

CALS ACADEMIC PLANNING COUNCIL

September 19, 2017

1:00 PM-2:30 PM

1220AB DeLuca Biochemical Sciences Building, 440 Henry Mall

Present: John Shutske, Katherine Curtis, Patrick Krysan, Guy Groblewski, Karen Wassarman, Marv Wickens, Jon Roll, Alan Turnquist, Brian Kirkpatrick (for Hasan Khatib)

Absent: Doug Soldat, Tim Van Deelen, Dietram Scheufele, Jeri Barak-Cunningham, Paul Mitchell

Ex Officio: Dick Straub, Bill Barker, Nikki Bollig, Megan Grill

Guests: Mark Rickenbach, Kara Luedtke

Minutes: Megan Grill

Kate called the meeting to order at 1:02 pm.

Kate noted we have an unusual situation with membership because Hasan Khatib, Dietram Scheufele, and Paul Mitchell are on sabbatical for the fall semester. Brian Kirkpatrick will substitute for Hasan Khatib. Bret Shaw will substitute for Dietram Scheufele but was unavailable for this meeting. An alternate for Paul Mitchell was not named at the time of the meeting.

Introduction to APC

Kate referenced the Introduction to APC document in Box and gave an overview of the committee. Kate reminded members that they represent their division, not just their department, and encouraged members to communicate with all departments chairs included in their division.

Kate gave a preview of the items that will come before APC in the coming year including program reviews. Nikki Bollig shared that the departments of Agricultural and Applied Economics and Life Sciences Communication have reviews currently underway that will come to the APC this year.

No revisions to current agenda

Karen moved to approve May 16 minutes; Marv seconded; minutes approved

Consent Agenda

There are no consent agenda items for today's meeting.

Kate explained the use of the consent agenda items and confirmed that members will still see all documentation related to the item in Box. Any member may request that an item be moved from consent at the beginning of the meeting if they would like to discuss it in more depth.

Action and Discussion Items

Report from the Org Redesign Committee (discussion)

Kate provided background for the Redesign process. She explained that this project is in response to local and global trends that are causing the college to restructure in order to allocate resources in the most efficient way. The chancellor has also called on schools and colleges to find new sources of revenue, and this will go hand in hand with the redesign.

Mark Rickenbach, co-chair of the Org Redesign Committee, gave an update of the committee's work so far. The committee has released a report which will be available in Box and was sent out in eCals. The report contains nine design principles and outlines three organizational models. The three models include a Mergers Model, a Theme-Based Divisional Model, and a Research-Based Divisional Model. Department chairs were able to provide feedback to Mark after he presented potential organizational models at the Department Chair's Retreat in August. Of the three models, the Mergers Model, and Research-Based Divisional Model received the most departmental support.

All of the proposed organizational models would assume a resource allocation model that would return at least 50% of 101 funding from vacant faculty positions directly to departments. The rest of the 101 funding would be allocated at the discretion of the dean with the APC potentially serving as an advisory body.

Is this a common resource allocation model on campus? L&S is an example of a different model, namely that 100% of 101 funding from vacant faculty positions returns to the departments, but they are also solely responsible for retention. This could be a challenge for smaller departments, where a single faculty member can make a large impact. Allowing the dean discretion to allocate a percentage of funds could address this potential issue.

What if faculty departures could be seen as a symptom of a problem? Would all of the funding would be returned in these instances? Funding returns would have a conditional aspect so the dean can serve as a check/balance.

What constitutes a small department? Mark answers that it is difficult to answer, but provides data contained in the report. Based on faculty numbers, LSC is considered the smallest department, but Mark acknowledges that the 101 fund allocation must be looked at as a whole, and not just based on faculty positions.

Leann Tigges, the other Org Redesign co-chair, presented to the Council on Academic Staff Issues recently. Kara said the main theme was concern about cuts to academic staff positions. Kate emphasizes that she does not anticipate that the project will result in immediate savings, and that it is intended to use resources more efficiently in the future. Kate would like to keep current employees although their jobs may change slightly. Kate says that the redesign will likely result in more career advancement opportunities for both academic and university staff.

Will the committee present the dean with several models for the redesign or one recommendation? Mark says that there will not be three models presented. There may be two models or a blended version of models.

What is the balance of teaching and research in these models? Mark answers that we are a research-based college and that this will likely be the focus. Kate notes that a teaching program that is not aligned with research would not be sustainable and would like to see models that support both.

The Org Redesign Committee will evaluate the feedback they have received so far and take this into consideration for their presentation at the All College Meeting on October 24. The committee will come back to the APC before or after the meeting for a check-in.

Establish Subcommittee to Coordinate APC 5-Year Review

Campus policy requires that the APC undergo a self-review at least once every 5 years. The last report was completed in 2013-2014. Although the report is not due yet, Kate notes three circumstances that suggest the need for earlier review: 1) unbalanced representation due to the departure of the departments of Landscape Architecture and Urban and Regional Planning; 2) the need for the Org Redesign project to be reflected in APC structure; and 3) the need to identify 5 substitute members this year without a process specifically outlined in the bylaws.

Kate calls for three members to conduct the APC self-review and requests that the subcommittee recommend a plan for ensuring consistent and appropriate membership. Kate would like the report delivered by the end of the year. John Shutske, Patrick Krysan, and Alan Turnquist volunteer for the subcommittee.

Other Agenda Topic Ideas/Suggestions for the Year

- USDA Civil Rights Review which is mandated by the Civil Rights Act of 1964
- Diversity & Inclusion. Kate says that campus is reacting to events that are both internal and external, but as a college, we would like to be more proactive in addressing issues.
- Faculty Mentoring Guidelines. An ad hoc committee that convened over the summer saw that the faculty mentoring practices called out in department reviews suggest that this is not consistent across the college. The deans would like to create a document that outlines best practices and guidelines for faculty mentoring and would like the APC to review before sharing more widely.
- Food Systems Certificate – proposal forthcoming.
- Program Reviews
- Center Discontinuations
- Budget Planning (including criteria/budget for retentions). APC is the body that advises the dean on resource allocation. Kate would like the APC to weigh in on whether there should be a ceiling on how much funding should be put back into retention of faculty.
- Cluster Hire process - cluster hires announced by campus are meant to address the need to increase revenue. Two calls will go out this year, and there will be a total of seven calls over the next five years. There will be an opportunity for deans to provide feedback about whether the process is meeting the needs of the college.

Kate calls on the committee for other potential items. Is there an external body that is responsible for reviewing the college? Kate notes that the Board of Visitors fulfills this role

in part. She explains the membership and role, and offers to bring more information to the committee.

How does the Equity and Diversity Committee overlap with other committees? Kate provides context about the membership and outlines the upcoming meeting schedule. Kate offers to provide more information about the committee to the APC.

Announcements

A subcommittee has been named to address the review of departmental criteria for post-tenure review. Doug Soldat, Tim Van Deelen, and Karen Wassarman will make up this subcommittee.

Campus requires that every department have a procedure that is reviewed periodically by the APC. The deans have already requested that departments submit their procedure, and the subcommittee will bring a summary of this to the APC. The documents will be available in Box once they have all been submitted.

Meeting adjourned at 2:32 pm.