Category I Proposal Transmittal Sheet
Submit proposals to: Office of Academic Planning and Assessment
110 Kerr Admin -- Oregon State University

For instructions, see http://oregonstate.edu/ap/curriculum/cati.html. Please attach Proposal, Library Evaluation (performed by the library), Liaison Correspondence, Faculty Curriculum Vitae, and Budget Sheets, as appropriate.

Check one:

Full Proposal
☐ New degree program
☐ New certificate program or administrative unit
☐ Major change in existing program
☐ Establishment of a new College or Department

Abbreviated Proposal
☐ Rename of an academic program or unit
☐ Reorganization – moving responsibility for an academic program from one unit to another
☒ Merging or splitting an academic unit
☐ Termination of an academic program or unit
☐ Suspension or reactivation an academic program or unit

For proposals to establish a new center or institute, contact the Research Office (737-3437).

For requests to offer existing certificate and degree programs at new locations, use the New Location Request Form available on the Web: http://www.ous.edu/aca/aca-forms.html

Title of Proposal: Unit Merger
Department/Program: Animal Sciences, Rangeland Ecology and Management

Effective Date: January 1, 2012
College: Agricultural Sciences

I certify that the above proposal has been reviewed and approved by the appropriate Department and College committees:

James Rittala 8/2/2011
Sign (Dept Chair/Head; Director) Date

Sonny Ramaswamy 8/3/2011
Sign (Dean of College) Date

Douglas E. Johnson (acting)
Print (Department Chair/Head; Director)

Sonny Ramaswamy
Print (Dean of College)
Executive Summary

The Animal Sciences and Range Ecology and Management departments will be merged into the Department of Animal and Rangeland Sciences (AnRS) effective January 1, 2012. This merger fits within the College of Agricultural Sciences strategic restructuring plan as part of the overall OSU restructuring process. The OSU and College intent is to achieve optimum configuration to make the best use of Oregon’s investments in providing academic programs, conducting research, and delivering Extension and outreach. The intent of merging the Departments of Animal Sciences and Rangeland Ecology and Management into the Department of Animal and Rangeland Sciences is to enhance synergy among faculty in livestock production, animal welfare and behavior, and forage management to deliver programs that stakeholders value and depend upon for the economic viability of their businesses. AnRS will also continue to provide teaching, research, and outreach activities related to the companion animal industry, equine science, and arid and semi-arid ecosystem structure, function, and management.

The Animal and Rangeland Sciences Department at Oregon State University will:

- Address research issues in Oregon that relate to animal agriculture, grazing land ecology and sustainable management of arid lands and pasture systems.
- Provide a center of excellence for sustainable range livestock production, environmental and ecosystem protection of rangelands, and management of ecosystem services provided by rangelands.
- Develop new processes and technologies for profitable and environmentally-friendly dairy cattle production and management.
- Advance knowledge and improve fundamental understanding of animal reproductive biology.
- Advance the science of nutritional metabolism of animals.
- Discover and disseminate principles of animal behavior through the study of both range livestock and companion animals.
- Provide student training, research and support to the companion animal industry.

Animal Sciences include companion animal and livestock production emphases, both of which contribute substantially to Oregon’s economy. The program provides both a science track, which prepares students for veterinary school or graduate school, and an animal management track, which prepares students for careers oriented to careers in animal management or animal related industries.

Rangelands are important to the economy of Oregon and the lifestyle of its citizens. The majority of Oregon’s land (87%) is currently in rangeland or forest. The half of this wildland that is rangeland is mostly grazed by livestock as is about a quarter of the forestland. Integration of range and forest management principles is a common practice and multiple use management is the norm for Oregon’s land. About half of the state is public land and about 60% of the non-forested rangeland is public land. The majority of Oregon’s rangelands lie east of the Cascades in the arid and semi-arid environments of central and eastern Oregon. West of the Cascade Mountains the rangelands have a different character than the intermountain types of eastern Oregon. The climate in western Oregon is mild and precipitation is high (30+ inches per year). Departmental programs in this area emphasize the 3 million acres suitable for intensive livestock production and the interface of animal grazing in high yielding commercial forest lands. In addition to the above emphasis areas historically provided by the two departments, the Department of Animal and Rangeland Sciences will provide a focus on forage production which is critical to livestock production in Oregon and has not received adequate attention due to distributed responsibilities.
A. Title of the proposed instructional, research, or public service unit. For name changes, give both the current and proposed names. Describe the reason(s) for the proposed change.

CIP Number: 01.9999

Title: Agriculture, Agriculture Operations, and Related Sciences, Other.

Definition: Any instructional program in agriculture, agricultural operations, and related sciences not listed above.

New department name (following merger):
• Department of Animal and Rangeland Sciences (CIP # 019999)

Terminated department names:
• Department of Animal Sciences (CIP #010901)
• Department of Rangeland Ecology and Management (CIP # 011106)

New majors in Animal Sciences:
• BS in Animal Sciences (CIP # 010901)

Terminate major in Animal Sciences:
• BS in Animal Science (CIP # 010901)

New majors in Rangeland Sciences:
• BS in Rangeland Sciences (CIP # 011106)

Terminate major in Rangeland Science:
• BS in Rangeland Ecology and Management (CIP # 011106)

New options in Animal Sciences:
• Science
• Management

Terminate Options in Animal Sciences:
• Animal Behavior/Bioethics
• Animal Products
• Beef
• Communication, Leadership, Industry, and Policy (CLIP)
• Dairy
• Equine
• Poultry
• Pre-Veterinary Medicine
• Sheep
The two departments will be merged into the Department of Animal and Rangeland Sciences (AnRS) effective July 1, 2011. The department heads initiated discussions with the college and stakeholders in 2009 regarding this merger. After both groups supported the idea, planning by the faculty began. This merger fits within the College of Agricultural Sciences strategic restructuring plan as approved by the Provost in the overall OSU restructuring process. The University’s and College’s intent is to achieve optimal configuration to make the best use of Oregon’s investments in providing academic programs, research discoveries, and delivery of Extension and outreach. The intent of merging the Departments of Animal Sciences and Rangeland Ecology and Management into the Department of Animal and Rangeland Sciences is to enhance synergy among faculty in livestock production, animal welfare and behavior, and forage management to deliver programs that stakeholders such as farmers and ranchers value and depend upon for the economic viability of their businesses.

B. Location within the institution’s organizational structure. Include "before" and "after" organizational charts (show reporting lines all the way up to the Provost).

The organizational structure chart is attached. The only difference in the chart is that the “after” deletes Rangeland Ecology and Management and the combination of the two departments make it “Animal and Rangeland Sciences”.

C. Objectives, functions (e.g., instruction, research, public service), and activities of the proposed unit.

1. Explain how the program or unit’s current objectives, functions, and/or activities will be changed. Where applicable, address issues such as course offerings, program requirements, admission requirements, student learning outcomes and experiences, and advising structure and availability. How will the reorganized program be stronger than the existing program?

AnRS will continue to provide teaching, research, and outreach activities related to the companion animal industry, equine science, and arid and semi-arid ecosystem structure, function, and management. The Mission Statement, Vision and five year Goals are identified below. The goals are explained in more detail in the Strategic Plan which is attached.

**Mission Statement and Vision**

**Mission:** The Department of Animal and Rangeland Sciences contributes to the statewide mission of Oregon State University through innovative research, instruction of
Baccalaureate, Master’s and Ph.D. students and by providing formal and informal instruction of the citizens of Oregon.

Research: The Department discovers, develops and disseminates new knowledge about the biology, production and care of domestic animals, animal agribusiness and the structure, function and sustainable use of Oregon’s rangelands. Research is designed to solve Oregon, regional and global problems while elucidating fundamental principles and knowledge.

Education: The Department educates and trains students in the science of animal biology, rangeland ecology, and sustainable management so they can become leaders in agricultural or allied industries, managerial and regulatory agencies, research-based institutions, the companion animal industry, and post-graduate programs of study.

Outreach: The Department develops, synthesizes and disseminates knowledge that addresses the needs of the citizens of Oregon to make timely, informed decisions related to animal use, human-animal interactions and management of rangeland.

Vision:
The Animal and Rangeland Sciences Department at Oregon State University will:

- Address research issues in Oregon that relate to animal agriculture, grazing land ecology and sustainable management of arid lands and pasture systems.
- Provide a center of excellence for sustainable range livestock production, environmental and ecosystem protection of rangelands, and management of ecosystem services provided by rangelands.
- Develop new processes and technologies for profitable and environmentally-friendly dairy cattle production and management.
- Advance knowledge and improve fundamental understanding of animal reproductive biology.
- Advance the science of nutritional metabolism of animals.
- Discover and disseminate principles of animal behavior through the study of both range livestock and companion animals.
- Provide student training, research and support to the companion animal industry.

Goals
- **Goal 1:** Create a Center of Excellence for Ecological Land and Animal Management in the Mountain West.
- **Goal 2:** Strengthen collaborative teaching, extension, and research opportunities across disciplines with OSU, other schools of higher education in Oregon and other universities in the Mountain West.
- **Goal 3:** Develop a quality undergraduate curriculum serving a broad student population by providing tracks emphasizing basic science and management.
- **Goal 4:** Graduate programs that provide the training and experience to generate the future leaders and resource managers needed by our disciplines and stakeholder groups.
- **Goal 5:** Continue and strengthen an effective collaboration of research and teaching faculty with county and state extension faculty to develop integrated research and extension programs that provide relevant and timely information addressing national, state, and local issues important to our stakeholders.

2. Explain how outcomes in the newly organized program or unit will be assessed.

Undergraduate Education
• Offer both Animal Sciences and Rangeland Sciences majors. The Animal Sciences major will have both science and management options. The Rangeland Sciences major will not have formal options.
• Maintain the Animal Sciences major at 420 students.
• Increase Rangeland Sciences undergraduate majors to at least 25 in the Corvallis program.
• Increase to, then maintain, a 3-year running average of 80 (at least 40 upper division, registered through OSU) Rangeland Sciences majors in the CAS Agriculture Program at EOU (Eastern Oregon Agricultural Unit).
• Continue to offer an Animal Sciences minor in the CAS Agriculture Program at EOU (Eastern Oregon Agricultural Unit).
• Undergraduate curriculum for Rangeland Sciences majors will qualify students for the federal government OPM GS-454 Range Conservationist rating.
• Meet or exceed OSU goals for first year retention (85%) and six year graduation rate (65%).

Graduate Education
• Current graduate degrees in the two departments will be merged into one M.S. and one Ph.D. degree for the combined department. Faculty will serve as graduate faculty for the combined degrees.
• Animal Sciences is currently requiring that admitted students have ≥ 40 percent average on the GRE scores. This will be the departmental requirement.
• Increase graduate enrollment in the combined Department to 8 M.S. and 3 Ph.D. students per year.
• Through priority staffing, the Department will secure funding for positions and recruit faculty to fill vacant positions. Dean Sonny Ramaswamy has promised 5 faculty lines to the new Department Head. This will expand the number of graduate faculty and enable the Department to offer graduate training in the current signature areas of: animal reproductive physiology; ruminant and non-ruminant nutrition and metabolism; animal behavior; wildland restoration ecology; riparian/watershed hydrology and ecology. Funding to support additional graduate students will come from extramural grantsmanship.

Fundamental and applied research
• Over the next 5 years, develop a plan to balance fundamental (focused on discovery) and application (focused on solving problems identified by stakeholders) research that addresses issues important to Oregon and the region.
  o Develop collaborative proposals for NIH, NSF, etc. grants (fundamental)
  o Develop collaborative proposals for USDA-NIFA grants (fundamental and applied)
  o Continue to address industry identified issues via industry funded projects (applied)
• Develop collaborative research programs among disciplines within OSU and with researchers at other research organizations (e.g. ARS) and institutions. Each faculty member should be participating in either research or outreach as part of at least 2 externally funded collaborative research projects.

Outreach (Extension):
• The Department Head or designee will appoint mentoring committees for new Extension faculty.
• The Department Head or designee will provide Promotion and Tenure support for Extension faculty with an AnRS tenure home.
• The Department Head or designee will work with the CAS Extension Program Leader and Extension Administration to foster collaborative PROF reviews for Extension faculty.
• The Department Head or designee will work with Extension and Research faculty to foster collaborative research programs where feasible and appropriate, including identifying grant opportunities and helping with grant writing.
• The Department Head will support teaching and research faculty travel to participate in off-campus extension programs when feasible and appropriate.

Maintain relationship with the Eastern Oregon Agricultural Unit at LaGrande/Union.
• Support a Rangeland Sciences major and an Animal Sciences minor at EOU.
• Provide an academic home for statewide Animal and Rangeland Sciences faculty.
• Collaborate on research projects.
• Utilize simultaneous delivery of courses between EOU and OSU-Corvallis.

Coordination/collaboration with EOARC Burns and Union
• Faculty in beef cattle nutrition and management research programs primarily located at EOARC in Burns and Union will collaborate with ARS scientists at EOARC Burns on range ecology related research programs.
• With leadership of Beef Extension specialist located at EOARC Burns - coordinate and collaborate with ARS scientists at Burns to provide Extension/outreach programming.

Department farms/ranches/facilities
• The Department Head, selected faculty, and unit managers will develop Strategic Plans for each unit to guide operations and investments for improvements based on teaching, research, and extension (outreach) objectives for each. A Strategic Plan for each will be developed and approved by July 1, 2012.

D. Resources needed, if any: personnel, FTE academic, FTE classified, facilities and equipment.
1. Identify the staffing and resource needs for the proposed program or unit. Note any impact on the budgets of affected programs or units. Provide an analysis of how the resulting programs or units will be adequately staffed and funded.

The following positions have been identified as a priority by the faculty and stakeholders of the Animal and Rangeland Sciences Department. Faculty positions for this new combined Department have been identified as a priority by the College of Agricultural Sciences. These faculty are needed whether the Departments combine or stay as independent units. In addition to traditional funding sources; Education & General funds, Agricultural Experiment Station and Cooperative Extension the Department will leverage foundation dollars and commodity funds to support faculty positions.

Faculty and Staff positions

A. Tenure/tenure-track – highest priority for new department head
   i. Dairy Production and Management (pasture-based systems/carbon sequestration)
   ii. Riparian/Watershed Hydrology and Ecology

B. Tenure/tenure-track – 2nd level priority for new department head
   i. Environmental Systems/Nutrient Management
   ii. Range Ecology/Invasive species
   iii. Animal Welfare/Bioethics

C. Tenure/tenure track – future needs
   i. Dairy Reproduction (Withycombe Chair)
ii. Animal Product Safety (would be with Food Science and/or Microbiology)

iii. Functional Genomics

D. Fixed-term Instructor/Professorial teaching positions
i. Maintain a pool and fill as needed to cover courses

E. Extension
i. Campus/Experiment Station/Regional Specialists
   1. Beef specialist – based at EOARC-Burns
   2. Range specialist – campus based, could move to central/eastern Oregon location after Borman retires
   3. Small ruminant/pasture management specialist – campus based – Peters to replace Thompson at retirement

ii. County-based faculty
   1. At least maintain current distribution of livestock/range/natural resources positions.

F. Faculty Research Assistants
i. Maintain current positions
ii. Expand as resources allow

G. Farm/facility management
i. Full-time managers are needed for each farm/facility
ii. Identify which units require permanent full or part-time employees for animal care and/or facility maintenance. Staff appropriately.
iii. Use student labor/interns to the extent possible to provide both necessary labor and hands-on experience.

Current facilities are adequate for the new combined unit. Anticipated construction of the new Education and Research Pavilion will strengthen the teaching, research and outreach capability of the combined Department. Faculty with strong potential for extramural support will be recruited.

2. Explain the extent to which affected faculty and personnel support this change.

There have been three all faculty retreats of the two Departments in addition to individual faculty meetings of the Departments. Faculty from both units are uniformly supportive of the merger.

E. Funding sources: state sources (institutional funds - state general fund, tuition and fees, indirect cost recoveries), federal funds, other funds as specified.

1. Identify the revenue and funding sources for the proposed program or unit (i.e., federal, state, other funding sources).
   See 3. below.

2. If new resources will be required (e.g., for new faculty positions, graduate research/teaching assistants, facilities, equipment), explain where these resources will be coming from. Specify whether internal reallocation, college, institution, federal, state, private, or other funding sources. [Note: Deans/chairs/heads/directors of units committed to providing additional resources will be required to sign the proposal.]

New faculty positions will be allocated through CAS priority staffing.

3. Provide an estimated annual budget for the proposed program or unit (see Appendices).

There will be minimal or no cost increases or savings involved in merging the two departments. Existing College funds and those obtained through future budget allocations will fund the new merged departments. Overall financial management will be under the direction of the Associate Dean, with the department head responsible for day-to-day management. No additional FTE or resources other than those approved by the Provost’s office during regular budget cycles are needed.

F. Relationship of the proposed unit to the institutional mission.

1. How will the proposed program or unit support OSU's mission and goals?
The merged Animal and Rangeland Sciences Department will better in a better position to address the signature area of distinction of "Advancing the Science of Sustainable Earth Ecosystems" identified in the Oregon State University Strategic Plan-Phase II. The merger will allow the Departments to address the identified mission of OSU; i.e., to better prepare talented young people from all backgrounds to be leaders and productive members of society, and by expanding the core of the faculty teaching and mentoring students in the areas of Animal Sciences and arid lands ecology and management. The merger will allow OSU to further develop a signature area of beef cattle management on arid lands within the Intermountain West. It will also increase the focus on sustainability and management of forages and grasslands in both the arid and non-arid portions of the Pacific Northwest. Both Animal Sciences and Rangeland Ecology and Management have excellent student retention and graduation rates. The merger will assure that these programs have the resources to continue to meet or surpass the University’s stated goals. The proposed focus and direction of research and Extension programs for the combined Department are designed to advance the science of sustainable earth ecosystems and address the economic viability of Oregonians.

2. Describe potential positive and negative impact of the proposed change on the program(s) or unit(s) involved. Identify other OSU programs or units which may be affected, and describe the potential positive and negative impact on their mission and activities.

The merger does not negatively impact the other programs at OSU.

G. Long-range goals and plans for the unit (including a statement as to anticipated funding sources for any projected growth in funding needs).

The goals and plans are identified in C.A. on page 2. The merger of these departments will better position the new department to be more competitive for extramural support to fund the growth needed to achieve these goals.

H. Relationship of the proposed unit to programs at other institutions in the state.

The merger does not affect the relationship with other programs at other institutions in the state.

1. What is the current relationship of the proposed program or unit to OUS and other higher education institutions in the state? Describe how this relationship might be altered based on the proposed change.

The only relationship between these departments and other OUS institutions is with the Ag. program at Eastern Oregon University. This merger will strengthen that program.

2. Describe how the proposed change will affect other constituencies outside of OUS.

The merger strengthens the OSU relationship with the primary external constituents serviced by these departments.

I. If the program is professionally accredited, identify the accrediting body and discuss how the proposed change may affect accreditation.

The Rangeland Sciences undergraduate program is accredited by the Society of Range Management. The merger will result in a strengthened degree program and should improve chances for accreditation.

Appendices:
- Transmittal Sheet
- Budget Table (attach current budget and proposed budget)
- Library Evaluation (attach library evaluation if the proposal involves an academic program that is substantially changed or expanded)
- Liaison (attach all liaison correspondence, both internal to the college/school and with all affected, or potentially affected, academic units and institutions within or outside of OSU)
Letter of Support for merger of Departments of Animal Sciences and Rangeland Ecology and Management in a Department of Animal and Rangeland Sciences.

During spring quarter in 2009, work began on merging the Departments of Animal Sciences and Rangeland Ecology and Management into one Department. This discussion was initiated by the Departments. The primary motivator was the huge reduction in campus based faculty in both Departments. After initial discussions, both among our faculty and our extensive stakeholders around the state, it appeared that there was great potential for synergy in bringing the two Departments together. There are three other combined Departments of Animal and Rangeland Sciences in the United States and the Departments here at OSU were combined until 1982.

Since the spring of 2009, we have had three either one or two day retreats and an additional four combined faculty meetings to discuss the merger. One of the first synergies we found was to have faculty teaching in both curriculums. We have already instituted one such position and have an instructor teaching ANS 315, ANS 420 and RNG 341. There is need to do more of this in the future.

It also became apparent in our discussions that both Departments plus the USDA-ARS at Burns had strength in range beef cattle management and range ecology and management in the Great Basin of the intermountain West. Combining our programs and maintaining the strong ties of OSU and USDA at the Burns location would further strengthen this signature program for Oregon State University.

Throughout the history of cooperative Extension in Oregon, the livestock and range Extension programs have been operated as one. Annual planning is done across both areas and faculty have participated as a livestock/range group regardless of academic home.

The merger of these two Departments makes sense programmatically to enhance teaching, and greatly strengthens research and Extension programs across the state. Faculty in both Departments are comfortable with the proposed merger and supportive of the effort. We just completed a joint review by USDA-NIFA of both Departments where the strategic plan for a combined Department was examined. The review team endorsed the idea of combining Departments and the departmental goals identified in the strategic plan and reiterated in this Category I proposal.
April 27, 2011

Dr. Jim Males, Head – Animal Sciences
Dr. Mike Borman, Head – Rangeland Ecology and Management

Jim and Mike,

Crop and Soil Science (CSS) has reviewed the Category I proposal for the merger of your two units and supports the merger. As you both know, CSS has had a long and productive relationship with your units and we see nothing in the proposed plans that would harm those relationships. In fact, we see the opportunity to create a strengthened program in livestock-forage research and extension programming. Once your merger and that of CSS and Horticulture are complete, we will need to make the time to explore these possibilities.

Sincerely yours,

Russell S. Karow, Head
CSS
Department of Animal & Rangeland Sciences – Organizational Chart

Department Head

Unit Personnel (11)
Professional and Classified

BEEF CENTER RANCHES, Janice Allen – Prof. Fac.
Student Employees

DAIRY CENTER, Ben Krahn – Prof. Fac.

Way – BT2, Behm – BT2, Student Employees

FARM SERVICES & CAMPUS WAY UNITS
Irene Pilgrim – Professional

Straube (Farm Services/Poultry Unit split) – BT2, Ross – TM2

HORSE CTR, – 2 Instructors, D. Salazar; TBA

Rasmussen – BST2; Student Employees

MEAT LAB, Lea Ann Kinman – Instructor

Student Employees

POULTRY CENTER, Pilgrim, Professional

Straube (Farm Services/Poultry Unit split) - BT2, Student Employees

SHEEP CENTER, Tom Nichols – Professional

Student Employees

SWINE CENTER & Campus Beef Unit – Kennedy

Student employees

Office Manager
N. Ross
Professional

Clerical & Accounting Personnel (4)

- Chesbrough – OS1
- Hollinger – OS2
- Davis – OS2

Instructors - Professors
On-campus Faculty (25)
(including instructors listed under units)
Off-campus Faculty (24)

Lab & Technical Personnel (9)

- Feltmann – Sr. FRA
- Hazzard – Assist. Prof. Sr. Res.
- Keller – Sr. FRA
- Meaker – FRA
- Moffett - IT Consultant
- Reesman – Professional
- Quezada - ½ Time FRA
- Austed - IT Consultant
- Moffett - IT Consultant

IT consultants shared with Fisheries & Wildlife and Food Science & Technology

SFRA= Sr. Faculty Research Assistant
FRA= Faculty Research Assistant
BT= Bio Science Research Tech
OS= Office Specialist
TM= Trades Maintenance
Operating units and affiliations
- 14 Academic Departments within the College or shared with other colleges
- 12 Branch Stations, Agricultural Research Centers, and Research and Extension Centers
- Field faculty affiliated with Extension Service offices in 36 counties
- Formal cooperation with six other Oregon State University colleges
Dear Gary:

The Graduate Council approved with Animal Science and Range Ecology merger, with some caveats that should be entered into the record (see attached review).

Specifically, there was very little information on the proposed merger of the graduate programs, and we would like to remind everyone that a separate Cat I proposal will be needed to merge the two graduate programs. We had the following queries:

• Will the MS/PhD degree names be changed as well? If so, this change should be listed on the first page of the proposal along with the current changes to B.S. names. Does the termination of options for Animal Sciences and Rangeland Ecology and Management affect the graduate degrees?

• If the current graduate degrees are combined into one M.S. and one Ph.D. degree in the combined department, what will the new requirements be for these programs? Which program will they be modeled after? What courses will be required, what will the graduate learning outcomes, be, etc.? What is the current graduate enrollment if the goal is to have 8 MS and 3 PhD students per year? How many faculty are there in each of the current “signature” areas of graduate training? How will 5 additional FTEs help these? It seems that the identified priority 5 FTEs may not fit neatly into any of these signature areas.

• Will the proposed tracks of Science and Management also apply to graduate students or will there be different ones? We note that currently Range Ecology has two more options (7) than students (5) and it might make sense to reduce options there as well.

Regards,
Carolyn
Carolyn Aldwin, Ph.D.
President, APA Division 20
Editor, Research in Human Development
Director, Gerontology Program
Professor, Human Development & Family Sciences
School of Social & Behavioral Health Sciences
424 Waldo
Oregon State University
Corvallis, OR 97331
541 737-2024; 737-1076 (fax)

Aging is Everybody’s Business!
Category I Abbreviated Proposal Review: Program Merger: Department of Animal and Rangeland Sciences

Proposal Contacts: James Males, Mike Borman, (Dodi Reesman)

Graduate Council Reviewers: Andrew Plantinga, Stacy Semevolos

1. Program Description: Department of Animal Sciences and Department of Rangeland Ecology and Management will be merged into the Department of Animal and Rangeland Sciences (AnRS) as part of the strategic restructuring plan of OSU. The intent is to enhance synergy among faculty in livestock production, animal welfare and behavior, and forage management. The new department will eliminate previous options associated with AS and REM, changing to options of Science or Management in Animal Sciences.

Questions:

- Will the MS/PhD degree names be changed as well? If so, this change should be listed on the first page of the proposal along with the current changes to B.S. names. Does the termination of options for Animal Sciences and Rangeland Ecology and Management affect the graduate degrees?
- If the current graduate degrees are combined into one M.S. and one Ph.D. degree in the combined department, what will the new requirements be for these programs? Which program will they be modeled after? What courses will be required, etc? What is the current graduate enrollment if the goal is to have 8 MS and 3 PhD students per year? How many faculty are there in each of the current “signature” areas of graduate training? How will 5 additional FTEs help these? It seems that the identified priority 5 FTEs may not fit neatly into any of these signature areas.
- Will the proposed tracks of Science and Management also apply to graduate students or will there be different ones?

2. Mission Statement- fine

3. Accreditation- Should strengthen RS and improve chances for accreditation through Society of Range Management.

4. Need (Evidence of market demand)- 87% of Oregon in rangeland or forest and half of this land is grazed by livestock. Strong need in Oregon for both animal sciences and rangeland management. Stakeholders depend on extension programs and training of students in these fields.

5. Outcome and Quality Assessment- With regards to Graduate Education, no real outcomes assessments are given. Mainly listed are goals for enrollment, GRE scores, etc.
6. Program Integration and Collaboration- see above regarding combined graduate degree requirements.


8. External Review- relationship with Ag program at Eastern Oregon University

4/11/12: This review passed with the addendum that a separate category I proposal will be necessary to describe the merged AnRS graduate program.
April 2012 Category 1 Response  
Department of Animal and Rangeland Sciences  
John Killefer

- Will the MS/PhD degree names be changed as well? If so, this change should be listed on the first page of the proposal along with the current changes to B.S. names. Does the termination of options for Animal Sciences and Rangeland Ecology and Management affect the graduate degrees?

  Graduate programs will be combined. Individual student graduate programs will have an emphasis area (i.e. personalized disciplinary option). The M.S. and Ph.D. names will be changed to reflect the combined programs. The actual name has not been determined and would be presented in the Category 1 proposal for merging the two graduate programs.

  The termination of options for Animal Sciences and Rangeland Ecology and Management undergraduate programs does not affect the graduate degrees.

- If the current graduate degrees are combined into one M.S. and one Ph.D. degree in the combined department, what will the new requirements be for these programs? Which program will they be modeled after? What courses will be required, what will the graduate learning outcomes, be, etc.? What is the current graduate enrollment if the goal is to have 8 MS and 3 PhD students per year? How many faculty are there in each of the current “signature” areas of graduate training? How will 5 additional FTEs help these? It seems that the identified priority 5 FTEs may not fit neatly into any of these signature areas.

  An AnRS faculty committee will convene (Fall 2012) to determine whether a set of core competencies (e.g. statistics, ethics of research) can be identified for MS and PhD programs as well as a set of core courses that address the core competencies that have not been met upon admission. This committee will revisit these issues on an annual basis as new faculty are hired and programmatic areas are developed.

  Currently, per our ANS Graduate Student Handbook, we do not have department-specific guidelines regarding graded course requirements.
Programs are developed by the students with their major professor and committee members and must meet University guidelines and requirements. We will reevaluate graded course requirements once the programs are merged (anticipated Fall 2012) or if required in the Cat 1 proposal.

In winter quarter we had 23 graduate students in the two departments. 14 M.S., 2 MAG, 7 Ph.D. As we build up our faculty numbers, we expect these graduate student numbers to increase as well. The graduation of 8 M.S. and 3 Ph.D. students is a goal we intend to reach but recognize it will take some time to achieve.

Signature Areas:

**Animal Reproductive Physiology:** Drs. David Froman, Michelle Kutzler, Fred Menino, and future hire (Withycombe Chair in Reproductive Biology)

**Ruminant and Nonruminant Nutrition and Metabolism:** Drs. Gerd Bobe, David Bohnert, Gita Cherian, Reinaldo Cooke, Tim DelCurto, Troy Downing, Jim Hermes, Chad Mueller and our soon to be filled Dairy Production and Management position as well as our future Forage Livestock position.

**Animal Behavior:** Drs. Claudia Ingham, Giovanna Rosenlicht, Dawn Sherwood and soon to be posted Animal/Human Bond position.

**Wildland Restoration Ecology:** Drs. Mike Borman, Doug Johnson, Larry Larson, Ryan Limb, Ricardo Mata-Gonzalez and our soon to be posted Range-Riparian position

**Riparian/Watershed Hydrology:** Claudia Ingham, Larry Larson and soon to be posted Range-Riparian position

- Will the proposed tracks of Science and Management also apply to graduate students or will there be different ones? We note that currently Range Ecology has two more options (7) than students (5) and it might make sense to reduce options there as well.
In our Category I proposal to merge the two departments, we have indicated that we plan to terminate the options in Rangeland Ecology and Management.

**Terminate Options in Rangeland Ecology and Management:**
- General Rangeland Ecology and Management
- Range/Forestry
- Range Management
- Range Science
- Range/Soils
- Range/Wildlife
- Wildlife Ecology
### Budget Outline Form

**Estimated Costs and Sources of Funds for Proposed Program**

Total new resources required to handle the increased workload, if any. If no new resources are required, the budgetary impact should be reported as zero.

**Institution:** Oregon State University  
**Program:** Animal and Rangeland Sciences  
**Academic Year:** 2011-2012

Prepare one page each of the first four years

<table>
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<th>Personnel*</th>
<th>Column A</th>
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<th>Column C</th>
<th>Column D</th>
<th>Column E</th>
<th>Column F</th>
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<td>From Special State Appropriation Request</td>
<td>From Federal Funds and Other Grants</td>
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* Salary figures are shown as recurring expenses, i.e., previous year funds are assumed to be in place and only new funds are shown in the table

** The College of Agricultural Sciences is committed to the funding of two faculty positions in Academic Year 2011-2012. An additional three faculty are assumed to start January 1, 2013.

*** Revised November 23, 2011.
Budget Outline Form  
Estimated Costs and Sources of Funds for Proposed Program

Total new resources required to handle the increased workload, if any. If no new resources are required, the budgetary impact should be reported as zero.

Institution: Oregon State University  
Program: Animal and Rangeland Sciences  
Academic Year: 2012-2013

Indicate the year: 2***

Prepare one page each of the first four years

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<th>Personel*</th>
<th>Column A From Current Budgetary Unit*</th>
<th>Column B Institutional Reallocation from Other Budgetary Unit</th>
<th>Column C From Special State Appropriation Request</th>
<th>Column D From Federal Funds and Other Grants</th>
<th>Column E From Fees, Sales and Other Income</th>
<th>Column F LINE ITEM TOTAL</th>
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* Salary figures are shown as recurring expenses, i.e., previous year funds are assumed to be in place and only new funds are shown in the table.

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*** Revised November 23, 2011.
## Budget Outline Form

**Estimated Costs and Sources of Funds for Proposed Program**

Total new resources required to handle the increased workload, if any. If no new resources are required, the budgetary impact should be reported as zero.

### Institution
- Oregon State University

### Program
- Animal and Rangeland Sciences

### Academic Year
- 2013-2014

**Prepare one page each of the first four years**

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<th><strong>Column B</strong> Institutional Reallocation from Other Budgetary Unit</th>
<th><strong>Column C</strong> From Special State Appropriation Request</th>
<th><strong>Column D</strong> From Federal Funds and Other Grants</th>
<th><strong>Column E</strong> From Fees, Sales and Other Income</th>
<th><strong>Column F</strong> LINE ITEM TOTAL</th>
</tr>
</thead>
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* Salary figures are shown as recurring expenses, i.e., previous year funds are assumed to be in place and only new funds are shown in the table.

** The College of Agricultural Sciences is committed to the funding of two faculty positions in Academic Year 2011-2012. An additional three faculty are assumed to start January 1, 2013.

*** Revised November 23, 2011.
## Budget Outline Form

**Estimated Costs and Sources of Funds for Proposed Program**

Total new resources required to handle the increased workload, if any. If no new resources are required, the budgetary impact should be reported as zero.

---

**Institution:** Oregon State University  
**Program:** Animal and Rangeland Sciences  
**Academic Year:** 2014-2015

**Indicate the year:** 4***  
**Prepare one page each of the first four years**

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**GRAND TOTAL**  
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479,457

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** The College of Agricultural Sciences is committed to the funding of two faculty positions in Academic Year 2011-2012. An additional three faculty are assumed to start January 1, 2013.
*** Revised November 23, 2011.
Cary Green (College Approver - Agricultural Sciences) April 12, 2011 11:07am
The college reviewed the document and sent comments back to the departments for consideration.

Dodi Reesman May 4, 2011 7:43am
Changes have made as requested.

Sarah Williams (Curriculum Coordinator) May 17, 2011 3:08pm
Following today's preliminary meeting with Academic Programs, I am returning the proposal to the Originator so that revisions and attachments can be made. SW

Dodi Reesman July 28, 2011 8:50am
Revisions and attachments have been made to the Category I proposal.

Sarah Williams (Curriculum Coordinator) July 28, 2011 3:15pm
Returning to Originator to add document.

Dodi Reesman July 29, 2011 5:52am
I added the CAS Organizational Chart.

Sarah Williams (Curriculum Coordinator) July 29, 2011 11:11am
Please ensure that the Transmittal Sheet is signed by the Department Heads and the Dean and resubmit. We cannot forward the proposal to Budgets and Fiscal Planning without a signed transmittal sheet. SW

Dodi Reesman August 12, 2011 5:00pm
A signed transmittal sheet has been attached as per request.

Sarah Williams (Curriculum Coordinator) August 15, 2011 10:55am
All required documents are attached, so we are forwarding this proposal to Budgets and Fiscal Planning for review.

Walter Loveland (Budgets and Fiscal Planning Committee) October 5, 2011 4:49pm
I have been asked by Academic Programs to return this proposal to allow the proposers to revise it to include comments made at the Academic Program review meeting

Walter Loveland (Budgets and Fiscal Planning Committee) November 2, 2011 8:32am
This proposal is being returned for additions and corrections. The items needed are: (1) Elaboration of the statement that Dean Ramaswamy has promised 5 faculty lines to the department. Is this a commitment? On what time scale? If this is to occur within four years, it belongs in the budget, otherwise delete this discussion. (2) There is a statement that there is minimal budget impact of the merger--yet the submitted budget shows incremental funding of $932421. That is not minimal (3) It is not clear, in the narrative or the budget, what the source of the incremental funding is. Who is "signing the checks"? We will need to ask that person if they will back up the commitment. (4) Which Associate Dean will be responsible for the overall financial management? (5) The organization charts do not give us a clear picture of staffing. There are now 23 + 2 on campus faculty. After the merger, there are 25 on campus faculty. Where are the new hires in this? Who is the new department head and is there any savings in moving from two department heads to one? (6) The budgets need to clearly identify the "Other Budgetary Unit". The budgets need to reflect a consistent inflation factor in going from year 1 to year 4.
**Changes have been made as requested.**

**We have been asked to return this proposal to the originators for further revisions as required by Academic Programs. Gary Beach will contact you with the needed revisions.**

**The necessary changes have been made to the Category I Proposal.**

**It is with deep regret that the BFP group is once again returning this proposal for clarification. We request that the Dean of Agricultural Sciences or one of the executive deans come to the next meeting of the BFP group to clarify some remaining issues about this merger. Two issues continue to confuse the BFP group. The first is the source of the funds to hire and pay the startup costs of the five new faculty members in this unit. It seems that the College of Agricultural Sciences is funding these expenses from its own funds but there are several places in the proposal that give us pause. The second issue is more serious and is the justification of continuing the program in Rangeland Sciences. The number of students in this program is small and has been shrinking. There are two on-campus faculty and three of the five new hires appear to support the Rangeland program. Is the investment of 5 faculty for a 25 student undergraduate program and a small graduate program justified? Lesser issues are the apparent lack of startup funds for the new faculty in the budget.**

**The following points of clarification about this proposal were made in the conversations with Deans Ramaswamy and Curtis.**

- The cost of the 5 new faculty and their startup packages ($100-$250,000) will be paid by the College of Agricultural Sciences using their E&G budget. Some of this money is a result of allocations by the Provost to the College of Agricultural Sciences. The exact division of faculty between Animal Science and Rangeland Science is not defined, as the college will look to make global hires that benefit both programs when possible.

- The college is determined to rebuild the Rangeland program and bring it to a state of excellence. The Rangeland program now has approximately 100 students at Eastern Oregon University who are pursuing OSU degrees and hopes to have approximately 25 students at the Corvallis campus. Signature programs in beef production will be focused in Eastern Oregon while signature programs in dairy production will be focused in Western Oregon. A very large amount of the land area Oregon’s devoted to range ands that of great economic importance to the state.

**This proposal should have been moved to the Curriculum Council Chair for assignment to be reviewed and then approved by CC members. CC approval will be reflected in the comment box from the CC Chair. I am moving it forward now. SW**