

Graduate School Equity and Diversity Committee Meeting Minutes

May 10th, 2012

2:00pm, 334 Bascom Hall

Attendees:

Darrell Hamilton - Physical Sciences Laboratory	Marchel Hill - Institute for Molecular Virology
Toni Gunnison - University of Wisconsin Press	Michelle Holland - Laboratory of Cell & Molecular Biology
Sheila Hessman - Institute on Aging	Wayne Davis - Biotech Center
Anne Moser - Aquatic Sciences Center	Joanne Brown-Primate Center
Terri Peck - Waisman Center	Julie Karpelenia-Graduate School
Peter Vanderveer - Biotron	Anita Herrick-Ice Cube
Molly Fifield-Murray-Arboretum	Teresa Peck-Waisman Center
Wendy Crone-Graduate School	
Chris Moore-Synchrotron Radiation Center	

Absent:

Maya Holtzman - Graduate School	Carey Hannan - Research Animal Resources Center
Eric Thompson - SSEC	

Scribe: Michelle Holland, Laboratory of Cell & Molecular Biology

Call to Order: Molly Fifield-Murray, Chair, convened the meeting at 2:00 pm

May Meeting Minutes:

The minutes were accepted with a minor change to the attendance list.

Guest speaker: Aaron Brower

Aaron Brower is the UW Vice Provost for Teaching and Learning and also a professor in the School of Social Work specializing in the transition from high school to college and integrative learning experiences. Aaron works closely with Jeff Russell to lead the 2012 campus wide initiative on Educational Innovation (EI). Chancellor Ward has charged him to oversee the educational enterprise of campus; specifically undergraduate, making the students have a better educational experience.

The trend of state support for higher education has been on the downward spiral for the last 30 years and increasing tuition simply cannot make up the current budget shortfall. We cannot wait for the state-funding situation to change; we must plan for it to continue declining. There are four aspects to thinking differently about ways to approach this challenge in higher education.

- Think differently about philanthropy and encourage donors to be involved in ways beyond named buildings and professorships.
- Better commercialization of research
- More efficient administrative process
- Educational innovation (everything else such as how we teach, kinds of classes we offer, going to a 12 month calendar, how departments are structured, etc.)

The EI initiative encourages grass roots movements that work well on the UW-Madison campus. Aaron provided a handout about why Educational Innovation and the principles involved. All departments, centers, faculty and staff are encouraged and challenged to think differently about everything. There are incentives in place for those who make a change and save money; they will be able to keep a portion of the funding.

Aaron Brower and Jeff Russell are the campus leaders in EI. They are here to assist anyone who has ideas and would like to get started with an innovation at the ground level. They will help push policy where policy stands in the way of making a change.

Question & Answer with Aaron Brower

Q: What is campus leadership doing to tell the public what we do at UW?

A: Kathy Kramer Walsh has a recent article in the Isthmus that talks about how those in WI view the UW. It is important to have a conversation with others about our work at UW instead of simply telling them our story. This two way street can lead to more in depth discussion and shared understanding. Also, there are continuing conversations going on with legislatures about flexibilities they can provide instead of more money and how we can engage in a team problem solving approach.

Q: How does research play a role in EI?

A: We have to look at what portions of center budgets are 101 funding versus grant funding, the ways can we retain the best and brightest people at UW, how central campus can help with commercialization of research, any processes in your unit that could benefit from added efficiency, and talk to colleagues about how to use EI in our daily work units. EI is a long term (20+ year) strategy, not a quick fix.

Q: Is there anything we can do about high paid tenured faculty?

A: The new HR redesign will not fix this problem. This solution would focus on the ends of the bell curve. Most faculty members at this institution work hard and want to contribute to their area of study. HR redesign will offer standardization across campus for everyone to be clear of the expectations and standards for each job employment category.

Q: How do you deal with the tensions between research and innovation?

A: At this time, the list to get involved with EI is very long. Everyone is jumping on board this train and wants to improve their area. The EI team wants to provide more capacity to address people's ideas more quickly. All members were encouraged to ask themselves and each other in their own units, how might you engage in EI within your own center?

Q: One center finds that they have to charge so much for overhead that they are having a hard time remaining competitive.

A: Another center has actually changed overhead in the past. Remember, overhead does matter though. Members were encouraged to ask how they can be involved, to reexamine policies, practices, and business models in their units.

Q: The MMI department dropped their undergraduate major. Will this be a trend?

A: Yes, for this specific department the rationale made sense and it is expected to continue. But if the lowest enrolled majors were dropped, that would eliminate the specialization of UW. In the future we can expect to see more campuses partnering with others because each campus cannot afford to be as comprehensive as they are now.

Discussion

Following the discussion with Aaron Brower, there was general discussion among the committee. Molly discussed the friends of the arboretum group and what they do as part of the centers mission. Peter suggested being more aggressive on charge backs for services within centers.

The meeting in June will discuss equity and diversity issues. Molly will bring draft statements to work on then. Molly will meet with Peter & Wendy to work on draft. There will be no meeting in July for summer break.

The committee will convene in August, as centers get ready for their reports to the Graduate School Dean's office.

Toni put together a more condensed version of the Welcome Packet for new members. This will go to the communications committee and then be discussed further at the June meeting.

Next meeting:

Date: June 14th, 2012

Time: 2:00 – 3:30 PM

Location: Room 350 Bascom Hall

Scribe:

Agenda Items: