



**University of Idaho**

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Dean Steven Daley Laursen and  
Mr. Richard Bottger, Director Administrative Services  
College of Natural Resources  
University of Idaho  
P.O. Box 441138  
Moscow, ID 83844-1138

Dear Steve and Dick:

We would like to have University of Idaho update the official job description of Taylor Ranch Field Station Manager/Scientist, so it matches the job we actually perform. Attached are 1) the 1997 position description when we were hired and 2) a description of the duties and responsibilities we have performed during the 7 years we have been in this position.

Administrative changes, technological advances, increased facility use, and our own personal motivation and skills have created new demands and opportunities in this position that were not recognized when we were hired. The job description we were hired under in 1997 was based on the role of a short-term "Resident Manager" who had been hired during a time when the Manager/Scientist position was unfilled. Prior to our employment TRFS management was moved from the Wilderness Research Center to CNR. The full time WRC Director position was vacant at that time and remains without funding. These factors left a void in field station leadership, which we have been able to fill. Dean Chuck Hatch was supportive of our desire for professional growth opportunities when he hired us and made it clear that the 1997 job description was merely a starting point. Since 1997 operation of TRFS has become much more complex due to technological advances such as installation of a hydroelectric plant and a computer network with satellite Internet and email for all station users. Communication and collaborations are the centerpieces of our work now. Field station use and research and educational activities have grown exponentially during our tenure, with new programs and involvement by a host of new scientists. Peruse our new Taylor Ranch Field Station web site <http://www.cnrhome.uidaho.edu/taylorranch.htm> to get a sense of the vibrant character of programs and interactions of students and scientists at Taylor Ranch Field Station. These greatly expanded programs are both a cause of our program development efforts and a source of increased professional work demands.



We are excited about the tremendous program growth at Taylor Ranch and the high profile exposure the field station has received due to the new DeVlieg Cabin. We plan to facilitate expanded growth in interdisciplinary research and education collaborations and ensure a role for TRFS in the upcoming NSF funded NEON program.

Right now our priority is to have our official position description match the work that we perform. We would like for you to review our two requests from a year ago:

1. To upgrade our position to "Field Station Director" or "Director/Scientist", as you can see from the attached job description we currently perform the duties of a Field Station Director.
2. To evaluate our job responsibilities relative to salary and provide a salary that is commensurate with work experience within this position.

Please let us know if we can provide additional information to help you evaluate our requests.

Sincerely,

Holly Akenson

Jim Akenson

Cc: Chuck Hatch, Vice President for Research/Graduate Programs