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May 7, 1993

Mr. Kent Henderson
Region 2
ID Wildlife Coun., ID Wildlife Fed.
2405 Fifth Street
Lewiston, ID 83501

Dear Kent:

First of all, thanks for your full participation and the energy you brought to the recent College of Forestry, Wildlife and Range Sciences (CFWR) Guidance Council meetings. Several persons suggested to me that it was the best meeting yet of the council. I thought it was good because we got down to the real issues with which we are struggling, i.e., too many demands, too few state resources to support our pursuit of external opportunities and organizational constraints that limit response and rapid, internal reallocation. But, the latter is also seen as a benefit by many faculty and other constituents.

I acknowledge your letter of April 23 expressing concern about inequities in student/faculty ratios, requesting an evaluation of those concerns, and my plan to resolve the inequities. I also appreciate the constructive spirit behind your request, but I must respectfully decline to respond to any individual subcommittee request for accountability to them. We have an established process of bringing subcommittee proposals to the entire council and subsequently address those that are adopted as resolutions by the full council.

One of the resolutions approved this year is to complete an analysis of college workloads during the coming year and we will do that. The implications of the analysis for subsequent actions are another matter; the views of many persons will be relevant, including college faculty and administrators, university officials, as well as the guidance council and other constituent groups. The bottom line is delivery of balanced programs of teaching, research and service, now and in the future, to meet the needs of all of our students and external constituents. We are committed to maintaining six academic program areas in the college and we can't let any department fall below critical mass.

We are all concerned about the heavy workloads in the Fish and Wildlife Department. Given the financial realities in the state of Idaho and the university, the possibility is dim for receiving additional state funded, tenure-track positions to ease that workload. While I have been dean there have been continuing evaluations of college workloads, documenting the Fish and Wildlife Department's situation and leading to some reallocations. Detailed evaluations of resources and workloads were completed periodically under Q4E, and again last year by the executive council of the college. I've outlined the reallocations of resources to Fish and

Wildlife (F&W) below to give some perspective on how the college has responded, and the current efforts in progress.

- August 1986: Dr. John Ratti became adjunct associate professor of wildlife on soft money. Over the years the college has invested whenever possible in supplementing John's support for work performed, a total of \$99,638 of state money since August 1989. John is an exceptionally valuable member of the faculty and I wish we had a full salary of state money for him.
- August 1988: Establishment of the university-wide aquaculture program and hiring of Dr. Ernie Brannon as director and professor of Fisheries. Dr. Brannon works jointly between Moscow and Twin Falls. The relationship between Ernie and the Fisheries faculty is more distant now since the aquaculture program was designated as a university research center. But Ernie is a member of the fisheries faculty and he has contributed significantly to the external image of fisheries at UI and attracted important resources.
- July 1990: Reallocation of a faculty position from Forest Resources to F&W and the hiring of Dr. Dennis Scarnecchia as associate professor of Fisheries, with tenure.
- Fall 1990: Dr. Jeff Yeo, F&W research associate, was named scientist/manager for the Taylor Ranch Wilderness Field Station. Jeff also serves as adjunct assistant professor of wildlife and helped teach two courses in wildlife this year.
- August 1992: Dr. Brian Dennis, associate professor of Forest Resources, was reallocated to the F&W department and is now associate professor of Wildlife. Dr. David Verbyla was also offered for reallocation but the F&W department declined to accept him, in part because he was a visiting assistant professor whose position would terminate when Chuck Hatch returns. Dr. Verbyla just accepted a faculty position at the University of Alaska.
- November 1992: External search for a new F&W department head was authorized and is now underway, to report July 1, 1994.
- April 1993: We are currently recruiting for a riparian ecologist to serve in a joint faculty position between range and wildlife, in effect a reallocation of one-half a position to the F&W department.
- May 1993: A new aquaculture position will be requested under our normal budget development process. This decision grew out of planning sessions by the executive council in which workloads and departmental visions for the future were examined. The possibilities are enhanced since aquaculture is a university and state-wide program.

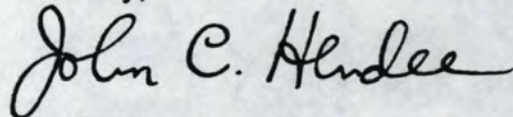
July 1993:

Dr. Ernie Ables will go back to F&W as professor of Wildlife and this will be a tremendous help to the department. Ernie and Lew Nelson have offered to focus on advising which has been especially difficult this year since both Lew Nelson and Jim Peek are on sabbatical.

Kent, I know you and other F&W Department subcommittee members of the council understand that it is essential to work by consensus within the university, the college and the guidance council. F&W enrollments have continued to grow, and so have their research programs. I especially appreciate the efforts of F&W to serve new students in Boise. The college is responding with reallocation of resources not as fast as you and others associated with Fish and Wildlife interests would like, but I assure you it is faster than many others affected by the reallocations would like. It is tough to balance all the considerations and we try to strike a reasonable, justifiable, and acceptable balance. We just issued a new space policy which establishes processes that will allow the college to respond better, more quickly, and fairly to the demands for space associated with workloads in the various departments, and this will help us respond to workloads in the F&W Department.

Thanks for your continuing involvement and support, Ken. Few have matched your years of service and diligent participation on the guidance council. I very much appreciate your involvement and candor. I also ask for your continuing support and patience as we make reasonable decisions that allow us to meet the needs of all our constituencies.

Sincerely,



John C. Hendee, Dean

JCH/vd

cc: Executive Committee, CFWR Guidance Council
Fish and Wildlife Subcommittee, CFWR Guidance Council
CFWR Executive Council
Dr. Bill Klontz, Head, Fish and Wildlife Department
Fish and Wildlife Departmental Faculty