

# Rubenstein School of Environment and Natural Resources

2019 State of the School

August 22, 2018



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# Today's Address:

**Introductions and Recognitions**  
**Strategic Plan Goals and Accomplishments**  
**Current School Stats and**  
**Indicators of Excellence**  
**2019 Goals and Plans**



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# Who we are.....

**Our mission is to understand, nurture, and enrich the interdependence of people with healthy ecological systems.**

**We seek to create a community that encourages an engaged, culturally diverse, and challenging learning environment that applies foundational knowledge from diverse fields, critical thinking, and integrative analyses to design a more sustainable society.**

***We value: Innovation, critical thinking, integrative learning, community engagement, and cultural awareness.***



# Rubenstein School Leadership Team



Allan Strong  
Associate Dean for Student Affairs  
and Faculty Development



Rose Feenan  
Assistant Dean for  
Business Services



Marie Vea-Fagnant  
Assistant Dean for Student Services



Kimberly Wallin Director of  
Graduate Programs



Aimée Classen  
Director FSL



Jason Stockwell  
Director RSEL

# Rubenstein School Program Directors



Tony D'Amato  
Forestry



Clare Ginger  
Natural Resources



Matt Kolan  
MPS Leadership for Sustainability



Walt Kuentzel  
Parks, Rec, Tourism



Jed Murdoch  
Wildlife and Fisheries



Jen Pontius  
Environmental Sciences



Nate Sanders  
Environmental Studies

# Endowed Professors



**Adrian Ivakhiv**  
**Steven F. Rubenstein Professor**  
**2016-2019**



**Taylor Ricketts**  
**Gund Professor**



**Jon Erickson**  
**Blittersdorf Professor of**  
**Sustainability Science and**  
**Policy 2016**



**Breck Bowden**  
**Patrick Chair of Watershed**  
**Science & Planning**



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# Dean's Suite



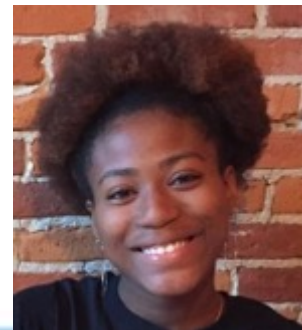
Tess Adone  
Interim Executive Assistant  
to the Dean



Sarah O'Sullivan  
Administrative Assistant to the  
Associate Dean



Rita Johnson  
Temporary Office Assistant



Akilah Ho-Young  
Temporary Office Assistant

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# New Faculty



**Tatiana Abatemarco,**  
Lecturer, Environmental Studies



**Luben Dimov,**  
Sr. Lecturer, Forestry



**Eduardo Rodriguez**  
Part-time lecturer, first-year advisor



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# New Post Doctoral Associates



**Rosalie Bruel**



**Jonathan Doubek**



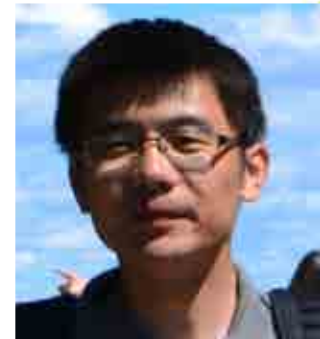
**Nelson Grima**



**Case Prager**



**Dominik Thom**



**Xin Jing**

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# Visiting Fulbright Scholars and Faculty



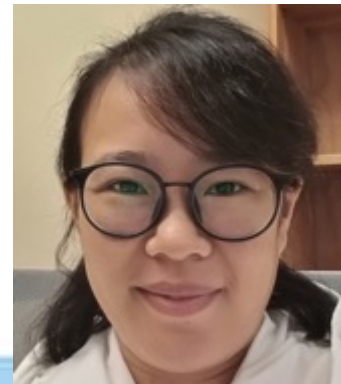
**Dr. Reka Aszalós**  
Visiting Faculty



**Noelia Barrios**  
Fulbright Scholar



**Mariano Rodriguez-Cabal**  
Fulbright Scholar



**Dr. Cancan Zhao**  
Visiting Faculty

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# New Staff



**Nadeje Alexandre,**  
Academic Services Professional



**Ingrid Barcelo,**  
Pre-Award Research Administrator



**Kevin Chu, ENVS,**  
Academic Services Professional



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# New Staff



**Marc Companion,**  
Outreach Professional,  
Lake Champlain Sea Grant



**Emma Estabrook,**  
Research Specialist, SAL



**Michael Finnegan,**  
Research Specialist, FEMC

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# New Staff



**Ali Kosiba,**  
Research Specialist,  
FEMC



**Emma Sass,**  
Research Specialist, Forestry



**Merry Zohn**  
Technician ,RSEL



**Ashley Eaton**  
Watershed and Lake  
Education  
Coordinator

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# Staff Recognition



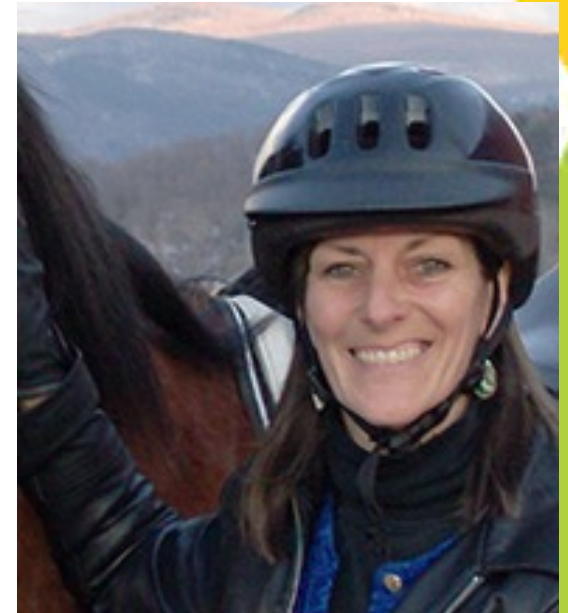
**Shari Halik**

**35 Years**



**Rose Feenan**

**20 Years**



**Kathleen Wells**

**10 Years**

**Congratulations!!**



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# 2018 Faculty Awards & Accolades

- **Nate Sanders** –Elected Fellow of the Ecological Society of America
- **Jon Erickson** –Best Documentary Feature, Thin Line Fest
- **Trish O’Kane** – Kroepsch-Maurice Excellence in Teaching Award
- **Zac Ispa-Landa** – RSENr Marcia Caldwell Award
- **Aimée Classen, Rachelle Gould, Bindu Panikkar, Eric Roy, Nate Sanders** – New Gund Fellows
- **Adrian Ivakhiv, Jarlath O’Neil-Dunne, Amy Seidl-** New Gund Affiliates
- **Aimée Classen** – Promotion to Full Professor
- **Tony D’Amato** - Promotion to Full Professor
- **Jen Pontius** – Promotion to Research Associate Professor
- **Jason Stockwell** - Promotion to Full Professor
- **Allan Strong** - Promotion to Full Professor
- **Nancy Mathews** – Tim Shiner Ally Award from Mosaic Center
- **Allan Strong**-Flamingo Award for Faculty Perseverance



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# Staff and Grad Awards



**Ralph Tursini**, UVM Department of  
Risk Management & Safety – Lab  
Safety Partner Award



**Danielle Moore**, Marcia Caldwell Award



**Lindsay Barbieri**, Switzer Fellowship



**Bonnie Reese**, Votta Award

# 2019 RSENR Work Force

	2015	2016	2017	2018	2019
TT Faculty	24	24	27	27	24
Research Faculty	12	12	12	9	12
Extension Faculty	2	2	2	1	1
Lecturers	9	10	10	8	10
Post Docs	4	6	6	7	8
Admin/ Research Staff	37	42	41	41	42
Total	88	96	98	93	97



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# Strategic Priorities 2014-2019

1. **Deliver distinctive educational programs** in environment and natural resources to prepare the next generations of leaders capable of working in complex and rapidly changing socio-ecological systems.
2. **Advance integrated research** to address environmental and natural resources challenges faced by regional, national and global communities through leveraging our university capacity, state and regional resources, and strategic partnerships.
3. **Partner with stakeholders** across our full mission of teaching, research and outreach to co-create knowledge and mobilize solutions for the challenges of today and tomorrow.

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# **Top 2018 Accomplishments:**

**Lake Champlain Sea Grant Institute**

**SAF Accreditation for Forestry Program**

**Costa Rica Semester Abroad/ SAL Growth**

**Two New Limnology Professors and Forestry Lecturer**

**FSL Lab Director Appointed**

**Pre-Awards Specialist Hired**

**IDEA Standing Committee Formation**

**Stage One of Equity Audit**

**NR 006 Revitalization**

**Exceeded UVM Targets for yield, graduation rate, 1<sup>st</sup> yr retention**

**New Advising System and Staff in ENVS**

**Academic Benchmarking Study**

**Strategic Plans for PRT and GST**

**Lab Safety Manuals**

**Grad Student Learning Outcomes and Exit Survey**

**FSL and RSEL Renovations**

# Inclusivity, Diversity, Equity, Action

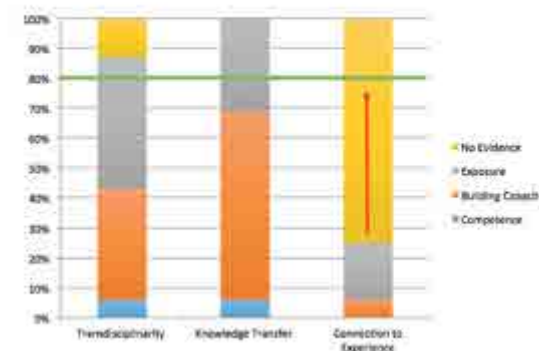




# 2018 Assessment Accomplishments

- E1A forms updated and submitted in Jan 2018
- Completed year 2 of the core rubric-based assessment cycle (Problem Solving, Inquiry & Analysis, Teamwork)
- Block grant for assessment work from Provost
- Significant progress on assessment plans for all programs (including January retreat)
- Analysis of assessment data initiated

Integrative Learning in NR 1+2, May 2017





# JOIN US

Become a Gund Fellow or Affiliate

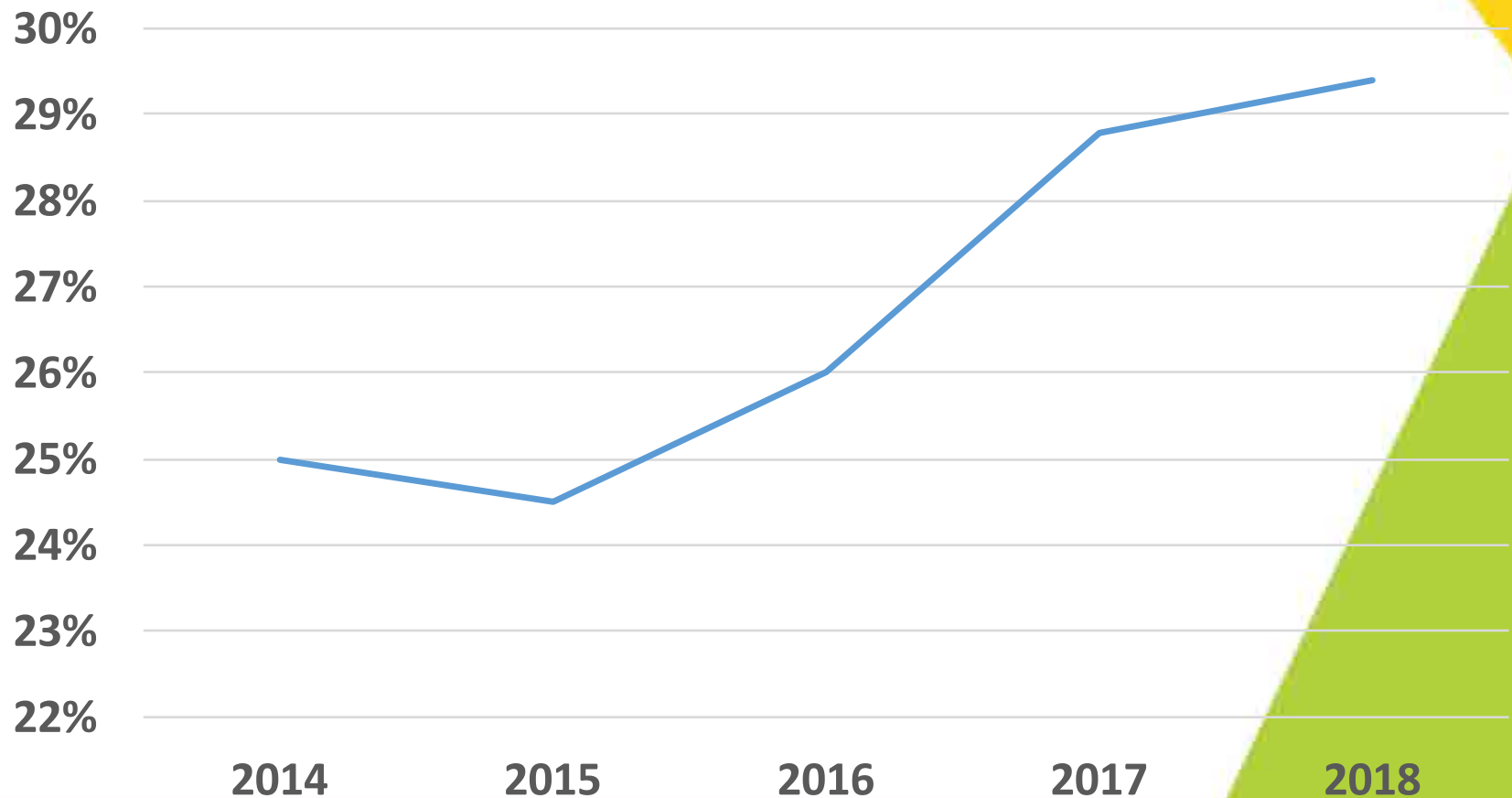


# Incoming Undergrads 2019

UVM	RSENR
<i>2597 FTFY students</i>	180 FTFY students
<i>477 Transfer students</i>	18 Transfer students
<i>3074 New Students</i>	198 New Students
<i>912 from Vermont (30%)</i>	31 from Vermont (16%)
<i>43 states plus Washington D.C</i>	23 states plus Washington D.C
<i>11% Students of Color</i>	7% Students of Color
<i>61% Women</i>	63% Women
<i>225 (7%) Honors College</i>	20 (10%) Honors College
<i>18% FTFY</i>	29.4% FTFY Yield
<i>55% TR Yield</i>	51% TR Yield

FY 19 Cost of Attendance: In State- **\$33,804** Out of State=**\$58,450**

# RSEN Admission Yield Rate



2017 UVM Yield=17.9%    2018 UVM Yield=18.0%



# Applications, Admits, Enrolls 2014-2018

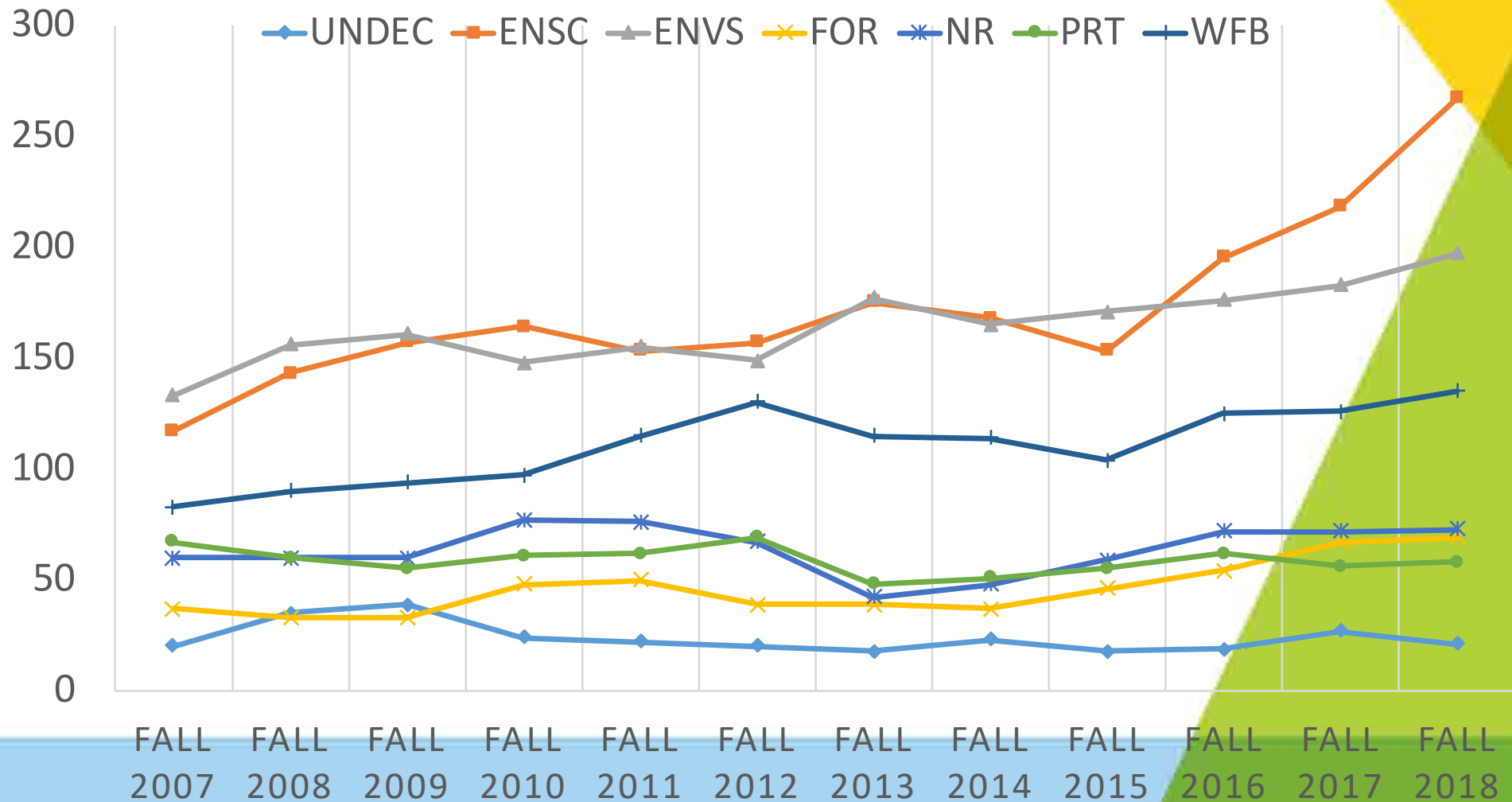
Year	Apps	Admits	Admit Rate	Enrolls	Yield	Average SAT of Enrolls
2014	714	560	78.4%	140	25.0%	1198
2015	761	596	78.3%	146	24.5%	1215
2016	866	665	76.8%	173	26.0%	1220
2017	853	614	72.0%	177	28.8%	1273
2018	869	612	70.4%	180	29.4%	1279

# 2018 Rubenstein School Enrollment

	TOTAL Fall 2017	FTFY 2017	TOTAL Fall 2018	FTFY 2018
ENSC	218	63	267	81
ENVS	183	47	197	37
WFB	126	21	135	27
NR	72	9	73	2
FOR	67	13	69	16
PRT	56	4	58	0
UNDECL	27	20	21	17
TOTAL	728	177	786	180

Source: Unofficial enrollment data, RepGen, program specific data includes double majors

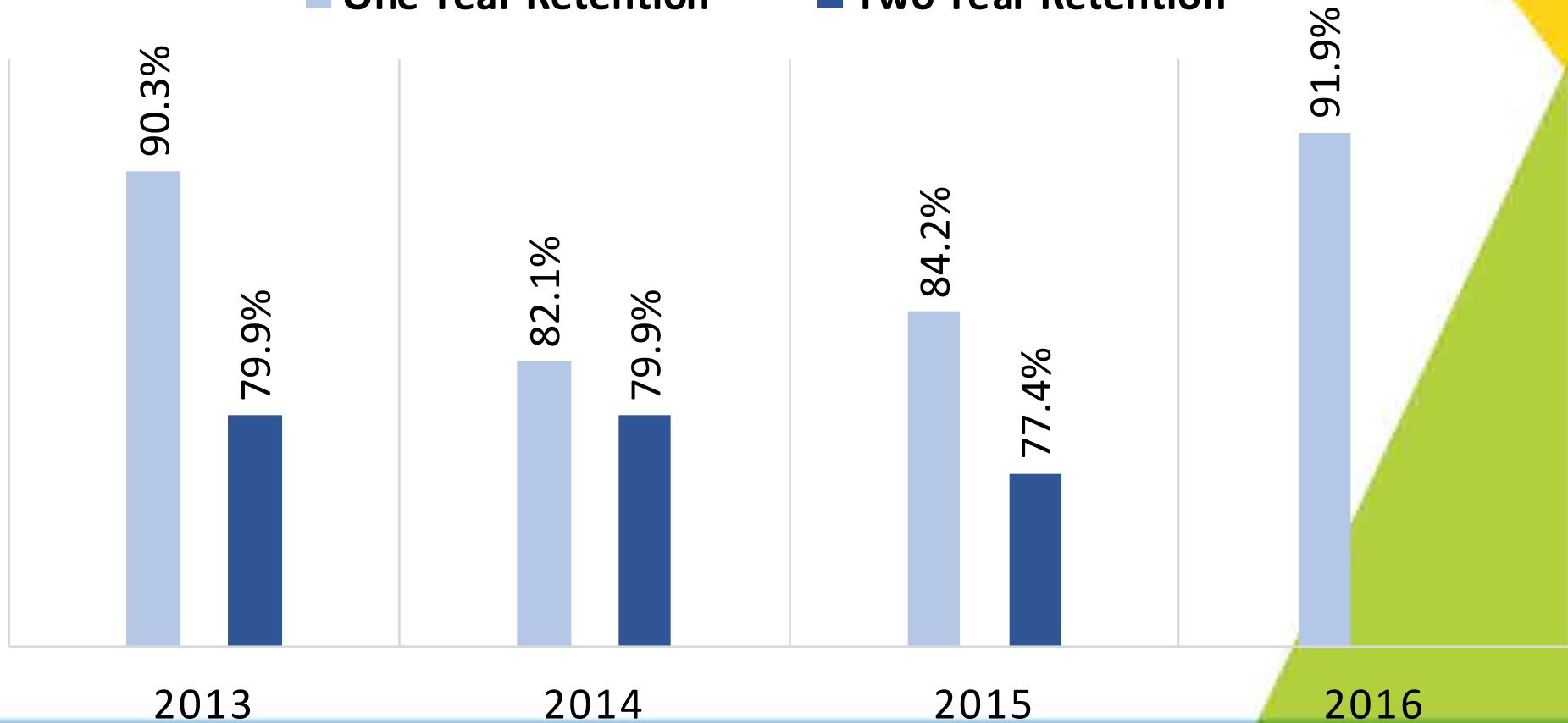
# Enrollment by Major 2007-2018



# Student Retention

■ One Year Retention

■ Two Year Retention





# Graduation Rates

Cohort*		4-yr	5-yr	6-yr
Fall 2012	UVM FTFY	64.7%	74.4%	76.2%
	UVM Pell Recipients	58.8%	68.1%	71.8%
	RSENR FTFY	68.2%	78.0%	80.3%
	RSENR Pell	57.1%	66.7%	71.4%
Fall 2013	UVM FTFY	64.6%	74.6%	
	UVM Pell Recipients	56.3%	65.9%	
	RSENR FTFY	73.2%	81.7%	
	RSENR Pell	65.2%	69.6%	
Fall 2014	UVM FTFY	64.1%		
	UVM Pell Recipients	55.7%		
	RSENR FTFY	69.1%		
	RSENR Pell	66.7%		

# Experiential Learning



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# Community Based Learning 2017-18

- 14 service learning courses taught through the Rubenstein School
  - 16% of all UVM CBL Courses
  - 85 service learning courses taught UVM-wide
- NR 206 – Environmental Problem Solving & Impact Assessment
  - 162 enrolled students
  - 38 community based projects
  - ~8,100 hours of service contributed by NR 206

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# 2017-18 Undergrad Internships

- **181 students earned internship or research credit**
- **\$76,505 in Support for Internships** from Rubenstein School Internship Fund, Kate Svitek Memorial Award, Crowley Family Internship Fund, Rubenstein School Perennial Internship Program



# Coffee Talk Series: Vermont ANR

## Fall 2017 Collaboration Coffee Talks Connecting ANR & UVM

**Wednesday, September 20**  
9:00-10:00, Winooski Room

**Dr. Eric Roy, UVM**  
Assistant Professor, Rubenstein School of  
Environment and Natural Resources

Dr. Eric Roy works at the interface of ecology and engineering, focusing on water, food systems, and resource management. Specifically, nutrient cycling is the common thread that ties together different areas of research in his lab. Come hear about Eric's work on nutrient recovery and recycling, and connect with him about organics, waste management, water quality, and other relevant topics.

**Wednesday, October 25**  
9:00-10:00, Catamount Room

**Dr. Donna Rizzo, UVM**  
Acting Director, Gund Institute for  
Environment and Professor, School of  
Engineering

Come hear about the newly created Gund Institute for Environment, the University of Vermont's first university-wide environmental institute. Generously funded by the Gund family and other donors, the Institute is designed to catalyze interdisciplinary research at UVM, as well connecting scholars with government, business and societal leaders to address urgent sustainability issues around the globe. Donna will share the Institute's current research and action topics, and offer ways to connect with their wide-reaching work.

**Wednesday,  
November 29**  
9:00-10:00,  
Catamount Room

**Dr. Rachelle  
Gould, UVM**  
Assistant Professor, Rubenstein  
School of Environment and  
Natural Resources

How people relate to ecosystems is the driving force of Dr. Rachelle Gould's research group. Her two main focus areas are non-material relationships and benefits from ecosystems, and environmental learning. Rachelle will share about her current work on how ecosystems provide people with benefits such as spiritual fulfillment, identity, and psychological well-being, and offer a chance to discuss how to include these aspects into decision making.

**Wednesday, December 6**  
9:30-10:30, Catamount Room

**Dr. Aimee Classen, UVM**  
Associate Professor, Rubenstein School of  
Environment and Natural Resources

Dr. Aimee Classen focuses on how global changes impact terrestrial ecosystems around the world. Her work looks at interactions between soil organisms, plants, herbivores, and ecosystem function, as well as how shifting biodiversity and global change affect ecosystems. Join Aimee as she discusses ecosystems from the micro (soil food webs) to the macro (regional carbon fluxes) and engage with her on a range of terrestrial ecosystems.



Free coffee provided -  
please bring your own mug



## Collaboration Coffee Talks Spring 2018 Connecting ANR & UVM

**Dr. Mindy Morales-Williams, UVM**

Assistant Professor, Rubenstein School of Environment and Natural Resources

Dr. Mindy Morales-Williams focuses her research on the nutrient and energy flows where the land and water intersect. She also studies the human disturbance and climate change impacts on cyanobacteria blooms. Mindy will share about her current and recent work on various aspects of limnology, nutrient cycling, and phytoplankton blooms.

**Wednesday, March 28**  
9:00-10:00, Winooski Room

**Dr. Bindu Panikkar, UVM**

Assistant Professor, Rubenstein School of Environment and Natural Resources

How science is understood and debated, specifically in the context of newly proposed mines in Alaska, is the focus of Dr. Bindu Panikkar's research. A goal of her research is to understand the governance of natural resources in Alaska, particularly as climate change allows for greater geographic access to land. She also works on using citizen science to monitor environmental change. Come connect with Bindu to hear about her work at the intersection of policy, society, and the environment.

**Thursday, April 12**  
9:15-10:15, Winooski Room



Free coffee provided -  
please bring your own mug



# 2017-18 Perennial Internship Program

- 7th year of the Perennial Internship Program
- 33 internships in NH, NJ, NY, Washington, DC & VT
  - ✓ Over 200 applications submitted by our students
  - ✓ 8 Perennial interns with VT Agency of Natural Resources



community sailing center  
lake champlain : burlington vermont





# RSENr Graduate Students



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# **2018-19 RSENR Graduate Students**

**TOTAL: 141**

**Research Masters: 31**

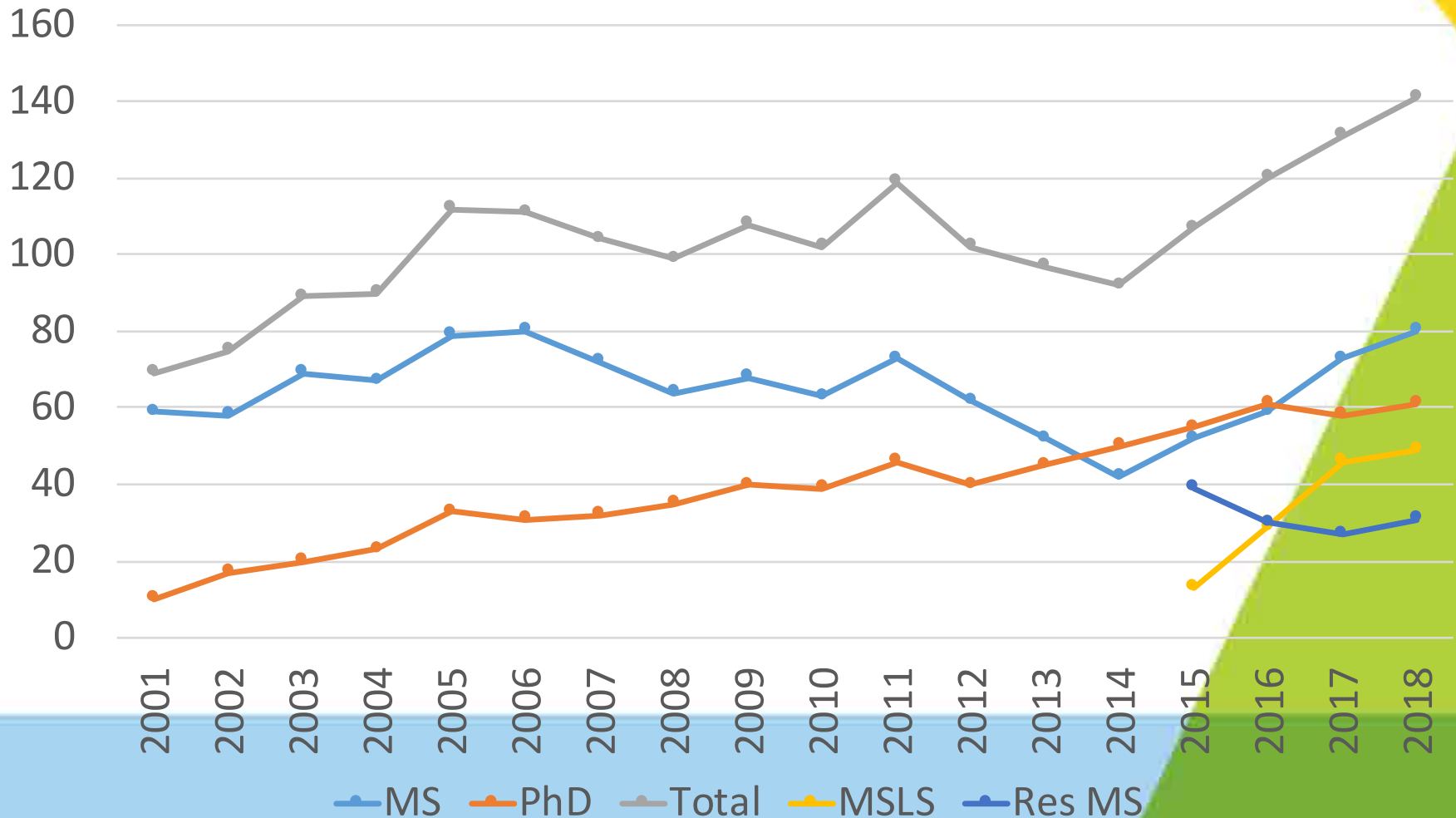
**MPS in Leadership: 49**

**Ph.D.: 61**

**6 Countries of Origin: Brazil, China, Guyana, Italy,  
Russia Federation, Ukraine**



# RSENR Graduate Student Enrollment



# Masters in Leadership for Sustainability

	Inquiries	Apps/ Accepted	URM Apps	Yield	Students	% URM
Year 1	58	13/13	2	92%	12	25%
Year 2	75	20/18	3	89%	16	19%
Year 3	130	29/25	11	72%	18	33%
Year 4	154	32/22	6	73%	16*	25%
Total	263	94/78	22	80%	62	26%

\* 3 deferrals

# Leadership for the Ecozoic (L4E)

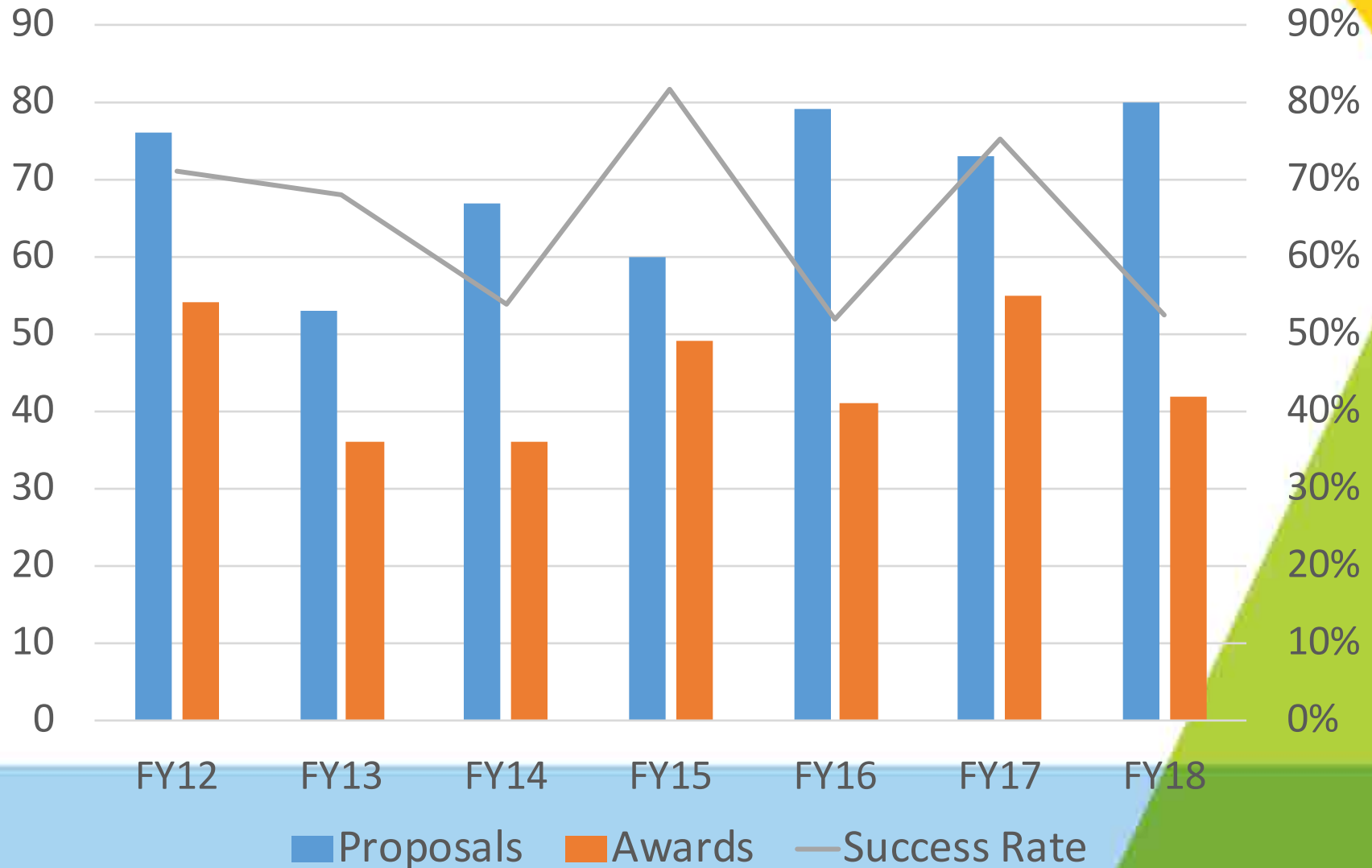
- The “Leadership for the Ecozoic” graduate research and training partnership launched as part of a new Gund Institute initiative.
- L4E builds on the UVM legacy of “Economics for the Anthropocene” with the aim of researching pathways to a “mutually enhancing human-Earth relationship” (Thomas Berry).
- Currently 31 PhD and 10 MS students at UVM, McGill, and York
- The new funding is from a \$1.8 million anonymous gift to support 6 PhD students at UVM and 5 at McGill

# Scholarly Metrics

	Avg. SCH	Avg. Journal Articles	Avg. Presenta- tions	Avg. # Grad Students	Avg. Active Grants
Lecturers	415	0	3.7	4.4	0.9
Tenure Tract	292	4.3	7.8	6.5	5.9
Research/ Extension	152	2.7	10.3	3.9	6.9
Overall average	292	3.1	7.4	5.4	5.2



# Proposal Submission/Success



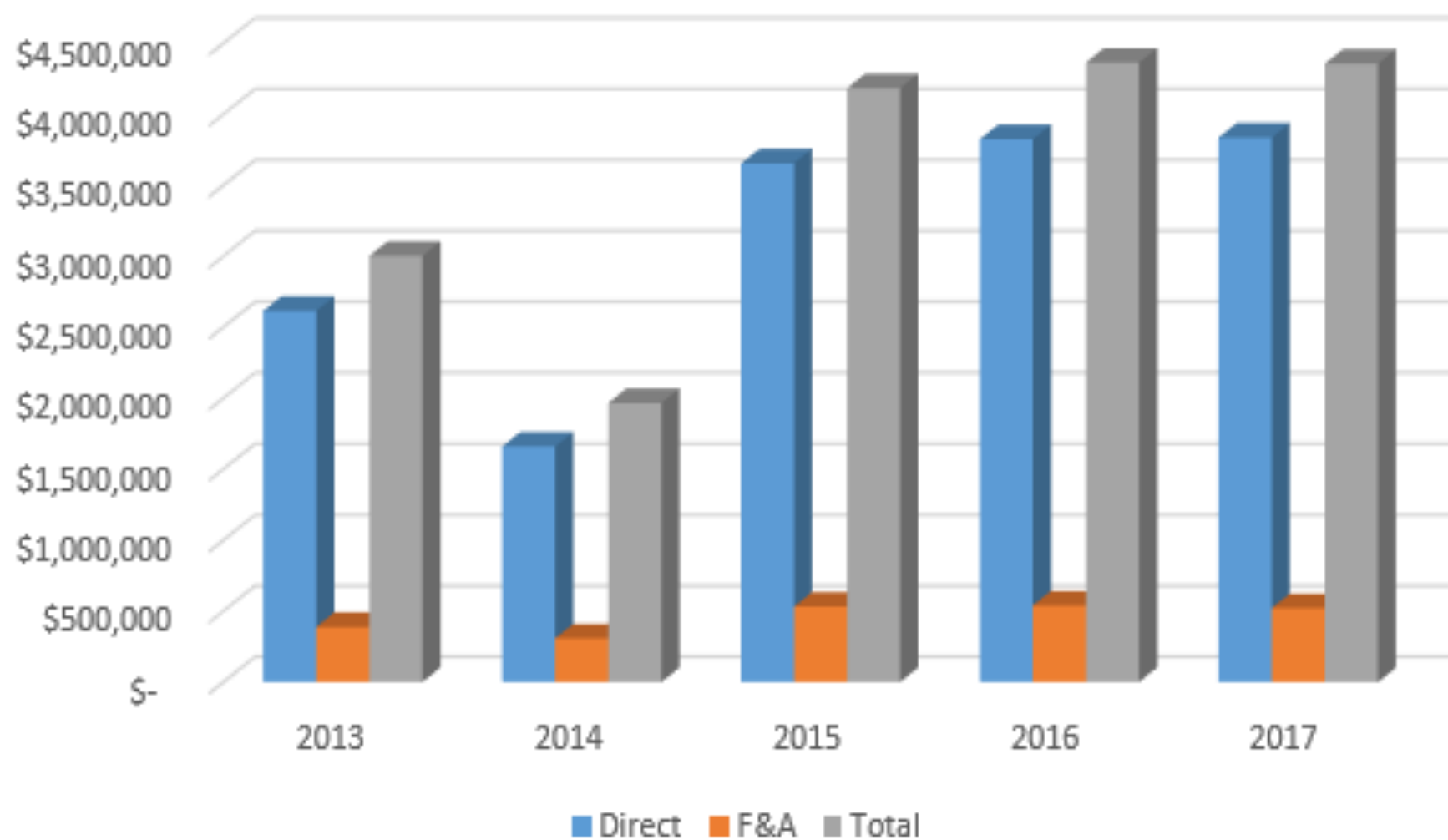


# RSENR Extramural Funding (2012-2017)

	Directs	F&A	Total	#
2012	\$5,231,000	\$688,500	\$5,919,000	54
2013	\$2,614,000	\$388,500	\$3,012,700	36
2014	\$1,659,000	\$306,200	\$2,965,400	36
2015	\$3,653,000	\$531,000	\$4,184,500	49
2016	\$3,824,000	\$539,000	\$4,363,000	41
2017	\$3,835,520	\$520,787	\$4,356,307	55
Total	\$20,816,520	\$973,987	\$23,790,007	

FY18 - 22 PI's had grants      Average Funding Per PI= \$207,443

## RSENR EXTRAMURAL FUNDING



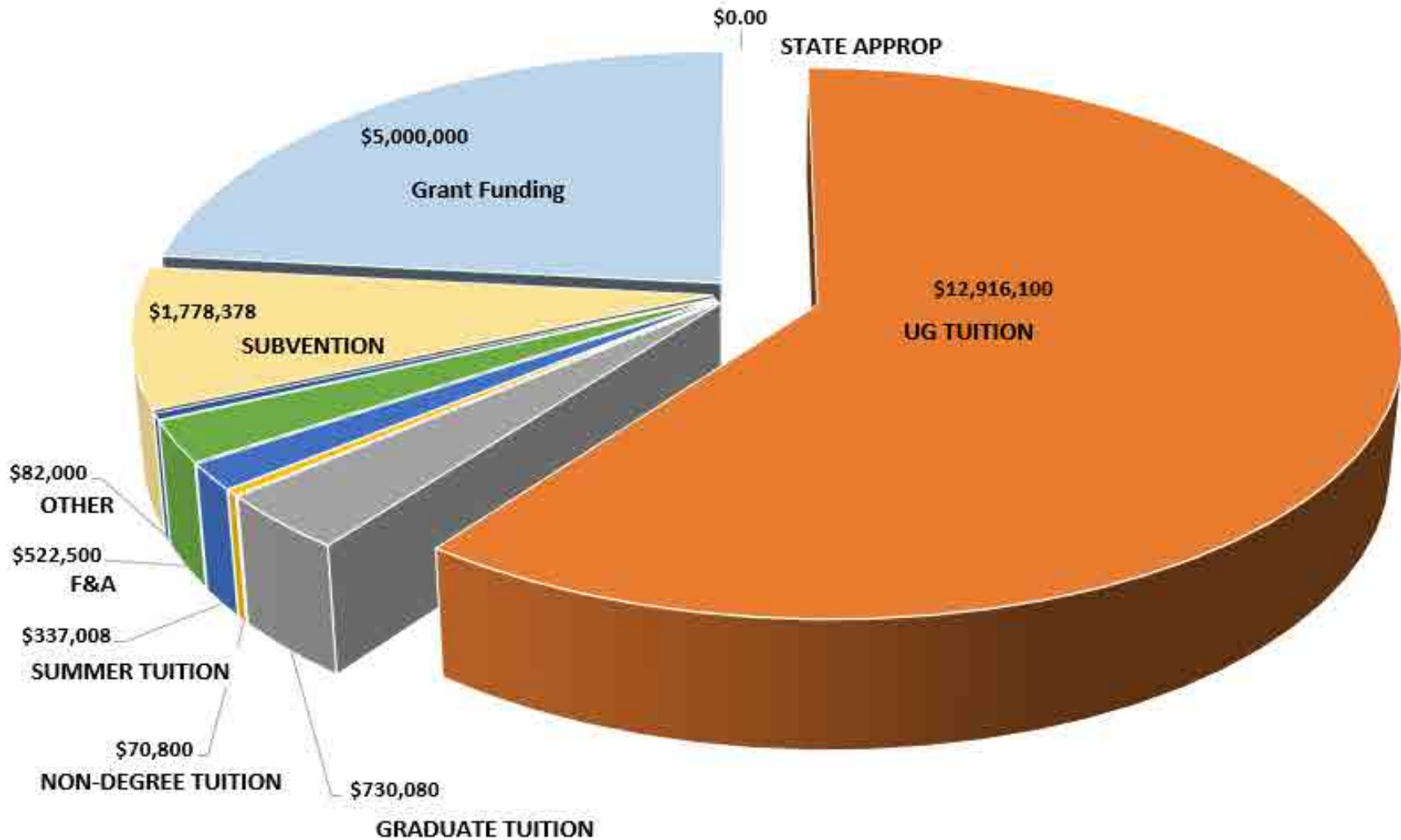
# 2017 Extramural Funding By Unit

	TOTAL AWARDS	TOTAL AWARD AMOUNT	T/TT Faculty All Headcount*	Awards/TT Faculty
CoM	319	\$ 69,699,098	122	\$ 571,304
RSENR	55	\$ 4,831,477	22	\$ 219,613
CESS	29	\$ 8,832,822	41	\$ 215,435
CEMS	48	\$ 7,605,606	50	\$ 152,112
CALS**	32	\$ 6,553,234	44	\$ 148,937
CNHS	11	\$ 1,050,768	27	\$ 38,917
CAS	123	\$ 5,481,604	235	\$ 23,326
Grossman	1	\$ 25,001	25	\$ 1,000
Total	618	\$ 104,079,610	566	\$ 1,370,644

\*Source: Catamount Data Center: Faculty, T/TT, All (FT and PT) - HC

\*\*CALS does not include Extension in FY17

## FY19 SOURCE OF REVENUE - RESEN ( \$21.5 million)



\* Gift Funding Not included

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# Aiken Center: Our LEED Platinum Pride



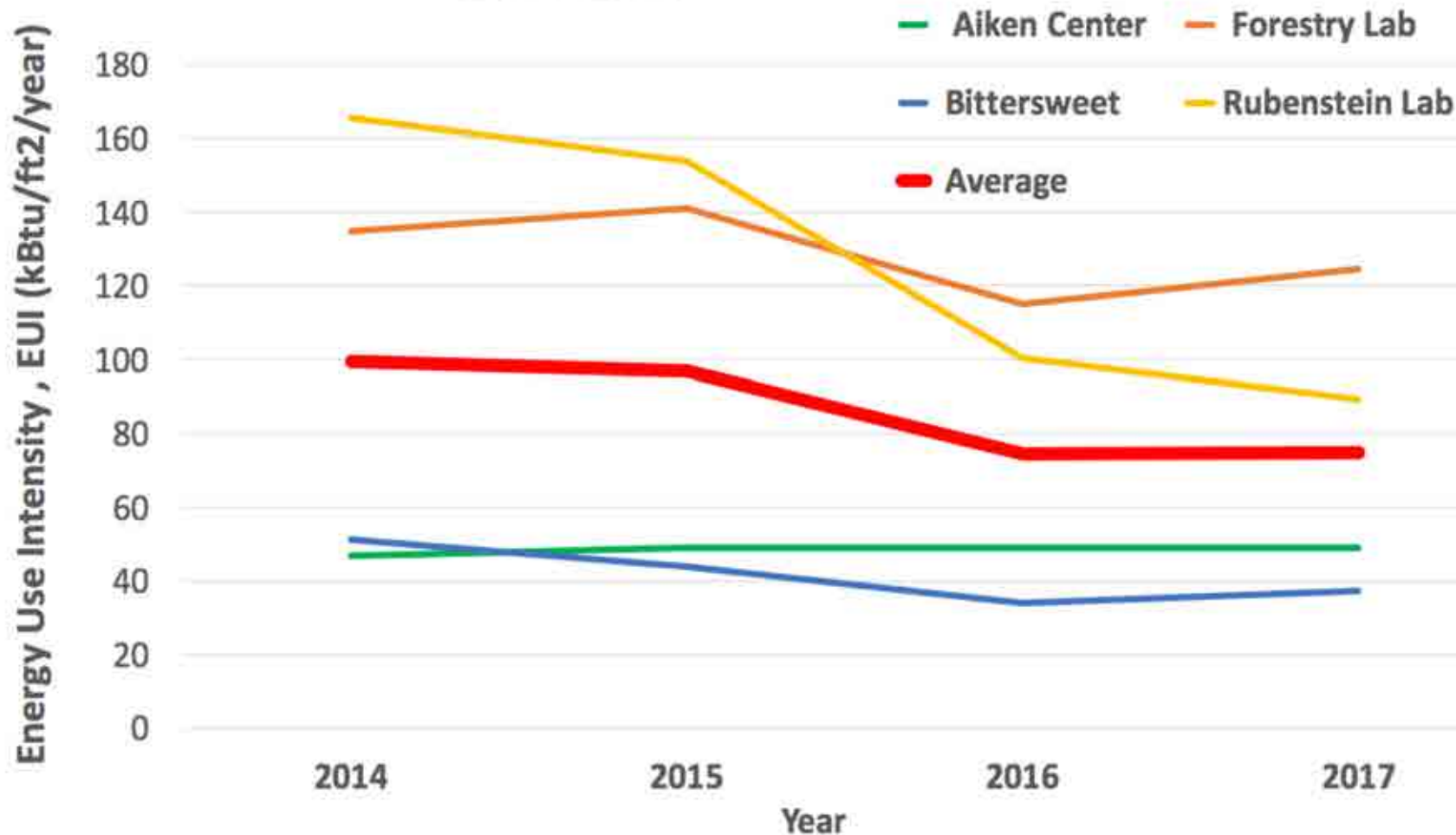


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# **Rubenstein School Net Zero Energy Plan**

- ☐ **\$50,000 UVM Clean Energy Fund matching grant to fund energy audits to achieve Net Zero Ready buildings**
- ☐ **Aiken Center currently has 2.5X more users than was modeled by LEED in 2012**
- ☐ **20% decline in energy use in RSENR Bldgs**
- ☐ **Possible donation of solar to offset RSENR**

## RSENR Building Energy Use Intensity 2014-2017



Over 20% reduction in energy use per square foot in RSENR buildings since 2014

# Aiken Center Green Roof Storm Water



- ☐ Proposed to divert storm water to the existing greywater system designed to flush all toilets in the Aiken Center
- ☐ Greening of Rubenstein Intern class students calculated that it takes about 132,000 gallons/year of water to flush toilets. Green roof generates about 152,000 gallons of storm water per year.
- ☐ The diversion of storm water to greywater could save 48-50% of Aiken Center potable water use.

# 2017-2018 Social Media Tracking



	2017	2018
Webpage Views	>260,000	>250,000
Facebook Likes	850	946
Twitter Followers	473	696
Tweets	707	973
Instagram Followers	394	662
You Tube Subscribers	322	387
Victor Wooten 2016 Commencement Speech Viewers	186,000	223,573 3.9k Likes



# Web Page Tracking

**RSENR Website Top 25 Pages Viewed - August 2017 to August 2018**

	Page	Pageviews	Unique Pageviews	Avg. Time on Page
1	rsenr	46,279	31,901	0:01:28
2	undergraduate_programs	14,477	10,005	0:00:35
3	graduate_programs	11,954	8,280	0:00:59
4	faculty_directory	7,080	3,429	0:00:55
5	our_faculty_staff_students_alumni_board_advisors	6,031	3,963	0:00:17
6	wildlife_and_fisheries_biology	5,476	3,829	0:02:25
7	rubenstein_school_graduate_faculty	4,922	2,190	0:01:02
8	applying_rubenstein_school_graduate_program	4,151	2,661	0:02:34
9	environmental_sciences	3,917	2,756	0:02:04
10	businesscenter	3,857	2,333	0:04:23
11	forestry	3,613	2,580	0:02:10
12	environmental_studies	3,080	2,165	0:01:50
13	ms_natural_resources	2,930	2,065	0:01:19
14	undergraduate_minors_rubenstein_school	2,847	1,824	0:01:20
15	staff_directory	2,811	1,475	0:00:51
16	phd_natural_resources	2,647	2,025	0:01:30
17	natural_resources	2,324	1,670	0:01:53
18	parks_recreation_and_tourism	2,137	1,486	0:01:42
19	profiles/aimée_classen	2,034	1,802	0:03:42
20	rubenstein_school_perennial_summer_internship_program	1,955	1,209	0:03:44
21	student_services	1,876	1,538	0:01:33
22	profiles/anthony_damato_tony	1,829	1,636	0:02:21
23	rsenr_internship_program	1,776	1,063	0:01:06
24	undergraduate_advising_resources_policies_procedures_and_supp	1,757	1,096	0:02:36
25	rubenstein_school_deans_list	1,744	1,134	0:01:44
	<b>TOTAL</b>	<b>251,573</b>	<b>183,253</b>	<b>0:01:38</b>





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# 2018 RSENR Development Update

**2018 Goal= \$1.2 m**

**2018 Actual \$1.76m**



**moveMountains**  
The Campaign for The University of Vermont

## Campaign Progress

- Almost \$9M toward \$20,000,000 goal
  - June 30, 2019 = end of Campaign
- Surpassed overall UVM Campaign Goal @ \$500,497,092

## RSENR Campaign Highlights:

- \$5,362,000 raised for Program support (95.5% to goal)
- \$3,800,000 raised for Student support (43.2% to goal)
  - Endowed Professorships, Chair, Dean

*Thank you Sarah Sprayregen, faculty and staff for your part in our campaign – the Business Office, Student Services, and many faculty played a direct role in our success!*



Looking Ahead...

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# Strategic Priorities for 2019

- Implement Equity Audit and 2018 NNFI Commitments
- Expand GST Minor and GST Certificate Programs
- Refresh Strategic Plan
- Attain 19,000 Student Credit Hours
- Raise, expand, enhance our Research Enterprise
- Revise Course Equivalencies
- Hire New Wildlife Faculty Member
- Hire Environmental Program Lecturer
- Strategic Plan for Natural Resources Program
- Implement PRT Strategic Plan
- Endowed Professorship in Environmental Program
- Advance Mount Mansfield Science and Stewardship Center
- Advance Proposal for All Electric RV Melosira
- **Diversity, equity and inclusion expectations for all**





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# 2019 Assessment Goals

- Complete year 3 of the core rubric-based assessment cycle for the core
- Advance assessment work in all Programs
- Enhance data collection and analytics with Office of Institutional Research
- Continue workshops on:
  - Signature assignments and alignment with rubrics
  - Initiate Indirect assessment for programs

# Have a Wonderful Fall Semester!!

