

DEPARTMENT OF CHEMISTRY

ACADEMIC PROGRAM REVIEW

ISSUES ACTION REPORT

1. Faculty turnover: Start-up and Retention Funds – We recommend that the following steps be taken to aid the Department in keeping and hiring research active faculty:
 - a. The VPRIT share of these nonsalary expenses be 50%, the CNS share be 25%, and the Chemistry Department's share of these expenses be 25%. (This adjustment would return the cost-sharing levels to those in place about 8-10 years ago.)
 - b. Special salary adjustments for retention should be cost shared at the levels suggested in 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.
2. Faculty Salary Issues: We recommend that the University make a special effort to raise the faculty salary budget given to the Chemistry Department to the level of comparable departments across the country. Based on salary survey data from appropriate peer institutions, we estimate this will require a 10% increase to the faculty salary base budget above the usual merit increase. (The Department has agreed to keep the results of this salary survey confidential and therefore, more specific information cannot be included in this report. The data can be shared with individual administrators on a need-to-know basis.)
3. Faculty Size – We recommend that we continue to recruit new faculty until the planned and agreed upon 33 FTE level of faculty has been reached.
4. Aging Infrastructure – 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 remodel of the C-Wing (four

floors) will cost \$3-5M today. We recommend that such a project be undertaken as expeditiously as possible.

5. Issues of Undergraduate Education – We recommend that the Department institute a program such that all majors must be involved in undergraduate research.

We recommend that the Department create a teaching assignment for a three-year service period of Undergraduate Chemistry Coordinator, and that the person assigned to this position be a research active and well-respected member of the chemistry community. This may entail an expansion of our faculty that should be supported by the University.

We recommend that all Introductory Chemistry courses and Organic Chemistry courses at the introductory level have recitation sections accompanying them. We request University support to institute recitation sections through increased faculty and teaching assistant support and expanded credit hours for these offerings.

We recommend that the teaching assistant budget for the Chemistry Department be fully funded at the level appropriate for coverage of the classes that we teach and consistent with the student/teaching assistant ratios found at our peer institutions. Additionally, we request that teaching assistant salaries be maintained by the University at appropriate and competitive levels consistent with our Chemistry Department peer institutions (see attached Issues Report).

6. Library Issues – The CSU Library collection has always been, and continues to be, a negative factor in the Department's research and teaching efforts. The problem is not small facilities and inadequate staff. The problem is that the collection is pathetic. We recommend that the Library chemistry related collection (especially monographs) be restored and expanded.
7. Graduate Student Recruiting – 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. We request that the University assist the Department in raising graduate teaching assistant stipends to the top quartile of stipends nationwide. We request that the University assist the Department in raising our fellowship support to more competitive levels.
8. Department Divisional Structure – This issue is continually being evaluated. As the Department evolves through the hiring/retiring process over the next five years, this structure will surely evolve on its own no matter what the official divisional titles are.
9. Indirect Cost Recovery – Proper hiring and university support will continue to maintain our ICR at traditional levels and growth rates. We request that the University decrease the share of ICR retained centrally and increase the share of ICR given to the Colleges and VPRIT.
10. Service Courses and Department Public Relations – We recommend that problems with these offerings be addressed directly by faculty members in user departments. That is, any faculty member in other departments should feel free to attend our courses and make specific and direct recommendations concerning course quality, content, and approach to the faculty teaching the course of interest.