

FY05 Consolidated Annual Report, Planning Document and Budget Request
Western Illinois University
College of Arts and Sciences
March 7, 2005

I. Accomplishments and Productivity for FY05

A. Give a brief review of the unit's goals and unit's objectives relating to the institutional strategic plan for FY05.

1. **Student Learning and Program Development:** Develop and review programs reflective of student needs and university goals as prioritized by academic support of majors, minors, general education and service courses. Identify, promote, and extend opportunities for: student/faculty research; experiential and service learning opportunities; appreciation of diversity; international study. Develop and review appropriate upper level undergraduate and graduate programs for both the Macomb and Quad Cities Campus.
2. **Faculty:** Continue to enhance the quality of our faculty through a vigorous recruitment program paying special attention to a more diverse faculty. Support and enhance programs for professional development, especially in the areas of new faculty orientation, pedagogy, and professional travel. Recognize and promote teaching excellence and research as reflected in scholarly presentations, publications, and grant submissions. Encourage faculty involvement in college/university service with special attention to governance, and public service with special attention to collaborations with public schools, civic communities, and regional colleges and universities. In allocation of service activities, the need of tenure-track faculty to develop their research/scholarship program should be respected.
3. **Facilities, Equipment, and Space:** Develop a strategy, consistent with the Institutional Strategic Plan, the Academic Master Plan, and the College Mission, for the management, maintenance and renovation of facilities, equipment, and space.

Note: The Institutional Strategic Plan was still in draft-stage at the time our goals and objectives were formulated for the FY04 report. The goals and objectives presented above have been modified to reflect the completed version of the plan.

In Spring, 2004, the College of Arts and Sciences identified 14 objectives for FY05. Among the identified objectives there were several related to **development of new curriculum and/or academic programs**. A B.S. in Forensic Chemistry, to be developed by the Chemistry Department, was proposed, building upon the success of existing minors in Forensic Chemistry and Forensic Science (addressing Higher Values in Higher Education Goal I.F.2.e). A B.S. in Nursing, to be offered at the Quad Cities campus, was identified as an area of growth that also would facilitate university goals (Goals I.F.2.d. & I.F.3.) Addressing those same goals was a certificate program, proposed for the Quad Cities campus, in Public Management from the Department of Political Science. In addition, a minor in Neuroscience, offered by the Psychology department but involving several academic departments, was proposed (Goals I.F.2.d & I.F.12).

The College proposed development of **two research/outreach units**. Development of the Institute for Environmental Studies (and the hiring of a director for the Center) were proposed to facilitate multidisciplinary research and educational opportunities for faculty and students, and to establish partnerships with regional partners in government, education and business (Goals I.F.15, I.F.13, I.E.4, III.3). Also proposed was the creation of the Western Survey Research Center, which would provide survey and assessment services to public and private agencies, governmental units and the university. In providing this service, research and educational opportunities would be afforded both faculty and students (Goals I.F.16, I.F.13 & IV.3).

4. **Additional objectives** of the College (and the university goals they addressed) included the following: to increase the number of external grants and contracts (Goal III.3); to increase the College's support of mentored undergraduate research opportunities (Goals I.A.1.a. & III.3); to recruit a Development Officer to work with the Dean of the College (Goal VIII.D.2); to continue the Liberal Arts Lecture and seek endowments to support the lecture (Goal I.D.5); to continue to assess and upgrade facilities and equipment as allowed by

budgetary restraints, seeking external funds where appropriate (Goals III.3 & VII.A); to consider instituting a professional advisor for the physical sciences (Goal I.F.5); and to transfer the Department of Social Work to the College of Education and Human Services in accordance with the wishes and needs of that department.

B. List the most important accomplishments of the unit for FY05 and how these accomplishments support the goals and objectives of the University as articulated in the institutional strategic plan.

1. **Western Survey Research Center (WSRC) (I.F.16, I.F.13, CAS Academic Master Plan).** WSRC officially opened on December 8, 2004. The development of WSRC is a part of the Strategic Plan; WSRC supports our research, education and outreach goals. Several faculty searches in the College have been focused to support future development and growth of WSRC: these include Sociology (Quantitative/Research Methods) and Political Science. The Center is involved in multiple projects, they include: Illinois Rural Life Poll (IIRS), Awareness of the role and purpose of DNR (Department of Natural Resources), Poll on Smoking (Beu Health Center), Civic Engagement and the University.
2. **Institute for Environmental Studies (IES) (I.F.15, I.E.4, I.E.3, I.F.13, CAS Academic Master Plan).** The development of IES is a part of the Strategic Plan; IES supports our research, education and outreach goals as well as supports multidisciplinary approach to learning.
 - a. Candidates for the position of Director of Institute for Environmental Studies will be brought for campus interviews in February and March, 2005.
 - b. The College is hosting a Conference On Environmental Issues in Rural Illinois on April 20, 2005 (Goals VIII.C.1, VIII.C.2, IV.1, IV.2).
 - c. Several faculty searches in the College have been focused to support IES; these include Biology (Ecology), Geography (Physical Geography and GIS, with emphasis on environmental studies), Anthropology (Environmental), and Philosophy (Environmental Ethics) (Goal II.). The position in Geography also supports the GIS center; it is a partially new position to replace a unit B faculty position with a unit A faculty supporting College's teaching, research and outreach goals. The position in Anthropology is new; it support IES.
 - d. The College co-sponsored a NATO international workshop on pollution detection techniques in July, 2004.
 - e. The College co-sponsored a conference for participants of nation-wide EarthWatch program at Kibbe Life Station. Community representatives and potential donors were invited with a goal to showcase students' achievements and explore an interest in a possible expansion of the program to Illinois students. Biology has received \$10,000 for Kibbe.
 - f. The new housing/meeting facility at Kibbe Field station was opened and became completely operational in Fall, 2004.
Resources needed for support of the center are listed separately.
3. **Outreach Base in Tillman (V.A.1, V.A.2, V.A.3, VII).** We created a plan and secured some university funds to remodel Tillman 301 to create an Outreach Base, a unified space that will house WSRC, IES, TLTC and showcase other CAS outreach activities that are housed in areas related to particular programs/departments.
4. **Academic Programs:**
 - a. **B.S. in Forensic Science (I.F.2.e, CAS Academic Master Plan).** A proposal for B.S. in Forensic Science (Chemistry) has been approved by the College's committees (Curriculum Committee and Faculty Council); by CCPI and the Faculty Senate, and it has received the Provost's approval. Submission of the proposal to IBHE is anticipated for Spring 2005. Resources needed for implementation of the new major are listed separately.
 - b. **Minor in Neuroscience (I.A.1.a, 1.B.5, CAS Academic Master Plan).** Minor in Neuroscience (Department of Psychology) has been approved and is being implemented. Two searches in the College are focused to support the minor: in Psychology (Neuroscience) and Philosophy (Philosophy of mind).
 - c. **Certificate Program in Public Management (I.G.1.and eventually I.G.1.d)** The Certificate is being submitted for consideration to the Graduate School. It will be first offered at Macomb Campus, and then at QC campus.
 - d. **M.S. in Applied Mathematics (I.G.3.d, I.G.1.d):** The M.S. in Mathematics is being revised; it is expected that the revision will be completed during 2005-06 AY. This year the department presented a series of seminars in applied statistics to the general university audience through TLTC in support of

- developing applied master's program; the department is developing connections at QC and offering workshops in applied statistics at QC. Two searches are being conducted to support the M.S. in Applied Mathematics (applied mathematics and applied statistics).
- e. **B.S. in Nursing (I.F.d):** the Chairs of Biology and Psychology are involved in the continued work on the project.
 - f. **Minor in Professional Writing (I.F.3):** Courses leading to a minor in Professional Writing will be offered at QC starting Fall 2005. Two searches in English were refocused to support programs in Professional Writing and Creative Writing.
 - g. The College is in the process of recruiting a **new Associate Dean**; one of the functions of this position will be to oversee the development and implementation of graduate programs and utilization of graduate student assistants.
5. **Recognition of Student excellence.** The College supports annual awards for the outstanding student in humanities, natural science/mathematics, and social sciences.
6. **Student Research Activity (III.3, III.4, I.F.7).** The College is in the process of recruiting a new Associate Dean; one of the functions of this position will be to facilitate student/faculty research. Below are some of the activities the College engaged in support of undergraduate research. CAS purchased a contract with Digital Measures for software to track and provide a means for more accurate reporting on these activities. The use of the software is being phased in this year. Below is a summary of the data reported by the individual departments:
- a. **Participation.** 222 CAS undergraduates from thirteen of the fifteen departments participated in research projects.
 - b. **Presentations.** Undergraduate students made 255 presentations, and the graduate students made 90 presentations.
 - c. **CAS Undergraduate Research Grants.** The College allocated \$31,500 for two internal grant programs supporting undergraduate research project, one in the Fall 2004, one in the Spring 2005, see <http://www.wiu.edu/CAS/ungrdgrants.htm> In the Fall 2004 we received 31 applications in two weeks and gave 24 grants. The grant description and awards were done by a specially formed faculty **Committee on Undergraduate Research.** (II.A.5).
 - d. **Laptop Awards.** The College awarded 18 laptop computers to faculty in support of undergraduate research.
 - e. **Institutional membership in CSUI** The College supported institutional membership in CSUI, the Central State Universities, Inc. (supports research through connections with Argonne, including undergraduate research in natural sciences).
 - f. **University-Wide Undergraduate Research Day:** The College is a co-sponsor and an active participant in the Undergraduate Research Day, April 22, 2005.
 - g. **Regional Undergraduate Conference in Psychology.** The College is a co-sponsor of the ILLOWA Regional Undergraduate Research Conference in Psychology (April 30, 2005).
 - h. **Geology Department.** Patrick Ray, geology student, participated in the **Juneau Icefield Research Program** during the summer 2004. Ray was one of an elite group of 20 undergrad and graduated students from across the nation.
 - i. **Physics and Chemistry.** In November, 2004, five WIU students, three from the Physics Department, and two from the Chemistry department, were supported with by CSUI with \$100 stipends each (total of \$500) for their presentations at the annual **Argonne Undergraduate Research Symposium Weekend.**
 - j. In November, 2004, two WIU physics graduate students and three WIU chemistry graduate students made research presentations at a conference entitled "**Emerging Discoveries in Nanoscience**" at Argonne (co-authored with different physics chemistry faculty).
 - k. **The English and Journalism Department** publishes *Elements*, the student literary Journal.
 - l. **Psychology Department.** In July, 2004, three psychology graduate students and seven undergraduates had presentations at the **Annual Meeting of the American Psychological Association.** Psychology Department holds **semiannual student research poster sessions.** During the Summer of 2004, Katerina Koskova, psychology undergraduate student, participated in the **Research Experiences for Undergraduates (funded by NSF)** program at Western Kentucky University.
7. **Student Internships.** CAS students participated in 57 undergraduate and 35 graduate internships.

8. **Recognition of Faculty Excellence.** CAS awards annual Faculty Awards for outstanding Teaching, Research, and Service. This year additionally we will have Faculty Awards for Technology, Internationalization, Diversity, and Undergraduate Research (three years and life-time achievement).
9. **Recognition of Student Excellence.** The College selected its Fall 2004 College Scholar, **Shawna Richter**, a Journalism major; selection is underway to select the Spring 2005 Scholar. **Erin Lafferty**, a Psychology major, was selected to be the University's 2004-2005 Lincoln Laureate.
10. **Research and Scholarship/Creative Activities** (contributing to Goal V in *Higher Values in Higher Education*). The College is in the process of recruiting a new Associate Dean; one of the functions of this position will be to promote and support research and scholarly activity, especially as related to extramural funding. Below are research/scholarly activity data collected by the departments.
 - a. **Publications.** CAS faculty and students generated 116 publications. There are additional publications anticipated later in Spring 2005.
 - b. **Presentations.** CAS faculty made over 242 presentations.
 - c. **Grants.** From July 1, 2004 through December 31, 2004, faculty in the CAS have submitted \$4,060,266 in external grants. During that same period, 18 CAS faculty from 6 departments have received \$929,531 in grants. This represents a 71.6% increase over the same period in FY04 and already surpasses the \$809,723 in external grants received during the entire FY04 period.
 - d. **Awards and Distinctions**
 - i. **Ginny Boynton**, history, received the Illinois State Historical Society's Harry E. Pratt Memorial Award.
 - ii. **John Hallwas**, English and Journalism emeritus, received the Studs Terkel Humanities Service Award.
 - iii. **Paul Mundschenk**, Philosophy and Religious Studies, gave the post-Inaugural Celebration Lecture at Gettysburg College in Gettysburg, Pennsylvania.
 - iv. **Tama Baldwin**, English and journalism, was awarded a residency at Yaddo, an artists' community.
 - e. **Faculty Development to Encourage and Support Grant Activity (IV.2, IV.3):**
 - i. The College together with Sponsored Research supported a group of five faculty and administrators in four departments to attend an NSF Regional Grants Conference in St. Louis on October 4th and 5th. One of the attending junior faculty already established contacts through this meeting that will lead to an NSF grant submission.
 - ii. The College provided two new faculty members with summer stipends to help them submit new grant proposals in support of their research.
 - iii. Organized with the Office of Sponsored projects a series of grant-related workshops in the TLTC for faculty in the Social Sciences, Humanities and Math/Natural Sciences, respectively.
 - iv. A series of lectures on the application of Bayesian statistical methodology was sponsored by the Mathematics Department and the TLTC. The lecture series was open to all faculty with an objective to generate discussions on joint research.
 - f. **English hired its first Case Writer-in-Residence**, poet Rebecca Wee (I.D.5).
11. **Support of Liberal Arts and Sciences Function** (contributing to Goal III.5 in Higher Values in Higher Education)
 - a. **Liberal Arts Lecture:** The College sponsored the annual 2004 Liberal Arts Lecture; it was presented by Charles Helm. The lecture series was named the John Hallwas Liberal Arts Lecture; it was partially endowed by John and Garnette Hallwas (\$10,000). The College is actively engaged in seeking additional support for the Lecture (around 20,000 flyers created this winter are being distributed to alumni, faculty, staff, administrators and friends of the College). A college committee is working on selecting a speaker for 2005 John Hallwas Liberal Arts Lecture.
 - b. **CLASS (Celebrating Liberal Arts and Sciences).** A CAS Liberal Arts Awareness Committee was formed in November, 2004 as an initiative of the Faculty Council working together with the dean's office. Some of the initiatives that CLASS is undertaking include development of a Dialog Series (see below), speaker's bureau, guest lecture bureau, grant development for the liberal arts initiatives.
 - c. **AAC&U Conference.** The college sponsored a group of six faculty and administrators to attend the AAC&U conference "Liberal Education and the New Academy: Raising Expectations, Keeping Promises (January, 2005, San Francisco). The attendees include 2004 Liberal Arts Lecturer, Chair of Liberal Arts

- Lecture Committee, Chair of CLASS, Chair of Faculty Council, associate deans and the dean. Objectives of the trip included support of College's mission with its focus on Liberal Arts Education and support of leadership development amongst faculty and administrators in the college.
- d. **Campus/Community Dialogue:** The College is supporting a new series of Campus/Community Dialogues: the first will be on the Democratic Purposes of Public Education (held at Macomb City Hall on March 31, 2005). The panel will include Superintendent of School District 185 (Fran Karanovich), members of the District 185 School Board, a parent, former teacher and community activist, a faculty member in Political Science and a faculty member in the College of Education and Human Services.
12. **Outreach Activities:** The College is in the process of recruiting a new Associate Dean; one of the functions of this position will be to consolidate, promote and support outreach activities.
 - a. The Department of Geography houses two **Geographic Information Systems (GIS)** facilities: the GIS Laboratory and the McDonough County GIS Center. The GIS Laboratory (201 Tillman Hall), equipped with 20 state-of-the-art computer workstations running the full ArcGIS suite, is used by five Departmental courses. During the Fall 2004 and Spring 2005 semesters it was also used part-time by two Biology courses. The GIS Center (203 Tillman Hall) is a partnership between the City of Macomb, McDonough County, and Western Illinois University. Department personnel serve as the Center's Director (Dr. Chuck Ehlschlaeger) and Manager (Chad Sperry). Typically, up to four undergraduate students and three graduate students work in the center during the year. The Center is responsible for compiling, managing and storing GIS data layers for the University, City and County with recent projects including compilation of a University base map, the 2005 Macomb Zoning map, and the proposed expansion of local enterprise zones.
 - b. **The Department of African American Studies (AAS)** supports the African American Studies Club which participates in **Black History Month** events. AAS participated in a **cultural program with Black Hawk College**. AAS directed the **Indigenous Africa and Diaspora Project Lecture Series**.
 - c. **The Department of Biological Sciences** hosted its **24th Annual Biology Day**.
 - d. **The Department of Chemistry:** T.K. Vinod was recognized as a **research mentor for training and mentoring a winner** (Macomb H.S. student) by the Intel Science Talent Search.
 - e. **The Department of English and Journalism** hosted the following events: the **Case Writer-in-Residence Reading** by Rebecca Wee; the student creative writing journal hosted a public reading **Elements Out Loud**; the **Case Writer-in-Residence Student Poetry Reading**; and the **Annual Journalism Days**. The Department supports the **Writing Center**. The Department hosted **Creative Writing Festival**.
 - f. **The Department of Geography** celebrated **National Geography Week** with the inaugural Robert Gabler lecture.
 - g. **The Geology Department** supports **Geology Museum**.
 - h. **The Physics Department** hosted the **Worldwide Youth in Science and Engineering (WYSE)** competition (200 high school students participated), **Pre-engineering Saturday** for current and prospective pre-engineering students and their parents, and a **Physics Christmas Home Alone** physics demonstration.
 - i. **The Political Science Department** held a **Post-Election Conference** with a workshop and a guest speaker. The Department supports three student associations including the **Associated Students of Political Science** and **Pi Sigma Alpha**, the Political Science Honorary Society.
 - j. **Public Lecture Series:** John E. Hallwas Liberal Arts Lecture, Mary Olive Wood (Philosophy and Religious Studies), Morrow Lecture (Sciences), Robert E. Gabler Lecture Series (Geography), Case Visiting Writer (English).
 - k. **Psychology Clinic:** exploring possibilities of expanding services, becoming entrepreneurial, and instituting sliding scale fee (we are in the process of recruiting a new faculty in this area).
 - l. **Sociology/Anthropology Department** supports **Western Anthropology and Sociology Club** and **Alpha Kappa Delta** Sociology Honorary Society. A Sociology faculty member was recognized as a consultant to Liberia.
 13. **Advancement:** The College is in the process of recruiting a new Associate Dean; one of the functions of this position will be to support advancement.
 - a. **Liberal Arts Lecture.** The College completely supported the Lecture for two years. The Lecture was endowed and named this year. The College is seeking additional funds to support the Lecture. A brochure in support of the Lecture was created, and twenty thousand copies were distributed to alumni, faculty, staff and friends of the College.

- b. **Kibbe Life Station.** Received \$10,000 to include a support of a library collection at the station. We are working on using some of the funds to support an extension of the EarthWatch program (described in **I.B.2.e** of this document) to regional students.
 - c. **CAS Newsletter *Focus*.** The College has designed and will publish in April/May 2005 the first issue of a new publication *Focus*. The Editorial Board for *Focus* was set-up in the Fall 2004; it includes representatives from the Alumni office and Public Relations office, our alumna, faculty, administrators. The objectives of *Focus* include building relationships within the College and between the College and alumni and friends by showcasing achievements of CAS faculty, students, and alumni. A long-term objective is to use the publication as a vehicle to secure advancement investments in the College's initiatives as they align with the University strategic goals.
 - d. **Individual Departments.** Most Individual Departments engage in additional fund-raising activities.
14. **Support of Diversity**
- a. **Faculty searches to support diversity.** A number of faculty searches in the College are focused to support recruitment of faculty with research and scholarship emphases that would create opportunities "to have purposeful conversations about diversity and equity issues" (Higher Values for Higher Education, I.D.1). These faculty searches also provide means to recruit "an excellent faculty representative of the diverse and global society" (Higher Values for Higher Education, II.A.1). These searches include African American Studies (which has been filled by an African American female faculty), English and Journalism (U.S. Ethnic Literature), Political Science (Latin American Politics), Sociology (race/ethnic/minority relations).
 - b. During the Fall 2004, the Physics Department successfully recruited **Dr. Vivian Incera** as new Chair of the Department and **Dr. Efrain Ferrer** as a full professor with tenure. These outstanding individuals bring a lot of achievements and potential to our College, and enhance the diversity of faculty.
 - c. The Chair of Psychology will meet with the third year minority doctoral students at the University of Louisville to possibly generate an interest in a future career as a faculty at WIU. There are plans for bringing an African American cognitive psychologist to campus with a possibility of future recruitment.
 - d. The College supported a number of lectures and presentations related to promoting diversity.
15. **Internationalization**
- a. The department of Foreign Languages and Literatures has maintained interest in study abroad in Spain under the Western Illinois Spanish Experience **WISE-Spain** program. An on-site director accompanies the WIU contingent of approximately 20 students who spend an initial eight weeks at the Colegio de España, and four weeks at an alternate site on the Mediterranean.
 - b. **WISE-Mexico** is a study abroad program of the department of Foreign Languages and Literatures. It is a summer program comparable to WISE-Spain in language instruction and cultural immersion but at an alternate time of year. Enrollment will begin during Spring 2005 for students who will study at CEPE during the approximately five weeks session from June 13 to July 15, under the directorship of Margarita Obregon.
 - c. **Bilkent University, Turkey – History.** The History Department is in the process of establishing a graduate student exchange program with the History Department of Bilkent University, Turkey.
16. **Student Recruitment**
- a. The College increased its participation in Discover Western Programs by asking chairs from each of the three main areas (Social Sciences, Math/Natural Sciences, Humanities) to participate in the morning table fair in the Union. Plans are also underway to revise and modernize the College's display for the Discover Western table fair.
 - b. The departments of African American Studies, Biology, Chemistry, English/Journalism, Geography, Geology, Mathematics, and Physics host visitation days, research conferences or discipline-related fairs and competitions to bring regional high school students onto campus and promote their disciplines. The History department annually sponsors a conference for high school teachers of history.
 - c. The College participates in the Community College Articulation Conference, helping academic advisors at feeder institutions insure a smooth transition to Western for transfer students.
 - d. Most departments in the College routinely send letters to accepted students who have indicated an interested in that department's discipline. Many departments also have established relationships with high school counselors in the state; these counselors are regularly updated on changes in the programs and they are encouraged to remind their students to consider Western.

- e. Many departments offer scholarships to recruit highly qualified incoming freshmen.
 - f. The College sent representatives of the Dean's office (generally, the Dean or Associate Dean) and its professional advisors to the University's Welcome Receptions held at various locations around the state.
 - g. The College completed a total overhaul of its web site, and departments have been encouraged to revise their websites to conform to university guidelines.
17. **Academic Reorganization**
- a. **The Department of Social Work** has been transferred to the College of Education and Human Services (CAS Academic Master Plan)
 - b. **Women's Studies Program achieved a status of department.** The College re-allocated funds to provide fulltime secretarial support to Women's Studies (and to AAS). The new department is conducting the chair search.
 - c. The College is in the process of hiring an **Associate Dean** who will oversee research, external funding, outreach, and graduate studies.
18. **Academic Support**
- a. A **Professional Academic Advisor** for the natural sciences has been hired.
 - b. The College continued, for the second year, its support for a **New and Junior Faculty Orientation** program. This program strives to instill in new tenure-track faculty a sense of identity and belonging as a member of the Arts and Sciences Faculty. Several first year faculty members form "pods" lead by a senior, tenured faculty member and a junior, non-tenured faculty member. The pod leaders are encouraged to invite new faculty to campus events and to several roundtable discussions held each semester. In addition, new faculty members are invited to a social at the Dean's home, where they become acquainted with senior faculty members with exemplary records in teaching, scholarly activities and/or service.
 - c. In the Fall 2004, the Office of Sponsored projects held a series of workshops in the Teaching, Learning and Technology Center for faculty in the Social Sciences, Humanities and Math/Natural Sciences, respectively, to familiarize faculty with the services of OSP and to sign up faculty for automatic notification of calls-for-proposals in their area of research.
 - d. The Teaching, Learning and Technology Center hosted the FYE Academic Structures Subcommittee over the course of the Fall 2004 semester.
 - e. A series of lectures on the application of Bayesian statistical methodology was presented by Dr. Anna Valeva, sponsored by the Mathematics Department and the TLTC. The lecture series was open to all faculty members.
19. **Special Curriculum Initiatives**
- a. **First-Year Experience (FYE) (I.C.4, CAS Academic Master Plan).** The College is actively participating in the pilot FYE project through offering instruction in FYE honors sections. Moreover, we are actively engaged in planning activities for 2005-06 AY, CAS plans to offer 126 sections of FYE, approximately 60% of all FYE sections.
 - b. **American Democracy Project (I.E.6, CAS Academic Master Plan).** The project is co-directed and administered by the departments of Philosophy/Religious Studies and Political Science. It focuses on issues of civic engagement and democratic participation. The central focus of the project during the Fall 2004 was to enhance students' participation in the election.
20. **Equipment** Total equipment purchased (July 1, 2004 through February 15, 2005) - **\$279,329**. The funds used are: appropriated - \$125, 343; ICR - \$37,035; Grants - \$116,951. Appendix 1 lists equipment purchases of over \$2,500.

C. **Indicate measures of productivity by which the unit's successes can be illustrated.**

- 1. **Indicate measures of productivity by which the unit's successes can be illustrated.**
 - a. continuing development, refinement and assessment of curriculum reflective of student needs and university goals as prioritized by academic support of majors, minors, First Year Experience initiative, general education and service courses;
 - b. mentored student/faculty research, student professional development (participation in conferences, publications etc), participation in the honors program, student experiential learning and internship involvement;
 - c. initiatives leading to increased student appreciation and understanding of diversity, globalization and

internationalization;

- d. student recruitment and retention initiatives and events;
- e. numbers of majors and minors (especially in relation to the number of tenure/tenure-track faculty in a department).

2. **Faculty**

- a. faculty teaching excellence;
- b. active participation of faculty in students mentoring and student/faculty research/scholarly endeavors;
- c. faculty professional achievements realized in publications, presentations, extramural funding;
- d. support of development, recruitment and retention of a qualified and diverse faculty.

3. **Major non-departmental units within the College (e.g., WSRC, IES, GIS Center, Outreach Center etc):**

- a. sponsorship of academic and research activities central to the mission of the unit;
- b. faculty productivity; student participation.

4. **College-wide initiatives:**

- a. continued commitment to important outreach activities;
- b. support of the liberal arts and sciences mission;
- c. encouragement, support and recognition of research and scholarship with a special emphasis on student/faculty research;
- d. continued support of university-wide initiatives such as First Year Experience, internationalism, and the American Democracy Project;
- e. continued work toward staffing and implementing advancement/development initiatives.

D. **Describe how the unit used any of the following categories of funds to enhance accomplishments and productivity:**

1. **Western Illinois Foundation funds.** Most of the funds are used by individual departments for scholarships (first year, undergraduate, graduate), student and faculty professional development and travel.
2. **Funds available due to vacant positions or dollars saved through hiring of new personnel at whatever level those funds reside:** \$1,013,682 were made available through retirements, resignations, or leaves of absences without pay. Of that amount: \$335,400 was recovered by the President, \$41,900 was recovered by the Provost, \$434,800 was used to cover classes of the faculty who left, \$50,400 was used to add additional general education courses, \$37,806 was used to cover classes of faculty on sick leave, and \$59,600 was used for start-up funds for the 8 new faculty who joined our college in FY05. The remaining \$53,776 was used to supplement our operating budget. This allowed us to allocate \$31,500 towards support of undergraduate research. We used the rest of the funds to help replace two electronic classroom projectors that were stolen, contributed toward the purchase of furniture for a recently remodeled electronic classroom in the English department, and sent 5 faculty to an NSF workshop on grant development.
3. **Grants, contracts or local funds.** Grants received in FY05 were used to purchase scientific equipment used in both research and teaching, fund undergraduate and graduate student research assistants, send students and faculty to professional meetings, and conduct K-12 outreach activities (see Attachment 1).
4. **External Funding Goals**
 - a. **Decide unit strategies to seek additional resources (e.g., grants, Foundation).**
Sources for additional resources within the college will come from: contractual services rendered by the GIS Center, Western Survey Research Center; new external grant applications resulting from the creation of the Institute for Environmental Studies; and possibly funds charged by the Clinics within the Psychology Department.

As a part of negotiation in recruiting new faculty, we provide on a case by case basis a one month summer salary to write and submit a grant proposal (including a request for future summer salary).

The new Associate Dean position within the college will promote increased grant applications within the college. In addition the position of Assistant to the Dean for Advancement will enhance our efforts to obtain contributions from alumni and other sources.

b. **Provide an explanation of how additional resources would be used to enhance unit objectives**

Additional resources received from grants and contracts will be used to increase scientific equipment purchases, funding of graduate and undergraduate research assistants, sending students and faculty to

professional meetings, and increase K-12 outreach activities. A major goal of our efforts in the area of advancement is to secure funds for project too costly to undertake with our appropriated budget - for example, purchasing additional land for the Kibbe Field Station or the establishment of an endowed fund to support undergraduate research and travel.

c. **Summarize long-term external funding goals which extend beyond FY05**

Our long-term external goals include availability of funds for facilities and equipment including funds for Liberal Arts Lecture and related initiatives, development of Student/Faculty Research and Creative Activity Fund, funds for new laboratory building and additional land acquisition and equipment at Kibbe Life Station, funds for scholarships and travel.

d. **Develop indicators to track attainment of goals**

We will track development of projects (both foundation and extramural funding) and contributions and grants as received. These indicators will be tracked through two mechanisms. The Digital Measure software recently purchased and currently being installed will allow us to track, summarize, and assess many of the measures used in assessing our progress towards obtaining goals. In addition we are establishing other internal reporting systems to better measure and assess data related to specific goals not reported as part of the Digital Measure information.

II. Budget Enhancement Outcomes for FY04

For each budget enhancement in FY04 complete an accountability report form. Be specific about approved productivity measures.

A. **FY04:** CAS did not receive any budget enhancement.

B. **FY05:**

1. CAS received \$2500 from Student Services for recruitment. We are using these monies and additional appropriated funds to purchase three display cases to be used in Discover Western and other recruitment activities.
2. CAS received \$95,000 to offset the \$120,000 cost of: distance education offerings and the new salary structure for overload and these supervision payment.
3. CAS received \$100,000 in finds to help cover the renovation of space in Tillman Hall to build the CAS Outreach Base.
4. CAS anticipates receiving \$6,250 for June Summer School funding

C. **FY06:**

The following have already been agreed to:

1. \$100,000 IES Director Salary
2. \$35,000 supplement for Dr. Ferrer salary - Physics (support of quality and diverse faculty)
3. \$16,225 supplement for new faculty member in English – contingent upon faculty acceptance of the position (support of quality and diverse faculty)
4. \$446,000 in support of FYE to offer 126 sections of FYE experience classes.
5. CAS anticipates receiving \$6,250 for July Summer School funding

III. Major Objectives and Productivity Measures for FY06

- A. List the most important objectives the unit will pursue in FY06.
- B. Describe how these objectives build upon the goals in the institutional strategic plan.
- C. Describe how these objectives will support the university's strategic plan.
- D. Indicate anticipated productivity outcomes related to FY06 goals and how these will be measured (assessed) if different than the standard performance measures.

The objectives, their relationship to and support of the institutional strategic plan, and the anticipated productivity outcomes are discussed in the context of each goal as presented below.

E. Overview

1. **Student Learning and Program Development:** Develop and review programs reflective of student needs

and university goals as prioritized by academic support of majors, minors, general education and First year Experience, service courses. Identify, promote, and extend opportunities for: student/faculty research; experiential and service learning opportunities; appreciation of diversity; international study. Develop and review appropriate upper level undergraduate and graduate programs for both the Macomb and Quad Cities Campus.

2. **Faculty:** Continue to enhance the quality of our faculty through a vigorous recruitment program paying special attention to a more diverse faculty. Support and enhance programs for professional development, especially in the areas of new faculty orientation, pedagogy, and professional travel. Recognize and promote: *teaching* excellence, *research* as reflected in scholarly presentations, publications, and grant submissions. Encourage faculty involvement in college/university *service* with special attention to governance, and public service with special attention to collaborations with public schools, civic communities, and regional colleges and universities. In allocation of service activities, the need of tenure-track faculty to develop their research/scholarship program needs to be respected.
3. **Facilities, Equipment, and Space:** Develop a strategy, consistent with the Institutional Strategic Plan, the Academic Master Plan, and the College Mission, for the management, maintenance and renovation of facilities, equipment, and space.

F. Specific Objectives and Productivity Measures

1. **Institute for Environmental Studies (IES; Goals I.F.15, I.E.4, I.D.4, III.3, III.4, IV.3, and V.)**
Development of IES is goal I.F.15 in the Higher Values for Higher Education: Create an Institute for Environmental Studies. We anticipate completing the search for IES Director during 2004-05 FY. While the Director of IES will be responsible for the overall functioning of the unit, developing contacts with funding sources and stake holders, and fostering collaborative associations between faculty from diverse disciplines or units, an Assistant Director is needed to coordinate activity between collaborators.

To help insure cohesive operation of collaborative grant and/or contract efforts in the unit, the Assistant Director will manage grant and contract fiscal disbursement, and serve as a facilitator for the development of unified results from researchers' efforts. The Assistant Director will also assist the Director in the development of the unit's academic responsibilities including the Environmental Studies minor and the planned Ph.D. in Environmental Studies.

Required resources (FY 06)

Research laboratory space for the new Director of IES	\$10,000 - \$55,000
Assistant Director of IES, 12 months	\$65,000
Full time secretarial help to be shared with the WSRC	\$24,000
Operating budget	\$15,000
Equipment	\$50,000

2. **Support and implement the development of the Forensics major (Chemistry Department)**
The Department of Chemistry secured the University's approval of Forensic Chemistry major. The development of this new program supports the goal I.F in *Higher Values in Higher Education*: "To achieve excellence in undergraduate education", see I.F.2.e: review the potential for expanded degree programs such as B.S. in Forensic Science. The Department of Chemistry currently has a minor in Forensic Science and another in Forensic Chemistry. Both minors combined have 107 students. It is anticipated that many of the Forensic Chemistry minors will switch to the Forensic Chemistry major. At *Discover Western* programs student interest in Forensics is very high. We expect that the new Forensic major will attract these students since the only other state university to offer a Forensic major is SIU-C. Appropriate laboratory facilities would help to ensure the success of the Forensic minors and provide facilities for developing Forensic Chemistry major. To implement the major, the Chemistry Department needs the funds as detailed below.

Required Resources:

New forensic chemistry faculty position beginning FY 07	\$45,000-\$50,000
Forensic chemistry laboratory and instrumentation, FY06	\$110,000
Additional operating funds, beginning FY 2007	\$10,000

3. **Support the development of the neuroscience minor (Psychology)**

The development of the interdisciplinary Neuroscience Minor was one of the goals of 2004 CAS Academic Master Plan. This goal has been achieved. This year the College is conducting several faculty searches in partial support of this minor (including a neuroscience position in Psychology and a position in Philosophy with the Philosophy of Mind as one of the research specialties). Based on the success of the minor, we will explore the possibility of developing a major. Appropriate facilities and equipment are needed to ensure the success of the minor.

Required resources:

Neuropsychology research laboratory WG 07	\$75,000
Neuropsychology teaching laboratory WG 09	\$65,000
Frozen Section Microtome for Neural Tissue Preparation	\$16,000

4. **Complete and Implement a Graduate Certificate in Public & Non-Profit Management**

The Department of Political Science and the faculty in Public Policy and Public Administration have developed a Certificate Program to provide graduate students and administrators in the region with a new option to enhance their professional skills. The program will draw on the Western Survey Research Center, and in addition stress issues of social responsibility with a focus on ethical and moral issues in the public sector and non-profit work. The Department has completed the Certificate Program and will be seeking approval before the relevant college and state level committees.

Required Resources: The department has adequate resources thanks to the development of the Western Survey Research Center.

5. **Complete the revision of the Master's degree in Mathematics**

The Department of Mathematics will complete the revision of the Master's degree in Mathematics to offer a Master's Degree in Applied Mathematics (Macomb and QC) and a Graduate Certificate in Applied Mathematics (Macomb and QC). The Department of Mathematics is in the process of recruitment of a statistician and applied mathematician to support the above development.

6. **Support the development of the GIS minor improving the GIS laboratory facilities**

The Department of Geography recently developed a minor in GIS; they also offer a concentration in GIS within the major. The minor is expected to have over 75 students as various departments (e.g., Biology) encourage their students to minor in GIS. The number of students interested in GIS as a major emphasis continues to grow. This year CAS reallocated a position for a GIS specialist. We need to replace the current laboratory computers and computer tables and find additional classroom space to handle the increased enrollments in the major and minor.

Required resources:

Conversion of old lab space - TL 307 into a GIS supporting classroom	\$35,000
New Computers (21) to support the GIS laboratory	\$20,000

7. **Student/Faculty Research and Creative Activity Fund**

In 2004-2005 FY CAS established an Undergraduate Research Grant Program; two rounds (Fall and Spring) have required funding of about \$31,500. To continue this will be an annual budgetary item.

8. **Continue developing and implementing a Professional Writing Minor at QC (English and Journalism)**

Required resources: possible position reallocation to support professional writing

9. **Support teacher education programs for majors:**

Recruit students into our teacher education programs, especially in the high demand areas of mathematics and science. Insure that new hires within our teacher education programs have the knowledge or experience within the discipline and with the issues (e.g., diversity, mental health needs) pertinent to K-12 teachers.

10. **Support the FYE initiative by offering 126 sections of FYE in 2005-06 AY and beyond as appropriate**

This represents 60 % of all sections of FYE to be offered in 2005-06 AY. We will hire 13.5 new visiting faculty members using funds received for FY 06. To preserve the quality of our lower division, upper division, and graduate offerings, if the FYE project is to continue, **we will need to convert these visiting positions into tenure-track positions.** We would recommend replacing the visiting faculty with tenure-track faculty over a three year period. This will spread out the financial cost of replacement (approximately \$150,000) and allow the College to systematically review and meet many of the goals stated in this report that require additional faculty (e.g. environmental sciences or neuropsychology faculty) positions.

Required resources:

FY06	\$446,000	13.5 visiting faculty @ \$33,000/faculty	\$446,000
FY07	\$307,395	(9 visiting faculty) \$185,372 (4 tenure-track faculty)	\$494,767
FY08	\$141,400	(4 visiting faculty) \$431,685 (9 tenure-track faculty)	\$573,085
FY09	\$645,372	(13 tenure-track faculty)	\$645,372

11. **Advancement**

- a. Develop and Support College's newsletter
Resources: Faculty and staff re-assigned time
Newsletter cost \$30,000 annually
- b. Develop College's Alumni Advancement Board
Resources: hire the College Advancement Officer (see below)
- c. Hire the College Advancement Officer
Resources: \$70,000 annually

12. **Attract a well-qualified, high-achieving diverse student body by actively participating in recruitment activities**

The College will expand the present recruitment efforts by supplementing these efforts by designing recruitment programs to attract a more diverse body of students and to attract well-qualified graduate students. The College formed a committee of 6 department Chairs (Charles Helm, David Boocker, John Wozniak, Netkal Gowda, Virginia Diehl, Abdul-Rasheed Na'Allah, and Polly Radosh) to address issues of recruitment of underrepresented minorities. The Committee created a proposal (Attachment 2). The College plans to implement the proposal pending availability of funds.

Required resources: \$5,000

13. **Explore the potential for the following curricular programs:**

a. **an interdisciplinary Doctoral Program in Environmental Studies**

The doctorate in Environmental Studies would contribute to the University goal to "Explore the potential for expanded graduate degree programs." This interdisciplinary program would build off the IES. IES will encourage faculty interactions, facilitate shared space and equipment, and enhance student research experiences. The doctorate will focus on rural environmental issues (water resources, land use, community development, and restoration). We anticipate that this interdisciplinary program will provide an opportunity to engage every department in the College, as well as several departments from other colleges. We will conduct needs assessment for a Ph.D. in Environmental Studies and complete proposal if appropriate (FY 2007-08).

Resources: Requests for new faculty positions in disciplines that will/could contribute to environmental studies are evaluated in terms of potential value. An associate director will be needed to help coordinate the grant and outreach activities associated with the Center and the doctoral program. Additional graduate student support will be required.

b. **an Accelerated Master's Degree Programs: Biology, Chemistry & connection with Honors**

This special opportunity for well-prepared students will offer the advantage of an early start in their graduate work. Many of our students, especially the honors students, have the ability and drive to complete a BS and MS degree in five years instead of the traditional six years. Students pursuing an accelerated master's degree may take a maximum of nine hours in graduate course work that also will meet the undergraduate degree requirements. The Departments of Biology and Chemistry are interested in development of accelerated master's degrees. No new resources required.

c. **a five-year dual BS degree with UI-Urbana/Champaign (Chemistry)**

This is 3+2 program supporting pre-engineering curriculum does not require additional resources.

d. **an Interdisciplinary Liberal Arts and Sciences Master's Degree (QC)**

The Liberal Arts and Sciences Master's degree will serve mostly non-traditional students who are interested in graduate studies in the liberal arts and sciences but not in a specific discipline. There will be several options within the degree but all involve interdisciplinary studies. The options will range from broad studies in the humanities or social sciences to more specific career-oriented options (e.g., community planning and public policy). We will assess the need and interest in the QC region for a variety of options within the Liberal Arts Master's degree. Once options are identified we will focus on appropriate offerings.

e. **graduate certificates**

- i. Race and Gender (AAS and Women’s Studies, Macomb and QC)
- ii. African and African Diaspora World Studies (AAS, Macomb and QC)
- iii. Women’s Studies (Women’s Studies, Macomb)
- iv. Applied Mathematics

Certificates (12-18 hours) provide two benefits to students. First, certificates prepare them for specific career expectations/requirements or intellectual stimulation in specific areas. Second, a certificate gives the student insight and credit towards, a possible Master’s degree in the subject area. The above proposed graduate certificates will be assessed first in terms of their demand within the greater QC region and second in terms of the resources needed to deliver them.

Resources: Courses within the certificates will be given high priority in terms of www development or ISP conversion.

f. **concentration areas of study for the BOT BA program**

Concentrations would take the form of focused areas of study in a broad area of related topics, providing BOT BA graduates the opportunity to complete a slightly more focused curriculum than is currently available.

Resources: Additional resources in the form of course development funds and or personnel funds would be necessary to develop targeted clusters of courses.

14. **Facilities, Equipment and Space**

The College will continue to assess its equipment and facilities needs in view of its programmatic priorities. Based upon this assessment, equipment will be purchased and facilities improved as our budget allows. Funds will be requested to assist in this endeavor. Additional external grants for equipment and facility improvements will be sought.

IV. Internal Reallocations and Reorganizations

- A. Describe any reallocations or reorganizations (including the movement of positions, the upgrade of positions, the creation of new positions, or the reallocation of personnel or operating funds) for FY06.

The CAS faculty searches will be focused to support on providing attractive “in-demand” programs designed to attract a well-qualified, high-achieving diverse student body.

1. Institute for Environmental Studies, Western Survey Research Center	
a. Additional funds required for the remodeling and equipment	\$75,000
2. Geographic Information Systems (GIS) Laboratory	
a. Computers	\$20,000
b. Equipment	\$30,000
c. Carpeting	\$5,000
d. Renovate obsolete laboratory to a classroom to contribute to the GIS minor and FYE	\$35,000
3. Neuroscience minor	
a. Neuro-psychology research lab	\$75,000
b. Neuro-psychology teaching/research lab	\$65,000
c. Equipment	\$16,000
4. Soundproof Psychology Clinic Rooms (5 rooms)	\$15,000
5. Undergraduate Research Fund	\$31,500
6. College’s News Letter	\$30,000
7. Start-up commitments from FY 05 searches:	\$151,154

CAS is hiring 24 faculty for FY06. Not all searches are complete. Those departments with searches in progress have estimated start-up costs and are denoted in *italic*, those start-up costs that include summer support for grant writing are underlined.

<u>From FY04 commitments (2)</u>	\$24,954
African American Studies (1)	\$1,500
<i>Biological Sciences (2)</i>	\$24,000
<i>Chemistry (1)</i>	\$22,000
<i>English and Journalism (3)</i>	\$4,500
Foreign Languages and Literature (1)	\$6,200
<i>Geography (2)</i>	10,000
History (1)	\$1,500
<i>Mathematics (2)</i>	\$4,500
Philosophy and Religious Studies (1)	\$1,500
Physics (2)	\$13,000
<u>Political Sciences (2)</u>	\$8,000
<u>Psychology (3)</u>	\$25,000
Sociology and Anthropology (3)	\$4,500

8. New or Enhanced Faculty Positions

Anthropology – hire a new faculty member in support of the IES to replace one transferred to Women’s studies	\$44,775
College of Arts and Sciences – create a new position entitled distinguished Visiting Professional. This position will be supplemented by the Provost’s Office The first recipient will be in the department of Mathematics	\$48,000
English – support the hiring of a new faculty’s spouse in support of the Dual Career Recruitment Policy to Support Quality and Diverse Hires - subject to faculty accepting the position	\$11,667
Geography – replace a temporary faculty position with a tenure-track position that will support GIS and IES	\$19,800
History – increase salary of new hire in support of gender equity	\$1,225
Mathematics – replace temporary faculty position with a tenure-track position to support the professional Master’s Degree in Applicable Mathematics	\$17,000
Physics Replace one retiring faculty member and one half-time temporary position with three temporary faculty with tenure-track faculty (the three temporary positions will become tenure-track positions in FY07, at that time we will reallocate \$34,027 to fund these positions).	\$23,000

9. Minority Student Recruitment

See the proposal in Attachment 2.	\$5,000
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GRAND TOTAL **\$719,121**

B. Identify the manner in which such reallocations will further the goals and objectives of the university’s strategic plan for FY06.

1. Institute for Environmental Studies, Western Survey Research Center

The reallocations associated with IES and WSRS will facilitate Goal I.F.15 in the Higher Values for Higher Education: Create an Institute for Environmental Studies. Additionally, Goals I.F.13, I.F.15, I.F., 16, I.E.4, I.D.4, III.3, III.4, IV.3, and V will be supported by these reallocations in support of our research, education and outreach goals.

2. McDonough County GIS Laboratory

The reallocation associated with the GIS Laboratory (in support of Goals I.D.4, III.3, III.4, and V) will allow the College to pursue strategic goals related to research, outreach and public service.

3. **Neuroscience minor**
This reallocation addresses not only the College's Academic Master Plan, but also facilitates student-faculty research and increases the possibility for students to become involved in neuroscience research projects (Goals III.3 and III.4)
4. **Soundproof Psychology Clinic Rooms**
This reallocation would help bring the Psychology Clinic into HIPAA compliance, an essential step to allow the offering of psychological services to a wider audience. Goals I.D.F, III.3 and V would be served.
5. **Undergraduate Research Fund**
Several university goals (III.3, III.4) address the importance of student participation in research and creative activities. This reallocation supports those goals directly.
6. **College's News Letter**
Reallocating funds in support of *Focus*, the College's newsletter, supports both advancement (VIII.D.2) and alumni support goals (VIII.A.1).
7. **Start-up commitments from FY 05 searches**
These reallocations are necessary to achieve goals of expanding resources to encourage and promote research, especially among junior faculty (IV.2 and II.A.3).
8. **New or Enhanced Faculty Positions**
These reallocations supports university Goal II.A. to attract, recruit, retain and develop an excellent faculty representative of the diverse and global society.
9. **Minority Student Recruitment**
This reallocation directly supports the university's goal to recruit a well-qualified, diverse student body (I.A.1.a).

C. Describe in general terms how the reallocation of FY05 affected your unit.

The reallocations of FY05 precluded major equipment purchases, renovation projects, and our support of initiatives that would enhance the University's Strategic Plan and Academic Master Plan. Budget reallocations have occurred for the past four years. In November, 2004 we submitted a request for one-time funding in support of the strategic plan. The request totalled nearly \$1.4 million, which reflects the impact of severe budget reallocations over the past four years. As we hire new faculty, especially in areas with high demand for equipment, we find that the lack of funds can impact our ability to attract highly qualified, research-oriented faculty.

D. Describe how all reallocations, permanent and temporary, will affect the unit's standard performance measures.

1. **Institute for Environmental Studies, Western Survey Research Center**
Since both IES and the WSRC are fledgling enterprises, reallocation should allow the initiation of activities associated with each. In both cases, the College expects to see involvement of faculty in research projects, opportunities for student participation in that research and the beginnings of connections between these units and external agencies.
2. **McDonough County GIS Laboratory**
The GIS Laboratory has been operational for some time. Reallocation will allow continuance of the functions of the Laboratory, and therefore continued service to the community as well as research opportunities for students and faculty.
3. **Neuroscience minor**
The primary measure of the reallocation of funds in support of the neuroscience minor will be entry of students into the minor.
4. **Soundproof Psychology Clinic Rooms**
The reallocation associated with the Psychology Clinic should improve slightly the Clinic's ability to serve community members, but primarily it will decrease liability related to violation of HIPAA regulations.
5. **Undergraduate Research Fund**
Securing funds for undergrad research should increase the number of student projects and should also increase College participation in the Undergraduate Research Day.
6. **College's Newsletter**
Reallocating funds to the College's newsletter will bring greater numbers of alumni in contact with current

developments in the College. The newsletter is also expected to have (initially) a modest and indirect positive effect in support of the College's advancement efforts.

7. **Start-up commitments from FY 05 searches**

Start up funds to new FY 05 faculty should facilitate research productivity and seeking of extramural funding. Meeting these commitments also has an indirect, but important, effect on current and future recruitment efforts.

8. **New or Enhanced Faculty Positions**

Greater research productivity, including solicitation of extramural funding, and increased diversity within our faculty, should result from this reallocation.

9. **Minority Student Recruitment**

Heightened awareness of College and university programs among targeted populations should result from this reallocation. Long-term measures of effectiveness would include increased enrollments in the targeted programs by students from traditionally underrepresented groups.

E. How are you finding new funds?

1. The CAS utilizes money available when retiring or resigning faculty are replaced with lower cost new or temporary faculty. Most of these funds in FY05 were used to cover the internal reallocations or other initiatives previously agreed upon. See section I.D.2 in this report for details.
2. While not new money, the CAS reduced all department budgets by 10 percent and then reallocated those funds to activities that supported the University's strategic Plan and Academic master Plan.
3. The CAS will need to rely more heavily on external grants for equipment and other major purchases. The new Associate dean will coordinate/encourage increased grant applications. In addition, new faculty hires that show promise of grantsmanship are given summer stipend after their first year to encourage such efforts.

V. **New Operating Resources**

A. Identify, in priority order, requests for additional operating funding in a spreadsheet or table.

REQUESTS	FUNDS
Priority 1	
Assistant Director of Institute for Environmental Studies, 12 month position	\$65,000
New Operating Budget, Institute for Environmental Studies	\$15,000
Full Time Secretary, to be shared between IES and WSRC	\$24,000
Priority 2	
Forensic Chemistry Laboratory to support the new program in Forensic Chemistry	\$110,000*
Increase in Operating Budget to support the new program in Forensic Chemistry	\$10,000
New Operating Budget, Western Survey Research Center	\$15,000
Priority 3	
Scientific Equipment	\$100,000
TOTAL	\$450,000

REQUESTS – ALREADY APPROVED	FUNDS
Director of Institute for Environmental Studies, 12 month position	\$100,000
Supplement for Dr. Ferrer's salary	\$35,000
Funding to offer 126 sections of FYE	\$446,000
Supplemental funds for July Summer School	\$6,250*
Funds to Cover Increased Payment for Faculty supervision of Theses	\$22,000*
Funds to Offer Extension Courses (funds received determine the number of courses that will be offered)	\$130,000
TOTAL	\$739,250

*Indicates one-time budgetary request

- B. Complete an FY06 Budget Request Form for each request listed in “A”.

VI. Facilities Requests

- A. Identify, in priority order, requests for facility enhancements over \$100,000. These requests need to be identified as specific FY06 requests or long-range requests. For each request, identify the ways in which the facility enhancement will advance the specific goals and objectives of the University’s strategic plan.
- B. Provide specific outcomes for each facility enhancement request.
- C. Provide an explanation of how each facility enhancement will affect the unit’s productivity measures.
- D. Complete an FY06 Budget Request Form for each request.

Attachment 1

Equipment Purchased

Listed below are equipment purchases of over \$2,500.

Appropriated (\$125, 343)

- a. A 30 computer lab in Mathematics Department to support the developing master's degree in applied mathematics.
- b. Equipment/furniture (WSRC)
- c. Overhead projector (Psychology)
- d. Classroom furniture (English)
- e. Boiler (Kibbe Field Station)
- f. Spectrophotometer (Biology)
- g. Overhead projector (Psychology)
- h. Overhead Projector (Physics)
- i. 7 computers (Physics)
- j. Centrifuge (chemistry)
- k. Biological Cabinet (Chemistry)
- l. Incubator (Chemistry)
- m. Cell Counter (Chemistry)
- n. 22 computers (Geography)

ICR (\$37,035)

- a. Overhead Projector (Biology)
- b. Plotter (Geography/GIS Center)
- c. GPS system (Geography/GIS Center)

Grants (\$116,951)

- a. Micro array scanner (Biology)
- b. Centrifuge (Chemistry)
- c. Kodak Image station (Chemistry)
- d. Autosampler (Chemistry)
- e. Chromatograph (Chemistry)
- f. Amersham Pump (Chemistry)
- g. Teknograd refrigerator

Total equipment purchased (July 1, 2004 through February 15, 2005) **\$279,329**

Attachment 2

PROPOSAL FOR RECRUITING HIGH-ACHIEVING MINORITY STUDENTS

Introduction

In support of the diversity goal of the University in the Strategic Plan (A.1.a-d; B.), it is our intention to increase the population of high-achieving under-represented students at Western Illinois University.

Goals

- target recruitment in representative areas of the state (i.e., East St. Louis and Chicago)
- involve academic leadership in the college in the recruitment process (i.e., department chairs)
- involve individual students and student organizations in developing a plan for school visitations (i.e., GBCC, Casa Latina)
- involve alumni and students in presentations in targeted areas

Actions

- coordinate with the WIU Admissions office and the targeted schools
- trips to two (2) chosen high schools in Chicago, and one (1) in East St. Louis
- produce and distribute recruitment materials: posters, brochures, folders, flat sheets, etc.
- serve food and soft drinks (cookies/brownies, punch, etc)
- produce a PowerPoint presentation to be shown in the evening to interested students and parents

Budget

Initial budget of **\$5000.00**. The expenses would include:

Travel – \$2, 000 – (transportation, overnight accommodations, per diem, miscellaneous (6 people on each of the 3 school visits)

Commodities - \$2, 500 (production of the recruitment materials: brochures, Posters, flat sheets, etc)

Contractual - \$200 (mailing materials and letters to targeted schools)

Telecommunications - \$300 (arranging school visits)

Total: \$5000

Timeline

March, 2005 – December, 2005: Committee to meet on a regular basis to:

- formalize plans
- produce recruitment materials
- arrange for school visits

January and February 2006: Conduct school visits

Attachment 3
Budget Request Forms

Western Illinois University
Budget Request Format
For Program Support FY06

I. Unit submitting request: **College of Arts and Sciences** Priority Number **1**

II. Provide a short title of the initiative proposed for incremental funding.

III.

Assistant Director for the Institute for Environmental Studies

III. Provide a short description of the initiative proposed for incremental funding and how it relates to the University's goals, mission statement, or strategic plan.

An Assistant Director is needed to carry out the day to day activities of the IES. The Assistant Director will also contribute to one of the disciplines with the IES.

IV. Describe the specific accomplishments, and increases in productivity expected from this initiative and how results will be measured or evaluated.

Having laboratories furnished for the specific tasks they are meant to accomplish improves the quality of education.

V. Provide a listing of all incremental funds requested by the following categories:

Personnel Services	A/P	0
	C/S	0
	NTT	0
	T/T	<u>\$65,000</u>

Equipment and Instructional Materials
Library Materials
Contractual Services
Other Operating Funds

VI. Are the requested funds to be included as permanent increase in the unit's base budget?
 Yes No

VII. Will the project be supplemented by other funds? Yes No
If yes, please describe:

Contact Person If Questions: Inessa Levi

Phone Number: 298-1828

Western Illinois University
Budget Request Format
For Program Support FY06

I. Unit submitting request: **College of Arts and Sciences** Priority Number **1**

II. Provide a short title of the initiative proposed for incremental funding.
Operating Budget for the Institute for Environmental Studies

III. Provide a short description of the initiative proposed for incremental funding and how it relates to the University's goals, mission statement, or strategic plan.

The request will enhance the opportunities: for faculty to become involved in research projects, for opportunities for student participation in that research, and for connections with external agencies.

IV. Describe the specific accomplishments, and increases in productivity expected from this initiative and how results will be measured or evaluated.

V. Provide a listing of all incremental funds requested by the following categories:

Personnel Services	A/P	0
	C/S	0
	NTT	0
	T/T	0
Equipment and Instructional Materials		<u>15,000</u>
Library Materials		
Contractual Services		
Other Operating Funds		

VI. Are the requested funds to be included as permanent increase in the unit's base budget? X
Yes _ No

VII. Will the project be supplemented by other funds? X Yes ____ No
If yes, please describe: The college will support the activities of the IES through equipment purchases.

Contact Person If Questions: Inessa Levi

Phone Number: 298-1828

Western Illinois University
Budget Request Format
For Program Support FY06

I. Unit submitting request: **College of Arts and Sciences** Priority Number **2**

II. Provide a short title of the initiative proposed for incremental funding.
Operating Budget for the Western Survey Research Center

III. Provide a short description of the initiative proposed for incremental funding and how it relates to the University's goals, mission statement, or strategic plan.
The request will enhance the opportunities: for faculty to become involved in research projects, for opportunities for student participation in that research and for connections with external agencies.

IV. Describe the specific accomplishments, and increases in productivity expected from this initiative and how results will be measured or evaluated.

V. Provide a listing of all incremental funds requested by the following categories:

a. Personnel Services	A/P	0
	I.	C/S _____ 0
	II.	NTT _____ 0
	III.	T/T _____ 0
b. Equipment and Instructional Materials		<u>10,000</u>
c. Library Materials		
d. Contractual Services		<u>5,000</u>
e. Other Operating Funds		

VI. Are the requested funds to be included as permanent increase in the unit's base budget? X Yes No

VII. Will the project be supplemented by other funds? X Yes _____ No

If yes, please describe: The college will support the activities of the WSRC through equipment purchases.

Contact Person If Questions: Inessa Levi

Phone Number: 298-1828

Western Illinois University
Budget Request Format
For Program Support FY06

I. Unit submitting request: **College of Arts and Sciences** Priority Number **2**

II. Provide a short title of the initiative proposed for incremental funding.

Modernization of Laboratory Space – Primarily in Support of Forensic Major

III. Provide a short description of the initiative proposed for incremental funding and how it relates to the University's goals, mission statement, or strategic plan.

The College has several science laboratory rooms that either need to be upgraded or remodeled to serve a different type of laboratory need. The Departments of Chemistry and Physics have laboratories that need computer stations within the laboratory to augment their traditional laboratory set-ups. The cost to remodel four rooms will be \$40,000. The Department of chemistry will need to remodel an older laboratory into a Forensics laboratory. The cost of this modification will be \$100,000. The proposed Neuroscience minor will require that an existing Biological Science Laboratory be remodeled into new laboratory space appropriate for such a facility. The cost of this renovation will be \$47,000.

IV. Describe the specific accomplishments, and increases in productivity expected from this initiative and how results will be measured or evaluated.

Having laboratories furnished for the specific tasks they are meant to accomplish improves the quality of education.

V. Provide a listing of all incremental funds requested by the following categories:

Personnel Services	A/P	0
	C/S	0
	NTT	0
	T/T	0
Equipment and Instructional Materials		<u>\$45,000</u>
Library Materials		0
Contractual Services		\$102,000
Other Operating Funds		0
Total		<u>\$147,000</u>

VI. Are the requested funds to be included as permanent increase in the unit's base budget?

Yes No

VII. Will the project be supplemented by other funds? Yes No

If yes, please describe:

The college will maintain the renovated rooms after completion of the project.

Contact Person If Questions: Inessa Levi

Phone 298-1828

Western Illinois University
Budget Request Format
For Program Support FY06

I. Unit submitting request: **College of Arts and Sciences** Priority Number **2**

II. Provide a short title of the initiative proposed for incremental funding.

III.

Operating Budget for the Forensic Chemistry Major

IV. Provide a short description of the initiative proposed for incremental funding and how it relates to the University's goals, mission statement, or strategic plan.

The Forensic chemistry major will enhance educational opportunities for our students. In addition, external funding will be available to enhance the laboratory facilities. An adequate operating budget is needed to operate the laboratory.

IV. Describe the specific accomplishments, and increases in productivity expected from this initiative and how results will be measured or evaluated.

V. Provide a listing of all incremental funds requested by the following categories:

Personnel Services	A/P	0
	C/S	0
	NTT	0
	T/T	0

Equipment and Instructional Materials	<u>\$10,000</u>
Library Materials	
Contractual Services	
Other Operating Funds	

VI. Are the requested funds to be included as permanent increase in the unit's base budget? X
Yes ___ No

VII. Will the project be supplemented by other funds? X Yes ___ No
If yes, please describe: The Forensic Laboratory will receive supplemental funding for equipment for the CAS

Contact Person If Questions: Inessa Levi

Phone Number: 298-1828

Western Illinois University
 Budget Request Format
 For Program Support FY05

I. Unit submitting request: **College of Arts and Sciences** Priority Number **3**

II. Provide a short title of the initiative proposed for incremental funding.
Enhanced Funding for Instructional Science Equipment and Material

III. Provide a short description of the initiative proposed for incremental funding and how it relates to the University's goals, mission statement, or strategic plan.

In the sciences, hands-on-learning is the only way to gain the depth of understanding necessary to appreciate and do science. This requires an ongoing investment in both disposable materials and ever more advanced technologies. Today, science majors who pursue either advanced degrees or employment upon graduation are expected not only to know science but also to be able to do it and be able to use advanced equipment as they do it. Departments having to allocate resources to restock continually depleted stockrooms have few opportunities to invest in advanced technologies. The college and its departments are unable with current budgets and other demands to ensure replenishments to necessary stores and needed continuous upgrades to equipment. Such investments are essential to the personal growth of our science majors as well as to a learning environment that can fairly be said to be academically excellent.

IV. Describe the specific accomplishments, and increases in productivity expected from this initiative and how results will be measured or evaluated.

We will have appropriately equipped and stocked teaching labs to provide an academically excellent learning environment for general education students and science majors. Students and faculty satisfaction with science labs will be evaluated and we will assess student learning and evaluate the degree to which the academic environment has been enhanced for students.

V. Provide a listing of all incremental funds requested by the following categories:

Personnel Services	A/P	0		
			C/S	0
			NTT	0
			T/T	0
Equipment and Instructional Materials				<u>\$100,000</u>
Library Materials				0
Contractual Services				0
Other Operating Funds				0
Total				<u>\$100,000</u>

VI. Are the requested funds to be included as permanent increase in the unit's base budget?
 Yes No

VII. Will the project be supplemented by other funds? Yes No
 If yes, please describe:

The college will continue to provide supplemental funds to departments for major equipment acquisitions, the departments will also continue to invest portions for their budgets in equipment and materials and external funds will be sought to support major equipment purchases.

Contact Person If Questions: Inessa Levi

Phone 298-1828

**Attachment 4
Facilities Requests
Budget Request Forms**

Western Illinois University
Budget Request Format
For Program Support FY06

I. Unit submitting request: **College of Arts and Sciences** Priority Number _____

II. Provide a short title of the initiative proposed for incremental funding.
Renovation of Non-Functional Space

III. Provide a short description of the initiative proposed for incremental funding and how it relates to the University's goals, mission statement, or strategic plan.

The original design and intended function of many of the rooms within our College's building do not meet the current needs of faculty and students. Listed below is space that must be redesigned to make it functional:

- Simpkins 341, which currently houses the Writing Center and graduate students in English, should be remodeled. The current configuration of Simpkins 341 results in a large amount of unused space. Remodeling of Simpkins 341 would result in a redesigned Writing Center to better serve its clients, adequate space for English graduate/teaching assistants, the construction of a 35-seat classroom, and an office complex large enough to hold an additional small to moderate department.
 - Resources needed: \$285,000
 - Approximately 35% of faculty within the CAS share office space. This is not conducive to research endeavor, or student-faculty collaboration. The conversion of two rooms within Morgan into office space and the division of 6 two-person offices into smaller single offices would allow 22 faculty to have single offices.
 - Resource needed: \$70,000
 - Waggoner Hall is one of the most used buildings on campus. It houses our two largest majors and serves a large number of incoming freshman through gen. ed. Courses, including FYE courses. It is also one of the worst in terms of its HCAV system. The HVAC system needs to be replaced.
 - Resources needed: \$750,000.
 - The adequacy of space in Tillman Hall and on the first floor of Waggoner Hall is restricted by the fact that much of the space was designed 30-50 years ago as laboratory space but is now used for non-laboratory uses. The obsolete laboratories need to be converted to modern classrooms.
 - Resources needed: \$210,000
- IV. Describe the specific accomplishments, and increases in productivity expected from this initiative and how results will be measured or evaluated.

The conversion of Simpkins Hall 341 will make use of a large amount of space not currently in use, improve the ability of the Writing Center to serve our students, and provide space for expansion or relocation of a department.

The conversion of obsolete laboratory space into modern classrooms will provide not only a better learning environment but also much needed space to conduct our FYE classes.

The replacement of the HVAC system in Waggoner will extend the life and accuracy of expensive scientific equipment, provide a more conducive atmosphere for learning, and eliminate already identified health risks associated with the current system.

The ability to provide faculty with individual offices will enhance the scholarly activity of faculty, improve faculty-student collaboration on projects, and assist in the recruitment of new faculty who expect individual offices.

V. Provide a listing of all incremental funds requested by the following categories:

Personnel Services	A/P	0
	C/S	0
	NTT	0
	T/T	0
Equipment and Instructional Materials		<u>\$315,000</u>
Library Materials		0
Contractual Services		\$1,000,000
Other Operating Funds		0
Total		<u>\$1,315,000</u>

VI. Are the requested funds to be included as permanent increase in the unit's base budget?
Yes No

VII. Will the project be supplemented by other funds? Yes No
If yes, please describe:

The college will contribute to the above renovations. The amount depends on the extent of budget cuts to our budget at either the state or university level.

Contact Person If Questions: Inessa Levi

Phone 298-1828

Western Illinois University
Budget Request Format
For Program Support FY06

I. Unit submitting request: College of Arts and Sciences Priority Number _____

II. Provide a short title of the initiative proposed for incremental funding.

Modernization of Obsolete classrooms

III. Provide a short description of the initiative proposed for incremental funding and how it relates to the University's goals, mission statement, or strategic plan.

The physical environments in which we strive to teach our students in all our college academic buildings have not changed since the buildings were built and furnished thirty to forty years ago. Renovations are essential to take account of what we now know about how people learn and in what kind of spaces and facilities that learning is most likely to occur. With the exception of the new instructional technologies that we have introduced to a large minority of college classrooms, a look into virtually any and all of our classrooms gives one a snapshot of higher education circa 1960. Academic excellence is only an abstract concept in such environments. The modernization of all obsolete classrooms should be one of the highest priorities of the university. The College of Arts and Sciences requests that the university begin its initiative to underscore academic excellence as a value with a complete modernization of the third floor of Morgan Hall which has twenty of the most used classrooms in the university, being the site of a significant portion of general education courses taken by students across the university. All of these classrooms should be carpeted and refitted to improve acoustics. Any not yet fitted with new instructional technologies should be provided such facilities. All of Morgan Hall should be made a wireless internet-accessible building. All of these classrooms should be refurnished with tables and chairs that foster, instead of inhibit, learning.

We estimate the cost of modernizing third floor Morgan Hall classrooms at \$488,000 and request this investment. We estimate the cost of modernizing all classrooms in the building at \$710,000.

IV. Describe the specific accomplishments, and increases in productivity expected from this initiative and how results will be measured or evaluated.

The modernization of Classroom will enhance teaching through improved use of technology.

Personnel Services	A/P	0
	C/S	0
	NTT	0
	T/T	0
Equipment and Instructional Materials		\$488,000
Library Materials		0
Contractual Services		0
Other Operating Funds		0
Total		\$488,000

VI. Are the requested funds to be included as permanent increase in the unit's base budget?

Yes X No

VII. Will the project be supplemented by other funds? X Yes No

If yes, please describe:

The college is constantly upgrading classroom within its buildings.

Contact Person If Questions: Inessa Levi

Phone: 298-1828

Western Illinois University
Budget Request Format
For Program Support FY06

I. Unit submitting request: **College of Arts and Sciences** Priority Number _____

II. Provide a short title of the initiative proposed for incremental funding.
College of Arts and Sciences Science Building

III. Provide a short description of the initiative proposed for incremental funding and how it relates to the University's goals, mission statement, or strategic plan.

Departments in the College of Arts and Sciences are arrayed in building from one end of campus to the other, with one department isolated in one building at the far end of campus and others squeezed into insufficient space in other buildings. The ad hoc assignment of college departments to buildings inhibits the full flowering of creativity within and among departments in the College. In addition, College science buildings that met the needs of science programs of the 1960's and '70's are largely obsolete, as science buildings for today and, thus, have become a serious drain on university resources as we struggle to adapt and maintain them for today's science programs in the face of the unanticipated and growing demands of new technologies. Although one of our science buildings has made the capital budget request list of priorities for a complete renovation, we request that the university amend that capital request to be a request for a new single science building for all five science departments in the College and make a concomitant additional request to revamp the two current science buildings that our science departments would be vacating into academic buildings of classrooms and department offices for the humanities and social sciences. The College would thereby have a clearly defined presence at the north end of campus and have space appropriately designed for its mission. Relocating all College departments to four buildings on the north end of campus would also enable all university departments and units to have additional space for their programs. We estimate the cost of a new science building and the renovation of two science buildings into standard academic buildings at \$34,000,000.

IV. Describe the specific accomplishments, and increases in productivity expected from this initiative and how results will be measured or evaluated.

We will have appropriately equipped and stocked teaching labs to provide an academically excellent learning environment for general education students and science majors. Students and faculty satisfaction with science labs will be evaluated and we will assess student learning and evaluate the degree to which the academic environment has been enhanced for students.

V. Provide a listing of all incremental funds requested by the following categories:

Equipment and Instructional Materials	<u>\$ 4,000,000</u>
Library Materials	
Contractual Services	<u>\$30,000,000</u>
Other Operating Funds	
Total	<u>\$34,000,000</u>

VI. Are the requested funds to be included as permanent increase in the unit's base budget?
X Yes _____ No

VII. Will the project be supplemented by other funds? _____ Yes _____ No
If yes, please describe:

The college will continue to provide supplemental funds to departments for major equipment acquisitions, the departments will also continue to invest portions for their budgets in equipment and materials and external funds will be sought to support major equipment purchases.

Contact Person If Questions: Inessa Levi

Phone 298-1828