

ILLINOIS STATE UNIVERSITY



Address from the Dean College of Arts and Sciences April 20, 2006

Good afternoon. Thank you for spending time with us today.

Provost Presley, fellow faculty, staff, students, and friends of the college, I am pleased to report that ISU is clearly emerging from the difficult financial times of the last three years, and the state of the college is healthy and strong. Although we do not expect increased state funding this year, we are recovering nicely from the recent budget rescissions and are regaining our equilibrium. I predict that barring an unforeseen state, national, or international crisis, the institution will return to full fiscal health and vitality by the end of this coming academic year.

As but one sign of this recovery, the college was delighted to be able to allocate over \$437,000 in mid-year salary increases this semester. These increases were a result of President Bowman's initiative to raise all faculty and staff salaries closer to the top of the salary ranges of our peer institutions. In this first phase of a three-year program to make faculty and staff salaries competitive, full and associate professors, whose salaries are the furthest below peer group averages, were eligible for modest mid-year salary increases, as were non-negotiated civil service staff members. This first salary increase targeted faculty of outstanding merit whose salaries are most affected by salary compression and inversion. Additional increases are planned for the next two years.

In addition, the college was able to allocate to your departments over a half a million dollars in additional operating funds to help support your teaching and research efforts. Those departments that best demonstrated how their use of additional funding would advance the college's new strategic plan received greater allocations. Because technology has been identified as the number one priority in the college, much of these funds went to providing you and your

departments with new or refurbished computers, scientific instruments, and other technology-oriented items.

Last year, I announced a number of faculty and staff support initiatives, and we are continuing to find ways to enhance and expand those programs. One of our initiatives was to negotiate a larger share of research overhead funds from the university: the college is receiving an additional 5% in overhead funds generated by external grants. We chose to pass this entire increase directly to the departments rather than reserve a portion for college-level operations. This increase has meant an additional \$35,809 of funding for our departments this year—funds the departments would not have received were it not for this new program.

We also instituted the Research Enhancement Award Program, which makes available on a competitive basis course releases or graduate research assistants to help you manage the demands of balancing teaching and research. This program has been so successful that we have increased the funding amount of each award by 16 percent, for a maximum of \$3,500 per award. And we have increased the total amount of available funds by 43 percent. The REA Program will fund ten awards for the coming academic year, for a total of \$34,200. Would the ten winners please rise and be recognized? I would like to thank the members of the Research Proposal Review Committee for their hard work in reviewing applications and making recommendations, and Associate Dean Sam Catanzaro for his leadership in this program. Would the members of the committee please stand and be recognized?

The college also created a Travel Supplement Grant Program. This program makes available grants of up to \$500 to supplement travel awards provided by your departments. This program is by far the most popular of all our faculty support initiatives, and you have made it clear that increased travel funding is a major faculty priority on this campus. Consequently, this year we have tripled the amount of funding available in the program. This year, we will fund or

partially fund 38 proposals, for a total of \$16,500. This year's awardees are listed on the screen before you. Please help me congratulate our winners.

Last year the college entered into a partnership with Milner Library to create the New Faculty Book Support Program. Each newly hired faculty member in the college was invited to designate up to \$500 of books in his or her research and pedagogical area to be purchased by the library. This year, \$4,500 of funding was available to our 9 new faculty.

Another initiative, the Research Grant Writing Support Program, enables faculty who have not yet secured external funding to obtain feedback on grant and fellowship proposals from an experienced colleague with a proven track record of success in obtaining external funding. I encourage you to make use of this valuable service if you have not already done so.

Last spring, the English Language Institute became a college-run enterprise. The intent was to increase ELI's profile so that it became a genuinely university-wide service to all international students. ELI has undergone dramatic change: we streamlined its services and improved recruitment efforts. When ELI first became a college-run unit, it was \$100,000 in debt and was in danger of being closed down by central administration. I am pleased to report that in the short span of time since ELI became a college-run enterprise, we have completely eliminated ELI's debt—a full year earlier than I predicted in last fall's Address. I would like to thank Kasia Stadnik, the Director of ELI, and Janie Leatherman, Director of International Affairs for the college, for their outstanding efforts in making ELI an enterprise we can all be very proud of. Kasia and Janie, would you both rise so that we can recognize and applaud your efforts?

I am pleased to report that the new model of funding summer school appears to be working quite well. The College coordinated efforts to ensure that we will experience the most robust summer in ISU history, and we are well on our way to that goal. The college developed a comprehensive website devoted to all summer offerings in the college and launched a campaign to publicize those offerings. We distributed an informational flyer to every single student on campus, and we posted this flyer at strategic places across campus, as well as at Illinois Wesleyan, the University of Illinois, Bradley University, Heartland Community College, and Parkland Community College. In addition, we purchased advertising space in the student-run news publications at Southern Illinois University, Illinois Wesleyan, and the University of Illinois. As of this week, 3,388 students have enrolled in CAS courses, and at least 180 courses will be offered. I would like to thank Associate Dean Sally Parry for her leadership on this project, as well as Assistant Dean Sarah Diel-Hunt and LILT Director Sarah Walczynski for their invaluable assistance. Sally, Sarah, and Sarah, please stand and let us applaud your hard work.

As you can see, the college is doing much to support the excellent teaching and research of our faculty and staff

through initiatives announced last year. I am delighted now to announce several new initiatives. Currently, there is no program in this institution designed to support international travel for faculty conducting research abroad. Yet, increasingly more faculty in this college are traveling abroad to conduct research and share research results with colleagues at professional meetings. Of the 38 proposals receiving support in the Travel Supplement Grant Program this year, 23 were for international travel. To respond to this great need, the college has entered into a partnership with the Office of Research and Sponsored Programs to create the CAS International Grant Program. This program will begin with a commitment of \$20,000 for international travel conducted during the next academic year. Guidelines and applications for this program will be available in the fall semester. I would like to thank two individuals for their assistance in making this program a reality: Galen Crow, Director of the Office of Research and Sponsored Programs, and Gary McGinnis, Associate Vice President for Research. Galen and Gary, would you please stand so that we can applaud your efforts?

This year, the college assisted in sponsoring lectures by three eminent scholars: sociologist Neil Smelser, journalist and author Christopher Hitchens, and literary and legal scholar Stanley Fish. All three spoke before substantial crowds and generated a great deal of interest and debate. In an effort to expand the opportunities for students, faculty, staff, and community members to engage in intellectual dialogue about substantive issues, the college, in partnership with Provost John Presley, will sponsor an annual series of lectures: the Visiting Scholars Colloquium. This program will seek to attract internationally prominent intellectuals to ISU to present lectures and engage in scholarly dialogue. The goal is to sponsor four speakers each academic year, two in the fall and two in the spring. I would like to thank Provost Presley personally for his commitment to scholarly dialogue and civic engagement.

The college has made a genuine effort to open and maintain lines of communication with all the professionals that comprise this great college. The college hosts regular forums where nontenure-track faculty, tenure-track faculty, AP staff, and civil service staff can interact with members of the dean's office and other university officials, both to learn about new developments in the college and university and to air concerns and offer suggestions. The intention is to draw on the collective wisdom of our faculty and staff to discover ways to help the college operate more effectively and efficiently and to listen to their concerns and to respond to these concerns whenever possible. The next two initiatives that I will announce derive directly from the atmosphere of openness and communication that these forums have made possible.

Several administrative professionals across this college carry regular teaching loads and are responsible for teaching and mentoring many students, yet there is no college-wide teaching award available to recognize outstanding teaching among these dedicated

and capable professionals. I am delighted to announce the creation of an annual award of \$3,000 to recognize and reward the teaching efforts of our most talented administrative professionals. While several individuals brought this issue to our attention during the AP Forums, I would like to single out one in particular for her passionate advocacy: Claire Lamonica from the Department of English. Claire, would you please stand and be recognized?

Several of our civil service staff requested that the college provide additional avenues—above and beyond the regular forums—for increased representation of staff concerns and viewpoints. Consequently, the college will create a civil service advisory committee to meet regularly and to articulate staff concerns to the college administration: an elected committee of six civil service staff members (two from each of the three academic divisions in the college). In addition, the College Council will now include for the first time in history staff representatives (one civil service staff member and one administrative professional), and the College Council and the Academic Senate have approved a change in college rules that will allow staff representation on chair search and chair five-year review committees. All of these developments are a direct result of the ongoing dialogue that this college is strongly committed to. While numerous individuals contributed to making these important changes come about, I'd like to single out one in particular for her focused efforts: Judy Becker from the Department of Psychology. Judy, would you please rise and be recognized?

Let me renew my commitment to each and every one of you: the Office of the Dean will continue to be your greatest advocate. We will continue to support and reward excellent teaching. We will continue to help you provide the highest quality instruction to our undergraduate majors, our graduate students, and the thousands of other students who take our courses each year. We will continue to support your research and scholarly endeavors. We will strive to find the resources to support the increasingly more sophisticated technological needs of your teaching and research. We will continue in every way possible to support, recognize, facilitate, and reward the hard work of the various constituents that make this such a vibrant college. And we will continue and enhance what have become key values of this college: inclusiveness and a spirit of openness and transparency.

Let me close by thanking each and every one of you for joining me in moving the College of Arts and Sciences to ever greater levels of excellence. Thank you for your time today.

Award Ceremony

I am delighted now to announce the winners of the Program of Excellence competition and the recipients of the Dean's Awards. The Program of Excellence

competition is funded jointly by the college and the Office of Research and Sponsored Programs. The successful program may be an undergraduate or graduate certificate program, a new minor, a new sequence in an existing major, or a program devoted exclusively to primary research. The guidelines specify that the program should be clearly interdisciplinary, drawing substantively on the disciplinary expertise of two or more academic departments. Unique and innovative disciplinary collaborations were highly encouraged, even those across collegial borders. The program itself should be clearly distinctive, unlike any other program in the state of Illinois. As such, the program in its uniqueness should attract considerable national attention. The proposed program should draw on existing personnel and resources as much as possible.

I am very pleased to report that we received 4 extremely well-crafted proposals, any one of which could have easily been named the winner. As you might imagine, the strength of the applications made a decision quite difficult. In an ideal world, we simply would have funded all 4 programs. As you can see from the program titles, each of the proposals draws on a number of faculty from a range of departments:

- Personal Relationships and Social Dynamics
- Photodynamic Therapy Research
- Program in Energy Science and Education
- Quantitative Risk Study Group

Again, all four of these fine proposals are well conceived, innovative, and well presented, but only one will be designated an official Program of Excellence this year. Nevertheless, we will meet with each of the three other teams and determine how the college might be able to help these teams bring their visions to fruition.

The winner of this year's Program of Excellence competition weds a rigorous academic curriculum with a cutting-edge research agenda. It substantially enhances the educational experience of ISU students and the research of several faculty. I am pleased to announce, that the winner of the College of Arts and Sciences Program of Excellence Award is the proposal entitled "Program in Energy Science and Education." This program seeks to create an innovative interdisciplinary M.S. in energy science, and supports a research program in bioenergy and biomass fuel. Participating faculty are from the Departments of Biological Sciences, Chemistry, Economics, Geography/Geology, and Physics, as well as the Departments of Agriculture and Technology in the College of Applied Science and Technology.

While this program is a true collaboration of a research team and a vast array of faculty and chairs from a number of departments, I would like to single out one individual in particular who took a lead in this project. John Sedbrook, would you rise and be recognized.

Please help me congratulate this year's POE winners.

And now it is time to present the Dean's Awards. We'll

begin by presenting the Dean's Award for Outstanding Civil Service Staff Member. Before naming this year's winner, I would like to revisit last year's awards and make an apology to you all. Last year, we announced the Civil Service and Administrative Professional awards at the College's annual awards ceremony, instead of at the Spring Address. In doing so, we inadvertently treated those awards differently from the other Dean's Awards, which is out of keeping with my own commitment to extend to all staff members the same treatment as our faculty. In preparing for this year's Spring Address, we realized that last year we produced beautiful plaques for our faculty Dean's Award winners but only paper certificates for our two staff members, and this is entirely unacceptable. I would like to call up to the podium last year's winners so that they can receive the plaques that they richly deserve. Don Schmidt and Carl Wenning, would you please come forward?

This year's winner of the Dean's Award for Outstanding Civil Service Staff Member has been a dedicated member of the college for more than fifteen years. This professional is so beloved that his letters of support sound as if he should be a candidate for the Nobel Prize. One recommender writes that he "exemplifies an almost perfect blend of skills, experience, intelligence, and temperament." Another recounts how this dedicated professional would on numerous occasions gladly "give up his evening and weekend hours with no loss of patience or effectiveness" in order to help students meet their deadlines. This year's recipient is in charge of the model shop in the Department of Physics. James Dunham, would you please come forward and be recognized as the College of Arts and Sciences' outstanding civil service staff professional?

It gives me special pleasure to present this year's Dean's Award for Outstanding Administrative Professional. This dedicated citizen has contributed immeasurably to the quality of life of each and every one of us in this community for over sixteen years. It would be very difficult to enumerate his many accomplishments in the little span of time available. Suffice it to say that he has done more for the College of Arts and Sciences, for ISU, and for the twin cities than almost any other single individual. I have worked with him on numerous occasions, and I must say that he is the consummate professional and the exemplary gentleman. I'll dispense with the accolades, because every one of you knows him and recognizes his valuable contributions to us all. Bruce Bergethon, would you please come to the podium and be recognized as this year's most outstanding administrative professional in the College of Arts and Sciences?

Before presenting the Dean's Awards for teaching and scholarship, I would like to recognize the invaluable assistance of the members of the CFSC. We had an especially good group this year, and let me tell you: they worked extremely hard on your behalf all year. I have a great deal of respect and admiration for each of them. Would the members of this year's CFSC

please rise and be recognized?

The Dean's Award for Outstanding Teaching is a peer-determined award that recognizes and rewards the faculty member with the most extraordinary record of teaching in the preceding three calendar years. I am pleased to report that your DFSCs and SFSCs forwarded 11 nominations to the CFSC—six in the tenured category and five in the pretenured category. As with the nominations for the Program of Excellence, the nominations for this award were uniformly stellar. This embarrassment of riches is a clear indication of the superb quality of work being done by our faculty. Each of the two categories has an honorable mention and a winner—both receive plaques and the winner receives the monetary prize.

I'd like to begin with honorable mention in the pretenured category. This recipient truly had a superb year. This individual is a Teaching Initiative winner, has published an article on teaching, has a book on pedagogy in press, gave 12 presentations on teaching-related subjects, supervised six graduate students and five undergraduates, and has developed a number of new courses. In their formal evaluations, students said that our winner is "constantly challenging and expecting the best of students," is "very energetic about teaching," and is "a tough teacher who expects a lot of students." And I have to say that I have witnessed this teacher in action, and he is quite impressive. Honorable Mention for the inaugural Dean's Award for Outstanding Teaching goes to Professor John McHale from the School of Communication. John, would you please come forward?

The winner of this year's Dean's Award for Outstanding Teaching in the pretenured category has amassed an incredible record of outstanding teaching. This individual is a Teaching Initiative winner and a Student Education Association Outstanding Professor winner, published an article on teaching, was awarded several grants related to teaching, and supervised an astonishing 22 graduate students and 16 undergraduates. According to a colleague, our winner has absolutely no discrimination whatsoever, in that our winner "is committed to educating all students, meeting the needs of all of the different majors in the class, and providing every opportunity for all students to learn and be successful." A tall order, indeed! One student wrote, "Throughout my education I have had many teachers in many disciplines. Dr. X is definitely one of the best teachers I have ever had. . . . He has been an excellent role model for me because of my desire to be a professor." It gives me great pleasure to present the inaugural Dean's Award for Outstanding Teaching in the pretenured category to Professor Jon Friesen of the Department of Chemistry. Jon, would you please come forward?

The recipient of Honorable Mention in the tenured category is a well-lauded teacher. In the last three years, this individual won nine national teaching awards, published two pedagogically oriented books, gave six papers, supervised ten graduate students, and advised countless undergraduates. Students testify that this teacher is "hard but fair," "an asset to ISU," and the

“most organized professor of any class that I have taken at ISU.” One student wrote that our recipient’s “knowledge and determination are second to none.” And another comments, “It was refreshing to know exactly what was required and what we needed to learn.” Honorable Mention for the inaugural Dean’s Award for Outstanding Teaching in the tenured category goes to Professor Nancy Lind from the Department of Politics and Government. Nancy, would you please come forward?

I have spent much of the last quarter of a century involved primarily in doctoral education, and I have helped mentor countless soon-to-be, new, and even not-so-new PhDs in a field that has an abiding commitment to excellent teaching. This means that I have read (and helped edit) more statements of teaching philosophy than I can possibly keep track of. I have never, however, read such an intelligent, well-theorized, well-articulated teaching philosophy as that of the winner of the inaugural Dean’s Award for Outstanding Teaching.

In the last three years, our winner has supervised 16 graduate students and 12 undergraduates, published 13 peer-reviewed publications on teaching, given an astonishing 43 papers on teaching at national and international conventions, presented or been a part of 22 papers or workshops on teaching locally, received two external grants related to improving teaching, and produced three mass-produced instructional videos. An official in the winner’s professional organization writes, “Of all the people I have worked with in our national organization, [our winner] stands out as a true leader in topics related to pedagogy.” Listen to some of these comments from our winner’s student evaluations. Our winner is “by far one of the most skilled teachers in the department and also the most caring,” “knows how to help and understands where a person is coming from,” and is a truly “great teacher.” It gives me great pleasure to present the inaugural Dean’s Award for Outstanding Teaching to an individual who has not only played a leadership role in this college, but who is continuing to play a leadership role in ISU’s General Education Program: Professor Stephen Hunt from the School of Communication.

And now it is time to announce the winners of the Dean’s Award for Outstanding Scholarly Achievement during the calendar year, January 1 to December 31, 2005. Along with the Dean’s Award for teaching, this is among the highest honors bestowed upon a faculty member by the college. It is a peer-determined award that is meant to identify and reward the faculty member with *the most extraordinary scholarly achievement* in the preceding calendar year. Two awards of \$3,000 are made, one to a tenured faculty member, and one to an untenured, tenure-track faculty member. Nominees are evaluated on their research and creative activity, including publications, grants and contracts, presentation of papers and major speeches; honors and awards; service on doctoral dissertation committees, master’s thesis committees, and undergraduate research;

and service to the discipline. Nominees’ works are reviewed by peer scholars external to the university and are screened by their Department Faculty Status Committees. Those nominations that are sent forward are then evaluated by the College Faculty Status Committee.

I am pleased to report that your DFSCs and SFSCs forwarded 9 nominations to the CFSC—5 in the tenured category and 4 in the pretenured category. Each of the two categories has an honorable mention and a winner—both receive plaques and the winner receives the monetary prize.

I’d like to begin with honorable mention in the pretenured category. This individual published four peer-reviewed articles in scholarly journals, had six others accepted or in press, presented seven papers at scholarly conventions, and was awarded four grants. One of the external reviewers lauds our recipient’s “innovative and solid contributions” to the discipline. Another calls her “an innovator, discoverer, producer and reporter.” Honorable Mention for the Dean’s Award for Outstanding Scholarly Achievement in the pretenured category goes to Professor Rita Bailey from the Department of Speech Pathology and Audiology. Rita, would you please come forward?

The winner of the Dean’s Award in the pretenured category had a stellar year. This recipient supervised 12 graduate students; presented seven papers at scholarly conventions; and published four peer-reviewed articles, a book chapter, and a substantial single-authored scholarly monograph in a major university press. One external reviewer points out that in the winner’s brief career he has “achieved a remarkable record of scholarly achievements.” Another calls our recipient “a rising star” and “an outstanding young scholar.” I am pleased to present the Dean’s Award for Outstanding Scholarly Achievement in the pretenured category to Professor Christopher Breu from the Department of English. Chris, would you please approach the podium?

The nominees in the tenured category were a special challenge for the CFSC this year. Each and every one of the nominees deserves an award. The winner of honorable mention is no stranger to awards, having already won practically every award ISU has to offer. Apparently, this recipient never sleeps. In just this last year our winner gave four major international lectures, published a book chapter, published six scholarly articles, and had another seven accepted or in press. And, if that were not enough, he found time to publish two books with major university presses.

One of the reviewers lauds the recipient’s “extraordinary levels of dedication, energy, and accomplishment” and refers to his “sustained record of excellence” as “not only outstanding” but “truly amazing.” I am happy to present Honorable Mention in the tenured category to Distinguished Professor Willard Bohn of the Department of Foreign Languages. Bill, would you please approach the podium?

The winner of the Dean’s Award for Outstanding Scholarly Achievement is beyond doubt

one of ISU's most distinguished and celebrated scholars. This individual's scholarly record over the last year is truly humbling. In the last year, this recipient published ten articles in prestigious scholarly journals and had four others in press, presented four international speeches, was awarded \$290,000 in research grants, won a major national award, supervised nine student research projects, and had one of his students go on to win a prestigious national award. Two of the four external reviewers are distinguished professors. One reviewer calls the recipient "one of the leading theorists in this field." Another points out that he publishes only innovative work and only in the most prestigious journals. What is especially impressive is that our recipient accomplished all of this working in a department that not only has no doctoral program but has no graduate program whatsoever. It gives me special pleasure to present the Dean's Award for Outstanding Scholarly Achievement to Distinguished Professor Rainer Grobe from the Department of Physics.

This ends our agenda for the day. I'd like to thank Provost Presley, our several distinguished guests, and everyone in the audience for spending time with us today. Please help me recognize with one final round of applause all of today's award winners. I invite you to stay and join us for refreshments and conversation.

*Gary A. Olson
Dean and Professor*