

CALS Academic Planning Council

Zoom meeting

September 15, 2020, 1:00-2:30 p.m.

Attendees: Rick Lindroth, Scott Lutz, William Tracy, Nicole Perna, Jill Wildonger, Jamie Nack, Erika Anna, Xuejun Pan, Laura Hernandez, Dietram Scheufele, Jed Colquhoun, Michael Thomas, Jeremy Foltz

Not Present: Barb Ingham

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

Minutes taken by: Sarah Barber

Meeting began at 1:00pm.

Welcome and introductions

- *Group introductions*
- *Members should not find substitutes if they will be gone for one meeting. If members will be gone for an entire semester a substitute should be identified.*

Review agenda

- *Minutes are on the consent agenda. If members agree, the consent agenda is automatically approved.*
- *If any member disagrees, they can request that the item be moved to the regular agenda and taken up for discussion and action.*

Revisions to current agenda

Consent Agenda

1. Approve minutes for May 19, 2020 meeting
Item 1 was approved by consent.

Action and Discussion Items

2. Introduction to APC
 - *Documents found in Box provide an introduction to APC:*
 - *Introduction to the CALS Academic Planning Council*
 - *CALS Academic Planning Council Structure and Governance Rules*
 - *Members are appointed and elected from a variety of divisions, and also represent staff and Extension. This provides diversity of viewpoints. Members are not representing their own home department and can provide the best advice from their depth of broad expertise.*
 - *The APC reviews policy, reviews academic programs and advises the Dean on budgetary matters and strategic planning.*
 - *Involvement in APC provides members an opportunity to learn how CALS works, learn about College priorities, and discuss where the College is headed.*

- *The current APC structure was approved by a full College vote and implemented approximately five years ago. Our governance rules mandate a review every 5 years, which is currently underway.*

3. Preview of program reviews and center reviews

- *APC has an important role in academic program reviews and center reviews.*
- *Reviewed Program and Center Review document located in Box.*
- *Reviewed list of expected program reviews, center reviews, and other governance processes expected at APC during the 2020-2021 year. List located in Box.*
- *In response about named options in Biology program review: The Plant Biology named option is called out in the Biology review because it is undergoing its 5-year review. Other named options are part of the normal 10 year review process*

4. Update on current projects

Successes during 2019-2020 academic year

- *Animal and Dairy Sciences department merger effective July 1, 2020*
- *Global Health major and new introductory course Entomology 250*
- *LSC Honors in the Major*
- *Dairy Innovation Hub – Base budget increase from legislature. Year one base budget increase of \$1M. \$7.8M this year. Collaboration with CALS, Platteville, and River Falls. Heather White is faculty director. Governance structure, external advisory group, post doc call for proposals, short-term high impact awards, support for graduate students. Finalizing four faculty hires.*

Building projects

- *Meat Science & Animal Biologics Discovery Building – building will be fully functional by end of semester, virtual grand opening in November 2020*
- *Babcock and Center for Dairy Research addition*
- *Biochemistry Cryo-Electron Microscopy Research Center*

Advising

- *Microbiology and Biochemistry advising hub - 800-900 students*
- *Global Health advising hub*

Future focus

- *New major in Agroecosystems*
 - *Home department TBD. New majors in CALS are currently broader than departments. The major will have a program committee representing the breadth of departments involved*
- *Certificate in Organic Agriculture*
- *College policy on teaching load*

Pandemic

- *Institution went fully remote in March for the remainder of Spring 2020 semester*
- *Summer Term 2020 was fully remote and successful. CALS had revenue growth of 33%.*

- *Fall 2020 was intended to be a hybrid model of in-person and online instruction. Due to high number of positive COVID cases, we are in a two week pause on in-person instruction.*
- *Return to in-person instruction might be gradual. Courses that return to face-to-face instruction in the first phase will need educational rationale (labs, etc.).*
- *Financial implications of pandemic:*
 - *Enrollment is steady and State revenue more robust than expected. On the other hand, there are pandemic-related costs such as testing and loss of revenue in other parts of campus*
 - *If there are financial cuts, it is uncertain whether they will be one time or continue into the next biennial budget*
 - *College expects to be directed by Provost and Chancellor to model various cuts later this fall*

Fundraising Campaign

- *We are at the end of a 6 ½ year fundraising campaign*
- *We struggled to set a goal initially and then set \$150M goal. We have raised 97% of goal and will likely reach the goal*
- *UW-Madison goal was \$3.2 Billion, which has been achieved*

5. Equity, diversity and climate updates

- *Equity and Diversity Committee Lunch and Learn yesterday*
- *2020 has been a difficult year and the pandemic has further illuminated racial disparities*
- *Campus goals and aspirations do not necessarily coincide with lived experiences of students of color on our campus*

What is CALS doing?

- *Partnerships with departments, staff, faculty, & Equity & Diversity Committee leadership*
- *Departmental diversity reps in every department*
- *Recruitment and retention*
 - *CALS HR is developing hiring recommendations & best practices to avoid implicit bias*
 - *Target of Opportunity Program (TOP) – five department requests were made to central campus, three were approved and two resulted in hires. The future of TOP for this year is unknown*
 - *Need to do more with academic staff and university staff recruitment and retention*
 - *Overall - 20 faculty hired last year, 19 faculty hired in previous year*
 - *EDC recommending an anti-racism statement to include in PVLs and other places*
- *Student-related efforts*
 - *World Food Prize host site – opportunity to interact with pre-college students*
 - *Multicultural Student Center academic advising*
 - *MANRRS (Minorities in Agriculture, Natural Resources and Related Sciences) student organization*
 - *AOF (Advanced Opportunity Fellowships)*
 - *SciMed GRS (Science and Medicine Research Scholars)*
 - *Listening session with students and alum of color this summer*

- *Richness of information.*
- *Facilitated discussion including the questions: What do you want faculty to know about your experience? What challenges have you encountered? What was helpful?*
- *Student feedback included requests for more support for students outside the classroom, more places for hanging out and studying close to advisors/peer mentors/student orgs/other resources. Students feel strong affiliation to major but expressed a time of wandering in the wilderness before declaring major. Some student organizations were obstacles, as students experienced bias within ag organizations if they had an urban background or lacked institutional knowledge*
- *Community engagement*
 - *Equity and Diversity lunch and learns*
 - *Support departments in their response to graduate student letters*
 - *Our Shared Heritage Marker*
 - *Nutritional Sciences and Life Sciences Communications had accepted proposals*
 - *Especially important given CALS' ties to the land*
 - *Pan Asian community – CALS global outreach events for individuals in the international community*
 - *Anti-racist messaging to external and stakeholder groups*
 - *Dean Kate's article in Grow magazine was positively received*
- *Workplace climate*
 - *CALS will conduct a climate survey this Fall for the entire college*
 - *Anti-racism trainings are being explored regarding options*
 - *Building capacity for an Office of Diversity and Inclusion. This is a CALS priority*
- *Group Discussion*
 - *International students and staff/faculty scholars*
 - *This population has been negatively targeted; international scholars not valued nationally*
 - *CALS Global providing bridging support and advocate*
 - *This is a long-term recruitment and retention issue*
 - *Is the college considering target metrics for departments?*
 - *Everyone in the department says they support these efforts, but it is easy for other things to become more important*
 - *Could have 50/50 gender balance in many graduate programs that don't – why? Need to make this a priority for it to happen*
 - *5-year dept plans is a place to explore these topics. Climate survey results will also provide benchmarks, metrics, indicators*
 - *Can set goals for undergrad student population*
 - *Department chairs expressed a desire to engage with more HBCUs to recruit students for summer experiences*
 - *Review how we recognize service and diversity related work issues in tenure*
 - *Equity & Diversity Committee discussing how we incorporate this service in post tenure review. It is built into staff reviews*

- *Initiatives are good, but faculty and staff need to be truly involved. This cannot be 2-3 people who really care about it. If you don't have support, people don't want to stay here. The College has 15 Hispanic and 2 black faculty. We have to have people to support initiatives - women and under-represented groups. The burden needs to be shared.*

Informational Items and Announcements

6. APC five-year self-study update

- *Review subcommittee charge in Fall 2020*
- *Subcommittee members include Rick Lindroth, Nicole Perna, Jamie Nack, and Barb Ingham*
- *Subcommittee's review includes, but is not limited to, APC division structure and policy for short-term APC member replacement*
- *Subcommittee met with APC in Spring 2020*

7. Future agenda items

- *CALS Extension has been working on better defining Excellence in Extension for faculty and staff and their proposal will come here for comment*
- *CALS has a working group doing strategic planning for the future success of the Farm and Industry Short Course (FISC) program*
- *Pay equity assessment report – assessment of salary equity by gender.*
- *We also want to hear from you about what items you would like APC to take on this year. To give you some time to think about it – we will have this discussion at our next meeting on Oct 6*

8. APC Logistics

- *Zoom will be used this Fall*
- *Contact Sarah Barber sarah.barber@wisc.edu if you cannot attend a meeting*
- *Meeting materials are found in the APC Box folder*

Meeting adjourned at 2:27pm.