

Board of Forestry Special Meeting Minutes

July 12, 2021

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1. BOARD DELIBERATION ON ACTING STATE FORESTER APPOINTMENT	1

Items listed in order heard.

Complete recordings from the meeting are available on the web at www.oregonforestry.gov.

By the provisions of ORS 526.016, a meeting of the Oregon Board of Forestry was held virtually on July 12, 2021, and hosted by the Oregon Department of Forestry online.

All Board members joined online by 3:45 p.m. into Zoom meeting. Board Chair Jim Kelly called the public meeting to order at 4:00 p.m.

Board Members Present by Video:

Karla S. Chambers
Ben Deumling
Chandra Ferrari
Joe Justice
Brenda McComb
Jim Kelly

Board Members Absent:

None

ACTION AND INFORMATION:

1. BOARD DISCUSSION ON STATE FORESTER RECRUITMENT
[Listen to audio](#) MP3 – (1 hour, 12 minutes, and 2 seconds– 32.9 MB)
[View video](#) on YouTube (1:16:15)

Chair Kelly commented on:

- Outlined public meeting proceedings for Board members, presenters, and the public.
- Noted the public meeting will be live-streamed, recorded, and posted online.
- Live public comment will be accepted for the special meeting.
- Explained public testimony can be accepted until July 16 and will become part of the record.
- Performed Board roll call to confirm quorum.

Chair Kelly outlined the scope of the discussion in front of the Board, mentioning if any process questions emerged from Board members on the direct appointment process there are representatives from the Department of Justice, Department of Administrative Services, and from the Department of Forestry available. He referenced the four attachments provided to the Board and the public as part of July 21, 2021, [meeting materials](#) for item two, the State Forester recruitment process, and explained these documents were in draft form and open for discussion. Discussion followed.

- Reviewed the desired skills and attributes expressed by the Board and thought the Chair captured the full range of the perspectives shared by the Board members. Pondered what feedback will be provided by the public on the Board's draft documents.

- Discussed when the Department of Administrative Services (DAS) reviews the recruitment materials to ensure the Board can achieve a large and diverse pool of candidates. Chair Kelly explained the review is ongoing between DAS Chief Human Resources Office, the Department Human Resources Manager, and him as the versions are drafted.
- Explored potential gaps and terminology relative to the desired skills and attributes. Chair Kelly explained that some qualifications are included to meet the statutory requirements in hiring a State Forester by the Board under Chapter 526. Board spoke on what changes they would make to the drafted language for the job announcement.
- Chair Kelly described the potential hiring process for the State Forester candidates, the time commitment by the Board, and the method used for the initial interviews. DAS Executive Recruiter John Paschal outlined the VidCruiter method and how the candidates will be scored. Department of Justice (DOJ) Anika Marriott and Sylvia Van Dyke confirmed this method would not fulfill the parameters of a public meeting. Chair Kelly noted how an executive session can be utilized by the Board to deliberate on candidate selection as they move forward with the interview process, dependent upon the number of candidates.
- Chair Kelly floated the idea for a Board subcommittee to develop the interview questions for VidCruiter and the potential for a subsequent special meeting to vet questions by the full Board. Board members expressed their perspectives on the Chair's proposal and shared their opinions on the proposed process.
- DAS Executive Recruiter John Paschal commented on the minimum qualification verification process and the use of a diversity lens for recruitment. Chair Kelly explored options available to the Board for an external recruiter with associated costs and funding available. Department Human Resources Manager offered recommendations for the Board consideration when translating the desired skills to the job announcement. DAS Executive Recruiter encouraged the Board's involvement to share the public job announcement as it becomes available.

Public Testimony:

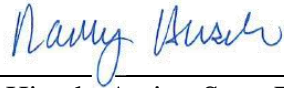
- Grace Brahler, Beyond Toxics, provided oral and written testimony ([attachment](#)) on behalf of several members of the Oregon Climate Action coalition's forest policy sub-table and stakeholder advocacy group for the implementation of the Governor's Executive Order 20-04. The comments included a summary of leadership elements desired for the next State Forester, accompanied by a list of attributes, skills, values, and approaches.
- Bob Van Dyk, Wild Salmon Center, provided oral testimony about the Board's consideration on the skills, areas of focus, and candidacy process for the State Forester recruitment.
- Felice Kelly, 350PDX, provided oral testimony on the requirements for skills and attributes included with the job announcement and highlighted expertise in various areas as an additional Board consideration.
- Ron Bunch, provided written testimony ([attachment](#)) on the skills, attributes, and vision for the next Oregon State Forester.
- Randy Knop, provided written testimony ([attachment](#)) on the desired attributes, experience, and skill set for the next Oregon State Forester.
- Micky Ryan, Great Old Broads for Wilderness Cascade Volcanoes Chapter, provided written testimony ([attachment](#)) on the skills, attributes, and vision for the next Oregon State Forester.

INFORMATION ONLY

Chair Kelly summarized the Board's deliberation on the recruitment for the next State Forester and offered closing comments on the Department's efforts in responding to the demands of fire season.

Chair Jim Kelly adjourned the public meeting at 5:17 p.m.

Respectfully submitted,
/s/ Nancy Hirsch



Nancy Hirsch, Acting State Forester and
Secretary to the Board

HR

Meeting minutes approved at the January 5, 2022, Board Meeting