School of Science Steering Committee Meeting Minutes
April 29, 2013

Voting Members present: Simon Rhodes (Dean), Snehasis Mukhopadhyay (President), John Watson (proxy - Biology), Barry Muhoberac (Chemistry and Chemical Biology), Yao Liang (Computer and Information Science), Gabe Filippelli (Earth Sciences), Vitaly Tarasov (Mathematical Sciences), Horia Petrache (Physics), Michelle Salyers (Psychology)

Non-Voting Members present: Doug Lees (Associate Dean), Kathy Marrs (Associate Dean), David Skalnik (Associate Dean), Bethany Neal-Beliveau (Secretary), John Watson (Past President)

Visitors: Evgeny Mukhin (Mathematical Sciences) and Jane Williams (Psychology)

1. President Snehasis Mukhopadhyay called the meeting to order at 10:32 AM.

2. President Mukhopadhyay called to approve the agenda. Michelle Salyers asked to add an agenda item. The amended agenda was adopted unanimously (see page 4).

3. President Mukhopadhyay asked for any amendments to the minutes of the last Steering Committee (SC) meeting on 03/29/13. The minutes were approved with one abstention.

4. Dean Rhodes presented the following updates: No budget instructions yet, so no news regarding faculty and staff raises; the State does have a budget projection, but IUPUI will receive more funding – School of Science (SOS) should receive approximately $700,000, but don’t know what the assessment will be. As of now, enrollments (credit hours) are up 12.6% for the fall semester. The SOS asked informally to be allowed to give raises this year. There are some schools that asked for no raises and some that asked for permission to reduce salaries. Gabe Filippelli asked if the University will set the level of raises. Dean Rhodes responded that we asked to know the cash ceiling, but not to be given a minimum – allow us flexibility in setting the raises. Some Schools are in trouble, e.g., Law School applications are down and only about one-third of their graduates have job offers. Psychology, Mathematical Sciences, and Biology have hired new faculty members, and Computer Science has put out an offer. Chemistry/Forensic Sciences has a search going on, but started late. The SELB 1 building is on schedule; SELB 2 was on the State list for funding, but was not funded; however, it was fairly high on their list of priorities. Rehabilitation and repair funds were approved to replace the air handling system for SL and put new roofs on both SL and LD. Filippelli mentioned that air handling is not up to code in SL. The Dean explained that SL and ET both have problems with air handling and are parasitic on LD. SL was not designed as much for research as was LD, and the air handling needs to be improved.

5. Kathy Marrs asked to make a quick comment. The new General Education Core must be in place by May 15th. The IUPUI core will be presented at Faculty Council next Tuesday, May 7th. Copies will be sent out to SC and Undergraduate Education Committee members. President Mukhopadhyay asked if it requires state approval. Marrs replied that ICHE approval is required for all state-supported universities.

6. SOS Strategic Directions Initiative: President Mukhopadhyay introduced Evgeny Mukhin and Jane Williams to update the committee on the School’s Strategic Plan. Two big issues that came out of the first stages of the planning are the identity of the SOS and outreach. Other working groups include graduate training, undergraduate education, faculty and staff development, and
research and innovation. They have sought comment and feedback from the School’s various constituencies. President Mukhopadhyay asked if there were any surprises. Williams responded that some suggestions would be easy to implement and maybe the surprise is that the same suggestions came from different working groups. President Mukhopadhyay asked how do we resolve the tension between research and teaching? Williams responded that the hires over the past few years have been research-focused, and President Mukhopadhyay asked if we are heading towards being a research institution with teaching taking a backseat? Dean Rhodes said that teaching must stay in the forefront. Marrs responded that there must be strategic hires that are interested in teaching. Mukhin replied that people can become good instructors over time, but cannot bring in a good teacher and have he/she become a good researcher over time. Dean Rhodes responded that candidates know that the SOS values undergraduate teaching and departments know not to send a candidate to him who has no interest in teaching. Filippelli mentioned that there are ways to help people develop into good teachers with 3rd-year reviews and promotion and tenure (P&T) reviews. President Mukhopadhyay reminded the committee that candidates only need to be satisfactory in teaching for P&T, and there is not enough incentive to improve teaching. Vitaly Tarasov responded that the incentive is to educate students. Williams added that there are some incentives via the Center for Teaching & Learning and the departments’ P&T processes. All departments have internal pride regarding the quality of their teaching. Doug Lees reminded the committee that 90% of our budget comes from teaching. Dean Rhodes is working on a buy-out policy that is equivalent across the School, but it is very difficult because of dramatic differences in the types of grants, funding, etc. There are also differences in teaching loads across the School because of course releases due to administrative load, etc. This needs to be addressed because the School policy was lost during our financial crisis. Filippelli thought there was a buy-out policy when Bart Ng was Dean. John Watson responded that there was a policy regarding the financial side of buy-outs – can buy out of a course with 12.5% of your salary coming from a grant. There is friction in a department if research faculty buy out of courses and the teaching load shifts to other faculty. But, the buy-out money can be used to pay part-time faculty to cover the courses. Barry Muhoberac stated that we need to include a part-time faculty and lecturers in the policy. Dean Rhodes reminded the committee that active researchers are sometimes the most vibrant teachers and we don’t want to uncouple teaching from research. President Mukhopadhyay mentioned that it is still possible to go up for P&T on excellence in teaching so we need to portray that our teaching mission is important. Dean Rhodes added that classroom teaching is just one aspect – there is also graduate and undergraduate research mentoring, etc. Yao Liang mentioned that students transfer to IUB and later transfer back to IUPUI because we have better teaching. To move our School and IUPUI forward, we need to recruit better students. Watson remarked that our direct admits are better students every year, but does this translate to being better in the classroom? Muhoberac mentioned that many of his capstone students have poor writing skills. Marrs responded that there is no written essay as part of IUPUI’s application process. We need to address these deficits much sooner than senior year capstones. President Mukhopadhyay mentioned that there has also been a change in the undergraduate experience – seeing change from small class size and personal attention to larger classes – are they still receiving a quality education with individual attention? Instructors are being shifted to graduate courses as our graduate programs grow. Should there be a cap on the size of these programs? Mukhin responded that graduate programs are our best shot to improve our legacy, alumni base, and the possibility of famous alumni. Our faculty must teach graduate courses and increase enrollments as much as we can in our graduate programs. Dean Rhodes
asked if we should have as a goal to have free-standing graduate programs in all of our
departments. Mukhin responded that it needs to be a long-term goal, but are we ready to start it
right now? Many students come to our programs because they will earn a Purdue degree. Dean
Rhodes clarified that we need autonomy for our graduate programs. We should take credit for our
own degrees – they would still be Purdue degrees, but we receive the credit. Watson added that it
would be preferable to not have to run our programs through the West Lafayette campus. Dean
Rhodes will ask the graduate education working group to add 2-3 sentences about autonomy and
not having to report to Purdue West Lafayette. Horia Petrache asked about the next step in the
process. Dean Rhodes responded that it is a SOS document and is our way to prioritize what we
plan for the future. Petrache asked if the document will go to all department chairs and do they all
have to follow the directives. Williams replied that she and Mukhin are going back to all the
School’s major constituencies to discuss the document. Petrache mentioned that priorities need to
be made because the lists are too long and Mukhin stated that the document is not yet finalized.
Dean Rhodes added that we need to examine if there are some things that we currently do that
would go away based on the Strategic Plan or is everything an add-on. Marrs mentioned that the
campus is also refining their strategic goals, and suggested that the SC could bring the Chairs of
the SOS committees together to give each one a charge from our strategic goals. President
Mukhopadhyay asked if the Strategic Plan will be presented to the entire SOS faculty and be
voted on. Williams replied that the faculty has been involved all along, but there will be no vote.
They will be taking it back to the major advisory committees. Dean Rhodes added that there will
be more open meetings. President Mukhopadhyay thanked Williams and Mukhin for all of their
work – the process has energized the School. Dean Rhodes added that the process has helped the
School come together; we are a very heterogeneous group with broad cultures that have come
together with common goals. Watson asked if the document should be distributed back to the
departments and Dean Rhodes responded yes – we want feedback. Marrs asked that it also be
shared with the Undergraduate Council as students have been involved in the process, and Dean
Rhodes added that it should also be sent to the alumni group.

7. Nominations for SOS Faculty Secretary/President-elect for the year 2013-2014: President
Mukhopadhyay reported that he has asked 10-15 people to serve as Secretary of the Faculty, and
all have declined. He asked the SC to help identify potential candidates – the person should be
tenured, preferably has served on the SC, and be familiar with broad, School-level issues. It
would help if the person was a full professor and he/she should be committed to service to the
School. No one on the SC was willing to volunteer. Several names were brought up and
committee members were asked to approach the people in their departments to see if they might
be willing to take the position. The deadline for a faculty vote is Commencement Day.

8. Review of the SOS Faculty Assemblies: President Mukhopadhyay announced that the P&T
document changes were approved by the Faculty. Dean Rhodes added that he respected all the
comments, but the P&T process for promotion to Senior Lecturer in the School is not broken. We
don’t want to deter Lecturers from going up for promotion to Senior Lecturer, so need to share
successful dossiers with the candidates. Muhoberac thought that Lecturers might be worried about
going up for promotion with the new guidelines. The Dean responded that no, what they need to
do is clearly stated. There was a tone at the Faculty Assembly that these are impossible goals to
attain and they are not – we have had successful promotions to Senior Lecturer. President
Mukhopadhyay went on to tell the committee that a vote regarding the new SOS Student
Satisfaction Surveys was not taken at the second Faculty Assembly. Watson updated the
committee on the current status of the survey – he will make minor changes and ask Matthew Rust, SOS Director of Student Affairs, and Jane Williams look at the revised survey. If they see no major problems, the survey can be sent out for a faculty vote. Watson went on to say that most comments from the faculty were loaded with complaints of online administration of the surveys. Dean Rhodes responded that the online response rate will increase, but faculty need to remind students in class multiple times. Watson isn’t sure what their motivation is to complete the surveys online. Watson made a motion that the Dean should appoint a working group to look at online administration of the Student Satisfaction Surveys. The motion was seconded and passed unanimously. Tarasov mentioned an interest in allowing instructors to add additional questions, but William thought there might be technical issues that would preclude doing so. Dean Rhodes asked that the feasibility of adding instructor-specific questions be examined.

9. For the additional agenda item, Michelle Salyers asked about technology fees for graduate statistical software. Lees said that there is $120,000 for undergraduate use and $80,000 for graduate use that can be distributed via grant proposals. There will be two separate calls for proposals – one for undergraduate proposals and a second for graduate proposals.

10. Motion to adjourn at 12:00 PM was unanimously approved.

11. The Subcommittee for Administrative Reviews (SAR) met to discuss the 2012-13 administrator reviews.
SOS Steering Committee
Agenda
Monday, April 29, 2013, 10:30am-12:00 noon
Room LD 124B (Psychology Conference Room)

1. Approval of agenda
2. Approval of minutes of the Steering Committee meeting on March 29, 2013
3. Comments by Dean Rhodes
4. Nominations for SOS Faculty Secretary/President-elect for the year 2013-2014
5. Review of the SOS Faculty Assemblies
6. SOS Strategic Directions Initiative
7. Graduate Student technology fees – added by Michelle Salyers
8. SAR only: Administrative Reviews