

CALS Academic Planning Council

Meeting held via Zoom

May 4, 2021, 1:00-2:30 p.m.

Attendees: Erika Anna, Laura Hernandez, Michael Thomas, Rick Lindroth, Jamie Nack, Xuejun Pan, Sam Butcher, Michael Xenos, Jed Colquhoun, Jeremy Foltz, Barb Ingham, Scott Lutz, Nicole Perna, William Tracy

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

Guests: Imogen Hurley

Minutes taken by: Sarah Barber

Welcome and introductions

Review agenda

Revisions to current agenda

Consent Agenda

1. Approve minutes for Apr 20 meeting

Item 1 approved by consent.

Action and Discussion Items

2. CIAS Center Review (3rd discussion)

The Council completed its discussion of the Center for Integrated Agricultural Systems review. These are the Council's recommendations to the Dean:

- *The review team completed their task successfully and the review is complete. The review highlighted several issues the Center must address.*
- *The Center should return to the APC in 1-2 years and after the Center's strategic plan is developed to address the following:*
 - *Use of 101 funding. The Council encourages the Center develop a research plan to align with its funding.*
 - *Faculty engagement. The Center should demonstrate how it is engaging faculty and bringing faculty together.*
 - *Unique purpose of CIAS. There appears to be redundancy between CIAS, Extension, CALS faculty, and Wisconsin nonprofits. CIAS is encouraged to articulate its niche as the landscape and stakeholders have evolved since the Center's founding.*
 - *Climate. The Center should continue addressing climate issues raised during the review process.*

- *During the Center's strategic planning process, the Center is strongly encouraged to be forward looking, articulate the future of CIAS, and envision what will be path breaking over the next 20 years.*

Motion to approve the review as complete: Foltz/Anna

Vote: 14-0-0

3. UW Center for Cooperatives Review (3rd discussion)

The Council discussed the UW Center for Cooperatives review. Recommendations and comments to the Dean include:

- *The review team completed their task successfully and the review is complete.*
- *The faculty director position is the Center's largest issue. Solutions to consider include:*
 - *Dedicated faculty director with primary responsibility*
 - *Rotating faculty director position funded with 1/9 month of*
 - *Academic staff director*
- *If Extension doesn't want to reinvest, the future of the Center may need to be thought about differently*

Motion to approve review as complete: Nack/Hernandez

Vote: 14-0-0

4. CALS Statement Against Racism and Hate

Mark Rickenbach presented the draft CALS Statement Against Racism and Hate. The statement has been discussed with EDC leadership; Cheryl Gittens, Interim Chief Diversity Officer; and Aaron Bird Bear, Director of Tribal Relations. The short statement can be used on PVLs. The longer statement is a living document that would be updated when actions are completed.

Feedback:

- *Commitments to action are outstanding.*
- *Is the required professional development training going to be incorporated into this document?*
- *Could there be an associated document that includes action items?*
 - *Associated document could include dates.*
 - *Decouple the actions with the statement and update actions annually.*
- *Statement has lasting value.*

- *Look at use of word “underrepresented” and consider the term “marginalized” as it is less tied to numbers of people*
- *The statement is aspirational and inspirational.*
- *Statement will make us feel uncomfortable*
- *Thanks to Kate and Mark for working with EDC*

5. Postdoc paid leave discussion

Imogen Hurley

1:55-2:15 pm

Imogen Hurley, Director of the Office of Postdoctoral Studies, sought feedback on a policy to provide paid leave for postdocs. The draft was developed by looking at national reports, benchmarking peers, and discussing with campus and school/college leaders. Currently, leave policies vary among and within departments on campus. RSP confirmed fringe rates won't change and grant funding can be used to pay for leave. Overall, there is strong support for a campus paid leave policy. It will help with recruitment and retention and it addresses an equity issue. Barriers to implementing a policy are faculty resistance and administrative burdens.

The policy proposes:

Vacation: 4.4-4.5 weeks

Sick Time: 2.4 weeks

Holidays: Yes

Personal Holiday: No

Payout: No

Carryover: TBD

Leave would be available on the first day, it would not need to be accrued. Leave would be prorated for part-time positions. 9-month appointments would be provided sick time only. The set of recommendations will be sent to Mark Walters, Chief Human Resource Officer, and Steve Ackerman, Vice Chancellor for Research and Graduate Education next.

Comments:

- *Over 4 weeks of vacation time seems high.*
- *NIH requires 15 days of sick leave and vacation that mirrors the institution's policy. Currently UW-Madison does not have a policy and post docs have zero vacation days, but each lab may dictate their own practices.*
- *Consider meeting with the University Committee.*
- *A robust tracking system is required.*
- *As an institution we continue to be lagging on paid parental leave. Supportive of 4.5 weeks of vacation leave and standardization.*

- *Postdocs need someone who is advocating for them. They are in an abyss of nothing. The tracking person might be the person postdocs go to when they have problems.*

6. Graduate student compensation discussion

Kate provided an opportunity for Council to identify issues and data needed for a future discussion about graduate student compensation.

- *Compensation is one part. Also look at standards such as vacation; Departments are not tracking vacation.*
- *Stipend levels.*
- *Explore student segregated fee payments. Are departments and other institutions compensating them or does it vary by PI?*
- *Explore International Student Fee payment issues.*
- *The cost of living is high compared to many peers.*
- *Explore degree of heterogeneity within CALS and across campus; benchmark peers.*
- *If bonuses are standard practice within one department, explore this further (less concerned if a bonus is provided to one or two students).*
- *Issues when a student is working with one department yet affiliated with another department and rates vary.*
- *This is a competitiveness issue in how we attract and retain students. We need to look at the total compensation package (stipends, seg fees, benefits, etc.). Develop a table comparing level of compensation across departments, across campus, and with peers.*
- *Reminder, stipend levels are set by programs.*

Meeting adjourned at 2:30pm