



LOUISIANA TECH
UNIVERSITY

SCHOOL OF AGRICULTURAL SCIENCES AND FORESTRY

April 8, 2020

Louisiana Tech University Senate
c/o Lynne Stratton, Vice President, University Senate

Dear Senate Members,

Since my initial appointment as a Louisiana Tech Assistant Professor in September 2014, I have striven to meet the teaching, research, and service expectations of my position. Thus, being nominated to represent the College of Applied and Natural Sciences for the Virgil Orr Junior Faculty Award is a huge honor for me. It is important for me to note, however, that so many of my accomplishments are due in large part to the wonderful faculty, staff, and students I have had the privilege to work with and/or teach.

Many of the courses I have taught are part of the Bachelor of Science in Forestry's Wildlife Habitat Management concentration. My goals for these classes are to (1) emphasize wildlife biology and habitat management to compliment the students' knowledge of forest management, and (2) allow students to meet the course requirements to become an Associate Wildlife Biologist[®] with The Wildlife Society post-graduation. Students are able to become a Certified Wildlife Biologist[®] after five years of professional service.

Most of the courses I teach involve two, 1¼-hour lecture periods and one, 4-hour laboratory period every week. My objective for lecture periods is to provide students with knowledge in an atmosphere that encourages class discussions and the asking of questions. I have always despised lectures that are simply an instructor talking the whole time as it does not keep the attention of the students and they miss important information. Thus, I ask questions and routinely ask them if they have questions. I also try to maintain an approachable demeanor during class so students are not hesitant to ask questions or share relevant knowledge they have.

My laboratory periods are a chance for me to give students hands-on experience, or, in other words, put into practice what they learned during lecture periods. I am a firm believer in "learning by doing," especially in an applied field such as wildlife habitat management and conservation. By doing this, students develop confidence in their skills which, in turn, give them motivation to apply for jobs they may not have otherwise thought they were qualified for after graduation.

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I believe helping graduate and undergraduate students understand the research process is a very important component of my appointment at Louisiana Tech as students will use these skills in the future to help the advancement of wildlife biology and wildlife habitat management. During my time at Louisiana Tech, I have advised three Masters-level graduate students. Mr. Colby Sharp studied avian use of a bottomland hardwood afforestation site in the Red River Alluvial Valley and graduated in February 2019. Mr. Chris Stelly studied the influence of land cover and silvicultural techniques on natal dens site selection by female Louisiana black bears. This was a collaborative study between Louisiana Tech University and the Louisiana Department of Wildlife and Fisheries (LDWF). Upon Mr. Stelly's graduation in February 2019, Mr. Dustin Champagne began a continuation study that aims to estimate Louisiana black bear density in the Tensas River Basin. Mr. Champagne—who is also a Private Lands Biologist with LDWF—is expected to graduate in May 2021.

Along with Dr. Joshua Adams, I also advised multiple undergraduate students (Mr. Christopher Olvey, Mr. Brady Kumler, Ms. Katie Worley Ms. Stephanie Clingenpeel, and Ms. Therese Hadwin) as they completed data collection and data analyses for a study evaluating white-tailed deer preference of various types of seed mixes used to establish food plots. These students had opportunities to present this research at the ANS Research Symposium, the Louisiana Tech Undergraduate Research Symposium, and the Louisiana Association of Professional Biologists' Research Symposium.

In addition to my teaching and research accomplishments, I have been able to serve on many committees at the school, college, and university level, supported several student and faculty organizations, and have volunteered with several groups and organizations. Enclosed with this statement are information and documents supporting my nomination for the Virgil Orr Junior Faculty Award. If you have further questions, feel free to contact me via phone (318.257.2947) or email (hadams@latech.edu).

Sincerely,



Heidi L. Adams

Assistant Professor of Wildlife Habitat Management

Certified Wildlife Biologist[®]

Frank Merritt Endowed Professor of Forestry

School of Agricultural Sciences & Forestry, Louisiana Tech University

Courses Taught and Ratings of Instructor (ROI) for Heidi L. Adams, 2014 - Present

Quarter	Course	Credit Hours	ROI on Student Evaluations*
Fall 2014	FOR 111: Intro. to Forestry & Wildlife Management	2	3.8 (11 of 14)
	GISC 250: Intro. to GIS (assisted W. Palmer)	3	-NA-
Winter 2014-15	GISC 250: Intro. to GIS	3	3.3 (20 of 26)
Spring 2015	FOR 230: Biology of Forest Plants	3	3.3 (12 of 18)
	WILD 347: Wildlife Techniques	3	3.8 (14 of 15)
Summer 2015	FOR 310: Forest Sustainability & Recreational Use	2	-NA-
Fall 2015	FOR 111: Intro. to Forestry & Wildlife Management	2	3.6 (27 of 31)
	WILD 314: Wildlife Habitat Eval. & Management	3	2.3 (16 of 18)
	GISC 250: Intro. to GIS	3	3.3 (22 of 30)
Winter 2015-16	WILD 445: Biology of Wild Animals	3	3.6 (8 of 9)
	BISC 530C: Graduate Biology of Wild Animals	3	-NA-
Spring 2016	FOR 230: Biology of Forest Plants	3	3.6 (17 of 38)
	WILD 347: Wildlife Techniques	3	— (0 of 13)
Summer 2015	FOR 310: Forest Sustainability & Recreational Use	2	-NA-
Fall 2016	FOR 111: Intro. to Forestry & Wildlife Management	2	3.6 (10 of 43)
	WILD 314: Wildlife Habitat Eval. & Management	3	3.7 (10 of 21)
	BISC 535: Current Topics in Biological Sciences	1	-NA-
Winter 2016-17	WILD 360: Wildlife Policy & Law	1	4.0 (4 of 21)
	WILD 450: Biology of Wild Animals	3	4.0 (1 of 11)
Spring 2017	FOR 230: Biology of Forest Plants	3	3.8 (8 of 48)
	WILD 347: Wildlife Techniques	3	3.5 (4 of 24)
Summer 2017	FOR 310: Forest Sustainability & Recreational Use	2	-NA-
Fall 2017	FOR 111: Intro. to Forestry & Wildlife Management	2	3.8 (4 of 35)
	WILD 314: Wildlife Habitat Eval. & Management	3	3.0 (7 of 30)
	ANSC 309: Animal Anatomy & Physiology (Lab)	1	2.0 (1 of 12)
Winter 2017-18	FOR 301: Forest Ecology	3	2.9 (13 of 30)
	WILD 360: Wildlife Policy & Law	1	— (0 of 14)
	WILD 450: Biology of Wild Animals	3	4.0 (1 of 16)
	WILD 550: Graduate Biology of Wild Animals	3	-NA-
Spring 2018	FOR 230: Biology of Forest Plants	3	3.8 (8 of 45)
	WILD 347: Wildlife Techniques	3	3.7 (6 of 16)
Summer 2018	FOR 310: Forest Sustainability & Recreational Use	2	-NA-
Fall 2018	WILD 314: Wildlife Habitat Eval. & Management	3	4.0 (10 of 30)
	WILD 350: Wildlife Anatomy	3	4.0 (2 of 16)
Winter 2018-19	WILD 360: Wildlife Policy & Law	1	4.0 (9 of 25)
	WILD 450: Biology of Wild Animals	3	4.0 (6 of 24)

Quarter	Course	Credit Hours	ROI on Student Evaluations*
Spring 2019	FOR 230: Biology of Forest Plants	3	3.6 (11 of 46)
	WILD 347: Wildlife Techniques	3	4.0 (2 of 12)
Summer 2019	FOR 310: Forest Sustainability & Recreational Use	2	-NA-
Fall 2019	WILD 314: Wildlife Habitat Eval. & Management	3	3.5 (6 of 31)
	WILD 350: Wildlife Anatomy	3	4.0 (4 of 16)
Winter 2019-20	WILD 360: Wildlife Policy & Law	1	4.0 (5 of 30)
	WILD 450: Biology of Wild Animals	3	4.0 (4 of 21)
	WILD 550: Graduate Biology of Wild Animals	3	-NA-
	FOR 420A: Bottomland Hardwood Research	1	— (0 of 8)
Spring 2020	WILD 314: Wildlife Habitat Eval. & Management	3	TBD
	WILD 347: Wildlife Techniques	3	TBD

*Student evaluations are not conducted during summer quarters or for graduate-level courses.

Beneficial Activity Descriptions

Louisiana Tech Students

Undergraduate Student Advising, School of Agricultural Sciences and Forestry

I began advising undergraduate student Winter Quarter 2014-2015. Since then, I have advised 63 students enrolled in the Louisiana Tech Forestry Program. A large majority of these students are concentrating in Wildlife Habitat Management (WHMG). (The other concentration is Forest Management [FORM], which focuses on the timber production aspect of Forestry.) Including myself, there are seven faculty members advising students enrolled in the Bachelor of Science in Forestry (BSF) curriculum. I am, however, the only one with a specialization in wildlife habitat management. Thus, many students choosing the WHMG concentration are either assigned to me as their academic advisor or specifically request me. As a result, I often have 50% more undergraduate advisees than my fellow Forestry faculty members. I am willing to do this because the students often prefer having an advisor knowledgeable in the professional field in which they are interested to give more focused advice on how to proceed through their curriculum and subsequent career.

Bachelor of Science in Forestry – Wildlife Habitat Management Concentration

Upon the start of my employment at Louisiana Tech, my primary goal was to restructure the WHMG concentration to allow students the opportunity to become an Associate Wildlife Biologist[®] (AWB), and, subsequently, a Certified Wildlife Biologist[®] (CWB) through The Wildlife Society (TWS). At the time, the concentration exhibited some redundancy with courses included in the BSF Forestry Core. There were also vital classes absent from the concentration required by TWS for certification. Thus, I removed redundant courses to make space for those required courses.

The first course I developed was WILD 450 (Biology of Wild Animals). I simultaneously created a graduate-level version of this course, WILD 550 (Advanced Biology of Wild

Animals). A required course for certification should deal “solely with the science of mammalogy, ornithology, and/or herpetology.” In an ideal scenario, we would have faculty members specialized in each topic to teach each course independently. Since we do not, WILD 450/550 covers all three of these topics: the biology of (1) amphibians and reptiles, (2) birds, and (3) mammals. Species identification is also a component of this course. I am an ornithologist, thus teaching this course allowed me to learn herpetology and mammalogy.

As per the TWS certification requirements, students are required to take 6 semester credit hours in policy, administration, and law that contribute “to the understanding of social, political, and ethical decisions for wildlife and natural resources management.” FOR 310 (Forest Sustainability and Recreational Use, 2 semester hours) and FOR 480 (Professional Practice, 3 semester hours) were already part of the BSF curriculum, thus an additional 1-hour course was required. In response, I developed WILD 360 (Wildlife Policy and Law), a discussion-based course focusing on legislation and court cases at the state and federal levels.

In response to increasing student enrollment putting a strain on ANSC 309 (Anatomy and Physiology of Animal), I developed WILD 350 (Wildlife Anatomy) specifically for WHMG students. An additional goal of this course was to focus on all those animal groups students would encounter in their professional career (i.e., amphibians, reptiles, birds, and mammals); ANSC 309 deals solely with domestic animals, which are predominantly mammals. WILD 350 fulfills a course requirement under the Zoology category for TWS certification.

An additional requirement for wildlife biologist certification is at least one reference on a submitted application be a current CWB. Thus, I became a CWB to be a reference for them.

School of Biological Sciences Graduate Faculty

Faculty Advisor

Christopher Daniel Stelly (Graduated 23 Feb 2019)

Thesis: Selection of Natal Den Sites by Female Louisiana Black Bears in Louisiana USA

Colby Wayne Sharp (graduated 23 Feb 2019)

Thesis: Avian Use of a Bottomland Hardwood Afforestation Site in the Red River Alluvial Valley

Dustin Colby Champagne (anticipated graduation 22 May 2021)

Thesis: Density Estimation of Louisiana Black Bears in the Tensas River Basin, Louisiana, USA

Graduate Committee Member

Simon Richard Boycott (anticipated graduation 21 November 2019)

Thesis: Using Ecological Niche Modeling to Assess *Lithobates areolatus* Distribution in Louisiana

Louisiana Tech Student Chapter of The Wildlife Society

From January 2015 to present, I have served as the faculty advisor for the Louisiana Tech Student Chapter of The Wildlife Society. As the faculty advisor, I have assisted several

cohorts of executive officers and members develop the Society into a strong student organization. First, I assisted them with regaining their tax-exemption status with the IRS so they could do fundraisers for chapter events. I also helped them regain their “good standing” status with the TWS national syndicate. I have encouraged them to become involved in community service activities and they have rose to the occasion, helping with 2-3 events every year. Most notably, they provide environmental education booths at National Hunting and Fishing Day events in West Monroe, LA, as well as Earth Day events at Black Bayou Lake National Wildlife Refuge. Additionally, I encouraged them to begin attending the annual Southeastern Student Wildlife Conclave. This annual event is wildlife-based competition with up to 24 other colleges and universities from the southeastern United States. It involves intellectual and physical competitions, field training workshops, quiz bowl competitions, and networking events. Student members are now even attending local and state meetings to network with current wildlife professionals.

Louisiana Tech Women of Louisiana Forestry and Supporters

Within the Louisiana Tech Forestry Program, I saw the need to increase female student interaction and enrollment. The percent of enrolled female students ranges 15%-18%. This is a trend across Forestry programs in the United States. Based on a 2015 study, the average for most programs is approximately 16%. Thus, I organized quarterly dinner meetings with female forestry students so they could get to know one another and meet female forestry professionals. With such a small percentage of enrolled female students spread across four cohorts (i.e., freshmen, sophomores, juniors, and seniors), it was unlikely they’d have opportunities such as these otherwise. These meetings eventually led to the development of the Women of Louisiana Forestry and Supporters (WOLFS), a student organization currently advised by Dr. Laura Sims. In addition to this, I wrote and published an opinion article for the Louisiana Forestry Association’s *Forestry and People* magazine, titled “Girls can Enjoy Forestry just like the Guys.” The intent of the article was to increase interest in Forestry as a career among women and girls.

Lomax Geospatial Lab Hardware Replacement

In 2017, I received a Student Technology Fee grant to replace the out-of-date computers of the Geospatial Lab in Lomax Hall. Prior to this, computers in the lab were approximately five years old. The software need for students enrolled in GIS courses (ArcGIS) would often overload the computer systems, causing them to freeze or crash. The was an obvious annoyance for the students and instructors. At the time, the GIS professor position within the School of Agricultural Sciences and Forestry was vacant. Thus, I volunteered to write the proposal given my knowledge of the necessary hardware and software demands of the GIS courses. After the funds were received, I worked with Dr. Irene Casas to remove the old computers from the Geospatial Lab and install the new ones. This task took a majority of the Winter-to-Spring quarter break in 2018.

Louisiana Tech Faculty

School of Agricultural Sciences and Forestry

There are several committees within the School of Agricultural Sciences and Forestry on which I have served. As a member of the Recruiting committee, I have assisted with the recruitment of new students in several ways. First, I have attended career fairs with fellow faculty at Louisiana Tech University, Bossier Parish Community College, West Ouachita High School, Anacoco High School, Many High School, and Hornbeck High School. I have met with number prospective students during their visits to South Campus, discussing with them our BSF curriculum, student organizations, scholarship opportunities, as well as giving tours of our campus. I took part in an innovative recruiting strategy in which the School purchased contact information of students who had taken the ACT and expressed interest in a career in natural resources. This action led to a 300% increase in the Forestry Program's student enrollment. These students were sent flyers advertising our program, several of them of which ended up enrolling in our program. I have also met with prospective students at Time Out For Tech, as well as local and state FFA events. As a member of the Forestry Program's Scholarship Committee, I have worked with fellow faculty members in advertising our scholarship opportunities, reviewing applications, assigning funds, and planning the annual Lloyd P. Blackwell Forestry Scholarship Banquet. As a member of the Forestry Program's Assessment committee, I would review student-written management plans from the capstone course FOR 480 (Professional Practice). This annual review is essential to our 5-year review of the Society of American Foresters to maintain accreditation of our BSF curriculum. During summer 2017, I also served on the selection committee for the vacant Assistant/Associate/Full Professor of Animal Science/Veterinary Medicine. (Dr. Rebecca McConnico was subsequently hired to fill this position.) During fall 2017, I served as the chairperson of the selection committee for the Assistant Professor in GIS/Remote Sensing position. (Dr. Michael Crosby was subsequently hired to fill this position.)

College of Applied and Natural Sciences

I've had the opportunity to build professional relationships with several faculty members within the College of Applied and Natural Sciences in both areas of teaching and research. For instance, I have been involved with Dr. Jennifer Hill's internship program, a collaborative effort between Louisiana Tech and the Louisiana Universities Marine Consortium (LUMCON) to provide research experience for undergraduate students. Through this program I sponsored one undergraduate student this past summer (2019), but am planning to sponsor two additional student this summer (2020). I have collaborated in research with several faculty members from the School of Biological Sciences, submitting proposals to the Louisiana State Wildlife grant program and the Agriculture and Food Research Initiative's Sustainable Agricultural Systems grant program. Additionally, I served on the ANS Research Committee as a proxy for Dr. Laura Gentry.

Louisiana Tech University

I served on the University's 2030 Strategic Learning committee to help develop future advancement plans for Louisiana Tech. My involvement with the committee involved learning how other institutions supported teaching and research among their faculty, staff,

and students, and brainstorming with other committee members how Louisiana Tech could improve these techniques on our campus. This information was provided to University administrators to help form new goals for University advancement as part of the 2030 plan.

Louisiana Tech Community

Louisiana Tech Chapter of the Sigma Xi Scientific Research Honor Society

I have been an active member of the Louisiana Tech Chapter of the Sigma Xi Scientific Research Honor Society since 2015. During this time, I have served as the Chapter's secretary (2015-2018) and president (2018-present). As secretary, I maintained meeting and event records (information I later used to write our chapter's annual report to the national office), as well as attended a national meeting to maintain our Chapter's good standing. As president, I have worked to increase Chapter membership, schedule chapter meetings, advertise chapter events, and organize and secure funding for our Chapter's annual Distinguished Lecture. This past November, our Chapter received the First Place Chapter of the Year award. A major influence on our receiving this award was our Brown Bag Lunch seminar, a planning committee of which I've chaired for the last four years.

John D. Griffin Gardens and Ponds, Louisiana Tech South Campus

In 2014, I received an ANS Innovative Instruction grant to develop an interactive plant identification system for the John D. Griffin Garden. With this grant, two sets of plant identification placards with QR codes were installed in the Garden. Visitors can scan these codes with their smart phone to access information documents authored by students to learn more about plant species in the Garden. In 2017, I received a Lagniappe Ladies grant to establish the Lomax Pollinator Garden, the proposal of which was co-authored by Dr. Paul Jackson. The objective of the Garden is to promote the pollinator community (i.e., bees, butterflies, hummingbirds, etc.) on Louisiana Tech's South Campus. The Garden, which is located on the north side of Lomax Hall, serves as an educational extension of the John D. Griffin Gardens and Ponds.

Select Publications

Published Manuscripts

- Adams, H. L., W.L. Burger, Jr., and S. Riffell. 2015. Edge effects on avian diversity and density of native grass conservation buffers. *Open Ornithology Journal* 8:1–9.
- Adams, H. L., L. W. Burger, Jr., and S. Riffell. 2019. Influence of disturbance on breeding bird communities in agricultural conservation buffers. *Open Ornithology Journal* 12:16–29.
- Adams, H. L., R. E. Kissell, Jr., D. Ratajczak, G. Anderson, E. Warr, R. D. Applegate, L. Barrett, T. Lavacot, and D. A. Graves. 2020. Relationships between white-tailed deer density, harvest, and landscape metrics in Tennessee. *European Journal of Wildlife Research* 19.

Manuscripts in Preparation

- Stelly, C. D., and H. L. Adams. Selection of natal den sites by female Louisiana black bears in Louisiana, USA.
- Adams, H. L., and J. P. Adams. Evaluation of white-tailed deer preference among commercial food plot seed mixes.
- Sharp, C. W., H. L. Adams, and W. B. Patterson. Avian use of a bottomland hardwood afforestation site in the Red River Alluvial Valley, Louisiana, USA.

Grants

Funded

- Adams, H. L., and D. P. Jackson. 2017. Development of a pollinator garden on Louisiana Tech's South Campus. Lagniappe Ladies Grant. Funded 25 Sep 2017 (\$5,000.00).
- Adams, H. L. 2017. Updating spatial data lab computer hardware on South Campus. Louisiana Tech University Student Technology Fee Program Grant. Funded 27 Nov 2017 (\$36,739.03).
- Adams, H. Acquisition of a mammalian fur collection to aid in species identification among wildlife students. Louisiana Tech College of Applied and Natural Sciences Innovative Instruction Grant Program. Funded 21 Oct 2016 (\$484.94).
- Adams, H. L., and J. P. Adams. Evaluation of white-tailed deer preference and nutritional quality among commercial food plot seed mixes. College of Applied and Natural Sciences Faculty Research Mini-grant Program. Funded 9 Dec 2015 (\$865.66).
- Adams, H. L., and S. Murphy. Influence of forest management techniques on natal den site selection by female Louisiana black bears. McIntire-Stennis Cooperative Forestry Research Program. Funded 1 Dec 2015 (\$56,584.00).
- Adams, H. L., and W. B. Patterson. Avian use of a bottomland hardwood afforestation site in the Red River Alluvial Valley: assessment and management recommendations. McIntire-Stennis Cooperative Forestry Research Program. Funded 30 Jun 2015 (\$103,256.00).
- Adams, H. L., P. Jackson, W. B. Patterson, and W. Palmer. Use of innovative technology for plant identification at the John D. Griffin horticultural gardens and ponds. Louisiana Tech College of Applied and Natural Sciences Innovative Instruction Grant. Funded Nov 2014 (\$643.00).
- Adams, H. L. Relationships between white-tailed deer density, harvest, and landscape metrics in Tennessee. Louisiana Tech College of Applied and Natural Sciences Travel Grant to attend the 38th Annual Meeting of the Southeast Deer Study Group, Arkansas Game and Fish Commission, Little Rock, AR. Funded Nov 2014.

Not Funded

Maness, T., H. Adams, N. Clay, J. Earl, and D. Shepard. Assessment of management practices on restoration of shortleaf pine-oak-hickory habitat using multi-taxa monitoring. Louisiana State Wildlife Grant Proposal submitted 21 Mar 2019. Not funded (\$156,038.00).

Maness, T. J., and H. L. Adams. 2018. Winter habitat assessment of threatened grassland birds in north Louisiana. Louisiana State Wildlife Grant Proposal submitted 22 Mar 2018. Not funded (\$20,847.00).

Montgomery, W. A., H. Adams, M. Blazier, N. Clay, V. Corriher, L. Fultz, K. Han, J. Jennings, B. Macoon, P. Owens, W. Pitman, and E. Twidwell. 2018. Ecosystem management integrating under-utilized forage and grassland species within existing agricultural and forest landscapes. AFRI Sustainable Agricultural Systems Letter of Intent submitted Jun 2018. Not approved to continue through selection process.

Community Service Activities

St. Thomas Aquinas Catholic Church, Ruston, Louisiana

For the past four years, I have volunteered as the 3rd Grade Parish School of Religion (PSR) instructor at St. Thomas Aquinas. As the instructor, I prepare and teach lessons every Sunday that are in accordance with learning objectives set by the Diocese of Shreveport. I am also a member of the St. Thomas Aquinas choir. This involves practicing hymns with my fellow choir members every Wednesday evening, then leading the 9:30 AM congregation in song every Sunday. Additionally, I am the director of the St. Thomas Aquinas Children's Choir. Every Wednesday, I meet with children from our parish to teach them songs they will later sing during a Catholic mass.

Community Environmental Education

I organized and managed environmental education experiences at events at Black Bayou Lake National Wildlife Refuge and National Hunting and Fishing Day (in West Monroe, LA). I served as a judge for regional FFA competitions held on Louisiana Tech's South Campus. I presented seminars related to backyard bird identification and management to the Emmanuel Baptist Just Over Youth organization, Ruston Kiwanis, the Ruston Quota Club, the St. Thomas Aquinas Catholic Church Women's Guild, the Louisiana Tech Early Childhood Education Center, as well as various troops of Boy and Girl Scouts.

National Wild Turkey Federation

Since 2017, I have been a part of the planning committee for the annual banquet of the North Central Louisiana Chapter of the National Wild Turkey Federation, which is held every spring at the Ruston Civic Center. My involvement involves finding corporate sponsors, collecting raffle and auction items (both silent and live), and organize student volunteers to serve the event's dinner.



LOUISIANA TECH UNIVERSITY

SCHOOL OF FORESTRY

FACULTY PERFORMANCE REVIEW

ACADEMIC YEAR 2014-2015

NAME: Heidi L. Adams

RANK: Assistant Professor

APPOINTMENT: 9-month

GRADUATE FACULTY: Yes

INSTRUCTION & ADVISING	meets expectations for rank and assignment
RESEARCH	meets expectations for rank and assignment
SERVICE	meets expectations for rank and assignment
COLLEGIALITY	meets expectations for rank and assignment

Your appointment as Assistant Professor includes instruction and advising, research, service, and collegiality. Your performance in each of these areas is discussed below.

In the area of Instruction and Advising, students from your fall and winter courses in FOR 111 and GISC 250 provided positive feedback about the courses. Your "Rating of Instructor" on your Student-Faculty-Evaluation-Surveys during this evaluation period was very good. In FOR 111 you received a 3.8 and in GISC 250 you received a 3.3. Both scores exceed the required standard of 3.0. While advising is a little daunting at first, you seemed to adapt well and sought advice from your peers. I encourage you to continue to familiarize yourself with the curricula, sequencing of courses, and our advising procedures. You and your colleagues proposed and received an ANS Innovative Instruction grant to improve plant identification at the John D. Griffin Horticultural Gardens and Ponds which should benefit both students and the community.

In the short period of time you have been on the faculty, your research productivity has been consistently improving. You published one Category 1 journal article in the Open Ornithology Journal and have several others planned for submission. You have actively pursued research opportunities by seeking collaboration with local and regional scientists and have secured a data set on the Cerulean Warbler that should lead to several publications and potentially additional

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proposals. Your willingness to attend a strategic grant development writing workshop last November in Baton Rouge should help in your efforts to seek research funding and improve your success in grant writing.

You had two grant proposals under review so far this year. One proposal was funded by the College and the other you just submitted to the Louisiana Department of Wildlife and Fisheries State Wildlife Grants Program and it is still under review. I encourage you to prepare a proposal for the National Program Leader for the Division of Environmental Systems at the National Institute of Food and Agriculture who approves all McIntire-Stennis Cooperative Forestry Research Program proposals so that he can approve a project that will support graduate students.

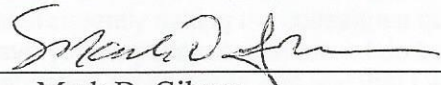
You also gave a presentation at the annual meeting of the Southeast Deer Study Group in February. I encourage you to continue with proposal preparation and submission, manuscript preparation, and presentation of results during the coming year. You are performing above the encouraged level in the area of research and scholarly activity.

Your service activities included taking over as advisor of the Louisiana Tech Student Chapter of The Wildlife Society. I sincerely appreciate your efforts in mentoring our students in this professional group. Your participation in the Louisiana Tech Chapter of Sigma Xi is also appreciated and your willingness to work with area teachers through the SciTEC program is commendable. Also, your assistance with our student recruiting efforts has been a big help, especially with young women looking at careers in Forest Management and Wildlife Habitat Management.

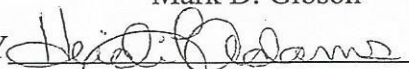
Your working relationship with your colleagues is excellent as indicated by a rating of “meets expectations” from 100 percent of your colleagues on all four major areas of collegiality. You have worked cooperatively with others in all of your activities. I encourage you to continue to perform at or above your current levels in instruction and advising, research, service, and collegiality.

You clearly meet expectations for rank and assignment at the required level in instruction and advising, research and scholarly activity, service, and collegiality and are performing at the encouraged level in many areas. Keep up the good work.

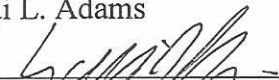
During this evaluation, we have discussed your accomplishments for the time you have been employed and your goals for the 2015-2016 evaluation period. I concur with the goals you have set, as well as those I have mentioned above. By signing below you are confirming that your annual evaluation has been completed and that you have been informed of the rating. If you do not agree with this rating, you may submit a rebuttal of the evaluation to me. A copy of the rebuttal will be placed in your personnel file and a copy will be sent to the Dean.

DIRECTOR 
Mark D. Gibson

DATE 3/30/2015

FACULTY 
Heidi L. Adams

DATE 3/30/2015

INTERIM DEAN, ANS 
William J. Campbell

DATE 4-21-15



LOUISIANA TECH UNIVERSITY

SCHOOL OF FORESTRY

FACULTY PERFORMANCE REVIEW

ACADEMIC YEAR 2015-2016

NAME: Heidi L. Adams

RANK: Assistant Professor

APPOINTMENT: 9-month

GRADUATE FACULTY: Yes

INSTRUCTION & ADVISING	meets expectations for rank and assignment
RESEARCH	meets expectations for rank and assignment
SERVICE	meets expectations for rank and assignment
COLLEGIALITY	meets expectations for rank and assignment

Your appointment as Assistant Professor includes instruction and advising, research, service, and collegiality. Your performance in each of these areas is discussed below and summarized above.

In the area of Instruction and Advising, your "Rating of Instructor" (ROI) on your Student-Faculty-Evaluation-Surveys during this evaluation period was very good averaging 3.32 overall. Spring evaluation scores in FOR 230 and WILD 347 exceed the required standard of 3.0. Though summer courses are not evaluated, student feedback was outstanding for FOR 310. Students from your fall 2016 course in FOR 111 provided positive feedback about the course (ROI 3.6). Feedback on your WILD 314 course was less than satisfactory (ROI 2.3), but we have discussed possible reasons for that and you are planning to make adjustments that should address student concerns. I also believe the students had some unrealistic expectations regarding what the course was designed to accomplish. Winter course evaluations were 3.3 and 3.6 for GISC 250 and WILD 445, respectively. Advising was a little daunting at first, but you seemed to adapt well and are doing a fine job. I encourage you to continue to familiarize yourself with the curricula, sequencing of courses, and our advising procedures.

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Your research productivity this year has been consistently improving. You submitted one Category 1 journal article to the *Journal of Wildlife Management* and are working on others planned for submission. You have actively pursued research opportunities by seeking collaboration with local and regional scientists and you had three grant proposals funded. One proposal was funded by the College Research Mini-Grant program and the other two were funded by the National Program Leader for the Division of Environmental Systems at the National Institute of Food and Agriculture, McIntire-Stennis Cooperative Forestry Research Program. Through these grants you obtained funding for a graduate student who should help move your research forward.

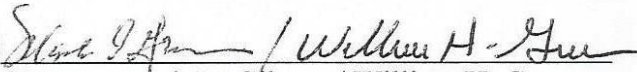
You also gave several presentations for the Sigma Xi Scientific Research Society brown bag luncheons and ANS Day. I encourage you to continue with manuscript preparation and presentation of results during the coming year. You are performing above the encouraged level in the area of research and scholarly activity.

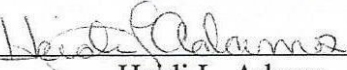
Your service activities included acting as advisor of the Louisiana Tech Student Chapter of The Wildlife Society. I sincerely appreciate your efforts in mentoring our students in this professional group. Your participation in the Louisiana Tech Chapter of Sigma Xi is also appreciated and your willingness to work with area teachers through the SciTEC program is commendable. Also, your assistance with our student recruiting efforts has been a big help, especially with young women looking at careers in Forest Management and Wildlife Habitat Management. Those recruiting efforts have led to one of the largest group of admitted freshmen that we have seen in many years.

Your working relationship with your colleagues is excellent as indicated by a rating of “meets expectations” from all but one of 19 of your colleagues on all four major areas of collegiality. You have worked cooperatively with others in all of your activities. I encourage you to continue to perform at or above your current levels in instruction and advising, research, service, and collegiality.

You clearly meet expectations for rank and assignment at the required level in instruction and advising, research and scholarly activity, service, and collegiality and are performing at the encouraged level in many areas. Keep up the good work. At this rate, you should easily qualify for tenure and promotion.

During this evaluation, we have discussed your accomplishments for the time you have been employed and your goals for the 2016-2017 evaluation period. I concur with the goals you have set, as well as those I have mentioned above. By signing below you are confirming that your annual evaluation has been completed and that you have been informed of the rating. If you do not agree with this rating, you may submit a rebuttal of the evaluation to me. A copy of the rebuttal will be placed in your personnel file and a copy will be sent to the Dean.

UNIT HEAD  DATE 4/12/16
 Mark D. Gibson / William H. Green

FACULTY  DATE 4/12/2016
 Heidi L. Adams

DEAN, ANS  DATE 4/29/2016
 Gary A. Kennedy



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Date: April 3, 2017
To: Dr. Heidi L. Adams
From: A. Gordon Holley, Interim Forestry and GIS Program Chair
Re: 2017 Annual Evaluation

Instruction: In the area of Instruction and Advising, your "Rating of Instructor" on faculty evaluations was very good, averaging 3.78, which exceeds the "encouraged" standards for tenure and promotion. You have developed some interesting lab exercises that really get your students engaged in learning. Your contribution to instruction in the Forestry program is appreciated and your dedication to quality education will serve you well when the time comes for tenure and promotion. Your work in student advising is excellent and you are quickly becoming one of the most effective advisors in the program. Keep up the good work

Meets Expectations for Rank and Assignment in Instruction

Research/ Scholarly

Activity: I commend you for supervising two graduate students (Stelly and Sharp). Your dedication to their studies was evident by Mr. Stelly's first place and Mr. Sharp's third place in the Louisiana Tech Graduate Student Research Symposium in the poster division. Also, I believe our faculty already chairing graduate students helps us get one step closer to developing a graduate program in the School. As these students graduate in the coming year, I encourage you to encourage them to publish their work in peer-reviewed venues to ensure your Category 1 publications for tenure and promotion. You submitted one Category 1 journal article to the *Journal of Wildlife Management* and have been active in presenting your research through several venues. You have actively pursued funding opportunities with three grant proposals, one of which was successful.

Meets Expectations for Rank and Assignment in Research/Scholarly Activity.

Service: Your service activities included acting as advisor of the Louisiana Tech Student Chapter of The Wildlife Society. I sincerely appreciate your efforts in mentoring our students in this professional group. It is good to see the Chapter being active again after it languished for so many years before your arrival. Your work to develop the Women in Natural resources group is commendable and should be an important tool in recruiting

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young women into the School. Also, your assistance with our student recruiting efforts has been a big help, especially with young women looking at careers in Forest Management and Wildlife Habitat Management. Those recruiting efforts have led to the largest group of student in at least 10 years. I appreciate that whenever a potential student visits, you always find a way to spend time with them and make them feel welcome to the program. I also appreciate your time and effort in attending career fairs across Louisiana and Arkansas. Keep up the good work!

Meets Expectations for Rank and Assignment in Service

Collegiality: Your working relationship with your colleagues is excellent as indicated by a rating of "meets expectations" from 100 percent of your colleagues on all four major areas of collegiality. I appreciate the enthusiasm with which you take on new assignments and work cooperatively with others. You have made an effort to work with Agricultural Sciences faculty to strengthen and unify the new School of Ag Sciences and Forestry. Your collegial nature makes my job much easier and enjoyable.

Meets Expectations for Rank and Assignment in Collegiality

Summative Evaluation: Meets Expectation for Rank and Assignment

Your goals for the next evaluation period are appropriate for the support of the school, college, and university.

I am requesting the following for the next evaluation year:

1. Follow-up with the Category 1 manuscript submitted to various journals so you may be qualified to be promoted to Associate Professor in the coming years.
2. Continue to prioritize recruiting new students into the program.

During this evaluation, we have discussed your goals for the 2017-2018 evaluation period and I concur with the goals you have set as well as those I have mentioned above. By signing below you are confirming that your annual evaluation has been completed and that you have been informed of the rating. If you do not agree with this rating, you may submit a rebuttal of the evaluation to me. A copy of the rebuttal will be placed in your personnel file and a copy will be sent to the Dean

Faculty: _____ Date _____
Dr. Heidi L. Adams

Interim Program Chair: _____ Date _____
Dr. A. Gordon Holley

Unit Head: _____ Date _____
Dr. William H. Green

Dean, ANS: _____ Date _____
Dr. Gary A. Kennedy



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Date: March 16, 2018

To: Dr. Heidi L. Adams

From: Dr. T. Eric McConnell, Interim Academic Program Chair

RE: 2018 Annual Evaluation

Instruction: Your student reviews were very favorable in all your courses. Congratulations on your Lagniappe Ladies proposal that was funded in partnership with Dr. Jackson. I am very grateful for your teaching of FOR 301. The quarter-long experiment provided the students insight into proposal development as well as gathering and interpreting data. This is quite valuable in their professional development. Students responded positively to your new format in WILD 360, where critical thinking and communication were stressed over simply reciting lecture materials. The quality of students in the Wildlife Habitat Management program is a testament to your enthusiasm for instruction.

Meets Expectations for Rank and Assignment in Instruction

Research: Your efforts are on track for being considered for promotion with tenure to Associate Professor. You continue to serve as major professor for two graduate students, who have consistently produced award winning studies. Your interdisciplinary collaborations are yielding multiple proposals. Congratulations on becoming a Certified Wildlife Biologist® through The Wildlife Society. You published nine Category 3 publications, many with student coauthors. Continue to encourage your students to seek peer-reviewed outlets for publication so that you meet the requirements for promotion with tenure to Associate Professor.

Meets Expectations for Rank and Assignment in Research

Service: Your outstanding work continues to build a diverse learning community here on South Campus. The student chapter of the Wildlife Society represented Tech admirably at conclave. It is wonderful to see our students participating in events such as these, which I believe are excellent opportunities for students to learn about their field and each other. You are also very active in FFA activities. Thank you so much for taking the lead to submit a Student Technology Fee proposal, which was fully awarded by the university. Updating our computing capacity was overdue, and this will undoubtedly provide us better means for delivering content in our classes. Congratulations!

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Meets Expectations for Rank and Assignment in Service

Collegiality: Your colleagues rated you as meeting expectations in all areas.

Meets Expectations for Rank and Assignment in Collegiality

Summative Evaluation: Meets Expectation for Rank and Assignment

Your goals for the next evaluation period are appropriate for the support of the School, College, and University.

I am requesting the following for the next evaluation year:

1. Continue to emphasize recruiting and retention for the Forestry program, such as "Women in Forestry."
2. Seek peer-reviewed outlets, including scientific journals, for your research outputs.

During this evaluation we have discussed your goals for the 2018/2019 evaluation period, and I concur with the goals you have set as well as those I mentioned above. Signing below is confirmation that your annual evaluation has been completed and you have been informed of your rating. If you disagree with this rating, you may submit a rebuttal of the evaluation to me. A copy of the rebuttal will be placed in your personnel file, and a copy will be provided to the Dean.

Faculty	_____	Date _____
	Dr. Heidi L. Adams	
Interim Program Chair	_____	Date _____
	Dr. T. Eric McConnell	
Unit Head	_____	Date _____
	Dr. William Green	
Dean, ANS	_____	Date _____
	Dr. Gary Kennedy	

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Date: April 1, 2019

To: Dr. Heidi Adams, Assistant Professor

From: William H. Green, Director School of Agricultural Sciences and Forestry

Re: Annual Evaluation

Instruction: Your teaching record is very commendable. You teach a large number of courses ranging from lower level to upper level and all evaluations are excellent. You have developed some unique laboratory projects and they have been well-received by the students. Your hard work to plan laboratory instruction sessions in various wildlife-related settings is very commendable. Your teaching and advising is very effective and students are receiving valuable information from you regarding their future endeavors. Your efforts are recognized as being a bright spot for our school.

Meets Expectations for Rank and Assignment in Instruction

Research/ You have been successful in securing grants which allowed you to mentor two graduate students. Their work with your mentoring, has led to journal articles being submitted and oral and poster presentations being presented. I encourage you to continue to seek funding and research opportunities that will keep you on track for promotion and tenure in the future.

**Scholarly
Activity:**

Meets Expectations for Rank and Assignment in Research/Scholarly Activity.

Service: Your service to Louisiana Tech and the community is very commendable. I commend you for advising the Louisiana Tech Student Chapter of the Wildlife Society and mentoring this group. You have revived this chapter and that is very commendable. You are also involved in Sigma Xi and this is very commendable. Your involvement in the Wildlife Conclave is an indication of your dedication to

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the Wildlife program. Your recruiting and advising is very commendable. You are always available to assist even though you are on a 9-month appointment. You have been an active participant in events such as the Ag Expo, FFA LDE's, FFA CDE's, and other school events. You are always available for visits from potential students and your efforts have resulted in a large increase in enrollment in the Wildlife Curriculum. You are always available for extra assignments and you keep an open line of communication with the director. Thank you for your service to the school.

Meets Expectations for Rank and Assignment in Service

Collegiality: The majority of your colleagues rate you as "meeting expectations" in all areas.

Meets Expectations for Rank and Assignment in Collegiality

Your goals for the next evaluation period are appropriate for the support of the school, college, and university.

I am requesting the following for the next evaluation year:

1. Continue out-reach efforts in securing research funding for the school.
2. Continue to recruit students for our school and try to develop new methods and ideas for recruitment.
3. Continue on course for promotion and tenure.

Summative Evaluation: Meets Expectation for Rank and Assignment

Faculty Member Heidi Adams Date 4/2/19

Unit Head William H. Lee Date 4/2/19

Dean _____ Date _____

If you disagree with this evaluation, you have the right to write a rebuttal which will be placed in your personnel file.



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Date: April 7, 2020

To: Dr. Heidi Adams, Assistant Professor

From: Rebecca S. McConnico, Interim Assistant Director School of Agricultural Sciences and Forestry

Re: Annual Evaluation

Instruction: You taught 6-8 credit hrs./quarter (F, W, Sp) as well as 2 hrs. of credit during the summer quarter. Courses ranged from introductory through upper level as well as 1 graduate level course. Most courses included a rigorous laboratory component. Students that chose to complete your teaching evaluations rated your courses as very good to excellent. Your course offerings are well-planned, well-received, and provide excellent hands-on experiences for our students as they develop their career paths in Forestry. Your efforts to provide graduate level teaching and engagement are commendable. Your students acknowledge your commitment to teaching and greatly appreciate your thoughtful and engaging mentorship. Your instruction efforts are considered a vital core asset to the school's overall mission.

Meets Expectations for Rank and Assignment in Instruction

Research/Scholarly Research: Your efforts to collaborate with other researchers within the university, provide research mentoring for students, and to pursue internal and external sources of research funding are exemplary. Efforts to continue your pipeline of productivity with avian, mammalian, and overall wildlife habitat/ecology research is laudable, encouraged, and continues to be a highlight of the school. You are encouraged to pursue opportunities to share the results of your peer-reviewed research in the national and/or international arena as these benefit the entire unit and university and will cultivate additional opportunities for further development in your highly valued area of expertise.

Meets Expectations for Rank and Assignment in Research/Scholarly Activity.

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Service: You assisted in numerous efforts to recruit students into the forestry program by participating in several community youth events (K-12), prospective student meetings, and freshmen orientation. Your involvement as advisor of The Wildlife Society (one of the most active student-run organizations on South campus) in working to fundraise to attend the Southeastern Wildlife Conclave is critical and much appreciated. Your assistance with hosting the Fall South Campus Seminar Speaker series, implementation of the new scholarship protocol, and in reviewing accreditation documents this year were invaluable. Your leadership with the Louisiana Tech Chapter of Sigma Xi Scientific Research Honor Society resulted in a First Place Chapter Excellence award due to your leadership, hard work, and dedication. You are always available to assist even though you are on a 9-month appointment. You are clearly a positive team-player with respect to productive participation in SASF unit activities.

Meets Expectations for Rank and Assignment in Service

Collegiality: The majority of your colleagues rate you as "meeting expectations" in all areas.

Meets Expectations for Rank and Assignment in Collegiality

Your goals for the next evaluation period are appropriate for the support of the school, college, and university.

I am requesting the following for the next evaluation year:

1. Continue research collaboration, out-reach efforts in securing research funding, and pursuing opportunities to present research on the national level.
2. Continue to recruit students for our school and continue to develop new methods and ideas for recruitment.
3. Continue to team-teach in courses benefitting cross-major opportunities to expand the breadth and reach of the Wildlife Habitat Management Program.

Summative Evaluation: Meets Expectation for Rank and Assignment

Faculty Member Hudson Adams Date April 8, 2020

Unit Head _____ Date _____

Dean _____ Date _____

If you disagree with this evaluation, you have the right to write a rebuttal which will be placed in your personnel file.