**4f. Organization and Management**: Present the plans for the organization and management of the NRT project, including theresponsibilities of key personnel and reporting lines. Describe how the leadership team will foster a sense of community amongproject participants (faculty, trainees, the evaluator, staff, and collaborators) through activities and practices. The PI must possessthe scientific, teaching, and mentoring expertise and the project management experience necessary to lead and administer the NRT.Projects should include a half- to full-time NRT Project Coordinator as a member of the management team. Proposers shouldidentify formal mechanisms for recurring, substantive communication with administrators (e.g., department chairs, college deans,graduate school dean(s), and others) about the NRT’s progress and any institutional barriers.

1 page

The faculty involved in this grant as PIs and Co-PIs will comprise the leadership team. They already are fairly well-connected (Kwit spans two involved departments, O’Meara has served on committees for PhD students of Moulton and Kalisz, Staton, Kalisz, and O’Meara are all affiliated with NIMBioS, and so forth). O’Meara as PI will help ensure the project meets its goals, but the team member who will serve ideally as a bridge between communities, both in and off campus, will be Kwit. Kwit’s recent research spans areas from warbler winter habitat management in the Bahamas, bioenergy sustainability of switchgrass as a biofuel crop, oak savanna restoration, climate change vulnerability indices for conservation, and animal-mediated seed dispersal, and he is a joint appointee in the Department of Forestry, Wildlife, and Fisheries in the College of Agricultural Sciences & Natural Resources and the Department of Ecology and Evolutionary Biology in the College of Arts and Sciences, both at the U. of Tennessee. He thus would be the ideal resource for students in this program, and will be receiving a month of summer salary per year to enable his time to be used for this. Note that while is his currently an assistant faculty member, he is expected to receive tenure by the start date of the grant. We envision hiring a half time staff person to serve as Project Coordinator. This person would report to Kwit and O’Meara, and would be responsible for overseeing steady progress of the students and handling connections between them and internship opportunities. Evaluations will be handled by East Main Evaluation and Consulting, LLC: Dr. Barbara Heath will be leading this group, but may be assisted by staff or interns within her group.

A sense of community will be fostered organically through overlapping courses and workshops taken by students and taught by faculty. We will also have two social gatherings per year: one in February at the time of recruiting, and one at the end of the academic year. These will feature core students and their families, recruited applicants (in Feb.), the leadership team, and other members of the involved departments. We will also create a web site and chat room for the project. The chat room especially will allow participants to discuss issues as they arrive, celebrate successes, and ask for advice. The technology we would use today is a service such as Slack or Gitter; given the anticipated start date for the grant approximately 1.5 years in the future, these particular services may have been replaced but we will use the equivalent at that time.

Continuing our existing conversations with department heads, deans, and other administrators will be essential to the project’s success and sustainability after the end of NSF funding. TODO: Plan for this