

**CALS Academic Planning Council**  
6201 Microbial Sciences Building  
October 1, 2019, 1:00-2:30 p.m.

**Attendees:** Hasan Khatib, Rick Lindroth, Scott Lutz, Jamie Nack, Guy Groblewski, Erika Anna, Guanming Shi, Nicole Perna, William Tracy, Xuejun Pan, Barb Ingham

**Not Present:** Jill Wildonger, Michael Bell, Jeri Barak

**Ex Officio:** Kate Vandenbosch (1:30), Mark Rickenbach, Karen Wassarman

**Minutes taken by:** Sarah Barber

**Review agenda**

No changes made to agenda.

**Consent Agenda**

1. Approve minutes for September 17 meeting (materials in Box)

The September 17, 2019 minutes were approved via consent agenda.

**Action and Discussion Items**

2. Dairy Innovation Hub update

Heather White, Associate Professor in Dairy Science and special assistant for dairy innovation, provided an overview of the University of Wisconsin Dairy Innovation Hub. The Dairy Innovation Hub provides \$8.8M in funding this biennium for dairy research at UW-Madison, UW-Platteville, and UW-River Falls. An Advisory Council comprised of industry and university representatives as well as a representative from DATCP will advise the deans from these institutions on priorities for investments and review progress. \$1M for first year, \$7.8M second year, and \$7.8M increase in base funding each subsequent year. A program manager will be hired, but the funding is not intended for administrative expenses. CALS will have an advisory group. The WI Joint Finance Committee has to approve the spending plan before funds released. JFC expected to approve spending plan Oct 2, 2019. Look for updates in eCALS. [Note added after meeting: JFC approved the spending plan on Oct 2, 2019]

The funding is broader than dairy cow biology. Funding to support personnel and infrastructure in four areas: stewardship in land and water resources, enriching human health and nutrition, ensuring animal health and welfare, growing farm businesses and communities. The proposed spending plan is for faculty positions, post-docs, graduate students, research, equipment, and high-impact practices. This is not back-fill funding to fill vacancies; this is new funding to increase expertise and promote innovation.

There will be an annual Dairy Innovation Summit with stakeholders supported through this effort. Also, the Advanced Dairy Management Academy will span the three campuses with the intent of generating research/teaching synergies and supporting outreach opportunities.

Q: How does this effort interact with the Center for Dairy Research? A: CDR could request funding for faculty, graduate students, post doc. The work of CDR could align with this effort to develop products for people with

allergies, developing rural economies, etc. Opportunity for this effort to learn from other centers on campus and look for opportunities to do things in new ways.

Q: Are funding opportunities open to CALS faculty only? A: From beginning, PI status in CALS has been a requirement. Collaborators with PI's from CALS, who are outside of CALS, could participate.

Q: Will fellowships be competitive? Yes, hope to create competitive fellowships to bring in top talent. There will be a post doc fellow application process to fund projects. The goal is to develop a post doc training community; build network/community; build cohort. Graduate students – still exploring options for how to fund in this area.

Q: Will there be a restriction on funding international students? A: No, recipients do not have to be domestic. We want to use funding in first year wisely. Focus on post docs in first year will show UW-Madison using money effectively and wisely, as it will take considerably longer to get faculty hires in place. Require 2-year commitment by post-docs.

Dairy Innovation Hub funds make up 10% of CALS' annual state funding, excluding extension.

Q: How will funding for faculty positions be maintained? A: Funds are addition to base and are expected to continue.

Q: Too much milk is being produced. Today at World Dairy Expo, the U.S. Secretary of Agriculture said dairy farms have to get big or get out. Is this something we should be doing? A: Our role is to look at the science on which policy can be based. A vibrant dairy industry isn't just about more milk – also about community. Need to research consumer needs, animal health, water resources, all important to vitality of industry

Q: Who will determine faculty hire requests? A: This may be a future APC discussion about process. It is expected that there will be a spring call to coincide with existing faculty position requests to the college.

Q: What are high-impact projects? A: Expect to be good steward of funds and use funds as intended. Dairy task force 2.0 made recommendations, and these might be a good starting point. Funds to be spent evenly across four areas. Need to have impact on industry in one of the four areas.

Q: How many milk producers think within these four quadrants? Who represents industry on Advisory Council? A: Industry helped shape development of four focus areas.

### 3. Proposal to reopen and rename Molecular Biology Major

Background: Program was going to be discontinued as a result of the program review; received proposal from L&S to re-open major in spring 2019. CALS sent letter to L&S in spring 2019 expressing concerns about re-opening the molecular biology major, in particular pointing out that the new proposal did not address the previous concerns and reason the major was destined for discontinuation. L&S has sent a response with a new request to re-open and rename major.

Discussion:

- Spreadsheet accompanying new L&S request would be helpful to review. It is difficult to evaluate without the data.
- L&S argument still based on what faculty want to do. Response to course overlap issue is not very strong. Student reaction may be an outsized reaction. Not clear major is necessary or that it adds value to student opportunities. Nothing here is different and nothing to distinguish itself.
- Biochemistry letter (Fox) articulate there is no need for undergrads to specialize in molecular biology. Further, cellular is an equally outdated concept and does not add to the major
- What are L&S metrics for funding? Are they doing this for revenue? SMPH and CALS will do a considerable amount of the teaching, which could be beneficial for CALS CFI.
- Need to address what is in the best interests of students. What's best for identity of CALS. CALS claims a majority of the campus's molecular biologists.
- How do peer institutions handle the biological sciences?
  - No one else handles biology and biological sciences like UW-Madison; molecular biology major predates biology major and designed by same individuals
- Saw no changes from request made in spring 2019
- Don't want to base decision on revenue
- Biology option:
  - Deficiency in request – has not made an argument for not having it as biology option
  - Argument made at one point by program that pursuing biology option was a lot of work. The proposal for major is a lot of work and need to see commitment/oversight of program
  - Comment by APC member: plant biology option wasn't a ton of work, but was a failure
- Concerned about letter – does not address student needs and motivation of students. Request seems administrative and meeting faculty/staff wants, rather than student needs
- Molecular biology's website states that students cannot double major with Biochemistry or Genetics because they are too similar, yet letter/proposal says these majors are distinct
 

"We do not recommend these double major combinations as the majors are very similar. Most graduate and professional schools will look more closely at your coursework, rather than what your specific major(s) was as an undergraduate."
- Dean Kate is looking for feedback in her letter back to L&S and the program. If the major it is to move forward, do we want to provide other types of feedback on how to make major more palliative to us? Do we want bigger role in making improvements?
- Concern about not having a voice at table, despite doing large share of the teaching for the major
- We want CALS representation in governance as curriculum decision fueled by governance
  - The proposed program thinks they have created governance structure with one CALS individual, but it's not someone from the molecular biology community
  - Does oversight rightly represent size of CALS curriculum in the program
- Unclear if program provides level of student learning we expect
- Provost Scholz, then Dean Scholz, wrote letter to discontinue program and then spring 2019 letter to re-open program. Interim Dean Wilcots wrote fall 2019 letter to re-open program

#### 4. Equity and Diversity Committee update

Tom Browne and Natalia de Leon, co-chairs of the CALS Equity and Diversity Committee, provided an update on the committee's current initiatives and future goals.

##### Current initiatives:

- Implementation of Department Diversity Representatives
  - There is diversity rep in every department. Departments can determine their priorities. Department rep has support of larger EDC
- PVLs & Search and Screen Committees
  - All CALS PVLs now include a statement on diversity; search and screen committees are required to attend WISELI training on unconscious bias
- Lunch & Learn series
  - Equity and Diversity committee sponsors 3-4 lunch and learns semester; lunch provided, held in BioCommons in Steenbock; topics appeal to students, faculty, and staff; next session is 10/7, 12pm, Building a Better Bucky: History of Diversity and Climate Initiatives at UW-Madison
- MD minority disadvantaged coordinator – each S/C has a designated coordinator. Tom Browne is the MD coordinator for CALS

##### Future Goals and Planning

- Implementation of graduate student TA/RA training program
  - Required diversity training for TAs. Want to expand to RAs. Committee made request to Graduate School to expand to groups beyond TAs
- Department reports on Diversity and Inclusion effort (Goal 4 of CALS 5-year plans)/CALS Climate Survey
  - Subcommittee reviewing – finding collaboration opportunities between depts; Form will change: Many departments indicated plan to conduct department climate survey; As a result of dept interest there will be the development of the CALS Climate Survey
- Recruitment Strategies/USDA Barrier Analysis (TOP Hiring)
  - Developing best practice hiring documents; start with faculty; incorporating existing relevant CALS/campus documents
- Heritage Marker Grants
  - Heritage Marker acknowledges the “hard but crucial truths” concerning the historical relationship between the Ho-Chunk people and the United States, and how the University of Wisconsin-Madison came to occupy what had long been Ho-Chunk land.
  - The goal of this grant opportunity is to spark learning and deepen understanding about the Ho-Chunk Nation through meaningful learning experiences embedded in the Wisconsin Experience.
  - Need curriculum and program component to qualify for grant (4 components need to be fulfilled)
  - \$8K grant; 3 cycles;
- FIGS – First Year Interest Groups

- This is an opportunity for departments to explore. A FIG is a collection of classes for first year students. They are an excellent opportunity to showcase your major; contact Sarah Barber or Megan Ackerman-Yost if you'd like to develop a FIG
- Faculty and staff diversity training: Campus training now exists for students. Will partner with campus when a program is created centrally for faculty and staff

### **Informational Items and Announcements**

#### 5. Climate Survey update

Developing climate survey following department reports on Diversity and Inclusion effort. Mark to working with Office of Strategic Consulting to build survey. Intent is to build a survey that is statistically reliable, and departments can build on it. Timing to roll out to entire college tbd. Template to be built this fall

#### 6. FISC updates

FISC moving to Lowell for housing, meals, and some classroom space Fall 2020. Current resident halls hindered by differed maintenance costs. Not ADA compliant. This is an exciting opportunity for the program. Changes have been shared with alumni, partners, faculty. UW Housing will own, maintain and manage Jorns and Humphrey Halls. Residence halls will retain historical names. CALS conference center, currently housed in Humphrey Hall, also will move to Lowell providing more opportunities for collaboration

#### 7. Update on APC program items

Global Health NOI: UAPC spring 2019; system approval in summer 2019; full proposal to APC fall 2019  
Environmental Remediation NOI: GFEC/UAPC Sept 2019; system approval Oct 2019; full proposal APC fall 2019

#### 8. Administrative search updates

Assistant Dean for Research: position to focus on pre-award, contracts. Individual from Washington State University will start December 1, 2019.

Program Assistant Dean's Office: Kelly Knapp has left for position in SMPH. In process to fill this role.

Director for Information Technology: Academic staff position to coordinate efforts between CALS, DoIT, and CFO. Role will address how CALS adapts to new environments.

Safety Director: Nick Genovese; Joining ag research stations and CALS. Provide greater coordination of safety. Ag research stations first priority.

Meeting adjourned at approximately 2:30pm

DRAFT