CODE OF THE DEPARTMENT OF
FOREST, RANGELAND, AND WATERSHED STEWARDSHIP
COLLEGE OF NATURAL RESOURCES
COLORADO STATE UNIVERSITY
SPRING 2008
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SECTION A. PREAMBLE

This code sets forth the principles that guide the internal organization of the Department of Forest, Rangeland, and Watershed Stewardship. This code is consistent with provisions of the University Code relating to departmental operations, and is subordinate to the University Code. In all cases of conflicting policy, the University Code takes precedence. The Department Code aids the department to efficiently and effectively fulfill its role in meeting the goals of Colorado State University. Each member of the department assumes responsibility for knowing the precepts of faculty government established by college policies and the University and Department Codes.

SECTION B. DEPARTMENT VISION AND MISSION

Vision: We are a progressive department that focuses on the stewardship of range and forested landscapes and fosters interdisciplinary education, research, extension, and outreach. We are committed to advancing the associated sciences and practices of land and water stewardship by integrating the disciplines of forest, rangeland, and watershed sciences. We are recognized as the nation’s preeminent natural resource stewardship program.

Our department is responsible for the programs and majors in rangeland ecology, forestry, watershed science, and natural resources (NR) management. Our graduates possess the capabilities to work in NR fields in interdisciplinary teams to contribute to the resolution of broad interdisciplinary problems that meet the needs of a changing society. Our department meets the lifelong educational and training needs of those involved in land stewardship.

We are committed to a mutually supportive and nurturing academic environment, where the collective efforts enhance the work of all individuals.

Mission: The department exists to promote interdisciplinary stewardship of rangelands, forests, and watersheds. We create and communicate knowledge to students, land managers, policy makers, peers, and the public. We foster the science and management of forests, rangelands, and watersheds. We integrate these disciplines with others in our college and university.

Our Mission focuses on:

- Innovative graduate and undergraduate programs.
- Research programs that create knowledge to improve land stewardship.
- Extension programs that empower the public to accomplish their stewardship goals.

B.1 Teaching

The department will offer an integrative program of instruction that simultaneously meets the needs of various departmental baccalaureate and graduate degree offerings, serves certification and continuing educational needs of Colorado, the nation and international constituencies, and focuses on producing educated individuals who will become informed professionals and citizens.

B.2 Research

The department will maintain a comprehensive research program and will insure that this research is responsive to constituency needs, provides for graduate student involvement, or is integral with the teaching program.
B.3 Extension/Outreach

The department will maintain information exchange with individuals and organizations to disseminate knowledge and provide feedback for evaluation and modification of departmental programs. These contacts should reach those who are concerned with land stewardship in the public and private sectors.

B.4 Service

The department will provide service through faculty participation and leadership in university, local, national, and international scholarly and professional organizations; encourage faculty service in faculty governance, professional, special or ad hoc committees, and other services, activities, or events.

SECTION C. DEPARTMENT HEAD

The department head is the principal officer of the department. The duties of the department head are specified in the Academic Faculty and Administrative Professional Manual (University Code). The manner of selection, appointment, term of office, evaluation of operations, and interim evaluations are those specified in the University Code. All activities of the department will be done in accordance with the University Code. The department head will call a minimum of one departmental faculty meeting each semester of the academic year, with written or email notice given in advance. Fifty percent of the regular faculty members must be present at a departmental faculty meeting to constitute a quorum. The department head will appoint an acting department head when his/her absence from the department will exceed one working day. The acting department head will have the duties and responsibilities of the department head.

C.1 Appointment of faculty to standing and ad hoc committees

The department head may appoint faculty members to ad hoc advisory committees, in addition to the designated standing committees, to assist in performing these duties. The composition, selection, and function of ad hoc committees will be determined by the department head.

C.2 Assistance from the faculty

The department head will involve the regular faculty in formulation of department policy and will solicit their assistance in implementation of department policy.

C.3 Responsibilities

The department head has overall responsibility for:

C.3.1 the department budget,

C.3.2 recommendations for promotion and tenure,

C.3.3 appointment of affiliate faculty,

C.3.4 hiring and dismissal of special appointment faculty in consultation with the regular faculty,
C.3.5 hiring and dismissal of regular faculty,

C.3.6 evaluation of regular and special appointment faculty,

C.3.7 supervision and evaluation of departmental staff,

C.3.8 oversight of department teaching, research and extension/outreach programs,

C.3.9 coordination between students and student organizations,

C.3.10 meeting the objectives set forth in this code,

C.3.11 providing an annual written state-of-the-department report to the regular faculty prior to the time of the annual department head evaluation. The report will include, but not be limited to, accomplishments of the department head and the faculty in the last year, the department budget, the status of departmental academic and research programs, and strategic plans for the future of the department.

The department head will work with the steering committee and program coordinators of all departmental programs on matters pertaining to the needs and concerns of the programs. The program coordinators will discuss programmatic needs with the faculties of their respective programs on a regular basis and communicate these needs to the department head. Program coordinators will also assist the steering committee and department head in preparing a state-of-the-department report.

C.3.12 Additional responsibilities of the department head include:

a) provide leadership in the execution of department, college, and university policies and goals,

b) develop and strengthen undergraduate and graduate teaching, research, and extension/outreach programs, and faculty competence,

c) cooperate and assist in other departments in matters relating to the university=s undergraduate and graduate teaching, research, and extension/outreach programs,

d) develop and maintain departmental morale,

e) support and promote adherence to departmental goals,

f) promote a working environment conducive to academic, scientific, and technological advances in response to local, regional, national, and international issues,

g) encourage interdepartmental and interdisciplinary cooperation for academic and research programs, and

h) represent and advocate the views and goals of the department to individuals and organizations within and outside the university community.
SECTION D. PROCEDURES FOR RECRUITMENT FOR NEW AND VACATED FACULTY POSITIONS

The faculty of the department will use the following procedures for making recommendations to the University regarding all hiring procedures for new and vacated faculty positions. The final authority for all hiring is the State Board of Governors.

D.1 When new or vacated faculty positions are to be filled, the department head will appoint a search committee composed of at least three members of the department regular faculty.

D.1.1 The search committee will adhere to all university policies relating to recruitment of faculty.

D.1.2 The search committee will develop a job description and make this available for department faculty review and input prior to advertisement.

D.1.3 The job description will be widely advertised among appropriate professional organizations and journals. The search committee will be responsible for screening applicants to identify suitable candidates. A seminar presented by each candidate will be provided for department faculty members and other interested parties to meet candidates nominated by the committee.

D.1.4 The final selection will be made by the department head following consultation with the search committee, a vote of the department regular faculty, and consultation with other appropriate college and university administrators. The department head will select from a list of the final candidates, or the department head may request a new search.

D.1.5 The faculty and staff appointments will be made in compliance with written policies and procedures of the University Office of Equal Opportunity.

D.2 Faculty appointments other than regular, tenure-track

D.2.1 Special and temporary appointments - Individuals may be appointed to the departmental faculty with non-tenure track, special, and temporary appointments on either a full- or part-time basis. Inherent in special and temporary appointments are specified ending dates and the lack of eligibility of the individual for tenure. Temporary appointments are distinguished from special and other types of appointments by the fact that the individual is appointed for a specified period of time, at the end of which it is anticipated that employment at the university will not be renewed for the foreseeable future. Special and temporary appointments will be made by the department head. Individuals hired under these auspices will be responsible to the department head and will be evaluated by the department head, consistent with departmental policy. All provisions of these appointments will be consistent with university policy; however, individuals with special appointments will not chair or co-chair graduate student committees or serve as departmental representatives to Faculty Council.

D.2.2 Affiliate Faculty - Non-university employees may be appointed as affiliate department faculty. Candidates will be nominated by any regular departmental faculty member, and confirmation title will come if the appointment is approved by the Department Head. Concurrent with the nomination will be appointment duration. Consistent with university policy, the initial and subsequent appointments will not exceed
one and four years, respectively. Affiliate faculty members may be appointed for a variety of reasons including, but not limited to, service on graduate committees, short-term teaching assignments, or collaboration on research projects. Affiliate faculty members will not chair graduate student committees, but can serve as the co-adviser.

D.2.3 Visiting Faculty Appointments - Discretionary authority is given to the department head to confer an honorary title, at the level he or she deems appropriate, to visiting scientists/scholars who may be with the department for temporary durations. All rights and privileges of visiting faculty will be consistent with university provisions.

SECTION E. PROCEDURES FOR RECOMMENDATIONS FOR TENURE, PROMOTION AND REAPPOINTMENT

The promotion, tenure, and reappointment process are initiated by the department head and carried out with the assistance of a tenure, promotion and reappointment committee; tenure committee; or promotion committee, as identified in subsequent sections. The responsibility of the department is to provide a recommendation to the University regarding tenure, promotion, and reappointment; the final authority for all personnel matters is the State Board of Governors.

Standards for tenure and promotion should be based on the following:

a) The evaluation of performance within each of the areas of teaching and advising; research and scholarly activities; university and public service; and extension/outreach should be judged against the standards set in Section E.10, 11, 12, and 13 of the University Faculty and Staff Manual. Evaluation of the candidates’ performance relative to these standards, and within the context of the conditions and expectations of the appointment, should be included in the tenure and promotion committee’s annual evaluation.

In the evaluation process, reasonable flexibility should be exercised, balancing heavier commitments and responsibilities in one area against lighter commitments and responsibilities in another area.

The level of commitments within areas defined at the time of appointment is expected to evolve with time as the faculty member develops, and the needs of the department change. The definition of these expectations and commitments should come from:

the written confirmation of conditions and expectations of appointment provided by the department head to each new faculty member on appointment as specified in Section E.6.a.of the University Faculty and Staff Manual,

the expectations of the tenure and promotion committee as communicated in the annual evaluation of a candidate for tenure, and

the annual communication of expectations and commitments by the department head in the annual performance evaluation procedure.

E.1 Tenure and Promotion from Assistant to Associate Professor

E.1.1 A tenure, promotion, and reappointment committee will be constituted for each untenured faculty member in a tenure-track position by the end of the first semester of the appointment. The committee should provide a positive mentoring service to the
faculty member and assess the faculty member’s performance with regards to department, college, and university standards for tenure or promotion.

E.1.2 Each tenure, promotion, and reappointment committee will consist of three regular, tenured, department faculty members with academic rank of associate professor or professor. The department head will not be eligible for membership.

E.1.3 Each tenure, promotion, and reappointment committee member will be elected by the regular tenured department faculty with the academic rank of associate professor or professor. A tenure, promotion, and reappointment committee will serve until such time as the faculty member is granted tenure, promoted or the contract is not renewed.

E.1.4 Each committee will conduct an annual written evaluation of the untenured faculty member and:

E.1.4.1 make a recommendation concerning reappointment to the department head and the tenured faculty at midterm review; and

E.1.4.2 provide the untenured faculty member with a peer review of his or her performance.

E.1.5 At the anticipated midpoint of the pre-tenure period, the tenured faculty committee will prepare the normal annual review and will prepare a summary of the initial years of the appointment, in accordance with Section E.11, 12, 13 and 14 of the Academic Faculty and Administrative Professional Manual. As specified in these sections, the summary of the conclusions and recommendations of the committee will be provided to the faculty member, the department head, the dean, and the provost/academic vice president.

E.1.6 In accordance with university procedures, each committee will conduct a comprehensive review and make a recommendation regarding tenure or promotion from assistant to associate professor to the tenured, regular department faculty with academic rank of associate professor or professor in accordance with college and university procedures. The faculty will forward a recommendation regarding tenure or promotion to the department head.

E.2 Tenure for Faculty with Academic Rank of Associate Professor or Professor

E.2.1 A tenure committee of three tenured, regular department faculty members will be elected by the regular, tenured faculty members with an academic rank of professor by the end of the first semester of the appointment. The department head will not be eligible for membership.

E.2.2 The tenure committee will perform an annual written evaluation of the performance of the untenured faculty member, and communicate the results to the untenured faculty member and department head. At the midpoint toward tenure, the tenure committee will summarize the progress of the untenured faculty member, as described in the university procedures, and prepare a report for the faculty member, the department head, the dean, and the provost/academic vice president.

E.2.3 The tenure committee will make a recommendation regarding tenure to the tenured, regular department faculty in accordance with college and university procedures when the department head initiates the tenure process. The regular,
tenured department faculty will forward a recommendation regarding tenure to the department head.

E.3 Promotion to Associate Professor or Professor following tenure

E.3.1 A promotion committee of all tenured, regular department faculty members of higher rank than the faculty member being reviewed will be formed when the department head initiates the promotion process. The committee will elect a chair. The department head is not eligible for membership.

E.3.2 The promotion committee will make a recommendation regarding promotion from assistant to associate professor, or associate professor to professor, in accordance with college and university procedures.

E.3.3 The promotion committee will solicit input from all regular department faculty and any other source deemed necessary. In addition, at least three letters of support will be solicited from professionals based outside of Colorado State University.

SECTION F. PROCEDURES FOR FACULTY AND DEPARTMENT HEAD EVALUATION

F.1 Performance of the department faculty.

Department faculty will be evaluated annually as specified in Section C.2.5 of the Academic Faculty and Administrative Professional Manual. This evaluation will be based on the quantity and quality of performance in fulfilling the faculty member's responsibilities to the department using specific standards and criteria developed in the annual evaluation. The department head shall hold an annual conference with each faculty member as part of the evaluation. Specific standards and criteria will be established for the following year for four main areas: 1) research and creative activity, 2) teaching performance, 3) teaching workload, and 4) service/outreach. The specific standards and criteria will be discussed during the annual evaluation conference and the faculty member shall be advised how the results will be used. Evaluation results and standards and criteria for the coming year shall be in writing and shall be signed by the department head and the faculty member and the faculty member shall receive a copy of the signed document. The information to be used in this evaluation must be made available to the department head by the individual faculty member. It is, therefore, each faculty member's responsibility to acquire and present this documentation.

F.2 Standards and criteria guidelines.

Guidelines will be developed for each of the four main areas: 1) research and creative activity, 2) teaching performance, 3) teaching workload, and 4) service/outreach. It is the responsibility of the department head to insure that specific standards and criteria for each faculty member are fairly and equitably administered.

It is important to realize that general criteria and standards established in the department for annual faculty evaluations must be flexible enough to fairly represent the diversity of appointments and workload allocation found in the department.

F.2.1 The annual evaluation for faculty members will be scheduled by the department head in accordance with university procedures.
F.2.2 The department head will keep a written record of items considered in the evaluation of each faculty member. A copy of the evaluation will be given to the faculty member and another copy placed in the faculty member’s personnel file.

F.2.3 The department head will discuss the evaluation with the faculty member being evaluated. If a faculty member disagrees with the evaluation, he or she has the right to challenge the evaluation through established university grievance procedures.

F.2.4 In accordance with university procedures, the department head will conduct a comprehensive performance review of each tenured faculty member at intervals of five years or following two unsatisfactory annual reviews within a 5-year period. This review will be a summary of the preceding annual reviews since the previous comprehensive review or the acquisition of tenure. If the resulting comprehensive performance review is unsatisfactory, a Phase II Comprehensive Performance Review will be conducted, according to university procedures.

F.2.4.1 If a Phase II Comprehensive Review is initiated following an unsatisfactory review, a peer review committee will be formed through a vote by the tenured, regular faculty of the department. The committee will consist of four department faculty members elected from the faculty of rank equal to, or higher than, the faculty member being reviewed. During the election process, nominated faculty members must declare any real or apparent conflict of interest for the consideration of the voting faculty. The faculty should seek to have at least one representative whose expertise is in an area closely related to that of the faculty member being reviewed. An additional member of the peer review committee will be appointed by the faculty member being reviewed from the faculty of any department within the University.

The peer review committee will review the role statement and annual performance evaluation forms submitted by the faculty member undergoing the review, and will determine what additional materials are necessary for their review of the spectrum of faculty activities, e.g. student evaluations of teaching and advising, and external letters.

In accordance with the University procedures (Section E.11, 12, 13, and 14 or the Academic Faculty and Administrative Professional Manual), a majority of the peer review committee will submit its report to the faculty and department head for forwarding to the dean and the provost/academic vice president.

F.3 Department head evaluation

The department head will be evaluated in accordance with University policy (Section C.2.7.a Academic Faculty and Administrative Professional Manual).

SECTION G. PROCEDURES FOR DEPARTMENT SELF EVALUATION

G.1 Review and accreditation evaluations

An evaluation of department operations and programs, in accord with the Colorado Commission on Higher Education (CCHE) review requirements, will be conducted every five years or during the year prior to the year in which the department head's term of office ends.
G.2  Self-evaluation procedures

The department self-evaluation will be conducted by a self-evaluation committee composed of three regular department faculty members elected by the regular faculty. The department head will not be eligible for membership on this committee. The procedure by which the evaluation is conducted will be at the discretion of the committee.

G.2.1 Items included in the review should be those areas specified in the department objectives and university procedures and required for CCHE evaluation and professional accreditation.

G.2.2 The written findings and recommendations of the committee will be submitted to the department faculty for review and approval by a majority of regular faculty members.

G.2.3 In any instance, regular faculty members may submit minority reports directly to the department head.

SECTION H. ADMINISTRATIVE ORGANIZATION

H.1 Programs

The department will have undergraduate and graduate majors in appropriate disciplines to meet the instructional objectives.

H.1.1 The department head will appoint a regular faculty member as program coordinator to supervise each individual major and concentrations. The appointed faculty member will be responsible for curricular matters related to that major and concentrations. Each appointed faculty will serve a three-year term.

H.1.2 A simple majority vote of the regular faculty is required to adopt major changes (as defined by the university curriculum committee) in curricula and additions or deletions of courses in a program of study.

H.1.3 Minor changes (as defined by the university curriculum committee) may be subjected to regular faculty approval at the discretion of the department head.

H.1.4 The department head is ultimately responsibility for all academic programs.

H.1.5 Graduate study programs will be in the disciplines intrinsic to the department and should be integrated with departmental research programs insofar as feasible.

H.2 Elected Standing Committees

The members of the elected standing committees will be elected by the majority of the regular, full-time faculty.

H.2.1 Steering Committee – This Committee will consist of five regular, full-time faculty members elected by the department faculty for terms of three years; the department head as an ex officio, non-voting member. The primary responsibilities of the committee will be to draw up and review, yearly, the long-range goals of the department and to establish yearly goals and specific objectives, to monitor these goals and objectives
throughout the year, and to evaluate the department performance in meeting these goals and objectives at the end of the year. The following written reports will be submitted to the department faculty.

H.2.1.1 Annual Department Goals and Objectives
H.2.1.2 Annual Department Performance Evaluation
H.2.1.3 Five-Year Strategic Plan (with updates)
H.2.1.4 Ten-Year Strategic Plan (with updates)

H.2.2 Tenure, Promotion, and Reappointment Committees – These individual committees will consist of regular, full-time faculty members elected by the department faculty. The primary responsibilities of these committees will be to serve as mentors for faculty members who desire to be tenured, promoted to a higher rank, or reappointed. These tenure, promotion, or reappointment committees will evaluate annual performance and progress made by each faculty member under consideration in accordance with procedures outlined in SECTION E above.

H.3 Appointed Standing Committees

The purpose of appointed standing committees will be to advise and assist the department head in his or her duties. The department head, in consultation with members of the Steering Committee, will appoint standing committee members. Each member will serve a three-year term, and each standing committee will consist of at least three regular, full-time faculty members with the rank above instructor. No faculty member will be eligible to serve concurrently on more than two standing committees, and no faculty member will serve as chair of more than one standing committee at one time. Chairpersons of these committees will be the department’s representatives to corresponding committees of the College of Natural Resources. The following will be the appointed standing committees of the department:

H.3.1 Graduate Program Committee – This committee will develop guidelines for admission of graduate students to the department and prepare a Graduate Student Handbook that includes department policies and procedures for graduate students. The committee will oversee the review all applications for admission to department graduate programs and the creation of a listing of candidates and their qualifications in a database that can be accessed by all faculty of the department. This committee will be responsible for responding to inquiries concerning department graduate programs and will be the liaison with the Graduate School. The committee will develop pertinent policies related to the department’s graduate programs and advertisements of these programs. All substantive changes or recommendations suggested by this committee must be discussed and approved by the department faculty in a faculty meeting. This committee will ensure good communication between FRWS graduate students and FRWS faculty. This committee will organize and offer a graduate student orientation at the beginning of the Fall and Spring semesters. The Plan C coordinator (H3.1.1) will serve as a voting member of this committee.

H3.1.1 Plan C Advisory Committee - This committee will serve as the Graduate Advisory Committee for all Plan C master’s students in the MNRS program. The committee shall be composed of the Plan C coordinator plus three regular FRWS faculty members. The Plan C coordinator will serve as chair of this committee and will thus be recognized as the advisor of the Plan C students. The Plan C committee will review all applications for admission to the Plan C program and will be responsible for responding to inquiries concerning the program.
H.3.2 Curriculum Committee – This committee will make recommendations to the department head pertaining to all curricula matters. Committee membership will be constituted as the undergraduate program coordinators for forestry, rangeland, and watershed sciences and natural resources management. The committee will assist faculty in curricular development and changes in program areas of forestry, rangeland, and watershed sciences and natural resources management.

H.3.3 Alumni, Faculty and Student Awards/Scholarships Committee – This committee will solicit applications, review those applications, and recommend recipients of the various scholarships and awards for students, faculty, and alumni. It will also administer the Honor’s Program within the department.

H.4 Graduate Advisory Committees

The graduate student advisory committee is an executive unit of the Graduate School. This committee advises the graduate student, approves the program of study and research plan, conducts examinations, and supervises preparation of the thesis or dissertation. A master’s program committee consists of a minimum of three members as described in the Graduate Bulletin, including the adviser. A doctoral candidate’s committee is composed of a minimum of four members, including the adviser. All FRWS graduate advisory committees must have at least one regular, full-time faculty member with the rank above instructor. Faculty affiliates will be qualified to serve on graduate committees and to serve as a co-chair of the committee. As specified in the Graduate Faculty Professional Bulletin, additional graduate committee members may be appointed by the Graduate School to a specific graduate committee, with their term to be for the duration of the graduate program of that student. A faculty member’s role on graduate committees is indicated in the Department’s Graduate Student Handbook.

Members of graduate advisory committees will be selected by the advisor, in consultation with the graduate student and approval of the department head, for the student’s graduate advisory committee. Any member of the regular faculty of the department may serve as chair of a graduate committee. All regular faculty of the department may advise graduate students within any program in the department. All other faculty appointees must apply to the Graduate Program Committee to be considered as a graduate advisor. The department Graduate Program Committee will determine the criteria for each special appointment, which will include the duration of the appointment, number of students allowed, etc. This application and the recommended criteria established by the Graduate Program Committee must be discussed and approved by the department faculty.

H.5 Ad Hoc Committees

In addition to the above standing committees, ad hoc committees may be formed from time to time, either by appointment by the department head or by election by the majority of the regular, full-time department faculty.

SECTION I. DEPARTMENT FACULTY MEETINGS

At least one department faculty meeting will be held each semester. The agenda for these meetings will be circulated prior to the meeting. Other meetings of the faculty may be called at any time by the department head to handle urgent matters. Meetings will be conducted in a
manner consistent with accepted parliamentary principles. Faculty members with regular appointments are eligible to vote and fifty percent of the regular faculty members must be present to constitute a quorum.

SECTION J. GRIEVANCE PROCEDURES

J.1 Faculty Grievance procedure

If a formal grievance is filed within the department, then the procedures described in Section K of the Academic Faculty and Administrative Staff Manual will be followed for grievance mediation.

J.2 Student Grievance Procedure

J.2.1 A grievance is an alleged academic injustice to a student. It may have resulted from academic requirements or actions of a faculty member or the department or from written decisions of faculty members or the department head.

J.2.2 The faculty of the Department of Forest, Rangeland, and Watershed Stewardship recognizes the importance of resolving student grievances in a timely and equitable manner. The faculty further recognizes the right of students to appeal decisions to a higher administrative level. It is, therefore, the policy of the department to provide a specific procedure for dealing with grievances in a fair and impartial manner.

J.2.3 Students are encouraged to consult with their academic adviser to clarify the specifics of their grievances, discuss appropriate approaches to the resolution of the issues, and to insure their understanding of the appeals procedure. It is, however, the responsibility of the student to initiate action to resolve the grievance.

J.2.4 A student should first present his or her grievance in an informal discussion with the faculty member involved. If the student does not feel that a satisfactory explanation or solution has been reached through these discussions, he or she may initiate a formal review of the grievance following the procedure outlined in detail in the Academic Faculty and Administrative Professional Manual, Section I.7, which specifies the procedure for grade appeals. This procedure will be used for all student grievances. If the student is not satisfied with the decision of the ad hoc department academic appeals committee, he/she may appeal the committee's decision to the dean of the College of Natural Resources.

SECTION K. CODE REVISION

This code may be amended, revised, or otherwise changed upon written petition to the department head signed by a majority of faculty holding regular appointments or at the request of the department head. The code also may be amended, revised, or otherwise changed the year prior to the end of the department head's term. To initiate a revision of the code the department head will request that a code revision committee consisting of three regular faculty members be nominated and elected by the regular faculty. This committee will carefully consider all requests for changes in the code and, after soliciting faculty input on draft changes, present them together with its recommendations to the department regular faculty for adoption or rejection. A two-thirds majority of the regular, full-time faculty will be required for adoption of each proposed change. Any revision, amendment, or modification of the code that is adopted by the faculty will become effective on the first day of the month following its adoption, or as provided in the code of the university.
SECTION L.  RATIFICATION OF THE CODE

Ratification of the preceding code will have been accomplished when a two-thirds majority of the regular faculty affixes their signatures thereon and a signed copy is accepted and filed with the dean of the College of Natural Resources.
The undersigned hereby approve this document as the Code of the Department of Forest, Rangeland, and Watershed Stewardship.

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<th>Name</th>
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<tr>
<td>Edward Redente (Department Head)</td>
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<td>Daniel Binkley</td>
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<td>Ingrid Burke</td>
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<td>Theodore Chamberlain</td>
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Robin Reich

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John Stednick

Roy Roath

M. J. Trlica

William Romme

Robert Woodmansee

Robert Shaw