too few school administrators. Particularly vexing are issues of collaborative development of academic opportunities with other units on campus, development of support for students through national programs, effective participation in regional and national organizations affecting our programs, fund raising and donor program development, and development of collaborative research and outreach programs with units on and off campus.
- Without department chairs the School misses out on all of the discussion and training that is afforded other schools and colleges on campus due to their department structure. The School is missing a level of management that is part of the University structure and that is important in university governance, administration, and effectiveness.

3. Explain how the program relates to the Role and Scope of the institution as established by the Board of Regents.

Not applicable as this is not a new program.

4. Please state what effect, if any, the proposed program will have on the administrative structure of the institution. Also indicate the potential involvement of other departments, divisions, colleges, or schools.

The reorganization of the School of Forestry will increase the number of departments at The University of Montana. It will, as described in #1 above, result in a more effective and efficient administrative operation. There is no actual or potential involvement of any other departments, divisions, colleges, or schools other than the Wildlife Biology Program, which will remain a joint program between the School and the Division of Biological Sciences. The change in name should have no impact on any other unit since it is inclusive of both the current name and adds one word that represents the focus of current activities and two of the degrees already offered. The department names are likewise representative of current activities and/or degrees.

5. Describe the extent to which similar programs are offered in Montana, the Pacific Northwest, and states bordering Montana. How similar are these programs to the one herein proposed?

Not applicable

6. **Please name any accrediting agency(ies) or learned society(ies) that would be concerned with the particular program herein proposed. How has this program been developed in accordance with the criteria developed by said accrediting body(ies) or learned society(ies)?**

The BS in Forest Resource Management is accredited by the Society of American Foresters.

The BS in Recreation Resource Management is accredited by the National Recreation and Park Association.

The reorganization would have no impact upon accreditation.

7. **Prepare an outline of the proposed curriculum showing course titles and credits. Please include any plans for expansion of the program during its first three years.**

Not applicable.

FACULTY AND STAFF REQUIREMENTS

1. **Please indicate, by name and rank, current faculty who will be involved with the program proposed herein.**

Department of Ecosystem and Conservation Sciences

Paul Alaback	Associate Professor
Elizabeth Crone	Assistant Professor
Thomas DeLuca	Associate Professor
Lisa Eby	Assistant Professor
C. Les Marcum	Professor
L. Scott Mills	Associate Professor
David Naugle	Assistant Professor
Ramakrishna Nemani	Research Associate Professor
Daniel Pletscher	Professor
Roland Redmond	On-campus Adjunct Associate Professor
Steven Running	Professor
Anna Sala	On-campus Adjunct Associate Professor
Christopher Servheen	On-campus Adjunct Associate Professor
Diana Six	Associate Professor
Jack Ward Thomas	Professor
Kathy Tonnessen	On-campus Adjunct Assistant Professor
Ronald Wakimoto	Professor
Scott Woods	Assistant Professor
TBA	Administrative Assistant

Department of Forest Management

Donald Bedunah	Professor
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Edwin Burke	Professor
Woodam Chung	Assistant Professor
Carl Fiedler	Research Associate Professor
John Goodburn	Assistant Professor
Hayley Hessel	Associate Professor
David Jackson	Professor Emeritus
Peter Kolb	On-campus Adjunct Assistant Professor
Alan McQuillan	Professor
Kelsey Milner	Professor
Robert Pfister	Professor Emeritus
Donald Potts	Professor
Lloyd Queen	Professor
Stephen Siebert	Professor
E. Earl Willard	Professor
Hans Zuuring	Professor
TBA	Administrative Assistant

Department of Society and Conservation

Jill Belsky	Professor
Sandra Bolles	Instructor
William Borrie	Associate Professor
Perry Brown	Professor/Dean
James Burchfield	Research Associate Professor
Wayne Freimund	Associate Professor
Stephen McCool	Professor
R. Neil Moisey	Assistant Professor
Norma Nickerson	Research Associate Professor
Martin Nie	Assistant Professor
Michael Patterson	Associate Professor
Rebecca Richards	On-campus Adjunct Associate Professor
Laurie Yung	Instructor
TBA	Administrative Assistant

- Please project the need for new faculty over the first five-year program. Include special qualifications or training. If present faculty is to conduct the new program, please explain how they will be relieved from present duties.**

No new faculty will be needed, as this is a reorganization of existing faculty.

- Please explain the need and cost for support personnel or other required personnel expenditures.**

The cost of this proposed reorganization will be less than \$50,000 and it will come entirely from reallocation of existing funds. This includes \$9,500 for fiscal year 2003-2004 for three department chairs' stipends, though the precise amount cannot be determined until a new contract with the University Faculty Association is negotiated. Also included is a .3 FTE addition (approximately \$30,000) for the one remaining Associate Dean/Associate Director position.

The other current Associate Dean/Associate Director part-time position will be eliminated in the Dean/Director's Office freeing approximately \$52,000 for deployment to chair stipends, increase in the Associate Dean FTE, and other course/department needs. This results in **a savings of approximately \$12,500** unless some of the savings are needed as described in the next paragraph.

The three department chairs will be selected from current faculty. Each chair, whose funding will be split between UM general funds and the MFCES, will have responsibility for teaching at least two classes in an academic year. Since most faculty members teach some elective courses, any change in course coverage will be mitigated by curriculum revision, course assignment to other faculty, or reduction in elective courses. If back-fill for a department chair's courses is necessary, it will be covered by the \$12,500 remaining from the elimination of the one Associate Dean/Associate Director part-time position noted above.

Administrative personnel from the existing pool of staff will be reassigned to departments.

The change will not require any additional staff resources.

Overall, there will be no net monetary cost due to reorganization.

CAPITAL OUTLAY, OPERATING EXPENDITURES, AND PHYSICAL FACILITIES

1. Please summarize operating expenditure needs.

There will be no additional operating expenditures. Many existing operations will be decentralized.

2. Please evaluate library resources. Are they adequate for operation of the proposed program? If not, how will the library need to be strengthened during the next three years?

Not applicable

3. Please indicate special clinical, laboratory, and/or computer equipment that will be needed. List those pieces of equipment or computer hardware presently available in the department.

Not applicable

4. Please describe facilities and space required for the proposed program. Are current facilities adequate for the program? If not, how does the institution propose to provide new facilities?

No additional facilities will be required for this reorganization. Minor remodeling will be needed to prepare one department office.

EVALUATION OF PROPOSED PROGRAM

- 1. Please name faculty committees or councils that have reviewed and approved the program herein proposed.**

The proposed reorganization has been approved by the faculty of the School of Forestry.

- 2. If outside consultants have been employed, please list the names of these consultants, their current positions, and titles. Append copies of their written reports (this is required of new doctoral programs).**

Not applicable.