

CALS Academic Planning Council

6201 Microbial Sciences Building

January 21, 2020, 1:00-2:30 p.m.

Attendees: Hasan Khatib, Xuejun Pan, Rick Lindroth, Scott Lutz, Guanming Shi, Michael Bell, Nicole Perna (departed at 2:10pm), Jill Wildonger, Jamie Nack

Not Present: Bill Tracy, Barb Ingham, Erika Anna, Jeri Barak, Guy Groblewski

Ex Officio: Kate VandenBosch, Mark Rickenbach, Karen Wassarman

Minutes taken by: Sarah Barber

Meeting began at 1:00pm

Welcome

1:00-1:05

Review agenda

Revisions to current agenda

Consent Agenda

1. Approve minutes for December 3 meeting (materials in Box)

December 3, 2019 minutes were approved.

Action and Discussion Items

2. Genetics and Genomics, update to program learning outcomes John Doebley 1:05-1:20
<https://next-guide.wisc.edu/programadmin/?key=44>

John Doebley, Chair of the Genetics department, presented the department's updated undergraduate program learning outcomes. The department is undergoing a project to update and revise their course learning outcomes and that influenced the department's decisions to revise the program learning outcomes as well. The department expects these changes will also influence future assessment and help grow the program to fit the needs of students. The department will be administering a new survey when students declare the major and upon graduation. The Genetics Undergraduate Curriculum Committee will review annual instructor evaluations.

A question was raised about whether APC is responsible for reviewing program learning outcomes. Karen Wassarman noted college level approval is a component of the governance workflow.

Motion to approve: Nack/Lutz

Vote: 8-1-0

3. CALS Teaching Load policy proposal

Mark

1:20-1:50

Background: The intention is to draft a policy to articulate the minimum requirements. The policy starts with campus expectations. Based on a chairs' survey, it is known that there is variation among CALS departments.

Previous drafts of a teaching load policy have been created in CALS but stalled. This fall the Associate Deans began working on a policy again. The draft policy was brought to the most recent chairs meeting for discussion/feedback.

Policy is targeted at individuals. Departments still need to meet teaching expectations. Departments should develop their own policy. CALS draft policy provides reason for exceptions. Buy-out ideas are included in the draft policy. Departments can set higher expectations.

Seeking feedback by February 17. The policy will be brought back to APC for a vote and adoption (target goal is end of the spring 2020 semester).

Questions and comments:

- How should departments handle letters of appointment for faculty that include specific teaching requirement language? For example, a letter that states that the individual does not have to teach undergraduates.
 - a. Initial appointments are null and void after renewal, according to Bascom.
 - b. CALS practice for initial appointments has been changed
- How should extension and research faculty appointments be handled?
- Is this policy for faculty only?
- What if there are not enough courses to be taught to comply with the policy?
- What if departments do not meet the college policy?
- Is this draft policy higher or lower compared to other schools/colleges?
 - a. Variation is high among CALS departments and schools and colleges
- How is a one three-credit course defined? What if it is team taught?
- How will the policy be used?
 - a. Post tenure review
- The policy does not consider quality.
 - a. Suggestion – Add the term “successfully” teach a minimum of one three-credit group instruction course...
 - b. Let dept define “successfully”
- Individual instruction sections not included in the policy and should be considered.

4. Discontinuation of Animal Sciences and Dairy Science PhD minors

Karen

1:50-2:00

Background: The Animal Sciences and Dairy Science new department merger was approved by UAPC on January 17, 2020. The CALS APC has previously voted to move the BS, MS and PhD programs in Animal Sciences and Dairy Sciences to the new department when it officially opens. However, the PhD minor was not considered. Since the PhD minors have not been used in recent years, the request is to discontinue these programs.

Motion to discontinue the Animal Sciences PhD minor and the Dairy Science PhD minor:
Lutz/Pan
Vote: 9-0-0

5. Discussion of GRE as an admissions requirement for Graduate Programs Caitilyn Allen 2:10-2:30

- Plant Pathology MS and PhD, removal of GRE requirement
<https://next-guide.wisc.edu/programadmin/?key=802>
<https://next-guide.wisc.edu/programadmin/?key=674>

Background: Plant Pathology has recently moved to remove GRE from admission for their graduate program. This is an opportunity for APC to discuss the use of GRE in admissions and review recent reports suggesting the practice of using GRE scores in admissions is not informative and can lead to bias.

Caitilyn Allen from Plant Pathology shared information about the decision made in Plant Pathology. The department decided/discussed:

- The GRE is not good predictor of success in graduate school. GRE is not a good predictor of time to degree, completion rates, number of publications, position in field
- Five surveys published on this topic. A Physics/Engineering study is the most compressive
- Two studies show the GRE is a negative predictor for students of color, women and first-generation students. Underpredicted their success.
- Exam is expensive and program didn't want the exam to be a disincentive to their program. Desire to be competitive with other programs that are not using GRE scores.
- Were there concerns about removing the GRE requirement in the department? Yes. GRE enabled many faculty to get into their graduate programs.
- Program changed writing prompt. Previously asked for personal statement. The language of "personal statement" is confusing. Program now provides a specific outline/prompt and students submit a two page response.

Program not looking at them at all.

- Engr - White males who did well on quantitative more likely to leave.

Discussion:

- There is a hidden bias in the studies mentioned. It is based on those who were admitted. Does not compare to those who didn't meet threshold. No longer have GRE to prove themselves.
- AAE ran a regression to predict success in qualifier. Quantitative GRE very strong predictor of success. Implemented an 80% quantitative cut off. Department found the Analytics and Verbal sections of GRE were not good predictors of student success.
 - If students are taking courses in the department before applying to the graduate program, GRE is not used in admissions decisions

- Time of application well before deadline is good predictor of success. Need holistic admissions, but must balance workload. 60-70 applications with 15-20 offers was manageable.
- BSE – GRE is optional for their program

Informational Items and Announcements

2:00-2:10

6. Administrative search updates

IT Director: Stefan Wahe – Stefan Wahe was recently hired as the new CALS IT director and starts on February 3. In this role, he will be responsible for providing overall leadership and accountability for college-wide information technology services, and strategic management of the IT needs for the college and its 17 academic departments.

Dairy Hub update: Maria Woldt was recently hired as the program manager for the Dairy Innovation Hub. In this role, she will be assisting Faculty Director Heather White in the management of the Hub budget, developing and disseminating communications, and organizing and executing events. Woldt will also be coordinating activities between Hub collaborators at UW–Madison, UW-Platteville and UW-River Falls.

7. Subcommittee to review Spitze Land Grant Faculty Award

Michael Bell and Hasan Khatib agreed to serve on the subcommittee.

Meeting adjourned at 2:27pm