

Date: Mon, 22 Jun 2009 17:27:40 -0700  
From: Nevada Smith <nevada@u.washington.edu>  
To: "faccfr@u.washington.edu" <faccfr@u.washington.edu>,  
"staffcfr@u.washington.edu" <staffcfr@u.washington.edu>  
Subject: [Staffcfr] Message from Interim Director Hinckley

Dear Faculty, Staff and Students of the College of Forest Resources:

I have asked Steve West to serve as Interim Associate Director and he has accepted. I considered several people, solicited advice from within and outside the College, and decided that Steve represents critical strengths and experiences that we needed for a successful transition.

On July 1, a number of very significant changes will occur. These include the transition from a College to a School, the transition from Dean Bare and Chair Bradley to Interim Director Hinckley and Interim Associate Director West, and the beginning of the College of the Environment as an academic entity with major departments and schools. This is also the transition from the relatively strong budget years of the last two or three biennia to clearly a thread bare budget of the next biennium. Dean Bare and his office have initiated budget reductions and decisions that will guide us for the next year (and hopefully the year after that) and Chair Bradley has worked with faculty in determining work plans for the next year. Decisions regarding teaching assistants, reductions in staff, and changes in the way we operate have been made and are being implemented.

Many of these decisions, whether in the College or in the University, have been individually and collectively painful. These impacts are especially unnerving at a point of major transition. Sacrifices have and will continue to be made - to illustrate the example I wish to set, the Interim Director position comes with an administrative supplement. This has been forgone and turned into TA/RA money to assist me and Interim Associate Director West in maintaining some of our research and teaching efforts. In addition, I will return approximately \$12,000 of my salary to the School to be used to cover emergencies regarding instructional programs and staff needs. I am neither asking nor requiring anyone else to follow this specific model; I do however expect that we will all be working harder on things that do not directly benefit us, but benefit the collective good.

For example, one critical position that needs leadership is that of Faculty Graduate Program Director. There are others and they will emerge as we discover what is not being adequately covered.

At the same time, I am excited about the opportunities afforded by the formation of the College of the Environment and our current and hopefully future partners. Everything from efficiencies in instruction to exciting cross-cutting initiatives in research, outreach, and teaching are possible. My specific goals are to enable these opportunities to come to fruition for the members of the School while maintaining the School's reputation and position within the new College, the University, and external community.

I anticipate that we will be having more meetings; committees will have more members; and there will likely be more committees; and engagement with the new College even more demanding. Patience and communication will be foremost in our efforts and our focus will be on continued excellence in instruction and scholarship. Like Dubs, this will be a new experience for us all.

For those of you on campus July 1, there will be at 3:00 pm an ice cream social in the Interim Director's office in Anderson (historically, the Dean's Office).

Tom

[ Part 2: "Attached Text" ]

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