

Date of Report: December 31, 1997

LCMR Work Program Final Report

I. Project Title and Project Number: Gordon Gullion Chair in Forest Wildlife Research and Education, J15

Program Manager: Ira R. Adelman
Agency Affiliation: University of Minnesota
Mail Address: Dept. Fisheries & Wildlife, Univ. of Minnesota, 1980 Folwell Ave., St. Paul, MN 55108-6124
Phone: (612) 624-4228
Fax: (612) 625-5299

A. Legal Citation: M.L. 95 Chpt. __, Art __, Sec. 19, Subd. 6(q).
Total biennial LCMR appropriation: \$350,000
Balance: \$350,000 (The appropriation is not being spent. It is deposited into the endowment).

Appropriation Language: This appropriation is from the future resources fund to the University of Minnesota to establish an endowed chair in forest wildlife research and education to develop forest and wildlife sustainable management practices. This appropriation must be matched by at least \$350,000 of nonstate money. This project must be completed and final products delivered by December 31, 1997, and the appropriation is available until that date.

B. Status of Match Requirement:
Match Required: \$350,000
Amount Committed to Date: \$350,000
Match Spent to Date: \$0

II. Project Summary: This appropriation will provide partial funding to establish an endowed chair to develop management practices that preserve the quality of the natural environment, protect biodiversity, and allow for a sustainable harvest of wood fiber and game species. An ongoing research and teaching program relevant to forest ecosystem management will be permanently established. Leadership will be provided in addressing the needs and problems of hunters, forest landowners, environmental groups, natural resource managers, the forest industry, and government agencies.

Gordon Gullion's three decades of research on ruffed grouse and other forest wildlife at the Cloquet Forestry Center were instrumental in the development of practices used by public and private agencies to manage forests for the combined benefit of wildlife and timber production. He lost his battle with cancer in 1991, leaving a large amount of unanalyzed data and a scientific void in research and education on forest-wildlife interactions. With ever increasing pressure on our forests to provide products and amenities to a large array of users, controversies among these users about appropriate forest management practices are increasing in frequency and intensity. Wildlife protection and enhancement seem to be at the center of many of these controversies, yet there is a lack of adequate research information available to develop optimal solutions. This endowed chair will continue Gullion's legacy of research and education on forest/wildlife interactions.

III. Final Status Report, Dec. 31, 1997:
The project has been completed. Through a combination of the endowment and internal funding, sufficient funds are in place to proceed with filling the endowed chair. On December 23, 1997, the University's Human Resources Department signed the Form 16 (attached) which is the official approval needed to proceed with hiring. The \$350,000 required by LCMR to match the state contribution was reached in December 1995. While we did not achieve the desired goal of raising \$2 million to support the chair entirely from the interest on the endowment, we have come sufficiently close for the dean of the College of Natural Resources to use internal funds to support the chair (see letter from Alfred Sullivan, Dean). When all pledges are in hand, the endowment will total approximately \$1,350,000. The college will cover the difference between the actual salary and fringe benefits of the chair-holder and the interest on the endowment. The college's commitment to this funding is ensured by the fact that this is a tenured position with line item funding in the college budget.

IV. Statement of Objectives:
A. Partially support the establishment of an endowed chair in forest wildlife research and education. Other funds will be raised from private individuals, corporations, and foundations, and the University will match private gifts up to \$500,000. Interest on the endowment will provide salary and partial research funding for the professor after the chair is appointed.

Timeline for Completion of Objectives:	7/95	1/96	6/96	1/97	6/97	12/97
Establishment of the endowment	*****					

V. Objectives/Outcome

A. Title of Objective/Outcome: Partially support the establishment of an endowed chair in forest wildlife research and education. Other funds will be raised from private individuals, corporations, and foundations, and the University will match private gifts up to \$500,000. Interest on the endowment will provide salary and partial research funding for the professor after the chair is appointed. Additional internal University funds will be used to make up any difference between the actual salary and the interest on the endowment.

A.1. Activity: Placement of funds into a University account to attract additional funding from foundations, corporations, organizations, and private individuals. None of the LCMR funds will be used for fund raising activities.

A.1.a. Context within the project: A total of \$2 million is needed to fully fund the endowed chair. This activity will be working toward that goal.

A.1.b. Methods: Funds will be solicited through grant proposals and personal contacts. The fund raising committee will be responsible for identification of potential funding sources.

A.1.c. Materials: None

A.1.d. Budget: \$350,000

Total Biennial LCMR Budget: \$350,000

MATCH: \$350,000

BALANCE: \$350,000 (The appropriation is not being spent. It is deposited into the endowment).

A.1.e. Timeline:

	7/95	1/96	6/96	1/97	6/97	12/97
Funding acquired for establishment of the endowed chair	*****	*****	*****	*****	*****	*****

A.1.f. Status

The project has been completed.

VI. Evaluation: The project will be considered successful if \$2 million is raised for the endowment or a combination of interest on the endowment and internal funds is sufficient to establish the endowed chair. The potential impact of the endowed chair is to have an outstanding scientist/educator on the faculty of the University of Minnesota who will make major contributions to management of forests for the combined benefits of timber and wildlife.

VII. Context Within Field: An endowed chair in forest wildlife research at the University of Minnesota represents an opportunity to enrich and expand a strong existing program. With over 61 years of involvement in this area, the Department of Fisheries and Wildlife ranks as a national leader for research involving ruffed grouse, other forest wildlife, and forested ecosystem management. Appointing a distinguished faculty member to this chair will ensure continuation the research, teaching and outreach in the tradition established by Gordon Gullion's 32 years of work. The chair will assure program continuity and serve as a catalyst in attracting outstanding students and research funding.

Forests are unique environments which are worthy of special concern. They capture the attention of a wide variety of groups including outdoor recreation enthusiasts, industries, educators, scientists and environmentalists. These groups commonly exert pressure to manage forests for what appear to be conflicting goals, i.e., environmental preservation or conservation.

Environmental preservation is becoming a more frequently demanded goal. Considerable attention is currently devoted to retaining large tracts of old growth forest, effectively precluding any commercial timber harvest. While this position preserves species diversity, on a large scale it reduces the value of the forest for many game species (ruffed grouse, woodcock, white-tailed deer, etc.). Many environmentalists and professionals consider natural resource conservation, which allows for managing forest land for planned harvest of wood and animal products, to be reasonable and practical. Management under this goal could preserve species diversity and benefit many game species. The goals of preservation and conservation need not be mutually exclusive but are sometimes the basis for considerable disagreement among user groups, resource managers, landowners and agency administrators.

An endowed chair and research program focusing on the habitat requirements and the development of management systems appropriate for forest wildlife diversity, can bring data to discussions for resolving many of these disagreements. That will contribute to management practices that preserve the quality of the natural environment, protect wildlife, and allow for a sustainable harvest of wood fiber and game species.

Continuous study of forest wildlife has been underway at the Cloquet Forestry Center, in the College of Natural Resources since 1929. During this time prominent research scientists have worked and enjoyed this facility as a major study site. Ralph King began his study of forest grouse population sampling here and in 1931 published a report on the technique commonly known as the King Strip Census. William Marshall used the Cloquet forests to conduct extensive studies of woodcock and their use of log staging areas as dancing sites. These were pioneering studies in woodcock reproductive behavior, habitat needs and habitat management.

For the last 32 years the Cloquet forest has been one of Gordon Gullion's major research sites for the study of ruffed grouse--its ecology, habitat needs, life cycle, and management. Most of the modern forest management practices utilized to improve the habitat of ruffed grouse were proposed, studied and perfected by him. Gullion was a strong proponent for managing forests according to a well-organized plan of periodic harvests and protection. He spent his career seeking ways to manage forests in a practical manner while maintaining their value for wildlife and timber. With Gullion's death there is a void in research of this type which the endowed chair will fill.

VIII. Budget context: During the past two years, a few thousand dollars of internal development funds have been spent on fund raising activities. A similar amount is likely to be spent during the 2-year period beginning July 1, 1995.

IX. Dissemination: When the chair is established, announcements and news releases will be made through appropriate professional and popular media. Part of the responsibility of the endowed professor will be outreach education, thus findings from his/her research will be disseminated through scientific and popular media and other educational forums.

X. Time: Some of the private and foundation funding will likely be pledged over a 4-5 year period and the search process for filling the chair cannot begin until the endowment is fully funded. Thus, the actual filling of the endowed chair may not occur until 2-3 years after the project period. Interest accruing to the fund prior to the time of the establishment of the chair will become part of the endowment principal. If full funding for the endowed chair is not pledged nor deposited by the end of the project period, the appropriation will revert to the Future Resources Fund.

XI. Cooperation: The program manager will spent approximately 5% of his time on this project. Cooperators will participate as available and as needed.

Sue Shepard
Development Officer
Institute of Agriculture, Forestry and Home Economics
University of Minnesota

Diane Young
Development Officer
College of Natural Resources
University of Minnesota

Robert P. Larson
Chair of the Gullion Chair Fundraising Committee
Gray, Plant, Mooty, and Bennett, P.A.
Minneapolis

Samuel R. Pursglove
Executive Director
Ruffed Grouse Society
Coraopolis, PA

XI. Reporting Requirements

Semiannual six-month workprogram update reports will be submitted not later than Jan. 1, 1996, July 1, 1996, Jan. 1, 1997 and a final six-month workprogram update report by June 30, 1997.

XII. Required Attachment:

Curriculum Vitae of Ira R. Adelman, Project Manager

OFFICE ADDRESS:

Department of Fisheries and Wildlife
University of Minnesota
1980 Folwell Ave.
St. Paul, MN 55108-6124
Phone: (612) 624-4228, FAX: 625-5299
Internet: ira@finsandfur.fw.umn.edu

EDUCATION:

University of Vermont, B.A., 1963, Psychology
State University of New York at New Paltz, 1964, Zoology
University of Minnesota, Ph.D., 1969, Fisheries

EMPLOYMENT:

Department Head, University of Minnesota - 1982-present
Special Assistant to the Director, Division of Fish & Wildl., Minn. Dept. of Natural Resources - 1990
(sabbatical position)
Professor, University of Minnesota - 1984-present
Assistant/Associate Professor, University of Minnesota - 1974-84
Research Associate, University of Minnesota - 1969-74

SCIENTIFIC AND PROFESSIONAL MEMBERSHIPS AND HONORS:

American Institute of Fisheries Research Biologists (Fellow)
American Fisheries Society
Nat'l Association of University Fisheries and Wildlife Programs (Past President)
Certified Fisheries Scientist, American Fisheries Society
Bush Foundation Leadership Fellow - 1989

SELECTED RECENT PUBLICATIONS:

- Adelman, I.R., D.J. Schmidly, and Y. Cohen. 1994. Educational needs of fisheries and wildlife professionals: Results of a survey. *Fisheries* 19: 17-25.
- Woolf, A. and I. R. Adelman. (in press). Fisheries and wildlife education in the United States: Approach and Evolution. *Proceedings of the International Wildlife Management Congress, 1993.*
- Fritzell, E.K. and I.R. Adelman. 1992. Fisheries and wildlife education in the 21st century. Pages 78-92 in T.J. Peterle (ed.). *Vision 2020: meeting the fish and wildlife conservation challenges of the 21st century.* North Cent. Sect., The Wildl. Soc., West Lafayette, Ind.
- Adelman, I.R., A. Ek, A. Haney, G. Hergenrader, S. Jungst, and B. Menzel. 1992. Strengthening university forestry, fisheries, and wildlife programs: Challenges and strategies for the 21st century. *North Central University Forestry and Fisheries and Wildlife Program Administrators.*
- Adelman, I.R. 1990. Technical specialization and a broad foundation in an undergraduate fisheries degree. *Fisheries (Bethesda)* 15: 26
- Schmidly, D.J., I.R. Adelman, and J. Greene. 1990. Educational content of university fish and wildlife programs based on expressed needs of federal and state agency employers. *Trans. North American Wildl. and Nat. Res. Conf.*
- Adelman, I.R., B.L. Griswold, J.L. Herring, B.W. Menzel, L.A. Nielsen, R.L. Noble, H.L. Schramm, Jr., and J.D. Winter. 1990. Criteria for evaluating university fisheries programs. *Fisheries* 15: 13-16.
- Busacker, G.P., I.R. Adelman, and E.M. Goolish. 1990. Growth. Pages 363-387 in P. Moyle and C. Schreck (eds.). *Methods in Fish Biology.* American Fisheries Society. Bethesda, MD.

**Associate/Full Professor Position
Department of Fisheries and Wildlife
College of Natural Resources
University of Minnesota**

Title: Gordon W. Gullion Endowed Chair in Forest Wildlife Research and Education

The University of Minnesota is offering an exceptional opportunity to lead and develop a research program dealing with relationships between forest management and wildlife including ruffed grouse. The position includes access to the late Gordon Gullion's data and research sites at the College of Natural Resources, Cloquet Forestry Center as well as numerous other opportunities to work with state and federal agencies and private industry. The position includes start-up funds and guaranteed continuing base program support. This is a newly established endowed chair, named for the late Gordon W. Gullion, world-renowned as a scientist and educator for his studies on ruffed grouse biology and ecology.

Description of position: This endowed chair is a full-time, 9-month, regular faculty appointment with tenure and professional responsibilities in the Department of Fisheries and Wildlife. Principal responsibilities are to conduct research, teach upper division and graduate level courses, and to provide outreach education. The position is housed on the St. Paul Campus of the University of Minnesota, with additional space and research sites at the Cloquet Forestry Center, Cloquet, Minnesota.

Qualifications: Applicants must have a Ph.D. degree. A strong record of scientific accomplishment and leadership in forest management and wildlife relationships is required. A sustained record of peer-reviewed publications and recognition at the national and international levels will be criteria for selection. Research will focus on the development of management practices that preserve the quality of the natural environment, protect biodiversity, and allow for a sustainable harvest of wood fiber and game species. Also essential are the interest in and ability to provide leadership in addressing the needs and problems of hunters, forest landowners, environmental groups, natural resource managers, the forest industry, and government agencies.

Responsibilities: 1) Conduct an outstanding research program in forest management and wildlife relationships. 2) Secure outside funding for research. 3) Develop an active graduate program and participate in undergraduate education. 4) Provide scientific leadership in forest management and wildlife relationships. 5) Interact with other appropriate academic programs in the University and external stakeholders.

Rank and salary: Appointment will be at the rank of associate or full professor (tenure-track or tenured depending on previous experiences). While the individual's tenure will be in the department, occupancy of the endowed chair is a renewable seven-year appointment with review conducted in the sixth year. The review will evaluate the appointee's performance in meeting the responsibilities of the chair as defined above and as mutually refined over the term of appointment. Salary is competitive and will be based on the experience and qualifications of the candidate. Benefits include University retirement; group life, medical, health, and dental insurance plans; sick leave; vacation; and sabbatical and quarter leave opportunities.

Application: The position will be open until a suitable candidate is found. Screening of applicants will begin no later than ?????????? Application must include a statement of research and teaching goals and interests; a professional resume; academic transcripts; and the names, addresses, and phone numbers of five references. Send these items to:

Gullion Search Committee
Department of Fisheries and Wildlife
University of Minnesota
1980 Folwell Ave.
St. Paul, MN 55108-6124

Phone: 612-?????
Fax: 612-625-5299
E-mail: ??????

The University of Minnesota is committed to the policy that all persons shall have equal access to its programs, facilities, and employment without regard to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status, or sexual orientation.

UNIVERSITY OF MINNESOTA
President Form 16-Rev 10/94
GS91373

DESCRIPTION OF AVAILABLE ACADEMIC
POSITION AT THE UNIVERSITY OF MINNESOTA

Form 16 No. **CNR123**

This action is pursuant to federal and University of Minnesota regulations on Equal Opportunity. This form is to be completed for all available academic positions. **All copies** are to be forwarded to Human Resources, 627-4335, Room 300 UTEC, 1313-5th Street SE, Minneapolis, prior to instituting recruitment and search procedures. (For notification of approval of this form, see reverse side).

PLEASE TYPE OR PRINT CLEARLY. NCR PAPER-No Carbon Required.

Department (Item 1, reverse side)

Number **2241** Name **Fisheries & Wildlife**

Number of positions ☒ One ☐ Multiple hires- (enter number)

College **St. Paul**

Campus **Natural Resource**

Type of Position (Item 2, reverse side).

Appointment Type
Term / Type / Pct. Time

(93XX) Administrative

(94XX) Faculty

Class Number **9402/9401**

Title (one entry per line)

Associate or Full Professor

B / N / P / 100

(95XX) Post-Doctoral

(96XX) MN Ext. Serv.

(97XX) Professional

For Nonregular faculty positions (94XX), appointment types other than (P) or (N), specify the permissible reason from Tenure Regulations, Sections 3.3 and 3.4 [enter appropriate code from (a) through (j)].

Brief description of teaching, research, and/or administrative responsibilities.

SEE ATTACHED

Qualifications

Essential Academic Preparation **SEE ATTACHED**

Essential Experience " "

Salary Base or Rate **70,000**

Application Deadline (mo/day/year) **open until filled**

Desired Academic Preparation **SEE ATTACHED**

Desired Experience " "

Appointment Start Date (mo/day/year) **ideally September '98**

Search Procedures (Item 3, reverse side)

Newspapers/Publications/Journals (mo/day/year)

SCIENCE **2** / / **98**

Other professional wildlife / /

journals / /

Various list serves via -email / /

/ /

Other (List or describe) / /

/ /

Professional Associations/Organizations (mo/day/year)

Individual contacting of / /

universities nation-wide / /

/ /

/ /

/ /

/ /

/ /

Search Committee: (see Item 4 on reverse) Race/Sex/Status (use codes below)

Race/Sex/Status

Appointed by: **Ira Adelman** **W** / **M** / **FAC**

Members **Peter Jordan** **W** / **M** / **FAC**

Bill Berg **W** / **M** / **OTH**

Klaus Puettmann **W** / **M** / **FAC**

RACE: (A)sian, (AI)American Indian, (B)lack, (H)ispanic, (W)hite;

SEX: (M)ale, (F)emale;

STATUS = (CS) Civil Service (BU) Bargaining Unit, (Fac)ulty, (Stu)dent, (Oth)er

Chair **Francie Cuthbert** **W** / **F** / **FAC**

Ford Bell **W** / **M** / **OTH**

Lauren Wemmer **W** / **F** / **STU**

/ /

Person to whom application should be sent

Gullion Search Committee

Department

Fisheries & Wildlife

Room/Building

200 Hodson Hall

Phone No.

624-3600

Approved-Sr. Vice President for Academic Affairs

Date

Recommended-Department Head

Date

Recommended-Unit/Equal Opportunity Officer

Date

Approved-Dean/Administrative Officer

Date

Approved-V.P./Provost/Chancellor

Date

April L. Farnsworth

12/22/97

UNIVERSITY OF MINNESOTA

Twin Cities Campus

*Office of the Dean
College of Natural Resources*

*235 Natural Resources Admin. Bldg.
2003 Upper Buford Circle
St. Paul, MN 55108-6146
612-624-1234
Fax: 612-624-8701*

December 22, 1997

Mr. John Velin, Director
Legislative Commission on Minnesota Resources
Room 65, State Office Building
100 Constitution Ave.
St. Paul, MN 55155-1201


Dear Mr. Velin:

This letter is to confirm the establishment of the Gordon Gullion Endowed Chair in Forest Wildlife Research and Education. The official University documentation for permission to hire (Form 16) has been approved, and we will proceed with advertising to find suitable candidates in the coming months.

While we did not achieve the desired goal of raising \$2 million to support the chair entirely from the interest on the endowment, we have come close enough for me to approve the expenditure of internal funds to support the chair. When all pledges are in hand, we will have raised approximately \$1,350,000. Although it is more difficult to attract contributions once the chair is established, we are, nevertheless, continuing our fund raising efforts to increase that amount. With internal funds resulting from retirements and an increase in our Agricultural Experiment Station budget, the college will cover the difference between the actual salary and fringe benefits of the chair-holder and the interest on the endowment. The college's commitment to this funding is ensured by the fact that this is a tenured position.

I want to thank you, your staff, and the commissioners for your support of this project. Research and education on the relationship between forest management practices and wildlife is critical to enabling us to preserve the quality of our natural environment, protect biodiversity, and allow for a sustainable harvest of wood fiber and game species. I believe that the professor who fills the Gordon Gullion Endowed Chair will play an important role in this effort.

Sincerely,


Alfred D. Sullivan
Dean