

CALS Academic Planning Council Minutes

WebEx meeting

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

Attendees: Hasan Khatib, Xuejun Pan, Rick Lindroth, Scott Lutz (arrived 1:20), Guanming Shi, Michael Bell, William Tracy, Nicole Perna, Jill Wildonger, Jamie Nack, Erika Anna

Not Present: Jeri Barak, Guy Groblewski, Barb Ingham

Guests: Monica Theis (Food Research Institute center review), Russell Grove (Nutrient and Pest Management review)

Ex Officio: Kate VandenBosch, Mark Rickenbach, Karen Wassarman, Doug Reinemann, Bill Barker

Minutes take by: Sarah Barber

Meeting began at 1:00 p.m.

Welcome

Consent Agenda

1. Approve minutes for January 21 and Mar 3 meetings (materials in Box)

Item 1 was approved.

Action and Discussion Items

1. Overview of Center Review process

Doug Reinemann provided a brief overview of the center review process. Doug oversees centers that have a primary mission in outreach and extension. Bill Barker oversees centers that have a primary research mission not aligned with extension. The Nutrient and Pest Management program that is being reviewed today is aligned with extension. The Food Research Institute, also being reviewed today, is a research center. Documents about the center review process were provided in the APC Box folder.

APC hears center reviews over two meetings. The first with a representative from the center review committee to discuss the strengths and weaknesses that came out of the review and any recommendations made by the review committee. The second meeting is with center directors.

2. FRI center review (first discussion)

Monica Theis, Distinguished Lecturer in the Department of Food Science, a member of the review committee joined the meeting to provide an overview of the committee's key findings and recommendations.

The review committee included Caitilyn Allen (chair), Mark Richards, and Monica Theis. The review committee meet with a range of stakeholders including the Institute Director, the FRI executive committee, affiliate faculty, staff, students, and external stakeholders.

Findings:

- *Remarkably cohesive community and people feel respected.*
- *External stakeholders trust the center regarding food safety or emerging issues. External stakeholders pleased with the Institute's work and level of collaboration.*
- *The institute is expecting significant staff transitions.*
- *ARA and Standard Research Agreements are complex and create tension for the Institute in meeting UW-Madison's needs and stakeholders' needs.*

Recommendations:

1. *Develop a detailed succession plan for leadership transition.*
2. *Develop a detailed succession plan for senior staff who may retire in next 5 years.*
3. *Develop a local and global marketing strategy.*
4. *Encourage meetings between FRI investigators and CALS administration to identify core issues that limit the Institute from reaching its full capacity.*

Bill Barker commented that the report is spot on and conversations with FRI about contracts has started.

Q: Retirements are not easily known in advance. How do can you plan for that?

A: Specific retirement dates are not known, but the committee was encouraging a general plan in anticipation of their occurrence.

There may be connections between FRI and Agricultural and Applied Economics.

Questions for Institute Director:

- *It was noted that FRI is one of the best kept secrets and that it would benefit the center to do more marketing. What type of marketing support is needed? Features in Grow or eCALs? Other marketing needs?*
- *What are future plans to engage more faculty affiliates?*
- *The food industry is changing with technology and public health considerations. What is FRI doing to reach out to new companies in the food industry?*
- *How is the Institute fostering and improving relations with dairy research? What opportunities exist for collaboration with the new Dairy Innovation Hub?*
- *How is the Institute fostering more interaction with the Meat Science Lab?*
- *Is there more you would like to share with us about leadership succession?*

3. NPM center review (first discussion)

Russ Groves, Professor and Extension Specialist in the Department of Entomology, Chair of the review committee, joined the CALS APC meeting to provide an overview of the review, the committee's key findings, and the committee's recommendations.

The review committee included Russ Groves, Victor Cabrera, and Sara Walling (Department of Agriculture, Trade and Consumer Protection). The review committee visited with a range of Nutrient

and Pest Management stakeholders including the directors, academic staff, affiliate faculty, internal stakeholders, and external stakeholders.

Findings:

- *Program demonstrates success in technical areas of nutrient management, pest management and crop management, and also provides educational outreach*
- *NPM Identified as “one of the signature functioning programs in CALS”*
- *Exceptional staff; high level of interaction*
- *Staff uncertainty about program support and re-filling vacancies.*
- *Program has bolstered outreach and research efforts of faculty*

Recommendations:

- *Program should engage with primary funding agencies to maintain continuity in funding levels.*
- *Similar to the 5-year strategic planning begin done annually in CALS departments, the NPM program should consider a similar exercise to identify strengths and strategies for the future*
- *Consideration of a competitive selection process for identification of a faculty lead who can be supported through a base addition to their current responsibilities, and can devote a portion of their time to working more cooperatively with the program in strategic planning and resource allocation.*
- *More transparency in how projects are chosen for support/collaboration by NPM*
- *Greater focus on relationships with Extension county-based staff.*

Questions for Program Director:

1. *The APC would like to hear more about the relationship of NPM with the Division of Extension, especially any impact of the recent extension re-organization*
2. *What relationship/interaction does NPM have with other water-centric entities at UW? Such as the Water@UW-Madison group?*
3. *What support is needed to maintain program continuity?*
4. *The review committee suggested a more formal, objective and transparent process for determining which faculty/projects are chosen for support/collaboration by NPM. How do you envision the development of this process and what are the important considerations in developing a work plan?*
5. *The review team indicated that the program should engage in dialog with their funding partners (The Division of Extension + The Wisconsin Department of Agriculture + Fertilizer checkoff funds + CALS) regarding continuity of funding and priorities for programming. How will the funding portfolio of NPM inform the work plan of the program and planning process going forward?*
6. *The review team recommended a competitive selection process for a faculty director who would have a larger role in strategic planning and resource allocation. What are the desirable attributes of a faculty director and what are the critical management activities of the director?*

Doug Reinemann explained the program has received the same level of funding from UW-Extension for the entire history of the program. Program expansion has been due to an annual grant from DATCAP. Clarification with the primary funder is important.

4. Discuss agenda items for May APC meetings

Dean VandenBosch announced the following:

- *The completion of the APC self-study will be postponed until next fall*
- *APC will complete the FRI and NPM Center reviews in May*
- *APC will discuss temporary SD/UD grading policy in May*
- *APC will re-review the Topics Course policy in May*
- *The All College meeting held today (April 21, 2020) had over 200 participants*
- *CALS is interested in collecting stories about how teaching online has worked for instructors and students. Further discussion from APC members and what they have heard from their divisions will come back to a May APC meeting.*

Informational Items and Announcements

1. Climate Survey Update

Mark Rickenbach provided a climate survey update. A pilot survey with five departments and CALS administration was scheduled to be launched this spring. The working group and the Office of Strategic Consulting decided now, during the COVID-19 disruption, was not the best time for the pilot. Survey is postponed and will be administered when more is known about the 2020-2021 academic year schedule and structure.

2. Announcement of Distinguished Graduate Student Awards

Recommendations for the Distinguished Graduate Student Awards are usually brought to the APC, but with the disruption, nominees were selected. Awardees include:

- *Jack and Marion Goetz Graduate Fellowship in Agricultural & Life Sciences*
 - *Madison Cox, MDPT, Major Advisor – Garret Suen, Dept of Bacteriology*
- *Louis and Elsa Thomsen Wisconsin Distinguished Graduate Fellowships*
 - *Evan Glasgow, Integrated Program in Biochemistry, Major Advisor –Brian Fox, Department of Biochemistry*
 - *Kristopher Kieft, Microbiology Doctoral Training Program, Major Advisor –Karthik Anantharaman, Department of Bacteriology*
 - *Jesse Sheftel, Interdepartmental Graduate Program in Nutritional Sciences, Major Advisor –Sherry Tanumihardjo, Department of Nutritional Sciences*
 - *Jaimie West, Soil Science Graduate Program, Major Advisor –Thea Whitman, Department of Soil Science*
- *WI Potato Industry Board Wisconsin Distinguished Graduate Fellowship*
 - *Zach Kohen, Major Advisor –Sean Schoville, Department of Entomology*

Meeting adjourned at 2:13 p.m.