

CALS Academic Planning Council

6201 Microbial Sciences Building
December 21, 2021, 1:00-2:30 p.m.

2021-22 meeting materials found at:

<https://uwmadison.box.com/v/CALSAPC21-22>

Attendees: Samuel Butcher, Jed Colquhoun, Todd Courtenay, Eric Kruger, Carrie Laboski (arrived at 1:11 pm), Jamie Nack, Xuejun Pan, Francisco Peñagaricano, Guanming Shi (arrived at 1:05 pm)

Absent: Barbara Ingham, HuiChuan Lai, Mehdi Kabbage, Michael Thomas, Michael Xenos

Ex Officio: Kate VandenBosch, Mark Rickenbach (departed at 2:27 pm), Karen Wassarman

Guests: Chris Hittinger (item #4, departed at 1:44 pm), Russell Groves (item #3, departed at 1:11 pm), Susan Paskewitz (item #3, departed at 1:11 pm)

Minutes by: Therese McHenry

Welcome and introductions

Review agenda

Revisions to current agenda

- *No revisions were made to the agenda.*

Consent Agenda

1. November 16, 2021 meeting minutes (Box)
 - *Item 1 was approved by consent.*
2. Doctoral minor discontinuations (links on agenda)
 - *Item 2 was approved by consent.*

Action and Discussion Items

3. Global Health certificate: administrative/department home change
 - *Susan Paskewitz, director of the Global Health Undergraduate Program Committee, and Russell Groves, chair of Entomology, attended to answer any questions related to this change.*
 - *The academic programs in Global Health are governed by the Global Health Undergraduate Program Committee.*
 - *Prior to the creation of the Global Health major, housed in Entomology, there was an existing, successful Global Health certificate housed in Nutritional Sciences.*
 - *The plan is for the certificate and major to be housed together in the Department of Entomology for administrative efficiency and this proposed movement of the certificate is the last step in that process.*
 - *Entomology has renovated space in Russell Laboratories for advisors of the Global Health certificate.*
 - *This change will help streamline processes and bring the programs under one structure, which includes handling of day-to-day items such as Lumen updates, evaluations, etc.*
 - *The proposal in Lumen has two changes – one related to the administrative home change, the other for changes to the certificate curriculum. APC is only being asked to advise on the administrative home change; Curriculum Committee will provide feedback on the proposed curriculum change.*
 - *Questions and feedback from the committee*
 - *Why was the Global Health certificate not housed in Entomology from the start?*

- *The Global Health certificate predated the major and was housed in Nutritional Sciences.*
- *The Global Health major was housed in Entomology as it was not a nutritional major and contained more of the agricultural science in which Entomology has expertise, such as pesticides in the environment and infectious diseases.*
- *Functionally the certificate and major have been “living together” but the administrative home change would make this official.*
 - *Is it correct to assume this is a simple step to finalize a change that will produce no administrative burden or financial complications?*
 - *Yes, that is correct.*
- *Motion to approve administrative/department home change: Colquhoun/Kruger*
- *Vote: 7-0-1; Courtenay abstention*

4. Ecology and Evolutionary Biology graduate program: notice of intent

- *Chris Hittinger, director of the J.F. Crow Institute for Study of Evolution and representing a partnership with the Center for Ecology and the Environment, provided information about the notice of intent (NOI) for the proposed Ecology and Evolutionary Biology (EEB) graduate program and received and addressed APC questions and feedback.*
- *The proponents of this NOI are seeking a letter of support from CALS.*
- *There have been efforts to advance an EEB graduate program for quite some time. This iteration joins forces with ecologists and evolutionary biologists which matches the structure at most peer institutions.*
- *The UW does not have a graduate program in EEB, which feels like a missed opportunity, as there is a strong faculty presence of over 100 faculty in EEB with strong, well-funded research programs, and the community is becoming increasingly organized.*
- *The NOI presents a stand-alone PhD, but the intent is for students to pursue the EEB PhD jointly with an existing degree program to avoid financial challenges with providing the degree as a stand-alone option.*
- *Another option considered, as pursuing joint PhD degrees is an unusual occurrence, was reaching out to departmental homes of EEB faculty to see if they were interested in housing this program. However, to date the EEB faculty have not been able to identify a department willing to play that role.*
- *This program needs to have a willing and enthusiastic partner, which is part of why the Nelson Institute for Environmental Studies has offered to be the administrative home of the program. The Nelson Institute already has experience in managing multidisciplinary degrees.*
- *Several letters of support from departments have been obtained, but there is not currently a letter of support from Integrative Biology (iBio).*
 - *L&S has a parallel structure, and their APC will meet and review the NOI to determine next action.*
 - *There have been several talks with iBio and many of their concerns have already been addressed, so that the proponents of the NOI expect to secure a letter of support from the department.*
- *Questions and feedback from the committee*
 - *Did you consider remodeling an existing CALS major for an EEB major?*
 - *It was unclear which CALS degree would be suitable for a remodel.*
 - *CALS degrees are strong and successful in their own right, so it does not seem an appropriate course of action to dismantle existing PhD programs.*
 - *As students can pursue and pair various other programs with the EEB PhD, there does not seem to be a logical departmental fit.*

- *The proposed NOI doesn't disrupt strengths of existing programs but offers a closer match to market demands.*
- *Given there are a small number of credits in the program, was a certificate considered?*
 - *A graduate certificate was briefly discussed but generally faculty and staff are not supportive of that option as they do not believe it has the power to recruit students the way a named PhD does.*
 - *Students want credentials that have meaning and resonate with the program with which they identify.*
 - *Peer campuses have EEB graduate programs.*
- *There are concerns that students would seek the stand-alone EEB degree and be financed by departmental faculty, rather than completing a degree within the department, jointly with EEB. Are there concrete, tangible, financial consequences if this is the case?*
 - *The impact is minimal with the way the budget model is designed, as it is disproportionate concerning where credits come from.*
 - *It would be important that we give appropriate resources to programs and administrative functions, which is not significant if handled by the Nelson Institute.*
 - *A question to consider is what happens and who is responsible if a grant or financial support for a student is lost?*
 - *Some of the concerns expressed about existing PhD programs losing students to the stand-alone EEB program is part of why the NOI proponents favor a joint degree model. They envision the EEB degree to be used by departments as a recruiting tool that can be partnered with their degrees.*
- *The way this is designed, students may not apply to a department but could apply just to the EEB program, as graduate admissions work differently. How do you see matchmaking with PIs and faculty directors on the application side of this?*
 - *It would depend on the student's primary program whether they rotate or direct admit. The partner programs that sign on would have their own process that would be followed.*
 - *EEB could be a gateway for students looking for studies in that and they could be encouraged to apply to one of the primary programs.*
 - *Graduate coordinators could be matchmakers to other programs and encourage partnering during the recruitment, application, and interview processes.*
- *If students are pursuing the EEB as a second major, will there be two different sets of prelims and two dissertations?*
 - *The program requirements are written in a way to be flexible and to mirror the requirements of the primary program, with one prelim and one defense.*
 - *Research requirements would be the same; there are two courses specific to the EEB program.*
 - *There would also be a certain number of EEB trainers on the committees, though students considering this option would likely already have the same people on their committee.*
- *Campus policy dictates that one cannot obtain two credentials for one body of work and clarification was sought relative to how this requirement fits with the EEB coursework.*
 - *Dr. Hittinger indicated that there are separate courses that are not reflected in the NOI but only two separately required courses that are in addition to what students are doing in their primary major.*

- *He also indicated that the program would include whatever else a committee chooses to add and gave the example that iBio has a freeform set of requirements and has chosen coursework that is appropriate.*
- *Hittinger also indicated that the partner programs have recommended electives and required courses.*
- *Karen Wassarman clarified that we do not allow double majors without independent bodies of work and the four credits of work in the two separately required courses are generally not associated with a PhD-level of expectation of coursework.*
- *Can electives double count for both majors?*
 - *The decision whether an elective can count towards both majors has to do with the independent work counting toward each major. There are explicit rules in the undergraduate domain about this, but given an arrangement like this typically isn't seen in the graduate domain, we may not have the language explicitly governing this but the idea would be the same.*
- *Should this be a doctoral minor? It seems like less rigorous coursework to obtain a second major than a 9-16 credit doctoral minor.*
 - *That's a good question but as the consent agenda today has a number of doctoral minors being discontinued, EEB program proponents do not think a doctoral minor would attract students to EEB at UW-Madison, especially if they can obtain an EEB PhD at a peer institution.*
- *From the vantage point of Forest and Wildlife Ecology (FWE), a huge plus of the EEB graduate program is that it would help to recruit students of excellent caliber in this realm that may not otherwise be attracted to the programs offered at the UW.*
- *Do our competitors offer stand-alone EEB majors or are they also offering double PhD majors in this field?*
 - *The most common arrangement is a stand-alone EEB major. The next most common structure is a university with a broad biology department.*
 - *There is a joint program at Michigan State University and they found an EEB program structure to be advantageous to nurturing and keeping their departments strong.*
- *If this program would be made a stand-alone doctoral major and not something that is added to another program, what does the group of trainers think that would look like? And is the challenge of creating a stand-alone EEB doctoral major campus politics?*
 - *It is an interesting model that has been considered on and off for several years, but campus politics and finances probably make it not the right model for UW-Madison.*

5. CALS dean search update

- *Troy Runge, chair of the CALS dean search and screen committee and originally on the agenda to provide this update was unable to attend so Jamie Nack, also a member of the CALS dean search and screen committee, provided the update on his behalf.*
- *The link referenced on the agenda provides much information about the search including:*
 - *The approved position vacancy listing (PVL), which closes February 28, 2022.*
 - *The 16 search and screen committee members, who represent faculty, staff, students, alumni, and stakeholder groups.*
 - *Information about the upcoming three public listening sessions which are hosted by the search committee and will be held via Zoom.*

- *A link to provide feedback electronically by January 18, 2022, if unable to attend the listening sessions.*
 - *The firm Isaacson Miller is assisting with the search.*
 - *Isaacson Miller has already conducted listening sessions with the search and screen committee, CALS department chairs, and members of the dean's leadership team to obtain input on what qualities and experience we want to see in the next dean.*
 - *The current timeline, which is subject to change, has selecting candidates for the first round of interviews in early March, determining which 3-5 candidates to advance to a final round of interviews and providing that list to Provost Scholz in late March, and having finalists interview on campus at the end of April.*
 - *The search committee is encouraging people to either submit applications if they are interested or to submit names of people they'd recommend for the job to the search firm.*
 - *Questions and feedback from the committee*
 - *What is the climate surrounding interviewing in light of the omicron variant?*
 - *The first round of interviews is expected to take place via Zoom. There won't be in-person interviews until the final round, which provides more opportunity to international candidates and people around the country.*
 - *The in-person interviews are expected to take place in April and it is hard to predict what the environment will look like at that time.*
6. CALS chief diversity officer search update and onboarding feedback
- *The college has successfully recruited our first chief diversity officer, Louis Macias, which was announced earlier this week.*
 - *He holds a doctorate in education and has worked in student programming, with pre-college students, and as a development officer. He also created a chief diversity officer role at the UW Police Department, where there hadn't been one before.*
 - *He will begin at the start of the spring semester.*
 - *The dean's leadership team is putting thought into his onboarding and how to become acquainted with the college and welcomes the committee's suggestions.*
 - *Questions and feedback from the committee*
 - *Activities recommended for Dr. Macias's onboarding*
 - *Attend departmental meetings.*
 - *Meet with diversity, equity and inclusion (DEI) committees in individual departments.*
 - *The dean's leadership team expects Dr. Macias to work with the department diversity representatives, who often are on the departmental DEI committee already.*
 - *Engage with stakeholder groups about what they need as far as DEI resources and support.*
 - *Among CALS departmental committees, there is a lot of duplication of efforts and people addressing issues in slightly different ways. Having someone in Dr. Macias's position bring these different efforts together under a common effort would be useful.*
7. Remaining APC discussion on above action items
- *The APC continued discussion on the EEB NOI feedback.*
 - *The point about how requirements are structured poses a big question.*
 - *A graduate committee would need to get together and separate out the coursework of a PhD student for each major.*

- *This could be done, but what would it look like?*
 - *This would need to be worked out during the period of planning the new EEB program.*
- *An APC member who pursued a PhD and master's degree from UW-Madison several years ago indicated that then only 25% of credits could be shared and that it wasn't hard to get a unique body of work, but he did have to take other courses to complete the PhD requirements.*
- *Did we understand correctly that this is not structured as a stand-alone program so as not to compete with other programs?*
 - *That is what was understood, but this may be less of an obstacle for CALS than L&S.*
- *It is not typical for students to complete two PhDs at the same time.*
 - *Many students do not pursue a doctoral minor due to not being able to fit in the coursework with their major coursework, so how could they complete a second major?*
 - *Additionally, what about the funding for a student to get them through the 5+ years it would take to complete a doctoral dual major?*
- *It was not articulated how to have critical mass of coursework to have enough independent work for two majors.*
- *This program is a good recruiting tool for departments that are related to EEB. There have been several examples of some of our strongest students who may not be initially attracted to a program such as forestry, as they do not want that label, so drawing them in requires us to use affiliations with iBio or zoology.*
 - *Though this program is a strange vehicle to recruit students, FWE did furnish a letter of support because the department feels the risk is worth the rewards that have the potential to be excellent.*
- *What are the risks?*
 - *Existing programs may lose students to the new program.*
 - *Programs set stipend rates and if the program was outside a department, this may lead to climate issues and inequity in labs where students are paid differently.*
 - *It's not clear that a joint Ph.D. will be an effective recruiting tool. How will students view it?*
- *Even though this is the CALS APC giving feedback on behalf of CALS, the NOI is interdisciplinary. How important is it to have buy-in from iBio and L&S?*
 - *They may also feel that having an EEB program is imperative to attract the best students.*
 - *CALS might still opt to support this if support were not forthcoming from L&S and iBio.*
- *The APC considered the following actions*
 - *Approving the NOI and seeing what the full proposal looks like, but addressing the committee concerns in a letter*
 - *It may be difficult if we support the NOI to have input at a later stage. Approval of the NOI allows the program to continue to plan and is a step that advances the process from UW-Madison to UW System.*
 - *The NOI will set up the future structure and the APC does not seem to like the structure of a primary major intended to be used as a second major.*
 - *This situation is so uncommon, precedent does not exist. The NOI proponents had earlier proposed a second major that was declined by campus and so have adjusted to a primary major used as a second major.*

- *Asking for this to be proposed as a stand-alone program and housing it in a department with adequate support and possibly consider sharing that between CALS and L&S.*
- *Not making a motion and instead allowing time to ask questions and await answers.*
 - *This allows L&S and iBio to make their own determinations.*
- *Any feedback given is provided to the group that is planning the NOI and to Academic Planning and Institutional Research (APIR).*
 - *It will be up to campus committees to decide whether or not to advance the NOI; they would consider any feedback provided.*
 - *Currently there are four letters of support from departments and two from centers. The standard would be to have letters of support from all relevant departments and colleges. Without that, it is unsure how the campus committees will receive the proposal.*
- *No formal APC action was taken at this time and instead informal feedback will be provided to APIR and the planning group.*

Informational Items and Announcements

8. Update on UW leadership searches

- *Earlier this month, information was released about the constitution of the chancellor search and screen committee.*
 - *The committee will be chaired by Regent Karen Walsh, who is a UW-Madison alumna and advocate of the university.*
 - *From CALS, Adena Rissman is serving on the committee.*
- *The search will begin in January 2022.*

9. Remote work for spring semester (Box)

- *Remote work agreements will be extended to June 30, 2022.*
- *We will reevaluate after the spring semester.*

10. COVID-19 operations for spring semester

- *It briefly appeared that there would be a vaccine mandate for all employees but as that is not the case, all employees on campus either must be vaccinated or be tested weekly.*
- *The UW mask mandate expires January 15, 2022, but we expect it to be extended.*
- *Academic Affairs is closely watching in the event there are changes to classroom instruction.*

An announcement was made that the January 4, 2022 APC meeting will be cancelled and the next meeting will be held on January 18, 2022.

The meeting adjourned at 2:29 pm.