

# Chemistry Action Plan

## F. Summary of the Action Plan

Estimate likely vacancies over 5 years?

1. The Department is greatly concerned about the funds needed to support start-up costs for new replacement faculty and to retain faculty. The Department proposes the following steps be taken to aid in keeping and hiring faculty:
  - a. The VPRIT share of start-up costs be 50%, the CNS share be 25%, and the Chemistry Department's share of these expenses be 25%.
  - b. Special salary adjustments for retention should be cost shared at the levels suggested in section 1a.
  - c. Exempt the Chemistry Department from across-the-board budget reductions for the next five years.
  - d. Exempt the Chemistry Department from the Provost's 10% open position tax for the next five years.
  - e. The Dean of CNS should return to the old levels of DA-RSP passthrough to Chemistry of 80%.
  - f. The University should increase its DA-RSP passthrough to the Colleges by 1%/year over the next 5 years.
- The Dean, the Provost, and the VPRIT will consider these and other measures to preserve the quality of the faculty of the Department of Chemistry.

Are we really going to do this or is this a chemistry wish list?  
If it's a plan, it should be agreed to by all parties.

Hiring plan should show contributions to univ. priorities (genomics, nanotechnology?)  
New univ. priorities

2. The Department estimates that faculty salaries are approximately 10% lower than those of faculty members at appropriate peer institutions. Since the Department of Chemistry is a Program of Research and Scholarly Excellence, the Department, the Dean and the Provost are particularly concerned about maintaining competitive salaries. The Dean and Provost will continue to explore means of providing funds for appropriate corrections for this and other departments.

Assume Full Prof Salaries?

3. The Department has planned to reach a faculty size of 33 FTE tenure-track faculty. This seems a reasonable faculty size, given the instructional and research programs of the Department. However, in the current environment, all departments are considered the possibility of reallocating resources to other kinds of faculty positions and to other needs.

4. The C-Wing of the Chemistry building is in poor condition and has fallen well below current health and life-safety standards. Problems include storage facilities, air handling, internal trapping of waste, adequate hood numbers and facilities. The changing nature of chemical research (bio, nano, materials, complexity, and other interdisciplinary efforts) demands a more modern facility. We guess that a

are facing budget cuts due to reallocations for other univ. priorities

To be successful here, need to tie to university priorities.

remodel of the C-Wing (four floors) will cost \$3-5M today. We recommend that such a project be undertaken as expeditiously as possible.

Who?  
Provost

5. The Department has a strong commitment to high quality undergraduate instruction. The Department will undertake the following initiatives to enhance its undergraduate instructional programs.
  - a. The Department will institute a program such that all majors must be involved in undergraduate research.
  - b. The Department will create a position of Undergraduate Chemistry Coordinator.
  - c. The Department, the Dean and the Provost will explore the desirability and feasibility of creating recitation sections for all Introductory Chemistry courses and Organic Chemistry courses. This will require an assessment of the appropriate number of teaching assistants for instruction in all of the Department's courses. Related to this issue is the question of appropriate teaching assistant salaries.
6. The CSU Library collection continues to be a negative factor in the Department's research and teaching efforts. We recommend that the Library chemistry related collection (especially monographs) be restored and expanded.
7. We must look to foreign students to maintain the graduate student pool that is needed for our teaching and research efforts. This is a countrywide issue and we must, as a Department, College, and University, work together to maintain research and teaching quality of our graduate students. This requires that graduate student stipends be competitive. Fellowship support must also be at appropriate levels.
8. The Department is continually evaluating its divisional structure. As the Department evolves through the hiring/retiring process over the next five years, this structure will surely evolve.
9. The Department will invite faculty members in user departments to attend its courses and make specific and direct recommendations concerning course quality, content, and approach.

Quote  
peer  
survey  
on  
this?

This can be done if a larger auditorium were available. Otherwise more \$'s are needed.

Tuition issues?