

**Department of Forest & Wildlife Ecology**

Faculty Meeting Minutes of April 6, 2010  
216 Russell Labs

Present: Alison, Berkelman, Bowe, Molly Carnes (Dept. of Medicine and WISELI), Cary, Craven, Drake, Field, Gower, Gunther, Karasov (presiding), Lorimer, Mladenoff, Nack, Ozdogan, Peery, Pidgeon, Radeloff, Ray, Rickenbach, Rodock, Scott, Timme, Van Deelen, Webster

Absent: Foster, Guries, Kruger, Langston (sabbatical), Lutz, Ribic, Rissman, Samuel, Townsend, Watt

Professor Karasov called the meeting to order at 2:00 p.m.

1. Agenda and minutes. The Chair reviewed the agenda. The minutes of the April 6 Department meeting (Cary/Ozdogan) and April 7 special Department meeting (Field/Rickenbach) were approved.
2. Reports and Announcements
  - a. **Daniel Schmoldt introduction.** The Chair introduced Department alumnus Daniel Schmoldt and thanked him for his financial contributions to the forestry students' travel fund. Schmoldt noted that the fund had few requests in the past year and invited the faculty to encourage further applications. He is president of the USDA National Institute of Food and Agriculture and answered questions on that organization's federal budget and administrative leadership forecast for the coming year.
  - b. **Bias Literacy Workshop.** Professor Molly Carnes introduced herself as a member of the School of Medicine and Public Health as well as the director of WISELI [the Women in Science & Engineering Leadership Institute] in the College of Engineering. Carnes explained the grant which WISELI has received for the Bias Literacy Workshop and the baseline UW survey which was sent to faculty homes recently. For nearly 20 years, academia has realized the need to target underrepresented groups in admission, hiring and retention in the "STEMM" fields: Science, Technology, Engineering, Math & Medicine. She noted great progress for women studying in these fields since Title IX in the 1970s, with approximate parity with men in the number of Ph.D.'s earned. However, women still drop out disproportionately after obtaining a Ph.D. She discussed the latest research on the existence of gender bias, even among those who consciously attempt to avoid it. Referring to a document she distributed, she noted that the workshops' goal is to move faculty toward the right on the chart, i.e., to be "unconsciously competent" on matters of bias. She asked the Department to be open to a workshop which will be offered some time in the coming year, as well as the follow-up survey in 2013. She discussed the release of data, which only occurs at an aggregate level to keep individual responses anonymous.
  - c. **Biological Sciences Flex Funds.** Ms. Rodock solicited information on alumni careers to include in the proposal she is drafting to apply for next year's funds.
  - d. **Furlough report and balances.** Ms. Timme circulated a report of furlough balances and noted that the remaining furlough must be taken by the end of the fiscal year. She reminded the faculty of Paul DeLuca's e-mail reminding supervisors to monitor their employees' furlough.
  - e. **Request for Building Committee.** The Chair announced that the chair of each department's space committee and one other faculty member from each department will comprise a coordinated committee for considering building wide matters.
  - f. **Summer salary.** Timme requested that faculty members who have separate funding for summer salary inform her promptly in order to meet payroll deadlines.
  - g. **Fall research competition.** As a member of the Grad School Research Committee for the Biological Science Division, Professor Radeloff noted that the lack of applications from our department was a lost opportunity to receive money from the Wisconsin Alumni Research

- Foundation (WARF). Biological Sciences receives about half of what the Physical Sciences division receives, because WARF bases its allocations on proportions of applications. He described the application process. The Committee prefers to fund projects with clear need, a concretely named student, and those with lack of startup or other flexible funds, at amounts of typically \$30,000-\$40,000. The Committee tends not to fund student hourly employees or conference travel. The second criterion is opportunity—applicants should demonstrate the leverage which the award may comprise for future external awards. Peery relayed his experience as last year's sole applicant from FWE, unsuccessful likely due to the committee's recognition of other startup funds available to him.
- h. **Academic Planning Council.** The Chair solicited people whom he could nominate for the CALS Academic Planning Council, as he is concluding his term.
  - h. **Financial update (addition to agenda).** Ms. Webster distributed a list of fiscal year deadlines for financial transactions and requested that the faculty submit any transactions at least a week prior. She asked especially the DNR accounts to obtain written assurances for new or continuing grants in the coming fiscal year to allow timely setup of accounts for payroll and purchasing purposes. She noted the increased need to justify transfers which occur more than 90 days after the date of the original expenditure.
  - i. **Leopold lecture (addition to agenda).** Professor Craven thanked faculty for help with the annual Leopold Lecture, deeming it a good experience, made more of an event by including the guest lecturer as a speaker in the population dynamics class on a second day. There were approximately 165 attendees and 150 downloads of the lecture from the DNR website.
  - j. **Bus pass charges.** Professor Field noted that the UW Division of Transportation is about \$1 million short of funding and is considering a charge for bus passes as part of the solution, as well as likely increases in flex and permit parking fees. He encouraged people to view the Transportation website, attend forums, and provide their input.
3. New Business
- a. **Space Committee activities.** Professor Mladenoff reported that the Space Committee, including himself, and Professors Radeloff, Van Deelen, and Gower, has been reviewing building space overall. Recently they've had the assistance of a paid undergraduate and software which can use CAD files from Physical Plant as well as an Excel data base developed by Cary for the second floor. For data on the first floor, the Committee has relied on Dean Guries's recollection of agreements for space assignments. The Committee will begin the process of assessing and allocating space for the coming year. Rodock offered to provide a list of incoming and completing students. Cary noted that Russell Labs staff can provide up-to-date lists of postdocs. Berkelman warned that students and postdocs aren't necessarily prepared to vacate at the end of their appointments. Timme reported that Tom Dettinger is constructing mailboxes and installing a keypad entry in preparation for moving the department's mail room to the second floor. The Chair recommended that any other space issues be referred to Mladenoff.
  - b. **Proposal for new undergraduate internship policy.** Professor Lorimer reported that the Undergrad Programs Committee learned that UW liability coverage for students on internships is limited, and that a student's enrollment status has minimal influence. He referred to the distributed handout and reviewed the agreement form, important because it provides leverage on the agency offering the internship to provide some learning experience. Secondly, the Committee recommended that interns take at least one credit of FWE 399 in either summer or fall. The third recommendation was to continue using the internship evaluation form. The Committee offered suggestions for items to include in a required paper, though final decision will be up to faculty member. Berkelman asked whether on-campus WisPIRG internships would not need such documentation because of the associated campus-level documentation. Field noted the importance of the form in demonstrating that interns must not compete with

federal, state or county employees' work duties; Lorimer recommended adding this fact as an additional justification.

**Motion (Lorimer/Field) passed** on a unanimous voice vote to adopt the internship proposal recommendations as stated in the distributed information.

- c. **Proposal for new 901 seminar.** Professor Rickenbach reminded the faculty that the Grad Programs Committee has lined up three sessions of a 901 seminar which will begin in fall: science communication; teaching skills; and CVs, job preparation and other skills.
  - d. **Plan to realign the Grad School and research enterprise.** Professor Bowe reported that the faculty Senate voted yesterday to support the restructuring of the Grad School, which passed, though not unanimously. The Research and Sponsored Programs division will move from the Grad School to be under the Vice Chancellor of Administration. As a result, UW has created a position with a new title, "Vice Chancellor of Research and Dean of the Graduate School" for which a search will soon be underway. Professor Drake recalled the history of the proposal, which was rejected last year and sent to an ad hoc committee for re-wording. Bowe discussed turf issues involved. The bottom line is that the faculty supported maintaining a link between research and graduate education. The published flow charts dated May 3, 2010 have been approved and will be more streamlined and detailed now that wording for this administrative change has been approved.
4. Old Business
- a. **Update on Wisconsin Bioenergy Initiative (WBI) job search.** Professor Gower reported that the search committee met to review all the candidates. He discussed committee's preference for Holly Gibbs, who will not be funded by CALS, freeing CALS funding to hire one of the two following candidates, Du and Dwivedi (the FWE-sponsored candidate), both of whom will be brought for a second interview to campus the week of May 24-28. Each of the two will present on their vision of their role in the WBI for the state of Wisconsin. Gower has been in contact with Dwivedi, who views this as his first priority position, and discussed other options Dwivedi has at Yale and Florida. The second interviews will ensure that the entire search committee, as well as some outside evaluators, have a chance to meet the candidates. The Department will serve as Dwivedi's host again.
  - b. **Update on replacing 2000 van.** Bowe reported that they investigated a Chevy Uplander and an older Dodge Caravan. The seller will contact Ms. Timme to purchase the Uplander.
  5. **June meeting.** The Chair led a discussion about the need for a June meeting. The faculty discussed potential matters which might arise. The faculty agreed to plan a tentative meeting for Tues., June 8 at 2 p.m., which the chair will cancel if it proves unnecessary.
6. Adjourned 3:12 p.m.

submitted by Ken Scott