

**Department of Forestry  
Implementation Plan FY 16 Annual Report  
Based on 2015-2016 Periodic Program Review**

- 1. With input from College, develop a plan to replace facilities to provide faculty, staff, and students with suitable office, laboratory, and classroom space.**

**Assessment Method:** We will continue to engage college and university administration to advance planning for a new Natural Resources and Forestry Learning Center. We view significant progress to be when we have an account developing and architectural drawings for the new facility.

**Results:** The CAFE recently engaged Sasaki Associates, Inc. to develop a facility plan for the south side of campus. This plan was completed and presented to CAFE Department Chairs on October 12, 2016. Construction of a new Natural Resources and Forestry Learning Center is included in Phase II of that plan.

**Analysis of results and reflection:** We have begun conversations with the new Director of Philanthropy about initiating fundraising for a new facility.

**Improvement actions:** We will develop a philanthropic fundraising plan and continue to work with industry leaders and university officials to gain support for constructing a new facility.

- 2. Simplify the administrative structure for Robinson Forest and Robinson Center for Appalachian Resource Sustainability (RCARS) with an eye towards sustaining the forest and Wood Utilization Center.**

**Assessment Method:** We will periodically visit with Forestry and RCARS staff about how well the revised approaches being taken at RCARS and Robinson Forest are functioning.

**Results:** In 2016 we organized a retreat to conduct strategic planning, improve Forestry and RCARS projects and partnerships, and to identify opportunities to make improvements in administrative protocols.

**Analysis of results and reflection:** A plan was developed to have one RCARS staff member located at Robinson Forest report directly to the Forest Manager, eliminating unnecessary reporting and supervision complications. An additional staff member will be added to facilitate projects important for both Forestry and RCARS.

**Improvement actions:** Forestry and RCARS personnel will continue to evaluate improvements made to the administrative structure and working relationship between the two units, making adjustments where warranted.

- 3. Develop a succession plan to effectively deal with a significant number of faculty openings that will be the result of faculty members retiring in the next 5-10 years. This plan should include additional staffing at both the faculty and staff level to meet current and future needs in research, teaching, and extension.**

**Assessment Method:** Annually, we will revisit our staffing situation and evaluate progress toward filling anticipated vacancies.

**Results:** We recently hired a Forest Economist (begins employment Nov 1, 2016) who will begin co-teaching, and ultimately take sole responsibility for, teaching Forest Economics in anticipation of a retirement in that area within

the next few years. We have also begun changing some department committee assignments in anticipation of upcoming retirements in the next several years.

**Analysis of results and reflection:** With several recent hires in Forestry Extension, and the addition of a Forest Economist with teaching/research appointment, the department is not currently in a critical succession planning situation. However, the department is well poised to conduct longer-term succession planning for vacancies anticipated in the next five years or so.

**Improvement actions:** The department chair will annually convene faculty representatives from all department mission areas to strategically discuss succession planning efforts and success in that pursuit.

**4. Develop a Ph.D. program for the department. Careful consideration will need to be given to what additional graduate level Forestry courses will need to be added and who will teach these courses.**

**Assessment Method:** We will have succeeded when we get approval for the new Ph.D. program.

**Results:** The Research Committee chair has drafted and shared the proposal for a new Ph.D. program with faculty in the department. Concurrently, the department is engaging the CAFE GCC committee for input into the program.

**Analysis of results and reflection:** The proposal is nearly complete and we anticipate presenting a final version to the CAFE GCC during November, 2016. We will forward the resulting proposal to the appropriate university committees and KY Council on Higher Education before the end of 2016.

**Improvement actions:** The department faculty, as well as representatives from the CAFE GCC, have provided considerable input into the new Ph.D. program proposal. This input has improved the proposal significantly.

**5. Aggressively work towards improving the diversity of the department's faculty and undergraduate student population.**

**Assessment Method:** The department chair and academic coordinator will annually evaluate student demographic metrics and the chair will ensure all faculty and staff searches adequately access individuals from diverse backgrounds and experiences.

**Results:** Our current student population is 16% female, 24% out-of-state, 15% non-white, and 36% first-generation college students.

**Analysis of results and reflection:** We continue to seek diversity in our student population as well as our faculty and staff. Our most recent searches have done a very good job of identifying diverse pools of candidates and three of our last six faculty hires have been international (Chile, China, Kenya) faculty and we recently hired a woman to replace a male Forestry Extension Associate. Many of our peer institutions also report challenges in diversifying their undergraduate student body.

**Improvement actions:** We will continue to seek diversity in our student body and reach out to diverse pools of applicants when hiring faculty and staff. Our diversity has improved with the addition of the Forest Health Research and Education Center, which has enabled us to hire several female post-doctoral scholars.

**6. With the involvement of all departments and students that comprise the multidisciplinary Natural Resources and Environmental Science (NRES) program, explore and address both the perceived and real underlying tensions between the Forestry and NRES programs.**

**Assessment Method:** We will begin meetings to discuss specific actions and assessment methods for improving the partnership between Forestry and NRES.

**Results:** A committee has been identified and a series of meetings, beginning in late October, have been scheduled to address this priority.

**Analysis of results and reflection:** Results will be recorded and shared with faculty and staff as these meetings progress.

**Improvement actions:** We look forward to discussions on ways to improve the partnership between NRES and all departments involved in this interdisciplinary program.

**7. Continue development of the Forest Health Center (FHC) to meet the needs of the department, college, and forestry industry. Consideration should be given to providing the needed staffing, facilities, and equipment, including the possibility of co-locating the FHC and DOF in any new facility that is built.**

**Assessment Method:** We are currently evaluating our success by tracking extramural funding, staffing, and program participation.

**Results:** The FHC has acquired well over \$1.5 (competitive grants and gifts) to date and has hired 5 post-doctoral scholars to assist with research and programming. We will also hire a tree improvement forester to work toward implementing improved growing stock into nursery programs.

**Analysis of results and reflection:** We continue to seek permanent, recurring funding for the FHC. Our partnership with the USFS has yielded two permanently stationed USFS scientists on UK's campus for the first time.

**Improvement actions:** We have recently collaborated with 4 other departments (Plant Pathology, Entomology, Plant and Soil Sciences, and Horticulture) to develop a cluster hire proposal to add one faculty member in each department that will advance UK's capacity for conducting tree and forestry research.

**8. Continue developing relationships with stakeholders and support industries. In addition to departmental interaction with these groups, it is important for college administration (particularly the Dean) to have periodic, direct contact with these groups as well.**

**Assessment Method:** We will use the department advisory board to evaluate our success in establishing relationships and partnerships with various forestry groups and industries.

**Results:** Our relationship with other forestry organizations and agencies in Kentucky and throughout the region is at a zenith.

**Analysis of results and reflection:** We will continue to broaden these relationships with other groups and focus on communicating with these partners. We have made particular strides in recent months to engage non-traditional forestry clientele, such as the distilling industry, which depends on white oak for making bourbon.

**Improvement actions:** We will continue reaching out to clientele using our multiple Constant Contact (Center for Forest and Wood Certification, Wood Products, Landowner, Forest Health Research and Education Center) newsletters. We have recently completed an overhaul of our department website which has greatly improved our clientele's access to information produced and compiled by the department.