

Program Change Plan

School of Earth Systems and Sustainability

Provided to Faculty in the following affected units:

- Department of Geography and Environmental Resources
- Department of Geology

This program change plan is in keeping with Sections 9.04 and 9.05 of the Collective Bargaining Agreement (CBA).

A. Description of Proposed Change:

This program change plan creates a School of Earth Systems and Sustainability (ESS) by merging the Department of Geography and Environmental Resources and the Department of Geology. All degree programs associated with each of the current departments, including undergraduate and graduate degree programs, concentrations and specializations associated with the degree programs, minor programs, and certificate programs will be transferred to the School of Earth Systems and Sustainability. The interdisciplinary graduate program in Environmental Resources and Policy will be housed in this School.

Once established, the School of Earth Systems and Sustainability will be housed administratively, on a temporary basis, in the Provost and Vice Chancellor for Academic Affairs area¹.

Following establishment of the School, Faculty will create an operating paper pursuant to Article 5 of the Collective Bargaining Agreement. During the period of creation of the School Operating Paper, day-to-day management of the school will be guided by applicable provisions of the former department/school operating paper and former college operating paper².

Organizational Structure of School:

Initially, the Director / Interim Director of the School will report to the Provost, on a temporary basis until the assignment of the School to its home college. Following such assignment of the School, it will be led by an A/P Director who will hold a 12-month fiscal-basis appointment. The Director will report to and serve at the pleasure of the Dean of the College, and who will be appointed following a search conducted in keeping with the University's Hiring Policy and Procedures. The University Policy on Department Chair responsibilities applies to School Directors. In keeping with this policy, the School Director

¹ See the statement at end of this document that is separate and apart from this program change plan regarding college-level considerations.

² This approach is provisional, recognizing that interim operating procedures could be subject to impact bargaining.

is the chief academic, administrative, and fiscal officer for the academic unit and serves at the pleasure of the Dean. The Director is responsible for overall management and leadership of the unit and is expected to contribute to the mission of the University.

Specific duties of the Director include, but are not limited to³: planning, development, coordination, review, and administration of undergraduate and graduate instructional programs; advancing learning outcomes of students enrolled in the School's academic programs, as well as students enrolled in service courses offered by the School's faculty; ensuring faculty excellence through effective recruitment, retention, and evaluation of personnel; advancing and coordinating accreditation-related activities including program assessment; maintaining effective recruitment, retention, and degree completion rates of students enrolled in the School's academic programs; providing educational leadership, fostering excellence, and creating a culture of increased research, scholarship, and creative activity among faculty; developing and recommending budgets to the Dean, as well as administering approved budgets and controlling expenditures within the unit; promoting alumni relations and representing the School and its constituent divisions and programs to various constituencies; conducting all business and activities in compliance with applicable law, policies of the SIU Board of Trustees, University Policies and Procedures, the College and School Operating Papers, and other guidance and directives of the Dean; and fostering an environment that advances Institutional goals regarding diversity and intolerance of discrimination.

Upon creation of the School, an Interim Director will be appointed on a term-basis by the Provost following usual campus processes for appointing interim administrators. The Interim Director appointment will be made via search waiver by the appropriate Dean, in consultation with faculty members who comprise the School, and with approval of the Provost and the Office of Affirmative Action. Faculty members will be afforded a clear opportunity to express their preference regarding possible candidates for the Interim Director Position.

The search for the permanent School Director may be internal or external, consistent with current practice for hiring of Department Chairs and School Directors. In keeping with university hiring procedures and policy, an approved position announcement will be created for the Director Position; a search committee will be approved through the Affirmative Action Office; applications will be solicited; applications will be reviewed by the search committee; approved interviews will be conducted; and, a hiring recommendation that is informed by faculty and search committee feedback will be made by the Dean, with final approval by Provost and Affirmative Action Office.

Each of the (former) academic units that comprise the School of Earth Systems and Sustainability will have the status of a **Division** within the School. Each Division will be led by

³ Adapted from university policy on duties of Department Chairs, which apply to School Directors.

a faculty member who serves in the functional role of Division Coordinator. The duties of the Division Coordinator may vary based on the complexity and needs of the Division. Division Coordinator duties will reflect a service assignment in the faculty member's annual workload assignment. It is anticipated that this service assignment will correspond to a "release" from one-to-two 3-credit hour courses per year, depending on the Division's complexity (i.e., a 12.5% or 25% FTE service assignment). The service assignment will be determined by the School Director in consultation with the Division Coordinator and the Dean and in compliance with the collective bargaining agreement. Depending on the complexity of the Division's programs and needs, Division Coordinators may also receive summer appointments in support of the division and its programs. Service duties of the Division Coordinator may include, but may not be limited to: consulting with the School Director and/or support staff regarding course staffing needs; providing input to the School Director to inform the Director's assignment of workload to faculty; assisting with student concerns; coordinating accreditation-related activities if appropriate; assisting the School Director with program assessment.

B. Rationale

A general goal of this plan is to revitalize and reposition our academic programs in order to create opportunities for greater collaboration among students and faculty. SIU's academic programs and structure have remained largely unchanged in a changing higher education marketplace. Accordingly, this plan aligns programs that relate to each other in order to foster synergy and innovation.

The structure of the proposed School of Earth Systems and Sustainability was based on analysis of factors such as current degree and course offerings in each of the component academic units, descriptions in the catalog and in the public descriptions of academic programs by the component academic units (e.g., websites). Feedback from affected faculty on the original program change proposal contributed to refinements and modifications as the plan developed and was finalized.

In addition to fostering collaboration and innovation in curricula, pedagogy and scholarship, the merger of departments into a school will contribute to more equitable distribution of service-related tasks across faculty, freeing faculty from some of the service obligations that can be cumbersome in small-to-moderate sized academic departments. By spreading such responsibilities out in larger schools, individual faculty members will be able to increase their teaching and research capacity. Additional increases in teaching, research and service capacity will be realized by way of a net-decrease in the number of academic-unit administrators. Although cost-reduction was not the principal purpose of the overall reorganization proposal, we anticipate that implementation of the campus-wide plan will result in permanent (projected) administrative cost savings by way of a campus-wide

reduction of administrative positions (e.g., fewer dean positions, elimination of department chair positions), which will allow us to invest in our people and programs⁴. Finally, to the extent that there is curricular overlap and/or duplication (by way of similar courses being offered in multiple degree programs), we anticipate that the plan will facilitate streamlining of curricula over time, resulting in decreased pressure to staff required courses.

C. Impact on Faculty Lines and Faculty Workload

This proposal has no effect on Faculty lines. There will be no eliminations of faculty positions under this proposal.

Consistent with current practice in other academic schools at SIU Carbondale, Faculty workload will be assigned by the School Director, with consultation and input from Division Coordinators.

Faculty workload assignment is governed by the terms of the Collective Bargaining Agreement (CBA). The CBA requires School Operating papers to include the “criteria to be applied when determining workload⁵”. In keeping with the provisions of the CBA, workload assignments will be made by the School Director, subject to approval by the dean. To summarize, all Faculty workload assignments will continue to be made in accordance with the procedures established and required by the collective bargaining agreement.

Promotion and Tenure Considerations for Tenured and Tenure Track Faculty.

Faculty members who hold tenure in the Department of Geography and Environmental Resources or in the Department of Geology will have their tenure transferred to the School of Earth Systems and Sustainability. The plan will not result in any loss of tenure for any Faculty member in the in the Department of Geography and Environmental Resources or in the Department of Geology.

Faculty members who presently hold tenure track appointments in the Department of Geography and Environmental Resources or in the Department of Geology will have their continuing, tenure-track appointments transferred to the School of Earth Systems and Sustainability, with no change to their tenure probationary period.

Unless a faculty member elects to follow the “new” (School of Earth Systems and Sustainability) operating paper, the promotion and/or tenure criteria, standards and procedures in the operating papers in force at the time of a tenured faculty member’s most

⁴ Adapted from 2017 State of the University Address (9/26/2017)

⁵ Section 5.02, CBA.

recent promotion, or in force at the initial appointment of a tenure-track faculty member, will apply to promotion and/or tenure review⁶.

Provisional promotion and tenure procedures for *current* tenured and tenure track faculty.

The procedures outlined in this section are provisional given that the Faculty Association reserves the right under Article 9 to bargain impact of any implemented program change.

SCHOOL-LEVEL REVIEW

The Director of the School of Earth Systems and Sustainability shall coordinate the process and shall write the School-level recommendation letter.

1. For candidates formerly appointed in the Department of Geography and Environmental Resources: unless the faculty member chooses to apply the new School of Earth Systems and Sustainability Operating Paper provisions, the Operating Paper of the Geography and Environmental Resources shall govern the process and shall articulate the standards and criteria for promotion and/or tenure.
 - a. For such candidates, any academic-unit-level requirements regarding letter-solicitation, etc. that were included in the Department of Geography and Environmental Resources Operating Paper shall apply.
 - b. For such candidates, the academic-unit-level committee shall be comprised of appropriate (as defined by the former Department of Geography and Environmental Resources Operating Paper) faculty members who held appointments in the former Department of Geography and Environmental Resources, augmenting if needed per CBA requirements.

2. For candidates formerly appointed in the Department of Geology: unless the faculty member chooses to apply the “new” School of Earth Systems and Sustainability Operating Paper provisions, the Operating Paper of the Department of Geology shall govern the process and shall articulate the standards and criteria for promotion and/or tenure.
 - a. For such candidates, any academic-unit-level requirements regarding letter-solicitation, etc. that were included in the former Department of Geology Operating Paper shall apply.
 - b. For such candidates, the academic-unit-level committee would be comprised of appropriate (as defined by the former Department of Geology Operating Paper)

⁶ Pursuant to CBA and University Policy

faculty members who had held appointments in the former Department of Geology, augmenting if needed per CBA requirements

3. For all candidates in the School of Earth Systems and Sustainability the recommendation from the academic-unit-level committee shall go to the Director of the School of Earth Systems and Sustainability. The Director shall make an independent recommendation based on the evidence in the dossier, applying the governing standards and criteria of the appropriate prior operating paper, and taking into consideration the vote/recommendation of the unit-level faculty.

COLLEGE LEVEL REVIEW

As noted above, upon formation of the School, it will temporarily be assigned to the Provost and Vice Chancellor for Academic Affairs area. College level review of any promotion and tenure cases proceeding **during the period of the School's assignment to the Provost area** shall follow the procedures below:

1. The applicable former College Operating Paper shall govern with respect to College-level procedures, standards and criteria. The College-level committee shall be comprised of appropriate (as defined by the applicable former College Operating Paper) faculty members who had held appointments in the applicable College.
2. The College-level committee vote / recommendation shall go to the Dean of the College in which the candidate's former department / school was assigned. The Dean shall make an independent recommendation based on the evidence in the dossier, applying the governing standards of the appropriate operating papers and taking into consideration , the vote / recommendation of the unit-level committee, the vote/recommendation of the college-level committee, and the recommendation of the School director.

Following assignment of the School to a new academic college (see statement at end of this document that is separate and apart from the Program Change Plan), the following procedures shall apply:

1. For candidates formerly appointed in the Department of Geography and Environmental Resources: unless the candidate elects to apply the new operating paper from the proposed College of Agricultural and Life Sciences (or, as alternately named), the former College of Liberal Arts Operating Paper shall govern with respect to procedures, standards and criteria. For such candidates the College-level committee shall be comprised of appropriate (as defined by the former College of Liberal Arts Operating Paper) faculty members who had held appointments in the former College of Liberal Arts.

2. For candidates formerly appointed in the Department of Geology: unless the candidate elects to apply the new operating paper from the proposed College of Agricultural and Life Sciences (or, as alternately named), the former College of Science Operating Paper shall govern with respect to procedures, standards and criteria. For such candidates the College-level committee shall be comprised of appropriate (as defined by the former College of Science Operating Paper) faculty members who had held appointments in the former College of Science.
3. For all candidates the College-level committee vote / recommendation shall go to the Dean of the Agricultural and Life Sciences (or, as alternately named). The Dean shall make an independent recommendation based on the evidence in the dossier, applying the governing standards of the appropriate operating papers and taking into consideration the vote/recommendation of the college-level committee.

PROVOST LEVEL REVIEW

The Dean of the College of Agricultural and Life Sciences (or, as alternately named) shall make a recommendation to the Provost who shall proceed as per current procedures and practice.

D. Impact on Students and Ability to Maintain Curricula

There will be no negative impact on students. To the contrary, we anticipate significant benefits to students in the integrated school model. They will have exposure to a wider range of faculty and will have opportunities to engage in cross disciplinary research, curriculum, and co-curricular activities.

The catalog under which a student enrolled as a major will continue to govern that student's curricular requirements. That is, an existing student whose major will be housed by a School rather than a department will have identical requirements to those in place when s/he entered the major. S/he will be able to continue the current degree program(s) through graduation based on the requirements specified in the Undergraduate or Graduate Catalog as of the date s/he enrolled in the program. We will ensure that we deliver on our commitments to students enrolled in every program. Future changes to curriculum will be the responsibility of the faculty, and such changes would follow established campus procedures (e.g., the NUI or RME process).

Given no reduction in faculty as a component of the reorganization plan, there are no implications for ability to maintaining the curricula⁷. Again, the degree programs currently housed by the component academic units will simply be housed in the broader administrative structure of the School.

E. Estimated Financial Costs or Savings, Including Source(s)

For each former department chair, the difference between Faculty salary and Chair salary, plus any summer salary committed for the Chair will be saved. Such savings will be balanced against the salary costs associated with appointing an A/P School Director on a 12 month appointment, plus any summer salary expenditures committed for division coordinators. An analysis of support staff needs will be undertaken for the proposed school. This may result in additional savings if it determined that staffing consolidations are warranted. Note that there will be no layoffs of employees in civil service positions as a result of the program change plan, although it is possible that there will be re-assignment of some civil service positions, allowing us to allocate positions to the areas of greatest need. For example, we anticipate that civil service positions might be re-assigned to support complex Divisions (e.g., to assist the School Director with scheduling, personnel tasks, etc). Over time, additional savings may be generated following the reorganization by reducing duplicative courses through more efficient coordination in the Schools.

F. Comparison of similar programs at Peer Institutions (if applicable)

This program change plan represents an administrative restructuring of existing degree programs. The “School Model”, with multiple degree programs housed in the School, is already functioning effectively at SIU in the School of Allied Health, the School of Information Systems and Applied Technology, the School of Art and Design, the School of Music and the School of Architecture. In such programs, faculty members who serve as division, area, or program coordinators / directors provide support and consultation to the School Director as part of their service assignments, with adjustment to workload assignments provided as appropriate, and with commitment of summer assignments in some cases, as required by the needs of the unit. School Directors at SIU have demonstrated their ability to understand, support, and represent the disparate academic disciplines represented in their schools; to advocate for wide-ranging academic programs; and to support, mentor, and evaluate fairly and equitably the faculty who teach and engage in scholarship in varied disciplines. School Directors at SIU have also demonstrated their success at supporting undergraduate and graduate students from multiple academic disciplines.

⁷ With exception of any proposal to eliminate a degree program. Any such proposals will be separate and apart from this program change proposal.

In terms of content focus, we are aware of similarly oriented academic units (some organized as Schools, some organized as Departments) at University of Massachusetts-Amherst, University of Alabama Huntsville, Eastern Michigan University, Georgia Tech, Stanford, George Mason University, Sewanee University and Arizona State University.

G. Possible Consequences of the Proposed Change on the University's Carnegie Status

The proposed change will have no direct / explicit impact on the University's Carnegie Status. However, one of the goals of the campus-wide re-organization plan (see point B) is to invigorate, enhance and expand Faculty research and creative activity by increasing synergy and collaboration. This includes the goal of expanding extramural grant / contract activity and increasing Ph.D. production. The reorganization plan will contribute to the broader institutional goal of increasing the University's Carnegie Status to R1 (Highest Research Activity).

[END of Program Change Plan]

Independent of and apart from the Program Change Plan provided above to Faculty under Section 9.04 and 9.05 of the Collective Bargaining Agreement, the following information is provided for informational purposes:

Upon establishment of the School of Earth Systems and Sustainability, it will be housed administratively, on a temporary basis, in the Provost and Vice Chancellor for Academic Affairs area, with the interim director of the School reporting to the Provost. Ultimately, we propose that The School of Earth Systems and Sustainability be part of the **College of Agricultural and Life Sciences (or, as alternately named)**.

Neither establishment, elimination, nor renaming of Colleges by the University is subject to the requirements of Article 9. Additionally, assignment by the University of Departments and/or Schools to Colleges is not subject to Article 9. However, establishment of Colleges and assignment of Departments / Schools to Colleges **is** subject to established campus shared governance processes and to any requirements of the Board of Trustees and the IBHE. RME(s) to rename the College of Agricultural Sciences, and assign academic schools to the renamed college, will be submitted at an appropriate date. Such RME(s) will follow established procedures (e.g. review by Faculty Senate and/or Graduate Council), with opportunity for feedback by faculty, staff and students.

RME for Program Change Plan

Reasonable and Moderate Extension (RME)

PROPOSED ADDITION/ABOLITION, RE-ALLOCATION, OR RE-ESTABLISHMENT OF AN EDUCATIONAL UNIT, CURRICULUM, OR DEGREE IN THE COLLEGE OF SCIENCE, THE COLLEGE OF LIBERAL ARTS AND THE GRADUATE SCHOOL

I. Program inventory

This RME is to create a School of Earth Systems and Sustainability by way of merger of the Department of Geology and the Department of Geography and Environmental Resources. The School of Earth Systems and Sustainability will be housed administratively, on a temporary basis, in the Provost and Vice Chancellor for Academic Affairs area. The degree programs, graduate certificates, and minors will remain intact. Additional details are provided in the accompanying Program Change Plan.

A. Current listing of approved programs (list all within the major)

CIP	MAJOR	DEGREE	UNIT
40.0601	Geology	BA	Geology
40.0601	Geology	BS	Geology
40.0601	Geology	MA	Geology
40.0601	Geology	MS	Geology
40.0601	Geosciences	PHD	Geology
45.0701	Geography & Environmental Resources	BS	Geography and Environmental Resources
45.0701	Geography & Environmental Resources	MS	Geography and Environmental Resources
03.0103	Environmental Resources & Policy	PHD	Graduate School
46.0601	Earth Science	GR CERT	Geography and Environmental Resources
45.0701	Geographic Information Sciences	GR CERT	Geography and Environmental Resources
45.0701	Sustainability	GR CERT	Geography and Environmental Resources
	Geology	Minor	Geology
	Geography & Environmental Resources	Minor	Geography and Environmental Resources
	GIS	Minor	Geography and Environmental Resources
	Sustainability	Minor	Geography and Environmental Resources
	Environmental Studies	Minor	Geography and Environmental Resources

PROPOSED ADDITION/ABOLITION, RE-ALLOCATION, OR RE-ESTABLISHMENT OF AN EDUCATIONAL UNIT, CURRICULUM, OR DEGREE IN THE COLLEGE OF SCIENCE AND THE COLLEGE OF LIBERAL ARTS

B. Proposed listing

Same

II. Reason for proposed action

This action relates to the Program Change Plan for creation of a School of Earth Systems and Sustainability.

III. Program delivery mode

Same as current delivery mode.

IV. Anticipated budgetary effects

Please refer to the accompanying Program Change Plan.

V. Arrangements to be made for (a) affected faculty, staff and students; and (b) affected equipment and physical facilities

Please refer to the accompanying Program Change Plan. There will be no reduction in faculty resulting from this plan. There are no changes in curricula, so there is no effect on current students. Staff may be re-assigned or added depending on the needs determined by the new school. All inventory will be assigned to the new school. The physical facilities will remain the same in the short term. A campus wide space plan is being developed that will address the needs of the new school in relationship to the campus.

VI. Will other educational units, curricula, or degrees be affected by this action?

The plan has no direct effect on other educational units, curricular or degrees. The Environmental Resources and Policy Ph.D. program is an interdisciplinary Ph.D. program administered by the Graduate School. Faculty in Geology and Geography have participated in this program. In general, the merger should build on the existing collaboration between the units.

VII. Assessment of Student Learning Outcomes

This only applies to new programs. All current assessment activities will remain in place.

VIII. Catalog copy to be deleted or added

Will be provided once the approval is completed.

IX. The requested effective date of implementation

PROPOSED ADDITION/ABOLITION, RE-ALLOCATION, OR RE-ESTABLISHMENT OF AN EDUCATIONAL UNIT, CURRICULUM, OR DEGREE IN THE COLLEGE OF SCIENCE AND THE COLLEGE OF LIBERAL ARTS

July 1, 2018

X. Approval signatures to submit Proposal for Processing

Approve Disapprove

Signature, Dean of College of Science

Date

Approve Disapprove

Signature, Dean of College of Liberal Arts

Date

Approve Disapprove

Signature, Dean of Graduate School

Date

Submit signed forms to the Associate Provost for Academic Program, Room 15 Anthony Hall, MC 4305. For assistance, please contact apap@siu.edu or call Ruth O'Rourke at 3-7654,

Additional Materials Submitted by Affected Units

David L. Dilalla

From: Steven P Esling
Sent: Wednesday, December 20, 2017 10:29 AM
To: David L. Dilalla
Subject: Geology

David,

The Department of Geology held its two meetings regarding the campus reorganization; one with only faculty present and one with the faculty and chair present. We are comfortable with proceeding with the plan, with a faculty vote that meets the 60% criteria. Please let me know if you have any questions.

Steven Esling, Chair
Department of Geology
Southern Illinois University
618-453-7376
esling@siu.edu



David L. Dilalla

From: Steven P Esling
Sent: Thursday, January 11, 2018 4:43 PM
To: David L. Dilalla
Subject: Suggestions

David,

For most of my faculty, the word sustainability front and center is an issue. Most don't like it in the name at all. I think you will find the faculty in Forestry share this position. Much of what we do is really not part of sustainability. Nearly two thirds of our graduates work in the energy and mineral industries. Our generous alums are generous because of the careers they made in those industries. They are not embarrassed by their work and would prefer to not have their field of study diminished by a name that is not appropriate. Would they have chosen Southern if the school did not acknowledge their interest? I think we can all agree that society needs to seek sustainable practices, but we also need to recognize that much of what we do, and the careers our students pursue, are not sustainable practices.

If sustainability is in the name, then terms like resource exploration and development belong there too. The suggestions below are simpler.

School
School of Natural Resources
School of Earth and Environmental Sciences
School of Earth Systems and Natural Resources
School of Environmental, Earth, and Ecosystem Sciences
School of Earth Sciences and Natural Resources

College
College of Natural Sciences
College of Earth and Life Sciences
College of the Environmental, Earth, Life, and Ecosystem Sciences

Take care. Steve.

Steven Esling, Chair
Department of Geology
Southern Illinois University
618-453-7376
esling@siu.edu



David L. Dilalla

From: Sue M Rimmer <srimmer@siu.edu>
Sent: Saturday, February 24, 2018 1:54 PM
To: David L. Dilalla
Cc: Leslie A Duram
Subject: Geography and Geology vote to end 30-day extension and change school name

Dear Dave,

Faculty representing the departments of Geography and Geology met yesterday afternoon (Feb 23). As you know, we previously voted in favor of a 30-day extension because of the uncertainties surrounding Forestry's status (would they be moved to the School of Agriculture). Now that that has been resolved, the remaining faculty in our proposed school (Geology and Geography) voted on whether to end the 30-day extension, clearing the way for us to move forward now.

The vote of the faculty is as follows:

Geology: 6 Yes, 3 No
Geography: 5 Yes, 0 No

These votes only include T/TT faculty with full appointments in the departments.

With this positive outcome, we ask that the 30-day extension end and we move on to the next step of the restructuring process for our school.

Another vote that was taken involved the name of the School. The name "School of Earth Systems, Natural Resources, and Sustainability" that was selected in the January 26th meeting represented a compromise with Forestry faculty. With the current restructure plan, we thought a simpler name might be more appropriate. This new name, "School of Earth Systems and Sustainability" (SESS) has unanimous support from the Geography and Geology faculty, and had general wide support at the Jan 26th meeting from others who may have future association with the school (e.g., faculty in Ecology, Wildlife, etc.).

The vote to change our name to the School of Earth Systems and Sustainability is listed below:

Geology: 9 Yes (Tenure/Tenure-track)
0 No

Geography: 5 Yes (Tenure/Tenure-track)
2 Yes (NTT)
0 No

Although current department chairs are not included in the vote count, they both support adopting the new name.

Best, Sue

--

Sue M. Rimmer
Professor of Geology

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<http://www.geology.siu.edu/faculty-staff/faculty/rimmer.php>

<http://organicpetrology.weebly.com/>

School of Earth Systems and Sustainability (ESS)

Faculty from Geography and Geology: Statement to Chancellor regarding Reorganization

- The School of ESS is highly relevant and represents an area of growth.
- ESS research, teaching, and service draws on multi-disciplinary, cross-College collaborations, and builds linkages to other sustainability activities on campus and in the community.

A) School Issues

1. Leadership

- a. Request clarification on compensation and duties of School Director
- b. Based on experience, for the Director we recommend:
 - i. a) Dr. Scott Ishman, b) Dr. Sue Rimmer, or c) Dr. Justin Schoof
- c. Request clarification on compensation and duties of Program Coordinators

2. Staff

- a. Must make workload equitable: shift Geography to match Geology (2-1 class load for research-active faculty)
- b. Need additional hires: two TT hires in sustainability (Geography)
- c. Civil Service was 4 prior to retirements, will be 2 in June 2018; need to maintain one staff member in each building

3. Financial

- a. Programs must retain fiscal authority of foundation and overhead accounts

B) College Issues

1. We propose a more inclusive name to represent the College:

- a. College of Agricultural, Biological, and Earth Sciences (or ABES)

2. Leadership

- a. Interim Dean must have a broad understanding of all Schools in the College
- b. Specifically, Dean should have science background
- c. Based on experience and expertise, we recommend:
 - i. Interim Dean: a) Dr. Scott Ishman, or b) Dr. Sara Baer

3. Student Concerns

- a. We request Undergraduate Advisor(s) with specific interests in ESS
- b. Graduate Assistantships must be fairly allocated with equitable compensation
- c. UG Core Curriculum and College requirements must be uniform
 - i. Recommend Sustainability and ESS courses remain in Core

4. Recommend New College Council: with program representation

- i. This will assist in integrating all programs within the College