

## **DEPARTMENT OF ECOLOGY AND EVOLUTIONARY BIOLOGY**

### **PRINCIPLES FOR THE MERGER OF EEB AND THE MUSEUM UNITS**

*The recent external review of EEB and its associated natural history museum units, UMMZ & UMH, recognized our broad strengths in evolutionary biology but noted that our performance in this major topic area would be enhanced by greater programmatic integration. The strategic goal of the merger of EEB with the museum units is to bring about that enhanced integration, and to realize organizational efficiencies, while maintaining the superb research collections and biodiversity expertise that distinguish our program from the large majority of our peers. To this end, we have developed the following set of principles.*

1. UMMZ and the Herbarium will each maintain their names and directors, who will manage the collections operating budget, collection-related endowments, collections space, and collection staff and will coordinate curatorial efforts of faculty-curators.
2. Museum directors will function as associate chairs in the department and also be charged with maintaining and enhancing interactions of the collections with other units in the college and the university.
3. Curation of the collections is a critical departmental function. The curator title will be retained and the number of faculty curators will be maintained at least at the level currently allocated by the college (8 in UMMZ, 4 in Herbarium).
4. Consistent with current policy and practice, total teaching effort expected for EEB will be reduced by a total of at least 6 course-equivalents per year to account for curatorial activities, allocated as described in item 5.
5. Curators will generally be appointed on a long-term basis to acknowledge that adequate care and development of collections requires a sense of personal responsibility and curatorial experience. However, as already provided for in our 2002 "Balance of teaching/curatorial efforts" policy, actual teaching release will depend on actual curatorial efforts and could be used by non-curators conducting specific curatorial projects with the approval of the museum director and department chair.
6. Filling vacant curatorial roles is a high departmental priority; all announcements of open faculty positions will include the language "*Opportunities also exist for using the large research collections of the Museum of Zoology and the Herbarium; curatorial opportunities in these units may replace some teaching.*"
7. Collections operating and staff budgets will be line items in the overall EEB budget.

8. Administrative staff will be reorganized and functions common to the three units will be consolidated (e.g., personnel, grant submission and management, financial operations), but at least one administrative position will be housed at Varsity Drive and in Ruthven.
9. The department will work with the college to find resources to more effectively utilize and disseminate our data and to adhere to best practice policies for accessioning and sharing specimens and associated information

<i>Approved by EEB Museum Directors Group:</i>	<i>January 26, 2011</i>
<i>Approved by EEB Executive Committee:</i>	<i>January 31, 2011</i>
<i>Approved by EEB Faculty:</i>	<i>April 11, 2011</i>