

2 **INTERDISCIPLINARY PROGRAM POLICY FOR THE**
3 **PRIMATE BEHAVIOR AND ECOLOGY MAJOR**
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5 The charter below should be considered in accordance with Academic Affairs Policy Statement
6 5-5.0.

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8 **I. Governance Structure**

9 Primate Behavior and Ecology (PBE) Major Charter. The PBE program provides students
10 with interdisciplinary perspectives on the relationships between nonhuman primates and the
11 environment in both captive and free-range settings. The program is unique in the United States
12 and is complemented by organized, faculty-mentored research and training efforts that take place
13 both on and off campus and may occur in international settings. The PBE program directly
14 supports Central’s mission “...to prepare students for responsible citizenship, responsible
15 stewardship of the earth, and enlightened and productive lives. Faculty, staff, students, and
16 alumni serve as an intellectual resource to assist central Washington, the state, and the region in
17 solving human and environmental problems.”

18 The PBE degree prepares students for graduate programs in anthropology, biology, and
19 psychology in general, and primate behavior, behavioral ecology, animal behavior, and related
20 fields in particular; for conservation careers in governmental and nongovernmental
21 organizations; or for careers working with primates kept in laboratories, zoos, and other captive
22 facilities.

- 23 A. Objectives: The PBE program has six objectives that promote students' understandings of
24 theoretical, methodological, and ethical issues in primatology.
- 25 1. Objective 1: To continue to provide students with a program of unparalleled national
26 prominence in the field of primatology through continued self reflection on the PBE
27 program, consideration of feedback provided by alumni, and active participation from
28 PBE faculty.
- 29 2. Objective 2: Provide PBE students with varied research experiences that include
30 opportunities for faculty-mentored research and/or internships with captive and free-
31 living primates.
- 32 3. Objective 3: Through the PBE curriculum and extracurricular research activities, to
33 demonstrate to PBE students the interdisciplinary nature of primatology, with
34 particular emphasis on the connections among biology, anthropology, and psychology
35 in the study of non-human primates.
- 36 4. Objective 4: Through the PBE curriculum and extracurricular research activities, to
37 orient PBE students to the taxonomic, ecological, and genetic diversity of species
38 classified in the order Primates.
- 39 5. Objective 5: To prepare PBE students for effective stewardship of earth through
40 faculty-mentored experiences that take place on and off campus and that may occur
41 abroad, and other research opportunities that expose students to ethical issues in
42 environmental sciences, including primatology.
- 43 6. Objective 6: To expose students to the conservation issues being addressed in
44 primatology and to relate these to broader conservation biology themes.

45 B. The PBE Major resides in the College of the Sciences.

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47 C. PBE Major Program Faculty

48 1. Program faculty eligibility: adjunct, tenured, or tenure-track CWU faculty members
49 whose scholarship, instruction, or service activities are in areas that support
50 primatology, ecology, and/or behavior are eligible to be program faculty. The
51 anthropology, psychology, and biology departments must each be represented by at
52 least one program faculty member.

53 a. Rights and Responsibilities: Program faculty engage in student advising and
54 recruitment, curriculum review and approval, nomination and election of the
55 Program Director, and program charter approval and amendment (including, if
56 deemed necessary, amendment of the definition of program faculty). All
57 decisions are transmitted through approval levels established through policies
58 of Academic Affairs. All program faculty members have voting rights.

59 2. Affiliate Faculty: includes the non-faculty director (if she or he does not hold a
60 faculty position) of The Chimpanzee and Human Communication Institute and
61 department chairs from anthropology, biology, and psychology. Affiliate members
62 have voting rights.

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64 D. The PBE Advisory Committee oversees the PBE major program.

65 1. The Advisory Committee consists of:

- 66 a. The PBE Program Director, who is a voting member of the Advisory
67 Committee.
- 68 b. The PBE program faculty members, who are voting members of the Advisory
69 Committee.
- 70 c. The non-faculty director of The Chimpanzee and Human Communication
71 Institute and the chairs of the anthropology, psychology, and biology
72 departments, who are voting members of the Advisory Committee.
- 73 d. The Dean of the College of the Sciences or the Dean's designee serves as a
74 non-voting member of the Advisory Committee.
- 75 e. Other special appointments may be made to the Advisory Committee upon
76 approval of the program faculty.
- 77 2. The PBE Advisory Committee shall meet at least quarterly.
- 78 3. The PBE Advisory Committee shall advise the Program Director on matters relating
79 to:
- 80 a. development and amendment of the program charter
- 81 b. expenditures from annual budget allocated to the program by the Dean
- 82 c. curriculum and assessment
- 83 d. strategic planning and budgeting
- 84 e. student recruitment
- 85 f. program review
- 86 g. faculty review requests
- 87 h. resource development

88 E. PBE Program Director

89 1. Eligibility, selection, and term of service

- 90 a. The Director must be a member of the program faculty.
- 91 b. The Director is nominated and elected by the program faculty.
- 92 c. The election is approved and the Director appointed by the Dean of the
- 93 College of the Sciences.
- 94 d. The Director will serve a three-year renewable term, subject to the terms of
- 95 CBA.

96 2. Program Director Duties

- 97 a. Schedule and set agenda for the PBE Advisory Committee meetings and for
- 98 other PBE meetings
- 99 b. Monitor the currency of the program charter and propose amendments as
- 100 needed
- 101 c. Ensure that the chairs of psychology, biology, and anthropology and the
- 102 directors of the Chimpanzee and Human Communication Institute are kept
- 103 informed of PBE activities and status
- 104 d. Oversee the PBE program curriculum and assessment
- 105 e. Engage in and coordinate strategic planning
- 106 f. Conduct program budget planning and oversight
- 107 g. Organize student recruitment
- 108 h. Carry out program review (every three years)

- 109 i. Schedule and coordinate course offerings and locations in consultation with
- 110 anthropology, biology, and psychology department chairs
- 111 j. Initiate and conduct faculty recruitment and negotiation with department
- 112 chairs and the Dean to fulfill staffing needs
- 113 k. Fulfill other duties as assigned by the PBE Advisory Committee

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115 F. Resource Allocation

116 1. Viability of the PBE Major

- 117 a. The program will be considered viable if there are two PBE majors who
- 118 graduate each year or the program generates five or more FTEs each year.

119 2. Operating Budget

- 120 a. A ledger-one base budget has been established for the PBE major.
- 121 b. The budget will managed by the PBE Program Director, with oversight from
- 122 the Dean of the College of the Sciences. The Dean is the principle budget
- 123 authority.
- 124 c. The Dean of the College of the Sciences will solicit annual budget requests
- 125 from the PBE Program Director.

126 3. PBE Program Director Compensation

- 127 a. The Program Director is compensated through reassignment of load.
- 128 b. The reassignment level is determined by the Dean based on factors that
- 129 include:
 - 130 i. Effort required to initiate a new program

- 131 ii. Level and complexity of the program
- 132 iii. Size of the program relative to other interdisciplinary major
- 133 programs measured as the number of declared majors in the
- 134 program
- 135 iv. One contact hour per quarter is the minimum reassignment for a
- 136 viable program
- 137 4. Assignment of faculty for instruction
- 138 a. Responsibility for reappointment, tenure, promotion, post-tenure review, and
- 139 evaluation recommendations will reside within the academic department to
- 140 which the faculty member is assigned (usually anthropology, psychology, or
- 141 biology).
- 142 b. Program faculty members undergoing evaluation may be independently
- 143 reviewed by the PBE Program Advisory Committee and/or the PBE Program
- 144 Director.
- 145 c. An individual faculty member be regularly assigned to the PBE major
- 146 program by the Dean in consultation with the faculty member, her or his
- 147 department chair, and the PBE Program Director.
- 148 d. Justification of a new or replacement faculty position may include ongoing
- 149 assignment to the PBE program.
- 150 e. Faculty members whose primary appointment is in the PBE program will be
- 151 evaluated for reappointment, tenure, promotion, and/or post-tenure review by
- 152 the tenured, voting members of the PBE Advisory Committee.