

CALS ACADEMIC PLANNING COUNCIL

October 2, 2018

1:00 PM-2:30 PM

2321 DeLuca Biochemical Sciences Building, 440 Henry Mall

Present: Jane Collins, Claudio Gratton, Guy Groblewski, Chuck Kaspar, Hasan Khatib, Larry Meiller, Paul Mitchell, Nicole Perna

Absent: Erika Anna, Jeri Barak, Barb Ingham, Doug Soldat, William Tracy, Alan Turnquist

Ex Officio: Doug Reinemann, Dick Straub, Karen Wassarman

Guests: Tom Browne

Minutes: Megan Grill

The meeting was called to order at 1:01 pm.

The Agenda was revised to move the Update on AAE Profession Option MS program (formally QAE) to consent.

Minutes were reviewed from the Sept 18 APC Meeting.

There are edits to the minutes to indicate that Claudio Gratton was in attendance, and that Rick Lindroth was not. Megan will update the September 18, 2018 minutes.

Larry moved to approve with edits, Paul seconded; unanimously approved

Consent

1. Close Wisconsin Institute for Sustainable Agriculture (WISA)
2. Update on AAE Professional Option MS program (formally QAE)- moved to consent
 - Committee was reminded that the AAE proposal was approved by APC in the 2017-18 academic year. Since this approval the following minor changes were made:
 - The name has been changed from QAE (Quantitative & Applied Economics) to Profession Option.
 - Course swaps were made that allow all requirements to be fulfilled with AAE courses, but did not change the overall intent of the curriculum
 - The proposal has received a letter of support from the Department of Economics and L&S
 - The proposal will be reviewed by GFEC on October 5th and Karen Wassarman will attend the meeting along with the department chair and program director

Action and Discussion Items

1. CALS Redesign Update-Faculty Positions
 - Faculty positions have been in decline with a 15% decrease over the last 10 years
 - Between FY17-and FY19 there were 20 faculty departures, 6 of which can be attributed to faculty leaving for another institution.
 - The college has a goal to maintain and grow faculty numbers. At a minimum we will need to increase by 5% in the next 5 years, but would prefer to grow by 10%.
 - There are currently 12 faculty searches that have been approved by the Dean's Office

- There were 9 faculty hires in the previous year within the Departments of AAE, Biochemistry, C&E Soc, Dairy Science, Forest and Wildlife Ecology, LSC, and Soil Science.
- There may also be at least one if not two additional CALS faculty hires as part of a cluster hire in Metastructures of Viral Infection, which is shared with other colleges.
- The Provost's Target of Opportunity program is another mechanism for hiring faculty without a search, and is designed to bring underrepresented faculty to campus.
 - Campus resources available to support this initiative have grown in order to further incentivize these hires. Pre-tenure faculty salaries will be covered for 6 years, and then shared. Senior faculty salaries will be covered for 5 years, and then shared.
 - Hires based on underrepresented gender may qualify for this initiative, and departments will be asked to supply demographic information along with the request.
 - Dick is the contact for any questions related to the Target of Opportunity Hires.
- APC will no longer hear faculty hiring requests. Instead, the Dean's office will issue two calls for hiring, with the next call due at the end of December to align with 5 year plans.
 - The form to request faculty hires already went out as well as the form to request short term bridge or back-fill funding.
 - APC members commented that the process has been straightforward, but the challenge is in accruing enough start-up funds to be competitive.
 - APC members also think that this process has led to more conversations across departments that have a joint interest in a hire.
 - The first round of approved hires had a lot of qualifiers and the college won't be able to approve the same number of hires for every future call.
 - Departments are encouraged to take advantage of outside opportunities for hires, and work together to best leverage resources.

2. Implicit Bias Training Proposal

- Guest Tom Browne, Assistant Dean in CALS Academic Affairs, attended to represent the CALS Equity and Diversity Committee as a co-chair.
- The Equity and Diversity Committee was created 3 years ago and has developed some action items and goals that they have been working on implementing.
 - The first initiative to be implemented is a lunch and learn series, which has been successful and will be continued.
 - Last year, the committee asked each department to identify a diversity representative, and to choose an area in which this representative's focus will be most impactful.
 - This year, the committee is working on developing a recommendation for requiring Implicit Bias Training conducted through WISELI
 - The College of Engineering has adopted this training requirement and has received positive feedback.
 - APC members shared their experience with this training and similar trainings. The general consensus is that these trainings are valuable and eye-opening.
 - WISELI may have capacity to administer the training for all CALS departments over a three-year period.
 - Questions about how to handle a cycle for requiring the training and how to handle training for new hires are still being discussed.
 - The Equity and Diversity Committee will prepare a specific recommendation for implementation to bring back for APC consideration at a later date.

3. Center Review Policy

- In order to bring more uniformity to structure, Doug Reinemann and Bill Barker have been reviewing CALS Centers, and have developed a policy for center review.
- Doug is focusing on centers that align with Extension and Bill is focusing on centers that align more with the college research mission.
- Centers will now be required to have a review every 10 years, similar to program reviews.
- 3 center-like units are in the process of review in 2017-18, and will come to APC for discussion this year - Agricultural Safety and Health, Center for Dairy Research, and Computing and Biometry.
- 3 more centers are scheduled for review in 2018-19: Applied Population Lab, Food Research Institute, Nutrient and Pest Management Program.
- Center reviews have not been conducted previously, and thus the plan is to review all centers over the next 5 years, after which a 10 year cycle will be followed.

4. Extension Funded Center

- There have been two specific requests to move centers from UW Madison to UW Extension, which came up in the context of the integration of UW Extension to UW Madison.
- Guidelines for determining whether centers should be administratively housed in CALS or Extension have been developed to assess which home is more appropriate.
- Centers that generally have research as their primary mission and are delivered by faculty led specialists will be aligned with CALS.
- Centers that generally have outreach as their primary mission and is delivered by extension county agents will be aligned with extension.
- Regardless of whether a center is housed in CALS or Extension, there is still a relationship, but administrative structures will be different.
- Items related to center changes are likely to be seen by APC this year.
- There are policies outlining the process for making changes to centers through governance.

Action and Discussion Items

1. New Summer Funding model (summer 2019)

- Dick Straub took on the task of reviewing the Summer Funding model during the interim of former Associate Dean Sarah Pfatteicher's departure and new Associate Dean Karen Wassarman starting.
- The old summer funding model was not well understood, and in some instances dis-incentivized departments from participating.
- The new summer funding model will allow departments to have more flexibility in spending summer revenue and will incentivize departments that participate.
- The new funding model was discussed at the last department chairs meeting and will be implemented in the coming year.

2. Update on AAE Professional Option MS program (formally QAE)

- This item was moved to consent

Additional ideas suggested for discussion at future APC meetings:

- APC members requested more information about professional masters programs.
- APC members requested more discussion about which department should receive faculty vacancy funding when there has been a recent change in departmental homes. APC members also requested further clarification for sharing faculty funding through collaboratives and when their focus is interdisciplinary.

Meeting adjourned at 2:26 pm