

# ILLINOIS STATE UNIVERSITY

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## **Address from the Dean, College of Arts and Sciences September 19, 2007**

Good afternoon. Fellow faculty, staff, students, and friends of the college, Thank you for spending time with us on this beautiful fall afternoon.

I would like to take a moment first to recognize ISU trustee Joanne Maitland, who is with us today. Please help me thank her for her ongoing service to ISU. Also with us is Dianne Ashby, Vice President for Advancement. Finally, I would like to thank those members of our Community Advisory Board and our Emeritus Faculty Board who are here with us today. The college is very fortunate to have four advisory boards comprising a number of dedicated supporters, and their support is greatly appreciated. Please help me thank all our Board members for their ongoing support of the college.

I am delighted to report that ISU continues to return to full fiscal health. Last year the college hired eighteen new faculty members and two new department chairs, all of whom you will meet later today. This year the college will conduct searches for sixteen new faculty and two department chairs.

Merit and equity salary increases for non-negotiated faculty and staff in the college totaled \$764,158, and we expect to have another cycle of mid-year salary increases this year.

Faculty travel continues to be a high priority. I am pleased to report that an additional \$20,000 will be allocated to faculty travel over last year's funding in increases to both departmental travel budgets and to the college's two supplemental travel programs as well.

In addition, grant activity continues to grow in the college. Last academic year, our faculty were awarded \$6.1 million in externally funded grants, \$401,425 of which went directly to the college and departments.

As you can see, the college and institution are experiencing a period of renewed health and even prosperity. I am very optimistic about our future.

The college has undergone a number of important leadership changes since we last met in the spring.

After an extensive national search, Professor Joseph Smaldino joins us as chair of the Department of Communication Sciences and Disorders. He received a BS in biological sciences from Union College, an MS degree in speech, hearing and language science from the University of Connecticut, and a PhD in audiology/hearing science from the University of Florida. He has conducted clinical research, taught and provided clinical services as the chief of audiological services at the Veterans Administration Medical Center in Temple, Texas; as a professor at the University of Minnesota-Duluth; as a professor at Southern Illinois University; as professor and head of the Department of Communicative Disorders at the University of Northern Iowa; and as a professor at Northern Illinois University. He has served as president of the Educational Audiology Association and the Academy of Rehabilitative Audiology, and he is the current president of the Illinois Academy of Audiology. He is a Fellow of the American Speech-Language-Hearing Association, received a Distinguished Scholar Award from the University of Northern Iowa, and has been a Fulbright Research Scholar in Poland. He has published widely in the area of classroom acoustics. Joe, would you please stand and be recognized?

I would like to thank the members of the search committee for the superb job they performed in attracting Professor Smaldino to ISU. The committee was chaired by Professor Heather Jordon of the Department of Mathematics, was assisted by Professor Alison Bailey, and included Professors Rita Bailey, Heidi Harbers, and Tena McNamara, as well as staff representatives Linda Bowman and Heidi Verticchio and student representative Renee Moore.

Also after an extensive national search, Professor Ali Riaz has assumed the chair of the Department of Politics and Government. He earned his PhD from the University of Hawaii under the East West Center fellowship. He has previously taught at universities in England, South Carolina, and Bangladesh. He also worked as a broadcast journalist in the British Broadcasting Corporation World Service

in London. He has published more than ten books in Bengali and five in English. His recent publications include *Unfolding State: The Transformation of Bangladesh* (2005), and *Paradise Lost? State Failure in Nepal* (2007). His primary research interests include South Asian politics, political Islam, state-society relationships, and community development. He received numerous awards, including the Dean's Award for Outstanding Scholarship in 2004, the Outstanding College Researcher Award in 2005, and the Pi Sigma Alpha Teaching Award in 2006. Ali, would you please stand and be recognized?

I would like to thank the members of the search committee for the superb job they performed in conducting a very professional search. The committee was chaired by Professor Steve Hunt of the School of Communication, was assisted by Professor Ann Beck and included Professors Carlos Parodi, Bernard Tamas, and Julie Webber, as well as staff representatives Erik Rankin and Cherie Valentine and student representative Jacob Owen.

Professor Diane Zosky will serve this year as interim chair of the Department of Sociology and Anthropology while we conduct a national search for a permanent chair. She earned a BS degree in social work from Illinois State University in 1980 and an MSW degree from University of Illinois Champaign-Urbana in 1983. After working for several years in social work, she completed a PhD in clinical social work from Loyola University of Chicago in 2000. Her major research area is domestic violence, and she works on special-needs adoption with the Center for Adoption Studies. Diane, would you please stand and be recognized?

Professor Neil Skaggs will serve this year as interim chair of the Department of Psychology while we conduct a national search for a permanent chair. He received his PhD in Economics from Duke University in 1980, after joining the faculty of Illinois State University in August 1979. He served as interim chair of the Department of Economics and the Department of Chemistry before taking his current position as interim chair of Psychology. His major research interests lie in the development of monetary theory and policy. He has published numerous articles on the contributions of 19th-century British monetary economists. Neil, would you please stand and be recognized?

Technology remains the college's number one priority. We will continue to invest in the technological infrastructure of the college and to strengthen CAS-IT as an organization that can efficiently serve the complex technological needs of our faculty and staff.

I am pleased to report that the College has just hired two new CAS-IT technology professionals. Daniel Enomoto earned a BS from the University of Illinois, Champaign-Urbana and has several years of experience supporting the IT needs of five departments in the College of Liberal Arts and Sciences there. He brings with him an impressive

array of accomplishments and talents. His primary assignment will be Stevenson and Williams Halls, where he will help to support the technology-related needs of five CAS departments and the College office.

David Crutchley earned a BS in Applied Computer Science from Illinois State University and has six years of IT experience at Caterpillar. His primary assignment will be Schroeder Hall, where he will support the technology-related needs of faculty and staff, as well as manage the computer labs. He and Dan will help ensure that our faculty and staff continue to have first-rate technological support. Dan and Dave, please rise and be recognized.

I would like to ask all of our CAS-IT professionals who are present today to stand. Please help me recognize their hard work in support of the college's many and growing technology needs. I would also like to recognize Associate Dean Ann Beck for her leadership in advancing the college's technology efforts. Ann, would you please rise, as well?

I am pleased to make available to you the college's annual report on its progress in following its *Strategic Plan, 2005-2010*. The full accounting of progress according to the original accountability measures is detailed in this year's report. Here are just a few highlights from that report.

The college's three-year retention rate of women faculty and minority faculty was 100% last year.

The number of faculty applying for travel awards has almost doubled from 22 in 2004-05 to 40 last year, and the college spent \$17,050 to fund all applicants at least partially.

The number of international programs in the college has nearly tripled in two years, rising from 20 in 2004-05 to 56 last year. And the number of students and faculty involved in these programs has also risen commensurately.

All sixteen of our schools and departments are now participating in service learning and civic engagement activities. In fact, the School of Communication received the FOCUS award and the Department of Physics received second place, and, of course, we won the first annual Walter Cronkite Civic Engagement Award.

The English Language Institute doubled the number of students this year over two years ago.

Our departments held 43 alumni events last year, a considerable increase from six in 2004-05. And the number of "hits" on the CASNews website more than tripled last year over the preceding year: 6,491,925, up from 1,748,826.

Clearly, the college is continuing to move forward in substantive and demonstrable ways. We will continue this forward motion toward our collective goals, and we will continue to measure our success annually. I invite you to access this year's report, which is available on the college's strategic planning website:

[http://www.cas.ilstu.edu/faculty/strat\\_planning.htm](http://www.cas.ilstu.edu/faculty/strat_planning.htm).

A new college initiative this year is a professional development program for newly tenured faculty. Those who were tenured in the last two years were invited to a discussion session where a number of senior professors shared advice and strategies for planning one's career after earning tenure. By all accounts, this was a very successful event, and the college plans to repeat it on a yearly basis. I'd like to thank those who made presentations at this event. Their names are on the screen in front of you. Would you help me applaud their service to the college?

Another new initiative was spearheaded by College Council. One of the most prestigious faculty honors bestowed by the college is the College of Arts and Sciences Lecturer designation. While it is clear within the college that this title signifies a high honor, the title "lecturer" outside of our context carries no such connotation. In order to make clear that this award is a high honor, the Council voted unanimously to change the title from "College of Arts and Sciences Lecturer" to "College of Arts and Sciences Distinguished Lecturer." This new designation will ensure that our most accomplished teacher/scholars receive due recognition.

The college's main fundraising priority this year is to fully endow the Dean's Awards. Once fully endowed, the interest earned from the principal will pay for the awards each year. Our goal is to raise the entire \$400,000 necessary to fully endow the awards. I am delighted to report that thanks to the generosity of the college's advisory boards and other friends of the college, as well as some of our own faculty and department chairs, we have already raised over \$148,000—well over a third of the way to our goal. Now that we have the awards endowed, they will last in perpetuity because the principal can never be spent. I would like to publicly thank all of you who have contributed to this very worthy campaign.

One of the initiatives begun three years ago was an annual Departmental Advancement Award—a \$1,000 award to the department that conducted the overall most effective advancement effort during the fiscal year. I am happy today to announce this year's winner of that award. The departments were judged according to a number of criteria, including increases in the percentage of cash gifts, pledges, deferred gifts, and gifts in kind, as well as overall performance in departmental advancement activities.

First, let me name the department earning "honorable mention." This department has done much to cultivate potential donors and to work with its alumni. The department brought in \$65,573 in cash gifts last year and \$20,000 in multi-year pledges. It continues to be one of the most successful fundraisers of all the departments. Honorable mention for the third annual Departmental Advancement Award goes to the Department of Economics. I'd like to invite department chair, Jim Payne, to the podium to receive a certificate of achievement.

The winner of the third annual Departmental Advancement Award put forth an exceptional effort during the previous fiscal year. The department raised \$189,489 in gifts. This department has been very successful in engaging its alumni and emeritus faculty through colloquia, awards ceremonies, and Alumni Day festivities. The third annual Departmental Advancement Award goes to the Department of Biological Sciences. I'd like to invite department chair, Tak Cheung, to the podium to receive the department's award.

Besides a \$1,000 award, the winning department also receives a voucher for fifty percent off of the cost of professional production of the department's next newsletter. The office of University Marketing and Communications has generously agreed to add to the award by offering this voucher as part of the annual award. Producing professional quality print materials is an integral part of the advancement process, and I would like to thank Bob Aaron, Executive Director of University Marketing and Communications, for his contribution to this award.

Please help me applaud the two departments winning the third annual Departmental Advancement Award.

The College of Arts and Sciences is deeply committed to transparency and openness. In an effort to take concrete measures to enhance transparency and openness, we have instituted a series of regular town-hall forums where each of the college's constituencies (faculty, nontenure-track faculty, administrative professionals, and civil service staff) can air concerns and seek clarification. We created a civil service advisory committee to increase the staff's voice in important college decisions. We added a second annual college address where all constituencies can meet and learn of college initiatives. We created a weekly electronic newsletter to inform all constituencies of college developments. We published detailed (not cursory) minutes to important committees on the website. We appointed an ombudsperson to serve as a neutral arbiter for faculty and staff. Each year I personally attend at least one departmental meeting of each of the sixteen schools and departments in order to discuss faculty and staff issues and college priorities. In addition, we directed the development of official governance documents so that each unit could establish clear and understandable procedures of self-governance.

These and other initiatives are meant to strengthen and maintain a climate of transparency, openness, inclusiveness, and collegiality. A major effort over the last three years to enhance openness and transparency was to overhaul the college website to dramatically increase accessibility to information and to highlight the accomplishments of our faculty and staff. I would like to take this opportunity to draw your attention to just a few of these enhancements.

You'll notice that the main college page is easily navigable and designed to present maximum

information and choices. On the right of the page you will find the college's official calendar. You can depend on this calendar to detail all important college-oriented dates and deadlines. The middle of the page allows you easy access to the college's most up-to-date news through CASNews, and the left column provides links to our schools and departments and displays all the newest additions to the site.

The main menu bar contains an A to Z index to the site, a search engine specific to the college site, and links to areas of interest to the college's main constituents: students, faculty and staff, and external constituents.

As an example of the effort to increase transparency and openness, look at the "Faculty and Staff" link. You'll see that it contains links to the most important information relevant to shared governance: college and university ASPT documents, the budget and planning process, a site for department chairs, minutes to important committees, and the strategic plans to the college and all our schools and departments. It also contains links to important faculty support pages, such as award guidelines and photos of the winners, a site detailing the types of research support available to our faculty, and a page on our faculty mentoring program.

Also available are links to pages highlighting the outstanding work of our faculty and staff. You will find pages displaying books published by our faculty, journals edited by our faculty, a page of profiles of our faculty, a page displaying our programs of excellence, a site detailing the college's distinguished lecturers, and another featuring our distinguished professors.

These pages are meant to provide information relevant to faculty and staff and to showcase the accomplishments and excellence of our faculty. Not only do they provide easy access to important information, but by showcasing our outstanding faculty they help us recruit exceptional faculty and department chairs.

As an example, let me quickly show you three of our newest pages. The "Faculty Edited Journals" site displays the covers of scholarly journals edited or coedited by our faculty. It lists the journal name, its editor, and a link to the journal's own website.

The "Faculty Books" site shows covers of books recently published by our faculty. It lists the title, author, publisher, and date. You will notice that the page includes a convenient A-to-Z index, as well.

The "Faculty Profiles" page is an archive of all the faculty profiles published in CASNews, including the bio and photo, as well as an A-to-Z index. These are but three of many pages intended to feature our exceptional faculty and their many accomplishments.

There is much more on your college site, so I invite you to spend time investigating how it can be of use to you. As always, we are open to your suggestions for improvement; let us know how we can better serve you. And I hope you will consider making the CAS home page your web browser's home page.

Many people were involved in enhancing the college site, especially the associate deans, and they deserve much credit, but I would like to pay special recognition first to Sarah Walczynski, the manager of LILT, and especially to Peggy Haycraft in the College Office, who, for all intents and purposes, has become our Webmaster. Would you help me applaud their efforts?

As always, the college staff is here to support your teaching and scholarly efforts. We are dedicated to your success. I look forward to another exciting year of growth and challenges, and I invite you to stop by the college office and to let us know your thoughts on how we can continue to create the College of Arts and Sciences of the future.

I thank each and every one of you for spending time with us today.

*Gary A. Olson  
Dean and Professor*