

NAUFRP Executive Committee Minutes
Charleston, South Carolina
October 22, 2013

NAUFRP Executive Committee: Steve Bullard, President (Stephen F. Austin State University), Jim Allen, President-Elect (Northern Arizona University), Barry Goldfarb, Secretary-Treasurer (North Carolina State University), Tim White, Immediate Past President (University of Florida), Kamran Abdollahi, Diversity Chair (Southern University), Keith Belli, Research Chair (University of Tennessee), George Hopper, At-Large (Mississippi State University), Janaki Alavalapati, Policy Chair (Virginia Tech University), Jim Johnson, International Chair (Oregon State University), Carolyn Brooks (Association of Research Directors 1890 Land Grant Universities), Mike Messina, Northeast Regional Chair (Pennsylvania State University), Bob Wagner, Extension Chair (University of Maine), Terry Sharik, Education Chair (Michigan Tech University), Red Baker, Southern Regional Chair (University of Kentucky), Kurt Pregitzer, Western Regional Chair (University of Idaho), Jim Zazcek, North Central Chair (Southern Illinois University), Rob Swihart, At-Large (Purdue University), Randy Nuckolls, NAUFRP General Counsel, Terri Bates, NAUFRP Executive Liaison

NAUFRP Members: Joe McNeel (West Virginia University), Steve Tesch (Oregon State University), Steve Shalor (University of Maine), Mary Watzin (North Carolina State University), Phil Tappe (University of Arkansas), Ken Fulgham (Humboldt University), David Newman (SUNY), Ken Ward (Alabama A&M), Mary Duryea (University of Florida)

Meeting Participants: Carol Redelsheimer (Society of American Foresters), Louise Murgia (SAF), JoAnn Cox (SAF), Dave Walters (SAF), John Barnwell (SAF), Cindi West (U.S. Forest Service R&D), Rich Guldin (U.S. Forest Service R&D), Al Sample (Pinchot Institute for Conservation Studies)

The meeting agenda was reviewed and it was noted there would be no NIFA representative at this meeting. And although Cindi West, Associate Deputy Chief, USFS R&D, is expected later this afternoon, meeting with the Forest Service Research and Development Leadership Team has also been canceled as a result of the government shutdown.

A motion was made by Tim White to approve the March 4-5, 2013 Executive Committee minutes, seconded by Jim Johnson. There were no changes. The motion passed unanimously.

President's Report: Steve said he plans to provide comments and updates throughout the course of the meeting on the different topics covered.

Treasurer's Report, Barry Goldfarb: In a 3-page handout, Barry reviewed the CY2012 NAUFRP operational budget. It came in under budget and approximately \$73,000 was carried forward into 2013. Income projected for 2013 is \$135,000. This is over the budget approved last year by the Executive Committee which did not include dues income from the 1890's institutions because their membership was not considered and approved by the General Assembly till the following day. Further discussion on the CY2013 budget noted that a \$13,000 overage is anticipated at this time, including the \$3,000 approved for the NAUFRP Education Clearinghouse. Next year's proposed budget, accounting for Mc-Stennis allocation reductions because of sequestration, projects slightly lower dues income based on the historical record of institutions that regularly pay dues. Other proposed changes in the 2014 budget include a reduction in the Executive Committee Travel budget. Funding for the Clearinghouse is carried over. Overall, a slight surplus is projected for 2014, however Barry expects two special funding requests of \$5,000 each to be brought forward today from the Education and International Committee Chairs. He proposed to delay a vote on the 2014 budget till these proposals are considered. If both are approved, there will be an anticipated \$4,000 deficit. Barry also noted that in the past, NAUFRP has supported special funds for the UENR conference which will take place next year at Auburn University but there have been no requests to date.

1890's Report, Carolyn Brooks: Carolyn provided a summary handout of what the 1890 institutions are doing with McStennis funding. The deans at these institutions are now paying attention and investing in these programs. Carolyn was asked if the 1890's are partnering with other institutions. It was noted that Florida A&M and the University of Florida are. Virginia State and Virginia Tech have a MOU in place. Kamran believes more of the 1890s have a link with the research and/or land grant in their state. Eighteen of the 1890 institutions are eligible to receive McStennis allocations but five are not getting funding for various reasons. Fort Valley State University was an eligible institution that did not draw down their McStennis funds and the University of Georgia claimed them. A process is being worked out about claiming funds earlier in the fiscal year. Carolyn noted the ARD website www.umes.edu/ARD/Directory. Steve indicated he would like to have a discussion at some point about the next ATR workshop. He believes it should be held in the South to encourage the 1890s to attend. The last ATR meeting was in 2006 in Pittsburgh in conjunction with the NAUFRP meetings.

Diversity Report, Kamran Abdollahi: Kamran discussed four proposed diversity action items identified in his written report. There is an 1890's meeting on Friday during the SAF Convention which Steve Bullard is going to address. At the March Executive Committee meeting there was discussion about a 'Diversity Logic Model'. At that time, Terry Sharik, Steve Bullard and Jim Allen went to see Michael Goergan and Carol Redelsheimer at SAF. They were willing to host a meeting on diversity. They also met with Cindi West who was prepared to put funds up to pursue a Diversity Logic Model. Steve shared a handout that depicted the three stages of Logic Modeling and how it can affect activities and outcomes. This will take a lot of partners that go well beyond USDA forestry research. Kamran's second action item is to continue to identify national partners to strengthen diversity planning. To do this right, it will take years and a lot of dollars. Steve's handout was presented at the summer diversity conference held at Virginia. This discussion will be resumed this afternoon with Cindi West. Proposed Action Items 3 and 4 include a national survey and a joint diversity conference in 2014 sponsored by NAUFRP, SAF, NIFA and FS; these could be part of the Logic Model. Kamran was asked how the proposed diversity conference would differ from the one held recently at Virginia Tech. Kamran said the proposed conference would be driven by NAUFRP. Steve said they are looking at \$50,000 for the Logic Model Process from the Forest Service. Initially they see it going to SAF to sponsor regional meetings but eventually there would need to be a later session of high level/key people able to bring significant dollars to the effort. It will need to be a level of resources that agencies are prepared to dedicate to diversity – it has to go beyond one department working with one agency. The Logic Model would try and identify what we don't know. Terry Sharik has mixed feelings on what we do or don't know and asked when the Virginia Tech report will be out. Janaki will check on this. Steve said that we have an excellent patchwork of experience to learn from around the country. There was a question about the proposed national survey in 2014 – don't NAUFRP institutions already provide this information to FAEIS. Terry Sharik said we have the numbers but not the understanding needed, especially the cultural aspect. Kurt believes the focus should be on kids K-12; it should be more outcomes driven. Steve said that is part of the Logic Model. Keith Belli agreed that Kurt's comments are right but also illustrate we really don't know and referred to the Southern NAUFRP regional survey. We need to sit down as a group and determine what is needed. The \$50,000 will help ensure it is well designed.

Research Report, Keith Belli: Keith reviewed NAUFRP's approach to working with the USDA National Institute for Food and Agriculture (NIFA) on the Agriculture and Food Research Initiative (AFRI) program. Efforts include the development of a faculty database from NAUFRP institutions of potential AFRI panel members; emphasis on quality of AFRI proposals; and, regular meetings with AFRI National Program Leaders. Keith distributed a list (handout) of names in the database. There are about 280 names and the list needs to be kept updated. He has surveyed who has been asked and who has actually served on a panel. There were 154 responses of which 37 had been asked to serve. Of those, 9 did so in 2012 and 10 had so far in 2013. Keith is also serving on a National Academy of Science (NAS) panel reviewing the AFRI program. The report will be completed in 2014. Keith has had an opportunity to review AFRI data first hand and he feels it is promising. Funding for forestry components was approximately 8% in 2009, 3% in 2011, 20% in 2011 and 11 percent in 2012. The average is 15.9% of total AFRI projects awarded for forestry and/or natural resource projects. Terminology has begun to change appropriately from 'agriculture' to 'forestry and natural resources'. Tim White encouraged that NAUFRP keep all three of these NAUFRP activities going. Steve Bullard said dollars follow relationships and NAUFRP needs to be constant. Randy reviewed how NRI began with the Forest Service originally contributing 10 percent with the expectation that forestry would be a fundamental component of AFRI (previously known as the National Research Initiative). There was a time we were concerned forestry was less than 5 percent. Tim encouraged Keith to send out another call to the listserve with instructions on how to sign up and edit. Keith noted he is

the only one with a natural resource background on the NAS review panel. He said the draft should be done in December and the final report will go to Sonny. There has been a lot of work to ensure the quality of the data.

NAFO Survey, Steve Bullard: Steve reported on the status of the research survey of National Alliance of Forest Owners (NAFO) members. This basically began after a meeting with NAFO CEO Dave Tenny where Hal Salwasser stated NAUFRP wants to be their research arm. Research has not been on their radar. Since March, a team of faculty from Stephen F. Austin, Univ. of Florida, Mississippi State, and Oregon State (Jim Johnson) Universities has developed a survey which has gone out. There has been a 40-50% response. Chip Murray is the NAFO link. Randy noted that few NAFO members have research experience. Jim Johnson thinks there will be a second wave of responses and hopes the results will be publishable. Randy has tried to convey to the NAFO leadership that forestry research is a half billion dollar enterprise at the federal level and private forest owners should have an input on that in terms of priorities and strategies. It is in their interest to have a say and be involved in the direction of forest research activities at the federal level. Kurt said Dave Tenny has been clear that NAFO is focused first on advocacy. The survey is directed to short and long term research at the regional and national level. George noted that NAFO is still a very young organization and that NAUFRP needs to convey to others that NAUFRP institutions are the key to producing the next generation of leaders and key to creating knowledge – that makes us unique.

Education Report, Terry Sharik: Terry reviewed a written report handout. The BNR Road Map is in its final draft. The original Agriculture Road Map did not address education. Terry has been involved in putting together the Forestry Education Summit Survey for the UC-Berkeley Forestry Education Summit. There will be a white paper. He is also serving on the IUFRO Communications Subcommittee. They hope to have a substantial increase in the International Forestry Student Association (IFSA) student chapters. Tim asked Terry Sharik to send a message to listserv about organizing student chapters. OSU has the only U.S. chapter. Terry hopes to see one started at Michigan Tech. Terry gave the keynote at the National Conference on Diversity in Natural Resources held earlier this summer at Virginia Tech. This is on the NAUFRP website. At the same conference, he co-led a workshop on developing a national research project on recruiting minorities into natural resources. This still needs to be posted on the webpage. Terry presented at the Latin American IUFRO Congress held in Costa Rico in June, 2013. He has continued his work on student enrollment trends and integrating it with FAEIS. There are still some challenges with the latter; the time periods cannot be merged and Terry's data only goes through 2009. We know natural resource enrollments are up, and may be back to the levels in the 1980's. Terry has submitted two abstracts for IUFRO 2014. He discussed the break out handouts for tomorrow's General Assembly on assessing 'Best Practices for Enhancing Communications in Natural Resources Curricula'. He will flesh out the results and post on the NAUFRP Education Clearinghouse website. Steve Bullard suggested adding a 'Personal' competency. Terry has not yet done anything on the Clearinghouse but is poised to do so. There has been a transition from Jim Allen to Terry as Education Chair since last year. Terry reviewed a handout summarizing the specific charge for the Clearinghouse. He is seeking endorsement to continue with it. The \$3,000 will only go so far and the site will need to be maintained. Discussion continued on restructuring the NAUFRP website. Ken mentioned there is no mention of SRM and related organizations; it is important to include these. Terry agreed it would be good to get a group together on how to address the website. Barry agreed this is very worthwhile but a big job, so perhaps a couple of things should be prioritized beginning with the NAUFRP Clearinghouse. (Example: the UNER proceedings could be housed here.) Steve Bullard suggested structuring the website around committees. Terry Sharik, Terri Bates and Steve Bullard will work with Karen Brasher on this. Terry put forward a funding request for \$5,000 to survey students at the 2014 IUFRO World Congress to determine factors that have attracted them to matriculating in a forestry or related degree program (handout). Tim made a **motion** to approve this proposal; Kamran seconded. Discussion: This could be a Master's degree project; \$5,000 is a small amount to supplement with other funds over 2 years. Barry suggested there were other funding sources. Terry Sharik guaranteed that Michigan Tech will support funding as needed. There is also a need to ensure the quality of the survey. There was a question about bias. Terry said this would be treated by naming the student leaders attending IUFRO as a 'biased' population. There was a question whether there will be an adequate number of international students. Terry said they are projecting yes. Another question was whether there will be a sufficient number of international students to ensure survey will be of value. Terry said they have no actual numbers yet but there is a huge amount of marketing going on and he thinks he can deal with it. **Motion passes unanimously.** A final question on UNER at Auburn next year: is there a call for abstracts out? Steve encouraged attendance at UNER and wants to ensure UNER information is sent out to listserv; Terri will follow-up on this.

Agriculture Technical Representative (ATR) Report, Steve Bullard: Steve had hoped Catalino Blanche would put forward a proposal for an ATR meeting but that has not happened yet. He is not sure of the status of revisions to the Manual.

Extension Report, Bob Wagner: Bob provided background on the draft MOU he has drafted for NAUFRP and partner organizations (handout). After he met with SFI earlier this year, he drafted a letter of agreement. NAFO could be another example. In fact, this draft MOU was prompted by this meeting last year due to the discussion of NAUFRP becoming a NAFO member. Both parties to the MOU would agree to things such as research priorities and these could be specifically listed. The Forest Service publishes and promotes their research priorities but it's difficult to find these for other organizations. A next step might be to get our representatives on their boards and committees as appropriate. The advantages to these alliances need to be spelled out. Bob sees this being a part of the NAUFRP webpage for research, education and extension. (Tom Martin, American Forest Foundation (AFF), has provided their priorities). Bob thinks it would be good to begin this with AFF, NAFO and the Sustainable Forestry Initiative (SFI). The draft MOU is a template. Randy said the wildlife university folks had a similar discussion. George said some things needed to be clarified. For example, what boards and level of support are we talking about? Ex-officio or liaison positions would work. There was a question about who would serve in such capacities. Steve thought whoever has the strongest relationship with a particular organization. Another question was asked about the implications to NAUFRP meetings? Bob and Steve see this primarily as a DC venue for now. Steve says we will begin by trying to work with the three named organizations and see how things evolve. The purpose of this is to build more effective relationships. In September, Steve made a presentation representing NAUFRP institutions (on the relevance of university-based forestry research and graduate training) at the SFI national conference in San Antonio. SFI will be an excellent partner to guide how we build our outreach program in the future.

Policy Report, Janaki Alavapati: Janaki said there is little to report. There is still no Farm Bill. NAUFRP's policy on this has been to engage through APLU and the Forests in the Farm Bill Coalition. The latter involves over 60 groups. Janaki reviewed recent Farm Bill history. Both houses are now poised to conference. Randy noted that the President has said he will focus on two things this fall: immigration and the Farm Bill. The Farm Bill big issue is SNAP (food stamp) funding. Randy expects there will be a Farm Bill; the political impact of not having one by the 2014 planting season is too great. Janaki noted that NAUFRP has co-signed a number of policy type letters (example the Forest Climate Working Group). These are posted on the NAUFRP webpage. A question was asked whether a joint letter of support has ever been done for McStennis appropriations. Randy said this was done some years ago. At this time, the Continuing Resolution (CR) restored McStennis to previous levels, not subject to sequestration. It is important to stay in sync with APLU. Randy has not wanted to overload Congressional members and staff with information. He reviewed funding levels for McStennis. (FY13 = \$34 million. Pre-sequestration \$32.9 million. Sequestration = \$30.4 million. The House is at \$32.9 million the Senate at \$33.9 million.) BAC would go with the higher (Senate) number. For RREA, NAUFRP requested \$4 million; it is at \$3.4 million. AFRI is at \$290 in the House and \$316 in the Senate (the current level is \$276 million). Ken referenced an October 11th Farm Bill letter co-signed by NAUFRP – the bias goes to the eastern US. This is a good point to be aware of and build on. Kurt asked if we have a strategy for identifying key Congressional appropriators? If not, should we? Randy said we have an ongoing strategy to be close to key staff and the chairs and ranking members of the appropriations subcommittees. But we need to ensure we are matching up key deans with Congressional appropriators because they change. It is important to refresh relationships. Randy encouraged if anyone is coming to DC for other business, it would be good to make an opportunity to visit Congressional Members. Kurt believes it would be good to also focus on USDI (Interior Appropriations; Simpson (ID)). Do we have a strategy for interior appropriations?

Budget and Advocacy Committee Report, Tim White: Tim reviewed BAC process for prioritizing budget requests. NAUFRP pays for a seat at the table. Consensus is that the \$5,000 NAUFRP pays in dues has been very valuable for NAUFRP and McStennis.

USDA Forestry Research and Advisory Committee (FRAC) Report: The final FRAC report on McStennis is on the NIFA website. Terri will send the pdf report to the listserve and post it on the NAUFRP website.

International Report, Jim Johnson: Jim reviewed his written report. He encourages all to consider sponsoring a booth for the 2014 IUFRO World Congress; it will be excellent exposure. The call for papers has closed except for FS employees who have an extension due to the government shutdown. There were over 3,000 submissions for 148 technical sessions. Attendance is expected to be over 5,000. NAUFRP has received good attention as a co-sponsor. Steve Bullard says that NAUFRP will plan for our regular meeting format in SLC. If we host a reception, we will need a larger room and budget. Jim put forward a funding request (handout) for \$5,000 to provide scholarships for graduate students from NAUFRP institutions towards IUFRO registration fees. This is a rare event to have IUFRO in the US; the last time it was here was in 1971. Terry says there is another IUFRO committee dealing with student scholarships. Jim clarified that his proposal is for NAUFRP student scholarships. It was noted that many NAUFRP institutions are already funding students and faculty. It was suggested that the funds be pooled to count as a NAUFRP contribution. George made a **motion** to accept this proposal; Tim seconded. Discussion: how does this relate to the expense of a reception? It was decided to defer action on this motion til later in the meeting when Rich Guldin would be present.

Southern Region Report, Red Baker: Southern NAUFRP held their summer 2013 meeting in conjunction with the Southern Group of State Foresters meeting in Savannah, GA. They had representatives from 8 universities, two 1890 institutions, USFS Region 8 Leadership, Southern Governors' and the Hardwood Forests Association. Discussion focused on minority student recruitment. Greg Frey (Virginia State University) and Janaki discussed the partnership they are developing. The New Pathways Program was also discussed. They had a breakfast meeting with the Southern Group of State Foresters. Discussion with the State Foresters centered around what the universities are doing, future employment needs and extension forestry. The State Forester landscape has changed. Southern NAUFRP will meet tomorrow and next year in New Orleans.

JoAnn Cox, President, Society of American Foresters (SAF), joined the Executive Committee along with Dave Walters, SAF Vice President, Louise Murgia, SAF Interim Executive Vice President and John Barnwell, SAF Policy Director. JoAnn welcomed the NAUFRP Executive Committee and members to the SAF convention.

Carol Redelsheimer, Director, Science and Education, SAF: Carol noted previous discussion with Steve about the issue of SAF accreditation by the Council for Higher Education Accreditation (CHEA). CHEA is an organization that essentially accredits accreditors. SAF is recognized by them. CHEA has been around a long while; prior to the 1990's they were called something else. SAF has been undergoing review since 2010 but there is a new requirement that SAF must provide public information that appears to be holding things up. SAF has provided CHEA with certain documentation but it is unclear whether they are going to accept it. SAF has no standards, format or process for this new requirement. Carol asked NAUFRP how important NAUFRP accredited institutions think CHEA accreditation is for SAF? An answer is not needed today. Discussion: what is their issue? The first information SAF provided to CHEA was not accepted. SAF then goggled to see what other organizations are doing. The feedback from CHEA has been vague. Carol is not sure if it is a process question or a substantive question on what SAF is providing. In terms of timing, CHEA next meets in November on this. Carol is not sure there is time for additional exchanges with CHEA. Steve asked does NAUFRP care if SAF is accredited by CHEA? Ken asked what is the downside? David and George feel we need more information. Carol will try one more time. It was important to ensure this issue is on NAUFRP's radar. Steve said we all want accreditation through SAF and think it important to try and work with CHEA. Carol was asked about the status of other accreditations. She said there are process and policy considerations now that there are four accreditations. The new Accreditation Handbook will be out before the end of the year. SUNY will take on TEM in 2014; the University of Florida in 2015. It is now called Natural Resources and Ecosystem Management (NREM). There was a question about separate fees for the different accreditations; Carol said it has been decided that if a program is within the same academic unit, there will be no separate fee. If it is in the chemistry department across campus, then two fees. The standard has not yet been published but will be by the end of the year with the Manual.

JoAnn Cox reported on the status of the SAF Executive Vice President position. A search committee has been established and Steve Bullard is serving on it along with several other stakeholder representatives. They will use an executive search firm and specialist with psych analysis (was used 10 years ago) to ensure they find the right personality and style. They are also asking certain groups like NAUFRP/Deans to help identify and/or recommend potential candidates. The Search Committee will interview the top finalists. The intent is to have the top candidates identified by February and interviews with Council by March 2014. Council will make the final decision.

Dave Walters wanted to highlight three key SAF documents with proposed amendments that need to be voted on by the SAF membership. These are the Articles of Incorporation, Constitutions and By Laws. The amendments have to do with process questions.

2014 IUFRO World Congress, Rich Guldin, Chair, Congress Organizing Committee: Rich reported on IUFRO progress. There were 240 section proposals of which 150 were accepted. Over 3,800 abstracts were submitted. Relative to the \$5,000 request before the NAUFRP Executive Committee for consideration for domestic student scholarships, there is a crucial need for a strong student cadre to help support running the Congress. Registration fees will be comped for this help with Congress operations. Students are needed to staff registration booths, information kiosks, assist with bus tours, staff speaker ready rooms, provide language skills, hallway staff assistance and guides, daily newspaper (editorial team, IT, writing, photographs), poster set-up, quiz bowl, etc They will be sending out information shortly asking for nominations from the schools. They need about 100 and would like to see about five student nominations per institution. Steve commented that our \$5,000 may not make a difference for domestic students. George believes students will need help with travel; his institution is going to ask students to seek matching funds. Rich said there may be Native American or Hispanic institution students who need aid. The motion on the table for NAUFRP to provide \$5,000 for domestic student scholarships from NAUFRP member institutions to IUFRO was called for. The **Motion passed** unanimously. Rich was asked for a list of student needs. He says Jennifer has developed one; Jim Allen will check with her on an update and get it to the NAUFRP listserve.

The proposed 2014 budget was approved unanimously at this time.

Cindi West, Associate Deputy Chief, U.S. Forest Service, Research and Development: Cindi said a large chunk of the Forest Service budget goes to local needs. Partnership support from the conservation community (NWF, DW, TWS, WTF) played a key part in garnering attention to public land issues during the furlough. The State fish and wildlife agencies need to update their state action plans including integrating climate change and urban areas into them. USDA's Strategic Plan Goal 2 is sustainability. There was a question about FS R&D vacancies. Cindi says they are currently realigning with their human resources process but they have two vacancies in Fire Research and Economics. Cindi will get the links for these to Terri to distribute on the listserve. There was a question about Climate Center Hubs? Cindi said the proposals are at the department level. Although they have been delayed, this is an important topic for the USDA Secretary. Diversity (reference to Terry's Sharik's data) trends are disappointing but not a surprise. There is a need to pay attention to retention within the profession. Key factors to diversity within the profession begins with getting kids interested in natural resources, getting high school kids to apply, and then getting them into graduate programs. The question is how to knit it all together. The Wild Turkey Federation is a good example of efforts in urban areas as is individual university outreach with Native American and Latino populations. The FS R&D plans to allocate \$50,000 through SAF to hire a contractor to employ a LOGIC Model. Cindi sees this being through regional meetings. Steve adds this needs to be comprehensive, inclusive and sustainable. Cindi says the Logic Model will provide a roadmap for things to do to help grow the next generation of leaders in the profession. Randy asked when the next R&D leadership meeting will occur? Cindi says this is being discussed now. Steve asked Cindi to convey we would like to be involved with that next meeting. Steve asked about the 'overhead' issue? Cindi says the lawyers say you can do anything not prohibited by law. The more you itemize, the better it survives audits; this is the trend. Terry asked about areas of expertise needed or wanted. Cindi says integration, entomology, pathology. Rich added statisticians (able to do sampling). It was pointed out that AFRI dollars are not going to do these things. Cindi says they are working on the issue of tuition – how to use.

Survey on Forestry Employees and Recent Graduates, Al Sample, President, Pinchot Institute for Conservation Studies: Maureen McDonough (Michigan State University) designed the current questionnaire and analysis process and joined the meeting by conference phone. Al reviewed the previous survey which was completed in 1998. At that time they were hearing from a number of employers that they were having to train and retrain graduating students that were being hired. The original survey identified skills and competencies which employers said were important compared to performance. There were three questionnaires, 500 employers contacted (AF&PA companies, state forestry agencies, larger ACF businesses) and 300 participants, The skills gaps identified then were communications, management, leadership (specifics are in the September 1999, SAF Journal of Forestry article provided). There was no lessening of emphasis on technical skills needed. Today, about half of the original employers surveyed no longer exist and there are

new categories especially in the arena of non-governmental organizations (ngo's). Also, the first survey missed faculty although they did talk to deans in a visionary sense. The list of desired competencies has changed and grown; not much has fallen off. A question to consider is whether a bachelor's degree is sufficient? SAF is wrestling with this and has looked at two- year program graduates. Terry Sharik and Steve Bullard are both involved with the Steering Committee. Deans and Directors will receive the survey soon; it is web-based. A list of 2,500 job postings generated by UGA is being used. There was a question about faculty selected to participate? Within about 2 weeks deans and directors will be asked to provide 3-5 nominees. Steve reminded those present that NAUFRP's own Undergraduate Education Strategy recommended the Pinchot survey be conducted every 5 years with analysis. A draft report should be ready at the end of January to fold into conference at UCA Berkeley which will be May 7-9 next year.

Washington Outlook Report, Randy Nuckolls: Public attention has been greatly focused on the federal government in the last weeks due to the shutdown. Randy sent a report to the Executive Committee last week summarizing the impact and next steps. Essentially, government funding is extended until January 15th. Budget conferees (Cong. Ryan and Senator Murray are the chairs) have been named; they have a very difficult task and a December 15th deadline to work out a Congressional resolution. There is a \$91 billion difference between the House and Senate budget resolutions. If there is not a resolution, there may be another round of sequestration. Politically, the tea party is a little chasten. Senator McConnell has said there will be no more shut downs, but the tea party is not going away. Senior Republican seats are in danger –targeted by tea party (Cochran, McConnell, Alexander). The Republican Party is trying to protect moderate Republicans. There is little chance of the House changing a great deal in party make-up. And right now, it doesn't look like the Senate will change, but perhaps be a closer split. There was a question asking Randy what he thought the odds are for a second round of sequestration? Randy said 50-50 at least. Another question was about how all this applies to the FS regions? Randy said there is a lot of brokering going on with other agencies and moving one year money around to keep things liquid; vacancies are not being filled. The first sequestration was 8-9 percent; the second will be

Northeast and North Central Regional Report, Mike Messina and Jim Zaczek: The two regions met together last year in Spokane. Jim will email Terri those minutes. Twelve of 29 schools reported. Enrollments were up and steady; budgets and support were down.

Western Regional Report, Kurt Pregitzer: Western NAUFRP met at Berkeley in April, Keith Gilles hosted. Kurt shared a written report on the region's business. They had a good discussion on how to share positions. They will meet here tomorrow.

Board of Natural Resources Roadmap, George Hopper: George provided background on this. It is in draft form now and focused around sustainability and will be rolled out soon.

Deans' Tour These use to be a Dean's Tour sponsored by AF&PA on a regular basis but this has not happened for some years due to AF&PA's shake up. The tours were thought to be of good value. Perhaps SFI would be interested in taking these on. Steve will follow up with Nadine Block about SFI sponsoring a Deans Tour. Nadine had experience with the Tour when she was with AF&PA.

Meeting Adjourned

*Minutes Adopted
March 3, 2014
Washington, D.C.*