

Faculty Evaluation Committee Recommendation

Academic Unit: Ecosystem and Conservation Sciences
Prepared by: Dr. Bruin Griz, FEC Chair
Candidate: Dr. Kodiak Bear, Research Associate Professor
Review Type: Normal (salary increment)
Date: November 12, 2026

Dear Dr. Bear,

The Faculty Evaluation Committee has reviewed your Individual Performance Record covering AY 2024–2026, applying the Ecosystem and Conservation Sciences Unit Standards for Research Faculty and the CBA §10.110(3)(a) rating scale (less than normal / normal / above normal / outstanding).

Teaching: Not applicable, consistent with the Role Description on file for this appointment.

Research/Creative Scholarship — Rating: OUTSTANDING. You published three peer-reviewed articles (Journal of Wildlife Management, 2025 [2]; Conservation Biology, 2026), served as PI on a \$310,000 USFWS grant renewed for a second cycle, and delivered an invited presentation to the Montana Chapter of The Wildlife Society. This exceeds the unit standard's “above normal” threshold and meets the “outstanding” threshold of sustained, externally funded, nationally visible productivity.

[\[Additional discussion, analysis, justification, etc.\]](#)

Service — Rating: NORMAL. You served on the unit's Graduate Admissions Committee and mentored two graduate research assistants, meeting the unit standard's baseline service expectation for this appointment.

[\[Additional discussion, analysis, justification, etc.\]](#)

Application of the CBA Rating Standard

With teaching not applicable, the Committee applied the rule to the two rated areas: outstanding in scholarship, normal in service. The Committee finds this satisfies the CBA's alternate merit pathway (“outstanding performance in at least one area, and normal performance in the remaining area(s) of assigned duties”), applied here to the areas actually assigned under this appointment.

Recommendation

1. Retention: The Committee recommends retention.
2. Salary Increment: The Committee recommends a **merit** increment.
3. Promotion: Not applicable this cycle.
4. Tenure: Not applicable — research faculty appointments are non-tenurable under Policy 350.

This recommendation reflects the unanimous vote of the Committee (3-0).

Sincerely,

Dr. Bruin Griz

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FEC Chair

Ecosystem and Conservation Sciences

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