WHEREAS, The College of Agriculture, Food and Environmental Sciences (CAFES) has identified several benefits for combining two current departments—Natural Resources Management (NRM) and Earth and Soil Sciences (ERSS)—into one new department called Natural Resources Management and Environmental Sciences Department; and

WHEREAS, These benefits, as well as the structure of the new department, are outlined in the attached Reorganization NRM-ERSS Cooperative Agreement to form Natural Resources Management and Environmental Sciences (NRES) Department;

WHEREAS, Approval for combining these two departments into a single new department has been approved by the Dean of CAFES, both NRM and ERSS department heads, and all, except one, NRM and ERSS faculty members; therefore be it

RESOLVED That the proposal for a new CAFES department, Natural Resources Management and Environmental Sciences Department, be approved.
Reorganization NRM-ERSS Cooperative Agreement to form Natural Resources Management and Environmental Sciences (NRES) Department

Reorganization Committee: Tom Rice, Chip Appel, Samantha Gill and Brian Dietterick
Department Heads: Lynn Moody and Doug Piirto

March 7, 2011

Representatives from the Natural Resources Management Department and the Earth and Soil Sciences Department, in open communication with all faculty and staff from these departments and the Dean of the CAFES, propose a reorganization to form a new department housing all existing programs. The new department name will be Natural Resources Management and Environmental Sciences (NRES). Numerous committee and department meetings have identified benefits, challenges, and resolutions to reorganizing. This document summarizes important items that have been discussed and agreed upon by faculty and staff from both departments.

Reorganization will:

1. Address the worldwide societal need to teach and train individuals equipped to manage natural resources and understand important environmental issues including climate change, ecosystem degradation at every scale due to pollution and contamination, water quantity and quality, scarcity or depletion of resources, with a focus on sustainability.

2. Combine faculty with complimentary and collaborative expertise. New faculty hires will be shared among programs, improve faculty research opportunities, provide more effective course offerings, and enhance employment opportunities for our graduates.

3. Provide a single department capable of addressing the increasing demand prospective students have to pursue meaningful natural resources and environmental science and management careers.

4. Maximize efficiency of staff to serve a broader-based student population.

The existing departmental resources along with several discussion items are outlined below.

A. Faculty and Administrative positions

Department Head

The current makeup of faculty will be reorganized in the new department under one Department Head. That Department Head will be Dr. Douglas Piirto. The commitment
of Dr. Piirto satisfies the desire of the Dean to have a Department Head that is committed full time to the start-up of NRES. The present Department Head of the Earth & Soil Sciences Department will return to an academic year faculty appointment at Professor rank (1.0 FTEF). A national search to fill the department head position will commence in a time frame commensurate with Dr. Piirto’s retirement to successfully recruit an individual that best represents the new department. The search will take place during the final year of Dr. Piirto’s appointment as Department Head, assuming he is able to anticipate that decision one-year in advance. Having Dr. Piirto become the Head of the new department, allows ample time for the new department to be better established and improve the likelihood that highly-qualified candidates will be recruited. Further there is the recommendation that “at least one degree in forestry is preferred” be in the list of desired qualifications to best maintain industry advancement opportunities and meet accreditation standards to maintain eight forestry-related faculty. If the Department Head were not to have a forestry background, it is understood that an additional forestry faculty position will be needed to preserve the accreditation standard.

Faculty

The current faculty and staff personnel composition is as follows:

**Earth and Soil Sciences**

<table>
<thead>
<tr>
<th>Name</th>
<th>Rank</th>
<th>Area of Expertise</th>
<th>Appointments other than teaching within ERSS</th>
<th>ERSS FTEF</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. Lynn Moody</td>
<td>Prof</td>
<td>Soil Physics, Pedology, Mineralogy, Geology</td>
<td>0.3</td>
<td>0.7</td>
</tr>
<tr>
<td>Dr. Chip Appel</td>
<td>Assoc. Prof</td>
<td>Soil and Water Chemistry, Tropical Soils</td>
<td></td>
<td>1.0</td>
</tr>
<tr>
<td>Dr. Thomas Rice</td>
<td>Prof</td>
<td>Soil Science, Pedology</td>
<td></td>
<td>1.0</td>
</tr>
<tr>
<td>Dr. Terry Smith</td>
<td>Prof</td>
<td>Soil Fertility</td>
<td></td>
<td>1.0</td>
</tr>
<tr>
<td>Soil/landscape ecologist</td>
<td>Asst. Prof</td>
<td>Recruitment</td>
<td></td>
<td>1.0</td>
</tr>
<tr>
<td>Dr. Brent Hallock</td>
<td>FERP</td>
<td>Soil and Water Conservation, Erosion Control</td>
<td></td>
<td>0.50</td>
</tr>
</tbody>
</table>
## Natural Resources Management

<table>
<thead>
<tr>
<th>Name</th>
<th>Rank</th>
<th>Area of Expertise</th>
<th>Appointments other than teaching within NRM</th>
<th>NRM FTEF</th>
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</thead>
<tbody>
<tr>
<td>Dr. Douglas Piirto</td>
<td>Prof</td>
<td>Silviculture, Forest Operations and Utilization</td>
<td>0.3</td>
<td>0.7</td>
</tr>
<tr>
<td>Dr. Chris Dicus</td>
<td>Prof</td>
<td>Fire</td>
<td>1.0</td>
<td></td>
</tr>
<tr>
<td>Dr. Brian Dietterick</td>
<td>Prof</td>
<td>Forest Hydrology, Watershed Management</td>
<td>0.67*</td>
<td>0.33</td>
</tr>
<tr>
<td>Dr. Samantha Gill</td>
<td>Prof</td>
<td>Forest Biometrics</td>
<td>0.25</td>
<td>0.75</td>
</tr>
<tr>
<td>Dr. John Harris</td>
<td>Prof</td>
<td>Outdoor Recreation/Conflict Management</td>
<td></td>
<td>1.0</td>
</tr>
<tr>
<td>Dr. Scott Sink</td>
<td>Asst. Prof</td>
<td>Forest Management</td>
<td></td>
<td>1.0</td>
</tr>
<tr>
<td>Dr. Rich Thompson</td>
<td>Prof</td>
<td>Resource Economics</td>
<td></td>
<td>1.0</td>
</tr>
<tr>
<td>Dr. James Vilkitis</td>
<td>Prof</td>
<td>Environmental Planning</td>
<td></td>
<td>1.0</td>
</tr>
<tr>
<td>Dr. Norm Pillsbury</td>
<td>FERP</td>
<td>Watershed Management/Forest Mensuration</td>
<td></td>
<td>0.50</td>
</tr>
<tr>
<td>Dr. Wally Mark</td>
<td>FERP</td>
<td>Forest Heath/Forest Management</td>
<td></td>
<td>0.50</td>
</tr>
</tbody>
</table>

*Administrative FTEFs from service as Director of Swanton Pacific Ranch

### Administrative and Technical Staff

#### Earth and Soil Sciences

<table>
<thead>
<tr>
<th>Name</th>
<th>Rank</th>
<th>Area of Expertise</th>
<th>Admin FTEF</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lisa Wallravin</td>
<td>ASC I</td>
<td>Administrative Coordinator</td>
<td>1.00</td>
</tr>
<tr>
<td>Craig Stubler</td>
<td></td>
<td>Technician</td>
<td>1.00</td>
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</tbody>
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#### Natural Resources Management

<table>
<thead>
<tr>
<th>Name</th>
<th>Rank</th>
<th>Area of Expertise</th>
<th>Admin FTEF</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ellen Calcagno</td>
<td>ASC II</td>
<td>Administrative Coordinator</td>
<td>1.00</td>
</tr>
<tr>
<td>Jeff Reimer</td>
<td></td>
<td>Technician</td>
<td>1.00</td>
</tr>
</tbody>
</table>
B. Curriculum

Majors

All four majors (Forestry and Natural Resources, Environmental Management and Protection, Earth Sciences, and Soil Science) as well as the five minors (Disaster Management and Homeland Security, Geographic Information Systems for Agriculture, Water Science, Soil Science, and Land Rehabilitation) have been solely or jointly administered by NRM and ERSS. Under NRES these programs will be administered by curriculum groups who make recommendations to tenure-track faculty and the Department Head. Decisions will be made about the best program strategies (which may include combining majors) that are achievable by NRES and provide the greatest benefit to our students.

Graduate programs
The MS in Forest Science and the MS in Agriculture with specializations in Soil Science will continue to be administered as they presently exist.

C. Voting rights

Each tenure-track faculty member within NRES will have the same vote on all future departmental matters.

D. Department funding model

There will be one centralized departmental budget. This budget will consist of state, corporation, and CBF accounts. Allocation of CBF funds will be determined by committee recommendation to the Department Head. Particular emphasis will be on assessing individual program needs and student representation in those programs.

Budgets from the existing two departments will be combined into one operational budget for NRES and will be the responsibility of the Department Head.

E. Personnel

Personnel evaluation committees will consist of committee members from the Cal Poly tenured faculty with consultation of the person being evaluated. The guiding principles for all department personnel policies will be based on a combination of the currently existing personnel policies of each department.

No faculty or staff positions will be lost by the formation of NRES.

Staff responsibilities will be determined by the Department Head upon consultation with all staff members.
F. Physical Resources

No physical resources will be lost by the formation of NRES.

Department office is proposed to be in the new Science and Math Building (to be completed in 2014). Until that building is completed, Building 11 and Building 26 will be staffed under the direction of the Department Head with consultation of faculty and staff.

Equipment and storage rooms will be maintained as they currently exist.

All existing and planned classroom space currently within the NRM or ERSS departments will be maintained and scheduled by representatives of NRES.

The Earth & Soil Sciences Department currently maintains a cooperative arrangement with Geology faculty in the Physics Department regarding use of the ERSS Department vans for field trips for GEOL and ERSC courses required of, or restricted electives for, Earth Sciences and Soil Science majors, and students pursuing the Geology Minor. This cooperative arrangement will continue.

G. Swanton Pacific Ranch Participation

The Directorship of the Ranch has been connected to the Natural Resources Management Department since 1996. It is desired this association be maintained and continue to include a 0.67 responsibility to the Dean of the CAFES and a 0.33 Department responsibility. Additionally, faculty and staff participation will continue in various advisory and professional capacities including the position of forest coordinator, participation in forest management committees, educational planning, computer and GIS support, field trip coordination, and teaching assignments.

H. Class Scheduling

For an initial two-year period, staffing plans and scheduling will be done by a committee of the current schedulers under the purview of the Department Head. After this two year period, the faculty and staff will discuss designating one scheduler for NRES.

I. Accreditation and Certifications

Maintaining accreditation by the Society of American Foresters (SAF) is crucial to the FNR major and will continue to be a priority.

Maintaining the curricula of the new department in order to ensure graduates meet U.S. Office of Personnel Management (OPM) standards (GS 457 – Soil Conservation, GS 460
- Forestry, GS 470 – Soil Science, GS 1315 – Hydrology, etc.) for various avenues of government employment as well as professional certifications such as CPSS – Certified Professional Soil Scientist, CPESC – Certified Professional in Erosion and Sediment Control and others mutually agreed to by the faculty will continue to be a priority.

J. Committee Assignments

All faculty members are expected to participate in Departmental, CAFES, and University committees as is appropriate for their expertise and experience. CAFES committees will each have one representative from NRES.

K. Department Visioning and Strategic Planning

Visioning and strategic planning for the new department formation will commence immediately with participation from the full faculty and staff from both departments. The expectation is that a new visioning and strategic plan would be well underway by the time NRES is formed.

L. Advisory Council

There will be one advisory council for NRES. This advisory council will initially be composed of the members from the current ERSS and NRM advisory councils, with the understanding that the make-up of the advisory council shall change over time.

M. Department Name

The name of the department, Natural Resources Management and Environmental Sciences (NRES) was selected after open discussions among faculty, staff, advisory councils, and other constituencies beginning in November 2010. Numerous surveys were taken and a decision was reached by faculty vote on February 15, 2011.

N. Discussion and Agreement

Significant discussion on forming a new department in CAFES has been occurring for a long time but in earnest since August 2010. Numerous meetings have been held that have involved faculty, staff and to some extent our students. A signature page is attached to this document that indicates two situations:

1. Confirmation that fair and open discussions on the creation of a new CAFES department have occurred.
2. Consensus in terms of moving ahead with the creation of a NRES Dept. per the discussion items that are described in this document.
Signature page

Current Department Heads:

Dr. Douglas Piirto
Dr. Lynn Moody

Faculty:

Dr. Chip Appel
Dr. Scott Sink

Dr. Chris Dicus
Dr. Terry Smith

Dr. Brian Dietterick
Dr. Richard Thompson

Dr. Samantha Gill
Dr. James Vilkitis

Staff:

Dr. John Harris
Dr. John H. Harris

Dr. Wally Mark

Dr. Norman Pillsbury
Ellen Calcagno

Dr. Brent Hallock
Jeff Rehler

Dr. Thomas Rice
Craig Stabler

Lisa Wallravin
To: Rachel Femflores  
Chair, Academic Senate  

From: Jeffrey D. Armstrong  
President  

Date: June 28, 2011  

Copies: R. Koob, E. Smith,  
D. Wehner, D. Piirto,  
C. Sunata, S. Olivas,  
D. Lencioni  

Subject: Response to Academic Senate Resolution AS-731-11  
Resolution on Proposed New College of Agriculture, Food and Environmental Sciences  
Department: Natural Resources Management and Environmental Sciences (NRES)  

This memo formally acknowledges receipt and approval of the above-entitled Academic Senate resolution. In addition to the Senate's endorsement of combining two current departments into one new department to be called Natural Resources Management and Environmental Sciences Department, the Deans' Council endorsed the proposal at its January 31, 2011, meeting. Notification has been provided to Dean Wehner, as well as to the department.

Please extend my thanks to the Senate for its attention to this matter.