

# CALS Academic Planning Council

6201 Microbial Sciences Building

February 1, 2022, 1:00-2:30 p.m.

2021-22 meeting materials found at:

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

**Attendees:** Jed Colquhoun, Todd Courtenay, David Eide, Medhi Kabbage, Eric Kruger, Jamie Nack, Xuejun Pan, Francisco Peñagaricano, Guanming Shi, Michael Thomas, Thea Whitman, Michael Xenos

**Absent:** Samuel Butcher, Barbara Ingham

**Ex Officio:** Kate VandenBosch, Mark Rickenbach, Karen Wassarman

**Guests:** Bill Karasov (item #2, departed at 1:35 pm)

Welcome and introductions

Review agenda

Revisions to current agenda

- *No revisions were made to the agenda.*

## Consent Agenda

1. January 18, 2022 meeting minutes (Box)
  - *Item 1 was approved by consent.*

## Action and Discussion Items

2. Entomology program review: 1<sup>st</sup> discussion, w/review committee chair
  - *The Entomology program review had some delays due to COVID and other circumstances.*
  - *The charge letter originally indicated that there would be reviews of Entomology's BS, MS, PhD and doctoral minor programs. The doctoral minor is in the process of being discontinued and does not need review.*
  - *Additionally, the Global Health major won't be reviewed at this time. All new programs are reviewed at the end of their fifth year. There is some comment in the report about the Agricultural Ecosystems proposed new major, which is not a formal proposal yet and also not under review.*
  - *Bill Karasov, chair of the Entomology program review committee and professor of Forest and Wildlife Ecology, attended to speak on behalf of the review committee.*
  - *The committee began working last summer, reading and discussing the self-study. They had contact with the department chair both regarding some questions about the report and to organize meetings with undergraduates, graduate students, all faculty, the tenured faculty as a group, the assistant professors as a group, and staff involved in the academic programs and felt the department was helpful and quick to assist.*
  - *As they did cohort interviews, people were invited to meet one-on-one or write to the committee separately if they wished to do so. Some individuals did reach out.*
  - *The overall sense from the review committee is that plenty is going well in the Entomology programs but there are areas that can be improved.*
  - *Questions and feedback from the committee*
    - *Teaching loads seem to be highly uneven. Is it correct that some faculty in the department have no teaching or a light load?*

- *Correct. There is a core faculty of less than 10, then there are some faculty associated with the department with responsibility elsewhere.*
  - *Of those with a light load, there is willingness and the department is considering them teaching as an option.*
- *Was there any discussion surrounding the new teaching load policy for the college, such as having Extension specialists teach?*
  - *One committee member has experience in Extension. They pointed out it wasn't so clear the way in which students were being shown the connections between studies, outreach, and Extension but the department called attention to information written in the self-study.*
- *There is a lot of capacity built into the amount of teaching that's needed.*
  - *Entomology faculty felt they were reaching their teaching commitment limits yet there are new programs on the horizon and some upcoming retirements.*
  - *One way to handle the distribution of teaching would be to involve other people which is pointed out in report.*
- *Is it correct that new faculty may not be assigned teaching but deciding their course is up to them?*
  - *That is partly accurate. When we asked senior faculty in department about onboarding procedures and bringing new faculty into the program, they said that Entomology majors are organized in topical areas rather than specific courses, so students can choose from these topical areas. The expectation is that new faculty can choose where they plug into that organization.*
  - *When they asked new faculty members about their sense of fitting in, there were varied responses but a uniform response of three assistant professors suggested there was no department-wide plan for what needs to be taught.*
  - *These responses contributed to the committee's sense that the department should consider better communication about teaching and rely on a stronger hand from the Curriculum Committee for assistance in planning.*
- *Is the addition of the Global Health major what adds to the teaching load?*
  - *Yes, the Global Health major will contribute to this. One faculty member is very invested in the Global Health program.*
- *Was there discussion about whether Entomology will retain the Entomology undergraduate major with the addition of Global Health undergraduate major?*
  - *They asked the department about the future vision and the focus was very much on the two new programs – Global Health and Agricultural Ecosystems.*
  - *The review committee felt that the Entomology undergraduate degree was a secondary thought.*
- *Is there a sense of what courses the department will be teaching annually, that will be central to their programs, five to ten years down the road?*
  - *There is a vision of what they will be doing for a number of faculty and courses.*
  - *There are courses with strong enrollment numbers which we'd expect would continue.*
  - *Questions were raised about upcoming retirements, courses that may not be continued to be taught, and new faculty members and where they fit in.*
- *There are nine and a half state funded faculty in the department. Relative to the teaching challenge question, how does that rank among departments?*

- *This is on the smaller end of faculty sizes in the college but that said, with their performance on teaching and research they are doing rather well as a function of their size.*
- *There is a required one credit graduate course that wasn't being taught yet it's in the handbook as a requirement.*
  - *There's a note in the handbook that the requirement is suspended.*
  - *The difficulty of deciding which one course students would take was discussed by the review committee and with the department and there was no consensus.*
  - *There are opportunities university-wide about professional development. It is possible that this credit could be fulfilled elsewhere outside the department.*
- *It appears that prelims were taken after six or seven semesters or three academic years, which sounds late for prelims. Is that by design?*
  - *The review committee doesn't know if this is by design but suggests this may be a question for the department chair, to find out if they feel this timing is satisfactory.*
- *Four female faculty have left department in last five years? Do you know the circumstances? Are faculty getting mentoring?*
  - *Faculty climate issues are generally not the purview of the program review and instead it is to support academic programs for students.*
- *Does the direct admit policy for all graduate students in the program contribute to climate issues and in particular the low diversity of the program?*
  - *The direct admit policy wasn't seen as a factor in climate issues but some graduate students felt isolated and yearned for more of a cohort feeling.*
- *Is it possible that the pandemic contributed to the students' sense of isolation and lack of cohort?*
  - *It is hard to point out causation. There were concerns brought up by students, but the review committee was aware that these issues were going on all over the university.*
  - *Participating in the review process illustrated the importance of diversity, equity, and inclusion issues and communication.*
- *Questions for the department chair*
  - *Has Entomology thought about making a change to offer more flexibility in the graduate program curriculum?*
  - *There is a lot of evidence that direct admit policies make it difficult to recruit a diverse pool of graduate students. Can you speak to Entomology's experience with recruitment of diverse students and the potential impact of the direct admit policy or other policies and practice?*
  - *Can we hear more about the prelim requirements and the timing?*
  - *How does the Entomology department chair anticipate the Global Health major will impact instructional responsibilities?*
  - *Does the department plan to continue the Entomology undergraduate major? What is the benefit of maintaining the undergraduate degree at such a small level?*
  - *The report suggests a need for additional staff advising. What is being done in this area?*
  - *Tell us about the department's teaching load policy implementation and curriculum planning.*

### 3. Wisconsin Distinguished Graduate Fellowship subcommittee identification

- *Annually, the APC is asked to review the Wisconsin Distinguished Graduate Fellowship applications.*
- *Medhi Kabbage, Michael Xenos, and Guanming Shi will constitute the review subcommittee.*

- *Medhi Kabbage will be the subcommittee chair and will report the subcommittee's recommendation to the APC.*

## **Informational Items and Announcements**

### 4. Faculty retention

- *The college is gathering information from departments on faculty retention policies and procedures, as these processes vary across departments.*
- *The college may develop retention guidance to clarify process and authority.*
- *Some of the current issues with faculty retention are lack of clarity around what and with whom we are negotiating, historical context and practices that may no longer be relevant, and alignment with the current policy on return of faculty salary savings to departments.*
- *The meeting materials contain the campus report about retention for reference.*
- *This topic will come back to APC later in the future, as strategies are developed.*
- *Questions and feedback from the committee*
  - *It would be great if this strategy delineated a probable offer versus an outside offer, as the circumstances of retention efforts vary greatly from department to department and can be influenced by the negotiator's relationship with the individual being retained.*
  - *These differences between departments can create inequities.*
  - *The School of Medicine and Public Health and the College of Engineering both require an offer to be in hand or forthcoming before making retention efforts.*

### 5. APC questions about spring operations

- *Uncertainty about the pandemic and the future of remote work still remain.*
- *Questions and feedback from the committee*
  - *For field courses that involve housing and visitors, who can we talk to about COVID planning including vaccination status, testing upon arrival, isolation, etc?*
    - *Karen Wassarman is the resource for this and will follow up.*
  - *If a student reports a positive COVID test result to faculty, does that faculty member need to report?*
    - *No, students follow their own reporting requirements.*
  - *What about students who report a positive home test?*
    - *Campus doesn't have a mechanism to track home test results.*
    - *We are being asked to take students' word that they are positive if they are deferring an exam or assignment.*
  - *What is the quarantine requirement?*
    - *Day 0 is the first date of symptoms or the date of the positive test if no symptoms. A COVID-positive individual then must isolate for a minimum of 5 days. If the individual meets the criteria to leave isolation after 5 days, the individual then must wear a mask around others at all times for an additional 5 days.*

*There was a reminder that the APC is an open meeting and minutes are public.*

*The next APC meeting will be first a joint session with L&S and then a separate CALS-only meeting. Details about modality and location will be forthcoming with the agenda.*

*The meeting adjourned at 1:56 pm.*